



IT Professionals in Poland

Insights, challenges and the latest trends in IT from the experts' perspective.

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During Q4 2022, Ework Group conducted an anonymous in-house survey of 288 professionals in Poland.

We complemented the results with information **from our digital platform Verama, an intuitive B2B marketplace designed for professionals, consulting firms and companies looking for professionals.**



Let's look ahead together!



The IT industry is a rapidly evolving sector that has been on top of the growth charts for years. Poland-based professionals in this field are considered to be well-qualified and experienced, making Poland an increasingly recognized IT hub in Europe. A considerable number of IT companies and start-ups choose Poland as a place to grow their business, which attracts investors, customers, and businesses from all over the globe.

At Ework, we work daily with a wide network of professionals, providing them access to new projects and opportunities to grow both professionally and their business. **Ework has over 13,000 professionals on assignment from all over Europe**, including more than 1,300 in Poland.

We provide help and support to clients in developing their excellence centres across Poland and Europe. We provide the right skillsets at the right time and resources that drive our clients' businesses. We match professionals with specific projects and provide end-to-end talent management. Our experience allows us to ensure that our clients receive top-quality services, thus contributing to further industry growth.

With this Poland IT industry report we wanted to take a deep dive into the world of professionals and understand what skills they want to develop, what trends are dominating the market, and what challenges the IT industry is facing. This information is not only useful for us, but also for companies looking to invest in their Poland-based operations and for IT professionals wishing to improve their skills and boost their employability.



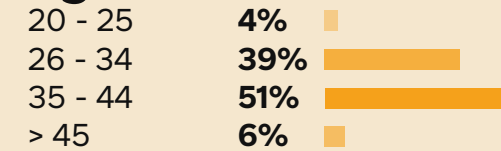
Katarzyna Milewska
Ework Group, Managing Director Poland

Who are IT consultants?

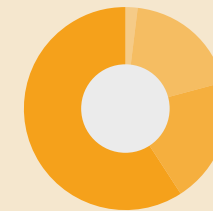
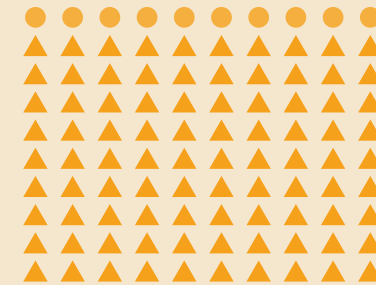
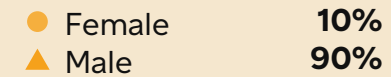
IT professionals are experts who handle projects for various clients. They often possess specialist technology knowledge which gives them the freedom to choose projects and set their own work schedule. They determine their hourly rate or fixed fee for the project they are about to work on.

Among the greatest advantages of working as an IT professional are flexibility and autonomy to work from anywhere in the world and on own terms. With expertise and experience in specialist fields, IT professionals can solve issues faster and more effectively and provide value to clients, which is especially vital for projects that require high quality and specialist skills.

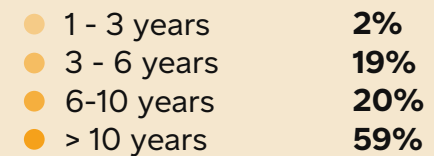
Age



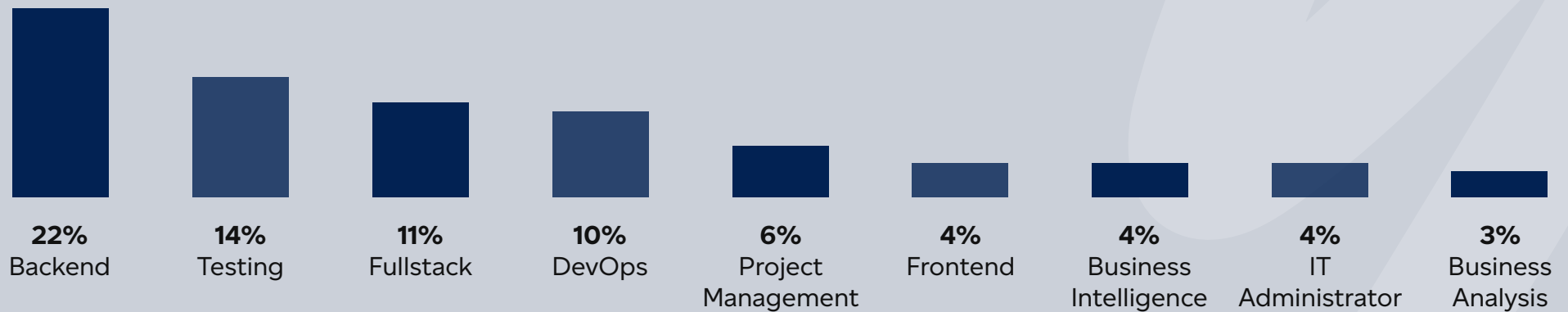
Gender



Experience

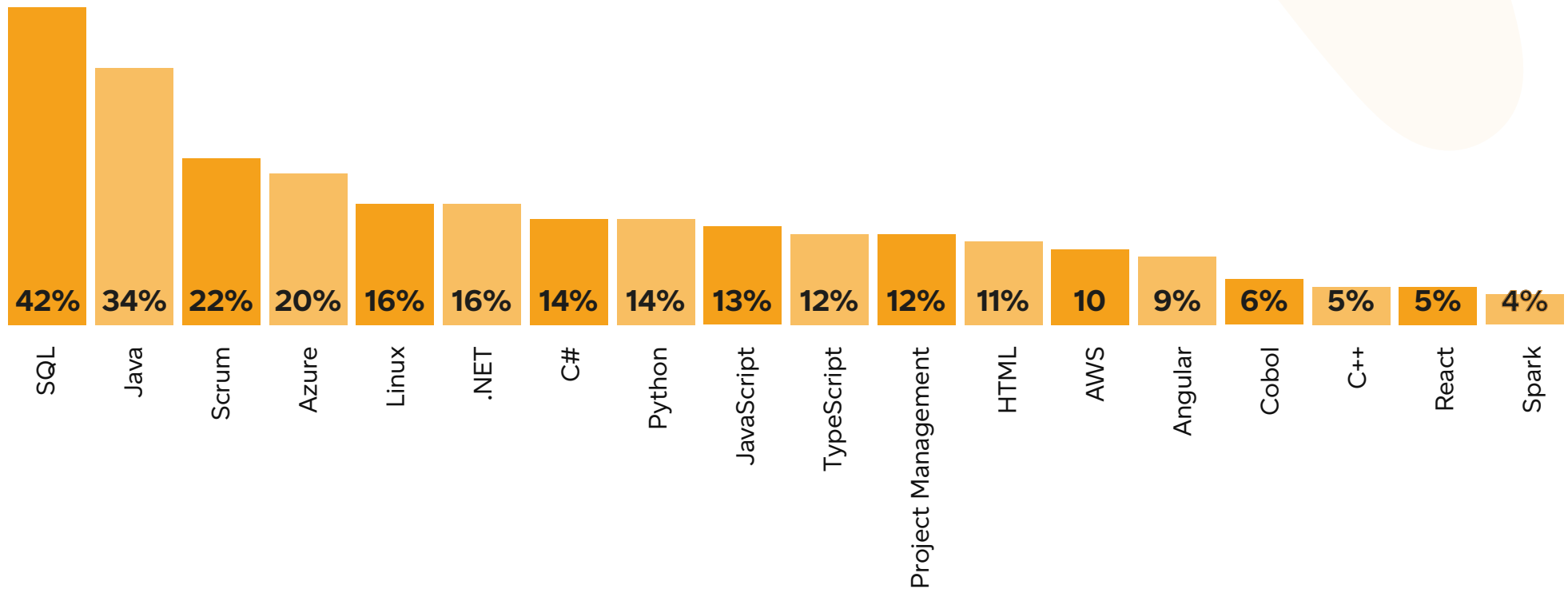


Specializations and areas where IT professionals work

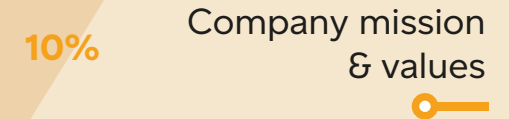
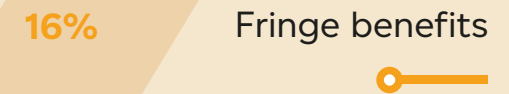
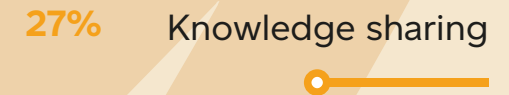
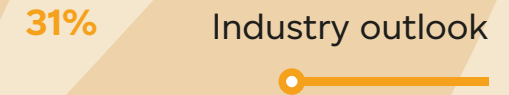
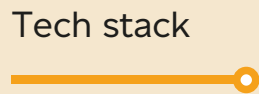
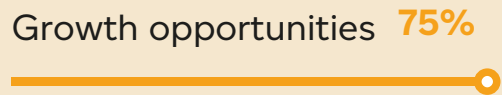
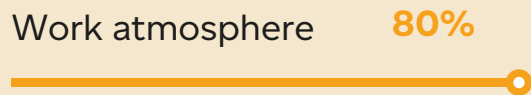


Security **1%** / Design **1%** / Big Data **2%** / IT Support **2%** / Mobile **2%** / Product Management **2%** / Other **12%**

Technologies and areas where IT professionals work



What matters at work?



What's next for the IT industry?



In recent years, without doubt the IT industry has been one of the most attractive sectors career-wise. It has offered exciting jobs, growth opportunities and high and continuously rising wages.

We can see that the market has cooled down a bit. Does this mean that the IT market is past its prime? In my opinion, absolutely not! In Poland, we have in recent years witnessed an imbalance between the demand and supply of IT services and professionals. Pushing up rates was the primary way of attracting talent. The IT market mechanics turned speculative: while rates were on the rise, the value delivered did not necessarily follow suit.

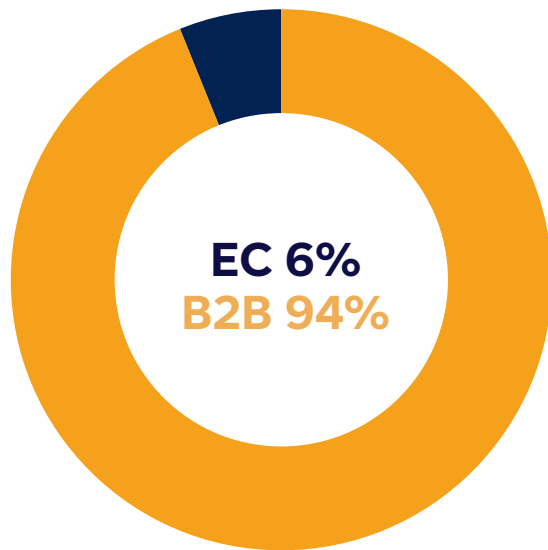
Today, we are slowing down as an industry globally. In Poland, this correction is yet to be seen. And we are not likely to see the Silicon Valley version of it either. The share of Poland-based technology centres in the global pie is steadily increasing. A shortfall of 150,000 people in Poland's IT workforce should also be kept in mind. Job vacancies may have fallen by several to dozen or so percent due to the general slowdown, but this still means a need for over 100,000 professionals. And the market continues to grow as we digitize and automate what we can.

What are the prospects? In my view, the market will grow and new needs will emerge and rates will rise relative to other industries, but more slowly than before. The IT landscape will become more balanced, mature and predictable. To me, the slowdown that we are seeing is a kind of reminder that the market cannot accelerate forever and that you have to stay professional and flexible, whatever the economic climate.



Radosław Zegadło
Engineering Manager

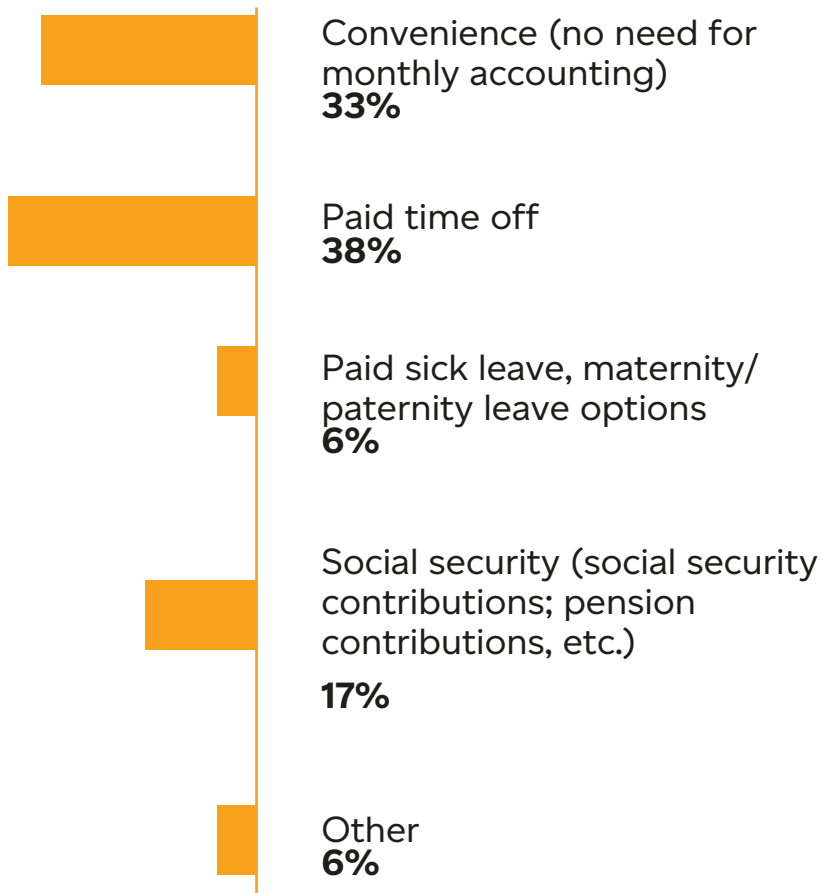
If I have a choice between an employment contract and a B2B contract, I choose:



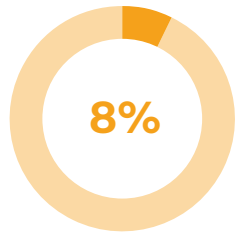
I choose to work under a B2B contract because of:



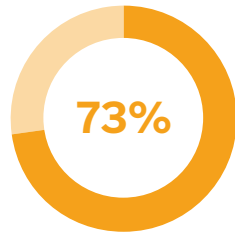
I choose to work under an employment contract because of:



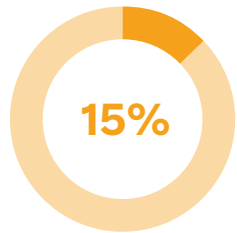
How many hours do you spend working weekly?



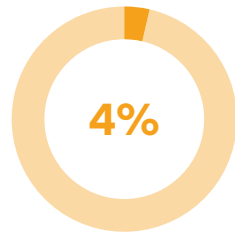
20 - 40 hours



40 hours

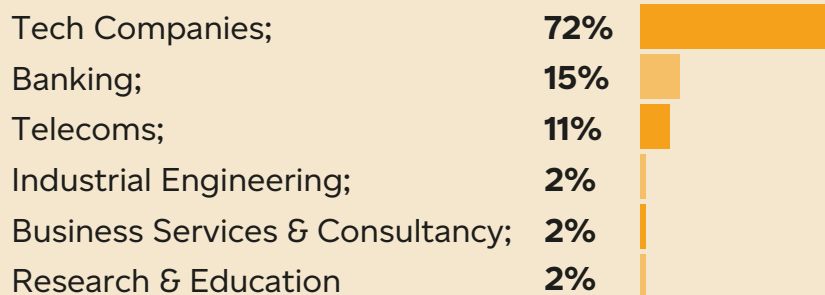


50 - 60 hours

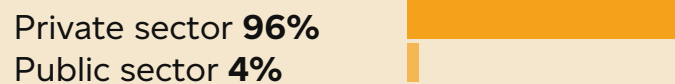


> 60
hours

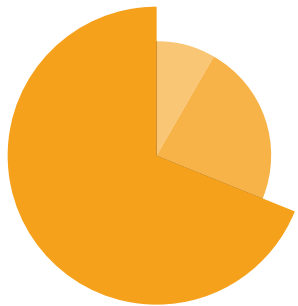
If I have a choice of what industry in which to work, I choose:



Which sector do you choose?

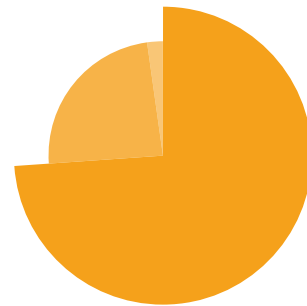


Options offered at Ework Group Poland in 2022:



- Remote **60%**
- Hybrid **34%**
- In-office **6%**

Would you prefer to work remotely, in hybrid fashion, or in-office?



- Remote **74%**
- Hybrid **24%**
- In-office **2%**



Remote is the new black!

”

Since the time of the pandemic, we have started to see a growing interest in remote work. Our network of partners and professionals across the Central and Eastern European countries has grown to over 60,000 accounts registered at Verama.com. Ework decided to tap into this potential.

We established a Remote Sourcing Centre to provide our clients with access to top professionals wherever they are located. Our solution is both financially beneficial and fast. We present candidates within up to five business days. We connect mainly with professionals in Poland, Romania and Spain but we are also open to other European countries.

We proactively work with clients, educating them on best practices in remote work and encourage them to be open to a wider range of candidates as often as possible. We find the best professionals through both our own network of contacts and social media. Professionals receive our support and coaching throughout the recruitment process, benefiting from our advice based on many years of experience in the Scandinavian market. We take care to ensure that even new entrants can feel comfortable with the benefit of our expertise.

Our Remote Sourcing Centre allows us to reach out to the best talent in niche segments. In the era of highly competitive professionals' marketplace, the centre provides a great platform for our clients to source IT professionals working remotely from all over Europe.



Małgorzata Migdal

Ework Group, Remote Sourcing
Center Manager

Most wanted benefits for professionals

Availability of attractive benefits may have a significant impact on hiring IT professionals. Companies that offer generous benefit packages and stand out from competitors typically attract more candidates and achieve better talent retention levels. Providing benefits can also be a positive employer branding tool, which in turn attracts more highly-skilled talent.

However, it is important to remember that benefits are just one of the many things that IT professionals consider when choosing an employer. Other factors such as projects, technologies, pay, growth opportunities and corporate culture also affect the decision of an IT professional choosing to work for a company.



Paid time off



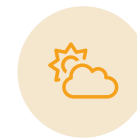
Private medical care



Flexible working hours



Training options

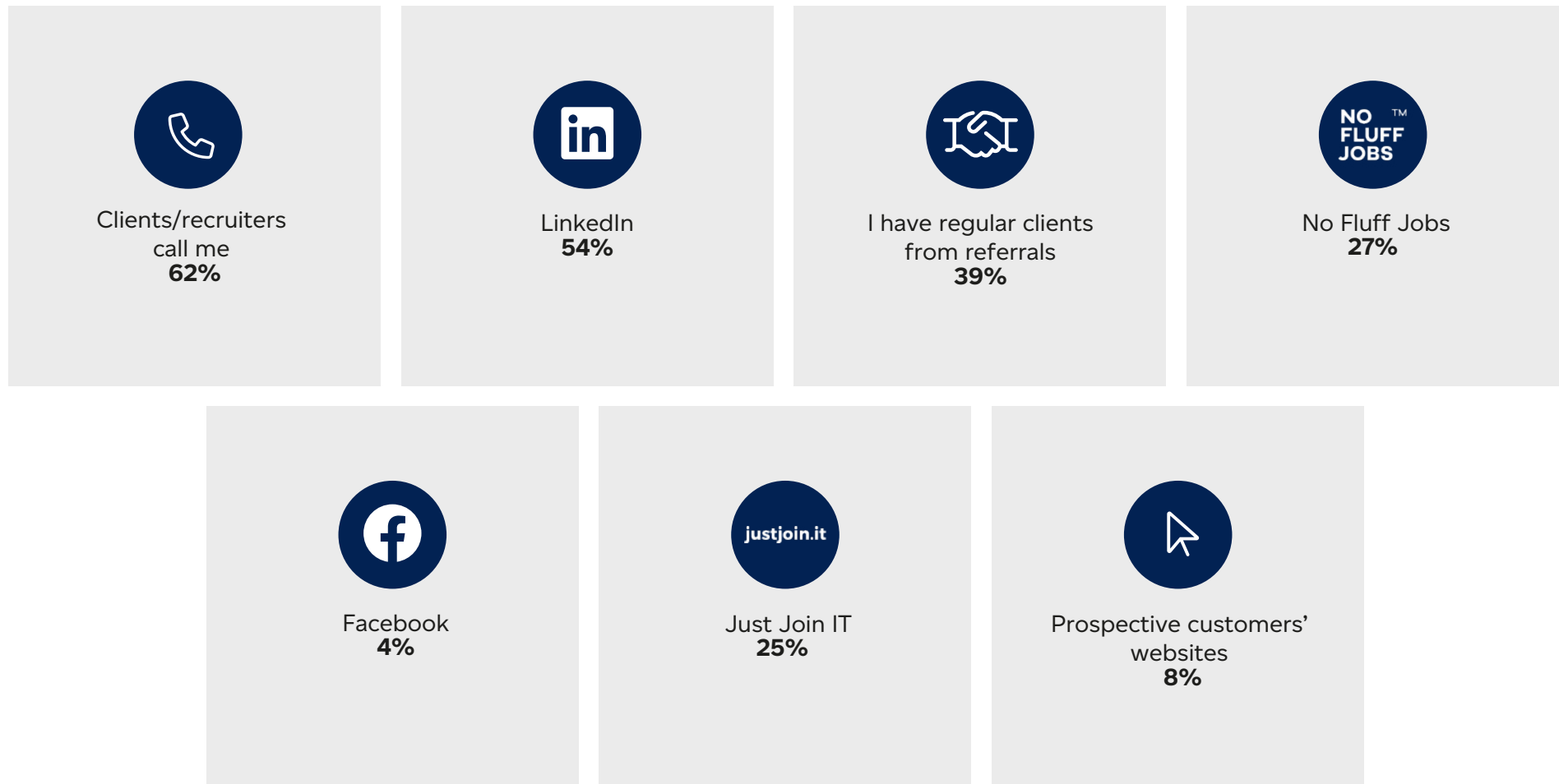


Travel & team-building

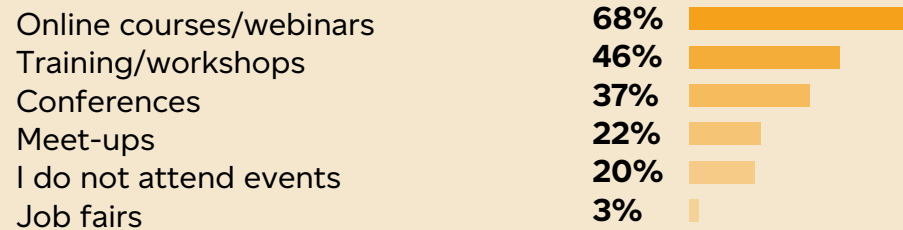


Company car

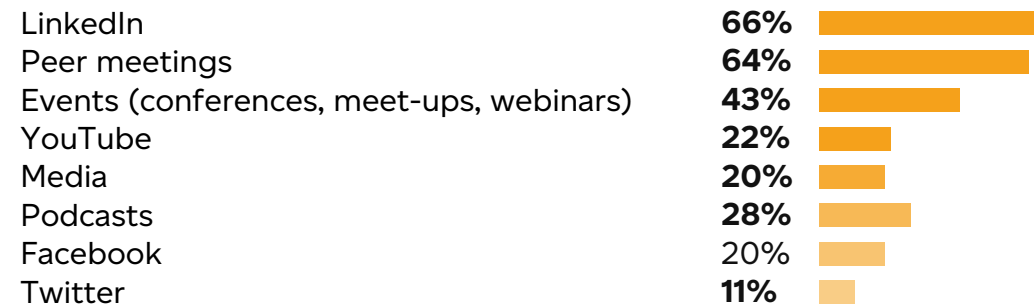
Sources of information about new jobs



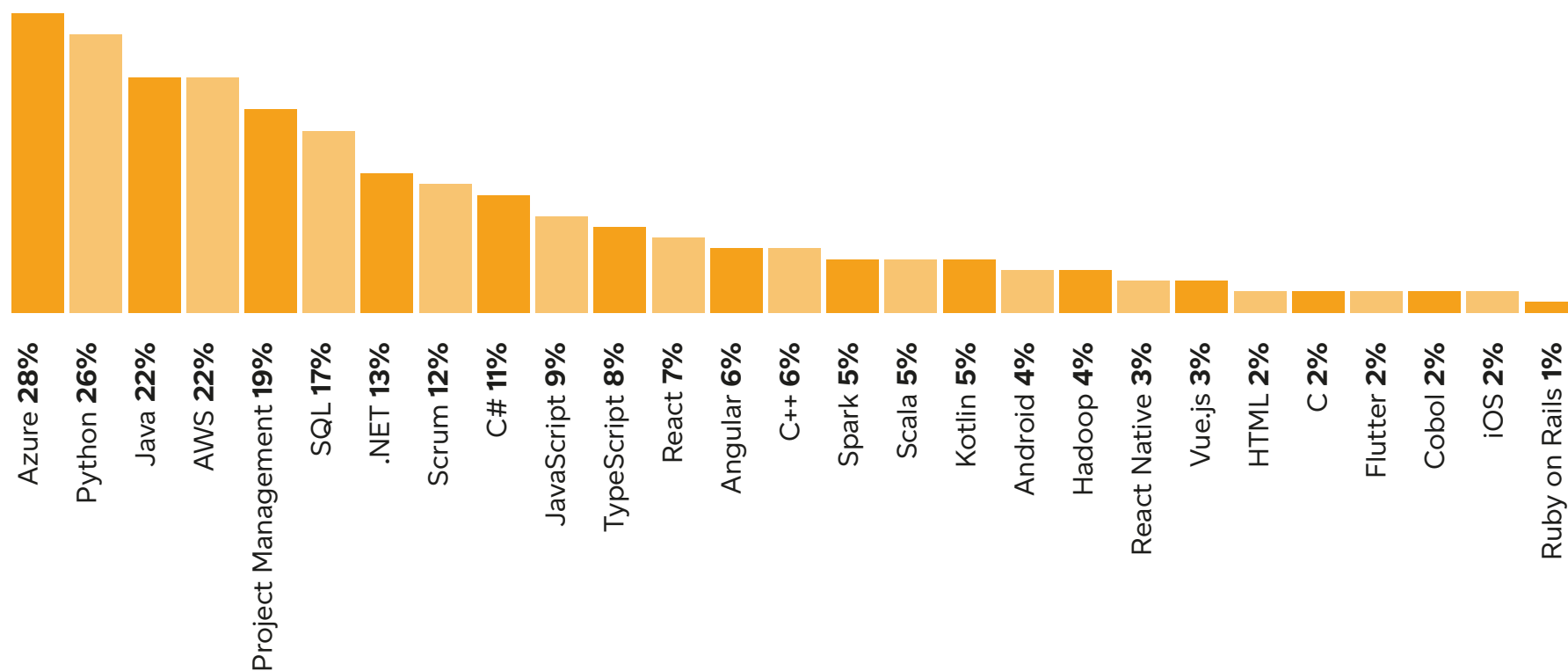
What professional and industry events do professionals attend?



Where do professionals learn about industry developments?



Trends in technologies and focus areas of future development and work for professionals





1. Different industries use cases: AI and chatbots are being adopted across various industries, such as healthcare for diagnostics and treatment recommendations, finance for fraud detection and risk management, retail for personalized recommendations, and manufacturing for optimizing supply chains and predictive maintenance.
2. Increase in popularity of chatbots and virtual assistants: As chatbots and virtual assistants become more advanced, their use in customer service, personal productivity, and smart home applications will grow. This will lead to improved user experiences, increased efficiency, and reduced costs for businesses.
3. Autonomic cars rise: The development and adoption of autonomous vehicles will continue to accelerate, with AI playing a crucial role in navigation, decision-making, and safety features. This can lead to reduced traffic congestion, lower accident rates, and more efficient transportation systems.
4. AI in programming and projecting: AI will play an increasingly important role in software development and project management, offering intelligent code completion, automated code generation, and optimization of project processes like resource allocation and scheduling. This will result in faster development times and higher quality software.
5. Increased demand for specialists in AI field: As AI becomes more prevalent across industries, there will be a growing demand for AI specialists, including data scientists, machine learning engineers, and AI ethicists. This will create new job opportunities and encourage more educational programs focused on AI and related technologies.



Future of IT market according to ChatGPT | AI

In 2023, broadly understood AI, including the GPT architecture, is expected to be one of the directions for development.

In keeping with the trends, we decided to include a comment on the future of the IT market in the report from the perspective of ChatGPT, a chatbot that uses AI to generate comprehensive answers to queries made to it.
ChatGPT



ChatGPT

Portrait created by AI
Midjourney image
generator



Total talent solutions

We form successful collaborations, connecting partners & professionals and clients in partnerships, by bridging brilliant minds to great ideas, for the benefit of individuals, organizations and society. Bridging, not broking, is the future of work and the future of business.

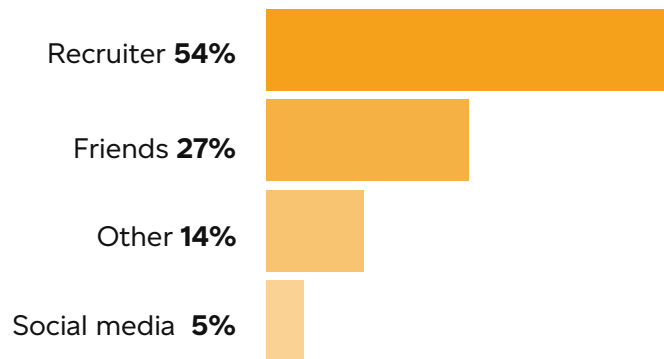
www.eworkgroup.com

How to hire an IT professional?

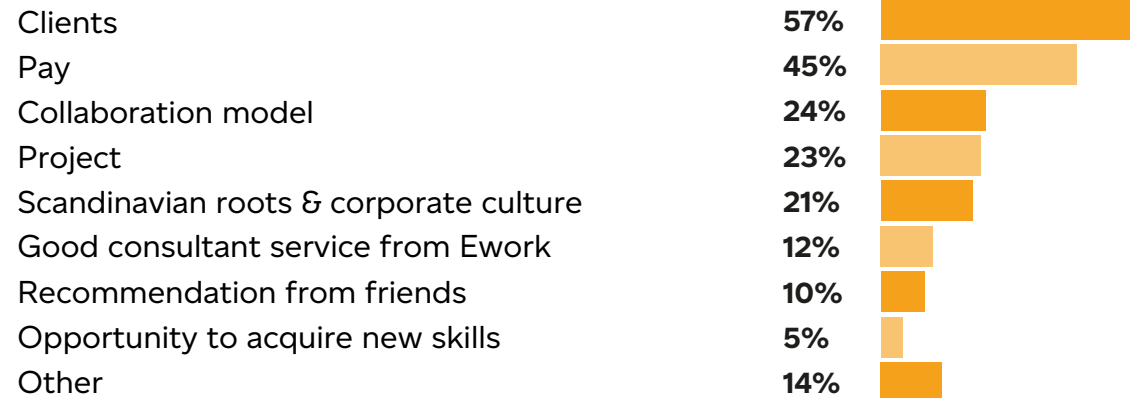
Business and personal relationships play a key role in connecting companies with professionals in the IT industry. On the other hand, the data reveal an increasing role of social media in recruiting IT professionals.

Companies may wish to look across various sources of talent and adapt their recruitment strategies to the ever-evolving industry landscape. Building strong business and personal relations remains crucial, but making use of digital tools is just as important to reach out to the broadest possible pool of prospective IT professionals.

My first touchpoint with the Ework brand was



I have chosen to work with Ework because of:



Cornerstone of a successful career

” My job is to run online training courses for Keyloop users at automotive retail outlets across the UK, Ireland and South Africa. This requires not only excellent knowledge of the systems, but above all practical skills to show just how much can be achieved by using Keyloop solutions in daily work.

However, working as an IT professional does not necessarily mean no work-life balance. A flexible work schedule allows me to seamlessly balance my work responsibilities and personal life. No matter where the training participants are located, the time difference is small enough for me to be able to teach courses during normal working hours so that I can spend my free afternoons pursuing my hobbies and interests, which translates into satisfaction and greater well-being in my everyday life.

Thus, if you want to work in IT and enjoy a good work-life balance, it is important to choose an employer who offers flexible solutions and takes employee needs seriously. This will help you not only thrive professionally, but also have a life outside of work and get the best of both worlds.



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Training Consultant



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