

New Compass assessment for EP candidates

Minimum of 40 points to pass

FOUNDATIONAL CRITERIA

Candidate attributes		Firm attributes	
SALARY Fixed monthly salary compared to local PMET salaries in sector		DIVERSITY Share of candidate's nationality among firm's PMETs*	
≥ 90th percentile	20	< 5%	20
65th to 90th percentile	10	5% to 25%	10
< 65th percentile	0	≥ 25%	0
QUALIFICATIONS		SUPPORT FOR LOCAL EMPLOYMENT Firm's share of local PMETs compared to subsector*	
Top tier institution	20	≥ 50th percentile	20
Other degree-equivalent qualifications	10	20th to 50th percentile	10
No degree-equivalent qualifications	0	< 20th percentile	0

BONUS CRITERIA

SKILLS BONUS		STRATEGIC ECONOMIC PRIORITIES BONUS	
Job is listed on the Shortage Occupation List	20**	Firm meets specific assessment criteria on internationalisation and innovation activities	10

**Small firms with fewer than 25 PMET employees will score 10 points by default for all firm related criteria*

***Skills bonus is reduced to +10 if the share of candidate's nationality is ≥ 33% of the firm's PMETs*