



OECD INDICATORS OF TALENT ATTRACTIVENESS

TALENT BOOST SUMMIT 2019

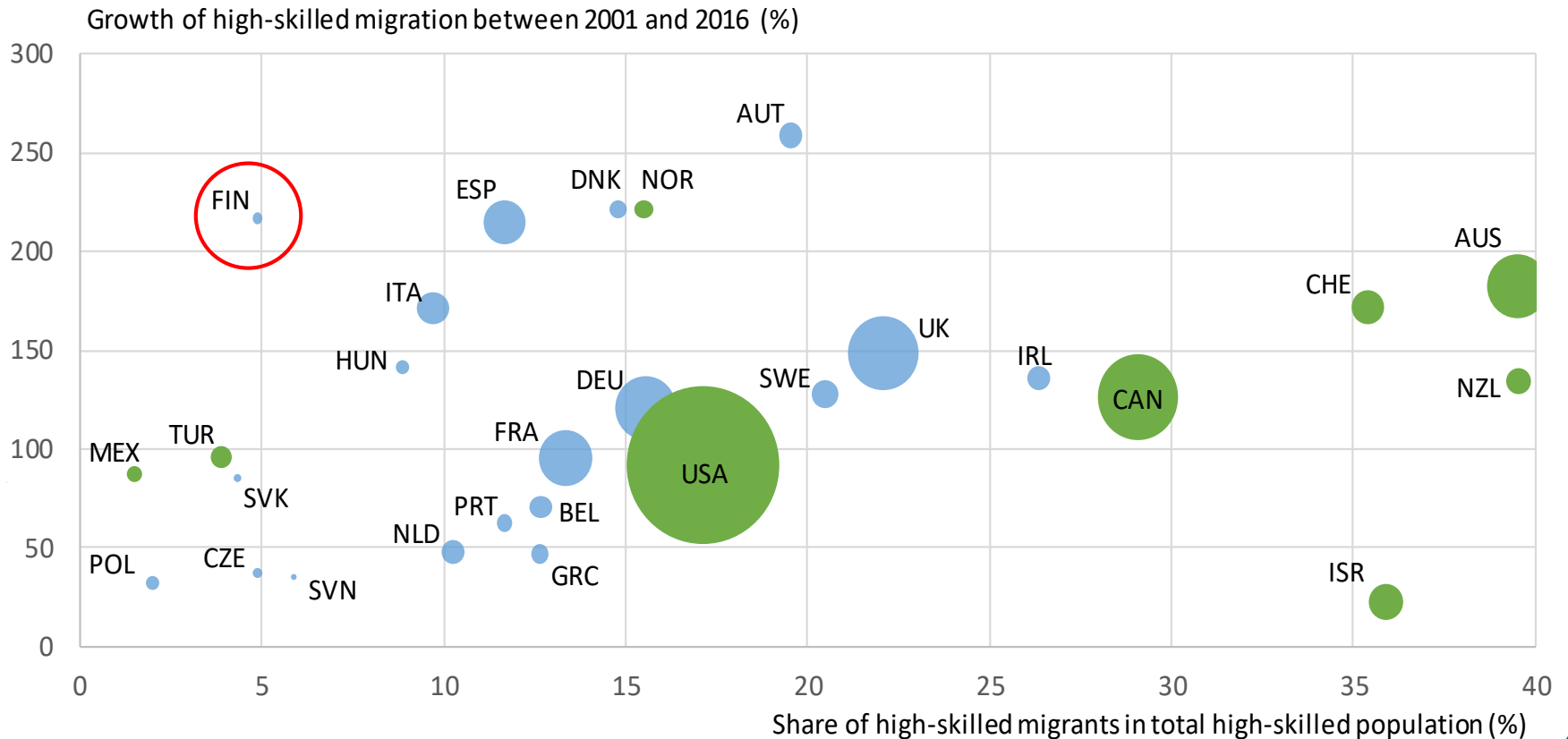
Turku, 12 November 2019

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Global increase in mobility of the highly-educated

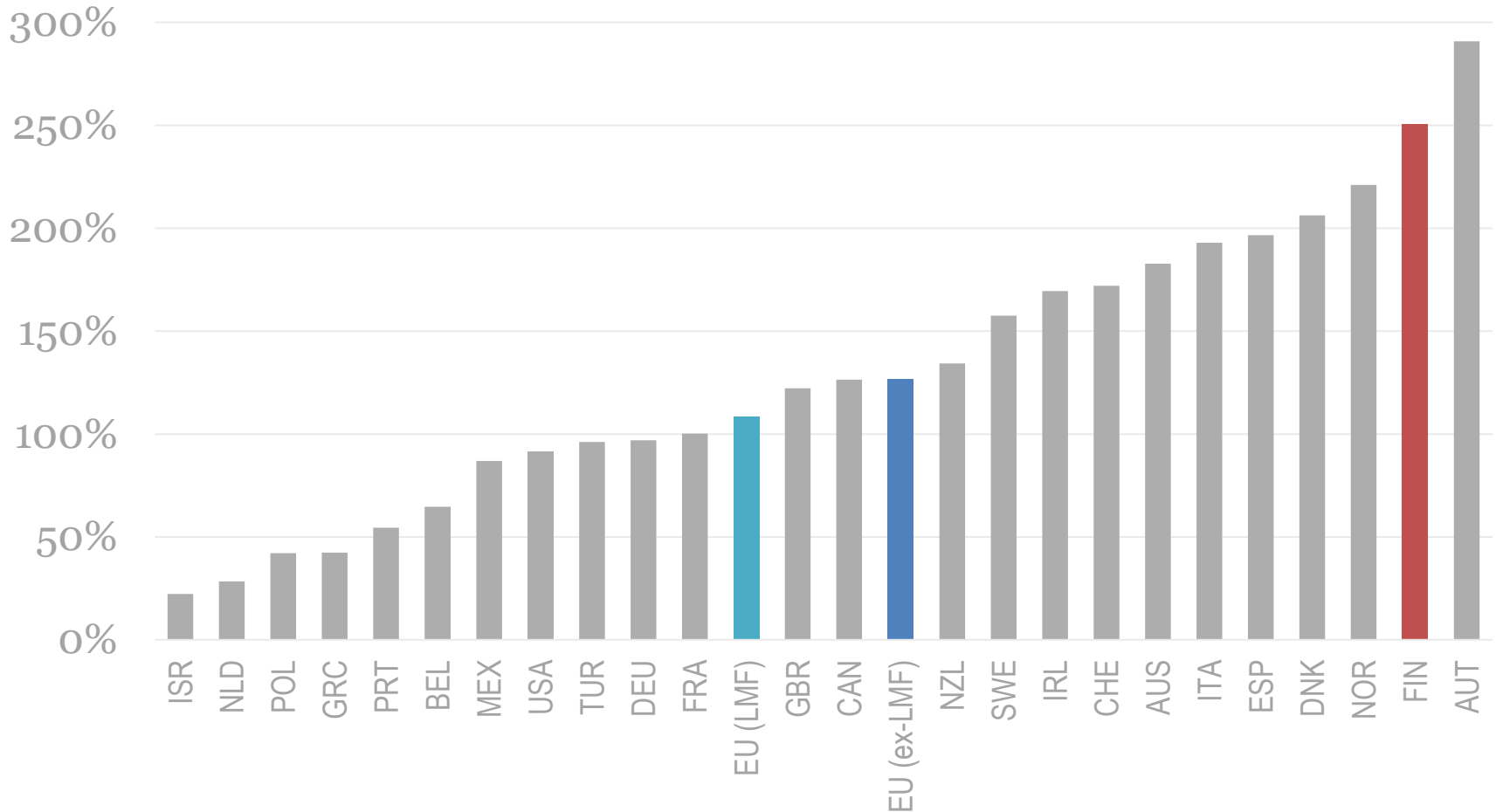
- Number of high-educated migrants in OECD countries has grown from 19 million in 2001 to 39 million in 2016, but growth has been uneven





Rapidly growing high-educated migrant population

Growth rate of high-skilled migrant population (15+) between 2001 and 2016





What's talent?

“We know it when we see it”

Most OECD countries have implemented specific policies to “attract” talent...

... though scale and scope of what is considered “talent” differs widely...

... and what it means to attract.



A tool to measure the attractiveness of OECD countries for talent

Sets of indicators grouped by topic for OECD countries allowing different types of users to compare how countries perform overall and in specific areas

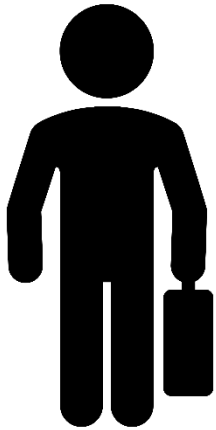


In collaboration with the

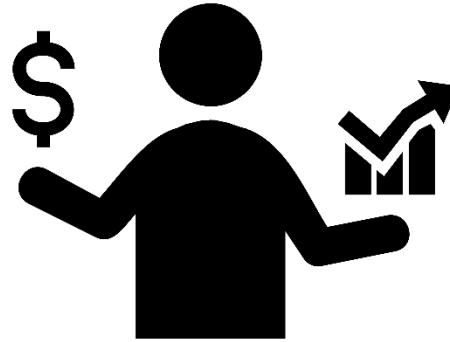
BertelsmannStiftung



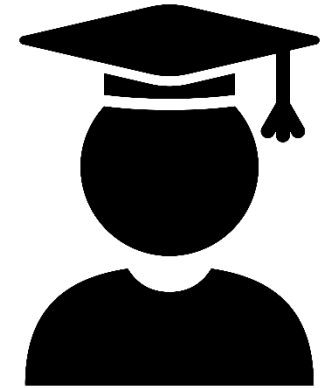
3 profiles of talented migrants



**Workers with
master/PhD
degrees**



Entrepreneurs



University students



7 dimensions of talent attractiveness



Quality of opportunities



Income and tax



Future prospects



Family environment



Skills environment



Inclusiveness



Quality of life





Policy effects



Difficulty of accessibility of countries in terms of admission policies and procedures harm their attractiveness to talent

Workers with Master/PhD degrees

1. Share of immigration cases refused by the destination
2. Delay from starting an immigration case to starting work
3. Stringency of quotas for highly skilled temporary foreign workers



Entrepreneurs

1. Minimum capital to be invested
2. Minimum number of jobs that has to be created



University students

1. University tuition fees for international students
2. International student industry





Indicators of Talent Attractiveness

Highly educated workers



Top 10 most-attractive OECD countries for highly educated workers

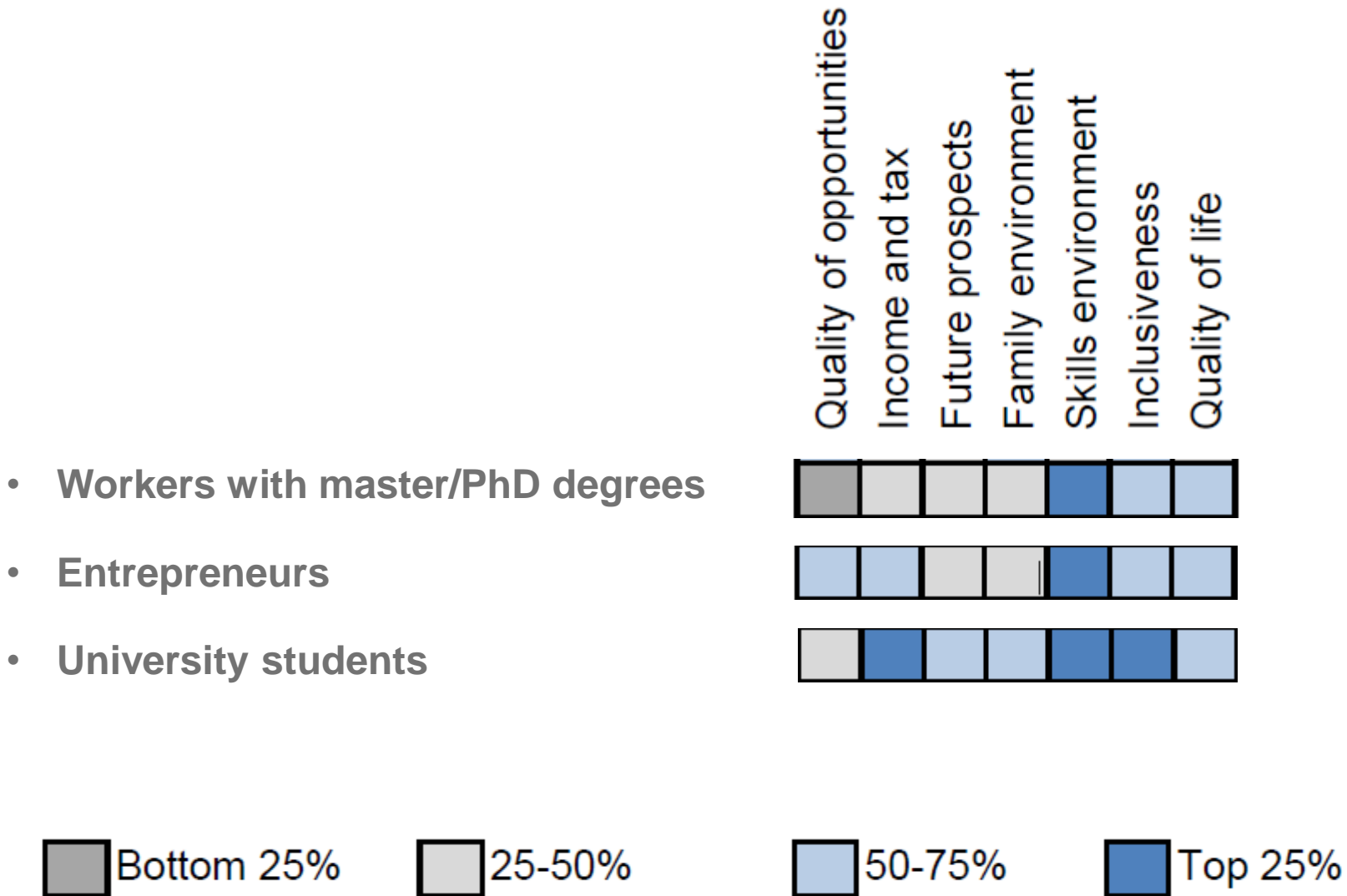
Dimensions weighted equally

1. Australia
2. Sweden
3. Switzerland
4. New Zealand
5. Canada
6. Ireland
7. United States
8. Netherlands
9. Slovenia
10. Norway



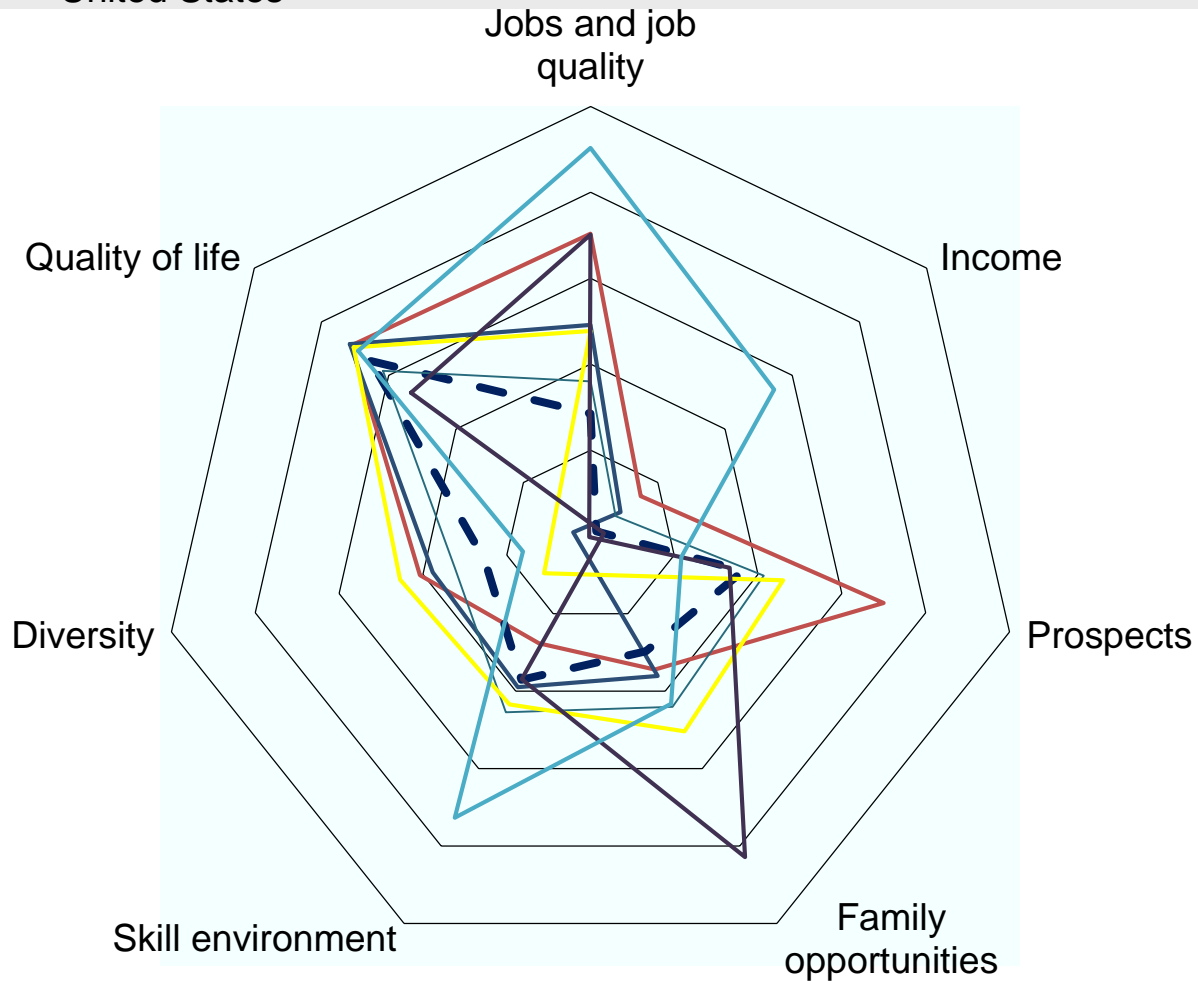
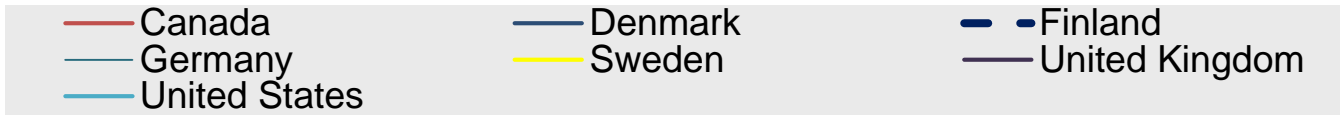


Finland: quartiles by dimension





What is driving Finland's results?





What's important to you?



Enter your preferences!

Category:

Highly Educated Workers

	Quality of opportunities	<input type="radio"/> Less important	<input checked="" type="radio"/> important	<input type="radio"/> More important
	Income	<input type="radio"/> Less important	<input checked="" type="radio"/> important	<input type="radio"/> More important
	Future prospects	<input type="radio"/> Less important	<input checked="" type="radio"/> important	<input type="radio"/> More important
	Family environment	<input type="radio"/> Less important	<input checked="" type="radio"/> important	<input type="radio"/> More important
	Skills environment	<input type="radio"/> Less important	<input checked="" type="radio"/> important	<input type="radio"/> More important
	Inclusiveness	<input type="radio"/> Less important	<input checked="" type="radio"/> important	<input type="radio"/> More important
	Quality of life	<input type="radio"/> Less important	<input checked="" type="radio"/> important	<input type="radio"/> More important

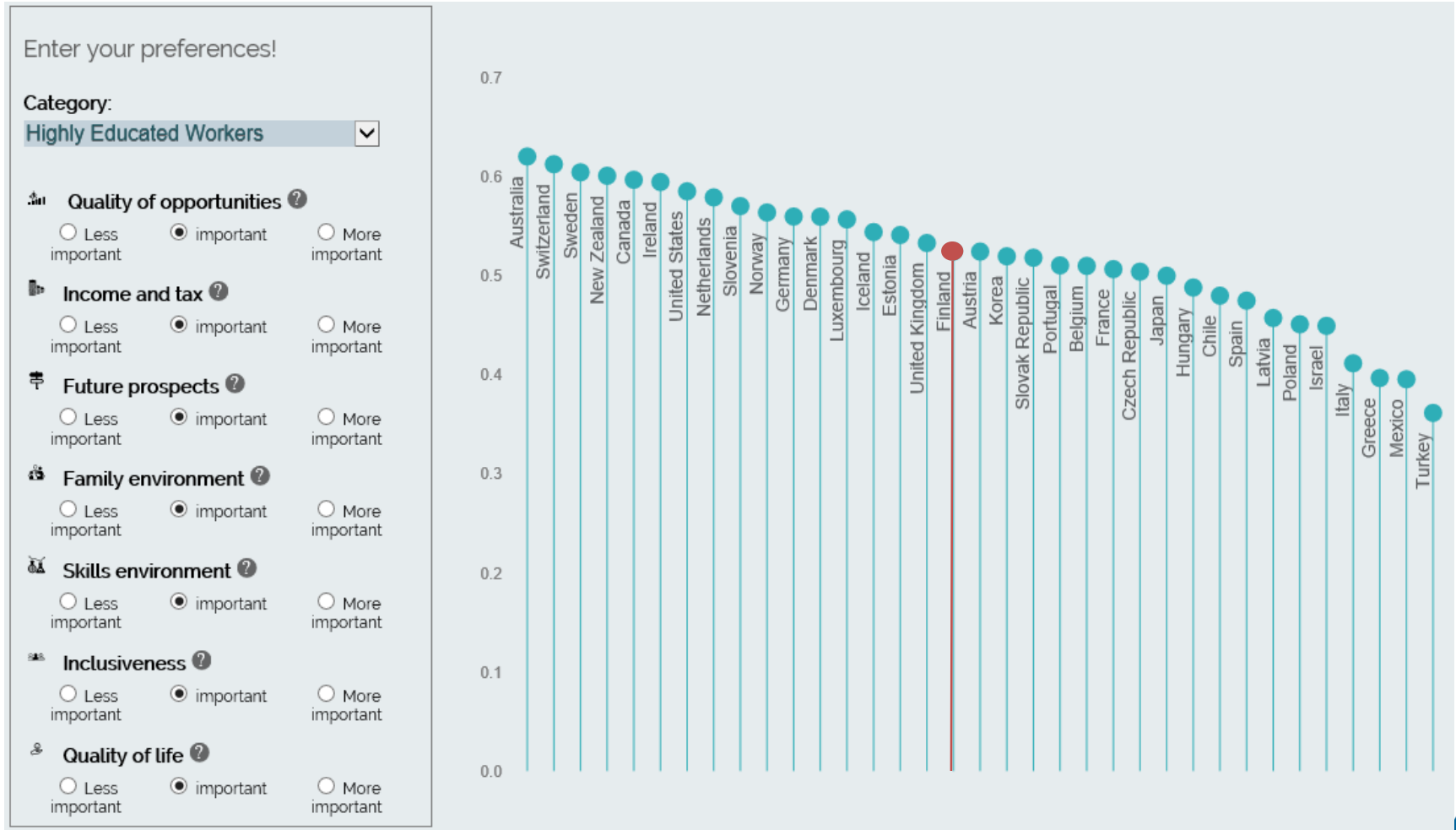
A space for you to experiment and learn

A “control panel” allows you to attribute weights to each set of indicators and discover how the focus on their priorities affects the performance of countries as a whole

oe.cd/talent-attractiveness



Unweighted ranking, high-educated employees





With priorities, ranking of high-educated employees

Enter your preferences!

Category:

Highly Educated Workers

Quality of opportunities ?

Less important important More important

Income and tax ?

Less important important More important

Future prospects ?

Less important important More important

Family environment ?

Less important important More important

Skills environment ?

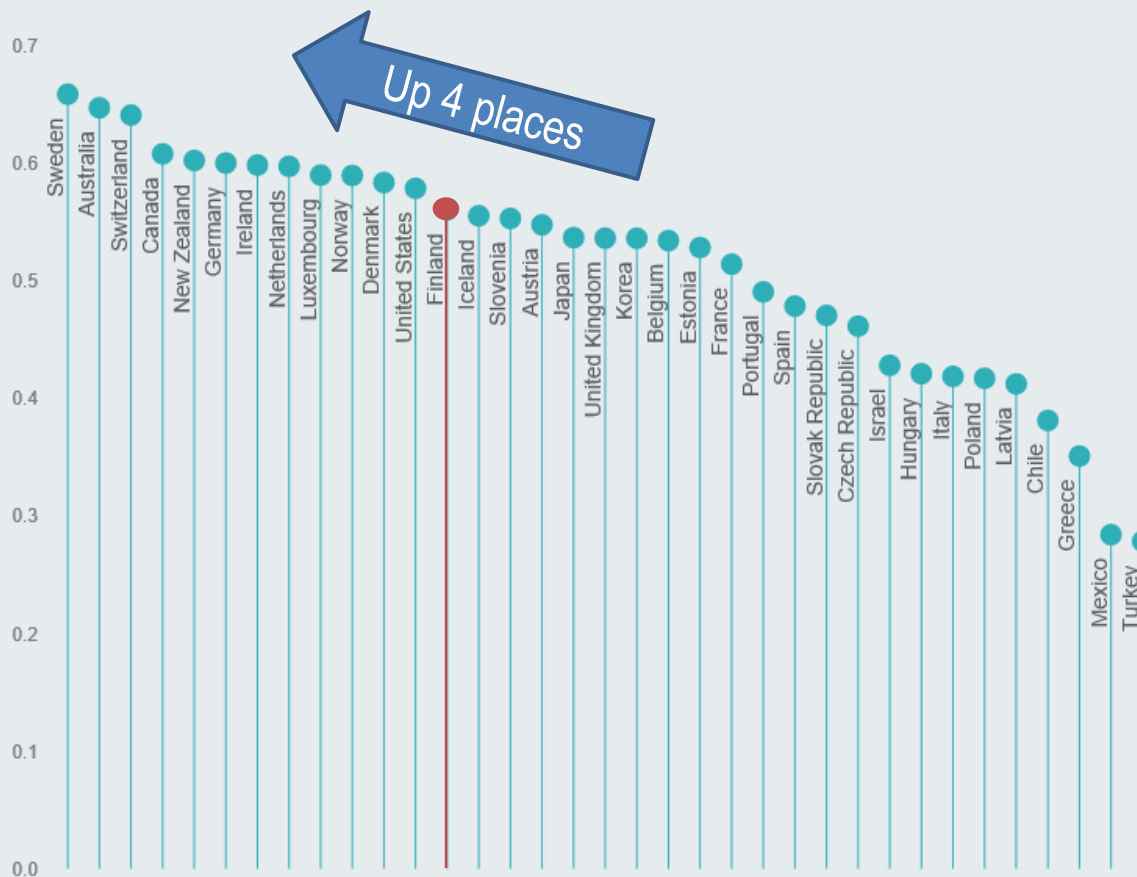
Less important important More important

Inclusiveness ?

Less important important More important

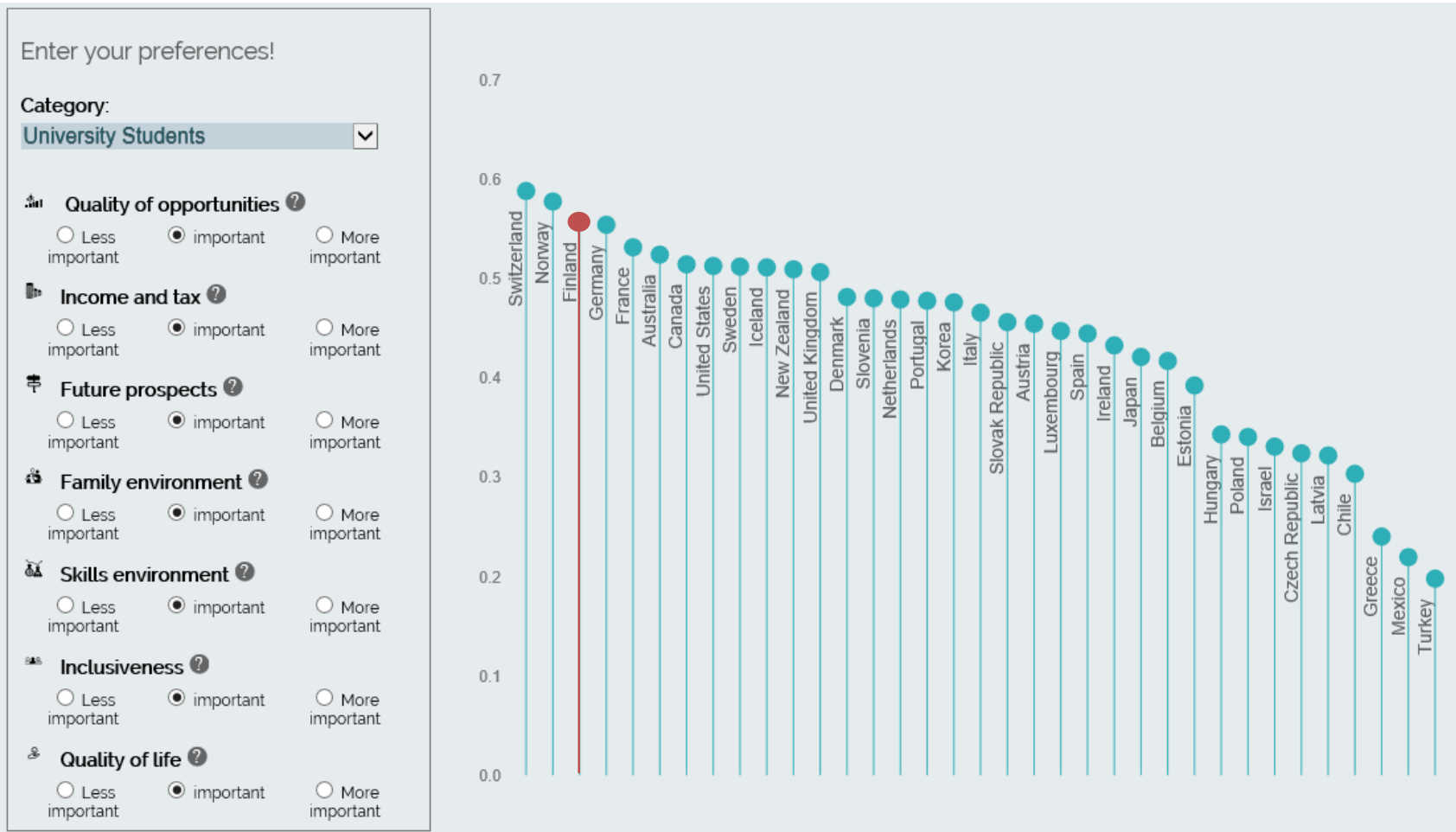
Quality of life ?

Less important important More important



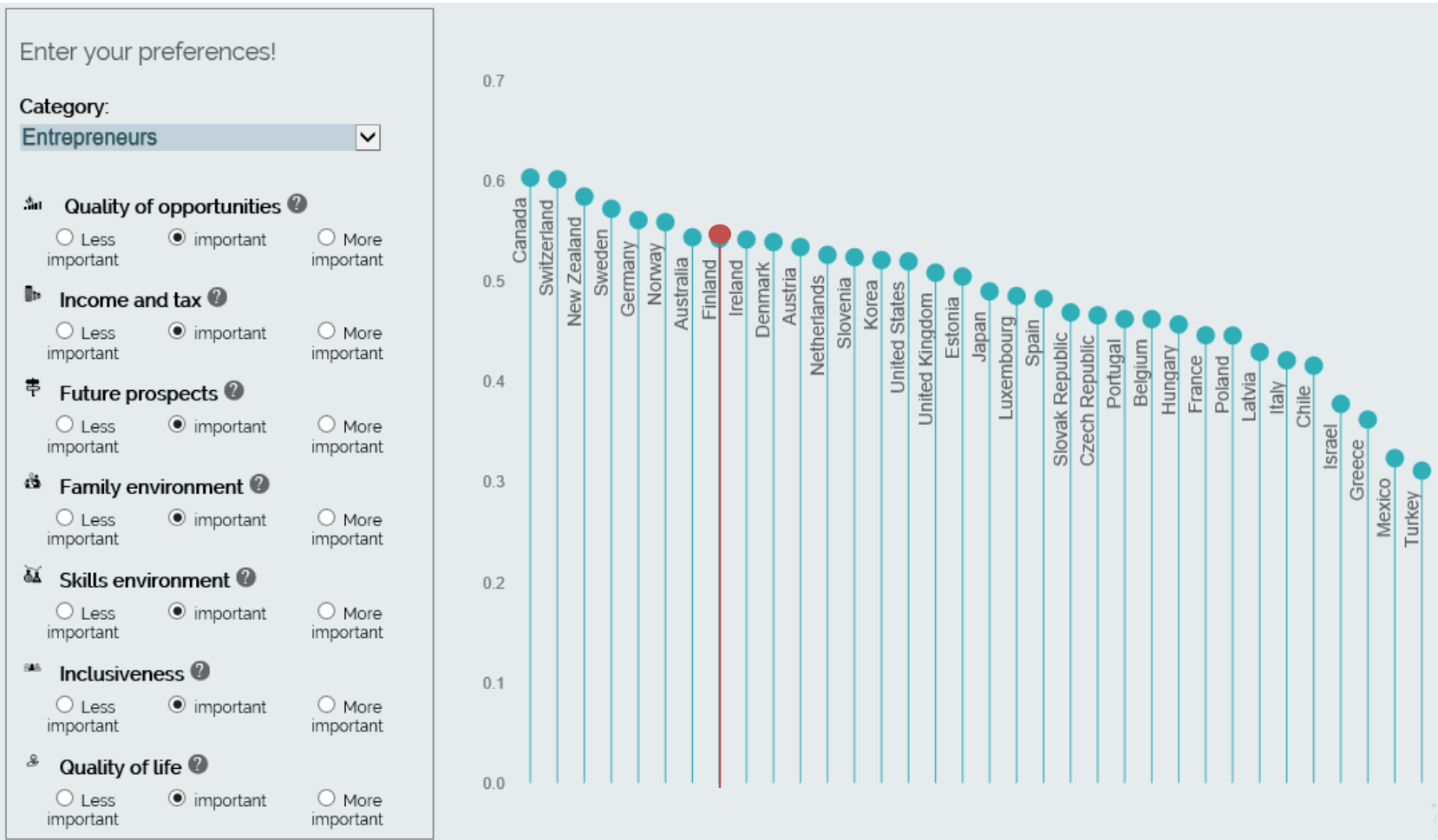


Unweighted ranking, students





Unweighted ranking, entrepreneurs





If policies were most favourable, how would the rank change?

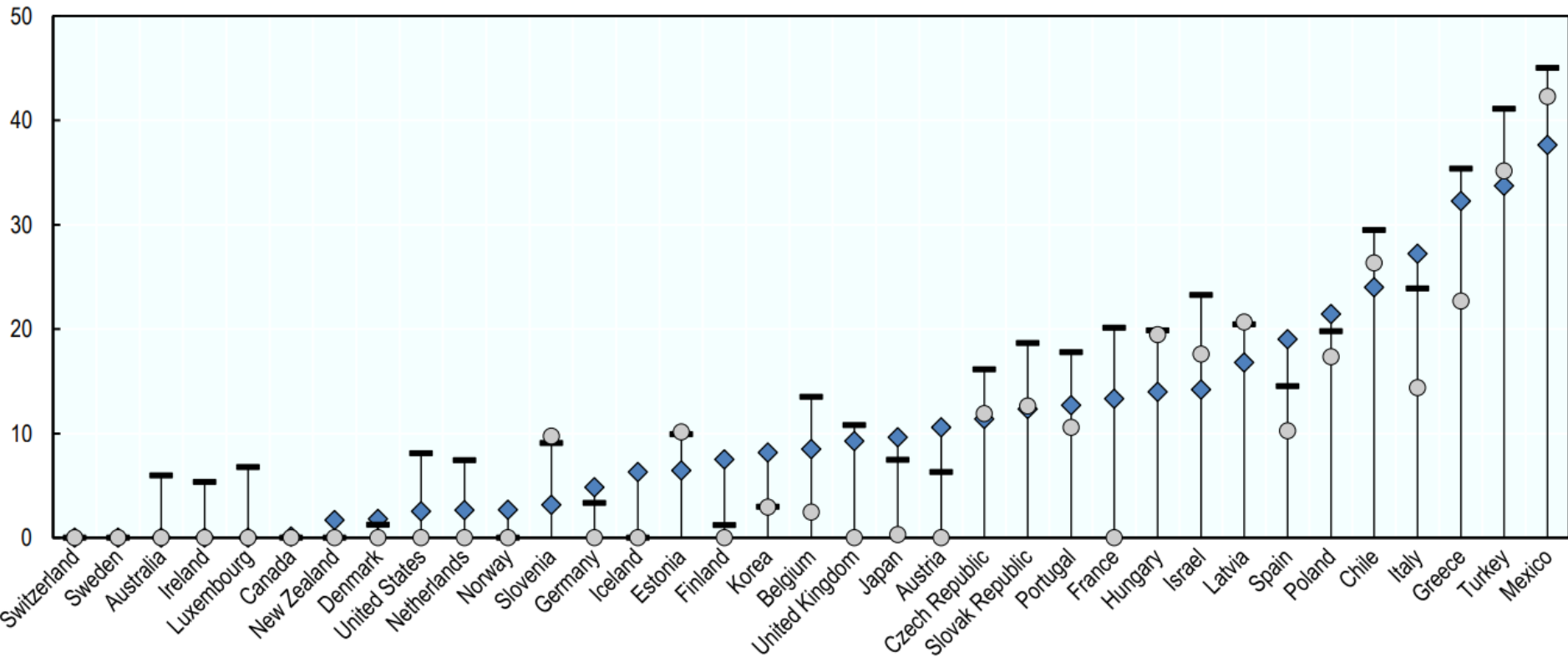


◆ Highly Educated Workers

— Entrepreneurs

○ University Students

Distance to top performer (%)



Source: OECD Secretariat.

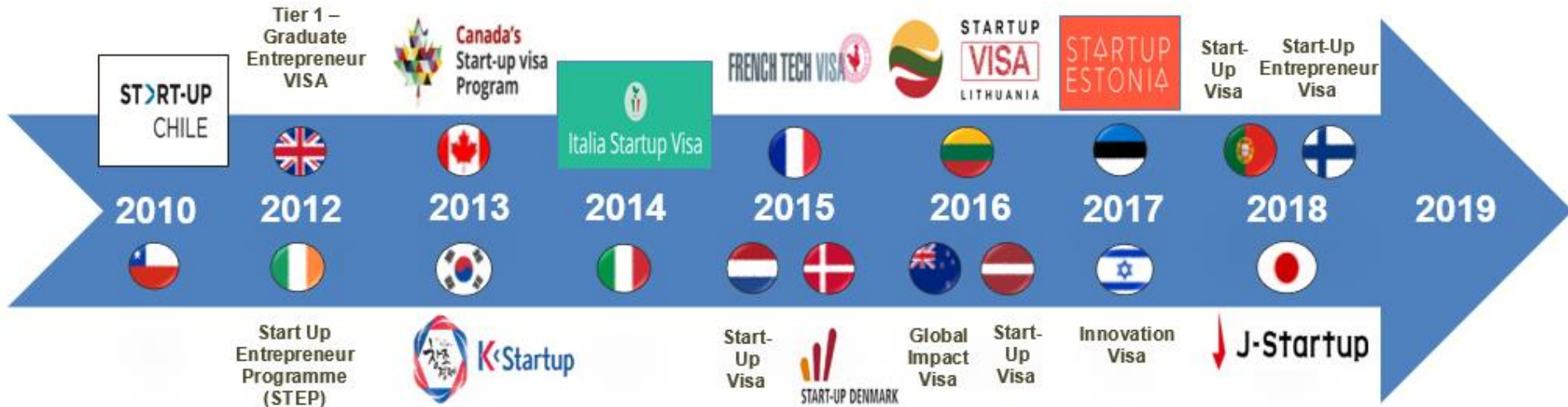


So what?

- It's not just about migration policy
- Relies on demand
- Shift focus from facilitation to active attraction, integration and retention
- Non-traditional categories of “talent”



Start-Up Visa programmes are rapidly emerging in OECD countries



“Start-up visas” vary in terms of the target, eligibility, procedures for assessment, conditions granted to the visa holder, and ancillary services.



Loss-leaders to get on the map



Korea (2013)

ST>RT-UPCHILE

Chile (2010)



Japan (2018)



Poland Prize

Poland (2018)



FRENCH TECH TICKET

France (2015)



To learn more...



www.oecd.org/migration

oe.cd/talent-attractiveness