

Global Immigration alert

September 2026

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Singapore

Singapore to open applications for the new ONE Pass AI and Tech track from 28 January 2027

Executive summary

Singapore's Ministry of Manpower (MOM) has recently announced that applications for the new Overseas Networks & Expertise (ONE) Pass Artificial Intelligence and Technology (AI and Tech) track will open on 28 January 2027 and has released further details on the eligibility and compensation assessment framework. The new route was first [announced](#) on 3 March 2026 as part of Singapore's efforts to attract top-tier AI and technology talent.

The ONE Pass AI and Tech track replaces the existing Tech.Pass facilitated by Singapore's Economic Development Board (EDB). The announcement also confirms that EDB will no longer accept new and renewal Tech.Pass applications from 28 January 2027. Existing Tech.Pass holders can remain on their pass until its expiry. Eligible Tech.Pass holders can consider applying for the new ONE Pass AI and Tech track or other alternative work pass options thereafter.

Key developments

As part of its latest foreign workforce policy announcements, MOM confirmed that applications will be open from 28 January 2027 for the new ONE Pass AI and Tech track.

MOM has also announced a modified compensation assessment framework for applicants under the new route. Candidates may apply for the new ONE Pass AI and Tech track if they meet the following criteria:

- Earn at least SGD30,000 per month, or its equivalent in foreign currency, for 12 consecutive months leading up to the date of application comprising of the following:
 - Fixed monthly salary of at least SGD22,500
 With remainder as vested non-cash compensation components, including employee stock option plans (ESOPs) and employee share ownership awards (ESOWs), subject to assessment.
- Have at least five cumulative years of experience in either or across both of the following roles within the past 10 years from the date of application:

- Founder or C-suite role in a tech firm
- Technical role
- Be currently employed or last held employment must be in a tech company, a tech division within a company or a tech venture capital firm
- The company must meet at least one of the following:
 - Valuation or market capitalization of at least USD500 million
 - Annual revenue of at least USD200 million
 - At least USD500 million in assets under management; or
 - Funds raised of at least USD30 million (for tech start-ups)

ONE Pass AI and Tech track applicants will be required to submit evidence relating to their remuneration, employment history and the scale of their current or most recent employer. Required documentation includes 12 months of payslips, proof of employment in a founder role, C-suite or technical capacity within the preceding 10 years, and recent financial information demonstrating metrics such as market capitalization, valuation, revenue, assets under management or funds raised (for tech start-ups).

ONE Pass AI and Tech will be valid for up to five years per issuance. To qualify for renewal, pass holders must either maintain an average fixed monthly salary of at least SGD30,000 over the preceding five years in Singapore or operate a Singapore-based company employing at least five local employees who each earns at least the prevailing Employment Pass qualifying salary.

Impact on employers

The new ONE Pass AI and Tech track is expected to provide employers with an additional pathway for attracting highly skilled international AI and technology talent to Singapore. Organizations that rely on equity compensation as part of executive remuneration packages may particularly benefit from the new framework, as qualifying compensation can include certain vested non-cash components.

The announcement is also particularly significant for technology companies, AI-focused businesses and venture-backed startups that rely on equity-based compensation to attract senior technical talent, founders and executives. These employers should consider reviewing their global mobility and talent acquisition strategies ahead of the January 2027 implementation date. Employers may also wish to identify employees or prospective hires who could benefit from the new route.

The route may also reduce administrative barriers associated with hiring highly qualified candidates as ONE Pass AI and Tech track remains exempt from the Complementarity Assessment Framework (COMPASS) and Fair Consideration Framework (FCF) requirements. The pass continues to offer flexibility for talent who may wish to undertake multiple professional activities or move between employers without the need to submit a new work pass application.

Key steps

Should you have any questions, we encourage you to contact one of our immigration professionals.

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SCORE 114863-26-GBL

2101-3682263
ED None

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