

IMD World Talent Ranking 2025

Talent competitiveness profile

NORWAY



Norway

World Talent Ranking 2025

OVERALL PERFORMANCE (69 economies)

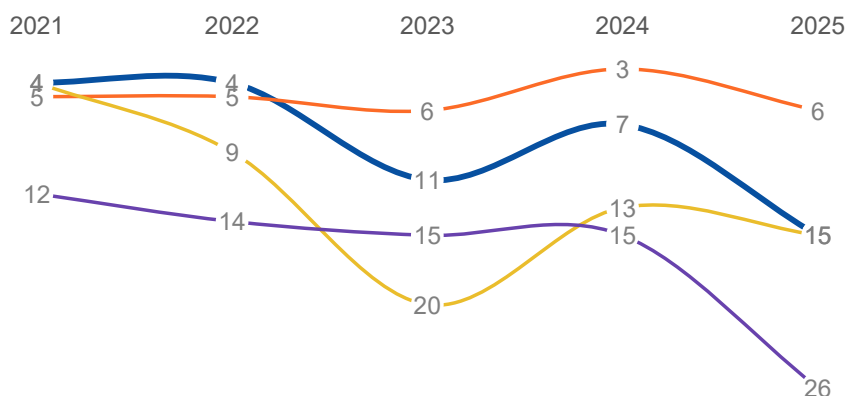
Rank 2025

15 Overall

6 Investment & Development

15 Appeal

26 Readiness



► Overall top strengths
▷ Overall top weaknesses

INVESTMENT & DEVELOPMENT

		Value	2025 Rank
Total public expenditure on education	Percentage of GDP	4.6 %	35
► Total public exp. on education per student	Spending per enrolled pupil/student, all levels	15,894 US\$	6
► Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	9.93 ratio	5
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	9.24 ratio	10
Apprenticeships	are sufficiently implemented	6.32 survey [0-10]	11
Employee training	is a high priority in companies	7.27 survey [0-10]	7
Female labor force	Percentage of total labor force	47.06 %	28
Health infrastructure	meets the needs of society	7.14 survey [0-10]	18

APPEAL

		Value	2025 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	74.91 index	46
Attracting and retaining talent	is a priority in companies	7.82 survey [0-10]	9
Worker motivation	in companies is high	6.73 survey [0-10]	16
► Brain drain	does not hinder competitiveness in your economy	7.45 survey [0-10]	2
Quality of life	is high	8.05 survey [0-10]	19
Foreign highly skilled personnel	are attracted to your country's business environment	6.09 survey [0-10]	22
▷ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	136,174 US\$	37
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	9.70 %	54
Justice	is fairly administered	7.95 survey [0-10]	11
► Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	6.02 micrograms	4
Statutory minimum wage	Statutory gross monthly minimum wage US\$	- US\$	-

READINESS

		Value	2025 Rank
Labor force growth	Percentage change	0.99 %	36
Skilled labor	is readily available	6.23 survey [0-10]	19
► Finance skills	are readily available	7.68 survey [0-10]	6
International experience	of senior managers is generally significant	6.27 survey [0-10]	18
Competent senior managers	are readily available	6.14 survey [0-10]	28
Primary and secondary education	meets the needs of a competitive economy	7.09 survey [0-10]	20
▷ Graduates in Sciences	STEM graduates, % of all graduates	21.57 %	39
University education	meets the needs of a competitive economy	7.18 survey [0-10]	21
Management education	meets the needs of the business community	7.05 survey [0-10]	21
Language skills	are meeting the needs of enterprises	8.00 survey [0-10]	14
▷ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	2.56 number	38
Educational assessment - PISA	PISA survey of 15-year olds	474 Average	33

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