



COMPASS Shortage Occupation List: Build the Evidence File

Description

An occupation name alone does not earn the C5 bonus. Match the candidate's real duties to the listed occupation, use the corresponding eligible title in the EP application and job advertisement, and upload every occupation-specific qualification or work-experience record MOM requires.

A Singapore employer preparing an Employment Pass application that may use the COMPASS C5 skills bonus needs one outcome: prove that the candidate performs the listed shortage occupation instead of relying on a broad job label.

Test the occupation claim

Situation	Practical next step
Role is not on the current SOL	Do not claim C5; assess the EP through the remaining framework
Role is listed but duties do not match	Change neither the facts nor title to chase points
Duties and title match	Build the occupation-specific evidence package before submission
Five-year tech EP is sought	Check both SOL evidence and the additional duration conditions

Role is not on the current SOL: Do not claim C5; assess the EP through the remaining framework.

Role is listed but duties do not match: Change neither the facts nor title to chase points.

Prove duties rather than labels

[MOM COMPASS C5 SOL Employer Guide](#): Requirements applying to new and renewal applications from 1 January 2026, including duties, titles and additional evidence. [MOM Employment Pass eligibility page](#): The wider EP qualifying salary and COMPASS framework that still applies.

Start with duties, not a fashionable title

MOM's employer guide says the candidate must perform the key duties listed for the specific shortage occupation. Copy those duties into a two-column matrix and cite the job description evidence for each match. Similar industry experience or a senior title is not enough when the actual work differs. [MOM COMPASS C5 SOL Employer Guide](#).

Keep the application and advertisement aligned

The selected EP application title must be an eligible title and should match the occupation used in the MyCareersFuture advertisement unless the employer is exempt from the Fair Consideration Framework advertising requirement. Record any exemption basis rather than leaving a silent mismatch. [MOM COMPASS C5 SOL Employer Guide](#).

Additional requirements vary by occupation

Some roles require relevant qualifications, specified work experience or other evidence. The correct file therefore depends on the exact occupation entry. Build an index naming the document, issuing institution, dates and which requirement it satisfies; do not upload a résumé and expect MOM to infer every element. [MOM COMPASS C5 SOL Employer Guide](#).

C5 does not replace the rest of COMPASS

The shortage-occupation bonus is one criterion within COMPASS, and the candidate still has to satisfy the EP qualifying salary and the applicable framework. Run the score with and without C5 so the employer knows whether the application depends on the disputed points. [MOM COMPASS C5 SOL Employer Guide](#).

Lock the evidence to the submitted role

Save the final job description, organisation chart, advertisement, application title, qualifications, employer explanation and supporting work records together. If the duties change before submission, update the matrix. The file should explain the genuine job, not reverse-engineer paperwork around a desired outcome. [MOM Employment Pass eligibility page](#).

Choose the exact shortage occupation in the application

MOM requires the candidate to select an eligible shortage-occupation title in the EP application, and that occupation must match the MyCareersFuture advertisement unless the job is exempt from the advertising requirement. The employer guide may then call for qualifications, relevant work-experience titles or professional registration evidence. Build the upload index around those named requirements. A broadly related degree or project should not be presented as meeting a specific condition unless the official occupation entry actually accepts it. [MOM COMPASS C5 SOL Employer Guide](#).

Treat later redeployment as a fresh compliance event

When C5 points were needed to pass COMPASS, or a shortage tech occupation supported a longer-duration EP, MOM says the holder can be employed only in that specific occupation; the in-principle approval letter will flag the restriction. If the business wants to redeploy the person, it must notify MOM first so eligibility for the new job can be reassessed. Put that restriction into the HR movement process. An internal title change, reorganisation or client assignment should not silently move the employee away from the declared duties. [MOM Employment Pass eligibility page](#).

A duty-mapping example

An employer maps eight listed duties to the role. Six are core and supported by the job description, while two are not performed. It then checks whether MOM's occupation wording requires all key duties or particular evidence before claiming C5. The matrix organises evidence; MOM decides eligibility.

Duties and title match: Build the occupation-specific evidence package before submission. **Five-year tech EP is sought:** Check both SOL evidence and the additional duration conditions.

Index the SOL proof

1. Open the current SOL entry
2. Match every key duty to evidence
3. Align application and advertised titles
4. Index qualifications and experience
5. Run COMPASS with and without C5
6. Save the submitted role file

Weak SOL claims to reject

- Choosing a title before checking duties
- Rewriting facts to fit the SOL
- Uploading only a résumé
- Treating C5 as automatic EP approval
- Ignoring five-year EP conditions

Complete the employment-pass review

After COMPASS Shortage Occupation List: Build the Evidence File, [review the wider EP and COMPASS framework](#). Then [build the related FCF advertisement record](#). Both resolve a different task from COMPASS shortage occupation list evidence 2026.

Questions readers ask about COMPASS shortage occupation list evidence 2026

When did the current guide apply?

MOM states it applies to new and renewal applications from 1 January 2026. [MOM COMPASS C5 SOL Employer Guide](#).

Can a close job title qualify?

Use an eligible title and prove the listed duties; labels alone are insufficient. [MOM Employment Pass eligibility page](#).

Does SOL status guarantee an EP?

No. Salary, COMPASS and all other EP conditions still apply. [MOM COMPASS C5 SOL Employer Guide](#).

Reviewed 1 August 2026: MOM COMPASS C5 SOL Employer Guide.

Date Created

01/08/2026

Author

rachelng