

Global-Ready Infrastructure Talent Programme (GRIT) FAQ

What is the objective of the PCP for Global Ready Infrastructure Talent (GRIT)?

The PCP for GRIT seeks to reskill local (Singapore Citizens & Permanent Residents) mid-career switchers and displaced professionals to enable them to embark on a new career in job functions required in Infrastructure projects at a Global Level.

Successfully placed professionals can look forward to career opportunities in job functions (but not limited to) such as Transaction Advisory, Project Financing, Legal Advisory, or Infrastructure Engineering, as long as it is part of a Global Infrastructure Project.

Why is the PCP for GRIT a Place-and-Train Programme?

The GRIT PCP operates on a Place-and-Train mode, trainees are to secure a job with an organisation that is involved in Global Infrastructure Projects before they embark on their training. This ensures that trainees would be able to embark on on-the-job training that are specific to individual projects once employed, as well as to prepare trainees to be job ready.

Will the courses be full-time or part-time? Where will it be conducted?

There are no specific and mandatory institutional training under this PCP because the nature of business may vary depending on the project life cycle. Relevant skills and domain knowledge would be imparted by the respective employers as the roles could be project-specific, industry-specific or market-specific, therefore there would be non-uniformity on the syllabi. Instead, individuals would embark on 100% on-the-job training.

What are some of the sectors where PCPs have been rolled out?

PCPs are available in many different sectors, such as Creative Industries, Healthcare, Infocomm Technology and International Trading. For more information, please visit this [page](#).

How do PCPs work and how can PMETs benefit from it?

The PCP enables a PMET to switch career by facilitating the PMET's job placement into a hiring company and going through a structured on-the-job training programme to acquire the necessary skills for the new job.

To further lower the cost to employers and encourage them to be open to mid-career switchers without the requisite experience or skills, WSG will provide salary support for the period of PCP (up to 18 months).

Is there funding support?

Yes, salary support will be provided for up to 18 months to defray the salary expenses borne by the participating companies.

Funding is only applicable to employers who hire Singapore Citizens and Permanent Residents under this PCP.

**More details are provided under "How can the trainee be eligible for the funding support?"*

How can the trainee be eligible for the funding support?

To be eligible for the funding support, the trainee must:

- A Singaporean Citizen or Permanent Resident who have graduated at least 2 years
- Have no relevant experience in similar job functions relating to global infrastructure projects.
- Newly hired by firms with projects in infrastructure at a global level

Upon completion of the training, what qualification/title can the trainee get?

This is a 100% structured on-the-job training with the company to ensure that the candidate obtains the relevant skills and knowledge to be competent in the role the individual is placed into. There is no academic qualifications awarded for this programme since there are no institutional training.

Is there a bond for the programme? What if the trainee quits the programme halfway?

Trainees may be required to sign a bond with their sponsoring employers before embarking on the programme, subjected to the respective companies' human resources guidelines and regulations. If the trainee quits the programme midway through the programme, he may be liable

to pay the liquidated damages which may comprise the full salary support and any other costs incurred by WSG, IE Singapore and/or the participating employer.

What if the trainee does not get a job offer from a participating PCP company?

To qualify for funding support under the PCP for GRIT, the trainee needs to be successfully matched and placed with a PCP-participating organisation. Individuals who wish to apply for jobs offered in this PCP can seek assistance from WSG CareersConnect and e2i Career Centres, or email to PCP_FIN@wsg.gov.sg.

How does the trainee apply for the Programme and when is the closing date?

As the programme works on a Place-and-Train mode, trainees are to secure a job with an organisation that is involved in Global Infrastructure Projects before they embark on their training. The company will enrol the applicant and make the necessary arrangement. IE Singapore will liaise directly with the participating companies' HR personnel.

Concurrently, WSG will work with relevant companies to surface such job opportunities in Jobsbank.

Is it compulsory to attach documents to the trainee's application?

Yes, the following documents will be required for registration:

1. NRIC (front & back) for Singapore Citizen and Permanent Resident
2. Copy of transcripts, certificates of educational qualifications and Curriculum Vitae

When will the trainee know of the results and who will contact him?

If the applicant is offered a position with one of the participating companies, the company will enrol the applicant and make the necessary arrangement. WSG will liaise directly with the participating companies HR personnel.

I am a new hire involved in Global Infrastructure Projects. How do I apply for the programme?

Inform your HR rep (employers) to contact the programme manager, IE Singapore at enquiry@iesingapore.gov.sg. IE Singapore will liaise directly with the participating companies HR personnel.

How can a potential applicant find out more information on PCP for GRIT and who can he contact?

For PCP related enquires, please contact the programme manager, IE Singapore at enquiry@iesingapore.gov.sg.

Apply Here >

For application assistance, please send your enquires [here](#).