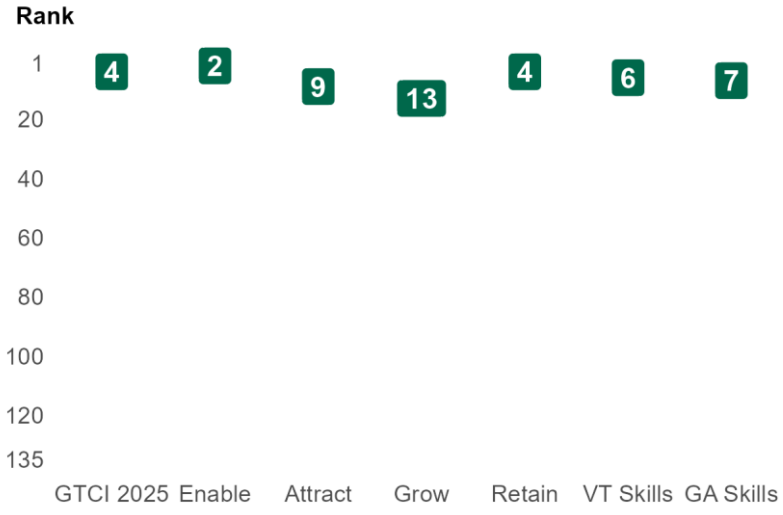
Finland - Country Brief
Global Talent Competitiveness Index (GTCI) 2025

Total population:	5.64 million
GDP:	US$ 298.833 billion
GDP (PPP) per capita:	US$ 64,249
	(19 out of 135 countries)
Country income level:	High income
GTCI 2025 ranking:	4 (out of 135)

Global GTCI position

In GTCI 2025, Finland is ranked 4th out of a sample of 135 countries (Figure 1). When it comes to sub-pillars, the strongest showings of Finland relate to Business and Labour Landscape, Internal Openness and Sustainability, among others. Still, more could be done to improve the economy's performances in the Access to Growth Opportunities, Lifelong Learning and External Openness sub-pillars.

Figure 1: Finland global ranking (GTCI sample of 135 countries)



Note: VT Skills = Vocational and Technical Skills; GA Skills = Generalist Adaptive Skills.

Comparison with different groups of countries

Finland is situated in Europe and is classified as High income. Within its region, the country is ranked 3rd out of 39 countries (Table 1).

Finland is ranked 4th within the group of High income countries (implying that 92 percent of countries rank lower).

Table 1: Finland performance vs. income groups and regions

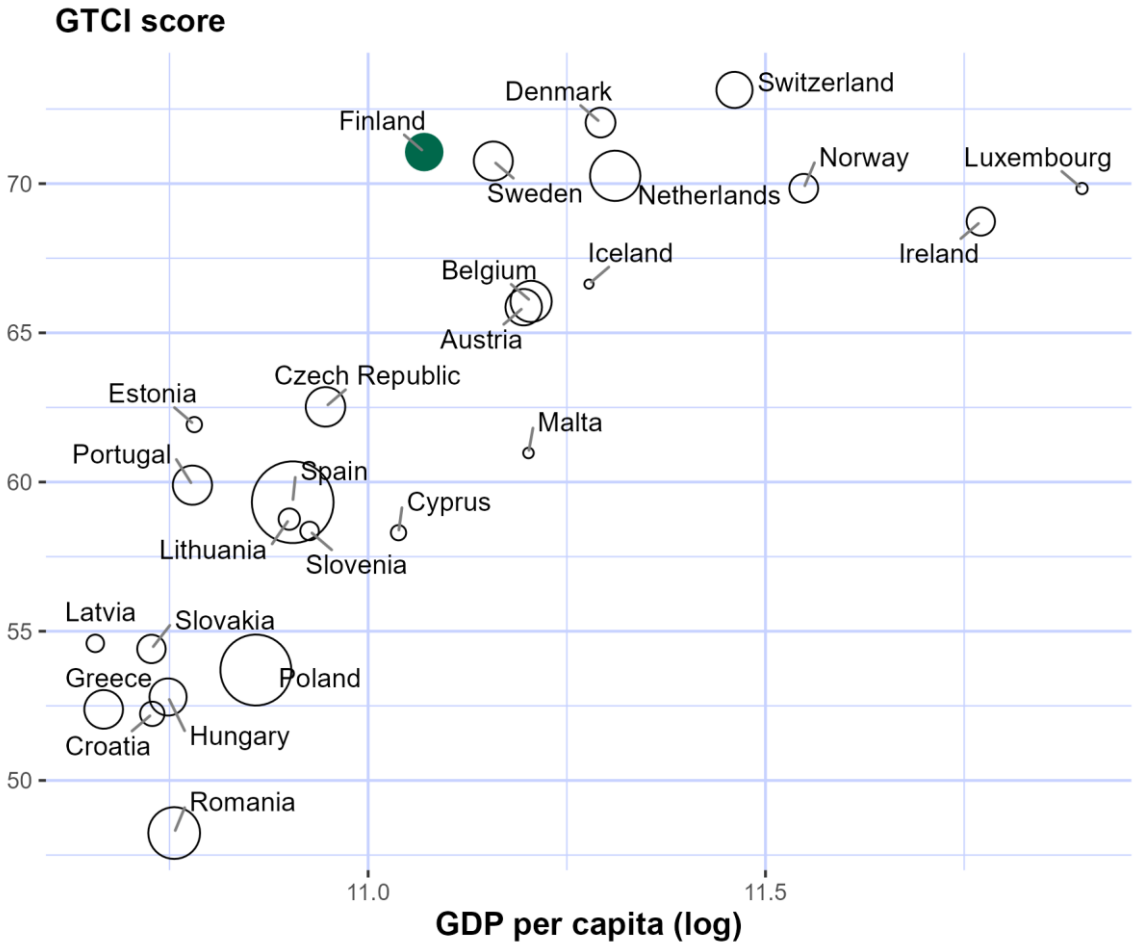
Comparison group	Top 3 scorers of the group	Score GAP: Finland score minus group highest score	Share of countries in the group ranked below Finland
Region			
Central and Southern Asia	Uzbekistan, Kazakhstan, Kyrgyzstan	27.7	100%
Eastern, Southeastern Asia and Oceania	Singapore, Australia, New Zealand	-2.2	94%
Europe	Switzerland, Denmark, Finland	-2.1	92%
Latin America and the Caribbean	Chile, Uruguay, Costa Rica	18.4	100%
Northern Africa and Western Asia	Israel, United Arab Emirates, Cyprus	10.9	100%
Northern America	United States of America, Canada	1.6	100%
Sub-Saharan Africa	Mauritius, Seychelles, South Africa	21.4	100%
Income group			
High income	Singapore, Switzerland, Denmark	-2.2	92%
Upper-middle income	Georgia, Malaysia, Mauritius	20.1	100%
Lower-middle income	Uzbekistan, Jordan, Philippines	27.7	100%
Low income	Rwanda, Malawi, Gambia	37.1	100%

Comparison with group of competitors

Finland's group of competitors is defined as high-income countries located in Europe (incl Cyprus). It comprises a group of 26 economies. Figure 2 plots how Finland fares against each competitor in terms of GTCI score and GDP per capita.

As can be seen, Finland's GTCI score and GDP per capita are both greater than the corresponding medians of its group of competitors. Thus, the country's talent competitiveness is in line with what would be expected given its income level.

Figure 2: GTCI score and GDP per capita (log) of Finland and its identified competitors



Note: Bubble size indicates country population.

Performance against its income group and region

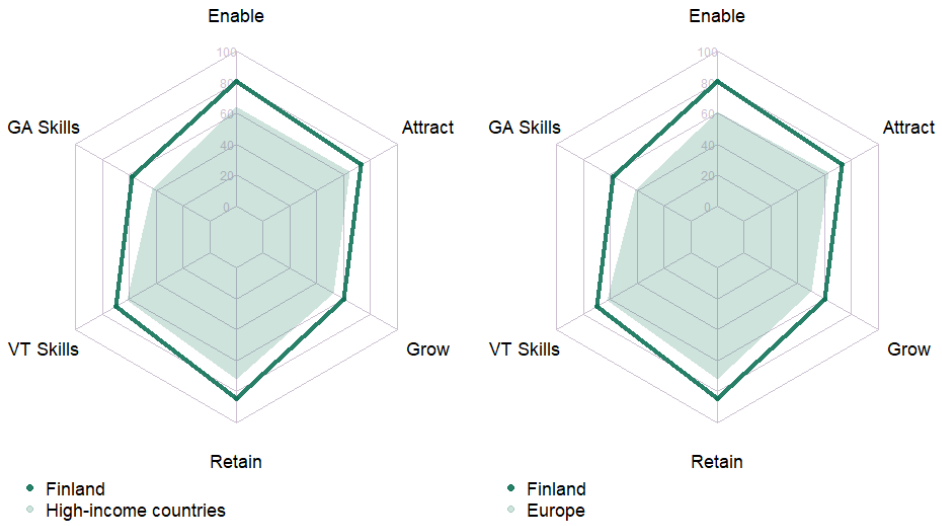
High-income countries

Finland is ranked 4th in the group of high-income countries (Figure 3, left panel). In terms of pillar performance, it has a higher score than the income group average in each of the six pillars. At the sub-pillar level, it has a score higher than the average of high-income countries in all of them.

Europe

Finland is ranked 3rd within Europe (Figure 3, right panel). It outperforms its region in each of the six pillars. With regard to sub-pillars, it has a higher score than the regional average in each of the fourteen sub-pillars.

Figure 3: Finland pillar scores vs. averages of relevant income group and region



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Longer-term trends in talent competitiveness

Across all GTCI editions from 2015 to 2025, Finland's ranking ranges from 10th to 9th place (see Figure 4). During GTCI 2020-GTCI 2025, Finland ranks 6 out of a total 134 countries (on average), which is better than the average rank of 9 in GTCI 2015-GTCI 2019.

Figure 4: Evolution of GTCI rank for Finland, 2015-2025

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