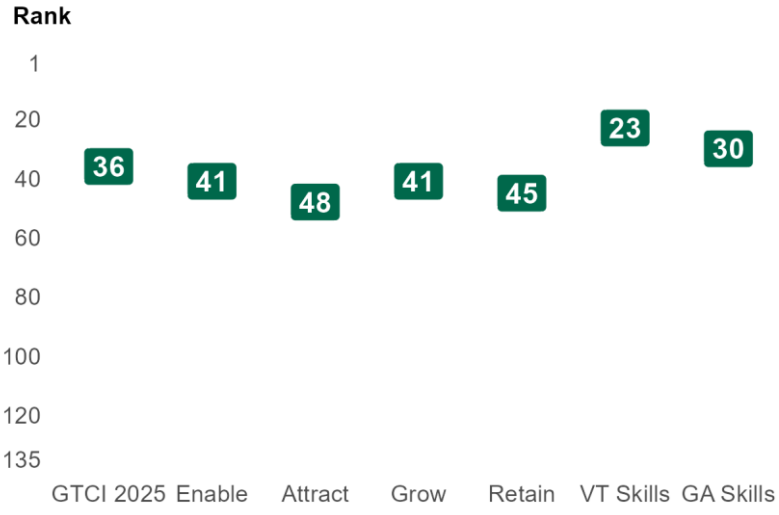
Poland - Country Brief
Global Talent Competitiveness Index (GTCI) 2025

Total population:	36.55 million
GDP:	US$ 908.583 billion
GDP (PPP) per capita:	US$ 51,983
	(35 out of 135 countries)
Country income level:	High income
GTCI 2025 ranking:	36 (out of 135)

Global GTCI position

In GTCI 2025, Poland is ranked 36th out of a sample of 135 countries (Figure 1). When it comes to sub-pillars, the strongest showings of Poland relate to Mid-level Skills, High-level Skills and Formal Education, among others. Still, more could be done to improve the economy's performances in the External Openness, Sustainability and Lifelong Learning sub-pillars.

Figure 1: Poland 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

Poland is situated in Europe and is classified as High income. Within its region, the country is ranked 25th out of 39 countries (Table 1).

Poland is ranked 36th within the group of High income countries (implying that 31 percent of countries rank lower).

Table 1: Poland performance vs. income groups and regions

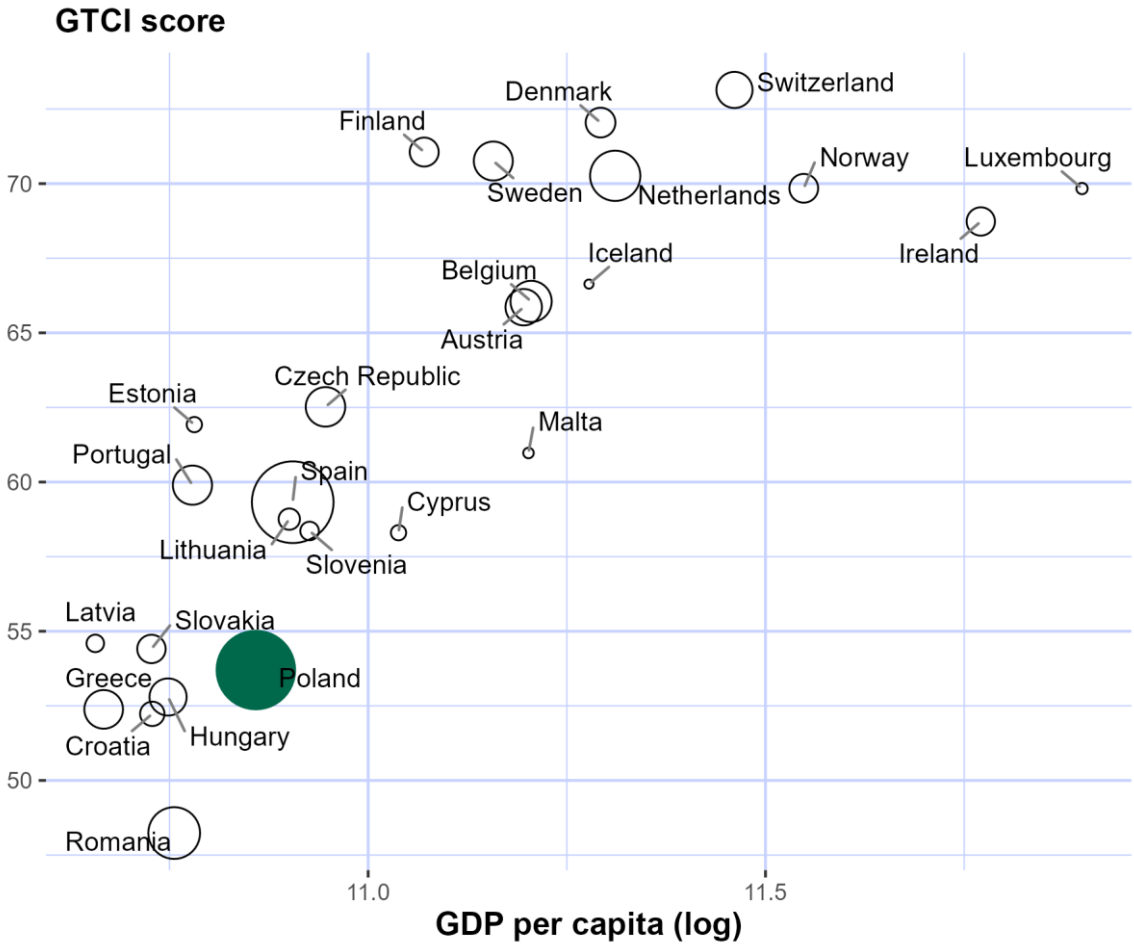
Comparison group	Top 3 scorers of the group	Score GAP: Poland score minus group highest score	Share of countries in the group ranked below Poland
Region			
Central and Southern Asia	Uzbekistan, Kazakhstan, Kyrgyzstan	10.3	100%
Eastern, Southeastern Asia and Oceania	Singapore, Australia, New Zealand	-19.6	69%
Europe	Switzerland, Denmark, Finland	-19.4	36%
Latin America and the Caribbean	Chile, Uruguay, Costa Rica	1.0	100%
Northern Africa and Western Asia	Israel, United Arab Emirates, Cyprus	-6.5	79%
Northern America	United States of America, Canada	-15.7	0%
Sub-Saharan Africa	Mauritius, Seychelles, South Africa	4.0	100%
Income group			
High income	Singapore, Switzerland, Denmark	-19.6	31%
Upper-middle income	Georgia, Malaysia, Mauritius	2.7	100%
Lower-middle income	Uzbekistan, Jordan, Philippines	10.3	100%
Low income	Rwanda, Malawi, Gambia	19.8	100%

Comparison with group of competitors

Poland'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 Poland fares against each competitor in terms of GTCI score and GDP per capita.

As can be seen, Poland's GTCI score and GDP per capita are both lower than the corresponding medians of its group of competitors. Thus, the country's talent competitiveness is not in line with what would be expected given its income level.

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



Note: Bubble size indicates country population.

Performance against its income group and region

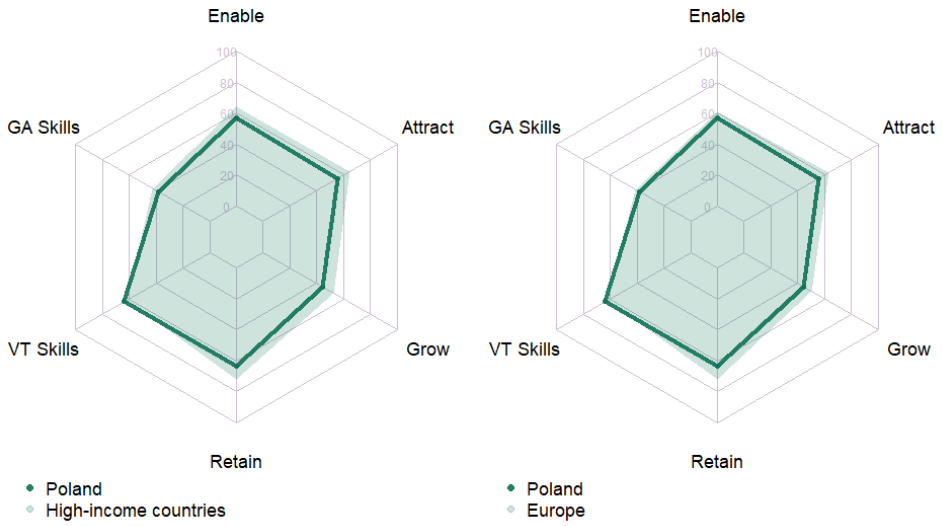
High-income countries

Poland is ranked 36th 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 one of the six pillars: VT. At the sub-pillar level, it outperforms high-income countries in five of the fourteen sub-pillars: Formal Education, Lifestyle, Midlevel Skills, Employability and Highlevel Skills.

Europe

Poland is ranked 25th within Europe (Figure 3, right panel). It has a score above the regional average in one of the six pillars: VT. With regard to sub-pillars, it outperforms the average in Europe in three of the fourteen sub-pillars: Formal Education, Midlevel Skills and Highlevel Skills.

Figure 3: Poland 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, Poland's ranking ranges from 36th to 44th place (see Figure 4). During GTCI 2020-GTCI 2025, Poland ranks 39 out of a total 134 countries (on average), which remained consistent with the average rank of 39 in GTCI 2015-GTCI 2019.

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

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