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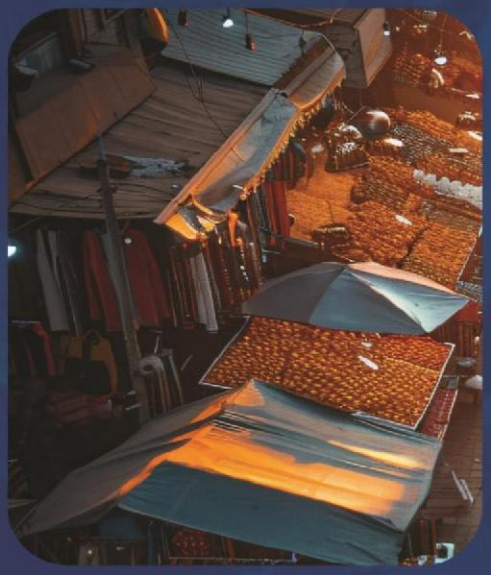
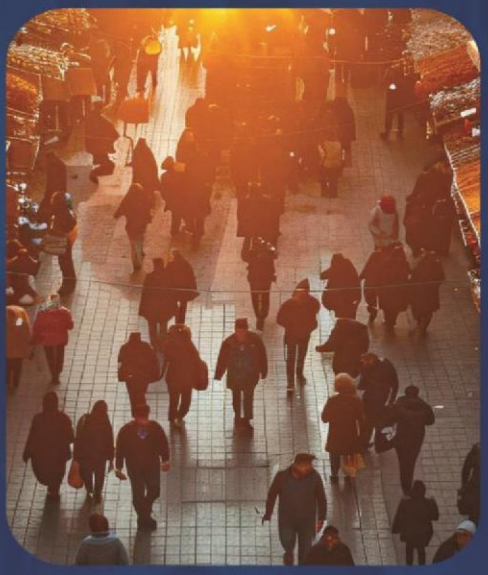
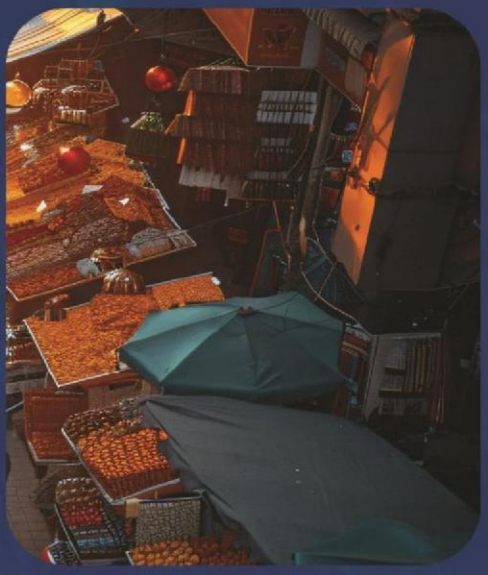

Labour Market Observatory

LABOUR MARKET INDICATORS REPORT ON EMPLOYABILITY SKILLS IN AGRICULTURE MANUFACTURING AND CONSTRUCTION SECTOR

2025

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PREFACE

This report presents key labour market insights on employability skills demanded within Kenya's Agriculture, Manufacturing, and Construction sectors. These sectors form the backbone of Kenya's economy, contributing significantly to employment creation, industrial transformation, food security, and national development priorities such as the Bottom-Up Economic Transformation Agenda (BETA) and Vision 2030.

The analysis and findings are derived from advertised job vacancies captured through web-crawling technique. Occupations and sectors were classified using the Kenya standard classification of occupations KeSCO & Kenya standard industrial classification of all economic activities KeSIC respectively. The findings in this report highlight the specific skill sets that employers are currently prioritizing across the three sectors.

The report is intended to guide job seekers, training institutions, policymakers, employers, and labour market actors in making informed decisions. Job seekers can use the insight to align their competencies with existing opportunities; training institutions can refine curricula to respond to real skills demand; employers can identify areas for skilling or re-skilling their workforce; and policymakers may design targeted workforce development interventions that enhance productivity and competitiveness.

By providing evidence-based insights on skills in demand, this report contributes to strengthened labour market planning, improved training relevance, and more effective transition of learners and job seekers into meaningful employment across Kenya's key economic sectors.

Hon. Dr. Alfred N. Mutua, EGH
Cabinet Secretary, Ministry of Labour and Social Protection

ACKNOWLEDGEMENTS

The State Department for Labour and Skills Development extends its heartfelt gratitude to the Directorate of Labour Market Research and Analysis for their dedicated and meticulous efforts in conducting the research that led to the comprehensive information presented in this document.

Your thorough analysis and commitment to understanding the intricacies of the labour market have played a pivotal role in providing critical insights that will guide policy decisions aimed at improving the employability of our youth.

We would also like to offer special thanks to the Labour Market Observatory Unit for their tireless work in collecting, verifying, and compiling the vast amounts of data presented here. Your attention to detail and rigorous approach to ensuring the accuracy and reliability of the information is commendable.

This document, a result of your hard work and dedication, serves as an invaluable resource for shaping policies, interventions, and programs that will enhance the skills and employability of Kenyan youth. We trust that it will provide policymakers, educators, employers, and job seekers with the insights needed to address the evolving demands of the labor market. We remain hopeful that the information in this document will serve as a stepping stone toward a more prosperous and sustainable future for all.

SHADRACK M. MWADIME, CBS
PRINCIPAL SECRETARY, STATE DEPARTMENT FOR LABOUR AND SKILLS DEVELOPMENT

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EXECUTIVE SUMMARY

Introduction

This annual report consolidates labour market insights on employability skills within Kenya's Agriculture, Manufacturing, and Construction sectors for the Financial Year 2024–2025. The analysis is derived from web-crawled job vacancies collected between July 2024 and June 2025, standardized using the Kenya Standard Classification of Occupations (KeSCO) and the Kenya Standard of Industrial Classification (KeSIC).

Key Findings

Across all four quarters, a distinct trend is seen, the Kenyan labour market is shifting towards professionalization and digitization. Employers are increasingly prioritizing a hybrid skill set that combines technical expertise with Business Management, Engineering/IT, and Sales/Commercial competencies.

- **Agriculture Sector:** The Shift to Agribusiness Throughout the year, the agriculture sector displayed a consistent demand for Business Management and Sales/Marketing skills over traditional farming roles. This signals a transition from primary production to integrated agribusiness, where value chain management, route-to-market strategies, and financial stewardship are paramount. While core agricultural skills (farming/agronomy) saw a modest resurgence in Q3 and remained relevant in Q1, the dominant narrative for the year is the need for professionals who can manage the business side of farming.

- **Manufacturing Sector:** The Volume Leader Manufacturing consistently recorded the highest volume of vacancies throughout the year. The sector is driven by a dual demand for Engineering/IT skills and Leadership/Administration skills. This reflects an industrial environment increasingly focused on automation, process optimization, and quality assurance. Furthermore, a strong and steady demand for Sales and Customer Relations skills indicates a push for market expansion and volume growth.

- **Construction Sector:** Management and Technical Oversight The construction sector heavily favoured Engineering/IT and Business Management. Throughout the year, online job postings for skilled trades (artisans, masons, plumbers) were lower compared to professional roles, likely because much of this hiring occurs informally off-platform. However, Q3 data showed a notable increase in demand for skilled trades, suggesting a growing recognition of the need to balance administrative oversight with on-the-ground technical execution.

Implication The labour market is no longer looking for purely technical workers. The modern

Kenyan worker in these key sectors must possess a "T-shaped" profile: deep technical or sector-specific knowledge paired with broad competencies in digital literacy, management, and commercial acumen

1. INTRODUCTION

As Kenya's labour market landscape evolves, particularly within the agriculture, manufacturing, and construction sectors, understanding the demand for specific employability skills is increasingly important. This report presents the quarterly analysis of labour demand across these sectors for the July 2024 – June 2025, based on web-crawled data from job listings on various platforms.

The report examines labour demand trends, focusing on the key skills required by employers across agriculture, manufacturing, and construction. Agriculture remains a vital contributor to Kenya's GDP and employment levels, while manufacturing drives industrial growth and economic diversification. Construction, a rapidly growing sector, is central to Kenya's infrastructure agenda, playing a crucial role in supporting both economic and job creation goals.

By analysing labour demand and skill trends within these three sectors, this report aims to inform stakeholders—including policymakers, training institutions, and job seekers—of the evolving workforce needs. This information provides guidance on areas where skill gaps exist, informing interventions to enhance employability and improve Kenya's labour market resilience.

2. SCOPE OF THE REPORT

This report offers insights into employability skills demand within Kenya's Agriculture, Manufacturing, and Construction sectors. Data has been gathered through web-crawling techniques, ensuring comprehensive coverage of job listings across various platforms.

3. METHODOLOGY

The methodology employed involves systematic data collection, cleaning, and analysis of job advertisement data. Key stages include:

3.1 Data Collection

Job advertisements from Kenyan listing sites were collected using web crawlers, which extracted data between **July 2024 to June 2025** on quarterly basis. The dataset encompasses job titles, required skills, and sector classifications, offering a comprehensive foundation for analysis.

3.2 Data Cleaning and Analysis Process

To ensure accuracy, raw data was cleaned and standardized, with occupations coded per the Kenya Standard Classification of Occupations (KeSCO) and industries standardized using the Kenya Standard Industrial Classification of All Economic Activities (KeSIC). The cleaned data was then analyzed to identify the most frequently demanded skills, using both descriptive statistics and graphical presentations.

4. LIMITATIONS

This report acknowledges certain limitations, including:

- **Data Source Reliability:** The accuracy of findings is dependent on the completeness and accuracy of job listings from web sources, which may not capture all labor demand specifics.
- **Sector Representation:** While agriculture, manufacturing, and construction are covered, certain subsectors within these may be underrepresented due to limitations in job listing data availability.
- **Skill Proxies:** Using occupations as proxies for skills may not fully capture the complexity of skill requirements, as job postings often generalize skill descriptions.

5. FINDINGS

5.1 Quarter 1

5.1.1 AGRICULTURE SECTOR

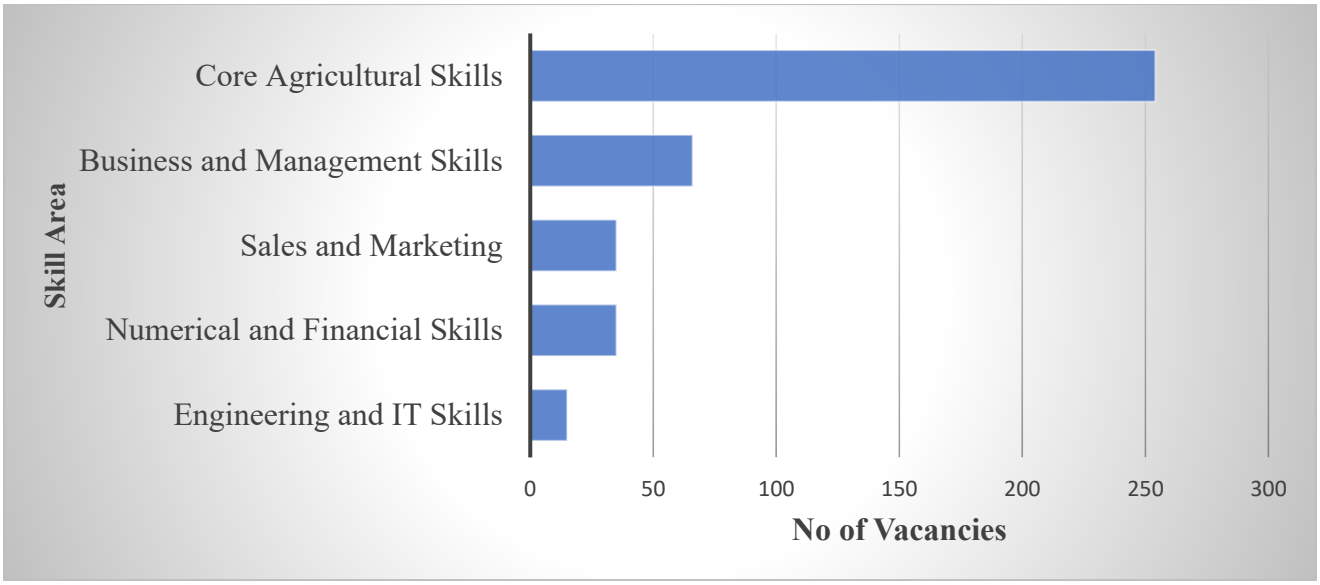
The Agriculture Sector is the backbone of Kenya's economy, contributing significantly to employment, income generation, and food security. It accounts for a large portion of the country's GDP and employs the majority of the rural population. As Kenya moves towards modernization and industrialization in agriculture, there is a growing demand for new skills in areas like agribusiness, technology integration, and sustainable farming practices. Understanding the specific skill requirements in this sector is critical for enhancing productivity, promoting value addition, and ensuring that the sector remains competitive both locally and internationally.

Table 1: Most Sought Skills in Agriculture Sector

Skill Area	No. of Vacancies
Core Agricultural Skills	254
Business and Management Skills	66
Sales and Marketing	35
Numerical and Financial Skills	35
Engineering and IT Skills	15

***Source**: Local Job Advertisements Data*

Figure 1: Most Sought Skills in Agriculture Sector



There is a significant demand for core agricultural skills, with 254 vacancies highlighting the need for technical expertise in areas like farming and crop management. Business and management skills (66 vacancies) are also sought after, reflecting the importance of agribusiness and leadership in driving sector growth. Sales and marketing (35 vacancies) and numerical/financial skills (35 vacancies) are critical for connecting agricultural products to markets and ensuring sound financial practices. Additionally, engineering and IT skills (15 vacancies) signal a shift towards innovation and technology adoption in agriculture. This trend suggests that the sector is evolving towards a more professionalized, market-oriented, and technology-driven approach, requiring stakeholders to focus on skill development and technological advancements to meet these emerging demands.

Implications for Job Seekers: The demand for core agricultural skills highlights the importance of technical knowledge in crop production and farm management. Job seekers should focus on gaining specialized training in these areas to enhance their employability in the sector. Additionally, developing business, marketing, and financial skills can provide a competitive advantage, as these roles are crucial for the commercialization of agricultural products. Familiarity with engineering and IT applications in agriculture can open up opportunities in innovative, tech-driven roles, further broadening career prospects.

Implications for Education/Training Institutions: The demand for diverse skill sets in agriculture, from core agricultural techniques to business, marketing, and technology, underscores the need for comprehensive and multidisciplinary training programs. Educational institutions should consider developing curricula that integrate agricultural sciences with business, finance, and IT skills to equip graduates with a holistic understanding of the sector. Emphasizing practical and hands-on training will also be essential to bridge the skills gap and meet the industry's evolving needs.

Implications for Policy Makers: The data reveals a trend towards a more professionalized and technology-driven agricultural sector, indicating that policies must support skill development in both traditional agricultural practices and modern business and technology competencies. Policy makers should focus on creating enabling environments for skill-building programs and fostering partnerships between training institutions and the private sector. Supporting innovation and

technological advancements in agriculture will be key to boosting productivity and aligning workforce capabilities with market demands.

5.1.2 Manufacturing Sector

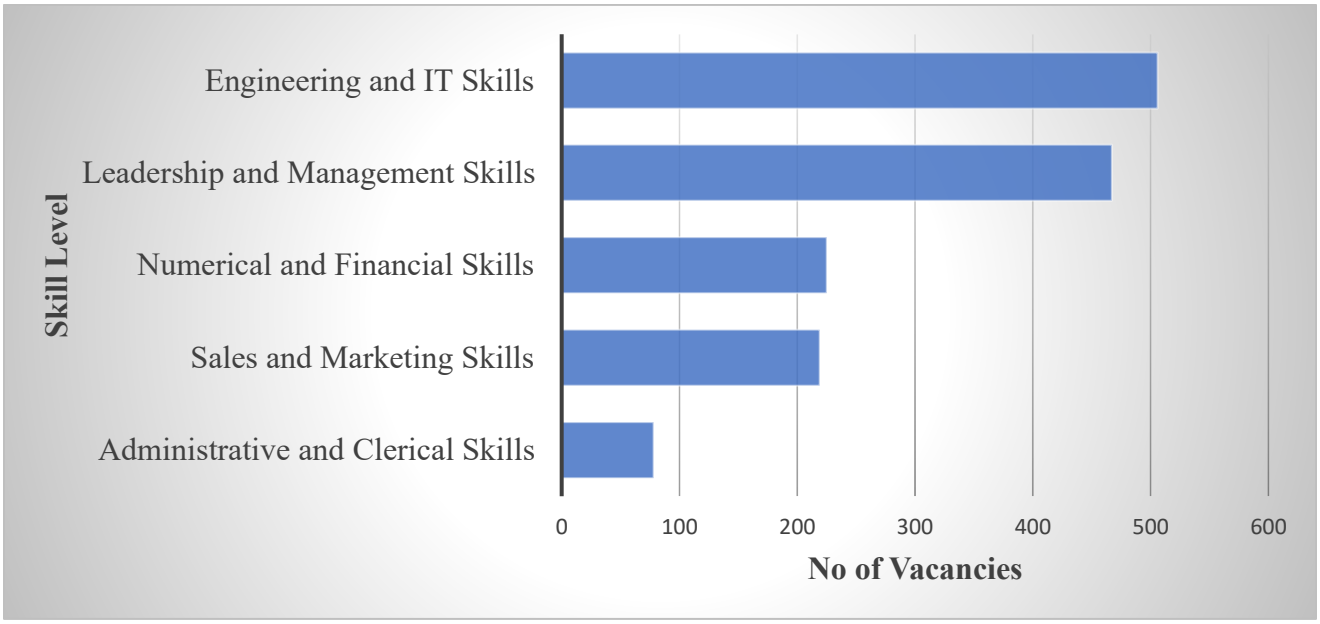
Manufacturing is a key driver of Kenya's economic transformation and a central pillar in its Vision 2030 strategy, which aims to make the country a newly industrialized middle-income economy. The sector plays a vital role in adding value to raw materials, creating jobs, and stimulating economic growth. As the country aims to expand its industrial base, there is an increasing need for a skilled workforce that can adapt to technological advancements and global market demands. Addressing this is essential for Kenya to realize its full industrial potential and boost its position in the regional and global markets.

Table 2: Most Sought Skills in Manufacturing Sector

Skill	No of Vacancies
Engineering and IT Skills	506
Leadership and Management Skills	467
Numerical and Financial Skills	225
Sales and Marketing Skills	219
Administrative and Clerical Skills	78

***Source**: Local Job Advertisements Data*

Figure 2: Most Sought Skills in Manufacturing Sector



The most in-demand skills in the manufacturing sector for the first quarter, are engineering and IT skills, with a significant 506 vacancies advertised. Leadership and management skills follow closely with 467 vacancies, highlighting the need for capable leaders to drive manufacturing processes and innovations. Numerical and financial skills also show strong demand at 225 vacancies, essential for managing budgets, costs, and efficiency. Sales and marketing skills (219 vacancies) indicate the importance of reaching new markets and promoting manufacturing products, while administrative and clerical skills (78 vacancies) are needed to support operational and logistical tasks.

Implication for Job Seekers: The demand for engineering and IT skills within the manufacturing sector suggests that job seekers with technical expertise in these areas have a competitive advantage. Focusing on acquiring or upgrading skills in management and leadership could also be beneficial, given the high demand. Furthermore, individuals with a background in sales and marketing or numerical and financial skills should target roles that emphasize product promotion, customer engagement, and financial analysis.

Implication for Education and Training Institutions: Education and training institutions should tailor their programs to emphasize technical skills in engineering and IT, as these are the most sought-after in the manufacturing sector. They should also offer specialized courses in leadership and management to prepare future industry leaders. Collaborating with the industry to develop curricula that incorporate practical, real-world applications for sales, marketing, and financial skills will further enhance graduates' employability.

Implication for Policy Makers*:* Policy makers should focus on creating initiatives that support STEM education, particularly in engineering and IT, to meet the growing demand in the manufacturing sector. Strategies to enhance training in sales, marketing, and financial management will support the development of a well-rounded workforce for the manufacturing industry.

5.1.3 Construction Sector

The Construction Sector in Kenya is one of the fastest-growing industries, driven by urbanization, infrastructural development, and investment in public and private projects. It is one of the major contributors to Kenya's GDP and plays a crucial role in job creation and economic development.

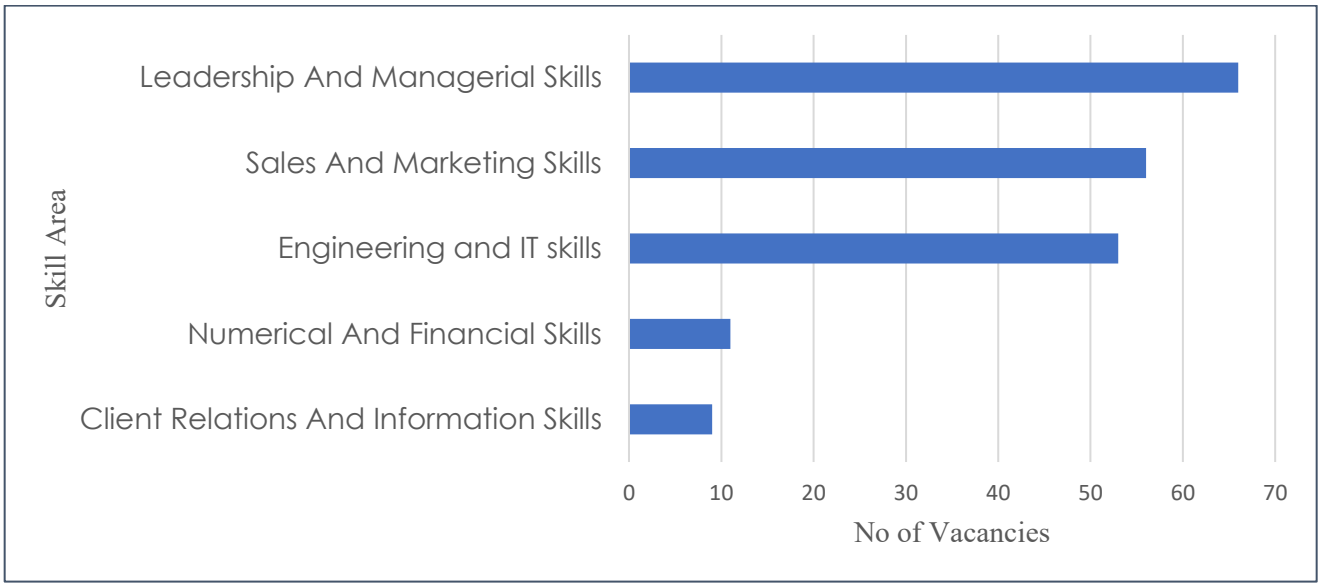
With the government's focus on implementing large-scale projects such as roads and affordable housing, the demand for skilled professionals in engineering, project management, and specialized trades continues to rise. As the sector evolves with new technologies and sustainable construction practices, it is vital to understand the skills required to ensure that Kenya's infrastructure development keeps pace with its ambitious growth plans.

Table 3: Most Sought Skills in Construction Sector

Skill	No of Vacancies
Leadership And Managerial Skills	66
Sales And Marketing Skills	56
Engineering and IT skills	53
Numerical and Financial Skills	11
Client Relations and Information Skills	9

***Source**: Local Job advertisements data*

Figure 3: Most Sought Skills in Construction Sector



Leadership and managerial skills are the most sought-after in construction sector, with 66 vacancies, emphasizing the need for effective leaders to guide projects and manage teams. Sales and marketing skills are also in high demand, with 56 vacancies, reflecting the importance of promoting construction services and acquiring new clients. Engineering and IT skills have 53 vacancies, highlighting the crucial role of technical expertise in construction projects. Numerical and financial skills (11 vacancies) and client relations and information skills (9 vacancies) are also

needed to manage project finances and maintain client communications

***Implication for Job Seekers*:** Job seekers should prioritize developing leadership and managerial skills if they wish to enter the construction sector, as these skills are in the highest demand. Additionally, a focus on enhancing sales and marketing capabilities can improve opportunities, as these roles are essential for project acquisition and customer engagement. Those with engineering and IT backgrounds should continue to refine their technical expertise to meet the needs of the industry.

Implication for Education and Training Institutions: Training institutions should focus on equipping students with strong leadership and managerial skills. Emphasizing sales and marketing as well as technical courses in engineering and IT will also align with the current demands of the sector. Incorporating financial management and client communication training into their curricula can further prepare graduates for the diverse roles in construction.

Implication for Policy Makers: Policy makers should consider initiatives that foster leadership development. Supporting STEM programs, particularly in engineering and IT, will also help fill the technical skill gaps in the industry.

5.2 Quarter 2

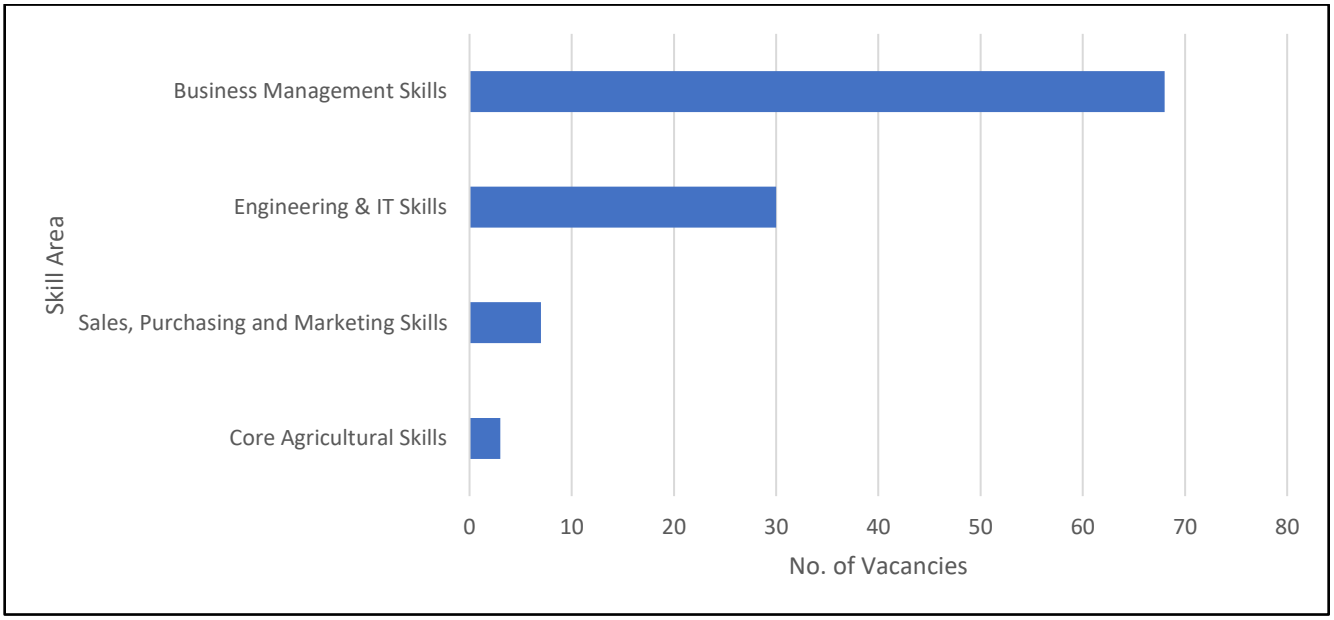
5.2.1 Agriculture Sector

Table 4: Most Sought Skills in Agriculture Sector

Skill Area	No. of Vacancies
Business Management Skills	68
Engineering & IT Skills	30
Sales, Purchasing and Marketing Skills	7
Core Agricultural Skills	3

***Source**: Local Advertised Job vacancies data*

Figure 4: Most Sought Skills in Agriculture Sector



The agriculture sector had the highest demand for business management skills (68 vacancies), followed by engineering and IT skills (30 vacancies). Sales, purchasing, and finance roles had 7 vacancies, while core agricultural skills had the lowest demand (3 vacancies). This suggests that agribusiness and technology-driven roles are more in demand than traditional farming jobs. However, it is important to note that this quarter has less agricultural sector data compared to previous quarters, which may affect the overall trend analysis.

Implications:

For job seekers, this data highlights the growing importance of business, technology, and finance skills in agriculture. Those looking for employment in the sector should consider upskilling in agribusiness management, digital agriculture, and financial management to enhance their job prospects, as demand for traditional hands-on agricultural roles appears limited.

Education and training institutions, need to adapt their programs to align with market demands by incorporating business management, agritech, and financial skills into their curricula. Strengthening training in mechanization, automation, and digital solutions will better equip graduates for employment in the evolving agriculture sector.

For policymakers, there is a need to promote agribusiness and technology adoption by supporting programs that enhance skills in digital and mechanized agriculture.

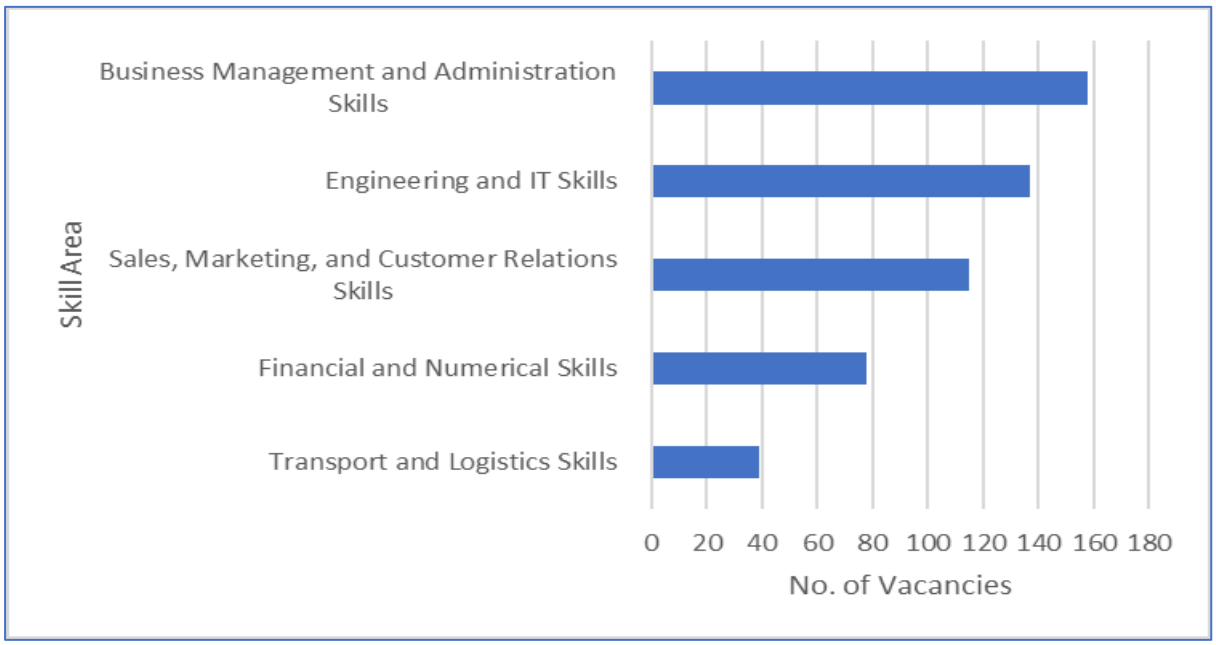
5.2.2 Manufacturing Sector

Table 5: Most Sought Skills in Manufacturing Sector

Skill Area	No. of Vacancies
Business Management and Administration Skills	158
Engineering and IT Skills	137
Sales, Marketing, and Customer Relations Skills	115
Financial and Numerical Skills	78
Transport and Logistics Skills	39

Source: Local Advertised Job vacancies data

Figure 5: Most Sought Skills in Manufacturing Sector



This shows the highest demand for business management and administration skills (158 vacancies), followed by engineering and IT skills (137 vacancies). Sales, marketing, and customer relations skills rank third with 115 vacancies, while financial analysis and mathematical skills have 78 vacancies. Transport and logistics skills have the lowest demand at 39 vacancies. This suggests that there is a higher demand for managerial, technical, and commercial roles in manufacturing compared to transport and logistics roles during this period.

Implication:

For job seekers, this data highlights strong opportunities in business management, engineering,

and sales-related roles. Those seeking employment in the manufacturing sector should focus on developing skills in leadership, industrial automation, digital transformation, and customer relationship management. While transport and logistics skills have lower demand, they remain relevant in ensuring efficient supply chain operations.

Education and training institutions, should adapt their programs to reflect the demand for business leadership, industrial engineering, and digital skills. Strengthening courses in financial analysis, logistics, and marketing strategies will also be beneficial in preparing graduates for the evolving needs of the manufacturing sector.

For policymakers, this data underscores the importance of fostering skill development in business, engineering, and IT to meet industry needs. Policies should encourage collaboration between education institutions and the manufacturing sector to bridge skill gaps, enhance industrial innovation, and support workforce training programs that align with market demands.

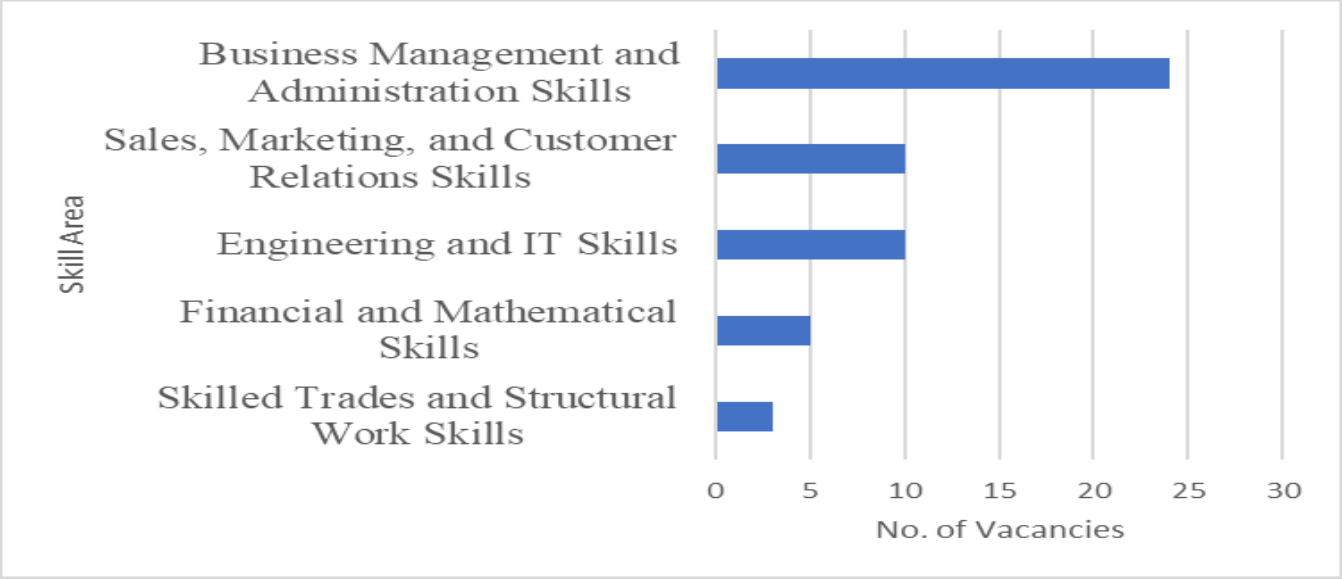
5.2.3 Construction Sector

Table 6: Most Sought Skills in Construction Sector

Skill Area	No. of Vacancies
Business Management and Administration Skills	24
Sales, Marketing, and Customer Relations Skills	10
Engineering and IT Skills	10
Financial and Mathematical Skills	5
Skilled Trades and Structural Work Skills	3

***Source**: Local Advertised Job vacancies data*

Figure 6: **Most Sought Skills in Construction Sector**



This indicates the highest demand for business management and administration skills (24 vacancies), followed by engineering and IT skills and sales, marketing, and customer relations skills, both with 10 vacancies each. Financial and mathematical skills have 5 vacancies, while skilled trades and structural work skills have the lowest demand, with only 3 vacancies. This data suggests that non-technical roles, particularly in management and administration, are in higher demand compared to traditional hands-on construction skills. However, given the limited data in this sector for this quarter, further analysis over time is necessary for a more comprehensive trend assessment.

Implication:

For job seekers, this implies that opportunities in construction are increasingly favoring business, sales, and technical roles over skilled trades. Individuals looking to enter the sector should consider strengthening their managerial, financial, and engineering competencies to enhance employability.

Education and training institutions, should focus on equipping learners with managerial, engineering, and financial skills to align with sector needs. While skilled trades appear to have lower demand in this dataset, institutions should continue training artisans and technicians, as demand for these skills may be underrepresented due to the data limitations of this specific quarter.

For policymakers, the data highlights the importance of balancing investments in management and technical training while ensuring that skilled trades are not overlooked. Policies should support the development of a well-rounded workforce by fostering linkages between training institutions and the construction sector, promoting apprenticeships, and ensuring adequate support for both technical and managerial skill development.

5.3 Quarter 3

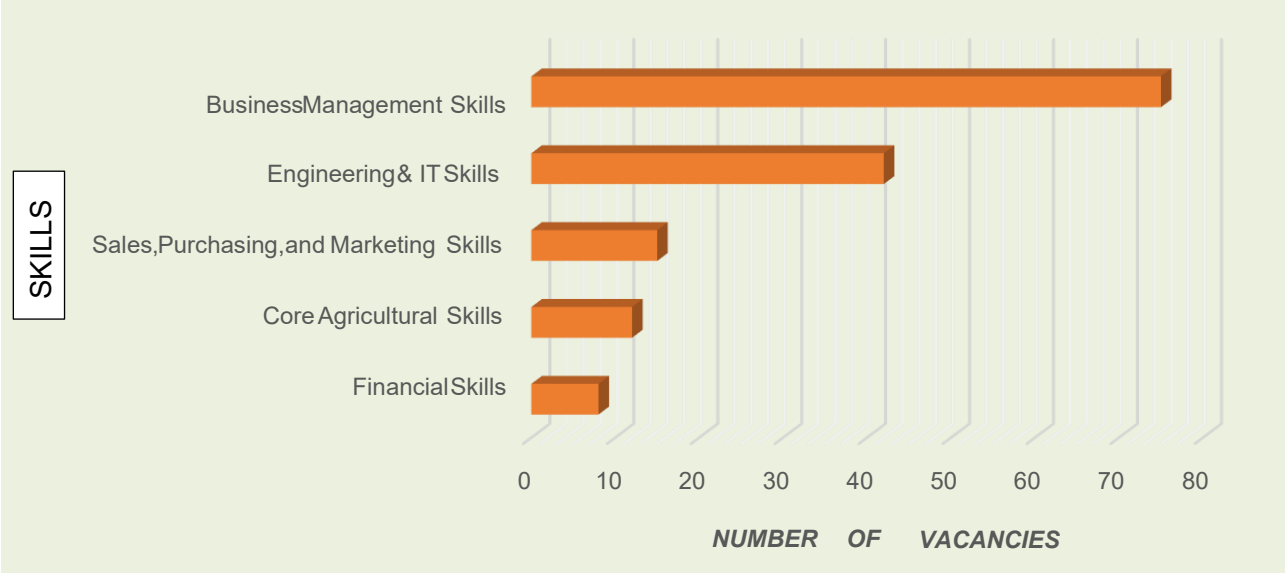
5.3.1 Agriculture Sector

Table 7: Most Sought Skills by number of vacancies in Agricultural Sector

Skill Area	No. of Vacancies
Business Management Skills	75
Engineering & IT Skills	42
Sales, Purchasing, and Marketing Skills	15
Core Agricultural Skills	12
Financial skills	8

***Source**; Local Job Advertisements Data*

Figure 7: Most Sought Skills by Number of Vacancies in Agricultural Sector



January to March 2025 shows a continued high demand for Business Management Skills (75 vacancies) and Engineering & IT Skills (42 vacancies), reinforcing the trend towards agribusiness

and technology-driven agriculture seen in the previous quarter. Notably, demand for Core Agricultural Skills saw a significant increase from 3 to 12 vacancies, suggesting a renewed, albeit smaller, focus on fundamental farming expertise. The demand for Sales, Purchasing, and Marketing Skills also doubled to 15 vacancies, indicating a growing emphasis on the commercial aspects of agriculture.

Implications:

For Job Seekers: Opportunities are expanding for individuals with a blend of agricultural knowledge and business acumen. Skills in agribusiness management, digital agriculture (agritech), and financial literacy are paramount. The modest rise in demand for core skills suggests that traditional expertise remains relevant, especially when combined with modern practices.

Education and Training Institutions: Curricula must continue to evolve to integrate business management, IT, and financial literacy with agricultural science. The data supports a dual focus: producing graduates who can manage agricultural enterprises and innovate with technology, while also ensuring foundational farming techniques are not neglected.

For Policymakers: Policies should continue to incentivize technology adoption and agribusiness development. Supporting training programs that blend business, tech, and agricultural skills will be crucial. The rise in demand for core and sales roles suggests that support for the entire value chain, from farm to market, is necessary for sustainable growth.

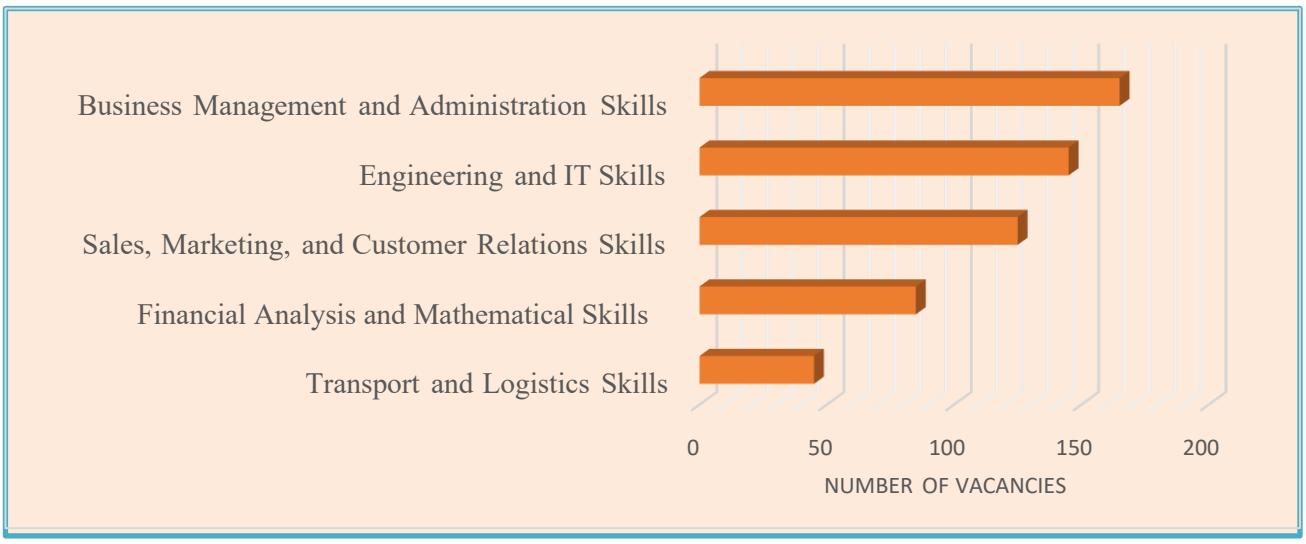
5.3.2 Manufacturing Sector

Table 8: Most Sought Skills by number of vacancies in Manufacturing Sector

Skill Area	No. of Vacancies
Business Management and Administration Skills	165
Engineering and IT Skills	145
Sales, Marketing, and Customer Relations Skills	125
Financial and numerical Skills	85
Transport and Logistics Skills	45

***Source**: Local Job Advertisements Data*

Figure 8: Most Sought Skills by Number of Vacancies in Manufacturing Sector



Manufacturing sector showed a consistent and growing demand across all key skill areas compared to the previous quarter. Business Management and Administration Skills (165 vacancies) and Engineering and IT Skills (145 vacancies) remain the most sought-after, highlighting the sector's need for leadership and technical expertise to drive innovation and efficiency. Sales and Marketing skills also saw a healthy increase to 125 vacancies, underscoring the importance of market expansion and customer engagement. The overall growth in vacancies across all categories points to a robust and expanding sector.

Implications:

For Job Seekers: The data signals strong and widespread opportunities in manufacturing. Those with skills in industrial engineering, automation, digital transformation, business leadership, and sales are in a particularly strong position. The steady demand for logistics skills indicates their foundational importance to the sector's supply chain.

Education and Training Institutions: Programs should be designed to meet the high demand for both technical and commercial leadership. Integrating courses on industrial automation, supply chain management, financial analysis, and digital marketing into engineering and business programs will produce highly employable graduates.

For Policymakers: The broad-based growth in demand reinforces the need for policies that support the entire manufacturing ecosystem. This includes fostering innovation through R&D incentives, strengthening industry-academia partnerships to build a skilled talent pipeline, and

developing infrastructure to support efficient logistics and supply chains.

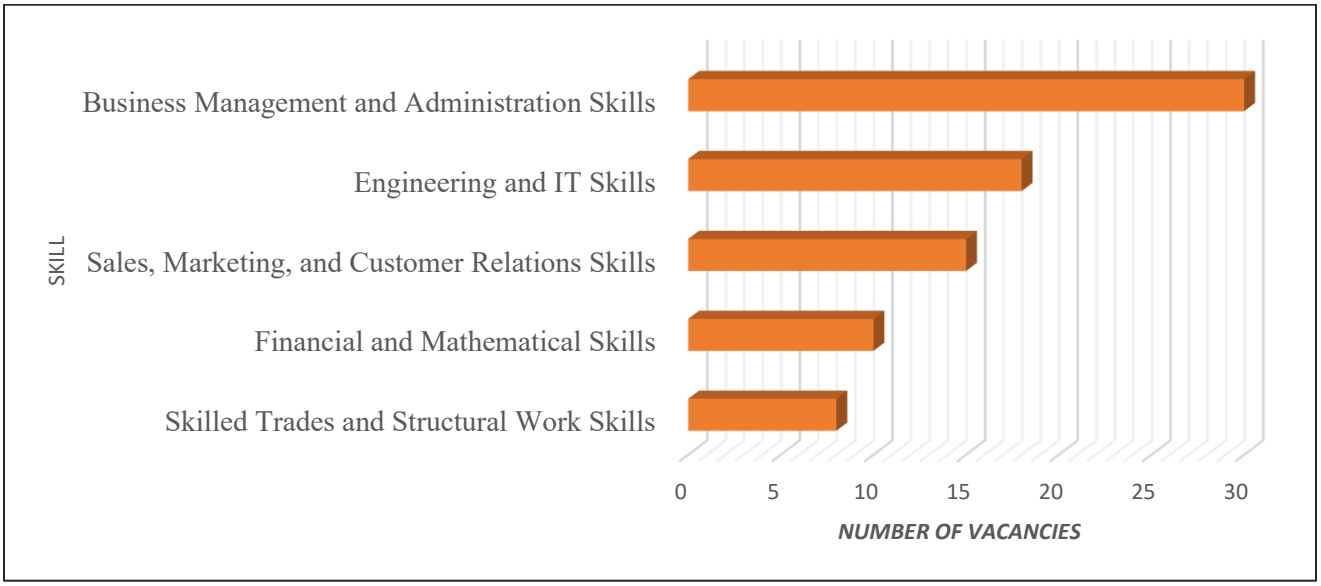
5.3.3 Construction Sector

Table 9: Most Sought Skills by number of vacancies

Skill Area	No. of Vacancies
Business Management and Administration Skills	30
Engineering and IT Skills	18
Sales, Marketing, and Customer Relations Skills	15
Financial and Numerical Skills	10
Skilled Trades and Structural Work Skills	8

***Source**: Local Job Advertisements Data*

Figure 9: Most Sought Skills by Number of Vacancies



The third-quarter data for the construction sector reveals a growing demand for professional roles, with Business Management and Administration Skills leading at 30 vacancies. A significant trend is the nearly doubled demand for Engineering and IT Skills, which rose to 18 vacancies. More importantly, demand for Skilled Trades and Structural Work increased from 3 to 8 vacancies. While still the lowest in number, this increase suggests a growing recognition of the need for hands-on technical workers to execute projects, partially balancing the previous quarter's heavy focus on administrative roles.

Implications:

For Job Seekers: Opportunities are diversifying. While management and engineering roles offer the most vacancies, the growth in skilled trades indicates that carpenters, masons, plumbers, and other artisans are also in demand. Job seekers with technical, on-site skills should find more opportunities available.

Education and Training Institutions: There is a clear need for a dual-track focus. Universities should continue producing high-quality engineers and construction managers, while TVET institutions must scale up training for skilled trades to meet the growing on-the-ground demand. Curricula should incorporate modern construction techniques and safety standards.

For Policymakers: The findings highlight the importance of supporting the full spectrum of construction skills. Policies should not only foster professional development for engineers and managers but also strengthen vocational training and apprenticeship programs for skilled trades. Ensuring a balanced workforce with both managerial oversight and technical execution capabilities is essential for the sector's health and ability to deliver on national infrastructure goals.

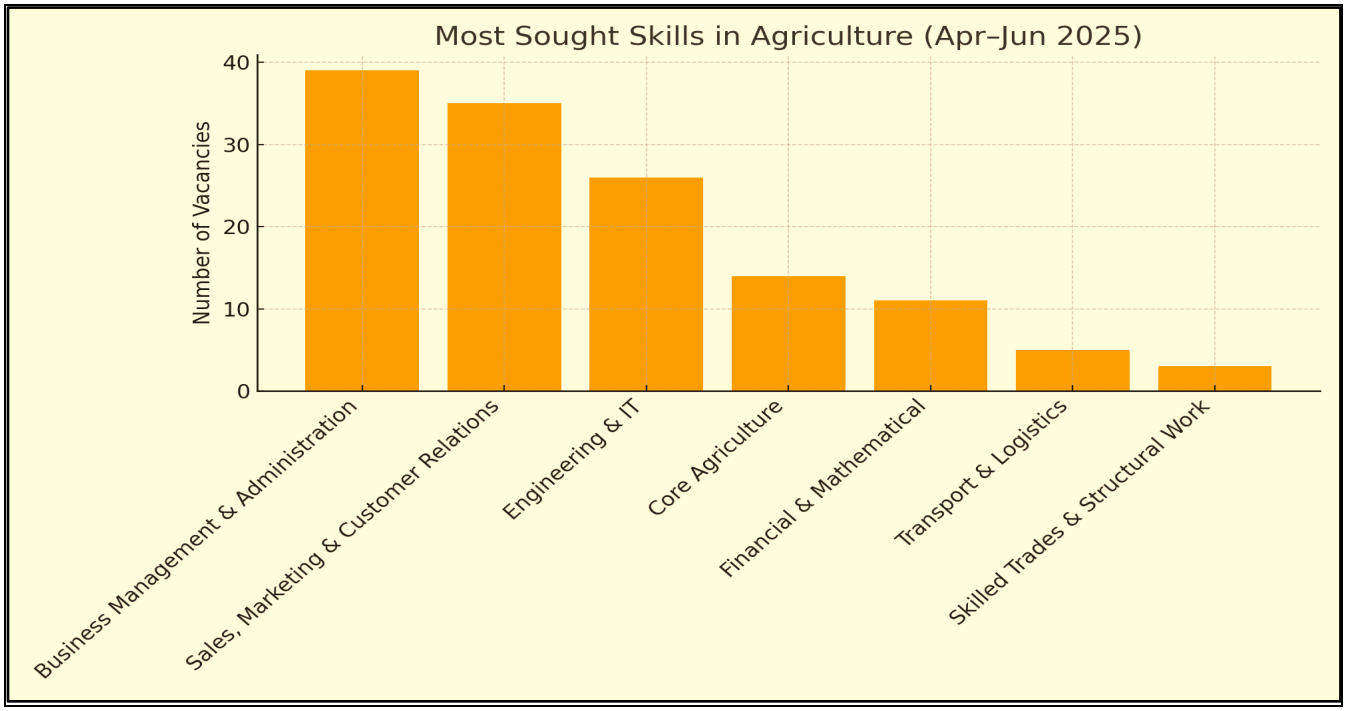
5.4 Quarter 4

5.4.1 Agriculture Sector

Table 10: Most sought skills in the Agriculture Sector

Skill Area	No. of Vacancies	Percent
Business Management & Administration skills	39	29.32%
Sales, Marketing & Customer Relations skills	35	26.32%
Engineering & IT skills	26	19.55%
Core Agriculture	14	10.53%
Financial & numerical skills	11	8.27%
Transport & Logistics skills	5	3.76%
Skilled Trades & Structural Work skills	3	2.26%

Figure 10: Most Sought Skills in the Agriculture Sector



Demand in Agriculture clustered around Business Management & Administration (29.3%) and Sales, Marketing & Customer Relations (26.3%), signaling a sector run increasingly as integrated agribusiness, where coordination of inputs, growers and routes-to-market matters as much as field operations. Engineering & IT (19.6%) reflects the digitization of stock, finance and traceability workflows, while Core Agriculture (10.5%) roles anchor extension and technical compliance. Financial & Mathematical (8.3%) shows continued emphasis on credit handling, with smaller but targeted needs in Transport & Logistics (3.8%) and Skilled Trades (2.3%) for movement of inputs/outputs and equipment upkeep.

Implications

Jobseekers: Should gain the most by pairing agribusiness literacy with skills in administration, sales and basic ICT skills; short badges in credit appraisal, inventory and customer service raise employability.

***Training institutions*:** should embed agribusiness operations, field selling, digital record-keeping and credit/inventory modules into curricula, backed by attachments with agro-dealers and aggregators.

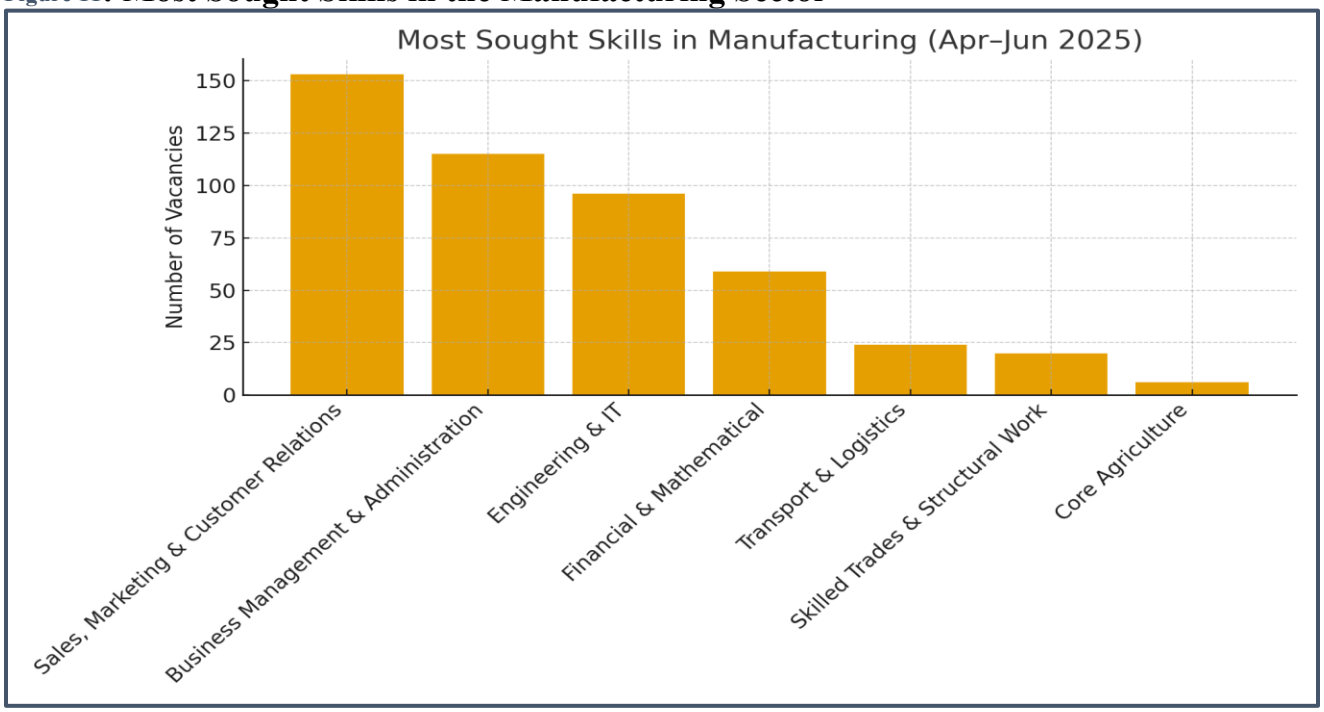
For policy/investors: prioritize value-chain digitization, structured TVET–industry placements, and working-capital tools that crowd-in hiring for business, sales and entry-level tech roles.

5.4.2 Manufacturing Sector

Table 11: Most Sought Skills in the Manufacturing Sector

Skill Area	No. of Vacancies	Percent
Sales, Marketing & Customer Relations skills	153	32.35%
Business Management & Administration skills	115	24.31%
Engineering & IT skills	96	20.3%
Financial & numerical skills	59	12.47%
Transport & Logistics	24	5.07%
Skilled Trades & Structural Work	20	4.23%
Core Agriculture	6	1.27%

Figure 11: Most Sought Skills in the Manufacturing Sector



Manufacturing hiring leaned commercial and coordinated, Sales/Marketing & Customer Relations (32.4%) and Business and administration (24.3%) led demand, indicating a push for volume growth, channel development and organized plant operations. Technical intensity remained significant through Engineering & IT (20.3%) and Financial & Mathematical (12.5%) a mix consistent with quality systems and automation. Transport & Logistics (5.1%) and Skilled Trades (4.2%) supported production continuity, while Core Agriculture (1.3%) was marginal.

Implications:

Jobseekers: should blend commercial acumen (selling, key-account management) with plant literacy

Training institutions: can scale dual pathways, factory attachments in QA/process control alongside sales/channel-management modules and add cost accounting for production.

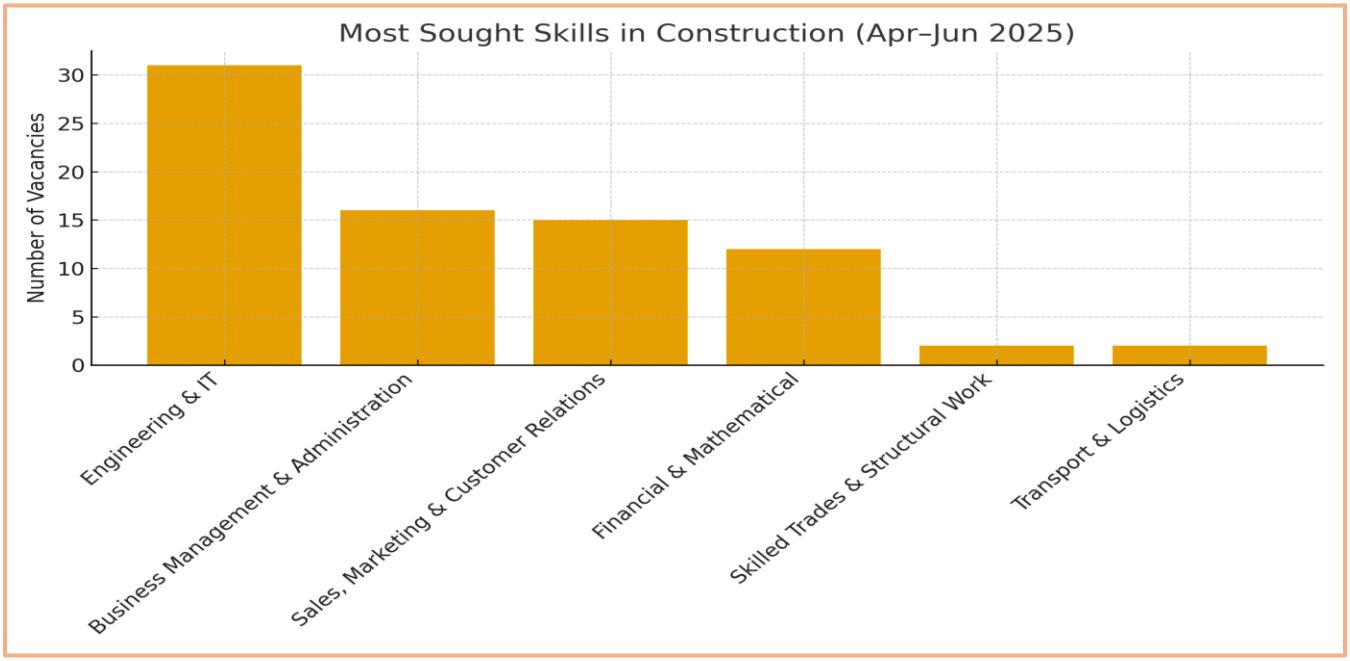
Policy/investors: can spur quality jobs through standards/automation incentives, export-readiness programmes pairing sales with QA, and expanded industrial attachments tied to firm performance.

5.4.3 Construction Sector

Table 12: Most Sought Skills in the Construction Sector

Skill Area	No. of Vacancies	Percent
Engineering & IT skills	31	39.74%
Business Management & Administration skills	16	20.51%
Sales, Marketing & Customer Relations skills	15	19.23%
Financial & Numerical skills	12	15.38%
Skilled Trades & Structural Work	2	2.56%
Transport & Logistics	2	2.56%

Figure 12: Most Sought Skills in the Construction Sector



Construction showed the highest technical concentration where Engineering & IT (39.7%) dominated, covering site engineering, IT support. Was followed by Business management and administration (20.5%) for coordination and documentation. Sales and Marketing (19.2%) for client liaison. Financial & Mathematical (15.4%) underpinned costing literacy, while Skilled

Trades (2.6%) and Transport & Logistics (2.6%) appeared as niche postings this quarter.

Implications:

- ***Jobseekers*** Beyond traditional physical skills, candidates must now prioritize digital literacy and technical engineering proficiency. Success in this sector increasingly requires familiarity with site management software, IT support systems, and technical documentation.
- ***Training institutions;*** Since Business Management and Financial skills account for over 35% of vacancies, curriculum design should move beyond theory. Institutions should implement Project Administration modules and mandatory site attachments that focus on real-world documentation cycles, cost estimation, and procurement workflows
- ***Policy/investors*** can accelerate skilled hiring by promoting digital skills.

ANNEXES

ANNEX I. Occupations Sought in Agriculture Sector in Quarter 1

Occupation	Number Of Vacancies
Animal Producers	145
Market Gardeners and Crop Growers	54
Life Science Technicians and Related Associate Professionals	42
Finance Professionals	32
Agriculturalists, Environmentalists and Related Professionals	30
Business Services and Administration Managers	24
Agriculture, Forestry, Fisheries and Production Managers	21
Business Administration Professionals	16
Authors, Journalists and Linguists	9
Sales And Purchasing Agents and Brokers	9
Sales, Marketing and Development Managers	8
Social and Religious Professionals	7
Engineering Professionals (Excluding Electro Technology)	6
Farm-Hands and Related Laboure's	5
Manufacturing, Mining, Drilling, Construction and Distribution Manager	5
Client Information Workers	4
Mixed Crop and Animal Producers	4
Other Personal Service Workers	4
Sales, Marketing and Public Relations Professionals	4
Garment and Related Trades Workers	3
Locomotive Engine Drivers and Related Workers	3
Street and Market Salespersons	3
Car, Van and Motorcycle Drivers	2
Database and Network Professionals	2
Fishery Workers, Hunters and Trappers	2
General Office Clerks	2
Managing Directors and Chief Executives	2
Mining, Manufacturing and Construction Supervisors	2
Occupational Safety and Health Professionals	2
Shop Salespersons	2
Financial and Mathematical Associate Professionals	1
National and County Government Officials.	1

Occupation	Number Of Vacancies
Numerical Clerks	1
Office Secretaries	1
Other Health Professionals	1
Other Services Managers	1
Painters, Building Structure Cleaners and Related Trade Workers	1
Personal Care Workers in Health Services	1
Physical and Engineering Science Technicians	1
Software and Applications Developers and Analysts	1
Traditional and Complementary Medicine Associate Professionals	1

ANNEX II. Most Sought Occupations in Manufacturing Sector in Quarter 1

Occupation	Number Of Vacancies
Finance Professionals	184
Engineering Professionals (Excluding Electro Technology)	140
Business Services and Administration Managers	127
Sales, Marketing and Development Managers	122
Physical and Engineering Science Technicians	93
Business Administration Professionals	83
Sales, Marketing and Public Relations Professionals	74
Sales And Purchasing Agents and Brokers	73
Agriculturalists, Environmentalists and Related Professionals	58
Blacksmiths, Tool-Makers and Related Trades Workers	49
Material Recording and Transport Clerks	45
Information and Communications Technology Operations and User Support Technicians	39
Machinery Mechanics and Repairers	38
Process Control Technicians	36
Manufacturing, Mining, Drilling, Construction and Distribution Manager	35
Electro-Technology Engineers	34
Electrical Equipment Installers and Repairers	32
Administrative and Specialized Secretaries	30
Software and Applications Developers and Analysts	25
Tellers, Money Collectors and Related Clerks	20
Client Information Workers	19
Life Science Technicians and Related Associate Professionals	19
Ship And Aircraft Controllers and Technicians	18
Car, Van and Motorcycle Drivers	17
Rubber, Plastic and Paper Products Machine Operators	17
Mathematicians, Actuaries and Statisticians	16
Other Sales Workers	13
Animal Producers	12
Business Services Agents	12
Farm-Hands and Related Laboure's	12
Other Services Managers	12
Medical Doctors	11
Mining, Manufacturing and Construction Supervisors	11

Occupation	Number Of Vacancies
National and County Government Officials.	11
Database and Network Professionals	9
Financial and Mathematical Associate Professionals	8
Managing Directors and Chief Executives	8
Artistic, Cultural and Culinary Associate Professionals	7
General Office Clerks	7
Life Science Professionals	7
Medical and Pharmaceutical Technicians	7
Shop Salespersons	7
Authors, Journalists and Linguists	6
	5
Child Care Workers and Teachers' Aides	5
Social and Religious Professionals	5
Information and Communications Technology Services Manager	4
Numerical Clerks	4
Pharmaceutical Professionals	4
Agriculture, Forestry, Fisheries and Production Managers	3
Architects, Surveyors, Planners and Cartographers	3
Artificial Intelligence and Cloud Computing Professionals	3
Heavy Truck and Bus Drivers	3
Keyboard Operators	3
Mining Drilling and Mineral Processing Plant Operators	3
Mobile Plant Operators	3
Creative And Performing Artists	2
Information Communication Technology Security Professionals	2
Legal, Social and Religious Associate Professionals	2
Manufacturing and Maintenance Laboure's	2
Occupational Safety and Health Professionals	2
Office Secretaries	2
Other Personal Service Workers	2
Other Teaching Professionals	2
Physical and Earth Science Professionals	2
Senior Officials of Special Interest Organizations	2
Assemblers	1
Building Finishers and Related Trades Workers	1
Building Frames and Related Trade Workers	1

Occupation	Number Of Vacancies
Domestic, Hotel and Office Cleaners and Helpers	1
Food Processing and Related Trades Workers	1
Hotel and Hospitality Managers	1
Micro and Small Enterprise Managers	1
Other Administrative and Commercial Managers	1
Other Health Professionals	1
Other Stationary Plant and Machine Operators	1
Personal Care Workers in Health Services	1
Protective Services Workers	1
Secondary Education Teachers	1
Sheet And Structural Metal Workers, Molders and Welders and Related Workers	1
Street and Market Salespersons	1
Subsistence Crop Farmers	1
Transport and Storage Laboure's	1
Veterinarians	1
Waiters and Bartenders	1

ANNEX III. Most Sought Occupations in Construction Sector in Quarter 1

Occupation	Number of Vacancies
Sales, Marketing and Development Managers	37
Business Services Agents	26
Sales, Marketing and Public Relations Professionals	20
Business Services and Administration Managers	18
Engineering Professionals (Excluding Electro technology)	16
Finance Professionals	11
Physical and Engineering Science Technicians	10
Sales and Purchasing Agents And Brokers	10
Client Information Workers	9
Database and Network Professionals	7
Process Control Technicians	6
Business Administration Professionals	4
Mining, Manufacturing and Construction Supervisors	4
Software And Applications Developers And Analysts	4
Farm-Hands And Related Labourers	3
Managing Directors and Chief Executives	3
Electrical Equipment Installers and Repairers	2
Micro and Small Enterprise Managers	2
Senior Officials of Special Interest Organizations	2
Vehicle, Window, Laundry And Other Hand Cleaning Workers	2
Administrative And Specialized Secretaries	1
Agriculture, Forestry, Fisheries and Production Managers	1
Architects, Surveyors, Planners and Cartographers	1
Authors, Journalists and Linguists	1
Car, Van and Motorcycle Drivers	1
Cashiers and Ticket Clerks	1
General Office Clerks	1
Information and Communications Technology Operations and User Support Technicians	1
Legal Professionals	1
Material Recording and Transport Clerks	1
Mobile Plant Operators	1
National and County Government Officials.	1
Physical and Earth Science Professionals	1
Regulatory Government Associate Professionals	1

ANNEX IV. Most Sought Occupations in Agriculture Sector in Quarter 2

Occupations	Number of vacancies
Business Services and Administration Managers	21
Business Administration Professionals	20
Sales, Marketing and Public Relations Professionals	19
Sales, Marketing and Development Managers	17
Mining, Manufacturing and Construction Supervisors	10
Process Control Technicians	5
Sales And Purchasing Agents and Brokers	4
Software And Applications Developers and Analysts	4
Architects, Surveyors, Planners and Cartographers	3
Manufacturing, Mining, Drilling, Construction and Distribution Manager	3
Engineering Professionals (Excluding Electro Technology)	3
Mathematicians, Actuaries and Statisticians	2
Legislative and Constitutional Officials	2
Market Gardeners and Crop Growers	2
Clinical Practitioners	1
Client Information Workers	1
Other Craft and Related Workers	1
Mobile Plant Operators	1
Finance Professionals	1
Social And Religious Professionals	1
Senior Officials of Special Interest Organizations	1
Numerical Clerks	1
Agriculturalists, Environmentalists and Related Professionals	1
Administrative And Specialized Secretaries	1
Life Science Technicians and Related Associate Professionals	1
Financial and Mathematical Associate Professionals	1

ANNEX V. Most Sought Occupations in Construction Sector in Quarter 2

Occupations	Number of Vacancies
Business Services and Administration Managers	15
Managing Directors and Chief Executives	7
Sales And Purchasing Agents and Brokers	5
Artistic, Cultural and Culinary Associate Professionals	4
Financial And Mathematical Associate Professionals	3
Engineering Professionals (Excluding Electro Technology)	3
Physical And Engineering Science Technicians	3
Mathematicians, Actuaries and Statisticians	2
Software And Applications Developers and Analysts	2
Sales, Marketing and Public Relations Professionals	2
Sales, Marketing and Development Managers	2
Electro-Technology Engineers	1
Building And Housekeeping Supervisors	1
Building Finishers and Related Trades Workers	1
Waiters And Bartenders	1
Business Administration Professionals	1
Agriculturalists, Environmentalists and Related Professionals	1
Machinery Mechanics and Repairers	1
Client Information Workers	1
Administrative And Specialized Secretaries	1
Sheet And Structural Metal Workers, Moulders and Welders and Related Workers	1
Keyboard Operators	1

ANNEX VI. Most Sought Occupations in Manufacturing Sector in Quarter 2

Occupations	Number of Vacancies
Finance Professionals	58
Business Services and Administration Managers	45
Sales and Purchasing Agents and Brokers	43
Sales, Marketing and Public Relations Professionals	41
Business Administration Professionals	39
Client Information Workers	36
Sales, Marketing and Development Managers	29
Engineering Professionals (Excluding Electro Technology)	28
Physical and Engineering Science Technicians	27
Financial and Mathematical Associate Professionals	16
Manufacturing, Mining, Drilling, Construction and Distribution Manager	15
Software and Applications Developers and Analysts	15
Electrical Equipment Installers and Repairers	13
Administrative and Specialized Secretaries	12
Clinical Practitioners	10
Business Services Agents	10
Information and Communications Technology Operations and User Support Technicians	10
Medical Doctors	9
Material Recording and Transport Clerks	8
Creative and Performing Artists	8
Database and Network Professionals	8
Occupational Safety and Health Professionals	6
Blacksmiths, Tool-Makers and Related Trades Workers	6
Artistic, Cultural and Culinary Associate Professionals	5
Information Communication Technology Security Professionals	5
Other Health Associate Professionals	5
Legal Professionals	5
Other Health Professionals	4
Veterinarians	4
Artificial Intelligence and Cloud Computing Professionals	4
Nursing and Midwifery Professionals	4
Other Services Managers	4
Mathematicians, Actuaries and Statisticians	4
Process Control Technicians	4
Professional Services Managers	6
Shop Salespersons	3
Sheet And Structural Metal Workers, Moulders and Welders and Related Workers	3

Occupations	Number of Vacancies
Mobile Plant Operators	3
Pharmaceutical Professionals	3
Medical and Pharmaceutical Technicians	2
Other Sales Workers	2
Street and Market Salespersons	2
Agriculturalists, Environmentalists and Related Professionals	2
Telecommunications and Broadcasting Technicians	1
Office Secretaries	1
Mining, Manufacturing and Construction Supervisors	1
Social And Religious Professionals	1
Physical And Earth Science Professionals	1
Other Clerical Support Workers	1
Sports And Fitness Workers	1
Regulatory Government Associate Professionals	1
Life Science Technicians and Related Associate Professionals	1
Authors, Journalists and Linguists	1
Managing Directors and Chief Executives	1
Metal Processing and Finishing Plant Operators	1
Architects, Surveyors, Planners and Cartographers	1
Electro-Technology Engineers	1
Food Processing and Related Trades Workers	1
Fishery Workers, Hunters and Trappers	1
General Office Clerks	1
Car, Van and Motorcycle Drivers	1
Protective Services Workers	1

ANNEX VII. Most Sought Occupations in Agriculture Sector in Quarter 3

Occupations	Number of vacancies
Policy and Planning Managers	10
Management and Organization Analysts	6
Agricultural Managers	6
Accountants	5
Human Resource and Careers Professionals	5
Office Supervisors	5
Financial and Investment Advisers	4
Commercial Sales Representatives	4
Buyers	3
Agriculturalists and Related Professionals	3
Technical and Medical Sales Professionals (Excluding ICT)	3
Systems Analysts	3
Stock Clerks	3
Transport, Storage and Distribution Managers	3
Finance Managers	3
Information and Communication Technology User Support Technicians	2
Other Administrative and Commercial Managers	2
Advertising and Marketing Professionals	2
Pulp and Paper Process Control Technicians	2
Administrative and Executive Secretaries	2
Electronics Engineering Technicians	2
Financial Analysts	2
Construction Supervisors	2
Agricultural Technicians	2
Software Developers	2
Public Relations Professionals	2
Credit and Loans Officers	2
Lawyers	1
Transport Clerks	1
Farm Labourers	1
Software Security Professionals	1
Dieticians and Nutritionists	1
Civil Engineers	1
Telecommunications Engineers	1
Health Professionals	1

Occupations	Number of vacancies
Environmentalists and Related Professionals	1
Earthmoving and Related Plant Operators	1
Data Entry Clerks	1
Chefs	1
Metal Production Process Controllers	1
Other Business Service Managers	1
Economists	1
Manufacturing Supervisors	1
Car, Taxi and Van Drivers	1
Information and Communications Technology Sales Professionals	1
Mathematicians, Actuaries and Statisticians	1
Production Clerks	1
Information and Communication Technology Services Managers	1
Public Relations and Advertising Managers	1
Total	**112**

ANNEX VIII. Most Sought Occupations in Construction Sector in Quarter 3

Occupations	Number of Vacancies
Technical and Medical Sales Professionals (Excluding ICT)	8
Buyers	8
Accountants	5
Mechanical Engineering Technicians	3
Electrical Engineers	3
Human Resource and Careers Professionals	3
Electrical Engineering Technicians	3
Interior Designers and Decorators	2
Contact Centre Information Clerks	2
Plumbers and Pipe Fitters	2
Pulp and Paper Process Control Technicians	2
Early Childhood Development Teachers	2
Policy and Planning Managers	2
Commercial Sales Representatives	2
Telecommunications Engineers	2
Software Developers	2
Management and Organization Analysts	2
Finance Managers	1
Other Administrative and Commercial Managers	1
Construction and Utilities Managers	1
Transport, Storage and Distribution Managers	1
Mechanical Engineers and Technologists	1
Metal Processing Plant Operators	1
Carpenters And Joiners	1
Chemical Engineering Technicians	1
Stock Clerks	1
Administrative and Executive Secretaries	1
Environmentalists and Related Professionals	1
Motorcycle Drivers	1
Security Guards	1
Broadcasting and audio-visual technicians	1
Legal Secretaries	1
Public Relations Professionals	1
Systems Analysts	1
Occupational Safety and Health Professionals	1
Contact Centre Salespersons	1
Information and Communications Technology Sales Professionals	1

ANNEX IX. Most Sought Occupations in Manufacturing Sector in Quarter 3

Occupations	Number of Vacancies
Commercial Sales Representatives	40
Sales and Marketing Managers	36
Accountants	35
Policy and Planning Managers	35
Technical and Medical Sales Professionals (Excluding ICT)	26
Management and Organization Analysts	25
Financial and Investment Advisers	17
Buyers	17
Advertising and Marketing Professionals	17
Software Developers	15
Other Administrative and Commercial Managers	14
Finance Managers	13
Human Resource Managers	13
Human Resource and Careers Professionals	12
Electrical Engineering Technicians	10
Transport, Storage and Distribution Managers	10
Information and Communications Technology Sales Professionals	9
Lawyers	8
Construction and Utilities Managers	8
Pulp and Paper Process Control Technicians	8
Stock Clerks	8
Systems Analysts	8
Public Relations Professionals	7
Mechanical Engineers and Technologists	7
Electronics Engineers	7
Contact Centre Information Clerks	7
Manufacturing Managers	6
Administrative and Executive Secretaries	6
Managing Directors and Chief Executives	6
Manufacturing Supervisors	6
Car, Taxi and Van Drivers	6
Telecommunications Engineers	5
Environmentalists and Related Professionals	5
Chefs	5
Financial Analysts	5
Draughts Persons	5

Occupations	Number of Vacancies
Contact Centre Salespersons	5
Visual Artists	5
Agricultural Managers	4
Power Production Plant Operators	4
Environmental and Occupational Health Inspectors and Associates	4
Mechanical Engineering Technicians	4
Credit and Loans Officers	4
Occupational Safety and Health Professionals	3
Civil Engineers	3
Clearing and Forwarding Agents	3
Electronics Engineering Technicians	3
Security Guards	3
Information and Communication Technology Services Managers	3
Office Supervisors	3
Systems Administrators	2
Motorcycle Drivers	2
Manager Health Care Services	2
Forestry and Environmental Managers	2
Broadcasting and audio-visual technicians	2
Firefighters	2
Database Designers and Administrators	2
Electrical Engineers	2
Research Planning and Development Managers	2
Web and Multimedia Developers	2
Real Estate Agents and Property Agents	2
Welders and Flame Cutters	2
Food And Related Products Machine Operators	2
Public Relations and Advertising Managers	2
Social Work Associate Professionals	2
Pharmaceutical Technicians and Assistants	2
Office Secretaries	2
Early Childhood Development Teachers	2
Information Communication Technology Trainers	2
Mathematicians, Actuaries and Statisticians	2
Economists	2
Debt Collectors and Related Workers	2
Life Science Technicians (Excluding Medical)	2

Occupations	Number of Vacancies
Information and Communications Technology Operations Technicians	2
Tobacco Preparers and Tobacco Products	2
Industrial and Production Engineers and Related Technologist	2
Sheet Metal Workers	1
Chemists	1
Other Business Service Managers	1
Clinical Officer Specialist	1
Odd Job Persons	1
Legal Secretaries	1
Interior Designers and Decorators	1
Survey And Market Research Interviewers	1
Primary School Teachers	1
Heavy Truck and Lorry Drivers	1
National Government Administrators	1
General Office Clerks	1
Accounting Associate Professionals	1
Building and Related Electricians	1
Policy Administration Professionals	1
Chemical Engineering Technicians	1
Other Process Control Technicians	1
Social Work and Counselling Professionals	1
Other Business Service Agents	1
Metal Production Process Controllers	1
Chairperson and Members of Constitutional Offices and Commissions	1
Air Conditioning and Refrigeration Mechanics	1
Electronics Mechanics and Servicers	1
Clinical Officer	1
Chemical Engineers and Technologists	1
Shopkeepers	1
Authors and Related Writers	1
Electrical Machinery and Equipment's Mechanics and Fitters	1
Farm Laboure's	1
Cleaning and Housekeeping-Non-Domestic	1
Real Estate and Travel Agency Managers	1
Translators, Interpreters and Other Linguists	1

Occupations	Number of Vacancies
Web Technicians	1
Receptionists (General)	1
Shop Supervisors	1
Data Entry Clerks	1
Nurse, General	1
Product Graders and Testers (Excluding Foods and Beverages)	1
Agriculturalists And Related Professionals	1
Travel Consultants and Clerks	1
Training and Staff Development Professionals	1
Medical Secretaries	1
Personnel Clerks	1
Statistical, Finance and Insurance Clerks	1
Companions and Valets	1
Hotel Managers	1
Artificial Intelligence (Ai)/Machine Learning (Ml) Professionals	1
Total	**617**

ANNEX X. Most Sought Occupations in Agriculture Sector in Quarter 4

Occupation	Freq	Percentage
Commercial Sales Representatives	21	15.44
Policy and Planning Managers	10	7.35
Sales and Marketing Managers	7	5.15
Information and Communication Technol..	6	4.41
Managing Directors and Chief Executives	6	4.41
Office Supervisors	6	4.41
Agricultural Technicians	5	3.68
Transport, Storage and Distribution M..	5	3.68
Buyers	4	2.94
Human Resource Managers	4	2.94
Mechanical Engineers and Technologists	4	2.94
Personnel Clerks	4	2.94
Administrative and Executive Secretar..	3	2.21
Agricultural Managers	3	2.21
Agriculturalists And Related Professi..	3	2.21
Finance Managers	3	2.21
Stock Clerks	3	2.21
Credit and Loans Officers	2	1.47
Financial and Investment Advisers	2	1.47
Fishery and Aquaculture Labourers	2	1.47
Government Tax And Excise Officials	2	1.47
Information and Communications Techno..	2	1.47
National Government Administrators	2	1.47
Software Developers	2	1.47
Software Security Professionals	2	1.47
Accountants	1	0.74
Accounting And Book Keeping Clerks	1	0.74
Advertising and Marketing Professionals	1	0.74
Agricultural and Industrial Machinery..	1	0.74
Chemical Engineering Technicians	1	0.74
Chemical and Physical Science Technic..	1	0.74
Data Entry Clerks	1	0.74
Electronics Engineering Technicians	1	0.74
Fruit, Nuts, Vegetable And Related Pr..	1	0.74
Information and Communication Technol..	1	0.74
Lifting Truck Operators	1	0.74
Management and Organization Analysts	1	0.74
Manufacturing Supervisors	1	0.74
Mathematicians, Actuaries and Statist..	1	0.74
Mechanical Engineering Technicians	1	0.74
Metal Working Machine Tool Setters an..	1	0.74

Production Clerks	1	0.74
Public Relations Professionals	1	0.74
Pulp and Paper Process Control Techni..	1	0.74
Security Guards	1	0.74
Survey And Market Research Interviewers	1	0.74
Systems Analysts	1	0.74
Technical and Medical Sales Professio..	1	0.74
Total	136	100

ANNEX XI. Most Sought Occupations in construction Sector in Quarter 4

Occupation	Frequency
Accountants	8
Commercial Sales Representatives	5
Sales and Marketing Managers	5
Mechanical Engineering Technicians	4
Security Guards	4
Construction and Utilities Managers	3
Electrical Engineering Technicians	3
Human Resource Managers	3
Human Resource and Careers Professionals	3
Systems Analysts	3
Translators, Interpreters and Other Linguists	3
Accounting And Book Keeping Clerks	2
Advertising and Marketing Professionals	2
Carpenters And Joiners	2
Cloud Computing Professionals	2
Electrical Engineers	2
Finance Managers	2
Manufacturing Supervisors	2
Plumbers and Pipe Fitters	2
Policy and Planning Managers	2
Stock Clerks	2
Transport Clerks	2
Civil Engineering Technicians	1
Civil Engineers	1
Clay, Cement, Stone And Other Mineral	1
Contact Centre Information Clerks	1
Contact Centre Salespersons	1
Credit and Loans Officers	1
Data Entry Clerks	1
Database and Network Security Professionals	1
Draughts Persons	1
Environmentalists and Related Professionals	1
Freight Handlers	1
Information and Communication Technology	1
Lawyers	1
Managing Directors and Chief Executives	1
Mechanical Engineers and Technologists	1
Mining and Drilling Engineers	1
Personnel Clerks	1
Research Planning and Development Managers	1
Stall and Market Salespersons	1
Total	**85**

ANNEX XI. Most Sought Occupations in Manufacturing Sector in Quarter 4

Occupations	Frequency
Commercial Sales Representatives	61
Sales and Marketing Managers	46
Policy and Planning Managers	32
Contact Centre Information Clerks	20
Personnel Clerks	18
Finance Managers	15
Accountants	14
Transport, Storage and Distribution Managers	13
Stock Clerks	11
Systems Analysts	11
Mechanical Engineering Technicians	10
Mechanical Engineers and Technologists	10
Information and Communication Technology	9
Management and Organization Analysts	9
Managing Directors and Chief Executives	9
Transport Clerks	8
Administrative and Executive Secretaries	7
Buyers	7
Electrical Engineers	7
Software Developers	6
Economists	5
Financial and Investment Advisers	5
Human Resource Managers	5
Lawyers	5
Public Relations Professionals	5
Software Auditors	5
Technical and Medical Sales Professionals	5
Telecommunications Engineers	5
Credit and Loans Officers	4
Electrical Engineering Technicians	4
Human Resource and Careers Professionals	4
Information and Communication Technology	4
Motor Vehicle And Motor Cycle Mechanics	4
Public Relations And Advertising Managers	4
Shop Sales Assistants	4
Visual Artists	4
Agricultural Technicians	3
Agricultural and Industrial Machinery mechanics	3
Bakers, Pastry-Cooks and Confectioners	3
Bank Tellers And Related Clerks	3
Chefs	3

Occupations	Frequency
Manager Health Care Services	3
Mathematicians, Actuaries and Statisticians	3
Medical and Pathology Laboratory Technicians	3
Production Clerks	3
Pulp and Paper Process Control Technicians	3
Research Planning and Development Managers	3
Sales Demonstrators	3
Shop Supervisors	3
Statistical, Finance and Insurance Clerks	3
Survey And Market Research Interviewers	3
Translators, Interpreters and Other Linguists	3
Web and Multimedia Developers	3
Accounting And Book Keeping Clerks	2
Advertising and Marketing Professionals	2
Chemical Engineers and Technologists	2
Civil Engineers	2
Crane, Hoist and Related Plant Operators	2
Database Designers And Administrators	2
Debt Collectors and Related Workers	2
Draughts Persons	2
Electronics Engineers	2
Environmentalists and Related Professionals	2
Food And Related Products Machine Operators	2
Industrial and Production Engineers	2
Inquiry Clerks	2
Manufacturing Supervisors	2
Occupational Safety And Health Professionals	2
Office Supervisors	2
PRINTERS	2
Petroleum And Natural Gas Refining	2
Real Estate Agents And Property Agents	2
Security Guards	2
Training and Staff Development Professionals	2
Authors and Related Writers	1
Building and Related Electricians	1
Chemical Engineering Technicians	1
Cleaners and Helpers In Offices, Hotels	1
Construction and Utilities Managers	1
Customs and Border Officials	1
Data Entry Clerks	1
Electronics Engineering Technicians	1
Fashion and Other Models	1
Film, Stage and Related Directors	1

Occupations	Frequency
Financial Analysts	1
Government Tax And Excise Officials	1
Handicraft Workers In Textile, Leather	1
Heavy Truck and Lorry Drivers	1
Information and Communications Technology	1
Legal Secretaries	1
Lifting Truck Operators	1
Metal Production Process Controllers	1
Micro and Small Enterprise Managers	1
Motorcycle Drivers	1
National Government Administrators	1
Nurse, General	1
Odd Job Persons	1
Other Building Frame and Related Trades	1
Paper Products Machine Operators	1
Payroll Clerks	1
Policy Administration Professionals	1
Power Production Plant Operators	1
Product Graders And Testers	1
Real Estate and Travel Agency Managers	1
Senior Officials of Special Interest organizations	1
Social Work Associate Professionals	1
Solid Waste and Water Treatment Plant	1
Surveyors And Cartographers	1
Tailors, Dressmakers	1
Theatre and Media Production Managers	1
Toolmakers and Related Workers	1
Welders and Flame Cutters	1
Total	**526**