

GRADUATE INDUSTRY TRAINEESHIPS (GRIT) PROGRAMME FOR TRAINEES FREQUENTLY ASKED QUESTIONS (FAQS)

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Section A: General Questions on GRaduate Industry Traineeship (GRIT) Programmes


| General Questions | |
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| 1 | What are the GRaduate Industry Traineeships (GRIT) and GRIT@Gov Programmes? |
| <p>The GRaduate Industry Traineeships (GRIT) and GRIT@Gov Programme aims to provide fresh graduates from Universities, Polytechnics, the Institute of Technical Education (ITE), or other Educational Institutions (e.g. private universities and overseas institutions) with traineeship opportunities for a period of three to six months.</p> | |
| 2 | What is the difference between the GRaduate Industry Traineeships (GRIT) and GRIT@Gov Programmes? |
| <p>The GRIT Programme, led by WSG, supports fresh graduates who are keen to gain exposure in private sector organisations across various industries.</p> <p>The GRIT@Gov Programme, coordinated by the Public Service Division (PSD), helps fresh graduates gain experience in public sector agencies.</p> | |
| 3 | How will the GRaduate Industry Traineeships (GRIT) and GRIT@Gov Programmes help fresh graduates? What are the expected outcomes of GRIT? |
| <p>WSG, together with Sector Agencies, will identify progressive host organisations from growth sectors such as Financial Services, Information and Communication Technology (ICT), Manufacturing and Wholesale Trade to offer traineeships that equip fresh graduates with practical skills and experience to enhance their future employability.</p> <p>Based on WSG's experience implementing the SGUnited Traineeships (SGUT) during COVID-19, the SGUT facilitated longer-term employment outcomes for most trainees after they exited their SGUT traineeships.</p> | |
| 4 | What types of roles will be offered under the GRIT@Gov Programme? |
| <p>More details on the types of traineeships under GRIT@Gov will be made available from October 2025.</p> | |

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| 5 | How will the Government mitigate the risk that GRIT will displace mid-career workers? |
| | <p>The traineeship allowance and duration of GRIT traineeships have been calibrated to be lower and shorter than the support provided for full-time employment of mid-career workers. For example, the traineeship allowance for GRIT, at \$1,800-\$2,400, is lower than that for the Mid-Career Pathways Programme (MCP), at \$1,800-\$3,800.</p> <p>There will also be safeguards to ensure that Host Organisations have not undertaken retrenchment measures for roles that are similar to those proposed for GRIT traineeships.</p> |
| 6 | What factors would the Government consider in deciding whether to expand the capacity of GRIT? |
| | <p>We will assess the need to expand the capacity of GRIT after factoring in the economic situation i.e. GDP growth and labour market indicators such as the long-term unemployment rate, as well as sentiments on jobs and the economy among fresh graduates.</p> |



Section B: Trainee Related Questions

| Trainee Specific Questions | |
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| 1 | How do I qualify to apply for a traineeship? |
| | <p>All trainees must fulfil the following criteria:</p> <ul style="list-style-type: none"> • Singapore Citizen or Permanent Resident; and ▪ Graduated in 2024 to 2025 from Universities, Polytechnics, the Institute of Technical Education (ITE) and other Educational Institutions (e.g. private universities and overseas institutions); or graduated earlier from above institutions and completed National Service in 2024 or 2025. <p>Trainees who complete their studies from Universities, Polytechnics, the Institute of Technical Education (ITE) or other Educational Institutions within 2025 but will only receive their qualification/certification award in 2026 are eligible for the programme as well.</p> |
| 2 | What if I graduated in calendar year 2023 and before? Can I still apply for traineeships? |
| | <p>No. GRIT and GRIT@Gov support fresh graduates who may face challenges securing full-time employment opportunities upon graduation due to the weaker economic sentiments. Individuals who graduated in 2023 or earlier are encouraged to explore opportunities through the Career Conversion Programme (CCP) to support your career development, or discover opportunities that match your skills and aspiration and apply to job vacancies available on MyCareersFuture and Careers@Gov.</p> |

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| 3 | Can I accept an offer for a full-time role with the Host Organisation/Agency while on a traineeship? |
| Yes, trainees may accept a full-time role with the Host Organisation/Agency if it is offered during the traineeship period. However, the traineeship must be officially terminated before the individual enters into an employment contract, as the two arrangements cannot overlap. | |
| 4 | What if I am a fresh graduate who recently graduated with a Masters, PhD, or part-time degree? Do I qualify to participate in GRIT? |
| Yes, you are eligible to participate in GRIT if you are a fresh graduate who has recently completed a Masters, PhD, or part-time degree and have not held any full-time employment since graduation. For Masters or PhD graduates, the same traineeship stipend rates will apply. | |
| 5 | What if I am a mid-career individual with work experience who recently graduated with a Masters, PhD, or part-time degree? Do I qualify to participate in GRIT? |
| <p>No, the GRIT programme is targeted to support fresh graduates preparing them for successful transition into full-time employment.</p> <p>For mid-career individuals, there are alternative opportunities available such as the Mid-Career Pathways Programme (MCP) or the Career Conversion Programmes (CCPs), which support career transitions into new sectors or roles.</p> | |
| 6 | Can a trainee leave during the duration of the traineeship? |
| While trainees are encouraged to complete their traineeships to gain valuable industry experience and enhance their employability, they may exit the programme early for valid reasons (e.g., securing a full-time employment elsewhere). However, trainees must provide adequate notice to their Host Organisation/Agency as specified in their training agreement. | |
| 7 | What happens upon the completion of the traineeship? |
| <p>Upon the completion of the traineeship, trainees may either be offered full-time positions by their Host Organisation/Agency based on their performance or pursue opportunities elsewhere.</p> <p>The experience gained during the traineeships will provide trainees with valuable industry knowledge and skills, enhancing their employability as the economy recovers. Trainees who need assistance in their job search can access career matching services through WSG's Career Connect or NTUC's e2i career centres.</p> | |
| 8 | How much is the traineeship allowance? |
| Host Organisations and Agencies will provide trainees with monthly traineeship allowances ranging from \$1,800 to \$2,400, with the specific amount determined by the traineeship scope. | |

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| 9 | Who will be paying me my traineeship allowance? |
| The traineeship allowance will be paid out to trainees by the Host Organisation/Agency on a monthly basis throughout the duration of the traineeship. | |
| 10 | What kind of benefits (annual and sick leave etc.) can I get while on traineeship? |
| As this is a traineeship where there is no employer-employee relationship, Host Organisations or Agencies are not required to offer employee benefits to trainees. Host Organisations/Agencies may choose to offer non-monetary benefits on a discretionary goodwill basis. | |
| 11 | Will I be covered by workplace insurance? |
| Yes, workplace injury insurance will be provided. | |
| 12 | When does the GRaduate Industry Traineeship (GRIT) and GRIT@Gov Programmes start? How can I apply? |
| <p>The GRIT and GRIT@Gov programmes are expected to commence from October 2025. Fresh graduates are encouraged to register their interest here or through the QR code below, to be among the first to know when the programme is launched and opportunities become available.</p>  | |
| 13 | How will the traineeship matching, and onboarding take place under this programme? |
| <p>All traineeship vacancies for GRIT and GRIT@Gov will be posted on MyCareersFuture portal. Vacancies for GRIT@Gov will also be posted on Careers@Gov.</p> <p>Individuals can submit their applications directly to the Host Organisations/Agencies. Host Organisations will only contact shortlisted candidates directly for their internal selection process.</p> | |
| 14 | What support is available if I am unsuccessful in securing a traineeship after multiple applications? |
| Trainees who are unable to secure a traineeship can seek career matching assistance through WSG's Career Connect or NTUC's e2i career centres . | |

Section C: For more assistance and feedback

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| 1 | Who can I contact if I have more queries on GRaduate Industry Traineeships (GRIT) and GRIT@Gov Programmes? |
| <p>For GRaduate Industry Traineeships (GRIT), please contact WSG or submit your query here or scan the QR code below.</p>  <p>For GRIT@Gov, please contact Careers@Gov here or scan the QR code below.</p>  | |

IMPORTANT

Government officials will NEVER ask you to transfer money or disclose banking details over a phone call. Call the 24/7 ScamShield Helpline at 1799 if you are unsure whether something is a scam.