

TALENT MAP 2023

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The [Talent Map 2023](#) prepared by [Cotec](#) and [Ivie \(Instituto Valenciano de Investigaciones Económicas\)](#) uses 55 indicators to analyse which autonomous communities are leaders in creating, attracting and retaining talent and what factors make these territories poles.

The regions of Madrid, the Basque Country and Navarre, followed by Catalonia and Aragon, are the main talent poles identified. Among the characteristics highlighted are, among others, a fabric of large and resilient companies, an ecosystem of technological infrastructures with qualified personnel, or an education system that produces good results.



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