

IMD World Talent Ranking 2025

Talent competitiveness profile

# ICELAND





# Iceland

World Talent Ranking 2025

## OVERALL PERFORMANCE (69 economies)

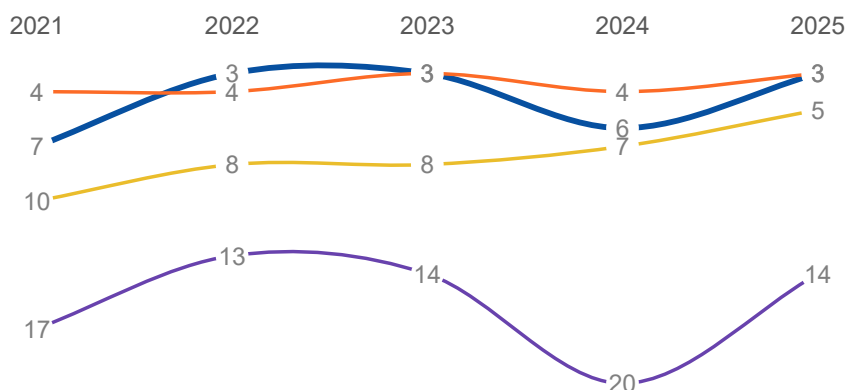
Rank 2025

**3 Overall**

**3 Investment & Development**

**5 Appeal**

**14 Readiness**



► Overall top strengths  
▷ Overall top weaknesses

## INVESTMENT & DEVELOPMENT

		Value	2025 Rank
Total public expenditure on education	Percentage of GDP	6.7 %	4
► Total public exp. on education per student	Spending per enrolled pupil/student, all levels	19,020 US\$	4
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	9.92 ratio	4
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	10.03 ratio	12
▷ Apprenticeships	are sufficiently implemented	5.11 survey [0-10]	42
Employee training	is a high priority in companies	6.23 survey [0-10]	33
Female labor force	Percentage of total labor force	46.19 %	35
Health infrastructure	meets the needs of society	6.95 survey [0-10]	25

## APPEAL

		Value	2025 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	- index	-
Attracting and retaining talent	is a priority in companies	7.80 survey [0-10]	10
Worker motivation	in companies is high	7.38 survey [0-10]	5
Brain drain	does not hinder competitiveness in your economy	7.15 survey [0-10]	6
► Quality of life	is high	9.54 survey [0-10]	3
Foreign highly skilled personnel	are attracted to your country's business environment	5.90 survey [0-10]	26
▷ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	87,701 US\$	51
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	13.69 %	65
Justice	is fairly administered	8.30 survey [0-10]	8
► Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	5.64 micrograms	2
► Statutory minimum wage	Statutory gross monthly minimum wage US\$	3,087.79 US\$	2

## READINESS

		Value	2025 Rank
Labor force growth	Percentage change	4.21 %	6
Skilled labor	is readily available	6.85 survey [0-10]	10
Finance skills	are readily available	7.90 survey [0-10]	4
▷ International experience	of senior managers is generally significant	5.05 survey [0-10]	48
Competent senior managers	are readily available	6.79 survey [0-10]	11
Primary and secondary education	meets the needs of a competitive economy	7.28 survey [0-10]	18
▷ Graduates in Sciences	STEM graduates, % of all graduates	16.87 %	57
University education	meets the needs of a competitive economy	8.13 survey [0-10]	8
Management education	meets the needs of the business community	7.87 survey [0-10]	4
► Language skills	are meeting the needs of enterprises	8.95 survey [0-10]	2
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	5.76 number	14
Educational assessment - PISA	PISA survey of 15-year olds	447 Average	37

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