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Attracting and retaining global talent remains high on the political agenda in OECD member countries as qualified workers constitute key drivers of economic growth, competitiveness, and innovation. Talent mobility plays a key role in addressing skills shortages and offsetting negative impacts of workforce ageing. Countries that do not join the global competition for highly skilled migrants risk lagging behind.

This policy brief presents the results of the second edition of the OECD Indicators of Talent Attractiveness, developed by the OECD with support from the Bertelsmann Stiftung[1]. The OECD Indicators of Talent Attractiveness measures the relative attractiveness of countries from a multidimensional perspective, considering both the migration policy framework and other factors that affect the ability to attract and retain international talent. After a first edition in 2019, this edition provides an update and allows for comparison of talent attractiveness over time.

What is the best country for global talents in the OECD?

Key Findings

- In 2023, New Zealand, Sweden, Switzerland, Australia remains the most attractive OECD countries for highly qualified workers, followed by Norway. The United Kingdom has seen the largest improvement in the ranking since 2019, due to among other things having abolished the quota for highly skilled workers and strong labour market outcomes for migrants.
- The most attractive OECD countries for entrepreneurs remains: Sweden, Switzerland, Canada, Norway, and New Zealand. They all offer favourable policies for international entrepreneurs to enter and run a business.
- The United States, Germany, the United Kingdom, Norway, and Australia are the top countries when it comes to international students. These are countries with many top-ranked universities. However, some smaller countries like Norway are also attractive to students through large investments in the education sector coupled with attractive living conditions and favourable migration policies.
- The results highlight the diversity in recent migration policy reforms across countries. While countries such as the United Kingdom have implemented more favourable policies for qualified workers, other countries have introduced stricter conditions for international migrants, such as higher student fees for international students in France and more strict capital requirements for entrepreneurs in Canada and New Zealand. Migration policy reforms have important impacts on the relative talent-attractiveness of countries which is reflected in the OECD Talent Indicators.
- Policy simulations show how much of the talent-attractiveness gap could be addressed by introducing the most favourable migration policies. Israel, Japan, and Korea are among the countries that have the most to gain in terms of attractiveness by adapting their policies to the most favourable standards of the OECD.
- Not regularly revising policies to attract and retain migrants can also lead to a deterioration in relative attractiveness of a country if other countries with similar conditions are adopting more favourable policies targeting highly skilled migrants. This underlines the importance of actively update the policy framework to remain competitive in the global competition for talent.

[1] Special thanks go to the Fragomen law firm for sharing their data, without which it would not have been possible to compile these indicators.

Introduction

As human capital is increasingly central to economic development and growth, access to global talents has become an important determinant of productivity, innovation, and prosperity. As a result, the global competition for talent is growing with highly skilled workers being increasingly in a position to choose the best destination country for themselves and their family. In this competitive environment, OECD countries are constantly adapting their immigration policies or programmes to attract highly qualified workers, entrepreneurs, and students from abroad.

To capture strengths and weaknesses in national capacity to attract talent, the OECD constructed, with the support of Bertelsmann Stiftung, a tool aimed at benchmarking capacity to attract and retain talented migrants. The first edition of the OECD *Indicators of Talent Attractiveness* (ITA) was released in 2019.

The Talent Indicators allows countries to place themselves on the map for different types of talented migrants. The multidimensional framework focuses on three specific categories of talented migrants:

- Highly qualified workers
- International entrepreneurs
- University students

The distinction between different migrant profiles constitutes an important innovation in respect to other benchmarking exercises in measuring talent attractiveness. As the analysis in this brief shows, a country can be attractive to one or two of the migrant categories, while at the same time providing a much less attractive environment for another migrant profile.

What is new?

Since the launch of the first edition of the ITA, several important factors have had an impact on the global labour market for talents.

First and foremost, the COVID-19 pandemic had a direct impact on talent mobility through lockdowns and border closure that severely hampered the recruitment of international talent, but at the same time highlighted the dependence on migrant workers to deliver essential services such as health care. The pandemic has also helped accelerating the speed and scale of the digital transformation (see Box 1).

Secondly, three new countries have become members of the OECD since 2019: Colombia, Costa Rica, and Lithuania. These countries will for the first time be included the OECD Talent attractiveness ranking.

Furthermore, many countries have revised their migration policy frameworks targeting highly skilled migrants in recent years. These reforms have however not all moved in the same direction. While some countries have been liberalising policies to enable more highly skilled migration, other countries have introduced more stringent policies with respect to admission, employment, and living conditions for qualified migrants and their families.

The updated OECD Indicators or Talent Attractiveness cover all these changes, providing the most accurate picture of the global competition for talent.

Measuring talent attractiveness

Determinants of talent attractiveness is multidimensional. The ability to attract and retain talent does not only depend on the openness of the migration policies to skilled talents, but also on the capacity to recognise and reward international talent. Attractiveness is also not limited to economic factors, but dependent on the ability for migrants to integrate into the host society, as well as the wider economic and social environment.

The *OECD Indicators of Talent Attractiveness* framework is composed of seven dimensions, each representing a distinct aspect of talent attractiveness (Table 1). Every dimension consists of a set of variables, tailored to each migrant profile.

Table 1. Overview of dimensions and variables in the Talent Indicator framework

Dimensions	Workers	Entrepreneurs	Students
Quality of Opportunity	Migrant unemployment rate Migrant over-qualification rate Migrants with temporary contracts Migrants with part-time contract	Strictness of employment protection Product market regulation index Trade openness Ease of doing business index	Universities ranked in the World's top 500
Income and Tax	Earnings of highly educated workers Price level index Tax wedge	Earnings of highly educated workers Price level index Corporate tax	Earnings of skilled workers Price level index Difference in university tuition fees between domestic and foreign students Hours/week international students are allowed to work
Future Prospects	Dependency ratio in 2050 Acquisition of nationality Ease of status change from temporary to permanent	Dependency ratio in 2050 Acquisition of nationality Ease of status change from temporary to permanent	Dependency ratio in 2050 Acquisition of nationality Ease of status change from study to temporary Months allowed to stay in the country after graduation
Family environment	Right for spouse to join migrant and to work Easiness for children of migrants to get citizenship PISA math test scores Public expenditure on family benefits Participation tax rate for second earner parent entering employment	Right for spouse to join migrant and to work Easiness for children of migrants to get citizenship PISA math test scores Public expenditure on family benefits Participation tax rate for second earner parent entering employment	Right for spouse to join migrant and to work Easiness for children of migrants to get citizenship PISA math test scores Public expenditure on family benefits Participation tax rate for second earner parent entering employment
Skills environment	Broadband subscriptions (*new*) Share of fibre in broadband (*new*) English proficiency Gross domestic spending on R&D Total number of patents (IP5)	Broadband subscriptions (*new*) Share of fibre in broadband (*new*) English proficiency Gross domestic spending on R&D Total number of patents (IP5)	Broadband subscriptions (*new*) Share of fibre in broadband (*new*) English proficiency Tertiary education spending
Inclusiveness	Share of highly educated migrants in working age population Migrant Acceptance Index (*new*) SIGI Gender Equality Index	Share of migrants in self-employed population Migrant Acceptance Index (*new*) SIGI Gender Equality Index	Share of international students enrolled in tertiary education Migrant Acceptance Index (*new*) SIGI Gender equality Index
Quality of Life	OECD Better Life Index	OECD Better Life Index	OECD Better Life Index
Visa and admission policy	Visa refusal rates Visa processing time Level of digitisation of the visa process (*new*) Quota for highly skilled workers	Minimum capital requirement Job creation requirement Level of digitisation of the visa process (*new*)	Level of university tuition fees Share of international students in the total student population in relation to the share of foreign-born individuals in the total population
Health system performance (optional)	Out-of-pocket health spending Satisfaction with availability of quality health care Avoidable mortality	Out-of-pocket health spending Satisfaction with availability of quality health care Avoidable mortality	Out-of-pocket health spending Satisfaction with availability of quality health care Avoidable mortality

Note: The health system performance dimension is a new but optional dimension in the framework. Users of the Talent Indicator tool can decide whether to take the health dimension into account or not. Variables marked as "*new*" represents new aspects or updates of previous variables in the framework when new and more up-to-date data have become available. In creating the composite score, some of the variables in the framework have been inverted, to ensure that a higher variable value always translates into a higher ITA score. These variables include: labour market outcomes for highly skilled workers; strictness of employment protection; price level index; tax levels; out-of-pocket health spending; avoidable mortality. For more details related to the variables and data sources see (Tuccio, 2019[1]).

The dimensions and variables provide detailed information on the main drivers of talent mobility across the economic and social sphere. The variables are mainly based on quantitative national data compiled by the OECD, complemented by other key global databases. In addition, group-specific observations from large scale household surveys, immigration data, and qualitative analysis of policy frameworks capture integration outcomes and the challenges that qualified migrants face when trying to obtain a visa or resident permit.

The variables behind the composite indicators are tailored to reflect the specificity of the migration determinants of each migrant category and are thus not the same across categories. Even when variables and dimensions are the same across migrant profiles, their value and weight may change according to the category due to the joint effect of the full set of variables in a dimension.

A unique feature of the OECD *Indicators of Talent Attractiveness* is the inclusion of migration policy as a factor to measure attractiveness. The chances of admission into a destination country will have an impact on the country's overall attractiveness, and high barriers to admission makes other dimensions of attractiveness less compelling. The measure of stringency of migration policies and practices is therefore not treated as an additional dimension in the Talent indicator framework. Instead, the policy dimension is introduced as a penalty applied to the total indicator score, with tailored policy variables associated with the three migrant profiles respectively.

Besides visa and admission policies, the framework includes other migration policies related to the conditions that migrants and their families face in the destination country. These include for example how easy it is to change from temporary to permanent status, and entry conditions and labour market access of accompanying spouses.

A challenge is to find a balance between adapting the ranking to a continuously evolving landscape of new data sources and research related to talent-attractiveness becoming available, while at the same time maintaining comparability of over time.

The second edition includes some adjustments to the measurement and data behind a limited number of variables, as well as the possibility for users to factor in their decision-making process a new dimension related to *health system performance* (Box 1).

The Talent Indicators are designed to offer the possibility for users to express individual preferences in the relative importance of different dimensions by alternating the weighting and construct their own unique rankings on the dedicated webpage of the OECD Indicators of Talent Attractiveness.

The rankings presented in this brief are however based on default equal weights across the seven core dimensions of talent attractiveness, with a discussion on the implications of adding an additional dimension capturing health system performance.

Highly skilled migrants

The five most attractive countries for highly skilled migrants in 2023 are New Zealand, Sweden, Switzerland, Australia, and Norway (Figure 1). All these countries, except Norway, were also in the top-five in 2019, although their internal order has changed. New Zealand is now ranked the most attractive country for qualified workers (up from place four in 2019), due to its favourable conditions in all dimensions of the ranking (see Table A A.1. in the Annex). Sweden and Switzerland, which are characterised by inclusive and family-friendly societies with high standard of living and a strong skills environment remain second and third respectively. Australia is falling back from first to fourth place. It should however be noted that the top five countries in the ranking are very close in score, so small movements in the top does not necessarily reflect a large change in the talent attractiveness environment.

Other countries ranked in the top ten are penalised for unfavourable visa and admission policies. The United States and Canada would have been ranked second and seven respectively if visa policies were not considered. After the visa penalty is introduced, they fall back in the ranking due to high refusal rates, quota on highly skilled workers (United States), and relatively long visa processing times (Canada).

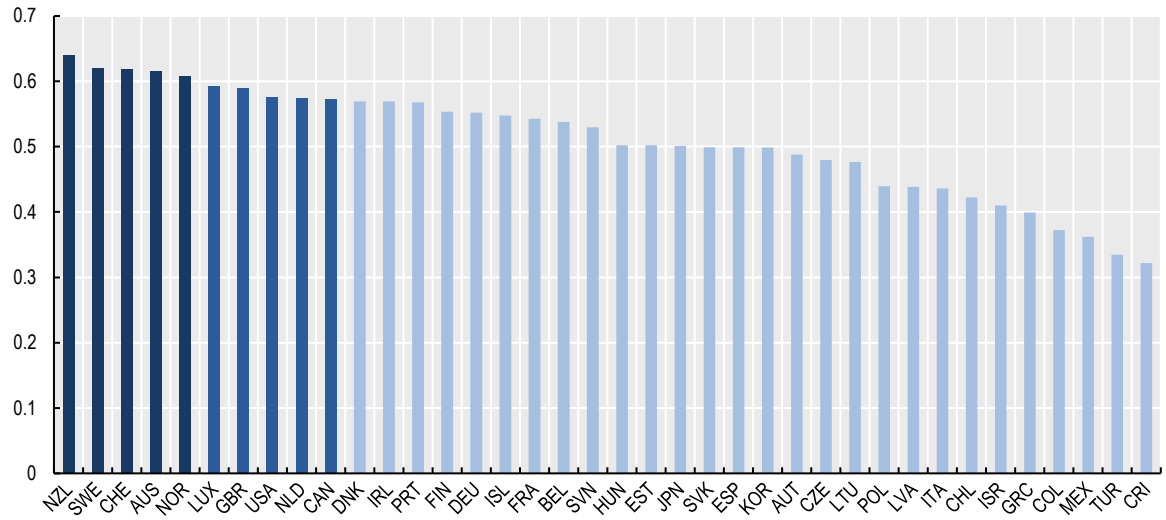
Two new countries made it to the top ten most attractive countries for highly skilled workers: Luxembourg (number 6) and United Kingdom (number 7), while Ireland falls out of the top list from rank 6 to 12 (Figure A A.1). These patterns are also partly explained by changes in visa and admission conditions. The United Kingdom has abolished the previous quota for highly skilled workers, and has favourable labour market integration outcomes for foreign highly skilled workers. Ireland has on the other hand seen increasing visa processing times.

Other notable changes in the ranking over time include an improvement for France, due to among other things lower visa refusal rates compared to previously registered, while Estonia and Austria face a substantial decline in the ranking. In the case of Estonia, this is due to factors such as low wages for highly qualified workers, a less welcoming attitude towards migrants, and longer visa processing times, while highly qualified workers in Austria face weak employment outcomes in combination with a high tax wedge, high visa refusal rates and relatively long visa processing times.

At the bottom of the ranking, Mexico and Türkiye are joined by two new OECD member countries, Costa Rica, and Colombia. All four countries have in common that they are among the top countries when it comes to the income and tax dimension, driven by low tax burdens and cost of living, while they appear among the bottom countries in all other dimensions.

The new health dimension, introduced as an optional dimension in the Talent Indicator framework (Box 1), generally results in an improvement in the ranking by between 2-5 places for the Nordic countries, Austria, Belgium, German, Italy, and the Netherlands. Countries that move down the ranking when the health dimension is considered include Estonia, Hungary, Latvia, Portugal, and the United States. Similar changes to the ranking are obtained when the health dimension is considered in the rankings for entrepreneurs and students.

Figure 1. Attractiveness of OECD countries for potential migrants: highly skilled workers



Note: Values closer to 1(0) represent higher (lower) attractiveness. The ranking is based on default equal weights across dimensions and does not include the health system performance dimension. Top-ten countries are highlighted to facilitate comparison.
Source: OECD Secretariat.

Box 1. Measuring talent attractiveness in the wake of a global health pandemic

Since the launch of the OECD *Indicators of Talent Attractiveness* in 2019, the COVID-19 pandemic had profound effects on labour markets globally, shifting work and migration patterns. It also had important impacts on labour market outcomes, particularly for immigrants. The pandemic has further accelerated an already ongoing digital transformation and underlined the potential of digital technologies and communication infrastructure. Ensuring widespread access and effective use of digital technology is key to make societies attractive for people to work and live in.

The implications of COVID-19 on migration patterns, conditions and demand for talent called for minor adjustments in the framework of the talent indicators prior to the release of the second edition. Firstly, **two new variables to capture the level of digitalisation and digital infrastructure** have been included under the skills environment dimension, replacing a relatively outdated measure of household's access to internet. The new variables capture broadband infrastructure development (number of subscriptions per 100 inhabitants) and access to high-speed internet connections (measured as the share of fibre in total broadband connections). Secondly, **a variable related to the level of digitisation of the visa process** was added to the visa and admission policy dimension. The possibility of electronic applications and issuing of visas is not only significantly simplifying the visa process, but also sends a signal to the prospective migrant on the level of digitalisation of the country more generally. This data is obtained from Fragomen, a leading international law firm specialized in immigration law services that collects data on the digitisation of the different steps in the visa process.

Following the COVID-19 pandemic, migrants may also put more emphasis on the resilience and performance of health systems in their decision-making process. **A new dimension capturing health system performance** has therefore been developed as an optional eight dimension in the OECD Talent Indicator framework. Measuring health system performance is complex, reflecting aspects such as access to care, quality of health services, as well as capacity and resources and outcomes (OECD, 2021[2]). The new health dimension is composed of three key variables, based on OECD and Gallup data, mixing subjective and objective measures of health system performance:

- **Cost:** measured as households out-of-pocket spending on health care as share of total spending. Out-of-pocket payments are expenditures borne directly by a patient in the case where neither public nor private insurance cover the full cost of the health good or service.
- **Quality:** measured as subjective satisfaction with the availability of quality health care services provided in the city or area where they live (based on Gallup World Poll data).
- **Avoidable mortality:** capturing the sum of preventable (causes of death that can be mainly avoided through effective public health and primary prevention interventions) and treatable mortality (causes of death that can be mainly avoided through timely and effective health care intervention).

The pandemic also had direct and indirect impacts on several of the variables included in the Talent Indicator framework, such as international trade and labour market outcomes. The evolution of labour market outcomes of immigrants in the OECD over the course of the COVID-19 pandemic was characterised by a sharp decline in the early phase, and a mixed picture when it comes to recovery in 2021. About half of the OECD countries for which data are available have seen immigrant employment rates exceed pre-pandemic levels, other countries, such as Germany, Spain, and the United States, saw employment rates below the pre-pandemic levels (OECD, 2022[3])

To avoid direct but transitory impacts of the pandemic on the OECD Talent Indicator ranking, data for 2020 has to the extent possible been excluded in favour of more recent data. In cases where no data for 2022 are available and data for 2021 is judged problematic because of the influence of the pandemic, data from 2019 or earlier years are used.

International entrepreneurs

The top five countries most attractive for immigrant entrepreneurs remain Sweden, Switzerland, Canada, Norway, and New Zealand (Figure 2). They all have in common to offer favourable living and family conditions for migrants and family members, but more mixed outcomes when it comes to the economic and regulatory environment facing entrepreneurs and future prospect for migrants to stay mid- to long-term in the country (Table A A.1. in the Annex).

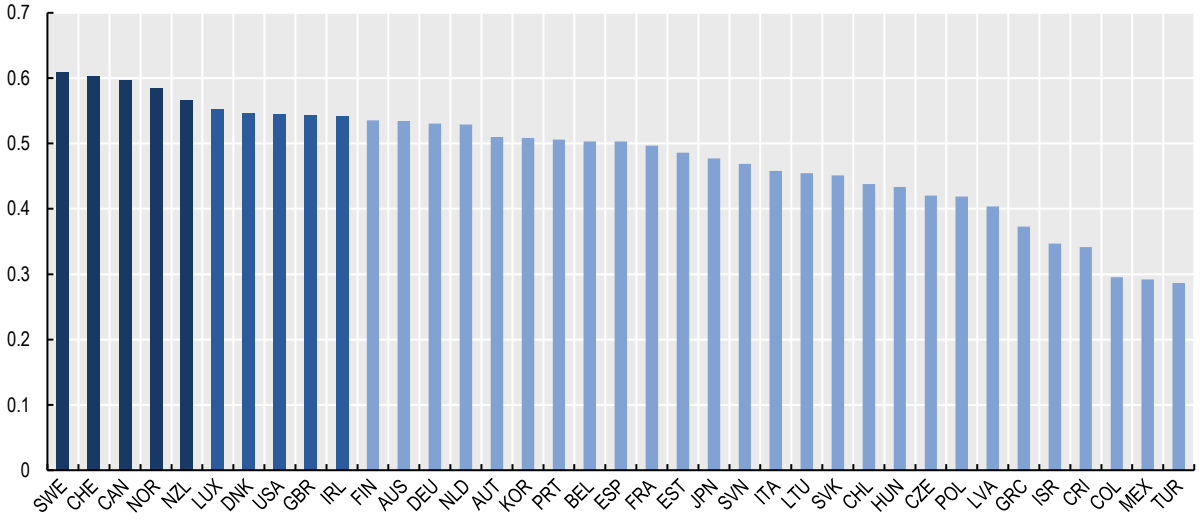
Countries also differ in their visa policy frameworks. Canada lost the first place in the entrepreneur ranking after having abolished its federal visa programme for entrepreneurs and now only offers provincial visa programmes that often have capital requirements. Sweden has favourable visa conditions for entrepreneurs with a fast track to permanent residency and no capital or job creation requirements for entrepreneurs.

The United States remains the strictest country in terms of visa and job creation requirements for entrepreneurs, but still improves its position in the ranking due to other favourable conditions such as a reduction in corporate tax levels and an increase in research and development (R&D) investments since 2019. If visa and admission policies were not considered, the United States would be the most attractive country for entrepreneurs, followed by Canada and Switzerland.

The United Kingdom climbs several places in the ranking due to lower capital requirements for entrepreneurs, but also a favourable environment when considering most other aspects such as a strong skills environment and being welcoming to immigrants. Luxembourg stands for the largest improvement in the ranking since 2019 (Figure A A.1. in the Annex). This is not explained by any major migration policy changes, but rather improvements in the overall environment with favourable economic and regulatory conditions and a slight reduction in the corporate tax level since 2019. France also climbs in the ranking due to improvements in its visa and admission policies for entrepreneurs, and lower corporate tax.

At the other end of the ranking, Colombia, Mexico, and Türkiye are lagging behind other OECD member countries when it comes to attracting international entrepreneurs. The low scores are due to a combination of strict migration policies and less favourable economic and living conditions compared to other OECD countries. Israel and Costa Rica are obtaining slightly higher scores, compensating strict admission policies and low prospects for migrants to stay mid- to long-term with a relatively strong skills environment in the case of Israel or a favourable business environment in the case of Costa Rica.

Figure 2. Attractiveness of OECD countries for potential migrants: entrepreneurs



Note: Values closer to 1(0) represent higher (lower) attractiveness. The ranking is based on default equal weights across dimensions and does not include the health system performance dimension. Iceland is not included in the ranking due to a lack of visa for entrepreneurs. Top-ten countries are highlighted to facilitate comparison.
Source: OECD Secretariat.

University students

The top three countries in the student ranking are the United States, Germany, and the United Kingdom, which also reflect the countries with the largest number of top universities (Figure 3). Norway is ranked fourth, followed by Australia and Canada. It is not surprising that four out of the six top countries are English-speaking countries with many top-ranked universities and relatively high shares of international students. However, it also shows that smaller countries such as Norway can become highly attractive to international students by offering low tuition fees for foreign students (no fees at all in the case of Norway) and putting in place generous policies for students and accompanying spouses when it comes to access to the labour market and possibilities to stay upon graduation. Both Germany and Norway also offer a significant and growing number of university programmes at higher level in English.

Many OECD countries has introduced recently more favourable policies to attract, support and retain international students in the last decade (OECD, 2022[4]). This is especially true for policies related to labour market access, and the possibility to stay and search for work post-graduation, as a way for countries to address accelerating skills shortages in the labour market following COVID-19.

For example, both the United States and the United Kingdom improved the conditions for post-graduation visas that allows graduates to look for employment, and Germany and the United States increased the number of hours that students are allowed to work next to their studies. Other countries that improved the conditions to stay post-graduation include Canada, Spain, Finland, Ireland, and Luxembourg.

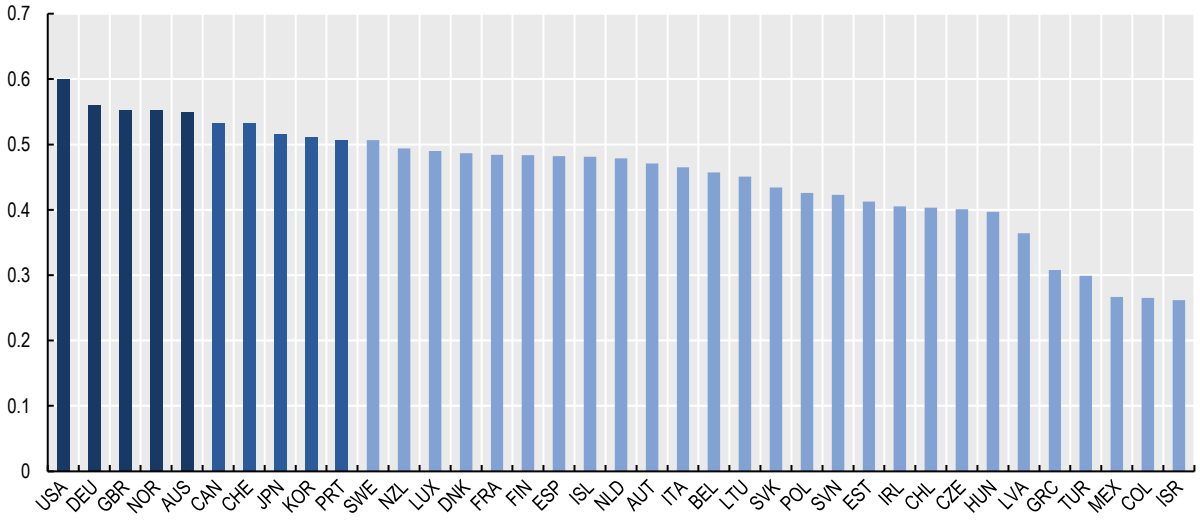
Japan has made the most significant climb in the student ranking since 2019 (Figure A A.1. in the Annex). The improvement is largely due improved conditions for international students such as reduced time to change from a temporary to permanent visa for students and improved conditions for students to stay post-graduation. Japan has also seen some increase in the share of international students in recent years, as well as a particularly strong growth in exports of education-related services, with revenues from international students almost tripling between 2014 and 2019 (OECD, 2022[5]). However, the share of international students in the overall student population remains low compared to many other OECD countries.

Other countries have seen their relative attractiveness drop since 2019. This is particularly the case for Finland and France. Both countries have recently[2] introduced higher tuition fees for foreign students, which both translates into higher absolute fees for foreign students and introduces a fee gap between foreign and national students and thus affect two different variables in the Talent Indicator ranking for students. This translates into large drops in the ranking for both France and Finland (Figure A A.1.).

Several other countries have also raised their university tuition fees since 2019, notably some of the countries at the bottom of the ranking for international students, such as Israel, Türkiye, and Mexico. Chile has left the bottom ranking by implementing active policies to attract and retain students such as allowing students to work during studies and removing tuition fee gaps between native and foreign students.

[2] The reform in Finland was introduced already in 2017 but was not yet reflected in the latest data available when the first edition of the OECD *Indicators of Talent Attractiveness* was released. The reform in France came into effect in 2019.

Figure 3. Attractiveness of OECD countries for potential migrants: university students



Note: Values closer to 1(0) represent higher (lower) attractiveness. The ranking is based on default equal weights across dimensions and does not include the health system performance dimension. Costa Rica is not included in the ranking due to missing data for the visa and admission policy dimension. Top-ten countries are highlighted to facilitate comparison.
Source: OECD Secretariat.

The role of migration policies in attracting top talent

A key question for national policy makers is how to improve their attractiveness in the global competition for talent. Besides visa and admission policies, the OECD *Indicators of Talent Attractiveness* also considers a set of other key migration policies, such as family reunification practices (whether a spouse can join the main applicant and whether the spouse can work) and the ease of changing from temporary to a permanent status.

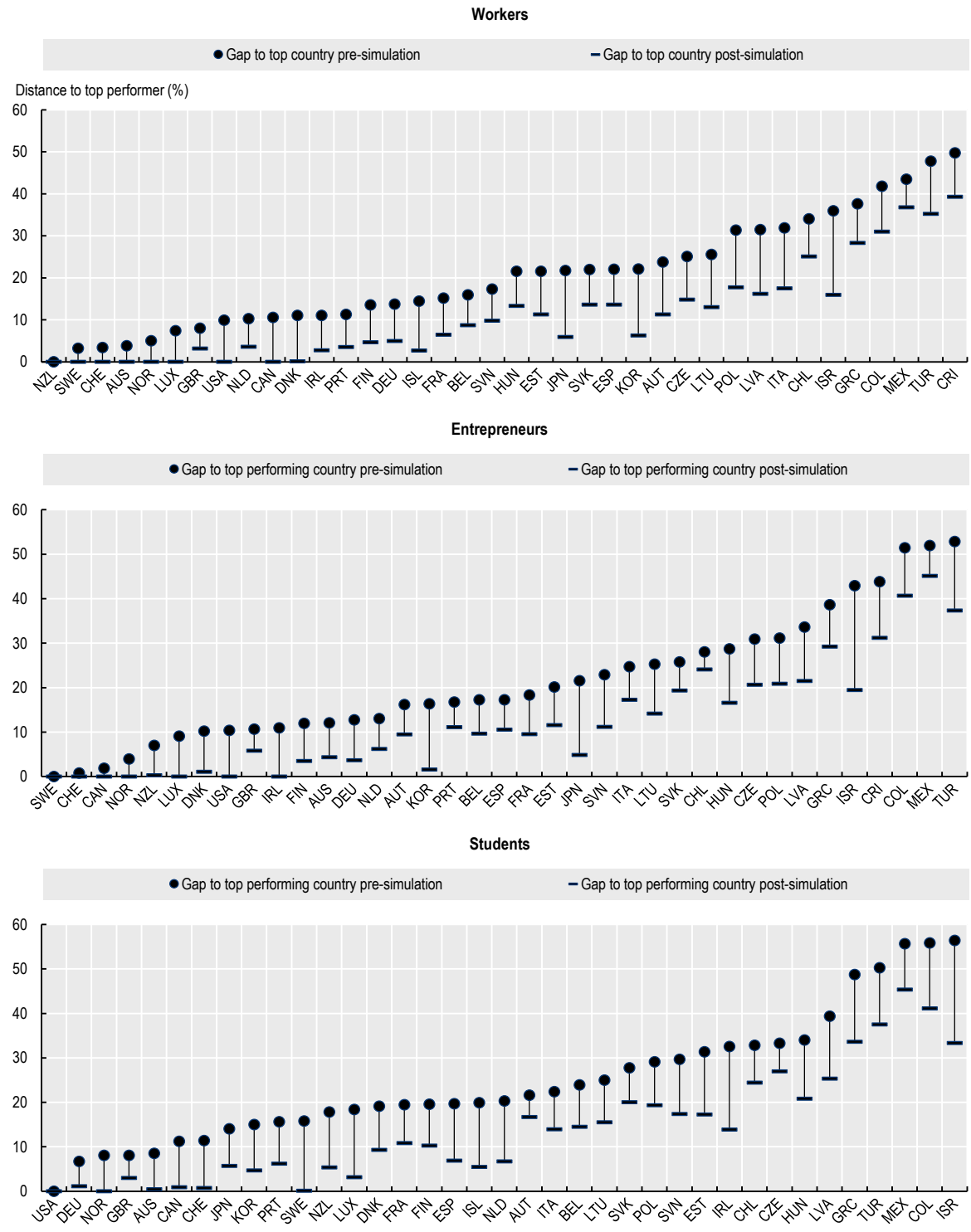
Policy simulations in Figure 4 shows how much of the gap to the top-performing country that would be closed if the most favourable set of migration policies were adopted. The simulation shows that migration policies play an important role in closing the attractiveness gap and move towards the top of the ranking for most OECD countries. All countries in the upper half of the rankings would be 10% or less away from the top-ranked country by implementing less stringent migration policies.

The policy simulation reveals which countries that have the most leeway to improve their attractiveness by adopting more favourable migration policies. For example, while Japan and Korea obtain very similar scores to Spain and Slovakia in the ranking for workers, Japan and Korea would gain more in their relative attractiveness from a policy reform due to the current relatively stringent migration policy framework. Israel is another example of a country that has a lot to gain in attractiveness from adopting more favourable migration policies.

Some countries would be able to close a significant part of the attractiveness-gap with policy reform for certain qualified migrants but not for others. In Austria, a policy reform would reduce the attractiveness-gap for workers to about 10%, while a larger gap (15%) would remain for students even if the most favourable set of migration policies were in place.

The results thus show that even though improving migration policies always leads to improvements in the ranking, changes to the migration policy framework is not necessary enough to fully close the attractiveness-gap, especially not for countries in the bottom part of the rankings. For the six countries that appears at the bottom across all rankings (Costa Rica, Colombia, Mexico, Türkiye, and Greece), about 30-50% of the distance to the top performing countries would remain despite the most favourable policies in place.

Figure 4. Difference in gap to top performing country between ITA rank and simulated rank if all migration policies were the most favourable, by migrant profile



Note: Pre-simulation display the gap to the top-performing country (in %) in the OECD Talent Indicator ranking with current policies in place. Post-simulation displays the gap to the top-performing country if the most favourable migration policies would be adopted.
Source: OECD Secretariat.

Conclusions

The second edition of the OECD *Indicators of Talent Attractiveness* shows that the relative talent attractiveness among OECD countries remains relatively stable over time, with similar countries found in the top and bottom positions of the three rankings. However, some countries have managed to improve their positions quite substantially, while others are falling behind. This is mainly due to changes in the migration policy frameworks, either through changes in the visa and admission policies or changes in the conditions that qualified migrants and their families face once they have moved, or a combination of both.

The results further shows that the lack of active policies to attract and retain migrants also changes the relative attractiveness of a country if other countries with similar conditions are adopting more favourable policies targeting highly skilled migrants. This underlines the importance of actively revise and update the policy framework to remain competitive in the global competition for talent.

One of the strengths of the OECD *Indicators of Talent Attractiveness* compared to other talent rankings is the distinction between attractiveness across three categories of highly skilled migrants. This distinction reveals important differences in talent attractiveness for different types of talent and help policy makers compare strengths and weaknesses not only in their relative competitiveness in relation to other countries, but also in relation to different sets of national policies targeting different types of migrants.

This year edition will be complemented by the introduction of a fourth category of high skilled workers for which OECD countries are also competing: start up founders (OECD, 2023[6]).

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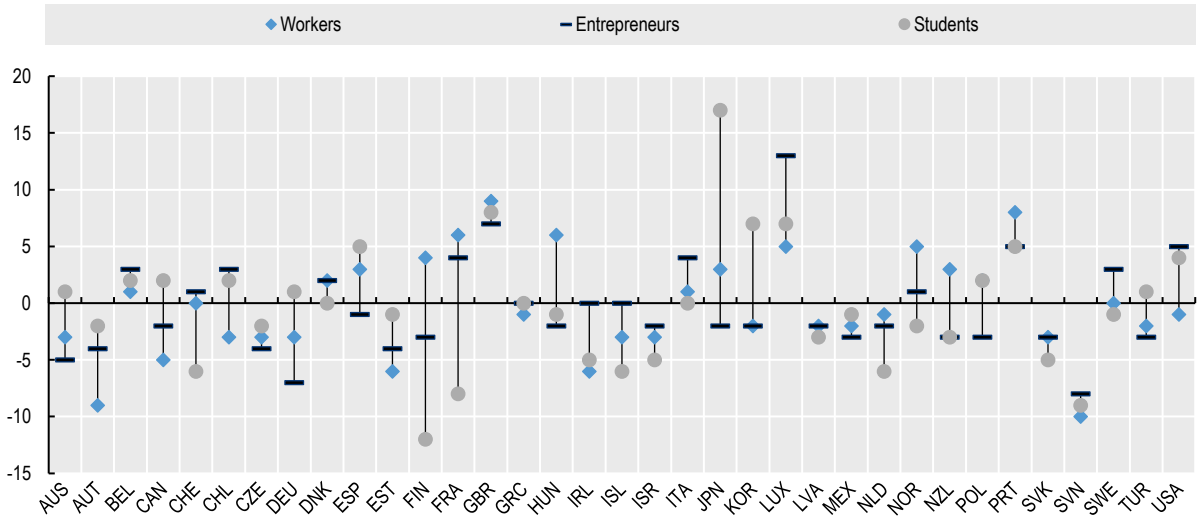
The statistical data for Israel are supplied by and under the responsibility of the relevant Israeli authorities. The use of such data by the OECD is without prejudice to the status of the Golan Heights, East Jerusalem and Israeli settlements in the West Bank under the terms of international law.

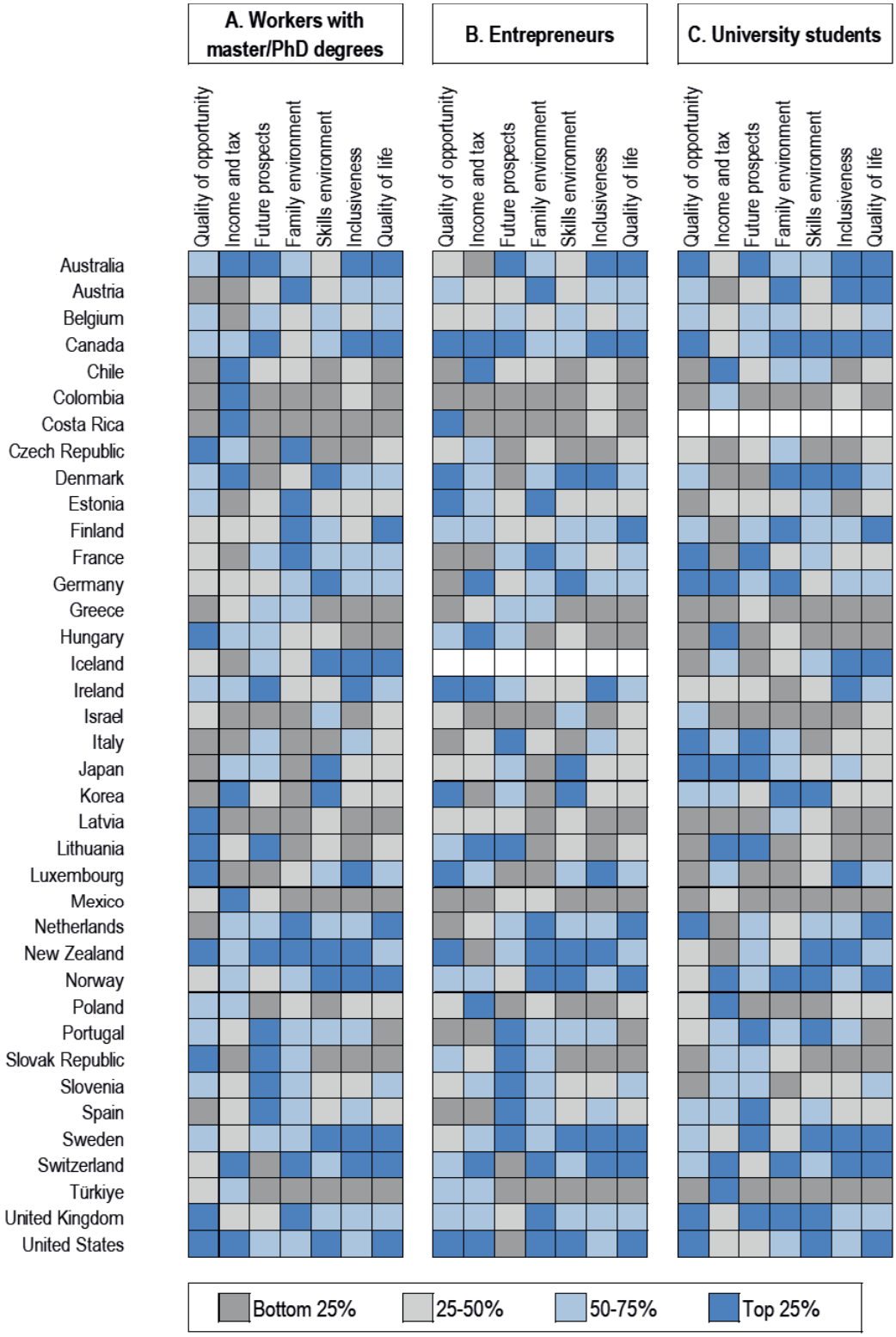
Annex A: Additional data

Figure A A.1. Changes in the ranking between the first and the second edition of the OECD Talent Indicators



Note: The figure displays the number of places in the respective rankings that countries have gained or lost compared to the ranking in 2019.
Source: OECD Secretariat.

Table A A.1. Dimension scores, by migrant profile



Note: The table displays the dimension scores by quartiles.
Source: OECD Secretariat.