

green

energy

labor market report



randstad



# green energy drives the technology labor market.

Coal-fired power generation is expected to decrease by 68% by 2040. Phasing out coal-based energy is a crucial step towards achieving zero-carbon goals, which many European countries are now actively pursuing. In result of the geopolitical unrest and numerous infrastructure challenges, which have become one of the key catalysts for reorientation towards a green energy, renewable energy sources present significant opportunities, including those related to the labor market.

Małgorzata Mudyna  
regional manager / vertical manager engineering



Significant investments are set to transform Poland's energy mix for decades to come. The country's move towards renewable energy is primarily centered around photovoltaic farms and wind farms, supplemented by nuclear power. On a smaller scale, hydropower, biomass, and biogas also contribute to the energy landscape. This strategic diversification aims to ensure Poland's energy independence from external suppliers of raw materials.

A crucial aspect of this transformation is the decarbonization process, which involves extensive investments in zero-emission transportation. This includes the development of electric-powered cars and public

transportation systems designed to reduce greenhouse gas emissions. Alongside transportation, the construction sector is seeing advancements in energy efficiency, with new buildings being designed to consume less energy and existing structures being retrofitted to meet higher efficiency standards.

This ambitious drive to minimize environmental impact prompts several important questions about Poland's energy future. What will the country's energy landscape look like in the coming years? How will these changes influence the Polish labor market, particularly in sectors related to renewable energy, transportation, and construction? To provide a comprehensive analysis, a team of experts from Randstad Polska has prepared this detailed report.

# development perspectives for the green energy market in poland.

A wide range of business sectors in Poland can engage in activities that lead to zero carbon emissions by supporting the energy transition supply chain at multiple levels across the country.

Photovoltaic farms and wind energy are the undisputed leaders of Poland's green energy mix, experiencing strong growth and even more ambitious plans for the future. Polish offshore wind farm plans are divided into three geographical areas: Central, Słupsk, and Odra Batch. In these designated territories, preparatory or implementation work is underway, carried out by investors combining Polish capital with foreign expertise.

Each of these companies sees potential for future growth in the Polish offshore wind market and aims to increase the share of renewable energy sources in Poland. These investments are designed to support the Polish economy, create new jobs, and contribute to the country's sustainable energy development. Smaller and larger onshore wind farms are already operational, with the largest investment in Potęgowo (Pomeranian Voivodeship). ►



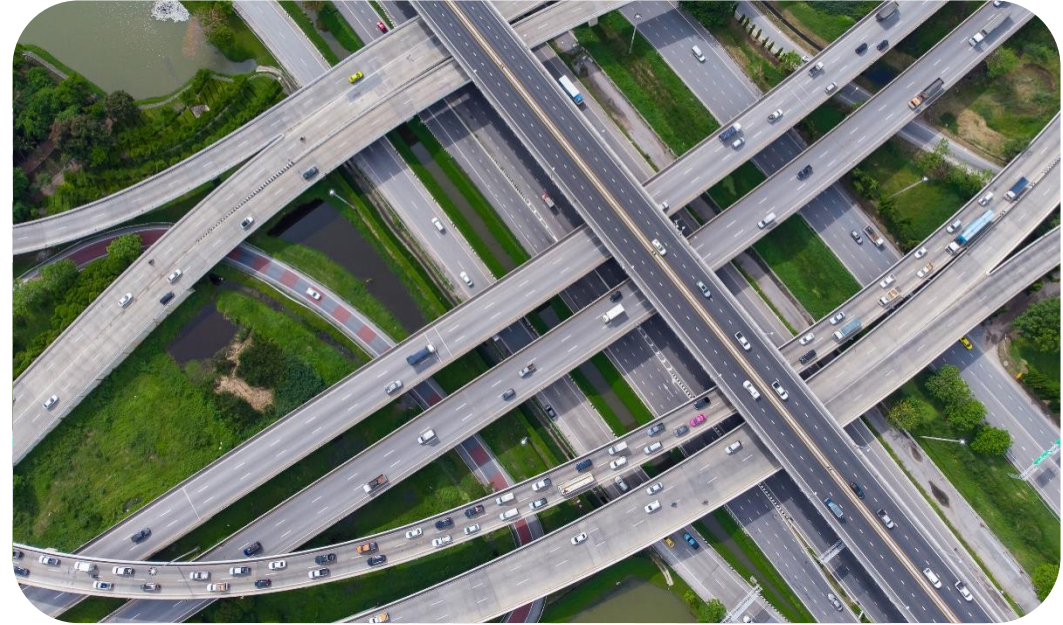
## examples of investment cooperation in 3 batches:

- Orlen group with Canada's Northland Power on the Baltic Power project / PLANNED COMPLETION: 2026
- PGE Baltica with Denmark's Orsted on Baltica 2 and Baltica 3 projects / PLANNED COMMISSIONING: 2027-2028
- Polenergia with Norway's Equinor on the Baltic I, II and III farms / PLANNED COMPLETION: 2028
- Ocean Winds – stand-alone project / PLANNED COMPLETION: 2030
- RWE Renewables – stand-alone project / PERMITTING STAGE

◀ Photovoltaic farms are also developing rapidly, competing for a significant share of Poland's energy mix. Major investments include the farm in Zwartowo (Pomeranian Voivodeship), launched in September 2022, and the 2023 farm near Kalisz, which has the potential to become the largest installation of its kind in Central and Eastern Europe. The photovoltaic farm market is highly dynamic, with constant shifts in the ranking of the largest suppliers. This competition is driving innovation and efficiency improvements, leading to more cost-effective and higher-performing solar energy solutions.

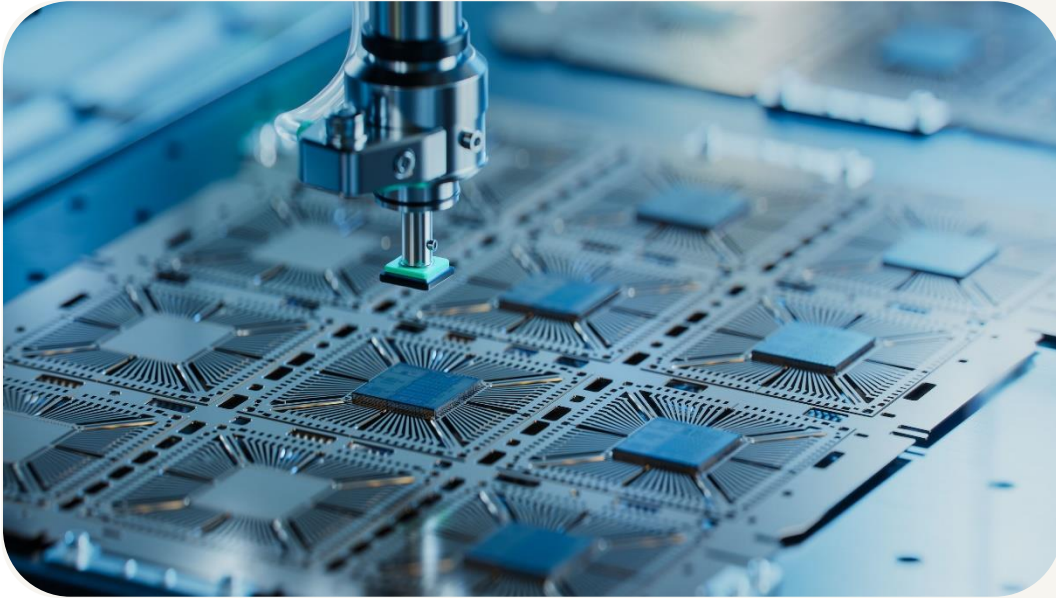
A milestone towards decarbonization is the decision to build Poland's first nuclear power plant. [Initial fieldwork and geological surveys have begun](#), with the plant expected to be operational by 2040 despite projected delays. The inclusion of nuclear energy in Poland's green energy mix signifies a commitment to reducing greenhouse gas emissions and enhancing energy security. The plant will provide a stable and reliable source of energy, complementing the intermittent nature of wind and solar power. Additionally, the development of nuclear energy will require a skilled workforce, creating opportunities for education and training programs to equip workers with the necessary expertise.

The electric vehicles manufacturing sector also has favorable prospects. [Europe currently hosts 293 vehicle assembly plants, with 11 \(3.8%\) located in Poland.](#) Poland's main export commodity in the zero-emission vehicles sector is buses, produced by



companies such as MAN Bus in Starachowice, Scania in Słupsk, ARP E-Vehicles in Solec Kujawski, Solaris Bus & Coach in Bolechowo, Volvo in Wrocław, and Autosan in Sanok. Poland is also home to the Stellantis electric delivery vehicle factory in Gliwice and plants producing electric micro-vehicles and unicycles. The growth of the electric vehicle sector in Poland is supported by favorable government policies, EU climate goals, and a growing domestic market for zero-emission vehicles.

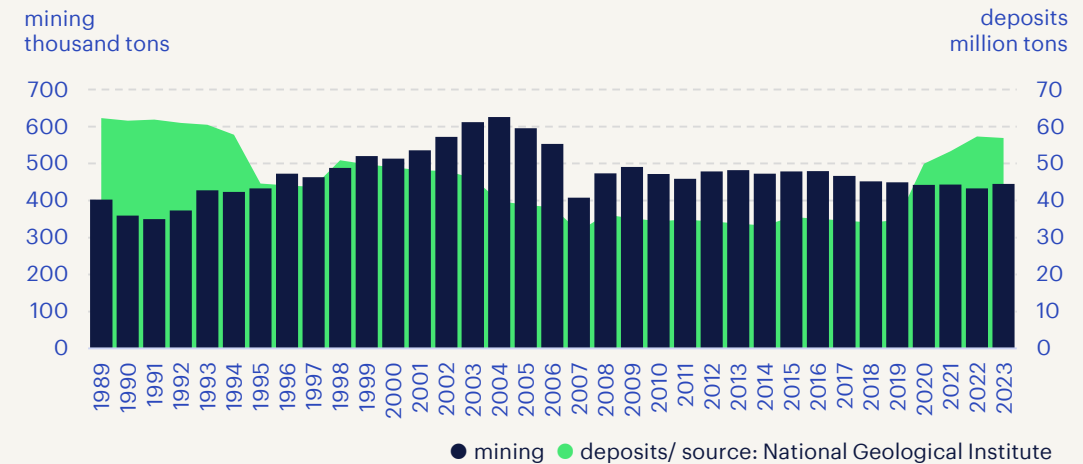
Green energy developments are also advancing in copper mining. Poland is a leader in the extraction and processing of copper ▶



◀ used in integrated circuits and automotive harnesses. Additionally, Poland is the European leader in the lithium-ion battery supply chain, expected to maintain this position until at least 2025. [Companies specializing in battery technology, such as LG Energy Solution Wroclaw, Europe's largest supplier of traction batteries](#), are expanding their production capacities. This expansion is driven by the increasing demand for electric vehicles and energy storage solutions. The facility's production capacity is set to rise from 70 GWh to 115 GWh by 2025, solidifying Poland's position as a key player in the global battery market.

The e-mobility market is interdisciplinary, offering benefits to various economic sectors. Employment opportunities extend

## copper resources and mining in Poland from 1989 to 2023:

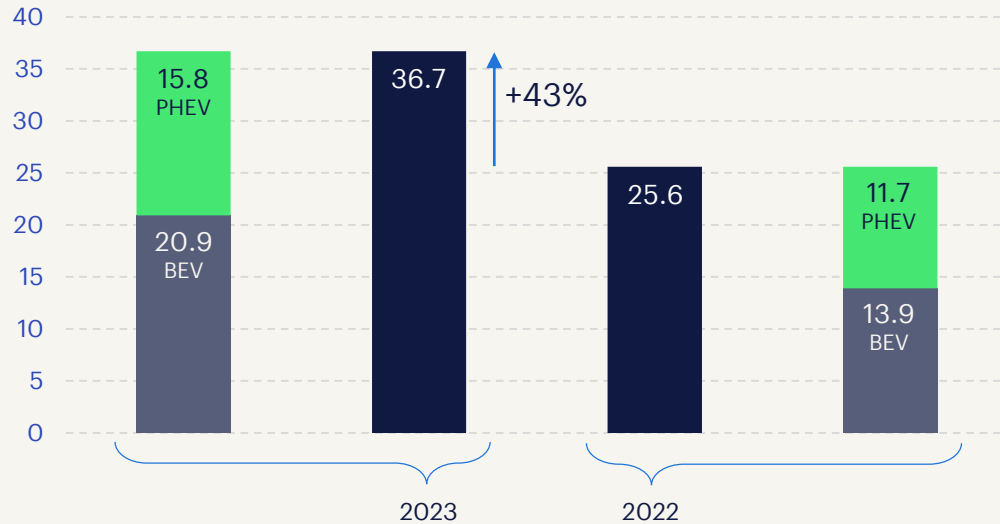


beyond electric car production to include raw material extraction, charging station infrastructure construction, and recycling. For example, lithium recovery, a key battery material, [is projected to reach 50% by 2027 and 80% by 2031](#). The growth of the e-mobility sector is also expected to spur innovation and development in related industries, such as software development for vehicle management systems, advanced manufacturing technologies, and sustainable materials. These advancements will not only contribute to the green energy transition but also enhance Poland's technological capabilities and global competitiveness.

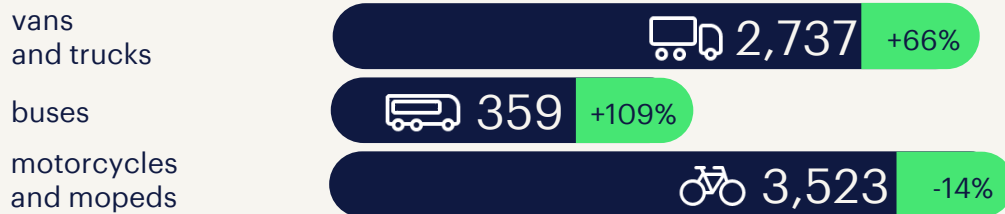
[Poland is expected to have nearly 95,000 electric vehicle charging stations by 2030 and over 172,000 by 2040](#). Investments in ►

## electromobility in Poland in numbers:

number of newly registered passenger cars with an electric drive (in thousands)



number of new registrations of other electric vehicles in 2023 and YoY change



/ source: Polish Association of New Mobility, Polish Automotive Industry Association

◀ charging infrastructure will lead to increased investment in the electricity grid expansion and stimulate the development of renewable energy sources. Consequently, charging station manufacturers and related service providers will experience steady growth in turnover and employment. The expansion of the charging network will also enhance the convenience and accessibility of electric vehicles, encouraging more consumers to make the switch from conventional gasoline and diesel-powered cars. This shift will reduce Poland's carbon footprint and dependence on imported fossil fuels.

The demand for raw materials used in modern technologies, including copper and recycled components of electric cars, will rise. This presents an opportunity for Poland to consolidate its position as a leader in the battery industry by securing production processes with recycled materials. The development of green energy and e-mobility will also impact various service sectors, such as logistics, transportation, shipping, financial, and legal services. Companies involved in these sectors will need to adapt to the changing landscape by developing new capabilities and offering innovative solutions to meet the needs of the green economy.

Companies manufacturing turbines, monopiles for wind farms, or electric car components will generate numerous orders for a broader range of suppliers. Manufacturing companies supplying metal parts, cables, housings, tools, or electrical installation parts ▶

◀ can expect increased orders. Service providers, including transportation, installation, maintenance, auditing, and training services, will also find potential customers in companies involved in the energy transition. These developments will create a ripple effect throughout the economy, leading to job creation and economic growth in a variety of sectors.

New investments in renewable energy sources, including offshore wind farms, photovoltaic gigafarms, and nuclear power plants, will require extensive construction services. The demand for constructing power generation facilities, transmission lines, roads, buildings, and worker housing will

increase, further stimulating the market for environmentally-friendly solutions such as building cooling, insulation, and construction materials. This surge in construction activity will provide opportunities for companies specializing in sustainable construction practices and green building technologies. Additionally, the integration of smart grid technologies and energy storage systems will be essential to manage the increased complexity and variability of the energy supply.

Furthermore, the transition to a green economy will necessitate the development of new skills and competencies in the workforce. Educational institutions and training programs will need to adapt to provide the necessary education and training ▶



◀ for workers to succeed in the green energy and e-mobility sectors. This will include not only technical skills related to renewable energy and electric vehicle production but also knowledge in areas such as sustainability, environmental science, and energy policy. Partnerships between industry and academia will be crucial in ensuring that the workforce is equipped with the skills needed to drive innovation and growth in the green economy.

The Polish government's commitment to supporting the energy transition and promoting green energy initiatives will play a crucial role in driving these developments. Policies and incentives designed to encourage investment in renewable energy, electric vehicles, and related infrastructure will be essential for achieving the country's decarbonization goals. Collaboration between the public and private sectors will also be vital in ensuring the successful implementation of these initiatives.

In conclusion, the ongoing transformation of Poland's energy landscape is a multifaceted process that encompasses technological, economic, and social dimensions. The shift towards renewable energy and e-mobility offers a pathway to a more sustainable and resilient future. By harnessing its resources, fostering innovation, and building a skilled workforce, Poland can position itself as a leader in the global green economy. The road ahead will require concerted efforts from all stakeholders, including government, industry, academia, and civil society, to realize the full potential of this energy transition. ■

## green energy sector growth affects other industries:



manufacturers of electrical components, parts and tools



transport and logistics industry



construction industry



technical industry and maintenance services



energy audit sector and other specialized services

# green energy labor market – new job opportunities.

In Poland, significant attention is being given to green energy and advanced technologies, often combining foreign expertise with local resources. A common question in the labor market concerns the number of people already employed in green energy sectors and the expected changes in the coming years.

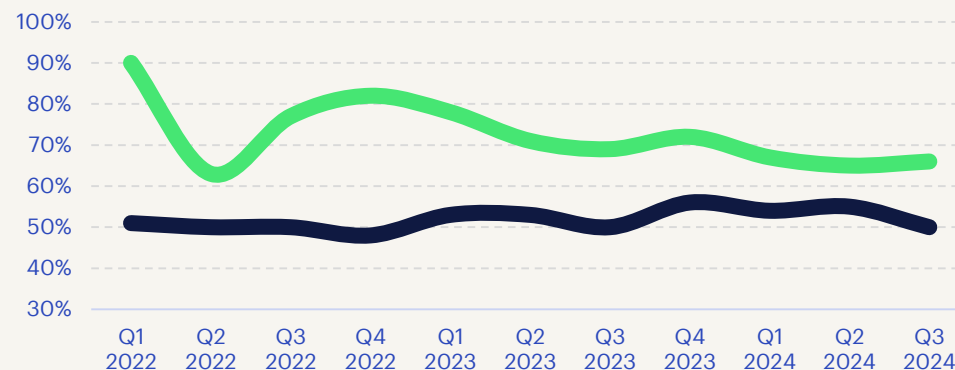
The renewable energy sector in Poland is developing rapidly and already provides employment to many. In 2023, approximately 113,000 people were employed in the RES sector, with forecasts indicating further employment growth in the coming years.

The photovoltaic industry, a key segment of RES, is experiencing particularly rapid growth. Employment in this area is projected to double by 2030, driven by increasing demand for solar installations and the EU's ambitious renewable energy targets. This growth reflects a broader trend towards cleaner energy solutions and the need for skilled labor to support these initiatives. ▶



## openness in finding new work in professional groups needed in the green energy sector

% of people actively seeking employment or browsing job postings among  
● engineers ● technical staff



/ source: Work Monitor, Randstad Research Institute

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◀ With the expected development of offshore wind energy, the demand for specialists, engineers, and service technicians will increase significantly. During the investment phase for offshore wind farms, demand is estimated at 34,000 full-time jobs, with an additional 29,000 jobs during the operational phase, extending beyond 2033. Higher estimates suggest up to 77,000 jobs, depending on the development scenario. Growth in this sector will generate substantial employment and require specific skills for wind farm installation, planning, and operation, presenting a major challenge for Poland as it becomes a RES leader in the European Union.

Discussions are also ongoing about Poland's first nuclear power plant investment. Educational initiatives are being developed to prepare the labor market for the increased demand for specialists expected during the management of this investment. It is estimated that 40,000 jobs will be created over the 50-year life of the nuclear power plant, with each nuclear unit creating around 4,000 jobs during construction and several hundred during operation.

Poland is also looking at SMRs, or small nuclear reactors, to address local energy demand. The first of these are expected to be built by 2030, with Orlen Synthos Green Energy projecting [up to 2,700 additional jobs during the investment phase and the 60-year lifetime of the SMRs](#). These smaller reactors offer a flexible and potentially faster solution to energy needs, providing a boost to local economies and job markets.

The e-mobility sector is similarly reshaping the labor market structure in the automotive industry. Electromobility development is contributing to significant changes, with more than 1,200 vacancies expected in 2023. Conversely, automakers and suppliers associated with internal combustion engine vehicles may see up to 23,000 job cuts. However, the demand for products and services related to the e-mobility sector, including Li-ion batteries and charging infrastructure, will support the creation of new jobs, offsetting losses in other automotive sectors.

[The number of positions in the electromobility sector is estimated to increase by about 6,000 in the coming years.](#) For this growth to materialize, public administration and industry must implement appropriate measures to support the sale and production of electric vehicles, expand charging infrastructure, and adapt employee training to meet market demands. Up to approximately 170,000 workers will need to be retrained or re-qualified, ensuring the workforce is equipped with the skills necessary for the evolving green energy landscape.

In summary, Poland's focus on green energy and related technologies is not only driving economic growth but also transforming the labor market. By developing renewable energy sectors and supporting new technologies, Poland is positioning itself as a leader in the green energy transition, creating significant employment opportunities and fostering sustainable development. ■

# green energy job market – future skills.

The immense potential for job creation in the green energy sector raises important questions: What specific job positions are in demand? What skills will be required in the coming years? Each green energy sector presents unique needs and requirements for both current and future employees.

Each green energy sector presents unique needs and requirements for both current and future employees.

## wind energy

The wind power industry faces a significant shortage of engineers across various stages of project implementation. During the design phase, there is a notable demand for electrical engineers, automation specialists, and structural analysts, as well as project valuation experts. These roles are crucial for the successful planning of new projects. As projects advance to the construction phase, there is a heightened need for construction engineers and RES project development coordinators. Project managers and coordinators are also essential for overseeing the extensive scope of work involved.

Technical staff, including technicians and assembly specialists, play a vital role in the wind energy sector. Currently, there is a high demand for Wind Turbine Technicians and Blade Repair Technicians. Additionally, positions related to crane ►



◀ operations, such as Slinger Signallers, and roles involving the transport and assembly of large equipment, like Riggers, are also sought after. As wind farm construction progresses, particularly in the Baltic Sea, demand for engineers and technicians is expected to rise significantly.

### photovoltaics

The photovoltaic industry, like wind energy, operates in stages: design, manufacturing, assembly, and post-installation maintenance. However, photovoltaic projects generally present fewer design complexities. The sector is experiencing a growing need for construction and installation professionals. Key roles in demand include construction engineers, RES installation coordinators, technical coordinators for heat pumps and solar panels, and electrical network fitters. There is also a need for technicians who service both large photovoltaic farms and smaller residential systems, with positions such as photovoltaic farm service technicians and engineers (O&M) being particularly relevant.

### nuclear power

Nuclear PowerAs Poland gradually develops its nuclear power industry, there is an increasing need for specialists from the local labor market. Although many roles are still in the planning stages, about 1,000 people are currently employed in this sector in Poland. The design phase will require professionals such as building structure designers,

hydrology experts, chemical engineers, radiation protection specialists, electrical engineers, and nuclear engineers. During the construction phase, demand will be higher for blue-collar workers like electricians, equipment operators, bricklayers, welders, and project management personnel, including construction managers and site engineers.

### e-mobility

The burgeoning e-mobility sector is significantly reshaping the labor market in the automotive industry. There is a growing demand for qualified engineers and specialists, necessitating continuous up-skilling and a commitment to lifelong learning. Employment in the automotive sector is shifting, with many workers transitioning from traditional roles to positions related to electric motor assembly. The sector is also seeing increased demand for manufacturers of e-mobility equipment, as well as professionals in warehousing, sales, legal services, real estate, and construction.

Poland is a leader in battery production for e-mobility, driving demand for engineers and specialists in this field. Key roles include project and product managers, designers, structural engineers, and maintenance personnel. The sector is also expanding its need for electromobility technicians, with new vocational training courses being introduced in trade and technical schools starting September 2024. As the number of electric vehicle charging stations grows, there will be a ▶



◀ corresponding need for specialists in installation, maintenance, and repair. Additionally, software engineers, AI specialists, cybersecurity experts, and data analysts will be crucial for optimizing vehicle and charging infrastructure performance. DevOps specialists, IoT developers, IT system architects, and UI/UX designers will also play significant roles in advancing the sector.

In conclusion, the green energy and e-mobility sectors are not only driving substantial job creation but also transforming the labor market. As these industries evolve, they are creating new roles and opportunities, necessitating a shift in skills and qualifications to meet the demands of a rapidly advancing sector. ■

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# what professions have a chance to navigate the green energy sector?

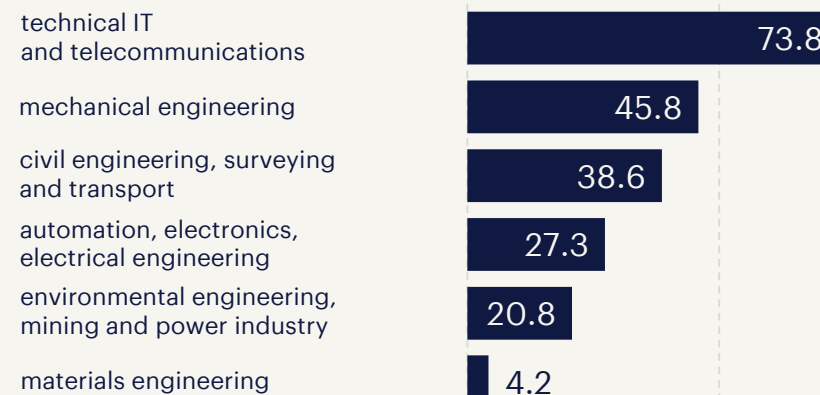
Green energy development is fueling a growing need for experts across various sectors. Engineers and technicians are already in high demand, and as the construction of wind farms progresses in the Baltic Sea, the development of nuclear power plants advances, and infrastructure adapts to accommodate autonomous vehicles, this demand is projected to increase even further.

This raises an urgent question for employers: How can we effectively source the large number of experts required to meet these emerging challenges?


The most intuitive solution is to recruit graduates from specialized academic programs tailored to green energy. The education sector is responding to this need by expanding opportunities for aspiring green energy professionals. For instance, renewable energy is offered as a dedicated field of study at five universities across Poland: Szczecin, Wrocław, Kielce, Olsztyn, and Częstochowa. ▶



## number of students of selected technical and engineering faculties in Poland in 2022 (in thousands)



number of students studying in dual degree programs implemented in cooperation with employers

 809

/ source: Statistics Poland

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◀ In parallel, nuclear power engineering programs are available at several institutions including Częstochowa, Poznań, Gliwice, Warsaw, and Wrocław, with Kraków scheduled to join this list from the 2024/2025 academic year. Other relevant educational offerings include power engineering with a specialization in renewable energy at Gdańsk University of Technology, offshore wind energy, hydrogen technology, and renewable energy at the Maritime University in Gdynia, as well as renewable energy engineering at Bydgoszcz University of Technology and environmental engineering with a focus on renewable energy sources at the University of Gdańsk.

In addition to full degree programs, universities are also providing postgraduate courses to facilitate re-skilling for those who already hold engineering or master's degrees. Examples include a postgraduate program in offshore wind energy at Gdańsk University of Technology and a nuclear energy program available at both the Warsaw School of Economics and Gdańsk University of Technology. These courses are designed to provide advanced knowledge and skills required for emerging roles in these sectors.

The e-mobility sector is similarly generating demand for new academic disciplines. Universities are recognizing the growing importance of this sector and are establishing “majors of the future” to prepare students for careers in electromobility. Institutions such as Silesian University of Technology, Rzeszów University of Technology, Poznań University of Technology,

Wrocław University of Technology, and Warsaw University of Technology are offering specialized programs focused on electromobility.

At Warsaw University of Technology, the New Mobility postgraduate program, launched in February 2024, stands out as the only program of its kind in Poland. This program caters to executives and professionals, providing them with a comprehensive understanding of technical, legal, socio-economic, and environmental aspects related to electromobility. Participants learn how to manage and finance zero-emission vehicle fleets, explore new business models, and gain skills in project and fleet management.

Engineering degrees in electromobility are now offered at Kielce University of Technology, Wrocław University of Technology, Rzeszów University of Technology, and Poznań University of Technology. Starting in October 2024, Wrocław Business Academy will also offer an MBA in E-Mobility 4.0. Building a robust team of experts for the e-mobility sector is being supported through collaborations between businesses and educational institutions, which often start at the high school level. These partnerships may involve patronage classes designed to prepare students for careers in specific companies.

A notable example of effective collaboration is Umicore's partnership with the State Academy of Applied Sciences ▶

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◀ in Nysa (formerly the State Higher Vocational School). The company has developed a pilot educational curriculum titled “Batteries Recharge Our Everyday Life,” created by a multidisciplinary team of professors and experts. This program includes additional activities for students at Elementary School in Nysa, fostering early engagement with sustainable technology.

However, companies may not always have the capacity to provide in-depth training for young technology enthusiasts. This is where upskilling and reskilling initiatives become crucial. Employers in Poland are focusing on these programs to bridge the skills gap.

The approach to upskilling varies by sector. For wind farms, candidates from the shipbuilding industry, particularly those involved in offshore and energy equipment manufacturing, are often sought. While not all these companies are directly associated with offshore wind projects, the shipbuilding sector remains a common and effective source of reskilling for employees transitioning into wind energy roles.

The maritime and offshore industries are closely linked, leading professionals from maritime ▶



## according to the experts: reskilling in 7 steps

01. **Don't delay** – it all starts with timely identification of the need to take up a reskilling processes at the company and convincing company leaders, managers and employees to pursue this path.
02. **Analyze current skills stack** – a detailed matrix of skills available at the company for all specializations is the next step in the journey of identifying skill gaps and transversal skills in the organization that will become the basis for reskilling
03. **Know your goals** – as in any other HR process, it's a good idea to set specific, measurable goals; in reskilling, this could be the number of employees taking courses or training or a change in the percentage of employees with a SEP electrical license.
04. **Look for resources** – the process of learning new skills or refocusing current ones may or may not mean a financial commitment – you have mentors on your team who can pass on skills in a hands-on learning process; allies are also among course and training providers, and even authors of publicly available video tutorials.
05. **Develop individual reskilling plans** – not everyone acquires knowledge at the same pace, not everyone starts with the same set of skills; an individualized approach makes the employee feel your commitment to their professional development
06. **Test and check** – collect feedback from participants in reskilling programs to check for effectiveness and improvements
07. **Think long-term** – reskilling projects should become a permanent part of the HR strategy and HR budget

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◀ engineering services to pursue additional training for careers in offshore wind power.

This often involves completing specialized postgraduate studies, equipping them for roles in the offshore wind sector. Another valuable source of talent for offshore wind projects includes individuals with prior offshore experience, such as Electro Technical Officers (ETOs), chief engineers, and maintenance staff. These professionals, familiar with ship and platform systems, often seek office-based roles where their in-depth technical knowledge can be applied. However, they may face challenges with unfamiliar design software and project management systems.

The heavy industry and construction sectors also contribute to the workforce needed for both offshore and onshore wind power projects. Workers with experience in handling large components and managing onshore energy projects find that their skills are partially applicable to the offshore sector. This sector's involvement offers a less conventional career path for individuals from heavy industry and construction backgrounds.

In response to the growing demand for skilled workers in the wind turbine service and installation industry, educational and training programs are expanding. One notable trend is the reskilling of former mine workers into wind farm technicians, requiring GWO (working at heights) training. Additional qualifications may include an SEP electrical license, a LOTO course (focusing on energy isolation during maintenance), and IRATA certification for rope

access techniques. These programs offer various levels and tracks tailored to specific roles, with special training for certain turbine models like Vestas. The prospect of high salaries in these positions drives more individuals to pursue reskilling opportunities.

The photovoltaic sector offers a more flexible career transition compared to other green energy sectors. Professionals from the construction sector, particularly those with backgrounds in energy and infrastructure projects, successfully enter the photovoltaic industry.

Conversely, the nuclear power sector faces significant hiring challenges. Polish experts trained for the [Żarnowiec power plant](#), a project started in the late 80s and never realized, have had limited opportunities to apply their expertise locally, with some working abroad, engaging in academic roles, or transitioning to different sectors. The revival of nuclear power education in recent years is a positive development, yet the sector still requires substantial foreign expertise for specialized roles.

The e-mobility sector, similar to other green energy markets, must embrace reskilling and workforce diversification to sustain its growth. A crucial focus is reskilling workers from technical industries such as automotive, electronics, or HVAC. This involves training existing employees for e-mobility roles, conducting internal staffing transformations, and hiring individuals with the necessary skills to support the sector's expansion. ■

# talent attraction – most important job attractiveness factors.

Among the key factors influencing an employer’s attractiveness and ability to draw in candidates are competitive salaries and benefits. However, just behind these financial incentives, according to [Randstad Employer Brand Research](#), are a positive work environment and job security. While salary remains crucial, other aspects of an employer’s offering also significantly impact the decisions of current and prospective employees.

Alongside salary (73%), a good working atmosphere (64%) and job security (61%) are critical, with career advancement opportunities (58%) ranking as the fourth most important factor in determining a company’s appeal. Although these top four factors have consistently been significant over the years, their relative importance has slightly decreased, making room for other elements of the employee value proposition (EVP). Employees increasingly value equal opportunities and fair treatment regardless of gender, age, or nationality (56%), as well as work-life balance.

It's important to recognize that the workforce now includes representatives from four different generations, each with varying needs and expectations. ►



◀ Older generations tend to prioritize a good salary (73-75%), whereas this factor is important to 67% of the youngest generation, Generation Z. Gen Z places higher value on a friendly work atmosphere (68%) and equality within the company (58%). In contrast, younger workers find the financial health of an employer less crucial (32%) compared to older workers (42-59%).

Millennials are less concerned with a positive work atmosphere (62% vs. 63-68%) and engaging job content (25% vs. 27-32%) and place less emphasis on environmental stewardship (25% vs. 26-31%). Generation X, on the other hand, gives the highest ratings for salary (76%) and job stability (64%). Baby Boomers value a convenient location (41% vs. 28-38%) and a strong corporate reputation (51% vs. 42-43%).

Gender also plays a role in employee expectations. Equality is more important to women (63%) compared to men (47%). Women also place greater importance on attractive pay (76% vs. 70%), training (54% vs. 44%), and career development (61% vs. 55%). They value remote work opportunities more (42% vs. 28%) and show less interest in the latest technologies (22% vs. 29%).

Randstad's survey highlights a disconnect between employee expectations and what employers currently offer. While salary is highly desired by employees, it ranks only 8th among the benefits actually provided by companies. ▶

### the most important factors affecting perceptions of employer attractiveness by generation:

gen z	millennials	gen x	baby boomers
1. friendly work atmosphere	1. attractive salary	1. attractive salary	1. attractive salary
2. attractive salary	2. friendly work atmosphere	2. job security	2. job security
3. career development	3. job security	3. friendly work atmosphere	3. friendly work atmosphere
4. equity	4. career development	4. equity	4. equity
5. trainings	5. work-life balance	5. work-life balance	5. work-life balance

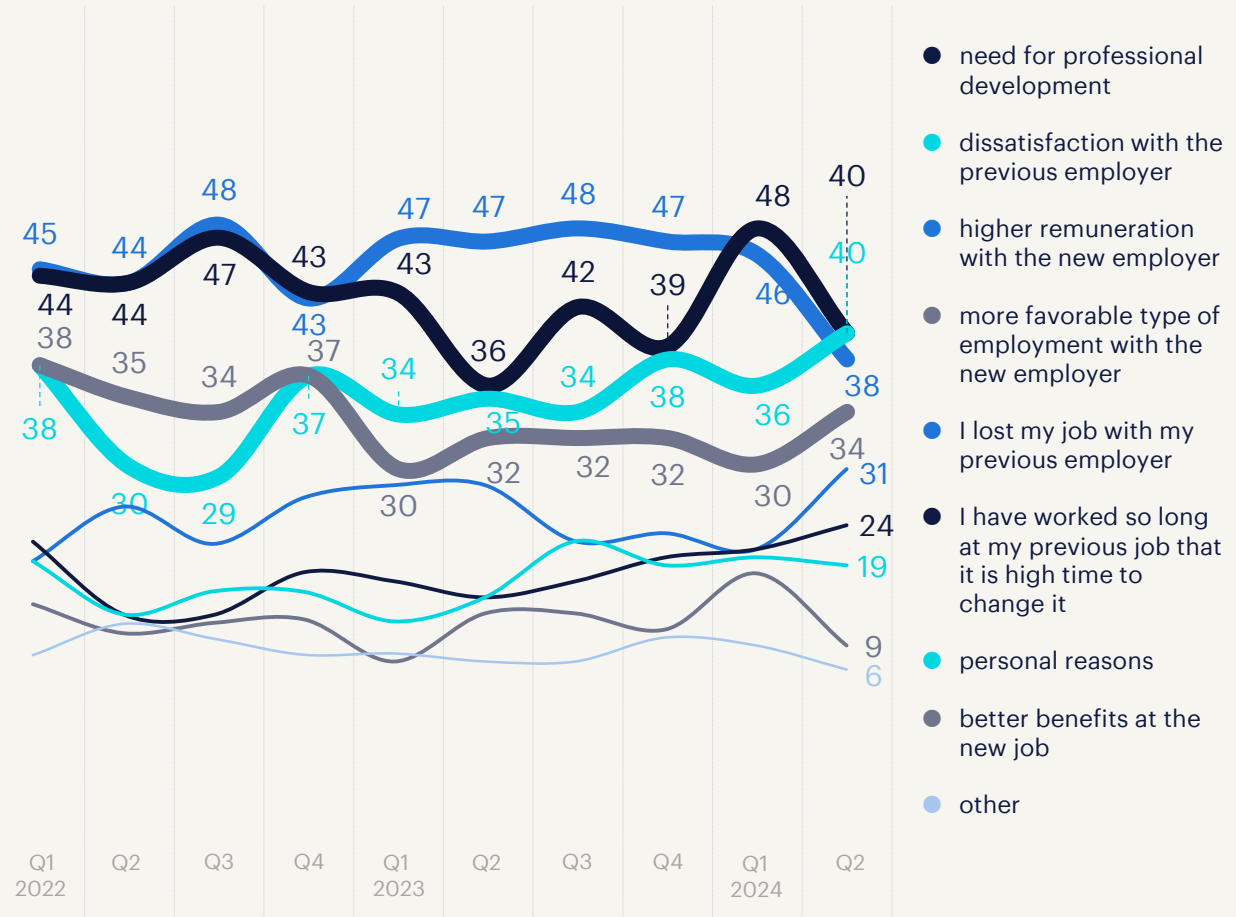


/ source: Randstad Employer Brand Research 2024

◀ Current employers are primarily recognized for offering job security, a convenient location, and a strong financial position. These features underscore the ongoing gap between what employers offer and what employees expect.

Once employers successfully attract skilled talent, retaining them can be challenging. According to Randstad’s regular [Labor Market Monitor](#) survey, about 18 percent of employees change jobs within six months, with engineers at 22 percent and technical workers at 19 percent. While salary is often assumed to be the primary driver of job changes, recent trends show that career development opportunities and dissatisfaction with the current employer, including workplace atmosphere and organizational culture, play significant roles in career transitions. ■

### the main reasons for changing the place of employment:



/ source: Labor Market Monitor, Randstad Research Institute

# salary trends.

The salary levels in the wind power industry vary significantly depending on whether the job involves production or focuses on wind turbine installation, assembly, and maintenance. For roles related to manufacturing, the salary ranges are comparable to those in other industries and large companies.

In the wind power sector, job titles can be misleadingly similar to those in manufacturing, such as maintenance manager or project manager, but their responsibilities and pay scales differ substantially. A project manager in the wind industry, particularly in the offshore sector, can expect to earn more than PLN 30,000 gross per month, a figure that is hard to achieve in manufacturing roles.

Service technician positions in the wind turbine field offer salaries that can be twice as high as those for service technicians in other industries. Given the high demands of these roles, this is understandable. Experienced wind turbine technicians or electromechanics can earn around PLN 20,000 net per month.

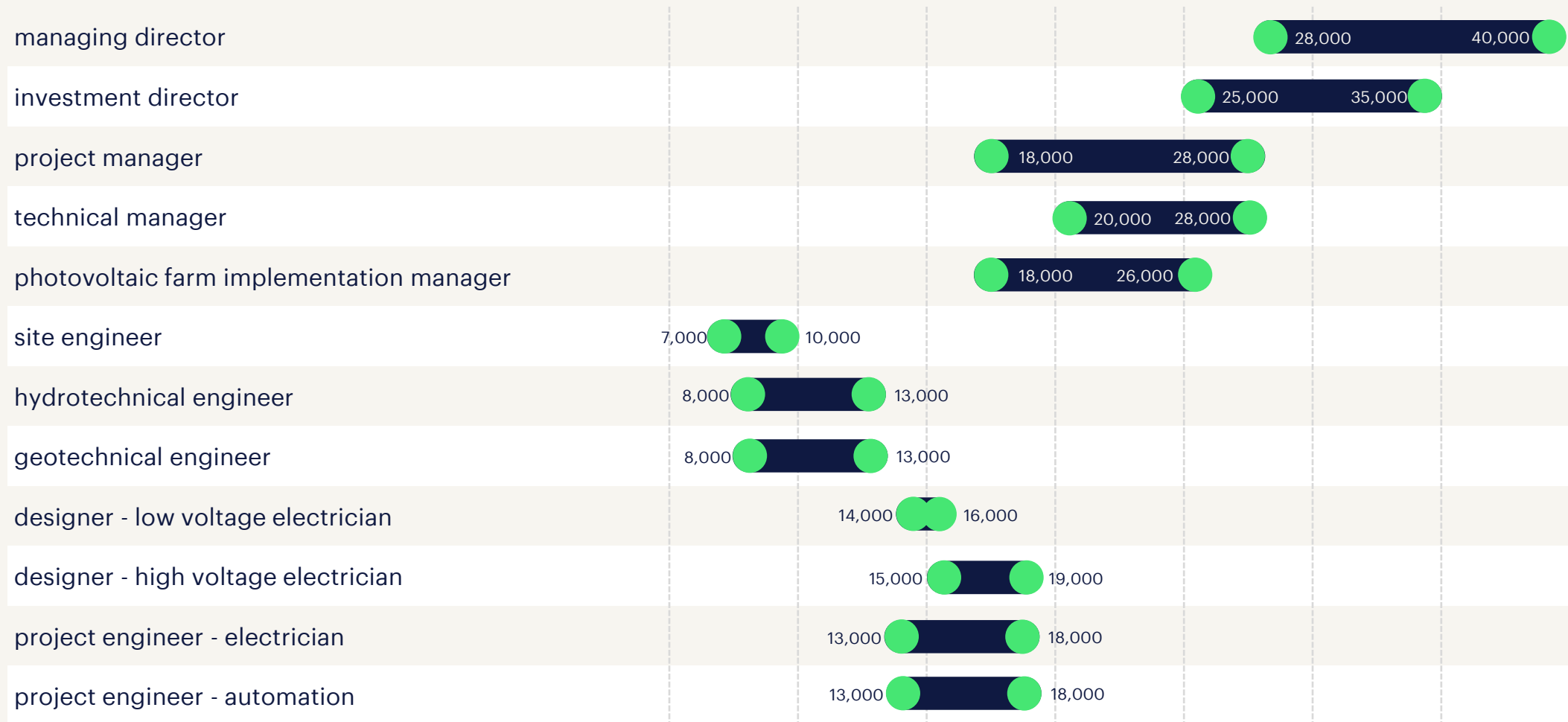
For wind energy positions, fluency in English is crucial, and knowledge of additional languages like German or Spanish is highly valued. Candidates should also have a valid driver's license. Not all companies invest in reskilling, so workers may need to obtain certifications and training independently. Working on wind farms abroad is common, and companies may offer wages in euros, although lower rates may apply for commuting days and transportation costs might be deducted.

Most technicians work on B2B contracts, and A1-type certificates from the Polish Social Insurance Institution are used to confirm that posted employees within the EU are covered by Polish social insurance regulations.

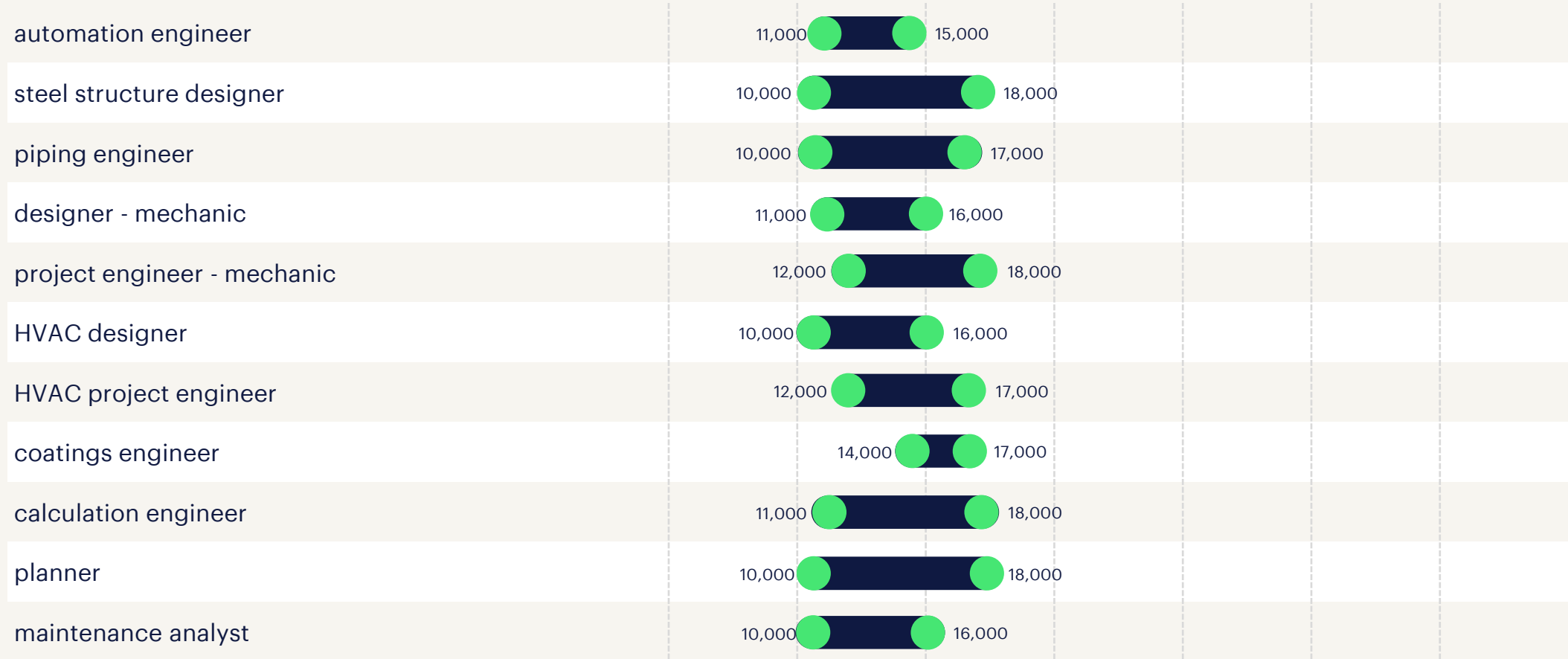
The wind industry is a promising sector with many opportunities. However, not all candidates are suited for roles as wind turbine or service technicians. There are also engineering and administrative positions available. Every component must be designed before manufacturing, making structural engineer a common vacancy in the wind power industry. Despite the demand, the availability of candidates for steel component structural engineer roles is high, and salaries range from PLN 8,000 to PLN 15,000 gross, depending on experience.

Wind companies also hire individuals to manage the logistics of technician trips and plan project resources. The most critical factor for these roles is skills. Candidates with production planning experience excel in these positions and can expect to earn more than in the manufacturing sector, with salaries ranging from PLN 11,000 to PLN 14,000 gross. ■

# 01. gross monthly salary benchmark: energy engineering centers (1/2)



# 01. gross monthly salary benchmark: energy engineering centers (2/2)



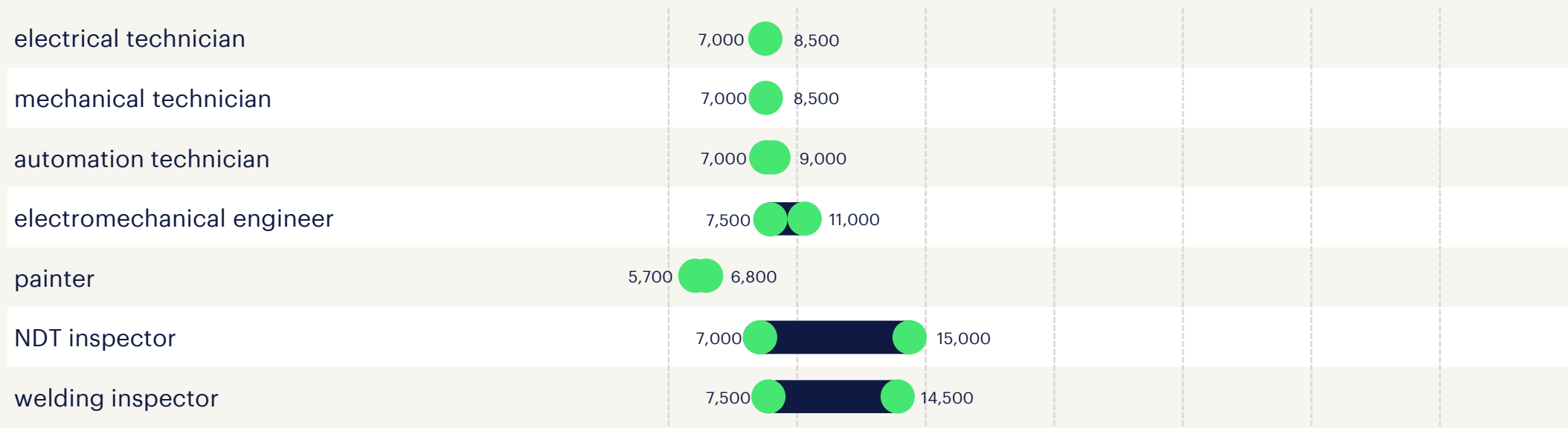
# 02. gross monthly salary benchmark: manufacturing and shipbuilding sector (1/3)



# 02. gross monthly salary benchmark: manufacturing and shipbuilding sector (2/3)



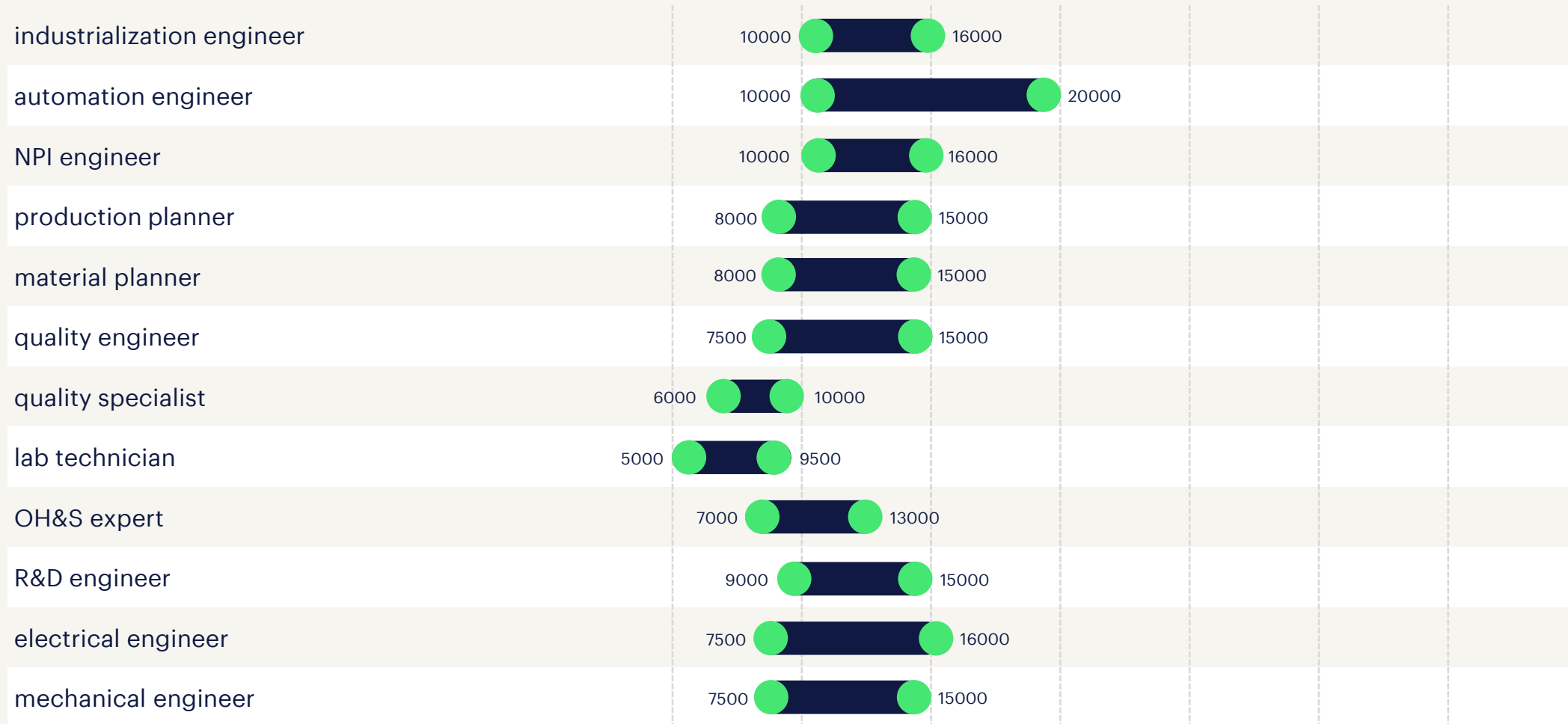
# 02. gross monthly salary benchmark: manufacturing and shipbuilding sector (2/3)



# 03. gross monthly salary benchmark: e-mobility (1/3)



# 03. gross monthly salary benchmark: e-mobility (2/3)



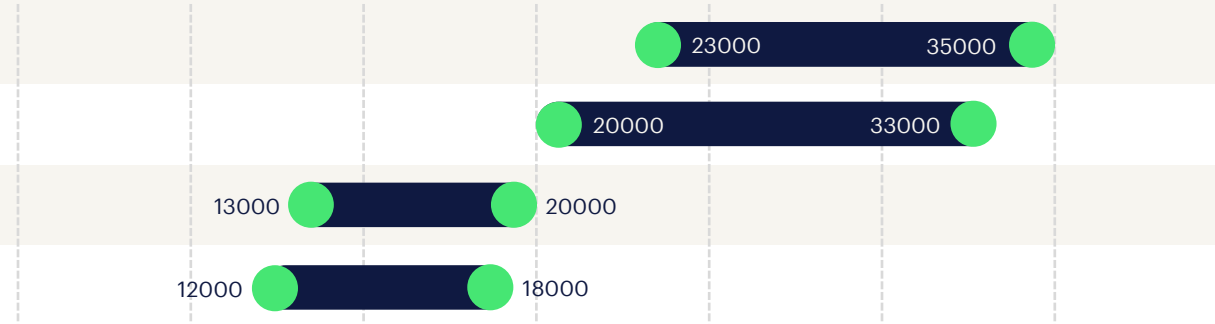
# 03. gross monthly salary benchmark: e-mobility (3/3)

project manager

technical manager

project engineer - electrical and automation

project engineer - mechanical



partner  
for talent.

