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## Switzerland, Singapore top talent competitiveness, Malaysia drops to 45th in global ranking

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KUALA LUMPUR (March 3): The Global Talent Competitiveness Index (GTCI) 2022 released today shows that Switzerland, Singapore and Denmark are the most talent-competitive countries in the world, while Malaysia has dropped to 45th.

Switzerland and Singapore remain in the top two positions, respectively, while Denmark overtook the United States to enter the top three for the first time this year.

The US ranks 4th, while many European economies remain at the top, including Sweden (5th), Netherlands (6th), Norway (7th), Finland (8th), United Kingdom (10th) ). France remains in 19th place, maintaining its all-time high position last year.

The non-European countries making the top 25 are: Australia (9th), Canada (15th), New Zealand (18th), Israel (23rd), Japan (24th) and the United Arab Emirates (No. 25).

Malaysia dropped significantly in the ranking, mainly due to a sharp drop in business sentiment. Among them, concerns in the private sector about the shortage of local human skills have intensified, resulting in a drop in the employability ranking of domestic talents to 69th.

At the same time, Malaysia's attractiveness to talents also dropped to 73rd, due to the lack of opportunities for local talents to improve their socio-economic status (the country's internal openness ranked 103rd).

Malaysia's two strongest indicators are global knowledge and skills and the ability to develop talents (Enable), which are ranked 33rd and 36th respectively.

At a global level, the study found that talent competitiveness remains uneven around the world, but the landscape remains fluid and there are some encouraging signs.

In addition, crises such as the pandemic, international tensions and high inflation can have a negative, even irreversible, impact on the talent situation in poor economies.

At the same time, labor markets, even in high-income economies, could become fragmented and create new inequalities.

GTCI's 2022 report, published by INSEAD in partnership with the Portulans Institute and the Human Capital Leadership Institute, covers 79 economies, 133 countries and 175 cities around the world .

Top 20 Global Talent Competitiveness Index (GTCI) 2022

1. Switzerland
2. Singapore
3. Denmark
4. United States
5. Sweden
6. Netherlands
7. Norway
8. Finland
9. Australia
10. United Kingdom
11. Luxembourg
12. Iceland
13. Ireland
14. Germany
15. Canada
16. Belgium
17. Austria
18. New Zealand
19. France
20. Estonia

## 2022 Global City Talent Competitiveness Index (GCTCI) Top 10

1. San Francisco (United States)

2. Boston (United States)
3. Zurich (Switzerland)
4. Seattle (United States)
5. Lausanne (Switzerland)
6. Singapore (Singapore)
7. Geneva (Switzerland)
8. Helsinki (Finland)
9. Munich (Germany)
10. Dublin (Ireland)

(Singapore, 26th) With a sound regulatory system, business and talent environment and other conditions, Singapore ranks first in the Asia-Pacific region and third in the world in a latest talent competitiveness survey.

The "Global Talent Competitiveness Index" survey, jointly launched by INSEAD, human resources company Adecco Group and Google, aimed at 132 countries and regions in attracting global talent, Evaluation of external openness, business and talent environment, etc., to measure the competitiveness of talents in each economy.

In terms of talent competitiveness in the region, Australia and New Zealand are followed by Singapore.

Globally, Switzerland tops the list, followed by the United States and then Singapore.

The survey shows that Singapore ranks first in three major indicators, namely talent environment, attractiveness and global knowledge and skills. Singapore also tops the list for the most indicators.

In the evaluation of the above three major indicators, Singapore ranks first in many areas, including regulatory system, business and talent environment, external openness, and possession of high-end skills. In terms of talent influence, market environment and internal openness, Singapore ranks second, fourth and seventh respectively.

The Lion City talent shows weak performance

In addition, Singapore also performed well in talent development, lifelong learning opportunities, vocational and technical skills, and employment, ranking 8th, 3rd, 5th and 4th respectively.

However, Singapore's performance in talent retention is relatively weak, ranking only 24th, and 24th and 28th respectively in the assessment of sustainability and lifestyle.

With the popularization of artificial intelligence technology, the Global Talent Competitiveness Index has listed technology adoption as one of its assessment components for the first time this year.

This new session assesses the actions countries are taking for the “Fourth Industrial Revolution,” including how to use front-end technologies such as artificial intelligence and the Internet of Things to nurture talent.

Singapore has performed very well in technology adoption, ranking third globally, with the highest ranking in the index of robot usage density. In terms of technology use and investment in rising technology, it ranks 12th and 13th respectively.

The survey also found that the definition of global talent competitiveness is changing as more and more jobs require human-machine collaboration.

Economies seek to take a piece of this AI revolution in order to gain the most from it.