Talento: formación, inmigración y fuerza laboral financiera: resumen

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Singapur ha formado su fuerza laboral financiera a través de tres universidades públicas de investigación: la National University of Singapore, con raíces en 1905; la Nanyang Technological University, con raíces en la Nanyang University de lengua china de 1955; y la Singapore Management University, fundada en 2000 según el modelo de la Wharton School. Los profesionales extranjeros entran principalmente con el Employment Pass, que combina un salario mínimo exigido, más alto en los servicios financieros, de 6200 S$ al mes en 2026 y 6600 S$ a partir de 2027, con el sistema de puntos COMPASS, que premia la diversidad de nacionalidades y una proporción elevada de personal local. A mediados de 2026 trabajaban en Singapur unos 204 000 titulares de Employment Pass. La cifra se ha mantenido estable, mientras que el debate político sobre el talento extranjero, avivado por las elecciones de 2011 y el Libro Blanco de 2013, llevó al Gobierno a endurecer las normas y a planificar un núcleo singapurense en las finanzas. El Institute of Banking and Finance, fundado en 1974, acredita la formación que más de 76 000 personas cursaron en 2025, mientras que la MAS Notice FAA-N26 fija requisitos de acceso, de examen y de formación continua anual para los representantes, a los que se suman, para los banqueros privados, los estándares de competencia propios del sector.

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Singapur ocupó el primer puesto en el Global Talent Competitiveness Index 2025, por delante de Suiza. Su sistema selectivo de permisos, sus costes elevados y la falta de un hinterland lo distinguen, sin embargo, del Top Talent Pass Scheme de Hong Kong, basado en el volumen, y de la dependencia de Ginebra de los trabajadores transfronterizos al amparo de la libre circulación.

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