

Talent competitiveness profile

ESTONIA



Estonia

World Talent Ranking 2025

OVERALL PERFORMANCE (69 economies)

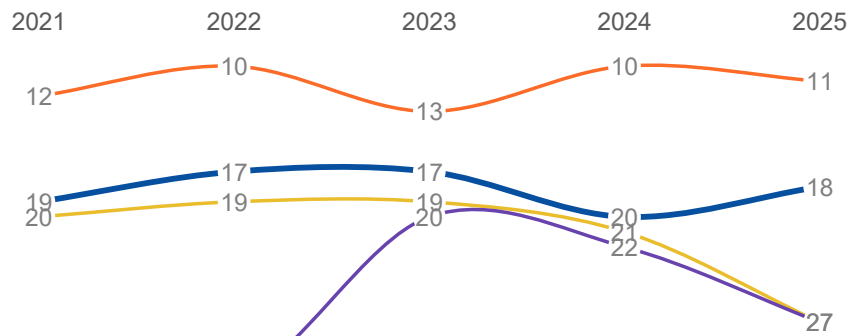
Rank 2025

18 Overall

11 Investment & Development

27 Appeal

27 Readiness



► Overall top strengths
▷ Overall top weaknesses

INVESTMENT & DEVELOPMENT

		Value	2025 Rank
► Total public expenditure on education	Percentage of GDP	6.3 %	8
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	10,909 US\$	19
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.07 ratio	18
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	13.14 ratio	43
Apprenticeships	are sufficiently implemented	5.54 survey [0-10]	27
Employee training	is a high priority in companies	7.00 survey [0-10]	14
► Female labor force	Percentage of total labor force	50.22 %	6
Health infrastructure	meets the needs of society	6.58 survey [0-10]	28

APPEAL

		Value	2025 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	68.04 index	36
Attracting and retaining talent	is a priority in companies	7.24 survey [0-10]	20
Worker motivation	in companies is high	6.24 survey [0-10]	24
Brain drain	does not hinder competitiveness in your economy	4.85 survey [0-10]	37
Quality of life	is high	6.88 survey [0-10]	34
Foreign highly skilled personnel	are attracted to your country's business environment	5.42 survey [0-10]	36
▷ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	98,070 US\$	47
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	6.26 %	42
Justice	is fairly administered	7.12 survey [0-10]	21
► Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	6.30 micrograms	5
Statutory minimum wage	Statutory gross monthly minimum wage US\$	887.55 US\$	26

READINESS

		Value	2025 Rank
Labor force growth	Percentage change	1.85 %	24
▷ Skilled labor	is readily available	3.85 survey [0-10]	65
▷ Finance skills	are readily available	5.39 survey [0-10]	54
▷ International experience	of senior managers is generally significant	4.85 survey [0-10]	54
▷ Competent senior managers	are readily available	4.61 survey [0-10]	53
► Primary and secondary education	meets the needs of a competitive economy	7.85 survey [0-10]	10
Graduates in Sciences	STEM graduates, % of all graduates	27.53 %	20
University education	meets the needs of a competitive economy	7.12 survey [0-10]	23
Management education	meets the needs of the business community	7.03 survey [0-10]	22
Language skills	are meeting the needs of enterprises	7.88 survey [0-10]	17
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	3.55 number	28
► Educational assessment - PISA	PISA survey of 15-year olds	516 Average	7

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