

Global Immigration alert

November 2025

Singapore

Updated COMPASS scoring criteria for Employment Pass applicants

Executive summary

Singapore's Ministry of Manpower (MOM) recently announced updates to two scoring criteria under the COMPASS points-based framework for Employment Pass (EP) applicants.

Background

The MOM implemented the COMPASS framework to assess new EP applications effective 1 September 2023 and renewal applications expiring on and after 1 September 2024. This framework assesses applicants based on four foundational criteria (salary, qualifications, diversity and support for local employment) and two bonus criteria (shortage occupation list, or SOL, and strategic economic priorities). The MOM generally updates the COMPASS criteria annually to ensure that the framework remains responsive to market conditions.

Key developments

The amended requirements for the following criteria will go into effect for EP applications (both new and renewals) on 1 January 2026:

- **Criterion 2 (Qualifications):** The MOM updated the list of [top-tier institutions](#) awarded with 20 points, and applicants who have a degree from an institution in this list will continue to receive 20 points. The list of [professional qualifications](#) recognized as "degree-equivalent" has also been updated to include new sectors, and applicants who have relevant qualifications from an institution in this list will continue to receive 10 points.
- **Criterion 5 (SOL):** The [SOL](#) has been updated to include two more occupations under the Healthcare sector, while occupations such as Cyber Risk Specialist, Cybersecurity Operations Specialist, and Product Manager (Digital) have been removed. Applicants who hold a job in this list will receive up to 20 bonus points.

The MOM also updated its Self-Assessment Tool (SAT) to reflect the upcoming changes for criterion 2 (Qualification), and employers may use it to streamline pre-assessments of both new and renewal EP applications. For criterion 5 (SOL), the updated SAT will be available as of 1 December 2025.

Impact on employers

Employers may consider these updates when assessing and sponsoring EP applicants. The updated lists of top-tier institutions, professional qualifications and SOL may enable employees to earn points in areas where they previously could not and thus benefit employers by providing them access to a broader pool of international talent.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.



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