

Investment Potential of

B I E L S K O - B I A Ł A

R E P O R T 2 0 2 2

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The report's methodology

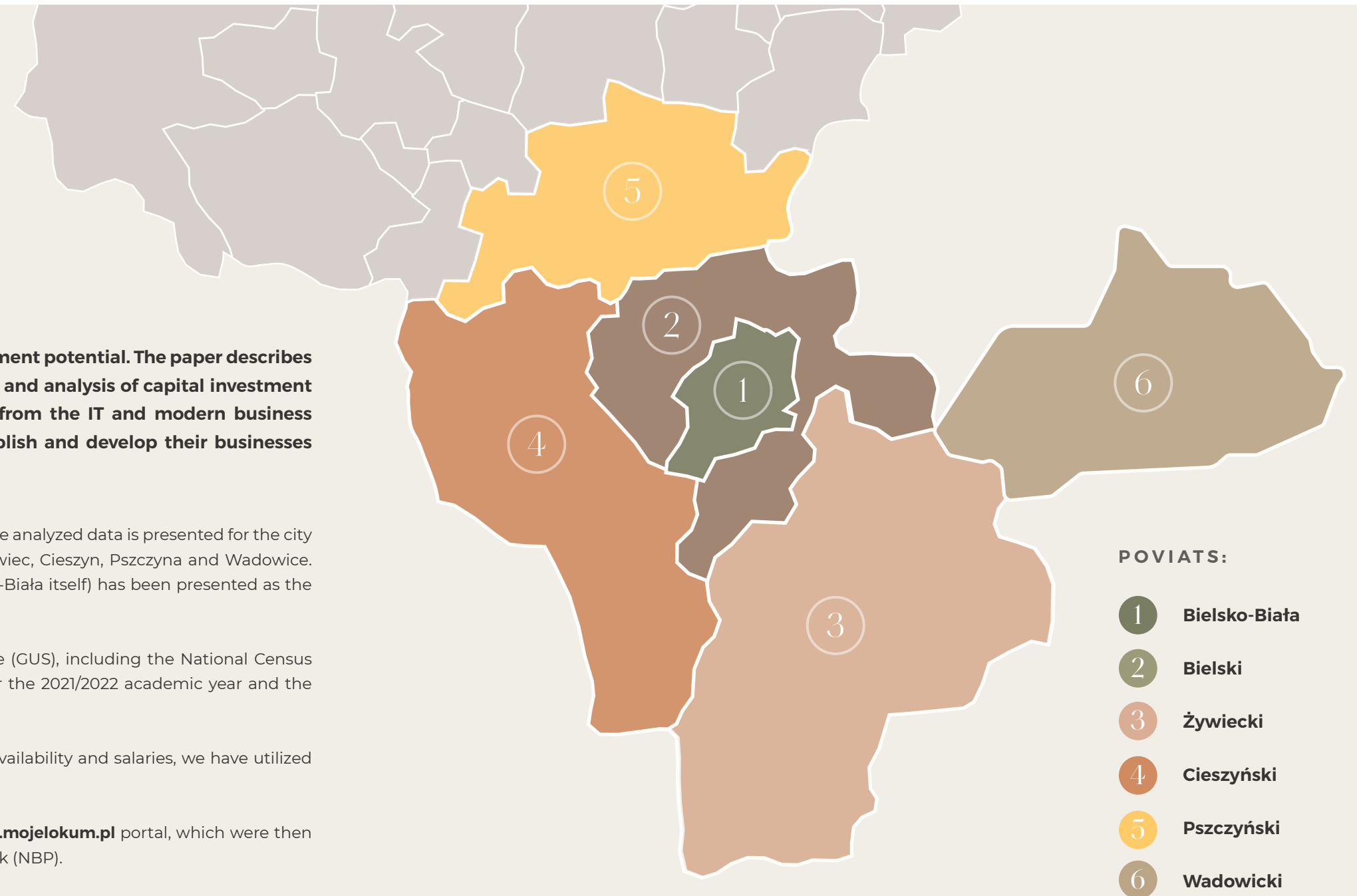
This report presents the city of Bielsko-Biała and its investment potential. The paper describes key factors influencing the attractiveness of Bielsko-Biała and analysis of capital investment within the city. It is addressed primarily to companies from the IT and modern business services sectors, looking for an optimal location to establish and develop their businesses in Poland.

When it comes to the information presented within the report, the analyzed data is presented for the city of Bielsko-Biała itself and its neighboring provinces: Bielsko, Żywiec, Cieszyn, Pszczyna and Wadowice. The combined data for these areas (including the city of Bielsko-Biała itself) has been presented as the Human Potential Area (OPL).

The report includes data from Poland's Central Statistical Office (GUS), including the National Census results published in 2022, preliminary higher education data for the 2021/2022 academic year and the Local Data Bank (BDL).

Moreover, in order to analyze the demand for job offers, talent availability and salaries, we have utilized data collected by **Grafton Recruitment**.

The apartment price analysis utilized prices posted on the **www.mojelokum.pl** portal, which were then compared to the data published online by Poland's National Bank (NBP).



Foreword



Dear Readers,

Nowadays, the city of Bielsko-Biała is a rapidly growing economic center of Silesia's southern subregion. In the past, our economy was dependent on highly developed industry. Yet today, the city's economic character is changing in front of our very eyes. Its strength is increasingly reliant on the dynamic growth of the IT and modern business services sectors. These industries are currently offering some of the most attractive workplaces, providing young people with interesting and challenging work. And Bielsko-Biała has much to offer in this regard.

Bielsko-Biała, a city located among the mountaintops, is a unique place. A place where one can find a good atmosphere for both life and business. An increasing number of investors have begun to notice our advantages and chose to locate their headquarters here, hoping to utilize the potential of the high availability of highly qualified personnel and attractive office spaces – including the highest Class A standard.

Modern transport infrastructure, ever-present greenery and a rich cultural and entertainment offer, as well as many varied means of means of active relaxation make it a perfect destination for ambitious and active people, who care about their work-life balance.

It also bears mentioning that the city's consistent pro-investment policy and good track record of cooperation between business, academia and local authorities have brought palpable effects, such as the adoption of ambitious strategic goals in our 2030 economic growth strategic goals.

Bielsko-Biała is a city with a vision. A city that set out ambitious goals and has set a clear path to achieving them, focusing on the implementation of sustainable growth objectives. This approach will allow us to further develop the city while optimally using the available resources.


Mayor of Bielsko-Biała

BIELSKO-BIAŁA

General information

01

Bielsko-Biała and its vicinity

City of Bielsko-Biała:

POPULATION:

 169 089

AREA:

 124,5 km²

Bielsko-Biała's OPL:

POPULATION:

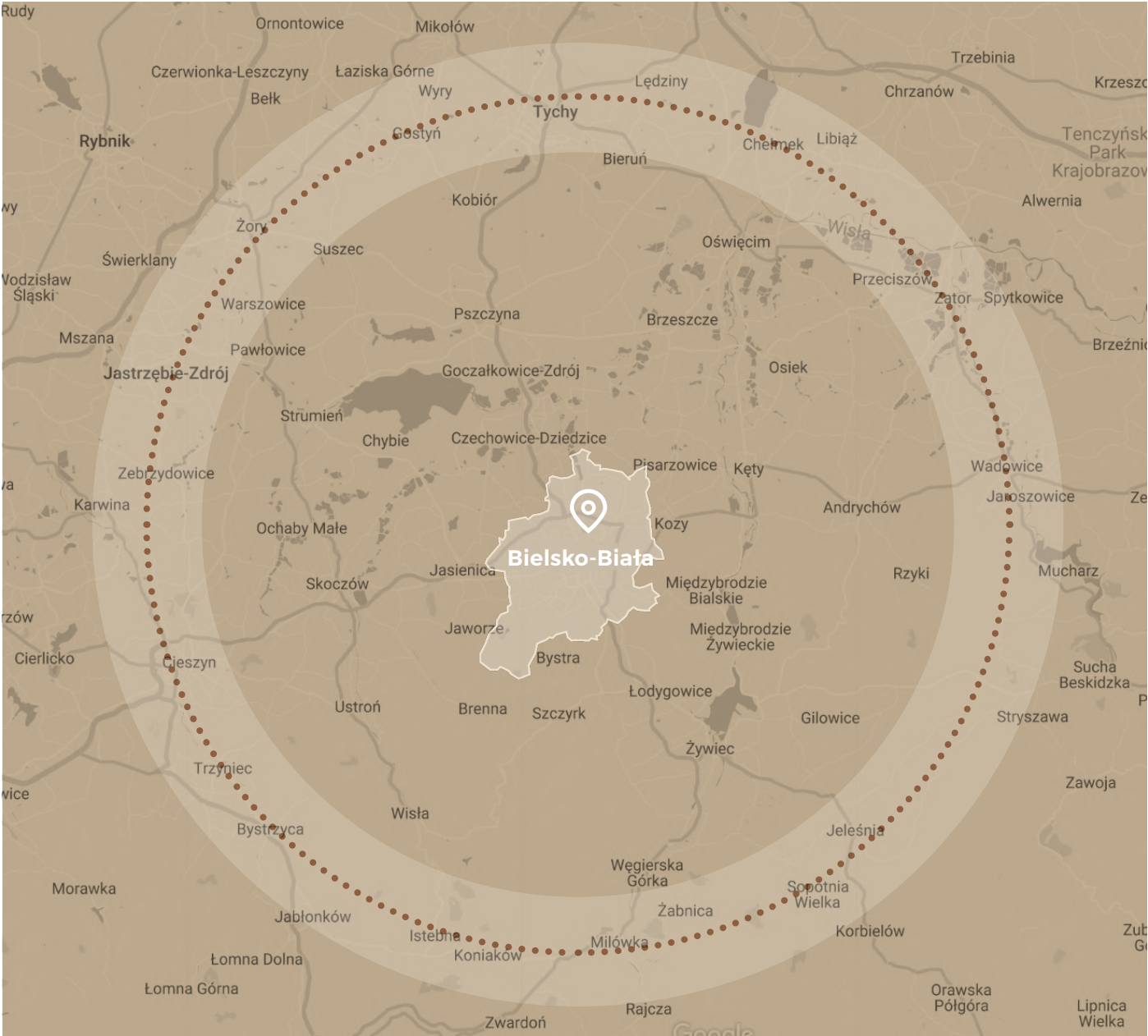
 931 361

AREA:

 3471 km²

Source: GUS, 2021 National Census – data compiled by Grafton Recruitment.

Bielsko-Biała's OPL area



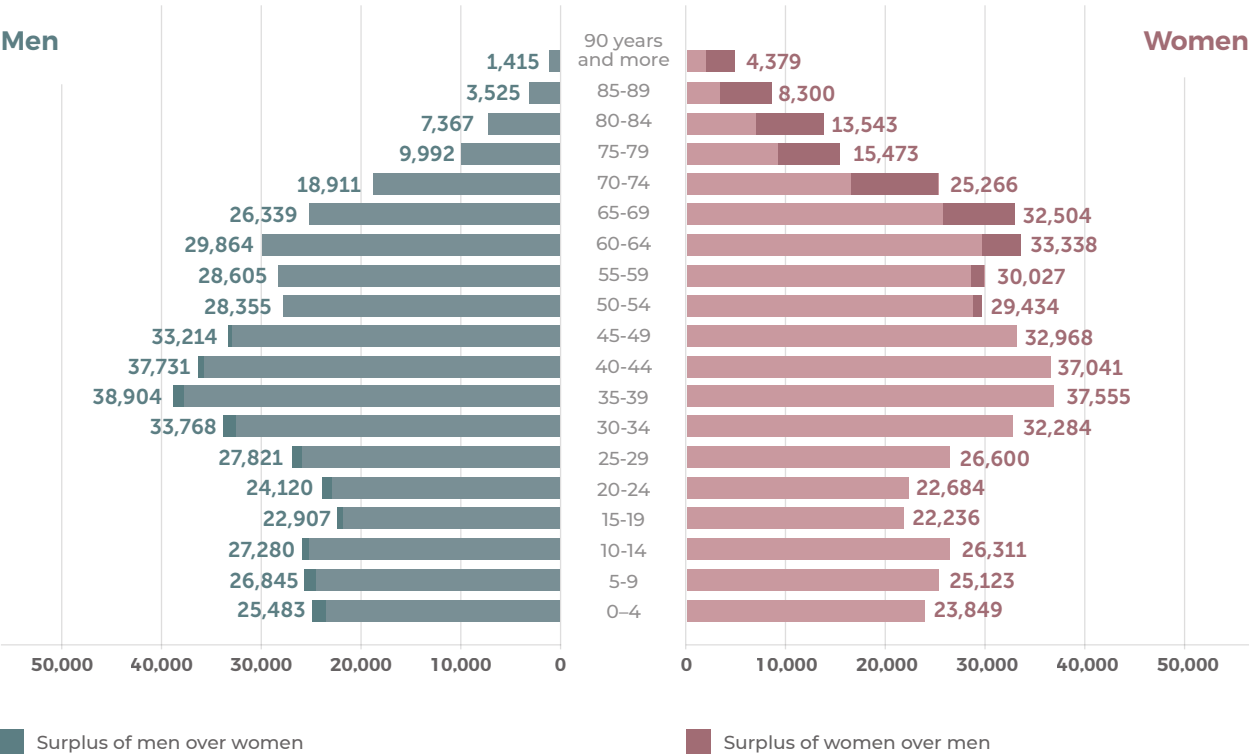
Demographic data

According to the 2021 National Census data, Bielsko-Biała has 169,089 residents. The inhabitants of neighboring provinces form an added value, providing a major source of human resources for the city and the companies operating within it. The total population of the city and it's Human Potential Area (OPL) is 931,361.

Some of the neighboring provinces are primarily rural. This, combined with the recently observed trend of the population moving away from cities and towards the countryside, allows for positive predictions of maintaining, or even increasing, the number of residents – potential employees of companies located within the city. This trend, which could endanger large cities far away from the countryside, strengthens Bielsko-Biała's position as a regional center that provides job vacancies maintaining one's freedom of choosing their place of residence.

As shown on the graph, the majority of OPL's inhabitants belong to the 30-49 age group, considered by the employers to have the greatest potential. These people are well-educated, have professional experience and remain flexible enough to retrain into a new industry and begin working at a new position.

Population of Bielsko-Biała's OPL



Source: GUS, 2021 National Census – data compiled by Grafton Recruitment.

Urban and rural population in 2011 and 2021 - Poland

| Itemization | 2011 | | 2021 | | growth/loss in ,000 | 2011=100 |
|-------------|----------|-------|----------|-------|---------------------|----------|
| | ,000 | in % | ,000 | in % | | |
| Total | 38,511.8 | 100.0 | 38,036.1 | 100.0 | -475.7 | 98.8 |
| Urban | 23,405.9 | 60.8 | 22,748.9 | 59.8 | -657.0 | 97.2 |
| Rural | 15,105.9 | 39.2 | 15,287.2 | 40.2 | 181.3 | 101.2 |

Source: GUS, 2021 National Census – data compiled by Grafton Recruitment.

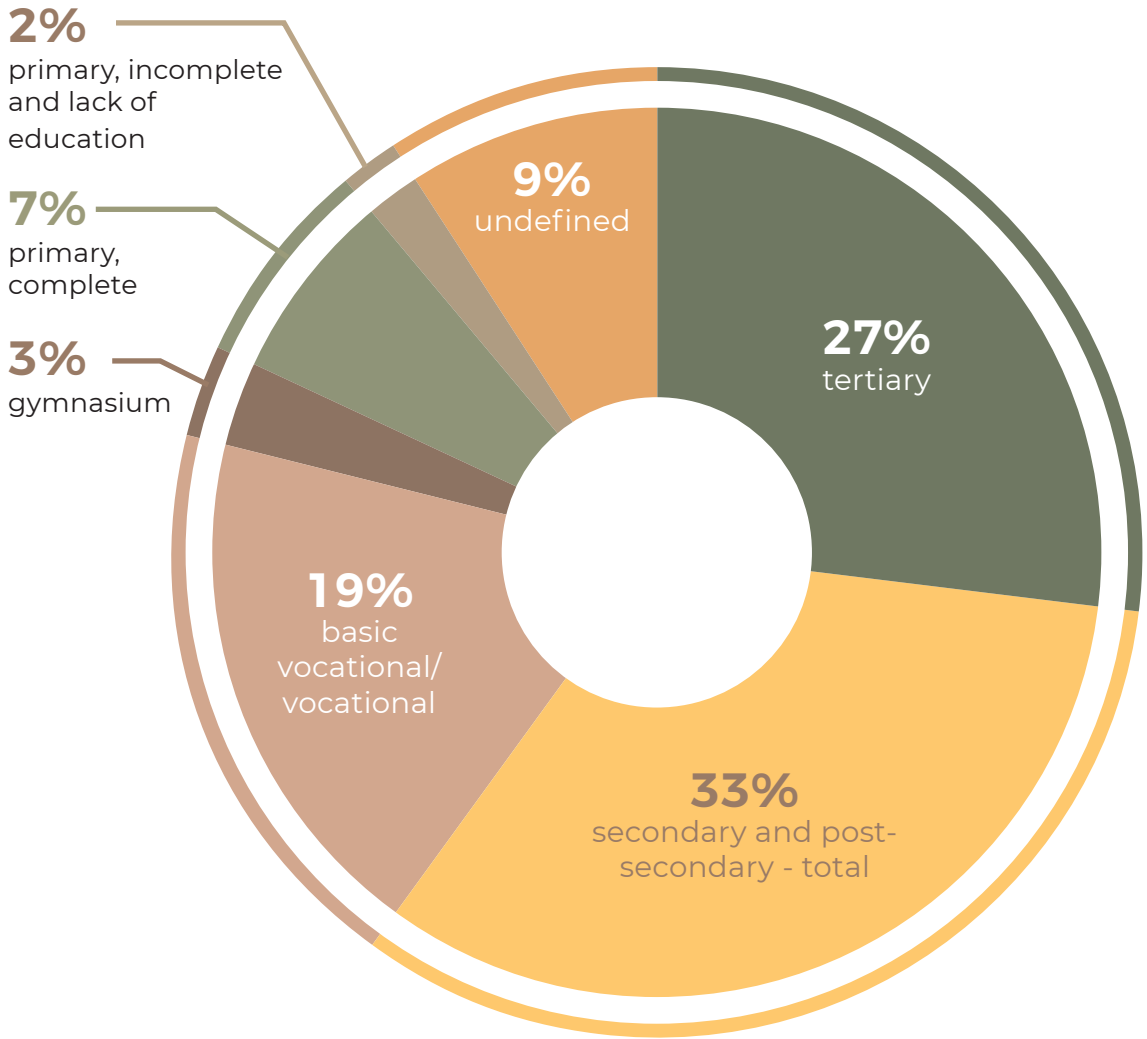


26% of Bielsko-Biała's residents has higher education.

This exceeds both the Silesian average of **21.4%** and the national average of **23.2%**.



Education of population over 13 years of age



Source: GUS, 2021 National Census – data compiled by Grafton Recruitment.



96 350

**people of productive age
live in Bielsko-Biała**

(549,818 within Bielsko-Biała's OPL area)

Source: GUS, 2021 National Census – data compiled by Grafton Recruitment.

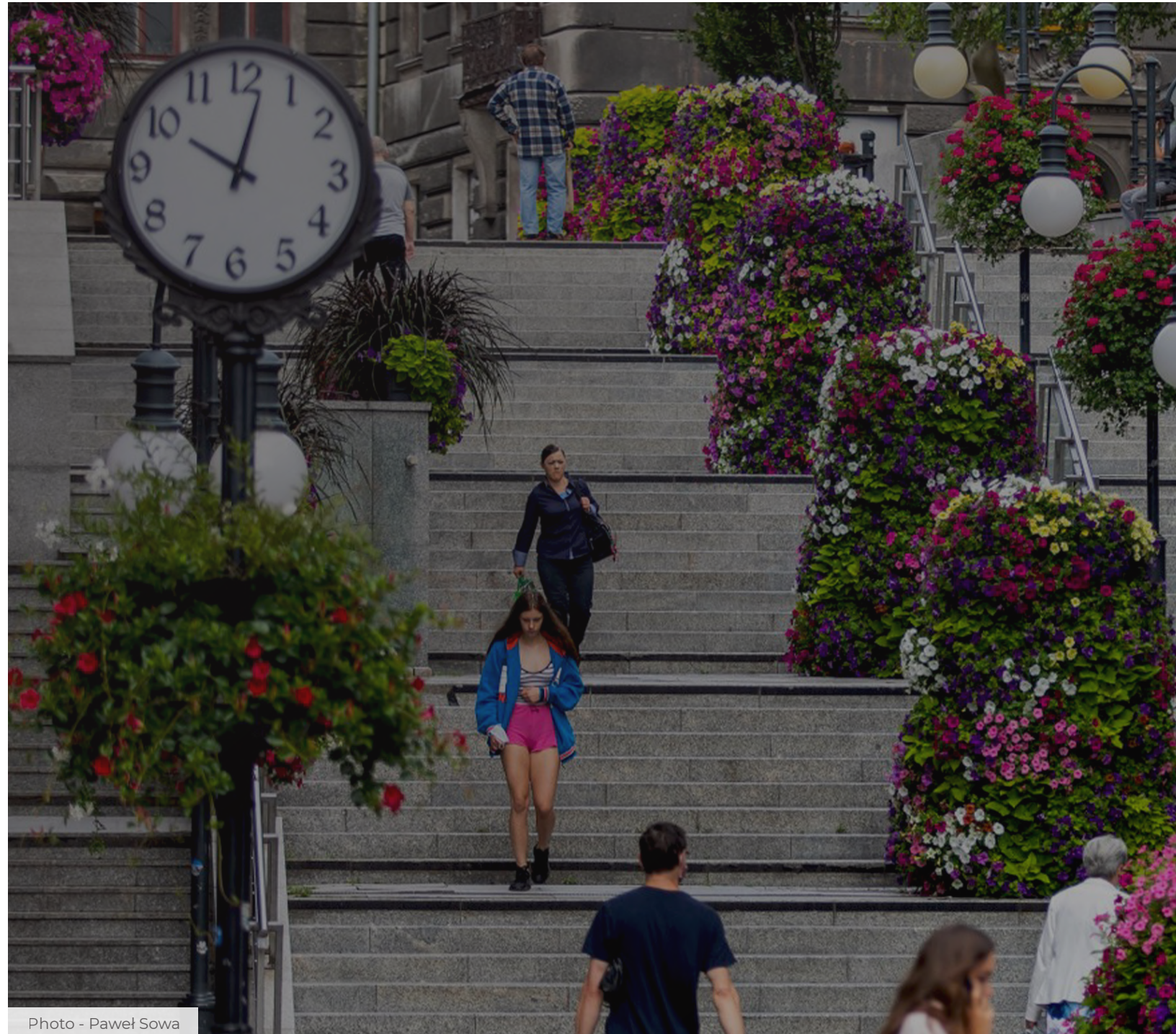


Photo - Paweł Sowa

Sustainable city development

Bielsko-Biała has been consistently striving to ensure its sustainable growth for many years. The 2030 Development Strategy of Bielsko-Biała, adopted in May 2022, defines precise goals within six identified priority areas: People, Life, Management, Mobility, Environment and Economy. The implementation of its provisions will allow the city to reach its intended vision by 2030 and stimulate further growth. The shared work of city authorities and other interested parties is focused on maintaining a balance between the economic success of businesses active in Bielsko-Biała, increasing the quality of life of its residents and protecting the natural environment.

The expansion of road infrastructure, high level of education or counteracting negative climate changes are merely a handful of reasons to invest in Bielsko-Biała. Given its continuously growing offer of commercial facilities of varied classes, the city is becoming a serious competitor to larger cities in terms of creating favorable conditions for the business services sector.

Bielsko-Biala – the region of millionaires

 **2nd place**
in the Silesian province



436

**residents of the city and Bielski
powiat have reported incomes
exceeding PLN 1,000,000**

Source: Tax Administration Chamber in Katowice.

BIELSKO-BIAŁA













Business and economy

02



Bielsko-Biała attracts investors

including major global corporations

| | | | |
|---|---|--|---|
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

Bielsko-Biała is a city of entrepreneurial and hardworking people, as evidenced by the very high share of micro- and small-sized enterprises among all registered economic subjects. It also bears mentioning that in the Katowice agglomeration is the only other major city in Silesia to exceed Bielsko-Biała in terms of the number of REGON-registered economic entities per 1,000 residents. Bielsko-Biała attracts both domestic and international investors alike. It's a destination for capital investments of both family-run businesses and large, global corporations, which have located enormous budgets in the city.

Bielsko-Biała already forms one of the key regional centers, clearly highlighting the growing importance of the IT sector and modern business services. Moreover, thanks to the presence of numerous recognizable industrial investors, the city can harness the synergy effect. The investors are developing the support functions such as R&D, client service, accounting, HR and IT operations.

The well-developed infrastructure, access to high-quality human resources and attractive average salaries (in comparison to the key economic centers of southern Poland: Cracow, Katowice or Wrocław) are factors placing Bielsko-Biała among the first choices for foreign investors. Increased interest in capital investments creates the demand for modern, attractive office spaces, allowing companies to create appropriate spaces for their employees. In this regard, it bears mentioning that several major construction businesses are headquartered in Bielsko-Biała, including subcontractors and producers of building materials. Thanks to this, the investors, the developers and the municipal authorities alike can create appropriate conditions for future investors, well ahead of time.

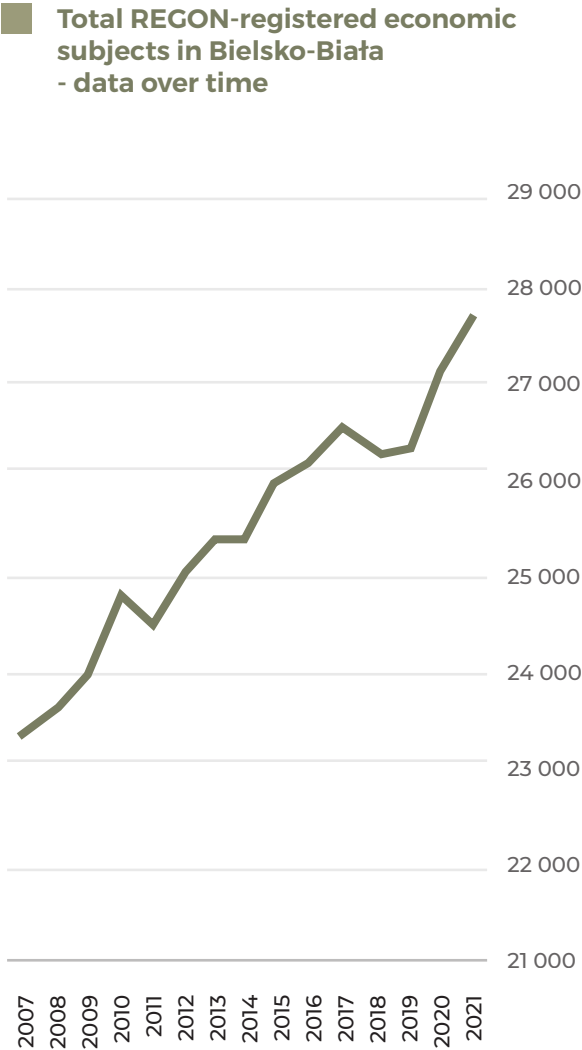
Local business

The local economy is growing very dynamically, as reflected by the statistics of REGON-registered subjects. Over the past 15 years, their number has grown by 18.9% and currently amounts to approx. 28,000.

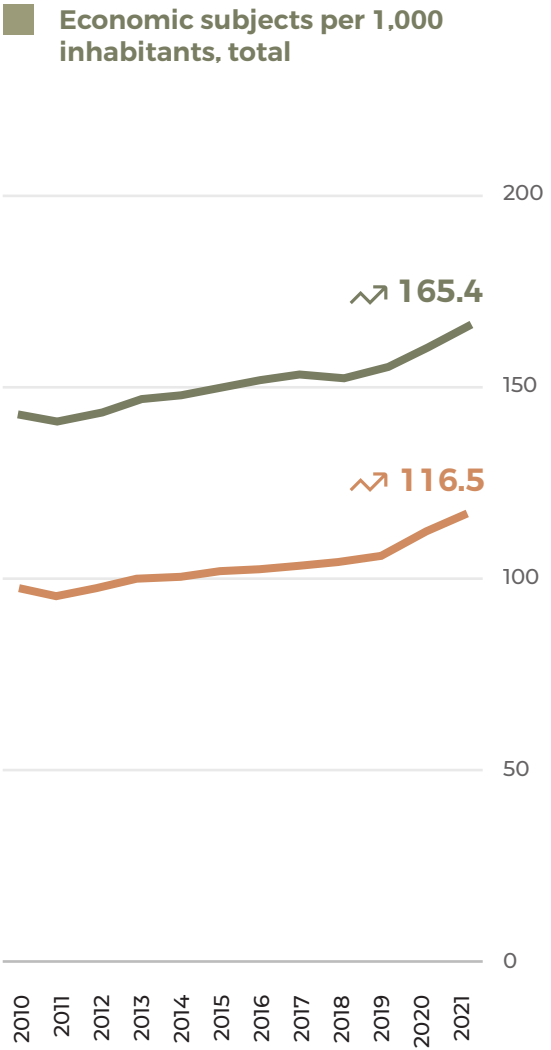
Furthermore, the number of economic entities per 1,000 inhabitants has also increased. Compared to data for the entirety of Silesia, the value for Bielsko-Biała is nearly 50% higher.

These values indicate the highly entrepreneurial spirit of residents, who eagerly develop their own businesses. Numerous experts and specialists from various industries are providing business support services, expanding the portfolio of services offered by the city and its vicinity.

Moreover, these results confirm that the local authorities are carrying out a responsible and rational economic policy, supporting growth of the city's business ecosystem.



■ **city of Bielsko-Biała**



■ **silesian province**

Source: GUS, 2021 National Census – data compiled by Grafton Recruitment.

Economic entities are categorized as micro-, small-, medium- or large-sized based on the number of employees and their financial data (net income and the balance sheet total).

When comparing the data comparing the size of economic subjects, it bears mentioning that businesses located in Bielsko-Biała comprise 5.5% of all economic subjects in Silesia – and this percentage is even larger when we consider businesses employing between 50 and 999 employees.

This means that Bielsko-Biała is a place that supports the growth of medium- and large-sized businesses and its inhabitants are eager to establish new micro- and small-sized enterprises to develop them from the ground up and scale up with time.

Taking into account Bielsko-Biała's entire human potential area, the sum total of all businesses located there comprises over 25% of all economic subjects in Silesia.

REGON-registered economic subjects in Bielsko-Biała- wg klas wielkości - 2021 data

| Enterprise size | Silesia | City of Bielsko-Biała | Bielsko-Biała's OPL | Share of Bielsko-Biała in all of Silesia's enterprises | Share of Bielsko-Biała's OPL in all of Silesia's enterprises |
|-----------------|---------|-----------------------|---------------------|--|--|
| total | 509,838 | 27,799 | 116,756 | 5.5% | 22.9% |
| 0 - 9 | 488,958 | 26,619 | 112,286 | 5.4% | 23.0% |
| 10 - 49 | 16,956 | 922 | 3,693 | 5.4% | 21.8% |
| 50 - 249 | 3,389 | 215 | 674 | 6.3% | 19.9% |
| 250 - 999 | 460 | 40 | 93 | 8.7% | 20.2% |
| 1,000 and more | 75 | 3 | 10 | 4.0% | 13.3% |

Source: GUS, Local Data Bank – data compiled by Grafton Recruitment.

BIELSKO-BIAŁA

Labor market

03

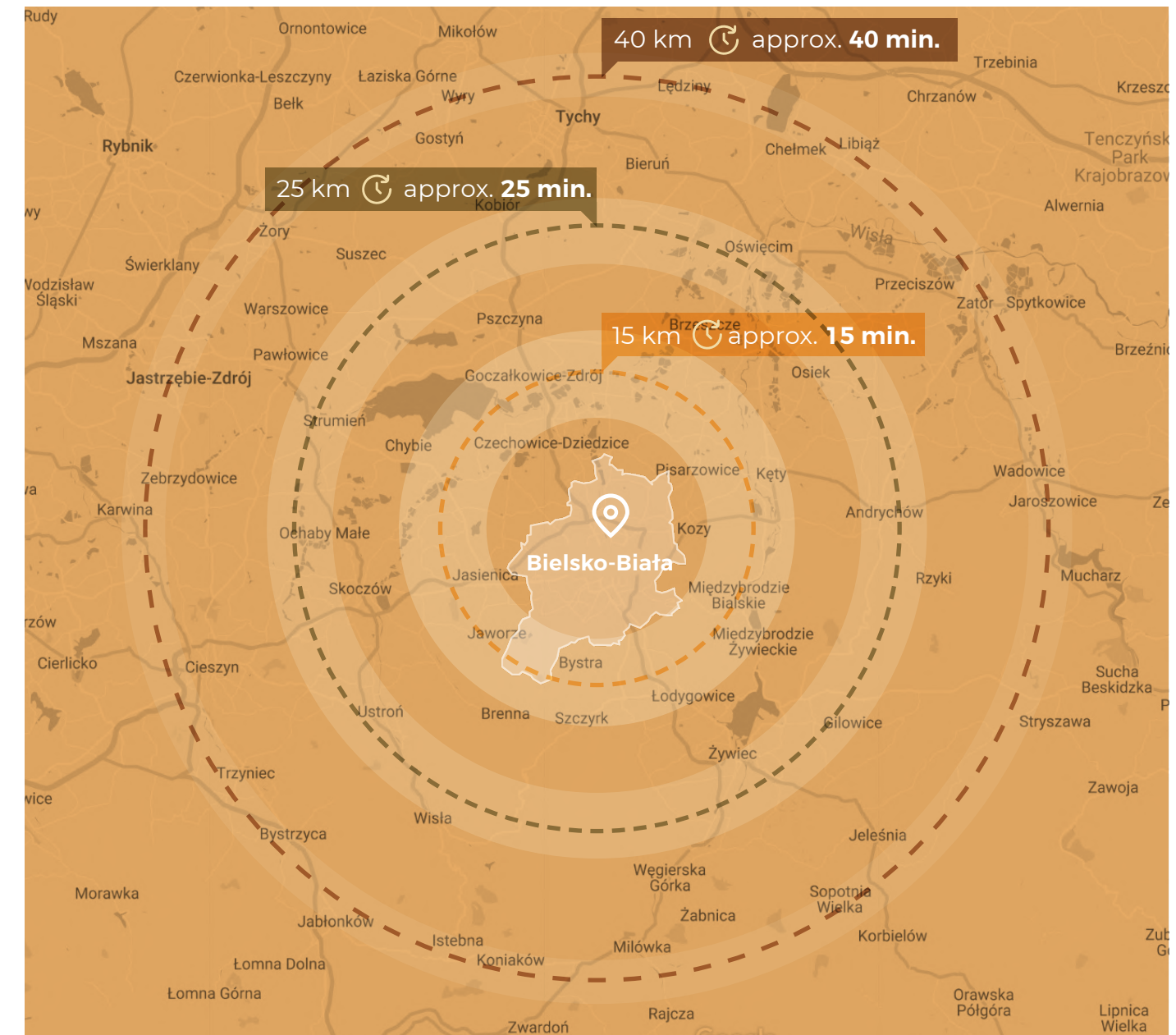


A city that attracts talent

One of the key factors impacting the growth of the business services sector is availability of the talent pool ready to take up jobs. The continued brand-building activities of Bielsko-Biała have greatly increased attractiveness of the local labor market. The ongoing activities of both municipal authorities and businesses investing in the city have made Bielsko-Biała into an attractive destination for specialists in various industries, offering the ability to find an interesting job and utilize the many advantages of the city's location.

Bielsko-Biała is also a key workplace for the residents of neighboring poviats, especially Bielski, Żywiecki, Cieszyński, Pszczyński and Wadowicki. It positively impacts the talent pool available to businesses located in Bielsko-Biała. High availability of personnel strengthens local economy's potential in terms of creating new workplaces. Taking into account the availability of candidates of varying education - tertiary, secondary and vocational - living on Bielsko-Biała's OPL territory, enterprises seeking either white-collar or blue-collar workers will both enjoy wide growth opportunities.

Distance and commute time of Bielsko-Biała's neighboring poviats

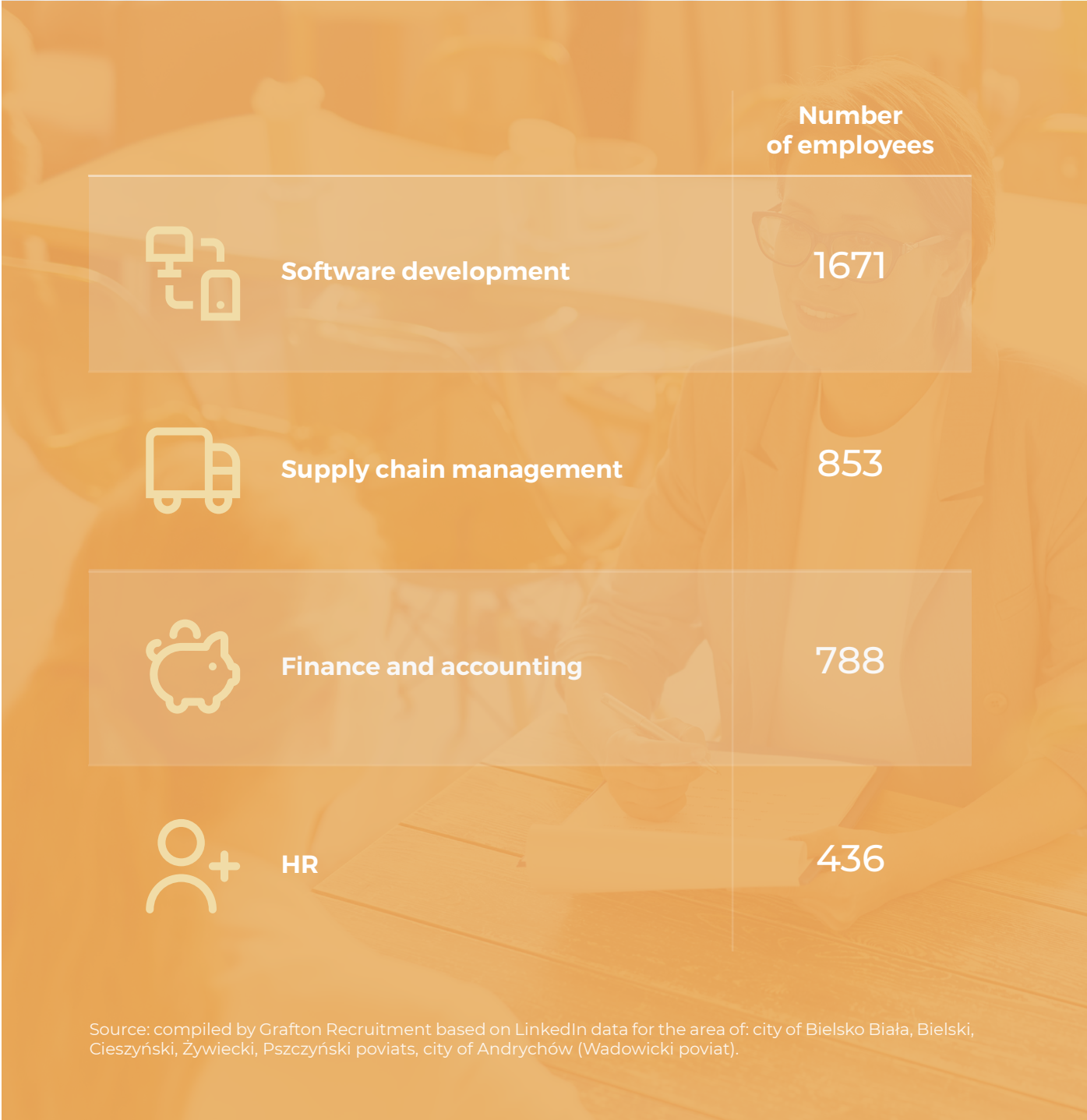


Talent availability

Companies from the modern businesses sector are centralizing a number of processes in Poland. The most popular include: finance and accounting, supply chain management and HR – and in the case of IT industry, software development.

The analysis of talent availability on Bielsko-Biała’s Human Potential Area (OPL) places software developers on the center stage, dollowed by supply chain management, finance and accounting and HR workers. This pool serves as a source of talent for the companies choosing to invest their capital in Bielsko-Biała.

The data indicates that the specialists are either already living within Bielsko-Biała’s Human Potential Area (OPL) or are eager to relocate there from other parts of Silesia or Poland at large, thanks to a guarantee of good employment, professional growth and attractive living conditions for themselves and their families.

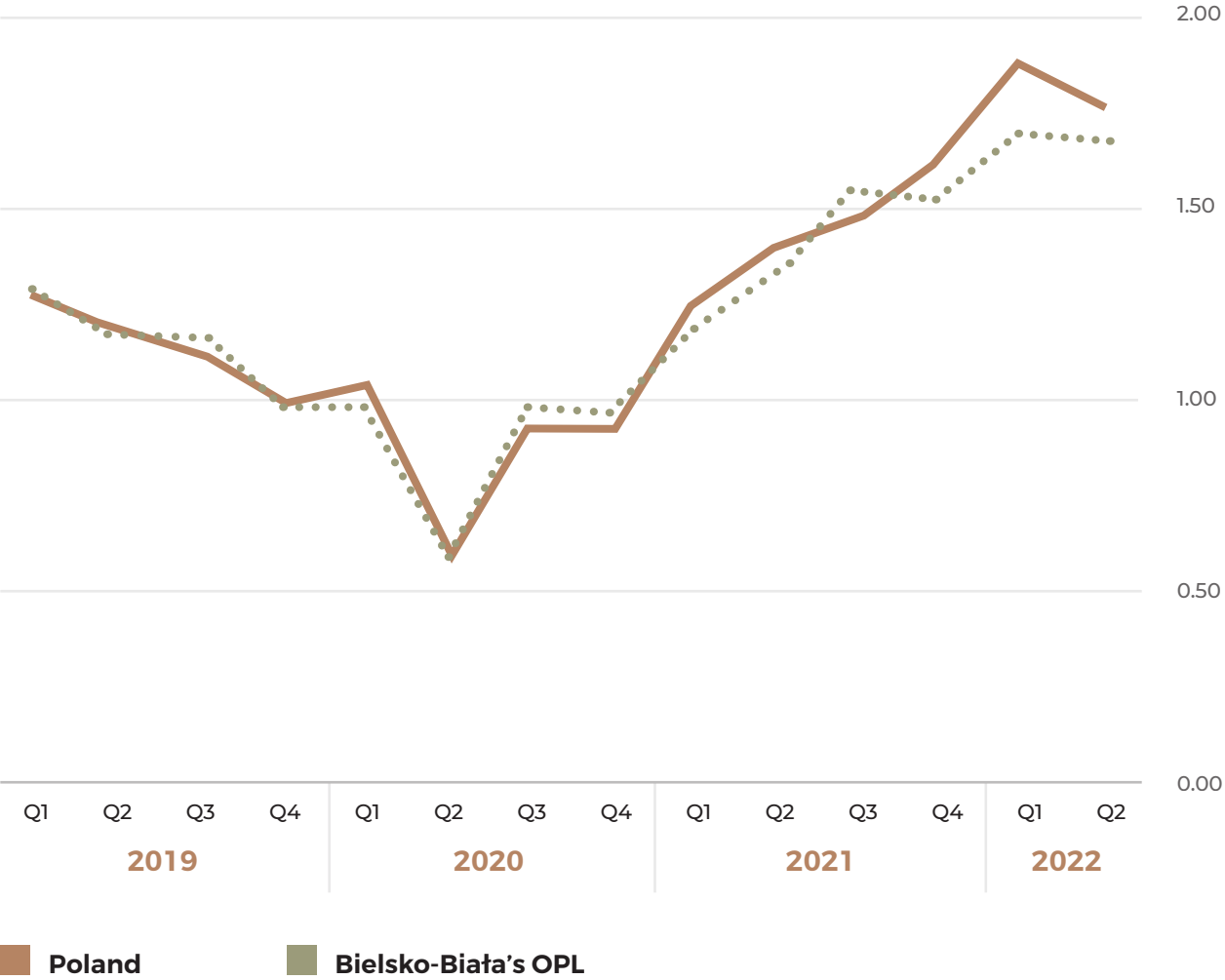


Demand for employees

The analysis of changing dynamics in the number of job offers has been compiled based on offers published on one of the largest job portals in Poland. The numbers for Bielsko-Biała’s OPL area differ only slightly from the national average. The time of pandemic-related crisis saw a fall in the number of job offers almost perfectly reflecting that of the entire country.

By analyzing data concerning the demand for employees by industry, one can point to two most dynamically growing sectors in the region. These are the FMCG (an increase of 355% as compared to Q4 2019) and manufacturing (an increase of 214%) sectors. Banking is yet another dynamically growing sector with a notable, consistent growth dynamic (since the time of pandemic). In Q2 2022 one could see a 77% increase in the number of offers, as compared to Q4 2019.

The dynamics of changes in the number of offers within Bielsko-Biała’s Human Potential Area compared to Poland’s total (index 1 = Q4 2019*)



The indexed data should be understood as a percentage increase in the number of offers as compared to Q4 2019, which constitutes the value of 1.0 – for example, a value of 2.75 indicates a hypothetical increase from 100 to 275 offers.

In the FMCG industry, that is goods such as food or cleaning supplies, one could observe a growth in Q1 2020 that has been cut short by the outbreak of the pandemic. The time of COVID-19 has caused it to shrink over the four subsequent quarters, however, Q2 2021 saw a rebound that established a constant growth trend. The demand for employees in this industry largely concerns staff for stores and warehouses. The demand is also growing for manufacturing employees, proving the increase in industry investments and the creation of new job vacancies.

The demand for specialists and highly educated employees is also growing - compared to Q4 2019, there are more offers in the banking, transport and logistics, insurance and IT sectors. Specialists in this area are continuously provided by the schools and universities located in Bielsko-Biała.

The following employee demand data is closely correlated with data presented on the following pages, due to its impact on the city's low unemployment rate.

■ Relative change in the number of offers by sector

| | 2019 | | | | 2020 | | | | 2021 | | | | 2022 | |
|-------------------------|------|------|------|-----|------|------|------|------|------|------|------|------|------|------|
| | Q1 | Q2 | Q3 | Q4* | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 |
| FMCG | 1.55 | 1.09 | 1.09 | 1 | 1.45 | 1.18 | 0.91 | 1.18 | 1.18 | 2.91 | 4.82 | 2.55 | 3.36 | 4.55 |
| Manufacturing | 1.20 | 1.05 | 1.10 | 1 | 0.91 | 0.37 | 0.82 | 1.32 | 1.62 | 2.00 | 1.94 | 2.19 | 3.05 | 3.14 |
| Banking | 1.04 | 1.21 | 0.88 | 1 | 1.17 | 0.33 | 0.67 | 0.62 | 1.13 | 1.21 | 0.96 | 1.23 | 1.67 | 1.77 |
| Transport and Logistics | 1.00 | 1.45 | 1.27 | 1 | 0.77 | 0.45 | 0.55 | 0.64 | 1.50 | 0.77 | 0.59 | 1.27 | 1.59 | 1.32 |
| Retail | 1.16 | 1.21 | 1.35 | 1 | 1.06 | 0.55 | 0.79 | 0.70 | 0.82 | 1.02 | 1.28 | 1.55 | 1.31 | 1.31 |
| Insurance | 1.03 | 1.03 | 1.45 | 1 | 0.94 | 1.09 | 1.15 | 1.12 | 1.36 | 0.97 | 0.73 | 0.76 | 1.00 | 1.06 |
| IT | 1.29 | 0.88 | 1.71 | 1 | 1.12 | 0.59 | 0.53 | 0.65 | 0.76 | 1.24 | 2.24 | 0.94 | 1.18 | 1.06 |
| Services | 1.43 | 1.38 | 1.25 | 1 | 0.82 | 0.54 | 1.04 | 0.96 | 0.53 | 0.85 | 0.87 | 1.07 | 1.15 | 0.81 |
| Real Estate | 0.67 | 1.05 | 0.38 | 1 | 0.86 | 0.62 | 1.33 | 1.10 | 1.43 | 2.14 | 1.29 | 1.05 | 0.52 | 0.52 |

Source: internal database of Grafton Recruitment n = 1,509,995, deduplicated** sample of local offers based on the needs of the analysis n = 8,086
* The indexed data should be understood as a percentage increase in the number of offers as compared to Q4 2019, which constitutes the value of 1.0 – for example, a value of 2.75 indicates a hypothetical increase from 100 to 275 offers.
** Deduplicated data in the context of the number of offers means counting offers published simultaneously by a given company in several regions of Poland as a single offer.

Unemployment

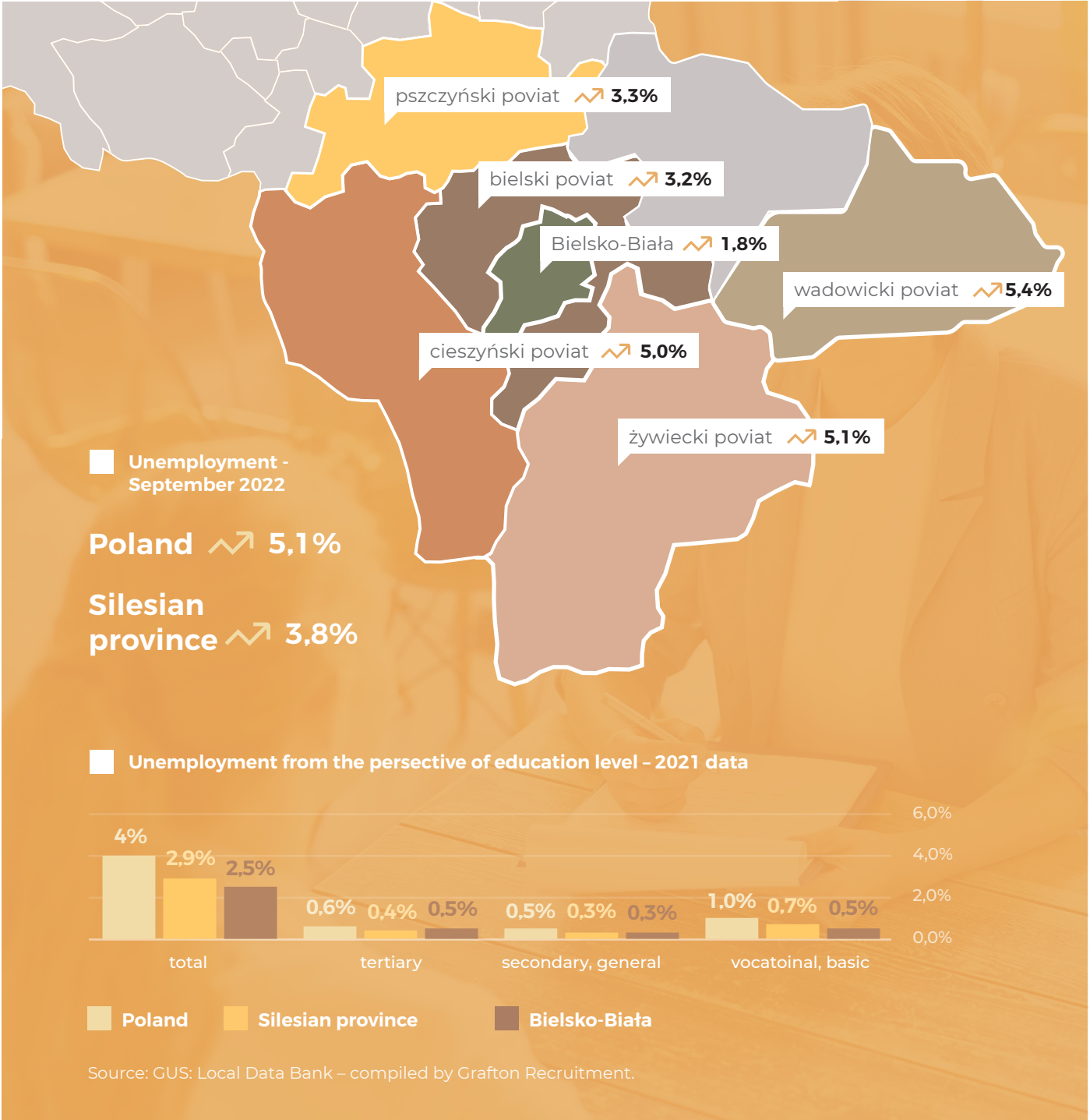
The unemployment rate in Bielsko-Biała amounted to 1.8% in September 2022, remaining below both Silesian and national averages. When it comes to the city's OPL area, Bielski and Pszczyński poviats boast an unemployment rate lower than both the Silesian and national averages. The unemployment rate in the remaining poviats constituting the OPL area (Cieszyński, Żywiecki and Wadowicki) is very close to the national average.

An interesting observation is that in terms of the city of Bielsko-Biała itself, the share of unemployed among the 18-24 age group is well below the national average. This comparison implies greater employment chances upon graduation. This observation is also supported by unemployment data by education, which remains below Poland's national benchmark in all of the categories.

The share of registered unemployed in total population of the same age group – 2021 data

| scale | Poland | Silesia | Bielsko-Biała | bielski powiat | cieszyński powiat | żywiecki powiat | pszczyński powiat | wadowicki powiat |
|----------------|--------|---------|---------------|----------------|-------------------|-----------------|-------------------|------------------|
| 18-24 years | 3.8% | 2.6% | 2.1% | 2.0% | 3.4% | 2.9% | 2.3% | 2.8% |
| 25-34 years | 4.6% | 3.3% | 2.7% | 2.5% | 3.8% | 3.3% | 2.3% | 3.3% |
| 35-44 years | 3.7% | 2.8% | 2.4% | 2.0% | 3.0% | 3.0% | 2.2% | 2.7% |
| 45-54 years | 3.5% | 2.6% | 2.3% | 2.0% | 2.8% | 3.3% | 1.8% | 2.6% |
| 55-59/64 years | 4.5% | 3.2% | 2.8% | 2.4% | 3.8% | 4.2% | 2.2% | 3.9% |

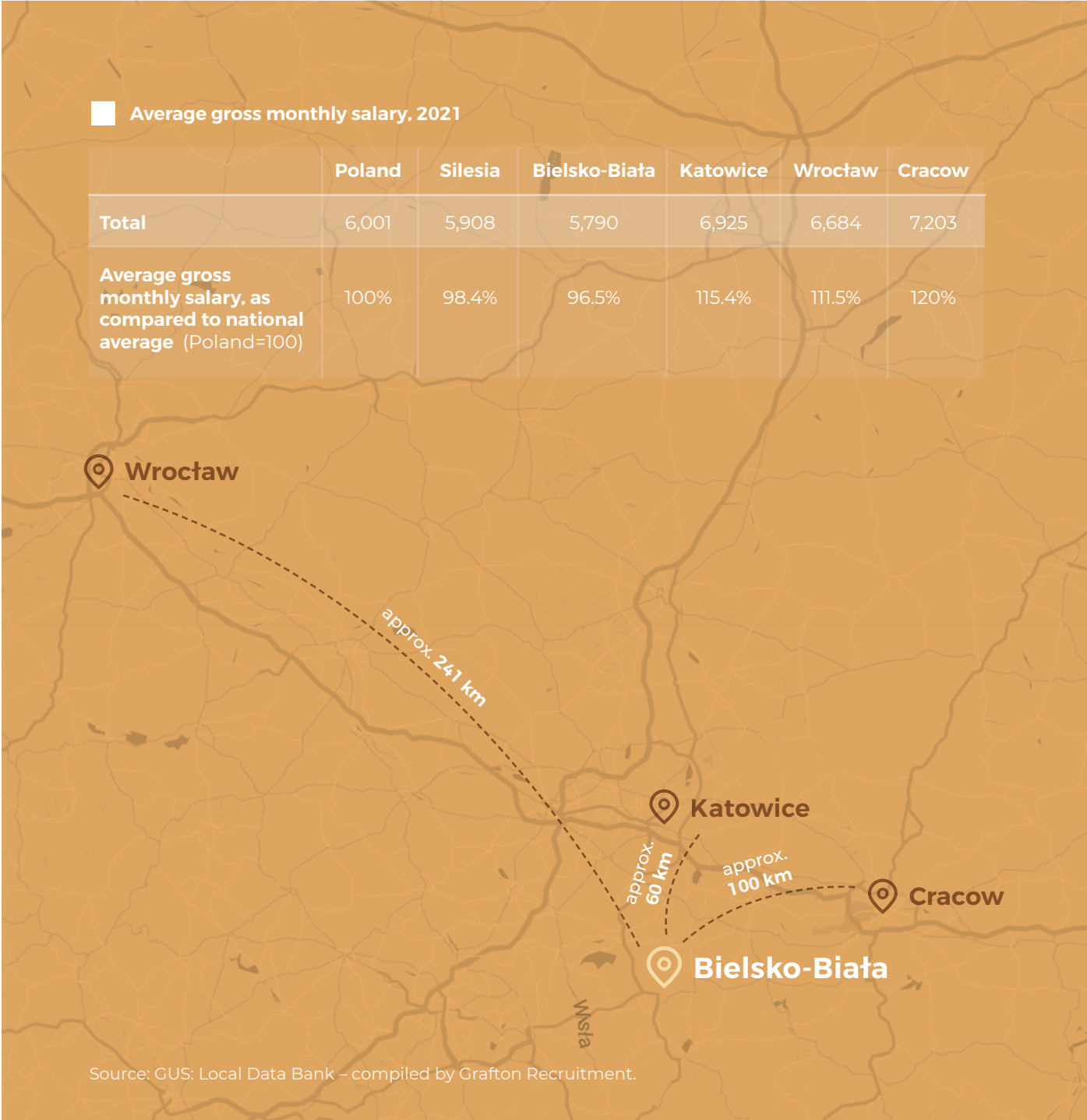
Source: GUS, Local Data Bank – data compiled by Grafton Recruitment.



Salaries

The most developed urban centers of southern Poland include: Cracow, Katowice and Wrocław. The average monthly salary in Bielsko-Biała is notably lower than in the above-mentioned centers.

The differences in salary levels are also visible in the case of analyzed positions from the finance and accounting sectors, supply chain management HR and software development - commonly present within the structures of business services-oriented companies. However, the differences between Bielsko-Biała, Cracow, Katowice and Wrocław are a little less distinct in their case. The causes of this situation can be found in the pandemic, which has greatly increased the availability of remote work. Thanks to this, one's own home can become the place of work - regardless of a company's actual location. This allows the employees greater freedom of choosing their place of residence: nowadays, the less-urbanized and rural areas don't have to result in a notably lower income level as compared to employment and residency in larger cities.



SELECT POSITIONS

Junior Specialist 0-1 years in a position
Specialist 1-2 years in a position
Team Leader At least 1 year

Finance and accounting

| 2022 | | | | | | | | |
|-------------------|---------------|--------|----------|--------|--------|--------|---------|--------|
| | Bielsko-Biała | | Katowice | | Kraków | | Wrocław | |
| | min | max | min | max | min | max | min | max |
| P2P | | | | | | | | |
| Junior specialist | 4,300 | 5,000 | 4,500 | 5,500 | 4,500 | 5,500 | 4,500 | 5,500 |
| Specialist | 5,000 | 6,800 | 5,500 | 7,000 | 5,500 | 7,000 | 5,500 | 7,000 |
| Senior specialist | 6,800 | 8,500 | 7,000 | 8,500 | 7,000 | 8,500 | 7,000 | 8,500 |
| Team leader | 8,500 | 11,500 | 8,500 | 12,000 | 9,500 | 13,000 | 9,000 | 13,000 |
| Manager | 12,000 | 16,000 | 12,000 | 16,500 | 13,000 | 17,000 | 12,000 | 17,000 |
| R2R | | | | | | | | |
| Junior specialist | 4,500 | 5,500 | 4,500 | 5,700 | 4,700 | 5,700 | 4,500 | 6,000 |
| Specialist | 5,500 | 7,500 | 5,700 | 7,500 | 5,700 | 7,500 | 6,000 | 8,000 |
| Senior specialist | 7,500 | 9,500 | 7,500 | 10,000 | 7,500 | 9,500 | 7,000 | 10,000 |
| Team leader | 9,500 | 13,000 | 10,000 | 13,500 | 10,000 | 14,000 | 10,000 | 14,000 |
| Manager | 13,000 | 17,000 | 13,500 | 18,000 | 14,000 | 18,000 | 13,000 | 18,000 |
| OTC | | | | | | | | |
| Junior specialist | 4,300 | 5,000 | 4,500 | 5,500 | 4,500 | 5,500 | 4,500 | 5,500 |
| Specialist | 5,000 | 6,800 | 5,500 | 7,000 | 5,500 | 7,000 | 5,500 | 7,000 |
| Senior specialist | 6,800 | 8,500 | 7,000 | 8,500 | 7,000 | 8,500 | 7,000 | 8,500 |
| Team leader | 8,500 | 11,500 | 8,500 | 12,000 | 9,500 | 13,000 | 9,000 | 13,000 |
| Manager | 12,000 | 16,000 | 12,000 | 16,500 | 13,000 | 17,000 | 12,000 | 17,000 |

SELECT POSITIONS

Supply chain management

Junior Specialist 0-1 years in a position
Specialist 1-2 years in a position
Team Leader At least 1 year

| 2022 | | | | | | | | |
|----------------------|---------------|--------|----------|--------|--------|--------|---------|--------|
| | Bielsko-Biała | | Katowice | | Kraków | | Wrocław | |
| | min | max | min | max | min | max | min | max |
| Warehouse Management | | | | | | | | |
| Junior specialist | 4,200 | 5,000 | 4,300 | 5,000 | 4,300 | 5,000 | 4,800 | 5,500 |
| Specialist | 5,000 | 7,000 | 5,000 | 7,000 | 5,000 | 7,000 | 5,500 | 7,500 |
| Senior specialist | 7,000 | 8,500 | 7,000 | 8,500 | 7,000 | 8,000 | 7,500 | 9,000 |
| Team leader | 8,500 | 11,000 | 8,500 | 11,000 | 9,000 | 12,000 | 9,000 | 12,000 |
| Manager | 11,000 | 15,500 | 11,000 | 15,500 | 12,000 | 15,000 | 12,000 | 16,000 |
| Supply Planning | | | | | | | | |
| Junior specialist | 4,500 | 5,500 | 4,500 | 5,500 | 4,500 | 5,500 | 4,800 | 5,500 |
| Specialist | 5,500 | 7,000 | 5,500 | 7,500 | 5,500 | 7,500 | 6,000 | 7,500 |
| Senior specialist | 7,000 | 9,000 | 7,500 | 9,500 | 7,500 | 9,000 | 7,500 | 9,000 |
| Team leader | 9,000 | 12,000 | 9,500 | 12,000 | 9,000 | 12,000 | 9,000 | 12,000 |
| Manager | 12,000 | 15,000 | 12,000 | 16,000 | 12,000 | 15,000 | 12,000 | 17,000 |
| Operational Buyer | | | | | | | | |
| Junior specialist | 4,500 | 5,500 | 4,500 | 5,500 | 4,500 | 5,500 | 4,500 | 5,500 |
| Specialist | 5,500 | 7,000 | 5,500 | 7,000 | 5,500 | 7,000 | 5,500 | 7,000 |
| Senior specialist | 7,000 | 9,000 | 7,000 | 9,500 | 7,500 | 9,500 | 7,000 | 10,000 |
| Team leader | 9,000 | 13,000 | 10,000 | 13,000 | 10,000 | 14,000 | 10,000 | 12,000 |
| Manager | 13,000 | 16,000 | 13,000 | 16,000 | 14,000 | 18,000 | 12,000 | 15,000 |

SELECT POSITIONS

HR

Junior Specialist

Specialist

Team Leader

0-1 years in a position
1-2 years in a position
At least 1 year

| | 2022 | | | | | | | |
|---------------------------------------|---------------|--------|----------|--------|--------|--------|---------|--------|
| | Bielsko-Biała | | Katowice | | Kraków | | Wrocław | |
| | min | max | min | max | min | max | min | max |
| HR Administration & Reporting | | | | | | | | |
| Junior specialist | 4,300 | 5,300 | 4,500 | 5,500 | 4,500 | 5,500 | 4,500 | 5,500 |
| Specialist | 5,300 | 6,800 | 5,500 | 7,000 | 5,500 | 7,000 | 5,500 | 7,000 |
| Senior specialist | 6,800 | 8,500 | 7,000 | 9,000 | 7,000 | 9,000 | 7,000 | 9,000 |
| Team leader | 9,000 | 12,000 | 9,000 | 12,000 | 10,000 | 13,000 | 9,000 | 11,000 |
| Manager | 12,000 | 15,000 | 12,000 | 15,500 | 13,000 | 16,000 | 13,000 | 17,000 |
| Talent Acquisition, Employer Branding | | | | | | | | |
| Junior specialist | 4,500 | 5,500 | 4,500 | 5,500 | 4,500 | 6,000 | 4,000 | 6,500 |
| Specialist | 5,500 | 7,500 | 5,500 | 7,500 | 6,000 | 8,500 | 6,000 | 9,000 |
| Senior specialist | 7,500 | 10,000 | 7,500 | 10,000 | 9,000 | 11,000 | 9,000 | 12,000 |
| Team leader | 10,000 | 13,000 | 10,000 | 13,000 | 11,000 | 15,000 | 11,000 | 14,000 |
| Manager | 13,000 | 17,000 | 13,000 | 17,000 | 15,000 | 17,000 | 12,000 | 20,000 |
| Payroll | | | | | | | | |
| Junior specialist | 4,300 | 5,300 | 4,500 | 5,500 | 4,500 | 5,500 | 5,000 | 6,000 |
| Specialist | 5,300 | 6,800 | 5,500 | 7,000 | 5,500 | 7,000 | 6,000 | 8,000 |
| Senior specialist | 6,800 | 8,500 | 7,000 | 9,000 | 7,000 | 9,000 | 8,000 | 11,000 |
| Team leader | 9,000 | 12,000 | 9,000 | 12,000 | 10,000 | 13,000 | 11,000 | 13,000 |
| Manager | 12,000 | 15,000 | 12,000 | 16,000 | 13,000 | 16,000 | 12,000 | 20,000 |

SELECT POSITIONS

Software development

| | 2022 | | | | | | | |
|--------------------------------|---------------|--------|----------|--------|--------|--------|---------|--------|
| | Bielsko-Biała | | Katowice | | Kraków | | Wrocław | |
| | min | max | min | max | min | max | min | max |
| Java Developer | 12,000 | 18,000 | 14,000 | 18,000 | 15,000 | 20,000 | 13,000 | 18,000 |
| C#/.NET Developer | 12,000 | 17,000 | 12,000 | 18,000 | 14,000 | 19,000 | 13,000 | 17,000 |
| Full Stack Developer (PHP, JS) | 10,000 | 15,000 | 9,000 | 14,000 | 13,000 | 17,000 | 10,500 | 15,000 |

BIELSKO-BIAŁA

Education

04



Universities

There are 6 universities operating in the city. According to the statistics data, in the 2021/2022 academic year they have been attended by 6,288 students and left by 1,733 graduates.

IT is the most popular of faculties (with 743 students currently), followed by management, which is also among the most popular faculties in Poland. The third most popular faculty is pedagogy.

The popularity of IT studies confirms the alignment of the local academic offer and the needs of the labor market. IT students constitute 11.8% of all students in Bielsko-Biała, twice the ratio of the national average (IT students in 2021 constituted 5.5% of all university students in Poland).

| University | Students | Graduates |
|---|----------|-----------|
| University of Bielsko-Biała | 4099 | 1056 |
| University of Administration in Bielsko-Biała | 715 | 190 |
| University of Finances and Law | 691 | 257 |
| University of Economics and Humanities | 329 | 114 |
| University of Józef Tyszkiewicz in Bielsko-Biała | 255 | 88 |
| University of Information Technology and Management | 199 | 28 |
| Total | 6288 | 1733 |

Source: GUS. Higher education in the 2021/2022 academic year (preliminary results).



8 620
Students in
Bielsko-Biała's OPL

Source: GUS. Higher education in the 2021/2022 academic year (preliminary results). The number of students within Bielsko-Biała's OPL includes university branches in Cieszyn and Żywiec (data for the 2020/2021 academic year)

The most popular faculties in Bielsko-Biała

| | Students | Graduates |
|------------------|----------|-----------|
| IT | 743 | 111 |
| Management | 674 | 217 |
| Pedagogy | 571 | 255 |
| Language studies | 563 | 137 |
| Nursing | 400 | 131 |

Source: GUS. Higher education in the 2021/2022 academic year (preliminary results).

The largest public university in the region

The University of Bielsko-Biała offers full-time and part-time 1st degree programs, long-cycle Master’s degree programs and 2nd degree studies. Its educational offer encompasses 22 programs in 5 faculties.

Information technology is the most popular choice among students, regardless of their mode of study. Automation and robotics, as well as Production engineering and management are also ranking quite high.

The University’s educational offer also encompasses a number of training classes, including quality engineering, operation and programming of Kawasaki robots, operation and programming of inverters and many others. Each training ends with a certification exam, allowing the students to obtain additional competencies and qualifications desired by the employers.

The University also implements an EU internship program, providing yet another way of enriching one’s studies of Production engineering and management, Mechanics and machine construction, Automation and robotics and Information technology. Their scope is closely linked to particular courses, allowing the students to put their newfound knowledge to practice.

Through these internships, the students can broaden their vocational competencies, develop interpersonal skills in an actual work environment, familiarize themselves with new technologies and management concepts.

| Field | Full-time program | | Part-time program | |
|--|--|--|--------------------------|------------|
| Automation and robotics | 1st degree | | 1st degree | |
| Information technology | 1st degree | 2nd degree | 1st degree | 2nd degree |
| IT, Computer Science specialization - classes conducted in English | | 2nd degree | | 2nd degree |
| Mechanics and machine construction | 1st degree | 2nd degree | 1st degree | 2nd degree |
| Production engineering and management | 1st degree | 2nd degree | 1st degree | 2nd degree |
| Mechatronics | | 2nd degree | | 2nd degree |
| Vehicle operation | 1st degree | | 1st degree | |
| Construction | 1st degree | 2nd degree | 1st degree | 2nd degree |
| Environmental engineering | 1st degree | 2nd degree | 1st degree | 2nd degree |
| Material engineering | 1st degree | | 1st degree | 2nd degree |
| Environmental protection | 1st degree | | 1st degree | |
| Circular economy | 1st degree | | 1st degree | |
| Business analytics and communication | 1st degree | | 1st degree | |
| Sociology | 1st degree | | | |
| Transportation | 1st degree | 2nd degree | 1st degree | 2nd degree |
| Management | 1st degree | 2nd degree | 1st degree | 2nd degree |
| Management, International Business specialization - classes conducted in English | | 2nd degree | | |
| Language studies, specializations: English philology Spanish philology Polish philology | 1st degree 1st degree 1st degree | 2nd degree 2nd degree 2nd degree | 1st degree 1st degree | 2nd degree |
| Pedagogy | 1st degree | 2nd degree | 1st degree | 2nd degree |
| Pedagogy of early and preschool education | long-cycle | long-cycle | long-cycle | long-cycle |
| Nursing | 1st degree | 2nd degree | | 2nd degree |
| Emergency medical services | 1st degree | | 1st degree | |
| Public health | | 2nd degree | | 2nd degree |

| | BIELSKO-BIAŁA | BIELSKO-BIAŁA'S OPL |
|--|---------------|---------------------|
|  NUMBER OF STUDENTS | 6,288 | 8,620 |
|  NUMBER OF GRADUATES | 1,733 | 2,432 |
|  NUMBER OF UNIVERSITIES | 6 | 9 |

Source: GUS. Higher education in the 2021/2022 academic year (preliminary results). The number of students within Bielsko-Biała's OPL includes university branches in Cieszyn and Żywiec (data for the 2020/2021 academic year).

BIELSKO-BIAŁA

Real estate

Commercial real estate

Entrepreneurs and investors can find a wide selection of commercial real estate in Bielsko-Biała, including modern Class A office buildings and renovated post-industrial objects that have been granted a new purpose.

In terms of office space, entrepreneurs can choose between a wide assortment of options to fit their needs. Both the typical office spaces and the increasingly popular open-space areas are available and ready to be adjusted to individual needs.

Cavatine Hall is among the most notable office projects in Bielsko-Biała. This modern, multifunctional Class A building offers office, retail and service space. A notable advantage of the building is its cultural function, as it sports a unique on the national scale concert hall, designed with the highest acoustic standards in mind. The high quality of available space has received much interest from tenants, resulting in a decision to extend the complex by another building.

The Cavatina Hall office building in Bielsko-Biała has won the prestigious, global Architecture MasterPrize award

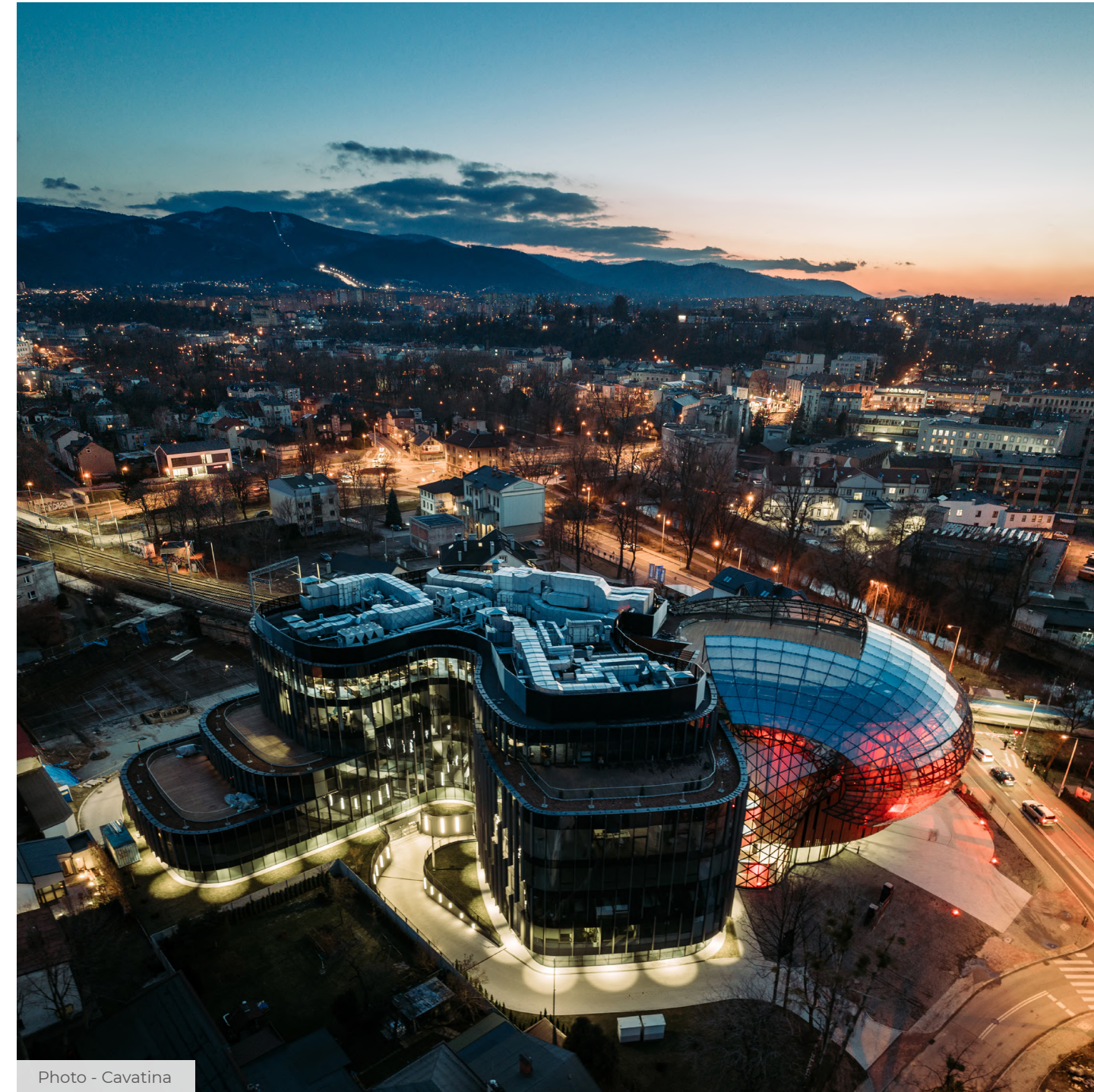


Photo - Cavatina

BIELSKO-BIAŁA



AVAILABLE OFFICE BUILDINGS

Total available office space

57,100 m²*

OFFICE BUILDINGS UNDER CONSTRUCTION

Total space under construction

5,000 m²*

SELECT AVAILABLE OFFICE BUILDINGS:

- Cavatina Hall
- Przędzalnia
- WAGA
- Merkury Market
- BB Park
- Nowe Miasto
- Galeria Sfera
- Partyzantów 51
- Partyzantów 71

SELECT UPCOMING OFFICE BUILDINGS:

- Cavatina Hall B
- Partyzantów 63
- Qubb Offices

* Source: „Raport Bielsko-Biała. Atrakcyjność inwestycyjna Bielsko-Białej” report by Cavatina and Cushman & Wakefield (2020).

Residential market

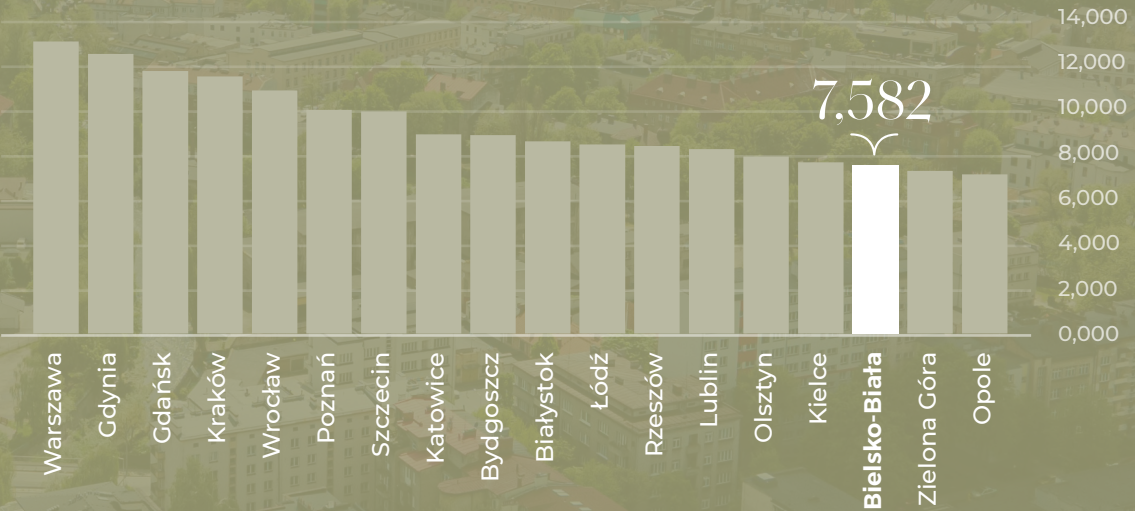
The vacancy rate for residential properties in Bielsko Biała amounts to 10.6%, exceeding the Silesian average. At the same time, residential properties within Bielsko-Biała’s OPL area have a vacancy rate of 10.7% - that is, slightly higher than the city itself. Taking into account the nationwide apartment scarcity, these facts should be considered positive, as they indicate the availability of housing for people considering relocation to Bielsko-Biała.

The decision to move to Bielsko-Biała is further supported by competitive apartment prices. The prices offered on real estate web portals tend to fall into PLN 7,300 – 7,600 per m2 range. Comparing this data to apartment prices in other cities, published by the National Bank of Poland, Bielsko-Biała’s offers definitely fall into the lower end of the price range. This price attractiveness, paired with the trends of salary globalization and the available cultural and sports infrastructure places the city as the optimal choice for both working and living. The environment provided to Bielsko-Biała’s residents fully aligns with the need to maintain the work-life balance and creates good conditions for investment in one’s own house or apartment.

■ Apartments by occupancy status

| | Silesia | Silesia in % | Bielsko-Biała | Bielsko-Biała in % |
|----------|-----------|--------------|---------------|--------------------|
| total | 1,815,709 | | 74,699 | |
| occupied | 1,630,915 | 89.8% | 66,744 | 89.4% |
| vacant | 184,794 | 10.2% | 7,955 | 10.6% |

■ Apartment prices on the primary market - offer prices



Source: GUS and NBP – compiled by Grafton Recruitment.
The data concerning Bielsko-Biała — <https://www.mojelokum.pl/nieruchomosci/statystyki.html>

BIELSKO-BIAŁA

Quality of life



A compact city

In the modern world, one can observe a rising trend of professionally active people choosing mid-sized cities over crowded metropolitan areas. The cities able to fit the „compact city” trend are now considered further advantageous.

But what is a compact city? Modern urban planners define compact cities as those, where one's home, work, school and service or relaxation points are close to each other, reachable by bicycle or on foot and public transport offers an attractive and popular means of transportation. Becoming a compact city has become a goal of many European cities. A compact city – also called a 15-minute city – is a place that's simply convenient to live in, in a clean and ecological environment. Bielsko-Biała is an example of such a city. We have observed many young families being increasingly eager to relocate from large urban centers to the capital of Podbeskidzie, seeing it as a perfect place for living according to the slow life philosophy.

Bielsko-Biała is also a city that attracts people and companies valuing work-life balance. Putting this idea into life is made easier by the rich cultural and sports offer, as well as the vicinity of mountains and their charming view. All of this combined with the high quality of public services serves to increase the quality of life of Bielsko-Biała's satisfied residents.



Cultural and sports character of the city and region



Photo - Piotr Bieniecki



Photo - Paweł Sowa



Photo - Dorota Koperska



Photo - Piotr Komander



Photo - Maciej Kopaniewski

Culture and arts

Bielsko-Biała is a city of many opportunities. Aside from its rich sports and relaxation offer, it provides many attractions in the cultural sphere. One can find museums, theaters, art galleries, cultural centers, libraries, music clubs and concert halls here – there's no shortage of ways to avoid boredom!

The city has been hosting a number of international festivals for many years now, including the International Festival of Puppetry Art, FotoArtFestival, Bielska Zadymka Jazzowa jazz festival and the Festival of Polish composers. There are also numerous high-energy open-air concerts and events. Thanks to all of that, everyone will be able to find something befitting their interests and passions, regardless of their age or preferences.

CULTURAL FACILITIES IN THE CITY



2
Theatres



2
Cinemas



7
Art galleries



Over a dozen
cultural centers
in the city



6
Museums



Sports and relaxation

Bielsko-Biała is a city for active people, thanks to its uniquely rich sports and relaxation offer.

Mountain tourism aficionados can enjoy the numerous walking and enduro trails, sure to satisfy all fans of downhill driving. A gondola lift to the Szyndzielnia mountain forms a unique attraction of the city – a ride in one of the yellow, glassed gondolas is a unique experience thanks to the breathtaking view of the city's panorama.

Two outdoor pools are opened during each summer season, while two additional indoor pools allow for swimming over the entire year. Fans of ice skates and rollers will also be satisfied, thanks to a specially prepared track opening in summer and an indoor rink in winter.

In winter, skiers can enjoy approx. 50 slopes within 40 km of the city. The best known of these are located in Szczyrk, Wisła and Korbielów.

Those who prefer the feeling of wind in their sails definitely should visit Żywieckie lake. Numerous swimming equipment rentals can offer boats, pedal boats and SUP boards.

Bielsko-Biała allows for active relaxation all year round, thanks to numerous fitness clubs, dance schools and tennis courts – and for those seeking stronger thrills, climbing walls and even a sports airfield.

And for those who prefer watching sports rather than actively partaking in them, the city offers a municipal stadium where the TS Podbeskidzie Bielsko-Biała team is regularly playing matches (in I Liga – the second highest division of Poland's league system) and a sports and entertainment hall hosting volleyball matches of the female team BKS Bostik Bielsko-Biała (Tauron Liga – the highest league division) and the male team BBTS Bielsko-Biała (PlusLiga - the highest league division).

Discover more at: <http://it.bielsko.pl/>

SPORTS AND RELAXATION INFRASTRUCTURE



Municipal Stadium



Multi-purpose sports, entertainment and exhibition hall



Numerous walking and enduro trails



„Dębowiec” ski resort



Sports airfield



Ice skating and roller track



2 indoor pools



2 summer pools

Vicinity of mountains

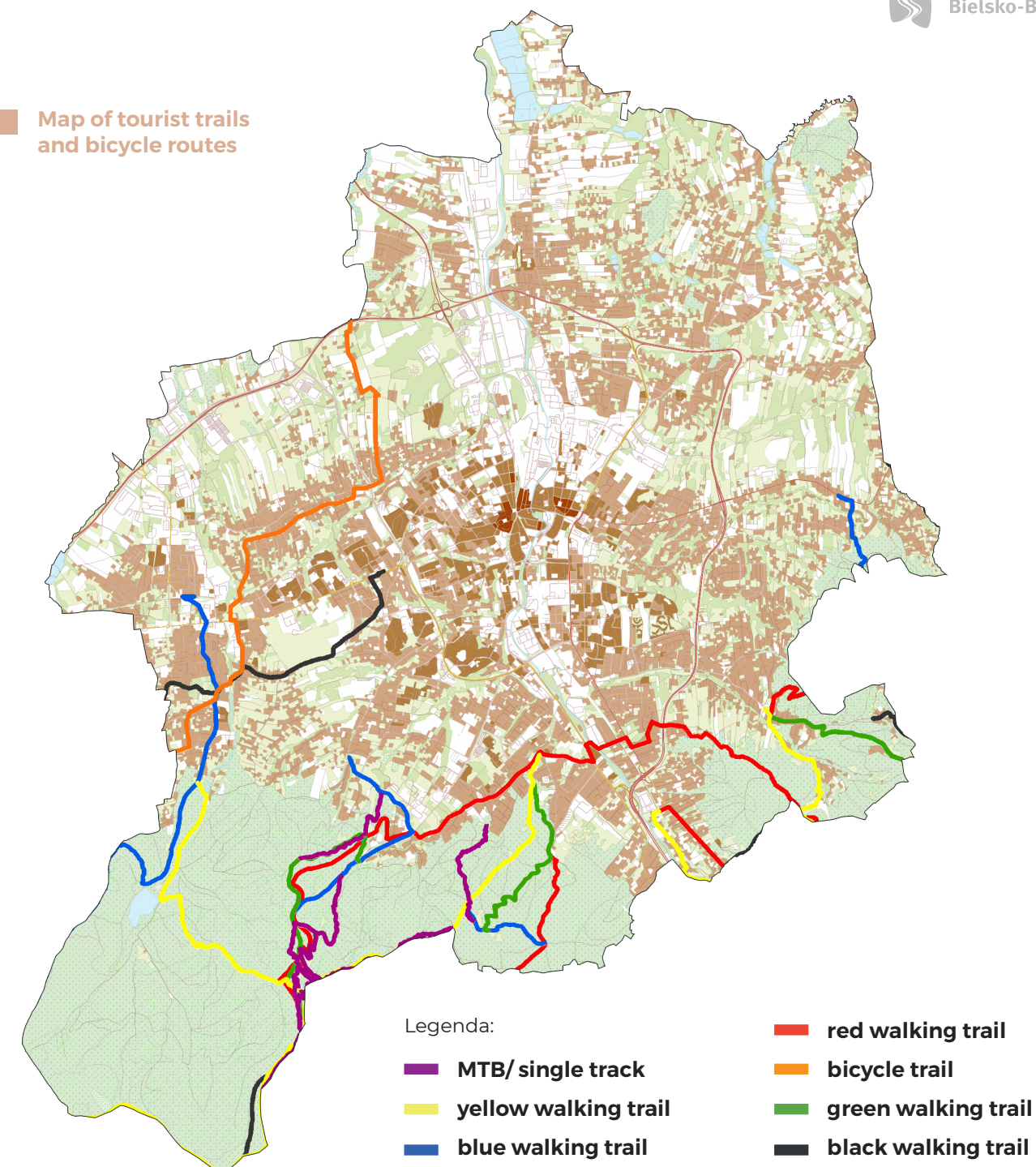
Bielsko-Biała is the administrative, industrial and cultural center of Podbeskidzie, a region located in the southern part of the Silesian province. The city's borders encompass a number of peaks belonging to the Silesian Beskids and Little Beskids mountain ranges: Równica, Kozia Góra, Kołowrót, Dębowiec, Cybarniok, Szyndzielnia, Klimczok, Trzy Kopce, Stołów, Błatnia, Przykra, Wysokie, Kopany, Palenica and Łysa Góra.

The marked mountain trails located within the city span approx. 100 kilometers, extended by a further 120 kilometers within the adjoining Bielski powiat.

Bielsko-Biała and its vicinity is a real treasure trove for mountain lovers. Walking, running or cycling – any fan of traveling between mountaintops will be satisfied by the opportunities granted by the available trails. They provide breathtaking views in each season of the year, making every day the right time to go hiking!

Discover more at: <http://it.bielsko.pl/>

Map of tourist trails and bicycle routes



BIELSKO-BIAŁA

Summary

07

Advantages of the city

City authorities have been maintaining good relations with businesses for many years, resulting in a strong local economy. Bielsko-Biała is considered one of Silesia's three most developed growth centers of Silesia, alongside Katowice and Gliwice. Its pro-investment policies attract new investors and embolden domestic capital investments.

Photo - Michał Kisiel

Key arguments supporting the attractiveness of Bielsko-Biała in terms of the development of existing businesses and attracting new investors include:

- Bielsko-Biała – leader of Silesia's southern subregion
- high availability of human resources, including the city's OPL area
- fruitful cooperation between city authorities, businesses and academia
- high level of tertiary, secondary and vocational education
- city policies focused on increasing the residents' quality of life through:
 - investment in the development and modernization of road infrastructure and improving the quality of public transportation
 - improving access to public services, especially healthcare. In this regard, Bielsko-Biała boasts one of the most cutting-edge oncology centers in Poland
 - protecting the environment by the creation of pocket parks (so-called „Bielskie Gardens”) and utilizing the advantages of the city's location
 - implementation of the new 2030 Development Strategy, set to make Bielsko-Biała even more attractive and friendly to its residents and businesses alike, thus increasing its competitiveness against other Polish cities vying to attract new residents and investments
- access to a wide cultural and sports offer, increasing the city's attractiveness as a destination for both work and residency
- the compact nature of the city – contributing to its high quality of life
- location at the crossroads of international routes (leading to Czechia and Slovakia)

Key data



931,361

people live in
Bielsko-Biała's OPL



27.1%

increase in the number
of economic entities over the
past 15 years



2nd place

in the city with district rights
category in the Silesian
Province County Ranking



PLN 5,790 gross

average monthly salary
in Bielsko-Biała



11.8%

of all university students
attend IT faculties



7th place

in Poland in the city with
district rights category in the
Local Government Ranking of
the „Rzeczpospolita” magazine

BIELSKO-BIAŁA

Investment potential: the perspective of entrepreneurs





Sebastian Kamiński

Director, Software Development, Poland Site Leader

PRECISELY SOFTWARE SP. Z O.O.

Precisely Software is leading data integrity company, headquartered in Burlington-USA. As a global software company we are also providing big data, high-speed sorting, ETL, data integration, quality, enrichment and location intelligence offerings, including customer engagement solutions. Our site in Poland is based in Bielsko-Biała city, where we set our R&D and talent center in Central Europe. Precisely is present in our region since 2019 via acquisition of other software entity.

Growing rapidly, this year we have hired 30 employees, all highly qualified specialists, exceeding headcount of 100 employees in 2022. Having talent center in Central Europe helps us to diversify the talent pool and leverage geographic opportunities. Most of our teams concentrate on software engineering, however we have also strong presence in support, professional services and product operations.

Being based in Bielsko-Biała, gives us access to great pool of talent, where we have developed strong relations with ATH University of Bielsko-Biala, specifically Computer Science faculty.

Local teams deliver highest professional quality and work ethics, what with added effective communication skills, makes big impact to international business. Know-how and technical expertise of local population includes cutting edge technologies which our company is utilizing, hence our long term goal here is to strengthen and expand further our center of excellency.

The city itself is beautifully situated at the foot of the Beskid Mountains and also well communicated, in near location to other bigger metropolitan areas like Katowice and Krakow ones, which include international airports in near proximity. Being native inhabitant of Bielsko-Biala It makes me very proud of what we have achieved here in my home town.



pitney bowes 

Tomasz Rzepka

Managing Director

PITNEY BOWES SP. Z O.O.

Pitney Bowes Polska Sp. z o.o. is a branch of an American company, listed on the New York stock exchange, which has been offering innovative products and solutions concerning digital trade, logistics and correspondence handling for over a century, on a global scale. The Polish branch was established in 2008 in Bielsko-Biała. Back then, three Pitney Bowes employees have chosen to return from the United Kingdom to their hometown and create the company's local branch.

In a little over a dozen years of activity, the Polish branch has grown from three to over 110 employees, of which a majority comes from Bielsko-Biała itself or nearby towns. The company is growing very dynamically and we are creating tens of new jobs each year.

Our employees are providing IT services to the Pitney Bowes group, positioning itself as its R&D center. We primarily employ programmers, software testers, implementation and business intelligence specialists. As a branch, we are focused on developing global e-commerce products and sending technology solutions.

For investors, Bielsko-Biała is a great place to locate their IT and modern business services companies. This location offers an interesting alternative to the key centers of southern Poland. The city's key advantage is the still rather small number of companies from these sectors of the economy, as compared to provincial capitals. This factor makes it easier to create an attractive workplace and compete for the right employees. Bielsko-Biała offers a wide pool of qualified specialists from various industries and local universities and middle schools provide a yearly supply of technical and humanities graduates, communicating fluently not only in English, but also in the less popular foreign languages. The universities are very eager to work with businesses, doing their best to respond to the local labor market. The city has great transportation links to the larger centers and the vicinity of airports allows greater mobility both within Poland and abroad.

Bielsko-Biała is an attractive and friendly location for work and everyday life alike. This has been proven by placing high in the „Happy home, that is a good city to live in” ranking prepared by the OtoDom web portal. Our city took second place in Silesia and fifth in entire Poland.

When asked about Bielsko-Biała's greatest advantages, our employees primarily respond with:

**lower living costs, as compared to larger centers,
lack of traffic jams and well-developed road infrastructure and public transport,
closeness and availability of green and recreational areas.**

The city is dynamically growing and investing in the development of a transportation network, cultural and sports facilities. Another key element is the revitalization of urban space. This has a great impact on the positive reception of Bielsko-Biała both in the eyes of its residents and visiting tourists.



Wojciech Bachta

President of the Board

STARTUP PODBESKIDZIE FOUNDATION

Podbeskidzie is a region with great human and economic potential. A strong entrepreneurial culture, demographic and ethnographic structures and regional history have made Bielsko-Biała and its vicinity an excellent infrastructure to support business development. This is supported by various statistics – from those concerning low unemployment, high density of millionaires to the valuation of tech companies whose owners originate from here.

Given such potential, constant growth should be stimulated through appropriate action. Therefore, in 2017 the Startup Podbeskidzie foundation had been established, to foster a start-up ecosystem. Its goal is to provide the tools and solutions to activate the incredible entrepreneurial potential of its residents and support the early phases of these companies' operations.

The foundation implements its goals through highly human-oriented projects. The key area of operations is organizing events involving the exchange of experiences with local experts and large events gathering experts from the entirety of Poland. Another key area is the training, which for the past few weeks has reached a new level thanks to the proprietary coworking space.

The coworking space is another area in which we operate and see great energy to reach the next milestones. The foundation also organizes mentoring sessions, provides advisory support and carries out research and reports. We are an active entity and therefore we regularly take part in new projects. We are glad to join them and attempt to provide them with the highest quality.

Podbeskidzie is a great place to live in. It provides great value, as everyone wants to work where their living is good. Bielsko-Biała has a great location – as evidenced by the closeness of mountains, lakes, bike and trekking trails. This is further augmented by a rich cultural, educational and sports offer. It bears highlighting the numerous, systematically developed investments related to various spheres of life: transportation, kindergartens or hospitals.

All of this provides the region with a mandate to please both physical and highly qualified white-collar workers. Nowadays, as numerous investments are enabled by the IT industry, it is the quality of life and availability of specialists that are key, rather than the availability of raw resources. It therefore shouldn't come as a surprise that over 100 IT companies and start-ups are operating out of Podbeskidzie, with the majority of them achieving satisfactory results and none of the researched IT sector entities reporting losses in the previous year.



Agnieszka Jakubiec

HR GBS and Finance in Europe
COOPER STANDARD

The Global Business Services company was established in 2011 as a center servicing select accounting processes for some of the Cooper Standard companies, located in Bielsko-Biała (ESS). Thanks to the high quality of services, the group has decided to extend the cooperation to the entirety of accounting for its European companies and the mode of operations pioneered by GBS became a template for similar Cooper Standard subjects worldwide (including Asia and South America).

In 2019, taking over the servicing of a strategic part of Cooper Standard subjects in North America has become a bonafide milestone. It extended the operations of GBS to entities located in the US, Canada and Mexico. We have also extended the scope of non-financial support in the spheres of IT, commerce, travel organization, fleet management, human resources management and central functions. Currently, GBS is employing 240 people, is headquartered in a building with a beautiful view of the mountains – often described as the office with the single best view in the entire city. The employees appreciate the highly developed work culture and the company is focused on combining business effectiveness with a pro-employee approach to operations. Our Bielsko-Biała office is servicing AP, GL, AR, IT, Legal, Local Compliance, Internal Audit, Controlling, Finance, Purchasing, Central Functions, HRBSC, Travel and Car Fleet processes. City authorities are eager to continue Bielsko-Biała's long automotive traditions – it is here that the famous Fiat 126p had been produced – and are open to working with entrepreneurs, through means such as the well-managed economic zone, providing the investors with many opportunities. It offers a wide variety of growth opportunities to both companies and younger folk, who can gain practical experience and knowledge through constant practice, education and the deepening of specialized knowledge.

One of Bielsko-Biała's key advantages, often highlighted by our employees, is the wide selection of available real estate and its prices – both for purchasing and renting. Bielsko-Biała opens very real capabilities for maintaining work-life balance and private life. The city is impressive in many ways. It is an administrative, industrial, business, academic, cultural and tourist center of southern Silesia. It offers great growth opportunities to the companies in each industry, while the employees have unconstrained means of spending their free time. In winter, there are many opportunities to ski – both downhill and cross-country. In summer, one can embark on beautiful tourist trails, or if they prefer more thrilling pastimes – the enduro trails. One could sail the Żywieckie lake and... fly, thanks to the Aleksandrowice sports airport.

Our employees are actively utilizing the capabilities granted by the vicinity of Bielsko-Biała, but sports aficionados are not the only ones to find something for themselves there. The capital of Podbeskidzie also offers a variety of concerts and cultural events, of both local and international scales. The residents can also enjoy events for the entire family – there is a wealth of choices for both adults and kids. Family activities are only limited by one's imagination, which can be greatly developed in Bielsko-Biała and its vicinity. Furthermore, for a little cost in money and time, one could visit nearby Czechia or Slovakia, as well as Cracow or Katowice, servicing international flights in all directions. Experienced employees will find others to share their experience with. Thanks to the local universities and the Upper Silesian academic centers, each year the labor market is strengthened by a new batch of well-prepared and well-educated graduates of economic, management and technical faculties.

Feel free to contact us



Bielsko-Biała

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ADDRESSES OF KEY WEBSITES:

Official website of the Municipal Office of Bielsko-Biała: www.bielsko-biala.pl

 [@bielskobiala.profiloficjalny](https://www.facebook.com/bielskobiala.profiloficjalny)


 [@bielskobiala.profiloficjalny](https://www.instagram.com/bielskobiala.profiloficjalny)

 [@invest-in-bielsko-biala](https://www.linkedin.com/company/invest-in-bielsko-biala)

Kariera w górach: www.karierawgorach.pl

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