



Ministry of Family, Labour and Social Policy
Republic of Poland



INSTITUTION OF THE MAŁOPOLSKA REGION
Regional Labour Office
in Krakow

OCCUPATIONAL edition BAROMETER 2025



Study summary report
in Poland





**OCCUPATIONAL
BAROMETER
2025**

edition

**Study summary report
in Poland**

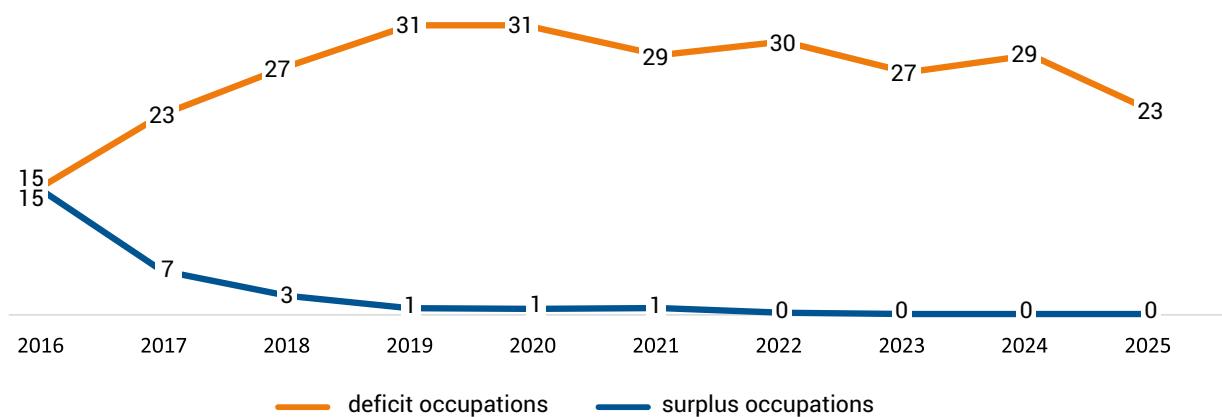
10 years

of study

OCCUPATIONAL BAROMETER

in 380 Polish counties

Number of shortage and surplus occupations in the forecast for Poland



6

occupations
permanently in deficit*

- › roofers and sheet metal workers in building trades,
- › bus drivers,
- › truck drivers,
- › nurses and midwives,
- › independent accountants,
- › welders.

* (i.e., those continuously in deficit since the 2016 prognosis)

0

occupations
permanently surplus*

* (i.e., those continuously in surplus since the 2016 prognosis)

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

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Ladies and Gentlemen,

it is a pleasure to hand over to you the 10th report summarising the results of the nationwide Occupational Barometer survey. A lot has happened during this decade, just to mention the COVID-19 pandemic or the start of the war in Ukraine. What is encouraging, however, is that even during these difficult moments, the labour market remained relatively stable.

In 2015, when the first nationwide edition of the Barometer with the 2016 forecast was launched, the registered unemployment rate in June was 10.2% and the employment rate of working-age people was slightly above the 69%. The 2016 forecast included 15 shortage occupations and the same number of surplus occupations. After 10 years, significant positive changes can be seen. By half of 2024 year, the registered unemployment rate has fallen to 4.9% and the employment rate has risen to 78.8%. According to the Barometer, 23 occupations will be in deficit nationally for 2025, while none should see a surplus of workers.

| 6

Over these 10 years, there have been periods when the number of shortage occupations was even higher, such as 2019 and 2020 (with 31 occupations in deficit nationally each). We now see that the acute labour shortages for employers have been decreasing in recent years. Some companies, especially those dependent on exports, may be reducing activity in 2025 due to the economic slowdown in Poland's main trading partners. However, overall the situation should remain favourable - the expected increase in consumption and investment from European funds will have a positive impact on the labour market. According to the Barometer, in the vast majority of occupations the demand for employees should balance out.

We would like to encourage you to familiarise with this year's – jubilee – report, and we would like to thank everyone who has been involved in the survey over the years. This

year only, it was more than 2,400 people. We would also like to express our gratitude to almost 3.5 thousand employers, who in this edition of the survey, were willing to fill in the questionnaire and share their employment plans. The joint effort put into the Barometer allows us to improve the methodology and formulate forecasts with greater precision. We already encourage you to join the next, 11th edition of the survey.

The full results of the Occupational Barometer and reports from all years are available at barometrzwodow.pl.

Ministry of the Family, Labour and Social Policy

1. Methodology of the study



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.

A shortage on a regional/national level is a situation in which the number of shortages in a given group of occupations is higher than or equal to the sum of surpluses and balances, while the number of shortages is not equal to the number of surpluses.

A surplus on a regional/national level is a situation in which the number of surpluses in a given group of occupations is higher than or equal to the sum of shortages and balances and, at the same time, the number of surpluses is not equal to the number of shortages.

Balance refers to a situation where an occupation has not been classified as shortage or surplus.



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.

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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.

The list of occupations in the 10th national edition of the survey (i.e. in the Barometer for 2025) includes 168 items, the same as a year before.



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



Improvement of the Economic Situation

The year 2024 was significantly more favorable for the Polish economy than the previous year. Lower inflation and rapidly rising wages contributed to increased private consumption and, consequently, GDP growth.

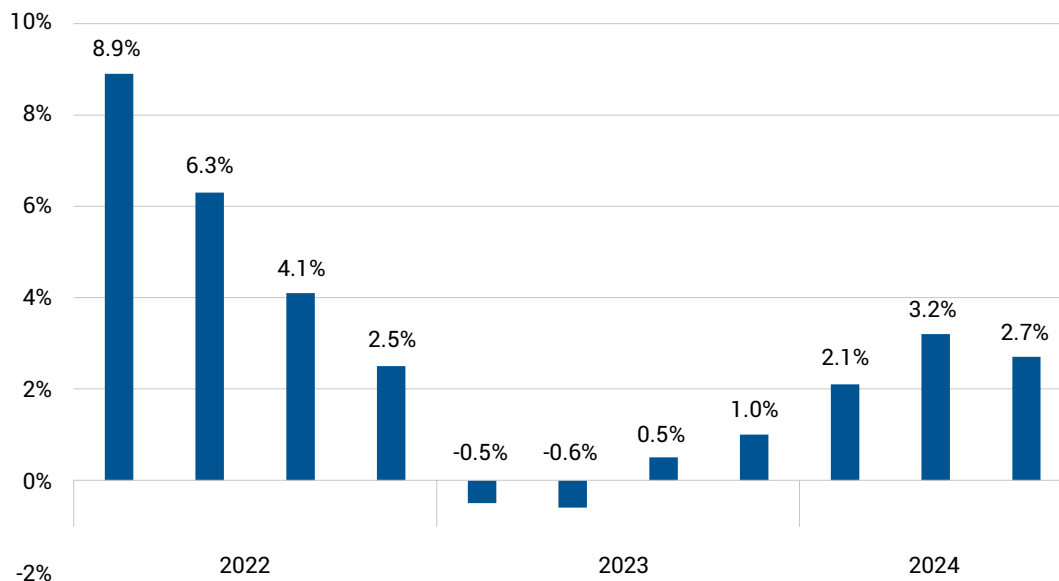
| 12

In the third quarter of 2024, the seasonally unadjusted GDP grew by 2.7% year-on-year, compared to just 0.5% the year before (as shown in the chart below)¹. According to the European Commission's forecasts, the average GDP growth for the entire year will be 3.0%².

1 See: [Wstępny szacunek produktu krajowego brutto w III kwartale 2024 roku, GUS](#), accessed: 5/12/2024.

2 See: [Economic forecast for Poland, European Commission](#), accessed: 21/11/2024.

Chart 1. Unadjusted GDP growth, constant prices of the previous year's annual average (year-on-year)



Source: Own preparation based on GUS data



Positive Outlook for 2025

| 13

Economic growth should continue in 2025. The European Commission forecasts that Poland's GDP will increase by 3.6% year-on-year, making it the third-best result in Europe (after Malta at 4.3% and Ireland at 4%), significantly above the EU average, which is expected to be 1.5%. In Germany, Poland's main trading partner, stagnation is expected, with GDP increasing by only 0.7%, the lowest in the EU³.

Factors positively affecting GDP dynamics in Poland in 2025 will include:



- private consumption, supported by rising wages, government spending for families, and generally decreasing inflationary pressure,
- public spending on defense,
- other investments funded by, among others, the National Recovery Plan and Cohesion Funds.

³ See: [Economic forecast for Poland, European Commission](#), accessed: 21/11/2024.

Negative factors in 2025 will include:



- ▼ rising energy costs due to price unfreezing for local governments and vulnerable entities,
- ▼ accumulation of savings,
- ▼ weakened exports, due to poor economic conditions in trading partners, especially in Germany,
- ▼ uncertain geopolitical situation⁴.

2.2 The situation on the labour market

A strong labour market remains one of the main stabilising factors in the national economy. Both in 2024 and in forecasts for 2025, labour market prospects are positive. However, in some areas, deterioration can be observed.

Shrinking and Aging Population

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As of June 2024, Poland's population was 37.563 million, a decrease of 135.2 thousand compared to the previous year (0.4%). The number of people in the pre-working age (0-17 years) decreased by 1.5%, those in the working age (men 18-64 years, women 18-59 years) decreased by 0.8%, while the number of people in post-working age (men 65 years and older, women 60 years and older) increased by 1.6%⁵. As the country's population shrinks and ages, the number of potential workers decreases, making demographic processes crucial for the labour market.

Growth of Entrepreneurship

By the end of October 2024, 5.287 million entities were registered in the REGON database, an increase of 3.0% compared to the previous year. The largest groups were entities from section G (trade – over one million entities) and section F (construction – over

4 Own calculations based on [Projekcja inflacji i wzrostu gospodarczego Narodowego Banku Polskiego na podstawie modelu NECMOD](#), NBP and [Economic forecast for Poland](#), European Commission, accessed: 21/11/2024.

5 Own calculations based on [Ludność. Stan i struktura ludności oraz ruch naturalny w przekroju terytorialnym w 2024 r. \(stan w dniu 30.06\)](#), GUS and [Ludność. Stan i struktura ludności oraz ruch naturalny w przekroju terytorialnym. Stan w dniu 30 czerwca 2023](#), GUS, accessed: 27/11/2024.

750 thousand entities). A positive signal is that the number of entities increased in each section, with the largest growth in information and communication (section J – 7.2%), electricity, gas, steam, hot water, and air conditioning supply (section D – 6.8%), and other service activities (section S – 6.5%)⁶.

Maintaining Employment Level

In the third quarter of 2024, the working population aged 15-89 in Poland was 17.277 million people, almost the same as in the corresponding period of 2023 (17.279 million workers). Among men, there was a decrease (by 18 thousand people, or 0.2% year-on-year), while among women, there was an increase (by 16 thousand, or 0.2%). When considering residence, the number of working rural residents decreased (by 50 thousand, or 0.7%), while the number of working urban residents increased (by 47 thousand, or 0.4%).

The largest number of workers were employed in manufacturing (19.2% of all workers – 3.312 million people), wholesale and retail trade (13.0% – 2.241 million), education (8.2% – 1.424 million), and construction (7.7% – 1.332 million).

Compared to the previous year, the largest increase in the number of workers was observed in manufacturing (by 169 thousand people, or 5.4%) and in transport and storage (by 75 thousand, or 6.8%). The largest dynamics of growth were observed in mining and quarrying (10.6%, or 17 thousand more workers) and other service activities (7.2%, or 21 thousand more workers). The largest decrease in the number of workers, both in terms of number and dynamics, was noted in the agriculture, forestry, hunting, and fishing section (255 thousand fewer workers, or 18.7%).

The employment rate for the working-age population in the third quarter of 2024 was 79.2%, 0.4 percentage points higher than the previous year, confirming the stable employment situation⁷.

⁶ Own calculations based on [Miesięczna informacja o podmiotach gospodarki narodowej w rejestrze REGON październik 2024](#), GUS and [Miesięczna informacja o podmiotach gospodarki narodowej w rejestrze REGON październik 2023](#), GUS, accessed: 21/11/2024. Only sections with a sample size exceeding 1,000 entities were included in the analyses.

⁷ See: [Pracujący, bezrobotni i bierni zawodowo \(wyniki wstępne BAEL\) – 3 kwartał 2024 roku](#), GUS, accessed: 28/11/2024.



Increased Demand for Foreign Workers

Foreign workers have provided significant support to Polish employers. As of the end of May 2024, 1.024 million foreigners were working in Poland, a 4.2% increase compared to May 2023⁸. Their share of the total workforce increased from 6.4% in May 2023 to 6.7% in May 2024.

The largest group of foreign workers came from Ukraine – in May 2024, there were 693 thousand, 1.2% more than the previous year. Although no significant outflow was recorded (there were signals about some returning to Ukraine or migrating to Germany), their share of the total foreign workforce decreased from 69.7% in May 2023 to 67.7% in May 2024. This indicates that foreigners are becoming an increasingly important group in the domestic labour market, and their national diversity is also increasing. In the analysed period, foreign workers in Poland came from over 150 countries.

It is also worth noting that the majority of foreign workers were men (59.3% as of May 2024), and they predominantly chose the Warsaw region (19.5% of all foreign workers), followed by Dolnoslaskie (11.5%), Wielkopolskie (10.7%), and the least frequently the Świętokrzyskie region (0.8%)⁹.

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Increased Number of Job Offers

Employers' greater activity in recruiting new employees signals improved mood, despite rising operating costs. According to the Element recruitment system for Grant Thornton, from March to October 2024, the number of job offers posted online gradually increased. In October 2024, employers posted 286.2 thousand new job advertisements on the 50

8 The data comes from an experimental study by Statistics Poland (GUS) aimed at determining the number of foreigners engaged in work based on administrative sources. The analyzed population excludes owners, co-owners, and leaseholders of individual farms in agriculture (including assisting family members), as well as persons working under contracts for specific work and farmer's helpers. See: [Cudzoziemcy wykonujący pracę w Polsce w maju 2024 roku, GUS](#), accessed: 28.11.2024.

According to data from the Ministry of Family, Labor, and Social Policy (MRPiPS), as of the end of October 2024, there were 1.422 million foreigners registered with legalized work rights in Poland. These figures do not include uniform residence and work permits or individuals exempt from the obligation to obtain permits. However, this does not necessarily mean that all these individuals are actively working in Poland—it only indicates that they have the legal right to work. For example, a foreigner might receive a work permit but fail to obtain a visa to Poland or decide not to take up the employment opportunity.

9 See: [Cudzoziemcy wykonujący pracę w Polsce w maju 2024 roku, GUS](#) and [Cudzoziemcy wykonujący pracę w Polsce w maju 2023 roku, GUS](#), accessed: 27.11.2024.

largest recruitment portals in Poland, 12% more than the previous year (when 256.5 thousand offers were posted)¹⁰.

However, there was no revival in offers submitted to employment offices. From January to October 2024, employers submitted 896.9 thousand job offers, a 3.0% decrease compared to the same period in 2023¹¹.



More Group Layoffs

While some employers were announcing new hires, others were reducing employment or closing their businesses altogether, indicating that many companies were facing a lack of orders rather than a shortage of workers, and did not see prospects for a quick recovery¹².

Between January and October 2024, employers notified local labour offices of their intention to carry out collective layoffs affecting over 32.0 thousand people¹³, compared to 25.0 thousand during the same period in the previous year.

At the same time, during the first 10 months of 2024, employers collectively laid off more than 21.0 thousand people, whereas in the same period in 2023, this figure stood at 12.0 thousand people¹⁴.

Layoff announcements in 2024 came from employers in various sectors, including automotive, electronics, clothing, textiles, food, trade, finance, and services¹⁵.

10 See: [Oferty pracy w Polsce Monitoring procesów rekrutacyjnych na polskim rynku pracy EDYCJA LIV: Październik 2024, grantthornton.pl](#), accessed: 28/11/2024.

11 See: [Biuletyn Statystyczny Nr 10/2024, GUS](#), accessed: 28/11/2024.

12 See: [Oferty pracy w Polsce Monitoring procesów rekrutacyjnych na polskim rynku pracy EDYCJA LIV: Październik 2024, grantthornton.pl](#), accessed: 28/11/2024.

13 The data pertains to notifications and terminations carried out under the Act of March 13, 2003, on special rules for terminating employment relationships with employees for reasons not attributable to employees.

14 Not all reported group layoffs are fully implemented, as some may relate to employees' rejection of changes to their terms of work or pay. Data on group layoffs is derived from the MRPiPS-01 labour market reporting provided by the Ministry of Family, Labor, and Social Policy.

15 See: [Nowa mapa zwolnień. Fala redukcji etatów przetacza się przez Polskę, money.pl](#), accessed: 28/11/2024.



Slight Decrease in Registered Unemployment

The announced layoffs did not lead to a significant increase in the number of unemployed. As of the end of October 2024, there were 765.5 thousand registered unemployed in employment offices, a 0.6% decrease compared to October of the previous year. The registered unemployment rate was 4.9%, 0.1 percentage points lower than the previous year. In individual regions, it ranged from 2.9% in Wielkopolskie to 8.3% in Podlaskie.

Over the year, the registered unemployment rate decreased in the Lublin and Świętokrzyskie region (by 0.2 percentage points each) and in Mazowsze, Pomorskie, Śląskie, and Wielkopolskie (by 0.1 percentage points each). It increased in Dolnośląskie and Kujawsko-Pomorskie (by 0.2 percentage points each) and in Opolskie and Zachodniopomorskie (by 0.1 percentage points each). In other region, the rate remained the same¹⁶.



Slight Decrease in Economic Inactivity

In the third quarter of 2024, the number of people aged 15-89 who were outside the labour market (economically inactive) was 12.552 thousand, 36 thousand fewer than the previous year, a 0.3% decrease year-on-year. Women constituted 60.2% of this group, while 30.3% were individuals of working age (women aged 18-59 and men aged 18-64).

Among the 3.801 thousand economically inactive people of working age, inactivity was most often attributed to: Education and skill development – 28.3%, Illness or disability – 24.8%, Family responsibilities – 19.6%. Retirement was cited as the reason for inactivity by 8.8% of people of working age, while 1.2% reported inactivity due to unsuccessful job searches¹⁷.

16 See: [Sytuacja społeczno-gospodarcza kraju w październiku 2024 r.](#), GUS, accessed: 28/11/2024.

17 See: [Pracujący, bezrobotni i bierni zawodowo \(wyniki wstępne BAEL\) – 3 kwartał 2024 roku](#), GUS, accessed: 28/11/2024.



Stable Labor Market in 2025

Given that unemployment reached a very low level in 2024 (in the third quarter, according to BAEL, it was 2.9%), further declines are expected to be minimal. According to European Commission analyses, in 2025, the unemployment rate according to BAEL will be 2.8%, making it the second lowest in the European Union (after the Czech Republic, where a 2.7% rate is expected), significantly below the average for EU member states (5.9%)¹⁸. With such a low unemployment rate, the labour market is expected to remain robust, and difficulties in finding employment should be rare.

¹⁸ See: [Economic forecast for Poland, European Commission](#), accessed: 21/11/2024.

3. Results of the Occupational Barometer

3.1. Implementation of the 10th edition of the study

346
expert
Panels

The expert panels, which created the 2025 forecast, took place from August 28, 2024, to October 29, 2024. A total of 346 panels were held across the country. In 34 panels, the situation for two counties (usually one rural and one urban, served by a single district labour office) was forecasted together. This process resulted in forecasts for all 380 counties and cities with county rights in Poland.

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Over 2,400 experts were involved in the implementation of the 10th edition of the Occupational Barometer, including:

- ✓ 1,815 employees from local labour offices,
- ✓ 99 employees from the Voluntary Labour Corps (OHP),
- ✓ 98 employees from city halls/district authorities,
- ✓ 94 employees from schools/other educational institutions,
- ✓ 68 employees from chambers/trade unions,
- ✓ 56 employees from employment agencies,
- ✓ 45 employers,
- ✓ 32 employees from other employer organizations,
- ✓ 34 employees from regional labour offices,
- ✓ 22 employees from business support institutions,
- ✓ 17 healthcare employees,

- ✔ 64 employees from other entities familiar with local labour market conditions.

On average, seven experts participated in each panel (excluding regional labour office employees, who moderated the meetings).

The majority of panels (81%) were held in person, typically at local labour offices, while 18% were conducted remotely, and 1% had a mixed format (part of the participants joined remotely, while coordinators from district and regional offices led the session in person).

Despite the flood situation in southwestern Poland, the study was carried out according to plan.

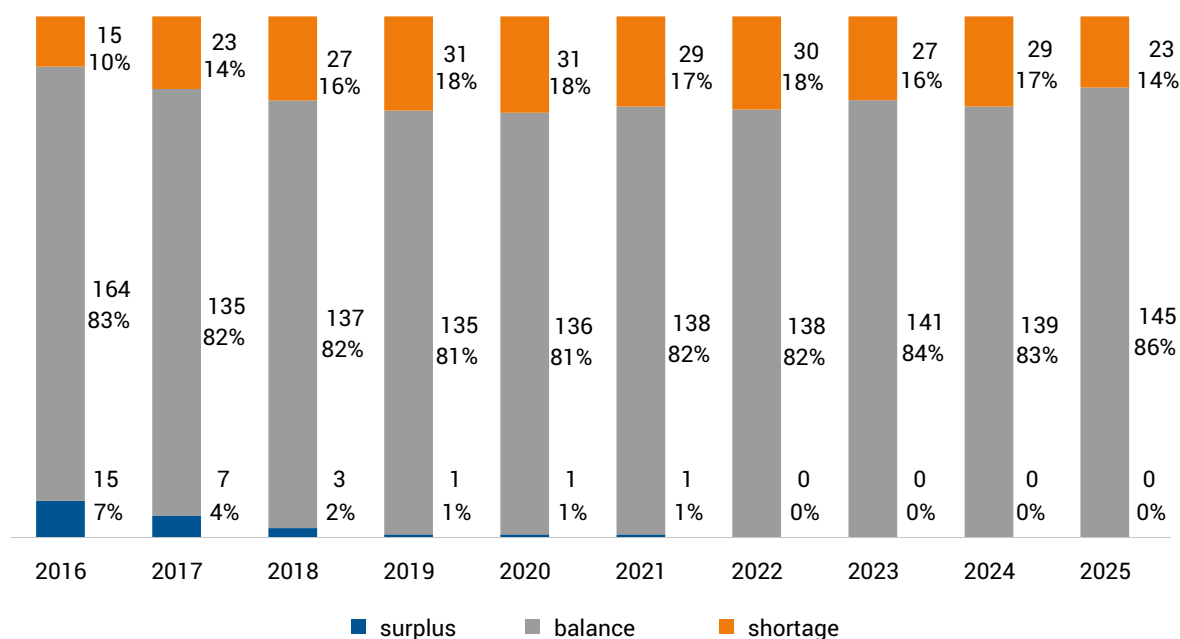
To gather additional information about the demand for professions, a survey was sent to employers, and 3,476 responses were received. This information was used to supplement the expert discussions.

After preparing the forecasts for all districts, the results were aggregated at the provincial and national levels using the algorithm described in Chapter 1. This report summarises the averaged forecasts for Poland.

3.2. Change in demand in occupations

The reduction in the number of professions with labour shortages, coupled with the absence of surplus professions, indicates a shift toward a relative balance in the labour market. After a period of labour shortages, in 2025, the demand and supply of labour in most professions are expected to balance out. The share of balanced professions in the overall forecasted professions will be the highest ever recorded in the Barometer, at 86%. Details are shown in the chart below.

Chart 2. The number and share of shortage, balanced, and surplus professions in the Occupations Barometer forecasts for 2016–2025



Source: Own elaboration based on barometrzwodow.pl

In 2025, labour shortages are expected in 23 professions, which is 6 fewer than in the previous year, as the following professions have reached equilibrium:

- ✓ construction joiners and carpenters,
- ✓ finishing work technologists in building trades,
- ✓ metal working machine tool setters and operators,
- ✓ toolmakers,
- ✓ cooks,
- ✓ physiotherapy technicians and assistants.

This decrease in shortages is noticeable in the construction and manufacturing sectors, primarily due to a slowdown in economic activity – reduced construction output, fewer completed buildings¹⁹, and a significant decline in orders, particularly in the automotive sector²⁰. Employers in related sectors are expected to benefit from this employment reduction, as they are still facing recruitment challenges. This situation suggests that labour supply and demand will reach equilibrium.

19 See: [Dynamika produkcji budowlano-montażowej w październiku 2024 roku](#), GUS, dostęp: 22/11/2024.

20 See: [Europejską motoryzację dusi kryzys, rykoszetem obrywa polska gospodarka](#), rp.pl, accessed: 22/11/2024.

In the case of cooks, the shift from shortage to balance is associated with the stabilization of the situation after the COVID-19 pandemic. Numerous restrictions imposed on the tourism and hospitality sector led many workers to leave the profession, with little interest in returning. According to the forecast for 2025, shortages in this field have largely been alleviated in most districts.

For physiotherapy technicians and assistants, the commercialising of services is evident, with qualified professionals increasingly setting up their own businesses. The equilibrium in many areas is being achieved through the rise of private services. However, shortages will still be a challenge for public institutions, which offer less attractive working conditions.

It is also worth noting that, compared to 2024, no new professions are expected to face shortages in 2025.

A total of 145 professions will achieve balance, which is 6 more than the previous year. This group will expand to include professions that, after a period of shortages reported in most counties in Poland, will reach equilibrium in 2025. These professions were listed above.

| 23

At the national level, no surplus professions are expected to emerge. This situation has persisted since the 2022 forecast and shows that Poland's labour reserves are minimal. However, it is important to note that regional and local employment challenges may still arise due to the specific characteristics of provincial and district labour markets.

3.3. Deficit occupations



Recruitment challenges for workers with the required qualifications and, equally importantly, a willingness to work are forecasted for 2025 in 23 professions, namely:

- ▼ **5 in the construction industry** (roofers and sheet metal workers in building trades, construction installation assemblers, bricklayers and plasterers, earthmoving plant operators and mechanics, construction workers),

- ▼ **5 in the education industry** (teachers for practical vocational training, teachers of general subjects, teachers of vocational subjects, pre-school teachers, special school teachers),
- ▼ **4 in the medical and care industry** (medical doctors, social work professionals caring for the elderly and disabled, nurses and midwives, psychologists and psychotherapists),
- ▼ **3 in the TSL (transport-shipping-logistics) industry** (bus drivers, truck drivers, stock clerks),
- ▼ **2 in the financial and legal industry** (accounting and bookkeeping clerks, independent accountants),
- ▼ one each in the **energy industry** (electrical mechanics and electrical assemblers), **the mechanical and automotive industry** (motor vehicle mechanics and repairers), **the security and safety industry** (uniformed services workers) and **the manufacturing industry** (welders).

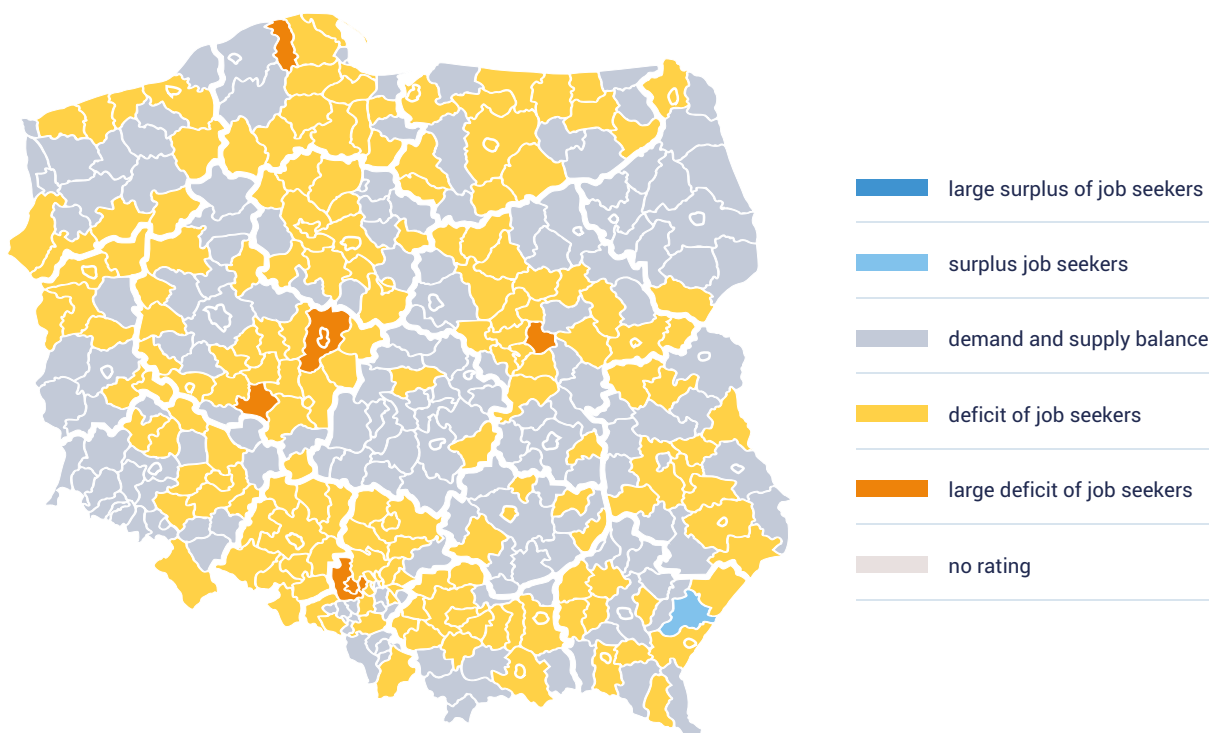
It is worth noting that, although the staffing situation in these professions will remain challenging in most districts of the country (due to a lack of workers), **the scale of shortages will be smaller than the previous year.** In most professions, the number of districts where difficulties in filling vacancies are forecasted has significantly decreased.

The most significant decrease is evident in the case of nurses and midwives, where the number of districts with a forecasted deficit has decreased by 36. This results from gradual improvements in working conditions (encouraging prolonged professional activity) and the opening of nursing programs at additional universities. However, this does not change the fact that nurses and midwives will remain among the most sought-after workers in Poland – according to the Barometer, their shortage will be visible in 300 districts (out of 380 in the country).

Furthermore, **there is a significant reduction in shortages in construction professions,** which is associated with the slowdown in the industry – investors are waiting for the inflow of European Union funds and a reduction in interest rates, which would make housing loans more accessible. The number of counties forecasting a deficit of bricklayers and plasterers will decrease by 28 between the 2024 forecast and the 2025 forecast, for construction installation assemblers by 22, and for construction workers also by 22. Even in flood-affected areas where reconstruction is planned, there is no visible increase in demand for construction workers. Existing companies in the market should be able to handle the tasks without requiring additional workforce reinforcements.

The demand for bricklayers and plasterers in 2025 is shown in the map below.

Map 1. Demand for workers in 2025 in the profession of **bricklayers and plasterers**



Source: barometrzwodow.pl

The reduction in shortages will also be visible in most teaching professions. After a period of challenges related to double school cohorts, the situation in schools will gradually stabilize, although it will still be difficult in 2025, as evidenced by the large number of counties (over 200) forecasted to have a deficit – whether for kindergarten teachers, primary school teachers, secondary school teachers, vocational school teachers, or special education teachers.

An increase in the scale of shortages is noticeable in only 4 professions, namely:

- ✦ **uniformed services workers** (the number of counties with a projected deficit increased by 45), due to heightened national defense measures and the unstable geopolitical situation,
- ✦ **special school teachers** (an increase of 24 counties), which stems from improved child diagnostics and a greater demand for specialists with appropriate qualifications, e.g., in special education (oligophrenopedagogy). Additionally,

these teachers are employed not only in special schools but also in general schools, where children with educational certificates study,

- ▼ **pre-school teachers** (a deficit in 8 more counties), primarily due to challenges in recruiting staff with additional qualifications, such as special education or proficiency in foreign languages,
- ▼ **electrical mechanics and electrical assemblers** (a deficit in 6 more counties), as the shortage continues to result from a lack of updated SEP (Electrical Licensing) certifications. Furthermore, due to difficult working conditions (often outdoors and at heights), many young graduates quickly leave the profession.

Details are shown in the table below.

Table 1. Deficit professions in the national forecast for 2025—ranked by the number of counties with a forecasted deficit in 2025.

Deficit professions in the national forecast	Sector	Number of counties with predicted deficit in 2025	Number of counties with predicted deficit in 2024	Difference between 2025 and 2024
psychologists and psychotherapists	medical and care	334	342	-8
truck drivers	TSL (transport-shipping-logistics)	331	346	-15
medical doctors	medical and care	315	315	0
nurses and midwives	medical and care	300	336	-36
welders	manufacturing	297	314	-17
electrical mechanics and electrical assemblers	energy	294	288	+6
uniformed services workers	security and safety	293	248	+45

Deficit professions in the national forecast	Sector	Number of counties with predicted deficit in 2025	Number of counties with predicted deficit in 2024	Difference between 2025 and 2024
bus drivers	TSL (transport-shipping-logistics)	271	283	-12
teachers of vocational subjects	education	267	279	-12
earthmoving plant operators and mechanics	construction	263	266	-3
independent accountants	financial and legal	256	262	-6
special school teachers	education	251	227	+24
teachers for practical vocational training	education	246	271	-25
pre-school teachers	education	217	209	+8
stock clerks	TSL (transport-shipping-logistics)	213	235	-22
construction installation assemblers	construction	210	233	-23
teachers of general subjects	education	207	221	-14
social work professionals caring for the elderly and disabled	medical and care	197	218	-21

Deficit professions in the national forecast	Sector	Number of counties with predicted deficit in 2025	Number of counties with predicted deficit in 2024	Difference between 2025 and 2024
bricklayers and plasterers	construction	196	224	-28
accounting and bookkeeping clerks	financial and legal	195	206	-11
motor vehicle mechanics and repairers	mechanical and automotive	194	199	-5
construction workers	construction	192	214	-22
roofers and sheet metal workers in building trades	construction	191	201	-10

Source: Own analysis based on data from barometrzwodow.pl

6

Permanently
deficit
occupations

Among the 23 professions forecasted to be in shortage in 2025, there are 6 that have remained in the persistently deficit category since the start of the national survey, beginning with the 2016 forecast. These professions are: **roofers and sheet metal workers in building trades, bus drivers, truck drivers, nurses and midwives, independent accountants, and welders.** Compared to the 2024 forecast, this list is 2 positions shorter, as in 2025 carpenters and construction joiners and machine tool operators have reached equilibrium.

3.4. Reasons for deficits

The reasons for workforce shortages are usually complex – they result from the specific nature of the profession, employer, and/or local labour market. For every occupation identified in the Barometer as in shortage, panelists indicate the primary reason for this situation. In the forecast for 2025, as in previous years, recruitment problems are most often the result of:

45%

of the overall
indications
of a deficit

1. A lack of sufficient candidates for the job, stemming from industry growth, demographic changes (aging of the workforce and lack of generational replacement), and a lack of education in the field (due to the absence of school programs and, very often, a lack of interest in pursuing such education).

Among occupations identified as in shortage in 2025, this is the main reason for shortages in the following professions: medical doctors, nurses and midwives, psychologists and psychotherapists, teachers of vocational subjects, teachers of general subjects, roofers and sheet metal workers in building trades, construction installation assemblers, uniformed services workers, special school teachers, bricklayers and plasterers, pre-school teachers.

| 29

30%

of the overall
indications
of a deficit

2. Candidates not meeting employers' requirements, mainly due to a lack of appropriate qualifications and/or aptitude for the job.

This is the primary reason for shortages in the following professions: accounting and bookkeeping clerks, earthmoving plant operators and mechanics, independent accountants, electrical mechanics and electrical assemblers, stock clerks, welders, motor vehicle mechanics and repairers, bus drivers, truck drivers.

23%

of the overall
indications
of a deficit

3. Reluctance of candidates to take jobs in the profession, for reasons such as difficult working conditions (psychological/physical strain), unappealing wages, shift work, or the need for frequent travel.

This is the main reason for shortages in the following professions: social work professionals caring for the elderly and disabled, and construction workers.

4. Other issues (2% of all indications of shortages).

3.5. Balanced occupations

145

Balanced
occupations

The 2025 nationwide forecast includes 145 sustainable occupations, meaning those where labour supply will balance with demand. Compared to the previous edition of the Barometer, this group has expanded by six positions, which were previously in deficit. The table below lists these occupations.

Notable changes can be observed among metal working machine tool setters and operators

– 38 more counties are expected to achieve balance in this profession. Similarly, there will be increases for finishing work technologists in building trades (+26) and construction joiners and carpenters (+24). This indicates that, following a period of shortages in most counties, the demand for workers in these fields will significantly decline. However, it is not anticipated that job seekers with the necessary qualifications and willingness to work will face difficulties in finding employment. Details are presented in the table below.

| 30

Table 2. Occupations Moving from Deficit in the 2024 Forecast to Balance in the 2025 Forecast

Balanced occupations in the national forecast	Sector	Number of counties with predicted balance (2025)	Number of counties with predicted balance (2024)	Difference between 2025 vs 2024
metal working machine tool setters and operators	manufacturing	214	176	+38
finishing work technologists in building trades	construction	209	183	+26
construction joiners and carpenters	construction	207	183	+24

Balanced occupations in the national forecast	Sector	Number of counties with predicted balance (2025)	Number of counties with predicted balance (2024)	Difference between 2025 vs 2024
cooks	accommodation and food service	199	176	+23
physiotherapy technicians and assistants	medical and care	196	180	+16
toolmakers	manufacturing	183	161	+22

Source: Own analysis based on data from barometrzwodow.pl

When analysing the list of sustainable occupations, particular attention should be given to those predicted to maintain balance in the highest number of counties. Changes in these professions are minor, and demand remains stable across forecast editions. The table below lists 14 occupations expected to be balanced in at least 368 of Poland's 380 counties in 2025.

Table 3. Sustainable Occupations in the Largest Number of Counties in the 2025 Forecast

Balanced occupations in the national forecast	Sector	Number of counties with predicted balance (2025)	Number of counties with predicted balance (2024)	Difference between 2025 vs 2024
events, cultural activities and animation organizers	cultural and social	372	369	+3
passenger car drivers	TSL (transport-shipping-logistics)	371	372	-1
car wash, laundry and ironing workers	customer services	371	371	0
lawyers	financial and legal	370	373	-3

Balanced occupations in the national forecast	Sector	Number of counties with predicted balance (2025)	Number of counties with predicted balance (2024)	Difference between 2025 vs 2024
opticians and prosthetics workers	medical and care	370	367	-3
trade representatives	commercial	370	364	+6
sales managers	commercial	369	369	0
architects and urban planners	construction	369	366	+3
dental technicians	medical and care	369	359	+10
funeral service workers	customer services	368	369	-1
sport and recreation instructors	cultural and social	368	367	+1
logistics managers	TSL (transport-shipping-logistics)	368	365	+3
photographers	customer services	368	363	+5
veterinarians	agriculture	368	358	+10

Source: Own analysis based on data from barometr.zawodow.pl

3.6. Surplused occupations

None

Surplus
occupations

The 2025 forecast marks the fourth consecutive year without any surplus professions in Poland - that is, occupations where difficulties in finding employment would be widespread, affecting at least half of the country's counties. This means that, **in general, the labour market will remain favorable for job seekers, and unemployment is expected to stay at a low level.**

It is important to remember, however, that regions and counties differ significantly, and **local difficulties in accessing jobs may arise. This issue will primarily affect economists.** A surplus of candidates in this profession is forecast in 118 counties, but the situation is steadily improving. Compared to the 2024 forecast, 12 counties have transitioned out of the surplus category, and the number has dropped by as many as 232 counties compared to 2016. This reflects growing awareness that the large numbers of higher education and secondary school graduates entering the labour market annually have limited career prospects in this field. However, investing in additional qualifications and foreign language skills greatly increases the chances of securing employment.

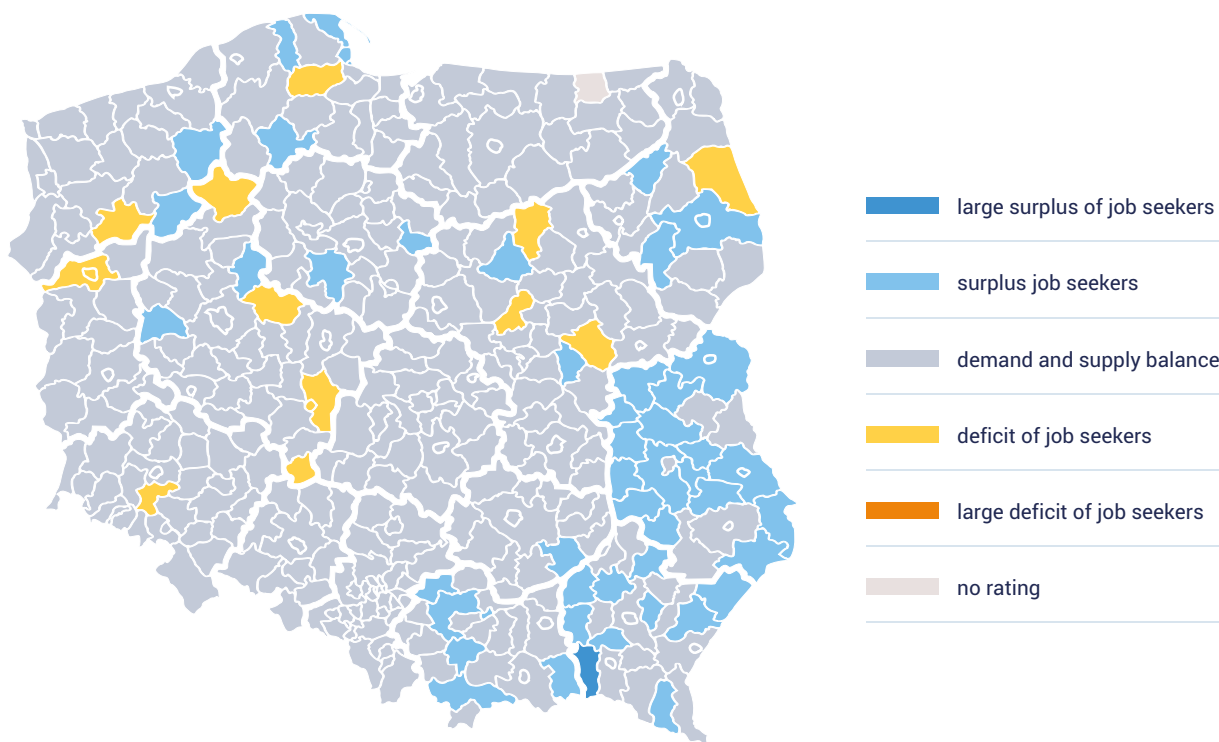
| 33

In 2025, IT technicians will also face significant competition for job offers. A surplus of qualified and willing candidates is forecast in 51 counties, 20 more than the previous year. This worsening situation results from weaker overall performance in the IT sector and technological advancements. The increasing prevalence of AI tools is reducing demand for lower-level, "junior" roles, while employers' requirements for candidates (regarding work experience and knowledge of specific techniques/tools) are increasing²¹). Given the continued high influx of secondary school graduates into this profession – in the 2023/2024 school year, it was the most commonly trained profession in Polish vocational schools – the time needed to find work in this field may lengthen in many counties.

The demand for IT technicians in 2025 is illustrated on the map below.

21 Own calculations based on data provided for the research purposes by the MEN.

Map 2. Demand for IT Technicians in 2025*



*this profession is defined in accordance with the occupational classification used in the Occupational Barometer study, encompassing selected positions within the “35 IT Technicians” category of the broader occupational classification (KZiS)

Source: barometrzedowow.pl

Detailed data, including a list of professions forecast to have a surplus in at least 20 counties, is presented in the table below.

Table 4. Professions Forecasted as Surplus in the Most Counties in 2025

Occupations	Sector	Number of counties with surplus in 2025	Number of counties with surplus in 2024	Difference between 2025 and 2024
economists	financial and legal	118	130	-12
it technicians	information technology	51	31	+20
administration and office clerks	administration and office	45	49	-4
political scientists, historians, philosophers	cultural and social	38	47	-9
travel consultants and clerks	accommodation and food service	35	30	+5
mechanical engineering technicians	mechanical and automotive	33	30	+3
food and nutrition technology professionals	food processing	33	33	0
hairdressers	customer services	28	21	+7
administration professionals	administration and office	24	30	-6
salespeople and pos operators	commercial	23	20	+3
farmers and animal producers	agriculture	23	24	-1
sociologists and social/economic surveys professionals	cultural and social	23	21	+2
construction technicians	construction	21	22	-1

3.7. Diversity of the situation in regions

33

deficit occupations
in region
capitals

Special attention is paid to regional capitals, as they represent the largest and most diverse labour markets²². The 2025 forecast indicates that while the **situation in these cities will remain stable, demand for workers is expected to decline**.

Thirty-three professions will be in deficit, down by eight compared to 2024 and 19 compared to 2023. There is no need to fear rising unemployment, however, as no surplus professions are expected. Occupations no longer in deficit have transitioned

into the balanced category.

Professions transitioning from a deficit in 2024 to balanced status in 2025 include:

- ✓ construction industry: concrete placers, concrete finishers and related workers, pavers, finishing work technologists in building trades,
- ✓ information technology industry: analysts, testers and ICT system operators, database designers and administrators, programmers;
- ✓ manufacturing industry: painters and varnishers, handicraft workers in wood and joiners
- ✓ TSL (transport-shipping-logistics) industry: postmen and package deliverers, train drivers.
- ✓ accommodation and food service: cooks.

| 36

As such, in major cities, firms in construction, production, and IT are expected to limit their recruitment efforts. The reorganization of companies like PKP Cargo and Poczta Polska is expected to reduce deficits in the TSL sector, particularly among train drivers and postmen. Meanwhile, demand for cooks is stabilizing post-COVID, with many gaps being filled by foreign workers, such as war refugees from Ukraine, leading to forecast equilibrium.

At the same time, two professions, previously balanced in the 2024 forecast – educational counsellors and educators in educational and care institutions – are

²² The following cities were included in the analysis: Białystok, Bydgoszcz, Gdańsk, Gorzów Wielkopolski, Katowice, Kielce, Kraków, Lublin, Łódź, Olsztyn, Opole, Poznań, Rzeszów, Szczecin, Toruń, Warsaw, Wrocław, Zielona Góra. The forecast was prepared based on the same algorithm used to calculate provincial and national forecasts. This algorithm is described in the methodological chapter.

anticipated to be in deficit. These will join five other education-related professions, which were already in deficit last year. This highlights the particularly challenging situation for pedagogical institutions in regional capitals, which are expected to face significant staffing shortages across nearly all levels of education.

The full list of professions forecast to be in deficit in region capitals in 2025 is illustrated in the figure below.

Figure 1. Deficit Professions in regional Capitals Forecast for 2025

DEFICIT		
	accounting and bookkeeping clerks	nurses and midwives
	ambulance workers	pre-school teachers
	bakers	psychologists and psychotherapists
	bricklayers and plasterers	roofers and sheet metal workers in building trades
	bus drivers	social work professionals caring for the elderly and disabled
	construction installation assemblers	special school teachers
	construction joiners and carpenters	stock clerks
	construction workers	tailors and clothing manufacturers
	earthmoving plant operators and mechanics	teachers for practical vocational training
	educational counsellors	teachers of general subjects
	educators in educational and care institutions	teachers of vocational subjects
	electrical mechanics and electrical assemblers	tinsmiths and laquerers
	independent accountants	toolmakers
	manual workers in production and simple works	truck drivers
	medical doctors	uniformed services workers
	metal working machine tool setters and operators	welders
	motor vehicle mechanics and repairers	

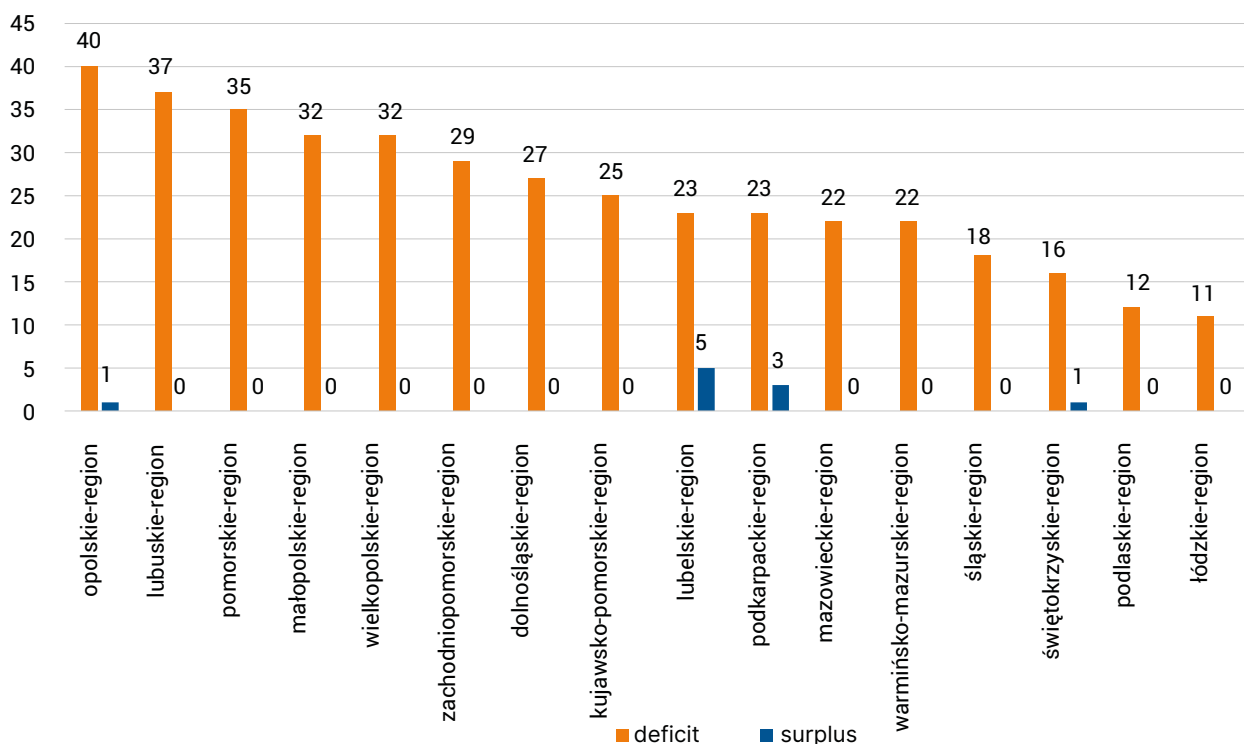
Source: Prepared based on data from barometrzwodow.pl

3.8. Diversity of the situation in regions

Comparing the forecasts for individual regions²³ significant differences **are visible in terms of deficit scales**. The fewest deficits will occur in the Łódzkie (11 professions), while the Opolskie will experience the most (40 professions). **Regarding surpluses, staffing situations across regions will be much more consistent** – twelve regions are not expected to have any surplus professions. The highest number may appear in the Lubelskie (5 professions). The detailed comparison is illustrated in the chart below.

²³ This section compares average forecasts for individual regions, calculated based on an algorithm based on forecasts for counties. The algorithm is described in Chapter 1. The forecast for each region is in Chapter 4.

Chart 3. Number of Deficit and Surplus Professions in Regional Forecasts for 2025



Source: Prepared based on data from barometrzwodow.pl

In regions with the highest number of deficit professions, such as **Opolskie**, **Lubuskie** and **Pomorskie**, staffing shortages will appear in medical and care professions, education, TSL (transport-shipping-logistics), manufacturing, as well as financial and legal sectors. Surpluses are expected only in Opolskie, in one profession – economists.

Other regions with substantial deficits include: **Małopolskie**, **Wielkopolskie**, **Zachodniopomorskie**, and **Dolnośląskie**. In these regions, jobs will be available in education, medical and care, and transportation fields (bus and truck drivers), and uniformed services workers. No surplus professions are anticipated in these regions.

Regions near the national deficit average: **Kujawsko-Pomorskie**, **Lubelskie**, **Podkarpackie**, **Mazowieckie**, and **Warmińsko-Mazurskie**. These areas are forecasted to have around 23 deficit professions, aligned with the national forecast. Recruitment problems will include teachers in vocational and special schools, medical professions (doctors, nurses, psychologists), and transportation (truck and bus drivers). Surpluses are forecasted for two regions: Lubelskie (5 surplus professions, including economists, philosophers, historians, political scientists, cultural experts, food and nutrition technology professionals, mechanical engineering technicians, and IT technicians) and Podkarpackie (3 professions: economists, philosophers, and sociologists and social/economic surveys professionals). Regions with the fewest deficit professions are **Śląskie**, **Świętokrzyskie**,

Podlaskie, and **Łódzkie**. These regions will face difficulties recruiting for medical professions (medical doctors, nurses, psychologists), truck drivers, electricians, and teachers for special schools. Only Świętokrzyskie will have a surplus, in one profession: economists.

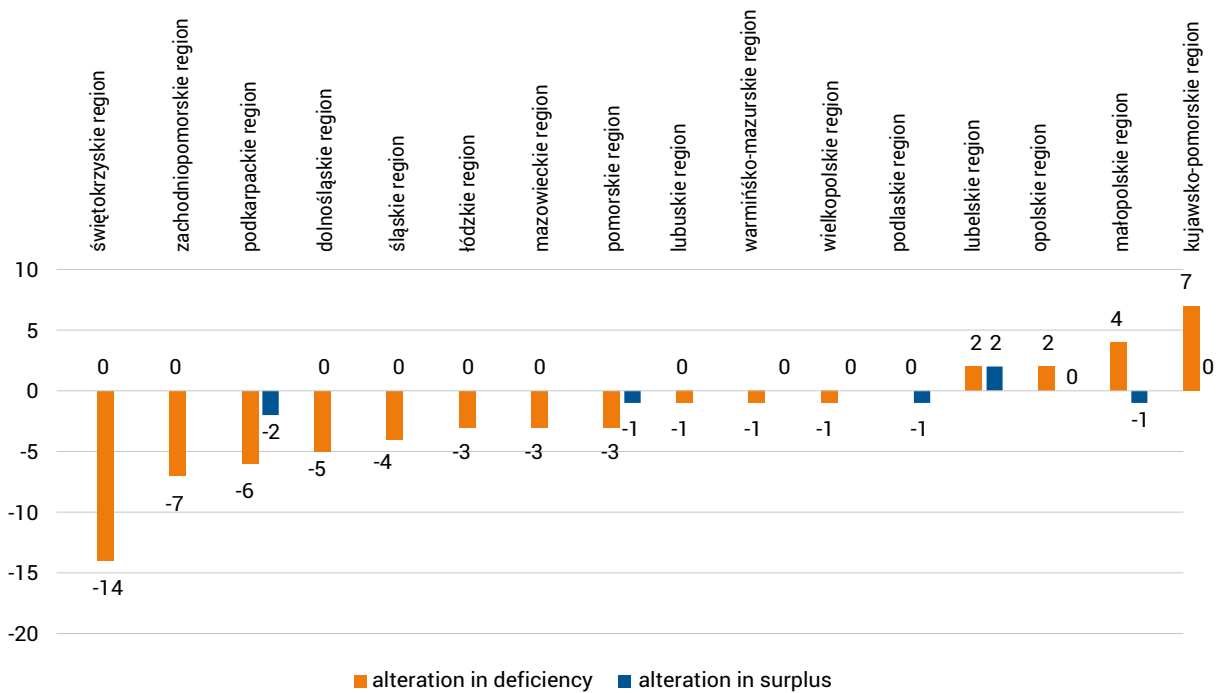
Comparing the regional forecasts for 2024 and 2025 reveals significant changes in the deficit group and minor changes in the surplus group.

In the case of deficit professions, a downward trend dominates. Eleven regions are expected to see fewer deficit professions. The largest decrease is projected for the Świętokrzyskie, with 14 fewer deficit professions. The smallest decrease will occur in Wielkopolskie, Warmińsko-Mazurskie, and Lubuskie, each seeing one fewer deficit profession. The number of deficit professions will increase in four regions, with Kujawsko-Pomorskie seeing the largest rise (an increase of seven professions). In one region, Podlaskie, the situation is predicted to remain unchanged.

In the case of surplus professions, the trend is characterized by stagnation. In eleven regions, the number of surplus professions will remain at the same level in 2025 as in 2024. A slight decrease in surplus professions is forecasted for four regions, with a maximum reduction of two surplus professions in Podkarpackie. An increase is anticipated in just one region, Lubelskie, with two additional surplus professions.

The detailed data is illustrated in the chart below.

Chart 4. Change in the Number of Deficit and Surplus Professions in Regional Forecasts Between 2024 and 2025



Source: Own analysis based on data from barometrzwodow.pl

3.9. Summary

In 2025, labour market shortages will significantly decrease. From the perspective of job seekers, this means that finding employment may be more difficult than in previous years and may also take longer. Job offers might also be less attractive. Nevertheless, for individuals willing to work and possessing the required qualifications, there should still be available job opportunities.

Shortages are expected in 23 professions (6 fewer than the previous year)²⁴. The most common challenges will be in recruiting psychologists and psychotherapists (shortages in 334 districts), who have slightly surpassed the previously leading category of truck drivers (shortages in 331 districts). Following these are other professions within the medical and care sector: doctors (shortages in 315 districts) and nurses and midwives (shortages in 300 districts).

Importantly, in the vast majority of professions, demand will match the supply of labour, and no profession (on a national scale) will experience a surplus of workers. This forecast allows for a moderately optimistic outlook on the labour market in 2025.

²⁴ The list of competitions can be found on the poster for Poland on page 43.



4. Posters

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

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 regions and Poland.

Occupational Barometer 2025

Poland



www.barometrzwodow.pl

DEFICIT

Accounting and bookkeeping clerks
Bricklayers and plasterers
Bus drivers
Construction installation assemblers
Construction workers
Earthmoving plant operators and mechanics
Electrical mechanics and electrical assemblers
Independent accountants

Medical doctors
Motor vehicle mechanics and repairers
Nurses and midwives
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
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 joiners and carpenters
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
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
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
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
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
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

The "Occupational Barometer" is a forecast for the demand for employees in 2025. The study was conducted among experts at the turn of the third and fourth quarters of 2024. The situation in some professions may change depending on market conditions. The nationwide results include all professions assessed in the study.

Occupational Barometer 2025

dolnośląskie region



www.barometrzwodow.pl

DEFICIT

Accounting and bookkeeping clerks
Ambulance workers
Bus drivers
Construction installation assemblers
Construction workers
Cooks
Earthmoving plant operators and mechanics
Educational counsellors
Electrical mechanics and electrical assemblers
Independent accountants

Kitchen helpers
Medical doctors
Metal working machine tool setters and operators
Nurses and midwives
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
Truck drivers
Uniformed services workers
Welders

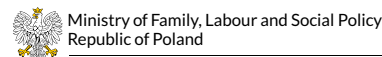
BALANCE

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
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
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
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
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
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
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
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
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
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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Occupational Barometer 2025

kujawsko-pomorskie region



www.barometrzwodow.pl

DEFICIT	BALANCE
<ul style="list-style-type: none"> Bricklayers and plasterers Bus drivers Construction installation assemblers Construction joiners and carpenters Construction workers Electrical mechanics and electrical assemblers Finishing work technologists in building trades Independent accountants Medical doctors 	<ul style="list-style-type: none"> Metal working machine tool setters and operators Motor vehicle mechanics and repairers Nurses and midwives 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
	<ul style="list-style-type: none"> Stock clerks Teachers for practical vocational training Teachers of general subjects Teachers of vocational subjects Toolmakers Truck drivers Uniformed services workers Welders
	<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 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 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
	<ul style="list-style-type: none"> 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 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 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
	<ul style="list-style-type: none"> 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 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 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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 <p>Regional/Province coordinator</p>	 <p>National coordinator</p>	 <p>The person ordering the study</p>
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Occupational Barometer 2025

Iubelskie region



www.barometrzasowodow.pl

DEFICIT	BALANCE	SURPLUS
Accounting and bookkeeping clerks Bakers Bus drivers Construction installation assemblers Construction joiners and carpenters Cooks Earthmoving plant operators and mechanics Electrical mechanics and electrical assemblers	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 managers Construction supervision inspectors Construction technicians Construction workers 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	Economists Food and nutrition technology professionals
Independent accountants Medical doctors 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	Farmers and animal producers Farming and forestry advisers Finance professionals Finishing work technologists in building trades Florists 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 engineers Medical imaging and therapeutic equipment technicians Medical laboratory diagnosticians Metal processing workers Metal working machine tool setters and operators 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	IT technicians Mechanical engineering technicians
Special school teachers Stock clerks Teachers for practical vocational training Teachers of vocational subjects Truck drivers Uniformed services workers Welders	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 Social work professionals caring for the elderly and disabled 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 Teachers of general subjects Telecommunications specialists Tinsmiths and laquerers Toolmakers Trade representatives Train drivers Translators, interpreters and other linguists Travel consultants and clerks Upholsterers Veterinarians Vindicators Visual artists and interior designers Waiters and bartenders Webmasters	Political scientists, historians, philosophers

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Occupational Barometer 2025

Iubuskie region



www.barometrzwodow.pl

DEFICIT

Accounting and bookkeeping clerks
Ambulance workers
Bakers
Bricklayers and plasterers
Bus drivers
Construction installation assemblers
Construction workers
Cooks
Earthmoving plant operators and mechanics
Educational counsellors
Educators in educational and care institutions
Electrical mechanics and electrical assemblers
Electronic assemblers

Handicraft workers in wood and joiners
Human resources and recruitment professionals
Independent accountants
Machinery mechanics and operators
Manual workers in production and simple works
Medical doctors
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
Speech therapists and audiophonologists
Stock clerks
Tailors and clothing manufacturers
Teachers for practical vocational training
Teachers of general subjects
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
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
Economists
Electrical and energetic engineers
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
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
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
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

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
Salespeople and pos operators
Secretaries and assistants
Service managers
Shoemakers
Social institutions and culture managers
Sociologists and social/economic surveys professionals
Sport and recreation instructors
Stonemasons
Structural metal workers
Suppliers
Surveyors and cartographers
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 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 2025

łódzkie region



www.barometrzaslowow.pl

DEFICIT

Bus drivers
Earthmoving plant operators and mechanics
Electrical mechanics and electrical assemblers
Medical doctors

Nurses and midwives
Psychologists and psychotherapists
Special school teachers
Stock clerks

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
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
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
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
Speech therapists and audiophonologists
Sport and recreation instructors
Stonemasons
Structural metal workers
Suppliers
Surveyors and cartographers
Tailors and clothing manufacturers
Teachers for practical vocational training
Teachers of general subjects
Teachers of vocational 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

Occupational Barometer 2025

małopolskie region



www.barometrzaslowow.pl

DEFICIT

Bakers
Bricklayers and plasterers
Bus drivers
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
Independent accountants
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
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
Teachers for practical vocational training
Teachers of general subjects
Teachers of vocational subjects
Tinsmiths and laquerers
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 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
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
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
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
Shoemakers
Social institutions and culture managers
Social workers
Sociologists and social/economic surveys professionals
Sport and recreation instructors
Stock clerks
Stonemasons
Structural metal workers
Suppliers
Surveyors and cartographers
Tailors and clothing manufacturers
Telecommunications specialists
Textile machine operators
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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Occupational Barometer 2025

mazowieckie region



www.barometrzaszawodow.pl

DEFICIT

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

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

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
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 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
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
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
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
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



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 2025

opolskie region



www.barometrzaszawodow.pl

DEFICIT

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

Finishing work technologists in building trades
Handicraft workers in wood and joiners
Independent accountants
Machinery mechanics and operators
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
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
Tinsmiths and laquerers
Toolmakers
Truck drivers
Uniformed services workers
Upholsterers
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 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
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
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
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

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
Trade representatives
Train drivers
Translators, interpreters and other linguists
Travel consultants and clerks
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 OPOLE



JEDNOSTKA SAMORZĄDU
Województwa Opolskiego



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 2025

podkarpackie region



www.barometrzaslowow.pl

DEFICIT

Accounting and bookkeeping clerks
Automotive diagnosis technicians
Bakers
Bus drivers
Construction installation assemblers
Construction joiners and carpenters
Construction managers
Earthmoving plant operators and mechanics

Electrical mechanics and electrical assemblers
Independent accountants
Medical doctors
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
Special school teachers
Teachers for practical vocational training
Teachers of vocational subjects
Truck drivers
Uniformed services workers
Welders

BALANCE

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
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 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 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
Opticians and prosthetics workers
Other education specialists
Painters and varnishers
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
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
Social institutions and culture managers
Social work professionals caring for the elderly and disabled
Social workers
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
Tinsmiths and laquerers
Toolmakers
Trade representatives
Train drivers
Translators, interpreters and other linguists
Travel consultants and clerks
Upholsterers
Veterinarians
Visual artists and interior designers
Waiters and bartenders
Webmasters

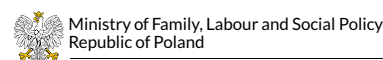
SURPLUS

Economists

Political scientists, historians, philosophers

Sociologists and social/economic surveys professionals

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Regional/Province coordinator

National coordinator

The person ordering the study

Occupational Barometer 2025

podlaskie region



www.barometrzwodow.pl

DEFICIT	DEFICIT	
	Earthmoving plant operators and mechanics	Pre-school teachers
	Electrical mechanics and electrical assemblers	Psychologists and psychotherapists
	Medical doctors	Special school teachers
	Nurses and midwives	Teachers for practical vocational training
	Teachers of vocational subjects	Truck drivers
	Uniformed services workers	Welders
BALANCE	BALANCE	
	Accounting and bookkeeping clerks	Events, cultural activities and animation organizers
	Acoustics and sound engineers	Farmers and animal producers
	Administration and office clerks	Farming and forestry advisers
	Administration professionals	Finance professionals
	Agricultural and gardening machines operators	Finishing work technologists in building trades
	Ambulance workers	Fishermen
	Analysts, testers and ICT system operators	Florists
	Animal services workers	Food and nutrition technology professionals
	Architects and urban planners	Food processing workers
	Archivists and curators	Forest workers
	Assistants in education	Funeral service workers
	Automotive diagnosis technicians	Gardeners i orchardists
	Bakers	Glaziers and window fitters
	Beauticians	Graphic and multimedia designers
	Biologists, biotechnologists	Hairdressers
	Bricklayers and plasterers	Handicraft workers in leather and related materials
	Bus drivers	Handicraft workers in wood and joiners
	Butchers and fishmongers	Health and safety workers
	Car wash, laundry and ironing workers	Household helps
	Caretakers, doorkeepers, janitors and custodians	Human resources and recruitment professionals
	Cement and stone machine operators	Independent accountants
	Chefs	Insurance agents
	Chemical engineers and chemists	Internet salespersons
	Chemical products plant and machine operators	IT technicians
	Childminders	Journalists and editors
	Cleaning workers	Kitchen helpers
	Clearing and forwarding agents	Landscape architects
	Concrete placers, concrete finishers and related workers	Lawyers
	Confectioners	Librarians and related information professionals
	Construction engineers	Logistics managers
	Construction installation assemblers	Machinery mechanics and operators
	Construction joiners and carpenters	Management and business service managers
	Construction managers	Manual workers in production and simple works
	Construction supervision inspectors	Mechanical engineering technicians
	Construction technicians	Mechanical engineers
	Construction workers	Medical imaging and therapeutic equipment technicians
	Contact centre agents, survey and market research interviewers	Medical laboratory diagnosticians
	Cooks	Metal processing workers
	Crane, hoist and related plant operators	Metal working machine tool setters and operators
	Database designers and administrators, programmers	Meteorologists, geologists, geographers
	Dental technicians	Miners and mining plant and machine operators
	Dentists	Motor vehicle mechanics and repairers
	Driving instructors	Opticians and prosthetics workers
	Economists	Other education specialists
	Educational counsellors	Painters and varnishers
	Educators in educational and care institutions	Paper manufacturing and processing machine operators
	Electrical and energetic engineers	Passenger car drivers
	Electronic assemblers	Pavers
	Electronics technology, automation and robotics specialists	Pharmacists
	Environmental and sustainability workers	Photographers
	Environmental engineering engineers	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 work professionals caring for the elderly and disabled	Sociologists and social/economic surveys professionals
	Social workers	Speech therapists and audiophonologists
	Sociologists and social/economic surveys professionals	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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Occupational Barometer 2025

pomorskie region



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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
Independent accountants
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
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
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
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
Kitchen helpers
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
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
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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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 2025

śląskie region



www.barometrzaslowow.pl

DEFICIT

Bricklayers and plasterers
Bus drivers
Construction workers
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
Special school teachers

Teachers for practical vocational training
Teachers of vocational subjects
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
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 installation assemblers
Construction joiners and carpenters
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
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 and 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
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
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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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 2025

świętokrzyskie region



www.barometrzaowodow.pl

DEFICIT	BALANCE	SURPLUS
<ul style="list-style-type: none"> Bus drivers Construction installation assemblers Construction workers Earthmoving plant operators and mechanics Electrical mechanics and electrical assemblers Independent accountants 	<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 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 Metal working machine tool setters and operators Nurses and midwives Psychologists and psychotherapists Special school teachers Teachers for practical vocational training Teachers of vocational subjects Toolmakers Truck drivers Welders 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 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 Trade representatives Train drivers Translators, interpreters and other linguists Travel consultants and clerks Uniformed services workers Upholsters 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 Kielcach

Regional/Province coordinator



INSTITUTION OF THE MAŁOPOLSKA 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 2025

warمیńsko-mazurskie region



www.barometrzaswadow.pl

DEFICIT

Bricklayers and plasterers
Bus drivers
Construction installation assemblers
Construction joiners and carpenters
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
Physiotherapy technicians and assistants
Psychologists and psychotherapists
Roofers and sheet metal workers in building trades
Special school teachers

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
Construction workers
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
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 work professionals caring for the elderly and disabled
Social workers
Sociologists and social/economic surveys professionals
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

Occupational Barometer 2025

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
Educational counsellors
Electrical mechanics and electrical assemblers

Electronics technology, automation and robotics specialists
Finishing work technologists in building trades
Independent accountants
Medical doctors
Metal working machine tool setters and operators
Nurses and midwives
Pre-school teachers
Psychologists and psychotherapists
Railway traffic operators
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
Train drivers
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
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
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
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
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
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
Tailors and clothing manufacturers
Telecommunications specialists
Tinsmiths and laquerers
Trade representatives
Translators, interpreters and other linguists
Travel consultants and clerks
Upholsters
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 2025. The study was conducted among experts at the turn of the third and fourth quarters of 2024. 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 2025

zachodniopomorskie region



www.barometrzaowodow.pl

DEFICIT

Accounting and bookkeeping clerks
Ambulance workers
Bus drivers
Construction workers
Cooks
Earthmoving plant operators and mechanics
Educational counsellors
Educators in educational and care institutions
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
Pre-school teachers
Primary education teachers
Psychologists and psychotherapists
Social work professionals caring for the elderly and disabled

Social workers
Special school teachers
Speech therapists and audiophonologists
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
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
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
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
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

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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
Shipdeck crew, ship and port operators
Shoemakers
Social institutions and culture managers
Sociologists and social/economic surveys professionals
Sport and recreation instructors
Stock clerks
Stonemasons
Structural metal workers
Suppliers
Surveyors and cartographers
Tailors and clothing manufacturers
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URZĄD PRACY
W SZCZECINIE



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

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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The report is available in a digital version on the website

www.barometrzasawodow.pl, in the publications bookmark on the website.



Ministry of Family, Labour and Social Policy
Republic of Poland



MAŁOPOLSKA