

The Problem

Germany wastes its most valuable, invisible asset.

Talent Exclusion

Highly qualified internationals (incl. expat spouses) locked out by CV-based systems and cultural codes

Startup Talent Gap

Startups struggle with talent scarcity and homogeneous teams — missing global perspectives

Founder Barriers

International founders fail not on ideas, but on access: networks, bureaucracy, implicit rules

Brain Waste

Systematic loss of innovation potential — damaging Germany's global competitiveness

Result: Systematic Brain Waste + missed innovation opportunities for Germany