

Annex A – COMPASS Scoring Rubric

The scoring rubric below summarises how points are awarded under COMPASS. More details on COMPASS can be found on [MOM's website](#).

40 points are required to pass COMPASS

	Individual Attributes	Firm-Related Attributes
Foundational Criteria	C1. Salary	C3. Diversity
	Fixed monthly salary compared to local PMET salaries in sector by age	Share of candidate's nationality among firm's PMETs*
	≥ 90 th percentile 20	< 5% 20
	65 th to < 90 th percentile 10	5 to < 25% 10
	< 65 th percentile 0	≥ 25% 0
	C2. Qualifications	C4. Support for Local Employment
Based on candidate's qualifications	Firm's share of local PMETs within its subsector*	
Top-tier institution 20	≥ 50 th percentile 20	
Degree-equivalent qualification 10	20 th to < 50 th percentile 10	
No degree-equivalent qualification 0	< 20 th percentile 0	
Bonus Criteria	C5. Skills Bonus	C6. Strategic Economic Priorities Bonus
	Job on the Shortage Occupation List +20 [#]	Firm meets specific assessment criteria on investment, innovation, internationalisation, or company and workforce transformation activities +10

Skills bonus is reduced to +10 if the share of candidate's nationality among the firm's PMETs is one-third or higher.

*Small firms with fewer than 25 PMET employees score 10 points on C3 and C4 by default. PMETs are proxied by employees earning at least \$3,000 per month.