

Talent competitiveness profile

# GERMANY



# Germany

World Talent Ranking 2025

## OVERALL PERFORMANCE (69 economies)

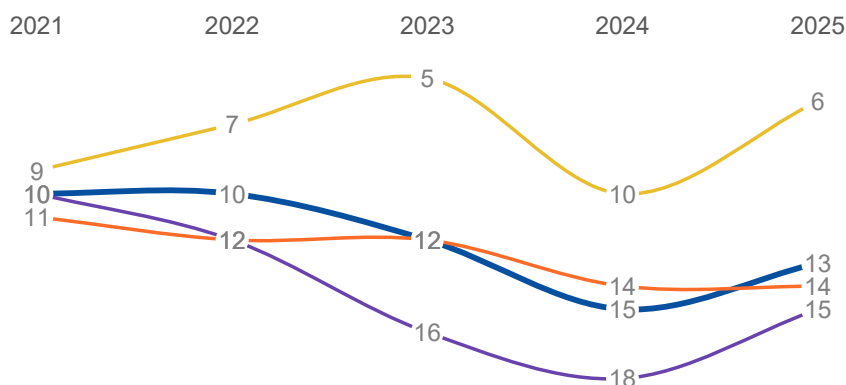
Rank 2025

**13 Overall**

**14 Investment & Development**

**6 Appeal**

**15 Readiness**



► Overall top strengths  
▷ Overall top weaknesses

## INVESTMENT & DEVELOPMENT

		Value	2025 Rank
Total public expenditure on education	Percentage of GDP	4.5 %	39
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	12,054 US\$	14
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	14.87 ratio	40
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	12.42 ratio	38
► Apprenticeships	are sufficiently implemented	7.97 survey [0-10]	3
► Employee training	is a high priority in companies	7.25 survey [0-10]	8
Female labor force	Percentage of total labor force	46.77 %	32
Health infrastructure	meets the needs of society	7.04 survey [0-10]	21

## APPEAL

		Value	2025 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	77.21 index	52
Attracting and retaining talent	is a priority in companies	7.68 survey [0-10]	12
Worker motivation	in companies is high	6.06 survey [0-10]	28
Brain drain	does not hinder competitiveness in your economy	5.33 survey [0-10]	29
Quality of life	is high	8.47 survey [0-10]	12
Foreign highly skilled personnel	are attracted to your country's business environment	5.25 survey [0-10]	40
► Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	303,570 US\$	3
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	9.91 %	56
► Justice	is fairly administered	8.26 survey [0-10]	9
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	10.40 micrograms	20
Statutory minimum wage	Statutory gross monthly minimum wage US\$	2,223.21 US\$	10

## READINESS

		Value	2025 Rank
▷ Labor force growth	Percentage change	0.84 %	40
▷ Skilled labor	is readily available	4.49 survey [0-10]	56
Finance skills	are readily available	6.41 survey [0-10]	28
International experience	of senior managers is generally significant	6.12 survey [0-10]	24
▷ Competent senior managers	are readily available	5.48 survey [0-10]	41
Primary and secondary education	meets the needs of a competitive economy	7.19 survey [0-10]	19
► Graduates in Sciences	STEM graduates, % of all graduates	35.93 %	5
University education	meets the needs of a competitive economy	7.94 survey [0-10]	10
Management education	meets the needs of the business community	7.07 survey [0-10]	19
Language skills	are meeting the needs of enterprises	7.07 survey [0-10]	29
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	5.01 number	19
Educational assessment - PISA	PISA survey of 15-year olds	482 Average	24

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