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ABOUT THE POWER^X PROGRAMME

1. What is Power^X?

Power^X 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.

2. What is the duration and structure of the programme?

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.

3. Do Trainees pay for training costs during Structured Training?

Trainees co-fund the structured training cost through a reduced monthly stipend during Phase 1. There is no cash payment required from the trainees for the structured training.

4. How do Trainees progress from Phase 1 to Phase 2 of the programme?

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

5. What happens if the Trainee fails any of the tests/assessments in the programme?

Additional support such as refresher courses and re-assessment opportunities will be provided for Trainees who fail the modular tests. 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.

6. 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. It also ensures that the Trainee demonstrates a good understanding of the essential skills, core competencies, and technical translational abilities. The Trainee will be required to use his/her newly acquired skillsets to complete the project, guided by their mentors from partner companies or trainers from IHLs.

7. 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.

8. 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^X 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.

9. 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 Programme.

10. 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.

During Phase 1, Trainees will be attending full-time structured training which is co-funded by trainees from their monthly stipends. The reduced stipend in Phase 1 signifies the Trainee's payment for the training and commitment to acquire the necessary skills in preparation for their contribution to the partner company in Phase 2. There is no cash payment required from the trainees for the structured training.

11. 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.

12. 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 employer-employee relationship between the partner company and the Trainee.

13. 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.

14. Will Trainees be penalised for dropping out during the programme?

Trainees are expected to commit to the entire duration of the traineeship, which constitutes of a 10 to 12-month traineeship and a 12-month industry bond. Should Trainees not fulfil the requirements of the programme, full sponsorship costs and stipends paid will be recovered from the Trainee.

ABOUT POWER^X CYBERSECURITY

15. What is the duration of the Power^X Cybersecurity programme?

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

16. Who is eligible to apply for Power^X 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

17. 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

18. Who are the partner companies in the programme?

The partner companies onboard Power^X Cybersecurity are potential hiring companies looking for Security Engineers, Cyber Risk Analysts, or Incident Investigators 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^X 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^X SOFTWARE & PRODUCT DEVELOPMENT

19. What is the duration of the Power^X Software & Product Development programme?

Power^X 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.

20. Who is eligible to apply for Power^X Software & Product Development?

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

- A Diploma or Bachelor's degree, preferably with a background in STEM;
- 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.

21. What are the competencies and skills which the programme will cover?

Competencies across software development, product development 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

22. Who are the partner companies in the programme?

The partner companies onboard Power^X 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^X 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^X ROBOTICS

23. What is the duration of the Power^X Robotics programme?

Power^X Robotics is a 10-month traineeship programme, comprising a 3-month structured modular training and a 6-month OJT with a partner company.

24. Who is eligible to apply for Power^X Robotics?

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

- A Diploma or Bachelor's degree preferably with a background 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

25. 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
- Fundamental Hardware Skills for Robotics

26. Who are the partner companies in the programme?

The partner companies onboard Power^X 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^X 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.

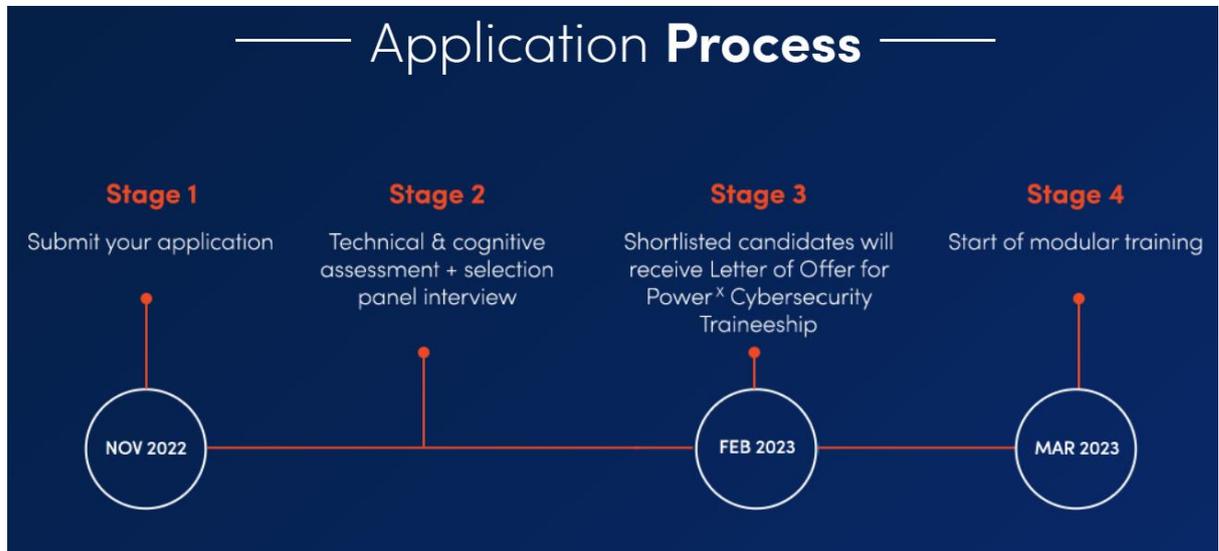
APPLICATION PROCESS

27. How to apply for the Power^X programme?

Applications for the current run of Power^X has closed. Interested participants who have missed the deadline can register their interest [here](#) to be notified when the next run opens.

28. What is the application process like?

An example of the application process is as follows:



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

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

The system does not allow applicants to edit his/her application after submission. Do email us if you need to amend your application.

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

The PowerX 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.

31. 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. Applicants will be assessed on their programming skills 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 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

32. 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.

The Trainee is required to accept a full-time offer with a minimum monthly salary equivalent to the monthly OJT stipend and serve a minimum period of one (1) year within the company. Trainees are encouraged to maintain a good working relationship and performance with the partner company throughout the traineeship to facilitate full-time placement.

33. 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. The Trainee will be required to continue working in the industry and/or role for a minimum period of one (1) year.

34. When will the Trainees know if they are offered a full-time role with the partner company?

If found suitable, Trainees will receive an offer 1-2 months before the end of the traineeship. Upon completion of the programme, Trainees are expected to commence work immediately.

More queries?

Please email us at powerx@sginnovate.com.