



Credit: Kenneth Chua

# HPSI

HIGH PERFORMANCE  
SPORT INSTITUTE

## HIGH PERFORMANCE SPORT HANDBOOK

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# GLOSSARY

<b>ALM</b>	Athlete Life Management
<b>DTE</b>	Daily training environment
<b>EP</b>	Employment Pass
<b>FPUL</b>	Full-pay unrecorded leave
<b>FST</b>	Foreign Sport Talent
<b>HPAL</b>	High Performance Athlete Life
<b>HPS</b>	High Performance Sport
<b>HPSI</b>	High Performance Sport Institute
<b>HPSM</b>	High Performance Sport Manager
<b>IHL</b>	Institute of Higher Learning
<b>LTAD</b>	Long-Term Athlete Development
<b>MYSP</b>	Multi Year Sports Plan
<b>NSA</b>	National Sports Association
<b>PR</b>	Permanent Resident
<b>SC</b>	Singapore Citizen
<b>SEA</b>	South East Asia
<b>spex</b>	Sport Excellence
<b>spexED UGS</b>	spexEducation Undergraduate Scholarship
<b>spexGLOW</b>	spex Grant for Loss of Wages
<b>spexTAG</b>	spex Training Assistant Grant
<b>SportSG</b>	Sport Singapore
<b>SportSync</b>	Information System for Coaches, Athletes, and NSAs
<b>SSMC</b>	Singapore Sport Medicine Centre
<b>SSP</b>	Singapore Sports School
<b>SSSM</b>	Sport Science and Sport Medicine
<b>TeamSG</b>	Team Singapore

## **CONTACT**

For enquiries on any the spexSchemes, please contact HPSI at [sport\\_hps@sport.gov.sg](mailto:sport_hps@sport.gov.sg)

For enquiries on spexEducation Undergraduate Scholarship, please contact HPSI at [SPORT\\_Spexeducationugs@sport.gov.sg](mailto:SPORT_Spexeducationugs@sport.gov.sg)

# 1. OVERVIEW

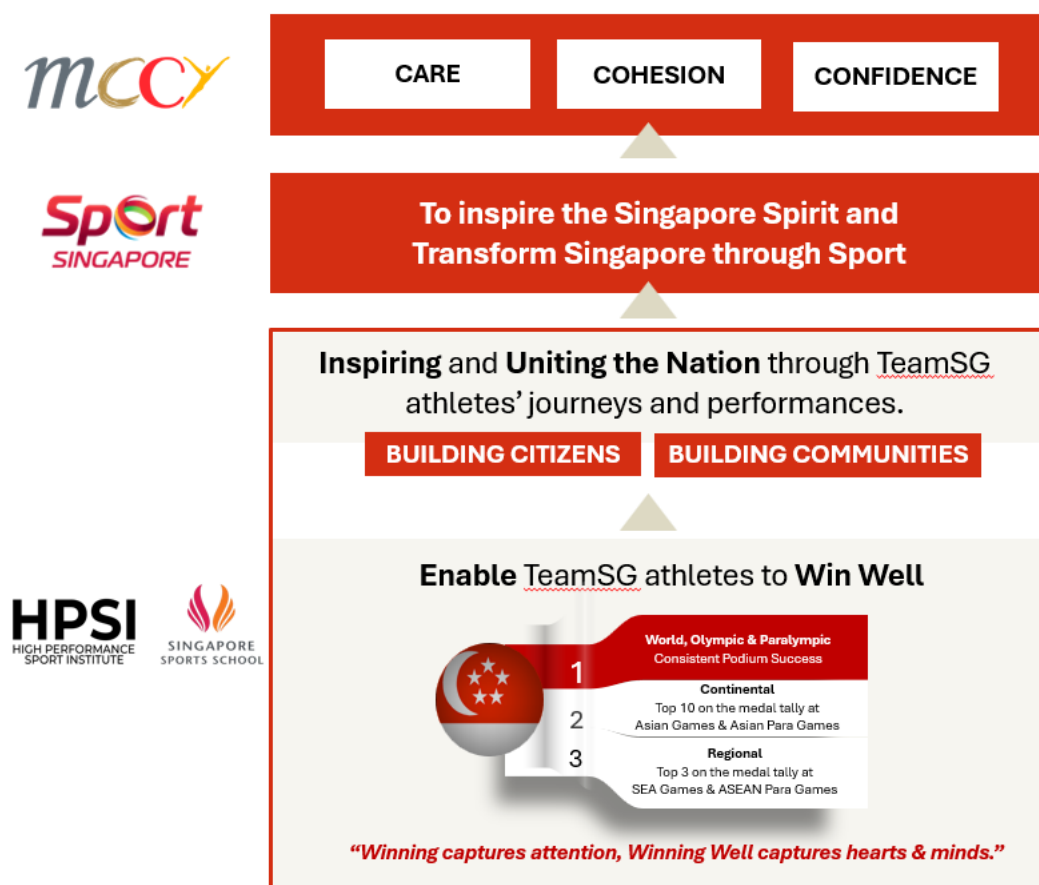
## 1.1 About High Performance Sport Institute

- 1.1.1 Sport Singapore (SportSG) marked a milestone in Singapore's high performance sport (HPS) ecosystem, with the High Performance Sport Institute (HPSI) taking effect from 1 April 2025. Formed through the integration of the Singapore Sport Institute (SSI) and National Youth Sports Institute (NYSI), HPSI aims to better support our TeamSG athletes to thrive at every stage of their development, so that they will be in the best position to perform well, fly the Singapore flag high and inspire our fellow Singaporeans.
- 1.1.2 HPSI consolidates key capabilities in sport science, sport medicine, and career transition support to deliver a more structured, end-to-end athlete development system. Serving as a single point of contact for key stakeholders within the High Performance sport ecosystem, HPSI will focus on creating an athlete-centric Daily Training Environment, enhancing athlete pathways, streamlining the youth-to-senior athlete transition and strengthening governance to nurture more sporting talents in Singapore that can compete at elite levels.
- 1.1.3 The institute is structured into dedicated teams that oversee HPS strategy and policy, governance and assurance, business development, sport science and sport medicine, coaching development, athlete lifestyle management and overall HPS management. These teams will provide functional support across various parts of the HPS landscape, including HPS policy and spexSchemes, NSA relations and governance, TeamSG brand development, national training systems integration, data analytics and performance analysis, performance coaching and coach education, high performance athlete lifestyle support for a more robust high-performance sporting landscape.
- 1.1.4 HPSI will also aim to deepen partnerships with National Sports Associations focused on athlete and pathway development, while driving the professionalisation of sport administration and technical capabilities.
- 1.1.5 Through these efforts, the HPSI aims to create a robust framework for nurturing and supporting Singapore's athletic talent. The institute's work will ultimately contribute to the nation's sporting success on the global stage, while inspiring future generations of Singaporean athletes.

Read more about HPSI at: <https://go.gov.sg/si-intro>

## 1.2 Singapore High Performance Sport System

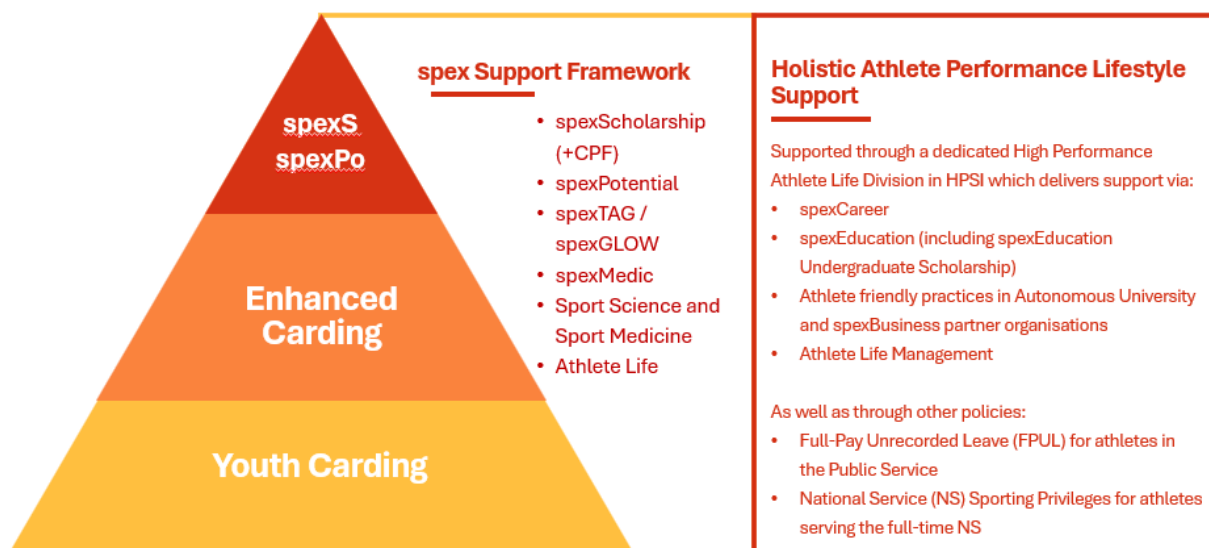
1.2.1 The Singapore High Performance Sport System's fundamental ambition (illustrated in the figure below) is to inspire and unite Singapore through Team Singapore athletes' performance and life journeys, whilst contributing to MCCY's national objectives of fostering confidence, social cohesion and care.



"Winning Well" serves as our strategic approach to achieve this ambition. While "Winning" captures Singaporeans' attention, "Winning Well" engages hearts and minds through demonstrations of fighting spirit, resilience and sportsmanship. Our strategy therefore emphasises both sporting achievements on regional and global stages – targeting consistent world podium success, top-ten placement in Asia, top-three ranking in Southeast Asia (SEA) – and sustained public support for Team Singapore from Singaporeans.

- Firstly, Team Singapore athletes serve as compelling role models who exemplify values vital to Singapore's success: resilience, dedication and integrity. Their progression from daily training environments (DTE) to international podiums embodies the Singapore spirit and demonstrates the viability of multiple pathways to success, inspiring future generations to pursue excellence in their chosen fields. These journeys can also motivate Singaporeans to embrace sport, helping them recognise how athletic participation can enrich their lives.
- Second, Team Singapore's achievements create defining moments of shared national experience that unite Singaporeans across all backgrounds. These collective celebrations strengthen our social fabric and contribute significantly to our national narrative, particularly when our athletes succeed in prestigious international competitions.

## 1.2.2 Overview of the spexAthlete Support Framework



1.2.3 To achieve our targets, the HPSI provides a series of Sport Excellence (spex) schemes and programmes to support athletes at different performance levels. Refer to Annex A for more details.

- i. spexCarding. The spexCarding programme provides support to athletes that the National Sporting Associations (NSAs) have selected to contribute to the NSA's high performance sporting goals as documented in their Multi-Year Sports Plan (MYSP). This support supports athletes from youth carding, enhanced carding, all the way through to spexPotential and spexScholarship. The spexCarding also enables athletes to realise their potential to represent Singapore and win medals at the Major Games (Olympic, Asian, Commonwealth, South East Asian and Para equivalents) and Major Championships (Asian, World and Para equivalents).
- ii. spexTAG. The spexTAG is a training assistance grant to help athletes defray training costs, such as personal training equipment, apparel, expenses for public transport to and from training venue, meals and etc. This supplements other financial assistance grants that may be received by athletes from SportSG, NSAs or other sources. spexTAG is strictly for training purposes only and cannot be used for any non-training related purposes (e.g. topping up the athlete's CPF account.)
- iii. spexMEDIC. The spexMEDIC is a medical scheme that covers accidental injuries sustained during national training and competitions both locally and overseas. There is a capped amount per injury and a limited time coverage. Chronic, Pre-existing, Overuse injuries and medical conditions are NOT covered under spexMEDIC.
- iv. spexGLOW. The intent of spexGLOW is to provide financial support to Enhanced Carded athletes who are employed full-time and are unable to secure Full-Pay Unrecorded Leave (FPUL) from their employers. This support enables them to commit to periods of full-time training and/or centralised training stints prior to the four Major Games (Olympics, Commonwealth, Asian and SEA Games), Asian and World Championships and their para equivalents. Athletes receiving spexGLOW are expected to maintain a full-time

training load in a quality daily training environment, which includes coaching led by a qualified coach, a plan that has clear KPIs, and 20-30 hours of training per week delivered across at least 10 sessions per week.

- v. spexScholarship and spexPotential. The spexScholarship and spexPotential programmes provide enhanced level of support for athletes within the HPS pathway.
  - a. The spexScholarship programme is the pinnacle level of enhanced support that provides financial and programmatic support to prepare athletes to excel at the Major Games at Asian and World levels; and
  - b. The spexPotential programme is another tier of enhanced support (below *spexScholarship*) that provides financial and programmatic support to prepare athletes to achieve Gold medal success at the South East Asian (SEA) Games within a time-bounded period, with the long-term aim of transitioning the athlete into the *spexScholarship* programme.
- vi. spexEducation Undergraduate Scholarship. The spexEducation Undergraduate Scholarship is a cornerstone of our support for athletes' educational pursuits. This scholarship is designed to assure athletes and their parents that we are committed to taking care of our athletes' education and career prospects.

### **1.3 Eligibility Criteria for spexSchemes and programmes**

1.3.1 To be eligible to spexSchemes and programmes, an athletes must:

- i. Be either "Singapore citizens", or "Foreign Sport Talents (FSTs) who are Employment Pass (EP) holders or Permanent Residents (PR)". (For Team sports that permit foreign athlete representation, non-Singapore citizens may also apply. A quota of 1.5 times the total number of foreign athletes eligible to compete under the relevant International Federation rules will apply).
- ii. Be of good character and eligible to represent Singapore in Major Games and/or significant Asian or World Championships that are sanctioned by the respective International Sport Federations.

1.3.2 Considerations for an athlete's support level is based on the athlete's performance profile of the past 12 months' and also their potential to achieve podium success at the Major Games and world level events. Performance is assessed on the athlete's holistic profile and not on any single point of achievement during the assessment period.

1.3.3 The nominated athletes are evaluated and categorised based on both their commitment levels and performances in local and international competitions.

# 2. SPEXSCHOLARSHIP AND SPEXPOTENTIAL PROGRAMME

## 2.1 Overview

- 2.1.1 The spexScholarship and spexPotential programmes provide enhanced levels of support for athletes within the HPS pathway. These include financial and programmatic support to prepare athletes to excel at the Major Games, Asian and World level events.
- 2.1.2 Besides developing the athletes' sporting potential, both programmes will also support athletes in their education, career, and personal development with the aim of cultivating well-rounded individuals who can serve as role models for Singapore's youth and take on leadership roles within their communities.

## 2.2 Aims of spexScholarship and spexPotential

- 2.2.1 The spexScholarship aims to provide an enhanced level of support for athletes within the HPS pathway to achieve the following objectives:
  - i. Support athletes who have won medals at Asian, World and Olympic levels through a targeted support system to achieve medals on a consistent basis (sustained competitive excellence);
  - ii. Support athletes who have the potential to win medals at Asian, World and Olympic levels through a targeted support system.
  - iii. Identify sporting heroes that will inspire the wider Singaporean community to live better through sport;
- 2.2.2 The spexPotential programme aims to provide an additional scaffolding of enhanced support to the next layer of athletes within the HPS pathway to achieve the following objectives:
  - i. Strengthen support systems to facilitate a smooth and effective transition for athletes moving from the spexCarding to the spexPotential programme.
  - ii. Accelerate athlete development by offering targeted support to promising athletes, with the goal of achieving Gold medal success at the SEA Games level within four years; and
  - iii. Empower NSAs to establish long-term performance plans and targets, including putting in place suitable technical leadership required to drive these plans and achieve their targets. This allows NSAs to maintain effective oversight on their HPS pathways and the necessary support overlay required.

## 2.3 Intent and principles of spexScholarship and spexPotential support

- 2.3.1 The intent of the spexScholarship and spexPotential programmes is to provide enhanced support for athletes striving to meet the demands of international competition on a full-time basis. While these programmes offer substantial assistance, they are not intended to cover all associated costs.

2.3.2 The guiding principles for the spexScholarship and spexPotential support are as follow:

- i. There is no one-size-fits-all approach as athletes needs vary and thus support may be tailored;
- ii. Programme-led budgeting where funding is determined by the requirements of the programme rather than budget constraints dictating programme design,
- iii. Programme costs vary from year to year, depending on the nature of the target event(s);
- iv. Stipends are incorporated into the spexScholarship and spexPotential Athlete Agreements;
- v. Stipends are paid directly to athletes monthly by SportSG; and
- vi. **[Applicable to spexScholarship ONLY]** SportSG will directly credit CPF top-ups to each spexScholar's CPF accounts, including those who are students.

2.3.3 The spexScholarship seeks to achieve the following:

- i. Support a sustainable lifestyle by providing financial assistance - either as a stipend or training allowance – to enable athletes to pursue their sporting assistance full-time;
- ii. Offset high performance expenses by covering additional costs incurred from fulltime training and international competition commitment;
- iii. Align with academic scholarship benchmarks by offering similar levels of funding comparable to those provided to academic scholars;
- iv. Differentiate the level of support required based on the athlete's life stages (e.g. being a student or working adult) to:
  - a. Position sport as a viable career;
  - b. Retain athletes longer within the system fostering continuity and cultivating role models for future generations;
  - c. Increase the athlete cohort training and competing full-time;
  - d. Enable progression through the spexScholarship carding levels (e.g. from S2 to S1), with the ultimate goal of delivering medals at Olympic or Paralympic Games, World Championships, Asian Games or Asian Para Games.
- v. To bolster the financial stability of all spexScholars as they commit to full-time training and competition and forgo opportunity to accumulate personal savings, including CPF contributions, the spexScholars' (both students and working adults) stipends will be raised and monthly top-ups to their CPF accounts will be introduced:
  - a. 20% of the increased stipend will be channelled to each spexScholar's CPF accounts (i.e. Ordinary, Special and Medisave Accounts); and
  - b. SportSG will contribute another 17% of the stipend to each spexScholar's CPF accounts.
- vi. Introduce a milestone bonus to all spexScholars to incentivise elite athletes to remain in their sport at a higher level for a longer time. Starting from FY2025, spexScholars will receive a milestone bonus equivalent to one month's stipend upon completion of every four years within the spexScholarship programme.

2.3.4 The spexScholarship and spexPotential stipend is a subsistence allowance determined by the following three factors:

- i. Athlete's lifestyle status (student or full-time athlete);
- ii. spexCarding Level (assessed annually) and
- iii. Level of performance (assessed annually)

2.3.5 Athletes are to report any lifestyle status change (e.g. graduated from school) to HPSI at least one month prior, and the stipend will be adjusted accordingly in the following month.

2.3.6 The spexPotential programme is intended to achieve the following:

- i. Provide financial support that commensurate with the increased commitment to full-time training, or heavier training and competition load, beyond that of spexCarded athletes; and
- ii. Provide financial assistance to offset additional expenses arising from this increased commitment to full-time training, or heavier training and competition load, e.g. food and nutrition, transport, training equipment, additional overseas training and competitions etc.

2.3.7 The spexScholarship and spexPotential programmes support talented athletes along the pathway at the following levels:

Programme	Levels	Focus
spexScholarship	S1	Top 8 in World (Top 25% where <32 participants)
	S1P	Potential Top 8 in World, ≤4 years (Top 25% where <32 participants)
	S2	Top 3 in Asia (Top 10% where <30 participants)
	S2P	Potential Top 3 in Asia in ≤4 years (Top 10% where <30 participants)
	S3	Potential Top 3 in Asia in >4 years
spexPotential	SP3	Potential Gold medal in SEA in ≤2 years
	SP3P	Potential Gold medal in SEA in ≤4 years

## 2.4 Eligibility Criteria

2.4.1 In general, to be eligible for the spexScholarship and spexPotential programmes, athletes must be:

- i. Singapore citizens who are of good character;
- ii. Current spexCarded athletes endorsed by their NSA;
- iii. Able to demonstrate potential and commitment for further development along the HPS Pathway;
- iv. Able to commit to the demands of a full-time training load; and
- v. In medal contention for Major Games<sup>1</sup> and world level events

2.4.2 The HPSI will assess the eligibility of nominated athletes for the programme based on the following four focus areas:

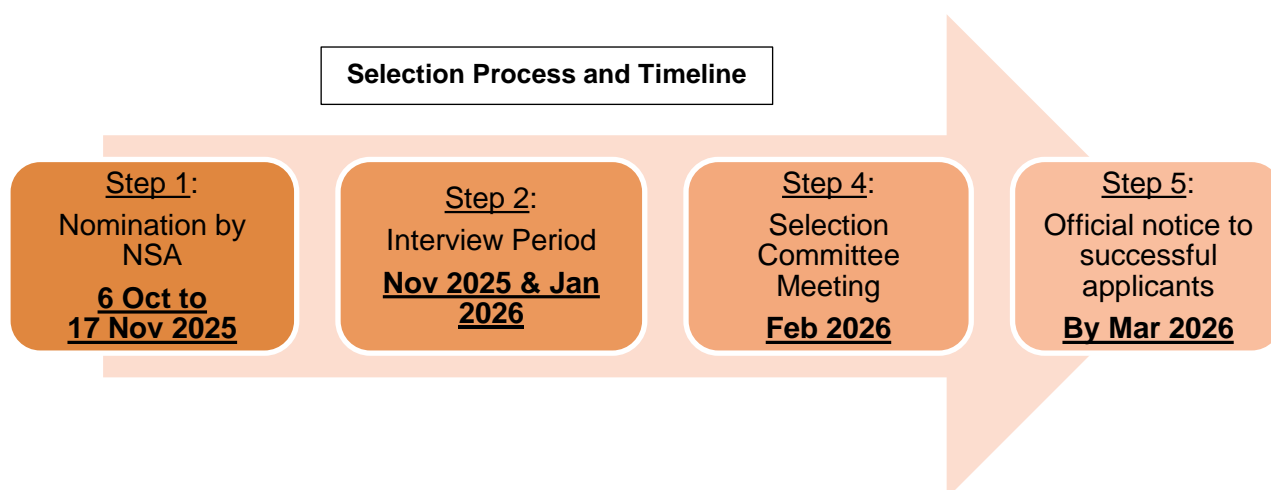
Focus Areas	spexScholarship	spexPotential
<b>Training Commitment</b>	The training volume profile (>12 months) of the athlete to be benchmarked against the volume of a full-time training load specific to their sport (typically 10-12 sessions per week, 20-30 hours per week, 48 weeks per year).	The training volume profile (>12 months) of the athlete will be benchmarked against the volume of a training load specific to their sport (typically 8-10 sessions per week, 15-20 hours per week, 40 weeks per year).

<sup>1</sup> SEA Games (or ASEAN Para Games) gold for spexPotential and Asian Games (or Asian Para Games) podium for spexScholarship.

<b>Sports Performance and Potential</b>	Sports performance track record (>12 months) will be benchmarked against the standards of the medallists (Gold, Silver and Bronze) at the Asian Games and/or World or Olympics Games, and the Para equivalent.	Sports performance track record (>12 months) will be benchmarked against the standards of the medallists (Gold, Silver and Bronze) at the SEA Games (or ASEAN Para Games) level, with critical assessment on athlete's potential to transit to the spexScholarship programme within two to four years.
<b>Attitude and Behaviour</b>	This will come in the form of character references from coaches, administrators or peers and, if necessary, independent character references.	
<b>Performance and Laboratory Tests</b>	Tests will be conducted only when necessary and on a case-by-case basis. For example, aerobic capacity tests to differentiate the potential between two endurance athletes, cognitive performance and motor skill tests for skill-based sports.	

## 2.5 Nomination and Selection Process

2.5.1 Following the announcement by HPSI that the spexScholarship and spexPotential programmes are open for nomination<sup>2</sup>, NSAs are invited to submit their nominations for consideration. NSAs should only nominate athletes whom they have assessed to have met, or the potential to meet the relevant benchmarks set for either the spexScholarship or spexPotential programmes. NSAs should not nominate all their athletes indiscriminately for the spexScholarship programme and defer eligibility decisions to HPSI. Instead, nominations should be targeted and aligned with the criteria of each programme.



2.5.2 All eligible nominations for the spexScholarship and spexPotential programmes will be evaluated by HPSI, and only eligible candidates will be shortlisted for interview. An interview panel made up of a pool of high performance sport managers and sport specialists from HPSI will interview the shortlisted candidates. The interview panel's recommendations for

<sup>2</sup> Nomination window period will be announced to all NSAs annually.

inclusion into these programmes will be submitted to the appropriate SportSG spexScholarship or spexPotential Selection Committee for final approval.

2.5.3 A consistent criterion (training commitment, sport performance potential, attitude and behaviour, and performance tests) will be used at all stages of assessment. It is important that athletes on the spexScholarship and spexPotential programmes can commit to a full-time training and competition load, prioritise their sporting commitments at least equal to or above other commitments for the time that they are on the programmes, and abide by the mutually agreed KPIs and other programme conditions.

2.5.4 All nominated athletes will be informed of the outcome of their spexScholarship or spexPotential application by May 2025. Successful applicants will receive an in-principle letter of offer from HPSI. A formal announcement of the successful spexScholarship and spexPotential recipients will be made annually, prior to their official commencement in the programmes from **Apr 2026**. The details of obligations can be found in FAQs.

## 2.6 How to Nominate

2.6.1 All spexScholarship and spexPotential nominations must be submitted online through the NSAs, adhering strictly to the process as stipulated by HPSI.

## 2.7 spexScholarship and spexPotential Support Schemes

2.7.1 The support scheme offered provides the flexibility needed to cater to different needs and lifestyle status of the athletes.

2.7.2 The support provided would be discussed in detail at the offer stage (if your nomination is successful) based on the athlete’s lifestyle status. Table 2.7 gives a broad description of the type of support offered:

**Table 2.7.2 Area of Support**

<b>Monthly Stipend</b>	✓ <sup>3</sup>
<b>CPF Top-ups (only for spexScholars)</b>	✓ <sup>4</sup>
<b>Flexible Education, Career and Personal Development Support</b>	✓
<b>Coaching, Training, Competition and Equipment Support</b>	✓

<sup>3</sup> To be channelled via NSAs as a form of training allowances.

<sup>4</sup> Final approach to channel CPF top-ups, which could be customised based on individual circumstances (e.g. NCAA), will be determined ahead of FY2025.

2.7.3 The spexScholarship and spexPotential programmes will provide athletes with the following support:

- i. A monthly stipend to sustain a full-time training load (payable direct to the athlete);
- ii. Financial support to cover the costs of coaching, equipment, training and competition;
- iii. Education, career and personal development support; and
- iv. Monthly CPF top-ups for spexScholars only.

2.7.4 Table 2.8 gives an overview of the types of support available to spexScholarship and spexPotential athletes. While the duration of the spexScholarship and spexPotential is tied to the Games-cycle (also the spexCarding cycle) of the respective carding level, it is subject to review against set performance targets (see FAQ #3):

**Table 2.7.4 spexScholarship and spexPotential Support Schemes**

Carding levels	Programme stipend	Training, Competition, Coach and Equipment	spexMEDIC	National Service Privileges	Sport Science and Sport Medicine	Athlete Life
S1 (Top 8 World)	Monthly Stipend	Available	Insurance with a capped amount per injury	Eligible for Full Pay Unrecorded Leave (FPUL), Training Leave (TL), Training Leave Extended (TLE), subject to prevailing MINDEF policies.	Full support	Full support
S1P (Potential Top 8 World, <4 yrs)	Monthly CPF top-ups for S1 to S3					
S2 (Top 3 Asia)	Milestone bonus for S1 to S3 (1 month stipend for every 4 years)		Sport Medicine Consultation			
S2P (Potential Top 3 Asia <4 yrs)			Physiotherapy supported by HPSI			
S3 (Potential Top 3 Asia, >4 yrs)				Long term deferment (> 6 months) may be considered for exceptional talent who is assessed to have podium potential at the Olympics/ World Champs.		
SP3 (Potential Gold medal in SEA in ≤ 2 yrs)				Short Term deferment (≤ 6 months) may be considered for athletes who are: (i) selected (or have a very good chance of selection),		
SP3P (Potential Gold medal in SEA in ≤ 4 yrs)						

				OR (ii) qualified (or attempting to qualify) for the Major Games		
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Note:

- spexScholarship and spexPotential athletes are not eligible for spexTAG and spexGLOW.
- spexScholarship and spexPotential athletes on the programmatic support scheme will not receive any stipend.
- The amount for monthly stipend is based on an athletes' life status, carding level and performance profile.

## 2.8 Enquiries

2.8.1 For enquiries on spexScholarship or spexPotential programmes, please contact HPSI at [sport\\_hps@sport.gov.sg](mailto:sport_hps@sport.gov.sg)

# 3. SPEX EDUCATION UNDERGRADUATE SCHOLARSHIP

## 3.1 Introduction

3.1.1 In our ongoing commitment to nurturing sporting excellence in Singapore, we recognise the importance of supporting our athletes not just in their sporting careers, but also in their educational and professional pursuits. The spexEducation Undergraduate Scholarship (spexED UGS) complements the existing suite of support available to Team Singapore athletes under the spex framework.

## 3.2 Education Support

3.2.1 The spexEd UGS is a cornerstone of our support for athletes' educational pursuits. This scholarship is designed to assure athletes and their parents that we are committed to taking care of our athletes' education and career prospects.

3.2.2 The spexEd UGS aims to:

- i. Enhance support for athletes seeking to balance their sporting aspirations with tertiary education.
- ii. Provide greater assurance to athletes who choose to prioritise their sporting careers before pursuing academic qualifications.
- iii. Strengthen the sport sector's capabilities by encouraging athletes to pursue sports-related university courses.

## 3.3 Scholarship Tracks

3.3.1 The scholarship is offered in two tracks to cater to different profile of athletes:

- i. **Dual Career Track:** spexScholar and spexPotential athletes who are pursuing or have completed post-secondary education and will maintain their sporting commitments whilst undertaking university studies.
- ii. **New Career Track:** spexScholar and spexPotential athletes who will defer their university education until after retiring from competitive sports.

3.3.2 We acknowledge the diverse academic interests of our athletes and will consider applications for all courses of study under this scholarship. Whilst maintaining this inclusive approach, we particularly encourage prospective scholars to pursue sports-related disciplines such as sport science and sport management. This strategic focus aims to strengthen our local expertise and build indigenous capabilities within the sports sector, ultimately positioning Singapore to achieve new heights in sporting excellence.

### 3.4 Eligibility Criteria

3.4.1 Basic Requirements. You are eligible for the spexED UGS to apply if:

- i. You are a Singapore citizen
- ii. You are a spexScholar or spexPotential athlete
- iii. It is for your first undergraduate degree
- iv. You have obtained your NSA's endorsement
- v. You show strong ethical values and commitment that reflect Team Singapore's high standards

3.4.2 Other Eligibility Criteria.

Criteria	Scholarship Tracks	
	Dual Career	New Career
<b>Age</b>	<p>Applications are accepted at any age, from athletes who are either:</p> <ol style="list-style-type: none"> <li>i. Planning to begin their undergraduate studies, or</li> <li>ii. Studying up to their penultimate year of studies</li> </ol> <p><b>NB: Not open to final-year students</b></p>	<p>Applications are welcome at any age, with provisional scholarships awarded in the application year.</p> <p>Awarded scholars may commence their studies at an appropriate time, subject to meeting these prevailing conditions:</p> <ol style="list-style-type: none"> <li>i. Their sporting retirement plan must be agreed between NSA Head Coach/Technical Director (TD), High Performance Manager (HPM) &amp; HPSI</li> <li>ii. At point of commencement of study, athletes must have attained SEA Games Gold or any medal at Asian Games/ Commonwealth Games/ Olympic Games/ Para equivalents</li> </ol>
<b>spexCarding Status</b>	<p>At the time of application, athletes must be:</p> <ol style="list-style-type: none"> <li>i. Carded as <b>spexScholar</b> or <b>spexPotential</b> under the national athlete carding system;</li> <li>ii. Endorsed by their respective NSA;</li> <li>iii. Individuals who demonstrate exemplary ethical values and commitment</li> </ol>	
<b>Academic</b>	<p><b>Must hold one</b> of these academic qualifications:</p> <ol style="list-style-type: none"> <li>i. Singapore-Cambridge GCE A-Level certificate</li> <li>ii. Local Polytechnic Diploma</li> <li>iii. International Baccalaureate (IB) Diploma</li> <li>iv. NUS High School Diploma</li> <li>v. Other equivalent qualifications<sup>5</sup></li> </ol>	

<sup>5</sup> Equivalent qualifications will be assessed on a case-by-case basis.

<b>Universities</b>	<p>Must be applying to either:</p> <ul style="list-style-type: none"> <li>i. A local Autonomous University (AU) that offers athlete-friendly policies and support systems, OR</li> <li>ii. An overseas university that has been assessed to provide excellent DTE<sup>6</sup>, OR</li> <li>iii. Currently enrolled in an undergraduate programme at a university with an excellent DTE</li> </ul>	<p>Must be applying to either:</p> <ul style="list-style-type: none"> <li>i. A local Autonomous University (AU), OR</li> <li>ii. An overseas university<sup>7</sup></li> </ul>
<b>Other Considerations</b>	<p><b><u>Scholarship Support:</u></b></p> <p>Athletes who lack pre-university qualifications may receive support to attain these prerequisites before commencing their undergraduate studies. If required, <i>spex</i>Education Programme Office will work with the athlete and university to see how any foundation year required can be best facilitated.</p> <p><b><u>Course Selection:</u></b></p> <ul style="list-style-type: none"> <li>i. Athletes may pursue any undergraduate course of study <ul style="list-style-type: none"> <li>a) Sport-related courses are preferred, particularly for New Career Track applicants</li> </ul> </li> <li>ii. Examples of preferred courses include sport science, sport management and related disciplines</li> </ul>	

**Important Note:** Athletes are responsible for submitting their own university applications independent of the scholarship process.

### 3.5 Application Period

3.5.1 Application Opens: 1 September 2025, 1000 hrs

3.5.2 Application Closes: 30 September 2025, 1700 hrs

<sup>6</sup> Athlete must secure endorsement for their chosen universities from their NSA Head Coach/Technical Director (TD) and High Performance Manager (HPM). The university's DTE must demonstrate a proven track record of developing Olympians and World Champions for your sport/discipline. The NSA Head Coach/Technical Director (TD) and High Performance Manager (HPM) must endorse the overseas coaching and training program at the university.

<sup>7</sup> Full fee coverage will be provided for sport science and sport management courses at overseas universities, whilst for all other courses, scholars will need to cover any costs that exceed local university course fee equivalents.

## 3.6 Selection Process

3.6.1 The selection process involves multiple stages:

- i. Application submission
- ii. Initial shortlisting, assessment, and interview
- iii. Final selection by a dedicated panel
- iv. Notification of outcome of application

## 3.7 spexEDU UDG Scholarship Benefits and Terms

3.7.1 Value of Award

Support Areas	Scholarship Tracks			
	Dual Career		New Career	
	Local AUs	Overseas Universities	Local AUs	Overseas Universities
<b>1. Tuition Fees &amp; Compulsory Charges</b>	Any degree programme with established and proven DTE <ol style="list-style-type: none"> <li>i. Fresh Scholars: Full</li> <li>ii. Mid-Term Scholars: No retrospective payment</li> </ol>		Any degree programme: Full	Sport-related degree Programme: Full  Other degree Programmes: Capped at local AU rates
<b>2. Stipend</b>	Scholars will continue to receive their last drawn monthly stipend under spexScholarship or spexPotential for the duration of the scholarship			
<b>3. Other Allowances</b>				
<b>3(a) Pre-studies allowance</b>	One off payment			
<b>3(b) Academic-related expenses</b>	a) Monthly Allowance b) Hostel Allowance [only applicable if it is beneficial for training and studies and approved by the NSA & High Performance Sport Institute (HPSI)]	Monthly Allowance	Monthly Allowance	
<b>3(c) Re-sit/Re-Module Fees</b>	Scholars who fail their examinations will be responsible for their own re-sit fees and the cost of repeat modules.			
<b>3(d) One Return Economy Class Airfare</b>	NA	1. Fresh Scholars: Full via Reimbursement 2. Mid-Term Scholars: 1-way back to	NA	Full via Reimbursement (only for sport-related degree programme)

		SGP via Reimbursement		
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### 3.7.2 Scholarship Support and Bond

Scholarship Track	Scholarship Type	Duration of Bond	Important Note
Dual Career	Local AUs or Overseas Universities	NA	Full funding for undergraduate studies, capped at 6 years or standard course duration
New Career	Overseas Universities: non-sport-related degree programme	NA	Full funding for normal course duration - 4 years for Honours degrees, 5 years for Medicine/Dentistry
	Overseas Universities: sport-related degree programme	6 years	

### 3.7.3 Additional Benefits

- i. Internship and attachment opportunities with NSAs, SportSG, HPSI work opportunities with NSAs, SportSG, HPSI and spexBusiness partners
- ii. Exploring support for personal development courses and attachments to enhance athletes' skills and employability

### 3.7.4 Important Conditions

- i. Recipients cannot accept other forms of financial aid without prior approval from the spexEducation Programme Office.
- ii. If an athlete under the spexED UGS withdraws from their studies or terminates the scholarship early, they may be required to repay all disbursed funds with interest and any applicable damages.

## 3.8 Application Process

3.8.1 Athletes will need to submit their application online with all required supporting documents. We will notify shortlisted athletes about their interview dates and subsequent steps. Please have all your supporting documents ready before working on your application form.

3.8.2 For any further enquiries, you may reach out to us at:  
[SPORT\\_Spexeducationugs@sport.gov.sg](mailto:SPORT_Spexeducationugs@sport.gov.sg)

### **Step 1: Prepare the required supporting documents**

- i. Sport-related results that support your current carded status for scholarship application
- ii. Support letter from your NSA
- iii. Academic results of Secondary 4 or equivalent (e.g. GCE 'O' level results)

- iv. Records of Secondary 4/Year 4 Co-curricular Activities (CCA) and Values-in-Action (VIA)
- v. Pre-tertiary or post-secondary CCA and VIA Records
- vi. School Leaving Certificates of Academic Qualification Obtained (e.g., GCE 'O'-level, GCE 'A'-level, International Baccalaureate Diploma, NUS High School Diploma, Polytechnic Diploma, other high school diploma or equivalent). You need not include your preliminary examination results.

**Step 2: Prepare and plan ahead. Some questions to consider:**

- i. Should I choose Dual Career or New Career?
- ii. Should I study at a local AU or an overseas university?
- iii. What are my top 3 choices of university and courses of study?
- iv. What are my post-sports career goals, and how will this scholarship help me achieve them?
- v. How can I contribute back to the community as a Team Singapore athlete?

**Step 3: Submit your application:**

- i. Login via Singpass App to submit your application.

**Step 4: If shortlisted: Attend interviews**

- i. If you are shortlisted, you will receive information to attend up to 2 rounds of interviews (October to November 2025)

**Step 5: Receive application outcome**

- i. You will receive the final application outcome around end March 2026

## 3.9 Conclusion

- 3.9.1 The initiatives outlined in this handbook represent a comprehensive approach to supporting Team Singapore athletes throughout their sporting careers and beyond. By addressing education, employment, and long-term support, we aim to create an ecosystem that not only nurtures sporting excellence but also ensures athletes have fulfilling careers and lives after their competitive years.
- 3.9.2 These efforts reflect our commitment to building a Caring people, a Cohesive society, and a Confident nation through sports. As we move forward, we will continue to refine and enhance these initiatives, working closely with all stakeholders to create a supportive environment for our athletes to thrive both in and out of their sporting arenas.

# ANNEX

# ANNEX A: INFORMATION ON SPEXSCHEMES

<p><b>spexCarding</b></p>	<p>As a spexCarded athlete, you will be required to accept the “spexCarding Standard Terms and Conditions” and “Sport Specific Agreement”, and biannual medical clearance to be eligible for support schemes, sport medicine and sport science services. Within these are requirements that include:</p> <ul style="list-style-type: none"> <li>• compliance with the World Anti-Doping Code, which includes completing appropriate resources provided by and/or other Anti-Doping Organizations, including those provided on the World Anti-Doping Agency (WADA)’s Anti-Doping Education &amp; Learning (ADEL) platform</li> <li>• Compliance with the Olympic Guidelines for Prevention of Manipulation of Competitions</li> <li>• Compliance with the Safe Sport Unified Code</li> </ul> <p>As the organisation nominating the athletes for spexCarding, the NSA is responsible for:</p> <ul style="list-style-type: none"> <li>• Managing and monitoring the development of your athletes</li> <li>• Reminding your athletes of their responsibilities for being part of the spexCarded HPS pathway</li> <li>• Ensuring that your spexCarded athletes adhere to their training and competition plans and the terms stated in the spexCarding Athlete Agreement</li> </ul>
<p><b>spexTAG</b></p>	<p>No application required. spexCarded athletes are provided spexTAG funding consistent with their spexCarding level.</p> <p>The NSA is responsible for:</p> <ul style="list-style-type: none"> <li>• Monitoring athletes attendance and overseeing the disbursement of grants to spexCarded athletes.</li> <li>• Providing proof of disbursement to SportSG through the spexTAG and spexGLOW Statement of Accounts.</li> </ul>
<p><b>spexMEDIC</b></p>	<p>spexMEDIC is a medical scheme that covers accidental injuries sustained during national training and competitions both locally and overseas. Chronic / Pre-existing / Overuse injuries and medical conditions are <u>NOT</u> covered.</p> <p><b><u>Coverage</u></b></p> <ul style="list-style-type: none"> <li>• A&amp;E reimbursement is capped at S\$500 per visit.</li> <li>• Costs of in-clinic services at SSMC@HPSI are covered by HPSI.</li> <li>• Specialist referrals made by SSMC@HPSI sport physicians are claimable. Self-referral to any external specialist will <u>NOT</u> be covered.</li> <li>• spexMEDIC insurance claim (<b>for hospitalization and surgery only</b>) is capped at S\$8,000 per injury per year and subject to insurer’s assessment.</li> </ul> <p>To facilitate the spexMEDIC claims process, athletes shall adhere to the following guidelines:</p> <p><b><u>Report</u></b></p> <ul style="list-style-type: none"> <li>• Report injury to Singapore Sport &amp; Exercise Medicine Centre (SSMC) @HPSI and submit the spexMEDIC claim form within <u>3 working days</u> of</li> </ul>

	<p>injury or within 3 <b>working</b> days upon returning to Singapore for overseas injury<sup>8</sup>.</p> <ul style="list-style-type: none"> <li>○ For emergency cases, please seek treatment at an emergency department of any nearby hospital and follow up at SSMC@HPSI.</li> <li>○ For non-emergency cases, please call SSMC@HPSI (Tel: 6500 5450) for an appointment.</li> </ul> <p><b><u>Claim</u></b></p> <ul style="list-style-type: none"> <li>● Submit original receipts and other supporting documents to SSMC@HPSI within 30 days from the invoice date.</li> <li>● Approved claims will be reimbursed through NSAs within approximately 2 months.</li> </ul> <p>Please contact SSMC@HPSI at 6500 5450 for any further enquiry on spexMEDIC.</p> <p><b>Important:</b> The health and wellbeing of our athletes are paramount. In addition to spexMEDIC and the Sports Medicine coverage by HPSI, it is critical that:</p> <ul style="list-style-type: none"> <li>● Athletes take ownership of their personal health and wellbeing as they pursue their high performance sport development. Athletes must ensure that they are in optimal physical condition and have personal insurance coverage.</li> <li>● NSAs should safeguard the health and wellbeing of their athletes, which include providing adequate and appropriate medical insurance coverage as their athletes undergo training and represent Singapore in competitions.</li> </ul> <p>If an athlete has any medical conditions that may impede his/her training or competition, please inform the screening physician on the day of the scheduled medical screening appointment.</p>
<p><b>spexGLOW</b></p>	<p>To apply for spexGLOW, the NSA must submit the following to SportSG on behalf of the athlete:</p> <ul style="list-style-type: none"> <li>● spexGLOW application form</li> <li>● Latest 3 months' salary advice (e.g. pay slip, IR8A form, CPF statement)</li> <li>● Letter of support from the employer agreeing to no-pay leave (stating period)</li> <li>● Annual Training Plan</li> </ul> <p>SportSG reserves the right to reject any application in which the terms and conditions are not met or is incomplete. Applications received in retrospect will not be considered. spexGLOW support will not commence until the application is approved by SportSG and all the required documentation has been provided.</p>

<sup>8</sup> For emergency cases, overseas based athletes are to seek treatment at emergency department of any nearby hospital (A&E reimbursement is capped at **S\$500** per injury per year). For non-emergency injuries, athletes who cannot return to Singapore for treatment at SSMC@HPSI are encouraged to tap on personal insurance coverage as well as the HPSI shared travel insurance where applicable.

	<p style="text-align: center;"><b>Quantum of Grants</b></p> <p>The maximum amount of spexGLOW each eligible athlete can receive is <b>\$3,000 per month</b> up to a total of <b>12 months</b> in a Financial Year – an athlete would receive \$100 per day (\$3,000/30 days) for a month with 30 days and \$96.77 per day (\$3,000/31 days) for a month with 31 days.</p> <p>Athletes may receive a monthly quantum of up to \$3,000, capped at their current monthly salary as verified through their salary payslips submitted to SportSG.</p>
<p><b>Athlete Life</b></p>	<p>Athlete Life is an interdisciplinary area of focus that serves as a specialised function supporting the holistic development of our athletes, enabling them to excel both in their sporting endeavours (sport performance) and personal aspirations (life performance). Athlete Life ensures that athletes can achieve peak performance while safeguarding their health and well-being, both during their athletic careers and in life beyond sport, helping them reach their full potential.</p> <p>A stage-based (life stages), fit-for-purpose Athlete Life Framework has been designed to provide varying customised and broad-based services tailored to the appropriate skills at each phase of an athlete’s development. Some of the services include:</p> <ul style="list-style-type: none"> <li>• Development of the athlete persona</li> <li>• Personal development</li> <li>• Mental health and well-being</li> <li>• Education guidance</li> <li>• Career guidance</li> <li>• Transition planning</li> <li>• Financial planning</li> <li>• Learning and development</li> <li>• Network support</li> </ul> <p>It addresses normative and non-normative transitions within an athlete’s sporting and life journey, integrating personal development life needs with athletic performance requirements, including an emphasis on the importance of dual-career pathways, post-sports career and life planning. with education and corporate organisations.</p>

Please refer to the spexCarding guide for NSAs for more details on the spexSchemes.

# ANNEX B: HPSI Service Delivery Model for athletes

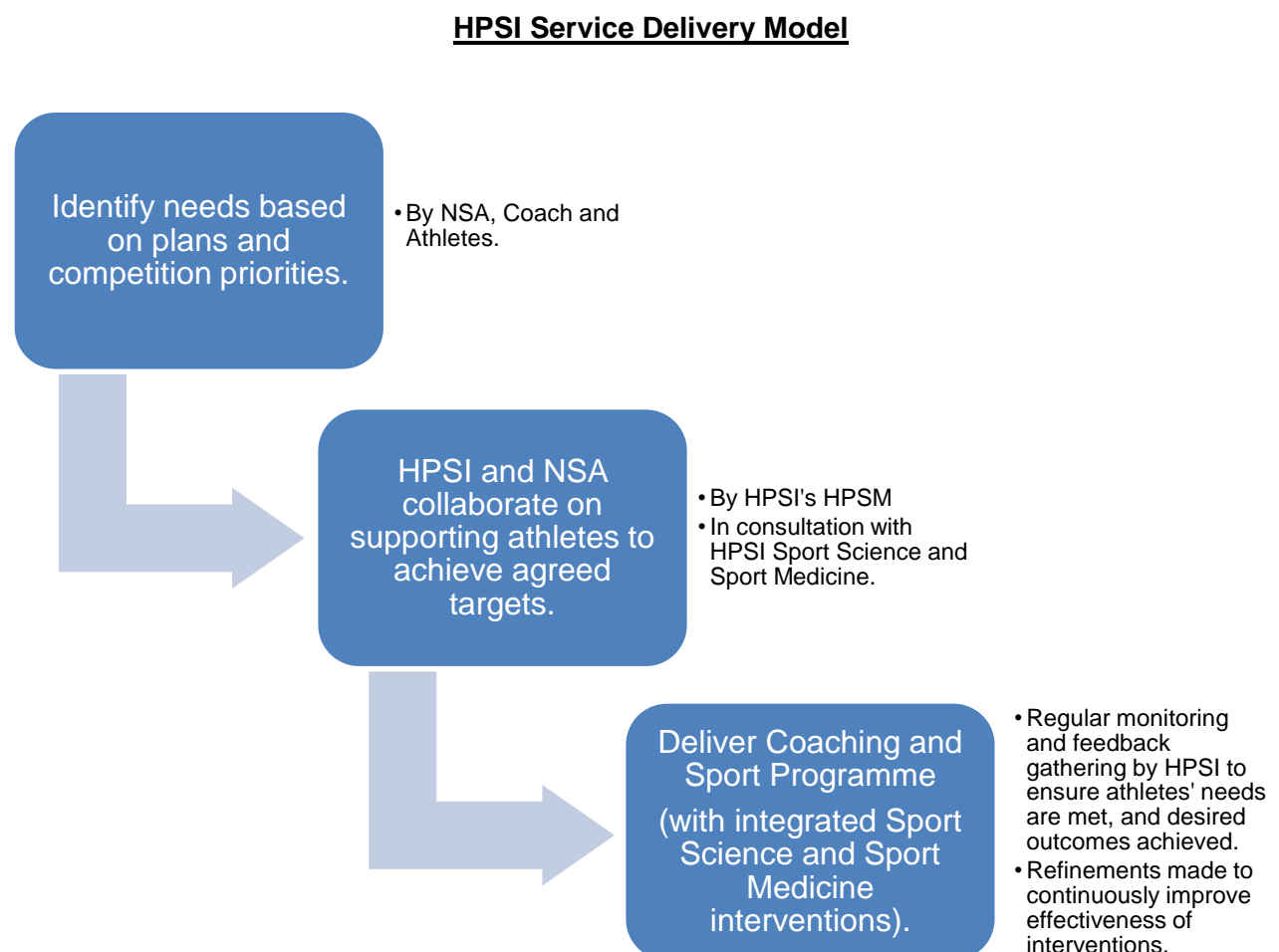
## HPSI Service Delivery Model

The HPSI service model centres around integrating Sport Science and Sport Medicine services with the coaching and training programmes of the athlete. It involves the HPSI working closely alongside the NSA and sport coach to:

- **Undertake needs analysis**, which forms the basis of all interventions allowing HPSI to identify and evaluate the needs of the athlete and coach
- **Design athlete and sport-specific programmes** that will address the particular needs of the athlete, team and sport
- **Create integrated periodisation plans** to ensure effective integration of Sport Science and Sport Medicine interventions with the coaching and sports programme

Regular tracking of the athletes' performance is required to ensure that the intervention programmes are delivering maximum sporting performance/outcomes and, where necessary, refinements are made to the periodisation plan, interventions and/or inputs from specialists.

Figure 5.1 shows an overview of the process from the point of the NSA requesting service support through to programme implementation and tracking:



# ANNEX C: RELEVANT HPSI SERVICES

## High Performance Sport Institute

### High Performance Sport Management

The purpose of the High Performance Sport Management Team is:

- To enhance the capacity of the Singapore high performance sporting system
- To work collaboratively with NSAs and various HPSI departments to develop high quality, effective performance plans and strategies
- To create long term sustainability and repeatable results at the highest international level

The role of the High Performance Sport Management Team is:

- Identify and oversee athletes' developments, both in training and competition, and track their progress to ensure they receive the appropriate support
- Work with NSAs and HPSI departments to achieve agreed key performance indicators and to facilitate the alignment of planning practices across the sector to ensure a focus on athletes' pathway
- Manage budgets and scholarships
- Provide professional consultancy, support and direction to the NSAs to achieve team outcome
- Proactively assist and develop solutions to high performance matters
- Negotiate and manage performance agreements between the HPSI and NSAs
- Monitor and evaluate the high performance plans and investments vis-a-vis agreed outcomes and key drivers of performance
- Utilise evidence-based research, analysis, knowledge sharing, dissemination of good practices and other tools to provide professional consultancy, direction and resources to support national sporting organisation in effective performance management

## High Performance Athlete Life

HPAL aims to support our spexCarded athletes to “win” in sport and “win” in life through a structured and deliberate plan where normative and non-normative transitions in the various life stages are catered for. HPAL employs a stage-based (life stages), fit-for-purpose Athlete Life Framework designed to provide varying customised and broad-based services tailored to the appropriate skills at each phase of an athlete’s development.

It addresses normative and non-normative transitions within an athlete’s sporting and life journey, integrating personal development life needs with athletic performance requirements, including an emphasis on the importance of dual-career pathways, post-sports career and life planning. This approach is customised to meet the unique needs of athletes within the context of Singapore, ensuring that support is aligned with their specific requirements at every stage of their careers.

Two teams within the HPAL division have been established to support our spexCarded athletes’ holistic development:

- Athlete Life Management (ALM), which adopts a person-centric approach, serving as life-coaches to athletes and
- Programme Office for spexEducation & spexCareer, which manages programmes through developing and maintaining strong partnerships with education and corporate organisations.

Details of the suite of services available can be found below:

<b>Education Development (spexEducation)</b>	<p><u>Education Counselling and Admission Support</u> Profiling and coaching athletes for admission interviews, providing referrals for school admissions and endorsement letters for scholarships.</p> <p><u>Academic Flexibility</u> Partnerships with Institutes of Higher Learning (IHLs) to provide alternative academic scheduling and alternative learning and assessment modes / arrangements.</p> <p><u>Studentship Support</u> Collaborations with IHLs to help athletes meet academic performance targets through providing academic tutoring, increasing awareness of individual learning styles, and developing study skills.</p>
<b>Career Development (spexBusiness)</b>	<p><u>Career Counselling and Planning</u> Career counselling, job placement, assistance with transition into workforce.</p> <p><u>Workforce Readiness</u> Job skills training, opportunities for work experience, networking opportunities.</p> <p><u>Workplace Flexibility</u> Partnerships with industry employers to provide flexible work arrangements such as alternative working schedules, job structuring, and flexible working locations.</p> <p><u>Workplace Support</u> Collaborations with industry partners to help athletes meet work performance targets through providing career counseling, work mentoring, and job up-skilling opportunities.</p>
<b>Athlete Life Management</b>	<p><u>Athlete Life Coaching</u> ALM facilitates athletes in proactively planning for all other areas of their life while they pursue sports. Through ALM, the athletes are guided in making decisions on major transitions and milestones as they continue to progress and develop their best potential in sport.</p>

This systematic approach will address essential aspects of an athlete's life stages such as education, career, financial literacy, mental well-being, and social support networks, whilst navigating unique challenges and ad-hoc non-normative transitions.

This comprehensive support structure ensures that our athletes pursue excellence in both their sport and life performances throughout their sporting journey and post-athletic life.

Life Skills Development  
Develop curated workshops that foster both intra-personal growth and inter-personal competencies to empower athletes with the essential life skills needed to thrive both within and beyond their sporting careers.

For enquiries, please email to [sport\\_hpal@sport.gov.sg](mailto:sport_hpal@sport.gov.sg).

## **Sport Science and Sport Medicine**

The Sport Science and Sport Medicine team seeks to help talented athletes optimise their performance through direct application of leading-edge science, performance testing and monitoring, applied research and education. The sport science support is based on the yearly training and competition plan of the athletes and the needs identified by the coaches and scientists.

### **Sport Science Services**

#### **i. Physiology**

- Identify and quantify the physical and physiological attributes that contribute to performance in each sport
- Evaluate cardiorespiratory, neuromuscular, hormonal, biochemical and performance variables
- Quantify performance demands of various sports and activities
- Monitor training load and identify the implications for training interventions
- Prescribe auxiliary training (e.g., hypoxic, heat) to augment adaptation and performance
- Research into accelerating recovery and optimising performance

#### **ii. Strength and Conditioning**

- Develop athletes to improve physical function and athletic performance
- Design sport-specific programs that address the individual needs of athletes
- Support training in the areas of speed, agility, endurance, strength, stability, flexibility, injury prevention, management and rehabilitation
- Measure and monitor athletes' strength and functional performance

#### **iii. Nutrition**

- Individual dietary consultation to assess eating patterns and important nutrition issues
- Advice on dietary products and strategies to enhance sporting performance (nutrient deficiencies, weight management, recovery from training sessions, travel nutrition competition eating plans, etc.)
- Develop practical-skills (cooking skills, understanding food labels and menu planning)
- Group education
- Provide nutrition-related informational materials

#### **iv. Biomechanics**

- Quantify and understand movement demands unique to each sport (e.g., 2D cameras, high speed cameras, 3D motion capture systems, force platforms, inertial measurement systems, speed guns, electromyography, pressure distribution systems, augmented reality, etc.) for optimization of sport-specific skilled action and injury prevention
- Analyse performance using notational and statistical analysis for strategic and tactical optimization during training and competition
- Research and develop new equipment, optimise existing equipment, develop new training methods or enhance existing training methods

#### **v. Psychology**

- Individual psychological assessment and counselling
- Equip athletes with the understanding of their psychological functioning
- Enable athletes to implement a range of psychological strategies to thrive under pressure
- Create productive and cohesive team environment
- Group education
- Provide psychology-related informational materials

vi. Performance Analysis

- Establish validated, sport-specific Key Performance Indicators through notational analysis, tracking and measurement tools
- Analyse athlete performance and opposition data through video and statistical data for strategic optimisation and tactical preparation during competitions
- Provide clear, actionable feedback to coaches and athletes through objective data and video playbacks
- Research and develop new analytical methods, technologies, and performance models to improve insight quality and delivery

### **Sport Medicine Services**

SportSG partners Changi General Hospital and SingHealth in running the SSMC@HPSI.

SSMC@HPSI focuses on the diagnosis and treatment of sport injuries associated with national training and competition. It serves to provide comprehensive and quality care to help athletes return to their desired activities as soon as possible.

i. Medical Services

- Musculoskeletal screening
- Management of acute and chronic musculoskeletal injuries
- Medical clearance

ii. Sport Physiotherapy

- Evidence-based sport physiotherapy treatment
- Medical coverage during Major Games and competitions
- Sport-specific injury prevention and performance enhancement programmes

iii. Sport Massage

- Sport massage is prescribed based on training phase

iv. Rehabilitation Services

- Sport-specific rehabilitation programmes to facilitate safe return to sport
- Education for athletes and coaches on injury prevention and management

v. Podiatry

- Customised orthotics for athletes

# ANNEX D: FAQs on spexSCHOLARSHIP, spexPOTENTIAL and spexEDUCATION Undergraduate Scholarship

## Eligibility

### **1. Can I receive spexCarding and spexScholarship/spexPotential support simultaneously?**

No, you can only be supported through one mechanism. An athlete that is awarded the spexScholarship/spexPotential will still be carded.

### **2. Are team sports and disability athletes eligible for the spexScholarship or spexPotential?**

Yes, athletes within team and disability athletes are eligible to apply for the scholarship. In sports where a pair is required, (e.g. a double handed boat in sailing), both athletes will need to apply.

### **3. Will my academic results be considered when evaluating my nomination and if I am selected, will my academic costs be covered?**

Selection is based on the criteria detailed in Section 3.4 which does not include your academic results. Academic costs will not be covered under the spexScholarship or spexPotential.

## Obligations

### **4. What obligations must I adhere to under the spexScholarship or spexPotential?**

In addition to adhering to the prescribed training and competition plans, you are expected to embrace the principles and values of sportsmanship and to be a role model to fellow Singaporeans.

You are also required to engage in community activities to ensure the value of the scholarship program impacts the community.

Full details of obligations and expectations will be detailed in the spexScholarship or spexPotential Athlete Agreement, which is a tripartite agreement between you (the athlete), NSA and SportSG.

### **5. How will my programme be affected if my performance improves or declines?**

The HPS Programme allows for you to “move up and down” the pathway when your sports performance shows a sustained change over a period of 6-12 months.

Athletes showing a sustained increase or decrease in performance may be moved up or down the structure accordingly. In the case of decreased performance every effort will be made to identify and diagnose the issues affecting sports performance early such that necessary support can be provided.

If this is still not successful (over a 3 to 6-month period) you may be moved to a lower tier or exit the scheme (with support offered to transit back into education/career).

### **6. As a spexScholarship or spexPotential athlete will I continue under my current coach and/or squad?**

Not necessarily - the objective is to provide world class support which may, therefore, require some changes to your current programme. (E.g. Perhaps it could mean having a dedicated coach, or access to overseas training etc.)

**7. If I get injured during training or competition, how would this affect my programme?**

You will continue to be supported during the period of rehabilitation. For injuries that cause a discontinuation in sport participation, support will continue for 6 months while HPSI assists you to transit to an alternative career or back to non-scholar status with a possible extension for another 6 months on a case-by-case basis.

**8. If I receive the spexScholarship or spexPotential, can I use the stipend to pay for my school fees, school materials or purchase other equipment?**

Yes, you may use the stipends to pay for the above-mentioned items.

**9. If I receive the spexScholarship or spexPotential, am I liable to pay tax?**

Any stipend you receive may be deemed taxable and it is your responsibility to declare your annual income to IRAS (<http://www.iras.gov.sg>).

**10. If I am selected for the spexScholarship or spexPotential programme, how will HPSI assist with my career and education development?**

HPSI believes in developing athletes holistically in terms of sport, career, education and character development. As a spexScholar, you will be assigned to an athlete life coach from the HPSI Athlete Life Team who will help you to develop a customised athlete life plan to enable this holistic development.

For further details of this programme, please visit the Athletes' Centre located within the Medical Centre reception of HPSI.

**11. If I am thinking of studying overseas, are there any special considerations I should take note of?**

Yes. Each educational institution has its own requirements; in particular, please do take note of the National Collegiate Athletic Association by-laws which pertain to athletes competing in NCAA programmes in US universities and colleges. For further clarification and information, please contact your NSA or the HPSI High Performance Sport Manager/spexEducation staff.

**12. Am I allowed to work or study while I am a spexScholar / spexPotential athlete, is this allowed? Will there be any impact on the support that I receive if this is allowed?**

The primary job of the spexScholar/ spexPotential athlete is to train and compete full-time, so that the athlete is able to meet his/ her mutually-agreed KPIs and development milestones and achieve the aim of the programme, e.g. to achieve podium success at the Major Games. In addition, the athlete must also commit to sufficient time for rest and recovery, and hence they are strongly encouraged not to take on other significant level of employment.

However, we may consider deviations on a case-by-case basis. Any request has to be stringently assessed and subsequently determined whether to approve by SportSG, NSA, Coach/Technical Director, and it is typically an exception rather than the norm. Key considerations include, but not limited to: (i) whether taking on additional employment will have an impact on the spexScholar's training and competition commitments, plans and KPIs, and (ii) whether there are justifications to support the spexScholar's or spexPotential athlete's request. Such requests must be surfaced to SportSG in writing with sufficient lead time for assessment and approval (e.g. about a month prior to signing of agreement with the employer). If the request is approved subsequently, the monthly stipend that the spexScholar receives will be calibrated accordingly, while there will currently be no adjustment to the spexPotential athlete's stipend.

## **Scholarship/ Sponsorship Matters**

### **13. If I am currently receiving or will receive sponsorship and/or another scholarship can I still apply for the spexScholarship or spexPotential?**

Yes, you may still apply. Do note that it is important that you provide full details of all such sponsorships or scholarships in your nomination form. Generally, athletes receiving other scholarship(s) would only be considered for programme support but this would be discussed in detail at the offer stage (if your nomination is successful) based on your circumstances.

### **14. Can I still receive sponsorships (in-kind or cash), monetary rewards (e.g. the Major Games Award Programme (MAP), the Athlete Achievement Award (AAA), tournament prize money etc.), and remuneration for appearances and endorsements, while I am a spexScholar or spexPotential athlete?**

#### Sponsorship

Yes, a spexScholar or spexPotential athlete may receive sponsorships. However, SportSG's approval must first be obtained in writing with sufficient lead time for assessment and approval (e.g. about a month prior to signing of agreement with the corporate sponsor). Key considerations include, but not limited to: (i) level of commitment required for the engagement should not have a negative impact on training hours (including rest and recovery) and competition plans; and (ii) product and/or corporate sponsor should not go against what it means to be a role model TeamSG athlete.

Please note that spexScholars and spexPotential athletes, along with the other spexCarded athletes, may, from time to time, be required to support and promote the NSA, SportSG, Team Singapore, the Sport and other key sponsors/support agencies, which may or may not involve remuneration for the athlete. This includes:

- i) Compulsory attendance at TeamSG events, e.g. press interviews/ media features (typically no remuneration), TeamSG promotional campaigns, functions, community outreach and seminars. SportSG will take into consideration that such involvement or cooperation should not compromise the Athlete's High Performance programme of which the decision on this will be determined by respective Coaches and High Performance Sport Manager;
- ii) Attending any Team Singapore press interview which is reasonably required before engaging in any activity in support of a commercial teammate or sponsor;
- iii) Allowing the filming and/or recording of the Athlete's performance on behalf of or by the NSA and SportSG whilst training, competing or otherwise carrying out any activity as a participant of the spexCarding Programme or as part of Team Singapore branding, imagery or campaign.

#### MAP, AAA, Prize Money

spexScholars and spexPotential athletes are allowed to keep the MAP, AAA or any tournament prize money that they receive during their careers. They will have to abide by any agreements that they may have with their NSAs, e.g. proportion of the monetary awards that they have to contribute to their NSAs, and the prevailing tax regulations on these types of income (please refer to <http://www.iras.gov.sg>).

### **15. What is the rationale for the new CPF top-ups for spexScholars, and how will the CPF top-ups be calculated?**

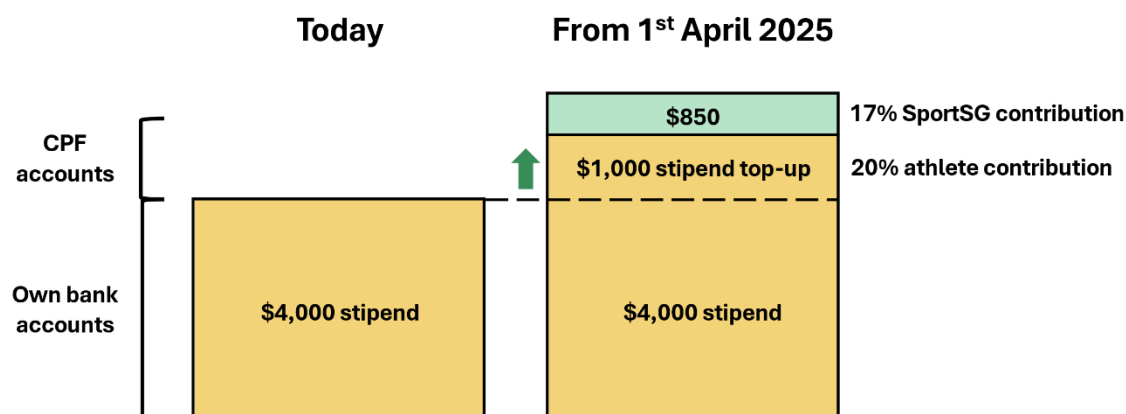
To bolster the financial stability of our athletes and para-athletes, we will raise our spexScholars' stipends and introduce monthly top-ups to their CPF accounts.

Competing full-time at the highest levels means that athletes and para-athletes forgo their opportunity to accumulate savings, including CPF. Current stipends are not sized to include CPF contributions today. This affects their ability to purchase housing or support their healthcare needs.

Starting from 1 April 2025, SportSG will revise upwards the monthly allowance for our spexScholars. To enhance their CPF savings, we will channel 20% of their increased stipend into their CPF accounts. In addition, SportSG will contribute another 17% of their stipend to their CPF accounts. This top-up is sized taking reference from the prevailing CPF rates for employers and employees today.

Refer to chart below for an example of what a spexScholar would receive:

## Example of what a spexScholar would receive...



This enhancement will apply from FY25 onwards, and the provision of CPF contribution will cease when the spexScholar completes his/her programme and is no longer receiving a monthly stipend.

### 16. What is the milestone bonus? Must the number of years be in one contiguous duration, and can it be cumulative?

SportSG will provide a milestone bonus to all spexScholars to encourage elite athletes to remain in their sport at a higher level for a longer time, so that they can reach their fullest potential. The milestone bonus is calculated based on one month stipend for the completion of every four years of spexScholarship, starting afresh for all spexScholars (i.e. both new and existing spexScholars) from FY2025.

The four-year milestone periods will be calculated based on the cumulative number of years that a spexScholar is on the programme. This is to recognize that HPS development pathway for athletes is often not linear, and some spexScholars may exit and re-enter the programme during his/ her career.

### 17. Will spexPotential athletes be given these CPF top-ups and milestone bonus as well later on?

We consider the spexScholars to be doing full-time “work” as athletes who are competing at the highest levels – spexScholars are committed to a higher level of training (20 to 30 hours) and competition load vis-à-vis spexPotential athletes. The spexPotential programme is meant to provide an additional scaffolding of enhanced support for the next layer of athletes and transit them to “full-time” athletic careers as spexScholars. Hence, we encourage the spexPotential athletes to continue on their HPS developmental pathway and transit to the spexScholarship to receive this new support when they have made the necessary improvements to be eligible.

## **spexEducation Undergraduate Scholarship Eligibility & Application Process**

### **18. I am not a spexPotential or spexScholar athlete. Can I still apply?**

No, only spexScholars or spexPotential athletes are eligible to apply.

### **19. Can I apply for the scholarship if I'm currently serving NS?**

Yes, you can apply if you meet the basic eligibility criteria of being a Singapore citizen and a spexScholar or spexPotential athlete. You should indicate your ORD date in your application.

### **20. Do I need to secure university admission before applying for the scholarship?**

No, you can apply for the scholarship before securing university admission. However, you are responsible for submitting your own university applications independent of the scholarship process. For Dual Career candidates pursuing overseas universities, you will need to obtain endorsement from the NSA Head Coach/TD and High Performance Manager (HPM). They will assess the university to ensure it has a proven track record of providing an excellent Daily Training Environment (DTE). A proven DTE refers to an environment where athletes have successfully achieved podium finishes in major competitions, or where current athletes are demonstrating clear progression towards podium potential.

### **21. I am a spexScholar/ spexPotential athlete with an undergraduate degree. Am eligible for the scholarship to pursue a second undergraduate degree or for my postgraduate degree?**

No, the scholarship is only applicable for those who are pursuing their first undergraduate degree.

### **22. Can I apply for the scholarship if I'm already in university?**

Yes, for the Dual Career track, you can apply if you're studying up to your penultimate year. Final year students are not eligible. For the New Career track, you can apply at any age.

### **23. What if I do not meet the basic academic qualifications?**

We will assess your application on a case-by-case basis.

### **24. What if I don't have my final exam results of the required academic qualifications during the application period?**

You can apply with your preliminary results, but you will need to submit your final exam results when they are available.

## **spexEducation Undergraduate Scholarship – Academic Aspects**

### **25. What is considered a "sport-related degree programme"?**

Sport-related courses include but are not limited to sport science, sport management and related disciplines. The specific classification of your intended course should be confirmed with the spexEducation Programme Office during application.

### **26. What if my desired course requires more than 4 years to complete?**

For both tracks, the scholarship funding is capped at 4 years for Honours degrees or 5 years for Medicine/Dentistry.

### **27. Are there any types of universities preferred for this scholarship?**

For local options, any Autonomous University (AU) with athlete-friendly policies is acceptable. For Dual Career athletes pursuing degrees overseas, your choice of university must be endorsed by both the NSA Head Coach/Technical Director (TD) and High Performance Manager (HPM). They will assess the university to ensure it has a proven track record of providing an excellent DTE. A proven DTE refers to an environment where athletes have successfully achieved podium finishes in major competitions, or where current athletes are demonstrating clear progression towards podium potential.

### **28. I am a spexScholar/spexPotential athlete who dropped out of an undergraduate degree programme offered by a local AU, and wish to enrol in another programme at a local AU, will the scholarship cover fees for the entire duration of the new undergraduate degree?**

The scholarship amount would only cover up to the equivalent of your eligibility of your MOE subsidised fees for the undergraduate degree. You would be responsible for additional costs required.

### **29. I am currently enrolled in a part-time degree programme at a local AU. Am I eligible to apply?**

Yes, you are eligible to apply. If approved, the scholarship will only cover fees incurred after the scholarship is awarded, i.e. there is no retrospective payment.

## **spexEducation Undergraduate Scholarship – Sports Commitments**

### **30. Do I need to continue competing while studying?**

For the Dual Career track, you are expected to continue competing while studying, as the Dual Career track is designed to support both academic and sporting pursuits.

### **31. I am exploring to do my undergraduate degree overseas while training there. Am I eligible to apply for the scholarship?**

For Dual Career candidates pursuing universities overseas, you will need to obtain endorsement from the NSA Head Coach/TD and HPM. They will assess the university to ensure it has a proven track record of providing an excellent Daily Training Environment (DTE). A proven DTE refers to an environment where athletes have successfully achieved podium finishes in major competitions, or where current athletes are demonstrating clear progression towards podium potential.

## **spexEducation Undergraduate Scholarship – Financial Aspects**

### **32. Are there any expenses not covered by the scholarship?**

The scholarship covers mandatory tuition fees, compulsory charges, allowances on pre-studies (one time) and academics, and one return economy air fare for overseas scholars. You would be responsible for additional costs including optional programme fees, re-sit fees, student insurance. For mid-term scholars, there would be no retrospective payment.

### **33. Can my parents' income affect my scholarship application?**

No, parents' income does not affect your scholarship application.

### **34. Can I accept prizes or awards from other organisations while on the spexEducation Undergraduate Scholarship?**

Any acceptance of prizes or awards from other organisations would need prior approval from the spexEducation Programme Office.

### **35. If I receive the spexEducation Undergraduate Scholarship, am I liable to pay tax?**

Any stipend you receive may be deemed taxable and it is your responsibility to declare your annual income to IRAS <https://www.iras.gov.sg/>.

### **spexEducation Undergraduate Scholarship – During the scholarship period**

#### **36. Can I defer my studies after receiving the scholarship?**

For the Dual Career Track, there is flexibility for athletes to take a gap year if they are training towards an important major game, for example Asian Games or qualifier to Olympics. But this will require discussion and alignment between athletes, NSA and HPSI jointly. For the New Career track, athletes may commence their studies at an appropriate time, subject to meeting prevailing conditions.

#### **37. Can I change my course of study after receiving the scholarship?**

Any course changes would require prior approval from the spexEducation Programme Office.

#### **38. For Dual Career, what happens if I get injured during the scholarship period and can't continue competitive sports?**

You should discuss this with your NSA Head Coach/TD and HPM together with the spexEducation Programme Office as each case would likely be evaluated individually based on circumstances.

#### **39. Can I work part-time while on the scholarship?**

No. The scholarship aims to take away your financial burden so that you can focus to train and compete while you study.

#### **40. What happens if I fail a module?**

You will be responsible and will need to cover your own expenses for re-sit fees and the cost of repeat modules.

#### **41. Is there a minimum GPA I need to maintain?**

It will be necessary to maintain satisfactory academic performance. Specific requirements would be detailed in the scholarship agreement.

### **spexEducation Undergraduate Scholarship – Post Scholarships**

#### **42. What are the bond requirements?**

Only the New Career track for overseas universities with sport-related degree programmes has a 6-year bond.

#### **43. Can I pursue postgraduate studies immediately after graduation?**

The scholarship is only for your first undergraduate degree. Any postgraduate pursuits would be your own arrangement after completing the scholarship terms.

### **spexEducation Undergraduate Scholarship – Administrative Matters**

#### **44. How long does the selection and interview process take?**

There may be up to 2 rounds of interviews between October to November 2025, with final outcomes released around end March 2026.

**45. What happens if I need to extend my study period?**

Extensions beyond the standard duration would likely need approval from the spexEducation Programme Office, and additional costs might not be covered by the scholarship.

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