

InvestChile Executive Summary

Title of Study: The Global Talent Competitiveness Index (GTCI) 2023

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Overview

The GTCI report, released for the first time in 2013, is published this year by the Business School for the World (INSEAD), in collaboration with the Descartes Institute for the Future (an independent, non-profit, high-level consultancy in multilateral projects, based in Geneva, Switzerland) and with its knowledge partner, the Human Capital Leadership Institute (HCLI), a center of excellence that facilitates the acceleration of leadership development and strategic human capital management capabilities in Asia.

This report is a comprehensive annual benchmarking report that measures how countries and cities grow, attract and retain talent. It provides a unique resource for decision makers to understand the global talent competitiveness picture and develop strategies to boost their economies. The 2023 report covers 134 countries across all income groups.¹

As previous editions of the GTCI have shown, countries are competing globally for the talent they need to contribute to competitiveness, innovation and growth. This requires them to increase their own talent pools, attract talent from domestic and international sources, and develop the means to retain these essential workers. In this context, governments, businesses and other stakeholders need quantitative tools that can shape their decisions—whether as investors, employers, employees or job seekers—and that can help them design and implement better policies in areas such as education, employment, immigration, and others. This is the goal of the GTCI.

¹ <https://www.insead.edu/global-talent-competitiveness-index>

GTCI Ranking Structure

In the context of the GTCI, talent competitiveness refers to the set of policies and practices that enable a country to develop, attract, and empower the human capital that contributes to productivity and prosperity. The GTCI is an Input-Output model that combines an assessment of what countries do to produce and acquire talent (Input) and the kind of skills that are available to them as a result (Output). For the Input, the GTCI scheme uses macroeconomic indicators on a country level to evaluate the pillars. For the Output, employability is evaluated through other indicators related to innovation, entrepreneurship and the development of companies with high technological value.

Chile's Performance

In the GTCI ranking, Chile is the only country in Latin America and the Caribbean in the top quartile of the ranking, a position it has maintained for the third year in a row. It has particular strength in the Input-related pillars, in both the Talent Attract and Retain pillars. However, there are deficiencies in the Output-related pillars, specifically Vocational and Technical Skills and Global Knowledge, where it does not reach the top quartile. Nevertheless, although Chile does not obtain advanced positions in the Output-related pillars, it ranks well above all countries in the region in these (Output).

Since the creation of this ranking, Chile has ranked first within Latin America and its location has ranged from 27th to 34th place.

Chile shows a high degree of internal openness derived from good social inclusion and progress on gender parity in high-skilled jobs. The Retain pillar, meanwhile, is basically supported by the breadth of pension coverage, which has a positive impact on the Sustainability ranking. Likewise, Chile stands out for the sanitation (1st place) of facilities in the Retain pillar. In global knowledge skills, Chile ranks tenth in the digital skills pillar and in new business density.

Country	GTCI_Ranking	Enable	Attract	Grow	Retain	Technical and Vocational Skills	Global Knowledge Skills
Chile	34	37	34	35	34	44	42
Uruguay	43	34	36	34	36	69	76
Costa Rica	47	40	28	38	52	68	74
Trinidad and Tobago	60	85	49	77	46	35	84
Argentina	61	91	63	42	48	67	75
Jamaica	66	50	55	81	79	58	79
Brazil	69	61	88	60	68	74	69
Colombia	72	71	70	45	86	73	66
Mexico	74	81	98	41	65	79	72
Peru	82	83	68	48	88	85	86
Ecuador	85	96	95	57	78	83	98
Panama	87	87	76	76	63	101	93
Dominican Republic	89	64	67	97	91	92	88
Paraguay	91	104	58	101	67	98	99
Bolivia	94	113	116	59	95	105	89
El Salvador	96	109	118	82	97	82	104
Guatemala	104	108	127	74	102	104	113
Honduras	105	121	115	83	100	112	110
Nicaragua	115	125	99	110	108	111	105

Within the regional analysis, 12 Latin American and Caribbean countries are classified as upper-middle income, 4 as high income and only 3 as lower-middle income.

Conclusion

This year's edition of the Global Talent Competitiveness Index (GTCI) marks its tenth anniversary. It aims to bring attention to the growing challenges that countries around the world face when developing, attracting, and maintaining talent, and to highlight best practices in talent management.

Chile once again leads the ranking in the region and this year is the only Latin American nation in a privileged position worldwide.