



# Talent pool in Warsaw 2019

# WARSAW IS AN EXTREMELY DYNAMIC BUSINESS CENTRE AND AN UNDISPUTED REGIONAL LEADER IN TERMS OF ECONOMIC DEVELOPMENT

## WARSAW - AN OPEN AND FRIENDLY CITY

**Warsaw is an extremely dynamic business centre and an undisputed regional leader in terms of economic development and the maturity of the office market. The capital city has a modern and environmentally friendly public transport, a developed bicycle network and greenery available at every turn. Nearly 40% of the capital area are green areas, parks, gardens and forests, including unique on the European scale natural areas along the Vistula – a wild river crossing the city and constituting a natural enclave of leisure.**

The assets of the capital of Poland include a wide range of the highest quality office, warehouse and commercial properties, but above all a high quality of life and a constantly growing pool of qualified employees. Employers can rely here on the high availability of human resources. The capital's talent pool is over 220 000 students and over 50 000 university graduates a year.

One of the conditions for the dynamic development of Warsaw in the future will not only be effective use of the abilities and skills of its residents, but also encouraging talented youth, entrepreneurs, scientists and artists – specialists with unique knowledge and skills to settle down.

Therefore, in the records of the **#Warsaw 2030 Strategy** there is a goal to attract talents and leaders to Warsaw. This goal assumes Warsaw's participation in global competition for gaining talented employees. The presence of people from different cities, regions and countries, representing different views and cultures, having different experiences will allow

to create an environment conducive to the creation of new solutions and ideas. The main aim of the executive program of the Strategy mentioned above will be among others comprehensive educational support, shaping the image of Warsaw as an attractive city for living and realizing creative ambitions, as well as designing public services taking into account the needs of foreigners.

This report is the reason for these activities.

**„Talent pool in Warsaw”** is a publication, where you can find information on trends in the development of talents, find out what the preparation of young employees is in terms of: language knowledge, studies or already acquired professional experience etc. The report also discusses the directions from which talented employees come, both young and those with extensive professional experience, believing that Warsaw is the best place to live and work. They also believe it to be as well as the best place for business and personal development in Central and Eastern Europe.

The publication was created in cooperation between the Capital City of Warsaw and the Antal company.



**RAFAŁ TRZASKOWSKI**

MAYOR OF THE CITY OF WARSAW

# WARSAW IS ONE OF THE MOST PROMISING PLACES IN TERMS OF INVESTMENT PLACEMENT AMONG OTHER EUROPEAN CITIES AND AN ATTRACTIVE CENTRE FOR PRESENT AND POTENTIAL RESIDENTS OF THE CITY

## TALENT POOL AS A STRONG POINT OF WARSAW

**The economic development of cities is to a large extent shaped by new investments, both foreign and local ones. Our observations show that one of the key factors affecting the decision of companies concerning the choice of location for operating activities is the human capital of a given region. We also see that its importance in recent years has been clearly growing, more and more often becoming the most important criterion in the decision-making process.**

This is the result of changes taking place on global markets. The fourth industrial revolution means full human coexistence with automation and IT systems in a global environment that naturally forces a number of changes in both production organizations and service companies. The priority for companies is to recruit employees who feel at ease with the world of new technologies. The international character of work requires knowledge of foreign languages – not only English, but also Slavic, Scandinavian, Iberian and Asian languages. Adapting to dynamically changing market needs means the need to monitor the flow of human capital and develop the pool of talents.

Regularly conducted labour market research allows one to make an accurate assessment of the current state and take actions aimed at increasing the availability of necessary competences. In this process, the city authorities play a significant role in sharing knowledge and creating a balanced development strategy for the agglomeration.

We hope that this material, which has been developed at the initiative of the office of the Capital City of Warsaw, will be a tool allowing to shape investment plans of entrepreneurs. Their decisions affect the level of attractiveness of the labour market and the pace of economic development.

The collected research findings about the talent pool allows us to assess Warsaw as one of the most promising places in terms of investment placement among other European cities and as an attractive centre for present and potential residents of the city.



**ARTUR SKIBA**  
PRESIDENT OF ANTAL



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PART I 

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# TALENT POOL AND THE NEEDS OF COMPANIES AND INSTITUTIONS ON THE WARSAW MARKET



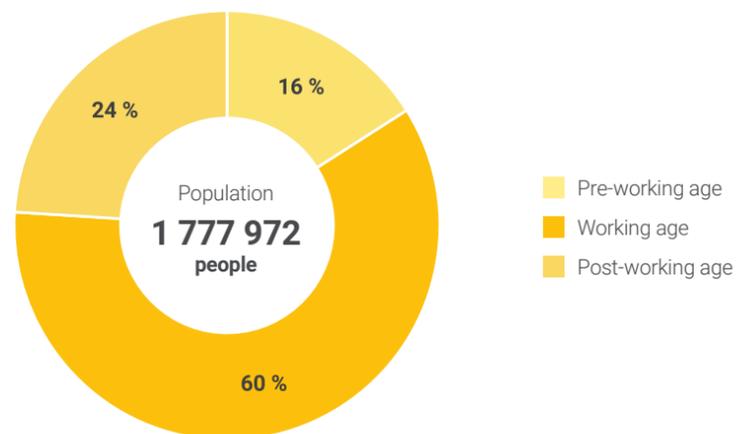
## 1.1 DEVELOPMENT OF TALENT POOL IN WARSAW

For the purpose of this report, the definition of the talent pool has been adopted. These are **people aged 20-40 years, performing mental work and knowing at least one foreign language, in particular groups of students and foreigners.** It results from the competence needs of organizations most often investing in locating investments within the borders of the Warsaw. In recent years these are most often companies from the following industries: IT, R&D, Financial Institutions, Shared Service Centres. The report does not include employees of the production sector.

In 2018, according to official data, **1 778 million people** lived in Warsaw **(54% of women, 46% of men).**

The unofficial number of inhabitants, however, reaches two million, because many people live in the capital without registration and without official employment. The economically active population in the second quarter of 2018 at the age of 15 and more was 2 375 thousand comparing with 17 182 thousand people across Poland (14%). **The registered unemployment rate** in 2018 was **1.5%**.

**FIGURE 1:**  
POPULATION IN WARSAW IN TERMS OF AGE:



	NUMBER	PERCENT
Pre-working age	280 974	16%
Working age	1 065 782	60%
Post-working age	431 216	24%

### ELEMENTS BUILDING A COMPETITIVE ADVANTAGE OF WARSAW

Warsaw held the **1st position in the Financial Times ranking (fDi Markets) concerning the whole of Poland**, whereas in the ranking concerning Europe (fDi Markets) the city was **3rd** and thus it was called a business-friendly place. Only London and Dublin were better than the capital of Warsaw.

Over recent years, the dynamic development of the modern business services sector in Poland has been noticeable. The international working environment is characteristic, which causes the demand for bilingual talents. People who speak German fluently in combination with the knowledge of English are especially sought after.

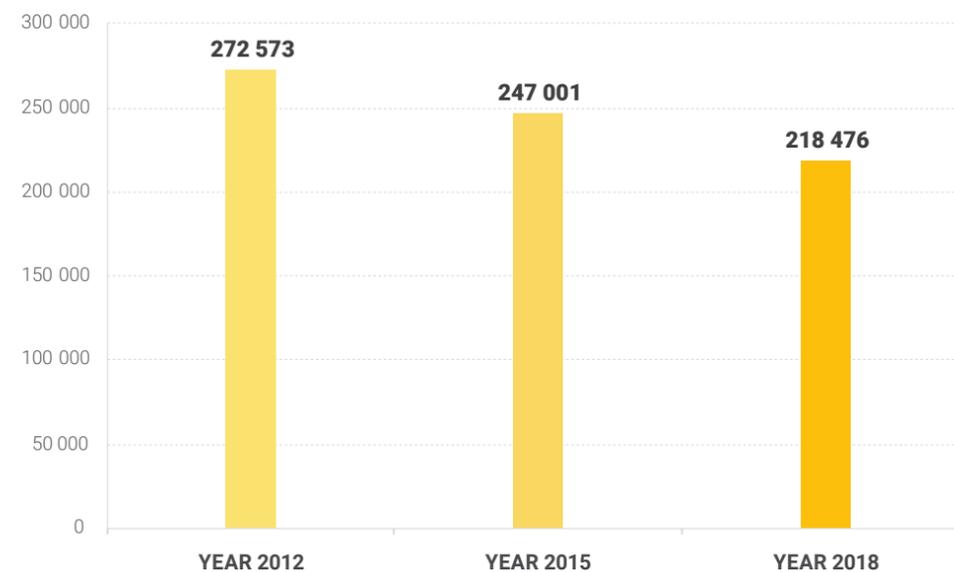
In Warsaw, education is a strong point among other metropolises in this part of the continent. **As many as 72% of the capital's residents have higher education.** Warsaw is the leader in terms of the number of universities. Every year, **at 62 universities**, employing qualified staff, nearly 220 thousand people are educated. Warsaw strengthens its position in Europe from year to year.

**FIGURE 2:**  
THE EDUCATIONAL POTENTIAL IN WARSAW:



The **University of Warsaw** held the first position in Poland in the ranking of Universities by "Perspektywy 2019". In the same ranking, in the Non-Public Universities category the first six positions are also occupied by Warsaw schools. The podium has remained unchanged over the last three years. The first place is occupied by **Kozminski University**, the second place is occupied by **SWPS University of Social Sciences and Humanities** and the third by **Lazarski University**.

**FIGURE 3:**  
THE NUMBER OF STUDENTS IN WARSAW:



\* Central Statistical Office (GUS) Data 2018

\*\* POLON Data 2018

## EDUCATION TRENDS IN WARSAW

In the last few years, the number of students has been decreasing, which was influenced by several factors. On the one hand, this is the effect of changes in the demographic structure caused by the drop in the birth rate that had occurred for several years. On the other hand, we are dealing with a change of approach to education itself. More and more people are choosing alternative methods of acquiring new knowledge and qualifications such as: courses, workshops or further training at the workplace.

The fact of introducing a reform of higher education, which caused significant changes in the allocation of funding for universities, is also significant. The current system for determining the amount of subsidies, depending on the total number of students, has been replaced with a coefficient that determines the number of students per each lecturer. In practice, this has led universities to reduce enrolment in many fields of study.

At Warsaw universities we will find units that meet the needs of business. An example is the special purpose vehicle of **UWRC L.L.C.**, which was established in order to commercialize the results of scientific research and development works conducted at the **University of Warsaw** (UW). Among others, there are spin-off companies such as: Information Refining Centre (Big Data analysis), Warsaw Genomics (genetic research), Amerlab (medical and veterinary diagnostics). In March 2017, the **University of Warsaw's Incubator** was opened, which provides expert support, individual team mentoring, training and workshops. Specialists help students, PhD students and UW employees in obtaining subsidies for enterprises, law, promotion, marketing, sales, team management and production organization.

The University of Warsaw is one of the universities involved in the international Santander Universidades program, which brings together 1 200 universities around the world. The initiator of the program is Banco Santander, in Poland it is run by Santander Bank Polska.

The companies support the organization of scholarship programs, implementation of scientific projects and initiatives for the commercialization of research results and promote entrepreneurship among students.

**The Warsaw School of Economics (SGH)** is a member of the prestigious international networks and organizations of Partnership in International Management and The Global Alliance in Management Education. **The Warsaw School of Economics Entrepreneurs Club Platform** was created, gathering students and graduates whose aim is to establish contacts in various industry and environmental sectors. All club members implement their business strategies and cooperate with The Warsaw School of Economics on a minimum of four levels: employer branding and recruitment, education and science, strengthening The Warsaw School of Economics potential and social projects. In management programs, students of management, economics or engineering are particularly invited to participate in the programs.

**Kozminski University** conducts the Advanced Management Program – training programs for managers with the highest professional qualifications offered by the best business schools in the world.

Employers also care about the development of talents. For example, **Jeronimo Martins Polska S.A.** runs **Operations Management Trainee**, which is a yearly program that is implemented on the basis of jointly developed standards in the group, but separately in each of the three countries (Poland, Portugal and Colombia). The program is addressed to people who connect their professional path with trade, work with clients and management of sales teams. Another example is the **Bayer management program**, which allows one to gain experience in the area of Finance and Controlling and get key competencies for the future leader. The goal is to equip ambitious, motivated and talented people with the skills and experience necessary to realize their aspirations.

## THE CITY OF WARSAW UNDERTAKES A NUMBER OF ACTIVITIES TO CREATE FAVOURABLE CONDITIONS FOR SUPPORTING TALENT.

One of the priority groups of recipients of urban activities is Warsaw youth, who thanks to additional projects and activities can develop skills useful in further learning, as well as on the labour market and in everyday life. An important element of such activities is to take into account trends related to supporting pro-entrepreneurial attitudes, creativity, innovation and the ubiquity and application of high technologies.

Warsaw youth can take advantage of, among others, such undertakings as:

### 1. AN OFFER OF FREE EVENTS AND TRAININGS IN THE CITY'S BUSINESS CENTRES

(Centre of Entrepreneurship Smolna and Centre of Creativity Targowa), regarding the start and development of entrepreneurship and networking opportunities within the Warsaw start-up ecosystem,

### 2. „ENTREPRENEURIAL YOUTH 2.0”, INCLUDING THE „STARTUP JUMP” PROJECT

– developing entrepreneurship and creativity among others through group work on specific projects in the field of technical and social innovation as well as presentation of offers of urban centres supporting entrepreneurship and offers of City partners (e.g.: universities, non-governmental organizations),

### 3. „MATHEMATICS FOR THOSE WHO ARE CURIOUS ABOUT THE WORLD”

– a partnership project with the University of Warsaw, developing skills and mathematical interests and ICT, which shows the practical application of mathematics and takes into account programming elements,

### 4. CONFERENCES AND CONGRESSES WITH PARTNERSHIP PARTICIPATION OF THE CITY,

– which trends and directions of development of start-up environments as well as offers of cooperating business environment institutions are presented.

The aforementioned, as well as other, ad hoc and cyclical partnership undertakings addressed to Warsaw youth, help to discover and support talents in the spaces of the natural functioning of young people (e.g.: school, university, places of social activity). The offer addressed to young people is also a kind of showcase of the City and an incentive for young talents coming to Warsaw from Poland and abroad to live, study and work.

## A PROFESSIONAL START FOR YOUNG MASOVIANS

Organizers of the Exempt from Theory Olympiad and ABSL will support young people in grinding entrepreneurial skills, managing project and team work, which are supposed to ensure them a better start in the future. Students from 40 schools from the Mazowieckie Voivodeship will get a chance to realize their own social project, and after the completed project, there will be 150 jobs waiting for them in companies associated in the Association of Business Service Leaders (ABSL).

The Exempt from Theory program and ABSL "Quality employment for disadvantaged youth" will start in September 2019 in 40 selected schools in Mazovia region – in counties where secondary school graduates are the most exposed to social and professional exclusion. The aim of the project is to acquire the so-called soft skills, i.e. ease of working in a group, good interpersonal communication, solution finding or organizing one's own work time. Activities will be directed to the final grade students in high school and technical schools.

The program will start in September, after selecting 40 schools from Mazowsze, where trainings for teachers will take place, and students will be able to use a special online platform supporting the implementation of local social projects. Thanks to this, they will be given the opportunity to develop competencies, plan and manage the project. Teachers who run projects will be able to count on the support of the Exempt from Theory.

During the implementation of the program, ABSL will share the experience and practical knowledge of the labour market with young people, which will contribute to their more fluent entry into professional life. After implementing the projects, ABSL will connect them with employers. The Association of Business Service Sector Leaders underlines the importance of an effective recruitment process for employers, enabling the acquisition of well-adjusted employees in the long-term perspective.

Program participants will receive consultative support in choosing the most-suited position. They will also be invited to a job fair organized in Warsaw, during which they will be able to get to know and talk with representatives of the largest players in the sector. Modern services for business is a sector that has been recording very dynamic development in Poland for years. Every year new centres are created, implementing complex processes for entities from around the world. They need highly qualified, talented employees.

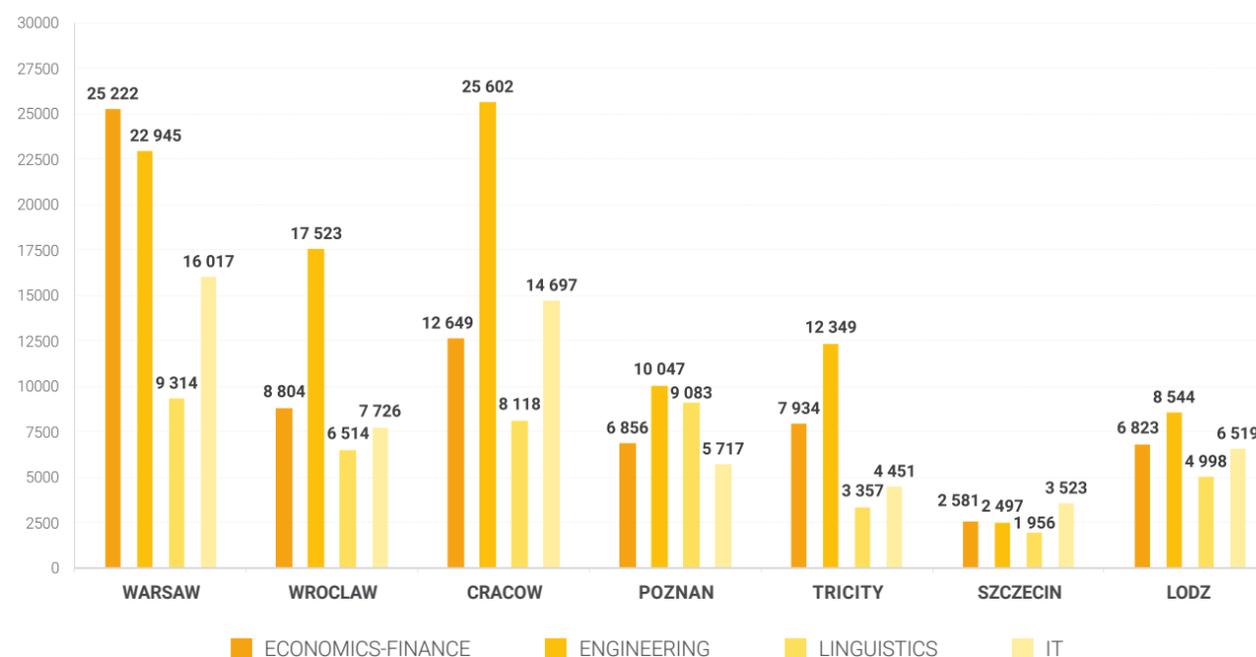
Program participants will have the opportunity to start their professional career in such areas, among others, as control of financial flow, IT, international settlements or security of financial networks.

## 1.2 CHARACTERISTIC FEATURES OF THE TALENT POOL

Warsaw is characterized by a variety of available fields of study, a wide range of education and culture, and the opportunity to enrich the experience with additional training and internships in international companies.

At Warsaw universities, the range of fields of study is enormous. Candidates for studies have a wide choice of fields from the humanities, such as journalism, sociology or Polish studies to the science stream such as economics, electronics and automation. Students can be artistically trained at the Academy of Fine Arts as well as focus on physical education at the Academy of Physical Education or the Military University of Technology. The most popular profiles are: **economics, engineering, IT and linguistics**. The number of students of linguistics in Warsaw alone is 9 314 thousand. Each student completing first-cycle studies in any field of study is required to pass a B2 language level exam and obtain at the same time a language certificate.

**FIGURE 4:**  
NUMBER OF STUDENTS IN SELECTED FIELDS:



\* Data from Central Statistical Office (GUS) XII 2017

"Student at Work 2019" study conducted by the Polish Business Council on a sample of 227 students shows that:

**STUDENTS IN WARSAW ARE PEOPLE FOCUSED ON CAREER DEVELOPMENT AND WILLING TO TAKE UP INTERNSHIPS AND EMPLOYMENT.**

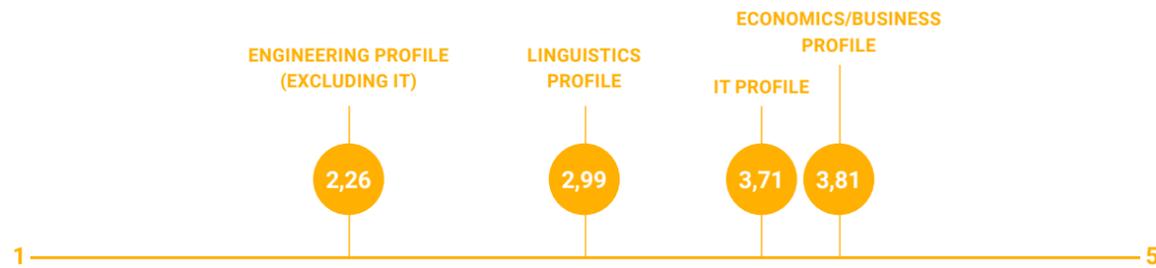
**83% of respondents were interested in taking up an internship in Poland.** Respondents think that **an internship allows one to gain competences in the profession (40% of indications), earn some extra money (33% of indications) or learn something new (30% of indications).**

# 1.3 NEEDS AND PLANS OF EMPLOYERS ON THE WARSAW LABOUR MARKET

The study conducted for the purposes of this report, in which Warsaw employers participated, representing mainly such industries as IT, R&D, SSC/BPO and financial institutions, showed that currently **the most valuable employees on the market are employees with an economic and business profile**. However, all specialisations available on the market are sought after by the majority of respondents.

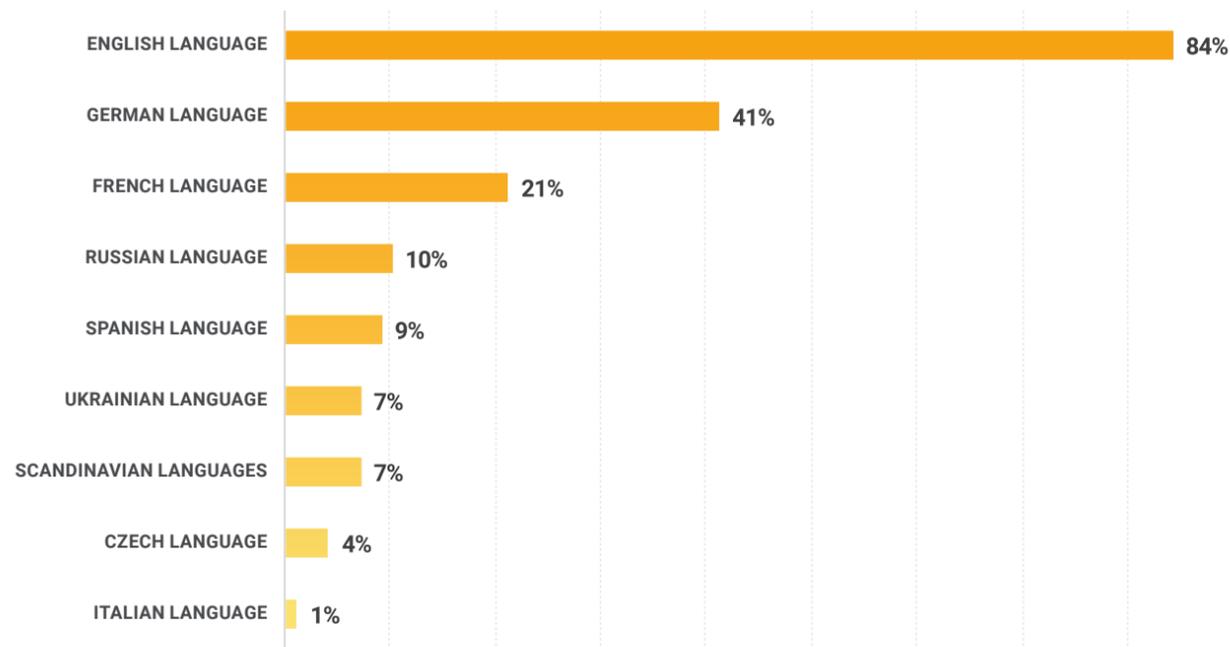
**FIGURE 5:** THE EMPLOYMENT NEEDS OF EMPLOYEES WITH THE MENTIONED COMPETENCE PROFILE:

Please assess the employment needs of employees with the mentioned competence profile on a scale of 1-5, where 1 – means we do not need employees with such a competence profile, and 5 – we are definitely looking for employees with such a competence profile.



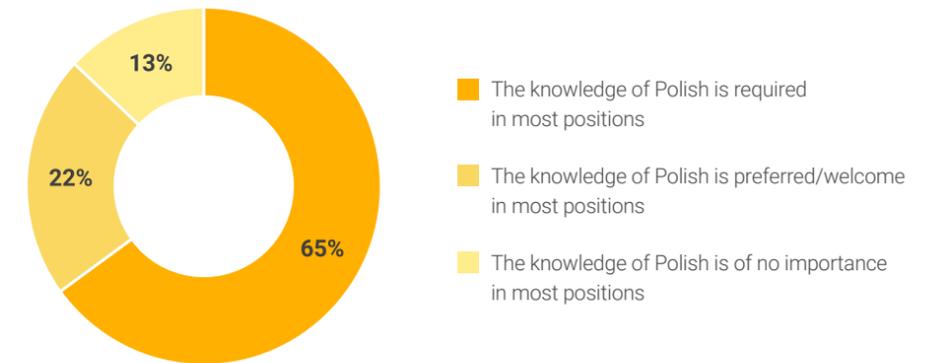
Among the linguistic competences, **English**, but also **German** and **French** are most sought after.

**FIGURE 6:** PLEASE MARK UP TO **THREE** LINGUISTIC COMPETENCES, IN THE CONTEXT OF WHICH YOU SEE THE GREATEST NEEDS IN EMPLOYMENT OF EMPLOYEES:



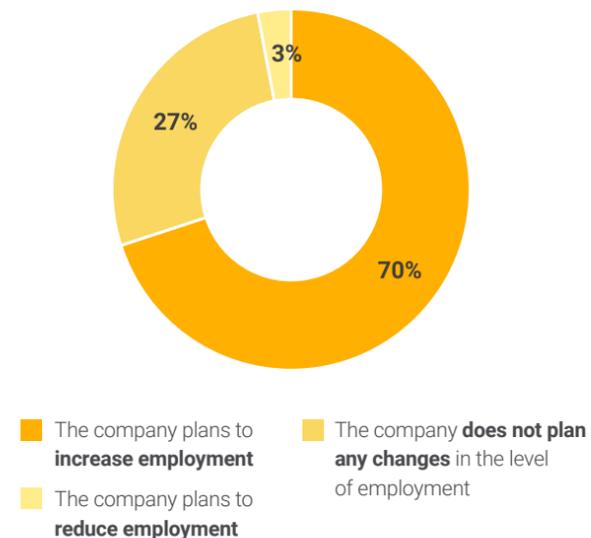
At the same time, **the knowledge of the Polish language is required in most positions in the case of 65% of companies**. However, for almost every tenth company in Warsaw, the knowledge of Polish is of no importance when recruiting.

**FIGURE 7:** HOW IMPORTANT IS THE COMMAND OF POLISH IN YOUR ORGANIZATION WHEN HIRING NEW PEOPLE?

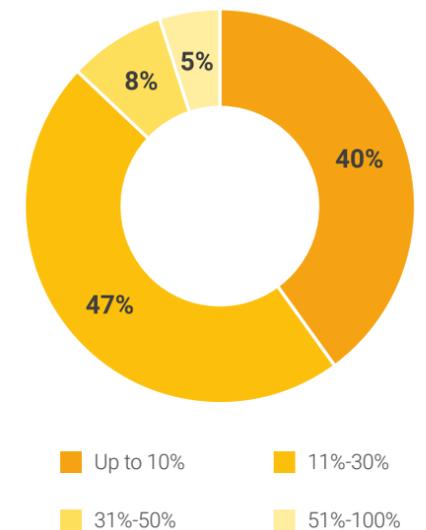


**Most companies plan to develop. 70% of respondents plan to increase employment**, and only 3% of respondents plan to reduce employment. Most often, companies plan a small increase by 10%, but there are also companies that even plan to double their employment rate.

**FIGURE 8:** WHAT ARE YOUR COMPANY'S PLANS CONCERNING THE LEVEL OF EMPLOYMENT IN THE NEXT 3 YEARS?



**FIGURE 9:** WHAT INCREASE IN EMPLOYMENT DOES YOUR COMPANY PLAN?



**The formal barrier most frequently mentioned by the surveyed employers is the long waiting time for issuing a work permit for foreign employees.**

Initiatives that could be taken by the local government to facilitate the functioning of employers are primarily:

- Polish language courses for foreign employees,
- municipal help centres for administrative and housing matters,
- promotional campaigns in the east and Asia,
- close cooperation with foreign universities.

# CHALLENGES OF COMPANIES ON THE WARSAW MARKET IN TERMS OF THE TALENT AVAILABILITY

## ANNA PIOTROWSKA-BANASIAK

DEVELOPMENT DIRECTOR, ANTAL

**On the Warsaw labour market, we observe an extremely dynamic development of the service industry, with particular emphasis on shared service centres and outsourcing centres.** On the basis of current signals from local employers, as well as plans of new potential investors, it can be predicted that this trend will continue. This translates into increased demand for candidates with foreign language skills and experience in the area of support function. We observe equally strong recruitment needs in IT competence.

In the context of the local labour market, it is impossible to ignore the needs of developing local production companies seeking employees with a technical profile. Invariably, candidates from sales structures are also highly valued. Almost every industry declares employment – new recruitments appear even in banking, which deals with restructuring and redundancies. It is worth noting that open recruitments are not only the newly created roles, but also the need to find candidates for vacancies resulting from the rotation. It is no different in Warsaw, where the labour market is particularly dynamic.

This translates into the challenges of employers related to the growing expectations and passive attitude of candidates on the labour market. The competition for the best candidates will be won by those employers who will be able to convincingly answer the desired candidates' question why they should choose this particular job offer. Multi-channel activities are equally important – the use of not only advertisements and recruitment portals, but also the possibility of direct access to candidates via, for example, social media.

An extremely important aspect is the careful monitoring of the market situation. Companies that are aware of the environment, their competitive advantages, but also factors such as the cost of living in a given city, relocation attractiveness of the region, environmental aspects will be able to expand the pool of available candidates and prepare a unique offer also for people outside the local labour market.

## SYLWIA DĘBIŃSKA

TALENT MANAGEMENT LEADER, DELOITTE POLAND

**The Warsaw labour market is very competitive, and the low unemployment rate means that employers must be extremely active in looking for ways to reach new employees. At the same time, employment is constantly increasing in many industries, which makes access to talents even more difficult. At Deloitte, we employ, among others, consultants, analysts, lawyers, accountants, advisors. On the other hand, a growing number of newly hired employees are people involved in technology – including SAP, Salesforce. We expect the situation to be equally dynamic in the coming months.**

According to the Deloitte report "HR Trends 2019", the key to running a business today is, among others, ensuring access to talents. Our response is increased educational and image-building activities, which is why we focus on active presence at universities and conducting educational activities among students, which makes it easier for us to reach proactive candidates.

We provide free workshops, during which we share knowledge – Business Academy, and for those interested in technology thematic Labs.

Another noticeable trend on the market is the increasing attention of companies to the commitment and satisfaction of employees – the employee is in the centre of attention. Their concerns and needs become a key driver of change in the company they work in.

The report's conclusions also indicate that alternative forms of employment are becoming more and more important. The vast majority of respondents say they expect the use of artificial intelligence, cognitive technologies, automation and robotics to increase or significantly increase in the next three years, which will also have an impact on the market of talents access and their management.

PART II

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# CHARACTERISTICS OF THE ACADEMIC TALENT POOL



## 2.1 POTENTIAL OF THE ACADEMIC TALENT POOL

**FIGURE 10:**  
THE NUMBER OF STUDENTS AT SELECTED UNIVERSITIES:

### 44 302

UNIVERSITY OF WARSAW

### 25 310

WARSAW UNIVERSITY  
OF TECHNOLOGY

### 16 610

WARSAW UNIVERSITY  
OF LIFE SCIENCES

### 11 426

WARSAW SCHOOL  
OF ECONOMICS

### 9 705

CARDINAL STEFAN WYSZYNSKI  
UNIVERSITY OF WARSAW

### 6 337

KOZMINSKY UNIVERSITY

### 4 745

POLISH-JAPANESE ACADEMY  
OF INFORMATION TECHNOLOGY

**TABLE 1:**  
NUMBER OF STUDENTS IN SELECTED FIELDS:

UNIVERSITY*	ECONOMICS**	ENGINEERING***	IT****	LINGUISTICS
University of Warsaw	4 352	-	746	4 016
Warsaw University of Technology	-	4 561	4 186	-
Warsaw University of Life Sciences	1 388	1 426	1 144	-
Warsaw School of Economics	6 281	-	1 616	-
Cardinal Wyszyński University of Warsaw	485	119	347	184
Kozłowski University	1 907	-	-	-
Polish-Japanese Academy of Information Technology	-	-	3 308	-

\* Universities in Warsaw with the highest number of students in given fields (full-time and part-time studies)

\*\* Economics, quantitative methods and information systems, finance and accounting

\*\*\* material engineering, biomedical engineering, environmental engineering, engineering and data analysis, electrical and hybrid vehicle engineering

\*\*\*\* IT, applied IT, telecommunications, electronics and telecommunications, IT and operating systems

Students in Warsaw have a high potential in terms of foreign language skills. Currently, the most popular foreign language is English.

**More and more colleges and universities are introducing an English language course as a compulsory subject**, and some of them consider the completion of such a course by the student (minimum at B2 level) as a requirement before admission to the diploma exam.

The multiplicity of language studies is a guarantee of a fluent command of various foreign languages, such as Spanish, German, French, Italian or Hungarian.

**The highest number of students is in English studies: 932 people.** The second most popular language in Warsaw is Spanish: 872 and the third is German: 458 students. Other popular languages are French: 395, Italian: 282, Hungarian: 197 and Slavic Studies: 218 students. In addition, 3,585 students of language studies without specialization should be included, most of whom are fluent in English.

**FIGURE 11:**  
NUMBER OF PHILOLOGY STUDENTS IN WARSAW:

### 6 642

NUMBER OF PHILOLOGY STUDENTS  
IN WARSAW

### 932

ENGLISH

### 872

SPANISH

### 458

GERMAN

### 395

FRENCH

### 282

ITALIAN

### 197

HUNGARIAN

### 218

SLAVIC

## KINGA STRZELECKA M.A.

CAREER CONSULTANT, WARSAW SCHOOL OF ECONOMICS, CAREER AND ALUMNI CENTRE

For several years, we have been observing a clear trend that students already at their first years of study seek to gain first professional experience. Traineeships, internships, participation in ambassadorial and mentoring programs are solutions that they seek and which directly respond to the need to confront theory and practice.

Companies have also begun to notice this trend and try to meet expectations of young people, offering very interesting programs for students of the first years of study. An example of this is the WeX program by the PwC company.

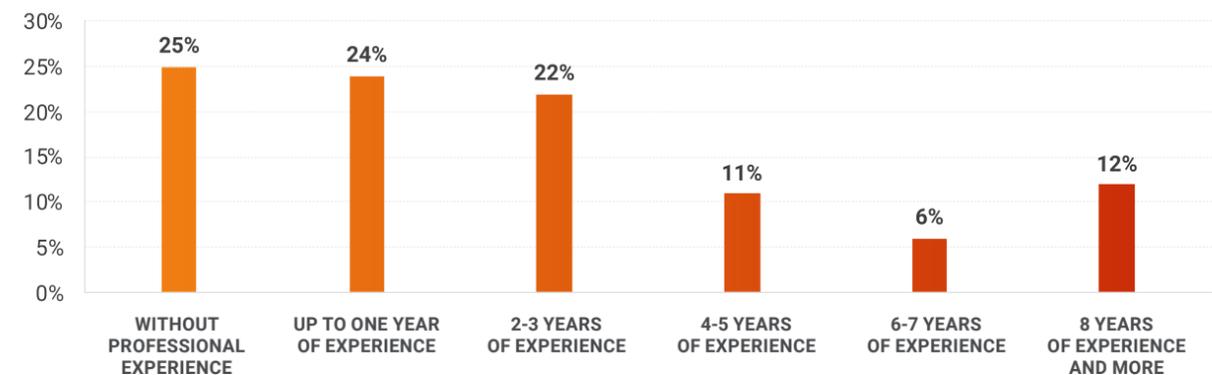
Another trend that I notice among students is their willingness to broaden self-awareness in such areas as: individual goals, strengths, preferences, needs, natural talents etc. Young people understand that choosing a career path should definitely not be a coincidence, and to make a "right" and conscious choice, you need multi-faceted knowledge about yourself.

## 2.2 PROFESSIONAL EXPERIENCE OF WARSAW STUDENTS

Among the students of Warsaw universities who plan to complete their studies between 2019 and 2025, there is a total of approximately 27 300 people in Warsaw registered on LinkedIn. The vast majority of Warsaw students registered on LinkedIn have professional experience, which is naturally related to the fact that LinkedIn is a business social networking site that primarily brings together professionally active people.

**FIGURE 12:**

PROFESSIONAL EXPERIENCE LEVEL OF WARSAW STUDENTS (LINKEDIN):

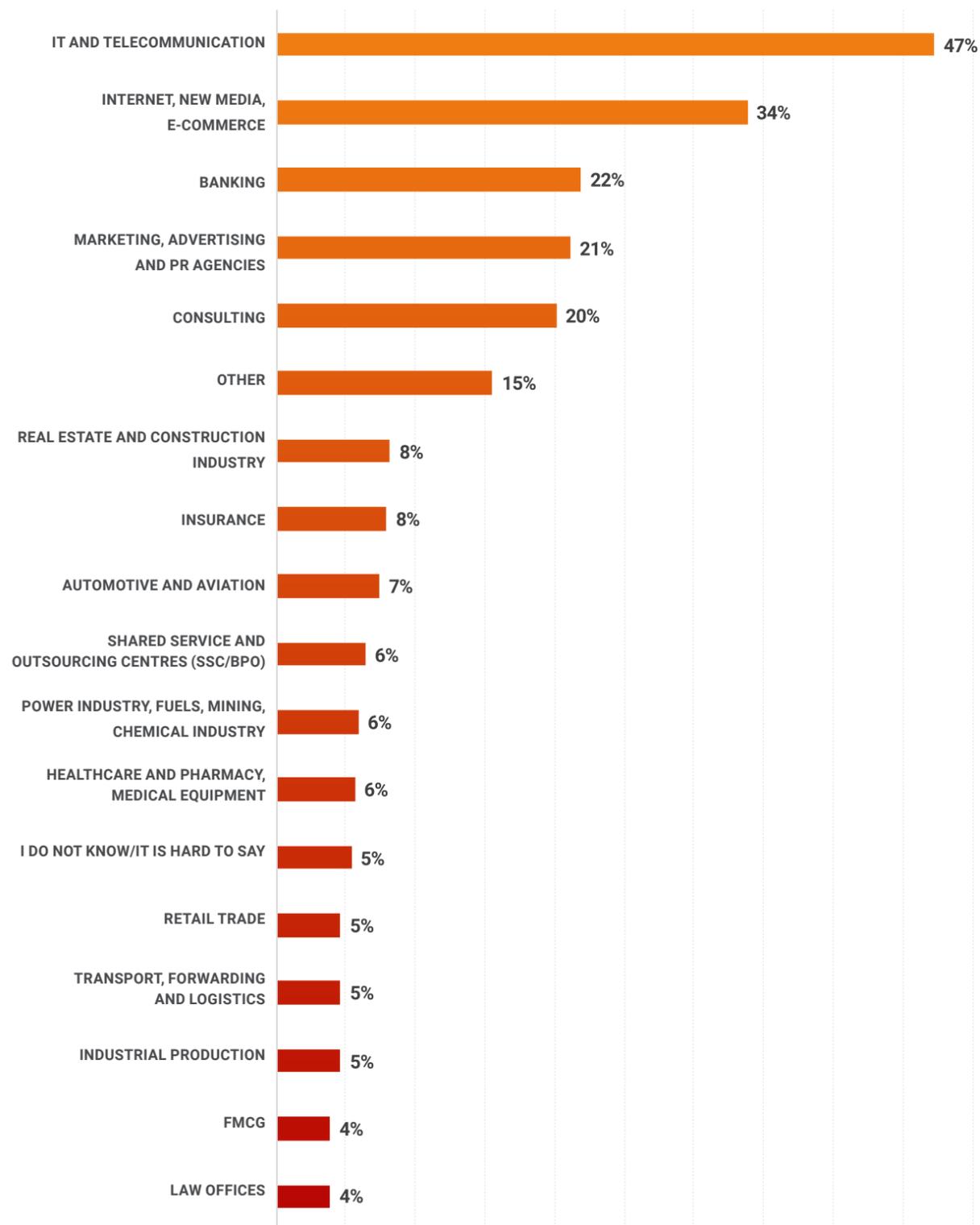


EXPERIENCE LEVEL	ESTIMATED NUMBER OF PEOPLE	PERCENTAGE
Without professional experience	6 800	25%
Up to one year of experience	6 500	24%
2-3 years of experience	6 100	22%
4-5 years of experience	3 100	11%
6-7 years of experience	1 600	6%
8 years of experience and more	3 200	12%

Divided into the following fields of study:

- **economics, finance and accounting, international relations, management:**  
without experience – 9%, with less than a year's experience – 8%, with experience of a year and above – 83%
- **IT and related fields:**  
without experience – 9%, with less than a year's experience – 9%, with experience of a year and above – 82%
- **linguistics, foreign language studies:**  
without experience – 9%, with less than a year's experience – 5%, with experience of a year and above – 86%
- **humanities:**  
(as exemplified by selected fields of study: psychology, sociology, philosophy, cultural studies, marketing):  
without experience – 8%, with less than a year's experience – 4%, with experience of a year and above – 88%

**FIGURE 13:**  
THE STUDY CONDUCTED ON A SAMPLE OF 394 WARSAW STUDENTS INDICATED THAT MOST OFTEN THEY PLAN CAREER DEVELOPMENT IN THE FOLLOWING SECTORS:



## MARTA PIASECKA

WARSAW UNIVERSITY CAREER OFFICE

The situation on the labour market in Warsaw differs significantly from other academic centres or even other Polish regions. In Warsaw we deal with an accumulation of many public institutions, corporate headquarters. This is the cultural centre of Poland. This is the place of many political, social, artistic and sports events. In Warsaw, we note a very low level of unemployment. These facts have a decisive impact on students' attitudes and employers' behaviour.

The modern labour market for a few years has been strongly focused on candidates with specific skills and experience. Consumerist lifestyle is also a challenge for young people. This perception of the labour market means that many students decide to take up employment while studying. An important reason for taking up a job is the desire to have one's own financial resources, which helps to improve one's financial situation and become independent from one's parents. For others, taking up a job is filling in time or even clearly the development of professional competencies.

It is difficult to estimate what percentage of students work, but from the observation of the Career Office we say that about 50/60% of full-time students are employed in various companies, in various positions. Often, this employment is not adequate to the education they have, or more accurately, to the education they are still acquiring. They are odd jobs, in services, short-term, and employment is on the basis of a mandate agreement.

Professional activity during the studies causes that when students graduate, they are usually already employed or quite easily change jobs consistent with their education or interests. It should be emphasized that the completed field of study, apart from special professions, does not determine the professional path clearly.

Who has the easiest way to get a job while studying? If work requires greater availability, unfortunately students of science faculties, where we are dealing with a very heavy workload, the necessity to participate in classes such as laboratory, have less chance of taking a job. Therefore, students of humanities and social sciences are more likely to work. The market's absorption capacity focused on IT specialists means that many students of this field are highly professionally involved. Attention should also be paid to the forms of employment and the type of work. Most of the students' activity is called traineeships or paid internships, and the payment is made on the basis of a mandate agreement or a graduate internship agreement.

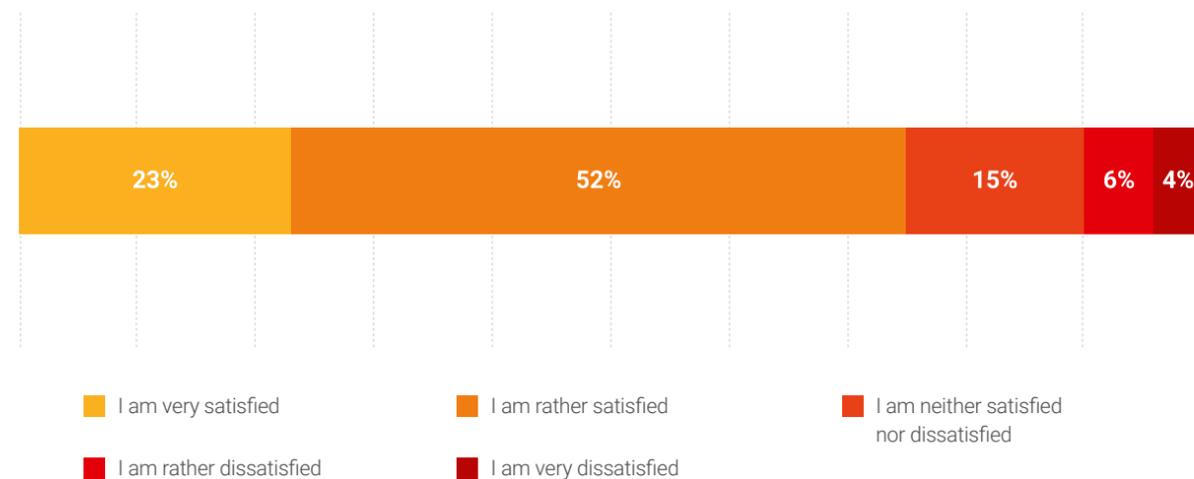
Many employers, being aware of the limited flexibility of students, indicate in the advertisements flexible working hours adjusted to their availability. There are many positions allowing remote work or preparation of projects without the need for a permanent presence in the company.

## 2.3 EVALUATION OF THE EDUCATIONAL OFFER IN THE CONTEXT OF PLANS OF PROFESSIONAL DEVELOPMENT

Most of the students in Warsaw positively assess the educational offer in the context of planned professional development. **75% say they are very or rather satisfied.** Only every tenth respondent gives a negative rating.

**FIGURE 14:**

HOW WOULD YOU RATE YOUR LEVEL OF SATISFACTION WITH THE EDUCATIONAL OFFER OF WARSAW UNIVERSITIES IN THE CONTEXT OF PLANNED PROFESSIONAL DEVELOPMENT?



The qualitative research carried out shows that Warsaw is considered by students the first choice before making a decision about studying. A large number of universities and a multitude of fields of study give the opportunity to choose and for development in a chosen field. Numerous courses, internships or traineeships are a plus of Warsaw universities and encourage students to choose their professional path.

**WARSAW IS CONSIDERED A PLACE THAT WILL PROVIDE NOT ONLY EDUCATION AT AN APPROPRIATE LEVEL, BUT ALSO THE OPPORTUNITY TO GAIN WORK EXPERIENCE DURING AND AFTER GRADUATION.**

The number of offers as well as the salary guarantee the start of an adult, independent life after graduation.

Respondents pay attention to the ease of professional development. Often universities help in getting the first internship and having them in a CV – *it is much easier to find permanent employment. It's great that you can work during your studies, Whereas, after graduation, the career path is largely dependent on the employer's offer. However, you can always improve on your own* – says one of respondents.

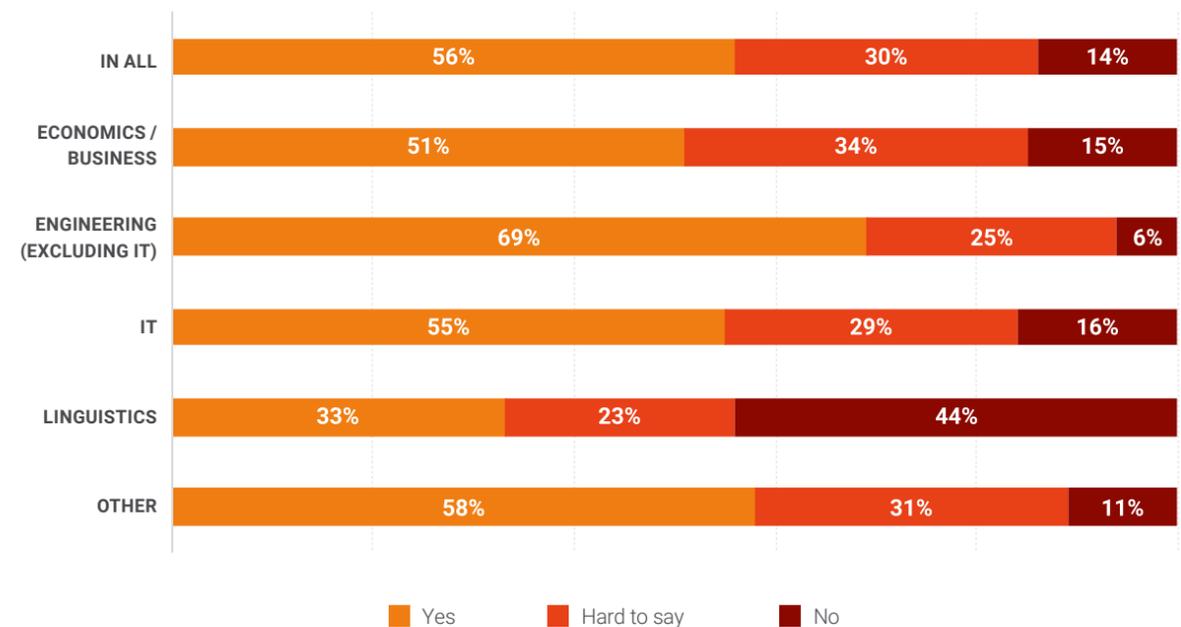
## 2.4 PROFESSIONAL PLANS AND THE PLACE OF RESIDENCE

**56% of the surveyed students declared that they see their future professional life in Warsaw.** A large percentage of respondents (30%) are undecided as to their further place of residence. Only **14% definitely plan to leave.** These people are dominated by the desire to go abroad – 6% within European countries, 4% – outside Europe. 4% of students intend to go to another Polish city.

It can be clearly seen that **students who study linguistics (44%) most frequently plan to go away,** and most often **students in engineering (69%) declare they will remain in Warsaw.** It can be assumed that linguistic studies give such self-confidence in the knowledge of another language that students think that they will find attractive work in a selected professional area outside the country without any problems.

**FIGURE 15:**

DO YOU CONNECT YOUR PROFESSIONAL FUTURE WITH LIVING IN WARSAW? / STUDIES PROFILE:



**STUDENTS CAN BE ENCOURAGED TO LEAVE WARSAW PRIMARILY BY AN ATTRACTIVE JOB OFFER (67%) AND AN ATTRACTIVE OFFER IN TERMS OF THE QUALITY OF LIFE IN A CITY (66%).**

In the in-depth interviews, a contact network built up during studies and settling down in Warsaw are most often mentioned.

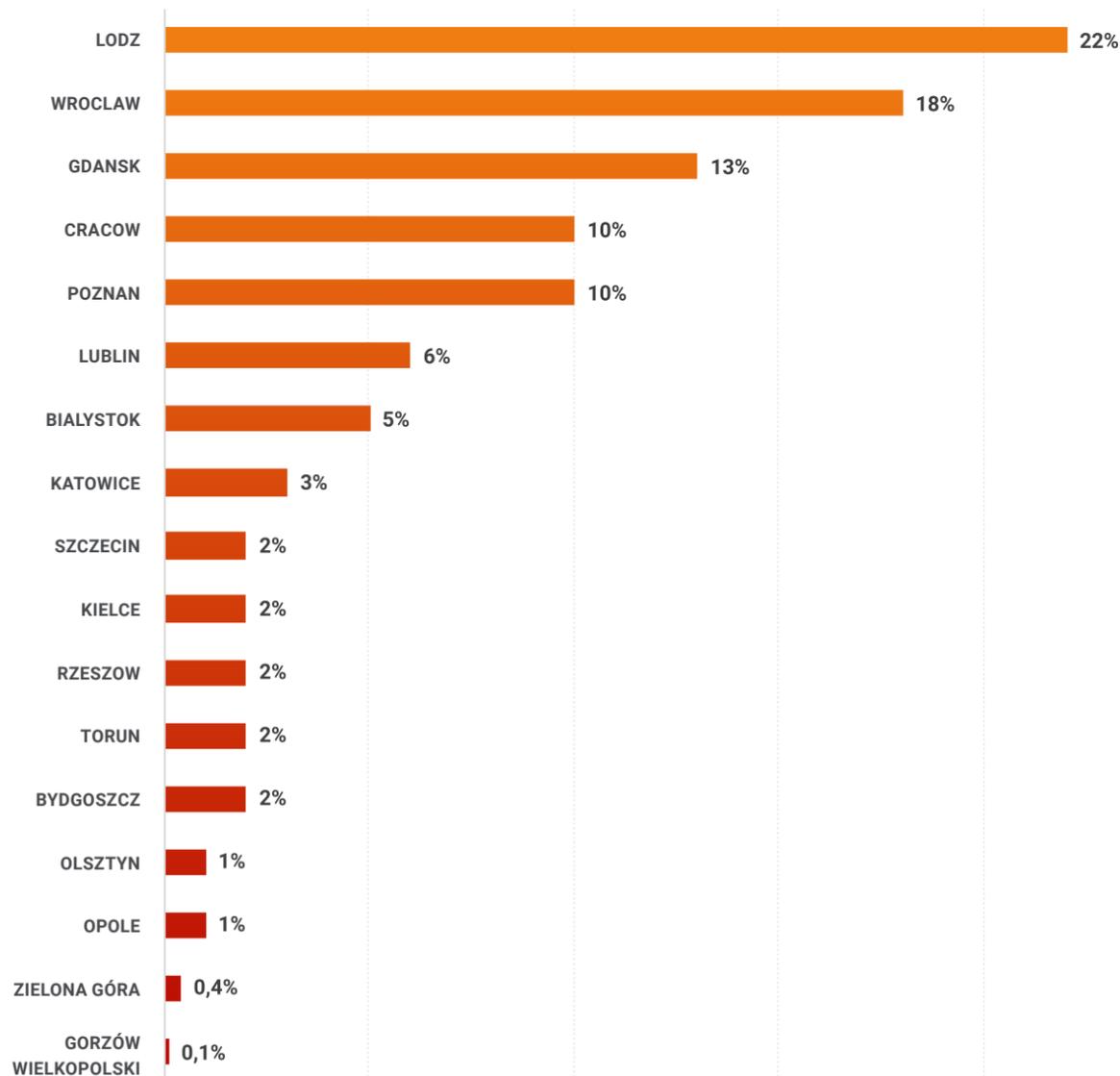
One of respondents emphasizes that: – *It seems to me that in the near future I will live in Warsaw, because there are many more career opportunities, many more people who I can learn from and who I would like to cooperate with than in my home town in Wrocław.*

## 2.5

## WARSAW IN THE EYES OF STUDENTS FROM OTHER POLISH CITIES

Among approximately 27,300 students of Warsaw-based universities registered on LinkedIn, about 3 840 come from voivodship cities other than Warsaw. Among them individual cities are represented as follows:

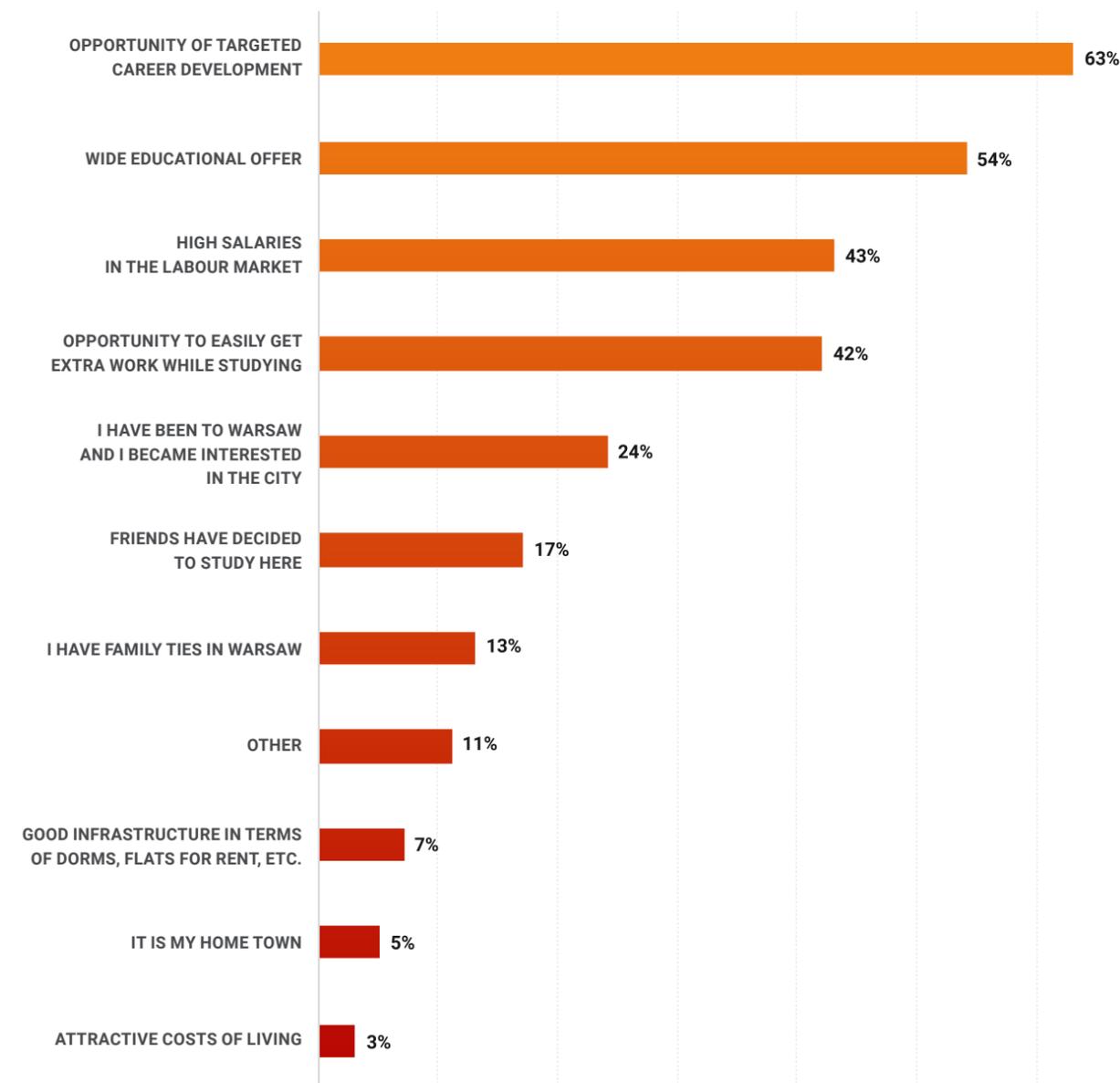
**FIGURE 16:**  
STUDENTS FROM OTHER POLISH CITIES AND THE CITY OF ORIGIN:



It is worth emphasizing that the analysis based on LinkedIn enables to filter out only those students who have marked their city of origin in their profile, e.g.: giving the name of the city where they attended secondary school, etc. Therefore, **the number of people from other voivodship cities may be considered underestimated comparing with real data, and this is a complementary source, which can only be seen as an illustration of certain trends.**

40% of respondents coming from other Polish cities took part in a survey of nearly 400 Warsaw students. The main reason for taking up studies in this group is **the possibility of targeted career development**, indicated by 63% of respondents, as well as **a wide educational offer** indicated by 54% of students coming from outside Warsaw.

**FIGURE 17:**  
WHY DID YOU DECIDE TO STUDY IN WARSAW?

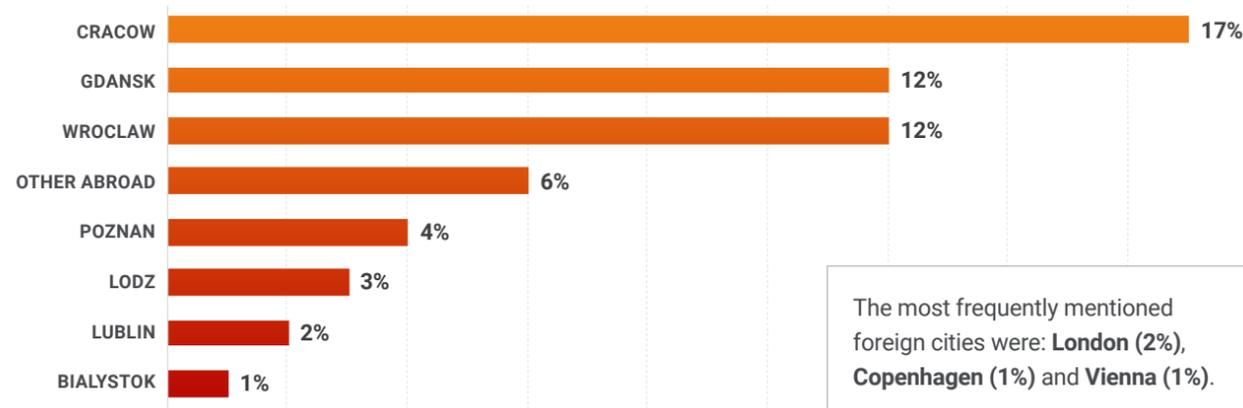


In-depth interviews confirm the results of the quantitative study. The advantage of Warsaw is the combination of a wide range of educational and professional opportunities on one side.

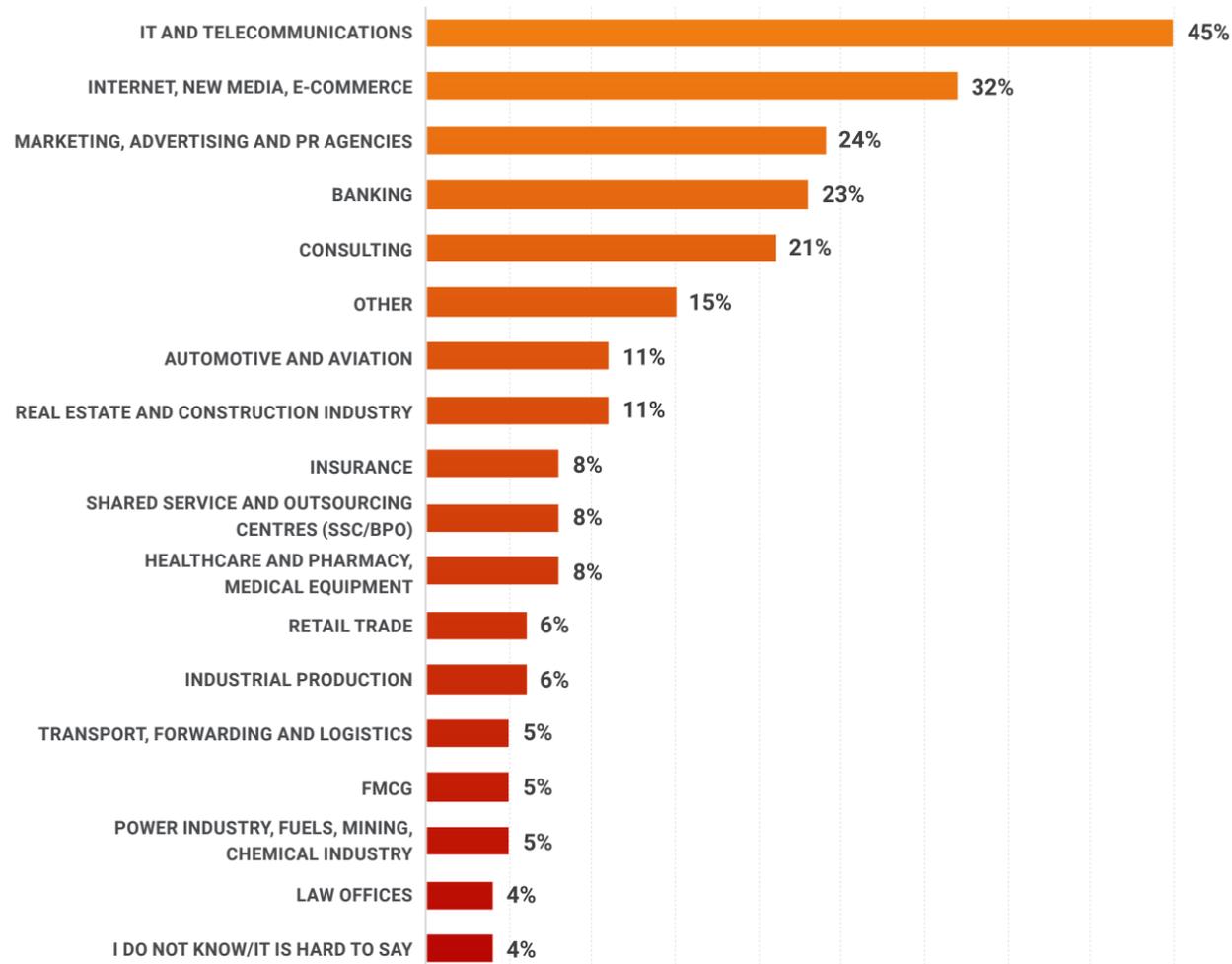
*– Warsaw has a very rich educational path, a lot of universities and companies in which one can take up employment immediately after graduation – and sometimes even during the studies. Both education, work and cultural life meet my expectations. There is a lot going on here, especially for someone coming from a smaller city where there are much fewer of such events. – says a student coming from a small city. – I was positively surprised by the fact that during my studies I can work and gain professional experience – she adds.*

The above-mentioned advantages of the city turned out to be so strong that **respondents chose Warsaw as a place to study**, although 63% of them considered other cities at the initial stage.

**FIGURE 18:**  
CITIES TAKEN INTO CONSIDERATION AS PLACES TO STUDY:

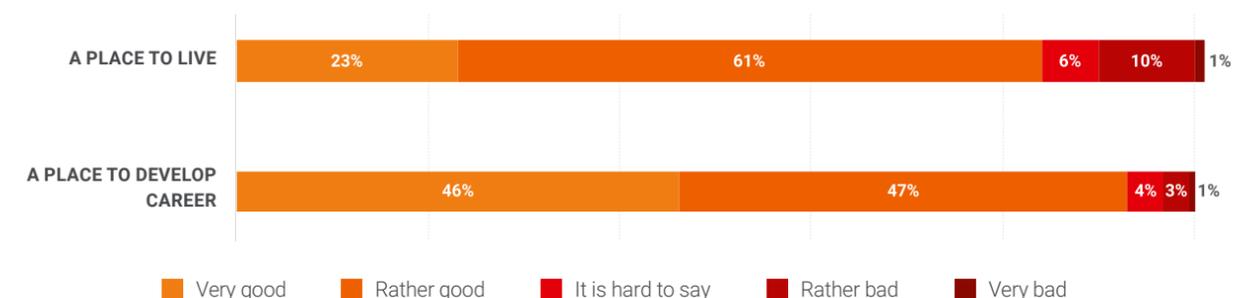


**FIGURE 19:**  
RESPONDENTS MOST OFTEN PLAN CAREER DEVELOPMENT IN THE FOLLOWING SECTORS:



The conducted study showed that **Warsaw definitely meets the expectations**. Those who chose the capital as a place to study in the vast majority evaluate it **very or rather well both in terms of place to live (84% of positive indications) and the place for career development (93% of indications)**. The results also show a very high development potential and broad opportunities in terms of attracting talents in the future. In times of globalization, digital reality choices are made on the one hand based on the opinion of friends, and on the other hand on the basis of knowledge found on the internet. Such positive assessment on the part of current students will certainly translate into the attitudes of students in successive years deciding on the choice of a city in terms of study, career development and place to live.

**FIGURE 20:**  
HOW DO YOU RATE WARSAW AS A PLACE TO LIVE? HOW DO YOU RATE WARSAW AS A PLACE TO DEVELOP CAREER?

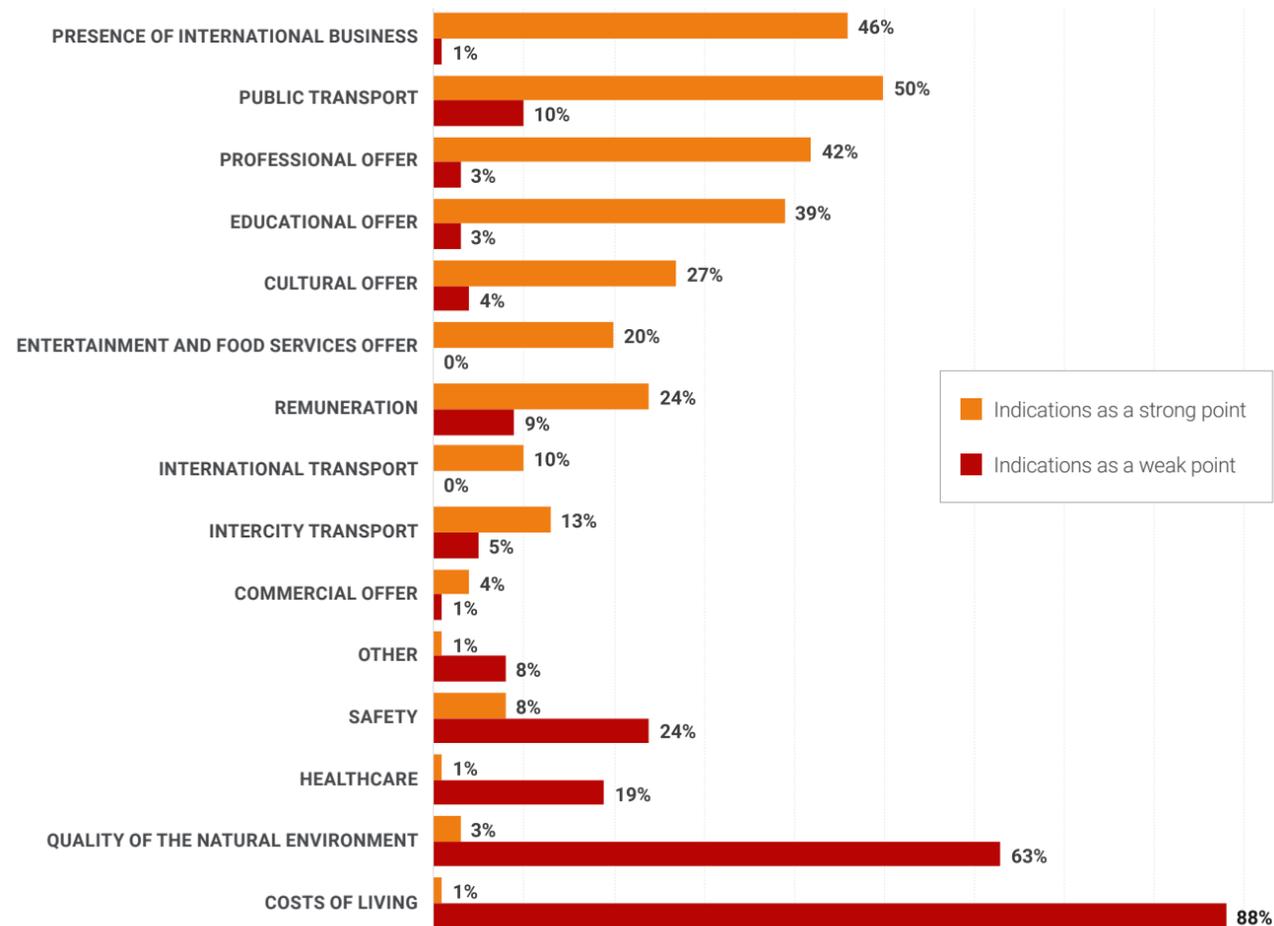


Students coming from outside of Warsaw indicate as a **strong advantage** of the city first **public transport**, followed successively by: **the presence of international business, professional and educational offer**.

**TABLE 2:**  
PLEASE INDICATE NO MORE THAN THE THREE STRONGEST AND THE WEAKEST POINTS OF WARSAW AS A PLACE TO LIVE AND DEVELOP ONE'S CAREER:

	INDICATIONS AS A STRONG POINT	INDICATIONS AS A WEAK POINT	NET
Presence of international business	46%	1%	45%
Public transport	50%	10%	40%
Professional offer	42%	3%	39%
Educational offer	39%	3%	36%
Cultural offer	27%	4%	23%
Entertainment and food services offer	20%	0%	20%
Remuneration	24%	9%	15%
International transport	10%	0%	10%
Intercity transport	13%	5%	8%
Commercial offer	4%	1%	3%
Other	1%	8%	-7%
Safety	8%	24%	-16%
Healthcare	1%	19%	-18%
Quality of the natural environment	3%	63%	-60%
Costs of living (including the rent or purchase of a flat)	1%	88%	-87%

**FIGURE 21:**  
STRONG AND WEAK POINTS OF WARSAW AS A PLACE TO LIVE AND DEVELOP ONE'S CAREER:



The most often indicated **weak points** are: **the cost of living** and **the quality of the natural environment**. The expected **support from the city** is, on the other hand, **the offer of cheap flats for rent** and **assistance in finding programs in the area of education or start-up subsidies**.

A qualitative study leads to the conclusion that the downside of the city is mainly **housing prices**. Taking into account students' salary, as well as the initial salary in the first job – the cost of living in the city is assessed as high. Renting an apartment is the best option if you do not want to live in a dorm. Buying a flat is possible after a few years if you have a well-paid job.

*– The cost of living seems to me quite high, especially compared to my earnings. On the other hand, we have a large selection of standard, price and location of the flat, thanks to the developed housing market. Everyone can adapt to this their own needs and expectations* – said a student from Wrocław.

The other downside is **the quality of the environment**, especially during winter

*– I think that when it comes to air pollution, it is also much worse than in smaller towns*  
– assesses a student coming from a small town.

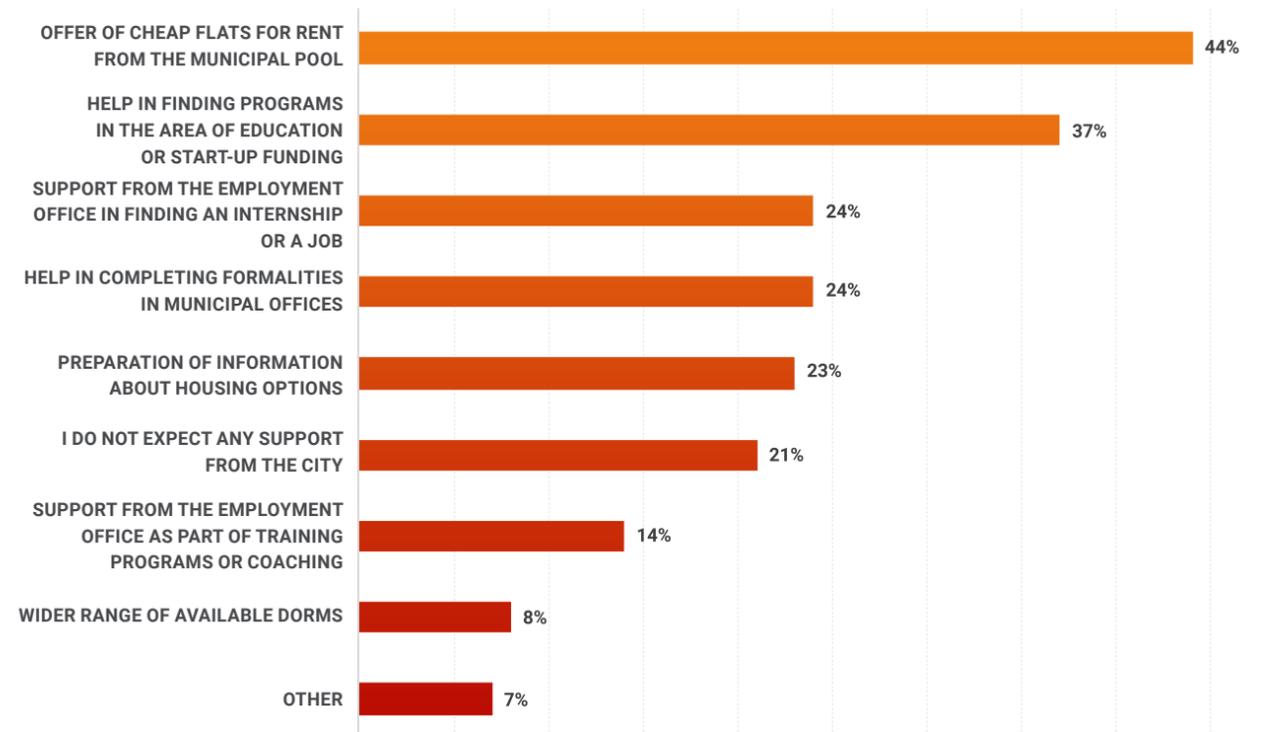
The cultural and entertainment offer is evaluated very high and in comparison with smaller towns it meets the expectations of respondents. Many museums, parks, cultural events and restaurants are appreciated and considered a strong point of the capital.

Metro, many tram and bus lines allow one to move around the city easily. City bikes as well as scooters enable users to move around even in the traffic-jammed capital. A student coming from another Polish metropolis points out that:

*– In Warsaw there is much better public transport than in my city. All the means of transport run more often, there is also a wide network of connections available.*

Students plan their future in Warsaw because of their **professional abilities** and **willingness to expand their competences**, which may not be provided by a smaller, local market from their home town.

**FIGURE 22:**  
WHAT KIND OF SUPPORT DO YOU EXPECT FROM THE CITY?



**Students coming to Warsaw have high expectations related to studies and the opportunities that are associated with it.** They expect high-level studies, qualified staff and a variety of activities to satisfy their interests. The conclusions from the interviews confirm that students are satisfied with the university and their expectations regarding education have been fulfilled. **Access to internships, traineeships or exchanges between universities** is a positive surprise for students who are eager to use these options and thus make their studies more attractive.

Warsaw for people from small towns is associated with a huge city, where it will be difficult to find oneself, everything is far away and nobody knows anyone. Usually, the first impression is quite wrong, because after some time, when they live and get acquainted with the city, transport solutions are noticeable, which helps to move from one point to another. These distances are not so large and you can be able to move around smoothly even in the rush hour. Infrastructure, the condition of roads is a positive surprise, because compared to other smaller towns, the capital looks very good. **The solutions offered by the city, such as numerous tram and bus lines, city scooters or bikes, are considered advantages.**

Students wishing to take up jobs in Warsaw expected higher salaries as the cost of living in the capital is quite high. By gaining experience, they expect a well-paid job consistent with their interests and providing opportunities for further development.

## SEBASTIAN SALA

BUSINESS UNIT MANAGER, ANTAL SSC/BPO, BANKING & INSURANCE

Warsaw in numbers today has about 220 000 students, over 50 000 graduates every year, who have 62 universities to choose from. Among the candidates in the recruitment process for Antal clients – more than half do not come from Warsaw. These are people who migrated, looking for challenges at prestigious universities that offer a wide range of fields of study.

Students come to Warsaw primarily from all over Poland, but not only. Students from Ukraine, Italy, Spain, India, Germany, Belarus, Russia, France, Portugal, Turkey, Romania, the Netherlands, Great Britain or even such distant countries as Brazil study in Warsaw. Most often, these students come to get to know this part of Europe – they are guided by curiosity, and because of attractive career opportunities in a large number of international companies and because of relationships or starting a family. The situation is similar for students from Poland – those whose family homes are located far outside Warsaw – they mostly stay because they are aware that in Warsaw it is much easier to find a satisfying job, in which they will be able to develop after graduation.

Students from the towns around Warsaw quite often when they start a family return to the outskirts, but very often they have professional ties with the capital.

Warsaw is considered a city with a rich cultural and food service offer. Above all, however, it is a city of many professional opportunities. Employers in Warsaw offer relatively high salaries, but you also have to pay high costs for housing and services. When future students consider going to the “big city” – the first criterion is the choice of university and fields of study. Among the favourites are: Warsaw, Gdansk, Poznan, Wroclaw, Cracow and sometimes Lublin.

Young students and graduates expect support in the context of finding their first job while still studying, but also opportunities to participate in fairs or conferences, during which they can talk about their opportunities to shape their professional career as part of their interests.

## 2.6

### WARSAW IN THE EYES OF STUDENTS FROM ABROAD

Foreign students are a numerous group, which amounts to almost 24 thousand people studying at Warsaw universities. The largest group, of about 11 000, are students from Ukraine and Belarus – 3 000. Students from the Middle East are a group of approximately 2 214 thousand people.

**FIGURE 23:**  
CENTRAL STATISTICAL OFFICE (GUS) DATA:

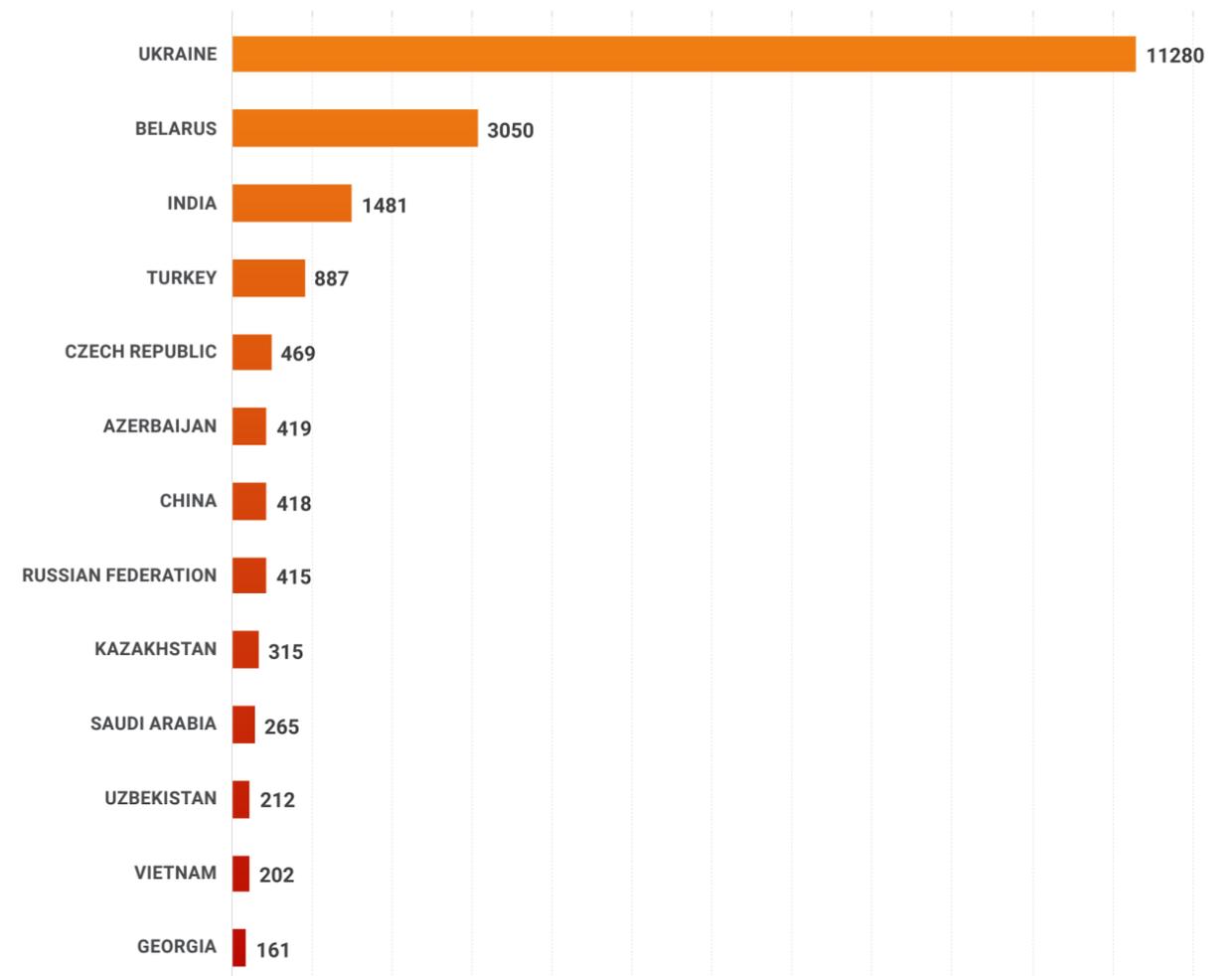
23 731

NUMBER OF FOREIGN STUDENTS

3 722

NUMBER OF FOREIGN GRADUATES

**FIGURE 24:**  
COUNTRY OF ORIGIN OF FOREIGN STUDENTS ON THE BASIS OF THE LARGEST NUMBER OF STUDENTS:



**FIGURE 25:**  
WARSAW UNIVERSITIES WITH THE HIGHEST NUMBER OF FOREIGN STUDENTS:

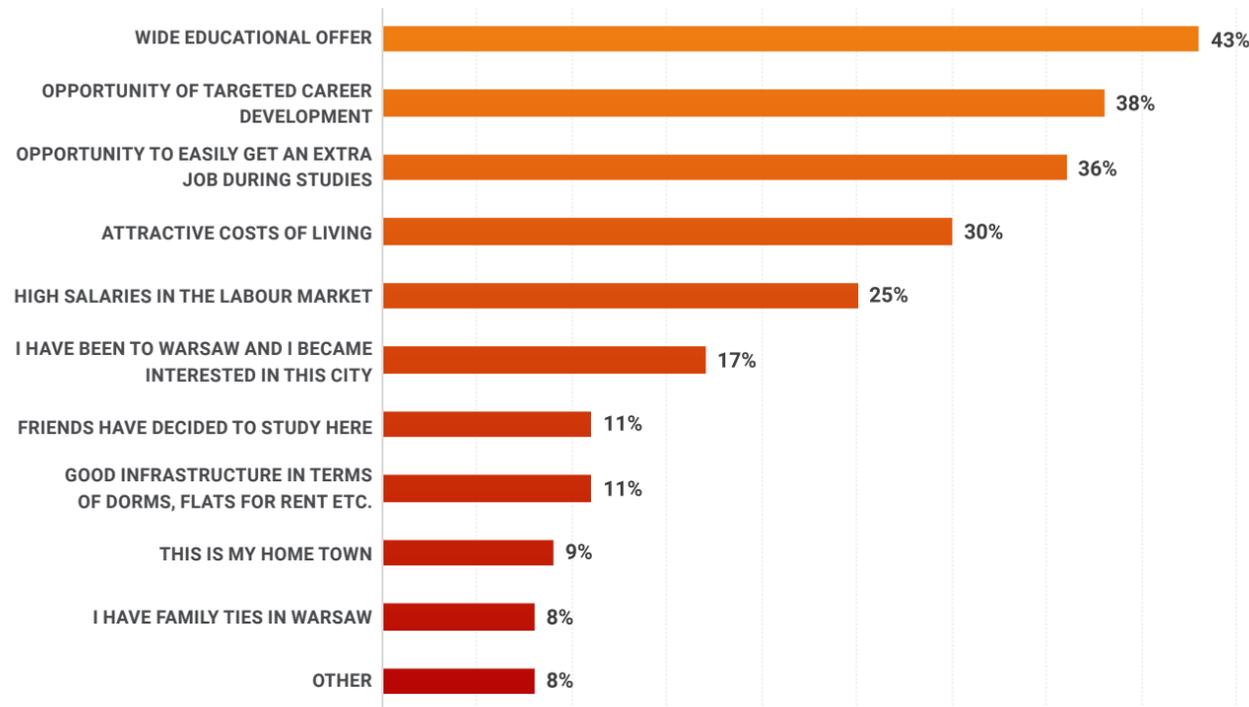


**FIGURE 26:**  
FOREIGN STUDENTS STUDYING THE FOLLOWING FIELDS:



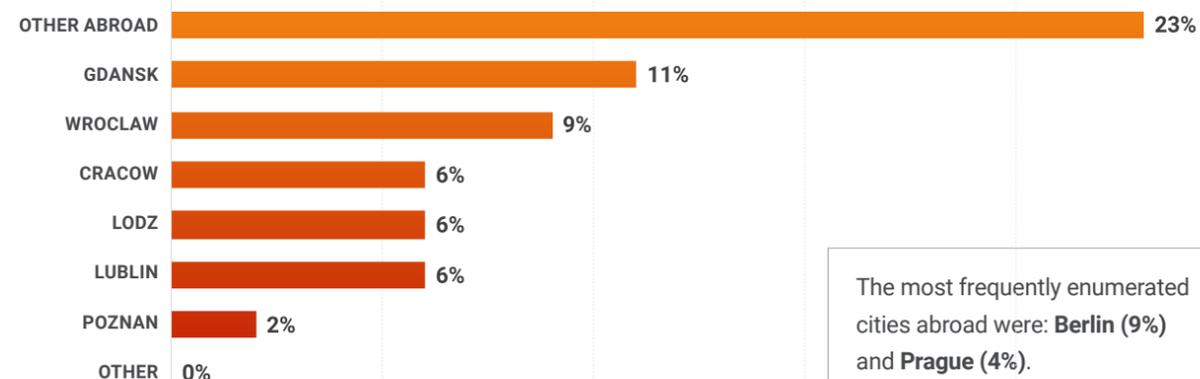
13% of respondents from other countries took part in the study of Warsaw students. **83% of the surveyed foreigners came directly to start selected studies.** The main reason for undertaking the studies in this group is **the wide educational offer** indicated by **43% of foreigners** and **the possibility of targeted career development**, indicated by **38% of respondents** from abroad.

**FIGURE 27:**  
WHY DID YOU DECIDE TO STUDY IN WARSAW?

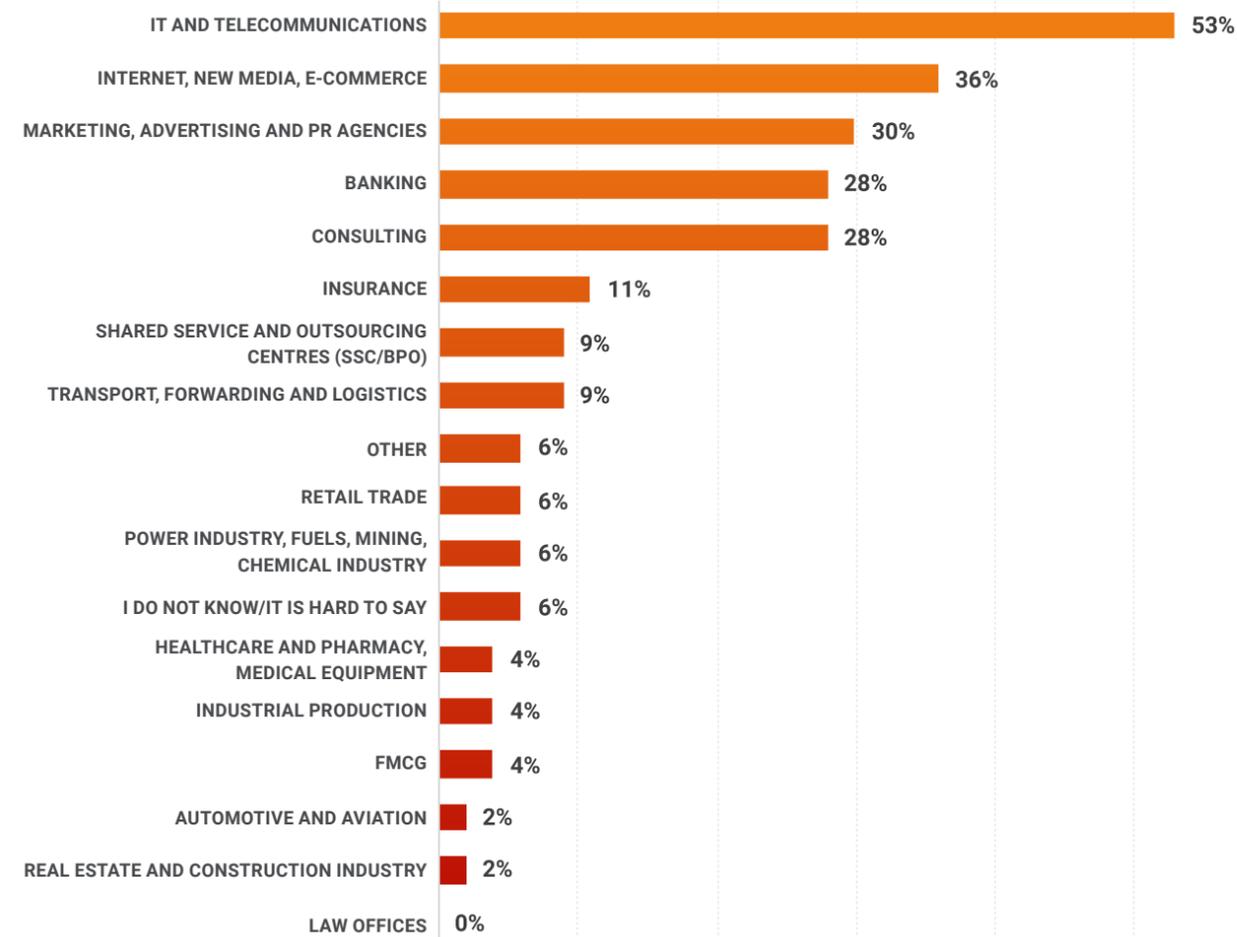


It is worth noting, however, that Warsaw has competition. 62% of the surveyed students from other countries also considered other cities to study.

**FIGURE 28:**  
CITIES CONSIDERED FOR STUDYING:

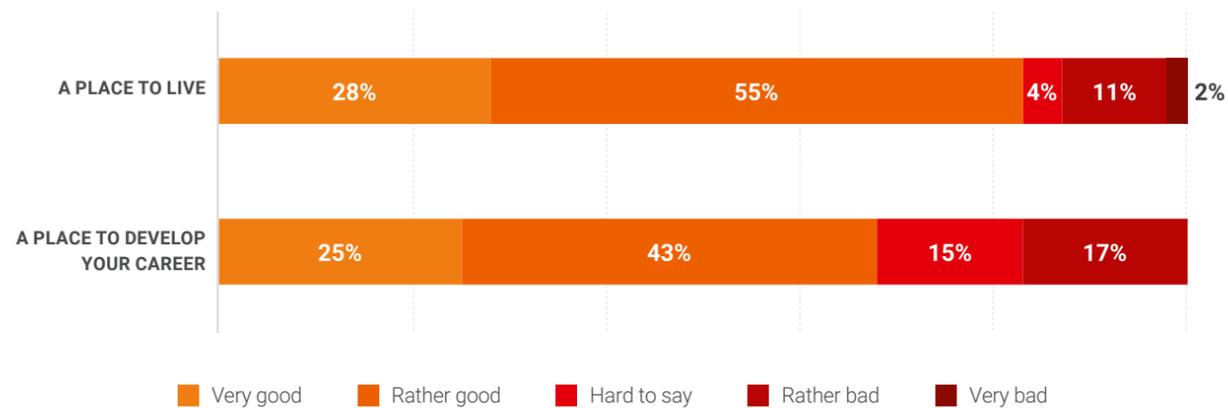


**FIGURE 29:**  
RESPONDENTS MOST OFTEN PLAN CAREER DEVELOPMENT IN THE FOLLOWING SECTORS:



Those who have chosen Warsaw to study most of them now assess it **very or fairly well in terms of their place of living and their career development.**

**FIGURE 30:**  
HOW DO YOU RATE WARSAW AS A PLACE TO LIVE? HOW DO YOU RATE WARSAW AS A PLACE TO DEVELOP YOUR CAREER?

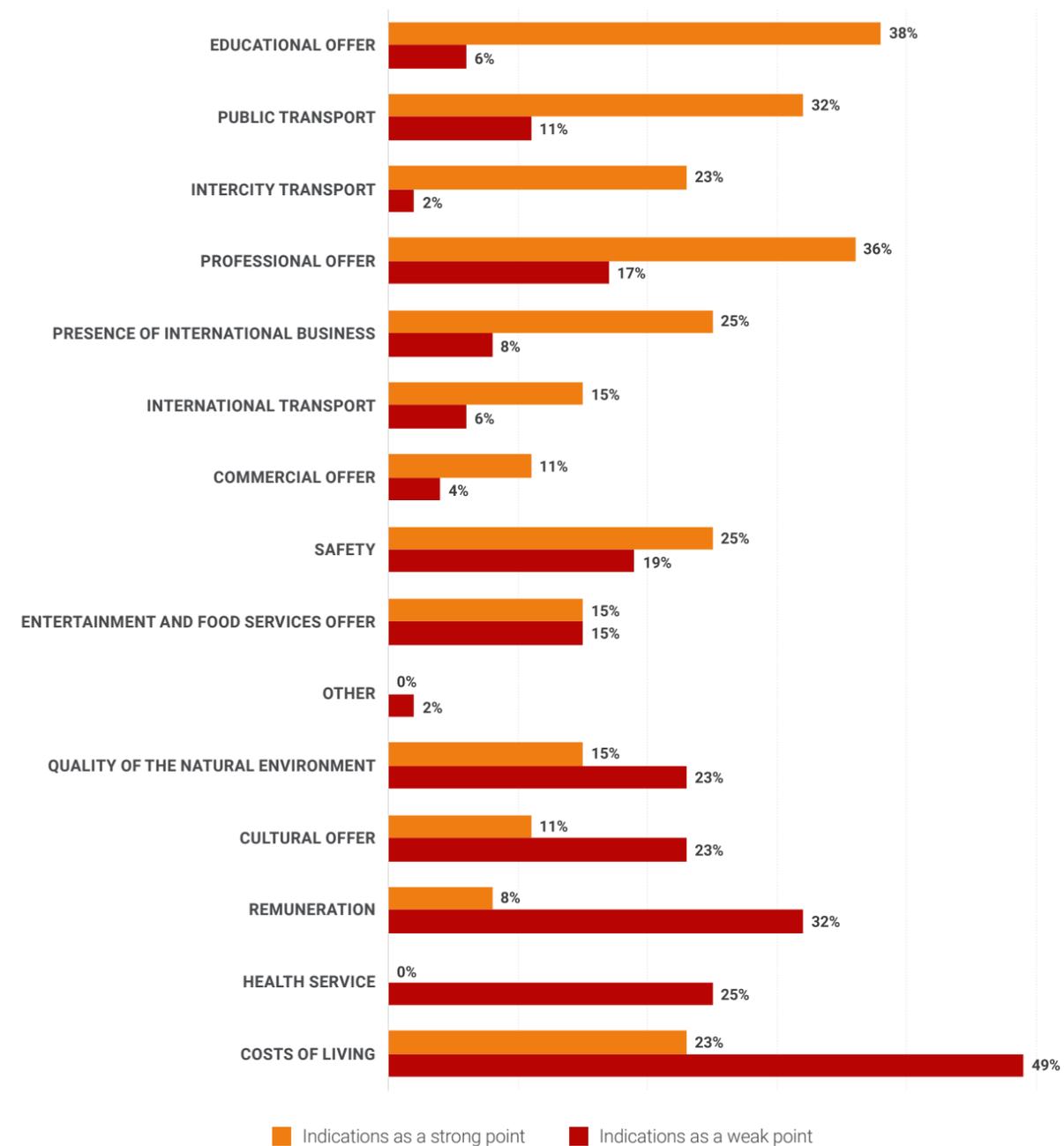


**TABLE 3:**  
PLEASE INDICATE NO MORE THAN THE THREE **STRONGEST ADVANTAGES** OF WARSAW AS A PLACE TO LIVE AND DEVELOP YOUR CAREER

	INDICATIONS AS A STRONG POINT	INDICATIONS AS A WEAK POINT	NET
Educational offer	38%	6%	32%
Public transport	32%	11%	21%
Intercity transport	23%	2%	21%
Professional offer	36%	17%	19%
Presence of international business	25%	8%	17%
International transport	15%	6%	9%
Commercial offer	11%	4%	7%
Safety	25%	19%	6%
Entertainment and food services offer	15%	15%	0%
Other	0%	2%	-2%
Quality of the natural environment	15%	23%	-8%
Cultural offer	11%	23%	-12%
Remuneration	8%	32%	-24%
Health Service	0%	25%	-25%
Costs of living (including costs of renting / purchasing a flat)	23%	49%	-26%

AS A **STRONG POINT** OF THE CITY, STUDENTS FROM ABROAD INDICATE IN THE FIRST PLACE **EDUCATIONAL AND PROFESSIONAL OFFER,** AS WELL AS **PUBLIC TRANSPORT.**

**FIGURE 31:**  
STRONG AND WEAK POINTS OF WARSAW AS A PLACE TO LIVE AND DEVELOP YOUR CAREER:



The costs of living and level of remuneration are most often indicated as **weak points**.

## DISCUSSION GROUPS ON THE INTERNET PLAY A LARGE ROLE IN THE COMMUNITY OF STUDENTS FROM ABROAD IN WARSAW.

They fulfil several important functions, such as: building relationships and integration, sharing knowledge on practical information, exchanging opinions and advice about life and job opportunities in Warsaw.

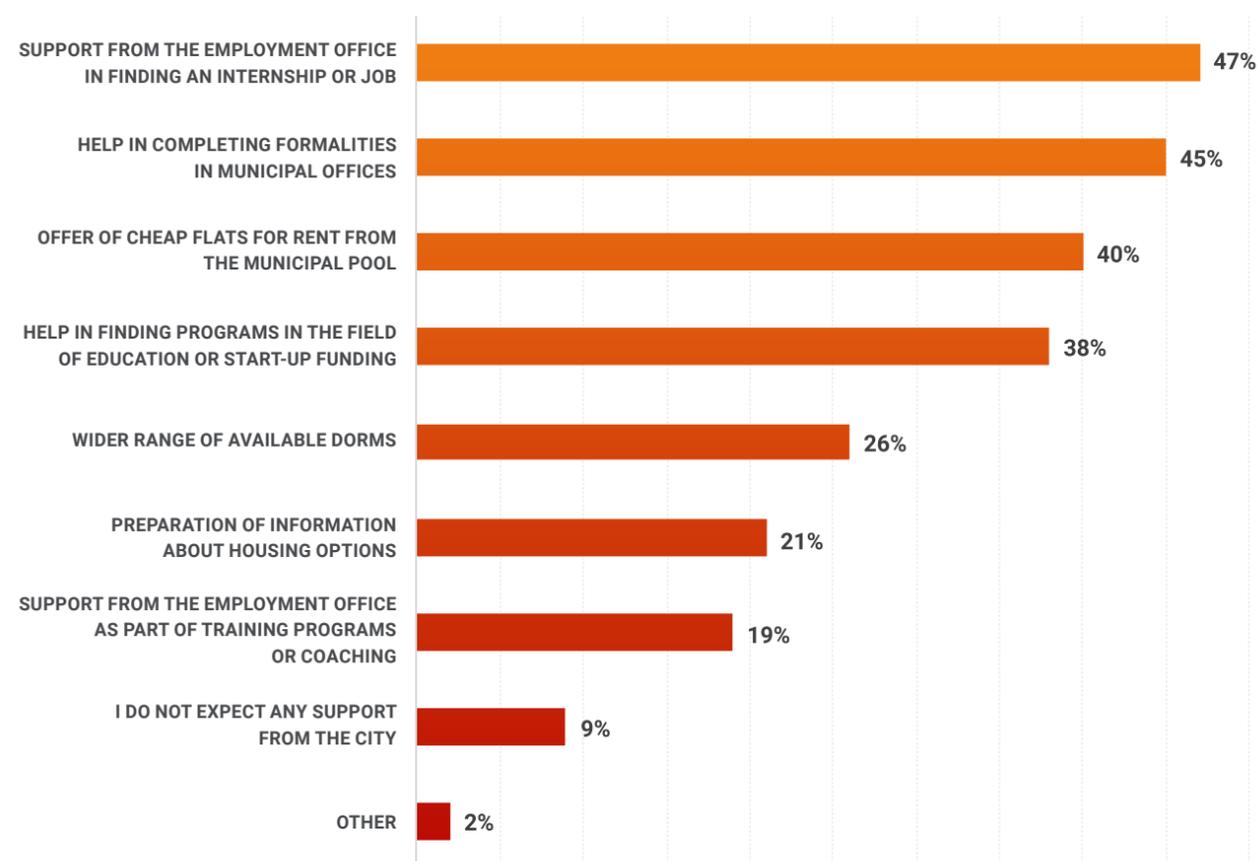
The sphere of the relationships is based on getting to know people with whom you can spend free time, make friends with students of the same field of study or establish romantic relationships. The exchange of knowledge on practical information mainly concerns housing matters. On the forums, one can find a lot of rental offers, but also, for example, roommate searches. Among the young entrepreneurs, the conditions of running a business activity in Poland are also discussed.

There are many job offers from Polish entrepreneurs. Students are also interested in language courses, including Polish. Another group of topics is the exchange of opinions. Most often one can find positive opinions about urban greenery, and negative opinions about a widely understood customer service.

## THE EXPECTED SUPPORT FROM THE CITY IS: HELP IN FINDING AN INTERNSHIP OR JOB AND IN COMPLETING FORMALITIES IN MUNICIPAL OFFICES.

FIGURE 32:

WHAT KIND OF SUPPORT DO YOU EXPECT FROM THE CITY?



## MAŁGORZATA STANIK

RECRUITMENT TEAM LEADER, ANTAL SSC/BPO

Foreigners working in Warsaw – often establishing ties with the capital of Poland for a long time – are a constantly growing group. The dynamically developing SSC/BPO sector with the demand for language competences and marginalising the need to know Polish in relation to international structures and English as a corporate language undoubtedly contributes to this. The second sector, the development of which certainly attracts foreigners to Poland, is IT. There are more and more technological R&D, start-ups or insourcing/outsourcing structures dedicated exclusively or mainly to IT operations. An increase in remuneration in the IT industry, high competitiveness, availability of attractive jobs with modern technologies and high demand for specialists in the areas of software development, cyber security or infrastructure encourage candidates from various regions of the world to relocate to Warsaw.

Some of the foreigners working in Warsaw are people who came as part of student exchange, they liked Warsaw and decided to stay longer. As recruiters, we often meet with candidates who have permanently settled in Warsaw due to their marriage to a person of Polish nationality and have connected their future and professional plans with Poland. It also quite often happens that people from different parts of the world answer the advertisements, which we place on leading advertising portals, although they are often people who have not had contact with Poland before. This shows interest in the Polish labour market and here Warsaw enjoys the greatest success as a capital city well connected with various countries. Foreigners from this group often pay attention to the fact that many job offers are published in Poland, including those requiring proficient knowledge of their mother tongue or compatible with their professional profile. It encourages them to be interested in the Polish labour market because they are looking for an interesting job offer and are mobile people.

For foreigners from countries outside the European Union, Poland is also a way to enter the EU zone. We are also a safe proposition for people moving for socio-political reasons, and in industries characterized by the employee's market, Warsaw's job offers also attract for economic reasons, especially in the case of migration from poorer regions. In Warsaw, Europeans from various countries easily adapt, and at the same time, candidates from outside Europe (e.g. from India, Mexico, Brazil or Arab countries) are increasingly appearing on the Warsaw job market. The capital of Poland is developing towards a multicultural city and it also brings challenges. If foreign candidates tell recruiters about any problems with life in Poland or Warsaw, two issues arise most often: formalities related to the procedure of obtaining residence and work permits and difficulties in communicating in English at offices or e.g. medical facilities.

From the experience of business cooperation with various organizations, I can add that many companies do not decide to employ candidates from outside the European Union due to the long waiting time to obtain the appropriate permits and the need for excellent knowledge of regulations in this area or the costs related to obtaining certain types of permits or also employing relocation experts/companies with expertise in this area.

Processes of immigration to Poland for educational and vocational purposes are a trend that will intensify. Local governments of big cities, including the capital, are aware of this and I believe that they will strive for various types of improvements and simplifications, thanks to which the economy will not be held back by staff shortages, and foreigners coming to Warsaw will want to stay here as long as possible.

PART III

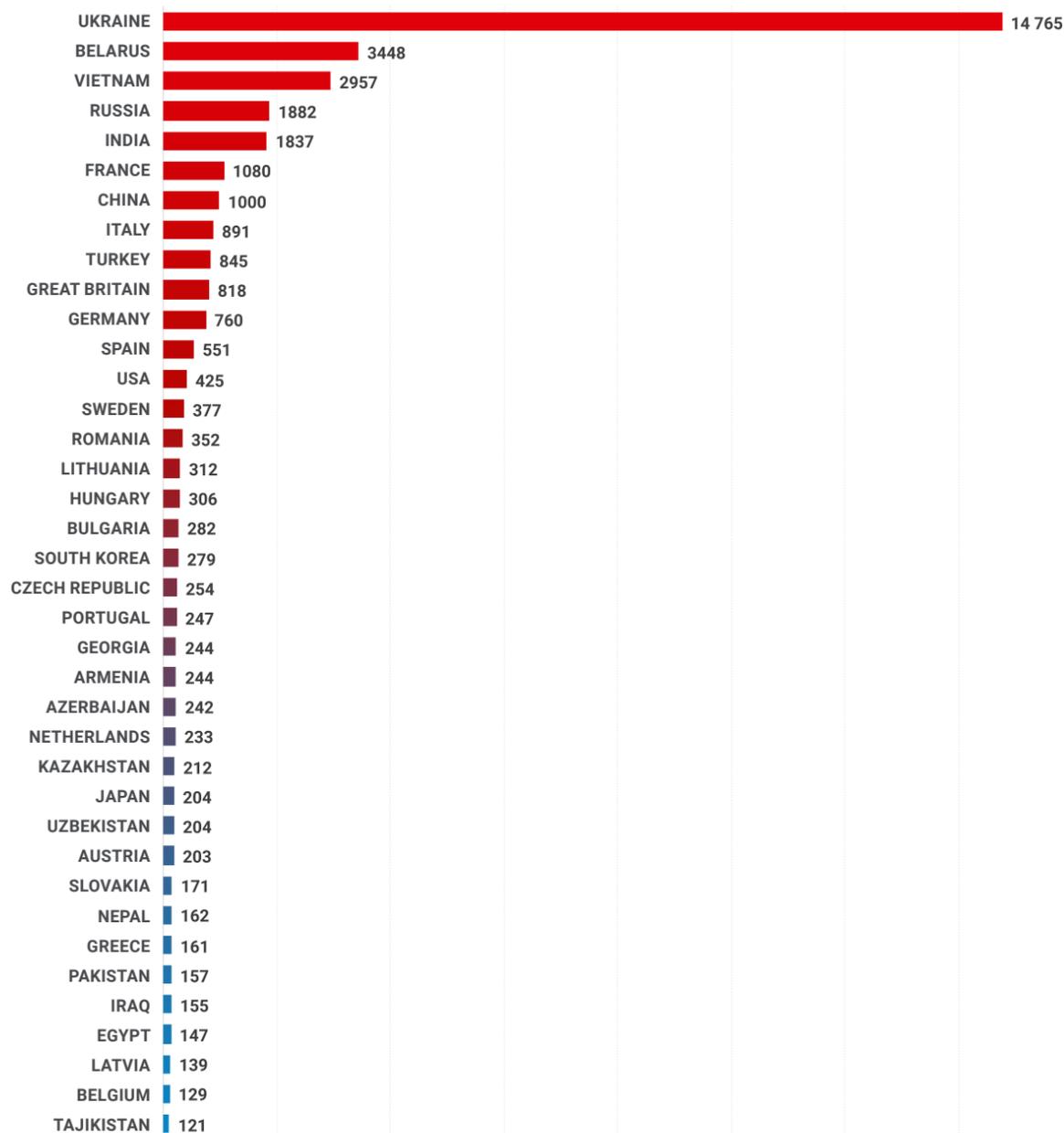
# CHARACTERISTICS OF FOREIGNERS WORKING IN WARSAW



### 3.1 THE ORIGIN OF FOREIGNERS LIVING IN WARSAW

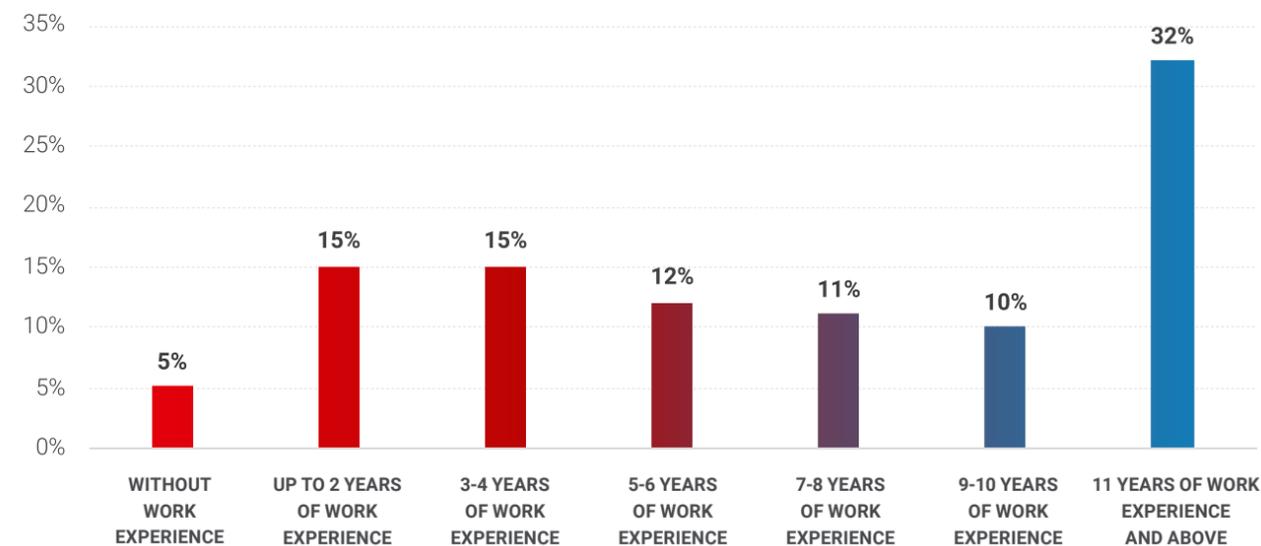
According to statistical data of the Warsaw Municipal Office as of 6th June 2019, the capital was inhabited by **40 082 foreigners**. Most people are of **Ukrainian, Belorussian and Vietnamese** origin. **Russia (1 882)** and **India (1 837)** are also represented in large numbers as well as Western European countries which are represented by e.g. **1 080 French, 760 German and 818 British citizens**. It is worth emphasizing that the presented data include only registered foreigners, which excludes a large percentage of people living in Warsaw, coming from countries from the Schengen area, who are not subject to the registration obligation. **We estimate, therefore, that the real number of foreigners is 2-3 times higher and includes a larger percentage of citizens from Western European countries.**

**FIGURE 33:**  
FOREIGNERS IN WARSAW:

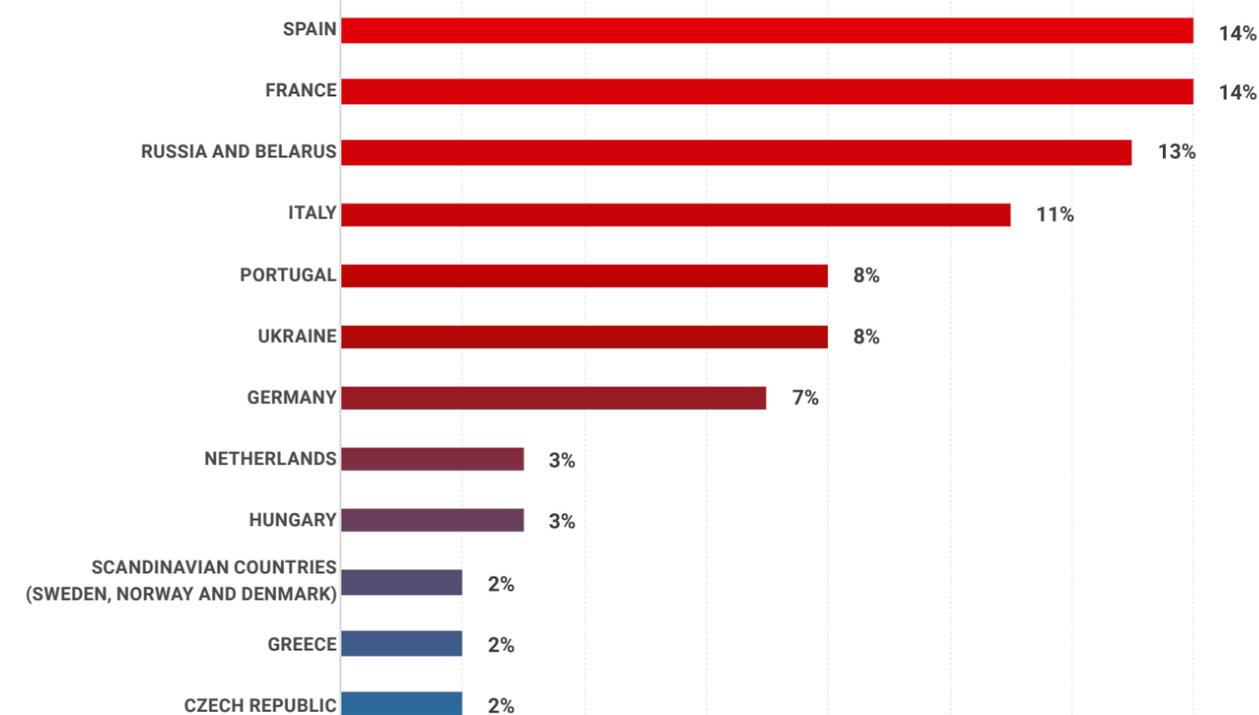


The group of foreigners from European countries registered on LinkedIn and working in Warsaw is approximately **3 000 people**. It can be assumed that it is likely that more than half of these people are under the age of 30, as there are **310 people (13%)** in this group in the course of studies and **1 050 people (44%)** who completed their studies between 2015 and 2018.

**FIGURE 34:**  
WORK EXPERIENCE OF FOREIGNERS LIVING IN WARSAW (LINKEDIN DATA):



**FIGURE 35:**  
THE ORIGIN OF FOREIGNERS LIVING IN WARSAW (ACCORDING TO LINKEDIN DATA):



## SYLWIA DĘBIŃSKA

LEADER OF MANAGING TALENTS, DELOITTE POLAND

Deloitte is a variety of services and industries, and above all, people. Our team is joined by people from many universities and fields of study, coming from different countries.

However, this is a definite minority. The element necessary to work in most Deloitte teams in Poland is the knowledge of the Polish language, which is a challenge for many foreigners. This is due to the specifics of work in the consulting industry. We work to a large extent with clients who require Polish-language service. For this reason, in job advertisements, we indicate proficiency in language as a prerequisite. Often the knowledge of Polish legislation is also a prerequisite. This means that the largest professional group in Deloitte in Poland are Poles.

Currently, over 3% of employees from abroad are working for us, of whom more than half are people with Ukrainian citizenship. Their average age is 27 years.

They are usually people in basic positions who study or studied in Poland. They perceive their professional decision as an investment in themselves and define it as an opportunity for dynamic development. They are interested in participating in ambitious projects and promotion in the company's structures.

## 3.2

### KEY FACTORS AFFECTING THE CHOICE OF WARSAW BY FOREIGNERS

Immigrants from Western Europe mostly come to start their chosen job right away. A relatively high proportion of respondents also come for other reasons and only then take up employment there. Every fifth person came to Warsaw to study and after graduation decided to stay permanently.

**FIGURE 36:**  
IN WHAT CIRCUMSTANCES HAVE YOU TAKEN UP EMPLOYMENT IN WARSAW?

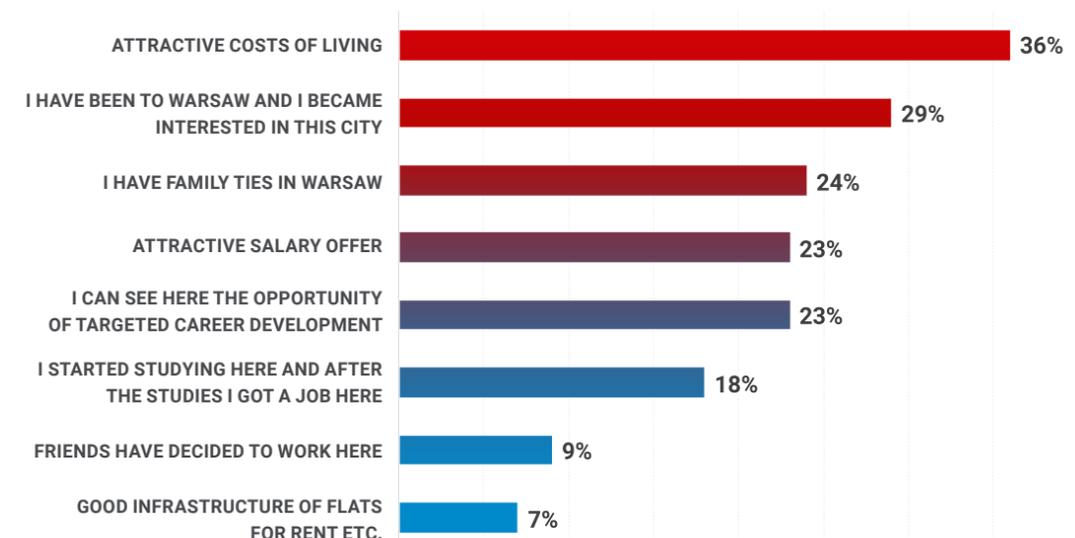


The most common reason for taking up employment in Warsaw is **the attractive cost of living**, indicated by **36% of respondents**. Also, previous visits to Warsaw often influence the interest in this location as a place to live (29% of indications). The results of the survey are reflected in in-depth interviews.

The French manager fits in the presented pattern. – *During my studies in Poznan, 10-15 years ago, I spent a weekend in Warsaw. (...) My wife is Polish, so I was looking for a job in Warsaw because of the favourable location and good conditions for travelling by air.*

Every third respondent gave other reasons for interest. These include: **ease of finding employment, secondment by your own company or a direct job offer.**

**FIGURE 37:**  
WHY DID YOU DECIDE TO TAKE UP EMPLOYMENT IN WARSAW?



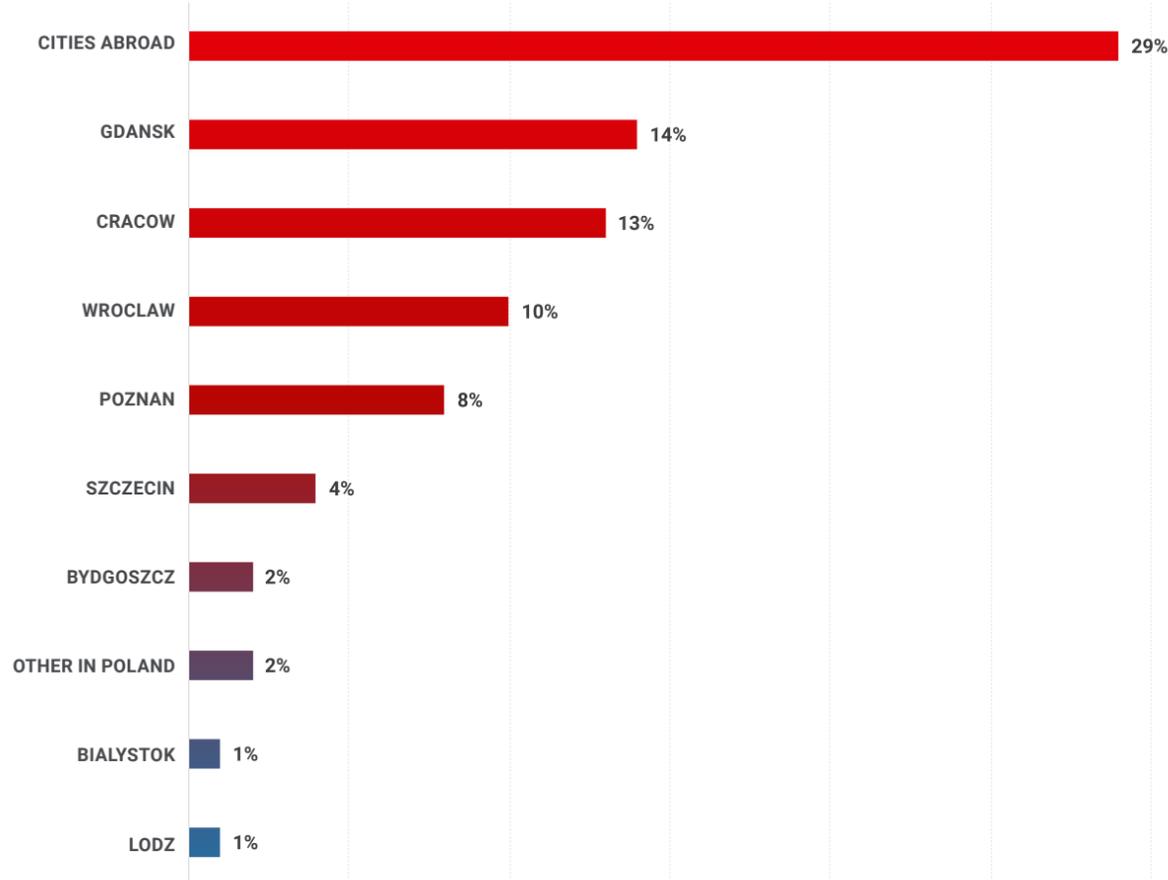
The conducted in-depth interviews showed that foreigners believe that in Warsaw they have a chance to live at the appropriate level and possible job opportunities in every European country thanks to the international companies located here. Coming to study was a risky decision, changing life, but worth it.

Working in Warsaw in international companies allows one to gain experience and income at an appropriate level to benefit from living in Warsaw, think about buying a flat and plan a further life. They mainly learned about the city from the internet and from friends.

**INTERESTINGLY, THE MAJORITY OF FOREIGNERS (53%) DID NOT CONSIDER OTHER CITIES THAN WARSAW IN TERMS OF RELOCATION.**

Those who took into account other locations most often considered foreign cities, as well as **Gdansk** and **Cracow**.

**FIGURE 38:**  
WHICH CITIES OUTSIDE OF WARSAW DID YOU CONSIDER LIVING IN?

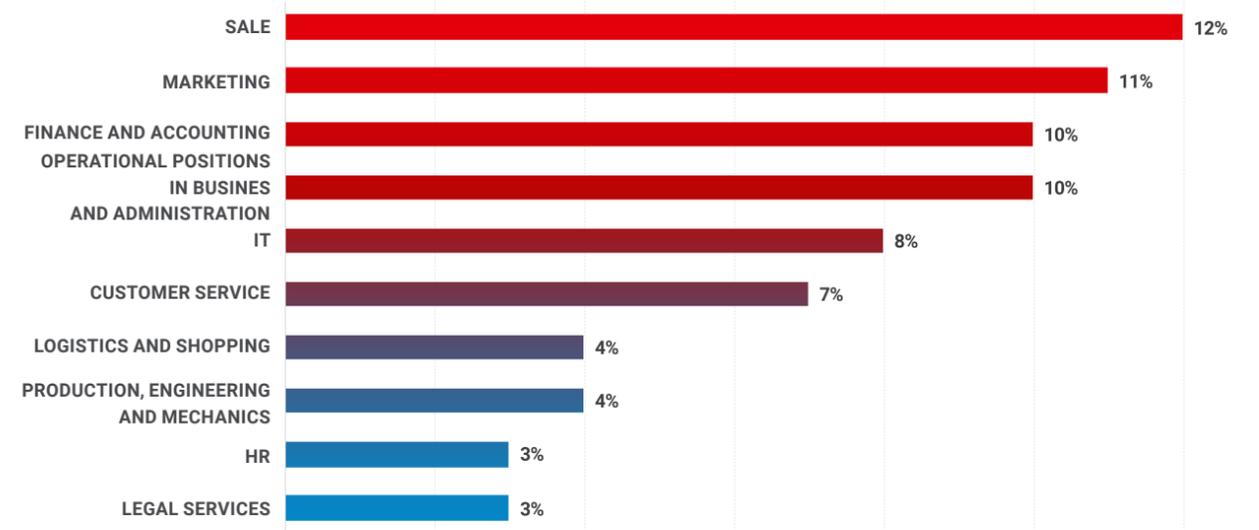


**FOREIGN CITIES ENUMERATED BY RESPONDENTS ARE MOST OFTEN LONDON (5%), MADRID (5%) AND BERLIN (3%).**

### 3.3 CHARACTERISTICS OF EMPLOYMENT

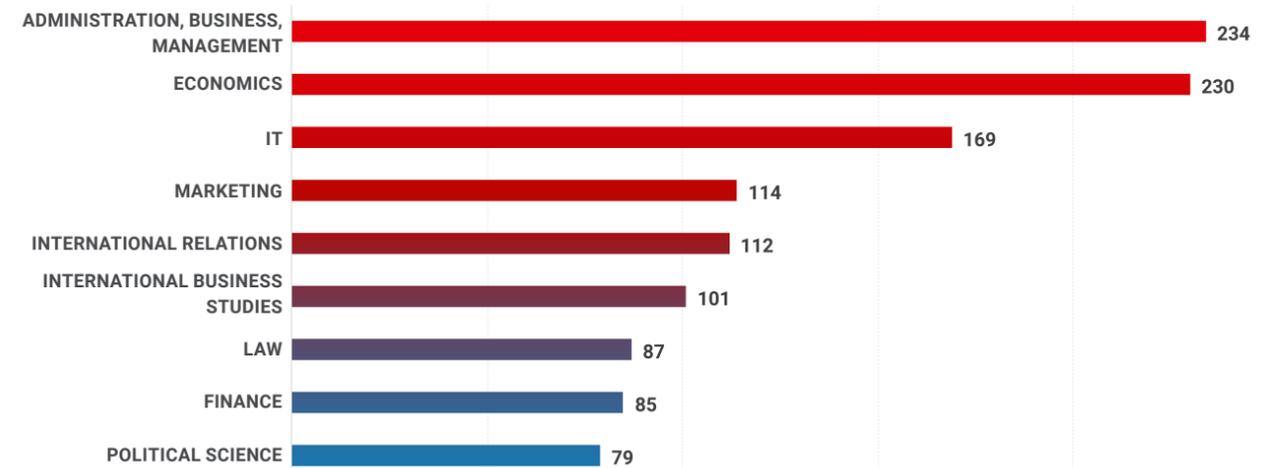
According to statistics developed on the basis of the LinkedIn portal, **foreigners in Warsaw most often work in the area of sales, marketing, finance and customer service.** A large share of people is also employed in **the IT industry.**

**FIGURE 39:**  
INDUSTRIES IN WHICH FOREIGNERS LIVING IN WARSAW AND REGISTERED ON LINKEDIN WORK:



It is worth noting that **foreigners studied at Warsaw universities before starting work in Warsaw.** Out of the surveyed employees, 180 graduated from the University of Warsaw, 100 people from the Warsaw School of Economics, 90 people from the Warsaw University of Technology, 80 people from Kozminski University and 50 people from the Vistula University.

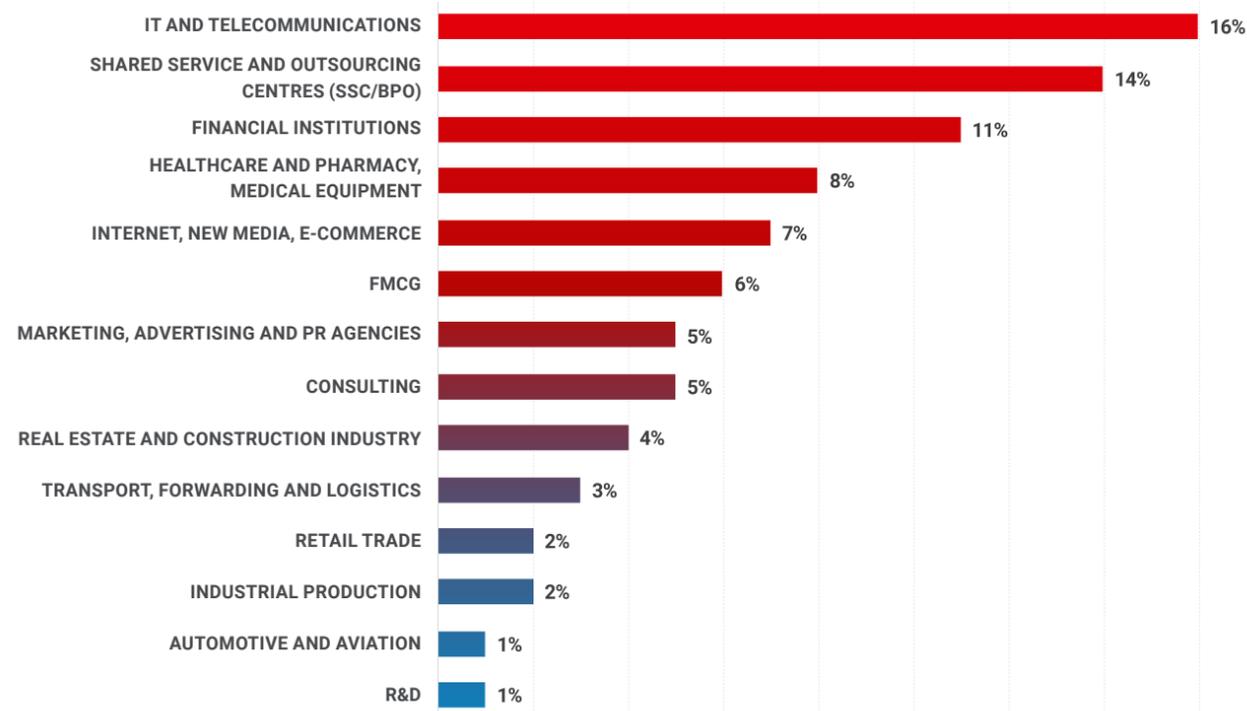
**FIGURE 40:**  
FIELDS OF STUDY COMPLETED BY FOREIGNERS WORKING IN WARSAW ACCORDING TO LINKEDIN DATA:



In a large part, according to LinkedIn data, foreigners in Warsaw work in specialist positions (about 90%), there are about 10% people in managerial positions.

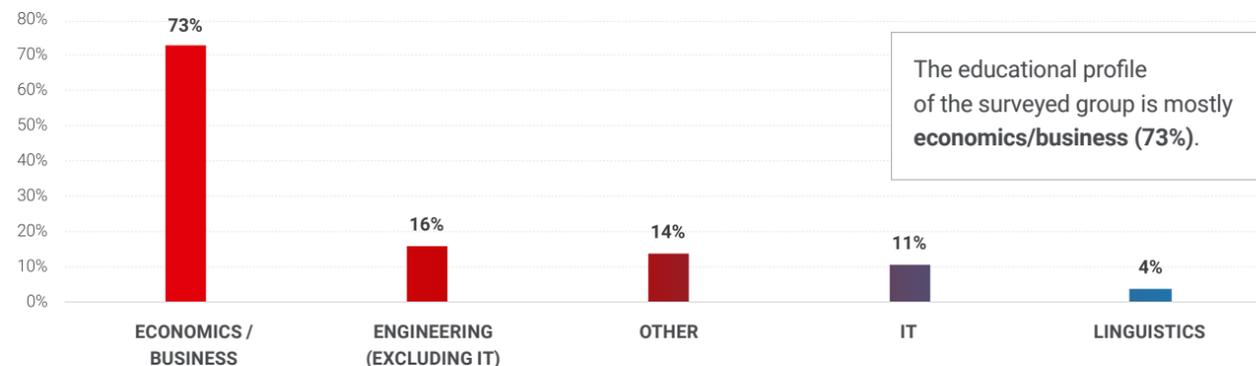
The majority of respondents (52%) in the conducted survey covering a group of 120 foreigners work in their first place of work in Poland. 38% were employed in 2-3 companies, including the current one, and 12% in more than 3 companies. They are most often employed in the IT and telecommunications sector (16%) and in shared service centres (14%) and financial institutions (11%).

**FIGURE 41:**  
DISTRIBUTION OF RESPONDENTS BY INDUSTRY:



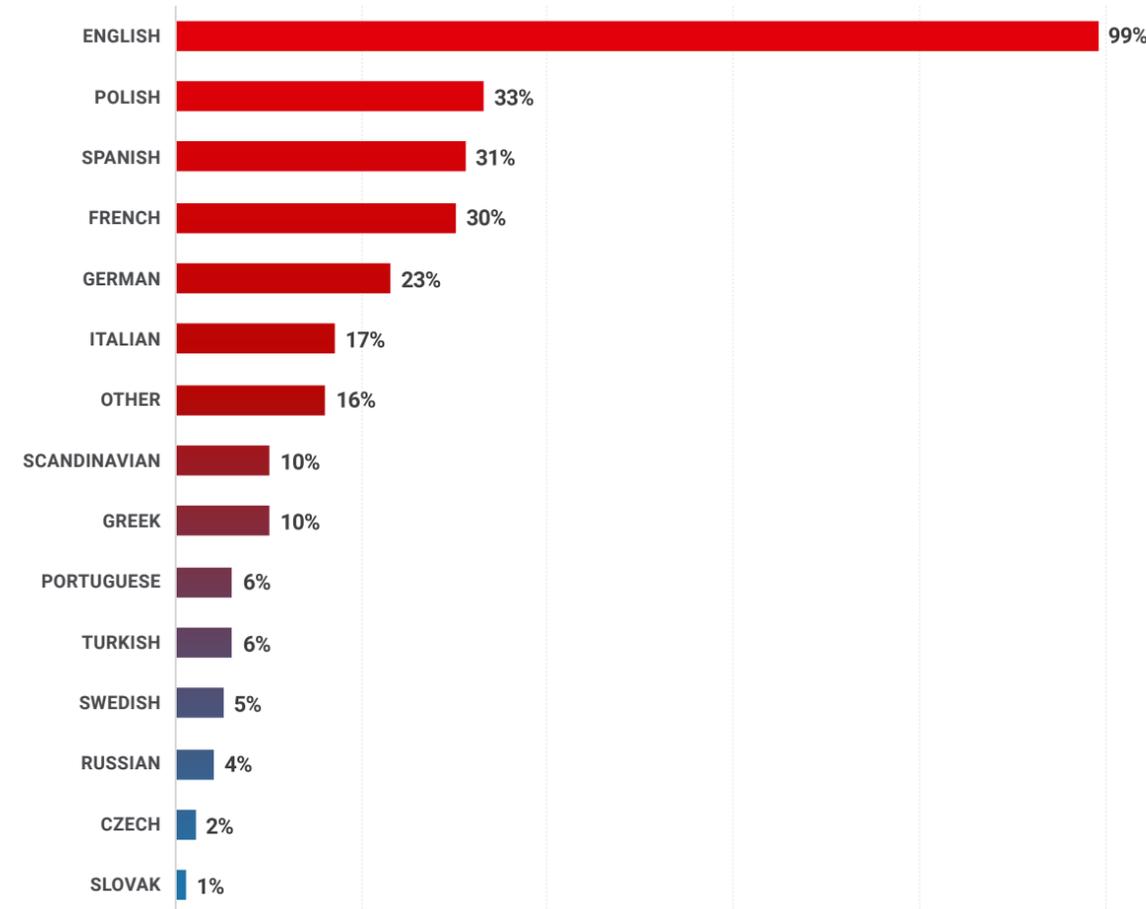
16% of respondents indicated other sectors, including education and the public sector. At the same time, over half of respondents work in specialist positions (59%). Managerial positions are held by 30% of surveyed foreigners, 11% hold senior management positions.

**FIGURE 42:**  
WHAT IS YOUR EDUCATIONAL PROFILE?



**VIRTUALLY ALL RESPONDENTS SPEAK ENGLISH, FOLLOWED BY POLISH, SPANISH AND FRENCH.**

**FIGURE 43:**  
WHICH LANGUAGES DO YOU SPEAK?



**TABLE 4:**  
LEVEL OF KNOWLEDGE OF SELECTED FOREIGN LANGUAGES:

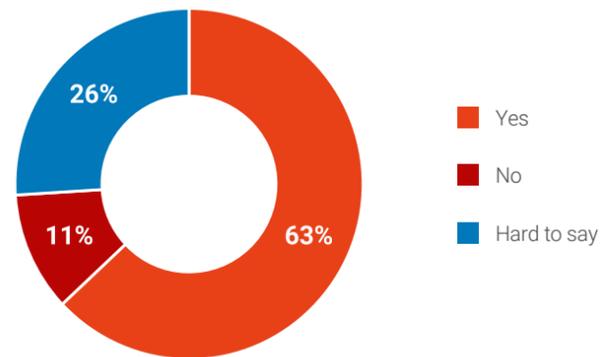
	A1	A2	B1	B2	C1	C2
English	11%	3%	2%	8%	36%	41%
Polish	6%	18%	44%	15%	12%	6%
Spanish	3%	12%	12%	18%	9%	45%
French	10%	16%	10%	16%	6%	42%
German	8%	13%	21%	17%	8%	33%
Italian	6%	6%	6%	11%	6%	67%

## 3.4 CAREER PLANS

The majority of foreigners in Warsaw (63%) connect their professional future with the capital of Poland. This trend is also supported by in-depth interviews.

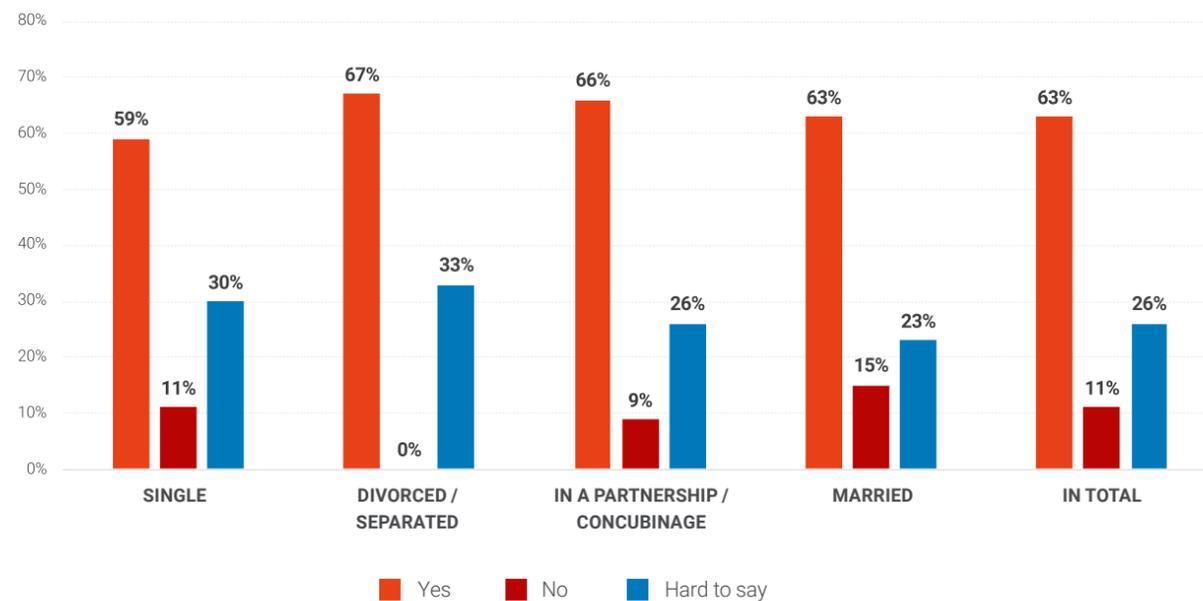
– *Currently, I am planning to live here permanently. I think that Warsaw is developing very intensively in terms of business, I can see the employee's market. You can find an attractive job offer with additional benefits without problems* – says the respondent currently working in Warsaw and coming from Ukraine.

**FIGURE 44:**  
DO YOU CONNECT YOUR PROFESSIONAL FUTURE WITH LIVING IN WARSAW?



People who are undecided as to their future in Warsaw would most likely live in another European country (17%) and in their country of origin (12%). It can also be observed that **the personal situation does not translate into a clear plan for the place of residence.**

**FIGURE 45:**  
DO YOU CONNECT YOUR PROFESSIONAL FUTURE WITH LIVING IN WARSAW?



## 3.5 EXPECTATIONS TOWARDS WARSAW VERSUS REALITY

The conducted in-depth interviews indicate that **foreigners coming to Warsaw mostly had positive associations with the city as a well-developed European centre, which would open them the possibility of professional development on the European market.** Before coming to Warsaw, they checked the information on the Internet and also talked with friends who had experience with Warsaw – that is why they found it hard to find an element that could be a surprise. Work in Warsaw in international companies and high earnings are achievable, so foreigners evaluate the capital well. Their expectations coincide with what they thought earlier, but there are **drawbacks** to which they have reservations. These are the **costs of living connected with buying a flat and formalities, which are often very problematic.** They did not expect such a “long official way” to get their residence card or registration. Before arrival foreigners were frequently afraid of how they would manage the language, culture or customs, but the capital and its residents are open and if one manages to overcome formal obstacles, then it is only learning Polish that is left, which is not the easiest, as they evaluate. However, they appreciate the fact that the majority of residents speak English.

**TABLE 5:**  
POSITIVE IMPRESSIONS:

SOCIETY	INFRASTRUCTURE	LABOUR MARKET AND SCIENCE	CULTURE, ENTERTAINMENT, RECREATION
<ul style="list-style-type: none"> <li>wide offer of healthy food at low prices and a large number of good restaurants</li> <li>city richer than expected</li> <li>large number of people who speak English</li> <li>high level of safety</li> <li>ease of adapting to life in the city, life in Warsaw easier than living in one's homeland</li> <li>personal culture of residents</li> <li>drivers' culture</li> <li>openness and friendly attitude of residents against the fear that they will be cold and distant</li> <li>energy in the community</li> </ul>	<ul style="list-style-type: none"> <li>large number of large shopping centres</li> <li>city that is friendly to families and children</li> <li>quality, good organization of public transport</li> <li>large amount of urban greenery</li> <li>city cleanliness</li> <li>large number of bicycle paths</li> <li>good air quality excluding winter</li> <li>modernity of the city</li> <li>ease of finding a comfortable flat at a good price for rent</li> <li>good organization</li> <li>level of recycling</li> </ul>	<ul style="list-style-type: none"> <li>good ratio of costs of life to the offered salary</li> <li>a lot of career opportunities</li> </ul>	<ul style="list-style-type: none"> <li>large number of charming places/ places with a good atmosphere e.g. Łazienki, the Old Town</li> <li>large number of cultural events</li> <li>online shopping</li> <li>unusual atmosphere of the city</li> <li>„outdoor living”</li> <li>homemade fruit liqueurs</li> </ul>

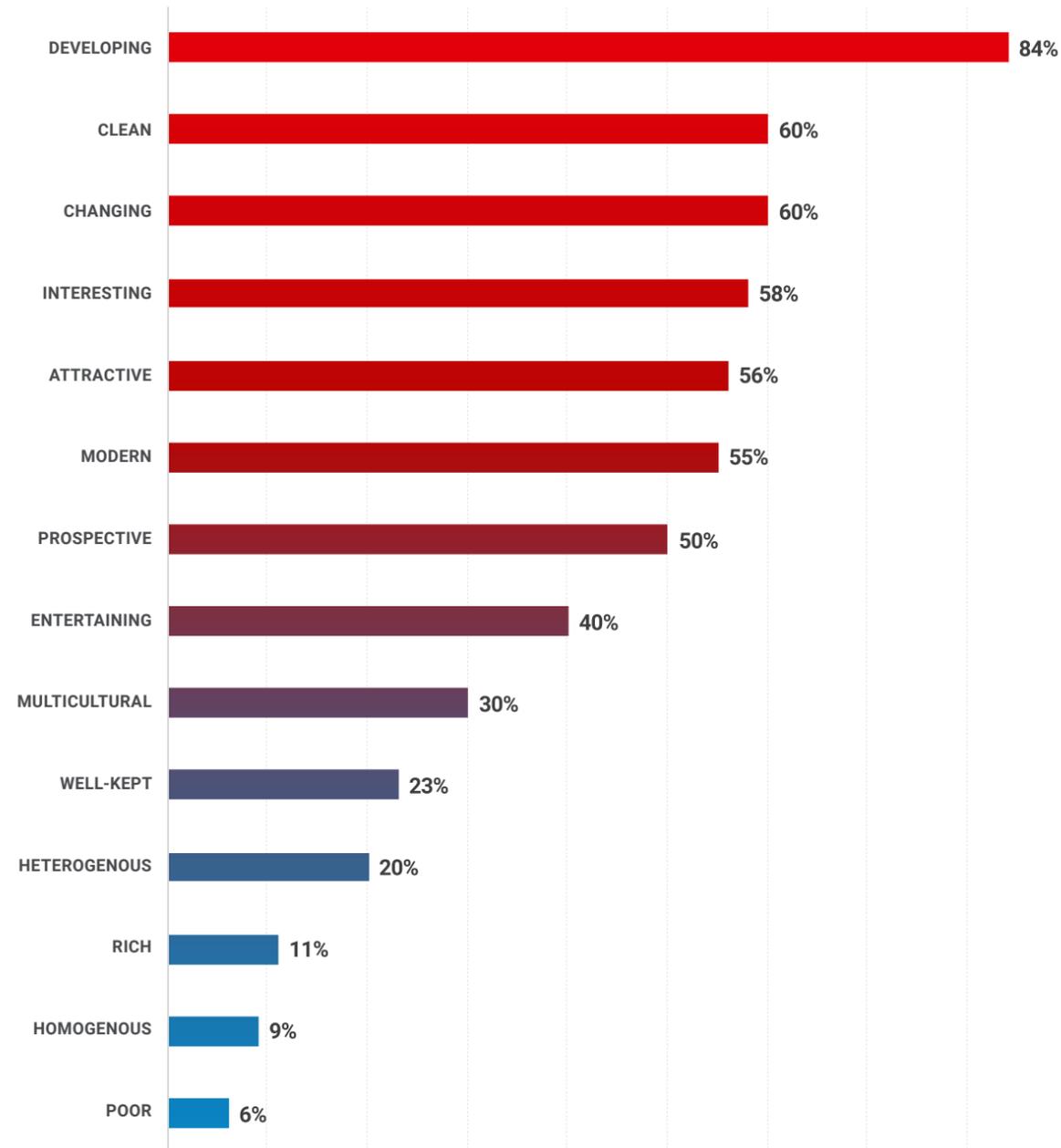
**NEGATIVE IMPRESSIONS:**

- lack of knowledge of English in offices
- congestion of public transport

**WARSAW IS PRIMARILY ASSESSED AS A DEVELOPING, CHANGING AND ALSO A CLEAN METROPOLIS. OVER HALF OF RESPONDENTS ALSO RATED IT AS INTERESTING, ATTRACTIVE, MODERN AND PROSPECTIVE.**

**FIGURE 46:**

PLEASE INDICATE ALL ADJECTIVES THAT YOU THINK MATCH WARSAW:



## 3.6

### BARRIERS AND FORMAL PROBLEMS ON THE WAY TO ADAPTATION

48% of respondents experienced especially formal barriers after arriving in Warsaw. The most frequently mentioned are the lack of knowing English and the problems with having a personal identity number (PESEL) issued.

**TABLE 6:**

BARRIERS:

#### BARRIERS AND FORMAL PROBLEMS ON THE WAY TO ADAPTATION

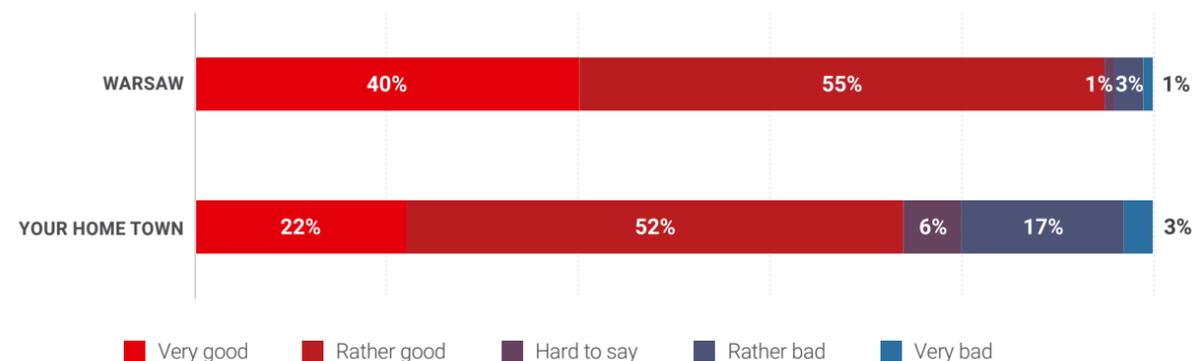
- administrative obstacles such as e.g. issuing a personal identity number (PESEL), submission of a tax statement (PIT)
- lack of knowing a language and often lack of willingness to help among officials
- bureaucracy
- complicated work permit process
- problems with formalities – in banks, hospitals etc.
- unethical activities of landlords renting flats, who unfairly do not give back a deposit
- difficulties in finding a flatmate (a Polish one)
- registration obligation

*Authorities focus on various aspects of life in Warsaw and really everyone can find something for themselves. (...) The infrastructure is arranged in such a way as to make use of these possibilities (...) However, as far as offices and foreigners are concerned, I still see considerable problems. In terms of applying for a residence card and the overall organization of the entire stay, I see a lot of obstacles and senseless, bureaucratic procedures – notes the surveyed Ukrainian in an in-depth interview.*

### 3.7 ASSESSMENT OF THE QUALITY OF LIFE IN WARSAW

Warsaw is very or rather well rated by 95% of surveyed foreigners. Interestingly, their home towns are rated worse – only 74% of respondents rated them as good.

**FIGURE 47:**  
HOW DO YOU RATE AS A PLACE TO LIVE?



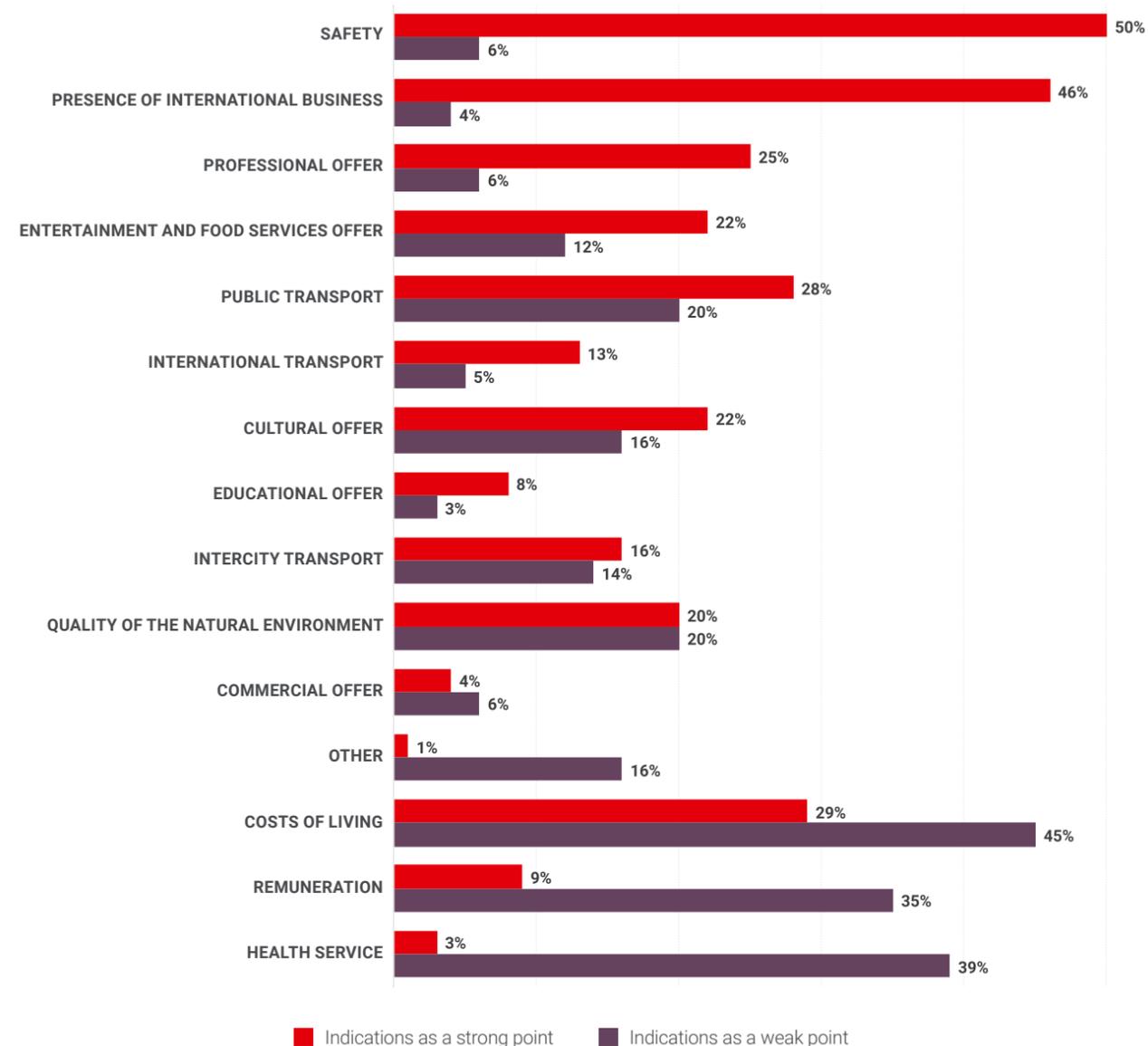
**TABLE 7:**  
PLEASE INDICATE NO MORE THAN 3 STRONGEST/WEAKEST POINTS OF WARSAW AS A PLACE TO LIVE AND DEVELOP YOUR CAREER?

	INDICATIONS AS A STRONG POINT	INDICATIONS AS A WEAK POINT	NET
Safety	50%	6%	44%
Presence of international business	46%	4%	42%
Professional offer	25%	6%	19%
Entertainment and food services offer	22%	12%	10%
Public transport	28%	20%	8%
International transport	13%	5%	8%
Cultural offer	22%	16%	6%
Educational offer	8%	3%	5%
Intercity transport	16%	14%	2%
Quality of the natural environment	20%	20%	0%
Commercial offer	4%	6%	-2%
Other	1%	16%	-15%
Costs of living (including housing costs)	29%	45%	-16%
Remuneration	9%	35%	-26%
Health Service	3%	39%	-36%

According to respondents, the main strong points of Warsaw were primarily safety (50% of indications) and the presence of international business (46% of indications). The weakest points are: cost of living (45% of indications) which on the other hand constitute a strong aspect in the eyes of 29% of respondents – and health service (39% of indications).

One of surveyed foreigners emphasized: – *This is a nice city. There are many museums, parks and many restaurants in Warsaw. People are nice. (...) there are a lot of restaurants in Warsaw – not only traditional with pork chops, but also with international cuisine – Thai and French. We only had a problem with drunk people at the bus stop once, but the police immediately intervened. It is safe in Warsaw.*

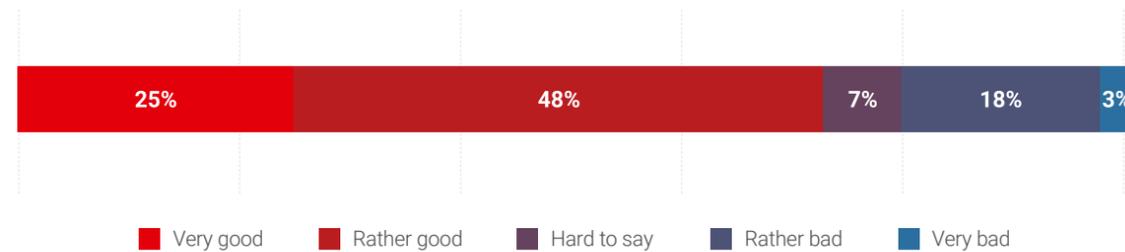
**FIGURE 48:**  
STRONG AND WEAK POINTS OF WARSAW AS A PLACE TO LIVE AND DEVELOP YOUR CAREER:



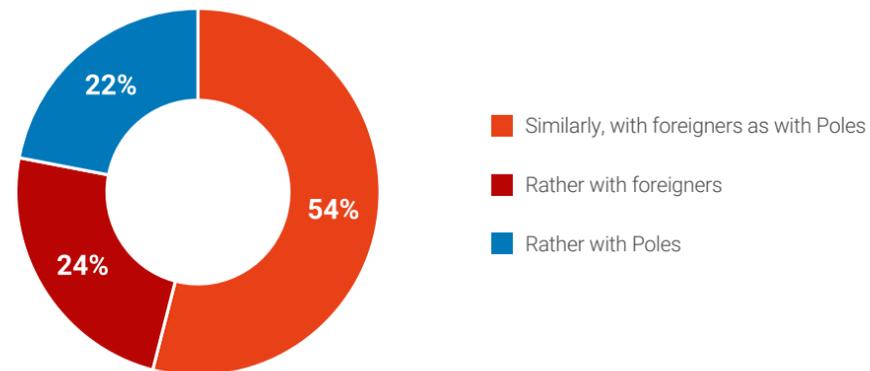
Other responses mainly contain aspects referred to as **weak points** by respondents. These include: air pollution, bureaucracy, growing traffic jams, too many large-surface advertisements, too few trash bins, shopping Sundays, the amount of time required for formalities, weather, too preferential treatment of people who badly park cars.

The survey also shows that **the majority of foreigners positively assess the openness of inhabitants of Warsaw (72%)**. Perhaps that is why the majority of foreigners integrate similarly often with Poles as with foreigners (54%).

**FIGURE 49:**  
HOW DO YOU RATE THE OPENNESS OF THE INHABITANTS OF WARSAW?

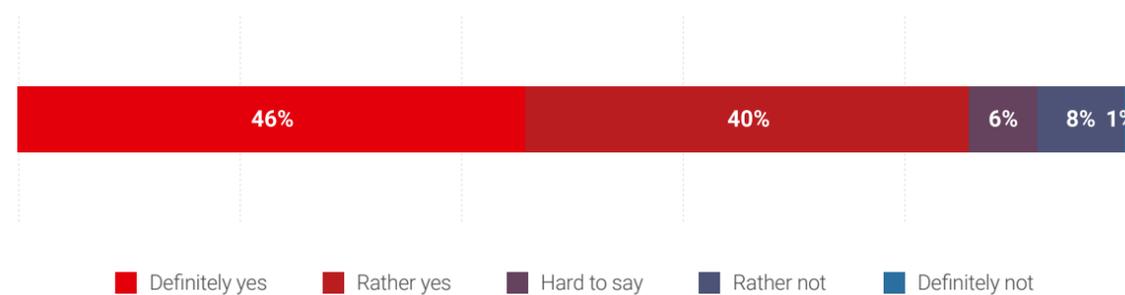


**FIGURE 50:**  
OUT OF INHABITANTS OF WARSAW, DO YOU INTEGRATE ON A DAILY BASIS WITH POLES OR RATHER WITH FOREIGNERS?



**TO SUM UP, 86% OF RESPONDENTS WOULD DEFINITELY OR RATHER RECOMMEND MOVING TO WARSAW TO SOMEONE CLOSE.**

**FIGURE 51:**  
WOULD YOU RECOMMEND MOVING TO WARSAW TO SOMEONE CLOSE?



The recommendation is determined by positive aspects, i.e. **career development opportunities, city atmosphere, dynamic development, attractive costs of living.**

## PERSPECTIVE OF A FOREIGNER

The conducted in-depth interviews with foreigners showed that they rate Poland as a friendly country and Poles as open and nice people. They notice the pros and cons of Warsaw comparing with other Polish and European cities. Warsaw is considered a thriving city and as a capital it offers enormous opportunities for professional and personal development. City offices and infrastructure have noticeable shortcomings. Formalities related to life in Poland are problematic for foreigners and it is often difficult to understand the functioning of offices and documents related to registration or residence card. The infrastructure of the capital is constantly developing and it is appreciated, however, only two metro lines or more difficult access to further districts draw attention of foreigners who being able to compare to other European countries, claim that this could change.

A foreigner from France after his first visit to Warsaw was not delighted, because the capital seemed too big, too crowded like Paris. However, after finding a job in an international company, he moved and started a family. The most important aspect of functioning in Warsaw is the airport, thanks to which he can quickly travel on business and privately across Europe. The residents' attitude is good, there were no problems with adaptation. The cultural and food services offer of the city is rated very well due to the diversity of restaurants and cultural events.

On the other hand, formalities are considered the biggest downside and the creation of a single point of service and assistance to foreigners is considered a good idea worth pursuing.

The analysis of opinions appearing on the Internet indicated that **prices in Warsaw are rated as low, affordable and allowing for a comfortable life**. In the negative context, the expats pay attention to the amount of taxes. Opinions about urban transport and road infrastructure are divided. However, the attitude prevails that **transport is on a fairly good level both in the aspect of buses and, for example, bicycle infrastructure.**

Foreigners working in Poland **appreciate the large area of green areas.**

- *Warsaw's parks are enormous and beautiful, during the summer months there are even free Chopin concerts.*
- one of the users claims.

However, the phenomenon of smog is noticed. The expats are also of the opinion that Warsaw is characterised by an excess of bureaucracy, especially in public institutions. Also, education, according to them, leaves a lot to be desired – the attention is paid to the low quality dimension. The health service is criticised in the field of public health, but foreigners appreciate the wide access to various forms of medical services also as part of a private service.

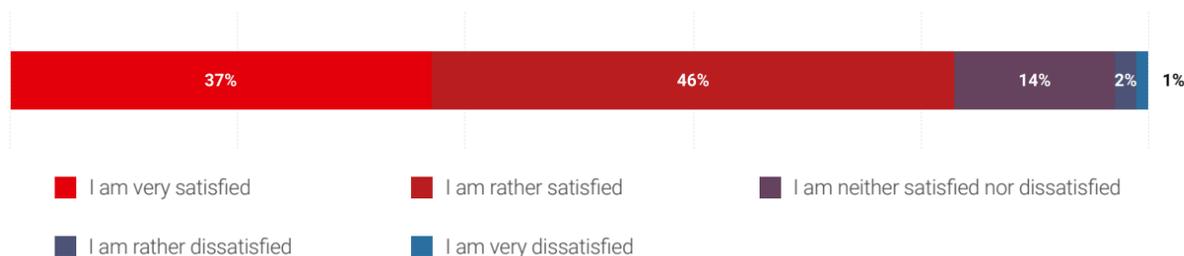
**Summing up, forums and discussion groups on the Internet are dominated by the positive perception of Warsaw as an interesting city with low living costs, with a large urban green area and open residents. Bureaucracy and widely understood service in public units seem to be problematic.**

**„WARSAW IS A VIBRANT, CHANGING PLACE, AND IT IS TRUE THAT WHEN YOU LEAVE ONE DAY AND COME BACK SOME TIME LATER, YOU WILL NOTICE THAT THE CITY IS VERY DIFFERENT FROM WHAT IT WAS BEFORE. THE CHANGE DEFINES THIS CITY, AS WELL AS THE CRAZY ENERGY THAT GIVES WARSAW SUCH CHARM.”**

### 3.8 EVALUATION OF THE LOCAL LABOUR MARKET

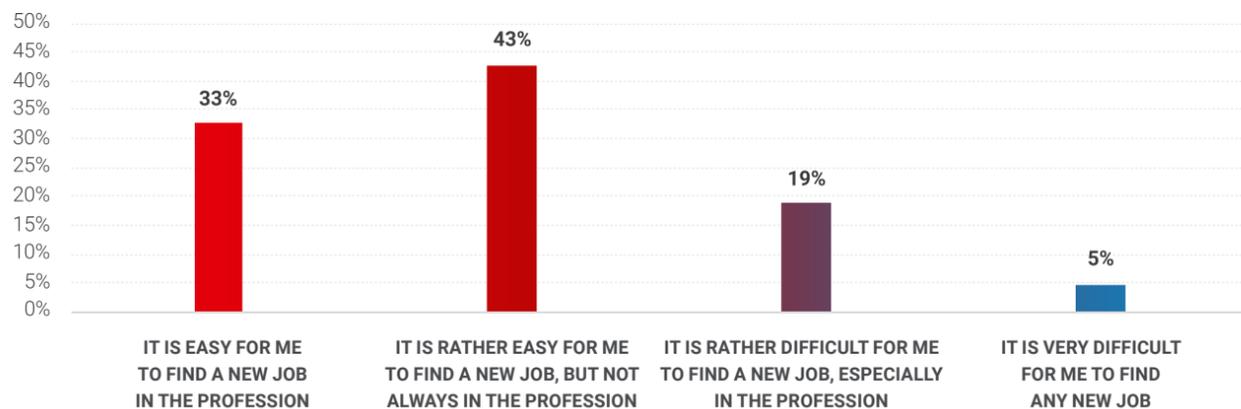
A positive assessment of the local labour market is given by 83% of surveyed foreigners from Western Europe.

**FIGURE 52:** HOW DO YOU RATE YOUR LEVEL OF SATISFACTION WITH THE PROFESSIONAL OFFER IN WARSAW IN THE CONTEXT OF PLANNED PROFESSIONAL DEVELOPMENT?



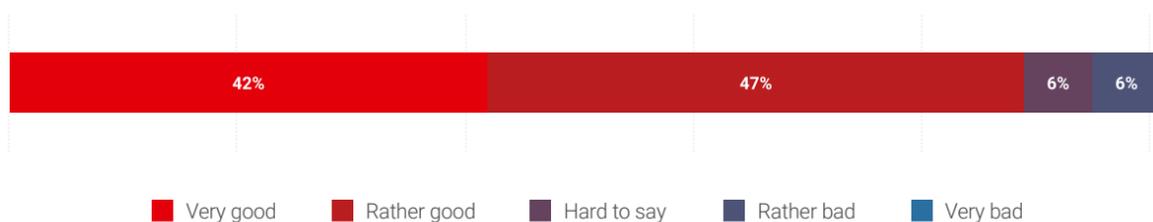
The opportunities of finding a new job are also assessed as large. 33% of respondents say that they can find a new job very easily, and 43% – rather easily, although not always in the profession.

**FIGURE 53:** HOW DO YOU RATE THE OPPORTUNITIES OF FINDING A NEW JOB IN WARSAW?



The ratings are extremely positive also in the aspect of career development in Warsaw. 89% of respondents evaluate Warsaw very well or rather well as a place for career development.

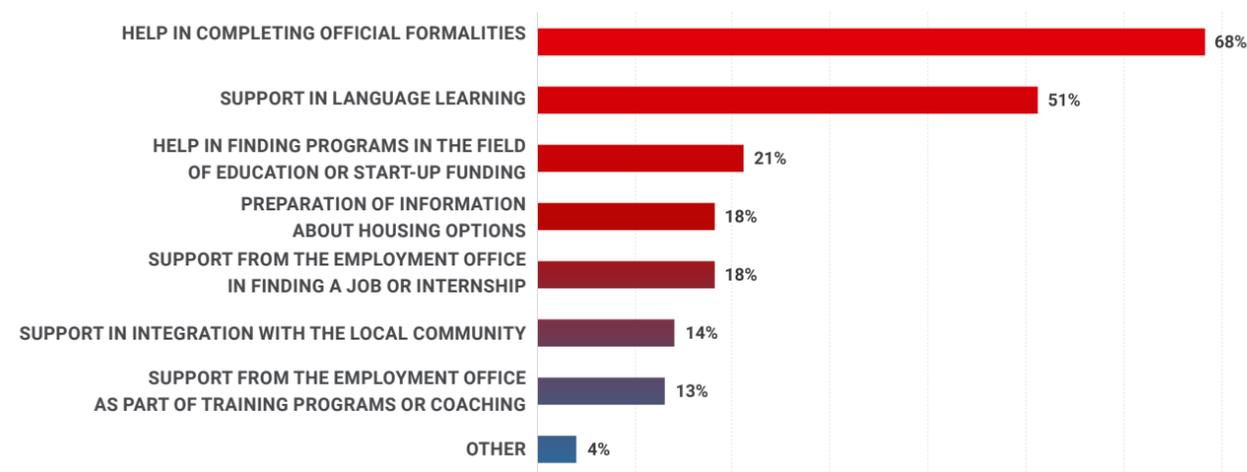
**FIGURE 54:** HOW DO YOU RATE WARSAW AS A PLACE TO DEVELOP YOUR CAREER?



### 3.9 EXPECTATIONS TOWARDS THE LOCAL GOVERNMENT

The surveyed foreigners usually expect support from the local government in **completing official formalities (68%)** and **support in language learning (51%)**. Every tenth respondent does not expect any support from the local government (10%).

**FIGURE 55:** WHAT KIND OF SUPPORT DO YOU EXPECT FROM THE CITY?



In the case of support in integration with the local community, the possible forms of activities mentioned are: **general aspirations to increase the level of knowing English in the society, educational campaigns on tolerance and respect for national minorities, information on possible meeting places and cultural events.**

Other possible measures to support foreigners living in Warsaw are: information leaflets in English, especially regarding formal procedures, recommendations in the field of insurance systems.

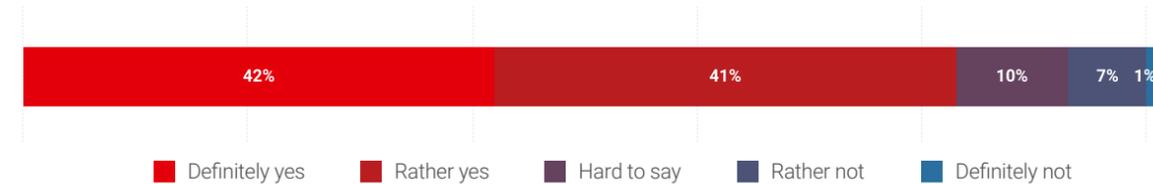
The vast majority of respondents (83%) see the need to create a support centre for foreigners.

This is confirmed by in-depth interviews. One of respondents, working in Warsaw, notes:

*– I think that this would be a great solution, if there were such places, where you could get legal support, general information about the city's infrastructure or help in completing various types of documents. This would be really helpful and would solve a lot of issues for people who already live here or just come to Warsaw.*

Also a Frenchman living in Warsaw draws attention to the usefulness of such a solution: *– There is no such a place or telephone number in Poland, where we can call, even speak French, English, another language and ask for help. When we bought the house, I had to get a residence card. I had to be in several offices to solve this matter – it was problematic.*

**FIGURE 56:** DO YOU SEE THE NEED TO CREATE A SUPPORT CENTRE FOR FOREIGNERS, SO CALLED ONE STOP SHOP, HELPING IN FINDING A FLAT, INFORMING ABOUT THE CULTURAL OFFER, AS WELL AS EXPLAINING THE LEGAL AND OFFICIAL PROCEDURES?



# SUMMARY



# LET'S KEEP THE YOUNG AND GIFTED. THIS IS A GUARANTEE OF CITY AND BUSINESS DEVELOPMENT.

## MARIAN OWERKO

VICE-PRESIDENT OF THE POLISH BUSINESS COUNCIL AND THE HEAD OF THE CAREER PROGRAM

**The city and business need young people to develop.**

**How to stop the most talented? It is necessary to create them opportunities for career development and give a perspective of living in line with their expectations.**

**This is a joint task for local government and entrepreneurs.**

Keeping young people who graduate and enter the labour market is in the common interest of local government and entrepreneurs. Professional activity of young people is not only a guarantee of future tax revenues – it is also a possibility of continuing and developing a business. Warsaw is a specific city. It attracts young, talented people from all over the country, because here they see their chances for the future. We see it in the statistics of the Career Program, which has been organized by the Polish Business Council for 16 years. Candidates from all over Poland send their applications for internships in Warsaw (although PRB offers internships in various industries and various cities throughout the country), and very often these are the best offers. Although the work and further perspective of career development are the first step to make the young and talented stay, it is equally important to provide them with conditions of living that live up to their expectations.

As entrepreneurs, we notice very clearly this feedback between the possibilities of professional development and the place where one can simply live well. On the one hand, we, entrepreneurs, see taking care of young people entering the labour market as our duty, but on the other hand

– as an investment of strategic business importance.

After all, employees are one of the most important resources of every company.

The Career Program, which we implement as the Polish Business Council, is probably the oldest internship program in Poland today. Every year, nearly 30 companies related to members of the Polish Business Council offer around 100 paid internships. Internships are offered in very different industries in different Polish cities and addressed to senior students and graduates. Our internships are subjected to meticulous assessments of participants, which are collected by an independent research company. As the only internship program in Poland, we offer so-called “day with the president”, so the opportunity to accompany a person from the top management at work for one day.

After several years of the program's functioning, I have no doubt that it is worth investing in the young. The community of our graduates begins to be counted in thousands. Even after years, they return to our annual meetings. Many people who I accepted for a student internship now have managerial functions. We used their potential because we created the right conditions for development. That is why I hope that the city will continue to work on creating conditions and facilities that will ultimately convince the young and talented to stay. Because as an entrepreneur, I cannot afford their outflow. And cities cannot either.

# DEVELOPMENT PERSPECTIVES OF THE LABOUR MARKET IN WARSAW

## KAROLINA KORZENIEWSKA

ACCOUNT EXECUTIVE EUROPE, ANTAL

**Warsaw has proved many times that it is a city of unlimited possibilities and inexhaustible resources. One can find here all professional profiles and even the narrowest specialisations.**

Even high demand for specific competencies does not reduce the human resources potential, because the market regenerates very quickly. The entry of further large investments translating into employment of tens of thousands of people does not disturb the balance of the labour market of specialists and managers in the capital.

Office spaces are created adequately to the needs and standards of potential investors, creating space for the growing scale of employment. The lack of factors limiting the city's development is an important asset. However, entrepreneurs should remember that Warsaw, like every metropolis that offers so much, at the same time creates a highly competitive environment. It can generate higher costs of living and employment, implying the phenomenon of increasing employee retention. This may direct investors seeking savings to less commercial regions of Poland. Certainly, this will not affect the decision of employers in innovative or highly specialised areas.

As of today, we observe a smaller growth rate of the number of production centres, and bigger and bigger in the case of office ones. We also see a growing interest in boutique and exclusive brands, employing smaller volumes of employees, but highly qualified with unique competences. An interesting phenomenon, confirming the great competences of Polish managers, is the employment as part of the local management centres built here. A few years ago, expats that were delegated from global management were much more likely to be met at the highest levels of the organization. Currently, the high opinion in the world about the competences of native managers, their knowledge of the market together with international experience makes them win recruitments in strategic roles. This trend, in my opinion, will develop. We are even going a step further. Global companies also manage large regions from Warsaw, and even processes on a global scale.

The coming years will lead Warsaw to a higher level of business and its quality. It is already the economic capital of central Europe, but there is still much to be achieved in the future.

# METHODOLOGY

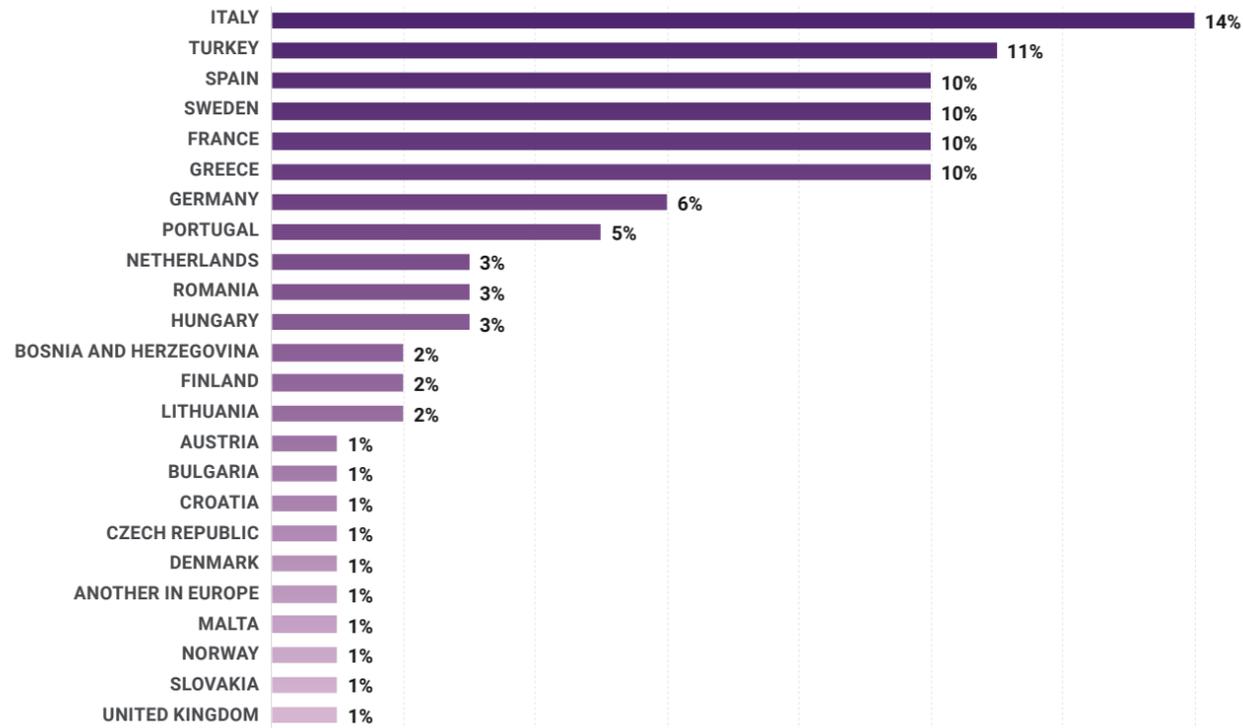


## M.1

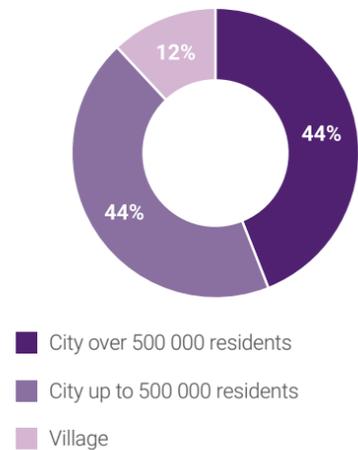
### SURVEY (CAWD) OF 106 FOREIGNERS FROM EUROPE, EXCLUDING EASTERN EUROPEAN COUNTRIES, CONDUCTED ON: 15.05.2019-15.06.2019.

Characteristics of the surveyed group:

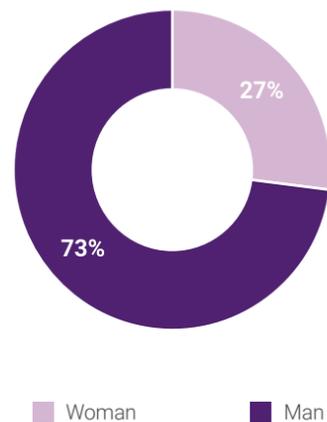
**FIGURE A:**  
RESPONDENTS' COUNTRY OF ORIGIN:



**FIGURE B:**  
POPULATION OF THE PLACE OF ORIGIN:



**FIGURE C:**  
SEX:

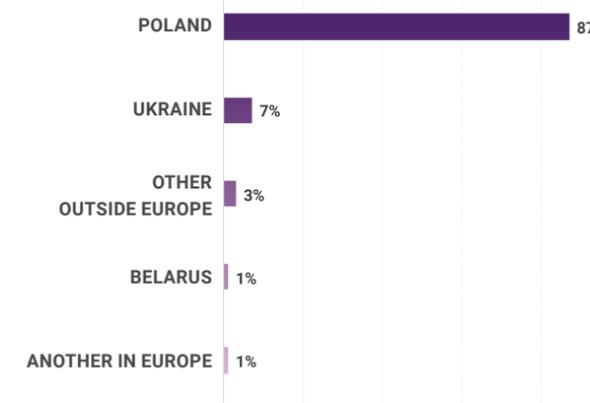


## M.2

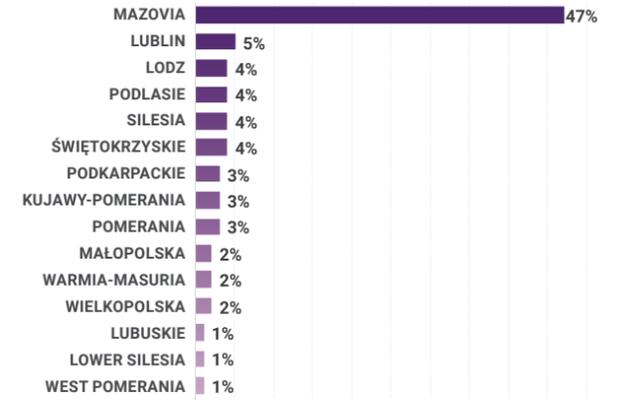
### SURVEY (CAWD) OF 394 STUDENTS CONDUCTED ON: 15.05.2019-15.06.2019 WITH THE PARTICIPATION OF 13% OF STUDENTS FROM ABROAD AND 40% OF STUDENTS COMING FROM OUTSIDE WARSAW.

Characteristics of the surveyed group:

**FIGURE D:**  
COUNTRY OF ORIGIN:



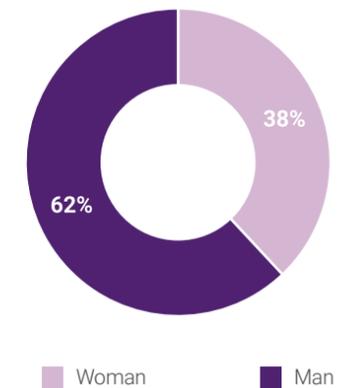
**FIGURE E:**  
VOIVODESHIP:



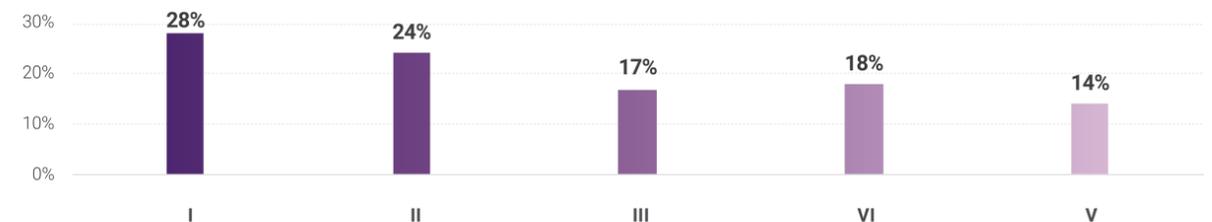
**FIGURE F:**  
POPULATION OF THE PLACE OF ORIGIN:



**FIGURE G:**  
SEX:



**FIGURE H:**  
YEAR OF STUDIES:

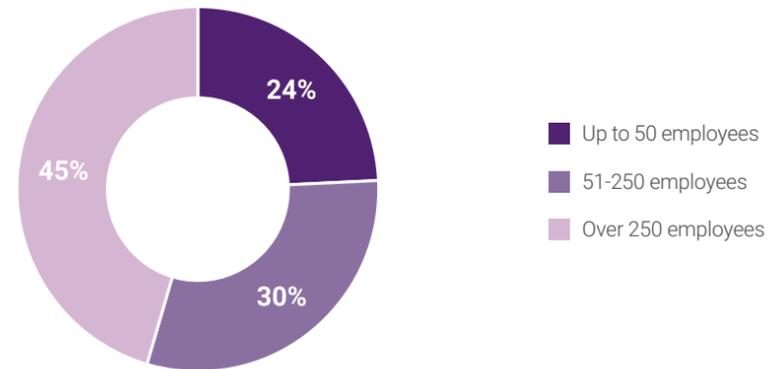


## M.3

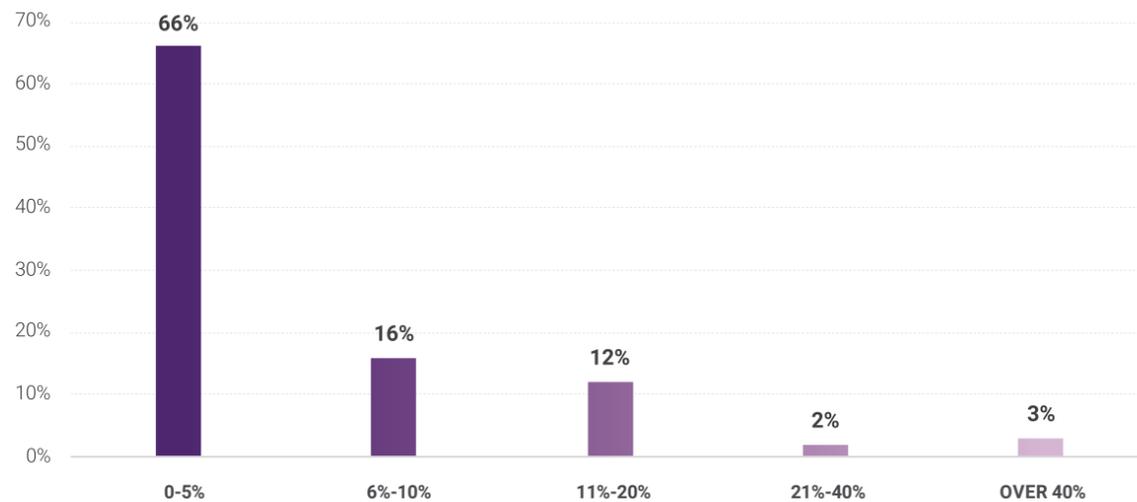
**SURVEY (CAWD) OF 136 EMPLOYERS WITH THE PARTICIPATION OF 50 COMPANIES FROM THE IT INDUSTRY, 30 COMPANIES FROM THE SSC/BPO SECTOR, 30 COMPANIES FROM THE FINANCIAL INSTITUTIONS SECTOR, 10 COMPANIES FROM THE R&D SECTOR, 16 COMPANIES FROM OTHER SECTORS CONDUCTED ON: 15.05.2019-15.06.2019.**

Characteristics of the surveyed group:

**FIGURE I:**  
NUMBER OF EMPLOYEES:



**FIGURE J:**  
PARTICIPATION OF FOREIGNERS IN A TOTAL COMPANY EMPLOYMENT:



## M.4

**QUALITATIVE STUDY IN THE FORM OF 9 IN-DEPTH INTERVIEWS CONDUCTED ON 15.05.2019-15.06.2019 WITH:**

1. a Warsaw student from the village
2. a Warsaw student from a small town
3. a Warsaw student from a big city
4. a Warsaw student from abroad (Turkey)
5. a Warsaw student from abroad (Ukraine)
6. a Warsaw student from abroad (Slovakia)
7. a student working in Warsaw from a Western European country (France)
8. a student working in Warsaw from a Western European country (Hungary)
9. a student working in Warsaw from an Eastern European country (Ukraine)

## SOURCES

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Central Statistical Office (GUS) data 2012-2019

Report on Investment Potential of Warsaw 2019, Antal

Ranking of Universities Perspektywy 2019

The Warsaw City Hall

Student at Work Report 2019, Polish Business Council

Careers Office, the University of Warsaw

Career Office, the Warsaw School of Economics

uw.edu.pl

kozminski.edu.pl

sgh.waw.pl

mars.pl

## FORUMS AND DISCUSSION GROUPS

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### **Erasmus forum Warsaw - Poland:**

<https://erasmusu.com/en/erasmus-warsaw/erasmus-forum>

### **Polish Forums / Study:**

<https://polishforums.com/study/>

### **International students - Warsaw:**

<https://www.facebook.com/groups/158571407677070/about/>

### **The original Expats in Warsaw:**

<https://www.facebook.com/groups/wawexpats/>

<https://www.quora.com/What-is-it-like-to-live-in-Warsaw-Poland>

<http://www.expattarrivals.com>

### **Prepared by:**

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# ABOUT ANTAL

**ANTAL IS A LEADER IN THE RECRUITMENT OF SPECIALISTS AND MANAGERS AS WELL AS HR CONSULTING. THE BRAND IS PRESENT IN 35 COUNTRIES AND HAS BEEN OPERATING IN POLAND SINCE 1996.**

The offices in Warsaw, Wrocław, Kraków, Poznań and Gdańsk run projects in Poland and abroad, for the largest global and local enterprises from all sectors of the economy. As one of the first recruitment companies on the Polish market, we have introduced a matrix division of teams, thanks to which our consultants specialize in both recruitment in the sector and position.

Currently, Antal has 9 recruitment divisions and teams advising companies as part of employee evaluation and development, employer branding and market analyses.

## OUR SERVICES

We approach the needs of employers flexibly and comprehensively. We specialize not only in recruitment, but also in HR consulting.

We offer services of permanent recruitment, contract recruitment and RPO (Recruitment Process Outsourcing), as well as advanced solutions supporting recruitment or strengthening the image of the employer and tools for the development of employees. We also conduct labour market surveys tailored to the needs of our clients.



Recruitment



Market Research



Recruitment Process  
Outsourcing



HR Consulting



Contracting



Interim Management



Employer Branding

# ANTAL MARKET RESEARCH

**ANTAL MARKET RESEARCH IS A SPECIALIZED DEPARTMENT RESPONSIBLE FOR PREPARING REPORTS ANALYZING THE LABOUR MARKET.**

As part of the division, reports presenting trends on the labour market as well as materials prepared in response to individual customer needs are implemented. Antal Market Research prepares, among others, payroll reports, reports of the employer image or investment potential in the area of human capital, in specific industries or regions.

## REMUNERATION RESEARCH

We prepare comprehensive payroll reports in selected market areas. Thanks to the specializations of teams in Antal, we are able to present remuneration even for narrow and niche job groups. We design and prepare each study according to individual customer needs.

## RESEARCH ON THE IMAGE OF THE EMPLOYER

In the time of the candidate's market, the opinion of potential employees about the company has a key dimension directly translating into the costs and time of recruitment and the level of voluntary rotation in the organization. Antal Market Research offers to conduct a survey of the employer's image among a precisely defined target group indicated by the client (e.g. IT specialists). The report will present the employer's strengths and potential development areas. It will indicate relevant channels of information communication about the company or new vacancies.

## RESEARCH ON THE AVAILABILITY OF CANDIDATES AND INVESTMENT POTENTIAL IN THE AREA OF HUMAN CAPITAL

In a situation where a company is planning to invest in a new region, available human capital may affect the success and cost of the entire project. Antal offers comprehensive tests to determine: educational potential in specific areas of specialization, availability of competencies on a given market, difficulty in recruiting employees, approximate recruitment time, remuneration in specific locations, specific features of a given region affecting the acquisition of human capital, relocation potential, and competition analysis. We also offer our clients a benchmark service of selected locations both in Poland and abroad.

# CONTACT US

DO YOU WANT TO LEARN MORE ABOUT LABOUR MARKET RESEARCH CONDUCTED BY ANTAL?

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[www.en.antal.pl](http://www.en.antal.pl)

## INVESTOR SUPPORT

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The Capital City of Warsaw as within its structure an Economic Development Department dealing with, among others, support for investors. The Department provides exhaustive information on developing the business services sector in the city.

Another important aspect of its work is postinvestment care for businesses that decided to invest in Warsaw. It coordinates urban initiatives supporting cooperation between business, science and local authorities.

More information for investors can be obtained by contacting the Economic Development Department:  
[investinwarsaw@um.warszawa.pl](mailto:investinwarsaw@um.warszawa.pl)

## INVESTOR SERVICES IN WARSAW

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### STEP-BY-STEP

#### INFORMATION ACTIVITIES:

- obtaining essential data and providing industry knowledge,
- a Warsaw information package.

#### SUPPORT IN LOCATING OFFICE PREMISES:

- access to information on local real estate,
- support in the choice of location,
- cooperating with real estate agencies.

#### POST-INVESTMENT CARE:

- follow-up meetings, support for ongoing activities by providing industry information,
- engaging in joint activities to develop the business services sector,
- coordination of projects between investors and colleges and universities,
- cooperation with companies in corporate social responsibility (CSR) projects.

#### RECRUITMENT ACTIVITIES:

- cooperating with university career offices,
- cooperating with HR agencies,
- coordinating joint initiatives with universities.

#### SUPPORT FOR INVESTORS:

- an individual approach,
- assistance at every stage of an investment, including by organizing reference visits,
- administrative support, supplying essential information.

# THE CITY OF WARSAW

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