

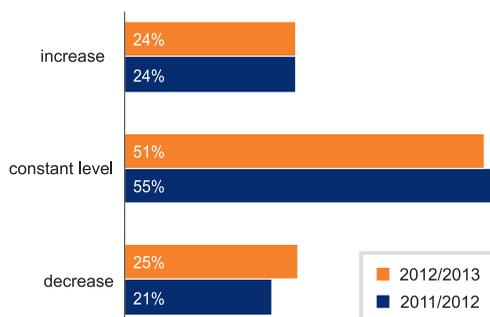
Employer – Market – Employee

Employment level in Małopolska companies

The employment situation amongst Małopolska employers is difficult but relatively stable. In 2012/2013, more than half of their number (51%) noted no changes in the employment level. However, compared with 2011/2012, the percentage of companies increased (from 21% to 25%) in which the number of staff dropped. In nearly every fourth enterprise, employment grew on a year-to-year basis.

The employers' employment plans were not very optimistic either – 16% of them declared that they intended to recruit staff in the second half of 2013, and more than 70% were convinced that no recruitment would be done.

Changes in the level of employment

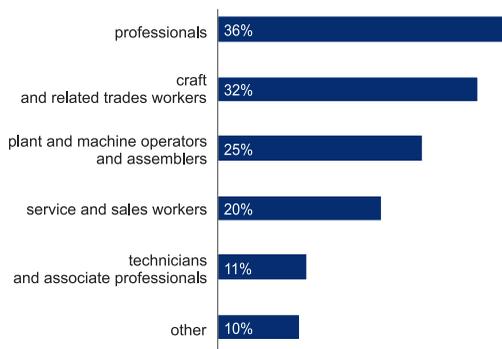


Demand for employees

In mid-2013, less than 13% of companies were looking for employees. It was a lower figure than in 2012, when, at the time when the survey was being done, 20% of the enterprises were recruiting staff.

The candidates who were demanded most were professionals (36%). Nearly the same number of recruits were craft and related trades workers (32%). One fourth of the employers recruited workers as plant and machine operators and assemblers, followed by service and sales workers and mid-level professionals.

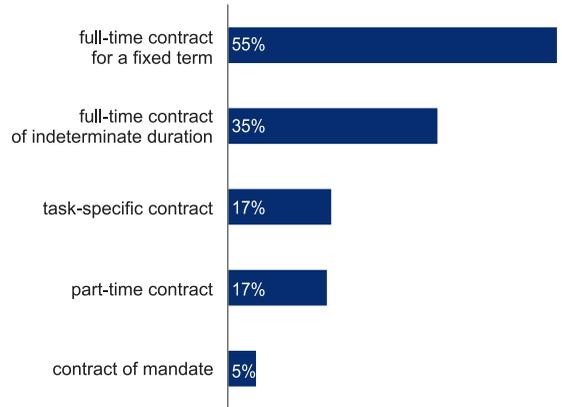
Demand for employees in mid-2013



In the group of professionals, primarily economic and management professionals were in demand (e.g. accountants or training professionals), as well as teaching professionals. As regards trade workers, recruitment was done to employ building workers (such as plasterers, assemblers, pipe fitters, painters) and metal workers /machinery mechanics and repairers (including: motor vehicle mechanics and repairers, building machinery mechanics, sheet metal workers, gate installers). Furthermore, some of the employers were looking for drivers and motor vehicle operators and drivers and sales workers.

Practically all positions offered by the recruiting employers had existed in their companies before. More than half of the recruiting businesses offered fixed-term contracts, whilst contracts of indeterminate duration were less frequent. Task-specific contracts or contracts of mandate were not the forms of employment to be proposed very frequently.

Types of contracts offered to candidates for work

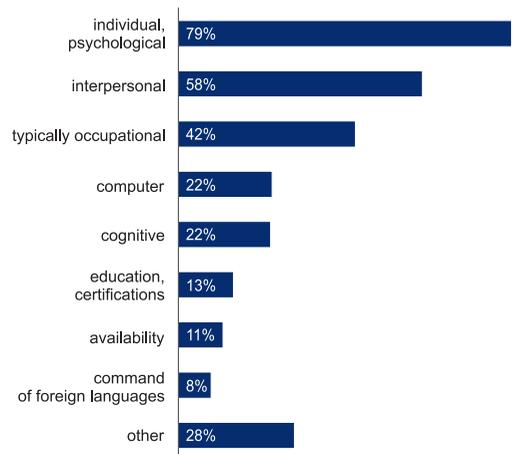


Expectations by employers of candidates for work

Employers paid more attention to the candidates' work experience than the level and area of their educational background. For more than half of them (53%), the level of education was not a criterion for recruiting employees. In turn, work experience was taken into consideration by nearly two thirds of the recruiting employers. The situation was different in the public sector where education was decisive (88%) whilst work experience was less relevant (47%).

What was expected of candidates for work? The competences in highest demand amongst the employers included those relating to individual characteristics or attitudes (79%). The employers expected: responsibility, work discipline and honesty; creativity; politeness, pleasant appearance; willingness to work; independence and conscientiousness. Other qualities mentioned very often included interpersonal skills (58%), such as communication, teamwork – clear conveyance of ideas. Less than half of all indications related to typically occupational

Key competences of candidates for work



competences (42%). If computer literacy was required (22%), it was to an advanced degree. About every fifth indication was about cognitive skills, i.e. learning and problem-solving skills.

Expectations of employers in construction and industry

Construction and industrial employers pointed to universal qualities expected of their prospective employees, regardless of the type of position to be occupied. Such requirements included primarily: work experience, manual skills, and certain individual and interpersonal

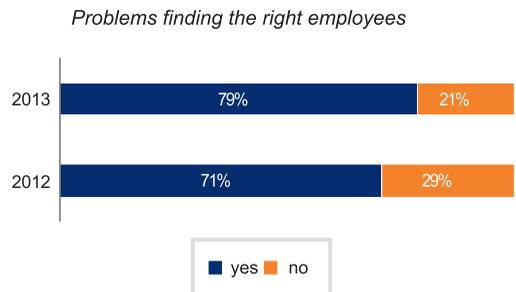
characteristics or attitudes (such as willingness to work, commitment, communication, ability to work in a group). Other requirements set for the candidates related to the specificities of the jobs concerned.

Requirements set for candidates for work at selected positions in construction and industry

position	experience	education	other requirements
managerial staff	absolutely required	higher or secondary	command of foreign languages, sometimes specialist certification were required
accounting staff	absolutely required	higher or secondary, in the relevant area	knowledge of regulations, accuracy, assiduousness, loyalty
constructors	not always required	higher, in the relevant area of study	knowledge of technical drawing, knowledge of computer programmes
building workers at different levels	not always required	irrelevant	certifications, e.g. to work at heights, operation of machines, including fork lift trucks, C+E driving license
electricians	required	secondary, in the relevant area of study	SEP (polish electrical engineers association) certifications, knowledge of electrical engineering and electronics
assemblers	not always required	irrelevant	manual skills, independence, decision-making and problem-analysing skills
stock clerks	required	irrelevant	certifications to operate fork lift trucks

Difficulties in the process of recruitment

The difficulties experienced by employers in the process of recruitment are growing year after year. In any case, employers are more and more often taking note of them. In mid-2013, as many as 79% of the recruiting companies complained of difficulties finding employees. In 2012, similar problems had been mentioned by 71% of them. Most often, the candidates for work did not meet the employers' expectations for failure of having the required skills and competences or the required work experience. A considerable number of enterprises also complained about the employees' lack of motivation and willingness to work.

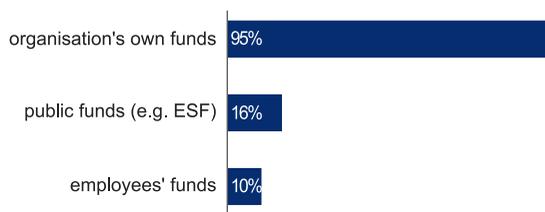


Training policies of Małopolska employers

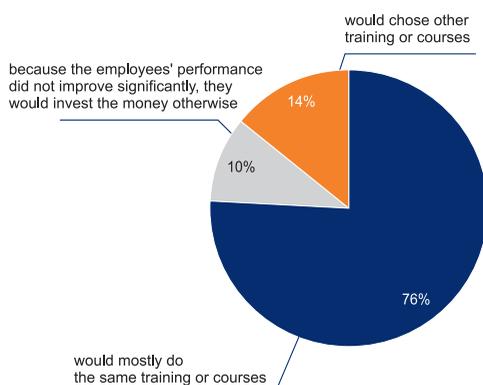
In 2012/2013, 43% of the employers ran courses or training for their employees in addition to the mandatory ones (work safety or fire-prevention) and the figure was lower than in 2011/2012. Furthermore, there was an increase in the percentage of businesses which organised in-house training (i.e. delivered by the company's own staff – 19%) only, and of those who supplemented external courses (offered by third-party providers) with in-house training (39%). In 2013, 42% of the employers organised external courses only. This related directly to the training costs which for many company owners were too high. Use of state aid for training was not very popular (16%). Employers were primarily concerned about the difficult procedures for obtaining the funds and settling the accounts.

However, employers who had run training were in most cases satisfied with their quality. If they were to choose again, more than three quarters of the employers active in terms of training would do the same training events or courses. 14% of them declared they would choose different ones and every tenth of them would invest the resources differently because the quality of the trainees' work did not improve significantly.

Forms of funding measures to improve the employees' competences



Quality of training as seen by employers over time



The "Survey of Małopolska employers to assess demand for employees" was done between April and September 2013. It comprised several stages carried out with the application of different research methods (CATI, IDI). Information on the study methodology and its full results can be found in the report on "Employer – Market – Employee", available from the website at www.obserwatorium.malopolska.pl.

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