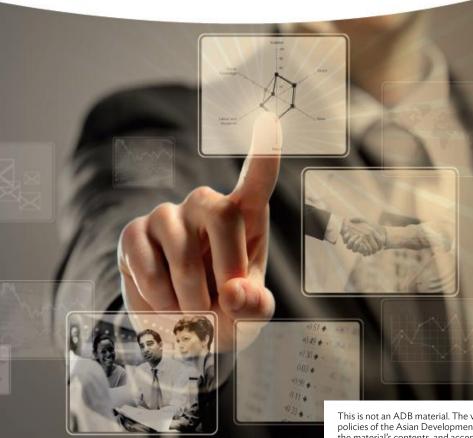




# The Global Talent Competitiveness Index 2013

Adecco Group



Bruno Lanvin and Paul Evans, Editors



Insights from the GTCI as an Analysis & Policy Development Tool

Martina Mettgenberg Lemière, PhD Lead Researcher, GTCI ADB 11 Dec 2013

This is not an ADB material. The views expressed in this document are the views of the author/s and/or their organizations and do not necessarily reflect the views or policies of the Asian Development Bank, or its Board of Governors, or the governments they represent. ADB does not guarantee the accuracy and/or completeness of the material's contents, and accepts no responsibility for any direct or indirect consequence of their use or reliance, whether wholly or partially. Please feel free to contact the authors directly should you have queries.

### The concept of Talent Competitiveness I



The Business School for the World®

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

Research undertaken by INSEAD

Three partners: the Human Capital Leadership Institute and Adecco, with INSEAD

INSEAD Academic Network & International Advisory Board

Independent statistical audit by the Joint Research Centre of the European Commission

### INSEAD

The Business School for the World®





Talal Abu-Ghazaleh - TAG Org Thierry Breton - Atos Origin Arnoud De Meyer - SMU Yoko Ishikura - Keio University Mats Karlsson - World Bank Vineet Nayar - HCL Technologies



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

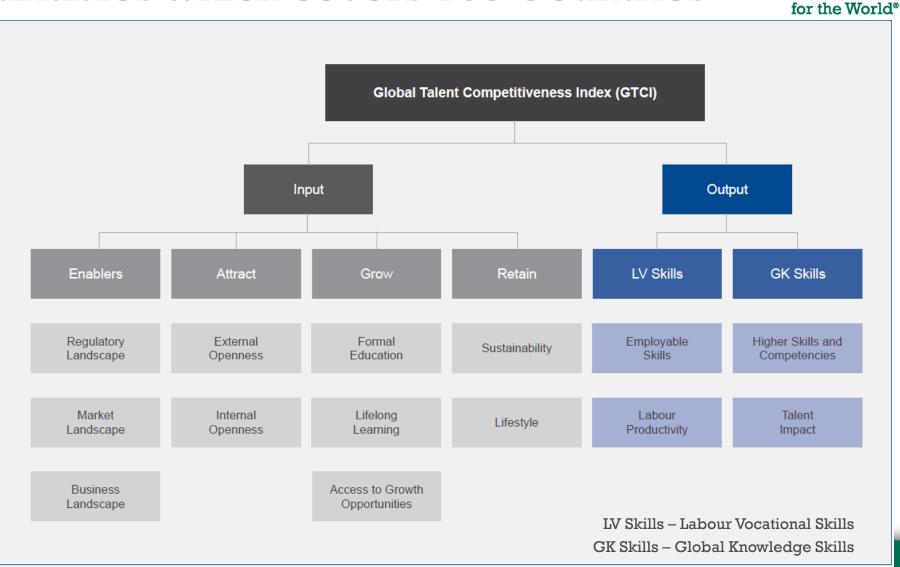
http://global-indices.insead.edu/gtci/

Understand the world. Expand your world.



The Business School for the World®

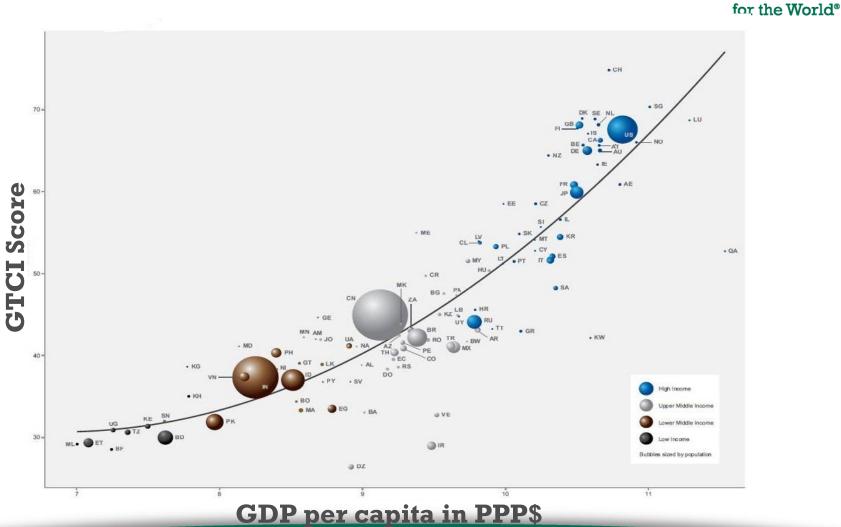
# The GTCI is an In/Output Model with 48 variables which covers 103 Countries



**INSEAD** 

The Business School

# Performance in the GTCI is linked to GDP



**INSEAD** 

The Business School

## Five Asian countries in Top Performers by Income Group



The Business School for the World®

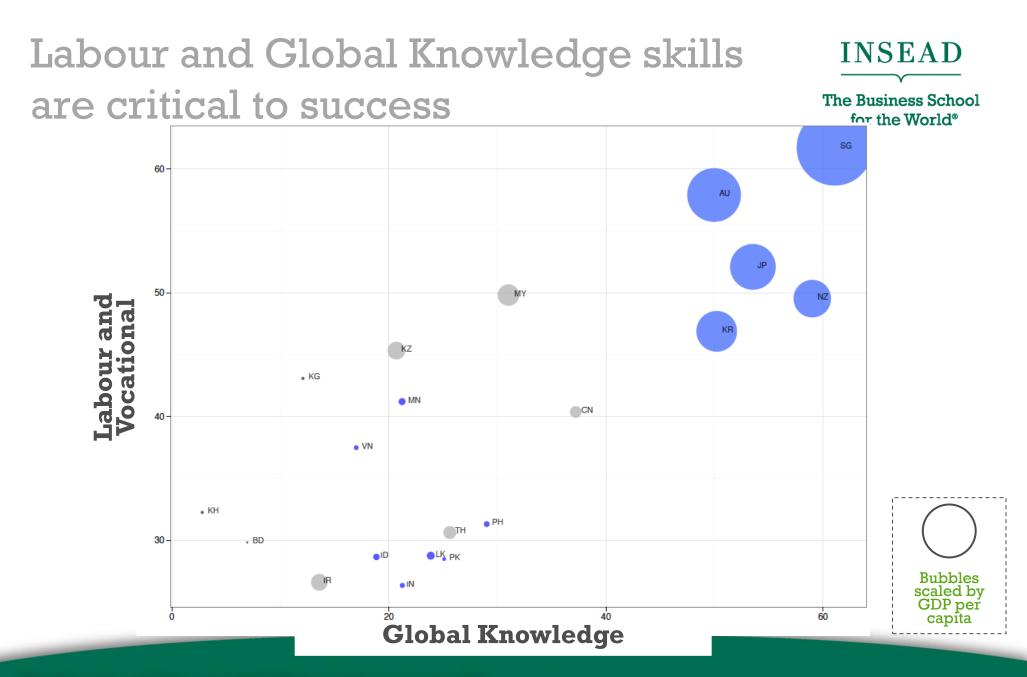
High	<b>Upper Middle</b>	Lower Middle	Lower
44 countries	31 countries	19 countries	9 countries
Switzerland (1)	Montenegro (26)	Georgia (50)	Kyrgyz Republic (78)
Singapore (2)	Malaysia (37)	Mongolia (58)	Cambodia (87)
Denmark (3)	Hungary (40)	Armenia (61)	Kenya (95)
Sweden (4)	Costa Rica (41)	Ukraine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

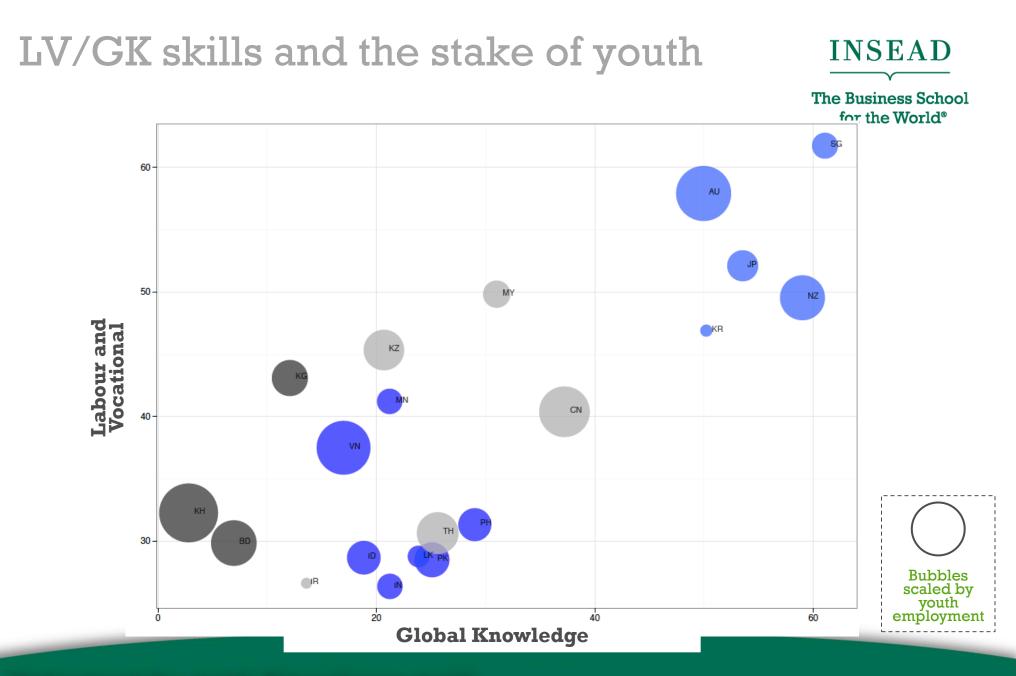
### 20 out of 103 GTCI countries are Asian They are distributed over all income groups



The Business School for the World®

High	<b>Upper Middle</b>	Lower Middle	Lower
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)	

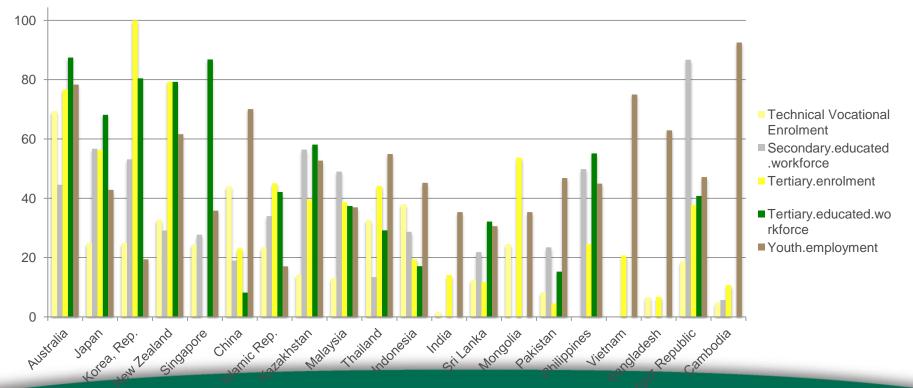




# Current landscape of education and employment shows potential



- 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:

### 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

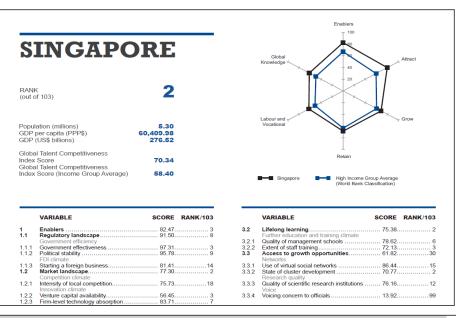
### Connectivity

3.3.1 Use of virtual social networks

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

- 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



							DATA TABLES
1.2	2.3 Firm-level t	echnology abso	orption	n			
_							
		uestion: To what exter		iness	es in your country	absorb new tech	nology?
		uestion: To what exter ssively absorb]   2012		iness	es in your country	absorb new tech	nology?
				iness	es in your country :	absorb new tech	inology?
[1 =			2		es in your country :	absorb new tech	score / 0 - 100
[1 =	= not at all; 7 = aggre	value score/o	- 100	RANK	COUNTRY	VALUE	SCORE / 0 - 100
[1 = RANK 0	= not at all; 7 = aggres	ssively absorb]   2012	- 100	RANK (		value 	SCORE / 0 - 100
[1 = RANK 0	= not at all; 7 = aggres социтку Sweden	VALUE SCORE /0 6.30	- 100	RANK (	DOUNTRY Ukraine	VALUE 4.75	SCORE / 0 - 100
[1 = RANK C 1 2 3	= not at all; 7 = aggres очитки Sweden Iceland	VALUE SCORE /0 6.30	- 100 88.41 87.71 86.54	<b>КАНК (</b> 56 57	Ukraine	VALUE 	SCORE / 0 - 100 
[1 = RANK C 1 2 3 4	= not at all; 7 = aggres очинтяч Sweden Iceland Switzeriand. Japan.	VALUE SCORE /0 6.30 6.26 6.20 6.16	- 100 88.41 87.71 86.64 86.07	RANK ( 56 57 58	Ukraine	VALUE 4.76 4.75 4.75 4.75	SCORE / 0 - 100 
[1 = RANK 0 1 2 3 4 5	= not at all; 7 = aggres	VALUE SCORE /0 6.30	- 100 88.41 87.71 86.64 86.07 85.98	RANK ( 56 57 58	Ukraine Lebanon China	VALUE 4.76 4.75 4.75 4.75 4.75	SCORE / 0 - 100 
[1 = RANK C 1 2 3 4 5 6	= not at all; 7 = aggres	VALUE SCORE /0 6.30 6.26 6.20 6.16	- 100 88.41 87.71 86.54 96.07 15.98 84.23	RANK 0 56 57 58 59 60	Ukraine	VALUE 4.76 4.75 4.75 4.75 4.70 4.67	SCORE / 0 - 100 .62.6 .62.4 .62.4 .62.4 .61.6 .61.5

The Business School for the World®

INSEAD

### 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:

l – Each country's normalised score

2 – Corresponding rank in the presented variable

# Thanks

### More on <u>http://global-</u> indices.insead.edu/gt ci/

For further comments and questions: martina.mettgenberg @insead.edu

Understand the world. Expand your world.

Bruno Lanvin and Paul Evans, Editors







# The Global Talent Competitiveness Index 2013

