



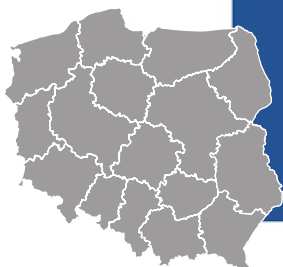
Ministry of Family, Labour and Social Policy
Republic of Poland



INSTITUTION OF THE MALOPOLSKA REGION
Regional Labour Office
in Krakow

OCCUPATIONAL BAROMETER

2024



Study summary report
in **Poland**

2024



Occupational Barometer

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in **Poland**

The study was prepared at the Regional Labour Office as part of the nationwide Occupational Barometer survey, commissioned by the Minister responsible for Labour.

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Ladies and Gentlemen,

The labour market in 2023 turned out to be resistant to the slowdown observed in the economy. There are more people working and unemployment has fallen to the lowest level since the early 1990s. The favorable situation should also continue in 2024, which will be supported by the expected economic recovery.

As forecasts by the European Commission indicate, the unemployment rate according to BAEL in Poland will amount to 2.8% in 2024, which is definitely below the average level in the European Union (6.0%). Inflation will decrease, which will increase the real wages of employees.

Good job prospects are also confirmed by the results of the Occupational Barometer.

According to the forecast for 2024, there should be no surplus of employees in any occupation throughout the country. However, the situation will differ between voivodeships and poviats. According to experts involved in the creation of the 'Occupational Barometer' study, staff shortages will appear in 29 occupations, 2 more than a year earlier. Problems with recruiting candidates for work in the public sector will deepen (after kindergarten teachers and uniformed services employees went from balance to deficit). No major changes are expected in other sectors. As in the previous year, people willing to work in the following industries will be sought: construction, medical and care, education, production and processing, and TSL (transport-forwarding-logistics). The greatest demand for employees will still be visible in voivodeship cities. Nevertheless, the scale of deficits will significantly decrease, which shows that employers may refrain from creating new jobs.

We would like to thank all those who contributed to the preparation of the 2024 forecast, the experts of the public employment services, as well as the representatives of external institutions. Your commitment ensures the high quality of the Occupational Barometer.

We invite you to familiarize yourself with the detailed results of survey described in the report, as well as to use the website barometr.zawodow.pl.

Ministry of Family, Labour
and Social Policy Republic of Poland

1. Methodology

What is the Occupational Barometer?

This is a one-year forecast of demand for workers in selected occupations.

What is its origin?

1990-2000 survey methodology is being developed in Sweden.

2007 survey is introduced in Finland, first implemented in the southwestern part, then throughout the country.

2009 employees of the Regional Labour Office in Krakow learn about the methodology during a study visit to Turku, Finland, and carry out a pilot in 6 counties in Malopolska.

2010 Barometer covers all counties in the Malopolska region.

2015 survey expands nationwide and the first nationwide forecast for 2016 is published

2019 by the decision of the Ministry of Labour, the Barometer is merged with the Deficit and Surplus Occupations Monitor into a single survey named the Occupational Barometer.

How is it created?

The Barometer is a qualitative survey carried out once a year. It is created during expert panels held in individual counties. Participants jointly analyse the forecast for each profession locally. During the group discussion, they use their expertise and experience and take into consideration statistics (e.g. the number of registered unemployed, the

number of job offers reported to the Central Labour Offer Database, the number of graduates of vocational education, or the number of documents legalising the work of foreigners). Ultimately, those are the experts who decide into which category a profession will be classified in, i.e.:



Shortage occupations, where there should be no difficulty in finding a job, as employer demand will be high and the supply of workers with the appropriate skills will be low,



Balanced occupation, where the number of job offers will be similar/ approximate to the number of people in ability to take up employment in a given occupation (supply and demand will be balanced),



Surplus occupations, where it may be more difficult to find a job due to low demand and/or an excessive number of candidates meeting employers' requirements.

Panellists assess only those professions which are present in the local labour market, and those of which they are aware (of which they have expertise) – so the list of professions that are ultimately included in the county forecast may be shorter than the full list included in Chapter 5.



How the results are transferred to regional and national levels?

After expert panels are conducted in all counties, the Occupational Barometer for the county and region is developed. It is created by aggregating the data collected during each county panel.

The results on the national level include all occupations, while the regional results include only those assessed in at least half of the counties. An algorithm created for the survey determines the occupation classification.

Who is invited to the panel?

The panel usually consists of four to ten people. Those include:

- Local labour offices' employees of: labour intermediaries, career counsellors, consultants responsible for cooperation with entrepreneurs, organisation of training courses, as well as EURES (European Employment Services) assistants,
- Employees of other institutions having the expertise of the labour market and planned investments: employees of private employment agencies, employees of units in charge of Special Economic Zones, voluntary labour camps, chambers of crafts, non-governmental organisations, academic career offices, city offices, or county offices.

How the list of occupations is created?

The list of occupations for the Occupational Barometer is based on the Classification of Occupations for the Labour Market (KZiS). For a detailed link between the occupations included in the Barometer and those in the KZiS (at the level of 4- and 6-digit codes), see Chapter 5.

Due to the fact that the Barometer is a qualitative survey, carried out with the use of the expert method, the occupations listed in the KZiS were grouped so that panellists could assess the entire list during one, 3-hour meeting. The occupations were combined into groups on the basis of the possibility of taking a job having the partial competence or having the experience in a related position.

The applied principle of grouping professions based on similar area of expertise or fields of professional work stems from the experience gained from Scandinavian countries, from where it derived.

The list is updated once a year (before each edition of the Barometer), based on the experience of the survey and comments made by experts. The changes in the KZiS and changes in the classification of occupations in education are also taken into account. At the same time, modifications are limited to the minimum necessary to ensure comparability of results.

What's new on the list of professions?

The list of occupations in the ninth national edition of the survey (i.e., the Barometer for 2024) includes 168 items, the same as last year.

Compared to last year, two occupations were merged into one, i.e.: machinery mechanics and repairers as well as plant and machine operators and assemblers were grouped together and assessed under the occupation of machine and equipment mechanics-fitters. This change was made on the basis of expert opinion, which indicated that employers are mostly looking for people who have both fitter and mechanic competencies.

At the same time, one profession was separated from the previously larger group: health and safety workers were separated from ohs specialists. In turn, professions related to “green transformation” were included in environmental protection workers, and consequently the profession was renamed environmental and sustainability workers. The decision on such modifications was made on the basis of observations of trends in the economy and labour market indicating the growing role of pro-environmental activities.

What is the Barometer used for?

- for career planning (indicates in which professions it is worth to get further training due to the best job prospects),
- for job search in the profession (indicates what the situation is in each county – where it may be easier to find a job),
- for planning trainings for the unemployed and working people, financed by the Labour Fund (including the National Training Fund), so that they respond to the real labour market needs,
- For labour market analysis (indicates trends in labour demand and supply).

Where to find the results?

Forecasts from all editions of the Barometer, as well as quantitative data used ancillary to the panels, are available at www.barometrzwodow.pl.

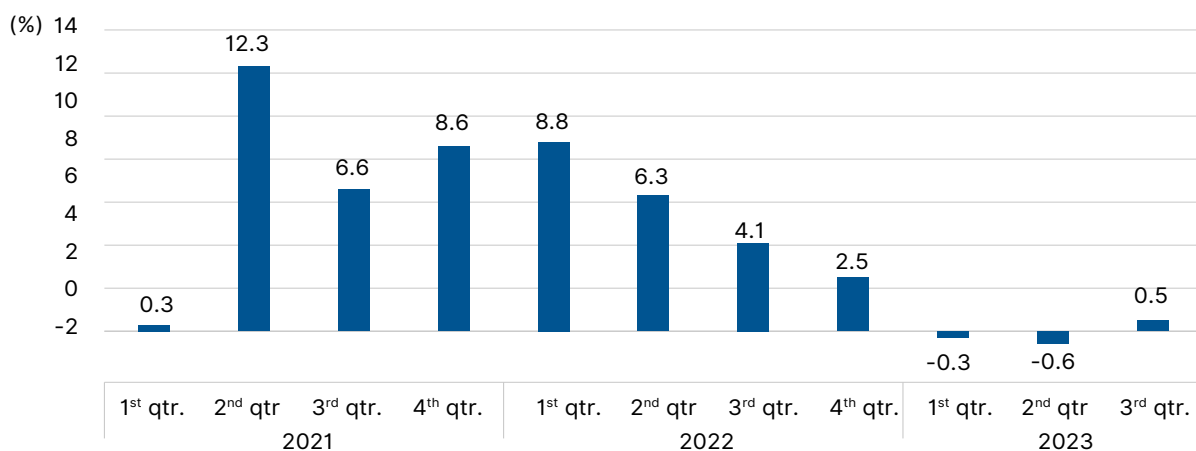
2. Labour market

2.1. Economic situation

The Polish economy, however, has shown considerable resistance to the crises it has caused by the COVID-19 pandemic and then Russian aggression against Ukraine, has not been avoided slowdown. In 2022 and 2023, the economic growth rate gradually weakened, however, the mood for next year assumes recovery.

Negative phenomena became especially visible in the first half of 2023, including: lower private consumption as a consequence of rising prices. As a result gross domestic product (GDP) for Poland, not seasonally adjusted, decreased in the first quarter year to year by 0.3%, and in the second quarter by 0.6%. There was improvement in the third quarter – GDP increased year to year by 0.5% and this trend should continue in the following quarters¹. Detailed data is presented in chart 1.

Chart 1. GDP growth not seasonally adjusted, constant average annual prices of the previous year (year to year)



Source: own study based on the preliminary estimate of gross domestic product (GDP) in the third quarter of 2023, Central Statistical Office

¹ See: [Preliminary estimate of gross domestic product \(GDP\) in the third quarter of 2023](#), Central Statistical Office; accessed: 6/12/2023.

Forecasts by the European Commission assume that in 2024 Poland's GDP will increase by 2.7%, and in 2025 even more, by 3.2%. This growth rate will place Poland above the average for the European Union, which, as expected, will be 1.3% in 2024 and 1.7% in 2025².

To start with, factors stimulating economic growth in Poland include:

- increase in private consumption supported by rising real wages, social transfers (increase of the 500+ benefit to PLN 800, 13th and 14th pension) and decreasing inflation,
- extinction of the negative supply shock that resulted in deceleration production and increasing prices (including as a result of the war in Ukraine and earlier COVID-19 pandemic),
- increase in investment, especially in the sector of large enterprises, which formulate clearly more optimistic plans in this respect than smaller entities,
- good export results, inter alia due to the improvement of the economic situation in the euro zone.

Nevertheless, there are as well factors weakening economic growth which include:

- unstable geopolitical situation beyond Poland's eastern border and in the Middle East,
- still high, although decreasing, inflation level of 11.1% in 2023, 6.2% in 2024 and 3.8% in 2025 according to European Commission projection,
- lower absorption of European funds due to completion expenditure under the financial perspective for 2014–2020, and delayed start of investments under the National Reconstruction Plan³.

2 See: [Autumn 2023 Economic Forecast: A modest recovery ahead after a challenging year](#), European Commission; available at: 16/11/2023.

3 Own study based on the [Polish National Bank's projection of inflation and economic growth based on the models of NECMOD](#), NBP (Polish National Bank) and [Autumn 2023 Economic Forecast](#) and European Commission, accessed: 16/11/2023.

2.2. The situation on the labour market

Despite the economic slowdown in 2023, there remained on the labour market favorable situation.

Growth of entrepreneurship

At the end of October 2023, 5,130.9 thousand entities of the national economy were included in the REGON register which was 3.2% more than a year earlier. Each month, more new entities were created than liquidated – in total in the period from January to October 2023 to the REGON number 328.9 thousand new entities were included, while 188.9 thousand⁴ were deregistered.

Increase in the number of people working

In the third quarter of 2023, 16,873 thousand people worked which amounted to 1.1% people more than a year ago⁵. The number of working women increased (by 1.9% to 7,764 thousand) and men (by 0.4% to 9,109 thousand), working in the private sector (by 0.4% to 12,732 thousand) and public (by 3.3% to 4,141 thousand). The number of people working in services has increased (by 3.3% to 10,499 thousand), however, fewer people than a year ago worked in industry (decrease by 3.0% to 4,904 thousand) and in agriculture (decrease by 0.3% to 1,381 thousand). Total employment rate (for people aged 15-89 years) in the third quarter of 2023 amounted to 56.8% and was by 0.7 percentage points higher than a year before. It is worth noting, however, that the employment rate was much higher for people at working age (18-59/64 years) which amounted to 78.8% and increased over the year by 1.2 percentage points⁶.

4 See: [Information on entities of the national economy included in the REGON register - October 2023](#) and [Information about national economy entities included in the REGON register – October 2022](#), Central Statistical Office, accessed: November 28, 2023.

5 See: [Working, unemployed and professionally inactive \(BAEL preliminary results\) – qtr. 3 2023](#), Central Statistical Office, accessed: November 28, 2023.

6 See: [Socio-economic situation of the country in October 2023](#), Central Statistical Office, accessed: November 28, 2023.

Salary increase

Average monthly gross salary in the enterprise sector in October 2023 amounted to PLN 7,544.98 which was 12.8% more than a year ago. What is important, however, is the weakening dynamics of consumption price growth while the purchasing power of wages increased (by 5.8% y/y, compared to a decline of 3.8% in October last year).

Over the course of the year, average monthly gross wages in the sector of enterprises increased in all industries (PKD sections). The most in administration and support activities (by 15.2%), industry (by 14.9%) and activities related to culture, entertainment and recreation (by 14.7%). The smallest growth took place in construction (7.8%).

However, the wage gap remained significant. The highest earnings were recorded in information and communication (in October 2023 it was PLN 12,493.67 gross), while the lowest were noticed in accommodation and catering (PLN 5,324.85 gross)⁷.

Decrease in registered unemployment

At the end of October 2023, unemployment fell to a record low level which was not observed since the beginning of the political transformation (in 1990). There were 770.4 thousand people registered in labour offices which amounted to 3.2% less than in October last year.

The average unemployment rate registered in the country was 5.0% which was by 0.1 percentage point lower than last year. It fluctuated in individual voivodeships ranging from 3.0% in Greater Poland to 8.3% in Podkarpacie. On an annual basis in most voivodeships the level of unemployment decreased (in the largest extent in the Lublin Voivodeship – by 0.5 percentage points and in Lesser Poland, Opole, Podkarpackie and Warmian-Masurian Voivodeships – by 0.4 percentage points each). Slight increase in the rate of unemployment was recorded in the Lubuskie and Pomeranian Voivodeships (by 0.1 percentage points each) and Greater Poland (by 0.2 percentage points). In the Świętokrzyskie Voivodeship and West Pomeranian Voivodeship, the unemployment rate remained at the level from last year⁸.

⁷ See: [Socio-economic situation of the country in October 2023](#), Central Statistical Office, accessed: November 28, 2023.

⁸ See: [Socio-economic situation of the country in October 2023](#), Central Statistical Office, accessed: November 28, 2023.

Lower number of economically inactive

The group of people at the working age remaining outside the labour market amounted in the third quarter of 2023 to 3,877 thousand people and was by 5.1% lower than last year. The most common reasons for professional inactivity were invariably: learning and improving qualifications (29.0%), illness and disability (25.5%) and family and household responsibilities (20.5%). Besides 8% economically inactive people at the working age were retired, and 1.1% were discouraged by the ineffectiveness of their job search.

Due to the decline in passivity and unemployment, the relationship between people working to people not working has improved. In the third quarter of 2023 per 1,000 working people (aged 15-89) there were 761 people unemployed, while a year earlier it was 781 people⁹.

BUT fewer job offers

Looking at the job offers published in 2023, it is clear that employers refrained from new recruitments. In the period from January to October in 2023, district labour offices received 924.2 thousand offers which was by over 12% less than in the same period of 2022¹⁰. A similar tendency can be seen in job offers published on the Internet. In October 2023, employers posted about 256.5 thousand job offers on the 50 largest recruitment portals in Poland which was 17% less than a year earlier (when it appeared 307 thousand offers). With minor exceptions, the downward trend has continued since the second half of mid-2022.

According to Grant Thornton's analyses, the number of job offers may decrease the postponed effect of high operating costs of enterprises. Employers have been avoiding layoffs for a long time, but they have been going on for over two years due to high costs (energy, transport and labour) of labour force for some companies which have decided to reduce – if not employment, at least the number of new recruitments¹¹.

9 See: [Socio-economic situation of the country in October 2023](#), Central Statistical Office, accessed: November 28, 2023.

10 Own calculations based on [Statistical Bulletin No. 10/2023](#), Central Statistical Office, accessed: November 28, 2023.

11 See: [Job offers in Poland, Monitoring of recruitment processes on the Polish labour market, EDITION XLII: October 2023](#), Grant Thornton, accessed: 28/11/2023.

BUT less demand for foreigners' work

In 2023, employers still frequently filled staffing gaps with hiring foreigners, but to a lesser extent than in previous years. In the period from January to October 2023, the inflow of foreigners was significantly reduced and the number of individuals taking up work in Poland amounted to 1,651 thousand as they were recorded throughout the country on the basis of documents legalizing the employment of foreigners¹² which was by 14% less than in the corresponding period the previous year, when their number amounted to 1,918 thousand¹³.

The reduction in inflow was observed inter alia in the case of employees from Ukraine. In the period from January to October 2023, 1,104 thousand documents legalizing employment for citizens of this country were issued which was by 207 thousand (16%) less than in the same period of 2022. This does not change the fact that they are still definitely the largest group of foreigners working in Poland (in the period from January to October 2023 with 67% of all documents concerned them legalizing employment).

The inflow of foreigners from other popular destinations also decreased: from Belarus by 10%, from Georgia by 44%. However, significant increases from countries such as: India (by 21%), Nepal (by 84%), Bangladesh (by 130%), the Philippines (by 43%) and Colombia (by 228%) did not offset these losses.

Detailed data is shown in table 1.

12 Counted in total: notifications about employment of Ukrainian citizens, declarations of entrustment work for foreigners and work permits, which are the main forms of work legalization foreigners.

13 In the period from January to the end of October 2023, 437,000 declarations of intention to employ a foreigner were registered in Poland which was by 54% less than in the same period in 2022 with 267 thousand issued work permits which was by 15% less, as well as with 932 thousand notifications which was by 48% more than in 2022. Source: own study based on data from the system analytical and reporting (CeSAR), accessed: December 4, 2023.

Table 1. Number of documents legalizing employment recorded in the period from January to October 2023 in Poland by the 10 most numerous citizenships and change compared to the same period in 2022

Citizenship	Number of documents legalizing employment issued between January and October 2023	Year change to year
Ukraine	1,104,069	-16%
Belarus	177,308	-10%
Georgia	74,893	-45%
India	39,889	21%
Moldova	33,028	-21%
Nepal	29,637	84%
Philippines	24,421	32%
Bangladesh	23,708	130%
Uzbekistan	23,696	-15%
Turkey	22,697	13%

Source: own study based on data from CeSAR [accessed: 4/12/2023]

Foreigners most often took up work in: industrial processing (30% of all documents legalizing work registered in the period from January to October 2023), transport and warehousing (20%), administration services and support activities (16%) and construction (12%). The share of other PKD sections did not exceed 5%. It is worth noting that each of the main industries recorded a decline in the number of foreign workers where construction was relatively the largest (-32%), and the smallest of the above-mentioned industries was transport (-5%)¹⁴.

Stabilization of the situation in 2024

Despite signals indicating a lower demand for new employees, a strong labour market will be one of the pillars of the country's development. Taking into account the expected economic recovery, it can be assumed that the situation will in 2024 remain favorable.

¹⁴ Own study based on data from the CeSAR which is analytical and reporting system, accessed: November 27, 2023.

According to Manpower research, more employers intend to hire than release. 33% of companies plan to expand their teams, 16% predict a reduction in full-time positions while 47% of organizations want to leave the number of employees unchanged (on the same level)¹⁵.

In such a situation, unemployment should remain low. As forecast (according to the European Commission) shows, the unemployment rate according to BAEL will amount to 2.8% in 2024, and in 2025 will decrease to 2.7% and will be one of the lowest in the European Union (on average the community will reach the level of 6.0% in 2024 and 5.9 in 2025)¹⁶. Therefore, it will maintain at a similar level as in the third quarter of 2023, when it was in Poland 2.7%¹⁷.

15 See: [ManpowerGroup Employment Outlook Barometer qtr. 4 of 2023](#), accessed: November 28, 2023.

16 See: [Autumn 2023 Economic Forecast: A modest recovery ahead after a challenging year](#), European Commission, accessed: 28/11/2023.

17 See: [Working, unemployed and economically inactive \(preliminary results of LFS\) – qtr. 3 of 2023](#), Central Statistical Office, accessed: 28/11/2023.

3. Results of the Occupational Barometer

3.1. Implementation of the 9th edition of the study

345

expert
Panels

345 expert Panels: In the period from August 28, 2023 to October 27, 2023, there were 345 expert panels. During 35 panels forecasts situation was forecasted in two poviats in total (most often rural and municipal, which are served by one district labour office). In this way, forecasts were prepared for all 380 poviats and cities with poviat rights in the country.

A wide group of experts participated in the implementation of the 9th edition of the study:

- 1,817 employees of district labour offices,
- 90 OHP employees,
- 88 employees of schools/other educational institutions,
- 76 employees of city offices/county offices,
- 69 employees of chambers/guilds of crafts,
- 46 employment agency employees,
- 40 employees of other employers' organizations,
- 34 employees of voivodeship labour offices,
- 89 employees of other entities aware of the local situation on labour markets,

a total of over 2,300 people. On average, 7 experts took part in one panel (not including employees of voivodeship labour offices who attended the meetings acting as moderators).

The vast majority of panels (75%) were implemented directly, mostly at the headquarters of the district labour office. 24% took place remotely, and 1% in mixed environment (i.e. some participants connected remotely with the coordinator of district and voivodeship authorities who conducted the research directly).

After preparing forecasts for all counties, the results were converted to voivodeship and country level. This report summarizes the averaged forecasts for all of Poland. The posters attached to the publication (chapter 4) include: lists of deficit, balanced and surplus professions on a national scale and in individual voivodeships.

3.2. Demand for employees

The situation on the labour market in Poland in 2024 should remain stable. According to the Occupational Barometer, changes in the demand for employees compared to 2023 will be small. Most professions will be found in equilibrium, which means that the supply and demand for labour will be relatively at the same balance. The number of deficit, surplus and balanced professions across the country in 2024 is shown in Figure 1.

Figure 1. Number of deficit, surplus and balanced professions in Poland in 2024



29

Number of shortage professions
with more job offers than candidates



139

Number of sustainable professions
in which the number of job offers is similar to the number of candidates



0

Number of surplus occupations
where the number of job offers is lower than the number of candidates

Source: barometrzwodow.pl

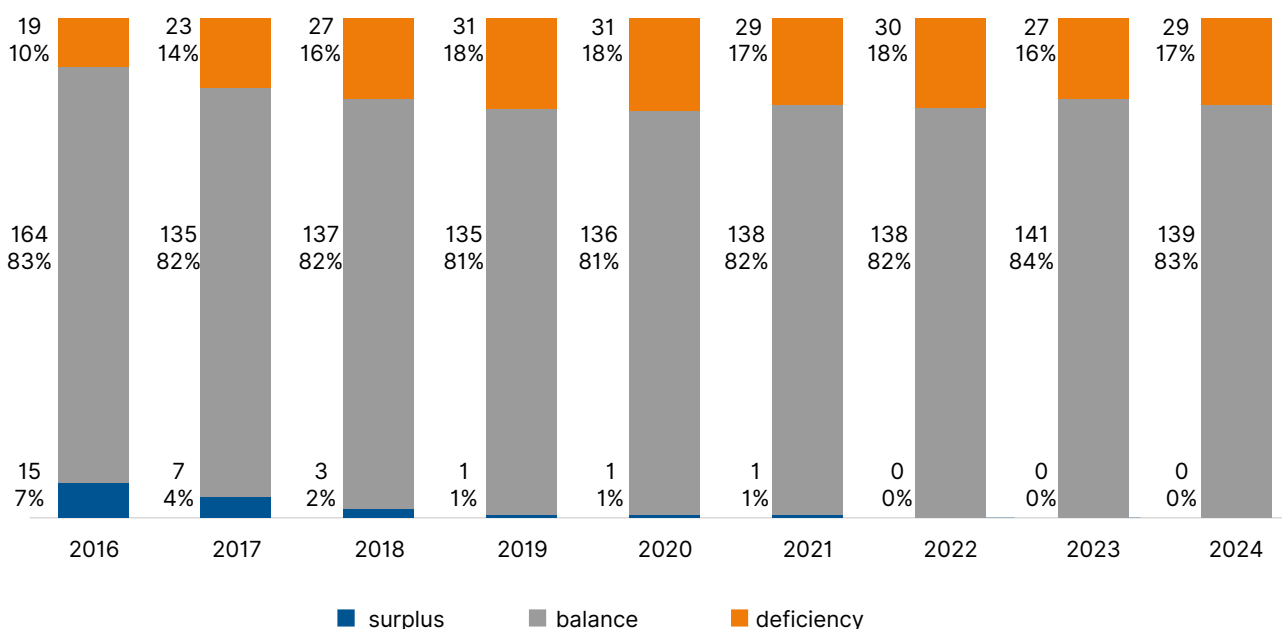
Staff shortages will appear in 29 occupations which is two more than last year. The group of deficits will expand to include kindergarten teachers and employees of uniformed services who remained in previous years (2016–2023) in balance. Potential candidates facing alternatives on the labour market (discouraged by less attractive salaries and/or difficult working conditions) choose other professions, which creates a gaps and disturbs the balance in demand and supply of labour in these professions.

The group of sustainable professions will have 139 positions in 2024, so 2 less than a year earlier, which is a consequence of the transition to a kindergarten teacher and uniformed services employees shortage.

The lack of surpluses in the forecast for 2024 indicates a favorable situation on the market. Similarly to 2022 and 2023, it is not expected across the country in some professions (out of 168 assessed in the study) to appear the excess of job candidates (those with appropriate qualifications and willing to work). However, it should be remembered that the situation varies in individual voivodeships and poviats. Therefore, there may occur problems with finding employment locally.

Changing the number of deficit, balanced and surplus professions in individual editions of the study is shown in Chart 2.

Chart 2. Number and share of deficit, sustainable and surplus professions in the Occupational Barometer in forecasts for 2016–2024



Source: barometrzwodow.pl

3.3. Permanently deficit occupations

8

occupations
permanently
in deficit

The stabilization of the situation on the labour market is also visible in the area of permanently deficit professions, i.e. those in which there is a shortage employees which has been maintained continuously since the beginning of implementation of the research throughout Poland (i.e. forecasts for 2016).

In the Barometer for 2024, 8 such occupations can be distinguished – they were also on the list of permanent deficits a year and two years earlier. These occupations are as follows¹⁸:

- carpenters and construction carpenters,
- roofers and construction sheet metal workers,
- bus drivers,
- drivers of trucks and tractor units,
- cutting machine operators,
- nurses and midwives,
- independent accountants,
- welders.

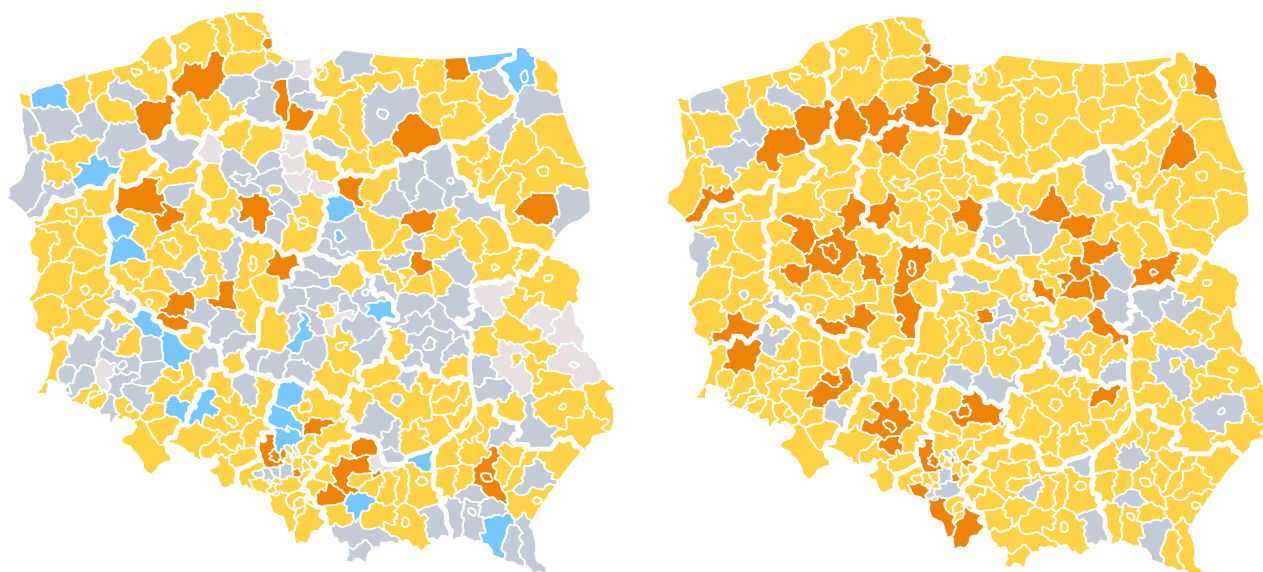
From the employers' perspective, staff shortages have persisted over the years what constitutes a big problem. Faced with a persistent shortage of candidates, they are often unable to fill vacancies, which limits the development of companies and in extreme cases leads to a narrowing of the activity. It is worth noting that in some professions, not only does the deficit persist in subsequent years, but it is still gaining strength. Looking at the situation of nurses and midwives, it is clear that that in 2016, deficits occurred in 233 poviats (in 28 they were large deficits), and locally there were even surpluses (in 21 poviats). In 2024 the number of poviats with a forecast of deficit increased to 336 (58 are expected to have a large deficit), and with a surplus it decreased to 0. Details are shown in map 1.

18 In the industry overview below, these professions are highlighted in bold.

Map 1. Demand for employees in the profession of *nurses and midwives*

Forecast for 2016 deficit
in 233 counties

Forecast for 2024 deficit
in 336 counties



- large surplus of job seekers
- surplus job seekers
- demand and supply balance
- deficit of job seekers
- large deficit of job seekers
- no rating

Source: barometrzedawodow.pl

Employers try to minimize some of the deficits by hiring employees from abroad (including drivers and welders). This is not the case in all cases. However, this is possible on a large scale. In the nursing or independent professions of accountants, where good knowledge of Polish and specific language skills are required altogether with professional qualifications, employment of foreigners is much more difficult. To some extent, this explains the deepening deficiencies.

3.4. Reasons for deficits

Difficulties with recruiting appropriate employees result from many, often coexisting problems. According to the results of the Barometer, in 2024 the main cause of the deficit will remain the lack of a sufficient number of job candidates, which is a consequence of the development of the industry, demographic changes or lack of vocational education (due to the lack of offers in schools or lack of people willing to learn). Secondly, deficits will result from inadequate qualifications of candidates, which make it impossible to take up work in the profession.

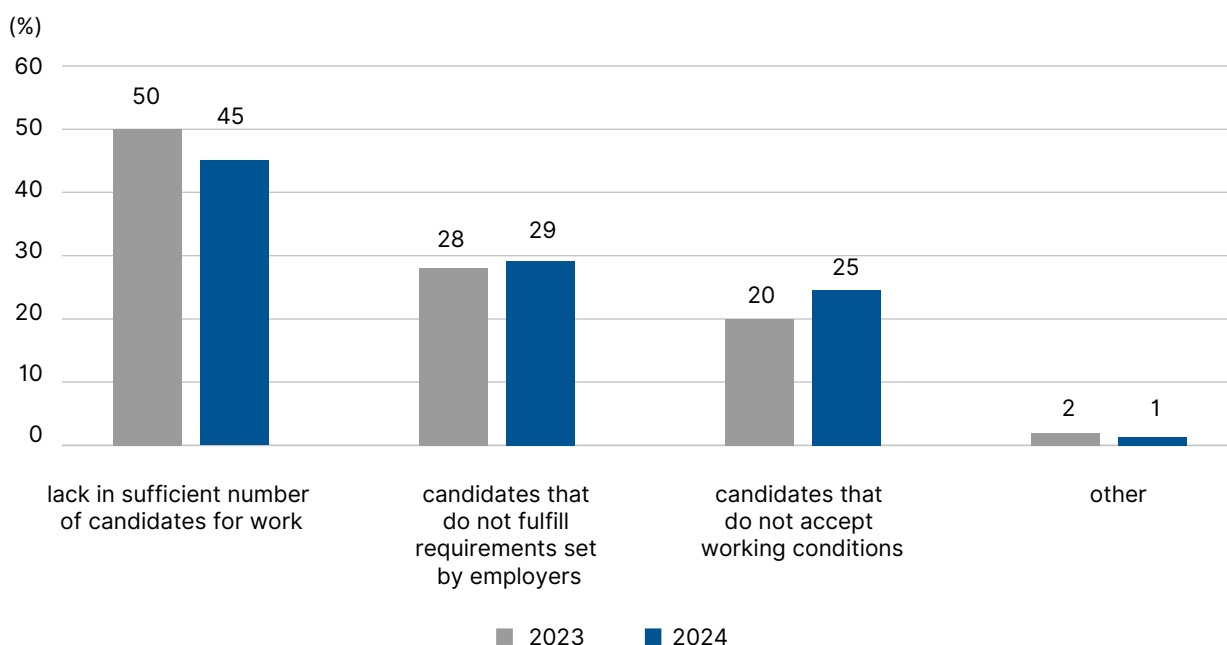
The reluctance of candidates is relatively least likely to be responsible for staff gaps to take up employment due to low wages or difficult working conditions.

It is worth noting that, compared to 2023, there will be deficits less often caused by the lack of a sufficient number of candidates (in 2023 – 50% of responses, in 2024 – 45%), but more often caused by the fact that candidates do not meet the requirements (in 2023 – 28% of responses, in 2024 - 29%) and that the candidates do not like working conditions (20% of responses in 2023, 25% in 2024).

This shows that in 2024 there will be less deficits in professions resulting from economic development supporting the creation of new labour places, and to a greater extent resulting from the mismatch of labour demand and supply. Potential candidates in these professions will take up employment in others professions – on the one hand, because the working conditions offered do not suit them, on the other hand, because they do not meet the requirements set for them (they do not have appropriate qualifications).

The data is also presented in chart no. 3.

Chart 3. Main reasons for the deficit in the forecast for 2023 and 2024



Source: own study on the basis of barometrzwodow.pl

The reasons for deficits will vary significantly between professions:

- **the lack of sufficient number of job candidates is the main reason for the deficit in the occupations such as:** doctors, nurses and midwives, psychologists and psychotherapists, physiotherapists and masseurs, carpenters and carpenters, roofers and sheet metal workers as well as construction workers, building installation fitters, practical teachers vocational training, teachers of vocational subjects, teachers of general subjects, teachers in special schools and departments for integration, kindergarten teachers, uniformed services employees,
- **candidates not meeting employers' requirements is the main reason for deficit in the following occupations:** locksmiths, welders, electricians, electromechanics and electrical fitters, bus drivers, truck drivers and tractor units, warehouse workers, equipment operators and mechanics for earthworks, independent accountants, accounting workers and accountants as well as motor vehicle mechanics,
- **unsuitable working conditions for candidates are the main reason for the deficit in occupations such as:** cutting machine operators, construction workers, caregivers of elderly or disabled people, cooks.

3.5. Sustainable occupations

In the Barometer, sustainable occupations include those fields in which demand for work has a chance to balance its supply, which is the most beneficial for labour market. A stabilized staffing situation is expected in 2024 in 139 occupations, two less than a year earlier.

Compared to the previous year, the changes will be minor. Beyond the shift from balance to the deficit in uniformed services employees and kindergarten teachers, there are no other shifts.

As in 2023, the list of sustainable professions includes:

- managerial/management professions that are mostly filled as part of internal recruitment or competitions. As experts participating in panels point out, there is usually high interest in such positions,

- occupations that occur only locally – where work plants are located, e.g. seafarers, air traffic service workers or operators of various types of equipment (e.g. cement and stone products, products chemicals),
- engineering/professional professions, including: the IT industry, for which the demand is visible primarily in large cities (see chapter The situation in provincial cities) and in smaller towns there only single offers appear,
- occupations related to environmental protection and sustainable development – despite companies taking pro-ecological actions, forced by inter alia provisions of law, where the forecast does not indicate that demand for specialists in this field will increase in 2024

Figure 2. Sustainable professions in the largest number of counties



- insurance agents (balance in 374 poviats out of 380 in Poland)
- lawyers (in 373)
- passenger car drivers (in 372)
- car wash, laundry and ironing workers (in 371).

Source: own study based on barometrzwodow.pl

3.6. Surplus occupations

Stabilization of the situation on the labour market and maintenance of good employment prospects is confirmed by the lack of surplus professions in the forecast for 2024. The same as in 2022 and 2023, in any profession assessed in the Barometer, you should not expect an excess of workers at the country level. However, it should be emphasized, that the situation will vary between regions and counties and will depend strongly on the level of unemployment in local labour markets.

Figure 3. Surplus occupations in the largest number of counties

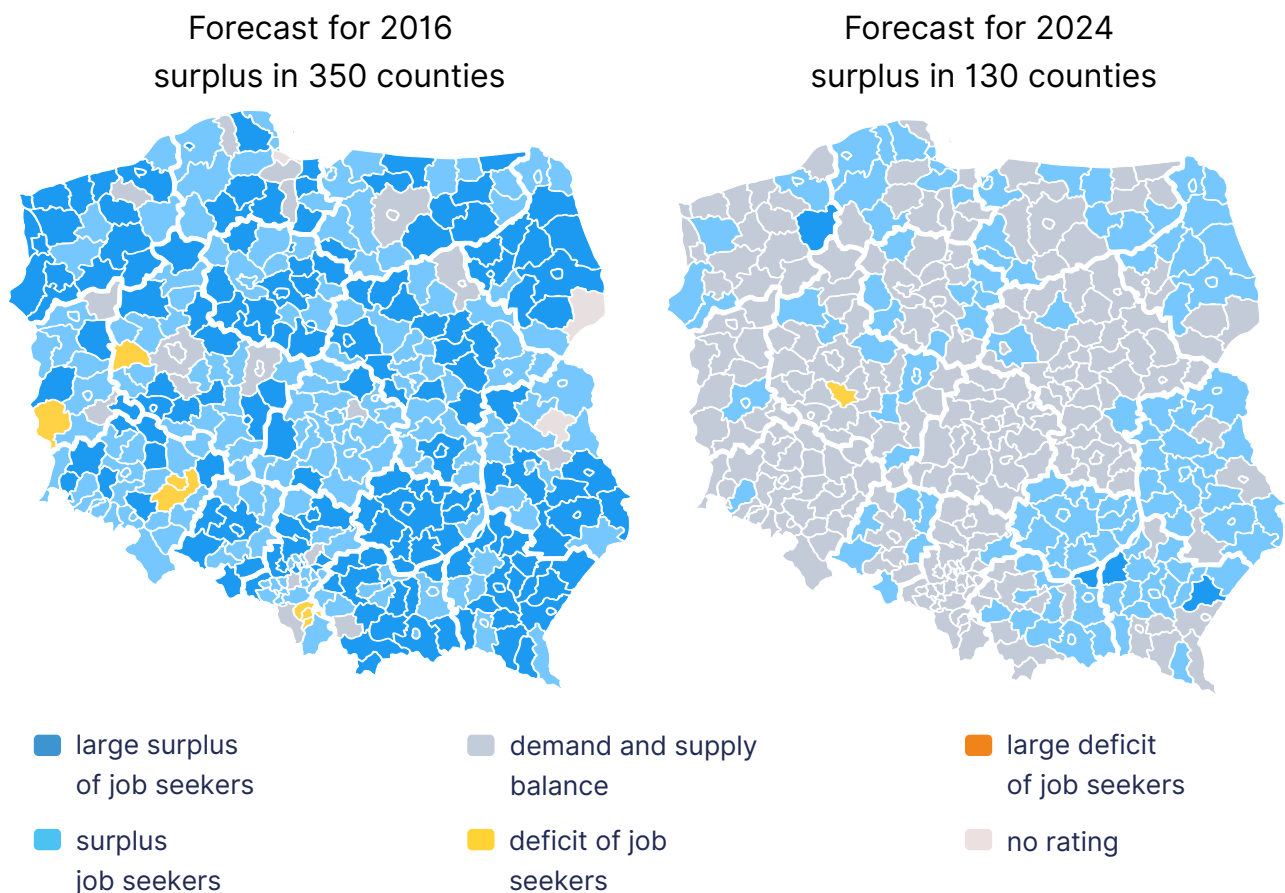


- economists (surplus in 130 poviats out of 380 in Poland)
- administrative and office workers (in 49)
- philosophers, historians, political scientists and cultural experts (in 47)
- food and nutrition technology specialists (in 33)
- IT technicians (in 31)

Source: own study based on barometrzwodow.pl

What is important, however, in each of these professions, compared to 2023, there decreased the number of poviats in which the increase is forecasted. This shows that the situation is gradually improving and moving towards balance. For example, the profession of economists shows that a surplus was forecast in 2016 in as many as 350 poviats, in 2023 it was 140 poviats, and in 2024 only 130.

Map 2. Demand for employees in the profession of **economists**



Source: barometrzwodow.pl

The reasons for the excess of candidates remain unchanged. They are mainly due to the large supply of graduates completing popular fields of study - both at both secondary and higher levels. Unfortunately, there are no local markets with enough jobs to keep them all employed in these professions. However, in a generally good market situation, it is usually enough to supplement their qualifications, hence the unemployment of such people is rather transitional.

3.7. The situation in voivodeship cities

41

deficit jobs
in voivodeship
cities

41 deficit jobs in voivodeship cities: According to forecasts for 2024, the situation in voivodeship cities will change¹⁹. Staff shortages will continue to be felt, they will take part in 41 occupations. Compared to 2023 however, there will be significantly fewer of them – by 11 professions. 125 professions will be in balance in 2024, and in none of them there should be staff surpluses. This shows that job prospects in the largest cities will continue to be good, but the demand for employees will decrease. This especially concerns the occupations that have gone from deficit in the 2023 forecast to equilibrium in 2024, i.e.:

- from the TSL industry (transport-forwarding-logistics): forwarders and logisticians, suppliers and suppliers, postmen and couriers,
- from the construction industry: metal structure fitters, construction managers, construction engineers,
- from the IT industry: design and implementation specialists and improving digital products and services,
- from the electricity and energy industry: specialists in electronics, automation and robotics, electronics fitters,
- from the medical and care industry: social workers, physiotherapists and masseurs,
- from the service industry: cleaning staff,

¹⁹ The following cities were included in the analysis: Białystok, Bydgoszcz, Gdańsk, Gorzów Greater Poland, Katowice, Kielce, Kraków, Lublin, Łódź, Olsztyn, Opole, Poznań, Rzeszów, Szczecin, Toruń, Warsaw, Wrocław, Zielona Góra.

- from the trade industry: sellers and cashiers,
- from the mechanical and automotive industry: mechanics and machine assemblers and device assemblers.

The reduction in demand for employees will therefore be visible in various industries and in various positions. It will apply to both simple work (such as sales or cleaning), as well as specialized ones (such as construction management or designing digital services).

On the other hand, in 2024, new professions will appear in voivodeship cities where will occur the deficit for workers that were in balance a year earlier, i.e.: cooks, train drivers and operators of lifting and transport equipment.

In the case of chefs, people will be sought to work in restaurants, hotels and canteens as well as in catering companies. The gaps will not be filled by widely educated graduates, because some of them quickly resign from employment due to low levels of employment remuneration and the shift system as well as irregular nature of work.

When it comes to the demand for train drivers, recent years have been challenging with the dynamic development of railway transport in Poland. Ongoing modernization, the purchase of new rolling stock and renovation of the railway infrastructure contributed to a shortage of railway workers, especially in voivodeship cities, where this development is at its most dynamic pace. Therefore, there will be probably a growing demand for train drivers, especially due to the increasing effect in the generation gap, as well as multi-month training processes for potential candidates, which often take several times longer than preparation for the driver's profession in trucks and buses (which are also in deficit).

In the case of operators of lifting and transport equipment, there are staff shortages which will result from an insufficient number of job candidates having appropriate permissions. Additionally, potential employees will be discouraged by difficult working conditions such as: working at height, in heat or cold.

Figure 4. Deficit occupations in voivodeship cities in the forecast for 2024

DEFICIENCY		
	analysts, testers and operators of ICT systems	painters
	teachers of vocational subjects	uniformed services employees
	concrete workers and reinforcers	doctors
	kindergarten teachers	database designers and administrators
	car body workers and painters	programmers
	teachers of special schools and integration classes	postmen and couriers
	pavers earthmoving equipment	psychologists and psychotherapists
	operators and mechanics	warehousemen
	carpenters and construction carpenters	medical lifeguards
	cutting machine operators	train drivers
	roofers and construction sheet metal workers	construction workers
	caregivers of an elderly or disabled person	motor vehicle mechanics
	electricians, electromechanics and electrical fitters bakers	woodworking workers and carpenters
	bus drivers	construction installation fitters
	nurses and midwives	independent accountants
	drivers of trucks and tractor units	bricklayers and plasterers
	accounting and bookkeeping employees	welders
	tailors and clothing production workers	teachers of practical vocational training
	manual workers in production and simple work	locksmiths
	cooks	general education teachers
	construction finishing workers	

Source: own study based on barometrzwodow.pl

3.8. Diversity of the situation in voivodeships

Forecasts for 2024 indicate great diversity in demand for employees in individual voivodeships. They will face the biggest staff shortages, just like in 2023 it happens in voivodeships in the northern and western part of Poland, i.e. Lubuskie (38 professions deficit), Opole Voivodeship (38), Pomeranian Voivodeship (38) and West Pomeranian Voivodeship (36), where candidates for work in the construction industry will be most often sought as well as educational, medical and care, transport, electricity and energy workers. Economists may have problems finding a job in this part of the country. Their surplus is expected in the Pomeranian and Opole Voivodeships.

A large number of shortage professions is also expected in Voivodeships such as: Greater Poland, Lower Silesia, Świętokrzyskie, Podkarpackie and Lesser Poland (from 28 to 33). Employers will be looking for, among others: teachers (any specialties), construction industry workers, doctors, nurses, drivers of trucks and buses, as well as independent accountants. Economists will be in the surplus (in the Podkarpackie and Lesser Poland Voivodeships and Świętokrzyskie) as well as

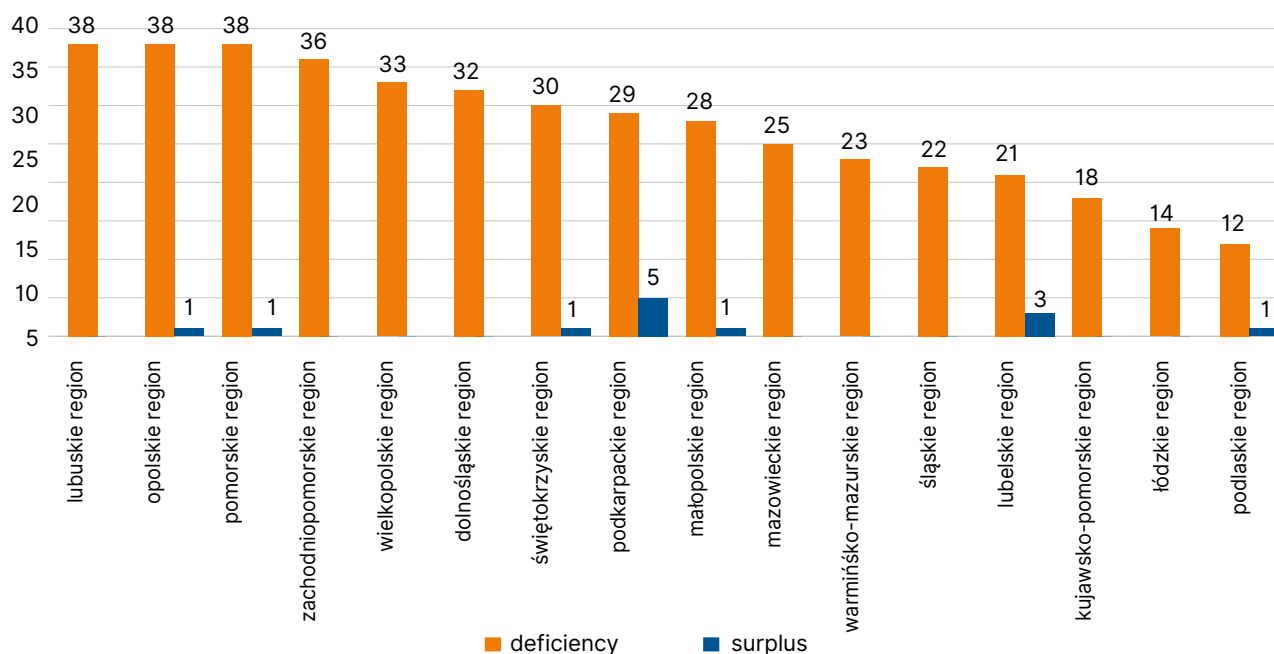
philosophers, historians, political scientists and cultural experts, administrative and office workers, sociologists and socio-economic research specialists as well as food and nutrition technology specialists (in the voivodeship Podkarpackie).

In the Masovian, Warmian-Masurian, Silesian and Lublin Voivodeships as well as Kuyavian-Pomeranian Voivodeship there will also occur significant staff shortages. In these regions the number of shortage professions will range from 18 to 25. Recruitment problems of qualified employees will apply especially to the education industry, medical and social, transport and construction fields. Surpluses are expected only in the Lublin Voivodeship and will apply to three professions: economists, philosophers, historians, political and cultural scientists, and IT technicians.

The fewest shortage professions in 2024 are included in the forecasts for Łódź Voivodeship (14 professions) and Podlaskie Voivodeship (12 professions). In these regions will be missing, among others: teachers, doctors, nurses and midwives, psychologists and psychotherapists, truck and bus drivers, as well as uniformed services employees. There will not be a single profession surplus in the Łódź region and in Podlasie there will be only one (economists).

Detailed data is shown in chart 4.

Chart 4. Number of deficit and surplus professions in the forecasts for voivodeships for 2024



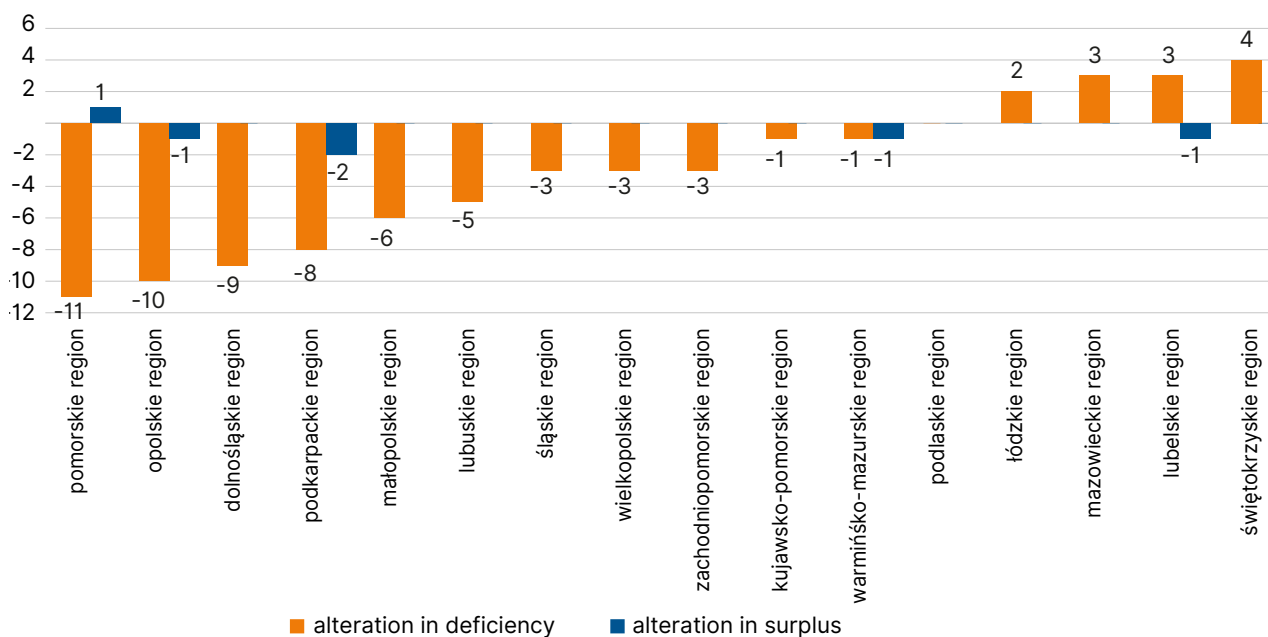
Source: own study based on barometrzwodow.pl

Compared to 2023, the demand for employees will decrease in most voivodeships, i.e. in 11. The largest decrease in the number of shortage professions will take place in the Pomeranian Voivodeship (11 competitions) and the Opole Voivodeship (by 10 competitions), Lower Silesia (by 9 competitions) and Podkarpackie (by 8 competitions). An increase in the number of deficits will occur in four voivodeships: Świętokrzyskie, Masovian, Lublin and Łódź provinces. However, this scale will not be as large as in the case of declines and will oscillate around the three professions (+/- 1). Just in one voivodeship (Podlaskie) the number of shortage professions will remain the same like the year before.

In the case of surplus professions, the dynamics of changes in 2024 will be small. In 11 voivodeships, the number of professions in which there will appear excess of employees will remain at the same level as in 2023. There will be slight declines in 4 voivodeships (Opole, Warmian-Masurian, Lubelskie and Podkarpackie), and in one voivodeship (Pomeranian) there will take place an increase.

Details are presented in chart 5.

Chart 5. Change in the number of deficit and surplus professions in the forecasts for voivodeships between 2023 and 2024



Source: own study based on barometrzwodow.pl

3.9. Summary

In 2024, the situation on the labour market will remain stable. As the Barometer shows, the demand for employees will remain at a similar level as a year earlier. There will be no surplus of workers in any profession at the national level. Deficits will occur in 29 professions – 27 the same as in 2023 and two new ones that have gone out of balance, i.e. kindergarten teachers and uniformed services employees.

Therefore, problems with recruiting candidates for work in the budget sector will deepen, and no major changes are expected in other sectors. As in the previous year, there will be a shortage of people willing to work in the construction industry (deficits in 7 professions), medical and care (5), education (5), production and processing (3), TSL (transport-forwarding-logistics – 3), financial-legal (2), security and safety (1), catering and tourism (1), electrical and energy (1) and mechanical and automotive (1).

Figure 5. Deficit professions in the largest number of poviats



- truck and tractor unit drivers (deficit in 346 poviats out of 380 in Poland),
- psychologists and psychotherapists (in 342),
- nurses and midwives (in 336),
- doctors (in 315),
- welders (in 314),
- electricians, electromechanics and electrical fitters (in 288),
- bus drivers (in 283),
- teachers of vocational subjects (in 279),
- teachers of practical vocational training (in 271),
- operators and mechanics of earthmoving equipment (in 266).

Source: own study based on barometrzwodow.pl

The reasons for the deficits are complex and occur both on the part of employers (offering unattractive working conditions) and candidates who lack qualifications, experience, and often also willingness to work. However, the main reason is still constituted by the lack of a sufficient number of potential employees resulting from the development of the industry, demographic changes and lack of vocational education.



4. Posters

The following pages contain posters with the results of the Occupational Barometer survey in Poland and in all voivodeships.

In the digitally available version, posters with a forecast for 2024 can be found at barometrzwodow.pl. On this website we publish the list of links to posters for all voivodeships and Poland.

[Poland](#)

[dolnośląskie region](#)

[kujawsko-pomorskie region](#)

[lubelskie region](#)

[lubuskie region](#)

[łódzkie region](#)

[małopolskie region](#)

[mazowieckie region](#)

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[podkarpackie region](#)

[podlaskie region](#)

[pomorskie region](#)

[śląskie region](#)

[świętokrzyskie region](#)

[warmińsko-mazurskie region](#)

[wielkopolskie region](#)

[zachodniopomorskie region](#)

Occupational Barometer 2024

Poland

www.barometrzwodow.pl

DEFICIT

Accounting and bookkeeping clerks
Bricklayers and plasterers
Bus drivers
Construction installation assemblers
Construction joiners and carpenters
Construction workers
Cooks
Earthmoving plant operators and mechanics
Electrical mechanics and electrical assemblers
Finishing work technologists in building trades

Independent accountants
Medical doctors
Metal working machine tool setters and operators
Motor vehicle mechanics and repairers
Nurses and midwives
Physiotherapy technicians and assistants
Pre-school teachers
Psychologists and psychotherapists
Roofers and sheet metal workers in building trades
Social work professionals caring for the elderly and disabled

Special school teachers
Stock clerks
Teachers for practical vocational training
Teachers of general subjects
Teachers of vocational subjects
Toolmakers
Truck drivers
Uniformed services workers
Welders

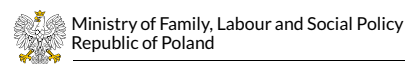
BALANCE

Acoustics and sound engineers
Administration and office clerks
Administration professionals
Agricultural and gardening machines operators
Air traffic controllers
Ambulance workers
Analysts, testers and ICT system operators
Animal services workers
Architects and urban planners
Archivists and curators
Assistants in education
Automotive diagnosis technicians
Bakers
Beauticians
Biologists, biotechnologists
Butchers and fishmongers
Car wash, laundry and ironing workers
Caretakers, doorkeepers, janitors and custodians
Cement and stone machine operators
Chefs
Chemical engineers and chemists
Chemical products plant and machine operators
Childminders
Cleaning workers
Clearing and forwarding agents
Concrete placers, concrete finishers and related workers
Confectioners
Construction engineers
Construction managers
Construction supervision inspectors
Construction technicians
Contact centre agents, survey and market research interviewers
Crane, hoist and related plant operators
Database designers and administrators, programmers
Dental technicians
Dentists
Driving instructors
Economists
Educational counsellors
Educators in educational and care institutions
Electrical and energetic engineers
Electronic assemblers
Electronics technology, automation and robotics specialists
Environmental and sustainability workers
Environmental engineering engineers
Events, cultural activities and animation organizers

Farmers and animal producers
Farming and forestry advisers
Finance professionals
Fishermen
Florists
Food and nutrition technology professionals
Food processing workers
Forest workers
Funeral service workers
Gardeners i orchardists
Glaziers and window fitters
Graphic and multimedia designers
Hairdressers
Handicraft workers in leather and related materials
Handicraft workers in wood and joiners
Health and safety workers
Household helps
Human resources and recruitment professionals
Industrial ceramists
Insurance agents
Internet salespersons
IT technicians
Journalists and editors
Kitchen helpers
Landscape architects
Lawyers
Librarians and related information professionals
Logistics managers
Machinery mechanics and operators
Management and business service managers
Manual workers in production and simple works
Mechanical engineering technicians
Mechanical engineers
Medical imaging and therapeutic equipment technicians
Medical laboratory diagnosticians
Metal processing workers
Meteorologists, geologists, geographers
Miners and mining plant and machine operators
Opticians and prosthetics workers
Other education specialists
Painters and varnishers
Paper manufacturing and processing machine operators
Passenger car drivers
Pavers
Pharmacists
Photographers

Physical protection services workers
Political scientists, historians, philosophers
Postal clerks
Postmen and package deliverers
Potters and glaziers
PR, advertising, marketing and sales specialists
Primary education teachers
Printing trades workers
Product and garment designers and CAD operators
Production managers
Production organisation professionals
Quality specialists
Railway traffic operators
Real estate professionals
Receptionists
Road construction workers
Rubber and plastic machine operators
Sales managers
Salespeople and pos operators
Secretaries and assistants
Service managers
Shipdeck crew, ship and port operators
Shoemakers
Social institutions and culture managers
Social workers
Sociologists and social/economic surveys professionals
Speech therapists and audiophonologists
Sport and recreation instructors
Stonemasons
Structural metal workers
Suppliers
Surveyors and cartographers
Tailors and clothing manufacturers
Telecommunications specialists
Textile machine operators
Tinsmiths and laquerers
Trade representatives
Train drivers
Translators, interpreters and other linguists
Travel consultants and clerks
Upholsterers
UX/UI designers/specialists in web product implementation and platform development
Veterinarians
Vindicators
Visual artists and interior designers
Waiters and bartenders
Webmasters

The "Occupational Barometer" is a forecast for the demand for employees in 2024. The study was conducted among experts at the turn of the third and fourth quarters of 2023. The situation in some professions may change depending on market conditions. The nationwide results include all professions assessed in the study.



National coordinator

The person ordering the study

Occupational Barometer 2024

dolnośląskie region

www.barometrzwodow.pl

DEFICIT

Accounting and bookkeeping clerks
Ambulance workers
Bricklayers and plasterers
Bus drivers
Construction installation assemblers
Construction workers
Cooks
Earthmoving plant operators and mechanics
Educational counsellors
Electrical mechanics and electrical assemblers
Finishing work technologists in building trades

Independent accountants
Kitchen helpers
Medical doctors
Metal working machine tool setters and operators
Motor vehicle mechanics and repairers
Nurses and midwives
Physiotherapy technicians and assistants
Pre-school teachers
Primary education teachers
Psychologists and psychotherapists
Social work professionals caring for the elderly and disabled

Social workers
Special school teachers
Stock clerks
Teachers for practical vocational training
Teachers of general subjects
Teachers of vocational subjects
Toolmakers
Truck drivers
Uniformed services workers
Welders

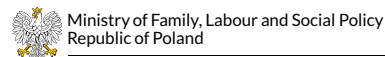
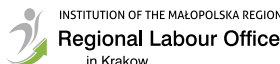
BALANCE

Acoustics and sound engineers
Administration and office clerks
Administration professionals
Agricultural and gardening machines operators
Analysts, testers and ICT system operators
Animal services workers
Architects and urban planners
Archivists and curators
Assistants in education
Automotive diagnosis technicians
Bakers
Beauticians
Biologists, biotechnologists
Butchers and fishmongers
Car wash, laundry and ironing workers
Caretakers, doorkeepers, janitors and custodians
Cement and stone machine operators
Chefs
Chemical engineers and chemists
Chemical products plant and machine operators
Childminders
Cleaning workers
Clearing and forwarding agents
Concrete placers, concrete finishers and related workers
Confectioners
Construction engineers
Construction joiners and carpenters
Construction managers
Construction supervision inspectors
Construction technicians
Contact centre agents, survey and market research interviewers
Crane, hoist and related plant operators
Database designers and administrators, programmers
Dental technicians
Dentists
Driving instructors
Economists
Educators in educational and care institutions
Electrical and energetic engineers
Electronic assemblers
Electronics technology, automation and robotics specialists
Environmental and sustainability workers
Environmental engineering engineers
Events, cultural activities and animation organizers
Farmers and animal producers

Farming and forestry advisers
Finance professionals
Fishermen
Florists
Food and nutrition technology professionals
Food processing workers
Forest workers
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Gardeners i orchardists
Glaziers and window fitters
Graphic and multimedia designers
Hairdressers
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Internet salespersons
IT technicians
Journalists and editors
Landscape architects
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Political scientists, historians, philosophers
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Stonemasons
Structural metal workers
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Tinsmiths and laquerers
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Train drivers
Translators, interpreters and other linguists
Travel consultants and clerks
Upholsterers
UX/UI designers/specialists in web product implementation and platform development
Veterinarians
Vindicators
Visual artists and interior designers
Waiters and bartenders
Webmasters

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Regional/Province coordinator

National coordinator

The person ordering the study

Occupational Barometer 2024

kujawsko-pomorskie region

www.barometrzwodow.pl

DEFICIT

Bus drivers
Construction installation assemblers
Construction joiners and carpenters
Earthmoving plant operators and mechanics
Electrical mechanics and electrical assemblers
Independent accountants
Medical doctors

Metal working machine tool setters and operators
Nurses and midwives
Psychologists and psychotherapists
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Truck drivers
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Województwo
Kujawsko-Pomorskie



Wojewódzki Urząd Pracy w Toruniu
jako Jednostka Samorządu Województwa Kujawsko-Pomorskiego



INSTITUTION OF THE MAŁOPOLSKA REGION
Regional Labour Office
in Kraków



Ministry of Family, Labour and Social Policy
Republic of Poland

Regional/Province coordinator

National coordinator

The person ordering the study

Occupational Barometer 2024

Iubelskie region

www.barometrzwodow.pl

DEFICIT

Accounting and bookkeeping clerks
Bakers
Bus drivers
Construction installation assemblers
Earthmoving plant operators and mechanics
Electrical mechanics and electrical assemblers
Independent accountants
Medical doctors

Metal working machine tool setters and operators
Motor vehicle mechanics and repairers
Nurses and midwives
Physiotherapy technicians and assistants
Psychologists and psychotherapists
Social work professionals caring for the elderly and disabled
Special school teachers

Stock clerks
Tailors and clothing manufacturers
Teachers for practical vocational training
Teachers of vocational subjects
Truck drivers
Welders

BALANCE

Acoustics and sound engineers
Administration and office clerks
Administration professionals
Agricultural and gardening machines operators
Ambulance workers
Analysts, testers and ICT system operators
Animal services workers
Architects and urban planners
Archivists and curators
Assistants in education
Automotive diagnosis technicians
Beauticians
Biologists, biotechnologists
Bricklayers and plasterers
Butchers and fishmongers
Car wash, laundry and ironing workers
Caretakers, doorkeepers, janitors and custodians
Cement and stone machine operators
Chefs
Chemical engineers and chemists
Chemical products plant and machine operators
Childminders
Cleaning workers
Clearing and forwarding agents
Concrete placers, concrete finishers and related workers
Confectioners
Construction engineers
Construction joiners and carpenters
Construction managers
Construction supervision inspectors
Construction technicians
Construction workers
Contact centre agents, survey and market research interviewers
Cooks
Crane, hoist and related plant operators
Database designers and administrators, programmers
Dental technicians
Dentists
Driving instructors
Educational counsellors
Educators in educational and care institutions
Electrical and energetic engineers
Electronic assemblers
Electronics technology, automation and robotics specialists
Environmental and sustainability workers
Environmental engineering engineers

Events, cultural activities and animation organizers
Farmers and animal producers
Farming and forestry advisers
Finance professionals
Finishing work technologists in building trades
Florists
Food and nutrition technology professionals
Food processing workers
Forest workers
Funeral service workers
Gardeners i orchardists
Glaziers and window fitters
Graphic and multimedia designers
Hairdressers
Handicraft workers in leather and related materials
Handicraft workers in wood and joiners
Health and safety workers
Household helps
Human resources and recruitment professionals
Insurance agents
Internet salespersons
Journalists and editors
Kitchen helpers
Landscape architects
Lawyers
Librarians and related information professionals
Logistics managers
Machinery mechanics and operators
Management and business service managers
Manual workers in production and simple works
Mechanical engineering technicians
Mechanical engineers
Medical imaging and therapeutic equipment technicians
Medical laboratory diagnosticians
Metal processing workers
Meteorologists, geologists, geographers
Opticians and prosthetics workers
Other education specialists
Painters and varnishers
Paper manufacturing and processing machine operators
Passenger car drivers
Pavers
Pharmacists
Photographers
Physical protection services workers
Postal clerks

Postmen and package deliverers
Potters and glaziers
PR, advertising, marketing and sales specialists
Pre-school teachers
Primary education teachers
Printing trades workers
Product and garment designers and CAD operators
Production managers
Production organisation professionals
Quality specialists
Railway traffic operators
Real estate professionals
Receptionists
Road construction workers
Roofers and sheet metal workers in building trades
Rubber and plastic machine operators
Sales managers
Salespeople and pos operators
Secretaries and assistants
Service managers
Shoemakers
Social institutions and culture managers
Social workers
Sociologists and social/economic surveys professionals
Speech therapists and audiophonologists
Sport and recreation instructors
Stonemasons
Structural metal workers
Suppliers
Surveyors and cartographers
Teachers of general subjects
Telecommunications specialists
Tinsmiths and laquerers
Toolmakers
Trade representatives
Train drivers
Translators, interpreters and other linguists
Travel consultants and clerks
Uniformed services workers
Upholsterers
Veterinarians
Vindicators
Visual artists and interior designers
Waiters and bartenders
Webmasters

SURPLUS

Economists

IT technicians

Political scientists, historians, philosophers

The "Occupational Barometer" is a forecast for the demand for employees in 2024. The study was conducted among experts at the turn of the third and fourth quarters of 2023. The situation in some professions may change depending on market conditions. The result for the region include professions assessed in at least half of the counties.



Wojewódzki Urząd Pracy
w Lublinie



INSTITUTION OF THE MAŁOPOLSKA REGION
Regional Labour Office
in Krakow



Ministry of Family, Labour and Social Policy
Republic of Poland

Regional/Province coordinator

National coordinator

The person ordering the study

Occupational Barometer 2024

Iubuskie region

www.barometrzwodow.pl

DEFICIT

Accounting and bookkeeping clerks
Bakers
Bricklayers and plasterers
Bus drivers
Confectioners
Construction installation assemblers
Construction workers
Cooks
Earthmoving plant operators and mechanics
Educational counsellors
Educators in educational and care institutions
Electrical mechanics and electrical assemblers
Finishing work technologists in building trades

Forest workers
Human resources and recruitment professionals
Independent accountants
Machinery mechanics and operators
Manual workers in production and simple works
Medical doctors
Metal working machine tool setters and operators
Motor vehicle mechanics and repairers
Nurses and midwives
Pavers
Pre-school teachers
Primary education teachers
Psychologists and psychotherapists

Salespeople and pos operators
Social work professionals caring for the elderly and disabled
Social workers
Special school teachers
Stock clerks
Teachers for practical vocational training
Teachers of general subjects
Teachers of vocational subjects
Train drivers
Truck drivers
Uniformed services workers
Welders

BALANCE

Acoustics and sound engineers
Administration and office clerks
Administration professionals
Agricultural and gardening machines operators
Ambulance workers
Analysts, testers and ICT system operators
Animal services workers
Architects and urban planners
Archivists and curators
Assistants in education
Automotive diagnosis technicians
Beauticians
Biologists, biotechnologists
Butchers and fishmongers
Car wash, laundry and ironing workers
Caretakers, doorkeepers, janitors and custodians
Cement and stone machine operators
Chefs
Chemical engineers and chemists
Chemical products plant and machine operators
Childminders
Cleaning workers
Clearing and forwarding agents
Concrete placers, concrete finishers and related workers
Construction engineers
Construction joiners and carpenters
Construction managers
Construction supervision inspectors
Construction technicians
Contact centre agents, survey and market research interviewers
Crane, hoist and related plant operators
Database designers and administrators, programmers
Dental technicians
Dentists
Driving instructors
Economists
Electrical and energetic engineers
Electronic assemblers
Electronics technology, automation and robotics specialists
Environmental and sustainability workers
Environmental engineering engineers
Events, cultural activities and animation organizers

Farmers and animal producers
Farming and forestry advisers
Finance professionals
Florists
Food and nutrition technology professionals
Food processing workers
Funeral service workers
Gardeners i orchardists
Glaziers and window fitters
Graphic and multimedia designers
Hairdressers
Handicraft workers in leather and related materials
Handicraft workers in wood and joiners
Health and safety workers
Household helps
Insurance agents
Internet salespersons
IT technicians
Journalists and editors
Kitchen helpers
Landscape architects
Lawyers
Librarians and related information professionals
Logistics managers
Management and business service managers
Mechanical engineering technicians
Mechanical engineers
Medical imaging and therapeutic equipment technicians
Medical laboratory diagnosticians
Metal processing workers
Meteorologists, geologists, geographers
Opticians and prosthetics workers
Other education specialists
Painters and varnishers
Paper manufacturing and processing machine operators
Passenger car drivers
Pharmacists
Photographers
Physical protection services workers
Physiotherapy technicians and assistants
Political scientists, historians, philosophers
Postal clerks

Postmen and package deliverers
Potters and glaziers
PR, advertising, marketing and sales specialists
Printing trades workers
Product and garment designers and CAD operators
Production managers
Production organisation professionals
Quality specialists
Railway traffic operators
Real estate professionals
Receptionists
Road construction workers
Roofers and sheet metal workers in building trades
Rubber and plastic machine operators
Sales managers
Secretaries and assistants
Service managers
Shoemakers
Social institutions and culture managers
Sociologists and social/economic surveys professionals
Speech therapists and audiophonologists
Sport and recreation instructors
Stonemasons
Structural metal workers
Suppliers
Surveyors and cartographers
Tailors and clothing manufacturers
Telecommunications specialists
Textile machine operators
Tinsmiths and laquerers
Toolmakers
Trade representatives
Translators, interpreters and other linguists
Travel consultants and clerks
Upholsterers
UX/UI designers/specialists in web product implementation and platform development
Veterinarians
Vindicators
Visual artists and interior designers
Waiters and bartenders
Webmasters

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Wojewódzki Urząd Pracy
w Zielonej Górze



INSTITUTION OF THE MAŁOPOLSKA REGION
Regional Labour Office
in Krakow



Ministry of Family, Labour and Social Policy
Republic of Poland

Regional/Province coordinator

National coordinator

The person ordering the study

Occupational Barometer 2024

łódzkie region

www.barometrzwodow.pl

DEFICIT

Accounting and bookkeeping clerks
Bus drivers
Earthmoving plant operators and mechanics
Electrical mechanics and electrical assemblers
Independent accountants

Medical doctors
Nurses and midwives
Psychologists and psychotherapists
Stock clerks
Teachers for practical vocational training

Teachers of vocational subjects
Truck drivers
Uniformed services workers
Welders

BALANCE

Acoustics and sound engineers
Administration and office clerks
Administration professionals
Agricultural and gardening machines operators
Ambulance workers
Analysts, testers and ICT system operators
Animal services workers
Architects and urban planners
Archivists and curators
Assistants in education
Automotive diagnosis technicians
Bakers
Beauticians
Biologists, biotechnologists
Bricklayers and plasterers
Butchers and fishmongers
Car wash, laundry and ironing workers
Caretakers, doorkeepers, janitors and custodians
Cement and stone machine operators
Chefs
Chemical engineers and chemists
Chemical products plant and machine operators
Childminders
Cleaning workers
Clearing and forwarding agents
Concrete placers, concrete finishers and related workers
Confectioners
Construction engineers
Construction installation assemblers
Construction joiners and carpenters
Construction managers
Construction supervision inspectors
Construction technicians
Construction workers
Contact centre agents, survey and market research interviewers
Cooks
Crane, hoist and related plant operators
Database designers and administrators, programmers
Dental technicians
Dentists
Driving instructors
Economists
Educational counsellors
Educators in educational and care institutions
Electrical and energetic engineers
Electronic assemblers
Electronics technology, automation and robotics specialists
Environmental and sustainability workers
Environmental engineering engineers
Events, cultural activities and animation organizers

Farmers and animal producers
Farming and forestry advisers
Finance professionals
Finishing work technologists in building trades
Florists
Food and nutrition technology professionals
Food processing workers
Forest workers
Funeral service workers
Gardeners i orchardists
Glaziers and window fitters
Graphic and multimedia designers
Hairdressers
Handicraft workers in leather and related materials
Handicraft workers in wood and joiners
Health and safety workers
Household helps
Human resources and recruitment professionals
Industrial ceramists
Insurance agents
Internet salespersons
IT technicians
Journalists and editors
Kitchen helpers
Landscape architects
Lawyers
Librarians and related information professionals
Logistics managers
Machinery mechanics and operators
Management and business service managers
Manual workers in production and simple works
Mechanical engineering technicians
Mechanical engineers
Medical imaging and therapeutic equipment technicians
Medical laboratory diagnosticians
Metal processing workers
Metal working machine tool setters and operators
Meteorologists, geologists, geographers
Motor vehicle mechanics and repairers
Opticians and prosthetics workers
Other education specialists
Painters and varnishers
Paper manufacturing and processing machine operators
Passenger car drivers
Pavers
Pharmacists
Photographers
Physical protection services workers
Physiotherapy technicians and assistants
Political scientists, historians, philosophers

Postal clerks
Postmen and package deliverers
Potters and glaziers
PR, advertising, marketing and sales specialists
Pre-school teachers
Primary education teachers
Printing trades workers
Product and garment designers and CAD operators
Production managers
Production organisation professionals
Quality specialists
Railway traffic operators
Real estate professionals
Receptionists
Road construction workers
Roofers and sheet metal workers in building trades
Rubber and plastic machine operators
Sales managers
Salespeople and pos operators
Secretaries and assistants
Service managers
Shoemakers
Social institutions and culture managers
Social work professionals caring for the elderly and disabled
Social workers
Sociologists and social/economic surveys professionals
Special school teachers
Speech therapists and audiophonologists
Sport and recreation instructors
Stonemasons
Structural metal workers
Suppliers
Surveyors and cartographers
Tailors and clothing manufacturers
Teachers of general subjects
Telecommunications specialists
Textile machine operators
Tinsmiths and laquerers
Toolmakers
Trade representatives
Train drivers
Translators, interpreters and other linguists
Travel consultants and clerks
Upholsterers
UX/UI designers/specialists in web product implementation and platform development
Veterinarians
Vindicators
Visual artists and interior designers
Waiters and bartenders
Webmasters

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Wojewódzki
Urząd Pracy
w Łodzi



INSTITUTION OF THE MAŁOPOLSKA REGION
Regional Labour Office
in Krakow



Ministry of Family, Labour and Social Policy
Republic of Poland

Regional/Province coordinator

National coordinator

The person ordering the study

Occupational Barometer 2024

małopolskie region

www.barometrzwodow.pl

DEFICIT

Accounting and bookkeeping clerks	Electrical mechanics and electrical assemblers	Special school teachers
Bakers	Finishing work technologists in building trades	Stock clerks
Bricklayers and plasterers	Independent accountants	Teachers for practical vocational training
Bus drivers	Medical doctors	Teachers of general subjects
Concrete placers, concrete finishers and related workers	Motor vehicle mechanics and repairers	Teachers of vocational subjects
Construction installation assemblers	Nurses and midwives	Truck drivers
Construction joiners and carpenters	Pre-school teachers	Uniformed services workers
Construction workers	Psychologists and psychotherapists	Welders
Cooks	Roofers and sheet metal workers in building trades	
Earthmoving plant operators and mechanics	Social work professionals caring for the elderly and disabled	

BALANCE

Acoustics and sound engineers	Florists	Political scientists, historians, philosophers
Administration and office clerks	Food and nutrition technology professionals	Postal clerks
Administration professionals	Food processing workers	Postmen and package deliverers
Agricultural and gardening machines operators	Forest workers	Potters and glaziers
Ambulance workers	Funeral service workers	PR, advertising, marketing and sales specialists
Analysts, testers and ICT system operators	Gardeners i orchardists	Primary education teachers
Animal services workers	Glaziers and window fitters	Printing trades workers
Architects and urban planners	Graphic and multimedia designers	Product and garment designers and CAD operators
Archivists and curators	Hairdressers	Production managers
Assistants in education	Handicraft workers in leather and related materials	Production organisation professionals
Automotive diagnosis technicians	Handicraft workers in wood and joiners	Quality specialists
Beauticians	Health and safety workers	Railway traffic operators
Biologists, biotechnologists	Household helps	Real estate professionals
Butchers and fishmongers	Human resources and recruitment professionals	Receptionists
Car wash, laundry and ironing workers	Industrial ceramists	Road construction workers
Caretakers, doorkeepers, janitors and custodians	Insurance agents	Rubber and plastic machine operators
Cement and stone machine operators	Internet salespersons	Sales managers
Chefs	IT technicians	Salespeople and pos operators
Chemical engineers and chemists	Journalists and editors	Secretaries and assistants
Chemical products plant and machine operators	Kitchen helpers	Service managers
Childminders	Landscape architects	Shoemakers
Cleaning workers	Lawyers	Social institutions and culture managers
Clearing and forwarding agents	Librarians and related information professionals	Social workers
Confectioners	Logistics managers	Sociologists and social/economic surveys professionals
Construction engineers	Machinery mechanics and operators	Speech therapists and audiophonologists
Construction managers	Management and business service managers	Sport and recreation instructors
Construction supervision inspectors	Manual workers in production and simple works	Stonemasons
Construction technicians	Mechanical engineering technicians	Structural metal workers
Contact centre agents, survey and market research interviewers	Mechanical engineers	Suppliers
Crane, hoist and related plant operators	Medical imaging and therapeutic equipment technicians	Surveyors and cartographers
Database designers and administrators, programmers	Medical laboratory diagnosticians	Tailors and clothing manufacturers
Dental technicians	Metal processing workers	Telecommunications specialists
Dentists	Metal working machine tool setters and operators	Textile machine operators
Driving instructors	Meteorologists, geologists, geographers	Tinsmiths and laquerers
Educational counsellors	Miners and mining plant and machine operators	Toolmakers
Educators in educational and care institutions	Opticians and prosthetics workers	Trade representatives
Electrical and energetic engineers	Other education specialists	Train drivers
Electronic assemblers	Painters and varnishers	Translators, interpreters and other linguists
Electronics technology, automation and robotics specialists	Paper manufacturing and processing machine operators	Travel consultants and clerks
Environmental and sustainability workers	Passenger car drivers	Upholsterers
Environmental engineering engineers	Pavers	UX/UI designers/specialists in web product implementation and platform development
Events, cultural activities and animation organizers	Pharmacists	Veterinarians
Farmers and animal producers	Photographers	Vindicators
Farming and forestry advisers	Physical protection services workers	Visual artists and interior designers
Finance professionals	Physiotherapy technicians and assistants	Waiters and bartenders
		Webmasters

SURPLUS

Economists

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National/Regional/Province coordinator



Ministry of Family, Labour and Social Policy
Republic of Poland

The person ordering the study

Occupational Barometer 2024

mazowieckie region

www.barometrzwodow.pl

DEFICIT

Bakers
Bricklayers and plasterers
Concrete placers, concrete finishers and related workers
Construction installation assemblers
Construction joiners and carpenters
Earthmoving plant operators and mechanics
Electrical mechanics and electrical assemblers
Finishing work technologists in building trades
Independent accountants

Medical doctors
Nurses and midwives
Physiotherapy technicians and assistants
Psychologists and psychotherapists
Roofers and sheet metal workers in building trades
Social work professionals caring for the elderly and disabled
Social workers
Special school teachers

Stock clerks
Teachers for practical vocational training
Teachers of general subjects
Teachers of vocational subjects
Toolmakers
Truck drivers
Uniformed services workers
Welders

BALANCE

Accounting and bookkeeping clerks
Acoustics and sound engineers
Administration and office clerks
Administration professionals
Agricultural and gardening machines operators
Ambulance workers
Analysts, testers and ICT system operators
Animal services workers
Architects and urban planners
Archivists and curators
Assistants in education
Automotive diagnosis technicians
Beauticians
Biologists, biotechnologists
Bus drivers
Butchers and fishmongers
Car wash, laundry and ironing workers
Caretakers, doorkeepers, janitors and custodians
Cement and stone machine operators
Chefs
Chemical engineers and chemists
Chemical products plant and machine operators
Childminders
Cleaning workers
Clearing and forwarding agents
Confectioners
Construction engineers
Construction managers
Construction supervision inspectors
Construction technicians
Construction workers
Contact centre agents, survey and market research interviewers
Cooks
Crane, hoist and related plant operators
Database designers and administrators, programmers
Dental technicians
Dentists
Driving instructors
Economists
Educational counsellors
Educators in educational and care institutions
Electrical and energetic engineers
Electronic assemblers
Electronics technology, automation and robotics specialists
Environmental and sustainability workers
Environmental engineering engineers
Events, cultural activities and animation organizers

Farmers and animal producers
Farming and forestry advisers
Finance professionals
Florists
Food and nutrition technology professionals
Food processing workers
Forest workers
Funeral service workers
Gardeners i orchardists
Glaziers and window fitters
Graphic and multimedia designers
Hairdressers
Handicraft workers in leather and related materials
Handicraft workers in wood and joiners
Health and safety workers
Household helps
Human resources and recruitment professionals
Industrial ceramists
Insurance agents
Internet salespersons
IT technicians
Journalists and editors
Kitchen helpers
Landscape architects
Lawyers
Librarians and related information professionals
Logistics managers
Machinery mechanics and operators
Management and business service managers
Manual workers in production and simple works
Mechanical engineering technicians
Mechanical engineers
Medical imaging and therapeutic equipment technicians
Medical laboratory diagnosticians
Metal processing workers
Metal working machine tool setters and operators
Meteorologists, geologists, geographers
Miners and mining plant and machine operators
Motor vehicle mechanics and repairers
Opticians and prosthetics workers
Other education specialists
Painters and varnishers
Paper manufacturing and processing machine operators
Passenger car drivers
Pavers
Pharmacists
Photographers

Physical protection services workers
Political scientists, historians, philosophers
Postal clerks
Postmen and package deliverers
Potters and glaziers
PR, advertising, marketing and sales specialists
Pre-school teachers
Primary education teachers
Printing trades workers
Product and garment designers and CAD operators
Production managers
Production organisation professionals
Quality specialists
Railway traffic operators
Real estate professionals
Receptionists
Road construction workers
Rubber and plastic machine operators
Sales managers
Salespeople and pos operators
Secretaries and assistants
Service managers
Shoemakers
Social institutions and culture managers
Sociologists and social/economic surveys professionals
Speech therapists and audiophonologists
Sport and recreation instructors
Stonemasons
Structural metal workers
Suppliers
Surveyors and cartographers
Tailors and clothing manufacturers
Telecommunications specialists
Textile machine operators
Tinsmiths and laquerers
Trade representatives
Train drivers
Translators, interpreters and other linguists
Travel consultants and clerks
Upholsterers
UX/UI designers/specialists in web product implementation and platform development
Veterinarians
Vindicators
Visual artists and interior designers
Waiters and bartenders
Webmasters

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WOJEWÓDZKI URZĄD PRACY
w WARSZAWIE



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Regional Labour Office
in Krakow



Ministry of Family, Labour and Social Policy
Republic of Poland

Regional/Province coordinator

National coordinator

The person ordering the study

Occupational Barometer 2024

opolskie region

www.barometrzwodow.pl

DEFICIT

Accounting and bookkeeping clerks
Ambulance workers
Bakers
Bricklayers and plasterers
Bus drivers
Concrete placers, concrete finishers and related workers
Construction installation assemblers
Construction joiners and carpenters
Construction managers
Construction workers
Cooks
Earthmoving plant operators and mechanics
Electrical mechanics and electrical assemblers

Electronics technology, automation and robotics specialists
Finishing work technologists in building trades
Handicraft workers in wood and joiners
Independent accountants
Kitchen helpers
Machinery mechanics and operators
Medical doctors
Metal working machine tool setters and operators
Motor vehicle mechanics and repairers
Nurses and midwives
Pavers
Pre-school teachers
Psychologists and psychotherapists

Roofers and sheet metal workers in building trades
Social work professionals caring for the elderly and disabled
Social workers
Special school teachers
Stock clerks
Teachers for practical vocational training
Teachers of general subjects
Teachers of vocational subjects
Toolmakers
Truck drivers
Waiters and bartenders
Welders

BALANCE

Acoustics and sound engineers
Administration and office clerks
Administration professionals
Agricultural and gardening machines operators
Analysts, testers and ICT system operators
Animal services workers
Architects and urban planners
Archivists and curators
Assistants in education
Automotive diagnosis technicians
Beauticians
Biologists, biotechnologists
Butchers and fishmongers
Car wash, laundry and ironing workers
Caretakers, doorkeepers, janitors and custodians
Cement and stone machine operators
Chefs
Chemical engineers and chemists
Chemical products plant and machine operators
Childminders
Cleaning workers
Clearing and forwarding agents
Confectioners
Construction engineers
Construction supervision inspectors
Construction technicians
Contact centre agents, survey and market research interviewers
Crane, hoist and related plant operators
Database designers and administrators, programmers
Dental technicians
Dentists
Driving instructors
Educational counsellors
Educators in educational and care institutions
Electrical and energetic engineers
Electronic assemblers
Environmental and sustainability workers
Environmental engineering engineers
Events, cultural activities and animation organizers
Farmers and animal producers
Farming and forestry advisers
Finance professionals
Florists
Economists

Food and nutrition technology professionals
Food processing workers
Forest workers
Funeral service workers
Gardeners i orchardists
Glaziers and window fitters
Graphic and multimedia designers
Hairdressers
Handicraft workers in leather and related materials
Health and safety workers
Household helps
Human resources and recruitment professionals
Industrial ceramists
Insurance agents
Internet salespersons
IT technicians
Journalists and editors
Landscape architects
Lawyers
Librarians and related information professionals
Logistics managers
Management and business service managers
Manual workers in production and simple works
Mechanical engineering technicians
Mechanical engineers
Medical imaging and therapeutic equipment technicians
Medical laboratory diagnosticians
Metal processing workers
Meteorologists, geologists, geographers
Miners and mining plant and machine operators
Opticians and prosthetics workers
Other education specialists
Painters and varnishers
Paper manufacturing and processing machine operators
Passenger car drivers
Pharmacists
Photographers
Physical protection services workers
Physiotherapy technicians and assistants
Political scientists, historians, philosophers
Postal clerks
Postmen and package deliverers

Potters and glaziers
PR, advertising, marketing and sales specialists
Primary education teachers
Printing trades workers
Product and garment designers and CAD operators
Production managers
Production organisation professionals
Quality specialists
Railway traffic operators
Real estate professionals
Receptionists
Road construction workers
Rubber and plastic machine operators
Sales managers
Salespeople and pos operators
Secretaries and assistants
Service managers
Shoemakers
Social institutions and culture managers
Sociologists and social/economic surveys professionals
Speech therapists and audiophonologists
Sport and recreation instructors
Stonemasons
Structural metal workers
Suppliers
Surveyors and cartographers
Tailors and clothing manufacturers
Telecommunications specialists
Textile machine operators
Tinsmiths and laquerers
Trade representatives
Train drivers
Translators, interpreters and other linguists
Travel consultants and clerks
Uniformed services workers
Upholsterers
UX/UI designers/specialists in web product implementation and platform development
Veterinarians
Vindicators
Visual artists and interior designers
Webmasters

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WOJEWÓDZKI
URZĄD PRACY
W OPOLU



JEDNOSTKA SAMORZĄDU
WOJEWÓDZTWA OPOLSKIEGO



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Regional Labour Office
in Krakow



Ministry of Family, Labour and Social Policy
Republic of Poland

Regional/Province coordinator

National coordinator

The person ordering the study

Occupational Barometer 2024

podkarpackie region

www.barometrzwodow.pl

DEFICIT

Accounting and bookkeeping clerks	Electrical mechanics and electrical assemblers	Roofers and sheet metal workers in building trades
Bricklayers and plasterers	Independent accountants	Special school teachers
Bus drivers	Medical doctors	Speech therapists and audiophonologists
Concrete placers, concrete finishers and related workers	Metal working machine tool setters and operators	Stock clerks
Construction engineers	Motor vehicle mechanics and repairers	Teachers for practical vocational training
Construction installation assemblers	Nurses and midwives	Teachers of vocational subjects
Construction joiners and carpenters	Pavers	Toolmakers
Construction managers	Physiotherapy technicians and assistants	Truck drivers
Construction workers	Pre-school teachers	Welders
Earthmoving plant operators and mechanics	Psychologists and psychotherapists	

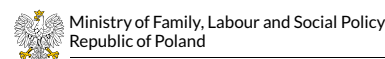
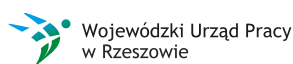
BALANCE

Acoustics and sound engineers	Farming and forestry advisers	Physical protection services workers
Administration professionals	Finance professionals	Postal clerks
Agricultural and gardening machines operators	Finishing work technologists in building trades	Postmen and package deliverers
Ambulance workers	Florists	Potters and glaziers
Analysts, testers and ICT system operators	Food processing workers	PR, advertising, marketing and sales specialists
Animal services workers	Forest workers	Primary education teachers
Architects and urban planners	Funeral service workers	Printing trades workers
Archivists and curators	Gardeners i orchardists	Product and garment designers and CAD operators
Assistants in education	Glaziers and window fitters	Production managers
Automotive diagnosis technicians	Graphic and multimedia designers	Production organisation professionals
Bakers	Hairdressers	Quality specialists
Beauticians	Handicraft workers in wood and joiners	Railway traffic operators
Biologists, biotechnologists	Health and safety workers	Real estate professionals
Butchers and fishmongers	Household helps	Receptionists
Car wash, laundry and ironing workers	Human resources and recruitment professionals	Road construction workers
Caretakers, doorkeepers, janitors and custodians	Industrial ceramists	Rubber and plastic machine operators
Cement and stone machine operators	Insurance agents	Sales managers
Chefs	Internet salespersons	Salespeople and pos operators
Chemical engineers and chemists	IT technicians	Secretaries and assistants
Chemical products plant and machine operators	Journalists and editors	Service managers
Childminders	Kitchen helpers	Shoemakers
Cleaning workers	Landscape architects	Social institutions and culture managers
Clearing and forwarding agents	Lawyers	Social work professionals caring for the elderly and disabled
Confectioners	Librarians and related information professionals	Social workers
Construction supervision inspectors	Logistics managers	Sport and recreation instructors
Construction technicians	Machinery mechanics and operators	Stonemasons
Contact centre agents, survey and market research interviewers	Management and business service managers	Structural metal workers
Cooks	Manual workers in production and simple works	Suppliers
Crane, hoist and related plant operators	Mechanical engineering technicians	Surveyors and cartographers
Database designers and administrators, programmers	Mechanical engineers	Tailors and clothing manufacturers
Dental technicians	Medical imaging and therapeutic equipment technicians	Teachers of general subjects
Dentists	Medical laboratory diagnosticians	Telecommunications specialists
Driving instructors	Metal processing workers	Tinsmiths and laquerers
Educational counsellors	Meteorologists, geologists, geographers	Trade representatives
Educators in educational and care institutions	Miners and mining plant and machine operators	Train drivers
Electrical and energetic engineers	Opticians and prosthetics workers	Translators, interpreters and other linguists
Electronic assemblers	Other education specialists	Travel consultants and clerks
Electronics technology, automation and robotics specialists	Painters and varnishers	Uniformed services workers
Environmental and sustainability workers	Paper manufacturing and processing machine operators	Upholsterers
Environmental engineering engineers	Passenger car drivers	Veterinarians
Events, cultural activities and animation organizers	Pharmacists	Visual artists and interior designers
Farmers and animal producers	Photographers	Waiters and bartenders
		Webmasters

SURPLUS

Administration and office clerks	Food and nutrition technology professionals	Sociologists and social/economic surveys professionals
Economists	Political scientists, historians, philosophers	

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Regional/Province coordinator

National coordinator

The person ordering the study

Occupational Barometer 2024

podlaskie region

www.barometrzwodow.pl

DEFICIT	BALANCE	SURPLUS
<ul style="list-style-type: none"> Bus drivers Construction installation assemblers Earthmoving plant operators and mechanics Electrical mechanics and electrical assemblers 	<ul style="list-style-type: none"> Accounting and bookkeeping clerks Acoustics and sound engineers Administration and office clerks Administration professionals Agricultural and gardening machines operators Ambulance workers Analysts, testers and ICT system operators Animal services workers Architects and urban planners Archivists and curators Assistants in education Automotive diagnosis technicians Bakers Beauticians Biologists, biotechnologists Bricklayers and plasterers Butchers and fishmongers Car wash, laundry and ironing workers Caretakers, doorkeepers, janitors and custodians Cement and stone machine operators Chefs Chemical engineers and chemists Chemical products plant and machine operators Childminders Cleaning workers Clearing and forwarding agents Concrete placers, concrete finishers and related workers Confectioners Construction engineers Construction joiners and carpenters Construction managers Construction supervision inspectors Construction technicians Construction workers Contact centre agents, survey and market research interviewers Cooks Crane, hoist and related plant operators Database designers and administrators, programmers Dental technicians Dentists Driving instructors Educational counsellors Educators in educational and care institutions Electrical and energetic engineers Electronic assemblers Electronics technology, automation and robotics specialists Environmental and sustainability workers Environmental engineering engineers Events, cultural activities and animation organizers Farmers and animal producers Farming and forestry advisers Economists 	<ul style="list-style-type: none"> Medical doctors Nurses and midwives Psychologists and psychotherapists Teachers for practical vocational training Finance professionals Finishing work technologists in building trades Fishermen Florists Food and nutrition technology professionals Food processing workers Forest workers Funeral service workers Gardeners i orchardists Glaziers and window fitters Graphic and multimedia designers Hairdressers Handicraft workers in leather and related materials Handicraft workers in wood and joiners Health and safety workers Household helps Human resources and recruitment professionals Independent accountants Industrial ceramists Insurance agents Internet salespersons IT technicians Journalists and editors Kitchen helpers Landscape architects Lawyers Librarians and related information professionals Logistics managers Machinery mechanics and operators Management and business service managers Manual workers in production and simple works Mechanical engineering technicians Mechanical engineers Medical imaging and therapeutic equipment technicians Medical laboratory diagnosticians Metal processing workers Metal working machine tool setters and operators Meteorologists, geologists, geographers Miners and mining plant and machine operators Motor vehicle mechanics and repairers Opticians and prosthetics workers Other education specialists Painters and varnishers Paper manufacturing and processing machine operators Passenger car drivers Pavers Pharmacists Photographers Physical protection services workers Physiotherapy technicians and assistants Political scientists, historians, philosophers Teachers of vocational subjects Truck drivers Uniformed services workers Welders Postal clerks Postmen and package deliverers Potters and glaziers PR, advertising, marketing and sales specialists Pre-school teachers Primary education teachers Printing trades workers Product and garment designers and CAD operators Production managers Production organisation professionals Quality specialists Railway traffic operators Real estate professionals Receptionists Road construction workers Roofers and sheet metal workers in building trades Rubber and plastic machine operators Sales managers Salespeople and pos operators Secretaries and assistants Service managers Shoemakers Social institutions and culture managers Social work professionals caring for the elderly and disabled Social workers Sociologists and social/economic surveys professionals Special school teachers Speech therapists and audiophonologists Sport and recreation instructors Stock clerks Stonemasons Structural metal workers Suppliers Surveyors and cartographers Tailors and clothing manufacturers Teachers of general subjects Telecommunications specialists Textile machine operators Tinsmiths and laquerers Toolmakers Trade representatives Train drivers Translators, interpreters and other linguists Travel consultants and clerks Upholsterers UX/UI designers/specialists in web product implementation and platform development Veterinarians Vindicators Visual artists and interior designers Waiters and bartenders Webmasters

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Wojewódzki
Urząd Pracy
w Białymstoku



INSTITUTION OF THE MAŁOPOLSKA REGION
Regional Labour Office
in Krakow



Ministry of Family, Labour and Social Policy
Republic of Poland

Regional/Province coordinator

National coordinator

The person ordering the study

Occupational Barometer 2024

pomorskie region

www.barometrzwodow.pl

DEFICIT

Accounting and bookkeeping clerks
Bricklayers and plasterers
Bus drivers
Concrete placers, concrete finishers and related workers
Construction installation assemblers
Construction joiners and carpenters
Construction workers
Cooks
Earthmoving plant operators and mechanics
Educational counsellors
Electrical mechanics and electrical assemblers
Finishing work technologists in building trades
Handicraft workers in wood and joiners

Human resources and recruitment professionals
Independent accountants
Kitchen helpers
Manual workers in production and simple works
Medical doctors
Metal working machine tool setters and operators
Motor vehicle mechanics and repairers
Nurses and midwives
Pavers
Physiotherapy technicians and assistants
Pre-school teachers
Primary education teachers
Psychologists and psychotherapists

Roofers and sheet metal workers in building trades
Social work professionals caring for the elderly and disabled
Social workers
Special school teachers
Stock clerks
Teachers for practical vocational training
Teachers of general subjects
Teachers of vocational subjects
Toolmakers
Truck drivers
Uniformed services workers
Welders

BALANCE

Acoustics and sound engineers
Administration and office clerks
Administration professionals
Agricultural and gardening machines operators
Air traffic controllers
Ambulance workers
Analysts, testers and ICT system operators
Animal services workers
Architects and urban planners
Archivists and curators
Assistants in education
Automotive diagnosis technicians
Bakers
Beauticians
Biologists, biotechnologists
Butchers and fishmongers
Car wash, laundry and ironing workers
Caretakers, doorkeepers, janitors and custodians
Cement and stone machine operators
Chefs
Chemical engineers and chemists
Chemical products plant and machine operators
Childminders
Cleaning workers
Clearing and forwarding agents
Confectioners
Construction engineers
Construction managers
Construction supervision inspectors
Construction technicians
Contact centre agents, survey and market research interviewers
Crane, hoist and related plant operators
Database designers and administrators, programmers
Dental technicians
Dentists
Driving instructors
Educators in educational and care institutions
Electrical and energetic engineers
Electronic assemblers
Electronics technology, automation and robotics specialists
Environmental and sustainability workers
Environmental engineering engineers
Events, cultural activities and animation organizers

Farmers and animal producers
Farming and forestry advisers
Finance professionals
Fishermen
Florists
Food and nutrition technology professionals
Food processing workers
Forest workers
Funeral service workers
Gardeners i orchardists
Glaziers and window fitters
Graphic and multimedia designers
Hairdressers
Handicraft workers in leather and related materials
Health and safety workers
Household helps
Industrial ceramists
Insurance agents
Internet salespersons
IT technicians
Journalists and editors
Landscape architects
Lawyers
Librarians and related information professionals
Logistics managers
Machinery mechanics and operators
Management and business service managers
Mechanical engineering technicians
Mechanical engineers
Medical imaging and therapeutic equipment technicians
Medical laboratory diagnosticians
Metal processing workers
Meteorologists, geologists, geographers
Miners and mining plant and machine operators
Opticians and prosthetics workers
Other education specialists
Painters and varnishers
Paper manufacturing and processing machine operators
Passenger car drivers
Pharmacists
Photographers
Physical protection services workers
Political scientists, historians, philosophers

Postal clerks
Postmen and package deliverers
Potters and glaziers
PR, advertising, marketing and sales specialists
Printing trades workers
Product and garment designers and CAD operators
Production managers
Production organisation professionals
Quality specialists
Railway traffic operators
Real estate professionals
Receptionists
Road construction workers
Rubber and plastic machine operators
Sales managers
Salespeople and pos operators
Secretaries and assistants
Service managers
Shipdeck crew, ship and port operators
Shoemakers
Social institutions and culture managers
Sociologists and social/economic surveys professionals
Speech therapists and audiophonologists
Sport and recreation instructors
Stonemasons
Structural metal workers
Suppliers
Surveyors and cartographers
Tailors and clothing manufacturers
Telecommunications specialists
Textile machine operators
Tinsmiths and laquerers
Trade representatives
Train drivers
Translators, interpreters and other linguists
Travel consultants and clerks
Upholsterers
UX/UI designers/specialists in web product implementation and platform development
Veterinarians
Vindicators
Visual artists and interior designers
Waiters and bartenders
Webmasters

SURPLUS

Economists

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Voivodeship Labour Office
in Gdansk



Pomorskie Self-Governmental
Institution

Regional/Province coordinator



INSTITUTION OF THE MALOPOLSKA REGION
Regional Labour Office
in Krakow

National coordinator



Ministry of Family, Labour and Social Policy
Republic of Poland

The person ordering the study

Occupational Barometer 2024

śląskie region

www.barometrzwodow.pl

DEFICIT

Bakers
Bricklayers and plasterers
Bus drivers
Construction installation assemblers
Construction workers
Cooks
Electrical mechanics and electrical assemblers
Finishing work technologists in building trades

Independent accountants
Medical doctors
Motor vehicle mechanics and repairers
Nurses and midwives
Pre-school teachers
Psychologists and psychotherapists
Social work professionals caring for the elderly and disabled

Teachers for practical vocational training
Teachers of general subjects
Teachers of vocational subjects
Toolmakers
Truck drivers
Uniformed services workers
Welders

BALANCE

Accounting and bookkeeping clerks
Acoustics and sound engineers
Administration and office clerks
Administration professionals
Agricultural and gardening machines operators
Ambulance workers
Analysts, testers and ICT system operators
Animal services workers
Architects and urban planners
Archivists and curators
Assistants in education
Automotive diagnosis technicians
Beauticians
Biologists, biotechnologists
Butchers and fishmongers
Car wash, laundry and ironing workers
Caretakers, doorkeepers, janitors and custodians
Cement and stone machine operators
Chefs
Chemical engineers and chemists
Chemical products plant and machine operators
Childminders
Cleaning workers
Clearing and forwarding agents
Concrete placers, concrete finishers and related workers
Confectioners
Construction engineers
Construction joiners and carpenters
Construction managers
Construction supervision inspectors
Construction technicians
Contact centre agents, survey and market research interviewers
Crane, hoist and related plant operators
Database designers and administrators, programmers
Dental technicians
Dentists
Driving instructors
Earthmoving plant operators and mechanics
Economists
Educational counsellors
Educators in educational and care institutions
Electrical and energetic engineers
Electronic assemblers
Electronics technology, automation and robotics specialists
Environmental and sustainability workers
Environmental engineering engineers
Events, cultural activities and animation organizers

Farmers and animal producers
Farming and forestry advisers
Finance professionals
Florists
Food and nutrition technology professionals
Food processing workers
Forest workers
Funeral service workers
Gardeners i orchardists
Glaziers and window fitters
Graphic and multimedia designers
Hairdressers
Handicraft workers in leather and related materials
Handicraft workers in wood and joiners
Health and safety workers
Household helps
Human resources and recruitment professionals
Insurance agents
Internet salespersons
IT technicians
Journalists and editors
Kitchen helpers
Landscape architects
Lawyers
Librarians and related information professionals
Logistics managers
Machinery mechanics and operators
Management and business service managers
Manual workers in production and simple works
Mechanical engineering technicians
Mechanical engineers
Medical imaging and therapeutic equipment technicians
Medical laboratory diagnosticians
Metal processing workers
Metal working machine tool setters and operators
Meteorologists, geologists, geographers
Miners and mining plant and machine operators
Opticians and prosthetics workers
Other education specialists
Painters and varnishers
Paper manufacturing and processing machine operators
Passenger car drivers
Pavers
Pharmacists
Photographers
Physical protection services workers
Physiotherapy technicians and assistants

Political scientists, historians, philosophers
Postal clerks
Postmen and package deliverers
Potters and glaziers
PR, advertising, marketing and sales specialists
Primary education teachers
Printing trades workers
Product and garment designers and CAD operators
Production managers
Production organisation professionals
Quality specialists
Railway traffic operators
Real estate professionals
Receptionists
Road construction workers
Roofers and sheet metal workers in building trades
Rubber and plastic machine operators
Sales managers
Salespeople and pos operators
Secretaries and assistants
Service managers
Shoemakers
Social institutions and culture managers
Social workers
Sociologists and social/economic surveys professionals
Special school teachers
Speech therapists and audiophonologists
Sport and recreation instructors
Stock clerks
Stonemasons
Structural metal workers
Suppliers
Surveyors and cartographers
Tailors and clothing manufacturers
Telecommunications specialists
Tinsmiths and laquerers
Trade representatives
Train drivers
Translators, interpreters and other linguists
Travel consultants and clerks
Upholsterers
UX/UI designers/specialists in web product implementation and platform development
Veterinarians
Vindicators
Visual artists and interior designers
Waiters and bartenders
Webmasters

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Województwo
Śląskie



Wojewódzki Urząd Pracy
w Katowicach



INSTITUTION OF THE MAŁOPOLSKA REGION
Regional Labour Office
in Krakow



Ministry of Family, Labour and Social Policy
Republic of Poland

Regional/Province coordinator

National coordinator

The person ordering the study

Occupational Barometer 2024

świętokrzyskie region

www.barometrzwodow.pl

DEFICIT

Accounting and bookkeeping clerks
Bakers
Bricklayers and plasterers
Bus drivers
Concrete placers, concrete finishers and related workers
Construction installation assemblers
Construction joiners and carpenters
Construction workers
Cooks
Earthmoving plant operators and mechanics
Electrical mechanics and electrical assemblers

Finishing work technologists in building trades
Independent accountants
Medical doctors
Metal working machine tool setters and operators
Motor vehicle mechanics and repairers
Nurses and midwives
Physiotherapy technicians and assistants
Psychologists and psychotherapists
Roofers and sheet metal workers in building trades
Social work professionals caring for the elderly and disabled

Special school teachers
Speech therapists and audiophonologists
Stock clerks
Teachers for practical vocational training
Teachers of general subjects
Teachers of vocational subjects
Toolmakers
Truck drivers
Welders

BALANCE

Acoustics and sound engineers
Administration and office clerks
Administration professionals
Agricultural and gardening machines operators
Ambulance workers
Analysts, testers and ICT system operators
Animal services workers
Architects and urban planners
Archivists and curators
Assistants in education
Automotive diagnosis technicians
Beauticians
Biologists, biotechnologists
Butchers and fishmongers
Car wash, laundry and ironing workers
Caretakers, doorkeepers, janitors and custodians
Cement and stone machine operators
Chefs
Chemical engineers and chemists
Chemical products plant and machine operators
Childminders
Cleaning workers
Clearing and forwarding agents
Confectioners
Construction engineers
Construction managers
Construction supervision inspectors
Construction technicians
Contact centre agents, survey and market research interviewers
Crane, hoist and related plant operators
Database designers and administrators, programmers
Dental technicians
Dentists
Driving instructors
Educational counsellors
Educators in educational and care institutions
Electrical and energetic engineers
Electronic assemblers
Electronics technology, automation and robotics specialists
Environmental and sustainability workers
Environmental engineering engineers
Events, cultural activities and animation organizers
Farmers and animal producers
Farming and forestry advisers
Finance professionals

Fishermen
Florists
Food and nutrition technology professionals
Food processing workers
Forest workers
Funeral service workers
Gardeners i orchardists
Glaziers and window fitters
Graphic and multimedia designers
Hairdressers
Handicraft workers in leather and related materials
Handicraft workers in wood and joiners
Health and safety workers
Household helps
Human resources and recruitment professionals
Industrial ceramists
Insurance agents
Internet salespersons
IT technicians
Journalists and editors
Kitchen helpers
Landscape architects
Lawyers
Librarians and related information professionals
Logistics managers
Machinery mechanics and operators
Management and business service managers
Manual workers in production and simple works
Mechanical engineering technicians
Mechanical engineers
Medical imaging and therapeutic equipment technicians
Medical laboratory diagnosticians
Metal processing workers
Meteorologists, geologists, geographers
Miners and mining plant and machine operators
Opticians and prosthetics workers
Other education specialists
Painters and varnishers
Paper manufacturing and processing machine operators
Passenger car drivers
Pavers
Pharmacists
Photographers
Physical protection services workers
Political scientists, historians, philosophers

Postal clerks
Postmen and package deliverers
Potters and glaziers
PR, advertising, marketing and sales specialists
Pre-school teachers
Primary education teachers
Printing trades workers
Product and garment designers and CAD operators
Production managers
Production organisation professionals
Quality specialists
Railway traffic operators
Real estate professionals
Receptionists
Road construction workers
Rubber and plastic machine operators
Sales managers
Salespeople and pos operators
Secretaries and assistants
Service managers
Shoemakers
Social institutions and culture managers
Social workers
Sociologists and social/economic surveys professionals
Sport and recreation instructors
Stonemasons
Structural metal workers
Suppliers
Surveyors and cartographers
Tailors and clothing manufacturers
Telecommunications specialists
Textile machine operators
Tinsmiths and laquerers
Trade representatives
Train drivers
Translators, interpreters and other linguists
Travel consultants and clerks
Uniformed services workers
Upholsterers
UX/UI designers/specialists in web product implementation and platform development
Veterinarians
Vindicators
Visual artists and interior designers
Waiters and bartenders
Webmasters

SURPLUS

Economists

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Wojewódzki
Urząd Pracy
w Kielcach



INSTITUTION OF THE MAŁOPOLSKA REGION
Regional Labour Office
in Krakow



Ministry of Family, Labour and Social Policy
Republic of Poland

Regional/Province coordinator

National coordinator

The person ordering the study

Occupational Barometer 2024

warmińsko-mazurskie region

www.barometrzwodow.pl

DEFICIT

Bricklayers and plasterers
Bus drivers
Construction installation assemblers
Construction joiners and carpenters
Construction workers
Cooks
Earthmoving plant operators and mechanics
Electrical mechanics and electrical assemblers

Finishing work technologists in building trades
Independent accountants
Medical doctors
Motor vehicle mechanics and repairers
Nurses and midwives
Pavers
Physiotherapy technicians and assistants
Psychologists and psychotherapists

Roofers and sheet metal workers in building trades
Teachers for practical vocational training
Teachers of general subjects
Teachers of vocational subjects
Toolmakers
Truck drivers
Welders

BALANCE

Accounting and bookkeeping clerks
Acoustics and sound engineers
Administration and office clerks
Administration professionals
Agricultural and gardening machines operators
Ambulance workers
Analysts, testers and ICT system operators
Animal services workers
Architects and urban planners
Archivists and curators
Assistants in education
Automotive diagnosis technicians
Bakers
Beauticians
Biologists, biotechnologists
Butchers and fishmongers
Car wash, laundry and ironing workers
Caretakers, doorkeepers, janitors and custodians
Cement and stone machine operators
Chefs
Chemical engineers and chemists
Chemical products plant and machine operators
Childminders
Cleaning workers
Clearing and forwarding agents
Concrete placers, concrete finishers and related workers
Confectioners
Construction engineers
Construction managers
Construction supervision inspectors
Construction technicians
Contact centre agents, survey and market research interviewers
Crane, hoist and related plant operators
Database designers and administrators, programmers
Dental technicians
Dentists
Driving instructors
Economists
Educational counsellors
Educators in educational and care institutions
Electrical and energetic engineers
Electronic assemblers
Electronics technology, automation and robotics specialists
Environmental and sustainability workers
Environmental engineering engineers
Events, cultural activities and animation organizers
Farmers and animal producers

Farming and forestry advisers
Finance professionals
Fishermen
Florists
Food and nutrition technology professionals
Food processing workers
Forest workers
Funeral service workers
Gardeners i orchardists
Glaziers and window fitters
Graphic and multimedia designers
Hairdressers
Handicraft workers in leather and related materials
Handicraft workers in wood and joiners
Health and safety workers
Household helps
Human resources and recruitment professionals
Industrial ceramists
Insurance agents
Internet salespersons
IT technicians
Journalists and editors
Kitchen helpers
Landscape architects
Lawyers
Librarians and related information professionals
Logistics managers
Machinery mechanics and operators
Management and business service managers
Manual workers in production and simple works
Mechanical engineering technicians
Mechanical engineers
Medical imaging and therapeutic equipment technicians
Medical laboratory diagnosticians
Metal processing workers
Metal working machine tool setters and operators
Opticians and prosthetics workers
Other education specialists
Painters and varnishers
Paper manufacturing and processing machine operators
Passenger car drivers
Pharmacists
Photographers
Physical protection services workers
Political scientists, historians, philosophers
Postal clerks
Postmen and package deliverers

Potters and glaziers
PR, advertising, marketing and sales specialists
Pre-school teachers
Primary education teachers
Printing trades workers
Product and garment designers and CAD operators
Production managers
Production organisation professionals
Quality specialists
Railway traffic operators
Real estate professionals
Receptionists
Road construction workers
Rubber and plastic machine operators
Sales managers
Salespeople and pos operators
Secretaries and assistants
Service managers
Shoemakers
Social institutions and culture managers
Social work professionals caring for the elderly and disabled
Social workers
Sociologists and social/economic surveys professionals
Special school teachers
Speech therapists and audiophonologists
Sport and recreation instructors
Stock clerks
Stonemasons
Structural metal workers
Suppliers
Surveyors and cartographers
Tailors and clothing manufacturers
Telecommunications specialists
Textile machine operators
Tinsmiths and laquerers
Trade representatives
Train drivers
Translators, interpreters and other linguists
Travel consultants and clerks
Uniformed services workers
Upholsterers
UX/UI designers/specialists in web product implementation and platform development
Veterinarians
Vindicators
Visual artists and interior designers
Waiters and bartenders
Webmasters

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Wojewódzki
Urząd Pracy
w Olsztynie



INSTITUTION OF THE MAŁOPOLSKA REGION
Regional Labour Office
in Krakow



Ministry of Family, Labour and Social Policy
Republic of Poland

Regional/Province coordinator

National coordinator

The person ordering the study

Occupational Barometer 2024

wielkopolskie region

www.barometrzwodow.pl

DEFICIT

Accounting and bookkeeping clerks
Ambulance workers
Bakers
Bricklayers and plasterers
Bus drivers
Construction installation assemblers
Construction joiners and carpenters
Construction workers
Earthmoving plant operators and mechanics
Electrical mechanics and electrical assemblers
Finishing work technologists in building trades
Independent accountants

Medical doctors
Metal working machine tool setters and operators
Nurses and midwives
Pavers
Physiotherapy technicians and assistants
Pre-school teachers
Primary education teachers
Psychologists and psychotherapists
Roofers and sheet metal workers in building trades
Social work professionals caring for the elderly and disabled
Special school teachers

Stock clerks
Tailors and clothing manufacturers
Teachers for practical vocational training
Teachers of general subjects
Teachers of vocational subjects
Toolmakers
Train drivers
Truck drivers
Uniformed services workers
Welders

BALANCE

Administration and office clerks
Administration professionals
Agricultural and gardening machines operators
Analysts, testers and ICT system operators
Animal services workers
Architects and urban planners
Archivists and curators
Assistants in education
Automotive diagnosis technicians
Beauticians
Biologists, biotechnologists
Butchers and fishmongers
Car wash, laundry and ironing workers
Caretakers, doorkeepers, janitors and custodians
Cement and stone machine operators
Chefs
Chemical engineers and chemists
Chemical products plant and machine operators
Childminders
Cleaning workers
Clearing and forwarding agents
Concrete placers, concrete finishers and related workers
Confectioners
Construction engineers
Construction managers
Construction supervision inspectors
Construction technicians
Contact centre agents, survey and market research interviewers
Cooks
Crane, hoist and related plant operators
Database designers and administrators, programmers
Dental technicians
Dentists
Driving instructors
Economists
Educational counsellors
Educators in educational and care institutions
Electrical and energetic engineers
Electronic assemblers
Electronics technology, automation and robotics specialists
Environmental and sustainability workers

Environmental engineering engineers
Events, cultural activities and animation organizers
Farmers and animal producers
Farming and forestry advisers
Finance professionals
Florists
Food and nutrition technology professionals
Food processing workers
Forest workers
Funeral service workers
Gardeners i orchardists
Glaziers and window fitters
Graphic and multimedia designers
Hairdressers
Handicraft workers in wood and joiners
Health and safety workers
Household helps
Human resources and recruitment professionals
Insurance agents
Internet salespersons
IT technicians
Journalists and editors
Kitchen helpers
Landscape architects
Lawyers
Librarians and related information professionals
Logistics managers
Machinery mechanics and operators
Management and business service managers
Manual workers in production and simple works
Mechanical engineering technicians
Mechanical engineers
Medical imaging and therapeutic equipment technicians
Medical laboratory diagnosticians
Metal processing workers
Motor vehicle mechanics and repairers
Opticians and prosthetics workers
Other education specialists
Painters and varnishers
Paper manufacturing and processing machine operators
Passenger car drivers

Pharmacists
Photographers
Physical protection services workers
Postal clerks
Postmen and package deliverers
Potters and glaziers
PR, advertising, marketing and sales specialists
Printing trades workers
Product and garment designers and CAD operators
Production managers
Production organisation professionals
Quality specialists
Real estate professionals
Receptionists
Road construction workers
Rubber and plastic machine operators
Sales managers
Salespeople and pos operators
Secretaries and assistants
Service managers
Shoemakers
Social institutions and culture managers
Social workers
Sociologists and social/economic surveys professionals
Speech therapists and audiophonologists
Sport and recreation instructors
Stonemasons
Structural metal workers
Suppliers
Surveyors and cartographers
Telecommunications specialists
Tinsmiths and laquerers
Trade representatives
Translators, interpreters and other linguists
Travel consultants and clerks
Upholsterers
Veterinarians
Vindicators
Visual artists and interior designers
Waiters and bartenders
Webmasters

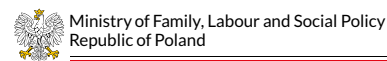
The "Occupational Barometer" is a forecast for the demand for employees in 2024. The study was conducted among experts at the turn of the third and fourth quarters of 2023. The situation in some professions may change depending on market conditions. The result for the region include professions assessed in at least half of the counties.



Regional/Province coordinator



National coordinator



The person ordering the study

Occupational Barometer 2024

zachodniopomorskie region

www.barometrzwodow.pl

DEFICIT

Accounting and bookkeeping clerks
Ambulance workers
Bricklayers and plasterers
Bus drivers
Construction installation assemblers
Construction joiners and carpenters
Construction workers
Cooks
Earthmoving plant operators and mechanics
Educational counsellors
Educators in educational and care institutions
Electrical mechanics and electrical assemblers
Finishing work technologists in building trades

Independent accountants
Kitchen helpers
Medical doctors
Metal working machine tool setters and operators
Motor vehicle mechanics and repairers
Nurses and midwives
Physiotherapy technicians and assistants
Pre-school teachers
Primary education teachers
Psychologists and psychotherapists
Roofers and sheet metal workers in building trades
Social work professionals caring for the elderly and disabled

Social workers
Special school teachers
Speech therapists and audiophonologists
Stock clerks
Teachers for practical vocational training
Teachers of general subjects
Teachers of vocational subjects
Toolmakers
Truck drivers
Uniformed services workers
Welders

BALANCE

Acoustics and sound engineers
Administration and office clerks
Administration professionals
Agricultural and gardening machines operators
Analysts, testers and ICT system operators
Animal services workers
Architects and urban planners
Archivists and curators
Assistants in education
Automotive diagnosis technicians
Bakers
Beauticians
Biologists, biotechnologists
Butchers and fishmongers
Car wash, laundry and ironing workers
Caretakers, doorkeepers, janitors and custodians
Cement and stone machine operators
Chefs
Chemical engineers and chemists
Chemical products plant and machine operators
Childminders
Cleaning workers
Clearing and forwarding agents
Concrete placers, concrete finishers and related workers
Confectioners
Construction engineers
Construction managers
Construction supervision inspectors
Construction technicians
Contact centre agents, survey and market research interviewers
Crane, hoist and related plant operators
Database designers and administrators, programmers
Dental technicians
Dentists
Driving instructors
Economists
Electrical and energetic engineers
Electronic assemblers
Electronics technology, automation and robotics specialists
Environmental and sustainability workers
Environmental engineering engineers
Events, cultural activities and animation organizers
Farmers and animal producers

Farming and forestry advisers
Finance professionals
Fishermen
Florists
Food and nutrition technology professionals
Food processing workers
Forest workers
Funeral service workers
Gardeners i orchardists
Glaziers and window fitters
Graphic and multimedia designers
Hairdressers
Handicraft workers in leather and related materials
Handicraft workers in wood and joiners
Health and safety workers
Household helps
Human resources and recruitment professionals
Insurance agents
Internet salespersons
IT technicians
Journalists and editors
Landscape architects
Lawyers
Librarians and related information professionals
Logistics managers
Machinery mechanics and operators
Management and business service managers
Manual workers in production and simple works
Mechanical engineering technicians
Mechanical engineers
Medical imaging and therapeutic equipment technicians
Medical laboratory diagnosticians
Metal processing workers
Meteorologists, geologists, geographers
Miners and mining plant and machine operators
Opticians and prosthetics workers
Other education specialists
Painters and varnishers
Paper manufacturing and processing machine operators
Passenger car drivers
Pavers
Pharmacists
Photographers

Physical protection services workers
Political scientists, historians, philosophers
Postal clerks
Postmen and package deliverers
Potters and glaziers
PR, advertising, marketing and sales specialists
Printing trades workers
Product and garment designers and CAD operators
Production managers
Production organisation professionals
Quality specialists
Railway traffic operators
Real estate professionals
Receptionists
Road construction workers
Rubber and plastic machine operators
Sales managers
Salespeople and pos operators
Secretaries and assistants
Service managers
Shipdeck crew, ship and port operators
Shoemakers
Social institutions and culture managers
Sociologists and social/economic surveys professionals
Sport and recreation instructors
Stonemasons
Structural metal workers
Suppliers
Surveyors and cartographers
Tailors and clothing manufacturers
Telecommunications specialists
Tinsmiths and laquerers
Trade representatives
Train drivers
Translators, interpreters and other linguists
Travel consultants and clerks
Upholsterers
UX/UI designers/specialists in web product implementation and platform development
Veterinarians
Vindicators
Visual artists and interior designers
Waiters and bartenders
Webmasters

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INSTITUTION OF THE MAŁOPOLSKA REGION
Regional Labour Office
in Krakow



Ministry of Family, Labour and Social Policy
Republic of Poland

Regional/Province coordinator

National coordinator

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The Occupational Barometer is a one-year forecast of demand for employees in counties. The study shows what professions they will be in smaller and greater chances of working in the coming year. The barometer classifies professions into three groups:



shortage professions in which there should be no difficulties finding a job in the near future;



balanced professions, i.e. those with the number of job offers will be close to the number of people able and willing to undertake their employments;



surplus professions where finding a job may be possible but more difficult due to the excess of employees fulfilling employers' requirements.

The study comes from Sweden. Its methodology was developed in the 1990s as part of a broader system for forecasting changes in the labour market. In 2007, Occupational Barometer was adopted by public service employees for employment rates in Finland. In Poland, the study appeared in 2009 and at the beginning, it was carried out only in Małopolska. In 2015 it was extended throughout the entire country.

In 2019, by decision of the Minister responsible for labour, the Barometer was combined with Monitoring of deficit and surplus professions and is currently one study called Occupational Barometer.

More information about the study and detailed results of all editions are available on the website: www.barometrzasawodow.pl.

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Ministry of Family, Labour and Social Policy
Republic of Poland

KRAKÓW REGION
MAŁOPOLSKA