

Germany - Country Brief

Global Talent Competitiveness Index (GTCI) 2025

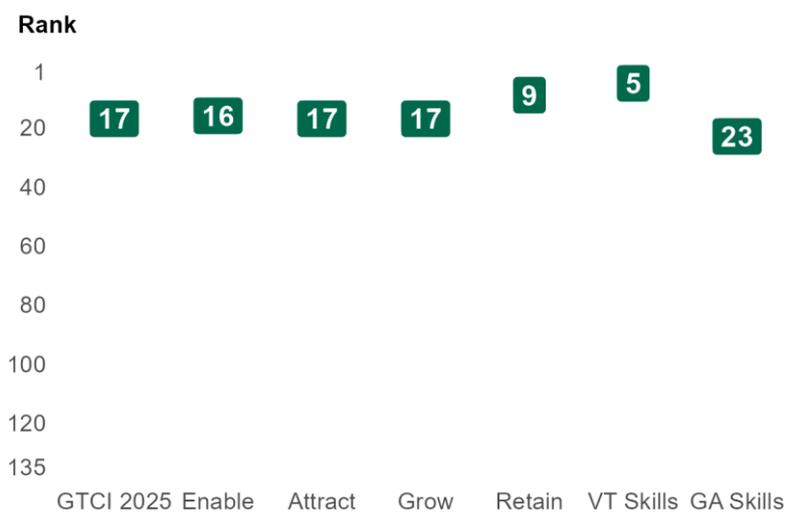


Total population:	83.51 million
GDP:	US\$ 4658.526 billion
GDP (PPP) per capita:	US\$ 70,878 (16 out of 135 countries)
Country income level:	High income
GTCI 2025 ranking:	17 (out of 135)

Global GTCI position

In GTCI 2025, Germany is ranked 17th out of a sample of 135 countries (Figure 1). When it comes to sub-pillars, the strongest showings of Germany relate to Mid-level Skills, Lifestyle and Sustainability, among others. Still, more could be done to improve the economy's performances in the Employability, Access to Growth Opportunities and High-level Skills sub-pillars.

Figure 1: Germany 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

Germany is situated in Europe and is classified as High income. Within its region, the country is ranked 13th out of 39 countries (Table 1).



Germany is ranked 17th within the group of High income countries (implying that 67 percent of countries rank lower).

Table 1: Germany performance vs. income groups and regions

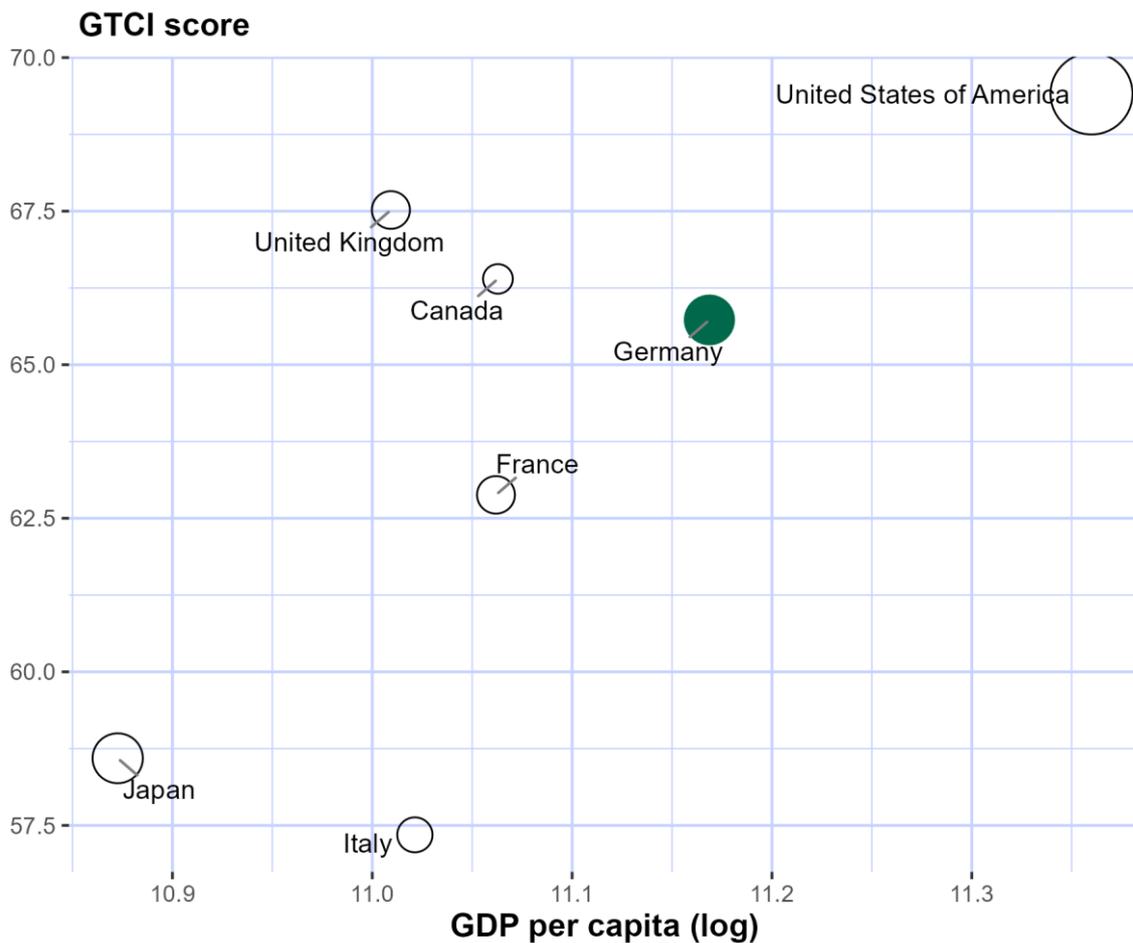
Comparison group	Top 3 scorers of the group	Score GAP: Germany score minus group highest score	Share of countries in the group ranked below Germany
Region			
Central and Southern Asia	Uzbekistan, Kazakhstan, Kyrgyzstan	22.4	100%
Eastern, Southeastern Asia and Oceania	Singapore, Australia, New Zealand	-7.6	88%
Europe	Switzerland, Denmark, Finland	-7.4	67%
Latin America and the Caribbean	Chile, Uruguay, Costa Rica	13.1	100%
Northern Africa and Western Asia	Israel, United Arab Emirates, Cyprus	5.6	100%
Northern America	United States of America, Canada	-3.7	0%
Sub-Saharan Africa	Mauritius, Seychelles, South Africa	16.0	100%
Income group			
High income	Singapore, Switzerland, Denmark	-7.6	67%
Upper-middle income	Georgia, Malaysia, Mauritius	14.8	100%
Lower-middle income	Uzbekistan, Jordan, Philippines	22.4	100%
Low income	Rwanda, Malawi, Gambia	31.8	100%

Comparison with group of competitors

Germany's group of competitors is defined as 7 countries that are members of the G7: Canada, France, Germany, Italy, Japan, the United Kingdom, and the United States. Figure 2 plots how Germany fares against each competitor in terms of GTCI score and GDP per capita.

As can be seen, Germany'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 Germany and its identified competitors



Note: Bubble size indicates country population.

Performance against its income group and region

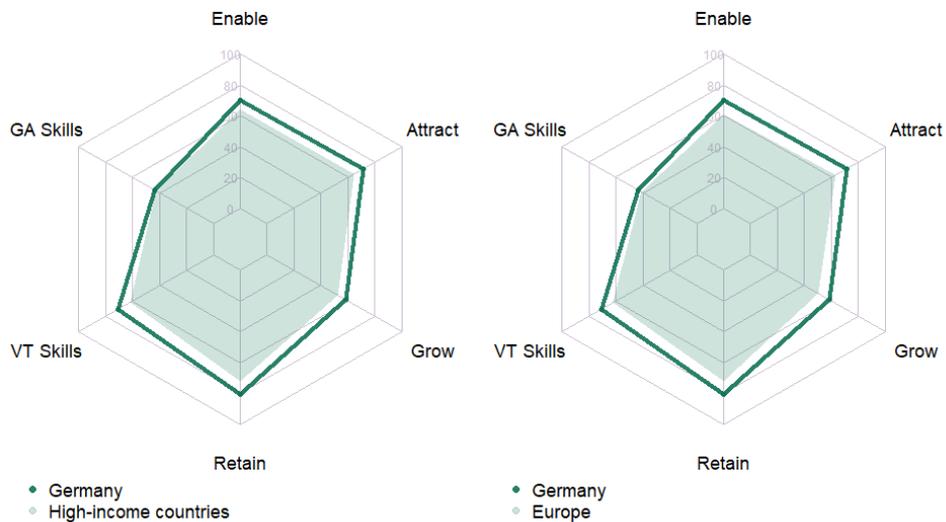
High-income countries

Germany is ranked 17th 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 outperforms high-income countries in twelve of the fourteen sub-pillars: Regulatory Landscape, Market Landscape, Business Labour Landscape, External Openness, Internal Openness, Formal Education, Lifelong Learning, Sustainability, Lifestyle, Midlevel Skills, Employability and Talent Impact.

Europe

Germany is ranked 13th within Europe (Figure 3, right panel). It outperforms its region in each of the six pillars. With regard to sub-pillars, it outperforms the average in Europe in thirteen of the fourteen sub-pillars: Regulatory Landscape, Market Landscape, Business Labour Landscape, External Openness, Internal Openness, Formal Education, Lifelong Learning, Sustainability, Lifestyle, Midlevel Skills, Employability, Highlevel Skills and Talent Impact.

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



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

Longer-term trends in talent competitiveness

Across all GTCI editions from 2015 to 2025, Germany’s ranking ranges from 11th to 19th place (see Figure 4). During GTCI 2020-GTCI 2025, Germany ranks 14 out of a total 134 countries (on average), which is better than the average rank of 16 in GTCI 2015-GTCI 2019.

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





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