

Work in Estonia — national talent attraction programme and International House of Estonia

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Quality score: 62/100

Evidence strength: Moderate

Summary

National talent attraction initiative (since 2015) with the International House of Estonia in Tallinn as one-stop hub; 2022–2025 target: 3,000 ICT/science specialists ($\geq$ €26 M in direct taxes). Estonia ranks 23rd in the INSEAD Global Talent Competitiveness Index.

Key dimensions

Dimension	Score
Evidence of impact / measured results	1/3
Transferability / demonstrated replication	2/3
Scalability	2/3
Sustainability / continuity	2/3
Innovation	2/3
Inclusiveness / equity	2/3
Multi-stakeholder collaboration	2/3

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-06-20

[Enterprise Estonia \(EAS\) / Work in Estonia programme](#) — accessed 2026-06-20

[Work in Estonia — official programme site](#) — accessed 2026-06-20

[Baltic Times: Work in Estonia expanding to ICT and natural sciences \(2022\)](#) — accessed 2026-06-20

[Invest in Estonia: Re-Invent Yourself — talent attraction for international spouses](#) — accessed 2026-06-20

[Work in Estonia: INSEAD talent competitiveness ranking](#) — accessed 2026-06-20

Cite this — Evidoria. *Work in Estonia — national talent attraction programme and International House of Estonia*. Persistent ID: 22c9dc8f-c1b6-4250-b9cc-d24a7c72b629.