



Labour Market Observatory

GLOBAL LABOUR DEMAND OUTLOOK REPORT

2025



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Operationalization of Labour Market Observatory

PREFACE

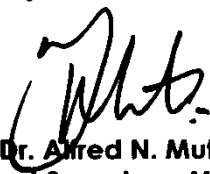


This Global Labour Market Outlook Report presents an analysis of international employment trends based on job advertisements collected through web crawling from leading job portals. The report covers the period from July 2024 to June 2025 and focuses on four key destination countries Germany, Canada, the United Arab Emirates (UAE), and Qatar which continue to register strong demand for migrant labour and are among the preferred destinations for Kenyan workers seeking opportunities abroad.

Prepared by the Directorate of Labour Market Research and Analysis under the State Department for Labour and Skills Development, Ministry of Labour and Social Protection, this report is part of ongoing efforts to support evidence-based planning and informed decision-making in Kenya's labour market. It aligns with the Government of Kenya's commitment to job creation as outlined in the Bottom-Up Economic Transformation Agenda (BETA), which emphasizes the importance of labour migration as a pathway to decent work and economic empowerment.

By highlighting the most sought-after occupations, sectors with the highest number of vacancies, and skill-level trends in the international labour market, this report aims to guide job seekers in identifying and preparing for opportunities abroad. It also provides policymakers with valuable insights to support the development of responsive labour migration frameworks, skills development strategies, and bilateral labour agreements.

We trust that this will be a useful resource for job seekers, government agencies, training institutions, and development partners working collaboratively to enhance Kenya's labour mobility, promote safe and productive migration, and strengthen the country's human capital.



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Cabinet Secretary, Ministry of Labour and Social Protection

ACKNOWLEDGEMENT



The State Department for Labour and Skills Development extends its heartfelt gratitude to the Directorate of Labour Market Research and Analysis for their delightful efforts in conducting an analysis that has informed the insights presented in this document.

Their expertise and commitment to advancing labour market knowledge have been instrumental in shaping this analysis. Special thanks are extended to the Labour Market Observatory Unit for their unwavering effort in collecting, verifying and compiling the data and information contained herein. Your commitment to promoting fair employment practices is deeply appreciated. This document will be a useful tool for improving the labour market, fostering a more productive and inclusive work environment. This document will serve as a valuable tool to create pathway for young Kenyans to seek opportunities they need to thrive in a competitive and dynamic labour market, driving economic growth and social development.

We trust the findings and recommendations outlined in this document will contribute significantly to the advancement of Kenya's labour market and the realization of its broader socio-economic goals.



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EXECUTIVE SUMMARY

Introduction

The Global Labour Market Indicators Report for the 2024/2025 financial year, produced by the Directorate of Labour Market Research and Analysis under the Ministry of Labour and Social Protection, provides a detailed analysis of job demand trends in Germany, Canada, the United Arab Emirates (UAE), and Qatar. These countries are among the top destinations for Kenyan migrant workers, offering valuable insights into global employment opportunities. The report supports Kenya's Bottom-Up Economic Transformation Agenda (BETA) by highlighting potential avenues for job creation through labour migration. Data was sourced through web crawling of online job platforms, analyzed, and categorized by occupation, sector, and skill levels. The insights aim to guide policymakers, training institutions, and job seekers in aligning with global labour market demands.

Key Findings

1. Overall, Labour Demand Trends

The prevailing global labour market trend exhibits a distinct preference for highly skilled professionals, registering a pronounced demand for expertise in Information and Communication Technology (ICT), Engineering, Healthcare, and Business Management. While middle-skilled roles particularly in logistics, food service, trades, and clerical work remain essential, demand for low-skilled roles is minimal and decreasing, especially in the UAE and Qatar, where economic policies are purposefully pivoting toward knowledge-based and high-end service sectors.

2. Germany Labour Market Trends

Germany demonstrates robust, diversified demand for professionals, notably for nurses, commercial sales representatives, software developers, and systems analysts. The most active economic sectors include manufacturing, human health and social work, wholesale and retail trade, ICT, and construction. The highest concentration of job vacancies is for technicians and associate professionals, underscoring Germany's consistent need for certified mid-level technical expertise and proficiency in both digital and vocational skills.

3. Canada Labour Market Trends

In the Canadian labour market, high-volume vacancies are consistently observed for food service counter attendants, cooks, restaurant managers, and truck drivers, alongside a strong need for sales managers, child care workers, carpenters, and administrative staff. With vacancies concentrated across the hospitality, retail, construction, and manufacturing sectors, Canada's balanced distribution of opportunities across all skill levels renders it a significantly attractive destination for both skilled and semi-skilled workers.

4. UAE Labour Market Trends

The United Arab Emirates' labour market is acutely dominated by highly skilled job vacancies, constituting over 84% of postings. Key roles are concentrated in professional and technical services, real estate, ICT, and administrative services, primarily seeking accountants, sales and marketing managers, software developers, and civil engineers. Demand for middle-skilled roles, such as receptionists and drivers, is present but highly restricted, and opportunities for low-skilled work are exceptionally limited.

5. Qatar Labour Market Trends

Qatar's demand profile is heavily specialized, with the highest need observed for software developers, administrative managers, civil engineers, and financial analysts. The country's focus is on administrative support, ICT, financial services, and professional services. The majority of job vacancies fall within the Professional, Manager, and Associate Professional classifications, confirming that, similar to the UAE, demand for low-skilled work is extremely limited, requiring advanced qualifications for access.

6. Sectoral Demand Across Countries

Across all four Countries, the sectors generating the highest volume of job vacancies include Information and Communication Technology, Healthcare, Manufacturing, Retail, Construction, and Hospitality. The ICT sector stands out for its universal, sustained demand for software developers and digital systems analysts, while Healthcare is driven primarily by nursing and elderly care roles, particularly in Germany and Canada.

7. Skill Level Demand Distribution

While all four countries demonstrate a clear preference for highly skilled workers, particularly the Gulf States, Germany and Canada exhibit a more balanced distribution

with substantial middle-skill labour demand in construction, trades, logistics, and hospitality. Low-skilled roles, primarily in food service and cleaning, remain the minority and are increasingly susceptible to technological automation.

Conclusion

This labour market outlook shows a strong and sustained global demand for highly skilled professionals, notably in ICT, engineering, healthcare, and business management. While middle-skilled roles continue to offer significant employment pathways, particularly within the Canadian and German markets, the availability of low-skilled job opportunities is definitively limited and in continuous decline. For the nation to optimally leverage these global trends, a concerted effort involving targeted skilling, acquisition of international certifications, and the negotiation of strategic labour mobility frameworks is imperative. This collective alignment from policy development to individual upskilling is essential to enhance the global competitiveness of the workforce and secure decent, remunerative employment for its citizens.

1. INTRODUCTION

Creating decent and sustainable employment remains a key priority for the Government of Kenya, as outlined in the Bottom-Up Economic Transformation Agenda (BETA). The agenda places particular emphasis on addressing youth unemployment and harnessing labour migration as a pathway to economic empowerment. In support of these efforts, access to timely and relevant labour market information both locally and globally is essential for guiding policy decisions, skills development, and career choices among Kenyans.

This report presents a global labour market outlook for the period January to March 2025, based on an analysis of job advertisements extracted through web crawling from leading online job platforms. The focus is on four countries that continue to attract significant numbers of Kenyan migrant workers: Germany, Canada, the United Arab Emirates (UAE), and Qatar. These countries offer growing employment opportunities in diverse sectors and skill levels, driven by economic expansion, demographic shifts, and labour shortages.

By examining the most sought-after occupations, sectors with the highest demand, and the distribution of vacancies by skill level, the report provides valuable insights into global employment trends. The aim is to inform Kenyan job seekers about emerging opportunities abroad, helping them align their skills and qualifications with market needs. At the same time, the findings offer policymakers evidence to support the design of responsive labour migration frameworks and targeted training programs, in line with the government's broader job creation and human capital development agenda.

Through this labour market outlook, we contribute to the ongoing efforts to make Kenyan labour globally competitive, while supporting safe, orderly, and beneficial migration for work.

2. OBJECTIVES

The primary objective of this report is to provide annual labour market indicators that reflect the current demand for employable skills in key sectors in the global market. By analyzing data collected from job listings, the State Department for Labour and Skills Development aims to:

- a) Identify the most sought-after occupations in Germany, Canada, the United Arab Emirates (UAE), and Qatar

- b) To identify the most demanded occupations in sectors with most vacancies in the global market.
- c) To analyse the most demanded occupations by skill levels globally.
- d) Determine the sectors with the highest number of job vacancies in the global market.

3. SCOPE OF THE REPORT

This report presents a focused analysis of global labour market demand for the 2024/2025 financial year, concentrating on key destination countries for Kenyan migrant workers: Germany, Canada, the United Arab Emirates (UAE), and Qatar. These countries were selected due to their consistent demand for foreign labour and their relevance to Kenya's strategy of promoting safe and productive labour migration as a pathway to decent work.

The core focus of the report is to identify the most sought-after occupations in each of the four countries, offering insights into the specific job roles that are currently experiencing high demand. It also examines the sectors with the highest number of job vacancies, guiding on where employment opportunities are most concentrated across industries.

In addition, the report provides a detailed assessment of labour demand by skill level, categorizing occupations into highly skilled, middle skilled, and low skilled roles. This skill-level breakdown highlights the types of qualifications, competencies, and experience most needed in each labour market, and helps to guide job seekers in aligning their career paths with international labour demand.

4. METHODOLOGY

The job vacancies were web crawled to obtain information from multiple job websites within Germany, Canada, UAE, and Qatar. The extracted job postings were analyzed to give insights on various employability skills in various sectors and industries. The raw data collected from job listing websites underwent cleaning and analysis process to ensure accuracy and reliability. Occupations were coded and classified using the Kenya Standard Classification of Occupations (KESCO), and industries were categorized using the Kenya Standard Industrial Classification of All Economic Activities (KESIC) to facilitate standardization of data. After coding of occupations and industries, a syntax code in Stata was used to clean and identify occupations with the highest number of vacancies based on sectors and skill levels. Employability skills indicators were then

generated based on the number of vacancies and distribution of coded occupations within each sector, providing a quantitative measure of skill demand in global labour market.

5. LIMITATIONS

- Data quality variability - The accuracy of the data was dependent on the completeness and correctness of job listings on various job sites, that was not necessarily the case.
- Web crawled data may not necessarily give the true representation of the labour market demand
- This analysis is based on job postings from accessible online portals, meaning some opportunities may not have been captured, particularly those advertised through alternative or restricted channels. As a result, the findings may not fully represent the entire labour market in Germany, Canada, the United Arab Emirates (UAE), Austria and Qatar.
- The job market is highly dynamic, with demand for skills and qualifications shifting due to economic changes, technological advancements, and industry-specific trends. This report reflects employment patterns within a specific period and may not fully anticipate future fluctuations in the labour market.
- Many job postings do not disclose salary details or specify whether positions are permanent, temporary, or contract-based. This limits the ability to analyze compensation trends and job stability within the labour market.

6. QUARTERLY FINDINGS

The findings presented in this report provide an analysis of the Germany, Canada, the United Arab Emirates (UAE), and Qatar job advertisements for the 2024/2025 financial year and provides key insights into labour market trends, sectoral workforce demands, and skill requirements. The findings highlight occupational demand across various industries, reflecting factors such as technological advancements and economic priorities. Understanding these labour market demands is essential for aligning workforce development strategies, guiding career planning, and informing policy decisions to enhance global employability.

6.1 GERMANY Q2 OUTLOOK

6.1.1 Most Sought-After Occupations by Employers

Occupations most in demand provides valuable insights into emerging labour market dynamics and the evolving structure of employment opportunities. Identifying these occupations helps to reveal where employers are experiencing the greatest need for talent and the types of skills currently driving recruitment decisions.

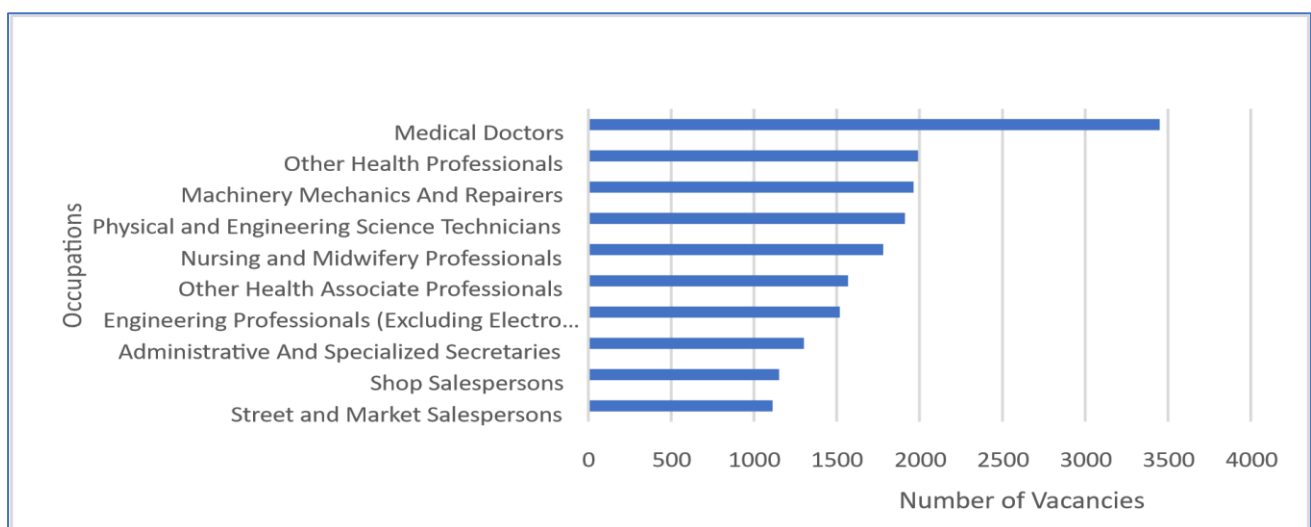
The analysis of the most sought-after occupations reflects the current direction of skills demand. It highlights areas where employment growth is strongest and where investment in human capital development can yield the highest returns or are a possible pathway for migration.

Table 1: Most Sought-After Occupations by Employers

Occupation	Number of Vacancies
Medical Doctors	3451
Other Health Professionals	1990
Machinery Mechanics and Repairers	1963
Physical and Engineering Science Technicians	1911
Nursing and Midwifery Professionals	1780
Other Health Associate Professionals	1568
Engineering Professionals (Excluding Electro technology)	1518
Administrative And Specialized Secretaries	1302
Shop Salespersons	1152
Street and Market Salespersons	1112

Source: Germany job advertisement data

Figure 1: Most Sought-After Occupations in Germany Labour Market



The most in-demand occupation in Germany was medical doctors, followed by other health professionals, highlighting the country's pressing need for healthcare workers. Machinery Mechanics and Repairers rank third, reflecting the importance of technical expertise in maintaining industrial operations. Physical and Engineering Science Technicians were fourth, demonstrating the demand for specialized technical skills, while Nursing and Midwifery Professionals came fifth, reinforcing the healthcare sector's workforce shortages. Other high-demand roles include Other Health Associate Professionals, Engineering Professionals, Administrative and Specialized Secretaries, as well as Shop Salespersons and Street and Market Salespersons, indicating a need for both skilled technical labour and frontline service workers.

The high demand for healthcare professionals, engineers, technicians, and skilled trade workers in Germany presents significant opportunities for Kenyan policymakers, career advisors, and curriculum developers to align workforce training with international labour market needs.

Implication:

Policymakers, should strengthen higher education programs in healthcare, engineering, and technical trades, ensuring training meets international standards. They should also establish bilateral agreements with Germany to facilitate skilled labor migration and recognition of Kenyan qualifications.

Career advisors, should guide students toward high-demand professions, emphasizing the importance of healthcare, engineering, and sales roles, while also encouraging language proficiency in German to enhance employability. They should also educate job seekers on certification processes and migration pathways to access global job markets.

Curriculum developers, should update training programs to incorporate modern healthcare practices, advanced engineering technologies, and retail management skills. Integrating German language training, international certification requirements, and practical apprenticeships will better prepare Kenyan graduates for global job opportunities.

6.1.2 Most Sought- After Occupations by Skill Level

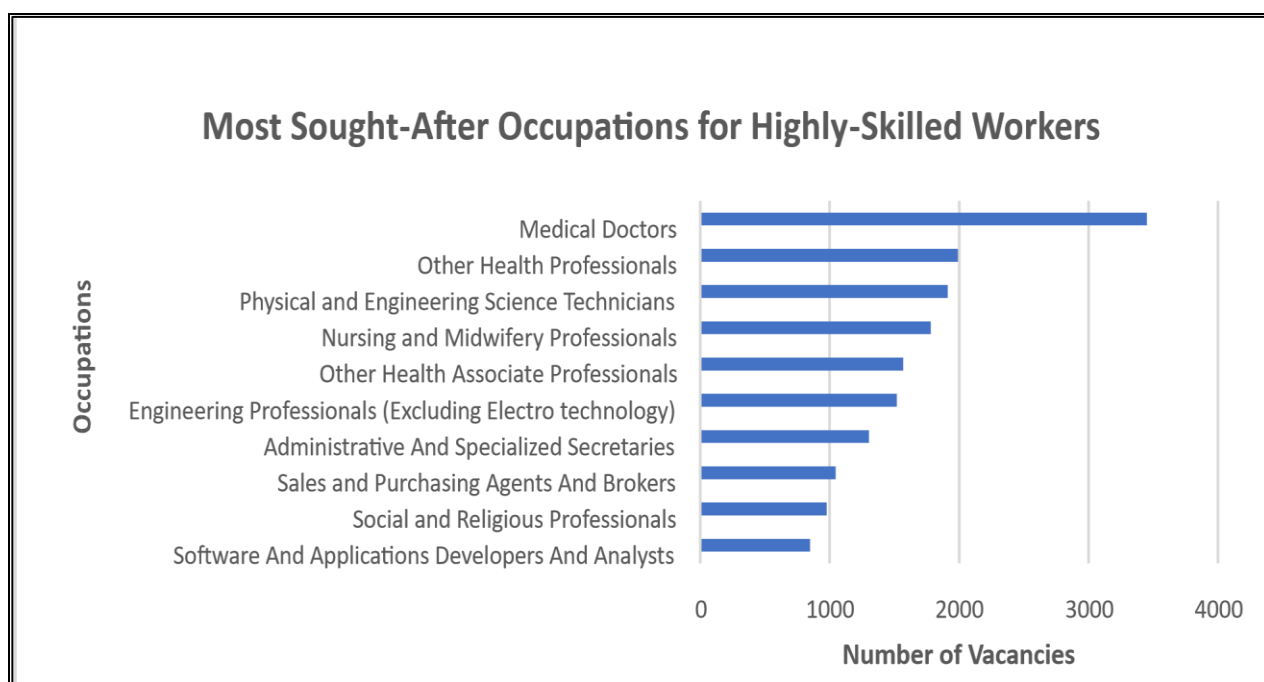
6.1.2.1 Most Sought-After Occupations for Highly Skilled Workers

Table 2: Most Sought-After Occupations for Highly-Skilled Workers

Occupation	Number of Vacancies
Medical Doctors	3451
Other Health Professionals	1990
Physical and Engineering Science Technicians	1911
Nursing and Midwifery Professionals	1780
Other Health Associate Professionals	1568
Engineering Professionals (Excluding Electro technology)	1518
Administrative And Specialized Secretaries	1302
Sales and Purchasing Agents and Brokers	1046
Social and Religious Professionals	976
Software And Applications Developers and Analysts	847

Source: Germany job advertisement data

Figure 2: Most Sought-After Occupations for Highly-Skilled Workers



The most sought-after highly-skilled workers are Medical Doctors, followed by Other Health Professionals and Physical and Engineering Science Technicians, underscoring a critical demand for specialized expertise, particularly in healthcare and technical fields. The strong demand for Engineering Professionals and Software and Applications Developers highlights the growing need for STEM talent, likely driven by industrial innovation, digital transformation, and technological advancements.

Furthermore, the demand for Administrative and Specialized Secretaries and Sales and Purchasing Agents reflects the essential role of managerial and organizational support across various sectors, ensuring business operations run efficiently. The presence of Social and Religious Professionals suggests ongoing workforce needs in social work, counselling, and community services, emphasizing the importance of these roles in addressing societal and mental health challenges.

There is significant demand for highly skilled professionals in Germany, particularly in healthcare, engineering, IT, and administrative roles. This emphasizes the need for Kenyan educational institutions and training programs to focus on these high-demand fields to prepare the workforce adequately. Strengthening international partnerships can facilitate job placements and skill exchange programs.

Policymakers should incentivize careers in these sectors, while investment in upskilling initiatives is essential to meet the specific needs of the German labour market and create employment opportunities for Kenyan youth. This strategic approach can guide economic planning and resource allocation effectively.

6.1.2.2 Most Sought-After Occupations for Middle-Skilled Workers

Table 3: Most Sought-After Occupations for Middle-Skilled Workers

Occupation	Number of Vacancies
Machinery Mechanics and Repairers	1963
Shop Salespersons	1152
Street and Market Salespersons	1112
Building Finishers and Related Trades Workers	922
Painters, Building Structure Cleaners and Related Trade Workers	911
Cooks	808
Electrical Equipment Installers and Repairers	721
Building Frames and Related Trade Workers	674
Personal Care Workers in Health Services	569
Other Sales Workers	548

Source: Germany job advertisement data

Figure 3: Most Sought-After Occupations for Middle-Skilled Workers



The most demanded occupation among middle-skilled workers was Machinery Mechanics and Repairers, emphasizing the need for technical maintenance and industrial expertise. Shop Salespersons and Street and Market Salespersons indicate strong demand for sales-related occupations.

A notable presence of construction-related roles, such as Building Finishers, Painters, and Electrical Equipment Installers suggests that Germany's construction sector continues to need human capital, possibly due to infrastructure development and building initiatives. Cooks highlight ongoing demand in the hospitality industry.

Implication:

The significant demand for middle-skilled workers in Germany across diverse sectors highlights the importance of vocational training and skill development programs. Kenyan institutions should emphasize training in mechanical, sales, construction, culinary, electrical, and health care skills to align with the job market needs in Germany. Strengthening partnerships with German vocational institutions can facilitate skill transfer and job placements. Policymakers should support vocational education and create pathways for Kenyan workers to meet these demands, thereby enhancing employment opportunities and contributing to economic development. This strategic alignment can ensure a well-prepared workforce ready to seize international job opportunities.

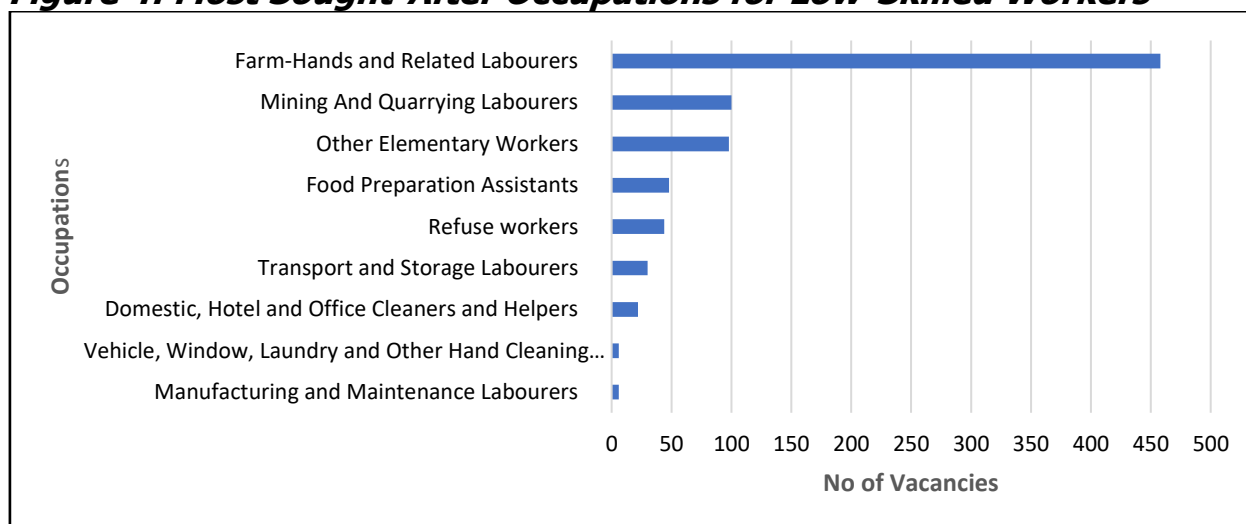
6.1.2.3 Most Sought-After Occupations for Low-Skilled Workers

Table 4: Most Sought-After Occupations for Low-Skilled Workers

Occupation	Number of Vacancies
Farm-Hands and Related Labourers	458
Mining And Quarrying Labourers	100
Other Elementary Workers	98
Food Preparation Assistants	48
Refuse workers	44
Transport and Storage Labourers	30
Domestic, Hotel and Office Cleaners and Helpers	22
Vehicle, Window, Laundry and Other Hand Cleaning Workers	6
Manufacturing and Maintenance Labourers	6

Source: Germany job advertisement data

Figure 4: Most Sought-After Occupations for Low-Skilled Workers



The demand for low-skilled workers is significantly lower than for highly-skilled and middle skilled roles in the Germany economy. Farm-Hands and Related Labourers have the highest demand among the low skilled workers demanded. This suggests that agriculture still relies on manual labour, possibly due to seasonal factors or labour shortages.

Other notable roles include Mining and Quarrying Labourers and Food Preparation Assistants, indicating the need for workers in resource extraction and food service industries. Refuse Workers and Transport and Storage Labourers reflect the essential yet limited demand for general labour in logistics and sanitation.

Kenyan job seekers can improve their employability in the German job market by focusing on middle- and high-skilled jobs, as Germany prioritizes skilled workers.

Policy makers can intervene by encouraging investment in technical training, apprenticeships, and vocational education in fields such as engineering, healthcare, IT, and skilled trades to significantly enhance job prospects. Additionally, labor shortages in agriculture, mining, and food services present opportunities, especially for those willing to take on seasonal roles.

6.1.2 Most Sought- After Occupations by Sector

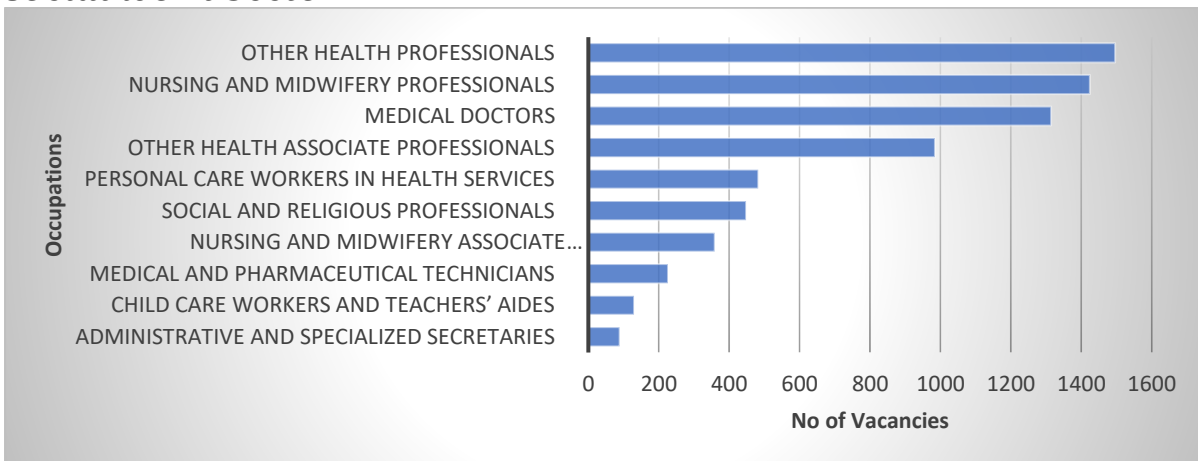
6.1.2.1 Most Sought-After Occupations in Human Health and social work Sector

Table 5: Top 10 Most Sought-After Occupations in Human Health and social work Sector

Occupations	Number of Vacancies
Other Health Professionals	1496
Nursing and Midwifery Professionals	1424
Medical Doctors	1314
Other Health Associate Professionals	984
Personal Care Workers in Health Services	482
Social and Religious Professionals	448
Nursing and Midwifery Associate Professionals	359
Medical and Pharmaceutical Technicians	226
Child Care Workers and Teachers’ Aides	130
Administrative And Specialized Secretaries	89

Source: Germany job advertisement data

Figure 5: Top 10 Most Sought-After Occupations in Human Health and social work Sector



The highest demanded occupation in this sector is Other Health Professionals, followed closely by Nursing and Midwifery Professionals and Medical Doctors. This indicates a strong need for healthcare workers, likely driven by factors such as an aging population in Germany, increased healthcare demands, and possible shortages of qualified professionals. The demand for Personal Care Workers and Nursing and Midwifery Associate Professionals suggests a need for more support roles in healthcare.

High demand for medical doctors, nurses, and health care workers aligns with Germany’s aging population and ongoing healthcare reforms. Recruitment challenges in this sector may also be due to language requirements and reliance on foreign-trained professionals.

The high demand for healthcare professionals in Germany presents a valuable opportunity for Kenya to align its workforce development with global labor market needs. Policymakers should strengthen bilateral agreements to facilitate streamlined recruitment, recognition of Kenyan qualifications, and ethical labor migration while ensuring the local healthcare system remains adequately staffed.

Career advisors should guide students towards high-demand medical careers, emphasizing specialized training and German language proficiency to enhance employability.

Curriculum developers should align medical and nursing training programs with international standards to meet evolving healthcare demands and expand job opportunities for its healthcare workforce, enhance its global competitiveness, and contribute to both local and international healthcare systems.

6.1.2.2 Most Sought-After Occupations in the Manufacturing Sector

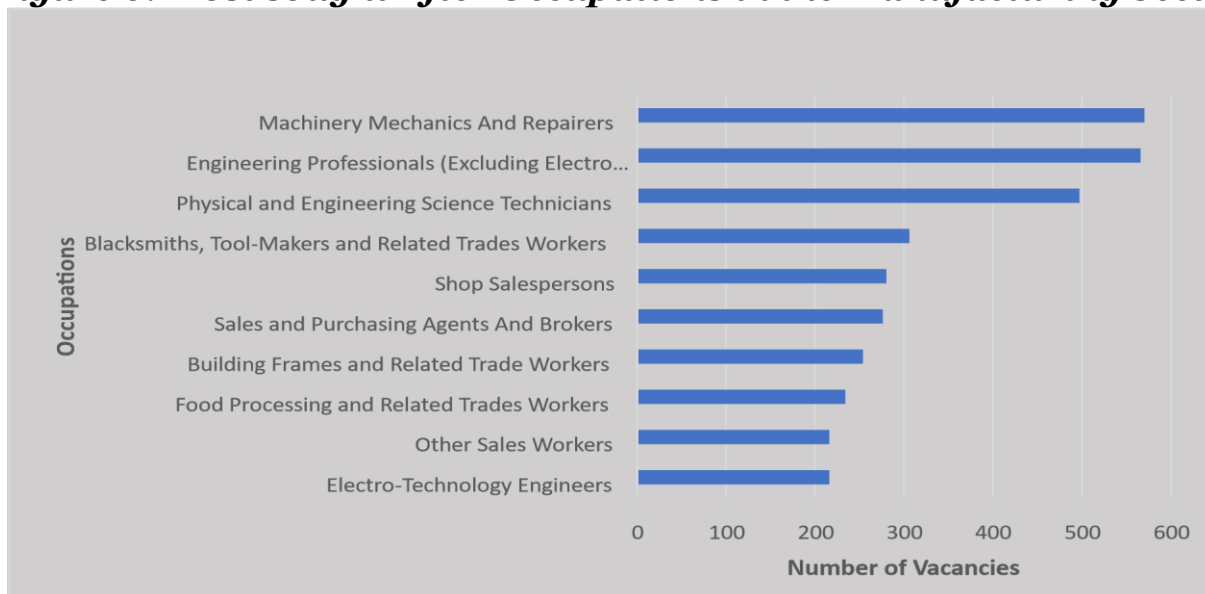
Table 6: Top 10 Most Sought-After Occupations in the Manufacturing Sector

Occupation	Number of Vacancies
Machinery Mechanics and Repairers	570
Engineering Professionals (Excluding Electro technology)	566
Physical and Engineering Science Technicians	497

Occupation	Number of Vacancies
Blacksmiths, Tool-Makers and Related Trades Workers	306
Shop Salespersons	
Sales and Purchasing Agents and Brokers	276
Building Frames and Related Trade Workers	254
Food Processing and Related Trades Workers	234
Other Sales Workers	216
Electro-Technology Engineers	216

Source: Germany job advertisement data

Figure 6: Most sought After Occupations in the Manufacturing Sector



In the manufacturing sector, Machinery Mechanics and Repairers had the highest number of vacancies, reflecting the sector’s reliance on skilled technical workers to maintain production equipment. Engineering Professionals and Physical and Engineering Science Technicians also feature prominently, showing a demand for specialized skills. The presence of Blacksmiths, Toolmakers and Food Processing and Related Trades Workers indicates the diversity of manufacturing activities requiring both traditional and modern technical expertise.

The strong demand for engineers, mechanics, and technicians suggests that Germany’s industrial sector continues to require highly skilled professionals, possibly due to automation, digitalization, and retirements in traditional trades.

The high demand for machinery mechanics, engineers, and technicians in Germany’s manufacturing sector presents a strategic opportunity for Kenyan policymakers,

career advisors, and curriculum developers to align workforce training with global industry needs.

Policymakers should invest in technical and vocational education (TVET) reforms, expanding training in industrial automation, and engineering fields while strengthening bilateral agreements to facilitate employment pathways for skilled Kenyan workers. Career advisors should guide students toward high-demand technical professions, emphasizing practical experience and certifications in machinery maintenance, and digital engineering to improve employability.

Curriculum developers should integrate industrial technologies, and hands-on apprenticeship programs into training institutions to ensure graduates are globally competitive.

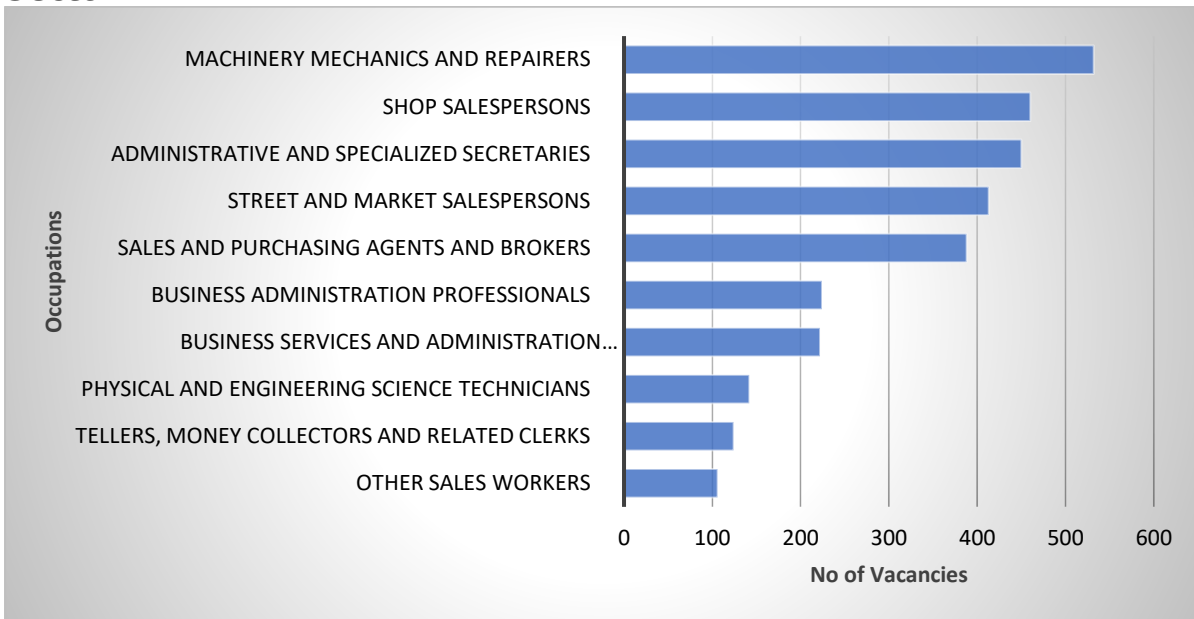
6.1.2.3 Most Sought-After Occupations in Wholesale and retail trade Sector

Table 7: Top 10 Most Sought-After Occupations in Wholesale and retail trade Sector

Occupation	Number of Vacancies
Machinery Mechanics and Repairers	532
Shop Salespersons	460
Administrative And Specialized Secretaries	450
Street and Market Salespersons	413
Sales and Purchasing Agents and Brokers	388
Business Administration Professionals	224
Business Services and Administration Managers	222
Physical and Engineering Science Technicians	142
Tellers, Money Collectors and Related Clerks	124
Other Sales Workers	106

Source: Germany job advertisement data

Figure 7: Most Sought-After Occupations in Wholesale and retail trade Sector



The demand for Machinery Mechanics and Repairers suggests the importance of equipment maintenance in retail operations. The high number of vacancies for Shop Salespersons and Street and Market Salespersons underscores the importance of frontline retail jobs. Administrative and Specialized Secretaries and Sales and Purchasing Agents point to the need for organizational and business management skills in retail operations.

Salesperson vacancies indicate the continuous need for frontline retail workers, potentially influenced by high turnover rates or shifts in consumer habits post-pandemic.

Kenyan policy makers should make policies that strengthen TVET programs in retail operations, business management, and equipment maintenance to equip workers with essential technical, customer service, and digital sales skills.

Career advisors should guide job seekers toward frontline and managerial retail roles, emphasizing customer engagement, sales strategies, and business operations.

Curriculum developers should integrate digital retail technologies, inventory management, and financial literacy into training programs. By enhancing skills and aligning with global trends, they can build a resilient retail workforce that meets local and international market demands.

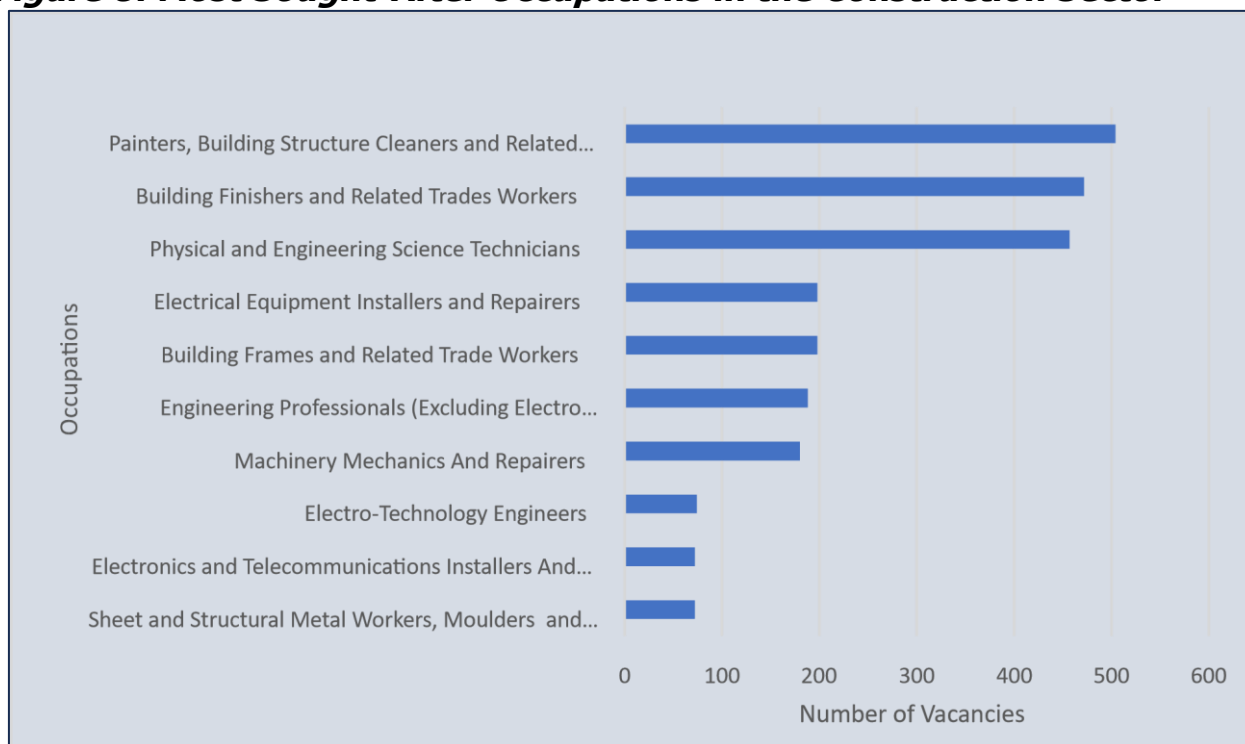
6.1.2.4 Most Sought-After Occupations in the Construction Sector

Table 8: Top 10 Most Sought-After Occupations in the Construction Sector

Occupation	Number of Vacancies
Painters, Building Structure Cleaners and Related Trade Workers	504
Building Finishers and Related Trades Workers	472
Physical and Engineering Science Technicians	457
Electrical Equipment Installers and Repairers	198
Building Frames and Related Trade Workers	198
Engineering Professionals (Excluding Electro technology)	188
Machinery Mechanics and Repairers	180
Electro-Technology Engineers	74
Electronics and Telecommunications Installers and Repairers	72
Sheet and Structural Metal Workers, Moulders and Welders and Related Workers	72

Source: Germany job advertisement data

Figure 8: Most Sought-After Occupations in the Construction Sector



The highest demand in construction is for Painters, Building Structure Cleaners, and Related Trade Workers and Building Finishers and Related Trades Workers. Physical and Engineering Science. Technicians are also in high demand, showing a need for technical

expertise. Electrical Equipment Installers and Repairers and Building Frames and Related Trade Workers reflect the need for infrastructure and building specialists.

The demand for painters, finishers, and technicians reflects housing shortages, large-scale urban infrastructure projects, and Germany’s push for energy-efficient buildings. Seasonal hiring trends may also play a role.

The high demand for painters, finishers, and technicians in Germany’s construction sector reflects efforts to address housing shortages, urban infrastructure projects, and energy-efficient building initiatives. The need for technical expertise and infrastructure specialists highlights growing investments in sustainable construction. Seasonal hiring trends may also influence demand. Meeting these workforce needs will require skilled labor migration, vocational training, and policy support.

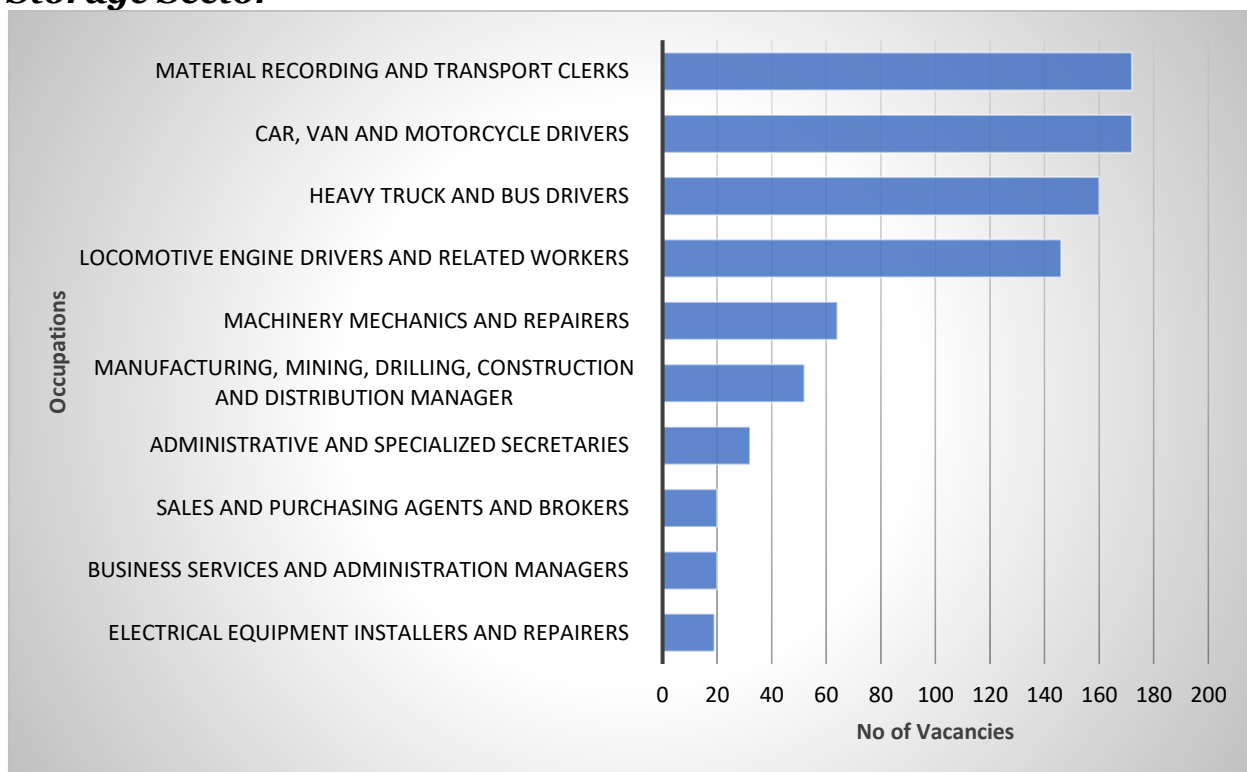
6.1.2.5 Most Sought-After Occupations in the Transport and Storage Sector

Table 9: Top 10 Most Sought-After Occupations in the Transport and Storage Sector

Occupation	Number of Vacancies
Material Recording and Transport Clerks	172
Car, Van and Motorcycle Drivers	172
Heavy Truck and Bus Drivers	160
Locomotive Engine Drivers and Related Workers	146
Machinery Mechanics and Repairers	64
Manufacturing, Mining, Drilling, Construction and Distribution Manager	52
Administrative And Specialized Secretaries	32
Sales and Purchasing Agents and Brokers	20
Business Services and Administration Managers	20
Electrical Equipment Installers and Repairers	19

Source: Germany job advertisement data

Figure 9: Top 10 Most Sought-After Occupations in the Transport and Storage Sector



The most sought-after occupations in the German transport and storage sector were Material Recording and Transport Clerks and Car, Van, and Motorcycle Drivers, both of which had an equal number of job vacancies. Heavy Truck and Bus Drivers ranked second in demand, followed by Locomotive Engine Drivers and Related Workers and machinery mechanics and repairers. Other occupations on demand were Machinery Mechanics and Repairers, Manufacturing, Mining, Drilling, Construction and Distribution Managers, Administrative and Specialized Secretaries, Sales and Purchasing Agents and Brokers, Business Services and Administration Managers and Electrical Equipment Installers and Repairers.

The high demand for material recording and transport clerks suggests a growing need for logistical coordination and inventory management, likely driven by increased e-commerce activity and supply chain expansion. The strong demand for vehicle drivers, both light and heavy indicates a sustained reliance on road transport for goods and passenger mobility. Additionally, the need for locomotive engine drivers highlights ongoing investments in rail transport, which aligns with Germany's push for sustainable and efficient transportation solutions. Addressing these workforce needs may require

targeted training programs, improved working conditions, and policies to attract and retain talent in these essential roles.

6.2 CANADA Q2 OUTLOOK

6.2.1 Most Sought Occupations by Number of Vacancies

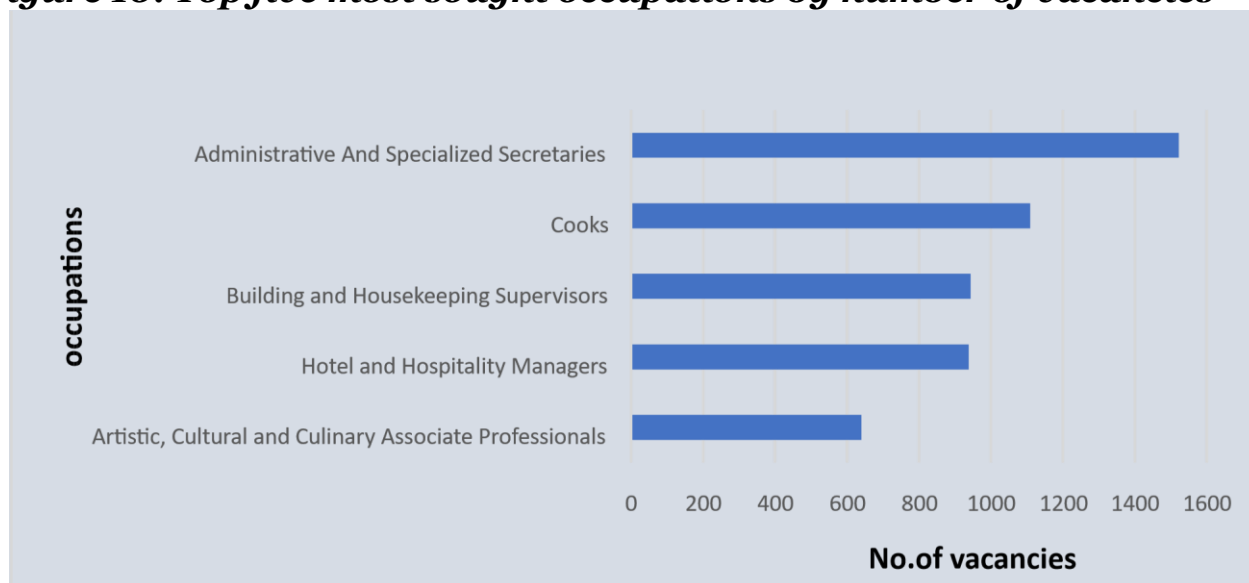
6.2.1.1 Most Sought Occupations by Employers

Table 10: Top five most sought occupations by number of vacancies

Occupations	Number of Vacancies
Administrative And Specialized Secretaries	1522
cooks	1109
building and Housekeeping Supervisors	944
Hotel and Hospitality Managers	938
Artistic, Cultural and Culinary Associate Professionals	640

Source: Canada job advertisement data

Figure 10: Top five most sought occupations by number of vacancies



This reveals a strong demand for administrative, hospitality, and culinary professionals in Canada. The highest demand is for administrative and specialized secretaries, indicating a crucial need for skilled professionals in office management, scheduling, and specialized administrative functions. Cooks follow closely, reflecting growth in the food service industry, likely due to increased restaurant activity and hospitality expansion. Building and housekeeping supervisors are also in demand, suggesting a need for

professionals managing cleanliness and maintenance in residential, commercial, and hospitality settings. Additionally, hotel and hospitality managers are sought after. Lastly, artistic, cultural, and culinary associate professionals indicate opportunities in Canada’s cultural and food industry.

Implication;

For job seekers, these findings suggest that acquiring relevant skills and certifications in administration, hospitality, and culinary arts will improve employability in Canadian labour market. Job seekers should focus on gaining practical experience and qualifications in administrative roles, culinary techniques, and hospitality management to align with the high demand in these fields.

For policy makers, these findings underscore that policy interventions should focus on supporting training initiatives that meet the needs of these global labour market.

For training institutions, the demand for skilled workers in these areas calls for educational programs that align with industry needs. Institutions should offer specialized training in administrative tasks, culinary arts, and hospitality management to ensure graduates are equipped with the skills employers require. This alignment between education and labor market demand is critical to addressing current skill shortages and ensuring a workforce that meets industry expectations.

6.2.2 Most Sought Occupations by Skill Level

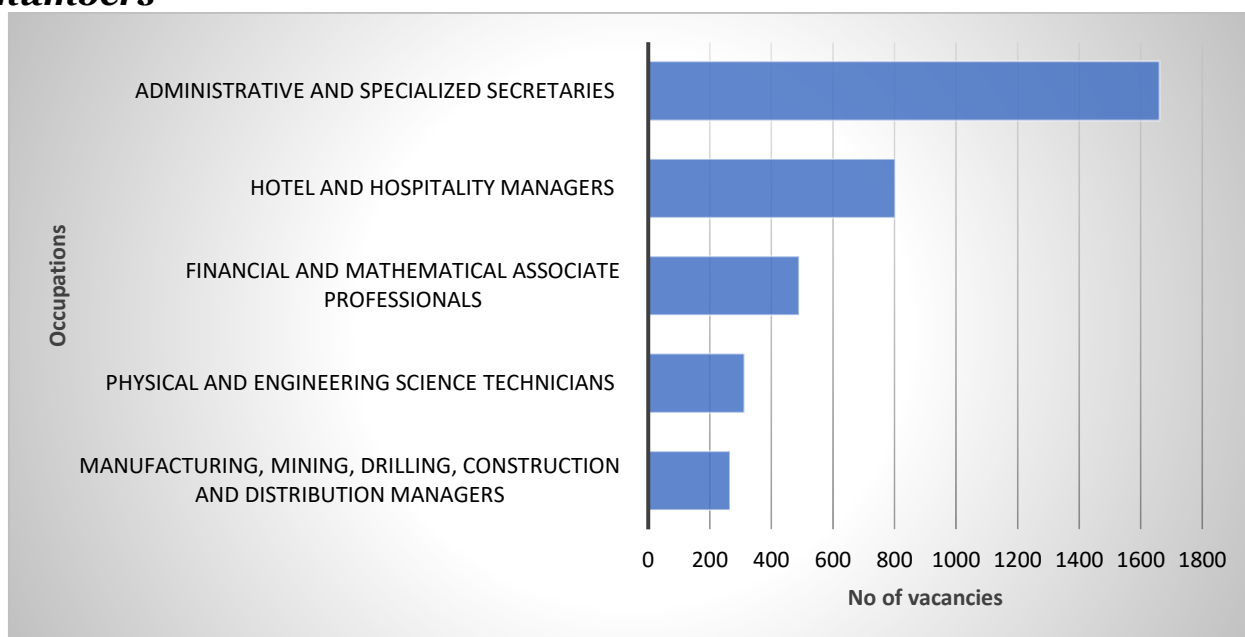
6.2.2.1 Most Sought Occupations for Highly Skilled Workers

Table 11: Top 5 most sought highly skilled occupations by vacancy numbers

Occupations	Number of vacancies
Administrative And Specialized Secretaries	1661
Hotel and Hospitality Managers	802
Financial and Mathematical associate professionals	490
Physical and Engineering Science Technicians	312
Manufacturing, Mining, Drilling, Construction and Distribution Managers	266

Source: Canada job advertisement data

Figure 11: Top five most sought highly skilled occupations by vacancy numbers



The high demand for administrative and specialized secretaries suggests a strong need for professionals with expertise in office management, organizational tasks, and technical administrative support, likely driven by business expansion. Similarly, hotel and hospitality managers are highly sought after, reflecting growth in the tourism and service industry and the need for professionals to oversee customer service, business efficiency, and operational management. Financial and mathematical associate professionals are also in demand, highlighting the growing importance of analytical skills in managing financial transactions, risk assessments, and economic planning, particularly in banking, insurance, investment, and financial consultancy. Additionally, the demand for physical and engineering science technicians underscores the need for technical expertise in manufacturing, energy, and environmental sciences, influenced by industrial automation and technological advancements. Furthermore, vacancies for manufacturing, mining, drilling, construction, and distribution managers indicate ongoing economic activity in resource extraction, industrial production, and logistics, emphasizing the need for skilled managers to oversee large-scale projects and ensure operational efficiency.

Implication;

The strong demand for professionals across administrative, hospitality, financial,

technical, and industrial sectors highlight Canada’s need for a highly skilled and well-trained workforce. For job seekers, acquiring expertise in office administration, financial analysis, engineering, and hospitality management can significantly improve employability.

Policymakers should prioritize workforce development strategies, including targeted training programs and incentives to attract talent in these fields. Training institutions must align curricula with industry needs by incorporating practical skills, certifications, and technological advancements into education programs. Strengthening pathways for skills development and career progression will help ensure that Kenya’s workforce remain globally competitive.

6.2.2.2 Most Sought Occupations for Middle-Skilled Workers

Table 12: Top 5 Most sought middle skilled occupations by vacancy numbers

Occupations	Number of vacancies
Sales Workers	2111
Cooks	1358
Shop Salespersons	739
Building Finishers and Related Trades Workers	545
Building Frames and Related Trade Workers	541

Source: Canada job advertisement data

Figure 12: Top 5 Most sought middle skilled occupations by vacancy numbers



This highlights key labor market insights with strong demand for sales-related roles such as sales workers and shop salespersons, reflecting the ongoing need for customer service and retail skills, likely driven by business expansion, seasonal hiring patterns,

and workforce shortages. The food service industry also requires a significant number of workers, particularly cooks, indicating growth in the hospitality sector due to increased consumer spending, tourism, or difficulties in retaining skilled kitchen staff. Additionally, the construction industry faces a high demand for building frames, building finishers, and related trade workers, pointing to ongoing infrastructure projects, real estate development, and the necessity for skilled labor in both residential and commercial construction.

Implication;

For job seekers, the data highlights key employment opportunities for middle-skilled roles in sales, food service, and construction. Those looking for work can align their skills with these high demand sectors to increase their chances of securing stable employment. Additionally, individuals considering career changes or vocational training can focus on these fields, where demand is evident.

Policymakers, can use this labor market information to design strategies that address workforce gaps. This may include supporting job creation programs and promoting initiatives that encourage skills development in various sectors.

Training institutions, should tailor their programs to match market needs by expanding vocational training in sales, hospitality, and construction trades. Strengthening partnerships with industries to offer practical experience and apprenticeships will ensure that graduates are equipped with the necessary skills. Incorporating emerging technologies and modern training methods can also enhance the employability of trainees in these fields.

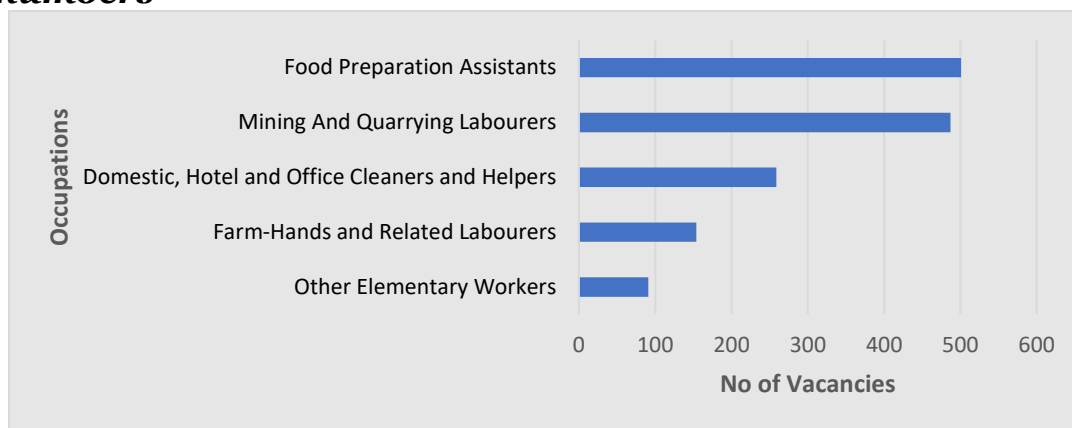
6.2.2.3 The Most Sought Occupations for Low-Skilled Workers

Table 13: Top 5 Most sought low skilled occupations by vacancy numbers

Occupations	Number of vacancies
Food Preparation Assistants	501
Mining and Quarrying Labourers	487
Domestic, Hotel and Office Cleaners and Helpers	259
Farm-Hands and Related Labourers	154
Other Elementary Workers	91

Source: Canada job advertisement data

Figure 13: Most sought occupations for low-skilled workers by vacancy numbers



The demand for food preparation assistants is the highest among low-skilled occupations, indicating a growing need in the hospitality and food service industries. This suggests that restaurants, hotels, and catering businesses are in need of workers to support kitchen operations. The mining and quarrying sector also has a significant demand for laborers, highlighting ongoing activity in resource extraction. This reflects the need for workers to support operations in mines and quarries, which are crucial for supplying raw materials to industries such as construction and manufacturing.

The demand for domestic, hotel, and office cleaners and helpers suggest a consistent need for workers in maintenance and cleaning services. This is likely driven by increased hygiene standards, and the expansion of businesses and hospitality establishments. Farm-hands and related laborers are also in demand, reflecting the ongoing workforce needs in various sectors. The seasonal nature of manual labor may contribute to labor shortages.

Lastly, the demand for other elementary workers highlights the need for general labor across multiple industries. These roles often involve physically demanding tasks that require little formal education but are essential to supporting businesses and infrastructure.

Implication:

For job seekers, there are opportunities in low-skilled roles in agriculture, cleaning, mining, and food service, with these industries continuing to rely on manual and unskilled labor. As these sectors grow, workers can find stable employment, especially with training in specialized tasks such as food preparation or cleaning techniques.

For policy makers, the high demand for elementary workers suggests a need for policies that promote workforce development in low-skilled roles to increase employability in the global labour market.

For training institutions, the data suggests a need to offer short-term training programs and certifications that equip individuals with the skills required for these roles, including food safety, agricultural practices, and cleaning standards.

6.2.3 Most Sought Occupations by Sector

6.2.3.1 Accommodation and Food service sector

Table 14: Most sought occupations in accommodation and food services sector

Occupations	Number of vacancies
Other Sales Workers	484
Administrative and Specialized Secretaries	377
Cooks	309
Hotel and Hospitality Managers	264
Shop Salespersons	176

Source: Canada job advertisement data

Figure 14: Most sought occupations for low-skilled workers by vacancy numbers



The demand for workers in Canada’s Accommodation and food services sector highlights the crucial role of sales, administrative, and hospitality professionals in supporting industry growth. Other sales workers are the most sought-after, reflecting

the significance of customer service and retail roles in hotels and resorts. Administrative and specialized secretaries follow closely, emphasizing the need for skilled professionals to manage office operations and support hospitality businesses. The demand for cooks underscores the vital role of food services in the accommodation sector, driven by tourism. Hotel and hospitality managers are also in demand, showcasing the need for leadership in overseeing guest experiences and operational efficiency. Lastly, shop salespersons indicate the continued importance of retail services within the sector.

Implication;

For job seekers, this study suggests that focusing on customer service, hospitality management, and administrative skills will enhance employability. Opportunities are abundant for those who pursue training in these fields, especially in the areas of sales, culinary arts, and hospitality management.

For policy makers, the growing demand for workers in this sector emphasizes the need to prioritize workforce development initiatives. This includes supporting labor mobility, creating training programs that address skill gaps, and promoting the growth of vocational training that matches industry requirements. It's important to ensure that policies encourage both skilled and entry-level workers to fill these essential roles.

For training institutions, aligning curricula with the market's needs is critical. Offering specialized courses in sales techniques, hospitality management, and culinary arts will better prepare graduates for the labor market. Educational programs that focus on practical skills development in customer service and management will ensure that job seekers are well-equipped to meet the needs of Canada's growing accommodation sector.

6.2.3.3 Most Sought Occupations by Number of Vacancies in Construction Sector

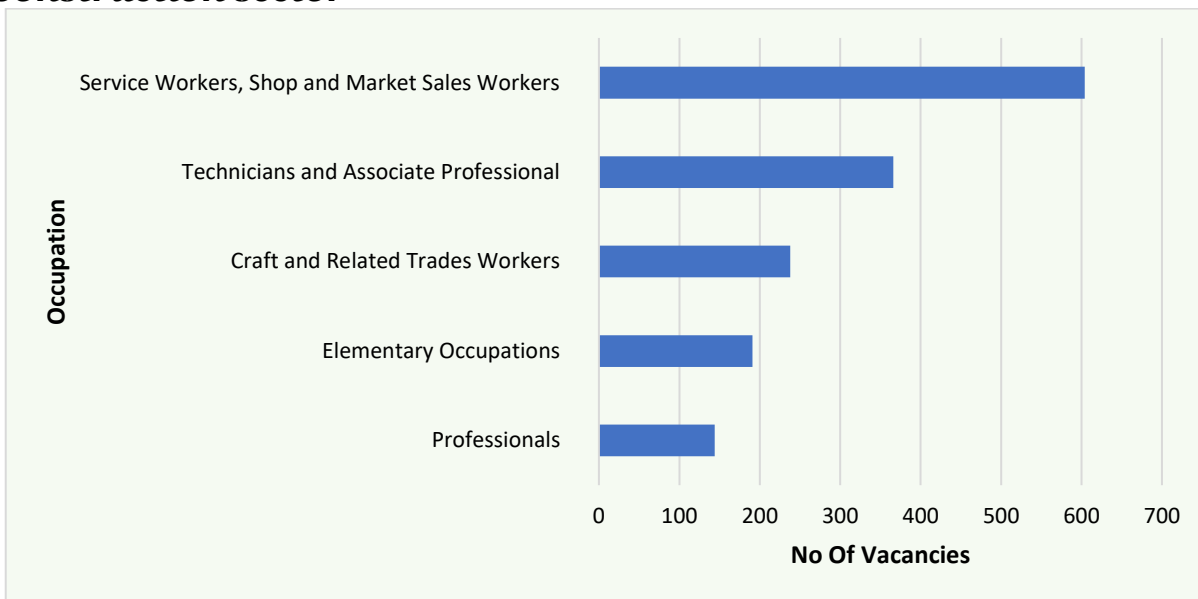
Table 15: Most sought occupation by number of Vacancies in Construction sector

Occupations	Number of Vacancies
Service Workers, Shop and Market Sales Workers	604
Technicians and Associate Professional	366

Occupations	Number of Vacancies
Craft and Related Trades Workers	238
Elementary Occupations	191
Professionals	144

Source: Canada job advertisement data

Figure 15: Most sought occupation by number of Vacancies in Construction sector



The most sought-after occupations in the Canadian construction sector include service workers, shop and market sales workers, who are essential in procurement, material sales, and support services within the construction supply chain. Technicians and associate professionals are also in high demand, covering roles such as site supervisors and surveyors who ensure that construction plans are properly implemented. Skilled tradespeople, including masons, carpenters, electricians, and plumbers, play a key role in the industry, emphasizing the need for hands-on expertise in construction work.

Elementary occupations, which consist of general laborers and assistants, are crucial in providing support across various construction activities. Professionals, including civil engineers, architects, and project managers, are also needed to oversee planning, design, and project execution. The high demand for service workers highlights the significance of supply chain operations in construction, while the need for technicians and skilled trades reflects their critical role in project success across Canada.

Implication;

For job seekers, these trends suggest opportunities at both entry-level and skilled positions in the construction sector. Those interested in hands-on work can pursue training in specific trades such as plumbing, electrical work, or carpentry. Technical training in areas like project management or drafting can help individuals access opportunities for higher-skilled roles within the industry. Additionally, customer service skills will remain valuable for those looking to work in support roles for construction supplies or equipment.

For policy makers, the demand for diverse occupations in the construction sector points to the need for workforce development programs that target both skilled trades and entry-level positions. Programs that support apprenticeships, vocational training, and technical education are critical to addressing the skills gap in the sector and ensuring there is a ready workforce for construction projects.

Training institutions should align their curricula with the growing demand in construction by offering specialized programs in skilled trades, project management, and construction-related technical fields. Providing hands-on training and certification programs will better equip students for the specific needs of the sector. This data highlights the need for targeted policies and educational programs that support the development of a robust construction workforce, ensuring that both skilled trades and entry-level workers are available to meet the increasing demand in Canada's construction industry.

7. GERMANY Q3 LABOUR MARKET DEMAND OUTLOOK

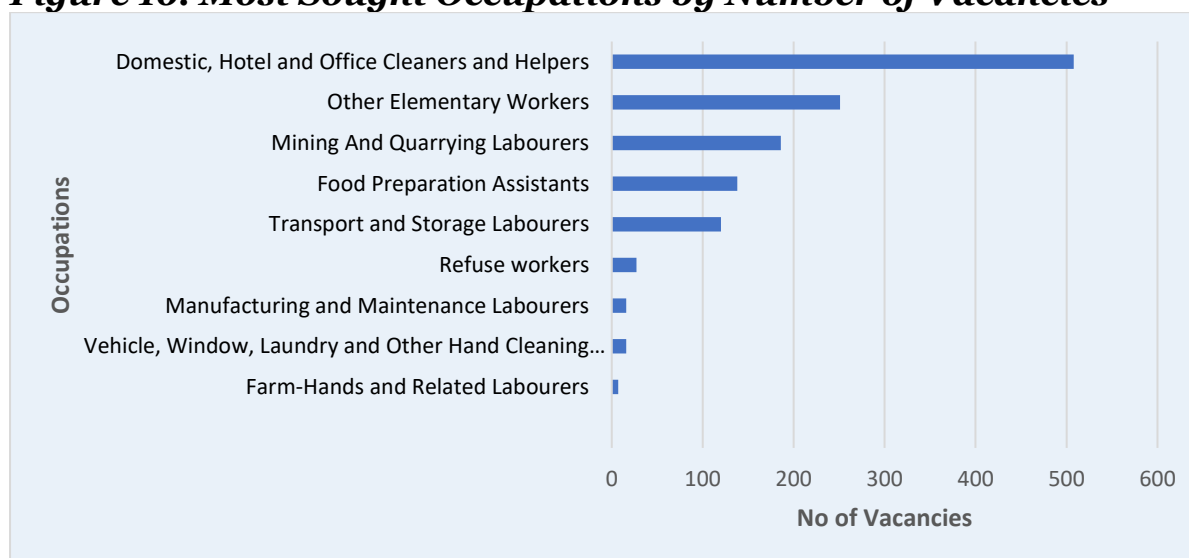
7.1 Most Sought Occupations by Number of Vacancies

Table 16: Most sought occupations in Germany

Occupation	Number of Vacancies
Nurses	2206
Commercial Sales Representatives	2172
Software Developers	1771
Systems Analysts	1480
Accountants	1456
Education Methods Specialists	1240
Construction and Utilities Managers	1144
Civil Engineers	1124
Mechanical Engineers and Technologists	1053
Policy and Planning Managers	1047

Source: Germany Job Advertisement Data

Figure 16: Most Sought Occupations by Number of Vacancies



Nurses are the most in-demand occupation with 2,206 vacancies, closely followed by Commercial Sales Representatives. Software Developers and Systems Analysts also show strong demand, indicating the growing need for digital skills. Accountants and Education Methods Specialists follow, suggesting sustained demand in finance and education sectors. Construction and Utilities Managers, Civil Engineers, Mechanical Engineers and

Technologists, and Policy and Planning Managers complete the top ten, reflecting great needs in infrastructure, engineering, and public administration.

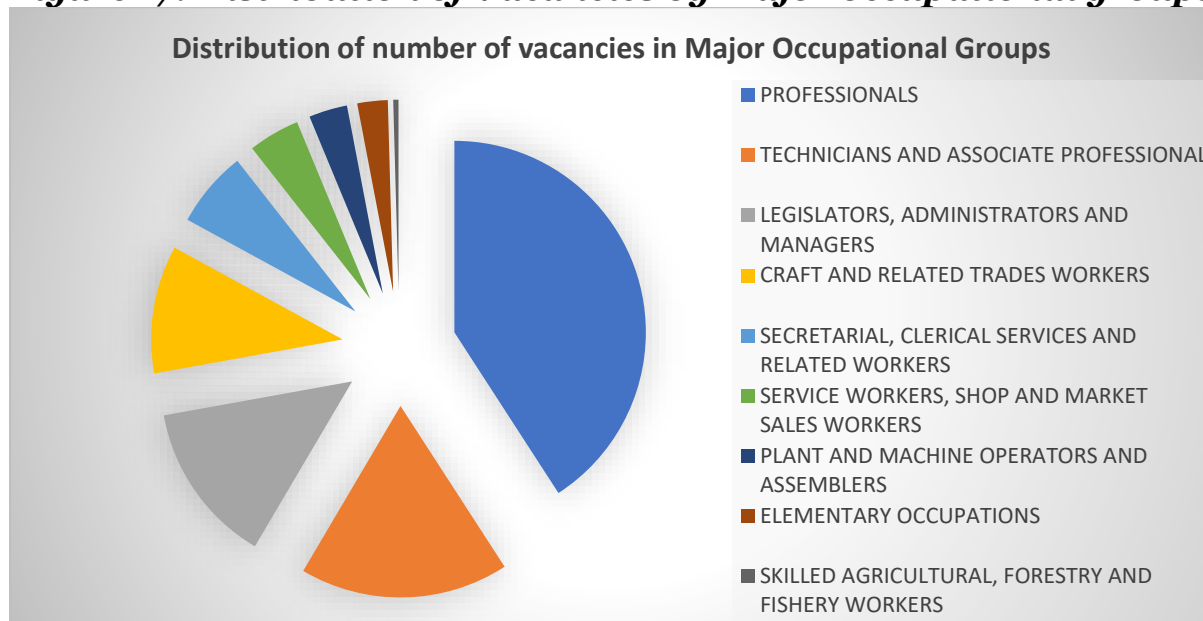
7.2. Distribution Of Vacancies by Major Occupational Groups

Table 17: Distribution of Vacancies by Major Occupational Groups

Major Occupational Group	Number of Vacancies	Vacancy Percentage
Professionals	20221	40.9
Technicians and associate professional	8727	17.6
Legislators, administrators and managers	6766	13.7
Craft and related trades workers	5344	10.8
Secretarial, clerical services and related workers	3198	6.5
Service workers, shop and market sales workers	2146	4.3
Plant and machine operators and assemblers	1607	3.2
Elementary occupations	1269	2.6
Skilled agricultural, forestry and fishery workers	220	0.4
Total	49498	100.0

Source: Germany job advertisement data

Figure 17: Distribution of Vacancies by Major occupational groups



The data show that Professionals accounted for the largest share of vacancies at 40.9 percent (20,221 vacancies), reflecting the growing demand for highly skilled workers in

fields requiring specialized knowledge and higher education such as engineering, health, education, finance, and information technology. They were followed by Technicians and Associate Professionals, who represented 17.6 percent (8,727 vacancies), underscoring the importance of mid-level technical roles that complement professional occupations. Combined, these two major groups made up more than half of all vacancies, indicating a labour market that is increasingly knowledge and technology driven. Additionally, Legislators, Administrators, and Managers accounted for 13.7 percent (6,766 vacancies), highlighting sustained demand for leadership and managerial competencies across both public and private sectors.

Demand for Craft and Related Trades Workers (10.8 percent) and Secretarial, Clerical, and Related Workers (6.5 percent) also remained notable, pointing to the continued need for operational and administrative support functions. Vacancies for Service Workers, Shop and Market Sales Workers (4.3 percent) and Plant and Machine Operators and Assemblers (3.2 percent) reflected moderate demand in service-oriented and industrial occupations. The lowest shares were reported among Elementary Occupations (2.6 percent) and Skilled Agricultural, Forestry and Fishery Workers (0.4 percent), suggesting a gradual shift away from low-skilled and traditional sectors toward more specialized, higher-skill roles. Overall, the distribution points to a skills-biased labour demand, with opportunities increasingly concentrated in professional and technical fields signifying both progress in skills upgrading and the emerging challenge of aligning workforce supply with evolving demand.

7.3. Top Sectors by Number of Vacancies

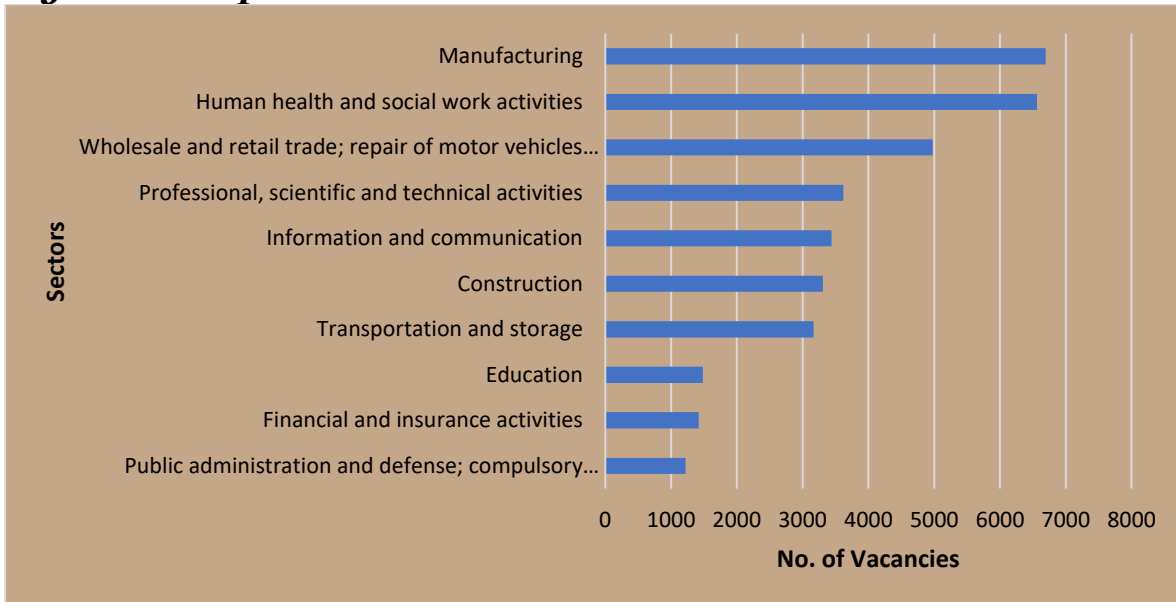
Table 18: Top sectors by number of vacancies

Economic Sector	Number of Vacancies
Manufacturing	6694
Human Health and Social Work Activities	6565
Wholesale And Retail Trade; Repair of Motor Vehicles and Motorcycles	4976
Professional, Scientific and Technical Activities	3619
Information And Communication	3438
Construction	3309
Transportation And Storage	3168
Education	1483

Economic Sector	Number of Vacancies
Financial And Insurance Activities	1418
Public Administration and Defense; Compulsory Social Security	1220

Source: Germany Job Advertisement Data

Figure 18. Top 10 Sectors with the Most Vacancies



Key sectors with the highest number of job openings in Germany during the third quarter include Manufacturing, Human Health and Social Work. The Wholesale and Retail Trade sector also showed strong demand, with 4,976 job openings. Additionally, significant employment opportunities were found in the Professional, Scientific and Technical Services sector, as well as in Information and Communication, both reflecting the growing importance of knowledge-based and digital industries in the German economy.

7.4. Most Sought Occupations by Skill Level

7.4.1 Most Sought Occupations for Highly Skilled Workers

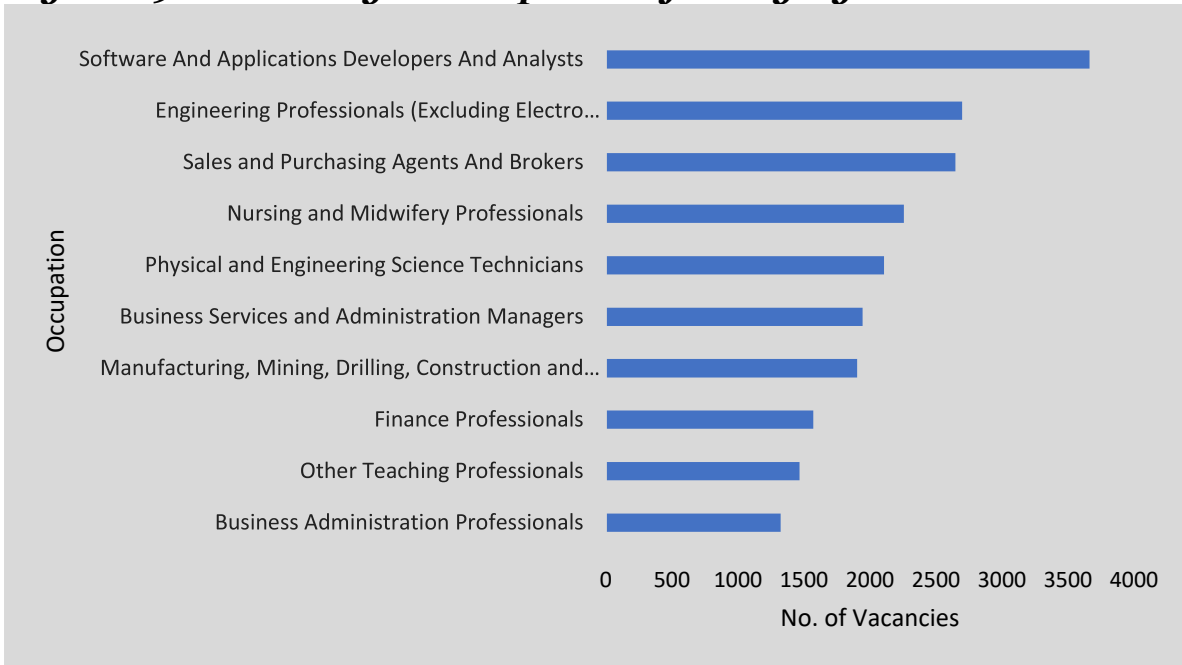
Table 19: Most sought occupations for Highly skilled workers

Occupation	Number of Vacancies
Software and Applications Developers and Analysts	3665
Engineering Professionals (Excluding Electro technology)	2699
Sales and Purchasing Agents and Brokers	2649
Nursing and Midwifery Professionals	2257
Physical and Engineering Science Technicians	2107
Business Services and Administration Managers	1944
Manufacturing, Mining, Drilling, Construction and Distribution Manager	1903

Occupation	Number of Vacancies
Finance Professionals	1572
Other Teaching Professionals	1466
Business Administration Professionals	1323

Source: Germany job advertisement data

Figure 19: Most Sought Occupations for Highly Skilled Workers



Software and Applications Developers top the list due to the growing digitalization of services and industries, while Engineering Professionals are highly sought after to support infrastructure, manufacturing, and energy projects. Sales and Purchasing Agents play a big role in supply chain and commercial operations, explaining their strong demand across multiple sectors. Similarly, Finance Professionals are essential for managing the financial health of organizations, and Business and Administration Managers are needed to provide leadership and ensure efficient operations. The high vacancy numbers in these occupations highlight a skills shortage at the top end of the labor market, expressing the value of advanced education and technical expertise in today's knowledge-based economy.

These roles, which typically require university-level education or advanced professional qualifications, rank among the most in-demand occupations in the German labour market, reflecting their critical importance to innovation, productivity, and economic growth.

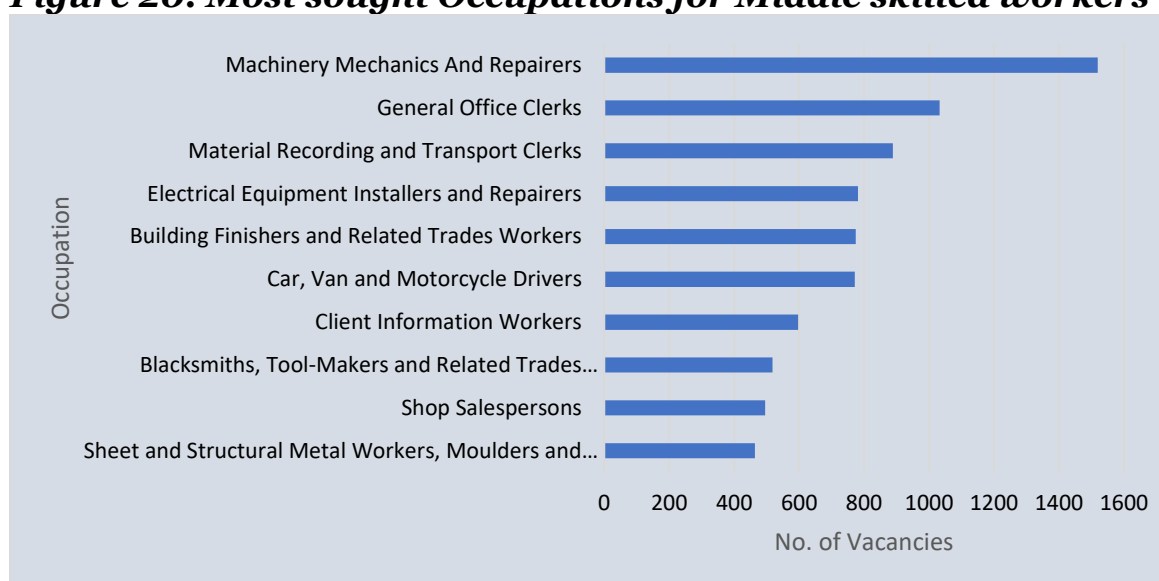
7.4.2. Most Sought Occupations for Middle Skilled Workers

Table 20: Most sought occupations for Middle skilled workers

Occupations	Number of vacancies
Machinery Mechanics and Repairers	1520
General Office Clerks	1033
Material Recording and Transport Clerks	889
Electrical Equipment Installers and Repairers	781
Building Finishers and Related Trades Workers	774
Car, Van and Motorcycle Drivers	772
Client Information Workers	597
Blacksmiths, Tool-Makers and Related Trades Workers	518
Shop Salespersons	495
Sheet and Structural Metal Workers, Moulders and Welders and Related Workers	464

Source: Germany Job Advertisement Data

Figure 20: Most sought Occupations for Middle skilled workers



7.4.3. Most Sought Occupations for Low Skilled Workers

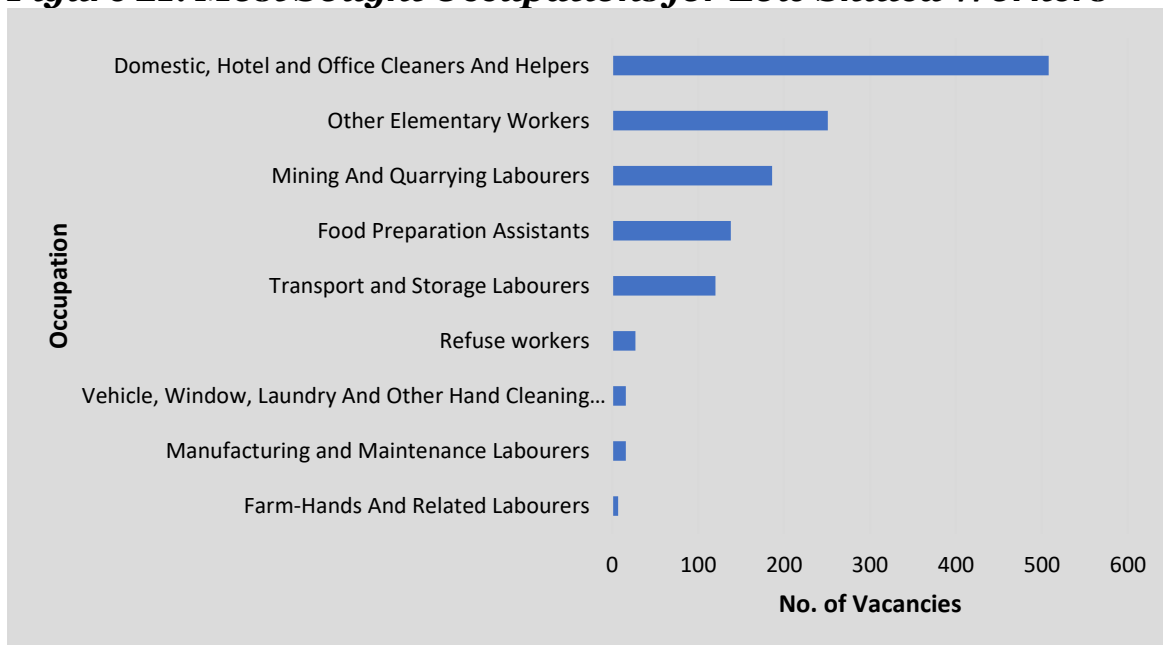
Table 21: Most sought occupations for Low skilled workers

Occupations	Number of Vacancies
Domestic, Hotel and Office Cleaners and Helpers	508
Other Elementary Workers	251
Mining and Quarrying Labourers	186

Occupations	Number of Vacancies
Food Preparation Assistants	138
Transport and Storage Labourers	120
Refuse workers	27
Manufacturing and Maintenance Labourers	16
Vehicle, Window, Laundry and Other Hand Cleaning Workers	16
Farmhands and Related Labourers	7

Source: Germany job advertisement data

Figure 21: Most Sought Occupations for Low Skilled Workers



The number of job vacancies for low-skilled roles in the German labour market remains relatively low, the top on demand is domestic, hotel and office cleaners and helpers, followed by elementary workers while mining and quarrying workers came third. This suggests that while these jobs are important, they do not represent a major area of labour demand particularly for foreign or migrant workers. This reflects broader trends in high-income countries where low-skilled work is increasingly affected by automation, changing service models, and domestic labour supply.

7.5. Most Sought Occupations in Sectors with Most Vacancies

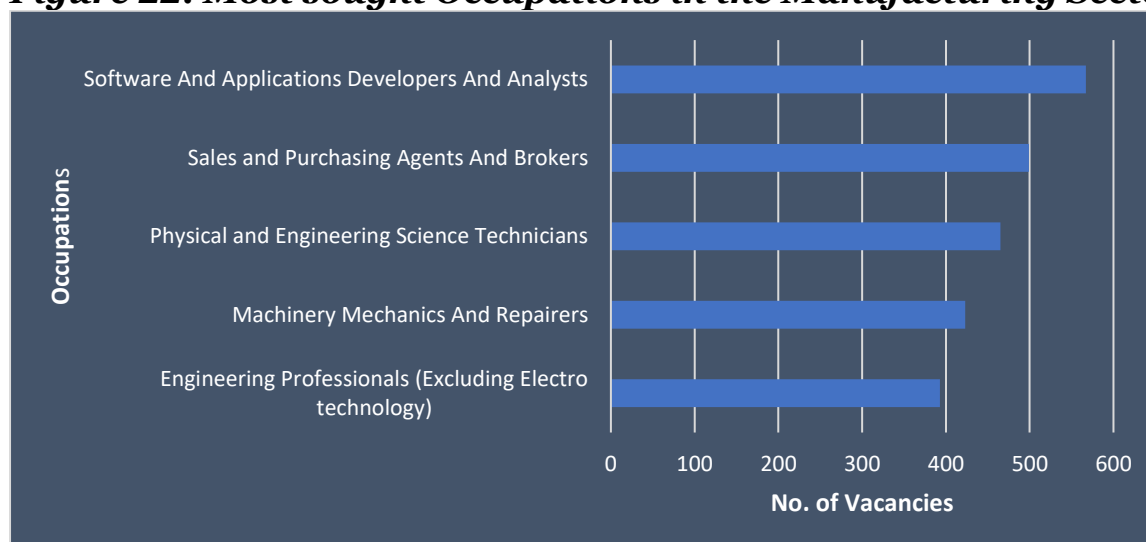
7.5.1. Most Sought Occupations in the Manufacturing Sector

Table 22: Most sought occupations in the Manufacturing sector

Occupations	Number of Vacancies
Software And Applications Developers and Analysts	567
Sales and Purchasing Agents and Brokers	499
Physical and Engineering Science Technicians	465
Machinery Mechanics and Repairers	423
Engineering Professionals (Excluding Electro technology)	393

Source: Germany Job Advertisement Data

Figure 22: Most sought Occupations in the Manufacturing Sector



In the manufacturing sector, the most sought-after roles include Software and Applications Developers, Sales and Purchasing Agents, Engineering Professionals, Machinery Mechanics and Repairers, and Physical and Engineering Science Technicians. This combination of occupations reflects the ongoing digital transformation and technological advancement within modern manufacturing. The demand for software developers highlights the growing integration of digital systems, automation, and smart technologies into production processes. Sales and purchasing agents are essential for managing supply chains and procurement functions, especially in globalized manufacturing environments.

Engineering professionals are needed to design, implement, and oversee complex systems and production lines, while machinery mechanics and technicians play a critical role in maintaining equipment, ensuring efficiency, and minimizing downtime. Altogether, these roles emphasize the importance of both technical expertise and digital skills in sustaining productivity and innovation in the manufacturing sector.

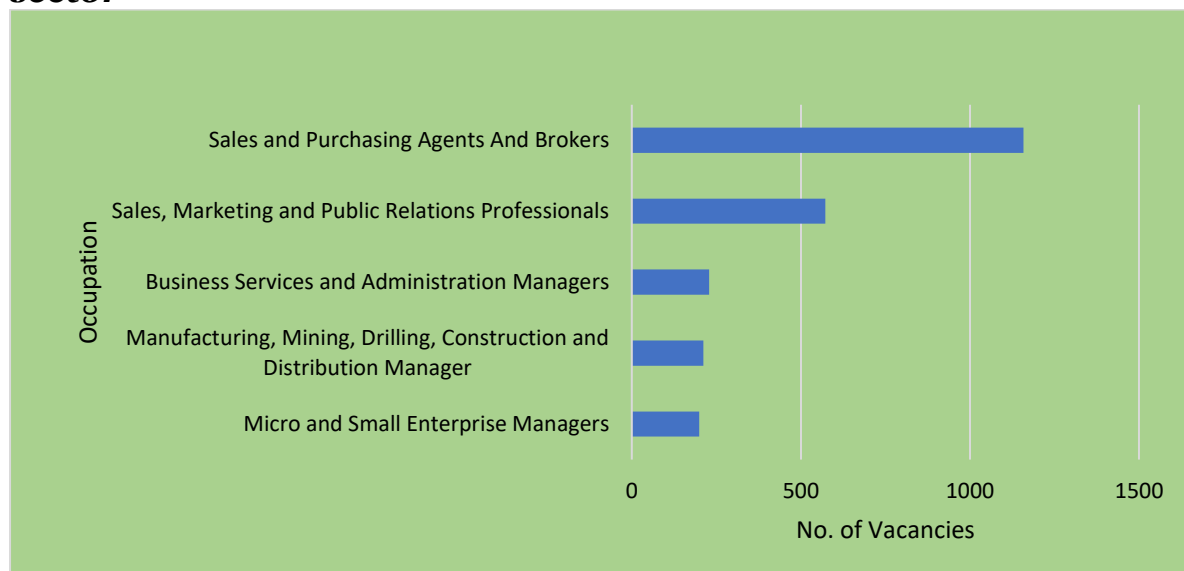
7.5.2. Most Sought Occupations in the Wholesale and Retail Trade Sector

Table 23: Most sought occupations in the Wholesale and Retail Trade sector

Occupations	Number of Vacancies
Sales and Purchasing Agents and Brokers	1158
Sales, Marketing and Public Relations Professionals	572
Business Services and Administration Managers	229
Manufacturing, Mining, Drilling, Construction and Distribution Manager	212
Micro and Small Enterprise Managers	199

Source: Germany Job Advertisement Data

Figure 23: Most sought occupations in the Wholesale and retail trade sector



In the wholesale and retail trade sector, the top roles include Sales and Purchasing Agents, Marketing and Public Relations Professionals, Business Services and Administration Managers. Germany’s retail sector is rapidly embracing digital commerce, data-driven marketing, and supply chain optimization, which has increased

demand for tech-savvy sales professionals and managers capable of overseeing multi-channel customer engagement strategies.

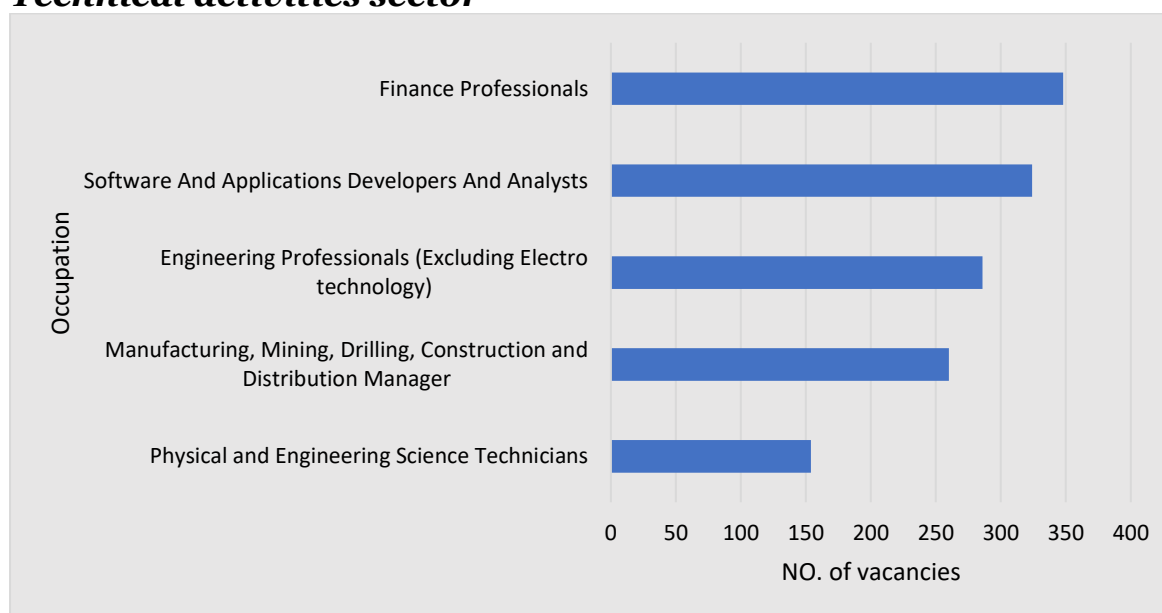
7.5.3. Most Sought Occupations in the Professional, Scientific and Technical Activities Sector

Table 24: Most sought occupations in the Professional, Scientific and Technical activities sector

Occupations	Number of Vacancies
Finance Professionals	348
Software And Applications Developers and Analysts	324
Engineering Professionals (Excluding Electro technology)	286
Manufacturing, Mining, Drilling, Construction and Distribution Manager	260
Physical and Engineering Science Technicians	154

Source: Germany Job Advertisement Data

Figure 24: Most sought occupations in the Professional, Scientific and Technical activities sector



Finance Professionals lead in demand with 348 vacancies, followed closely by Software and Applications Developers and Analysts with 324 vacancies. Engineering Professionals rank third with 286 vacancies, while Managers in Manufacturing, Mining, Drilling, Construction, and Distribution follow with 260 vacancies. Physical and Engineering Science Technicians come in fifth with 154 vacancies.

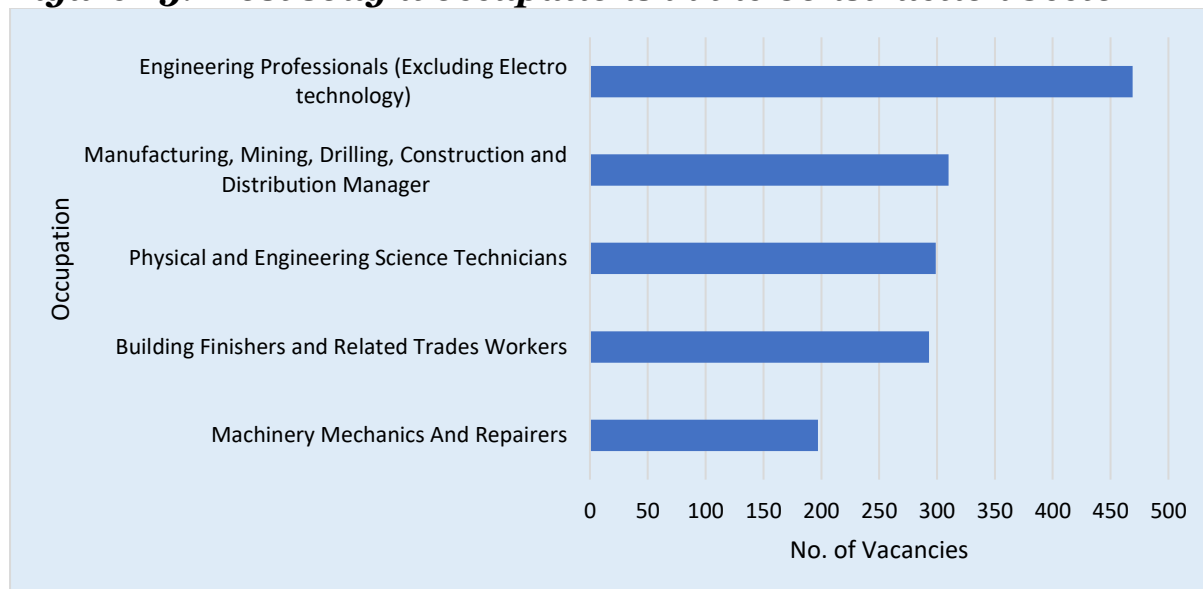
7.5.4. Most Sought Occupations in the Construction Sector

Table 25: Most Sought Occupations in the Construction Sector

Occupations	Number of vacancies
Engineering Professionals (Excluding Electro technology)	469
Manufacturing, Mining, Drilling, Construction and Distribution Manager	310
Physical and Engineering Science Technicians	299
Building Finishers and Related Trades Workers	293
Machinery Mechanics and Repairers	197

Source: Germany Job Advertisement Data

Figure 25: Most sought occupations in the Construction Sector



Engineering Professionals are the most in-demand in the construction sector, followed by Managers in Manufacturing, Mining, Drilling, Construction, and Distribution. Physical and Engineering Science Technicians rank third then Building Finishers and Related Trades Workers come forth in demand.

7.5.5. Most Sought Occupations in the Information and Communication Sector

Table 26: Most sought occupations in the Information and communication sector

Occupations	Number of vacancies
Software And Applications Developers and Analysts	1309
Business Services and Administration Managers	232
Artificial Intelligence and Cloud Computing Professionals	206
Finance Professionals	175
Business Administration Professionals	149
Sales, Marketing and Development Managers	131

Source: Germany Job Advertisement Data

Figure 26: Most Sought Occupations in the Information and Communication Sector



Software and Applications Developers and Analysts dominate with 1,309 vacancies, far surpassing the other occupations. This is followed by Business Services and Administration Managers, Artificial Intelligence and Cloud Computing Professionals, Finance Professionals, Business Administration Professionals, and Sales, Marketing and Development Managers.

This ranking indicates a high demand for digital and tech-driven roles, particularly in software development and emerging areas like cloud computing. The prominence of

business and finance roles also reflects the growing need for managerial and administrative expertise in the digital economy.

Implications

For Kenyan job seekers

Germany presents strong opportunities in healthcare, ICT, engineering, and technical trades. Roles such as nurses, software developers, systems analysts, and technicians are in high demand. To remain competitive, job seekers should pursue qualifications in these fields and invest in acquiring digital skills and vocational certifications. Germany's labour market values practical experience and technical expertise, making apprenticeships and mid-level roles viable pathways. Proficiency in the German language and familiarity with European work environments can also enhance employability.

Policy makers

The high demand in Germany for skilled and mid-level professionals calls for enhanced investment in STEM and TVET education systems. There is a need to develop stronger linkages between training institutions and the global labour market to ensure that Kenyan graduates are internationally competitive. Establishing bilateral labour agreements with Germany can facilitate safe and structured migration, while supporting certification and language training programs will help job seekers transition smoothly into the German workforce.

8. CANADIAN Q3 LABOUR MARKET DEMAND OUTLOOK

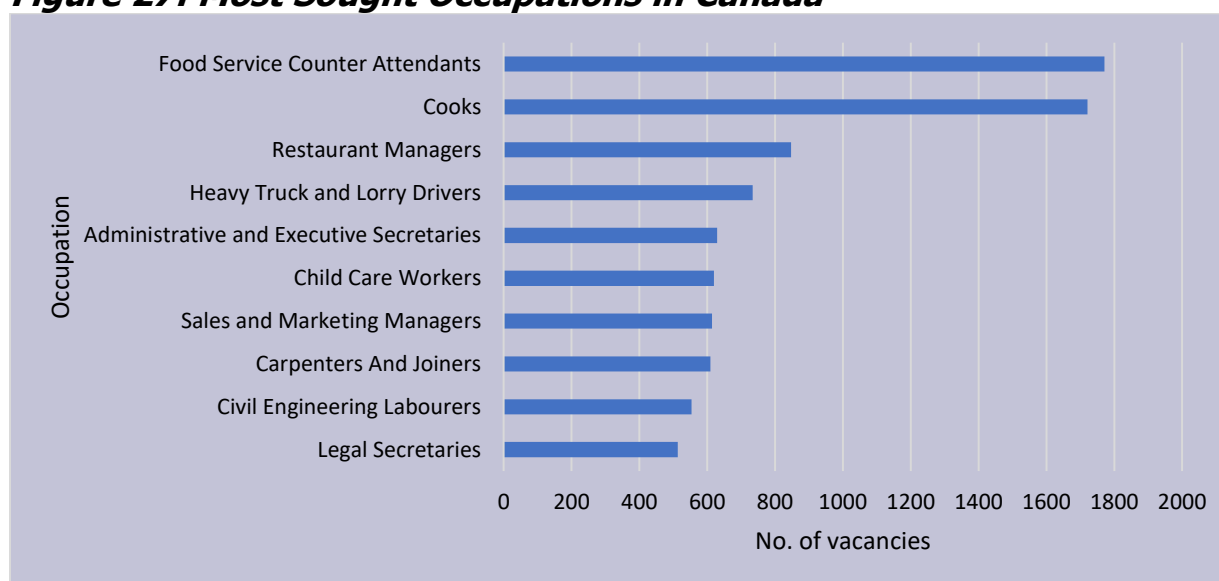
8.1. Most Sought Occupations by Number of Vacancies in Canada

Table 27: Most Sought Occupations in Canada

Occupation	Number of Vacancies
Food Service Counter Attendants	1771
Cooks	1721
Restaurant Managers	847
Heavy Truck and Lorry Drivers	734
Administrative and Executive Secretaries	629
Child Care Workers	620
Sales and Marketing Managers	614
Carpenters and Joiners	610
Civil Engineering Labourers	554
Legal Secretaries	513

Source: Canada Job Advertisement Data

Figure 27: Most Sought Occupations in Canada



The top occupations overall demanded in the Canadian labour market during Q3 were led by Food Service Counter Attendants, followed closely by Cooks, and Restaurant Managers. These were trailed by roles such as Heavy Truck and Lorry Drivers, Administrative and Executive Secretaries, and Child Care Workers. These rankings show strong demand in the hospitality, logistics, administration, and social care sectors. High vacancies in food service roles suggest both industry growth and high turnover, while the appearance of transport and childcare roles reflects functional support needs across the economy.

8.2. Most Sought Occupations by Skill Level and Number of Vacancies

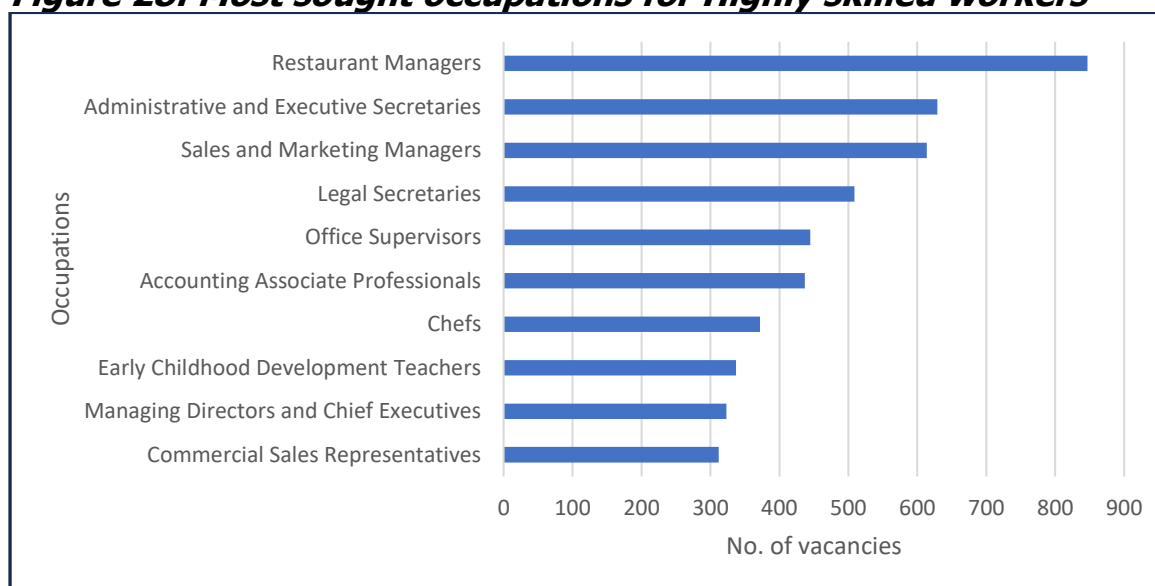
8.2.1. Most sought occupations for Highly skilled workers

Table 28: Most sought occupations among Highly skilled workers

Occupation	Number of vacancies
Restaurant Managers	847
Administrative and Executive Secretaries	629
Sales and Marketing Managers	614
Legal Secretaries	509
Office Supervisors	445
Accounting Associate Professionals	437
Chefs	372
Early Childhood Development Teachers	337
Managing Directors and Chief Executives	323
Commercial Sales Representatives	312

Source: Canada job advertisement data

Figure 28: Most sought occupations for Highly skilled workers



Among highly skilled roles, Restaurant Managers was the top, followed by Administrative and Executive Secretaries, Sales and Marketing Managers, and Legal Secretaries. Other roles included Office Supervisors, Accounting Associate Professionals, and Managing Directors and Chief Executives. These rankings indicate sustained demand for management, administrative, and commercial functions across sectors.

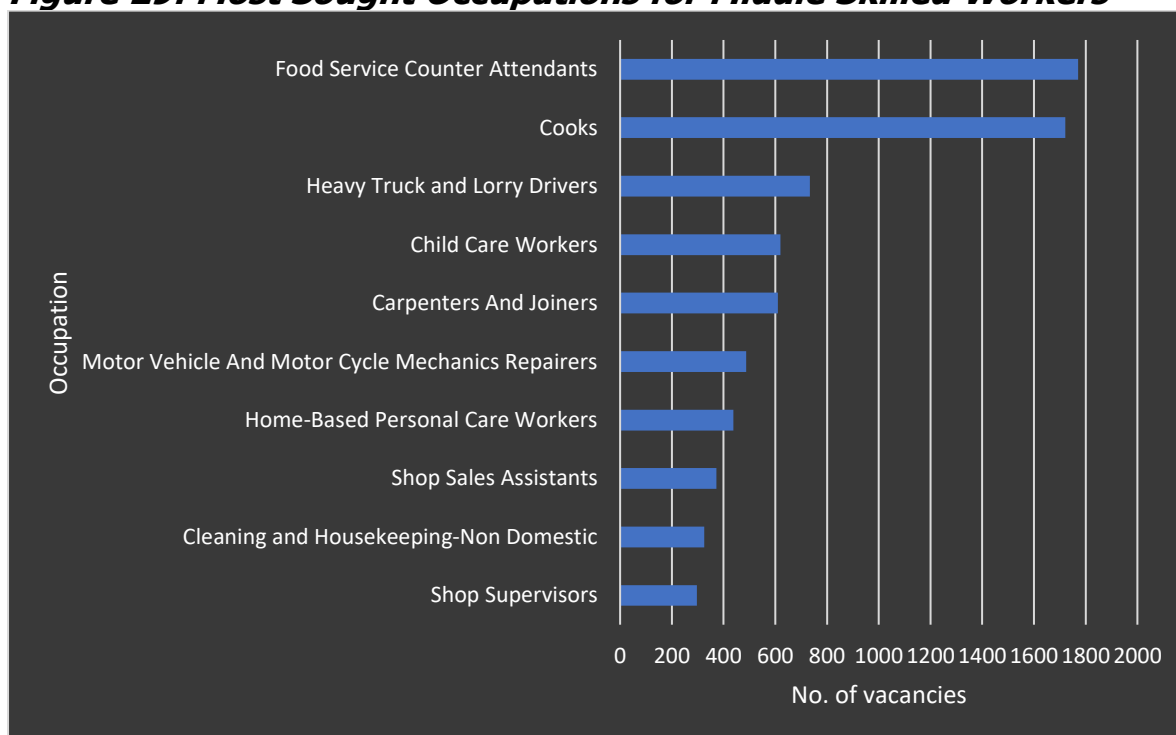
8.2.2. Most sought occupations among Middle skilled workers

Table 29: Most sought occupation for Middle skilled workers

Occupations	Number Of Vacancies
Food Service Counter Attendants	1771
Cooks	1721
Heavy Truck and Lorry Drivers	734
Child Care Workers	620
Carpenters and Joiners	610
Motor Vehicle and Motorcycle Mechanics Repairers	487
Home-Based Personal Care Workers	438
Shop Sales Assistants	372
Cleaning and Housekeeping-Non-Domestic	325
Shop Supervisors	297

Source: Canada Job Advertisement Data

Figure 29: Most Sought Occupations for Middle Skilled Workers



Middle skilled jobs were dominated by Food Service Counter Attendants and Cooks, followed by Heavy Truck and Lorry Drivers, Child Care Workers, and Carpenters and Joiners. Other notable roles include Motor Vehicle Mechanics, Home-Based Personal Care Workers, and Shop Sales Assistants. These occupations reflect the importance of trades, logistics, and care work in keeping essential services functioning.

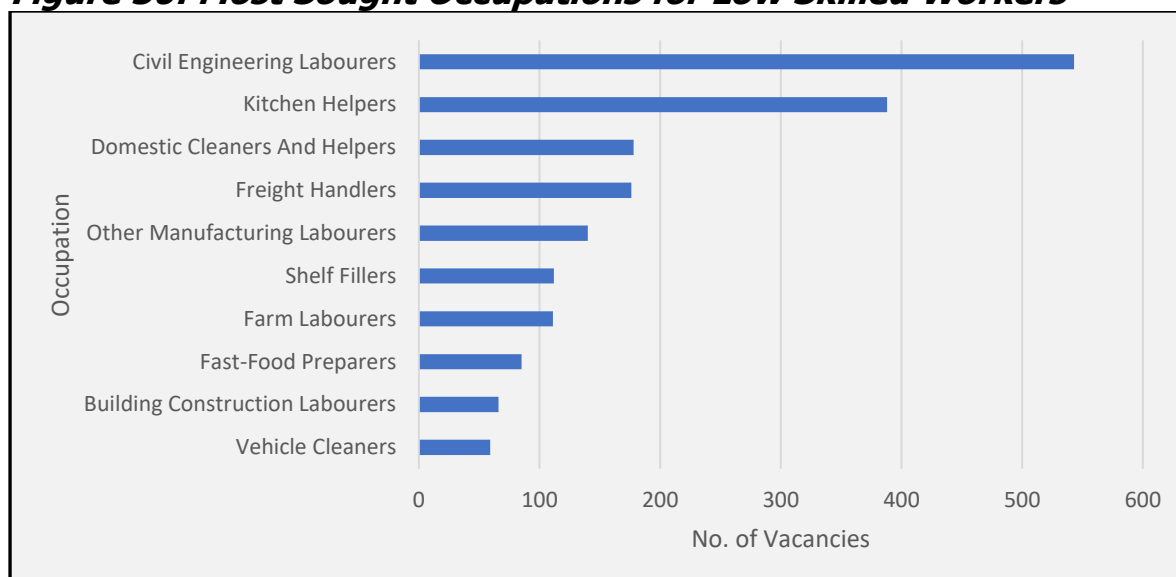
8.2.3. Most Sought Occupation for Low Skilled Workers

Table 30: Most Sought Occupation for Low Skilled Workers

Occupation	Number of Vacancies
Civil Engineering Labourers	543
Kitchen Helpers	388
Domestic Cleaners and Helpers	178
Freight Handlers	176
Other Manufacturing Labourers	140
Shelf Fillers	112
Farm Labourers	111
Fast-Food Preparers	85
Building Construction Labourers	66
Vehicle Cleaners	59

Source: Canada Job Advertisement Data

Figure 30: Most Sought Occupations for Low Skilled Workers



Low skilled roles such as Civil Engineering laborers, Kitchen, Domestic Cleaners, Freight Handlers, and Shelf Fillers show continued demand in support services, construction, and logistics. While these jobs are entry-level and accessible, they are often low-paying and insecure.

8.3. JOB VACANCIES BY MAJOR OCCUPATIONAL GROUPS

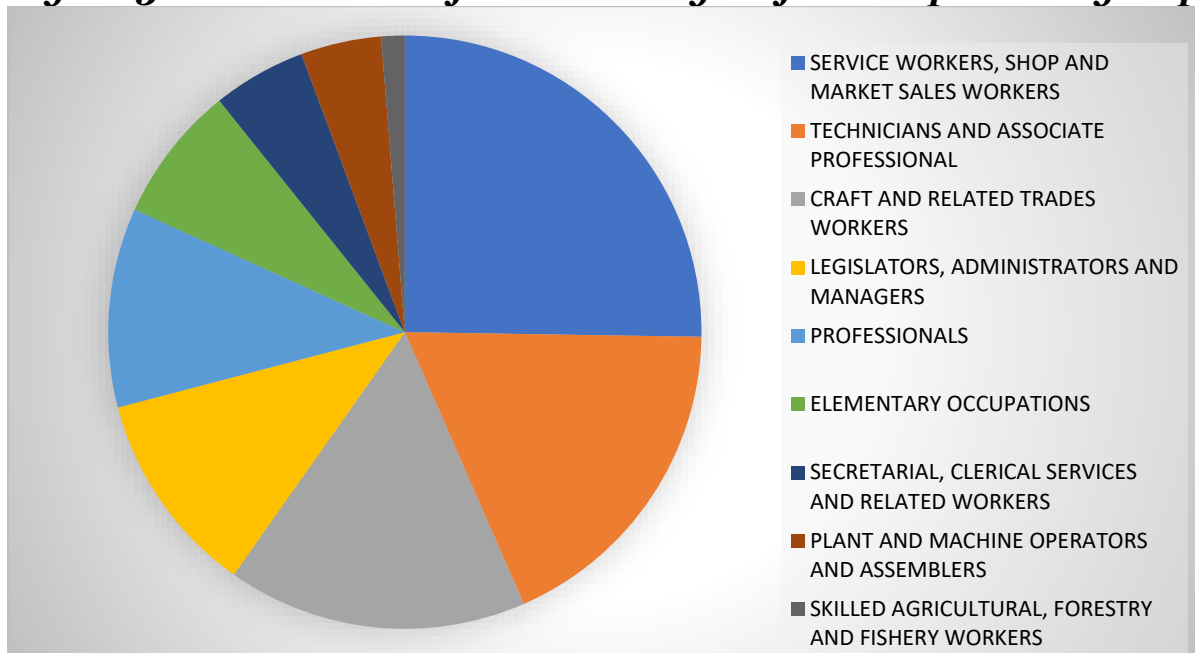
Table 31: Distribution of Vacancies by Major Occupational Groups

Major Occupational Group	Number of Vacancies	Proportion
Service Workers, Shop and Market Sales Workers	6960	25
Technicians And Associate Professional	5012	18

Major Occupational Group	Number of Vacancies	Proportion
Craft And Related Trades Workers	4505	16
Legislators, Administrators and Managers	3070	11
Professionals	2994	11
Elementary Occupations	2060	7
Secretarial, Clerical Services and Related Workers	1401	5
Plant And Machine Operators and Assemblers	1210	4
Skilled Agricultural, Forestry and Fishery Workers	354	1

Source: Canada Job Advertisement Data

Figure 31: Distribution of Vacancies by Major Occupational groups



The largest number of job postings fell under Service Workers, Shop and Market Sales Workers, followed by Technicians and Associate Professionals, and Craft and Related Trades Workers. Legislators, Administrators, and Managers and Professionals each made up 11% of total vacancies, with fewer postings in Elementary Occupations, Clerical Work, and Plant Operations. This pattern reflects a service-led economy, supported by strong demand for technical skills and skilled trades.

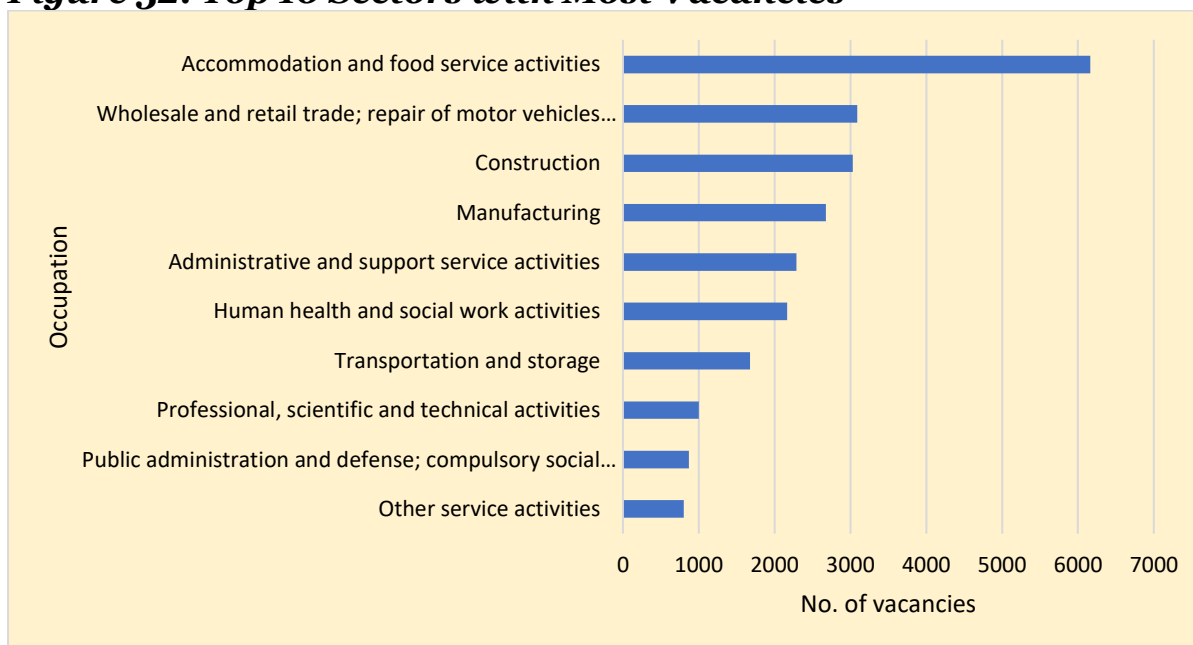
8.4. Job Vacancies by Economic Sector

Table 32: Top 10 Economic Sectors with Most Vacancies

Broad Sector	Number of Vacancies
Accommodation And Food Service Activities	6163
Wholesale And Retail Trade; Repair of Motor Vehicles and Motorcycles	3092
Construction	3033
Manufacturing	2677
Administrative And Support Service Activities	2287
Human Health and Social Work Activities	2166
Transportation And Storage	1675
Professional, Scientific and Technical Activities	1001
Public Administration and Defense; Compulsory Social Security	870
Other Service Activities	804

Source: Canada Job Advertisement Data

Figure 32: Top 10 Sectors with Most Vacancies



The Accommodation and Food Service sector led with 6,163 vacancies, followed by Wholesale and Retail Trade, Construction, and Manufacturing. Other strong sectors included Administrative Services and Health and Social Work. This distribution shows demand is heavily concentrated in consumer services, infrastructure, and essential goods.

8.5 Most Sought Occupations in Sectors with Most Vacancies

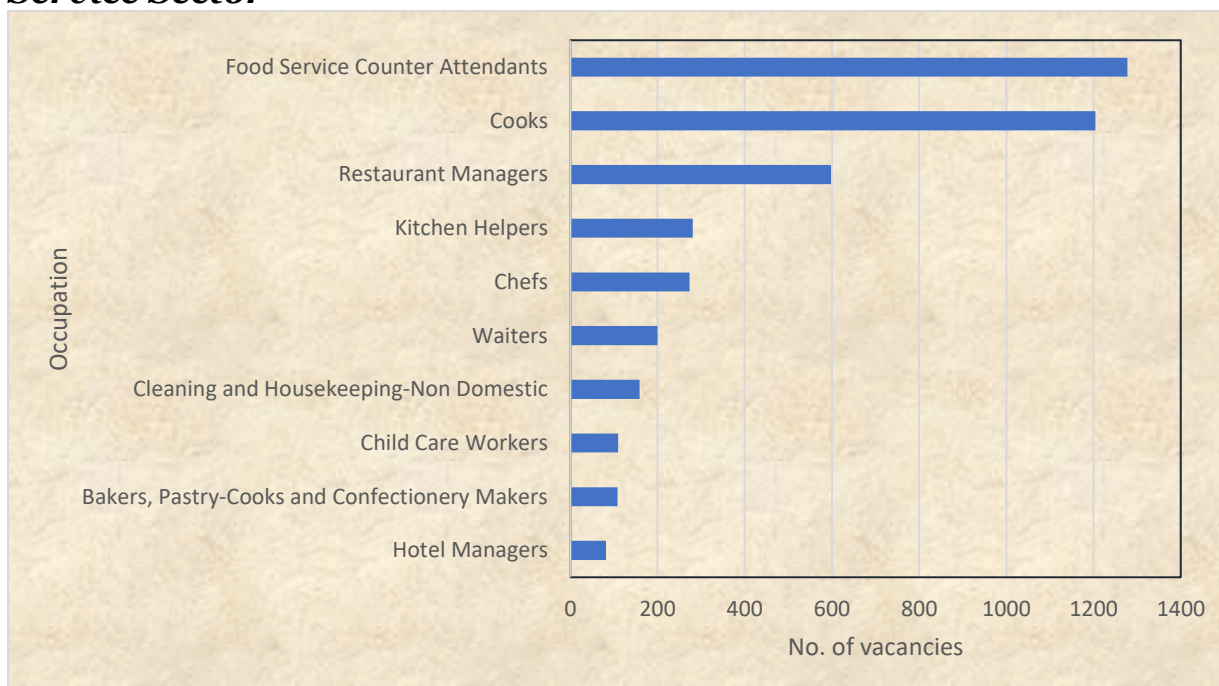
8.5.1. Accommodation and Food Service Sector

Table 33: Most Sought Occupations in the Accommodation and Food Service Sector

Occupation	Number of Vacancies
Food Service Counter Attendants	1278
Cooks	1204
Restaurant Managers	598
Kitchen Helpers	281
Chefs	273
Waiters	200
Cleaning and Housekeeping-Non-Domestic	159
Child Care Workers	110
Bakers, Pastry-Cooks and Confectionery Makers	108

Source: Canada Job Advertisement Data

Figure 33: Most Sought Occupations in the Accommodation and Food Service Sector



Top occupations included Food Service Counter Attendants, Cooks, Restaurant Managers, Kitchen Helpers, and Chefs. This confirms hospitality is a large employer, particularly of low to middle skilled roles, with moderate managerial demand.

8.5.2. Wholesale and Retail Trade Sector

Table 34: Most Sought Occupations in the Wholesale and Retail Trade Sector

Occupation	Number of Vacancies
Motor Vehicle and Motor Cycle Mechanics Repairers	165
Shop Sales Assistants	140
Sales and Marketing Managers	136
Shop Supervisors	129
Bank Tellers and Related Clerks	113
Cooks	73
Mechanical Engineering Technicians	70
Commercial Sales Representatives	67
Food Service Counter Attendants	63
Administrative and Executive Secretaries	62

Source: Canada Job Advertisement Data

Figure 34: Most Sought Occupations in the Wholesale and Retail Trade Sector



The top position is held by Motor Vehicle and Motor Cycle Mechanics/Repairers (165 vacancies), Shop Sales Assistants (140 vacancies) and Sales and Marketing Managers

(136 vacancies) follow closely, reflecting the sector’s strong reliance on sales operations and marketing leadership to drive growth and customer engagement.

Shop Supervisors (129 vacancies) and Commercial Sales Representatives (67 vacancies) further demonstrate the need for experienced staff to manage retail operations and expand client outreach. Administrative support remains crucial, with Administrative and Executive Secretaries (62 vacancies) helping ensure smooth business coordination, while Bank Tellers and Related Clerks (113 vacancies) support retail banking activities connected to trade and consumer transactions.

In addition, Cooks (73 vacancies) and Food Service Counter Attendants (63 vacancies) indicate sustained demand in the retail food and hospitality subsector. Overall, the sector shows robust demand across sales, management, and service functions, reflecting both the expansion of consumer markets and the importance of skilled personnel in maintaining operational efficiency and customer satisfaction.

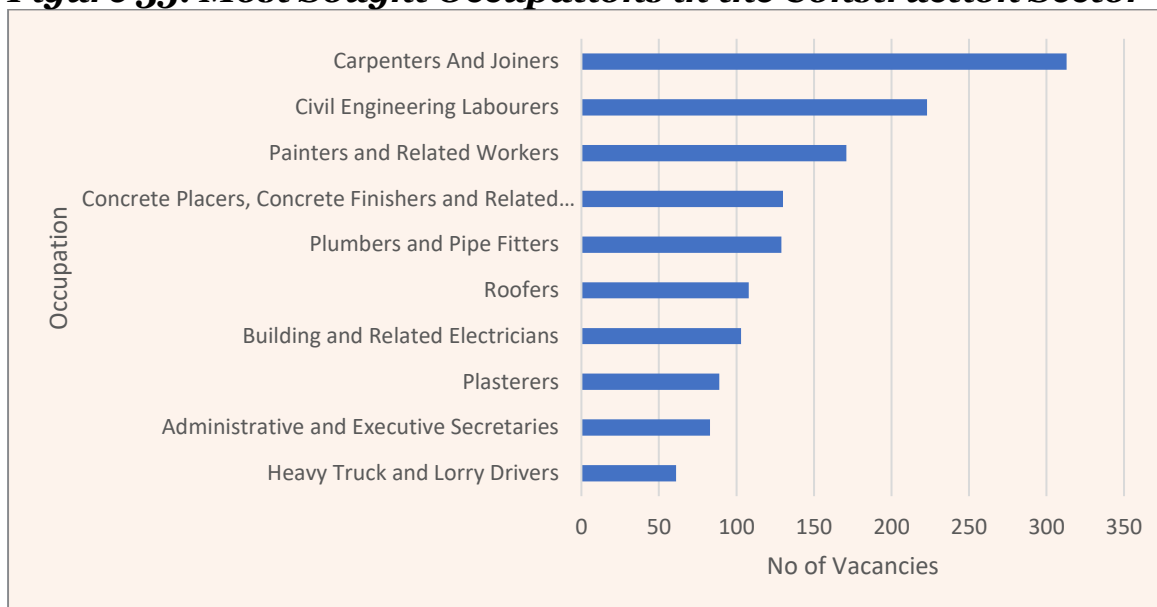
8.5.3. Construction Sector

Table 35: Most Sought Occupations in the Construction Sector

Occupation	Number of Vacancies
Carpenters And Joiners	313
Civil Engineering Labourers	223
Painters and Related Workers	171
Concrete Placers, Concrete Finishers and Related Workers	130
Plumbers and Pipe Fitters	129
Roofers	108
Building and Related Electricians	103
Plasterers	89
Administrative and Executive Secretaries	83
Heavy Truck and Lorry Drivers	61

Source: Canada Job Advertisement Data

Figure 35: Most Sought Occupations in the Construction Sector



The construction sector shows strong demand for both skilled and semi-skilled workers. Carpenters and Joiners (313) lead in vacancies, followed by Civil Engineering Labourers (223) and Painters (171), reflecting active building and infrastructure projects.

Technical trades such as Plumbers and Pipe Fitters (129), Roofers (108), and Electricians (103) remain essential for installation and finishing works. Support roles like Administrative Secretaries (83) and Truck Drivers (61) highlight the need for coordination and logistics support.

Overall, the sector demonstrates robust demand across technical, labour, and support functions, driven by ongoing construction and infrastructure growth.

8.5 Implications

Kenyan job seekers can benefit from Canada’s broad-based demand across all skill levels. With strong vacancies in hospitality, food services, logistics, construction, and administrative roles, Canada offers accessible entry points into the labour market. Food service counter attendants, cooks, truck drivers, child care workers, and tradespeople are in high demand. Job seekers should pursue quick-entry vocational training and modular certifications while continuously upgrading their skills to transition into supervisory or specialized positions.

For policy makers, the Canadian labour market highlights the importance of modernizing TVET programs to align with global standards, particularly in trades and services. Strengthening partnerships with Canadian employers and institutions can improve

employment outcomes for Kenyan workers abroad. Policies should also focus on skill recognition frameworks and promoting flexible, industry-aligned training models that prepare workers for both domestic and international opportunities.

9. UAE Q3 LABOUR MARKET DEMAND OUTLOOK

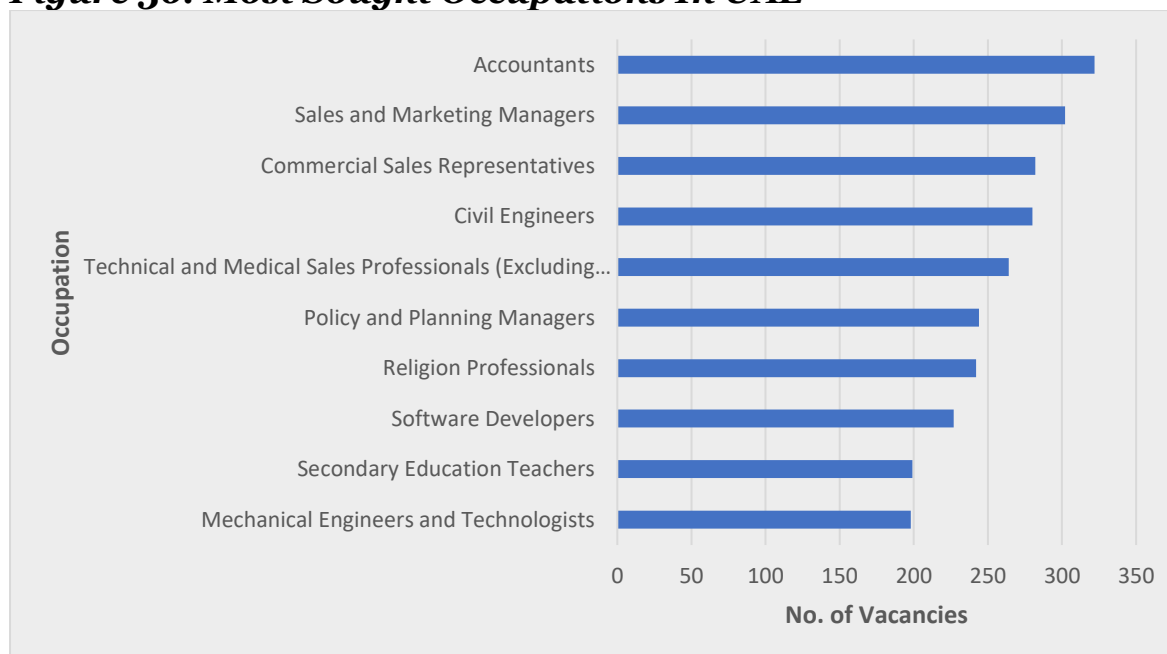
9.1. Most Sought Occupations in UAE

Table 36: Most Sought Occupations in UAE

Occupation	Number of vacancies
Accountants	322
Sales and Marketing Managers	302
Commercial Sales Representatives	282
Civil Engineers	280
Technical and Medical Sales Professionals (Excluding ICT)	264
Policy and Planning Managers	244
Religion Professionals	242
Software Developers	227
Secondary Education Teachers	199
Mechanical Engineers and Technologists	198

Source: UAE job Advertisement Data

Figure 36: Most Sought Occupations In UAE



In the third quarter, Accountants emerged as the most sought-after occupation in the UAE, with vacancies. They were followed closely by Sales and Marketing Managers with vacancies, and Commercial Sales Representatives, reflecting a high demand for business

and commercial roles. Civil Engineers ranked fourth, suggesting continued infrastructure and development activities. In fifth position were Technical and Medical Sales Professionals, indicating strong demand in specialized product sales.

9.2. Most Sought Occupations by Skill Level and Number of Vacancies

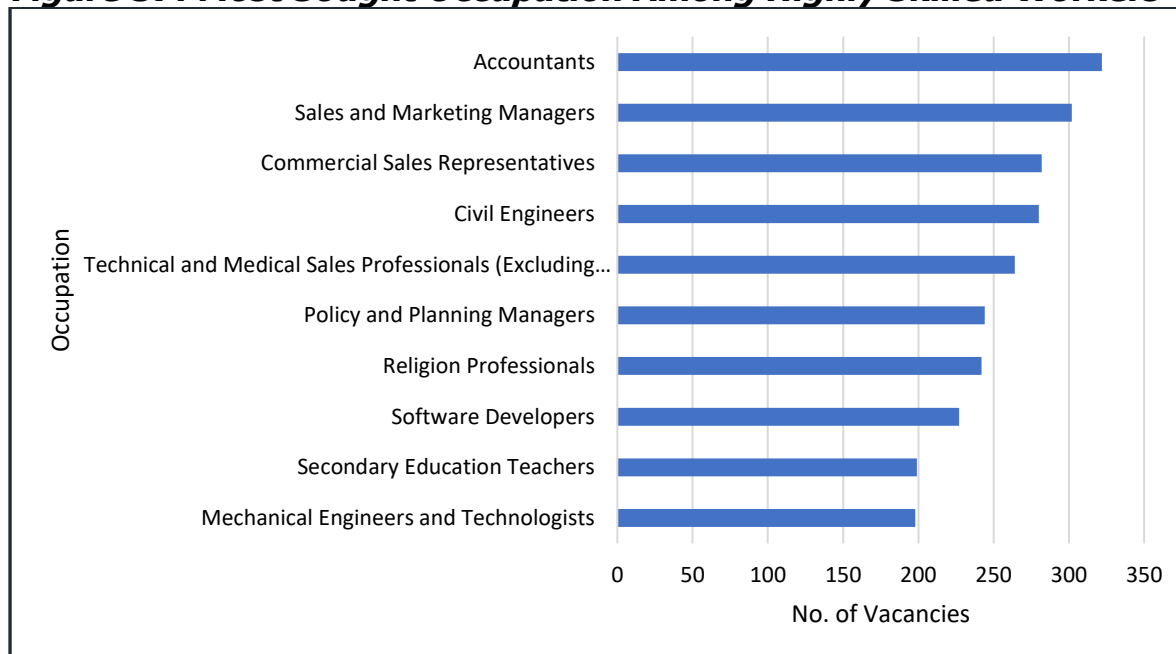
9.2.1. Most Sought Occupations Among Highly Skilled Workers

Table 37: Sought Occupation Among Highly Skilled Workers

Occupation	Number of Vacancies
Accountants	322
Sales and Marketing Managers	302
Commercial Sales Representatives	282
Civil Engineers	280
Technical and Medical Sales Professionals (Excluding ICT)	264
Policy and Planning Managers	244
Religion Professionals	242
Software Developers	227
Secondary Education Teachers	199
Mechanical Engineers and Technologists	198

Source: UAE Job advertisement data

Figure 37: Most Sought Occupation Among Highly Skilled Workers



Among highly skilled workers, accountants, sales and marketing managers were top. This is unsurprising given that of all job vacancies were targeted at highly skilled personnel. These include Accountants, Sales and Marketing Managers, Commercial Sales

Representatives, Civil Engineers, and Software Developers among others, reflecting sustained demand for professionals with advanced education and technical competencies.

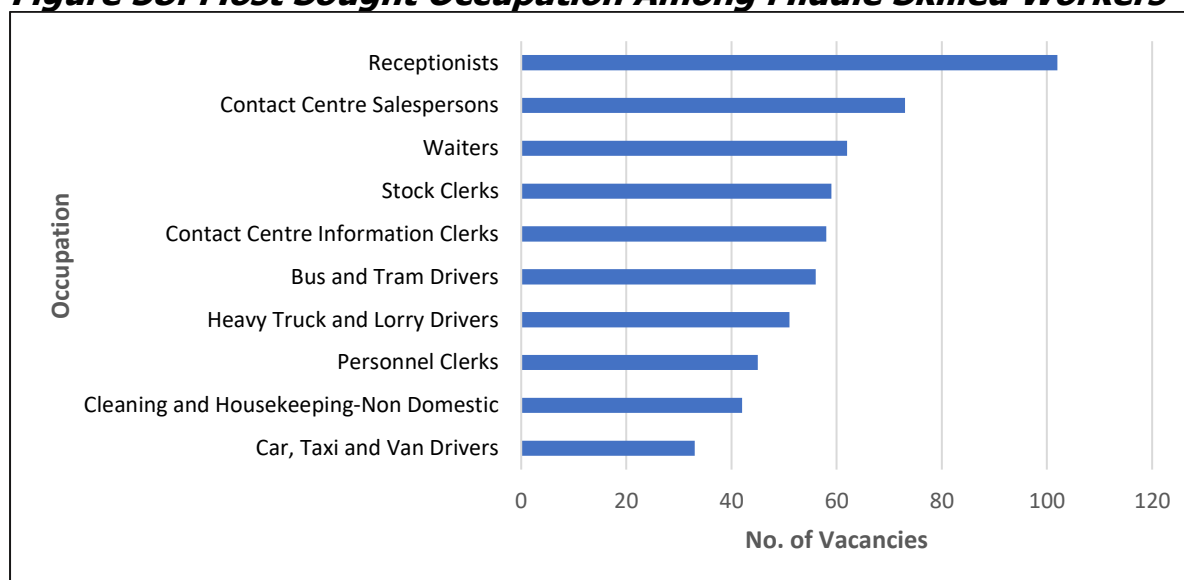
9.2.2. Most Sought Occupations Among Middle Skilled Workers

Table 38: Most Sought Occupation Among Middle Skilled Workers

Occupations	Number of Vacancies
Receptionists	102
Contact Centre Salespersons	73
Waiters	62
Stock Clerks	59
Contact Centre Information Clerks	58
Bus and Tram Drivers	56
Heavy Truck and Lorry Drivers	51
Personnel Clerks	45
Cleaning and Housekeeping-Non-Domestic	42
Car, Taxi and Van Drivers	33

Source: UAE Job Advertisement Data

Figure 38: Most Sought Occupation Among Middle Skilled Workers



For middle skilled workers, the most in-demand occupation was Receptionist, followed by Contact Centre Salespersons and Waiters. Other roles that featured prominently

included Stock Clerks, Contact Centre Information Clerks, Bus and Tram Drivers, Heavy Truck and Lorry Drivers, Personnel Clerks, Cleaning and Housekeeping Staff in non-domestic settings, and Car, Taxi and Van Drivers. These roles reflect the growing need for customer-facing, logistical, and support service staff.

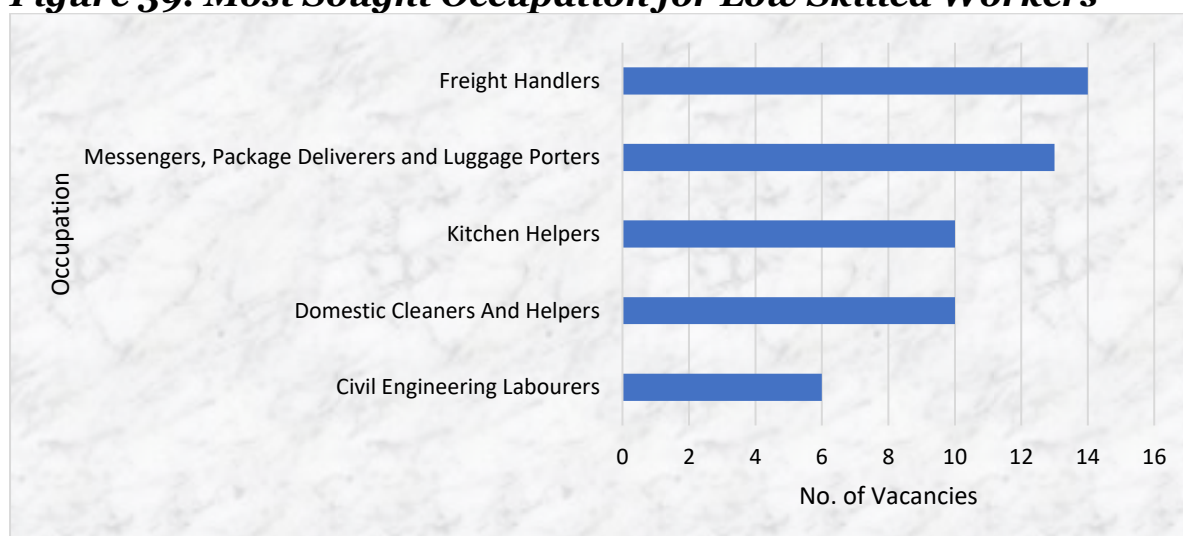
9.2.3. Most Sought Occupation for Low Skilled Workers

Table 39: Most Sought Occupation for Low Skilled Workers

Occupation	Number of Vacancies
Freight Handlers	14
Messengers, Package Deliverers and Luggage Porters	13
Domestic Cleaners and Helpers	10
Kitchen Helpers	10
Civil Engineering Labourers	6

Source: UAE Job Advertisement Data

Figure 39: Most Sought Occupation for Low Skilled Workers



Among low-skilled jobs, Freight Handlers topped the list, followed by Messengers, Package Deliverers, and Luggage Porters. Both Domestic Cleaners and Helpers and Kitchen Helpers had 10 vacancies each, while Civil Engineering Labourers accounted for 6 vacancies. This illustrates the minimal demand for low-skilled workers in the UAE labour market compared to skilled categories.

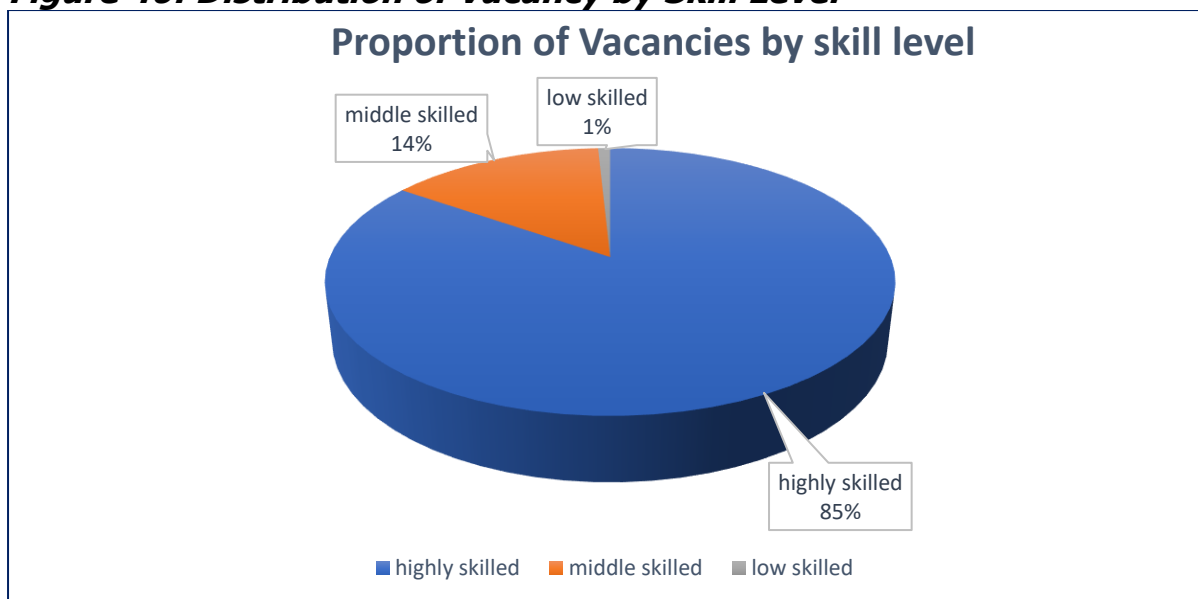
9.3. Distribution of Vacancies by Skill Level

Table 40: Distribution of Vacancy by Skill Level

Skill Level	Number of Vacancies	Proportion
Highly Skilled	6839	84.7
Middle Skilled	1172	14.5
Low Skilled	66	0.8

Source: UAE Job Advertisement Data

Figure 40: Distribution of Vacancy by Skill Level



The UAE labour market continues to prioritize skilled talent. Highly skilled occupations accounted for 84.7% of all vacancies, whereas middle skilled roles represented only 14.5%, and low skilled roles a mere 0.8%. This distribution signals a market orientation towards advanced qualifications, experience, and specialized knowledge.

9.4 Job Vacancies by Economic Sector

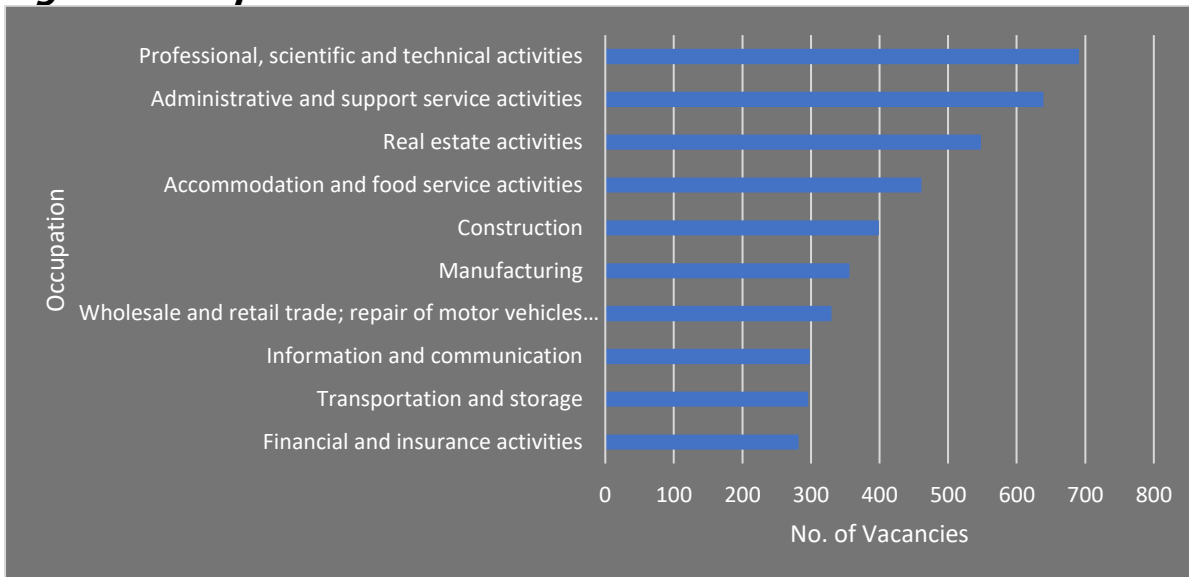
Table 41: Top 10 Economic Sectors with Most Vacancies

Broad Sector	Number of Vacancies
Professional, Scientific and Technical Activities	691
Administrative And Support Service Activities	639
Real Estate Activities	548
Accommodation And Food Service Activities	461
Construction	399
Manufacturing	356

Broad Sector	Number of Vacancies
Wholesale And Retail Trade; Repair of Motor Vehicles and Motorcycles	330
Information And Communication	298
Transportation And Storage	296
Financial And Insurance Activities	282

Source: UAE Job Advertisement Data

Figure 41: Top 10 Economic Sectors with Most Vacancies



By sector, the highest number of vacancies was recorded in Professional, Scientific, and Technical Activities. This was followed by Administrative and Support Services and Real Estate Activities showing growing demand in corporate and real estate support functions. The Accommodation and Food Service sector ranked fourth and Construction was fifth. Other sectors with notable demand included Manufacturing, Wholesale and Retail Trade, Information and Communication, Transportation and Storage, and Financial and Insurance Activities.

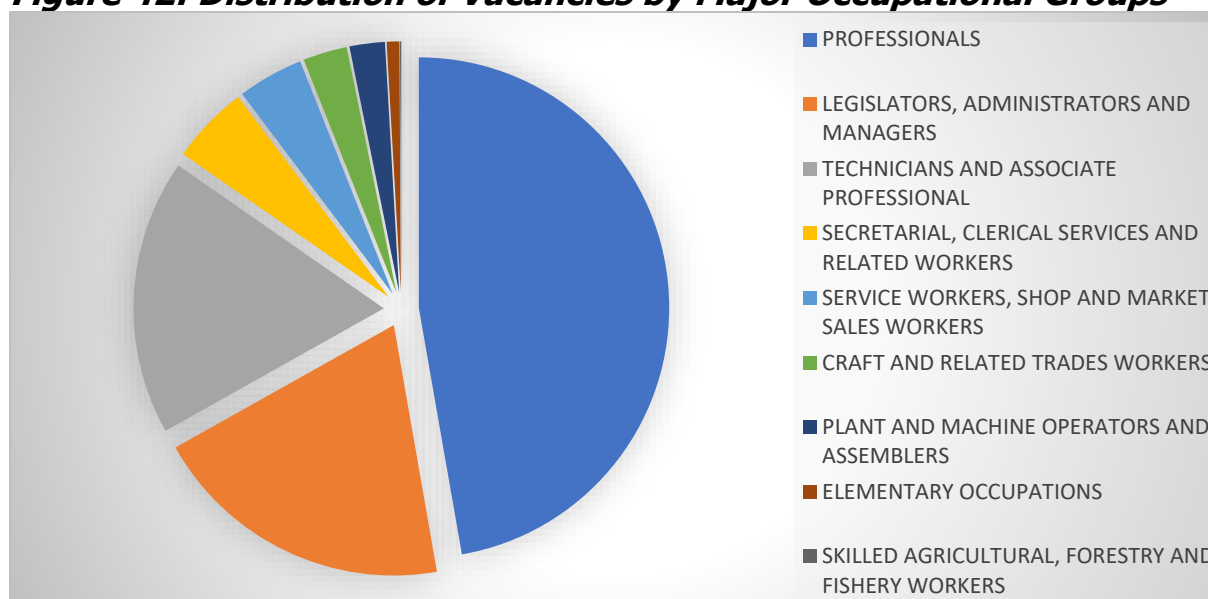
9.5 Job Vacancies by Major Occupational Groups

Table 42: Distribution of Vacancies by Major Occupational Groups

Major Occupational Group	Number of Vacancies
Professionals	3816
Legislators, Administrators and Managers	1585
Technicians and Associate Professional	1438
Secretarial, Clerical and Related Workers	408
Service Workers, Shop and Market Sales Workers	343
Craft And Related Trades Workers	230
Plant and Machine Operators and Assemblers	184
Elementary Occupations	66
Skilled Agricultural, Forestry and Fishery Workers	7

Source: UAE Job Advertisement Data

Figure 42: Distribution of Vacancies by Major Occupational Groups



When grouped by major occupational categories, Professionals held the largest share, emphasizing the need for skilled talent in technical and knowledge-based roles. Legislators, Administrators, and Managers followed, while Technicians and Associate Professionals ranked third. Clerical Workers, Service and Sales Workers, and Craft and Related Trades Workers followed in the middle ranks. Fewer vacancies were available for Plant and Machine Operators, Elementary Occupations, and Skilled Agricultural, Forestry, and Fishery Workers, who had the lowest demand at just 7 vacancies.

Implications for Kenyan Stakeholders

Job Seekers

Kenyan job seekers targeting UAE opportunities should prioritize building competencies in finance, sales, engineering, ICT, and education, as these professions are in high demand. Acquiring international certifications, and gaining relevant experience will improve employability in competitive markets.

Policy Makers

The data calls for strategic actions by Kenyan policy makers, such as negotiating bilateral labour agreements with the UAE and other Gulf countries, streamlining the recognition of Kenyan qualifications abroad, and promoting ethical labour migration for skilled professionals. Efforts should also be directed at improving the pipeline of talent for export in highly demanded fields.

Training Institutions

Kenyan universities and TVETs should align programs with international labour market trends. This includes modernizing curricula, embedding soft skills and digital literacy, and offering globally recognized certifications. There is a particular need to strengthen training in business, ICT, engineering, education, logistics, and hospitality areas that feature prominently in the UAE vacancy data.

10. QATAR Q3 LABOUR MARKET OUTLOOK

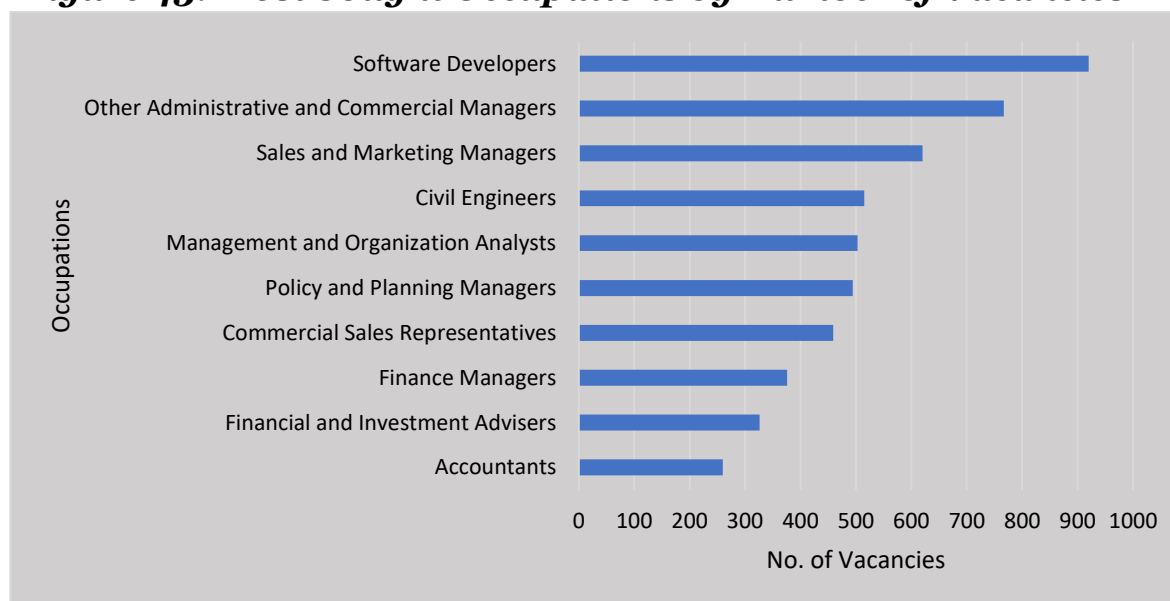
10.1. Most Sought Occupations by Number of Vacancies in Qatar

Table 43: Most Sought Occupations by Number of Vacancies

Occupations	Number of vacancies
Software Developers	920
Other Administrative and Commercial Managers	767
Sales and Marketing Managers	620
Civil Engineers	515
Management and Organization Analysts	503
Policy and Planning Managers	494
Commercial Sales Representatives	459
Finance Managers	376
Financial and Investment Advisers	326
Accountants	260

Source: Qatar job advertisement data

Figure 43: Most Sought Occupations by Number of Vacancies



During the third quarter, Software Developers emerged as the most sought-after occupation in Qatar, commanding a clear indication of the country's ongoing digital transformation. This was followed by Other Administrative and Commercial Managers, and Sales and Marketing Managers with, reflecting high demand for leadership in business and marketing functions. Civil Engineers came fourth, pointing to continued investment in infrastructure. Ranked fifth were Management and Organization Analysts, indicating strong interest in business strategy and process improvement.

10.2. Most Sought Occupations by Skill Level and Number of Vacancies

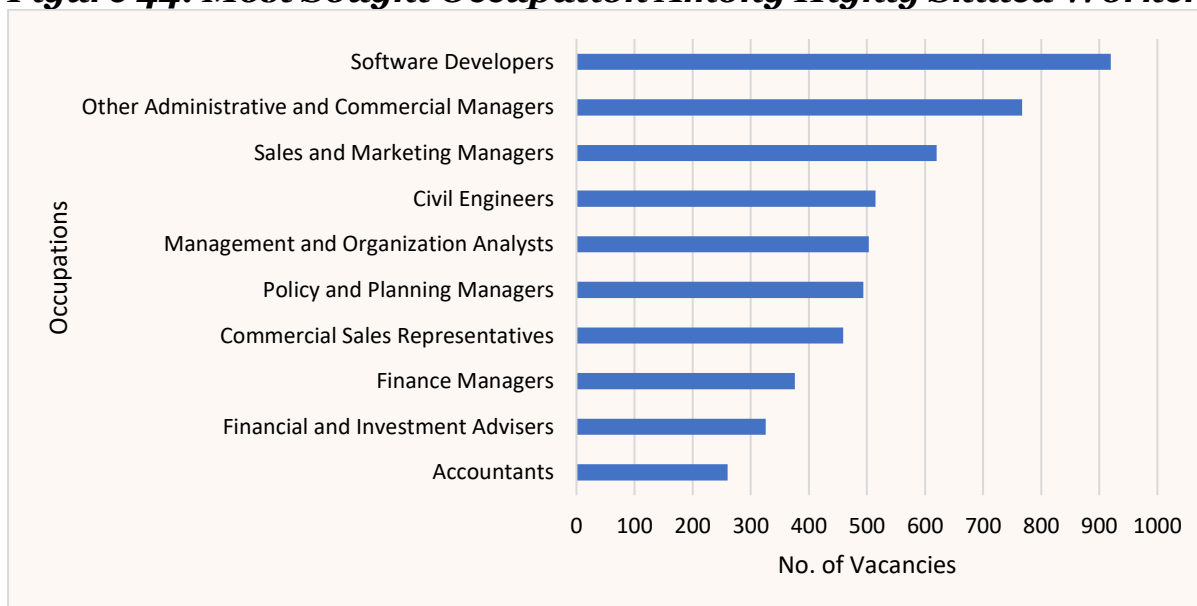
10.2.1. Most Sought Occupations Among Highly Skilled Workers

Table 44: Most Sought Occupation Among Highly Skilled Workers

Occupation	Number of Vacancies
Software Developers	920
Other Administrative and Commercial Managers	767
Sales and Marketing Managers	620
Civil Engineers	515
Management and Organization Analysts	503
Policy and Planning Managers	494
Commercial Sales Representatives	459
Finance Managers	376
Financial and Investment Advisers	326
Accountants	260

Source: Qatar Job Advertisement Data

Figure 44: Most Sought Occupation Among Highly Skilled Workers



Among highly skilled workers, the top occupations mirrored the general ranking. Software Developers, Administrative and Commercial Managers, and Sales and Marketing Managers led the list. Others in the top tier included Civil Engineers, Management Analysts, Policy and Planning Managers, and Finance professionals. This confirms that the majority of opportunities in Qatar are geared toward individuals with advanced qualifications, specialized technical skills, and leadership competencies.

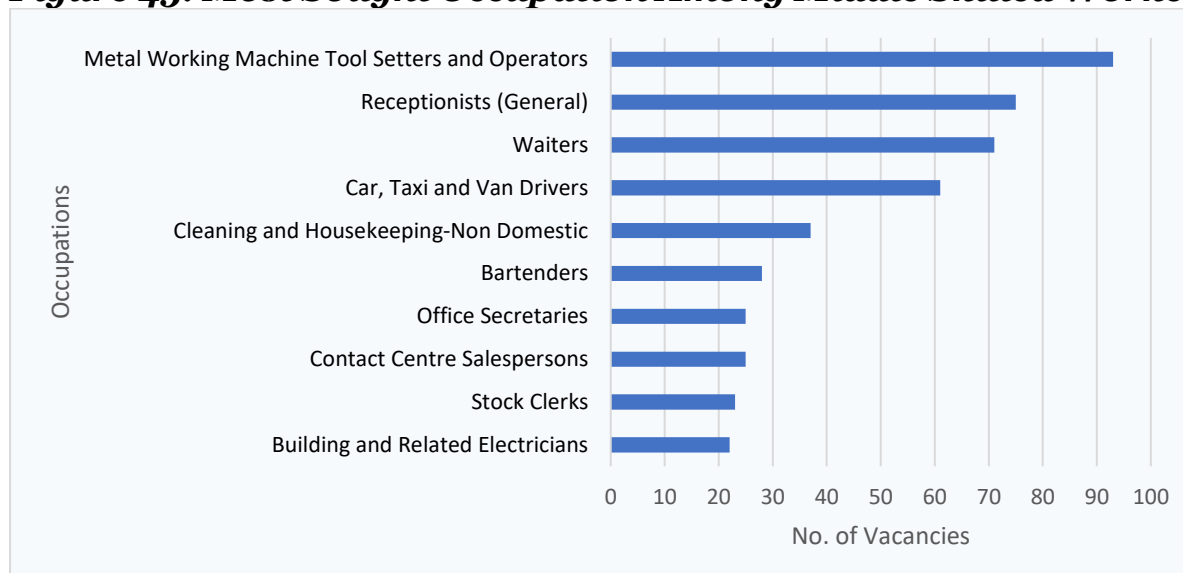
10.2.2. Most sought occupations among Middle skilled workers

Table 45: Most sought occupation among Middle skilled workers

Occupation	Number of Vacancies
Metal Working Machine Tool Setters and Operators	93
Receptionists (General)	75
Waiters	71
Car, Taxi and Van Drivers	61
Cleaning and Housekeeping-Non-Domestic	37
Bartenders	28
Contact Centre Salespersons	25
Office Secretaries	25
Stock Clerks	23
Building and Related Electricians	22

Source: Qatar job advertisement data

Figure 45: Most Sought Occupation Among Middle Skilled Workers



For middle skilled roles, Metal Working Machine Tool Setters and Operators led with 93 vacancies, followed by Receptionists and Waiters, reflecting continued demand in manufacturing and hospitality. Also in demand were Car, Taxi, and Van Drivers, and Cleaning and Housekeeping Staff. Other roles in the top ten included Bartenders, Contact Centre Salespersons, Office Secretaries, Stock Clerks, and Electricians. These roles highlight opportunities for those with vocational or technical education, especially in customer service and basic technical trades.

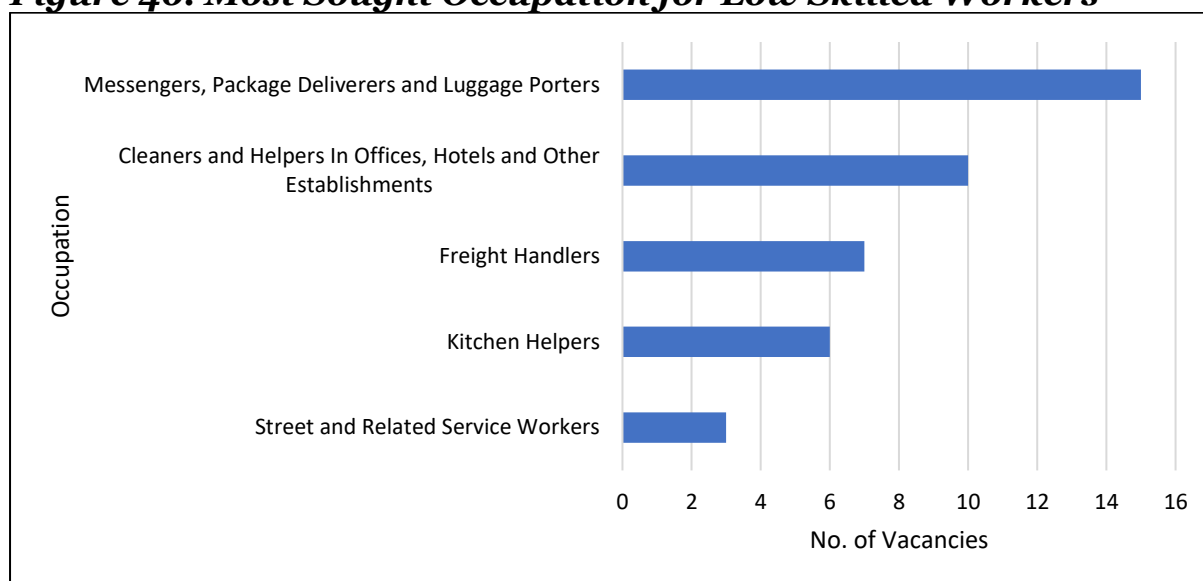
10.2.3. Most Sought Occupation for Low Skilled Workers

Table 46: Most Sought Occupation for Low Skilled Workers

Occupation	Number of Vacancies
Messengers, Package Deliverers and Luggage Porters	15
Cleaners and Helpers in Offices, Hotels and Other Establishments	10
Freight Handlers	7
Kitchen Helpers	6
Street and Related Service Workers	3

Source: Qatar Job Advertisement Data

Figure 46: Most Sought Occupation for Low Skilled Workers



Among low-skilled workers, Messengers, Package Deliverers and Luggage Porters topped the list, followed by Cleaners and Helpers in commercial premises, Freight Handlers, Kitchen Helpers, and Street and Related Service Workers. These numbers suggest that the demand for low-skilled labour in Qatar is marginal compared to middle- and high-skill categories.

10.3. Job Vacancies by Economic Sector

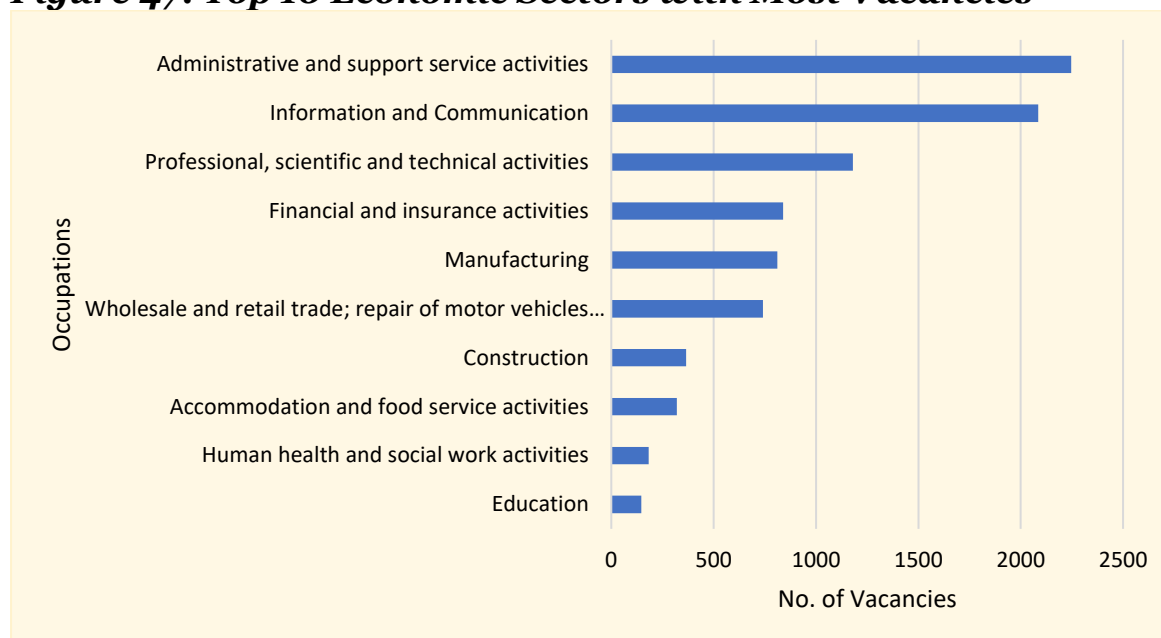
Table 47: Top 10 Economic Sectors with Most Vacancies

Broad Economic Sector	Number of Vacancies
Administrative and Support Service Activities	2246
Information and Communication	2086
Professional, Scientific and Technical Activities	1180

Broad Economic Sector	Number of Vacancies
Financial and Insurance Activities	839
Manufacturing	811
Wholesale and Retail Trade; Repair of Motor Vehicles and Motor Cycles	741
Construction	365
Accommodation and Food Service Activities	320
Human Health and Social Work Activities	183
Education	146

Source: Qatar Job Advertisement Data

Figure 47: Top 10 Economic Sectors with Most Vacancies



By economic sector, the most vacancies were in Administrative and Support Service Activities. This was followed closely by Information and Communication, reflecting Qatar’s tech-driven development agenda. The Professional, Scientific, and Technical Activities sector was third, followed by Financial and Insurance Activities and Manufacturing. Other sectors included Wholesale and Retail Trade, Construction, Accommodation and Food Service Activities, Human Health and Social Work Activities, and Education. The dominance of knowledge-based and digital sectors indicates a strong shift toward a tech-enabled economy.

10.4. Most Sought Occupations in Sectors with Most Vacancies

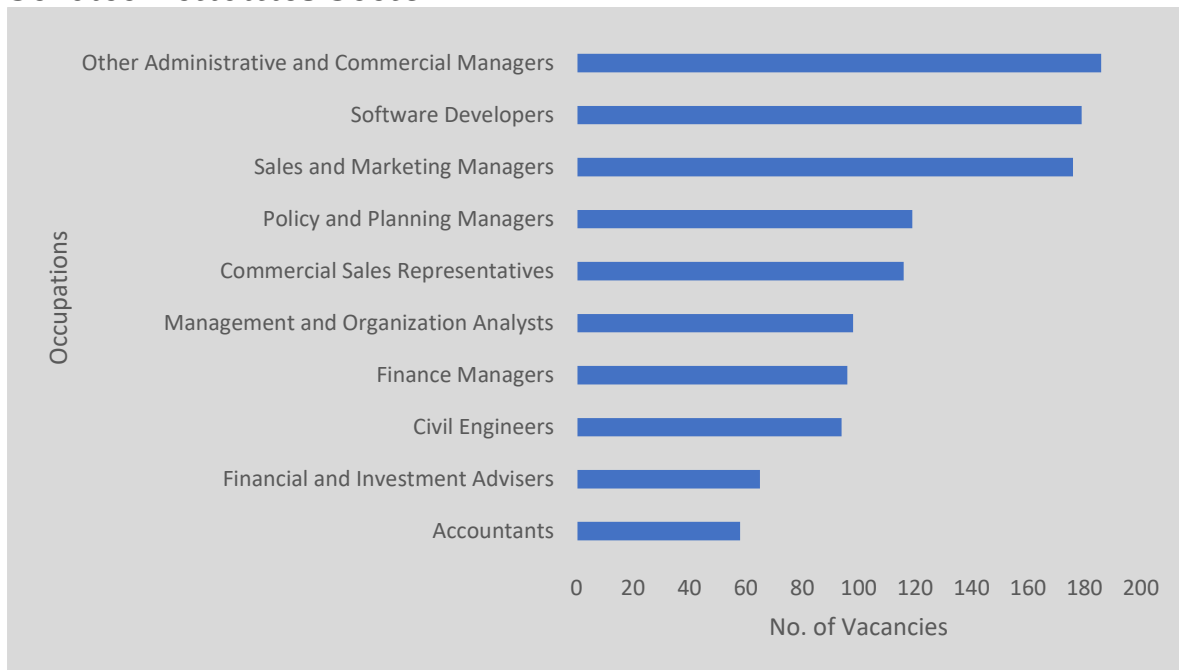
10.4.1. Most Sought Occupations in the Administrative and Support Service Activities Sector

Table 48: Most Sought Occupations in the Administrative and Support Service Activities Sector

Occupation	Number of Vacancies
Other Administrative and Commercial Managers	186
Software Developers	179
Sales and Marketing Managers	176
Policy and Planning Managers	119
Commercial Sales Representatives	116
Management and Organization Analysts	98
Finance Managers	96
Civil Engineers	94
Financial and Investment Advisers	65
Accountants	58

Source: Qatar job advertisement data

Figure 48: Most Sought Occupations in the Administrative and Support Service Activities Sector



The sector shows high demand for managerial and professional roles, led by Administrative and Commercial Managers (186), Software Developers (179), and Sales and Marketing Managers (176). Strategic roles such as Policy and Planning Managers (119) and Management Analysts (98) are also sought after, alongside financial experts like Finance Managers (96) and Accountants (58). Overall, demand spans management,

technical, and financial functions, reflecting the sector’s focus on efficiency, innovation, and business growth.

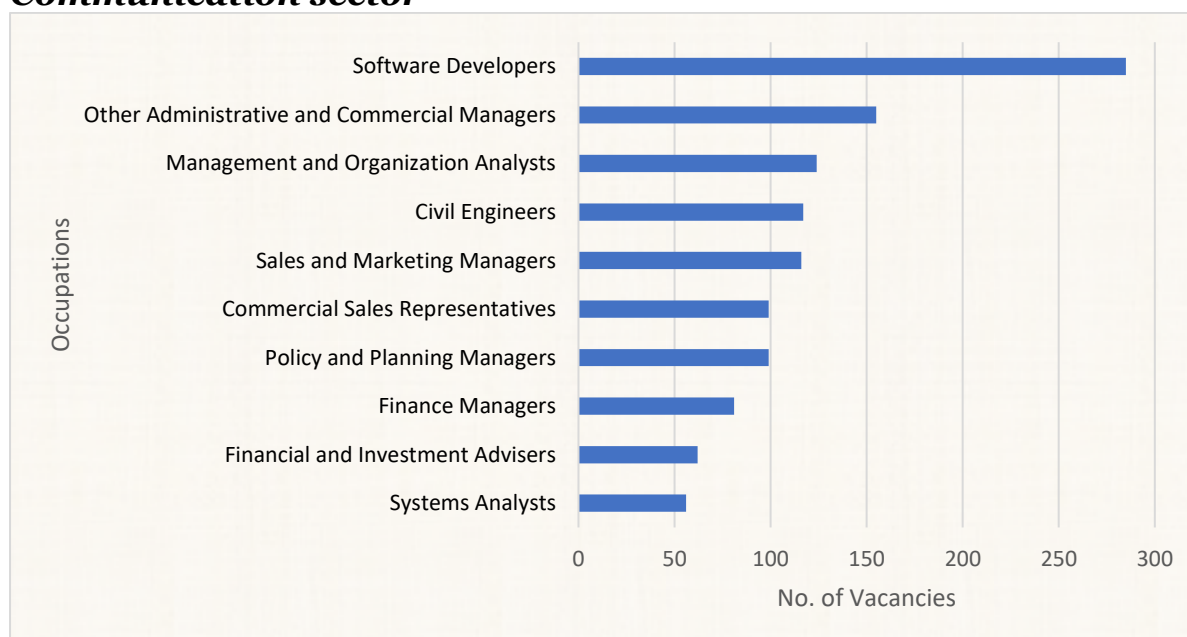
10.4.2. Most Sought Occupations in The Information and Communication Sector

Table 49: Most sought Occupations in the Information and Communication

Occupation	Number of Vacancies
Software Developers	285
Other Administrative and Commercial Managers	155
Management and Organization Analysts	124
Civil Engineers	117
Sales and Marketing Managers	116
Policy and Planning Managers	99
Commercial Sales Representatives	99
Finance Managers	81
Financial and Investment Advisers	62
Systems Analysts	56

Source: Qatar job advertisement data

Figure 49: Most sought Occupations in the Information and Communication sector



The sector shows high demand for technical and managerial professionals, led by Software Developers (285). Other key roles include Administrative Managers (155), Management Analysts (124), and Sales and Marketing Managers (116). Financial and analytical positions such as Finance Managers (81) and Systems Analysts (56) also feature strongly, reflecting the sector’s focus on digital growth, efficiency, and innovation.

10.4.3. Most Sought Occupations in the Professional, Scientific and Technical Activities

Table 50: Most Sought Occupations in the Professional, Scientific and Technical Activities

Occupations	Number of Vacancies
Other Administrative and Commercial Managers	94
Software Developers	84
Policy and Planning Managers	75
Sales and Marketing Managers	61
Management and Organization Analysts	57
Commercial Sales Representatives	54
Civil Engineers	46
Accountants	45
Financial and Investment Advisers	44
Finance Managers	40

Source: Qatar Job Advertisement Data

Figure 50: Most Sought Occupations in The Professional, Scientific and Technical Activities



The sector shows steady demand for managerial and professional roles, led by Administrative and Commercial Managers (94) and Software Developers (84). Policy and Planning Managers (75) and Sales and Marketing Managers (61) reflect the importance of strategic leadership and business development.

Supporting roles such as Accountants (45), Finance Managers (40), and Civil Engineers (46) highlight the sector's need for both financial and technical expertise. Overall, demand is concentrated in management, technical, and analytical positions, underscoring the sector's focus on innovation and organizational efficiency.

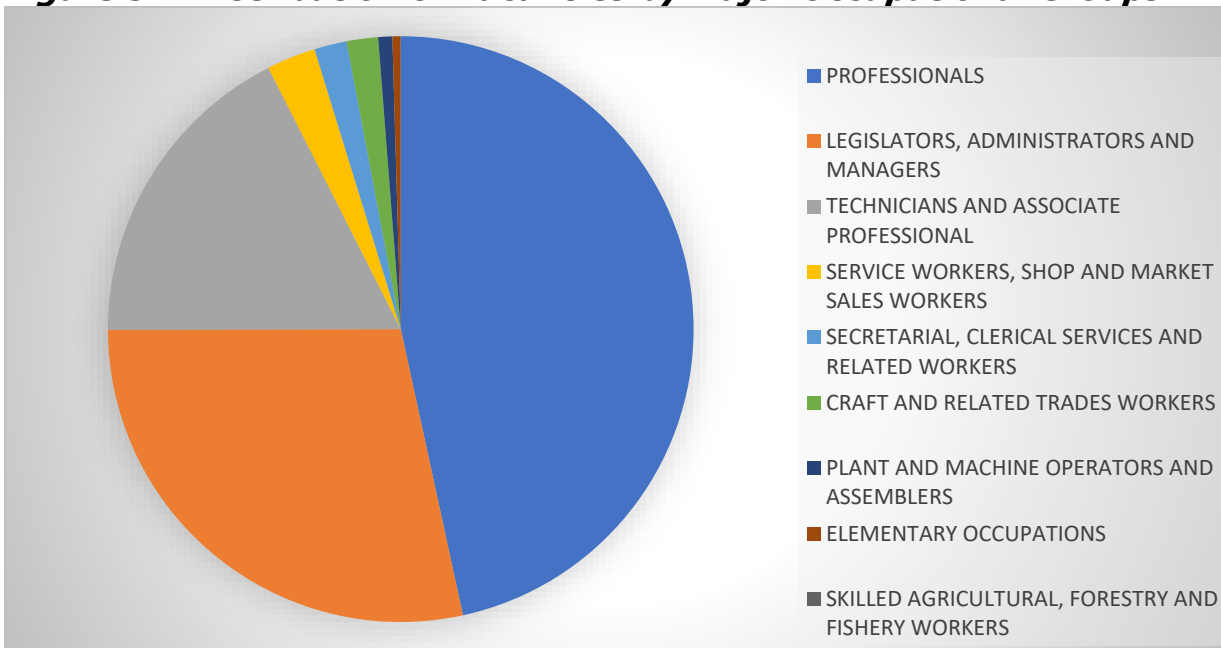
10.5. Job Vacancies by Major Occupational Groups

Table 51: Distribution of Vacancies by Major Occupational Groups

Major Occupational Group	Number Of Vacancies
Professionals	4574
Legislators, Administrators and Managers	2785
Technicians And Associate Professionals	1725
Service Workers, Shop and Market Sales Workers	266
Secretarial, Clerical Services and Related Workers	176
Craft And Related Trades Workers	170
Plant And Machine Operators and Assemblers	76
Elementary Occupations	44
Skilled Agricultural, Forestry and Fishery Workers	1

Source: Qatar Job Advertisement Data

Figure 51: Distribution of Vacancies by Major Occupational Groups



Looking at major occupational groups, Professionals held the largest share, followed by Legislators, Administrators, and Managers. Technicians and Associate Professionals came third, highlighting the overall preference for educated, highly trained individuals. Other groups had significantly lower demand, including Service Workers, Shop and Market Sales Workers, Clerical Workers, Craft and Trades Workers, Plant and Machine Operators, Elementary Occupations, and Skilled Agricultural Workers, who had just 1 vacancy. This clearly demonstrates that Qatar’s labour market is skewed towards high-level talent.

10.6 Implications for Kenyan Stakeholders

10.6.1. For Job Seekers

Kenyans seeking employment in Qatar should focus on acquiring skills in software development, business and operations management, financial services, marketing, engineering, and policy analysis. Given the dominance of highly skilled jobs, possessing a university degree, professional certification, and international work exposure greatly enhances job prospects. Additionally, middle-skilled opportunities still exist in manufacturing, hospitality, and clerical roles, especially for those with practical experience and strong soft skills.

10.6.2. For Policy Makers

The Qatari labour market's strong demand for professionals and skilled technicians emphasizes the need for Kenya to actively support and facilitate skilled labour migration. This includes negotiating bilateral labour mobility agreements, promoting ethical recruitment practices, and streamlining processes for international recognition of Kenyan qualifications. Policymakers should also ensure that Kenyan training systems are geared toward supplying the global market with job-ready professionals.

10.6.3. For Training Institutions

Universities and TVET institutions in Kenya must adapt their curricula to global market trends, emphasizing ICT, business management, engineering, data analysis, and financial services. There is also a clear need to integrate digital skills, and soft skills to boost international competitiveness. Further, industry partnerships can help align training with real-world job requirements in overseas markets like Qatar.

11. GERMANY Q4 LABOUR MARKET DEMAND OUTLOOK

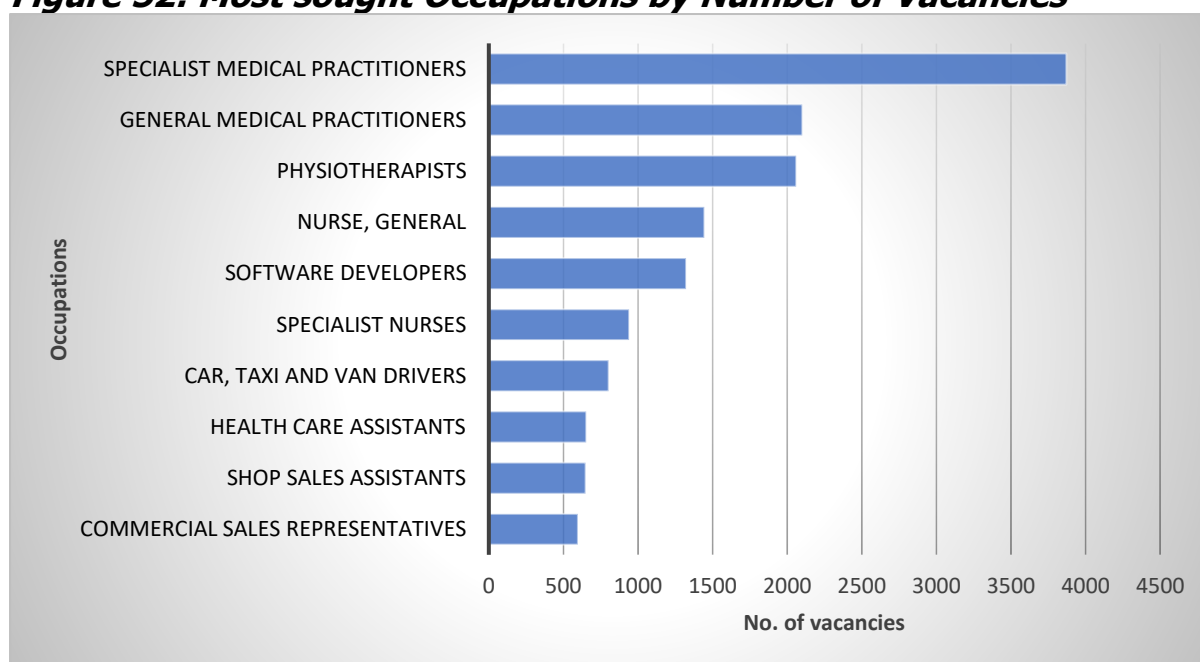
11.1 Most Sought Occupations by Number of Vacancies

Table 52: Most sought occupations in Germany

Occupations	Number of Vacancies
Specialist Medical Practitioners	3872
General Medical Practitioners	2102
Physiotherapists	2061
Nurse, General	1445
Software Developers	1322
Specialist Nurses	940
Car, Taxi and Van Drivers	804
Health Care Assistants	652
Shop Sales Assistants	648
Commercial Sales Representatives	598

Source: Germany Job advertisements data

Figure 52: Most sought Occupations by Number of Vacancies



Specialist Medical Practitioners are the most in-demand with 3,872 vacancies, followed by General Medical Practitioners (2,102), Physiotherapists (2,061), and Nurse, General (1,445). These figures emphasize the critical need for healthcare professionals in Germany. Software Developers (1,322 vacancies) signify the country's growing emphasis on digitalization and technological advancement. The presence of IT professionals among the top occupations underscores the shift toward a knowledge-based economy

requiring strong digital skills. Other notable occupations include Specialist Nurses (940), Car, Taxi and Van Drivers (804), Health Care Assistants (652), Shop Sales Assistants (648), and Commercial Sales Representatives (598), reflecting a diverse range of labour market needs from healthcare to retail and transportation sectors. Overall, the data suggests that while healthcare remains a dominant employment sector, there is increasing demand for IT skills and essential services supporting everyday life in Germany.

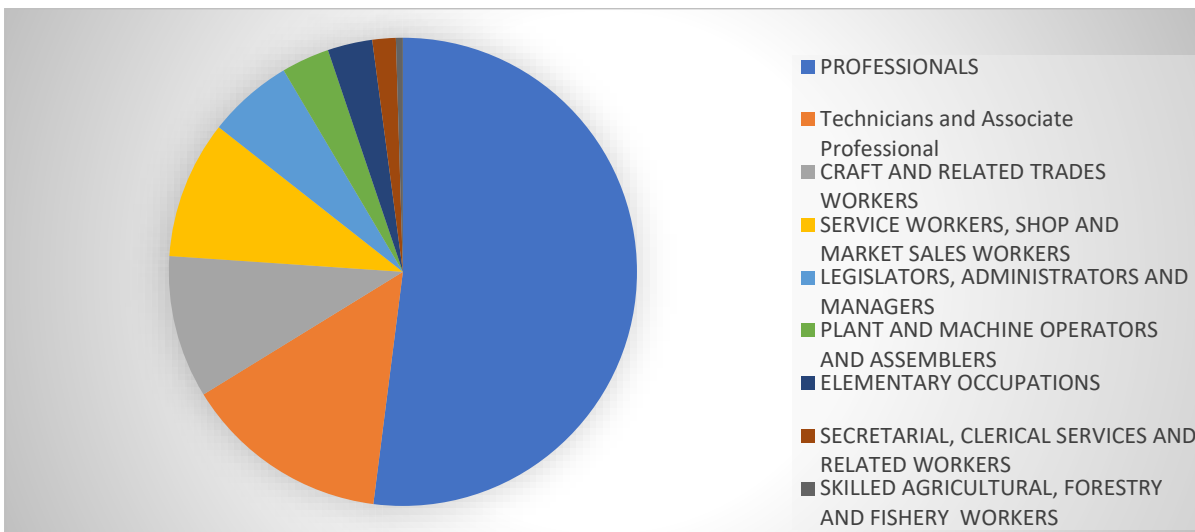
11.2. Distribution Of Vacancies by Major Occupational Groups

Table 53: Distribution of Vacancies by Major occupational groups

Major Occupational Group	Vacancy Count	Percent
Professionals	17,486	52.02
Technicians and Associate Professional	4,777	14.21
Craft and related trades workers	3,311	9.85
Service workers, shop and market sales workers	3,202	9.53
Legislators, administrators and managers	1,981	5.89
Plant and machine operators and assemblers	1,115	3.32
Elementary occupations	1,039	3.09
Secretarial, clerical services and related workers	544	1.62
Skilled agricultural, forestry and fishery workers	161	0.48
TOTALS	33,616	100

Source: Germany Job advertisements data

Figure 53: Distribution of Vacancies by Major occupational groups



Vacancies are highest among Professionals, followed by Technicians and Associate Professionals, Craft and Related Trades Workers, and Service Workers, Shop and Market Sales Workers. This reflects a labour market that values practical, technical, and supervisory skills across multiple industries. While demand for Plant and Machine Operators, Elementary Occupations, and Clerical Services remains moderate, these roles still play an essential part in supporting broader sectoral functions. Skilled Agricultural, Forestry, and Fishery Workers show the least demand, underscoring a shift away from traditional labour toward more skill-intensive and service-oriented occupations.

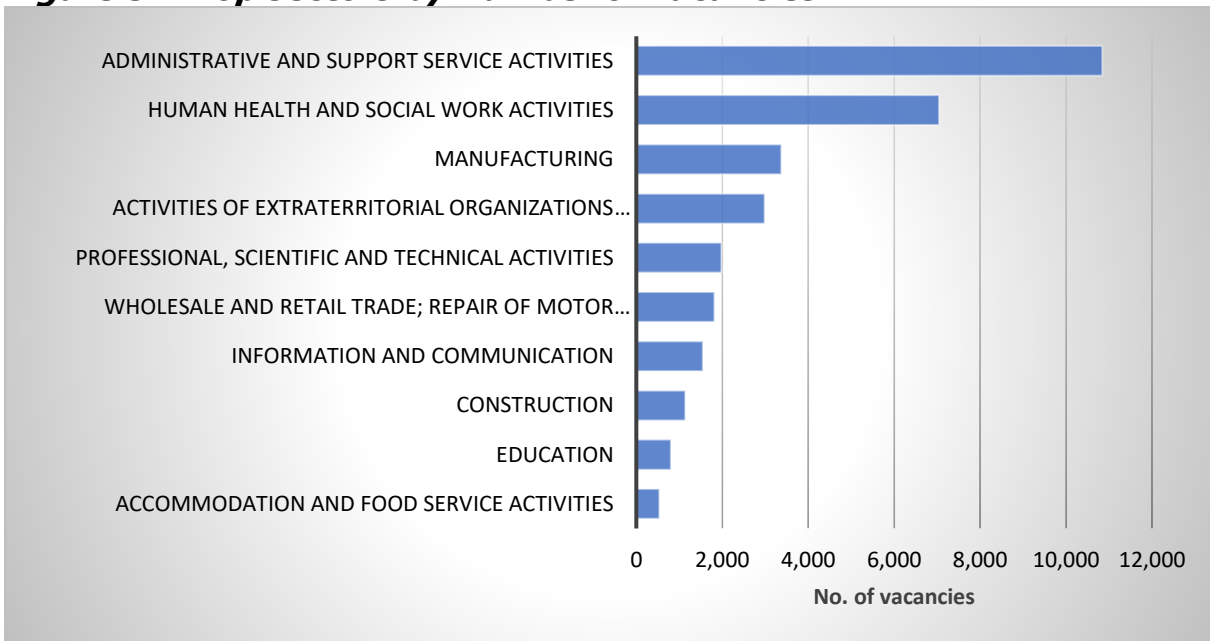
11.3. Top Sectors by Number of Vacancies

Table 54: Top sectors by number of vacancies

Major Sector	Number of Vacancies
Administrative and support service activities	10,848
Human health and social work activities	7,046
Manufacturing	3,371
Activities of extraterritorial organizations and bodies	2,986
Professional, scientific and technical activities	1,980
Wholesale and retail trade; repair of motor vehicles and motorcycles	1,818
Information and communication	1,548
Construction	1,135
Education	807
Accommodation and food service activities	537

Source: Germany job advertisement data

Figure 54: Top sectors by Number of vacancies



Key sectors with the highest number of job openings in Germany during this quarter include Administrative and support service activities (10,848), Human health and social work activities (7,046), and Manufacturing (3,371). Activities of extraterritorial organizations and bodies (2,986) and Professional, scientific and technical activities (1,980) also show strong demand. Additionally, significant employment opportunities were found in Wholesale and retail trade (1,818), Information and communication (1,548), and Construction (1,135), reflecting the growing importance of knowledge-based and digital industries in the German economy.

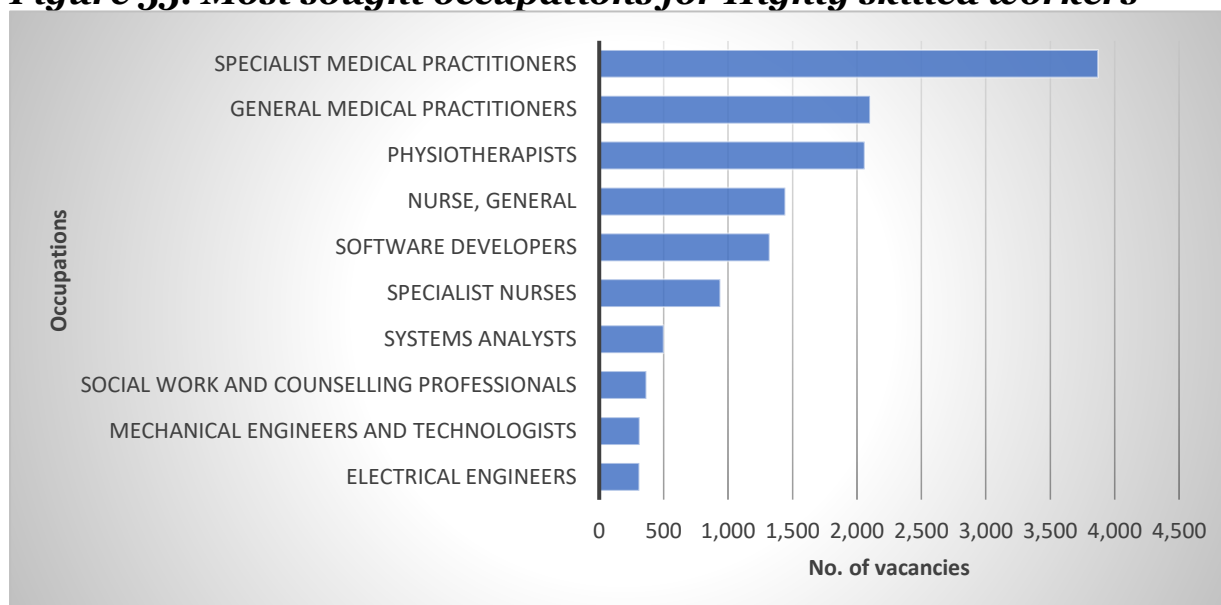
11.4. Most Sought Occupations by Skill Level

11.4.1 Most Sought Occupations for Highly Skilled Workers

Table 55: Most sought occupations for Highly skilled workers

Occupation	Number of Vacancies
Specialist Medical Practitioners	3,872
General Medical Practitioners	2,102
Physiotherapists	2,061
Nurse, General	1,445
Software Developers	1,322
Specialist Nurses	940
Systems Analysts	500
Social Work and Counselling Professionals	366
Mechanical Engineers and Technologists	314
Electrical Engineers	311

Figure 55: Most sought occupations for Highly skilled workers



An analysis of job vacancy data for Germany reveals that the healthcare and IT sectors are experiencing the highest demand for skilled professionals. At the top of the list are Specialist Medical Practitioners, with 3872 open positions, followed by General Medical Practitioners and Physiotherapists, which together account for 4163 vacancies. This strong demand indicates ongoing pressure in the healthcare system, likely driven by an aging population. Nursing roles also feature prominently, with over 2385 combined vacancies for general and specialist nurses. This further underscores the critical shortage of frontline healthcare workers. In the technology sector, Software Developers rank fifth with 1,322 vacancies, followed by Systems Analysts (500 vacancies). These numbers reflect Germany’s ongoing transition toward a digital economy and the rising need for IT infrastructure and services. Other notable occupations with high demand include Social Work and Counselling Professionals, Mechanical Engineers, and Electrical Engineers signaling continued growth in both social services and advanced manufacturing industries.

11.4.2. Most Sought Occupations for Middle Skilled Workers

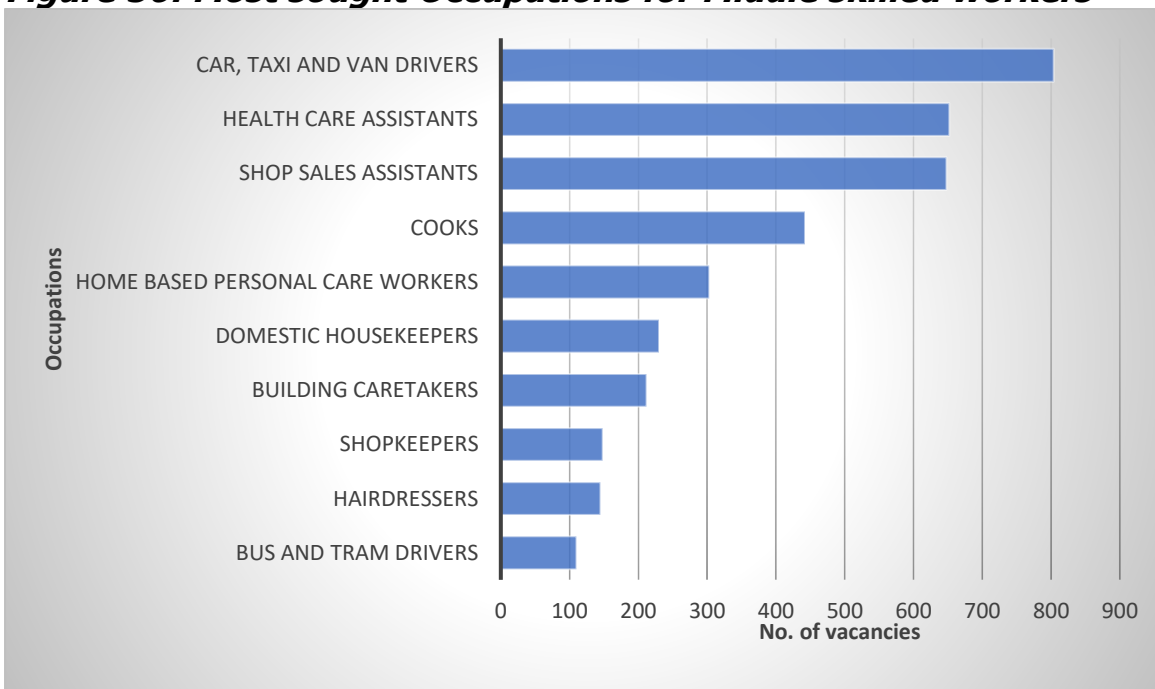
Table 56: Most sought occupations for Middle skilled workers

Occupation	Number of Vacancies
Car, Taxi and Van Drivers	804
Health Care Assistants	652
Shop Sales Assistants	648
Cooks	442

Occupation	Number of Vacancies
Home Based Personal Care Workers	303
Domestic Housekeepers	230
Building Caretakers	212
Shopkeepers	148
Hairdressers	145
Bus and Tram Drivers	110

Source: Germany job advertisement data

Figure 56: Most sought Occupations for Middle skilled workers



This highlights the top middle-skilled occupations, led by Car, Taxi, and Van Drivers, with 804 vacancies, underscoring the ongoing need for mobility and transport services. Similarly, Shop Sales Assistants and Health Care Assistants both report over 600 vacancies, pointing to staffing gaps in both retail and caregiving services. Occupations such as Cooks, Home-Based Personal Care Workers, and Domestic Housekeepers also show high demand, reflecting Germany’s aging population and the growing need for home-based and institutional care support. Roles like Building Caretakers, Shopkeepers, Hairdressers, and Bus and Tram Drivers round out the top ten, showing that manual, care, and community support roles are integral to Germany’s social and economic infrastructure.

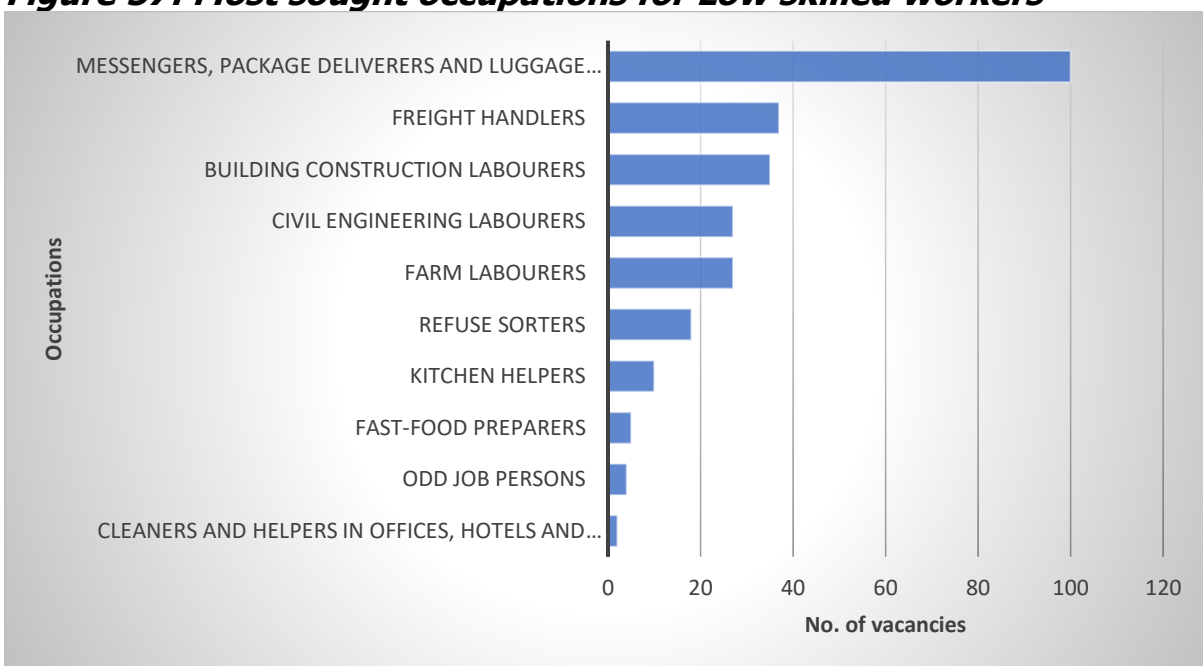
11.4.3. Most Sought Occupations for Low Skilled Workers

Table 57: Most sought occupations for Low skilled workers

Occupation	Number of Vacancies
Messengers, Package Deliverers and Luggage Porters	93
Freight Handlers	34
Building Construction Labourers	34
Farm Labourers	27
Civil Engineering Labourers	26
Refuse Sorters	18
Kitchen Helpers	10
Fast-Food Preparers	5
Odd Job Persons	4
Cleaners and Helpers in Offices, Hotels and Other Establishments	1

Source: Germany job advertisement data

Figure 57: Most sought occupations for Low skilled workers



The number of job vacancies for low-skilled roles in the German labour market remains relatively low. The top occupations in demand are Messengers, Package Deliverers, and Luggage Porters, followed by Freight Handlers and Building Construction Labourers. While these roles are essential to the functioning of logistics, transportation, and

construction industries, they do not represent a major area of labour demand particularly for foreign or migrant workers.

This suggests that, although low-skilled jobs are important, they account for a relatively small share of the overall job market demand in Germany. This reflects broader labour market trends in high-income countries, where low-skilled work is increasingly affected by automation, changing service delivery models, and a growing domestic labour supply.

11.5. Most Sought Occupations in Sectors with Most Vacancies

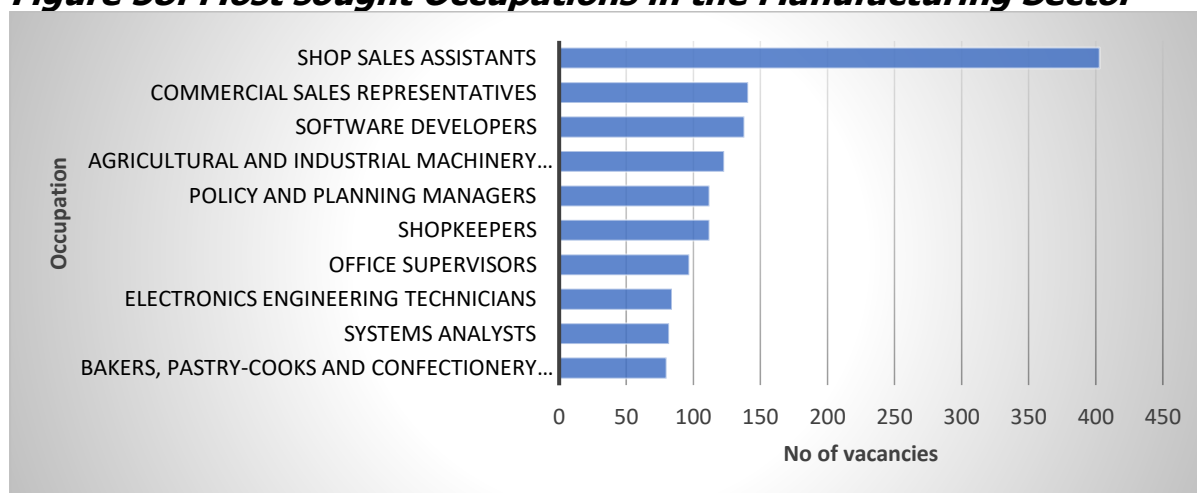
11.5.1. Most Sought Occupations in the Manufacturing Sector

Table 58: Most sought occupations in the Manufacturing sector

Occupation	Number of Vacancies
Shop Sales Assistants	403
Commercial Sales Representatives	141
Software Developers	138
Agricultural and Industrial Machinery Mechanics and Repairers	123
Policy and Planning Managers	112
Shopkeepers	112
Office Supervisors	97
Electronics Engineering Technicians	84
Systems Analysts	82
Bakers, Pastry-Cooks and Confectionery Makers	80

Source: Germany job advertisement data

Figure 58: Most sought Occupations in the Manufacturing Sector



Germany’s manufacturing sector continues to demonstrate robust demand for both technical and customer-facing roles. The most sought occupations in this sector include Shop Sales Assistants, Commercial Sales Representatives, and Software Developers, alongside specialized technical roles such as Machinery Mechanics, Systems Analysts, and Electronics Engineering Technicians. The presence of Software Developers and Systems Analysts in this list reflects the sector’s shift toward digitized production systems and automation, indicating a rising need for digital competencies. On the other hand, demand for sales roles and shop assistants points to the critical role of distribution channels, customer service, and retail logistics in the manufacturing value chain. The diversity of occupation from technical specialists to planning managers and office supervisors highlights the multidimensional nature of modern manufacturing, where technical skills, supply chain coordination, and business operations aligns to support industrial performance.

11.5.2. Most Sought Occupations in the Wholesale and Retail Trade Sector

Table 59: Most sought occupations in the Wholesale and Retail Trade sector

Occupation	Number of Vacancies
Commercial Sales Representatives	209
Shop Sales Assistants	155
Mechanical Engineering Technicians	133
Micro and Small Enterprise Managers	69
Office Supervisors	64
Administrative and Executive Secretaries	64
Motor Vehicle and Motor Cycle Mechanics Repairers	63
Agricultural and Industrial Machinery Mechanics and Repairers	57
Management and Organization Analysts	49
Butchers, Fishmongers and Related Food Preparers	45

Source: Germany job advertisement data

Figure 59: Most sought occupations in the Wholesale and retail trade sector



Commercial Sales Representatives lead in demand within Germany’s Wholesale and Retail Trade sector, closely followed by Shop Sales Assistants and Mechanical Engineering Technicians. These roles reflect the sector's reliance on both direct customer engagement and technical support for operations. Micro and Small Enterprise Managers, along with Administrative and Executive Secretaries, indicate a strong demand for organizational oversight and administrative coordination. Motor Vehicle and Motorcycle Mechanics Repairers, and Office Supervisors, also feature prominently, supporting the logistical and operational needs of the trade sector. Further roles such as Agricultural and Industrial Machinery Mechanics and Repairers, Management and Organization Analysts, and Butchers, Fishmongers, and Related Food Preparers highlight the sector’s diverse demand spanning technical, managerial, and service-oriented occupations. This pattern signals a blended need for hands-on expertise, digital transition support, and leadership in maintaining the efficiency and resilience of retail and wholesale systems in Germany.

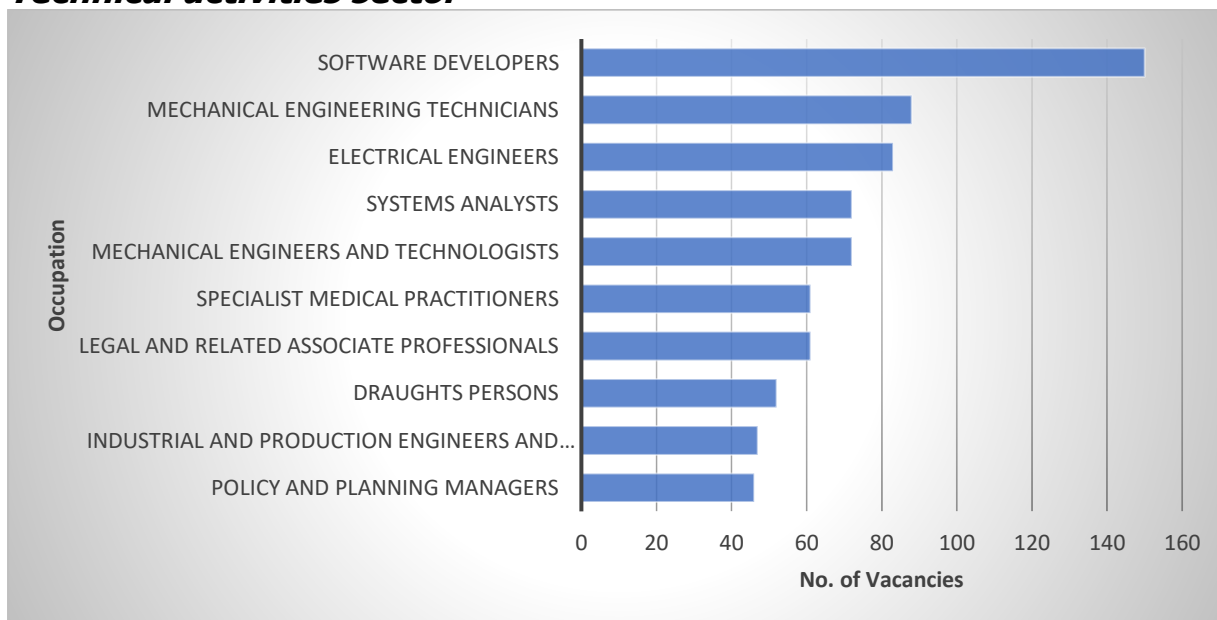
11.5.3. Most Sought Occupations in the Professional, Scientific and Technical Activities Sector

Table 60: Most sought occupations in the Professional, Scientific and Technical activities sector

Occupation	Number of Vacancies
Software Developers	150
Mechanical Engineering Technicians	88
Electrical Engineers	83
Systems Analysts	72
Mechanical Engineers and Technologists	72
Specialist Medical Practitioners	61
Legal and Related Associate Professionals	61
Draughts Persons	52
Industrial and Production Engineers and Related Technologist	47
Policy and Planning Managers	46

Source: Germany job advertisement data

Figure 60: Most sought occupations in the Professional, Scientific and Technical activities sector



Software Developers lead in demand with 150 vacancies, reflecting the sector's strong reliance on software engineering and digital infrastructure. They are followed closely by Mechanical Engineering Technicians with 88 vacancies and Electrical Engineers with 83

vacancies, indicating ongoing demand for core engineering capabilities to support Germany’s industrial innovation and technical services. Legal and Related Associate Professionals rank fourth with 86 vacancies, suggesting the importance of legal expertise in managing contracts, compliance, and risk within technical and scientific organizations. Construction and Utilities Managers and Mechanical Engineers and Technologists both register 73 vacancies, pointing to significant demand in managing complex infrastructure and engineering projects. Additional high-demand roles include Systems Analysts (72 vacancies) and Specialist Medical Practitioners (61 vacancies), reflecting the sector’s overlap with digital healthcare technologies and system design. Policy and Planning Managers and Draughts Persons round out the top 10, both essential to strategic operations and technical drafting respectively.

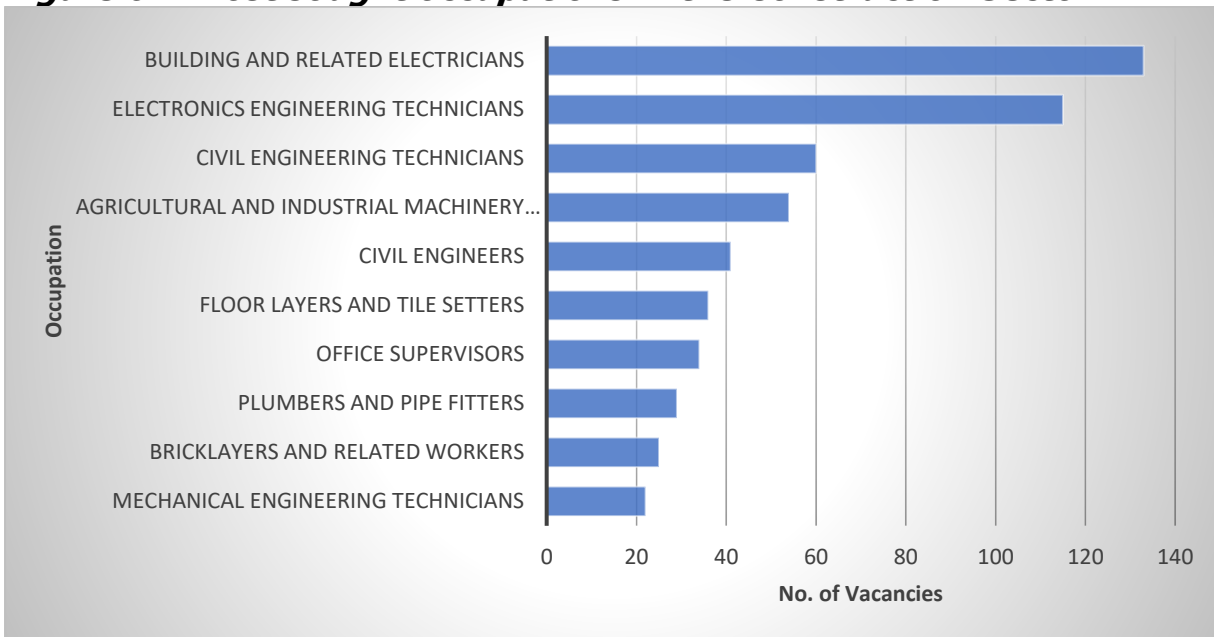
11.5.4. Most Sought Occupations in the Construction Sector

Table 61: Most sought occupations in the Construction sector

Occupations	Vacancies
Building and Related Electricians	133
Electronics Engineering Technicians	115
Civil Engineering Technicians	60
Agricultural and Industrial Machinery Mechanics and Repairers	54
Civil Engineers	41
Floor Layers and Tile Setters	36
Office Supervisors	34
Plumbers and Pipe Fitters	29
Bricklayers and Related Workers	25
Mechanical Engineering Technicians	22

Source: Germany job advertisement data

Figure 61: Most sought occupations in the Construction Sector



Germany’s construction sector continues to experience steady demand across a range of technical and skilled occupations. The most sought-after role is Building and Related Electricians, followed by Electronics Engineering Technicians and Civil Engineering Technicians. Other highly demanded positions include Agricultural and Industrial Machinery Mechanics and Repairers, Civil Engineers, Floor Layers and Tile Setters, Office Supervisors, Plumbers and Pipe Fitters, Bricklayers and Related Workers, and Mechanical Engineering Technicians. This demand reflects the sector's ongoing focus on infrastructure development, modernization, and technical expertise needed to support Germany’s evolving built environment.

11.5.5. Most Sought Occupations in the Information and Communication Sector.

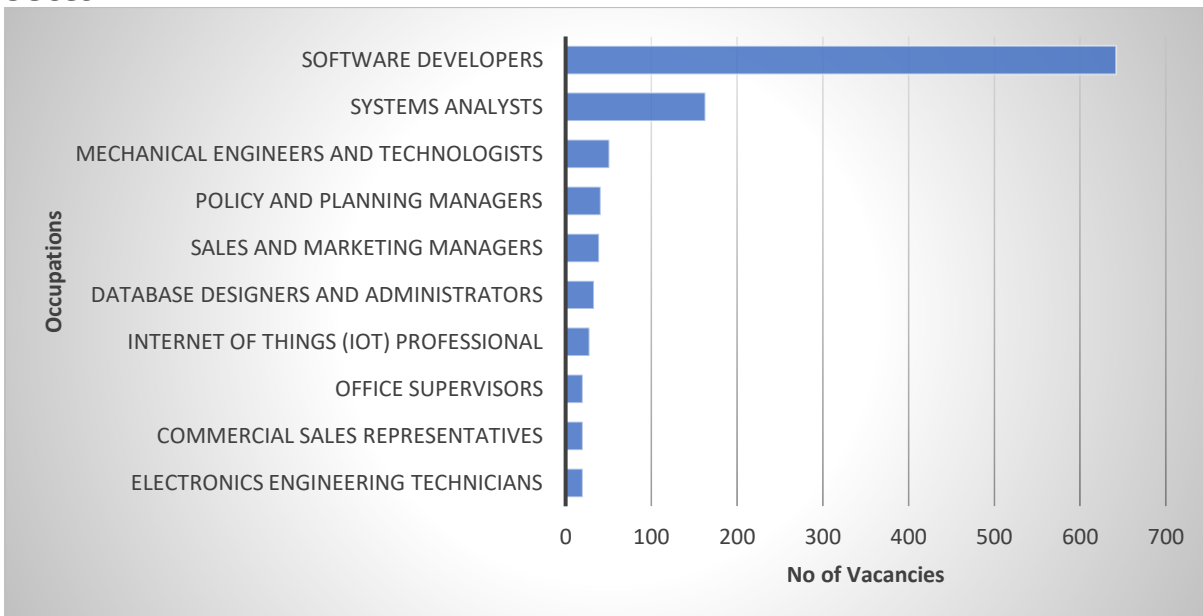
Table 62: Most sought occupations in the Information and communication sector

Occupation	Vacancies
Software Developers	642
Systems Analysts	163
Mechanical Engineers and Technologists	51
Policy and Planning Managers	41
Sales and Marketing Managers	39
Database Designers and Administrators	33
Internet of Things (IOT) Professional	28
Office Supervisors	20

Occupation	Vacancies
Commercial Sales Representatives	20
Electronics Engineering Technicians	20

Source: Germany job advertisement data

Figure 62: Most sought Occupations in the Information and Communication sector



Software Developers dominate the demand in Germany's Information and Communication sector, far surpassing other occupations. This is followed by Systems Analysts, Mechanical Engineers and Technologists, Policy and Planning Managers, and Sales and Marketing Managers. Commercial Sales Representatives and Database Designers and Administrators also feature prominently, highlighting the need for both technical and client-oriented expertise. Emerging roles such as Internet of Things (IoT) Professionals reflect the rapid integration of smart technologies and connected systems. Meanwhile, demand for Electronics Engineering Technicians signals the importance of technical infrastructure in supporting digital operations. The presence of Dental Professionals further illustrates the growing intersection between health services and digital technologies. This ranking underscores a strong preference for digital and tech-driven roles, with significant emphasis on software development, systems optimization, and innovation. At the same time, managerial and strategic positions remain critical, reinforcing the importance of leadership and planning in navigating the evolving digital economy.

11.6.1 Implications

11.6.2 For Kenyan job seekers

Germany presents strong opportunities in healthcare, ICT, engineering, and technical trades. Specialist Medical Practitioners, General Medical Practitioners, Physiotherapists, Nurse (General), and Software Developers are in high demand. To remain competitive, job seekers should pursue qualifications in these fields and invest in acquiring digital skills and vocational certifications. Germany's labour market values practical experience and technical expertise, making apprenticeships and mid-level roles viable pathways. Proficiency in the German language and familiarity with European work environments can also enhance employability.

11.6.3 Policy makers

The high demand in Germany for skilled and mid-level professionals calls for enhanced investment in STEM and TVET education systems. There is a need to develop stronger linkages between training institutions and the global labour market to ensure that Kenyan graduates are internationally competitive. Establishing bilateral labour agreements with Germany can facilitate safe and structured migration, while supporting certification and language training programs will help job seekers transition smoothly into the German workforce.

12. CANADIAN Q4 LABOUR MARKET DEMAND OUTLOOK

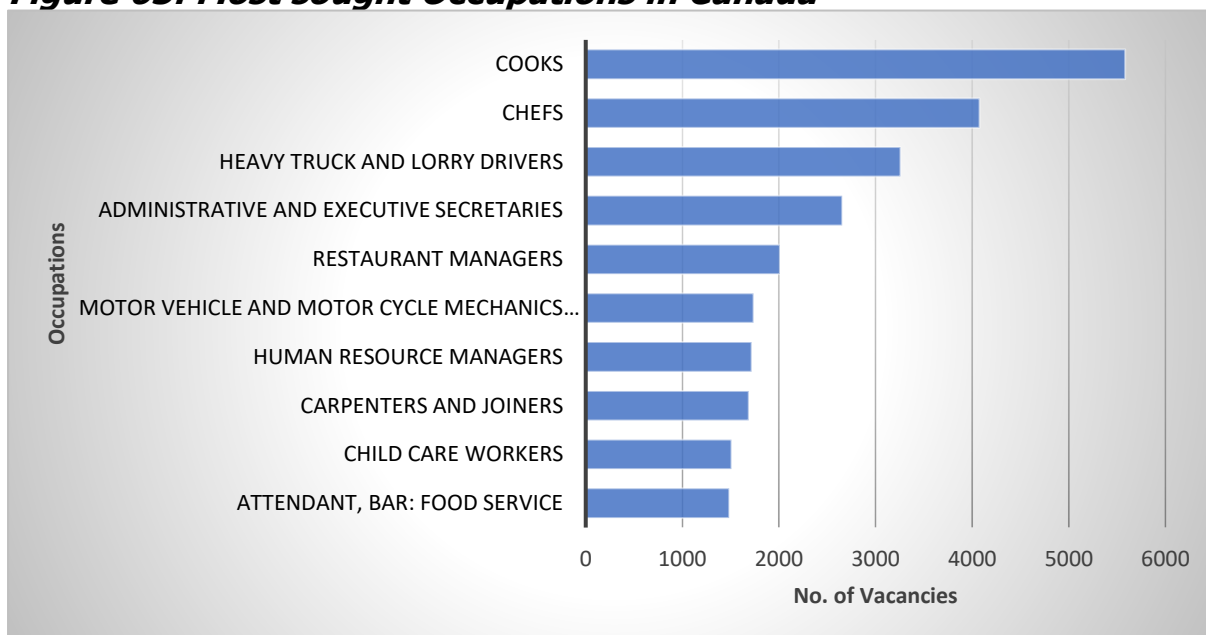
12.1. Most Sought Occupations by Number of Vacancies in Canada

Table 63: Most sought occupations in Canada

Occupations	Vacancies
Cooks	5585
Chefs	4075
Heavy Truck and Lorry Drivers	3257
Administrative and Executive Secretaries	2655
Restaurant Managers	2010
Motor Vehicle and Motor Cycle Mechanics Repairers	1737
Human Resource Managers	1717
Carpenters And Joiners	1686
Child Care Workers	1508
Attendant, bar: food service	1484

Source: Canada job advertisement data

Figure 63: Most sought Occupations in Canada



In Q4, the Canadian labour market showed strong demand for Cooks, who topped the list with the highest number of job vacancies. They were followed by Chefs, then Heavy Truck and Lorry Drivers, reflecting the continued importance of both hospitality and logistics sectors. Administrative and Executive Secretaries also featured prominently, highlighting the need for coordination and clerical support across industries. Restaurant Managers and Motor Vehicle and Motorcycle Mechanics Repairers appeared next, pointing to ongoing requirements in both service and technical roles. Human Resource

Managers and Carpenters and Joiners followed closely, showing demand for workforce management and skilled trades. Child Care Workers and Attendants in bar and food service rounded out the top ten, emphasizing the essential roles in caregiving and frontline hospitality. This pattern reflects a labour market that relies heavily on service, technical, and support functions to sustain core sectors of the economy.

12.2. Most Sought Occupations by Skill Level and Number of Vacancies

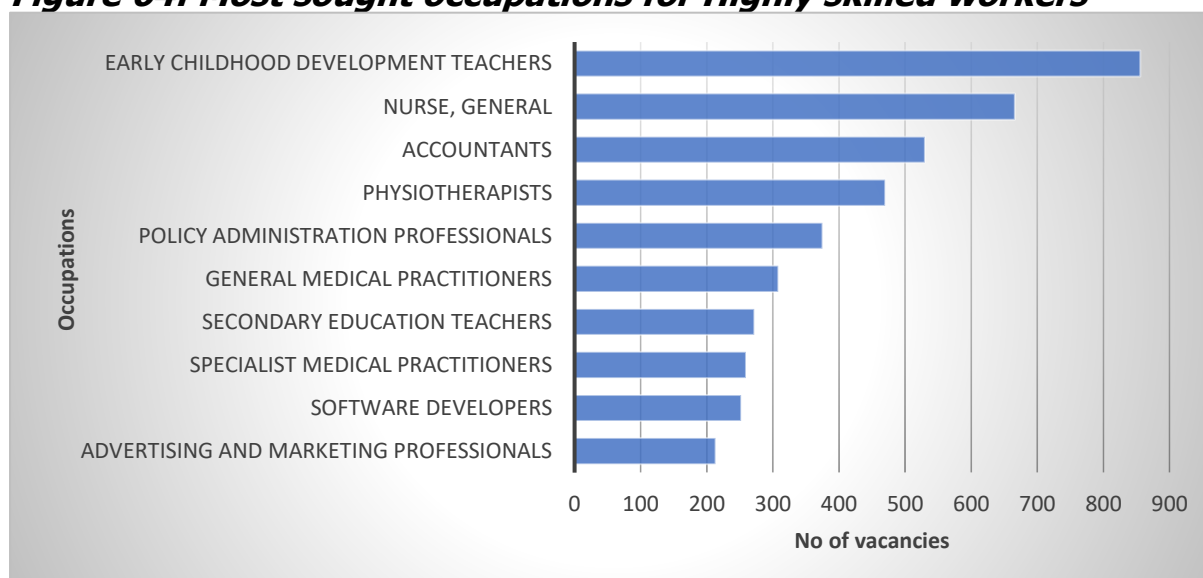
12.2.1. Most sought occupations for Highly skilled workers

Table 64: Most sought occupations among Highly skilled workers

Occupations	Vacancies
Early Childhood Development Teachers	856
Nurse, General	644
Accountants	530
Physiotherapists	470
Policy Administration Professionals	375
General Medical Practitioners	308
Secondary Education Teachers	272
Specialist Medical Practitioners	259
Software Developers	252
Advertising and Marketing Professionals	213

Source: Canada job advertisement data

Figure 64: Most sought occupations for Highly skilled workers



The Canadian labour market continues to demonstrate robust demand for highly skilled professionals across several key sectors, particularly in education, healthcare, and

business services. Leading the list are Early Childhood Development Teachers, with 856 vacancies, indicating ongoing prioritization of foundational education and child care services. General Nurses follow closely with 644 vacancies, reflecting the persistent needs of the healthcare system in both urban and rural settings. The demand for Accountants (530 vacancies) and Policy Administration Professionals (375 vacancies) suggests strong hiring trends in public administration and financial oversight. Healthcare-related roles remain prominent, with Physiotherapists (470) and General Medical Practitioners (308), while Secondary Education Teachers (272) and Specialist Medical Practitioners (259) also feature within the top ten. In the technology and marketing domains, Software Developers (252) and Advertising and Marketing Professionals (213) continue to be in demand, showing the ongoing digital transformation and need for strategic communications within Canadian enterprises. These figures highlight the sustained importance of health, education, administration, and technology roles in shaping Canada's economic and social resilience.

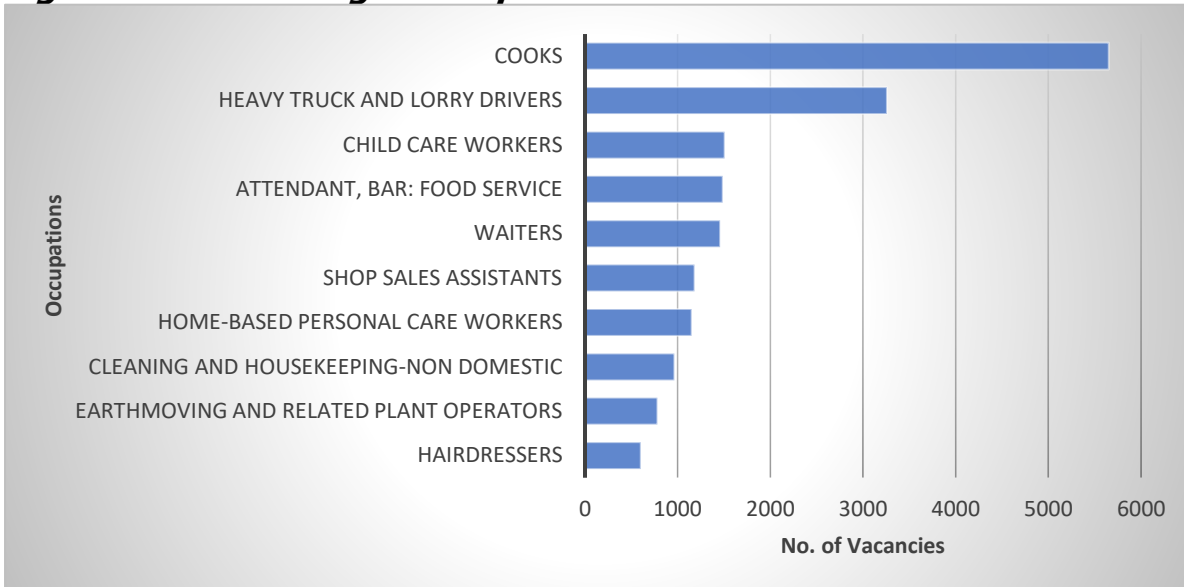
12.2.2. Most sought occupations among Middle skilled workers

Table 65: Most sought occupation for Middle skilled workers

Occupations	Vacancies
Cooks	5651
Heavy Truck and Lorry Drivers	3257
Child Care Workers	1508
Attendant, bar: food service	1484
Waiters	1457
Shop Sales Assistants	1183
Home-Based Personal Care Workers	1150
Cleaning and Housekeeping Non-Domestic	963
Earthmoving and Related Plant Operators	780
Hairdressers	601

Source: Canada job advertisement data

Figure 65: Most sought occupations for Middle skilled workers



Middle-skilled jobs in Canada remain central to sustaining essential services across various sectors. Based on current vacancy trends, the demand is led by Cooks and Heavy Truck and Lorry Drivers, reflecting the critical roles of food service and logistics in the economy. Other in-demand occupations include Child Care Workers, Attendant, bar: food service, and Waiters, indicating ongoing labour needs in caregiving and hospitality. The presence of Shop Sales Assistants, Home-Based Personal Care Workers, and Cleaning and Housekeeping Non-Domestic roles highlight continued demand in retail, home care, and sanitation services. Skilled operational roles like Earthmoving and Related Plant Operators and Hairdressers also feature among the top ten, underscoring the value of trades and personal care services in Canada’s labour market.

12.2.3. Most sought occupation for Low skilled workers

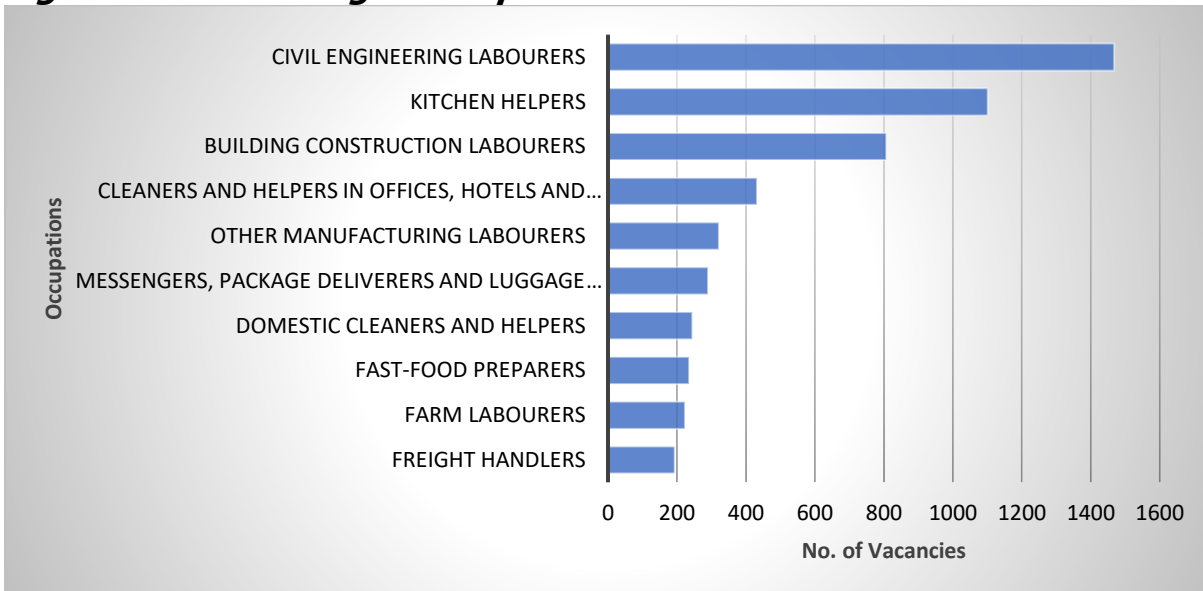
Table 66: Most sought occupation for Low skilled workers

Occupations	Vacancies
Civil Engineering Labourers	1468
Kitchen Helpers	1101
Building Construction Labourers	807
Cleaners and Helpers in Offices, Hotels and Other Establishments	432
Other Manufacturing Labourers	321
Messengers, Package Deliverers and Luggage Porters	290

Occupations	Vacancies
Domestic Cleaners and Helpers	244
Fast-Food Preparers	235
Farm Labourers	223
Freight Handlers	193

Source: Canada job advertisement data

Figure 66: Most sought occupations for Low skilled workers



Low-skilled roles continue to play a vital role in maintaining essential services in Canada. Occupations such as Civil Engineering Labourers, Kitchen Helpers, Building Construction Labourers and Cleaners and Helpers in Offices, Hotels and Other Establishments are among the most in-demand, particularly in sectors like construction, hospitality, and logistics. While these jobs are typically entry-level and lower-paying, they offer accessible employment opportunities and are critical to day-to-day operations across multiple industries.

12.3. Job Vacancies by Major Occupational Groups

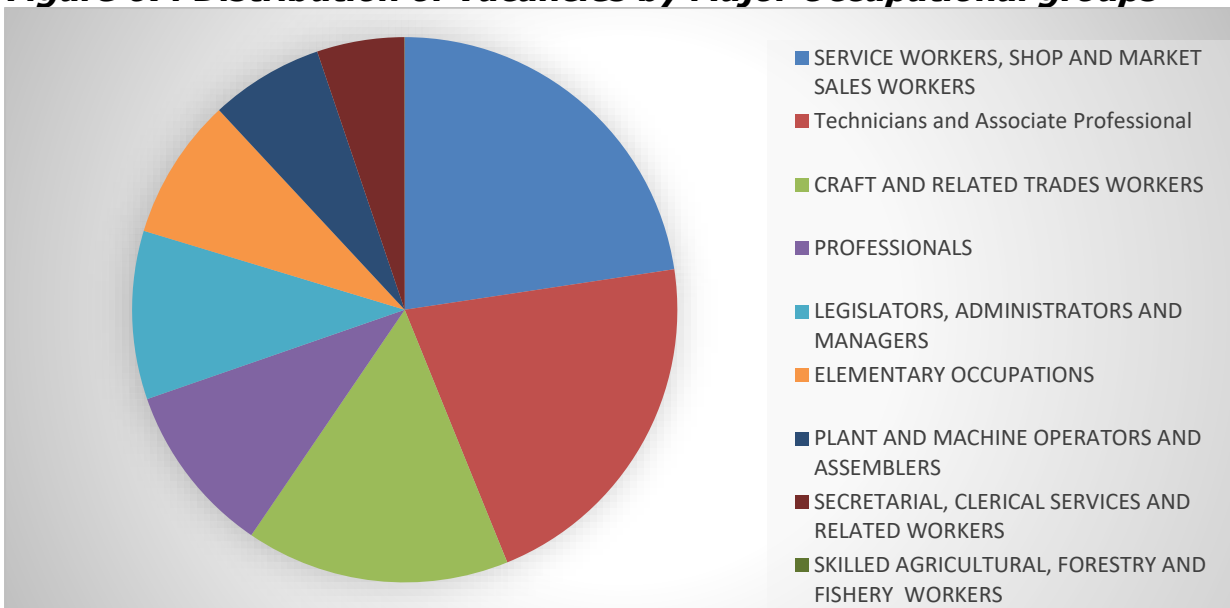
Table 67: Distribution of Vacancies by Major Occupational groups

Occupations	Vacancies
Service workers, shop and market sales workers	16944
Technicians and Associate Professional	15908
Craft and related trades workers	11723
Professionals	7621

Occupations	Vacancies
Legislators, administrators and managers	7482
Elementary occupations	6291
Plant and machine operators and assemblers	5034
Secretarial, clerical services and related workers	3885
Skilled agricultural, forestry and fishery workers	12

Source: Canada job advertisement data

Figure 67: Distribution of Vacancies by Major Occupational groups



The highest number of vacancies were in Service Workers, Shop and Market Sales Workers, reflecting strong demand in retail and hospitality. Technicians and Associate Professionals followed closely, highlighting continued need for technical skills. Next were Craft and Related Trades Workers, showing ongoing demand for skilled trades. Professionals and Legislators, Administrators, and Managers each made up a notable share, indicating strong demand for expertise and leadership. Elementary Occupations and Plant and Machine Operators and Assemblers supported roles in logistics, cleaning, and production. Clerical Workers remained vital in administrative functions, while Agricultural, Forestry, and Fishery Workers filled essential rural positions. This trend underscores a service-led economy supported by technical and skilled trade roles.

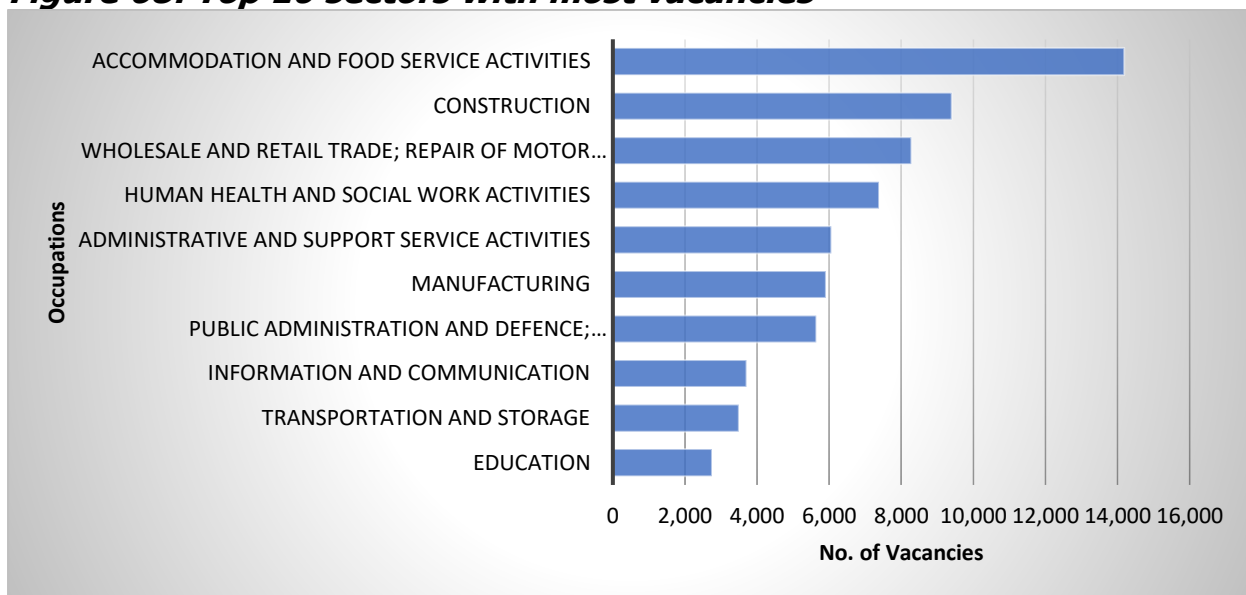
12.4. Job Vacancies by Economic Sector

Table 68: Top 10 Economic sectors with most vacancies

Major Sector	Vacancies
Accommodation and food service activities	14,187
Construction	9,400
Wholesale and retail trade; repair of motor vehicles and motorcycles	8,282
Human health and social work activities	7,381
Administrative and support service activities	6,057
Manufacturing	5,912
Public Administration and Defence; compulsory social security	5,646
Information and communication	3,705
Transportation and storage	3,497
Education	2,745

Source: Canada job advertisement data

Figure 68: Top 10 sectors with most vacancies



The Accommodation and Food Service sector recorded the highest number of vacancies, followed by Construction, Wholesale and Retail Trade, and Human Health and Social Work activities. Other sectors with significant postings included Administrative and Support Services, Manufacturing, and Public Administration. This distribution highlights a strong demand in consumer-facing services, infrastructure development, and public welfare sectors.

12.5 Most Sought Occupations in Sectors with Most Vacancies

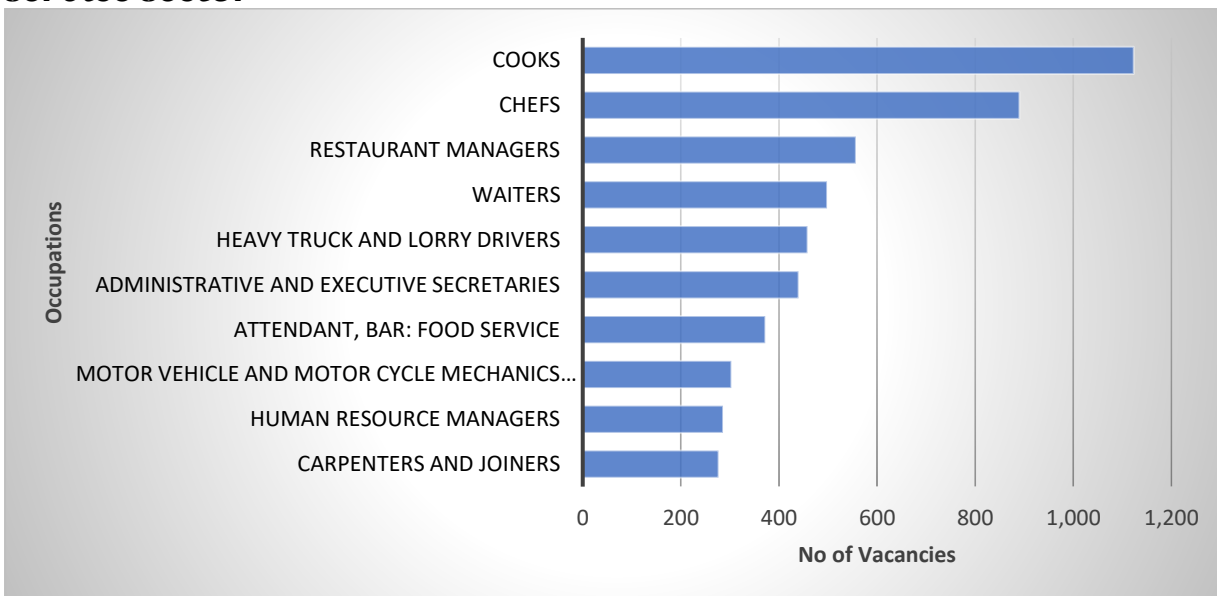
12.5.1. Accommodation and Food service sector

Table 69: Most sought occupations in the Accommodation and food service sector

Occupations	Vacancies
Cooks	1,123
Chefs	890
Restaurant Managers	557
Waiters	498
Heavy Truck and Lorry Drivers	458
Administrative and Executive Secretaries	440
Attendant, bar: food service	372
Motor Vehicle and Motor Cycle Mechanics Repairers	303
Human Resource Managers	286
Carpenters And Joiners	277

Source: Canada job advertisement data

Figure 69: Most sought Occupations in the Accommodation and Food service sector



Cooks and Chefs topped the list of vacancies, followed by Restaurant Managers and Waiters, indicating strong demand across both culinary and service roles. Additional support roles such as Administrative Secretaries and Attendant, bar: food service also featured prominently, along with essential operational roles like Heavy Truck and Lorry Drivers and Motor Vehicle and Motor Cycle Mechanics Repairers. The inclusion of Human Resource Managers and Carpenters suggests a broader need for managerial and maintenance functions within the sector. This highlights the sector's reliance on low to middle skilled roles with moderate managerial demand, affirming its role as a key employer in the hospitality industry.

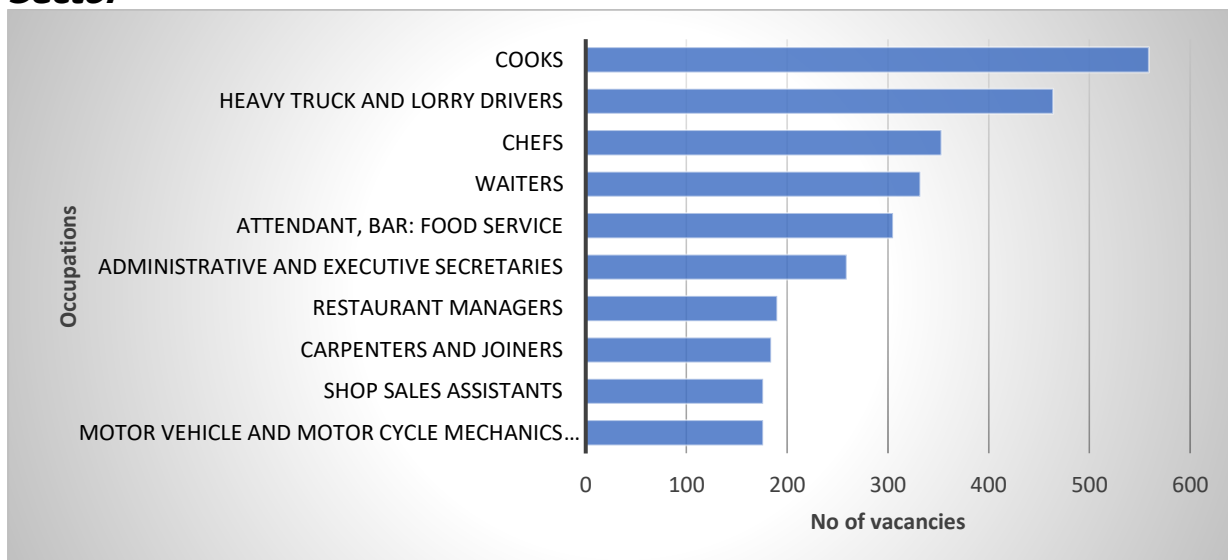
12.5.2. Wholesale and Retail Trade Sector

Table 70: Most sought occupations in the Wholesale and Retail Trade Sector

Occupations	Vacancies
Cooks	559
Heavy Truck and Lorry Drivers	464
Chefs	353
Waiters	332
Attendant, bar: food service	305
Administrative and Executive Secretaries	259
Restaurant Managers	190
Carpenters And Joiners	184
Shop Sales Assistants	176
Motor Vehicle and Motor Cycle Mechanics Repairers	176

Source: Canada job advertisement data

Figure 70: Most Sought Occupations in the Wholesale and Retail Trade Sector



The most in-demand roles in this sector were Cooks, Heavy Truck and Lorry Drivers, and Chefs, highlighting the sector's strong reliance on logistics and food-related services. Waiters and Attendant, bar: food service also featured prominently, reinforcing the customer-facing nature of retail and food outlets. Administrative and Executive Secretaries and Restaurant Managers represent the middle-skill administrative and supervisory layer, while Carpenters, Motor Vehicle and Motor Cycle Mechanics Repairers, and Shop Sales Assistants round out the top ten, reflecting the sector's broad need for operational, technical, and service staff.

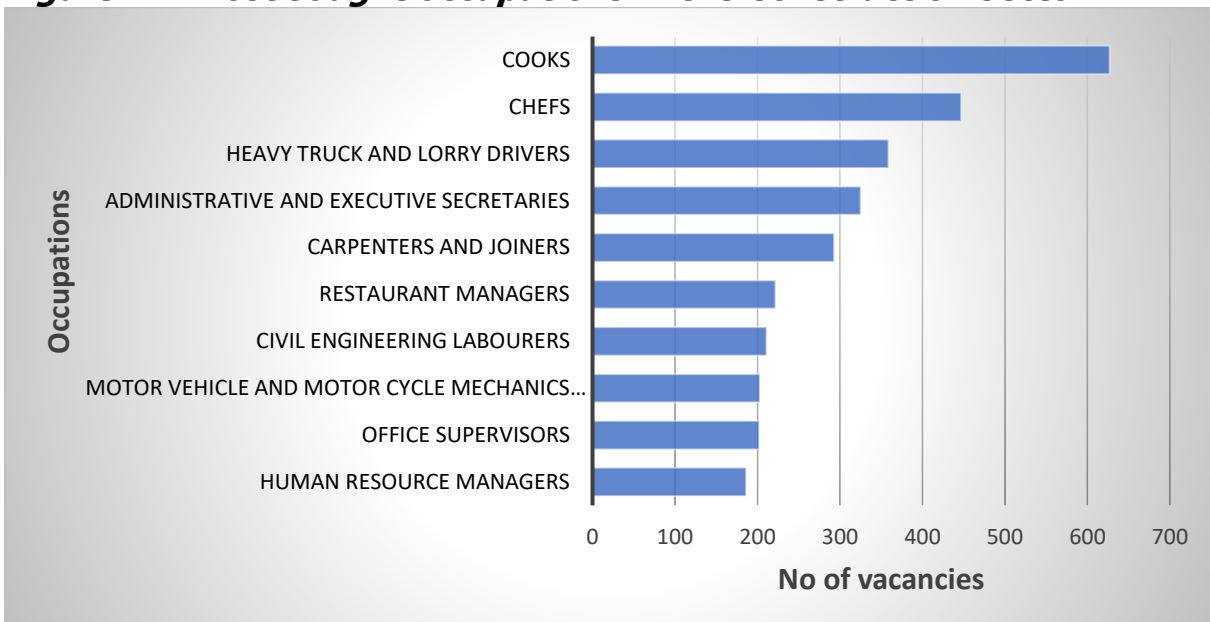
12.5.3. Construction sector

Table 71: Most sought Occupations in the Construction sector

Occupations	Vacancies
Cooks	627
Chefs	447
Heavy Truck and Lorry Drivers	359
Administrative and Executive Secretaries	325
Carpenters And Joiners	293
Restaurant Managers	222
Civil Engineering Labourers	211
Motor Vehicle and Motor Cycle Mechanics Repairers	203
Office Supervisors	202
Human Resource Managers	186

Source: Canada job advertisement data

Figure 71: Most sought occupations in the Construction sector



Cooks and Chefs topped the list in the construction sector, suggesting strong internal demand for food service within large worksites. Heavy Truck and Lorry Drivers, along with Civil Engineering Labourers and Carpenters and Joiners, reflect the core operational and logistical roles supporting construction activity. Administrative and Executive Secretaries, Office Supervisors, and Human Resource Managers indicate ongoing needs for administrative coordination and workforce management. Restaurant Managers and Motor Vehicle and Motor Cycle Mechanics Repairers also featured, pointing to the sector’s reliance on both support services and equipment maintenance.

12.5 Implications

Kenyan job seekers can benefit from Canada's broad-based demand across all skill levels. With strong vacancies in hospitality, food services, logistics, construction, and administrative roles, Canada offers accessible entry points into the labour market. Attendant, bar: food service, cooks, Heavy Truck and Lorry Drivers, child care workers, and tradespeople are in high demand. Job seekers should pursue quick-entry vocational training and modular certifications while continuously upgrading their skills to transition into supervisory or specialized positions.

For policy makers, the Canadian labour market highlights the importance of modernizing TVET programs to align with global standards, particularly in trades and services. Strengthening partnerships with Canadian employers and institutions can improve employment outcomes for Kenyan workers abroad. Policies should also focus on skill recognition frameworks and promoting flexible, industry-aligned training models that prepare workers for both domestic and international opportunities.

13. UAE Q4 LABOUR MARKET DEMAND OUTLOOK

13.1. Most Sought Occupations In UAE

Table 72: Most sought occupations in UAE

Occupations	Vacancy
Chefs	21028
Sales and Marketing Managers	9929
Hotel Managers	9036
Cooks	4427
Policy and Planning Managers	3175
Office Supervisors	2420
Bartenders	2106
Commercial Sales Representatives	2096
Human Resource Managers	2028
Recreational/Cultural and Sporting Establishment Managers	1561

Source: UAE job advertisement data

Figure 72: Most sought occupations in UAE



In the fourth quarter, Chefs dominated demand with 21,028 vacancies, followed by Sales and Marketing Managers (9,929) and Hotel Managers (9,036), underscoring the strong pull of the hospitality and service management sectors. Cooks (4,427) and Policy and Planning Managers (3,175) also ranked high, reflecting demand for both food services and strategic oversight roles. Other notable positions included Office Supervisors (2,420), Bartenders (2,106), Commercial Sales Representatives (2,096), Human Resource Managers (2,028), and Recreational, Cultural, and Sporting Establishment

Managers (1,561). This distribution illustrates the dual demand for skilled professionals and service staff essential to sustaining the UAE’s hospitality-driven economy.

13.2. Most Sought Occupations by Skill Level and Number of Vacancies

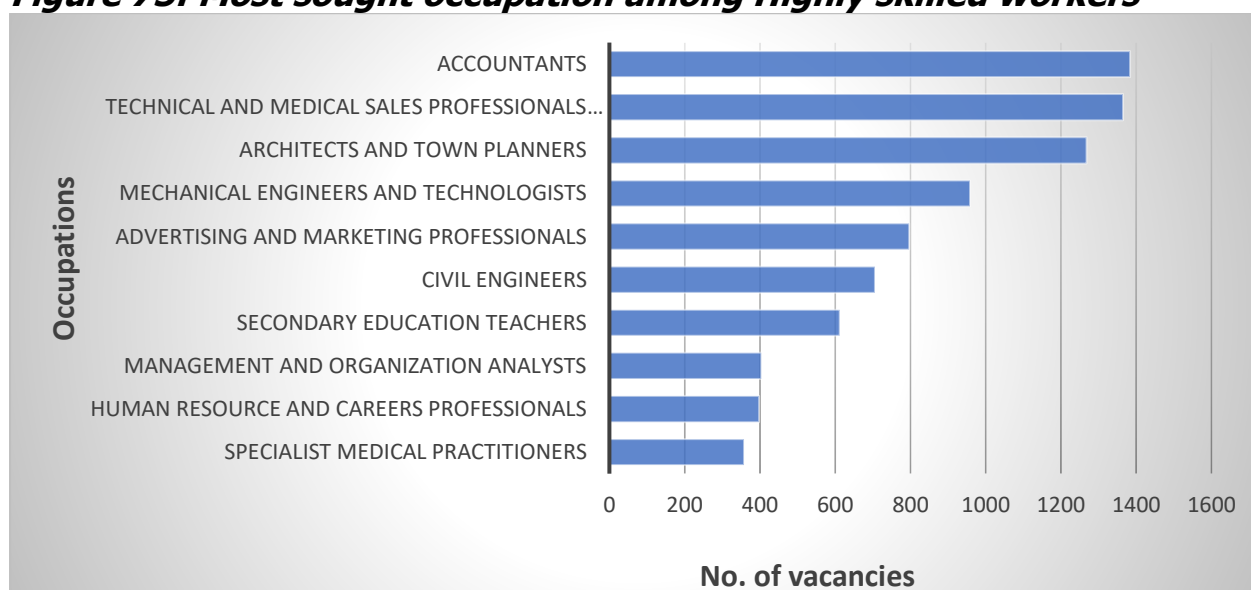
13.2.1. Most sought occupations among Highly skilled workers

Table 73: Most sought occupation among Highly skilled workers

Occupations	Vacancies
Accountants	1384
Technical and Medical Sales Professionals (Excluding ICT)	1365
Architects and Town Planners	1268
Mechanical Engineers and Technologists	958
Advertising and Marketing Professionals	797
Civil Engineers	706
Secondary Education Teachers	612
Management and Organization Analysts	404
Human Resource and Careers Professionals	398
Specialist Medical Practitioners	358

Source: UAE job advertisement data

Figure 73: Most sought occupation among Highly skilled workers



Among highly skilled occupations, Accountants (1,384) ranked highest, followed by Technical and Medical Sales Professionals (1,365) and Architects and Town Planners (1,268), reflecting strong demand in finance, sales, and urban development. Demand was also high for Mechanical Engineers and Technologists (958) and Advertising and Marketing Professionals (797). Other significant roles included Civil Engineers (706), Secondary Education Teachers (612), Management and Organization Analysts (404),

Human Resource and Careers Professionals (398), and Specialist Medical Practitioners (358). These highlights demand across finance, engineering, education, and health.

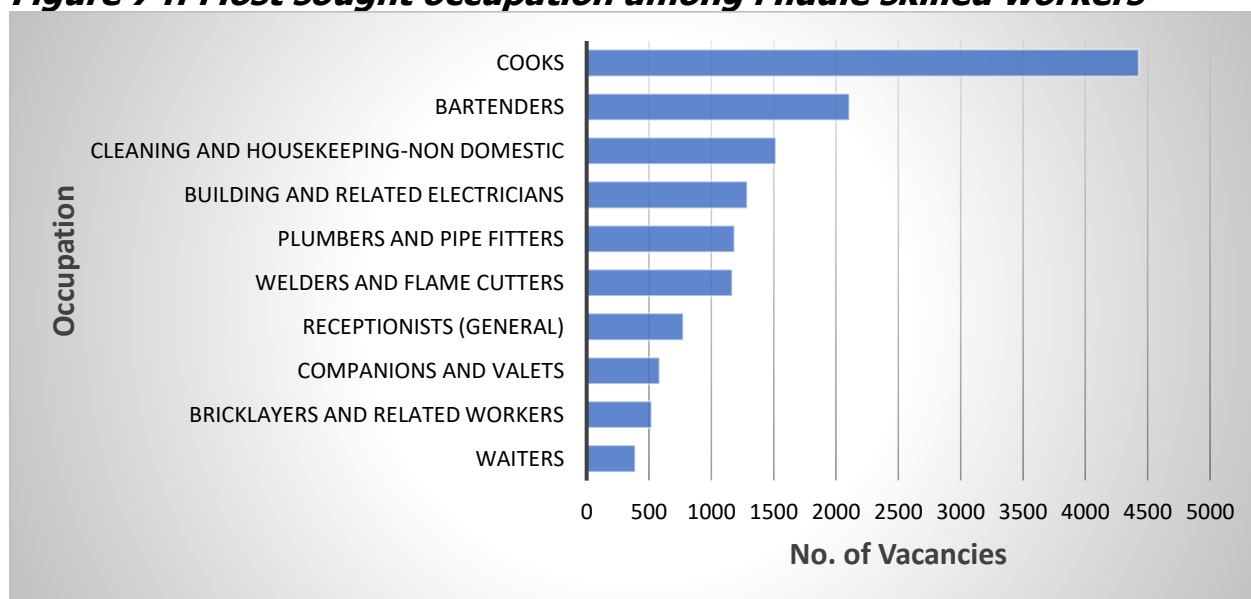
13.2.2. Most sought occupations among Middle skilled workers

Table 74: Most sought occupation among Middle skilled workers

Occupations	Vacancy
Cooks	4427
Bartenders	2106
Cleaning and Housekeeping-Non-Domestic	1516
Building and Related Electricians	1288
Plumbers and Pipe Fitters	1186
Welders and Flame Cutters	1167
Receptionists (General)	773
Companions and Valets	584
Bricklayers and Related Workers	521
Waiters	389

Source: UAE job advertisement data

Figure 74: Most sought occupation among Middle skilled workers



For middle-skilled workers, the most in-demand role was Cooks (4,427), followed by Bartenders (2,106) and Cleaning and Housekeeping (1,516). Technical roles also featured strongly, including Building and Related Electricians (1,288), Plumbers and Pipe Fitters (1,186), and Welders and Flame Cutters (1,167). Service and support positions such as Receptionists (773), Companions and Valets (584), Bricklayers (521), and Waiters (389) were also notable. This pattern reflects a heavy concentration of demand in hospitality and skilled trades.

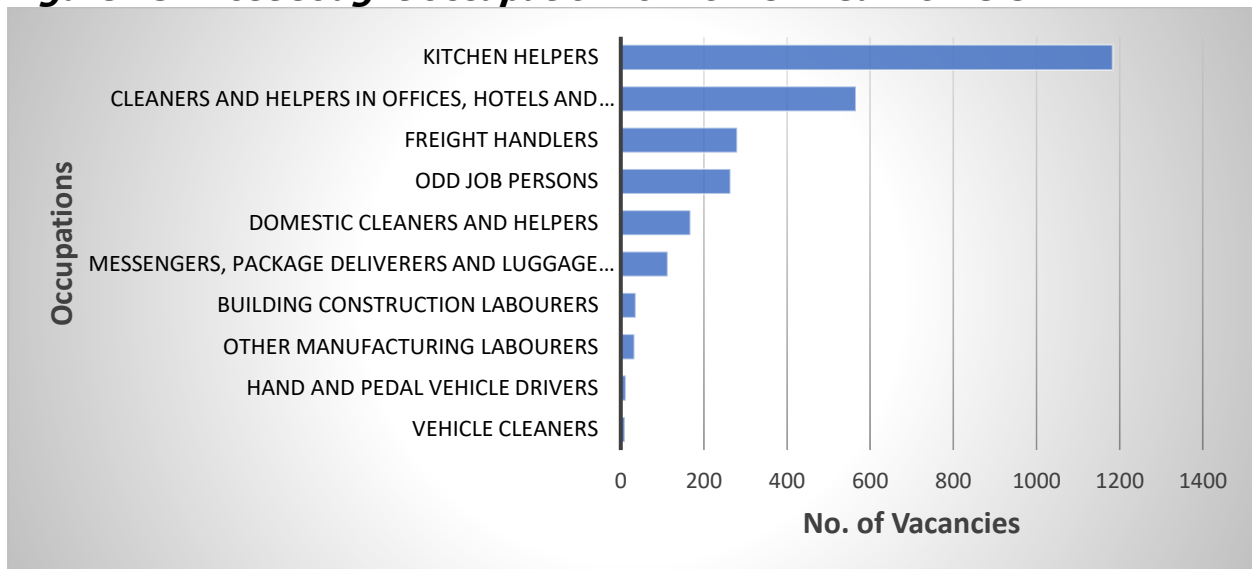
13.2.3. Most sought occupation for Low skilled workers

Table 75: Most sought occupation for Low skilled workers

Occupations	Vacancies
Kitchen Helpers	1183
Cleaners and Helpers in Offices, Hotels and Other Establishments	566
Freight Handlers	280
Odd Job Persons	264
Domestic Cleaners and Helpers	168
Messengers, Package Deliverers and Luggage Porters	113
Building Construction Labourers	36
Other Manufacturing Labourers	33
Hand and Pedal Vehicle Drivers	12
Vehicle Cleaners	10

Source: UAE job advertisement data

Figure 75: Most sought occupation for Low skilled workers



Among low-skilled jobs, Kitchen Helpers (1,183) were most in demand, followed by Cleaners and Helpers (566) and Freight Handlers (280). Other occupations included Odd Job Persons (264), Domestic Cleaners (168), and Messengers/Porters (113). Smaller numbers were recorded for Construction Labourers (36), Manufacturing Labourers (33), Hand and Pedal Vehicle Drivers (12), and Vehicle Cleaners (10). Demand is clearly concentrated in support services within hospitality and logistics.

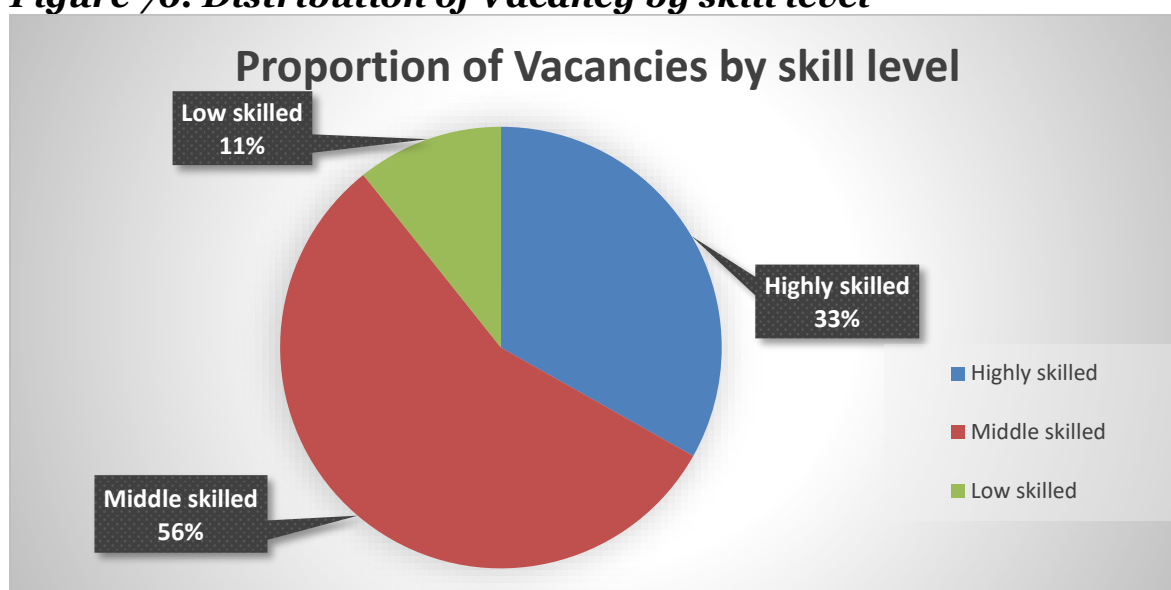
13.3. Distribution Of Vacancies by Skill Level

Table 76: Distribution of Vacancy by skill level

Skill level	Number of Vacancies	Proportion
Highly skilled	8250	33.2
Middle skilled	13957	56.1
Low skilled	2665	10.7
Totals	24872	100.0

Source: UAE job advertisement data

Figure 76: Distribution of Vacancy by skill level



The UAE labour market was dominated by middle-skilled workers (56.1%), followed by highly skilled (33.2%) and low-skilled (10.7%). This reflects a labour structure where practical, technical, and operational competencies are most in demand, though advanced qualifications also remain important.

13.4 Job Vacancies by Economic Sector

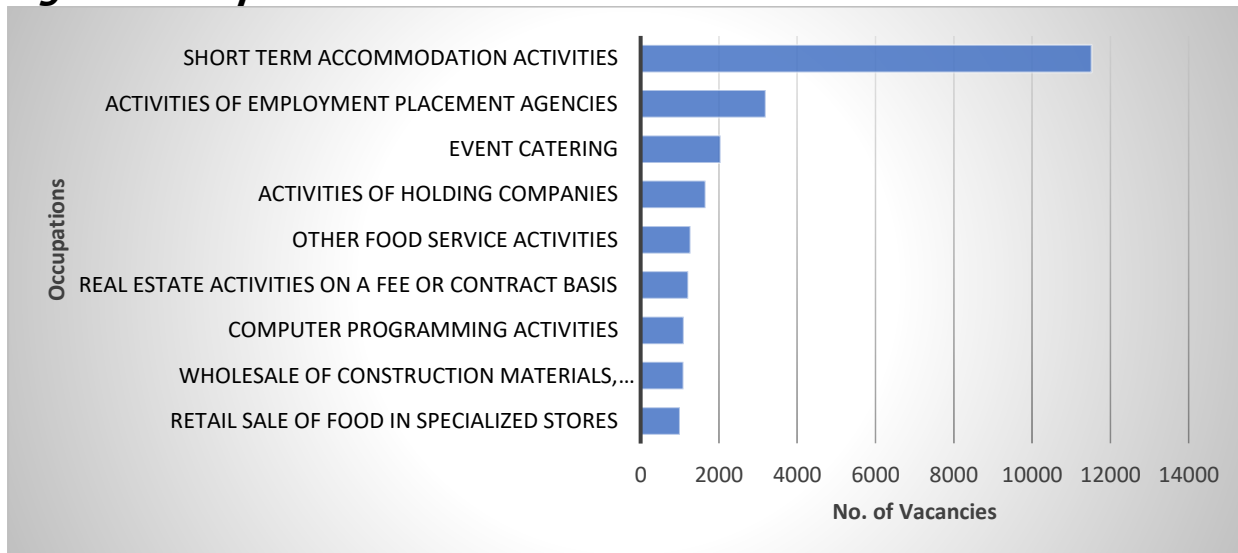
Table 77: Top 10 Economic sectors with most vacancies

Broad Sector	Vacancies
Short term accommodation activities	11516
Activities of employment placement agencies	3192
Event catering	2044
Activities of holding companies	1660

Other food service activities	1270
Real estate activities on a fee or contract basis	1215
Computer programming activities	1101
Wholesale of construction materials, hardware, plumbing and heating equipment and supplies	1095
Retail sale of food in specialized stores	1000

Source: UAE job advertisement data

Figure 77: Top 10 Economic sectors with most vacancies



By sector, the largest demand was in Short-Term Accommodation (11,516), followed by Employment Placement Agencies (3,192) and Event Catering (2,044). Other significant contributors included Holding Companies (1,660), Other Food Service Activities (1,270), Real Estate (1,215), Computer Programming (1,101), Wholesale of Construction Materials (1,095), and Retail Sale of Food (1,000). Hospitality and food services clearly dominate, supplemented by steady demand in recruitment, ICT, and trade.

13.5 Job Vacancies by Major Occupational Groups

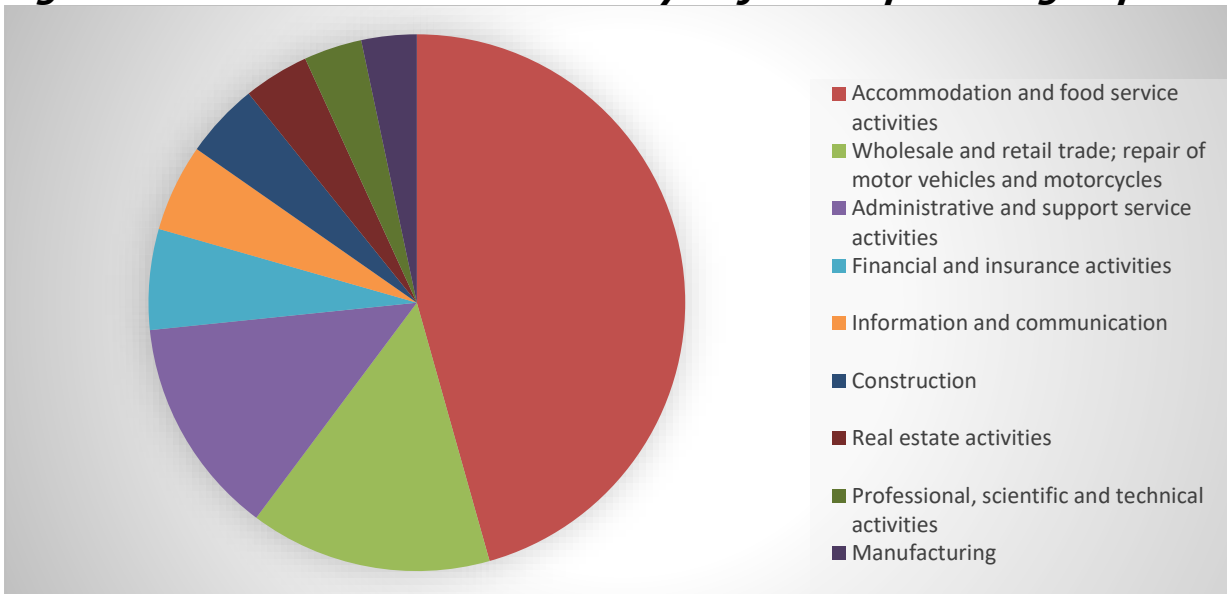
Table 78: Distribution of Vacancies by Major Occupational groups

Major Sector	Vacancies
Accommodation and food service activities	15635
Wholesale and retail trade; repair of motor vehicles and motorcycles	4995
Administrative and support service activities	4518
Financial and insurance activities	2090
Information and communication	1811
Construction	1559
Real estate activities	1358

Major Sector	Vacancies
Professional, scientific and technical activities	1210
Manufacturing	1142

Source: UAE job advertisement data

Figure 78: Distribution of Vacancies by Major Occupational groups



The largest employer was Accommodation and Food Services (15,635) followed by Wholesale and Retail Trade (4,995) and Administrative and Support Services (4,518) also contributed significantly. Other areas of demand included Finance (2,090), ICT (1,811), Construction (1,559), Real Estate (1,358), Professional/Technical Services (1,210), and Manufacturing (1,142). This mix highlights UAE’s reliance on hospitality and trade alongside steady growth in finance, ICT, and real estate.

8.6. Implications for Kenyan Stakeholders

8.6.1. Job Seekers

Kenyan job seekers should target hospitality (chefs, cooks, bartenders, cleaners), sales and business roles, and technical fields such as accounting, ICT, engineering, and health. International certifications, customer service training, and language proficiency will increase employability.

8.6.2. Policy Makers

Policy makers should strengthen bilateral labour agreements with the UAE, promote recognition of Kenyan qualifications, and prioritize ethical recruitment. Focus should be on preparing workers for hospitality, ICT, finance, logistics, and construction, where sustained demand exists.

8.6.3. Training Institutions

Kenyan training providers should align programs with UAE demand by upgrading courses in hospitality, ICT, business, engineering, and health. Emphasis should be placed on digital literacy, customer service, soft skills, and global certifications, while expanding training for logistics and technical trades to match vacancy trends.

14. QATAR Q4 LABOUR MARKET OUTLOOK

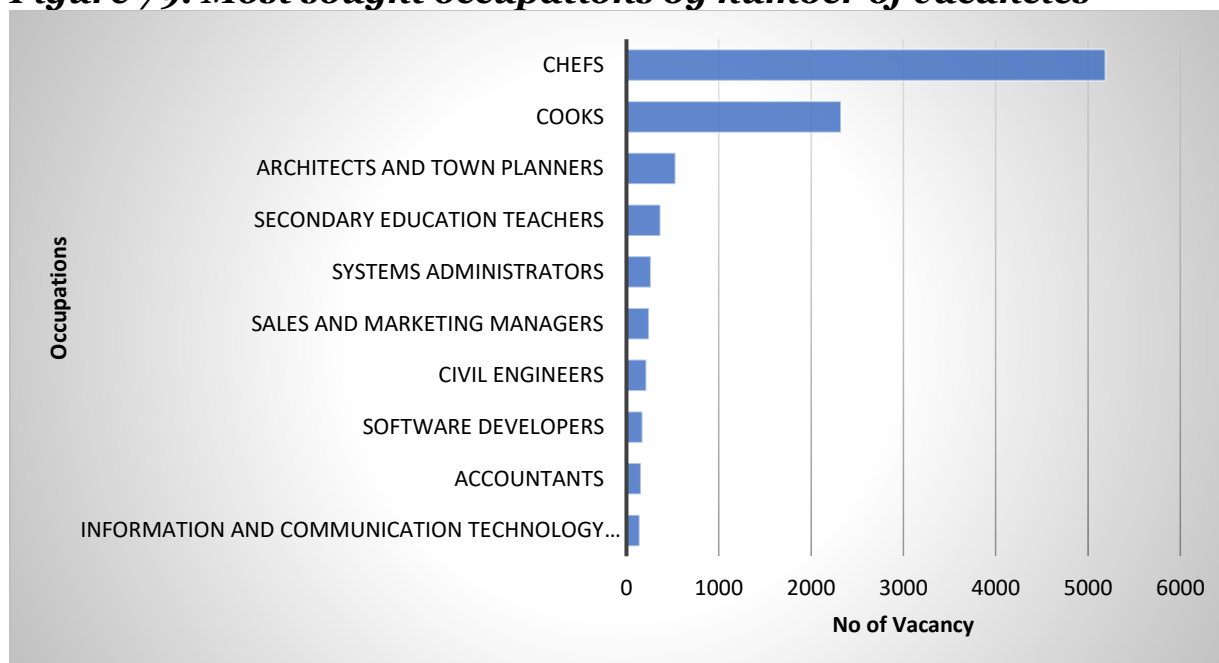
14.1. Most Sought Occupations by Number of Vacancies in Qatar

Table 79: Most Sought Occupations by Number of Vacancies

Occupations	Vacancies
Chefs	5187
Cooks	2323
Architects and Town Planners	532
Secondary Education Teachers	367
Systems Administrators	265
Sales and Marketing Managers	244
Civil Engineers	215
Software Developers	175
Accountants	156
Information and Communication Technology Services Managers	142

Source: Qatar Job Advertisement Data

Figure 79: Most sought occupations by number of vacancies



During this quarter, Chefs emerged as the most sought-after occupation in Qatar with 5,187 vacancies, reflecting the strong demand in the hospitality sector. They were followed by Cooks with 2,323 vacancies, further underlining hospitality growth.

Architects and Town Planners (532) came third, signaling continued investment in urban development. Secondary Education Teachers (367) ranked fourth, while Systems Administrators (265) were fifth, reflecting demand in ICT support. Other notable roles included Sales and Marketing Managers (244), Civil Engineers (215), Software Developers (175), Accountants (156), and ICT Services Managers (142).

14.2. Most Sought Occupations by Skill Level and Number of Vacancies

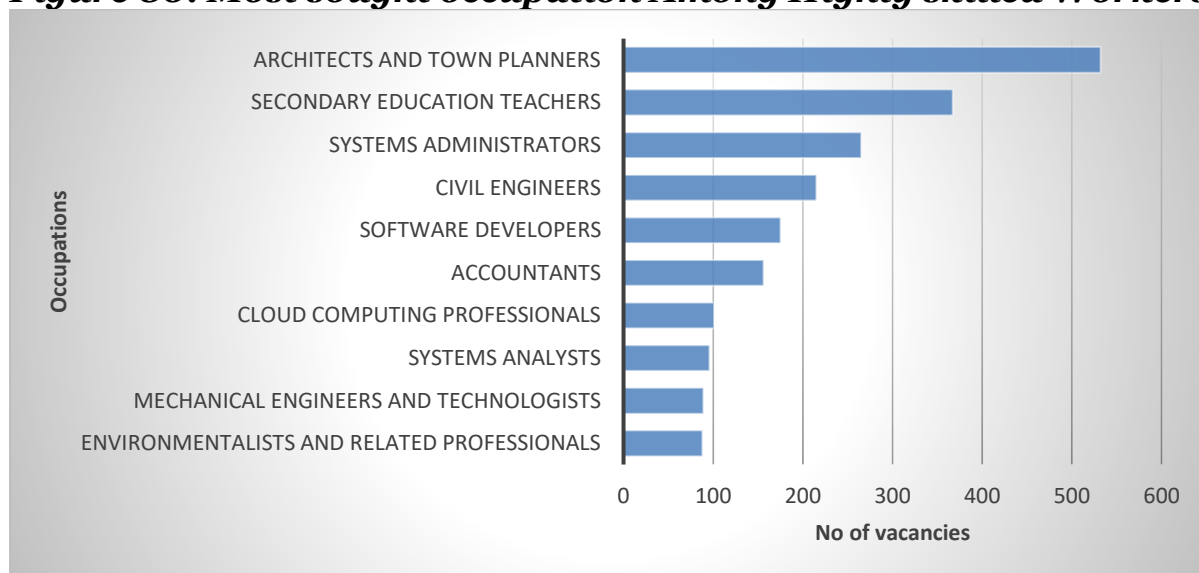
14.2.1. Most sought Occupations among Highly Skilled Workers

Table 80: Most Sought Occupation Among Highly Skilled Workers

OCCUPATIONS	Vacancies
Architects and Town Planners	532
Secondary Education Teachers	367
Systems Administrators	265
Civil Engineers	215
Software Developers	175
Accountants	156
Cloud Computing Professionals	101
Systems Analysts	96
Mechanical Engineers and Technologists	89
Environmentalists and Related Professionals	88

Source: Qatar Job Advertisement Data

Figure 80: Most sought occupation Among Highly skilled Workers



Among highly skilled workers, Architects and Town Planners (532) led demand, followed by Secondary Education Teachers (367) and Systems Administrators (265). Other key roles included Civil Engineers (215), Software Developers (175), and Accountants (156). Vacancies for Cloud Computing Professionals (101), Systems Analysts (96), Mechanical

Engineers (89), and Environmental Specialists (88) also stood out, reflecting Qatar’s focus on technical, digital, and professional talent.

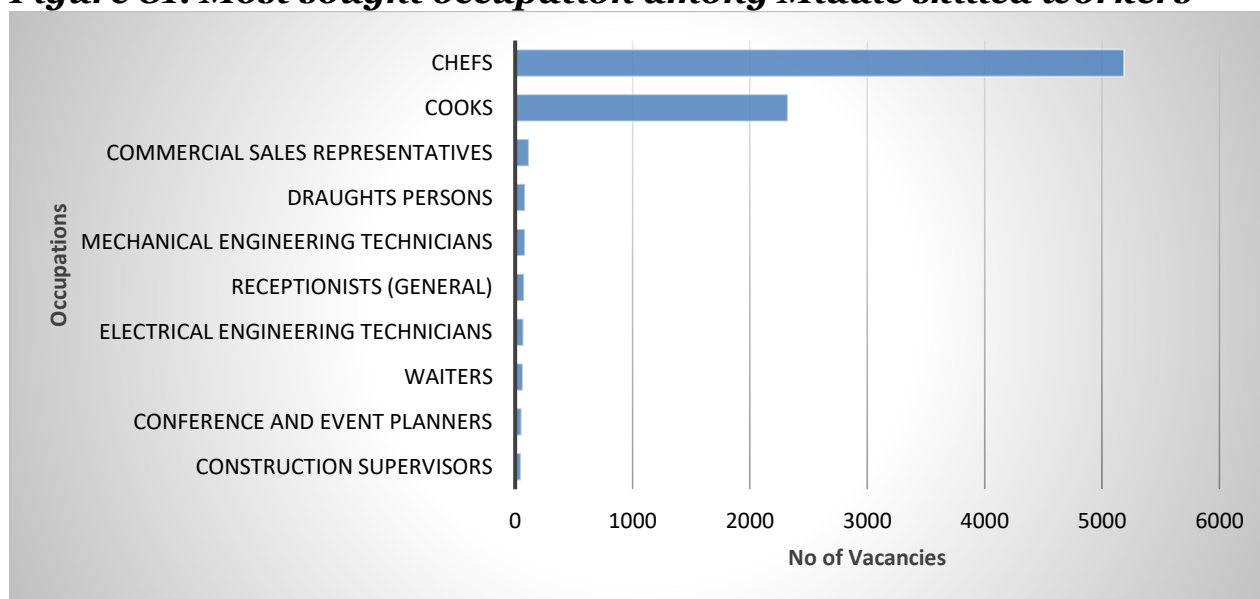
14.2.2. Most Sought Occupations among Middle Skilled Workers

Table 81: Most Sought Occupation Among Middle Skilled Workers

Occupations	Vacancies
Chefs	5187
Cooks	2323
Commercial Sales Representatives	116
Draughts Persons	85
Mechanical Engineering Technicians	85
Receptionists (General)	76
Electrical Engineering Technicians	71
Waiters	65
Conference and Event Planners	53
Construction Supervisors	48

Source: Qatar Job Advertisement Data

Figure 81: Most sought occupation among Middle skilled workers



For middle-skilled workers, Chefs (5,187) and Cooks (2,323) dominated demand. Other roles included Commercial Sales Representatives (116), Draughts Persons (85), Mechanical Engineering Technicians (85), Receptionists (76), and Electrical Engineering Technicians (71). Waiters (65), Conference and Event Planners (53), and Construction Supervisors (48) completed the top ten, emphasizing demand in hospitality, sales, and technical support.

14.2.3. Most Sought Occupation for Low Skilled Workers

Table 82: Most Sought Occupation for Low Skilled Workers

OCCUPATIONS	Vacancies
Fast-Food Preparers	51
Messengers, Package Deliverers and Luggage Porters	22
Cleaners and Helpers in Offices, Hotels and Other Establishments	13
Shelf Fillers	4
Other Cleaning Workers	3
Freight Handlers	2
Odd Job Persons	1
Mining and Quarrying Labourers	1

Source: Qatar Job Advertisement Data

Figure 82: Most Sought Occupation for Low Skilled Workers



Among low-skilled workers, Fast-Food Preparers topped the list with 51 vacancies, followed by Messengers, Package Deliverers, and Luggage Porters with 22. Cleaners and Helpers in offices, hotels, and other establishments accounted for 13 vacancies, while Shelf Fillers and Other Cleaning Workers recorded just a handful. Freight Handlers, Mining and Quarrying Labourers, and Odd Job Persons registered only one or two vacancies each. These figures confirm that the demand for low-skilled labour in Qatar remains marginal compared to middle- and high-skill categories.

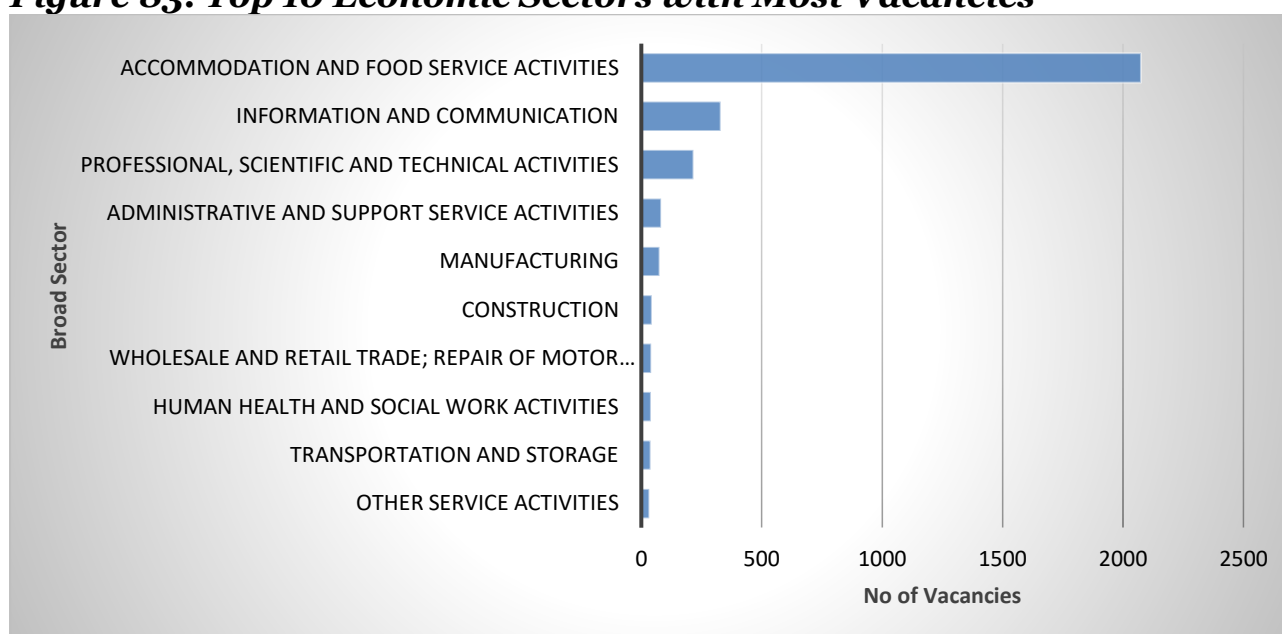
14.3. Job Vacancies by Economic Sector

Table 83: Top 10 Economic Sectors with Most Vacancies

Broad Economic sector	Vacancies
Accommodation and food service activities	2075
Information and communication	329
Professional, scientific and technical activities	216
Administrative and support service activities	82
Manufacturing	75
Construction	43
Wholesale and retail trade; repair of motor vehicles and motorcycles	41
Human health and social work activities	39
Transportation and storage	38
Other service activities	33

Source: Qatar Job Advertisement Data

Figure 83: Top 10 Economic Sectors with Most Vacancies



By broad economic sector, the highest number of vacancies was recorded in Accommodation and Food Service Activities, reflecting the strong role of hospitality in Qatar’s labour market. This was followed by Information and Communication, and Professional, Scientific, and Technical Activities, highlighting demand in digital and knowledge-based services. Administrative and Support Services ranked fourth, while Manufacturing and Construction also featured among the top hiring sectors. Other sectors with notable demand included Wholesale and Retail Trade, Transportation and Storage, Human Health and Social Work, and Other Service Activities.

14.4. Most Sought Occupations in Sectors with Most Vacancies

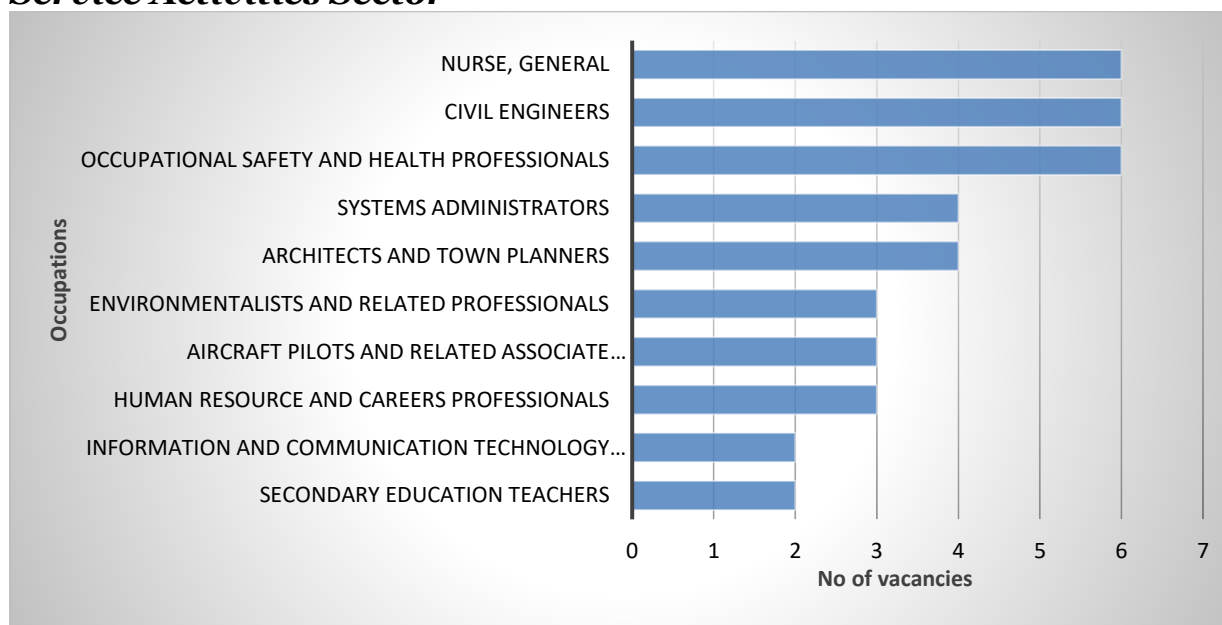
14.4.1. Most Sought Occupations in the Administrative and Support Service Activities Sector

Table 84: Most Sought Occupations in the Administrative and Support Service Activities sector

OCCUPATIONS	Vacancies
Nurse, General	6
Civil Engineers	6
Occupational Safety and Health Professionals	6
Systems Administrators	4
Architects and Town Planners	4
Environmentalists and Related Professionals	3
Aircraft Pilots and Related Associate Professionals	3
Human Resource and Careers Professionals	3
Information and Communication Technology User Support Technicians	2
Secondary Education Teachers	2

Source: Qatar Job Advertisement Data

Figure 84: Most sought Occupations in the Administrative and Support Service Activities Sector



In this sector, the highest demand was tied between General Nurses, Civil Engineers, and Occupational Safety & Health Professionals (6 each). Other notable occupations included Systems Administrators and Architects/Town Planners (4 each), as well as Environmentalists, Aircraft Pilots, and Human Resource Professionals (3 each). Smaller numbers were recorded for ICT User Support Technicians and Secondary Education

Teachers (2 each). This indicates demand across healthcare, safety, engineering, ICT, and professional services.

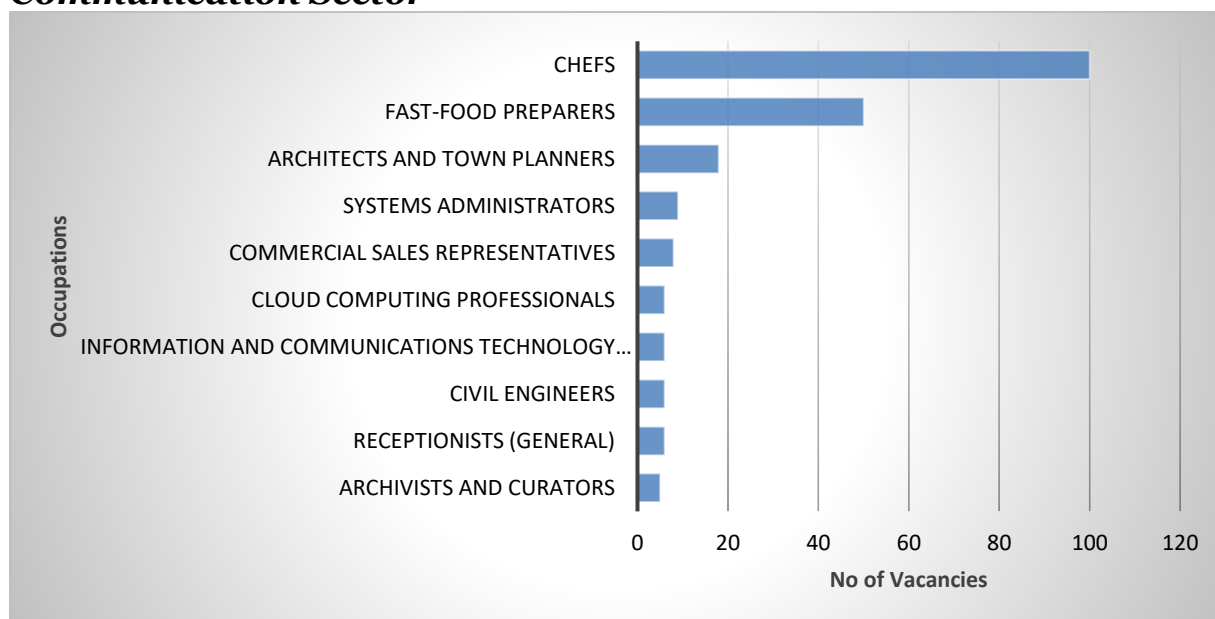
14.4.2. Most sought Occupations in the Information and Communication Sector

Table 85: Most Sought Occupations in the Information and Communication

OCCUPATIONS	Vacancies
Chefs	100
Fast-Food Preparers	50
Architects and Town Planners	18
Systems Administrators	9
Commercial Sales Representatives	8
Cloud Computing Professionals	6
Information and Communications Technology Installers And Servicrs	6
Civil Engineers	6
Receptionists (General)	6
Archivists and Curators	5

Source: Qatar Job Advertisement Data

Figure 85: Most sought Occupations in the Information and Communication Sector



The sector was dominated by Chefs (100) and Fast-Food Preparers (50), showing that

hospitality roles were strongly represented even within ICT-linked activities. Architects and Town Planners (18) ranked third, while Systems Administrators (9) came fourth. Other occupations included Commercial Sales Representatives (8), Cloud Computing Professionals, ICT Installers, Civil Engineers, and Receptionists (6 each), and Archivists & Curators (5). This reflects a combination of hospitality, ICT, and technical support needs.

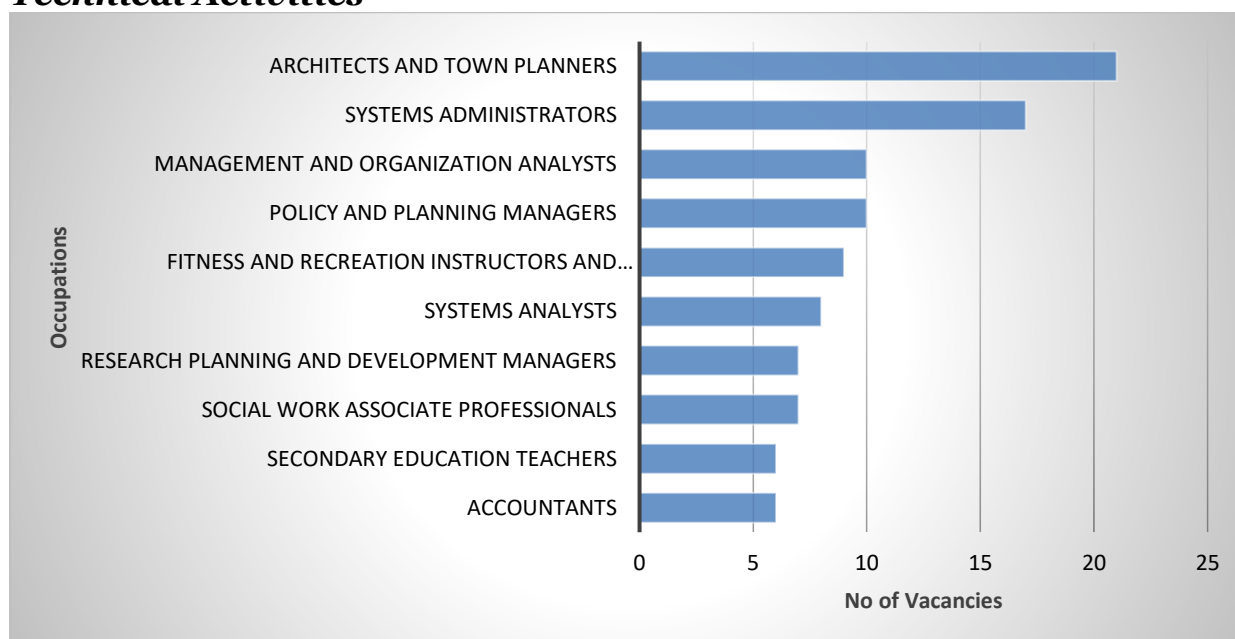
14.4.3. Most Sought Occupations in the Professional, Scientific and Technical Activities

Table 86: Most Sought Occupations in the Professional, Scientific and Technical Activities

OCCUPATIONS	No of Vacancies
Architects and Town Planners	21
Systems Administrators	17
Management and Organization Analysts	10
Policy and Planning Managers	10
Fitness And Recreation Instructors and Programme Leaders	9
Systems Analysts	8
Research Planning and Development Managers	7
Social Work Associate Professionals	7
Secondary Education Teachers	6
Accountants	6

Source: Qatar Job Advertisement Data

Figure 86: Most sought Occupations in the Professional, Scientific and Technical Activities



Within this sector, Architects and Town Planners (21) recorded the highest demand, followed by Systems Administrators (17). Management and Organization Analysts and Policy and Planning Managers (10 each) were also key roles. Other notable occupations included Fitness and Recreation Instructors (9), Systems Analysts (8), Research & Development Managers (7), and Social Work Associate Professionals (7). Smaller but important demand was noted for Secondary Education Teachers (6) and Accountants (6). This shows a balanced need for technical expertise, strategic management, and professional support roles.

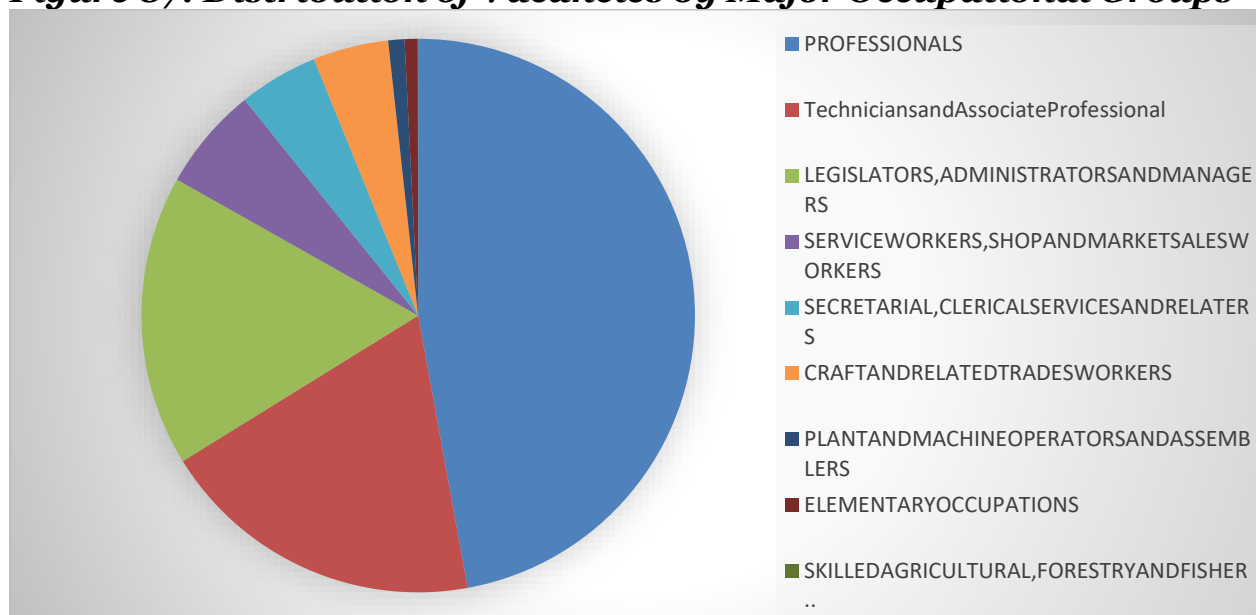
14.5. Job Vacancies by Major Occupational Groups

Table 87: Distribution of Vacancies by Major Occupational Groups

Major Occupational Group	No of vacancies	Percentage
Professionals	2,339	47.1
Technicians And Associate Professional	945	19.0
Legislators, Administrators and Managers	843	17.0
Service Workers, Shop and Market Sales Workers	300	6.1
Secretarial, Clerical Services and Related Workers	230	4.6
Craft And Related Trades Workers	219	4.4
Plant And Machine Operators and Assemblers	47	1.0
Elementary Occupations	38	0.8
Skilled Agricultural, Forestry and Fishery Work	1	0.0
Total	4962	100

Source: Qatar Job Advertisement Data

Figure 87: Distribution of Vacancies by Major Occupational Groups



Looking at major occupational groups, the majority of vacancies were for Professionals (2,339; 47.1%), followed by Technicians and Associate Professionals (945; 19%) and Legislators, Administrators, and Managers (843; 17%). Demand for other groups was comparatively lower, including Service Workers (300), Clerical Workers (230), Craft Workers (219), Plant Operators (47), and Elementary Occupations (38). Agricultural roles registered just 1 vacancy. This shows that the labour market is heavily oriented toward highly skilled talent.

14.6 Implications for Kenyan Stakeholders

14.6.1. For Job Seekers

Prioritize highly skilled professions such as software development, engineering, business and operations management, finance, marketing, architecture, ICT, and education. Possessing a university degree, professional certification, and international work experience greatly improves employability. Opportunities exist for middle-skilled workers in hospitality, manufacturing, clerical roles, and technical services (e.g., receptionists, technicians, event planners). Low-skilled opportunities are limited, meaning jobseekers should focus on upgrading skills to access higher-paying roles.

14.6.2. For Policy Makers

The Qatari labour market's emphasis on highly skilled professionals highlights the need for Kenya to Negotiate bilateral labour mobility agreements with Qatar, promote ethical recruitment practices and reduce worker exploitation, strengthen systems for

recognition of Kenyan qualifications abroad and invest in building a globally competitive workforce that matches international labour demand.

14.6.3. For Training Institutions

Kenyan Universities and TVET institutions should adapt curricula to emphasize, ICT, engineering, business management, finance, architecture, and data analysis, Integration of digital literacy, soft skills, and professional certifications. This is to Strengthen industry linkages to align training with labour market realities in Qatar and similar destinations, expand training in hospitality, construction, and administrative services, where middle-skill opportunities remain significant.

15. CONCLUSION

The Global Labour Market Outlook for the Financial Year 2024-2025 decisively confirms a high-skill imperative as the prevailing trend across the four principal destination markets: Germany, Canada, the United Arab Emirates (UAE), and Qatar. This analysis substantiates an accelerating global transition toward knowledge-based economies, evidenced by the overwhelming demand for professionals in Information and Communication Technology (ICT), Healthcare, and Engineering. While the UAE and Qatar are almost exclusively targeting this highly skilled demographic, marginalizing opportunities for low-skilled workers, the report simultaneously identifies critical, nuanced requirements for middle-skilled roles—specifically for technicians and associate professionals in the German market and for specialized service and transport occupations in Canada. Consequently, the successful mobilization of the national workforce is entirely contingent upon the strategic alignment of domestic skills development, international credentialing, and targeted linguistic proficiency with these precisely identified global market deficits.

16. RECOMMENDATIONS

Based on the analysis of highly sought-after occupations and sectoral trends, the following targeted recommendations are provided:

For Policymakers

- **Prioritize Sectoral Investment:** Allocate substantial resources to national training initiatives focused on the consistently high-demand sectors of ICT, Nursing, and

Engineering to address the global skills deficit directly and efficiently.

- **Strategic Bilateral Engagement:** Intensify labour diplomacy to secure and formalize Bilateral Labour Agreements (BLAs) specifically tailored to secure pathways for the middle-skilled occupations identified in the Canadian (e.g., food service, trucking) and German (e.g., associate professionals) markets.
- **Fund Linguistic Infrastructure:** Mandate and fund the integration of compulsory German language proficiency training (up to the B2 level) into relevant national curricula, particularly for healthcare and technical fields, to unlock key opportunities in Germany.

For Training Institutions

- **Adopt International Credentialing:** Immediately revise vocational and professional curricula to adopt and adhere to international certification standards (e.g., German Dual Vocational Training) to ensure the global recognition and competitiveness of graduates.
- **Develop Specialized Programs:** Strategically expand and refine training programs focused on advanced digital skills and technical specializations to meet the stringent requirements of the highly selective UAE and Qatari knowledge economies.
- **Enhance Soft Skills:** Integrate professional ethics, cross-cultural competence, and effective communication training into all curricula to better prepare candidates for service-oriented and managerial roles in destination countries.

For Career Advisors

- **Guide Towards High-Skill Careers:** Strongly counsel job seekers to prioritize the acquisition of high-value skills in ICT, Health, or Engineering as the primary strategy to access the highest volume of vacancies and best earning potential globally.
- **Advise on Destination Strategy:** Clearly articulate that Canada offers the most viable spectrum of opportunities across skill levels, whereas the UAE and Qatar are highly selective markets accessible almost exclusively to professionals with certified, high-level expertise.

- **Stress Linguistic Requirements:** Emphasize to candidates targeting the German market that German language proficiency is a non-negotiable prerequisite for entry into the high-demand nursing and technical professions.

For Job Seekers

- **Focus on Certification:** Invest time and resources in obtaining internationally recognized certifications in your chosen field, as uncertified skills have limited value in the competitive global market.
- **Be Skill-Specific:** If targeting middle-skilled work, aim for precise roles like Technicians, Associate Professionals (for Germany), or Truck Drivers and Cooks (for Canada), rather than general low-skilled categories, which have minimal demand.
- **Invest in Language:** For those aiming for Germany, view German language fluency as the most critical investment, which directly determines access to high-demand, high-remuneration jobs in the healthcare and manufacturing sectors.

17. ANNEXES

ANNEX I. Quarter Two Most Sought Occupations in Germany

Unit Occupational Group	Number of Vacancies
Medical Doctors	3451
Other Health Professionals	1990
Machinery Mechanics and Repairers	1963
Physical and Engineering Science Technicians	1911
Nursing and Midwifery Professionals	1780
Other Health Associate Professionals	1568
Engineering Professionals (Excluding Electro technology)	1518
Administrative and Specialized Secretaries	1302
Shop Salespersons	1152
Street and Market Salespersons	1112
Sales and Purchasing Agents and Brokers	1046
Social and Religious Professionals	976
Building Finishers and Related Trades Workers	922
Painters, Building Structure Cleaners and Related Trade Workers	911
Software And Applications Developers and Analysts	847
Business Services and Administration Managers	808
Cooks	808
Electrical Equipment Installers and Repairers	721
Other Teaching Professionals	704
Building Frames and Related Trade Workers	674
Business Administration Professionals	612
Electro-Technology Engineers	588
Personal Care Workers In Health Services	569
Sales, Marketing and Development Managers	551
Other Sales Workers	548
Car, Van and Motorcycle Drivers	534
Finance Professionals	515
Blacksmiths, Tool-Makers and Related Trades Workers	501
Manufacturing, Mining, Drilling, Construction and Distribution Manager	450
Building and Housekeeping Supervisors	444
Medical and Pharmaceutical Technicians	442
Nursing and Midwifery Associate Professionals	437
Sheet and Structural Metal Workers, Moulders and Welders And Related Workers	436
Food Processing and Related Trades Workers	418
Material Recording and Transport Clerks	377
Electronics and Telecommunications Installers And Repairers	360
Heavy Truck and Bus Drivers	306
Hairdressers, Beauticians and Related Workers	288
Market Gardeners and Crop Growers	258
Hotel and Hospitality Managers	256

Unit Occupational Group	Number of Vacancies
Client Information Workers	242
Tellers, Money Collectors and Related Clerks	240
Primary School and Early Childhood Development Teachers	240
Micro and Small Enterprise Managers	239
Architects, Surveyors, Planners and Cartographers	238
Business Services Agents	236
Artistic, Cultural and Culinary Associate Professionals	226
Locomotive Engine Drivers and Related Workers	224
Process Control Technicians	210
Child Care Workers and Teachers' Aides	202
Sports And Fitness Workers	196
Clinical Practitioners	194
Mining, Manufacturing and Construction Supervisors	190
Sales, Marketing and Public Relations Professionals	186
Database and Network Professionals	178
Physical and Earth Science Professionals	164
Other Services Managers	150
Vocational Education and Training Teachers	150
Metal Processing and Finishing Plant Operators	140
Farm-Hands and Related Labourers	116
Garment and Related Trades Workers	116
Rubber, Plastic and Paper Products Machine Operators	107
Information and Communications Technology Operations and User Support Technicians	107
Printing Trades Workers	103
Pharmaceutical Professionals	100
Mining and Quarrying laborers	100
Mobile Plant Operators	100
Other Elementary Workers	98
Mining Drilling and Mineral Processing Plant Operators	96
Information Communication Technology Security Professionals	96
Dental Professionals	94
Legal Professionals	94
Professional Services Managers	92
Handicraft Workers	90
Protective Services Workers	83
Authors, Journalists and Linguists	80
Artificial Intelligence and Cloud Computing Professionals	76
Other Administrative and Commercial Managers	76
Textile, Fur and Leather Products Machine Operators	72
Agriculturalists, Environmentalists and Related Professionals	70
University and College Lecturers	70
Waiters and Bartenders	70
Legal, Social and Religious Associate Professionals	69

Unit Occupational Group	Number of Vacancies
Assemblers	64
General Office Clerks	64
Information and Communications Technology Services Manager	60
Wood Processing and Papermaking Plant Operators	60
Life Science Technicians and Related Associate Professionals	50
Wood Treaters, Cabinet-Makers and Related Trades Workers	50
Other Craft and Related Workers	49
Food Preparation Assistants	48
Secondary Education Teachers	46
Refuse workers	44
Veterinarians	44
Food and Related Products Machine Operator	42
Managing Directors and Chief Executives	40
Life Science Professionals	40
Other Clerical Support Workers	40
Office Secretaries	39
National and County Government Officials.	38
Other Personal Service Workers	36
Mathematicians, Actuaries and Statisticians	34
Creative and Performing Artists	32
Ship and Aircraft Controllers and Technicians	32
Numerical Clerks	32
Financial and Mathematical associate professionals	32
Occupational Safety and Health Professionals	30
Transport and Storage Labourers	30
Forestry and Related Workers	30
Travel Attendants, Conductors and Guides	24
Keyboard Operators	24
Domestic, Hotel and Office Cleaners and Helpers	22
Traditional and Complementary Medicine Professionals	20
Chemical and Photographic Products Plant and Machine Operators	20
Animal Producers	18
Veterinary Technicians and Assistants	18
Cashiers and Ticket Clerks	18
Regulatory Government Associate Professionals	16
Telecommunications and Broadcasting Technicians	16
Other Stationary Plant and Machine Operators	12
Agriculture, Forestry, Fisheries and Production Managers	10
Fishery Workers, Hunters and Trappers	8
Subsistence Livestock Farmers	6
Manufacturing and Maintenance Labourers	6
Vehicle, Window, Laundry and Other Hand Cleaning Workers	6
Funeral Home Attendants	4
Mixed Crop and Animal Producers	2

Unit Occupational Group	Number of Vacancies
Subsistence Fishers, Hunters, Trappers and Gatherers	2
Librarians, Archivists and Curators	2
Total Vacancies	42434

Annex II. Quarter Two Most Sought Occupations in Canada

Occupations	Number of Vacancies
Administrative and Specialized Secretaries	1522
Cooks	1109
Building and Housekeeping Supervisors	944
Hotel and Hospitality Managers	938
Artistic, Cultural and Culinary Associate Professionals	640
Mining, Manufacturing and Construction Supervisors	590
Shop Salespersons	583
Financial and Mathematical associate professionals	541
Heavy Truck and Bus Drivers	521
Building Frames and Related Trade Workers	519
Other Sales Workers	517
Mining And Quarrying Labourers	506
Food Preparation Assistants	491
Building Finishers and Related Trades Workers	452
Machinery Mechanics and Repairers	448
Waiters and Bartenders	399
Personal Care Workers in Health Services	367
Material Recording and Transport Clerks	360
Child Care Workers and Teachers' Aides	339
Physical and Engineering Science Technicians	292
Food Processing and Related Trades Workers	279
Client Information Workers	257
Manufacturing, Mining, Drilling, Construction and Distribution Manager	254
Hairdressers, Beauticians and Related Workers	253
Domestic, Hotel and Office Cleaners and Helpers	236
Tellers, Money Collectors and Related Clerks	214
Sheet and Structural Metal Workers, Moulders and Welders and Related Workers	207
Primary School and Early Childhood Development Teachers	206
Business Services and Administration Managers	192
Micro and Small Enterprise Managers	189
Software And Applications Developers and Analysts	187
Sales, Marketing and Public Relations Professionals	185
Painters, Building Structure Cleaners and Related Trade Workers	170
Farm-Hands and Related Labourers	168
Other Health Associate Professionals	167
Finance Professionals	142
Sales and Purchasing Agents and Brokers	133
Sales, Marketing and Development Managers	132

Occupations	Number of Vacancies
Electrical Equipment Installers and Repairers	129
Information and Communications Technology	119
Operations and User Support Technicians	109
Market Gardeners and Crop Growers	106
Other Elementary Workers	103
Nursing and Midwifery Professionals	102
Business Services Agents	93
Car, Van and Motorcycle Drivers	92
Social and Religious Professionals	87
Vehicle, Window, Laundry and Other Hand Cleaning Workers	85
Legal, Social and Religious Associate Professionals	84
Professional Services Managers	83
General Office Clerks	83
Manufacturing and Maintenance Labourers	82
Other Services Managers	82
Business Administration Professionals	80
Wood Treators, Cabinet-Makers and Related Trades Workers	79
National and County Government Officials.	77
Engineering Professionals (Excluding Electro technology)	68
Blacksmiths, Tool-Makers and Related Trades Workers	64
Transport and Storage Labourers	62
Electronics and Telecommunications Installers and Repairers	61
Other Health Professionals	56
Protective Services Workers	55
Managing Directors and Chief Executives	53
Medical Doctors	51
Garment and Related Trades Workers	50
Process Control Technicians	49
Other Teaching Professionals	48
Electro-Technology Engineers	45
Assemblers	45
Mobile Plant Operators	44
Cashiers and Ticket Clerks	44
Keyboard Operators	44
Architects, Surveyors, Planners and Cartographers	43
Medical and Pharmaceutical Technicians	42
Handicraft Workers	41
Sports And Fitness Workers	40
Other Personal Service Workers	38

Occupations	Number of Vacancies
Numerical Clerks	38
Information and Communications Technology Services Manager	37
Life Science Technicians and Related Associate Professionals	32
Other Craft and Related Workers	31
Agriculture, Forestry, Fisheries and Production Managers	31
Creative and Performing Artists	30
Rubber, Plastic and Paper Products Machine Operators	28
Database and Network Professionals	27
Mathematicians, Actuaries and Statisticians	26
University and College Lecturers	25
Food and Related Products Machine Operator	23
Pharmaceutical Professionals	21
Other Clerical Support Workers	21
Agriculturalists, Environmentalists and Related Professionals	21
Animal Producers	20
Printing Trades Workers	19
Ship and Aircraft Controllers and Technicians	19
Mining Drilling and Mineral Processing Plant Operators	18
Vocational Education and Training Teachers	18
Textile, Fur and Leather Products Machine Operators	17
Veterinarians	17
Legal Professionals	16
Authors, Journalists and Linguists	15
Secondary Education Teachers	15
Regulatory Government Associate Professionals	14
Occupational Safety and Health Professionals	14
Telecommunications and Broadcasting Technicians	14
Life Science Professionals	14
Refuse workers	14
Other Stationary Plant and Machine Operators	13
Fishery Workers, Hunters and Trappers	13
Street and Market Salespersons	13
Artificial Intelligence and Cloud Computing Professionals	13
Forestry And Related Workers	12
Nursing and Midwifery Associate Professionals	12
Metal Processing and Finishing Plant Operators	12
Librarians, Archivists and Curators	10
Office Secretaries	10
Dental Professionals	8

Occupations	Number of Vacancies
Other Administrative and Commercial Managers	8
Wood Processing and Papermaking Plant Operators	8
Travel Attendants, Conductors and Guides	8
Physical and Earth Science Professionals	7
Traditional and Complementary Medicine Professionals	6
Chemical And Photographic Products Plant and Machine Operators	6
Mixed Crop and Animal Producers	5
Shoe Cleaning and Other Street Services Elementary Occupations	5
Veterinary Technicians and Assistants	4
Locomotive Engine Drivers and Related Workers	4
Ships' Deck Crews and Related Workers	4
Subsistence Crop Farmers	2
Clinical Practitioners	2
Legislative and Constitutional Officials	2
Information Communication Technology Security Professionals	1
Street Vendors (Excluding Food)	1

Annex III. Quarter Three Most Sought Occupations by the Number of Vacancies in Germany

Occupations	Number of Vacancies
Nurse, General	2206
Commercial Sales Representatives	2172
Software Developers	1771
Systems Analysts	1480
Accountants	1456
Education Methods Specialists	1240
Construction and Utilities Managers	1144
Civil Engineers	1124
Mechanical Engineers and Technologists	1053
Policy and Planning Managers	1047
General Office Clerks	1033
Agricultural and Industrial Machinery Mechanics and Repairers	1024
Management and Organization Analysts	911
Electronics Engineering Technicians	828
Sales and Marketing Managers	810
Physiotherapists	802
Car, Taxi and Van Drivers	770
Technical and Medical Sales Professionals (Excluding ICT)	763
Electrical Engineers	746
Finance Managers	700
Building and Related Electricians	670
Transport, Storage and Distribution Managers	627
Mechanical Engineering Technicians	608
Managing Directors and Chief Executives	586
Office Supervisors	532
Stock Clerks	524
Shop Sales Assistants	476
Motor Vehicle and Motor Cycle Mechanics Repairers	467
Plumbers and Pipe Fitters	453
Dental Assistants and Therapists	419
Electronics Engineers	403
Internet of Things (IOT) Professional	395
Metal Working Machine Tool Setters and Operators	386
Security Guards	382
Human Resource and Careers Professionals	371
Micro and Small Enterprise Managers	365
Social Work and Counselling Professionals	362
Transport Clerks	352
Information and Communication Technology Services Managers	326
Specialist Medical Practitioners	314
Real Estate and Travel Agency Managers	310

Occupations	Number of Vacancies
Real Estate Agents and Property Agents	304
Cooks	289
Web and Multimedia Developers	281
Buyers	280
Medical Assistants	276
Contact Centre Information Clerks	274
Lawyers	268
Receptionists (General)	263
General Medical Practitioners	262
Public Relations Professionals	261
Cleaners and Helpers in Offices, Hotels and Other Establishments	256
Domestic Cleaners and Helpers	252
Chefs	247
Other Process Control Technicians	237
Welders and Flame Cutters	229
Electrical Engineering Technicians	224
Nursing Associate Professionals	223
Painters and Related Workers	209
Construction Supervisors	208
Industrial and Production Engineers and Related Technologist	208
Chemical Products Plant and Machine Operators	208
Sheet Metal Workers	204
Concrete Placers, Concrete Finishers and Related Workers	202
Civil Engineering Technicians	200
Messengers, Package Deliverers and Luggage Porters	200
Gardener, Horticultural and Nursery Grower	199
Human Resource Managers	197
Database and Network Security Professionals	194
Architects and Town Planners	194
Bank Tellers and Related Clerks	187
Statistical, Finance and Insurance Clerks	182
Administrative and Executive Secretaries	182
Advertising and Marketing Professionals	172
Chemical Engineers and Technologists	169
Butchers, Fishmongers and Related Food Preparers	163
Civil Engineering Labourers	154
Information and Communication Technology User Support Technicians	140
Insurance Representatives	139
Roofers	137
Building Caretakers	135
Other Language Teachers	135
Kitchen Helpers	129

Occupations	Number of Vacancies
Cloud Computing Professionals	127
Surveyors and Cartographers	127
Manufacturing Managers	127
Broadcasting and audio-visual technicians	127
Toolmakers and Related Workers	122
Draughts Persons	120
Freight Handlers	119
Bio-Medical Engineering Professionals	118
Hairdressers	115
Manager Health Care Services	109
Artificial Intelligence (Ai)/Machine Learning (MI) Professionals	108
Geologist and Geophysicists	107
Environmentalists and Related Professionals	104
Personnel Clerks	102
Electrical Machinery and Equipment's Mechanics and Fitters	98
Bakers, Pastry-Cooks and Confectionery Makers	98
Occupational Safety and Health Professionals	97
Financial and Investment Advisers	96
Systems Administrators	96
Floor Layers and Tile Setters	93
Software Security Professionals	93
Office Secretaries	92
Contact Centre Salespersons	90
Lifting Truck Operators	88
Legal and Related Associate Professionals	88
Product Graders and Testers (Excluding Foods and Beverages)	85
Cleaning and Housekeeping-Non-Domestic	82
Other Administrative and Commercial Managers	81
Economists	80
Printers	80
Domestic Housekeepers	79
Authors and Related Writers	78
Life Science Technicians (Excluding Medical)	77
Applications Programmers	76
Heavy Truck and Lorry Drivers	75
Clearing and Forwarding Agents	75
Sports Coaches, Instructors and Officials	75
Other Physical and Engineering Science Technicians	74
Conference and Event Planners	72
Railway Braker, Signal and Switch Operators	72
Mathematicians, Actuaries and Statisticians	70
Home-Based Personal Care Workers	69

Occupations	Number of Vacancies
Pharmaceutical Professionals	68
Other Building Frame and Related Trades Workers	68
Primary School Teachers	67
Early Childhood Development Teachers	64
Locomotive Engine Drivers	63
Street Food Salespersons	62
Bricklayers and Related Workers	62
Restaurant Managers	62
Earthmoving and Related Plant Operators	61
Web Technicians	60
Audiologists and Speech Therapists	59
Child Care Workers	59
Hotel Managers	59
Telecommunications Engineers	58
Trade Brokers	58
Bus and Tram Drivers	57
Computer Network Professionals	57
Public Relations and Advertising Managers	54
Food Service Counter Attendants	51
Pharmaceutical Technicians and Assistants	48
Biologist, Botanist, Zoologists and Related Professionals	48
Accounting Associate Professionals	48
Specialist Nurses	48
Psychologists	47
Credit and Loans Officers	47
Optometrists and Ophthalmic Opticians	46
Employment Agents and Contractors	46
Interior Designers and Decorators	46
Spray Painters and Varnishers	45
Accounting And Book Keeping Clerks	44
Ambulance Workers	43
Visual Artists	43
Other Music Teachers	42
Social Work Associate Professionals	41
Software Auditors	40
Odd Job Persons	40
Chemists	39
Building Structure Cleaners	39
Research Planning and Development Managers	39
Special Needs Teachers	38
Other Craft Workers	37
Travel Consultants and Clerks	37

Occupations	Number of Vacancies
Information and Communications Technology Sales Professionals	36
Data Entry Clerks	35
Plasterers	35
Other Legal Professionals	34
Stonemasons, Stone Cutters, Splitters and Carvers	33
Miners, Drillers and Quarries	33
Carpenters And Joiners	33
Building Construction Labourers	32
Database Designers and Administrators	31
Agriculturalists And Related Professionals	31
Bartenders	30
Dental Professionals	30
Chemical Engineering Technicians	29
Metal Finishing, Plating and Coating Machine Operators	29
Beauticians and Related Workers	29
Policy Administration Professionals	29
Waiters	29
Medical and Dental Prosthetic Technicians	28
University and College Lecturers	28
Other Government Regulatory Associate Professionals	27
Fitness And Recreation Instructors and Programme Leaders	26
Mining and Drilling Engineers, Metallurgists and Related Technologists	26
Clay, Cement, Stone and Other Mineral Products Machine Operators	25
Medical Imaging and Therapeutic Equipment Technicians	25
Air Conditioning and Refrigeration Mechanics	25
Announcers On Radio, Television and Other Media	25
Mail Carriers and Sorting Clerks	24
Dieticians and Nutritionists	23
National Government Administrators	23
Fashion and Other Models	23
Secondary Education Teachers	23
Physicist and Astronomers	22
Metal Processing Plant Operators	22
Veterinarians	22
Pet Groomers and Animal Care Workers	21
Crane, Hoist and Related Plant Operators	21
Shoemakers and Related Workers	20
Power Production Plant Operators	20
Tailors, Dressmakers, Furriers and Hatters	20
Physiotherapy Technicians and Assistants	20
Financial Analysts	20
Chemical and Physical Science Technicians	20

Occupations	Number of Vacancies
Journalists	20
Shopkeepers	19
Glaziers	19
Food and Related Products Machine Operators	18
Aircraft Engine Mechanics and Repairers	18
Metal Production Process Controllers	18
Refuse Sorters	18
Print Finishing and Binding Workers	17
software and application developers and analysts not elsewhere classified	17
County Government Administrators	17
Librarians and Related Information Professionals	16
Wood Processing Plant Operators	16
Manager Child Care Services	16
Packing, Bottling and Labelling Machine Operators	16
Other Business Service Agents	16
Hand Launderers and Pressers	16
Driving Instructors	15
Metal Moulders and Coremakers	14
Vocational Education and Training Teachers	14
Other Business Service Managers Not Elsewhere Classified	14
Manufacturing Supervisors	14
Firefighters	14
Theatre and Media Production Managers	14
Health Care Assistants	13
Electrical Line Installers and Repairers	13
Senior Officials of Special Interest Organizations	13
Production Clerks	13
Health Professionals	13
Insulation Workers	12
Survey and Market Research Interviewers	12
Solid Waste and Water Treatment Plant Operators	12
Fumigators and Other Pest and Weed Controllers	12
Training and Staff Development Professionals	12
Riggers and Cable Splicers	12
Other Elementary Workers	11
Tree And Shrub Crop Grower	11
Bicycle and Related Repairers	11
Government Tax and Excise Officials	10
Recreational/Cultural and Sporting Establishment Managers	10
Medical Records and Health Information Technicians	10
Other Protective Service Workers	10
Car Sales and Hire Assistants	10

Occupations	Number of Vacancies
Other Assemblers	9
Fast-Food Preparers	9
Upholsterers and Related Workers	9
Garbage and Recycling Collectors	9
Hand Packers	9
Archivists and Curators	8
Environmental and Occupational Health Inspectors and Associates	8
Metal Polishers, Wheel Grinders and Tool Sharpeners	8
Fruit, Nuts, Vegetable and Related Preservers	8
Computer Network Systems Technicians	8
Sociologists, Anthropologists and Related Professionals	8
Ships' Deck Officers and Pilots	8
Glass Makers, Cutters, Grinders and Finishers	7
Valuers and Loss Assessors	7
Hotel Receptionists	7
Medical Secretaries	7
Photographers	7
Garden and Horticultural	7
Other Manufacturing Labourers	7
Stall and Market Salespersons	7
Travel Guides	6
Legislators and Constitutional Officials	6
Veterinary Technicians and Assistants	6
Other Arts Teachers	6
Teachers' Aides	6
other creatives and performing artists not elsewhere classified	6
Companions and Valets	6
Brewers, Distillers and Related Workers	6
Translators, Interpreters and Other Linguists	5
Cabinet-Makers and Related Workers	5
Door-to-door Salespersons	5
Mining and Drilling Managers	5
Laundry Machine Operators	5
Plastic Products Machine Operators	5
Structural Metal Preparers and Erectors	5
Sign Writers, Decorative Painters, Engravers and Etchers	4
Agricultural Technicians	4
Film, Stage and Related Directors and Producers	4
Securities and Finance Dealers and Brokers	4
Prison Guards	4
Aircraft Pilots and Related Associate Professionals	4
Traditional and Complementary Medicine Professionals	4

Occupations	Number of Vacancies
Religion Professionals	4
Typists and Word Processing Operators	4
Hydrologists	4
Livestock and Dairy Producers	4
Mining and Metallurgical Technicians	4
Garment and Related Patternmakers and Cutters	4
Steam Engine and Boiler Operators	4
Other Artistic and Cultural Associate Professionals	3
Concrete Block Makers, Brick, Tile Moulders and Related Workers	3
Police Inspectors and Detectives	3
Debt Collectors and Related Workers	3
Funeral Home Attendants	3
Meteorologists	3
Air Traffic Controllers	3
other craft and related workers	3
Inquiry Clerks	3
Handicraft Workers in Textile, Leather and Related Materials	3
Service Station Attendants	3
Medical and Pathology Laboratory Technicians	3
Midwifery Professionals	3
Musicians, Singers and Composers	3
Rubber Products Machine Operators	3
Other Teaching Professionals	3
Pre-Press Technicians	3
Air Traffic Safety Electronics Technicians	3
Coding, Proof Reading and Related Clerks	3
Ships' Deck Crews and Related Workers	2
other creative and performing artists	2
information and communications technology	2
Jewellery and Precious Metal Workers	2
Mixed-Crop and Animal Producers	2
Blacksmiths, Hammersmiths and Forging Press Workers	2
Government Licensing Officials	2
Information Communication Technology Trainers	2
Electrical and Electronic Equipment Assemblers	2
Aquaculture Workers	2
Precision-Instrument Makers and Repairers	2
Electronics Mechanics and Servicers	2
Motorcycle Drivers	2
Other Business Service agents	2
Police Officers	2
Bookmakers, Croupiers and Related Gaming Workers	2

Occupations	Number of Vacancies
Aquaculture and Fisheries Production Manager	2
Other process control technicians	1
Other Engineering Professionals	1
Clinical Officer	1
Handicraft Workers in Wood, Basketry and Related Materials	1
House Builders	1
Shelf Fillers	1
Philosophers, Historians and Political Scientists	1
Telephone and Switchboard Operators	1
Forestry and Related Workers	1
Well Drillers and Borers and Related Workers	1
Transport Conductors	1
Agricultural Managers	1
Pawnbrokers and Money-Lenders	1
Athletes and Sports Players	1
Sewing Embroidery and Related Workers	1
Total	49497

ANNEX IV. Quarter 3 Most Sought Occupations by the Number of Vacancies in Canada

Occupation	Number of Vacancies
Food Service Counter Attendants	1771
Cooks	1721
Restaurant Managers	847
Heavy Truck and Lorry Drivers	734
Administrative and Executive Secretaries	629
Child Care Workers	620
Sales and Marketing Managers	614
Carpenters And Joiners	610
Civil Engineering Laborer's	554
Legal Secretaries	513
Motor Vehicle and Motor Cycle Mechanics Repairers	487
Office Supervisors	445
Home-Based Personal Care Workers	438
Accounting Associate Professionals	437
Kitchen Helpers	388
Chefs	372
Shop Sales Assistants	372
Early Childhood Development Teachers	337
Cleaning and Housekeeping-Non-Domestic	325
Managing Directors and Chief Executives	323
Commercial Sales Representatives	312
Shop Supervisors	297
Painters and Related Workers	287
Waiters	277
Plumbers and Pipe Fitters	264
Bank Tellers and Related Clerks	261
Agricultural and Industrial Machinery Mechanics and Repairers	236
Bakers, Pastry-Cooks and Confectionery Makers	233
Hairdressers	225
Receptionists (General)	214
Architects and Town Planners	212
Building and Related Electricians	211
Metal Working Machine Tool Setters and Operators	208
Nurse, General	203
Concrete Placers, Concrete Finishers and Related Workers	195
Finance Managers	192
Micro and Small Enterprise Managers	191
Welders and Flame Cutters	190

Occupation	Number of Vacancies
Car, Taxi and Van Drivers	184
Accountants	180
Domestic Cleaners and Helpers	178
Contact Centre Information Clerks	177
Freight Handlers	176
Mechanical Engineering Technicians	165
Construction and Utilities Managers	165
Building Structure Cleaners	160
Dental Assistants and Therapists	158
Roofers	158
Beauticians and Related Workers	156
Construction Supervisors	156
Pre-Press Technicians	151
Policy and Planning Managers	146
Field Crop and Vegetable Growers	144
Community Health Workers	142
Other Manufacturing Laborer's	140
Software Developers	140
Transport, Storage and Distribution Managers	135
Travel Consultants and Clerks	134
Electrical Engineers	133
Manufacturing Supervisors	131
Physiotherapists	128
Plasterers	127
Human Resource Managers	123
Stock Clerks	116
Floor Layers and Tile Setters	113
Shelf Fillers	112
Farm Laborer's	111
Butchers, Fishmongers and Related Food Preparers	111
Specialist Medical Practitioners	110
General Office Clerks	108
Gardener, Horticultural and Nursery Grower	103
Social Work and Counselling Professionals	102
Security Guards	102
Hotel Managers	100
Physiotherapy Technicians and Assistants	100
Information and Communication Technology User Support Technicians	100
Cabinet-Makers and Related Workers	94

Occupation	Number of Vacancies
Fitness And Recreation Instructors and Programme Leaders	91
Data Entry Clerks	90
Manufacturing Managers	89
Fast-Food Preparers	85
Sales Demonstrators	84
Medical Secretaries	82
Systems Analysts	77
Management and Organization Analysts	77
Advertising and Marketing Professionals	76
Pharmaceutical Technicians and Assistants	73
Building Caretakers	71
Inquiry Clerks	70
Buyers	69
Building Construction Laborer's	66
Other Building Frame and Related Trades Workers	64
Clearing and Forwarding Agents	64
Sheet Metal Workers	63
Real Estate Agents and Property Agents	62
Stall and Market Salespersons	61
Insurance Representatives	61
Human Resource and Careers Professionals	61
Air Conditioning and Refrigeration Mechanics	60
Transport Clerks	60
Vehicle Cleaners	59
Electrical Engineering Technicians	59
Bartenders	58
Civil Engineering Technicians	56
Financial Analysts	55
Rubber Products Machine Operators	55
Policy Administration Professionals	54
Technical and Medical Sales Professionals (Excluding ICT)	53
Legal and Related Associate Professionals	53
Hotel Receptionists	53
Glaziers	53
Ships' Engineers	52
Social Work Associate Professionals	49
Economists	49
Messengers, Package Deliverers and Luggage Porters	49
Web and Multimedia Developers	48

Occupation	Number of Vacancies
Traditional and Complementary Medicine Professionals	48
University and College Lecturers	48
Information and Communication Technology Services Managers	48
Teachers' Aides	48
Draughts Persons	47
Secondary Education Teachers	46
Sports Coaches, Instructors and Officials	46
Bio-Medical Engineering Professionals	46
Companions and Valets	44
Other Personal Care Workers in Health Services	44
Civil Engineers	43
Primary School Teachers	43
Food and Beverage Tasters and Graders	43
Other Protective Service Workers	42
Dental Professionals	42
Bus and Tram Drivers	37
Domestic Housekeepers	37
Aircraft Engine Mechanics and Repairers	37
Insulation Workers	37
Travel Guides	37
Medical Assistants	37
Mechanical Engineers and Technologists	37
Occupational Safety and Health Professionals	36
Livestock Farm Laborer's	36
Pet Groomers and Animal Care Workers	35
Financial and Investment Advisers	34
Credit and Loans Officers	34
Door-to-door Salespersons	33
General Medical Practitioners	33
Pharmaceutical Professionals	33
Veterinary Technicians and Assistants	32
Audiologists and Speech Therapists	32
Computer Network Systems Technicians	32
Hunters and Trappers	31
Stonemasons, Stone Cutters, Splitters and Carvers	29
Veterinarians	29
Fumigators and Other Pest and Weed Controllers	28
Lawyers	27
Accounting And Book Keeping Clerks	27

Occupation	Number of Vacancies
Earthmoving and Related Plant Operators	27
Livestock and Dairy Producers	27
Optometrists and Ophthalmic Opticians	26
Tailors, Dressmakers, Furriers and Hatters	26
Electronics Engineering Technicians	25
Psychologists	25
Tree And Shrub Crop Grower	24
Conference and Event Planners	24
Odd Job Persons	23
Miners, Drillers and Quarries	23
Production Clerks	22
Payroll Clerks	21
Mining and Drilling Supervisors	21
Aircraft Pilots and Related Associate Professionals	21
Solid Waste and Water Treatment Plant Operators	20
Software Auditors	20
Other Artistic and Cultural Associate Professionals	19
Information and Communications Technology Installers and Servicers	19
Electronics Engineers	18
Power Production Plant Operators	18
Agriculturalists And Related Professionals	18
Other Assemblers	18
Medical and Dental Prosthetic Technicians	17
Underwater Divers	17
Other Elementary Workers	17
Interior Designers and Decorators	17
Real Estate and Travel Agency Managers	17
Garden And Horticultural	16
Electrical And Electronic Equipment Assemblers	15
Shopkeepers	15
Cloud Computing Professionals	15
Legislators and Constitutional Officials	14
Pulp and Paper Process Control Technicians	14
Electrical Machinery and Equipments Mechanics and Fitters	14
Structural Metal Preparers and Erectors	14
Broadcasting and audio-visual technicians	14
Telephone and Switchboard Operators	14
Public Relations and Advertising Managers	13
Other Health Associate Professionals	13

Occupation	Number of Vacancies
Police Inspectors and Detectives	13
Crane, Hoist and Related Plant Operators	13
Agronomy and Forestry Technicians	13
Window Cleaners	13
Jewellery and Precious Metal Workers	13
Firefighters	13
Dieticians and Nutritionists	13
Personnel Clerks	13
Clay, Cement, Stone and Other Mineral Products Machine Operators	12
Authors and Related Writers	12
Other Teaching Professionals	12
Riggers and Cable Splicers	12
Chemical Engineers and Technologists	12
Product Graders and Testers (Excluding Foods and Beverages)	11
Toolmakers and Related Workers	11
Electronics Mechanics and Servicers	11
Valuers and Loss Assessors	11
Database and Network Security Professionals	11
Other Language Teachers	11
Metal Polishers, Wheel Grinders and Tool Sharpeners	11
National Government Administrators	10
Driving Instructors	10
Specialist Nurses	10
Theatre and Media Production Managers	10
Cleaners and Helpers in Offices, Hotels and Other Establishments	10
Spray Painters and Varnishers	10
Glass and Ceramics Plant Operators	9
Aquaculture Workers	9
Metal Processing Plant Operators	9
Print Finishing and Binding Workers	9
Biologist, Botanist, Zoologists and Related Professionals	9
Survey and Market Research Interviewers	9
Photographers	9
Medical Imaging and Therapeutic Equipment Technicians	9
Database Designers and Administrators	9
Manager Health Care Services	8
Bricklayers and Related Workers	8
Other Arts Teachers	8
Shotfirers and Blasters	8

Occupation	Number of Vacancies
Environmentalists and Related Professionals	8
Mechanical Machinery Assemblers	8
Web Technicians	8
Lifting Truck Operators	8
Apiarists and Sericulturists	8
Education Methods Specialists	8
Recreational/Cultural and Sporting Establishment Managers	8
Bicycle and Related Repairers	8
Well Drillers and Borers and Related Workers	7
Ambulance Workers	7
Statistical, Finance and Insurance Clerks	7
Hand Launderers and Pressers	7
Software Security Professionals	7
Nursing Associate Professionals	7
Hand Packers	7
Locomotive Engine Drivers	7
Other Government Regulatory Associate Professionals	7
Sewing Embroidery and Related Workers	7
Packing, Bottling and Labelling Machine Operators	7
Research Planning and Development Managers	7
Employment Agents and Contractors	7
Debt Collectors and Related Workers	6
Health Care Assistants	6
Health Professionals	6
Forestry and Related Workers	6
Special Needs Teachers	6
Upholsterers and Related Workers	6
Wood Processing Plant Operators	6
Other Music Teachers	6
Glass Makers, Cutters, Grinders and Finishers	6
Life Science Technicians (Excluding Medical)	5
Ships' Deck Crews and Related Workers	5
Translators, Interpreters and Other Linguists	5
Street Food Salespersons	5
Contact Centre Salespersons	5
Journalists	5
Visual Artists	5
Other Physical and Engineering Science Technicians	5
Sewing Machine Operators	4

Occupation	Number of Vacancies
Precision-Instrument Makers and Repairers	4
Sign Writers, Decorative Painters, Engravers and Etchers	4
Government Tax and Excise Officials	4
Medical Records and Health Information Technicians	4
Refuse Sorters	4
Film, Stage and Related Directors and Producers	4
Garbage and Recycling Collectors	4
Wood Treaters	4
Public Relations Professionals	4
Athletes and Sports Players	4
Aquaculture and Fisheries Production Manager	4
Sweepers And Related Laborer's	3
Chemical Products Plant and Machine Operators	3
Other Client Information Workers	3
Fishery and Aquaculture Laborer's	3
Brewers, Distillers and Related Workers	3
Potters, Ceramicists and Related Workers	3
Other Administrative and Commercial Managers	3
Police Officers	3
Other Business Service Agents	3
Cashiers and Ticket Clerks	3
Computer Network Professionals	3
Traditional and Complementary Medicine Associate Professionals	3
Chemists	3
Vocational Education and Training Teachers	3
Plastic Products Machine Operators	3
Musicians, Singers and Composers	2
Printers	2
Mining and Metallurgical Technicians	2
County Government Administrators	2
Shoemakers And Related Workers	2
Concrete Block Makers, Brick, Tile Moulders and Related Workers	2
Mathematicians, Actuaries and Statisticians	2
Clinical Officer Specialist	2
Woodworking-Machine Tool Setters and Operators	2
Metal Production Process Controllers	2
Dairy Products Makers	2
Mobile Farm and Forestry Plant Operators	2
Archivists and Curators	2

Occupation	Number of Vacancies
Telecommunications Engineers	2
Actors	2
Funeral Home Attendants	1
Securities and Finance Dealers and Brokers	1
Blacksmiths, Hammersmiths and Forging Press Workers	1
Electrical Line Installers and Repairers	1
Surveyors And Cartographers	1
Medical and Pathology Laboratory Technicians	1
Food and Related Products Machine Operators	1
Dancers and Choreographers	1
Forestry Laboure's	1
Street Vendors (Excluding Food)	1
Hand and Pedal Vehicle Drivers	1
Trade Brokers	1
Pelt Dressers, Tanners and Fellmongers	1
Government Social Benefits Officials	1
Religion Professionals	1
Sociologists, Anthropologists and Related Professionals	1
Musical Instrument Makers and Tuners	1
Metal Moulders and Coremakers	1
Manager Child Care Services	1
Metal Finishing, Plating and Coating Machine Operators	1
Librarians and Related Information Professionals	1
Poultry Producers	1
Philosophers, Historians and Political Scientists	1
Telecommunications Engineering Technicians	1
Scribes And Related Workers	1
Service Station Attendants	1
Chemical Processing Plant Controllers	1
Statistical, Mathematical and Related Associate Professionals	1
Information Communication Technology Trainers	1
Bleaching, Dyeing and Fabric Cleaning Machine Operators	1
Systems Administrators	1
Announcers On Radio, Television and Other Media	1
Garment and Related Patternmakers and Cutters	1
Ships' Deck Officers and Pilots	1
Physicist and Astronomers	1
Internet of Things (IOT) Professional	1
Total	27566

Annex V: Quarter 3 Most sought Occupations by the Number of Vacancies in Qatar

Occupations	Number of Vacancies
Software Developers	920
Other Administrative and Commercial Managers	767
Sales and Marketing Managers	620
Civil Engineers	515
Management and Organization Analysts	503
Policy and Planning Managers	494
Commercial Sales Representatives	459
Finance Managers	376
Financial and Investment Advisers	326
Accountants	260
Mechanical Engineers and Technologists	233
Human Resource and Careers Professionals	189
Systems Analysts	166
Office Supervisors	144
Database Designers and Administrators	138
Transport, Storage and Distribution Managers	136
Administrative and Executive Secretaries	130
Managing Directors and Chief Executives	113
Nurse, General	110
Specialist Medical Practitioners	107
Electronics Engineering Technicians	107
Chefs	107
Secondary Education Teachers	105
Architects and Town Planners	102
Advertising and Marketing Professionals	101
Software Security Professionals	99
Metal Working Machine Tool Setters and Operators	93
Information and Communication Technology User Support Technicians	86
Electrical Engineering Technicians	85
Real Estate Agents and Property Agents	84
Buyers	81
Receptionists (General)	75
Waiters	71
Information and Communications Technology Operations Technicians	66
Draughts Persons	62
Car, Taxi and Van Drivers	61
Human Resource Managers	61
Lawyers	59
Visual Artists	57
Civil Engineering Technicians	53
Primary School Teachers	48
Information and Communication Technology Services Managers	46

Occupations	Number of Vacancies
Industrial and Production Engineers and Related Technologist	44
Electrical Engineers	40
Information and Communications Technology Sales Professionals	39
Cleaning and Housekeeping-Non-Domestic	37
Database and Network Security Professionals	37
Restaurant Managers	37
Applications Programmers	36
Occupational Safety and Health Professionals	36
Accounting Associate Professionals	35
Interior Designers and Decorators	32
other business service managers	32
Electronics Engineers	31
Research Planning and Development Managers	31
Medical and Pathology Laboratory Technicians	31
Public Relations Professionals	29
Bartenders	28
Manager Health Care Services	27
Cloud Computing Professionals	26
Contact Centre Salespersons	25
Office Secretaries	25
Financial Analysts	25
Artificial Intelligence (Ai)/Machine Learning (MI) Professionals	23
Pulp and Paper Process Control Technicians	23
Stock Clerks	23
Building and Related Electricians	22
Mechanical Engineering Technicians	22
Surveyors and Cartographers	22
Travel Attendants and Travel Stewards	22
Broadcasting and audio-visual technicians	21
Mathematicians, Actuaries and Statisticians	18
Construction Supervisors	17
Door-to-door Salespersons	17
Micro and Small Enterprise Managers	17
Environmental and Occupational Health Inspectors and Associates	16
Bank Tellers and Related Clerks	16
Messengers, Package Deliverers and Luggage Porters	15
Motor Vehicle and Motor Cycle Mechanics Repairers	15
Public Relations and Advertising Managers	15
Shop Sales Assistants	15
Companions and Valets	14
Dental Professionals	14
Technical and Medical Sales Professionals (Excluding ICT)	13
Security Guards	12
General Office Clerks	12
Insurance Representatives	12

Occupations	Number of Vacancies
Physiotherapists	12
Travel Consultants and Clerks	11
Data Entry Clerks	11
Physiotherapy Technicians and Assistants	10
Telecommunications Engineers	10
Cleaners and Helpers in Offices, Hotels and Other Establishments	10
Photographers	10
Bus and Tram Drivers	10
Other Language Teachers	9
Policy Administration Professionals	9
Web and Multimedia Developers	9
Pharmaceutical Professionals	9
Building Structure Cleaners	8
Carpenters And Joiners	8
Hairdressers	8
Freight Handlers	7
Welders and Flame Cutters	6
Kitchen Helpers	6
Fashion and Other Models	6
Ships' Deck Officers and Pilots	6
Computer Network Professionals	6
Manager Aged Care Services	5
Hotel Managers	5
Valuers and Loss Assessors	5
Bakers, Pastry-Cooks and Confectionery Makers	5
Telecommunications Engineering Technicians	5
Bleaching, Dyeing and Fabric Cleaning Machine Operators	5
Chemical Engineers and Technologists	5
Tailors, Dressmakers, Furriers and Hatters	5
Early Childhood Development Teachers	4
Plumbers and Pipe Fitters	4
Stall and Market Salespersons	3
Translators, Interpreters and Other Linguists	3
Beauticians and Related Workers	3
Street and Related Service Workers	3
Other Artistic and Cultural Associate Professionals	3
Agriculturalists And Related Professionals	3
Credit and Loans Officers	3
Biologist, Botanist, Zoologists and Related Professionals	2
Refuse Sorters	2
Legal Secretaries	2
Solid Waste and Water Treatment Plant Operators	2
Construction and Utilities Managers	2
Agriculturalists and Related Professionals	1
Butchers, Fishmongers and Related Food Preparers	1

Occupations	Number of Vacancies
Cashiers and Ticket Clerks	1
Nursing Associate Professionals	1
Building Caretakers	1
Debt Collectors and Related Workers	1
Aircraft Engine Mechanics and Repairers	1
Shop Supervisors	1
Conference and Event Planners	1
Recreational/Cultural and Sporting Establishment Managers	1
Child Care Workers	1
Travel Guides	1
Tree And Shrub Crop Grower	1
Social Work and Counselling Professionals	1
Audiologists and Speech Therapists	1
Securities and Finance Dealers and Brokers	1
Typists and Word Processing Operators	1
Economists	1
Systems Administrators	1
Sheet Metal Workers	1
Air Conditioning and Refrigeration Mechanics	1
Chemical Engineering Technicians	1
Total	9817

ANNEX VI. Quarter 3 Most Sought Occupations by the Number of Vacancies In UAE

Occupations	Number of Vacancies
Accountants	322
Sales and Marketing Managers	302
Commercial Sales Representatives	282
Civil Engineers	280
Technical and Medical Sales Professionals (Excluding ICT)	264
Policy and Planning Managers	244
Religion Professionals	242
Software Developers	227
Secondary Education Teachers	199
Mechanical Engineers and Technologists	198
Human Resource and Careers Professionals	183
Management and Organization Analysts	177
Construction and Utilities Managers	170
Managing Directors and Chief Executives	168
Other Language Teachers	133
Other Business Service Managers Elsewhere Classified	129
Chefs	125
Buyers	113
Systems Analysts	112
Electrical Engineers	110
Finance Managers	108
Receptionists (General)	102
Nurse, General	98
Mechanical Engineering Technicians	98
Transport, Storage and Distribution Managers	92
Administrative and Executive Secretaries	92
Real Estate and Travel Agency Managers	87
Public Relations Professionals	85
Real Estate Agents and Property Agents	83
Surveyors And Cartographers	83
Occupational Safety and Health Professionals	83
Office Supervisors	82
Visual Artists	77
Contact Centre Salespersons	73
Architects and Town Planners	73
General Medical Practitioners	67
Waiters	62
Stock Clerks	59

Occupations	Number of Vacancies
Contact Centre Information Clerks	58
Bus and Tram Drivers	56
Authors and Related Writers	54
Conference and Event Planners	53
Human Resource Managers	52
Primary School Teachers	52
Heavy Truck and Lorry Drivers	51
Manufacturing Supervisors	50
Economists	49
Lawyers	48
Financial and Investment Advisers	45
Personnel Clerks	45
Draughts Persons	45
Research Planning and Development Managers	44
Advertising and Marketing Professionals	42
Cleaning and Housekeeping-Non-Domestic	42
Public Relations and Advertising Managers	42
Credit and Loans Officers	38
Civil Engineering Technicians	36
Archivists and Curators	35
Interior Designers and Decorators	34
Car, Taxi and Van Drivers	33
Information and Communication Technology User Support Technicians	33
Beauticians and Related Workers	33
University and College Lecturers	33
Travel Consultants and Clerks	31
Specialist Medical Practitioners	31
Motor Vehicle and Motor Cycle Mechanics Repairers	28
Metal Working Machine Tool Setters and Operators	27
Plumbers and Pipe Fitters	25
Micro and Small Enterprise Managers	24
Policy Administration Professionals	24
Information and Communications Technology Sales Professionals	23
Data Entry Clerks	23
Shop Sales Assistants	23
Information and Communication Technology Services Managers	23
Fitness And Recreation Instructors and Programme Leaders	22
Vocational Education and Training Teachers	22
Web and Multimedia Developers	22

Occupations	Number of Vacancies
Mathematicians, Actuaries and Statisticians	21
Bank Tellers and Related Clerks	21
Other Physical and Engineering Science Technicians	21
Software Security Professionals	21
Crane, Hoist and Related Plant Operators	20
Cloud Computing Professionals	19
Building and Related Electricians	19
Restaurant Managers	18
Security Guards	18
Clearing and Forwarding Agents	17
Hotel Managers	17
Environmentalists and Related Professionals	17
Welders and Flame Cutters	17
Electrical Engineering Technicians	16
Other Process Control Technicians	16
Companions and Valets	16
Transport Clerks	16
Telecommunications Engineers	15
Industrial and Production Engineers and Related Technologist	15
Production Clerks	15
Database and Network Security Professionals	15
Freight Handlers	14
Construction Supervisors	14
Bakers, Pastry-Cooks and Confectionery Makers	14
Education Methods Specialists	14
Messengers, Package Deliverers and Luggage Porters	13
Electronics Engineering Technicians	13
Painters and Related Workers	12
Pre-Press Technicians	12
Sports Coaches, Instructors and Officials	12
Environmental and Occupational Health Inspectors and Associates	11
Pharmaceutical Professionals	11
Physiotherapists	11
Government Tax and Excise Officials	11
Chemical Engineers and Technologists	11
Electronics Engineers	10
Kitchen Helpers	10
Other Music Teachers	10
Hairdressers	10

Occupations	Number of Vacancies
National Government Administrators	10
Domestic Cleaners and Helpers	10
Psychologists	10
Social Work and Counselling Professionals	10
Other Protective Service Workers	10
Translators, Interpreters and Other Linguists	9
Office Secretaries	9
Bio-Medical Engineering Professionals	9
Manager Health Care Services	9
Insurance Representatives	9
Securities and Finance Dealers and Brokers	9
Database Designers and Administrators	8
Photographers	8
Bartenders	8
Recreational/Cultural and Sporting Establishment Managers	8
Film, Stage and Related Directors and Producers	8
Accounting Associate Professionals	8
Debt Collectors and Related Workers	8
Lifting Truck Operators	8
Survey And Market Research Interviewers	8
Physiotherapy Technicians and Assistants	8
Other Health Associate Professionals	8
Legislators and Constitutional Officials	8
Other Administrative and Commercial Managers	8
Cooks	7
Manufacturing Managers	7
Agricultural Managers	7
Tailors, Dressmakers, Furriers AAd Hatters	7
Carpenters And Joiners	7
Internet of Things (IOT) Professional	6
Civil Engineering Laborer's	6
Artificial Intelligence (Ai)/Machine Learning (MI) Professionals	6
Bricklayers and Related Workers	6
Other Arts Teachers	6
Dental Assistants and Therapists	6
Building Caretakers	6
Medical Secretaries	5
Product Graders And Testers (Excluding Foods and Beverages)	5
Domestic Housekeepers	5

Occupations	Number of Vacancies
General Office Clerks	5
Valuers and Loss Assessors	5
PRINTERS	5
Typists and Word Processing Operators	5
Ships' Deck Officers and Pilots	5
Broadcasting and audio-visual technicians	5
Gardener, Horticultural and Nursery Grower	5
Information and Communications Technology Installers And Servicers	5
Power Production Plant Operators	4
Stall and Market Salespersons	4
Shopkeepers	4
Systems Administrators	4
Financial Analysts	4
Applications Programmers	4
Journalists	4
Upholsterers and Related Workers	4
Floor Layers and Tile Setters	4
Fashion and Other Models	4
Earthmoving and Related Plant Operators	4
Optometrists and Ophthalmic Opticians	4
Child Care Workers	4
Air Traffic Safety Electronics Technicians	4
Audiologists and Speech Therapists	4
Dental Professionals	4
Pulp and Paper Process Control Technicians	3
Aircraft Pilots and Related Associate Professionals	3
Structural Metal Preparers and Erectors	3
Toolmakers and Related Workers	3
Legal Secretaries	3
Senior Officials of Special Interest Organizations	3
Other Building Frame and Related Trades Workers	3
Electrical Machinery and Equipment's Mechanics and Fitters	3
Chemists	3
Street and Related Service Workers	3
Health Professionals	3
Butchers, Fishmongers and Related Food Preparers	3
Coding, Proof Reading and Related Clerks	3
Travel Attendants and Travel Stewards	3
Software Auditors	3

Occupations	Number of Vacancies
Physicist and Astronomers	3
Theatre and Media Production Managers	3
Other Personal Care Workers in Health Services	3
Other Teaching Professionals	3
Social Work Associate Professionals	3
Sociologists, Anthropologists and Related Professionals	3
Ships' Engineers	3
Legal and Related Associate Professionals	3
Librarians and Related Information Professionals	3
Religious Associate Professionals	3
Other Manufacturing Laborer's	2
Ships' Deck Crews and Related Workers	2
Precision-Instrument Makers and Repairers	2
Riggers and Cable Splicers	2
Training and Staff Development Professionals	2
Food Service Counter Attendants	2
Clinical Officer Specialist	2
Other Craft Workers	2
Computer Network Professionals	2
Shoemakers And Related Workers	2
Other Government Regulatory Associate Professionals	2
Spray Painters and Varnishers	2
Home-Based Personal Care Workers	2
County Government Administrators	2
Motorcycle Drivers	2
Other Assemblers	2
Metal Processing Plant Operators	2
Chemical and Physical Science Technicians	2
Vehicle Cleaners	2
Odd Job Persons	1
Stonemasons, Stone Cutters, Splitters and Carvers	1
Biologist, Botanist, Zoologists and Related Professionals	1
Cleaners and Helpers in Offices, Hotels and Other Establishments	1
Refuse Sorters	1
Cashiers and Ticket Clerks	1
Medical Assistants	1
Philosophers, Historians and Political Scientists	1
Farm Laborer's	1
Electronics Mechanics and Servicers	1

Occupations	Number of Vacancies
Technical sales representative	1
Traditional and Complementary Medicine Professionals	1
Solid Waste and Water Treatment Plant Operators	1
Medical and Pathology Laboratory Technicians	1
Jewellery and Precious Metal Workers	1
Air Traffic Controllers	1
Fumigators and Other Pest and Weed Controllers	1
Hand Launderers and Pressers	1
Geologist and Geophysicists	1
Well Drillers and Borers and Related Workers	1
Hunters and Trappers	1
Chemical Products Plant and Machine Operators	1
Plasterers	1
Chemical Engineering Technicians	1
Shelf Fillers	1
Air Conditioning and Refrigeration Mechanics	1
Rubber Products Machine Operators	1
Sheet Metal Workers	1
Dieticians and Nutritionists	1
Bleaching, Dyeing and Fabric Cleaning Machine Operators	1
Medical Imaging and Therapeutic Equipment Technicians	1
Commercial Sales Representatives	1
Ambulance Workers	1
Door-to-door Salespersons	1
Veterinary Technicians and Assistants	1
Life Science Technicians (Excluding Medical)	1
Customs and Border Officials	1
Inland and Coastal Waters Fishery Workers	1
Agricultural and Industrial Machinery Mechanics and Repairers	1
Firefighters	1
Pharmaceutical Technicians and Assistants	1
Service Station Attendants	1
Total	8077

ANNEX VII. Quarter Four Most Sought Occupations by the Number of Vacancies in Germany

OCCUPATIONS	Number of Vacancies
Specialist Medical Practitioners	3872
General Medical Practitioners	2102
Physiotherapists	2061
Nurse, General	1445
Software Developers	1322
Specialist Nurses	940
Car, Taxi and Van Drivers	804
Health Care Assistants	652
Shop Sales Assistants	648
Commercial Sales Representatives	598
Agricultural and Industrial Machinery Mechanics and Repairers	594
Office Supervisors	592
Mechanical Engineering Technicians	572
Systems Analysts	500
Cooks	442
Electronics Engineering Technicians	422
Building and Related Electricians	373
Social Work and Counselling Professionals	366
Policy and Planning Managers	347
Mechanical Engineers and Technologists	314
Electrical Engineers	311
Home-Based Personal Care Workers	303
Civil Engineers	272
Education Methods Specialists	265
Sales and Marketing Managers	252
Accountants	250
Motor Vehicle And Motor Cycle Mechanics Repairers	246
Pharmaceutical Professionals	234
Metal Working Machine Tool Setters and Operators	230
Domestic Housekeepers	230
Civil Engineering Technicians	225
Transport, Storage and Distribution Managers	225
Dental Assistants and Therapists	223
Building Caretakers	212
Industrial and Production Engineers And Related Technologist	189
Economists	188
Psychologists	187
Administrative and Executive Secretaries	174

OCCUPATIONS	Number of Vacancies
Early Childhood Development Teachers	168
Manager, Personal Care Cleaning	164
Construction and Utilities Managers	155
Draughts Persons	155
Medical Assistants	155
Shopkeepers	148
Clerk, air transport operations	146
Plumbers and Pipe Fitters	146
Hairdressers	145
Manager Health Care Services	140
Spray Painters and Varnishers	136
Gardener, Horticultural and Nursery Grower	133
Chemical Engineers and Technologists	132
Management and Organization Analysts	131
Human Resource and Careers Professionals	125
Electronics Engineers	124
Chefs	122
Audiologists and Speech Therapists	116
Electrical Engineering Technicians	113
Welders and Flame Cutters	112
Restaurant Managers	111
Bus and Tram Drivers	110
Bakers, Pastry-Cooks and Confectionery Makers	105
Interior Designers And Decorators	104
Micro and Small Enterprise Managers	104
Technical and Medical Sales Professionals (Excluding ICT)	101
Database Designers And Administrators	99
Floor Layers And Tile Setters	98
Carpenters And Joiners	96
Messengers, Package Deliverers and Luggage Porters	93
Chemists	91
Air Conditioning and Refrigeration Mechanics	89
Community Health Workers	89
Finance Managers	81
Butchers, Fishmongers And Related Food Preparers	79
Medical Imaging and Therapeutic Equipment Technicians	77
Clinical Officer Specialist	76
Hotel Managers	76
Stock Clerks	76

OCCUPATIONS	Number of Vacancies
Medical Secretaries	74
Construction Supervisors	73
Legal and Related Associate Professionals	73
Bricklayers and Related Workers	72
Survey And Market Research Interviewers	72
Building Structure Cleaners	71
Sheet Metal Workers	70
Internet of Things (IOT) Professional	70
Painters and Related Workers	70
Plasterers	67
Dental Professionals	66
Real Estate Agents And Property Agents	64
Medical and Dental Prosthetic Technicians	63
PRINT FINISHING AND BINDING WORKERS	62
Cashiers and Ticket Clerks	61
Child Care Workers	61
Architects and Town Planners	60
Biologist, Botanist, Zoologists And Related Professionals	60
Buyers	60
Contact Centre Information Clerks	60
Roofers	59
Systems Administrators	59
Metal Processing Plant Operators	58
Advertising and Marketing Professionals	57
Life Science Technicians (Excluding Medical)	57
Veterinarians	57
Manufacturing Supervisors	56
Other Physical and Engineering Science Technicians	53
Pulp and Paper Process Control Technicians	53
Bank Tellers And Related Clerks	52
Conference and Event Planners	52
Lawyers	52
Financial and Investment Advisers	51
Other Building Frame and Related Trades Workers	51
Applications Programmers	48
Aide, pre-school	48
Information and Communication Technology Services Managers	48
Managing Directors and Chief Executives	48
Occupational Safety And Health Professionals	48

OCCUPATIONS	Number of Vacancies
Printers	47
Beauticians and Related Workers	46
Pre-Press Technicians	46
Electrical Machinery and Equipment Mechanics And Fitters	44
Web and Multimedia Developers	42
Bio-Medical Engineering Professionals	42
Public Relations and Advertising Managers	41
Security Guards	41
Computer Network Professionals	38
Dieticians and Nutritionists	37
Geologist and Geophysicists	37
Pharmaceutical Technicians and Assistants	37
Glaziers	36
Information and Communication Technology User Support Technicians	36
Research Planning and Development Managers	35
Statistical, Finance and Insurance Clerks	35
Vocational Education and Training Teachers	35
Building Construction Labourers	34
Chemical Engineering Technicians	34
Freight Handlers	34
Machine Learning Engineer	34
Medical and Pathology Laboratory Technicians	34
Authors and Related Writers	33
Film, Stage and Related Directors and Producers	33
Human Resource Managers	33
Metal Polishers, Wheel Grinders and Tool Sharpeners	33
Concrete Placers, Concrete Finishers and Related Workers	32
Primary School Teachers	32
Tailors, Dressmakers, Furriers and Hatters	32
Earthmoving and Related Plant Operators	31
Bartenders	30
Contact Centre Salespersons	30
Cabinet-Makers and Related Workers	29
Cleaning and Housekeeping-Non-Domestic	29
Computer Network Systems Technicians	29
Database and Network Security Professionals	29
Other Artistic and Cultural Associate Professionals	29
Software Auditors	28
Farm Labourers	27

OCCUPATIONS	Number of Vacancies
Recreational/Cultural and Sporting Establishment Managers	27
Special Needs Teachers	27
Toolmakers and Related Workers	27
Civil Engineering Labourers	26
Manufacturing Managers	26
Optometrists and Ophthalmic Opticians	26
Mathematicians, Actuaries and Statisticians	25
Metal Production Process Controllers	25
Insurance Representatives	24
Secondary Education Teachers	24
Examiner, driving	24
Real Estate and Travel Agency Managers	24
Sociologists, Anthropologists and Related Professionals	24
Environmental and Occupational Health Inspectors and Associates	23
Office Secretaries	23
Physicist and Astronomers	22
Environmentalists and Related Professionals	21
University and College Lecturers	21
Software Security Professionals	20
Upholsterers and Related Workers	20
Web Technicians	20
Insulation Workers	19
Surveyors And Cartographers	19
Personnel Clerks	18
Refuse Sorters	18
Clearing and Forwarding Agents	17
Cloud Computing Professionals	17
Sculptor	17
Attendant, bar: food service	16
Press Liaison officer	16
Shoemakers And Related Workers	16
Well Drillers and Borers and Related Workers	16
Food And Related Products Machine Operators	15
Aircraft Engine Mechanics and Repairers	15
Bicycle and Related Repairers	15
Fitness And Recreation Instructors and Programme Leaders	15
Other Language Teachers	15
Telecommunications Engineers	15
Theatre and Media Production Managers	15

OCCUPATIONS	Number of Vacancies
Blaster, sand: stonecutting	14
Lifting Truck Operators	14
Production Clerks	14
Training and Staff Development Professionals	14
Data Entry Clerks	13
Mining and Metallurgical Technicians	13
Traditional and Complementary Medicine Professionals	13
Ambulance Workers	12
Electronics Mechanics And Servicers	12
Mining and Drilling Engineers, Metallurgists and Related Technologists	12
Other Music Teachers	12
Heavy Truck and Lorry Drivers	11
Mineral and Stone Processing Plant Operators	11
Hotel Receptionists	11
Nursing Associate Professionals	11
Other Government Regulatory Associate Professionals	11
Sign Writers, Decorative Painters, Engravers And Etchers	11
Kitchen Helpers	10
Credit and Loans Officers	10
Forestry and Related Workers	10
Health Professionals	10
Interpreter	10
Livestock and Dairy Producers	10
Manager Aged Care Services	10
Other Legal Professionals	10
Telecommunications Engineering Technicians	10
Valuers and Loss Assessors	10
Demonstrator, sales	9
Mechanical Machinery Assemblers	9
Payroll Clerks	9
Information Communication Technology Trainers	8
Medical Records and Health Information Technicians	8
Clay, Cement, Stone And Other Mineral Products Machine Operators	8
Food and Beverage Tasters And Graders	8
Manager Child Care Services	8
Other Engineering Professionals	8
Other Process Control Technicians	8
Receptionists (General)	8

OCCUPATIONS	Number of Vacancies
Social Work Associate Professionals	8
Sports Coaches, Instructors and Officials	7
Agricultural Technicians	7
County Government Administrators	7
Midwifery Professionals	7
Other Arts Teachers	7
Securities and Finance Dealers And Brokers	7
Waiters	7
Jewellery and Precious Metal Workers	6
Other Assemblers	6
Other Protective Service Workers	6
Solid Waste and Water Treatment Plant Operators	6
Tree And Shrub Crop Grower	6
Electrical And Electronic Equipment Assemblers	5
Fast-Food Preparers	5
Air Traffic Controllers	5
Genealogist	5
Information and Communications Technology Sales Professionals	5
Locomotive Engine Drivers	5
Meteorologists	5
Pet Groomers and Animal Care Workers	5
Physiotherapy Technicians and Assistants	5
Other Administrative and Commercial Managers	4
Fighter, fire	4
Mail Carriers And Sorting Clerks	4
Odd Job Persons	4
Plastic Products Machine Operators	4
Sewing Embroidery and Related Workers	4
Information and Communications Technology Installers And Servicers	3
Journalists	3
Structural Metal Preparers And Erectors	3
Fashion and Other Models	3
Government Social Benefits Officials	3
Hydrologists	3
Musical Instrument Makers and Tuners	3
Photographers	3
Clinical Officer	2
Agent, literary	2

OCCUPATIONS	Number of Vacancies
Agriculturalists And Related Professionals	2
Dairy Products Makers	2
Dispensing Opticians	2
Fibre Preparing, Spinning And Winding Machine Operators	2
Financial Analysts	2
Fumigators and Other Pest And Weed Controllers	2
Garment and Related Patternmakers And Cutters	2
General Office Clerks	2
Government Tax And Excise Officials	2
Shotfirers and Blasters	2
Travel Guides	2
Veterinary Technicians And Assistants	2
Other Cleaning Workers	1
Precision-Instrument Makers and Repairers	1
Accounting Associate Professionals	1
Aircraft Pilots and Related Associate Professionals	1
Captain, fishing: coastal waters	1
Cleaners and Helpers In Offices, Hotels and Other Establishments	1
Crane, Hoist and Related Plant Operators	1
Deep Sea Fishery Workers	1
Librarians and Related Information Professionals	1
Metal Finishing, Plating and Coating Machine Operators	1
Other Clerical Workers	1
Potters, Ceramicists and Related Workers	1
Rubber Products Machine Operators	1
Ships' Deck Officers and Pilots	1

ANNEX VIII. Quarter Four Most Sought Occupations by the Number of Vacancies in Canada

Occupations	No. of Vacancies
Cooks	5585
Chefs	4075
Heavy Truck and Lorry Drivers	3257
Administrative and Executive Secretaries	2655
Restaurant Managers	2010
Motor Vehicle And Motor Cycle Mechanics Repairers	1737
Human Resource Managers	1717
Carpenters And Joiners	1686
Child Care Workers	1508
Attendant, bar: food service	1484
Civil Engineering Labourers	1468
Waiters	1457
Micro and Small Enterprise Managers	1395
Office Supervisors	1362
Mechanical Engineering Technicians	1317
Shop Sales Assistants	1183
Accounting Associate Professionals	1183
Home-Based Personal Care Workers	1150
Kitchen Helpers	1101
Plasterers	995
Cleaning and Housekeeping-Non Domestic	963
Early Childhood Development Teachers	856
Building Construction Labourers	807
Painters and Related Workers	793
Earthmoving and Related Plant Operators	780
Bank Tellers And Related Clerks	646
Nurse, General	644
Receptionists (General)	621
General Office Clerks	620
Construction Supervisors	618
Stock Clerks	617
Hairdressers	601
Plumbers and Pipe Fitters	580
Mixed Crop and Animal Producers	560
Agricultural and Industrial Machinery Mechanics and Repairers	550
Supervisor, checkout	536
Accountants	530
Welders and Flame Cutters	527

Occupations	No. of Vacancies
Roofers	514
Dental Assistants and Therapists	513
Beauticians and Related Workers	501
Cabinet-Makers And Related Workers	493
Building and Related Electricians	486
Sales and Marketing Managers	475
Physiotherapists	470
Bakers, Pastry-Cooks and Confectionery Makers	464
Gardener, Horticultural and Nursery Grower	435
Cleaners and Helpers In Offices, Hotels and Other Establishments	432
Door-to-door Salespersons	420
Car, Taxi and Van Drivers	418
Contact Centre Information Clerks	402
Bartenders	392
Finance Managers	387
Concrete Placers, Concrete Finishers and Related Workers	377
Butchers, Fishmongers And Related Food Preparers	377
Policy Administration Professionals	375
Manufacturing Supervisors	349
Floor Layers And Tile Setters	323
Other Manufacturing Labourers	321
General Medical Practitioners	308
Messengers, Package Deliverers and Luggage Porters	290
Managing Directors and Chief Executives	282
Secondary Education Teachers	272
Specialist Medical Practitioners	259
Physiotherapy Technicians and Assistants	257
Buyers	256
Clerk, air transport operations	255
Software Developers	252
Other Artistic and Cultural Associate Professionals	247
Domestic Cleaners And Helpers	244
Metal Working Machine Tool Setters and Operators	244
Medical Secretaries	236
Fast-Food Preparers	232
Farm Labourers	223
Hotel Receptionists	220
Domestic Housekeepers	215
Advertising and Marketing Professionals	213

Occupations	No. of Vacancies
Hotel Managers	212
Transport, Storage and Distribution Managers	206
Commercial Sales Representatives	197
Freight Handlers	193
Systems Administrators	192
Vocational Education and Training Teachers	189
Manufacturing Managers	187
Garden And Horticultural	185
Construction and Utilities Managers	185
Technical and Medical Sales Professionals (Excluding ICT)	182
Building Structure Cleaners	181
Security Guards	181
Sports Coaches, Instructors and Officials	173
Mixed Crop And Livestock Farm Labourers	168
Civil Engineering Technicians	160
Traditional and Complementary Medicine Professionals	156
Information and Communication Technology User Support Technicians	153
Web and Multimedia Developers	149
Policy and Planning Managers	146
Social Work and Counselling Professionals	140
Electrical Engineers	139
Software Auditors	139
Health Care Assistants	137
Vehicle Cleaners	135
Fitness And Recreation Instructors and Programme Leaders	135
Glaziers	134
Data Entry Clerks	133
Human Resource and Careers Professionals	129
Architects and Town Planners	129
Legal Secretaries	122
Electronics Engineers	115
Electrical Machinery and Equipments Mechanics And Fitters	115
Mechanical Engineers and Technologists	114
Computer Network Systems Technicians	114
Draughts Persons	114
Real Estate Agents And Property Agents	114
Manager, Personal Care Cleaning	110
Clearing and Forwarding Agents	110
Insulation Workers	110

Occupations	No. of Vacancies
Bus and Tram Drivers	110
Education Methods Specialists	109
Dental Professionals	108
Debt Collectors and Related Workers	102
Medical Imaging and Therapeutic Equipment Technicians	99
Interior Designers And Decorators	99
Accounting And Book Keeping Clerks	97
Sheet Metal Workers	96
Lifting Truck Operators	94
Livestock Farm Labourers	94
Pharmaceutical Professionals	93
Rubber Products Machine Operators	90
Systems Analysts	88
Financial Analysts	86
Structural Metal Preparers And Erectors	85
Aircraft Pilots and Related Associate Professionals	85
Bricklayers and Related Workers	84
Cloud Computing Professionals	83
Management and Organization Analysts	80
Electrical Engineering Technicians	79
Insurance Representatives	79
Other Building Frame and Related Trades Workers	77
Conference and Event Planners	73
Companions and Valets	72
Odd Job Persons	71
Tailors, Dressmakers, Furriers And Hatters	71
Medical and Dental Prosthetic Technicians	67
Information and Communications Technology Installers And Servicers	67
Social Work Associate Professionals	66
Travel Guides	65
Community Health Workers	65
Pet Groomers and Animal Care Workers	65
Pharmaceutical Technicians and Assistants	64
Civil Engineers	64
Audiologists and Speech Therapists	63
Veterinary Technicians And Assistants	63
Tree And Shrub Crop Grower	62
Building Caretakers	61
Authors and Related Writers	61

Occupations	No. of Vacancies
Aide, pre-school	61
Electronics Mechanics And Servicers	60
Psychologists	58
Electronics Engineering Technicians	56
Legal and Related Associate Professionals	54
Other Protective Service Workers	54
Dieticians and Nutritionists	51
Travel Consultants and Clerks	49
Optometrists and Ophthalmic Opticians	49
University and College Lecturers	49
Clinical Officer	49
Payroll Clerks	46
Telecommunications Engineering Technicians	45
Environmentalists and Related Professionals	45
Other Assemblers	45
Fruit, Nuts, Vegetable And Related Preservers	44
Lawyers	43
Veterinarians	41
Electrical And Electronic Equipment Assemblers	41
Biologist, Botanist, Zoologists And Related Professionals	40
Shelf Fillers	39
Contact Centre Salespersons	38
Mixed-Crop Growers	37
Transport Conductors	37
Other Teaching Professionals	36
Upholsterers and Related Workers	36
Livestock and Dairy Producers	36
Blaster, sand: stonecutting	35
Product Graders And Testers (Excluding Foods and Beverages)	34
Demonstrator, sales	34
Laundry Machine Operators	33
Spray Painters and Varnishers	33
Credit and Loans Officers	33
Toolmakers and Related Workers	33
Trade Brokers	32
Other Elementary Workers	32
Concrete Block Makers, Brick, Tile Molders and Related Workers	32
Other Personal Care Workers in Health Services	29
Computer Network Professionals	29

Occupations	No. of Vacancies
Employment Agents And Contractors	29
Broadcasting and audio-visual technicians	29
Medical Assistants	29
Shopkeepers	29
Agriculturalists And Related Professionals	28
Agricultural Managers	27
Legislators and Constitutional Officials	26
Environmental and Occupational Health Inspectors and Associates	26
Bicycle and Related Repairers	26
Information and Communication Technology Services Managers	26
Window Cleaners	25
Occupational Safety And Health Professionals	25
Mechanical Machinery Assemblers	25
Pre-Press Technicians	24
Aircraft Engine Mechanics and Repairers	24
Metal Production Process Controllers	24
Travel Attendants and Travel Stewards	24
Recreational/Cultural and Sporting Establishment Managers	23
Public Relations And Advertising Managers	23
Jewellery and Precious Metal Workers	21
Database Designers And Administrators	21
Forestry and Related Workers	21
Valuers and Loss Assessors	21
Apiarists and Sericulturists	21
Ambulance Workers	20
Field Crop and Vegetable Growers	20
Office Secretaries	20
Press Liaison officer	19
Beater, game	19
Miners, Drillers and Quarries	19
Sculptor	19
Financial and Investment Advisers	19
Machine Learning Engineer	19
Other Cleaning Workers	18
Agricultural Technicians	18
Pulp and Paper Process Control Technicians	18
Web Technicians	17
Software Security Professionals	17
Air Conditioning and Refrigeration Mechanics	17

Occupations	No. of Vacancies
Special Needs Teachers	16
Hand Packers	16
Other Client Information Workers	16
Aquaculture Workers	15
Woodworking-Machine Tool Setters And Operators	15
Blacksmiths, Hammersmiths and Forging Press Workers	15
Food And Related Products Machine Operators	15
Database and Network Security Professionals	15
Steam Engine and Boiler Operators	14
Mobile Farm And Forestry Plant Operators	14
Subsistence Crop Farmers	14
Examiner, driving	13
Interpreter	13
Handicraft Workers In Wood, Basketry And Related Materials	13
Agent, literary	13
Cashiers and Ticket Clerks	13
Clay, Cement, Stone And Other Mineral Products Machine Operators	13
Archivists and Curators	12
Well Drillers And Borers And Related Workers	12
Chemical Engineers and Technologists	12
Fumigators and Other Pest And Weed Controllers	12
Crane, Hoist and Related Plant Operators	11
Car Sales and Hire Assistants	11
Ships' Deck Crews and Related Workers	11
Other Physical and Engineering Science Technicians	11
Precision-Instrument Makers and Repairers	11
Life Science Technicians (Excluding Medical)	11
National Government Administrators	10
Solid Waste and Water Treatment Plant Operators	10
DAIRY PRODUCTS MAKERS	10
Physicist and Astronomers	10
Brewers, Distillers and Related Workers	10
Fighter, fire	10
Mining and Drilling Supervisors	9
Coding, Proof Reading And Related Clerks	9
Information and Communications Technology Operations Technicians	9
Fishery and Aquaculture Labourers	9
Poultry Producers	8
Nursing Associate Professionals	8

Occupations	No. of Vacancies
Power Production Plant Operators	8
Manager Child Care Services	8
Other Process Control Technicians	8
Wood Processing Plant Operators	8
Industrial and Production Engineers And Related Technologist	8
Personnel Clerks	7
Government Tax And Excise Officials	7
Internet of Things (IOT) Professional	7
Theatre and Media Production Managers	7
Surveyors And Cartographers	7
Police Inspectors and Detectives	7
Religion Professionals	7
Manager Health Care Services	6
Photographers	6
Survey And Market Research Interviewers	6
Librarians and Related Information Professionals	6
Glass Makers, Cutters, Grinders And Finishers	6
Customs and Border Officials	6
Statistical, Finance and Insurance Clerks	6
Riggers and Cable Splicers	6
Sign Writers, Decorative Painters, Engravers And Etchers	6
Other Health Associate Professionals	6
Journalists	6
Athletes and Sports Players	6
Economists	6
Refuse Sorters	5
Medical and Pathology Laboratory Technicians	5
Securities and Finance Dealers And Brokers	5
Film, Stage and Related Directors and Producers	5
Fashion and Other Models	5
Library, Mail and Related Clerks	5
Handicraft Workers In Textile, Leather And Related Materials	5
Other Stationary Plant and Machine Operators	5
Ships' Engineers	5
Announcers On Radio, Television and Other Media	5
Stall and Market Salespersons	5
Hand and Pedal Vehicle Drivers	5
Herbalist	5
Chemists	4

Occupations	No. of Vacancies
Information Communication Technology Trainers	4
Clinical Officer Specialist	4
Shoemakers And Related Workers	4
Hand Launderers And Pressers	4
Other Engineering Professionals	4
Information and Communications Technology Sales Professionals	4
Sewing Embroidery and Related Workers	4
House Builders	4
Telecommunications Engineers	4
Other Handicraft Workers	3
Service Station Attendants	3
Telephone and Switchboard Operators	3
Production Clerks	3
Street Vendors (Excluding Food)	3
Motorcycle Drivers	3
Agronomy and Forestry Technicians	3
Subsistence Livestock Farmers	3
Metal Processing Plant Operators	3
PRINT FINISHING AND BINDING WORKERS	3
Forestry Labourers	2
Chemical Products Plant And Machine Operators	2
Metal Finishing, Plating and Coating Machine Operators	2
Other Legal Professionals	2
Health Professionals	2
Metal Polishers, Wheel Grinders and Tool Sharpeners	2
Other Administrative and Commercial Managers	2
Research Planning and Development Managers	2
Other Language Teachers	2
Food and Beverage Tasters And Graders	2
Chemical Engineering Technicians	2
Training and Staff Development Professionals	2
Manager Aged Care Services	2
Aquaculture and Fisheries Production Manager	2
Underwater Divers	2
Police Officers	2
County Government Administrators	2
Musical Instrument Makers and Tuners	2
Primary School Teachers	2
Mining and Metallurgical Technicians	2

Occupations	No. of Vacancies
Government Licensing Officials	1
Sewing Machine Operators	1
Filing and Copying Clerks	1
Actors	1
Sociologists, Anthropologists and Related Professionals	1
Forestry and Environmental Managers	1
Sweepers And Related Labourers	1
Other Government Regulatory Associate Professionals	1
Electrical Line Installers and Repairers	1
Dancers and Choreographers	1
Bleaching, Dyeing and Fabric Cleaning Machine Operators	1
Medical Records and Health Information Technicians	1
Wood Treaters	1
Midwifery Professionals	1
Mathematicians, Actuaries and Statisticians	1
Real Estate and Travel Agency Managers	1
Chemical Processing Plant Controllers	1
Locomotive Engine Drivers	1
Shotfirers and Blasters	1
Street and Related Service Workers	1
Geologist and Geophysicists	1
Other Arts Teachers	1
Dispensing Opticians	1
Mining and Drilling Managers	1
Typists and Word Processing Operators	1

ANNEX IX. Quarter Four Most Sought Occupations by the Number of Vacancies in Qatar

OCCUPATIONS	No. of Vacancies
Chefs	5187
Cooks	2323
Architects and Town Planners	532
Secondary Education Teachers	367
Systems Administrators	265
Sales and Marketing Managers	245
Civil Engineers	216
Software Developers	175
Accountants	156
Information and Communication Technology Services Managers	142
Policy and Planning Managers	119
Commercial Sales Representatives	116
Cloud Computing Professionals	101
Managing Directors and Chief Executives	97
Systems Analysts	96
Mechanical Engineers and Technologists	89
Environmentalists and Related Professionals	88
Draughts Persons	85
Mechanical Engineering Technicians	85
Specialist Medical Practitioners	79
Human Resource Managers	77
Receptionists (General)	76
Transport, Storage and Distribution Managers	73
Electrical Engineering Technicians	71
Nurse, General	71
Waiters	65
Construction and Utilities Managers	60
Electronics Engineers	56
Finance Managers	56
Conference and Event Planners	53
Fast-Food Preparers	51
Electrical Engineers	49
Construction Supervisors	48
Financial and Investment Advisers	47
Technical and Medical Sales Professionals (Excluding ICT)	47
Cleaning and Housekeeping-Non Domestic	45
Other Physical and Engineering Science Technicians	45
Primary School Teachers	44

OCCUPATIONS	No. of Vacancies
Management and Organization Analysts	43
Civil Engineering Technicians	42
Restaurant Managers	42
Electronics Engineering Technicians	41
Human Resource and Careers Professionals	41
Building and Related Electricians	40
Office Supervisors	38
Fitness And Recreation Instructors and Programme Leaders	37
General Office Clerks	37
Bartenders	36
Bakers, Pastry-Cooks and Confectionery Makers	35
Manager, Personal Care Cleaning	31
Security Guards	30
Research Planning and Development Managers	29
Travel Attendants and Travel Stewards	28
Visual Artists	28
Administrative and Executive Secretaries	26
Air Conditioning and Refrigeration Mechanics	26
Information and Communication Technology User Support Technicians	25
Shop Sales Assistants	25
Hotel Managers	25
Micro and Small Enterprise Managers	24
Occupational Safety And Health Professionals	24
Other Engineering Professionals	24
Early Childhood Development Teachers	23
Industrial and Production Engineers And Related Technologist	23
Plumbers and Pipe Fitters	23
Computer Network Professionals	22
Buyers	22
Database Designers And Administrators	22
Messengers, Package Deliverers and Luggage Porters	21
Software Security Professionals	21
Welders and Flame Cutters	21
Carpenters And Joiners	20
Shop Supervisors	20
Travel Consultants and Clerks	20
Beauticians and Related Workers	19
Building Caretakers	19
Training and Staff Development Professionals	19

OCCUPATIONS	No. of Vacancies
Chairperson and Members of Constitutional Offices and Commissions	18
Education Methods Specialists	18
Recreational/Cultural and Sporting Establishment Managers	18
Telecommunications Engineers	18
University and College Lecturers	18
Artificial Intelligence (Ai)/Machine Learning (MI) Professionals	17
Real Estate Agents And Property Agents	17
Stock Clerks	17
Information and Communications Technology Installers And Servicers	16
Bank Tellers And Related Clerks	16
Filing and Copying Clerks	16
Physiotherapy Technicians and Assistants	16
Special Needs Teachers	16
Manager Health Care Services	15
National Government Administrators	15
Office Secretaries	15
Other Building Frame and Related Trades Workers	15
Public Relations And Advertising Managers	15
Theatre and Media Production Managers	15
Government Tax And Excise Officials	14
Interior Designers And Decorators	14
Personnel Clerks	14
Teachers' Aides	13
Accounting And Book Keeping Clerks	13
Aircraft Pilots and Related Associate Professionals	13
Database and Network Security Professionals	13
Domestic Housekeepers	13
Manufacturing Supervisors	13
Cleaners and Helpers In Offices, Hotels and Other Establishments	12
Hotel Receptionists	12
Physiotherapists	12
Riggers and Cable Splicers	12
Vocational Education and Training Teachers	12
Contact Centre Information Clerks	11
Hairdressers	10
Companions and Valets	10
Crane, Hoist and Related Plant Operators	10
Medical Assistants	10
Valuers and Loss Assessors	10

OCCUPATIONS	No. of Vacancies
Advertising and Marketing Professionals	9
Butchers, Fishmongers And Related Food Preparers	9
Chemical and Physical Science Technicians	9
Financial Analysts	9
Painters and Related Workers	9
Public Relations Professionals	9
Social Work Associate Professionals	9
Travel Guides	9
Information Communication Technology Trainers	8
Authors and Related Writers	8
Broadcasting and audio-visual technicians	8
Chemical Engineers and Technologists	8
Electrical Machinery and Equipments Mechanics And Fitters	8
Mining and Drilling Supervisors	8
Software Auditors	8
Telephone and Switchboard Operators	8
Agricultural and Industrial Machinery Mechanics and Repairers	7
Data Entry Clerks	7
Medical Imaging and Therapeutic Equipment Technicians	7
Motorcycle Drivers	7
Other Music Teachers	7
Power Production Plant Operators	7
Pulp and Paper Process Control Technicians	7
Steam Engine and Boiler Operators	7
Car, Taxi and Van Drivers	6
Archivists and Curators	6
General Medical Practitioners	6
Mining and Drilling Engineers, Metallurgists and Related Technologists	6
Motor Vehicle And Motor Cycle Mechanics Repairers	6
Other Arts Teachers	6
Real Estate and Travel Agency Managers	6
Translators, Interpreters and Other Linguists	6
Typists and Word Processing Operators	6
Applications Programmers	5
Environmental and Occupational Health Inspectors and Associates	5
Heavy Truck and Lorry Drivers	5
Sports Coaches, Instructors and Officials	5
Cashiers and Ticket Clerks	5
Computer Network Systems Technicians	5

OCCUPATIONS	No. of Vacancies
Credit and Loans Officers	5
Internet of Things (IOT) Professional	5
Other Teaching Professionals	5
Specialist Nurses	5
Veterinarians	5
Physicist and Astronomers	4
County Government Administrators	4
Debt Collectors and Related Workers	4
Electronics Mechanics And Servicers	4
Film, Stage and Related Directors and Producers	4
Lifting Truck Operators	4
Manufacturing Managers	4
Medical and Pathology Laboratory Technicians	4
Metal Processing Plant Operators	4
Other Protective Service Workers	4
Shelf Fillers	4
Social Work and Counselling Professionals	4
Solid Waste and Water Treatment Plant Operators	4
Surveyors And Cartographers	4
Web Technicians	4
Chemists	3
Clinical Officer	3
Forestry and Environmental Managers	3
Other Cleaning Workers	3
Agricultural Technicians	3
Bio-Medical Engineering Professionals	3
Dental Professionals	3
Dieticians and Nutritionists	3
Door-to-door Salespersons	3
Economists	3
Geologist and Geophysicists	3
Insulation Workers	3
Librarians and Related Information Professionals	3
Packing, Bottling and Labelling Machine Operators	3
Petroleum And Natural Gas Refining Plant Operators	3
Police Inspectors and Detectives	3
Psychologists	3
Sales Demonstrators	3
Ships' Deck Crews and Related Workers	3

OCCUPATIONS	No. of Vacancies
Statistical, Finance and Insurance Clerks	3
Tailors, Dressmakers, Furriers And Hatters	3
Veterinary Technicians And Assistants	3
Glaziers	2
Metal Working Machine Tool Setters and Operators	2
PRINTERS	2
Agricultural Managers	2
Air Traffic Controllers	2
Announcers On Radio, Television and Other Media	2
Chemical Engineering Technicians	2
Chemical Products Plant And Machine Operators	2
Employment Agents And Contractors	2
Freight Handlers	2
Handicraft Workers In Textile, Leather And Related Materials	2
Information and Communications Technology Sales Professionals	2
Lawyers	2
Legal and Related Associate Professionals	2
Metal Finishing, Plating and Coating Machine Operators	2
Miners, Drillers and Quarries	2
Nursing Associate Professionals	2
Optometrists and Ophthalmic Opticians	2
Other Artistic and Cultural Associate Professionals	2
Other Language Teachers	2
Secretary/CEO of Constitutional Offices and Commissions	2
Ships' Deck Officers and Pilots	2
Shoemakers And Related Workers	2
Spray Painters and Varnishers	2
Clinical Officer Specialist	1
Sheet Metal Workers	1
Web and Multimedia Developers	1
Biologist, Botanist, Zoologists And Related Professionals	1
Brewers, Distillers and Related Workers	1
Chemical Processing Plant Controllers	1
Clearing and Forwarding Agents	1
Concrete Placers, Concrete Finishers and Related Workers	1
Customs and Border Officials	1
Fumigators and Other Pest And Weed Controllers	1
Government Licensing Officials	1
Government Social Benefits Officials	1

OCCUPATIONS	No. of Vacancies
Health Care Assistants	1
Health Professionals	1
Hydrologists	1
Information and Communications Technology Operations Technicians	1
Metal Production Process Controllers	1
Meteorologists	1
Mining and Drilling Managers	1
Mining and Quarrying Labourers	1
Odd Job Persons	1
Other Client Information Workers	1
Other Craft Workers	1
Other Stationary Plant and Machine Operators	1
Pet Groomers and Animal Care Workers	1
Pharmaceutical Professionals	1
Photographers	1
Plastic Products Machine Operators	1
Securities and Finance Dealers And Brokers	1
Shotfirers and Blasters	1
Sign Writers, Decorative Painters, Engravers And Etchers	1
Tobacco Preparers and Tobacco Products	1
Traditional and Complementary Medicine Professionals	1
Tree And Shrub Crop Grower	1

ANNEX X. Quarter Four Most Sought Occupations by the Number of Vacancies in UAE

OCCUPATIONS	No. of Vacancies
Chefs	21028
Sales and Marketing Managers	9929
Hotel Managers	9036
Cooks	4427
Policy and Planning Managers	3175
Office Supervisors	2420
Bartenders	2106
Commercial Sales Representatives	2096
Human Resource Managers	2028
Recreational/Cultural and Sporting Establishment Managers	1561
Cleaning and Housekeeping-Non Domestic	1516
Transport, Storage and Distribution Managers	1412
Accountants	1384
Technical and Medical Sales Professionals (Excluding ICT)	1365
Building and Related Electricians	1288
Architects and Town Planners	1268
Plumbers and Pipe Fitters	1186
Kitchen Helpers	1183
Welders and Flame Cutters	1167
Construction and Utilities Managers	1049
Mechanical Engineers and Technologists	958
Information and Communication Technology User Support Technicians	808
Advertising and Marketing Professionals	797
Finance Managers	775
Receptionists (General)	773
Mechanical Engineering Technicians	767
Civil Engineers	706
Secondary Education Teachers	612
Companions and Valets	584
Information and Communication Technology Services Managers	583
Cleaners and Helpers In Offices, Hotels and Other Establishments	566
Bricklayers and Related Workers	521
Management and Organization Analysts	404
Human Resource and Careers Professionals	398
Waiters	389
Buyers	377
Civil Engineering Technicians	367
Specialist Medical Practitioners	358

OCCUPATIONS	No. of Vacancies
Car, Taxi and Van Drivers	316
Stock Clerks	306
Electrical Engineers	297
Real Estate Agents And Property Agents	290
Draughts Persons	288
Freight Handlers	280
Hotel Receptionists	271
Odd Job Persons	264
Software Developers	261
Shop Sales Assistants	250
Personnel Clerks	224
Systems Analysts	204
Administrative and Executive Secretaries	204
Electrical Engineering Technicians	191
Web and Multimedia Developers	171
Domestic Cleaners And Helpers	168
Real Estate and Travel Agency Managers	168
Lawyers	150
Occupational Safety And Health Professionals	147
Interior Designers And Decorators	147
Other Engineering Professionals	144
Nurse, General	135
Contact Centre Salespersons	135
General Medical Practitioners	132
Construction Supervisors	132
Nursing Associate Professionals	127
Micro and Small Enterprise Managers	126
Physiotherapy Technicians and Assistants	123
Database Designers And Administrators	122
Managing Directors and Chief Executives	122
Contact Centre Information Clerks	118
Messengers, Package Deliverers and Luggage Porters	113
Surveyors And Cartographers	112
Financial and Investment Advisers	109
Primary School Teachers	100
Heavy Truck and Lorry Drivers	97
Restaurant Managers	94
Information and Communications Technology Sales Professionals	93
Security Guards	90

OCCUPATIONS	No. of Vacancies
Travel Consultants and Clerks	86
Metal Working Machine Tool Setters and Operators	85
Policy Administration Professionals	81
Press Liaison officer	81
Office Secretaries	77
Training and Staff Development Professionals	75
Public Relations And Advertising Managers	74
Beauticians and Related Workers	74
Sculptor	73
Bakers, Pastry-Cooks and Confectionery Makers	73
Physiotherapists	73
Pulp and Paper Process Control Technicians	72
Database and Network Security Professionals	69
Librarians and Related Information Professionals	68
Machine Learning Engineer	66
Industrial and Production Engineers And Related Technologist	66
Motor Vehicle And Motor Cycle Mechanics Repairers	65
Electronics Engineers	61
Internet of Things (IOT) Professional	60
Carpenters And Joiners	57
Other Physical and Engineering Science Technicians	56
Authors and Related Writers	56
Conference and Event Planners	53
Credit and Loans Officers	52
Lifting Truck Operators	48
Crane, Hoist and Related Plant Operators	47
Manufacturing Supervisors	43
Spray Painters and Varnishers	42
Cashiers and Ticket Clerks	41
Broadcasting and audio-visual technicians	39
Information Communication Technology Trainers	39
Medical Imaging and Therapeutic Equipment Technicians	37
Pharmaceutical Professionals	37
Systems Administrators	37
Film, Stage and Related Directors and Producers	36
Building Construction Labourers	36
Economists	34
Chairperson and Members of Constitutional Offices and Commissions	34
Data Entry Clerks	33

OCCUPATIONS	No. of Vacancies
Other Manufacturing Labourers	33
Hairdressers	32
Telephone and Switchboard Operators	31
General Office Clerks	31
Early Childhood Development Teachers	31
Clinical Officer Specialist	31
Electronics Engineering Technicians	30
University and College Lecturers	30
Metal Production Process Controllers	30
Fitness And Recreation Instructors and Programme Leaders	29
Customs and Border Officials	27
Painters and Related Workers	27
Dental Professionals	27
Applications Programmers	27
Attendant, bar: food service	27
Travel Attendants and Travel Stewards	26
Manager Health Care Services	26
Electrical Machinery and Equipments Mechanics And Fitters	23
Software Security Professionals	22
Clerk, air transport operations	21
Psychologists	19
Child Care Workers	19
Bus and Tram Drivers	19
Other Language Teachers	18
Special Needs Teachers	18
Theatre and Media Production Managers	18
Journalists	17
Photographers	17
Survey And Market Research Interviewers	16
Sheet Metal Workers	16
Other Government Regulatory Associate Professionals	15
Interpreter	15
Manufacturing Managers	15
Ambulance Workers	15
Aide, pre-school	14
Miners, Drillers and Quarries	14
Chemists	14
Laundry Machine Operators	14
Bank Tellers And Related Clerks	13

OCCUPATIONS	No. of Vacancies
Domestic Housekeepers	13
Motorcycle Drivers	13
Dental Assistants and Therapists	13
Computer Network Professionals	12
Other Teaching Professionals	12
Hand and Pedal Vehicle Drivers	12
Clinical Officer	11
Telecommunications Engineers	11
Audiologists and Speech Therapists	11
Legal and Related Associate Professionals	11
Debt Collectors and Related Workers	11
Environmental and Occupational Health Inspectors and Associates	11
Accounting And Book Keeping Clerks	10
Structural Metal Preparers And Erectors	10
Building Caretakers	10
Power Production Plant Operators	10
Roofers	10
Manager, Personal Care Cleaning	10
Mining and Drilling Engineers, Metallurgists and Related Technologists	10
Vehicle Cleaners	10
Social Work and Counselling Professionals	10
Civil Engineering Labourers	9
Medical and Pathology Laboratory Technicians	9
Web Technicians	9
Supervisor, checkout	9
Earthmoving and Related Plant Operators	9
Agricultural and Industrial Machinery Mechanics and Repairers	9
Shopkeepers	9
Floor Layers And Tile Setters	9
Software Auditors	9
Government Tax And Excise Officials	8
Information and Communications Technology Operations Technicians	8
Home-Based Personal Care Workers	8
Electronics Mechanics And Servicers	8
Medical Assistants	8
Mathematicians, Actuaries and Statisticians	8
Securities and Finance Dealers And Brokers	8
Door-to-door Salespersons	8
Clearing and Forwarding Agents	7

OCCUPATIONS	No. of Vacancies
Hand Packers	7
Gardener, Horticultural and Nursery Grower	7
Solid Waste and Water Treatment Plant Operators	7
Chemical Engineering Technicians	7
Air Conditioning and Refrigeration Mechanics	7
Typists and Word Processing Operators	7
Chemical Engineers and Technologists	7
Health Care Assistants	7
Insurance Representatives	7
Education Methods Specialists	7
Aircraft Pilots and Related Associate Professionals	7
Valuers and Loss Assessors	7
Insulation Workers	7
Accounting Associate Professionals	6
Service Station Attendants	6
Mining and Drilling Supervisors	6
Sports Coaches, Instructors and Officials	6
Specialist Nurses	6
Other Protective Service Workers	6
Shelf Fillers	6
Tailors, Dressmakers, Furriers And Hatters	6
Stall and Market Salespersons	5
Financial Analysts	5
National Government Administrators	5
Handicraft Workers In Textile, Leather And Related Materials	5
Legal Secretaries	5
Sign Writers, Decorative Painters, Engravers And Etchers	5
Chemical and Physical Science Technicians	5
Fashion and Other Models	5
Agent, literary	5
Social Work Associate Professionals	5
Other Building Frame and Related Trades Workers	5
Mail Carriers And Sorting Clerks	4
Health Professionals	4
Riggers and Cable Splicers	4
Toolmakers and Related Workers	4
Senior Officials of Special Interest Organizations	4
Electrical And Electronic Equipment Assemblers	4
Cloud Computing Professionals	4

OCCUPATIONS	No. of Vacancies
Metal Finishing, Plating and Coating Machine Operators	4
Research Planning and Development Managers	4
Butchers, Fishmongers And Related Food Preparers	4
Veterinarians	3
Metal Processing Plant Operators	3
Concrete Placers, Concrete Finishers and Related Workers	3
Garment and Related Patternmakers And Cutters	3
Environmentalists and Related Professionals	3
County Government Administrators	3
Medical and Dental Prosthetic Technicians	3
Computer Network Systems Technicians	3
Mechanical Machinery Assemblers	3
Biologist, Botanist, Zoologists And Related Professionals	3
Forestry and Environmental Managers	3
Garbage and Recycling Collectors	2
Manager Child Care Services	2
Product Graders And Testers (Excluding Foods and Beverages)	2
Ships' Deck Officers and Pilots	2
Fast-Food Preparers	2
Building Structure Cleaners	2
Ships' Engineers	2
Other Personal Care Workers in Health Services	2
Other Craft Workers	2
Blaster, sand: stonecutting	2
Shoemakers And Related Workers	2
Well Drillers And Borers And Related Workers	2
Blacksmiths, Hammersmiths and Forging Press Workers	2
Optometrists and Ophthalmic Opticians	2
Herbalist	2
Fumigators and Other Pest And Weed Controllers	2
Upholsterers and Related Workers	2
Food And Related Products Machine Operators	2
Geologist and Geophysicists	2
Plasterers	2
Glass and Ceramics Plant Operators	1
Athletes and Sports Players	1
Print Finishing and Binding Workers	1
Refuse Sorters	1
Chemical Products Plant And Machine Operators	1

OCCUPATIONS	No. of Vacancies
Other Artistic and Cultural Associate Professionals	1
Medical Secretaries	1
Ships' Deck Crews and Related Workers	1
Production Clerks	1
Field Crop and Vegetable Growers	1
Window Cleaners	1
Street Vendors (Excluding Food)	1
Midwifery Professionals	1
Traditional and Complementary Medicine Professionals	1
Air Traffic Controllers	1
Metal Polishers, Wheel Grinders and Tool Sharpeners	1
Other Client Information Workers	1
Other Process Control Technicians	1
Coding, Proof Reading And Related Clerks	1
Mining and Metallurgical Technicians	1
Examiner, driving	1
Statistical, Finance and Insurance Clerks	1
Fighter, fire	1
Payroll Clerks	1
Demonstrator, sales	1
Printers	1
Chemical Processing Plant Controllers	1
Jewellery and Precious Metal Workers	1
Veterinary Technicians And Assistants	1
House Builders	1
Genealogist	1
Photographic Products Machine Operators	1
Mineral and Stone Processing Plant Operators	1
Precision-Instrument Makers and Repairers	1
Air Traffic Safety Electronics Technicians	1
Packing, Bottling and Labelling Machine Operators	1
Bicycle and Related Repairers	1
Cabinet-Makers And Related Workers	1
Mixed Crop And Livestock Farm Labourers	1
Life Science Technicians (Excluding Medical)	1
Car Sales and Hire Assistants	1
Telecommunications Engineering Technicians	1
Potters, Ceramicists and Related Workers	1
Medical Records and Health Information Technicians	1

OCCUPATIONS	No. of Vacancies
Filing and Copying Clerks	1



OUR CONTACT INFORMATION

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