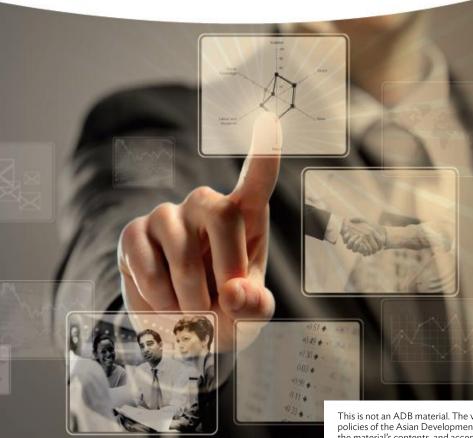




The Global Talent Competitiveness Index 2013

Adecco Group



Bruno Lanvin and Paul Evans, Editors



Insights from the GTCI as an Analysis & Policy Development Tool

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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

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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.

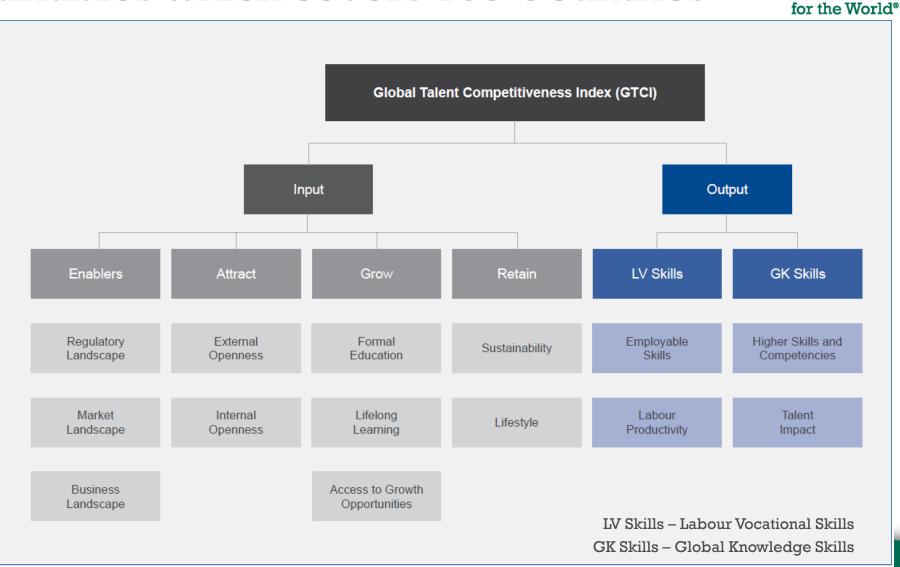
http://global-indices.insead.edu/gtci/

Understand the world. Expand your world.



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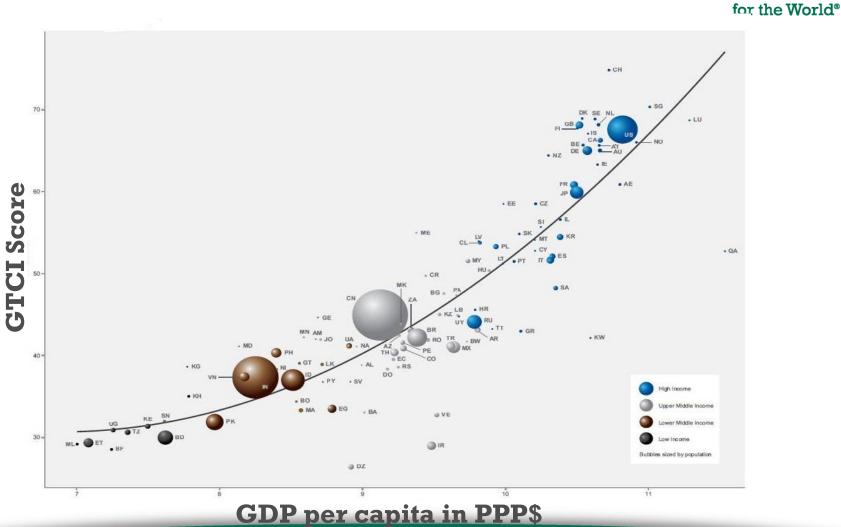
The GTCI is an In/Output Model with 48 variables which covers 103 Countries



INSEAD

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Performance in the GTCI is linked to GDP



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Five Asian countries in Top Performers by Income Group



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High	Upper Middle	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)

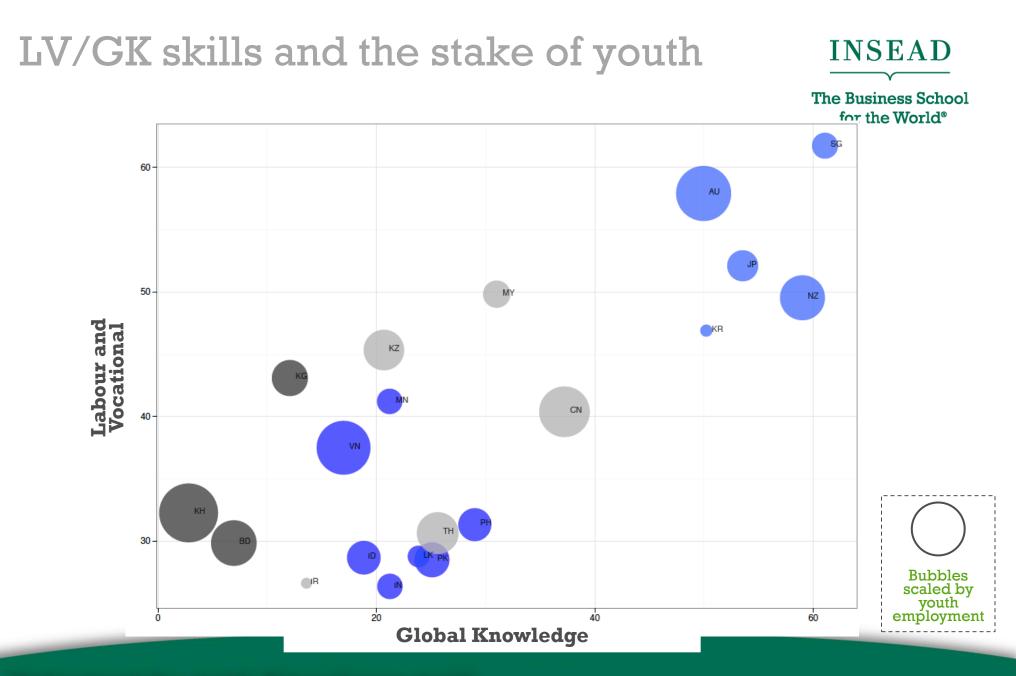
20 out of 103 GTCI countries are Asian They are distributed over all income groups



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High	Upper Middle	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)	

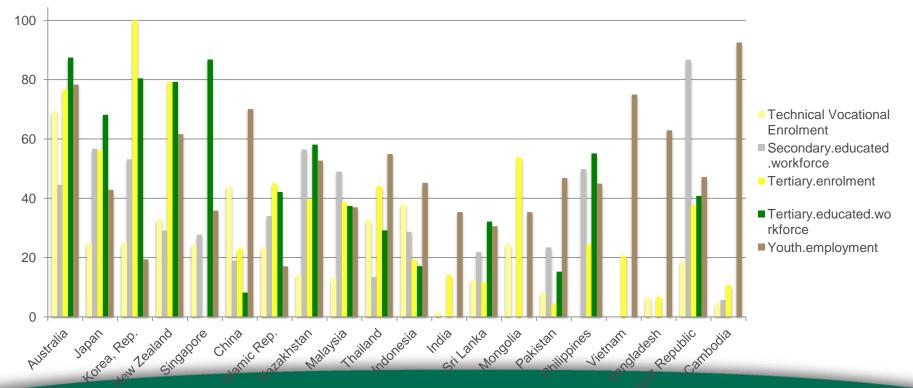




Current landscape of education and employment shows potential



- 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

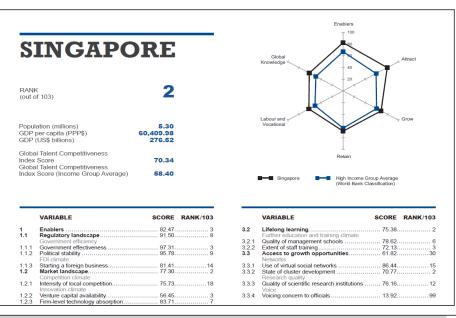
Connectivity

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	КАНК (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

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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

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