

IMD World Talent Ranking 2025

Talent competitiveness profile

ITALY





## OVERALL PERFORMANCE (69 economies)

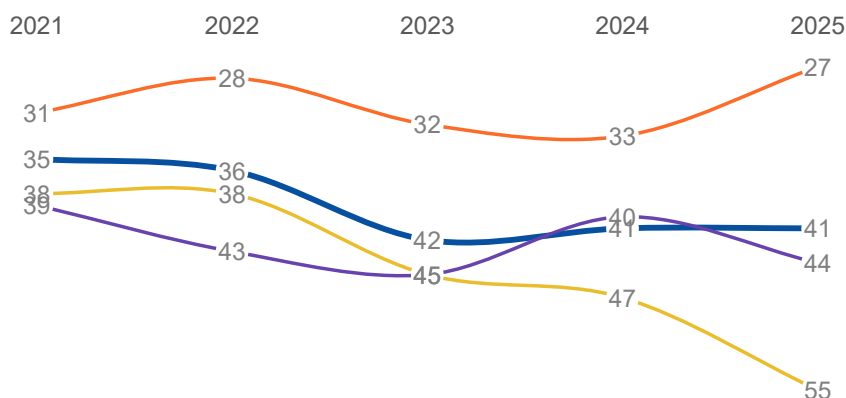
Rank 2025

## 41 Overall

## 27 Investment &amp; Development

## 55 Appeal

## 44 Readiness



► Overall top strengths  
▷ Overall top weaknesses

## INVESTMENT &amp; DEVELOPMENT

		Value	2025 Rank
Total public expenditure on education	Percentage of GDP	3.9 %	48
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	8,412 US\$	27
► Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	10.76 ratio	10
► Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	10.25 ratio	15
Apprenticeships	are sufficiently implemented	5.48 survey [0-10]	29
Employee training	is a high priority in companies	5.16 survey [0-10]	56
Female labor force	Percentage of total labor force	42.87 %	50
Health infrastructure	meets the needs of society	6.35 survey [0-10]	34

## APPEAL

		Value	2025 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	74.03 index	44
▷ Attracting and retaining talent	is a priority in companies	5.23 survey [0-10]	63
Worker motivation	in companies is high	5.03 survey [0-10]	51
Brain drain	does not hinder competitiveness in your economy	3.71 survey [0-10]	52
Quality of life	is high	7.52 survey [0-10]	26
▷ Foreign highly skilled personnel	are attracted to your country's business environment	4.16 survey [0-10]	57
► Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	256,104 US\$	10
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	11.27 %	60
Justice	is fairly administered	4.39 survey [0-10]	51
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	14.42 micrograms	35
Statutory minimum wage	Statutory gross monthly minimum wage US\$	- US\$	-

## READINESS

		Value	2025 Rank
Labor force growth	Percentage change	0.27 %	54
Skilled labor	is readily available	5.68 survey [0-10]	35
▷ Finance skills	are readily available	5.26 survey [0-10]	57
▷ International experience	of senior managers is generally significant	4.68 survey [0-10]	57
Competent senior managers	are readily available	5.87 survey [0-10]	34
► Primary and secondary education	meets the needs of a competitive economy	6.74 survey [0-10]	23
Graduates in Sciences	STEM graduates, % of all graduates	23.38 %	33
► University education	meets the needs of a competitive economy	7.03 survey [0-10]	24
Management education	meets the needs of the business community	6.39 survey [0-10]	34
Language skills	are meeting the needs of enterprises	5.32 survey [0-10]	54
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	1.80 number	46
Educational assessment - PISA	PISA survey of 15-year olds	477 Average	31

Challenging what is and inspiring what could be, we develop leaders who transform organizations for a more prosperous, sustainable, and inclusive world.

#### **About the Institute for Management Development (IMD)**

We are an independent academic institute with close ties to business and a strong focus on impact. Through our Executive Education, MBA, Executive MBA, and advisory work we help leaders and policy-makers navigate complexity and change.

We support the transition to a new model that balances prosperity and growth with ecological sustainability and social inclusion. Sustainability and diversity, equity, and inclusion are in our DNA.

We combine a deep understanding of human dynamics with a pioneering approach to technology and AI. We deliver powerful learning experiences for individuals and teams across the globe.

**[www.imd.org](http://www.imd.org)**

