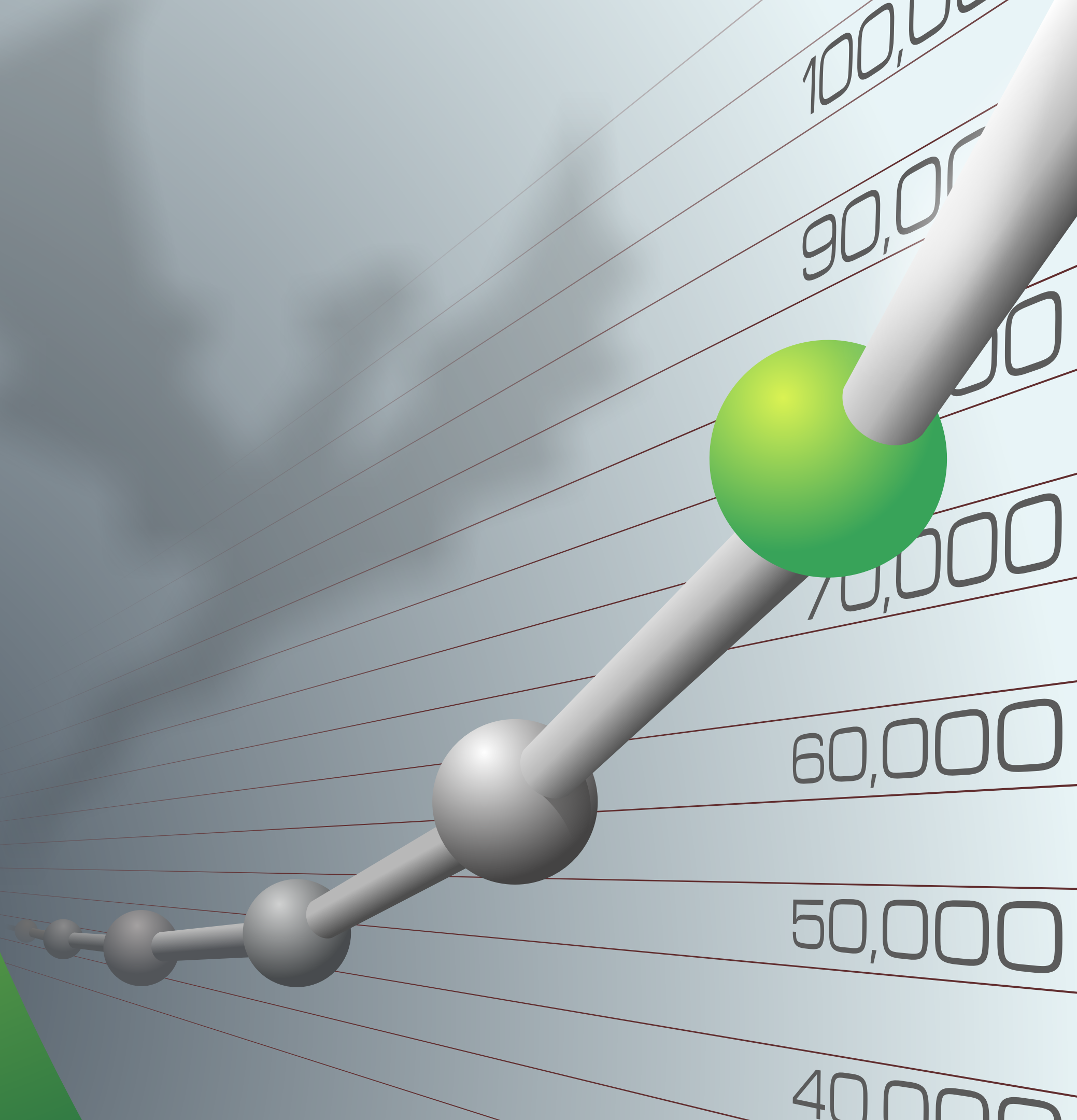




ASPIRE  
HEADCOUNT  
TRACKER  
2018



HEADCOUNT DATA OF IT AND  
BUSINESS SERVICES COMPANIES IN KRAKÓW





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ASPIRE  
HEADCOUNT  
TRACKER  
2018

# TOP LINE NUMBERS

HEADCOUNT  
AT JANUARY  
1<sup>ST</sup> 2018

69,000

76,500

FORECAST  
FOR JANUARY  
1<sup>ST</sup> 2019

323

IT & BUSINESS SERVICES  
COMPANIES IN KRAKÓW

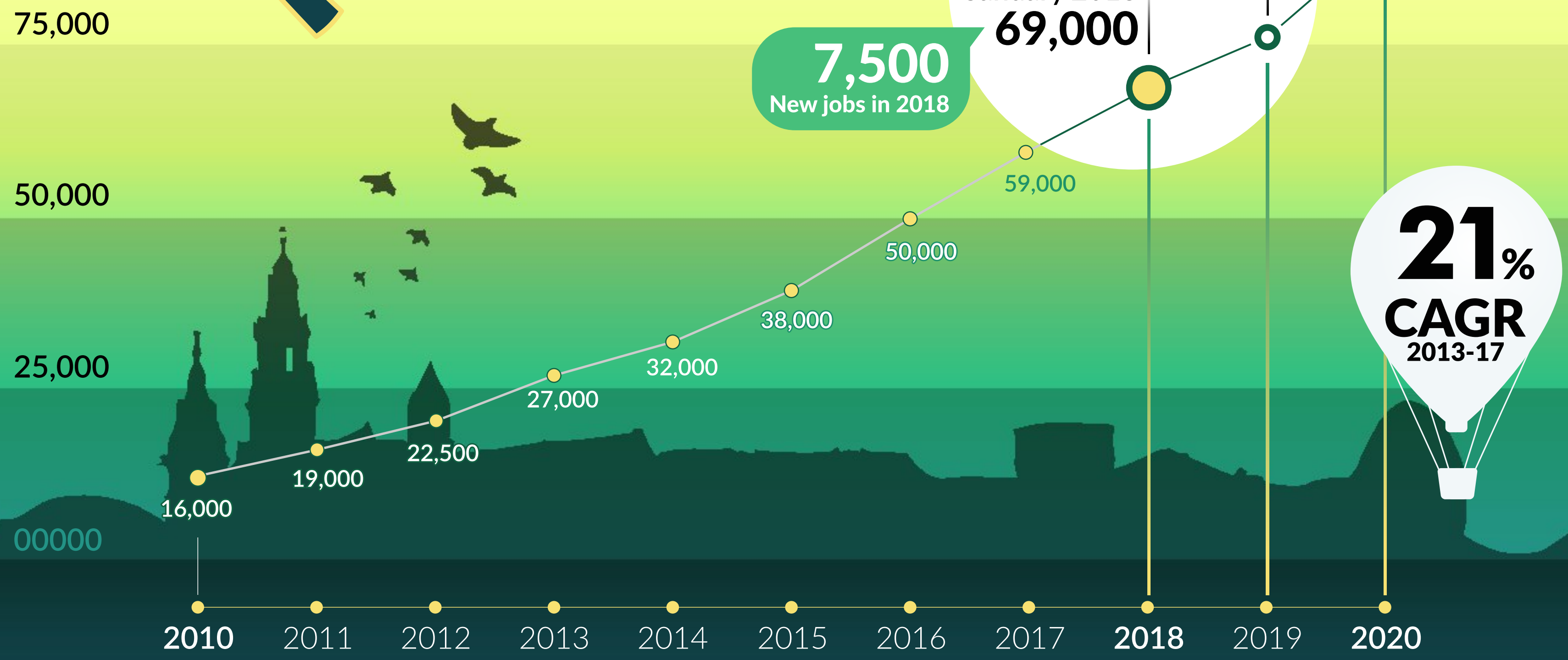
7,500

NEW JOBS  
IN 2018

20

NEW JOBS  
EVERY DAY

# ASPIRE HEADCOUNT TRACKER 2018





# EXECUTIVE SUMMARY

## Actuals at January 1st 2018

Total headcount.....	<b>68 949</b>
Total new jobs created in 2017.....	<b>8 922</b>
Average headcount per company.....	<b>213</b>
Median headcount .....	<b>56</b>
Compound Annual Growth Rate 2013-2017.....	<b>20.6%</b>

## Forecasts

Total headcount at January 1st 2019 .....	<b>76 372</b>
% annual growth in 2018 .....	<b>10.6%</b>
Median headcount .....	<b>65</b>
Total new jobs in 2018 .....	<b>7 423</b>
Average new jobs per day in 2018* .....	<b>20</b>
Average annual new jobs per company in 2018 .....	<b>23</b>
Compound Annual Growth Rate 2014-2018 .....	<b>19%</b>
Forecast for January 1st 2020 .....	<b>91 035</b>

\* 365 DAYS



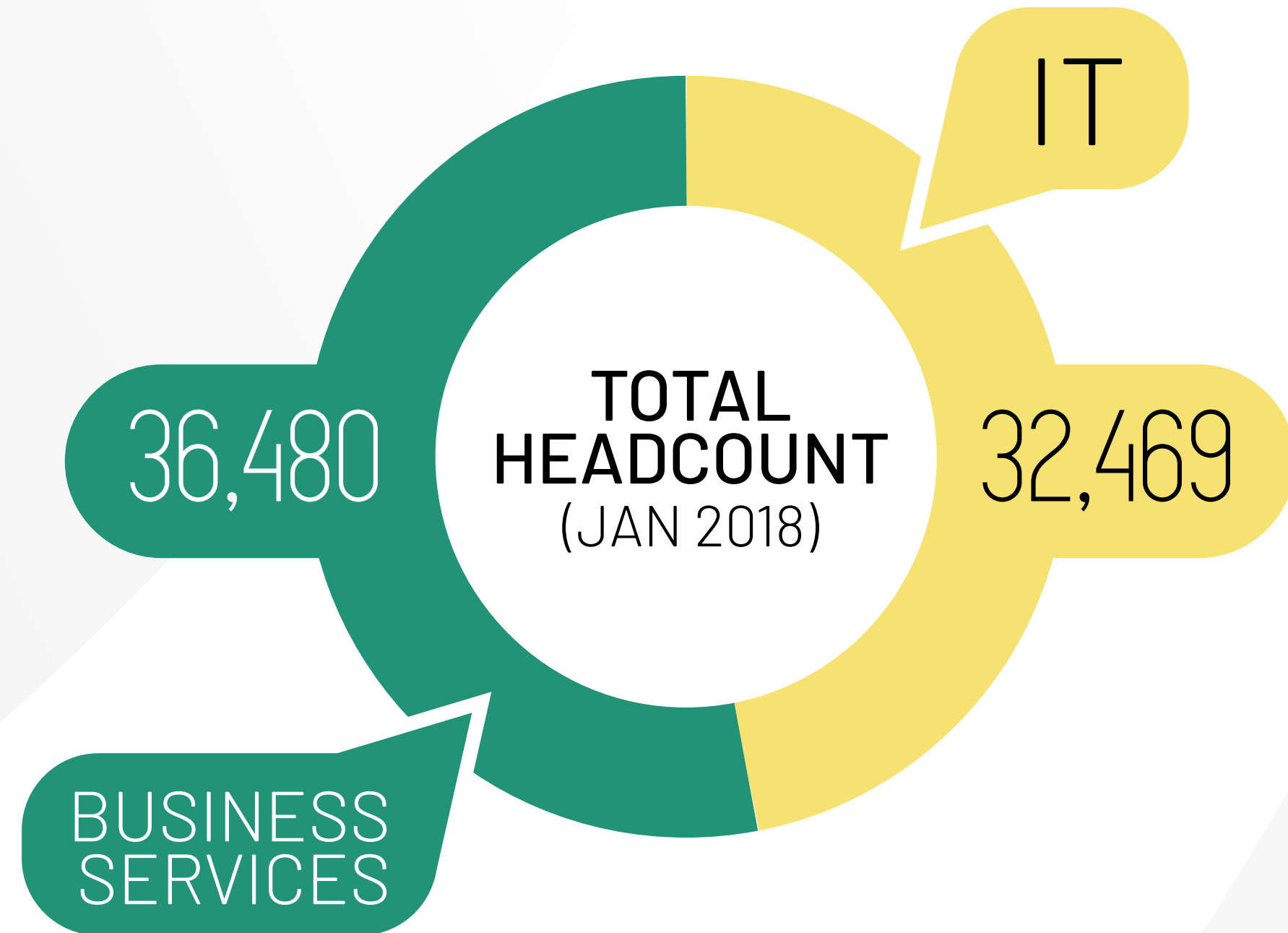


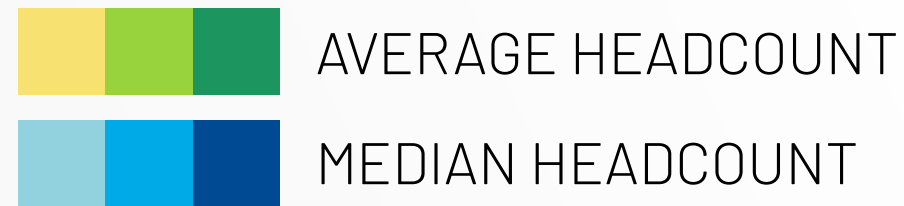
# ACTUALS

at JANUARY 1<sup>st</sup> 2018

# HEADCOUNT SPLIT

between IT and Business  
Services roles

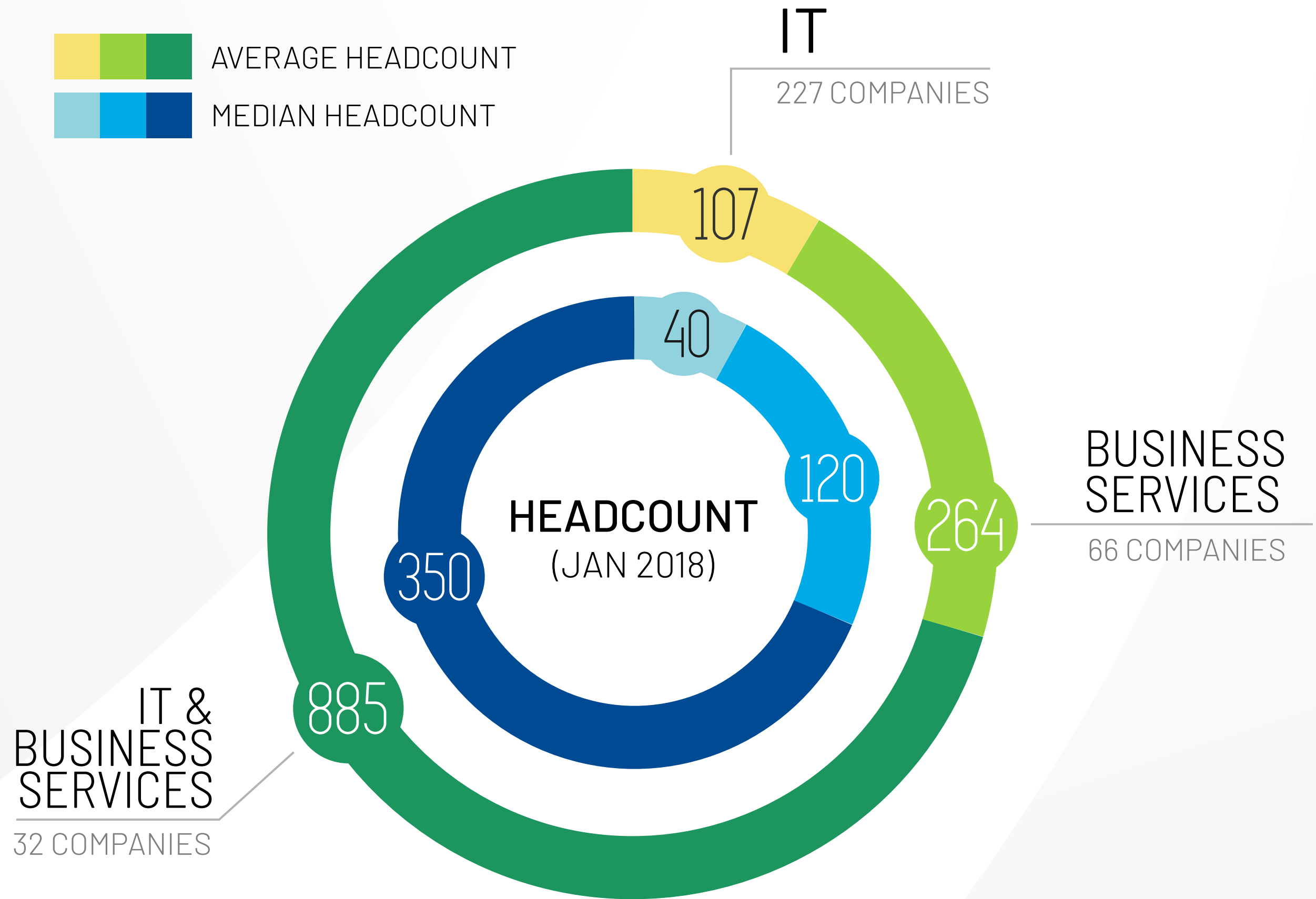




# AVERAGE HEADCOUNT

per company

Average Headcount **213**  
Median Headcount **60**

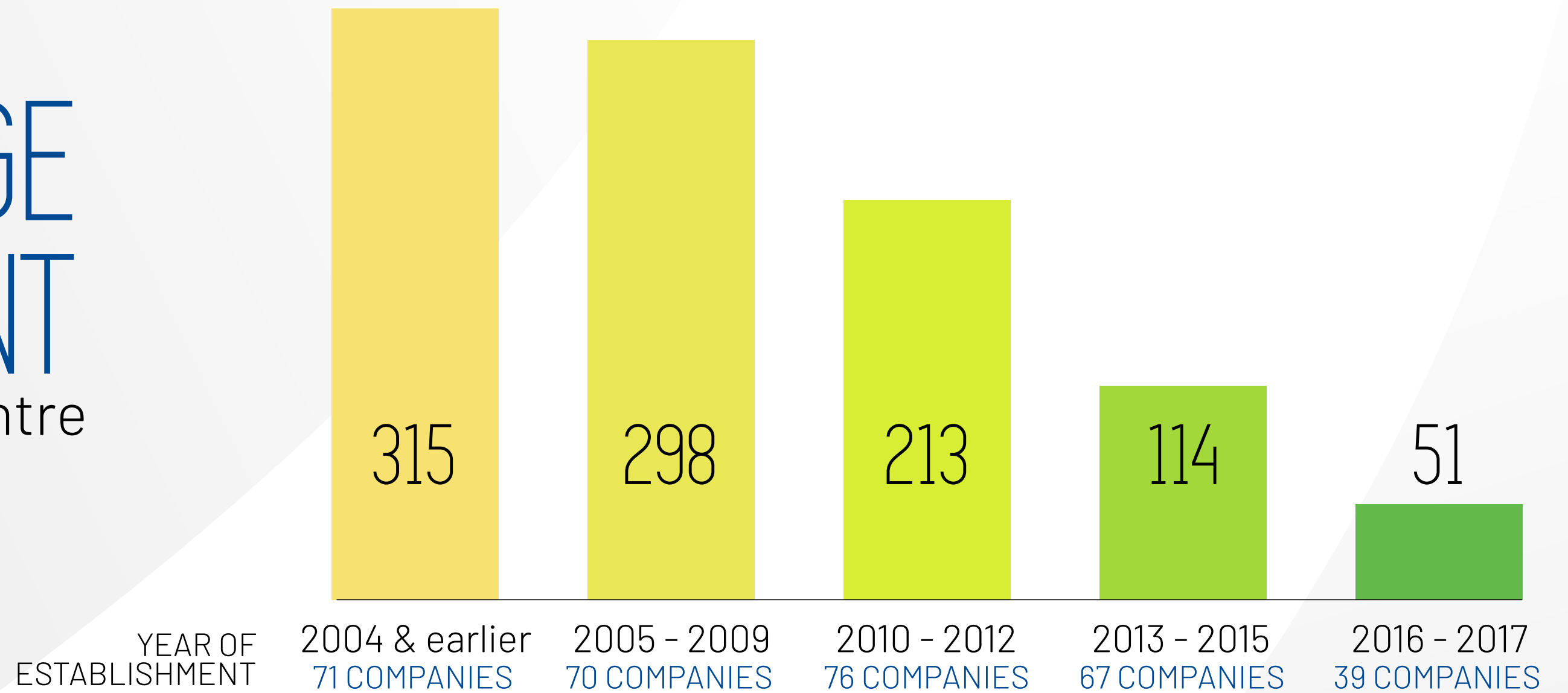


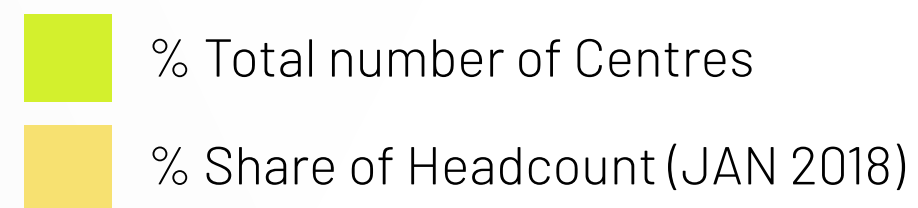


# AVERAGE HEADCOUNT

according to age of centre

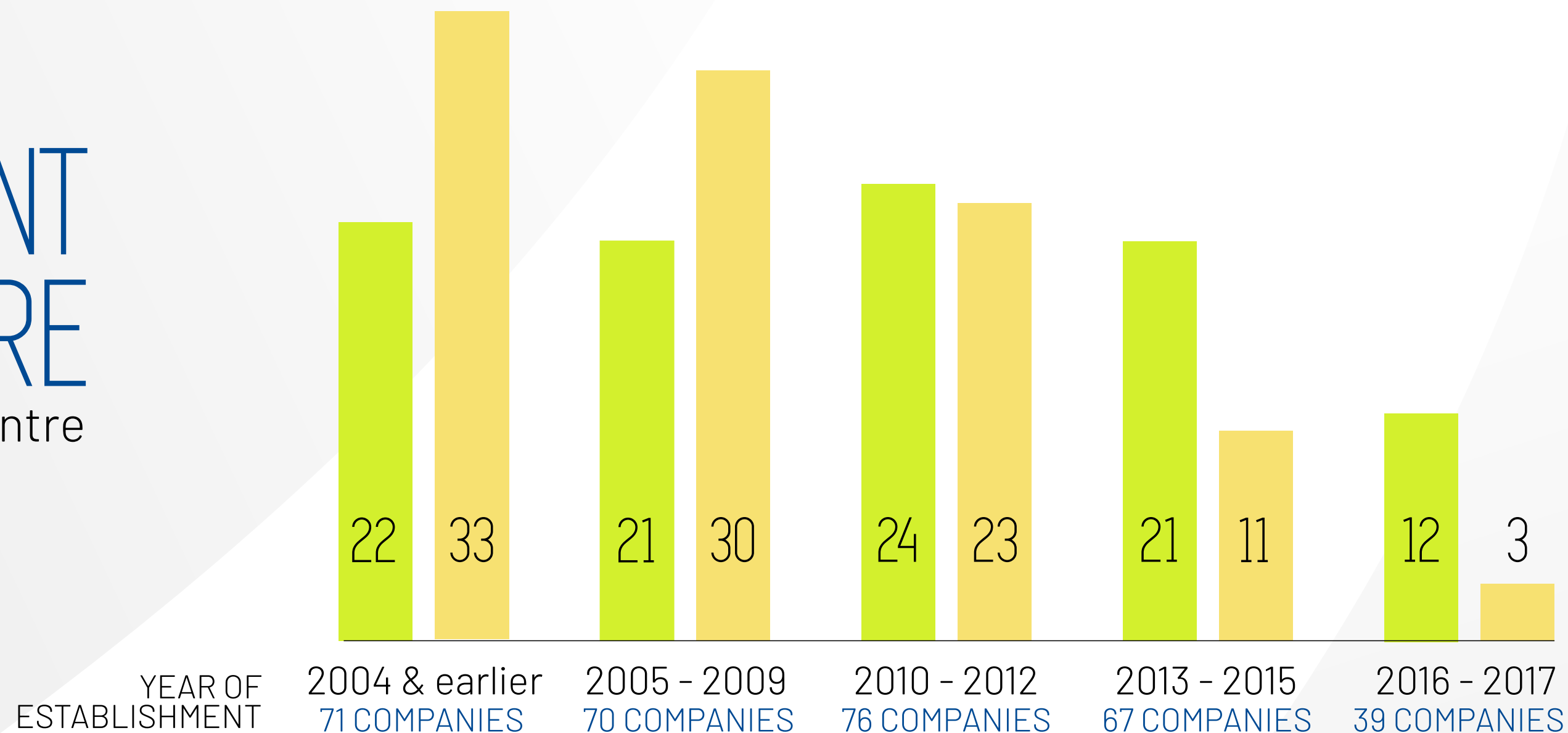
## AVERAGE HEADCOUNT (JANUARY 2018)

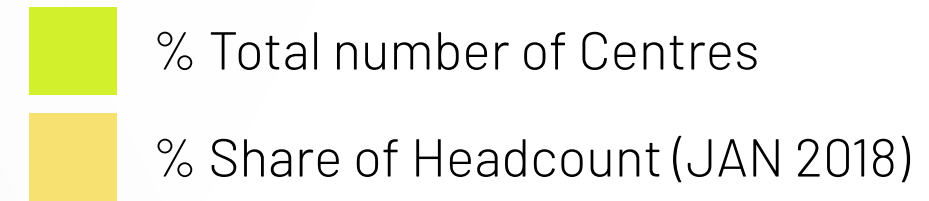




# HEADCOUNT SHARE

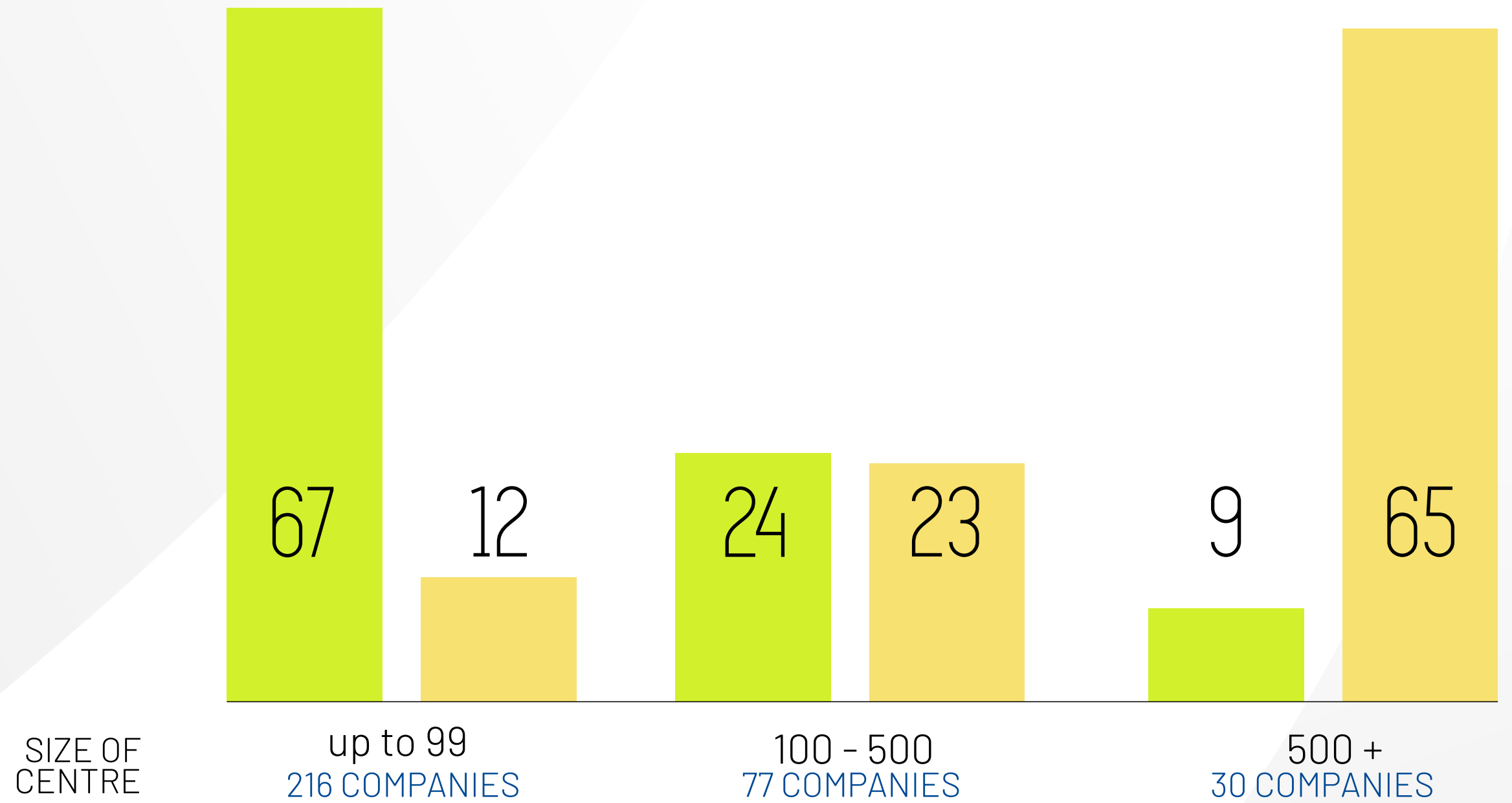
according to age of centre





# HEADCOUNT SHARE

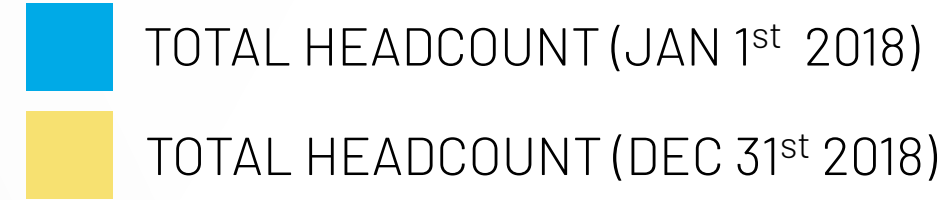
according to size of centre





# FORECASTS

for DECEMBER 31<sup>st</sup> 2018



# NEW JOBS

split between IT  
and Business Services

BUSINESS SERVICES



IT



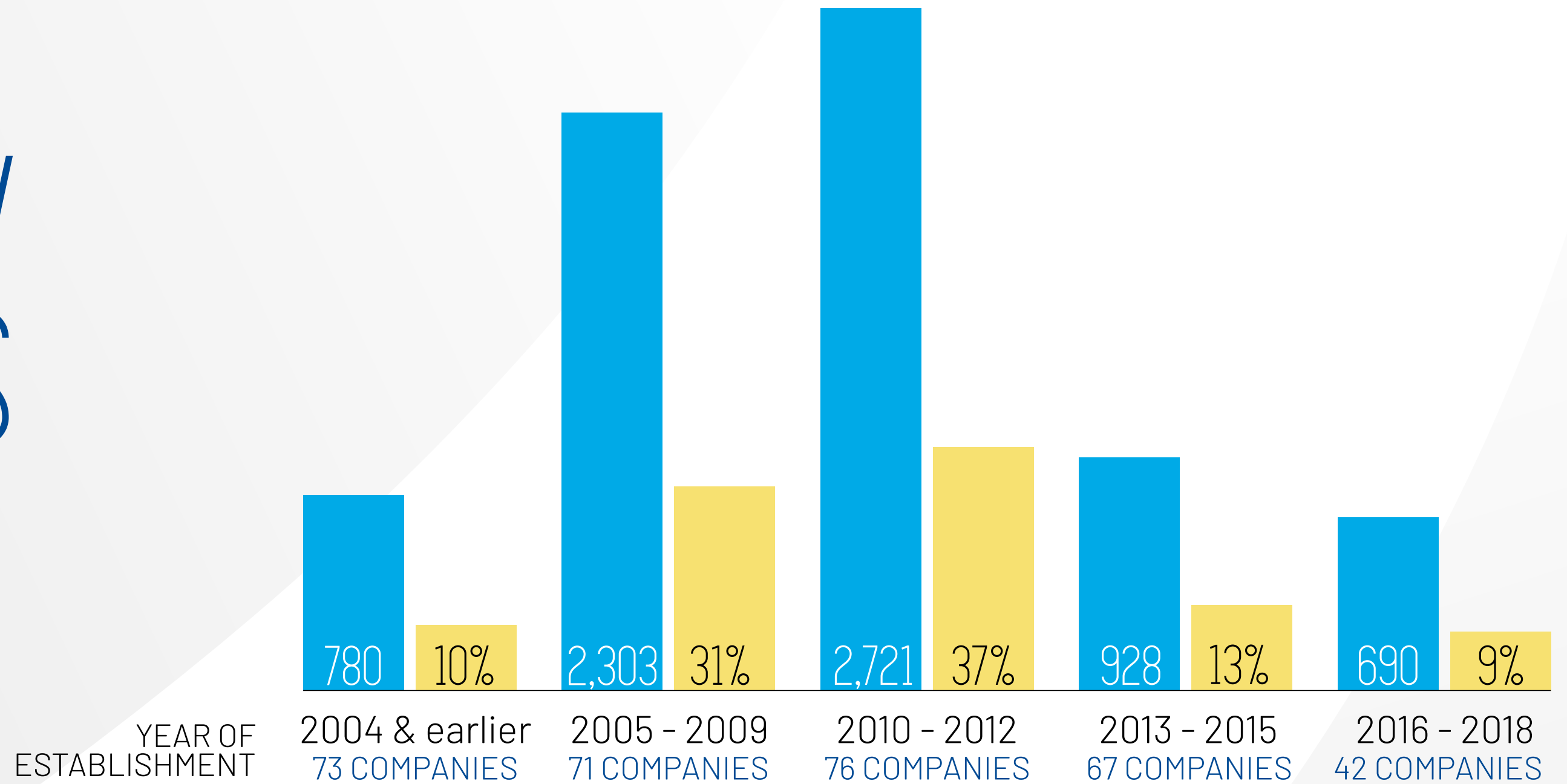
4,390 New jobs  
in Business Services

3,032 New jobs  
in IT



# NEW JOBS

according to age of centre

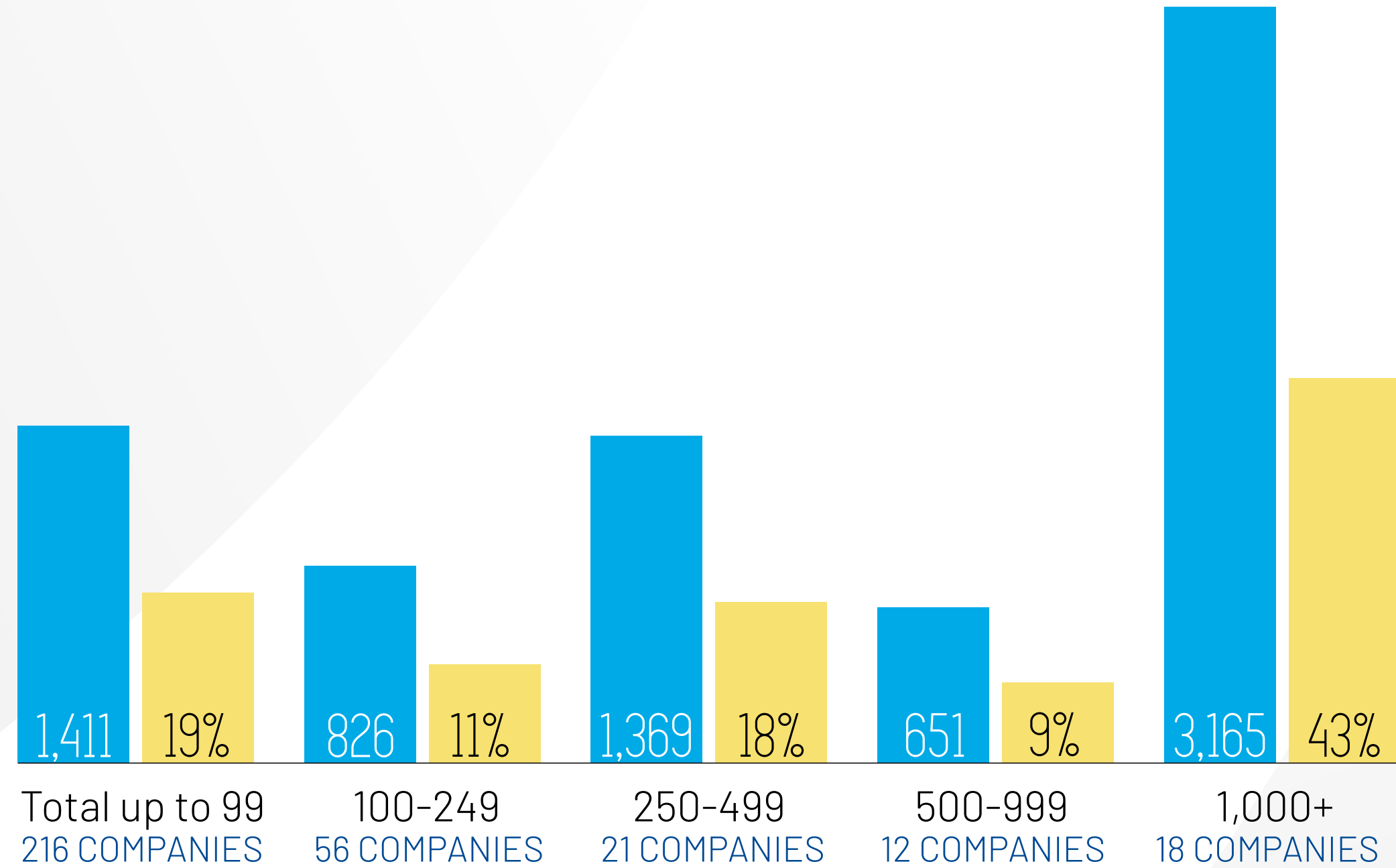






# NEW JOBS

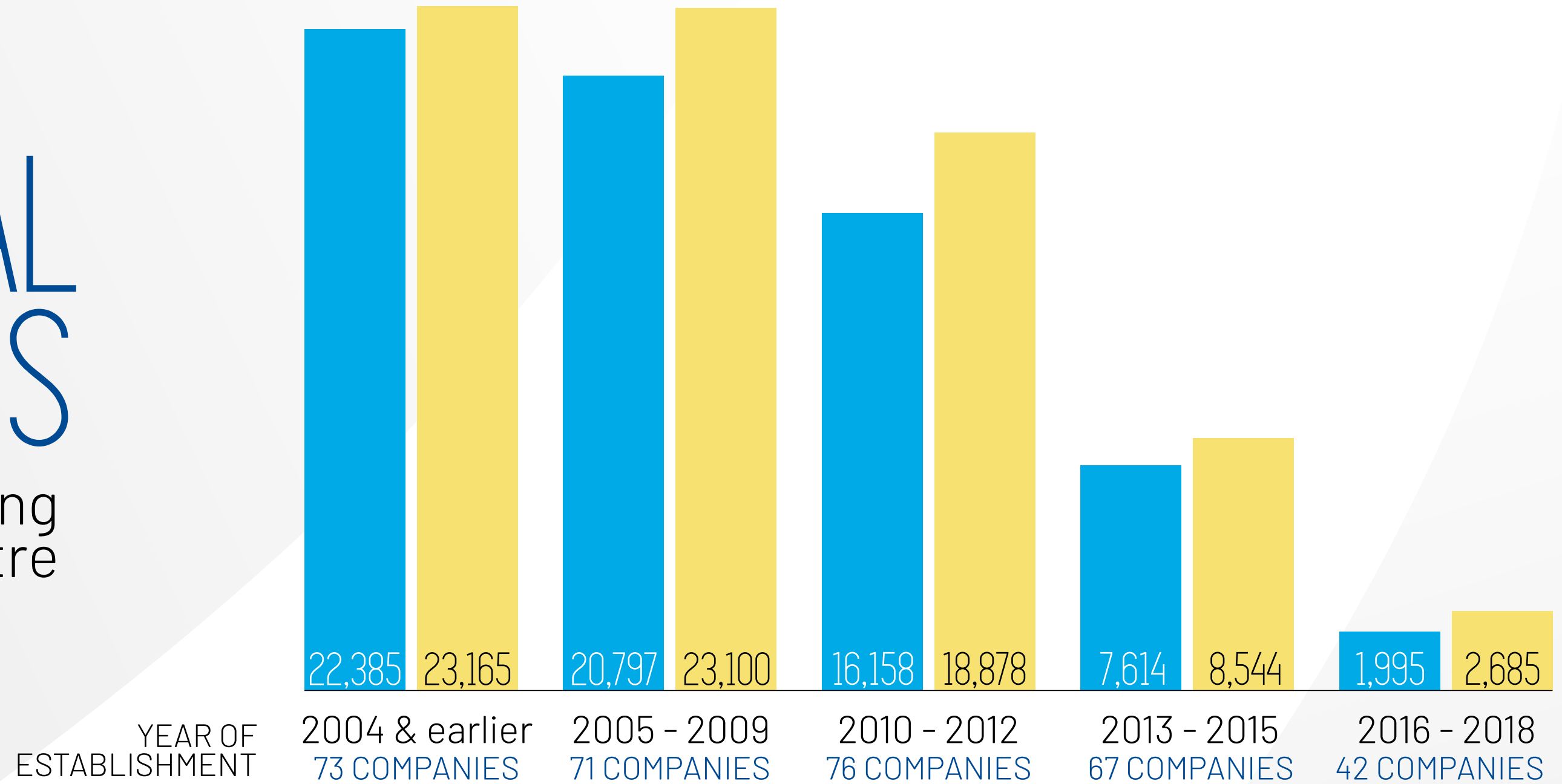
according to size of centre



JANUARY 1<sup>st</sup> 2018  
 DECEMBER 31<sup>st</sup> 2018

# TOTAL JOBS

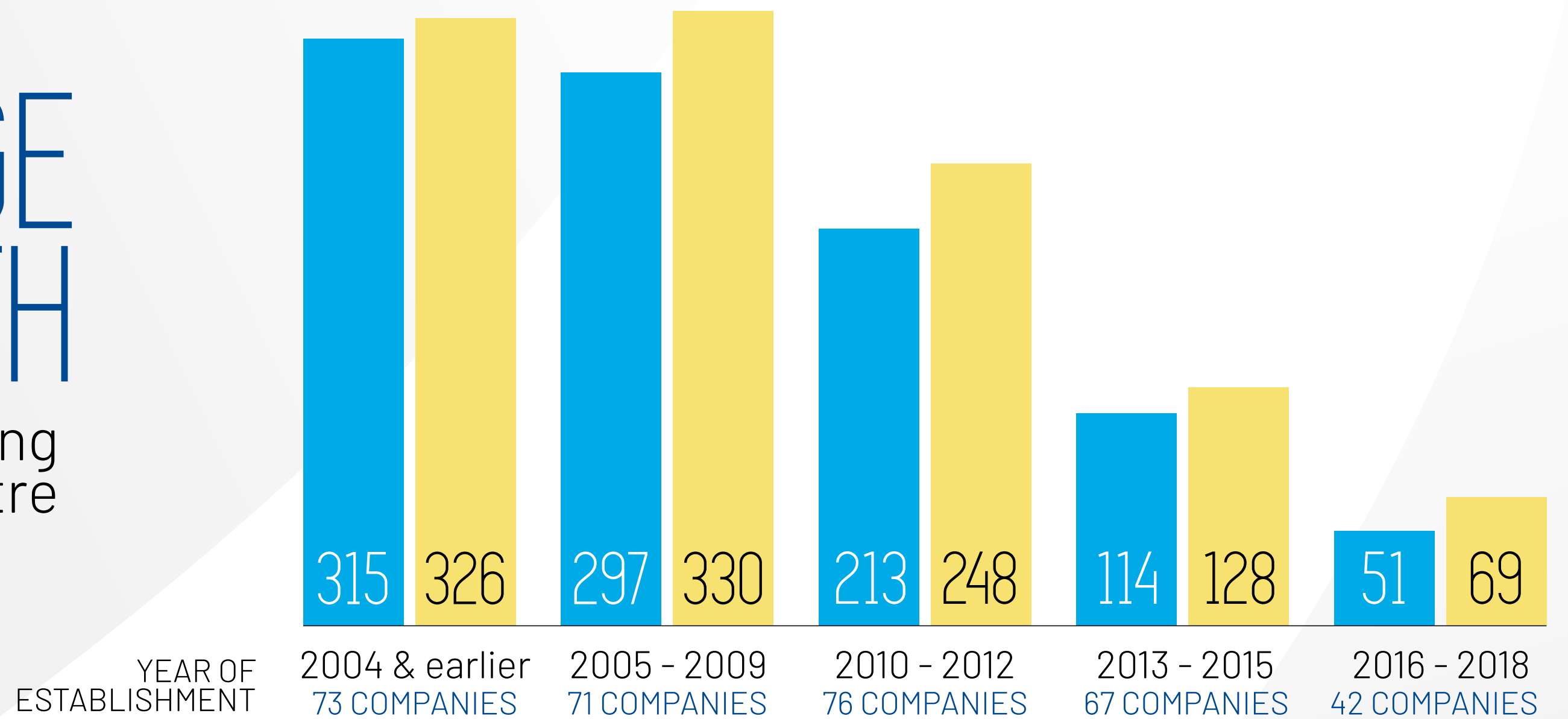
headcount according to age of centre



JANUARY 1<sup>st</sup> 2018  
DECEMBER 31<sup>st</sup> 2018

# AVERAGE GROWTH

in headcount according to age of centre





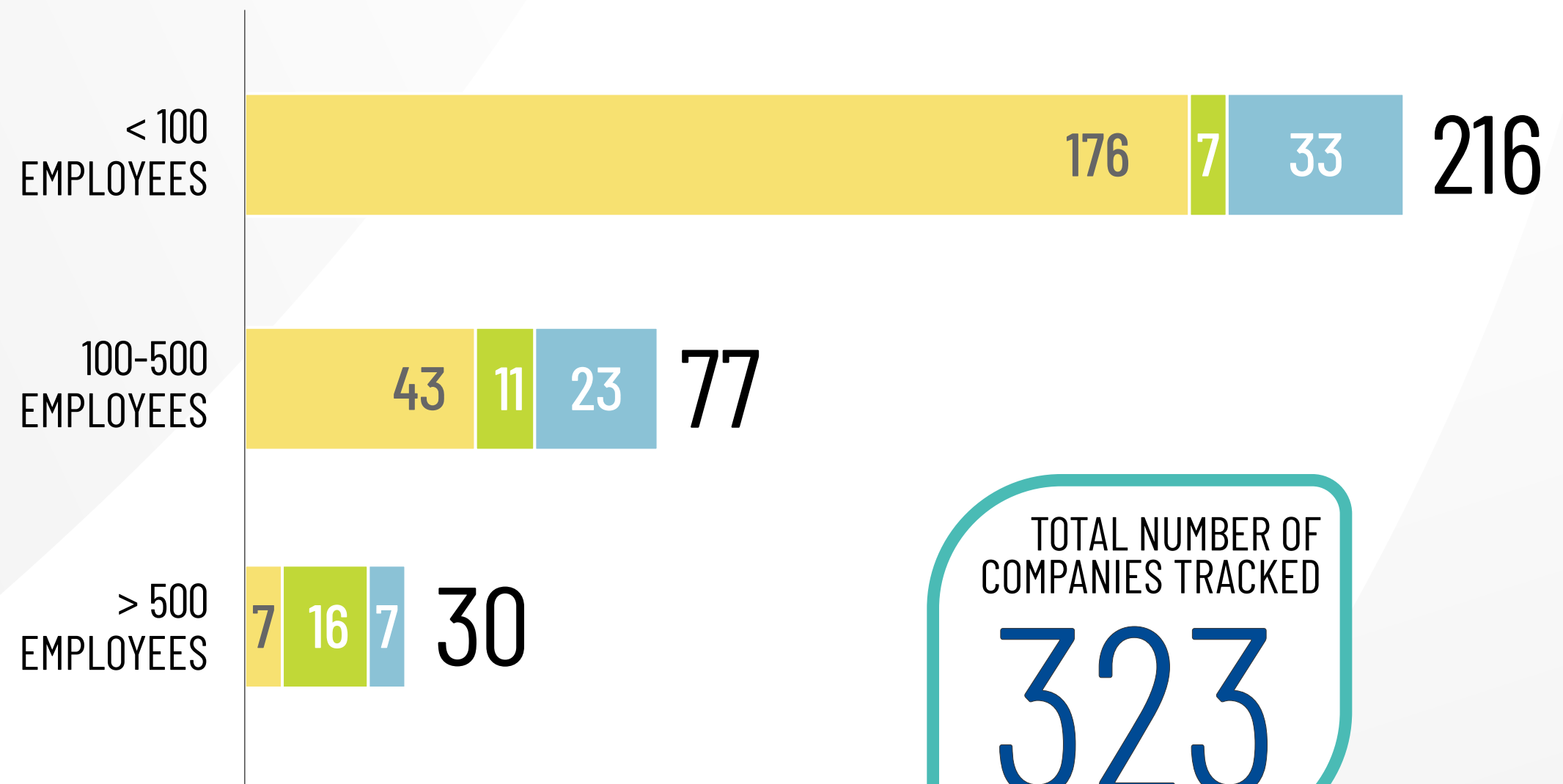
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# APPENDIX

# COMPANIES TRACKED

by size and type

- BUSINESS SERVICES
- BUSINESS SERVICES + IT
- IT



TOTAL NUMBER OF COMPANIES TRACKED

# 323

## COMPANIES <100 EMPLOYEES

■ BUSINESS SERVICES

■ BUSINESS SERVICES + IT

■ IT

3di  
Abbvie  
AdminD  
AgileOne  
Airhelp  
ALK Abello  
Anachron  
Apply Capnor  
Argos Multilingual  
Arrow  
Aterima  
CBB Call Centre  
Compendium CE  
CRIF  
Farnell element14  
GP Strategies  
Graitec  
HedgeServ  
Kimberly Clark  
Kingfisher  
Pearson  
Pontoon Solutions  
PwC  
Red Flag Group  
Rolls Royce  
Silgan Closures  
Sterling Outsourcing  
Sweco Engineering

Teleinvention  
TTEC  
UPM-Kymmene  
WilsonHCG  
Xceedance  
  
Aptean  
ARC Consulting  
Berrylife  
Chatham Financial  
Revolut  
Symphony  
XTRF  
  
2040.io  
AdRem Software  
Allegro  
Alten  
Altkom Akademia  
Amartus  
Aplixcom  
Applicake  
Appliscale  
Ascomp  
Assa Abloy  
AutolD  
Axence  
Azimo

Bidroom  
Binary Minds  
Biocentrum  
Blobber Team  
Brainly  
Callpage  
CCNS  
CD Projekt Red  
CGI  
Cirodata  
Code Concept  
Code Sprinters  
Coders Lab  
Coders Mill  
Codibly  
Collective Sense  
Compact Solutions  
Contactis  
Corcode  
Craftinity  
Creativestyle  
Crossweb  
CryptoTech  
CUBE. ITG  
Currenda  
DASL Systems  
DataFeed Watch  
DeramCommerce

Dotpay  
Duckie Deck  
Eataway  
Edrone  
Elettric80  
Erlang Solutions  
ESET  
Estimote  
Eura7  
Eventory  
Filmcloud  
Finastra  
First Utility  
FQS  
G2A.com  
Global Logic  
Grape up  
Grid Dynamics  
Guidewire  
Harimata  
HCM Deck  
HID Global  
Hidden Data  
hor.Net  
Hub:raum  
hurra.com  
IGE XAO  
iLoop Mobile

Image Sensing Syst.  
Infakt  
Infare solutions  
Infinite Loop  
Infolet  
Infosys  
Innergy  
Innovation Nest  
Insoft  
Intive  
Intredo  
IT Kontrakt  
IT Vision  
IT Works  
IT4Business  
ITMAGINATION  
J Commerce  
JPEmbedded  
Kelvatek  
Kontakt.io  
Leftbrain  
Loycon Systems  
Lunar Logic  
Madkom  
Making Waves  
McAfee  
MedApp  
Mediaflex

Medius  
Metrosoft  
Mindbox  
Mobile Experts  
MobilTek  
Mobiteam Premium  
Modis  
MyNetwork Group  
Nano Games  
NBC  
NetEnt  
Netguru  
Netzsch Instrumente  
Nextiraone  
NobleProg  
Notatek  
Novatek  
Omni Calculator  
OpenJaw Tech.  
Opitz Consulting  
Parasoft  
Phenomaly  
Picodi  
Polarys  
Polcode  
Polcom  
Posbistro  
Predictive Solutions

Prescient  
Prodata Consult  
Qualtrics  
Quantoo  
Quantum Software  
Qumak  
Railsware  
Railwaymen  
Reality Games  
Reality Pump  
Red Stack Tech  
Relativity  
Repux  
Scaleworks  
SecuRing  
Semihalf  
Silvair  
Sizmek  
Skipjaq  
Softelnet  
Softthis  
Softnauts  
Softnet Solutions  
Software Mansion  
Solidex  
Soneta  
Streamsoft  
Synerise

Syntel  
Tail  
Talex  
Teyon  
The Cogworks  
Tieto  
Timeframe Software  
Transactor  
u2i  
Ubiquiti Networks  
Unity  
Untitled Kingdom  
Veneo  
VirtusLab  
Webcon  
Wipro BPO  
Woolet  
X Formation  
Xtend New Media  
Zerodowntime  
Zooplus



# COMPANIES 100-500 EMPLOYEES

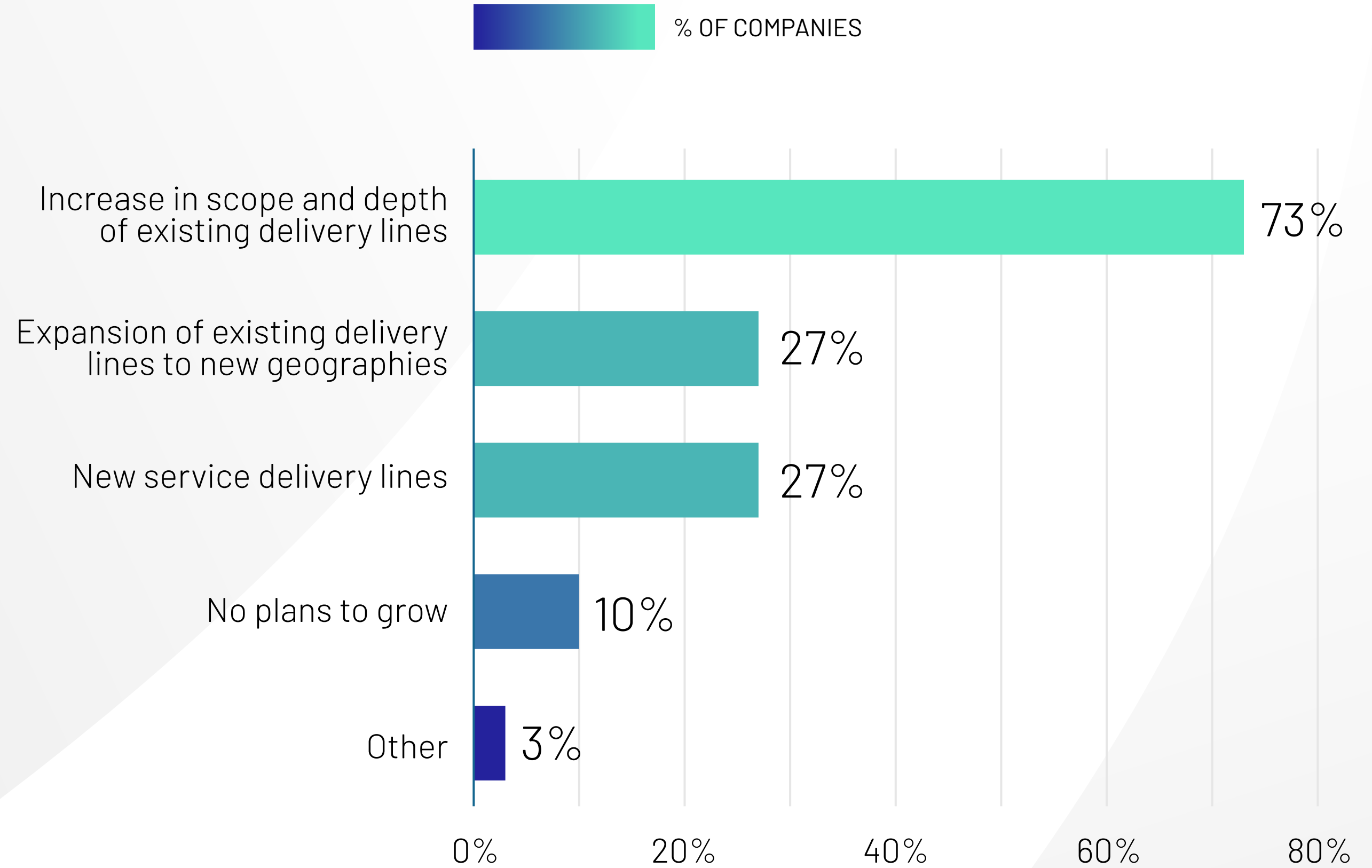
- BUSINESS SERVICES
- BUSINESS SERVICES + IT
- IT

<ul style="list-style-type: none"> <li>Air Liquide Global E&amp;C Solutions</li> <li>Amway</li> <li>Can-Pack</li> <li>Cathay Pacific</li> <li>Ecolab</li> <li>FedEx</li> <li>Genpact</li> <li>Getinge</li> <li>Hays</li> <li>Herbalife</li> <li>Hitachi Vantara</li> <li>innogy</li> <li>LSC Communications</li> <li>Mota-Engil</li> <li>PGE</li> <li>QVC</li> <li>Selvita</li> <li>Stefanini</li> <li>Tesco</li> <li>Teva</li> <li>UBER</li> </ul>	<ul style="list-style-type: none"> <li>Woodward</li> <li>Zurich Insurance</li> <li>Accenture</li> <li>Alight Solutions</li> <li>Amer Sports</li> <li>Cognizant</li> <li>Google</li> <li>IAG GBS</li> <li>IG Group</li> <li>inPost</li> <li>Lundbeck</li> <li>Perkin Elmer</li> <li>Sappi</li> <li>Ailleron</li> <li>Amplexor</li> <li>Asseco Poland</li> <li>Atos</li> <li>Autodesk</li> <li>Avanade</li> </ul>	<ul style="list-style-type: none"> <li>Base</li> <li>Benhauer</li> <li>BWI Group</li> <li>Codewise</li> <li>Dassault Systems</li> <li>DreamLab</li> <li>Fideltronic</li> <li>Game desire</li> <li>GE Healthcare</li> <li>Grand Parade</li> <li>IBM SoftwareLab</li> <li>Intelenet</li> <li>j-labs</li> <li>Lumesse</li> <li>Miquido</li> <li>Nazwa.pl</li> <li>NOVOMATIC</li> <li>Ocado Technology</li> <li>OEConnection</li> <li>Onet</li> <li>Oracle</li> </ul>	<ul style="list-style-type: none"> <li>Pegasystems</li> <li>R.R. Donnelley Technology</li> <li>Samsung</li> <li>Schibsted Tech</li> <li>Sii</li> <li>Silvermedia</li> <li>SKK</li> <li>Smart4Aviation</li> <li>Sointeractive</li> <li>Solarwinds</li> <li>SolidBrain</li> <li>Sygnity</li> <li>TechnipFMC</li> <li>Veracomp</li> <li>Vsoft</li> <li>Yggdrasil Gaming</li> </ul>
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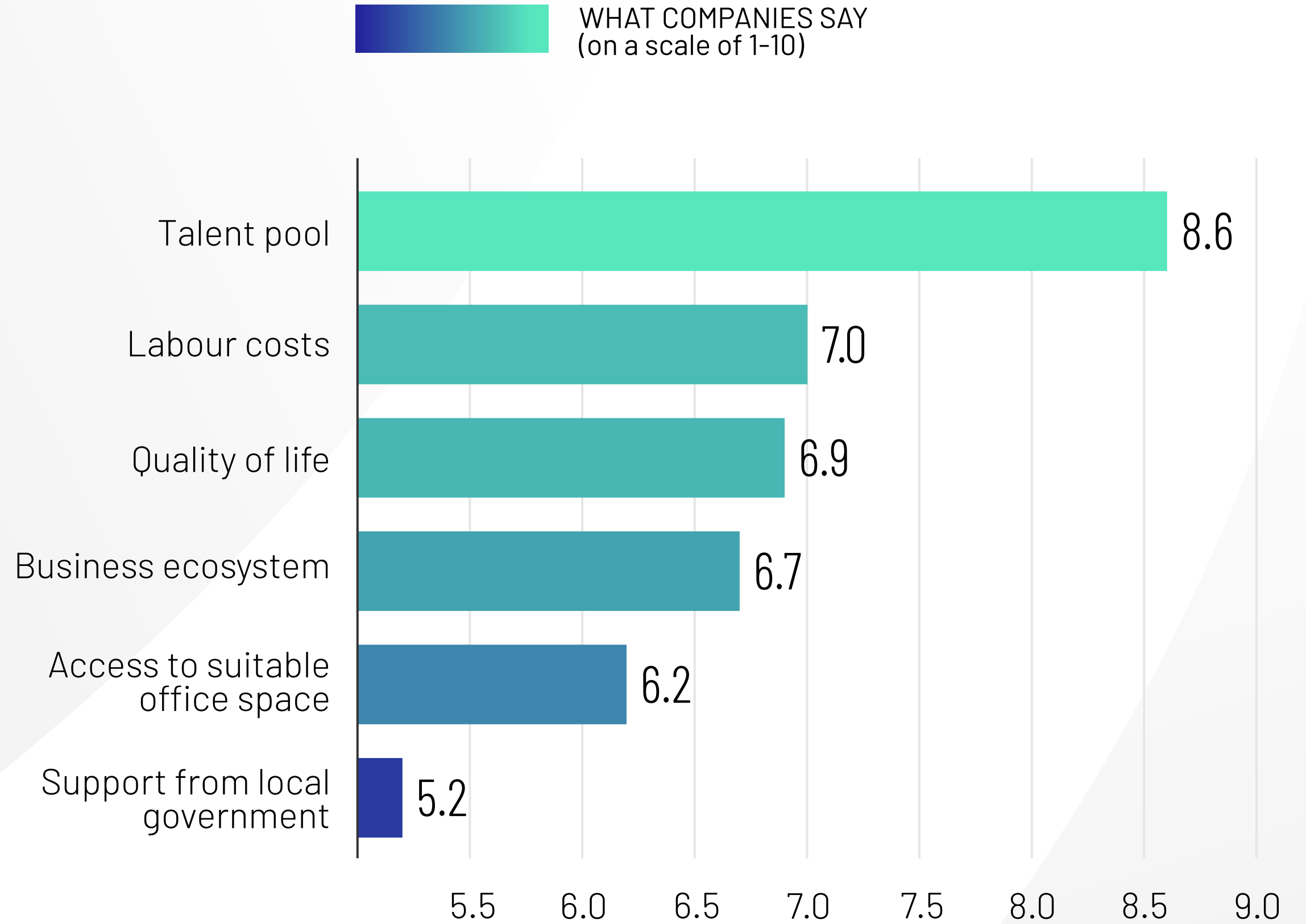
>500 COMPANIES  
 EMPLOYEES



# SOURCE OF HEADCOUNT GROWTH



# IMPORTANCE OF LOCAL CRITERIA FOR GROWTH



# ACCURACY

## ACTUALS VS FORECAST

January 2018 Forecast  
(from Headcount Tracker 2017)

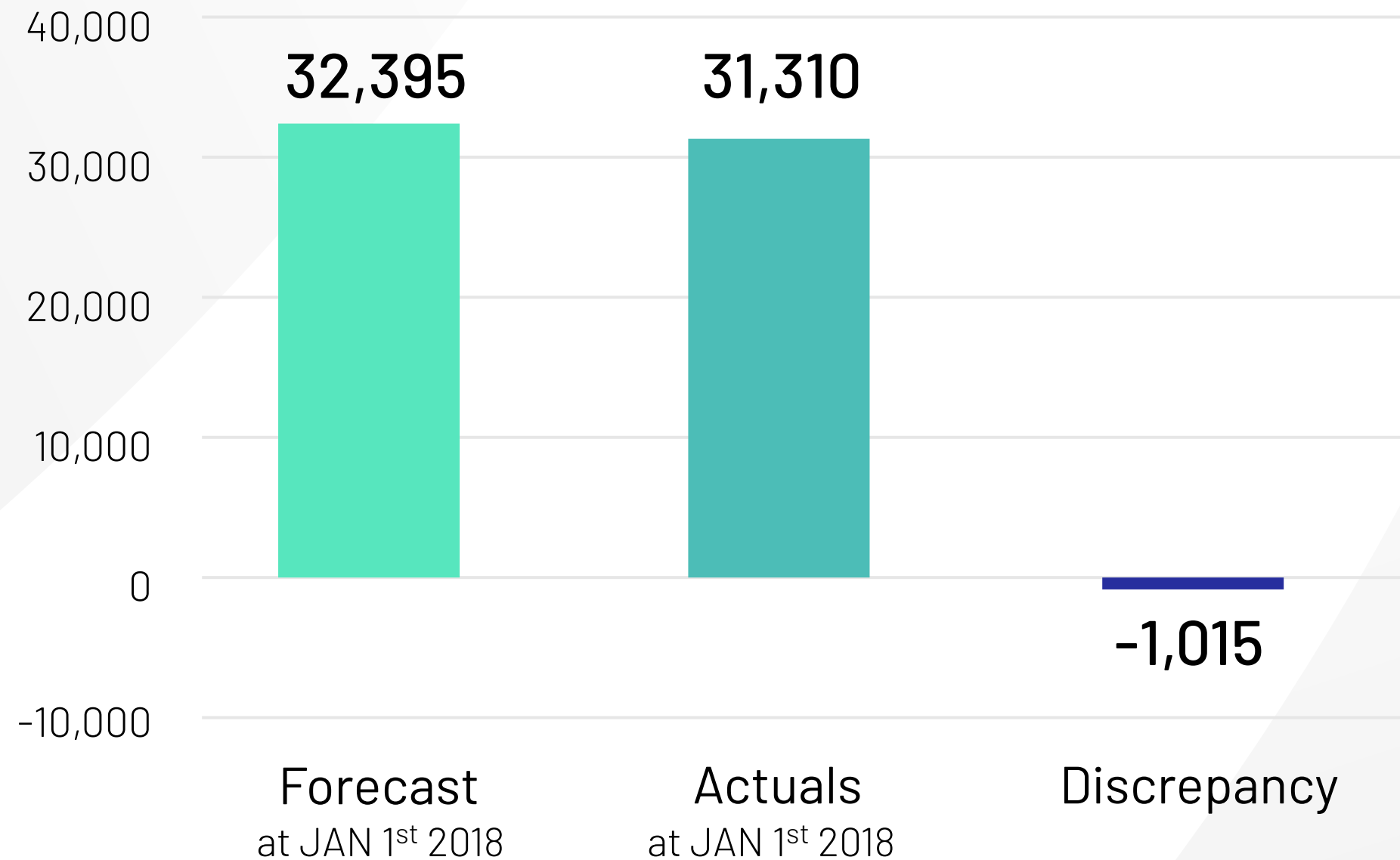
VS

January 2018 Actuals  
(from Headcount Tracker 2018)

96.9%

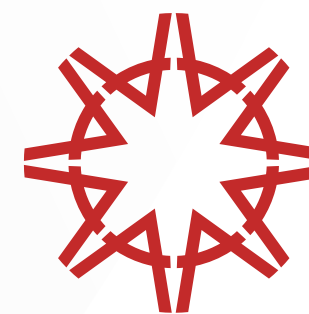
## ACCURACY

based on sample of 53 companies  
with 50 or more employees





PLEASE FEEL FREE TO REPRODUCE  
ANY OF THE CONTENT OF THIS REPORT,  
QUOTING AS YOUR SOURCE  
**'ASPIRE HEADCOUNT TRACKER 2018'**



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ACT LOCAL • WIN GLOBAL



Rynek Główny 39/8, 31-013, Kraków



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