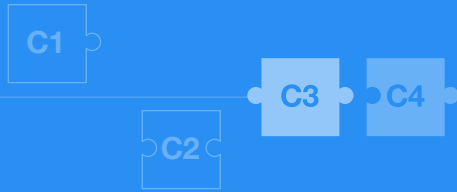
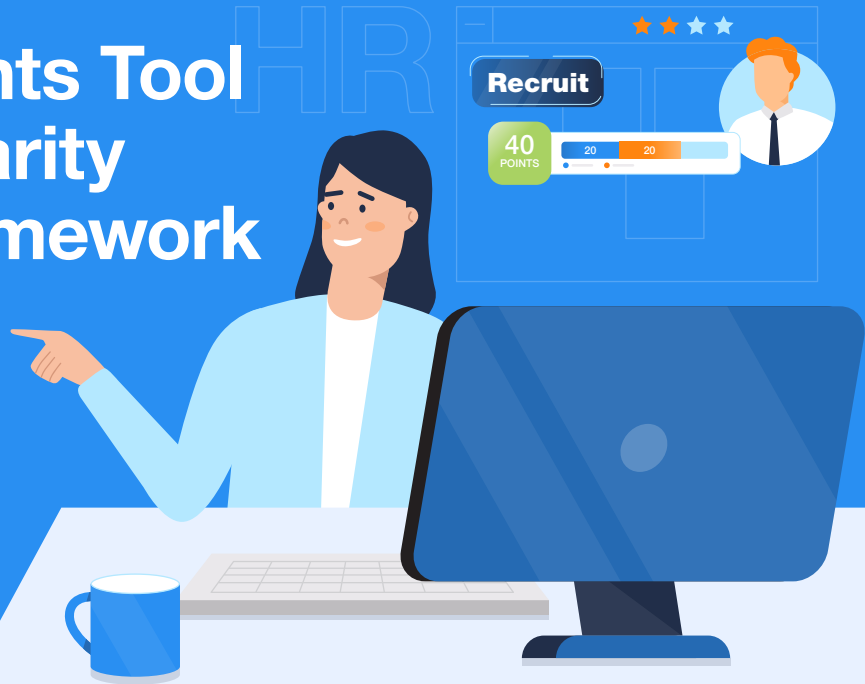
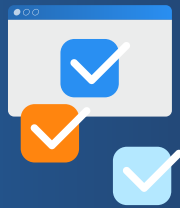


Workforce Insights Tool for Complementarity Assessment Framework (COMPASS)



What is COMPASS?

COMPASS is a points-based assessment of Employment Pass (EP) applications based on a set of individual and firm-related attributes.



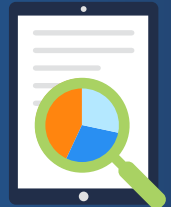
COMPASS will apply to new applications from Sep 2023 and renewals from Sep 2024. To qualify, EP candidates must:

- Meet the prevailing qualifying salary
- Score at least 40 points under **COMPASS**



What is the Workforce Insights tool?

The WFI tool has benchmarking insights to help with your workforce planning and hiring. It lets you compare median salaries and non-monetary benefits across industries.



The tool has been enhanced to help you find out your firm's score on these firm-related **COMPASS** criteria:

- **C3 – Diversity**
- **C4 – Support for Local Employment**

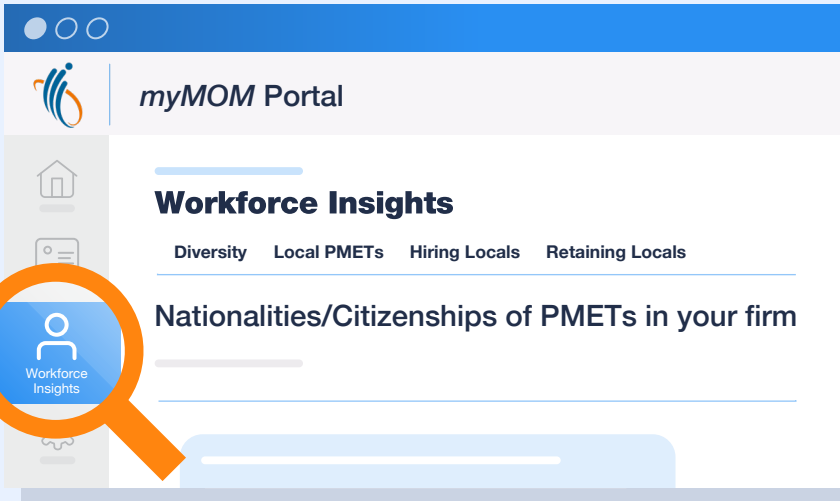


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How can I access the Workforce Insights tool?



The **Workforce Insights** tool can be accessed via **myMOM Portal**.
(<https://go.gov.sg/mymom-portal>)



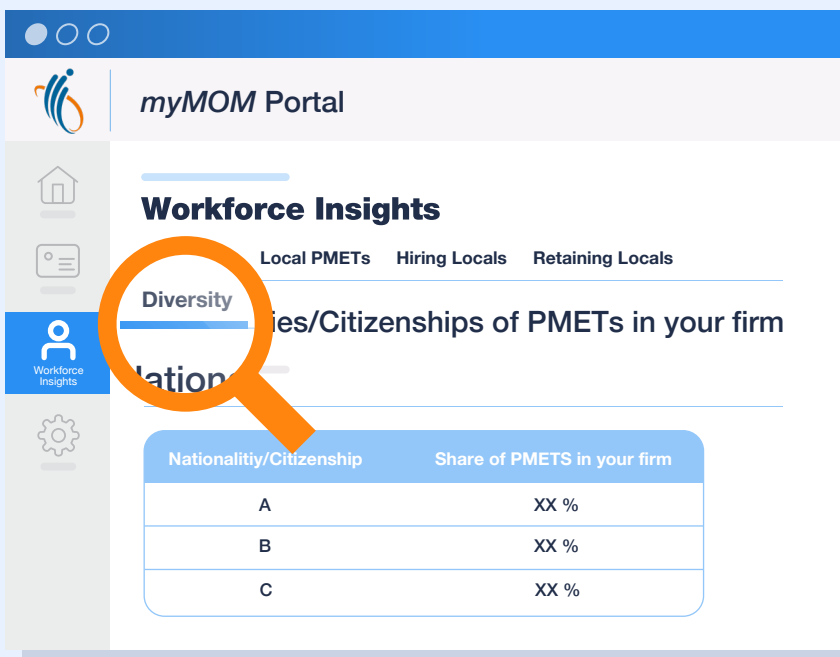
Step 1:

Log on to **myMOM Portal** with your Corppass account.

Step 2:

Click on **Workforce Insights** on the left menu of the portal.

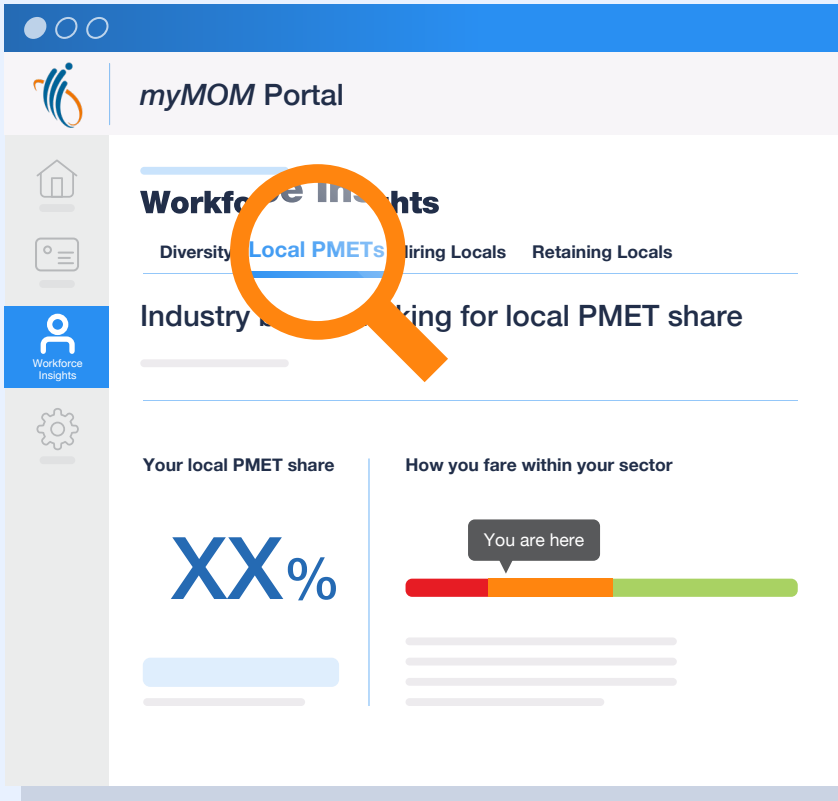
Find out your firm's score on the COMPASS firm-related attributes



Diversity – C3

- **COMPASS** awards more points when the candidate's nationality forms a small share of the firm's PMET employees.
- No points are earned if the candidate's nationality currently forms a significant share of its PMET employees.

Find out how your firm scores on C3 in the "**Diversity**" tab. This tab shows you the top nationalities of PMETs in your firm.



Support for local employment – C4

- **COMPASS** recognises firms that create opportunities for the local workforce and build complementary teams of both local and foreign professionals.
- Applications earn more points if your firm has a relatively higher share of locals among PMET employees, compared to your peers in the same sector.

Find out how your firm scores on C4 in the “**Local PMETs**” tab. This tab shows you your local PMET share relative to your sector peers.



For more information on **COMPASS** and answers to commonly asked questions, please visit <https://go.gov.sg/compass>.

