

Global talent competitiveness

IMD World Talent Ranking 2023

In data

LEADING SCORE 2023
SWITZERLAND

100

38.86 points more than global average

SCORE SPAIN 2023

62.15

1 point above the global average

POSITION SPAIN
GENERAL RANKING 2023

32nd

of 64 economies

POSITION SPAIN
TALENT AVAILABILITY 2023

42nd

of 64 economies

Global snapshot of talent competitiveness

THE IMD WORLD TALENT RANKING (WTR) ASSESSES THE STATUS AND DEVELOPMENT OF SKILLS NECESSARY FOR COMPANIES AND THE ECONOMY TO CREATE VALUE IN THE LONG TERM. ANALYZES A SET OF INDICATORS THAT MEASURE THE DEVELOPMENT, RETENTION AND ATTRACTION OF HIGHLY SKILLED NATIONAL AND INTERNATIONAL LABOUR

The IMD WTR evaluates 3 factors

Investment and development in home-grown talent

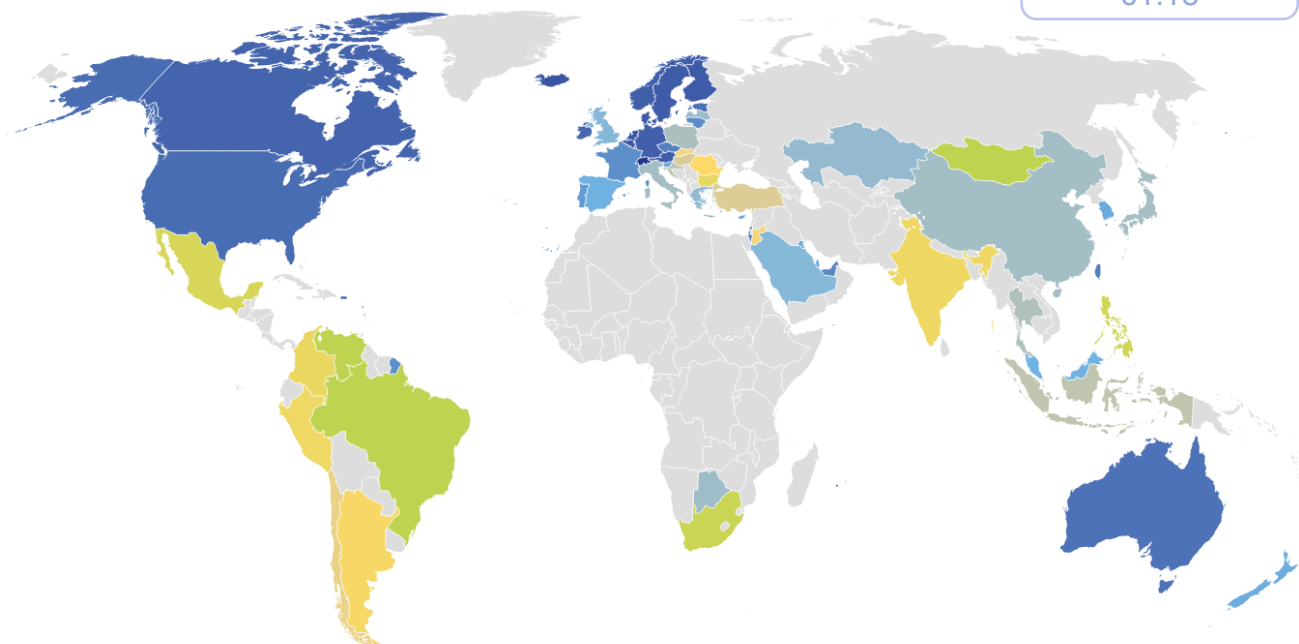
Appeal of foreign talent

Readiness of skills and competencies in the talent pool

The ranking is led by small European countries with developed market economies and notable talent attraction

Score of 64 economies from + (100) to - (0) competitiveness

Global average 61.13



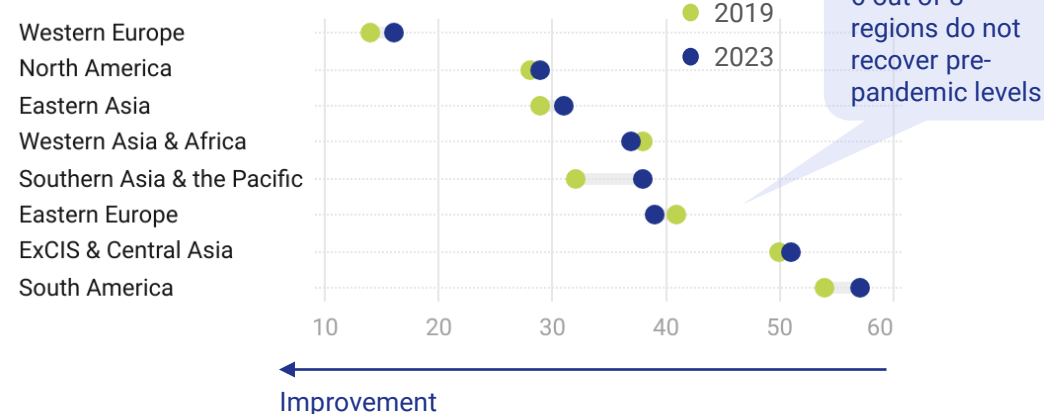
Top 10

Position	Country	Score
1st	Switzerland	100.00
2nd	Luxembourg	84.39
3rd	Iceland	84.33
4th	Belgium	83.75
5th	Netherlands	83.34
6th	Finland	80.55
7th	Denmark	80.53
8th	Singapore	79.96
9th	Austria	79.93
10th	Sweden	79.93

Despite the deterioration in talent competitiveness due to the pandemic, Western Europe remains the leading region, while South America widens the negative gap with the rest of the world

Western Europe → top positions in "Investment and development" and "Readiness"

Average talent competitiveness position (1-64)



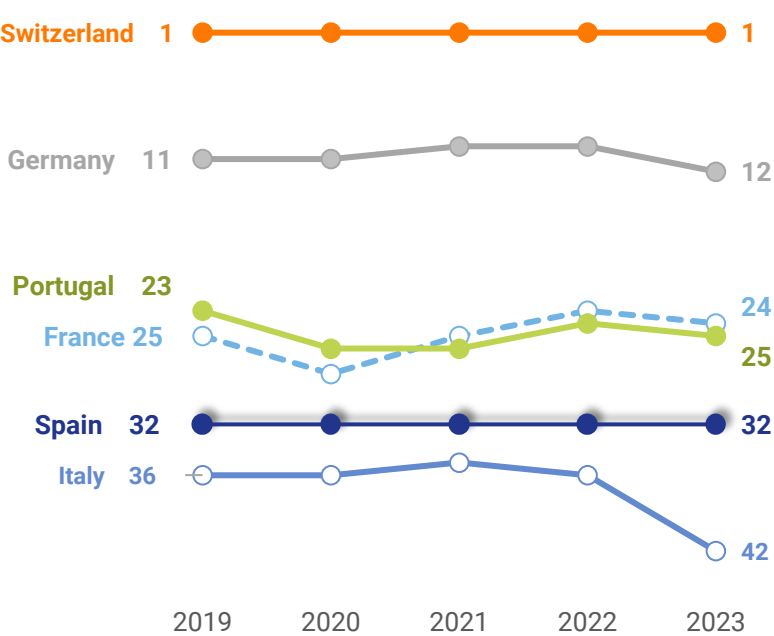
Region	Investment and development	Appeal	Readiness
Western Europe	17	18	20
North America	32	16	28
Eastern Asia	28	34	28
Western Asia & Africa	40	38	30
Southern Asia & the Pacific	43	30	31
Eastern Europe	30	43	43
ExCIS & Central Asia	44	53	53
South America	54	50	56

Competitiveness of skilled talent in Spain

VERSUS IMPROVEMENT IN "INVESTMENT AND DEVELOPMENT" IN LOCAL TALENT BETWEEN 2019 AND 2023, CONTRASTS THE DETERIORATION IN "TALENT ATTRACTION" AND WEAKNESSES IN THE "READINESS" FACTOR

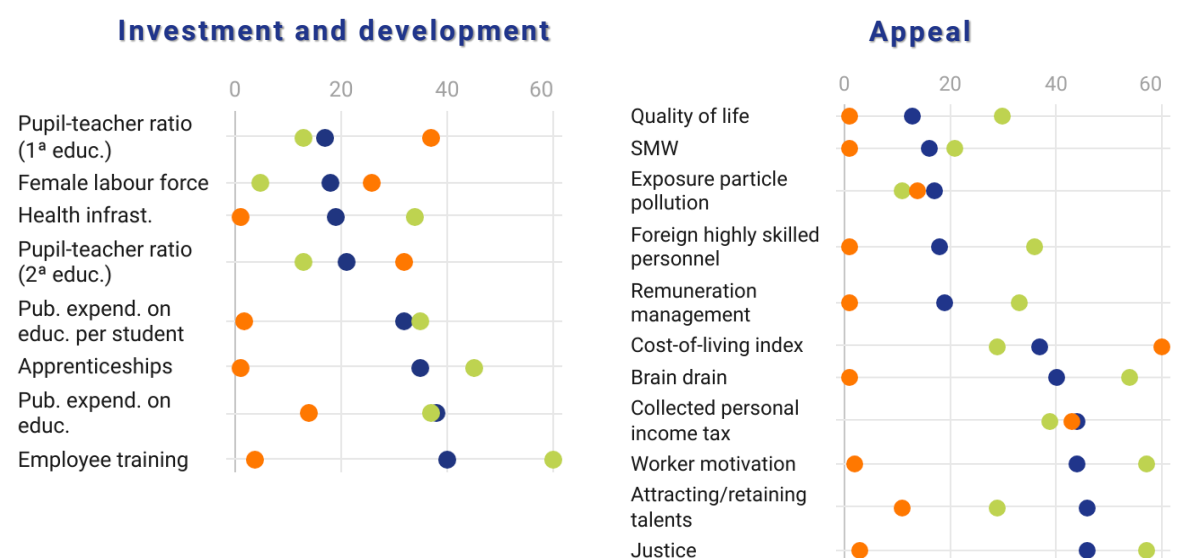
Spain remains in 32nd position since 2019

Position between 1 and 64, with 1 being the best



The quality of life favors the "appeal" of qualified talent in Spain, but the lack of language and finance skills are strong weaknesses in its "readiness"

Position between 1 and 64, with 1 being the best



Evolution of the classification by factors...

Position between 1 and 64, with 1 being the best



Readiness

