

# The Global Talent Competitiveness Index 2013

## Insights from the GTCI as an Analysis & Policy Development Tool

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ADB 11 Dec 2013



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# The concept of Talent Competitiveness

## Seeing Talent as a competitive advantage

- for companies.
- for nations.
- for talent.

The GTCI connects talent and national competitiveness.

## Combining

- governmental think tanks
- with business system thinking
- couched in academic rigour

# The GTCI's objective

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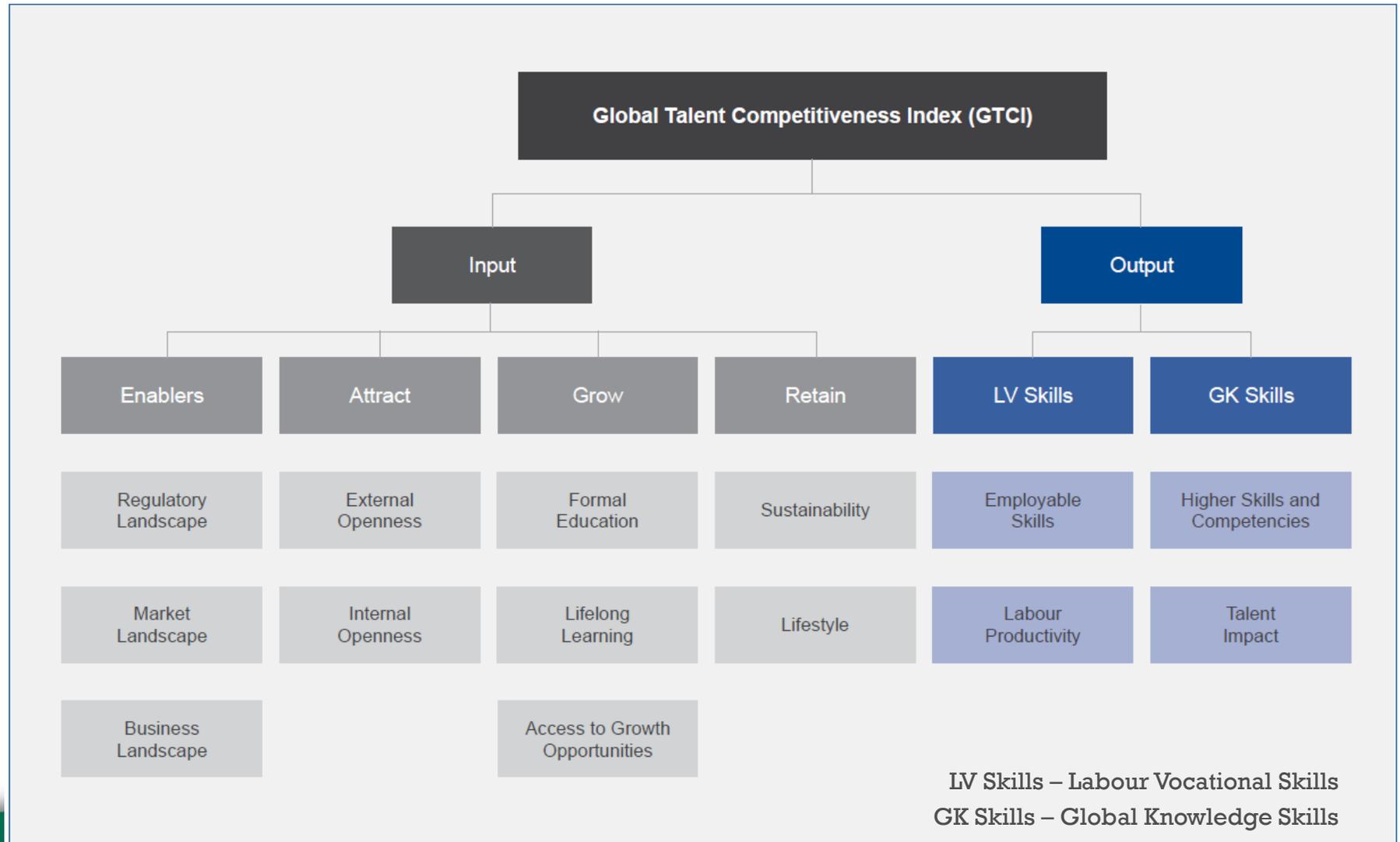
The GTCI report presents data and analysis in country profiles, data tables and chapters.

<http://global-indices.insead.edu/gtci/>

# The GTCI is an In/Output Model with 48 variables which covers 103 Countries

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# Five Asian countries in Top Performers by Income Group

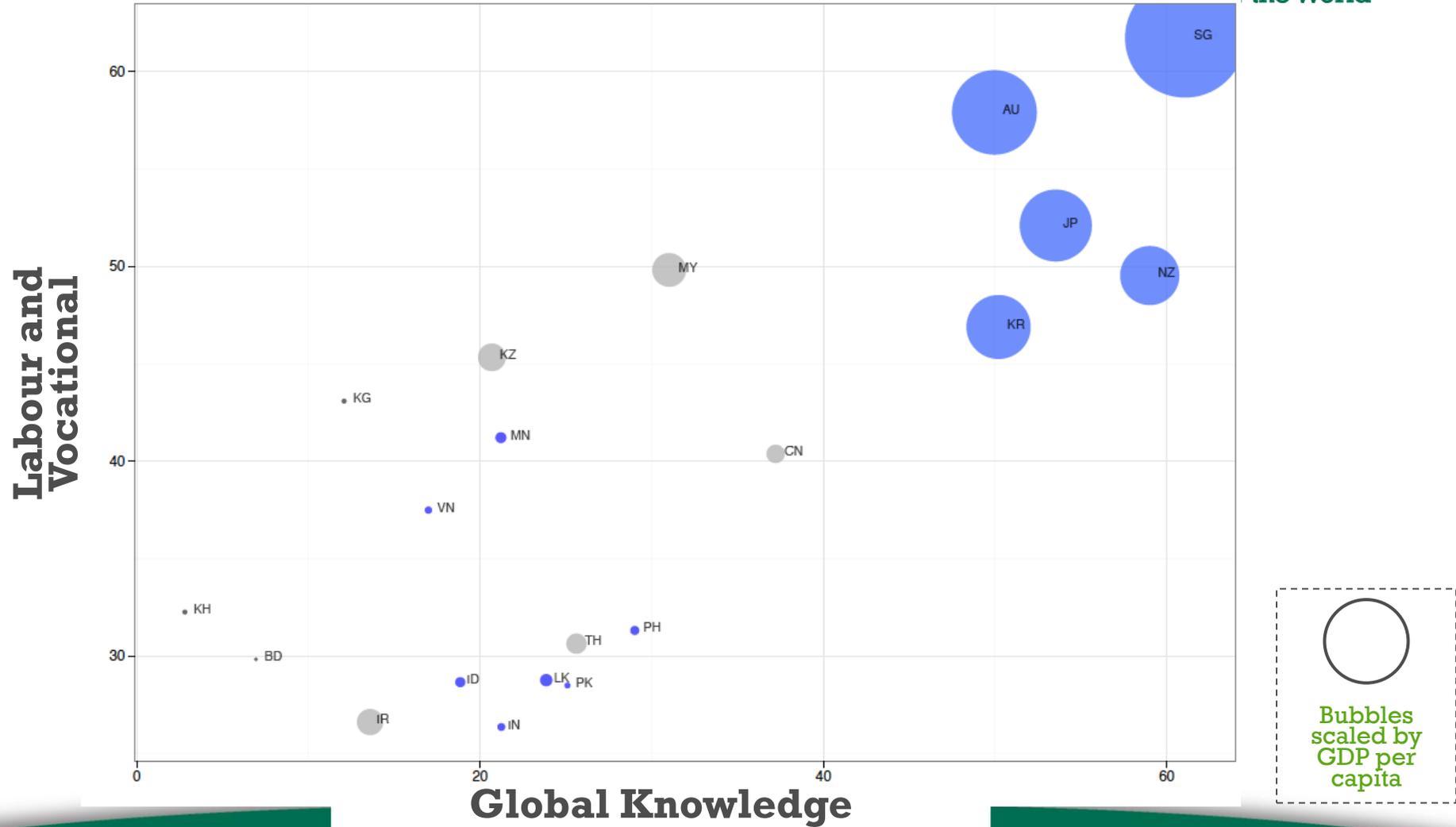
High	Upper Middle	Lower Middle	Lower
44 countries	31 countries	19 countries	9 countries
Switzerland (1)	Montenegro (26)	Georgia (50)	<b>Kyrgyz Republic (78)</b>
<b>Singapore (2)</b>	<b>Malaysia (37)</b>	<b>Mongolia (58)</b>	<b>Cambodia (87)</b>
Denmark (3)	Hungary (40)	Armenia (61)	Kenya (95)
Sweden (4)	Costa Rica (41)	Ukraine (66)	Uganda (96)
Luxembourg (5)	Bulgaria (43)	Moldova (68)	Tanzania (97)

# 20 out of 103 GTCI countries are Asian

They are distributed over all income groups

<b>High</b>	<b>Upper Middle</b>	<b>Lower Middle</b>	<b>Lower</b>
5 countries	5 countries	7 countries	3 countries
SG – Singapore (2)	MY – Malaysia (37)	MN – Mongolia (58)	KG – Kyrgyz Republic (78)
AU – Australia (15)	KA – Kazakhstan (46)	PH – Philippines (73)	KH – Cambodia (87)
NZ – New Zealand (17)	CH – China (47)	LK – Sri Lanka (76)	BG – Bangladesh (98)
JP – Japan (21)	TH – Thailand (72)	VN – Vietnam (82)	
KO – Korea (28)	IR – Iran (101)	IN – India (83)	
		ID – Indonesia (84)	
		PA – Pakistan (94)	

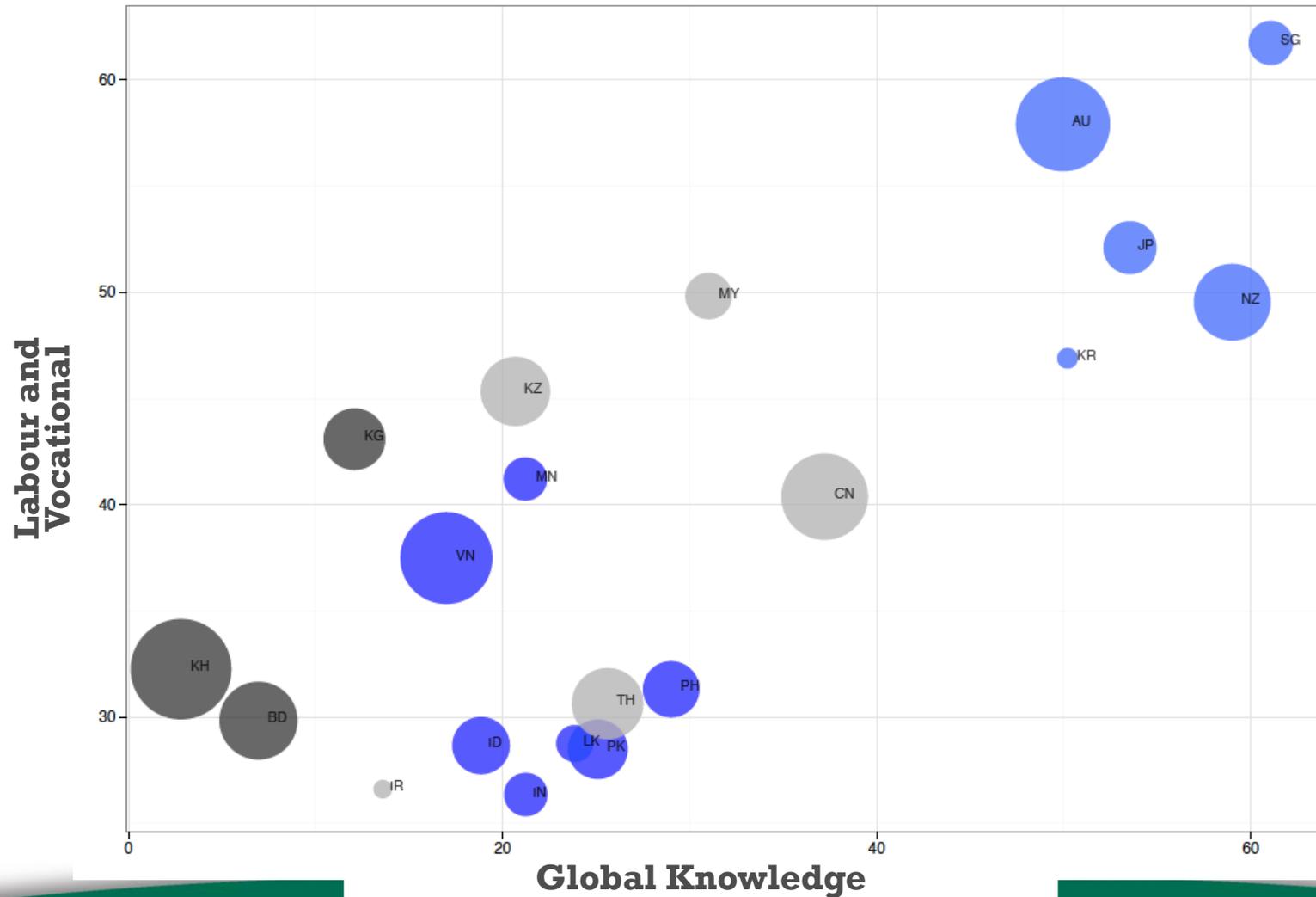
# Labour and Global Knowledge skills are critical to success



# LV/GK skills and the stake of youth

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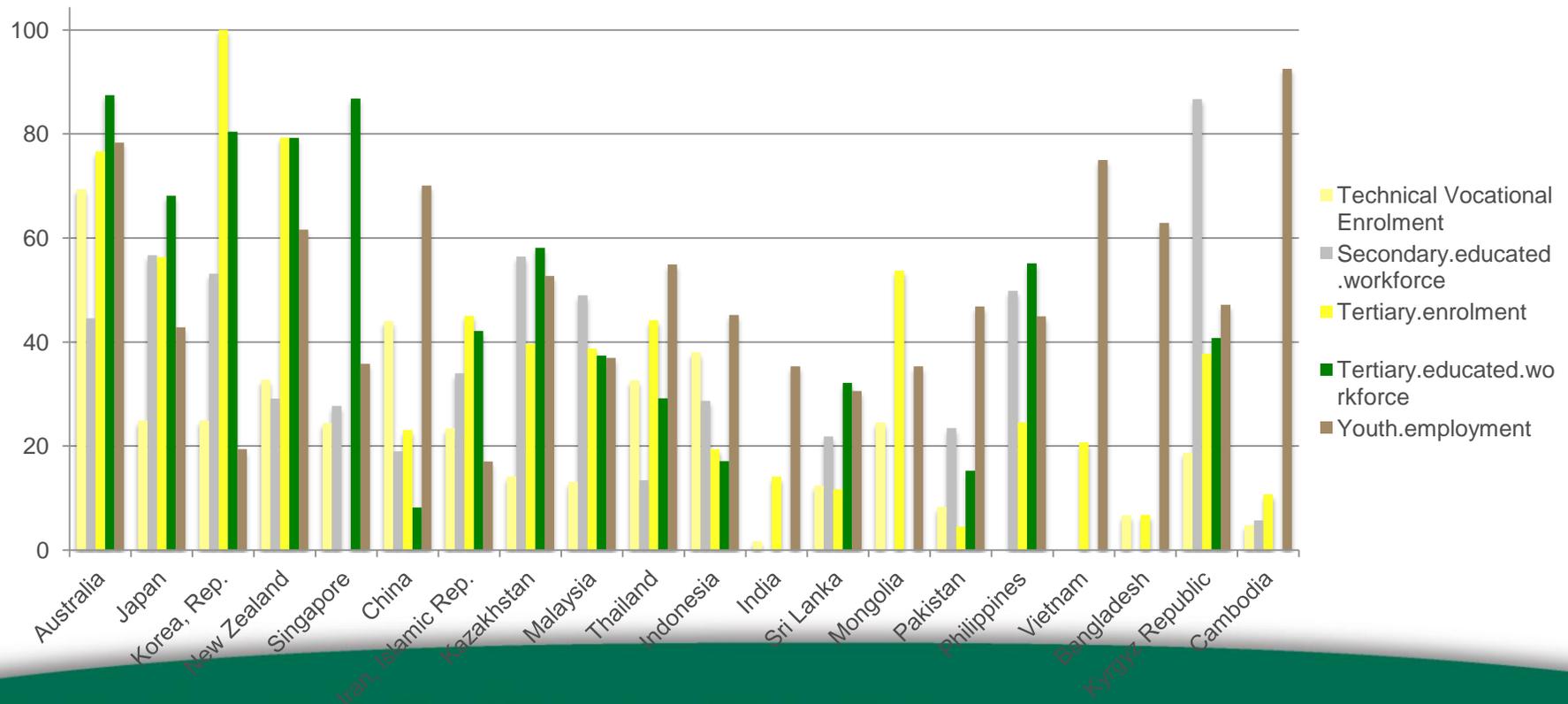
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Bubbles  
scaled by  
youth  
employment

# Current landscape of education and employment shows potential

- Current population in secondary and tertiary enrolment
- Current workforce with secondary and tertiary education
- Stake of youth in current employment



# Similar analyses with other variables

## **Directly related to youth regarding education and employment:**

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### **Infrastructure**

1.2.5 ICT Access

### **Education**

3.1.1 Pupil-teacher ratio (at secondary level)

3.1.2 Technical/vocational enrolment

3.1.3 Tertiary enrolment

3.1.4 Reading, math and science scores

3.1.5 QS University Ranking

3.1.6 International students inflow

### **Connectivity**

3.3.1 Use of virtual social networks

## **Indirectly relevant to youth as qualifying the work environment:**

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1.3.2 Reliance on professional management

1.2.3 Firm-level technology absorption

2.1.3 Prevalence of foreign companies

5.1.1 Secondary educated workforce

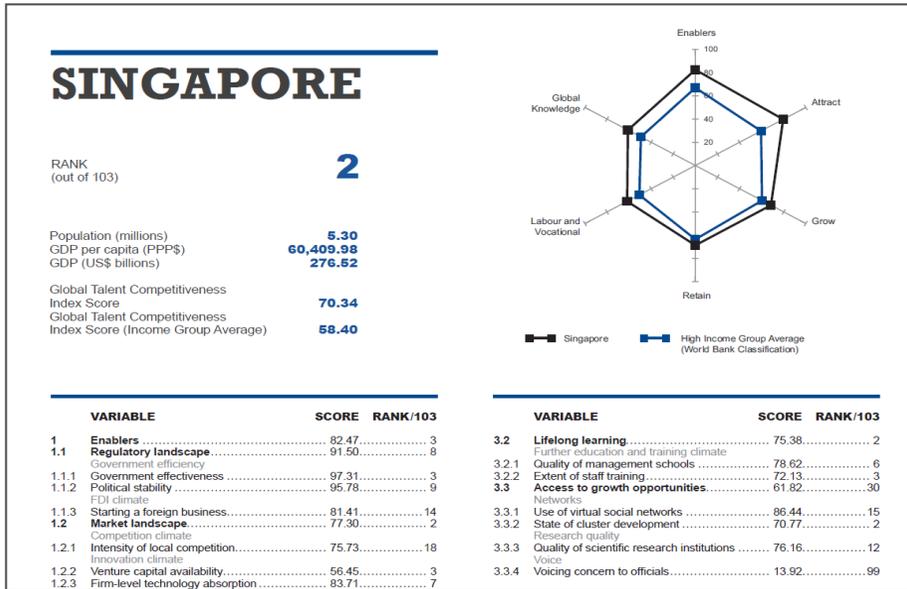
5.1.2 Technicians and associate professionals

5.1.3 Youth employment

6.1.1 Tertiary-educated workforce

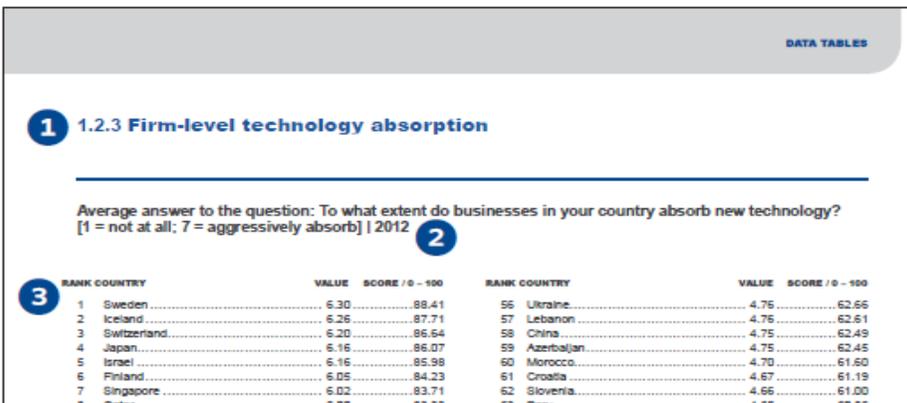
6.2.2 New product entrepreneurial activity

# A Benchmark Tool for Policy Makers



## 103 Country Profiles provide:

- 1 – Key indicators
- 2 – Radar Chart of the country's performance vis-à-vis its income group
- 3 – Scores and Ranks of the Country in 48 variables



## 48 Data Tables provide:

- 1 – Each country's normalised score
- 2 – Corresponding rank in the presented variable

# Thanks

More on <http://global-indices.insead.edu/gtci/>

For further comments  
and questions:  
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