

Devire Market Insights

IT Sector 2021/22

The globalization of the labour market is driving the race to attract IT talent

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Introduction

Due to the need to digitize and automate almost every sphere of life, in the course of just a few short months, the IT sector has transformed beyond recognition. The demand for cloud solutions and analytics have advanced exponentially, and placed the cloud among the leading technologies that have helped enterprises adapt to the new realities. The report below confirms that the latest trends have brought about an increase in the demand for specialist know-how in these related areas. It is therefore not surprising that IT experts have bright futures and can dictate favourable terms for themselves. We also observe that recently many foreign companies without a representative presence in Poland are open to international cooperation with Polish talents from the IT industry. According to the survey, every second expert has received a job offer from a company that does not have offices in Poland. As a result, Polish organizations are competing not only with each other for expertise, but also with companies from Western Europe.

The aim of this report is to analyse the changes that have taken place on the labour market within the IT industry. We shall assess the employment situation of IT experts, and we shall consider their expectations. We hope that the following report will inspire you to search for new creative solutions and find the answers to these pressing issues.

We wish you informative reading!

The Devire Team

Core issues

01 Polish talents are being targeted by foreign employers

Over the past year, the number of foreign companies actively looking to recruit IT experts from the Polish market directly to their projects and teams has increased significantly. A large group of these companies hail from the United States, and also Great Britain, Switzerland and Germany. This is confirmed by the employees themselves – nearly half of the respondents (47%) admit that in the past year they have received a job offer from companies that do not have either an offices or a representative presence in Poland.

02 Working in the office is perhaps a thing of the past

Hybrid or remote work has been successfully realities in the IT industry for years. But never on the scale since the outbreak of the pandemic. Currently, 54% of respondents perform their duties remotely and almost the same number want to continue working in this model in the future. As a result, it will be difficult to attract IT experts without enabling them to work remotely; especially since this factor is a necessary condition for changing employment as far as 55% of respondents were concerned.

03 Financial expectations are rising

The negative trends in remuneration after the outbreak of the pandemic proved to be only a temporary. In 2021, the number of IT experts who received an increase in their remuneration increased fourfold (61%). For comparison, in 2020 only 14% of respondents declared an increase in their remuneration. Moreover, wage appetite is continues to push up wage expectations – 85% of workers who received a raise in the last year continue to have higher financial expectations.

04 IT experts remain inactive

Acquiring a candidate is a growing challenge. At the beginning of 2021, 33% of employees in the IT industry were actively looking for a new position. Today it is 27% of the respondents. Managers (39%) and juniors (31%) remain the most active on the market. We have observed a growing reluctance to change jobs among architects, i.e. experienced specialists involved in the software production process, and people in senior positions who, although open to new challenges, expect the employer to make the first move and to reel them in with an attractive offer.

05 The possibility of development affects the loyalty to the employer

Experts from the IT industry receive tens of job offers every month. That is why it is so important to build a lasting relationship with the employee and undertake activities that support retention. Positive practices include the implementation of a thoughtful development strategy and training programs. It turns out that every second IT specialist (54%) will be loyal to the employer who provides them with developmental opportunities and access to training, even if they are receiving attractive job offers from elsewhere.

06 Transparency of remuneration a key to success

Including a pay scale framework in a job offer is a popular practice in the IT industry. Still, many employers are reluctant to disclose the rates they offer. Meanwhile, companies that include pay scale frameworks in their advertisements are seeing more applications. The candidates themselves admit that the most important thing for them when changing jobs is information about their earnings – so claimed 84% of the respondents.

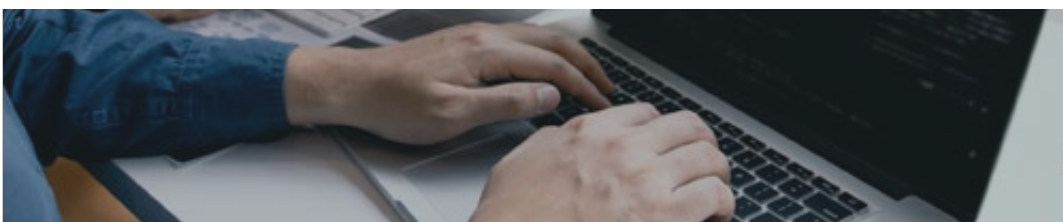
Future trends in the ICT sector

Cloud Computing, Big Data and advanced analytics are set to play an increasingly important role in the development of the modern technology sector over the coming years.

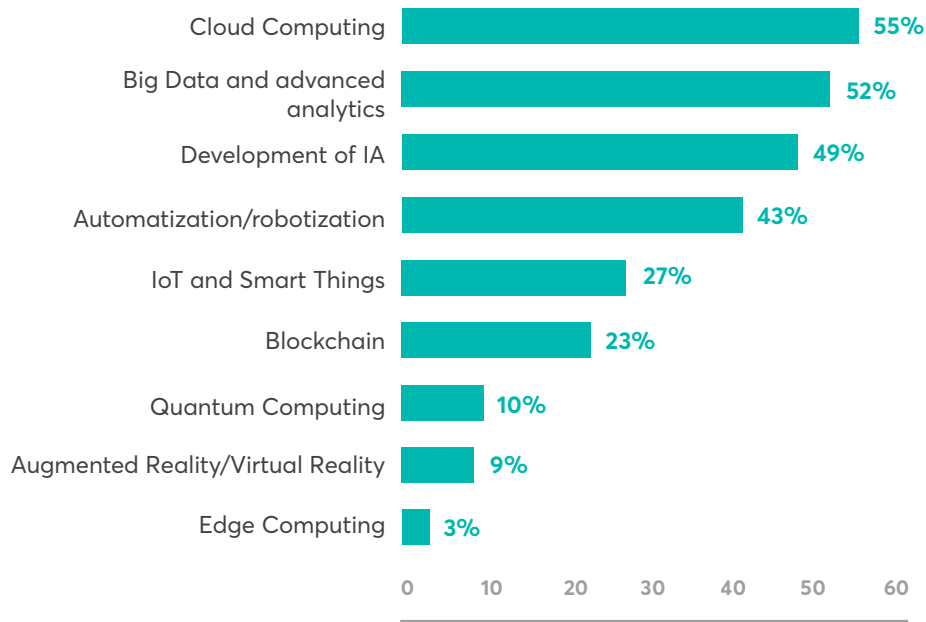
With the coronavirus pandemic, the demand for cloud solutions has grown exponentially and placed the cloud among the leading technologies that has helped enterprises adapt to the new reality. However, this trend is only in its infancy. This is due to the strong need to digitize and automate most of the processes that have moved into the e-world. The consequence has been an increasing demand for specialists who would provide cloud solutions for businesses and for analysts collecting and processing data.

Experts from the modern technology sector are also paying attention to the development of artificial intelligence and robotization. The pandemic was behind an increased interest in these technologies as many business processes needed to be automated, especially in sectors such as: production, logistics and transport.

In turn, the least popular technologies in the IT industry in Poland include: Augmented Reality / Virtual Reality (9%) and Edge Computing (3%). This may be due to limited financial resources, the lack of adequate infrastructure, as well as the absence of framework regulations. An example is autonomous cars where Edge Computing is used. For autonomous vehicles to appear on Polish roads, it will be necessary to adapt infrastructure adapted to this technology and introduce legal regulations. These technologies may not yet be a popular solution on the Polish market, but we can expect them to develop over the coming years.



What are the most important trends in the ICT sector?



An expert opinion

Global technologies and related trends have invariably shown that data is the new oil. Data is the fuel that will drive the global market not only in 2022, but at least for the next decade. It is not only a specialization, but a technological, economic and business phenomenon that is only just beginning to hit its stride. It's enough to look at the estimates of the amount of data collected by just four companies: Google, Amazon, Microsoft and Facebook, which already have at least 1,200 petabytes in their resources (1.2 million terabytes – 1 terabyte is 1,000 gigabytes), and yet this is only a certain part of a larger organism that is evolving on a daily basis.

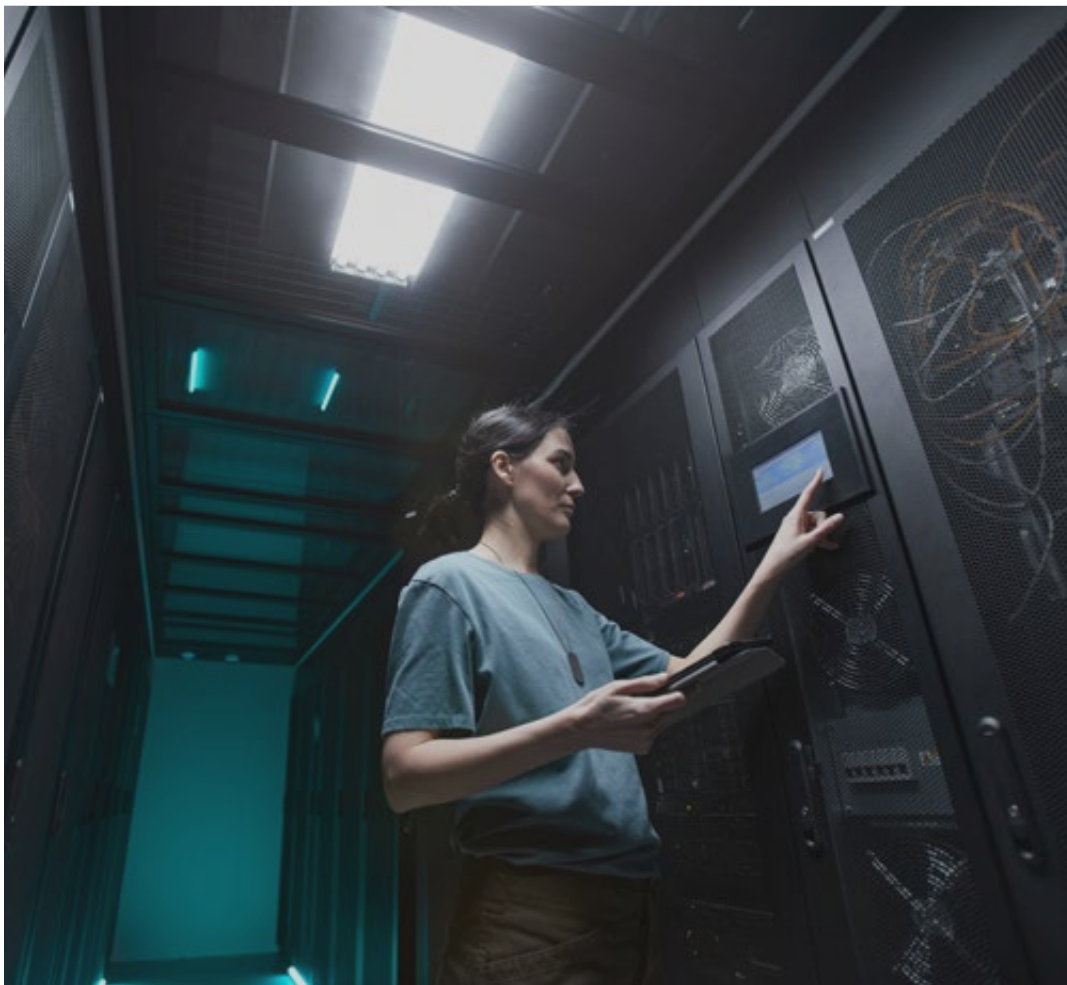


Marek Zoellner

The online programming school Kodilla.com

One of the effects of this evolution is also the ever changing needs of the labour market, which became particularly apparent during the pandemic, wherein the focus was on data. This has been confirmed by the Devire survey, because

among the most important trends in the ICT sector, a number of key positions are occupied by Cloud Computing, Big Data, Artificial Intelligence, IoT or Edge Computing. On our part, as a company that helps specialists to gain new competences, we are seeing an increase in the demand for specialists such as Data Scientists, Data Engineers, Data Analysts or Big Data Engineers. This has largely coincided with the inquiries we are receiving from Kodilla students who want to develop in these fields and are interested in related training. We should remember, however, that similarly to crude oil, data is also valuable once it has been processed. That is why, for example, solutions related to data visualization are also developing dynamically, and here Python comes to the fore. Although we still do not use solutions known from Sci-Fi movies on a large scale, there is still hope for the expansion of VR-related solutions that certain sectors are increasingly eager to use.



A high-angle, close-up photograph of a person's hands typing on a teal laptop. The person is wearing a light-colored, long-sleeved shirt. The laptop is resting on their lap. The background is a dark, textured surface, possibly a stone wall or pavement, with some shadows and highlights. The overall lighting is warm and natural, suggesting an outdoor setting during the day.

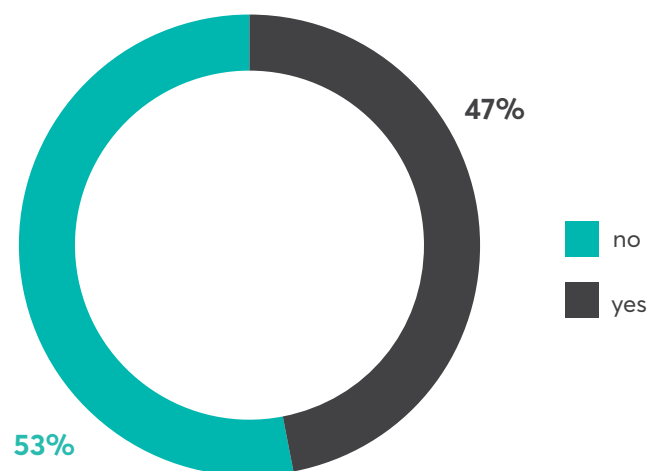
**Increased
competition
on the labour market**

The events of the past year have resulted in a greater openness on the part of employers to allow employees to work "remotely". On the other hand, dynamically developing foreign brands have become cognizant of the fact that they do not need investments in a given region in order to be able to continue to grow and develop. As a result, Polish companies are not only competing for employees with each other, but also with companies from Western Europe.

Polish IT talents targeted by foreign employers

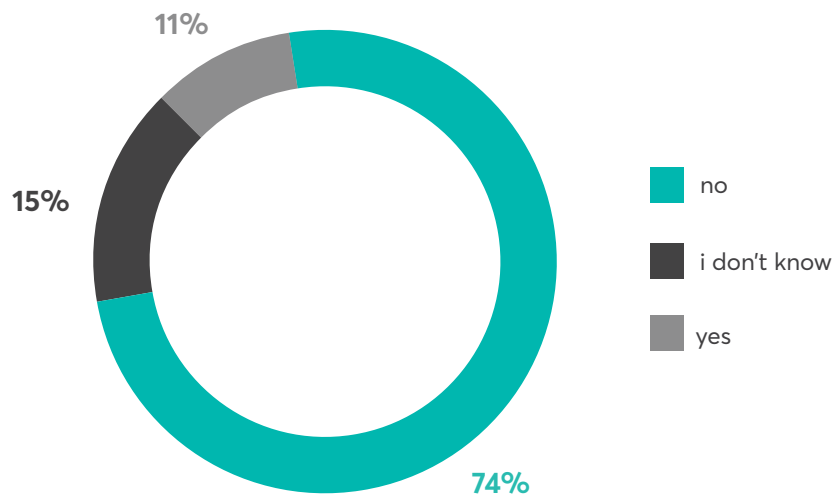
The global demand for IT experts has made companies with foreign capital more willing to reach out to talents from other markets. A few years ago, foreign organizations with no representative offices in Poland were not open to international cooperation. Today, the same companies are offering Polish specialists not only remote work, but also much higher positions and flexible working hours.

In the past year, have you received a job offer from a company that does not have an office in Poland?



Over the past year, as many as 47% of experts have received an offer from a company that does not have offices or a representative presence in Poland. The possessions of a high level of skills, a willingness to develop, an absence of language barriers and extensive experience, are just a few of the reasons why companies from all over the world are grappling to obtain for IT talent. What does this mean for employers from the IT industry in Poland?

If you were to change your job, would you be put off by the fact that the company does not have an office / representative presence in Poland?



Polish employers must be careful, especially since candidate requirements are becoming more demanding, directly influenced by the Western labour market. In addition to higher wages and flexibility, additional factors encouraging candidates to choose a new employer are the scale of the project and development opportunities. For 74% of the respondents, it does not matter whether the company has offices in Poland, or not. That is why it is so important for Polish employers to focus on the needs of potential employees and to develop various solutions and career paths aimed at attracting the best specialists to their organizations; and/or keeping them with in their structures.

An expert opinion

The number of job offers for IT specialists from companies that do not have their offices or representative presence in Poland is growing all the time. And the level of earnings offered by foreign employers has led to an increased interest in their offers. A trend that for many years concerned, for example, medical personnel or skilled workers such as locksmiths, welders, millers, etc., is now being observed in the IT industry. The key difference in the case of these professional groups concerns

the place of work. IT experts can perform their services 100% remotely and often declare such an expectation even in the case of Polish employers. The requirement to relocate outside Poland only reduces the candidate's interest, even if the company is offering a basic relocation package and a competitive remuneration.

So is working from home really a decisive factor when it comes to choosing an organization from outside Poland? Well no. Foreign employers looking for IT talents in Poland are offering not only higher rates, but also the possibility of participating in some of the world's most innovative projects. For this reason, the aspects that induce IT specialists to change employers in favour of those from outside Poland are primarily access to international know-how and the global scale of the projects, and not necessarily remote work.

When looking to hire a new employee, foreign tech companies mainly make recourse to the support of experienced partners, such as recruitment and outsourcing agencies, who know their domestic markets and are able to better target employees. Moreover, the fact that a specialist is employed through an agency is beneficial both for the candidate who signs the contract and settles accounts with the company registered in Poland, and for the client. The terms of cooperation, as well as the attendant protections, are usually wider than in the case of a direct agreement between the employer and employee. You have to take into account a number of aspects, such as: the method of settlement, additional taxation, costs of working with a company without a representative in Poland and potential legal jurisdictions. In the event of a



Iwona Soroko

Senior Account Manager,
Devire

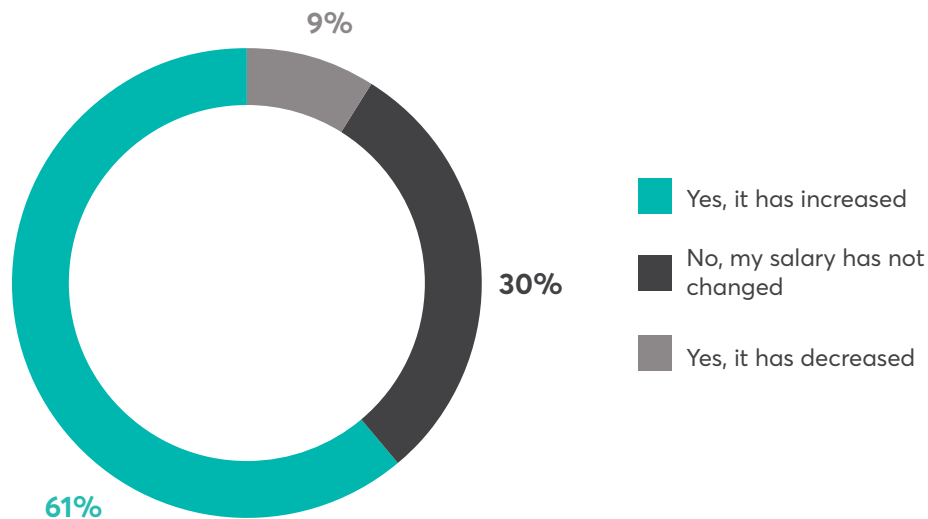
conflict between entrepreneurs operating in another country and the employee providing the service, the pursuit of rights may be problematic. Before entering into cooperation, it is worth considering these issues or using a recruitment and outsourcing agency that has experience when it comes to conducting this type of activity and is able to offer favourable terms for both parties.

Remuneration – who gains and who loses?

With the outbreak of the coronavirus pandemic, salary growth in the IT industry slowed down significantly. But this situation did not last long, because already in the autumn of 2020 we saw a resurgence of wage pressures, and the rates began to exceed by several fold pre-pandemic.



Has your salary level changed over the past year?



In 2021, the number of IT experts who received a raise increased fourfold (61%). For comparison, in 2020 only 14% of respondents declared an increase in remuneration. There are still many employers who – even at the cost of lower profits – are able to pay extra for the acquisition of relevant competences. Even companies with a rigid remuneration and pay rise policy in 2021 „turned on the tap“ for IT teams, fearing the loss of employees (and this did not always guarantee success).

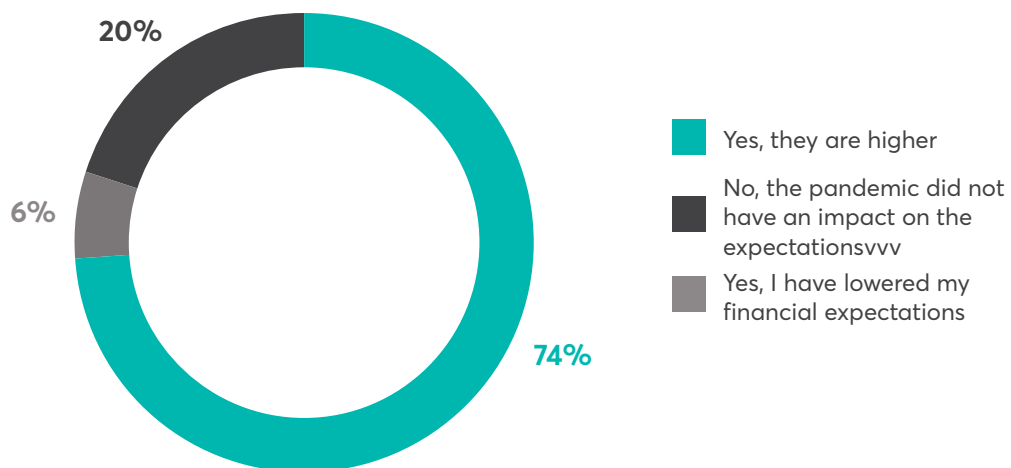
Employers should therefore plan their budgets well, because the salary appetite of IT experts is growing. As many as 85% of employees who received a raise in the last year have still higher financial expectations.

Financial expectations are rising and there is no end in sight

According to data provided by the Digital Economy and Society Index, published by the European Commission, nearly 50 percent. Polish companies today have problems with recruiting talents from the ICT sector. The demand for specialists has for years exceeded the supply. With the current competency gap, employers must focus their activities on building loyalty among employees who are already

employed. This can be a huge challenge, because for the vast majority of experts from the information technology sector, the main motivator to change jobs is remuneration, as 62% of respondents admit. And although most talents are satisfied with their salary (91%), as many as 42% of respondents plan to change jobs within the next 6 months. This group includes mainly team leaders (27%) and directors (40%), who least often could count on an increase in remuneration within the past year.

Have your financial expectations changed over the past year?



Find out more about the current rates in the IT industry in our [Salary Overview 2021](#)



An expert opinion

The majority of companies held their breath for several months, and many specialists were open to new job offers, mainly due to the possibility of losing their current employment. These fears proved to be mostly unfounded, because it quickly turned out that areas such as data analytics and the development of tools and systems enabling, for example, remote work, became very desirable on the market. These trends have further strengthened the demand for qualified specialists.



Agata Miller
Executive Manager
IT & Telecoms

The second quarter of 2021 saw a significant increase in job offers, primarily in the above-mentioned areas, but also throughout the IT industry. Candidates are now participating in several concurrent recruitment processes and are receiving up to 3–4 offers from different companies. It often happens that the current employer makes a counter-offer to the employee. This, in turn, usually involves the offer of a raise. In 2021, we saw significant increases in salaries in the IT industry, each for specialist: regardless of the level of their position, they could count on a 10–15% increase. These increases have mainly resulted from a growing demand for Polish IT services and products. Consequently, employers are having to fight even harder for employees in order to meet the needs of their clients.



Terms of cooperation

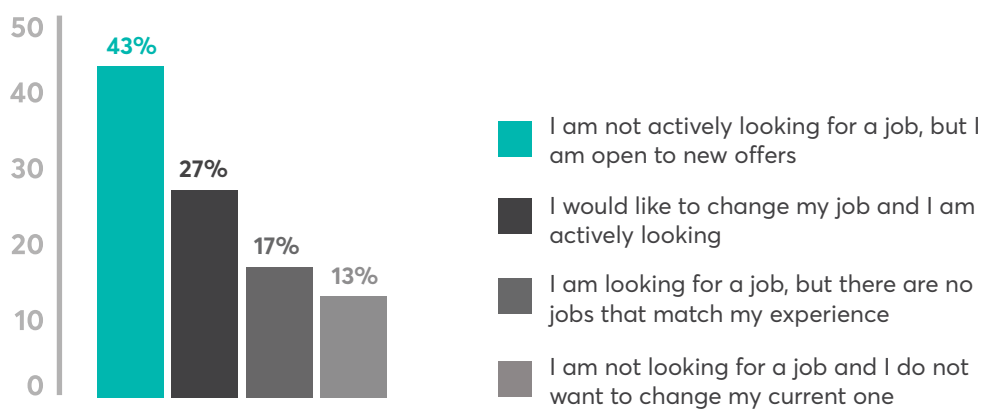


Candidates are inactive and are waiting for an offer

From the employer perspective, the situation on the job market in the IT industry is not easy. Searching for employees in particular may turn out to be a challenge for many companies in this sector. The data reveals that as many as 43% of respondents remain inactive and are waiting for new offers. The survey also indicates that 27% of specialists are actively looking for a job, and 17% complain about the lack of interesting offers.

The most active candidates are: Project Managers, Team Leaders and Juniors. These professional groups are most interested in gaining comprehensive professional experience. Working on various projects broadens their competences with more technical skills, which will translate into higher earnings down the road. At the same time, the situation for Juniors has improved. We observe that the IT job market has opened up to Juniors; and there are more and more offers being targeted towards this group.

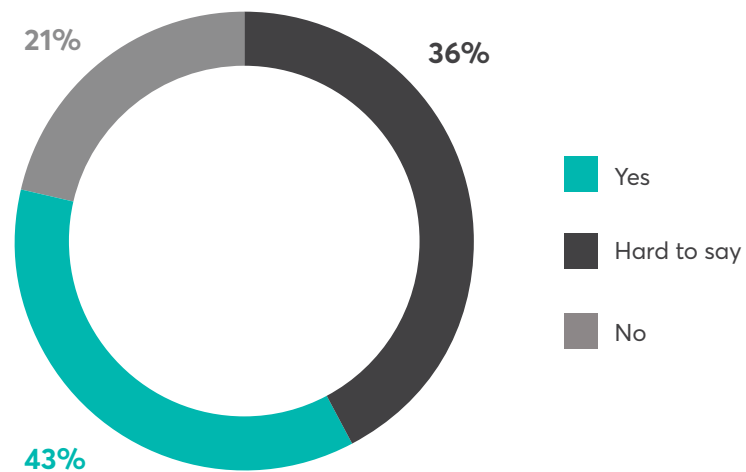
What is your current attitude to changing jobs?



Who is being inactive? Experts who can afford to be passive in this regard include Architects and Seniors in areas such as: Business Intelligence (63%) and Cloud Engineering (60%). The situation of these professional groups is so good that, regardless of their current status, they will receive employment offers every day

Interestingly, in spite of the uncertainty caused by last year's pandemic, the percentage of experts who are undecided about changing jobs is only 3% lower than last year.

Are you planning to change jobs in the next 6 months?



An expert opinion

According to numerous forecasts, the pandemic was set to deliver a mortal blow to the labour market. However, we can safely say that the job market in the IT industry is red hot and the demand for specialists is still growing. Despite the thousands of available job offers, the responsiveness of candidates has reduced. In the case of the most desirable specializations, such as Cyber Security, Data Engineering or Cloud Computing, take up is very low.



Dominika Opozda

Team Leader IT,
Devire

Advertising portals are still a popular method of searching for talent. However, we observe that the number of published job advertisements is growing dramatically, while the number of applications is decreasing. The introduction of remote or hybrid work on a mass scale has meant that employers can afford not only local employees, but they can search for talent throughout the country and even beyond its borders. As a result, the presence of foreign companies is even more noticeable on the Polish market. This trend was noticeable earlier, but it has intensified over the past year.

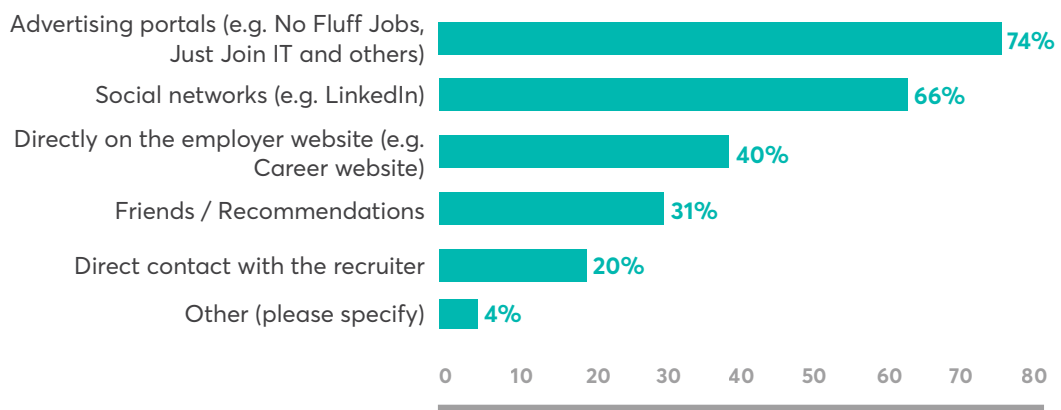
Given the scale of employment and the ever-growing needs in the IT industry, strategic management of the recruitment process is key to attracting the best talents. The availability of candidates on the market is much lower than a year ago. Additionally, experts are receiving many offers from recruiters and are engaged in several processes at the same time. Thus, recruitments that drag on over time are doomed to failure. Organizations should optimize the recruitment process, ensuring an efficient flow of information, making the entire process more dynamic. If they are not able to guarantee this, it is worth using the services of a recruitment and outsourcing agency that will optimize strategies and have access to a pool of talents that will match the needs of the company and the position profile you are looking to fill.

How are IT experts setting about looking for work?

The vast majority of experts, i.e. 74%, declare that they use advertising portals.

Other popular places where respondents search for job offers are social networks and company websites. The growing popularity of advertising portals or LinkedIn among IT talents is related to the expectations of this professional group. For industry advertisement portals, providing a salary range or work model is a standard practice. Professionals who do not want to waste time on the recruitment process for a company that is not able to provide them with the expected earnings, will choose these portals or recruitment companies that directly address their needs.

Where are you looking for information relating to new jobs and projects?



An expert opinion

The basic work tools of recruiters are advertising portals and LinkedIn, which is already used by 2.5 million users in Poland, and 645 million in the world. LinkedIn allows you to conduct ongoing recruitment activities and build long-term relationships with potential candidates. It is also one of the most popular ways to recruit new employees.

The existing and traditional methods of recruitment are proving, however, to be more and more ineffective. Therefore, companies are focusing on new solutions and tools, i.e. websites such as Reddit, Quora or GitHub. These are places where IT experts can meet, exchange knowledge, develop ideas, and even code (social coding). Despite the fact that GitHub, Reddit or Quora are not recruitment tools, due to their popularity among IT experts from around the world and the information available on these platforms, they are playing an increasingly important role in this process. They are allowing recruiters to learn about the needs of the community, establish direct contact with the best specialists and, consequently, engage them in interesting recruitment projects.

The role of the recruiter has changed dramatically. They must have specialist knowledge in a given field, develop a common language with potential candidates, and actively participate in discussions. Reaching quality candidates today is much more than just publishing a job offer on a popular portal. In the coming months and years, recruitment will be based on the human to human approach, and its pillar will be the relationship network and know-how of the recruiter.



Barbara Zajac

Team Leader & Principal
Consultant IT, Devire



What do candidates pay attention to when looking to change jobs?

The expectations of an IT expert towards a future employer are high, and decisions are influenced by many aspects.

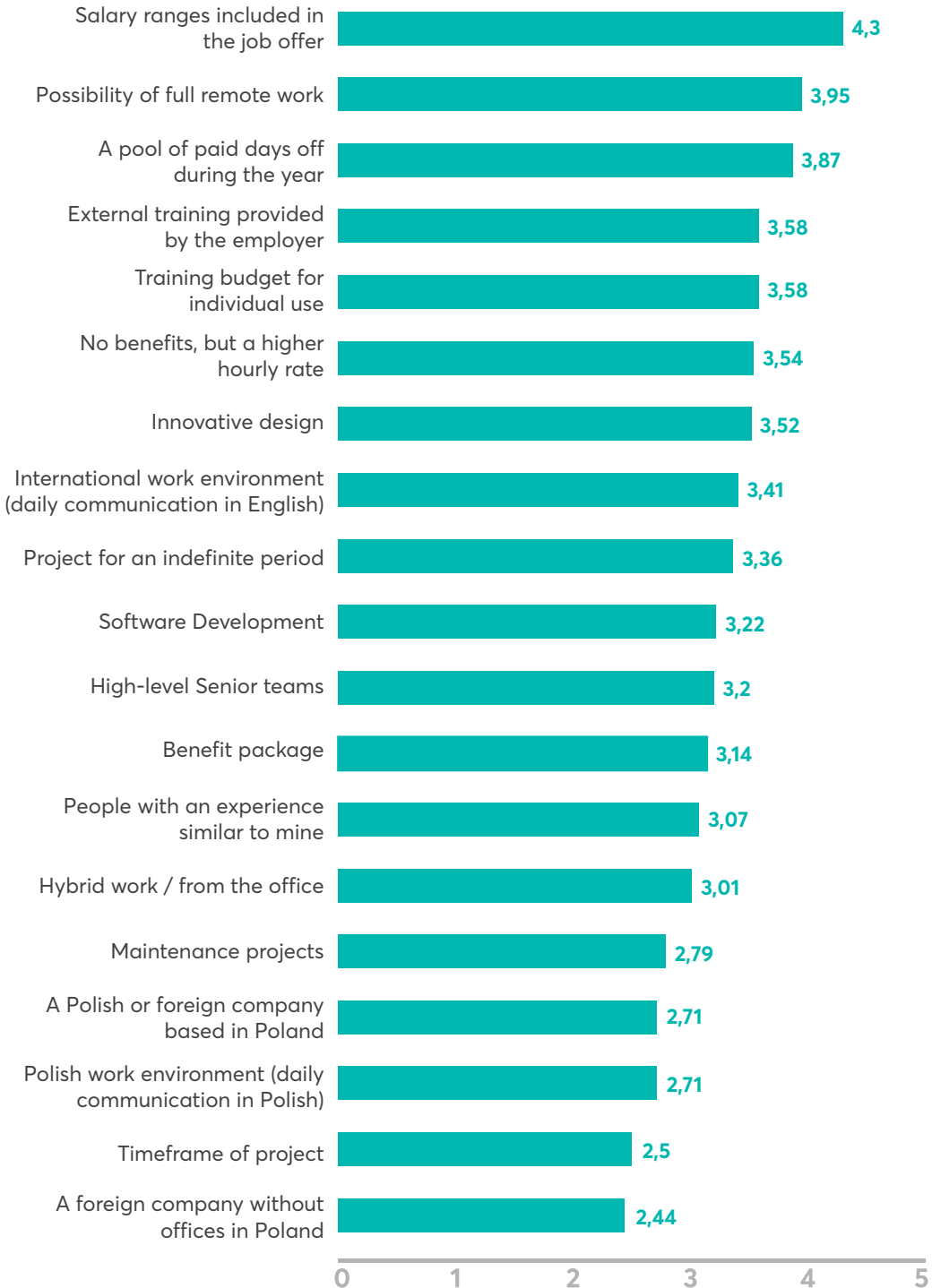
It is the salary range included in the job offer that is most important for IT talents when changing employment. The more so because remuneration is one of the main motivators when it comes to changing jobs. Devire's observations show that IT specialists are reluctant to respond to advertisements that do not take into account the salary range. Therefore, organizations wishing to gain a competitive advantage should focus on pay transparency in their future recruitment efforts.

Another important element for an IT expert is information about the model in which he will work. It often happens today that candidates, already in the course of the recruitment process, give up participation in it when they find out that they will be forced to work from an office or even hybrid. Placing information about the model in which a given organization works in the advertisement will definitely facilitate the employment process.

In addition to the issues related to the recruitment process itself, the pool of paid days off to be used during the year is very important for potential employees. This may be due to the fact that many IT contractors are unable to take paid leave. Cooperation on a given project may take up to a year or more, so employers should include such a provision in the contract.

So far, employers have endeavoured to come up with unusual and creative benefits for IT talents. Today, however, it turns out that candidates are prepared to give up benefits in favour of a higher hourly rate and the possibility of developing their competences. Improving skills or learning new technologies is an aspect that will undoubtedly change the nature of an employment position. The same is the case with higher hourly wages. Interestingly, they also care about the international work environment. Taking into account the number of attractive offers from foreign employers, the aspects taken into account by experts may prove to be a serious challenge for Polish employers.

What do the following aspects mean for you when you are looking to change jobs? Please specify on a scale of 1-5, where 1 - Not important; 2 - Not very important; 3 - Neutral; 4 - Quite important; 5 - Very important



An expert opinion

Transparency in the IT industry is gaining ground, also in terms of remuneration. For most IT experts, earnings determine whether they will accept or decline an offer. For this reason, the transparency of wages in the job offer is a very important factor that allows you to start interviews with a potential candidate. IT specialists want to know if the potential employer is able to meet their expectations, and thus whether participation in the interviews will be the right investment of time for them. On the Devire website, more than half of job offers dedicated to IT specialists contain this type of information.

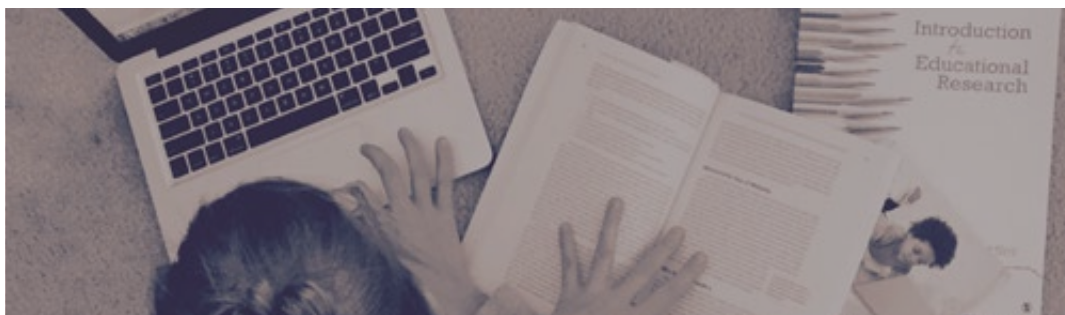


Kuba Moczyróg
Senior Consultant
IT & Technology

According to the data we have collected, candidates are much more likely to respond to advertisements where the employer has informed about the amount of salary being offered.

The main motivation to change employment in the IT sector is a higher salary. It is earnings that encourage already employed experts to consider new offers. Apart from money, experts are interested in innovative projects or working on new technologies. Participation in a development project may cause the candidate to lower his financial expectations in order to develop competences or gain global experience.

Another element that has become practically a standard in the past year is remote work. Most candidates require this model from their future employer. What is more, for many – it is a necessary condition for entering into cooperation with a given company.



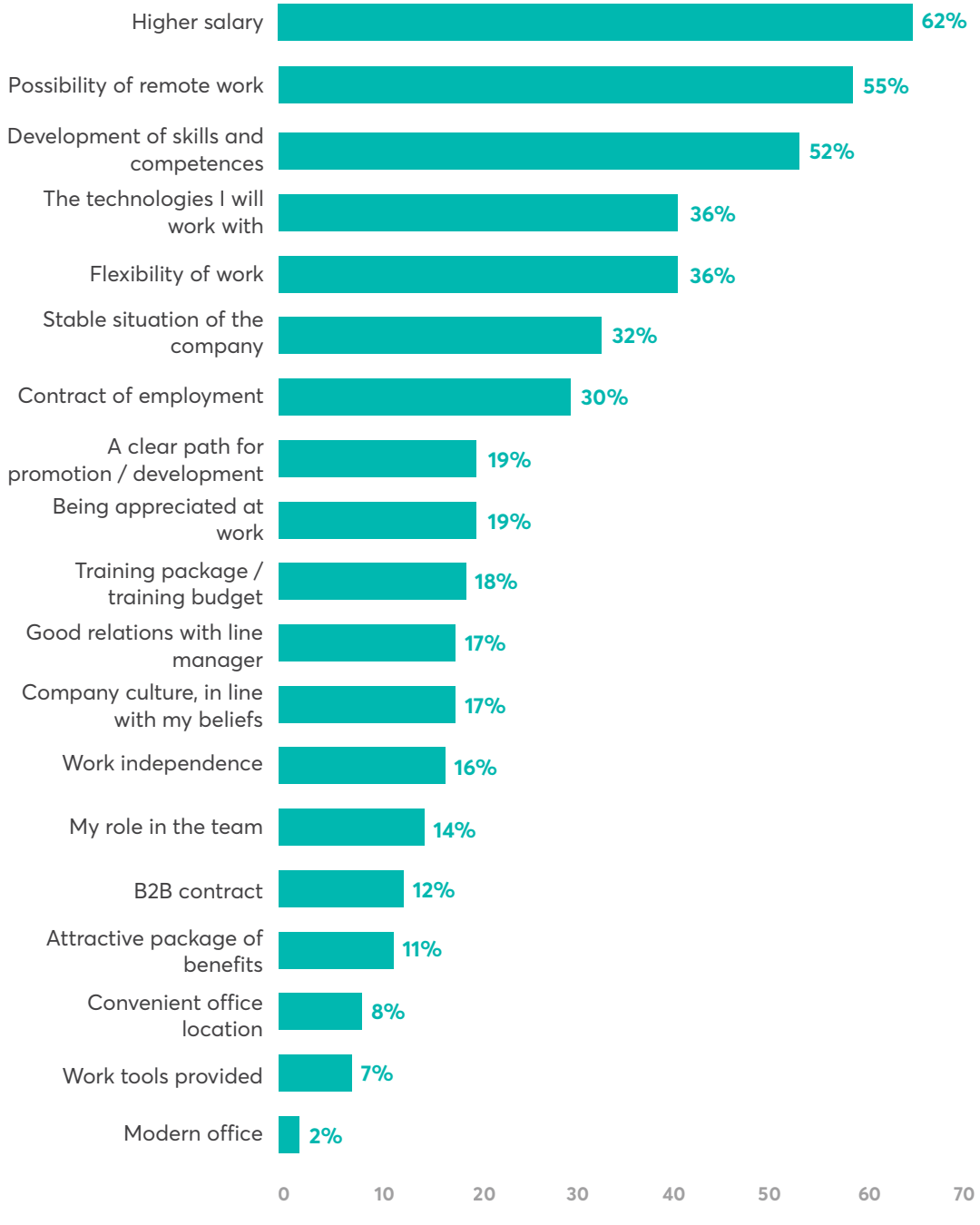
Motivations for changing jobs

As we know, only 27% of experts from the IT sector are actively looking for a job, and 43% remain inactive. There may be many reasons for changing employment, but what factors influence the candidate's decision to accept an offer? The survey shows that a consistently higher salary is the most important factor when it comes to changing jobs – this is indicated by as many as 62% of respondents. The opportunity to work remotely was just behind the salary and here we can see an increase in the last six months – from 45% to 55% responses. This may be due to the fact that after the pandemic situation stabilized, employers began returning to offices in the hybrid model. For comparison, in last year's first edition of the report, only every third employee declared that they want to work fully remotely, even if the companies return to their offices.

For employees in the IT industry, the development of skills and competences (52%) also plays a large role, which was ranked equally high last year. Technologies used by specialists, work flexibility and the company's stable situation already in the previous year were of great importance for the respondents. Today they remain to the fore.



Thinking about a new project or work position, what is motivating you to make the change?



An expert option

In order to attract candidates, many companies on the IT market are endeavouring to meet the expectations of expert candidates. What expectations are we talking about? After a year of living in social isolation, it was noted that we had developed new ways of maintaining contacts and building relationships. For many talents from the IT industry, this mode of working and interacting with teams and employers has become a new norm, which is why candidates are opting for remote work, and many employers are supporting them in this. In addition to choosing the preferred mode of operation, companies are guaranteeing the applicants developmental paths that will increase their theoretical and practical knowledge about a given technology. It is this declaration regarding work on new technologies and the employer's openness to investment in the employee and their knowledge that is a very important element among candidates. The most important aspect that influences the candidate's decision to change employment is remuneration. IT experts not only require higher rates, but also a transparent remuneration policy. Especially in the post-pandemic reality, this trend has becoming a fixed feature. For IT specialists, disclosure of wages does not come down to including a salary bracket in the job offer, but such disclosures are seen as combatting inequalities based on gender, race and, more often, the geographic location of a given specialist.

More and more IT companies are striving to increase inclusiveness by introducing a diversity management strategy. Undoubtedly, ensuring a fair recruitment process is the first step towards building this type of culture. However, it is the transparency of remuneration that is the real test for entrepreneurs in this industry. Especially in such a flexible sector that employs experts from all over the world and enables remote work, the pay gap can be significant. Therefore, the right solution can help organizations to create a transparent remuneration program that will not only prosper on the labour market and be resistant to changes, but also motivate candidates to change employment.



Krzysztof Kobyliński

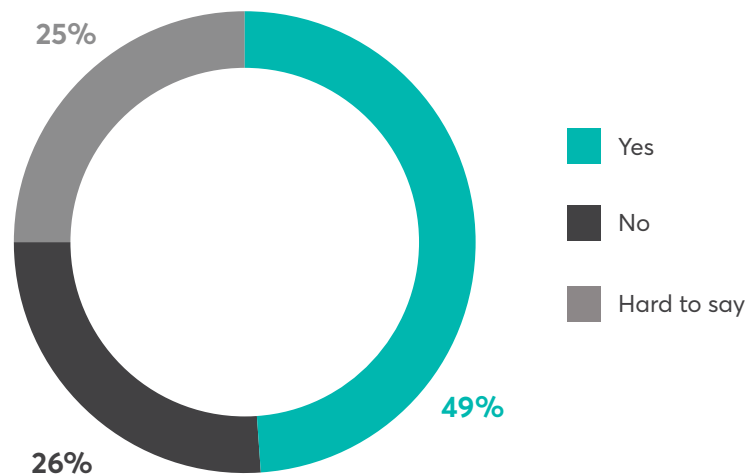
Senior IT Team Leader,
Devire



**Training
and development**

Trainings and courses are some of the most popular forms of improving employee competences. Our research shows that they are the factors influencing half of IT experts (52%) when it comes to any consideration of changing employment. Are employers investing enough in the development of their employees? To what extent does the fulfilment of this requirement affect loyalty to the employer?

Do you think that your current workplace is giving you opportunities for development?

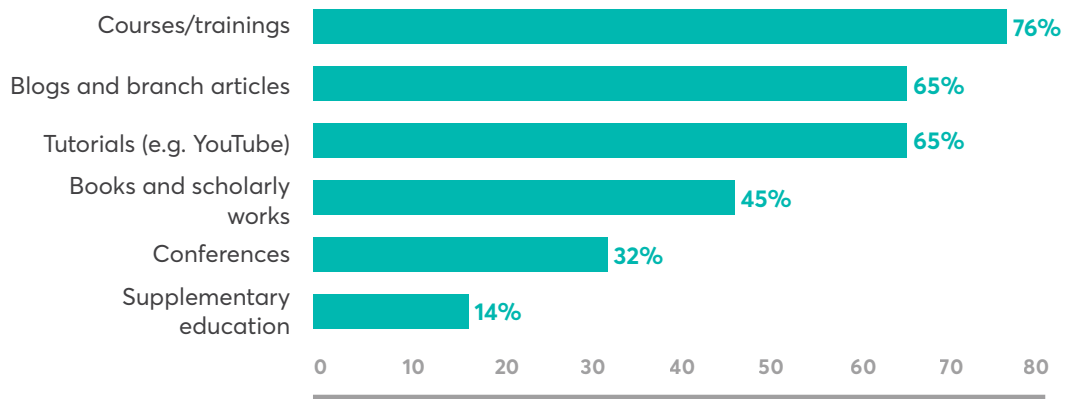


Almost half of the respondents (49%) indicated that the current employer supports the development of employee competences. At the same time, as much as 25% of the respondents faced the lack of such a possibility. Taking into account the problem of recruiting qualified staff, employers should focus on training employees already employed with the structures of the organization.

Research shows that employers are most willing to invest in the development of specialists in the fields of Cloud Engineering and Business Intelligence / Data Science.

And what are the most popular ways to improve your skills? Employees most often make recourse to courses and training. They also broaden their knowledge on industry websites and with the help of tutorials. Fewer people were in favour of specialist books, conferences or studies.

How are you broadening your knowledge?



An expert opinion

The possibility of development, in addition to the amount of earnings, is one of the most frequently mentioned reasons for changing jobs. Improving your qualifications is associated with professional promotion and a better salary, which is particularly visible in the IT industry. Programmers don't so much want develop their skills, but they know that they have to do so. It really is a question of tool up or tune out. Any employer who provides such developmental paths will certainly be highly valued, with attendant retention results. Companies know this, and as digital skills are already essential in every sector, we are receive more and more inquiries about staff training.



Magdalena Rogóz

IT market expert,
Kodilla.com

Employers know that if they do not take care of development, they could quickly lose their employees. This, in turn, is the knowledge we garnered have from individual students. Many of them sign up for programming training in the hope of finding a better job, claiming that in their current company they have hit the so-called glass ceiling, and the employer does not help them to break through in any way. Among the most popular courses are those where you can learn

the technologies most desired by the market. Invariably, for years these have been Java, Python and JavaScript. But the training is also being pursued by people with more experience who want to supplement their skills. And here we already have specific specializations, such as Data Science, which, combined with the knowledge of Python, make such a candidate more competitive, and so ensuring that they have a stronger position within the industry.

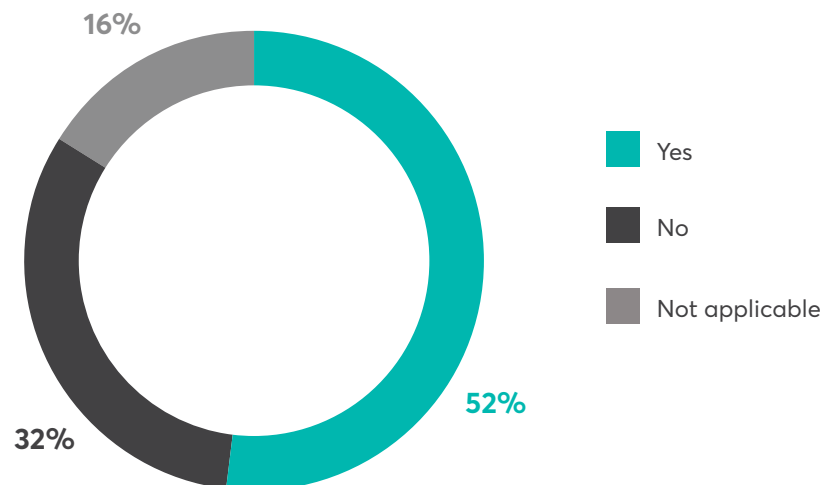


Who has the opportunity to develop?

In which employees do employers most often invest? Experts in the areas for which there is currently the greatest demand can count on support in the development of their competences. Here we are talking about: Cloud Engineering (80%), Business Intelligence (67%) and Data analysis (63%).

The vast majority of architects, as many as 90%, admit that the employer supports their development and offers courses and training. An architect hones the competences of several people. Their duties include working with clients as well as programmers, product managers and other teams on the technology and business side. Companies invest in the development of the competences of these specialists, because it is they who have a real impact on the business and the processes taking place within the organization. The same can be said for Seniors or Regulars (56%). People in managerial positions – directors (30%) and specialists working in the sale of IT services / products (38%) and in the area of Business Operations (14%) can count on additional courses and training the least.

Does your employer provide you with access to training and other training tools?

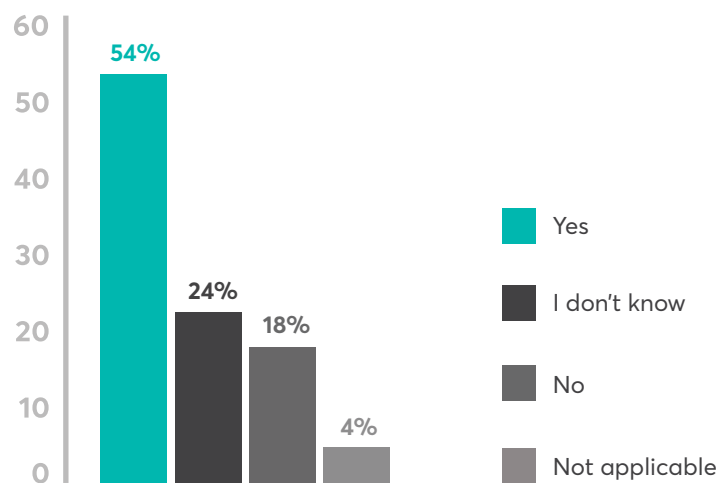


Loyalty to the employer

Employee loyalty to the company is extremely important in such a competitive environment as the IT industry. It provides a sense of belonging to an organization, and thus has a positive effect on the retention of IT experts.

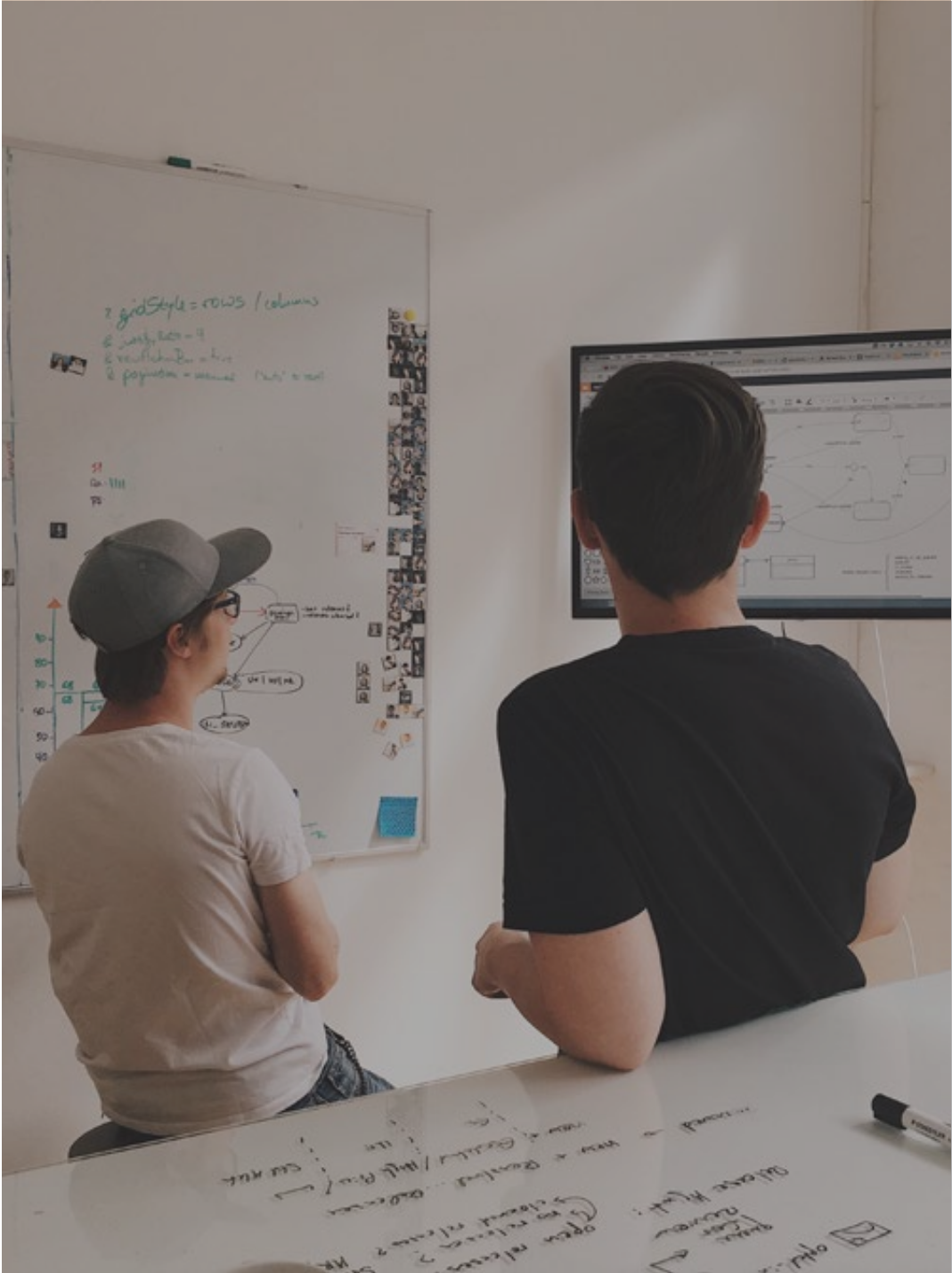
According to 54% of respondents, the possibility of development and training in a given organization affects loyalty to the employer in the perspective of changing jobs.

Does the possibility of development and training in a given organization affect your loyalty to the employer in the perspective of changing jobs?



The survey also shows that those most loyal to the employer are experts with a greater level of experience: Architects (70%), Managers / Project Managers (63%), Directors (60%). This is due to the role they play, because they have an impact on the development and future of the organization, and they identify with it more often. If the company also invests in their development, stronger employee loyalty is achieved. The same is true for specific specializations. Considering

that employers from the IT industry are eager to provide developmental training paths to Cloud Engineering or Business Intelligence experts, then it is more likely that these specialists will look to stay where they are for the long term.



An expert opinion

The results of the report are confirmed by the situation we observe on the IT market, recruiting candidates and candidates interested in developing in the area of advertising technologies.

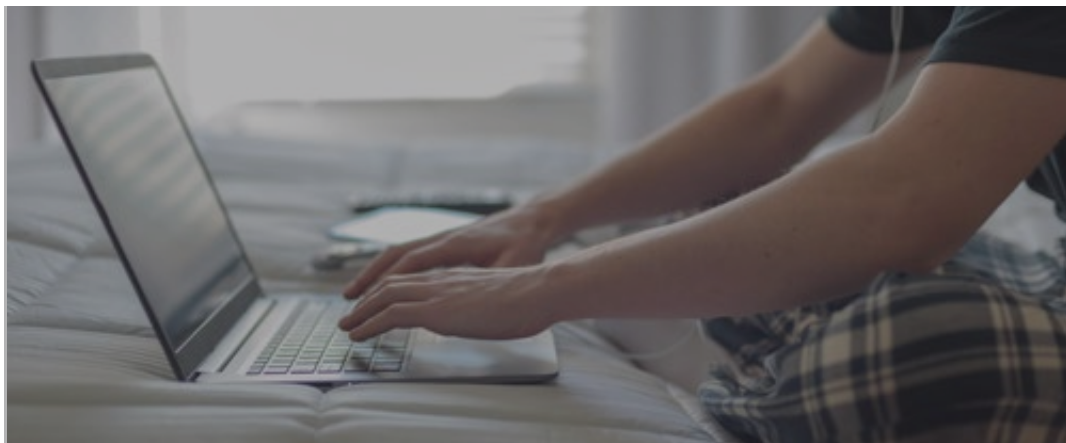
Transparency of the salary range and high flexibility (i.e. the popularization of remote work as the leading and preferred form of work) are almost mandatory points in every offer for programmers. Additionally, employer created paths for the development of skills and competences are also crucial in this regard.

It is vital to support development through a diverse range of training courses made available online; on platforms such as Udemy or Coursera. But equally important is the ability to develop by working in teams with a varied project experience. In this area of competence development, the approach to working and creating code is especially valued.

In recruitment processes, a question often arises about the quality of the code being created or the possibility of development by working with more experienced developers. The answer here is, among others, code pairing and code review – such a synergy of competences is a way to ensure high-quality code for the project, and the desired side effect for people creating it entails learning from each other and acquiring unique competences.



Joanna Kozłowska
HR&Operation Manager,
Yieldbird



Office work has had
its day

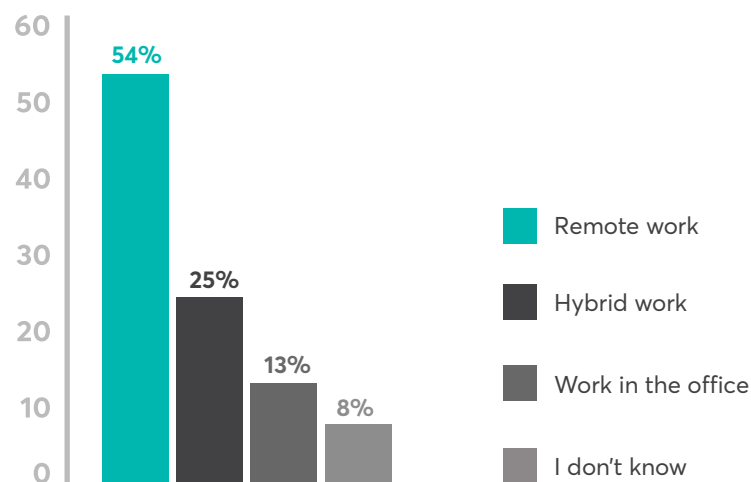


The debate about going back to working full-time in the office is back on the agenda. On the one hand, we have employers who have introduced the hybrid work model or have even given up office space in favour of remote work. On the other hand, some organizations are returning to full-time office work. What model does the IT industry currently work in and what model of work looks set to remain?

Employees want remote work

According to the survey, after a year of working remotely, more than half of IT experts are still working from home (54%). 25% of respondents have the option of combining office with home office. And only 13% of respondents are carrying out their official duties from the office. As a result, it will be difficult to attract IT experts without enabling them to work remotely, especially since this factor is a necessary condition for changing jobs for 55% of respondents.

In which model are you working?

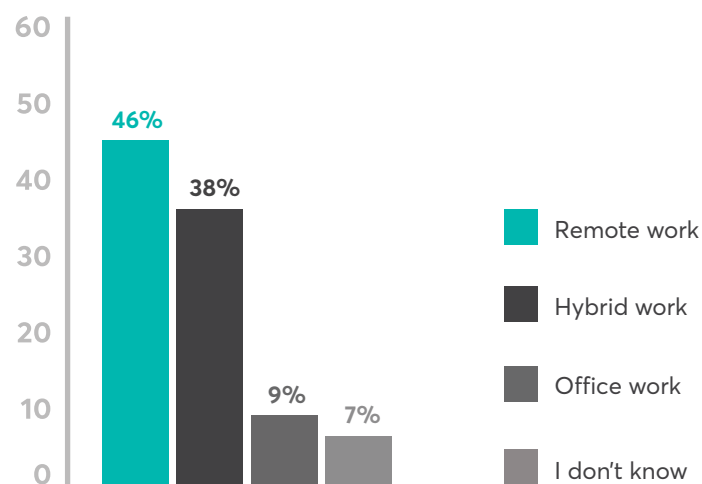


As we already know, more and more often foreign companies that do not have offices or a representative presence in Poland are offering remote work to IT

experts. In the coming months, the lack of remote work may prove to be a barrier for many candidates. What is more, those working in a currently work in a given model, regardless of which one, may want to stay with their current model.

The respondents who work hybrid indicate that they want to remain in this work model. Combined work is more convenient and effective for 38% of the respondents. Those who have no problem with motivation at home want to work remotely. Most of the respondents belong to this group, i.e. 46%. Only 9% of respondents declare that they would happily return to the office. Usually, these are the specialists who had the greatest problem with staying motivated when working remotely during the pandemic.

What is your preferred working model?



Motivation to work

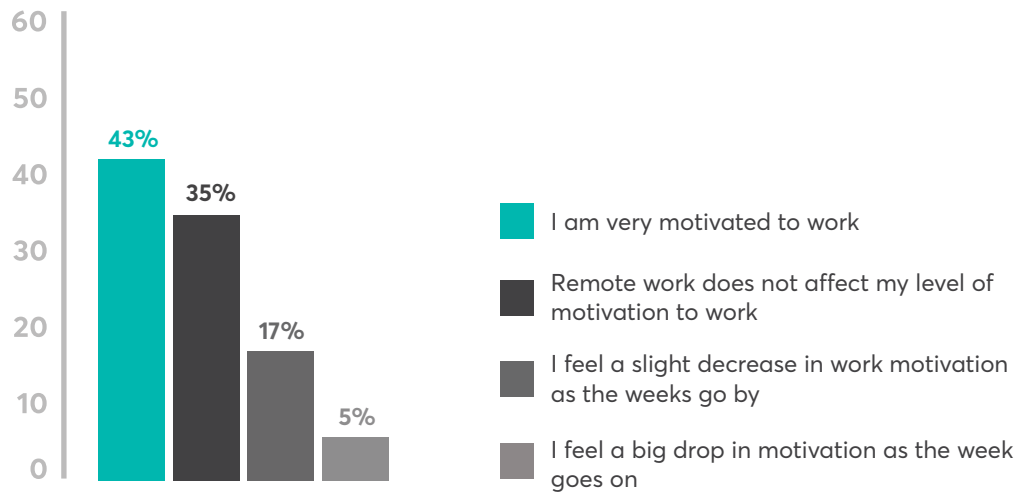
Although remote work has been successfully operating in the IT industry for years, after the outbreak of the pandemic, a large number of specialists began to complain about a general decrease in their motivation. The lockdown also contributed significantly to this situation. In 2021, however, the situation began to improve. Importantly, it was easier for experts who had the opportunity to work remotely before the pandemic to maintain their levels of motivation.

Those who previously worked from home can easily cope with its challenges. And there are more and more of these people.

On the other hand, working in the office is preferred by experts who previously had the greatest problem with maintaining motivation while working remotely. They are Team Leaders (9%), Juniors (7%) and Consultants (6%). Keeping teams motivated and effective in the coming months will undoubtedly be a major challenge for line managers.



How would you rate your motivation to work remotely during a pandemic?



An expert opinion

Remote work is the trend that has shaped the current labour market the most. The past year has shown us that the quality of work in the form of home office does not differ from that performed in an office, and the latest data shows that performing duties from home has had a positive impact on IT employees and their motivation levels.

Specialists appreciate remote work due to the greater freedom and flexibility it offers when it comes to the implementation of daily tasks. This situation, therefore, helps employers to reduce the number of sudden holidays and dismissals, e.g. due to the need to deal with an urgent matter or remain at home with a sick child. In addition, IT experts appreciate the trust given to them by their employer, which has positively impacted on the company’s status as an employer.

Despite the growing number of experts who appreciate the possibility of working



Justyna Szostak
Account Manager,
Devire

in the home office mode, there are also signals about the willingness to work in a hybrid form. Many companies, with the introduction of hybrid work, decided to diversify their benefits or change the office location to one that is tailored to the needs of employees. Among the top solutions, often mentioned by IT specialists, there are, for example, joint team breakfasts or new, creative spaces conducive to work and integration.

Creating a work environment that meets the expectations of employees will increase retention in the organization. The introduction of remote or hybrid work may prove to be a factor that will attract the most talented experts and give them working conditions that they will be reluctant to resign from.



Executive summary, future prospects

An expert opinion

Enterprises are fully invested in digital solutions. This means that the demand for cloud solutions and advanced analytics as well as network security is constantly growing. As a result, the demand for specialists in these areas is also increasing, not only in Poland, but also around the world.

Polish and foreign companies are now engaged in a fierce fight for the most desirable experts. Bearing in mind that organizations from outside Poland are offering higher rates to candidates; and often settling accounts with them in their native currencies, we are sure that the recruitment solutions used so far will prove insufficient in the coming months. Especially since most IT specialists are not take any action to change their place of employment; they just wait for the employers to make their move.

A very important trend that has emerged from the survey is pay transparency, i.e. transparency of remuneration. Placing information about earning scales has become the most important element of a job advertisement for IT specialists. Entrepreneurs who refuse to publish this type of data are losing out.

It is also worth paying attention to the changes in salary levels. With the first edition of the report for the IT industry, published after the outbreak of the pandemic, we learned that the rates offered had fallen and pay increases had been suspended. A few months later, at the turn of 2020/2021, as many as



Michał Młynarczyk
President of Devire and
Board Member of the
Polskie Forum HR

four times more experts admitted that they had received higher salaries. The conclusion is clear. Employers are competing for candidates in a market that is as difficult, if not more difficult, than it was before the pandemic.

In today's quite unstable world, other elements of cooperation are also gaining importance. Employees more and more often pay attention to the way the organization is managed, coupled with the values it nurtures – whether the employer operates on the basis of responsible business principles, has a Diversity & Inclusion policy and has created a friendly and flexible work environment.

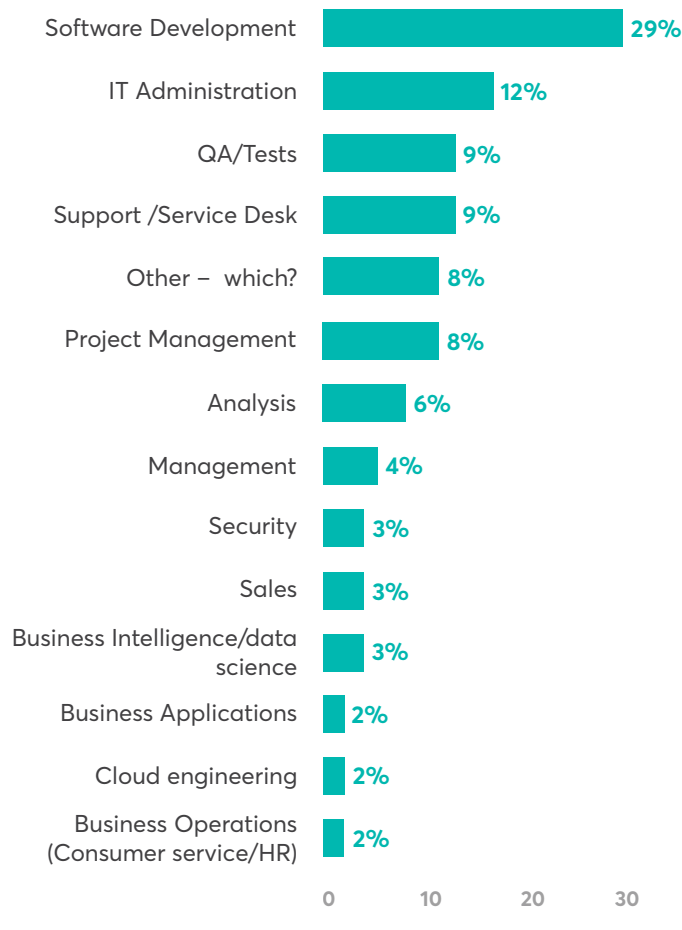
It is also worth considering the future of the industry. Technologies of „tomorrow“ such as autonomous cars or home and energy management are increasingly more present in our lives thanks to the Internet of Things solutions. The intelligent world will look to increase interest in Augmented Reality / Virtual Reality and Edge Computing. Therefore, we do not expect the fight for top talents to cease any time soon. IT specialists are already acquiring comprehensive competences, combining knowledge from various spheres, and the range of tax reliefs dedicated to experts in this industry (IP Box, Polish Governance) is aimed at encouraging the creation of innovative solutions and keeping It experts in Poland. Their importance the labour market will be a vital factor in term of continued economic development.



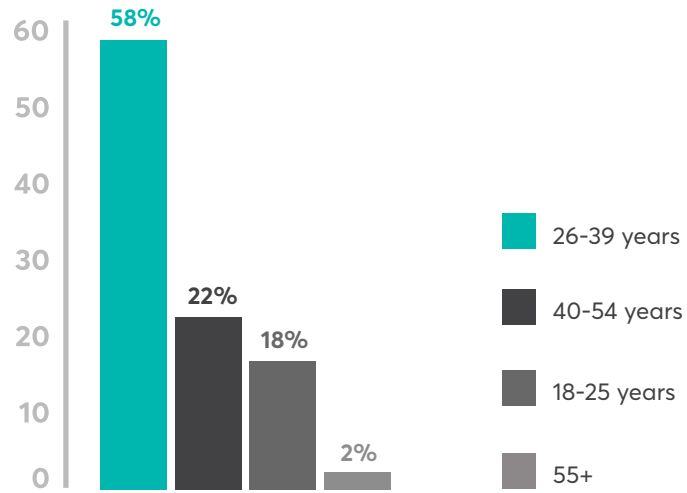
Methodology

The report The IT industry in the New Reality is a comprehensive survey carried out among juniors (16%), specialists (61%), managers (17%) and leaders of organizations (4%). The survey was conducted using the CAWI method in the period from July to September 2021. 468 respondents from the IT industry replied. The survey covered all of Poland.

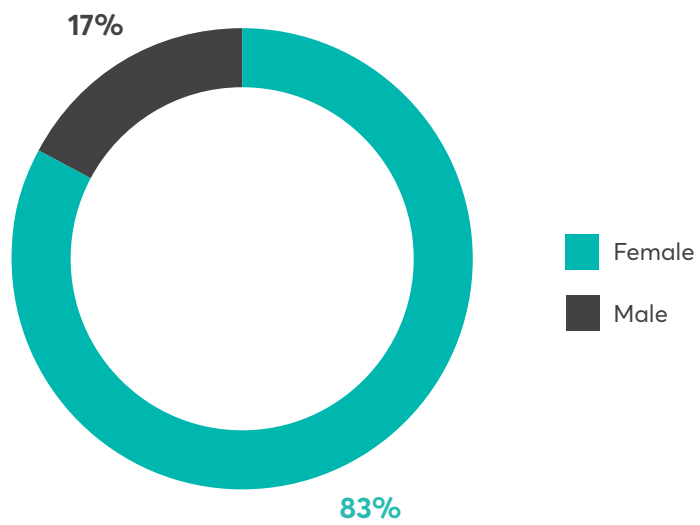
Specialty



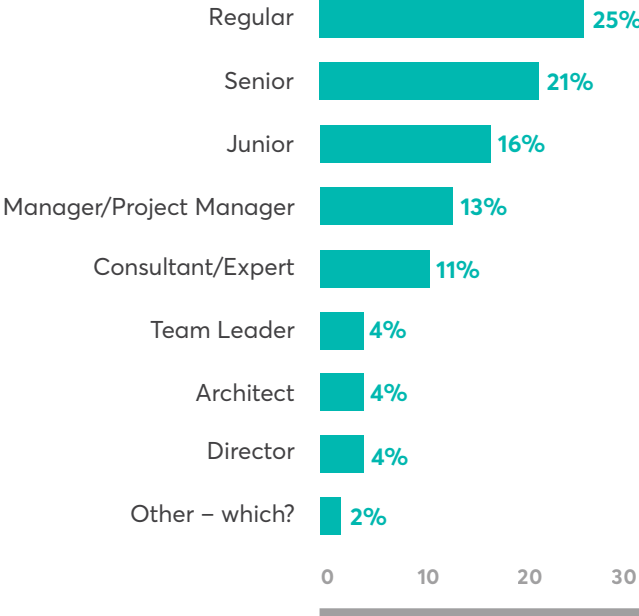
Age bracket



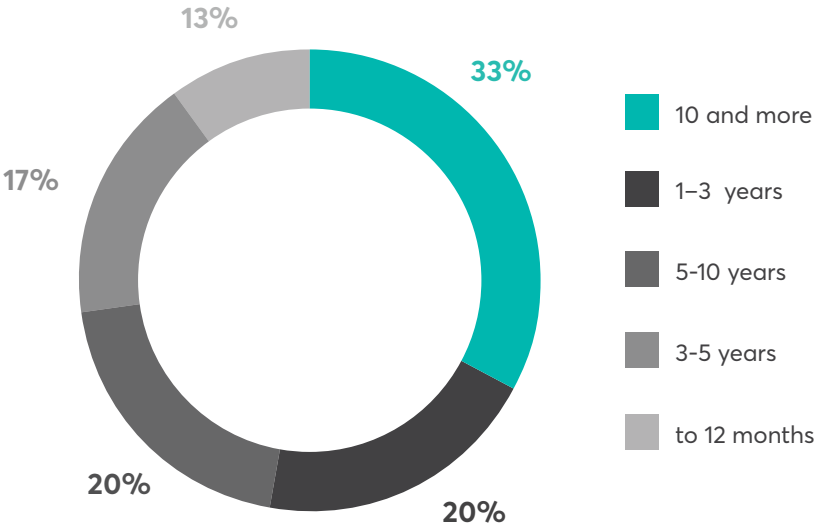
Gender



Level of position



No. of years' experience



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finding people
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