MINISTRY OF LABOUR AND SOCIAL PROTECTION

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JOB TRENDS AND OPPORTUNITIES OUTLOOK IN KENYA

REPORT 2025

Labour Market Observatory

MINISTRY OF LABOUR
AND SOCIAL PROTECTION

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PREFACE

This report provides a comprehensive analysis of the current job market landscape in Kenya, with a focus on the most sought-after occupations and the sectors experiencing the highest number of vacancies Drawing insights from an extensive review of recent job advertisements across multiple platforms, it presents valuable data on the most in-demand roles and sectors showing significant growth within the Kenyan economy with their vacancy positions.

In a rapidly evolving job market, understanding where demand is concentrated is crucial. Job seekers can use these insights to identify available opportunities, while employers gain guidance on recruitment strategies and workforce planning. For policymakers and government planners, this report offers valuable input for effective manpower planning, skills development, and labor utilization. Furthermore, educators and training institutions can leverage the data to align their curricula with market needs, ensuring that the workforce is equipped with the relevant skills.

The insights presented in this report highlight not only the key occupations and roles driving demand but also the industries that are expanding and creating more job opportunities. By analyzing the trends in job postings, this report aims to provide a clearer and more actionable picture of Kenya's dynamic employment environment. In doing so, it contributes to efforts aimed at addressing skills gaps, improving workforce planning, and fostering sustainable economic growth.

This report is designed for a wide range of stakeholders shaping Kenya's employment landscape from job seekers and career advisors to business leaders, government bodies, and educational institutions. Through these findings, we hope to support the continued development of a robust, adaptable, and resilient labor market in Kenya, contributing to a thriving and prosperous workforce.

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 labor 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

This consolidated annual report presents an integrated analysis of job market trends in Kenya across four consecutive quarters, capturing sectoral recruitment patterns, occupational demand, and evolving skill requirements. Drawing from advertised vacancies, the findings paint a clear picture of a labour market that is increasingly service-driven and skills-intensive.

Sectoral Dynamics

Across the year, job creation was consistently dominated by Public Administration; Education; Financial and Insurance Activities; Administrative & Support Services; Human Health & Social Work; and Information & Communication. Public Administration exhibited the strongest spikes particularly in Q1 and Q2, largely driven by government-led recruitment cycles. Education demand surged in Q3 and Q4, reflecting teacher recruitment programmes and institutional expansion. Finance, ICT, and healthcare maintained steady growth throughout the year, signaling ongoing digitization, financial deepening, and investments in health systems.

Conversely, sectors such as Agriculture, Construction, Mining, and Arts & Entertainment recorded minimal advertised vacancies across all quarters, highlighting limited formal-sector expansion and a continued reliance on informal recruitment channels within these industries.

Occupational Demand

Across the four quarters, Professionals accounted for the dominant share of vacancies frequently above 40% and reaching as high as 80% in quarter two. These included accountants, finance professionals, ICT specialists, engineers, medical practitioners, and business administration roles. Legislators, Administrators, and Managers remained consistently strong, underscoring high

demand for leadership, governance, and executive oversight within both public and private institutions.

Technicians and Associate Professionals ranked third or second across all quarters, reflecting the need for mid-level technical roles that support professional and managerial functions. Clerical and secretarial roles maintained steady demand, particularly in customer service, office support, and administrative functions.

Across the year, low-skilled occupations accounted for less than 1% of all advertised vacancies, indicating continued informal recruitment processes for low skilled roles.

Skill-Level Trends

The labour market consistently favored high-skilled roles, which represented between 80–90% of all vacancies throughout the year. Middle-skilled roles constituted 8–15%, driven by clerical work, customer-facing roles, logistics, and basic ICT support. Low-skilled labour demand remained negligible.

These trends highlight the economy's shift toward specialized, knowledge-based work, the growing importance of digital and analytical competencies, and the need for continuous upskilling to enhance employability.

1.0 INTRODUCTION

Unemployment remains one of the most pressing socio-economic challenges in Kenya, particularly among the youth. According to the Kenya National Bureau of Statistics (KNBS), the unemployment rate stood at around 5.7% in 2023, with young people aged 15–34 years being the most affected. The high number of job seekers entering the labour market each year outpaces the available job opportunities, leading to increased joblessness. Additionally, many employed individuals remain in vulnerable or informal jobs that offer little security or growth potential.

A significant factor contributing to unemployment is the mismatch between labour market demands and the skills possessed by job seekers. The International Labour Organization (ILO) highlights that many young graduates globally, including in Kenya, struggle to secure meaningful employment due to a lack of industry-relevant skills. Rapid technological advancements and automation have also displaced low-skilled workers, further limiting opportunities in traditionally labor-intensive sectors.

To address these challenges, reliable and timely labour market information is essential. By providing insights into hiring trends, emerging occupations, and skill demands, this report aims to support evidence-based decision-making for policymakers, training institutions, job seekers, and employers. This analysis of job vacancies in Kenya for the period October to December 2024 will help bridge information gaps, align education and training programs with market needs, and facilitate more effective workforce planning.

2.0 SCOPE

This report covers an analysis of job listings in Kenya between July 2024 – June 2025 focusing on the most in-demand occupations based on the number of

advertised vacancies across various sectors. Additionally, it highlights occupations with the highest number of vacancies by major occupational groups and skill levels, providing insights into labour market trends and demand patterns.

3.0 METHODOLOGY

This study follows a structured methodology, which includes data scraping, cleaning, analysis, and reporting. The data was scraped from various job portals in Kenya, using web crawling techniques. These allowed for the automated extraction of job postings, including job titles, industry sectors, and number of vacancies.

After scraping, Occupations were coded and classified using the Kenya Standard Classification of Occupations (KeSCO), and industries/economic activities were classified using the Kenya Standard Industrial Classification of All Economic Activities (KeSIC). These classifications facilitate standardization of data for easy analysis. After coding of occupations and industries, a syntax code in Stata was used to clean the raw data and remove duplicates to correct inconsistencies. Tables were then generated to identify the most sought occupations and sectors with the highest number of vacancies. Data visualizations such as graphs were created to present the findings in a clear and understandable format.

4.0 FINDINGS

This section presents a detailed analysis of job vacancies advertised in Kenya between July 2024 – June 2025. The findings are categorized into three main areas: job vacancies by sector, job vacancies by major occupational group, and job vacancies by skill level. This structured approach provides a clearer understanding of labour market trends, including which sectors are driving

employment, the most in-demand occupations, and the distribution of job opportunities across different skill levels.

4.1 Quarter 1

4.1.1 NUMBER OF JOB VACANCIES ADVERTISED BY SECTOR

This analyzes Job demand across various sectors, highlighting the industries with the most vacancies and the economic or policy factors influencing this demand. It will also discuss sectors with low job openings and potential reasons behind their slow growth. The analysis will provide insights into the stability and expansion potential of different industries in Kenya.

Table 1: Number of Job Vacancies Advertised by Sector

Sector	No of Vacancies	Percentage
Public Administration and Defense; Compulsory Social Security	16029	43.6
Administrative and Support Service Activities	3013	8.2
Human Health and Social Work Activities	2491	6.8
Financial and Insurance Activities	2462	6.7
Education	2276	6.2
Professional, Scientific and Technical Activities	2125	5.8
Information and Communication	1817	4.9
Manufacturing	1690	4.6
Activities Of Extraterritorial Organization and Bodies	1404	3.8
Accommodation and Food Service Activities	647	1.8
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	519	1.4
Electricity, Gas, Steam and Air Conditioning Supply	491	1.3
Agriculture, Forestry and Fishing	466	1.3
Transportation and Storage	436	1.2

Other Service Activities	339	0.9
Construction	210	0.6
Real Estate Activities	182	0.5
Water Supply; Sewerage, Waste Management and Remediation Activities	63	0.2
Mining and Quarrying	39	0.1
Arts, Entertainment and Recreation	30	0.1
Activities Of Households As Employers; Undifferentiated Goods; and Services-Producing Activities Of Households For Own Use	29	0.1
Total	**36758**	**100**

Source: *Locally Advertised Job vacancies data*

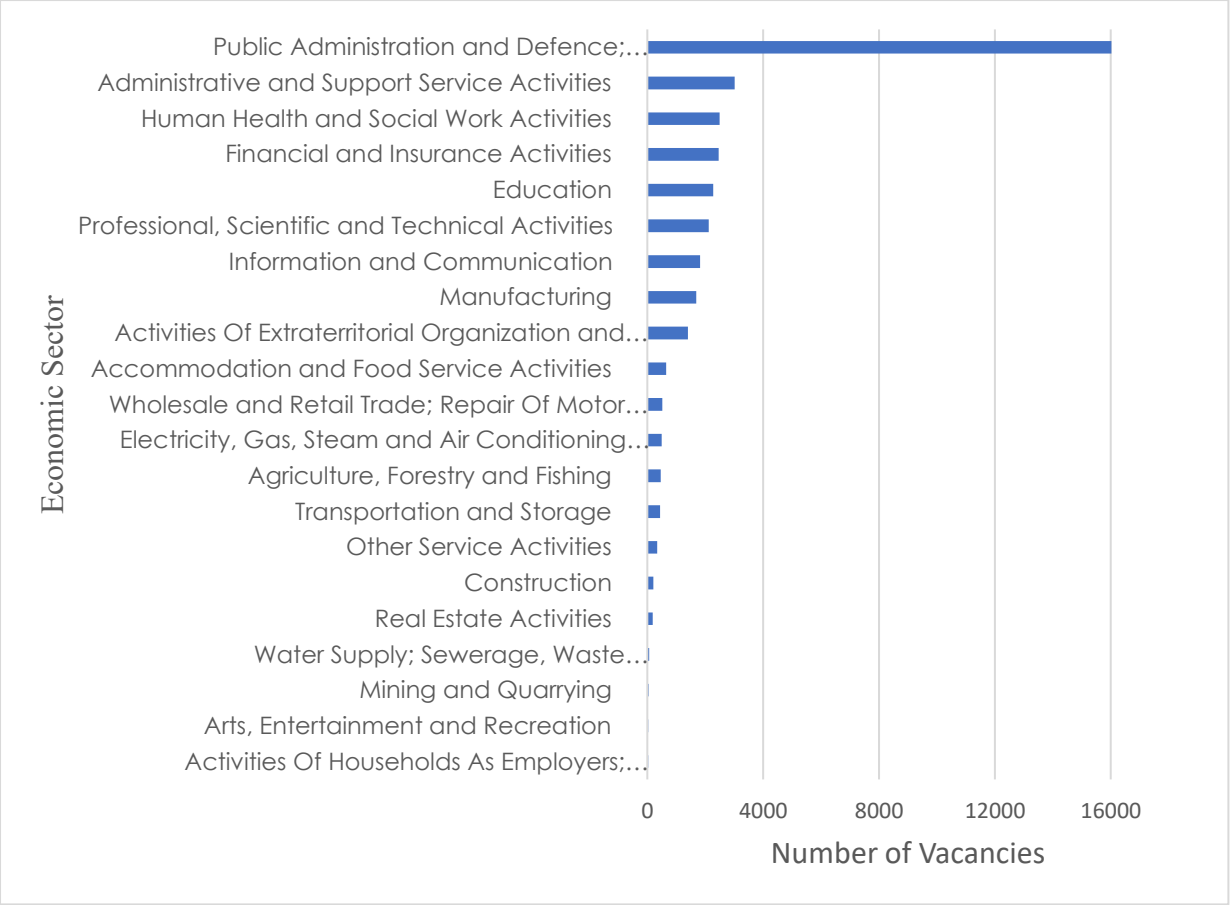

Figure 1: Number of Vacancies by Broad Sector

For the period July – September 2024, there were a significant number of job openings in the Public Administration and Defense sector, which accounted for 43.6% of all advertised positions, suggesting strong government-led recruitment. The Administrative and Support Services sector followed at 8.2%, indicating sustained demand for human resource support, clerical work, and auxiliary services.

Healthcare (6.8%) and Financial and Insurance Activities (6.7%) showed notable demand, reflecting continued investment in essential services and financial sector resilience. The education sector (6.2%) also maintained a steady flow of opportunities likely to government reforms including the adoption of competence-based curriculum that needed expansion of schools to accommodate junior secondary schools that previously didn't exist. On the lower end, sectors such as Arts, Entertainment and Recreation (0.1%) and Mining and Quarrying (0.1%) had the least number of vacancies, indicating minimal expansion in these industries.

Implication:

- **Jobseekers**: Should prioritize careers in government, finance, healthcare, and education while also considering Administrative Support roles. Digital and analytical skills will be crucial, especially in finance and IT-related sectors.
- **Training Institutions:** Must align curriculum with high-demand sectors, emphasizing public service administration, finance, healthcare, and digital skills training.
- **Policy Makers:** Should invest in policies that support emerging sectors such as ICT and Manufacturing while sustaining growth in healthcare and finance.

4.1.2 NUMBER OF JOB VACANCIES ADVERTISED BY MAJOR OCCUPATIONAL GROUPS

This section breaks down job opportunities by broad occupational categories, such as clerical roles, professionals and technical occupations. It will examine which occupational groups are experiencing the highest demand and explore possible reasons, including industry growth & economic shifts.

Table 2: Number of Job Vacancies Advertised by Major Occupational Group

Major Occupational Group	Number Of Vacancies	Percentage
Secretarial, Clerical Services	16120	43.4
Professionals	10529	28.4
Legislators, Administrators and Managers	4920	13.3
Technicians and Associate Professionals	3464	9.3
Service Workers, Shop and Market Worket	740	2
Craft and Related Trades Workers	382	1
Plant and Machine Operators	373	1
Elementary Occupations	289	0.8
Skilled Agricultural, Forestry & Fishery Workers	288	0.8
Total	**37105**	**100**

Source: *Locally Advertised Job vacancies data*

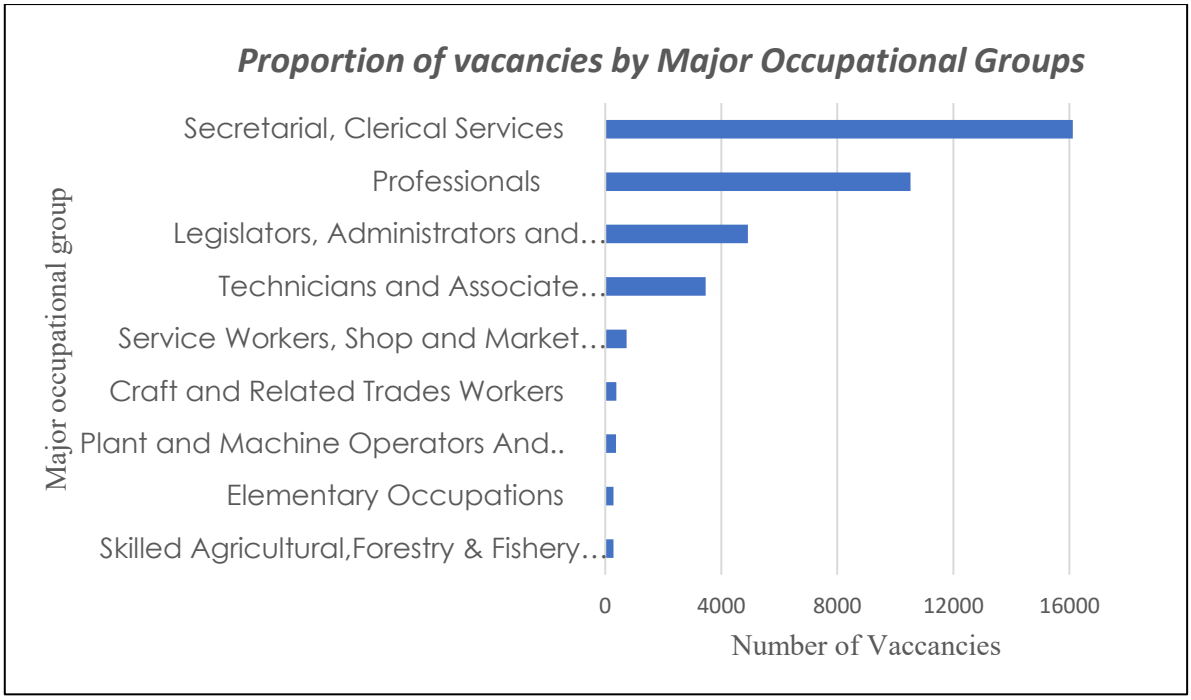

Figure 2: Proportion of Major Occupational Groups as per the Number of Vacancies.

Secretarial and Clerical Services roles made up the largest share of job openings at 43.4%, reinforcing the need for administrative personnel across multiple industries. Professionals, including finance, IT, healthcare, and engineering roles, accounted for 28.4% of advertised jobs, showing that specialized knowledge and expertise remain key drivers of employment.

The relatively smaller proportion of vacancies for Elementary Occupations (0.8%) and Skilled Agricultural roles (0.8%) suggests a shrinking demand for low-skill jobs, likely due to technological advancements and mechanization.

CAVEAT: Most elementary jobs do not make it to job listings sites (Most times these roles are sought informally)

Implication:

- **Jobseekers:** Must enhance their professional qualifications, administrative, technical, and

  specialized roles to secure employment.

- **Training Institutions:** Should place greater emphasis on technical and professional courses, including business administration, IT, and engineering, to meet Kenya labor market demands.
- **Policy Makers:** Need to address skills gaps by promoting vocational training and upskilling programs to support the transition of workers into middle and high-skill occupations

4.1.3 NUMBER OF VACANCIES BY OCCUPATION AND SKILL LEVEL

This section will show the most demanded occupations by skill level according to the number of job vacancies advertised. The skill levels will be categorized into highly skilled, middle-skilled, and low-skilled roles. It will provide an in-depth examination of the top 10 most in-demand occupations within each skill level, analyzing labor market trends that are shaping job opportunities.

4.1.3.1 Most Sought Occupations by Number of Vacancies for Highly Skilled workers

Table 3: Top 10 Most Sought Occupations by Number of Vacancies for Highly Skilled Workers

Occupation	Number of Vacancies
Business Services and Administration Managers	2040
Finance Professionals	1731
Software And Applications Developers and Analysts	1218
Sales, Marketing and Public Relations Professionals	1104
Sales, Marketing and Development Managers	1012
University and College Lecturers	900
Business Administration Professionals	848
Sales and Purchasing Agents and Brokers	764
Engineering Professionals (Excluding Electro technology)	742

Managing Directors and Chief Executives	568
Database and Network Professionals	504

Source: *Locally Advertised Job vacancies data*

Figure 3: Top 10 Most Sought Occupations for Highly Skilled

Among highly skilled occupations, Business Services and Administration Managers led with 2,040 vacancies, followed by Finance Professionals (1,731) and Software Developers (1,218). The high demand for managerial and finance roles indicates that strategic leadership and financial expertise remain core requirements in Kenya's labor market. IT-related roles, including Software Development and Database Management, highlight the increasing integration of technology across industries.

Implication:

- **Jobseekers:** Should prioritize leadership, financial management, and digital skills to remain competitive.
- **Training Institutions:** Must enhance business, finance, and IT programs, integrating emerging technologies such as data analytics.

- **Policy Makers:** Should promote investments in digital economy policies and leadership training to address skills shortages in management and IT sectors.

4.1.3.2 Most Sought Occupations by Number of Vacancies for Middle Skilled workers

Table 4: Most Sought Occupations by Number of Vacancies for Middle Skilled workers

Occupation	Number Of Vacancies
Numerical Clerks	15001
Client Information Workers	585
Car, Van and Motorcycle Drivers	200
Material Recording and Transport Clerks	198
Animal Producers	198
Waiters and Bartenders	143
Tellers, Money Collectors and Related Clerks	115
Protective Services Workers	113
Other Sales Workers	112
Machinery Mechanics and Repairers	110

Source: *Locally Advertised Job vacancies data*

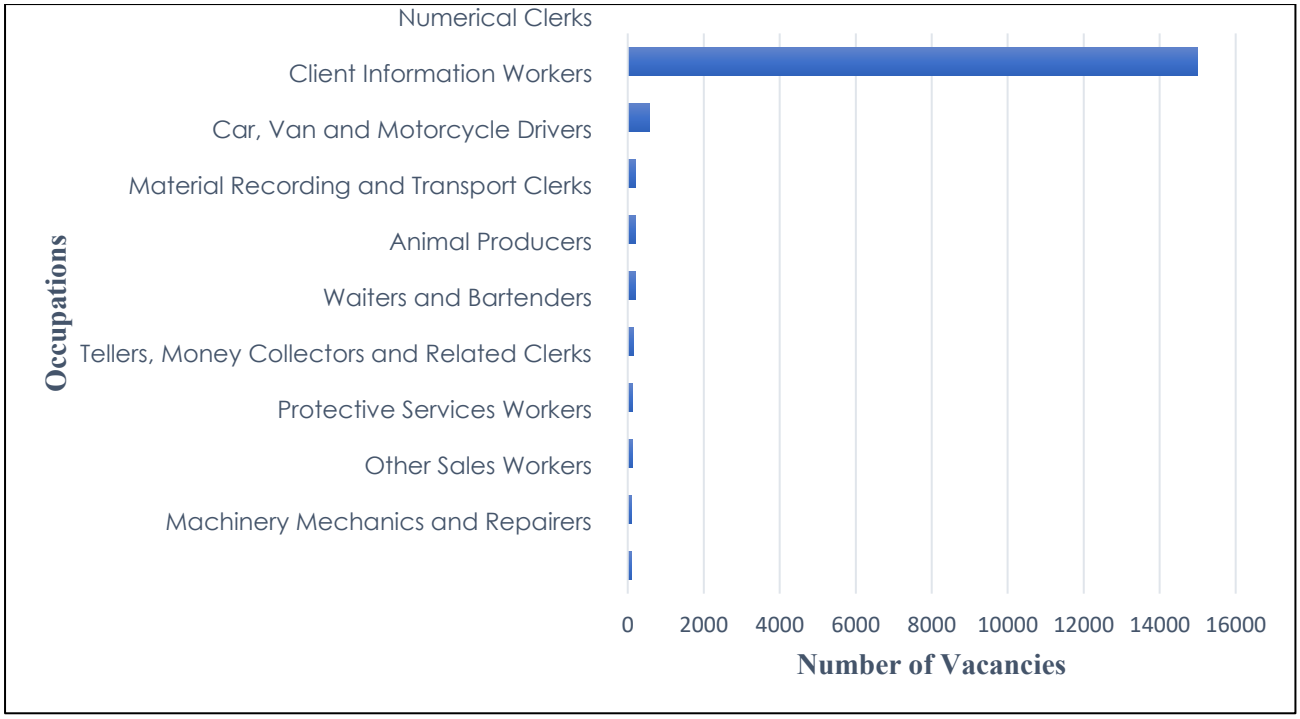

Figure 4: Top 10 Most Sought Occupations for Middle Skilled

Numerical Clerks (15,001) dominated this category, reflecting a high demand for accounting, record-keeping, and administrative work. Other roles, including Client Information Workers (585) and Drivers (200), also saw reasonable demand. The strong presence of clerical and administrative functions points to the ongoing need for efficient business operations and customer support services.

Implications;

- **Jobseekers:** Focus on developing clerical and business operations skills, including proficiency in data entry, customer service, and record management.
- **Training Institutions:** Must ensure that business administration courses include practical training in accounting software and office management.
- **Policy Makers:** Should support SMEs in hiring clerical staff by offering incentives for business expansion and capacity building

4.1.3.3 Most Sought Occupations by Number of Vacancies for Low skilled workers

Table 5: Most Sought Occupations for Low Skilled

Occupation	Number of Vacancies
Farm-Hands and Related Laboure's	129
Manufacturing and Maintenance Laboure's	93
Other Elementary Workers	24
Transport and Storage Laboure's	17
Domestic, Hotel and Office Cleaners and Helpers	17
Mining And Quarrying Laboure's	3
Food Preparation Assistants	3
Vehicle, Window, Laundry and Other Hand Cleaning Workers	2
Refuse workers	1

Source: *Locally Advertised Job vacancies data*

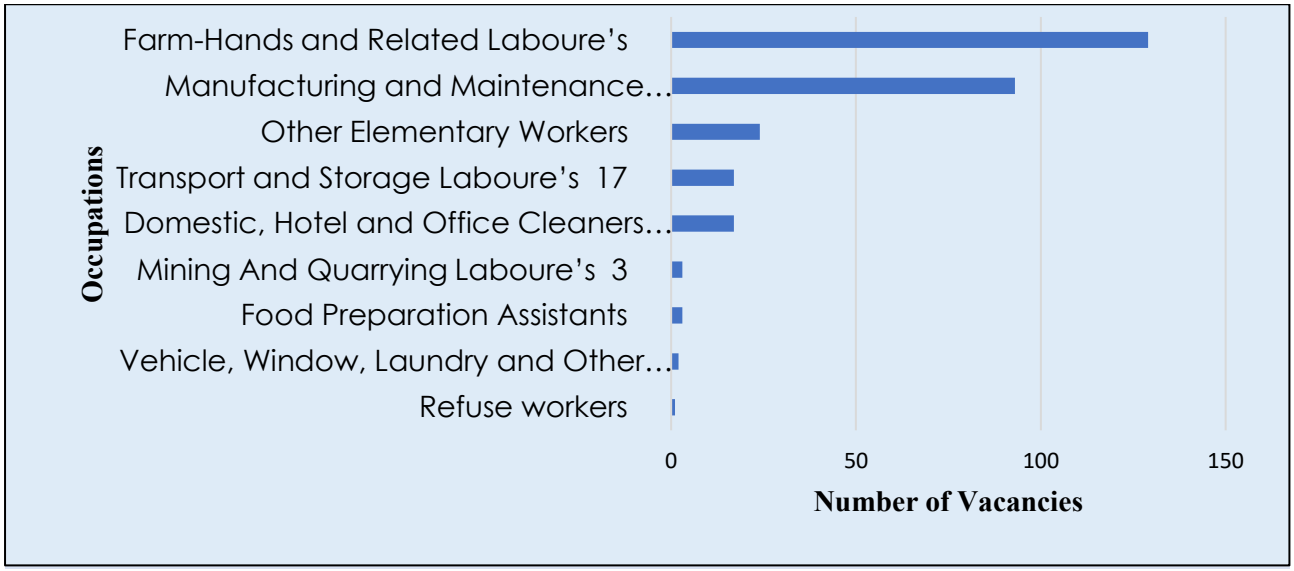

Figure 5: Top 10 Most Sought Occupations for Low Skilled

Farm Hands (129) and Manufacturing Laborers (93) had the highest demand, but overall, job openings for low-skilled workers were scarce. This trend suggests that automation, mechanization, and modernization are reducing the need for manual labor.

CAVEAT; Most Manual Jobs are not mostly sought through online channels (mostly through informal channels)

Implication:

- **Jobseekers:** Must upskill and transition into semi-skilled or skilled roles to increase employability.
- **Training Institutions:** Need to focus on vocational training to help workers move from low-wage jobs to higher-paying technical positions.
- **Policy Makers:** Should invest in reskilling programs and promote technology adoption in ways that create new employment opportunities rather than displacing workers.

4.2 Quarter 2

4.2.1 NUMBER OF JOB VACANCIES ADVERTISED BY SECTOR

Table 6: Number of Job Vacancies advertised by Sector

Sector	Number of Vacancies	Percentage
Public Administrative and Defense; Compulsory Social Security	56986	82.3
Financial and Insurance Activities	1884	2.7
Administrative and Support Services	1743	2.5
Human Health and Social Work Activities	1524	2.2
Education	1368	2.0
Professional, Scientific and Technical Services	1071	1.5
Activities of Extraterritorial Bodies	924	1.3
Information and Communication	915	1.3
Transportation and Storage	607	0.9
Manufacturing	585	0.8
Other Service Activities	404	0.6
Wholesale And Retail Trade; Repair of Motor Vehicles and Motorcycles	352	0.5

Accommodation and Food Service	283	0.4
Electricity, Gas, Steam and Air Conditioning	210	0.3
Agriculture, Forestry and Fishing	127	0.2
Real Estate Activities	93	0.1
Arts, Entertainment and Recreation	72	0.1
Construction	59	0.1
Water Supply, Sewerage, Waste Management and Remediation Activities	50	0.1
Mining and Quarrying	4	0.0
TOTAL	**69261**	**100**

Source: *Local Advertised Job vacancies data*

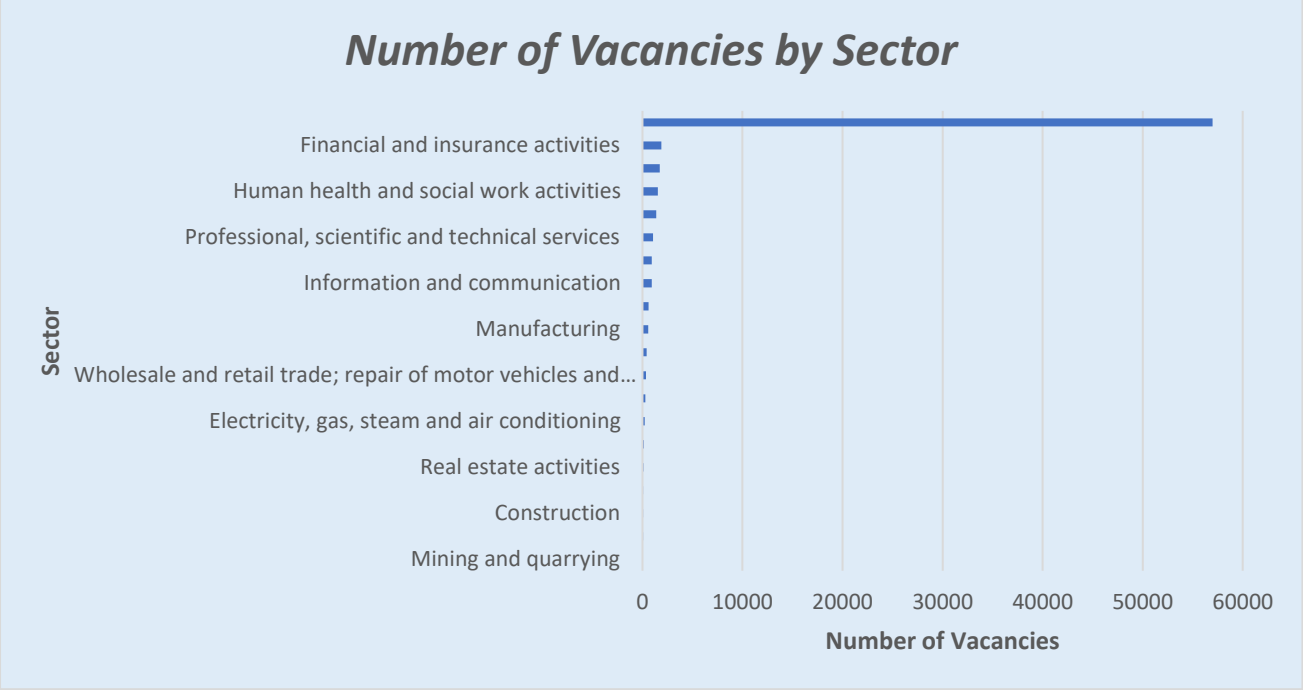

Figure 6: Number of Vacancies by Sector

The Public Administration and Defense sector accounted for an overwhelming **82.3%** of total job vacancies, indicating significant government hiring during the period. This could be linked to administrative expansions, policy-driven employment, or increased public service delivery. Financial and Insurance Activities followed at **2.7%**, driven by the sector's stability and digital financial

service expansion. Healthcare, Education, and Administrative Support Services contributed modestly, together making up **6.7%** of job postings.

Meanwhile, sectors like Mining & Quarrying (**0.0%**) and Construction (**0.1%**) saw minimal hiring, signaling slow investment or reduced economic activities in these industries.

Implication:

- ***Jobseekers:*** Should consider government positions, particularly in administration, security, and public service delivery. Finance and healthcare roles also present strong opportunities.
- ***Training Institutions:*** Should focus on courses relevant to public administration, financial management, and healthcare to match labor market demand.
- ***Policy Makers:*** Need to assess reliance on government hiring and explore policies to stimulate private-sector job creation in underrepresented industries.

4.2.2 NUMBER OF JOB VACANCIES ADVERTISED BY MAJOR OCCUPATIONAL GROUPS

This subchapter, breaks down job opportunities by broad occupational categories, such as clerical roles, professionals and technical occupations. It will examine which occupational groups are experiencing the highest demand and explore possible reasons, including industry growth & economic shifts.

Table 7: Number of Job Vacancies Advertised by Major Occupational Group

Major Occupational Group	Number of Vacancies	Percentage
Professionals	57956	80.4
Legislators, Administrators and Managers	5100	7.1
Technicians and Associate Professional	4737	6.6
Service Workers, Shop and Market Sales Workers	2033	2.8
Secretarial, Clerical Services and Related Workers	1374	1.9
Plant And Machine Operators and Assemblers	378	0.5
Elementary Occupations	271	0.4
Craft And Related Trades Workers	160	0.2
Skilled Agricultural, Forestry and Fishery Workers	65	0.1
TOTAL	**72074**	**100**

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

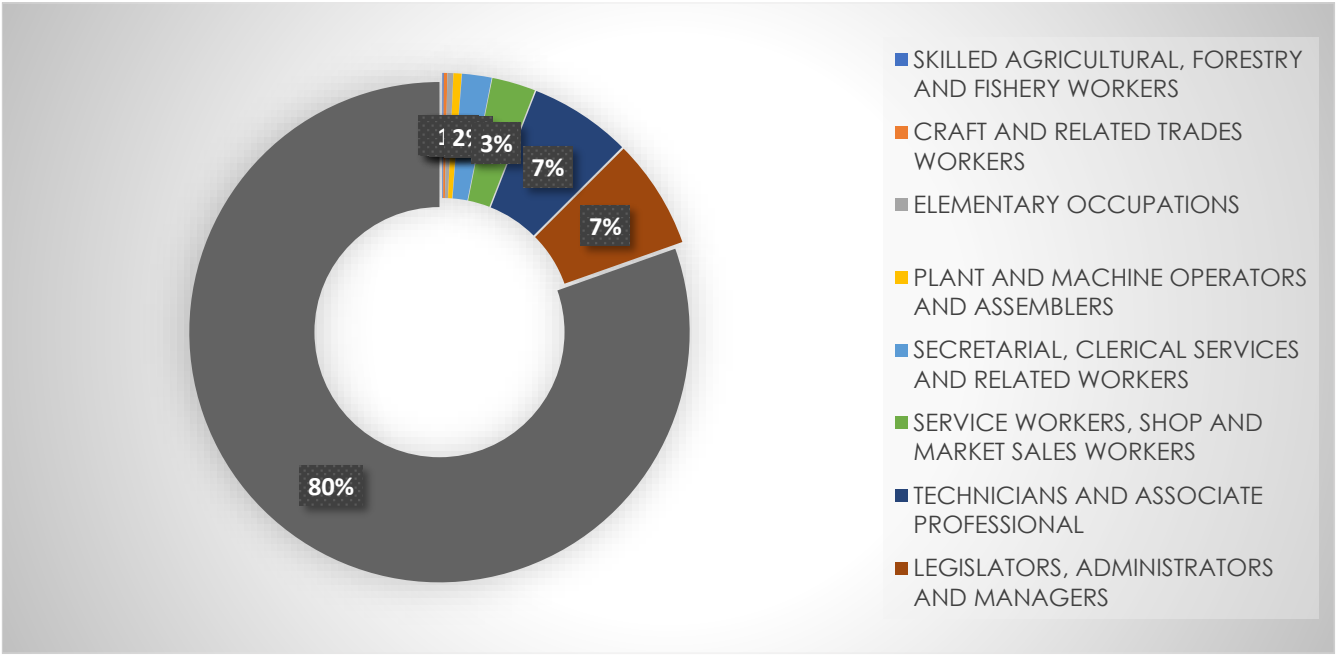

Figure 7: Proportion of Vacancies by Major Occupational Group

Professionals constituted the majority of job vacancies (**80.4%**), reflecting a demand for highly skilled expertise, particularly in teaching, healthcare, and financial services. Legislative, administrative, and managerial roles accounted for **7.1%**, underscoring leadership needs. Technicians and Associate Professionals followed at **6.6%**, with moderate demand for support-level technical roles.

Low-skill occupations, including Elementary and Craft Trades roles, remained marginal, collectively accounting for under **1%** of vacancies, reinforcing the decreasing demand for unskilled labor due to automation and industrial changes.

Implication:

- ***Jobseekers:*** Should pursue higher education or specialized training to compete in the professional job market.
- ***Training Institutions:*** Need to enhance technical and professional skill training, focusing on managerial, healthcare, and educational roles.
- ***Policy Makers:*** Should invest in vocational education and create strategies for transitioning low-skilled workers into semi-skilled or skilled positions.

4.2.3 NUMBER OF VACANCIES BY SKILL LEVEL AND OCCUPATIONS

This section will show the most sought-after occupations by skill level according to the number of job vacancies advertised. The skill levels will be categorized into highly skilled, middle-skilled, and low-skilled roles. It will provide an in-depth examination of the top 10 most in-demand occupations within each skill level, analyzing labor market trends that are shaping job opportunities

4.2.3.1 Top 10 Most Sought Occupations by number of vacancies For Highly skilled

Table 8: Top 10 Most Sought Occupations by number of vacancies For Highly skilled

Occupations	Number of Vacancies
Secondary Education Teachers	46047
Business Services and Administration Managers	1862
Nursing and Midwifery Professionals	1363
Business Administration Professionals	1291
Finance Professionals	1246
Sales, Marketing and Public Relations Professionals	1025
Agriculturalists, Environmentalists and Related Professionals	822
Administrative and Specialized Secretaries	811
Software and Applications Developers and Analysts	742
Primary School and Early Childhood Development Teachers	719

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

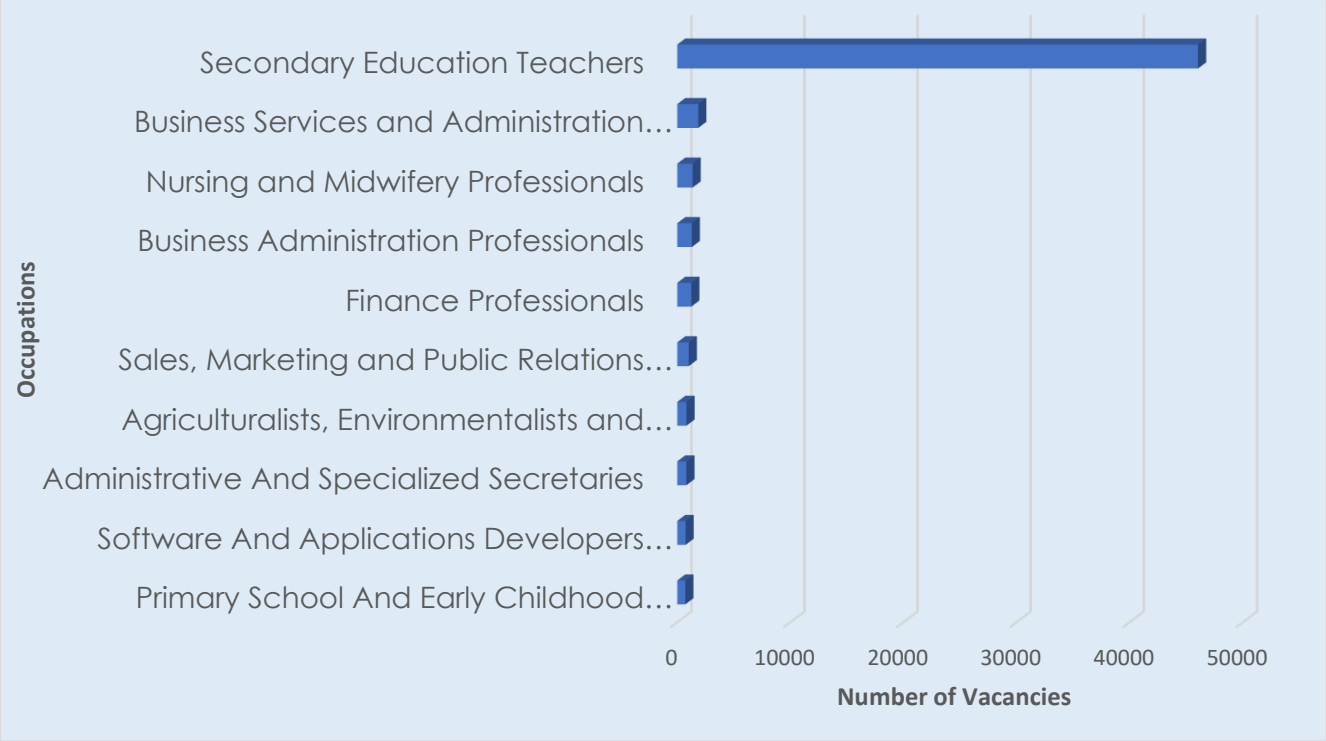

Figure 8: Top 10 Most Sought Occupations for Highly-Skilled

Secondary Education Teachers dominated this category with **46,047** vacancies, emphasizing the government's continued investment in education. Other high-demand roles included Business Administration Managers (**1,862**), Nursing and Midwifery Professionals (**1,363**), and Finance Professionals (**1,246**), reflecting key national priorities.

Implications:

- ***Jobseekers:*** Should focus on obtaining relevant qualifications in education, healthcare, and finance for better employability.
- ***Training Institutions:*** Must expand programs in business management, finance, and healthcare to meet market demands.
- ***Policy Makers:*** Should allocate resources to support training institutions in producing a workforce aligned with high-demand occupations.

4.3.2.2 Most Sought Occupations by number of vacancies For Middle skilled

Table 9: Most Sought Occupations by number of vacancies For Middle skilled

Occupation	Number of Vacancies
Protective Services Workers	1704
Numerical Clerks	741
Client Information Workers	241
Car, Van and Motorcycle Drivers	235
Other Clerical Support Workers	102
Material Recording and Transport Clerks	83
Office Secretaries	78
Other Sales Workers	65
Keyboard Operators	64
Heavy Truck And Bus Drivers	63

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

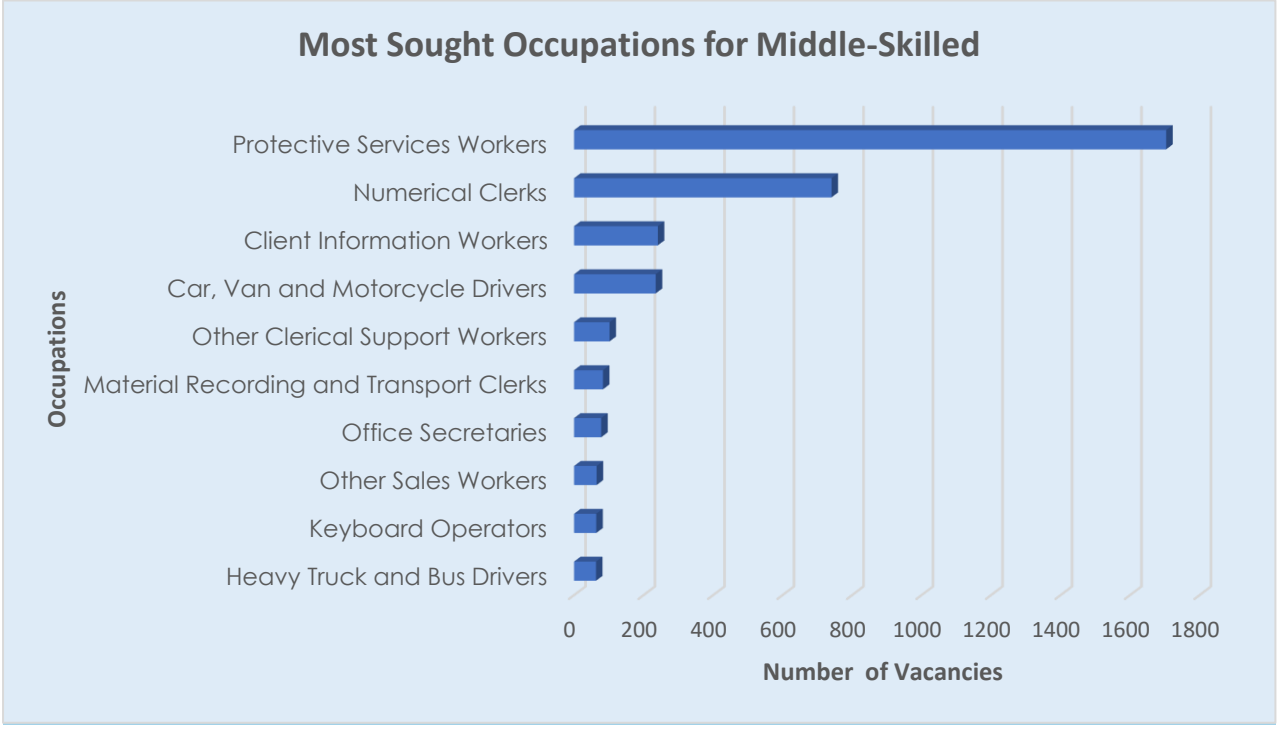

Figure 9: Top 10 Most Sought Occupations for Middle-Skilled

Protective Service Workers (e.g. police and security officers) led this category with **1,704** vacancies, signaling increased hiring in security. Clerical and administrative roles also had steady demand, including Numerical Clerks (**741**) and Client Information Workers (**241**).

Implication:

- ***Jobseekers:*** Should consider clerical, security, and transport-related roles for stable employment opportunities.
- ***Training Institutions:*** Must ensure clerical and administrative training includes modern office technology skills.
- ***Policy Makers:*** Should enhance workforce readiness programs for middle-skill workers to support administrative sectors.

4.2.3.3 Most Sought Occupations by number of vacancies For Low skilled

Table 10: Most Sought Occupations by number of vacancies For Low skilled

Occupation	Number of Vacancies
Manufacturing and Maintenance Labourers	151
Farm-Hands and Related Labourers	66
Other Elementary Workers	27
Transport and Storage Labourers	11
Food Preparation Assistants	8
Mining and Quarrying Labourers	6
Domestic, Hotel and Office Cleaners and Helpers	2

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

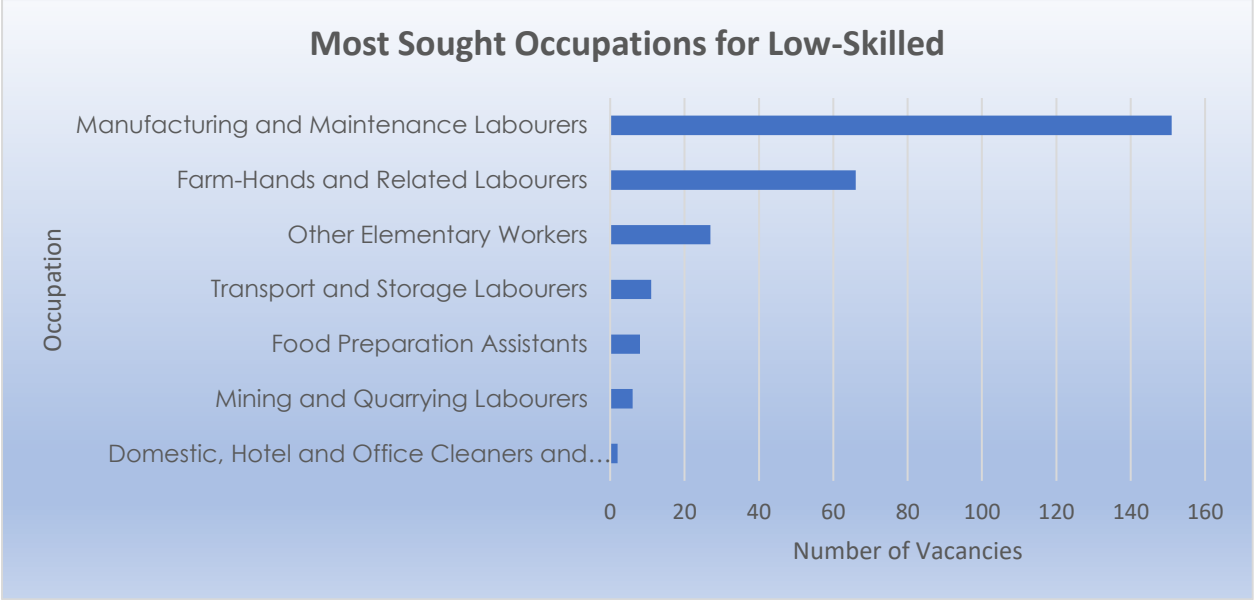

Figure 10: Most Sought Occupations for Low-Skilled

Manufacturing and Maintenance Laborers (**151**) had the highest demand among low-skilled roles, but overall, this category saw minimal vacancies, reinforcing the declining need for unskilled labor.

Implication:

- ***Jobseekers:*** Must focus on upskilling to transition into middle-skill or technical occupations.
- ***Training Institutions:*** Should emphasize short-term vocational courses to help low-skilled workers enter technical fields.
- ***Policy Makers:*** Must implement reskilling programs and support labor-intensive industries to sustain employment opportunities.

4.3 Quarter 3

4.3.1 NUMBER OF JOB VACANCIES ADVERTISED BY ECONOMIC ACTIVITY

Table 11: Proportion of Job Vacancies by Economic Sector

Broad Sector	Number of vacancies	Vacancy percentage
Education	1486	16.0
Financial and insurance activities	1246	13.4
Administrative and support service activities	1216	13.1
Professional, scientific and technical activities	851	9.1
Manufacturing	617	6.6
Information and communication	602	6.5
Human health and social work activities	587	6.3
Activities of extraterritorial organization and bodies	552	5.9
Public administration and defense; compulsory social security	439	4.7
Wholesale and retail trade; repair of motor vehicles and motorcycles	345	3.7
Accommodation and food service activities	304	3.3
Other service activities	283	3.0
Transportation and storage	217	2.3
Real estate activities	181	1.9
Agriculture, forestry and fishing	112	1.2
Electricity, gas, steam and air conditioning supply	91	1.0
Construction	73	0.8
Arts, entertainment and recreation	51	0.5
Water supply; sewerage, waste management and remediation activities	35	0.4
Activities of households as employers; undifferentiated goods; and services-producing activities of households for own use	9	0.1
Mining and quarrying	8	0.1
Total	9305	100

Source; *Local Advertised Job vacancies data*

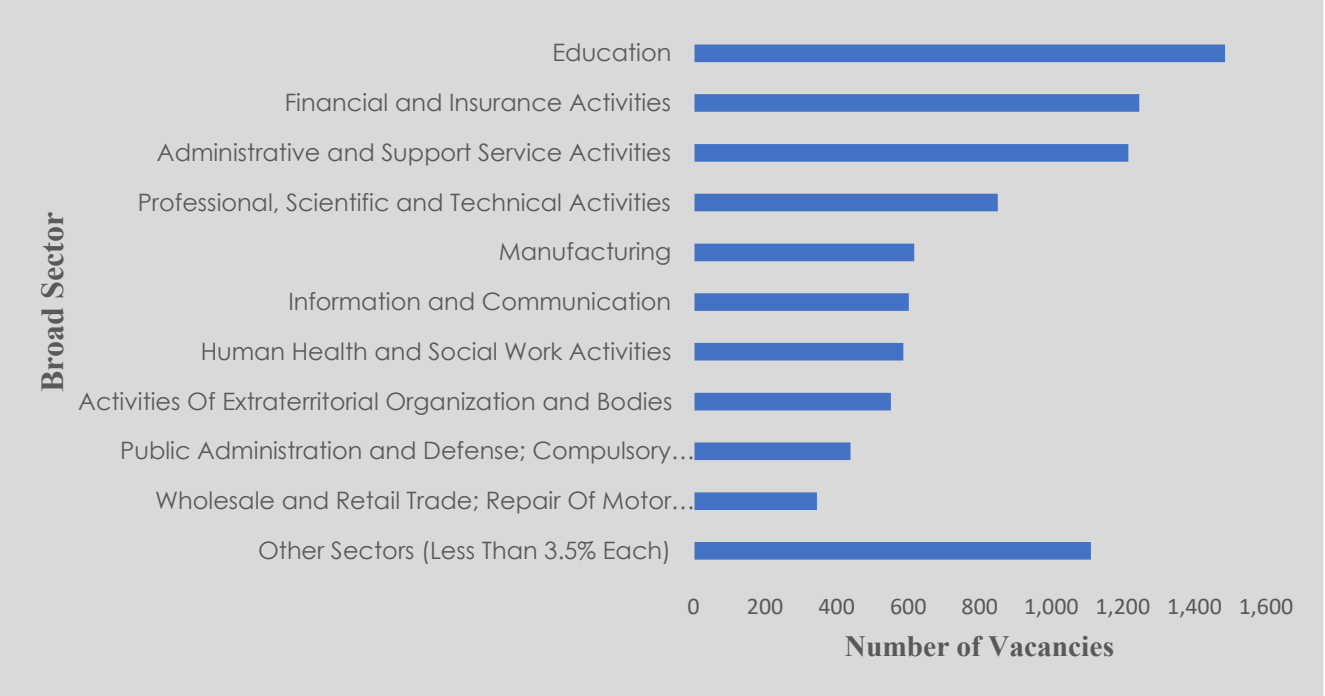

Figure 11: Number of Vacancies by Broad Economic Sector

The Education sector was the largest source of employment opportunities, with 1,486 vacancies (16.0%). This was closely followed by Financial and Insurance Activities at 13.4% and Administrative and Support Service Activities at 13.1%, indicating a robust demand in service-oriented industries. In contrast, primary sectors like Agriculture, Forestry and Fishing (1.2%) and industrial sectors such as Construction (0.78%) and Mining and Quarrying (0.09%) showed significantly lower hiring activity

Implication:

- **Jobseekers:** Should focus on opportunities in education, finance, and administrative roles where demand is highest.
- **Training Institutions:** Need to align curricula with the skills required for the thriving service sectors.
- **Policy Makers:** Should investigate policies to stimulate job creation in sectors with low recruitment, such as construction and agriculture, to diversify the labour market.

4.3.2 NUMBER OF JOB VACANCIES ADVERTISED BY MAJOR OCCUPATIONAL GROUP

This analysis breaks down job opportunities by broad occupational categories, revealing which broader groups are in highest demand.

Table 12: Proportion of Job Vacancies by Major Occupational Group

Major Occupational Group	Number of Vacancies	Vacancy Percentage
Professionals	4,698	49.69%
Technicians and Associate Professional	1,878	19.86%
Legislators, Administrators and Managers	1,839	19.45%
Secretarial, Clerical Services and Related Workers	519	5.49%
Service Workers, Shop and Market Sales Workers	255	2.70%
Plant and Machine Operators and Assemblers	117	1.24%
Craft and Related Trades Workers	102	1.08%
Elementary Occupations	37	0.39%
Skilled Agricultural, Forestry and Fishery Workers	10	0.11%
Total	**9,455**	**100%**

Source; *Local Advertised Job vacancies data*

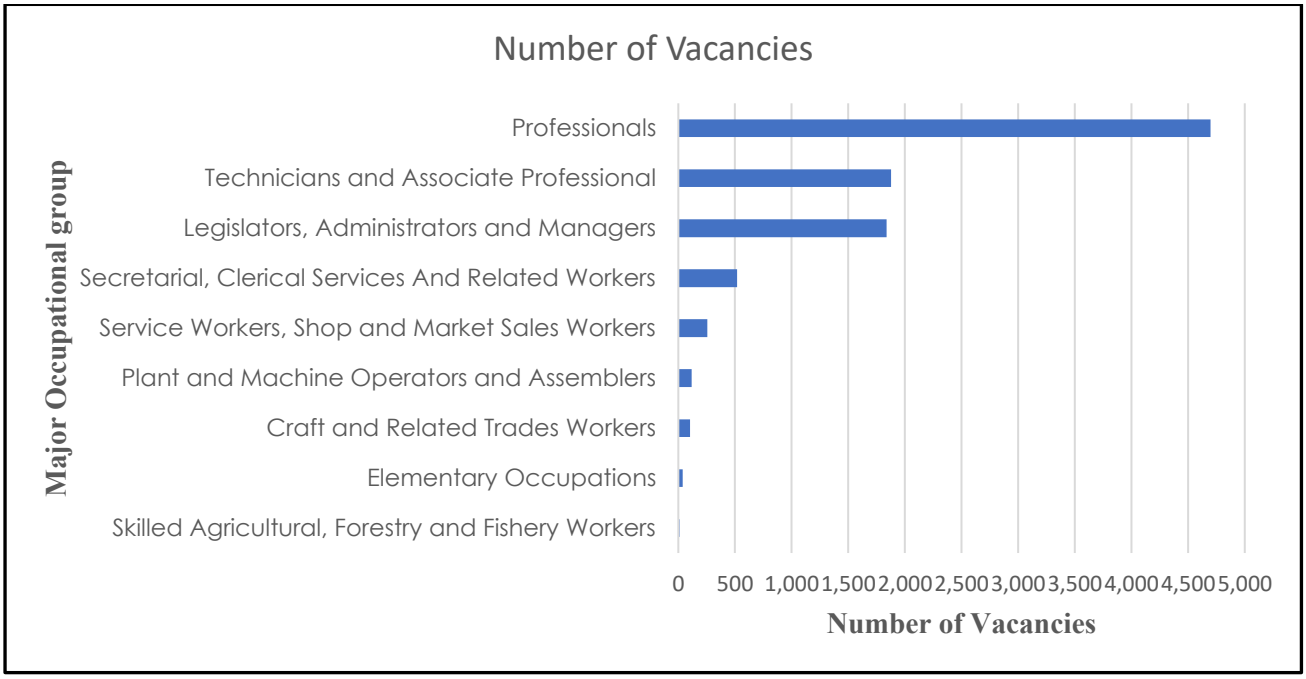

Figure 12: Job vacancies by Major Occupational Group

Professionals constituted the largest share of job vacancies at nearly 50%, highlighting a strong demand for individuals with advanced expertise and qualification. Technicians and Associate Professionals (19.9%) and Legislators, Administrators, and Managers (19.5%) followed, underscoring the need for technical skills and leadership. Conversely, roles requiring less specialized skills, such as Elementary Occupations (0.4%) and Skilled Agricultural, Forestry and Fishery Workers (0.1%), showed minimal demand, reinforcing the trend toward a knowledge-based workforce.

Implication:

- **Jobseekers:** Should aim for higher education and specialized training to access the largest segments of the job market.
- **Training Institutions:** Should focus on developing professional, technical, and managerial programs to meet this demand.
- **Policy Makers:** Should create pathways for upskilling workers in low-demand occupations to transition into more sought-after roles.

4.3.3 NUMBER OF VACANCIES BY SKILL LEVEL AND OCCUPATIONS

Table 13: Proportion of Job Vacancies by Skill Level

Skill Level	Number of Vacancies	Vacancy Percentage
High Skilled	8,415	89.00%
Middle Skilled	1,003	10.61%
Low Skilled	37	0.39%
Total	**9,455**	**100%**

Source; *Local Advertised Job vacancies data*

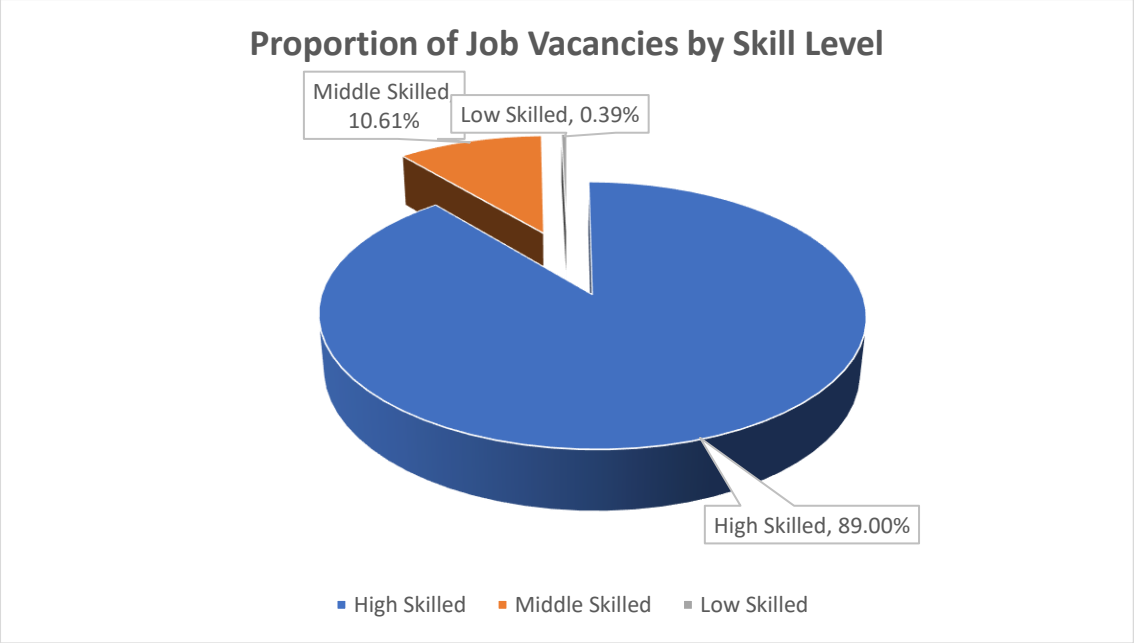

Figure 13: Proportion of Job Vacancies by Skill Level

The Kenyan labour market shows a distinct preference for highly skilled individuals, who accounted for 89% of all advertised vacancies. However, this high concentration of demand among professionals may widen existing skills gaps, especially where the education system has not fully aligned with employer needs. Expanding TVET capacity and integrating digital and leadership training could help bridge the mismatch between supply and demand.

4.3.3.1 Top 10 Most Sought Occupations for the Highly Skilled

Table 14: Most Sought Occupations for the Highly Skilled

Occupations	Number of Vacancies
Management and Organization Analysts	**582**
Accountants	**547**
Commercial Sales Representatives	**376**
Finance Managers	**350**
Policy and Planning Managers	**311**
Human Resource and Careers Professionals	**309**
Financial and Investment Advisers	**245**
Sales and Marketing Managers	**232**
University and College Lecturers	**222**
Advertising and Marketing Professionals	**216**

Source; Local Advertised Job vacancies data

Figure 14: Most Sought Occupations for the Highly Skilled

Business and finance-related professions dominated high-skilled demand, led by Management and Organization Analysts (582) and Accountants (547). The prevalence of these roles mirrors Kenya's expanding service and financial industries, where data-driven decision-making and compliance functions are increasingly critical. Skills in analytics, financial technology, and organizational leadership remain key differentiators for employability in this segment.

4.3.3.2 Top 10 Most Sought Occupations for the Middle Skilled

Table 15: Most Sought Occupations for the Middle Skilled

Occupation	Number of Vacancies
Contact Centre Information Clerks	125
Car, Taxi and Van Drivers	65
Stock Clerks	59
Contact Centre Salespersons	57
Travel Consultants and Clerks	55
Receptionists (General)	48
Security Guards	45
Personnel Clerks	39
Cleaning and Housekeeping-Non-Domestic	30
Waiters	28

Source; Local Advertised Job vacancies data

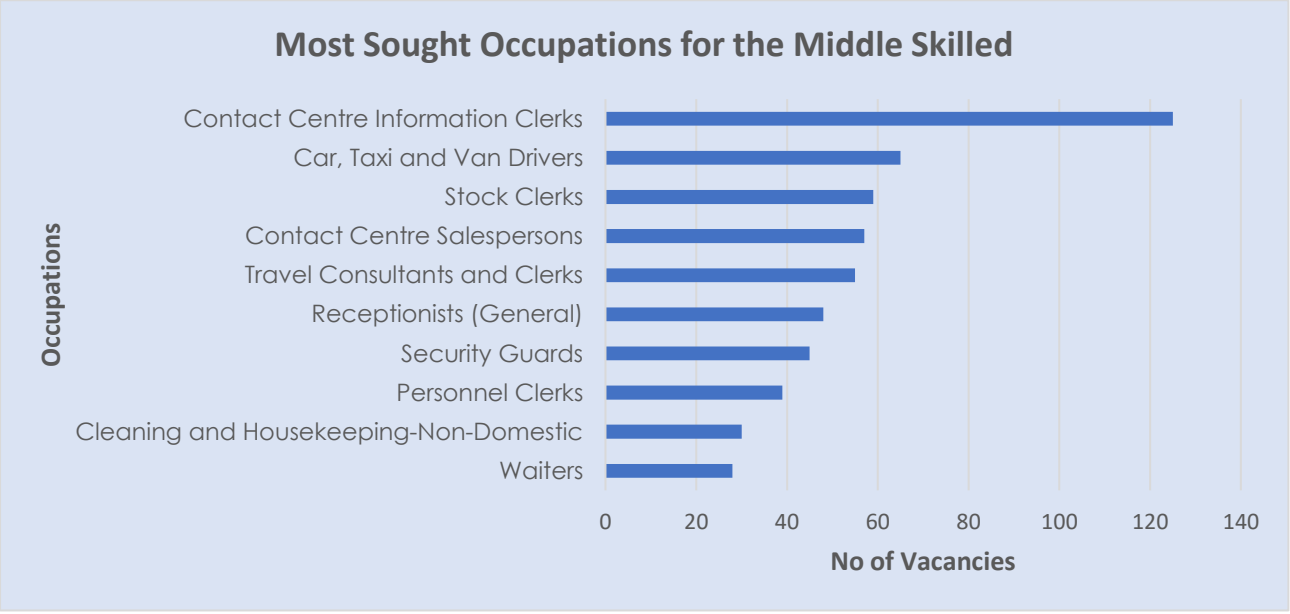

Figure 15: Most Sought Occupations for the Middle Skilled

Customer service and contact-centre roles dominated middle-skilled employment demand, with Contact Centre Information Clerks (125 vacancies) emerging as the most advertised occupation. Other highly sought-after roles included Car, Taxi and Van Drivers (65), Stock Clerks (59), and Travel Consultants and Clerks (55), reflecting the growing importance of logistics, communication, and administrative efficiency in an increasingly digitized economy. The continued demand for Receptionists, Personnel Clerks, and Security Guards further underscores the critical role of dependable middle-tier staff in ensuring smooth operations and quality service delivery across both public and private institutions.

4.3.3.3 Most Sought Occupations for the Low Skilled

Table 16: Most Sought Occupations for the low Skilled

Occupation	Number of Vacancies
Cleaners and Helpers in Offices, Hotels and Other Establishments	7
Domestic Cleaners and Helpers	6
Messengers, Package Deliverers and Luggage Porters	5
Freight Handlers	5
Building Structure Cleaners	5

Source; *Local Advertised Job vacancies data*

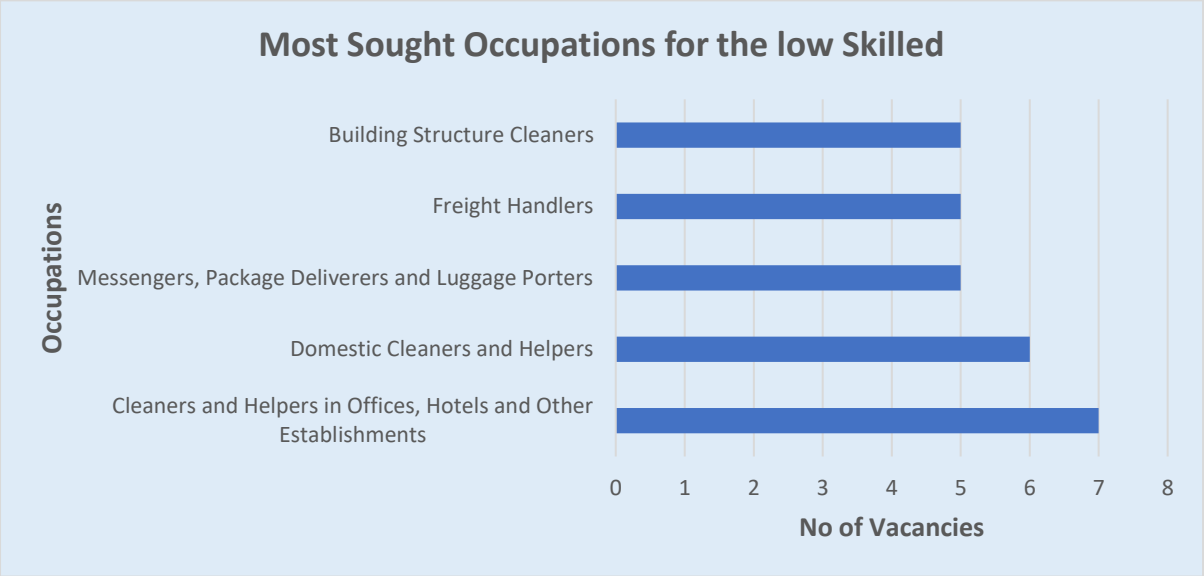

Figure 16: Most Sought Occupations for the low Skilled

Low-skilled occupations accounted for less than one percent of all advertised vacancies, indicating a sustained decline in demand for elementary roles. Most openings were concentrated in cleaning and manual service positions, with Cleaners and Helpers in Offices, Hotels and Other Establishments (7 vacancies), Domestic Cleaners and Helpers (6), and Messengers, Package Deliverers and Luggage Porters (5) featuring most prominently. Additional demand was observed for Freight Handlers and Building Structure Cleaners. The limited number of vacancies highlights the ongoing structural shift in labour market, where automation, outsourcing, and technology adoption are reducing reliance on low skill labour. This highlights the need for upskilling and short-term vocational training to enable low-skilled workers to transition into semi-skilled and service-oriented occupations with better job security.

4.4 Quarter 4

4.4.1 NUMBER OF JOB VACANCIES ADVERTISED BY SECTOR

Table 17: Number of Vacancies by Sector

Sector	Number of Vacancies	Percentage
Financial and insurance activities	1608	14.41
Education	1422	12.75
Human health and social work activities	1273	11.41
Administrative and support service activities	1192	10.68
Public administration and defense; compulsory social security	1159	10.39
Professional, scientific and technical activities	832	7.46
Activities of extraterritorial organization	649	5.82
Information and communication	572	5.13
Manufacturing	526	4.71
Wholesale and retail trade; repair of motor vehicles and motorcycles	414	3.71
Accommodation and food service activities	345	3.09
Other service activities	262	2.35
Transportation and storage	250	2.24
Electricity, gas, steam and air conditioning supply	198	1.77
Agriculture, forestry and fishing	137	1.23
Real estate activities	135	1.21
Construction	85	0.76
Water supply; sewerage, waste management and remediation activities	64	0.57
Mining and quarrying	18	0.16
Activities of households as employers	8	0.07
Arts, entertainment and recreation	7	0.06
Total	**11156**	**100.0**

Source: *Locally Advertised Job vacancies data*

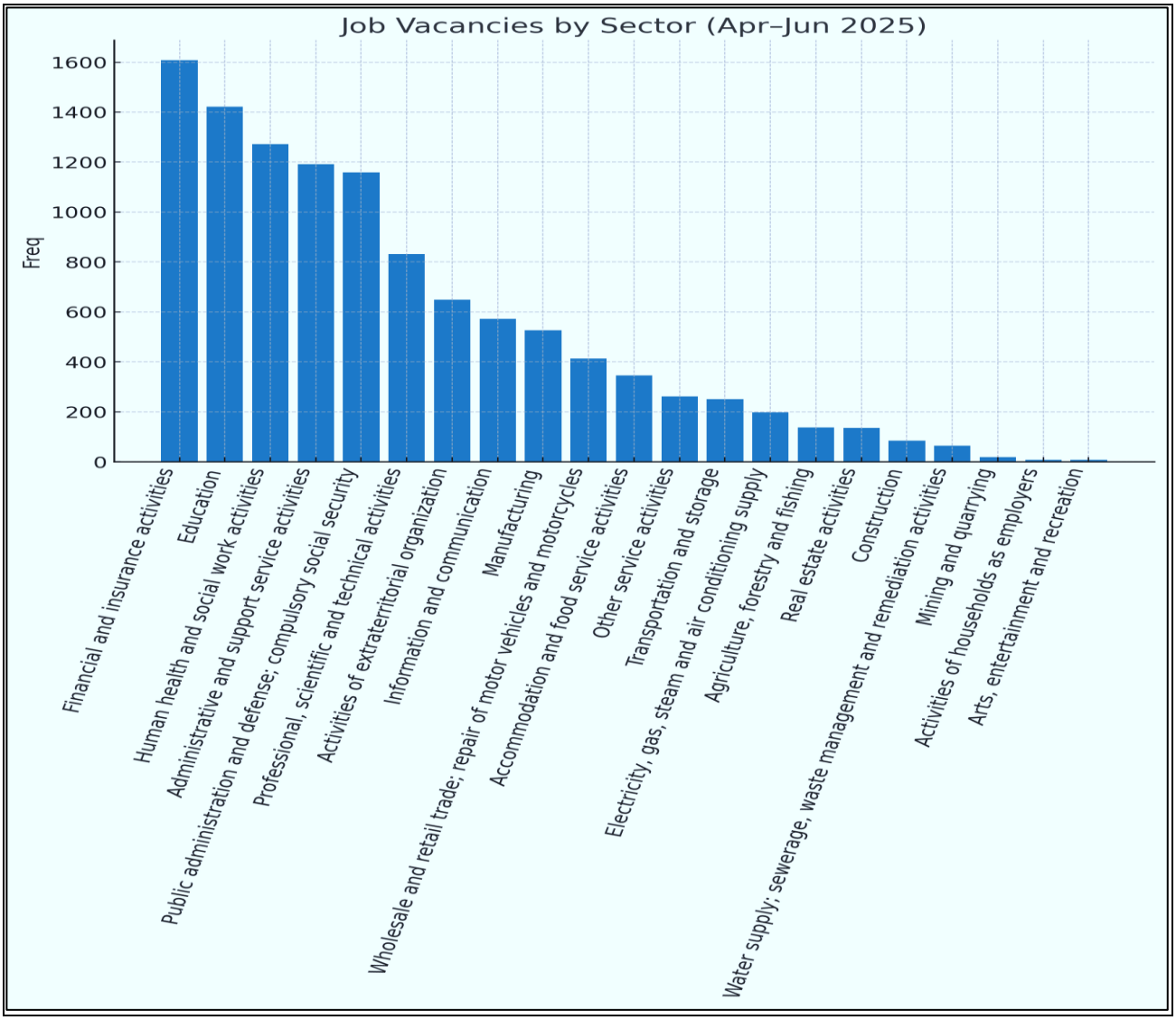

Figure 17: Job Vacancies by Sector

Vacancies in Financial and Insurance Activities led the quarter with 14.4% of total postings, followed closely by Education (12.8%) and Human Health and Social Work Activities (11.4%). These three accounted for more than a third of all opportunities, highlighting sustained demand in knowledge-intensive and service-oriented sectors. Administrative and Support Services (10.7%) and Public Administration (10.4%) also featured prominently. In contrast, agriculture and construction contributed minimally, underscoring a structural tilt towards services.

4.4.2 NUMBER OF JOB VACANCIES ADVERTISED BY MAJOR OCCUPATIONAL GROUP

Table 18: Number of Vacancies by Major Occupational Group

Major Occupational Group	Number of Vacancies	Percentage
Professionals	4217	38.1
Legislators, Administrators and Managers	3062	27.6
Technicians and Associate Professional	2200	19.9
Secretarial, Clerical Services and Related Workers	886	8
Service Workers, Shop and Market Sales Workers	348	3.1
Plant And Machine Operators and Assemblers	174	1.6
Craft and Related Trades Workers	120	1.1
Elementary Occupations	53	0.5
Skilled Agricultural, Forestry and Fishing Workers	18	0.2
Total	**11078**	**100**

Source: *Locally Advertised Job vacancies data*

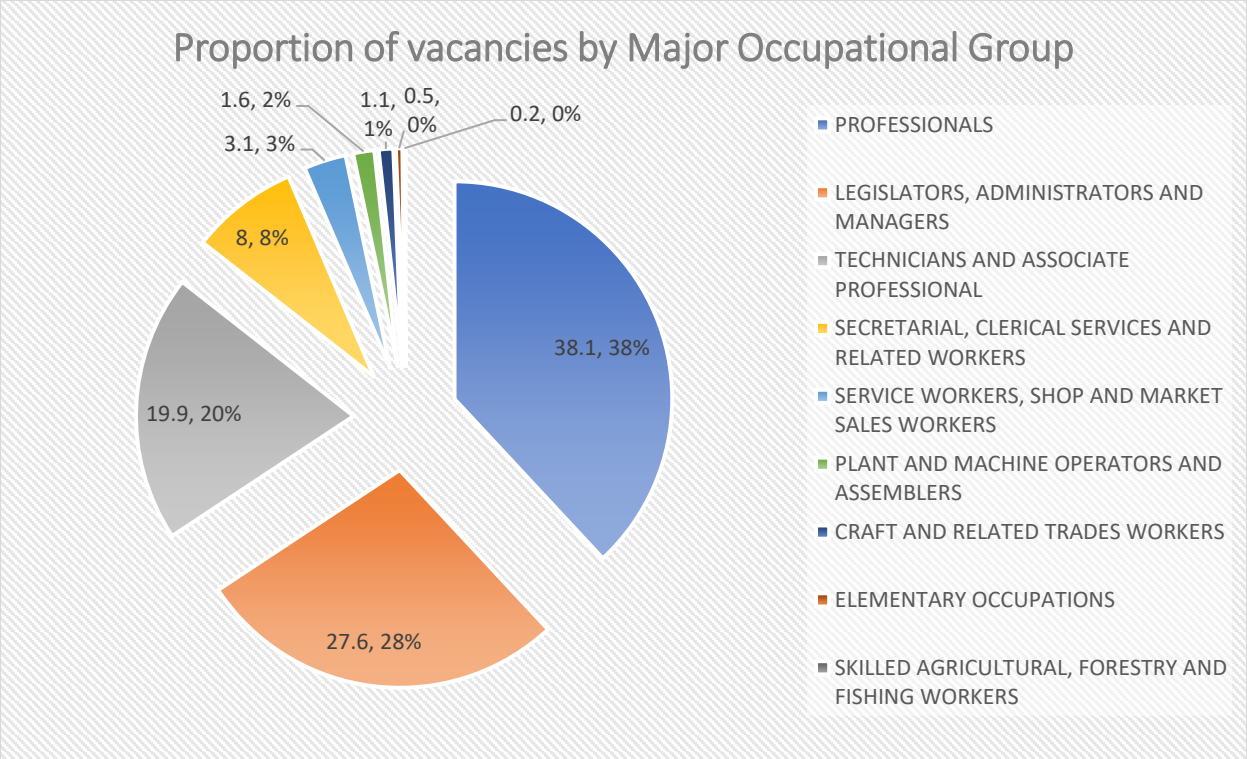

Figure 18: Job Vacancies by Major Occupational Group

Professionals dominated recruitment, accounting for 38.1% of advertised jobs. This was followed by Legislators, Administrators and Managers (27.6%), and Technicians and Associate Professionals (19.9%). These three groups combined captured over 85% of the quarter's postings, confirming that Kenya's labour market is strongly skewed towards higher skill tiers. Elementary occupations (0.5%) and agricultural/fishery roles (0.2%) remained negligible.

4.4.3 NUMBER OF VACANCIES BY SKILL LEVEL AND OCCUPATIONS

4.4.3.1 Most Sought Occupations for Highly Skilled

Table 19: Top 10 Most Sought Occupations for Highly Skilled

Occupations	Number of Vacancies	Percentages
Commercial Sales Representatives	679	7.16
Finance Managers	570	6.01

Managing Directors and Chief Executives	568	5.99
Sales and Marketing Managers	497	5.24
University and College Lecturers	488	5.15
Policy and Planning Managers	391	4.13
Accountants	362	3.82
Software Developers	268	2.83
Public Relations Professionals	206	2.17
Systems Analysts	189	1.99

Source: *Locally Advertised Job vacancies data*

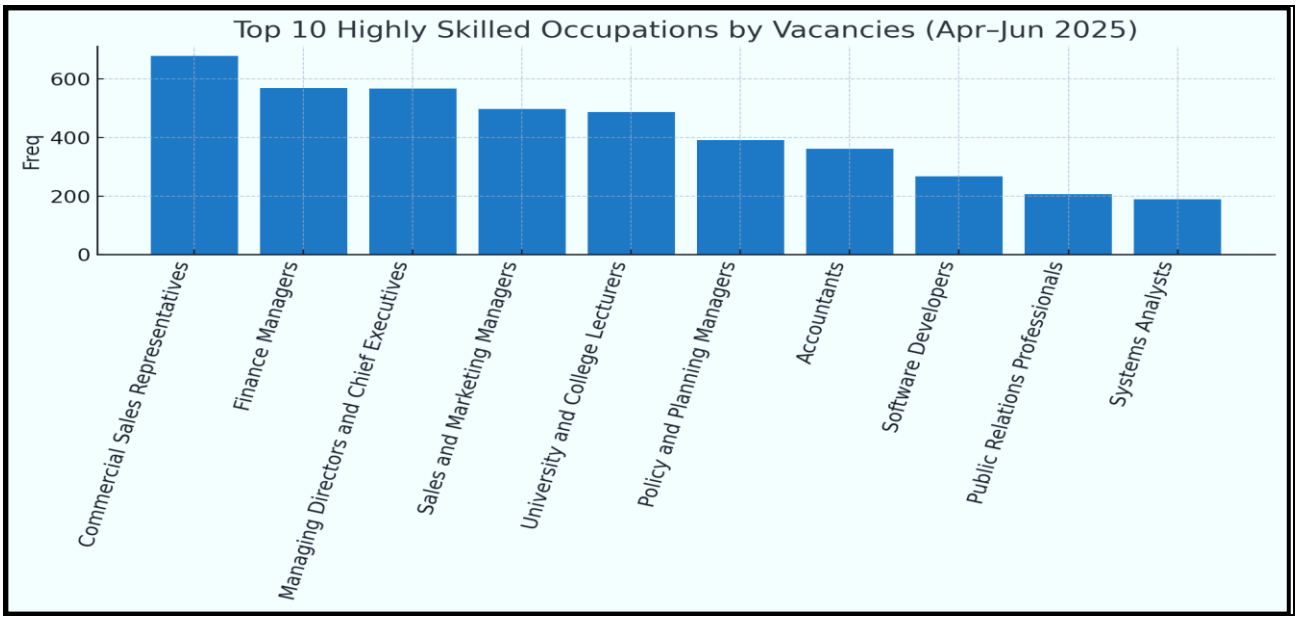

Figure 19: Top 10 Most Sought Occupations for Highly Skilled

The top highly skilled roles included Commercial Sales Representatives, Finance Managers, Managing Directors & CEOs, Sales & Marketing Managers, and University Lecturers. This indicates strong demand for leadership, financial management, and advanced teaching roles. Tech-related roles such as Software Developers and Systems Analysts also featured prominently, signaling Kenya's ongoing digital transformation.

4.4.3.2 Most Sought Occupations for Middle Skilled

Table 20: Top 10 Most Sought Occupations for Middle Skilled

Occupations	Number of Vacancies	Percentage
Personnel Clerks	247	15.99
Contact Centre Information Clerks	110	7.12
Car, Taxi and Van Drivers	86	5.57
Stock Clerks	81	5.24
Cleaning and Housekeeping-Non-Domestic	62	4.01
Security Guards	61	3.95
Data Entry Clerks	51	3.3
Accounting And Book Keeping Clerks	50	3.24
Contact Centre Salespersons	49	3.17
Statistical, Finance and Insurance Clerks	48	3.11

Source: *Locally Advertised Job vacancies data*

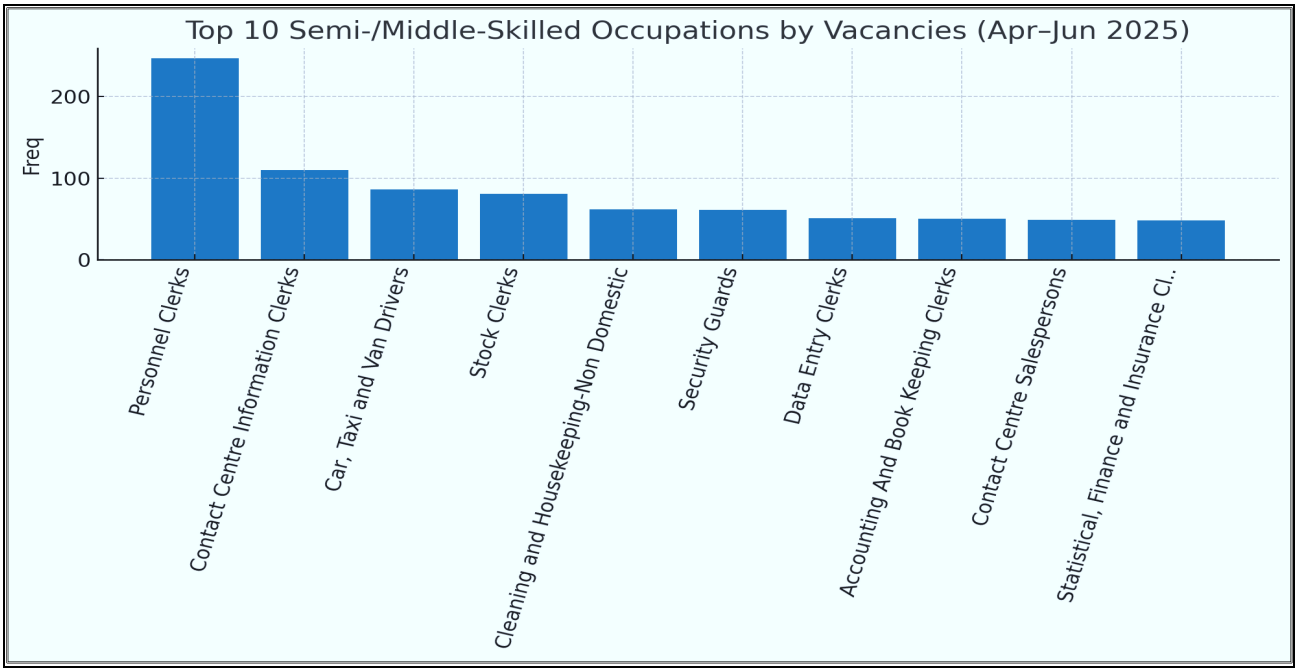

Figure 20: Top 10 Most Sought Occupations for Middle-Skilled

The most sought-after middle-skilled roles were Personnel Clerks, Contact Centre Information Clerks, Car/Taxi Drivers, Stock Clerks, and Housekeeping Supervisors. This reflects demand in clerical support, customer service, and logistics functions, which are critical for sustaining business operations.

4.4.3.3 Most Sought Occupations for Low Skilled

Table 21: Top 10 Most Sought Occupations for Low Skilled

Occupations	Number of Vacancies	Percentage
Cleaners and Helpers in Offices, Hotels	17	32.08
Kitchen Helpers	14	26.42
Freight Handlers	6	11.32
Odd Job Persons	4	7.55
Building Construction Laboure's	2	3.77
Farm Laboure's	2	3.77
Fishery and Aquaculture Laboure's	2	3.77
Other Manufacturing Laboure's	2	3.77
Civil Engineering Laboure's	1	1.89
Hand Launderers and Pressers	1	1.89

Source: *Locally Advertised Job vacancies data*

Figure 21: Top 10 most sought Occupations for Low-Skilled

Recruitment at the low-skill tier was concentrated in Cleaners, Kitchen Helpers, and Freight Handlers, showing limited but stable demand for essential support roles. Their overall shares remain small compared to high- and mid-skill categories, reflecting Kenya's gradual shift towards a more skill-intensive labour market or a grow in informal recruitment channels for low-skilled roles.

4.4.4 TOP 10 OCCUPATIONS WITHIN FIVE KEY HIRING SECTORS

4.4.4.1 Public Administration and Defense; Compulsory Social Security Sector

Table 22: Top 10 Most Sought Occupations in Public Administration

Occupations	Number of Vacancies	Percentage
Managing Directors and Chief Executives	177	15.32
Early Childhood Development Teachers	55	4.76
Car, Taxi and Van Drivers	43	3.72
Accountants	39	3.38
Administrative and Executive Secretaries	31	2.68
County Government Administrators	31	2.68
Civil Engineers	28	2.42

Public Relations Professionals	24	2.08
Lawyers	24	2.08
Manager Health Care Services	23	1.99

Source: *Locally Advertised Job vacancies data*

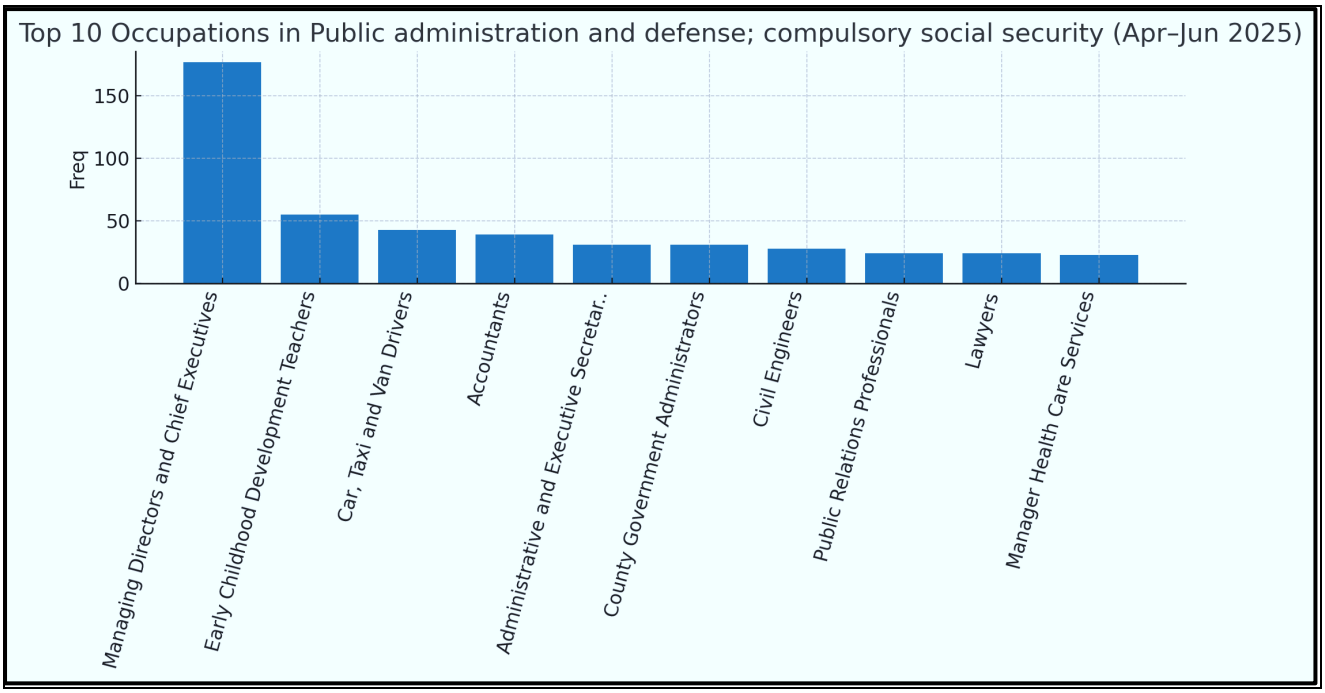

Figure 22: Top 10 Most Sought Occupations in Public Administration

Public Administration & Defense concentrated on Managing Directors/CEOs, County Administrators, Lawyers, and Civil Engineers, underscoring governance and infrastructure priorities.

4.4.4.2 Human Health and Social Work Activities

Table 23: Top 10 Most Sought Occupations in Human Health and Social Work Activities

Occupations	Number of Vacancies	Percentage
Managing Directors and Chief Executives	83	6.69
Nurse, General	69	5.56
Finance Managers	68	5.48
Accountants	50	4.03

Occupations	Number of Vacancies	Percentage
Pharmaceutical Technicians and Assistants	41	3.3
Specialist Medical Practitioners	36	2.9
Personnel Clerks	35	2.82
Policy and Planning Managers	34	2.74
Manager Health Care Services	33	2.66
Public Relations Professionals	28	2.26

Source: *Locally Advertised Job vacancies data*

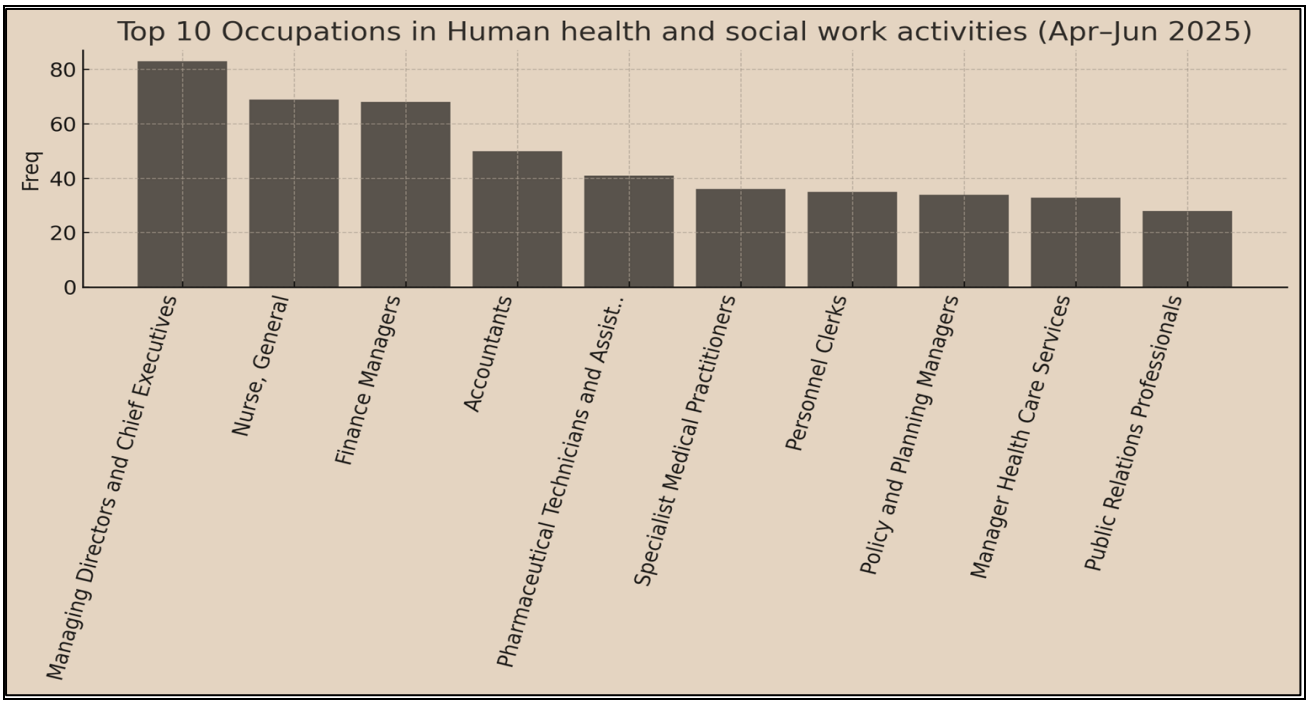

Figure 23: Top 10 Most Sought Occupations in Human health and social work activities

Human Health & Social Work recruitment was led by Nurses, Specialist Medical Practitioners, and Pharmaceutical Technicians, reflecting healthcare expansion.

4.4.4.3 Financial and Insurance Activities

Table 24: Top 8 Most Sought Occupations in Financial and Insurance Activities

Occupations	Freq.	Percent
Finance Managers	216	13.47
Commercial Sales Representatives	116	7.24
Sales and Marketing Managers	100	6.24
Policy and Planning Managers	77	4.8
Public Relations and Advertising Management	75	4.68
Insurance Representatives	73	4.55
Software Developers	62	3.87
Public Relations Professionals	53	3.31
Information and Communication Technology	50	3.12
Credit and Loans Officers	45	2.81

Source: *Locally Advertised Job vacancies data*

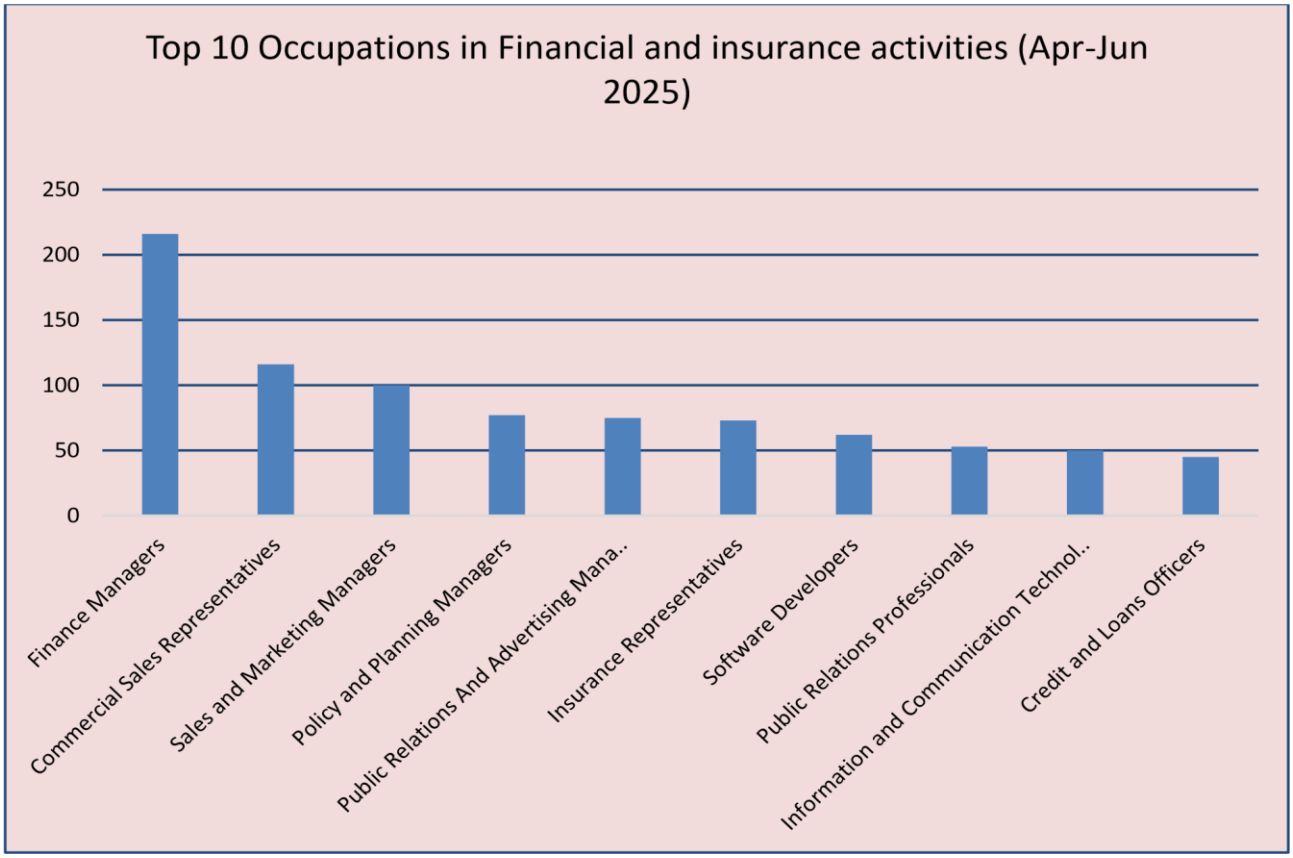

Figure 24: Top 10 Most Sought Occupations in Financial and Insurance Activities

Financial and Insurance Activities heavily recruited Finance Managers, Accountants, Loan Officers, and Actuaries, showing sectoral growth.

4.4.4.4 Education Sector

Table 25: Top 10 Most Sought Occupations in Education Sector

Occupations	Number of Vacancies	Percentage
University and College Lecturers	474	33.47
Secondary Education Teachers	86	6.07
Primary School Teachers	84	5.93
Managing Directors and Chief Executives	52	3.67
Accountants	30	2.12
Administrative and Executive Secretaries	28	1.98
Personnel Clerks	24	1.69
Sales and Marketing Managers	22	1.55
Commercial Sales Representatives	21	1.48
Systems Analysts	18	1.27

Source: *Locally Advertised Job vacancies data*

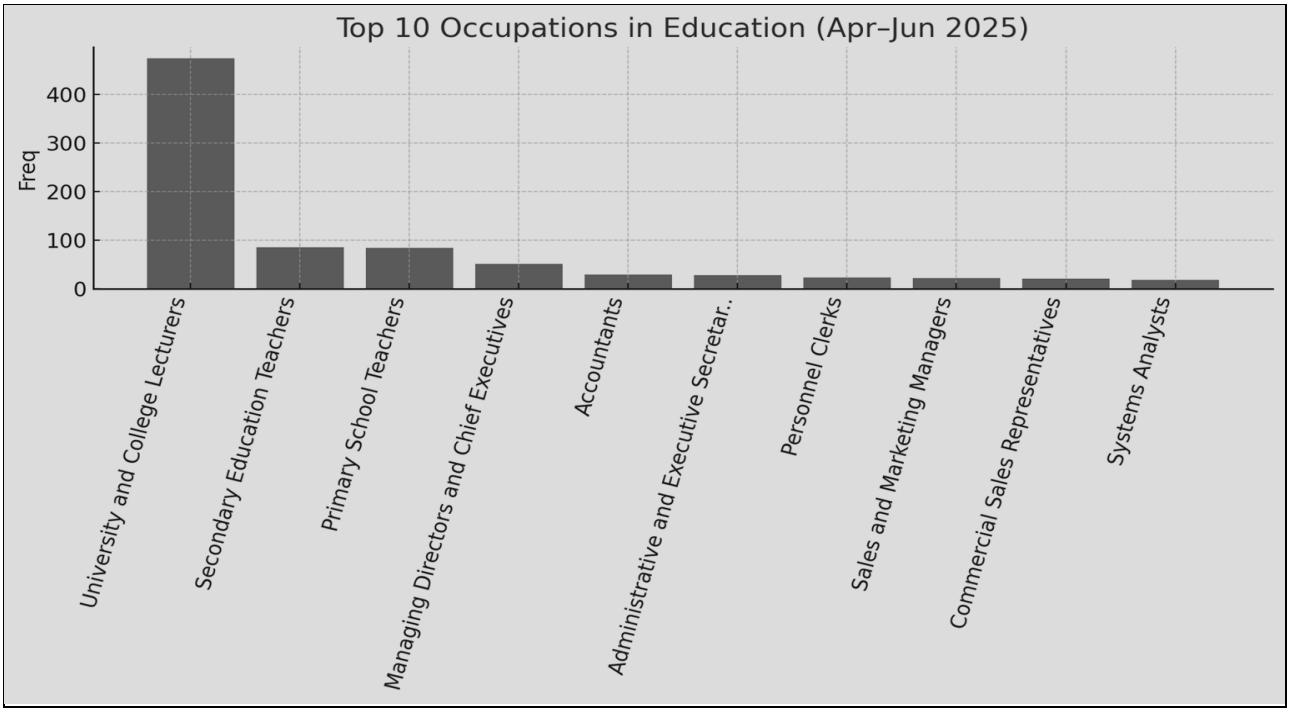

Figure 25: Top 10 Most Sought Occupations in Education sector

Education sector demand focused on University Lecturers, Early Childhood Teachers, and Teacher's Aides, pointing to expansion at all levels of learning.

4.4.4.5 Administrative and Support Service Activities

Table 26: Top 10 Most Sought Occupations in Administrative and Support Service Activities

Occupations	Number of Vacancies	Percentage
Finance Managers	216	13.47
Commercial Sales Representatives	116	7.24
Sales and Marketing Managers	100	6.24
Policy and Planning Managers	77	4.8
Public Relations and Advertising Managers	75	4.68
Insurance Representatives	73	4.55
Software Developers	62	3.87
Public Relations Professionals	53	3.31

Source: *Locally Advertised Job vacancies data*

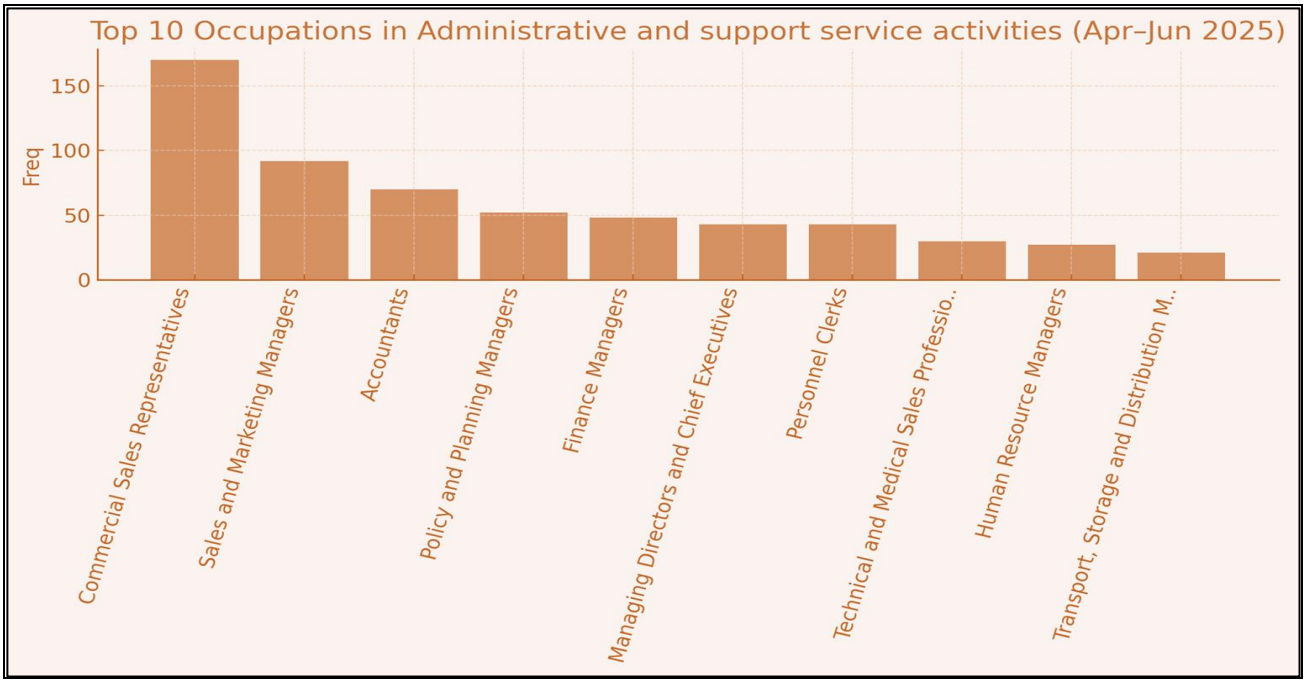

Figure 26: Top 10 Most Sought Occupations in Administrative and Support Service Activities

Administrative & Support Services hired Contact Centre Clerks, Secretaries, and Customer Support roles, highlighting reliance on administrative efficiency.

ANNEXES

ANNEX I. Sought Occupations for Highly Skilled in quarter 1.

Occupation	Number of Vacancies
Business Services and Administration Managers	2040
Finance Professionals	1731
Software and Applications Developers and Analysts	1218
Sales, Marketing and Public Relations Professionals	1104
Sales, Marketing and Development Managers	1012
University and College Lecturers	900
Business Administration Professionals	848
Sales and Purchasing Agents and Brokers	764
Engineering Professionals (Excluding Electro technology)	742
Managing Directors and Chief Executives	568
Database and Network Professionals	504
Administrative and Specialized Secretaries	463
Social and Religious Professionals	459
Physical and Engineering Science Technicians	390
Authors, Journalists and Linguists	362
Electro-Technology Engineers	353
Information and Communications Technology Operations and User Support Technicians	331
Other Services Managers	253
National and County Government Officials.	253
Agriculturalists, Environmentalists and Related Professionals	250
Manufacturing, Mining, Drilling, Construction and Distribution Manager	231
Medical Doctors	230
Process Control Technicians	213
Artistic, Cultural and Culinary Associate Professionals	210
Financial and Mathematical associate professionals	209
Nursing and Midwifery Professionals	203
Other Teaching Professionals	202
Business Services Agents	192

Occupation	Number of Vacancies
Mathematicians, Actuaries and Statisticians	185
Information and Communications Technology Services Manager	145
Primary School and Early Childhood Development Teachers	137
Life Science Technicians and Related Associate Professionals	132
Legal Professionals	132
Other Health Professionals	122
Medical and Pharmaceutical Technicians	121
Senior Officials of Special Interest Organizations	108
Information Communication Technology Security Professionals	106
Professional Services Managers	104
Other Health Associate Professionals	101
Clinical Practitioners	94
Secondary Education Teachers	92
Creative and Performing Artists	85
Pharmaceutical Professionals	83
Architects, Surveyors, Planners and Cartographers	80
Agriculture, Forestry, Fisheries and Production Managers	79
Mining, Manufacturing and Construction Supervisors	76
Ship and Aircraft Controllers and Technicians	72
Regulatory Government Associate Professionals	65
Hotel and Hospitality Managers	64
Artificial Intelligence and Cloud Computing Professionals	60
Legal, Social and Religious Associate Professionals	50
Physical and Earth Science Professionals	45
Occupational Safety and Health Professionals	43
Sports And Fitness Workers	41
Veterinarians	40
Vocational Education and Training Teachers	36

Occupation	Number of Vacancies
Life Science Professionals	31
Dental Professionals	27
Micro and Small Enterprise Managers	25
Legislative and Constitutional Officials	24
Librarians, Archivists and Curators	24
Nursing and Midwifery Associate Professionals	16
Telecommunications and Broadcasting Technicians	14
Other Administrative and Commercial Managers	13
Traditional and Complementary Medicine Associate Professionals	2
Veterinary Technicians and Assistants	2

ANNEX II. Sought Occupations for Middle-Skilled in Quarter one

Occupation	Number Of Vacancies
Numerical Clerks	15001
Client Information Workers	585
Car, Van and Motorcycle Drivers	200
Material Recording and Transport Clerks	198
Animal Producers	198
Waiters And Bartenders	143
Tellers, Money Collectors and Related Clerks	115
Protective Services Workers	113
Other Sales Workers	112
Machinery Mechanics and Repairers	110
Building and Housekeeping Supervisors	96
General Office Clerks	87
Electrical Equipment Installers and Repairers	84
Child Care Workers and Teachers' Aides	79
Shop Salespersons	72
Market Gardeners and Crop Growers	70
Blacksmiths, Tool-Makers and Related Trades Workers	66
Heavy Truck and Bus Drivers	61
Keyboard Operators	52
Office Secretaries	50
Electronics And Telecommunications Installers and Repairers	36
Assemblers	35
Other Personal Service Workers	34
Other Clerical Support Workers	28
Cooks	22
Personal Care Workers in Health Services	21
Building Finishers and Related Trades Workers	18
Sheet and Structural Metal Workers, Molders and Welders And Related Workers	17
Rubber, Plastic and Paper Products Machine Operators	17

Occupation	Number Of Vacancies
Building Frames and Related Trade Workers	16
Cashiers and Ticket Clerks	15
Hairdressers, Beauticians and Related Workers	15
Textile, Fur and Leather Products Machine Operators	14
Mixed Crop and Animal Producers	14
Mining Drilling and Mineral Processing Plant Operators	12
Locomotive Engine Drivers and Related Workers	11
Food Processing and Related Trades Workers	10
Travel Attendants, Conductors and Guides	10
Mobile Plant Operators	9
Street And Market Salespersons	7
Painters, Building Structure Cleaners and Related Trade Workers	7
Garment and Related Trades Workers	7
Metal Processing and Finishing Plant Operators	6
Other Craft And Related Workers	5
Printing Trades Workers	5
Other Stationary Plant and Machine Operators	4
Fishery Workers, Hunters and Trappers	3
Wood Processing and Papermaking Plant Operators	2
Funeral Home Attendants	1
Ships' Deck Crews and Related Workers	1
Subsistence Crop Farmers	1

ANNEX III: Most Sought Occupations for Highly Skilled in Quarter 2

Occupations	Number of Vacancies
Secondary Education Teachers	46047
Business Services and Administration Managers	1862
Nursing And Midwifery Professionals	1363
Business Administration Professionals	1291
Finance Professionals	1246
Sales, Marketing and Public Relations Professionals	1025
Agriculturalists, Environmentalists and Related Professionals	822
Administrative And Specialized Secretaries	811
Software And Applications Developers and Analysts	742
Primary School and Early Childhood Development Teachers	719
Sales, Marketing and Development Managers	699
Sales And Purchasing Agents and Brokers	630
Engineering Professionals (Excluding Electro Technology)	582
National And County Government Officials.	516
Manufacturing, Mining, Drilling, Construction and Distribution Manager	505
Medical Doctors	441
Physical And Engineering Science Technicians	439
Medical And Pharmaceutical Technicians	439
Social And Religious Professionals	423
Managing Directors and Chief Executives	413
Other Health Associate Professionals	367
Information And Communications Technology Services Manager	363
Legal Professionals	340
University And College Lecturers	321
Financial And Mathematical Associate Professionals	311
Clinical Practitioners	298
Other Health Professionals	297

Occupations	Number of Vacancies
Mathematicians, Actuaries and Statisticians	291
Nursing And Midwifery Associate Professionals	288
Other Teaching Professionals	279
Life Science Technicians and Related Associate Professionals	255
Other Services Managers	243
Legal, Social and Religious Associate Professionals	207
Vocational Education and Training Teachers	192
Information And Communications Technology Operations and User Support Technicians	189
Librarians, Archivists and Curators	187
Agriculture, Forestry, Fisheries and Production Managers	168
Artificial Intelligence and Cloud Computing Professionals	166
Database And Network Professionals	166
Professional Services Managers	153
Business Services Agents	147
Artistic, Cultural and Culinary Associate Professionals	143
Architects, Surveyors, Planners and Cartographers	142
Authors, Journalists and Linguists	128
Regulatory Government Associate Professionals	124
Information Communication Technology Security Professionals	112
Ship And Aircraft Controllers and Technicians	109
Electro-Technology Engineers	86
Process Control Technicians	76
Legislative And Constitutional Officials	68
Physical And Earth Science Professionals	65
Sports And Fitness Workers	55
Creative And Performing Artists	55
Veterinary Technicians and Assistants	53
Hotel And Hospitality Managers	53
Pharmaceutical Professionals	53

Occupations	Number of Vacancies
Mining, Manufacturing and Construction Supervisors	45
Telecommunications and Broadcasting Technicians	43
Veterinarians	37
Senior Officials of Special Interest Organizations	23
Other Administrative and Commercial Managers	22
Dental Professionals	21
Occupational Safety and Health Professionals	16
Micro And Small Enterprise Managers	10
Traditional And Complementary Medicine Associate Professionals	6
Life Science Professionals	2

ANNEX IV. Most Sought Occupations for Middle Skilled in Quarter 2

Occupation	Number of Vacancies
Protective Services Workers	1704
Numerical Clerks	741
Client Information Workers	241
Car, Van and Motorcycle Drivers	235
Other Clerical Support Workers	102
Material Recording and Transport Clerks	83
Office Secretaries	78
Other Sales Workers	65
Keyboard Operators	64
Heavy Truck and Bus Drivers	63
Mobile Plant Operators	57
Waiters and Bartenders	55
Shop Salespersons	46
Tellers, Money Collectors and Related Clerks	40
Electrical Equipment Installers and Repairers	35
Building and Housekeeping Supervisors	34
Travel Attendants, Conductors and Guides	33
Forestry and Related Workers	30
Cooks	27
Child Care Workers and Teachers' Aides	24
General Office Clerks	24
Machinery Mechanics and Repairers	23
Animal Producers	23
Building Frames and Related Trade Workers	21
Building Finishers and Related Trades Workers	20
Street and Market Salespersons	15
Hairdressers, Beauticians and Related Workers	13
Food Processing and Related Trades Workers	11
Market Gardeners and Crop Growers	11
Painters, Building Structure Cleaners and Related Trade Workers	10
Other Stationary Plant and Machine Operators	9

Occupation	Number of Vacancies
Blacksmiths, Tool-Makers and Related Trades Workers	9
Funeral Home Attendants	9
Sheet and Structural Metal Workers, Moulders and Welders and Related Workers	9
Garment and Related Trades Workers	6
Printing Trades Workers	5
Food and Related Products Machine Operator	4
Other Craft and Related Workers	4
Handicraft Workers	3
Rubber, Plastic and Paper Products Machine Operators	3
Cashiers and Ticket Clerks	2
Locomotive Engine Drivers and Related Workers	2
Other Personal Service Workers	2
Ships' Deck Crews and Related Workers	2
Chemical and Photographic Products Plant and Machine Operators	1
Electronics and Telecommunications Installers and Repairers	1
Wood Processing and Papermaking Plant Operators	1
Fishery Workers, Hunters and Trappers	1
Personal Care Workers in Health Services	1
Metal Processing and Finishing Plant Operators	1

ANNEX V: Most Sought Occupations for Highly Skilled in Quarter 3

Occupations	Number of vacancies
Management and Organization Analysts	582
Accountants	547
Commercial Sales Representatives	376
Finance Managers	350
Policy and Planning Managers	311
Human Resource and Careers Professionals	309
Financial and Investment Advisers	245
Sales and Marketing Managers	232
University and College Lecturers	222
Advertising and Marketing Professionals	216
Technical and Medical Sales Professionals (Excluding ICT)	204
Managing Directors and Chief Executives	195
Software Developers	192
Public Relations Professionals	189
Systems Analysts	146
Administrative and Executive Secretaries	144
Buyers	139
Public Relations And Advertising Managers	136
Lawyers	127
Office Supervisors	116
Credit and Loans Officers	103
Human Resource Managers	102
Nurse, General	87
Information and Communication Technology User Support Technicians	83
Chefs	82
Mathematicians, Actuaries and Statisticians	80
Construction and Utilities Managers	73
Information and Communications Technology Sales Professionals	71
Transport, Storage and Distribution Managers	69

Occupations	Number of vacancies
Environmentalists and Related Professionals	64
Information and Communication Technology Services Managers	59
Mechanical Engineers and Technologists	58
Social Work and Counselling Professionals	58
Secondary Education Teachers	57
Other Administrative and Commercial Managers	57
General Medical Practitioners	54
Vocational Education and Training Teachers	50
Electronics Engineering Technicians	50
Financial Analysts	49
Pharmaceutical Technicians and Assistants	49
Visual Artists	48
Mechanical Engineering Technicians	48
Education Methods Specialists	44
Economists	44
Training and Staff Development Professionals	41
Architects and Town Planners	41
Software Security Professionals	41
Primary School Teachers	40
Social Work Associate Professionals	39
Specialist Medical Practitioners	38
Pulp and Paper Process Control Technicians	36
Telecommunications Engineers	36
Database and Network Security Professionals	35
Agriculturalists And Related Professionals	34
Broadcasting and audio-visual technicians	34
Conference and Event Planners	34
Civil Engineers	34
Research Planning and Development Managers	33
Electrical Engineering Technicians	29
Journalists	29
Real Estate Agents And Property Agents	29
Accounting Associate Professionals	28

Occupations	Number of vacancies
Web and Multimedia Developers	28
Manufacturing Supervisors	28
Clinical Officer	27
Policy Administration Professionals	27
Database Designers And Administrators	25
Authors and Related Writers	24
Systems Administrators	23
Religious Associate Professionals	23
Manager Health Care Services	23
Early Childhood Development Teachers	23
Agricultural Managers	23
Other Business Service Agents	22
Electronics Engineers	22
Valuers and Loss Assessors	21
Dieticians and Nutritionists	21
Aircraft Pilots and Related Associate Professionals	20
Real Estate and Travel Agency Managers	20
Medical and Pathology Laboratory Technicians	20
OTHER BUSINESS SERVICE MANAGERS	20
Life Science Technicians (Excluding Medical)	19
Chemical Engineers and Technologists	19
Sports Coaches, Instructors and Officials	19
Information and Communications Technology Operations Technicians	19
Manufacturing Managers	18
Artificial Intelligence (Ai)/Machine Learning (Ml) Professionals	17
County Government Administrators	17
Insurance Representatives	17
Hotel Managers	16
Biologist, Botanist, Zoologists And Related Professionals	16
Dental Professionals	16
Information Communication Technology Trainers	16
Cloud Computing Professionals	16

Occupations	Number of vacancies
National Government Administrators	16
Clinical Officer Specialist	15
Chairperson and Members of Constitutional Offices and Commissions	14
Nursing Associate Professionals	14
Electrical Engineers	14
Interior Designers And Decorators	14
Legal and Related Associate Professionals	14
Physiotherapists	13
Film, Stage and Related Directors and Producers	13
Senior Officials of Special Interest Organizations	13
Surveyors And Cartographers	13
Occupational Safety And Health Professionals	13
Medical Records and Health Information Technicians	12
Micro and Small Enterprise Managers	12
Specialist Nurses	12
Securities and Finance Dealers And Brokers	12
Civil Engineering Technicians	12
Government Tax And Excise Officials	11
Librarians and Related Information Professionals	11
Legal Secretaries	11
Theatre and Media Production Managers	10
Internet of Things (IOT) Professional	10
Health Professionals	10
Forestry and Environmental Managers	10
Medical Imaging and Therapeutic Equipment Technicians	10
Other Language Teachers	10
Special Needs Teachers	10
Draughts Persons	10
Pharmaceutical Professionals	10
Chemists	9
Meteorologists	9
Translators, Interpreters and Other Linguists	9

Occupations	Number of vacancies
Agricultural Technicians	8
Sociologists, Anthropologists and Related Professionals	8
Other Teaching Professionals	8
Other Government Regulatory Associate Professionals	8
Medical Secretaries	8
Clearing and Forwarding Agents	8
Industrial and Production Engineers And Related Technologist	7
Software Auditors	7
Government Social Benefits Officials	7
Fitness And Recreation Instructors and Programme Leaders	6
Power Production Plant Operators	6
Environmental and Occupational Health Inspectors and Associates	5
Computer Network Systems Technicians	5
Computer Network Professionals	5
Ambulance Workers	5
Other Artistic and Cultural Associate Professionals	5
Construction Supervisors	5
Dental Assistants and Therapists	5
Recreational/Cultural and Sporting Establishment Managers	4
Customs and Border Officials	4
Employment Agents And Contractors	4
Optometrists and Ophthalmic Opticians	4
Manager, Personal Care Cleaning	4
Applications Programmers	4
Other Arts Teachers	4
Physiotherapy Technicians and Assistants	3
Archivists and Curators	3
Other Music Teachers	3
Announcers On Radio, Television and Other Media	3
Air Traffic Controllers	3

Occupations	Number of vacancies
Philosophers, Historians and Political Scientists	3
Secretary/CEO of Constitutional Offices and Commissions	3
Telecommunications Engineering Technicians	3
Other Physical and Engineering Science Technicians	3
Community Health Workers	3
Hydrologists	3
Musicians, Singers And Composers	3
Chemical and Physical Science Technicians	3
Bio-Medical Engineering Professionals	3
Photographers	2
Veterinary Technicians And Assistants	2
Ships' Deck Officers and Pilots	2
Psychologists	2
OTHER PROCESS CONTROL TECHNICIANS	2
Jurists/Judges	2
Statistical, Mathematical And Related Associate Professionals	2
Web Technicians	2
Athletes and Sports Players	2
Religion Professionals	2
Metal Production Process Controllers	2
Audiologists and Speech Therapists	2
Chemical Engineering Technicians	2
Medical Assistants	1
Government Licensing Officials	1
Mining and Drilling Managers	1
Medical and Dental Prosthetic Technicians	1
Manager Child Care Services	1
Legislators and Constitutional Officials	1
Physicist and Astronomers	1
Other Health Associate Professionals	1
Veterinarians	1
Geologist and Geophysicists	1

Occupations	Number of vacancies
Police Inspectors and Detectives	1
Product Graders And Testers (Excluding Foods and Beverages)	1
Contact Centre Salespersons	1
Petroleum And Natural Gas Refining Plant Operators	1

ANNEX VI: Most Sought Occupations for Middle Skilled in Quarter 3

Occupations	Number of vacancies
Contact Centre Information Clerks	125
Car, Taxi and Van Drivers	65
Stock Clerks	59
Contact Centre Salespersons	57
Travel Consultants and Clerks	55
Receptionists (General)	48
Security Guards	45
Personnel Clerks	39
Cleaning and Housekeeping-Non Domestic	30
Survey And Market Research Interviewers	28
Waiters	28
Office Secretaries	23
Debt Collectors and Related Workers	23
Shop Sales Assistants	21
Bank Tellers And Related Clerks	18
Transport Clerks	18
Motorcycle Drivers	18
Plumbers and Pipe Fitters	17
Data Entry Clerks	16
General Office Clerks	15
Building and Related Electricians	13
Bus and Tram Drivers	11
Bartenders	11
Welders and Flame Cutters	11
Other Client Information Workers	10
Hotel Receptionists	9
Carpenters And Joiners	8
Cooks	8
Statistical, Finance and Insurance Clerks	7
Motor Vehicle And Motor Cycle Mechanics Repairers	7
Beauticians and Related Workers	7
Heavy Truck and Lorry Drivers	7

Occupations	Number of vacancies
Livestock and Dairy Producers	7
Food and Beverage Tasters And Graders	6
Accounting And Book Keeping Clerks	6
Building Structure Cleaners	5
Child Care Workers	5
Travel Attendants and Travel Stewards	5
Shopkeepers	4
Electrical Machinery and Equipments Mechanics And Fitters	4
Laundry Machine Operators	4
Photographic Products Machine Operators	4
Shop Supervisors	4
Telephone and Switchboard Operators	3
TOBACCO PREPARERS AND TOBACCO PRODUCTS	3
Domestic Housekeepers	3
Upholsterers and Related Workers	3
Commercial Sales Representatives	3
Bakers, Pastry-Cooks and Confectionery Makers	3
Riggers and Cable Splicers	3
Earthmoving and Related Plant Operators	3
Home-Based Personal Care Workers	3
Metal Processing Plant Operators	3
Social Work and Counselling Professionals	2
Building Caretakers	2
Painters and Related Workers	2
Mail Carriers And Sorting Clerks	2
Door-to-door Salespersons	2
Funeral Home Attendants	2
Companions and Valets	2
Firefighters	2
PRINTERS	2
Production Clerks	2
Hairdressers	2
Service Station Attendants	2

Occupations	Number of vacancies
Coding, Proof Reading And Related Clerks	2
Food And Related Products Machine Operators	2
Library, Mail and Related Clerks	2
Cashiers and Ticket Clerks	2
Fumigators and Other Pest And Weed Controllers	2
Management and Organization Analysts	2
Precision-Instrument Makers and Repairers	1
Metal Working Machine Tool Setters and Operators	1
Underwater Divers	1
Driving Instructors	1
Filing and Copying Clerks	1
Gardener, Horticultural and Nursery Grower	1
Woodworking-Machine Tool Setters And Operators	1
Payroll Clerks	1
Field Crop and Vegetable Growers	1
Transport Conductors	1
Travel Guides	1
Other Personal Care Workers in Health Services	1
Other Protective Service Workers	1
Air Conditioning and Refrigeration Mechanics	1
Other Building Frame and Related Trades Workers	1
Jewellery and Precious Metal Workers	1
Product Graders And Testers (Excluding Foods and Beverages)	1
Electronics Mechanics And Servicers	1
Information and Communications Technology Installers And Servicers	1
Sheet Metal Workers	1
Other Craft Workers	1
Poultry Producers	1
Sign Writers, Decorative Painters, Engravers And Etchers	1
Police Officers	1
Other Clerical Workers	1
Bookmakers, Croupiers And Related Gaming Workers	1

ANNEX VII: Most Sought Occupations for Highly Skilled in Quarter 4

Occupations	Number of Vacancies
Commercial Sales Representatives	679
Finance Managers	570
Managing Directors and Chief Executives	568
Sales and Marketing Managers	497
University and College Lecturers	488
Policy and Planning Managers	391
Accountants	362
Software Developers	268
Public Relations Professionals	206
Systems Analysts	189
Administrative and Executive Secretaries	176
Information and Communication Technol..	155
Human Resource Managers	145
Management and Organization Analysts	135
Financial and Investment Advisers	129
Lawyers	128
Public Relations And Advertising Managers	127
Transport, Storage and Distribution Managers	127
Advertising and Marketing Professionals	113
Buyers	111
Nurse, General	111
Chefs	107
Technical and Medical Sales Professionals	107
Information and Communication Technology	106
Credit and Loans Officers	98
Office Supervisors	91
Mathematicians, Actuaries and Statisticians	89
Secondary Education Teachers	89
Economists	88
Primary School Teachers	88
Insurance Representatives	76
Early Childhood Development Teachers	74

Occupations	Number of Vacancies
Mechanical Engineers and Technologists	73
Manager Health Care Services	71
Human Resource and Careers Professionals	67
Software Security Professionals	62
Civil Engineers	60
Pharmaceutical Technicians and Assistants	58
Research Planning and Development Managers	56
Telecommunications Engineers	51
Web and Multimedia Developers	51
Specialist Medical Practitioners	50
Chairperson and Members of Constitution	49
Social Work and Counselling Professionals	49
Electrical Engineers	45
Visual Artists	45
Clinical Officer	44
Computer Network Professionals	43
Mechanical Engineering Technicians	43
Systems Administrators	43
Valuers and Loss Assessors	41
Construction and Utilities Managers	34
County Government Administrators	33
Social Work Associate Professionals	33
Architects and Town Planners	32
Environmentalists and Related Professional	32
Medical and Pathology Laboratory Technicians	32
Film, Stage and Related Directors	31
Chemical Engineers and Technologists	30
Dieticians and Nutritionists	30
Electrical Engineering Technicians	30
Legal and Related Associate Professionals	30
National Government Administrators	30
Pulp and Paper Process Control Technicians	30
Real Estate Agents And Property Agents	30
Agriculturalists And Related Professionals	29

Occupations	Number of Vacancies
Clinical Officer Specialist	29
Education Methods Specialists	28
Occupational Safety And Health Professionals	28
Specialist Nurses	28
Authors and Related Writers	27
Pharmaceutical Professionals	27
Electronics Engineering Technicians	26
Government Tax And Excise Officials	26
Theatre and Media Production Managers	26
Cloud Computing Professionals	25
Electronics Engineers	25
Journalists	25
Medical Imaging and Therapeutic Equip..	24
Medical Records and Health Information	24
Training and Staff Development Professional	24
Restaurant Managers	23
Broadcasting and audio-visual technicians	21
Database Designers And Administrators	21
Manufacturing Managers	21
Physiotherapists	21
Surveyors And Cartographers	21
Conference and Event Planners	20
General Medical Practitioners	20
Information Communication Technology	20
Other Physical and Engineering Science technicians	20
Translators, Interpreters and Other Linguists	20
Dental Professionals	19
Information and Communications Technologist	19
Manufacturing Supervisors	19
Policy Administration Professionals	19
Secretary/CEO of Constitutional Officials	19
Vocational Education and Training Teachers	19
Agricultural Managers	18
Industrial and Production Engineers	17

Occupations	Number of Vacancies
Micro and Small Enterprise Managers	17
Real Estate and Travel Agency Managers	16
Recreational/Cultural and Sporting	15
Agricultural Technicians	14
Database and Network Security Professionals	14
Legal Secretaries	14
Veterinarians	14
Artificial Intelligence (Ai)/Machine learning professionals	13
Community Health Workers	13
Financial Analysts	13
Hotel Managers	13
Librarians and Related Information Professionals	13
Software Auditors	13
Veterinary Technicians And Assistants	12
Draughts Persons	11
Sports Coaches, Instructors and Officials	11
Accounting Associate Professionals	10
Civil Engineering Technicians	10
Customs and Border Officials	10
Legislators and Constitutional Officials	10
Nursing Associate Professionals	10
Ambulance Workers	9
Chemists	9
Senior Officials of Special Interest organizations	9
Aircraft Pilots and Related Associates	8
Environmental and Occupational Health professionals	8
Internet of Things (IOT) Professional	8
Jurists/Judges	8
Manager, Personal Care Cleaning	8
Other Music Teachers	8
Other Teaching Professionals	8
Sociologists, Anthropologists and Related	8
Bio-Medical Engineering Professionals	7

Occupations	Number of Vacancies
Chemical and Physical Science Technicians	7
Government Licensing Officials	7
Solid Waste and Water Treatment Plant	7
Biologist, Botanist, Zoologists	6
Chemical Engineering Technicians	6
Forestry and Environmental Managers	6
Life Science Technicians	6
Meteorologists	6
Other Government Regulatory Associates	6
Other Language Teachers	6
Special Needs Teachers	6
Web Technicians	6
Archivists and Curators	5
Geologist and Geophysicists	5
Interior Designers And Decorators	5
Religion Professionals	5
Agronomy and Forestry Technicians	4
Athletes and Sports Players	4
Audiologists and Speech Therapists	4
Hydrologists	4
Other Administrative and Commercial Managers	4
Photographers	4
Air Traffic Controllers	3
Clearing and Forwarding Agents	3
Computer Network Systems Technicians	3
Information and Communications Technology	3
Optometrists and Ophthalmic Opticians	3
Other Artistic and Cultural Associated	3
Other Business Service Agents	3
Petroleum And Natural Gas Refining Pl..	3
Physiotherapy Technicians and Assistants	3
Power Production Plant Operators	3
Psychologists	3
Securities and Finance Dealers And Brokers	3

Occupations	Number of Vacancies
Actors	2
Applications Programmers	2
Aquaculture and Fisheries Production	2
Fitness And Recreation Instructors an..	2
Government Social Benefits Officials	2
Medical Secretaries	2
Midwifery Professionals	2
Mining and Drilling Engineers, Metall..	2
Trade Brokers	2
Announcers On Radio, Television	1
Construction Supervisors	1
Dental Assistants and Therapists	1
Gallery, Museum and Library Technicians	1
Manager Child Care Services	1
Medical and Dental Prosthetic Technicians	1
Metal Production Process Controllers	1
Mining and Drilling Managers	1
Mining and Metallurgical Technicians	1
Musicians, Singers And Composers	1
Other Arts Teachers	1
Other Engineering Professionals	1
Philosophers, Historians and Political	1
Physicist and Astronomers	1
Ships' Deck Officers and Pilots	1
Statistical, Mathematical And Related..	1
Telecommunications Engineering Techni..	1
Total	9,478

ANNEX VIII: Most Sought Occupations for Middle Skilled in quarter 4

Occupations	Number of vacancies
Personnel Clerks	247
Contact Centre Information Clerks	110
Car, Taxi and Van Drivers	86
Stock Clerks	81
Cleaning and Housekeeping-Non Domestic	62
Security Guards	61
Data Entry Clerks	51
Accounting And Book Keeping Clerks	50
Contact Centre Salespersons	49
Statistical, Finance and Insurance Clerks	48
Bank Tellers And Related Clerks	47
Transport Clerks	47
Receptionists (General)	40
Survey And Market Research Interviewers	36
Debt Collectors and Related Workers	34
Bus and Tram Drivers	25
Motorcycle Drivers	23
Travel Consultants and Clerks	18
Waiters	18
Cashiers and Ticket Clerks	17
Plumbers and Pipe Fitters	16
Library, Mail and Related Clerks	15
Motor Vehicle And Motor Cycle Mechanics	15
Shop Sales Assistants	14
Teachers' Aides	14
Office Secretaries	13
General Office Clerks	12
Hotel Receptionists	12
Child Care Workers	11
Home-Based Personal Care Workers	11
Welders and Flame Cutters	11
Bartenders	10

Occupations	Number of vacancies
Heavy Truck and Lorry Drivers	10
Carpenters And Joiners	9
Cooks	9
Livestock and Dairy Producers	8
Production Clerks	8
Stall and Market Salespersons	8
Gardener, Horticultural and Nursery G..	7
Bakers, Pastry-Cooks and Confectioner..	6
Bricklayers and Related Workers	6
Building Caretakers	6
Funeral Home Attendants	6
Metal Working Machine Tool Setters an..	6
Ships' Deck Crews and Related Workers	6
Shop Supervisors	6
Domestic Housekeepers	5
Electronics Mechanics And Servicers	5
Pre-Press Technicians	5
Sales Demonstrators	5
Agricultural and Industrial Machinery	4
Building and Related Electricians	4
Coding, Proof Reading And Related Clerks	4
Other Client Information Workers	4
PRINTERS	4
Product Graders And Testers	4
Service Station Attendants	4
Travel Attendants and Travel Stewards	4
Clay, Cement, Stone And Other Minera	3
Fashion and Other Models	3
Food And Related Products Machine Operators	3
Fumigators and Other Pest And Weed Control	3
Hairdressers	3
Health Care Assistants	3
Metal Polishers, Wheel Grinders and T..	3
Payroll Clerks	3

Occupations	Number of vacancies
Structural Metal Preparers And Erectors	3
Travel Guides	3
Aquaculture Workers	2
Beauticians and Related Workers	2
Car Sales and Hire Assistants	2
Companions and Valets	2
Crane, Hoist and Related Plant Operators	2
Earthmoving and Related Plant Operators	2
Firefighters	2
Food Service Counter Attendants	2
Glass and Ceramics Plant Operators	2
Inquiry Clerks	2
Laundry Machine Operators	2
Lifting Truck Operators	2
Painters and Related Workers	2
Paper Products Machine Operators	2
Police Officers	2
Silicon chips splice cables and rope	2
Tailors, Dressmakers, Furriers And Handlers	2
Typists and Word Processing Operators	2
Apiarists and Sericulturists	1
Butchers, Fishmongers And Related Food preparers	1
Door-to-door Salespersons	1
Driving Instructors	1
Electrical Machinery and Equipment	1
Filing and Copying Clerks	1
Food and Beverage Tasters And Graders	1
Fruit, Nuts, Vegetable And Related Preparers	1
Handicraft Workers In Textile, Leather	1
Information and Communications Technology	1
Mail Carriers And Sorting Clerks	1
Other Building Frame and Related Trades	1
Other Craft Workers	1
Other Textile, Fur And Leather Producers	1

Occupations	Number of vacancies
Pelt Dressers, Tanners And Fellmongers	1
Pet Groomers and Animal Care Workers	1
Plasterers	1
Plastic Products Machine Operators	1
Sheet Metal Workers	1
Shopkeepers	1
Toolmakers and Related Workers	1
Well Drillers And Borers And Related	1

JOBS TREND