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## **ABOUT THE POWER<sup>X</sup> PROGRAMME**

### **1. What is the duration and structure of the programme?**

Power<sup>X</sup> is a full-time traineeship programme that focuses on helping Trainees acquire essential industry-specific skills and real-world experience for their new Deep Tech career in high-demand roles. The programme is divided into two phases:

- **Phase 1** – Up to 6 months structured training integrated with short-term On-the-Job Training (OJT) in a partner company. Trainees will be required to complete a Capstone Project by the end of this phase.
- **Phase 2** – 6 months OJT with the same partner company.

### **2. Do the Trainees pay for the training during the programme (e.g. Phase 1 structured training)?**

In Phase 1, Trainees will co-fund\* the structured training cost through the reduced monthly stipend.

\*No cash payment is required from the Trainees.

### **3. How do Trainees progress from Phase 1 to Phase 2 of the programme?**

There will be tests or assignments after each module during Phase 1. This is to ensure all Trainees have acquired the necessary skills needed to continue with the traineeship. Trainees must pass all tests after each module and complete the Capstone Project by the end of Phase 1 before they can proceed to Phase 2.

### **4. What happens if the Trainee fails any of the tests/assessments in the programme?**

Additional support such as refresher courses for Trainees who fail the modular tests, and re-assessment opportunities will be provided. However, if the Trainee is unable to complete the re-assessments successfully, the traineeship will be terminated and full sponsorship costs and stipends paid will be recovered from the Trainee.

### **5. What is a Capstone Project and what is the purpose of the project?**

The Capstone Project is designed to evaluate the Trainee's progress and competencies acquired in Phase 1 structured training. It also ensures that the Trainee demonstrates a good understanding of the essential skills, core competencies, and technical translational abilities. The Trainee will require to use his/her newly-acquired skillsets to complete the project, guided by their mentors from partner companies or trainers from IHLs.

### **6. What will Trainees be working on under Phase 2 during the On-the-Job Training (OJT)?**

In Phase 2, Trainees will work full-time for a partner company. During the OJT, Trainees will be guided by a mentor from the partner company as they work on their designated project. Each mentor will set clear deliverables and follow a traineeship development plan for each Trainee.

Partner companies will assess the Trainees competencies on a regular (e.g. monthly/bi-monthly) basis and make necessary adjustments upon mutual feedback by the Trainee and the mentor. Progress reports of the Trainees will be shared with SGInnovate and the Trainees to facilitate learning and development.

**7. Can the Trainees choose which partner company they would like to be attached to?**

Shortlisted applicants may indicate their interest in specific partner companies under the specific Power<sup>X</sup> track, e.g. Cybersecurity, Software & Product Development, or Robotics. This indication will be taken into consideration during the selection process. Partner companies will evaluate the application based on the applicant's technical & cognitive assessment results, interview outcomes, etc. – to determine if the Trainee is suitable for the organisation.

**8. Are Trainees allowed to switch to another partner company during the programme?**

Trainees are strongly encouraged to remain in the same partner company during the entire programme for effective learning. Trainees are advised to consider a partner company's projects, company culture and background before accepting their Letter of Offer (LOO) to be a part of the programme. This knowledge will ensure that the Trainees and the partner companies are aligned in expectations throughout the OJT.

**9. What is the stipend received by the Trainee in this programme?**

Trainees of the programme will receive a stipend of:

- S\$3,400 a month during the structured training in Phase 1; and
- S\$4,000 a month during the On-the-Job Training in Phase 2.

In Phase 1, Trainees will be attending full-time structured training - co-funded\* by Trainees from their monthly stipend. The reduced stipend in Phase 1 signifies the Trainee's commitment to acquire the necessary skills prepared for their contribution to the partner company in Phase 2.

\*No cash payment is required from the Trainees for the structured training.

**10. When and how will the Trainees receive the stipend?**

Trainees will receive their monthly stipend at the end of each month of training. Their partner company will make the payment of stipends.

**11. If the Trainee is a Singaporean/Singapore PR, will he/she be required to contribute to CPF?**

As this is a traineeship, Trainees will not be required to contribute CPF. The programme's main purpose is to develop talent and prepare them for a new Deep Tech career. As such, the partner companies will also not be required to pay CPF for the Trainee as there is no employee-employee relationship between the partner company and the Trainee.

**12. Are the Trainees entitled to Annual and Sick Leave during the programme?**

Partner companies are recommended to accord the Trainee a minimum of 7 days of paid annual leave and 7 days of paid medical leave per year of traineeship to be prorated based on the traineeship period's actual length.

**ABOUT POWER<sup>X</sup> CYBERSECURITY**

**13. What is the duration of the Power<sup>X</sup> Cybersecurity programme?**

Power<sup>X</sup> Cybersecurity is a 12-month traineeship programme, comprising a 6-month structured modular training and a 6-month OJT with a partner company.

**14. Who is eligible to apply for Power<sup>X</sup> Cybersecurity?**

Singaporeans and Permanent Residents (PRs) who are passionate about building a Cybersecurity career and have:

- A Diploma or Bachelor's degree preferably with a background in STEM;
- Basic programming skills preferably with fundamental knowledge in network/system administration; and
- At least 1 year of full-time working experience in any field

**15. What are the competencies and skills which the programme will cover in Phase 1?**

Trainees can expect to acquire the following essential skills throughout the traineeship, especially during Phase 1:

- Cloud Security/ Administration, Cloud Native Architecture
- Threat Analysis/ Defence, Pentest, Ethical Hacking
- Cyber Risk Audit & Compliance
- IT Governance/ Security Governance, Cyber Operations
- Cyber Forensic
- Cybersecurity Fundamentals
- Network Security/ Infrastructure

**16. Who are the partner companies in the programme?**

The partner companies onboard Power<sup>X</sup> Cybersecurity are potential hiring companies looking for Security Engineer, Cyber Risk Analyst, or Incident Investigator to join them. The Trainee can expect a mentor with years of industry experience to guide them during their attachment to the programme. A list of partner companies can be found on the Power<sup>X</sup> Cybersecurity webpage [<https://www.sginnovate.com/power-x-cybersecurity>]. Trainees can find the overview of the companies and a short introduction on the projects that these companies are working on.

## **ABOUT POWER<sup>X</sup> SOFTWARE & PRODUCT DEVELOPMENT**

### **17. What is the duration of the Power<sup>X</sup> Software & Product Development programme?**

Power<sup>X</sup> Software & Product Development is a 12-month immersive traineeship programme, comprising a 6-month structured modular training and a 6-month OJT with a partner company.

### **18. Who is eligible to apply for Power<sup>X</sup> Software & Product Development?**

Singaporeans and Permanent Residents (PRs) who are passionate about building a Software & Product Development career and have:

- Basic programming skills in Python and JavaScript; and
- At least 1 year of full-time working experience in any field. Experience working on projects in IT Systems, software and product development is a plus; and
- A Diploma or Bachelor's degree, preferably with a background in STEM

### **19. What are the competencies and skills which the programme will cover?**

Competencies across software development, product management and application security will be covered across the programme:

- Software Development: Computer Science Fundamentals (e.g. Algorithm and Data Structures), Software Development Tools (e.g. Git, Cloud Services & Containers), frontend and backend development (e.g. React, Node.js)
- Product Development (e.g. Agile Methodologies, Business Needs Analysis, Design Thinking Practice)
- Web Application Security

### **20. Who are the partner companies in the programme?**

The partner companies onboard Power<sup>X</sup> Software & Product Development are potential hiring companies, looking for Software & Product Developers to join them. The Trainee can expect a mentor with years of industry experience to guide them during their attachment to the programme. A list of partner companies can be found on the Power<sup>X</sup> Software & Product Development webpage [<https://www.sginnovate.com/power-x-software-product-development>]. Trainees can find the companies' overview and a short introduction on the projects that these companies are working on.

## **ABOUT POWER<sup>X</sup> ROBOTICS**

### **21. What is the duration of the PowerX Robotics programme?**

PowerX Robotics is a 9-month traineeship programme, comprising a 3-month structured modular training and a 6-month OJT with a partner company.

### **22. Who is eligible to apply for Power<sup>X</sup> Robotics?**

Singaporeans and Permanent Residents (PRs) who are passionate about building a career in Robotics and have:

- A Bachelor's degree, preferably in STEM;
- Basic programming skills; and
- At least 1 year of full-time working experience in any field. Experience with Robotics-related projects is a plus

### **23. What are the competencies and skills which the programme will cover?**

Trainees can expect to acquire the following essential skills throughout the traineeship, especially during Phase 1:

- Python for Robotics
- C++
- Robot Operating System (ROS)
- Simultaneous localisation and mapping (SLAM)
- Embedded Systems for Robotics
- Machine Learning
- Computer Vision

### **24. Who are the partner companies in the programme?**

The partner companies onboard Power<sup>X</sup> Robotics are potential hiring companies, looking for Robotics Software Engineers to join them. The Trainee can expect a mentor with years of industry experience to guide them during their attachment to the programme. A list of partner companies can be found on the Power<sup>X</sup> Robotics webpage [<https://www.sginnovate.com/power-x-robotics>]. Trainees can find the companies' overview and a short introduction on the projects that these companies are working on.

## APPLICATION PROCESS

### 25. How to apply for the Power<sup>x</sup> programme?

Interested participants may apply through our SGInnovate – Power<sup>x</sup> webpage at: [\[https://www.sginnovate.com/power-x-programme\]](https://www.sginnovate.com/power-x-programme). Simply select the Power<sup>x</sup> track which you would like to apply for and click 'Apply Now'.

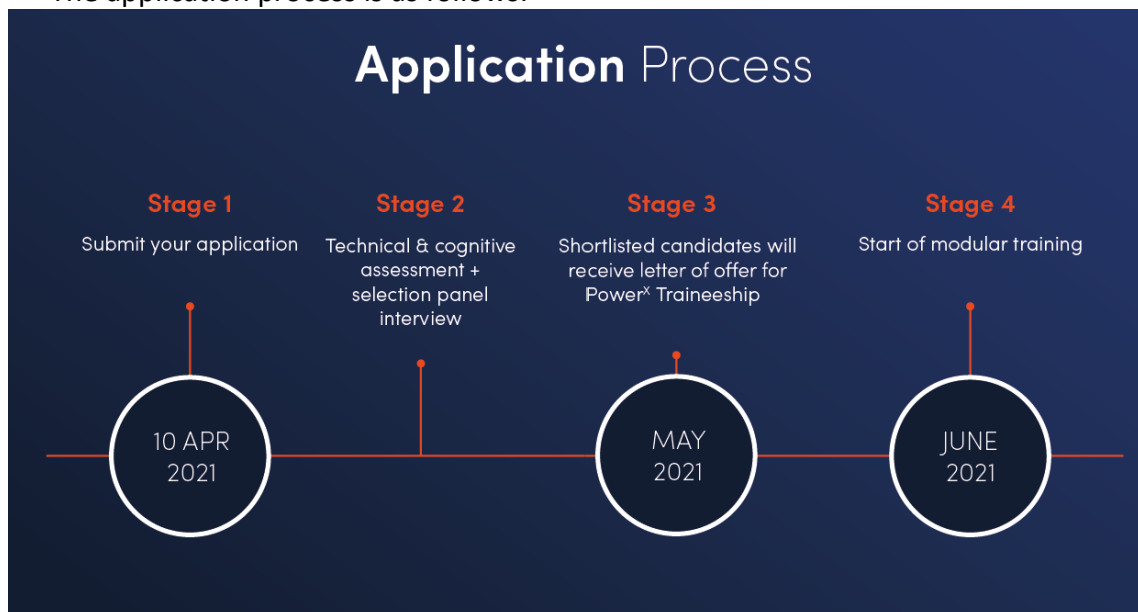
Applications for this run will close on 10 May 2021. However, interested candidates who have missed the deadline can register interest on our website to be notified when the next run opens.

### 26. When is the application period?

Application opens on **10 April 2021** and closes on **10 May 2021**. No applications will be accepted after application is closed.

### 27. What is the application process like?

The application process is as follows:



Applications will be reviewed on a rolling basis once the application opens.

### 28. Can an applicant amend his/her application after he/she has submitted it?

The system allows applicants to edit his/her application after submission. However, only the latest application submitted before the deadline will be considered.

### 29. Will the Trainee be allowed to join the programme if he/she is currently already employed by another organisation?

The Power<sup>x</sup> programme is an intensive traineeship programme that requires individuals to be committed to the training. Trainees will be placed on accelerated full-time training throughout the entire traineeship and need undivided focus for effective learning and development. As such, Trainees should not undertake any other

occupation or employment during the traineeship programme. Applicants who are currently employed must end their service with their current employer upon their acceptance into the programme. Proof of resignation should be provided along with the signed acceptance of offer.

**30. What is the selection process?**

There are two stages to the process:

- **Stage 1: Technical Assessments**  
Qualified applicants who meet the eligibility criteria will receive technical assessments to be completed. The technical assessments would test applicants on programming and logical thinking as these are the basic skills necessary for Trainees during the programme.
- **Stage 2: Interviews**  
Applicants who successfully pass the technical assessments will be invited to attend interview sessions with the partner company and SGInnovate.

Following interview sessions, shortlisted applicants will be notified in May 2021 if they have been successfully offered a traineeship and will receive a Letter of Offer (LOO) to be signed and returned to SGInnovate. We regret that only shortlisted applicants will be notified.

**PLACEMENT**

**31. Will Trainees be offered full-time roles at the end of the programme?**

A full-time offer is not guaranteed upon admission into the programme. However, partner companies are strongly encouraged to offer Trainees a relevant full-time role in their company at the end of the traineeship, if the Trainee has met the competencies required and performed well.

As such, Trainees are advised to level up their competencies and actively contribute to the partner company in their traineeship roles throughout the programme.

**32. What happens if the Trainee is not offered a full-time role in the partner company?**

For Trainees who are not offered a full-time role at the end of the programme, SGInnovate will help to facilitate placement matching and provide networking opportunities with other organisations in similar industries and/or hiring for similar roles.

**More queries?**

Please email us at [powerx@sginnovate.com](mailto:powerx@sginnovate.com).