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„Employers of Podkarpackie Voivodship" study conducted within *Podkarpackie Labour Market Observatory*

II wave of survey – 2012

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Purpose of the study

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- **Identification of development trends among the employers** in Podkarpackie voivodship
- To specify their **needs in the area of human capital development**
- Term relationships with employers of labor market institutions and the education sector,
- Show the image of graduates of vocational schools, and colleges in the opinion of employers,

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Methodology

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Methodology

Quantitative research

- **PAPI – 500 employers** (companies with different numbers of employees - small, medium and large, different location in poviats and according to their PKD classification
- **PAPI- 1108 employees** – women and men - management and technical staff)

Qualitative research

In-depth interviews(81 indyvidual i 6 group):

- **at the local level (in 4 poviats**) – local authorities, educational establishment administrative staff, employment agencies and education sector, selected employers and employees
- **at the regional level** (the local government authorities and voivodship authorities, Voivodship Labour Office and academic staff)
- **thematic interviews** (with labour market experts and representatives of institutions operating as part of the business environment)

Analysis of the secondary document and data

- **Data from Polish Central Statistical Office**
- **Other reports and document**

Summary of the results

- **Moderated discussion of experts**

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Survey Results

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Determination of the current economic condition of employers

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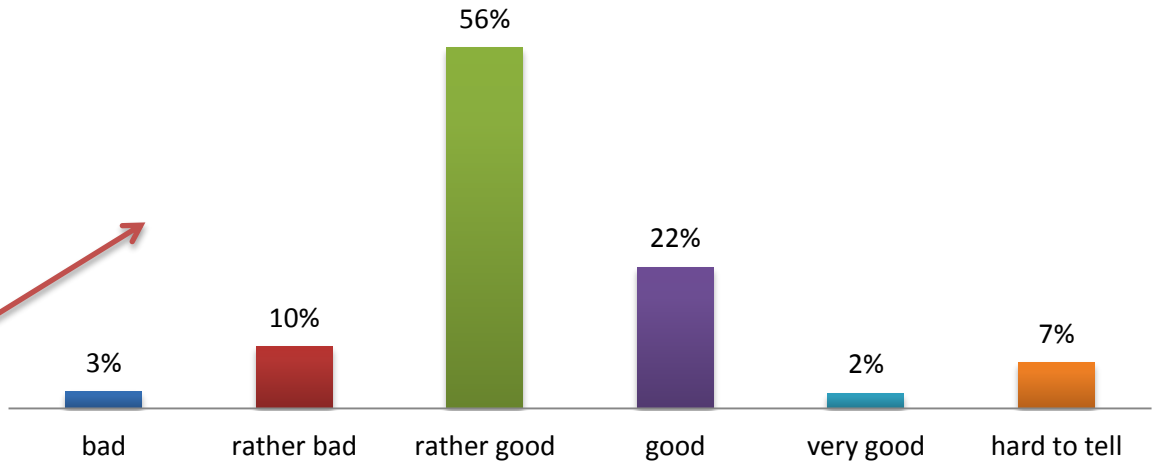
High level of employers' economic stability

- **Entities effectively resisted the negative effects of the financial crisis (june 2012)**

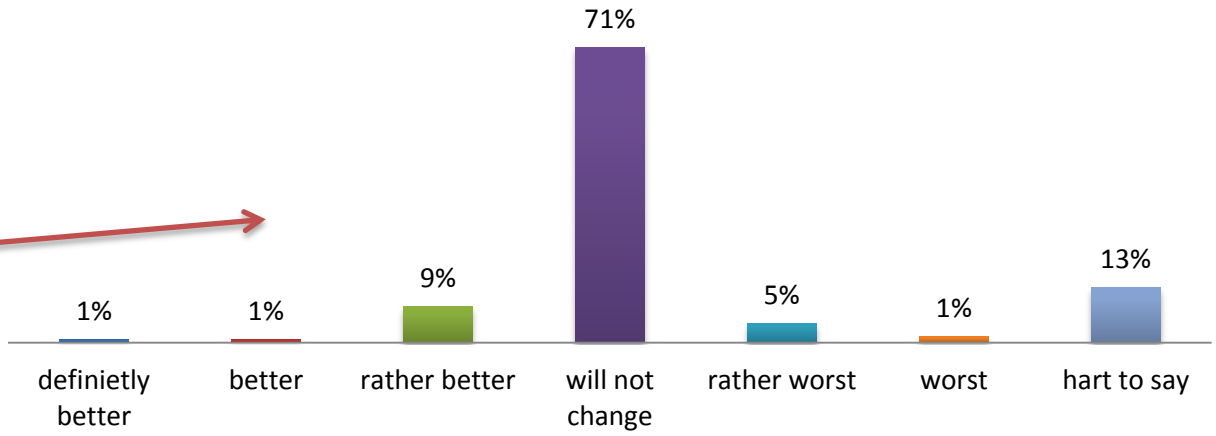
due to the character of the region's capital structure (low level of debt, low level of foreign investments, and reliance chiefly on the internal market)

Determination of the current and future economic condition of employers



Source: PAPI method carried out on employers , n=500

- **Good second's semester economic forecasts**



Source: PAPI method carried out on employers , n=500

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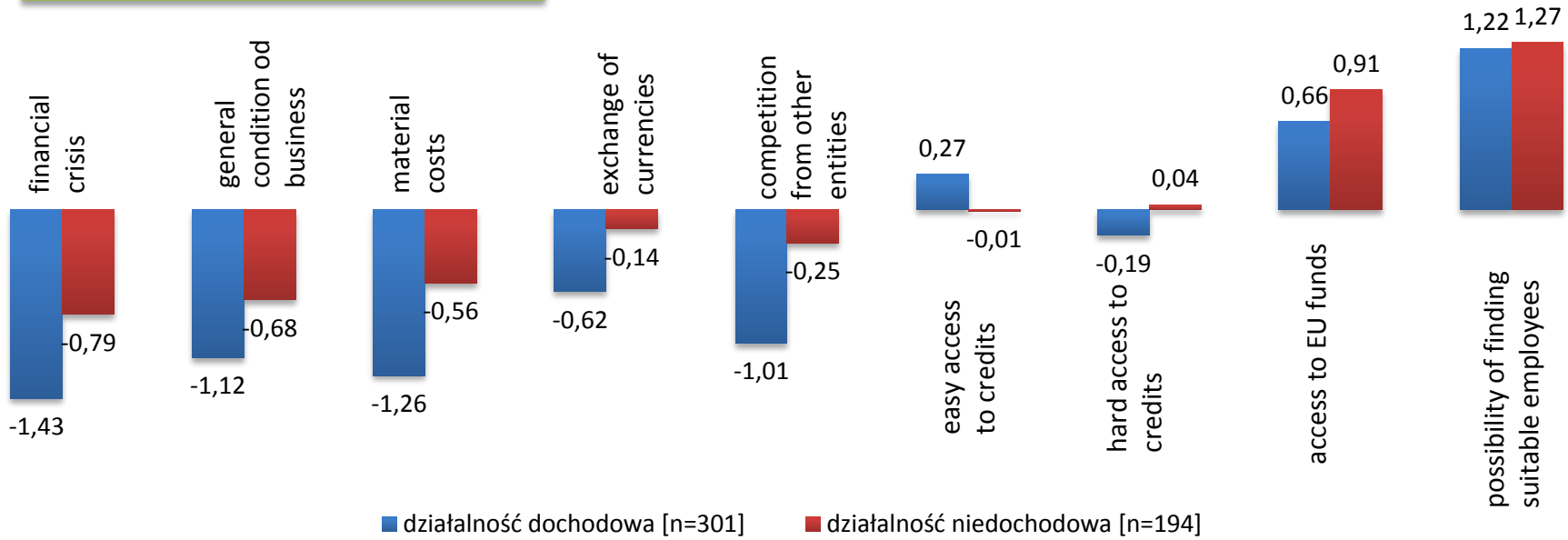
Determination of the current and future economic condition of employers

External factors affecting the situation of employers



Source: PAPI method carried out on employers, response scale from -3 to +3, where -3 indicates a very negative impact, 0 - no impact, and + 3 is a very positive impact.

- Factors which negatively influence an employer's economic situation include:
  - **the financial crisis**
  - **general condition of business**
  - **costs of the materials**
  - **exchange rate of currencies**
  - **competition from other entities**

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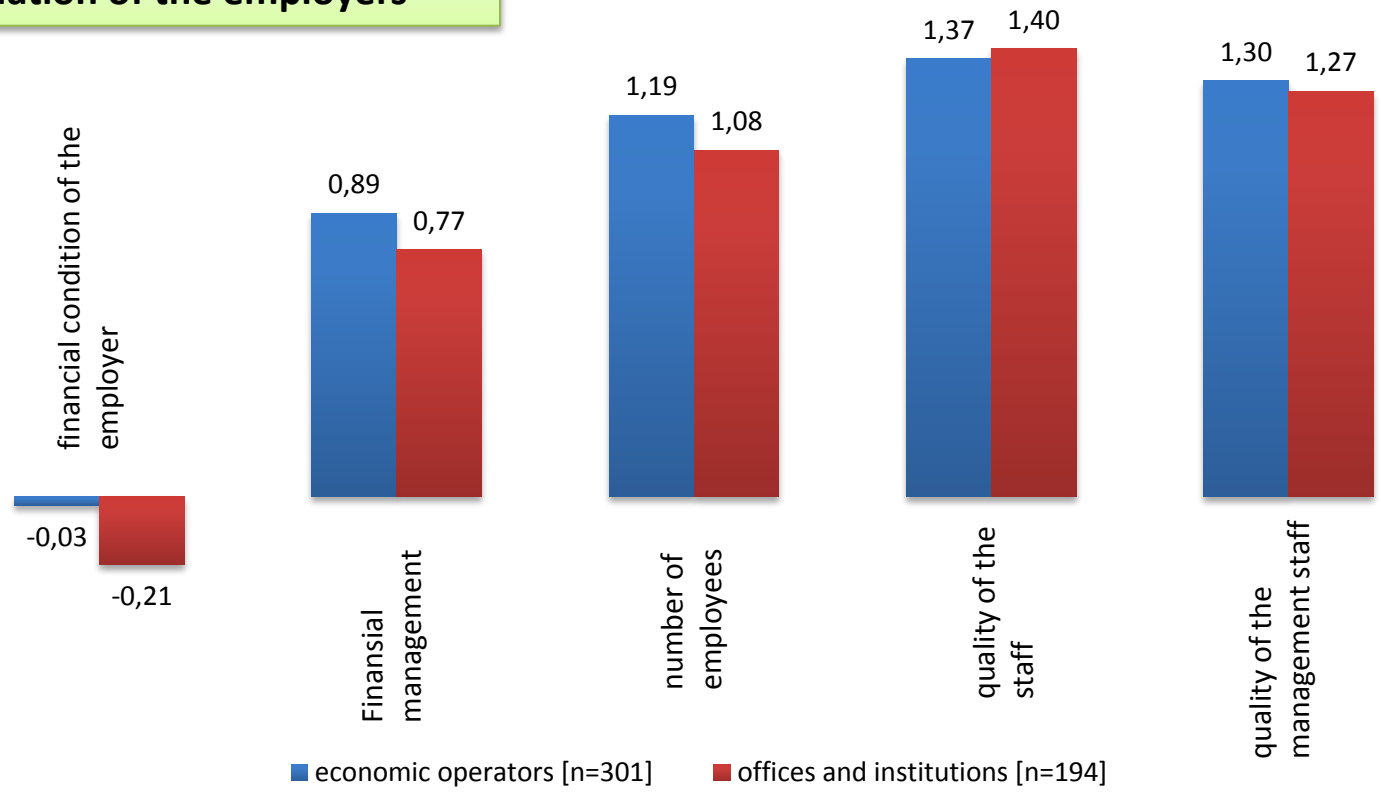
Determination of the current and future economic condition of employers

Internal factors affecting the situation of the employers



Source: PAPI method carried out on employers , the scale of answers from -3 to +3, where -3 indicates a very negative impact, 0 - no impact, and + 3 is a very positive impact.

- Internal factors were rated as most likely to achieve the **goals of the entity**

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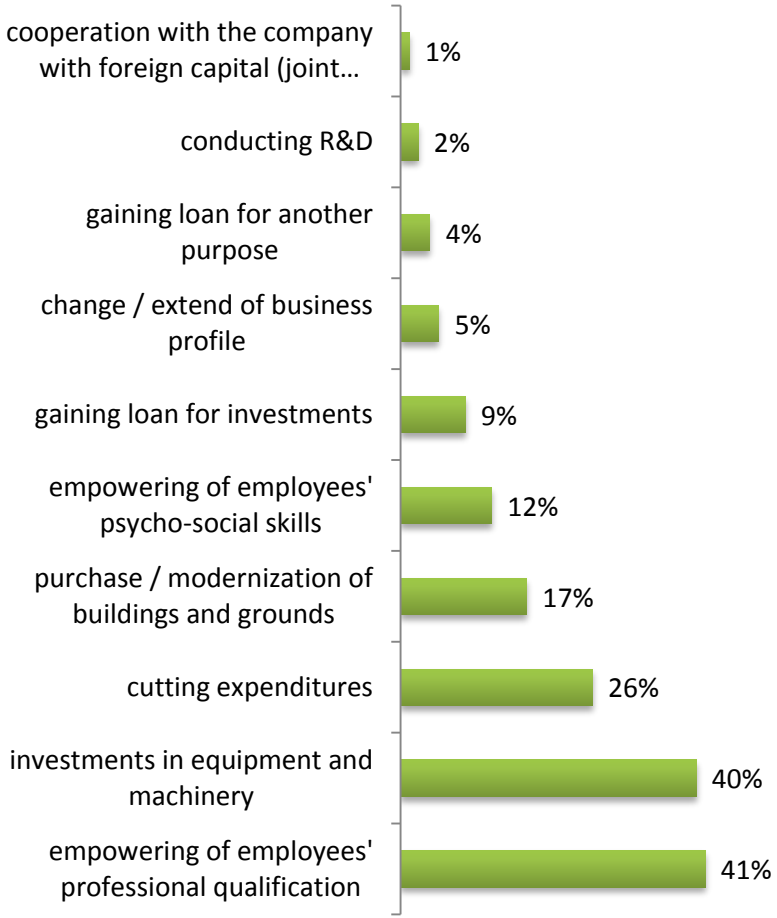
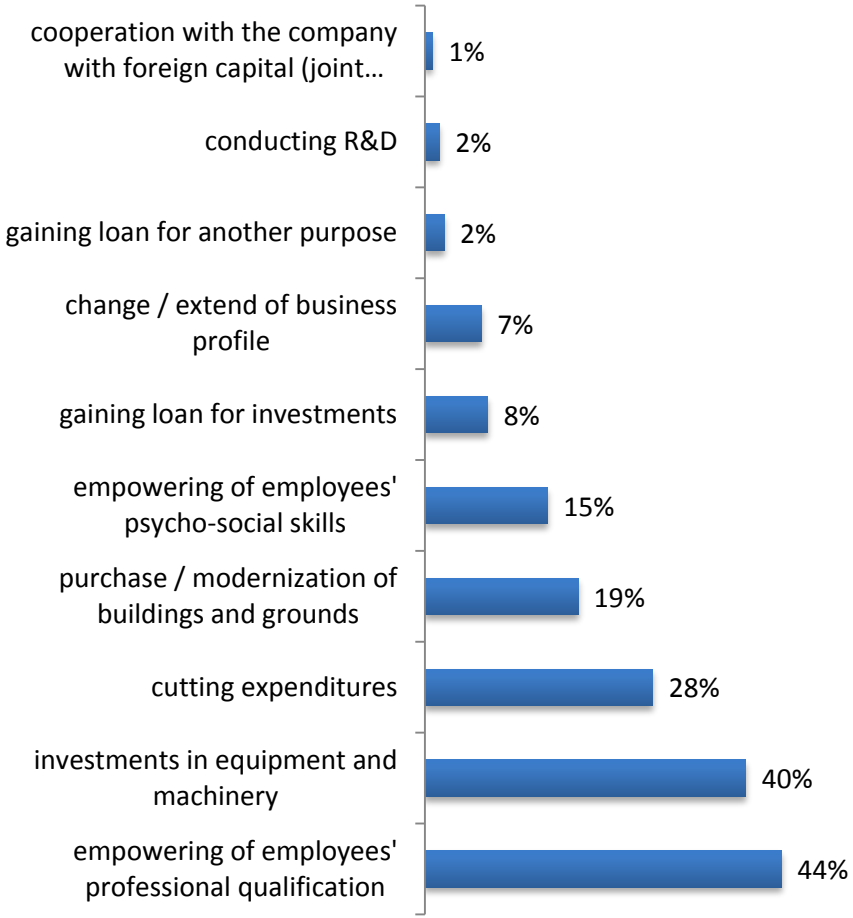
Undertaken (green chart) and planned (blue chart) activities of employers

Source: PAPI method carried out on employers , n=500





- The most popular activities were: empowering of employees' professional qualification and investments in equipment and machinery

- The investment potential of employers can be regarded as **stable**. The level of investments in II secon of 2012 will remain on the similar **level**

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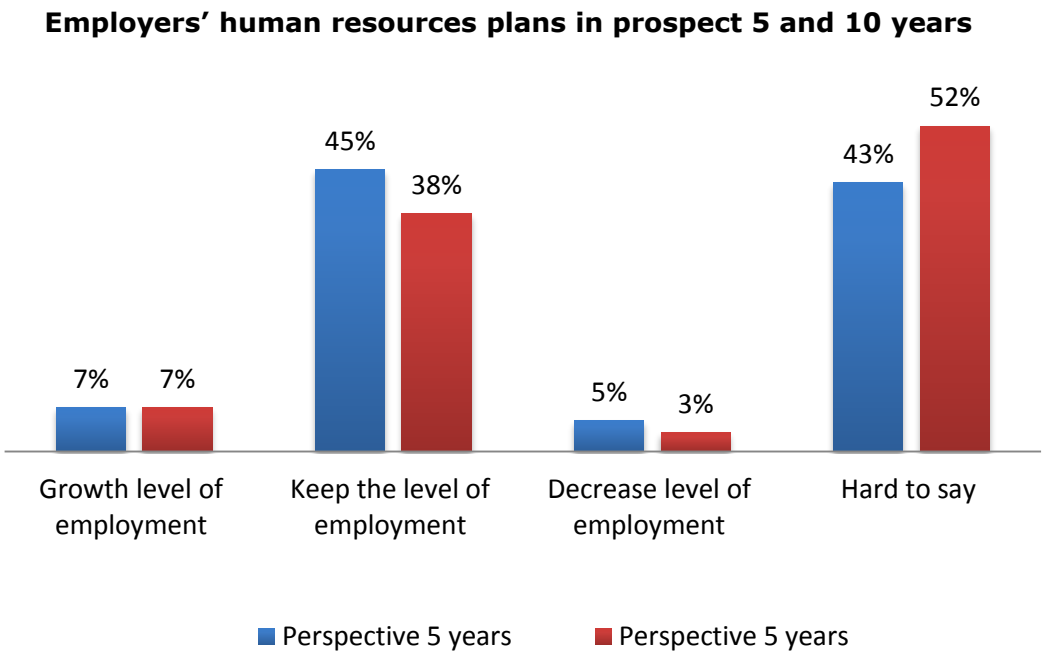
Determination of employers' HR policies

HR policies can be considered a strength of employers. But it's only short-time prospect



Source: PAPI method carried out on employers n=500

- 83.2% of employers believe that in the near future employment in their companies will not change. 4.8% of employers plan to increase employment, decrease of 5%, and 7% had no definite plans for this question.

- Uncertainty about the future personnel policy growes for perspective 5 - and 10-years

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Determination of employers' HR policies

employer's market in the voivodship means **no difficulties in recruiting skilled personnel**

- Entities will **not be affected by difficulties in recruiting** skilled personnel
- Most of the speeches collected in this wave of the study emerges from a situation in which the employer is admittedly a party having an advantage in the labor market, but the employment opportunities are also limited. Most companies, except Rzeszow and several smaller centers of growth remains stagnant - not exempt, but also does not employ, unless the employment is subsidized in some way.
- There have been cases in qualitative research employing „on black", or the payment of compensation beyond the tax. Posts PUP employees, other labor market institutions and representatives of the education sector to the conclusion that it is widespread practice, motivated by the economic condition of the employers business and at the same time reluctant to reduce employment.

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Forecasts for a labor market

Difficulties with access to the relevant employees in the labor market may appear soon

Conclusion

Demographic changes (as demographic decline or the ageing of the population) and competition from other regions may soon result in a **deficiency of proper staff**

It may mean the **necessity of using the potential of older workers and** a need to **optimize the management of human resources in entities**

Recommendation

The solution is to **develop and implement a program of promoting age and knowledge management in entities** (trainings, conferences)
Using the HCOP funds

Conclusion

The labor market is missing the region of attractive proposals for people with higher qualifications. It results in the outflow of highly qualified personnel to centers offering attractive working conditions and professional development. The problem in the future will be more intensified.
It means the risk of reducing the region's competitiveness in knowledge-based economy

Recommendation

The development of industry clusters and high competitiveness. Development of the industries in which the region has a comparative advantage, yet unconverted into a competitive advantage (tourism, other services)

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Staff potential of companies and institutions, and their needs in terms of staff qualifications

The staff potential of companies and institutions is high

- **The current employment status** is in line with the needs of most employers

- **Employers highly value their employees**, both in terms of professional qualifications, as well as psychosocial skills
- Although **few employers** regard this as a factor which is essential in building his competitive power

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Preparation of employers for the challenges of a knowledge-based economy

Most employers of the region, in terms of human potential are not prepared for the challenges of knowledge-based economy

- **Their expectations with regard to employees are very loosely related** to skills and predispositions connected with knowledge-based economy, namely:
  - Readiness of constantly improving their qualifications
  - knowledge of foreign languages
  - analytical abilities
  - ability to react flexibly to emerging changes
  - overall creativity and ingenuity

The employees themselves do not feel the need to have such skills.

Moreover developing of such competencies is not included in the majority of vocational education programs.

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Preparation of employers for the challenges of a knowledge-based economy

Conclusion

In the previous edition of the survey found that the majority of employers in the region, with the exception of some of the companies grouped in clusters and working in the fields of high technology, aren't ready for the challenges of knowledge-based economy now. In this edition is the same situation.

Recommendation

The solution is to announce the competition using the HCOP funds concerning **implementation of innovative research and training projects, which prepare employers and workers for the challenges of knowledge-based economy or** realization of such project in future period of programing

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Determining the training policy of the employers

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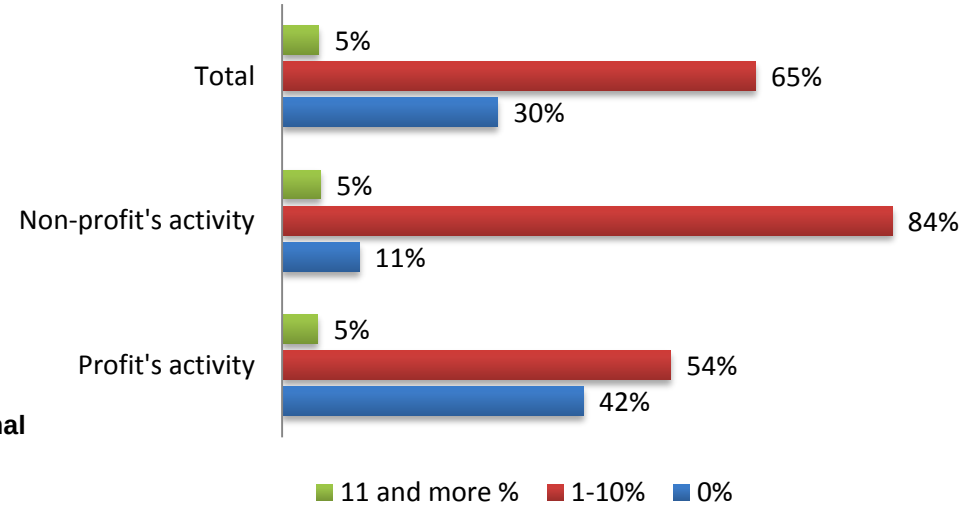
Determining the training policy of the employers

The main obstacle in the training of employees is the financial barrier

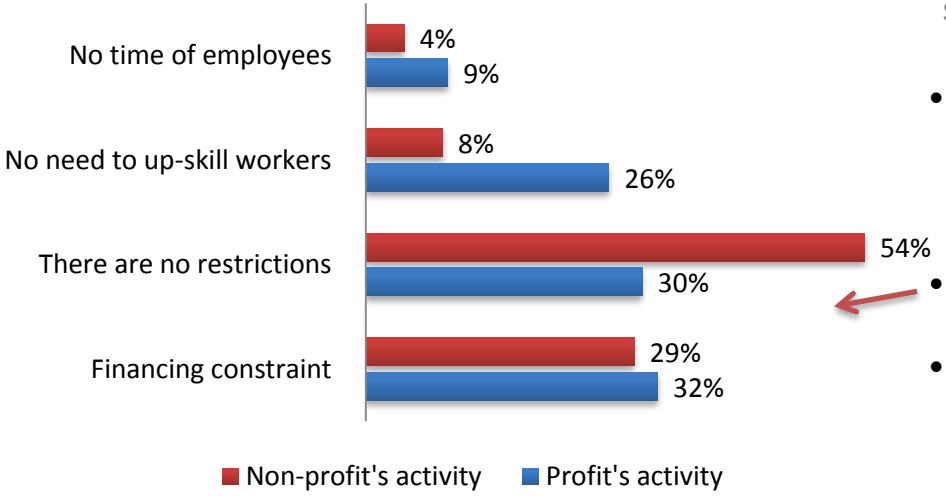
30% of employers doesn't assign any found for training

Expenditures on training in companies / institutions as a percentage of total investment outlays



Source: PAPI method carried out on employers n=296;

What factors limit sor prevents the development of professional skills of employees in Ms / Mr company / organization?



- Nearly one in three employers **does not encounter any barriers** in implementing his training policy
- Although:
- The majority of respondents pointed to **costs as the main barrier**

Source: PAPI method carried out on employers , n= 495, answers> 3%

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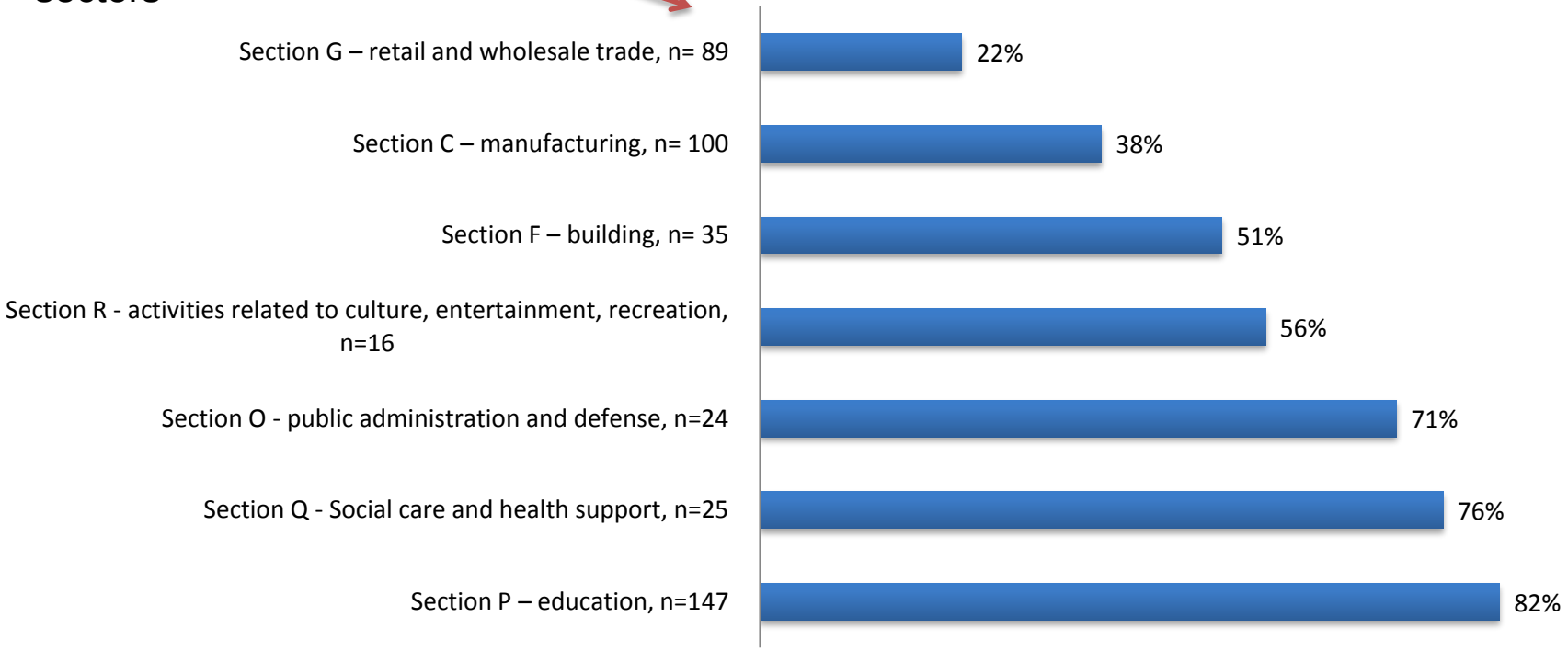
Determining the training policy of the employers

- **Training is most frequently** undertaken by health care, education and public administration sectors



Source: PAPI method carried out on employers more than>10

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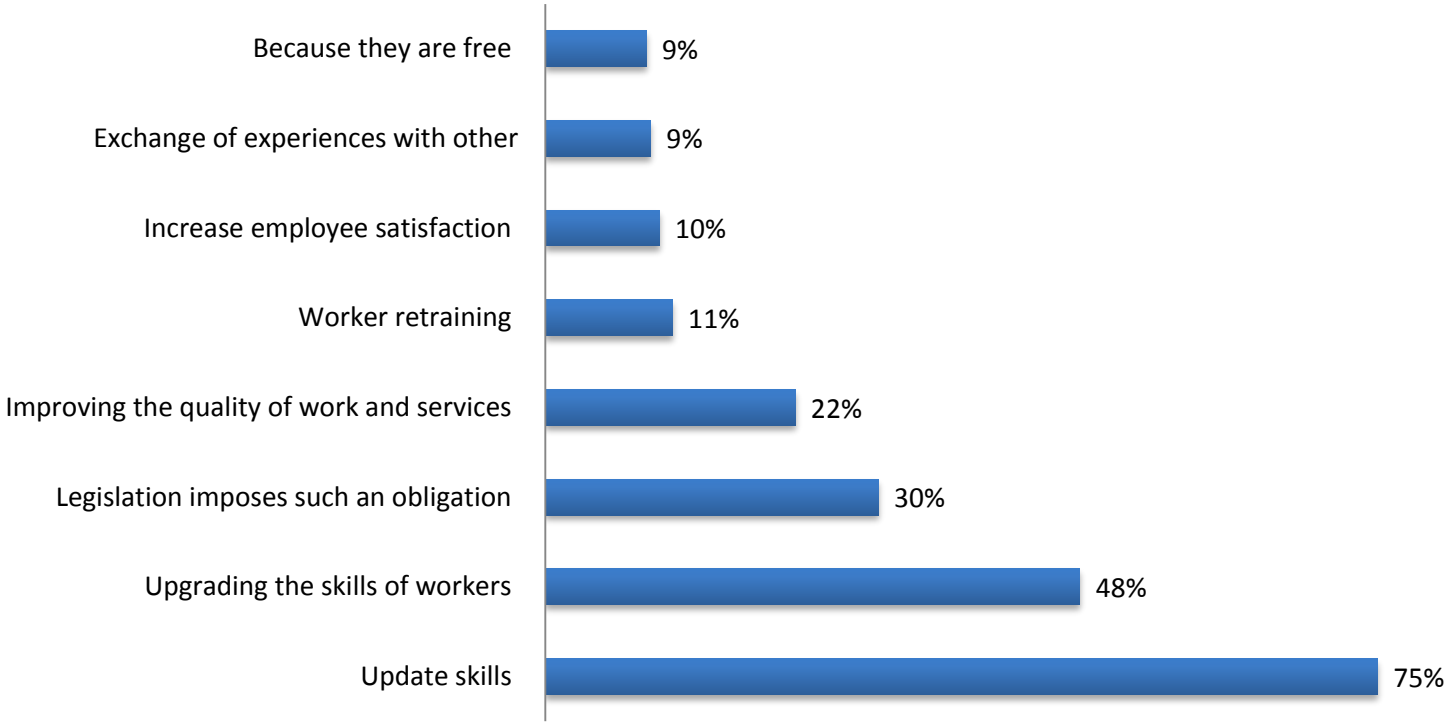
Determining the training policy of the employers

One of the main reasons training is formal and legal requirements

The main reasons for employee training management



Source: PAPI method carried out on employers more than > *3%*

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Employment structure according to gender and identification of existing inequalities and their causes

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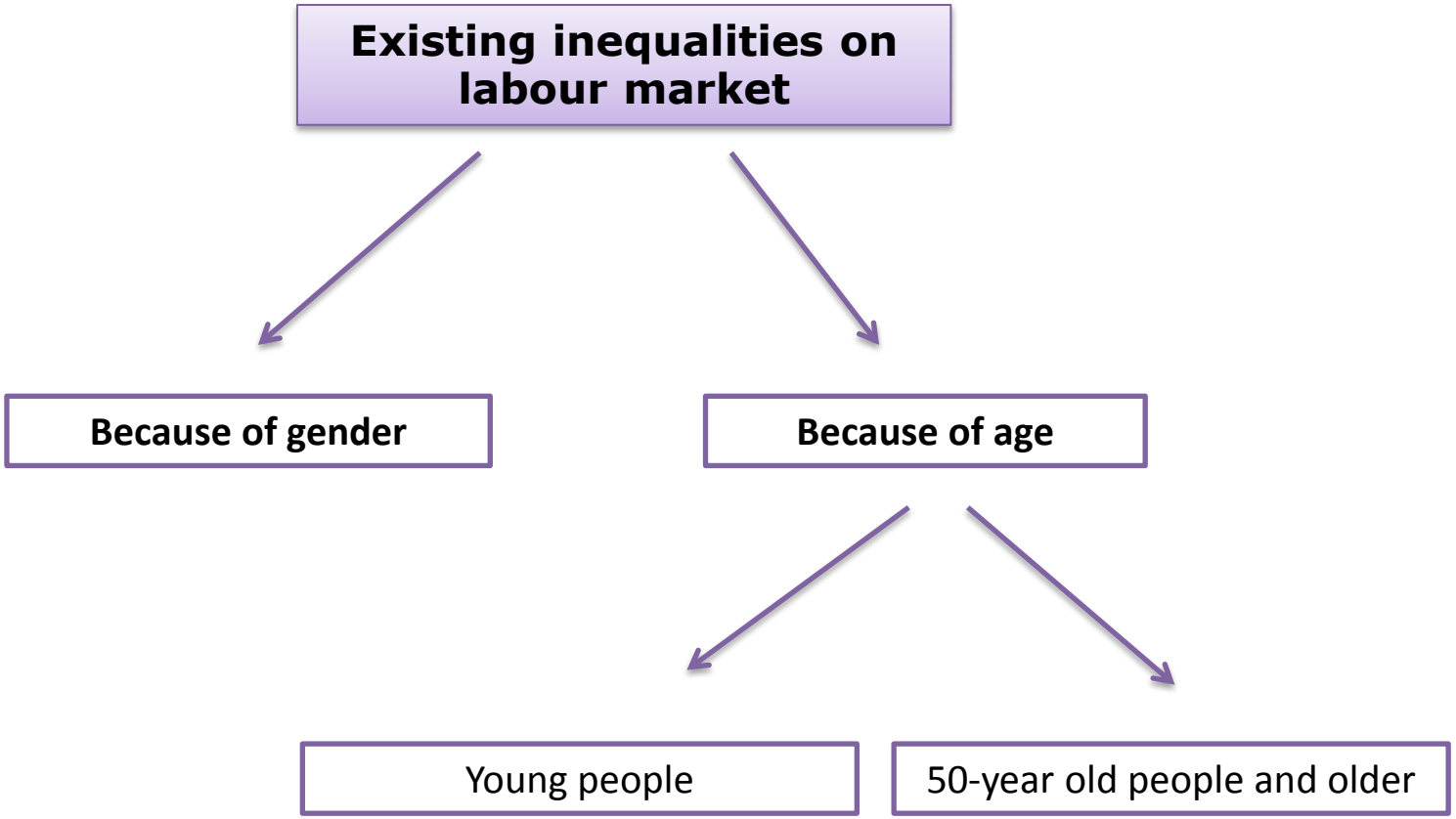
Struktura zatrudnienia z uwzględnieniem płci, a także występujące nierówności



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Employment structure according to gender and identification of existing inequalities and their causes

The position of women on the labour market in the Podkarpackie Voivodeship is worse than the position of men

The percentage of **economically inactive** women is higher

Women constitute a majority in the group of **long-term unemployed**

Employment rate of women is **lower than that of men** in each of the age groups

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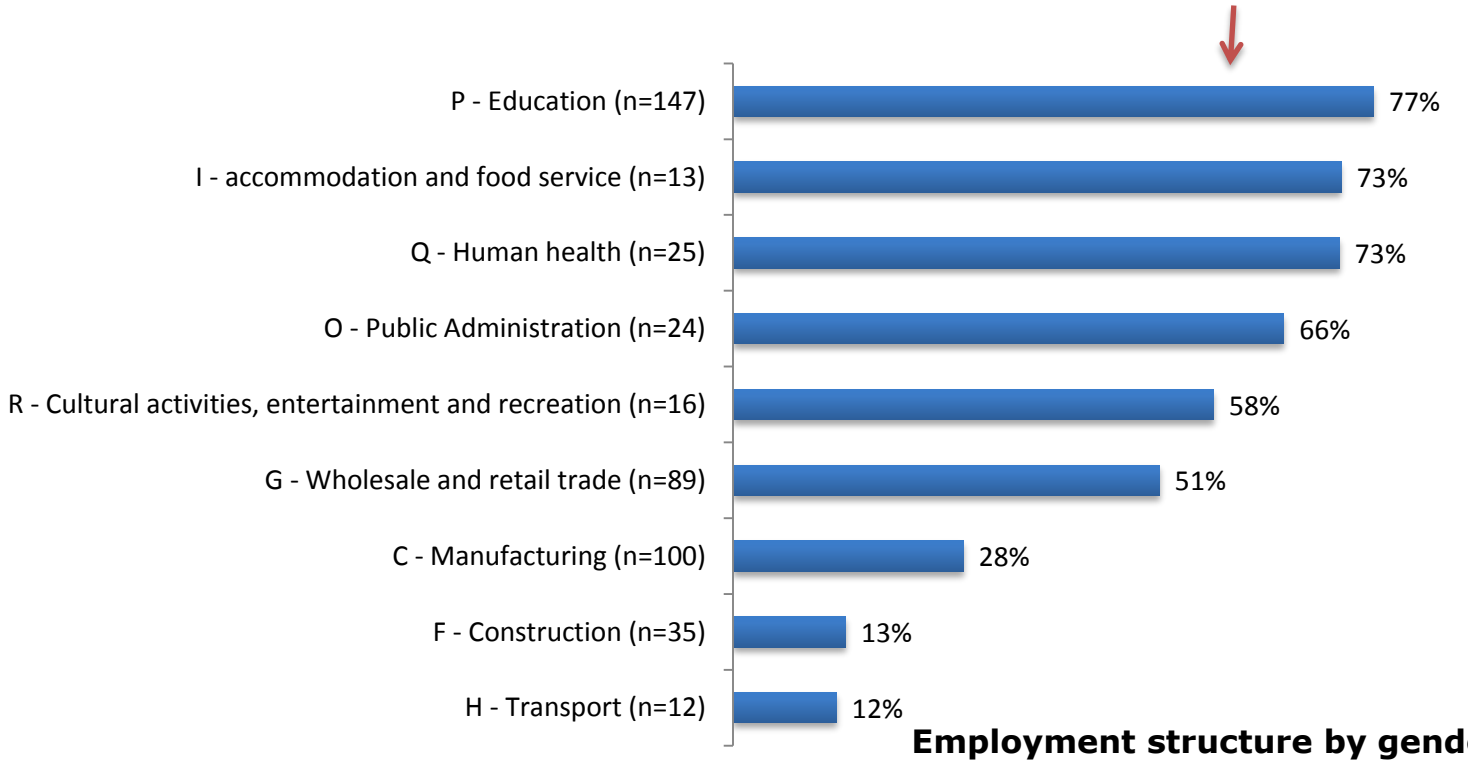
Employment structure according to gender and identification of existing inequalities and their causes

- The contract for an indefinite period is **the dominant form of employment** both for women and men

- The **largest number of women** is employed in education sector



Employment structure by gender

Source: PAPI method carried out on employers

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Employment structure according to gender and identification of existing inequalities and their causes

Areas of gender discrimination ofworkers:

- **Employment :** For most employers' sex of the employees does not matter. However, men are more often preferred in construction and manufacturing
- **Recruitment**: Employers asked women twice more often than men during an interview about their marital status and number of children.
- **Access to promotions and rewards:** With regard to access to promotions and bonuses no significant inequalities were identified by the employees
- **Firing from work:** The reasons were similar for women and men (transfer to another employer, retirement)
- **Access to training:** Access to training is the same regardless of gender.

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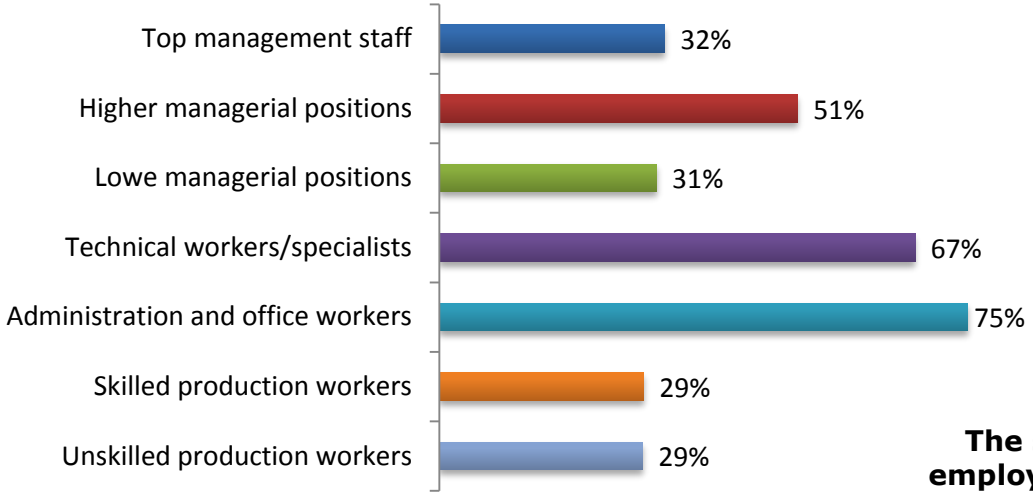
Struktura zatrudnienia z uwzględnieniem płci, a także występujące nierówności

Main gender inequalities

The highest positions are dominated by men

Men occupying the same position as women earn more



The share of women among employees at different positions

Source: PAPI method carried out on employers , n=540

Despite existence of objective inequalities, respondents are not aware of them, therefore there is **hidden discrimination**.

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Struktura zatrudnienia z uwzględnieniem płci, a także występujące nierówności

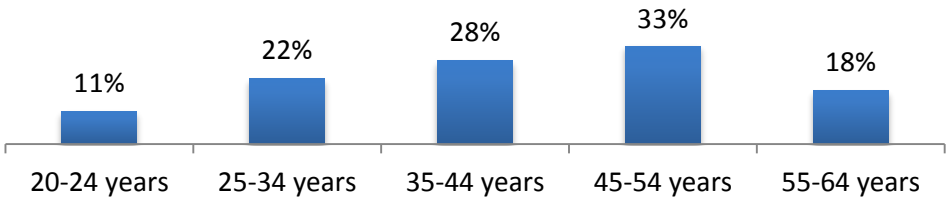
Main age inequalities

Employment: half of employers would prefer to hire a younger worker

Access to trainings

Limited access for young and 50+ people

Percentage of people participating in at least one training in different age groups



Source: PAPI method carried out on employees , n=983

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Employment structure according to gender and identification of existing inequalities and their causes

Conclusion

Gender inequalities in the labour market are the effect of the **stereotypical perception** of men and women, as well as **low low level of consciousness** of existing inequalities (hidden discrimination)

Recommendations

- Revision of list of professions forbidden for women
- Encouraging young women to choose the stereotypical jobs for men
- Introducing the monitoring of gender pay gap
- Spreading knowledge about bullying and sexual harassment, in order to identify and eliminate these phenomena

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Determining employer's affiliations with the labour market institutions and the education sector

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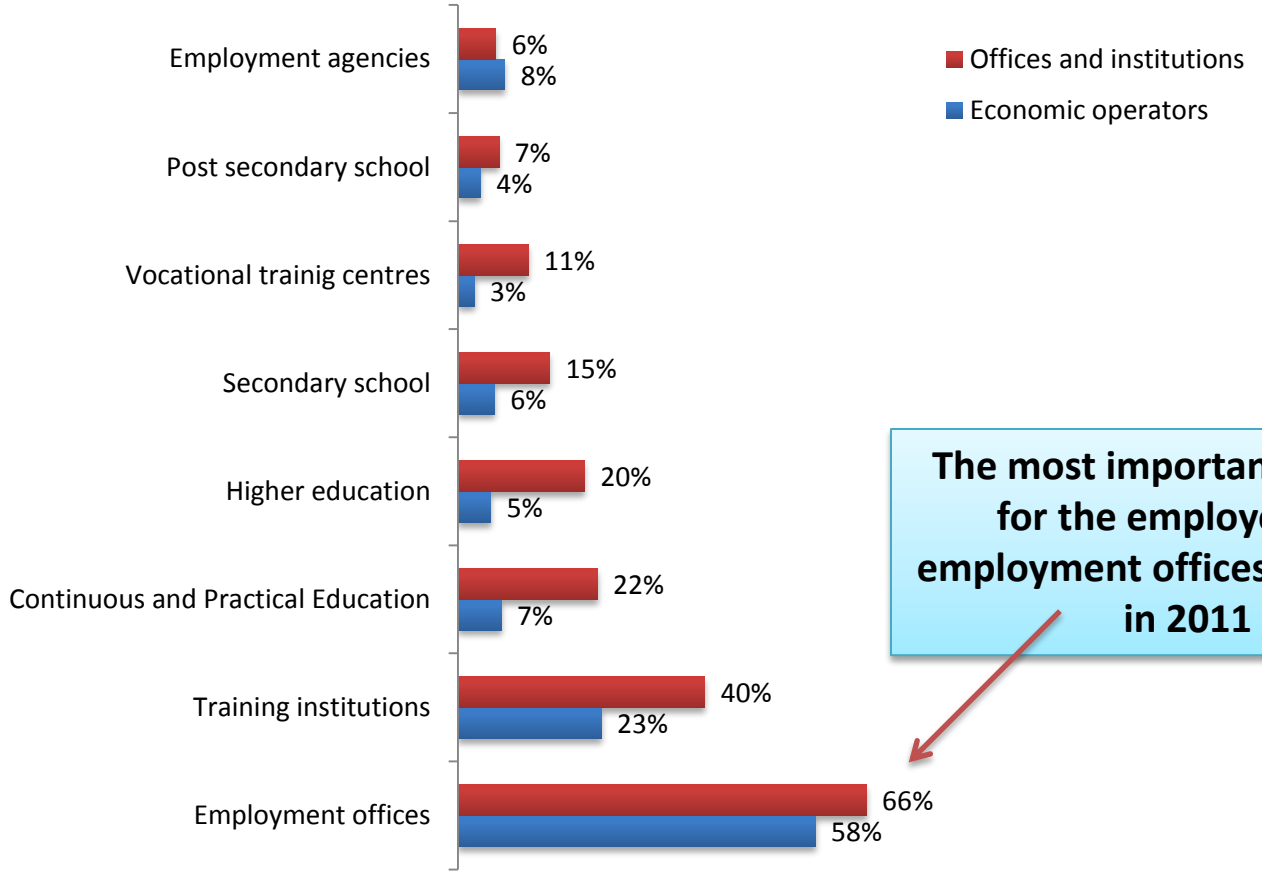
Determining employer's affiliations with the labour market institutions and the education sector

Cooperation between employers of Podkarpackie Voivodeship and employment agencies and schools



The most important partners for the employers are employment offices, as well as in 2011

Source: PAPI method carried out on employers , n= n=500

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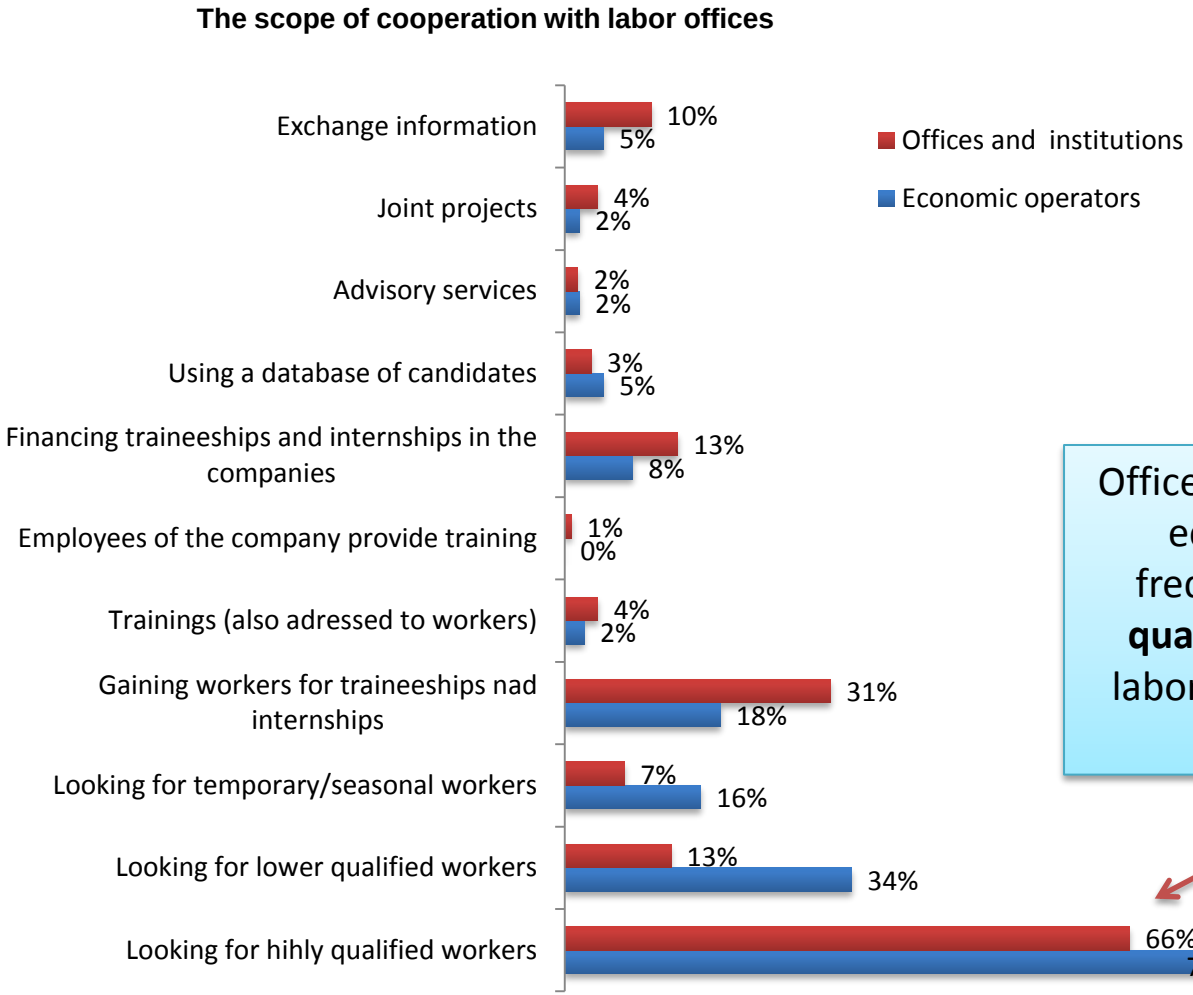
Determining employer's affiliations with the labour market institutions and the education sector



Offices and institutions, as well as economic operators most frequently searched of **highly qualified workers** through the labor offices. It is 10 p.p. then in 2011.

Source: PAPI method carried out on employers, not shown '"do not know / hard to say, "multiple-choice question, n=303

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Determining employer's affiliations with the labour market institutions and the education sector

Main barriers to cooperation with the labour market institutions and the schools

No demand for services of these institutions

"*We have no need for that*" answered:
95% of non-cooperating with labor offices,
92% of non-cooperating with training institutions and employment agencies
93% of non-cooperating with IOB
89% of non-cooperating with the education sector

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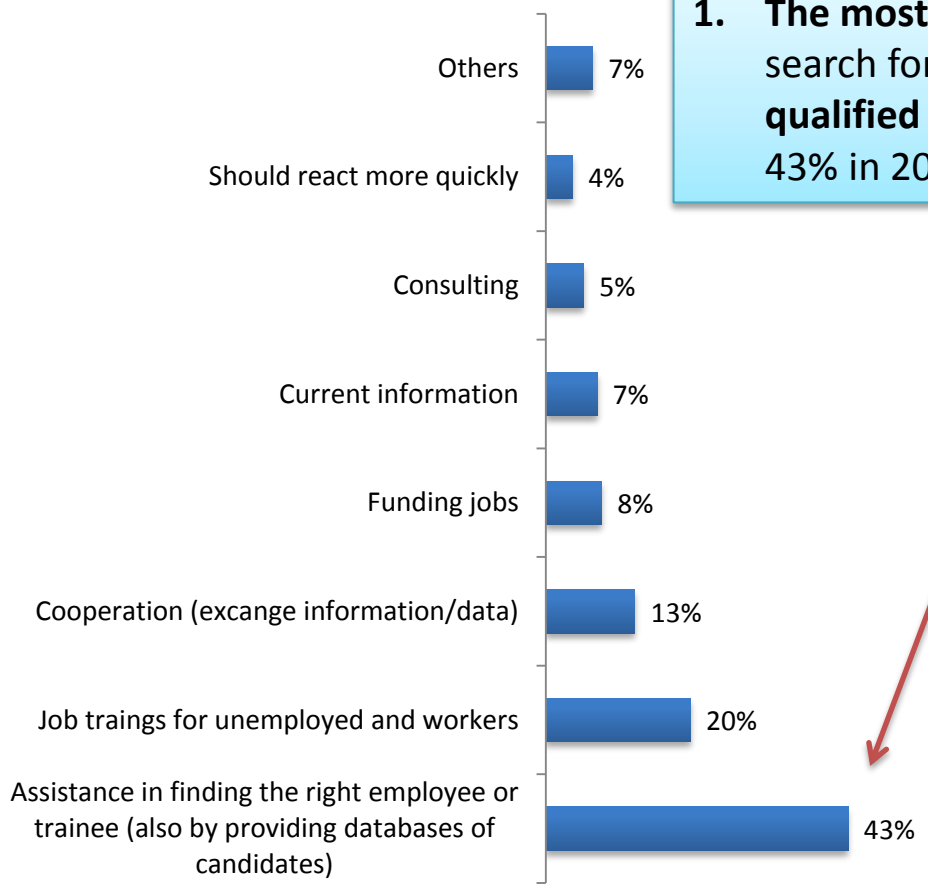
Determining employer's affiliations with the labour market institutions and the education sector

Expectations regarding the labor market institutions (including the labor offices)



1. **The most important:** Support in the search for candidates for **highly-qualified** positions (21% in 2011 and 43% in 2012)

2. Employers expect to offer well targeted to their needs, business, etc.

Source: PAPI method carried out on employers , n=378

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Determining the method and territorial scope of the search for employees

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Determining the method and territorial scope of the search for employees

There is strong employer's market in the voivodship

- Podkarpackie Voivodeship was positively assessed with regard to **availability of human resources**
- **Costs of acquiring and employing workers** are considered to be lower than in most other regions of Poland

Due to high mobility of its inhabitants (high number of workers from Podkarpackie Voivodeship employed outside of the Voivodeship), demographic decline, or due to pressure from competing regions

a **deficit of staff on the Lbour market may emerge quickly**

!!!

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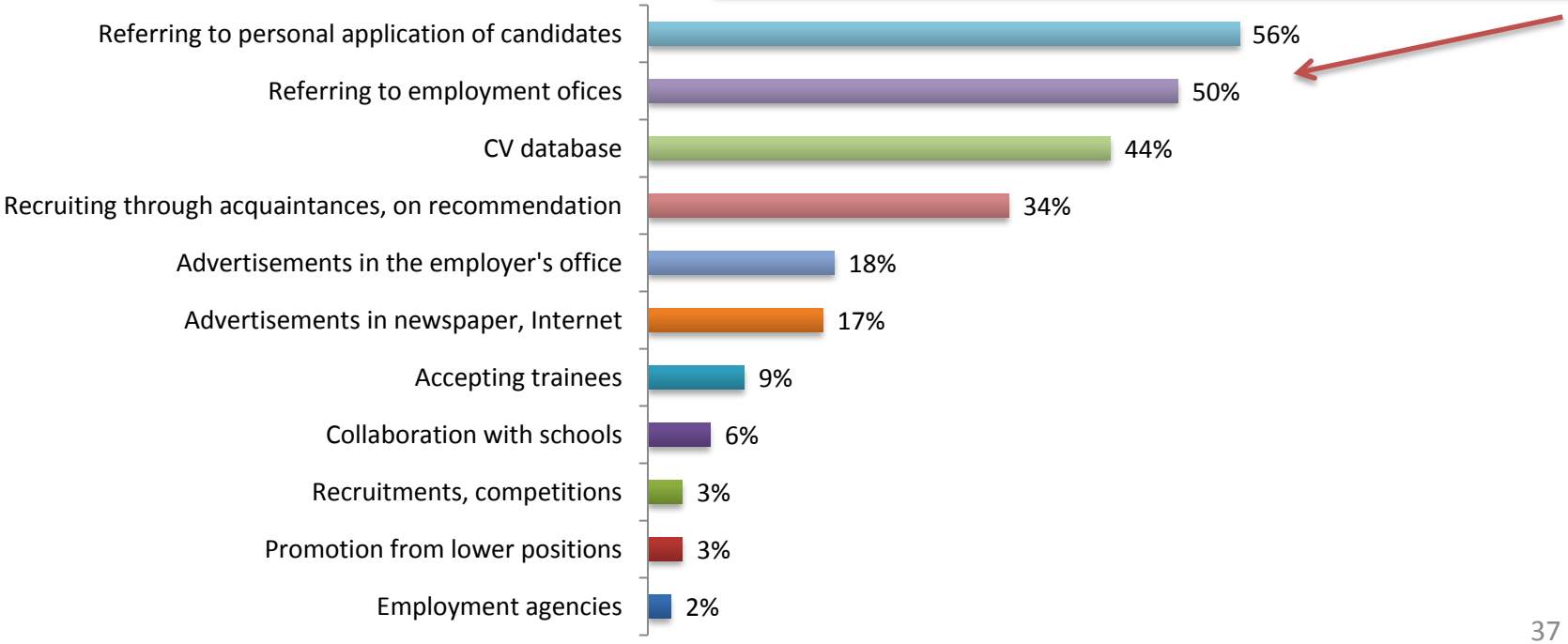
Determining the method and territorial scope of the search for employees

The most popular recruitment methods used by the employers are:

- Finding employers among **people who applied personally**
- referring to **employment offices**

Methods of the search for employees



Source: PAPI method carried out on employers*, n=187*

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Presentation of the employers' opinions on the profile of students and university graduates

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Presentation of the employers' opinions on the profile of students and university graduates

While comparing number of employers who hired graduates from the various fields of education to the number of graduates, it can be noticed that - as in the previous wave of the survey - **graduates of vocational and technical courses are more likely to find a job**.

- Low assessment of **practical preparation for work** of the graduates , as well as their lack of independence
- **High assessment of graduates' diligence**, appropriate education and **theoretical knowledge**

Lacking skills and negative sides of the graduates (emplyers' opinions):

Source: PAPI method carried out on employers, n=130

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Presentation of the employers' opinions on the profile of students and university graduates

Conclusion

Humanist studies predominate on universities, and graduates of this type of studies are facing **more difficulties in finding a job** than graduates of technical, science and natural studies

Recommendations

- **vocational counseling** for high school students
- Promotion of data coming from **monitoring of the professional lives of school graduates**
- **Scholarships** for pupils / students of the specialities less popular but corresponding to the labor market demand

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Determining the nature of human relations in the entities

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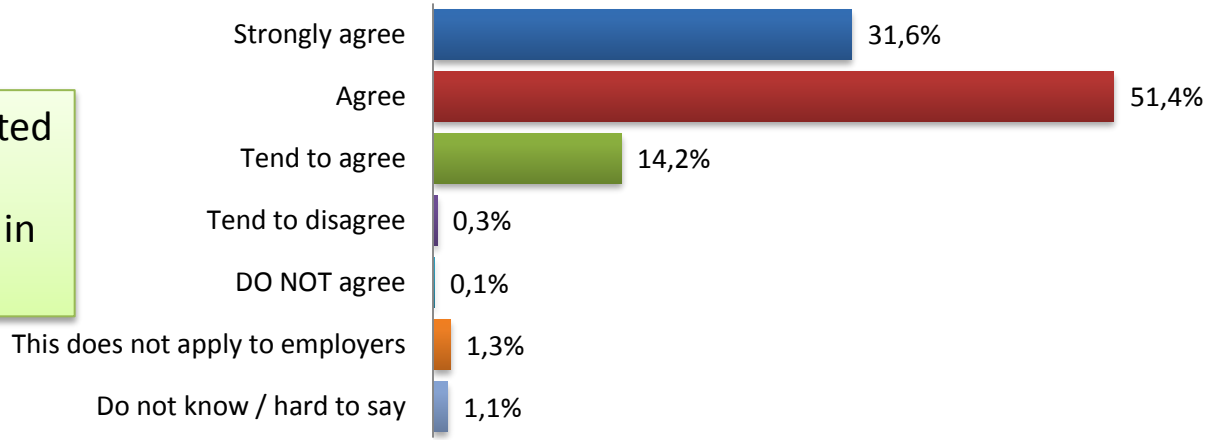
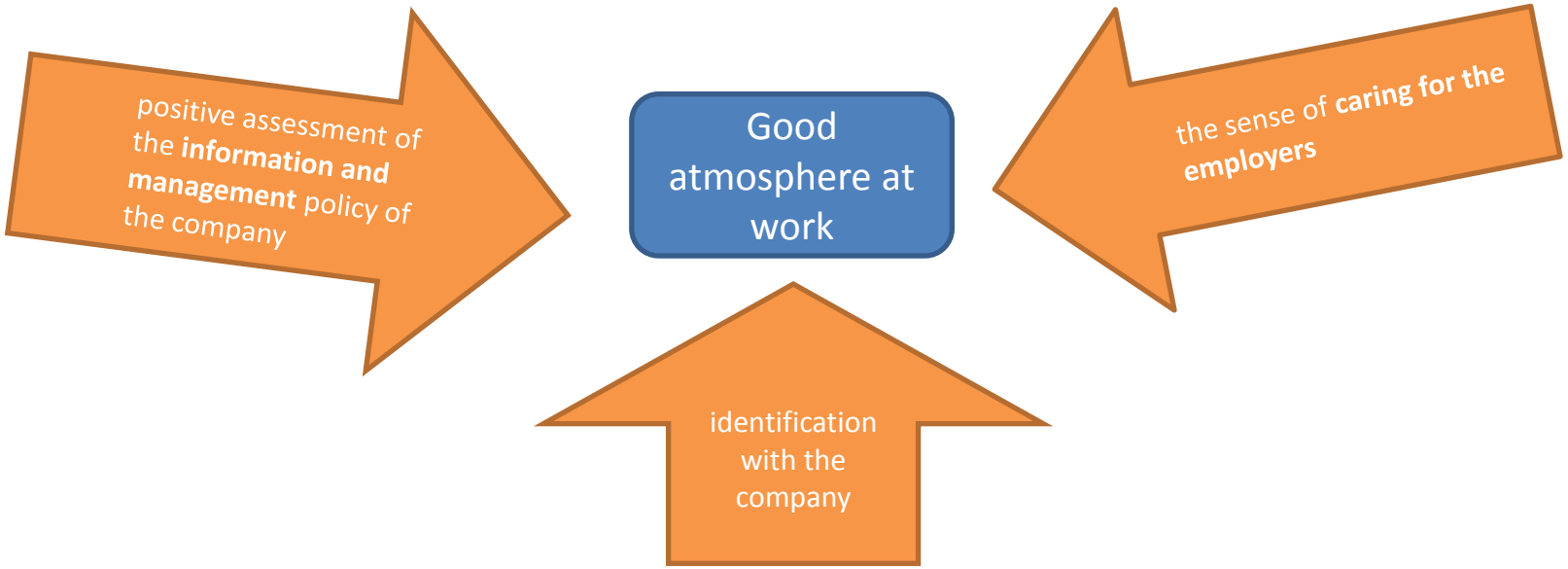
Determining the nature of human relations in the entities

The workers who participated in the survey **positively assessed** the atmosphere in their workplaces

The atmosphere in my workplace is friendly



Source: PAPI method carried out on employers,, n=500



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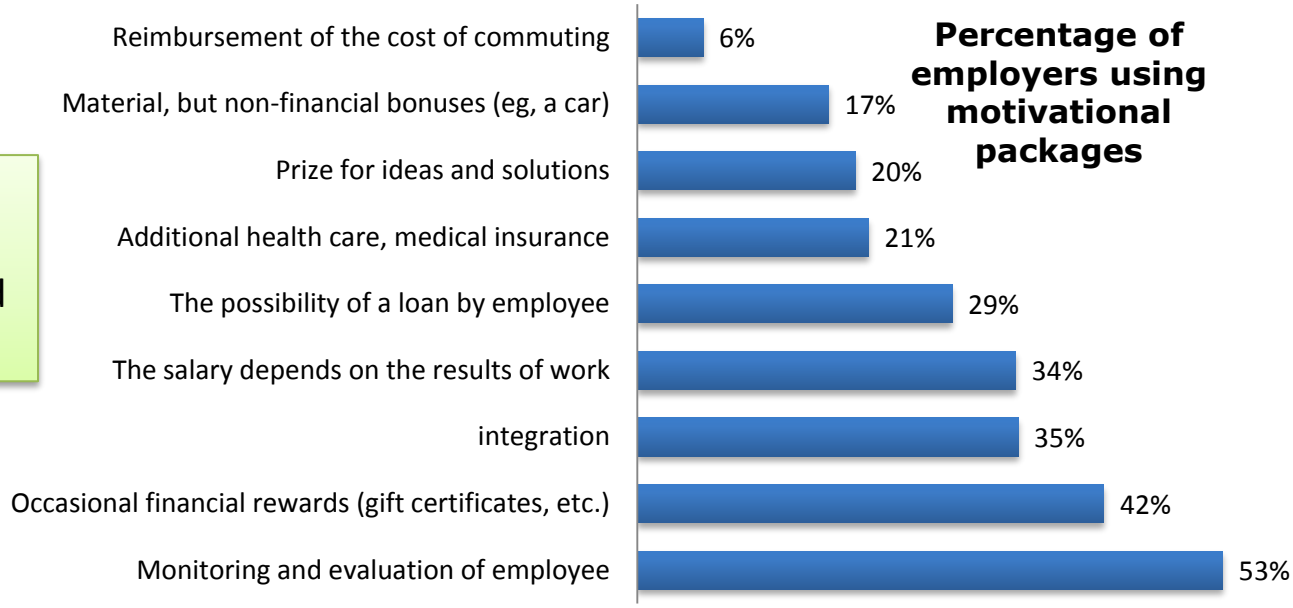
Motivational packages

Motivating staff - mainly discipline (control and evaluation of the work), and financial incentives



Source: PAPI method carried out on employers,, n=500

Wniosek

Add additional methods to motivate and build stronger relationships with staff

Rekomendacja

Promote the use of a variety of employers, ways to motivate employees

(in building employee loyalty to the company)

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Future and declining professions

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Future and declining professions

Future professions

In the case of forward-looking professionals, respondents pointed to two categories: those for which there will always be demand: inextricably linked to human functioning, and those associated with the development of technology.

Future professions	
Occupations for which there will always be demand	• Car mechanic / car tinsmith • Welder • Locksmith • Turner • Baker • Doctor • Accountant • Cook • psychologist
Occupations associated with the development of technology	• Informatyk/grafik • Skilled machine operators

Source: Own calculations on the basis of PAPI

Future and declining professions

Declining professions

Among the declining professions emerged broad specialties and humanities teachers, which almost perfectly coincides with the statements related to the competition of employers whose representatives are on the market too much.

Declining professions	
Competition without explicit specialization	• Office worker, administrative • Humanist • Specialist Management and Marketing
teachers	• different specialties

Source: Own calculations on the basis of PAPI

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Surplus and deficit professions

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Surplus and deficit professions

Regional Labour Office in Rzeszow leads the analysis of relations between the registered unemployment in the particular professions, and the vacancies which are available to the poviat labor offices

Based on these analyzes, Regional Labour Office compiles a list of **surplus and deficit professions**

Surplus professions

- Professions for which **demand in the labor market is less** than the number of job seekers

Deficit professions

- Professions for which **demand in the labor market is higher** than the number of job seekers

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Surplus and deficit professions

Surplus profession	Comment
Competition gives only general education, often seen as a competition without the explicit specialization, such as: sociologist, cultural studies, philologist, Historian technician.	The main reasons for the emergence of these professions in the rankings, you can specify the "overproduction" in Podkarpackie. It should be noted, however, that it has developed a labor market that could take a person with the specifics of education. PAPI quantitative studies have been classified by their employers to compete "declining".
Occupations related to agriculture: • agricultural engineer • farmer field crops • Farmer • agricultural mechanization techniques	Impact this may have on the structure of agriculture in Podkarpackie, which is dominated by small farms not capable to provide maintenance people who work in them. At the same time children of these households undertake agricultural college, and after graduation register as unemployed.
• teachers	This points to the issues raised by the respondents in the interviews, namely the importance of demographic decline, which will be in the coming years, touching the education sector, not just the Carpathian mountains. This is confirmed by the results of quantitative research indicating that teacher as a profession declining.
• techniques such as nutrition • Household helper	It seems that the competition in this category are listed occupations surplus, as they include people who do not have the foundation to take up gainful employment.

Others professions should be observe

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Surplus and deficit professions

Professions identified by employers from the list of professions surplus (data above 5%)

Surplus profession	Percentage
Philologist - Polish Studies	11,0%
Physical education teacher	10,0%
Philologist - Foreign Language Studies	9,2%
teacher of History	7,2%
historian	7,0%
cultural studies	6,6%
Farmer field crops	6,2%
Techniques of hairdressing services	6,0%
sociologist	5,6%
agricultural engineer	5,2%

Source: PAPI method carried out on employers,, n=500

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Surplus and deficit professions

deficit professions	Comment
• dozer operator, • generation equipment operator concrete mixes, servicer of medical devices, • excavator operator, • aggregates spray operator, • loader operator, • operator of mining machinery and loadingh, • MIG welder	In case of deficit professions constitute the largest group that can be defined as requiring specialized skills, often related to the operation of various types of machinery. This broad group is worth emphasizing, because it, as a group of future professionals, studies show. This is an area rather than occupations requiring higher education have as special skills, most confirmed various types of certificates. These professions by. investigated in the future should enjoy a lot of interest in the labor market.
Other professions it is difficult to connect the common denominator, but five of them (employee kancelaryjny, plasterer, sales in the meat industry, advertising fitter, telemarketer) appeared in comparison with the first half of 2011. The remaining six are new professions on this list: the employee to prepare meals fast food, automatic techniques, biochemical laboratory, a lecturer on courses (educator, trainer), a credit analyst, decorator shops.	

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Surplus and deficit professions

Professions identified by employers from the list of deficit (data above 1.5%)

deficit professions	Percentage
product Manager	4,4%
lab building	3,0%
excavator operator	2,8%
decorator shops	2,0%
agricultural Advisor	2,0%
courier	2,0%
loader operator	1,8%
fitter ad	1,6%
The operator of mining machinery and loading	1,6%
MIG Welder	1,6%

Source: PAPI method carried out on employers,, n=500

Thank you for your attention!

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