

FOR BUSINESSES

- ✓ Provide information about the most important job expectations in the languages of foreign workers' home countries.
- ✓ Offer stable employment conditions, such as permanent job contracts.
- ✓ Regularly assess the expectations of foreign workers in regards both to salary and to other conditions.

FOR NON-GOVERNMENTAL ORGANIZATIONS

- ✓ Prepare personal and professional development programs for foreigners.
- ✓ Organize Polish language learning support for foreigners.



This leaflet was created based on the research of Observatory of Economy and Labor Market of the Poznan Agglomeration (OGiRPAP) team which is part of Career Counselling Centre for Youth (CDZdM):

www.cdzdm.pl/PL-H128/raporty-z-badan.html



Foreign Employment in the Poznań Agglomeration



Study overview

In 2024, the Career Counselling Centre for Youth surveyed a random, representative sample of 600 entrepreneurs from the Poznań agglomeration who employed foreign workers.

We asked them, among other things, about the number, nationality, and types of positions held by foreign employees. While many of them (76.5%) employed people from Ukraine, nearly half (48,4%) had individuals from other countries in their workforce.



The employers evaluated the professional skills of foreign workers. They shared which qualities they value most in employees and what skills or qualifications are often missing. They also pointed out what actions foreign workers take to improve their position in the job market and how employers support them.

For example, 70% of business owners helped foreign workers with official paperwork, and 42% sent them to training courses. Importantly, one in four employers said that the demand for foreign workers will increase in the near future.

Based on the results, we present the following recommendations for both international newcomers who want to navigate the Poznań agglomeration job market and for institutions working in this area:

FOR FOREIGNERS LOOKING FOR WORK

- ✓ Use the support of career advisors and job placement services, for example, through Migrant Info Point in Poznań.
- ✓ Improve your Polish language skills. Language courses are organized by employers or external organizations like Migrant Info Point.
- ✓ Start the process of diploma recognition, for example, at local universities.
- ✓ Participate in vocational qualification courses designed for adult continuing education. These courses are often organized by institutions such as technical secondary schools, sectoral vocational schools, and vocational training centres.

FOR LOCAL GOVERNMENT

- ✓ Introduce funding mechanisms for internal company training, such as industry-specific or language skills training.
- ✓ Organize internships and apprenticeships, especially for young foreigners, for example, through the “Zaułek Rzemiosła” (Alley of Crafts) network.
- ✓ Expand the offer of vocational qualification courses.
- ✓ Strengthen cooperation with institutions offering short-term education, such as post-secondary schools.
- ✓ Assess the needs of the employers hiring foreigners and use the results to create a support system for them.

FOR UNIVERSITIES

- ✓ Offer part-time study programs for working foreigners.
- ✓ Run language courses that help foreigners obtain certificates, for example, through student organizations at the Faculty of Modern Languages or the Faculty of Polish and Classical Philology at Adam Mickiewicz University in Poznań.