

Ghana - Country Brief

Global Talent Competitiveness Index (GTCI) 2025

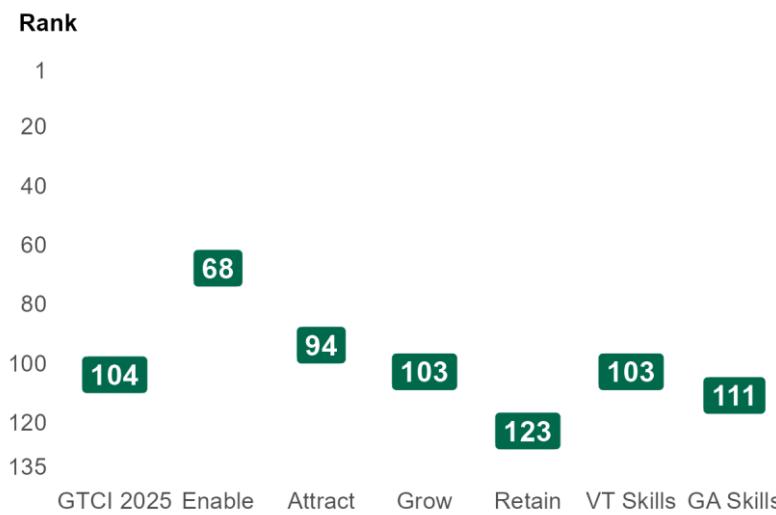


Total population:	34.43 million
GDP:	US\$ 80.547 billion
GDP (PPP) per capita:	US\$ 7,556
	(106 out of 135 countries)
Country income level:	Lower-middle income
GTCI 2025 ranking:	104 (out of 135)

Global GTCI position

In GTCI 2025, Ghana is ranked 104th out of a sample of 135 countries (Figure 1). When it comes to sub-pillars, the strongest showings of Ghana relate to Internal Openness, Employability and Lifelong Learning, among others. Still, more could be done to improve the economy's performances in the External Openness, Mid-level Skills and Sustainability sub-pillars.

Figure 1: Ghana 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

Ghana is situated in Sub-Saharan Africa and is classified as Lower-middle income. Within its region, the country is ranked 9th out of 31 countries (Table 1).

Ghana is ranked 17th within the group of Lower-middle income countries (implying that 51 percent of countries rank lower).

Table 1: Ghana performance vs. income groups and regions

Comparison group	Top 3 scorers of the group	Score GAP: Ghana score minus group highest score	Share of countries in the group ranked below Ghana
Region			
Central and Southern Asia	Uzbekistan, Kazakhstan, Kyrgyzstan	-9.9	30%
Eastern, Southeastern Asia and Oceania	Singapore, Australia, New Zealand	-39.9	19%
Europe	Switzerland, Denmark, Finland	-39.7	0%
Latin America and the Caribbean	Chile, Uruguay, Costa Rica	-19.2	11%
Northern Africa and Western Asia	Israel, United Arab Emirates, Cyprus	-26.7	5%
Northern America	United States of America, Canada	-36.0	0%
Sub-Saharan Africa	Mauritius, Seychelles, South Africa	-16.3	71%
Income group			
High income	Singapore, Switzerland, Denmark	-39.9	0%
Upper-middle income	Georgia, Malaysia, Mauritius	-17.5	3%
Lower-middle income	Uzbekistan, Jordan, Philippines	-9.9	51%
Low income	Rwanda, Malawi, Gambia	-0.5	92%

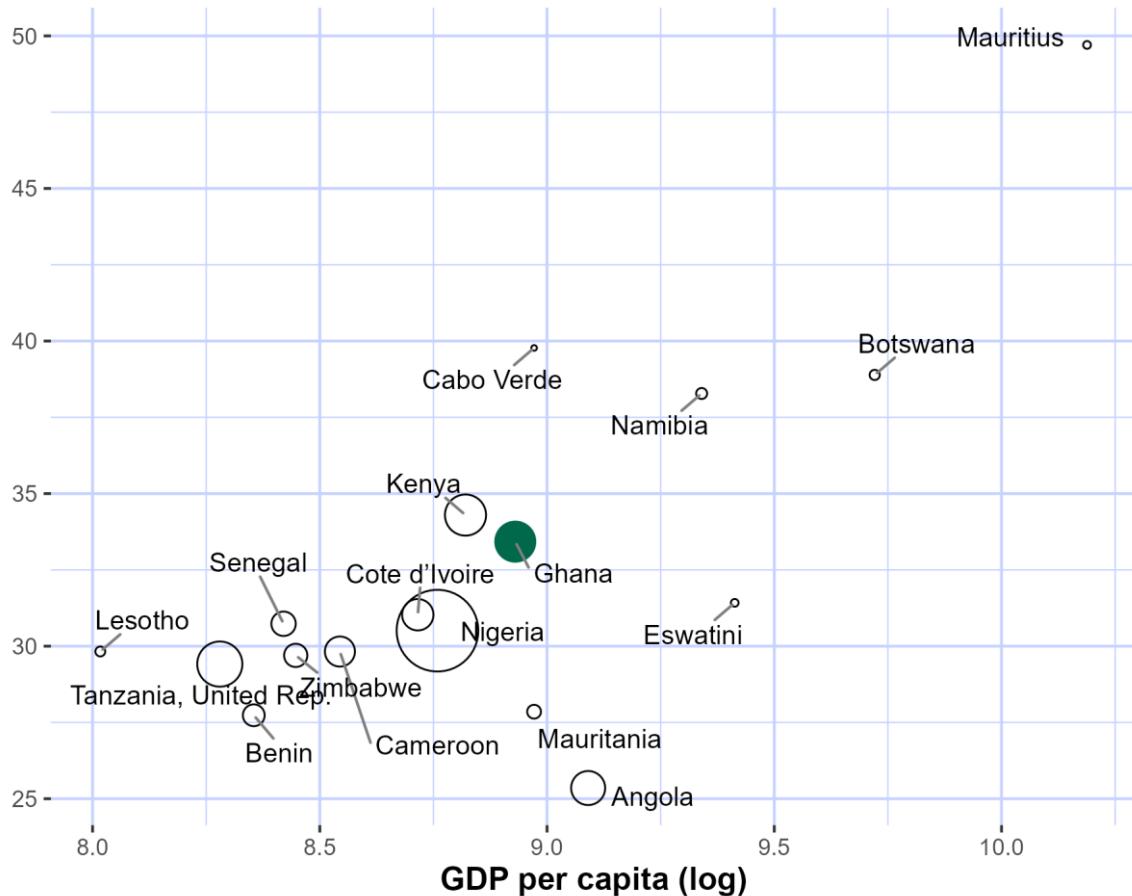
Comparison with group of competitors

Ghana's group of competitors is defined as lower-middle-income and upper-middle-income countries located in Sub-Saharan Africa. It comprises a group of 17 economies. Figure 2 plots how Ghana fares against each competitor in terms of GTCI score and GDP per capita.

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

GTCI score



Note: Bubble size indicates country population.

Performance against its income group and region

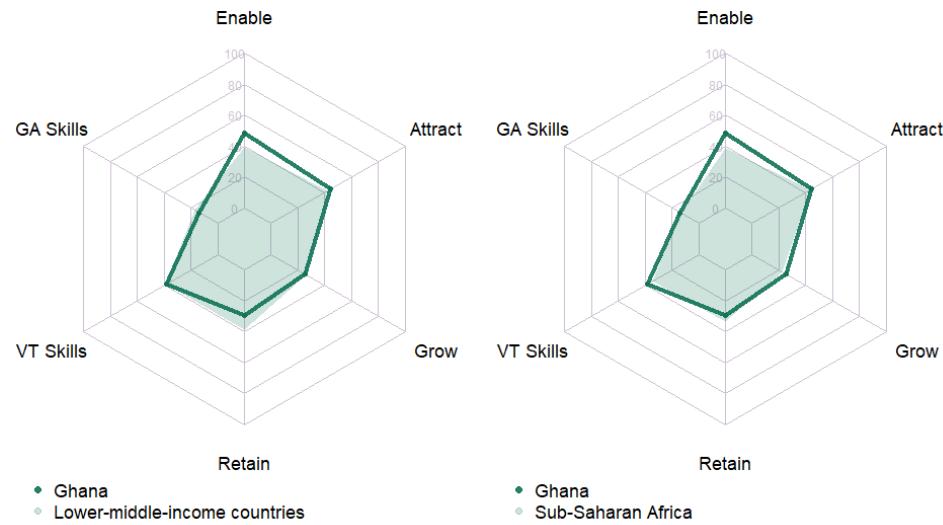
Lower-middle-income countries

Ghana is ranked 17th in the group of lower-middle-income countries (Figure 3, left panel). In terms of pillar performance, it has a higher score than the income group average in two of the six pillars: Enable and Attract. At the sub-pillar level, it outperforms lower-middle-income countries in six of the fourteen sub-pillars: Regulatory Landscape, Market Landscape, Business Labour Landscape, Internal Openness, Lifelong Learning and Employability.

Sub-Saharan Africa

Ghana is ranked 9th within Sub-Saharan Africa (Figure 3, right panel). It has a score above the regional average in five of the six pillars: GTCI, Enable, Attract, Grow, VT and GA. With regard to sub-pillars, it outperforms the average in Sub-Saharan Africa in nine of the fourteen sub-pillars: Regulatory Landscape, Market Landscape, Business Labour Landscape, Internal Openness, Lifelong Learning, Access Growth Opportunities, Lifestyle, Employability and Highlevel Skills.

Figure 3: Ghana 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, Ghana's ranking ranges from 102nd to 95th place (see Figure 4). During GTCI 2020-GTCI 2025, Ghana ranks 95 out of a total 134 countries (on average), which remained consistent with the average rank of 95 in GTCI 2015-GTCI 2019.

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



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