

IMD World Talent Ranking 2025

Talent competitiveness profile

NETHERLANDS



Netherlands

World Talent Ranking 2025

OVERALL PERFORMANCE (69 economies)

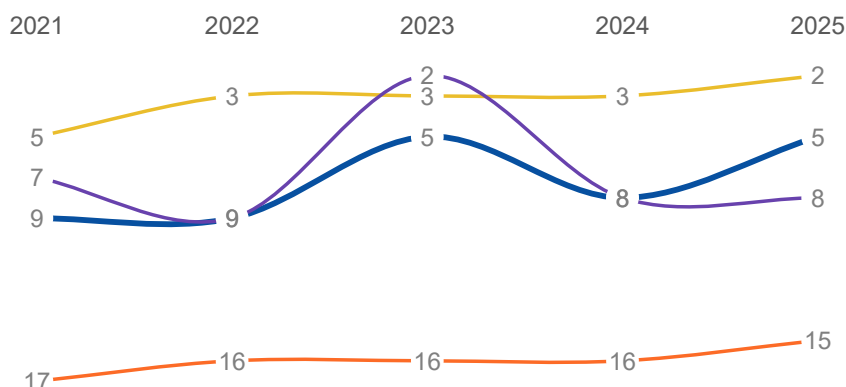
Rank 2025

5 Overall

15 Investment & Development

2 Appeal

8 Readiness



► Overall top strengths
▷ Overall top weaknesses

INVESTMENT & DEVELOPMENT

		Value	2025 Rank
Total public expenditure on education	Percentage of GDP	5.1 %	22
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	15,723 US\$	7
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	15.90 ratio	43
▷ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	16.05 ratio	54
Apprenticeships	are sufficiently implemented	6.52 survey [0-10]	7
Employee training	is a high priority in companies	6.96 survey [0-10]	16
Female labor force	Percentage of total labor force	47.19 %	22
Health infrastructure	meets the needs of society	7.74 survey [0-10]	10

APPEAL

		Value	2025 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	80.01 index	56
► Attracting and retaining talent	is a priority in companies	8.26 survey [0-10]	3
Worker motivation	in companies is high	7.41 survey [0-10]	4
Brain drain	does not hinder competitiveness in your economy	7.21 survey [0-10]	4
Quality of life	is high	9.15 survey [0-10]	5
Foreign highly skilled personnel	are attracted to your country's business environment	7.70 survey [0-10]	7
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	244,812 US\$	12
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	9.19 %	50
Justice	is fairly administered	8.56 survey [0-10]	4
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	10.88 micrograms	21
Statutory minimum wage	Statutory gross monthly minimum wage US\$	2,309.80 US\$	8

READINESS

		Value	2025 Rank
Labor force growth	Percentage change	0.95 %	37
Skilled labor	is readily available	6.67 survey [0-10]	12
Finance skills	are readily available	7.41 survey [0-10]	14
► International experience	of senior managers is generally significant	7.74 survey [0-10]	4
► Competent senior managers	are readily available	7.44 survey [0-10]	2
Primary and secondary education	meets the needs of a competitive economy	8.00 survey [0-10]	8
▷ Graduates in Sciences	STEM graduates, % of all graduates	20.11 %	45
► University education	meets the needs of a competitive economy	8.26 survey [0-10]	3
Management education	meets the needs of the business community	7.70 survey [0-10]	8
► Language skills	are meeting the needs of enterprises	8.98 survey [0-10]	1
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	7.76 number	9
Educational assessment - PISA	PISA survey of 15-year olds	480 Average	25

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

