

THE GLOBAL TALENT COMPETITIVENESS INDEX (GTCI) 2023

WHAT A DIFFERENCE TEN YEARS MAKE

And what to expect for the next decade

The GTCI report is a comprehensive annual benchmarking report that measures how countries grow, attract and retain talent. It provides a unique resource for decision makers to understand the global talent competitiveness picture and develop strategies to boost their economies. The 2023 report covers 134 countries around the world across all income groups.



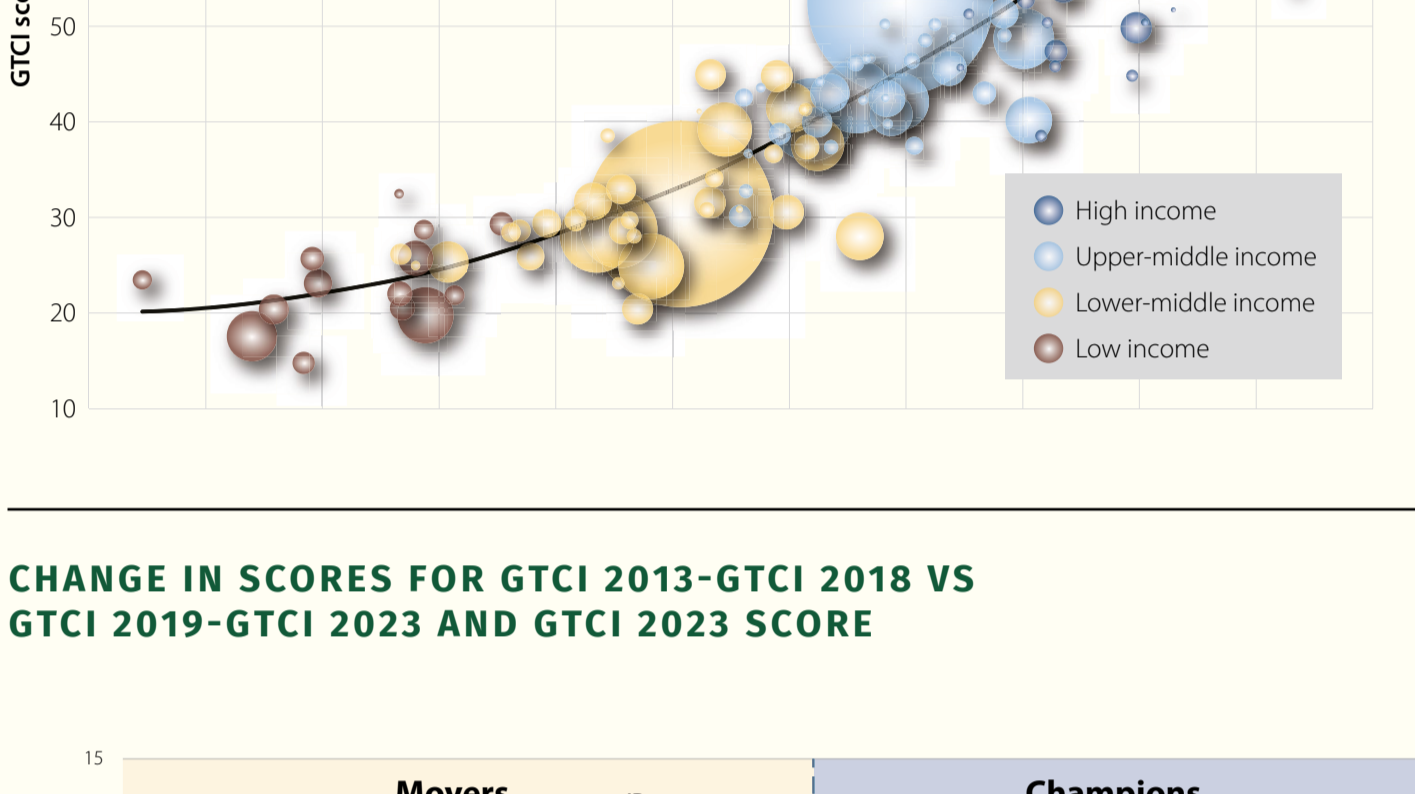
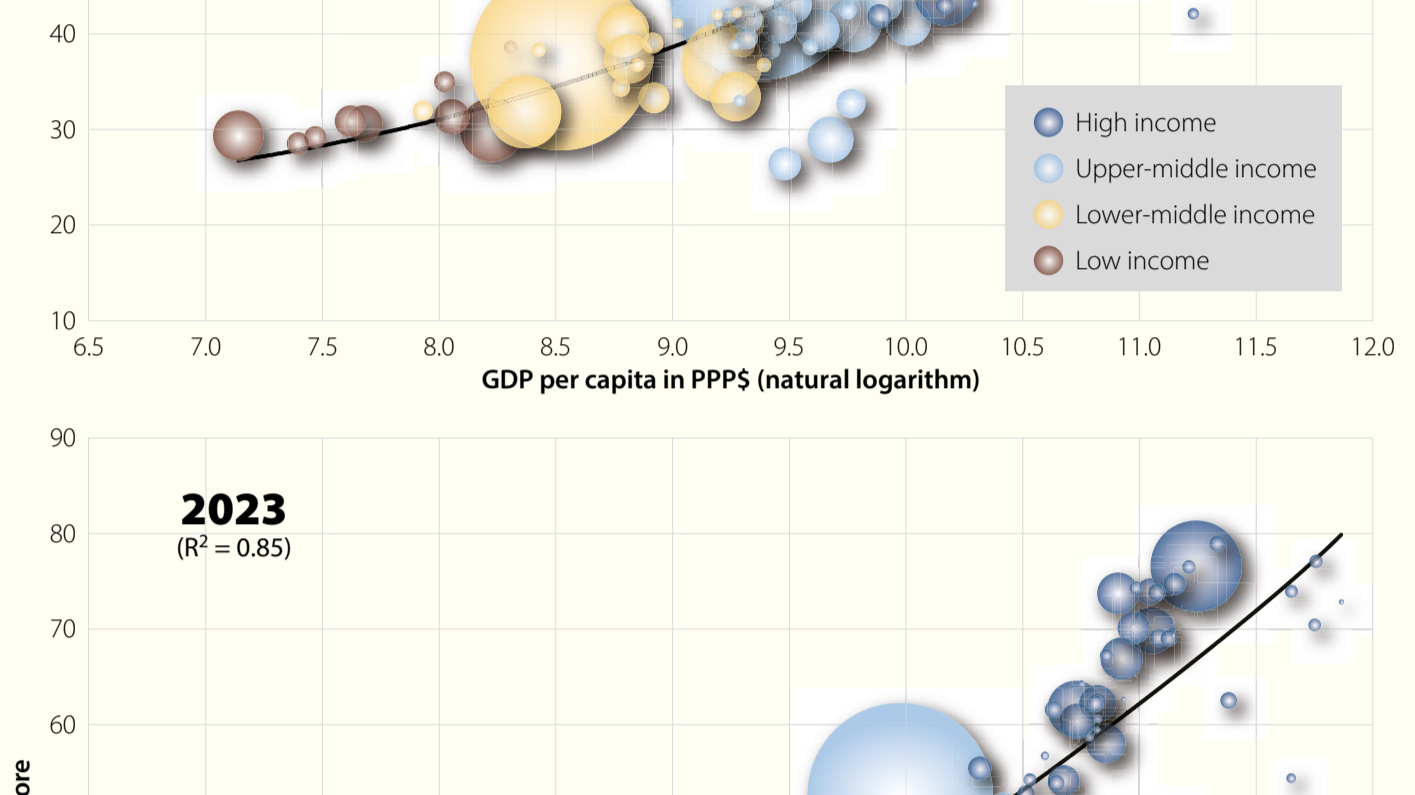
TOP 10 COUNTRIES IN 2023



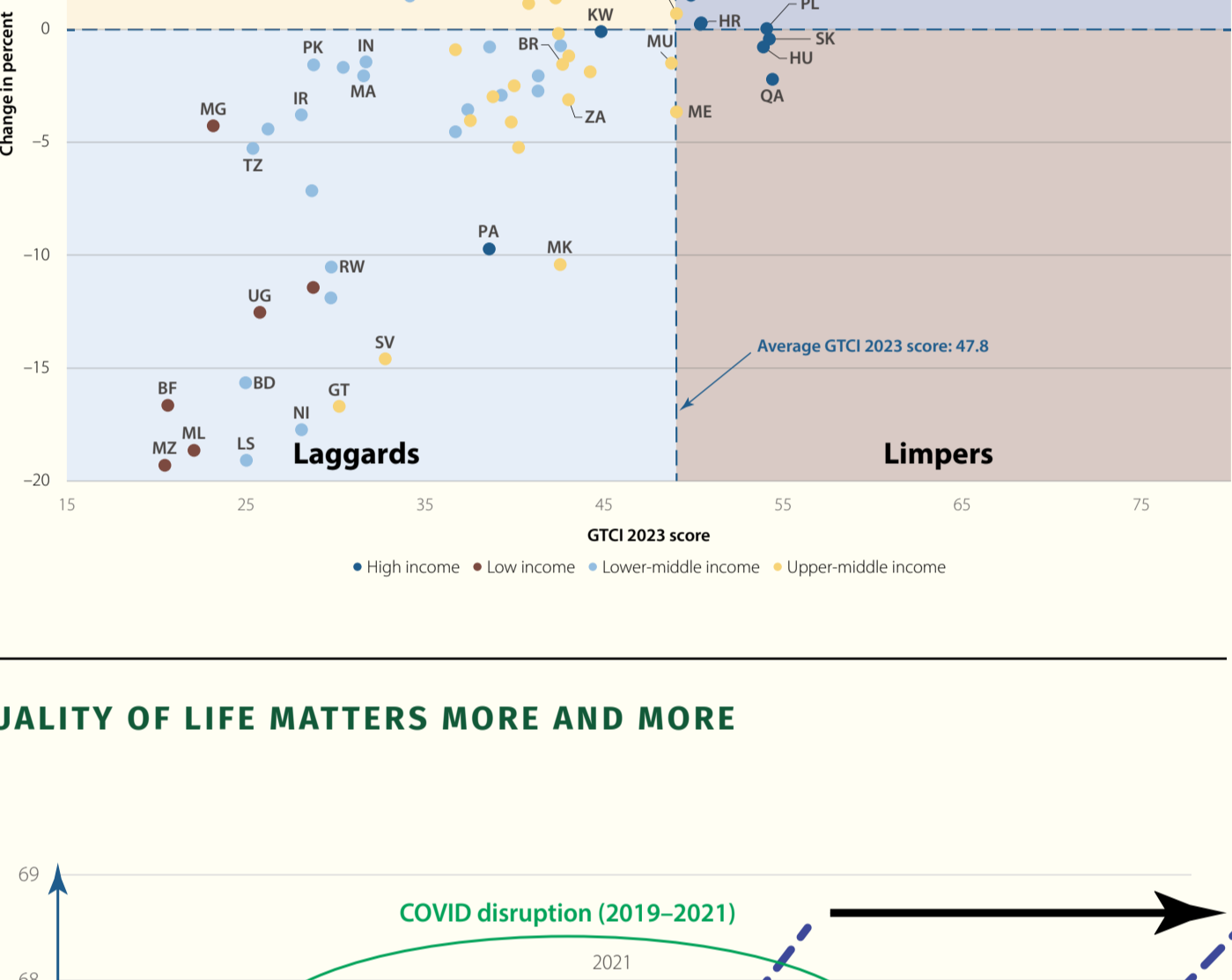
DECADE OF TOP 10



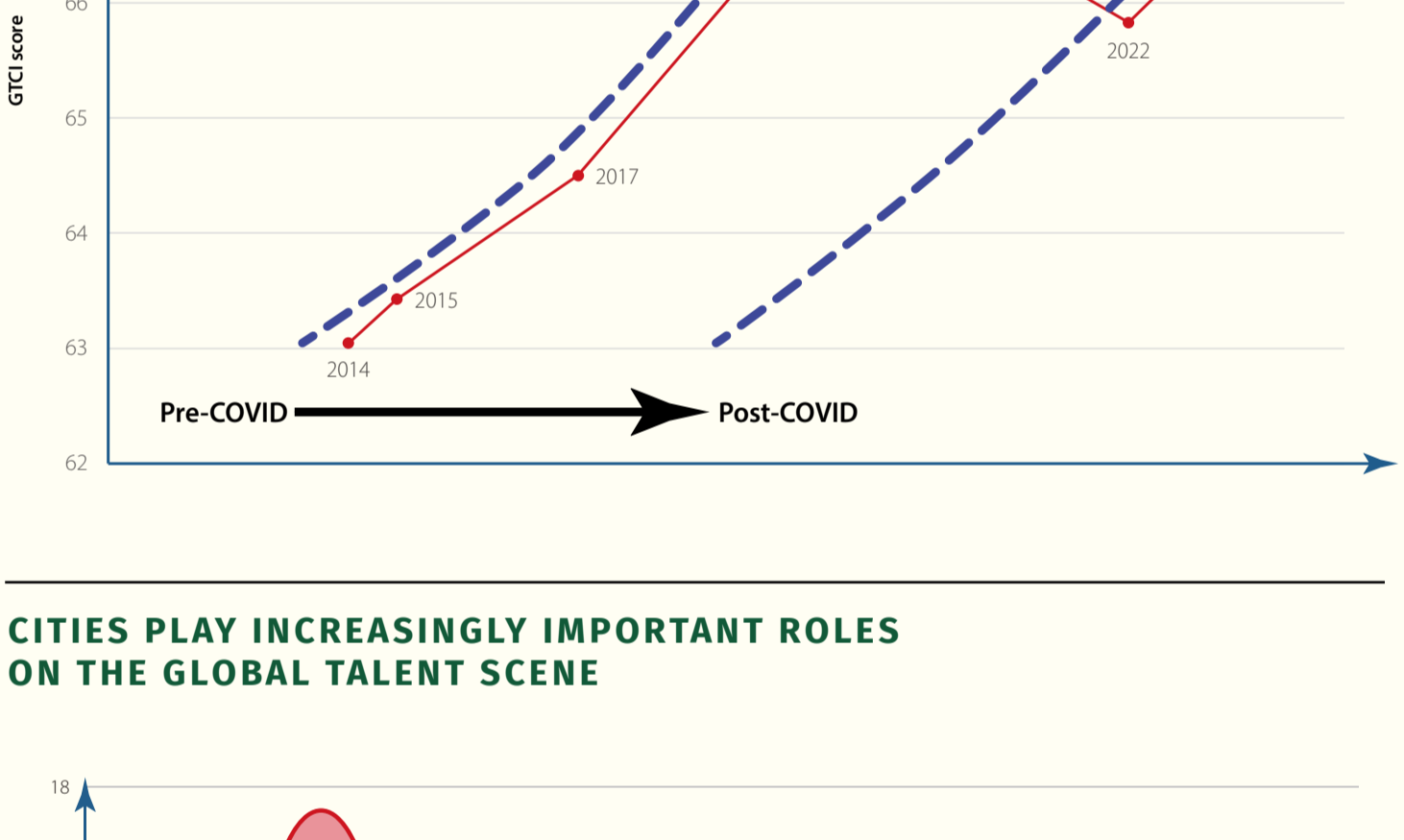
TALENT PERFORMANCE REMAINS CLOSELY LINKED TO INCOME LEVEL



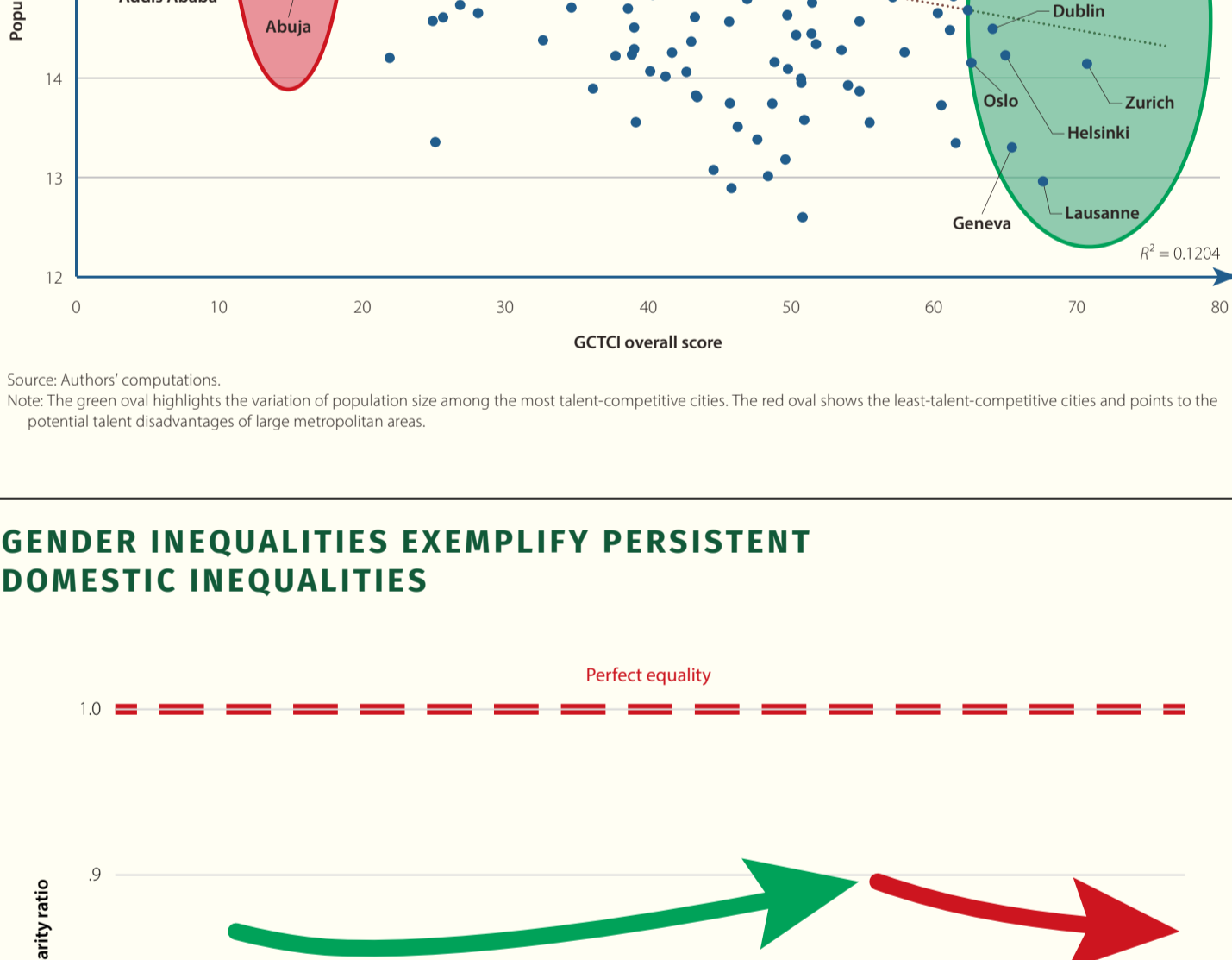
CHANGE IN SCORES FOR GTCI 2013-GTCI 2018 VS GTCI 2019-GTCI 2023 AND GTCI 2023 SCORE



QUALITY OF LIFE MATTERS MORE AND MORE



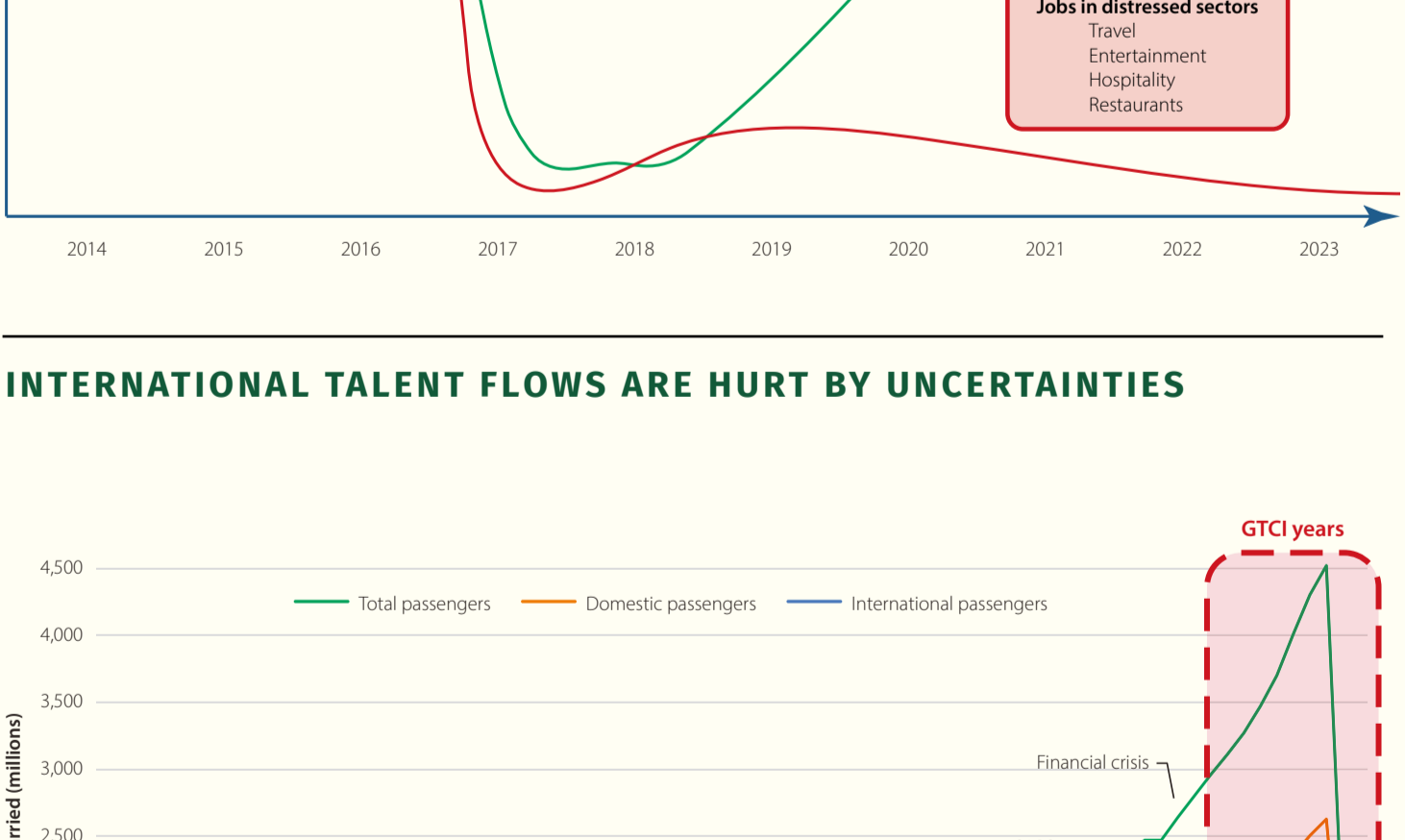
CITIES PLAY INCREASINGLY IMPORTANT ROLES ON THE GLOBAL TALENT SCENE



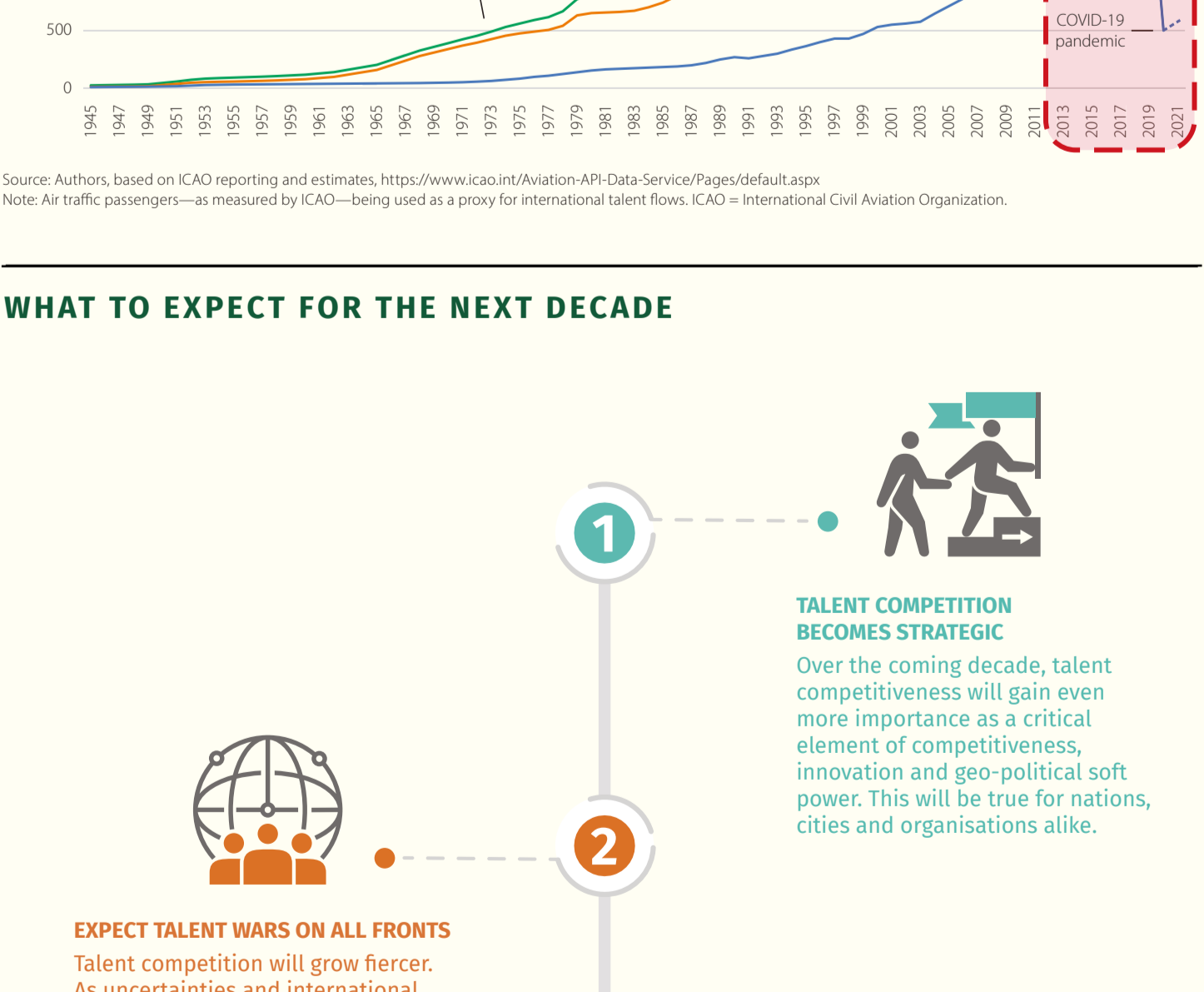
GENDER INEQUALITIES EXEMPLIFY PERSISTENT DOMESTIC INEQUALITIES



A NEW WORLD OF WORK IS TAKING SHAPE



INTERNATIONAL TALENT FLOWS ARE HURT BY UNCERTAINTIES



WHAT TO EXPECT FOR THE NEXT DECADE

- TALENT COMPETITION BECOMES STRATEGIC**
Over the coming decade, talent competitiveness will gain even more importance as a critical element of competitiveness, innovation and geo-political soft power. This will be true for nations, cities and organisations alike.
- EXPECT TALENT WARS ON ALL FRONTS**
Talent competition will grow fiercer. As uncertainties and international tensions will continue to accumulate (in trade, in investment, in politics and diplomacy), we should expect more rather than less talent wars. This will be reinforced by growing needs to address domestic tensions on labour markets, and growing trends towards nationalistic postures and policies (around topics such as immigration or friendshoring, for example).
- WORLD OF WORK CHANGES RADICALLY**
Significant aspects of the world of work will be uprooted under a combination of increasingly ubiquitous factors including (1) new expectations and attitudes from younger generations, (2) the emergence of new economic and organizational models, and (3) new possibilities offered by technologies (including AI).
- WATCH CITIES AND REGIONS**
Cities and regions will pave the way for new talent strategies and talent-based innovation. Quality of life/sustainability will be a critical asset for those aiming at becoming talent hubs.
- INEQUALITIES TRIGGER ACTION**
Inequalities in global and local labour markets will take different forms and shapes. Talent-focused regulatory policies will be required at the global level to prevent unnecessary tensions, and to allow the planet to fully leverage its human and technological capacities for a better, sustainable and more equal world.
- RE-SKILLING BECOMES A LIFE HABIT**
In the rapidly moving and uncertain world of the coming decade, skills and education will remain vital tools to offer workers opportunities to contribute in a meaningful fashion to their economies and societies.

See how your country ranks this year on our Website

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