

IMD World Talent Ranking 2025

Talent competitiveness profile

FINLAND



Finland

World Talent Ranking 2025

OVERALL PERFORMANCE (69 economies)

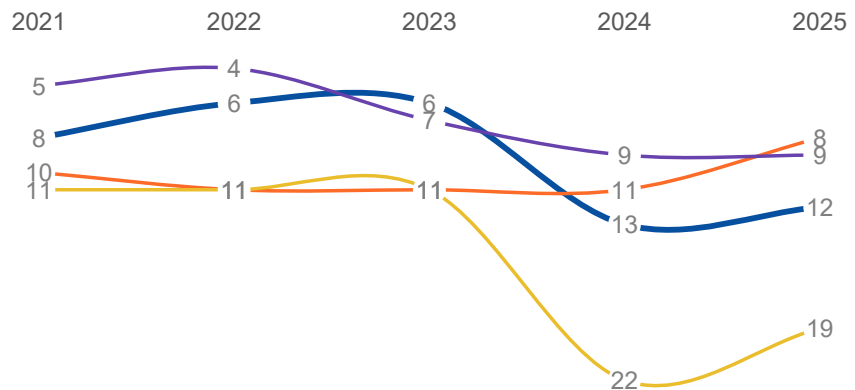
Rank 2025

12 Overall

8 Investment & Development

19 Appeal

9 Readiness



► Overall top strengths
▷ Overall top weaknesses

INVESTMENT & DEVELOPMENT

		Value	2025 Rank
Total public expenditure on education	Percentage of GDP	6.3 %	7
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	12,986 US\$	11
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.83 ratio	26
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	12.87 ratio	41
Apprenticeships	are sufficiently implemented	5.58 survey [0-10]	26
► Employee training	is a high priority in companies	7.50 survey [0-10]	5
Female labor force	Percentage of total labor force	48.26 %	14
Health infrastructure	meets the needs of society	7.71 survey [0-10]	11

APPEAL

		Value	2025 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	76.71 index	51
Attracting and retaining talent	is a priority in companies	7.71 survey [0-10]	11
Worker motivation	in companies is high	7.00 survey [0-10]	9
Brain drain	does not hinder competitiveness in your economy	5.83 survey [0-10]	20
Quality of life	is high	8.92 survey [0-10]	6
▷ Foreign highly skilled personnel	are attracted to your country's business environment	5.04 survey [0-10]	47
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	177,937 US\$	26
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	12.75 %	64
► Justice	is fairly administered	9.08 survey [0-10]	1
► Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	4.96 micrograms	1
Statutory minimum wage	Statutory gross monthly minimum wage US\$	- US\$	-

READINESS

		Value	2025 Rank
▷ Labor force growth	Percentage change	0.32 %	53
Skilled labor	is readily available	6.92 survey [0-10]	8
Finance skills	are readily available	7.46 survey [0-10]	11
International experience	of senior managers is generally significant	6.08 survey [0-10]	25
Competent senior managers	are readily available	6.46 survey [0-10]	18
► Primary and secondary education	meets the needs of a competitive economy	8.25 survey [0-10]	4
Graduates in Sciences	STEM graduates, % of all graduates	29.40 %	14
University education	meets the needs of a competitive economy	8.17 survey [0-10]	6
Management education	meets the needs of the business community	7.67 survey [0-10]	10
► Language skills	are meeting the needs of enterprises	8.50 survey [0-10]	5
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	5.45 number	15
Educational assessment - PISA	PISA survey of 15-year olds	495 Average	12

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