

Global Talent Competitiveness Index 2019

How openness can drive global competitiveness

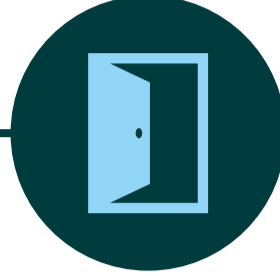
GTCI Talent Champion commonalities



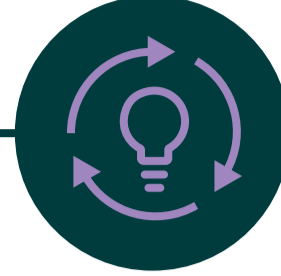
Talent growth and management is a central priority



Openness to entrepreneurial talent



Open socio-economic policies



Strong and vibrant ecosystems around innovation

Top 10 countries

- 1 Switzerland
- 2 Singapore
- 3 USA
- 4 Norway
- 5 Denmark
- 6 Finland
- 7 Sweden
- 8 Netherlands
- 9 UK
- 10 Luxembourg



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|-------------------------|----------------------|------------------------|-----------------|---------------------------|
| 11 New Zealand | 29 Slovenia | 47 Mauritius | 65 Colombia | 83 Bhutan |
| 12 Australia | 30 South Korea | 48 Oman | 66 Thailand | 84 Tunisia |
| 13 Iceland | 31 Spain | 49 Russia | 67 Indonesia | 85 Kenya |
| 14 Germany | 32 Chile | 50 Trinidad and Tobago | 68 Serbia | 86 Bosnia and Herzegovina |
| 15 Canada | 33 Cyprus | 51 Montenegro | 69 Romania | 87 Ecuador |
| 16 Ireland | 34 Costa Rica | 52 Panama | 70 Mexico | 88 Guatemala |
| 17 Belgium | 35 Lithuania | 53 Hungary | 71 South Africa | 89 Moldova |
| 18 Austria | 36 Brunei Darussalam | 54 Bulgaria | 72 Brazil | 90 Dominican Republic |
| 19 United Arab Emirates | 37 Latvia | 55 Croatia | 73 Rwanda | 91 Laos |
| 20 Israel | 38 Italy | 56 Kazakhstan | 74 Turkey | 92 Vietnam |
| 21 France | 39 Saudi Arabia | 57 Jordan | 75 Albania | 93 Gambia |
| 22 Japan | 40 Bahrain | 58 Philippines | 76 Georgia | 94 Ghana |
| 23 Estonia | 41 Slovakia | 58 Lebanon | 77 Mongolia | 95 Kyrgyzstan |
| 24 Qatar | 42 Poland | 60 Argentina | 78 Namibia | 96 Egypt |
| 25 Czech Republic | 43 Azerbaijan | 61 Armenia | 79 Peru | 97 Iran |
| 26 Malta | 44 Greece | 62 Botswana | 80 India | 98 Honduras |
| 27 Malaysia | 45 China | 63 Ukraine | 81 Tajikistan | 99 Nigeria |
| 28 Portugal | 46 Uruguay | 64 Kuwait | 82 Sri Lanka | 100 Morocco |

Top 10 cities

- 1 Washington, DC
- 2 Copenhagen
- 3 Oslo
- 4 Vienna
- 5 Zurich
- 6 Boston
- 7 Helsinki
- 8 New York
- 9 Paris
- 10 Seoul



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|------------------------|---------------|-------------------|-----------------|----------------|
| 11 Stockholm | 29 Ottawa | 47 Tallinn | 65 Bangkok | 83 Krakow |
| 12 San Francisco | 30 Melbourne | 48 Athens | 66 Vilnius | 84 Kuwait City |
| 13 Seattle | 31 Chicago | 49 Barcelona | 67 Istanbul | 85 Bogota |
| 14 London | 32 Berlin | 50 Ljubljana | 68 Birmingham | 86 Santiago |
| 15 Taipei | 33 Toronto | 51 Doha | 69 Riga | 87 Guangzhou |
| 16 Geneva | 34 Gothenburg | 52 Tel Aviv | 70 Nantes | 88 Sao Paulo |
| 17 Singapore | 35 Dublin | 53 Cardiff | 71 Bologna | 89 Bangalore |
| 18 Brussels | 36 Dallas | 54 Zaragoza | 72 Shanghai | 90 Montevideo |
| 19 Tokyo | 37 Bratislava | 55 Abu Dhabi | 73 Milan | 91 Mexico City |
| 20 Munich | 38 Luxembourg | 56 Warsaw | 74 Brno | 92 Xi'an |
| 21 Amsterdam | 39 Frankfurt | 57 Budapest | 75 Nagoya | 93 Chengdu |
| 22 Los Angeles | 40 Eindhoven | 58 Beijing | 76 Kuala Lumpur | 94 Shenzhen |
| 23 Madrid | 41 Osaka | 58 Dubai | 77 Buenos Aires | 95 Delhi |
| 24 Montreal | 42 Moscow | 60 Bucharest | 78 Sofia | 96 Mumbai |
| 25 Prague | 43 Houston | 61 Auckland | 79 Zagreb | 97 Lima |
| 26 Sydney | 44 Bilbao | 62 Hanover | 80 Zagreb | 98 Manila |
| 27 Hong Kong | 45 Lisbon | 63 St. Petersburg | 81 Valletta | 99 Belgrade |
| 28 Rotterdam-The Hague | 46 Kiel | 64 Rome | 82 Hangzhou | 100 Jakarta |

In today's world economy



Volatile



Uncertain



Complex



Ambiguous

The future must work for everyone

Being competitive requires an entrepreneurial approach to be flexible, evolve and adapt. Organisations must manage the changing workforce needs to stay competitive.

Cities will play increasingly central roles as entrepreneurial talent hubs

The critical role already played by cities to set up incubators and accelerators will become more and more relevant

Specialised talent strategies will emerge

Smart Cities' strategies will place a greater emphasis on entrepreneurial talent

Cities must foster an atmosphere of innovation and ideas that encourage entrepreneurs

New approaches are needed to stimulate entrepreneurial and intrapreneurial growth

Organisations will need to ensure employees have:

- Different new tactics at every step
- A more holistic course of action
- A talent strategy which reflects a firm's lifecycle
- A culture where learning is championed

Recommendations

Committing to a culture of flexibility is a must to realise openness and entrepreneurialism

For employers

- ✓ Solutions are needed to enable workers to re or up-skill on multiple occasions
- ✓ Develop training policies to attract more talent
- ✓ Invest in the skills of their workers as standard

For policy-makers

- ✓ Redesign education systems that develop more than just academic skills
- ✓ Facilitate lifelong learning of the workforce
- ✓ Establish social protection schemes such as education accounts