

OPOLE HUMAN RESOURCES REPORT



investinopole.pl/en



Distance	Distance	Travel time
Warsaw	315 km	3h 55min
Berlin	425 km	4h 20min
Vienna	450 km	4h 30min

DID YOU KNOW?

OPOLE IN TOP 5

MID-SIZED CITIES -
BEST FOR ECONOMIC POTENTIAL
POLISH CITIES OF THE FUTURE
2019/20

(Source: fDi Intelligence by Financial Times)

Source: ABSL own study on the basis of Google Maps



**You have our
SUPPORT**

Opole is a city of 128,000 inhabitants in southwestern Poland (in the greater Opole area more than 300,000 people live). It is the capital and leader of its region, and a growing social and economic hub that gathers together administrative, educational, economic and cultural functions. One of the city's important advantages is its convenient location near the A4 highway connecting Poland with Western Europe. Opole is also a strong academic center. The high quality of its human capital enhances the city's attractiveness for investors in the business services sector.

INDIVIDUAL APPROACH

We support investors from such priority industries as business services, the car industry and IT, as well as companies that plan to choose or have chosen Opole as a place to invest. Every key investor in Opole is provided with an adviser, who acts as a guide to investment process and related institutions. The adviser helps with all administrative procedures in order to ensure that the investment runs quickly and smoothly. We take an active part in serving both foreign and domestic investors.

We offer:

- »» advice on choosing investment locations;
- »» help in establishing cooperation with institutions in the business environment, such as the Polish Investment and Trade Agency, the Opole Economic Development Center, WSSE Invest Park, Science and Technology Park, the Opole Exhibition and Congress Center, developers, labor offices and professional consultancies, and administrators of media, schools, universities and research centers;
- »» close cooperation in the process of obtaining permits, consents and conditions required by the provisions of the law, and in all administrative procedures necessary when starting up a business;
- »» PR support for business activities;
- »» support in the process of recruitment;
- »» advice and assistance throughout the investment process, as well as post-investment care.



**Cooperation
is THE KEY**

STRONG EDUCATION

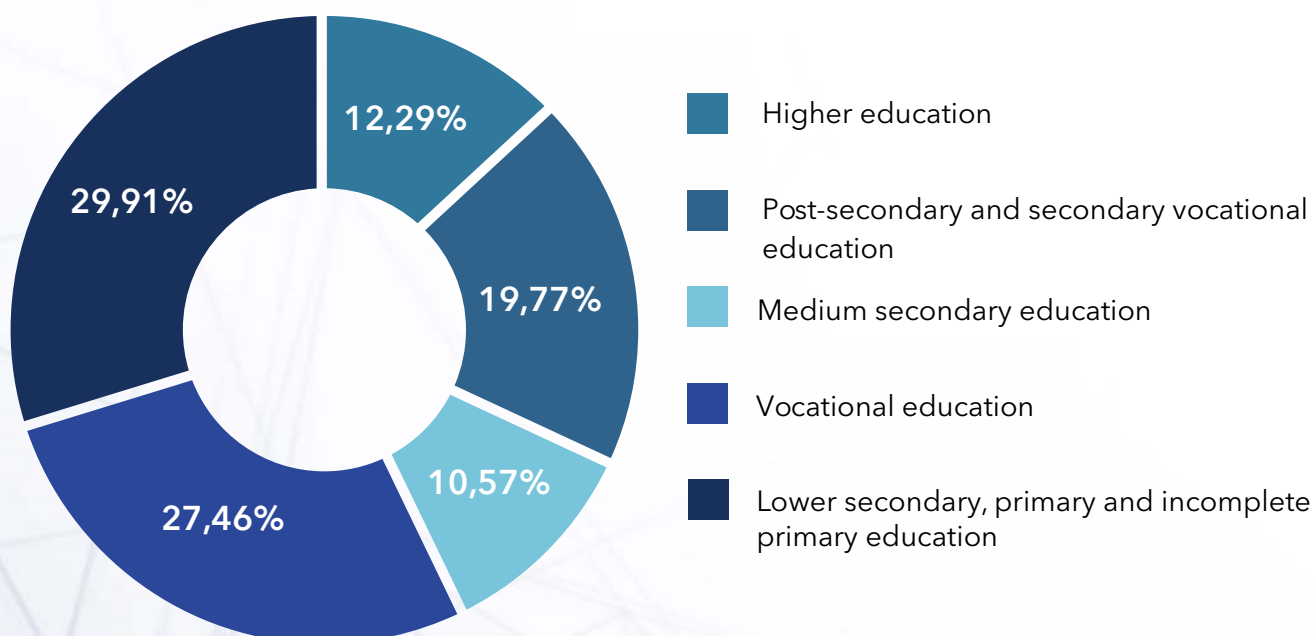
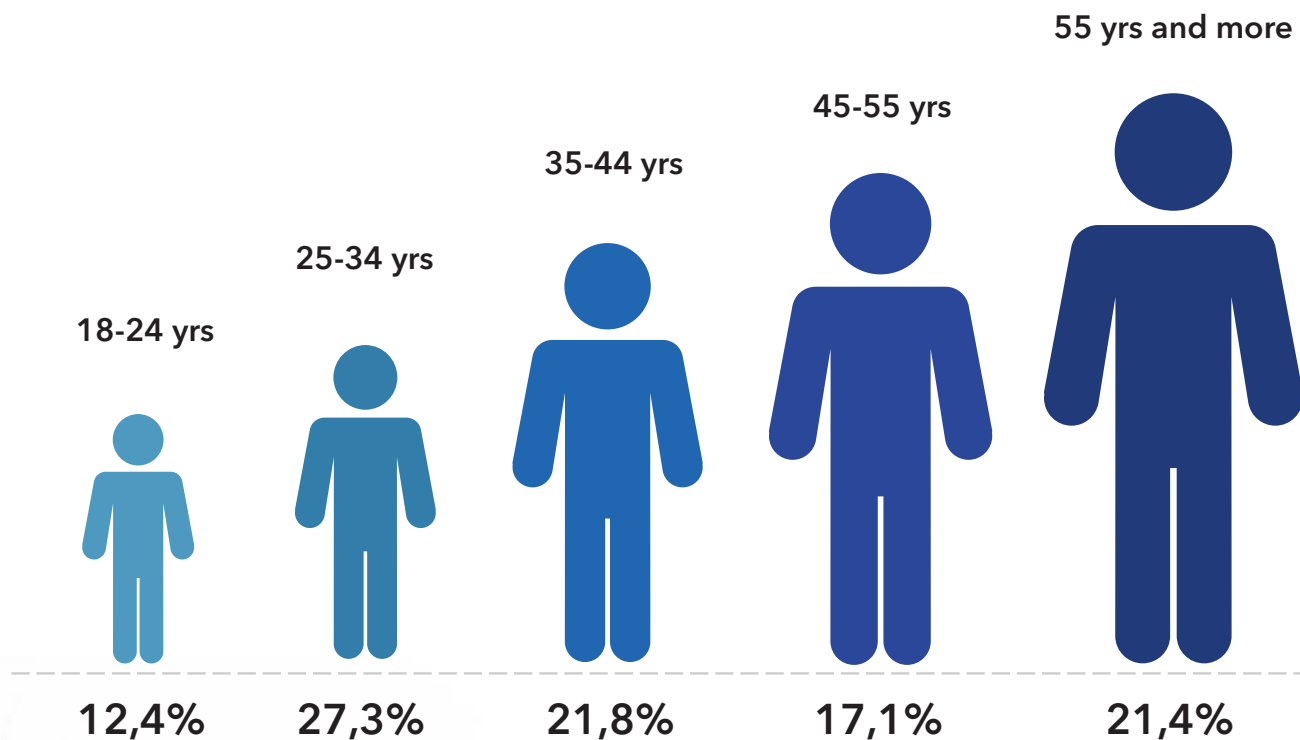
Opole intensively supports initiatives that strength-en cooperation between business and science. The city's largest public universities, that is, Opole University of Technology and the University of Opole, strongly support business. Their standard practices include creating specializations that meet the needs of business, an extensive ITS system, modifying their course schedules, and offering investment advisers. Thanks to the comprehensive range of specializations offered by Opole universi-ties, entrepreneurs who locate their investments in Opole can count on support in most industries and specializations that function on the market. High schools as well cooperate intensively with Opole companies, including through a system of spon-sored classes. In this way, businesses are assured that schools supplement their basic program with courses that teach the key competences needed in the sponsor business's industry.

WE HAVE COMMON GOAL

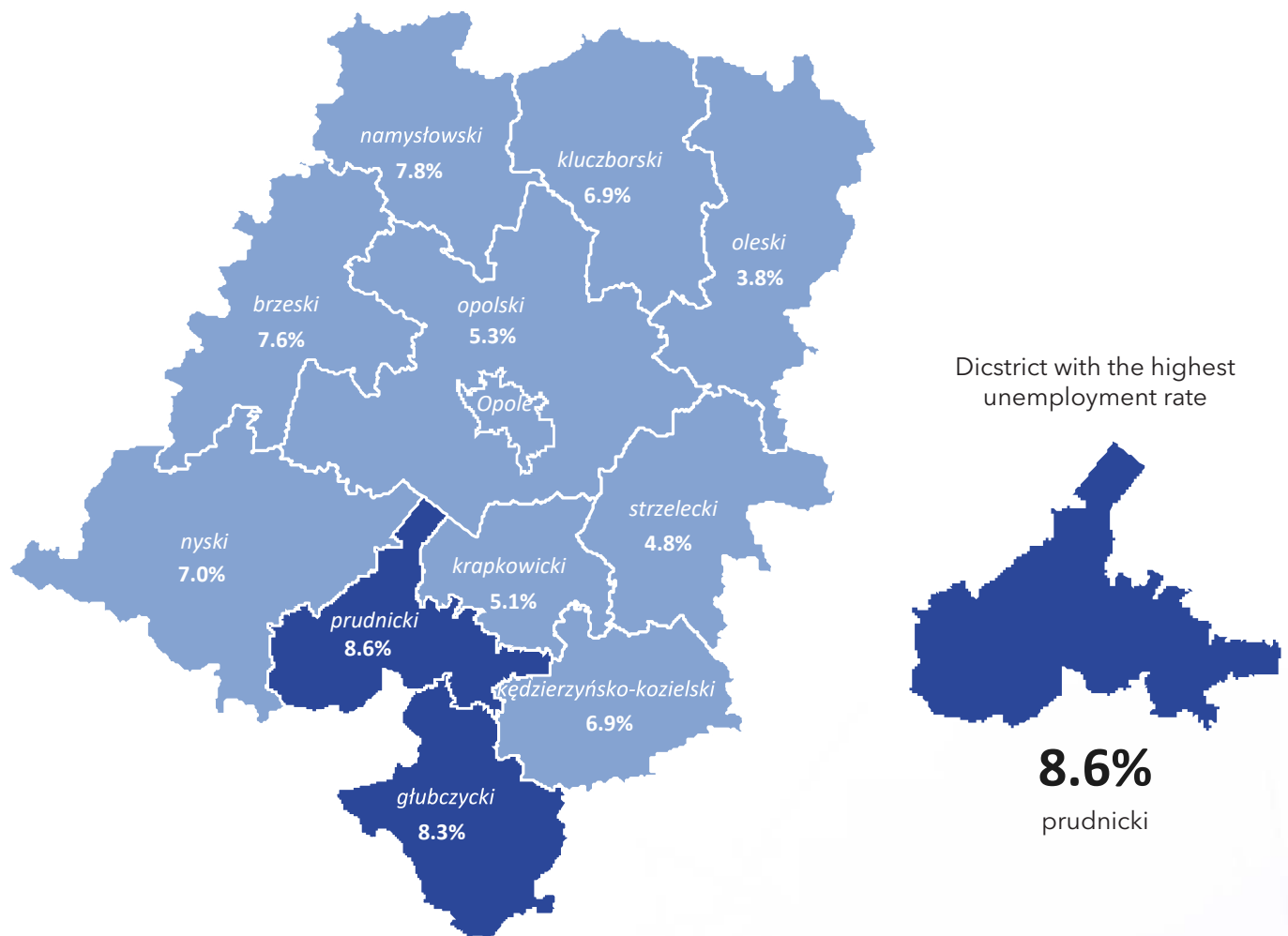
The industries which we believe have the best prospects for growth, based on the regional labor market in Opole, are BPO and ITO. Thanks to effective recruitment, employment in these sectors in Opole is on the rise, and our estimates forecast further significant growth. A big advantage of the region's labor market is access to staff, including those who are fluent in German. In this respect, Opole is the only region in Poland that offers investors such a recruitment opportunity. At the same time, our two main universities, Opole University of Technology and the University of Opole, turn out specialists who meet the needs of business in the BPO and ITO sectors. In addition to program-mers, these include finance specialists, engineers, philologists and lawyers. In order to develop IT competences among its students, Opole University of Technology has expanded its Information Technology Institute, which now operates in close cooperation with the labor market and current economic trends. At the same time, we are carrying out an investment at the Engineering Design Center at Science and Technology Park, whose main role will be to support the IT community in the city and the region, based on a specially constructed infrastructure and support equipment, along with a program tailored to the needs of developing such technologies as artificial intelli-gence, machine learning and business intelligence.

By putting all of our potential, knowledge and skills to work, we are sure that Opole provides all the conditions, staff and support needed for initiating and running business projects, both locally and internationally.

UNEMPLOYMENT OVERVIEW



Unemployment rate in districts



Unemployment by education

District	Higher education	Post-secondary and secondary vocational education	Medium secondary education	Vocational education	Lower secondary, primary and incomplete primary education	Number of unemployed
brzeski	242	507	207	542	604	2 102
głubczycki	74	203	149	381	474	1 281
kędzierzyńsko-kozielski	249	423	234	633	776	2 315
kluczborski	151	323	134	359	463	1 430
krakowicki	135	273	138	424	392	1 362
namysłowski	99	225	116	301	297	1 038
nyski	346	555	282	849	860	2 892
oleski	140	214	80	271	241	946
opolski	239	336	215	573	498	1 861
prudnicki	133	263	149	438	457	1 440
strzelecki	119	233	119	352	396	1 219
TOTAL	1927	3555	1823	5123	5458	17886

Wages in the enterprise sector

gross salary



Average wage in the enterprise sector in Poland

VI 2019

5 104,46 PLN

Minimum in the enterprise sector

I 2020

2 600,00 PLN

+ 2,6%

Inflation rate VI 2019 vs VI 2018

WHAT ARE WE LIKE?



Source: ABSL own study based on interviews with business services center representatives

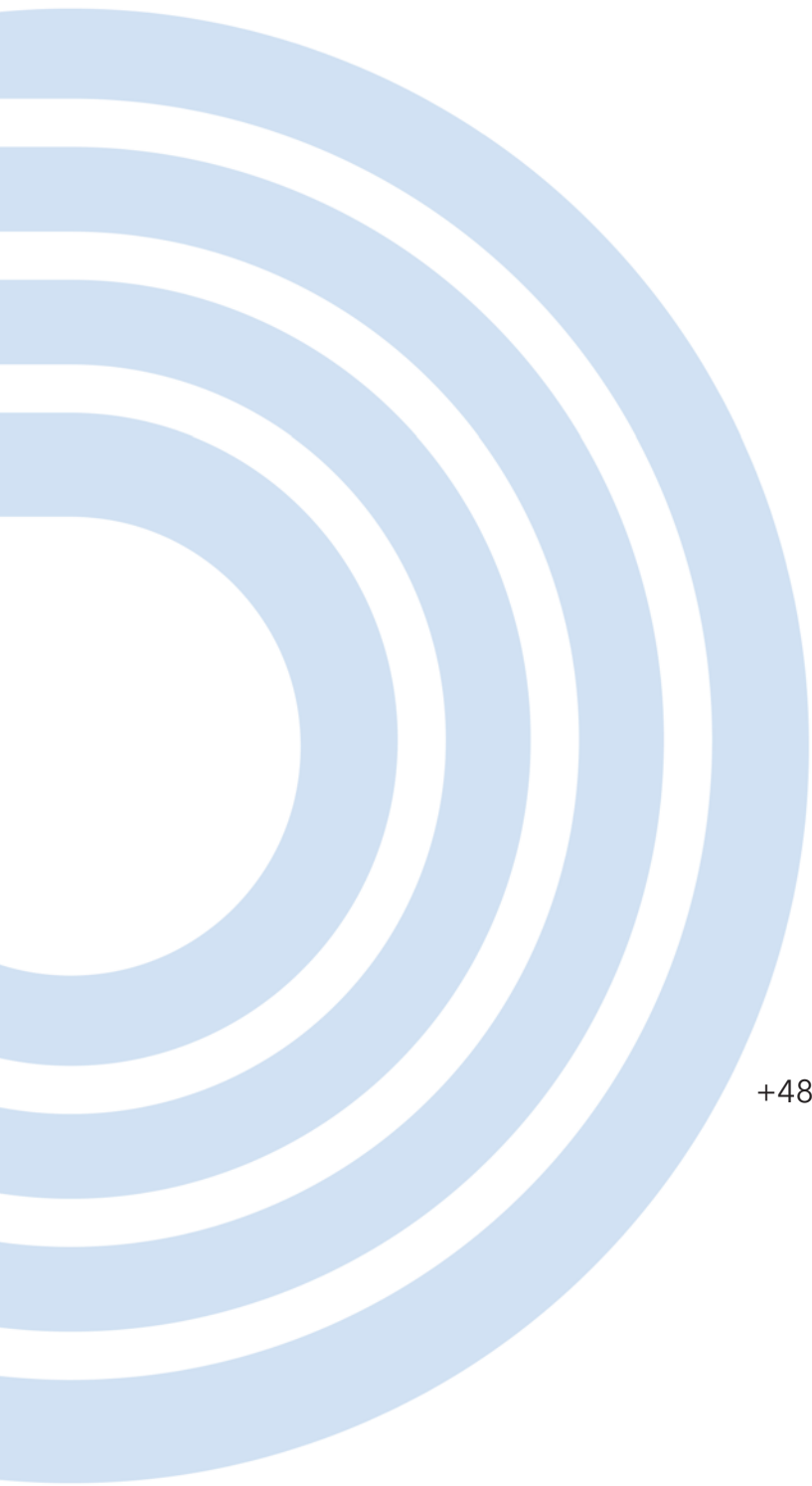
A big advantage of Opole often pointed out by representatives of BPO, SSC, IT and R&D centers operating in the city is the availability of qualified personnel as potential employees in the business services sector.

The Opole region features a **very high level of familiarity with the German language**. For many inhabitants, German is their “second mother tongue”, which makes Opole an attractive location for investors from companies who do business in German. Representatives also emphasize that an important attribute of potential employees in the Opole region is their cultural affinity to German-speaking countries, and their desirable conduct. They have a **very strong work ethic and pay attention to order**. People from Opole are also very open to gaining new knowledge and skills, which is very important in an industry that requires employees to enhance their qualifications.

The staff of services centers in Opole are **supplied by graduates of the universities located in the city**, mainly Opole University of Technology and the Business image of the city. These schools are very open towards various forms of cooperation with business services centers, including supporting recruitment processes aimed at obtaining new employees who are graduates of those universities. Employers from the business services sector in Opole emphasize that a very important factor affecting their choice of Opole is its extraordinarily convenient location not far from the A4 highway.

Business services center representatives drew attention to Opole’s attractiveness as a medium- sized city, “ideal in the context of its size”. In their opinion, the size of the city makes it affordable, both for employers and employees.

Another important aspect of doing business in **Opole is that the city has very high indicators of productivity and work engagement relative to remuneration costs**. The local labor market in the business services sector is not oversaturated. Further, the city has a very good network of transportation connections. Respondents also emphasized that the city is attractive visually, a place to which business guests always gladly return.



Opole City Hall
Investor Service Department
Rynek - Ratusz, 45-015 Opole, Poland

+48 77 45 11 933 / +48 782 704 283 / +48 514 757 765

economy@um.opole.pl
investinopole.pl/en