**Migration
and the
Future of Work**

Canada Excellence
Research Chair in
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*Changing governance in global talent competition:
From attraction to selectivity and retention*

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Talent migration is seen as a lifeline for advanced economies. By recruiting skilled and talented professionals from abroad, key economic and knowledge institutions are able to lead in the international competition to innovate. At the same time, economic downturns and rising populism have generated growing tensions between inward-looking policies which focus on improving the skill sets of citizens and those seeking to bring in the best and brightest. To what extent have these developments in the recent decade affected governance in the global competition for talent? Are policy-makers continuing to liberalize their migration policies for promising talent or just for those with demonstrated track records? Or have they decided to close these avenues to concentrate on improving skills with their own nationals? This talk shows there is indeed a shift in how policy-makers around the world strategize in the global competition for talent and how they design talent migration policies. There are noticeable efforts to revise existing policies and (re-)introduce new talent migration policies focusing on *selectivity* – attracting and retaining those with the greatest likelihood to continuously contribute to the host society. This presentation is based on a paper co-authored with Lucie Cerna, Research Associate, Centre on Migration, Policy and Society (COMPAS).