

Can your employee apply for an EU Blue Card?

(Updated for the Post-June 1, 2025 Reforms)

1. Is the foreign national currently residing in Poland? **NO**
↓ **YES**
2. Does the foreign national have a valid basis for legal stay in Poland or a status that entitles them to legal residence in Poland? **NO**
↓ **YES**
3. Does the valid basis for the foreign national's legal stay in Poland allow them to submit an application for a temporary residence permit for the purpose of working in a highly skilled profession (EU Blue Card)? **NO**
↓ **YES**
4. Does the foreign national have a valid document authorizing them to work, a status allowing them to continue working, or open access to the Polish labor market? **NO**
↓ **YES**
5. Has a contract already been concluded with the foreign national, based on which they are performing work in accordance with the document or status that authorizes them to work in Poland? **NO**

YES

6. Is the contract concluded for a period of at least 6 months?

NO

YES

7. Is the foreign national performing work in a regulated profession (e.g. doctors)?

NO

YES

8. Does the foreign national working in a regulated profession hold the appropriate qualifications recognized in Poland / the approval of the relevant authority to occupy the specific position?

NO

YES

9. Is the foreign national performing work in a highly skilled profession?

NO

YES

10. Has the foreign national completed higher education (at least a 3-year program, with completion confirmed by a diploma)?

NO

YES

NO

10a. Is the field of study related to the current position of employment?

NO

10b. Does the foreign national have professional experience in the same or a similar position?

NO

YES

YES

10c. How many years of professional experience does the foreign national have?

5 YEARS OR MORE

FROM 3 TO 5 YEARS

LESS THAN 3 YEARS

10d. Has the professional experience been gained in the 7 years preceding the application for a temporary residence permit for the purpose of working in a highly skilled profession, and does it involve work in job categories such as ICT services managers or ICT specialists?

NO

YES

11. Is the foreign national's monthly gross salary in line with the required level to obtain an EU Blue Card (i.e. for applications submitted in 2025, the amount is PLN 12 272,58 gross per month)?

NO

YES



12. Your employee meets the key criteria for obtaining an EU Blue Card.

Currently, your employee likely does not meet the basic requirements to apply for an EU Blue Card. However, each situation is unique, so some details may require further clarification.

Contact

If you have any questions about applying for a temporary residence permit for work in a highly skilled profession, gathering the necessary documents, or the application process, feel free to reach out to our experts. We're here to help guide you every step of the way!

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