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The Global Talent Competitiveness Index (GTCI): THE COMPETITIVENESS OF SLOVENIA AND ITS ATTRACTIVENESS FOR TALENT

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Roadmap

Why is "talent" so important today? (GTCL)

Slovenia's profile

3 challenges for Slovenia:

- 1) Learning challenges for the future**
- 2) Balance is a key to success**
- 3) Becoming a talent magnet**

Conclusion:

Collaboration is what counts above all



How do countries score on Talent Competitiveness* ?

And how can they do better?

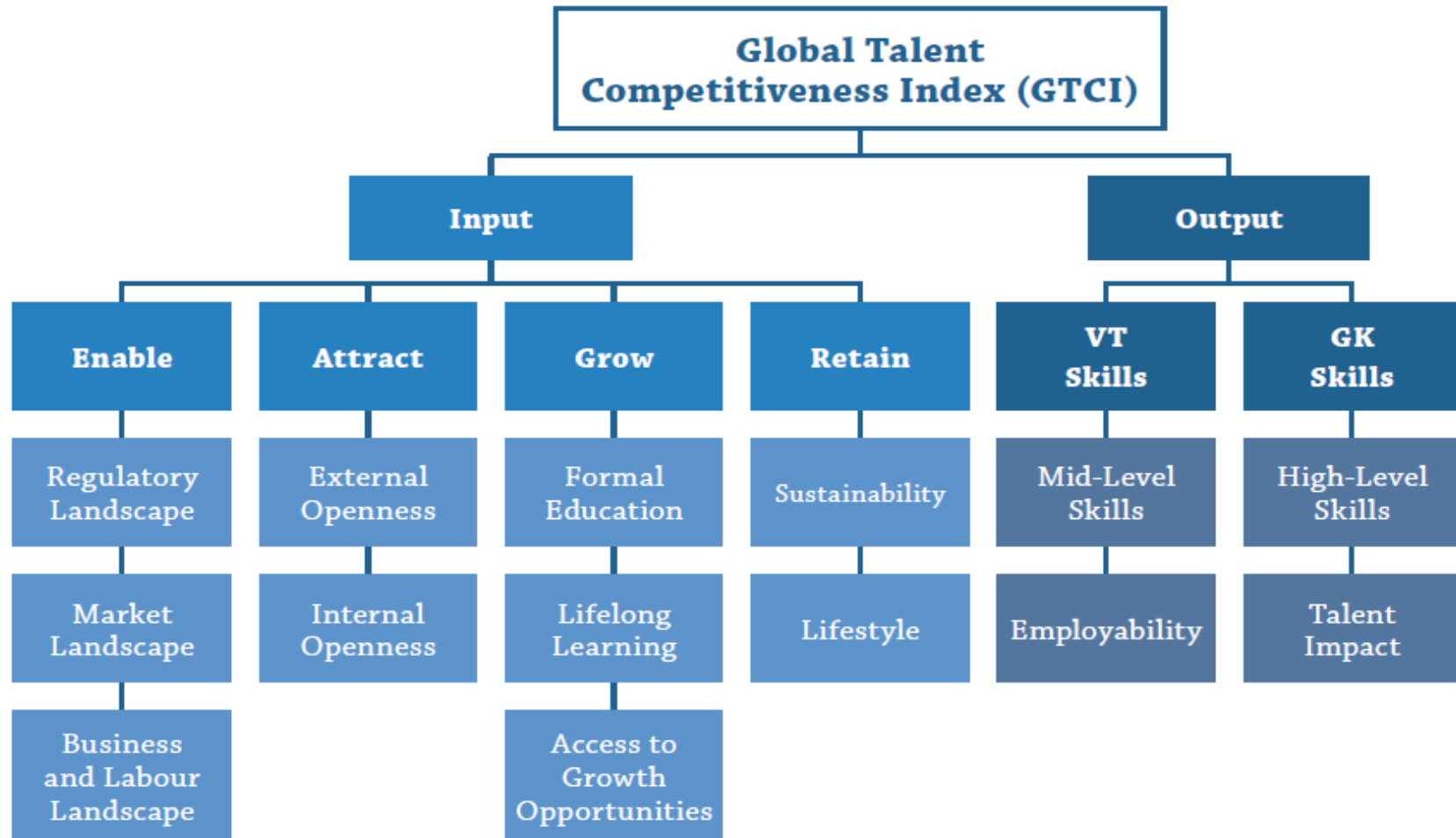
* See <http://global-indices.insead.edu/>



Paul Evans

INSEAD

A tool for Action covering 119 economies



VT = Vocational & Technical
(EXPERTISE)

GK = Global Knowledge
(LEADERSHIP/ENTREPRENEURSHIP/INNOVATION)

Talent and GDP

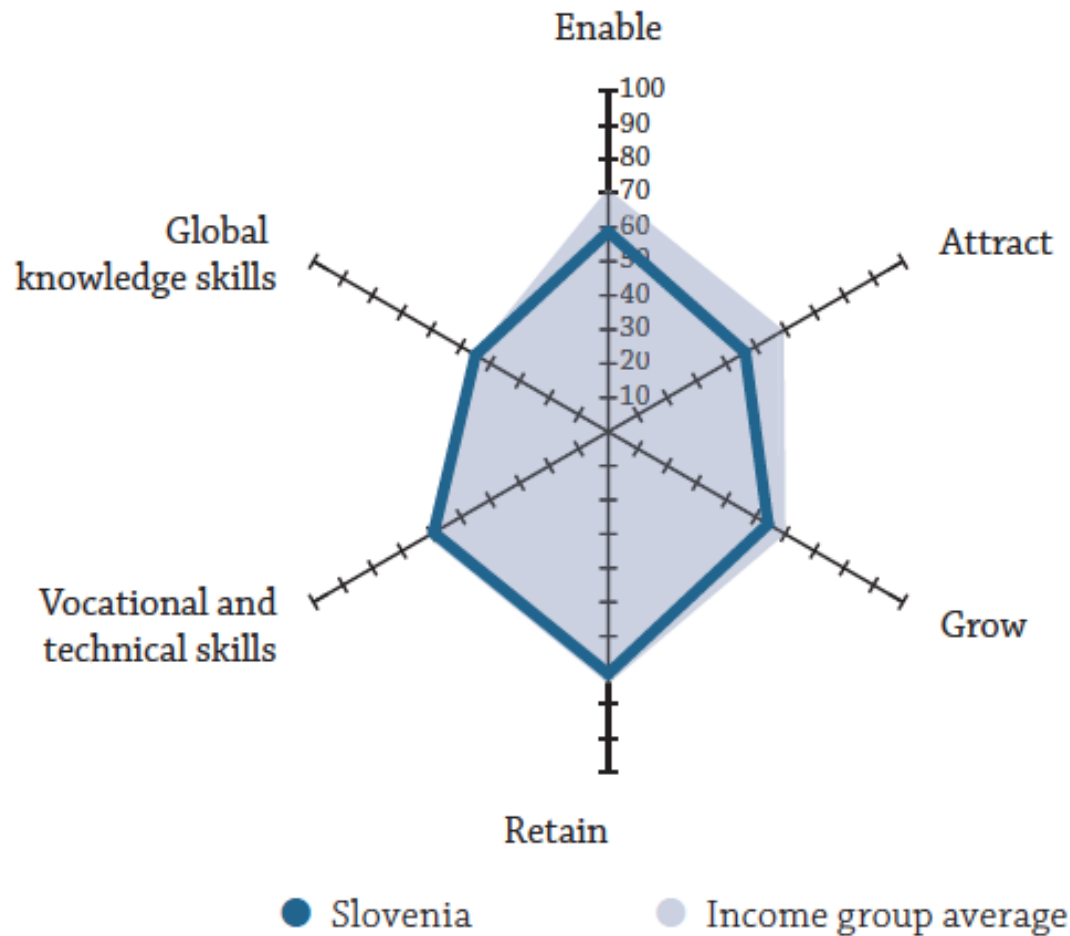


The top 20 of GTCI 2018 (out of 119 countries)

GTCI 2018 Ranking	
1. Switzerland	11. Australia
2. Singapore	12. New Zealand
3. United States	13. Ireland
4. Norway	14. Iceland
5. Sweden	15. Canada
6. Finland	16. Belgium
7. Denmark	17. United Arab Emirates
8. United Kingdom	18. Austria
9. Netherlands	19. Germany
10. Luxembourg	20. Japan

- Openness is critically important
- Employable skills are the goal
- Balancing Global Knowledge Skills and Vocational Skills is a key to success
- Mobility has become a key to talent development
- Technology is rapidly and invisibly changing the talent scene

A quick profile of Slovenia (#28 out of 119 countries)



A quick profile of Slovenia

ENABLING (#41)

- ++ R&D expenditure (#12)
- Business-Govt relations (#112)
- Cluster development (#78)
- Ease of hiring (#105)
- Professional mgt (#65)

ATTRACT (#47)

- External openness (#92)
- Brain gain (#96)
- ++ Gender earnings gap (#9)

GROW (#30)

- + Formal education (#17)
- Life-long learning (#44)
- Empowerment (#57)

RETAIN (#26)

VOCATIONAL/TECHNICAL SKILLS (#26)

- Employability (#40)

GLOBAL KNOWLEDGE SKILLS (#25)

- Entrepreneurship (#49)



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Three challenges for Slovenia

#1 *Learning challenges to prepare for the changing future*

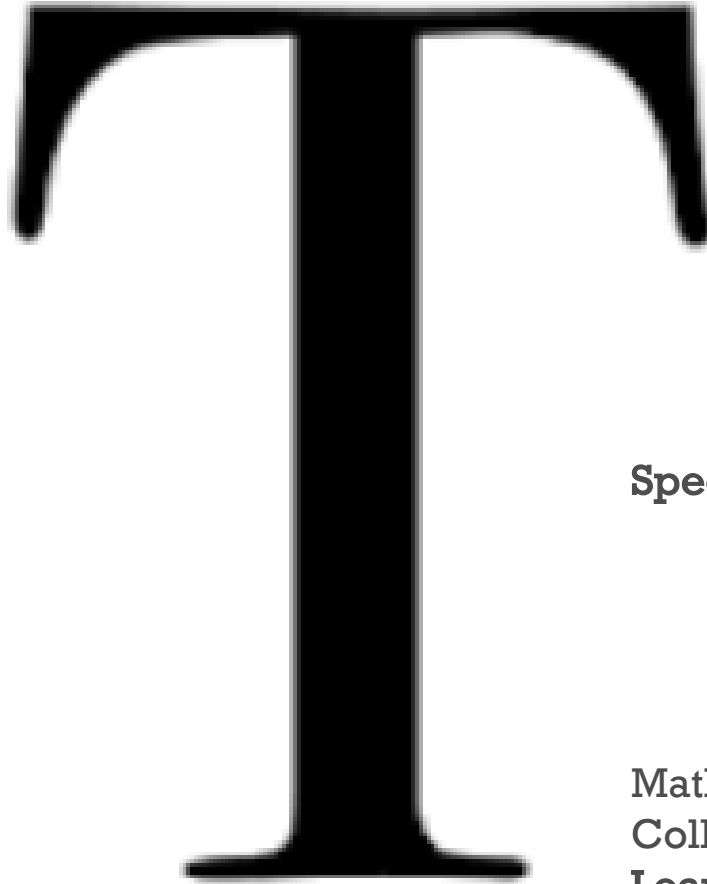
65% of the children starting high school today will be looking for jobs in 2026 that don't exist today

Estimate by the US
Department of Labor



Employability + Adaptability

(Training/education + Work-integrated learning)



Generalist know-how
Social collaborative skills
Skills associated with learning,
innovation & leadership

Specialization/Expertise (TV)

Math, Verbal, Science & Problem-solving
Collaborative problem-solving
Learning how to learn

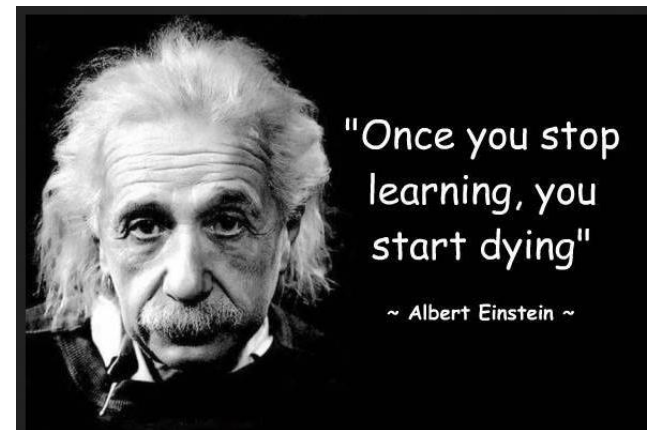
Learning how to learn

- The Finns believe that the play school years are the most important
- The NASA creativity studies
- Projects, projects, projects ...



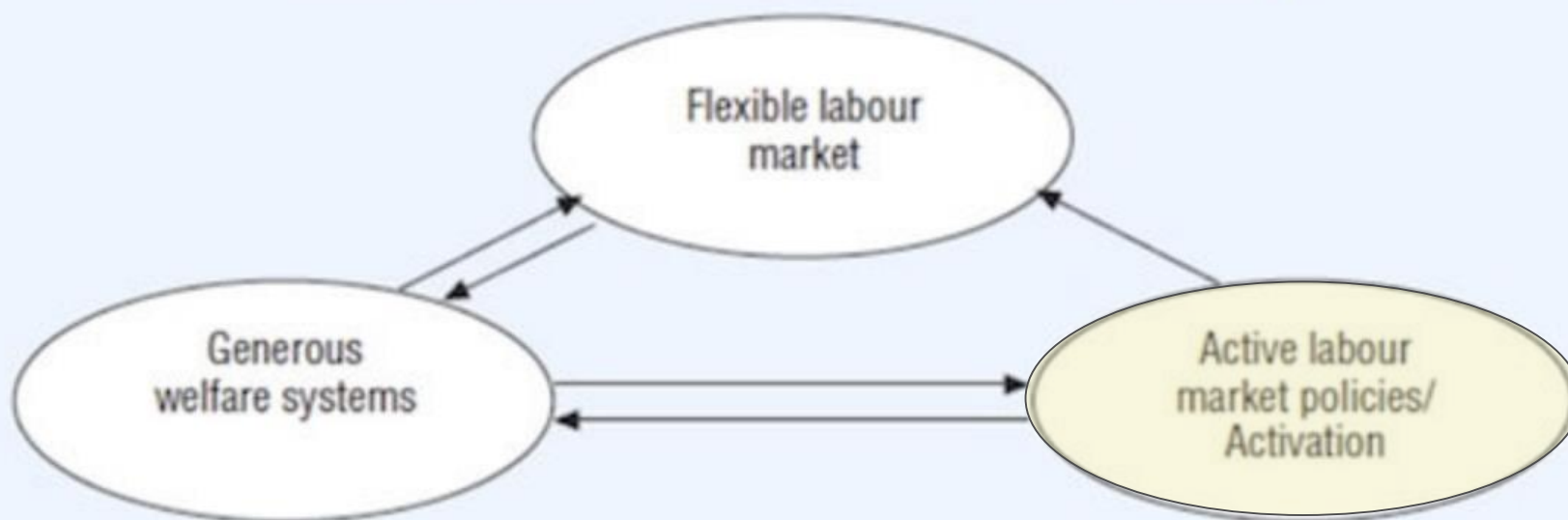
Life long learning

- The model of 20 years of education followed by 40 years of work doesn't fit with the realities of today's fast-moving world
- "Skills-future"
- Preparing the population





The “Golden Triangle” of flexicurity



Slovenia #47

#2 *Balance is a key to success*



The Renaissance of Vocational Education



Is there a TV/expertise model ?

- The global talent leader on GTCI
 - The top country on Innovation (GII)
- 
- Thinking vocationally starts at age 12
 - Age 15 choice: **70% choose the TV/expertise path over the academic path**
 - Artisans, industry, banking, financial services, tourism, IT & software, etc
 - **Dual system approach** (employer orgs set competence standards)
 - Cost effective
 - Top 10 in world on PISA
 - **EMPLOYABILITY + ADAPTABILITY** (3.1% unemployment)
 - Close partnership between Cantons/Business/TVETs/Federal TVET institutions (under Ministry of Education)
 - **Cross-over paths into higher education**
 - Continuing education

#3 *Attracting the talent that Slovenia needs*

Performance to keep in mind:

ATTRACT (#47)

- Overall external openness (92)
- + Overall internal openness (20)
- Brain gain (96)
- Aging population
- Tolerance of immigrants (53)
- Social mobility (50)
- + Gender earning gap (9)

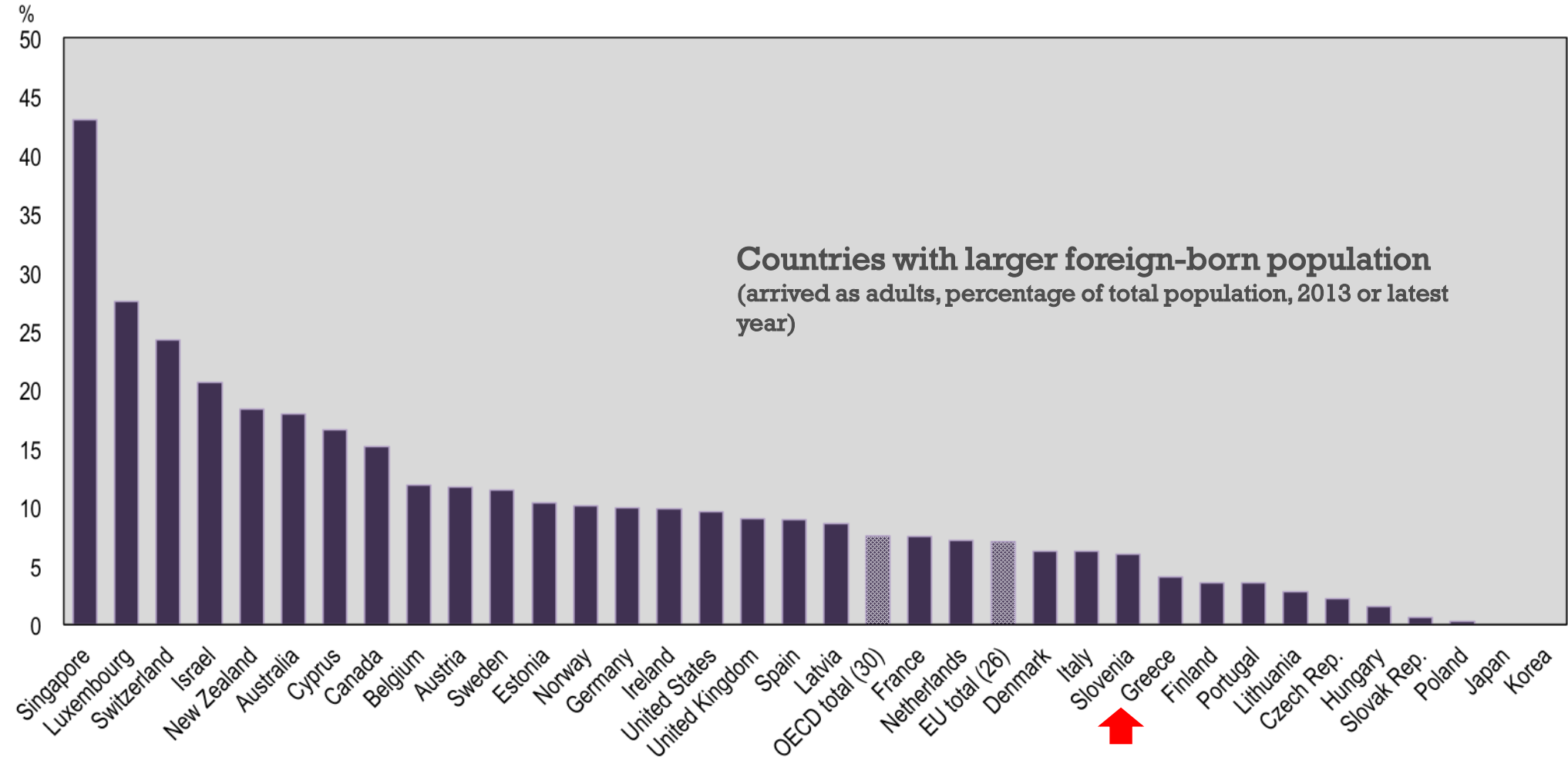
GLOBAL KNOWLEDGE

SKILLS (#25)

- ++ Entrepreneurship (#49)



GTCI champions have high % of foreign-born population



A new talent war is breaking out in Europe

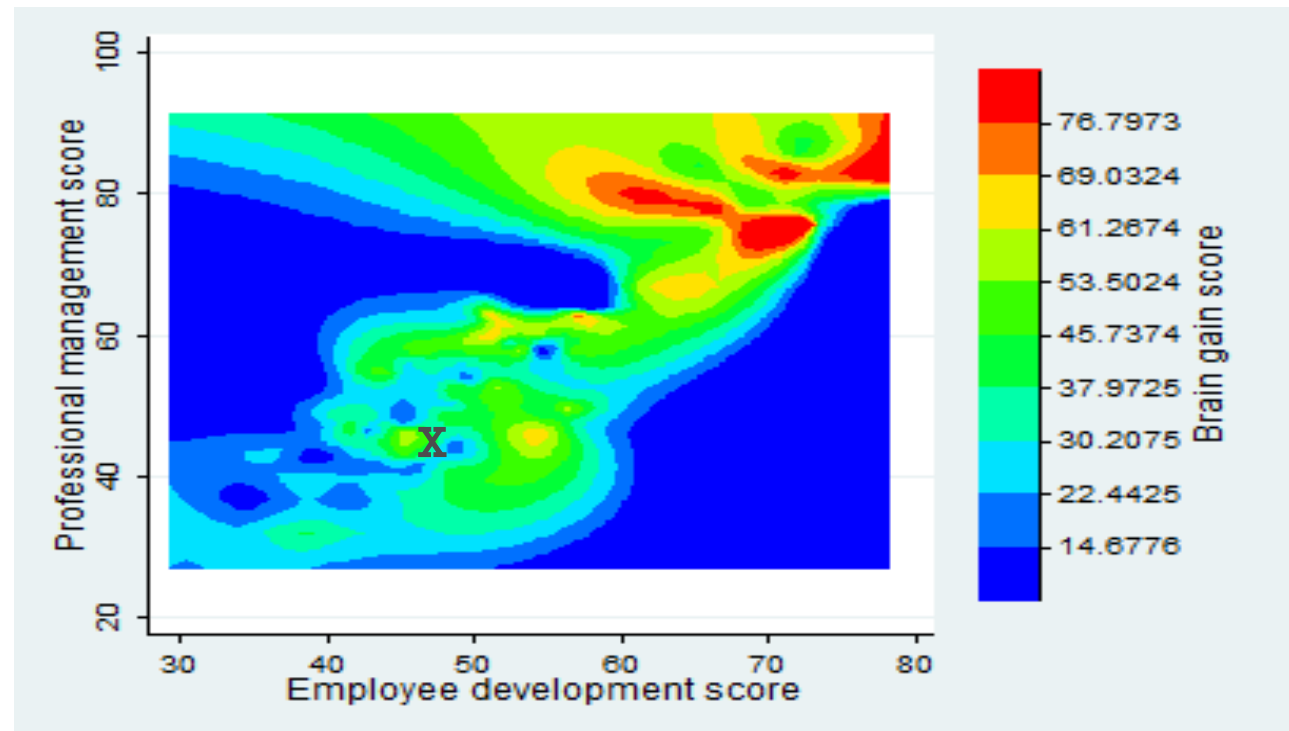
- Luxembourg
- Denmark
- Finland
- Estonia
- Switzerland

How can countries, regions & companies attract & retain talent?

- Language
- Pay, Lifestyle
- Quality of education & opportunities

... and professional
**MANAGEMENT
PRACTICES** are
vital*

* See the research of Bloom
& Van Reenen



Developing people

CHALLENGE!

70-20-10

**COACHING
SUPPORT
EDUCATION
TRAINING**

The overarching MESSAGE:

Collaboration is what counts

Performance to keep in mind:

Business-Government relations (#112)

Labor-employer cooperation (#67)

Collaboration with organisations (#45)

Collaboration between organisations (#77)



GTCI's 2018 Focus: DIVERSITY FOR COMPETITIVENESS

Cognitive diversity clearly helps innovation and high performance on complex tasks

Better to have a random group of reasonably smart but diverse people than 4 or 5 Einsteins

Knowledge

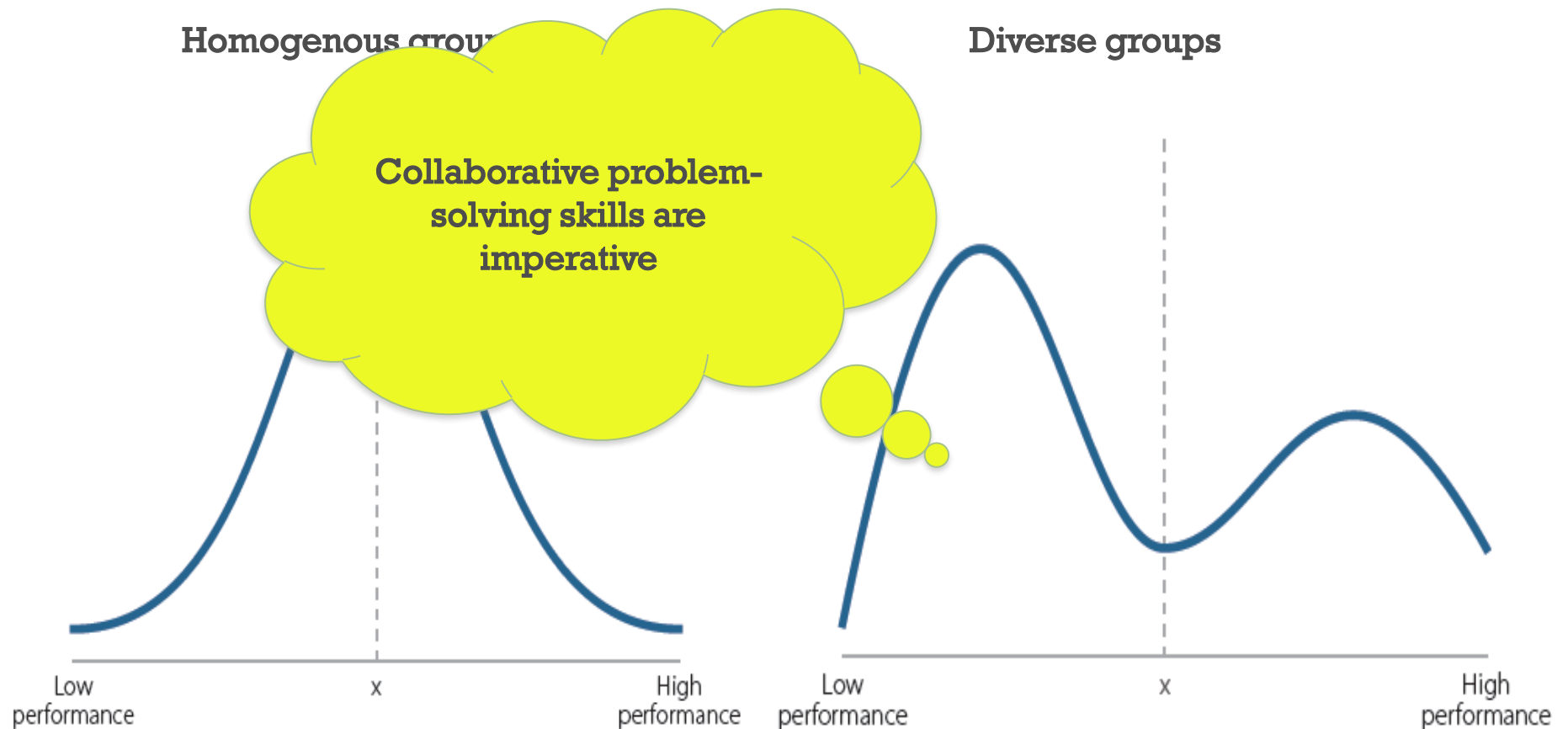
Experience



Perspectives

Assumptions

But there are some HITCHES with important implications for organizations and governments



Some Implications



FOR EDUCATIONAL POLICY:

- Ensure that learning is social and collaborative
- Be acutely sensitive to individual differences

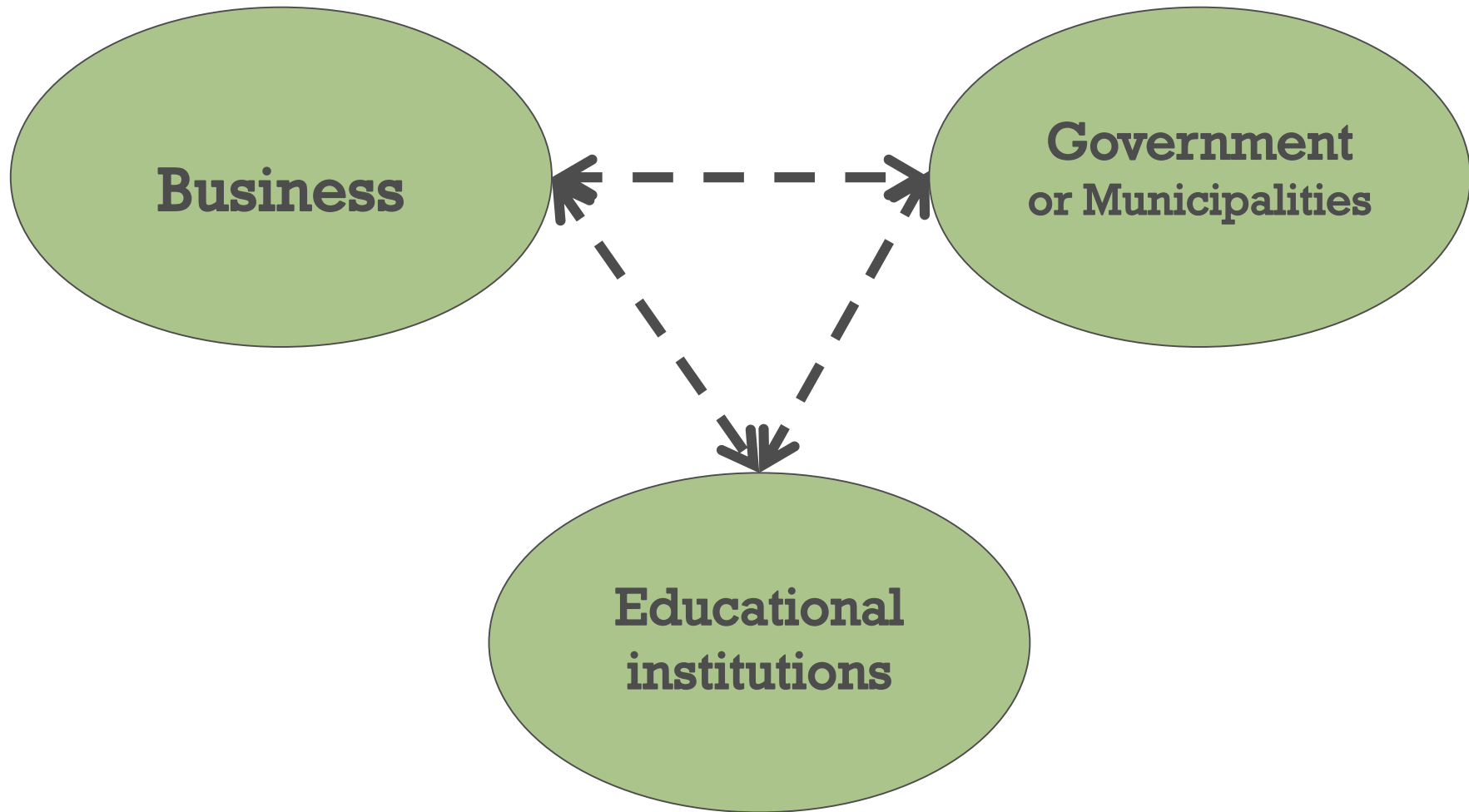


FOR ORGANIZATIONS:

More *inclusive* leadership is needed to capture the benefits of diversity

- Hire differently
- Manage differently
- Promote differently

Closing the Skills Gap: What works



The Action is moving to Cities

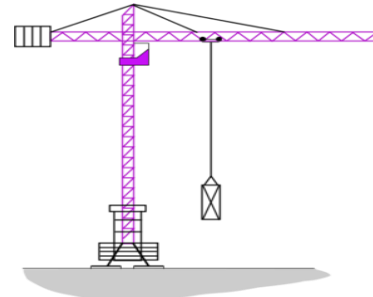


Cities & Talents - Findings from GCTCI 2018

Cities included in this year's GCTCI*



Note: Highlighted cities are those in the top 10 of this year's GCTCI.



1 ZURICH
Switzerland

2 STOCKHOLM
Sweden

3 OSLO
Norway

4 COPENHAGEN
Denmark

5 HELSINKI
Finland

6 WASHINGTON DC
United States

7 DUBLIN
Ireland

8 SAN FRANCISCO
United States

9 PARIS
France

10 BRUSSELS
Belgium

Ljubljana #49 /90 cities

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