

OVERSEAS PROJECTS PROGRAMME.

PROJECT GLOBAL READY BY Adecco

DEVELOP YOUR EMPLOYEES WITH STRUCTURED OVERSEAS PROJECTS.

Expanding beyond Singapore requires more than market opportunity. It requires employees who can operate across borders, manage regional complexity, work with diverse stakeholders, and execute confidently in overseas environments.

The **Overseas Projects Programme** under **Project Global Ready by Adecco** helps Singapore-registered companies develop existing employees through short-term overseas project assignments.

It is a **2 to 4-month structured programme** where employers deploy existing Singapore Citizen or Permanent Resident employees to overseas entities to undertake company-defined projects, deliver business outcomes, and strengthen international capabilities.

WHY COMPANIES SHOULD CONSIDER THIS

This programme is designed for companies that want to grow regional capability without committing employees to long overseas postings.

It helps companies:

- Develop employees through practical overseas project work
- Build teams that can better navigate regional markets
- Support business expansion and internationalisation
- Learn through working on company-defined priorities
- Minimise disruption through a shorter, high-impact programme structure
- Strengthen internal capability while delivering project outcomes

Adecco Singapore will work with participating companies to curate a condensed and meaningful experience, so learning outcomes are maximised within a shorter timeframe.

Companies without overseas entities can leverage The Adecco Group's presence in more than 60 countries to support payroll administration and workforce deployment.

PROGRAMME AT A GLANCE



- **Duration:** 2 to 4 months
- **For:** Singapore-registered SMEs and MNCs
- **Participants:** Existing Singapore Citizen or Permanent Resident employees
- **Format:** Overseas project assignment with an overseas entity
- **Project Scope:** Defined by the company, in consultation with Adecco Singapore
- **Purpose:** Develop employee capability while supporting real business priorities
- **Employer role:** Curate the programme in alignment with Adecco Singapore's requirements

FINANCIAL SUPPORT

Host companies may receive:

- **Up to 70% salary support**, capped at S\$3,500
- **Cost-of-Living Allowance support**, capped at S\$2,100

Companies will bear costs upfront and receive reimbursement upon completion of the programme.

WHO CAN PARTICIPATE?

The programme is open to Singapore-registered SMEs and MNCs looking to deploy Singapore Citizen or Permanent Resident employees on short-term overseas projects.

Employees must:

- Be in **current employment** with the host company for **at least 1 year**
- Have relevant academic background, work experience, or self-directed learning aligned with the host role or sector
- Be able to travel and reside overseas for the full 2, 3, or 4-month programme
- Meet necessary visa, health, and regulatory requirements for overseas deployment

HOW THE PROGRAMME WORKS

1. Apply and be selected

Apply online, go through shortlisting, interview with Adecco Singapore, and receive grant offer confirmation.

2. Prepare for deployment

Curate the overseas project scope with Adecco Singapore, including visa application and overseas liaison.

3. Deploy employee overseas

Employee is embedded in the overseas entity for 2, 3, or 4 months, with structured tasks, coaching, and learning milestones.

4. Reintegration and reflection

Company conducts a post-programme debrief, documents competencies, and supports career pathway planning.

IMPORTANT TO KNOW

- Host companies are responsible for arranging flights and accommodation.
- The overseas entity should provide a designated supervisor for day-to-day project oversight.
- The sponsoring company should maintain a Singapore point of contact throughout the deployment.
- HR and performance management responsibilities remain with the employer.
- Early recall may affect grant disbursement.
- Host companies will need to work with Adecco Singapore to curate impactful overseas experience.

READY TO BUILD REGIONAL-READY TEAMS?

If your company is looking to develop employees for international growth while delivering practical business outcomes, scan the QR code or visit:

adecco.com/en-sg/jobseeker/global-ready

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<https://www.adecco.com/en-sg/jobseeker/global-ready>

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