



The World's Most Talent Ready Countries, 2014

Talent is moving around the world faster than ever before. Countries that remain open to it are building a competitive edge.

The pace of change in the knowledge economy is reaching unprecedented speed. Rapid technological change, coupled with a globally mobile workforce is bringing benefits to countries able to harness the energy of the young and ambitious, and raising challenges to those unable to attract and grow this precious resource.

The second edition of the **Global Talent Competitiveness Index**, created by INSEAD, in partnership with Singapore's Human Capital Leadership Institute and Adecco confirms that talent competitiveness is closely linked to wealth: high income countries again lead the top-scoring countries in the GTCI 2014. With world-class universities, rich countries also have a greater ability to attract foreign talents through better quality of life and higher remuneration – all of which drive up diversity.

In the ranking of 93 countries, which measures their ability to attract and incubate talent, European countries continue to dominate this year's list with 16 of them in the top 25. Switzerland maintains its number one spot, while four non-European countries are among the top ten: Singapore, the United States, Canada and Australia.

2.	Singapore
3.	Luxembourg
4.	United States
5.	Canada
6.	Sweden
7.	United Kingdom
8.	Denmark
9.	Australia
10.	Ireland
11.	Norway
12.	Netherlands
13.	Finland
14.	Germany
15.	Austria
16.	New Zealand
17.	Iceland
18.	Belgium
19.	Estonia
20.	Japan

Small country advantage

By virtue of their small size, Switzerland, Singapore and Luxembourg — the top three — have no choice but to be open economies. They show a high degree of openness in terms of trade, investments and people, where their small population, geography and lack of natural resources have meant that they have had to play the game of globalisation from early days. Other countries which have

GLOBAL TALENT COMPETITIVENESS INDEX	
1.	Switzerland
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realised that an attractive talent pool encourages multinational corporations to invest within their borders include the Nordic countries which are all in the top 20.

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