

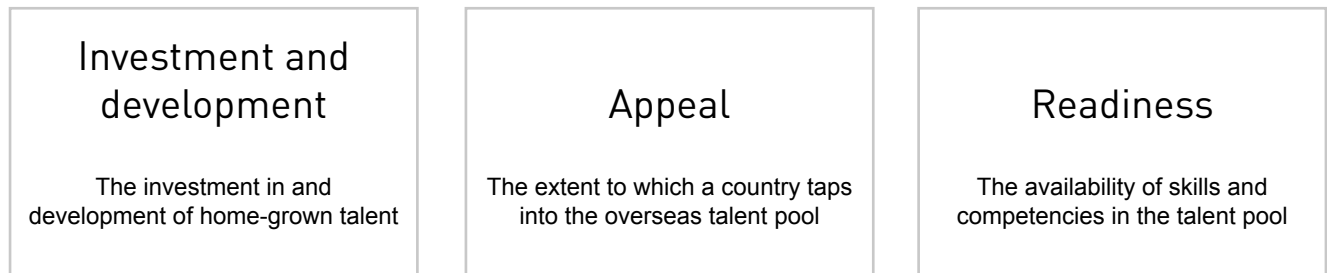
IMD WORLD TALENT RANKING

Methodology in a Nutshell

1. The IMD World Talent Ranking (WTR) assesses the status and the development of competencies necessary for enterprises and the economy to achieve long term value creation. It does so by using a set of indicators which measure the development, retention and attraction of a domestic and international highly-skilled workforce.
2. Based on our research, the methodology of the World Talent Ranking defines Talent Competitiveness into three main factors:
 - Investment and Development
 - Appeal
 - Readiness
3. These 3 factors comprise 30 criteria, although each factor does not necessarily have the same number of criteria (for example, it takes more criteria to assess Readiness than to evaluate Investment and Development).
4. Each factor, independently of the number of criteria it contains, has the same weight in the overall consolidation of results that is $\frac{1}{3}$ ($3 \times 33.3 \sim 100$).
5. Criteria can be hard data, which analyze the amount of investments in talent development as it can be measured (e.g. Total Public Expenditure on Education) or soft data, which analyze the quality of these investments as they can be perceived (e.g. Management Education). Being a sub-set of the IMD World Competitiveness Ranking, the survey data weighting is preserved at 0.56.
6. Finally, to compute the overall World Talent Ranking, we aggregate the criteria to calculate the scores of each factor which function as the basis to generate the overall ranking.

What is the IMD World Talent Ranking?

World Talent Ranking Factors



Computing the Rankings

