REPUBLIC OF KENYA

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MINISTRY OF LABOUR AND SOCIAL PROTECTION

State Department for Labour and Skills Development



GLOBAL

Quarterly Labour Market Demand

OUTLOOK REPORT | 2025/26

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OUTLOOK REPORT



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 2025 to June 2026 and focuses on four key destination countries Germany, Canada, the United Arab Emirates (UAE), Qatar and Austria 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 National Labour Planning and Development 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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Hon. Dr. Alfred N. Mutua, EGH
Cabinet Secretary, Ministry of Labour and Social Protection



This report serves as an important resource for shaping policies, interventions, and programs that strengthen skills development and expand employment opportunities for the Kenyan youth.

Acknowledgement

The State Department for Labour and Skills Development extends its sincere appreciation to the Directorate of National Labour Planning and Development for their dedication and thorough efforts in conducting the research that forms the foundation of this report. Their in-depth analysis and commitment to understanding labour market dynamics have been instrumental in generating valuable insights to guide policy decisions aimed at enhancing youth employability.

We also extend special recognition to the Labour Market Observatory Unit for their relentless efforts in collecting, verifying, and compiling the extensive data presented in this report. Their attention to detail and systematic approach in ensuring the accuracy and reliability of the findings are highly commendable.

This report serves as an important resource for shaping policies, interventions, and programs that strengthen skills development and expand employment opportunities for the Kenyan youth. We hope that the insights provided will support policymakers, educators, employers, and job seekers in navigating the evolving labour market. Ultimately, we trust that this information will contribute to building a more prosperous and sustainable future for all.



Shadrack M. Mwadime, CBS

Principal Secretary, State Department For Labour And Skills Development

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Executive Summary

Introduction

The Global Quarterly Labour Market Demand Outlook (July 2025–June 2026), prepared by the Directorate of National Labour Planning and Development under the State Department for Labour and Skills Development, Ministry of Labour and Social Protection, analyses international labour demand using job advertisements collected through web crawling from leading online job portals. The report examines the most sought occupations, economic sectors, major occupational groups and skill levels in Germany, Canada, the United Arab Emirates (UAE), Qatar, Austria, Saudi Arabia and Kuwait. Germany, Canada, the UAE, Qatar and Austria were covered from Quarter One, while Saudi Arabia and Kuwait were incorporated from Quarter Two, expanding the coverage from five to seven destination countries. The report supports Kenya's Bottom-Up Economic Transformation Agenda (BETA) by providing labour market information to guide labour migration, workforce planning, skills development and career choices, while supporting safe, orderly and beneficial migration for work.

Overall Labour Market Trends

Across the four quarters, international labour demand remained concentrated in Administrative and Support Service Activities, covering cleaning, recruitment, office administration, security and other business support services. Accommodation and Food Service Activities also remained a major source of employment across most destination countries, reflecting the continued importance of hospitality and tourism. Professional, Scientific and Technical Activities, Wholesale and Retail Trade, Manufacturing, Construction, Human Health and Social Work Activities, Information and Communication, and Financial and Insurance Activities also featured prominently.

The occupational mix evolved during the year. Quarter one was characterized by demand for for opportunities



in Information Communication Technology (ICT), engineering and healthcare professionals in Germany, the UAE, Qatar and Austria, alongside hospitality and transport demand in Canada.

Quarter Two introduced Saudi Arabia and Kuwait and brought high demand for domestic and cleaning services in Saudi Arabia, while professional, hospitality and technical jobs were highly demanded in Germany, Canada, UAE, Qatar and Austria.

Quarter Three showed focus on healthcare, business consultancy, Information Communication Technology (ICT) and cybersecurity. By Quarter Four, demand shifted towards management, planning, sales and commercial jobs, particularly in the UAE, Qatar, Austria, Saudi Arabia and Kuwait. The main structural drivers of demand were digital transformation, healthcare system expansion, infrastructure and construction activity, hospitality and tourism growth, and business and professional services development.



Numbers

46.7%
Manufacturing accounted for the largest share of vacancies at

46.7%
Manufacturing was followed by Information and Communication Technology (ICT) at

6.6% & 6.3%
While agriculture and construction accounted for 6.6% and 6.3%, respectively.

Germany Labour Market Trends

Germany recorded demand for Information Communication Technology (ICT), healthcare, engineering and technical occupations, with the occupational mix changing across the year. Systems Analysts led demand in Quarter One, while Accountants, Civil Engineers, Electrical Engineering Technicians and healthcare occupations became prominent in Quarter Two. Quarter Three showed a pronounced healthcare-led demand, including Specialist Physicians (Internal Medicine), Clinical Assistants, Psychiatrists and Neurologists. By Quarter Four, demand rebalanced towards Specialist Medical Practitioners, Electronics Engineering Technicians, Freight Handlers, Mechanical Engineering Technicians and Accountants. Administrative and Support Service Activities remained the dominant sector, followed by Professional, Scientific and Technical Activities and Human Health and Social Work Activities. Germany had highly skilled professionals in engineering, Information Communication Technology (ICT), finance and healthcare.

Canada Labour Market Trends

Canada had the most stable and diversified labour market, with demand anchored in hospitality, transport, agriculture and skilled trades. Cooks

and Heavy Truck and Lorry Drivers were prominent in Quarter One, while Farm Labourers dominated demand in Quarters Two and Three. By Quarter Four, demand rebalanced towards hospitality and trades, including Cooks, Heavy Truck and Lorry Drivers, Restaurant Managers and Child Care Workers. Major sectors included Accommodation and Food Service Activities, Manufacturing, Construction, Wholesale and Retail Trade, Human Health and Social Work Activities, Administrative and Support Service Activities, and Transportation and Storage. Canada maintained a relatively balanced distribution across highly skilled, middle skilled and low skilled occupations, with some tilting towards middle skilled agricultural and manual labour.

United Arab Emirates (UAE) Labour Market Trends

The UAE moved from hospitality and construction trades in Quarter One towards business consultancy, recruitment and healthcare in Quarters Two and Three, and increasingly towards management and professional roles by Quarter Four. Chefs, Plumbers and Pipe Fitters, Building and Related Electricians, Waiters, Carpenters and Joiners, Bus and Tram Drivers and General Nurses featured among the major occupations during the year. By Quarter Four, Policy and Planning Managers, Civil Engineers, Accountants and Management and Organization Analysts were prominent. Administrative and Support Service Activities, Professional, Scientific and Technical Activities and Construction were important sectors. The skill profile evolved from middle skilled hospitality and construction demand towards increasing professional and managerial demand.

Qatar Labour Market Trends

Qatar maintained demand in hospitality, with Chefs prominent in Quarters Two and Three, alongside Sales and Marketing Managers, Policy and Planning Managers, and engineering and construction occupations. Demand later shifted towards Waiters, Bartenders and Civil Engineers and, by Quarter Four, towards Management and Organization Analysts, Civil Engineers, Commercial Sales Representatives and General Nurses. Administrative and Support Service Activities, Financial and Insurance Activities, and Professional, Scientific and Technical Activities became leading sectors, reflecting a growing consultancy, finance and professional-services orientation.

Austria Labour Market Trends

Austria maintained consistent demand in hospitality and engineering, with Cooks, Electrical Engineers and Shop Sales Assistants prominent early in the year. Demand for Commercial Sales Representatives, Sales and Marketing Managers, Software Developers and Policy and Planning Managers increased during the year, pointing to rising Information Communication Technology (ICT), digital transformation and management needs. By Quarter Four, Commercial Sales Representatives, Chefs, Other Manufacturing Labourers and Waiters were among the leading occupations. Administrative and Support Service Activities remained the leading sector, followed by Accommodation and Food Service Activities, Construction and Manufacturing.

Saudi Arabia Labour Market Trends

Since its inclusion in Quarter Two, Saudi Arabia recorded high vacancies for Domestic Cleaners and Housekeeping (Non Domestic) roles. There was also demand for General Nurses and Waiters. Quarter Three introduced Information Communication Technology (ICT) and cybersecurity dimension through Systems Analysts, Software Security Professionals and Software Developers, alongside Civil Engineers and hospitality occupations. By Quarter Four, demand diversified towards Policy and Planning Managers, Electrical Engineering Technicians, Commercial Sales Representatives and Sales and Marketing Managers. Administrative and Support Service Activities and Wholesale and Retail Trade were leading sectors, alongside Professional, Scientific and Technical Activities and Information and Communication.

Kuwait Labour Market Trends

Kuwait, incorporated from Quarter Two, showed hospitality and healthcare jobs led demand, with Bartenders, General Nurses and Waiters, alongside Civil Engineers and Commercial Sales Representatives. Quarter Three had demand in food

and beverage jobs, led by Baristas and Nurses, while Activities of Extraterritorial Organizations and Bodies and Accommodation and Food Service Activities were prominent sectors. In Quarter Four, demand shifted towards engineering and technical occupations, including Civil Engineers, Secondary Education Teachers, Commercial Sales Representatives and Mechanical Engineers and Technologists.

Skill Level Demand

Skill-level patterns varied across the destination countries. Germany and Austria had highly skilled professionals, particularly in engineering, Information Communication Technology (ICT), finance and healthcare. Canada maintained a relatively balanced demand across highly skilled, middle skilled and low skilled occupations, with increased middle skilled agricultural and manual labour in Quarters Two and Three. The UAE and Qatar moved from middle skilled hospitality and construction demand towards professional and managerial occupations in Quarter Four.

Saudi Arabia and Kuwait had middle skilled and low skilled opportunities in hospitality, domestic services and transport, while Saudi Arabia also sustained and increased demand for highly skilled engineering, Information Communication Technology (ICT), management and healthcare professionals.

Findings point to the need for Kenya to align skills development and labour mobility interventions with changing international demand. Job seekers should strengthen professional, technical, digital, engineering, healthcare, hospitality and business support competencies, supported by relevant qualifications, practical experience, international certification and continuous upskilling and reskilling. Particular attention should be given to TVET, higher education, healthcare and engineering training, digital literacy and cybersecurity, business administration and management, and occupation specific technical skills.

Implications for Kenya

The findings point to the need for Kenya to align skills development and labour mobility interventions with changing international demand. Job seekers should strengthen professional, technical, digital, engineering, healthcare, hospitality and business support competencies, supported by relevant qualifications, practical experience, international certification and continuous upskilling and reskilling. Particular attention should be given to TVET, higher education, healthcare and engineering training, digital literacy and cybersecurity, business administration and management, and occupation specific technical skills.

Language training should also form part of preparation for overseas employment, particularly German, Arabic, and French.

For policymakers, the findings support industry training institution partnerships, skills recognition arrangements, bilateral job placement frameworks and structured labour mobility pathways. Strengthening bilateral labour mobility agreements and worker protection is particularly important in high-volume and higher-risk occupations, including domestic work in Saudi Arabia. These measures will help improve the competitiveness of Kenyan workers, support safe and productive labour migration, and strengthen Kenya's human capital.

1.0

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 July to September 2025, based on an analysis of job advertisements extracted through web crawling from leading online job platforms. The focus is on five countries that continue to attract significant numbers of Kenyan migrant workers: Germany, Canada, the United Arab Emirates (UAE), Qatar and Austria. 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.

2.0

2. OBJECTIVES

The primary objective of this report is to provide quarterly labour market indicators that reflect the current occupations in demand 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), Qatar and Austria

b) To identify the most demanded occupations in sectors with most vacancies in the global market.

c) To analyze the most demanded occupations by skill levels globally.

d) Determine the sectors with the highest number of job vacancies in the global market.

> Language training should also form part of preparation for overseas employment, particularly German, Arabic, and French. Job seekers should strengthen professional, technical, digital, engineering, healthcare, hospitality and business support competencies, supported by relevant qualifications, practical experience, international certification and continuous upskilling and reskilling.



3.0

3. SCOPE OF THE REPORT

This report presents a focused analysis of labour market demand in Germany, Canada, the United Arab Emirates (UAE), Qatar and Austria for the period July to September 2025. 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 focus of the report is to identify the most sought-after occupations, 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.

4.0

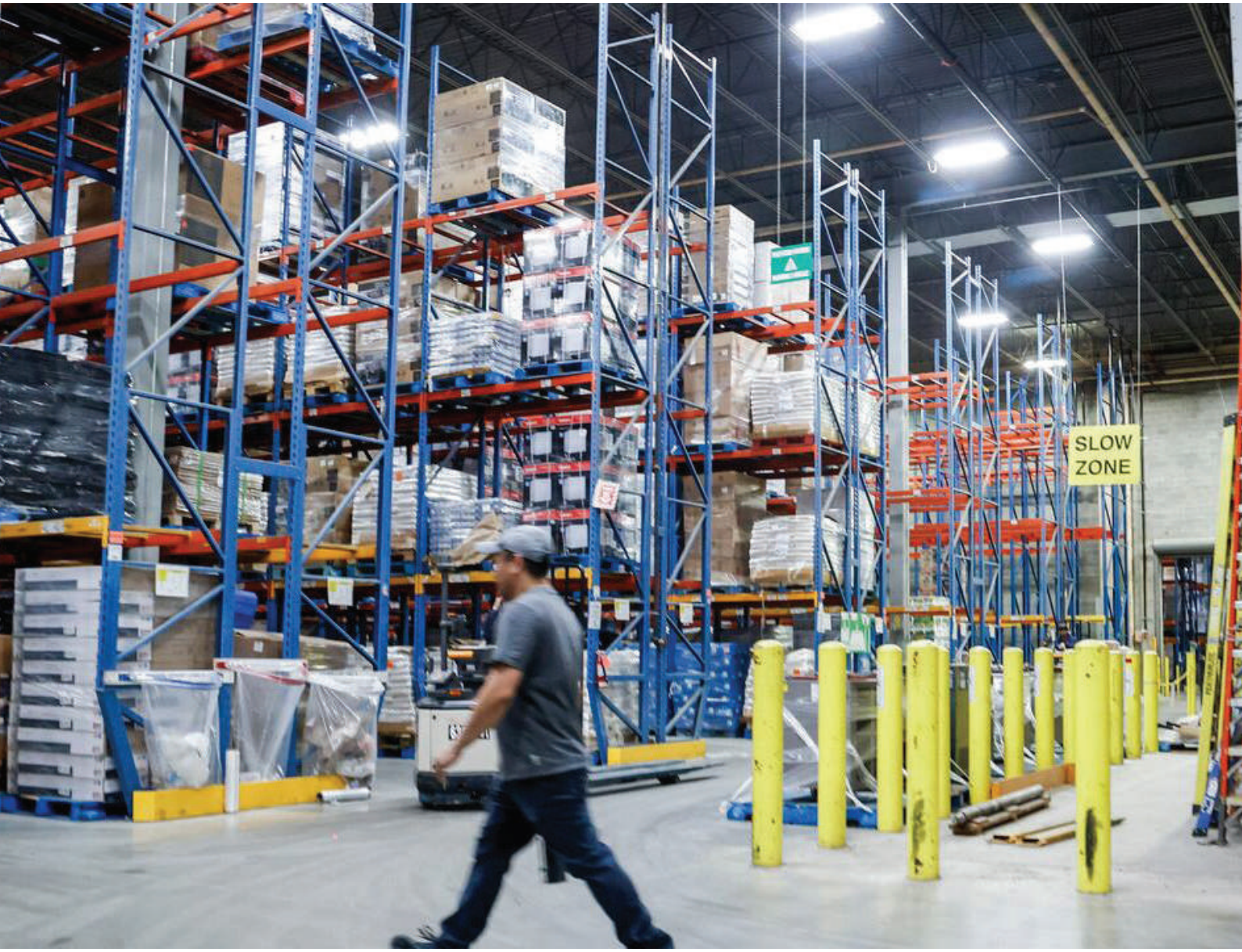
4. METHODOLOGY

The job vacancies were web crawled to obtain information from multiple job websites within Germany, Canada, UAE, Qatar and Austria. 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.

5.0

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 as some jobs may have not been advertised through the channels that are accessible



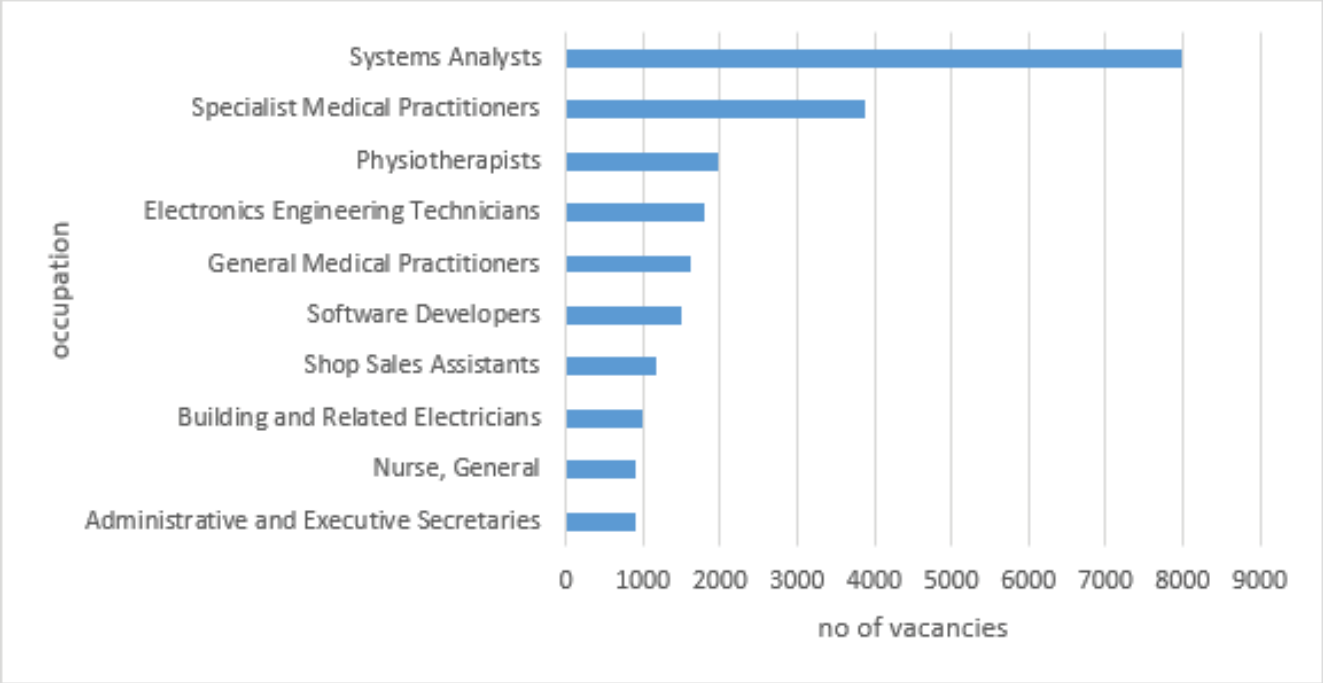
6.0

6. FINDINGS

6.1 Germany Labour Market Demand Outlook

6.1.1 Most Sought Occupations by Number of Vacancies

Figure 1: Most sought occupations by number of Vacancies



Systems Analysts are the most in-demand occupation in Germany, with 7,993 vacancies, far ahead of other roles. This highlights the country's growing focus on digitalization and the increasing need for ICT professionals. Other high-demand roles include Specialist Medical Practitioners (3,883), Physiotherapists (1,980), and Electronics Engineering Technicians (1,800).

The healthcare sector also shows strong demand, with shortages in roles such as General Medical Practitioners (1,615) and General Nurses (909). At the same time, the need for Software Developers (1,499) further supports the rising demand for digital skills.

Additionally, jobs in service, administrative, and construction sectors such as Shop Sales Assistants (1,155), Administrative Secretaries (894), and Electricians (983) remain important.

Overall, ICT occupations, especially Systems Analysts, lead in demand, while healthcare, technical, and service roles continue to play a vital role in supporting Germany's economy.

Implications:

For Job Seekers

- Job seekers should acquire skills in ICT, healthcare, engineering, and skilled trades, particularly in systems analysis, specialist medical practice, physiotherapy, electronics engineering, software development, electrical installation, shop sales services, and administrative support roles where labour demand remains strong.



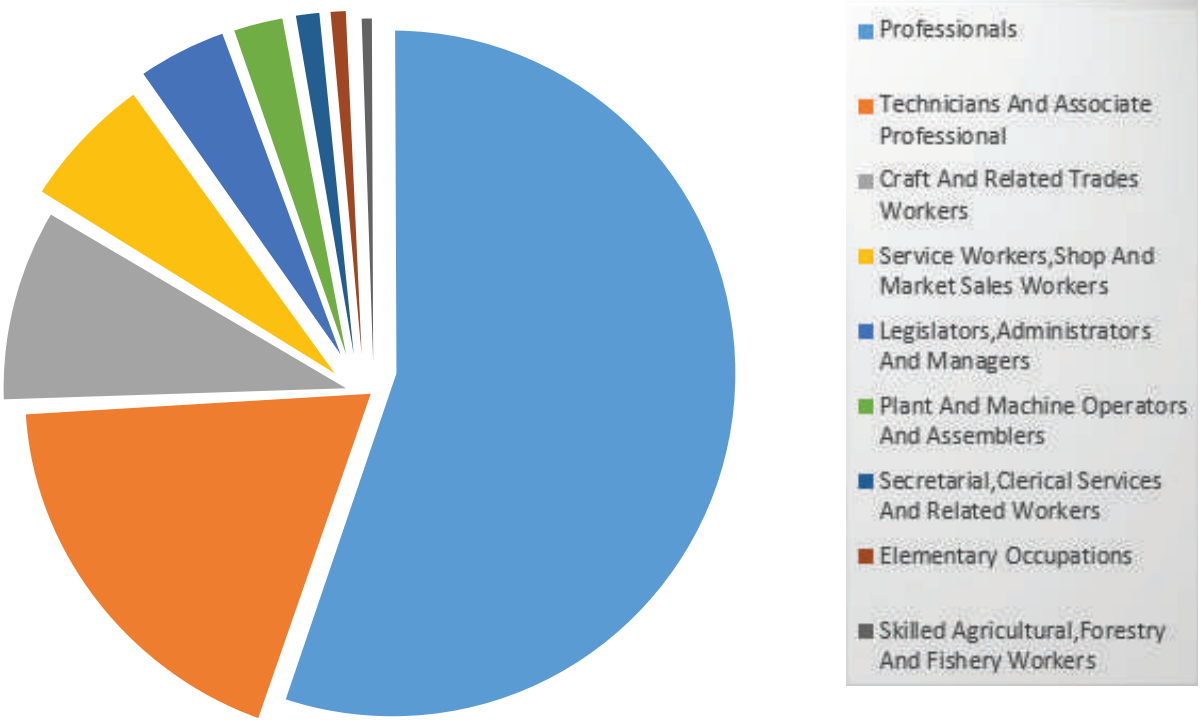
- They should also strengthen digital, analytical, and problem solving skills to enhance employability in Germany's increasingly technology driven and knowledge based economy.

For Policy Makers

- Expand investment in ICT, healthcare, and engineering education and training programs to address increasing labour market demand.
- Strengthen partnerships between industry and training institutions to ensure workers acquire market relevant digital and technical competencies.

6.1.2 Distribution of Vacancies by Major Occupational Groups

Table 2: Distribution of Vacancies by Major occupational groups



Based on the data, Professionals recorded the highest number of vacancies with 25,911 openings, followed by Technicians and Associate Professionals (8,919), Craft and Related Trades Workers (4,502), and Service Workers such as shop and sales staff (3,081). Legislators, Administrators, and Managers recorded 2,153 vacancies, while Plant and Machine Operators and Assemblers had 1,114 vacancies, Secretarial and Clerical workers recorded 621 vacancies, Elementary Occupations had 455 vacancies, and Skilled Agricultural, Forestry, and Fishery Workers recorded the lowest demand at 203 vacancies. The high concentration of vacancies in professional, technical, managerial, and skilled trade occupations underscores the labour market's increasing reliance on specialized expertise, technical knowledge, leadership capacity, and practical trade skills, while demand for low-skilled and routine occupations continues to decline.

Implications

For Job Seekers

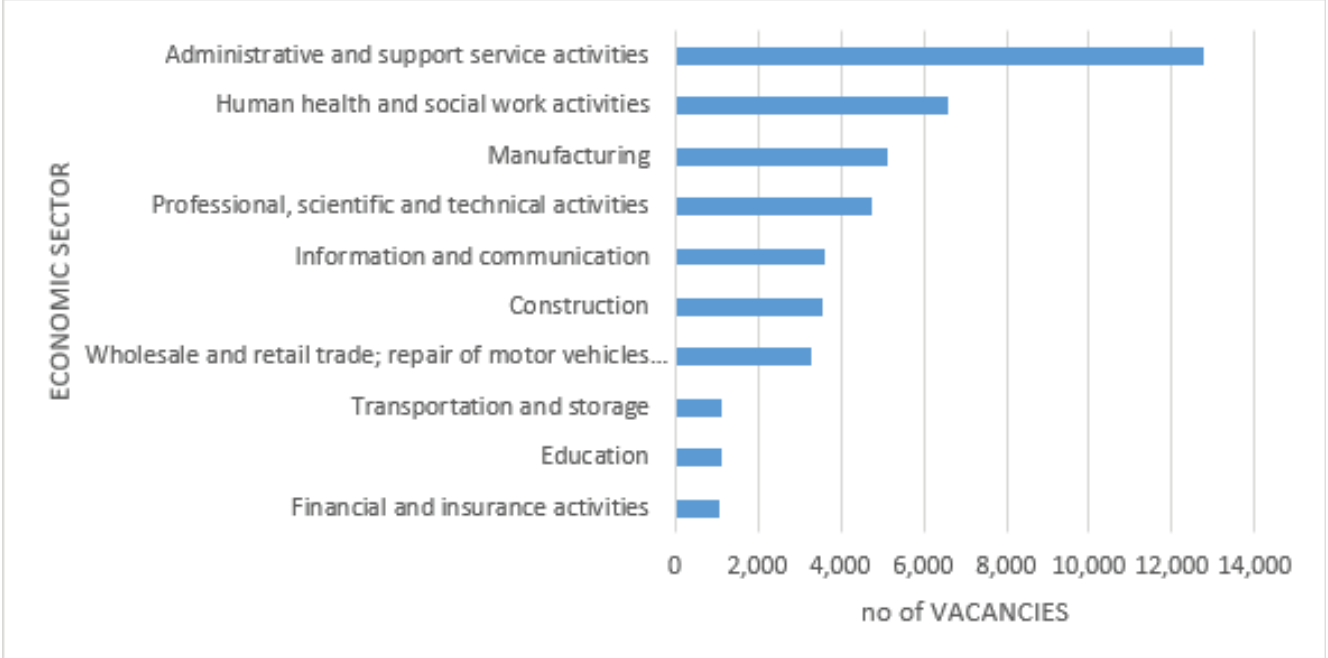
- Job seekers should acquire skills in professional services, technical operations, management and leadership, and skilled trades to improve employability in occupations that account for the largest share of labour demand.
- Workers in low-skilled and routine occupations should pursue reskilling and upskilling opportunities to transition into technical, professional, or specialized trade roles where demand is growing.

For Policy Makers

- Strengthen both higher education and vocational training systems to cater for the growing demand for professional, technical, managerial, and skilled trade occupations.
- Develop labour mobility and workforce development programs that enable workers to transition from low-skilled and routine occupations into higher-skilled and specialized roles.

6.1.3 Top Sectors by Number of Vacancies

Figure 3: Top Economic sectors by Number of vacancies



Administrative and Support Service Activities, which include services such as cleaning, recruitment, office administration, security, and support operations, have the highest number of job vacancies, with 12,732 positions available. This is followed by Human Health and Social Work Activities, which involve hospitals, healthcare, nursing, rehabilitation, and social care services, with 6,568 vacancies, and Manufacturing, which involves industrial production and processing activities, with 5,136 vacancies, showing strong demand in both support services and essential sectors.

There is also high demand in knowledge-based and innovation-driven fields. Professional, Scientific and Technical Activities, which include consulting, engineering, legal, scientific, and technical services, recorded 4,748 vacancies, while Information and Communication, which covers ICT services, telecommunications, software, and digital communication activities, recorded 3,644 vacancies, reflecting Germany's continued focus on research, innovation, and digital growth.

Other sectors like Construction, which involves infrastructure development and building activities, recorded 3,577 vacancies, while Wholesale and Retail Trade, including motor vehicle repair, which covers commercial trade, retail services, and vehicle maintenance activities, recorded 3,308 vacancies, also showing steady demand. This suggests ongoing development in infrastructure and commercial activities. Meanwhile, Transportation and Storage, which includes logistics, warehousing, and freight movement services, recorded 1,114 vacancies, while Education, which involves teaching, training, and skills development services, recorded 1,113 vacancies, highlighting the importance of logistics and skills development in supporting the economy.

Although Financial and Insurance Activities, which include banking, insurance, investment, and financial support services, recorded 1,096 vacancies compared to other sectors, they still play an important role in the overall job market.

Overall, the data shows a well-balanced labour market. While administrative support and healthcare lead in job opportunities, sectors like manufacturing, technology, and essential services also play a key role in supporting Germany's economic growth and stability.

Implications

For Job Seekers

- Focus on building skills relevant to healthcare, administrative support, manufacturing, and ICT sectors where labour demand remains strong.
- Develop both technical and soft skills such as communication, customer service, and digital literacy to improve employability across sectors.

For Policy Makers

- Expand investment in healthcare, manufacturing, and digital skills training programs to address evolving labour market needs.
- Promote industry partnerships and workforce development initiatives that support sustainable employment growth across essential sectors.

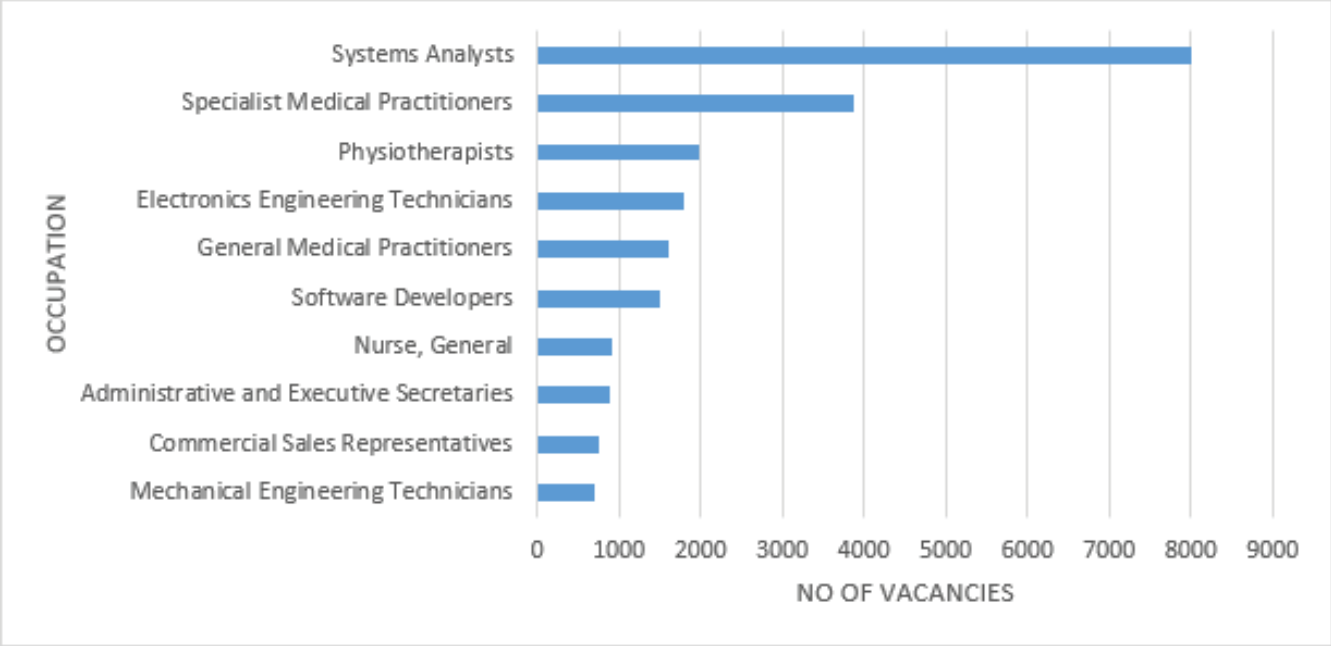


6.1.4. Most Sought Occupations by Skill Level

6.1.4.1 Most Sought Occupations for Highly Skilled Workers

Highly skilled workers are employees with advanced education, specialized training, and extensive expertise who perform complex professional, technical, managerial, or analytical tasks that require high levels of problem-solving, decision-making, and independent judgment.

Figure 4: Most sought occupations for Highly skilled workers



An analysis of job vacancies in Germany shows that ICT and healthcare jobs are in especially high demand among highly skilled workers. Systems Analysts lead by a large margin with 7,993 vacancies, followed by Specialist Medical Practitioners (3,883), Physiotherapists (1,980), and Electronics Engineering Technicians (1,800). The high demand for Systems Analysts clearly reflects Germany's rapid move towards digitalization and its growing reliance on advanced information systems.

Healthcare jobs also remain very important. Roles such as Specialist Medical Practitioners, General Medical Practitioners (1,615), Physiotherapists, and General Nurses (909) are all among the most sought-after. This suggests that the healthcare system is under pressure, likely due to population changes and the ongoing need for specialized medical care.

In the technology field, Software Developers (1,499) are also in high demand, highlighting the importance of digital skills in driving innovation and economic growth. At the same time, engineering roles especially Electronics Engineering Technicians (1,800) and Mechanical Engineering Technicians (690) show that technical expertise is still essential in supporting Germany's industrial sector.

There is also steady demand for roles that support business operations, such as Administrative and Executive Secretaries (894) and Commercial Sales Representatives (759).

Overall, the data shows that Germany's labour market is highly focused on skilled professionals, particularly in ICT and healthcare, while also maintaining strong demand for engineering and key support roles.

Implications

For Job Seekers

- Pursue specialized training in ICT, healthcare, engineering, and technical support occupations where demand is highest.
- Strengthen digital, analytical, leadership, and communication skills to remain competitive in highly skilled occupations.

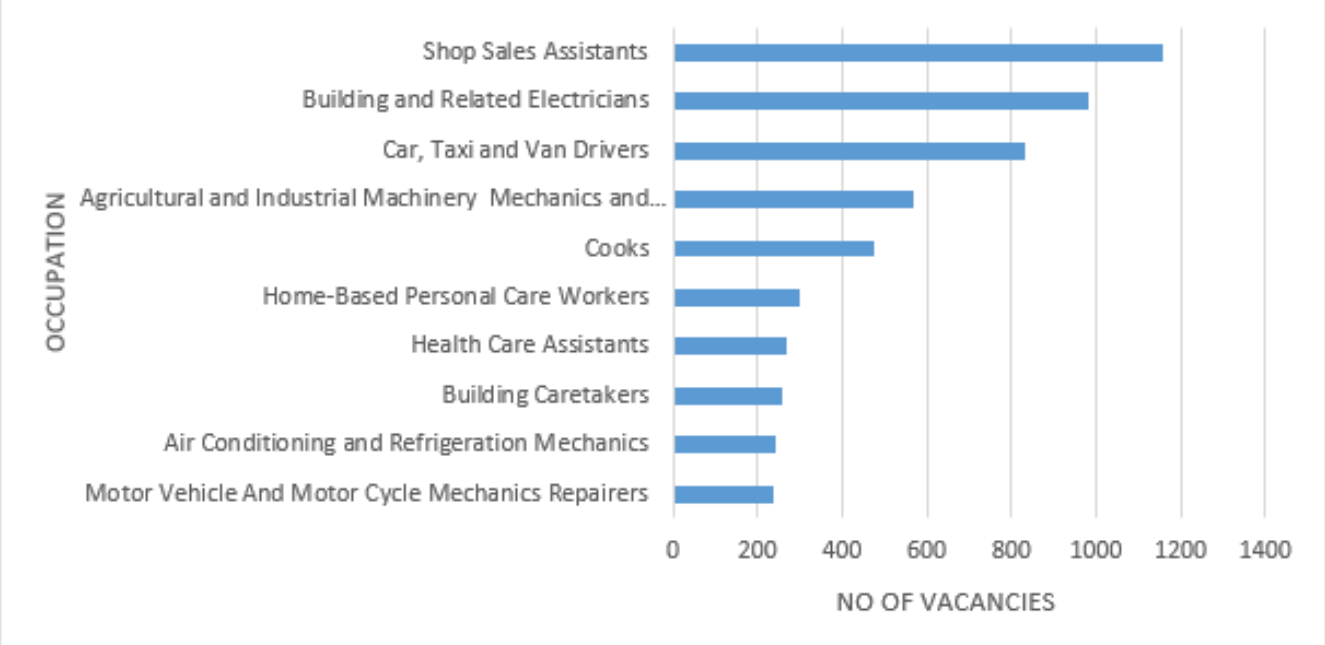
For Policy Makers

- Increase investment in STEM, healthcare, and ICT education to address shortages in highly skilled occupations.
- Strengthen collaboration between industries and training institutions to ensure graduates possess market-relevant competencies.

6.1.4.2. Most Sought Occupations for Middle Skilled Workers

Middle-skilled workers are employees who possess moderate levels of education, training, and technical skills needed to perform practical, technical, or supervisory tasks. Their jobs often require vocational training, diplomas, apprenticeships, or on-the-job experience rather than advanced university qualifications.

Figure 5: Most sought Occupations for Middle skilled workers



The data shows that middle skilled jobs are also in strong demand in Germany. Shop Sales Assistants lead this group with 1,155 vacancies, highlighting the importance of customer service and retail roles in a service driven economy. Other in demand jobs include Building and Related Electricians (983) and Car, Taxi, and Van Drivers (831), showing the continued need for technical skills in construction and reliable transport services.

There is also steady demand for maintenance and repair work. Jobs like Agricultural and Industrial Machinery Mechanics and Repairers (566) and Motor Vehicle and Motorcycle Mechanics (239) reflect the importance of keeping industrial and automotive systems running. Similarly, Air Conditioning and Refrigeration Mechanics (240) show the need for specialized skills to maintain buildings and infrastructure.

Service-related roles are equally important. Occupations such as Cooks (476), Home Based Personal Care Workers (299), and Health Care Assistants (267) highlight the ongoing demand in hospitality and caregiving sectors. These roles are essential for both households and institutions. In addition, Building Caretakers (260) are needed to handle routine maintenance and manage facilities.

Overall, the data shows that middle skilled workers play a key role in Germany's economy. Jobs in retail, technical trades, transport, and personal services are essential for daily operations and help support both economic activity and social wellbeing.

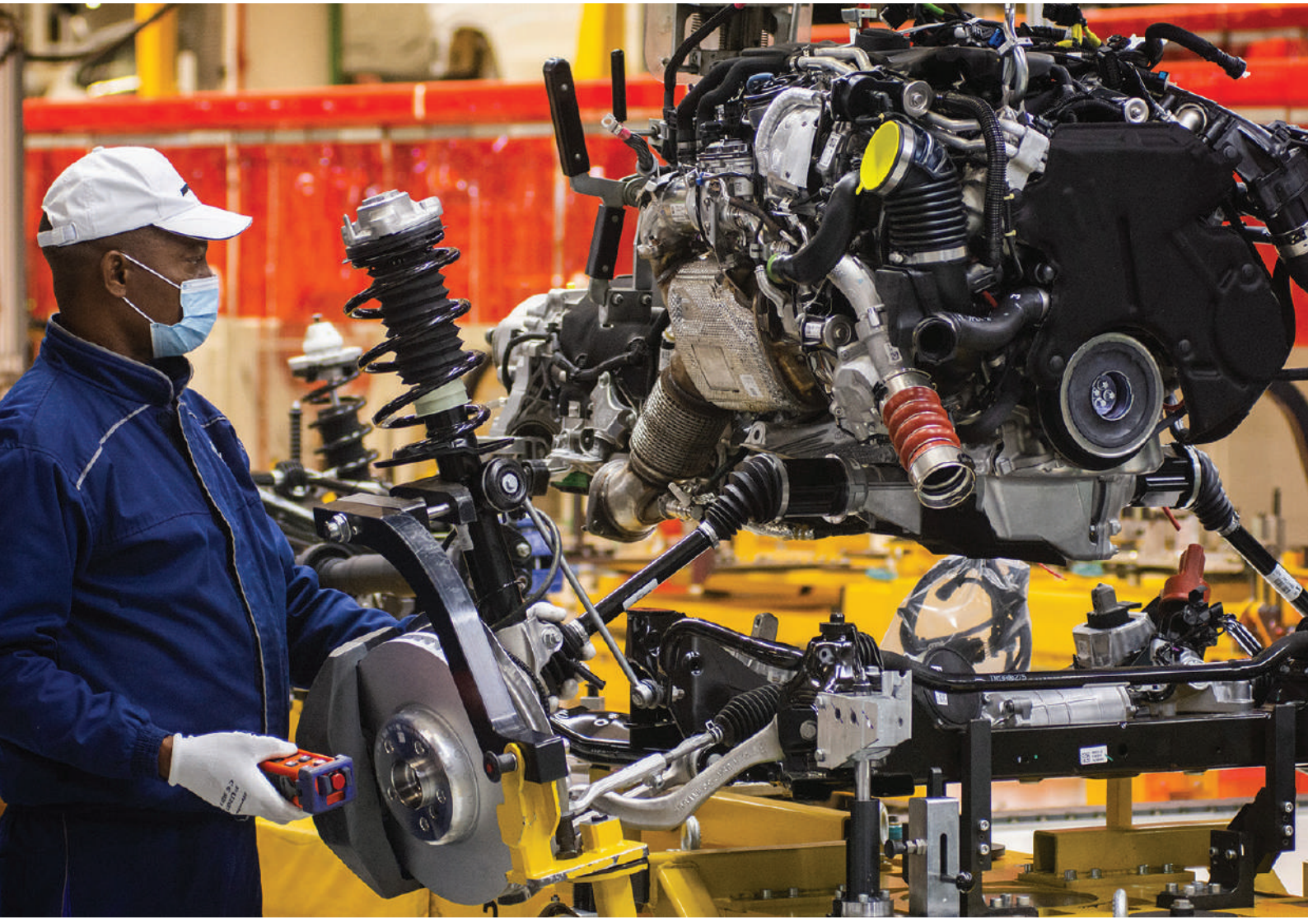
Implications:

For Job Seekers

- Pursue vocational and technical training in retail, transport, maintenance, and caregiving occupations where demand remains strong.
- Strengthen customer service, teamwork, and practical technical skills to improve employability in middle-skilled occupations.

For Policy Makers

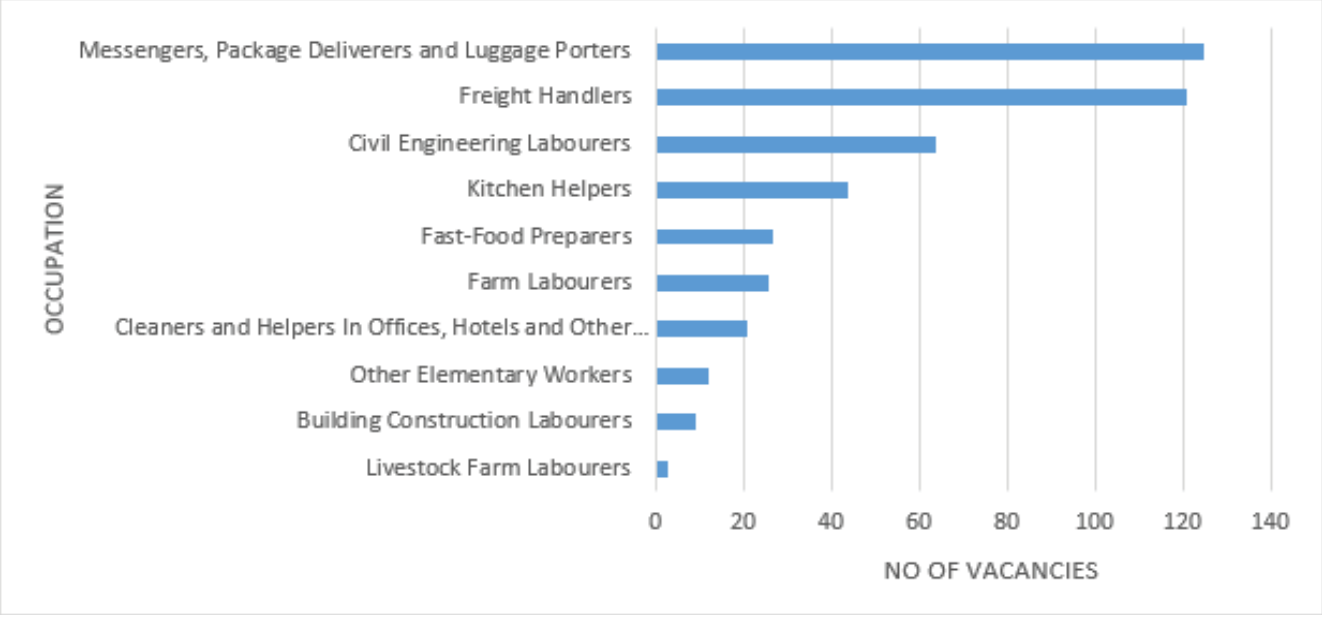
- Expand and modernize TVET programs to support labour market demand in retail, technical trades, transport, and caregiving sectors.
- Promote apprenticeships and industry based training opportunities that provide practical workplace experience.



6.1.4.3. Most Sought Occupations for Low Skilled Workers

Low-skilled workers are employees who perform simple and routine tasks that require limited formal education, training, or technical expertise. Their work is usually manual or repetitive and often requires basic skills and short term training.

Figure 6: Most sought occupations for Low skilled workers



The number of job vacancies for low skilled roles in Germany is relatively small compared to other categories. The most common jobs in this group include Messengers, Package Deliverers, and Luggage Porters (125), followed by Freight Handlers (121) and Civil Engineering Labourers (64). These jobs are mainly found in logistics, transport, and basic construction, showing that they still play an important role in supporting everyday operations.

There is also some demand in sectors like hospitality and agriculture. Jobs such as Kitchen Helpers (44), Fast Food Preparers (27), and Farm Labourers (26) show that these industries still rely on low skilled workers, although the numbers are not very high. Similarly, roles like Cleaners and Helpers (21) and Building Construction Labourers (9) are needed for maintenance and basic support services.

Other jobs, including Other Elementary Workers (12), Livestock Farm Labourers (3), Vehicle Cleaners (2), and Shelf Fillers (1), have very low demand. This further shows that opportunities for low skilled work are quite limited.

Overall, while low skilled jobs are still important in areas like logistics, agriculture, and basic services, they make up only a small part of the labour market in Germany. This reflects a broader trend where economies are shifting towards more skilled jobs due to technology, automation, and changes in how work is done.

Implications:

For Job Seekers

- Entry level opportunities remain available in logistics, hospitality, agriculture, and support services, though long term opportunities may require additional training.
- Workers in low skilled occupations should pursue vocational training and upskilling pathways to transition into middle skilled and technical roles.

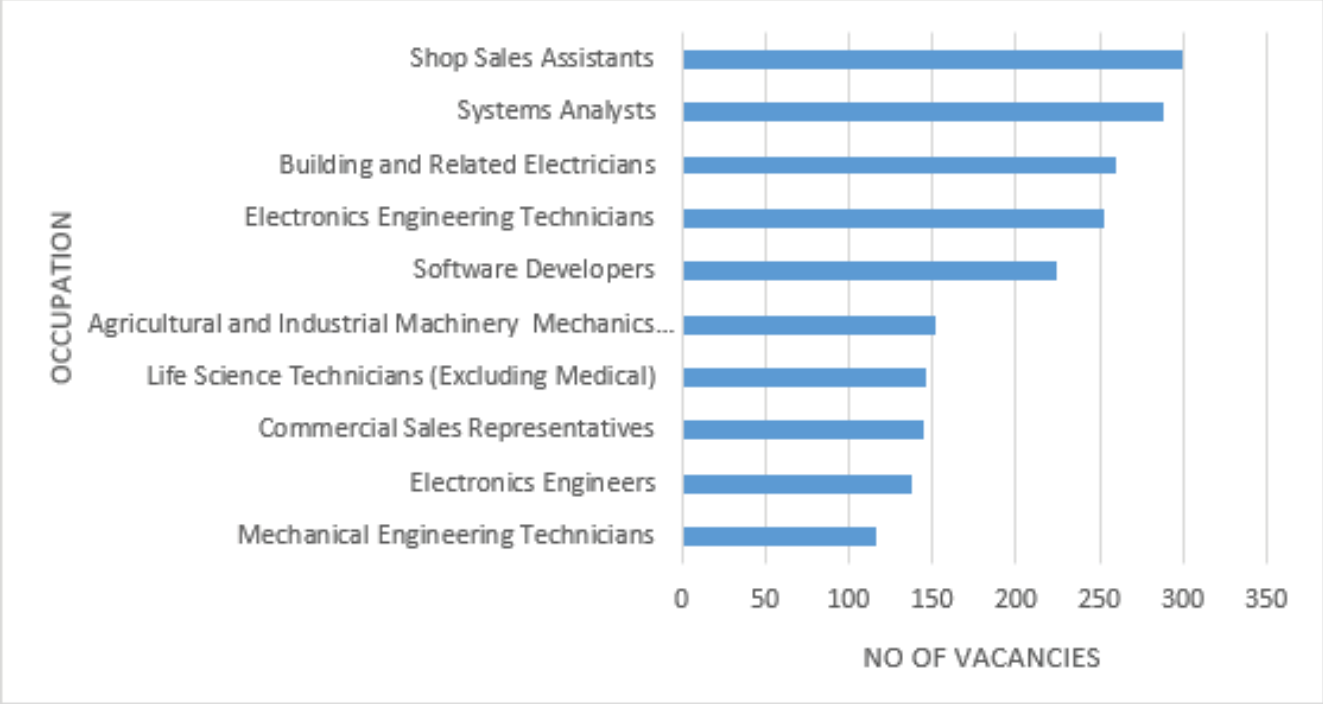
For Policy Makers

- Strengthen vocational education, workplace readiness programs, and reskilling initiatives for low skilled workers.
- Promote labour mobility and inclusive training programs that support transitions into higher skilled occupations.

6.1.5. Most Sought Occupations in Sectors with Most Vacancies

6.1.5.1. Most Sought Occupations in the Manufacturing Sector

Figure 7: Most sought Occupations in the Manufacturing Sectorretail trade sector



Germany's manufacturing sector continues to show strong demand for a wide range of skills, including technical, digital, and customer facing roles. Some of the most in demand jobs include Shop Sales Assistants (299), Systems Analysts (289), and Software Developers (224), along with technical roles like Building and Related Electricians (260) and Electronics Engineering Technicians (253). This shows how the sector is combining traditional industrial work with modern digital systems.

The demand for Systems Analysts and Software Developers reflects a growing shift towards automation, smart manufacturing, and the use of data in production. At the same time, roles like Shop Sales Assistants (299) and Commercial Sales Representatives (145) highlight the importance of sales, customer interaction, and product distribution within the manufacturing process.

There is also strong demand for technical specialists. Jobs such as Agricultural and Industrial Machinery Mechanics and Repairers (152), Electronics Engineers (138), Mechanical Engineering Technicians (117), and Life Science Technicians (146) show how important it is to have skilled workers who can operate, maintain, and improve production systems.

Overall, the variety of roles in the manufacturing sector shows how it is evolving. It now relies not only on traditional technical skills, but also on digital expertise and strong market support to drive growth and remain competitive.

Implications:

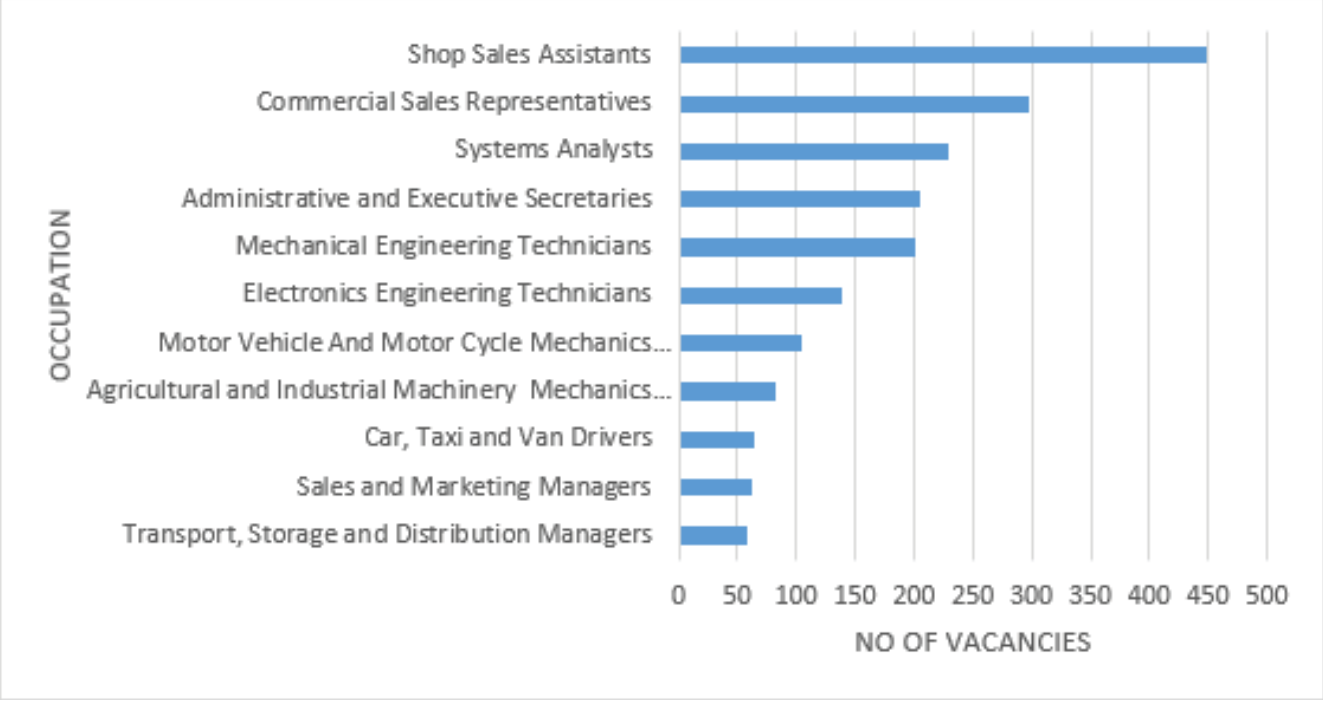
For Job Seekers

- Develop a combination of digital, technical, engineering, sales, and customer service skills to meet the growing demand for technology driven and customer oriented manufacturing occupations.
- Pursue training in systems analysis, software development, engineering support, machinery maintenance, sales, and customer relations to align with the evolving needs of modern manufacturing industries.

For Policy Makers

- Strengthen investment in ICT, engineering, industrial automation, and technical training programs to support the growing demand for digital, technical, and production related occupations in manufacturing.
- Promote partnerships between industries and training institutions to provide practical training in engineering, digital systems, machinery maintenance, and customer oriented manufacturing services.

Figure 8: Most sought occupations in the Wholesale and retail trade sector



In Germany's wholesale and retail trade sector, Shop Sales Assistants (449) are the most in demand, followed by Commercial Sales Representatives (297) and Systems Analysts (230). This shows how important customer service, sales, and digital systems have become in modern retail.

There is also a steady need for support roles. Jobs like Administrative and Executive Secretaries (205) and Mechanical Engineering Technicians (202) highlight the importance of coordination and technical support in keeping retail and distribution systems running smoothly. The presence of Systems Analysts also reflects the growing use of technology, such as e-commerce platforms and digital inventory systems.

Technical roles remain important as well. Positions like Electronics Engineering Technicians (138), Motor Vehicle and Motorcycle Mechanics (104), and Agricultural and Industrial Machinery Mechanics (82) show the need for maintenance and efficiency across supply chains and related industries.

Other roles, including Car, Taxi, and Van Drivers (64) and Sales and Marketing Managers (62), emphasize the importance of transport, distribution, and business strategy in supporting the sector.



Overall, the wholesale and retail trade sector is diverse and continues to evolve. It combines customer service, technical skills, and digital solutions to improve efficiency and stay competitive.

Implications:

For Job Seekers

- Develop customer service, sales, logistics, and digital skills to align with evolving retail and distribution systems.
- Pursue training in e-commerce, inventory management, and technical support to improve competitiveness in the sector.

For Policy Makers

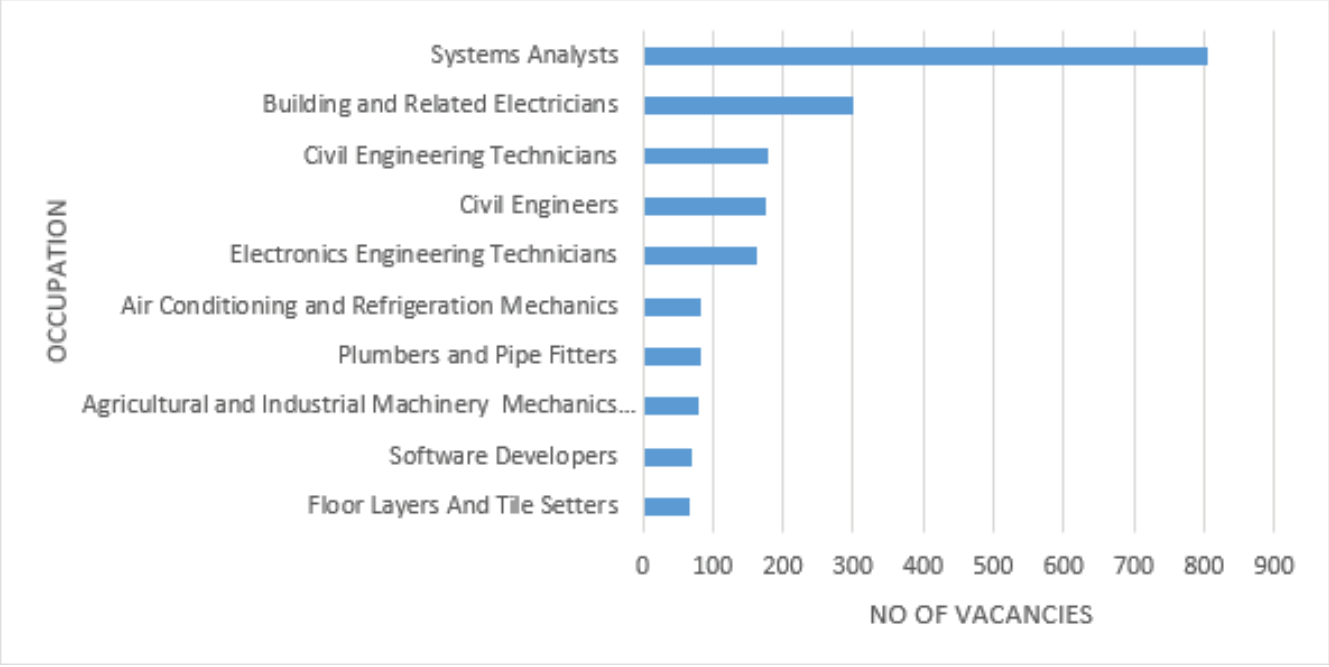
- Strengthen TVET and digital commerce training programs that support retail, logistics, and supply chain operations.
- Promote digital transformation initiatives and workforce development programs within the wholesale and retail trade sector.

> There is also strong demand for technical specialists. Jobs such as Electronics Engineering Technicians , Air Conditioning and Refrigeration Mechanics, and Plumbers and Pipe Fitters highlight the need for skilled workers who can handle building systems, utilities, and environmental controls. These roles are important for ensuring that construction projects are safe, efficient, and sustainable.



6.1.5.3. Most Sought Occupations in the Construction Sector

Figure 9: Most sought occupations in the Construction Sector



Germany's construction sector continues to show strong demand for a wide range of skilled and technical jobs. The most in demand role is Systems Analysts (805), followed by Building and Related Electricians (300), Civil Engineering Technicians (180), and Civil Engineers (176). The high demand for Systems Analysts shows that the sector is increasingly using digital tools and smart technologies in construction projects.

There is also strong demand for technical specialists. Jobs such as Electronics Engineering Technicians (164), Air Conditioning and Refrigeration Mechanics (82), and Plumbers and Pipe Fitters (82) highlight the need for skilled workers who can handle building systems, utilities, and environmental controls. These roles are important for ensuring that construction projects are safe, efficient, and sustainable.

Other roles like Agricultural and Industrial Machinery Mechanics and Repairers (80), Floor Layers, and Tile Setters (66) show that both equipment maintenance and finishing work are still essential parts of the construction process, from start to completion.

The presence of Software Developers (69) also shows that digitalization is becoming more important in the sector. Tools like construction management software and automation systems are increasingly being used to improve efficiency.

Overall, the construction sector in Germany is evolving. While it still relies heavily on traditional skilled trades, it is also becoming more technology driven to support modern infrastructure development.

Implications:

For Job Seekers

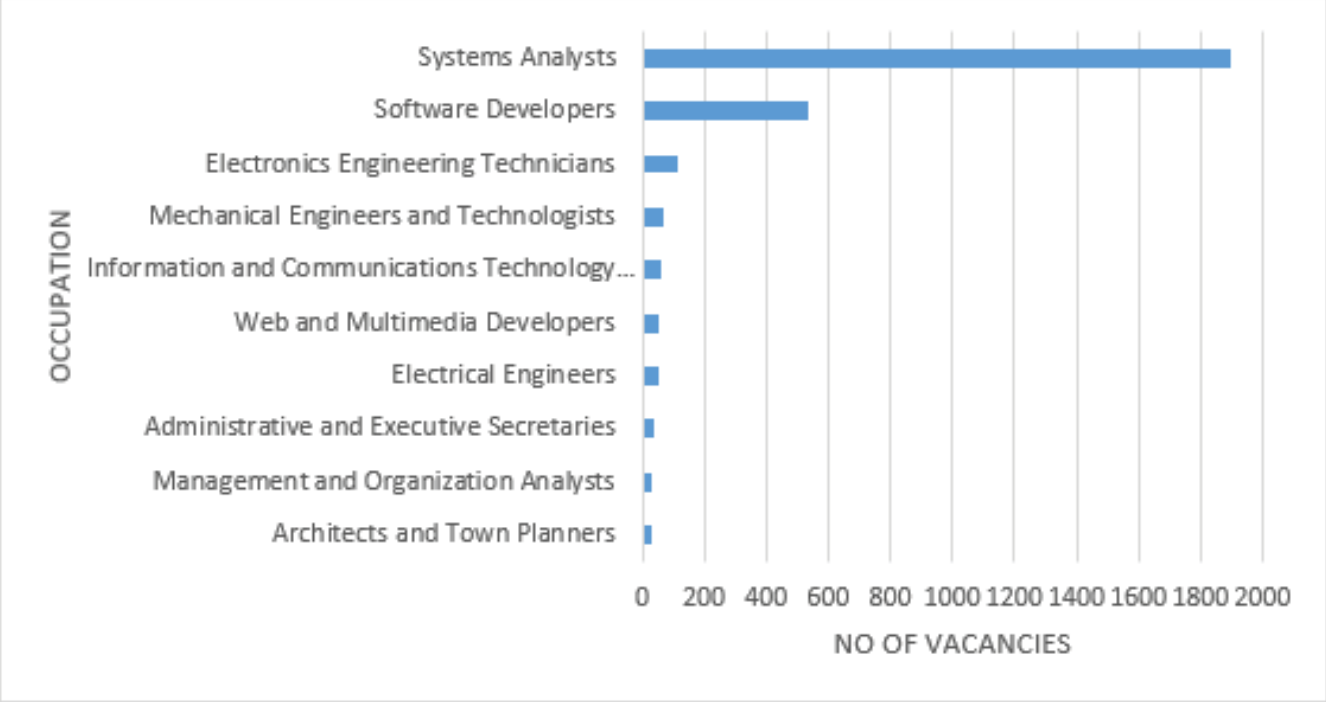
- Acquire construction related technical skills such as electrical installation, civil engineering support, plumbing, and digital construction technologies.
- Strengthen ICT and equipment handling skills to remain competitive in technology-driven construction environments.

For Policy Makers

- Expand construction focused TVET and engineering training programs to meet increasing labour market demand.
- Promote infrastructure and digital construction initiatives that support modern, sustainable, and technology driven development.

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

Figure 10: Most sought Occupations in the Information and Communication sector



In Germany's ICT sector, Systems Analysts (1,900) are the most in demand, followed by Software Developers (538) and Electronics Engineering Technicians (117). This highlights the growing need for advanced data systems, integration, and digital infrastructure.

Software Developers remain essential for innovation and application development, while roles such as Mechanical Engineers and Technologists (67), Electrical Engineers (51), and Electronics Engineering Technicians show that the sector also relies on hardware and engineering systems, making it multidisciplinary.

There is also rising demand for specialized roles like ICT Sales Professionals (59) and Web and Multimedia Developers (51), reflecting the importance of digital communication, online platforms, and tech-driven sales. At the same time, Administrative and Executive Secretaries (37) and Management and Organization Analysts (32) support coordination and operational efficiency.

The inclusion of Architects and Town Planners (32) shows the use of ICT in areas like urban development and smart cities.

Overall, the sector is rapidly expanding, driven mainly by systems and software roles, and supported by engineering, sales, and administrative functions.

Implications:

For Job Seekers

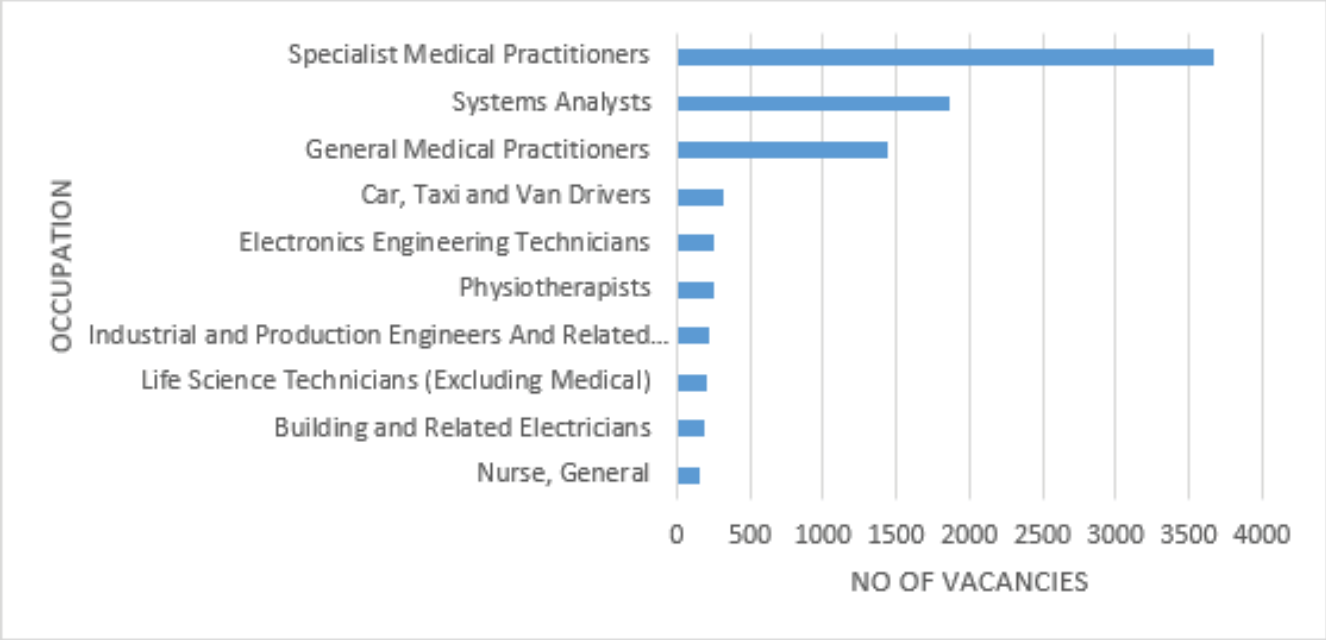
- Prioritize acquiring ICT, software development, engineering, and digital infrastructure competencies, particularly in systems analysis, software development, electronics engineering, web and multimedia development, engineering support, and data systems management, where labour demand is strongest.
- Strengthen digital communication, analytical, problem solving, and operational coordination skills to enhance employability in the increasingly technology driven and multidisciplinary ICT sector.

For Policy Makers

- Expand investment in ICT, software engineering, digital infrastructure, and technical engineering training programs to meet the growing demand for systems and software related occupations.
- Strengthen partnerships between educational institutions and technology industries to provide practical training in software development, digital systems integration, engineering technologies,

6.1.5.5. Most Sought Occupations in the Accommodation and Food Sector

Figure 11: Most sought Occupations in the Accommodation and Food Sector



Germany's accommodation and food sector shows a diverse range of job demands beyond traditional hospitality roles. Specialist Medical Practitioners (3,665) lead, followed by Systems Analysts (1,858) and General Medical Practitioners (1,446), indicating the growing integration of healthcare and wellness services within the sector.

The demand for Systems Analysts reflects increased reliance on digital systems such as booking platforms and customer data management. Technical roles like Electronics Engineering Technicians (258) and Building and Related Electricians (191) highlight the need for maintenance and infrastructure support.

Transport roles, including Car, Taxi, and Van Drivers (326), emphasize the importance of logistics and customer movement, especially in tourism. Healthcare roles such as Physiotherapists (245) and General Nurses (156) further support the integration of health services.

Additional roles like Industrial, Production Engineers, Related Technologists (225), and Life Science Technicians (199) show the sector's growing complexity, including efficiency, safety, and food quality functions.

Overall, the sector is becoming more diversified and advanced, combining hospitality with healthcare, digital, and technical expertise to support modern, integrated service delivery.

Implications:

For Job Seekers

- Prioritize acquiring healthcare, ICT, technical maintenance, logistics, and hospitality support competencies to align with the growing demand for integrated service delivery, digital systems, infrastructure support, and customer oriented services within the accommodation and food sector.
- Strengthen skills in digital systems, customer service, coordination, technical maintenance, and problem solving to improve employability in the evolving accommodation and food sector.

For Policy Makers

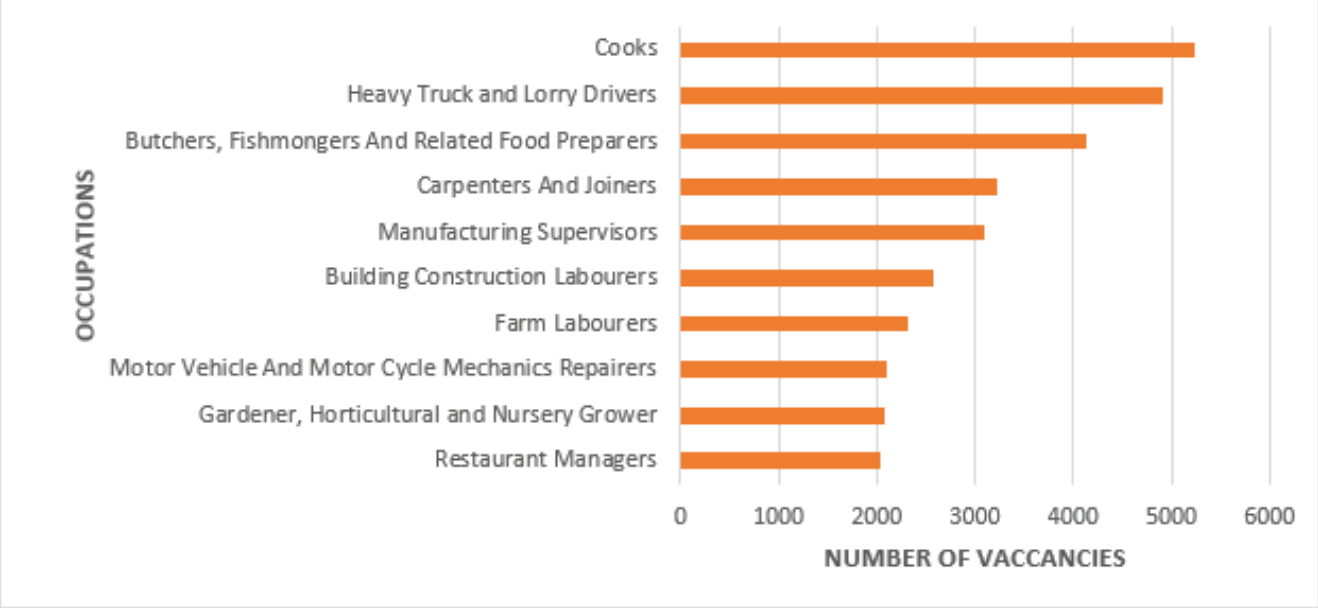
- Expand investment in hospitality, healthcare, ICT, and technical training programs to support the sector's growing integration of wellness, digital services, and infrastructure support functions.
- Strengthen partnerships between hospitality institutions, healthcare providers, and training institutions to provide practical skills in customer

6.2

CANADA LABOUR MARKET DEMAND OUTLOOK

6.2.1 Most Sought Occupations by Number of Vacancies

Figure 12: Most sought Occupations in Canada



In Q1, the Canadian labour market showed strong demand for Cooks (5231) are likely to stay in high demand as food service continues to grow. Heavy Truck and Lorry Drivers (4909) should remain needed due to strong logistics demand, despite gradual automation. Butchers, Fishmongers and Related Food Preparers (4130) are expected to stay steady, though some decline may occur with processing automation. Carpenters and Joiners (3225) will likely grow or remain stable because construction demand is high .. Manufacturing Supervisors (3104) will stay important as factories for need of oversight. Building Construction Labourers (2578) are expected to remain in demand due to ongoing infrastructure and housing projects. Farm Labourers (2311) may stay stable or slowly decline in highly mechanized farming areas. Motor Vehicle and Motor Cycle Mechanics Repairers (2100) will remain needed but shift toward more electronic and EV-related work. Gardeners, Horticultural and Nursery Growers (2080) are likely to stay steady due to landscaping and agriculture needs. Restaurant Managers (2039) should continue growing slowly as hospitality expands and management roles are not easily automated.

Implications For Job Seekers

- The labour market outlook indicates positive employment opportunities in skilled trades, construction, transportation, hospitality, manufacturing, and agriculture. Job seekers should focus on acquiring relevant qualifications, certifications, and practical experience to remain competitive. As technology and automation continue to reshape industries, continuous upskilling particularly in digital and technical skills will be essential. Flexibility, adaptability, and willingness to relocate to regions with higher

labour demand can further improve employment prospects and support long term career growth.

For Policymakers

- Policymakers should strengthen investments in skills development, vocational education, and apprenticeship programmes to address labour shortages in high-demand occupations. They should also support workforce reskilling and upskilling to help workers adapt to technological changes and automation. In addition, policies that promote immigration, improve working conditions, encourage industry education partnerships, and invest in infrastructure and innovation will help ensure a sustainable labour supply and support Canada's long term economic growth.

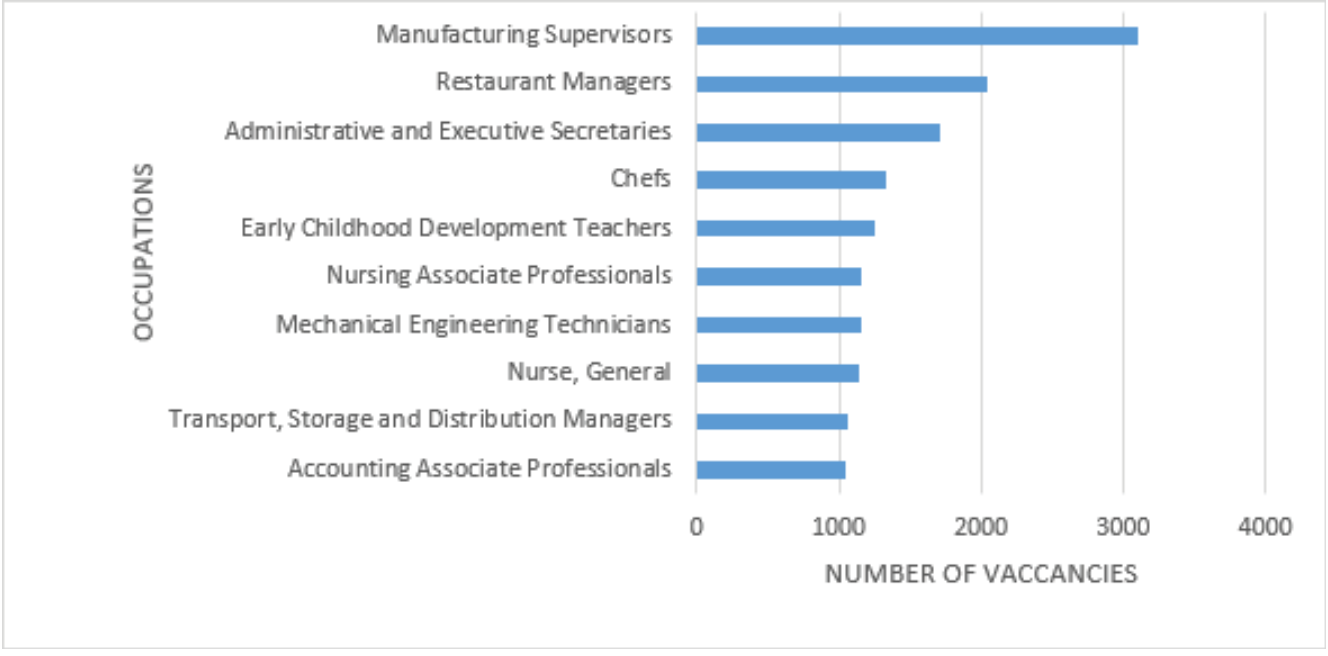
6.2.2 Most Sought Occupations by Skill Level and Number of Vacancies

6.2.2.1 Most sought occupations for Highly skilled workers

Highly skilled workers are employees with advanced education, specialized training, and extensive expertise who perform complex professional, technical, managerial, or analytical tasks that require high levels of problem-solving, decision-making, and independent judgment.

> The labour market outlook indicates positive employment opportunities in skilled trades, construction, transportation, hospitality, manufacturing, and agriculture. Job seekers should focus on acquiring relevant qualifications, certifications, and practical experience to remain competitive.

Figure 12: Most sought Occupations in Canada



The Canadian labour market continues to show that supervisory and management roles, especially in manufacturing and restaurants, have the highest numbers in this group. There is also a strong presence of administrative, education, and healthcare-related professions, along with technical roles like engineering technicians. The distribution suggests a balanced workforce with emphasis on leadership, support services, and skilled professional occupations. Manufacturing Supervisors (3,104) being the highest, Restaurant Managers (2,039), Administrative and Executive Secretaries (1,716), Chefs (1,338), Early Childhood Development Teachers (1,255), Nursing Associate Professionals (1,159), Mechanical Engineering Technicians (1,156), General Nurses (1,141), Transport, Storage and Distribution Managers (1,056), and Accounting Associate Professionals (1,048).

Implications

For Job Seekers:

- The market trends indicate strong employment opportunities in supervisory, management, administrative,healthcare,education,engineering, and accounting occupations. Job seekers should prioritize acquiring relevant qualifications, professional certifications, leadership skills, and practical experience to remain competitive. Those seeking careers in manufacturing, hospitality, healthcare, early childhood education, logistics, engineering, and finance are likely to benefit from stable demand and career advancement opportunities. Additionally, developing digital, communication, and problem solving skills will enhance employability as workplaces continue to adopt new technologies and more complex management practices.

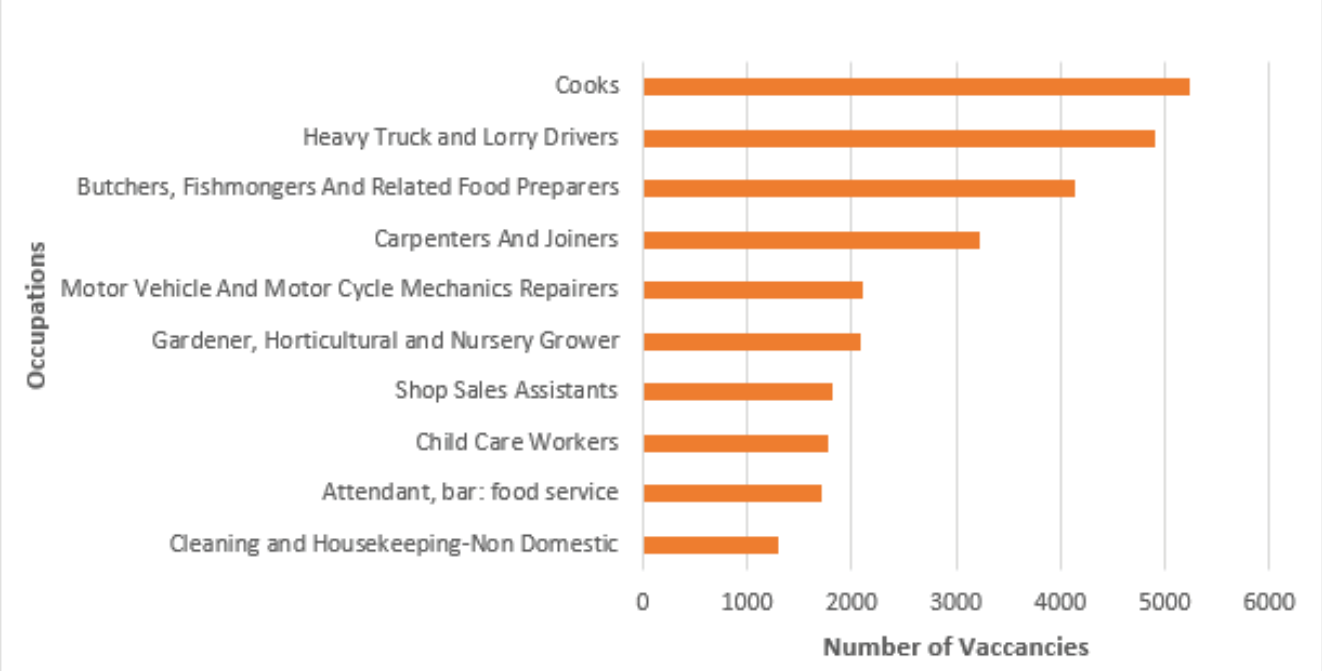
For Policymakers

- Policymakers should invest in education, vocational training, and workforce development programmes that address shortages in high-demand occupations such as manufacturing, healthcare, hospitality, engineering, logistics, and business administration. They should strengthen partnerships between educational institutions and industry to ensure training aligns with labour market needs. In addition, policies that support lifelong learning, professional certification, digital skills development, and targeted immigration for critical occupations will help maintain a skilled workforce, improve productivity, and support Canada's long term economic growth.

6.2.2.2 Most sought occupations among Middle skilled workers

Middle-skilled workers are employees who possess moderate levels of education, training, and technical skills needed to perform practical, technical, or supervisory tasks. Their jobs often require vocational training, diplomas, apprenticeships, or on-the-job experience rather than advanced university qualifications.

Figure 14: Most sought occupations for Middle skilled workers





Middle skilled jobs in Canada continue to play a vital role in sustaining key sectors of the economy. Cooks (5,231), Heavy Truck and Lorry Drivers (4,909), Butchers, Fishmongers and Related Food Preparers (4,130), Carpenters and Joiners (3,225), Motor Vehicle and Motorcycle Mechanics and Repairers (2,100), Gardeners, Horticultural and Nursery Growers (2,080), Shop Sales Assistants (1,809), Child Care Workers (1,785),therefore the data shows that the largest numbers are in food preparation, transport, and skilled trade jobs such as cooking, driving, butchery, and carpentry. There is also a steady presence of technical and service roles like mechanics, gardening, sales, childcare, and hospitality Attendants in Bar and Food Service (1,708), and Cleaning and Housekeeping (Non-Domestic) (1,296) indicating the lowest numbers are in cleaning and housekeeping roles, indicating fewer workers in that area compared to the others.

> Policymakers should invest in education, vocational training, and workforce development programmes that address shortages in high-demand occupations such as manufacturing, healthcare, hospitality, engineering, logistics, and business administration.

Implications

For Job Seekers

- The strong demand for middle skilled occupations in food services, transportation, skilled trades, childcare, retail, and automotive repair presents favorable employment opportunities for job seekers. Individuals can improve their employability by obtaining vocational training, trade certifications, and practical work experience. As industries continue to adopt new technologies, workers should also develop digital and technical skills, particularly in vehicle diagnostics, logistics, and customer service, to remain competitive and support long term career growth.

For Policymakers

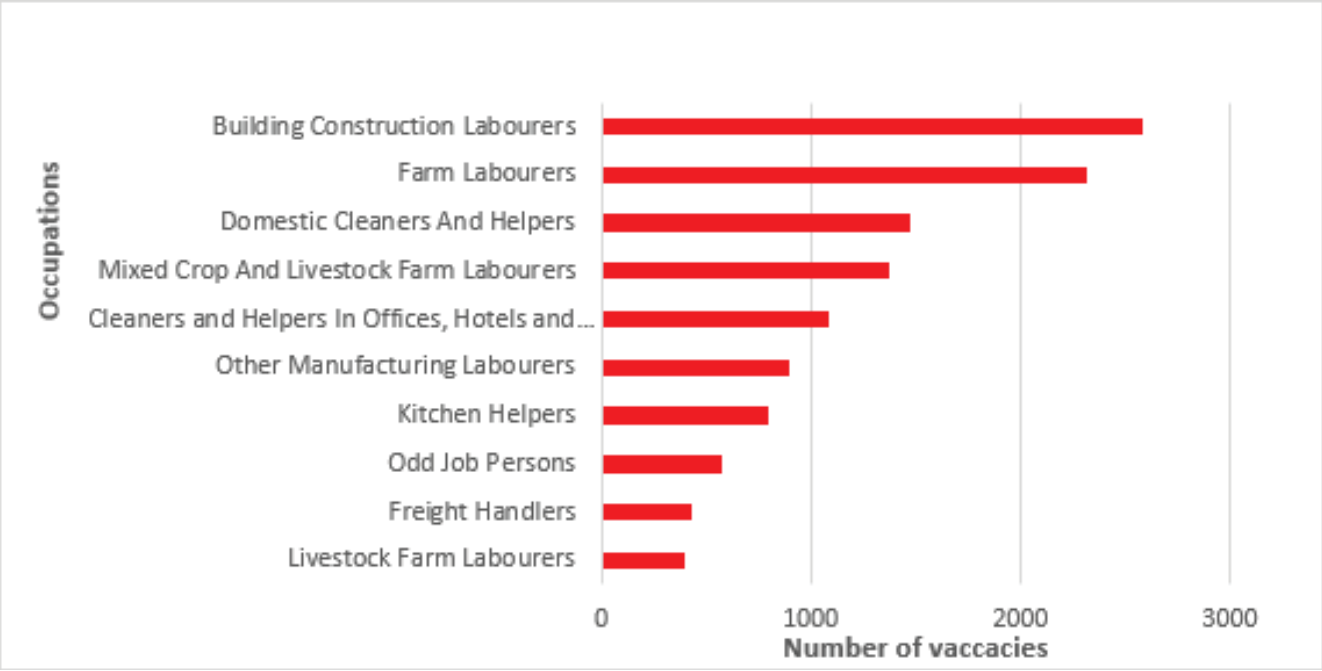
- Policymakers should invest in technical and vocational education and training (TVET) to address labour shortages in middle skilled occupations. They should support apprenticeship and certification programmes, promote lifelong learning and reskilling, and encourage collaboration between industry and training institutions. Policies that improve working conditions, attract workers to essential occupations, and facilitate targeted immigration where shortages exist will help maintain a skilled workforce and sustain economic growth.



6.2.2.3 Most sought occupation for Low skilled workers

Low-skilled workers are employees who perform simple and routine tasks that require limited formal education, training, or technical expertise. Their work is usually manual or repetitive and often requires basic skills and short term training.

Figure 15: Most sought occupations for Low skilled workers



Low skilled roles continue to play a vital role in maintaining essential services in Canada. The table shows Building Construction Labourer (2,578), Farm Labourers (2,311), Domestic Cleaners and Helpers (1,475), Mixed Crop and Livestock Farm Labourer (1,376), Cleaners and Helpers in Offices, Hotels and Other Establishments (1,085), Other Manufacturing Labourers (901), Kitchen Helpers (797), Odd Job Persons (576), Freight Handlers (432), and Livestock Farm Labourers (395).the data shows that most workers in this group are concentrated in construction and agricultural labour, with building and farm laborer's having the highest numbers. There is also a notable presence of cleaning and support roles in homes and workplaces, as well as smaller numbers in manufacturing, kitchen assistance, and general manual jobs. The least represented roles include freight handlers and livestock laborer's, indicating fewer workers in these specialized areas.

Implications

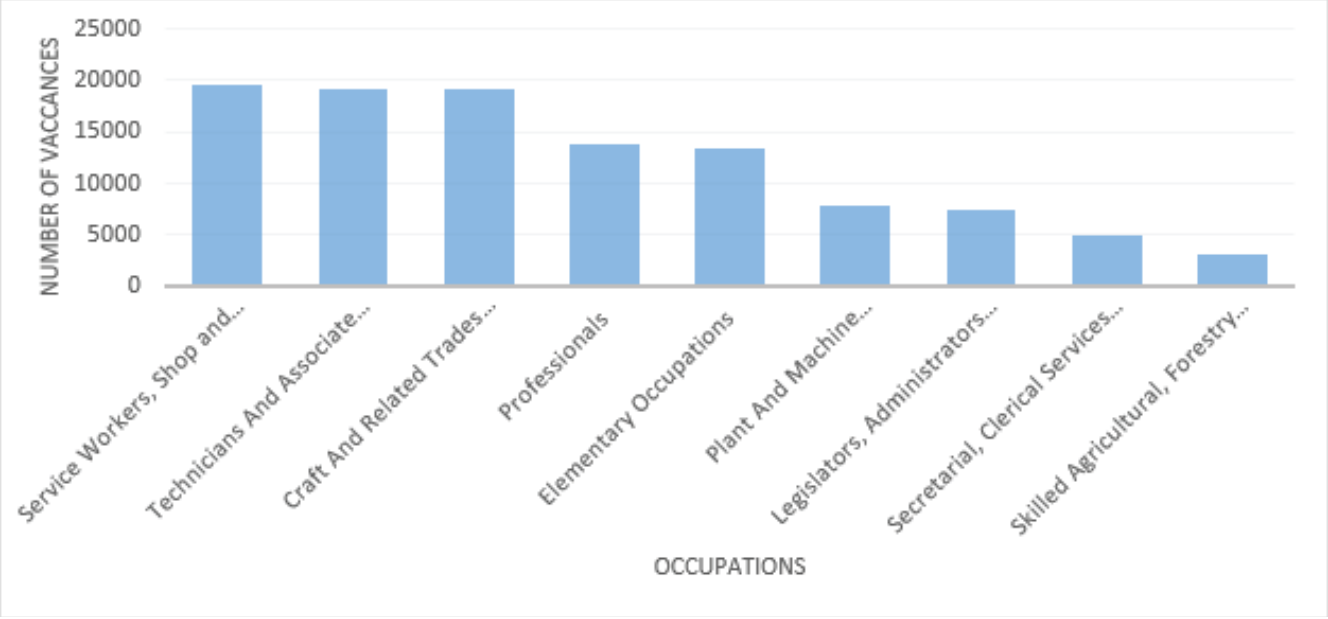
For Job Seekers

- The continued demand for low-skilled occupations in construction, agriculture, cleaning, manufacturing, and support services provides employment opportunities for individuals with limited formal qualifications. Job seekers can improve their career prospects by acquiring basic vocational training, workplace safety certifications, and practical skills. Over time, upskilling into semi-skilled or skilled occupations can lead to better job security, higher wages, and greater care er advancement.

For Policymakers

- Policymakers should support workforce development through investments in vocational training, skills upgrading, and employment programmes for low-skilled workers. They should promote safe working conditions, fair wages, and labour protections while addressing labour shortages in construction and agri tial low-skilled occupations can help sustain critical sectors of the Canadian economy.

Figure 16: Distribution of Vacancies by Major Occupational groups



The highest major occupational group is Service Workers, Shop and Market Sales Workers (19,679), Technicians and Associate Professionals (19,231), Craft and Related Trades Workers (19,213), Professionals (13,734), Elementary Occupations (13,312), Plant and Machine Operators and Assemblers (7,904), Legislators, Administrators and Managers (7,517), Secretarial, Clerical Services and Related Workers (4,930), and Skilled Agricultural, Forestry and Fishery Workers (3,130).Therefore the data shows a workforce that is strongly concentrated in service, sales, technical, and trade related occupations, indicating that practical skills and customer oriented roles dominate employment. There is also a meaningful presence of professionals and elementary workers, reflecting a mix of both skilled and low-skilled jobs. However, fewer people are found in management, clerical, machine operation, and agricultural roles, suggesting these sectors play a smaller part in employment

Implications

For Job Seekers

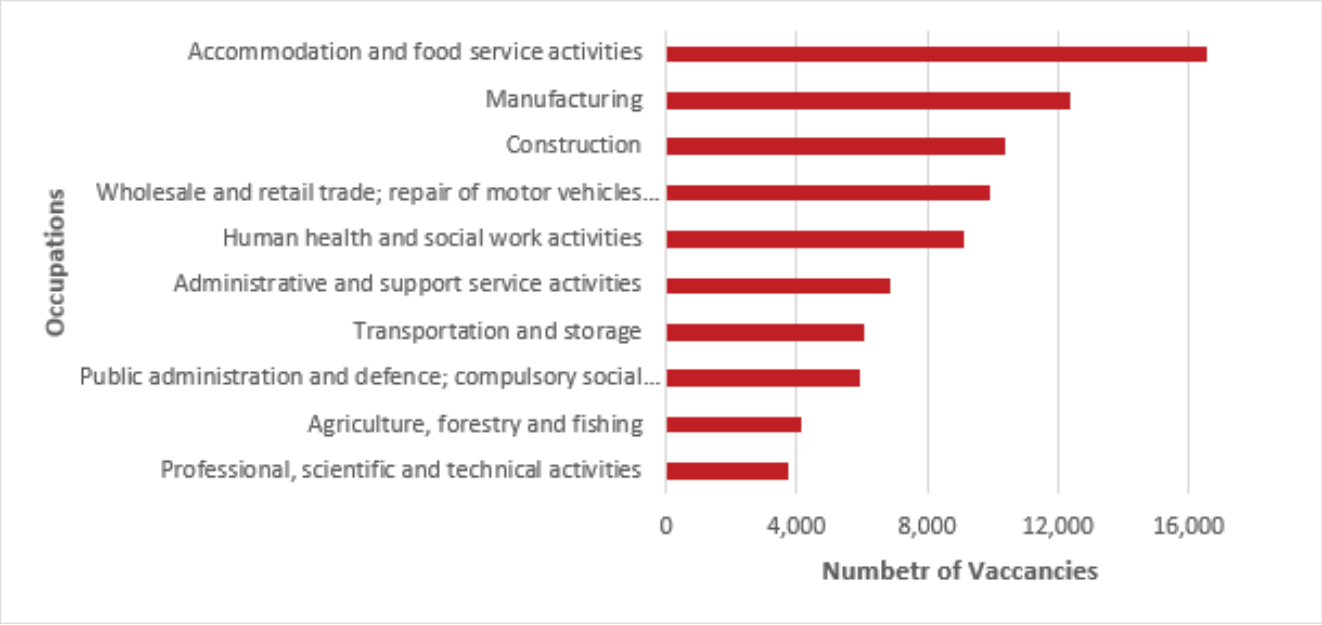
- The occupational distribution indicates that the greatest employment opportunities are in service, sales, and technical, and skilled trade occupations. Job seekers should focus on developing practical, technical, and customer service skills, as these sectors account for the largest share of employment. While professional and management roles remain important, they often require higher qualifications and experience. Individuals seeking long term career growth should pursue continuous learning, industry certifications, and transferable skills such as communication, problem-solving, and digital literacy.

For Policymakers

- Policymakers should strengthen investments in technical and vocational education and training (TVET), workforce development, and lifelong learning to meet the high demand for service, technical, and trade occupations. Policies should encourage collaboration between employers and training institutions, support skills upgrading and reskilling, and promote employment opportunities across all occupational groups. In addition, targeted initiatives for sectors with lower employment, such as agriculture and manufacturing, can help address labour shortages and maintain a balanced labour market.

6.2.4 Job Vacancies By Economic Sector

Figure 17: Top 10 Economic sectors with most vacancies



The Accommodation and Food Service Activities (16,519) sector recorded the highest number of vacancies in Canada, reflecting strong demand in hospitality and food services. Other leading sectors include) and Manufacturing (12,365), construction (10363), Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles (9,887)) also contributing substantially. Human Health and Social Work Activities (9,094) and Administrative and Support Service Activities (6,835), transportation and storage (6,079), Public administration and defence; compulsory social security (5,922) Agriculture forestry and fishing (4112) Professional, scientific and technical activities (3747) therefore, demonstrating consistent demand across consumer services, infrastructure and public welfare.

Implications

For Job Seekers

- The high number of vacancies in accommodation and food services, manufacturing, construction, retail, healthcare, transportation, and public administration indicates strong employment opportunities across multiple sectors. Job seekers should consider pursuing careers in these industries and acquire relevant technical skills, professional certifications, and practical experience to improve their employability. As demand spans both skilled and service occupations, individuals who are adaptable and willing to upskill will have better prospects for long-term employment and career advancement.

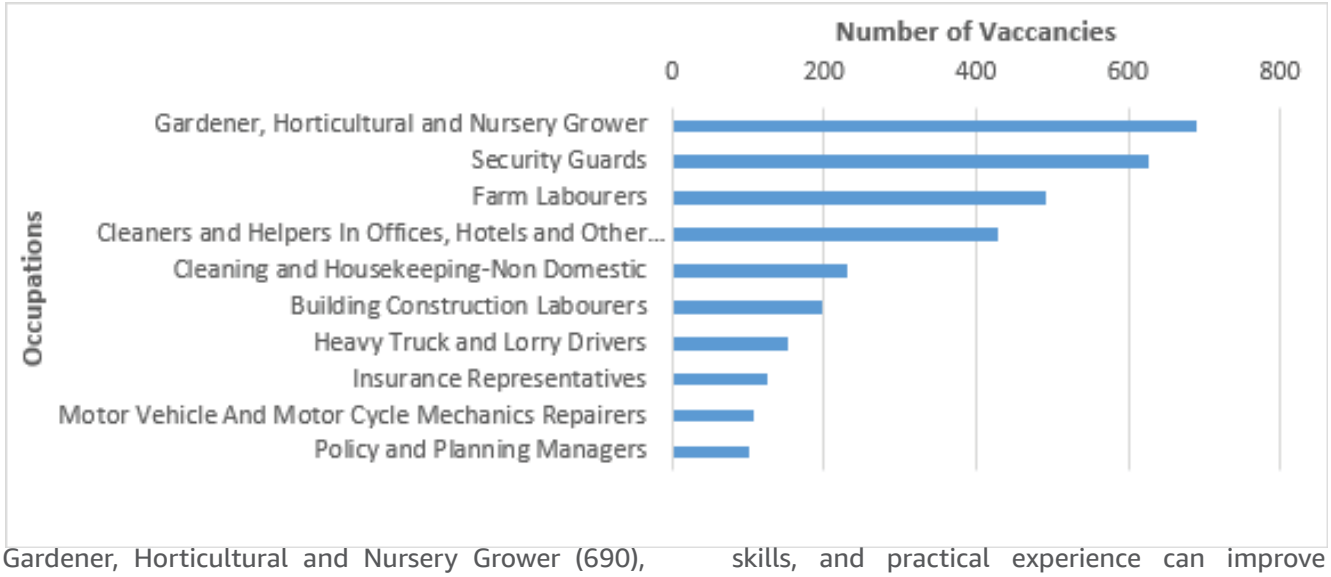
For Policymakers

- Policymakers should invest in workforce development initiatives that address labour shortages in high demand sectors through vocational education, apprenticeships, and skills development programmes. They should also strengthen partnerships between industry and educational institutions, support workforce reskilling, and implement policies that promote productivity, innovation, and targeted immigration to ensure an adequate supply of skilled workers for Canada's growing economy.

6.2.5 Most Sought Occupations In Sectors With Most Vacancies

6.2.5.1 Accommodation and Food service sector

Figure 18: Top 10 sectors in accommodation and food service sector



Gardener, Horticultural and Nursery Grower (690), Security Guards (628), Farm Labourers (491) Cleaners and Helpers In Offices, Hotels and Other Establishments(428) Cleaning and Housekeeping Non Domestic (231) Building Construction Labourers (197) Heavy Truck and Lorry Drivers (152) Insurance Representatives (125) Motor Vehicle And Motor Cycle Mechanics Repairers (108)Policy and Planning Managers (102) suggests that the sector's staffing needs span both operational and managerial profiles.

Implications

For Job Seekers

- The distribution of vacancies indicates employment opportunities across both operational and managerial occupations. Job seekers with skills in horticulture, security services, agriculture, cleaning, construction, transportation, insurance, vehicle maintenance, and management are likely to find opportunities in the labour market. Acquiring relevant certifications, technical skills, and practical experience can improve employability, while continuous upskilling can support career progression into supervisory and management roles.

For Policymakers

- Policymakers should support workforce development by investing in vocational education, skills certification, and lifelong learning programmes that prepare workers for both operational and managerial occupations. Policies should encourage collaboration between employers and training institutions, improve working conditions in essential service occupations, and address labour shortages through targeted training and immigration where necessary. These measures will help ensure a balanced workforce capable of meeting Canada's evolving labour market needs.

> Policymakers should support workforce development by investing in vocational education and training aligned with needs of the wholesale and retail sector while policies should promote skills development in customer service, logistics, digital commerce, and retail management, while encouraging collaboration between industry and educational institutions.

6.2.5.2 Wholesale and retail trade sector



The Wholesale and Retail Trade sector's top vacancies are led by Shop Sales Assistants (978) and Supervisor, Checkout (977). Mechanical Engineering Technicians (455) and Transport, Storage and Distribution Managers (399) reflect the sector's technical and logistics demands. Sales and Marketing Managers (318) store clerks (296) Butchers, Fishmongers and Related Food Preparers (292) Bank Tellers and Related Clerks (276) Pharmaceutical Technicians and Assistants (272) round out the list, showing the sector's broad need for operational, technical and managerial capacity to support retail and wholesale supply chains.

Implications

For Job Seekers

- The high demand for shop sales assistants, checkout supervisors, engineering technicians, logistics managers, sales and marketing managers, store clerks, butchers, bank tellers, and pharmaceutical technicians indicates strong employment opportunities in the wholesale and retail sector. Job seekers should develop customer service, sales, technical, logistics, and management skills to improve their employability. Professional certifications, digital competencies, and practical experience will also enhance career progression in this diverse sector.

For Policymakers

- Policymakers should support workforce development by investing in vocational education and training aligned with the needs of the wholesale and retail sector. Policies should promote skills development in customer service, logistics, digital commerce, and retail management, while encouraging collaboration between industry and educational institutions. Supporting innovation, supply chain efficiency, and targeted workforce development will help strengthen the sector's productivity and competitiveness.

6.2.5.2 Wholesale and retail trade sector

Figure 19: Most Sought Occupations in the Wholesale and Retail trade sector



The Wholesale and Retail Trade sector's top vacancies are led by Shop Sales Assistants (978) and Supervisor, Checkout (977). Mechanical Engineering Technicians (455) and Transport, Storage and Distribution Managers (399) reflect the sector's technical and logistics demands. Sales and Marketing Managers (318) store clerks (296) Butchers, Fishmongers and Related Food Preparers (292) Bank Tellers and Related Clerks (276) Pharmaceutical Technicians and Assistants (272) round out the list, showing the sector's broad need for operational, technical and managerial capacity to support retail and wholesale supply chains.

Implications

For Job Seekers

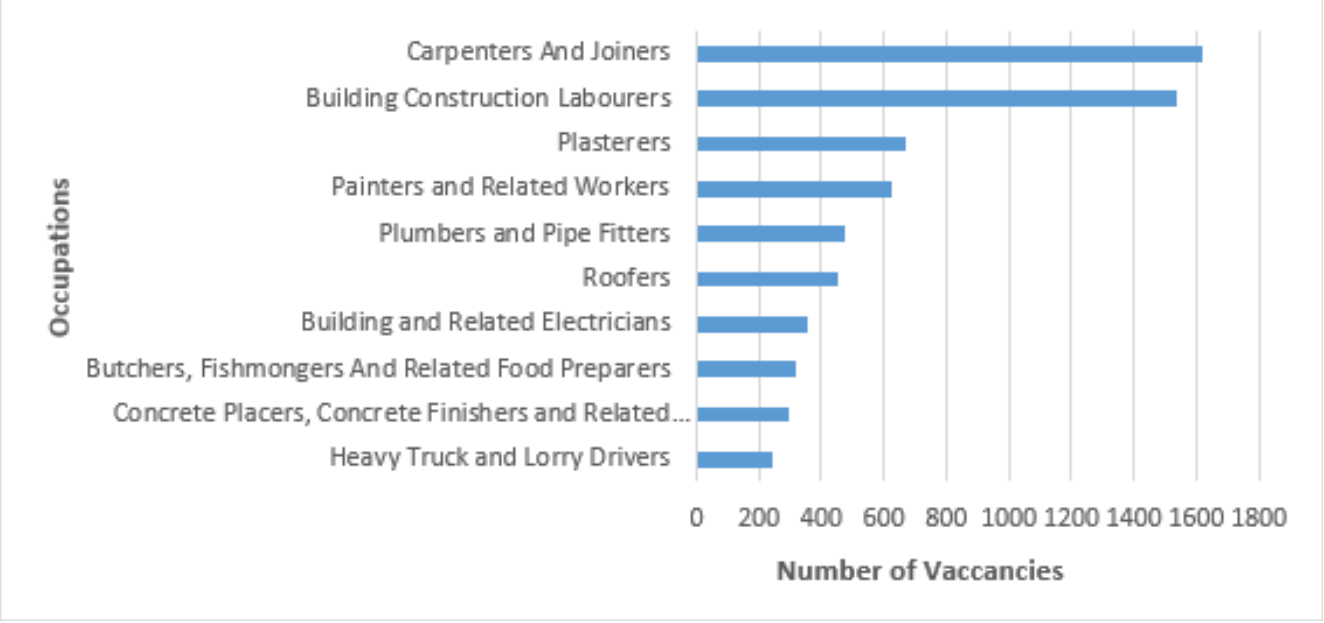
- The high demand for shop sales assistants, checkout supervisors, engineering technicians, logistics managers, sales and marketing managers, store clerks, butchers, bank tellers, and pharmaceutical technicians indicates strong employment opportunities in the wholesale and retail sector. Job seekers should develop customer service, sales, technical, logistics, and management skills to improve their employability. Professional certifications, digital competencies, and practical experience will also enhance career progression in this diverse sector.

For Policymakers

- Policymakers should support workforce development by investing in vocational education and training aligned with the needs of the wholesale and retail sector. Policies should promote skills development in customer service, logistics, digital commerce, and retail management, while encouraging collaboration between industry and educational institutions. Supporting innovation, supply chain efficiency, and targeted workforce development will help strengthen the sector's productivity and competitiveness.

6.2.5.3 Construction sector

Figure 20: Most Sought Occupations in the Construction sector



The construction sector in Canada continues to show strong demand for skilled and semi-skilled trades. Carpenters and Joiners (1,619) and Building Construction Labourers (1,537) top the list, highlighting the need for hands-on roles essential to structural and finishing works. Plasterers (671), Painters and Related Workers (623), Plumbers and Pipe Fitters (476) roofers (453) and Building and Related Electricians (353) indicate consistent requirements for essential infrastructure and utility services. Demand for Butchers, Fishmongers and Related Food Preparers

(320), Concrete Placers and Finishers (297) and Heavy Truck and Lorry Drivers (244) show that both technical and specialized construction support roles remain vital to sustaining Canada's infrastructure development and housing growth.

Implication

For Job Seekers

- Kenyan job seekers can benefit from Canada's broad-based demand across all skill levels. With strong vacancies in construction, logistics, hospitality, and administrative roles, Canada offers accessible entry points into the labour market. Carpenters and Joiners, Building Labourers, Plumbers, Painters, and Electricians are particularly in demand within construction.
- Job seekers should pursue quick-entry vocational training and modular certifications, while continuously upgrading their skills to transition into supervisory or specialized positions. Building English language proficiency, understanding Canadian workplace culture, and aligning with recognized trade certifications will further enhance employability prospects

For Policy Makers

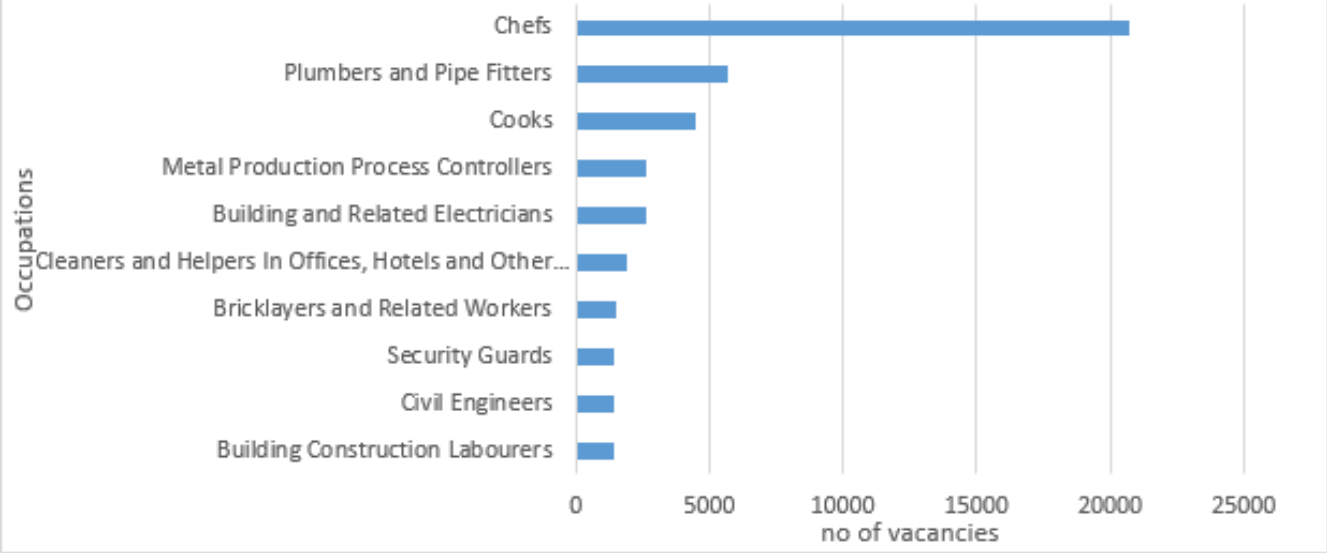
- The Canadian labour market highlights the importance of modernizing TVET programs to align with global standards, particularly in trades and service-oriented professions. Strengthening partnerships with Canadian employers and institutions can improve employment outcomes for Kenyan workers abroad.
- Policies should focus on skill recognition frameworks, labour mobility agreements, and industry-aligned training models that prepare workers for both domestic and international opportunities. Supporting flexible, modular training and establishing bilateral labour arrangements can help ensure safe migration pathways and recognition of Kenyan qualifications in the Canadian labour market.

6.3

UNITED ARAB EMIRATES LABOUR MARKET DEMAND OUTLOOK

6.3.1. Most Sought Occupations by Number of Vacancies

Figure 21: Most sought occupations in UAE



In the first quarter, Chefs (20,728) clearly dominate job demand in the UAE, followed by Plumbers and Pipe Fitters (5,642) and Cooks (4,507). This shows how important the hospitality and food service sectors are to the country's economy.

There is also strong demand for technical and industrial roles. Jobs like Metal Production Process Controllers (2,635) and Building and Related Electricians (2,626) highlight the need for skilled workers to support infrastructure development and production activities.

Support and service roles remain important as well. Positions such as Cleaners and Helpers (1,899), Bricklayers (1,490), and Security Guards (1,455) show the continued need for maintenance, construction work, and safety services across different sectors. The presence of Civil Engineers (1,437) also emphasizes the role of professionals in managing and overseeing large construction projects.

Additionally, Building Construction Laborers (1,381) indicate the ongoing need for basic workforce support in the construction industry.

Overall, the data shows that the UAE labour market is mainly driven by hospitality, construction, and industrial sectors, with demand for both skilled professionals and essential service workers supporting economic growth.

Implications

For Job Seekers

- Pursue training and practical experience in hospitality, construction, industrial production, technical trades, engineering support, maintenance, and safety services to align with the occupations recording the highest labour demand in the UAE.
- Develop strong technical, customer service, construction, maintenance, and workplace safety skills to improve employability across hospitality, industrial, and infrastructure-related sectors.

For Policy Makers

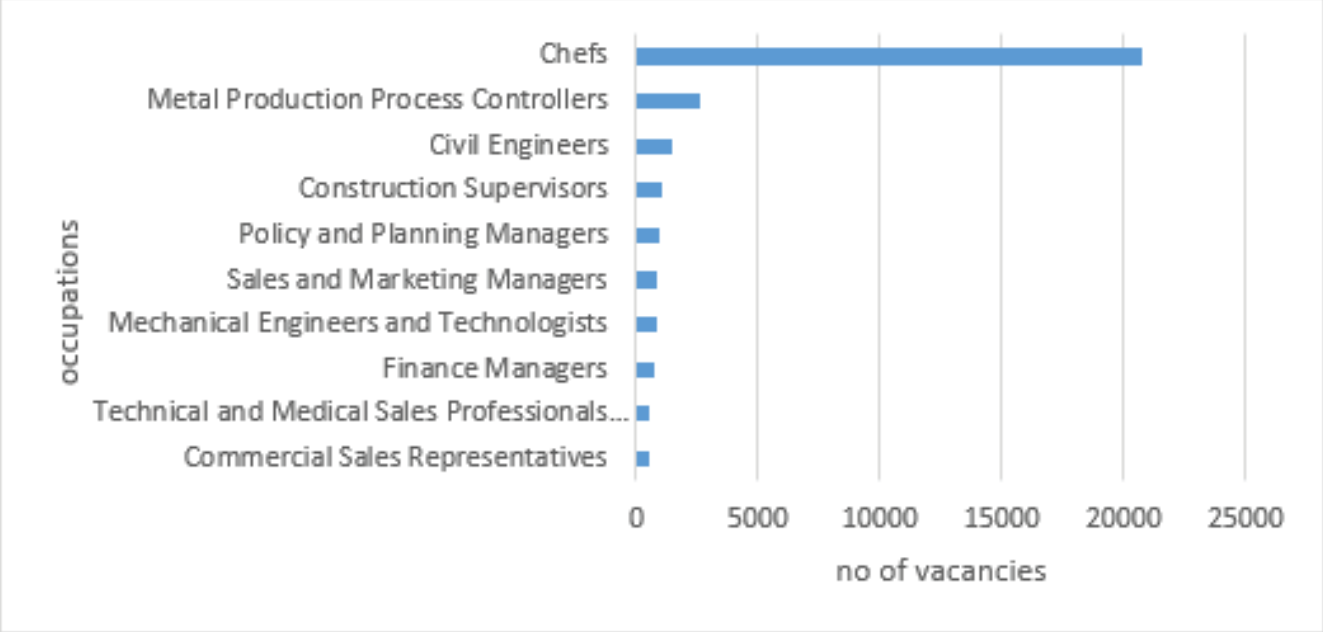
- Strengthen hospitality, construction, engineering, and technical training programs to align workforce skills with labour market demand.
- Promote practical training, apprenticeships, and certification programs in hospitality, construction, and industrial support services.

6.3.2 Most Sought Occupations By Skill Level And Number Of Vacancies

6.3.2.1. Most sought occupations among Highly skilled workers

Highly skilled workers are employees with advanced education, specialized training, and extensive expertise who perform complex professional, technical, managerial, or analytical tasks that require high levels of problem-solving, decision-making, and independent judgment.

Figure 22: Most sought occupation among Highly skilled workers



Among highly skilled jobs in the UAE, Chefs (20,728) stand out by a large margin, followed by Metal Production Process Controllers (2,635) and Civil Engineers (1,437). This shows strong demand across hospitality, manufacturing, and engineering sectors. Construction Supervisors (1,052) are also in high demand, highlighting the need for skilled professionals to oversee ongoing infrastructure and development projects.

There is also growing demand for leadership and strategic roles. Positions such as Policy and Planning Managers (964) and Sales and Marketing Managers (848) show the importance of business strategy, planning, and market expansion in the economy. Mechanical Engineers and Technologists (807) further highlight the need for advanced technical skills to support industrial and construction activities.

In addition, roles like Finance Managers (697) and

Technical and Medical Sales Professionals (573) reflect the need for specialized financial expertise and industry-specific sales skills. Commercial Sales Representatives (552) also remain important for maintaining client relationships and driving revenue.

Overall, the data shows a labour market that is still strongly driven by hospitality and industrial sectors, but is also increasingly requiring managerial, financial, and strategic expertise, pointing to a more diversified and knowledge-based economy.

Implications

For Job Seekers

- Strengthen hospitality, engineering, industrial production, construction management, finance, sales, and strategic management skills to align with the occupations recording the highest labour demand in the UAE.
- Develop strong leadership, technical, planning, financial management, problem-solving, and client relationship skills to improve employability in the increasingly diversified and knowledge-driven labour market.

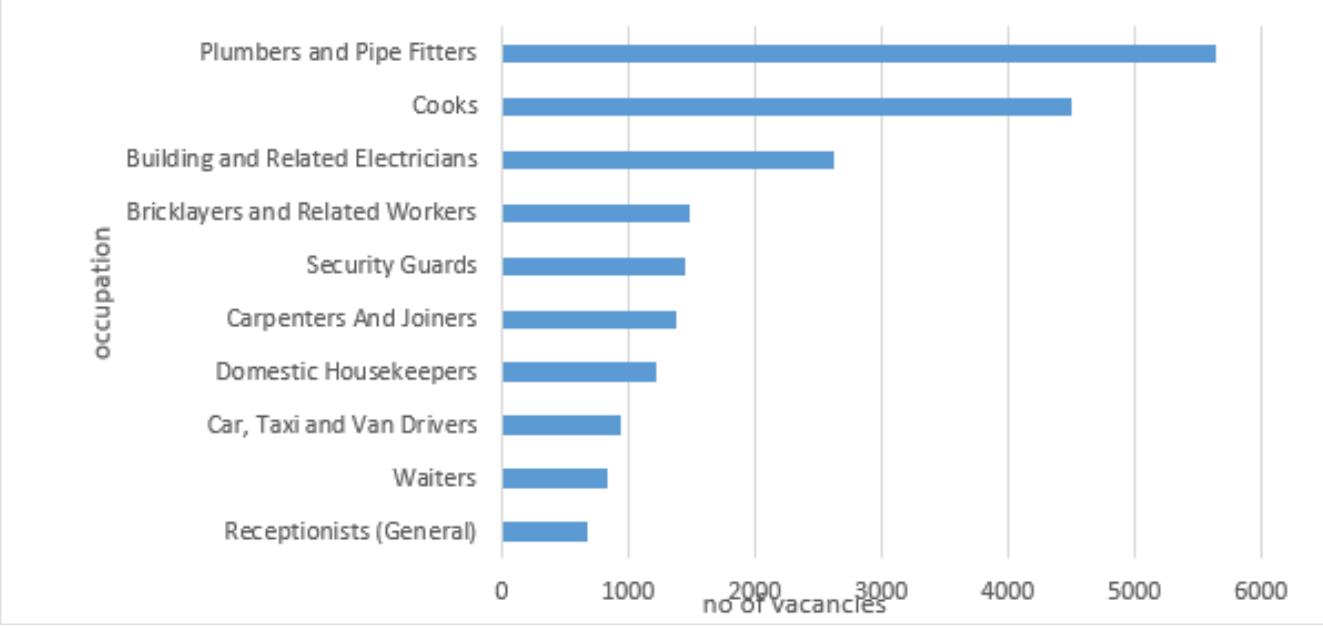
For Policy Makers

- Increase investment in hospitality, engineering, management, finance, and technical training programs to address growing demand for highly skilled and specialized occupations.
- Strengthen collaboration between industry and training institutions to ensure workers acquire market-relevant managerial, technical, financial, and strategic competencies required in the evolving UAE economy.

6.3.2.2 Most sought occupations among Middle skilled workers

Middle-skilled workers are employees who possess moderate levels of education, training, and technical skills needed to perform practical, technical, or supervisory tasks. Their jobs often require vocational training, diplomas, apprenticeships, or on-the-job experience rather than advanced university qualifications.

Figure 23: Most sought occupation among Middle skilled workers





Implications

For Job Seekers

- Strengthen technical trade, hospitality, transport, maintenance, customer service, and safety-related skills to align with the strong demand for middle-skilled occupations in the UAE labour market.
- Develop practical workplace, communication, operational, and service delivery skills to improve employability across construction, hospitality, transport, and personal service sectors.

For Policy Makers

- Strengthen TVET and apprenticeship programs focused on construction, hospitality, transport, and technical service occupations.
- Promote practical workplace training and certification programs that improve technical and customer service competencies among middle-skilled workers.

Among middle-skilled jobs in the UAE, Plumbers and Pipe Fitters (5,642) are the most in demand, followed by Cooks (4,507) and Building and Related Electricians (2,626). This shows strong demand in construction, hospitality, and technical service sectors. Bricklayers (1,490) and Security Guards (1,455) are also highly needed, highlighting ongoing construction activity and the importance of safety services.

Other roles such as Carpenters and Joiners (1,381) and Domestic Housekeepers (1,218) further show the demand for skilled trades and household support, especially in residential and hospitality settings. Transport jobs like Car, Taxi, and Van Drivers (941) also remain important, supporting movement and logistics across the economy.

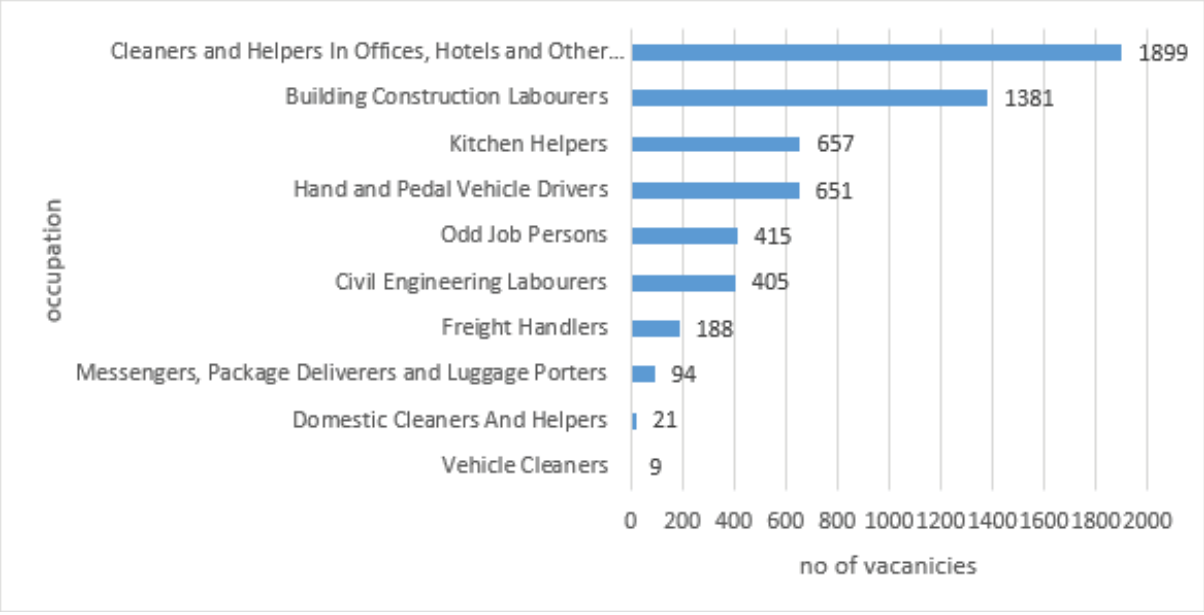
Customer service roles are equally important. Jobs like Waiters (834) and Receptionists (671) highlight the need for front-line service and support in both hospitality and business environments.

Overall, the data shows that middle-skilled workers play a key role in the UAE economy, especially in construction, hospitality, transport, and personal services, helping to keep daily operations running smoothly.

6.3.2.3. Most sought occupation among Low skilled workers

Low skilled workers are employees who perform simple and routine tasks that require limited formal education, training, or technical expertise. Their work is usually manual or repetitive and often requires basic skills and short-term training.

Figure 24: Most sought occupation among Low skilled workers



Among low-skilled jobs in the UAE, Cleaners and Helpers in offices, hotels, and other establishments (1,899) are the most in demand, followed by Building Construction Labourers (1,381) and Kitchen Helpers (657). This shows how important basic support roles are, especially in the hospitality and construction sectors.

There is also steady demand in transport and logistics. Jobs like Hand and Pedal Vehicle Drivers (651) and Freight Handlers (188) play a key role in moving goods and supporting daily operations. Similarly, roles such as Civil Engineering Labourers (405) and Odd Job Persons (415) show the continued need for general labour in construction and maintenance work.

Other roles, including Messengers and Package Deliverers (94), Domestic Cleaners (21), and Vehicle Cleaners (9), have lower demand but are still important for everyday service delivery and support.

Overall, even though low-skilled jobs are fewer compared to higher-skilled roles, they remain essential in supporting key sectors like construction, hospitality, and logistics, helping the economy run smoothly on a daily basis.

Implications

For Job Seekers

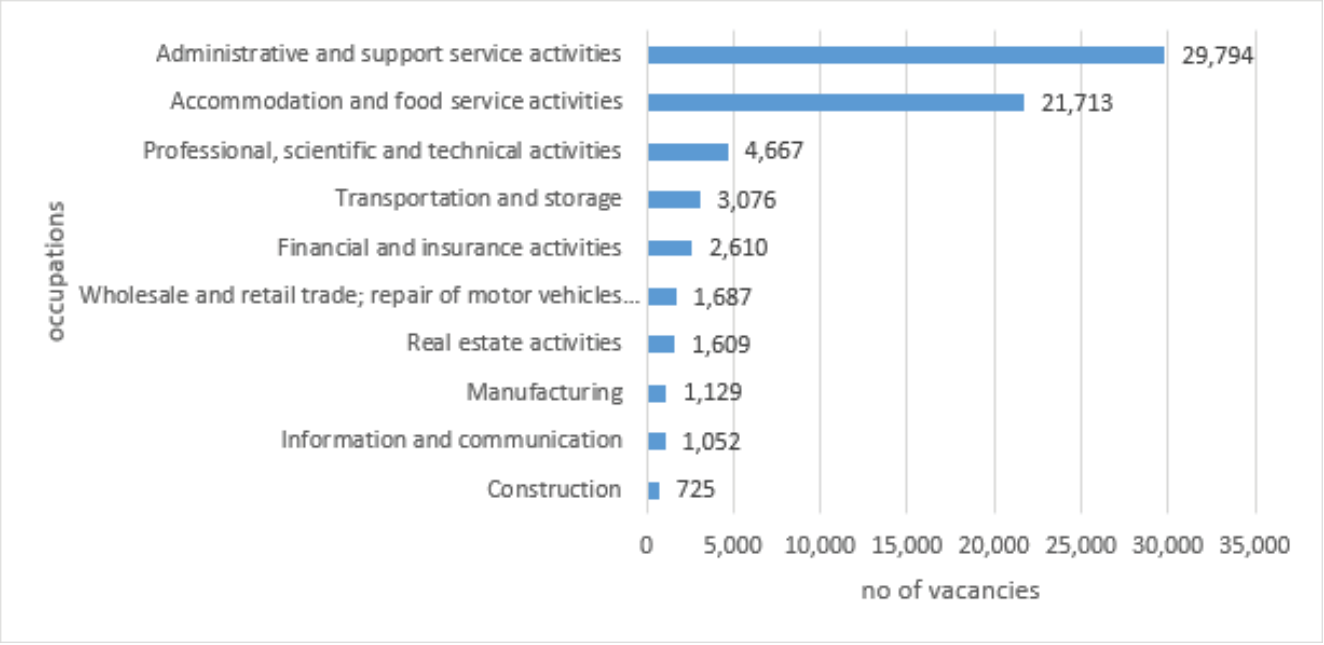
- Strengthen practical, workplace support, logistics, construction, maintenance, and service delivery skills to align with the continued demand for low skilled occupations in hospitality, construction, and transport sectors.
- Pursue upskilling and vocational development opportunities to improve employability and transition into technical and middle skilled occupations with stronger career prospects.

For Policy Makers

- Expand workplace readiness, vocational education, and reskilling programs for low skilled workers in hospitality, logistics, and construction sectors.
- Strengthen worker protection frameworks, occupational safety standards, and labour mobility programs that support career progression into higher skilled occupations.

6.3.3 Job Vacancies By Economic Sector

Figure 25: Top 10 Economic sectors with most vacancies



Administrative and Support Service Activities, which include cleaning, recruitment, office administration, security, and business support services, have the highest number of job vacancies in the UAE, with 29,794 positions, followed by Accommodation and Food Service Activities, which involve hotels, restaurants, catering, and tourism-related services, with 21,713 vacancies. This shows that the labour market is largely driven by service-based sectors, especially those that support business operations and hospitality.

Professional, Scientific and Technical Activities, which include consulting, engineering, legal, scientific, and technical services, recorded 4,667 vacancies, indicating growing demand for specialized skills and expertise. At the same time, Transportation and Storage, which covers logistics, warehousing, and freight movement services, recorded 3,076 vacancies, while Financial and Insurance Activities, which involve banking, insurance, investment, and financial support services, recorded 2,610 vacancies, highlighting the important role of logistics and financial services in keeping the economy running.



Among low-skilled jobs in the UAE, Cleaners and Helpers in offices, hotels, and other establishments (1,899) are the most in demand, followed by Building Construction Labourers (1,381) and Kitchen Helpers (657). This shows how important basic support roles are, especially in the hospitality and construction sectors.



Other sectors such as Wholesale and Retail Trade, including vehicle repair, which covers commercial trade, retail services, and vehicle maintenance activities, recorded 1,687 vacancies, while Real Estate Activities, which involve property development, leasing, and management services, recorded 1,609 vacancies, also showing steady demand supported by ongoing business activity and urban development. Although sectors like Manufacturing, which involves industrial production and processing activities, recorded 1,129 vacancies, Information and Communication, which covers ICT services, telecommunications, software, and digital communication activities, recorded 1,052 vacancies, and Construction, which involves infrastructure and building development activities, recorded 725 vacancies, they still play a key role in supporting industrial growth, digital development, and infrastructure.

Overall, the data shows that the UAE economy is strongly service-driven, with high demand in administrative support and hospitality, while other sectors like professional services, logistics, finance, and industry continue to support overall economic growth.

Implications

For Job Seekers

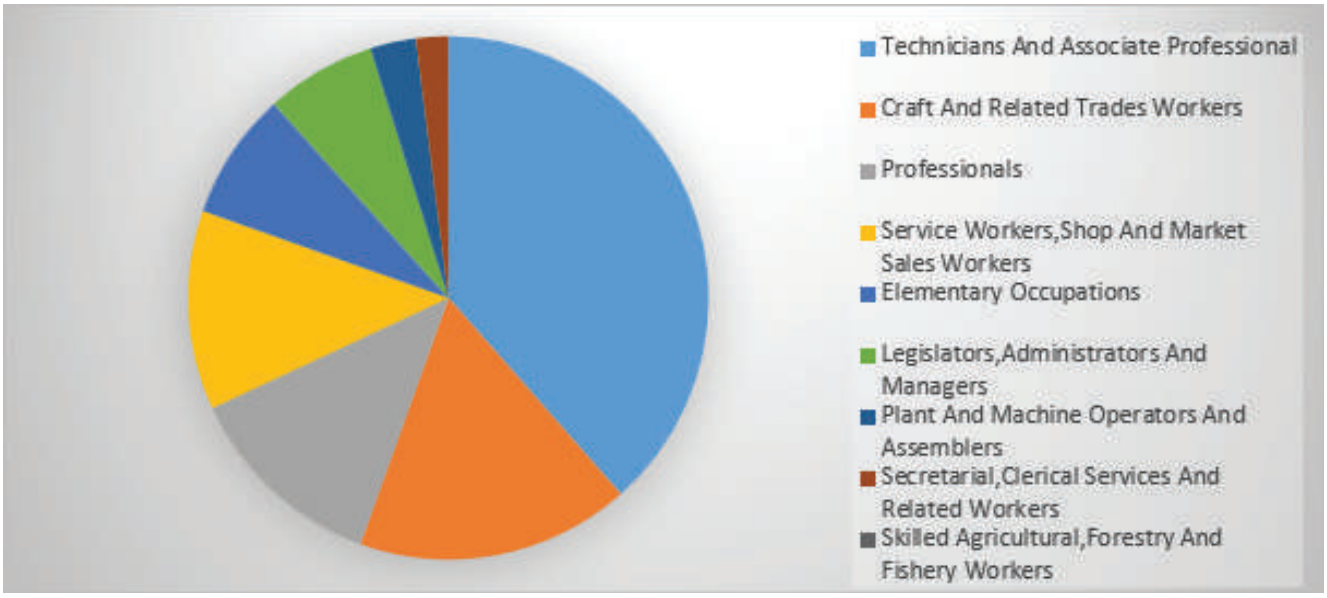
- Strengthen administrative, hospitality, logistics, finance, ICT, customer service, and professional service skills to align with the sectors recording the highest labour demand in the UAE economy.
- Develop strong communication, operational, digital, problem solving, and service delivery skills to improve employability across service-driven and knowledge-based sectors.

For Policy Makers

- Strengthen investment in hospitality, business support, logistics, finance, and ICT training programs to align workforce skills with sectoral demand.
- Promote industry partnerships and workforce development initiatives that support skills development in service-driven and knowledge-based sectors.

6.3.4 Job Vacancies By Major Occupational Groups

Figure 26: Distribution of Vacancies by Major Occupational groups



Most job vacancies in the UAE are found among Technicians and Associate Professionals (27,956), followed by Craft and Related Trades Workers (12,376), Professionals (9,142), and Service Workers such as shop and sales staff (8,948). This shows that the labour market is largely driven by technical skills, practical expertise, and service-related roles across different sectors.

There is also noticeable demand for Elementary Occupations (5,741) and for leadership roles like Legislators, Administrators, and Managers (4,982). This suggests that both entry-level workers and experienced leaders are important in supporting the economy. In addition, Plant and Machine Operators and Assemblers (2,060) highlight the continued need for workers in industrial and production processes.

On the other hand, jobs in Secretarial and Clerical roles (1,452) are fewer, indicating a shift toward more specialized and technical work. Skilled Agricultural, Forestry, and Fishery Workers (5) have the lowest demand, showing that primary sector jobs play a very small role in the current labour market.

Overall, the data shows that the UAE labour market places greater emphasis on technical, trade, and service roles, while demand for traditional agricultural jobs and routine clerical work continues to decline.

Implications

For Job Seekers

- The high concentration of vacancies among Technicians and Associate Professionals, Craft and Related Trades Workers, Professionals, and Service Workers highlights the importance of technical, trade, and service-oriented skills in the UAE labour market.
- Workers in low-skilled and routine occupations should pursue upskilling and vocational training opportunities to transition into technical, professional, and trade-related occupations.

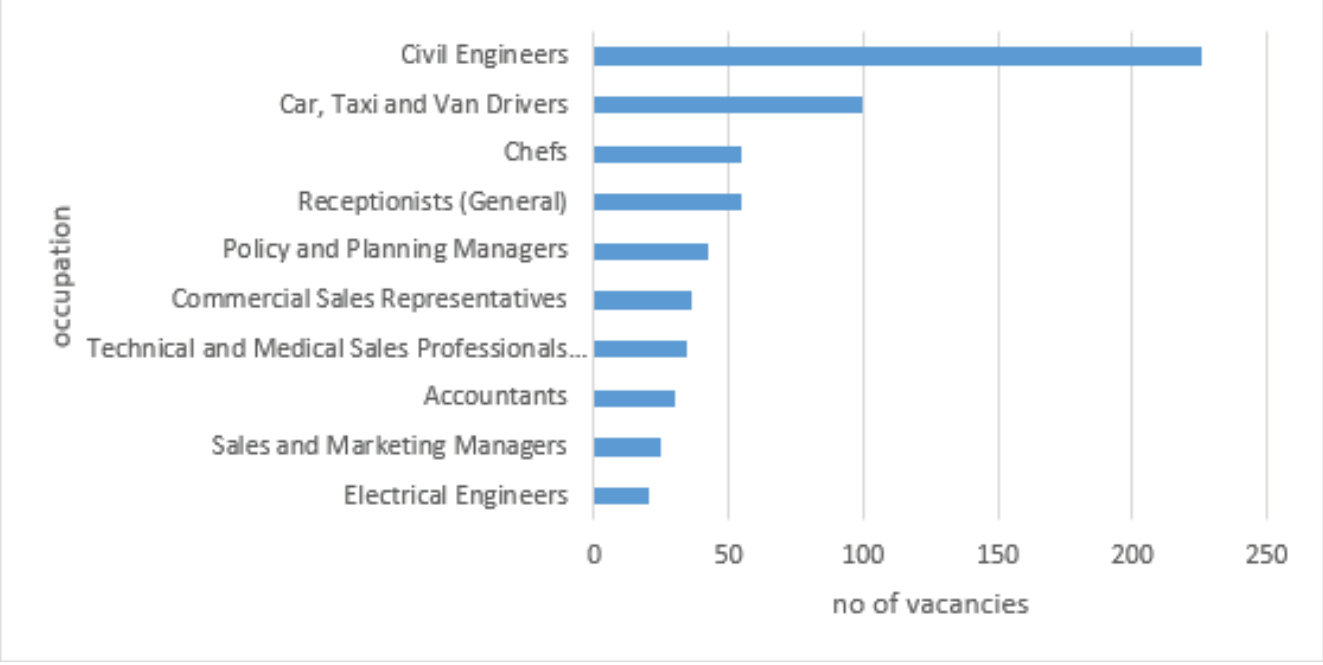
For Policy Makers

- Strengthen both technical and higher education systems to meet growing demand for technical, professional, trade, and service occupations.
- Develop labour mobility and workforce development programs that support workers transitioning from low-skilled occupations into higher-skilled and specialized roles.

6.3.5 Most Sought Occupations By Economic Sectors

6.3.5.1 Most sought occupations in the manufacturing sector

Figure 27: Most sought Occupations in the manufacturing Sector



UAE's manufacturing sector shows demand across a mix of professional, service, and support roles. Civil Engineers (226) lead, highlighting the importance of engineering expertise, while Car, Taxi, and Van Drivers (100) emphasize the role of transport and logistics in supporting operations.

Service roles such as Chefs (55) and Receptionists (55) reflect support functions within industrial environments, and Policy and Planning Managers (42) show the need for coordination and strategic planning.

Sales and business roles, including Commercial Sales Representatives (36), Technical and Medical Sales Professionals (34), Accountants (30), and Sales and Marketing Managers (25), highlight the importance of customer engagement, financial management, and business development. Electrical Engineers (20), though fewer, remain essential for maintaining industrial systems.

Overall, the sector relies on engineering, logistics, support services, and business functions to sustain productivity and growth.

Implications

For Job Seekers

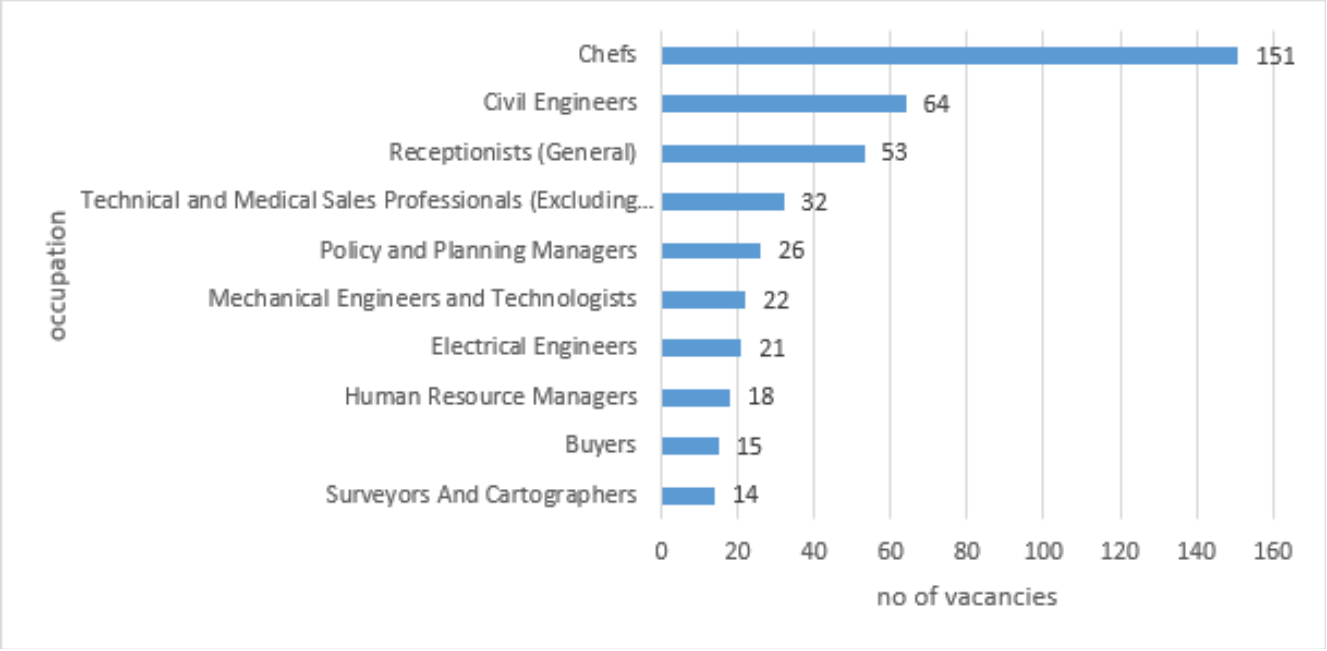
- The strong demand for Civil Engineers, transport workers, sales professionals, managers, and technical occupations highlights the importance of engineering, logistics, business support, and customer oriented skills within the manufacturing sector.
- Job seekers should pursue training in engineering, logistics, customer service, financial management, sales, and technical maintenance to align with the evolving needs of manufacturing industries.

For Policy Makers

- Strengthen manufacturing-focused engineering, logistics, and technical training programs to support industrial productivity and operational efficiency.
- Promote partnerships between industries and training institutions to provide practical training in engineering, transport coordination, business management, and technical support services.

6.3.5.2 Most sought occupations in the construction sector

Figure 28: Most sought Occupations in the Construction Sector



UAE's construction sector shows demand for a mix of technical, professional, and support roles. Chefs (151) lead the list, suggesting that hospitality and welfare services are needed on construction sites, especially for large projects. Civil Engineers (64) follow, highlighting their key role in planning, designing, and supervising construction work.

There is also demand for administrative and support roles. Receptionists (53) are needed for front-office tasks, while Technical and Medical Sales Professionals (32) show the importance of supplying construction-related equipment and services. Policy and Planning Managers (26) also play a role in coordinating projects and ensuring proper planning and oversight.

Engineering roles such as Mechanical Engineers and Technologists (22) and Electrical Engineers (21) highlight the need for technical expertise in machinery, systems, and building infrastructure. At the same time, Human Resource Managers (18) and Buyers (15) show the importance of managing workers and sourcing materials.

Surveyors and Cartographers (14), although fewer in number, are still essential for land assessment, mapping, and accurate project planning.

Overall, the construction sector relies on a combination of engineering, administrative, and support roles to ensure projects are completed efficiently and effectively.

Implications:

For Job Seekers

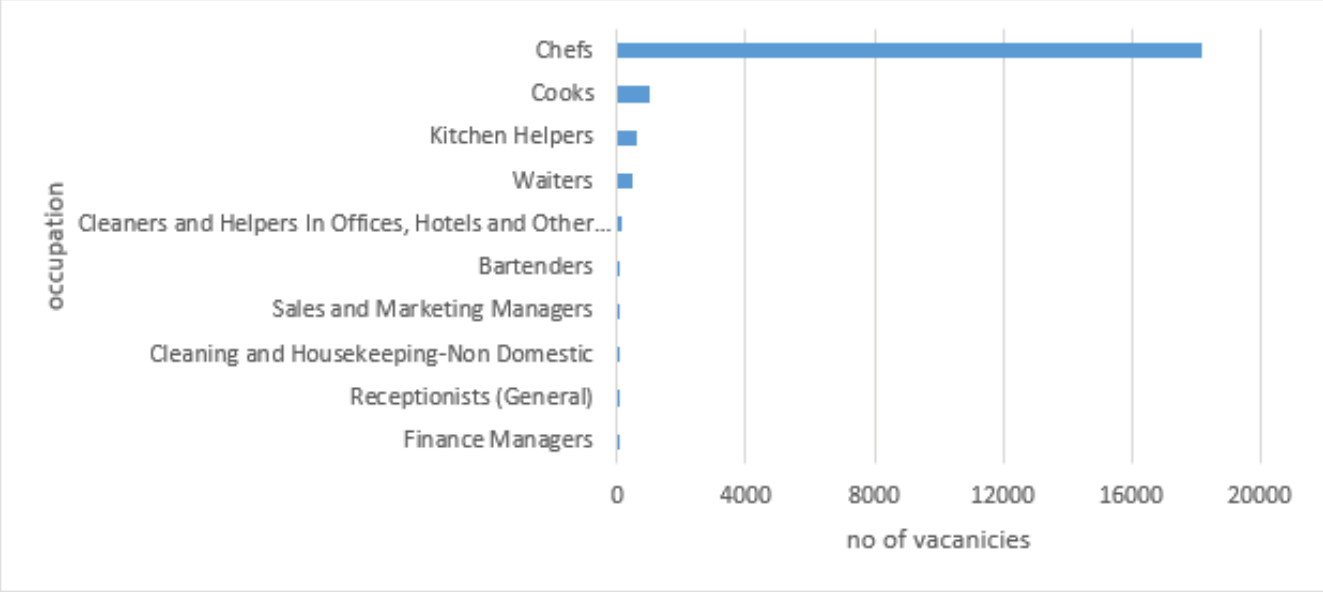
- Acquire hospitality support, engineering, administrative support, technical sales, project planning, technical maintenance, human resource management, procurement, and surveying skills to align with the occupations recording the highest demand in the UAE construction sector.
- Develop strong technical, operational, communication, planning, coordination, and problem-solving skills to improve employability in construction, infrastructure development, and project support roles.

For Policy Makers

- Increase investment in engineering, construction management, technical support, hospitality support, administrative, and infrastructure-related training programs to address labour demand in the construction sector.
- Strengthen practical training, apprenticeships, and industry partnerships that support workforce readiness in construction-related occupations.

6.3.5.3 Most sought occupations in the accomodation and food sector

Figure 29: Most sought Occupations in the Accommodation and Food Sector



UAE's accommodation and food sector is mainly driven by hospitality jobs, with Chefs (18,218) leading by a very large margin. This is followed by Cooks (1,001), Kitchen Helpers (635), and Waiters (456), showing how important food preparation and service roles are in keeping the sector running.

There is also demand for support roles. Jobs like Cleaners and Helpers (114) and housekeeping staff (50) highlight the need to maintain cleanliness and high standards, which are essential for customer satisfaction. Bartenders (79) also show continued demand in food and beverage services.

Managerial and administrative roles are also important. Positions such as Sales and Marketing Managers (77) and Finance Managers (46) reflect the need for business growth, financial management, and overall planning. Receptionists (47) further show the importance of front-office coordination and customer interaction.

Overall, the sector is strongly focused on hospitality and service roles, supported by cleaning, administrative, and management functions, highlighting the importance of tourism, food services, and customer experience in UAE.

Implications

For Job Seekers

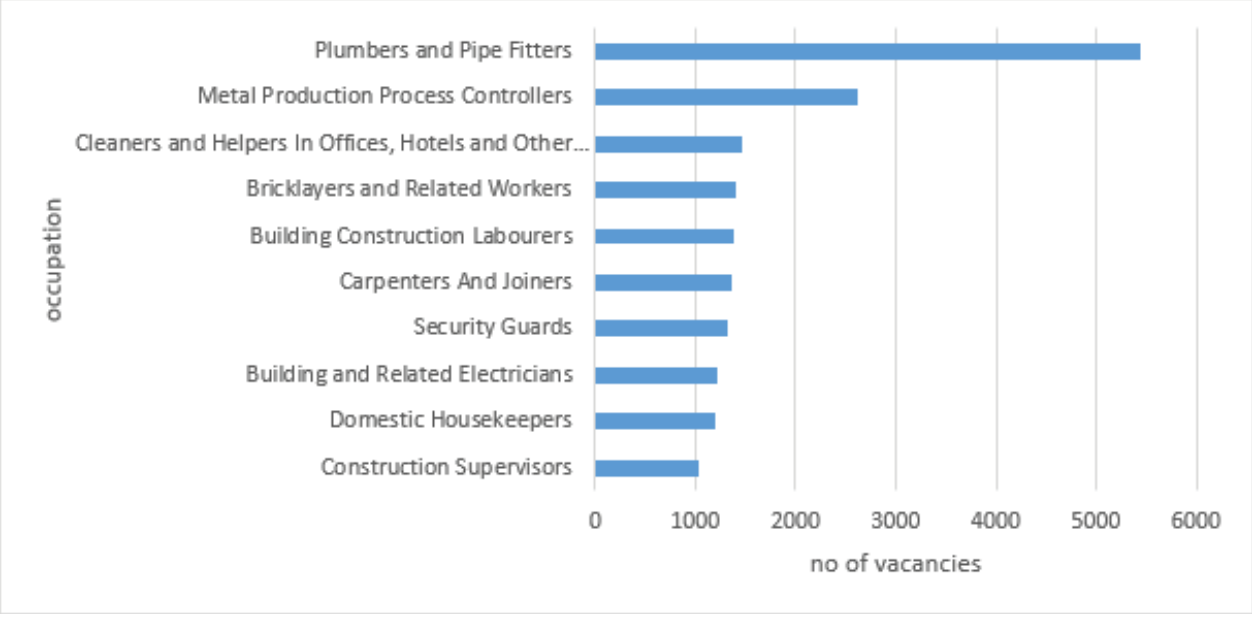
- The strong demand for Chefs, Cooks, Kitchen Helpers, Waiters, and hospitality support occupations highlights the continued importance of food preparation, customer service, and hospitality skills in the UAE economy.
- Job seekers should pursue training in hospitality management, food services, customer relations, housekeeping, and front-office operations to improve employability in the sector.

For Policy Makers

- Strengthen hospitality and tourism training programs focused on food services, customer experience, housekeeping, and hotel operations.
- Promote partnerships between hospitality institutions and training providers to improve practical skills development and service quality standards.

6.3.5.4 Most sought occupations in the administrative and support services sectors

Figure 30: Most sought Occupations in the Administrative and Support Services Sectors



UAE's Administrative and Support Services sector shows strong demand for a mix of technical, construction, and service-related jobs. Plumbers and Pipe Fitters (5,434) are the most in demand by a large margin, followed by Metal Production Process Controllers (2,625), highlighting the importance of technical and industrial support roles in this sector.

Service and maintenance jobs are also very important. Roles such as Cleaners and Helpers (1,455), Domestic Housekeepers (1,201), and Security Guards (1,316) show how much the sector depends on workers who help maintain facilities and ensure safety.

There is also strong demand for construction-related jobs. Positions like Bricklayers (1,409), Building Construction Labourers (1,373), Carpenters and Joiners (1,356), and Building and Related Electricians (1,208) reflect the need for skilled trades to support maintenance and development activities.

Construction Supervisors (1,033) further highlight the importance of managing and coordinating these projects to ensure they are completed efficiently.

Overall, the sector relies heavily on technical trades, support services, and construction roles, all of which play a key part in maintaining daily operations and supporting the wider economy.

Implications:

For Job Seekers

- The strong demand for Plumbers and Pipe Fitters, Metal Production Process Controllers, construction workers, cleaners, and security personnel highlights the importance of technical trades, maintenance, and support services in the UAE economy.
- Job seekers should pursue vocational training in technical trades, maintenance services, construction support, facility management, and safety related occupations to improve employability.

For Policy Makers

- Strengthen technical, construction, maintenance, and workplace safety training programs to support labour demand in administrative and support services sectors.
- Promote apprenticeships and practical training initiatives that improve workforce readiness in technical trades, maintenance, security, and construction related occupations.



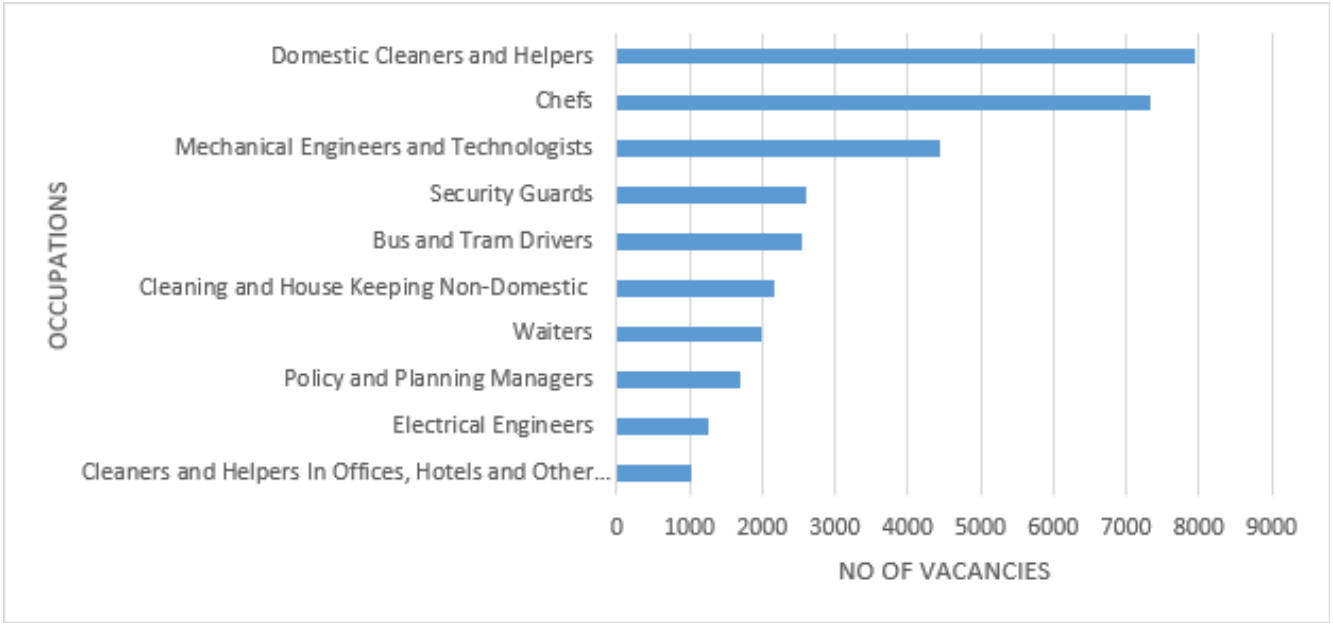


6.4

QATAR LABOUR MARKET DEMAND OUTLOOK

6.4.1 Most Sought Occupations By Number Of Vacancies

Figure 31: Most sought occupations by number of vacancies



In Q1, Domestic Cleaners and Helpers (7,937) recorded the highest demand in Qatar, followed closely by Chefs (7,341) a reflection of sustained growth in the hospitality and household services sectors. Mechanical Engineers and Technologists (4,428) ranked third, indicating strong industrial and technical labour demand. Security Guards (2,595) and Bus and Tram Drivers (2,555) also featured prominently, underscoring needs in public transport and safety services.

Mid-ranking occupations such as Policy and Planning Managers (1,704), Electrical Engineers (1,244), and Cleaning and Housekeeping Staff (2,152) highlight the mix of managerial, technical, and service roles driving the Qatar economy. Cleaners and Helpers in Offices, Hotels, and Other Establishments (1,036) and Waiters (1,987) round out the top ten, confirming that hospitality and facility management remain central to Qatar's labour market dynamics.

Implications

For Job Seekers

- Focus on hospitality, domestic/facility services, and technical trades, the top demand is in cleaning/household support, chef roles, and mechanical/electrical engineering. Pursue certifications in food safety, HVAC/mechanical trades, and basic Arabic or English for work skills to stand out.

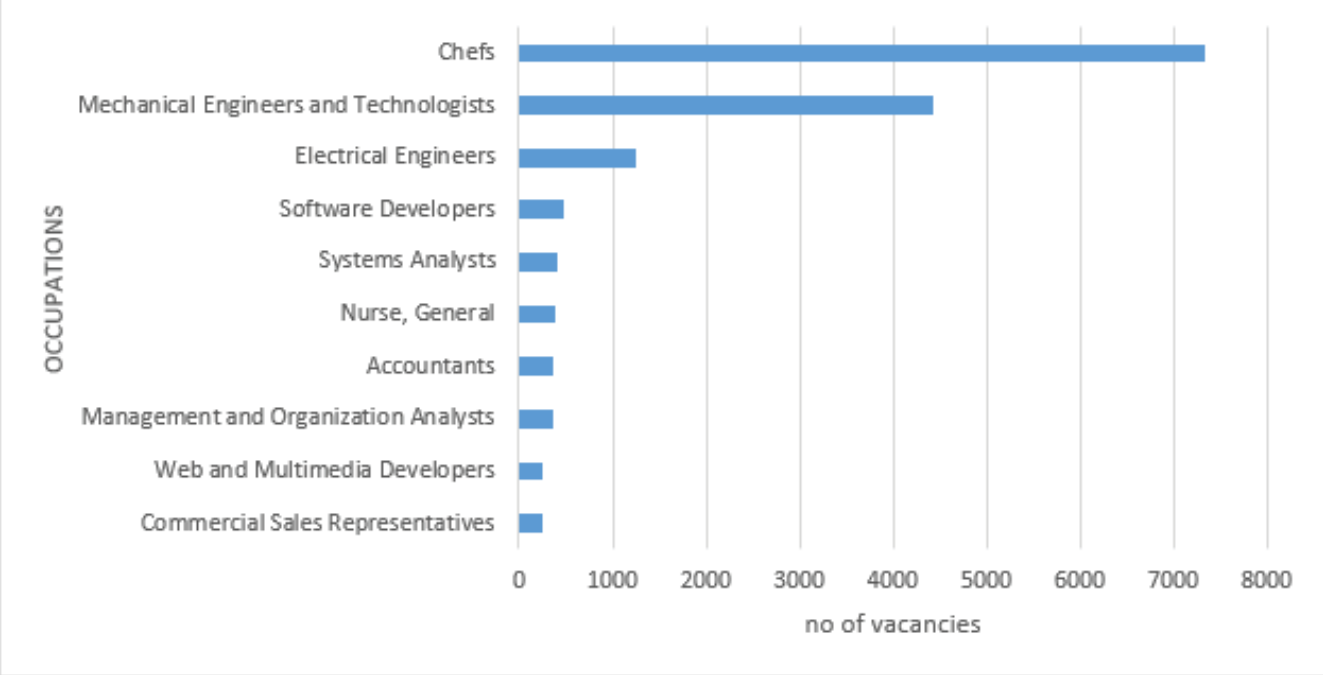
For Policy Makers

- Prioritize bilateral labour agreements with Qatar covering domestic work and hospitality, given the scale of demand (nearly 8,000 openings each in cleaning and chef roles). Strengthen pre-departure protections and welfare frameworks, since domestic and household service roles carry higher exploitation risk.

6.4.2 Most Sought Occupations By Skill Level And Number Of Vacancies

6.4.2.1. Most sought occupations among Highly skilled workers

Figure 32: Most sought occupation among Highly skilled workers



Among highly skilled workers, Chefs (7,341) lead demand, highlighting Qatar's strong hospitality sector. Mechanical Engineers and Technologists (4,428) and Electrical Engineers (1,244) follow, indicating continued infrastructure and industrial development. Roles such as Software Developers (474), Systems Analysts (414), General Nurses (383) and Accountants (367) point to the steady expansion of Qatar's digital, analytical, health and financial sectors. Management and Organization Analysts (357), Web and Multimedia Developers (258), and Commercial Sales Representatives (254) round out the list, showing growing demand for professionals who can bridge operations, communication, and client relations.

Implications

For Job Seekers

- Prioritize chef certification (top demand), followed by mechanical/electrical engineering credentials. Secondary opportunities exist in software/systems development, nursing, accounting, and sales pair core skills with internationally recognized certifications.

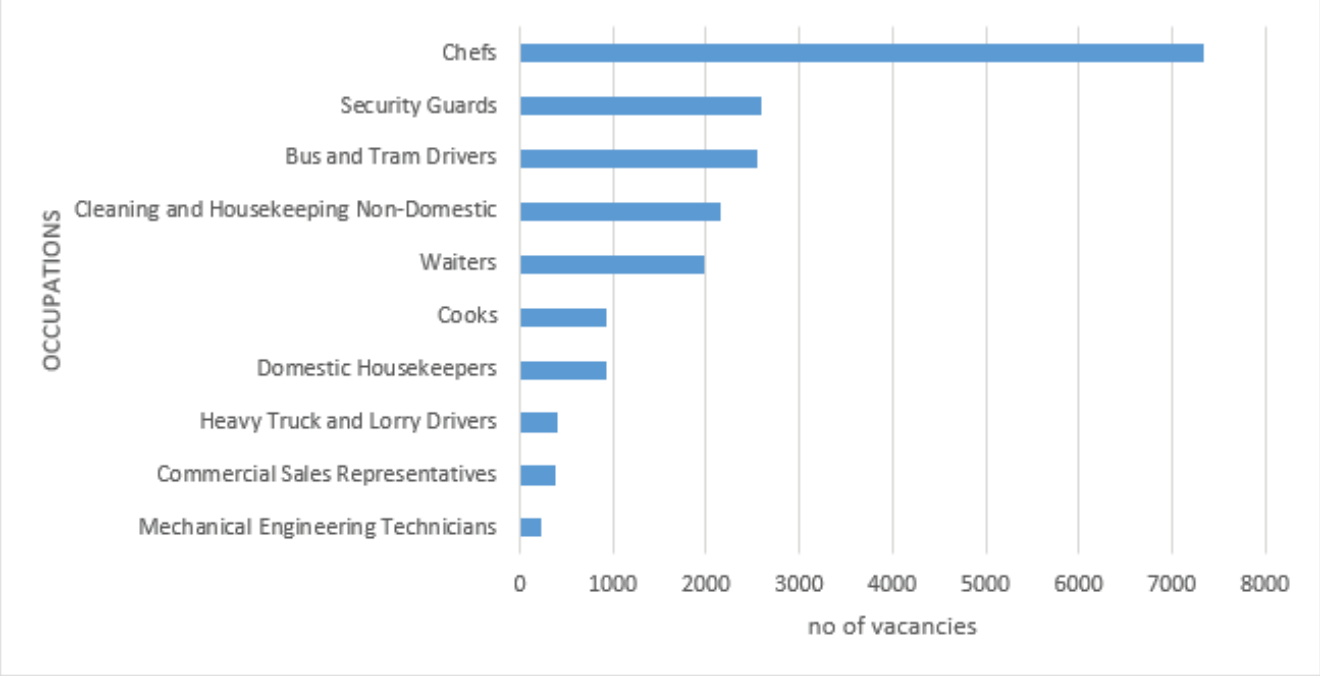
For Policy Makers

- Focus bilateral recognition agreements on culinary and engineering fields first (highest volume), while promoting Kenya's ICT talent for emerging digital role demand and diversifying placements beyond hospitality/engineering to reduce sector concentration risk.

6.4.2.2 Most sought occupations among Middle skilled workers

Middle-skilled workers are employees who possess moderate levels of education, training, and technical skills needed to perform practical, technical, or supervisory tasks. Their jobs often require vocational training, diplomas, apprenticeships, or on-the-job experience rather than advanced university qualifications.

Figure 33: Most sought occupation among Middle skilled workers



The middle-skilled labour market in Qatar is driven primarily by Chefs (7,341) and Bus and Tram Drivers (2,555), illustrating a blend of hospitality and transport sector needs. Security Guards (2,595) and Cleaning and Housekeeping Non-Domestic (2,152) follow, showing continued dependence on service and maintenance occupations. Waiters (1,987) and Cooks (937) reflect hospitality's ongoing importance, while Domestic Housekeepers (922) and Heavy Truck and Lorry Drivers (404) represent vital support functions. Commercial Sales Representatives (378) and Mechanical Engineering Technicians (240) further demonstrate the mix of sales and technical support roles sustaining mid-tier employment.

Implications

For Job Seekers

- This tier is dominated by hospitality and transport openings; chef, waiter, cook, and driving roles offer the most openings. Security, cleaning/ housekeeping, and domestic work provide additional volume, while heavy truck driving, sales, and basic technical support round out the options. Practical, short-cycle certifications (food handling, driving licenses/PSV, security training) are the most direct route in.

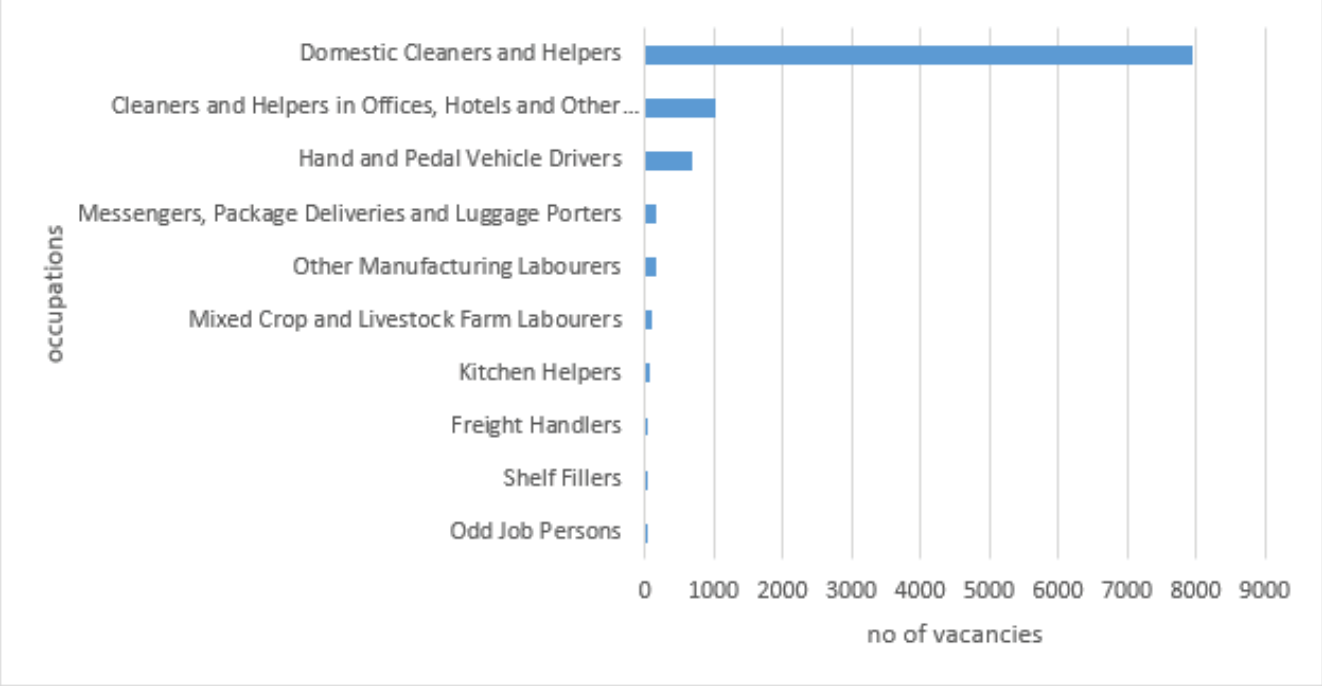
For Policy Makers

- Given the concentration in hospitality, transport, and domestic/cleaning services, Kenya should prioritize bilateral agreements with strong worker protection clauses for these categories, as they carry higher risk of exploitative terms. Streamlining driving license and PSV recognition, alongside vocational certification for hospitality and security roles, would help more job seekers qualify quickly for this segment of Qatar's market.

6.4.2.3. Most sought occupation for Low skilled workers

Low-skilled workers are employees who perform simple and routine tasks that require limited formal education, training, or technical expertise. Their work is usually manual or repetitive and often requires basic skills and short term training.

Figure 34: Most sought occupation for Low skilled workers



Among low skilled workers, Domestic Cleaners and Helpers (7,937) dominate the market, followed by Cleaners and Helpers in Offices, Hotels, and Other Establishments (1,036). Hand and Pedal Vehicle Drivers (700) and Other Manufacturing Labourers (158) indicate ongoing support needs in logistics and production. Smaller but notable roles include Kitchen Helpers (79), Messengers and Porters (168), and Freight Handlers (15). Shelf Fillers (5) and Odd Job Persons (4) represent minimal shares. Overall, low skilled work remains essential for operations and maintenance, though the market is increasingly oriented toward semi-skilled roles.

Implications

For Job Seekers

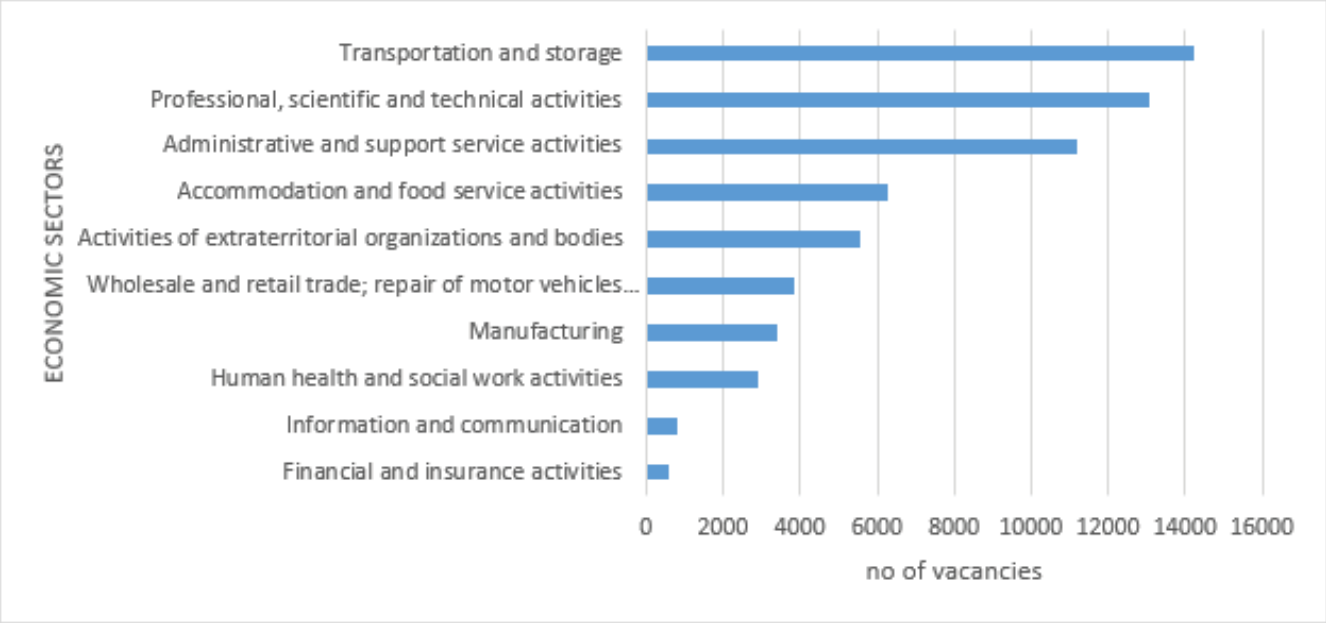
- Domestic and general cleaning/helper roles dominate this tier by far, making them the most accessible entry point for low skilled workers. Secondary opportunities exist in basic transport (hand/pedal vehicle driving), manufacturing support, kitchen assistance, and portering, though volumes here are much smaller. Even at this level, basic orientation training (household work standards, hygiene, safety) can improve placement prospects and reduce exploitation risk.

For Policy Makers

- Given the heavy concentration in domestic work and historically the category most vulnerable to abuse and poor labour protections this should be the top priority for bilateral safeguards: standard contracts, minimum wage guarantees, and accessible grievance mechanisms. Pre-departure orientation programs for domestic and cleaning workers would help address both welfare risks and the sector's high demand. Diversifying into the smaller logistics/manufacturing-support roles offers limited additional opportunity but is less urgent than fixing protections in domestic work.

6.4.3 Job Vacancies By Economic Sector

Figure 35: Top 10 Economic sectors with most vacancies



The Transportation and Storage sector recorded the highest number of vacancies (14,206), followed by Professional, Scientific, and Technical Activities (13,080) and Administrative and Support Services (11,199).

Accommodation and Food Service Activities (6,263) also ranked highly, underscoring Qatar's hospitality growth. Manufacturing, Wholesale and Retail Trade, and Health and Social Work sectors maintained steady recruitment. Demand in Information and Communication (825) and Financial and Insurance Activities (589) highlights the country's shift toward knowledge-driven industries.

Implications

For Job Seekers

- Transportation/logistics, professional-technical services, and administrative support offer the largest volume of openings worth prioritizing for those with relevant qualifications. Hospitality remains a strong entry point given Qatar's continued growth in accommodation and food service. Smaller but higher value opportunities exist in IT/communication and financial services, which typically reward specialized digital or financial credentials over volume-based entry.

For Policy Makers:

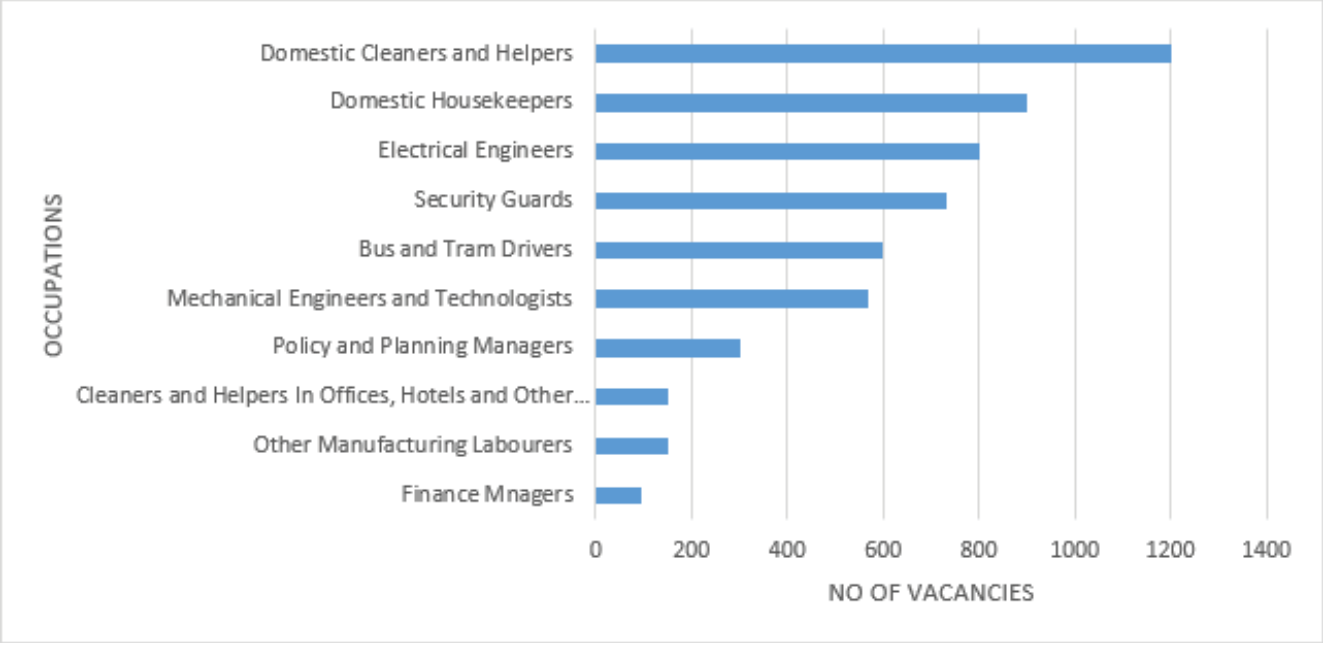
- Given transportation, professional services, and administrative support lead demand, bilateral agreements and skills recognition frameworks should prioritize these sectors alongside hospitality. The comparatively smaller but strategically important IT and financial services openings signal an opportunity to position Kenya's growing tech and finance talent for higher value placements worth targeted promotion even though volumes are lower, since these roles typically offer better pay and career progression than the high volume sectors.

Accommodation and Food Service Activities (6,263) also ranked highly, underscoring Qatar's hospitality growth. Manufacturing, Wholesale and Retail Trade, and Health and Social Work sectors maintained steady recruitment.

6.4.4 Most Sought Occupations In Economic Sectors

6.4.4.1. Most sought Occupations in the Administrative and support service activities sector

Figure 36: Most sought Occupations in the Administrative and support service activities sector



In this sector, the highest demand was recorded for Domestic Cleaners and Helpers (1,200) and Domestic Housekeepers (900), underscoring the importance of facility maintenance and residential support roles. Electrical Engineers (802) and Security Guards (734) ranked next, reflecting the sector's dual reliance on technical maintenance and workplace safety. Bus and Tram Drivers (600) and Mechanical Engineers and Technologists (567) demonstrate ongoing operational and technical needs within transport and service logistics.

Mid-level managerial and professional roles, such as Policy and Planning Managers (302) and Finance Managers (94), indicate the need for oversight and resource management. The presence of Cleaners and Helpers (151) and Other Manufacturing Labourers (150) highlights continued demand for support labour, confirming that this sector integrates both service and engineering capacities to sustain national operations.

Implications

For Job Seekers

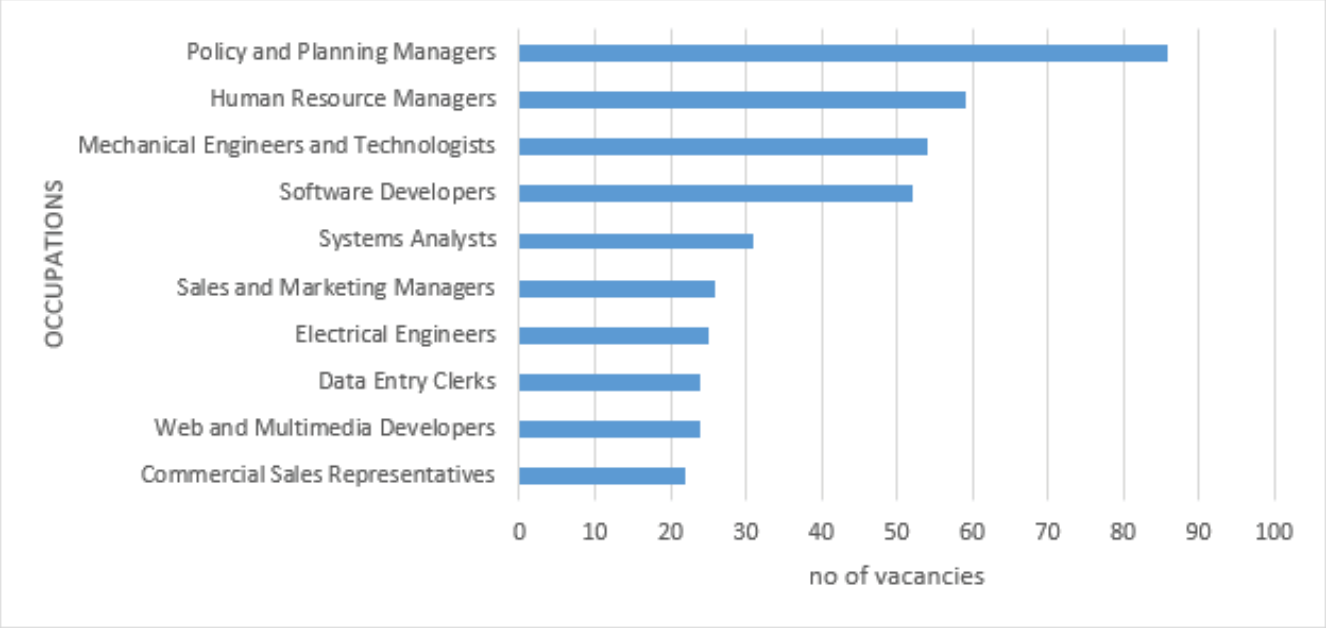
- Demand is strongest for domestic support, cleaning, security, engineering, and transport roles, highlighting opportunities for both service workers and technically skilled professionals. Management and finance positions offer additional prospects for experienced candidates.

For Policy Makers

- Prioritize labour agreements and skills development for domestic support workers, engineers, security personnel, and transport operators while strengthening pathways for technical, supervisory, and management roles to meet sustained service and operational demand.

6.4.4.2. Most sought Occupations in the Information and Communication sector

Figure 37: Most sought Occupations in the Information and Communication sector



The leading roles in Qatar's ICT sector are Policy and Planning Managers (86) and Human Resource Managers (59), demonstrating that governance and organizational leadership remain key components of digital transformation. Mechanical Engineers and Technologists (54), Software Developers (52), and Systems Analysts (31) emphasize the sector's ongoing demand for systems integration, application development, and infrastructure management.

Complementary roles such as Sales and Marketing Managers (26) and Commercial Sales Representatives (22) point to the need for market outreach and client engagement. Meanwhile, Electrical Engineers (25), Data Entry Clerks (24), and Web and Multimedia Developers (24) reflect support requirements in content management and network operations. Altogether, this distribution illustrates Qatar's increasing investment in technology leadership, digital systems, and human centered management within the ICT domain.

Implications

For Job Seekers

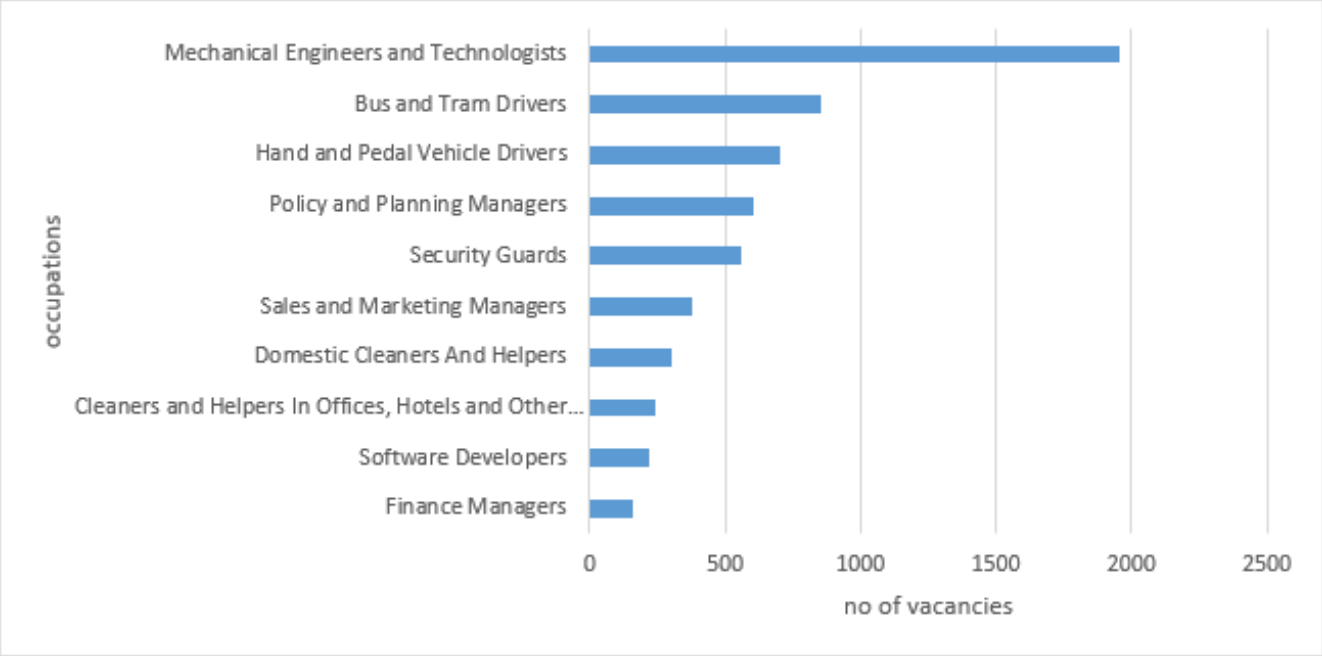
- Demand in Qatar's ICT sector is strongest for technology professionals, engineers, and management roles, with opportunities also available in software development, systems analysis, sales, and digital support. Leadership, digital, and technical skills remain key competitive advantages.

For Policy Makers

- Prioritize workforce development and bilateral labour agreements for ICT professionals, engineers, and technology managers while strengthening digital skills, software development, and systems management capabilities to support Qatar's expanding digital economy.

6.4.4.3. Most sought Occupations in the Professional, scientific and technical activities

Figure 38: Most sought Occupations in Professional, scientific and technical activities



The Professional, Scientific, and Technical Activities sector is led by Mechanical Engineers and Technologists (1,952), highlighting Qatar's strong focus on industrial and technical innovation.

Bus and Tram Drivers (853) and Hand and Pedal Vehicle Drivers (700) show the logistical backbone supporting these activities. Policy and Planning Managers (601) and Sales and Marketing Managers (376) emphasize strategic and commercial leadership within professional services. Security Guards (560) and Domestic Cleaners and Helpers (305) reflect the sector's operational support requirements, ensuring safe and clean work environments.

Technical roles like Software Developers (222) and financial oversight positions such as Finance Managers (158) further demonstrate the sector's integration of digital and administrative capabilities.

Overall, this mix underscores Qatar's balance between advanced engineering functions and the essential workforce sustaining them.

Implications

For Job Seekers

- Demand is strong for engineers, transport operators, managers, and software professionals, with additional opportunities in security, facility support, and finance. Technical, digital, and leadership skills are key advantages in this sector.

For Policy Makers

- Prioritize workforce development and bilateral labour agreements for engineers, technical professionals, transport operators, and digital specialists while strengthening pathways for management, finance, and support roles to sustain Qatar's growing professional and technical services sector.

6.4.5. Job Vacancies By Major Occupational Groups

Figure 39: Distribution of Vacancies by Major Occupational groups



Most vacancies were concentrated among Professionals (37.01%) and Legislators, Administrators, and Managers (30.53%), showing Qatar's emphasis on highly skilled and leadership positions.

Technicians and Associate Professionals (13.84%) followed, representing demand for applied technical knowledge. Lower shares for Elementary Occupations (6.84%), Service Workers (4.99%), and Clerical Workers (4.25%) reflect a gradually modernizing workforce structure.

Smaller portions in Craft, Plant, and Agricultural roles confirm that Qatar's labour market is primarily oriented toward professional and managerial talent.

Implications

For Job Seekers

- Kenyan job seekers should prioritize engineering, ICT, business management, finance, and technical service roles where Qatar shows sustained demand. Professional certifications, higher education, and international work experience significantly increase employability. Middle-skilled roles in hospitality, maintenance, and transport remain viable, but workers should pursue upskilling to transition toward higher-income categories.

For Policy Makers

- Qatar's focus on highly skilled professionals underscores the need for Kenya to establish structured bilateral labour mobility agreements, ensure ethical recruitment, and strengthen qualification recognition systems. Policy efforts should enhance Kenya's ability to supply certified, competitive talent for high-value roles abroad.

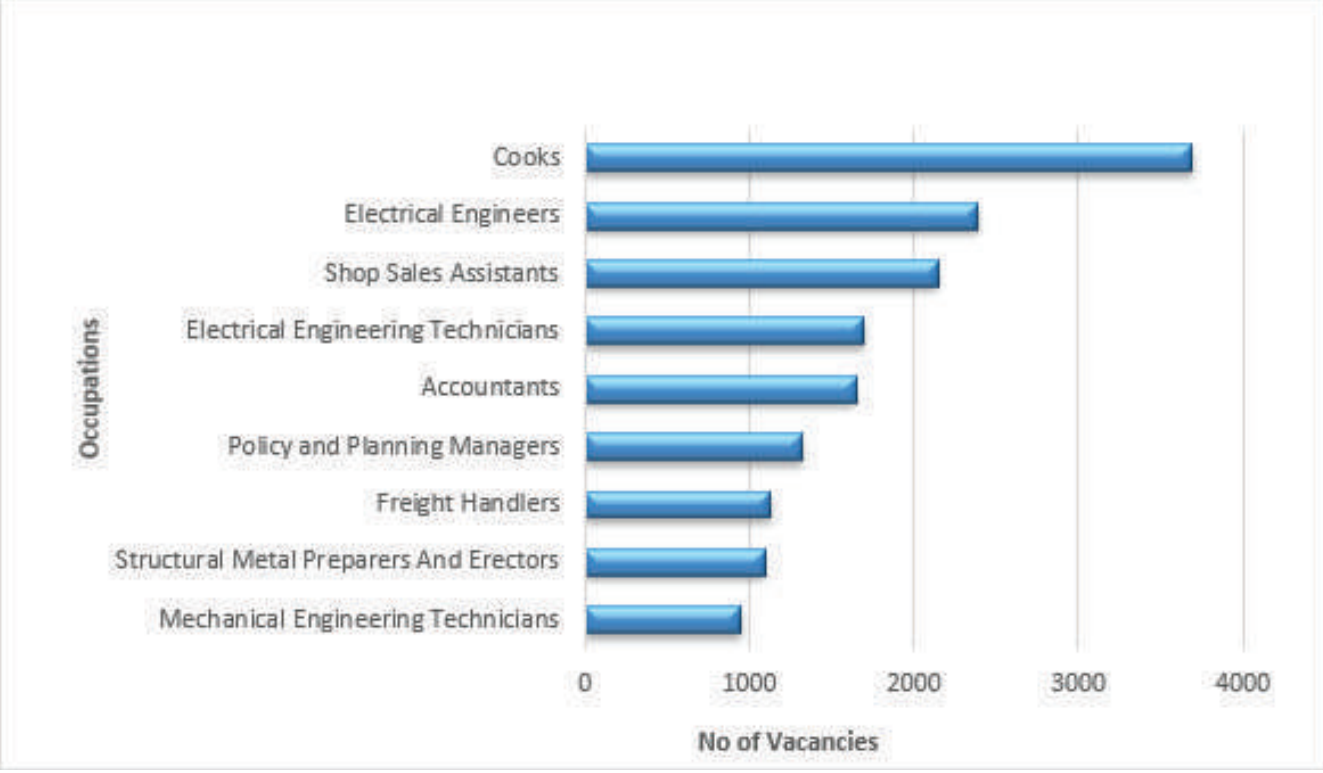
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6.5

AUSTRIA LABOUR MARKET DEMAND OUTLOOK

6.5.1 Most Sought Occupations by Number of Vacancies

Figure 40: Most sought Occupations in Austria



In Q1 2025, Cooks (3,691) topped Austria's list of most sought occupations, reflecting the strong demand driven by the hospitality and food service sectors. Electrical Engineers (2,388) and Shop Sales Assistants (2,144) followed, underscoring the importance of both technical expertise in industrial development and customer-facing retail roles.

Electrical Engineering Technicians (1,698) and Accountants (1,644) ranked next, followed by Policy and Planning Managers (1,325) and Freight Handlers (1,125).

Rounding out the top ten, Structural Metal Preparers and Erectors (1,090), Mechanical Engineering Technicians (945), and Technical and Medical Sales Professionals (excluding ICT) (924) reflect Austria's continued reliance on skilled technical labour and specialized sales expertise.



Implications

For Job seekers

- Kenyan job seekers can benefit from Austria's diversified labour demand across hospitality, engineering, retail, logistics, and professional services. With strong openings for Cooks, Electrical Engineers, Shop Sales Assistants, Technicians, Accountants, and Freight Handlers, Austria offers viable entry points across multiple skill levels. To remain competitive, job seekers should pursue technical certifications, German language proficiency, and practical training in both industrial and service-oriented fields.

For Policy Makers

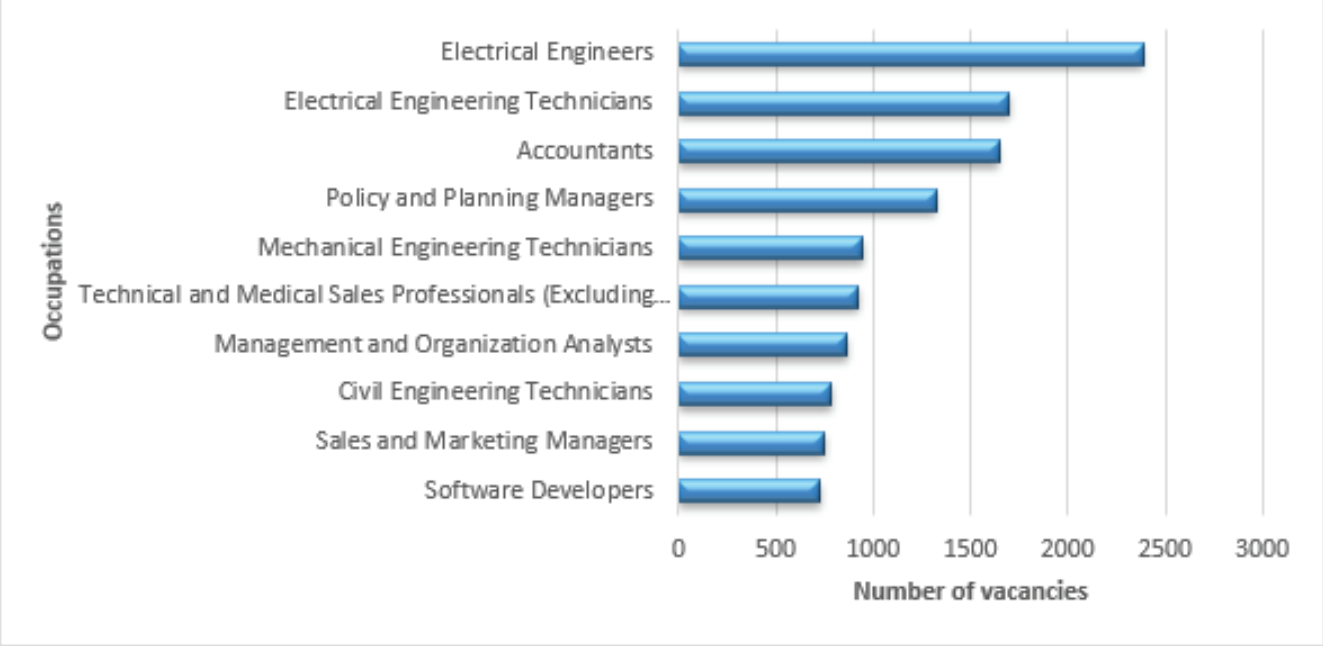
- Austria's labour demand highlights the need for Kenya to expand TVET programs, engineering and ICT training, and hospitality management courses to align with international opportunities. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects.

6.5.2 Most Sought Occupations by Skill Level

6.5.2.1 Most sought occupations for highly skilled workers

Highly skilled workers are employees with advanced education, specialized training, and extensive expertise who perform complex professional, technical, managerial, or analytical tasks that require high levels of problem-solving, decision-making, and independent judgment.

Figure 41: Most sought occupations for highly skilled workers



Austria's highly skilled job market is dominated by Electrical Engineers (2,388), other technical roles such as Electrical Engineering Technicians (1,698), Mechanical Engineering Technicians (945), and Software Developers (727) reinforce the country's industrial and digital transition.

Business and leadership positions also feature prominently, with Accountants (1,644), Policy and Planning Managers (1,325), and Sales and Marketing Managers (749), Technical and Medical Sales Professionals (924) and Management and Organization Analysts (867).

Finally, Civil Engineering Technicians (782) round out the top ten, pointing to sustained investment in infrastructure and urban development, underscoring Austria's balanced demand for engineering, business, and technology skills.

Implications

For Job Seekers

- Kenyan job seekers can benefit from Austria's highly skilled labour demand across engineering, digital technology, and business leadership. With strong openings for Electrical Engineers, Technicians, Software Developers, Accountants, and Sales Managers, Austria offers viable entry points for professionals with technical expertise, analytical skills, and leadership capabilities. To remain competitive, job seekers should pursue advanced technical certifications, strengthen German language proficiency, and gain practical experience in both industrial and digital fields.

For Policy Makers

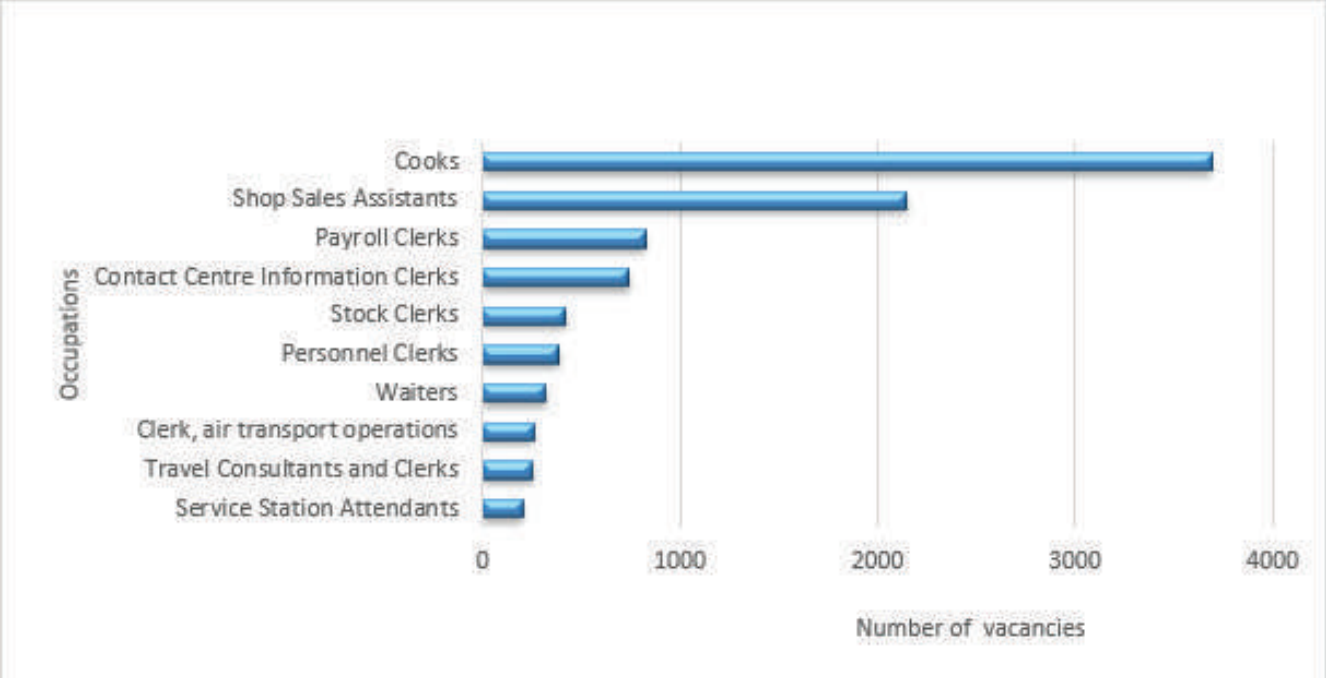
- Austria's labour demand highlights the need for Kenya to expand TVET programs in engineering and ICT, alongside business and management training to align with international opportunities. Developing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects.
- Invest in digital transformation skills and infrastructure-related training will prepare Kenyan workers to meet Austria's demand for industrial, technological, and managerial expertise.



6.5.2.2 Most sought occupations among Middle skilled workers

Middle-skilled workers are employees who possess moderate levels of education, training, and technical skills needed to perform practical, technical, or supervisory tasks. Their jobs often require vocational training, diplomas, apprenticeships, or on-the-job experience rather than advanced university qualifications.

Figure 42: Most sought occupations for Middle skilled workers





The middle skilled workers in Austria is led by Cooks (3,691), emphasizing strong demand in the hospitality and food service sectors. Shop Sales Assistants (2,144) and Payroll Clerks (826) highlight the importance of retail services and administrative support.

Customer service and clerical roles such as Contact Centre Information Clerks (740), Stock Clerks (422), and Personnel Clerks (387) reflect the continued need for efficient communication, inventory management, and workforce administration. Waiters (319) and Clerks in Air Transport Operations (262) point to growth in both hospitality and transport services. Finally, Travel Consultants and Clerks (252) and Service Station Attendants (206) round out the top ten.

Implications

For Job Seekers

- Kenyan job seekers can benefit from Austria's middle-skilled labour demand across hospitality, retail, and administrative support. With strong openings for Cooks, Shop Sales Assistants, Payroll Clerks, and Customer Service Clerks, Austria offers viable entry points for workers with practical service skills and clerical expertise. To remain competitive, job seekers should pursue vocational training in hospitality, retail operations, and office administration, alongside German language proficiency and customer service certifications.

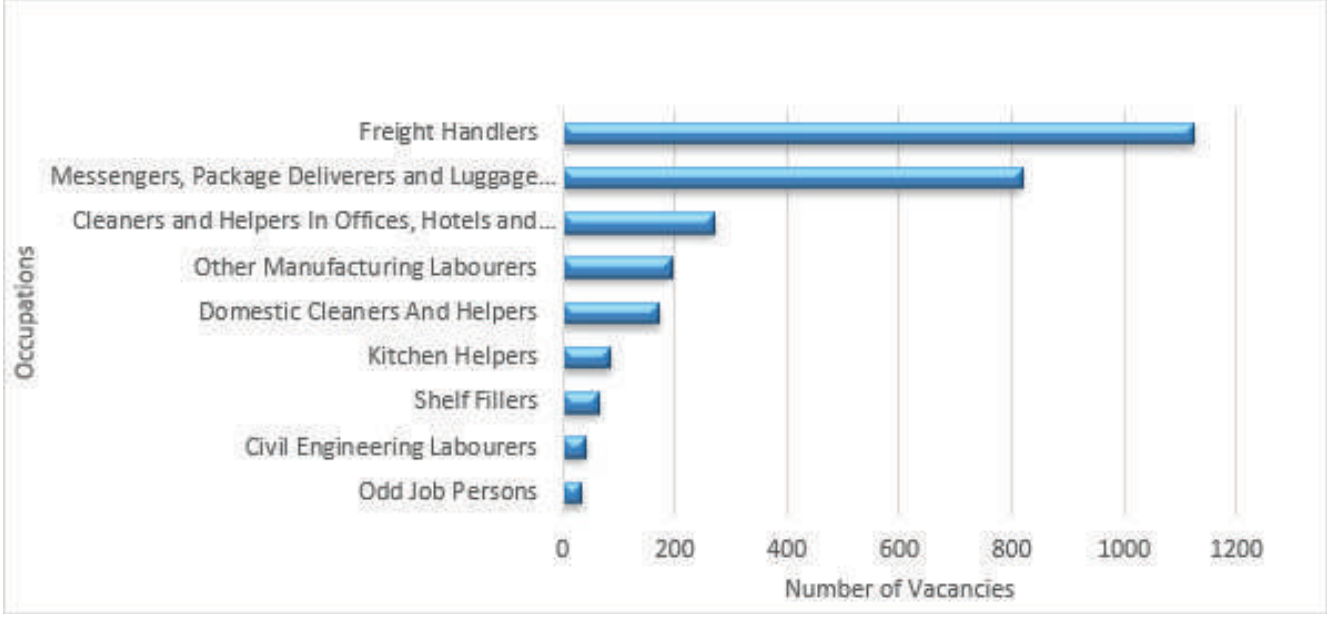
For Policy Makers

- Austria's labour demand highlights the need for Kenya to strengthen TVET programs in hospitality management, retail services, and administrative support. Expanding training in customer service, clerical operations, and transport services will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects, particularly for middle-skilled workers seeking stable careers in Austria's service-driven economy.

6.5.2.3 Most sought occupation for Low skilled workers

Low skilled workers are employees who perform simple and routine tasks that require limited formal education, training, or technical expertise. Their work is usually manual or repetitive and often requires basic skills and short term training.

Figure 43: Most sought occupations for Low skilled workers



Among low skilled occupations, Freight Handlers (1,125) and Messengers, Package Deliverers and Luggage Porters (819) recorded the highest demand. Cleaners and Helpers in Offices, Hotels and Other Establishments (271) and Domestic Cleaners and Helpers (172) follow, highlighting the strong influence of the service and hospitality industries.

Roles like Kitchen Helpers (85) and Shelf Fillers (66) are vital for supporting food services and retail operations, while Civil Engineering Labourers (43) and Odd Job Persons (35) show steady demand in construction and maintenance.

Implications

For Job Seekers

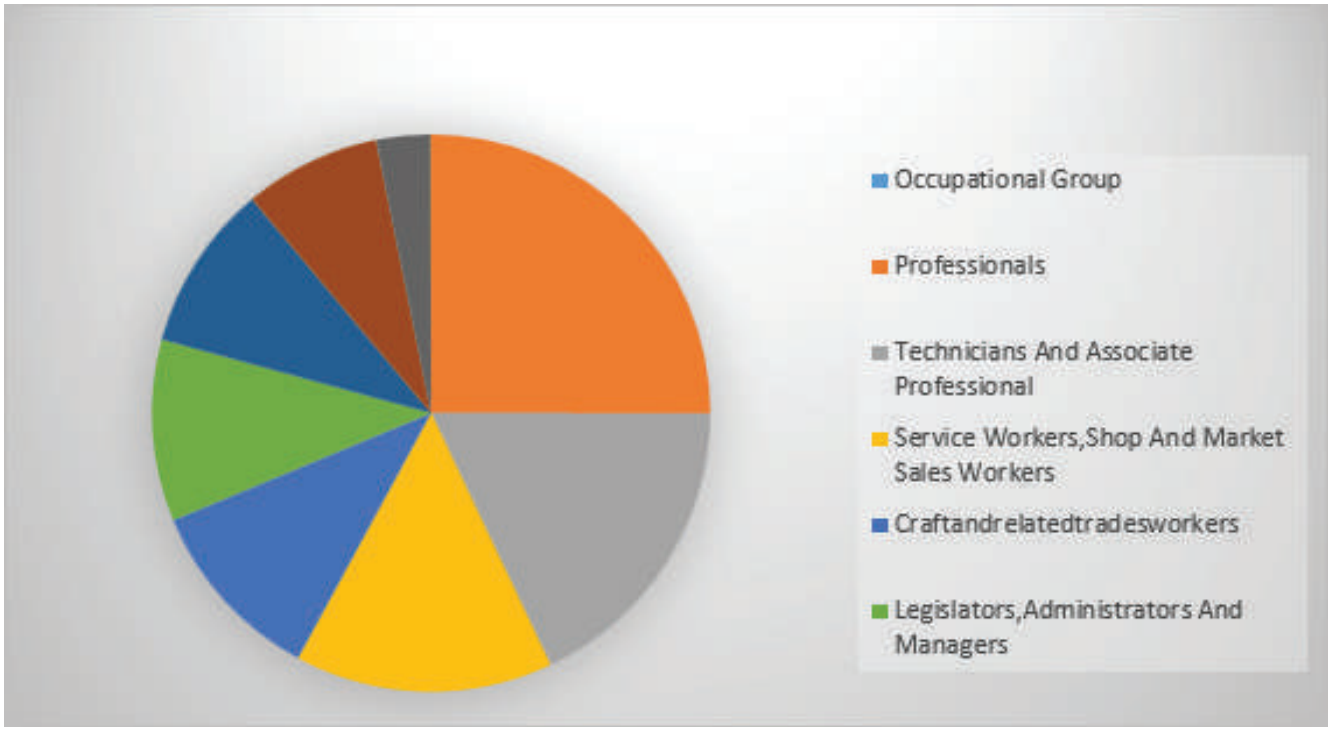
- Kenyan job seekers can benefit from Austria's labour demand for low-skilled occupations across logistics, hospitality, cleaning, and construction support. With strong openings for Freight Handlers, Messengers and Package Deliverers, Cleaners, and Kitchen Helpers, Austria offers viable entry points for workers with practical service skills and physical labour experience. To remain competitive, job seekers should pursue vocational training in hospitality services, logistics operations, and basic construction skills, while also strengthening German language proficiency to improve employability in customer-facing roles.

For Policy Makers

- Austria's labour demand highlights the need for Kenya to expand TVET programs in hospitality, logistics, and cleaning services, alongside short-term certifications for construction support and retail operations. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects for low-skilled workers. Additionally, investing in labour mobility programs and partnerships with Austrian employers can create sustainable opportunities for Kenyan workers in service-driven industries abroad.

6.5.3 Job Vacancies by Major Occupational Groups

Figure 44: Distribution of Vacancies by Major Occupational groups



Vacancies in Austria are led by Professionals (11,268), confirming strong demand for specialized expertise. Technicians and Associate Professionals (8,072) and Service Workers, Shop and Market Sales Workers (6,734) represent technical support and its service oriented economy.

Craft and Related Trades Workers (4,865) and Legislators, Administrators and Managers (4,744), which highlight the ongoing need for manual skills and leadership roles. The presence of Secretarial, Clerical Services and Related Workers (3,558) and Plant and Machine Operators and Assemblers (1,411) underscores the importance of coordination, administration, and industrial operations.

Implications

For Job Seekers

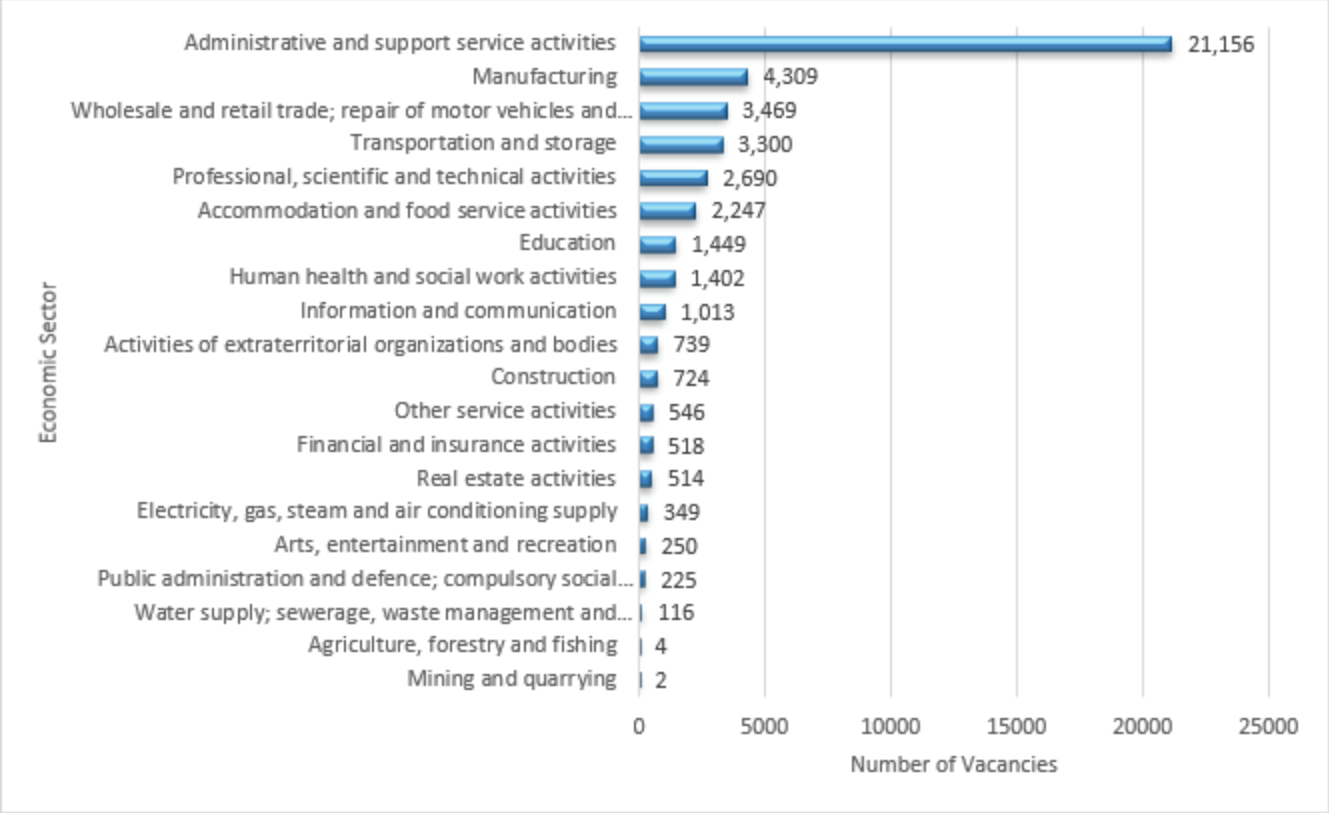
Kenyan job seekers can benefit from Austria's diversified labour demand across professional expertise, technical support, and service oriented roles. With strong openings for specialized professionals, technicians, sales workers, and clerical staff, Austria offers viable entry points across multiple skill levels. To remain competitive, job seekers should pursue advanced technical certifications, German language proficiency, and practical training in both industrial and service oriented fields.

For Policy Makers

- Austria's labour demand highlights the need for Kenya to expand TVET programs in engineering, industrial operations, and service management, alongside strengthening professional training in administration and leadership. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects. Additionally, investing in industrial skills development and administrative training will prepare Kenyan workers to meet Austria's demand for professionals, technicians, and service workers in a balanced economy.

6.5.4 Job Vacancies By Economic Sector

Figure 45: Top 10 sectors with most vacancies



The Administrative and Support Service Activities sector leads with 21,156 vacancies followed by Manufacturing (4,309) and Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles (3,469) reflecting the strength of Austria's industrial base and consumer economy. Transportation and Storage (3,300) and Professional, Scientific and Technical Activities (2,690) also show strong demand, highlighting the importance of logistics and specialized expertise.

Service related sectors such as Accommodation and Food Service Activities (2,247), Education (1,449), and Human Health and Social Work Activities (1,402) continue to provide numerous employment opportunities. Meanwhile, Information and Communication (1,013) and Activities of Extraterritorial Organizations and Bodies (739) round out the top ten, pointing to Austria's diversified economy.

> Kenyan job seekers can benefit from Austria's diversified labour demand across professional expertise, technical support, and service oriented roles. With strong openings for specialized professionals, technicians, sales workers, and clerical staff, Austria offers viable entry points across multiple skill levels.



Implications

For Job Seekers

- Kenyan job seekers can benefit from Austria's diversified labour demand across administrative services, manufacturing, retail, and logistics. With strong openings in administrative support, industrial production, retail operations, and professional services, Austria offers viable entry points for workers at multiple skill levels. To remain competitive, job seekers should pursue vocational and technical certifications, German language proficiency, and practical training in both industrial and service-oriented fields.

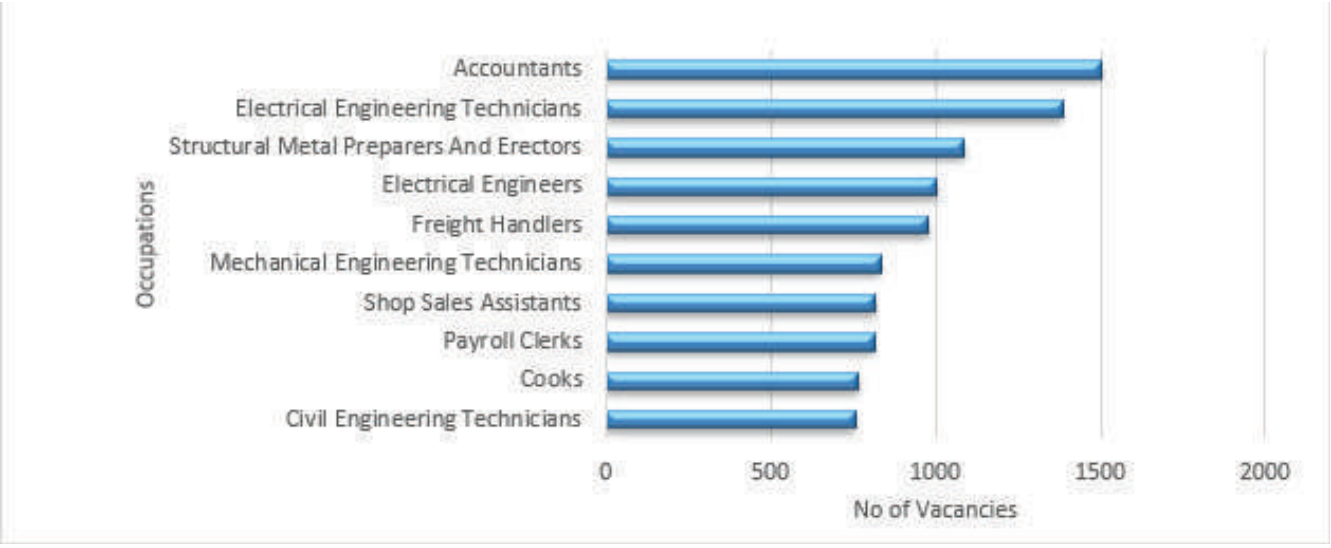
For Policy Makers

- Austria's labour demand highlights the need for Kenya to expand TVET programs in manufacturing, logistics, and hospitality, alongside strengthening professional training in education, healthcare, and ICT. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects. Additionally, investing in digital skills and international service management will prepare Kenyan workers to meet Austria's demand across administrative, technical, and service sectors in a balanced economy.

6.5.5 Most Sought Occupations In Economic Sectors

6.5.5.1 Accommodation and Food service sector

Figure 46: Most sought Occupations in the Accommodation and Food service sector



In Accommodation and Food Sector, Accountants (1,504) lead the vacancies, reflecting the critical role of financial management. Electrical Engineering Technicians (1,386) and Structural Metal Preparers and Erectors (1,087) follow, underscoring the sector's reliance on technical expertise and construction support. Electrical Engineers (1,005) and Freight Handlers (977) highlight the importance of energy systems and logistics

Operational and service roles such as Mechanical Engineering Technicians (834), Shop Sales Assistants (818), and Payroll Clerks (814) demonstrate the blend of technical, retail, and administrative functions essential to the sector. Cooks (766) and Civil Engineering Technicians (756) round out the top ten, pointing continued dependence on culinary expertise and infrastructure development within hospitality.

Implications

For Job Seekers

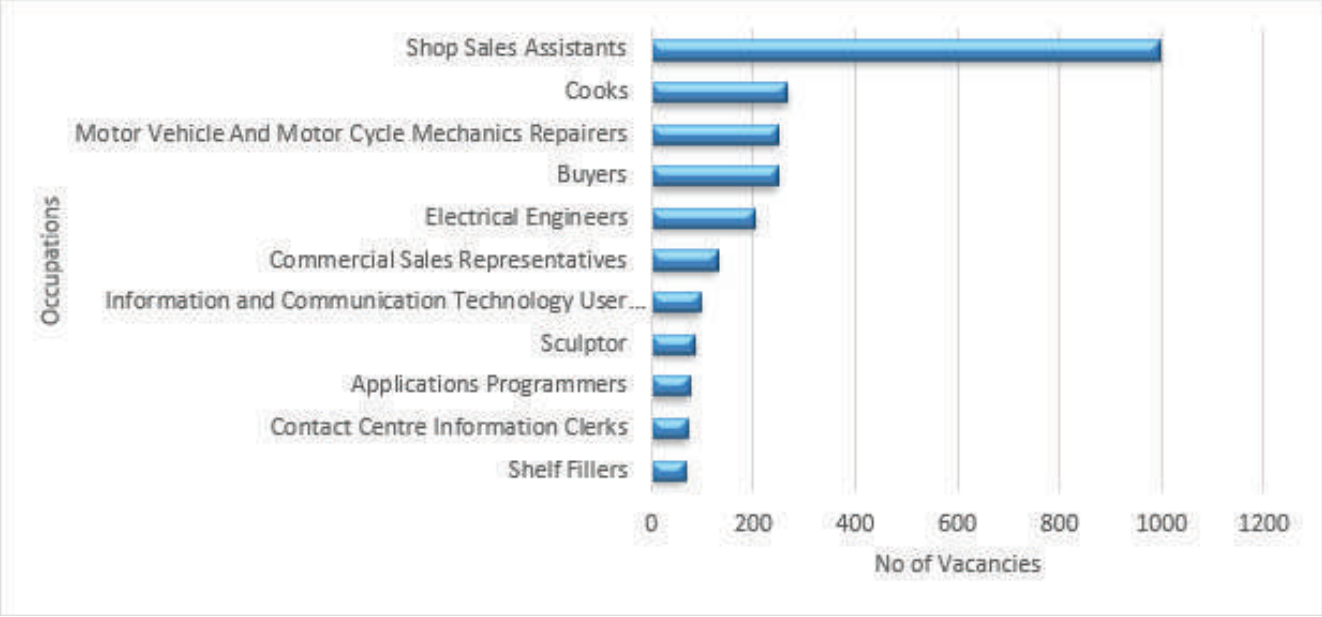
- Kenyan job seekers can benefit from Austria's labour demand in the accommodation and food sector, which blends financial management, technical expertise, logistics, and service roles. With strong openings for Accountants, Electrical Engineering Technicians, Structural Metal Preparers, Electrical Engineers, and Freight Handlers, Austria offers viable entry points for workers with technical, financial, and operational skills. Service-oriented roles such as Cooks, Shop Sales Assistants, and Payroll Clerks further expand opportunities for middle-skilled workers. To remain competitive, job seekers should pursue vocational training in hospitality, accounting certifications, engineering skills, and German language proficiency.

For Policy Makers

- Austria's labour demand highlights the need for Kenya to strengthen TVET programs in hospitality management, engineering, logistics, and financial administration. Expanding training in culinary arts, infrastructure support, and administrative services will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects, particularly in Austria's accommodation and food sector where technical, financial, and service skills converge.

6.5.5.2 Wholesale and retail trade sector

Figure 47: Most Sought Occupations in the Wholesale and Retail trade sector



The Wholesale and Retail Trade sector is led by Shop Sales Assistants (997), confirming the central importance of customer facing retail services. Cooks (266) and Buyers (247) follow, reflecting the sector's reliance on food services. Motor Vehicle and Motorcycle Mechanics Repairers (247) and Electrical Engineers (203) highlight the technical support required to sustain retail operations and vehicle services.

Commercial Sales Representatives (130) and Sculptors (86) illustrate the sector's blend of sales, merchandising, and design. Digital and support functions, including ICT User Support Technicians (97), Applications Programmers (75), Contact Centre Information Clerks (71), and Shelf Fillers (66), emphasize the growing importance of technology, customer service, and inventory management.

Implications

For Job Seekers

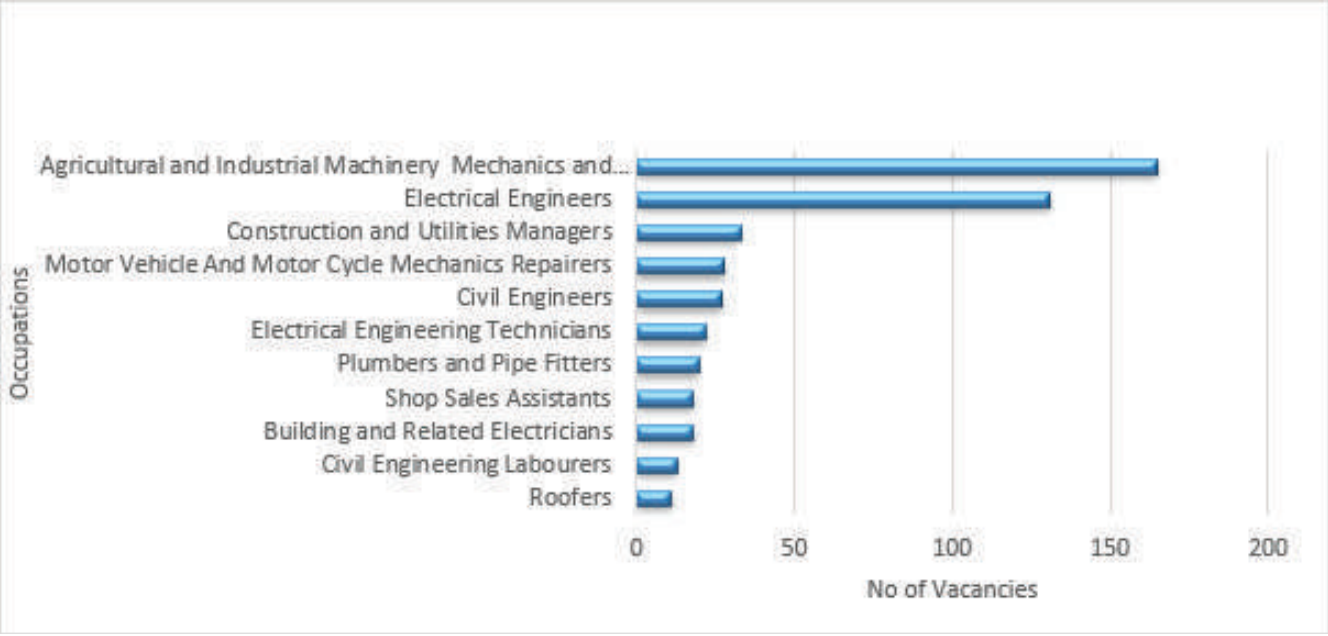
- Kenyan job seekers can benefit from Austria's diversified labour demand in the wholesale and retail trade sector, which combines customer-facing services, technical support, and digital functions. With strong openings for Shop Sales Assistants, Cooks, Buyers, Motor Vehicle Mechanics, and Electrical Engineers, Austria offers viable entry points for workers with retail, culinary, and technical expertise. Emerging opportunities in ICT support, applications programming, and customer service clerks highlight the growing importance of digital skills and service efficiency. To remain competitive, job seekers should pursue vocational training in retail operations, culinary arts, automotive repair, and ICT, alongside German language proficiency.

For Policy Makers

- Austria's labour demand highlights the need for Kenya to strengthen TVET programs in retail management, hospitality, automotive mechanics, and ICT. Expanding training in customer service, digital support functions, and inventory management will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects, particularly in Austria's wholesale and retail sector where customer-facing, technical, and digital skills converge.

6.5.5.3 Construction sector

Figure 48: Most sought occupations in the Construction sector



The construction sector is led by Agricultural and Industrial Machinery Mechanics and Repairers (165) and Electrical Engineers (131), confirming a strong emphasis on technical and mechanical competencies. Construction and Utilities Managers (33) and Motor Vehicle and Motorcycle Mechanics Repairers (28) show the need for supervisory expertise and equipment maintenance skills.

Civil Engineers (27) and Electrical Engineering Technicians (22) reflect focus on infrastructure modernization and technical support. Plumbers and Pipe Fitters (20), Building and Related Electricians (18), Shop Sales Assistants (18), Civil Engineering Labourers (13), and Roofers (11) highlight the sector's diversity, combining fieldwork, design, and materials management.

Implications

For Job Seekers

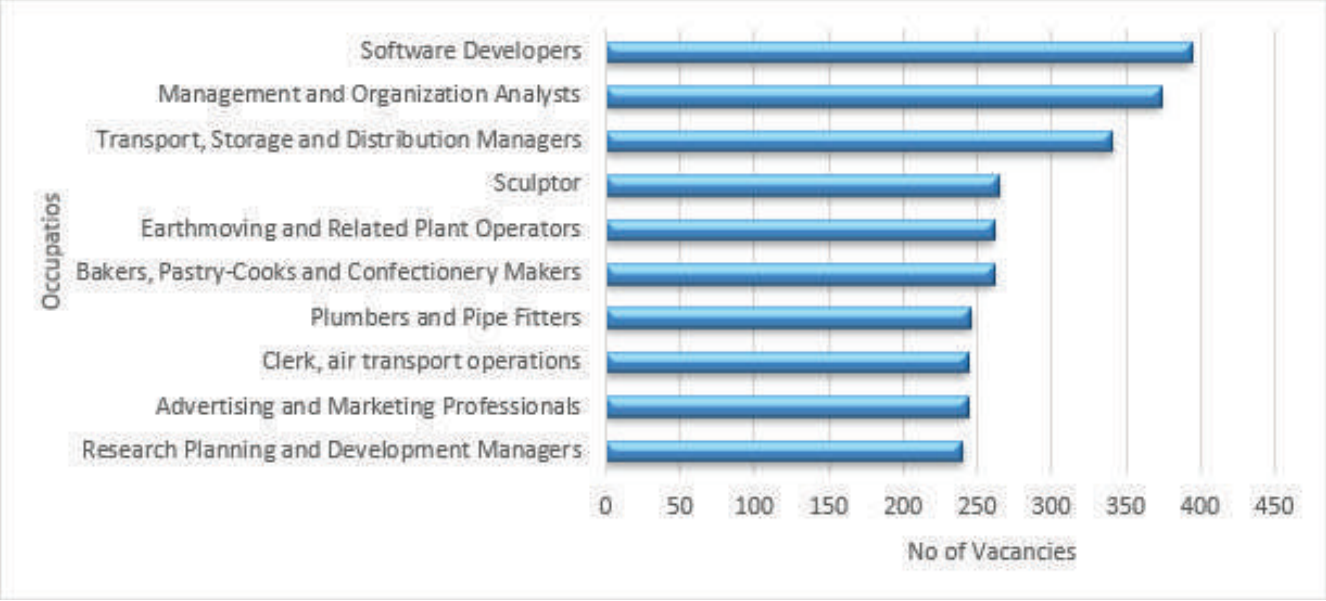
- Kenyan job seekers can benefit from Austria's labour demand in the construction sector, which emphasizes technical, mechanical, and supervisory expertise. With strong openings for Agricultural and Industrial Machinery Mechanics, Electrical Engineers, Civil Engineers, and Plumbers, Austria offers viable entry points for workers with engineering, mechanical repair, and infrastructure skills. Roles such as Construction Managers, Motor Vehicle Mechanics, and Civil Engineering Labourers further highlight opportunities across supervisory, technical, and fieldwork levels. To remain competitive, job seekers should pursue certifications in mechanical repair, electrical systems, plumbing, and construction management, alongside German language proficiency.

For Policy Makers

- Austria's labour demand highlights the need for Kenya to expand TVET programs in mechanical engineering, civil engineering, plumbing, and electrical systems. Strengthening training in construction management, infrastructure modernization, and technical repair skills will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects, particularly in Austria's construction sector where technical, supervisory, and fieldwork skills converge.

6.5.5.4 Manufacturing sector

Figure 49 Most sought occupations in the Construction sector



The manufacturing sector is led by Software Developers (394), highlighting the growing importance of digital innovation and automation. Management and Organization Analysts (374) and Transport, Storage and Distribution Managers (341) follow.

Sculptors (265) and Bakers, Pastry Cooks and Confectionery Makers (261) reflect the sector's blend of design, craftsmanship, and food production. Technical positions including Earthmoving and Related Plant Operators (261), Plumbers and Pipe Fitters (246), and Clerks in Air Transport Operations (244) demonstrate the operational backbone of manufacturing and distribution.

Finally, Advertising and Marketing Professionals (244) and Research Planning and Development Managers (240) emphasizing manufacturing sector as a dynamic mix of digital, technical, creative, and managerial expertise.

Implications

For Job Seekers

- Kenyan job seekers can benefit from Austria's labour demand in the manufacturing sector, which blends digital innovation, technical operations, craftsmanship, and managerial expertise. With strong openings for Software Developers, Management Analysts, Transport and Distribution Managers, and Technical Operators, Austria offers viable entry points for professionals with advanced technical and organizational skills. Opportunities for Sculptors, Bakers, and Advertising Professionals highlight the sector's creative and artisanal dimensions, while roles like Plumbers and Air Transport Clerks emphasize operational support. To remain competitive, job seekers should pursue ICT certifications, technical training in manufacturing processes, and German language proficiency, alongside practical experience in both creative and industrial fields.

For Policy Makers

- Austria's labour demand highlights the need for Kenya to expand TVET programs in ICT, engineering, logistics, and food production, while also strengthening creative and managerial training. Investing in digital innovation skills, industrial operations, and artisanal craftsmanship will align Kenyan workers with Austria's dynamic manufacturing sector. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects, particularly in Austria's manufacturing industry where digital, technical, creative, and managerial skills converge.

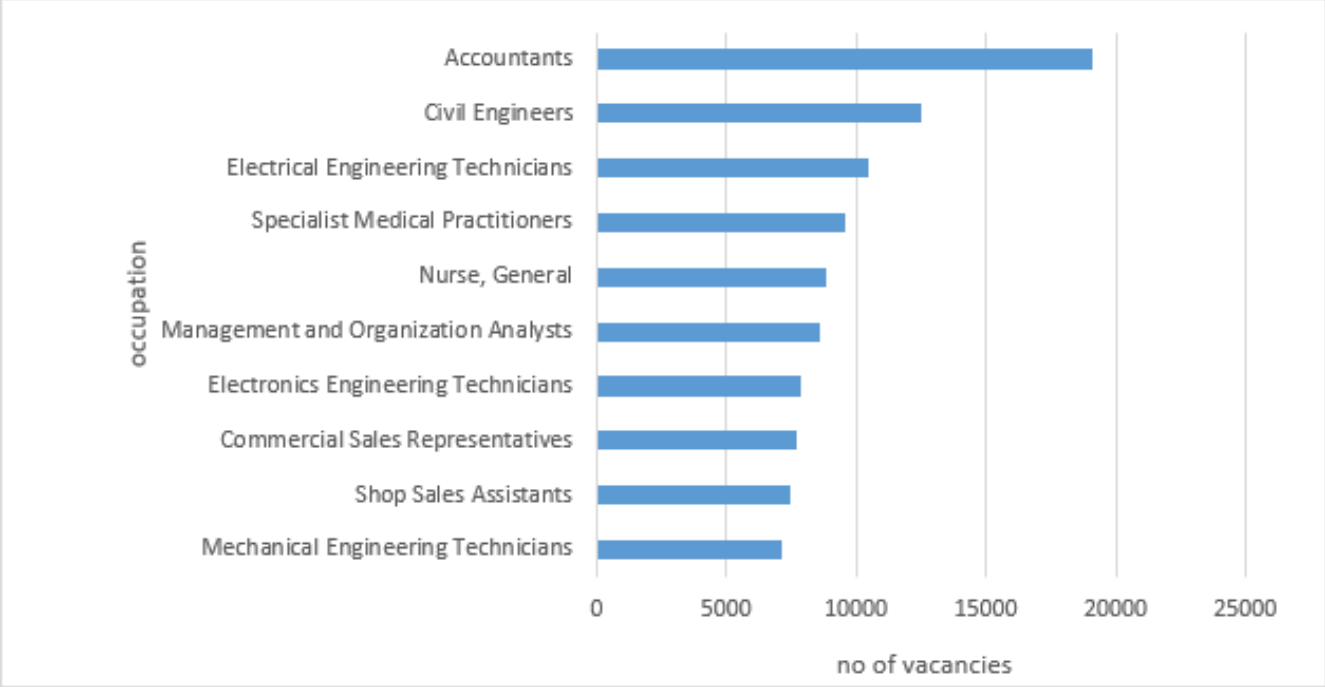
QUARTER 02 OCTOBER TO DECEMBER

6.6

GERMANY Q2 LABOUR MARKET DEMAND OUTLOOK

6.6.1 Most Sought Occupations by Number of Vacancies

Figure 50: Most sought occupations by number of Vacancies



Accountants are the most in-demand occupation, with 19,089 vacancies, followed by Civil Engineers (12,490), Electrical Engineering Technicians (10,486), and Specialist Medical Practitioners (9,577). This shows strong demand for financial, engineering, and technical skills, largely driven by economic growth and infrastructure development.

Healthcare jobs also remain very important. Roles such as Specialist Medical Practitioners and General Nurses (8,831) highlight an ongoing shortage of healthcare professionals in Germany.

There is also growing demand for strategic and business-related roles. Management and Organization Analysts (8,590) show the need for planning and organizational expertise, while Commercial Sales Representatives (7,729) and Shop Sales Assistants (7,420) reflect steady demand in sales and customer service.

Engineering roles continue to be essential as well. Jobs like Electronics Engineering Technicians (7,895) and Mechanical Engineering Technicians (7,112) highlight the importance of technical skills in supporting industrial and technological development.

Overall, the data shows that financial, engineering, and healthcare professions, supported by strong demand in technical and service-related roles, mainly drive Germany's labour market.

Implications

For Job Seekers

- Focus on acquiring finance, engineering, healthcare, technical, and customer service skills.
- Strengthen digital, analytical, and problem-solving competencies.

For Policy Makers

- Strengthen STEM, healthcare, and technical training programs.
- Promote partnerships between industries and training institutions.

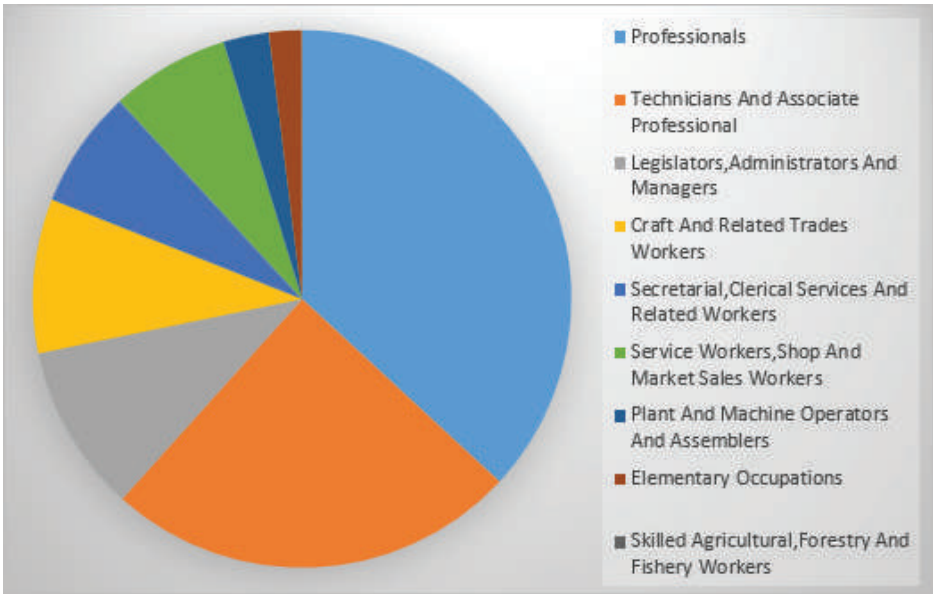
> Data shows that financial, engineering, and healthcare professions, supported by strong demand in technical and service-related roles, mainly drive Germany's labour market, with fewer vacancies for roles like Plant and Machine Operators and Elementary Occupations .





6.6.2 Distribution Of Vacancies by Major Occupational Groups

Figure 51: Distribution of Vacancies by Major occupational groups



Professionals have the highest number of job vacancies at 113,400, followed by Technicians and Associate Professionals (76,084) and Legislators, Administrators, and Managers (31,034). This shows strong demand for high-level skills, technical expertise, and leadership roles.

Skilled trades are also important, with Craft and Related Trades Workers (28,527) still in demand. At the same time, jobs in administration and customer service Such as Secretarial and Clerical roles (21,919) and Service Workers (21,899) continue to show steady demand.

On the other hand, there are fewer vacancies for roles like Plant and Machine Operators (8,411) and Elementary Occupations (6,009). Skilled Agricultural workers (63) have the lowest demand, indicating a clear shift away from low-skilled and primary sector jobs.

Overall, the labour market is increasingly focused on professional, technical, and managerial roles, while demand for lower-skilled jobs continues to decline.

Implications
For Job Seekers

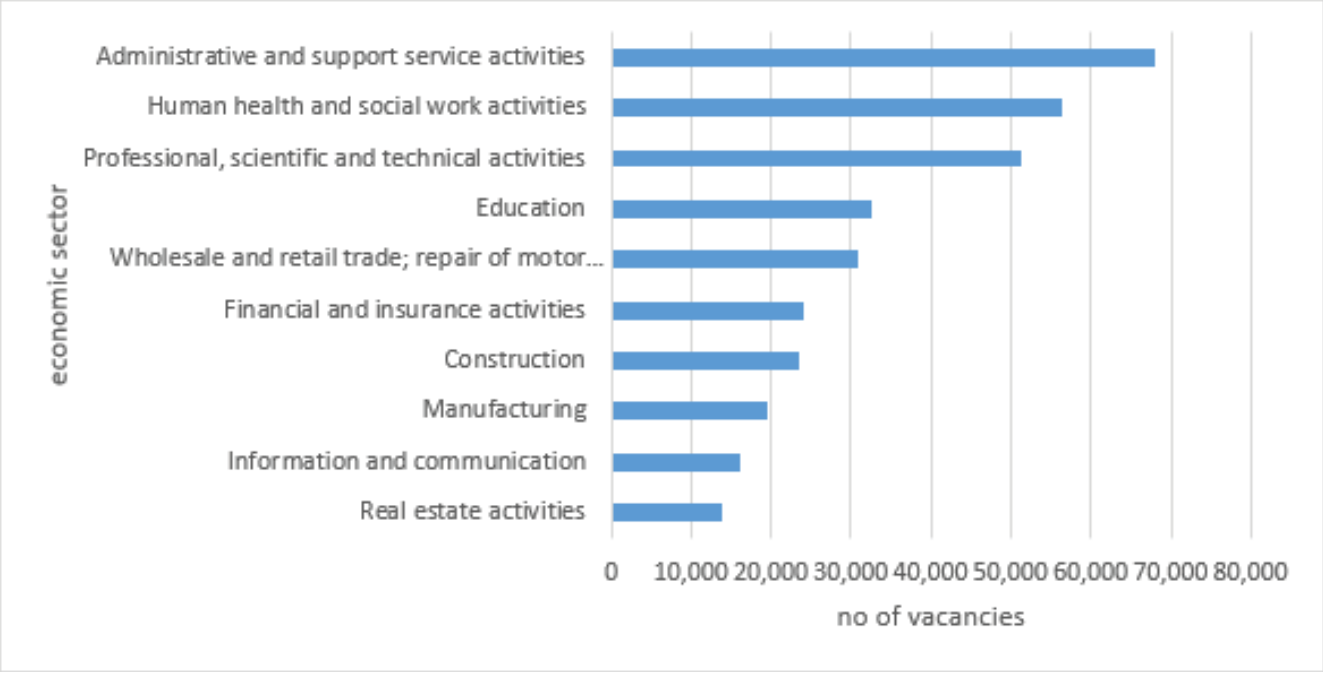
- Opportunities are concentrated in professional, technical, managerial, and skilled trade occupations.
- Workers in lower skilled occupations should pursue reskilling and upskilling.

For Policy Makers

- Strengthen higher education, technical training, and TVET systems.
- Develop workforce transition and labour mobility programs.

6.6.3 Top Sectors by Number of Vacancies

Figure 52: Top Economic sectors by Number of vacancies



Administrative and Support Service Activities, which include cleaning, recruitment, office administration, security, and business support services, have the highest number of job vacancies at 67,868, followed by Human Health and Social Work Activities, which involve hospitals, healthcare, nursing, rehabilitation, and social care services, with 56,281 vacancies, and Professional, Scientific and Technical Activities, which include consulting, engineering, legal, scientific, and technical services, with 51,242 vacancies. This shows that the labour market is largely driven by support services, healthcare, and knowledge-based sectors.

Education, which involves teaching, training, and skills development services, recorded 32,650 vacancies, while Wholesale and Retail Trade, which covers commercial trade, retail services, and motor vehicle repair activities, recorded 30,967 vacancies, highlighting the importance of skills development and business activity. Financial and Insurance Activities, which include banking, insurance, investment, and financial support services, recorded 24,113 vacancies, further showing the continued need for financial services and economic management.

Sectors like Construction, which involves infrastructure and building development activities, recorded 23,501 vacancies, while Manufacturing, which involves industrial production and processing activities, recorded 19,435 vacancies, reflecting ongoing infrastructure development and industrial production. Information and Communication, which covers ICT services, telecommunications, software, and digital communication activities, recorded 16,241 vacancies, also standing out and showing the growing importance of digital transformation. Real Estate Activities, which involve property development, leasing, and management services, recorded 13,881 vacancies and still play a meaningful role in the job market.

Overall, the data shows a well-diversified labour market, led by service, healthcare, and knowledge-based sectors, with strong support from construction, manufacturing, and digital industries.

Implications

For Job Seekers

- Opportunities are strong in healthcare, professional services, administration, ICT, finance, construction, manufacturing, and retail-related occupations, making it important to develop skills in healthcare support, accounting, engineering, ICT systems, software and digital operations, customer service, project management, construction trades, manufacturing operations, logistics, and business administration.
- Job seekers should strengthen competencies in digital literacy, data analysis, communication, customer relations, financial management, engineering support, problem-solving, and technical operations to improve employability across diversified sectors.

For Policy Makers

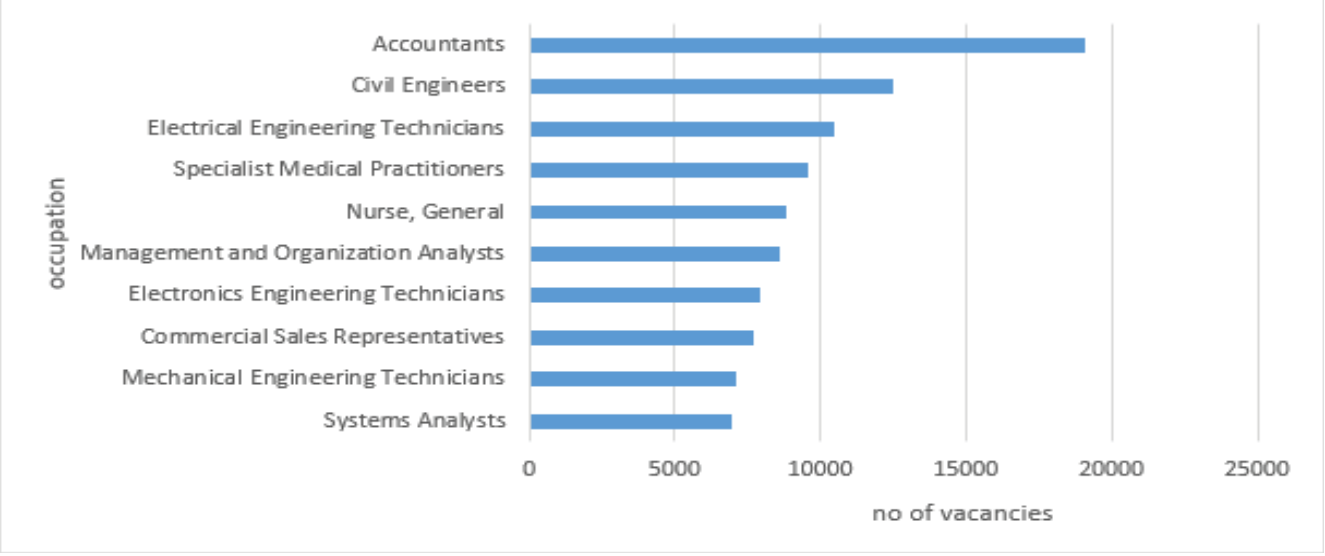
- Expand investment in healthcare, ICT, finance, engineering, construction, manufacturing, and professional training programs to align workforce skills with labour market demand.
- Strengthen partnerships between industries and training institutions to support practical training in digital systems, engineering, healthcare services, technical trades, logistics, customer service, and business management.

6.6.4. Most Sought Occupations by Skill Level

6.6.4.1 Most Sought Occupations for Highly Skilled Workers

Highly skilled workers are employees with advanced education, specialized training, and extensive expertise who perform complex professional, technical, managerial, or analytical tasks that require high levels of problem-solving, decision-making, and independent judgment.

Figure 53: Most sought occupations for Highly skilled workers





Accountants have the highest demand among highly skilled workers, with 19,089 vacancies, followed by Civil Engineers (12,490), Electrical Engineering Technicians (10,486), and Specialist Medical Practitioners (9,577). This shows strong demand for skills in finance, engineering, and healthcare.

Healthcare remains especially important, with continued shortages shown by the demand for Specialist Medical Practitioners and Nurses (8,831). At the same time, engineering roles such as Electrical, Electronics (7,895), and Mechanical Engineering Technicians (7,112) highlight the need for technical expertise.

There is also growing demand for business and technology-related roles. Jobs like Management and Organization Analysts (8,590), Commercial Sales Representatives (7,729), and Systems Analysts (6,932) show the importance of strategic thinking, business development, and ICT skills.

Overall, the labour market is driven by finance, engineering, healthcare, and ICT, supported by strong demand for both technical and business expertise.

You are correct. The implications should reflect the order and strength of the findings. Since finance and engineering are leading more strongly than healthcare in this graph, the policy implication should prioritize those areas first instead of making healthcare sound dominant.

Implications:

For Job Seekers

- The high demand for Accountants, Civil Engineers, Engineering Technicians, Systems Analysts, and Management Analysts highlights the importance of finance, engineering, ICT, technical, and business management skills in the labour market.
- Job seekers should strengthen competencies in accounting, financial analysis, engineering support, systems analysis, ICT systems, project management, strategic planning, communication, and customer relations to improve employability in highly skilled occupations.

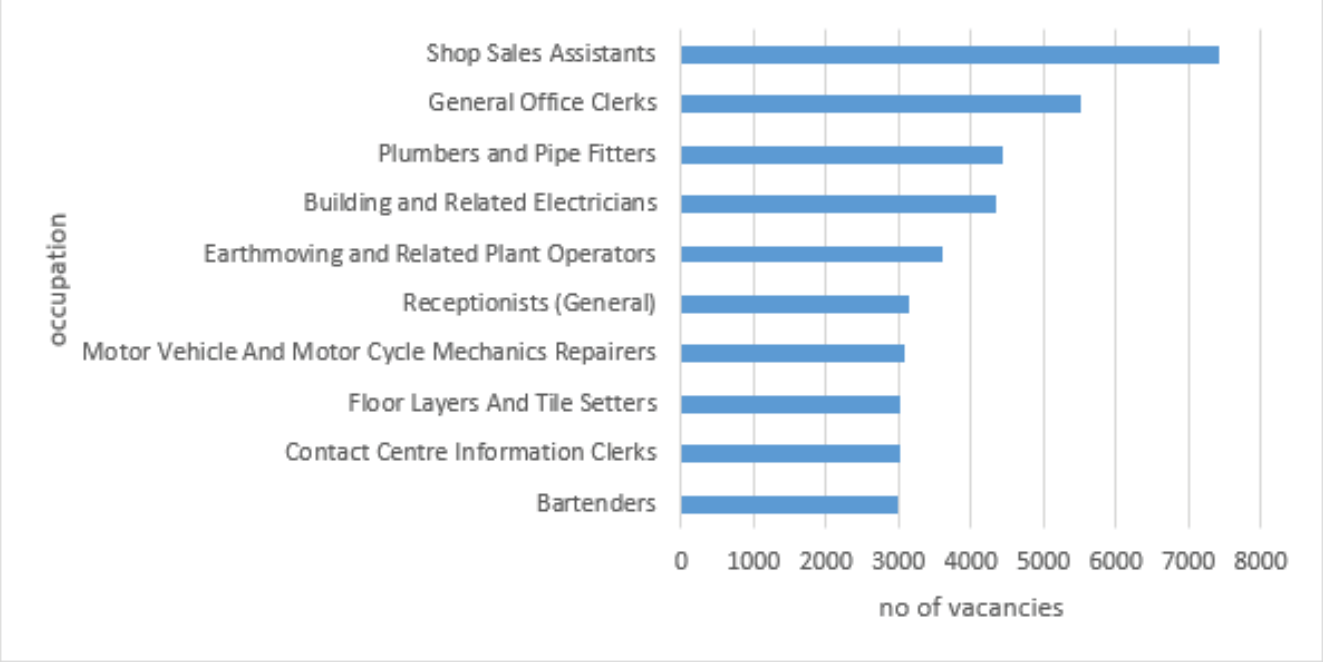
For Policy Makers

- Expand investment in finance, engineering, ICT, and technical training programs to address growing demand for highly skilled and specialized professionals.
- Strengthen partnerships between industries and training institutions to support practical training in accounting, engineering, ICT systems, digital technologies, business management, and technical services.
- Continue supporting healthcare training programs to help address ongoing shortages of medical practitioners and nurses.

6.6.4.2. Most Sought Occupations for Middle Skilled Workers

Middle skilled workers are employees who possess moderate levels of education, training, and technical skills needed to perform practical, technical, or supervisory tasks. Their jobs often require vocational training, diplomas, apprenticeships, or on-the-job experience rather than advanced university qualifications.

Figure 54: Most sought Occupations for Middle skilled workers



Shop Sales Assistants are the most in-demand middle-skilled workers, with 7,420 vacancies. They are followed by General Office Clerks (5,510), Plumbers and Pipe Fitters (4,444), and Building and Related Electricians (4,348), showing strong demand in retail, administrative support, and technical trades.

Technical roles such as Plumbers, Electricians, Motor Vehicle Mechanics (3,094), and Earthmoving Plant Operators (3,592) highlight the continued importance of skilled trades in supporting infrastructure and industrial activities.

There is also steady demand for service and customer-facing roles. Jobs like Receptionists (3,131), Contact Centre Information Clerks (3,020), and Bartenders (2,980) show the importance of hospitality and business support services. Floor Layers and Tile Setters (3,020) further point to ongoing demand in construction-related work.

Overall, the data shows that middle skilled jobs are mainly driven by retail, technical trades, and service roles, all of which are essential for keeping daily business and economic activities running smoothly.

Implications

For Job Seekers

- Opportunities are strongest in retail, technical trades, administration, hospitality, and customer service occupations, making practical and service-oriented skills increasingly important.
- Job seekers should focus on building competencies in communication, technical trades, machinery operation, customer relations, and workplace support services to improve employability in middle skilled occupations.

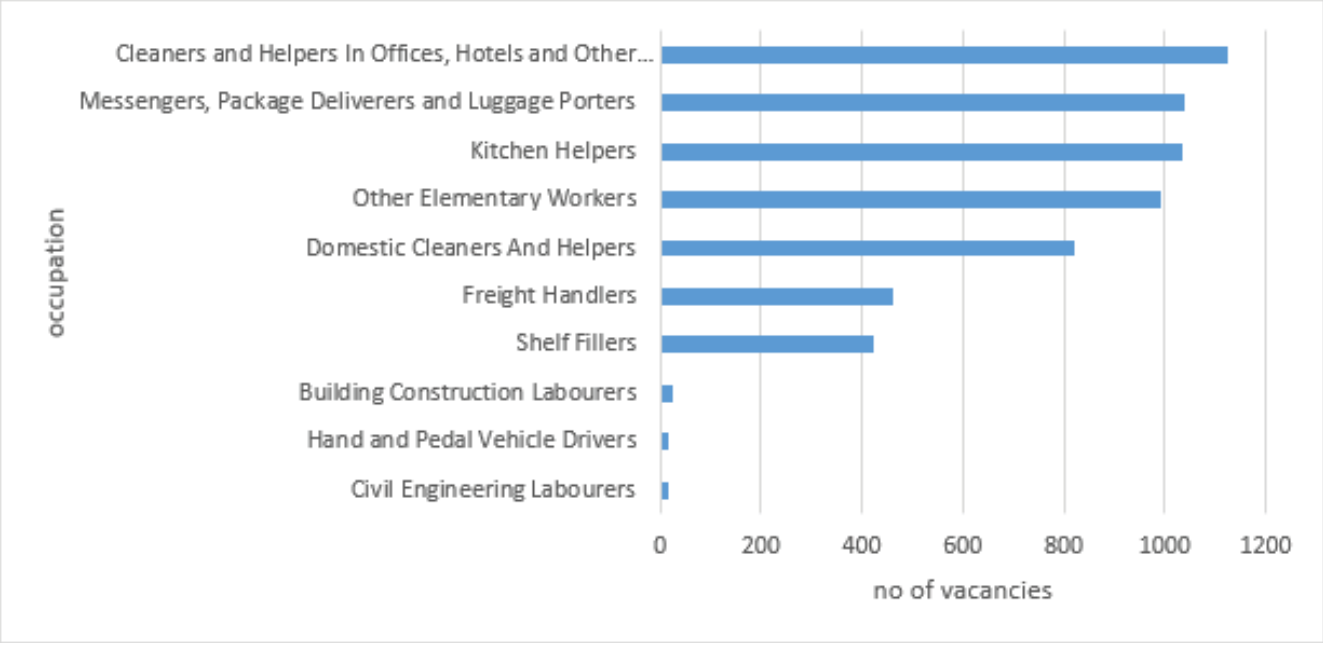
For Policy Makers

- Strengthen TVET and vocational training programs in technical trades, retail services, hospitality, and office administration to align workforce skills with labour market demand.
- Promote practical training, apprenticeships, and certification programs that support skills development in customer service, technical operations, and infrastructure related occupations.

6.6.4.3. Most Sought Occupations for Low Skilled Workers

Low-skilled workers are employees who perform simple and routine tasks that require limited formal education, training, or technical expertise. Their work is usually manual or repetitive and often requires basic skills and short-term training.

Figure 55: Most sought occupations for Low skilled workers



Among low-skilled jobs, Cleaners and Helpers in offices, hotels, and other establishments are the most in demand, with 1,126 vacancies. They are followed by Messengers, Package Deliverers, and Luggage Porters (1,040), and Kitchen Helpers (1,035), showing strong demand in basic service, hospitality, and logistics support roles.

Other jobs like Other Elementary Workers (991) and Domestic Cleaners and Helpers (820) also show the continued need for routine service and household support. Roles such as Freight Handlers (461) and Shelf Fillers (422) highlight demand in logistics, warehousing, and retail support.

On the other hand, jobs like Building Construction Labourers (25), Hand and Pedal Vehicle Drivers (18), and Civil Engineering Labourers (16) have relatively low demand, suggesting fewer opportunities in some manual labour roles.

Overall, the data shows that low-skilled jobs are mainly concentrated in service, hospitality, and logistics, and are generally fewer compared to higher-skilled roles.

Implications

For Job Seekers

- Opportunities are concentrated in hospitality, logistics, and support services.
- Workers in low-skilled occupations should pursue vocational training and upskilling.

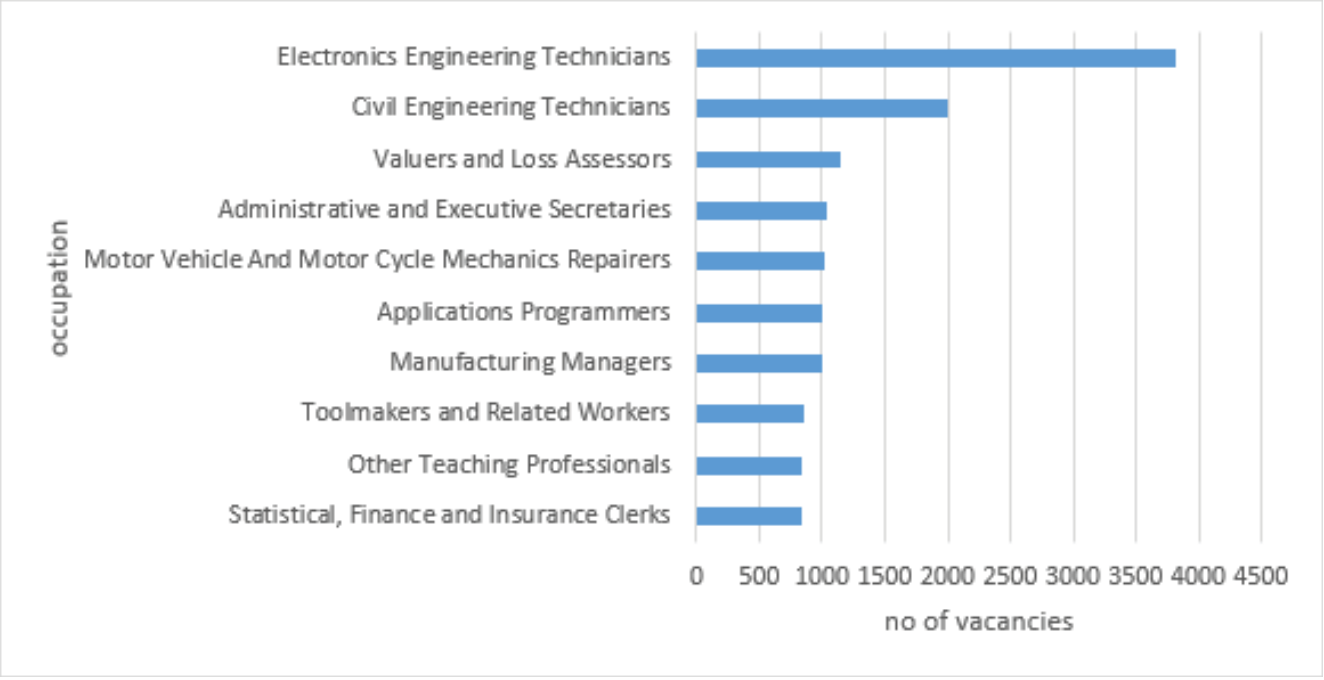
For Policy Makers

- Expand workplace readiness and vocational training programs.
- Strengthen labour mobility and reskilling initiatives.

6.6.5 Most Sought Occupations in Sectors with Most Vacancies

6.6.5.1. Most Sought Occupations in the Manufacturing Sector

Figure 56: Most sought Occupations in the Manufacturing Sector



In the manufacturing sector, Electronics Engineering Technicians are the most in demand, with 3,823 vacancies. They are followed by Civil Engineering Technicians (1,993) and Valuers and Loss Assessors (1,141), showing strong demand for technical and engineering skills.

Administrative roles are also important. Jobs like Executive Secretaries (1,028) and Statistical, Finance, and Insurance Clerks (838) highlight the need for support in daily operations. At the same time, technical trades such as Mechanics (1,022) and Toolmakers (846) show the importance of maintaining equipment and supporting production processes.

There is also growing demand for digital and management roles. Applications Programmers (993) and Manufacturing Managers (993) reflect the increasing use of technology and the need for effective management in the sector. In addition, Other Teaching Professionals (838) play a role in supporting training and skills development.

Overall, the manufacturing sector depends on a mix of technical, administrative, and managerial roles, with a growing focus on digital skills and specialized expertise.

Implications

For Job Seekers

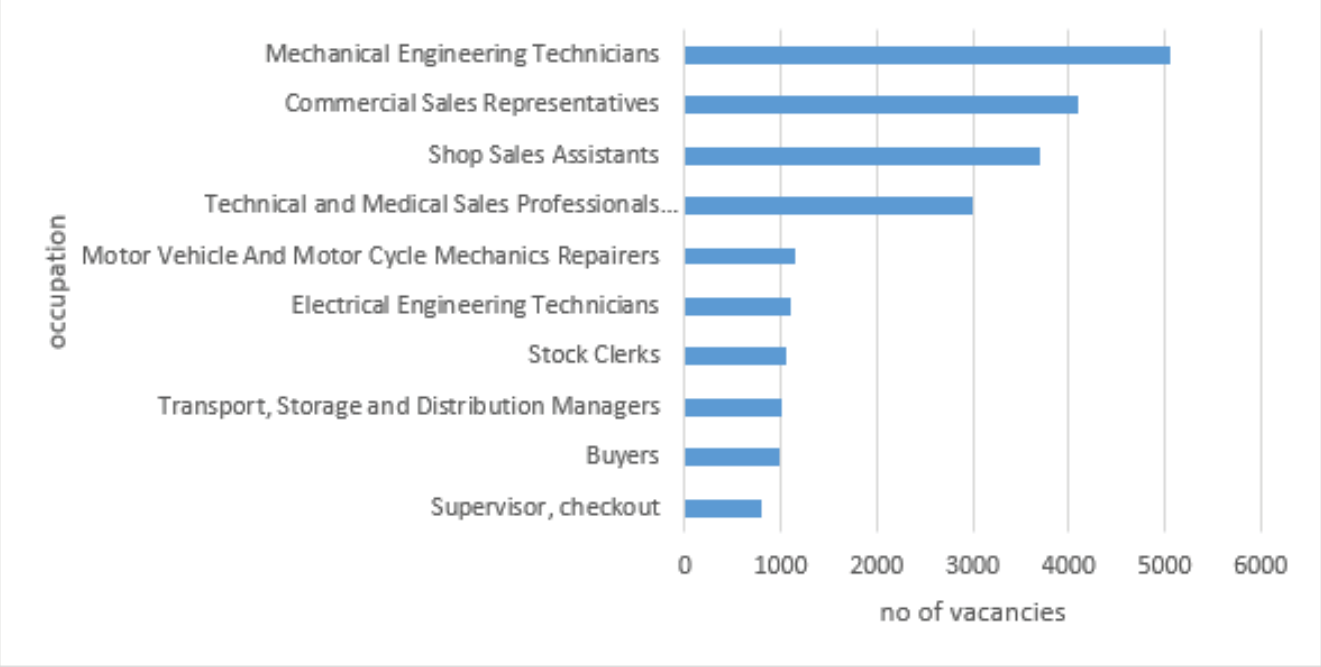
- Opportunities in the manufacturing sector are strongest in technical, engineering, administrative, and digital-related occupations, making specialized technical and operational skills increasingly important.
- Job seekers should strengthen competencies in engineering support, machinery maintenance, programming, production processes, office administration, data handling, and industrial management to improve employability in modern manufacturing industries.

For Policy Makers

- Strengthen technical, engineering, digital manufacturing, and industrial management training programs to align workforce skills with the evolving needs of the manufacturing sector.
- Promote practical training, apprenticeships, and industry partnerships that support skills development in machinery maintenance, industrial technology, production management, and manufacturing support services.

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

Figure 57: Most sought occupations in the Wholesale and retail trade sector



In the wholesale and retail trade sector, Mechanical Engineering Technicians are the most in demand, with 5,048 vacancies. They are followed by Commercial Sales Representatives (4,094) and Shop Sales Assistants (3,688), showing strong demand for technical skills, sales, and customer-facing roles.

There is also growing demand for technical sales positions. Roles like Technical and Medical Sales Professionals (2,991) and Electrical Engineering Technicians (1,098) highlight how technical knowledge is becoming more important in commercial activities.

Operational and support roles also play a key part. Jobs such as Motor Vehicle Mechanics (1,138), Stock Clerks (1,055), and Checkout Supervisors (805) show the need for maintenance, inventory management, and day-to-day retail supervision. In addition, roles like Transport, Storage and Distribution Managers (1,010) and Buyers (995) highlight the importance of logistics and procurement in keeping operations running smoothly.

Overall, the sector depends on a combination of technical, sales, and operational roles, with a strong focus on customer service, supply chain management, and technical support.

Implications

For Job Seekers

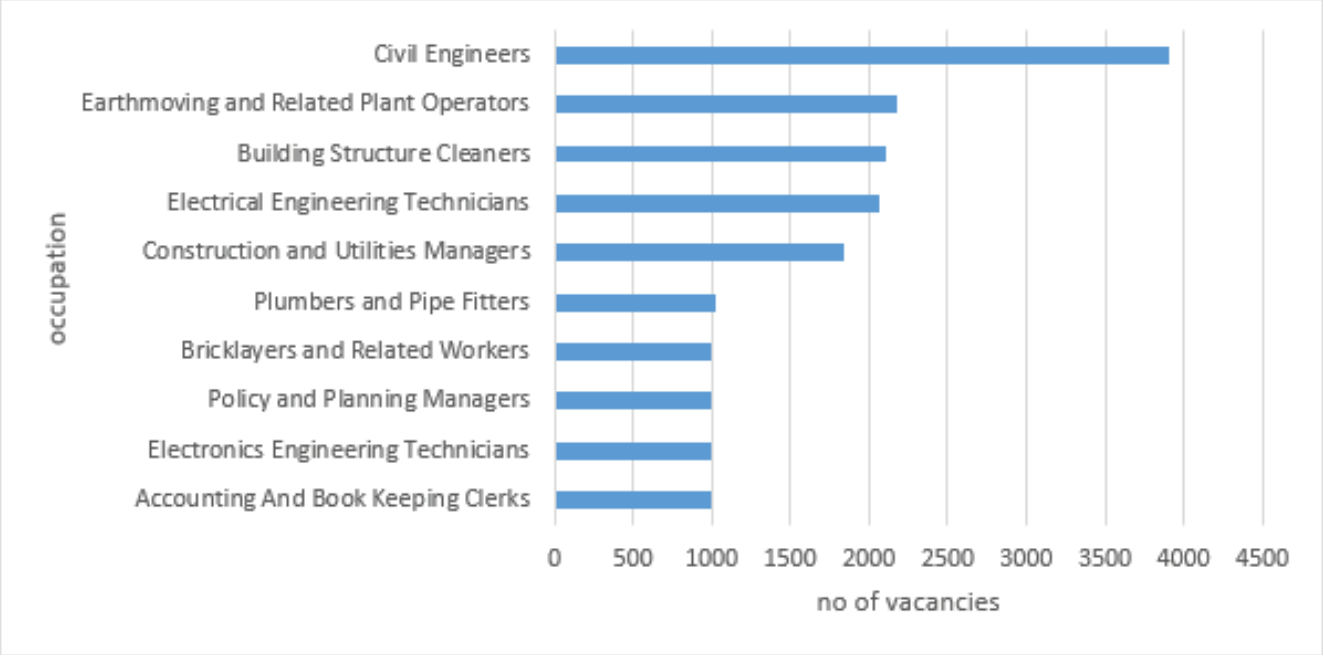
- Skills in customer relations, sales negotiation, communication, inventory management, stock control, procurement, logistics coordination, machinery maintenance, electrical systems support, technical product knowledge, merchandising, and retail supervision are increasingly important in the wholesale and retail trade sector.

For Policy Makers

- Strengthen vocational and technical training programs in sales management, logistics, procurement, inventory control, customer service, technical maintenance, and supply chain operations to align workforce skills with labour market demand.
- Promote practical training, apprenticeships, and certification programs that support skills development in technical sales, retail supervision, distribution management, mechanical maintenance, and commercial operations.

6.6.5.3. Most Sought Occupations in the Construction Sector

Figure 58: Most sought occupations in the Construction Sector



In the construction sector, Civil Engineers are the most in demand, with 3,907 vacancies. Earthmoving Operators (2,179) and Building Structure Cleaners (2,110) follow them, showing strong demand for engineering skills, machinery operation, and site support roles.

Technical roles are also important. Jobs like Electrical and Electronics Engineering Technicians (2,063 and 997) highlight the need for specialized skills, while Construction Managers (1,845) and Policy and Planning Managers (997) show the importance of managing and overseeing projects.

Skilled trades such as Plumbers (1,018) and Bricklayers (1,003) remain essential, and roles like Accounting Clerks (990) highlight the need for financial support within construction activities.

Overall, the sector is driven by engineering, technical, and trade roles, supported by management and administrative functions to ensure projects run smoothly

Implications:

For Job Seekers

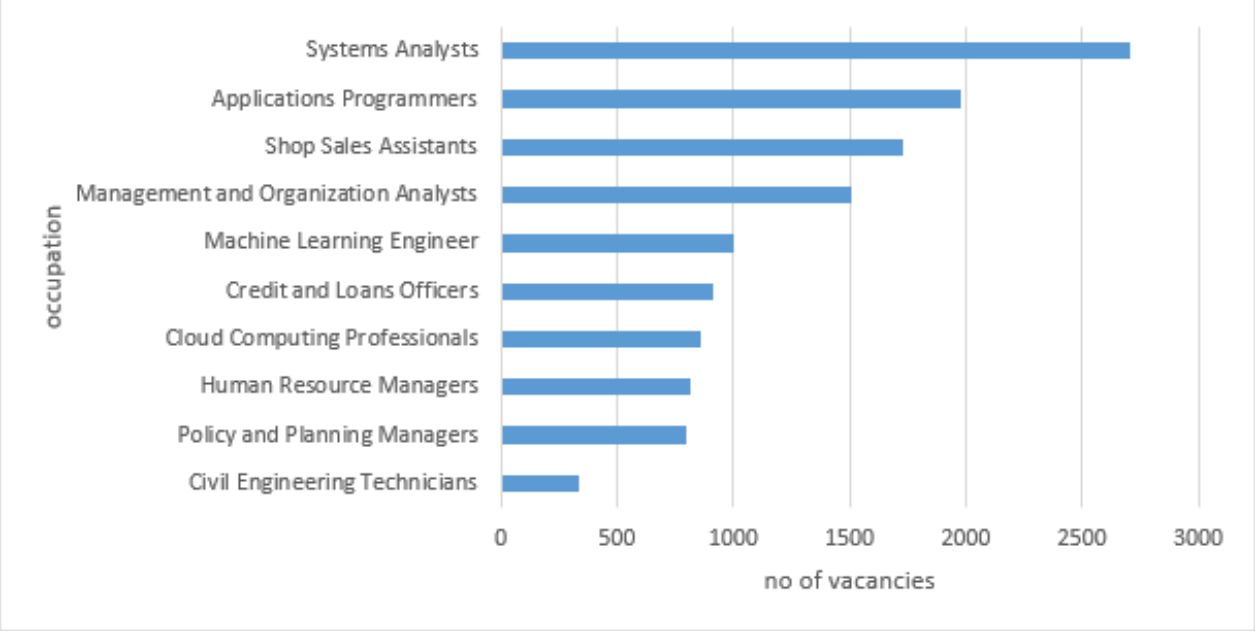
- Job seekers should acquire skills in civil engineering, machinery operation, electrical and electronics systems, construction supervision, project planning, plumbing, bricklaying, accounting, budgeting, site management, and infrastructure maintenance to improve employability in the construction sector.

For Policy Makers

- Strengthen engineering, construction, technical trade, machinery operation, and project management training programs to align workforce skills with labour market demand.
- Promote apprenticeships, practical training, and certification programs that support skills development in construction supervision, engineering support, plumbing, bricklaying, electrical systems, and infrastructure development.

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

Figure 59: Most sought Occupations in the Information and Communication sector



In the ICT sector, Systems Analysts are the most in demand, with 2,709 vacancies. They are followed by Applications Programmers (1,978) and Shop Sales Assistants (1,730), showing strong demand for digital skills as well as customer-facing roles.

There is also growing demand for more advanced technology roles. Jobs like Machine Learning Engineers (999) and Cloud Computing Professionals (855) highlight the increasing importance of emerging technologies. At the same time, roles such as Management Analysts (1,508) and HR Managers (812) show the need for strategic planning and organizational management.

Other roles, including Credit Officers (909) and Civil Engineering Technicians (336), reflect how financial and technical support functions are also part of the sector.Overall, the ICT sector is driven by digital, analytical, and managerial roles, with a growing focus on advanced technologies.

Implications:

For Job Seekers

- Job seekers should acquire skills in systems analysis, programming, software development, machine learning, cloud computing, data analysis, digital communication, customer service, strategic planning, organizational management, financial analysis, and ICT support services to improve employability in the ICT sector.

For Policy Makers

- Strengthen ICT, software engineering, artificial intelligence, cloud computing, and digital innovation training programs to align workforce skills with labour market demand.
- Promote partnerships between technology industries and training institutions to support practical training, certification, and skills development in emerging technologies, digital systems, and ICT management.

6.6.5.5. Most Sought Occupations in the Professional, scientific and Technical

Figure 60: Most sought Occupations in the Professional, scientific and technical



In the professional, scientific, and technical sector, Accountants are the most in demand, with 13,850 vacancies. They are followed by Management and Organization Analysts (3,092) and Finance Managers (3,010), showing strong demand for financial and strategic expertise.

Systems Analysts (2,541) highlight the growing importance of ICT in the sector. At the same time, legal roles such as Legal Secretaries (2,085), Legal Associates (1,892), and Lawyers (1,193) show steady demand for legal services.

There is also demand for business support roles. Jobs like Commercial Sales Representatives (1,498), General Office Clerks (1,467), and Transport Managers (1,329) highlight the importance of administration, sales, and logistics.

Overall, the sector is driven by finance, ICT, legal, and business functions, all of which require specialized and analytical skills.

Implications:

For Job Seekers

- Job seekers should acquire skills in accounting, financial analysis, auditing, strategic planning, systems analysis, ICT systems, legal services, communication, office administration, sales, logistics coordination, transport management, and business operations to improve employability in the professional, scientific, and technical sector.

For Policy Makers

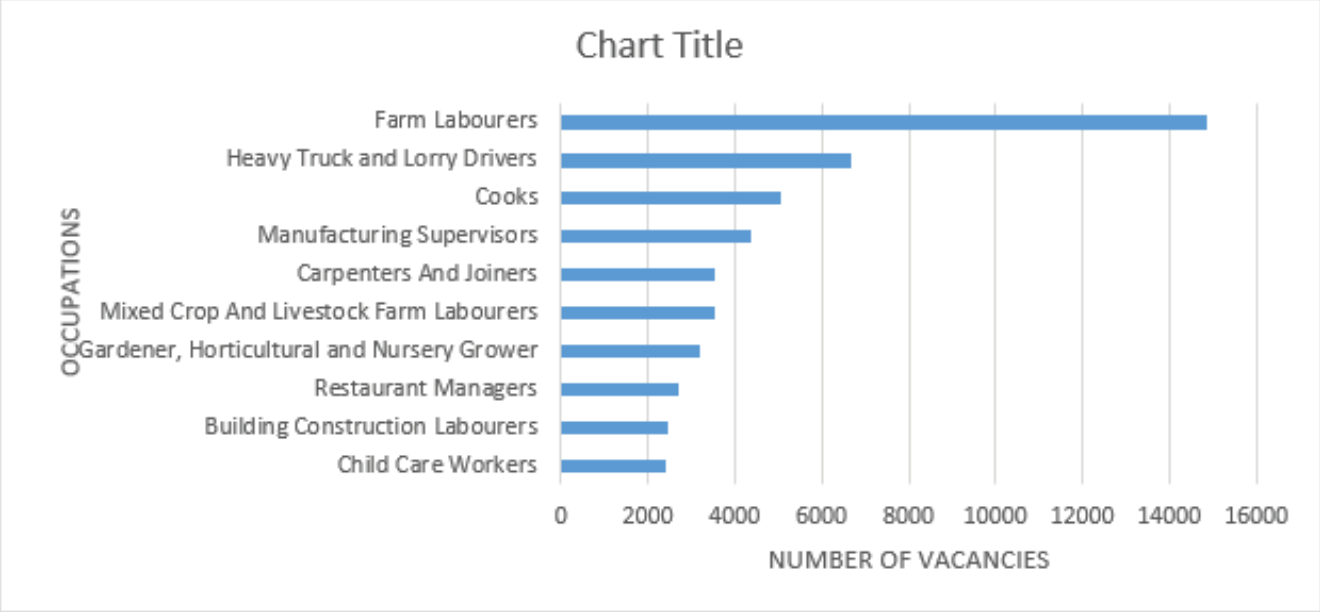
- Strengthen training programs in finance, ICT, legal studies, business management, logistics, and administrative services to align workforce skills with labour market demand.
- Promote partnerships between industries and training institutions to support practical training, certification, and skills development in accounting, ICT systems, legal support services, business administration, and strategic management.

6.7

CANADA Q2 LABOUR MARKET DEMAND OUTLOOK

6.7.1 Most Sought Occupations by Number of Vacancies

Figure 50: Most Figure 61: Most sought Occupations in Canada occupations by number of Vacancies



In Q2, the Canadian labour market showed strong demand Farm labourers make up by far the largest group, with a significant gap between them and all other occupations. The next biggest categories are heavy truck drivers and cooks, followed by mid-sized groups like manufacturing supervisors and carpenters. The remaining roles such as farm labourers in mixed agriculture, gardeners, restaurant managers, construction labourers, and child care workers are present in smaller but fairly similar numbers. Overall, the data is heavily weighted toward agricultural and manual labor roles as Farm labourers make up by far the largest group (14,836), with a significant gap between them and all other occupations. The next biggest categories are heavy truck and lorry drivers (6,664) and cooks (5,079), followed by mid-sized groups like manufacturing supervisors (4,364) and carpenters and joiners (3,553). The remaining roles such as mixed crop and livestock farm labourers (3,526), gardeners, horticultural and nursery growers (3,194), restaurant managers (2,685), building construction labourers (2,447), and child care workers (2,413) are present in smaller but fairly similar numbers.

Implication

For Job Seekers

- Kenyan job seekers can benefit from Canada's strong demand for workers in agriculture, transportation, hospitality, construction, manufacturing, and childcare. Opportunities are highest for Farm Labourers, Heavy Truck Drivers, Cooks, Manufacturing Supervisors, and Carpenters. Relevant technical training, practical experience, and language proficiency will improve employment prospects.

For policymakers

- These trends highlight the need to strengthen TVET and skills development in agriculture, transport, construction, manufacturing, hospitality, and caregiving. Expanding bilateral labour mobility agreements and aligning training programmes with Canada's labour market needs will enhance overseas employment opportunities for Kenyan workers.

> Language training should also form part of preparation for overseas employment, particularly German, Arabic, and French. Job seekers should strengthen professional, technical, digital, engineering, healthcare, hospitality and business support competencies,



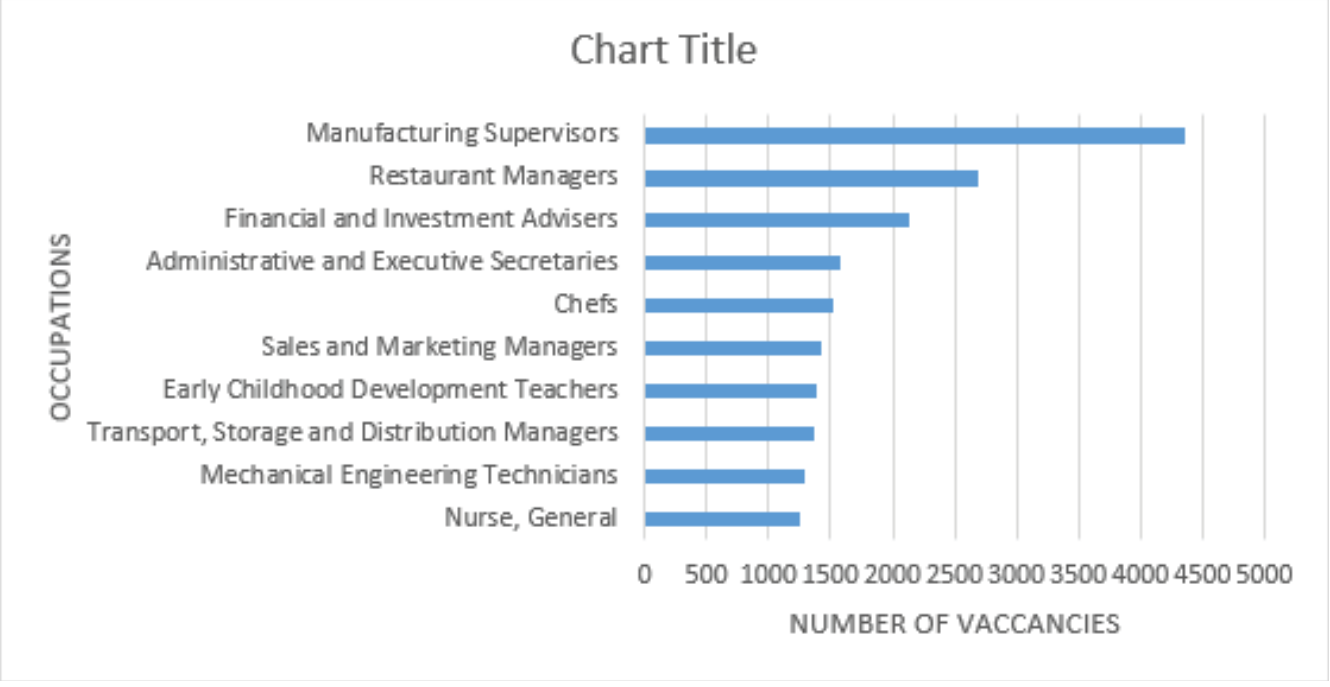
6.7.2 Most Sought Occupations by Skill Level

6.7.2.1 Most sought occupations for Highly skilled workers

Highly skilled workers are employees with advanced education, specialized training, and extensive expertise who perform complex professional, technical, managerial, or analytical tasks that require high levels of problem-solving, decision-making, and independent judgment.



Figure 62 Most sought occupations for Highly skilled workers



The Canadian labour market continues to demonstrate demand for highly skilled professionals across several key sectors. Manufacturing supervisors form the largest group (4,364), followed by restaurant managers (2,685) and financial and investment advisers (2,135). The remaining roles including administrative secretaries (1,573), chefs (1,515), sales and marketing managers (1,420), early childhood teachers (1,379), transport managers (1,371), mechanical engineering technicians (1,283), and general nurses (1,256) are fairly close in number, with a gradual decline across occupations. The data suggests demand is strongest for manufacturing supervisors (4,364), with a notable drop to the next roles, indicating a particularly strong need for leadership in production settings. Other occupations such as restaurant managers (2,685) and financial advisers (2,135) show moderate demand, while the rest cluster fairly closely together, suggesting steady but less differentiated opportunities across administrative, technical, healthcare, and education roles. Overall, the pattern points to a mix of management and skilled professional jobs, with especially strong prospects in supervisory positions.

Implications

For Job Seekers

- Kenyan job seekers can benefit from Canada's demand for highly skilled professionals in manufacturing, hospitality, finance, administration, engineering, healthcare, education, and transport. Opportunities are strong for Manufacturing Supervisors, Restaurant Managers, Financial and Investment Advisers, Administrative Secretaries, Chefs, Sales and Marketing Managers, Early Childhood Teachers, Mechanical Engineering Technicians, and General Nurses. Relevant professional qualifications, work experience, and where applicable, Canadian licensing requirements will improve employability.

For policymakers

- These trends highlight the need to strengthen higher education and TVET Programmes in manufacturing, engineering, healthcare, education, business, and hospitality. Enhancing professional certification, supporting international credential recognition, and strengthening bilateral labour mobility partnerships with Canada will improve employment opportunities for Kenyan professionals.

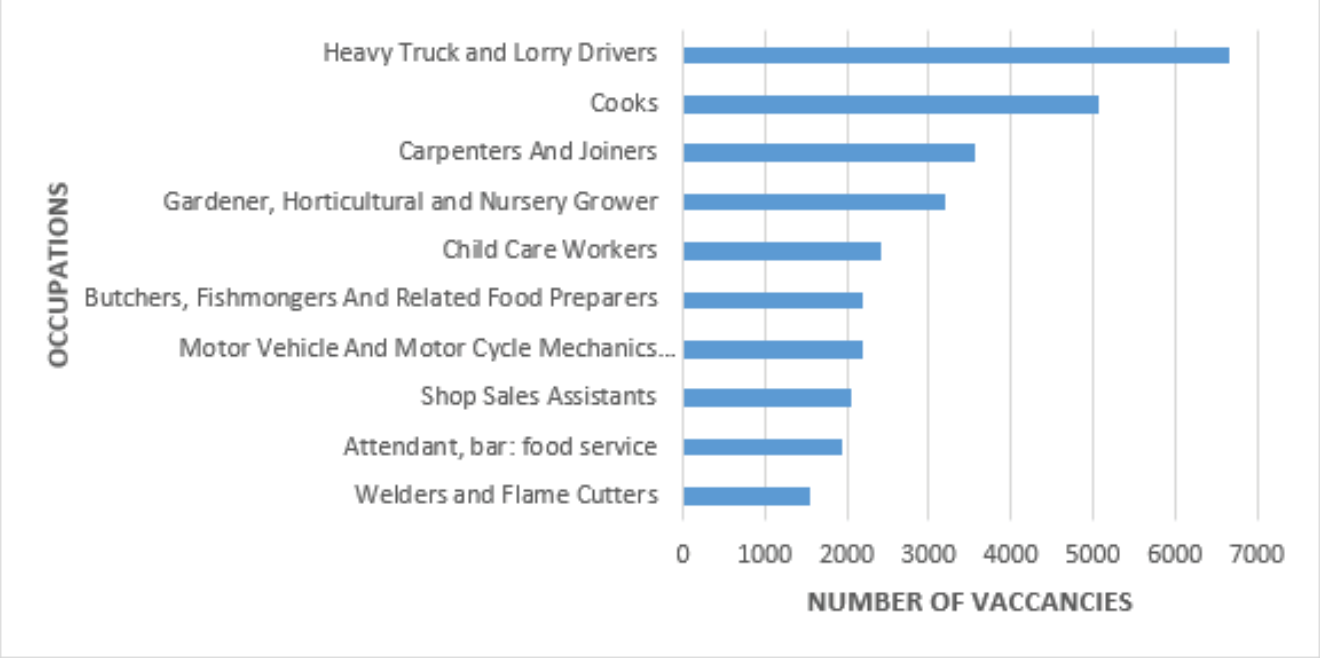


6.7.2.2 Most sought occupations among Middle skilled workers

Middle-skilled workers are employees who possess moderate levels of education, training, and technical skills needed to perform practical, technical, or supervisory tasks. Their jobs often require vocational training, diplomas, apprenticeships, or on-the-job experience rather than advanced university qualifications.

> trends highlight the need to strengthen TVET programmes in transport, construction, hospitality, automotive technology, horticulture, childcare, and welding.

Figure 63: Most sought occupations for Middle skilled workers



Heavy Truck and Lorry Drivers (6664), Cooks (5079), Carpenters and Joiners (3553), Gardener, Horticultural and Nursery Grower (3194), Child Care Workers (2413), Butchers, Fishmongers and Related Food Preparers (2205), Motor Vehicle and Motorcycle Mechanics Repairers (2198), Shop Sales Assistants (2048), Attendant, Bar: Food Service (1941), and Welders and Flame Cutters (1546) together show that heavy truck and lorry drivers form the largest group by a clear margin, followed by cooks and skilled trades such as carpentry, with numbers gradually decreasing across gardening, childcare, food preparation, mechanical, retail, and service roles, highlighting a workforce largely concentrated in practical, trade-based, and service-oriented.

Implications

For Job Seekers

- Kenyan job seekers can benefit from Canada's demand for middle-skilled workers in transportation, hospitality, construction, horticulture, childcare, automotive repair, retail, and welding. Opportunities are strongest for Heavy Truck Drivers, Cooks, Carpenters, Gardeners, Child Care Workers, Mechanics, Shop Sales Assistants, and Welders. Technical training, practical experience, and relevant certifications will improve employment prospects.

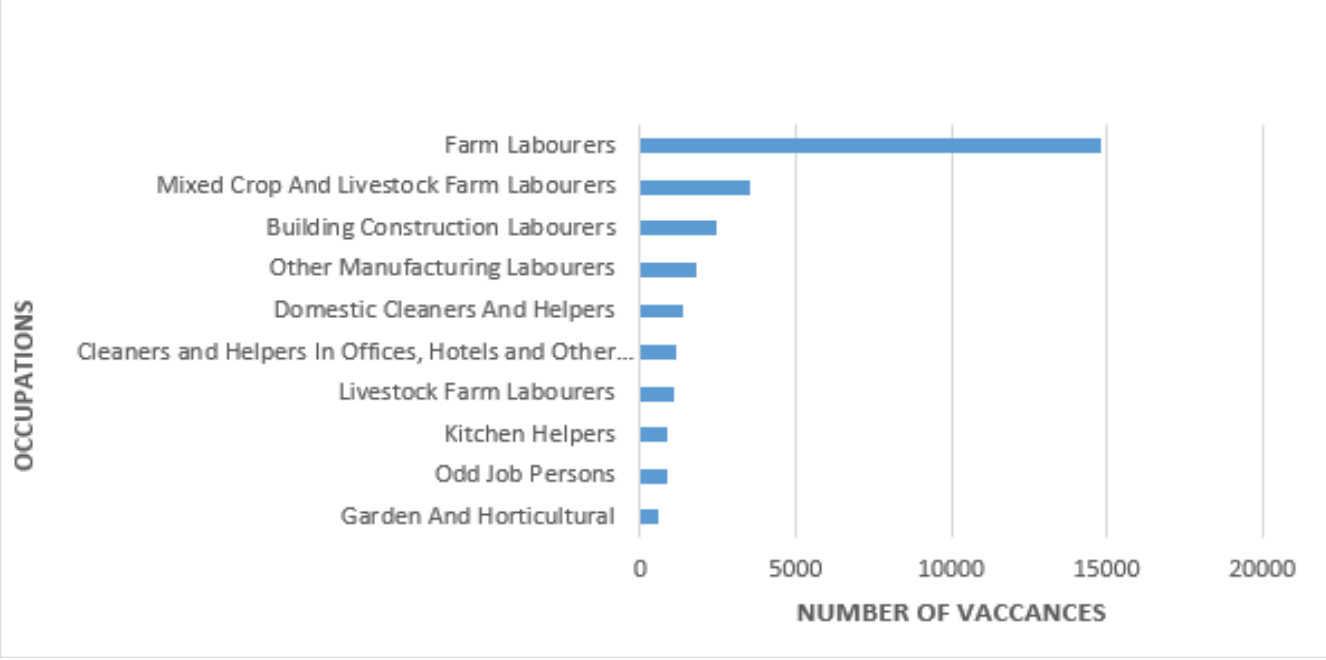
For policymakers

- These trends highlight the need to strengthen TVET programmes in transport, construction, hospitality, automotive technology, horticulture, childcare, and welding. Aligning training with Canada's labour market needs and strengthening bilateral labour mobility partnerships will enhance overseas employment opportunities for Kenyan workers.

6.7.2.3 Most sought occupation for Low skilled workers

Low-skilled workers are employees who perform simple and routine tasks that require limited formal education, training, or technical expertise. Their work is usually manual or repetitive and often requires basic skills and short term training.

Figure 64: Most sought occupations for Low skilled workers



Low skilled roles continue to play a vital role in maintaining essential services in Canada. The table shows Farm Labourers (14836), Mixed Crop and Livestock Farm Labourers (3526), Building Construction Labourers (2447), Other Manufacturing Labourers (1770), Domestic Cleaners and Helpers (1340), Cleaners and Helpers in Offices, Hotels and Other Establishments (1121), Livestock Farm Labourers (1086), Kitchen Helpers (880), Odd Job Persons (853), and Garden and Horticultural (572) show that farm labourers make up by far the largest group, with a sharp drop to mixed farming roles and construction labourers, followed by smaller numbers in manufacturing, cleaning, and support roles, indicating that the workforce is heavily concentrated in agriculture and manual labor, with progressively fewer workers in service and general helper positions.

Implications

For Job Seekers

- Kenyan job seekers can benefit from Canada's demand for low-skilled workers in agriculture, construction, manufacturing, cleaning, and support services. Opportunities are highest for Farm Labourers, Mixed Crop and Livestock Farm Labourers, Construction Labourers, Manufacturing Labourers, Cleaners, Kitchen Helpers, and Garden Workers. Basic skills training, workplace safety knowledge, and language proficiency will improve employability.

For policymakers

- These trends highlight the need to strengthen short-term skills training and TVET Programmes in agriculture, construction, manufacturing, and service occupations. Promoting labour mobility agreements, ethical recruitment practices, and skills certification will enhance access to overseas employment opportunities for Kenyan workers.

6.7.3 Job Vacancies by Major Occupational Groups

Figure 65: Distribution of Vacancies by Major Occupational groups



Vacancies are highest among craft and related trades workers (17842), technicians and associate professionals (16162), service workers, shop and market sales workers (15496), elementary occupations (15478), professionals (11762), plant and machine operators and assemblers (8452), legislators, administrators and managers (7693), and secretarial, clerical services and related workers (4125) show a fairly balanced distribution across major occupational groups, with craft and related trades workers forming the largest category, closely followed by technicians and associate professionals, while service workers and elementary occupations are nearly equal in size; professional roles remain substantial but lower than the top groups, and the smallest shares are found among plant and machine operators, managers and administrators, and secretarial and clerical workers, indicating a workforce structure weighted toward skilled manual, technical, and service-oriented employment rather than high-level managerial or administrative roles

Implications

For Job Seekers

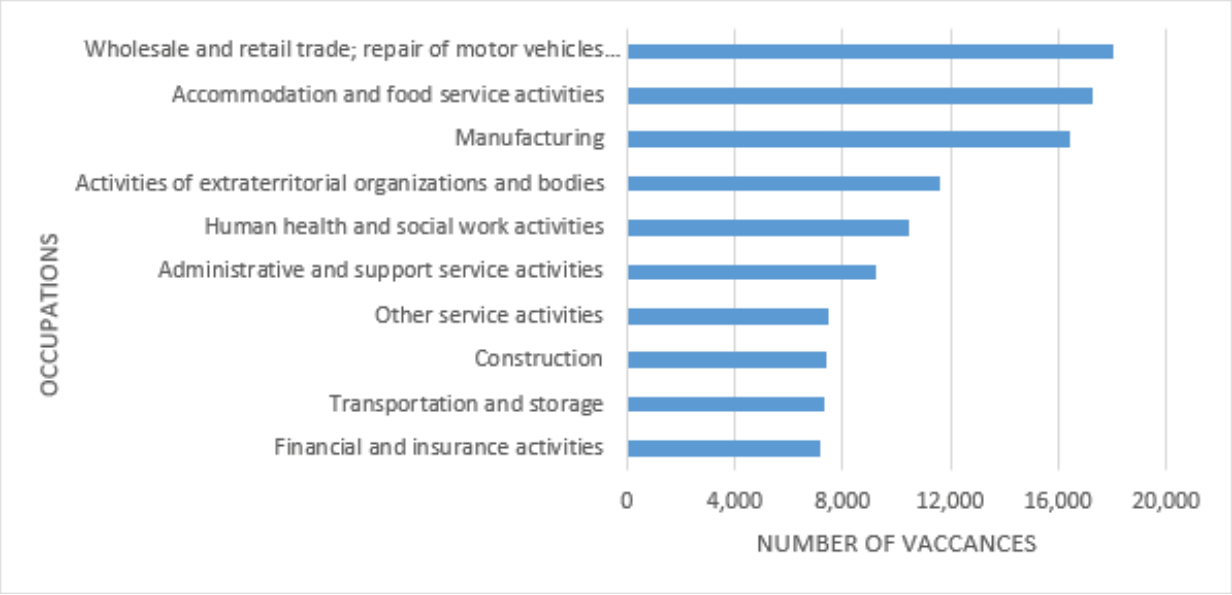
- Kenyan job seekers can benefit from Canada's demand for skilled trades, technical, service, and professional occupations. High opportunities exist for Craft and Related Trades Workers, Technicians, Service Workers, Sales Workers, and Elementary Occupations, with additional demand for professionals and industrial roles. Relevant technical training, practical skills, and occupational certifications will enhance employability.

For policymakers

- Canada's occupational demand highlights the need to strengthen TVET programmes in construction, engineering, manufacturing, technology, and service sectors. Aligning skills development with Canada's labour market needs, promoting international certification, and expanding labour mobility partnerships will improve access to overseas employment opportunities for Kenyan workers.

6.7.4 Job Vacancies By Economic Sector

Figure 66: Top 10 Economic sectors with most vacancies



The wholesale and retail trade; repair of motor vehicles and motorcycles (18,012), accommodation and food service activities (17,301), manufacturing (16,397), activities of extraterritorial organizations and bodies (11,613), human health and social work activities (10,470), administrative and support service activities (9,199), other service activities (7,486), construction (7,413), transportation and storage (7,300), and financial and insurance activities (7,181) show that the largest employment concentrations are in trade, hospitality, and manufacturing, with relatively similar high levels across the top three sectors, followed by a mid-tier group including international organizations, health and social work, and administrative services, while construction, transport, and financial services form a lower but still substantial cluster, indicating a diverse economy where service industries dominate overall employment alongside a strong manufacturing base.

Implication

For Job Seekers

- Kenyan job seekers can benefit from Canada's diverse labour demand across trade, hospitality, manufacturing, healthcare, administration, construction, transport, and financial services. Strong opportunities exist in wholesale and retail trade, accommodation and food services, manufacturing, and health related occupations. Relevant technical skills, professional qualifications, and workplace experience will improve employability.

For policymakers

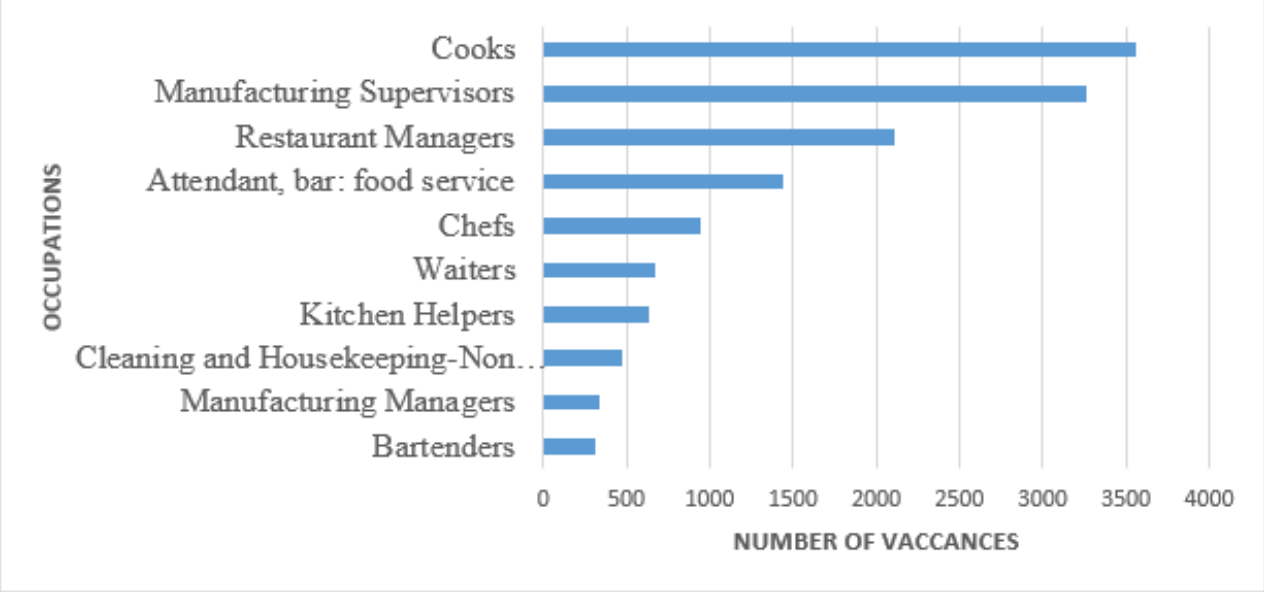
- These trends highlight the need to strengthen training programmes in hospitality, manufacturing, healthcare, logistics, construction, and business services. Aligning TVET and professional training with Canada's labour market needs and expanding labour mobility partnerships will enhance overseas employment opportunities for Kenyan workers.

6.7.5 Most Sought Occupations In Economic Sectors

6.7.5.1 Accommodation and Food service sector

Middle-skilled workers are employees who possess moderate levels of education, training, and technical skills needed to perform practical, technical, or supervisory tasks. Their jobs often require vocational training, diplomas, apprenticeships, or on-the-job experience rather than advanced university qualifications.

Figure 67: Most sought Occupations in the Accommodation and Food service sector



Cooks (3557), manufacturing supervisors (3260), restaurant managers (2108), attendant, bar: food service (1434), chefs (950), waiters (666), kitchen helpers (631), cleaning and housekeeping-non-domestic (477), manufacturing managers (331), and bartenders (307) show a workforce strongly concentrated in food service and manufacturing roles, with cooks and manufacturing supervisors forming the largest groups and restaurant managers also prominent, while mid-level roles such as bar attendants, chefs, and waiters sit in the middle range, and smaller numbers are found in kitchen helpers, cleaning and housekeeping, bartenders, and manufacturing managers, indicating a structure where day-to-day operational and supervisory roles dominate compared to more specialized or senior positions.

Implications

For Job Seekers

- Kenyan job seekers can benefit from Canada's demand for workers in hospitality and manufacturing sectors. Opportunities are highest for Cooks, Manufacturing Supervisors, Restaurant Managers, Chefs, Food Service Attendants, Waiters, and Kitchen Helpers. Relevant hospitality training, manufacturing skills, work experience, and professional certifications will improve employment prospects.

For policymakers

- These trends highlight the need to strengthen TVET programmes in hospitality, food production, manufacturing, and supervisory skills. Aligning training with Canada's labour market needs, promoting skills certification, and expanding labour mobility partnerships will enhance overseas employment opportunities for Kenyan workers.



6.7.5.2 Wholesale and retail trade sector

Figure 68: Most Sought Occupations in the Wholesale and Retail trade sector



The Wholesale and Retail Trade sector's top vacancies are led by motor vehicle and motorcycle mechanics repairers (1095), supervisor, checkout (760), shop sales assistants (716), carpenters and joiners (659), transport, storage and distribution managers (586), mechanical engineering technicians (525), sales and marketing managers (512), mixed crop and livestock farm labourers (471), heavy truck and lorry drivers (414), and butchers, fishmongers and related food preparers (387) show a fairly even spread across technical, retail, transport, and skilled manual occupations, with motor vehicle and motorcycle mechanics repairers forming the largest group, followed by checkout supervisors and shop sales assistants, while mid-range figures are seen in carpentry, logistics management, and engineering roles, and the smallest counts appear in agricultural labouring, heavy truck driving, and food preparation trades, indicating a balanced workforce where service, technical, and skilled manual jobs all play a significant but varied role.

Implications

For Job Seekers

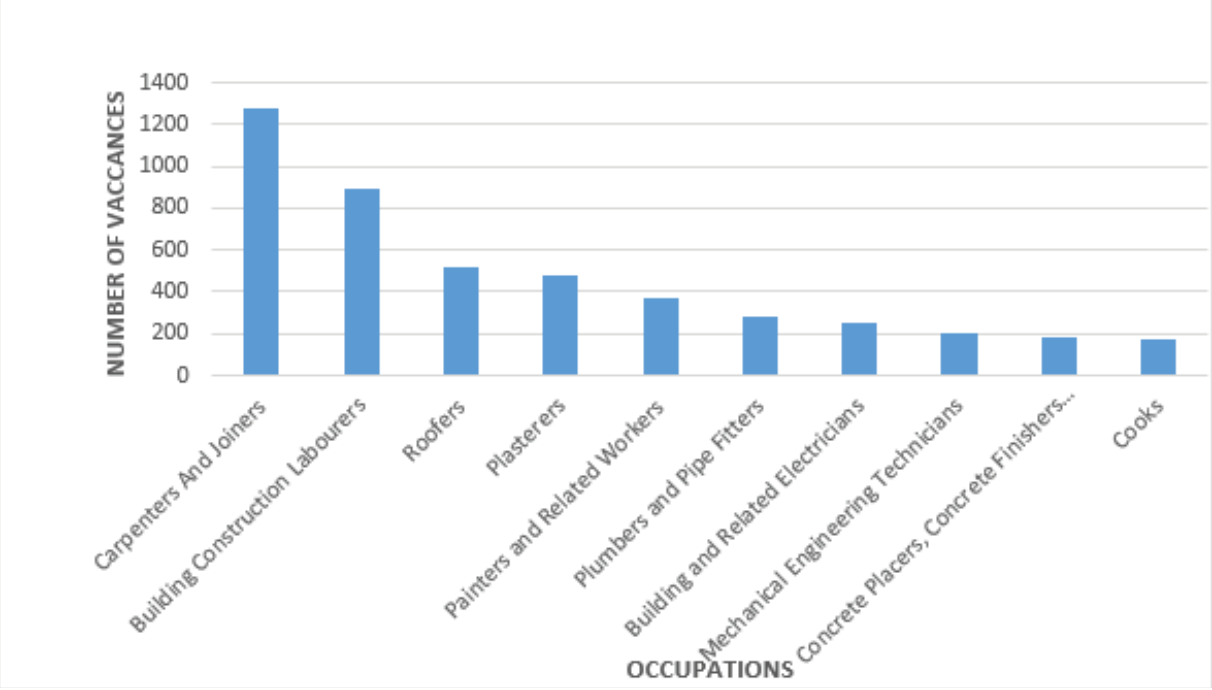
- Kenyan job seekers can benefit from Canada's demand for workers in retail, automotive, logistics, engineering, and skilled trades. Opportunities are available for Motor Vehicle Mechanics, Checkout Supervisors, Shop Sales Assistants, Carpenters, Transport Managers, Mechanical Engineering Technicians, Sales Managers, Truck Drivers, and Food Processing Workers. Relevant technical training, certifications, and practical experience will improve employability.

For policymakers

- These trends highlight the need to strengthen TVET programmes in automotive repair, retail management, logistics, engineering, and skilled trades. Aligning training with Canada's labour market needs, promoting international certification, and expanding labour mobility partnerships will enhance employment opportunities for Kenyan workers.

6.7.5.3 Construction sector

Figure 69: Most sought occupations in the Construction sector



The construction sector in Canada continues to show strong demand for skilled and semi-skilled trades. Carpenters and joiners (1280), building construction laborers (889), roofers (520), plasterers (479), painters and related workers (366), plumbers and pipe fitters (281), building and related electricians (247), mechanical engineering technicians (200), concrete placers, concrete finishers and related workers (187), and cooks (168) show that carpentry and general construction labor dominate the group, with carpenters and joiners leading by a clear margin, followed by building construction laborers and roofing work, while mid-level counts appear in plastering, painting, plumbing, and electrical trades, and the smallest figures are seen in specialized construction finishing roles, mechanical engineering technicians, and cooks, indicating a workforce heavily concentrated in core construction trades with smaller representation in finishing and technical support occupations.

Implications

For Job Seekers

- Kenyan job seekers can benefit from Canada's demand for skilled and semi-skilled construction workers. Opportunities are strongest for Carpenters, Construction Labourers, Roofers, Plumbers, Electricians, Painters, and Mechanical Engineering Technicians. Relevant trade qualifications, safety training, and practical experience will improve employability.

For policymakers

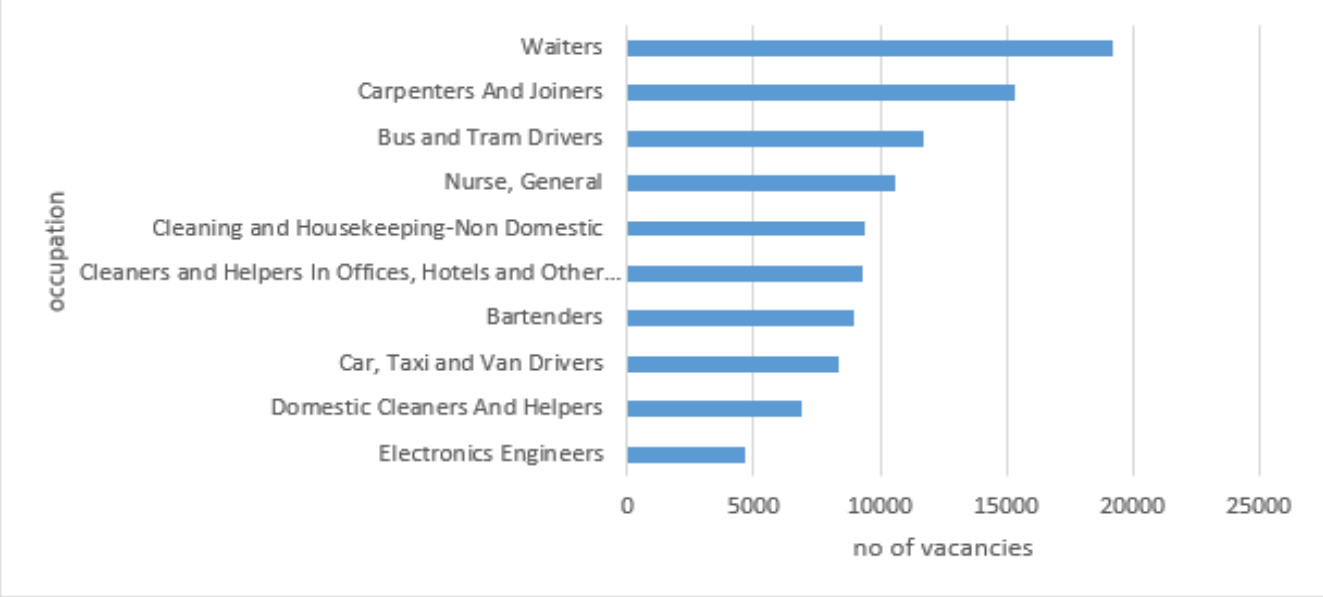
- These trends highlight the need to strengthen TVET programmes in construction trades, engineering, and building services. Expanding competency-based training, promoting internationally recognized certifications, and establishing labour mobility partnerships with Canada will enhance overseas employment opportunities for Kenyan workers.

6.8

UAE LABOUR MARKET DEMAND OUTLOOK

6.8.1 Most Sought Occupations by Number of Vacancies

Figure 70: Most sought occupations in UAE



Waiters are the most in demand occupation in the UAE, with 19,200 vacancies. They are followed by Carpenters and Joiners (15,321) and Bus and Tram Drivers (11,748), showing strong demand in hospitality, construction, and transport sectors.

Service roles are also very prominent. Jobs such as Cleaning and Housekeeping (9,408), Cleaners (9,275), and Bartenders (8,949), along with Drivers (8,396), highlight how important service and logistics activities are in the economy.

There is also clear demand in the healthcare sector, with Nurses (10,608) needed in large numbers. At the same time, roles like Domestic Cleaners (6,914) and Electronics Engineers (4,665) show the continued need for household support and technical expertise.

Overall, the labour market is mainly driven by hospitality, construction, transport, and service roles, with additional support from healthcare and technical occupations.

Implications

For Job Seekers

- Job seekers should acquire skills in hospitality services, customer care, food and beverage service, housekeeping, carpentry, construction trades, driving and transport operations, logistics coordination, healthcare support, nursing, electronics engineering, communication, and workplace safety to improve employability in the UAE labour market.

For Policy Makers

- Strengthen training programs in hospitality, construction, transport, healthcare, technical trades, and service-oriented occupations to align workforce skills with labour market demand.
- Promote practical training, certification, and worker protection initiatives that support skills development in hospitality operations, logistics, healthcare services, construction trades, and technical support occupations.

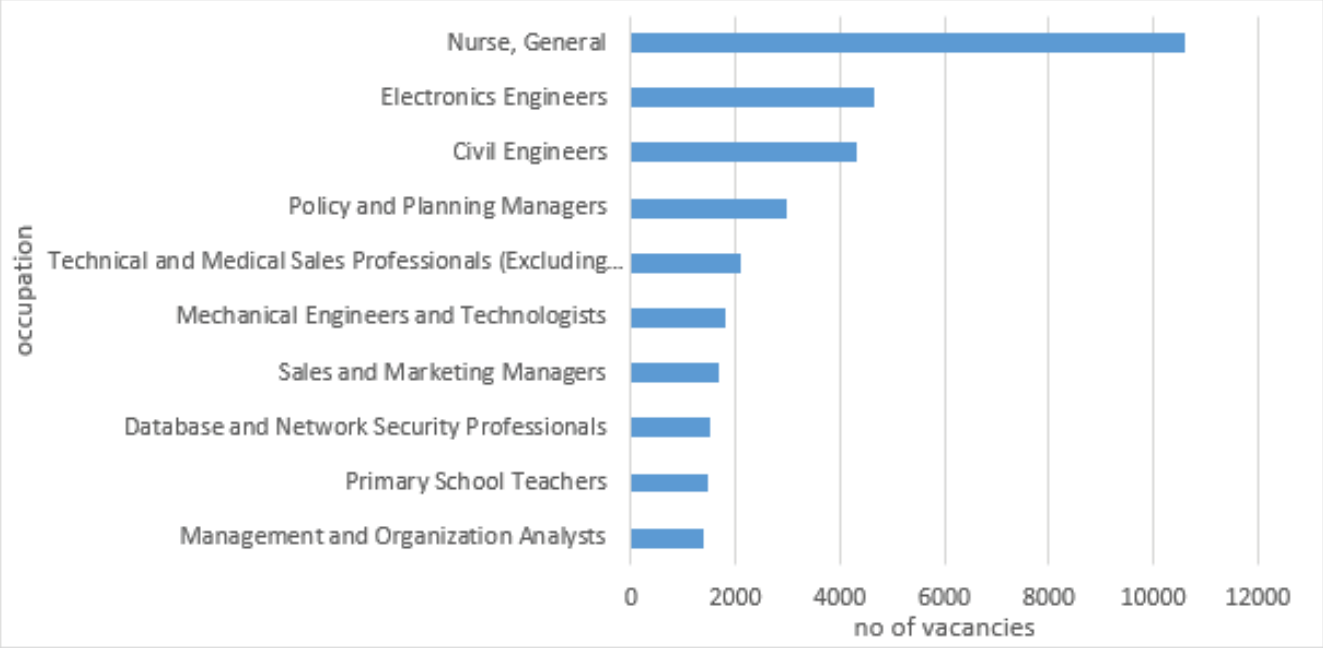
6.8.2. Most Sought Occupations By Skill Level

6.8.2.1. Most sought occupations among Highly skilled workers

Highly skilled workers are employees with advanced education, specialized training, and extensive expertise who perform complex professional, technical, managerial, or analytical tasks that require high levels of problem-solving, decision-making, and independent judgment.



Figure 71: Most sought occupation among Highly skilled workers



General Nurses are the most in-demand among highly skilled workers, with 10,608 vacancies. Electronics Engineers (4,665) and Civil Engineers (4,332), showing strong demand in healthcare, engineering, and technical fields, follow them.

There is also significant demand for leadership and management roles. Positions such as Policy and Planning Managers (2,974), Sales and Marketing Managers (1,670), and Management and Organization Analysts (1,399) highlight the need for strategic planning and organizational expertise.

Technical and specialized roles are also important. Jobs like Technical and Medical Sales Professionals (2,102), Mechanical Engineers (1,819), and Database and Network Security Professionals (1,512) show the growing importance of advanced technical and digital skills.

In addition, Primary School Teachers (1,480) reflect demand in the education sector.

Overall, the data shows that healthcare, engineering, management, and technical professions, all of which require specialized and high-level skills, mainly drive demand.

Implications:

For Job Seekers

- Job seekers should acquire skills in nursing, healthcare support, electronics engineering, civil engineering, strategic planning, organizational management, sales and marketing, database management, network security, mechanical engineering, technical sales, communication, leadership, and teaching to improve employability in highly skilled occupations.

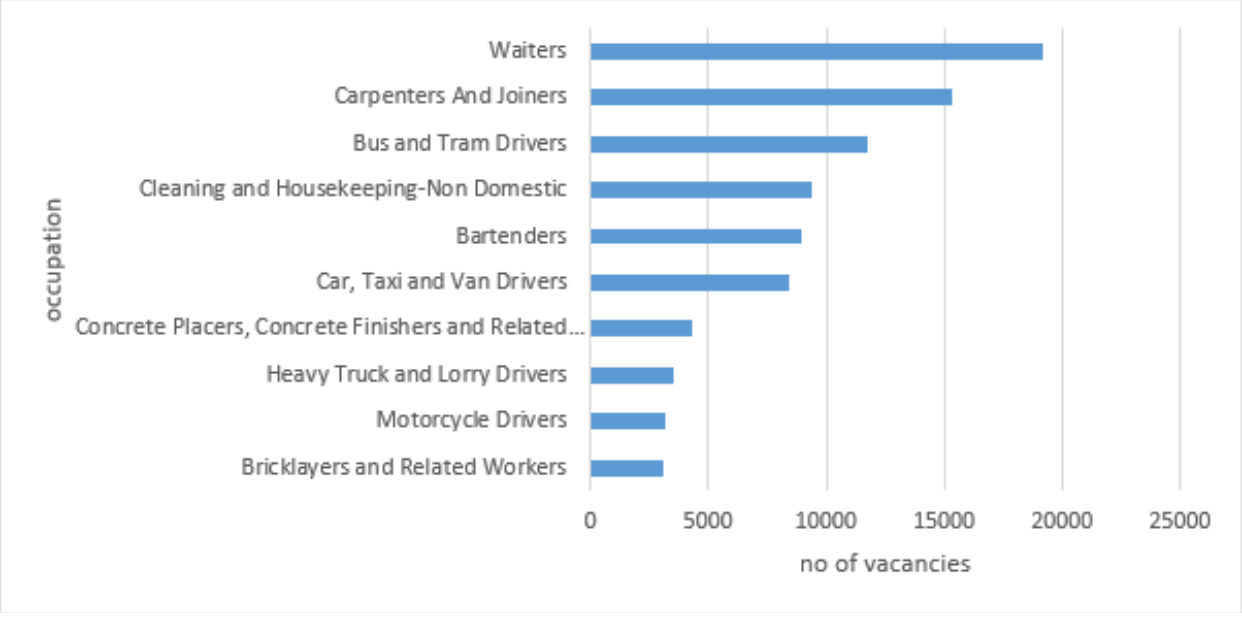
For Policy Makers

- Strengthen training programs in healthcare, engineering, ICT, management, education, and technical professions to align workforce skills with labour market demand.
- Promote partnerships between industries and training institutions to support practical training, certification, and skills development in healthcare services, engineering systems, digital technologies, management, and specialized technical occupations.

6.8.2.2. Most sought occupations among Middle skilled workers

Middle-skilled workers are employees who possess moderate levels of education, training, and technical skills needed to perform practical, technical, or supervisory tasks. Their jobs often require vocational training, diplomas, apprenticeships, or on-the-job experience rather than advanced university qualifications.

Figure 72: Most sought occupation among Middle skilled workers



Among middle-skilled jobs, Waiters are the most in demand, with 19,200 vacancies. They are followed by Carpenters and Joiners (15,321) and Bus and Tram Drivers (11,748), showing strong demand in hospitality, construction, and transport sectors.

Service roles are also very important. Jobs like Cleaning and Housekeeping (9,408), Bartenders (8,949), and Drivers (8,396) highlight how much the economy relies on hospitality and logistics activities.

Construction and trade jobs continue to play a key role as well. Occupations such as Concrete Workers (4,360), Bricklayers (3,102), and transport roles like Heavy Truck Drivers (3,526) and Motorcycle Drivers (3,183) show the importance of infrastructure development and movement of goods and people.

Overall, the data shows that demand is mainly driven by hospitality, construction, and transport, supported by service and trade roles that are essential for everyday economic activity.

Implications

For Job Seekers

- Job seekers should acquire skills in hospitality services, food and beverage service, customer care, housekeeping, carpentry, construction trades, driving and transport operations, logistics coordination, concrete works, bricklaying, motorcycle and heavy truck operation, communication, and workplace safety to improve employability in middle-skilled occupations.

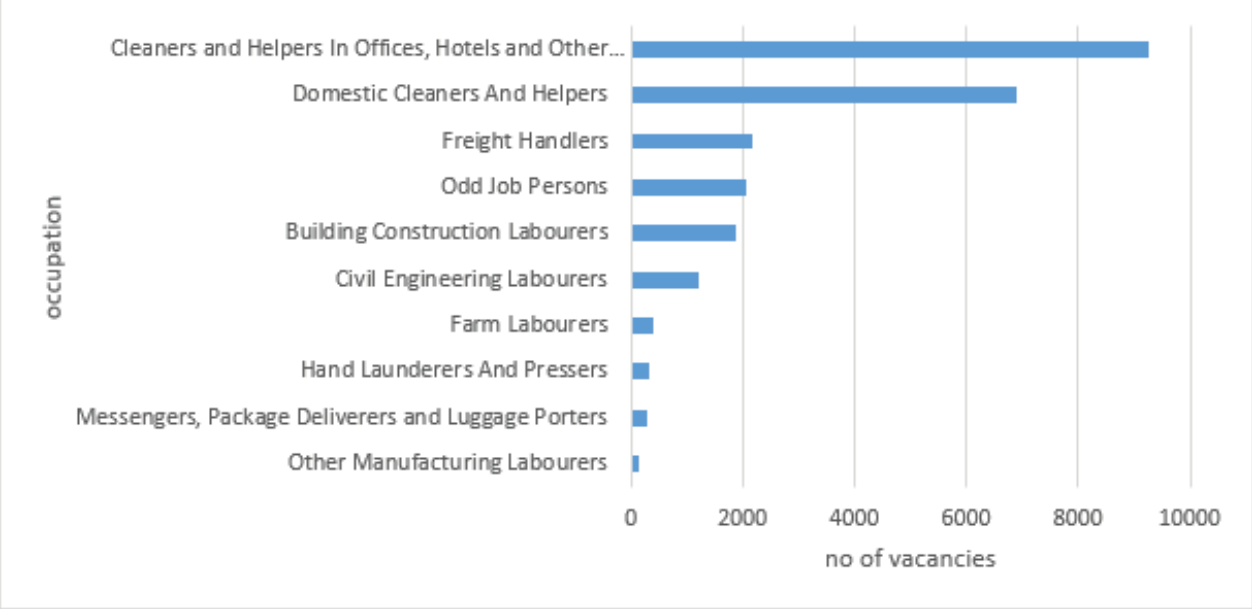
For Policy Makers

- Strengthen vocational and technical training programs in hospitality, construction, transport, logistics, and trade-related occupations to align workforce skills with labour market demand.
- Promote practical training, certification, and apprenticeship programs that support skills development in hospitality operations, construction trades, transport services, logistics management, and infrastructure-related activities.

6.8.2.3. Most sought occupation among Low skilled workers

Low-skilled workers are employees who perform simple and routine tasks that require limited formal education, training, or technical expertise. Their work is usually manual or repetitive and often requires basic skills and short-term training.

Figure 73: Most sought occupation among Low skilled workers



Among low skilled jobs, Cleaners and Helpers in offices, hotels, and other establishments are the most in demand, with 9,275 vacancies. They are followed by Domestic Cleaners (6,914) and Freight Handlers (2,182), showing strong demand in service, hospitality, and logistics roles.

Other support jobs such as Odd Job Persons (2,076), Building Construction Labourers (1,869), and Civil Engineering Labourers (1,201) highlight the continued need for general labour, especially in construction and maintenance.

Additional roles like Farm Labourers (401), Hand Launderers and Pressers (313), Messengers (304), and Manufacturing Labourers (154) have lower demand, but they are still important for basic services and day-to-day operations.

Overall, most low skilled jobs are concentrated in service, hospitality, logistics, and construction, and the overall demand is lower compared to higher skilled roles.

Implications:

For Job Seekers

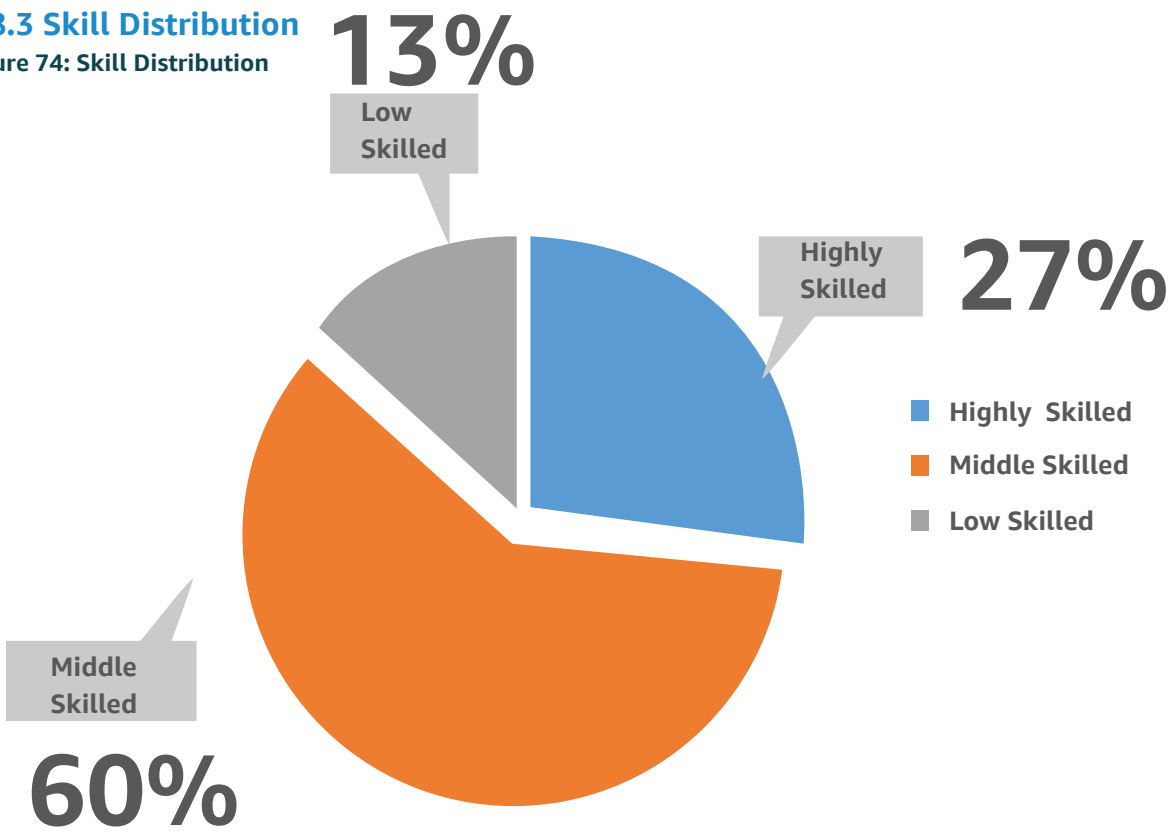
- Job seekers should be prepared for opportunities in cleaning, housekeeping, freight handling, construction support, maintenance assistance, delivery services, and other basic support roles that continue to support hospitality, logistics, and construction activities.

For Policy Makers

- Strengthen workplace readiness, occupational safety, and support programs for workers in hospitality, logistics, construction, and other elementary service occupations.
- Promote reskilling and career progression initiatives that enable workers in low-skilled occupations to transition into higher-skilled and technical roles.

6.8.3 Skill Distribution

Figure 74: Skill Distribution



Middle skilled workers make up the largest share of job vacancies, with 111,729 positions (59.72%). This shows strong demand for technical, trade, and service related skills. Highly skilled workers follow with 50,405 vacancies (26.94%), indicating a solid need for professional and specialized expertise.

Low skilled jobs account for 24,948 vacancies (13.34%), which is much lower in comparison, suggesting fewer opportunities in basic support roles.

Overall, the labour market is mainly driven by middle skilled jobs, supported by significant demand for highly skilled professionals, while opportunities for low-skilled workers remain relatively limited.

Implications:

For Job Seekers

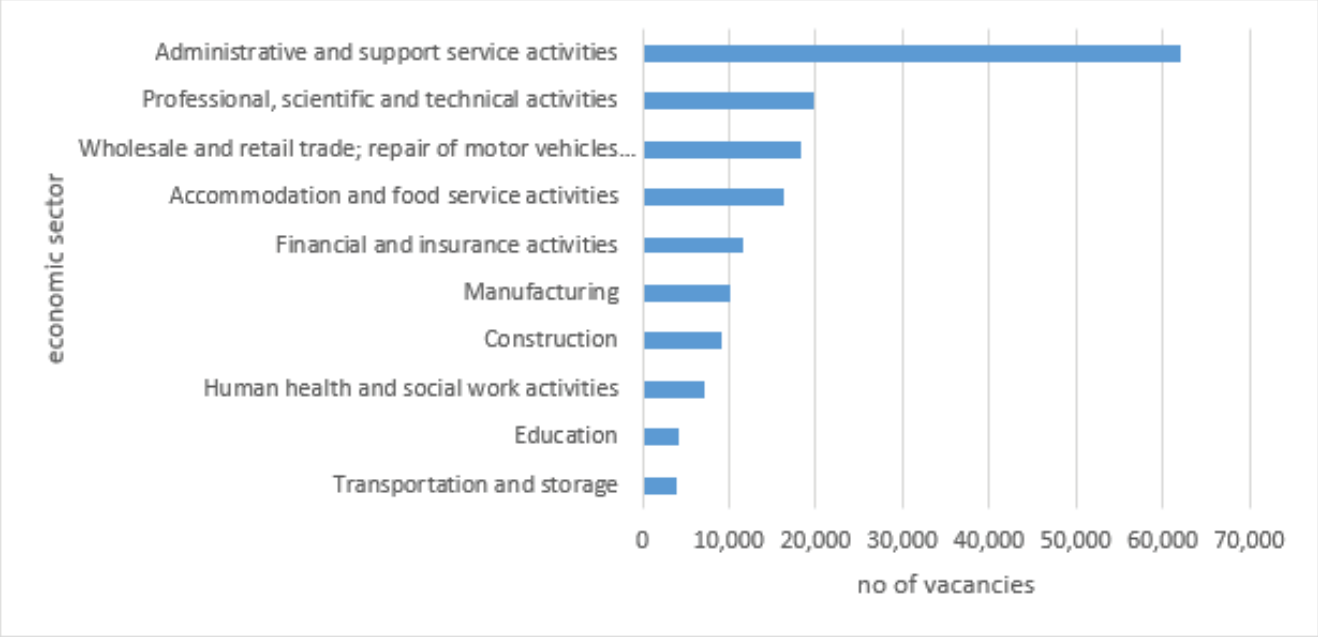
- Job seekers should acquire technical, trade, customer service, professional, digital, and specialized competencies to improve employability, as most opportunities are concentrated in middle-skilled and highly skilled occupations.
- Workers seeking employment in low-skilled occupations should consider vocational training and upskilling opportunities to improve long term career prospects and access to better-paying roles.

For Policy Makers

- Strengthen TVET, technical training, and higher education programs to align workforce skills with the high demand for middle skilled and highly skilled occupations.
- Promote reskilling, workforce transition, and career progression initiatives that support movement from low skilled occupations into technical and professional roles.

6.8.4 Job Vacancies By Economic Sector

Figure 75: Top 10 Economic sectors with most vacancies



Administrative and Support Service Activities, which include cleaning, recruitment, office administration, security, and business support services, have the highest number of vacancies at 62,044, followed by Professional, Scientific and Technical Activities, which involve consulting, engineering, legal, scientific, and technical services, with 19,731 vacancies, and Wholesale and Retail Trade, which covers commercial trade, retail services, and motor vehicle repair activities, with 18,232 vacancies. This shows strong demand in business support, knowledge-based work, and commercial sectors.

Accommodation and Food Services, which involve hotels, restaurants, catering, and tourism-related services, recorded 16,290 vacancies, while Financial Services, which include banking, insurance, investment, and financial support activities, recorded 11,501 vacancies, highlighting the significance of hospitality and finance in the economy. At the same time, Manufacturing, which involves industrial production and processing activities, recorded 10,205 vacancies, while Construction, which covers infrastructure and building development activities, recorded 9,157 vacancies, reflecting the ongoing need for industrial production and infrastructure development.

> Job seekers should acquire skills in office administration, customer service, accounting, business support services, hospitality operations, logistics coordination, engineering support, ICT systems, retail operations, financial services, manufacturing processes, construction activities, healthcare support, communication, and transport operations to improve employability across diversified sectors.



Sectors like Human Health and Social Work, which involve hospitals, healthcare, rehabilitation, and social care services, recorded 7,082 vacancies, while Education, which includes teaching, training, and skills development services, recorded 4,274 vacancies, showing demand in social services and skills development. Transportation and Storage, which covers logistics, warehousing, and freight movement services, recorded 3,861 vacancies and continues to support the movement of goods and logistics activities.

Overall, the labour market is well diversified. It is mainly driven by service and knowledge-based sectors, with strong support from industry, social services, and logistics.

Implications

For Job Seekers

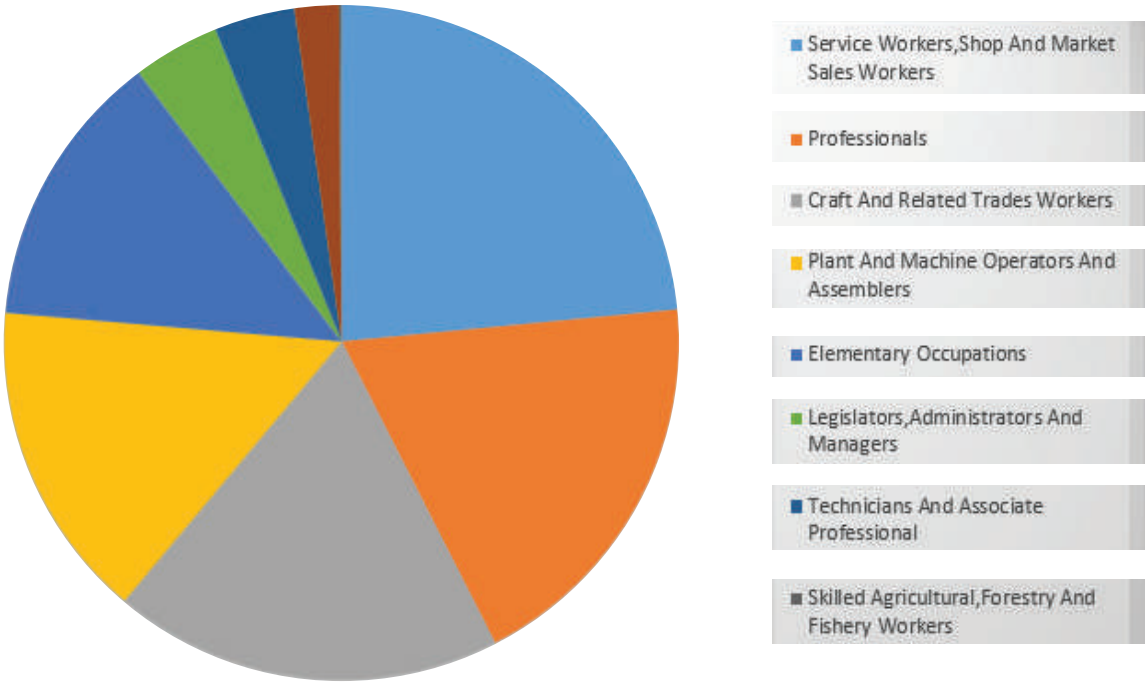
- Job seekers should acquire skills in office administration, customer service, accounting, business support services, hospitality operations, logistics coordination, engineering support, ICT systems, retail operations, financial services, manufacturing processes, construction activities, healthcare support, communication, and transport operations to improve employability across diversified sectors.

For Policy Makers

- Strengthen training programs in business support services, ICT, finance, hospitality, logistics, manufacturing, healthcare, construction, and professional services to align workforce skills with labour market demand.
- Promote industry partnerships, practical training, and certification programs that support skills development in administration, technical services, logistics, customer service, industrial operations, and knowledge-based occupations.

6.8.5 Job Vacancies By Major Occupational Groups

Table 76: Distribution of Vacancies by Major Occupational groups



Service Workers, Shop and Market Sales Workers have the highest number of vacancies at 43,982, followed by Professionals (35,578) and Craft and Related Trades Workers (34,883). This shows strong demand in service roles, professional jobs, and skilled trades.

Plant and Machine Operators (28,530) and Elementary Occupations (24,964) also make up a large share, highlighting the importance of operational and support roles in the labour market.

On the other hand, there is lower demand for roles like Legislators, Administrators, and Managers (7,816), Technicians and Associate Professionals (7,260), and Clerical jobs (3,975). Skilled Agricultural Workers (250) have the lowest demand, showing that the primary sector plays a very small role.

Overall, service, trade, and operational roles, with relatively lower demand for managerial, technical, and agricultural occupations, mainly drive the labour market.

Implications

For Job Seekers

- Job seekers should acquire skills in customer service, sales, communication, retail operations, trade and craft work, machinery operation, equipment handling, technical maintenance, logistics support, teamwork, and workplace safety to improve employability in service, operational, and skilled trade occupations.
- Workers seeking long-term career growth should also consider developing technical, supervisory, and professional competencies to access higher-skilled occupations.

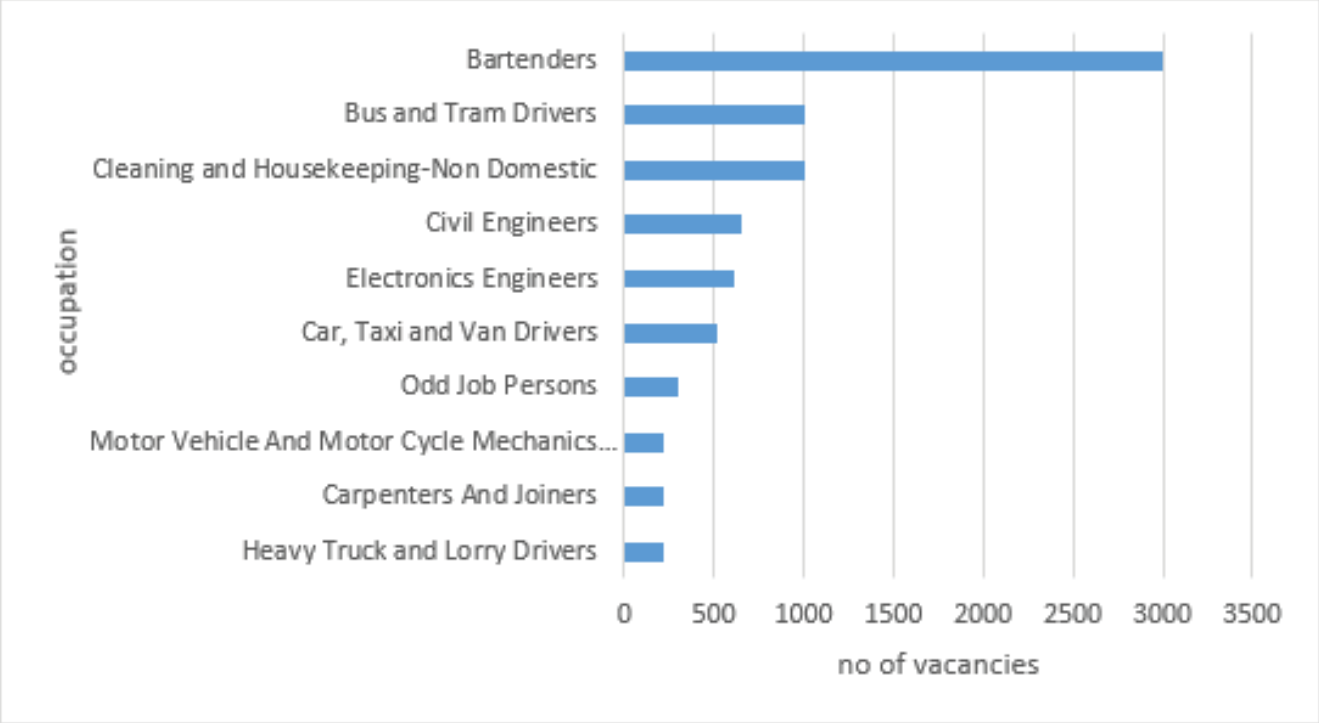
For Policy Makers

- Strengthen vocational and technical training programs in service delivery, retail trade, machinery operation, technical trades, logistics, and operational support services to align workforce skills with labour market demand.
- Promote reskilling, certification, and workforce transition programs that support movement from elementary and operational occupations into technical, professional, and managerial roles.

6.8.6 Most Sought Occupation In Economic Sectors

6.8.6.1 Most Sought Occupations In The Manufacturing Sector

Figure 77: Most sought Occupations in the manufacturing Sector



In the manufacturing sector, Bartenders (3,000) are surprisingly the most in-demand, followed by Bus and Tram Drivers (1,006) and cleaning and housekeeping roles (1,000). This shows a strong need for service and support roles within industrial environments.

At the same time, technical and professional roles are also important. Jobs like Civil Engineers (659) and Electronics Engineers (607) highlight the need for engineering expertise to support production and infrastructure.

Transport related roles, including Drivers (511) and Heavy Truck Drivers (213), show how important logistics and movement are in manufacturing operations.

Other roles such as Odd Job Persons (301), Motor Vehicle Mechanics (225), and Carpenters (215) point to the need for maintenance, repair, and general support services.

Overall, the manufacturing sector depends on a mix of service, technical, and operational roles to support both production and day-to-day workplace activities.

Implications

For Job Seekers

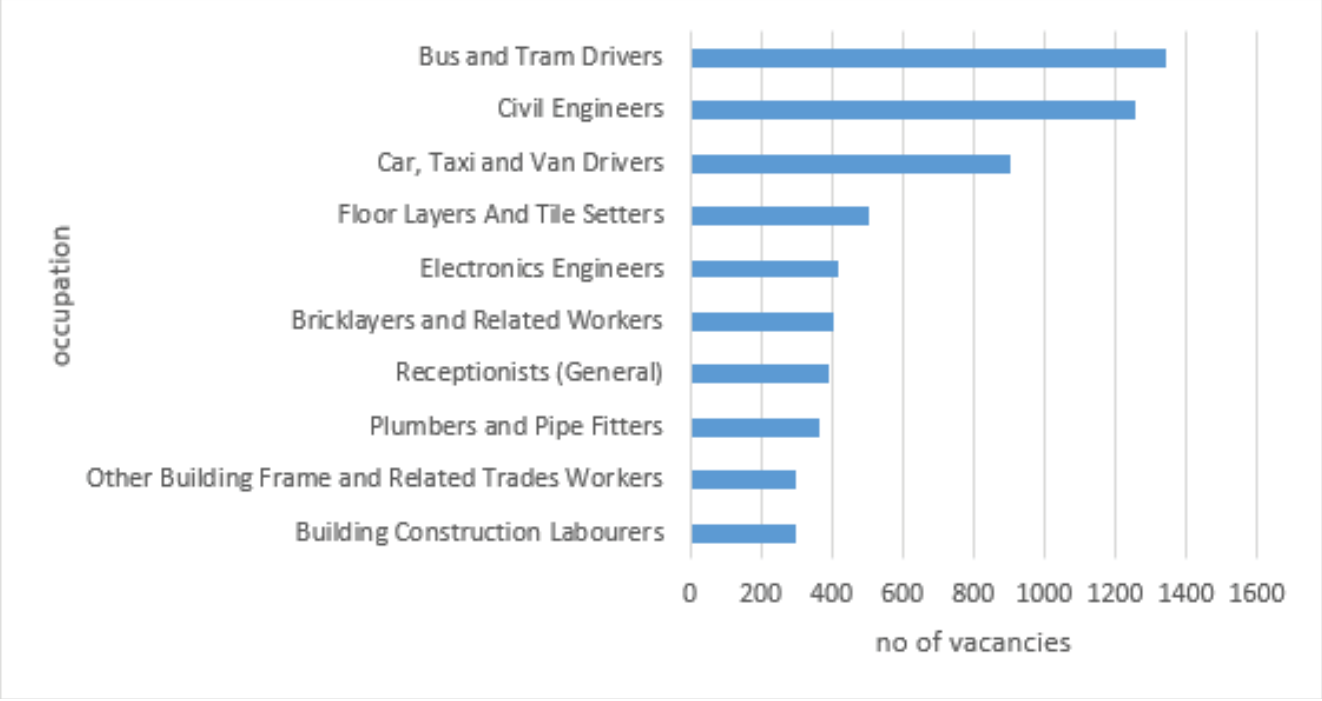
- Job seekers should acquire skills in hospitality services, customer care, housekeeping, driving and transport operations, logistics coordination, civil engineering, electronics engineering, machinery maintenance, vehicle repair, carpentry, and workplace support services to improve employability in the manufacturing sector.

For Policy Makers

- Strengthen training programs in hospitality support, transport and logistics, engineering, technical maintenance, manufacturing operations, and workplace support services to align workforce skills with labour market demand.
- Promote practical training, certification, and industry partnerships that support skills development in engineering support, transport services, maintenance and repair, logistics operations, and industrial workplace services.

6.8.6.2 Most Sought Occupations In The Construction Sector

Figure 78: Most sought Occupations in the Construction Sector



In the construction sector, Bus and Tram Drivers (1,340) are the most in demand, followed by Civil Engineers (1,255) and Car, Taxi, and Van Drivers (904). This shows how important transport, engineering, and logistics support are in construction activities.

There is also strong demand for technical and trade roles. Jobs such as Floor Layers and Tile Setters (502), Electronics Engineers (421), Bricklayers (404), and Plumbers (368) highlight the need for skilled workers in building and infrastructure development.

Support roles are also important. Positions like Receptionists (390), Building Construction Labourers (301), and Other Building Trades Workers (301) show the need for administrative support and general labour on construction sites.

Overall, the sector is mainly driven by engineering, transport, and skilled trade jobs, supported by administrative and labour roles that help ensure projects are completed successfully.

Implications:

For Job Seekers

- Job seekers should acquire skills in driving and transport operations, logistics coordination, civil engineering, construction supervision, floor and tile installation, electronics systems support, bricklaying, plumbing, site administration, construction labour, communication, and workplace safety to improve employability in the construction sector.

For Policy Makers

- Strengthen training programs in transport operations, construction trades, engineering, technical maintenance, logistics, and site management to align workforce skills with labour market demand.
- Promote apprenticeships, practical training, and certification programs that support skills development in construction trades, engineering support, transport services, infrastructure development, and construction site operations.

6.8.6.3 Most Sought Occupations In The ICT Sector

Figure 79: Most sought Occupations in the ICT Sector



In the ICT sector, Management and Organization Analysts are the most in demand, with 400 vacancies. They are followed by Bus and Tram Drivers (302) and Systems Analysts (279), showing demand for strategic, operational, and digital skills.

There is also strong demand for management roles. Positions such as Policy and Planning Managers (239), Sales and Marketing Managers (215), and Finance Managers (66) highlight the need for leadership, planning, and business management within the sector.

Some support and service roles are also present. Jobs like Waiters (223), Motorcycle Drivers (200), and Carpenters (104) show that ICT environments rely on general support services. Commercial Sales Representatives (75) further highlight the importance of sales and customer engagement.

Overall, a mix of managerial, analytical, and support roles, with moderate demand for core ICT roles like Systems Analysts, drive the sector.

Implications

For Job Seekers

- Job seekers should acquire skills in management and organizational analysis, systems analysis, strategic planning, sales and marketing, financial management, customer service, communication, transport coordination, digital operations, and business support services to improve employability in the ICT sector.

For Policy Makers

- Strengthen training programs in ICT systems, business management, strategic planning, digital operations, sales, and customer engagement to align workforce skills with labour market demand.

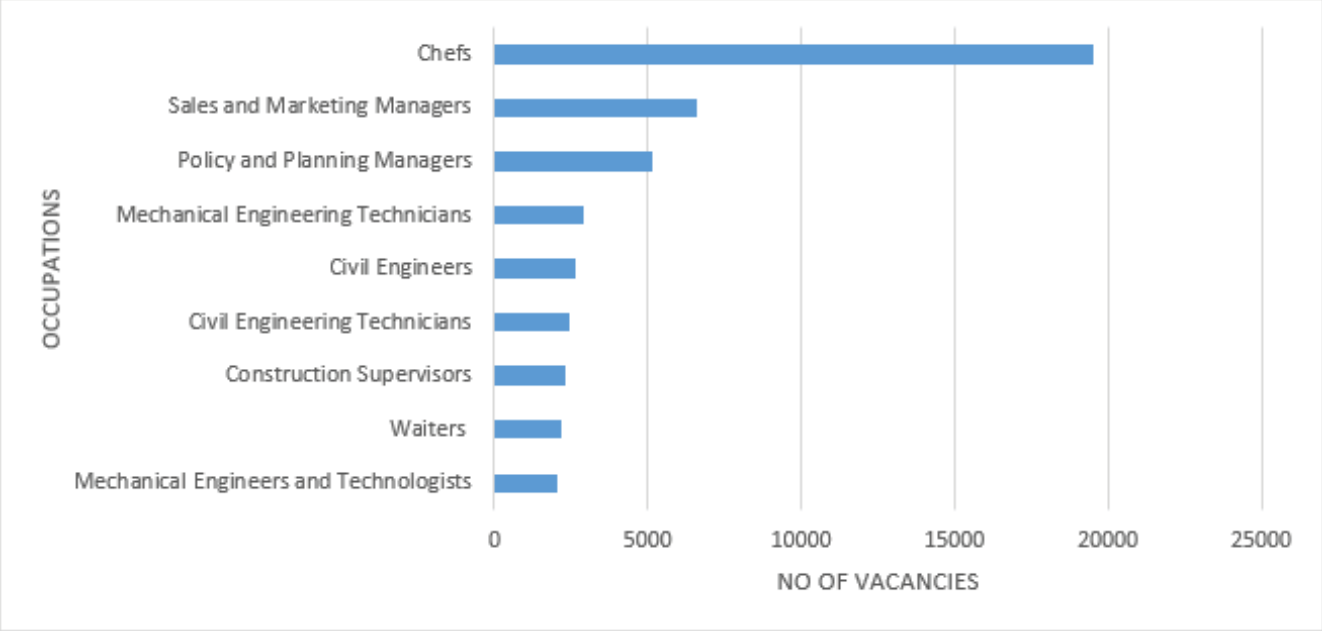
- Promote practical training, certification, and industry partnerships that support skills development in systems analysis, organizational management, digital services, business operations, and ICT-related support functions.

6.9

QATAR Q2 LABOUR MARKET DEMAND OUTLOOK

6.9.1 Most Sought Occupations by Number Of Vacancies

Figure 80: Most sought occupations by number of vacancies



In Q2, Chefs (19,486) recorded the highest demand in Qatar, followed by Sales and Marketing Managers (6,596) a reflection of sustained growth in the hospitality and household services sectors. Policy and Planning Managers (5,172) ranked third, Mechanical Engineering Technicians (2,917) fourth, Civil Engineers (2,653) fifth, followed by Civil Engineering Technicians (2,454) and Construction Supervisors (2,339) indicating a strong industrial and technical labour demand.

Mid-ranking occupations such as Waiters (2,181) and General Nurses (1,662) round out the top ten, confirming that hospitality, healthcare and facility management remain central to Qatar's labour market dynamics.

Implications

For Job Seekers

- The surge in chef demand (nearly 20,000 openings) makes culinary skills the single strongest entry point, alongside sales/marketing management and construction-related trades (civil/mechanical engineering, supervision). Nursing also offers a steady opening. Job seekers should pursue recognized culinary certifications, project/construction management training, and professional nursing licensure to qualify.

For Policy Makers

- The scale of chef demand warrants a dedicated bilateral hospitality-labour pathway with Qatar, alongside agreements covering construction and engineering placements. Given the rise in sales/marketing management demand, Kenya should also negotiate recognition frameworks for business/management qualifications, not just technical trades.

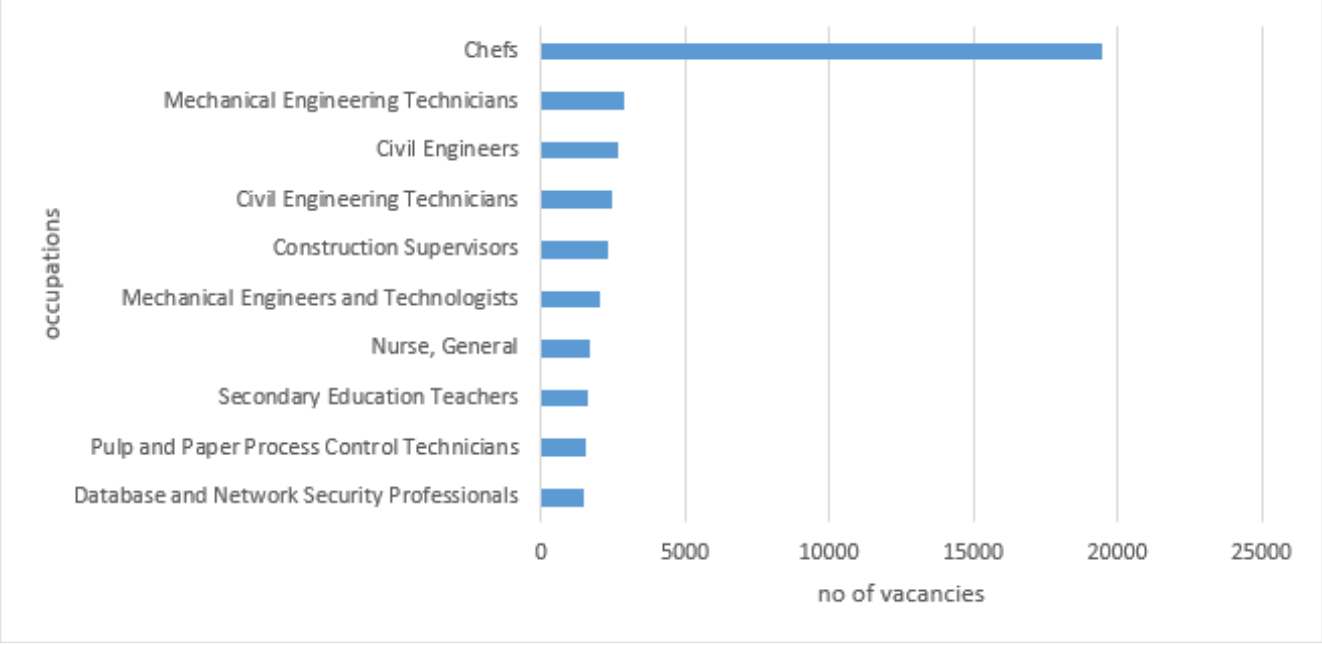


6.9.2 Most Sought Occupations By Skill Level

6.9.2.1 Most sought occupations among Highly skilled workers

Highly skilled workers are employees with advanced education, specialized training, and extensive expertise who perform complex professional, technical, managerial, or analytical tasks that require high levels of problem-solving, decision-making, and independent judgment

Figure 81: Most sought occupation among highly skilled workers



Among highly skilled workers, Chefs (19,486) lead demand, highlighting Qatar's strong hospitality sector. Mechanical Engineering Technicians (2,917), Civil Engineers (2,653), Civil Engineering Technicians (2,454), Construction Supervisors (2,339) and Mechanical Engineers and Technologists (2,055) follow, indicating continued infrastructure and industrial development. Roles such as General Nurses (1,662) and Secondary Education Teachers (1,627), point to the steady expansion of Qatar's healthcare and education sectors. Pulp and paper Process Control Technicians (1,529) and Database Network Security Professionals (1,511) round out the list, showing growing demand for professionals who can bridge operations, communication, and processing.

Implications

For Job Seekers

- Culinary qualifications remain the single most valuable job given the scale of chef demand, with construction and engineering skills, mechanical, civil, and site supervision are close behind. Smaller openings in nursing, secondary teaching, industrial process control, and network/IT security offer further routes in; internationally recognized certification alongside core technical training will strengthen any application.

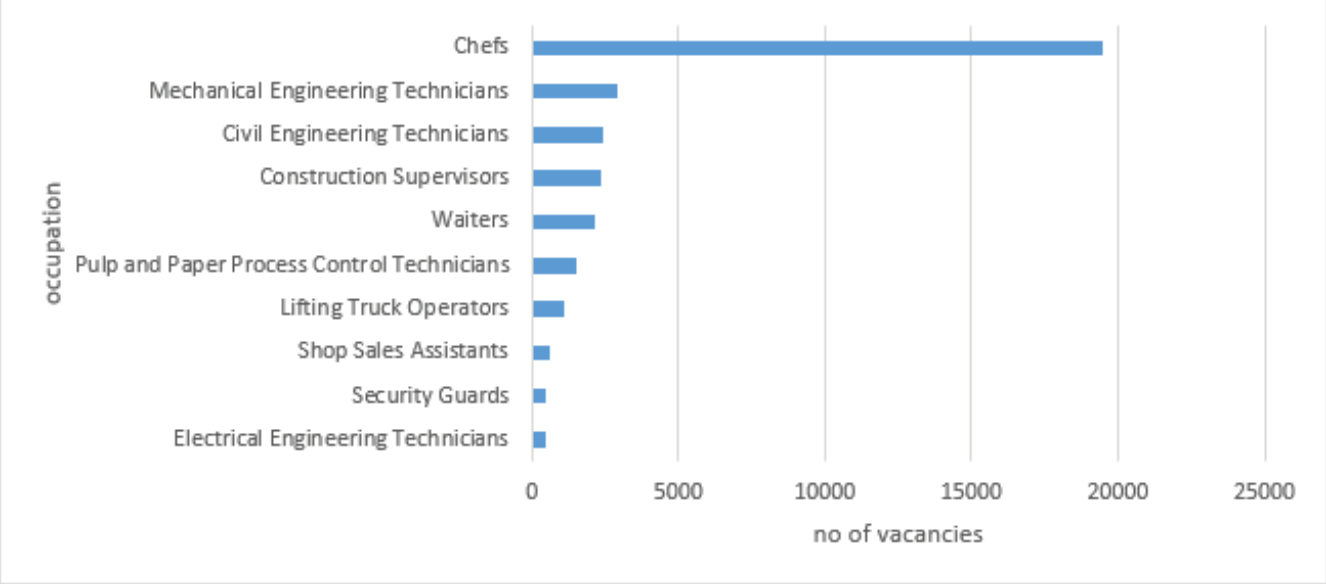
For Policy Makers

- Bilateral skills-recognition deals should be negotiated first around hospitality and construction/engineering, where volumes are highest, while also cultivating placement channels in health, education, and specialized technical fields to spread opportunity beyond these two dominant sectors.

6.9.2.2 Most sought occupations among Middle skilled workers

Middle-skilled workers are employees who possess moderate levels of education, training, and technical skills needed to perform practical, technical, or supervisory tasks. Their jobs often require vocational training, diplomas, apprenticeships, or on-the-job experience rather than advanced university qualifications.

Figure 82: Most sought occupation among Middle skilled workers



The middle-skilled labour market in Qatar is driven primarily by Chefs (19,486) illustrating an advancement in the hospitality sector needs. Mechanical Engineering Technicians (2,917), Civil Engineering Technicians (2,454) and Construction Supervisors (2,339) follow, showing continued dependence on the Industrial Sector. Waiters (2,181), Shop Sales Assistants (586) and Security Guards (489) reflect the service industry and hospitality's ongoing importance while Pulp and Paper Process Control Technicians (1,539), Lifting Truck and Lorry Operators (1,068) and Electrical Engineering Technicians (443) represent vital support functions and further demonstrate the blend of sales and technical support roles sustaining mid-tier employment.

Implications

For Job Seekers

- Hospitality still leads this tier by a wide margin (chefs, waiters), with strong secondary demand in industrial/construction, mechanical, civil, and electrical engineering technicians, plus construction supervision. Retail (shop sales), security, process control, and machine/lorry operation round out the mix. Trade certifications in culinary work, technical/engineering diplomas, and equipment-operator licenses offer the most direct entry points.

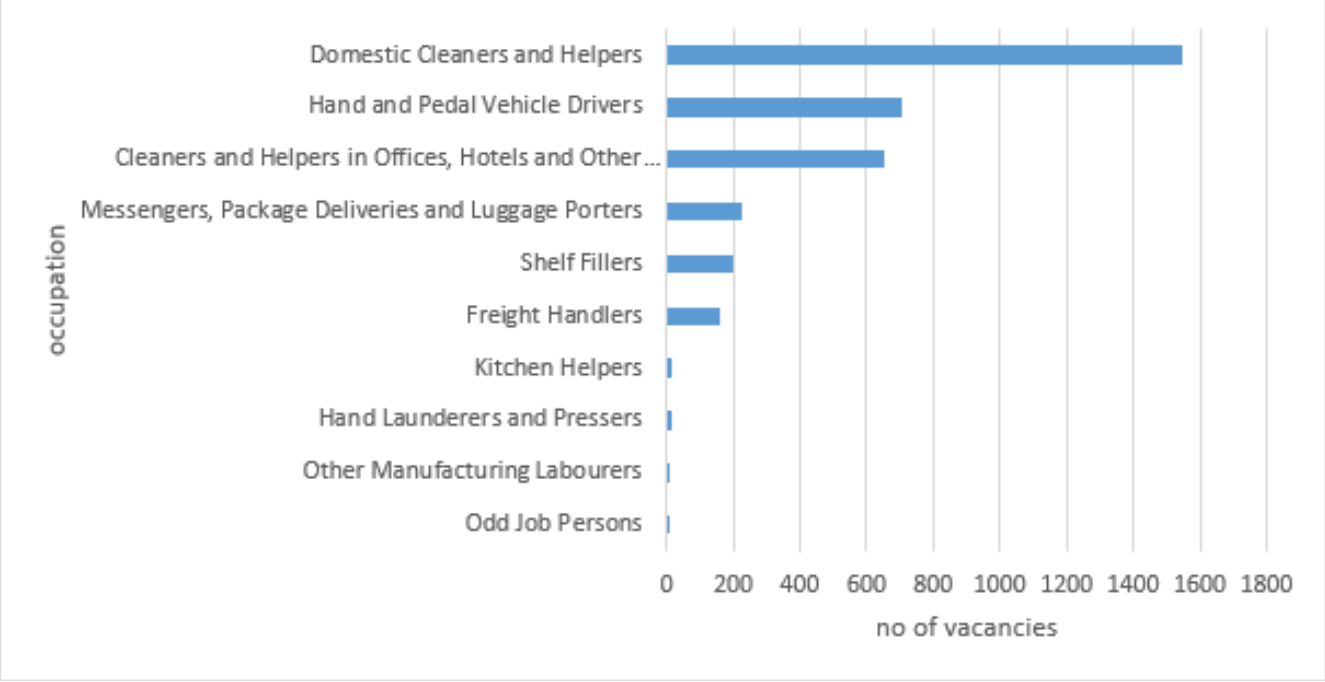
For Policy Makers

- Given the scale of hospitality and construction-trade demand, bilateral agreements should prioritize worker protections and skills-recognition for these two categories first. Continued support for vocational certification in engineering technician trades, equipment operation, and retail/security roles would help diversify and strengthen Kenya's placement pipeline in this segment.

6.9.2.3 Most sought occupation for Low skilled workers

Low-skilled workers are employees who perform simple and routine tasks that require limited formal education, training, or technical expertise. Their work is usually manual or repetitive and often requires basic skills and short term training.

Figure 83: Most sought occupation for Low skilled workers



Among low skilled workers, Domestic Cleaners and Helpers (1,547) dominate the market, followed by Cleaners and Helpers in Offices, Hotels, and Other Establishments (651). Hand and Pedal Vehicle Drivers (703) and Other Manufacturing Labourers (8) indicate ongoing support needs in logistics and production. Smaller but notable roles include Kitchen Helpers (18), Messengers and Porters (228), and Freight Handlers (163). Shelf Fillers (202) and Odd Job Persons (5) represent minimal shares. Overall, low skilled work remains essential for operations and maintenance, though the market is increasingly oriented toward semi-skilled roles.

Implications

For Job Seekers

- Domestic and general cleaning/helper roles dominate this tier by far, making them the most accessible entry point for low-skilled workers. Secondary opportunities exist in basic transport (hand/pedal vehicle driving), manufacturing support, kitchen assistance, and portering, though volumes here are much smaller. Even at this level, basic orientation training (household work standards, hygiene, safety) can improve placement prospects and reduce exploitation risk.

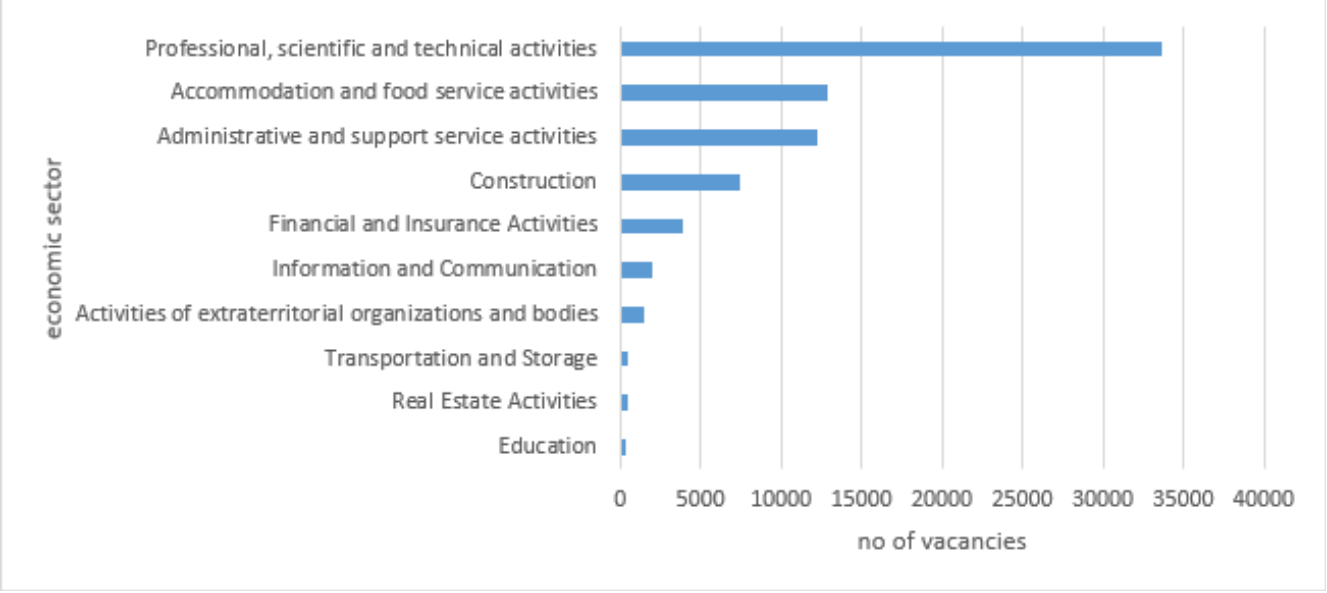
For Policy Makers

- Given the heavy concentration in domestic work and historically the category most vulnerable to abuse and poor labour protections this should be the top priority for bilateral safeguards: standard contracts, minimum wage guarantees, and accessible grievance mechanisms. Pre-departure orientation programs for domestic and cleaning workers would help address both welfare risks and the sector's high demand. Diversifying into the smaller logistics/manufacturing-support roles offers limited additional opportunity but is less urgent than fixing protections in domestic work.

6.9.3 Job Vacancies By Economic Sector

Low-skilled workers are employees who perform simple and routine tasks that require limited formal education, training, or technical expertise. Their work is usually manual or repetitive and often requires basic skills and short term training.

Figure 84: Top 10 Economic sectors with most vacancies



The Professional, Scientific, and Technical Activities sector recorded the highest number of vacancies (33,658), followed by Accommodation and Food Service Activities (12,832) and Administrative and Support Services (12,204).

Activities of extraterritorial organizations and bodies (1,526) as well as Transportation and Storage (526) also ranked highly, underscoring Qatar's hospitality growth.

Demand in Information and Communication (1954) and Financial and Insurance Activities (3901) and Real Estate Activities (495) highlights the country's shift toward knowledge-driven industries. Available vacancies in Education (398) also highlights a potential growth in the sector.

Implications

For Job Seekers

- Professional, scientific, and technical roles now lead by a wide margin, making advanced or specialized qualifications the strongest asset this period. Hospitality and administrative support remain solid volume-based entry points. Financial services and IT/communication show meaningful growth, rewarding finance and digital credentials, while real estate and education offer smaller but notable openings.

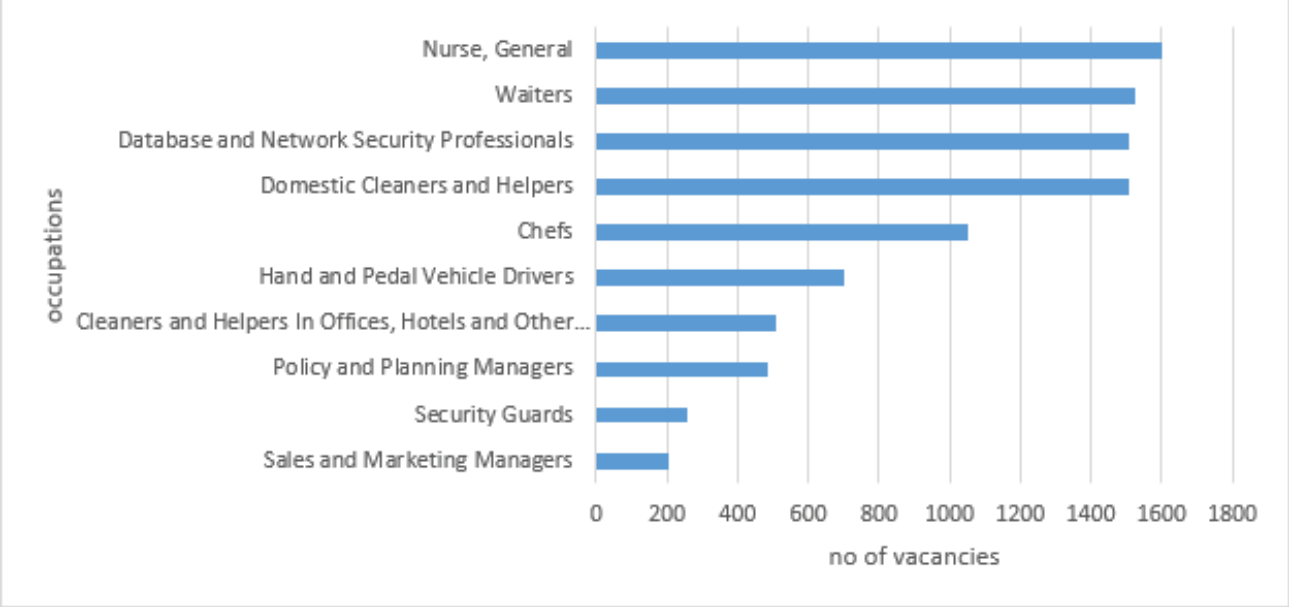
For Policy Makers

- With professional/technical services now the dominant sector, bilateral agreements and credential-recognition frameworks should shift focus toward positioning Kenya's skilled professionals alongside continued support for hospitality and administrative placements. The rise in financial services and IT demand strengthens the case for promoting Kenya's finance and tech talent, while emerging openings in education and real estate merit monitoring as potential growth areas worth early positioning.

6.9.4 Most Sought Occupations In Economic Sectors

6.9.4.1 Most sought Occupations in the Administrative and support service activities sector

Figure 85: Most sought Occupations in the Administrative and support service activities sector



In this sector, the highest demand was recorded for Nurses, General (1,602), Waiters (1526), Database and Network Security Professionals (1505) , Domestic Cleaners and Helpers (1505) as well as Chefs (1051) underscoring the importance of the healthcare sector, hospitality industry as well as facility maintenance and residential support roles.

Hand and Pedal Vehicle Drivers (700), Cleaners and Helpers In offices, Hotels and Other Establishments (506) and Security Guards (259) reflect the sector's dual reliance on technical maintenance and workplace safety.

Mid-level managerial and professional roles, such as Policy and Planning Managers (486) and Sales and Marketing Managers (205), indicate the need for oversight and resource management.

Implications

For Job Seekers

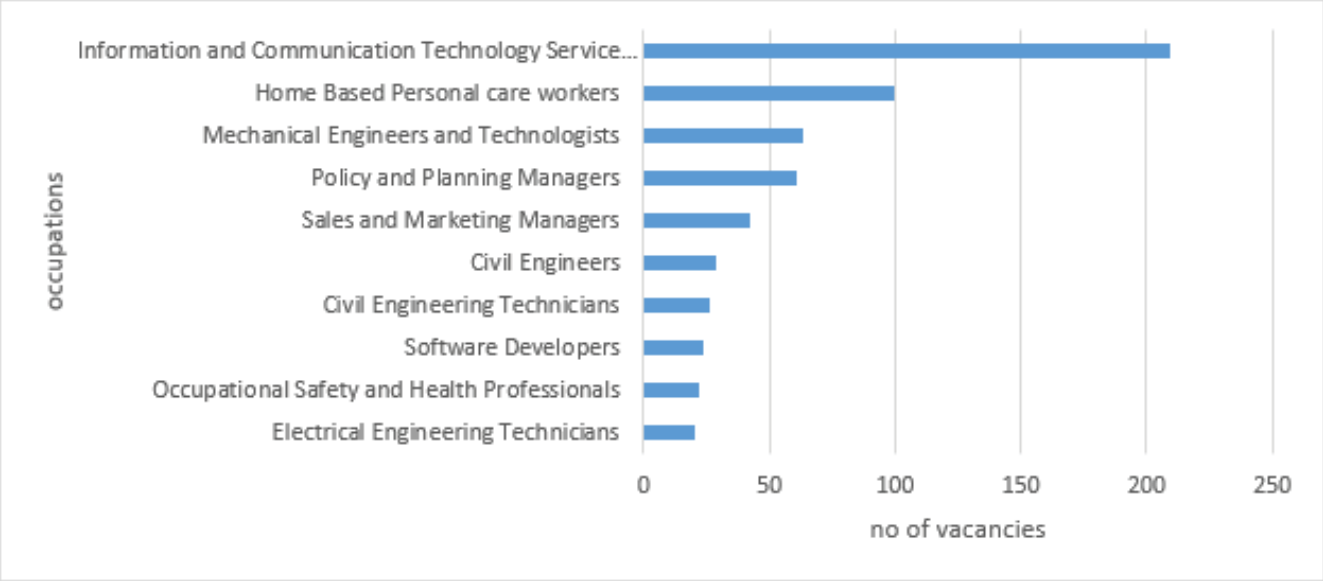
- Demand is highest in healthcare, hospitality, ICT, and domestic support services, with additional opportunities in transport, cleaning, security, and management. Clinical, digital, customer service, and supervisory skills are particularly valuable.

For Policy Makers

- Prioritize bilateral labour agreements and workforce development for healthcare professionals, ICT specialists, hospitality workers, and domestic support staff while strengthening pathways for transport, security, and management roles to meet evolving labour market needs.

6.9.4.2 Most sought Occupations in the Information and Communication sector

Figure 86: Most sought Occupations in the Information and Communication sector



The leading roles in Qatar's ICT sector are Information and Communication Technology Service Managers (209), Home Based Personal Care Workers (100) Policy and Planning Managers (61) demonstrating that governance and organizational leadership remain key components of digital transformation.

Mechanical Engineers and Technologists (63), Software Developers (24), and Sales and Marketing Managers (42) emphasize the sector's ongoing demand for systems integration, application development, and infrastructure management.

Meanwhile, Electrical Engineering Technicians (20), Occupational Safety and Health professionals (22) and Civil Engineering Technicians (26) reflect support requirements in content management and network operations.

Altogether, this distribution illustrates Qatar's increasing investment in technology leadership, digital systems, and human-centered management within the ICT domain.

Implications

For Job Seekers

- Demand in Qatar's ICT sector is strongest for ICT managers, policy and planning professionals, engineers, and technical specialists, with additional opportunities in software development, sales, and engineering support. Leadership, digital, and technical skills remain key competitive advantages.

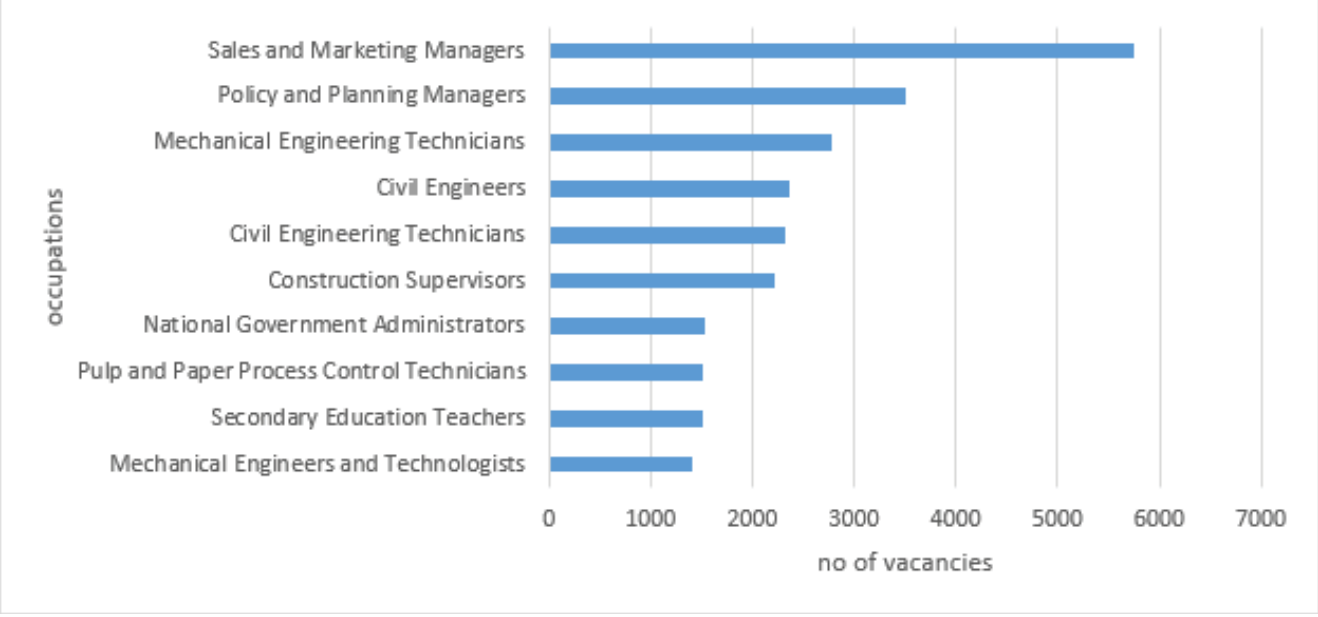
For Policy Maker

- Prioritize workforce development and bilateral labour agreements for ICT managers, engineers, and digital professionals while strengthening technical, engineering, and leadership skills to support Qatar's continued investment in digital transformation and technology-driven growth.

leading roles in Qatar's ICT sector are Information and Communication Technology Service Managers (209), Home Based Personal Care Workers (100) Policy and Planning Managers (61) demonstrating that governance and organizational leadership remain key components of digital transformation.

6.9.4.3 Most sought Occupations in the Professional, scientific and technical activities

Figure 87: Most sought Occupations in the Professional, scientific and technical activities



The Professional, Scientific, and Technical Activities sector is led by Mechanical Engineering Technicians (2,776), Policy Planning Managers (3500) and Sales and Marketing Managers (5744) highlighting Qatar's strong focus on industrial and technical innovation.

Civil Engineers (2356), Civil Engineering Technicians (2316) and Construction Supervisors (2208) a clear highlight of growth and expansion of the Industrial Sector in Qatar.

Pulp and Paper Process Control Technicians (1521) and Mechanical Engineers and Technologists (1416) are an indication of expansion in the processing and production Sector.

National Government Administrators (1529) and Secondary Education Teachers (1517) further demonstrate the sector's integration of digital administrative capabilities to educational needs.

Overall, this blend underscores Qatar's balance between advanced engineering functions and the essential workforce sustaining them.

Implications

For Job Seekers

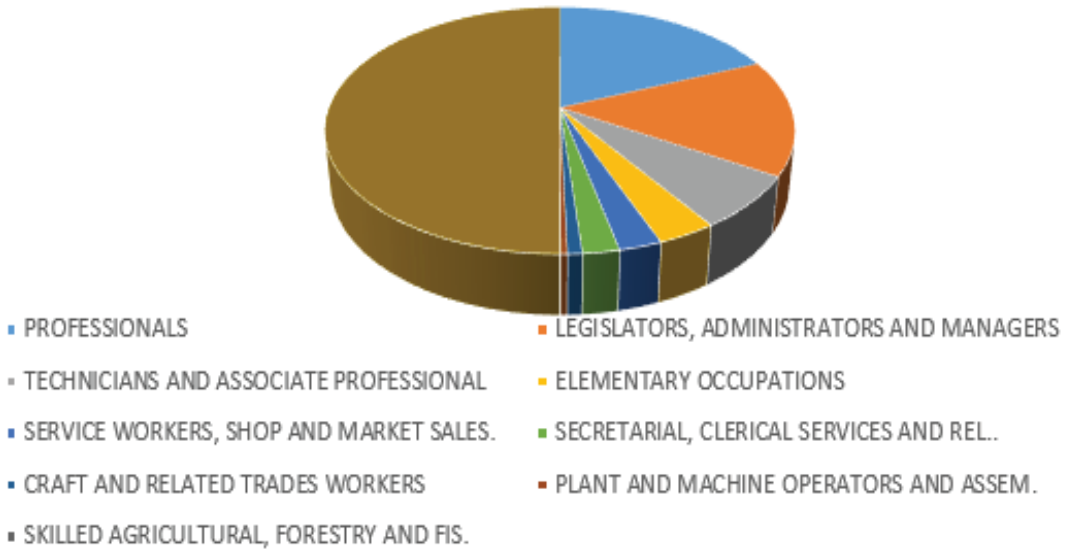
- Demand is strongest in engineering and technical roles. Mechanical Engineering Technicians, Civil Engineers, Civil Engineering Technicians, and Construction Supervisors driven by industrial and infrastructure expansion. Additional opportunities span process control, management (Policy Planning, Sales & Marketing), and public-sector/education roles. Engineering credentials and technical skills offer the strongest edge.

For Policy Makers

- Prioritize bilateral labour agreements and technical training for engineering, construction, and process-control talent to sustain industrial growth, while strengthening administrative and educational capacity to support digital integration across public services.

6.9.5 Job Vacancies By Major Occupational Groups

Figure 88: Distribution of Vacancies by Major Occupational groups



Most vacancies were concentrated among Professionals (37.01%) and Legislators, Administrators, and Managers (30.53%), showing Qatar's emphasis on highly skilled and leadership positions.

Technicians and Associate Professionals (13.84%) followed, representing demand for applied technical knowledge. Lower shares for Elementary Occupations (6.84%), Service Workers (4.99%), and Clerical Workers (4.25%) reflect a gradually modernizing workforce structure.

Smaller portions in Craft, Plant, and Agricultural roles confirm that Qatar's labour market is primarily oriented toward professional and managerial talent.

Implications

For Job Seekers

- Kenyan job seekers should prioritize engineering, ICT, business management, finance, and technical service roles where Qatar shows sustained demand. Professional certifications, higher education, and international work experience significantly increase employability. Middle-skilled roles in hospitality, maintenance, and transport remain viable, but workers should pursue upskilling to transition toward higher-income categories.

For Policy Makers

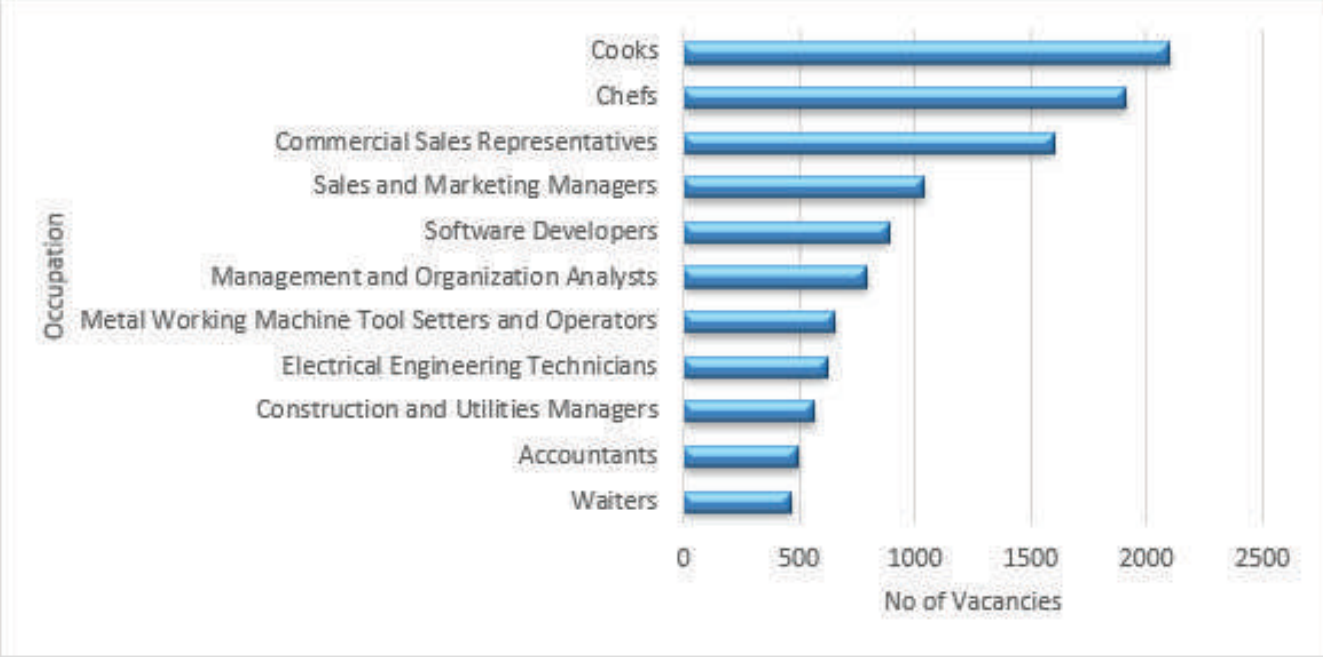
- Qatar's focus on highly skilled professionals underscores the need for Kenya to establish structured bilateral labour mobility agreements, ensure ethical recruitment, and strengthen qualification recognition systems. Policy efforts should enhance Kenya's ability to supply certified, competitive talent for high-value roles abroad.

6.10

AUSTRIA Q2 LABOUR MARKET DEMAND OUTLOOK

6.10.1 Most Sought Occupations By Number Of Vacancies

Figure 89: Most sought Occupations in Austria



In Q2 2025, Cooks (2,098) topped Austria's list of most sought occupations, reflecting the nation's thriving hospitality. Chefs (1,910) followed closely, underscoring Austria's strong demand for skilled professionals. Commercial Sales Representatives (1,597) and Sales and Marketing Managers (1,042) ranked next.

Software Developers (888) and Management and Organization Analysts (793) reveal the labour market's growing need for innovation, digital transformation, and operational efficiency. Metal Working Machine Tool Setters and Operators (655) and Electrical Engineering Technicians (619) point to Austria's robust ICT, manufacturing and engineering sectors, while Construction and Utilities Managers (563) emphasize the continuing expansion of infrastructure and utilities management.

Accountants (498) and Waiters (468) signify the ongoing importance of financial oversight and customer service roles

Implications

For Job Seekers

- Kenyan job seekers can benefit from Austria's diversified labour demand in hospitality, sales, ICT, and engineering. With strong openings for Cooks, Chefs, Commercial Sales Representatives, Software Developers, and Electrical Engineering Technicians, Austria offers viable entry points across both service-oriented and technical fields. To remain competitive, job seekers should pursue vocational training in hospitality, ICT certifications, engineering qualifications, and German language proficiency, while also gaining practical experience in customer service and digital transformation.



For Policy Makers

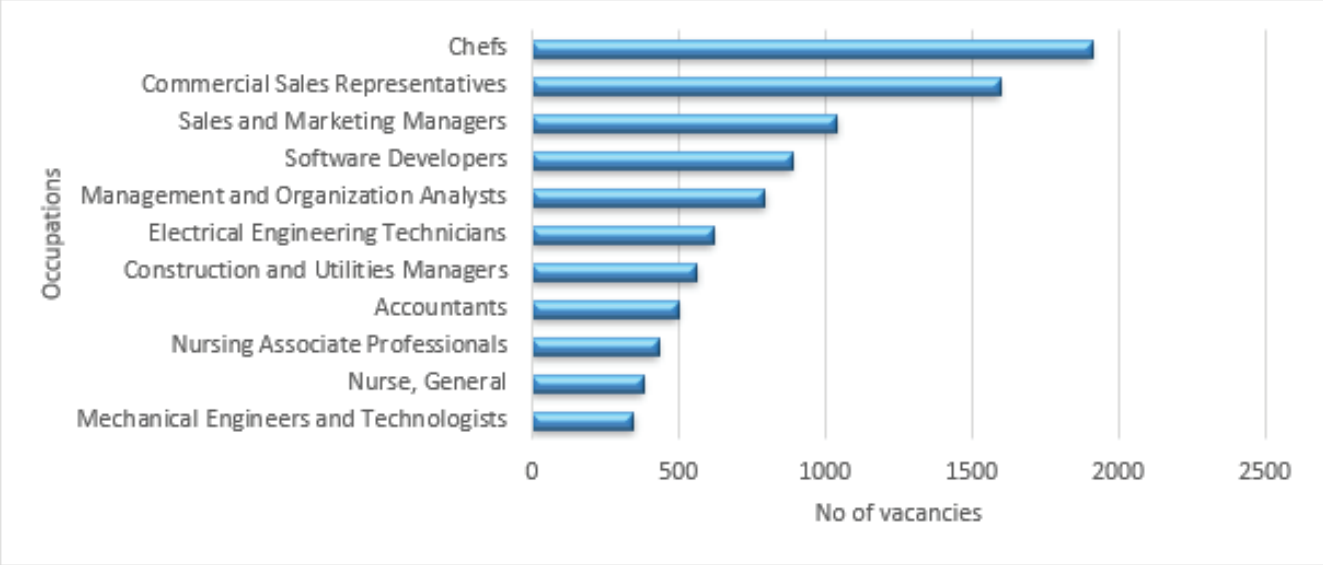
- Austria's labour demand highlights the need for Kenya to expand TVET programs in hospitality, ICT, engineering, and sales management. Strengthening training in culinary arts, digital innovation, and infrastructure management will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects, particularly in Austria's growing sectors of hospitality, ICT, and engineering.

6.10.2 Most Sought Occupations By Skill Level

6.10.2.1 Most sought occupations for highly skilled workers

Highly skilled workers are employees with advanced education, specialized training, and extensive expertise who perform complex professional, technical, managerial, or analytical tasks that require high levels of problem-solving, decision-making, and independent judgment.

Figure 90: Most sought occupations for highly skilled workers



Austria's highly skilled job market is dominated by Chefs (1,910), followed closely by Commercial Sales Representatives (1,597) and Sales and Marketing Managers (1,042), highlighting the importance of business growth, client relations, and strategic leadership.

Technical and digital roles such as Software Developers (888), Management and Organization Analysts (793), Electrical Engineering Technicians (619), and Mechanical Engineers and Technologists (346) reinforce Austria's ongoing industrial modernization and digital transformation. Construction and Utilities Managers (563) also feature prominently.

Healthcare and professional services remain vital, with Nursing Associate Professionals (434), Nurse, General (380), and Accountants (498) emphasizing the dual importance of health provision and financial oversight. .

Implications

For Job Seekers

- Kenyan job seekers can benefit from Austria's highly skilled labour demand across hospitality, business leadership, engineering, and digital technology. With strong openings for Chefs, Commercial Sales Representatives, Sales and Marketing Managers, Software Developers, and Electrical Engineering Technicians, Austria offers viable entry points for professionals with culinary, managerial, technical, and ICT expertise. Healthcare roles such as Nursing Associates and General Nurses, alongside financial positions like Accountants, further expand opportunities for skilled workers.
- To remain competitive, job seekers should pursue advanced technical certifications, hospitality training, German language proficiency, and practical experience in both service and industrial fields.



Kenyan job seekers can benefit from Austria's highly skilled labour demand across hospitality, business leadership, engineering, and digital technology. With strong openings for Chefs, Commercial Sales Representatives, Sales and Marketing Managers, Software Developers, and Electrical Engineering Technicians.

For Policy Makers

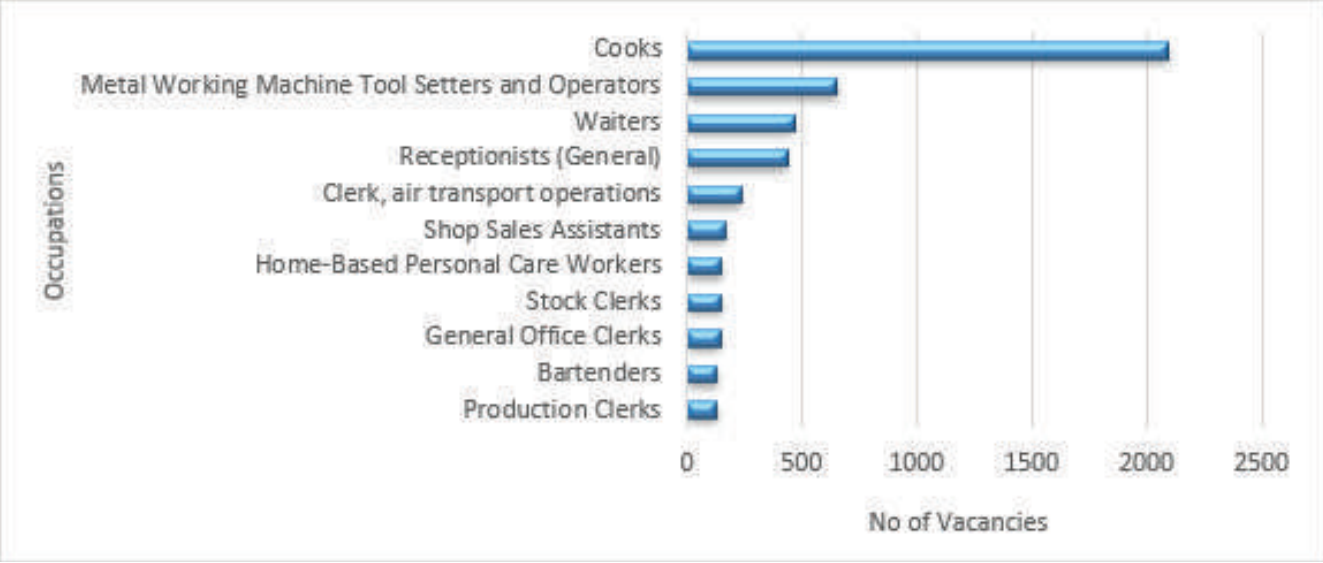
- Austria's labour demand highlights the need for Kenya to expand TVET programs in hospitality, ICT, engineering, and healthcare. Strengthening training in culinary arts, digital transformation, and healthcare services will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects, particularly in Austria's growing sectors of hospitality, business leadership, engineering, and healthcare.



6.10.2.2 Most sought occupations among Middle skilled workers

Middle-skilled workers are employees who possess moderate levels of education, training, and technical skills needed to perform practical, technical, or supervisory tasks. Their jobs often require vocational training, diplomas, apprenticeships, or on-the-job experience rather than advanced university qualifications.

Figure 91: Most sought occupations for Middle skilled workers



The middle-skilled segment in Austria is led by Cooks (2,098), emphasizing the continued strength of the hospitality and food service industries. Metal Working Machine Tool Setters and Operators (655) highlight Austria's focus on precision manufacturing and industrial production.

Waiters (468) ,Receptionists (439). Clerk, and Air Transport Operations (236) which shows importance of customer-facing positions a hub for international travel and logistics.

Retail and care-related positions also feature prominently, with Shop Sales Assistants (168) and Home-Based Personal Care Workers (152) pointing to steady demand in both consumer services and personal care. Stock Clerks (150) and General Office Clerks (145) illustrate the ongoing need for administrative and supply chain support.

Bartenders (134) and Production Clerks (131) signify the essential contributions of hospitality and production coordination roles.

Implications

For Job Seekers

- Kenyan job seekers can benefit from Austria's middle-skilled labour demand across hospitality, manufacturing, customer service, and administrative support. With strong openings for Cooks, Metal Working Machine Operators, Waiters, Receptionists, and Clerks in Air Transport Operations, Austria offers viable entry points for workers with practical service skills, precision manufacturing expertise, and clerical competencies. Roles such as Shop Sales Assistants, Home-Based Care Workers, and General Office Clerks further highlight opportunities in consumer services and personal care. To remain competitive, job seekers should pursue vocational training in hospitality, manufacturing processes, customer service, and administrative support, alongside German language proficiency.

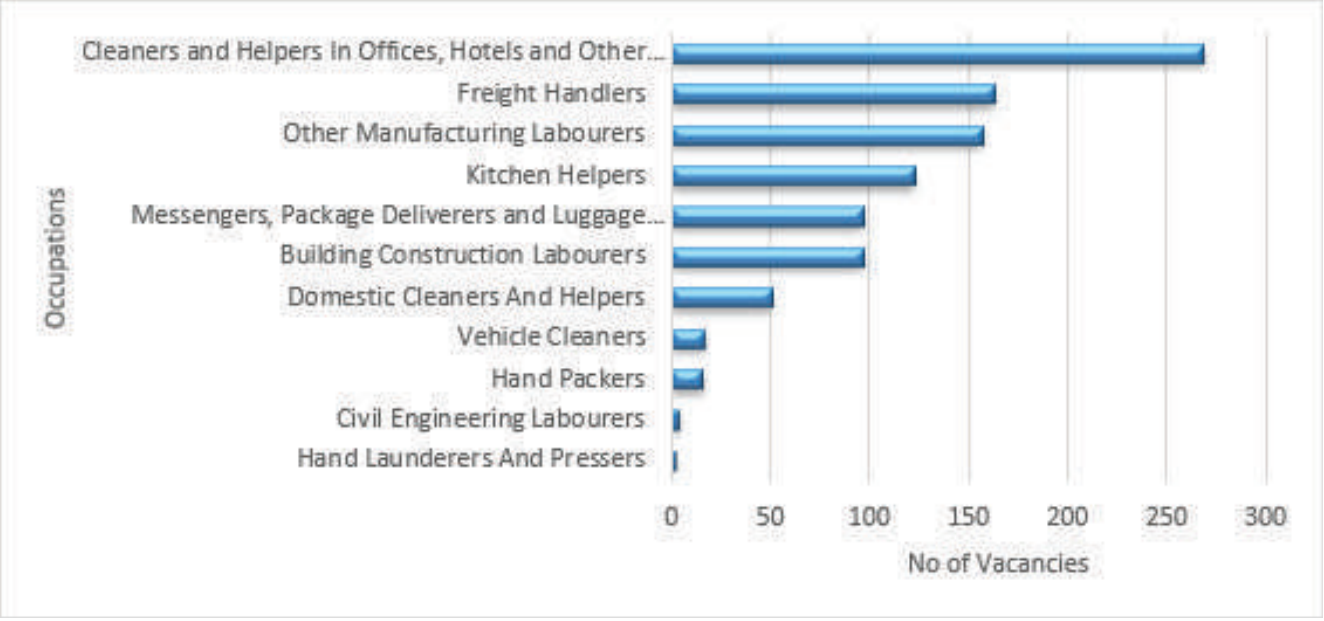
For Policy Makers

- Austria's labour demand highlights the need for Kenya to strengthen TVET programs in hospitality management, precision manufacturing, customer service, and clerical operations. Expanding training in personal care services, supply chain support, and production coordination will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects, particularly in Austria's middle-skilled segment where hospitality, manufacturing, and service roles converge.

6.10.2.3 Most sought occupation for Low skilled workers

Low-skilled workers are employees who perform simple and routine tasks that require limited formal education, training, or technical expertise. Their work is usually manual or repetitive and often requires basic skills and short term training.

Figure 92: Most sought occupations for Low skilled workers



Among low-skilled occupations, Cleaners and Helpers in Offices, Hotels and Other Establishments (269) recorded the highest demand. Freight Handlers (163) and Other Manufacturing Labourers (157) follow, underscoring the need for logistics support and production labour.

Kitchen Helpers (123) highlight influence of food service sector, while Building Construction Labourers (97) and Messengers, Package Deliverers and Luggage Porters (97) emphasize steady demand in construction and goods movement.

Domestic Cleaners and Helpers (51), Vehicle Cleaners (17), and Hand Packers (16) illustrate the essential support roles operations, transport, and manufacturing. Civil Engineering Labourers (4) and Hand Launderers and Pressers (2) round out the list, pointing to contributions in construction and textile care.



Austria's labour demand highlights the need for Kenya to strengthen TVET programs in hospitality management, precision manufacturing, customer service, and clerical operations. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects, particularly in Austria's middle-skilled segment where hospitality, manufacturing, and service roles converge.

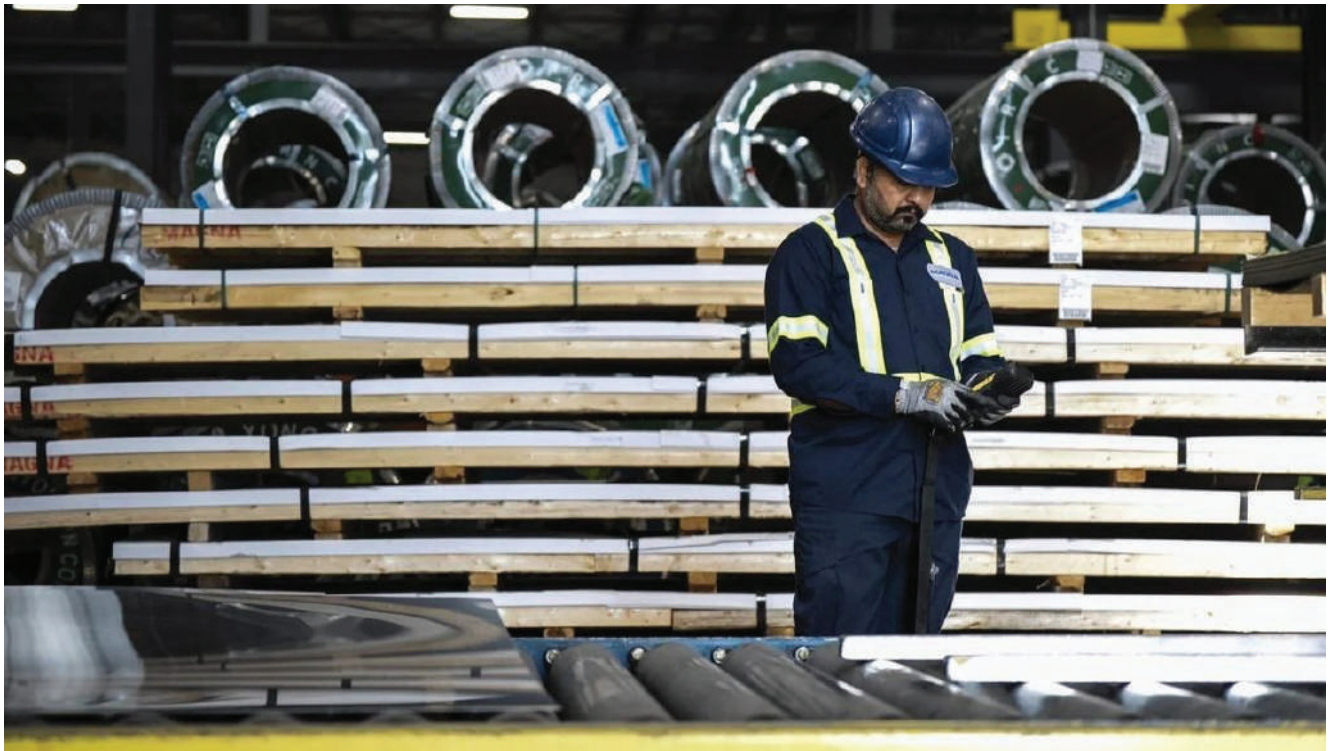
Implications

For Job Seekers

- Kenyan job seekers can benefit from Austria's labour demand for low-skilled occupations across cleaning, logistics, hospitality, and construction support. With strong openings for Cleaners, Freight Handlers, Kitchen Helpers, and Building Labourers, Austria offers viable entry points for workers with practical service skills and physical labour experience. Roles such as Messengers and Package Deliverers, Domestic Helpers, and Vehicle Cleaners further highlight opportunities in transport, household services, and operational support. To remain competitive, job seekers should pursue vocational training in hospitality services, logistics operations, and basic construction skills, while strengthening German language proficiency to improve employability in customer-facing roles.

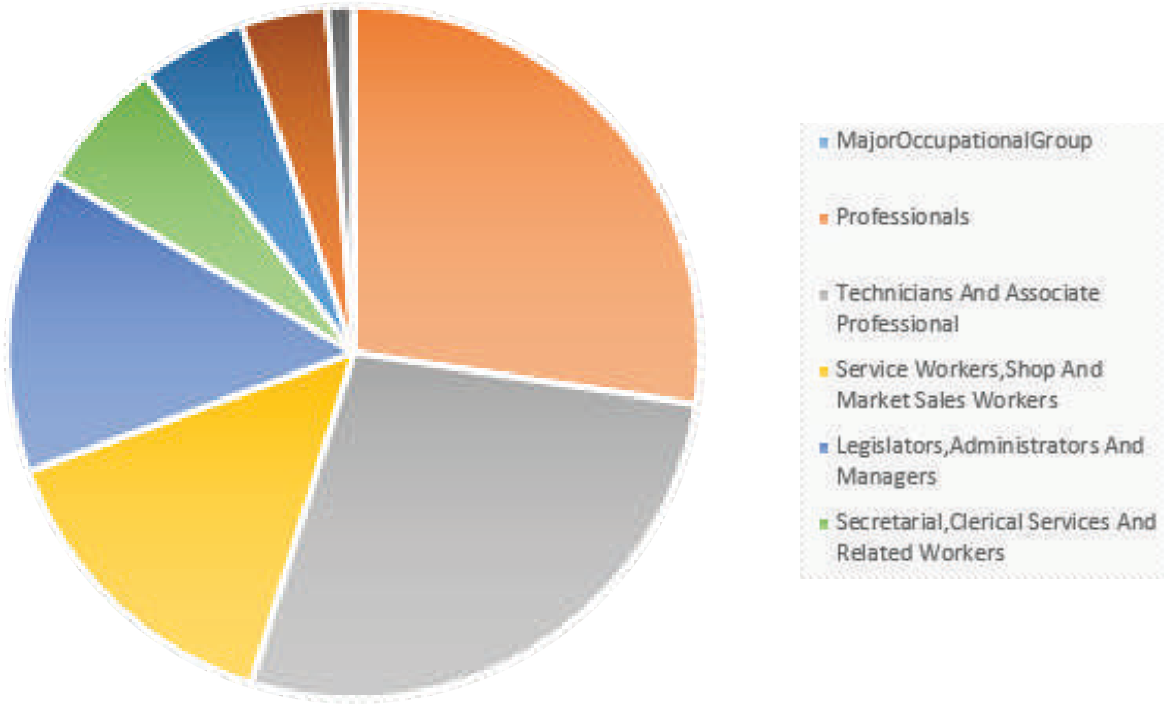
For Policy Makers

- Austria's labour demand highlights the need for Kenya to expand TVET programs in hospitality, logistics, and cleaning services, alongside short-term certifications for construction support and manufacturing labour. Strengthening training in transport services, textile care, and basic supply chain support will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects, particularly for low-skilled workers seeking stable careers in Austria's service-driven economy.



6.10.3 Job Vacancies By Major Occupational Groups

Figure 93: Distribution of Vacancies by Major Occupational groups



Vacancies in Austria are led by Professionals (6,777), confirming strong demand for specialized expertise in engineering, technology, healthcare, and applied sciences. Technicians and Associate Professionals (6,775) represent another major pillar of the labour market, reflecting reliance on technical skills and operational support across industries.

Service Workers, Shop and Market Sales Workers (3,616) and Legislators, Administrators and Managers (3,488) highlight the importance of both customer-facing roles and leadership positions and managerial economy.

Secretarial, Clerical Services and Related Workers (1,540) and Craft and Related Trades Workers (1,234) emphasize the ongoing need for administrative efficiency and skilled manual trades. Elementary Occupations (998) continue to provide essential support in hospitality, cleaning, and logistics, while Plant and Machine Operators and Assemblers (296) reflect industrial and manufacturing base.

Implications

For Job Seekers

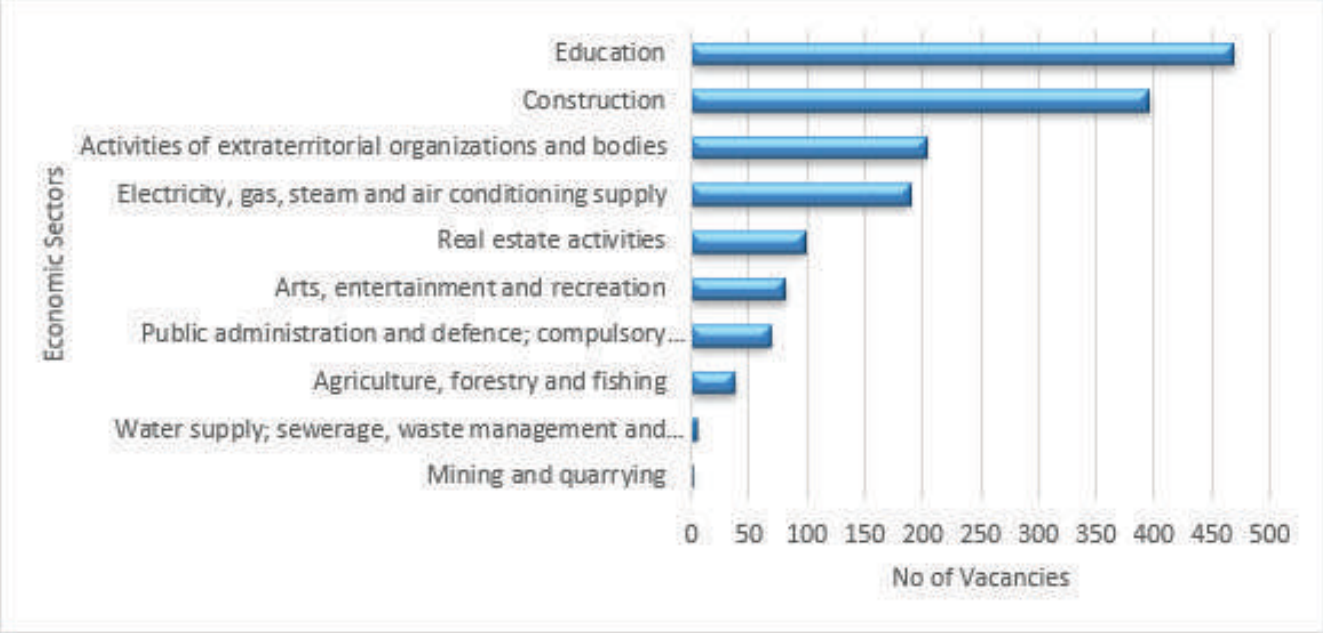
- Kenyan job seekers can benefit from Austria's diversified labour demand across professional expertise, technical support, service roles, and administrative functions. With strong openings for engineers, healthcare specialists, applied scientists, and shop sales assistants, Austria offers viable entry points across multiple skill levels. To remain competitive, job seekers should pursue advanced technical certifications, German language proficiency, and practical training in both industrial and service-oriented fields.

For Policy Makers

- Austria's labour demand highlights the need for Kenya to expand TVET programs in engineering, healthcare, ICT, and administrative services. Strengthening training in leadership and management, skilled trades, and industrial operations will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects, particularly in Austria's balanced economy where professionals, technicians, service workers, and clerical staff all play critical roles.

6.10.4 Job Vacancies By Economic Sector

Figure 94: Top 10 sectors with most vacancies



The Administrative and Support Service Activities sector leads with 6,117 vacancies, underscoring the importance of operational and support roles in the economy. Accommodation and Food Service Activities (4,768) follow, reflecting the strength of Austria's hospitality and tourism industries. Financial and Insurance Activities (4,224) also show significant demand, highlighting the country's robust financial services sector.

Wholesale and Retail Trade, including repair of motor vehicles and motorcycles (1,935), and Professional, Scientific, and Technical Activities (1,403) emphasize diversified industrial and commercial base. Human Health and Social Work Activities (1,302) and Information and Communication (1,297) continue to provide numerous employment opportunities, showcasing the importance of healthcare and digital services.

Manufacturing (1,209) and Transportation and Storage (897) highlight industrial production and logistics networks, while Other Service Activities (528) round out the list, pointing to steady demand in personal and community services.

Implications

For Job Seekers

- Kenyan job seekers can benefit from Austria's diversified labour demand across administrative services, hospitality, financial services, and technical industries. With strong openings for professionals in operations, finance, healthcare, ICT, and logistics, Austria offers viable entry points across multiple skill levels. To remain competitive, job seekers should pursue vocational and professional certifications, German language proficiency, and practical training in both service-oriented and industrial fields.

For Policy Makers

- Austria's labour demand highlights the need for Kenya to expand TVET programs in hospitality, finance, ICT, healthcare, and logistics. Strengthening training in administrative efficiency, digital transformation, and industrial operations will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects, particularly in Austria's balanced economy where administrative, technical, service, and healthcare roles all play critical roles.

6.10.4.1 Construction sector

Figure 95: Most sought occupations in the Construction sector



Construction sector is led by Construction and Utilities Managers (26), underscoring the importance of supervisory expertise in overseeing infrastructure projects and utilities operations. Civil Engineering Technicians (19) and Civil Engineers (18) follow, reflecting focus on infrastructure modernization and structural development.

Electrical Engineering Technicians (17) and Mechanical Engineers and Technologists (14) highlight the sector's reliance on technical and mechanical competencies, ensuring efficiency in energy systems and machinery. Building and Related Electricians (13) emphasize the need for skilled trades in electrical installation and maintenance, while Software Developers (13) and Management and Organization Analysts (13) point to the growing integration of digital solutions and organizational efficiency in construction projects.

Sales and Marketing Managers (12) round out the list, showcasing the importance of business development and client engagement.

Implications

For Job Seekers

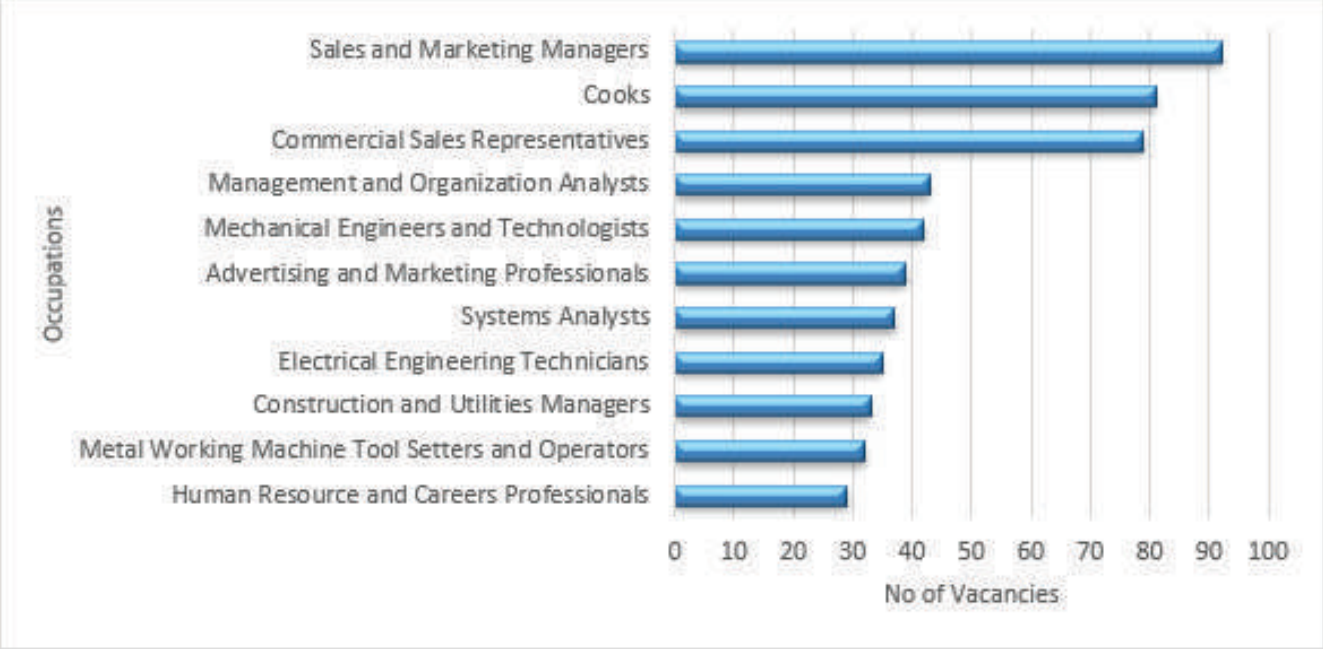
- Kenyan job seekers can benefit from Austria's labour demand in the construction sector, which emphasizes supervisory, technical, and digital expertise. With strong openings for Construction and Utilities Managers, Civil Engineers, Civil Engineering Technicians, and Electrical Engineering Technicians, Austria offers viable entry points for professionals with engineering, mechanical, and infrastructure skills. Roles such as Mechanical Engineers, Building Electricians, and even Software Developers highlight the sector's integration of technical trades and digital solutions. To remain competitive, job seekers should pursue certifications in engineering, mechanical repair, electrical systems, and project management, alongside German language proficiency.

For Policy Makers

- Austria's labour demand highlights the need for Kenya to expand TVET programs in civil engineering, mechanical engineering, electrical systems, and construction management. Strengthening training in digital transformation, organizational analysis, and business development will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects, particularly in Austria's construction sector where supervisory, technical, and digital skills converge.

6.10.4.2 Manufacturing sector

Figure 96: Most sought occupations in manufacturing sector



The Austrian manufacturing sector is led by Sales and Marketing Managers (92) followed by Cooks (81) and Commercial Sales Representatives (79)

Management and Organization Analysts (43) and Mechanical Engineers and Technologists (42) highlight the need for operational efficiency and technical expertise, while Advertising and Marketing Professionals (39) emphasize the role of branding and market positioning. Systems Analysts (37) and Electrical Engineering Technicians (35) showcase the growing influence of digital systems and technical maintenance.

Construction and Utilities Managers (33) and Metal Working Machine Tool Setters and Operators (32) point to the sector's reliance on infrastructure oversight and precision machining. Human Resource and Careers Professionals (29) round out the list, reflecting the importance of workforce management and talent development.

Implications

For Job Seekers

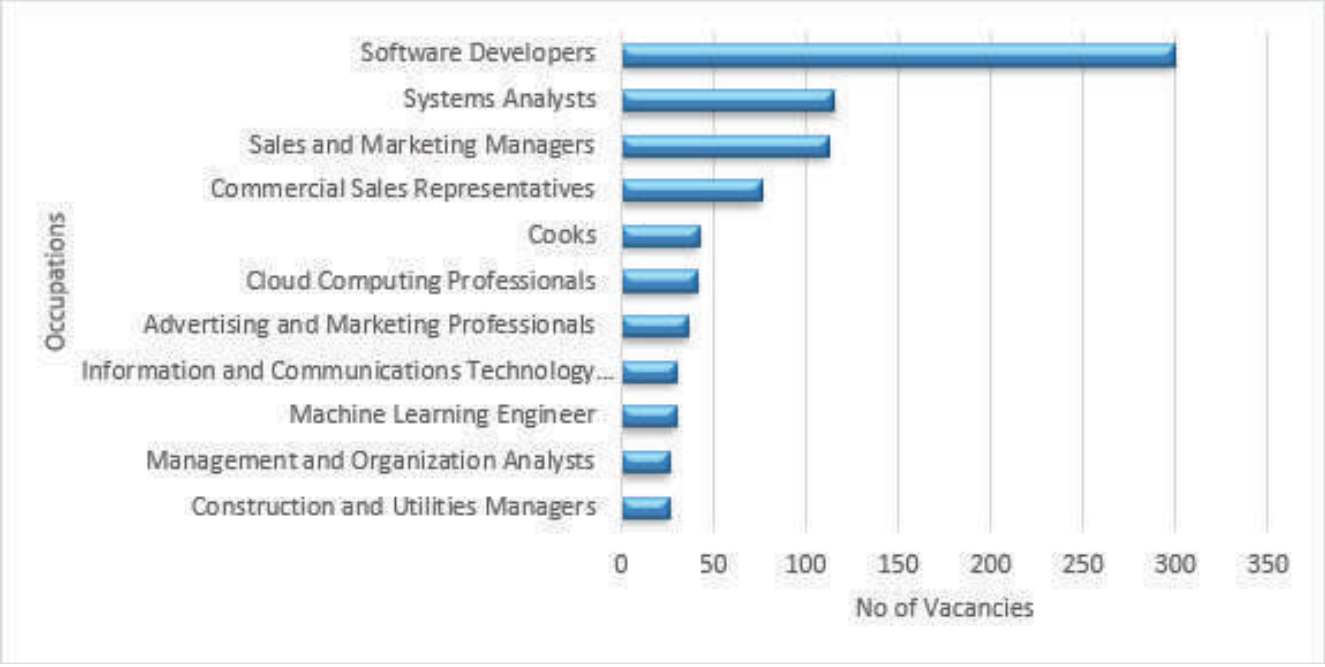
- Kenyan job seekers can benefit from Austria's labour demand in the manufacturing sector, which blends managerial, technical, and creative expertise. With strong openings for Sales and Marketing Managers, Cooks, Commercial Sales Representatives, and Mechanical Engineers, Austria offers viable entry points for professionals with skills in business development, hospitality, and industrial production. Roles such as Advertising Professionals, Systems Analysts, and Electrical Engineering Technicians highlight the sector's reliance on digital systems, branding, and technical maintenance. To remain competitive, job seekers should pursue ICT certifications, engineering qualifications, and German language proficiency, alongside practical experience in both creative and industrial fields.

For Policy Makers

- Austria's labour demand highlights the need for Kenya to expand TVET programs in manufacturing, ICT, engineering, and business management. Strengthening training in precision machining, digital systems analysis, and workforce management will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects, particularly in Austria's manufacturing sector where managerial, technical, and creative skills converge.

6.10.4.3 ICT Sector

Figure 97: Most sought occupations in the ICT sector



The ICT sector is led by Software Developers (299), confirming strong demand for digital innovation and application development. Systems Analysts (115) and Sales and Marketing Managers (112) follow, highlighting the importance of both technical systems expertise and strategic leadership.

Commercial Sales Representatives (76) and Cooks (42) reflect the sector's diverse integration of commercial outreach and service roles. Cloud Computing Professionals (41) and Advertising and Marketing Professionals (36) emphasize Austria's growing reliance on cloud infrastructure and digital branding.

Emerging roles such as Machine Learning Engineers (30) and ICT Sales Professionals (30) showcase the sector's transition toward advanced technologies and specialized digital solutions. Construction and Utilities Managers (26) round out the list, underscoring the cross-sectoral need for managerial oversight.

Implications

For Job Seekers

- Kenyan job seekers can benefit from Austria's labour demand in the ICT sector, which emphasizes digital innovation, technical expertise, and strategic leadership. With strong openings for Software Developers, Systems Analysts, Cloud Computing Professionals, and Machine Learning Engineers, Austria offers viable entry points for professionals with advanced ICT and emerging technology skills. Roles such as Sales and Marketing Managers, Advertising Professionals, and ICT Sales Specialists highlight the sector's integration of technical solutions with business development and digital branding. To remain competitive, job seekers should pursue certifications in cloud computing, machine learning, and systems analysis, alongside German language proficiency and practical experience in ICT project management.

For Policy Makers

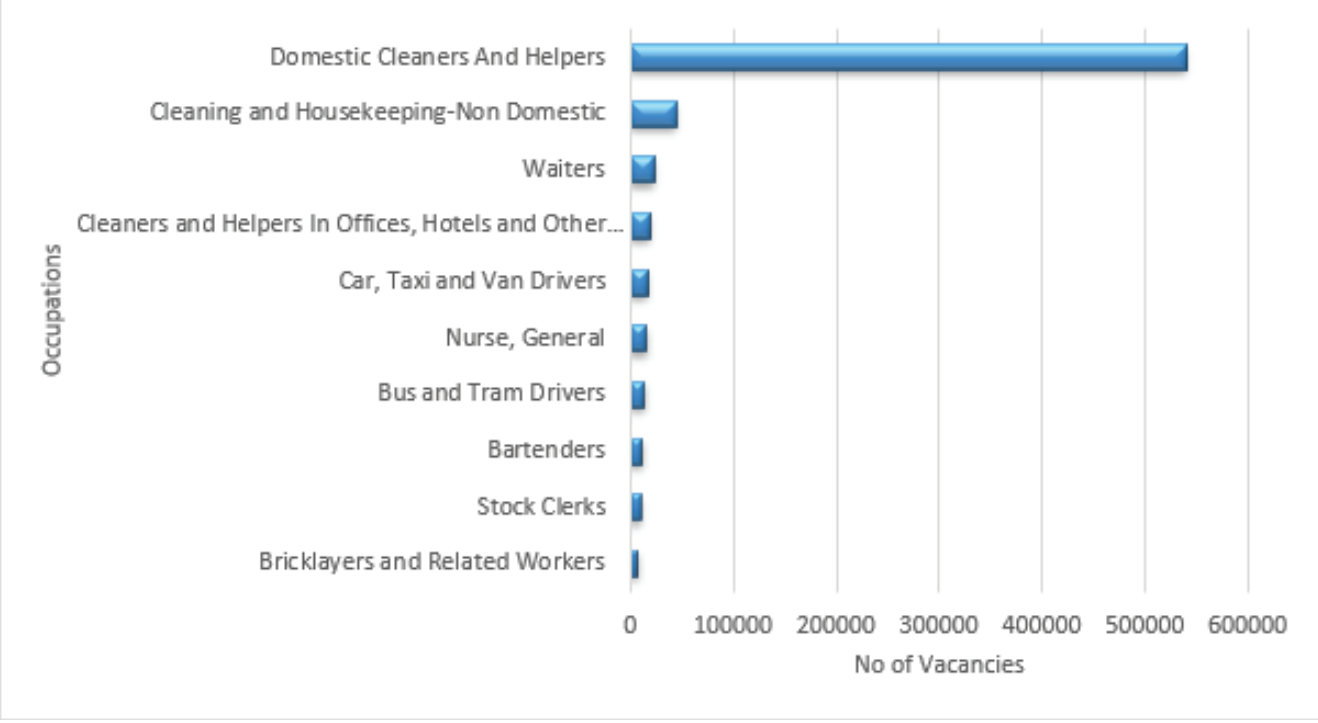
- Austria's labour demand highlights the need for Kenya to expand TVET programs in ICT, software engineering, and digital business management. Strengthening training in cloud infrastructure, artificial intelligence, and digital marketing will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects, particularly in Austria's ICT sector where technical innovation, business leadership, and emerging technologies converge.

6.11

SAUDI ARABIA LABOUR MARKET DEMAND OUTLOOK

6.11.1 Most Sought Occupations By Number Of Vacancies

Figure 98: Most sought Occupations in Saudi Arabia



In Q2 2025, Domestic Cleaners and Helpers (539,739) topped Saudi Arabia's list of most sought occupations, reflecting reliance on household support and cleaning services. Cleaning and Housekeeping – Non Domestic (45,167) followed, underscoring strong demand in hospitality and institutional environments. Waiters (23,479) and Cleaners and Helpers in Offices, Hotels and Other Establishments (19,211) ranked next, highlighting the importance of service roles in tourism and hospitality sectors.

Transport-related roles such as Car, Taxi and Van Drivers (17,109) and Bus and Tram Drivers (13,907) reveal the labour market's need for mobility and logistics support. Healthcare demand is also evident, with Nurse, General (15,872) showcasing the importance of medical services.

Bartenders (11,367) and Stock Clerks (10,751) point to steady demand in hospitality and retail operations, while Bricklayers and Related Workers (7,189) emphasize the ongoing need for construction and infrastructure development.

Implications

For Job Seekers

- Kenyan job seekers can benefit from Saudi Arabia's diversified labour demand across domestic services, hospitality, transport, healthcare, and construction. With strong openings for Domestic Cleaners (539,739), Housekeeping staff (45,167), Waiters (23,479), and Car/Taxi Drivers (17,109), Saudi Arabia offers viable entry points for workers with service, mobility, and household support

skills. Roles such as General Nurses (15,872), Bartenders (11,367), and Bricklayers (7,189) highlight opportunities in healthcare, hospitality, and construction. To remain competitive, job seekers should pursue vocational training in hospitality, caregiving, logistics, and construction, alongside basic Arabic language proficiency to improve workplace integration.

For Policy Makers

- Saudi Arabia's labour demand highlights the need for Kenya to expand TVET programs in domestic services, hospitality, transport, healthcare, and construction. Strengthening training in household support, customer service, logistics operations, and construction trades will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects, particularly in Saudi Arabia's service-driven economy where domestic, hospitality, healthcare, and construction roles dominate.

> Saudi Arabia's list of most sought occupations, reflecting reliance on household support and cleaning services. Cleaning and Housekeeping – Non Domestic (45,167) followed, underscoring strong demand in hospitality and institutional environments. Waiters (23,479) and Cleaners and Helpers in Offices, Hotels and Other Establishments (19,211) ranked next, highlighting the importance of service roles in tourism and hospitality sectors.

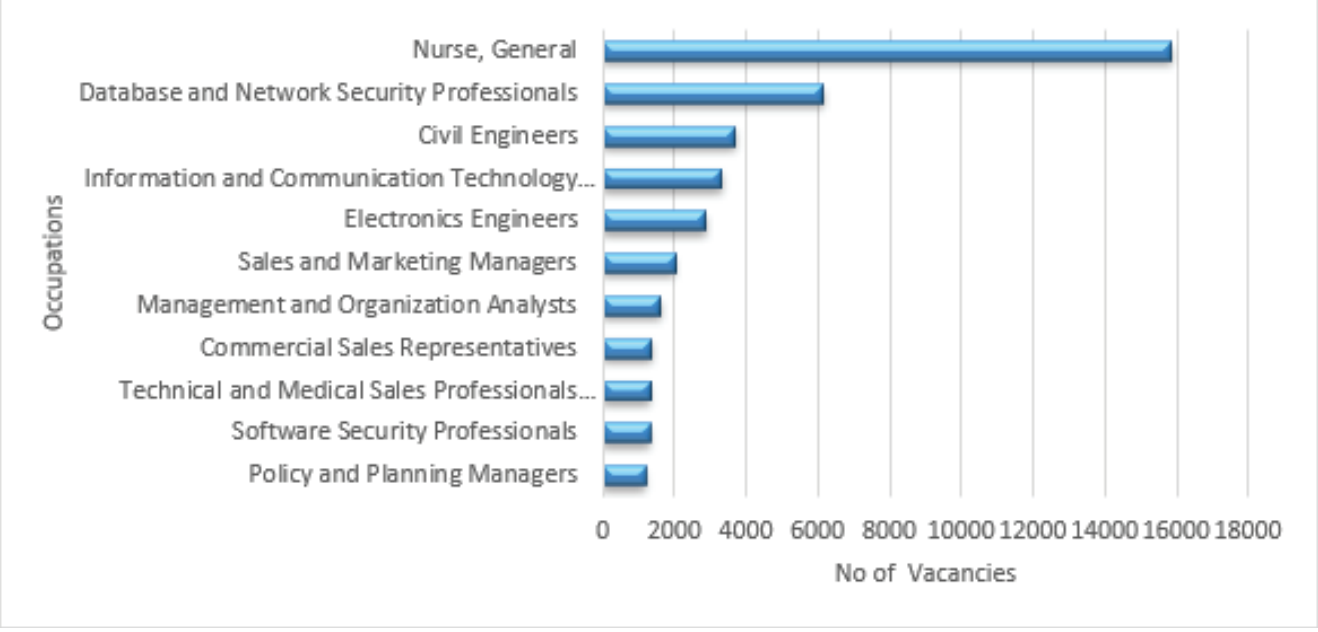


6.11.2 Most Sought Occupations By Skill Level

6.11.2.1 Most sought occupations for Highly skilled workers

Highly skilled workers are employees with advanced education, specialized training, and extensive expertise who perform complex professional, technical, managerial, or analytical tasks that require high levels of problem-solving, decision-making, and independent judgment.

Figure 98: Most sought Occupations in Saudi Arabia



Saudi Arabia's highly skilled job market is dominated by Nurse, General (15,872), showcasing strong demand for healthcare professionals. Other technical roles such as Database and Network Security Professionals (6,142), Civil Engineers (3,692), and ICT Services Managers (3,323) reinforce focus on digital infrastructure, cybersecurity, and large-scale urban development.

Electronics Engineers (2,876) and Sales and Marketing Managers (2,030) highlight the importance of both technical innovation and strategic leadership. Management and Organization Analysts (1,600) and Commercial Sales Representatives (1,364) emphasize the need for operational efficiency and business outreach.

Specialized roles such as Technical and Medical Sales Professionals (1,341) and Software Security Professionals (1,327) reflect the growing reliance on advanced technical expertise and secure digital systems. Policy and Planning Managers (1,209) round out the top ten, underscoring the importance of governance and strategic planning.



Implications

For Job Seekers

- Kenyan job seekers can benefit from Saudi Arabia's highly skilled labour demand across healthcare, digital infrastructure, engineering, and business leadership. With strong openings for General Nurses (15,872), Database and Network Security Professionals (6,142), Civil Engineers (3,692), and ICT Services Managers (3,323), Saudi Arabia offers viable entry points for professionals with healthcare expertise, technical innovation, and managerial skills. Specialized roles such as Software Security Professionals, Technical and Medical Sales Specialists, and Policy and Planning Managers highlight opportunities in advanced ICT, governance, and strategic planning. To remain competitive, job seekers should pursue advanced certifications in healthcare, cybersecurity, engineering, and management, alongside Arabic language proficiency for workplace integration.

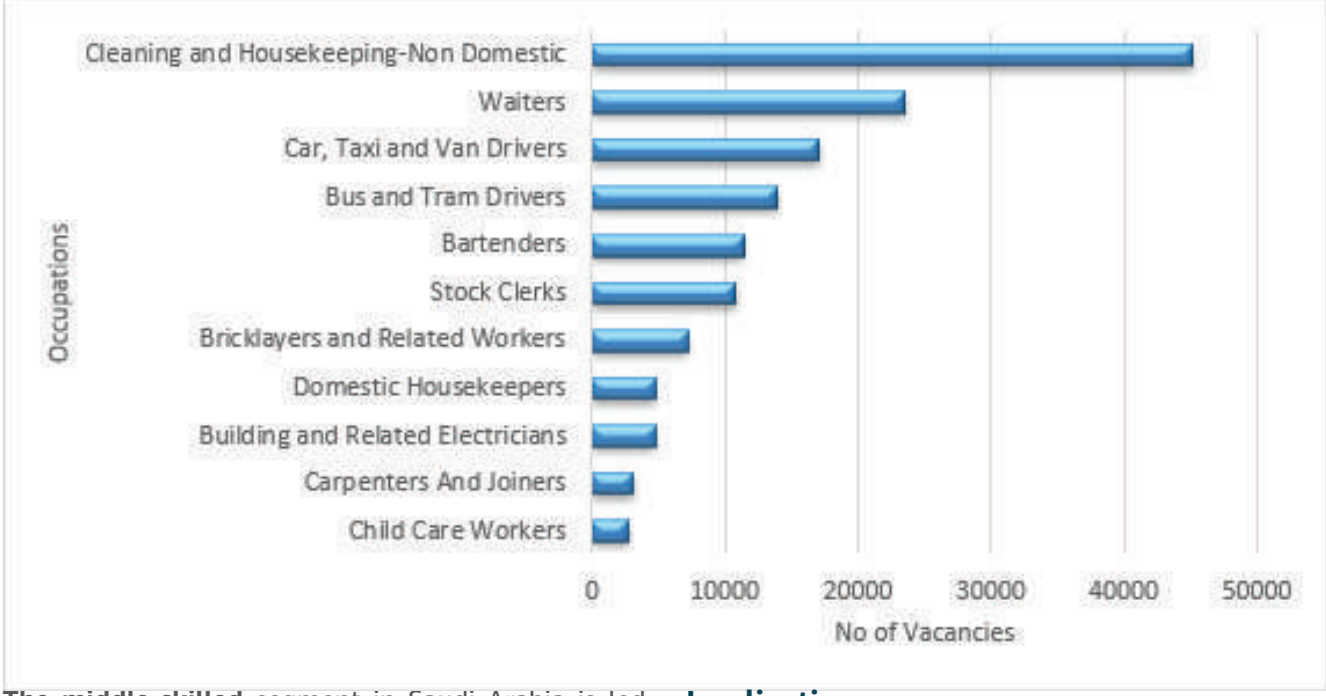
For Policy Makers

- Saudi Arabia's labour demand highlights the need for Kenya to expand TVET programs in healthcare, ICT, engineering, and business management. Strengthening training in cybersecurity, digital transformation, and strategic leadership will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects, particularly in Saudi Arabia's highly skilled economy where healthcare, ICT, engineering, and governance roles are in high demand.

6.11.2.2 Most sought occupations among Middle skilled workers

Middle-skilled workers are employees who possess moderate levels of education, training, and technical skills needed to perform practical, technical, or supervisory tasks. Their jobs often require vocational training, diplomas, apprenticeships, or on-the-job experience rather than advanced university qualifications.

Figure 100: Most sought occupations for Middle skilled workers



The middle-skilled segment in Saudi Arabia is led by Cleaning and Housekeeping – Non Domestic (45,167), emphasizing continued demand for workers in hospitality, institutional cleaning, and facility maintenance. Waiters (23,479) and Car, Taxi and Van Drivers (17,109) highlight the strong influence of service and transport roles.

Bus and Tram Drivers (13,907) and Bartenders (11,367) reflect the blend of logistics and hospitality support roles vital to operational efficiency. The presence of Stock Clerks (10,751) and Bricklayers and Related Workers (7,189) points to steady demand in retail operations and construction respectively.

Domestic Housekeepers (4,815) and Building and Related Electricians (4,793) indicate ongoing activity in household services and skilled trades. Finally, Carpenters and Joiners (3,112) and Child Care Workers (2,747) continue to play an essential role in family support and infrastructure development.

Implications

For Job Seekers

- Kenyan job seekers can benefit from Saudi Arabia's middle-skilled labour demand across hospitality, transport, construction, and household services. With strong openings for Cleaning and Housekeeping staff (45,167), Waiters (23,479), Car and Taxi Drivers (17,109), and Bus Drivers (13,907), Saudi Arabia offers viable entry points for workers with service, logistics, and customer-facing skills. Roles such as Bartenders (11,367), Stock Clerks (10,751), and Bricklayers (7,189) highlight opportunities in hospitality, retail, and construction. Skilled trades like Electricians (4,793) and Carpenters (3,112), alongside Child Care Workers (2,747), emphasize the importance of family support and infrastructure development. To remain competitive, job seekers should pursue vocational training in hospitality, logistics, construction trades, and caregiving, while strengthening Arabic language proficiency for workplace integration.

For Policy Makers

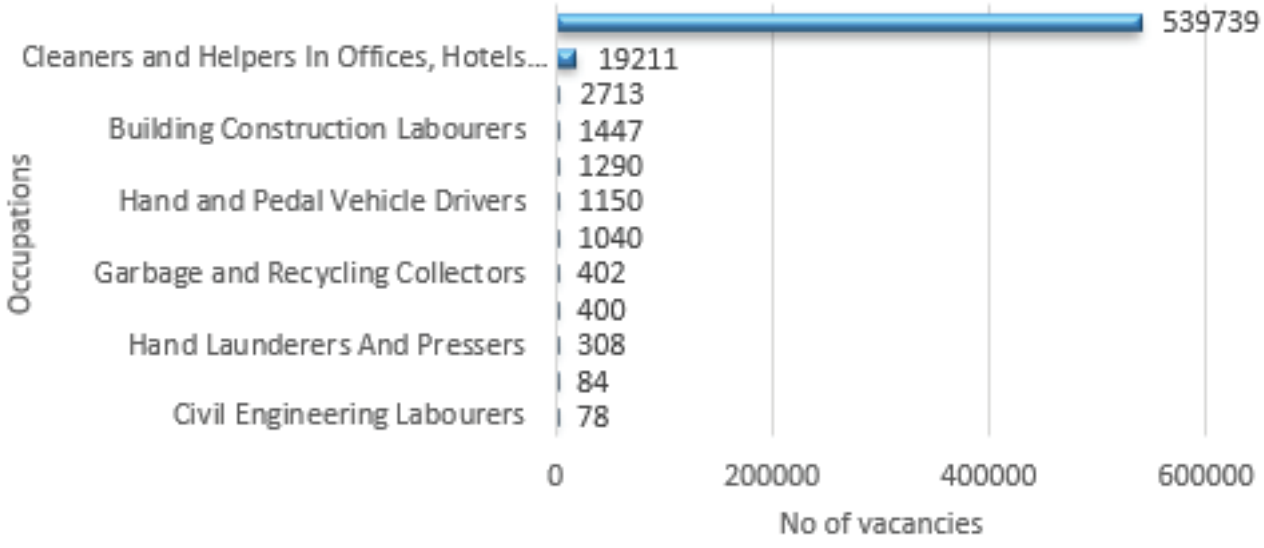
- Saudi Arabia's labour demand highlights the need for Kenya to expand TVET programs in hospitality, transport, construction, and household services. Strengthening training in facility maintenance, customer service, skilled trades, and childcare services will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects, particularly in Saudi Arabia's middle-skilled economy where hospitality, transport, construction, and family support roles dominate.



6.11.2.3 Most sought occupation for Low skilled workers

Low-skilled workers are employees who perform simple and routine tasks that require limited formal education, training, or technical expertise. Their work is usually manual or repetitive and often requires basic skills and short term training.

Figure 101: Most sought occupations for Low skilled workers



Among low-skilled occupations, Domestic Cleaners and Helpers (539,739) recorded the highest demand, needs for in household and hospitality environments. Cleaners and Helpers in Offices, Hotels and Other Establishments (19,211) follow, highlighting the strong influence of service industry.

Roles like Mixed Crop and Livestock Farm Labourers (2,713) and Building Construction Labourers (1,447) are vital for agriculture and infrastructure development, while Farm Labourers (1,290) and Hand and Pedal Vehicle Drivers (1,150) show steady demand in food production and local transport.

Street and Related Service Workers (1,040) and Garbage and Recycling Collectors (402) emphasize the importance of community services and waste management. Other Manufacturing Labourers (400) and Hand Launderers and Pressers (308) reflect ongoing activity in production and textile care.

Finally, Shelf Fillers (84) and Civil Engineering Labourers (78) pointing to necessary contributions in retail and construction.

Implications

For Job Seekers

- Kenyan job seekers can benefit from Saudi Arabia's labour demand in low-skilled occupations, which emphasizes household services, hospitality, agriculture, and construction. With strong openings for Domestic Cleaners (539,739), Institutional Cleaners (19,211), Waiters, and Farm Labourers, Saudi Arabia offers viable entry points for workers with service, agricultural, and household support skills. Roles such as Bricklayers (7,189), Hand Vehicle Drivers (1,150), and Garbage Collectors (402) highlight opportunities in construction, transport, and community services. To remain competitive, job seekers should pursue vocational training in hospitality, agriculture, construction trades, and waste management, alongside basic Arabic language proficiency to improve employability.

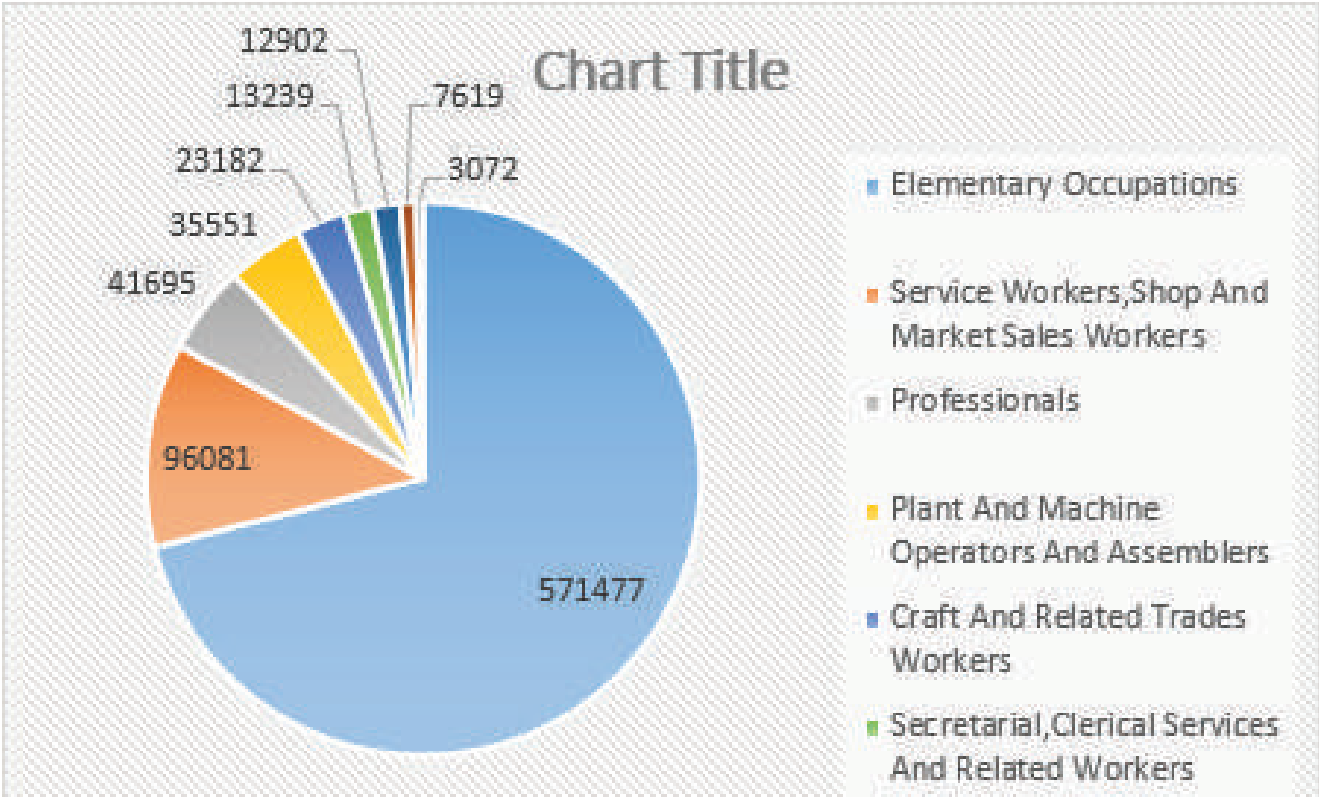
For Policy Makers

- Saudi Arabia's labour demand highlights the need for Kenya to expand TVET programs in domestic services, hospitality, agriculture, and construction. Strengthening training in community services, waste management, retail operations, and textile care will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects, particularly in Saudi Arabia's low-skilled economy where household support, hospitality, agriculture, and construction roles dominate.



6.11.3 Job Vacancies By Major Occupational Groups

Figure 102: Distribution of Vacancies by Major Occupational groups



Vacancies in Austria are led by Professionals (4,776), confirming strong demand for specialized expertise in engineering, technology, and applied sciences. Service Workers, Shop and Market Sales Workers (2,794) represent another key pillar of the labour market, reflecting service-oriented economy.

Significant contributions also come from Technicians and Associate Professionals (1,797) and Craft and Related Trades Workers (1,537), which highlight the ongoing need for technical and manual skills. The presence of Managers (1,231) and Clerical Workers (736) shows the importance of coordination and administration.

Implications

For Job Seekers

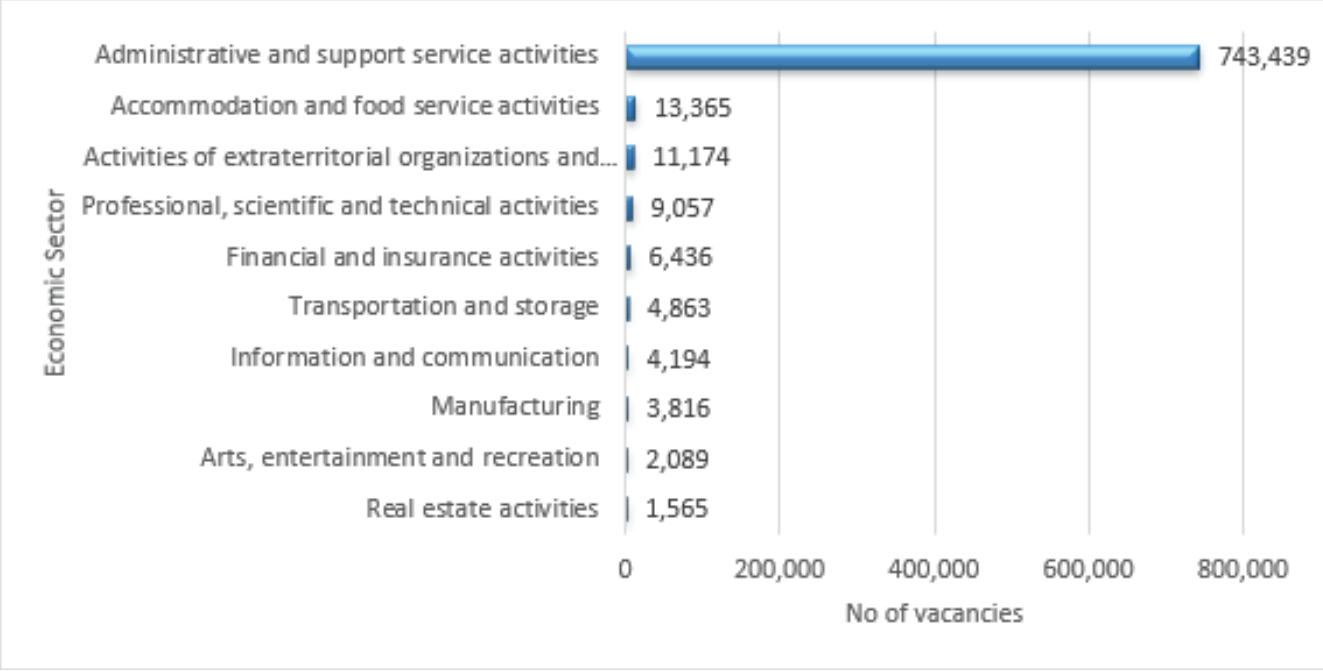
- Kenyan job seekers can benefit from Austria's diversified labour demand across professional expertise, service roles, technical support, and skilled trades. With strong openings for engineers, applied scientists, shop and market sales workers, and clerical staff, Austria offers viable entry points across multiple skill levels. To remain competitive, job seekers should pursue advanced technical certifications, German language proficiency, and practical training in both industrial and service oriented fields.

For Policy Makers

- Austria's labour demand highlights the need for Kenya to expand TVET programs in engineering, ICT, healthcare, and administrative services. Strengthening training in leadership and management, skilled trades, and industrial operations will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects, particularly in Austria's balanced economy where professionals, technicians, service workers, managers, and clerical staff all play critical roles.

6.11.4 Job Vacancies By Economic Sector

Figure 103: Top 10 sectors with most vacancies



The Administrative and Support Service Activities sector leads with 743,439 vacancies, which shows overwhelming demand for household, cleaning, and support services. Accommodation and Food Service Activities (13,365) follow, reflecting the strength of hospitality and tourism. Activities of Extraterritorial Organizations and Bodies (11,174) also show significant demand, pointing to the presence of international and diplomatic institutions.

Professional, Scientific, and Technical Activities (9,057) and Financial and Insurance Activities (6,436) highlight Saudi Arabia's diversified industrial and commercial base. Transportation and Storage (4,863) and Information and Communication (4,194) continue to provide numerous employment opportunities, showcasing the importance of logistics and digital services.

Manufacturing (3,816) and Arts, Entertainment and Recreation (2,089) emphasize steady demand in industrial production and cultural sectors, while Real Estate Activities (1,565) round out the list, reflecting ongoing investment in property and infrastructure.

Implications

For Job Seekers

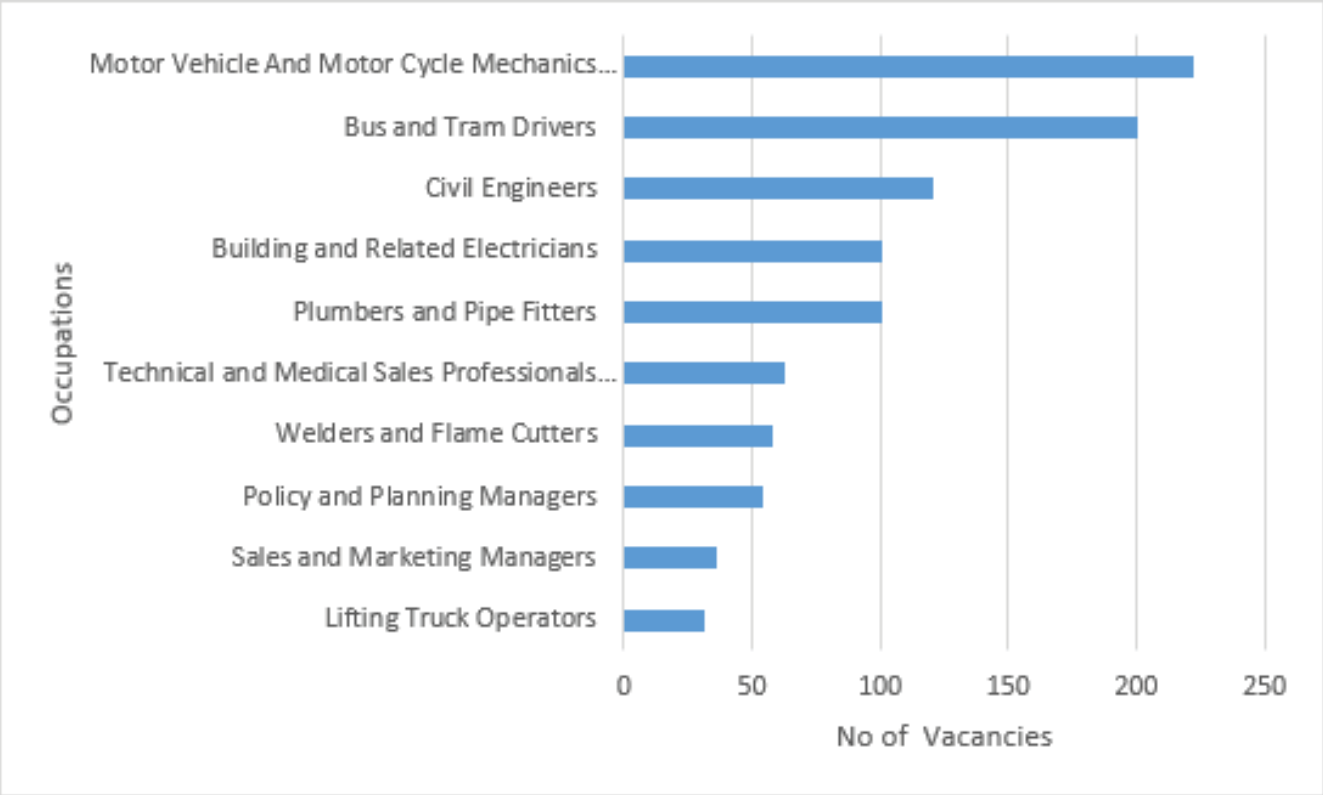
- Kenyan job seekers can benefit from Saudi Arabia's diversified labour demand across administrative services, hospitality, international organizations, and technical industries. With strong openings for household and cleaning staff (743,439), hotel and food service workers (13,365), and roles in transportation (4,863), Saudi Arabia offers viable entry points across service, logistics, and industrial fields. Opportunities in professional services (9,057), financial services (6,436), and ICT (4,194) highlight demand for skilled professionals in business, technology, and digital transformation. To remain competitive, job seekers should pursue vocational and professional certifications, Arabic language proficiency, and practical training in both service-oriented and industrial sectors.

For Policy Makers

- Saudi Arabia's labour demand highlights the need for Kenya to expand TVET programs in hospitality, finance, ICT, logistics, and manufacturing. Strengthening training in administrative efficiency, digital services, and industrial operations will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects, particularly in Saudi Arabia's economy where household support, hospitality, finance, ICT, and industrial roles all play critical roles.

6.11.4.1 Construction sector

Figure 104: Most sought occupations in the Construction sector



The Saudi Arabian construction sector is led by Motor Vehicle and Motorcycle Mechanics Repairers (222), confirming a strong emphasis on technical and mechanical competencies. Bus and Tram Drivers (200) and Civil Engineers (121) underscore the need for transport support and infrastructure modernization.

Plumbers and Pipe Fitters (101) and Building and Related Electricians (101) reflect Saudi Arabia's focus on essential skilled trades for construction and utilities. Smaller yet important roles such as Technical and Medical Sales Professionals (63), Welders and Flame Cutters (58), and Policy and Planning Managers (54) highlight the sector's diversity, combining fieldwork, technical expertise, and strategic oversight.

Sales and Marketing Managers (36) and Lifting Truck Operators (31) round out the list, pointing to the importance of business development and logistics support.

Implications For Job Seekers

- Kenyan job seekers can benefit from Saudi Arabia's labour demand in the construction sector, which emphasizes technical, mechanical, and skilled trades. With strong openings for Motor Vehicle Mechanics (222), Bus and Tram Drivers (200), and Civil Engineers (121), Saudi Arabia offers viable entry points for professionals with transport, infrastructure, and engineering expertise. Roles such as Plumbers (101), Electricians (101), and Welders (58) highlight the sector's reliance on essential skilled trades. Specialized positions like Technical and Medical Sales Professionals (63) and Policy and Planning Managers (54) reflect the integration of technical expertise with strategic oversight. To remain competitive, job seekers should pursue certifications in mechanical repair, civil engineering, plumbing, electrical systems, and project management, alongside Arabic language proficiency.

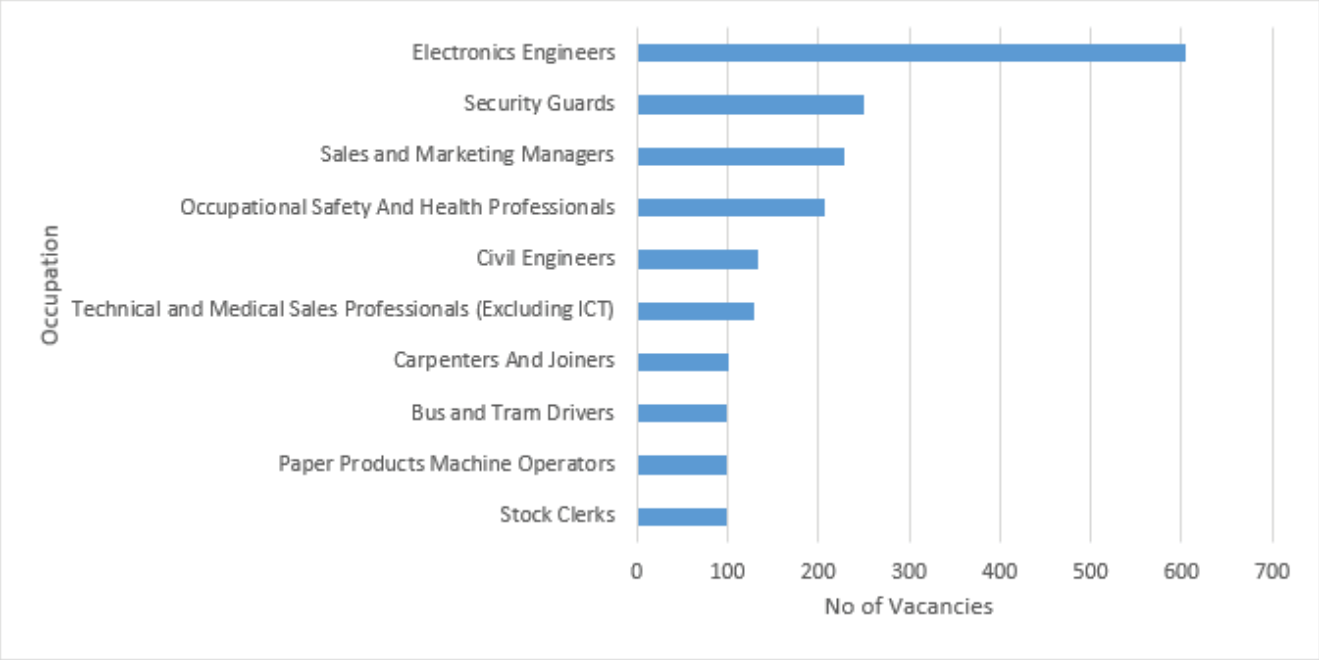
For Policy Makers

- Saudi Arabia's construction labour demand highlights the need for Kenya to expand TVET programs in mechanical engineering, civil engineering, plumbing, welding, and electrical trades. Strengthening training in logistics support, business development, and strategic planning will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects, particularly in Saudi Arabia's construction sector where technical trades, engineering, and managerial oversight converge.



6.11.4.2 Manufacturing sector

Figure 105: Most sought occupations in the Manufacturing sector



Saudi Arabia's manufacturing sector is dominated by Electronics Engineers (604), showcasing high demand for professionals capable of supporting industrial innovation and advanced production systems. Other technical roles such as Civil Engineers (133), Technical and Medical Sales Professionals (130), and Carpenters and Joiners (101) reinforce the sector's reliance on engineering expertise, skilled trades, and specialized sales functions.

Security Guards (250) and Occupational Safety and Health Professionals (206) highlighting the importance of workplace protection and compliance. Paper Products Machine Operators (100) and Bus and Tram Drivers (100) point to steady demand in industrial operations and logistics support.

Finally, Stock Clerks (99), emphasizing the essential role of inventory management and supply chain coordination.

Implications

For Job Seekers

- Kenyan job seekers can benefit from Saudi Arabia's labour demand in the manufacturing sector, which emphasizes engineering expertise, workplace safety, and industrial operations. With strong openings for Electronics Engineers (604), Civil Engineers (133), and Technical and Medical Sales Professionals (130), Saudi Arabia offers viable entry points for professionals with advanced technical and specialized sales skills. Roles such as Carpenters and Joiners (101), Paper Products Machine Operators (100), and Bus and Tram Drivers (100) highlight opportunities in skilled trades and logistics support. The presence of Security Guards (250) and Occupational Safety Professionals (206) underscores the importance of workplace protection and compliance, while Stock Clerks (99) reflect steady demand in inventory management and supply chain coordination. To remain competitive, job seekers should pursue certifications in engineering, safety compliance, industrial operations, and logistics, alongside Arabic language proficiency.

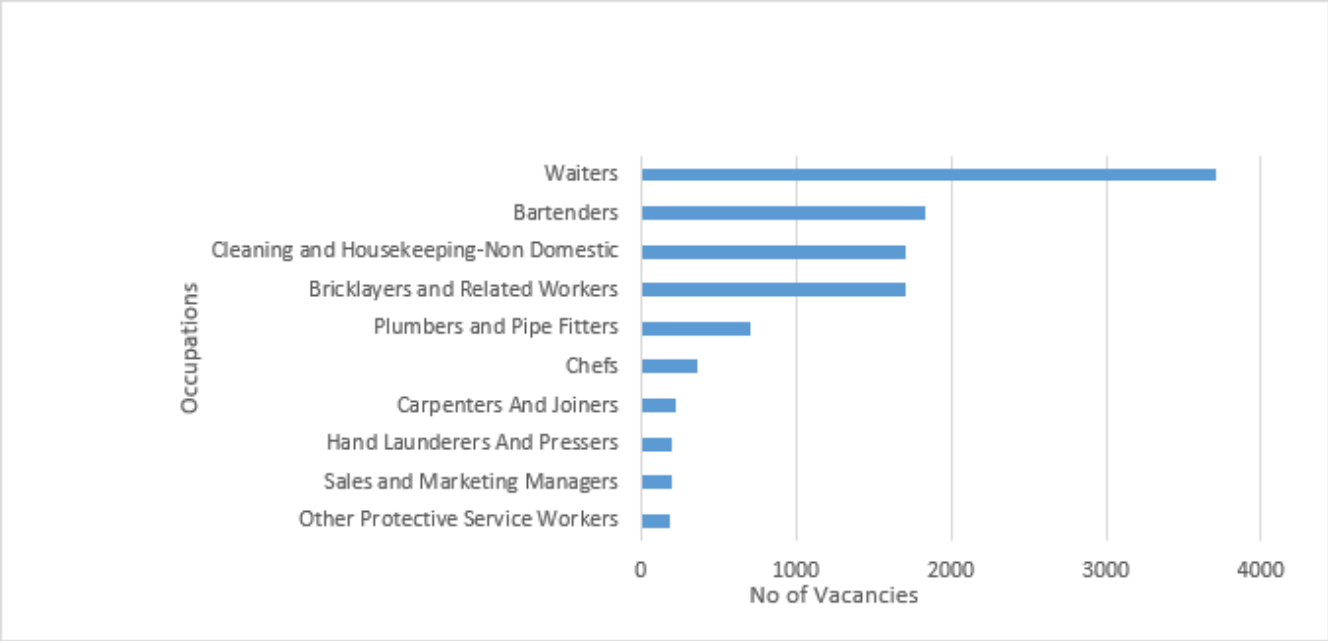


For Policy Makers

- Saudi Arabia's manufacturing labour demand highlights the need for Kenya to expand TVET programs in electronics engineering, civil engineering, occupational safety, and industrial trades. Strengthening training in supply chain management, workplace safety, and industrial machinery operations will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects, particularly in Saudi Arabia's manufacturing sector where engineering, safety, logistics, and skilled trades converge.

6.11.4.3 Accommodation And Food Service Sector

Figure 106: Most sought occupations in the Accommodation and Food service sector



Waiters (3,712) and Bartenders (1,831) dominate this sector, showing Saudi Arabia's continued reliance on service and hospitality. Cleaning and Housekeeping – Non Domestic (1,703) and Bricklayers and Related Workers (1,702) follow, indicating consistent demand for support and construction-related roles within hospitality infrastructure.

Plumbers and Pipe Fitters (706) and Chefs (370) reinforce the operational backbone of the hospitality industry. Carpenters and Joiners (220), Hand Launderers and Pressers (206), and Sales and Marketing Managers (202) highlight the sector's diversity, blending skilled trades, service support, and business development.

Finally, Other Protective Service Workers (183), emphasizing the importance of safety and security within hospitality environments.

Implications

For Job Seekers

- Kenyan job seekers can benefit from Saudi Arabia's labour demand in the hospitality sector, which emphasizes service excellence, skilled trades, and operational support. With strong openings for Waiters (3,712) and Bartenders (1,831), Saudi Arabia offers viable entry points for workers with customer service and hospitality skills. Roles such as Cleaners and Housekeeping staff (1,703) and Bricklayers (1,702) highlight opportunities in facility maintenance and construction support within hospitality infrastructure. Specialized positions like Plumbers (706), Chefs (370), and Carpenters (220) reinforce the sector's reliance on skilled trades and culinary expertise. Additional roles such as Hand Launderers (206), Sales and Marketing Managers (202), and Protective Service Workers (183) emphasize the importance of service support, business development, and safety. To remain competitive, job seekers should pursue vocational training in hospitality, culinary arts, construction trades, and customer service, alongside Arabic language proficiency.

For Policy Makers

- Saudi Arabia's hospitality labour demand highlights the need for Kenya to expand TVET programs in hospitality, culinary arts, construction, and customer service. Strengthening training in facility maintenance, business development, and protective services will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects, particularly in Saudi Arabia's hospitality sector where service, skilled trades, and safety roles converge.

6.11.4.4 ICT sector

Figure 107: Most sought occupations in the ICT sector



The ICT sector is led by Stock Clerks (332), confirming strong demand for operational support and inventory management within technology-driven industries. Civil Engineers (276) and Sales and Marketing Managers (239) follow, highlighting the sector's integration of infrastructure expertise and strategic leadership.

Electronics Engineers (207) and Bartenders (201) reflect the blend of technical innovation and service roles, while Technical and Medical Sales Professionals (189) emphasize the importance of specialized sales functions in ICT-related fields.

Software Security Professionals (176) and Software Developers (163) showcase Saudi Arabia's growing reliance on secure digital systems and application development. Policy and Planning Managers (133) and Accountants (120) underscore the importance of governance, financial oversight, and strategic planning.

Finally, Human Resource and Careers Professionals (115), pointing to the critical role of workforce management in sustaining ICT growth.

Implications

For Job Seekers

- Kenyan job seekers can benefit from Saudi Arabia's labour demand in the ICT sector, which blends operational support, technical innovation, and strategic leadership. With strong openings for Stock Clerks (332), Civil Engineers (276), and Sales and Marketing Managers (239), Saudi Arabia offers viable entry points for professionals with skills in inventory management, infrastructure, and business development. Roles such as Electronics Engineers (207), Software Security Professionals (176), and Software Developers (163) highlight the sector's reliance on secure digital systems and application development. Specialized positions like Technical and Medical Sales Professionals (189), Policy and Planning Managers (133), and Accountants (120) emphasize the importance of governance, financial oversight, and strategic planning. To remain competitive, job seekers should pursue certifications in ICT, cybersecurity, engineering, and management, alongside Arabic language proficiency.

For Policy Makers

- Saudi Arabia's ICT labour demand highlights the need for Kenya to expand TVET programs in ICT, engineering, and business management. Strengthening training in cybersecurity, software development, and strategic planning will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects, particularly in Saudi Arabia's ICT sector where operational support, technical expertise, and governance roles converge.

> Electronics Engineers (207) and Bartenders (201) reflect the blend of technical innovation and service roles, while Technical and Medical Sales Professionals (189) emphasize the importance of specialized sales functions in ICT-related fields.

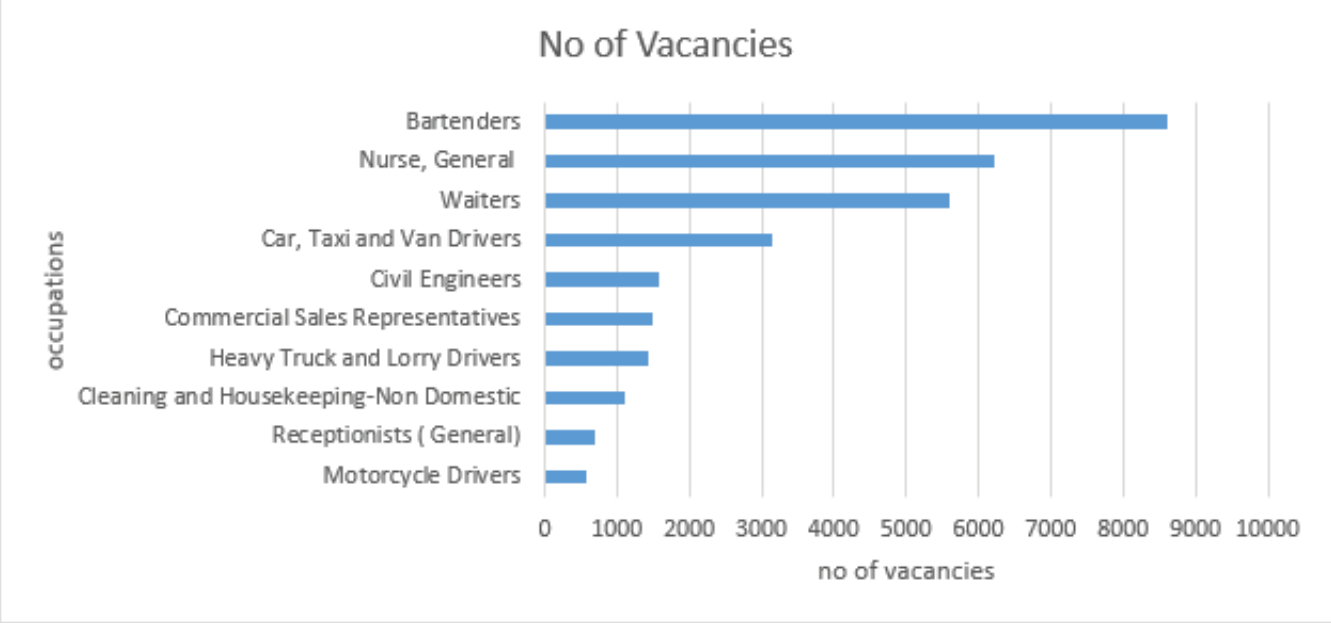


6.12

KUWAIT LABOUR MARKET DEMAND OUTLOOK.

6.12.1 Most Sought Occupations By Number Of Vacancies

Figure 108: Most sought occupations by number of vacancies in KUWAIT



In Q2, Bartenders (8,604) recorded the highest demand in Kuwait, followed by General Nurses (6,220) and Waiters (5,589) a reflection of sustained growth in the hospitality and healthcare sectors. Civil Engineers (1,583) and Commercial Sales Representatives (1,493) also registered a good number of vacancies, an indication of consistent growth in the Industrial sector and technical labour demand.

The transportation sector and service providers also registered a heavy presence with Car, Taxi and Van Drivers (3,148), Heavy Truck and Lorry Drivers (1,421) and Motorcycle Drivers (578)

Mid-ranking occupations such as Cleaning and Housekeeping-Non-Domestic (1108) and Receptionists (6695) round out the top ten, confirming that hospitality and facility management remain central to Kuwait's labour market dynamics.

Implications

For Job Seekers

- Highest demand in Kuwait is in hospitality and healthcare. Bartenders, General Nurses, and Waiters also steady openings for Civil Engineers and Commercial Sales Representatives. Transport roles (Car/Taxi/Van Drivers, Heavy Truck Drivers, Motorcycle Drivers) and support roles (Receptionists, Housekeeping) offer further opportunities. Candidates with hospitality, healthcare, driving, or technical/sales skills are well-positioned.

For Policy Makers

- Strengthen bilateral labour agreements and pre-departure training for hospitality, healthcare, and transport workers bound for Kuwait, while supporting technical and sales skill development to sustain Kenya's competitiveness in the industrial and service segments of this labour corridor.



6.12.2 Most Sought Occupations By Skill Level

6.12.2.1 Most sought occupations among highly skilled workers

Highly skilled workers are employees with advanced education, specialized training, and extensive expertise who perform complex professional, technical, managerial, or analytical tasks that require high levels of problem-solving, decision-making, and independent judgment.

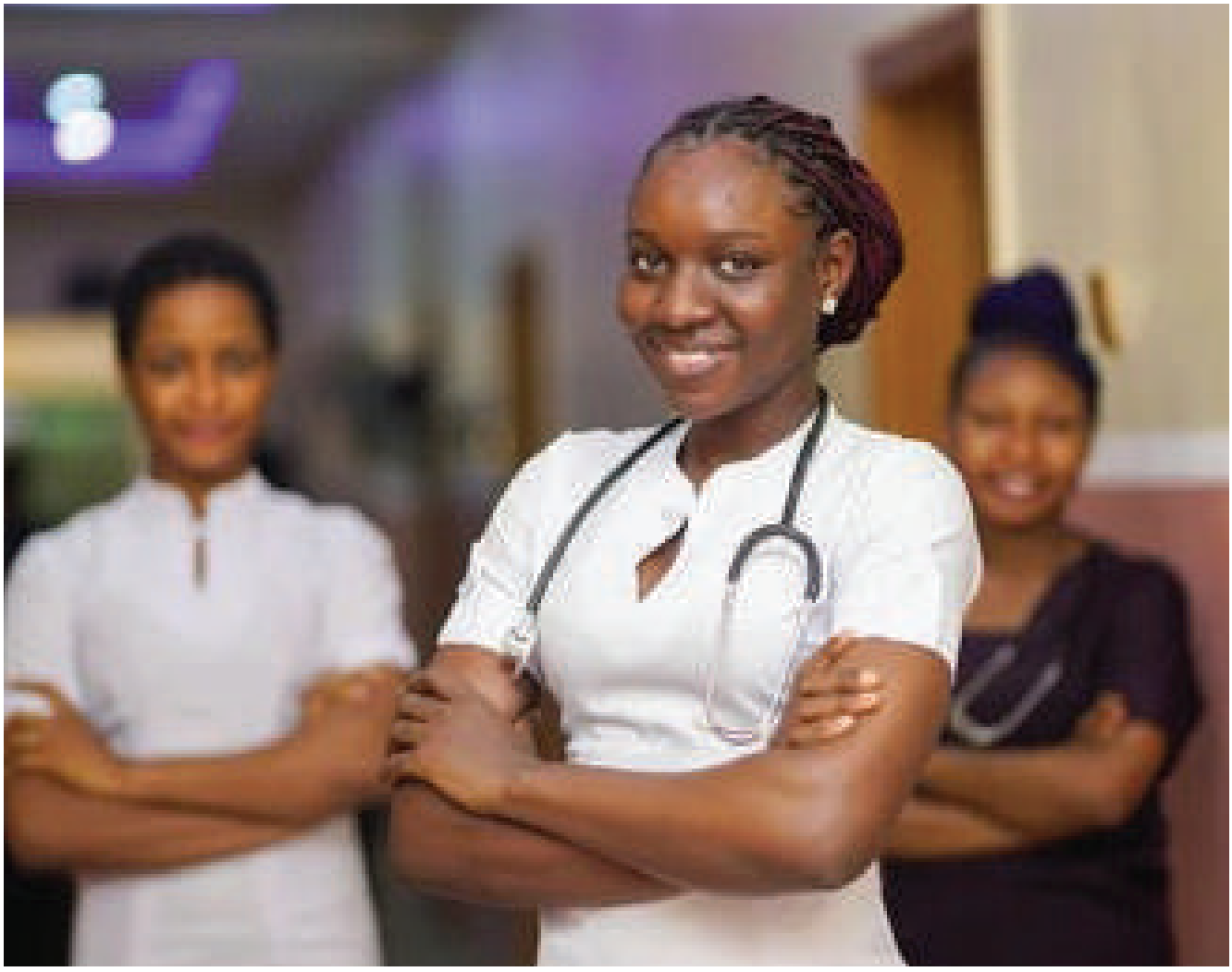
Figure 109: Most sought occupation among highly skilled workers



Among highly skilled workers, General Nurses (6,220) lead demand, highlighting Kuwait's strong healthcare sector. Civil Engineers (1,583) and Mechanical Engineering Technicians (190) indicate continued infrastructure and industrial development. Roles such as Commercial Sales Representatives (1,493) Management and Organizational Analysts (232), Sales and Marketing Managers (186) and Policy and Planning Managers point to the steady expansion of Kuwait's economic and administrative sector. Secondary Education Teachers (220) are a clear sign of growth in the Education sector. Accountants (192) and Finance Managers (144) round out the list, showing growing demand for professionals who can bridge operations, communication, and processing.



Roles such as Commercial Sales Representatives (1,493) Management and Organizational Analysts (232), Sales and Marketing Managers (186) and Policy and Planning Managers point to the steady expansion of Kuwait's economic and administrative sector.



Implications

For Job Seekers

- Nursing qualifications are the highest employability index given Kuwait's healthcare-led demand (6,220 openings), with civil engineering also offering solid opportunity. Business-oriented roles such as sales, management/organizational analysis, and marketing form a meaningful secondary tier, alongside smaller openings in teaching, accounting, and finance management; recognized professional licensure (especially nursing registration) and internationally portable business qualifications will strengthen applications.

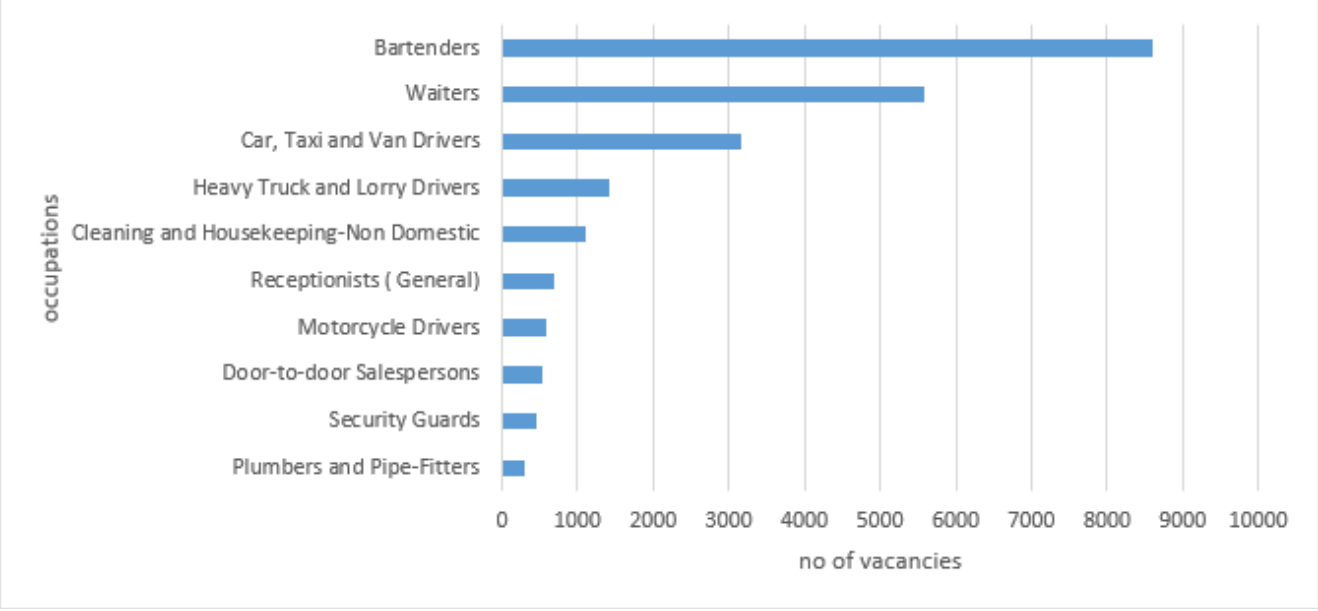
For Policy Makers

- Bilateral recognition agreements should prioritize nursing and healthcare credentialing first, given the scale of demand, while also supporting placement pathways in civil engineering and business/administrative roles. Continued attention to education, finance, and accounting placements would help diversify Kenya's presence in Kuwait's labour market beyond healthcare alone.

6.12.2.2 Most sought occupations among Middle skilled workers

Middle-skilled workers are employees who possess moderate levels of education, training, and technical skills needed to perform practical, technical, or supervisory tasks. Their jobs often require vocational training, diplomas, apprenticeships, or on-the-job experience rather than advanced university qualifications.

Figure 110: Most sought occupation among Middle skilled workers



The middle-skilled labour market in Kuwait is driven primarily by Bartenders (8,604) and Waiters (5,589) illustrating an advancement in the hospitality sector needs. Car, Taxi and Van Drivers (3,148), Heavy Truck and Lorry Drivers (1,421) and Motorcycle Drivers (578) follow, showing continued heavy dependence on the Transportation Sector. Cleaning and Non-Domestic Housekeepers (1,108) and Plumbers and Pipe-Fitters (304) show reliance on maintenance of systems. Security Guards (457) and Receptionists (695) represent Kuwait's need for Security and Communication services. Door-to-door Salespersons (522) represent vital support functions and further demonstrate the blend of sales and technical support roles sustaining mid-tier employment.

Implications

For Job Seekers

- Hospitality dominates this tier, bartending and waitering alone account for the bulk of demand with transport roles (taxi/van, heavy truck, motorcycle driving) forming a strong second pillar. Cleaning/housekeeping, plumbing, security, reception, and door-to-door sales round out the mix. Food and beverage service certification and driving licenses (various vehicle classes) are the fastest routes into this market.

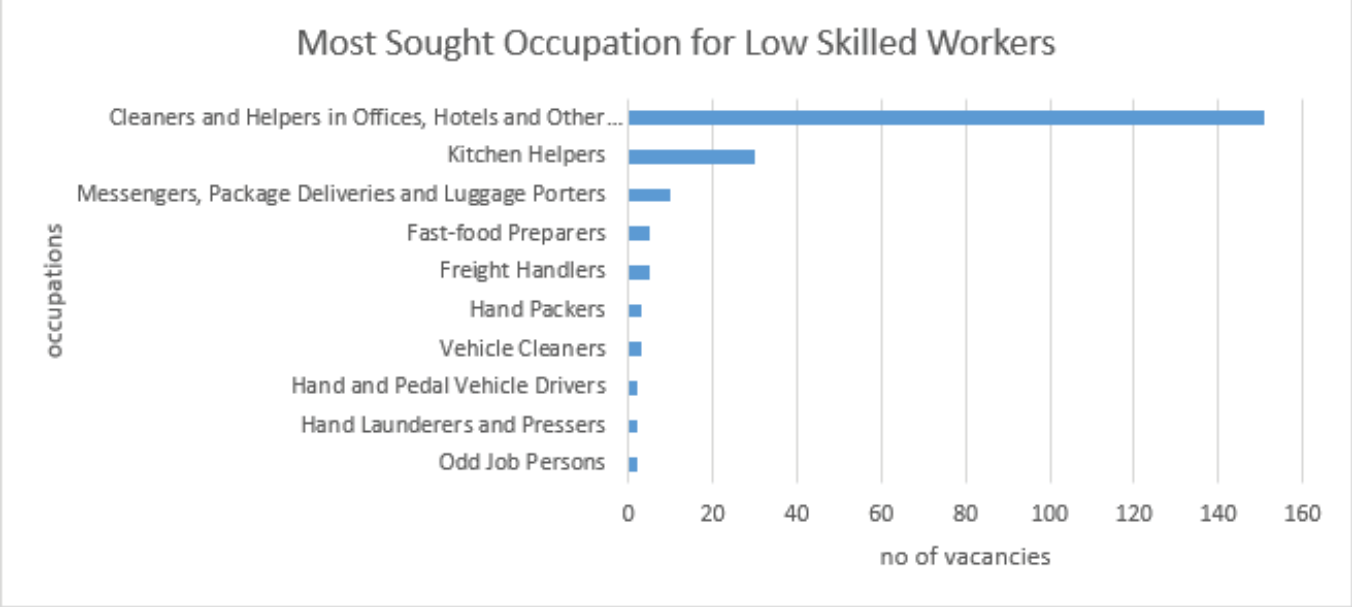
For Policy Makers

- Given the heavy concentration in hospitality and transport, bilateral agreements should prioritize worker-protection terms for these categories, alongside streamlined recognition of driving licenses across vehicle classes. Supporting vocational training in plumbing, security, and customer-facing roles (reception, sales) would help diversify Kenya's placement options within this segment.

6.12.2.3 Most sought occupation for Low skilled workers

Low-skilled workers are employees who perform simple and routine tasks that require limited formal education, training, or technical expertise. Their work is usually manual or repetitive and often requires basic skills and short term training.

Figure 111: Most sought occupation for Low skilled workers



Among low-skilled workers, Cleaners and Helpers in Offices, Hotels, and Other Establishments (151) dominate the market. Kitchen Helpers (30), Messengers, Package Deliveries and Luggage Porters (10), Fast-food Preparers (5) and Freight Handlers (5) indicate ongoing support needs in logistics and production as well as the Hospitality sector. Smaller but notable roles include Hand Packers (3), Vehicle Cleaners (3), Hand and Pedal Vehicle Drivers (2). Hand Launderers and Pressers (2) and Odd Job Persons (2) represent minimal shares. Overall, low-skilled work remains essential for operations and maintenance, though the market is increasingly oriented toward semi-skilled roles.

Implications

For Job Seekers

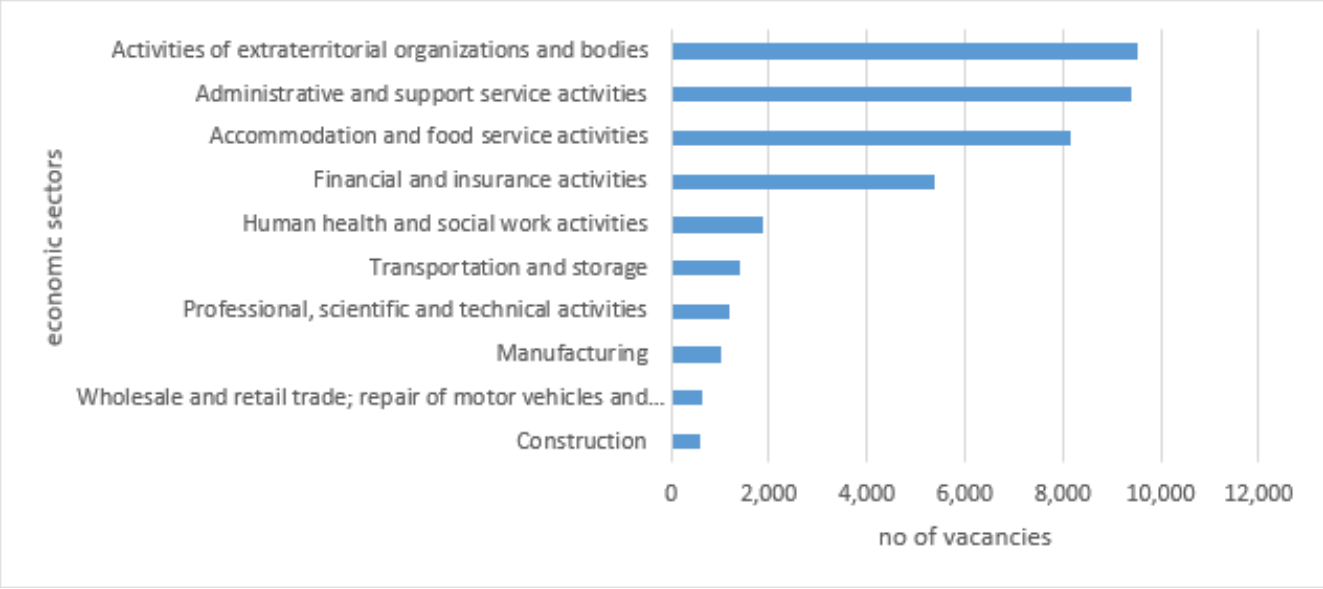
- General cleaning and helper roles in offices, hotels, and similar establishments lead this tier, with kitchen helper positions offering a secondary opening tied to hospitality and food service. Smaller opportunities exist across portering, fast-food preparation, freight handling, packing, vehicle cleaning, driving, and laundry work. Basic hygiene, food-handling, and general service orientation training would help candidates qualify across this broad but low-volume mix.

For Policy Makers

- With overall volumes much smaller this period and demand spread thinly across many minor roles, the priority should be ensuring baseline worker protections apply uniformly across this tier rather than targeting one dominant occupation. Continued support for basic vocational orientation (hospitality service standards, food handling, general labour skills) would help job seekers access whatever openings arise across this varied, low-volume segment.

6.12.3 Job Vacancies By Economic Sector

Figure 112: Top 10 Economic sectors with most vacancies



The Activities of extraterritorial organizations and bodies (9,539) registered the highest number of vacancies followed by Administrative and Support activities (9,394) then Accommodation and Food Service Activities (8,164) as well as Transportation and Storage (1,395 also ranked highly, underscoring Kuwait's hospitality growth.

Demand in Human health and social work activities (1,889) and Financial and Insurance Activities (5,365) and Professional, Scientific and technical activities (1,181) highlights the country's shift toward knowledge-driven industries. Available vacancies in manufacturing (1,019) and Construction (608) also highlights potential growth in the manufacturing and Industrial sector.

Implications

For Job Seekers

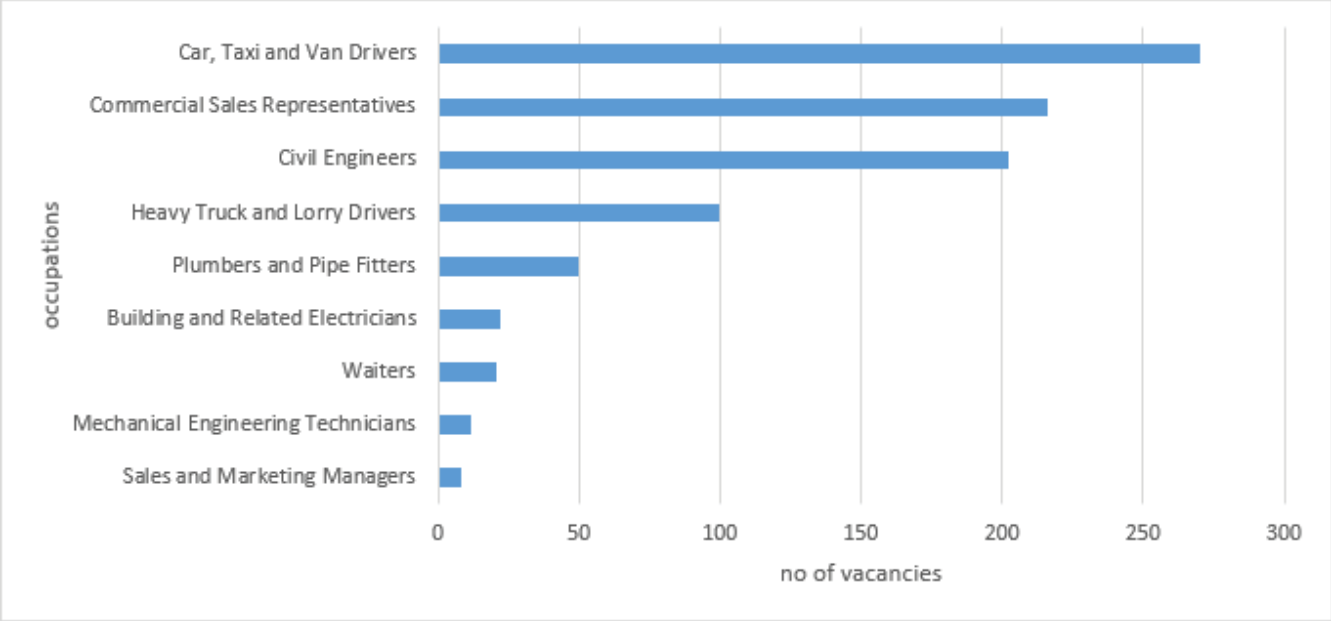
- Kuwait's top demand sectors include Extraterritorial Organizations, Administrative and Support Activities, and Accommodation and Food Service, alongside steady openings in Transportation and Storage. Growth in Human Health and Social Work, Financial and Insurance, and Professional/Scientific/Technical activities reflects a shift toward knowledge-driven industries. Manufacturing and Construction vacancies, while smaller, signal emerging opportunities for industrial and technical talent.

For Policy Makers

- Support labour mobility into Kuwait's dominant service and administrative sectors while building technical and vocational training pipelines to position workers for growth in manufacturing and construction. Strengthen skills in finance, health, and professional/technical fields to align with Kuwait's broader shift toward knowledge-based industries.

6.12.3.1 Most sought Occupations in the Manufacturing Sector

Figure 113: Most sought Occupations in the Manufacturing Sector.



The Manufacturing sector is led by Car, Taxi and Van Drivers (270), Commercial Sales Representatives (216), Heavy Truck and Lorry Drivers (100) highlights Kuwait's heavy reliance on the logistics and public transportation sector. Sales and Marketing Managers (8) highlight Kuwait's growing focus on industrial and technical innovation.

Civil Engineers (202), Mechanical Engineering Technicians (12) and Building and Related Electricians (22) a clear highlight of growth and expansion of the Industrial Sector in Kuwait.

Waiters (21) and Accountants (7) are an indication of the support and collaboration between the manufacturing and hospitality sector.

Overall, this blend underscores Kuwait's balance between advanced engineering functions and the essential workforce sustaining them.

Implications

For Job Seekers

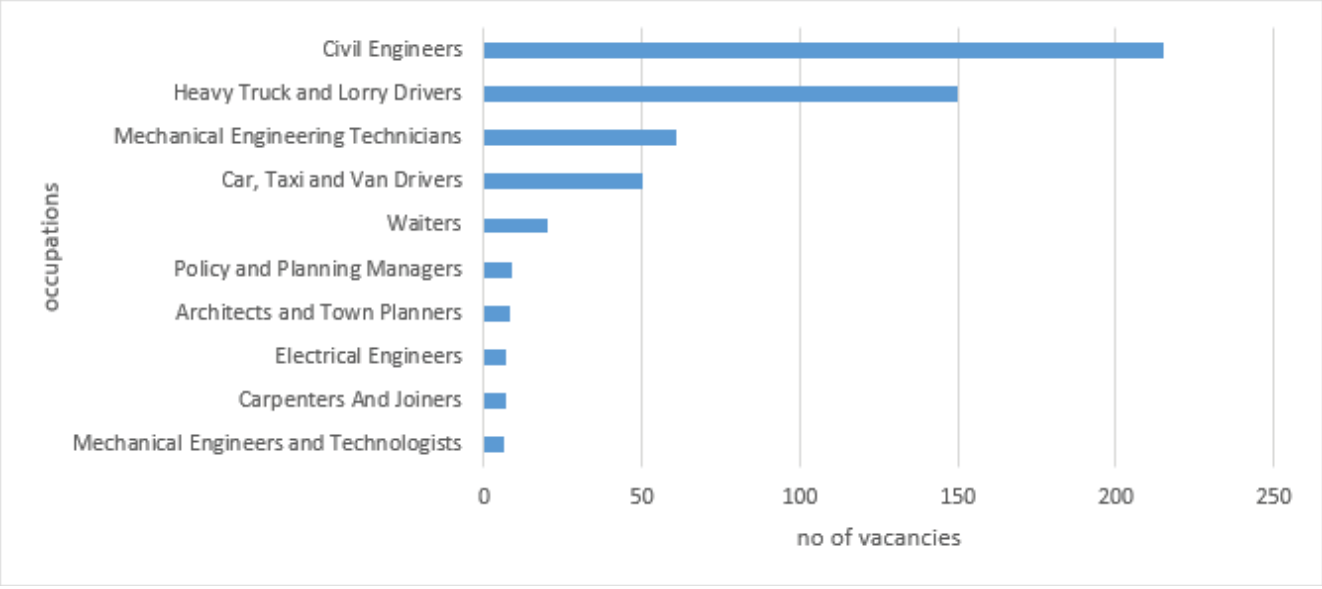
- Within Kuwait's manufacturing sector, demand is led by logistics and transport roles that is Car/Taxi/Van Drivers, Commercial Sales Representatives, and Heavy Truck/Lorry Drivers alongside engineering roles (Civil Engineers, Mechanical Engineering Technicians, Building Electricians) reflecting industrial expansion. Smaller but notable openings in Sales Management, Waitering, and accounting show support-function overlap with hospitality and business operations. Driving, engineering, and technical certifications offer the strongest edge.

For Policy Makers

- Strengthen labour agreements and training pathways for drivers, civil engineers, and technical trades to support Kuwait's manufacturing and logistics growth, while building complementary skills in sales, accounting, and support services to sustain the sector's broader workforce needs.

6.12.3.2 Most sought Occupations in the Construction Sector

Figure 114: Most sought Occupations in the Construction Sector



The Construction Sector is led by Civil Engineers (215), Mechanical Engineering Technicians (61), Electrical Engineers (7) and Mechanical Engineers and Technologists (6) these are clear highlights of growth and expansion of the Industrial and Construction Sector in Kuwait.

Heavy Truck and Lorry Drivers (150), Car, Taxi and Van Drivers (50) and Waiters (20) show the contribution of the transport and hospitality sector towards the growth of Kuwait's economy.

Policy and Planning Managers (9), Architects and Town Planners (8) and Carpenters and Joiners (7) are an indication of growth in the processing and production Sector.

Overall, this blend underscores Kuwait's balance between advanced engineering functions and the essential workforce sustaining them.

Implications

For Job Seekers

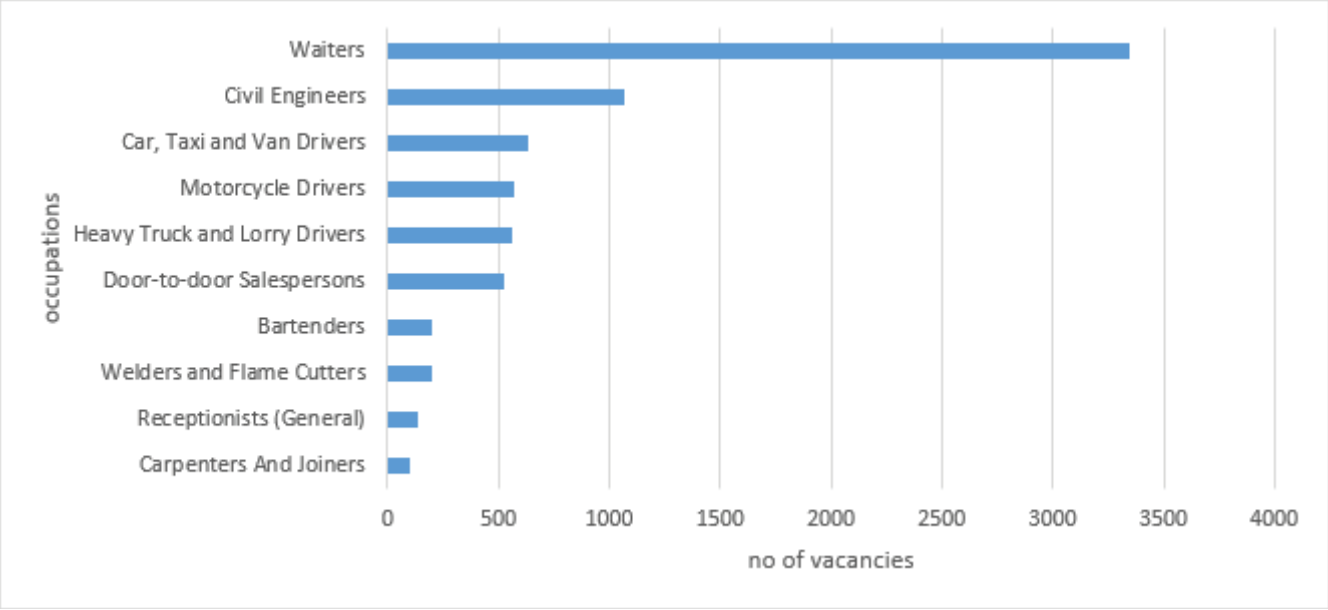
- Kuwait's construction sector is led by engineering roles; Civil Engineers, Mechanical Engineering Technicians, Electrical Engineers, and Mechanical Engineers/Technologists reflecting strong industrial . Supporting demand comes from Heavy Truck/Lorry Drivers, Car/Taxi/Van Drivers, and Waiters, showing transport and hospitality's role in sustaining the sector. Smaller openings for Policy and Planning Managers, Architects and Town Planners, and Carpenters/ Joiners point to growth in planning and production support. Engineering qualifications remain the strongest advantage.

For Policy Makers

- Prioritize bilateral labour agreements and technical training for civil, mechanical, and electrical engineers to sustain Kuwait's construction growth, while supporting transport and trade skills (driving, carpentry, planning) that underpin the sector's broader workforce needs.

6.12.3.3 Most sought Occupations in the Administrative and Support Sector.

Figure 115: Most sought Occupations in the Administrative and Support Sector



The Administrative and Support Sector is led by Waiters (3,345) followed by Civil Engineers (1,068), Car, Taxi and Van Drivers (633), Motorcycle Drivers (572) and Heavy Truck and Lorry Drivers (562) these are clear highlights of growth and expansion of the Industrial, Construction Sector in Kuwait.

Door-to-door Salespersons (521), Bartenders (200) and Receptionists (133) show the contribution of the transport and hospitality sector towards the growth of Kuwait's economy.

Welders and Flame Cutters (200) and Carpenters and Joiners (101) are an indication of growth in the processing and production Sector.

Overall, this blend underscores Kuwait's balance between advanced engineering functions and the essential workforce sustaining them.

Implications

For Job Seekers

- Demand is strongest in hospitality, engineering, transport, and skilled trades, with opportunities also available in sales and administrative support. Technical, driving, and customer service skills remain highly valued.

For Policy Makers

- Prioritize labour agreements and skills development for hospitality workers, engineers, drivers, and skilled tradespeople while supporting pathways for sales and administrative roles to meet Kuwait's expanding construction, transport, and service sectors.

6.12.4 Job Vacancies By Major Occupational Groups

Figure 116: Distribution of Vacancies by Major Occupational groups



Most vacancies were concentrated among Service Workers, Shop and Market Sales Workers (41%) and Professionals (25%), showing Kuwait's emphasis on highly skilled and leadership positions.

Plant and Machine Operators and Assemblers (14%) and Technicians and Associate Professionals (7%) followed, representing demand for applied technical knowledge. Lower shares for Elementary Occupations (5%), Craft and Related Trades Workers (4%), and Secretarial, Clerical Services and Related Workers (3%) reflect a gradually modernizing workforce structure.

Smaller portions in Legislators, Administrators and Managers (2%) and Skilled Agricultural, Forestry and Fishery Workers (1%) roles confirm that Kuwait's labour market is primarily oriented toward professional and managerial talent.

Implications

For Job Seekers

- Kenyan job seekers should prioritize nursing, engineering, business management, finance, education and technical service roles where Kuwait shows sustained demand. Professional certifications, higher education, and international work experience significantly increase employability. Middle-skilled roles in hospitality, maintenance, and transport remain viable, but workers should pursue upskilling to transition toward higher-income categories

For Policy Makers

- Kuwait's focus on highly skilled professionals underscores the need for Kenya to establish structured bilateral labour mobility agreements, ensure ethical recruitment, and strengthen qualification recognition systems. Policy efforts should enhance Kenya's ability to supply certified, competitive talent for high-value roles abroad.



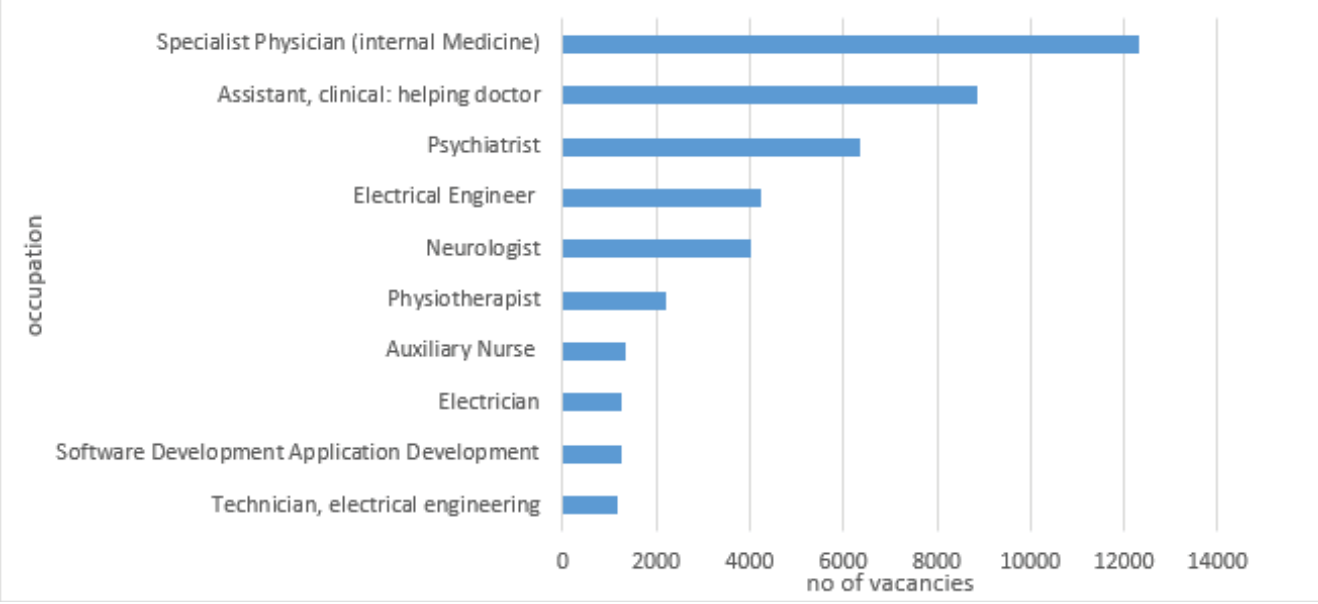
6.13

QUARTER 03 JANUARY TO MARCH

GERMANY Q3 LABOUR MARKET DEMAND OUTLOOK

6.13.1 Most Sought Occupations by Number of Vacancies

Figure 117: Most sought occupations by number of Vacancies



Specialist Physicians in Internal Medicine are the most in-demand occupation, with 12,303 vacancies, followed by Clinical Assistants (8,849), Psychiatrists (6,347), and Electrical Engineers (4,252). This clearly shows a strong demand for healthcare professionals, especially specialists, while also pointing to the continued need for technical expertise in engineering.

This trend continues across other healthcare roles. Occupations such as Neurologists (4,036), Physiotherapists (2,188), and Auxiliary Nurses (1,331) highlight a growing pressure on the healthcare system and a clear shortage of professionals, particularly in specialized and support care.

There is also steady demand for technical and engineering roles. Jobs like Electricians (1,267) and Electrical Engineering Technicians (1,172) show how important practical and technical skills are in supporting infrastructure and industrial activities.

At the same time, digital roles are becoming more relevant. Software Developers in Application Development (1,267) reflect the increasing shift towards technology and digital solutions across different sectors.

Generally, the data suggests that Germany's labour market is largely driven by healthcare, supported by consistent demand in engineering, with technology-related roles continuing to grow in importance.



Implications

For Job Seekers

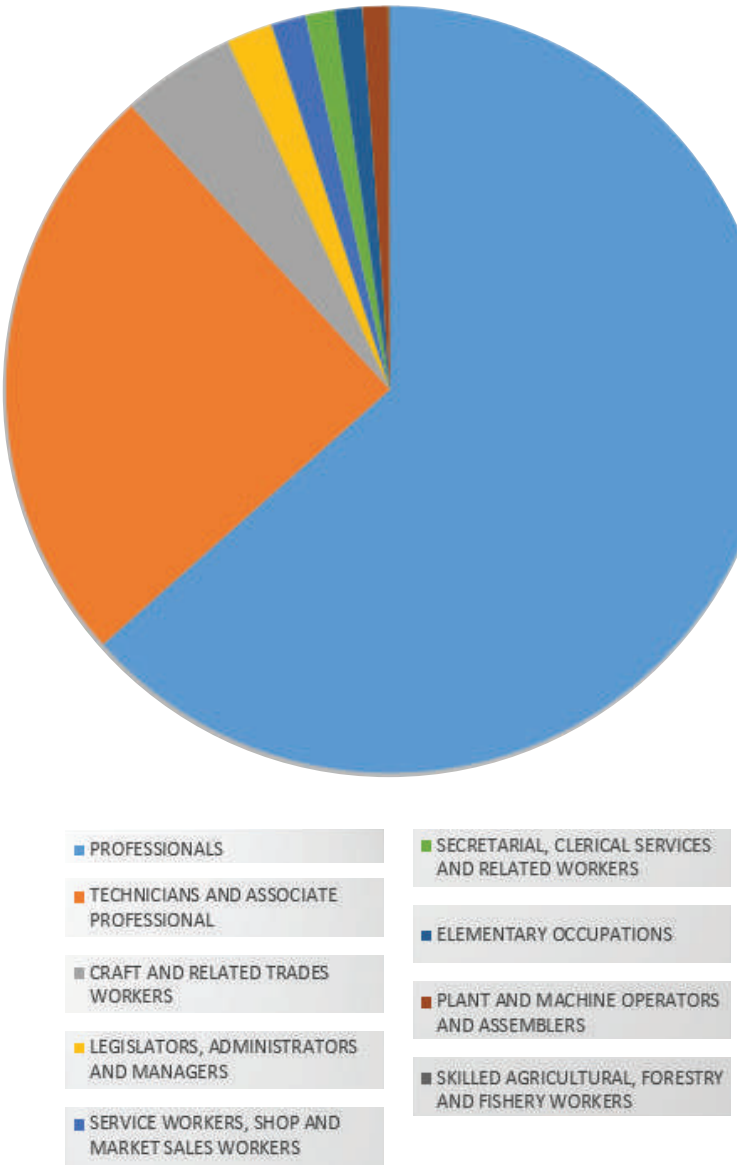
- Focus on acquiring specialized healthcare skills, particularly in internal medicine, psychiatry, neurology, physiotherapy, and clinical support services, where labour demand is strongest.
- Develop strong technical and engineering competencies, especially in electrical engineering, electrical installation, and industrial systems, to align with the continued demand in infrastructure and industrial activities.
- Strengthen digital and software development skills to take advantage of the growing relevance of technology-driven occupations across sectors.
- Pursue continuous professional training and certifications to remain competitive in highly specialized and skill-intensive occupations.

For Policy Makers

- Increase investment in healthcare education and training institutions to address shortages of specialist physicians, psychiatrists, nurses, and other healthcare professionals.
- Expand scholarship programs, internships, and incentives for students pursuing medical and technical careers, especially in high-demand specializations.
- Strengthen technical and vocational education and training (TVET) programs in engineering, electrical installation, and industrial technology to meet labour market needs.
- Promote STEM and digital skills development within education systems to support the growing demand for software developers and technology-driven occupations.
- Improve workforce planning and retention strategies in the healthcare sector to reduce labour shortages and ensure sustainable delivery of health services

6.13.2. Distribution Of Vacancies by Major Occupational Groups

Figure 118: Distribution of Vacancies by Major occupational groups



Based on the data, Professionals recorded the highest number of vacancies at 40,207, followed by Technicians and Associate Professionals at 15,732 vacancies and Craft and Related Trades Workers at 3,061 vacancies. Legislators, Administrators and Managers recorded 1,224 vacancies, while Service Workers, Shop and Market Sales Workers had 925 vacancies and Secretarial, Clerical Services and Related Workers recorded 777 vacancies. The high concentration of vacancies in professional, technical, managerial, and skilled trade occupations underscores the economy's increasing reliance on specialized expertise, technical competencies, and organizational support functions.

Implications

For Job Seekers

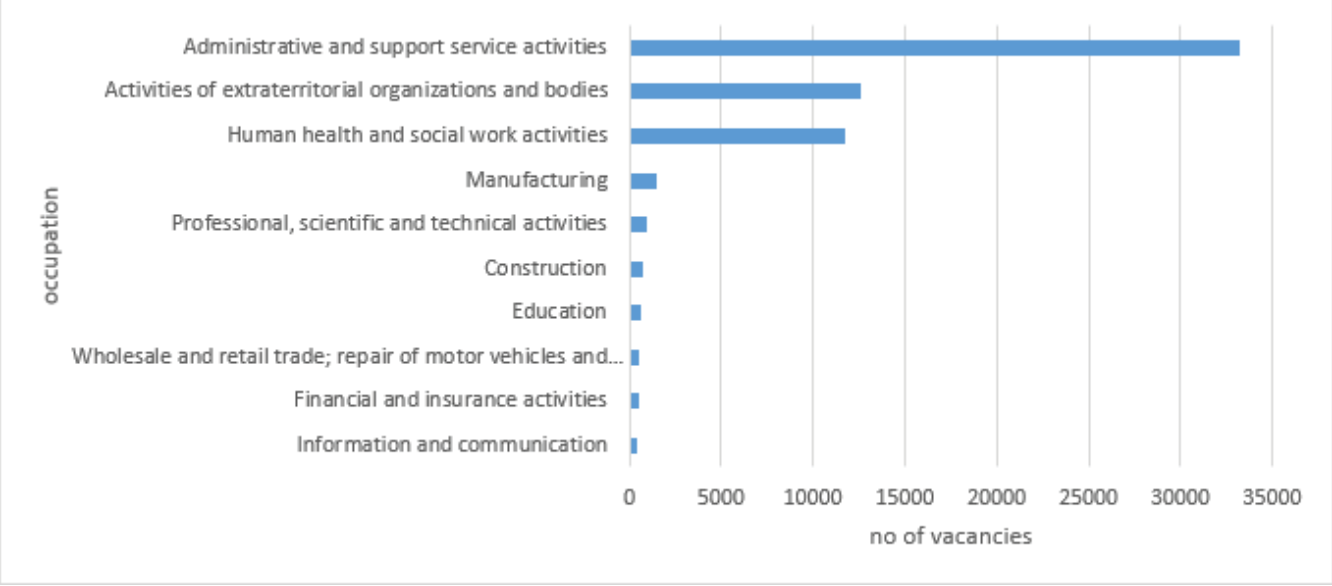
- Opportunities are increasingly concentrated in professional, technical, managerial, and skilled trade occupations, making it important to align career choices with specialized skills and long-term labour market trends.
- Those in lower-skilled occupations should explore pathways into technical, professional, or trade-related fields through targeted education and training.

For Policy Makers

- Strengthen higher education, technical training, and vocational education systems to meet the growing demand for professional, technical, managerial, and skilled trade occupations.
- Develop labour mobility and workforce development programs that support workers transitioning from lower-skilled occupations into higher-skilled and technical roles.

6.13.3. Top Sectors by Number of Vacancies

Figure 119: Top Economic sectors by Number of vacancies



Administrative and Support Service Activities, which include services such as cleaning, security, recruitment, office administration, call centres, and travel support services, recorded the highest number of job vacancies at 33,220. Activities of Extraterritorial Organizations and Bodies, mainly consisting of embassies, United Nations agencies, international NGOs, and diplomatic organizations, followed with 12,620 vacancies. Human Health and Social Work Activities, which include hospitals, clinics, nursing care, rehabilitation, and social assistance services, recorded 11,730 vacancies. This shows that the labour market is largely driven by support services, international organizations, and healthcare-related sectors.

Manufacturing, involving industrial production and processing activities, recorded 1,475 vacancies, while Professional, Scientific and Technical Activities, which include consulting, engineering, legal, scientific, and technical services, recorded 957 vacancies. Construction, mainly related to infrastructure and building activities, had 704 vacancies, while Education activities recorded 635 vacancies, reflecting demand for training and skills development services.

Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles, which covers trading businesses, retail shops, and vehicle maintenance services, recorded 545 vacancies. Financial and Insurance Activities, including banking, insurance, and financial services, had 476 vacancies. Information and Communication, mainly involving telecommunications, software, digital services, and media activities, recorded 441 vacancies, highlighting the growing role of digital technologies in the economy.

Generally, the data shows that the labour market is primarily driven by service-oriented sectors, international organizations, and healthcare activities, with additional support from industrial, educational, financial, trade, and digital industries.

Implications

For Job Seekers

- Focus on building skills relevant to service-oriented sectors such as administration, healthcare support, customer service, logistics, and digital services where vacancies are concentrated.
- Pursue qualifications in healthcare, ICT, engineering, and business support services to improve employability in high-demand sectors.

For Policy Makers

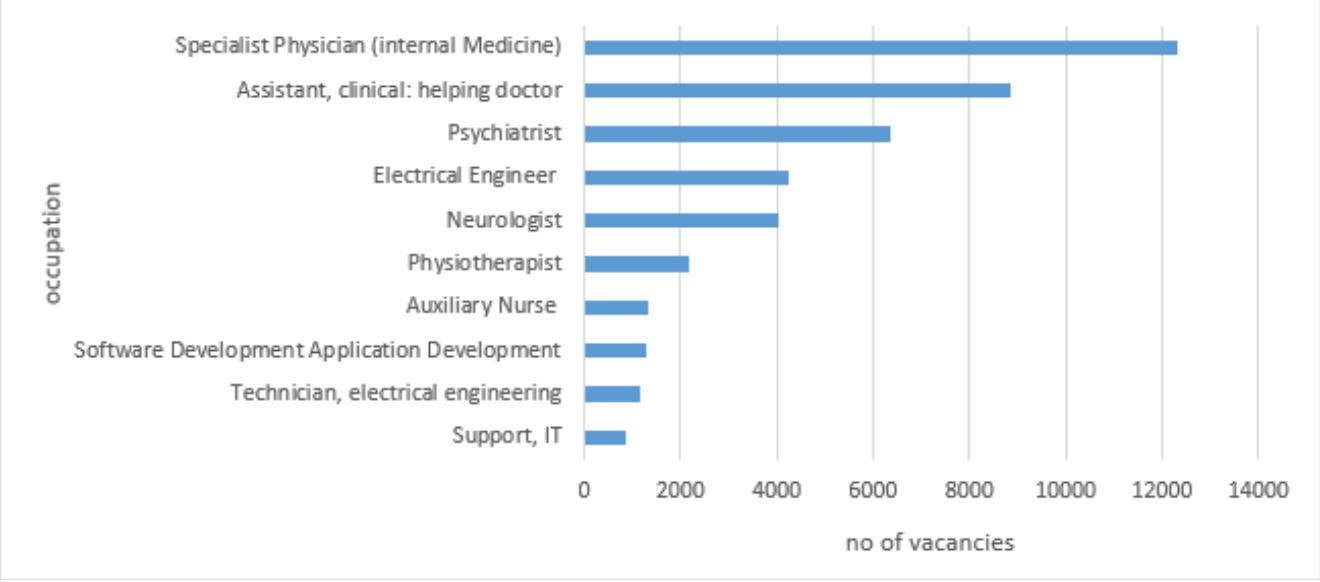
- Expand investments in healthcare training, digital infrastructure, and service-sector skills development to meet labour market demand.
- Strengthen public-private partnerships in education and training to align workforce skills with industry requirements.

6.13.4. Most Sought Occupations by Skill Level

6.13.4.1 Most Sought Occupations for Highly Skilled Workers

Highly skilled workers are employees with advanced education, specialized training, and extensive expertise who perform complex professional, technical, managerial, or analytical tasks that require high levels of problem-solving, decision-making, and independent judgment.

Figure 120: Most sought occupations for Highly skilled workers



Specialist Physicians in Internal Medicine are the most sought-after among highly skilled occupations, with 12,303 vacancies, followed by Clinical Assistants (8,849), Psychiatrists (6,347), and Electrical Engineers (4,252). This clearly shows a strong demand for highly skilled professionals, especially in healthcare, while also highlighting the need for technical expertise in engineering.

This trend continues across other healthcare roles. Occupations such as Neurologists (4,036), Physiotherapists (2,188), and Auxiliary Nurses (1,331) point to growing pressure on the healthcare system and an increasing need for both specialized and support care.

There is also rising demand for technical and digital roles. Jobs like Software Developers in Application Development (1,267), Electrical Engineering Technicians (1,172), and IT Support staff (856) show how important technology and engineering skills have become across different sectors.

In general, the data suggests that demand for highly skilled workers is mainly driven by healthcare, supported by engineering, with technology-related roles continuing to grow in importance.

There is rising demand for technical and digital roles. Jobs like Software Developers in Application Development (1,267), Electrical Engineering Technicians (1,172), and IT Support staff (856) show how important technology and engineering skills have become across different sectors.

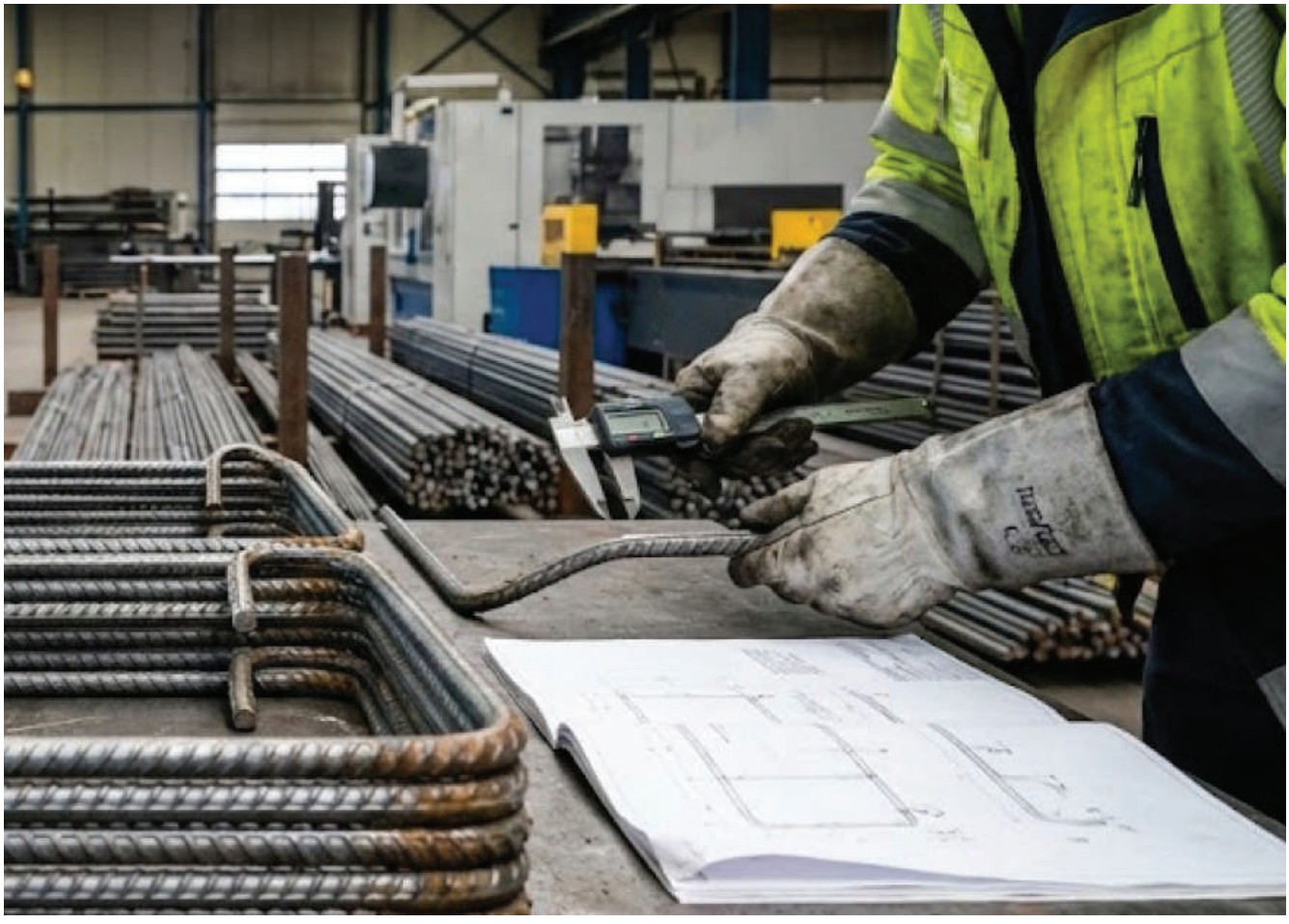
Implications

For Job Seekers

- Focus on acquiring specialized healthcare skills, particularly in internal medicine, psychiatry, neurology, physiotherapy, and clinical support services, where labour demand is strongest.
- Develop strong technical and engineering competencies, especially in electrical engineering, engineering support, and industrial systems, to align with the continued demand for technical expertise.
- Strengthen digital and ICT skills, including software development, application support, and IT services, as technology-related occupations continue to grow across sectors.
- Pursue continuous professional training and industry certifications to remain competitive in highly specialized and rapidly evolving occupations.

For Policy Makers

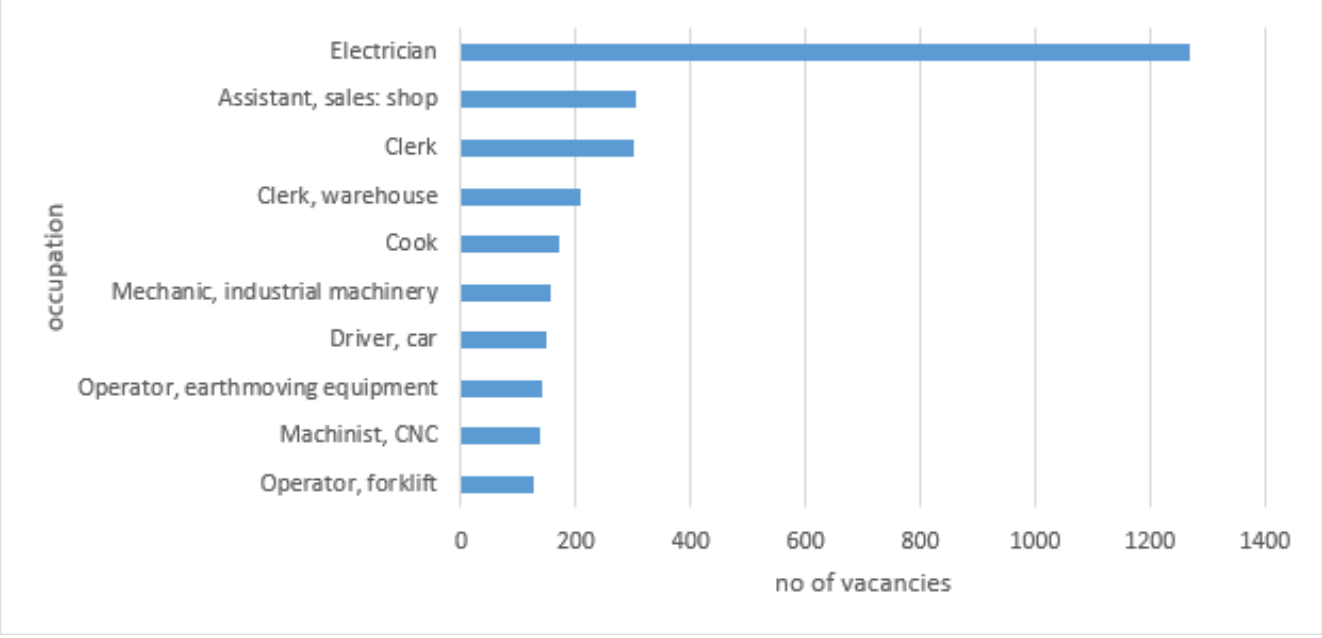
- Strengthen investment in healthcare education and training institutions to address shortages in specialized and support healthcare occupations.
- Expand engineering, ICT, and technical training programs to meet the growing demand for technology and infrastructure-related skills.
- Promote STEM and digital skills development within education systems to align workforce capabilities with evolving labour market needs.
- Support workforce development initiatives that encourage transition into high-demand professional and technical occupations.



6.13.4.2. Most Sought Occupations for Middle Skilled Workers

Middle-skilled workers are employees who possess moderate levels of education, training, and technical skills needed to perform practical, technical, or supervisory tasks. Their jobs often require vocational training, diplomas, apprenticeships, or on-the-job experience rather than advanced university qualifications.

Figure 121: Most sought Occupations for Middle skilled workers



Electricians are the most sought-after among middle-skilled occupations, with 1,267 vacancies, followed by Shop Sales Assistants (303), Clerks (299), and Warehouse Clerks (208). This shows a clear demand for practical, hands-on skills, especially in technical work, sales, and everyday office support.

There is also demand for other middle-skilled roles. Jobs like Cooks (171) and Industrial Machinery Mechanics (157) highlight the need for people who can work in both the hospitality sector and industrial settings.

There is also steady demand for transport and machine-related roles. Positions such as Car Drivers (148), Earthmoving Equipment Operators (141), CNC Machinists (138), and Forklift Operators (128) show how important operational skills are in keeping logistics, construction, and production running smoothly.

Generally, the data suggests that middle-skilled workers are in demand across many sectors, especially in technical trades, services, and operational roles that support day-to-day economic activities.

Implications

For Job Seekers

- Pursue technical and vocational training in trades such as electrical installation, machine operation, logistics, hospitality, and transport services.
- Develop practical workplace competencies, including communication, customer service, teamwork, and problem-solving skills.

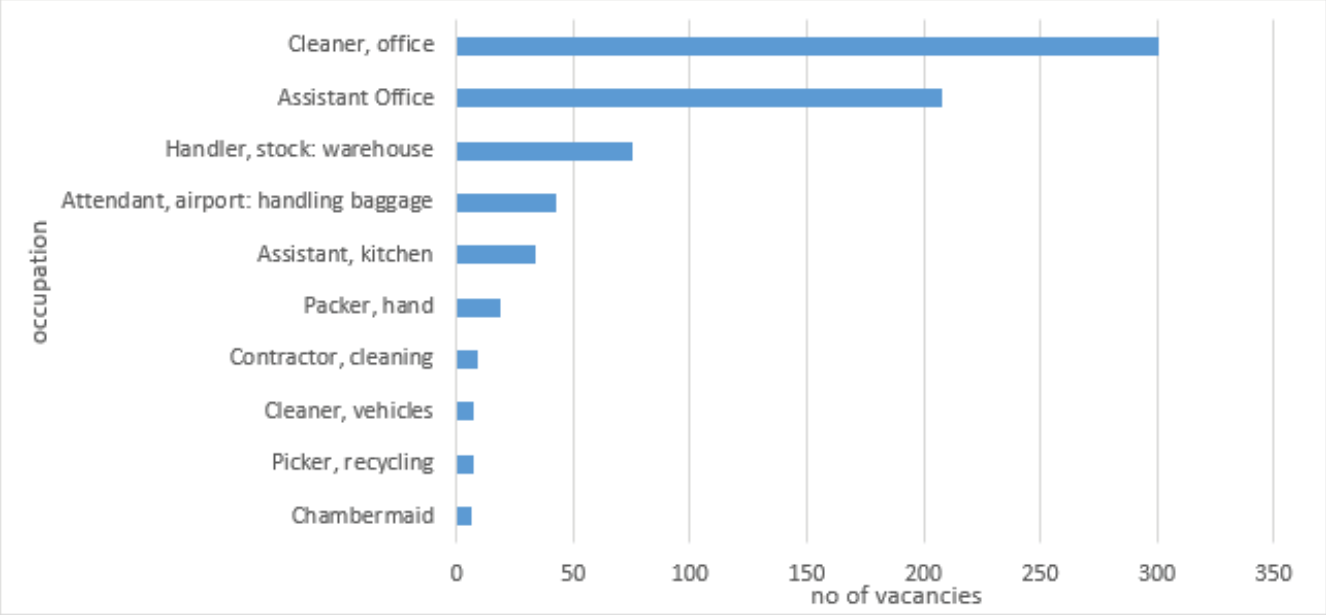
For Policy Makers

- Strengthen TVET institutions and apprenticeship programs to address growing demand for middle-skilled workers.
- Promote industry-based training and certification systems that enhance workforce readiness.

6.13.4.3. Most Sought Occupations for Low Skilled Workers

Low-skilled workers are employees who perform simple and routine tasks that require limited formal education, training, or technical expertise. Their work is usually manual or repetitive and often requires basic skills and short-term training.

Figure 122: Most sought occupations for Low skilled workers



The data showed that jobs requiring little formal training were mainly available in support and service-related areas. The highest number of vacancies was recorded for office cleaners, with 301 positions advertised. Other commonly advertised roles included office support workers with 208 vacancies, warehouse stock handlers with 75 vacancies, and airport baggage attendants with 43 vacancies. This indicated that employers continued to require workers who could support daily operations in offices, transport services, and storage facilities.

The findings further showed that opportunities were also available in the hospitality and packaging sectors. Kitchen assistants accounted for 34 vacancies, reflecting the demand for workers who could assist with food preparation and kitchen maintenance. In addition, 19 vacancies were recorded for hand packers, indicating the need for workers involved in sorting, packaging, and handling products.

The data also revealed continued demand for cleaning and maintenance-related services. Vacancies were reported for cleaning contractors (9), vehicle cleaners (7), recycling pickers (7), and chambermaids (6). These roles supported cleanliness, hygiene, and the smooth running of daily operations in businesses and public facilities.

Overall, the findings suggested that employment opportunities for low-skilled workers were concentrated in cleaning, support services, and manual labour roles. However, the number of available opportunities remained relatively lower compared to occupations that required higher levels of technical skills, training, or professional qualifications.

Implications

For Job Seekers

- Entry-level opportunities remain available in cleaning, logistics, hospitality, and support service occupations.
- Pursue vocational training opportunities to transition into better-paying middle-skilled occupations.

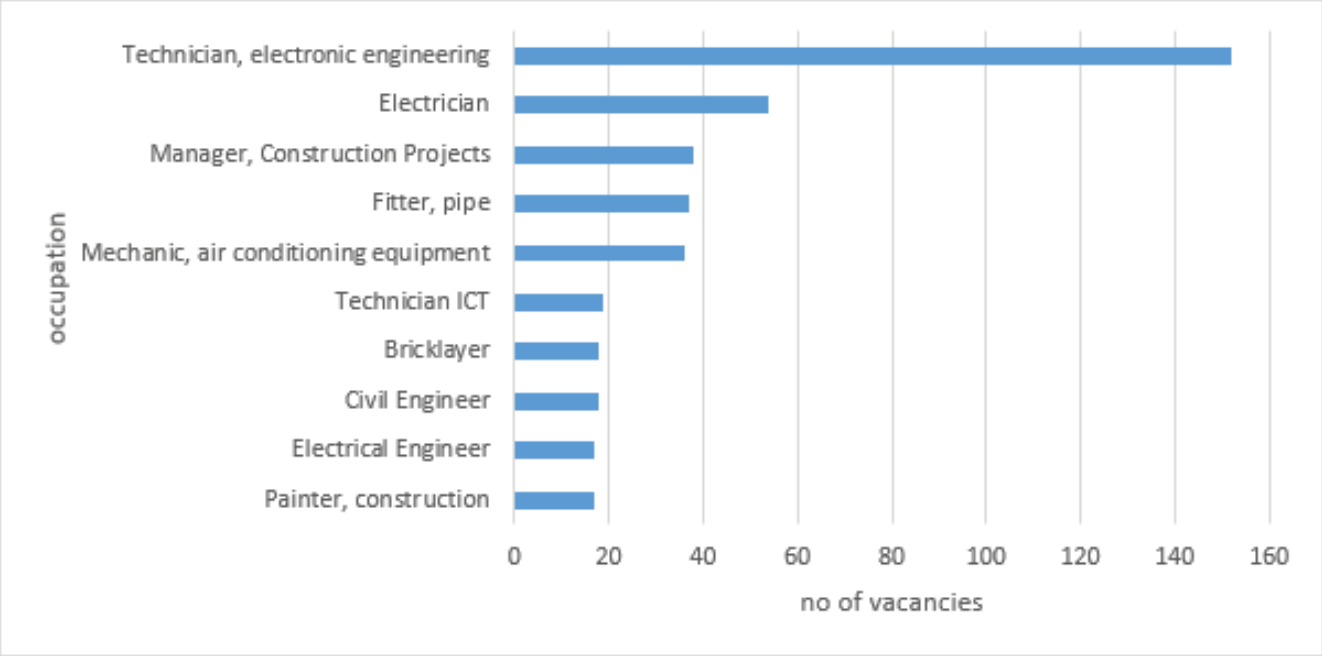
For Policy Makers

- Expand access to vocational education and workplace readiness programs for low-skilled workers.
- Support upskilling and reskilling initiatives that promote career progression.

6.13.5. Most Sought Occupations in Sectors with Most Vacancies

6.13.5.1. Most Sought Occupations in the Construction Sector

Figure 121: Most sought Occupations for Middle skilled workers



The data showed that the construction sector mainly depended on workers with technical and practical building skills. The highest demand was recorded for Electronic Engineering Technicians, with 152 vacancies advertised. These workers were mainly needed to install, maintain, and manage electrical and electronic systems used in construction projects. Electricians followed with 54 vacancies, while Construction Project Managers accounted for 38 vacancies. This indicated that many construction projects required both skilled technical workers and managers to oversee project activities and ensure work was completed on time.

The findings also showed strong demand for other specialized workers. Pipe Fitters recorded 37 vacancies, reflecting the need for workers who could install and maintain water and piping systems in buildings. Air Conditioning Mechanics accounted for 36 vacancies, showing the growing importance of cooling and ventilation systems in modern buildings. In addition, 19 vacancies were recorded for ICT Technicians, highlighting the increasing use of technology and digital systems within construction projects.

Practical building and engineering occupations also remained important within the sector. Bricklayers recorded 18 vacancies, demonstrating the continued need for workers involved in building walls and structures. Civil Engineers also accounted for 18 vacancies, while Electrical Engineers recorded 17 vacancies, showing the importance of professional engineering support in construction activities. Construction Painters equally recorded 17 vacancies, reflecting the need for finishing and maintenance services in completed buildings.

Overall, the findings suggested that the construction sector was largely driven by technical expertise, engineering knowledge, and skilled trade work. The sector also relied on management and specialized support services to ensure that construction projects were completed efficiently and met the required standards.



Implications

For Job Seekers

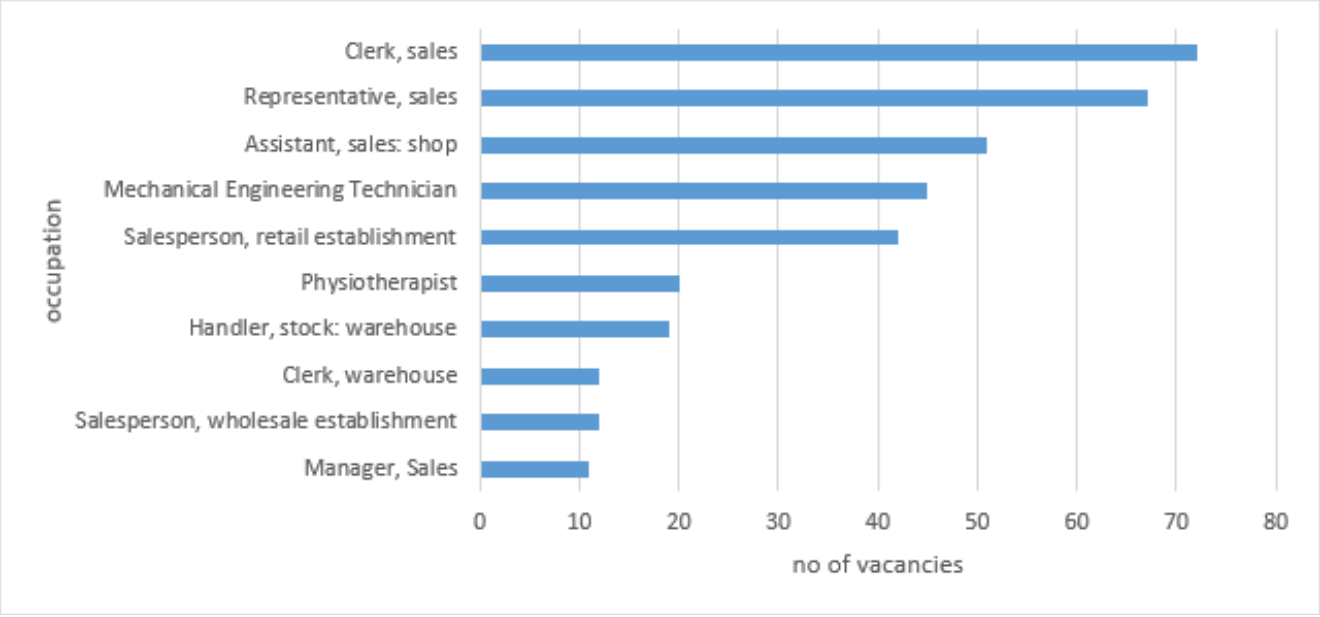
- Focus on acquiring construction-related technical skills such as electrical installation, engineering support, and construction project management.
- Pursue practical experience through apprenticeships and technical training programs.

For Policy Makers

- Strengthen construction-focused TVET programs and engineering education.
- Encourage industry partnerships that provide internships and practical technical training.

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

Figure 124: Most sought occupations in the Wholesale and retail trade sector



The data showed that the wholesale and retail trade sector mainly depended on workers involved in selling goods and assisting customers. The highest demand was recorded for Sales Clerks, with 72 vacancies advertised. These workers were mainly responsible for helping customers, processing sales, and handling transactions in shops and businesses. Sales Representatives followed with 67 vacancies, while Shop Sales Assistants accounted for 51 vacancies. This showed that many businesses required workers who could interact with customers, promote products, and support daily sales activities.

The findings also revealed demand for technical and specialized roles within the sector. Mechanical Engineering Technicians recorded 45 vacancies, indicating that some businesses required technical workers to support the maintenance and operation of equipment and machinery. In addition, 20 vacancies were recorded for Physiotherapists, showing that specialized health and wellness services also formed part of the wider trade and service industry.

Operational and support roles were also found to be important in ensuring smooth business operations. Retail Salespersons accounted for 42 vacancies, while Warehouse Stock Handlers recorded 19 vacancies and Warehouse Clerks recorded 12 vacancies. These roles mainly involved handling goods, managing stock, organizing storage, and supporting the movement of products from warehouses to shops and customers. Wholesale Salespersons and Sales Managers each recorded 12 and 11 vacancies respectively, highlighting the importance of supervision, coordination, and business growth within the sector.

Overall, the findings suggested that the wholesale and retail trade sector relied heavily on sales and customer service roles, supported by technical workers and operational staff. The sector also depended on effective stock management, logistics, and business supervision to ensure that goods and services were delivered efficiently to customers.

Implications

For Job Seekers

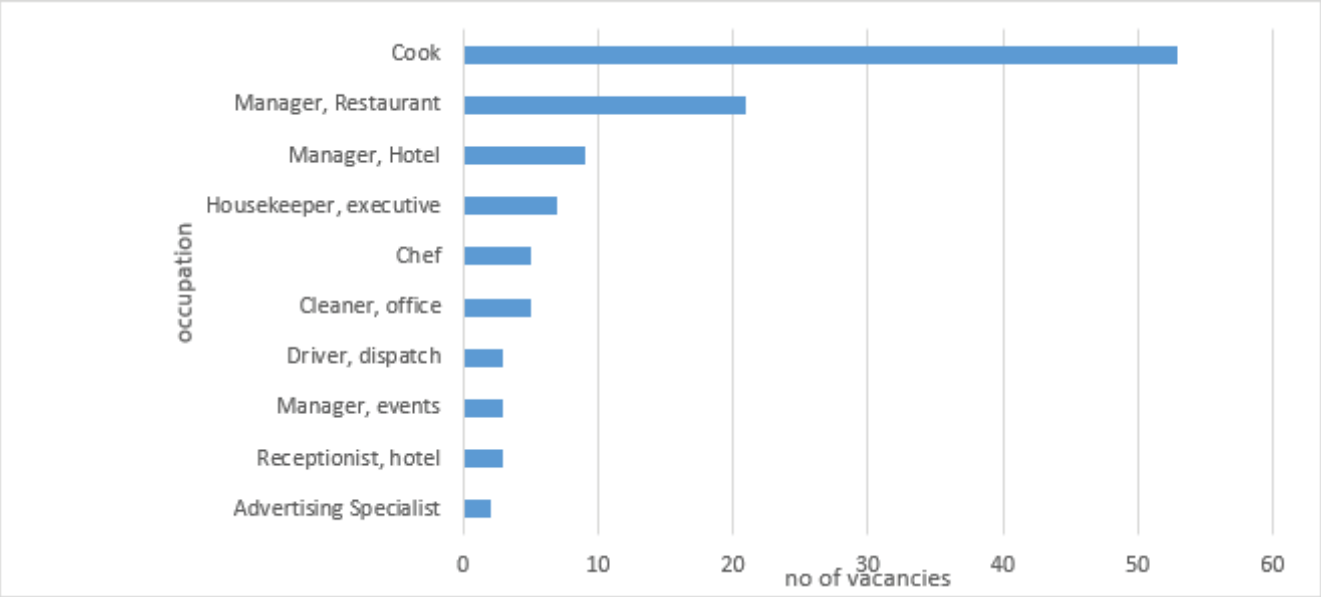
- Develop customer service, sales, stock management, and communication skills to access opportunities in the trade sector.
- Strengthen logistics and inventory management competencies to improve employability.

For Policy Makers

- Support retail and trade-related training programs focused on sales and logistics.
- Encourage entrepreneurship and small business development within the trade sector.

6.13.5.3. Most Sought Occupations in the Accommodation and Food Sector

Figure 125: Most sought occupations in the Accommodation and Food Sector



In the accommodation and food sector, Cooks are the most in demand, with 53 vacancies. They are followed by Restaurant Managers (21) and Hotel Managers (9), showing strong demand for food preparation and management roles within the hospitality industry.

Management and supervisory roles are also important. Positions such as Executive Housekeepers (7), Chefs (5), and Office Cleaners (5) highlight the need for both leadership and support services to ensure smooth daily operations.

There is also demand for operational and support roles. Jobs like Dispatch Drivers (3), Events Managers (3), and Hotel Receptionists (3) show the importance of logistics, customer service, and event coordination in the sector. In addition, Advertising Specialists (2) reflect the need for marketing and promotion to attract customers.

Generally, the accommodation and food sector is driven by food service, management, and customer-facing roles, supported by operational and promotional functions to maintain efficient and competitive services.

Implications

For Job Seekers

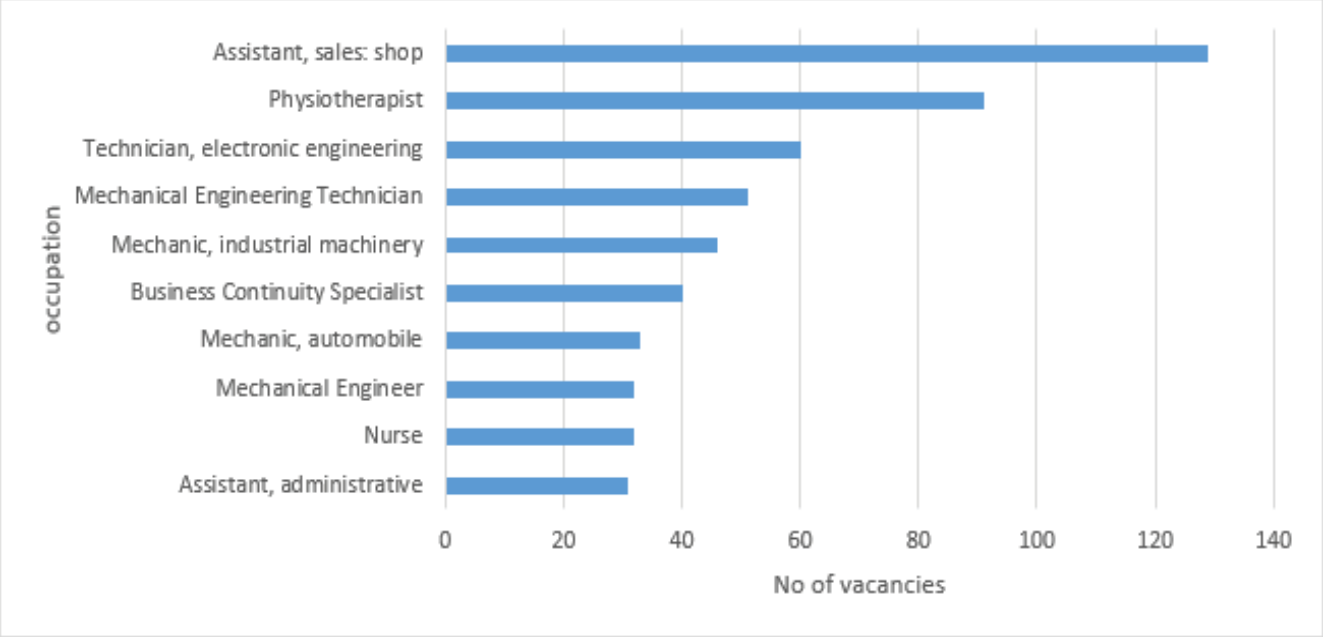
- Focus on acquiring hospitality, culinary, housekeeping, customer service, and hotel management skills to align with labour demand in the accommodation and food sector.
- Pursue practical training and professional certifications in hospitality and tourism-related occupations.

For Policy Makers

- Strengthen hospitality and tourism training institutions to meet growing demand for skilled workers.
- Promote investment in tourism and hospitality industries to support sustainable employment creation.

6.13.5.4. Most sought occupations in the Manufacturing sector

Figure 126: Most sought Occupations in the Manufacturing Sector



The data showed that the manufacturing sector depended on a wide range of workers, including sales staff, technical experts, and support personnel. The highest demand was recorded for Shop Sales Assistants, with 129 vacancies advertised. These workers were mainly needed to help customers, manage sales, and support business operations. Physiotherapists followed with 91 vacancies, while Electronic Engineering Technicians accounted for 60 vacancies. This showed that the sector required not only sales and customer support workers, but also professionals with specialized technical and healthcare skills.

The findings also revealed strong demand for engineering and machinery-related occupations. Mechanical Engineering Technicians recorded 51 vacancies, highlighting the need for workers who could assist in maintaining and operating industrial equipment. Industrial Machinery Mechanics accounted for 46 vacancies, while Automobile Mechanics recorded 33 vacancies, reflecting the importance of repairing and servicing machines and vehicles used in production and transport activities. In addition, Mechanical Engineers recorded 32 vacancies, showing the continued need for professional engineering expertise to support manufacturing processes and improve efficiency.

The sector also relied on professional and administrative support services. Business Continuity Specialists recorded 40 vacancies, indicating the need for workers who could help businesses manage risks and maintain operations during disruptions. Nurses accounted for 32 vacancies, showing the importance of workplace health support, while Administrative Assistants recorded 31 vacancies, reflecting the need for workers who could handle office coordination, record keeping, and daily administrative duties.

Overall, the findings suggested that the manufacturing sector relied on a combination of technical, operational, and support roles. The sector continued to depend heavily on engineering and machinery-related skills, while also requiring sales staff, healthcare support, and administrative workers to ensure smooth and efficient operations.

Implications

For Job Seekers

- Focus on acquiring manufacturing-related technical skills such as machinery operation, engineering support, production management, and logistics coordination.
- Strengthen practical competencies in industrial maintenance, quality control, and workplace safety to improve employability in manufacturing industries.

For Policy Makers

- Expand technical and vocational training programs in manufacturing, industrial technology, and engineering-related fields.
- Promote partnerships between industries and training institutions to support apprenticeships, industrial attachments, and hands-on technical training.

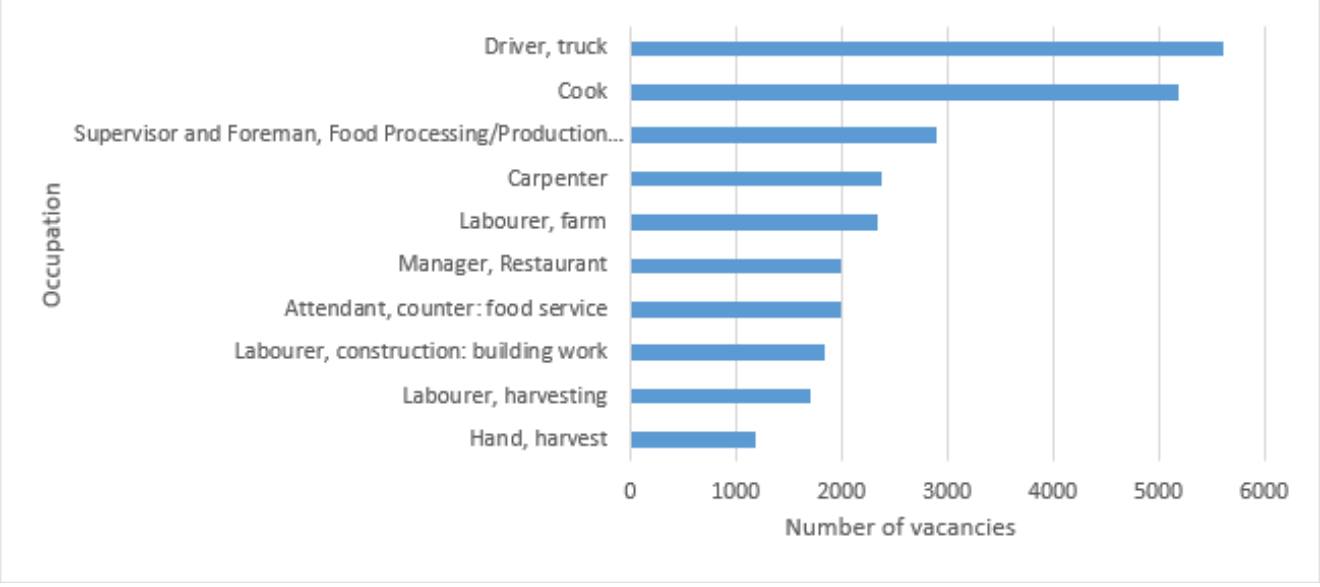


6.14

CANADIAN Q3 LABOUR MARKET DEMAND OUTLOOK

6.14.1 Most Sought Occupations by Number of Vacancies in Canada

Figure 127: Most sought Occupations in Canada



In Q3, the Canadian labour market showed strong demand for Driver, truck (5612) and Cook (5183) have the highest counts among the listed occupations, indicating they are the most common roles. These are followed by Supervisor and Foreman, Food Processing/Production Supervisor (2892) and Carpenter (2377), which also represent significant portions. Mid-range figures include Laborer, farm (2342), Manager, Restaurant (1994), and Attendant, counter: food service (1992), showing moderate representation in these jobs. The lower counts are seen in Laborer, construction: building work (1841), Laborer, harvesting (1701), and Hand, harvest (1185), suggesting comparatively fewer individuals in these roles. Overall, the distribution highlights a stronger concentration in driving and cooking occupations, with a gradual decline across supervisory, skilled, and general labor positions.



Truck Drivers
5,612



Cooks
5,813



Supervisors & Foreman
2,892



Supervisors & Foreman
2,342

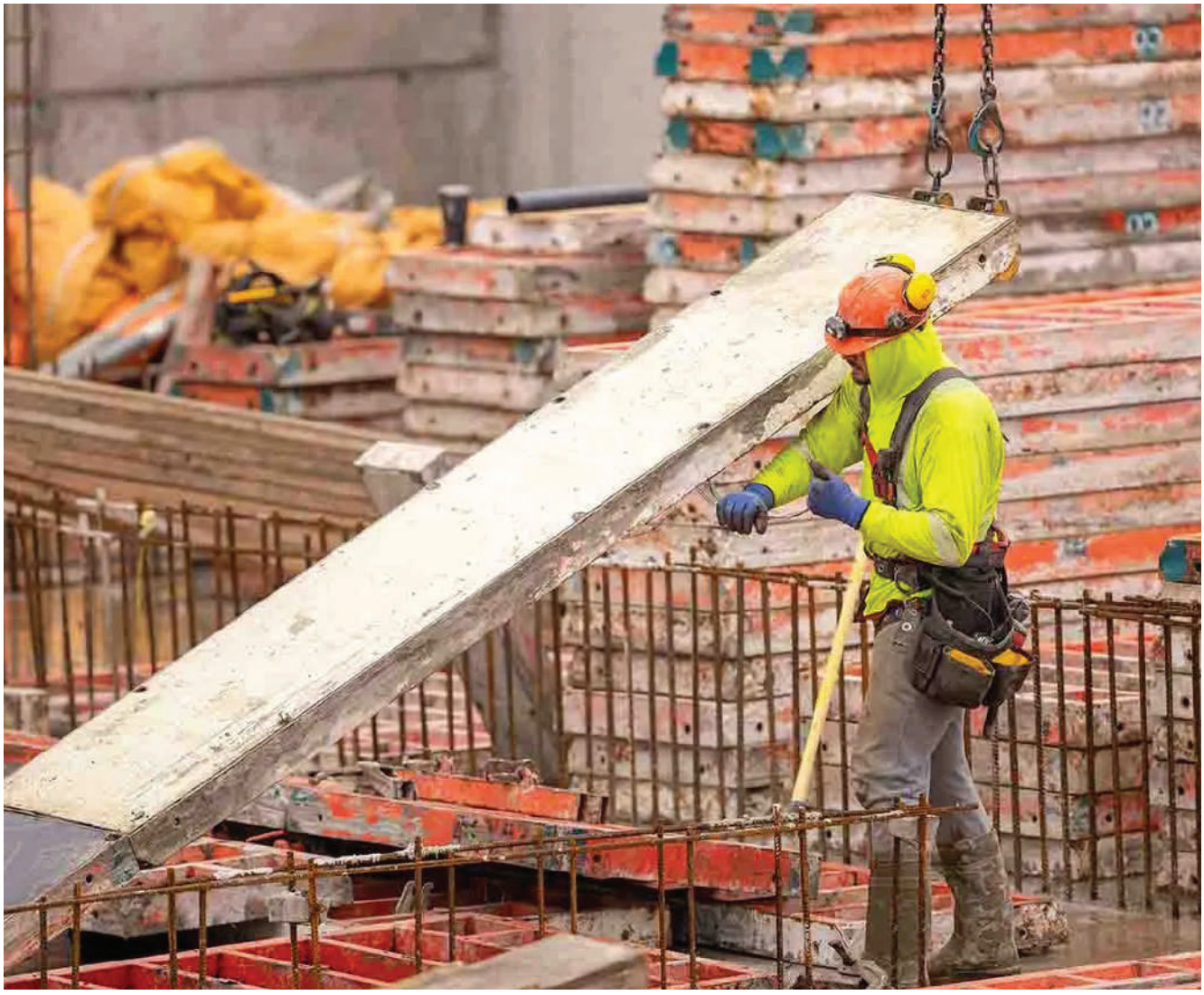
Implications

For Job Seekers

- Kenyan job seekers can benefit from Canada's sustained labour demand across transport, hospitality, construction, agriculture, and food processing sectors. The high demand for Truck Drivers, Cooks, Food Processing/Production Supervisors, Carpenters, and Restaurant Managers presents employment opportunities for both skilled and semi-skilled workers. Prospective migrants should prioritize obtaining relevant technical qualifications, practical work experience, occupational certifications, and English or French language proficiency to improve their competitiveness in the Canadian labour market.

For policymakers

- Canada's labour demand underscores the importance of strengthening Technical and Vocational Education and Training (TVET) in areas such as transport and logistics, hospitality, construction trades, agriculture, and food processing. Expanding skills development, promoting international certification standards, and establishing bilateral labour mobility agreements with Canada would enhance the employability of Kenyan workers.

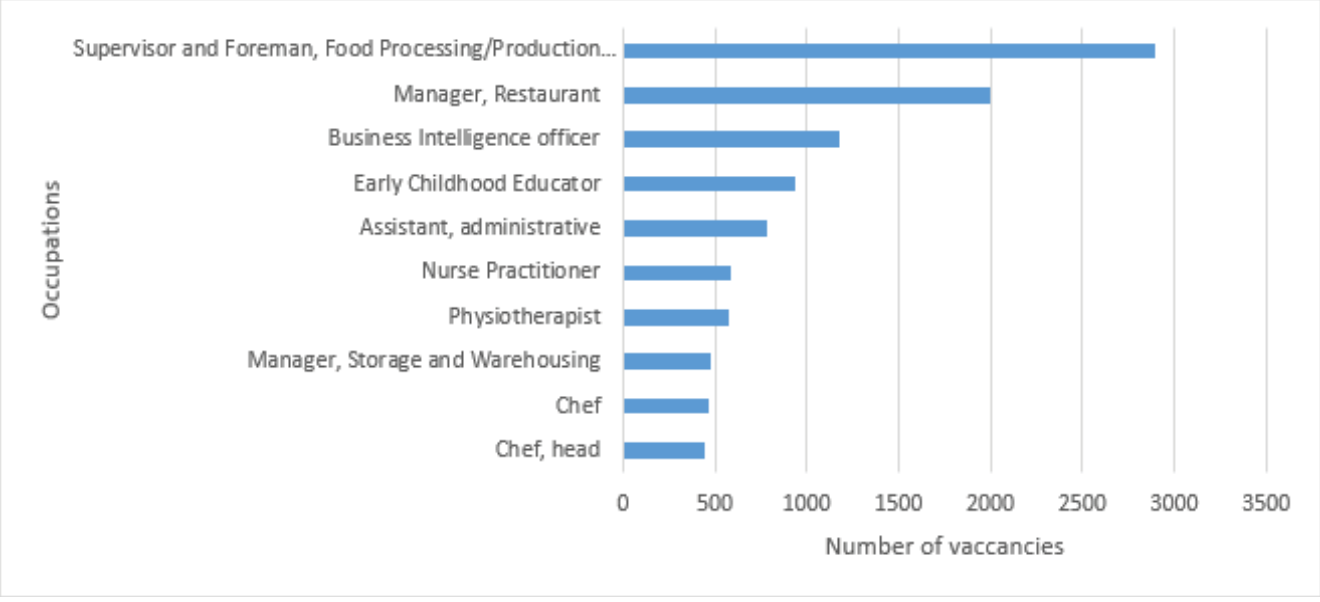


6.14.2 Most Sought Occupations by Skill Level

6.14.2.1 Most sought occupations for Highly skilled workers

Highly skilled workers Highly skilled workers are employees with advanced education, specialized training, and extensive expertise who perform complex professional, technical, managerial, or analytical tasks that require high levels of problem-solving, decision-making, and independent judgment.

Figure 128: Most sought occupations for Highly skilled workers



The Canadian labour market continues to show that supervisory and management roles, especially in manufacturing and restaurants, have the highest numbers in this group. There is also a strong presence of administrative, education, and healthcare-related professions, along with technical roles like engineering technicians. The distribution suggests a balanced workforce with emphasis on leadership, support services, and skilled professional occupations. The occupation with the highest number of vacancies is Supervisor and Foreman, Food Processing/Production Supervisor (2892), followed by Manager, Restaurant (1994), indicating strong demand for leadership roles in food production and service industries. Business Intelligence officer (1178) also shows notable demand, reflecting the growing importance of data-driven roles. Mid-level vacancies include Early Childhood Educator (934) and Assistant, administrative (788), suggesting steady needs in education and office support. Healthcare roles such as Nurse Practitioner (586) and Physiotherapist (577) maintain moderate demand, highlighting ongoing needs in the medical sector. Lower vacancy counts are seen in Manager, Storage and Warehousing (481), Chef (469), Chef, head (444), and Bookkeeper (437), though these positions still represent essential functions across logistics, hospitality, and finance. Overall, the distribution suggests a concentration in supervisory and managerial roles, with balanced demand across technical, healthcare, and support occupations.

Implications

For Job Seekers

- Kenyan job seekers can benefit from supervisory, managerial, administrative, healthcare, education, and technical occupations. Strong opportunities exist for Food Processing/Production Supervisors, Restaurant Managers, Business Intelligence Officers, Early Childhood Educators, Administrative Assistants, Nurse Practitioners, Physiotherapists, Chefs, and Bookkeepers. To remain competitive, job seekers should pursue relevant academic and professional qualifications, gain practical work experience, strengthen digital and leadership skills, and where applicable, meet Canadian licensing and credential recognition requirements.

For policymakers

- Canada's labour market trends highlight the need to strengthen Kenya's training capacity in leadership and supervisory skills, business analytics, healthcare, education, hospitality, logistics, and administrative services. Expanding Technical and Vocational Education and Training (TVET), enhancing university-industry collaboration and negotiating bilateral labour mobility agreements with Canada would improve the employability of Kenyan workers.

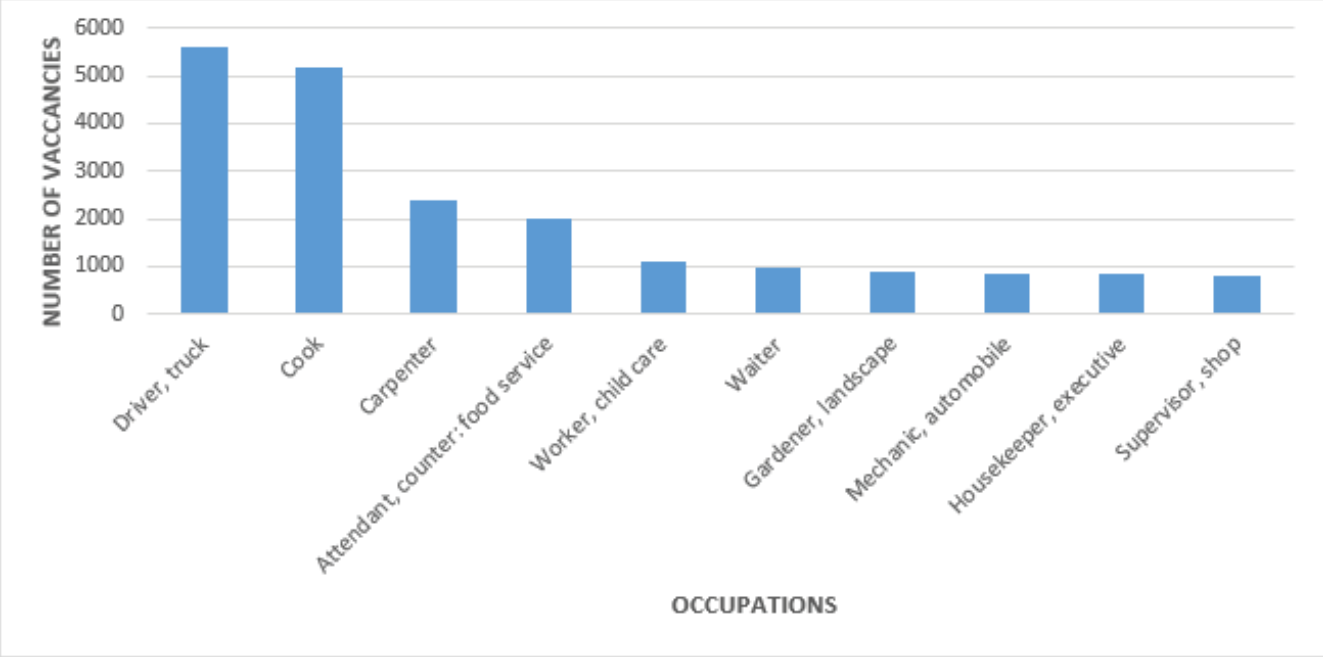


To remain competitive, job seekers should pursue relevant academic and professional qualifications, gain practical work experience, strengthen digital and leadership skills, and where applicable, meet Canadian licensing and credential recognition requirements.

6.14.2.2Most sought occupations among Middle skilled workers

Middle-skilled workers are employees who possess moderate levels of education, training, and technical skills needed to perform practical, technical, or supervisory tasks. Their jobs often require vocational training, diplomas, apprenticeships, or on-the-job experience rather than advanced university qualifications.

Figure 129: Most sought occupations for Middle skilled workers



The Canadian labour market continues to show that supervisory and management roles, especially in manufacturing and restaurants, have the highest numbers in this group. There is also a strong presence of administrative, education, and healthcare-related professions, along with technical roles like engineering technicians.

Middle-skilled jobs in Canada continue to play a vital role in sustaining key sectors of the economy. The occupation with the highest number of vacancies is Driver, truck (5612), followed closely by Cook (5183), indicating very strong demand in transportation and food service roles. Carpenter (2377) and Attendant, counter: food service (1992) also show significant demand, reflecting the need for skilled trades and frontline service workers. Mid-range vacancies include Worker, child care (1115) and Waiter (989), suggesting steady hiring in caregiving and hospitality sectors. Lower but still notable figures are seen in Gardener, landscape (886), Mechanic, automobile (854), Housekeeper, executive (826), and Supervisor, shop (805), representing ongoing demand across maintenance, technical, and supervisory roles. Overall, the distribution highlights a concentration in essential service and trade occupations, with gradually decreasing vacancies across support and specialized roles.

Implication

For Job Seekers

- Kenyan job seekers can benefit from Canada's strong demand for middle-skilled workers in transportation, hospitality, construction, caregiving, automotive services, landscaping, and retail supervision. High demand for Truck Drivers, Cooks, Carpenters, Food Service Attendants, Child Care Workers, Waiters, Automobile Mechanics, Gardeners, Executive Housekeepers, and Shop Supervisors provides diverse employment opportunities for individuals with technical and vocational skills.

For policymakers

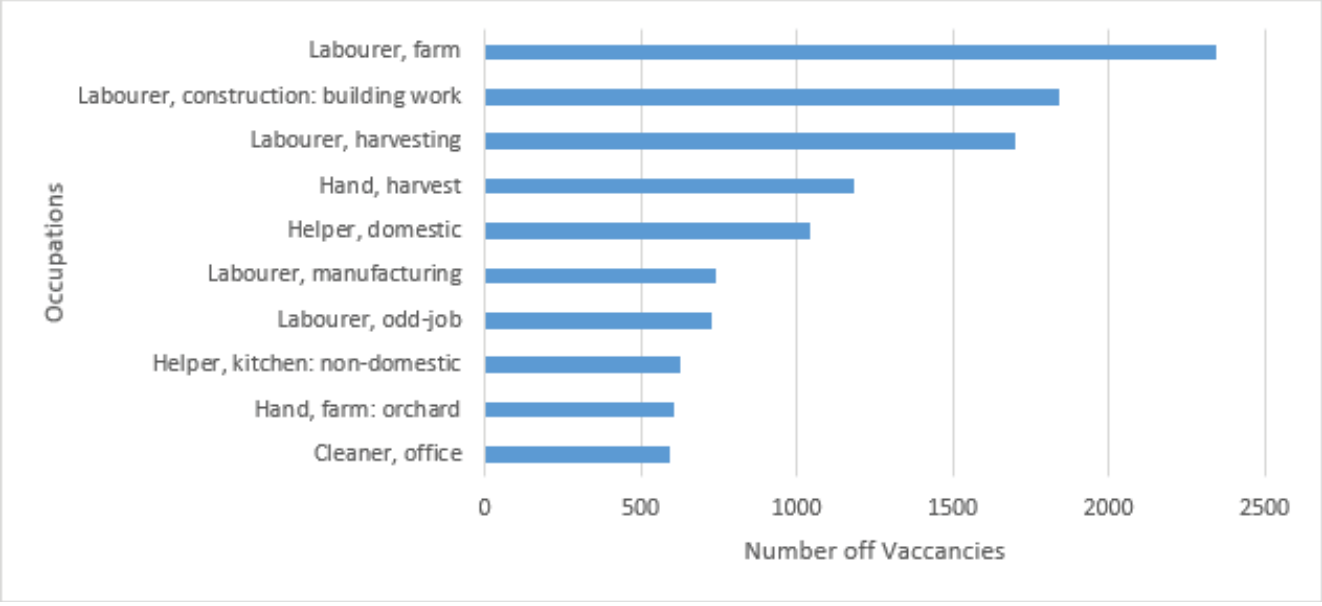
- Canada's demand for middle-skilled occupations highlights the need to strengthen Technical and Vocational Education and Training (TVET) programmes in transport and logistics, hospitality, construction trades, automotive technology, caregiving, landscaping, and retail management. Enhancing competency-based training, promoting internationally recognized certifications, supporting credential recognition, and establishing bilateral labour mobility partnerships with Canada will improve the employability of Kenyan workers.



6.14.2.3 Most sought occupation for Low skilled workers

Low-skilled workers are employees who perform simple and routine tasks that require limited formal education, training, or technical expertise. Their work is usually manual or repetitive and often requires basic skills and short term training.

Figure 130: Most sought occupations for Low skilled workers



Low-skilled roles continue to play a vital role in maintaining essential services in Canada. the highest number of vacancies is for Laborer, farm (2342), followed by Laborer, construction: building work (1841) and Laborer, harvesting (1701), showing strong demand for general labor in agriculture and construction sectors. Hand, harvest (1185) and Helper, domestic (1044) also reflect significant needs in manual and household support roles. Mid-level demand is seen in Laborer, manufacturing (740) and Laborer, odd-job (729), indicating steady opportunities in industrial and flexible work. Lower but still notable vacancies include Helper, kitchen: non-domestic (629), Hand, farm: orchard (604), and Cleaner, office (590), representing continued demand in service and support occupations. Overall, the distribution highlights a heavy concentration in labor-intensive roles, particularly in farming and construction, with gradually decreasing demand across other support and service jobs.

Implications

For Job Seekers

- Kenyan job seekers can benefit from Canada's demand for low-skilled workers in agriculture, construction, manufacturing, and support services. Opportunities are available for Farm Labourers, Construction Labourers, Harvest Workers, Domestic Helpers, Manufacturing Labourers, Kitchen Helpers, and Office Cleaners. Basic skills training, workplace safety knowledge, and English or French language proficiency will improve employability.

For policymakers

- These trends highlight the need to strengthen TVET and short-term skills training in agriculture, construction, and manufacturing. Expanding bilateral labour agreements, promoting skills certification, and aligning training with Canada's labour market needs will enhance employment opportunities for Kenyan workers.

6.14.3 Job Vacancies By Major Occupational Groups

Figure 131: Distribution of Vacancies by Major Occupational groups



The largest share of vacancies falls under service workers, shop and market sales workers (16913), indicating very strong demand in customer-facing and retail-related roles. This is followed by craft and related trades workers (14396) and elementary occupations (14311), both reflecting high demand for skilled trades and basic labor positions. Technicians and associate professional (13203) and professionals (10521) also account for a substantial portion, highlighting the need for specialized knowledge and expertise. Mid-range demand is seen in plant and machine operators and assemblers (8016) and legislators, administrators and managers (6402), representing industrial and leadership roles. The lowest vacancy counts are in skilled agricultural, forestry and fishery workers (3025) and secretarial, clerical services and related workers (2987), though these still play important supporting roles. Overall, the distribution shows a strong concentration in service, trade, and elementary occupations, with comparatively fewer openings in administrative and agricultural sectors.

Implication

For Job Seekers

- Kenyan job seekers can benefit from Canada's strong demand for service, retail, skilled trades, technical, and professional occupations. Opportunities are highest in customer service, sales, construction trades, manufacturing, and elementary occupations. Relevant technical training, professional qualifications, and language proficiency will improve competitiveness.

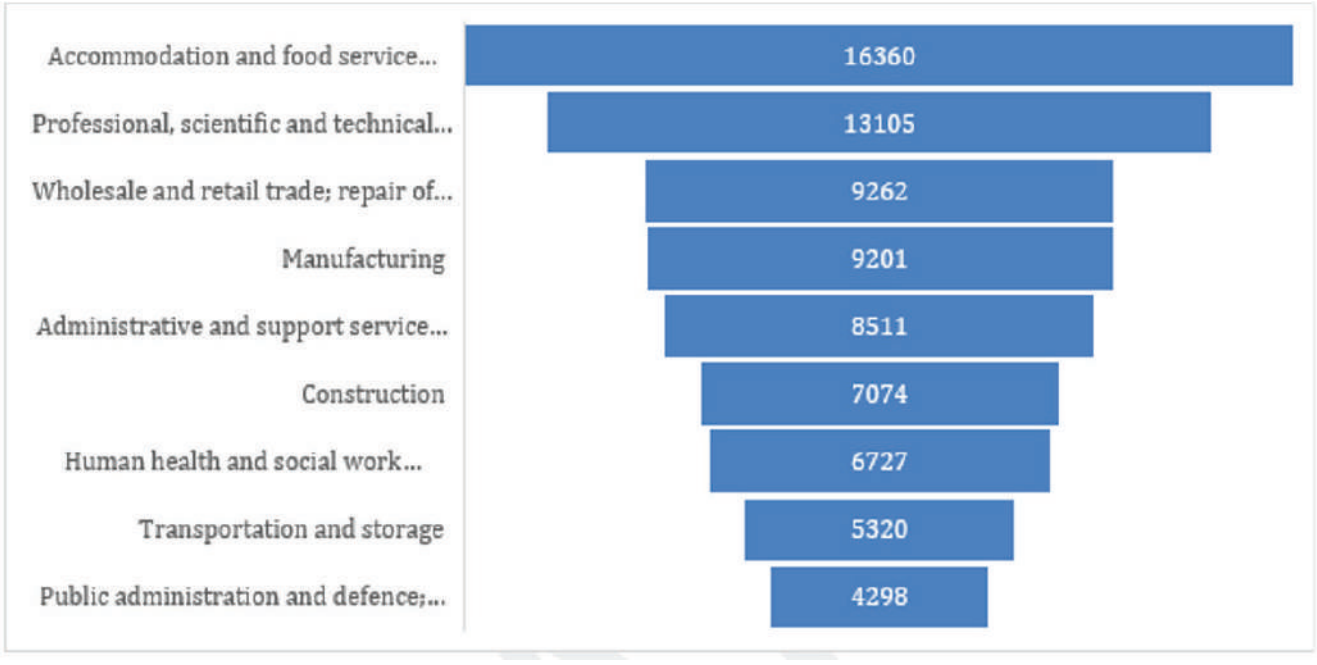
For policymakers

- These trends highlight the need to strengthen TVET, trade skills, and customer service training while expanding programmes in technical and professional fields. Aligning training with Canada's labour market needs and strengthening labour mobility partnerships will enhance overseas employment opportunities for Kenyan workers.



6.14.4 Job Vacancies by Economic Sector

Figure 132: Top 10 Economic Sectors with most vacancies



Accommodation and food service activities (16360), indicating very strong demand in hospitality and related services. This is followed by Professional, scientific and technical activities (13105), reflecting a significant need for specialized and knowledge-based roles. Wholesale and retail trade; repair of motor vehicles and motorcycles (9262) and Manufacturing (9201) also show high demand, highlighting the importance of commerce and production sectors. Mid-level vacancies are seen in Administrative and support service activities (8511) and Construction (7074), suggesting steady employment opportunities in business support and infrastructure development. Human health and social work activities (6727) and Transportation and storage (5320) indicate consistent demand in essential public services and logistics. The lowest vacancies are in public administration and defence; compulsory social security (4298), though this sector remains vital for governance and public services. Overall, the distribution points to a strong concentration in hospitality, professional services, and trade, with balanced demand across industrial, social, and administrative sectors.

Implication

For Job Seekers

- Kenyan job seekers can benefit from Canada's strong demand in hospitality, professional services, retail, manufacturing, construction, healthcare, and transportation. Relevant technical skills, professional qualifications, and work experience will improve access to these employment opportunities.

For policymakers

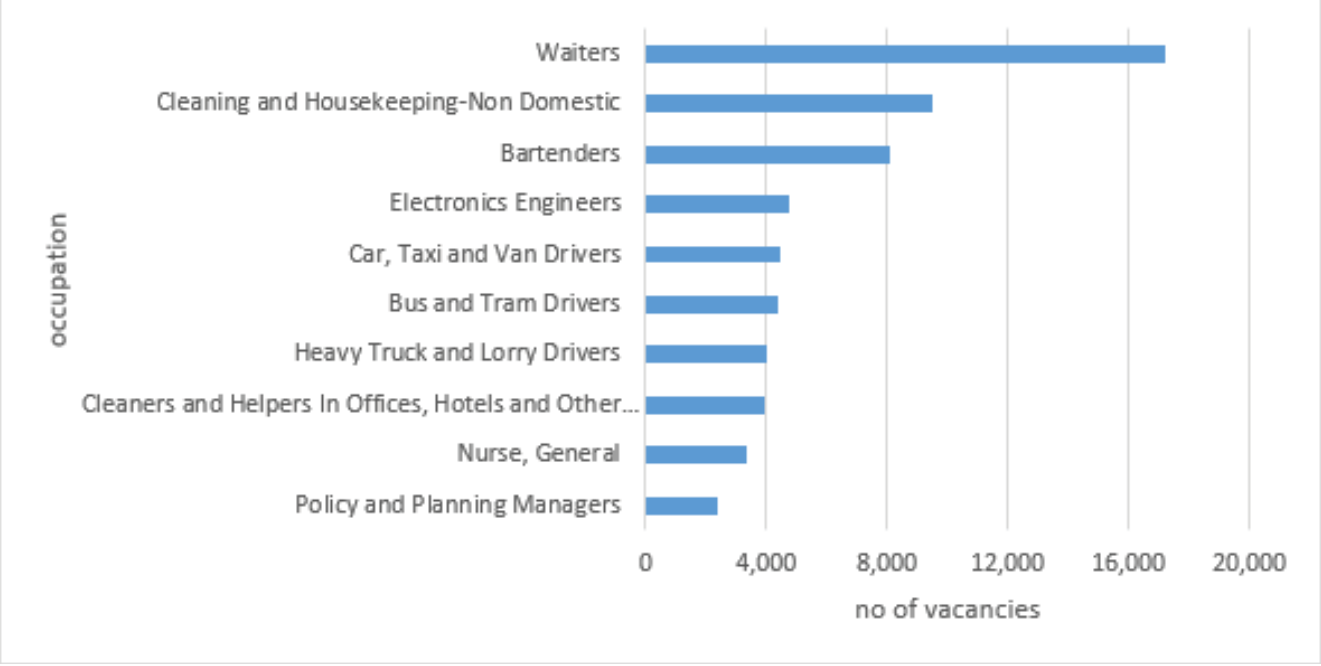
- These trends highlight the need to strengthen training in hospitality, manufacturing, construction, healthcare, logistics, and professional services. Aligning TVET and higher education programmes with Canada's labour market needs and strengthening bilateral labour mobility partnerships will improve overseas employment opportunities for Kenyan workers.

6.15

UAE Q3 LABOUR MARKET DEMAND OUTLOOK

6.15.1. Most Sought Occupations In Uae

Figure 133: Most sought occupations in UAE



Waiters are the most in-demand occupation, with 17,181 vacancies. They are followed by Cleaning and Housekeeping -Non-Domestic (9,464) and Bartenders (8,109), showing strong demand in hospitality and service sectors.

Service roles are also very prominent. Jobs such as Electronics Engineers (4,728), Car, Taxi and Van Drivers (4,482), Bus and Tram Drivers (4,346), and Heavy Truck and Lorry Drivers (3,977) highlight how important technical and transport-related activities are in supporting the economy.

There is also clear demand in service and healthcare sectors. Roles such as Cleaners and Helpers in Offices, Hotels and Other Establishments (3,923) and General Nurses (3,374) show the continued need for cleaning services and healthcare support. At the same time, Policy and Planning Managers (2,356) reflect the importance of strategic and managerial roles.

Generally, the labour market is mainly driven by hospitality, supported by transport, technical, service, and managerial occupations.



Implications

For Job Seekers

- Focus on hospitality, transport, customer service, technical, and managerial skills where labour demand is strongest.
- Improve digital literacy, communication, and multilingual skills to remain competitive in the UAE labour market.

For Policy Makers

- Strengthen technical and vocational training programs aligned with hospitality, transport, and service-sector demand.
- Promote labour mobility and workforce planning initiatives that support sustainable employment growth.

There is a clear demand in service and healthcare sectors. Roles such as Cleaners and Helpers in Offices, Hotels and Other Establishments (3,923) and General Nurses (3,374) show the continued need for cleaning services and healthcare support. At the same time, Policy and Planning Managers (2,356) reflect the importance of strategic and managerial roles.

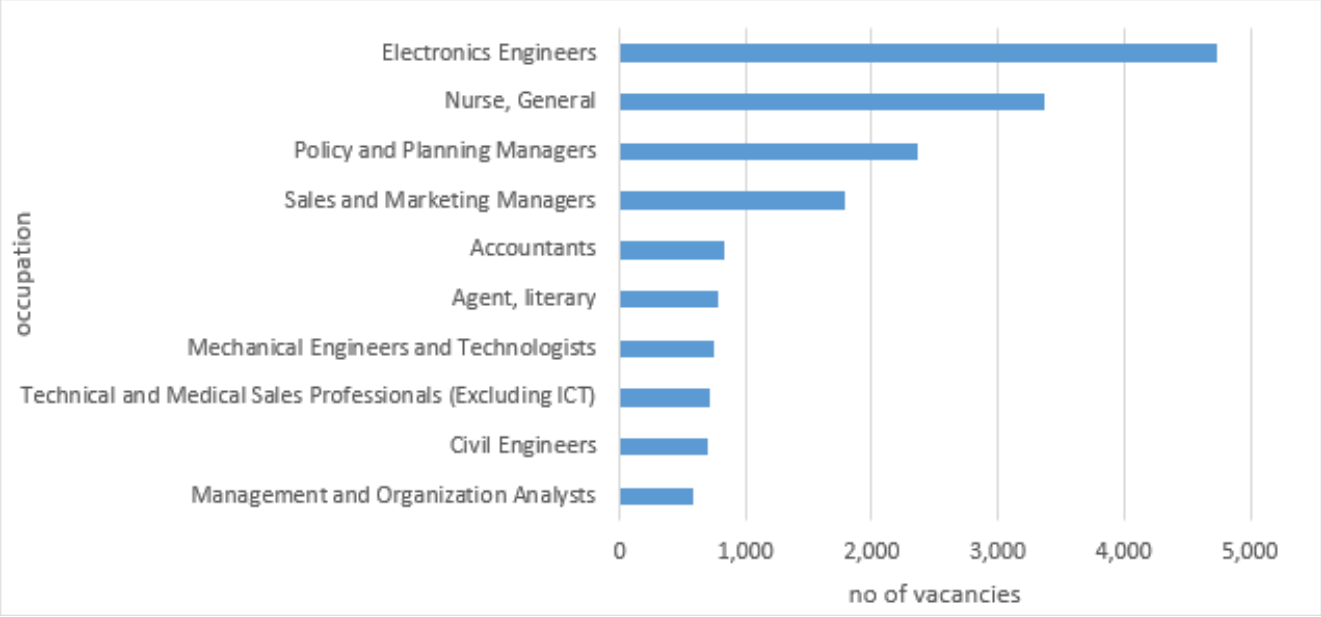


6.15.2. Most Sought Occupations By Skill Level And Number Of Vacancies

6.15.2.1. Most sought occupations among Highly skilled workers

Highly skilled workers are employees with advanced education, specialized training, and extensive expertise who perform complex professional, technical, managerial, or analytical tasks that require high levels of problem-solving, decision-making, and independent judgment.

Figure 134: Most sought occupation among Highly skilled workers



Electronics Engineers are the most in-demand among highly skilled workers, with 4,728 vacancies. They are followed by General Nurses (3,374) and Policy and Planning Managers (2,356), showing strong demand in engineering, healthcare, and strategic management roles.

There is also significant demand for leadership and business-related roles. Positions such as Sales and Marketing Managers (1,786), Accountants (837), and Literary Agents (787) highlight the need for business development, financial management, and specialized professional services.

Technical and specialized roles are also important. Jobs like Mechanical Engineers and Technologists (742), Technical and Medical Sales Professionals (722), and Civil Engineers (693) show the continued importance of engineering and applied technical expertise.

In addition, Management and Organization Analysts (584) reflect the need for planning, efficiency, and organizational improvement within firms.

In general, the data shows that demand is mainly driven by engineering, healthcare, management, and technical professions, all of which require specialized and high-level skills.

Implications

For Job Seekers

- Focus on acquiring specialized skills in engineering, healthcare, management, ICT, and technical professions where demand is highest.
- Pursue professional certifications and continuous training to remain competitive in highly skilled occupations.
- Strengthen analytical, leadership, digital, and problem-solving skills to align with evolving labour market requirements.

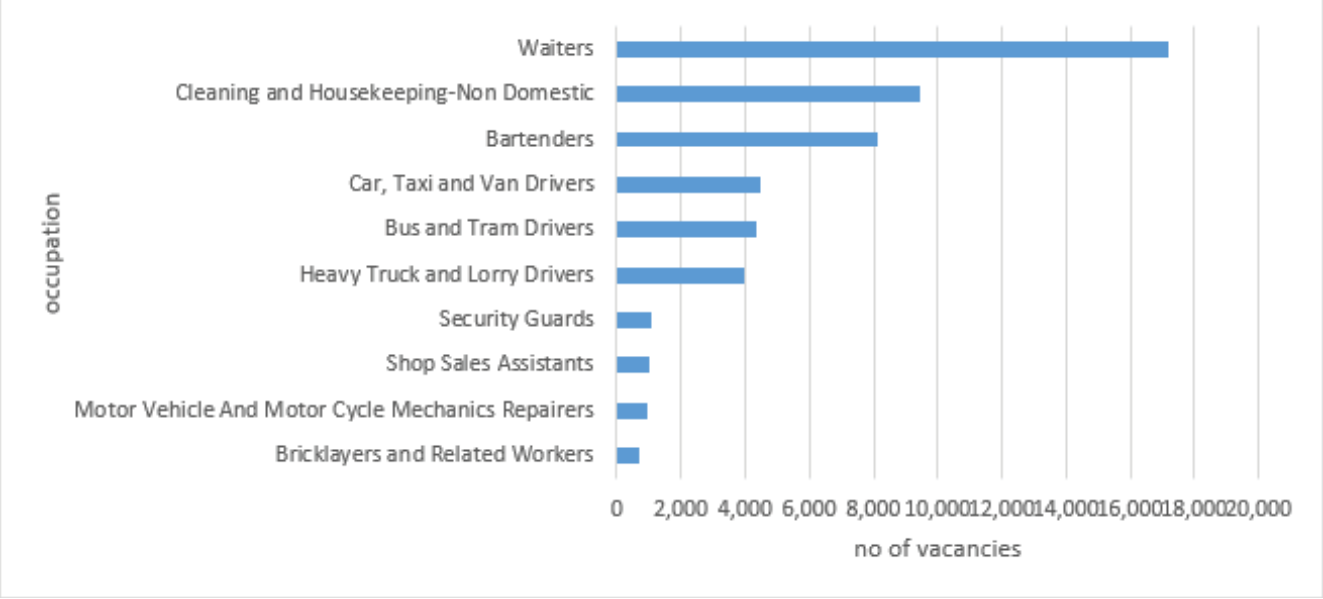
For Policy Makers

- Increase investment in higher education and specialized technical training programs to address growing demand for skilled professionals.
- Strengthen STEM, healthcare, and ICT training initiatives to support technology-driven and knowledge-intensive sectors.
- Promote industry-academic partnerships to improve workforce readiness and align training with labour market needs.

6.15.2.2. Most sought occupations among Middle skilled workers

Middle-skilled workers are employees who possess moderate levels of education, training, and technical skills needed to perform practical, technical, or supervisory tasks. Their jobs often require vocational training, diplomas, apprenticeships, or on-the-job experience rather than advanced university qualifications.

Figure 135: Most sought occupation among Middle skilled workers



Among middle-skilled jobs, Waiters are the most sought-after with 17,181 vacancies. They are followed by Cleaning and Housekeeping -Non-Domestic (9,464) and Bartenders (8,109), showing strong demand in hospitality and service-related sectors.

Service and transport roles are also very prominent. Jobs such as Car, Taxi and Van Drivers (4,482), Bus and Tram Drivers (4,346), and Heavy Truck and Lorry Drivers (3,977) highlight the importance of transport and logistics in supporting economic activities.

There is also demand for other middle-skilled roles. Occupations such as Security Guards (1,085) and Shop Sales Assistants (1,016) reflect the need for safety, retail, and customer service functions.

Technical and trade-related roles also remain important. Jobs like Motor Vehicle and Motorcycle Mechanics Repairers (973) and Bricklayers and Related Workers (719) show the continued demand for practical skills in maintenance and construction.

Generally, the data shows that demand for middle-skilled workers is largely driven by hospitality, transport, and service roles, supported by security, retail, and trade-related occupations.

Implications

For Job Seekers

- Pursue vocational training in hospitality, transport operations, security services, retail, and technical trades.
- Strengthen customer service, teamwork, and practical workplace competencies to improve employability.

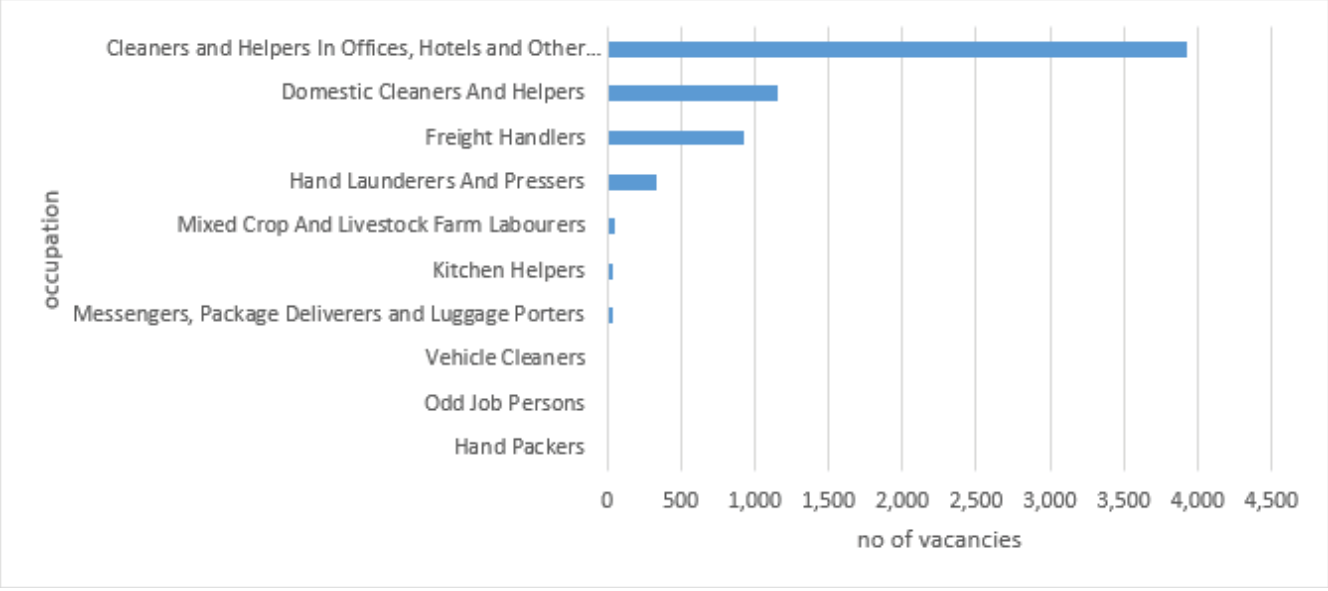
For Policy Makers

- Expand TVET and apprenticeship programs targeting hospitality, logistics, retail, and operational occupations.
- Support investments in tourism, logistics, and trade sectors that generate middle-skilled employment opportunities.

6.15.2.3. Most sought occupation among Low skilled workers

Low-skilled workers are employees who perform simple and routine tasks that require limited formal education, training, or technical expertise. Their work is usually manual or repetitive and often requires basic skills and short-term training.

Figure 136: Most sought occupation among Low skilled workers



Among low-skilled jobs, Cleaners and Helpers in offices, hotels, and other establishments are the most in demand, with 3,923 vacancies. They are followed by Domestic Cleaners and Helpers (1,152) and Freight Handlers (928), showing strong demand in service, hospitality, and logistics roles.

Other support jobs such as Hand Launderers and Pressers (335), Mixed Crop and Livestock Farm Labourers (47), and Kitchen Helpers (42) highlight the continued need for basic services, particularly in household, agricultural, and food-related activities.

Additional roles like Messengers, Package Deliverers and Luggage Porters (40), Vehicle Cleaners (9), Odd Job Persons (5), and Hand Packers (4) have lower demand, but they still play an important role in supporting day-to-day operations.

In general, most low-skilled jobs are concentrated in service, hospitality, and logistics, with a smaller share in agriculture and other manual support roles, and overall demand remains lower compared to higher-skilled occupations.

Implications

For Job Seekers

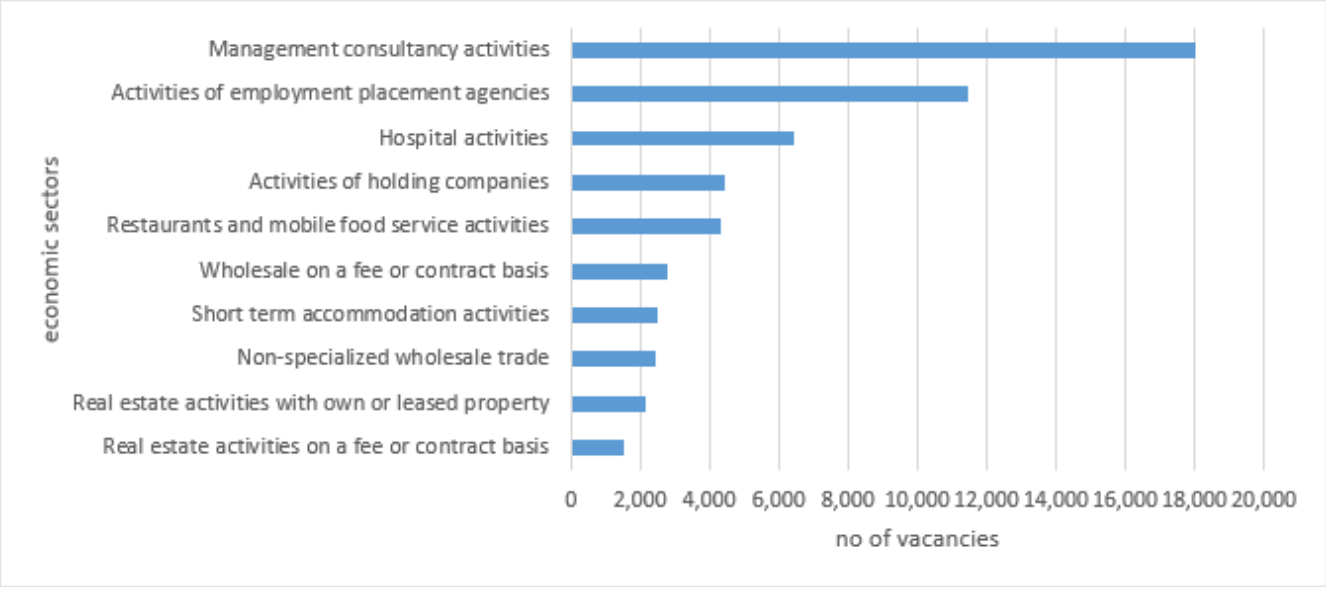
- Entry-level opportunities remain available in cleaning, hospitality, logistics, domestic services, and other support occupations.
- Develop practical workplace skills such as customer service, teamwork, reliability, and time management to improve employability.
- Pursue vocational training and upskilling opportunities to transition into better-paying middle-skilled occupations.

For Policy Makers

- Expand access to vocational education, workplace readiness programs, and reskilling initiatives for low-skilled workers.
- Strengthen labour protection, occupational safety, and decent working conditions within service and manual support sectors.
- Promote skills development pathways that enable workers in low-skilled occupations to progress into technical and middle-skilled roles.

6.15.3 Job Vacancies By Economic Sector

Figure 137: Top 10 Economic sectors with most vacancies



Management consultancy activities, which involve providing professional business advisory and strategic support services to organizations, have the highest number of vacancies at 18,031, followed by Activities of employment placement agencies, which focus on recruitment, staffing, and labour placement services, with 11,485 vacancies, and Hospital activities, which provide medical and healthcare services, with 6,454 vacancies. This shows strong demand in business support services, recruitment, and healthcare sectors.

Activities of holding companies, which oversee and manage subsidiary companies and investments, account for 4,450 vacancies, while Restaurants and mobile food service activities, which provide food preparation and catering services, record 4,308 vacancies. This highlights the significance of corporate management and hospitality services. At the same time, Wholesale on a fee or contract basis, which involves intermediary trade and commission-based wholesale services, records 2,796 vacancies, while Short-term accommodation activities, which include hotels, lodges, and guest accommodation services, account for 2,484 vacancies, reflecting the continued importance of trade and tourism-related services.

> wholesale trade, which deals with the wholesale distribution of a wide variety of goods, record 2,425 vacancies, while Real estate activities with own or leased property, which involve property ownership, leasing, and rental services, account for 2,159 vacancies, showing steady demand in commerce and property markets



Sectors like Non-specialized wholesale trade, which deals with the wholesale distribution of a wide variety of goods, record 2,425 vacancies, while Real estate activities with own or leased property, which involve property ownership, leasing, and rental services, account for 2,159 vacancies, showing steady demand in commerce and property markets. In addition, Real estate activities on a fee or contract basis, which include property management, brokerage, and agency services, record 1,517 vacancies, supporting property management and related services.

In general, the labour market is largely driven by business support, healthcare, and service-oriented sectors, with additional contributions from trade, hospitality, and real estate activities.

Implications

For Job Seekers

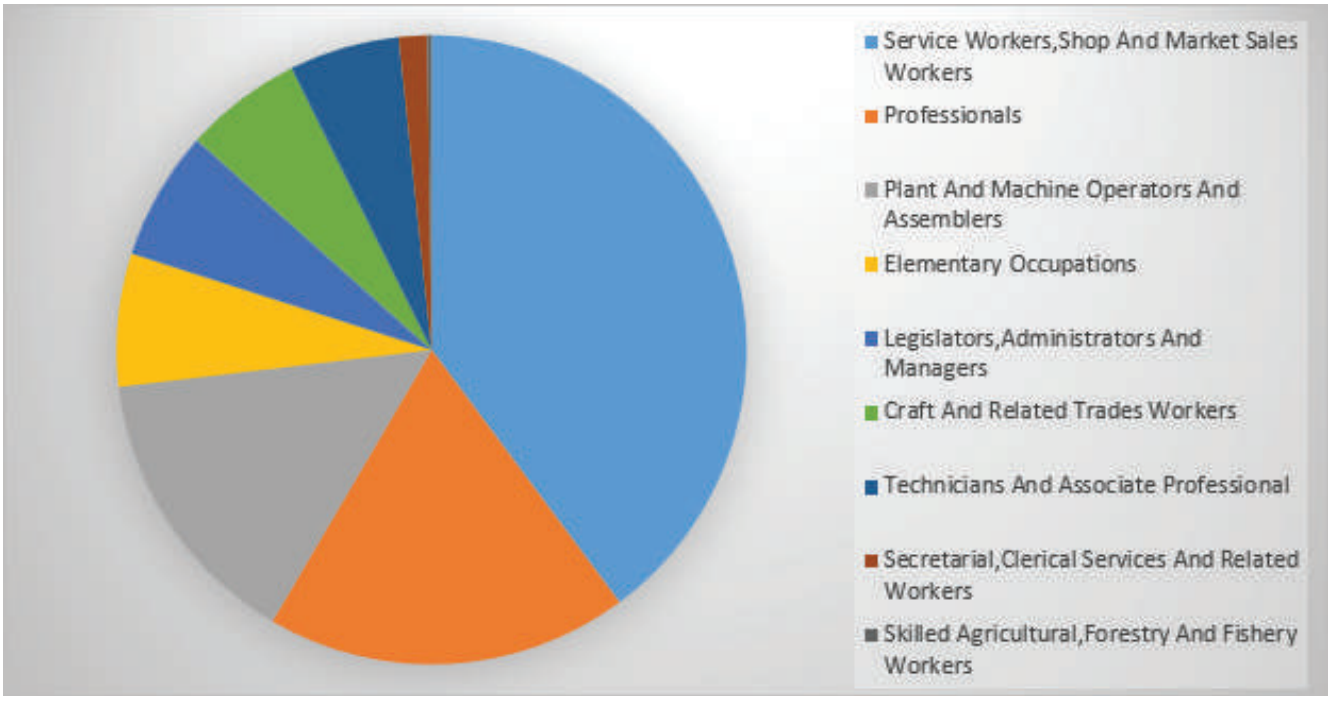
- Focus on building skills relevant to business support services, healthcare, hospitality, trade, and real estate sectors where labour demand is strongest.
- Develop customer service, communication, management, logistics, and digital skills to improve competitiveness across service-oriented industries.

For Policy Makers

- Expand investments in healthcare, hospitality, logistics, and business service training programs to address labour market demand.
- Strengthen public-private partnerships to align workforce training with the needs of service, trade, and real estate industries.
- Support entrepreneurship and workforce development initiatives in tourism, commerce, and professional service sectors.

6.15.4 Job Vacancies By Major Occupational Groups

Figure 138: Distribution of Vacancies by Major Occupational groups



Service Workers, Shop and Market Sales Workers have the highest number of vacancies at 37,898, followed by Professionals (17,724) and Plant and Machine Operators and Assemblers (13,967). This shows strong demand in service roles, professional jobs, and operational activities.

Elementary Occupations (6,508) and Legislators, Administrators and Managers (6,345) also make up a notable share, highlighting the importance of both support roles and management functions in the labour market.

On the other hand, there is lower demand for roles like Craft and Related Trades Workers (5,755) and Technicians and Associate Professionals (5,385), while Secretarial and Clerical Services and Related Workers (1,382) account for a smaller portion.

Skilled Agricultural, Forestry and Fishery Workers (209) have the lowest demand, showing that the primary sector plays a very limited role.

Generally, the labour market is mainly driven by service, professional, and operational roles, with relatively lower demand for clerical and agricultural occupations.

Implications

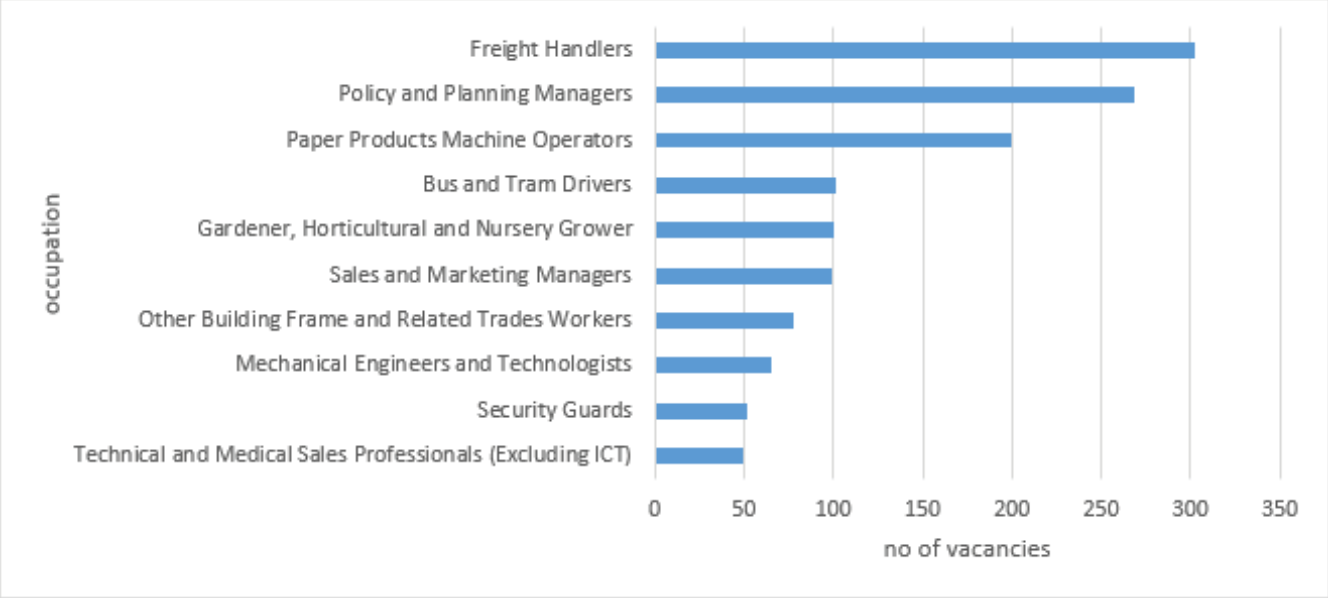
For Job Seekers

- Focus on service, operational, professional, and technical skills that align with dominant labour market demand in the UAE.
- Pursue industry certifications and practical experience to improve competitiveness in service-oriented occupations.

For Policy Makers

- Strengthen workforce development programs focused on service, technical, and professional occupations.
- Promote labour market policies that support skills upgrading and career mobility for workers.

Figure 139: Most sought Occupations in the manufacturing Sector



In the manufacturing sector, Freight Handlers (302) are the most in-demand, followed by Policy and Planning Managers (268) and Paper Products Machine Operators (200). This shows a strong need for logistics, management, and machine operation roles within the sector.

At the same time, technical and professional roles are also important. Jobs like Mechanical Engineers and Technologists (65) and Technical and Medical Sales Professionals (50) highlight the need for specialized expertise to support production and business operations.

Transport-related roles, including Bus and Tram Drivers (101), show how important movement and logistics are in supporting manufacturing activities.

Other roles such as Gardeners, Horticultural and Nursery Growers (100), Security Guards (52), and Building Frame and Related Trades Workers (78) point to the need for maintenance, safety, and general support services within the sector.

Generally, the manufacturing sector depends on a mix of operational, technical, and support roles to ensure smooth production and workplace functionality.

Implications

For Job Seekers

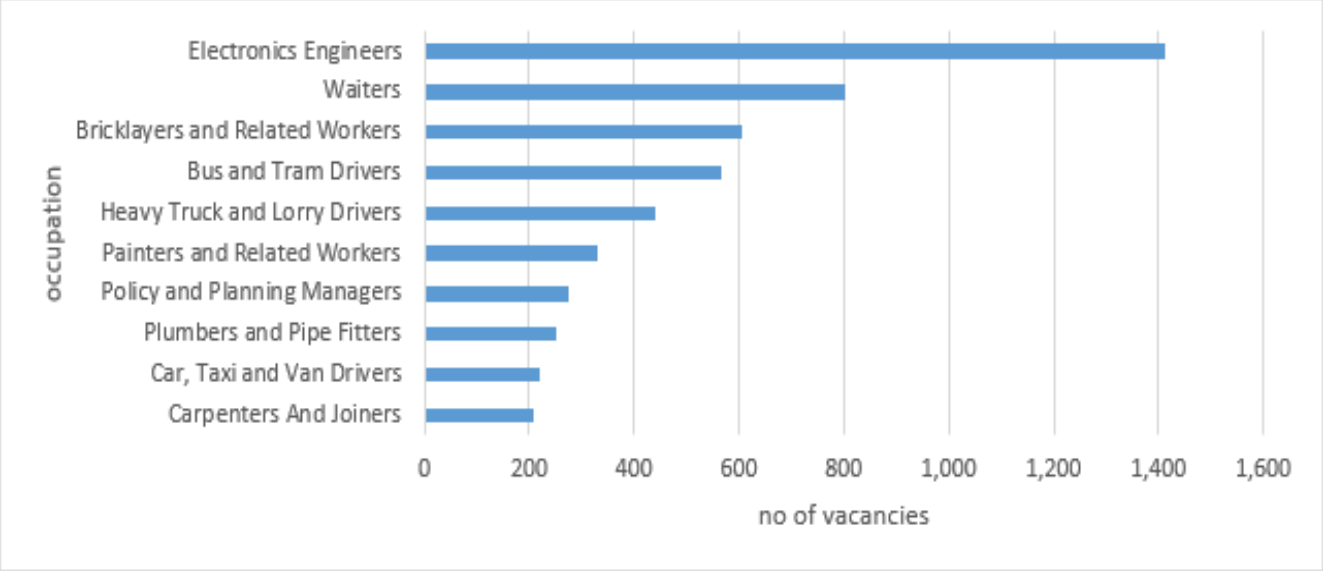
- Acquire technical, machinery operation, logistics, and maintenance skills to improve employment prospects in manufacturing.
- Pursue certifications in industrial safety, equipment handling, and production operations.

For Policy Makers

- Expand industrial skills training and manufacturing-focused vocational education programs.
- Promote industrial development initiatives that generate operational and technical employment opportunities.

6.15.5.2 Most Sought Occupations In The Construction Sector

Figure 140: Most sought Occupations in the Construction Sector



In the construction sector, Electronics Engineers (1,413) are the most in demand, followed by Waiters (803) and Bricklayers and Related Workers (604). This shows the importance of engineering expertise, alongside service and skilled trade roles, in supporting construction activities.

There is also strong demand for transport and trade roles. Jobs such as Bus and Tram Drivers (566), Heavy Truck and Lorry Drivers (439), Painters and Related Workers (330), and Plumbers and Pipe Fitters (253) highlight the need for logistics support and skilled workers in building and infrastructure development.

Support and management roles are also important. Positions like Policy and Planning Managers (275), Car, Taxi and Van Drivers (218), and Carpenters and Joiners (209) show the need for coordination, transport, and practical construction skills on project sites.

In general, the sector is mainly driven by engineering, transport, and skilled trade jobs, supported by management and service roles that help ensure projects are completed successfully.

Implications

For Job Seekers

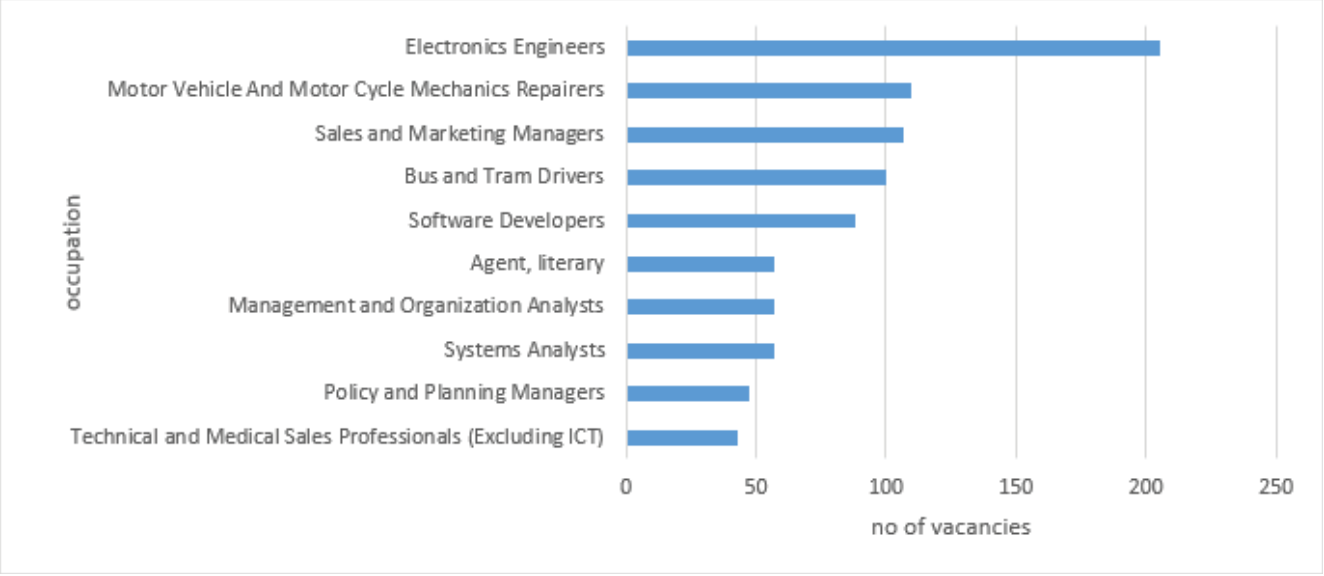
- Acquire construction-related technical skills such as engineering support, electrical installation, masonry, transport operations, and project management.
- Pursue technical certifications and practical experience in construction, transport, and infrastructure-related occupations.
- Strengthen workplace safety and equipment handling skills to improve employability in construction projects.

For Policy Makers

- Strengthen construction-focused TVET and engineering training programs to meet increasing labour demand.
- Promote apprenticeships, internships, and industry partnerships that provide hands-on technical training.
- Invest in infrastructure and construction skills development to support sustainable sector

6.15.5.3 Most Sought Occupations In The Ict Sector

Figure 141: Most sought Occupations in the ICT Sector



In the ICT sector, Electronics Engineers (205) are the most in demand, followed by Motor Vehicle and Motorcycle Mechanics Repairers (110) and Sales and Marketing Managers (107), showing demand for technical expertise, maintenance skills, and business-oriented roles.

There is also notable demand for both technical and analytical roles. Positions such as Software Developers (88), Management and Organization Analysts (57), and Systems Analysts (57) highlight the growing importance of digital skills, systems analysis, and organizational efficiency within the sector.

Some transport and support roles are also present. Jobs like Bus and Tram Drivers (100) and Technical and Medical Sales Professionals (43) show the need for logistics and customer-facing services that support ICT-related activities. In addition, roles such as Literary Agents (57) and Policy and Planning Managers (47) reflect the importance of coordination, planning, and specialized professional services.

In general, the sector is driven by a mix of technical, managerial, and support roles, with increasing demand for digital and analytical skills alongside business and operational functions.

Implications

For Job Seekers

- Focus on developing ICT, software development, systems analysis, engineering, and digital management skills to align with growing labour market demand.
- Strengthen analytical, problem-solving, and technical support competencies to improve employability in technology-driven sectors.
- Pursue continuous upskilling in emerging digital technologies and ICT-related certifications.

For Policy Makers

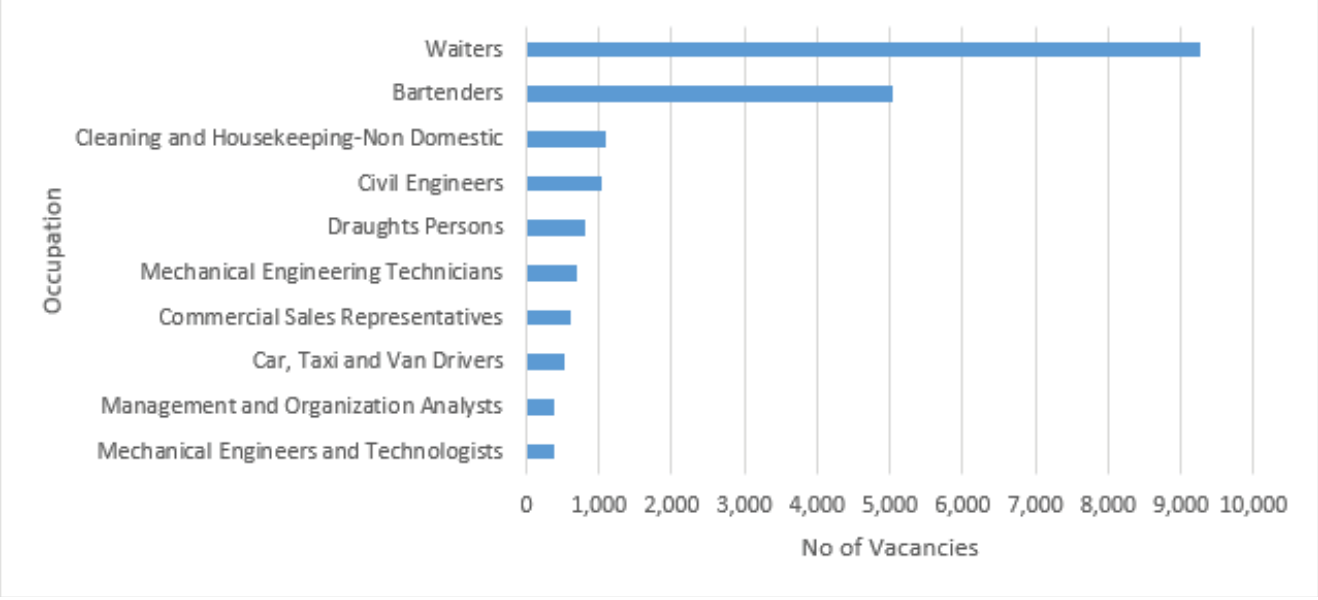
- Expand investment in ICT education, digital infrastructure, and technology-focused training programs.
- Promote STEM and digital innovation initiatives that prepare workers for evolving technology-related occupations.
- Strengthen collaboration between industry and training institutions to ensure ICT graduates possess market-relevant skills.

6.16

QATAR Q3 LABOUR MARKET DEMAND OUTLOOK

6.16.1. Most Sought Occupations By Number Of Vacancies

Figure 142: Most sought occupations by number of vacancies In Qatar



In Q3, Waiters (9,255) recorded the highest demand in Qatar, followed by Bartenders (5,024) and Cleaning and Housekeeping-Non-Domestic (1,081) a reflection of sustained growth in the hospitality and household services sectors. Civil Engineers (1,041), Mechanical Engineering Technicians (682), Draught Persons (821) and Mechanical Engineering Technicians (682) indicating a strong industrial and technical labour demand.

Mid-ranking occupations such as Commercial Sales Representatives (596), Car, Taxi and Van Drivers (526) and Management and Organizational Analysts (377) round out the top ten, confirming that hospitality, transport and facility management remain central to Qatar's labour market dynamics.

> Hospitality service roles dominate this quarter, waiters and bartenders alone account for over 14,000 openings making food and beverage service skills the strongest entry point.

Implications

For Job Seekers

- Hospitality service roles dominate this quarter, waiters and bartenders alone account for over 14,000 openings making food and beverage service skills the strongest entry point. Technical demand persists in civil/mechanical engineering and draughting, while transport (taxi/van driving) and sales representation offer additional mid-tier openings. Job seekers should pursue food and beverage service certifications, technical drawing/CAD skills, and valid driving licenses.

For Policy Makers

- The heavy tilt toward F&B service roles calls for structured hospitality-labour placement agreements with Qatar, with attention to fair wages and working conditions given the volume of entry level service jobs. Continued support for engineering and technical trade placement pathways remains relevant, though at smaller scale than hospitality this quarter.

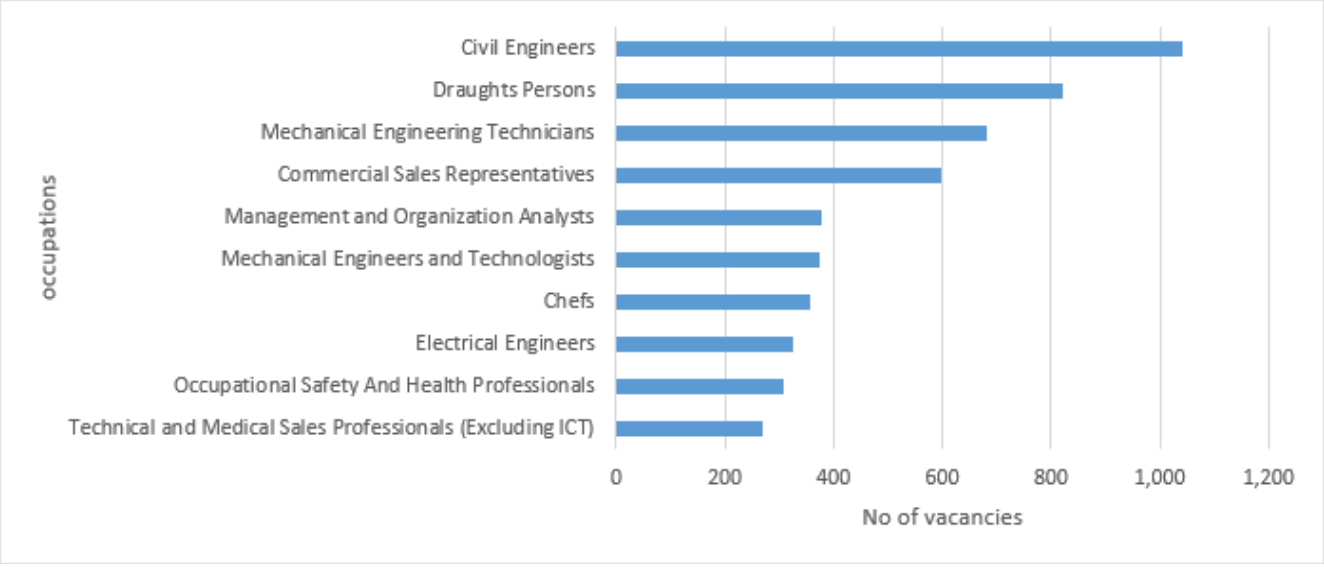


6.16.2. Most Sought Occupations By Skill Level And Number Of Vacancies

6.16.2.1. Most sought occupations among highly skilled workers

Highly skilled workers are employees with advanced education, specialized training, and extensive expertise who perform complex professional, technical, managerial, or analytical tasks that require high levels of problem-solving, decision-making, and independent judgment.

Figure 143: Most sought occupation among highly skilled workers



Among highly skilled workers, Civil Engineers (1,041, Draught Persons (821), Mechanical Engineering Technicians (682), Electrical Engineers (325) registered the highest number of vacancies indicating continued infrastructure and industrial development. Roles such as Commercial Sales Representatives (596), Management and Organization Analysts (377) and Technical and Medical Sales Professionals (268) point to the steady expansion of Qatar's healthcare and commercial sector. Chefs (355) and Occupational Safety and Health Professionals (307) round out the list, showing growing demand for professionals who can bridge operations, communication, and processing as well as the growing demand in the hospitality sector.

Implications

For Job Seekers

- Engineering and technical qualifications lead this quarter's demand with civil engineering, draughting, mechanical engineering technology, and electrical engineering top the list, reflecting Qatar's continued infrastructure buildout. Commercial sales, business/organizational analysis, and technical/medical sales roles offer a solid secondary tier, with smaller but notable openings in culinary and occupational health and safety. Internationally recognized engineering certification, alongside sales or safety credentials, will strengthen applications.

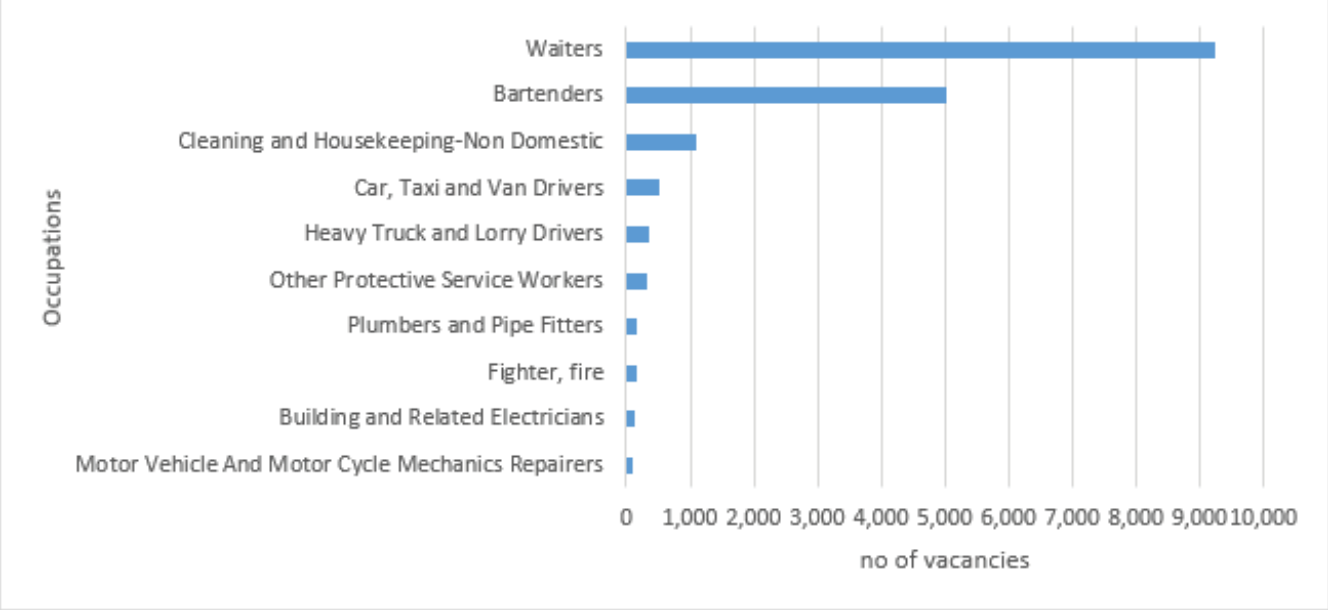
For Policy Makers

- Bilateral recognition agreements should prioritize civil, mechanical, and electrical engineering credentials first, given their dominance this quarter, while supporting placement pathways in commercial/sales roles and occupational safety. Sustaining a foothold in hospitality (chefs) alongside the engineering focus would help keep Kenya's presence diversified across Qatar's labour

6.16.2.4 Most sought occupations among Middle skilled workers

Middle-skilled workers are employees who possess moderate levels of education, training, and technical skills needed to perform practical, technical, or supervisory tasks. Their jobs often require vocational training, diplomas, apprenticeships, or on-the-job experience rather than advanced university qualifications.

Figure 144: Most sought occupation among Middle skilled workers



The middle-skilled labour market in Qatar is driven primarily by Waiters (9,255) and Bartenders (5,024) illustrating an advancement in the hospitality sector needs. Cleaning and Housekeeping (1,081), Car, Taxi and Van Drivers (526), Heavy Truck and Lorry Drivers (345) and Other Protective Service Workers (316) follow, showing continued dependence on the Industrial and Transport Sector. Plumbers and Pipe Fitters (170), Fire fighters (162), Building and Related Electricians (125) and Motor Vehicle and Motor Cycle Mechanics Repairers (109) ereflect the service industry and hospitality's ongoing importance while representing vital support functions which further demonstrate the importance of technical support roles in sustaining mid-tier employment.

Implications

For Job Seekers

- Hospitality remains the largest driver of this tier, waiters and bartenders lead by a wide margin with transport and cleaning services (driving, housekeeping) forming a solid secondary layer. Technical trades round out the mix: plumbing, firefighting, electrical work, and vehicle mechanics. Food and beverage certification plus driving licenses offer quick entry, while trade certifications (plumbing, electrical, automotive) open the technical support roles.

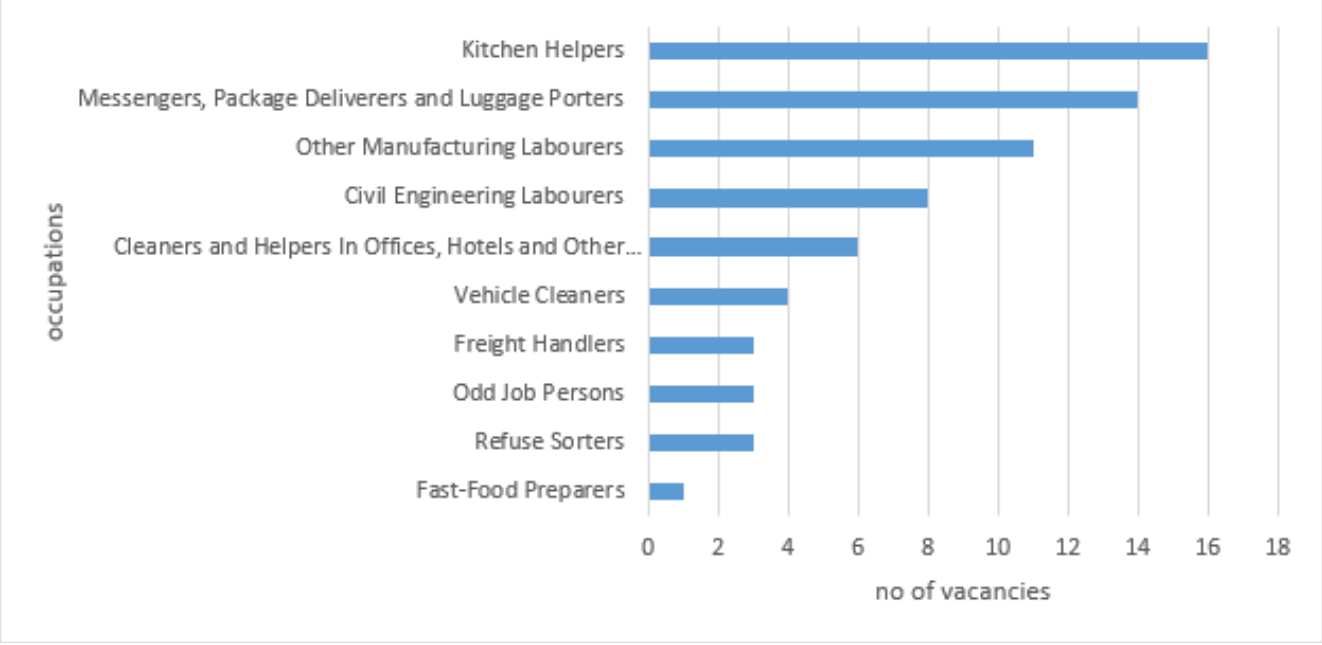
For Policy Makers

- Given hospitality's continued dominance, bilateral agreements should prioritize worker protections in food and beverage service and driving roles. Expanding recognition and vocational certification for technical trades such as plumbing, electrical, firefighting, and vehicle repair this would help diversify Kenya's placement pipeline beyond hospitality alone.

6.16.2.3. Most sought occupation for Low skilled workers

Low-skilled workers are employees who perform simple and routine tasks that require limited formal education, training, or technical expertise. Their work is usually manual or repetitive and often requires basic skills and short-term training.

Figure 145: Most sought occupation for Low skilled workers



Among low-skilled workers, Kitchen Helpers (16) dominate the market, followed by Messengers, Package Deliverers and Luggage Porters (14) and Cleaners and Helpers in Offices, Hotels and Other Establishments (6). Other Manufacturing Labourers (11) and Civil Engineering Labourers (8) indicate ongoing support needs in logistics and production. Smaller but notable roles include Vehicle Cleaners (4), Freight Handlers (3) Odd Job Persons (3) Refuse Sorters (3) and Fast-Food Preparers (1) represent minimal shares. Overall, low-skilled work remains essential for operations and maintenance, though the market is increasingly oriented toward semi-skilled roles.

Implications

For Job Seekers

- Kitchen helper roles lead this very small tier, followed by portering/delivery and general cleaning/helper positions. Manufacturing and civil engineering labour offer modest additional openings, with vehicle cleaning, freight handling, refuse sorting, and fast-food preparation making up the remainder. Basic hygiene, food-handling, and general labour orientation would help candidates access this thin but varied mix of roles.

For Policy Makers

- With overall volumes minimal across the board, this tier warrants baseline protections applied consistently rather than targeted intervention on any single occupation. Continued vocational orientation support (hospitality basics, general labour skills) keeps job seekers positioned to take up whatever limited openings emerge in this segment.

6.16.3. Job Vacancies By Economic Sector

Figure 146: Top 10 Economic sectors with most vacancies



The Activities of Holding Companies (2,870), Architectural and engineering activities and related technical consultancy (1,629) and Real Estate Activities (1,047) recorded the highest number of vacancies, followed by Short Term Accommodation Activities (837) Combined facilities Support activities (752) and Support activities for petroleum and natural gas extraction (418) an evidence of growth in the Industrial and Construction sector.

Plumbing, heat and air-conditioning installation (408), Painters (243), Event Catering (197) and Activities of employment placement agencies (191) also ranked highly, underscoring Qatar's hospitality growth and the country's shift toward knowledge-driven industries.

Implications

For Job Seekers

- Demand is strongest in engineering, real estate, skilled trades, and hospitality, with growing opportunities in industrial and petroleum support services.

For Policy Makers

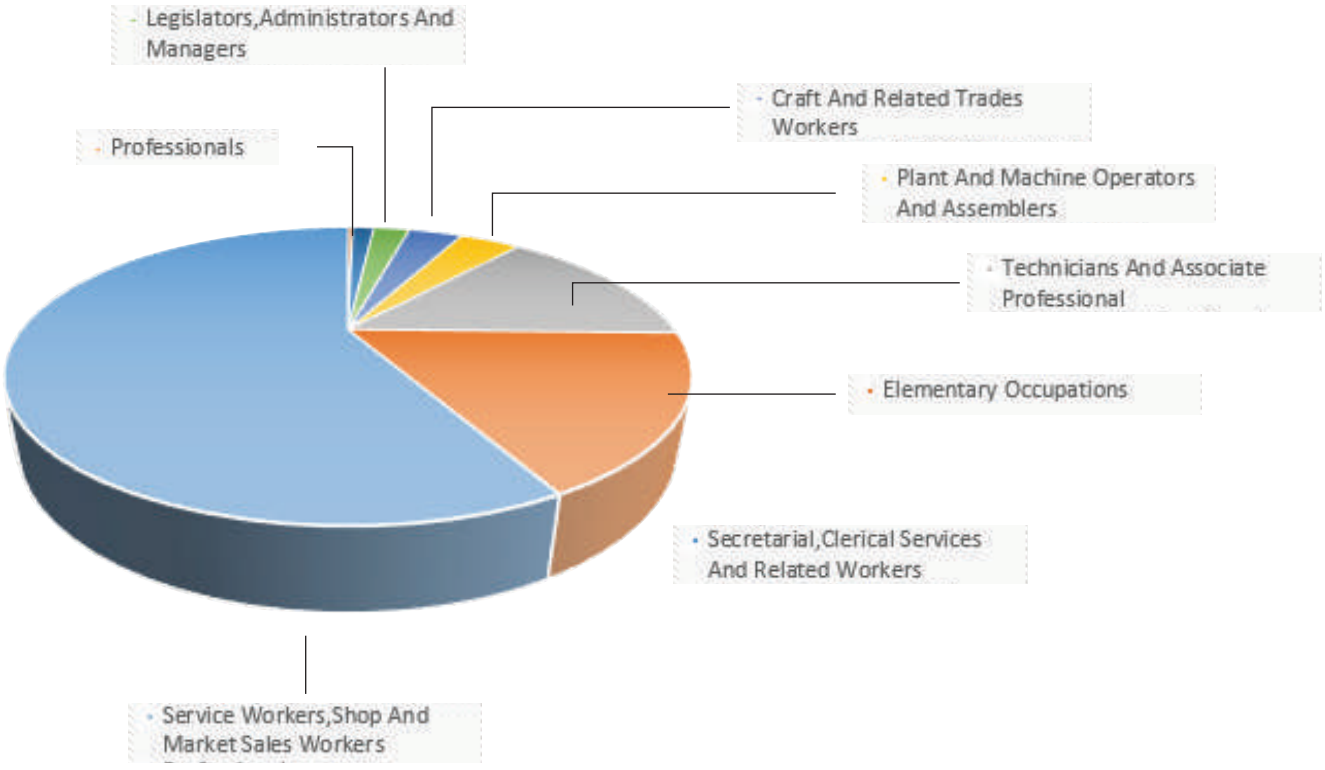
- Prioritize deployment of engineers, technicians, and skilled tradespeople while sustaining hospitality workforce pipelines to align with Qatar's expanding industrial and knowledge-based economy.




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6.16.4. Job Vacancies By Major Occupational Groups

Figure 147: Distribution of Vacancies by Major Occupational groups



Q3 vacancy data across 27,730 positions reveals that Service Workers, Shop & Market Sales Workers dominate the labour market at 57.7%, accounting for more than half of all vacancies on their own. Professional and technical roles form a strong second tier, with Professionals at 16.9% and Technicians & Associate Professionals at 14.3%, together representing 31.1% of demand. Operational roles such as Plant & Machine Operators (3.8%) and Craft & Trades Workers (3.4%) contribute a modest 7.2%, while Management (2.3%) and Clerical roles (1.4%) remain thin, the latter likely reflecting growing workplace automation. Agricultural and Elementary Occupations are virtually absent at a combined 0.3%, suggesting these segments rely largely on informal recruitment channels.

Implications

For Job Seekers

- For Kenyan youth entering the job market, the data points to three strategic priorities: developing service and sales competencies for immediate employability, pursuing technical and professional qualifications for longer-term career growth, and avoiding over-investment in purely clerical career paths where automation is rapidly eroding demand.

For Policy Makers

- Qatar's focus on highly skilled professionals underscores the need for Kenya to establish structured bilateral labour mobility agreements, ensure ethical recruitment, and strengthen qualification recognition systems. Policy efforts should enhance Kenya's ability to supply certified, competitive talent for high-value roles abroad.

6.17

AUSTRIA Q3 LABOUR MARKET DEMAND OUTLOOK

6.17.1 Most Sought Occupations By Number Of Vacancies

Figure 148: Most sought Occupations in Austria



In Q3 2026, Policy and Planning Managers (2,505) was the most sought occupations. Chefs (2,347) followed closely, highlighting strong demand the hospitality and food service sectors. Electrical Engineering Technicians (1,129) and Mechanical Engineers and Technologists (927) ranked next, which showed continuous growth in industrial technology.

Technical and skilled roles such as Sales and Marketing Managers (685) and Shop Sales Assistants (675) reveal the labour market's need for both leadership in commercial strategy and retail expertise. Receptionists (658) and Software Developers (624) point to expanding service economy and digital transformation.

Saudi Arabia's labour demand highlights the need for Kenya to expand TVET programs in policy and governance, hospitality, engineering, ICT, and retail services. Strengthening training in strategic planning, culinary arts, industrial technology, and digital transformation will align Kenyan workers with international opportunities.

Implications

For Job Seekers

- Kenyan job seekers can benefit from Saudi Arabia's diversified labour demand in Q3 2026 across policy and planning, hospitality, industrial technology, and digital transformation. With strong openings for Policy and Planning Managers (2,505), Chefs (2,347), and technical roles like Electrical Engineering Technicians (1,129) and Mechanical Engineers (927), Saudi Arabia offers viable entry points for professionals with governance, hospitality, and industrial expertise. Roles such as Sales and Marketing Managers (685), Shop Sales Assistants (675), and Receptionists (658) highlight opportunities in commercial strategy and service support, while Software Developers (624) emphasize the growing reliance on digital innovation. To remain competitive, job seekers should pursue certifications in governance, hospitality management, engineering, ICT, and retail operations, alongside Arabic language proficiency.

For Policy Makers

- Saudi Arabia's labour demand highlights the need for Kenya to expand TVET programs in policy and governance, hospitality, engineering, ICT, and retail services. Strengthening training in strategic planning, culinary arts, industrial technology, and digital transformation will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects, particularly in Saudi Arabia's evolving economy where governance, hospitality, industrial technology, and ICT roles are increasingly vital.

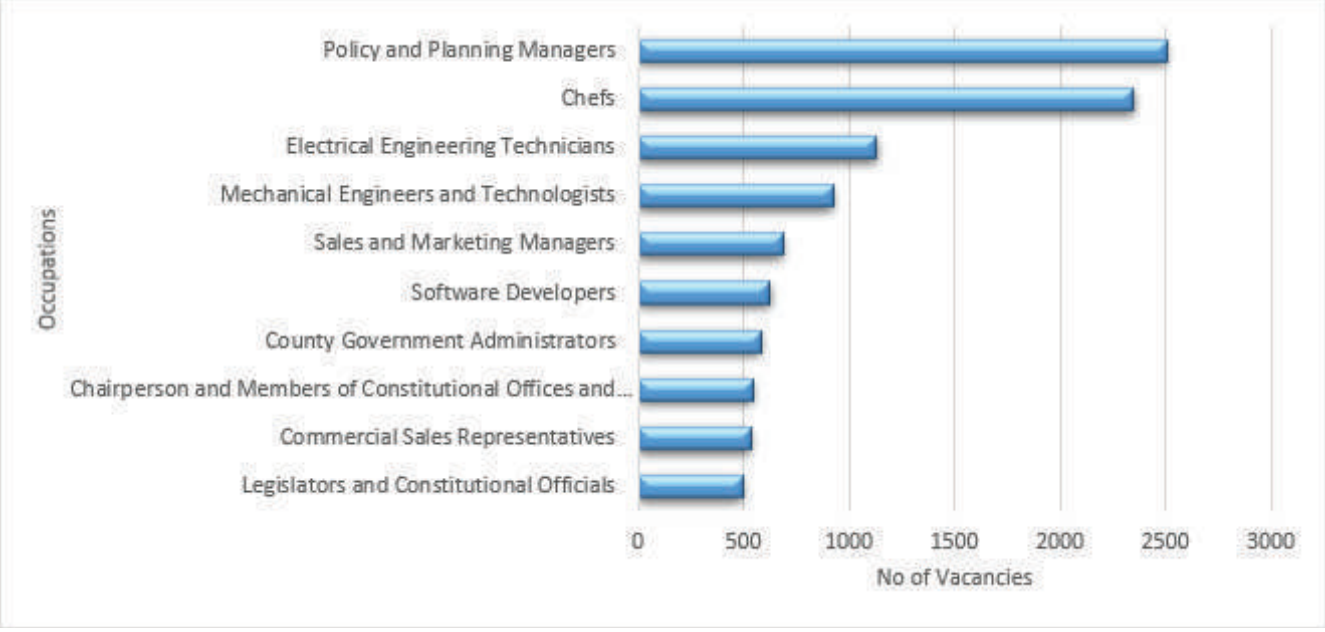


6.17.2 Most Sought Occupations By Skill Level And Number Of Vacancies

6.17.2.1 Most sought occupations for highly skilled workers

Highly skilled workers are employees with advanced education, specialized training, and extensive expertise who perform complex professional, technical, managerial, or analytical tasks that require high levels of problem-solving, decision-making, and independent judgment.

Figure 145: Most sought occupation for Low skilled workers



Highly skilled job market in Q3 2026 is dominated by Policy and Planning Managers (2,505), reflecting strong demand for professionals capable of steering governance, organizational strategy, and long term development. Chefs (2,347) follow closely, Technical roles such as Electrical Engineering Technicians (1,129) and Mechanical Engineers and Technologists (927) reinforce the country's industrial and technological transition, while Sales and Marketing Managers (685) and Software Developers (624) highlight the dual need for commercial leadership and digital innovation.

Implications

For Job Seekers

- Kenyan job seekers can benefit from Saudi Arabia's highly skilled labour demand in Q3 2026 across policy and governance, hospitality, industrial technology, and digital innovation. With strong openings for Policy and Planning Managers (2,505), Chefs (2,347), and technical roles like Electrical Engineering Technicians (1,129) and Mechanical Engineers (927), Saudi Arabia offers viable entry points for professionals with governance, hospitality, and industrial expertise. Roles such as Sales and Marketing Managers (685) and Software Developers (624) highlight the dual need for commercial leadership and digital transformation.
- To remain competitive, Kenyan job seekers should pursue advanced certifications in governance, culinary arts, engineering, ICT, and business management, alongside Arabic language proficiency to enhance integration into Saudi workplaces.



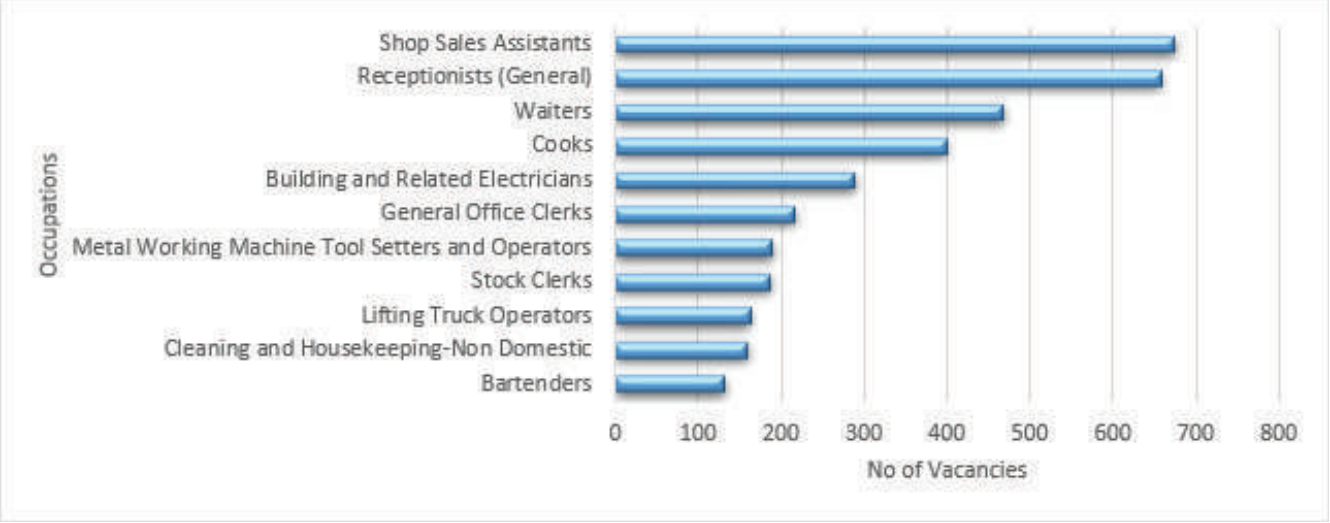
For Policy Makers

- Saudi Arabia's highly skilled labour demand highlights the need for Kenya to expand TVET programs in governance, hospitality, engineering, and ICT. Strengthening training in strategic planning, culinary management, industrial technology, and digital transformation will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects, particularly in Saudi Arabia's evolving economy where governance, hospitality, industrial technology, and ICT roles converge.

6.17.2.2 Most sought occupations among Middle skilled workers

Middle-skilled workers are employees who possess moderate levels of education, training, and technical skills needed to perform practical, technical, or supervisory tasks. Their jobs often require vocational training, diplomas, apprenticeships, or on-the-job experience rather than advanced university qualifications.

Figure 150: Most sought occupations for Middle skilled workers



The middle skilled is led by Shop Sales Assistants (675), emphasizing continued demand retail. Receptionists (658) and Waiters (468) highlight the importance of customer facing roles in both administrative and hospitality.

Cooks (399). Technical and operational roles such as Building and Related Electricians (289) and Metal Working Machine Tool Setters and Operators (189) follows

Clerks (217) and Stock Clerks (187), which point to the need for organizational efficiency and supply chain management. Lifting Truck Operators (163) and Cleaning and Housekeeping – Non Domestic (159) showcase the essential nature of industrial logistics Finally, Bartenders (132), reinforcing the hospitality and leisure economy.

Implications

For Job Seekers

- Kenyan job seekers can benefit from Saudi Arabia's middle-skilled labour demand in Q3 2026 across retail, hospitality, technical trades, and logistics. With strong openings for Shop Sales Assistants (675), Receptionists (658), and Waiters (468), Saudi Arabia offers viable entry points for workers with customer-facing and service skills. Roles such as Cooks (399), Electricians (289), and Metal Working Machine Operators (189) highlight opportunities in technical and operational fields. Additional positions like Clerks (217), Stock Clerks (187), and Lifting Truck Operators (163) emphasize organizational efficiency and industrial logistics, while Bartenders (132) reinforce the hospitality and leisure economy. To remain competitive, job seekers should pursue vocational training in retail, hospitality, logistics, and technical trades, alongside Arabic language proficiency.

For Policy Makers

- Saudi Arabia's middle-skilled labour demand highlights the need for Kenya to expand TVET programs in retail, hospitality, logistics, and technical trades. Strengthening training in customer service, industrial logistics, skilled trades, and hospitality management will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects, particularly in Saudi Arabia's middle-skilled economy where retail, hospitality, logistics, and technical roles converge.

6.17.2.3 Most sought occupation for Low skilled workers

Low-skilled workers are employees who perform simple and routine tasks that require limited formal education, training, or technical expertise. Their work is usually manual or repetitive and often requires basic skills and short term training.

Figure 151: Most sought occupations for Low skilled workers



Among low-skilled occupations, Kitchen Helpers (260) and Other Manufacturing Laborers (230) recorded the highest demand, reflecting needs in food preparation and production. Freight Handlers (164) and Domestic Cleaners and Helpers (155) follow, highlighting the importance of logistics and household service.

Cleaners and Helpers in Offices, Hotels and Other Establishments (113) emphasize the strong influence of Austria's service industry, while Building Construction Laborers (91) point to steady demand in infrastructure and construction support.

Roles such as Messengers, Package Deliverers and Luggage Porters (53) and Street and Related Service Workers (32) remain vital for goods movement and community services. Finally, Shelf Fillers (24) and Hand Packers (11) round out the list, underscoring the essential contribution of retail stocking and packaging tasks.

Implications

For Job Seekers

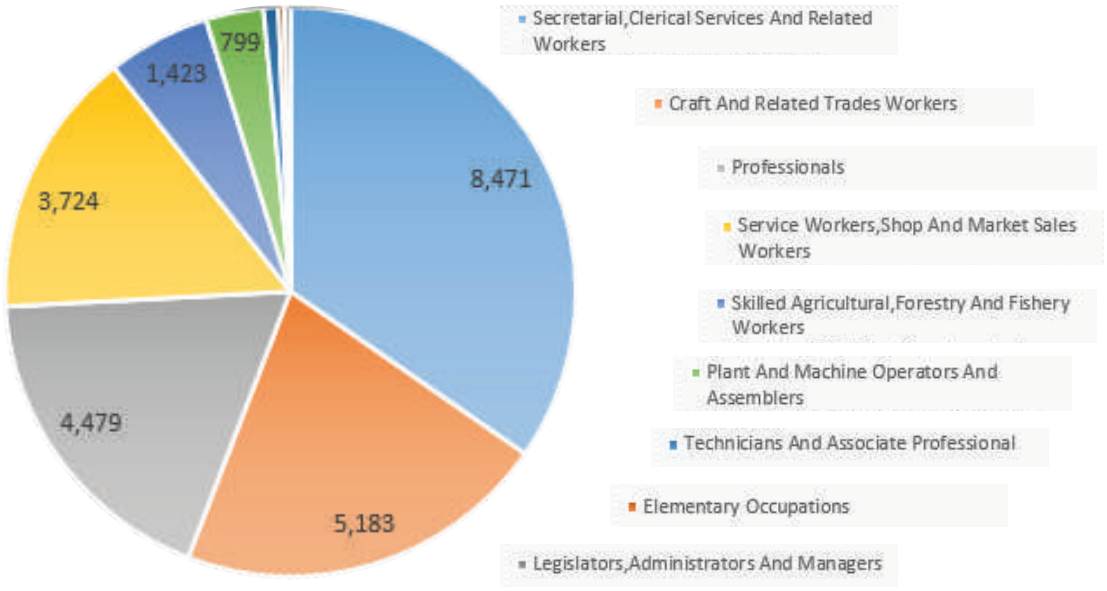
- Kenyan job seekers can benefit from Austria's labour demand in low-skilled occupations, which emphasizes food preparation, logistics, cleaning, and community services. With strong openings for Kitchen Helpers (260) and Manufacturing Labourers (230), Austria offers viable entry points for workers with basic production and service skills. Roles such as Freight Handlers (164), Domestic Cleaners (155), and Institutional Cleaners (113) highlight opportunities in logistics, household support, and hospitality. Additional positions like Construction Labourers (91), Messengers and Package Deliverers (53), and Street Service Workers (32) emphasize the importance of infrastructure and community services. Finally, Shelf Fillers (24) and Hand Packers (11) underscore the essential role of retail stocking and packaging tasks. To remain competitive, job seekers should pursue vocational training in hospitality, logistics, construction, and retail, alongside German language proficiency.

For Policy Makers

- Austria's labour demand highlights the need for Kenya to expand TVET programs in hospitality, logistics, construction, and retail services. Strengthening training in food preparation, facility maintenance, community services, and retail operations will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects, particularly in Austria's low-skilled economy where hospitality, logistics, construction, and community service roles dominate.

6.17.3 Job Vacancies By Major Occupational Groups

Figure 152: Distribution of Vacancies by Major Occupational groups



Vacancies in Austria are led by Secretarial, Clerical Services and Related Workers (8,471), confirming strong demand for administrative support and coordination across both public and private sectors. Craft and Related Trades Workers (5,183) represent another key pillar of the labour market, reflecting Austria's reliance on skilled manual trades and technical craftsmanship.

Significant contributions also come from Professionals (4,479) and Service Workers, Shop and Market Sales Workers (3,724), which highlight the importance of specialized expertise alongside Austria's service oriented economy. Skilled Agricultural, Forestry and Fishery Workers (1,423) emphasize the continuing role of primary industries, while Plant and Machine Operators and Assemblers (799) point to steady demand in industrial production.

Smaller but notable groups include Technicians and Associate Professionals (206) and Elementary Occupations (86), which reflect Austria's need for technical support and essential labour. Finally, Legislators, Administrators and Managers (79) round out the list, underscoring the importance of governance and leadership roles.

Implications

For Job Seekers

- Kenyan job seekers can benefit from Austria's diversified labour demand across clerical services, skilled trades, professional expertise, and service roles. With strong openings for Secretarial and Clerical Workers (8,471), Craft Workers (5,183), and Professionals (4,479), Austria offers viable entry points for workers with administrative, technical, and specialized expertise. Roles such as Shop and Market Sales Workers (3,724), Agricultural Workers (1,423), and Plant and Machine Operators (799) highlight opportunities in service, primary industries, and industrial production. Smaller but notable groups like Technicians (206), Elementary Occupations (86), and Managers (79) emphasize Austria's need for technical support, essential labour, and governance. To remain competitive, job seekers should pursue vocational training in administration, skilled trades, agriculture, and industrial operations, alongside German language proficiency.

For Policy Makers

- Austria's labour demand highlights the need for Kenya to expand TVET programs in clerical services, skilled trades, agriculture, and industrial production. Strengthening training in administrative coordination, technical craftsmanship, industrial operations, and governance will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects, particularly in Austria's balanced economy where clerical, technical, professional, and managerial roles converge.



6.17.4 Job Vacancies By Economic Sector

Figure 153: Top 10 sectors with most vacancies



Vacancies in Austria are led by Activities of Employment Placement Agencies (4,543), confirming strong demand for workforce recruitment and staffing services. Manufacture of Engines and Turbines, except aircraft, vehicle and cycle engines (4,136) follows closely, highlighting the strength of Austria's advanced manufacturing base. Other Retail Sale of New Goods in Specialized Stores (4,066) and Retail Sale in Non Specialized Stores with Food, Beverages or Tobacco Predominating (2,850) emphasize the importance of retail trade as a major employer.

Service related sectors also feature prominently, with Short Term Accommodation Activities (2,414) underscoring the vitality of Austria's tourism and hospitality industry. Smaller but notable contributions come from Temporary Employment Agency Activities (716) and Activities of Holding Companies (617), reflecting the role of flexible staffing and corporate management structures.

Logistics and support are represented by Warehousing and Storage (565), while Restaurants and Mobile Food Service Activities (552) highlight the continued demand in Austria's food service sector. Finally, Other Building Completion and Finishing (445) rounds out the list, pointing to steady activity in construction and infrastructure projects.

Austria's labour demand highlights the need for Kenya to expand TVET programs in employment services, manufacturing, retail, hospitality, and logistics. Strengthening training in staffing and recruitment, industrial technology, retail management, and tourism services will align Kenyan workers with international opportunities.

Implications

For Job Seekers

- Kenyan job seekers can benefit from Austria's diversified labour demand across employment services, advanced manufacturing, retail trade, and hospitality. With strong openings for Employment Placement Agencies (4,543), Engine and Turbine Manufacturing (4,136), and Retail Sales in both specialized (4,066) and non-specialized stores (2,850), Austria offers viable entry points for workers with recruitment, technical, and commercial expertise. Roles in Short-Term Accommodation (2,414) and Restaurants (552) highlight opportunities in tourism and food service, while Warehousing (565) and Building Completion (445) emphasize logistics and construction support. Smaller but notable contributions from Temporary Employment Agencies (716) and Holding Companies (617) reflect Austria's reliance on flexible staffing and corporate management structures.
- To remain competitive, Kenyan job seekers should pursue vocational training in recruitment services, advanced manufacturing, retail operations, hospitality, and logistics, alongside German language proficiency to improve workplace integration.

For Policy Makers

- Austria's labour demand highlights the need for Kenya to expand TVET programs in employment services, manufacturing, retail, hospitality, and logistics. Strengthening training in staffing and recruitment, industrial technology, retail management, and tourism services will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks, skill recognition agreements, and structured migration pathways will enhance overseas employment prospects, particularly in Austria's economy where staffing, manufacturing, retail, hospitality, and construction roles converge.



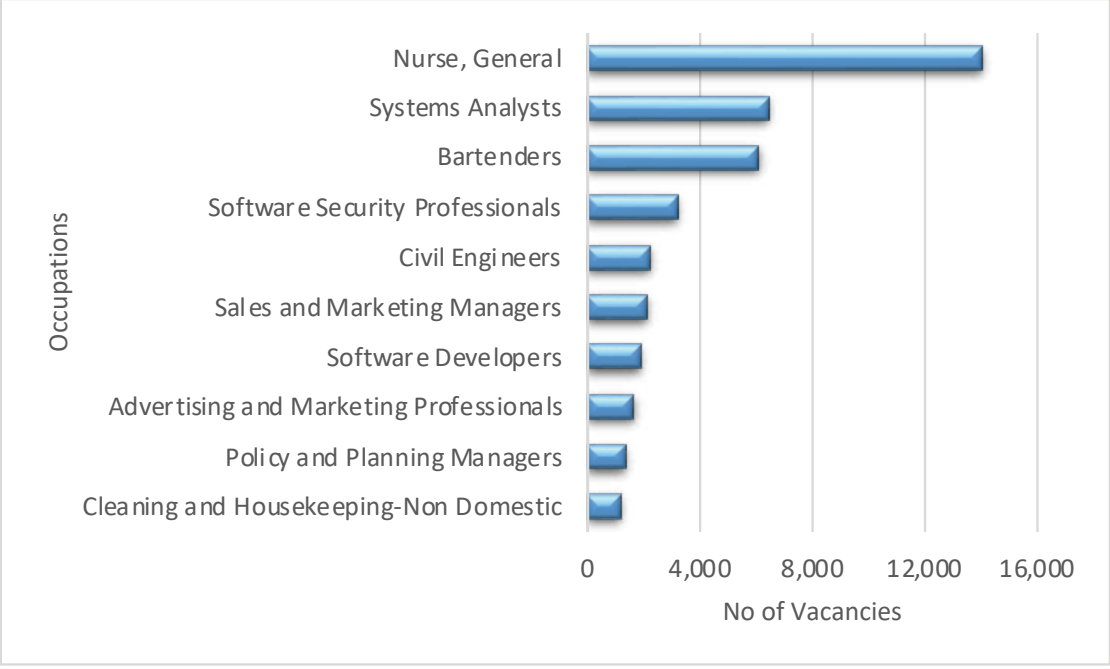


6.18

SAUDI Q3 ARABIA LABOUR MARKET DEMAND OUTLOOK

6.18.1 Most Sought Occupations By Number Of Vacancies

Figure 154: Most sought Occupations in Saudi Arabia



Source: Saudi Arabia Job Advertisement Data

In Q3 2026, Nurses, General (14,012) topped Saudi Arabia's list of most sought occupations,. Systems Analysts (6,437) followed closely, Bartenders (6,068) ranked next, highlighting rising demand in hospitality and leisure services.

Software Security Professionals (3,211) and Civil Engineers (2,222) reveal the labour market's need for cybersecurity. Sales and Marketing Managers (2,099) and Software Developers (1,897) point to Saudi Arabia's expanding commercial leadership and technology sectors, while Advertising and Marketing Professionals (1,637) reflect the growing emphasis on brand development and consumer engagement.

Finalizing with Policy and Planning Managers (1,346) and Cleaning and Housekeeping – Non Domestic (1,185) signify the ongoing importance of governance, organizational strategy, and essential support services.

Implications

For Job Seekers

- Kenyan job seekers can benefit from Saudi Arabia's diversified labour demand across healthcare, ICT, hospitality, and governance. With

strong openings for General Nurses (14,012), Systems Analysts (6,437), and Bartenders (6,068), Saudi Arabia offers viable entry points across multiple skill levels. Roles such as Software Security Professionals (3,211), Civil Engineers (2,222), and Software Developers (1,897) highlight the country's reliance on secure digital systems and infrastructure modernization. Specialized positions like Sales and Marketing Managers (2,099) and Advertising Professionals (1,637) emphasize commercial leadership and brand development, while Policy and Planning Managers (1,346) and Housekeeping staff (1,185) underscore governance and essential support services.

- Job seekers should pursue advanced certifications in healthcare, ICT, cybersecurity, engineering, and hospitality, alongside Arabic language proficiency to remain competitive in Saudi Arabia's labour market.

For Policy Makers

- Saudi Arabia's skilled labour demand highlights the need for Kenya to expand TVET programs in healthcare, ICT, engineering, hospitality, and governance. Strengthening training in cybersecurity, digital transformation, culinary arts, and strategic planning will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks and skill recognition agreements can further enhance overseas employment prospects, particularly in Saudi Arabia's evolving economy where healthcare, ICT, hospitality, and governance roles converge.

6.18.2 Most Sought Occupations By Skill Level And Number Of Vacancies

6.18.2.1 Most sought occupations for highly skilled workers

Highly skilled workers are employees with advanced education, specialized training, and extensive expertise who perform complex professional, technical, managerial, or analytical tasks that require high levels of problem-solving, decision-making, and independent judgment.

Table 155: Most sought occupations among highly skilled workers

Occupation	No of Vacancies
Nurse, General	14,012
Systems Analysts	6,437
Software Security Professionals	3,211
Civil Engineers	2,222
Sales and Marketing Managers	2,099
Software Developers	1,897
Advertising and Marketing Professionals	1,637
Policy and Planning Managers	1,346
Electrical Engineers	1,112
Mechanical Engineers and Technologists	857

Source: Saudi Arabia Job Advertisement Data

Saudi Arabia's highly skilled job market is dominated by Nurses, General (14,012), showcasing exceptionally high demand for healthcare professionals.Other technical roles such as Systems Analysts (6,437), Software Security Professionals (3,211), and Software Developers (1,897) reinforce the country's digital transformation and growing emphasis on cybersecurity, ICT systems, and software innovation.

Civil Engineers (2,222), Electrical Engineers (1,112), and Mechanical Engineers and Technologists (857), reflecting Saudi Arabia's sustained investment in infrastructure, energy, and industrial development. Commercial and strategic roles such as Sales and Marketing Managers (2,099) and Advertising and

Marketing Professionals (1,637) highlight the importance of business leadership and consumer engagement in a diversifying economy.

Finally, Policy and Planning Managers (1,346), shows the need for governance and organizational strategy.

Implications

For Job Seekers

- Kenyan job seekers can benefit from Saudi Arabia's highly skilled labour demand in Q3 2026 across healthcare, ICT, engineering, and commercial leadership. With strong openings for General Nurses (14,012), Systems Analysts (6,437), and Software Security Professionals (3,211), Saudi Arabia offers viable entry points for professionals in healthcare and ICT. Roles such as Civil Engineers (2,222), Electrical Engineers (1,112), and Mechanical Engineers (857) highlight opportunities in infrastructure, energy, and industrial development. Commercial and strategic positions like Sales and Marketing Managers (2,099) and Advertising Professionals (1,637) emphasize business leadership and consumer engagement, while Policy and Planning Managers (1,346) underscore governance and organizational strategy.
- Job seekers should pursue advanced certifications in healthcare, ICT, cybersecurity, engineering, and business management, alongside Arabic language proficiency to remain competitive in Saudi Arabia's labour market.

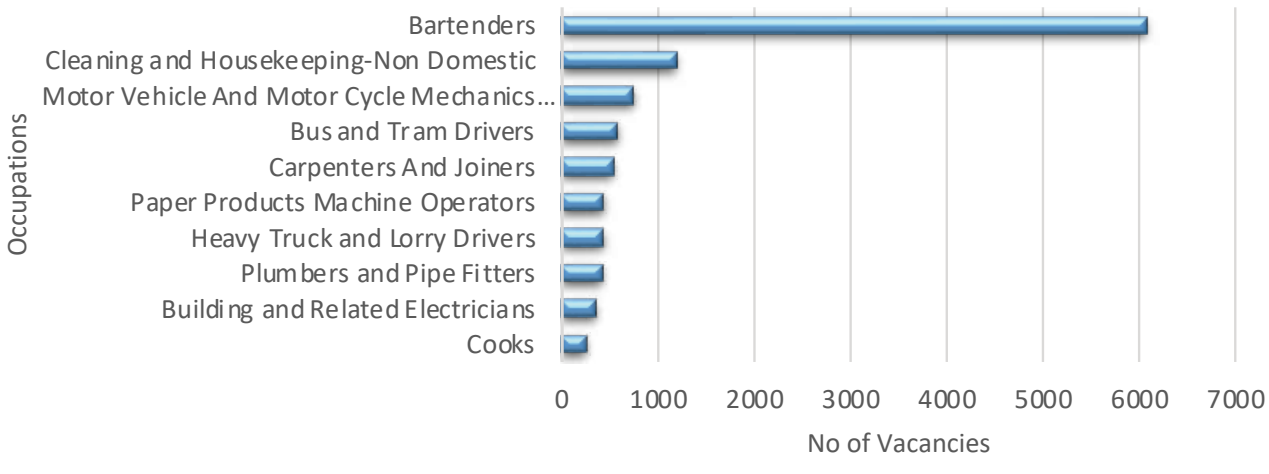
For Policy Makers

- • Saudi Arabia's skilled labour demand highlights the need for Kenya to expand TVET programs in healthcare, ICT, engineering, and business leadership. Strengthening training in cybersecurity, software development, industrial technology, and strategic planning will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks and skill recognition agreements can further enhance overseas employment prospects, particularly in Saudi Arabia's evolving economy where healthcare, ICT, engineering, and governance roles converge.

6.18.2.2 Most sought occupations among Middle skilled workers

Middle-skilled workers are employees who possess moderate levels of education, training, and technical skills needed to perform practical, technical, or supervisory tasks. Their jobs often require vocational training, diplomas, apprenticeships, or on-the-job experience rather than advanced university qualifications.

Figure 156: Most sought occupations for Middle skilled workers



Source: Saudi Arabia Job Advertisement Data

The middle skilled is led by Bartenders (6,068), emphasizing strong demand in hospitality and leisure services as the Kingdom expands its entertainment and tourism offerings. Cleaning and Housekeeping – Non Domestic (1,185) and Motor Vehicle and Motor Cycle Mechanics Repairers (737) highlight the importance of both service support and technical maintenance roles in sustaining daily operations.

Transport and logistics is represented by Bus and Tram Drivers (572) and Heavy Truck and Lorry Drivers (420), underscoring the critical role of mobility and goods movement. Skilled trades such as Carpenters and Joiners (533), Plumbers and Pipe Fitters (413), and Building and Related Electricians (347) reflect steady demand in construction and infrastructure development.

Finally, Cooks (249), pointing to continued growth in food service and hospitality.

Implications

For Job Seekers

- Kenyan job seekers can benefit from Saudi Arabia's middle skilled labour demand across hospitality, service support, technical maintenance, and construction trades. With strong openings for Bartenders (6,068), Cleaning and Housekeeping staff (1,185), and Motor Vehicle Mechanics (737), Saudi Arabia offers viable entry points for workers in hospitality, service, and technical support. Transport and logistics roles such as Bus and Tram Drivers (572) and Heavy Truck Drivers (420) underscore the importance of mobility and goods movement. Skilled trades including Carpenters (533), Plumbers (413), and Electricians (347) reflect steady demand in construction and infrastructure development.
- Job seekers should pursue vocational training in hospitality, logistics, and skilled trades, alongside Arabic language proficiency to remain competitive in Saudi Arabia's labour market.

For Policy Makers

- Saudi Arabia's middle skilled labour demand highlights the need for Kenya to expand TVET programs in hospitality, logistics, and construction trades. Strengthening training in customer service, transport and logistics, skilled trades, and infrastructure development will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks and skill recognition agreements can further enhance overseas employment prospects, particularly in Saudi Arabia's expanding economy where hospitality, logistics, and construction roles are increasingly vital.

6.18.2.3 Most sought occupation for Low skilled workers

Low-skilled workers are employees who perform simple and routine tasks that require limited formal education, training, or technical expertise. Their work is usually manual or repetitive and often requires basic skills and short term training.

Table 157: Most sought occupation for Low skilled workers

Occupation	No of Vacancies
Building Construction Labourers	200
Hand Launderers And Pressers	101
Mixed Crop And Livestock Farm Labourers	51
Cleaners and Helpers In Offices, Hotels and Other Establishments	40
Messengers, Package Deliverers and Luggage Porters	14
Kitchen Helpers	9
Other Elementary Workers	7
Shelf Fillers	6
Civil Engineering Labourers	4
Hand Packers	4

Source: Saudi Arabia Job Advertisement Data



Among low skilled occupations, Building Construction Labourers (200) and Hand Launderers and Pressers (101) recorded the highest demand, reflecting ongoing support needs in construction and domestic service environments. Mixed Crop and Livestock Farm Labourers (51) and Cleaners and Helpers in Offices, Hotels and Other Establishments (40) follow, highlighting the importance of agriculture and hospitality services.

Roles like Messengers, Package Deliverers and Luggage Porters (14) and Kitchen Helpers (9) are vital for logistics and food preparation, while Other Elementary Workers (7) and Shelf Fillers (6) show steady demand in general support and retail stocking. Finally, Civil Engineering Labourers (4) and Hand Packers (4) round out the list, pointing to niche but essential contributions in construction and packaging.

Implications

For Job Seekers

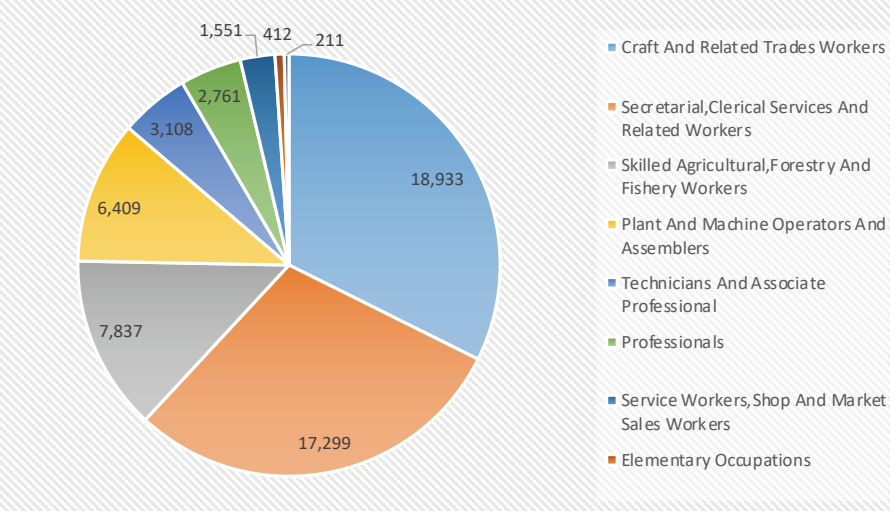
- Kenyan job seekers can benefit from Saudi Arabia's low skilled labour demand across construction, domestic services, agriculture, and hospitality. With strong openings for Building Construction Labourers (200) and Hand Launderers and Pressers (101), Saudi Arabia offers viable entry points for workers in construction and domestic service. Roles such as Farm Labourers (51) and Cleaners in Offices and Hotels (40) highlight opportunities in agriculture and hospitality. Logistics and food preparation are represented by Messengers and Package Deliverers (14) and Kitchen Helpers (9), while Elementary Workers (7) and Shelf Fillers (6) emphasize steady demand in general support and retail stocking. Finally, Civil Engineering Labourers (4) and Hand Packers (4) point to niche but essential contributions in construction and packaging.
- Job seekers should pursue vocational training in construction, domestic services, agriculture, and hospitality, alongside Arabic language proficiency to remain competitive in Saudi Arabia's labour market.

For Policy Makers

- Saudi Arabia's low skilled labour demand highlights the need for Kenya to expand TVET programs in construction, domestic services, agriculture, and hospitality. Strengthening training in basic construction skills, domestic service, agricultural practices, and hospitality services will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks and skill recognition agreements can further enhance overseas employment prospects, particularly in Saudi Arabia's economy where construction, agriculture, hospitality, and service support roles remain essential.

6.18.3 Job Vacancies By Major Occupational Groups

Figure 158: Distribution of Vacancies by Major Occupational groups



Vacancies in Saudi Arabia are led by Craft and Related Trades Workers (18,933), confirming strong demand for skilled manual trades and technical craftsmanship across construction, maintenance, and industrial sectors. Secretarial, Clerical Services and Related Workers (17,299) represent another key pillar of the labour market, reflecting the importance of administrative support and coordination in both public and private institutions.

Significant contributions also come from Skilled Agricultural, Forestry and Fishery Workers (7,837) and Plant and Machine Operators and Assemblers (6,409), which highlight the ongoing need for agricultural labour and industrial production capacity. Technicians and Associate Professionals (3,108) and Professionals (2,761) underscore Saudi Arabia's investment in technical expertise and specialized knowledge, particularly in engineering, ICT, and applied sciences.

Shop and Market Sales Workers (1,551) and Elementary Occupations (412), which reflect steady demand in retail, hospitality, and essential support roles. Finally, Legislators, Administrators and Managers (211) round out the list, underscoring the importance of governance and leadership.

Vacancies in Saudi Arabia are led by Craft and Related Trades Workers (18,933), confirming strong demand for skilled manual trades and technical craftsmanship across construction, maintenance, and industrial sectors. Secretarial, Clerical Services and Related Workers (17,299) represent another key pillar of the labour market, reflecting the importance of administrative support and coordination in both public and private institutions.

Implications

For Job Seekers

- Kenyan job seekers can benefit from Saudi Arabia's diversified labour demand across skilled trades, administrative services, agriculture, and industrial production. With strong openings for Craft and Related Trades Workers (18,933) and Secretarial and Clerical Workers (17,299), Saudi Arabia offers viable entry points for workers in technical craftsmanship and administrative coordination. Roles such as Agricultural Workers (7,837) and Plant and Machine Operators (6,409) highlight opportunities in farming and industrial production. Technical expertise is further emphasized by Technicians (3,108) and Professionals (2,761), while Shop and Market Sales Workers (1,551) and Elementary Occupations (412) reflect steady demand in retail, hospitality, and essential support services. Finally, Legislators and Managers (211) underscore the importance of governance and leadership.
- Job seekers should pursue vocational training in trades, administration, agriculture, and industrial operations, alongside Arabic language proficiency to remain competitive in Saudi Arabia's labour market.

For Policy Makers

- Saudi Arabia's labour demand highlights the need for Kenya to expand TVET programs in skilled trades, clerical services, agriculture, and industrial production. Strengthening training in technical craftsmanship, administrative coordination, agricultural practices, and industrial operations will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks and skill recognition agreements can further enhance overseas employment prospects, particularly in Saudi Arabia's economy where trades, administration, agriculture, and governance roles converge.

6.18.4 Job Vacancies By Economic Sector

Table 159: Top 10 Major Economic sectors with most vacancies

Major Sector	No of Vacancies
Wholesale and retail trade; repair of motor vehicles and motorcycles	12,975
Professional, scientific and technical activities	10,826
Administrative and support service activities	10,400
Information and communication	7,058
Manufacturing	5,988
Construction	4,113
Education	2,634
Human health and social work activities	1,540
Accommodation and food service activities	920
Transportation and storage	781

Source: Saudi Arabia Job Advertisement Data

Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles (12,975), confirming strong demand for retail services and automotive repair as key drivers of employment. Professional, Scientific and Technical Activities (10,826) and Administrative and Support Service Activities (10,400) follow closely, which shows importance of specialized expertise and organizational support in the economy.

Information and Communication (7,058) and Manufacturing (5,988) also show strong demand, reflecting Saudi Arabia's digital transformation and industrial expansion. Construction (4,113) continues to play a vital role, highlighting sustained investment in infrastructure and urban development.

Education (2,634) and Human Health and Social Work Activities (1,540) provide numerous employment opportunities, while Accommodation and Food Service Activities (920) and Transportation and Storage (781) round out the list, emphasizing the ongoing importance of hospitality and logistics.

Implications

For Job Seekers

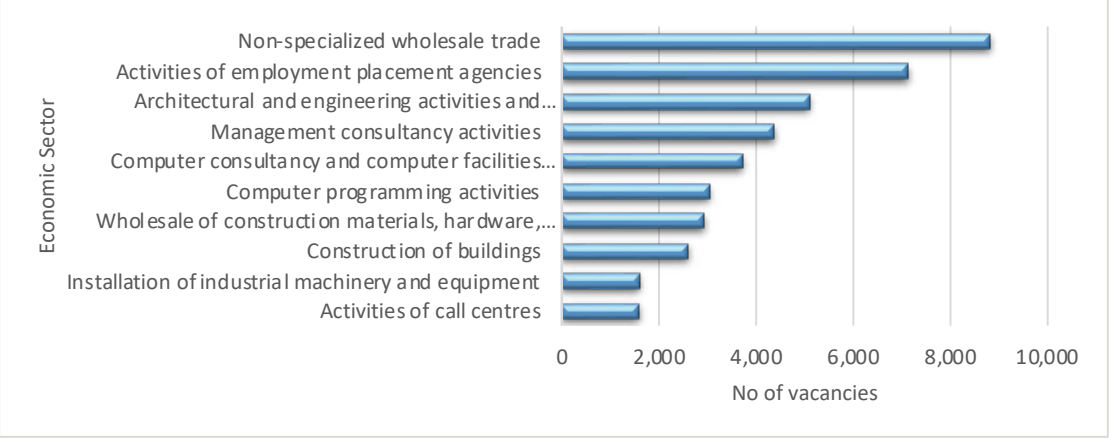
- Kenyan job seekers can benefit from Saudi Arabia's diversified labour demand across retail and automotive services, professional expertise, administrative support, and digital innovation. With strong openings in Wholesale and Retail Trade (12,975), Professional, Scientific and Technical Activities (10,826), and Administrative and Support Services (10,400), Saudi Arabia offers viable entry points for workers with commercial, technical, and organizational expertise. Roles in Information and Communication (7,058) and Manufacturing (5,988) highlight opportunities in digital transformation and industrial expansion, while Construction (4,113) underscores sustained investment in infrastructure. Additional openings in Education (2,634), Healthcare (1,540), Hospitality (920), and Logistics (781) reflect the breadth of Saudi Arabia's employment landscape.
- Job seekers should pursue vocational training in retail, ICT, manufacturing, construction, education, healthcare, and hospitality, alongside Arabic language proficiency to remain competitive in Saudi Arabia's labour market.

For Policy Makers

- Saudi Arabia's labour demand highlights the need for Kenya to expand TVET programs in retail, ICT, manufacturing, construction, education, healthcare, and hospitality. Strengthening training in digital transformation, industrial technology, retail management, and hospitality services will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks and skill recognition agreements can further enhance overseas employment prospects, particularly in Saudi Arabia's evolving economy where retail, ICT, manufacturing, construction, and service roles converge.

6.18.5 Top 10 Broad Economic sectors with most vacancies

Figure 160: Top 10 Broad Economic sectors with most vacancies



Source: Saudi Arabia Job Advertisement Data

In Q3 2026, Non specialized Wholesale Trade (8,812) leads to confirming strong demand in retail distribution and trade networks. Activities of Employment Placement Agencies (7,121) follow. Architectural and Engineering Activities and Related Technical Consultancy (5,076) and Management Consultancy Activities (4,352) highlight the growing role of professional services in supporting infrastructure development and organizational strategy.

Computer Consultancy and Computer Facilities Management Activities (3,708) and Computer Programming Activities (3,023) reflect Saudi Arabia's digital transformation and investment in ICT capabilities. Industrial and construction demand is evident in Wholesale of Construction Materials, Hardware, Plumbing and Heating Equipment and Supplies (2,909) and Construction of Buildings (2,587), pointing to sustained growth in infrastructure and housing projects.

Finally, Installation of Industrial Machinery and Equipment (1,583) and Activities of Call Centres (1,563, emphasizing the importance of industrial operations and customer service support.

Implications

For Job Seekers

- Kenyan job seekers can benefit from Saudi Arabia's diversified labour demand across retail trade, professional services, ICT, and construction. With strong openings in Non-specialized Wholesale Trade (8,812) and Employment Placement Agencies (7,121), Saudi Arabia offers viable entry points for workers in retail distribution and recruitment services. Roles in Architectural and Engineering Consultancy (5,076) and Management Consultancy (4,352) highlight opportunities in infrastructure development and organizational strategy.
- ICT demand is evident in Computer Consultancy (3,708) and Computer Programming (3,023), reflecting Saudi Arabia's digital transformation. Industrial and construction roles such as Wholesale of Construction Materials (2,909) and Building Construction (2,587) emphasize sustained growth in infrastructure and housing projects. Finally, Installation of Industrial Machinery (1,583) and Call Centre Activities (1,563) underscore the importance of industrial operations and customer service support.
- Job seekers should pursue vocational training in retail, consultancy, ICT, construction, and customer service, alongside Arabic language proficiency to remain competitive in Saudi Arabia's labour market.

For Policy Makers

- Saudi Arabia's labour demand highlights the need for Kenya to expand TVET programs in retail, ICT, consultancy, and construction. Strengthening training in digital transformation, industrial technology, retail management, and customer service will align Kenyan workers with international opportunities. Establishing bilateral job placement frameworks and skill recognition agreements can further enhance overseas employment prospects, particularly in Saudi Arabia's evolving economy where retail, ICT, consultancy, construction, and service roles converge.

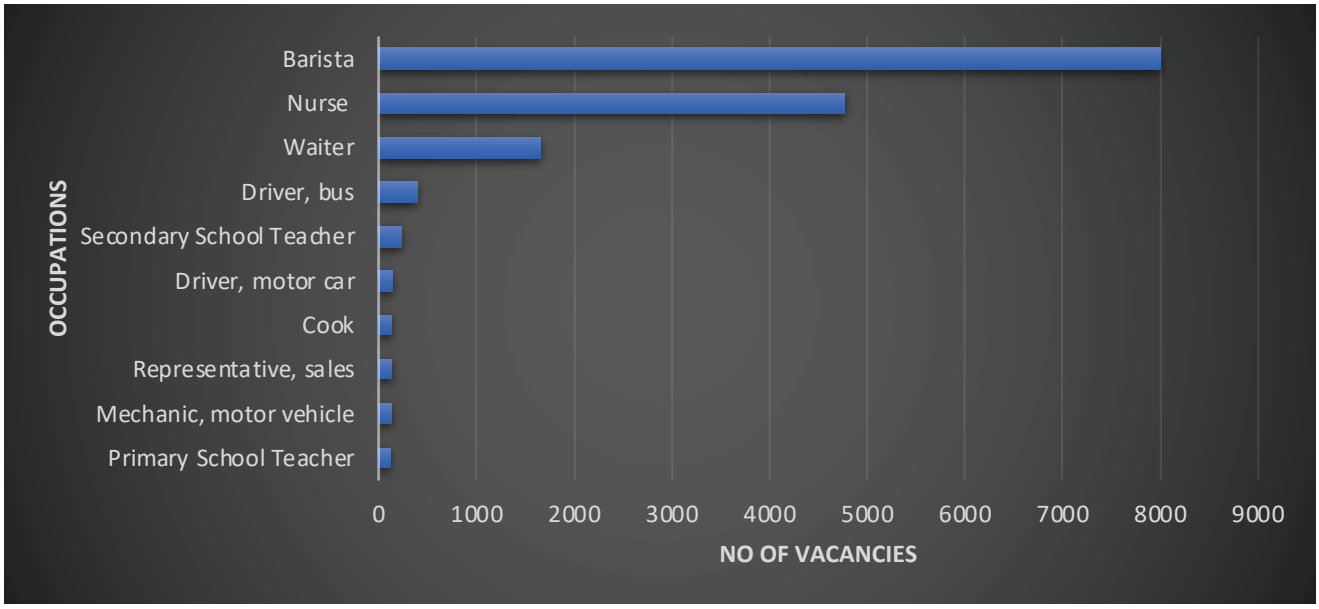

2019

6.19

KUWAIT Q3 LABOUR MARKET DEMAND OUTLOOK

6.19.1. Most Sought Occupations By Number Of Vacancies

Figure 161: Most sought occupations by number of vacancies In Kuwait



Source: Saudi Arabia Job Advertisement Data

Kuwait's Q3 occupational vacancy data, totalling 15,704 positions, is dominated by two standout roles, Baristas at 8,011 vacancies and Nurses at 4,761 together accounting for the overwhelming majority of formal hiring demand. This points to a labour market driven primarily by food & beverage expansion and healthcare workforce needs. Waiters (1,651) and Cooks (136) further cement hospitality as the most active employment sector in Q3. Skilled but lower-volume demand exists across transport; Bus Drivers (400), Motor Car Drivers (148) and technical trades such as Motor Vehicle Mechanics (126) and Sales Representatives (131), reflecting Kuwait's service and logistics economy. Education features modestly through Secondary (230) and Primary School Teachers (110).

Implications

For Job Seekers

- Kuwait's Q3 demand is heavily concentrated in two areas, barista/cafe roles (8,011) and nursing (4,761) making these the strongest entry points, alongside general hospitality (waiters, cooks). Job seekers should pursue barista/food-service certifications and, for healthcare, recognized nursing qualifications with Kuwait Ministry of Health licensing requirements. Secondary opportunities exist in driving (bus/car), vehicle mechanics, and sales, useful as backup or diversification options.
-

For Policy Makers

- The scale of demand in cafe/hospitality and nursing warrants targeted bilateral agreements with Kuwait covering both sectors particularly nurse recruitment, where credential recognition and ethical recruitment safeguards matter most. Given hospitality's dominance, Kenya should also negotiate structured, protected placement channels for service-sector workers, who are often more vulnerable to exploitative terms.

6.19.2 Most Sought Occupations By Skill Level

6.19.2.1 Most sought occupations among highly skilled workers

Highly skilled workers are employees with advanced education, specialized training, and extensive expertise who perform complex professional, technical, managerial, or analytical tasks that require high levels of problem-solving, decision-making, and independent judgment.

Table 162: Most sought occupation among highly skilled workers

OCCUPATIONS	No of Vacancies
Nurse	4,761
Secondary School Teacher	230
Representative, sales	131
Primary School Teacher	110
Electrical Engineer	89
High School Teacher	73
Manager, Sales	73
Enrolled Nurse	72
Chef	69

Source: Saudi Arabia Job Advertisement Data



4,761

With 4,761 vacancies, Nurses alone account for the vast bulk of all Q3 formal hiring demand, and when combined with Enrolled Nurses (72), the healthcare sector's dominance becomes even more pronounced.

Among highly skilled workers, Kuwait's Q3 occupational vacancy data, totalling 5,672 positions, is almost entirely defined by a single overwhelming trend. With 4,761 vacancies, Nurses alone account for the vast bulk of all Q3 formal hiring demand, and when combined with Enrolled Nurses (72), the healthcare sector's dominance becomes even more pronounced. This scale of need strongly suggests Kuwait is relying heavily on international recruitment to fill clinical gaps. Education emerges as the second most active sector, with Secondary School Teachers (230), Primary School Teachers (110), and High School Teachers (73) combining for 413 vacancies across all school levels. Commercial roles feature modestly through Sales Representatives (131) and Sales Managers (73), while Electrical Engineers (89) and Occupational Health & Safety Specialists (64) reflect Kuwait's ongoing infrastructure and workplace compliance agenda. Chefs (69) make a minor appearance, suggesting

residual hospitality demand. Overall, Kuwait's Q3 labour market sends a clear and urgent message that healthcare and education professionals are in critically short supply and represent the most significant recruitment priority for the period.

Implications

For Job Seekers

- Nursing is overwhelmingly the top opportunity this quarter (Nurses plus Enrolled Nurses account for the vast majority of demand), making nursing licensure the single most valuable opportunity. Teaching qualifications (secondary, primary, high school) form a clear second tier, with smaller openings in sales, electrical engineering, occupational health and safety, and culinary roles.

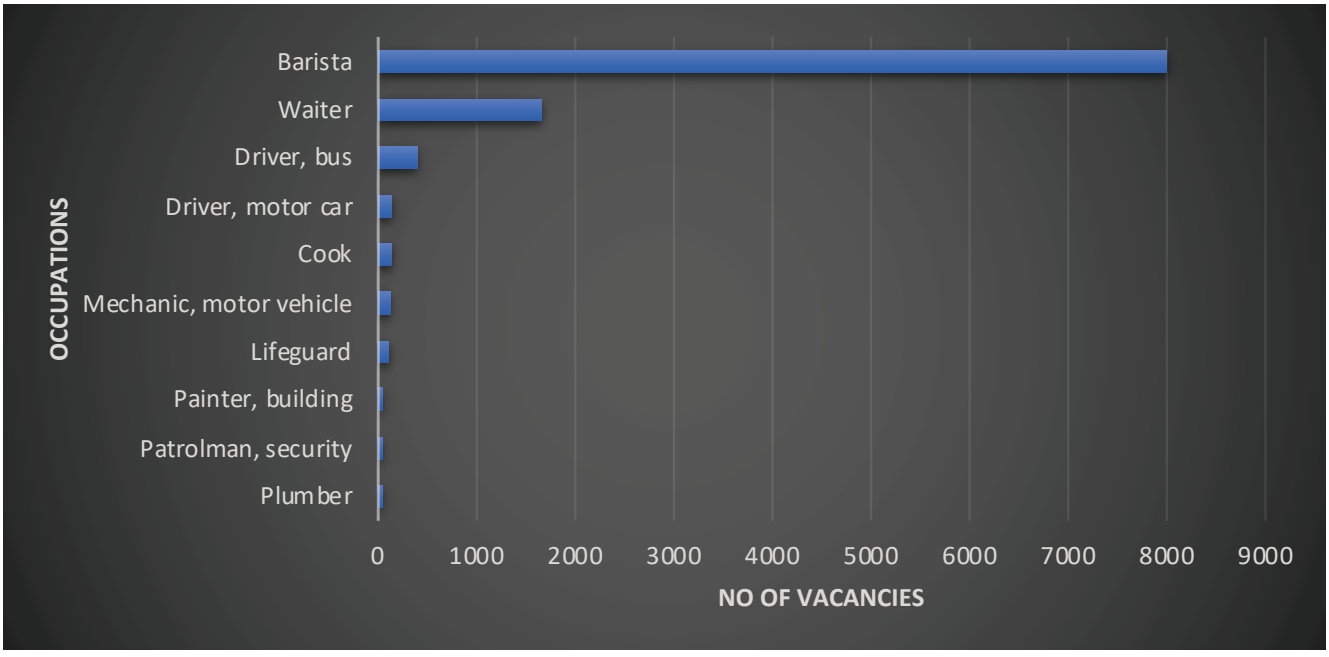
For Policy Makers

- Kuwait's reliance on international nurse recruitment calls for urgent, well-structured bilateral agreements on nursing placement and credential recognition as the top priority, alongside support for teacher placement pathways. Smaller sectors (sales, engineering, safety, hospitality) merit continued but lower-priority attention to keep Kenya's presence diversified.

6.19.2.2 Most sought occupations among Middle skilled workers

Middle-skilled workers are employees who possess moderate levels of education, training, and technical skills needed to perform practical, technical, or supervisory tasks. Their jobs often require vocational training, diplomas, apprenticeships, or on-the-job experience rather than advanced university qualifications.

Figure 163: Most sought occupation among Middle skilled workers



Source: Saudi Arabia Job Advertisement Data

Kuwait's Q3 middle-skilled vacancy data, totalling 10,746 positions, is overwhelmingly defined by the hospitality sector. Baristas (8,011) and Waiters (1,651) together account for nearly 90% of all vacancies, pointing to a rapid expansion of Kuwait's food and beverage industry and an acute shortage of frontline service staff. Cooks (136) add further weight to hospitality's dominance. Transport roles form a distant but meaningful second tier, with Bus Drivers (400) and Motor Car Drivers (148) reflecting Kuwait's sustained reliance on professional driving services. Trades and maintenance occupations feature modestly

through Motor Vehicle Mechanics (126), Painters (57), and Plumbers (55), underpinned by Kuwait's active construction and property maintenance sector. Lifeguards (107) and Security Patrolmen (55) round out the dataset, reflecting baseline demand from Kuwait's leisure and property industries. Overall, the Q3 middle-skilled market sends a signal in hospitality recruitment, particularly barista and waiting staff, represents by far the most urgent and voluminous labour demand in this tier, and should be the primary focus for recruiters and training institutions targeting the Kuwait market.

Implications

For Job Seekers

- Barista and waiter roles dominate this tier by a wide margin (nearly 90% of vacancies), making food and beverage service certification the top priority. Professional driving (bus, car) offers a solid secondary route, with smaller openings in vehicle mechanics, painting, plumbing, lifeguarding, and security patrol.

For Policy Makers

- Given hospitality's overwhelming share of demand, bilateral agreements and training investment should prioritize barista/waitstaff placement and worker protections first. Continued but lower-priority support for driving licenses and basic trade certifications (mechanics, painting, plumbing) would help round out Kenya's placement options in this segment.



6.19.2.3 Most sought occupation for Low skilled workers

Low-skilled workers are employees who perform simple and routine tasks that require limited formal education, training, or technical expertise. Their work is usually manual or repetitive and often requires basic skills and short term training.

Table 164: Most sought occupation for Low skilled workers

OCCUPATIONS	No of Vacancies
Assistant, kitchen	12
Attendant, airport: handling baggage	4
Bellboy	3
Handler, stock: warehouse	3
Launderer, hand	3
Cleaner, hotel	2
Deliverer, bicycle	2
Detailer, car	2
Contractor, cleaning	1
Packer, hand	1

Source: Saudi Arabia Job Advertisement Data

Kuwait's Q3 low-skilled occupational data records a strikingly minimal 33 vacancies across 10 occupations, a figure that stands in stark contrast to the volumes seen in the middle and high-skilled tiers. Kitchen Assistants lead with 12 vacancies, once again affirming hospitality's dominance across all skill levels. The remaining vacancies are thinly spread across Airport Baggage Handlers (4), Hand Launderers (3), Bellboys (3), Warehouse Stock Handlers (3), Bicycle Deliverers (2), Hotel Cleaners (2), Car Detailers (2), and Hand Packers (1). The overwhelmingly low total is the most significant finding in itself confirms that low-skilled roles in Kuwait are filled almost entirely outside formal recruitment channels, through labour supply agencies, government placement programmes, or direct informal hiring arrangements.

Implications

For Job Seekers

- Formal low-skilled openings in Kuwait are extremely limited (just 33 vacancies), with kitchen assistant roles leading a thinly spread field that includes baggage handling, laundering, bellboy work, warehouse stocking, delivery, cleaning, and detailing. Job seekers targeting this tier should be aware that most placements likely happen through labour agencies, government programmes, or informal channels rather than open job postings thus formal listings alone won't reflect real opportunity.

For Policy Makers

- The near-absence of formal low-skilled vacancies signals that oversight and worker protection for this tier depend heavily on regulating informal and agency-based recruitment channels, not job-board data. Priority should go to strengthening labour agency vetting, bilateral agreements covering informal placement routes, and monitoring mechanisms for workers recruited outside formal postings where protection gaps are typically greatest.

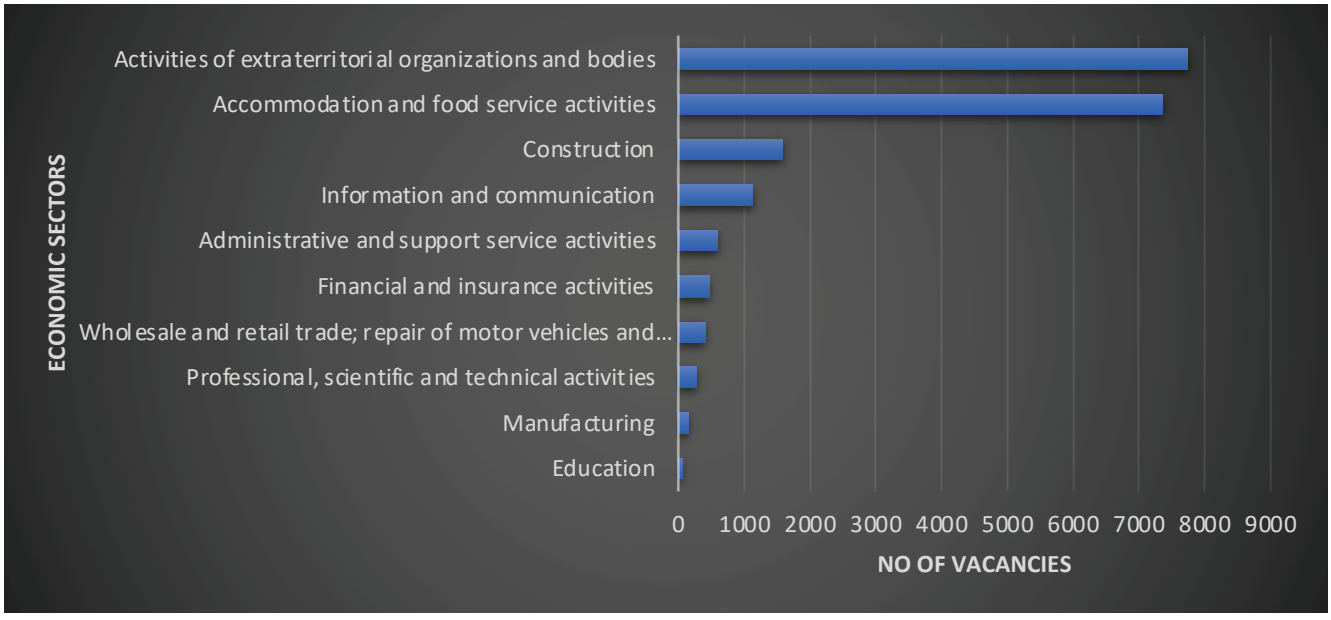


12

Kitchen Assistants lead with 12 vacancies, once again affirming hospitality's dominance across all skill levels.

6.19.3 Job Vacancies By Economic Sector

Figure 165: Top 10 Economic sectors with most vacancies



Source: Saudi Arabia Job Advertisement Data

Kuwait's Q3 economic sector vacancy data, totalling 19,756 positions, is dominated by two sectors that together account for the vast majority of formal hiring demand. Activities of Extraterritorial Organizations and Bodies leads with 7,745 vacancies, reflecting Kuwait's significant concentration of embassies, diplomatic missions, and multinational organisations, while Accommodation &

Food Service Activities follows closely at 7,356 vacancies, consistent with the Barista and Waiter dominance seen throughout the occupational analysis. Construction (1,576) and Information & Communication (1,129) form a meaningful mid-tier, signalling active infrastructure development and emerging digital economy recruitment. Administrative & Support Services (598), Financial & Insurance (463), and Wholesale & Retail Trade (400) contribute modestly, reflecting steady but unremarkable demand across these sectors. Professional & Scientific Activities (272), Manufacturing (150), and Education (67) record the lowest figures, suggesting that recruitment in these sectors occurs largely through government, embassy, and specialist channels outside formal vacancy listings.

Implications

For Job Seekers

- Opportunities are concentrated in diplomatic and international organizations, hospitality, construction, and ICT, making language skills, customer service, technical, and digital competencies key advantages. Administrative, finance, and retail roles provide additional employment opportunities.

For Policy Makers

- Strengthen bilateral labour agreements targeting diplomatic, hospitality, construction, and ICT sectors while supporting skills development in languages, technical trades, and digital competencies. Continued monitoring of professional, manufacturing, and education sectors is recommended, as recruitment in these areas is often channelled through specialized or government-led processes.

6.19.4 Job Vacancies By Major Occupational Groups

Table 166: Distribution of Vacancies by Major Occupational groups

Major Occupational Group1digit	No of Vacancies	Propotions
SERVICE WORKERS, SHOP AND MARKET SALES WORKERS	10,196	51.190%
PROFESSIONALS	6,834	34.311%
TECHNICIANS AND ASSOCIATE PROFESSIONAL	908	4.559%
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	726	3.645%
LEGISLATORS, ADMINISTRATORS AND MANAGERS	643	3.228%
CRAFT AND RELATED TRADES WORKERS	377	1.893%
SECRETARIAL, CLERICAL SERVICES AND RELATED WORKERS	197	0.989%
ELEMENTARY OCCUPATIONS	34	0.171%
SKILLED AGRICULTURAL, FORESTRY AND FISHERY WORKERS	3	0.015%
Grand Total	**19,918**	**100.000%**

Source: Saudi Arabia Job Advertisement Data

Kuwait's Q3 occupational group data, totalling 19,918 vacancies, reveals a sharply polarised labour market concentrated at two ends of the skills spectrum. Service Workers, Shop & Market Sales Workers dominate at 51.2% (10,196 vacancies), driven entirely by the hospitality sector's outsized presence throughout the Q3 analysis, while Professionals account for a striking 34.3% (6,834 vacancies), reflecting strong demand from extraterritorial organisations, healthcare institutions, and technical employers. Together these two groups command 85.5% of all Q3 vacancies, leaving limited space for the remaining categories. Technicians (4.6%), Plant & Machine Operators (3.6%), and Managers (3.2%) form a thin but present middle tier, while Craft Workers (1.9%), Clerical Staff (1.0%), Elementary Occupations (0.2%), and Agricultural Workers (0.015%) are largely marginal in formal listings. The overarching story is that Kuwait's formal recruitment ecosystem in Q3 is built almost entirely around frontline hospitality service roles on one end and high-skill professional positions on the other, with everything in between playing a secondary role.

Implications

For Job Seekers

- Kenyan job seekers should prioritize in either hospitality service skills for immediate placement or professional qualifications for sustainable career opportunities in Kuwait. Anything in between carries significantly higher employment risk in the current Q3 labour market environment.

For Policy Makers

- The overarching policy implication is that Kenya should pursue a demand-driven labour export strategy anchored in real-time Gulf labour market data, systematically aligning national training output, bilateral agreements, and worker preparation programmes with where Kuwait's formal vacancies are actually concentrated, rather than relying on historical recruitment patterns.



The overarching story is that Kuwait's formal recruitment ecosystem in Q3 is built almost entirely around frontline hospitality service roles on one end and high-skill professional positions on the other, with everything in between playing a secondary role.



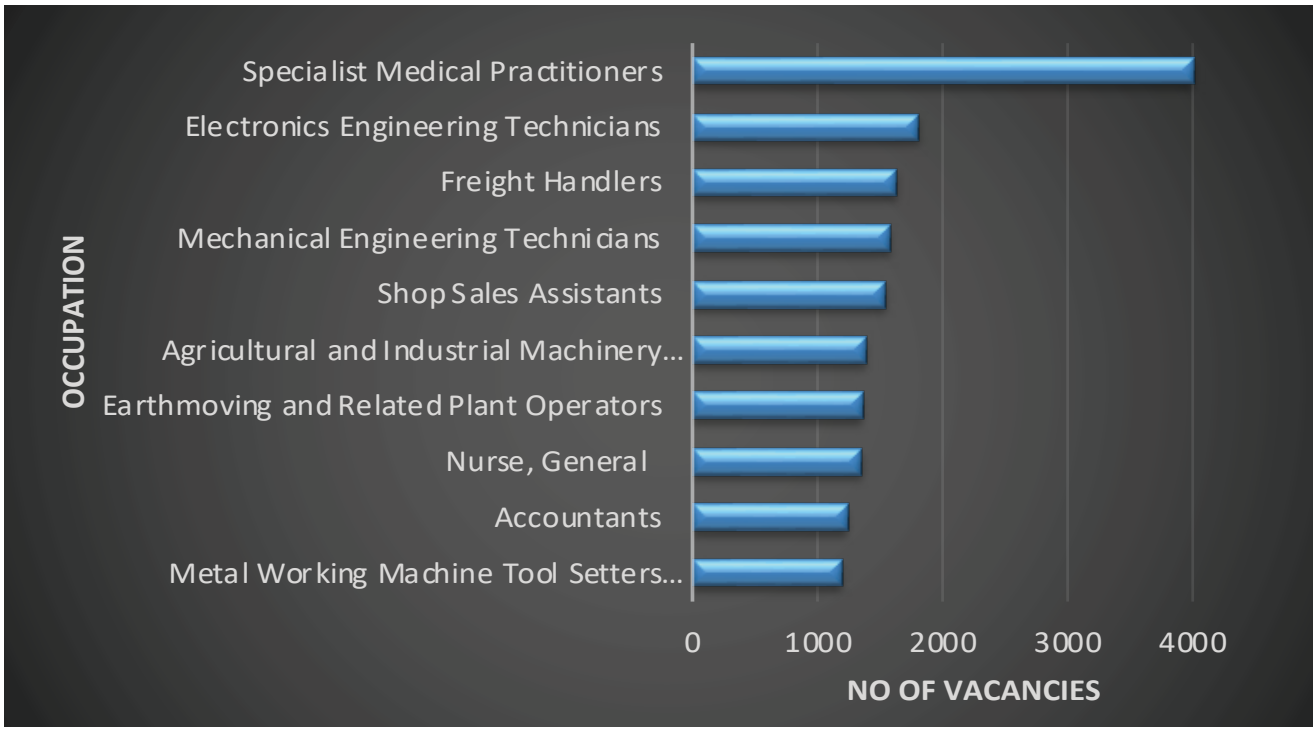
QUARTER 04 APRIL– JUNE 2026

6.20

GERMANY Q4 LABOUR MARKET DEMAND OUTLOOK

6.20.1 Most Sought Occupations by Number of Vacancies

Figure 167: Most sought occupations by number of Vacancies



Source; Germany job advertisement data

Specialist Medical Practitioners are the most in-demand occupation, with 4,003 vacancies, highlighting the continued need for highly skilled healthcare professionals. This is followed by Electronics Engineering Technicians (1,804), reflecting growing demand for technical expertise in electronics, industrial systems, and advanced technologies. Other highly sought-after occupations include Freight Handlers (1,627), Mechanical Engineering Technicians (1,579), and Shop Sales Assistants (1,541).

The industrial and engineering sectors also demonstrate significant labour demand. Occupations

such as Agricultural and Industrial Machinery Mechanics and Repairers (1,387), Earthmoving and Related Plant Operators (1,354), and Metal Working Machine Tool Setters and Operators (1,195) indicate the continued importance of skilled technical personnel in equipment maintenance, machinery operation, and manufacturing activities.

Demand remains strong in professional and support service occupations, with General Nurses (1,346) and Accountants (1,237) ranking among the top ten vacancies. This suggests that healthcare and financial management continue to play a vital role in supporting economic growth and business operations.

Overall, the vacancies show strong demand across healthcare, engineering, logistics, manufacturing, retail, and finance, demonstrating the need for both highly skilled professionals and technically competent workers to support economic productivity.

Implications

For Job Seekers

- Job seekers should acquire qualifications and practical skills in healthcare, engineering, logistics, manufacturing, retail, and finance, particularly in occupations such as specialist medical practice, electronics and mechanical engineering, machinery maintenance, freight handling, machine operation, nursing, accounting, and sales services where labour demand remains high.
- They should also strengthen technical, digital, analytical, and problem-solving skills, as these competencies are increasingly required across both professional and technical occupations.

For Policy Makers

- Increase investment in healthcare, engineering, technical and vocational education, logistics, and business-related training programmes to address persistent labour shortages across these sectors.
- Strengthen collaboration between employers, universities, and TVET institutions to ensure training programmes equip graduates with practical, industry-relevant skills that meet current and emerging labour market needs.

6.20.2. Most Sought Occupations by Skill Level

6.20.2.1 Most Sought Occupations for Highly Skilled Workers

Highly skilled workers are employees with advanced education, specialized training, and extensive expertise who perform complex professional, technical, managerial, or analytical tasks that require high levels of problem-solving, decision-making, and independent judgment.

Table 168: Most sought occupations for Highly skilled workers

Occupation	No of Vacancies
Specialist Medical Practitioners	4003
Electronics Engineering Technicians	1804
Mechanical Engineering Technicians	1579
Nurse, General	1346
Accountants	1237
Medical Assistants	1085
Other Process Control Technicians	858
Social Work Associate Professionals	753
Construction and Utilities Managers	660
Software Developers	620

Source; Germany job advertisement data

Specialist Medical Practitioners are the most sought-after highly skilled occupation, with 4,003 vacancies, reflecting sustained demand for advanced medical expertise and specialized healthcare services. This is followed by Electronics Engineering Technicians (1,804) and Mechanical Engineering Technicians (1,579), highlighting the growing need for technical professionals to support industrial production, technological innovation, and engineering operations.

The healthcare sector continues to experience significant demand, with vacancies for General Nurses (1,346) and Medical Assistants (1,085), demonstrating the importance of a well-trained healthcare workforce to meet the country's increasing healthcare needs. Demand for Social Work Associate Professionals (753) further indicates the need for professionals providing social and community support services.

Business, technology, and infrastructure-related occupations also feature prominently among the most sought-after highly skilled workers. Accountants (1,237) remain in high demand to support financial management and regulatory compliance, while Software Developers (620) reflect the continued expansion of digital transformation across industries. In addition, demand for Other Process Control Technicians (858) and Construction and Utilities Managers (660) underscores the need for skilled professionals capable of managing industrial processes, infrastructure projects, and utility operations.

Overall, the data indicate that Germany's labour market for highly skilled workers is driven primarily by healthcare, engineering, technology, industrial process management, business services, and infrastructure management, reflecting the country's need for a highly qualified workforce to support economic growth, technological advancement, and the delivery of essential public services.

Specialist Medical Practitioners are the most sought-after highly skilled occupation, with 4,003 vacancies, reflecting sustained demand for advanced medical expertise and specialized healthcare services. This is followed by Electronics Engineering Technicians (1,804) and Mechanical Engineering Technicians (1,579), highlighting the growing need for technical professionals to support industrial production, technological innovation, and engineering operations.

Implications

For Job Seekers

- Job seekers should pursue advanced education, professional certification, and specialized training in healthcare, engineering, information technology, accounting, industrial process management, and construction management, particularly in occupations where labour demand remains consistently high.
- They should also strengthen digital competencies, technical expertise, analytical thinking, and problem-solving skills, as these capabilities are increasingly essential for highly skilled occupations in Germany's knowledge-based and technology-driven economy.

For Policy Makers

- Expand investment in higher education, professional training, and continuous skills development programmes in healthcare, engineering, ICT, industrial technologies, finance, and infrastructure management to address shortages in highly skilled occupations.
- Strengthen partnerships between universities, research institutions, professional bodies, and industry to ensure graduates possess the practical, digital, and technical competencies required to meet current and future labour market demands.

6.20.2.2. Most Sought Occupations for Middle Skilled Workers

Middle-skilled workers are employees who possess moderate levels of education, training, and technical skills needed to perform practical, technical, or supervisory tasks. Their jobs often require vocational training, diplomas, apprenticeships, or on-the-job experience rather than advanced university qualifications.

Figure 169 Most sought Occupations for Middle skilled workers



Source; Germany job advertisement data

Shop Sales Assistants are the most sought-after middle-skilled occupation, with 1,541 vacancies, reflecting strong demand for workers in the retail sector to support customer service and commercial activities. This is followed by Agricultural and Industrial Machinery Mechanics and Repairers (1,387) and Earthmoving and Related Plant Operators (1,354), indicating sustained demand for technical workers who maintain machinery and operate heavy equipment in agriculture, construction, and industrial production.

Manufacturing and industrial occupations also feature prominently among the most sought-after middle-skilled workers. Metal Working Machine Tool Setters and Operators (1,195), Building and Related Electricians (975), Welders and Flame Cutters (686), and Spray Painters and Varnishers (592) demonstrate the continued need for skilled tradespeople to support manufacturing, construction, infrastructure development, and equipment maintenance.

The logistics and supply chain sector also records considerable demand, with vacancies for Lifting Truck Operators (1,097), Stock Clerks (768), and Car, Taxi and Van Drivers (607). These occupations play a critical role in warehousing, inventory management, transportation, and the efficient movement of goods across the economy.

Overall, the data show that demand for middle skilled workers is concentrated in retail, manufacturing, construction, logistics, transportation, and industrial maintenance. This highlights the importance of vocational and technical skills in supporting Germany's production systems, supply chains, and service industries.

Implications

For Job Seekers

- Job seekers should pursue technical and vocational training in retail services, industrial machinery maintenance, construction trades, manufacturing, logistics, transportation, and equipment operation, particularly in occupations such as machinery mechanics, electricians, welders, machine operators, lifting truck operators, and shop sales assistants where employment opportunities remain strong.
- They should also develop practical technical skills, occupational safety competencies, and digital skills for operating modern equipment and technologies increasingly used across industrial and logistics sectors.

For Policy Makers

- Increase investment in Technical and Vocational Education and Training (TVET) programmes to produce skilled workers in manufacturing, construction, logistics, transportation, and retail sectors where labour demand remains high.
- Strengthen apprenticeships and partnerships between employers and training institutions to ensure middle skilled workers acquire practical, industry-relevant competencies that align with evolving labour market needs and technological advancements.

6.20.2.3. Most Sought Occupations for Low Skilled Workers

Low-skilled workers are employees who perform simple and routine tasks that require limited formal education, training, or technical expertise. Their work is usually manual or repetitive and often requires basic skills and short-term training.

Table 170: Most sought occupations for Low skilled workers

Occupation	No of Vacancies
Freight Handlers	1627
Odd Job Persons	720
Cleaners and Helpers In Offices, Hotels and Other Establishments	596
Kitchen Helpers	291
Hand Packers	158
Messengers, Package Deliverers and Luggage Porters	116
Other Elementary Workers	82
Domestic Cleaners And Helpers	69
Building Construction Labourers	67
Refuse Sorters	35

Source; Germany job advertisement data

Freight Handlers are the most sought-after low skilled occupation, with 1,627 vacancies, significantly outnumbering all other occupations in this category. This reflects the strong demand for workers involved in loading, unloading, and moving goods, highlighting the continued importance of logistics, warehousing, and supply chain operations in Germany's economy.

Demand is also evident for general support and service occupations. Odd Job Persons (720) and Cleaners and Helpers in Offices, Hotels and Other Establishments (596) rank among the leading occupations, indicating the need for workers who provide maintenance, cleaning, and general support services across commercial, hospitality, and institutional settings. Similarly, Kitchen Helpers (291) continue to be in demand, reflecting labour needs within the hospitality and food service industry.

Other occupations with notable demand include Hand Packers (158) and Messengers, Package Deliverers and Luggage Porters (116), demonstrating the continued importance of packaging, delivery, and material handling services in supporting retail, logistics, and distribution activities. Additional demand is recorded for Other Elementary Workers

(82), Domestic Cleaners and Helpers (69), Building Construction Labourers (67), and Refuse Sorters (35), highlighting the need for workers performing essential manual, cleaning, construction, and waste management functions.

Overall, the data indicate that demand for low skilled workers is concentrated in logistics, cleaning and maintenance services, hospitality, delivery services, construction, and other elementary occupations. These roles remain essential in supporting day-to-day business operations and the efficient functioning of key sectors of the economy.

Implications

For Job Seekers

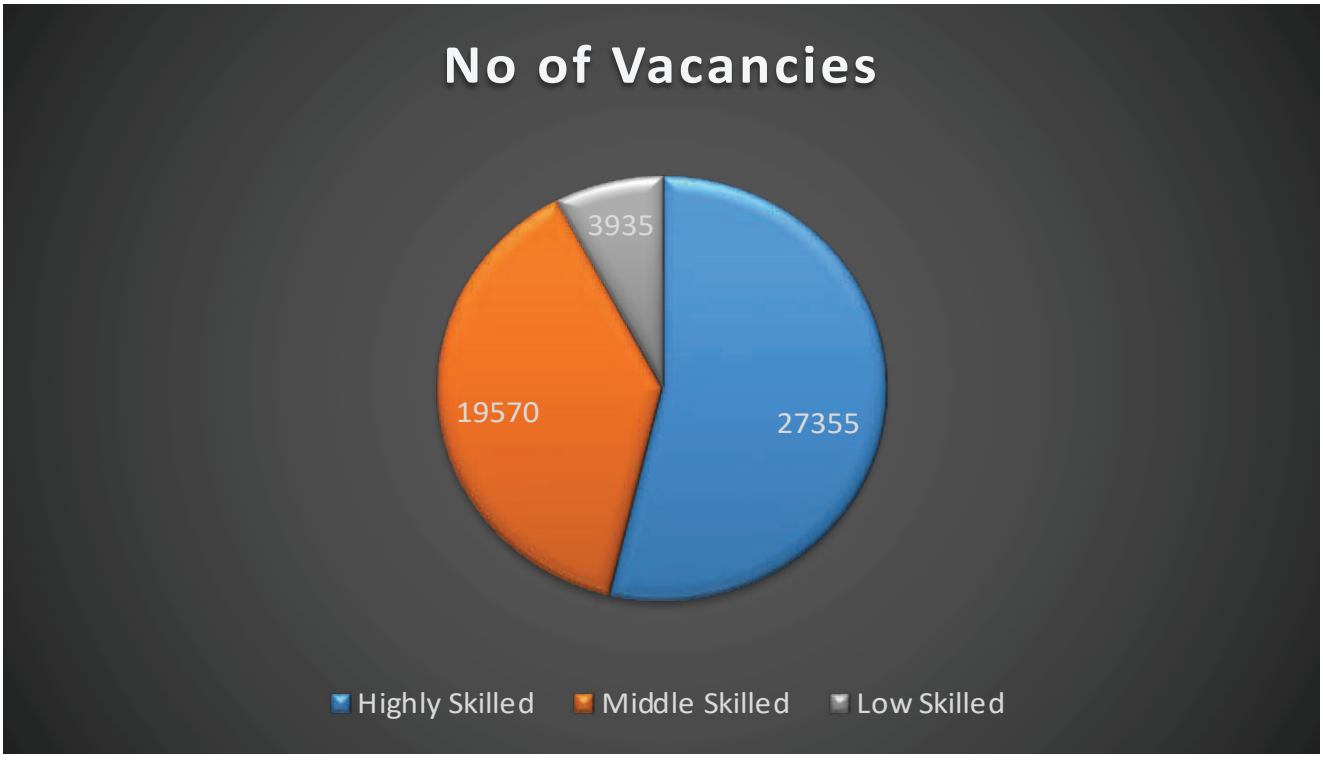
- Job seekers should consider opportunities in logistics, warehousing, hospitality, cleaning services, construction, and delivery services, particularly in occupations such as freight handling, cleaning, kitchen assistance, packaging, and general support services where labour demand remains relatively high.
- They should also develop basic employability skills, including workplace safety, teamwork, communication, reliability, and the ability to operate simple equipment and follow workplace procedures, to improve their competitiveness in the labour market.

For Policy Makers

- Expand short-term vocational training and workplace-based skills programmes targeting logistics, hospitality, cleaning, construction, and other elementary occupations to enhance the employability and productivity of low skilled workers.
- Promote employment pathways and upskilling initiatives that enable low skilled workers to transition into middle skilled occupations, while ensuring adequate labour standards and decent working conditions in sectors that rely heavily on elementary occupations.

6.20.3 Skill Distribution

Figure 171: Skill Distribution by Number of Vacancies



Source; Germany job advertisement data

The distribution of vacancies shows that highly skilled workers account for the largest share of labour demand, with 27,355 vacancies, representing a substantial proportion of all advertised jobs. This indicates that Germany's labour market is increasingly driven by occupations requiring advanced education, specialized knowledge, and professional or technical expertise.

Middle skilled occupations account for 19,570 vacancies, demonstrating continued strong demand for workers with vocational training, technical qualifications, and practical occupational skills. These roles remain essential in supporting key sectors such as manufacturing, construction, logistics, retail, and industrial services.

In contrast, low skilled occupations account for 3,935 vacancies, considerably fewer than both highly skilled and middle skilled jobs. While demand exists in areas such as logistics, cleaning, hospitality, and general support services, the comparatively lower number of vacancies suggests that Germany's labour market places greater emphasis on workers with higher levels of technical, vocational, and professional competencies.

Overall, the distribution indicates that Germany's labour market is predominantly knowledge- and skills-intensive, with the greatest demand concentrated in highly skilled occupations, followed by middle skilled roles. This reflects the country's continued focus on innovation, advanced manufacturing, digital transformation, and high-value service industries, while maintaining a smaller but important demand for low skilled workers in essential support occupations.

Implications

For Job Seekers

- Job seekers should invest in higher education, technical and vocational training, and continuous skills development to improve access to the growing number of highly skilled and middle skilled employment opportunities.
- • They should also strengthen digital, technical, analytical, and occupation-specific competencies, as these skills are increasingly valued across Germany's evolving labour market.

For Policy Makers

- Continue investing in higher education, Technical and Vocational Education and Training (TVET), and lifelong learning programmes to meet the strong demand for highly skilled and middle skilled workers.
- Strengthen policies that promote upskilling and reskilling, enabling low skilled workers to transition into higher-skilled occupations while ensuring an adequate supply of labour for essential support services.



6.20.4 Distribution of Vacancies by Major Occupational Groups

Table 172: Distribution of Vacancies by Major occupational groups

Major Group	No of Vacancies
Professionals	14848
Technicians And Associate Professional	10463
Craft And Related Trades Workers	7751
Plant And Machine Operators And Assemblers	4000
Secretarial,Clerical Services And Related Workers	3996
Elementary Occupations	3936
Service Workers,Shop And Market Sales Workers	3702
Legislators,Administrators And Managers	2080
Skilled Agricultural,Forestry And Fishery Workers	144

Source; Germany job advertisement data

Professionals recorded the highest number of vacancies with 14,848 openings, followed by Technicians and Associate Professionals (10,463) and Craft and Related Trades Workers (7,751). Demand was also relatively high for Plant and Machine Operators and Assemblers (4,000), Secretarial, Clerical Services and Related Workers (3,996), Elementary Occupations (3,936), and Service Workers, Shop and Market Sales Workers (3,702), indicating sustained demand across both skilled and support occupations. Legislators, Administrators and Managers recorded 2,080 vacancies, reflecting the limited but important need for leadership and management positions, while Skilled Agricultural, Forestry and Fishery Workers recorded the lowest demand with only 144 vacancies. Overall, the vacancy distribution reflects a labour market characterized by strong demand for professional expertise, technical competencies, skilled trades, and operational support roles, while opportunities in agriculture remain comparatively limited. This pattern highlights the growing importance of specialized education, technical training, and practical skills in meeting evolving labour market requirements.

Implications

For Job Seekers

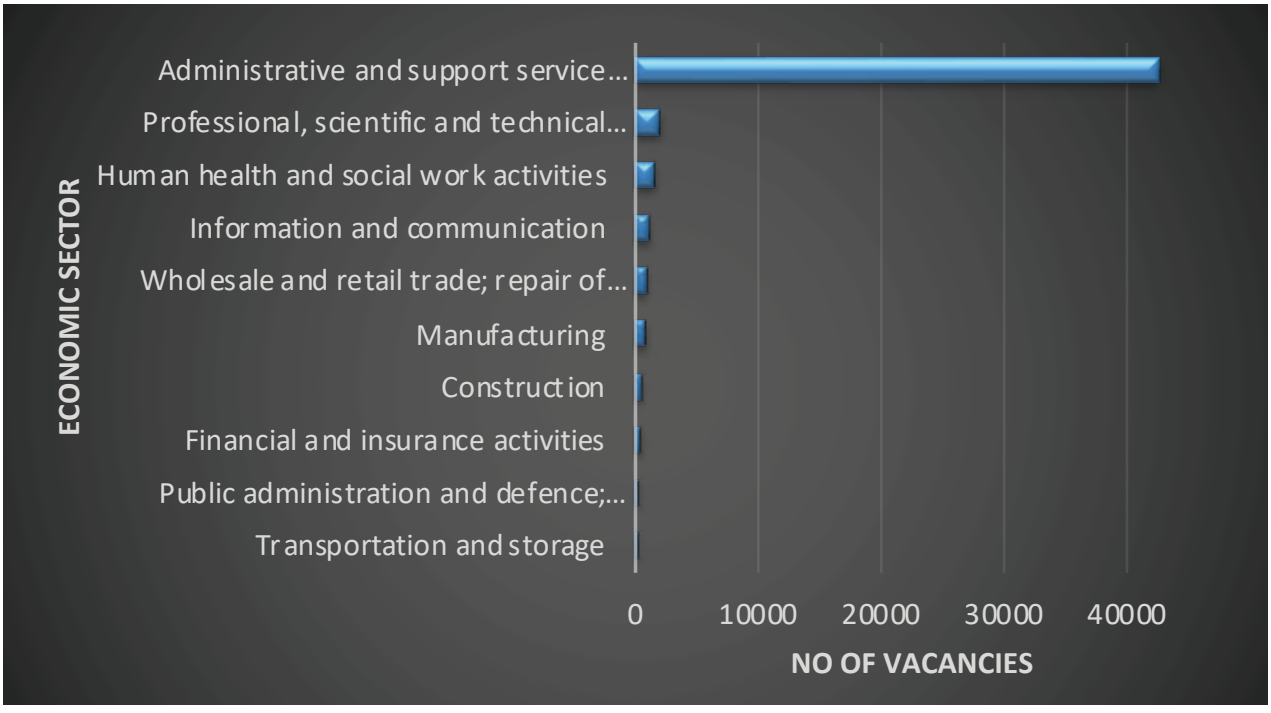
- Job seekers should prioritize acquiring professional qualifications, technical competencies, and vocational skills, as these occupations account for the largest share of employment opportunities.
- Individuals seeking employment in administrative, clerical, service, and operational support roles should strengthen digital literacy, communication, customer service, and workplace technology skills to remain competitive.
- Those currently working in sectors with limited demand, particularly agriculture, should consider upskilling or diversifying into agribusiness, modern agricultural technologies, or other emerging occupations with stronger employment prospects.

For Policymakers

- Strengthen investments in higher education, Technical and Vocational Education and Training (TVET), and apprenticeship programmes to produce graduates with skills aligned to labour market demand, particularly in professional, technical, and skilled trade occupations.
- Enhance collaboration between industry and training institutions to ensure curricula remain responsive to changing labour market needs and technological advancements.
- Promote modernization and commercialization of the agricultural sector through mechanization, value addition, and agribusiness development to create more formal employment opportunities and increase demand for skilled agricultural workers.
- Strengthen labour market intelligence systems to continuously monitor occupational demand and guide evidence-based education, training, and workforce planning policie

6.20.5. Top Sectors by Number of Vacancies

Figure 173: Top 10 Economic sectors by Number of vacancies



Source; Germany job advertisement data

Administrative and Support Service Activities, which include services such as cleaning, recruitment, office administration, security, facility management, and other business support operations, recorded the highest number of vacancies, with 42,603 positions available. This is substantially higher than all other sectors, indicating exceptionally strong demand for support services that enable the efficient functioning of businesses and institutions across the economy.

Among the remaining sectors, Professional, Scientific and Technical Activities, which include engineering, consulting, legal, accounting, scientific research, and other specialized professional services, recorded 1,977 vacancies. This was followed by Human Health and Social Work Activities, covering hospitals, healthcare, nursing, rehabilitation, and social care services, with 1,542 vacancies, reflecting sustained demand for professional and essential healthcare services.

Demand also remained evident in Information and Communication, which includes ICT services, telecommunications, software development, and digital communication activities, recording 1,121 vacancies. Meanwhile, Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles, which covers commercial trade, retail services, vehicle sales, and repair activities, recorded 875 vacancies, demonstrating the continued importance of trade and consumer services to the economy.

Industrial and infrastructure-related sectors also contributed to employment opportunities. Manufacturing, involving industrial production and processing activities, recorded 789 vacancies, while Construction, which includes infrastructure development and building activities, recorded 471 vacancies, indicating continued demand for workers supporting production and infrastructure development. Financial and Insurance Activities, covering banking, insurance, investment, and financial support services, accounted for 397 vacancies, reflecting ongoing demand for financial professionals.

Although Public Administration and Defence; Compulsory Social Security recorded 235 vacancies, and Transportation and Storage, which includes logistics, warehousing, and freight movement services, recorded 215 vacancies, these sectors continue to play an important role in delivering public

services, supporting supply chains, and facilitating economic activity.

Overall, the data show that Administrative and Support Service Activities dominate labour demand by a significant margin, while professional services, healthcare, ICT, trade, manufacturing, construction, finance, public administration, and transportation continue to provide important employment opportunities. This reflects a labour market that is heavily supported by business service activities while maintaining demand across knowledge-intensive, industrial, commercial, and public service sectors.

Implications

For Job Seekers

- Focus on acquiring skills relevant to administrative support services, professional and technical occupations, healthcare, ICT, retail, manufacturing, construction, finance, and logistics, as these sectors continue to generate employment opportunities.
- Develop both technical and transferable skills, including digital literacy, communication, customer service, analytical thinking, and problem-solving, to improve employability across a wide range of sectors.

For Policy Makers

- Increase investment in workforce development programmes targeting administrative services, healthcare, ICT, manufacturing, construction, and professional services to address evolving labour market demands.
- Strengthen collaboration between employers, education institutions, and training providers to ensure graduates possess the practical, digital, and technical skills required to support sustainable economic growth and sectoral productivity.

6.20.6. Most Sought Occupations in Sectors with Most Vacancies

6.20.6.1. Most Sought Occupations in the Manufacturing Sector

Table 174: Most sought occupations in the Manufacturing sector

Occupation	No of Vacancies
Electronics Engineering Technicians	158
Shop Sales Assistants	147
Building and Related Electricians	51
Agricultural and Industrial Machinery Mechanics and Repairers	23
Software Developers	23
Sales and Marketing Managers	22
Bakers, Pastry-Cooks and Confectionery Makers	18
Plumbers and Pipe Fitters	15
Construction and Utilities Managers	14
Mechanical Engineers and Technologists	14

Source; Germany job advertisement data

Germany's manufacturing sector continues to show demand for a mix of technical, engineering, digital, and commercial occupations, although demand is concentrated in a relatively small number of key roles. Electronics Engineering Technicians (158) are the most sought-after occupation, followed closely by Shop Sales Assistants (147). This suggests that the sector requires not only technical expertise to support production processes but also workers who facilitate product sales and customer engagement.

Demand also remains evident for skilled technical trades. Occupations such as Building and Related Electricians (51), Agricultural and Industrial Machinery

Mechanics and Repairers (23), and Plumbers and Pipe Fitters (15) highlight the importance of workers who install, maintain, and repair industrial equipment and manufacturing infrastructure, ensuring efficient production operations.

The presence of Software Developers (23) among the top occupations reflects the increasing integration of digital technologies, automation, and software systems within manufacturing processes. At the same time, Sales and Marketing Managers (22) demonstrate the importance of promoting manufactured products and supporting business growth through effective market development. Demand for Mechanical Engineers and Technologists (14) and Construction and Utilities Managers (14) further indicates the need for professionals who oversee engineering activities, production systems, and industrial projects.

The inclusion of Bakers, Pastry Cooks and Confectionery Makers (18) also highlights the contribution of food manufacturing within the broader manufacturing sector, demonstrating that manufacturing demand extends beyond heavy industry to include food production and processing.

Overall, the occupational profile shows that Germany's manufacturing sector relies on a combination of engineering and technical expertise, skilled trades, digital capabilities, management, sales, and food production skills. This reflects the sector's continued modernization while maintaining demand for workers who support production, infrastructure, product distribution, and specialized manufacturing activities.

Implications

For Job Seekers

- Develop a combination of engineering, technical, digital, skilled trade, sales, and customer service skills to meet the diverse labour demands of Germany's manufacturing sector.
- Pursue training in electronics engineering, electrical installation, machinery maintenance, software development, mechanical engineering, production management, and food processing to improve employability in modern manufacturing industries.

For Policy Makers

- Strengthen investment in engineering, ICT, industrial automation, skilled trades, and food manufacturing training programmes to support the evolving workforce needs of the manufacturing sector.
- Promote stronger partnerships between manufacturing industries and education and training institutions to equip workers with practical, industry-relevant competencies in engineering, digital technologies, industrial maintenance, production management, and product marketing



6.20.6.2. Most Sought Occupations in the Construction Sector

Figure 175: Most sought occupations in the Construction Sector



Source; Germany job advertisement data

technical occupations, and construction management professionals. Building and Related Electricians (47) are the most sought-after occupation, followed by Bricklayers and Related Workers (39) and Plumbers and Pipe Fitters (37). This reflects the continued importance of core construction trades involved in electrical installation, structural works, and building services across residential, commercial, and infrastructure projects.

The sector also demonstrates demand for technical and supervisory occupations. Construction and Utilities Managers (34) and Mechanical Engineering Technicians (31) indicate the need for professionals who oversee construction activities, coordinate infrastructure projects, and provide technical support for building systems and mechanical installations.

Demand also extends to occupations that support specialized construction activities. Telecommunications Engineering Technicians (15) and Electronics Engineering Technicians (12) highlight the growing integration of communication networks, electrical systems, and smart technologies within modern buildings and infrastructure. Meanwhile, Spray Painters and Varnishers (13) remain important for finishing and protective works that contribute to the quality and durability of construction projects.

The presence of Social Work Associate Professionals (31) and Accounting Associate Professionals (11) illustrates that construction projects also require social support and administrative functions, particularly in large-scale developments where community engagement, workforce coordination, and financial management play an important role.

Overall, the occupational profile indicates that Germany's construction sector continues to rely primarily on skilled construction trades, technical expertise, engineering support, and project management, while increasingly incorporating specialized technical services and professional support functions to meet the demands of modern construction and infrastructure development.

Implications

For Job Seekers

- Acquire practical skills in construction trades such as electrical installation, bricklaying, plumbing, painting, mechanical engineering support, and telecommunications systems, as these occupations continue to experience demand within the construction sector.
- Strengthen technical, project coordination, and digital competencies to improve employability as construction projects increasingly incorporate modern building technologies and integrated infrastructure systems.

For Policy Makers

- Expand investment in construction-focused Technical and Vocational Education and Training (TVET) and engineering programmes to address the continued demand for skilled tradespeople, technicians, and construction managers.
- Promote stronger collaboration between the construction industry and training institutions to equip workers with practical skills in modern construction methods, building technologies, project management, and sustainable infrastructure development

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

Table 176: Most sought occupations in the Information and communication sector

Occupation	No of Vacancies
Software Developers	96
Mechanical Engineers and Technologists	94
Systems Analysts	71
Electrical Engineers	60
Construction and Utilities Managers	49
Social Work Associate Professionals	48
Mechanical Engineering Technicians	40
Electronics Engineering Technicians	38
Accountants	33
Electrical Engineering Technicians	27

Source; Germany job advertisement data

Germany's ICT sector continues to show strong demand for software, engineering, and systems-related occupations. Software Developers (96) are the most sought-after professionals, followed closely by Mechanical Engineers and Technologists (94) and Systems Analysts (71). This reflects the sector's continued emphasis on software development, digital innovation, systems integration, and the application of engineering expertise in technology-driven environments.

Engineering-related occupations also feature prominently within the sector. Electrical Engineers (60), Mechanical Engineering Technicians (40), Electronics Engineering Technicians (38), and Electrical Engineering Technicians (27) demonstrate that the ICT sector relies not only on software professionals but also on engineers and technicians who design, maintain, and support electronic, electrical, and mechanical systems that underpin digital infrastructure and emerging technologies.

The presence of Construction and Utilities Managers (49) suggests increasing integration between ICT and infrastructure projects, particularly in areas such as smart infrastructure, digital utilities, and technology-enabled facilities management. Meanwhile, Social Work Associate Professionals (48) and Accountants (33) indicate that the sector also requires professionals who provide organizational, financial, and support services necessary for the effective operation of ICT-related organizations.

Overall, the occupational profile shows that Germany's ICT sector is increasingly multidisciplinary, combining software development with engineering,

technical support, infrastructure management, and professional services. This reflects the growing convergence of digital technologies with engineering systems and organizational functions to support innovation and economic growth.

Implications

For Job Seekers

- Prioritize acquiring skills in software development, systems analysis, engineering, and digital technologies, particularly in software development, systems integration, electrical and mechanical engineering, and technical support, where labour demand remains strong.
- Strengthen analytical, programming, engineering, and problem-solving skills, alongside digital and project management competencies, to improve employability in Germany's increasingly technology-driven ICT sector.

For Policy Makers

- Expand investment in ICT, software engineering, electrical and mechanical engineering, and digital infrastructure training programmes to address the growing demand for multidisciplinary technology professionals.
- Strengthen collaboration between universities, technical training institutions, and the ICT industry to provide practical training in software development, systems engineering, digital infrastructure, and emerging technologies.
- Promote innovation initiatives that encourage the integration of ICT with engineering, infrastructure, and business services to support digital transformation and long-term economic competitiveness

6.20.6.4. Most Sought Occupations in the Accomodation and Food Service Activities Sector.

Figure 177: Most sought Occupations in the Accommodation and Food Service Activities Sector.



Source; Germany job advertisement data

In Germany the vacancy distribution in the Accommodation and Food Service Activities sector indicates that demand is primarily concentrated in operational and customer service roles. Cooks recorded the highest number of vacancies (27), followed by Kitchen Helpers (21), Waiters (14), and Cleaners and Helpers in Offices, Hotels and Other Establishments (13). This pattern reflects the labour-intensive nature of the hospitality industry, where food preparation, customer service, and housekeeping are essential to daily operations.

Demand for Chefs (10), Hotel Managers (7), and Restaurant Managers (7) demonstrates that employers are also seeking experienced personnel with specialized culinary expertise and managerial capabilities to oversee service quality, operations, and business performance. Meanwhile, vacancies for Receptionists (General) (5), Cleaning and Housekeeping (Non-Domestic) (4), and Shop Sales Assistants (3) indicate continued, albeit lower, demand for front-office, housekeeping, and retail support functions within hospitality establishments.

Overall, the vacancy distribution suggests that the accommodation and food service sector is driven mainly by demand for food preparation, kitchen support, customer service, and housekeeping occupations, with comparatively fewer opportunities in managerial and administrative roles. This reflects the sector's reliance on a strong operational workforce to deliver quality hospitality services.

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Implications

For Job Seekers

- Job seekers should consider acquiring practical hospitality skills in food preparation, catering, customer service, housekeeping, and front-office operations, as these occupations account for the largest share of vacancies.
- Pursuing hospitality-related certifications, vocational training, and food safety qualifications can improve employability and create pathways to supervisory and management positions.
- Developing soft skills such as communication, teamwork, problem-solving, and customer relations will be essential for securing and advancing hospitality careers.

For Policymakers

- Strengthen hospitality-focused TVET and apprenticeship programmes to produce graduates with industry-relevant culinary, housekeeping, and customer service skills.
- Encourage partnerships between hospitality training institutions and employers to expand internships, industrial attachments, and work-based learning opportunities that enhance practical experience.
- Support continuous professional development and career progression initiatives to help workers advance from entry-level operational roles into supervisory and management positions, thereby improving service quality and productivity within the sector.

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

Table 178: Most sought occupations in the Wholesale and Retail Trade Sector.

Wholesale and retail trade; repair of motor vehicles and motorcycles	No of Vacancies
Shop Sales Assistants	526
Sales and Marketing Managers	44
Cashiers and Ticket Clerks	34
Mechanical Engineering Technicians	30
Stock Clerks	16
Commercial Sales Representatives	15
Freight Handlers	15
Motor Vehicle And Motor Cycle Mechanics Repairers	15
Optometrists and Ophthalmic Opticians	15
Administrative and Executive Secretaries	12

Source; Germany job advertisement data

The vacancy distribution in the Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles sector reveals that demand is overwhelmingly concentrated in sales-related occupations, with Shop Sales Assistants recording 526 vacancies, far exceeding all other occupations in the sector. This reflects the labour-intensive nature of retail businesses, where frontline sales personnel play a critical role in customer engagement, product promotion, and revenue generation. The exceptionally high demand also suggests continued expansion of retail outlets and sustained consumer demand for goods and services.

Demand for Sales and Marketing Managers (44) and Cashiers and Ticket Clerks (34) further highlights the sector's emphasis on sales management, customer service, and efficient transaction processing. Mechanical Engineering Technicians (30) indicate the importance of technical expertise in supporting businesses involved in motor vehicle sales, maintenance, and repair.

Moderate demand for Stock Clerks (16), Commercial Sales Representatives (15), and Freight Handlers (15) demonstrates the need for efficient inventory management, distribution, logistics, and business development functions to support retail and wholesale supply chains. Similarly, Motor Vehicle and Motorcycle Mechanics and Repairers (15) reflect continued demand for after-sales maintenance and repair services within the automotive segment of the industry. Vacancies for Optometrists and Ophthalmic Opticians (15) suggest opportunities in specialized retail establishments dealing in optical products and eye care services, while Administrative and Executive Secretaries (12) indicate a relatively smaller but essential demand for administrative support.

Overall, the vacancy pattern suggests that the sector is primarily driven by customer-facing sales occupations, supported by logistics, inventory management, technical automotive services, and administrative functions. The dominance of Shop Sales Assistants demonstrates that retail operations remain highly dependent on a strong frontline workforce to meet customer needs and sustain business growth.

Implications

For Job Seekers

- Job seekers should develop competencies in sales, customer service, merchandising, digital retail systems, and communication skills, as these represent the greatest employment opportunities within the sector.
- Individuals interested in the automotive segment should pursue technical qualifications in motor vehicle maintenance, mechanical engineering, and automotive repair to capitalize on demand for technical occupations.
- Developing skills in inventory management, logistics, digital payment systems, and customer relationship management (CRM) can further improve employability in modern retail environments.

For Policymakers

- Strengthen TVET and retail-focused training programmes to equip graduates with practical skills in sales, retail management, logistics, inventory control, and automotive maintenance, in line with labour market needs.
- Promote stronger collaboration between training institutions and employers to expand internships, apprenticeships, and work-based learning opportunities within the wholesale, retail, and automotive sectors.
- Support digital transformation in the retail industry by integrating training on e-commerce, digital marketing, point-of-sale technologies, and supply chain management, ensuring the workforce remains responsive to evolving business models.
- Encourage the growth of wholesale and retail enterprises, particularly SMEs, through supportive business policies and access to finance, thereby creating additional employment opportunities across the sector



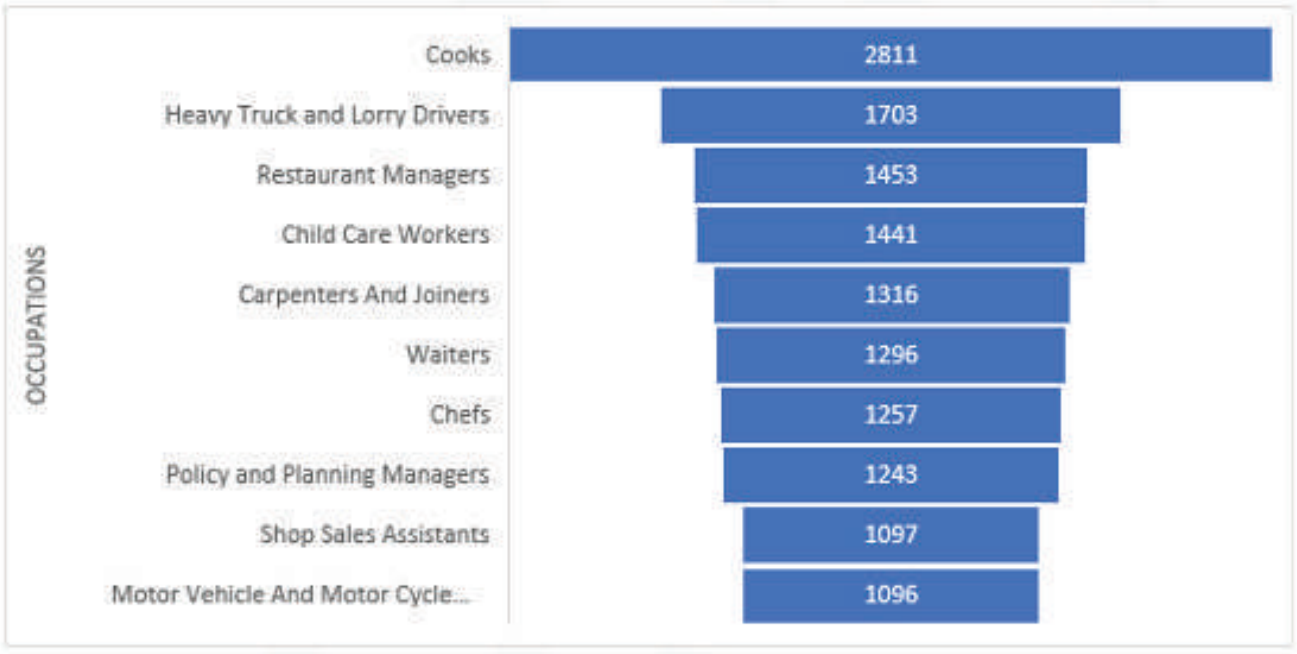


6.21

CANADA Q4 LABOUR MARKET DEMAND OUTLOOK

6.21.1 Most Sought Occupations by Number of Vacancies

Figure 179: Most sought Occupations in Canada



Source; Canada job advertisement data

In Q4, the Canadian labour market data shows that the hospitality sector has the highest demand for workers, with Cooks (2,811) recording the highest number of vacancies. This indicates continued growth in restaurants, hotels, catering services, and the tourism industry. There is also strong demand for Heavy Truck and Lorry Drivers (1,703), reflecting the need for efficient transportation and delivery of goods across the country.

Other occupations with many vacancies include Restaurant Managers (1,453), Child Care Workers (1,441), Carpenters and Joiners (1,316), Waiters (1,296), and Chefs (1,257). These figures show increasing employment opportunities in the hospitality, childcare, and construction sectors. In addition, there is demand for Policy and Planning Managers (1,243) to support organizational planning and decision-making, Shop Sales Assistants (1,097) to meet retail customer service needs, and Motor Vehicle and Motorcycle Mechanics and Repairers (1,096) to maintain and repair the growing number of vehicles.

The data indicates that the hospitality, transport and logistics, construction, retail, childcare, management, and automotive sectors are creating the highest number of job opportunities. This reflects growing economic activity and an increasing need for both skilled and semi-skilled workers across these

industries.

Implication

For Job Seekers

- Kenyan job seekers can benefit from Canada's strong demand for workers, transportation, hospitality, construction, manufacturing, and childcare. Opportunities are highest for Farm Labourers, Heavy Truck Drivers, Cooks, Manufacturing Supervisors, and Carpenters. Relevant technical training, practical experience, and language proficiency will improve employment prospects.

For policymakers

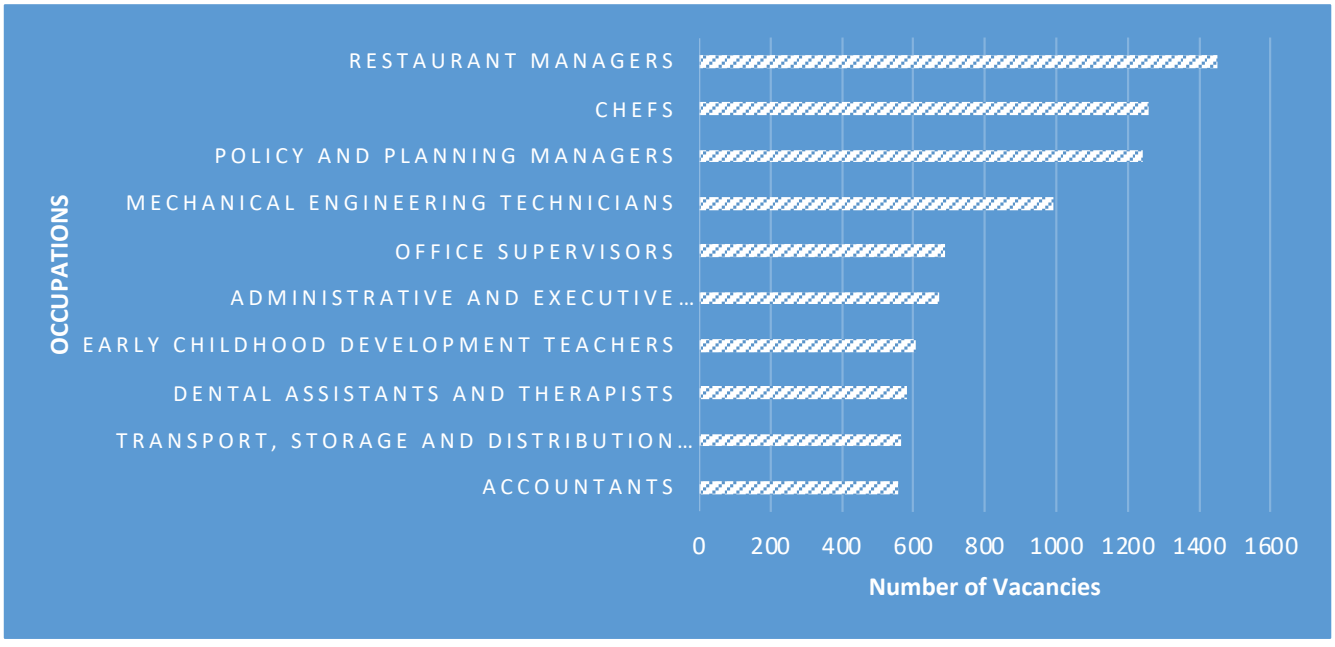
- These trends highlight the need to strengthen TVET and skills development in agriculture, transport, construction, manufacturing, hospitality, and caregiving. Expanding bilateral labour mobility agreements and aligning training programmes with Canada's labour market needs will enhance overseas employment opportunities for Kenyan workers.

6.21.2 Most Sought Occupations by Skill Level

6.21.2.1 Most sought occupations for Highly skilled workers

Highly skilled workers are employees with advanced education, specialized training, and extensive expertise who perform complex professional, technical, managerial, or analytical tasks that require high levels of problem-solving, decision-making, and independent judgment.

Figure 180: Most sought occupations for Highly skilled workers



Source; Canada job advertisement data

The Canadian labour market continues to demonstrate there is aa strong demand for professionals in management, engineering, administration, education, healthcare, logistics, and finance. Restaurant Managers (1,453) recorded the highest number of vacancies, followed by Chefs (1,257) and Policy and Planning Managers (1,243), highlighting the continued growth of the hospitality and management sectors. There is also significant demand for Mechanical Engineering Technicians (991), reflecting the need for technical expertise in manufacturing, construction, and engineering industries.

Administrative occupations also show strong employment opportunities, with vacancies for Office Supervisors (689) and Administrative and Executive Secretaries (674), indicating the importance of

administrative support in organizations. The education sector continues to require Early Childhood Development Teachers (605), while the healthcare sector has opportunities for Dental Assistants and Therapists (582). In addition, Transport, Storage and Distribution Managers (566) are needed to manage logistics and supply chain operations, and Accountants (557) remain in demand to support financial management and reporting across various industries.

Implications

For Job Seekers

- The data suggests that job seekers with qualifications and skills in management, hospitality, engineering, administration, education, healthcare, logistics, and accounting have strong employment prospects. Individuals should focus on acquiring relevant professional qualifications, technical skills, and practical experience in these high-demand fields. Continuous training, professional certification, and the development of digital and leadership skills will further improve employability and career advancement opportunities in the current labour market

.For policymakers

- Policy makers should also promote partnerships between training institutions and employers to ensure that graduates acquire practical skills that match labour market needs. Supporting job creation through investment in the hospitality, manufacturing, transport, and service sectors, while encouraging entrepreneurship and continuous professional development, will help reduce unemployment and address skills shortages. These measures will contribute to a more skilled workforce, improved productivity, and sustainable economic growth.

6.21.2.2 Most sought occupations among Middle skilled workers

Middle skilled workers are employees who possess moderate levels of education, training, and technical skills needed to perform practical, technical, or supervisory tasks. Their jobs often require vocational training, diplomas, apprenticeships, or on-the-job experience rather than advanced university qualifications.

Table 181: Most sought occupation for Middle skilled workers

Occupation	No of Vacancies
Cooks	2811
Heavy Truck and Lorry Drivers	1703
Child Care Workers	1441
Carpenters And Joiners	1316
Waiters	1296
Shop Sales Assistants	1097
Motor Vehicle and Motor Cycle Mechanics Repairers	1096
Home-Based Personal Care Workers	1026
Cleaning and HousekeepingNon-Domestic	965
Car, Taxi and Van Drivers	738

Source; Canada job advertisement data

The labour market in Canada Q4 has most job market demand Cooks (2,811) have the highest number of vacancies, followed by Heavy Truck and Lorry Drivers (1,703), indicating strong demand in the hospitality and logistics industries. There are also many opportunities for Child Care Workers (1,441), reflecting the growing need for childcare services. The construction sector continues to create jobs for Carpenters and Joiners (1,316), while the hospitality industry also requires Waiters (1,296) to meet increasing customer demand. The retail sector has a high demand for Shop Sales Assistants (1,097),

and the automotive industry requires Motor Vehicle and Motorcycle Mechanics and Repairers (1,096) to maintain and repair vehicles. In addition, there is growing demand for Home Based Personal Care Workers (1,026) due to increasing healthcare and elderly care needs, Cleaning and Housekeeping (Non-Domestic) Workers (965) to support businesses and institutions, and Car, Taxi, and Van Drivers (738) to provide passenger transport services.

Implications

For Job Seekers

- The data indicates that job seekers can improve their employment opportunities by acquiring practical and vocational skills in hospitality, transport, construction, retail, caregiving, automotive repair, and cleaning services. Training through TVET institutions, apprenticeships, and professional certification can enhance employability. Since many of these occupations require practical experience, job seekers should also seek internships and on-the-job training to increase their chances of securing employment.

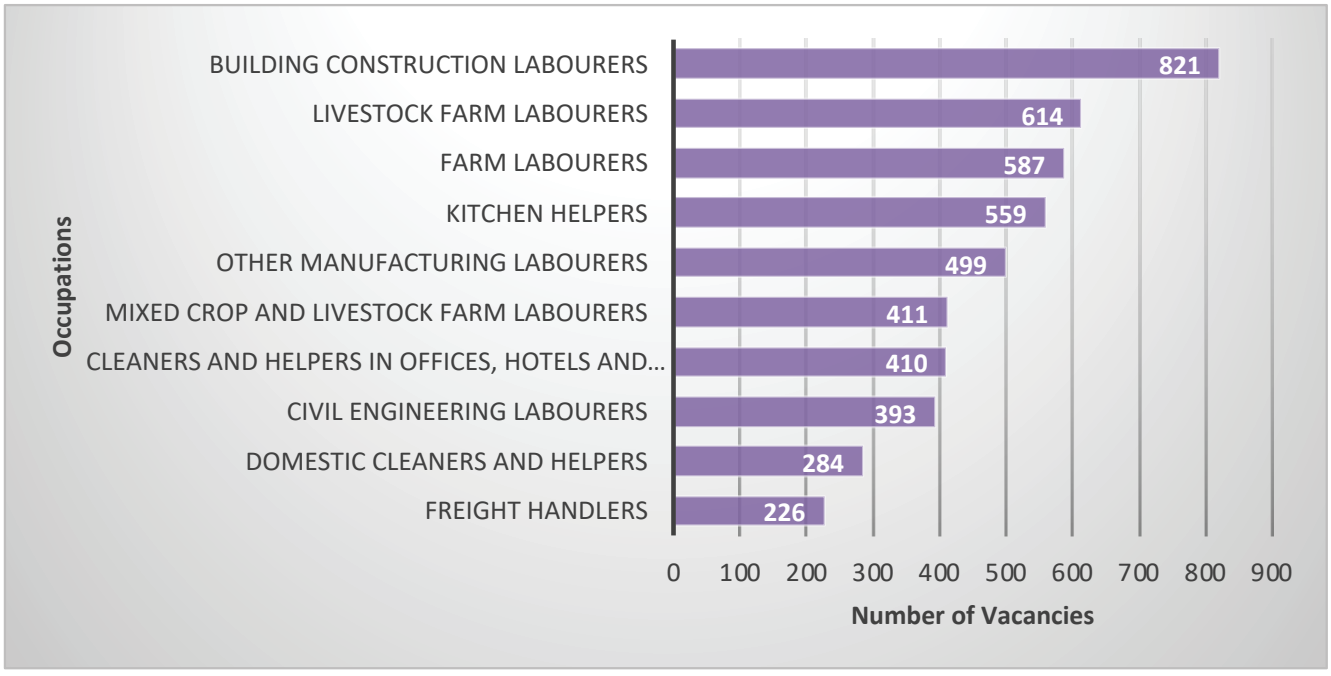
For policymakers

- The findings suggest that policy makers should strengthen investment in technical and vocational education and training (TVET) to equip workers with skills required in high-demand occupations. Policies should support the expansion of the hospitality, transport, construction, healthcare, and retail sectors through skills development programmes, industry partnerships, and job creation initiatives. Improving working conditions, promoting certification, and supporting entrepreneurship in these sectors will help address labour shortages, reduce unemployment, and contribute to sustainable economic growth.

6.21.2.3 Most sought occupation for Low skilled workers

Low skilled workers are employees who perform simple and routine tasks that require limited formal education, training, or technical expertise. Their work is usually manual or repetitive and often requires basic skills and short term training.

Figure 182: Most sought occupations for Low skilled workers



Source; Canada job advertisement data



Low skilled roles continue to play a vital role in maintaining essential services in Canada This indicates that there is a high demand for labourers in the construction, agriculture, hospitality, manufacturing, cleaning, and logistics sectors. Building Construction Laborers (821) recorded the highest number of vacancies, showing continued growth in construction and infrastructure projects. The agriculture sector also offers many employment opportunities, with demand for Livestock Farm Laborers (614), Farm Laborers (587), and Mixed Crop and Livestock Farm Laborers (411), reflecting the importance of farming to the economy.

The hospitality industry requires Kitchen Helpers (559) and Cleaners and Helpers in Offices, Hotels and Other Establishments (410) to support daily operations. Manufacturing also continues to create jobs, with vacancies for Other Manufacturing Laborers (499). In addition, there is demand for Civil Engineering Laborers (393), Domestic Cleaners and Helpers (284), and Freight Handlers (226), highlighting the need for workers in construction, household services, and logistics.

Implications

For Job Seekers

- The findings suggest that job seekers can increase their employment opportunities by acquiring practical skills in construction, agriculture, hospitality, manufacturing, cleaning, and logistics. Vocational training, apprenticeships, and hands-on experience will improve their chances of securing employment.
- These occupations require physical skills rather than advanced academic qualifications; they also provide accessible employment opportunities for many job seekers.

For policymakers

- The findings indicate that policy makers should continue investing in technical and vocational education and training (TVET) to develop practical skills required in construction, agriculture, hospitality, manufacturing, and logistics. They should also support job creation through investment in infrastructure development, agricultural modernization, and industrial growth. In addition, improving working conditions, occupational safety, and skills development programmes will help increase productivity, reduce unemployment, and promote sustainable economic growth.

6.21.3 Job Vacancies by Major Occupational Groups Canada

Table 183 Distribution of Vacancies by Major Occupational Groups

Major Group	No of Vacancies
Service Workers, Shop and Market Sales Workers	12322
Technicians And Associate Professional	9809
Craft And Related Trades Workers	8804
Professionals	7664
Legislators, Administrators and Managers	6049
Elementary Occupations	5956
Plant And Machine Operators and Assemblers	3747
Secretarial, Clerical Services and Related Workers	3197
Skilled Agricultural, Forestry and Fishery Workers	746

Source; Canada job advertisement data

The data indicates that Service Workers, Shop and Market Sales Workers (12,322) constitute the largest occupational group, highlighting the significant role of the service and retail sectors in employment. This is followed by Technicians and Associate Professionals (9,809) and Craft and Related Trades Workers (8,804), reflecting strong demand for technical expertise and skilled trades. Professionals (7,664) and Legislators, Administrators and Managers (6,049) also account for a substantial share of employment, demonstrating the importance of professional knowledge and leadership roles.

Additionally, Elementary Occupations (5,956) indicate continued demand for entry-level and support roles across various industries. Plant and Machine Operators and Assemblers (3,747) and Secretarial, Clerical Services and Related Workers (3,197) represent moderate employment levels, supporting industrial production and administrative functions. Skilled Agricultural, Forestry and Fishery Workers (746) record the lowest employment, suggesting that these sectors contribute a relatively smaller share of the labour market, possibly due to mechanization and the growing dominance of servicebased industries. The occupational distribution shows that employment is concentrated in service, technical, and skilled trade occupations, reflecting a labour market driven by customer service, technical competencies, and practical skills.

Implications

For Job Seekers

- Kenyan job seekers can benefit from Canada's demand for skilled trades, technical, service, and professional occupations. Job seekers should also focus on acquiring relevant technical, vocational, and customer service skills to improve their employability in these high-demand fields. Those aspiring to professional and managerial positions should pursue higher education, professional certifications, and leadership skills. Continuous learning, digital literacy, and adaptability will also be essential to remain competitive in an evolving labour market

For policymakers

- Canada's occupational demand highlights the need for policymakers to strengthen investments in technical and vocational education and training (TVET) to meet the growing demand for service, technical, and skilled trade occupations. Policies should promote collaboration between educational institutions and employers to ensure training aligns with labour market needs. Additionally, policymakers should support lifelong learning, workforce reskilling, and targeted employment initiatives while encouraging innovation and productivity in sectors with lower employment, such as agriculture, to achieve balanced and sustainable economic growth.

6.21.4 Job Vacancies By Economic Sector

Figure 184: Top 10 Economic sectors with most vacancies



Source; Canada job advertisement data

Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles (9,607) has the highest number of vacancies, indicating strong demand for workers in retail, sales, and vehicle repair services. This is followed by Administrative and Support Service Activities (9,098) and Accommodation and Food Service Activities (8,402), reflecting continued growth in business support services and the hospitality industry. Professional, Scientific and Technical Activities (7,713) and Construction (5,719) also record high demand, highlighting the importance of skilled professionals and construction workers in supporting economic development. Human Health and Social Work Activities (3,936), Manufacturing (2,705), Public Administration and Defense; Compulsory Social Security (1,981), Transportation and Storage (1,846), Other Service Activities (1,781), and Education (1,228) account for smaller shares of vacancies. Although these sectors have fewer vacancies, they remain essential to the economy by providing critical public services, supporting industrial production, and contributing to human capital development. Therefore, the distribution indicates that employment opportunities are concentrated in retail, business support services, hospitality, professional services, and construction, demonstrating a labour market driven by consumer demand, business operations, and infrastructure development.

Implication

For Job Seekers

- The strong demand in retail, administrative support, hospitality, professional services, and construction provide favorable employment opportunities for job seekers. Individuals should acquire industry-specific qualifications, technical skills, customer service competencies, and digital skills to improve their employability. Practical experience, professional certifications, and adaptability will further enhance career prospects in these growing sectors.

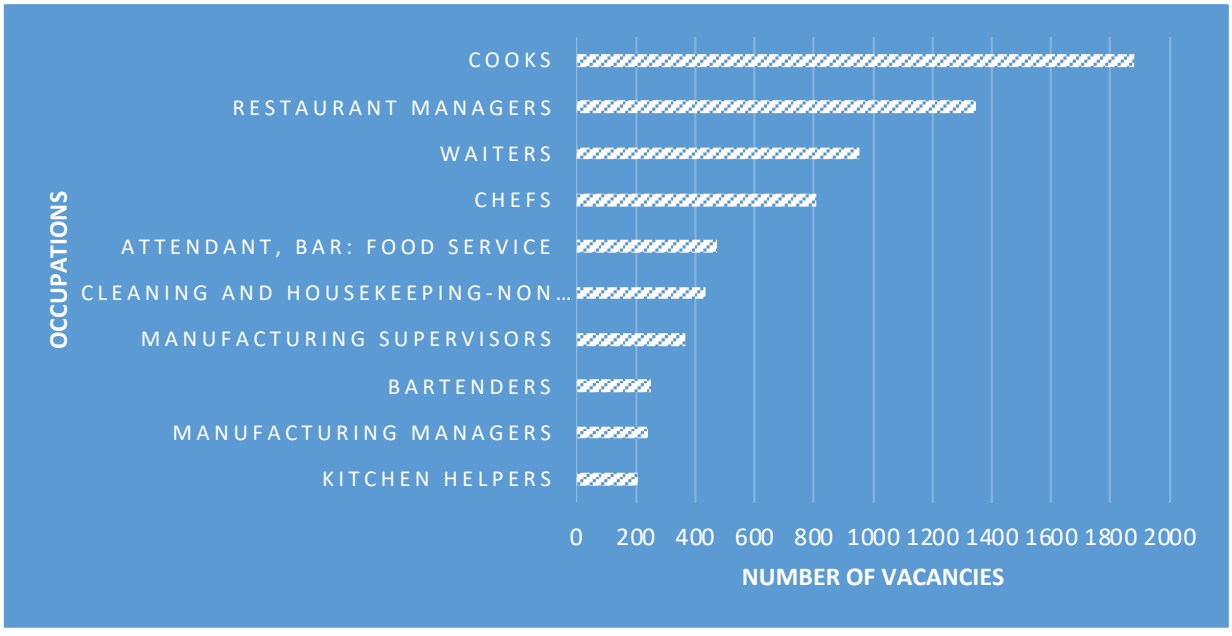
For policymakers

- Policymakers should strengthen workforce development by investing in education, technical and vocational training, and apprenticeship programmes that address labour shortages in high-demand sectors. Policies should encourage collaboration between employers and training institutions to ensure graduates possess market-relevant skills. Additionally, promoting innovation, digital transformation, and skills development across all sectors will help sustain economic growth, improve productivity, and create quality employment opportunities.

6.21.5 Most Sought Occupations In Economic Sectors

6.21.5.1 Accommodation and Food service sector

Figure 185: Most sought Occupations in the Accommodation and Food service sector



Source; Canada job advertisement data

The vacancy distribution in Canada shows Cooks (1,879) recorded the highest number of vacancies in the Accommodation and Food Service Activities sector, indicating strong demand for food preparation professionals. Restaurant Managers (1,348) and Waiters (953) also account for a large share of vacancies, highlighting the importance of effective management and customer service in hospitality establishments. Other occupations with notable demand include Chefs (806), Attendants in Bar and Food Service (475), Cleaning and Housekeeping (Non-Domestic) (433), Manufacturing Supervisors (367), Bartenders (249), Manufacturing Managers (239), and Kitchen Helpers (208).

The vacancy distribution reflects the sector's need for a diverse workforce with culinary, customer service, housekeeping, and management skills. Higher demand for cooks and restaurant managers suggests continued expansion of restaurants, hotels, and other hospitality businesses, while the presence of supervisory and managerial roles emphasizes the need for effective operational leadership.

Implications

For Job Seekers

- The hospitality sector presents strong employment opportunities for individuals with skills in food preparation, customer service, restaurant management, housekeeping, and bar services. Job seekers can enhance their employability by obtaining hospitality qualifications, food safety certifications, and practical work experience. Developing communication, teamwork, and leadership skills will also improve opportunities for career progression.

For policymakers

- The trends highlight that they should invest in hospitality-focused technical and vocational education and training (TVET) programmes to address workforce demand. Strengthening partnerships between training institutions and hospitality employers can expand apprenticeship and internship opportunities. In addition, policies that support tourism growth, workforce development, and service quality improvement will help sustain employment and strengthen the hospitality industry's contribution to the economy.

6.21.5.2 Wholesale and retail trade sector

Table 186: Most sought occupations in the Wholesale and Retail trade sector

Wholesale and retail trade; repair of motor vehicles and motorcycles	No of Vacancies
Shop Sales Assistants	474
Motor Vehicle And Motor Cycle Mechanics Repairers	374
Supervisor, checkout	331
Mechanical Engineering Technicians	306
Policy and Planning Managers	223
Livestock Farm Laborers	221
Building and Related Electricians	214
Transport, Storage and Distribution Managers	214
Farm Laborers	213
Carpenters And Joiners	213

Source; Canada job advertisement data

The Wholesale and Retail Trade sector's top vacancies are led by Shop Sales Assistants (474) recorded the highest number of vacancies, highlighting the importance of customer service and retail operations in the sector. Motor Vehicle and Motorcycle Mechanics and Repairers (374) and Checkout Supervisors (331) also registered significant demand, reflecting the need for technical expertise and effective supervision in retail and automotive businesses. Other occupations with notable vacancies include Mechanical Engineering Technicians (306), Policy and Planning Managers (223), Livestock Farm Laborers (221), Building and Related Electricians (214), Transport, Storage and Distribution Managers (214), Farm Laborers (213), and Carpenters and Joiners (213).

The occupational distribution indicates that the sector requires a combination of sales, technical, logistics, supervisory, and managerial skills to support retail operations, vehicle repair services, and supply chain activities. It also reflects the growing need for workers who can combine practical skills with operational efficiency.

Implications

For Job Seekers

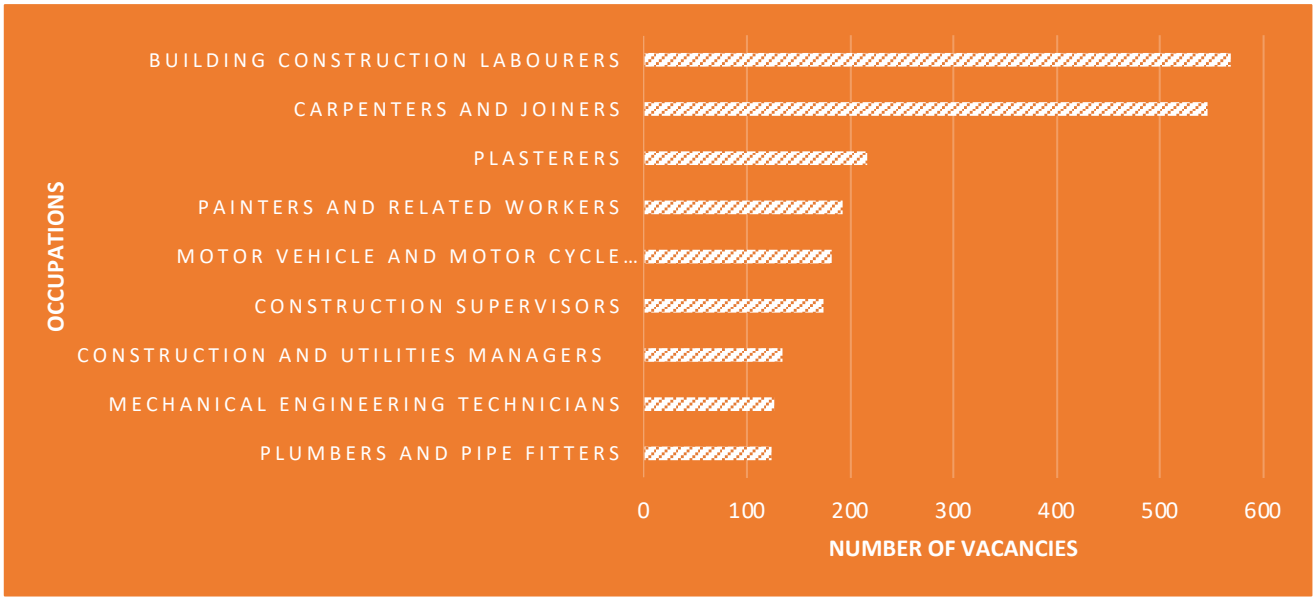
- The sector offers employment opportunities for individuals with skills in retail sales, automotive repair, engineering, logistics, electrical work, and construction. Job seekers can improve their employment prospects by obtaining relevant vocational qualifications, technical certifications, and practical experience. Strong customer service, communication, and problem-solving skills will further enhance career advancement opportunities.

For policymakers

- These trends highlight the policymakers should strengthen technical and vocational education and training (TVET) in retail management, automotive technology, engineering, logistics, and skilled trades. They should also encourage partnerships between employers and training institutions to provide apprenticeships and workplace learning. Supporting skills development and workforce planning will help address labour shortages and improve productivity in the wholesale and retail sector.

6.21.5.3 Construction sector

Figure 187: Most sought occupations in the Construction sector



Source; Canada job advertisement data

The construction sector in Canada continues to show strong demand for skilled and semi-skilled trades. Building Construction Laborers (569) recorded the highest number of vacancies, followed closely by Carpenters and Joiners (546), indicating strong demand for core construction trades. Other occupations with notable vacancies include Plasterers (216), Painters and Related Workers (193), Motor Vehicle and Motorcycle Mechanics and Repairers (182), Construction Supervisors (174), Construction and Utilities Managers (134), Mechanical Engineering Technicians (126), and Plumbers and Pipe Fitters (124).

This highlights the construction sector's reliance on both skilled trades and supervisory personnel to support infrastructure development and building projects. Demand spans manual labour, technical expertise, and management, reflecting the need for a well-balanced workforce capable of delivering construction projects efficiently and safely.

Implications

For Job Seekers

- Kenyan job seekers can benefit from Canada's demand for skilled and semi-skilled construction workers. Opportunities are strongest for Carpenters, Construction Labourers, Roofers, Plumbers, Electricians, Painters, and Mechanical Engineering Technicians. Relevant trade qualifications, safety training, and practical experience will improve employability.

For policymakers

- These trends highlight the need to strengthen TVET programmes in construction trades, engineering, and building services. Expanding competency-based training, promoting internationally recognized certifications, and establishing labour mobility partnerships with Canada will enhance overseas employment opportunities for Kenyan workers.



6.22

UAE Q4 LABOUR MARKET DEMAND OUTLOOK

6.22.1. MOST SOUGHT OCCUPATIONS IN UAE

Figure 188: Most sought occupations in UAE



Source; UAE job advertisement data

Policy and Planning Managers are the most sought-after occupation in the UAE, with 509 vacancies, reflecting strong demand for professionals responsible for strategic planning, organizational development, and policy implementation across both the public and private sectors. This is closely followed by Civil Engineers (499), highlighting continued investment in infrastructure, real estate, and construction projects that require skilled engineering expertise.

Demand also remains high for business and administrative professionals. Accountants (469) and Management and Organization Analysts (460) indicate the importance of financial management, business performance improvement, and organizational efficiency in supporting the UAE's diversified economy. Similarly, Administrative and Executive Secretaries (391) continue to be in demand, reflecting the need for administrative support in both government institutions and private enterprises.

Customer service and commercial occupations also feature prominently among the most sought-after roles. Inquiry Clerks (443) and Telephone and Switchboard Operators (442) demonstrate the importance of customer support and communication services, while Shop Sales Assistants (418) and Commercial Sales Representatives (404) highlight the continued growth of the retail and commercial sectors and the need for professionals who support sales,

customer engagement, and business development.

The presence of Mechanical Engineers and Technologists (425) further reflects demand for engineering professionals who support industrial operations, manufacturing, construction, energy, and infrastructure projects.

Overall, the occupational profile indicates that the UAE's labour market is driven by a combination of management, engineering, finance, administration, customer service, and sales occupations. This reflects the country's diversified economy, where infrastructure development, business services, trade, and public administration continue to generate substantial employment opportunities.

Implications

For Job Seekers

- Job seekers should develop qualifications and practical skills in management, civil and mechanical engineering, accounting, business analysis, administration, customer service, and sales, as these occupations continue to experience strong labour demand in the UAE.
- They should also strengthen communication, analytical, digital, problem-solving, and interpersonal skills to improve employability across the UAE's dynamic and service-oriented economy.

For Policy Makers

- Expand investment in higher education, professional training, and Technical and Vocational Education and Training (TVET) programmes in engineering, business management, finance, administration, customer service, and sales to meet labour market needs.
- Strengthen partnerships between employers and education and training institutions to ensure graduates acquire practical, industry-relevant competencies that support economic diversification, infrastructure development, and business growth in the UAE

6.22.2. Most Sought Occupations By Skill Level And Number Of Vacancies

6.22.2.1. Most sought occupations among Highly skilled workers

Highly skilled workers are employees with advanced education, specialized training, and extensive expertise who perform complex professional, technical, managerial, or analytical tasks that require high levels of problem-solving, decision-making, and independent judgment.

Table 189: Most sought occupation among Highly skilled workers

Occupation	No of Vacancies
Policy and Planning Managers	509
Civil Engineers	499
Accountants	469
Management and Organization Analysts	460
Mechanical Engineers and Technologists	425
Commercial Sales Representatives	404
Administrative and Executive Secretaries	391
Sales and Marketing Managers	311
Real Estate Agents And Property Agents	291
Software Developers	271

Source; UAE job advertisement data

Among highly skilled occupations in the UAE, Policy and Planning Managers (509) are the most sought-after, followed closely by Civil Engineers (499), Accountants (469), and Management and Organization Analysts (460). This indicates strong demand for professionals with expertise in strategic planning, infrastructure development, financial management, and organizational performance, reflecting the UAE's continued focus on economic diversification and institutional efficiency.

Engineering and business-related occupations also feature prominently among the most sought-after roles. Mechanical Engineers and Technologists (425) demonstrate sustained demand for technical professionals who support industrial operations, construction, manufacturing, and infrastructure projects. At the same time, Commercial Sales Representatives (404) and Sales and Marketing Managers (311) highlight the importance of business development, customer relationship management, and market expansion in driving commercial growth across the economy.

Administrative and technology-related occupations also continue to play an important role. Administrative and Executive Secretaries (391) reflect the need for experienced professionals who support executive management and organizational operations, while Software Developers (271) indicate growing demand for digital expertise as organizations increasingly adopt technology-driven business solutions and digital transformation initiatives.

The inclusion of Real Estate Agents and Property Agents (291) further demonstrates the continued significance of the UAE's property and real estate sector, where professionals are required to support property sales, leasing, and investment activities.

Overall, the data indicate that the UAE's demand for highly skilled workers is concentrated in management, engineering, finance, business consulting, sales, administration, real estate, and information technology. This reflects a diversified economy that continues to invest in infrastructure development, business growth, digital transformation, and professional services.

Overall, the data indicate that the UAE's demand for highly skilled workers is concentrated in management, engineering, finance, business consulting, sales, administration, real estate, and information technology. This reflects a diversified economy that continues to invest in infrastructure development, business growth, digital transformation, and professional services.

Implications

For Job Seekers

- Strengthen skills in strategic management, engineering, accounting, business analysis, sales, real estate, administration, and software development to align with the highly skilled occupations recording the strongest labour demand in the UAE.
- Develop leadership, analytical, communication, digital, financial management, and problem-solving skills to improve employability in the UAE's increasingly knowledge-based and technology-driven labour market.

For Policy Makers

- Increase investment in higher education and professional training programmes in management, engineering, finance, ICT, real estate, and business development to address the growing demand for highly skilled professionals.
- Strengthen collaboration between employers, universities, and professional training institutions to ensure graduates acquire practical, market-relevant managerial, technical, digital, and commercial competencies needed to support the UAE's evolving economy

6.22.2.2. Most sought occupations among Middle skilled workers

Middle-skilled workers are employees who possess moderate levels of education, training, and technical skills needed to perform practical, technical, or supervisory tasks. Their jobs often require vocational training, diplomas, apprenticeships, or on-the-job experience rather than advanced university qualifications.

Figure 190: Most sought occupation among Middle skilled workers



Source; UAE job advertisement data

Among middle skilled occupations in the UAE, Inquiry Clerks (443) are the most sought-after, closely followed by Telephone and Switchboard Operators (442) and Shop Sales Assistants (418). This indicates strong demand for customer service, communication, and retail support professionals, reflecting the UAE's service-oriented economy and the importance of efficient customer engagement across businesses.

Administrative and commercial support occupations also feature prominently. Stock Clerks (365) and Receptionists (General) (228) demonstrate the continued need for workers who manage inventory, coordinate front-office operations, and provide administrative support to organizations. Similarly, Contact Centre Information Clerks (146) and Contact Centre Salespersons (76) highlight the growing importance of call centre operations and customer relationship management in supporting business activities.

The transport and technical service sectors also continue to generate employment opportunities. Car, Taxi and Van Drivers (195) remain in demand to support passenger transport and business operations, while Building and Related Electricians (87) reflect the ongoing need for skilled tradespeople to support construction, infrastructure maintenance, and building services.

Hospitality-related occupations are also represented, with Waiters (76) among the most sought-after middle skilled workers. This underscores the continued importance of the hospitality and tourism

sector in the UAE economy, where customer service remains central to business success.

Overall, the data indicate that demand for middle skilled workers in the UAE is concentrated in customer service, retail, administration, transport, hospitality, and technical trades. This reflects an economy where service delivery, commercial activities, and business support functions continue to play a critical role alongside infrastructure development.

Implications

For Job Seekers

- Strengthen customer service, communication, retail, administrative, transport, hospitality, and technical trade skills to align with the occupations recording the highest demand among middle skilled workers in the UAE.
- Develop interpersonal, digital, organizational, and service delivery skills to improve employability in customer-facing and operational roles across the country's expanding service economy.

For Policy Makers

- Expand Technical and Vocational Education and Training (TVET) and workplace training programmes that equip workers with competencies in customer service, retail operations, administration, hospitality, transport, and technical trades.
- Strengthen partnerships between employers and training institutions to provide practical training and certification that enhance customer service, communication, digital, and operational skills required in the UAE's service-driven labour market

6.22.2.3Most sought occupation among Low skilled workers

Low-skilled workers are employees who perform simple and routine tasks that require limited formal education, training, or technical expertise. Their work is usually manual or repetitive and often requires basic skills and short-term training.

Table 191: Most sought occupation among Low skilled workers

Occupation	No of Vacancies
Cleaners and Helpers In Offices, Hotels and Other Establishments	363
Odd Job Persons	60
Messengers, Package Deliverers and Luggage Porters	38
Freight Handlers	14
Hand and Pedal Vehicle Drivers	13
Domestic Cleaners And Helpers	11
Kitchen Helpers	9
Vehicle Cleaners	3
Building Construction Labourers	2
Garden And Horticultural	2

Source; UAE job advertisement data

Among low skilled occupations in the UAE, Cleaners and Helpers in Offices, Hotels and Other Establishments (363) are the most sought-after by a considerable margin, reflecting the continued importance of cleaning and maintenance services in supporting the country's hospitality, commercial, and business sectors. This suggests that demand for workplace support services remains a key feature of the UAE's service-oriented economy.

General support and manual labour occupations also continue to generate employment opportunities. Odd Job Persons (60) rank second, indicating demand for workers who perform a variety of general maintenance and support tasks across different industries. Messengers, Package Deliverers



and Luggage Porters (38) further highlight the need for workers who support the movement of goods, documents, and luggage within commercial, hospitality, and transport operations.

Logistics and transport-related occupations are also represented, with Freight Handlers (14) and Hand and Pedal Vehicle Drivers (13) contributing to the movement of goods and supporting day-to-day business activities. Meanwhile, Domestic Cleaners and Helpers (11) and Kitchen Helpers (9) reflect continued labour demand in households and the hospitality industry, where support staff remain essential to service delivery.

Although Vehicle Cleaners (3), Building Construction Labourers (2), and Garden and Horticultural Workers (2) record relatively few vacancies, these occupations continue to provide essential support services in vehicle maintenance, construction, landscaping, and environmental upkeep.

Overall, the data indicate that demand for low skilled workers in the UAE is concentrated primarily in cleaning and maintenance services, general support work, logistics, hospitality, and basic service occupations. While the number of vacancies is lower than in higher-skilled categories, these occupations remain important in supporting the daily operations of businesses and households.

Implications

For Job Seekers

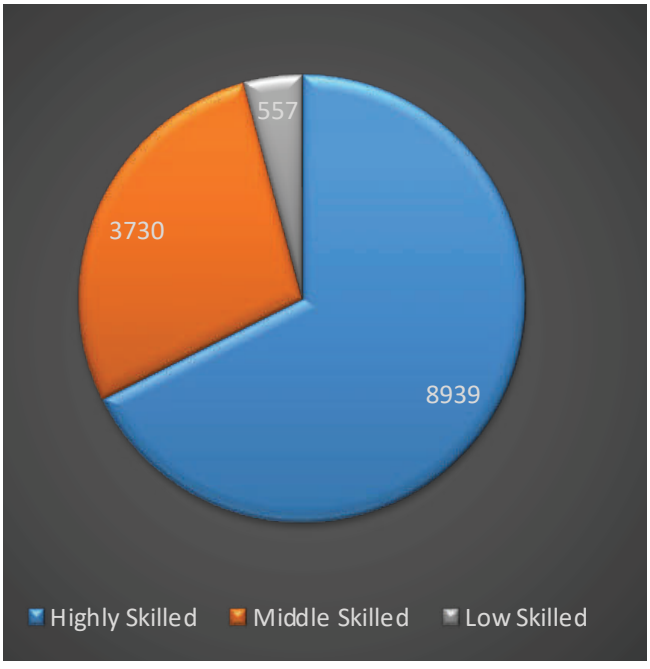
- Strengthen practical workplace skills in cleaning, hospitality support, logistics, general maintenance, and basic service delivery to align with the occupations recording the highest demand among low skilled workers in the UAE.
- Pursue vocational training and upskilling opportunities to enhance employability and create pathways into middle skilled occupations with broader career progression opportunities.

For Policy Makers

- Expand workplace readiness, vocational training, and skills development programmes for workers in cleaning, hospitality, logistics, and other support service occupations to improve productivity and employability.
- Strengthen occupational safety standards, worker protection policies, and career progression initiatives that enable low skilled workers to acquire additional competencies and transition into higher-skilled employment

6.22.3. Skill Distribution

Figure 192: Skill Distribution by Number of Vacancies



Source; UAE job advertisement data

The distribution of vacancies indicates that highly skilled workers account for the largest share of labour demand in the UAE, with 8,939 vacancies. This is more than double the number of vacancies for middle skilled workers and substantially higher than those for low skilled occupations, demonstrating the country's strong demand for professionals with advanced education, technical expertise, and specialized knowledge.

Middle skilled occupations account for 3,730 vacancies, reflecting continued demand for workers with vocational training, technical qualifications, and practical skills. These occupations support key sectors such as customer service, retail, hospitality, transport, administration, and technical trades, which remain important contributors to the UAE's service-oriented economy.

In comparison, low skilled occupations account for 557 vacancies, representing the smallest share of advertised jobs. Although fewer in number, these occupations continue to provide essential support services in areas such as cleaning, hospitality, logistics, maintenance, and general labour, ensuring the smooth day-to-day operation of businesses and households.

Overall, the skill distribution shows that the UAE's labour market is predominantly driven by demand for highly skilled professionals, while maintaining significant opportunities for middle skilled workers and a smaller but essential demand for low skilled occupations. This reflects the country's continued emphasis on knowledge-based industries, infrastructure development, business services, and economic diversification, supported by a workforce with varying skill levels.

Implications

For Job Seekers

- Invest in higher education, professional qualifications, and technical or vocational training to improve access to the growing number of highly skilled and middle skilled employment opportunities in the UAE.
- Continuously develop digital, technical, communication, and problem-solving skills to remain competitive in a labour market that increasingly values specialized knowledge and adaptable competencies.

For Policy Makers

- Continue investing in higher education, Technical and Vocational Education and Training (TVET), and lifelong learning programmes to meet the growing demand for highly skilled and middle skilled workers.
- Strengthen upskilling and reskilling initiatives that enable low skilled workers to progress into higher-skilled occupations while ensuring an adequate workforce for essential support services across the economy

6.22.4 Job Vacancies By Economic Sector

Table 193: Top 10 Economic sectors with most vacancies

Major Sector	No of Vacancies
Administrative and support service activities	5520
Professional, scientific and technical activities	1210
Construction	1163
Wholesale and retail trade; repair of motor vehicles and motorcycles	1038
Human health and social work activities	942
Financial and insurance activities	792
Manufacturing	656
Information and communication	566
Real estate activities	529
Accommodation and food service activities	412

Source; UAE job advertisement data

Administrative and Support Service Activities, which include cleaning, recruitment, office administration, security, facility management, and other business support services, recorded the highest number of job vacancies in the UAE, with 5,520 positions. This is followed by Professional, Scientific and Technical Activities, which include engineering, consulting, legal, accounting, scientific research, and other specialized professional services, with 1,210 vacancies. The large gap between these two sectors highlights the dominant role of business support services while also demonstrating strong demand for specialized professional expertise.

The Construction sector, which involves infrastructure development, building construction, and civil engineering activities, recorded 1,163 vacancies, reflecting the continued importance of infrastructure and real estate development in the UAE. Similarly, Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles, covering retail services, commercial trade, vehicle sales, and repair activities, recorded 1,038 vacancies, indicating sustained demand for workers supporting commercial and consumer markets.

Demand also remains strong in essential service sectors. Human Health and Social Work Activities, which include hospitals, healthcare, nursing, rehabilitation, and social care services, recorded 942 vacancies, while Financial and Insurance Activities, covering banking, insurance, investment, and financial support services, recorded 792 vacancies. This demonstrates the continued need for healthcare professionals and financial service providers to support economic and social wellbeing.

Other important sectors also contributed to employment opportunities. Manufacturing, involving industrial production and processing activities, recorded 656 vacancies, while Information and Communication, which covers ICT services, telecommunications, software development, and digital communication activities, recorded 566 vacancies, highlighting continued investment in industrial production and digital transformation. Real Estate Activities, involving property development, leasing, and property management services, recorded 529 vacancies, while Accommodation and Food Service Activities, which include hotels, restaurants, catering, and tourism-related services, recorded 412 vacancies, reflecting ongoing demand in the property and hospitality industries.

Overall, the data indicate that the UAE's labour market is primarily driven by administrative and business support services, while professional services, construction, trade, healthcare, finance, manufacturing, ICT, real estate, and hospitality continue to provide significant employment opportunities. This reflects a diversified economy that balances business services, infrastructure

development, professional expertise, and consumer-oriented industries.

Implications

For Job Seekers

- Strengthen skills in administrative support, professional services, construction, retail, healthcare, finance, manufacturing, ICT, real estate, and hospitality to align with the sectors recording the highest labour demand in the UAE.
- Develop technical, digital, communication, customer service, and problem-solving skills to improve employability across both service-oriented and knowledge-intensive sectors.

For Policy Makers

- Increase investment in workforce development programmes targeting administrative services, professional occupations, construction, healthcare, finance, manufacturing, ICT, and hospitality to meet evolving labour market needs.
- Strengthen partnerships between employers, higher education institutions, and Technical and Vocational Education and Training (TVET) providers to equip workers with practical, industry-relevant skills that support economic diversification and sustainable employment growth

Figure 194: Distribution of Vacancies by Major Occupational groups



Source; UAE job advertisement data

Most job vacancies in the UAE are found among Professionals (4,922), followed by Technicians and Associate Professionals (2,962) and Secretarial, Clerical Services and Related Workers (2,025). This indicates that the labour market places strong emphasis on highly skilled professionals, technical expertise, and administrative support functions that are essential for business operations, public administration, and service delivery.

There is also considerable demand for Legislators, Administrators and Managers (1,435), reflecting the need for leadership, strategic planning, and organizational management across both public and

private sectors. In addition, Service Workers, Shop and Market Sales Workers (939) continue to play an important role in supporting the UAE's retail, hospitality, and customer service industries, which remain key contributors to the country's service-based economy.

Demand for practical and operational occupations is also evident. Elementary Occupations (567), Craft and Related Trades Workers (474), and Plant and Machine Operators and Assemblers (429) demonstrate the continued need for workers who support construction, manufacturing, maintenance, production, and other essential operational activities. Although these groups record fewer vacancies than professional and technical occupations, they remain important in sustaining day-to-day economic activities.

Overall, the data indicates that the UAE labour market is primarily driven by professional, technical, managerial, and administrative occupations, while service, trade, craft, and operational roles continue to provide essential support across various sectors of the economy. This reflects the country's continued transition towards a knowledge-based economy while maintaining demand for occupations that support infrastructure, commerce, and service delivery.

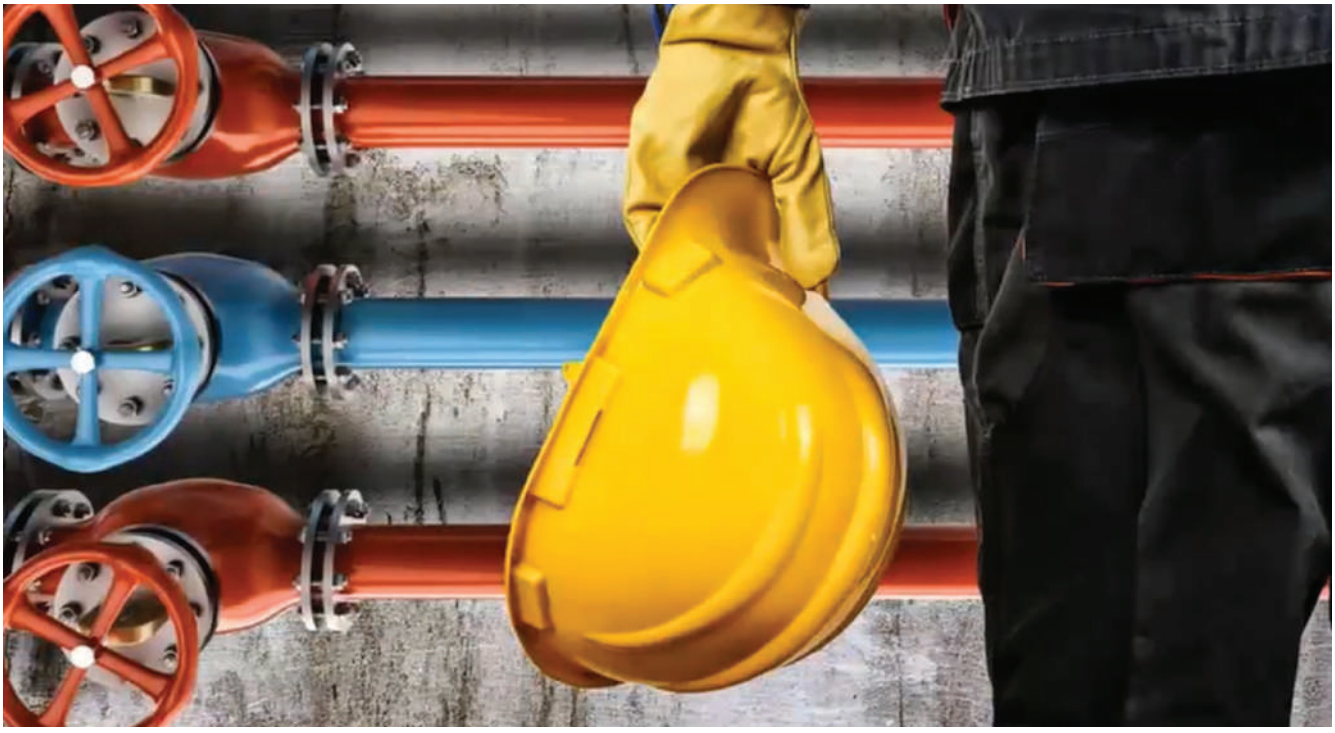
Implications

For Job Seekers

- Strengthen professional, technical, administrative, management, and customer service skills to align with the occupational groups recording the highest labour demand in the UAE.
- Pursue continuous upskilling in digital technologies, leadership, communication, and technical competencies to improve employability and career progression in an increasingly knowledge-based labour market.

For Policy Makers

- Continue investing in higher education, Technical and Vocational Education and Training (TVET), and professional development programmes to meet the growing demand for professional, technical, managerial, and administrative occupations.
- Strengthen workforce development initiatives that support lifelong learning and create pathways for workers in operational and elementary occupations to transition into higher-skilled and specialized roles, thereby enhancing labour market



6.22.6 Most Sought Occupations In Economic Sectors

6.22.6.1 MOST SOUGHT OCCUPATIONS IN THE MANUFACTURING SECTOR

Table 195 Most sought Occupations in the manufacturing Sector

Occupation	No of Vacancies
Mechanical Engineers and Technologists	38
Policy and Planning Managers	38
Earthmoving and Related Plant Operators	25
Accountants	25
Mechanical Engineering Technicians	24
Inquiry Clerks	23
Administrative and Executive Secretaries	21
Electrical Engineering Technicians	20
Stock Clerks	20
Telephone and Switchboard Operators	19

Source; UAE job advertisement data

The UAE's manufacturing sector shows demand across a diverse mix of engineering, management, administrative, and operational support occupations. Mechanical Engineers and Technologists (38) and Policy and Planning Managers (38) are the most sought-after occupations, highlighting the importance of both technical expertise and strategic planning in supporting manufacturing operations, production efficiency, and industrial growth.



Overall, the occupational profile indicates that the UAE's manufacturing sector depends on a combination of engineering expertise, strategic management, machinery operation, technical support, financial management, and administrative services. This reflects a sector that not only requires technical professionals to drive production but also relies on strong business and operational support functions to maintain productivity and competitiveness.

The sector also demonstrates continued demand for engineering and technical support roles. Mechanical Engineering Technicians (24) and Electrical Engineering Technicians (20) reflect the need for skilled personnel who assist in the installation, operation, maintenance, and optimization of manufacturing equipment and production systems. Earthmoving and Related Plant Operators (25) further indicate demand for workers who operate heavy machinery used in industrial sites and manufacturing-related infrastructure activities.

Administrative and business support occupations also feature prominently among the most sought-after roles. Accountants (25) highlight the importance of financial management and cost control within manufacturing firms, while Inquiry Clerks (23), Administrative and Executive Secretaries (21), Stock Clerks (20), and Telephone and Switchboard Operators (19) demonstrate the need for workers who support customer enquiries, office administration, inventory management, and communication functions that facilitate efficient business operations.

Overall, the occupational profile indicates that the UAE's manufacturing sector depends on a combination of engineering expertise, strategic management,

machinery operation, technical support, financial management, and administrative services. This reflects a sector that not only requires technical professionals to drive production but also relies on strong business and operational support functions to maintain productivity and competitiveness.

Implications

For Job Seekers

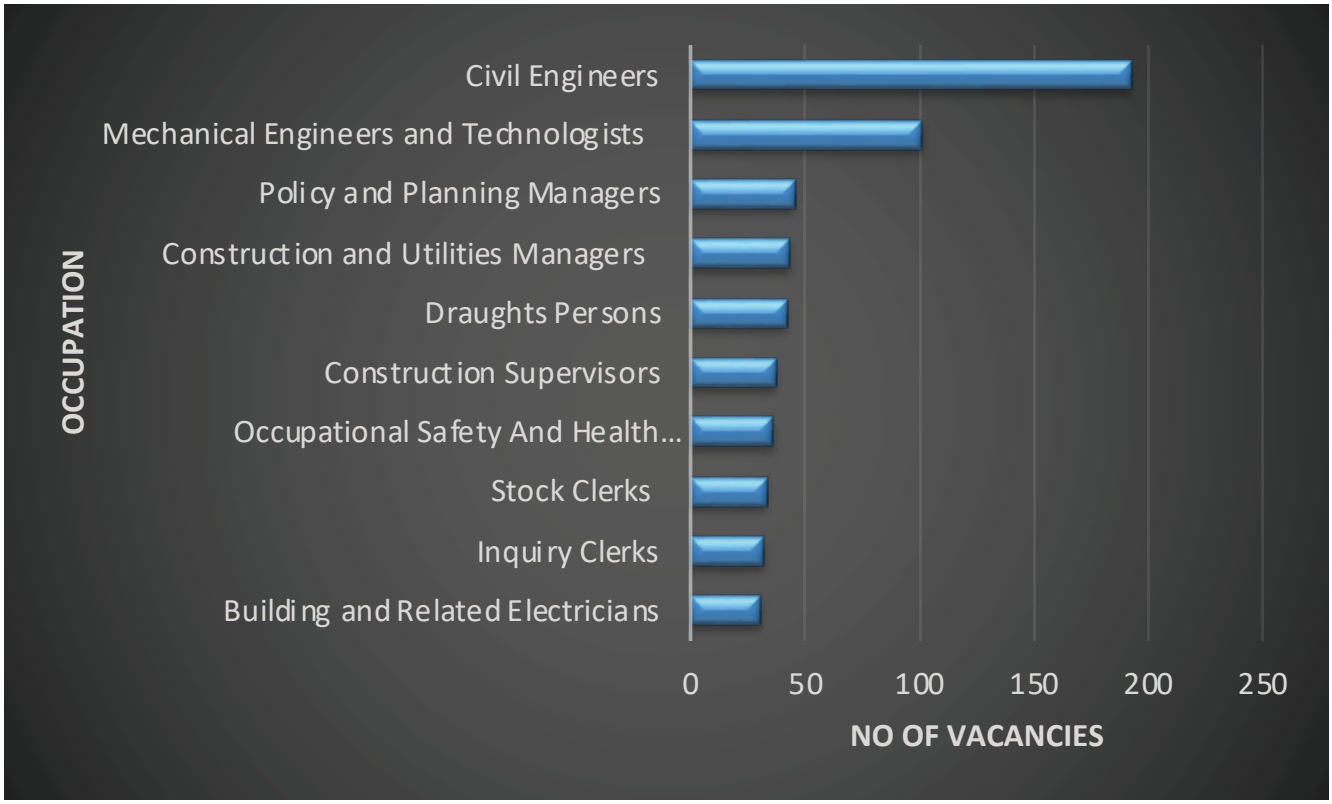
- The strong demand for mechanical engineers, planning managers, engineering technicians, plant operators, accountants, and administrative support staff highlights the importance of engineering, technical, managerial, financial, and business support skills within the manufacturing sector.
- Job seekers should pursue training in mechanical and electrical engineering, industrial operations, production planning, accounting, office administration, inventory management, and customer service to align with the evolving needs of manufacturing industries.

For Policy Makers

- Strengthen investment in engineering, manufacturing, industrial management, and Technical and Vocational Education and Training (TVET) programmes to meet the growing demand for technical, managerial, and operational occupations within the manufacturing sector.
- Promote partnerships between manufacturing industries and education and training institutions to provide practical training in engineering, production management, industrial operations, financial management, and administrative support, ensuring the workforce possesses skills that enhance industrial productivity and competitiveness

6.22.6.2 MOST SOUGHT OCCUPATIONS IN THE CONSTRUCTION SECTOR

Figure 196 Most sought Occupations in the Construction Sector



Source; UAE job advertisement data

The UAE's construction sector continues to show strong demand for a combination of engineering, project management, technical, and operational support occupations. Civil Engineers (192) are the most sought-after professionals, followed by Mechanical Engineers and Technologists (101). This highlights the critical role of engineering expertise in the planning, design, construction, and maintenance of infrastructure and building projects across the country.

Project planning and site management occupations also feature prominently. Policy and Planning Managers (45) and Construction and Utilities Managers (43) reflect the need for professionals who oversee project implementation, coordinate resources, and ensure construction projects are completed efficiently, safely, and within budget. Similarly, Construction Supervisors (37) are in demand to manage day-to-day site operations and ensure compliance with construction standards and project specifications.

Technical support occupations also play an important role within the sector. Draughts Persons (42) are required to prepare technical drawings and construction plans, while Occupational Safety and Health Professionals (36) highlight the growing emphasis on maintaining safe working environments and complying with workplace safety regulations. Building and Related Electricians (30) further demonstrate the continued need for skilled tradespeople to install, maintain, and repair electrical systems in construction projects.

Technical support occupations also play an important role within the sector. Draughts Persons (42) are required to prepare technical drawings and construction plans, while Occupational Safety and Health Professionals (36) highlight the growing emphasis on maintaining safe working environments and complying with workplace safety regulations.

Administrative and operational support roles are also represented. Stock Clerks (33) and Inquiry Clerks (32) indicate the importance of inventory management, material coordination, customer enquiries, and administrative support in ensuring the smooth execution of construction activities.

Overall, the occupational profile indicates that the UAE's construction sector relies on a combination of engineering expertise, project management, technical design, occupational safety, skilled trades, and administrative support. This reflects a sector that requires both highly specialized professionals and operational personnel to support infrastructure development and deliver construction projects efficiently.

Implications

For Job Seekers

- Acquire skills in civil and mechanical engineering, construction management, drafting, occupational safety and health, electrical installation, inventory management, and construction administration to align with the occupations recording the highest demand in the UAE construction sector.
- Develop strong technical, project management, planning, communication, and problem-solving skills to improve employability in construction, infrastructure development, and project coordination roles.

For Policy Makers

- Increase investment in engineering, construction management, occupational safety, technical design, skilled trades, and infrastructure-related training programmes to address labour demand within the construction sector.
- Strengthening practical training, apprenticeships, and partnerships between construction firms and education and training institutions to equip workers with industry-relevant engineering, technical, supervisory, and project management competencies that support sustainable infrastructure development

6.22.6.3 Most Sought Occupations in The Information Communication Technology Sector

Table 197: Most sought Occupations in the ICT Sector

Occupation	No of Vacancies
Software Developers	103
Telephone and Switchboard Operators	52
Management and Organization Analysts	36
Inquiry Clerks	24
Information and Communication Technology User Support Technicians	22
Software Security Professionals	18
Stock Clerks	18
Accountants	17
Machine Learning Engineer	15
Commercial Sales Representatives	15

Source; UAE job advertisement data

The UAE's ICT sector is primarily driven by demand for software development, digital support, cybersecurity, and business support occupations. Software Developers (103) are the most sought-after professionals, reflecting the growing need for software design, application development, and digital innovation as organizations continue to adopt advanced technologies and digital business solutions.

Communication and customer support occupations also feature prominently within the sector. Telephone and Switchboard Operators (52) rank second, while Inquiry Clerks (24) demonstrate the continued importance of communication services and customer support in facilitating ICT operations and business processes.

Demand also remains strong for analytical and technical support roles. Management and Organization Analysts (36) highlight the need for professionals who improve business processes and organizational performance through technology-enabled solutions. Similarly, Information and Communication Technology User Support Technicians (22) are required to provide technical assistance, troubleshoot ICT systems, and ensure the effective operation of digital infrastructure.

The presence of Software Security Professionals (18) and Machine Learning Engineers (15) reflects the growing importance of cybersecurity and emerging technologies such as artificial intelligence within the UAE's digital economy. At the same time, Stock Clerks (18) and Accountants (17) indicate that ICT organizations also require operational and financial support to manage inventories, resources, and business operations effectively.

Overall, the occupational profile indicates that the UAE's ICT sector relies on a combination of software development, digital support services, business analysis, cybersecurity, artificial intelligence, and administrative support. This reflects a sector that is becoming increasingly technology-driven while requiring complementary business and operational functions to support digital transformation.

Implications

For Job Seekers

- Acquire skills in software development, ICT support, cybersecurity, artificial intelligence, business analysis, customer support, and digital technologies to align with the occupations recording the highest demand in the UAE's ICT sector.
- Strengthen programming, analytical, communication, problem-solving, and digital skills to improve employability in an increasingly technology-driven and innovation-focused labour market.

For Policy Makers

- Increase investment in ICT, software engineering, cybersecurity, artificial intelligence, and digital

skills training programmes to meet the growing demand for technology professionals.

- Strengthen partnerships between technology companies, universities, and training institutions to provide practical training in software development, ICT support, cybersecurity, data analytics, and emerging digital technologies, ensuring the workforce remains competitive in the evolving digital economy

6.22.6.4 Most Sought Occupations In The Accommodation And Food Services Sector

Figure 198: Most sought Occupations in the Accommodation and food service Sector



Source; UAE job advertisement data

In UAE,the vacancy distribution in the Accommodation and Food Service Activities sector indicates that demand is concentrated in food preparation, customer service, housekeeping, and hospitality management occupations. Chefs recorded the highest number of vacancies (70), followed by Waiters (37), reflecting the sector's strong demand for skilled culinary professionals and frontline service staff responsible for delivering quality dining experiences. This trend suggests continued growth in hotels, restaurants, catering services, and other hospitality establishments.

Demand for Domestic Housekeepers (18), Cleaners and Helpers in Offices, Hotels and Other Establishments (17), and Cleaning and Housekeeping (Non-Domestic) (11) highlights the importance of maintaining cleanliness, hygiene, and quality accommodation services. These occupations are essential for ensuring customer satisfaction, meeting health and safety standards, and maintaining the reputation of hospitality establishments.

The sector also recorded demand for Bartenders (16) and Hotel Receptionists (16), underscoring the need for employees with strong customer service, communication, and hospitality skills. The presence of Policy and Planning Managers (16) indicates that, in addition to operational staff, organizations are seeking professionals capable of strategic planning, operational oversight, and business development to improve service delivery and organizational

performance. Demand for Receptionists (General) (13) and Administrative and Executive Secretaries (12) further reflects the need for administrative and front-office support to facilitate efficient daily operations.

Overall, the vacancy pattern demonstrates that the accommodation and food service sector relies heavily on a combination of skilled culinary professionals, customer-facing service personnel, housekeeping staff, and management professionals. The strong demand for chefs and waiters emphasizes the central role of food production and customer service in driving the hospitality industry, while the recruitment of managerial and administrative personnel reflects the need for effective coordination and operational efficiency.

Implications

For Job Seekers

- Job seekers should pursue training and certification in culinary arts, food and beverage service, hospitality management, housekeeping, and front-office operations, as these occupations account for the largest share of vacancies.
- Developing customer service, communication, teamwork, food safety, and digital hospitality system skills (such as hotel reservation and property management systems) will enhance employability and career progression.
- Individuals seeking supervisory or managerial roles should strengthen their leadership, planning, and operational management competencies through higher education and professional development.

For Policymakers

- Strengthen hospitality-focused TVET programmes, culinary schools, and apprenticeship schemes to produce graduates with practical skills that meet the needs of hotels, restaurants, and catering establishments.
- Foster partnerships between hospitality training institutions and industry employers to expand internships, industrial attachments, and work-based learning opportunities that improve graduate readiness for employment.
- Support continuous professional development in hospitality management, customer service, and digital hospitality technologies to improve service quality, productivity, and the global competitiveness of the tourism and hospitality sector.
- Promote investment in the tourism and hospitality industry through supportive policies and infrastructure development, as sector growth will generate additional employment opportunities across both skilled and entry-level occupations



6.22.6.5 Most Sought Occupations In The Administrative And Support Service Activities

Table 199: Most sought Occupations in the Administrative and support service activities

Administrative and support service activities	No of Vacancies
Shop Sales Assistants	229
Management and Organization Analysts	220
Accountants	219
Commercial Sales Representatives	213
Inquiry Clerks	208
Policy and Planning Managers	207
Administrative and Executive Secretaries	178
Telephone and Switchboard Operators	177
Sales and Marketing Managers	175
Mechanical Engineers and Technologists	166

Source; UAE job advertisement data

In UAE,the vacancy distribution in the Administrative and Support Service Activities sector reveals a diverse demand for sales, administrative, managerial, analytical, and professional occupations. Shop Sales Assistants recorded the highest number of vacancies (229), closely followed by Management and Organization Analysts (220), Accountants (219), Commercial Sales Representatives (213), Inquiry Clerks (208), and Policy and Planning Managers (207). The relatively small differences in vacancy numbers among these occupations indicate that labour demand is well distributed across several functional areas rather than being concentrated in a single occupation.

The strong demand for Management and Organization Analysts, Policy and Planning Managers, and Accountants reflects employers' increasing emphasis on strategic planning, business process improvement, financial management, and organizational efficiency. These roles are critical in supporting decision-making, improving productivity, ensuring regulatory compliance, and enhancing overall organizational performance.

Demand for Commercial Sales Representatives, Shop Sales Assistants, and Sales and Marketing Managers (175) highlights the importance of business development, customer acquisition, and revenue generation within organizations providing administrative and support services. Similarly, Inquiry Clerks (208), Administrative and Executive Secretaries (178), and Telephone and Switchboard Operators (177) demonstrate the continued need for customer support, office administration, and communication functions that facilitate efficient day-to-day business operations.

The inclusion of Mechanical Engineers and Technologists (166) suggests that the sector also provides technical support services to organizations involved in engineering, facilities management, equipment maintenance, and other specialized business support functions.

Overall, the vacancy distribution indicates that the administrative and support service sector is characterized by demand for a balanced mix of managerial, analytical, financial, administrative, sales, customer service, and technical occupations. This reflects the sector's role in providing essential business support services that enable organizations across various industries to operate efficiently and achieve their strategic objectives.

Implications

For Job Seekers

- Job seekers should strengthen competencies in business administration, accounting, management, organizational analysis, sales, customer service, and communication, as these skills are widely demanded across the sector.
- Developing proficiency in digital office applications, enterprise resource planning (ERP) systems, customer relationship management (CRM) software, data analysis, and business

communication will improve employability in modern administrative environments.

- Individuals with technical backgrounds, particularly in engineering and business process improvement, should pursue professional certifications and continuous skills development to remain competitive in specialized support roles.

For Policymakers

- Strengthen higher education and TVET programmes in business administration, accounting, management, office administration, sales, customer service, and organizational analysis to align graduate skills with labour market demand.
- Promote industry-academia collaboration to expand internships, apprenticeships, and work-based learning opportunities that equip graduates with practical workplace experience.
- Support digital skills development by integrating training in business information systems, office automation, customer relationship management, and data analytics into education and training programmes to prepare the workforce for increasingly technology-driven administrative functions.
- Enhance labour market intelligence and continuous skills forecasting to ensure education and workforce development policies remain responsive to emerging demands in business support and administrative services

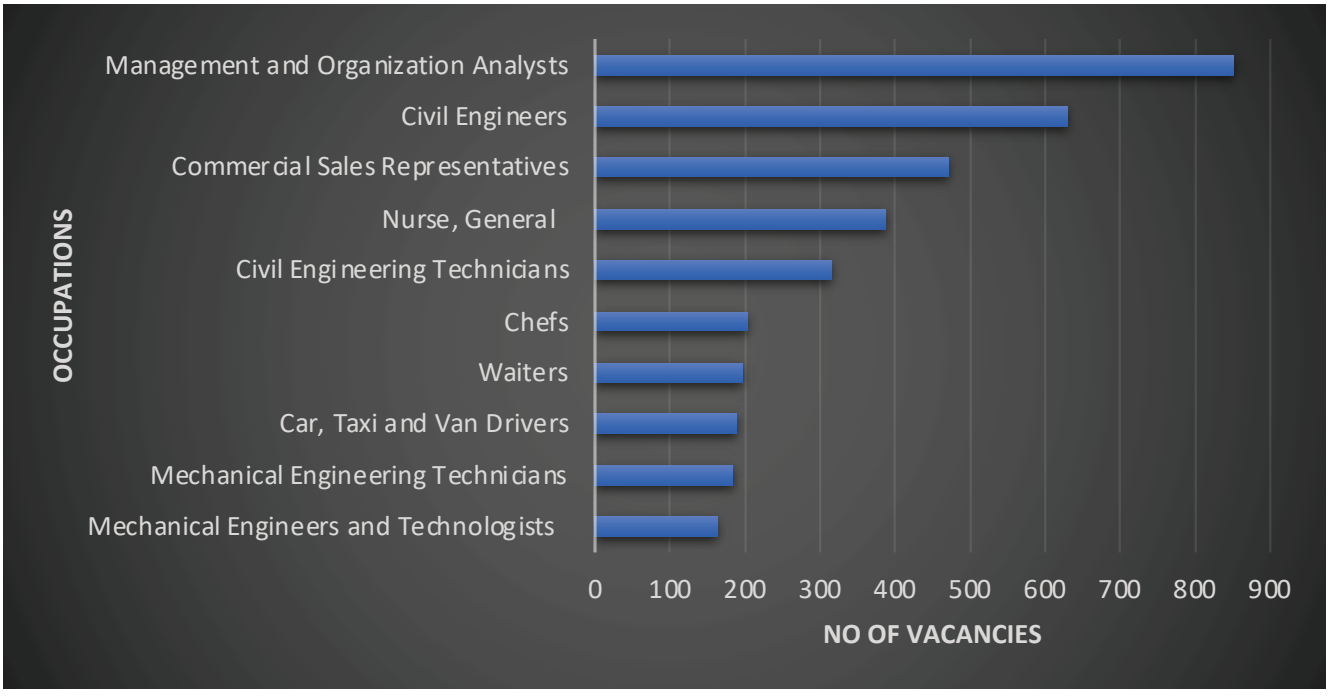


6.23

QATAR Q4 LABOUR MARKET DEMAND OUTLOOK

6.23.1 Most Sought Occupations by Number Of Vacancies

Figure 200: Most sought occupations by number of vacancies



Source: Qatar Job Advertisement Data

Qatar's Q4 labour market shows strong demand concentrated in professional, technical, and engineering roles, with Management and Organization Analysts leading vacancies at 852, followed by Civil Engineers at 630 and Commercial Sales Representatives at 471, signalling continued growth in Qatar's construction, infrastructure, and business services sectors. Healthcare demand remains notable, with 386 vacancies for General Nurses, while supporting technical fields like Civil Engineering Technicians (314) and Mechanical Engineering Technicians/Engineers (184 and 163, respectively) reinforce the ongoing emphasis on engineering and infrastructure development. The hospitality and services sector also shows steady demand, reflected in openings for Chefs (203), Waiters (196), and Drivers (188), pointing to sustained activity in tourism, food service, and transport. Overall, the data suggests Qatar's Q4 job market is driven primarily by infrastructure, engineering, and professional services, complemented by consistent needs in healthcare and hospitality.

Implications

For Job Seekers

- Qatar's Q4 demand highlights strong opportunities for Kenyan professionals in management, business analysis, civil and mechanical engineering, nursing, and hospitality. Job seekers with qualifications or experience in organizational analysis, sales, engineering technology, or nursing stand a good chance of tapping into these high-vacancy roles, while those in hospitality (chefs, waiters) and transport (drivers) can also find accessible entry points, particularly given Qatar's active tourism and services sector.

For Policy Makers

- The data suggests policymakers should prioritize bilateral labour agreements and skills partnerships with Qatar to formalize safe migration pathways, especially in engineering, healthcare, and hospitality. Investment in technical and vocational training aligned with these in-demand occupations, such as civil and mechanical engineering technology and nursing, would better position Kenyan workers for these vacancies. Additionally, strengthening pre-departure training, credential recognition, and worker protection frameworks would help maximize remittance benefits while safeguarding the welfare of citizens seeking employment in Qatar.

6.23.2 Most Sought Occupations By Skill Level

6.23.2.1 Most sought occupations among Highly skilled workers

Highly skilled workers are employees with advanced education, specialized training, and extensive expertise who perform complex professional, technical, managerial, or analytical tasks that require high levels of problem-solving, decision-making, and independent judgment

Table 201: Most sought occupation among Highly skilled workers

Occupation	No of Vacancies
Management and Organization Analysts	852
Civil Engineers	630
Commercial Sales Representatives	471
Nurse, General	386
Civil Engineering Technicians	314
Chefs	203
Mechanical Engineering Technicians	184
Mechanical Engineers and Technologists	163
Software Developers	158
Electrical Engineers	126

Source: Qatar Job Advertisement Data

Among highly skilled occupations, Management and Organization Analysts were the most sought after in Qatar this quarter, with 852 vacancies, followed by Civil Engineers (630) and Commercial Sales Representatives (471), underscoring strong demand for professional, engineering, and business expertise.

Implications

For Job Seekers

- The high demand for Management and Organization Analysts, Civil Engineers, and Commercial Sales Representatives suggests Kenyan professionals with backgrounds in business administration, management consulting, engineering, and sales should actively target opportunities in Qatar's market. Those holding relevant degrees, certifications, or work experience in these fields, particularly organizational analysis and civil engineering, are well positioned to secure high-value placements, making it worthwhile to pursue additional certifications or specialized training that align with Qatar's evolving labor needs.

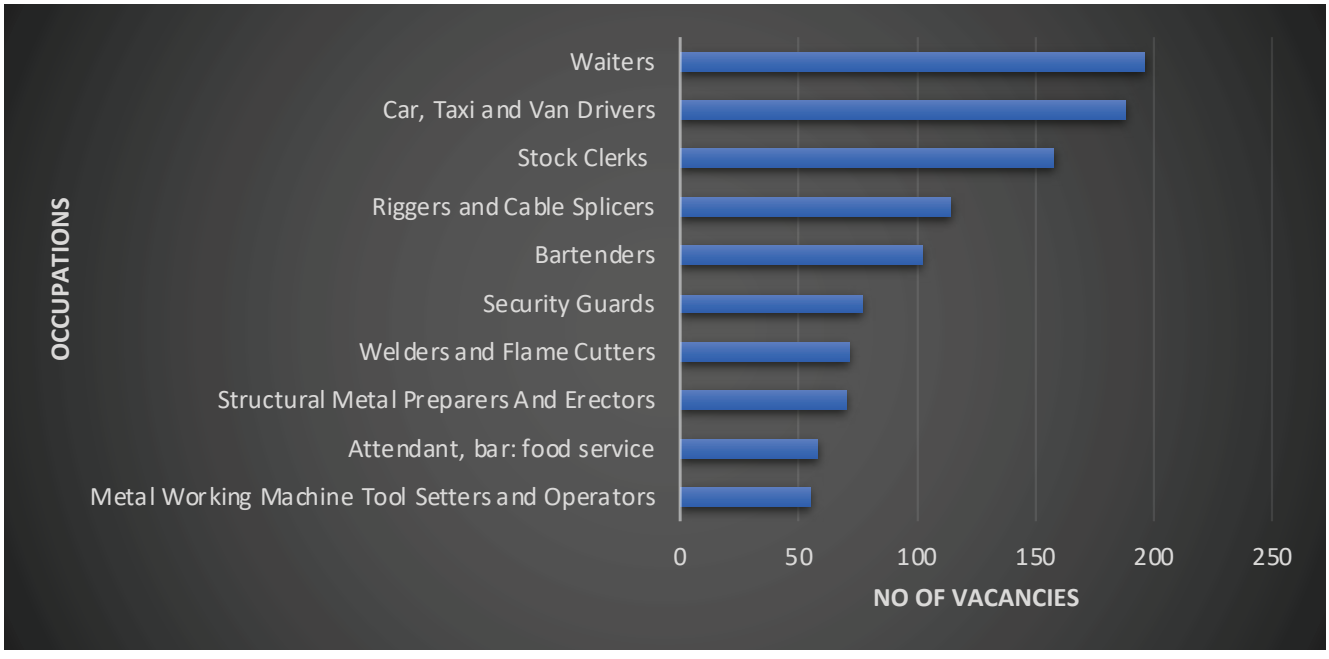
For Policy Makers

- This demand pattern signals an opportunity for policymakers to prioritize labor migration agreements with Qatar that focus on skilled professional and technical categories rather than only low-skilled labor. Strengthening university and technical training programs in business management, organizational analysis, and civil engineering would better equip Kenyan graduates to meet this demand. Furthermore, establishing structured recruitment channels, credential recognition agreements, and worker protection mechanisms would help ensure that Kenyan professionals benefit fully from these opportunities while safeguarding their rights and welfare abroad.

6.23.2.2 Most sought occupations among Middle skilled workers

Middle-skilled workers are employees who possess moderate levels of education, training, and technical skills needed to perform practical, technical, or supervisory tasks. Their jobs often require vocational training, diplomas, apprenticeships, or on-the-job experience rather than advanced university qualifications.

Figure 202: Most sought occupation among Middle skilled workers



Among middle skilled occupations, Waiters were the most sought after in Qatar this quarter, with 196 vacancies, followed by Car, Taxi and Van Drivers (188) and Stock Clerks (158), underscoring strong demand for hospitality, transport, and retail support roles. This trend reflects Qatar's thriving tourism, food service, and logistics sectors, which continue to require a steady supply of frontline and support staff to meet consumer and business needs. Additionally, notable vacancies in technical trades such as Riggers and Cable Splicers (114) and Welders and Flame Cutters (71) point to ongoing construction and industrial activity, further diversifying opportunities available to middle skilled workers in the Qatari market.

Implications

For Job Seekers

- Kenyan workers with experience or training in hospitality, driving, retail support, and technical trades such as rigging and welding have strong prospects in Qatar's middle-skilled job market this quarter. Those interested in these roles should focus on acquiring relevant certifications, such as driving licenses recognized in Qatar or trade skills certifications in welding and rigging,

to improve their competitiveness and readiness for placement.

For Policy Makers

- Policymakers should strengthen vocational training programs in hospitality, logistics, and technical trades to align with Qatar's sustained demand for middle-skilled workers. Establishing structured labor migration agreements, along with pre-departure training and skills certification recognition, would help ensure Kenyan workers are well prepared and protected while accessing these employment opportunities, ultimately maximizing the benefits of labor migration for both individuals and the broader economy.

6.23.2.3 Most sought occupation for Low skilled workers

Low-skilled workers are employees who perform simple and routine tasks that require limited formal education, training, or technical expertise. Their work is usually manual or repetitive and often requires basic skills and short-term training.

Table 203: Most sought occupation for Low skilled workers

Occupation	No of Vacancies
Kitchen Helpers	14
Messengers, Package Deliverers and Luggage Porters	6
Cleaners and Helpers In Offices, Hotels and Other Establishments	5
Vehicle Cleaners	4
Fast-Food Preparers	2
Freight Handlers	2
Hand Packers	1

Source: Qatar Job Advertisement Data

Among low-skilled occupations, Kitchen Helpers were the most sought after in Qatar this quarter, with 14 vacancies, followed by Messengers, Package Deliverers and Luggage Porters (6) and Cleaners and Helpers in Offices, Hotels and Other Establishments (5), underscoring modest but steady demand for basic support roles in food service, delivery, and cleaning. Overall, low-skilled vacancies remain relatively limited compared to middle and highly skilled categories, suggesting that Qatar's Q4 labour demand is increasingly weighted toward workers with technical training or specialized skills. Nonetheless, the presence of roles such as Vehicle Cleaners, Fast-Food Preparers, Freight Handlers, and Hand Packers indicates that opportunities, though few, still exist across hospitality, logistics, and basic manufacturing support functions

Implications

For Job Seekers

- Given the limited number of low skilled vacancies in Qatar this quarter, job seekers should be aware that opportunities in this category are scarce and highly competitive, making it advisable to pursue additional skills training or certifications to transition into middle-skilled roles with greater demand. Those still seeking low-skilled positions should focus on roles like kitchen help, cleaning, and delivery services, while remaining realistic about the limited volume of openings available.

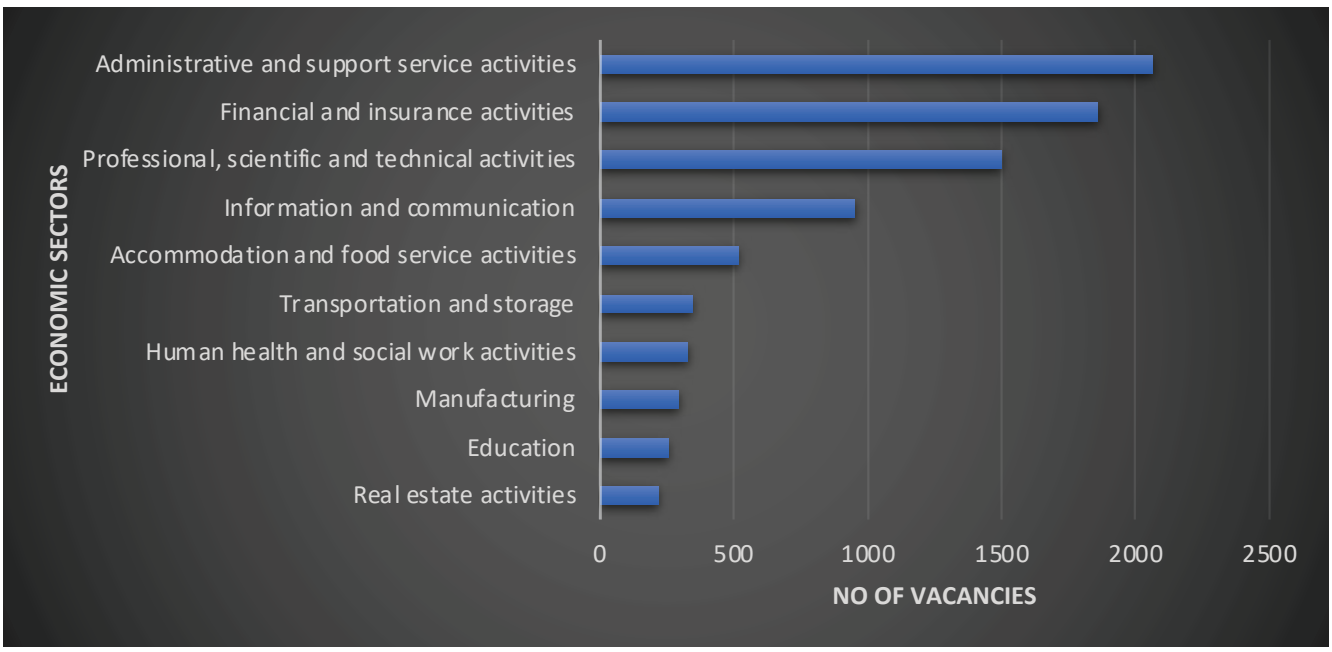
For Policy Makers

- The limited demand for low-skilled labor signals a need for policymakers to shift focus toward equipping Kenyan workers with technical and vocational skills that align with the stronger demand seen in middle and highly skilled categories. Investing in skills upgrading programs and career transition support would help low-skilled job seekers access better opportunities abroad, while continued monitoring of labor market trends would ensure Kenya's labor migration strategy remains responsive to shifting demand patterns in Qatar.



6.23.3 Job Vacancies By Economic Sector

Figure 204: Top 10 Economic sectors with most vacancies



Source: Qatar Job Advertisement Data

Qatar's Q4 report shows Administrative and Support Service Activities as the leading economic sector by vacancies, with 2,064 openings, followed by Financial and Insurance Activities (1,858) and Professional, Scientific and Technical Activities (1,502), highlighting strong demand in business support, finance, and professional services. Information and Communication (952) and Accommodation and Food Service Activities (514) round out the mid-tier sectors, reflecting Qatar's growing digital economy alongside its established tourism and hospitality industry. Other notable sectors include Transportation and Storage (342), Human Health and Social Work Activities (328), Manufacturing (295), Education (256), and Real Estate Activities (216), indicating a diversified labor market spanning logistics, healthcare, industry, and property development. Overall, the data points to Qatar's Q4 economic activity being driven primarily by business services, finance, and professional expertise, with meaningful contributions from technology, hospitality, and infrastructure related sectors.

Implications

For Job Seekers

- The strong demand in Administrative and Support Services, Financial and Insurance Activities, and Professional, Scientific and Technical Activities suggests Kenyan job seekers with backgrounds in business administration, finance, IT, and professional consulting should prioritize these sectors when pursuing opportunities in Qatar. Those with skills in digital and technology related fields can also benefit from the growing Information and Communication sector, while candidates interested in hospitality, healthcare, logistics, or education can find additional opportunities across Qatar's diversified economy.

For Policy Makers

- This sectoral distribution highlights the need for policymakers to align vocational and higher education programs with the skills required in business support, finance, and professional services, given their dominant share of vacancies. Strengthening partnerships with Qatari employers and industry bodies in these leading sectors, alongside targeted training in digital literacy and financial services, would improve the competitiveness of Kenyan job seekers. Additionally, policymakers should support labor migration frameworks that facilitate smooth placement into these high-demand sectors while ensuring adequate worker protections across all levels of employment.

6.23.4 Most Sought Occupations In Economic Sectors

6.23.4.1 Most sought Occupations in the Manufacturing sector

Table 205: Most sought Occupations in the Manufacturing sector

Occupation	No of Vacancies
Structural Metal Preparers And Erectors	43
Accountants	17
Civil Engineers	16
Mechanical Engineers and Technologists	16
Metal Polishers, Wheel Grinders and Tool Sharpeners	15
Stock Clerks	13
Management and Organization Analysts	11
Metal Working Machine Tool Setters and Operators	10
Industrial and Production Engineers And Related Technologist	10
Receptionists (General)	10

Source: Qatar Job Advertisement Data

Among manufacturing related occupations, Structural Metal Preparers and Erectors were the most sought after in Qatar this quarter, with 43 vacancies, followed by Accountants (17) and both Civil Engineers and Mechanical Engineers and Technologists (16 each), underscoring strong demand for metal fabrication skills alongside engineering and financial expertise within the sector. Additional demand is seen in Metal Polishers, Wheel Grinders and Tool Sharpeners (15), Stock Clerks (13), and Management and Organization Analysts (11), reflecting a mix of technical trade skills and support functions needed to sustain manufacturing operations. Other notable roles include Metal Working Machine Tool Setters and Operators, Industrial and Production Engineers and Related Technologists, and Receptionists (10 vacancies each), indicating that Qatar's manufacturing sector requires a blend of specialized trade skills, engineering expertise, and administrative support to maintain production efficiency.

Implications

For Job Seekers

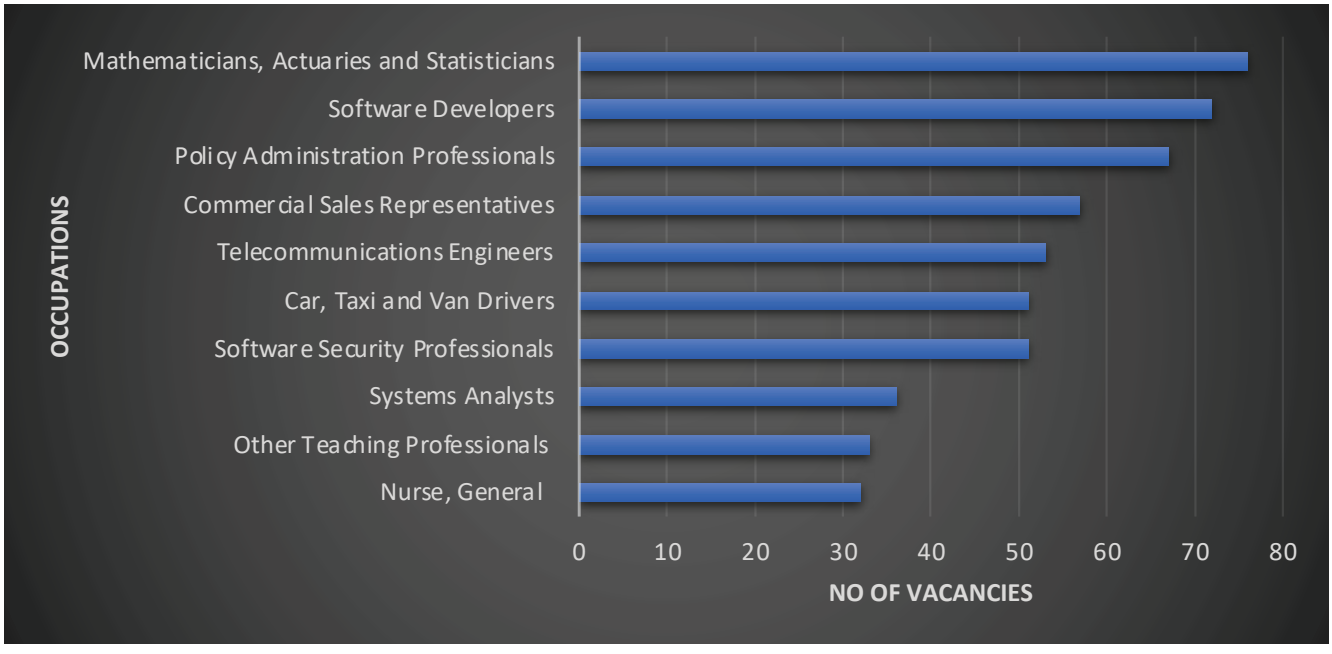
- The strong demand for Structural Metal Preparers and Erectors, alongside Civil and Mechanical Engineers, suggests Kenyan workers with technical trade skills or engineering qualifications should target Qatar's manufacturing sector for employment opportunities. Those with accounting expertise or experience in machine operations, stock clerking, and administrative support can also find viable openings, making it beneficial for job seekers to pursue certifications in metal fabrication, engineering technology, or industrial trades to strengthen their competitiveness.

For Policy Makers

- This demand pattern highlights the need for policymakers to invest in technical and vocational training programs focused on metal fabrication, machine tool operations, and engineering disciplines to prepare Kenyan workers for Qatar's manufacturing sector. Establishing partnerships with Qatari manufacturing employers and industry bodies would help create structured pathways for skilled trade workers, while credential recognition systems and safety training programs would ensure Kenyan workers are well prepared and protected in these technical and production-oriented roles.

6.23.4.2 Most sought Occupations in the Information and Communication sector

Figure 206: Most sought Occupations in the Information and Communication sector



Source: Qatar Job Advertisement Data

Among Information and Communication sector occupations, Mathematicians, Actuaries and Statisticians were the most sought after in Qatar this quarter, with 76 vacancies, followed by Software Developers (72) and Policy Administration Professionals (67), underscoring strong demand for quantitative, technical, and regulatory expertise within the sector. Additional demand is seen in Commercial Sales Representatives (57), Telecommunications Engineers (53), and both Car, Taxi and Van Drivers and Software Security Professionals (51 each), reflecting a mix of technical, sales, and support roles sustaining the sector's operations. Other notable roles include Systems Analysts (36), Other Teaching Professionals (33), and General Nurses (32), indicating that Qatar's Information and Communication sector draws on a diverse blend of data science, software engineering, telecommunications, and supporting professional skills.

Implications

For Job Seekers

- The strong demand for Mathematicians, Actuaries and Statisticians, Software Developers, and Policy Administration Professionals suggests Kenyan job seekers with backgrounds in data science, software engineering, and regulatory or policy work should target Qatar's Information and Communication sector for strong employment prospects. Those with skills in telecommunications engineering, software security, or systems analysis can also find solid opportunities, while candidates in sales, teaching, or nursing may find supporting roles within this growing sector, making it beneficial to pursue certifications in data analytics, cybersecurity, or telecommunications to enhance competitiveness.

For Policy Maker

- This demand pattern highlights the need for policymakers to prioritize investment in STEM education, particularly in mathematics, statistics, and software engineering, to prepare Kenyan graduates for Qatar's technology driven labor market. Strengthening partnerships with Qatar ICT employers and expanding training programs in cybersecurity, telecommunications, and policy administration would improve placement opportunities for skilled Kenyan professionals. Additionally, policymakers should support digital skills development initiatives and credential recognition agreements to ensure Kenyan job seekers remain competitive in this rapidly evolving and high demand sector.

6.23.4.3 Most sought Occupations in the Construction Sector

Table 207: Most sought Occupations in Construction Sector

Occupation	No of Vacancies
Occupational Safety And Health Professionals	51
Draughts Persons	34
Civil Engineers	19
Mechanical Engineers and Technologists	10
Construction and Utilities Managers	8
Economists	7
Carpenters And Joiners	6
Civil Engineering Technicians	6
Electrical Engineers	6
Industrial and Production Engineers And Related Technologist	5

Source: Qatar Job Advertisement Data

Among construction sector occupations, Occupational Safety and Health Professionals were the most sought after in Qatar this quarter, with 51 vacancies, followed by Draughts Persons (34) and Civil Engineers (19), underscoring strong demand for safety compliance, technical drafting, and engineering expertise within the sector. Additional demand is seen in Mechanical Engineers and Technologists (10), Construction and Utilities Managers (8), and Economists (7), reflecting a mix of technical and managerial roles supporting construction operations. Other notable roles include Carpenters and Joiners, Civil Engineering Technicians, and Electrical Engineers (6 vacancies each), along with Industrial and Production Engineers and Related Technologists (5), indicating that Qatar's construction sector relies on a diverse blend of safety expertise, engineering skills, and skilled trades to support ongoing infrastructure development.

Implications

For Job Seekers

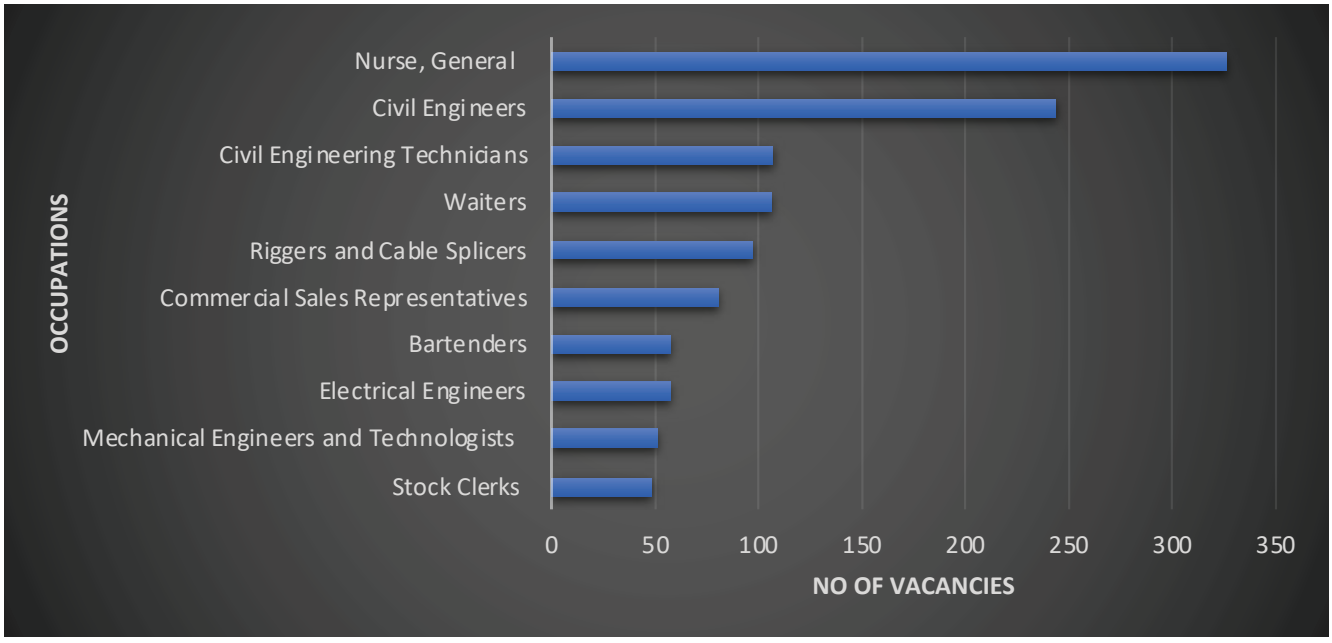
- The strong demand for Occupational Safety and Health Professionals, Draughts Persons, and Civil Engineers suggests Kenyan job seekers with expertise in workplace safety, technical drafting, and civil engineering should prioritize Qatar's construction sector for strong employment prospects. Those with skills in mechanical engineering, construction management, or economics can also find solid opportunities, while candidates with trade skills in carpentry, electrical work, or civil engineering technology may find additional openings, making it beneficial to pursue certifications in occupational safety standards and technical drafting to strengthen competitiveness.

For Policy Makers

- This demand pattern highlights the need for policymakers to invest in specialized training programs focused on occupational safety and health, technical drafting, and civil engineering to prepare Kenyan workers for Qatar's construction sector. Strengthening partnerships with Qatari construction employers and establishing structured pathways for safety professionals and engineers would improve placement opportunities, while credential recognition systems and safety certification programs would ensure Kenyan workers meet international standards and remain competitive in this critical sector.

6.23.4.4 Most sought Occupations in the Administrative and Support Service Activities

Figure 208: Most sought Administrative and Support Service Activities



Source: Qatar Job Advertisement Data

Among Administrative and Support Service Activities occupations, General Nurses were the most sought after in Qatar this quarter, with 326 vacancies, followed by Civil Engineers (244) and Civil Engineering Technicians (107), underscoring strong demand for healthcare and engineering expertise within the sector. Additional demand is seen in Waiters (106), Riggers and Cable Splicers (97), and Commercial Sales Representatives (81), reflecting a mix of hospitality, technical trade, and sales roles supporting administrative operations. Other notable roles include Bartenders and Electrical Engineers (57 each), Mechanical Engineers and Technologists (51), and Stock Clerks (48), indicating that Qatar's Administrative and Support Service Activities sector draws on a diverse blend of healthcare, engineering, hospitality, and support staff to sustain its operations.

Implications

For Job Seekers

- The strong demand for General Nurses, alongside Civil Engineers and Civil Engineering Technicians, suggests Kenyan healthcare professionals and engineers represent a particularly strong pool of candidates for Qatar's Administrative and Support Service Activities sector, making nursing qualifications and engineering certifications valuable assets for job seekers targeting this market. Those with hospitality experience as waiters or bartenders, technical trade skills in rigging, and expertise in sales, electrical, or mechanical engineering can also find solid opportunities, making it beneficial to pursue relevant professional certifications and credential verification across these diverse fields to improve competitiveness.

For Policy Makers

- Given the exceptionally high demand for nurses, policymakers should prioritize establishing structured bilateral agreements and recruitment pathways specifically for Kenyan healthcare professionals seeking placement in Qatar, including credential recognition and streamlined licensing processes with Qatari health authorities. Simultaneously, continued investment in civil and mechanical engineering training, alongside hospitality and technical trade skills development, would help diversify Kenya's labor migration strategy, ensuring workers across multiple skill areas can access opportunities within this sector while maintaining strong protections and support systems for nurses and other professionals working abroad.

6.23.5 Job Vacancies by Major Occupational Groups

Table 209: Distribution of Vacancies by Major Occupational groups

Occupation	No of Vacancies	Proportions
Professionals	4676	49%
Technicians And Associate Professional	2374	25%
Service Workers,Shop And Market Sales Workers	726	8%
Craft And Related Trades Workers	581	6%
Legislators,Administrators And Managers	514	5%
Secretarial,Clerical Services And Related Workers	312	3%
Plant And Machine Operators And Assemblers	275	3%
Elementary Occupations	37	0%
Totals	**9495**	**100%**

Source: Qatar Job Advertisement Data



Qatar's Q4 report shows Professionals as the dominant occupational group, accounting for 4,676 vacancies or 49% of total demand, highlighting the labour market's strong tilt toward highly skilled, specialized roles. Technicians and Associate Professionals follow at 2,374 vacancies (25%), together with Professionals making up nearly three-quarters of all vacancies and underscoring Qatar's reliance on technical and professional expertise. Service Workers, Shop and Market Sales Workers (726, 8%) and Craft and Related Trades Workers (581, 6%) represent more moderate demand, while Legislators, Administrators and Managers (514, 5%) reflect a smaller but notable need for leadership and oversight roles. The remaining categories, Secretarial and Clerical Services (312, 3%), Plant and Machine Operators and Assemblers (275, 3%), and Elementary Occupations (37, 0%), account for a minimal share of total vacancies, reinforcing that Qatar's Q4 labour market of 9,495 total vacancies is overwhelmingly concentrated in skilled professional and technical categories rather than lower-skilled or elementary roles.

Implications

For Job Seekers

- With Professionals and Technicians/Associate Professionals together accounting for nearly three-quarters of Qatar's Q4 vacancies, Kenyan job seekers should recognize that the strongest opportunities lie in acquiring higher education qualifications, specialized certifications, and technical skills rather than pursuing elementary or low-skilled roles, which represent a negligible share of demand. Job seekers should also consider that moderate opportunities exist in service, sales, craft trades, and managerial roles, making it worthwhile to diversify skill sets across both professional and technical trade areas to maximize employability in the Qatar market.

For Policy Makers

- This distribution underscores the urgent need for policymakers to prioritize higher education, professional certification programs, and technical training that align with Qatar's overwhelming demand for skilled professionals and technicians. Given the minimal share of elementary occupation vacancies, labor migration strategies should shift away from low-skilled labour placement toward producing graduates and technicians equipped for specialized roles. Additionally, policymakers should strengthen partnerships with Qatar institutions to ensure credential recognition, quality assurance in technical training, and structured pathways that position Kenyan professionals competitively within this skills driven labour market

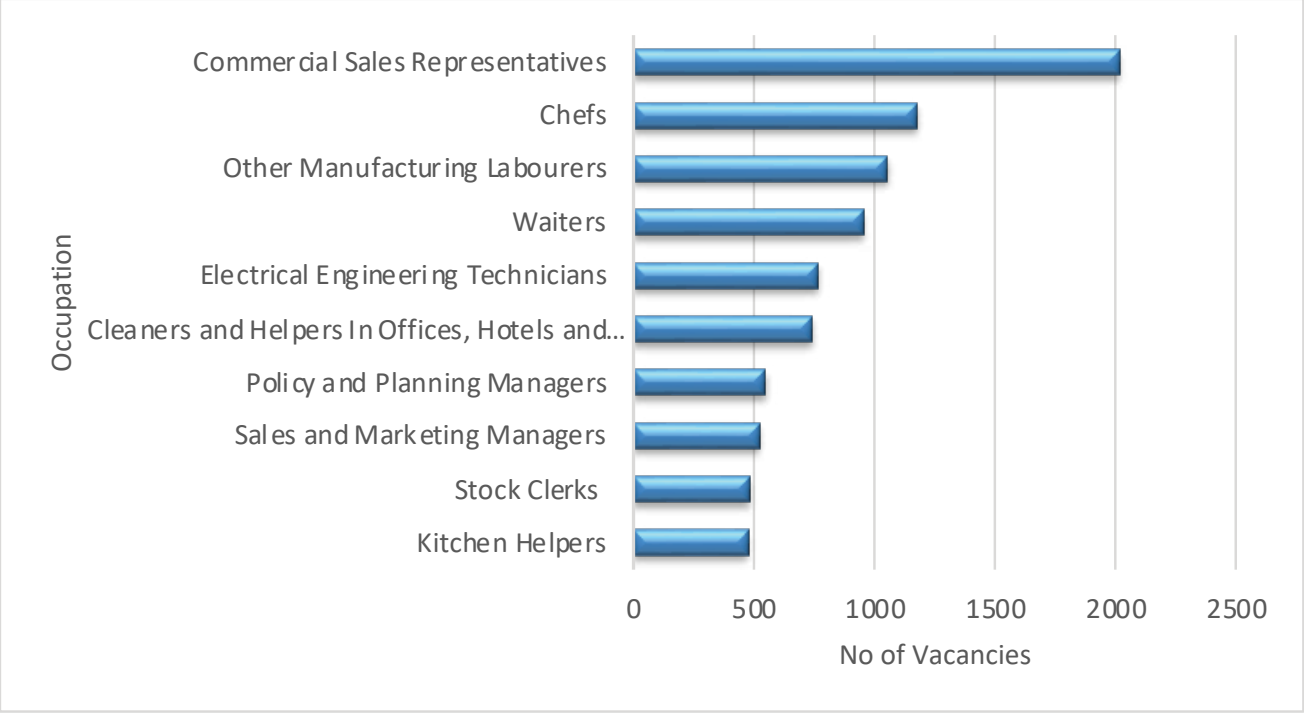


6.24

AUSTRIA Q4 LABOUR MARKET DEMAND OUTLOOK

6.24.1 Most Sought Occupations By Number Of Vacancies

Figure 210: Most sought Occupations in Austria



Source: Austria Job Advertisement Data

In Q4 2026, Commercial Sales Representatives (2,011) topped the list of most sought occupations, reflecting strong demand for professionals who can drive business growth and customer acquisition. Chefs (1,174) followed, highlighting the continued expansion of the hospitality and food service industry, while Other Manufacturing Labourers (1,051) underscore sustained activity in the manufacturing sector. Waiters (951) also ranked among the most in-demand occupations, emphasizing the importance of customer service in the accommodation and food services industry.

Electrical Engineering Technicians (764) and Cleaners and Helpers in Offices, Hotels and Other Establishments (737) point to growing demand for technical expertise and support services across engineering, commercial, and hospitality sectors. Policy and Planning Managers (543) and Sales and Marketing Managers (521) reflect the need for strategic leadership and business development as organizations continue to expand and compete in dynamic markets.

Stock Clerks (479) and Kitchen Helpers (473) complete the top ten occupations, highlighting the continued importance of efficient inventory management and operational support in retail, logistics, and hospitality industries.

Implications

For Job Seekers

- Focus on developing skills in sales, hospitality, manufacturing, and engineering, where demand is highest.
- Enhance employability through TVET training, relevant certifications, and language proficiency, particularly for international labour markets.

For Policy Makers

- Strengthen TVET programmes in hospitality, manufacturing, engineering, and business management to meet labour market demand.
- Promote bilateral labour mobility agreements and skills recognition frameworks to facilitate access to overseas employment opportunities.

6.24.2 Most Sought Occupations By Skill Level

6.24.2.1 Most sought occupations for highly skilled workers

Highly skilled workers are employees with advanced education, specialized training, and extensive expertise who perform complex professional, technical, managerial, or analytical tasks that require high levels of problem-solving, decision-making, and independent judgment.

Table 211: Most sought occupations among highly skilled workers

Occupation	No of Vacancies
Commercial Sales Representatives	2011
Chefs	1174
Electrical Engineering Technicians	764
Policy and Planning Managers	543
Sales and Marketing Managers	521
Mechanical Engineers and Technologists	451
Software Developers	401
Accountants	397
Construction and Utilities Managers	392
Systems Analysts	312

Source: Austria Job Advertisement Data

Commercial Sales Representatives (2,011) dominate the highly skilled labour market, followed by Chefs (1,174), Electrical Engineering Technicians (764), and Policy and Planning Managers (543), highlighting strong demand for business development, hospitality expertise, technical competencies, and strategic leadership.

Engineering and digital occupations such as Mechanical Engineers and Technologists (451), Software Developers (401), and Systems Analysts (312) reinforce the growing importance of industrial modernization, automation, and digital transformation across the economy. Sales and Marketing Managers (521) further demonstrate the need for professionals who can drive organizational growth and market competitiveness.

Professional and managerial occupations remain essential, with Accountants (397) and Construction and Utilities Managers (392) emphasizing the continued importance of financial management, infrastructure development, and effective organizational leadership.

Implications

For Job Seekers

- Prioritize qualifications in sales, engineering, ICT, hospitality, and business management to align with high-demand occupations.
- Strengthening technical, digital, and leadership skills, complemented by relevant certifications and practical work experience.

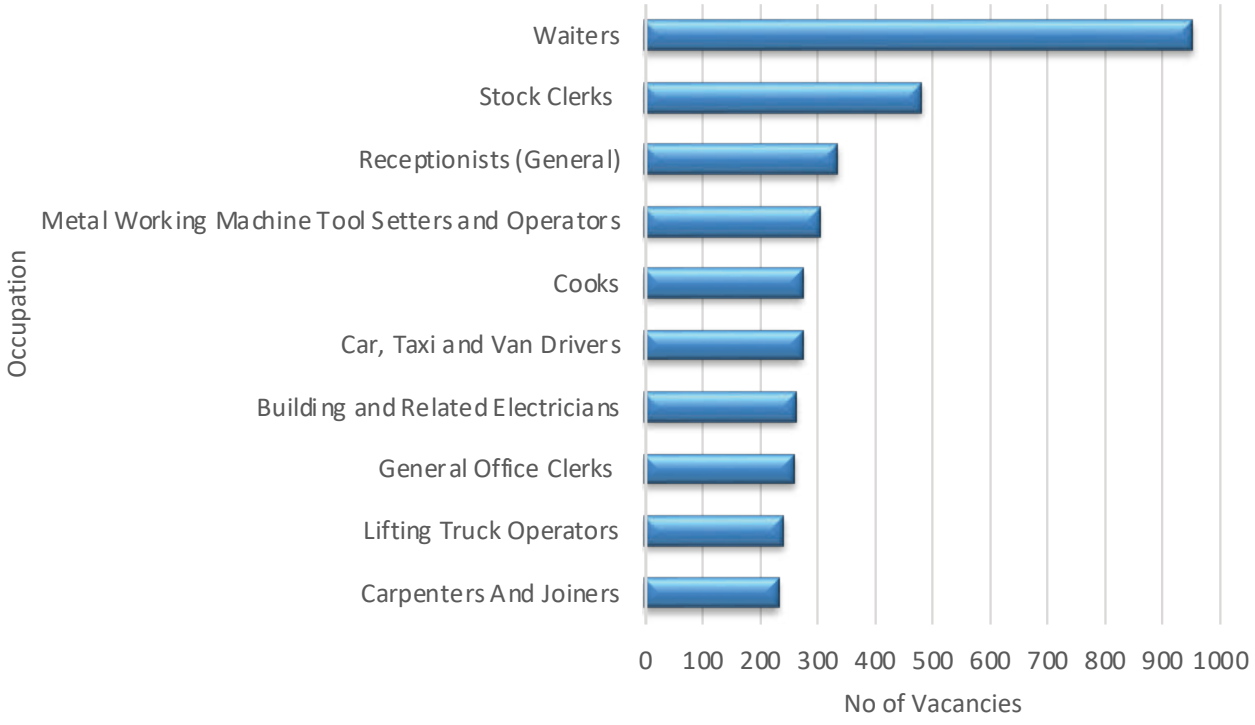
For Policy Makers

- Expand TVET and higher education programmes in engineering, ICT, business, and hospitality to address international labour demand.
- Enhance skills recognition, industry partnerships, and bilateral labour mobility agreements to improve access to overseas employment opportunities.

6.24.2.2 Most sought occupations among Middle skilled workers

Middle-skilled workers are employees who possess moderate levels of education, training, and technical skills needed to perform practical, technical, or supervisory tasks. Their jobs often require vocational training, diplomas, apprenticeships, or on-the-job experience rather than advanced university qualifications.

Figure 212: Most sought occupations for Middle skilled workers



Source: Austria Job Advertisement Data

The middle skilled segment is led by Waiters (951), emphasizing the continued strength of the hospitality and food service industry. Stock Clerks (479) and Receptionists (General) (333) highlight the growing need for inventory management, administrative support, and customer-facing services across businesses.

Metal Working Machine Tool Setters and Operators (302) reinforce the importance of manufacturing and industrial production, while Cooks (273) and Car, Taxi and Van Drivers (273) demonstrate sustained demand in hospitality, transport, and logistics services. Building and Related Electricians (261) further point to ongoing construction and infrastructure development.

Administrative and operational support occupations remain essential, with General Office Clerks (258) and Lifting Truck Operators (240) reflecting the continued need for office administration, warehousing, and supply chain operations. Carpenters and Joiners (230) signify the importance of skilled trades in supporting construction and the built environment.

Implications

For Job Seekers

- Develop skills in hospitality, administration, manufacturing, transport, and construction, where middle skilled occupations show strong demand.
- Obtain TVET qualifications, practical experience, and relevant trade certifications to improve employability in domestic and international labour markets.

For Policy Makers

- Strengthen TVET programmes in hospitality, logistics, construction, manufacturing, and office administration to meet labour market needs.
- Promote industry partnerships and labour mobility agreements to facilitate skills recognition and access to overseas employment opportunities.

6.24.2.3 Most sought occupation for Low skilled workers

Low-skilled workers are employees who perform simple and routine tasks that require limited formal education, training, or technical expertise. Their work is usually manual or repetitive and often requires basic skills and short-term training.

Table 213: Most sought occupation for Low skilled workers

Occupation	No of Vacancies
Other Manufacturing Labourers	1051
Cleaners and Helpers In Offices, Hotels and Other Establishments	737
Kitchen Helpers	473
Civil Engineering Labourers	230
Messengers, Package Deliverers and Luggage Porters	172
Hand Packers	148
Freight Handlers	128
Building Construction Labourers	40
Vehicle Cleaners	19
Odd Job Persons	14

Source: Austria Job Advertisement Data

Among low-skilled occupations, Other Manufacturing Labourers (1,051) recorded the highest demand, reflecting the continued strength of the manufacturing sector. Cleaners and Helpers in Offices, Hotels and Other Establishments (737) and Kitchen Helpers (473) follow, underscoring the importance of support services in hospitality, commercial establishments, and food service industries.

Civil Engineering Labourers (230) and Messengers, Package Deliverers and Luggage Porters (172) highlight sustained demand in construction and logistics, while Hand Packers (148) and Freight Handlers (128) emphasize the need for workers in warehousing, packaging, and supply chain operations.

Building Construction Labourers (40), Vehicle Cleaners (19), and Odd Job Persons (14) complete the list, illustrating the continued demand for general labour and essential support services across the construction, transport, and maintenance sectors.

Implications

For Job Seekers

- Acquire practical skills in manufacturing, hospitality, logistics, and construction to take

advantage of available low skilled employment opportunities.

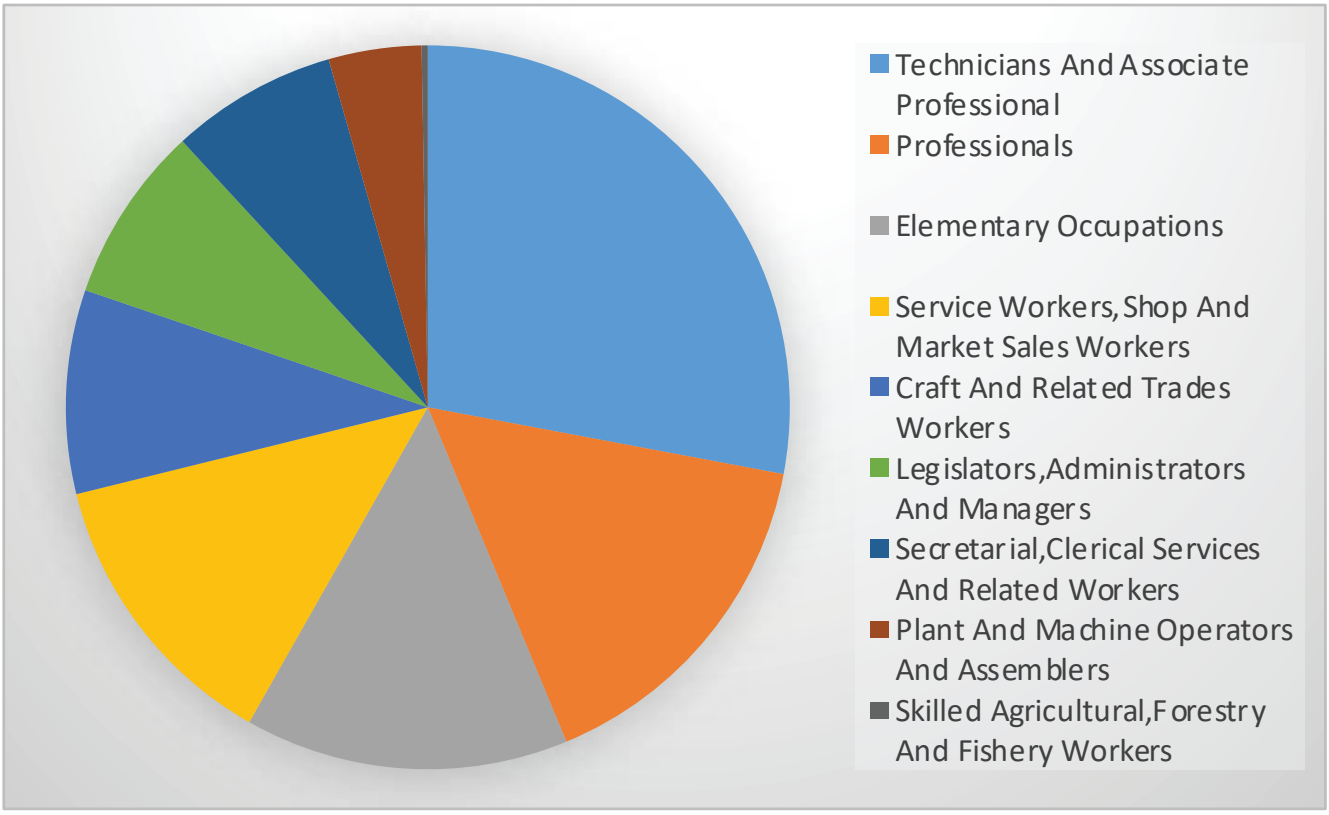
- Improve employability through TVET training, workplace safety certification, and relevant language skills for international labour markets.

For Policy Makers

- Expand short-term vocational and skills training programmes in manufacturing, hospitality, logistics, and construction to meet labour market demand.
- Strengthen labour migration frameworks and worker protection mechanisms to facilitate safe and decent employment in low skilled occupations abroad.

6.24.3 Job Vacancies By Major Occupational Groups

Figure 214: Distribution of Vacancies by Major occupational groups



Source: Austria Job Advertisement Data

Vacancies are led by Technicians and Associate Professionals (11,837), highlighting strong demand for technical expertise, specialized support, and operational skills across various industries. Professionals (6,687) represent another major segment of the labour market, reflecting the need for advanced knowledge and expertise in fields such as engineering, ICT, healthcare, and business services.

Elementary Occupations (6,123) and Service Workers, Shop and Market Sales Workers (5,477) demonstrate continued demand for essential support services, hospitality, retail, and customer facing roles. Craft and Related Trades Workers (3,855) emphasize the importance of skilled manual occupations in construction, manufacturing, and technical trades.

Legislators, Administrators and Managers (3,344) highlight the need for leadership, strategic planning, and organizational management, while Secretarial, Clerical Services and Related Workers (3,148) reflect the continued importance of administrative and office



support functions. Plant and Machine Operators and Assemblers (1,755) point to sustained demand in industrial production and manufacturing, while Skilled Agricultural, Forestry and Fishery Workers (117) represent a smaller but essential segment supporting primary production activities.

Implications

For Job Seekers

- Prioritize skills development in technical, professional, service, trade, and administrative occupations where labour demand is highest.
- Invest in TVET qualifications, professional certifications, and practical experience to improve employability across diverse sectors.

For Policy Makers

- Strengthen skills training systems by expanding programmes in technical trades, ICT, engineering, services, and professional fields aligned with labour market needs.
- Develop labour mobility partnerships and skills recognition mechanisms to facilitate access to international employment opportunities.

6.24.4 Job Vacancies By Economic Sector

Table 215: Top 10 Economic sectors with most vacancies

Major Sector	No of Vacancies
Administrative and support service activities	6002
Accommodation and food service activities	2943
Construction	2338
Wholesale and retail trade; repair of motor vehicles and motorcycles	2224
Professional, scientific and technical activities	1978
Information and communication	1909
Manufacturing	1474
Electricity, gas, steam and air conditioning supply	993
Human health and social work activities	642
Financial and insurance activities	573

Source: Austria Job Advertisement Data

The Administrative and Support Service Activities sector leads with 6,002 vacancies, underscoring the importance of operational, business support, and employment services across the economy. Accommodation and Food Service Activities (2,943) follow, reflecting the continued strength of the hospitality and tourism industries. Construction (2,338) and Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles (2,224) also record substantial demand, highlighting sustained activity in infrastructure development and commerce.

Professional, Scientific and Technical Activities (1,978) and Information and Communication (1,909) emphasize the growing importance of knowledge-based industries, innovation, and digital transformation. Manufacturing (1,474) continues to provide significant employment opportunities, reinforcing the country's strong industrial base.

Electricity, Gas, Steam and Air Conditioning Supply (993) demonstrates continued investment in utilities and energy infrastructure, while Human Health and Social Work Activities (642) and Financial and Insurance Activities (573) round out the top sectors, reflecting steady demand for healthcare professionals and financial services to support economic and social development.

Implications

For Job Seekers

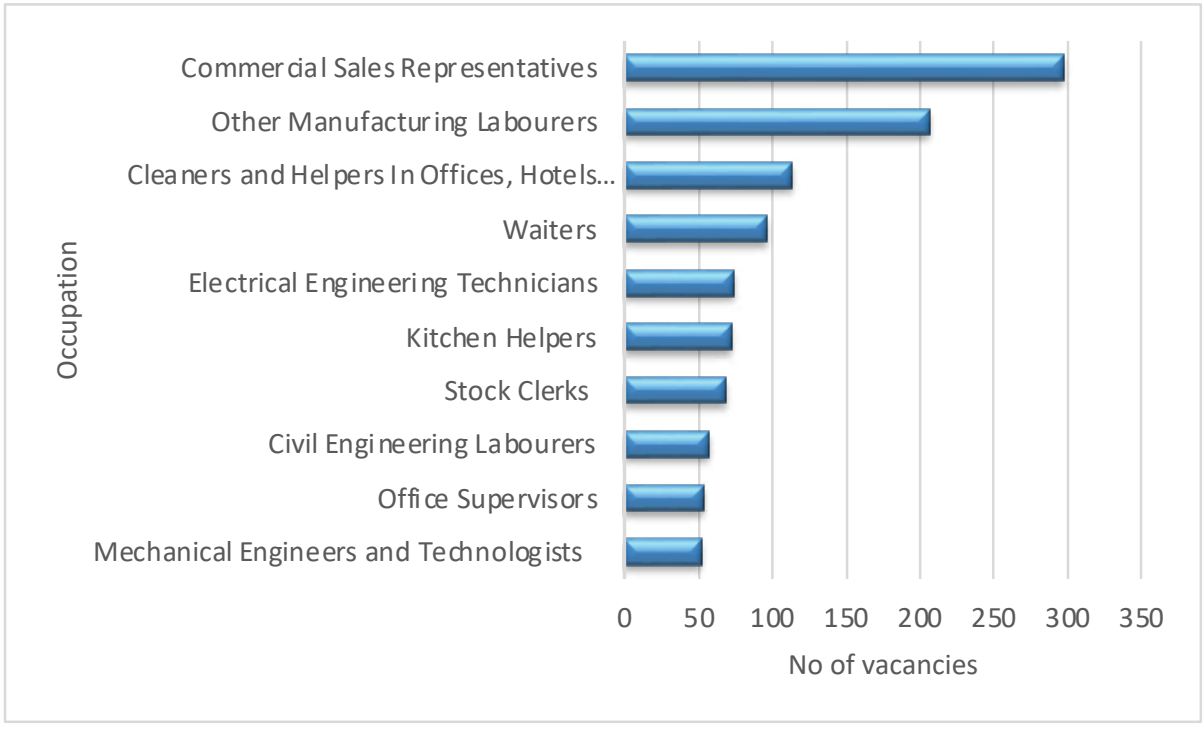
- Target opportunities in administrative services, hospitality, construction, ICT, and professional services, where labour demand is highest.
- Develop sector-specific skills, digital competencies, and vocational qualifications to improve competitiveness in emerging and international job markets.

For Policy Makers

- Align skills development programmes with high-demand sectors such as support services, hospitality, construction, ICT, and technical professions.
- Strengthen industry collaboration, labour market information systems, and international labour mobility frameworks to facilitate access to available employment opportunities.

6.24.4.1 Construction sector

Figure 216: Most sought occupations in the Construction sector



Source: Austria Job Advertisement Data

The labour demand profile is led by Commercial Sales Representatives (297), underscoring the importance of business development, customer engagement, and market expansion activities. Other Manufacturing Labourers (206) follow, reflecting continued demand for production workers and support roles within the manufacturing sector.

Cleaners and Helpers in Offices, Hotels and Other Establishments (113) and Waiters (96) highlight the continued importance of hospitality, facility management, and customer service occupations. Electrical Engineering Technicians (74) and Kitchen Helpers (72) demonstrate demand for technical support and essential service roles across industrial and hospitality environments.

Stock Clerks (68) and Civil Engineering Labourers (57) emphasize the need for supply chain support and construction-related labour, while Office Supervisors (53) highlight demand for administrative coordination and workplace management. Mechanical Engineers and Technologists (52) round out the list, reflecting the continued relevance of engineering expertise in supporting industrial operations and technological development.

Implications

For Job Seekers

- Focus on building skills in sales, manufacturing, hospitality, engineering, and administrative support to match available opportunities.
- Pursue TVET training, technical certifications, and practical experience to improve employability in high-demand occupations.

For Policy Makers

- Strengthen skills development programmes in manufacturing, engineering, hospitality, and business services to align with labour market needs.
- Develop targeted employment pathways and labour mobility initiatives to connect skilled Kenyan workers with international opportunities.

6.24.4.2 Manufacturing sector

Table 217: Most sought Occupations in the Manufacturing sector

Occupation	No of Vacancies
Commercial Sales Representatives	145
Nursing Associate Professionals	139
Primary School Teachers	80
Waiters	77
Other Manufacturing Labourers	53
Electrical Engineering Technicians	51
Kitchen Helpers	49
Cleaners and Helpers In Offices, Hotels and Other Establishments	39
Mechanical Engineers and Technologists	36
Stock Clerks	33

Source: Austria Job Advertisement Data

The labour demand profile is led by Commercial Sales Representatives (145), followed by Nursing Associate Professionals (139) and Primary School Teachers (80), highlighting the importance of business development, healthcare support, and education services in the labour market.

Waiters (77) and Other Manufacturing Labourers (53) reflect continued demand in hospitality and industrial production, while Electrical Engineering Technicians (51) and Mechanical Engineers and Technologists (36) demonstrate the need for technical expertise to support engineering and manufacturing activities.

Kitchen Helpers (49) and Cleaners and Helpers in Offices, Hotels and Other Establishments (39) emphasize the contribution of essential support roles in hospitality and facility services. Stock Clerks (33) complete the list, highlighting the continued importance of inventory management and supply chain operations.

Implications

For Job Seekers

- Explore opportunities in sales, healthcare, education, hospitality, manufacturing, and engineering, where demand is evident.
- Strengthen professional qualifications, technical skills, and sector-specific training to improve employability in competitive labour markets.

For Policy Makers

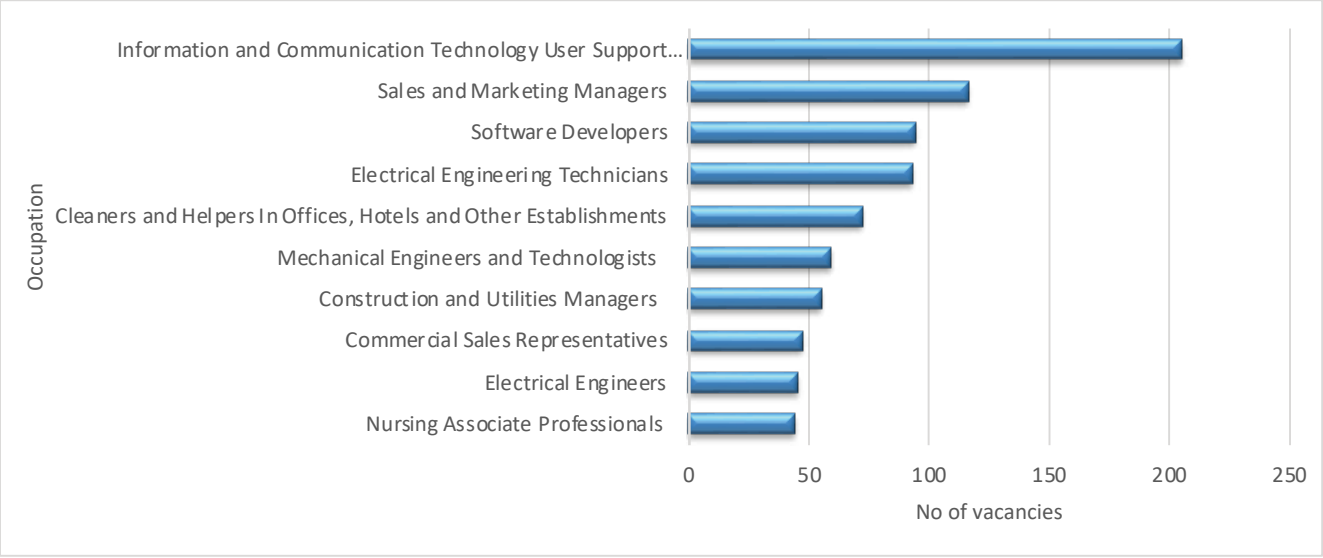
- Expand skills development programmes in healthcare, education, engineering, manufacturing, and service sectors to match labour market requirements.
- Promote international skills recognition and structured labour mobility pathways to support access to overseas employment opportunities.





6.24.4.3 ICT Sector

Figure 218: Most sought occupations in the ICT sector



Source: Austria Job Advertisement Data

The ICT sector is led by Information and Communication Technology User Support Technicians (205), reflecting strong demand for digital support services, IT infrastructure maintenance, and technology adoption across organizations. Sales and Marketing Managers (116) and Software Developers (94) follow, highlighting the importance of strategic leadership, software innovation, and digital product development.

Electrical Engineering Technicians (93) and Mechanical Engineers and Technologists (59) demonstrate the sector's reliance on technical expertise, engineering support, and integration of technology with industrial systems. Construction and Utilities Managers (55) further highlight the need for managerial oversight in technology-supported infrastructure projects.

Cleaners and Helpers in Offices, Hotels and Other Establishments (72) and Commercial Sales Representatives (47) reflect the sector's connection with essential support services and business development activities. Electrical Engineers (45) and Nursing Associate Professionals (44) round out the list, showing the wider application of technical skills and professional services across Austria's economy.

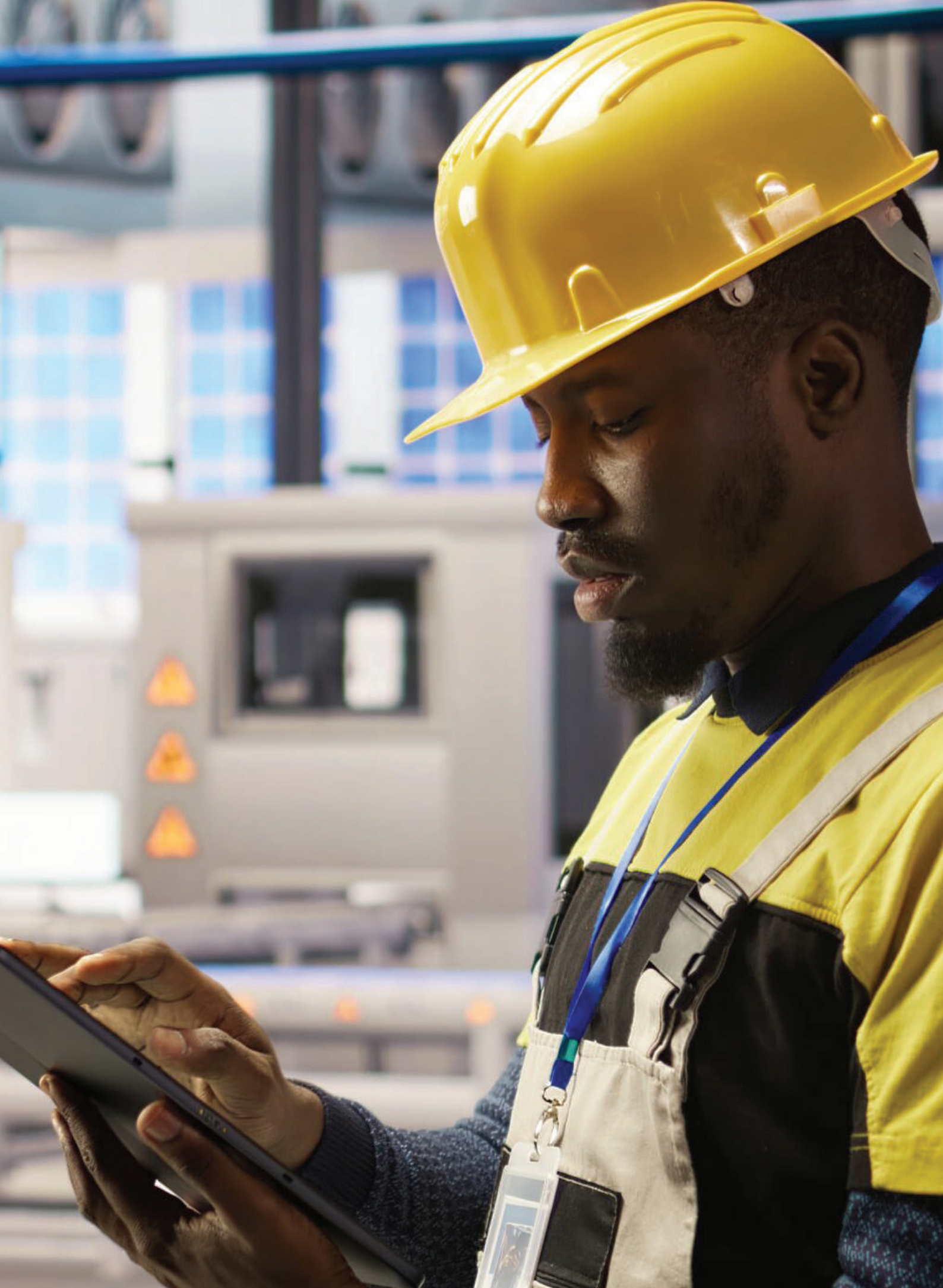
Implications

For Job Seekers

- Develop skills in ICT, software development, engineering, and digital support services to access growing technology-related opportunities.
- Acquire professional certifications, digital competencies, and technical experience to remain competitive in technology-driven labour markets.

For Policy Makers

- Expand ICT and STEM training programmes through universities and TVET institutions to meet rising demand for digital and engineering skills.
- Strengthen digital skills development partnerships and international labour mobility frameworks to enhance access to technology-related employment opportunities.

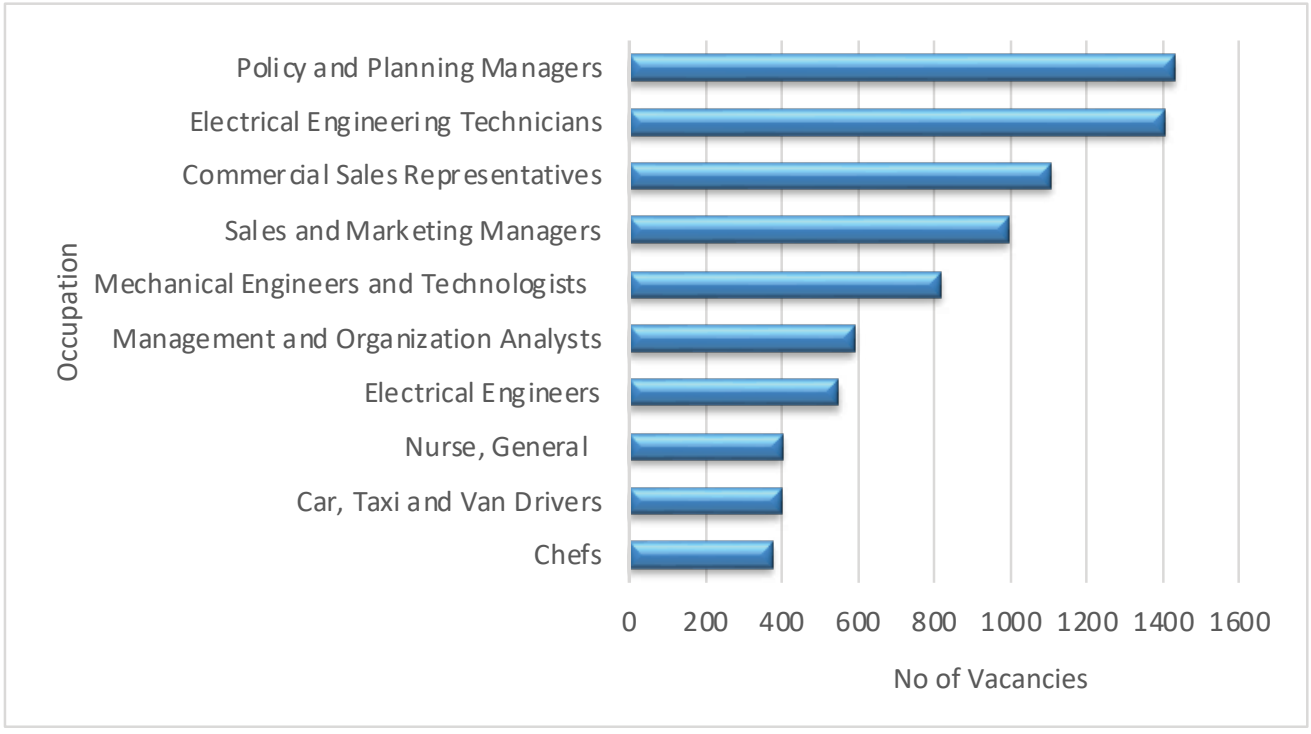


6.25

SAUDI ARABIA Q4 LABOUR MARKET DEMAND OUTLOOK

6.25.1 Most Sought Occupations By Number Of Vacancies

Figure 219: Most sought Occupations in Saudi Arabia



Saudi Arabia Job Advertisement Data

In Q4 2026, Policy and Planning Managers (1,479) topped the list of most sought occupations, reflecting strong demand for strategic planning, governance, and organizational decision making capabilities. Electrical Engineering Technicians (1,414) followed closely, highlighting the continued importance of technical expertise in engineering, energy, and industrial operations. Commercial Sales Representatives (1,115) and Sales and Marketing Managers (994) ranked next, emphasizing the role of business development, customer engagement, and market expansion.

Engineering and analytical occupations remain significant, with Mechanical Engineers and Technologists (820), Management and Organization Analysts (619), and Electrical Engineers (547) demonstrating the labour market's reliance on technical innovation, operational efficiency, and infrastructure development.

Healthcare and service-related roles also feature prominently, with Nurse, General (400) highlighting continued demand for healthcare professionals, while Car, Taxi and Van Drivers (396) reflect the importance

of transport and mobility services. Chefs (366) round out the list, underscoring ongoing opportunities in hospitality and food service sectors.

Implications

For Job Seekers

- Develop skills in management, engineering, sales, healthcare, transport, and hospitality to align with high demand occupations.
- Pursue professional certifications, technical training, and industry experience to improve competitiveness in specialized labour markets.

For Policy Makers

- Strengthen skills development programmes in engineering, ICT, management, healthcare, and service sectors to match emerging labour demand.
- Enhance labour mobility frameworks, skills recognition agreements, and targeted recruitment partnerships to facilitate access to international employment opportunities.

6.25.2 Most Sought Occupations By Skill Level

6.25.2.1 Most sought occupations for Highly skilled workers

Highly skilled workers are employees with advanced education, specialized training, and extensive expertise who perform complex professional, technical, managerial, or analytical tasks that require high levels of problem-solving, decision-making, and independent judgment.

Table 220: Most sought occupations among Highly skilled workers

Occupation	No of Vacancies
Policy and Planning Managers	1479
Electrical Engineering Technicians	1414
Commercial Sales Representatives	1115
Sales and Marketing Managers	994
Mechanical Engineers and Technologists	820
Management and Organization Analysts	619
Electrical Engineers	547
Nurse, General	400
Chefs	366
Industrial and Production Engineers And Related Technologist	352

Source: Saudi Arabia Job Advertisement Data

Saudi Arabia's highly skilled job market is led by Policy and Planning Managers (1,479) and Electrical Engineering Technicians (1,414), highlighting strong demand for strategic planning expertise and technical capabilities supporting infrastructure, energy, and industrial development. Commercial Sales Representatives (1,115) and Sales and Marketing Managers (994) emphasize the importance of business growth, customer engagement, and market expansion.

Technical and engineering roles such as Mechanical Engineers and Technologists (820), Management and Organization Analysts (619), and Electrical Engineers (547) reinforce the country's focus on industrial modernization, operational efficiency, and technological advancement.

Healthcare and specialized professional services remain important, with Nurse, General (400) reflecting continued demand for healthcare provision, while Chefs (366) highlight opportunities within the hospitality sector. Industrial and Production Engineers and Related Technologists (352) round out the list,

demonstrating the continued need for expertise in manufacturing systems, production efficiency, and industrial innovation.

Implications

For Job Seekers

- Focus on developing skills in engineering, management, sales, healthcare, and industrial production to match high demand occupations.
- Enhance employability through professional qualifications, technical certifications, digital skills, and relevant work experience.

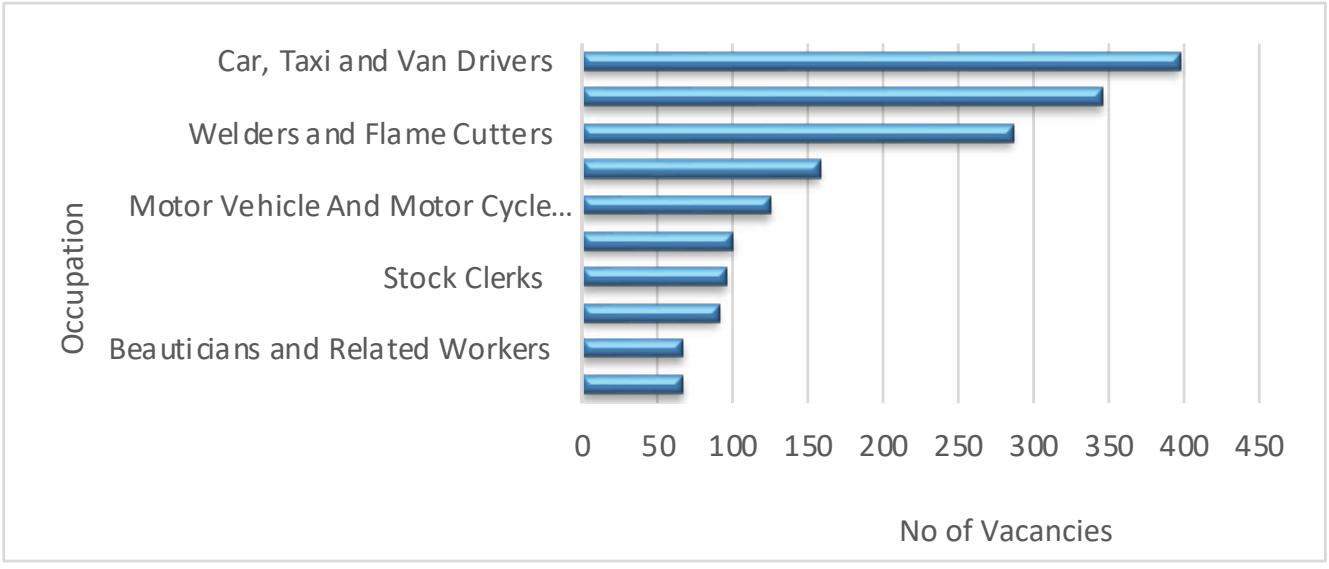
For Policy Makers

- Strengthen STEM, management, healthcare, and technical training programmes to align workforce skills with Saudi Arabia's labour market needs.
- Establish skills recognition frameworks and labour mobility partnerships to facilitate access to international employment opportunities.

6.25.2.2 Most sought occupations among Middle skilled workers

Middle-skilled workers are employees who possess moderate levels of education, training, and technical skills needed to perform practical, technical, or supervisory tasks. Their jobs often require vocational training, diplomas, apprenticeships, or on-the-job experience rather than advanced university qualifications.

Figure 221: Most sought occupations for Middle skilled workers



Source: Saudi Arabia Job Advertisement Data

The middle-skilled labour market is led by Car, Taxi and Van Drivers (396), highlighting strong demand for transport and mobility services. Metal Working Machine Tool Setters and Operators (345) and Welders and Flame Cutters (285) follow, reflecting the importance of manufacturing, fabrication, and industrial production activities.

Heavy Truck and Lorry Drivers (157) and Motor Vehicle and Motorcycle Mechanics and Repairers (124) demonstrate continued demand for logistics, transportation, and vehicle maintenance skills, supporting supply chains and commercial activities. Cleaning and Housekeeping - Non Domestic (99) and Stock Clerks (95) emphasize the ongoing need for facility support and inventory management roles.

Building and Related Electricians (90) highlight the demand for skilled construction and electrical trades, while Beauticians and Related Workers (66) and Waiters (66) illustrate opportunities in personal services and hospitality sectors.

Implications

For Job Seekers

- Develop skills in transport, manufacturing,

welding, automotive repair, construction, and service occupations where middle skilled demand is high.

- Pursue TVET training, trade certifications, and practical workplace experience to improve access to skilled employment opportunities.

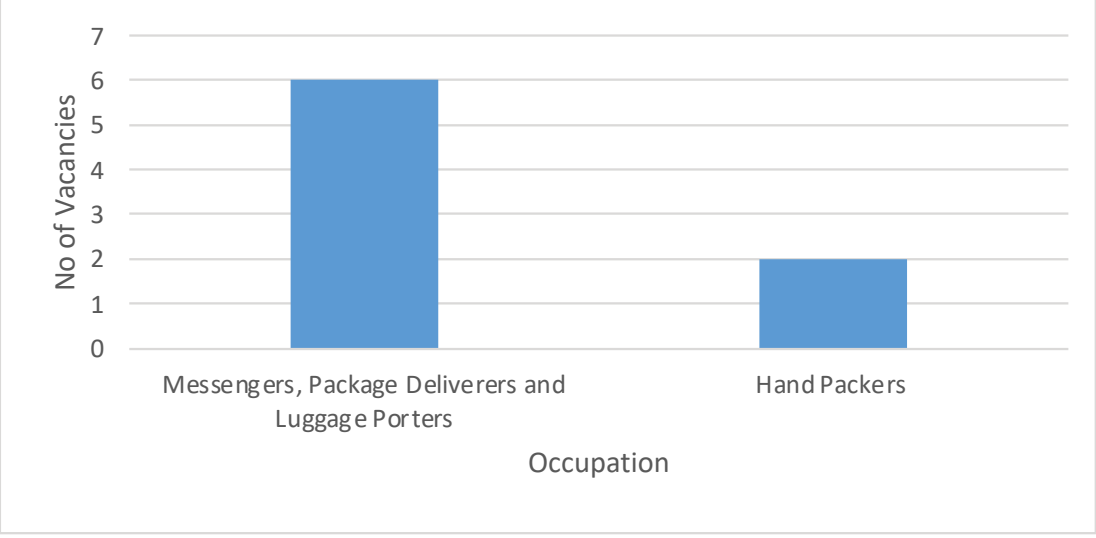
For Policy Makers

- Strengthen vocational training programmes in transport, industrial trades, automotive repair, and electrical works to meet labour market needs.
- Promote skills certification, employer partnerships, and structured labour mobility pathways to support employment opportunities in middle-skilled occupations.

6.25.2.3 Most sought occupation for Low skilled workers

Low skilled workers are employees who perform simple and routine tasks that require limited formal education, training, or technical expertise. Their work is usually manual or repetitive and often requires basic skills and short term training.

Figure 222: Most sought occupations for Low skilled workers



Source: Saudi Arabia Job Advertisement Data

Among low-skilled occupations, Messengers, Package Deliverers and Luggage Porters (6) recorded the highest demand, reflecting the continued need for logistics support, delivery services, and movement of goods and materials. Hand Packers (2) followed, highlighting limited but essential demand for packaging and production support activities within supply chain and manufacturing operations.

Overall, the low skilled segment shows relatively lower vacancy levels, suggesting that opportunities are concentrated in specific support functions rather than broad based demand. These roles remain important in ensuring the smooth operation of logistics, warehousing, and production processes.

Implications

For Job Seekers

- Explore opportunities in logistics, delivery services, warehousing, and packaging operations where entry level roles are available.
- Acquire basic vocational skills, workplace safety training, and practical experience to improve employability in support occupations.

For Policy Makers

- Strengthen short-term skills development programmes in logistics, supply chain support, and production operations to enhance workforce readiness.
- Promote employment pathways and labour market linkages to connect job seekers with available low-skilled opportunities.

6.25.3 Job Vacancies By Major Occupational Groups

Table 223: Distribution of Vacancies by Major Occupational groups

Major Group	No of Vacancies
Professionals	6801
Legislators,Administrators And Managers	4075
Technicians And Associate Professional	4005
Craft And Related Trades Workers	1143
Plant And Machine Operators And Assemblers	772
Service Workers,Shop And Market Sales Workers	419
Secretarial,Clerical Services And Related Workers	249
Skilled Agricultural,Forestry And Fishery Workers	26
Elementary Occupations	16

Source: Saudi Arabia Job Advertisement Data

Vacancies are led by Professionals (6,801), confirming strong demand for specialized expertise in areas such as technology, engineering, healthcare, business, and applied sciences. Legislators, Administrators and Managers (4,075) and Technicians and Associate Professionals (4,005) represent major pillars of the labour market, highlighting the importance of leadership, strategic management, technical skills, and operational support.

Craft and Related Trades Workers (1,143) and Plant and Machine Operators and Assemblers (772) demonstrate continued demand for skilled trades, industrial production, and manufacturing capabilities. Service Workers, Shop and Market Sales Workers (419) reflect the ongoing importance of customer-facing roles, retail activities, and service delivery.

Secretarial, Clerical Services and Related Workers (249) highlight the continued need for administrative support functions, while Skilled Agricultural, Forestry and Fishery Workers (26) and Elementary Occupations (16) represent smaller segments of demand, indicating limited opportunities in basic support and primary production occupations.

Implications

For Job Seekers

- Focus on developing skills in professional fields, management, technical occupations, and skilled trades, where labour demand is highest.
- Invest in higher education, TVET qualifications, professional certifications, and digital skills to improve competitiveness in the labour market.

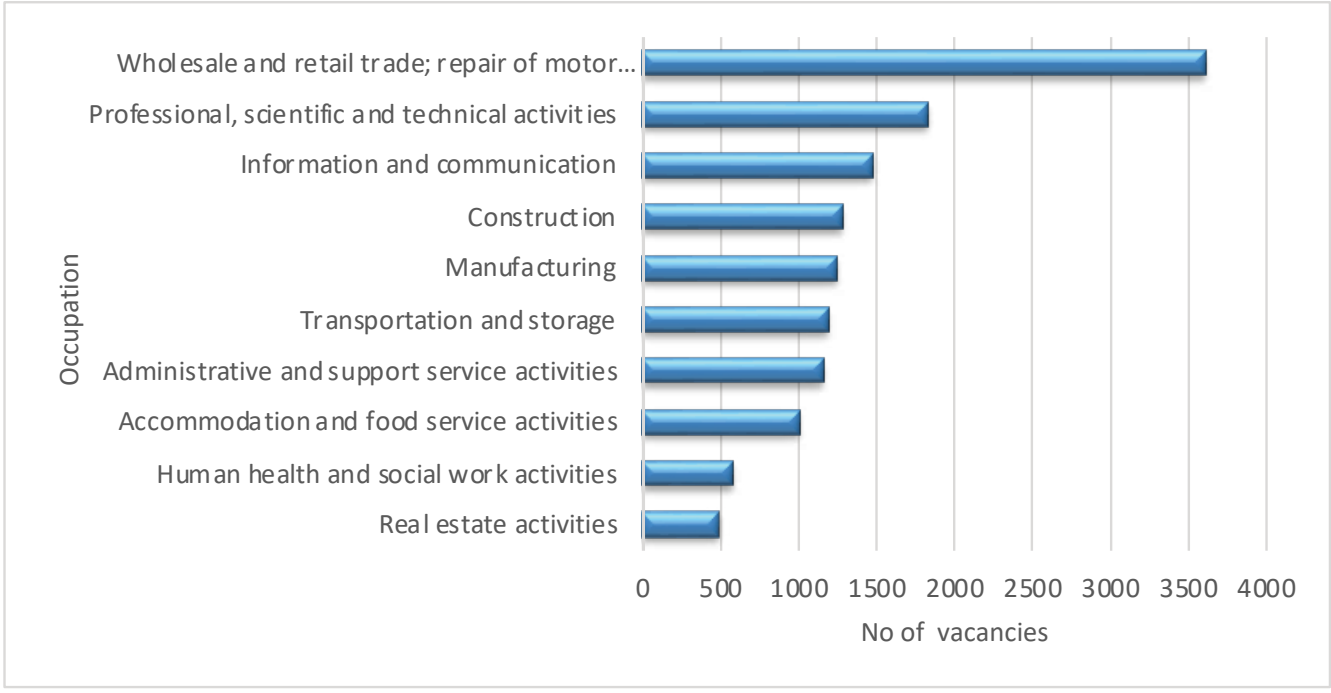
For Policy Makers

- Strengthen education and training systems in professional, technical, managerial, and trade-related fields to align workforce supply with demand.
- Promote skills recognition frameworks, industry partnerships, and targeted labour mobility programmes to facilitate access to high demand employment opportunities.



6.25.4 JOB VACANCIES BY ECONOMIC SECTOR

Figure 224: Top 10 sectors with most vacancies



Source: Saudi Arabia Job Advertisement Data

Vacancies are led by the Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles sector (3,608), reflecting strong demand in commerce, customer services, and automotive related activities. Professional, Scientific and Technical Activities (1,827) represent another major pillar of the labour market, highlighting the importance of specialized expertise, consulting, innovation, and technical services.

Information and Communication (1,470) and Construction (1,275) demonstrate continued demand for digital skills, infrastructure development, and technical expertise. Manufacturing (1,242) and Transportation and Storage (1,186) further emphasize the importance of industrial production, logistics, and supply chain operations.

Administrative and Support Service Activities (1,153) and Accommodation and Food Service Activities (1,000) highlight the continued need for operational support, hospitality, and customer oriented services. Human Health and Social Work Activities (575) and Real Estate Activities (481) complete the list, reflecting ongoing demand for healthcare services and property related professional activities.

Implications

For Job Seekers

- Target opportunities in trade, professional services, ICT, construction, manufacturing, logistics, and hospitality, where labour demand is strongest.
- Develop technical, digital, and customer service skills through vocational training and professional certifications to improve employability.

For Policy Makers

- Align skills development programmes with high-demand sectors such as commerce, ICT, construction, manufacturing, and transport.
- Strengthen industry partnerships, labour market information systems, and labour mobility frameworks to support workforce placement and international employment opportunities.

6.25.4.1 Construction sector

Table 225: Most sought Occupations in the Construction sector

Occupation	No of Vacancies
Policy and Planning Managers	129
Industrial and Production Engineers And Related Technologist	99
Mechanical Engineers and Technologists	88
Welders and Flame Cutters	85
Sales and Marketing Managers	85
Electrical Engineering Technicians	81
Commercial Sales Representatives	71
Electrical Engineers	58
Software Developers	53
Car, Taxi and Van Drivers	52

Source: Saudi Arabia Job Advertisement Data

The construction sector is led by Policy and Planning Managers (129), highlighting the importance of strategic oversight, project planning, and coordination in infrastructure development. Industrial and Production Engineers and Related Technologists (99) and Mechanical Engineers and Technologists (88) follow, reflecting the sector's reliance on engineering expertise, construction systems, and technical innovation.

Welders and Flame Cutters (85) and Electrical Engineering Technicians (81) demonstrate the continued demand for skilled trades supporting structural works, electrical installations, and industrial construction activities. Sales and Marketing Managers (85) and Commercial Sales Representatives (71) emphasize the role of business development, procurement, and client engagement within construction-related services.

Electrical Engineers (58) and Software Developers (53) highlight the growing integration of technology, automation, and digital solutions in construction projects, while Car, Taxi and Van Drivers (52) reflect the importance of transport and logistics support for construction operations. Overall, the sector shows strong demand for a combination of managerial, engineering, technical, and operational skills.

Implications

For Job Seekers

- Develop skills in construction management, engineering, electrical works, welding, and technical trades to access growing opportunities in the construction sector.
- Pursue TVET qualifications, engineering certifications, digital construction skills, and practical experience to enhance employability.

For Policy Makers

- Strengthen construction-focused training programmes in engineering, skilled trades, and emerging technologies to meet sector labour demand.
- Promote industry partnerships, skills certification, and labour mobility pathways to connect qualified workers with construction opportunities locally and internationally.

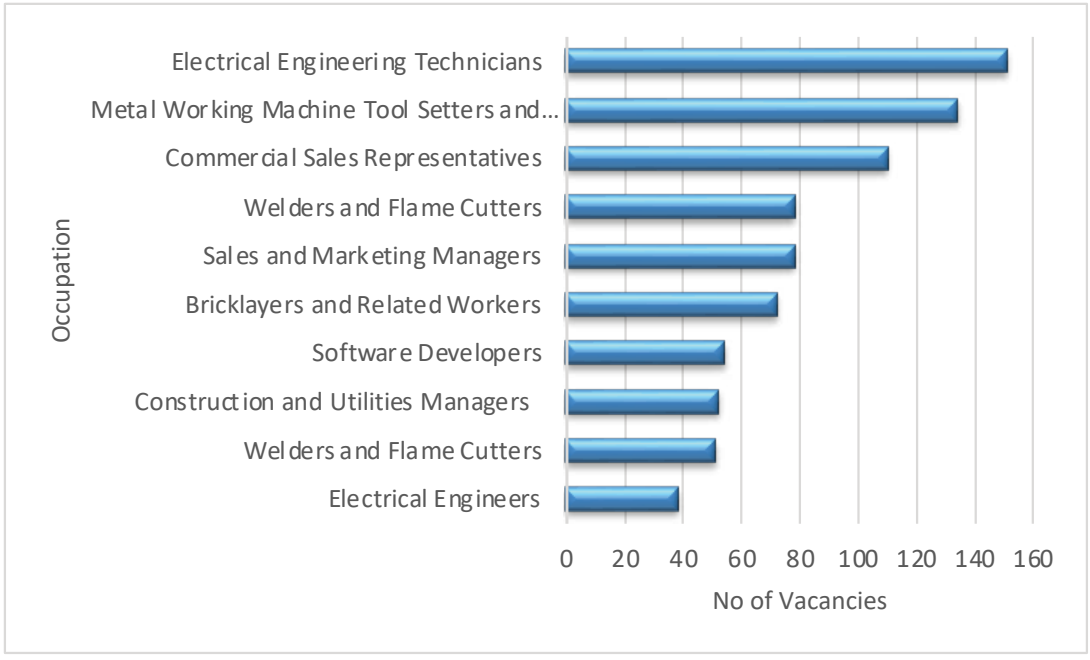


129

The construction sector is led by Policy and Planning Managers (129), highlighting the importance of strategic oversight, project planning, and coordination in infrastructure development.

6.25.4.2 Manufacturing sector

Figure 226: Most sought occupations in the Manufacturing sector



Source: Saudi Arabia Job Advertisement Data

Saudi Arabia's manufacturing sector is led by Electrical Engineering Technicians (151), highlighting strong demand for technical expertise in industrial systems, equipment maintenance, and production processes. Metal Working Machine Tool Setters and Operators (134) and Commercial Sales Representatives (110) follow, emphasizing the importance of precision manufacturing, production efficiency, and market development.

Welders and Flame Cutters (78) and Sales and Marketing Managers (78) demonstrate the sector's reliance on skilled trades alongside strategic business and commercial functions. Software Developers (54) and Construction and Utilities Managers (52) reflect the growing integration of digital technologies, automation, and infrastructure management within manufacturing operations.

Additional technical roles such as Bricklayers and Related Workers (72), Welders and Flame Cutters (51), and Electrical Engineers (38) reinforce the sector's dependence on engineering capabilities, industrial maintenance, and specialized technical skills to support manufacturing growth and modernization.

Implications

For Job Seekers

- Develop skills in electrical engineering, manufacturing technology, welding, machine operations, and industrial maintenance to access opportunities in Saudi Arabia's manufacturing sector.
- Acquire TVET qualifications, technical certifications, and digital skills to remain competitive in technology driven manufacturing environments.

For Policy Makers

- Strengthen industrial skills training programmes in engineering, automation, welding, and machine operations to align with manufacturing sector demand.
- Promote industry partnerships, skills recognition mechanisms, and labour mobility agreements to facilitate access to manufacturing employment opportunities abroad.



6.25.4.3 Accommodation and Food Service Sector

Table 227: Most sought occupations in the Accommodation and food service sector

Occupation	No of Vacancies
Policy and Planning Managers	132
Sales and Marketing Managers	103
Chefs	93
Commercial Sales Representatives	90
Cleaning and Housekeeping-Non Domestic	59
Bartenders	43
Electrical Engineering Technicians	40
Office Supervisors	35
Beauticians and Related Workers	34
Restaurant Managers	29
Waiters	23

Source: Saudi Arabia Job Advertisement Data

Saudi Arabia's Accommodation and Food Service sector is led by Policy and Planning Managers (132), highlighting the importance of strategic management, operational planning, and service sector coordination. Sales and Marketing Managers (103) and Chefs (93) follow, reflecting strong demand for business growth, customer engagement, and culinary expertise within the hospitality industry.

Commercial Sales Representatives (90) and Cleaning and Housekeeping–Non Domestic (59) emphasize the importance of customer relations, service delivery, and facility management in supporting hospitality operations. Bartenders (43) and Restaurant Managers (29) further demonstrate demand for specialized hospitality skills and effective restaurant management.

Technical and administrative support roles such as Electrical Engineering Technicians (40) and Office Supervisors (35) highlight the sector's reliance on maintenance services and operational coordination. Beauticians and Related Workers (34) and Waiters (23) round out the list, underscoring continued opportunities in personal care, food service, and customer-facing hospitality roles.

Implications

For Job Seekers

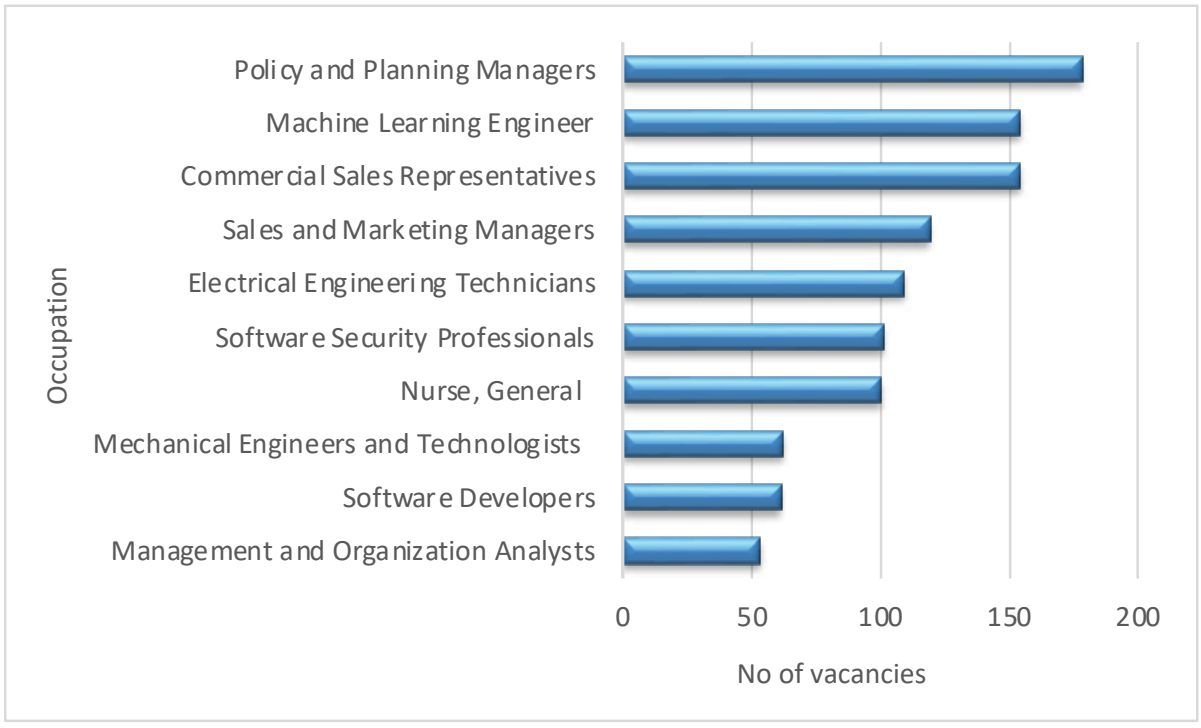
- Develop skills in hospitality management, culinary arts, customer service, sales, and facility operations to benefit from growing opportunities in the accommodation and food service sector.
- Pursue TVET training, hospitality certifications, language skills, and practical experience to improve competitiveness in international hospitality markets.

For Policy Makers

- Expand hospitality and tourism-related training programmes focusing on chefs, restaurant management, customer service, and hotel operations.
- Strengthen labour mobility partnerships, skills recognition systems, and employer linkages to facilitate access to hospitality employment opportunities in Saudi Arabia.

6.25.4.4 ICT sector

Figure 228: Most sought occupations in the ICT sector



Source: Saudi Arabia Job Advertisement Data

The ICT sector is led by Policy and Planning Managers (178), highlighting the importance of strategic governance, digital transformation planning, and organizational coordination in technology driven industries. Machine Learning Engineers (154) and Commercial Sales Representatives (154) follow, reflecting the sector's growing focus on artificial intelligence, advanced technologies, and technology-oriented business development.

Sales and Marketing Managers (119) and Electrical Engineering Technicians (109) emphasize the importance of market expansion, client engagement, and technical support in ICT operations. Software Security Professionals (101) and Software Developers (61) showcase Saudi Arabia's increasing reliance on cybersecurity, secure digital systems, and software innovation.

Specialized roles such as Nurse, General (100) and Mechanical Engineers and Technologists (62) demonstrate the wider application of digital and technical expertise across healthcare and industrial sectors. Management and Organization Analysts (53) highlight the continued need for operational efficiency, process improvement, and effective organizational management within the ICT sector.

Implications

For Job Seekers

- Develop skills in ICT, artificial intelligence, software development, cybersecurity, engineering, and data-driven technologies to access emerging opportunities.
- Pursue digital certifications, programming skills, and specialized technical training to remain competitive in Saudi Arabia's technology-driven labour market.

For Policy Makers

- Strengthen ICT and STEM education programmes focusing on artificial intelligence, cybersecurity, software engineering, and digital transformation.
- Promote technology-focused labour mobility partnerships and skills recognition frameworks to facilitate access to high-value ICT employment opportunities.

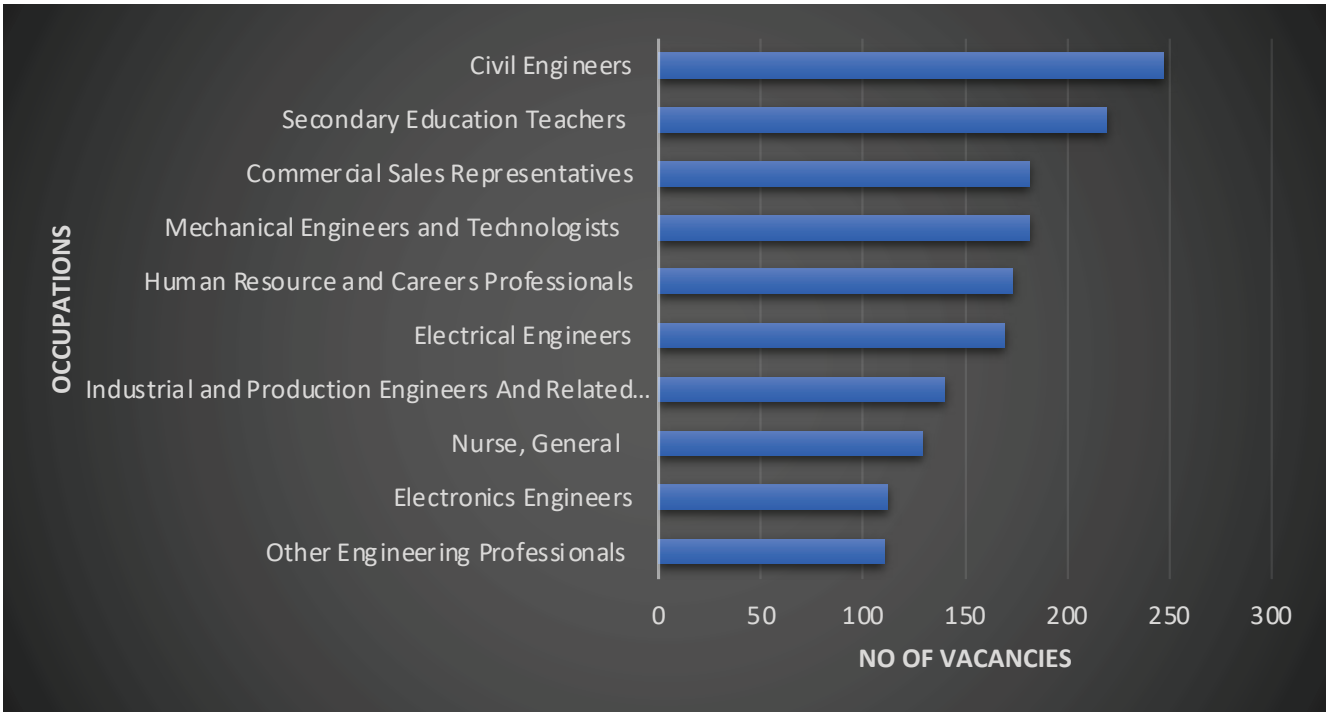

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6.26

KUWAIT Q4 LABOUR MARKET DEMAND OUTLOOK.

6.26.1 Most Sought Occupations By Number Of Vacancies

Figure 229: Most sought occupations by number of vacancies in KUWAIT



Source: Kuwait Job Advertisement Data

Kuwait's Q4 labour market reflects strong demand for engineering and technical talent, led by Civil Engineers with 247 vacancies, followed closely by Secondary Education Teachers at 219, pointing to continued investment in both infrastructure and the education sector. Commercial Sales Representatives and Mechanical Engineers and Technologists are tied at 181 vacancies each, while Human Resource and Careers Professionals (173) and Electrical Engineers (169) round out the mid-tier demand, reflecting a mix of corporate support functions and technical expertise. Engineering fields dominate the list overall, with Industrial and Production Engineers and Related Technologists (140), Electronics Engineers (112), and Other Engineering Professionals (110) further reinforcing this trend, alongside steady healthcare demand shown by 129 vacancies for General Nurses. Overall, Kuwait's Q4 job market is heavily weighted toward engineering disciplines, complemented by consistent needs in sales, human resources, education, and healthcare.

Implications

For Job Seekers

- Kuwait's Q4 demand presents strong opportunities for Kenyan professionals in engineering disciplines, particularly civil, mechanical, electrical, electronics, and industrial engineering, as well as related technologist roles. Secondary Education Teachers can also find solid prospects given the notable demand in the education sector, while those with backgrounds in sales, human resources, and nursing have additional entry points. Job seekers with recognized technical certifications or engineering degrees are especially well positioned to benefit from Kuwait's engineering heavy job market.

For Policy Makers

- The strong concentration of engineering vacancies signals a need for policymakers to strengthen technical and vocational training programs, particularly in civil, mechanical, electrical, and industrial engineering, to ensure Kenyan graduates meet Kuwait's labor market demands. Given the significant demand for teachers, policymakers could also explore structured education-sector labor agreements to place qualified Kenyan educators abroad. Establishing clear bilateral labor migration frameworks, credential recognition systems, and worker protection measures with Kuwait would help formalize these opportunities, improve safety for migrant workers, and enhance the economic benefits of labor migration through remittances.

6.26.2 Most Sought Occupations By Skill Level

6.26.2.1 Most sought occupations among highly skilled workers

Highly skilled workers are employees with advanced education, specialized training, and extensive expertise who perform complex professional, technical, managerial, or analytical tasks that require high levels of problem-solving, decision-making, and independent judgment.

Table 230: Most sought occupation among highly skilled workers

Occupation	No of Vacancies
Civil Engineers	247
Secondary Education Teachers	219
Commercial Sales Representatives	181
Mechanical Engineers and Technologists	181
Human Resource and Careers Professionals	173
Electrical Engineers	169
Industrial and Production Engineers And Related Technologist	140
Nurse, General	129
Electronics Engineers	112
Other Engineering Professionals	110

Source: Kuwait Job Advertisement Data

Among highly skilled occupations, Civil Engineers were the most sought after in Kuwait this quarter, with 247 vacancies, followed by Secondary Education Teachers (219) and Commercial Sales Representatives together with Mechanical Engineers and Technologists (181 each), underscoring strong demand for engineering expertise alongside education and business roles. This trend highlights Kuwait's continued investment in infrastructure and construction projects, which sustains high demand for civil and mechanical engineering talent, while the strong need for teachers points to ongoing expansion or turnover within the education sector. Additionally, the presence of commercial sales roles among the top vacancies

suggests a growing private sector and business environment that requires skilled professionals to drive commercial operations and client relations.

Implications

For Job Seekers

- Kenyan professionals with expertise in civil and mechanical engineering, teaching, and commercial sales stand a strong chance of securing opportunities in Kuwait's market this quarter. Those with relevant qualifications in these fields, particularly civil engineering and education, should consider pursuing certification or credential verification to meet Kuwait's requirements and improve their competitiveness for these roles.

For Policy Makers

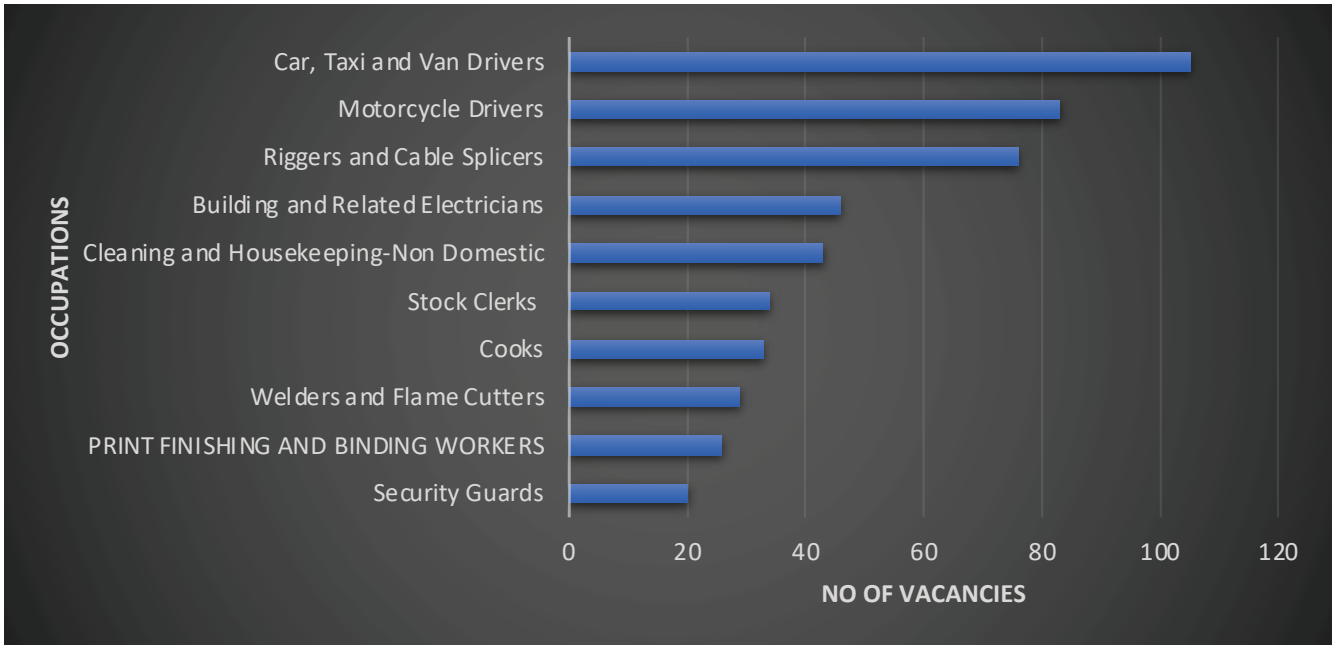
- Policymakers should prioritize bilateral labour agreements with Kuwait that target skilled professionals in engineering, education, and business, ensuring structured pathways for placement. Investing in technical training and credential recognition systems, alongside worker protection frameworks, would help Kenyan professionals access these opportunities safely while maximizing the economic benefits of labour migration.

> **This trend highlights Kuwait's continued investment in infrastructure and construction projects, which sustains high demand for civil and mechanical engineering talent, while the strong need for teachers points to ongoing expansion or turnover within the education sector.**

6.26.2.2 Most sought occupations among Middle skilled workers

Middle-skilled workers are employees who possess moderate levels of education, training, and technical skills needed to perform practical, technical, or supervisory tasks. Their jobs often require vocational training, diplomas, apprenticeships, or on-the-job experience rather than advanced university qualifications.

Figure 231: Most sought occupation among Middle skilled workers



Source: Kuwait Job Advertisement Data

Among middle skilled occupations, Car, Taxi and Van Drivers were the most sought after in Kuwait this quarter, with 105 vacancies, followed by Motorcycle Drivers (83) and Riggers and Cable Splicers (76), underscoring strong demand for transport and construction support roles. This trend reflects Kuwait's growing logistics and delivery sector, likely fueled by rising demand for ride-hailing and courier services, alongside continued construction activity requiring skilled riggers and electricians. Additionally, steady vacancies in cleaning and housekeeping (43), stock clerking (34), and cooking (33) point to consistent demand for support staff across facilities management, retail, and food service sectors in the Kuwait market.

Implications

For Job Seekers

- Kenyan workers with experience in driving, logistics, construction support trades, and general services stand a good chance of securing employment in Kuwait's middle-skilled job market this quarter. Those pursuing opportunities as drivers, riggers, electricians, or in cleaning, stocking, and cooking roles should focus on obtaining recognized certifications and licenses, particularly for driving and technical trades, to strengthen their competitiveness for placement.

For Policy Makers

- Policymakers should enhance vocational and skills training programs in driving, logistics, construction trades, and facilities support services to match Kuwait's steady demand for middle-skilled labor. Developing clear bilateral labor agreements, along with pre-departure orientation and credential recognition systems, would help safeguard Kenyan workers' rights and improve their access to these opportunities, thereby strengthening the overall benefits of labor migration for Kenya's economy.

6.26.2.3 Most sought occupation for Low skilled workers

Low-skilled workers are employees who perform simple and routine tasks that require limited formal education, training, or technical expertise. Their work is usually manual or repetitive and often requires basic skills and short-term training.

Table 232: Most sought occupation for Low skilled workers

Occupation	No of Vacancies
Kitchen Helpers	8
Messengers, Package Deliverers and Luggage Porters	6
Fast-Food Preparers	1
Domestic Cleaners And Helpers	1
Mining and Quarrying Laboures	1
Odd Job Persons	1
Vehicle Cleaners	1

Source: Kuwait Job Advertisement Data

Among low-skilled occupations, Kitchen Helpers were the most sought after in Kuwait this quarter, with 8 vacancies, followed by Messengers, Package Deliverers and Luggage Porters (6) and a handful of roles including Fast-Food Preparers, Domestic Cleaners and Helpers, Mining and Quarrying Labourers, Odd Job Persons, and Vehicle Cleaners at 1 vacancy each, underscoring very limited demand for basic support roles this quarter. Overall, low-skilled vacancies in Kuwait remain minimal compared to middle and highly skilled categories, suggesting that the country's Q4 labour demand is heavily concentrated on workers with technical training or specialized expertise. Nonetheless, the scattered presence of roles across food service, cleaning, delivery, and labour-intensive sectors indicates that limited opportunities still exist for low skilled Kenyan workers seeking employment in Kuwait.



Implications

For Job Seekers

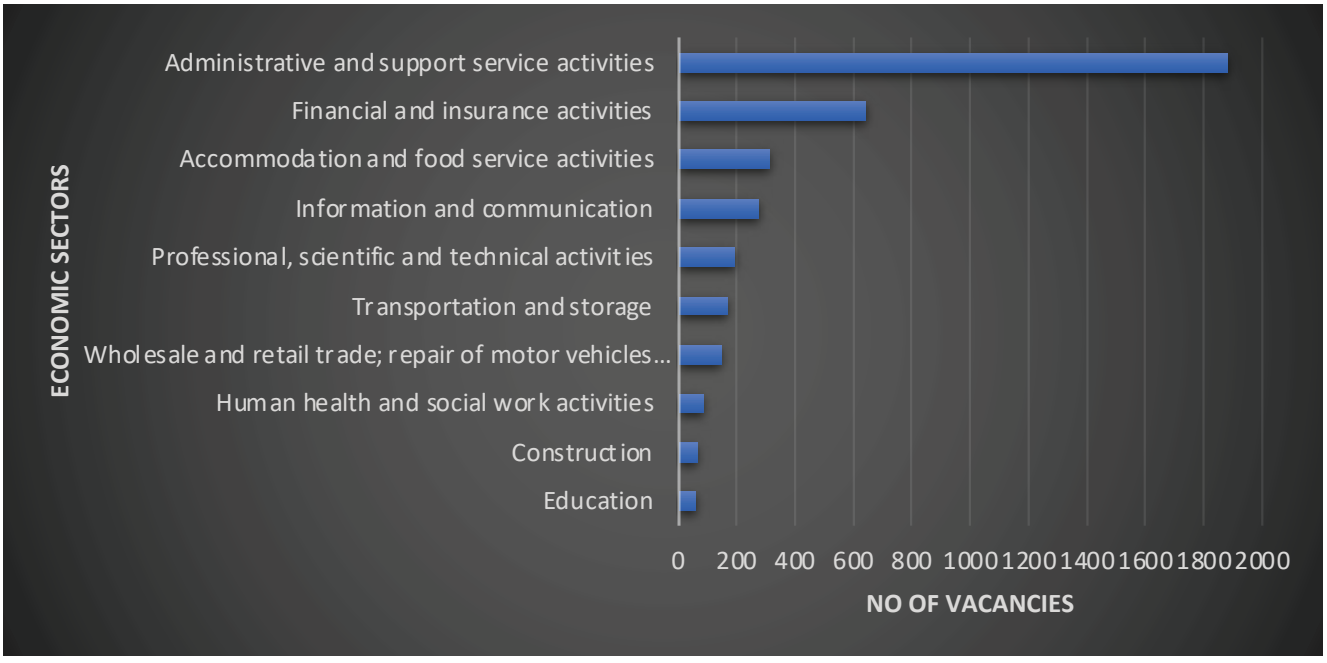
- With only a handful of low-skilled vacancies available in Kuwait this quarter, job seekers should recognize that competition for these limited positions will likely be high, making it prudent to pursue skills training that opens doors to middle-skilled roles with stronger demand. Those still interested in low-skilled opportunities should focus on roles like kitchen help and delivery services, while keeping expectations realistic given the very small number of openings.

For Policy Makers

- The minimal demand for low-skilled labor in Kuwait reinforces the need for policymakers to prioritize vocational training and skills development that align Kenyan workers with the stronger demand in middle and highly skilled categories. Continued labor market monitoring and diversification of migration strategies would help policymakers redirect job seekers toward sectors offering more sustainable and higher-volume employment opportunities in Kuwait.

6.26.3 Job Vacancies By Economic Sector

Figure 233: Top 10 Economic sectors with most vacancies



Source: Kuwait Job Advertisement Data

Kuwait's Q4 report shows Administrative and Support Service Activities as the leading economic sector by vacancies, with 1,883 openings, followed by Financial and Insurance Activities (641) and Accommodation and Food Service Activities (310), highlighting strong demand in business support, finance, and hospitality services. Information and Communication (277) and Professional, Scientific and Technical Activities (192) round out the mid-tier sectors, reflecting growing digital and professional service industries within the Kuwaiti economy. Other notable sectors include Transportation and Storage (167), Wholesale and Retail Trade including Motor Vehicle Repair (149), Human Health and Social Work Activities (86), Construction (63), and Education (59), indicating a diversified labour market spanning logistics, retail, healthcare, infrastructure, and education. Overall, the data points to Kuwait's Q4 economic activity being driven primarily by business support and financial services, with meaningful contributions from hospitality, technology, trade, and public service sectors.

Implications

For Job Seekers

- The strong demand in Administrative and Support Services, Financial and Insurance Activities, and Accommodation and Food Service Activities suggests Kenyan job seekers with backgrounds in business administration, finance, and hospitality should prioritize these sectors when pursuing opportunities in Kuwait. Those with skills in digital communication or professional services can also benefit from the growing Information and Communication and Professional, Scientific and Technical Activities sectors, while candidates interested in logistics, retail, healthcare, construction, or education can find additional opportunities across Kuwait's diversified economy.

For Policy Makers

- This sectoral distribution highlights the need for policymakers to align vocational and higher education programs with the skills required in business support, finance, and hospitality services, given their dominant share of vacancies. Strengthening partnerships with Kuwaiti employers in these leading sectors, alongside targeted training in digital and professional services, would improve the competitiveness of Kenyan job seekers. Additionally, policymakers

should support labor migration frameworks that facilitate smooth placement into these high demand sectors while ensuring adequate worker protections across administrative, hospitality, and trade-related roles.

6.26.3.1 Most sought Occupations in the Manufacturing Sector

Table 234: Most sought Occupations in the Manufacturing Sector.

Occupation	No of Vacancies
Commercial Sales Representatives	9
Industrial and Production Engineers And Related Technologist	8
Advertising and Marketing Professionals	3
Electronics Engineering Technicians	2
Real Estate and Travel Agency Managers	2
Sales and Marketing Managers	2
Civil Engineers	2
Car, Taxi and Van Drivers	1
Pulp And Papermaking Plant Operators	1
Kitchen Helpers	1

Source: Kuwait Job Advertisement Data

Among manufacturing-related occupations, Commercial Sales Representatives were the most sought after in Kuwait this quarter, with 9 vacancies, followed by Industrial and Production Engineers and Related Technologists (8) and Advertising and Marketing Professionals (3), underscoring a notable emphasis on sales, production expertise, and marketing support within the sector. Additional demand is seen in Electronics Engineering Technicians, Real Estate and Travel Agency Managers, Sales and Marketing Managers, and Civil Engineers (2 vacancies each), reflecting a mix of technical and managerial roles supporting manufacturing operations. Other roles including Car, Taxi and Van Drivers, Pulp and Papermaking Plant Operators, and Kitchen Helpers (1 vacancy each) indicate limited but varied demand across logistics, specialized production, and basic support functions in Kuwait's manufacturing sector.

Implications

For Job Seekers

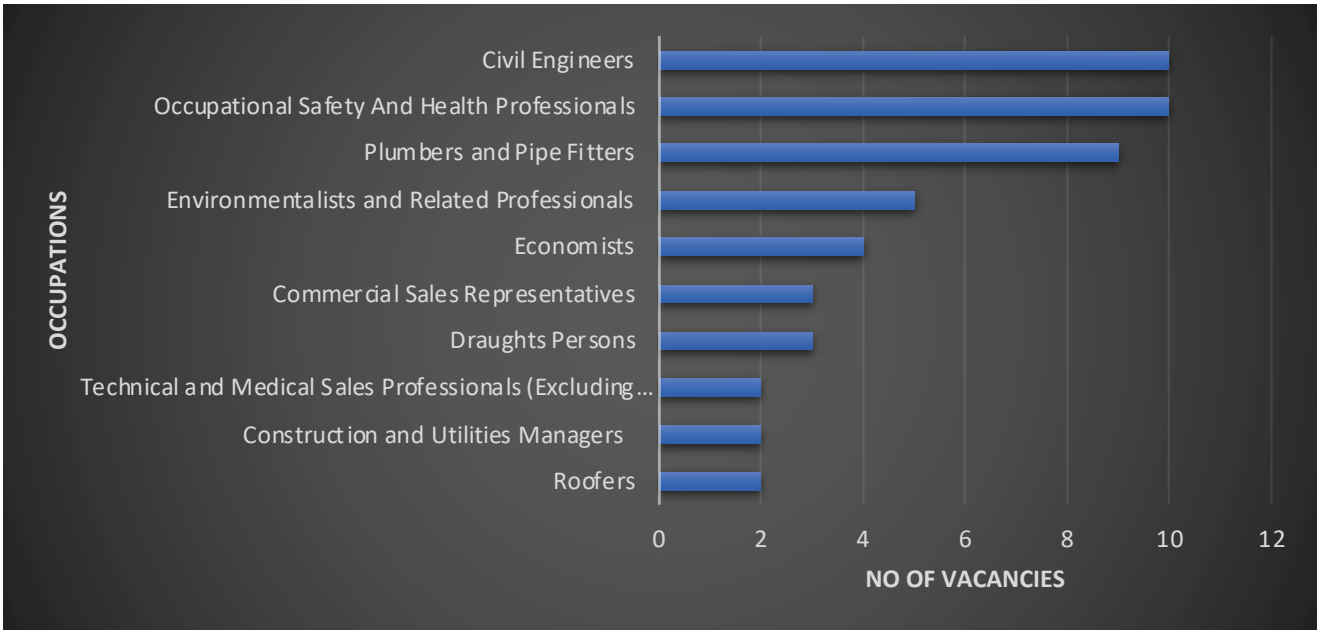
- The demand for Commercial Sales Representatives, Industrial and Production Engineers, and Advertising and Marketing Professionals suggests Kenyan job seekers with backgrounds in sales, production engineering, and marketing should consider Kuwait's manufacturing sector for employment opportunities, though the relatively low vacancy numbers indicate limited openings and higher competition. Those with technical qualifications in electronics, civil engineering, or managerial experience in real estate and travel can also explore niche opportunities, while candidates open to logistics or basic support roles may find occasional openings as drivers or kitchen helpers.

For Policy Makers

- Given the limited vacancy numbers, policymakers should recognize that Kuwait's manufacturing sector offers narrower opportunities compared to other sectors, warranting a more targeted and selective approach to labor migration in this space. Investing in specialized training for sales, marketing, and production engineering roles, alongside maintaining diversified migration strategies across other higher demand sectors, would help ensure Kenyan job seekers are not overly reliant on a sector with modest and fluctuating demand.

6.26.3.2 Most sought Occupations in the Construction Sector

Figure 235: Most sought Occupations in the Construction Sector



Source: Kuwait Job Advertisement Data

Among construction sector occupations, both Civil Engineers and Occupational Safety and Health Professionals were the most sought after in Kuwait this quarter, tied at 10 vacancies each, followed by Plumbers and Pipe Fitters (9), underscoring strong demand for engineering expertise, safety compliance, and skilled trade work within the sector. Additional demand is seen in Environmentalists and Related Professionals (5) and Economists (4), reflecting a mix of environmental and economic expertise supporting construction planning. Other notable roles include Commercial Sales Representatives and Draughts Persons (3 each), along with Technical and Medical Sales Professionals, Construction and Utilities Managers, and Roofers (2 each), indicating that Kuwait's construction sector draws on a diverse blend of engineering, safety, environmental, and skilled trade expertise to support infrastructure development.

Implications

For Job Seekers

- The strong demand for Civil Engineers, Occupational Safety and Health Professionals, and Plumbers and Pipe Fitters suggests Kenyan job seekers with expertise in civil engineering, workplace safety, and plumbing trades should prioritize Kuwait's construction sector for strong employment prospects. Those with backgrounds in environmental science or economics can also find niche opportunities, while candidates with skills in sales, drafting, technical and medical sales, construction management, or roofing may find additional openings, making it beneficial to pursue certifications in engineering, safety compliance, and skilled trades to strengthen competitiveness.

For Policy Makers

- This demand pattern highlights the need for policymakers to invest in technical and vocational training programs focused on civil engineering, occupational safety, and plumbing trades to prepare Kenyan workers for Kuwait's construction sector. Strengthening partnerships with Kuwaiti construction employers and establishing structured pathways for engineers and skilled tradespeople would improve placement opportunities, while credential recognition systems and safety certification programs would help ensure Kenyan workers meet industry standards and remain competitive in this diverse and evolving sector

6.26.3.3 Most sought Occupations in the ICT Sector.

Table 236: Most sought Occupations in the ICT Sector

Occupation	No of Vacancies
Machine Learning Engineer	46
Secondary Education Teachers	30
Software Developers	29
Lawyers	13
Mathematicians, Actuaries and Statisticians	11
Commercial Sales Representatives	10
Security Guards	10
Telecommunications Engineers	9
Policy Administration Professionals	9
Electronics Engineers	8

Source: Kuwait Job Advertisement Data

Among Information and Communication sector occupations, Machine Learning Engineers were the most sought after in Kuwait this quarter, with 46 vacancies, followed by Secondary Education Teachers (30) and Software Developers (29), underscoring strong demand for advanced technical expertise alongside education-related roles within the sector. Additional demand is seen in Lawyers (13), Mathematicians, Actuaries and Statisticians (11), and both Commercial Sales Representatives and Security Guards (10 each), reflecting a mix of legal, quantitative, and support roles sustaining ICT operations. Other notable roles include Telecommunications Engineers (9), Policy Administration Professionals (9), and Electronics Engineers (8), indicating that Kuwait's ICT sector draws on a diverse blend of AI, software development, telecommunications, and regulatory expertise.

Implications

For Job Seekers

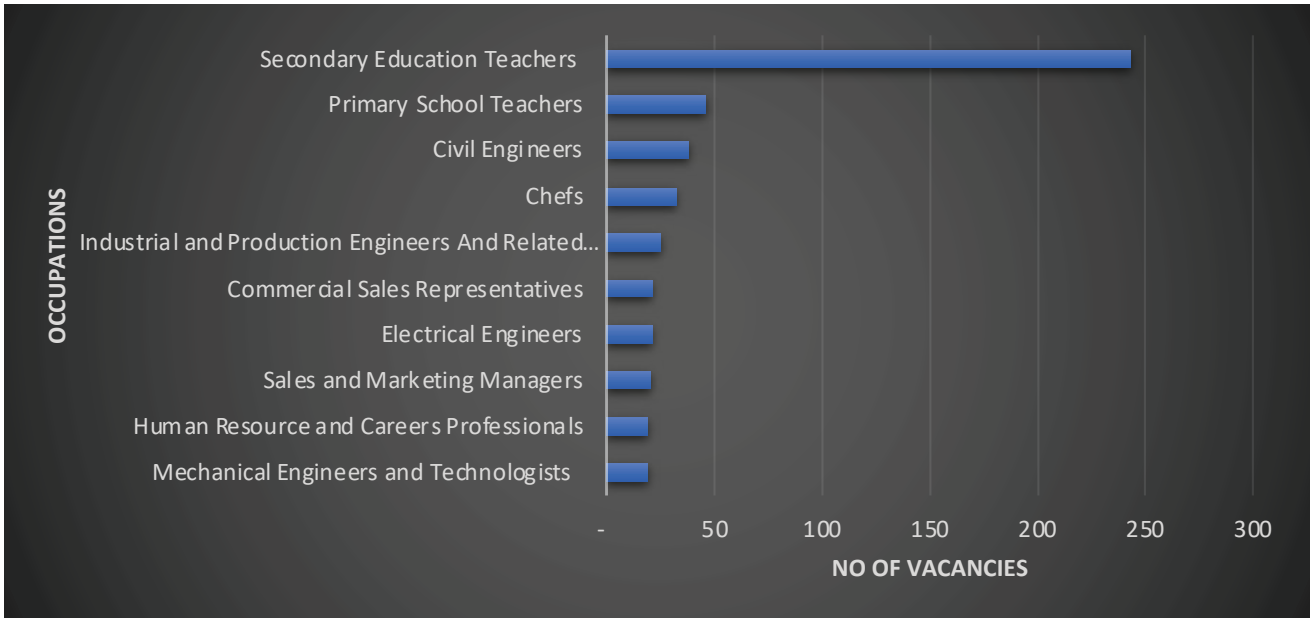
- The strong demand for Machine Learning Engineers, Secondary Education Teachers, and Software Developers suggests Kenyan job seekers with backgrounds in artificial intelligence, software engineering, and education should target Kuwait's ICT sector for strong employment prospects. Those with legal, quantitative, or telecommunications expertise can also find viable opportunities, while candidates in sales, security, or electronics engineering may find supporting roles within the sector, making it beneficial to pursue certifications in AI, machine learning, and software development to enhance competitiveness in this evolving job market.

For Policy Makers

- This demand pattern highlights the need for policymakers to prioritize investment in advanced technology education, particularly in artificial intelligence, machine learning, and software development, to prepare Kenyan graduates for Kuwait's growing ICT sector. Strengthening partnerships with Kuwaiti employers and expanding specialized training programs in AI and telecommunications would improve placement opportunities for skilled Kenyan professionals, while also exploring structured pathways for teachers given the notable demand in the education segment. Additionally, credential recognition agreements and continuous labor market monitoring would help ensure Kenyan job seekers remain competitive and well positioned in this rapidly evolving sector.

6.26.3.4 Most sought Occupations in the Administrative and Support Service Activities Sector.

Figure 237: Most sought Occupations in the Administrative and Support Service Activities Sector



Source: Kuwait Job Advertisement Data

Among Administrative and Support Service Activities occupations, Secondary Education Teachers were by far the most sought after in Kuwait this quarter, with 243 vacancies, followed by Primary School Teachers (46) and Civil Engineers (38), underscoring exceptionally strong demand for education professionals alongside engineering expertise within the sector. Additional demand is seen in Chefs (32), Industrial and Production Engineers and Related Technologists (25), and both Commercial Sales Representatives and Electrical Engineers (21 each), reflecting a mix of hospitality, engineering, and sales roles supporting administrative operations. Other notable roles include Sales and Marketing Managers (20), Human Resource and Careers Professionals (19), and Mechanical Engineers and Technologists (19), indicating that Kuwait's Administrative and Support Service Activities sector draws heavily on education staffing while also requiring engineering, hospitality, and business support expertise.

Implications

For Job seekers

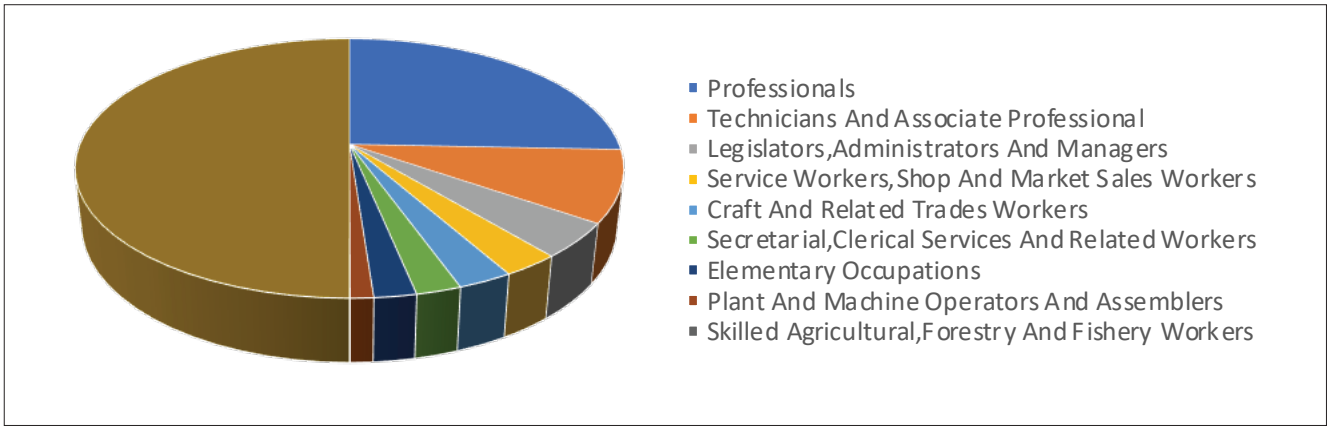
- The overwhelming demand for Secondary Education Teachers, alongside Primary School Teachers, suggests Kenyan educators represent a particularly strong pool of candidates for Kuwait's Administrative and Support Service Activities sector, making teaching qualifications and certifications a valuable asset for job seekers targeting this market. Those with expertise in civil, industrial, and electrical engineering, as well as hospitality skills such as chefs, and business roles in sales, marketing, and human resources, can also find solid opportunities, making it beneficial to pursue relevant professional certifications across these diverse fields to improve competitiveness.

For Policy Makers

- Given the exceptionally high demand for teachers, policymakers should prioritize establishing structured bilateral agreements and recruitment pathways specifically for Kenyan educators seeking placement in Kuwait, including credential recognition and streamlined licensing processes. Simultaneously, continued investment in engineering, hospitality, and business support training would help diversify Kenya's labour migration strategy, ensuring workers across multiple skill areas can access opportunities within this sector while maintaining strong protections and support systems for teachers and other professionals working abroad.

6.26.4 Job Vacancies By Major Occupational Groups

Figure 238: Distribution of Vacancies by Major Occupational groups



Source: Kuwait Job Advertisement Data

Kuwait's Q4 report shows Professionals as the dominant occupational group, accounting for 1,576 vacancies or roughly 51% of total demand, highlighting the labour market's strong tilt toward highly skilled, specialized roles. Technicians and Associate Professionals follow at 549 vacancies (about 18%), together with Professionals making up nearly 70% of all vacancies and underscoring Kuwait's reliance on technical and professional expertise. Legislators, Administrators and Managers (265, roughly 9%) and Service Workers, Shop and Market Sales Workers (175, about 6%) represent more moderate demand, while Craft and Related Trades Workers (168, about 5%) reflect a smaller but notable need for skilled trade labour. The remaining categories, Secretarial and Clerical Services (138, about 4%), Elementary Occupations (129, about 4%), Plant and Machine Operators and Assemblers (70, about 2%), and Skilled Agricultural, Forestry and Fishery Workers (2, negligible), account for a minimal share of total vacancies, reinforcing that Kuwait's Q4 labour market of 3,072 total vacancies is overwhelmingly concentrated in skilled professional and technical categories rather than lower-skilled or elementary roles.

Implications

For Job Seekers

- Kenyan job seekers should prioritize nursing, engineering, business management, finance, education and technical service roles where Kuwait shows sustained demand. Professional certifications, higher education, and international work experience significantly increase employability. Middle-skilled roles in hospitality, maintenance, and transport remain viable, but workers should pursue upskilling to transition toward higher-income categories

For Policy Maker

- Kuwait’s focus on highly skilled professionals underscores the need for Kenya to establish structured bilateral labour mobility agreements, ensure ethical recruitment, and strengthen qualification recognition systems. Policy efforts should enhance Kenya’s ability to supply certified, competitive talent for high-value roles abroad.

ANNEXES

ANNEX I. Most Sought Occupations in Germany

OCCUPATIONS	No of Vacancies
Specialist Medical Practitioners	3511
Software Developers	3228
Nurse, General	1738
Shop Sales Assistants	1339
Physiotherapists	1323
General Medical Practitioners	1039
Commercial Sales Representatives	828
Administrative and Executive Secretaries	793
Electronics Engineering Technicians	789
Building and Related Electricians	728
Agricultural and Industrial Machinery Mechanics and Repairers	721
Policy and Planning Managers	686
Mechanical Engineering Technicians	686
Accountants	678
Car, Taxi and Van Drivers	675
Mechanical Engineers and Technologists	646
Sales and Marketing Managers	616
Civil Engineers	583
Nursing Associate Professionals	573
Electrical Engineers	523
Systems Analysts	515
Medical Assistants	514
Motor Vehicle And Motor Cycle Mechanics Repairers	503
Cooks	469
Management and Organization Analysts	420
Industrial and Production Engineers And Related Technologist	409
Civil Engineering Technicians	402
Systems Administrators	387
Life Science Technicians (Excluding Medical)	385
Office Supervisors	361
Home-Based Personal Care Workers	291
Education Methods Specialists	290
Statistical, Finance and Insurance Clerks	286
Community Health Workers	275
Medical Imaging and Therapeutic Equipment Technicians	273
Social Work and Counselling Professionals	262
Stock Clerks	261
Metal Working Machine Tool Setters and Operators	258
Messengers, Package Deliverers and Luggage Porters	255

OCCUPATIONS	No of Vacancies
Human Resource and Careers Professionals	249
Dental Assistants and Therapists	238
Construction and Utilities Managers	235
Technical and Medical Sales Professionals (Excluding ICT)	234
Finance Managers	227
Web and Multimedia Developers	218
Applications Programmers	211
Financial and Investment Advisers	210
Information and Communication Technology User Support Technicians	206
Electrical Engineering Technicians	204
Air Conditioning and Refrigeration Mechanics	202
Specialist Nurses	202
Electronics Engineers	198
Plumbers and Pipe Fitters	198
Transport, Storage and Distribution Managers	186
Contact Centre Information Clerks	181
Audiologists and Speech Therapists	180
Human Resource Managers	178
Gardener, Horticultural and Nursery Grower	171
Spray Painters and Varnishers	169
Cleaners and Helpers In Offices, Hotels and Other Establishments	163
Cleaning and Housekeeping-Non Domestic	163
Architects and Town Planners	159
Bio-Medical Engineering Professionals	159
Manager Health Care Services	157
Advertising and Marketing Professionals	150
Carpenters And Joiners	150
Chemical Engineers and Technologists	134
Clerk, air transport operations	133
Machine Learning Engineer	132
General Office Clerks	130
Real Estate Agents And Property Agents	129
Civil Engineering Labourers	127
Hairdressers	126
Psychologists	125
Welders and Flame Cutters	125
Buyers	122
Lawyers	119
Freight Handlers	113
Building Caretakers	112
Floor Layers And Tile Setters	111
Information and Communication Technology Services Managers	111

OCCUPATIONS	No of Vacancies
Bakers, Pastry-Cooks and Confectionery Makers	104
Database and Network Security Professionals	101
Building Structure Cleaners	100
Insurance Representatives	100
Manufacturing Supervisors	99
Restaurant Managers	99
Bricklayers and Related Workers	98
Earthmoving and Related Plant Operators	97
Hotel Managers	97
Pharmaceutical Professionals	97
Economists	96
Authors and Related Writers	94
Database Designers And Administrators	94
Construction Supervisors	94
Information and Communications Technology Sales Professionals	93
Contact Centre Salespersons	93
Attendant, bar: food service	91
Roofers	90
Physiotherapy Technicians and Assistants	90
Draughts Persons	90
PRINT FINISHING AND BINDING WORKERS	85
Plasterers	85
Butchers, Fishmongers And Related Food Preparers	82
Bank Tellers And Related Clerks	82
Conference and Event Planners	80
Sculptor	80
Personnel Clerks	80
Mail Carriers And Sorting Clerks	74
Theatre and Media Production Managers	74
Chefs	71
Telecommunications Engineers	71
Painters and Related Workers	71
Bus and Tram Drivers	70
Computer Network Professionals	69
Electrical Machinery and Equipments Mechanics And Fitters	69
Health Care Assistants	68
Other Building Frame and Related Trades Workers	66
Medical and Dental Prosthetic Technicians	65
Beauticians and Related Workers	64
Occupational Safety And Health Professionals	63
Geologist and Geophysicists	61
Secondary Education Teachers	61

OCCUPATIONS	No of Vacancies
Interior Designers And Decorators	61
Software Security Professionals	60
Computer Network Systems Technicians	58
Security Guards	58
Chemists	57
Managing Directors and Chief Executives	56
Kitchen Helpers	56
Environmentalists and Related Professionals	56
Pharmaceutical Technicians and Assistants	56
Manager, Personal Care Cleaning	54
Glaziers	54
Software Auditors	53
Sheet Metal Workers	52
Early Childhood Development Teachers	51
Real Estate and Travel Agency Managers	51
Vocational Education and Training Teachers	49
Biologist, Botanist, Zoologists And Related Professionals	48
Concrete Placers, Concrete Finishers and Related Workers	47
Toolmakers and Related Workers	47
Other Physical and Engineering Science Technicians	47
Mathematicians, Actuaries and Statisticians	45
Public Relations And Advertising Managers	45
Dieticians and Nutritionists	44
Metal Production Process Controllers	44
Domestic Housekeepers	43
Dental Professionals	42
Clearing and Forwarding Agents	41
PRINTERS	40
Surveyors And Cartographers	40
Veterinarians	40
Special Needs Teachers	40
Clinical Officer Specialist	39
Cloud Computing Professionals	38
Ambulance Workers	38
Aircraft Engine Mechanics and Repairers	36
Pulp and Paper Process Control Technicians	36
Insulation Workers	36
Internet of Things (IOT) Professional	35
National Government Administrators	35
Cashiers and Ticket Clerks	34
Other Language Teachers	34
Legal and Related Associate Professionals	33

OCCUPATIONS	No of Vacancies
Building Construction Labourers	32
Press Liaison officer	31
Cabinet-Makers And Related Workers	31
Research Planning and Development Managers	31
Survey And Market Research Interviewers	31
Heavy Truck and Lorry Drivers	31
Fast-Food Preparers	30
Chairperson and Members of Constitutional Offices and Commissions	29
Film, Stage and Related Directors and Producers	29
Medical and Pathology Laboratory Technicians	29
Office Secretaries	28
Legal Secretaries	28
Receptionists (General)	28
Child Care Workers	28
Production Clerks	28
Hotel Receptionists	27
Well Drillers And Borers And Related Workers	27
Structural Metal Preparers And Erectors	27
Shopkeepers	26
Policy Administration Professionals	26
Examiner, driving	25
University and College Lecturers	25
Farm Labourers	24
Information Communication Technology Trainers	24
Shoemakers And Related Workers	24
Travel Attendants and Travel Stewards	24
Upholsterers and Related Workers	23
Fitness And Recreation Instructors and Programme Leaders	23
Training and Staff Development Professionals	22
Sports Coaches, Instructors and Officials	22
Optometrists and Ophthalmic Opticians	22
Data Entry Clerks	22
Motorcycle Drivers	22
Physicist and Astronomers	22
Information and Communications Technology Operations Technicians	21
Bicycle and Related Repairers	21
Bartenders	21
Medical Secretaries	21
Social Work Associate Professionals	20
Food and Beverage Tasters And Graders	20
Riggers and Cable Splicers	20
Food And Related Products Machine Operators	19

OCCUPATIONS	No of Vacancies
Chemical and Physical Science Technicians	19
Telecommunications Engineering Technicians	18
Pre-Press Technicians	18
Domestic Cleaners And Helpers	17
Plastic Products Machine Operators	17
Financial Analysts	17
Recreational/Cultural and Sporting Establishment Managers	17
Credit and Loans Officers	16
Primary School Teachers	16
Medical Records and Health Information Technicians	16
Health Professionals	16
Locomotive Engine Drivers	16
Valuers and Loss Assessors	15
Photographers	15
Metal Polishers, Wheel Grinders and Tool Sharpeners	15
Metal Processing Plant Operators	15
Blaster, sand: stonecutting	14
Tailors, Dressmakers, Furriers And Hatters	14
Waiters	14
Manager Child Care Services	14
Dispensing Opticians	13
Other Protective Service Workers	13
Micro and Small Enterprise Managers	13
Tree And Shrub Crop Grower	13
Veterinary Technicians And Assistants	13
Aide, pre-school	13
Accounting And Book Keeping Clerks	13
Crane, Hoist and Related Plant Operators	13
Car Sales and Hire Assistants	13
Chemical Engineering Technicians	12
Lifting Truck Operators	12
Traditional and Complementary Medicine Professionals	11
Agent, literary	11
Precision-Instrument Makers and Repairers	11
Musical Instrument Makers and Tuners	11
Interpreter	11
Other Music Teachers	10
Environmental and Occupational Health Inspectors and Associates	10
Jewellery and Precious Metal Workers	10
Sewing Embroidery and Related Workers	10
Accounting Associate Professionals	9
Electrical And Electronic Equipment Assemblers	9

OCCUPATIONS	No of Vacancies
Mining and Drilling Engineers, Metallurgists and Related Technologists	9
Manufacturing Managers	9
Other Artistic and Cultural Associate Professionals	9
Livestock and Dairy Producers	9
Power Production Plant Operators	8
Garment and Related Patternmakers And Cutters	8
Manager Aged Care Services	8
Other Arts Teachers	8
Other Engineering Professionals	8
Police Officers	8
Journalists	7
Rubber Products Machine Operators	7
Other Teaching Professionals	7
Aircraft Pilots and Related Associate Professionals	7
Fibre Preparing, Spinning And Winding Machine Operators	6
Securities and Finance Dealers And Brokers	6
Clinical Officer	6
Mining and Metallurgical Technicians	6
Other Assemblers	6
Electronics Mechanics And Servicers	6
Midwifery Professionals	6
Vehicle Cleaners	6
County Government Administrators	6
Pet Groomers and Animal Care Workers	6
Other Administrative and Commercial Managers	5
Laundry Machine Operators	5
Athletes and Sports Players	5
Metal Finishing, Plating and Coating Machine Operators	5
CONCRETE BLOCK MAKERS, BRICK, TILE MOULDERS AND RELATED WORKERS	5
Product Graders And Testers (Excluding Foods and Beverages)	5
Librarians and Related Information Professionals	5
Travel Consultants and Clerks	5
Other Government Regulatory Associate Professionals	5
Government Tax And Excise Officials	5
Fashion and Other Models	4
Sign Writers, Decorative Painters, Engravers And Etchers	4
Travel Guides	4
Livestock Farm Labourers	4
Employment Agents And Contractors	4
Trade Brokers	4
Other Process Control Technicians	4
Ships' Deck Officers and Pilots	4

OCCUPATIONS	No of Vacancies
Captain, fishing: coastal waters	4
Forestry and Related Workers	3
Other Health Associate Professionals	3
Handicraft Workers In Textile, Leather And Related Materials	3
Solid Waste and Water Treatment Plant Operators	3
Other Legal Professionals	3
Metal Moulders and Coremakers	3
Deep Sea Fishery Workers	3
Announcers On Radio, Television and Other Media	3
Debt Collectors and Related Workers	3
Other Handicraft Workers	3
Other Elementary Workers	3
Blacksmiths, Hammersmiths and Forging Press Workers	3
Clay, Cement, Stone And Other Mineral Products Machine Operators	3
Weaving And Knitting Machine Operators	3
Brewers, Distillers and Related Workers	3
Refuse Sorters	2
Funeral Home Attendants	2
Hydrologists	2
Agriculturalists And Related Professionals	2
Sociologists, Anthropologists and Related Professionals	2
Web Technicians	2
Broadcasting and audio-visual technicians	2
Fumigators and Other Pest And Weed Controllers	2
Typists and Word Processing Operators	2
Agronomy and Forestry Technicians	2
Wood Treaters	2
Music Composer	2
Mechanical Machinery Assemblers	2
Chemical Products Plant And Machine Operators	2
Hand Packers	1
Religious Associate Professionals	1
Archivists and Curators	1
Payroll Clerks	1
Coding, Proof Reading And Related Clerks	1
Other Client Information Workers	1
Ships' Engineers	1
Legislators and Constitutional Officials	1
Service Station Attendants	1
Information and Communications Technology Installers And Servicers	1
Air Traffic Controllers	1
Other Cleaning Workers	1

OCCUPATIONS	No of Vacancies
Transport Conductors	1
Bleaching, Dyeing and Fabric Cleaning Machine Operators	1
Shelf Fillers	1
Mining and Drilling Managers	1
Mixed Crop and Animal Producers	1
Religion Professionals	1
Fighter, fire	1
Ships' Deck Crews and Related Workers	1
Glass Makers, Cutters, Grinders And Finishers	1
Packing, Bottling and Labelling Machine Operators	1
Shotfirers and Blasters	1
Genealogist	1

ANNEX II. Most Sought Occupations in Canada

Occupations	No Of Vacancies
Cooks	4488
Heavy Truck and Lorry Drivers	2970
Carpenters And Joiners	2474
Child Care Workers	2445
Restaurant Managers	1968
Administrative and Executive Secretaries	1944
Motor Vehicle And Motor Cycle Mechanics Repairers	1920
Manufacturing Supervisors	1831
Building Construction Labourers	1738
Chefs	1443
Office Supervisors	1395
Shop Sales Assistants	1368
Waiters	1337
Mechanical Engineering Technicians	1300
Dental Assistants and Therapists	1286
Accounting Associate Professionals	1207
Receptionists (General)	1203
Agricultural and Industrial Machinery Mechanics and Repairers	1199
Home-Based Personal Care Workers	1074
Domestic Cleaners And Helpers	1069
Gardener, Horticultural and Nursery Grower	1029
Transport, Storage and Distribution Managers	1022
Cleaning and Housekeeping-Non Domestic	1005
Sales and Marketing Managers	994
Early Childhood Development Teachers	990
Cleaners and Helpers In Offices, Hotels and Other Establishments	989
Management and Organization Analysts	935
Policy and Planning Managers	918
Butchers, Fishmongers And Related Food Preparers	918
Supervisor, checkout	910
Physiotherapists	838
Kitchen Helpers	831
Car, Taxi and Van Drivers	789
Painters and Related Workers	767
Accountants	760
Welders and Flame Cutters	758
Stock Clerks	735
Contact Centre Information Clerks	703
Buyers	696
Construction Supervisors	680
Bartenders	672

Occupations	No Of Vacancies
General Office Clerks	668
Building and Related Electricians	641
Attendant, bar: food service	638
Bakers, Pastry-Cooks and Confectionery Makers	631
Nurse, General	630
Plasterers	623
Plumbers and Pipe Fitters	594
Mixed Crop And Livestock Farm Labourers	586
Human Resource Managers	547
Commercial Sales Representatives	532
Hairdressers	525
Human Resource and Careers Professionals	507
Manufacturing Managers	500
Beauticians and Related Workers	494
Farm Labourers	492
Other Manufacturing Labourers	483
Social Work and Counselling Professionals	460
Other Process Control Technicians	454
General Medical Practitioners	417
Metal Working Machine Tool Setters and Operators	417
Construction and Utilities Managers	405
Nursing Associate Professionals	390
Financial and Investment Advisers	387
Earthmoving and Related Plant Operators	385
Concrete Placers, Concrete Finishers and Related Workers	374
Draughts Persons	368
Software Developers	368
Fitness And Recreation Instructors and Programme Leaders	363
Freight Handlers	362
Pharmaceutical Technicians and Assistants	361
Finance Managers	355
Secondary Education Teachers	351
Odd Job Persons	339
Legal and Related Associate Professionals	331
Bank Tellers And Related Clerks	321
Security Guards	320
Systems Analysts	318
Accounting And Book Keeping Clerks	314
Roofers	300
Advertising and Marketing Professionals	298
Cashiers and Ticket Clerks	298
Health Care Assistants	297

Occupations	No Of Vacancies
Floor Layers And Tile Setters	296
Sports Coaches, Instructors and Officials	293
Medical Secretaries	277
Mechanical Engineers and Technologists	277
Hotel Receptionists	269
Traditional and Complementary Medicine Professionals	268
Physiotherapy Technicians and Assistants	265
Social Work Associate Professionals	260
Production Clerks	259
Other Physical and Engineering Science Technicians	238
Vehicle Cleaners	232
Insurance Representatives	229
Clerk, air transport operations	228
Livestock Farm Labourers	226
Micro and Small Enterprise Managers	224
Web and Multimedia Developers	223
Education Methods Specialists	210
Sheet Metal Workers	209
Hand Packers	206
Specialist Medical Practitioners	206
Electrical Engineers	204
Sculptor	203
Hotel Managers	203
Real Estate Agents And Property Agents	200
Information and Communications Technology Sales Professionals	195
Managing Directors and Chief Executives	194
Electronics Engineering Technicians	190
Occupational Safety And Health Professionals	180
Manager Health Care Services	179
Civil Engineering Technicians	178
Pharmaceutical Professionals	176
Technical and Medical Sales Professionals (Excluding ICT)	175
Garden And Horticultural	173
Specialist Nurses	168
Dieticians and Nutritionists	166
Life Science Technicians (Excluding Medical)	165
Building Structure Cleaners	164
Clay, Cement, Stone And Other Mineral Products Machine Operators	163
Psychologists	160
Civil Engineers	159
Lawyers	158
Bus and Tram Drivers	156

Occupations	No Of Vacancies
Audiologists and Speech Therapists	150
Data Entry Clerks	149
Lifting Truck Operators	146
Information and Communication Technology User Support Technicians	144
Door-to-door Salespersons	142
Civil Engineering Labourers	136
PRINTERS	133
Pet Groomers and Animal Care Workers	128
Vocational Education and Training Teachers	127
Optometrists and Ophthalmic Opticians	125
Architects and Town Planners	125
Information and Communication Technology Services Managers	124
Veterinary Technicians And Assistants	121
Policy Administration Professionals	119
Dental Professionals	119
Livestock and Dairy Producers	117
Medical Imaging and Therapeutic Equipment Technicians	115
Building Caretakers	112
Messengers, Package Deliverers and Luggage Porters	111
Tree And Shrub Crop Grower	111
Environmentalists and Related Professionals	108
Agricultural Managers	107
Other Building Frame and Related Trades Workers	106
Electrical Engineering Technicians	106
Agriculturalists And Related Professionals	104
Press Liaison officer	103
Shopkeepers	102
Electrical Machinery and Equipments Mechanics And Fitters	100
Interior Designers And Decorators	97
Glaziers	96
Database Designers And Administrators	93
Other Artistic and Cultural Associate Professionals	92
Cabinet-Makers And Related Workers	91
Conference and Event Planners	87
Spray Painters and Varnishers	87
University and College Lecturers	86
Apiarists and Sericulturists	84
Financial Analysts	84
Payroll Clerks	84
Food And Related Products Machine Operators	81
Computer Network Professionals	80
Domestic Housekeepers	80

Occupations	No Of Vacancies
Medical and Dental Prosthetic Technicians	79
Other Personal Care Workers in Health Services	79
Bricklayers and Related Workers	78
Mathematicians, Actuaries and Statisticians	76
Chairperson and Members of Constitutional Offices and Commissions	75
Medical Assistants	75
Insulation Workers	74
Metal Moulders and Coremakers	70
Legal Secretaries	67
Cloud Computing Professionals	67
Veterinarians	65
Archivists and Curators	64
Valuers and Loss Assessors	62
Research Planning and Development Managers	61
Ambulance Workers	61
Packing, Bottling and Labelling Machine Operators	61
Public Relations And Advertising Managers	60
Motorcycle Drivers	60
Tailors, Dressmakers, Furriers And Hatters	59
Systems Administrators	59
Manager, Personal Care Cleaning	59
Mechanical Machinery Assemblers	57
Laundry Machine Operators	56
Mobile Farm And Forestry Plant Operators	55
Information and Communications Technology Installers And Servicers	54
Crane, Hoist and Related Plant Operators	53
Fast-Food Preparers	53
Rubber Products Machine Operators	53
Riggers and Cable Splicers	53
Shelf Fillers	51
Authors and Related Writers	50
Air Conditioning and Refrigeration Mechanics	49
Personnel Clerks	49
Office Secretaries	48
Aircraft Pilots and Related Associate Professionals	48
Travel Consultants and Clerks	46
Surveyors And Cartographers	45
Sign Writers, Decorative Painters, Engravers And Etchers	45
Broadcasting and audio-visual technicians	45
Industrial and Production Engineers And Related Technologist	44
Miners, Drillers and Quarries	44
Other Protective Service Workers	44

Occupations	No Of Vacancies
Mining and Quarrying Laboures	43
Other Cleaning Workers	43
Medical and Pathology Laboratory Technicians	43
Credit and Loans Officers	42
Electrical Line Installers and Repairers	40
Aquaculture Workers	40
Sewing Machine Operators	39
Toolmakers and Related Workers	39
Wood Processing Plant Operators	39
Hand Launderers And Pressers	38
Field Crop and Vegetable Growers	38
Demonstrator, sales	38
Machine Learning Engineer	37
Solid Waste and Water Treatment Plant Operators	37
Other Elementary Workers	37
Primary School Teachers	37
Biologist, Botanist, Zoologists And Related Professionals	36
Blacksmiths, Hammersmiths and Forging Press Workers	36
Contact Centre Salespersons	35
Fighter, fire	35
Chemical Engineers and Technologists	34
Travel Guides	34
Computer Network Systems Technicians	34
Fumigators and Other Pest And Weed Controllers	33
Electrical And Electronic Equipment Assemblers	31
Librarians and Related Information Professionals	30
Ships' Deck Crews and Related Workers	29
Software Auditors	29
Electronics Mechanics And Servicers	28
Garbage and Recycling Collectors	28
Structural Metal Preparers And Erectors	28
Air Traffic Safety Electronics Technicians	27
Community Health Workers	26
Mixed Crop and Animal Producers	26
Software Security Professionals	25
Photographers	25
Examiner, driving	25
Clearing and Forwarding Agents	24
Recreational/Cultural and Sporting Establishment Managers	24
Upholsterers and Related Workers	24
Chemical and Physical Science Technicians	24
Telecommunications Engineers	23

Occupations	No Of Vacancies
Film, Stage and Related Directors and Producers	22
Transport Conductors	21
Geologist and Geophysicists	20
Senior Officials of Special Interest Organizations	20
Forestry and Environmental Managers	20
Bicycle and Related Repairers	20
Survey And Market Research Interviewers	19
Other Language Teachers	19
Telecommunications Engineering Technicians	19
Forestry and Related Workers	18
Weaving And Knitting Machine Operators	18
Electronics Engineers	17
Interpreter	17
Prison Guards	17
Environmental and Occupational Health Inspectors and Associates	17
Chemists	16
Agronomy and Forestry Technicians	16
Jewellery and Precious Metal Workers	16
Street Vendors (Excluding Food)	16
Other Teaching Professionals	16
Customs and Border Officials	15
Blaster, sand: stonecutting	15
Special Needs Teachers	15
Training and Staff Development Professionals	15
Other Government Regulatory Associate Professionals	15
Fashion and Other Models	14
Aircraft Engine Mechanics and Repairers	13
Bookmakers, Croupiers And Related Gaming Workers	13
Service Station Attendants	13
Manager Child Care Services	12
Ships' Deck Officers and Pilots	12
Real Estate and Travel Agency Managers	12
National Government Administrators	12
Paper Products Machine Operators	12
Brewers, Distillers and Related Workers	12
Mining and Drilling Engineers, Metallurgists and Related Technologists	11
Chemical Engineering Technicians	11
Fishery and Aquaculture Labourers	11
Woodworking-Machine Tool Setters And Operators	11
Medical Records and Health Information Technicians	10
Dispensing Opticians	10
Other Legal Professionals	10

Occupations	No Of Vacancies
Telephone and Switchboard Operators	10
Securities and Finance Dealers And Brokers	10
Statistical, Finance and Insurance Clerks	9
Plastic Products Machine Operators	9
Other Health Associate Professionals	9
Theatre and Media Production Managers	9
Fibre Preparing, Spinning And Winding Machine Operators	9
Employment Agents And Contractors	8
Aquaculture and Fisheries Production Manager	8
Well Drillers And Borers And Related Workers	8
Pre-Press Technicians	8
Midwifery Professionals	8
Beater, game	8
Agricultural Technicians	8
Religion Professionals	8
Health Professionals	8
Stall and Market Salespersons	8
Web Technicians	7
Other Arts Teachers	7
Trade Brokers	7
Government Tax And Excise Officials	7
Hydrologists	7
Mail Carriers And Sorting Clerks	7
Other Assemblers	7
Underwater Divers	7
Mining and Drilling Supervisors	7
Debt Collectors and Related Workers	6
Product Graders And Testers (Excluding Foods and Beverages)	6
Internet of Things (IOT) Professional	6
Funeral Home Attendants	6
Subsistence Crop Farmers	6
Police Inspectors and Detectives	6
Police Officers	6
Refuse Sorters	6
Athletes and Sports Players	6
Travel Attendants and Travel Stewards	6
Applications Programmers	5
Clinical Officer	5
Pelt Dressers, Tanners And Fellmongers	5
Other Music Teachers	5
Database and Network Security Professionals	5
Aide, pre-school	5

Occupations	No Of Vacancies
DAIRY PRODUCTS MAKERS	5
Information Communication Technology Trainers	5
Metal Finishing, Plating and Coating Machine Operators	5
Photographic Products Machine Operators	5
Herbalist	5
Other Animal Producers	5
Jurists/Judges	5
Mineral and Stone Processing Plant Operators	5
Physicist and Astronomers	5
Poultry Producers	4
Metal Polishers, Wheel Grinders and Tool Sharpeners	4
Agent, literary	4
Handicraft Workers In Wood, Basketry And Related Materials	4
Shoemakers And Related Workers	4
Economists	4
Car Sales and Hire Assistants	4
Precision-Instrument Makers and Repairers	4
Companions and Valets	4
Forestry Labourers	4
Government Social Benefits Officials	4
Railway Braker, Signal and Switch Operators	4
Coding, Proof Reading And Related Clerks	4
Gallery, Museum and Library Technicians	4
Glass Makers, Cutters, Grinders And Finishers	4
Metal Processing Plant Operators	4
Fruit, Nuts, Vegetable And Related Preservers	4
Chemical Processing Plant Controllers	3
CONCRETE BLOCK MAKERS, BRICK, TILE MOULDERS AND RELATED WORKERS	3
Legislators and Constitutional Officials	3
Power Production Plant Operators	3
Genealogist	3
Other Client Information Workers	3
Journalists	3
Glass and Ceramics Plant Operators	3
Government Licensing Officials	3
Library, Mail and Related Clerks	3
Pulp and Paper Process Control Technicians	3
Deep Sea Fishery Workers	2
Subsistence Livestock Farmers	2
Filing and Copying Clerks	2
Typists and Word Processing Operators	2
Shotfirers and Blasters	2

Occupations	No Of Vacancies
Wood Treaters	2
Street Food Salespersons	2
Metal Production Process Controllers	2
Window Cleaners	2
Religious Associate Professionals	2
Announcers On Radio, Television and Other Media	1
Handicraft Workers In Textile, Leather And Related Materials	1
Sewing Embroidery and Related Workers	1
TOBACCO PREPARERS AND TOBACCO PRODUCTS	1
Mining and Metallurgical Technicians	1
Actors	1
Other Engineering Professionals	1
Ships' Engineers	1
Chemical Products Plant And Machine Operators	1
Food and Beverage Tasters And Graders	1
Dancers and Choreographers	1
Musical Instrument Makers and Tuners	1
Garment and Related Patternmakers And Cutters	1
Sociologists, Anthropologists and Related Professionals	1
Air Traffic Controllers	1
Clinical Officer Specialist	1
PRINT FINISHING AND BINDING WORKERS	1
Bio-Medical Engineering Professionals	1
Teaching Professionals	1
Traditional and Complementary Medicine Associate Professionals	1
Music Composer	1
Steam Engine and Boiler Operators	0
Totals	**90417**

ANNEX III. Most Sought Occupations in UAE

OCCUPATIONS	No of Vacancies
Chefs	17641
Plumbers and Pipe Fitters	5642
Cooks	4506
Metal Production Process Controllers	2628
Building and Related Electricians	2626
Cleaners and Helpers In Offices, Hotels and Other Establishments	1880
Kitchen Helpers	1734
Civil Engineers	1575
Bricklayers and Related Workers	1490
Security Guards	1454
Carpenters And Joiners	1381
Building Construction Labourers	1376
Domestic Housekeepers	1212
Policy and Planning Managers	1129
Construction Supervisors	1049
Sales and Marketing Managers	1008
Car, Taxi and Van Drivers	943
Commercial Sales Representatives	892
Receptionists (General)	883
Mechanical Engineers and Technologists	876
Finance Managers	805
Technical and Medical Sales Professionals (Excluding ICT)	755
Hand and Pedal Vehicle Drivers	651
Bus and Tram Drivers	650
Accountants	598
Waiters	514
Roofers	502
Transport, Storage and Distribution Managers	471
Database and Network Security Professionals	467
Architects and Town Planners	444
Shop Sales Assistants	431
Primary School Teachers	420
Odd Job Persons	420
Clearing and Forwarding Agents	417
Civil Engineering Labourers	407
Construction and Utilities Managers	382
Managing Directors and Chief Executives	381
Electrical Engineering Technicians	378
Electrical Engineers	366
Management and Organization Analysts	362
Occupational Safety And Health Professionals	352

OCCUPATIONS	No of Vacancies
Administrative and Executive Secretaries	340
Secondary Education Teachers	309
Motorcycle Drivers	302
Human Resource Managers	287
Real Estate Agents And Property Agents	283
Economists	270
Information and Communication Technology Services Managers	259
Human Resource and Careers Professionals	258
Civil Engineering Technicians	242
Fashion and Other Models	242
Nurse, General	232
Press Liaison officer	227
Beauticians and Related Workers	215
Other Building Frame and Related Trades Workers	212
Specialist Medical Practitioners	207
Agricultural and Industrial Machinery Mechanics and Repairers	205
Buyers	204
Real Estate and Travel Agency Managers	196
Systems Analysts	193
Advertising and Marketing Professionals	191
Mechanical Engineering Technicians	186
Training and Staff Development Professionals	180
Electronics Engineers	180
Software Developers	177
Freight Handlers	177
Accounting And Book Keeping Clerks	158
Research Planning and Development Managers	143
Messengers, Package Deliverers and Luggage Porters	139
Customs and Border Officials	135
Nursing Associate Professionals	134
Manager Health Care Services	131
Bartenders	128
Cleaning and Housekeeping-Non Domestic	126
Machine Learning Engineer	124
Public Relations And Advertising Managers	122
Office Supervisors	117
Shopkeepers	116
Early Childhood Development Teachers	109
Lawyers	106
Restaurant Managers	104
Heavy Truck and Lorry Drivers	103
Personnel Clerks	99

OCCUPATIONS	No of Vacancies
Contact Centre Information Clerks	99
Interior Designers And Decorators	97
Theatre and Media Production Managers	96
Industrial and Production Engineers And Related Technologist	92
Internet of Things (IOT) Professional	91
Draughts Persons	89
Companions and Valets	88
Hotel Managers	88
Financial and Investment Advisers	88
Sculptor	87
Stock Clerks	85
Information and Communications Technology Sales Professionals	71
Mathematicians, Actuaries and Statisticians	71
Welders and Flame Cutters	70
Contact Centre Salespersons	69
Travel Consultants and Clerks	69
Other Engineering Professionals	69
Other Language Teachers	68
Surveyors And Cartographers	65
Data Entry Clerks	64
Special Needs Teachers	57
Riggers and Cable Splicers	55
Recreational/Cultural and Sporting Establishment Managers	54
Librarians and Related Information Professionals	53
Bank Tellers And Related Clerks	52
Aircraft Pilots and Related Associate Professionals	51
Information and Communication Technology User Support Technicians	48
Micro and Small Enterprise Managers	45
Other Physical and Engineering Science Technicians	41
Conference and Event Planners	39
Manufacturing Managers	37
Software Security Professionals	37
Clerk, air transport operations	36
Hotel Receptionists	35
Motor Vehicle And Motor Cycle Mechanics Repairers	34
Supervisor, checkout	34
Photographers	32
Attendant, bar: food service	32
Power Production Plant Operators	32
Financial Analysts	31
Authors and Related Writers	30
Dental Professionals	30

OCCUPATIONS	No of Vacancies
Policy Administration Professionals	30
Web and Multimedia Developers	30
Paper Products Machine Operators	29
Securities and Finance Dealers And Brokers	29
Tailors, Dressmakers, Furriers And Hatters	28
Government Tax And Excise Officials	27
Telecommunications Engineers	26
Electronics Engineering Technicians	26
Other Arts Teachers	25
Credit and Loans Officers	25
Cloud Computing Professionals	24
Fitness And Recreation Instructors and Programme Leaders	24
Aide, pre-school	24
Software Auditors	24
Office Secretaries	24
National Government Administrators	23
Travel Attendants and Travel Stewards	22
Applications Programmers	21
Psychologists	21
Social Work and Counselling Professionals	20
Domestic Cleaners And Helpers	20
Other Teaching Professionals	20
Other Protective Service Workers	20
Pharmaceutical Professionals	20
Electronics Mechanics And Servicers	20
General Medical Practitioners	20
Vocational Education and Training Teachers	19
Physiotherapists	19
Shelf Fillers	19
Chemists	19
Hairdressers	18
Education Methods Specialists	18
Environmentalists and Related Professionals	18
Insurance Representatives	18
Legal Secretaries	17
Manufacturing Supervisors	17
Medical Secretaries	17
Physiotherapy Technicians and Assistants	16
Crane, Hoist and Related Plant Operators	15
Film, Stage and Related Directors and Producers	15
General Office Clerks	15
Broadcasting and audio-visual technicians	15

OCCUPATIONS	No of Vacancies
Pulp and Paper Process Control Technicians	14
Trade Brokers	14
Valuers and Loss Assessors	14
Sports Coaches, Instructors and Officials	13
Painters and Related Workers	13
Information Communication Technology Trainers	13
Stall and Market Salespersons	13
Systems Administrators	12
Computer Network Professionals	12
Earthmoving and Related Plant Operators	12
Legal and Related Associate Professionals	11
Telephone and Switchboard Operators	11
Chemical Engineers and Technologists	11
Other Process Control Technicians	11
Debt Collectors and Related Workers	11
Other Music Teachers	10
Other Government Regulatory Associate Professionals	10
Other Administrative and Commercial Managers	10
Database Designers And Administrators	10
Child Care Workers	10
Medical and Dental Prosthetic Technicians	10
Solid Waste and Water Treatment Plant Operators	10
Medical Imaging and Therapeutic Equipment Technicians	9
Bakers, Pastry-Cooks and Confectionery Makers	9
Chairperson and Members of Constitutional Offices and Commissions	9
Other Artistic and Cultural Associate Professionals	9
Pet Groomers and Animal Care Workers	9
Vehicle Cleaners	9
Social Work Associate Professionals	9
University and College Lecturers	8
Interpreter	8
Dieticians and Nutritionists	8
Other Craft Workers	8
Veterinarians	8
Survey And Market Research Interviewers	8
Audiologists and Speech Therapists	8
Accounting Associate Professionals	7
Lifting Truck Operators	7
Statistical, Finance and Insurance Clerks	7
Cashiers and Ticket Clerks	7
Ships' Deck Officers and Pilots	6
Spray Painters and Varnishers	6

OCCUPATIONS	No of Vacancies
Home-Based Personal Care Workers	6
Laundry Machine Operators	6
Chemical and Physical Science Technicians	6
Government Licensing Officials	6
Butchers, Fishmongers And Related Food Preparers	5
Cabinet-Makers And Related Workers	5
Chemical Engineering Technicians	5
Floor Layers And Tile Setters	5
Medical Records and Health Information Technicians	5
Demonstrator, sales	5
Other Manufacturing Labourers	5
Precision-Instrument Makers and Repairers	4
Other Personal Care Workers in Health Services	4
Door-to-door Salespersons	4
Journalists	4
Biologist, Botanist, Zoologists And Related Professionals	4
Fumigators and Other Pest And Weed Controllers	4
Physicist and Astronomers	4
Ambulance Workers	4
PRINTERS	4
Gardener, Horticultural and Nursery Grower	4
Ships' Engineers	4
Metal Processing Plant Operators	4
Other Elementary Workers	3
Geologist and Geophysicists	3
Jurists/Judges	3
Fast-Food Preparers	3
Structural Metal Preparers And Erectors	3
Specialist Nurses	3
Agricultural Managers	3
Employment Agents And Contractors	3
Forestry and Environmental Managers	3
Manager Child Care Services	3
Potters, Ceramicists and Related Workers	3
Life Science Technicians (Excluding Medical)	3
Insulation Workers	3
Announcers On Radio, Television and Other Media	3
Ships' Deck Crews and Related Workers	3
Health Care Assistants	3
Legislators and Constitutional Officials	3
Police Inspectors and Detectives	3
Mining and Drilling Engineers, Metallurgists and Related Technologists	3

OCCUPATIONS	No of Vacancies
Building Caretakers	3
Service Station Attendants	3
Mail Carriers And Sorting Clerks	2
Clay, Cement, Stone And Other Mineral Products Machine Operators	2
Sign Writers, Decorative Painters, Engravers And Etchers	2
Agricultural Technicians	2
Street Vendors (Excluding Food)	2
Clinical Officer Specialist	2
Production Clerks	2
Sewing Machine Operators	2
Toolmakers and Related Workers	2
Clinical Officer	2
Garment and Related Patternmakers And Cutters	2
Religious Associate Professionals	2
Dental Assistants and Therapists	2
Electrical Machinery and Equipments Mechanics And Fitters	2
Agent, literary	2
Electrical And Electronic Equipment Assemblers	2
Environmental and Occupational Health Inspectors and Associates	2
Jewellery and Precious Metal Workers	2
Hand Launderers And Pressers	2
Metal Working Machine Tool Setters and Operators	2
Filing and Copying Clerks	2
Aircraft Engine Mechanics and Repairers	2
Railway Braker, Signal and Switch Operators	2
Music Composer	1
Medical and Pathology Laboratory Technicians	1
Sewing Embroidery and Related Workers	1
Bio-Medical Engineering Professionals	1
Other Health Associate Professionals	1
Hand Packers	1
Musical Instrument Makers and Tuners	1
Other Assemblers	1
Typists and Word Processing Operators	1
Pharmaceutical Technicians and Assistants	1
Manager, Personal Care Cleaning	1
Car Sales and Hire Assistants	1
Sweepers And Related Labourers	1
Other Legal Professionals	1
Midwifery Professionals	1
County Government Administrators	1
Electrical Line Installers and Repairers	1

OCCUPATIONS	No of Vacancies
Upholsterers and Related Workers	1
Product Graders And Testers (Excluding Foods and Beverages)	1
Sheet Metal Workers	1
Senior Officials of Special Interest Organizations	1
Sociologists, Anthropologists and Related Professionals	1
Health Professionals	1
Air Conditioning and Refrigeration Mechanics	1
Medical Assistants	1
Information and Communications Technology Installers And Servicers	1
Mining and Drilling Managers	1
Government Social Benefits Officials	1
Community Health Workers	1
Metal Moulders and Coremakers	1

ANNEX IV. Most Sought Occupations in Qatar

OCCUPATIONS	No of Vacancies
Domestic Cleaners And Helpers	7937
Chefs	7306
Mechanical Engineers and Technologists	4432
Bus and Tram Drivers	2517
Security Guards	2206
Policy and Planning Managers	1692
Electrical Engineers	1208
Cleaning and Housekeeping-Non Domestic	1152
Cleaners and Helpers In Offices, Hotels and Other Establishments	1018
Waiters	968
Cooks	937
Domestic Housekeepers	922
Sales and Marketing Managers	750
Hand and Pedal Vehicle Drivers	700
Finance Managers	563
Human Resource Managers	556
Software Developers	502
Heavy Truck and Lorry Drivers	404
Systems Analysts	343
Nurse, General	335
Accountants	323
Management and Organization Analysts	320
Managing Directors and Chief Executives	272
Web and Multimedia Developers	263
Commercial Sales Representatives	254
Mechanical Engineering Technicians	242
Administrative and Executive Secretaries	230
Civil Engineering Technicians	221
Transport, Storage and Distribution Managers	207
Child Care Workers	200
Civil Engineers	195
Data Entry Clerks	186
Shop Sales Assistants	186
Technical and Medical Sales Professionals (Excluding ICT)	171
Office Supervisors	169
Other Manufacturing Labourers	158
Electrical Engineering Technicians	155
Building and Related Electricians	150
Receptionists (General)	143
Electronics Engineers	134
Construction and Utilities Managers	126

OCCUPATIONS	No of Vacancies
Plumbers and Pipe Fitters	125
Real Estate and Travel Agency Managers	116
Secondary Education Teachers	113
Restaurant Managers	107
Architects and Town Planners	91
Human Resource and Careers Professionals	89
Mixed Crop And Livestock Farm Labourers	89
Database and Network Security Professionals	82
Buyers	81
Specialist Medical Practitioners	80
Contact Centre Information Clerks	80
Kitchen Helpers	79
Information and Communication Technology Services Managers	78
Policy Administration Professionals	71
Attendant, bar: food service	70
Database Designers And Administrators	69
Construction Supervisors	64
Other Protective Service Workers	64
Other Engineering Professionals	63
Motorcycle Drivers	61
Car, Taxi and Van Drivers	59
Messengers, Package Deliverers and Luggage Porters	58
Occupational Safety And Health Professionals	54
Beauticians and Related Workers	53
Manager Health Care Services	51
Bartenders	51
Industrial and Production Engineers And Related Technologist	51
Travel Consultants and Clerks	47
Contact Centre Salespersons	46
Advertising and Marketing Professionals	46
Stock Clerks	46
Public Relations And Advertising Managers	45
Companions and Valets	45
Education Methods Specialists	44
Physiotherapists	43
Mathematicians, Actuaries and Statisticians	43
Real Estate Agents And Property Agents	42
Motor Vehicle And Motor Cycle Mechanics Repairers	40
Computer Network Professionals	40
Draughts Persons	38
Press Liaison officer	37
Personnel Clerks	36

OCCUPATIONS	No of Vacancies
Film, Stage and Related Directors and Producers	34
Software Security Professionals	34
Manufacturing Managers	33
Information and Communication Technology User Support Technicians	32
Financial and Investment Advisers	32
Lawyers	30
Sculptor	28
Interior Designers And Decorators	28
Authors and Related Writers	27
Other Physical and Engineering Science Technicians	27
University and College Lecturers	26
Welders and Flame Cutters	26
Vocational Education and Training Teachers	24
Conference and Event Planners	23
Carpenters And Joiners	22
Clerk, air transport operations	22
Systems Administrators	22
Hotel Receptionists	22
Librarians and Related Information Professionals	21
Research Planning and Development Managers	21
Legal Secretaries	21
Other Artistic and Cultural Associate Professionals	20
Agricultural and Industrial Machinery Mechanics and Repairers	20
Hotel Managers	20
Micro and Small Enterprise Managers	20
Training and Staff Development Professionals	19
Earthmoving and Related Plant Operators	19
Primary School Teachers	19
Hairdressers	19
Survey And Market Research Interviewers	18
Manufacturing Supervisors	18
Other Language Teachers	18
Chemical Engineers and Technologists	17
Aircraft Pilots and Related Associate Professionals	17
Supervisor, checkout	16
Securities and Finance Dealers And Brokers	16
Fitness And Recreation Instructors and Programme Leaders	16
Office Secretaries	16
Other Process Control Technicians	16
Theatre and Media Production Managers	15
Information and Communications Technology Sales Professionals	15
Building Caretakers	15

OCCUPATIONS	No of Vacancies
Electronics Engineering Technicians	15
Freight Handlers	15
Social Work Associate Professionals	14
Chemists	14
Social Work and Counselling Professionals	14
Software Auditors	14
Laundry Machine Operators	13
Physiotherapy Technicians and Assistants	13
Broadcasting and audio-visual technicians	13
General Medical Practitioners	13
Surveyors And Cartographers	13
Power Production Plant Operators	13
Bank Tellers And Related Clerks	13
Dental Assistants and Therapists	12
Gardener, Horticultural and Nursery Grower	12
Telecommunications Engineers	12
Bakers, Pastry-Cooks and Confectionery Makers	12
Veterinarians	11
Nursing Associate Professionals	11
Machine Learning Engineer	11
Audiologists and Speech Therapists	10
Interpreter	10
Cloud Computing Professionals	10
Financial Analysts	10
Recreational/Cultural and Sporting Establishment Managers	10
Veterinary Technicians And Assistants	10
Environmentalists and Related Professionals	10
Dental Professionals	10
Payroll Clerks	9
Lifting Truck Operators	9
Metal Working Machine Tool Setters and Operators	9
Government Tax And Excise Officials	9
Announcers On Radio, Television and Other Media	9
Medical Assistants	8
Demonstrator, sales	8
Debt Collectors and Related Workers	8
Agent, literary	8
Journalists	7
Pharmaceutical Professionals	7
Early Childhood Development Teachers	7
Product Graders And Testers (Excluding Foods and Beverages)	7
Information and Communications Technology Operations Technicians	7

OCCUPATIONS	No of Vacancies
Manager, Personal Care Cleaning	6
National Government Administrators	6
Accounting And Book Keeping Clerks	6
Stall and Market Salespersons	6
Clearing and Forwarding Agents	6
Valuers and Loss Assessors	6
Roofers	6
Electrical Machinery and Equipments Mechanics And Fitters	6
Clinical Officer	5
Tailors, Dressmakers, Furriers And Hatters	5
Health Care Assistants	5
Pharmaceutical Technicians and Assistants	5
Environmental and Occupational Health Inspectors and Associates	5
Odd Job Persons	5
Shelf Fillers	5
Insurance Representatives	5
Information Communication Technology Trainers	5
Credit and Loans Officers	5
Crane, Hoist and Related Plant Operators	5
General Office Clerks	5
Painters and Related Workers	5
Other Building Frame and Related Trades Workers	5
Aide, pre-school	5
Internet of Things (IOT) Professional	5
Sports Coaches, Instructors and Officials	5
Pulp and Paper Process Control Technicians	4
Cashiers and Ticket Clerks	4
Street Vendors (Excluding Food)	4
Photographers	4
Door-to-door Salespersons	4
Solid Waste and Water Treatment Plant Operators	4
Spray Painters and Varnishers	4
Paper Products Machine Operators	4
Electronics Mechanics And Servicers	4
Metal Processing Plant Operators	4
Web Technicians	4
Structural Metal Preparers And Erectors	4
Legal and Related Associate Professionals	4
Customs and Border Officials	4
Economists	4
Medical Imaging and Therapeutic Equipment Technicians	4
Chemical and Physical Science Technicians	4

OCCUPATIONS	No of Vacancies
Clay, Cement, Stone And Other Mineral Products Machine Operators	3
Employment Agents And Contractors	3
Toolmakers and Related Workers	3
Senior Officials of Special Interest Organizations	3
Optometrists and Ophthalmic Opticians	3
Special Needs Teachers	3
Chairperson and Members of Constitutional Offices and Commissions	3
Applications Programmers	3
Shopkeepers	3
Biologist, Botanist, Zoologists And Related Professionals	3
Statistical, Finance and Insurance Clerks	3
Agronomy and Forestry Technicians	3
Fighter, fire	3
Vehicle Cleaners	3
Chemical Engineering Technicians	3
Production Clerks	3
Travel Attendants and Travel Stewards	2
Mining and Metallurgical Technicians	2
Bricklayers and Related Workers	2
Mining and Drilling Supervisors	2
Other Stationary Plant and Machine Operators	2
Medical and Dental Prosthetic Technicians	2
Astrologers, Fortune-tellers and Related Workers	2
Fast-Food Preparers	2
Food And Related Products Machine Operators	2
Filing and Copying Clerks	2
Concrete Placers, Concrete Finishers and Related Workers	2
Ships' Deck Officers and Pilots	2
Travel Guides	2
Other Government Regulatory Associate Professionals	2
Ships' Engineers	2
Geologist and Geophysicists	2
Fashion and Other Models	2
Transport Conductors	2
Handicraft Workers In Textile, Leather And Related Materials	2
Typists and Word Processing Operators	2
Athletes and Sports Players	2
Other Health Associate Professionals	2
Legislators and Constitutional Officials	1
Field Crop and Vegetable Growers	1
Computer Network Systems Technicians	1
Traditional and Complementary Medicine Professionals	1

OCCUPATIONS	No of Vacancies
Medical Secretaries	1
Mail Carriers And Sorting Clerks	1
Aquaculture and Fisheries Production Manager	1
Religious Associate Professionals	1
Building Construction Labourers	1
Police Officers	1
Mining and Drilling Managers	1
Dieticians and Nutritionists	1
Hand Launderers And Pressers	1
Physicist and Astronomers	1
Mining and Drilling Engineers, Metallurgists and Related Technologists	1
Metal Production Process Controllers	1
Home-Based Personal Care Workers	1
Pre-Press Technicians	1
Sign Writers, Decorative Painters, Engravers And Etchers	1
Other Teaching Professionals	1
Fumigators and Other Pest And Weed Controllers	1
Riggers and Cable Splicers	1
Captain, fishing: coastal waters	1
Clinical Officer Specialist	1
Life Science Technicians (Excluding Medical)	1
Accounting Associate Professionals	1
Precision-Instrument Makers and Repairers	1
Telephone and Switchboard Operators	1
Government Social Benefits Officials	1
Manager Child Care Services	1
CONCRETE BLOCK MAKERS, BRICK, TILE MOULDERS AND RELATED WORKERS	1
Civil Engineering Labourers	1
Archivists and Curators	1
Packing, Bottling and Labelling Machine Operators	1
Health Professionals	1
Ambulance Workers	1
Plasterers	1
Forestry and Environmental Managers	1
Metal Polishers, Wheel Grinders and Tool Sharpeners	1

ANNEX V. Most Sought Occupations in Austria

occupations	No of Vacancies
Electrical Engineers	2112
Cooks	1670
Construction and Utilities Managers	594
Shop Sales Assistants	586
Agricultural and Industrial Machinery Mechanics and Repairers	477
Electrical Engineering Technicians	428
Applications Programmers	337
Sculptor	330
Mechanical Engineers and Technologists	283
Contact Centre Information Clerks	282
Nurse, General	260
Management and Organization Analysts	234
Sales and Marketing Managers	231
Civil Engineers	208
Sign Writers, Decorative Painters, Engravers And Etchers	203
Service Station Attendants	197
Accountants	183
Other Manufacturing Labourers	171
Draughts Persons	164
Lifting Truck Operators	161
Mechanical Engineering Technicians	159
Building and Related Electricians	158
Motor Vehicle And Motor Cycle Mechanics Repairers	157
Domestic Cleaners And Helpers	156
Software Developers	145
Policy and Planning Managers	143
Metal Working Machine Tool Setters and Operators	129
Office Supervisors	121
Medical Assistants	120
Data Entry Clerks	114
Chefs	95
Heavy Truck and Lorry Drivers	84
Nursing Associate Professionals	82
Human Resource and Careers Professionals	81
Cleaners and Helpers In Offices, Hotels and Other Establishments	80
Information and Communication Technology Services Managers	79
Mining and Metallurgical Technicians	77
Commercial Sales Representatives	75
Waiters	73
Kitchen Helpers	72
Receptionists (General)	67

occupations	No of Vacancies
Systems Analysts	65
Welders and Flame Cutters	62
General Medical Practitioners	59
Administrative and Executive Secretaries	58
Technical and Medical Sales Professionals (Excluding ICT)	56
Carpenters And Joiners	56
Freight Handlers	55
Information and Communication Technology User Support Technicians	54
General Office Clerks	52
Civil Engineering Technicians	51
Other Process Control Technicians	49
Finance Managers	49
Bricklayers and Related Workers	48
Electronics Engineering Technicians	47
Specialist Medical Practitioners	46
Office Secretaries	45
Car, Taxi and Van Drivers	44
Messengers, Package Deliverers and Luggage Porters	43
Insulation Workers	43
Plasterers	41
Accounting Associate Professionals	40
Bartenders	39
Cashiers and Ticket Clerks	37
Civil Engineering Labourers	36
Restaurant Managers	34
Odd Job Persons	33
Earthmoving and Related Plant Operators	32
Beauticians and Related Workers	32
Buyers	30
Production Clerks	30
Physiotherapists	29
Education Methods Specialists	29
Bus and Tram Drivers	29
Press Liaison officer	28
Mail Carriers And Sorting Clerks	28
Payroll Clerks	28
Real Estate Agents And Property Agents	27
Stock Clerks	27
Child Care Workers	27
Attendant, bar: food service	25
Roofers	24

occupations	No of Vacancies
Statistical, Finance and Insurance Clerks	23
Hotel Managers	23
Ambulance Workers	22
Toolmakers and Related Workers	22
Bakers, Pastry-Cooks and Confectionery Makers	21
Advertising and Marketing Professionals	21
Early Childhood Development Teachers	20
Health Care Assistants	20
Transport, Storage and Distribution Managers	20
Real Estate and Travel Agency Managers	19
Hand Packers	19
Structural Metal Preparers And Erectors	19
Painters and Related Workers	19
Database and Network Security Professionals	19
Construction Supervisors	18
Cleaning and Housekeeping-Non Domestic	18
Cloud Computing Professionals	16
Hairdressers	16
Plumbers and Pipe Fitters	15
Building Construction Labourers	14
Software Auditors	14
Architects and Town Planners	14
Building Caretakers	14
Manager Health Care Services	14
Film, Stage and Related Directors and Producers	13
Industrial and Production Engineers And Related Technologist	13
Dental Assistants and Therapists	12
Security Guards	12
Social Work and Counselling Professionals	12
Lawyers	12
Psychologists	11
Occupational Safety And Health Professionals	11
Specialist Nurses	11
Machine Learning Engineer	10
Paper Products Machine Operators	10
Clerk, air transport operations	10
Electronics Mechanics And Servicers	9
Internet of Things (IOT) Professional	9
Electronics Engineers	8
Special Needs Teachers	8
Social Work Associate Professionals	8
Computer Network Systems Technicians	8

occupations	No of Vacancies
Managing Directors and Chief Executives	7
Medical and Pathology Laboratory Technicians	7
Chemical Engineers and Technologists	7
Personnel Clerks	7
Medical Imaging and Therapeutic Equipment Technicians	7
Recreational/Cultural and Sporting Establishment Managers	7
Database Designers And Administrators	6
Sheet Metal Workers	6
Floor Layers And Tile Setters	6
Human Resource Managers	6
Information and Communications Technology Sales Professionals	6
Pet Groomers and Animal Care Workers	5
Hotel Receptionists	5
Shopkeepers	5
Authors and Related Writers	5
Clearing and Forwarding Agents	5
Tailors, Dressmakers, Furriers And Hatters	5
Gardener, Horticultural and Nursery Grower	5
Conference and Event Planners	5
Bank Tellers And Related Clerks	5
Accounting And Book Keeping Clerks	5
Electrical And Electronic Equipment Assemblers	5
Concrete Placers, Concrete Finishers and Related Workers	4
Information Communication Technology Trainers	4
Valuers and Loss Assessors	4
Surveyors And Cartographers	4
Crane, Hoist and Related Plant Operators	4
Home-Based Personal Care Workers	4
Power Production Plant Operators	4
Software Security Professionals	4
Telephone and Switchboard Operators	4
Other Protective Service Workers	4
Hand Launderers And Pressers	4
Manufacturing Supervisors	4
University and College Lecturers	3
Financial and Investment Advisers	3
Optometrists and Ophthalmic Opticians	3
Domestic Housekeepers	3
Forestry and Related Workers	3
Metal Processing Plant Operators	3
Systems Administrators	3
Chemists	3

occupations	No of Vacancies
Travel Consultants and Clerks	2
Street Food Salespersons	2
Building Structure Cleaners	2
Other Building Frame and Related Trades Workers	2
Research Planning and Development Managers	2
Survey And Market Research Interviewers	2
TOBACCO PREPARERS AND TOBACCO PRODUCTS	2
Fitness And Recreation Instructors and Programme Leaders	2
Veterinarians	2
Insurance Representatives	2
Pharmaceutical Technicians and Assistants	2
Medical Secretaries	2
Wood Treaters	1
Contact Centre Salespersons	1
Sports Coaches, Instructors and Officials	1
Companions and Valets	1
Transport Conductors	1
Telecommunications Engineers	1
Glaziers	1
Credit and Loans Officers	1
Legal and Related Associate Professionals	1
Clinical Officer	1
Supervisor, checkout	1
Computer Network Professionals	1
Metal Polishers, Wheel Grinders and Tool Sharpeners	1
PRINTERS	1
Fighter, fire	1
Chemical Engineering Technicians	1
Manager Child Care Services	1
Web and Multimedia Developers	1
Ships' Deck Officers and Pilots	1
Other Arts Teachers	1
Mathematicians, Actuaries and Statisticians	1
Shelf Fillers	1
Policy Administration Professionals	1
Captain, fishing: coastal waters	1
Electrical Machinery and Equipments Mechanics And Fitters	1
Food And Related Products Machine Operators	1
Archivists and Curators	1
Livestock and Dairy Producers	1
Pulp and Paper Process Control Technicians	1
Primary School Teachers	1
Economists	1

occupations	No of Vacancies
Agricultural Technicians	1
Locomotive Engine Drivers	1
Biologist, Botanist, Zoologists And Related Professionals	1
Precision-Instrument Makers and Repairers	1
Fast-Food Preparers	1
Dieticians and Nutritionists	1
Librarians and Related Information Professionals	1
Chemical and Physical Science Technicians	1
Financial Analysts	1
Training and Staff Development Professionals	1
Butchers, Fishmongers And Related Food Preparers	1
Theatre and Media Production Managers	1
Micro and Small Enterprise Managers	1
Midwifery Professionals	1
Vehicle Cleaners	1
Totals	**13941**

ANNEX VI. Q2 Most Sought Occupations in Germany

OCCUPATIONS	No of Vacancies
Shop Sales Assistants	5549
Specialist Medical Practitioners	5164
Early Childhood Development Teachers	4314
Accountants	4055
Electronics Engineering Technicians	3996
Technical and Medical Sales Professionals (Excluding ICT)	3974
Civil Engineers	3964
Legal and Related Associate Professionals	3521
Civil Engineering Technicians	3276
Building and Related Electricians	3121
Software Developers	2839
Systems Analysts	2801
Policy and Planning Managers	2691
General Office Clerks	2598
Transport, Storage and Distribution Managers	2361
Nurse, General	2324
Credit and Loans Officers	2245
Legal Secretaries	2126
Building Structure Cleaners	2120
Mechanical Engineering Technicians	2055
Construction and Utilities Managers	2032
Motor Vehicle And Motor Cycle Mechanics Repairers	2006
Health Care Assistants	1946
Motorcycle Drivers	1923
Manager Health Care Services	1856
Electrical Engineering Technicians	1823
Physiotherapists	1757
Statistical, Finance and Insurance Clerks	1730
Surveyors And Cartographers	1681
Ambulance Workers	1680
Earthmoving and Related Plant Operators	1606
Car, Taxi and Van Drivers	1530
Plumbers and Pipe Fitters	1447
Commercial Sales Representatives	1426
Insulation Workers	1392
General Medical Practitioners	1370
Receptionists (General)	1289
Sales and Marketing Managers	1197
Vocational Education and Training Teachers	1150
Valuers and Loss Assessors	1145
Butchers, Fishmongers And Related Food Preparers	1110

OCCUPATIONS	No of Vacancies
Aircraft Pilots and Related Associate Professionals	1036
Mechanical Engineers and Technologists	1029
Finance Managers	1013
Information and Communication Technology Services Managers	1010
Buyers	1010
Nursing Associate Professionals	1003
Public Relations And Advertising Managers	1002
Systems Administrators	1001
Manufacturing Managers	994
Data Entry Clerks	992
Machine Learning Engineer	992
Accounting Associate Professionals	991
Clinical Officer	989
Social Work and Counselling Professionals	956
Other Protective Service Workers	941
Management and Organization Analysts	890
Special Needs Teachers	890
Fighter, fire	883
Clerk, air transport operations	863
Toolmakers and Related Workers	845
Examiner, driving	844
Cloud Computing Professionals	843
Manager Aged Care Services	841
Other Teaching Professionals	840
Other Physical and Engineering Science Technicians	809
Micro and Small Enterprise Managers	807
Securities and Finance Dealers And Brokers	804
Geologist and Geophysicists	801
Financial Analysts	800
Domestic Cleaners And Helpers	778
Stock Clerks	730
Home-Based Personal Care Workers	721
Medical Assistants	700
Primary School Teachers	683
Office Secretaries	672
Occupational Safety And Health Professionals	667
Demonstrator, sales	667
Lawyers	655
Secondary Education Teachers	569
Administrative and Executive Secretaries	541
Other Process Control Technicians	487

OCCUPATIONS	No of Vacancies
Dental Assistants and Therapists	463
Freight Handlers	448
Medical and Pathology Laboratory Technicians	431
Door-to-door Salespersons	429
Shelf Fillers	422
Athletes and Sports Players	422
Environmental and Occupational Health Inspectors and Associates	369
Contact Centre Information Clerks	339
Stall and Market Salespersons	304
Information and Communications Technology Sales Professionals	220
Specialist Nurses	190
Audiologists and Speech Therapists	182
Journalists	153
Database Designers And Administrators	152
Electronics Mechanics And Servicers	152
Financial and Investment Advisers	149
Agricultural and Industrial Machinery Mechanics and Repairers	106
Cooks	92
Contact Centre Salespersons	63
Payroll Clerks	56
Community Health Workers	55
Carpenters And Joiners	52
Building Caretakers	51
Education Methods Specialists	51
Spray Painters and Varnishers	46
Air Conditioning and Refrigeration Mechanics	45
Electronics Engineers	42
Hairdressers	38
Electrical Engineers	37
Advertising and Marketing Professionals	33
Metal Working Machine Tool Setters and Operators	33
Floor Layers And Tile Setters	32
Human Resource and Careers Professionals	32
Office Supervisors	29
Gardener, Horticultural and Nursery Grower	29
Bricklayers and Related Workers	29
Plasterers	28
Mineral and Stone Processing Plant Operators	25
Psychologists	23
Welders and Flame Cutters	22
Electrical Machinery and Equipments Mechanics And Fitters	21
Cleaning and Housekeeping-Non Domestic	21

OCCUPATIONS	No of Vacancies
Hotel Managers	21
Manufacturing Supervisors	20
Roofers	20
Chefs	20
Information and Communication Technology User Support Technicians	20
Bakers, Pastry-Cooks and Confectionery Makers	19
Lifting Truck Operators	19
Restaurant Managers	19
Chemical Engineers and Technologists	18
Medical and Dental Prosthetic Technicians	18
Cleaners and Helpers In Offices, Hotels and Other Establishments	18
Conference and Event Planners	18
Draughts Persons	18
Real Estate Agents And Property Agents	17
Security Guards	15
Medical Imaging and Therapeutic Equipment Technicians	15
Economists	15
Pre-Press Technicians	14
Metal Production Process Controllers	14
Other Building Frame and Related Trades Workers	14
Heavy Truck and Lorry Drivers	14
Managing Directors and Chief Executives	13
Human Resource Managers	13
Concrete Placers, Concrete Finishers and Related Workers	13
Waiters	12
Shopkeepers	12
Messengers, Package Deliverers and Luggage Porters	12
Pharmaceutical Professionals	12
Recreational/Cultural and Sporting Establishment Managers	11
Construction Supervisors	11
Architects and Town Planners	11
Glaziers	11
Bus and Tram Drivers	11
Optometrists and Ophthalmic Opticians	11
Industrial and Production Engineers And Related Technologist	11
Clearing and Forwarding Agents	11
Interior Designers And Decorators	11
Painters and Related Workers	10
Insurance Representatives	10
Veterinarians	10
Kitchen Helpers	9
Pulp and Paper Process Control Technicians	9

OCCUPATIONS	No of Vacancies
Web and Multimedia Developers	9
Pharmaceutical Technicians and Assistants	9
PRINTERS	9
Precision-Instrument Makers and Repairers	8
Dental Professionals	8
Travel Attendants and Travel Stewards	8
Personnel Clerks	8
Plastic Products Machine Operators	8
Civil Engineering Labourers	8
Dieticians and Nutritionists	8
Accounting And Book Keeping Clerks	8
Manager, Personal Care Cleaning	8
Environmentalists and Related Professionals	8
Chemists	8
Internet of Things (IOT) Professional	7
Blaster, sand: stonecutting	7
Farm Labourers	7
Attendant, bar: food service	7
Bartenders	7
Sheet Metal Workers	7
Mobile Farm And Forestry Plant Operators	7
Electrical Line Installers and Repairers	7
Mathematicians, Actuaries and Statisticians	7
Dispensing Opticians	7
Real Estate and Travel Agency Managers	7
Applications Programmers	6
Supervisor, checkout	6
Trade Brokers	6
Domestic Housekeepers	6
University and College Lecturers	6
Policy Administration Professionals	6
Software Security Professionals	6
Research Planning and Development Managers	6
Other Language Teachers	6
Clay, Cement, Stone And Other Mineral Products Machine Operators	6
Window Cleaners	6
Tailors, Dressmakers, Furriers And Hatters	5
Aircraft Engine Mechanics and Repairers	5
Chemical Engineering Technicians	5
Veterinary Technicians And Assistants	5
Life Science Technicians (Excluding Medical)	5
Physicist and Astronomers	5

OCCUPATIONS	No of Vacancies
Cabinet-Makers And Related Workers	5
Beauticians and Related Workers	5
Fitness And Recreation Instructors and Programme Leaders	5
Metal Moulders and Coremakers	5
Information Communication Technology Trainers	5
Shoemakers And Related Workers	5
Child Care Workers	5
Rubber Products Machine Operators	5
PRINT FINISHING AND BINDING WORKERS	4
Travel Consultants and Clerks	4
Forestry and Related Workers	4
Survey And Market Research Interviewers	4
Computer Network Professionals	4
Bio-Medical Engineering Professionals	4
Bank Tellers And Related Clerks	4
Telecommunications Engineering Technicians	4
Telecommunications Engineers	4
Clinical Officer Specialist	4
Manager Child Care Services	4
Biologist, Botanist, Zoologists And Related Professionals	4
Agent, literary	4
Production Clerks	4
Computer Network Systems Technicians	4
Upholsterers and Related Workers	4
Mining and Metallurgical Technicians	4
Chemical Products Plant And Machine Operators	4
Other Manufacturing Labourers	4
Locomotive Engine Drivers	4
Cashiers and Ticket Clerks	4
Film, Stage and Related Directors and Producers	3
Press Liaison officer	3
Authors and Related Writers	3
Hotel Receptionists	3
Food And Related Products Machine Operators	3
Midwifery Professionals	3
Other Arts Teachers	3
Mail Carriers And Sorting Clerks	3
Fumigators and Other Pest And Weed Controllers	3
Other Music Teachers	3
Hand Packers	3
Wood Treaters	3
Fast-Food Preparers	3

OCCUPATIONS	No of Vacancies
Crane, Hoist and Related Plant Operators	3
Paper Products Machine Operators	3
Database and Network Security Professionals	3
Health Professionals	3
Refuse Sorters	3
Aide, pre-school	3
Other Business Service Managers Not Elsewhere Classified	2
Other Government Regulatory Associate Professionals	2
Metal Polishers, Wheel Grinders and Tool Sharpeners	2
Interpreter	2
CONCRETE BLOCK MAKERS, BRICK, TILE MOULDERS AND RELATED WORKERS	2
Musical Instrument Makers and Tuners	2
Legislators and Constitutional Officials	2
Archivists and Curators	2
Sculptor	2
Other Craft Workers	2
Government Tax And Excise Officials	2
Medical Records and Health Information Technicians	2
Government Social Benefits Officials	2
Structural Metal Preparers And Erectors	2
Product Graders And Testers (Excluding Foods and Beverages)	2
Electrical And Electronic Equipment Assemblers	2
County Government Administrators	2
Medical Secretaries	2
Chemical and Physical Science Technicians	2
Traditional and Complementary Medicine Professionals	2
Livestock Farm Labourers	2
Travel Guides	2
House Builders	2
Metal Processing Plant Operators	2
Bicycle and Related Repairers	2
Other Health Associate Professionals	2
Riggers and Cable Splicers	2
Railway Braker, Signal and Switch Operators	1
Inquiry Clerks	1
Livestock and Dairy Producers	1
Training and Staff Development Professionals	1
Hand Launderers And Pressers	1
Jewellery and Precious Metal Workers	1
Pet Groomers and Animal Care Workers	1
Broadcasting and audio-visual technicians	1
Other Engineering Professionals	1
Other Client Information Workers	1

OCCUPATIONS	No of Vacancies
Air Traffic Controllers	1
Tree And Shrub Crop Grower	1
National Government Administrators	1
Coding, Proof Reading And Related Clerks	1
Sign Writers, Decorative Painters, Engravers And Etchers	1
Captain, fishing: coastal waters	1
Genealogist	1
Information and Communications Technology Installers And Servicers	1
Sports Coaches, Instructors and Officials	1
Garden And Horticultural	1
Theatre and Media Production Managers	1
Sewing Embroidery and Related Workers	1
Power Production Plant Operators	1
Ships' Deck Crews and Related Workers	1
Hydrologists	1
Other Personal Care Workers in Health Services	1
Building Construction Labourers	1
Funeral Home Attendants	1

ANNEX VII. Q2 Most Sought Occupations in Canada

occupations	No of Vacancies
Heavy Truck and Lorry Drivers	5812
Cooks	4075
Carpenters And Joiners	3274
Mixed Crop And Livestock Farm Labourers	2844
Farm Labourers	2831
Manufacturing Supervisors	2504
Gardener, Horticultural and Nursery Grower	2390
Building Construction Labourers	2295
Child Care Workers	2199
Restaurant Managers	2005
Motor Vehicle And Motor Cycle Mechanics Repairers	1937
Butchers, Fishmongers And Related Food Preparers	1820
Other Manufacturing Labourers	1525
Welders and Flame Cutters	1345
Administrative and Executive Secretaries	1302
Cleaning and Housekeeping-Non Domestic	1296
Chefs	1195
Shop Sales Assistants	1191
Agricultural and Industrial Machinery Mechanics and Repairers	1152
Domestic Cleaners And Helpers	1116
Mechanical Engineering Technicians	1116
Transport, Storage and Distribution Managers	994
Early Childhood Development Teachers	993
Metal Working Machine Tool Setters and Operators	982
Attendant, bar: food service	981
Office Supervisors	973
Cleaners and Helpers In Offices, Hotels and Other Establishments	943
Policy and Planning Managers	914
Accounting Associate Professionals	893
Supervisor, checkout	892
Dental Assistants and Therapists	862
Sales and Marketing Managers	844
Receptionists (General)	832
Odd Job Persons	832
Building and Related Electricians	807
Waiters	805
Home-Based Personal Care Workers	796
Plasterers	780
Physiotherapists	768
Accountants	720
Car, Taxi and Van Drivers	705

occupations	No of Vacancies
Management and Organization Analysts	702
Kitchen Helpers	686
Nurse, General	670
Painters and Related Workers	659
Roofers	633
Stock Clerks	614
Commercial Sales Representatives	603
Plumbers and Pipe Fitters	599
General Office Clerks	544
Social Work and Counselling Professionals	533
Hairdressers	518
Fitness And Recreation Instructors and Programme Leaders	503
Tree And Shrub Crop Grower	489
Contact Centre Information Clerks	486
Concrete Placers, Concrete Finishers and Related Workers	471
Finance Managers	463
Software Developers	457
Financial and Investment Advisers	421
Systems Analysts	421
Nursing Associate Professionals	421
Bakers, Pastry-Cooks and Confectionery Makers	420
Bank Tellers And Related Clerks	409
Security Guards	408
Manufacturing Managers	406
Health Care Assistants	400
Garden And Horticultural	399
Human Resource and Careers Professionals	394
Other Process Control Technicians	390
Beauticians and Related Workers	387
Bartenders	385
Buyers	379
Secondary Education Teachers	378
General Medical Practitioners	345
Pharmaceutical Technicians and Assistants	341
Construction and Utilities Managers	326
Hand Packers	324
Agricultural Managers	323
Livestock Farm Labourers	323
Floor Layers And Tile Setters	320
Accounting And Book Keeping Clerks	317
Freight Handlers	313

occupations	No of Vacancies
Production Clerks	304
Earthmoving and Related Plant Operators	300
Draughts Persons	297
Construction Supervisors	295
Electrical Engineering Technicians	291
Medical Secretaries	286
Human Resource Managers	274
Mechanical Engineers and Technologists	270
Education Methods Specialists	268
Clay, Cement, Stone And Other Mineral Products Machine Operators	259
Electronics Engineering Technicians	258
Other Physical and Engineering Science Technicians	255
Traditional and Complementary Medicine Professionals	251
Physiotherapy Technicians and Assistants	244
Glaziers	227
Real Estate Agents And Property Agents	227
Bricklayers and Related Workers	223
Legal and Related Associate Professionals	223
Sheet Metal Workers	222
Advertising and Marketing Professionals	222
Specialist Medical Practitioners	215
Hotel Managers	209
Sports Coaches, Instructors and Officials	207
Apiarists and Sericulturists	205
Micro and Small Enterprise Managers	194
Cashiers and Ticket Clerks	193
Mechanical Machinery Assemblers	192
Electrical Machinery and Equipments Mechanics And Fitters	191
Food And Related Products Machine Operators	189
Bus and Tram Drivers	188
Audiologists and Speech Therapists	182
Social Work Associate Professionals	176
Clerk, air transport operations	175
Civil Engineering Technicians	171
Electrical Line Installers and Repairers	169
Information and Communication Technology User Support Technicians	168
Technical and Medical Sales Professionals (Excluding ICT)	167
Information and Communication Technology Services Managers	164
Civil Engineers	164
Dental Professionals	159
Poultry Producers	158
Pharmaceutical Professionals	149

occupations	No of Vacancies
Vehicle Cleaners	147
Managing Directors and Chief Executives	147
Other Personal Care Workers in Health Services	146
Sculptor	146
Mobile Farm And Forestry Plant Operators	144
Psychologists	143
Medical Imaging and Therapeutic Equipment Technicians	136
Agriculturalists And Related Professionals	135
Other Building Frame and Related Trades Workers	132
Building Caretakers	128
Shopkeepers	127
Hotel Receptionists	126
Web and Multimedia Developers	126
Dieticians and Nutritionists	123
Electrical Engineers	122
Lawyers	122
Information and Communications Technology Sales Professionals	121
Veterinary Technicians And Assistants	115
Spray Painters and Varnishers	114
Manager Health Care Services	112
Lifting Truck Operators	108
Insurance Representatives	106
PRINTERS	105
Occupational Safety And Health Professionals	103
Structural Metal Preparers And Erectors	103
Optometrists and Ophthalmic Opticians	103
Riggers and Cable Splicers	101
Database Designers And Administrators	101
Metal Moulders and Coremakers	99
Toolmakers and Related Workers	98
Tailors, Dressmakers, Furriers And Hatters	96
Life Science Technicians (Excluding Medical)	95
Messengers, Package Deliverers and Luggage Porters	93
Pet Groomers and Animal Care Workers	92
Door-to-door Salespersons	88
Press Liaison officer	86
Cloud Computing Professionals	86
Computer Network Professionals	84
Mining and Quarrying Laboures	84
Interior Designers And Decorators	83
Recreational/Cultural and Sporting Establishment Managers	81
Film, Stage and Related Directors and Producers	74

occupations	No of Vacancies
Aircraft Pilots and Related Associate Professionals	73
Fighter, fire	73
Valuers and Loss Assessors	69
Sign Writers, Decorative Painters, Engravers And Etchers	69
Veterinarians	68
Other Language Teachers	67
Architects and Town Planners	67
Medical and Dental Prosthetic Technicians	66
Environmentalists and Related Professionals	66
Sewing Machine Operators	66
Livestock and Dairy Producers	65
Air Conditioning and Refrigeration Mechanics	65
Wood Processing Plant Operators	64
Legal Secretaries	64
Public Relations And Advertising Managers	64
Ambulance Workers	64
Industrial and Production Engineers And Related Technologist	63
Archivists and Curators	60
Crane, Hoist and Related Plant Operators	59
Motorcycle Drivers	59
Other Elementary Workers	59
Field Crop and Vegetable Growers	58
Hand Launderers And Pressers	58
Payroll Clerks	57
Mathematicians, Actuaries and Statisticians	57
Conference and Event Planners	56
Authors and Related Writers	56
Office Secretaries	56
Shelf Fillers	55
Woodworking-Machine Tool Setters And Operators	55
Contact Centre Salespersons	54
Insulation Workers	53
Biologist, Botanist, Zoologists And Related Professionals	53
Other Protective Service Workers	53
Fast-Food Preparers	53
Street Vendors (Excluding Food)	52
Civil Engineering Labourers	51
University and College Lecturers	50
Electronics Engineers	50
DAIRY PRODUCTS MAKERS	49
Other Artistic and Cultural Associate Professionals	47
Travel Guides	46
Information and Communications Technology Installers And Servicers	46

occupations	No of Vacancies
Building Structure Cleaners	46
Vocational Education and Training Teachers	45
Cabinet-Makers And Related Workers	44
Travel Consultants and Clerks	44
Rubber Products Machine Operators	42
Upholsterers and Related Workers	42
Forestry Labourers	42
Garbage and Recycling Collectors	41
Credit and Loans Officers	41
Personnel Clerks	41
Forestry and Related Workers	40
Ships' Deck Crews and Related Workers	40
Solid Waste and Water Treatment Plant Operators	40
Real Estate and Travel Agency Managers	38
Medical Assistants	38
Software Security Professionals	37
Domestic Housekeepers	34
Computer Network Systems Technicians	33
Electronics Mechanics And Servicers	33
Machine Learning Engineer	33
Fumigators and Other Pest And Weed Controllers	32
Air Traffic Safety Electronics Technicians	32
Medical and Pathology Laboratory Technicians	32
Electrical And Electronic Equipment Assemblers	32
Chemists	31
Telecommunications Engineering Technicians	30
Blaster, sand: stonecutting	30
Weaving And Knitting Machine Operators	29
Aircraft Engine Mechanics and Repairers	29
Database and Network Security Professionals	27
Service Station Attendants	27
Policy Administration Professionals	26
Manager, Personal Care Cleaning	26
Packing, Bottling and Labelling Machine Operators	26
Manager Child Care Services	25
Laundry Machine Operators	25
Jewellery and Precious Metal Workers	25
Chemical Engineers and Technologists	25
Agronomy and Forestry Technicians	25
Plastic Products Machine Operators	24
Primary School Teachers	24
Examiner, driving	23

occupations	No of Vacancies
Agricultural Technicians	23
Other Assemblers	23
Government Tax And Excise Officials	21
Surveyors And Cartographers	21
Training and Staff Development Professionals	21
Clinical Officer	20
Other Cleaning Workers	20
Pulp and Paper Process Control Technicians	20
Specialist Nurses	19
Health Professionals	19
Blacksmiths, Hammersmiths and Forging Press Workers	19
Photographers	19
Bicycle and Related Repairers	18
Other Music Teachers	18
Other Client Information Workers	17
Well Drillers And Borers And Related Workers	17
Data Entry Clerks	17
Filing and Copying Clerks	16
Research Planning and Development Managers	16
Librarians and Related Information Professionals	16
Statistical, Finance and Insurance Clerks	16
Senior Officials of Special Interest Organizations	16
Ships' Deck Officers and Pilots	15
Securities and Finance Dealers And Brokers	15
Other Teaching Professionals	15
Mining and Drilling Engineers, Metallurgists and Related Technologists	15
Employment Agents And Contractors	15
Telecommunications Engineers	14
Agent, literary	14
Broadcasting and audio-visual technicians	14
Police Officers	14
Customs and Border Officials	14
Medical Records and Health Information Technicians	14
Police Inspectors and Detectives	14
Software Auditors	14
Applications Programmers	13
Aquaculture Workers	13
Environmental and Occupational Health Inspectors and Associates	13
Dispensing Opticians	13
Web Technicians	12
Forestry and Environmental Managers	12
Other Legal Professionals	12

occupations	No of Vacancies
Journalists	12
Other Arts Teachers	12
Food and Beverage Tasters And Graders	11
Brewers, Distillers and Related Workers	11
Announcers On Radio, Television and Other Media	11
Fashion and Other Models	11
Geologist and Geophysicists	11
Pre-Press Technicians	11
Other Health Associate Professionals	10
Community Health Workers	10
Transport Conductors	10
Funeral Home Attendants	10
Companions and Valets	10
Telephone and Switchboard Operators	10
Theatre and Media Production Managers	10
Chemical Engineering Technicians	10
Information Communication Technology Trainers	10
National Government Administrators	9
Metal Production Process Controllers	9
Jurists/Judges	9
Bookmakers, Croupiers And Related Gaming Workers	9
Miners, Drillers and Quarries	9
Government Social Benefits Officials	8
Mining and Metallurgical Technicians	8
Demonstrator, sales	8
Traditional and Complementary Medicine Associate Professionals	8
Glass Makers, Cutters, Grinders And Finishers	8
Clearing and Forwarding Agents	8
Aide, pre-school	8
Refuse Sorters	8
Fibre Preparing, Spinning And Winding Machine Operators	8
Economists	8
Beater, game	7
Mineral and Stone Processing Plant Operators	7
Scribes And Related Workers	7
Library, Mail and Related Clerks	7
Handicraft Workers In Wood, Basketry And Related Materials	7
Mail Carriers And Sorting Clerks	7
Shoemakers And Related Workers	7
Interpreter	7
Garment and Related Patternmakers And Cutters	6
Product Graders And Testers (Excluding Foods and Beverages)	6

occupations	No of Vacancies
Debt Collectors and Related Workers	6
Fruit, Nuts, Vegetable And Related Preservers	6
House Builders	6
Other Government Regulatory Associate Professionals	6
Religion Professionals	5
CONCRETE BLOCK MAKERS, BRICK, TILE MOULDERS AND RELATED WORKERS	5
Pelt Dressers, Tanners And Fellmongers	5
Special Needs Teachers	5
Chairperson and Members of Constitutional Offices and Commissions	5
Chemical and Physical Science Technicians	5
Metal Finishing, Plating and Coating Machine Operators	5
Musical Instrument Makers and Tuners	4
Sweepers And Related Labourers	4
Typists and Word Processing Operators	4
County Government Administrators	4
Financial Analysts	4
Other Administrative and Commercial Managers	4
Internet of Things (IOT) Professional	4
Trade Brokers	4
Air Traffic Controllers	4
Physicist and Astronomers	4
Underwater Divers	3
Mining and Drilling Supervisors	3
Precision-Instrument Makers and Repairers	3
Athletes and Sports Players	3
Window Cleaners	3
Metal Polishers, Wheel Grinders and Tool Sharpeners	3
Prison Guards	3
Fishery and Aquaculture Labourers	3
Midwifery Professionals	3
Genealogist	3
Power Production Plant Operators	3
Street Food Salespersons	2
Sewing Embroidery and Related Workers	2
Travel Attendants and Travel Stewards	2
Metal Processing Plant Operators	2
Shotfirers and Blasters	2
Survey And Market Research Interviewers	2
Meteorologists	2
Photographic Products Machine Operators	2
Railway Braker, Signal and Switch Operators	2
Hydrologists	2

occupations	No of Vacancies
Actors	1
Other Craft Workers	1
Fitter, electronics	1
PRINT FINISHING AND BINDING WORKERS	1
Aquaculture and Fisheries Production Manager	1
Street and Related Service Workers	1
Legislators and Constitutional Officials	1
Stall and Market Salespersons	1
Other Clerical Workers	1
Pawnbrokers And Money-Lenders	1
Systems Administrators	1
Other Engineering Professionals	1
Chemical Processing Plant Controllers	1
Clinical Officer Specialist	1
Pulp And Papermaking Plant Operators	1
Manager Aged Care Services	1
Statistical, Mathematical And Related Associate Professionals	1
Captain, fishing: coastal waters	1
Glass and Ceramics Plant Operators	1
Steam Engine and Boiler Operators	1
Mining and Drilling Managers	1

ANNEX VIII. Q2 Most Sought Occupations in UAE

OCCUPATIONS	No of Vacancies
Waiters	18763
Bus and Tram Drivers	9934
Nurse, General	9930
Bartenders	8744
Carpenters And Joiners	8372
Cleaning and Housekeeping-Non Domestic	7378
Cleaners and Helpers In Offices, Hotels and Other Establishments	7154
Car, Taxi and Van Drivers	6928
Domestic Cleaners And Helpers	4414
Electronics Engineers	3859
Civil Engineers	3828
Heavy Truck and Lorry Drivers	3499
Policy and Planning Managers	2895
Motorcycle Drivers	2780
Concrete Placers, Concrete Finishers and Related Workers	2335
Plumbers and Pipe Fitters	2311
Receptionists (General)	2211
Bricklayers and Related Workers	2097
Technical and Medical Sales Professionals (Excluding ICT)	2050
Freight Handlers	1880
Building and Related Electricians	1842
Mechanical Engineers and Technologists	1753
Security Guards	1620
Sales and Marketing Managers	1617
Odd Job Persons	1596
Database and Network Security Professionals	1512
Building Construction Labourers	1511
Management and Organization Analysts	1379
Welders and Flame Cutters	1269
Shop Sales Assistants	1247
Floor Layers And Tile Setters	1204
Motor Vehicle And Motor Cycle Mechanics Repairers	1188
Other Building Frame and Related Trades Workers	1115
Commercial Sales Representatives	1062
Accountants	930
Earthmoving and Related Plant Operators	830
Civil Engineering Labourers	801
Primary School Teachers	773
Finance Managers	735
Specialist Medical Practitioners	727
Information and Communications Technology Sales Professionals	598

OCCUPATIONS	No of Vacancies
Systems Analysts	582
Managing Directors and Chief Executives	558
Chefs	526
Air Conditioning and Refrigeration Mechanics	504
Mechanical Engineering Technicians	475
Painters and Related Workers	463
Electrical Engineering Technicians	460
Transport, Storage and Distribution Managers	460
Administrative and Executive Secretaries	446
Paper Products Machine Operators	422
Domestic Housekeepers	408
Clearing and Forwarding Agents	404
Farm Labourers	401
Real Estate Agents And Property Agents	401
Other Physical and Engineering Science Technicians	393
Policy Administration Professionals	390
Cooks	374
Occupational Safety And Health Professionals	362
Contact Centre Information Clerks	361
Other Protective Service Workers	360
Other Engineering Professionals	348
Electrical Engineers	318
Lifting Truck Operators	317
Human Resource and Careers Professionals	316
Hand Launderers And Pressers	310
Messengers, Package Deliverers and Luggage Porters	297
Draughts Persons	274
Gardener, Horticultural and Nursery Grower	250
Buyers	240
Information and Communications Technology Operations Technicians	239
Software Developers	234
Power Production Plant Operators	220
Architects and Town Planners	214
Home-Based Personal Care Workers	200
Data Entry Clerks	195
Construction and Utilities Managers	186
Advertising and Marketing Professionals	175
Information and Communication Technology User Support Technicians	169
Civil Engineering Technicians	165
Restaurant Managers	162
Riggers and Cable Splicers	158

OCCUPATIONS	No of Vacancies
Public Relations And Advertising Managers	156
Other Manufacturing Labourers	154
Office Supervisors	148
Press Liaison officer	145
Spray Painters and Varnishers	135
Human Resource Managers	133
Pulp and Paper Process Control Technicians	128
Film, Stage and Related Directors and Producers	126
Metal Production Process Controllers	123
Sculptor	120
Conference and Event Planners	118
Financial and Investment Advisers	116
Child Care Workers	115
Secondary Education Teachers	110
Contact Centre Salespersons	103
Travel Attendants and Travel Stewards	103
Refuse Sorters	101
Lawyers	99
Electronics Engineering Technicians	98
Construction Supervisors	97
Stock Clerks	95
Beauticians and Related Workers	94
Real Estate and Travel Agency Managers	91
Mixed Crop And Livestock Farm Labourers	90
Authors and Related Writers	90
Cashiers and Ticket Clerks	86
Machine Learning Engineer	85
Structural Metal Preparers And Erectors	85
Information and Communication Technology Services Managers	82
Personnel Clerks	75
Other Language Teachers	73
Travel Consultants and Clerks	70
Librarians and Related Information Professionals	66
Agricultural and Industrial Machinery Mechanics and Repairers	60
Surveyors And Cartographers	58
Interior Designers And Decorators	57
Hairdressers	57
Blaster, sand: stonecutting	56
Fighter, fire	54
Companions and Valets	51
Industrial and Production Engineers And Related Technologist	46
Photographers	44

OCCUPATIONS	No of Vacancies
Telecommunications Engineers	41
Clerk, air transport operations	40
Attendant, bar: food service	40
Research Planning and Development Managers	40
Kitchen Helpers	39
General Medical Practitioners	39
Office Secretaries	38
Pharmaceutical Professionals	37
Metal Working Machine Tool Setters and Operators	36
Butchers, Fishmongers And Related Food Preparers	36
Web and Multimedia Developers	35
Tailors, Dressmakers, Furriers And Hatters	34
Theatre and Media Production Managers	34
Social Work Associate Professionals	34
Manufacturing Supervisors	33
Bank Tellers And Related Clerks	32
Psychologists	30
Typists and Word Processing Operators	30
Announcers On Radio, Television and Other Media	29
Cloud Computing Professionals	29
Mathematicians, Actuaries and Statisticians	27
Computer Network Professionals	26
Physiotherapists	26
Hotel Managers	26
Accounting Associate Professionals	25
Shopkeepers	25
Training and Staff Development Professionals	25
Demonstrator, sales	25
Manager Health Care Services	25
Customs and Border Officials	25
Software Security Professionals	24
Other Process Control Technicians	23
Recreational/Cultural and Sporting Establishment Managers	23
Physiotherapy Technicians and Assistants	23
Manufacturing Managers	23
Bakers, Pastry-Cooks and Confectionery Makers	22
University and College Lecturers	22
Door-to-door Salespersons	22
Systems Administrators	22
Broadcasting and audio-visual technicians	22
Accounting And Book Keeping Clerks	21
General Office Clerks	20

OCCUPATIONS	No of Vacancies
Credit and Loans Officers	20
Fitness And Recreation Instructors and Programme Leaders	20
Dental Professionals	18
Supervisor, checkout	18
Aircraft Pilots and Related Associate Professionals	18
Other Teaching Professionals	18
Insurance Representatives	17
Crane, Hoist and Related Plant Operators	17
Food And Related Products Machine Operators	17
Clinical Officer	16
Life Science Technicians (Excluding Medical)	16
Product Graders And Testers (Excluding Foods and Beverages)	16
Securities and Finance Dealers And Brokers	15
Early Childhood Development Teachers	15
Internet of Things (IOT) Professional	15
Transport Conductors	15
Medical Imaging and Therapeutic Equipment Technicians	15
Micro and Small Enterprise Managers	15
Environmentalists and Related Professionals	14
Fashion and Other Models	14
Government Licensing Officials	13
Medical Secretaries	13
Hotel Receptionists	13
Chairperson and Members of Constitutional Offices and Commissions	13
Legal and Related Associate Professionals	12
Agricultural Managers	12
Database Designers And Administrators	12
Laundry Machine Operators	11
Valuers and Loss Assessors	11
Debt Collectors and Related Workers	10
Medical Records and Health Information Technicians	10
Other Cleaning Workers	10
Dental Assistants and Therapists	9
Applications Programmers	9
Fumigators and Other Pest And Weed Controllers	8
Clinical Officer Specialist	8
Legislators and Constitutional Officials	8
Other Government Regulatory Associate Professionals	8
Building Caretakers	8
PRINTERS	8
Audiologists and Speech Therapists	8
Nursing Associate Professionals	7

OCCUPATIONS	No of Vacancies
Government Tax And Excise Officials	7
Travel Guides	7
Ships' Deck Officers and Pilots	7
Vocational Education and Training Teachers	7
Other Artistic and Cultural Associate Professionals	7
Web Technicians	7
Production Clerks	6
Manager Child Care Services	6
Financial Analysts	6
Social Work and Counselling Professionals	6
Health Care Assistants	6
Veterinarians	6
Upholsterers and Related Workers	6
Interpreter	6
Chemists	6
Other Personal Care Workers in Health Services	6
Education Methods Specialists	6
Clay, Cement, Stone And Other Mineral Products Machine Operators	6
Physicist and Astronomers	6
Software Auditors	6
Medical and Pathology Laboratory Technicians	5
Medical and Dental Prosthetic Technicians	5
Trade Brokers	5
Aide, pre-school	5
Dieticians and Nutritionists	5
National Government Administrators	5
Sports Coaches, Instructors and Officials	5
Payroll Clerks	5
Examiner, driving	5
Medical Assistants	5
Precision-Instrument Makers and Repairers	5
Vehicle Cleaners	5
Specialist Nurses	5
Chemical Engineering Technicians	5
Geologist and Geophysicists	5
Hand Packers	5
Miners, Drillers and Quarries	4
Other Music Teachers	4
Veterinary Technicians And Assistants	4
Chemical Engineers and Technologists	4
Other Health Associate Professionals	4
Filing and Copying Clerks	4

OCCUPATIONS	No of Vacancies
Optometrists and Ophthalmic Opticians	4
Ambulance Workers	4
Astrologers, Fortune-tellers and Related Workers	4
Coding, Proof Reading And Related Clerks	4
Economists	4
Athletes and Sports Players	4
Special Needs Teachers	4
Electronics Mechanics And Servicers	4
Ships' Deck Crews and Related Workers	4
Telephone and Switchboard Operators	3
Metal Processing Plant Operators	3
Health Professionals	3
Journalists	3
Pet Groomers and Animal Care Workers	3
Information Communication Technology Trainers	3
Biologist, Botanist, Zoologists And Related Professionals	3
Midwifery Professionals	3
Well Drillers And Borers And Related Workers	3
Statistical, Finance and Insurance Clerks	2
Legal Secretaries	2
Ships' Engineers	2
Metal Polishers, Wheel Grinders and Tool Sharpeners	2
Metal Finishing, Plating and Coating Machine Operators	2
Toolmakers and Related Workers	2
Building Structure Cleaners	2
Agricultural Technicians	2
Solid Waste and Water Treatment Plant Operators	2
Chemical and Physical Science Technicians	2
Electrical Line Installers and Repairers	2
Fast-Food Preparers	2
Plastic Products Machine Operators	2
Service Station Attendants	2
Electrical Machinery and Equipments Mechanics And Fitters	2
Forestry and Environmental Managers	2
Other Administrative and Commercial Managers	2
County Government Administrators	2
Mining and Drilling Managers	2
Other Elementary Workers	2
Insulation Workers	2
Manager, Personal Care Cleaning	2
Library, Mail and Related Clerks	1
Computer Network Systems Technicians	1

OCCUPATIONS	No of Vacancies
Secretary/CEO of Constitutional Offices and Commissions	1
Air Traffic Safety Electronics Technicians	1
Railway Braker, Signal and Switch Operators	1
Survey And Market Research Interviewers	1
Environmental and Occupational Health Inspectors and Associates	1
Shelf Fillers	1
Other Legal Professionals	1
Senior Officials of Special Interest Organizations	1
Mining and Drilling Engineers, Metallurgists and Related Technologists	1
Agent, literary	1
Food and Beverage Tasters And Graders	1
Shoemakers And Related Workers	1
Telecommunications Engineering Technicians	1
Pharmaceutical Technicians and Assistants	1
Livestock Farm Labourers	1
Other Client Information Workers	1
Dancers and Choreographers	1
Agronomy and Forestry Technicians	1
Sewing Machine Operators	1
Pre-Press Technicians	1
Bio-Medical Engineering Professionals	1
Shotfirers and Blasters	1
Street Food Salespersons	1
DAIRY PRODUCTS MAKERS	1
Glaziers	1
Sweepers And Related Labourers	1

ANNEX IX. Q2 Most Sought Occupations in Qatar

OCCUPATIONS	No of Vacancies
Chefs	19486
Sales and Marketing Managers	6596
Policy and Planning Managers	5172
Mechanical Engineering Technicians	2917
Civil Engineers	2653
Civil Engineering Technicians	2454
Construction Supervisors	2339
Waiters	2181
Mechanical Engineers and Technologists	2055
Nurse, General	1662
Secondary Education Teachers	1627
National Government Administrators	1551
Domestic Cleaners And Helpers	1547
Pulp and Paper Process Control Technicians	1539
Database and Network Security Professionals	1511
Industrial and Production Engineers And Related Technologist	1280
Occupational Safety And Health Professionals	1205
Lifting Truck Operators	1068
Information and Communications Technology Sales Professionals	761
Information and Communication Technology Services Managers	751
Hand and Pedal Vehicle Drivers	703
Finance Managers	667
Accountants	665
Cleaners and Helpers In Offices, Hotels and Other Establishments	651
Systems Analysts	594
Shop Sales Assistants	586
Transport, Storage and Distribution Managers	537
Security Guards	489
Electrical Engineering Technicians	443
Cleaning and Housekeeping-Non Domestic	353
Human Resource Managers	344
Restaurant Managers	302
Human Resource and Careers Professionals	284
Specialist Medical Practitioners	282
Software Developers	278
Draughts Persons	276
Cooks	270
Beauticians and Related Workers	265
Surveyors And Cartographers	248
Management and Organization Analysts	246
Commercial Sales Representatives	232

OCCUPATIONS	No of Vacancies
Messengers, Package Deliverers and Luggage Porters	228
Bank Tellers And Related Clerks	227
Welders and Flame Cutters	210
Micro and Small Enterprise Managers	208
Shelf Fillers	202
Office Supervisors	200
Electrical Engineers	191
Carpenters And Joiners	167
Freight Handlers	163
Receptionists (General)	152
Librarians and Related Information Professionals	147
Car, Taxi and Van Drivers	139
Petroleum And Natural Gas Refining Plant Operators	138
Construction and Utilities Managers	135
Managing Directors and Chief Executives	129
Metal Working Machine Tool Setters and Operators	125
Other Physical and Engineering Science Technicians	124
Credit and Loans Officers	120
Telecommunications Engineers	119
Geologist and Geophysicists	115
Policy Administration Professionals	114
Accounting And Book Keeping Clerks	112
Other Protective Service Workers	110
Building and Related Electricians	105
Home-Based Personal Care Workers	101
Other Engineering Professionals	100
Plumbers and Pipe Fitters	90
Heavy Truck and Lorry Drivers	87
Electronics Engineers	86
Primary School Teachers	83
Advertising and Marketing Professionals	80
Stock Clerks	77
Hotel Managers	75
Lawyers	74
Bartenders	67
Information and Communication Technology User Support Technicians	64
Administrative and Executive Secretaries	61
Child Care Workers	60
Other Language Teachers	59
Potters, Ceramicists and Related Workers	57
Manufacturing Supervisors	56

OCCUPATIONS	No of Vacancies
Authors and Related Writers	55
Contact Centre Information Clerks	55
Painters and Related Workers	54
Architects and Town Planners	53
Real Estate Agents And Property Agents	51
Buyers	47
Manufacturing Managers	45
Press Liaison officer	43
Technical and Medical Sales Professionals (Excluding ICT)	42
Training and Staff Development Professionals	37
Financial and Investment Advisers	36
Electronics Engineering Technicians	35
Conference and Event Planners	32
Photographers	28
Recreational/Cultural and Sporting Establishment Managers	27
University and College Lecturers	26
Crane, Hoist and Related Plant Operators	25
Public Relations And Advertising Managers	24
Travel Consultants and Clerks	23
Broadcasting and audio-visual technicians	23
Physiotherapists	22
Office Secretaries	21
Cloud Computing Professionals	21
Environmentalists and Related Professionals	21
Mathematicians, Actuaries and Statisticians	19
Sculptor	19
Motor Vehicle And Motor Cycle Mechanics Repairers	19
Fighter, fire	18
Companions and Valets	18
Kitchen Helpers	18
Agriculturalists And Related Professionals	17
Fitness And Recreation Instructors and Programme Leaders	16
Real Estate and Travel Agency Managers	16
Personnel Clerks	16
Power Production Plant Operators	15
Hand Launderers And Pressers	14
Tailors, Dressmakers, Furriers And Hatters	14
Film, Stage and Related Directors and Producers	14
Software Security Professionals	13
Telephone and Switchboard Operators	13
Interior Designers And Decorators	12
Early Childhood Development Teachers	12

OCCUPATIONS	No of Vacancies
Web Technicians	12
Theatre and Media Production Managers	12
Bus and Tram Drivers	12
Aircraft Pilots and Related Associate Professionals	12
Accounting Associate Professionals	11
Bakers, Pastry-Cooks and Confectionery Makers	11
Manager, Personal Care Cleaning	11
Manager Health Care Services	11
Well Drillers And Borers And Related Workers	11
General Office Clerks	10
Air Traffic Safety Electronics Technicians	10
Vocational Education and Training Teachers	10
Contact Centre Salespersons	10
Web and Multimedia Developers	10
Dental Professionals	10
Machine Learning Engineer	9
General Medical Practitioners	9
Research Planning and Development Managers	9
Pharmaceutical Professionals	9
Trade Brokers	9
Agricultural and Industrial Machinery Mechanics and Repairers	8
Demonstrator, sales	8
Mining and Drilling Supervisors	8
Database Designers And Administrators	8
Chemists	8
Other Manufacturing Labourers	8
Building Caretakers	7
Medical Imaging and Therapeutic Equipment Technicians	7
Production Clerks	7
Chemical and Physical Science Technicians	7
Ships' Deck Officers and Pilots	6
Economists	6
Social Work and Counselling Professionals	6
Special Needs Teachers	6
Financial Analysts	6
Education Methods Specialists	6
Other Teaching Professionals	6
Other Arts Teachers	6
Hairdressers	6
Forestry and Environmental Managers	6
Odd Job Persons	5
Systems Administrators	5

OCCUPATIONS	No of Vacancies
Other Music Teachers	5
Plastic Products Machine Operators	5
Mining and Drilling Engineers, Metallurgists and Related Technologists	5
Pet Groomers and Animal Care Workers	5
Veterinarians	4
Clerk, air transport operations	4
Filing and Copying Clerks	4
Motorcycle Drivers	4
Supervisor, checkout	4
Earthmoving and Related Plant Operators	4
Dieticians and Nutritionists	4
Gardener, Horticultural and Nursery Grower	4
Clearing and Forwarding Agents	4
Chemical Engineers and Technologists	4
Government Social Benefits Officials	4
Computer Network Professionals	4
Mail Carriers And Sorting Clerks	4
Cashiers and Ticket Clerks	4
Vehicle Cleaners	4
Agent, literary	4
Chemical Processing Plant Controllers	4
Information Communication Technology Trainers	4
Data Entry Clerks	4
PRINTERS	3
Ships' Engineers	3
Agricultural Managers	3
Music Composer	3
Ambulance Workers	3
Air Traffic Controllers	3
Applications Programmers	3
Chemical Engineering Technicians	3
Securities and Finance Dealers And Brokers	3
Mobile Farm And Forestry Plant Operators	3
Clinical Officer	3
Other Health Associate Professionals	3
Internet of Things (IOT) Professional	3
Packing, Bottling and Labelling Machine Operators	3
Valuers and Loss Assessors	3
Door-to-door Salespersons	2
Senior Officials of Special Interest Organizations	2
Aquaculture and Fisheries Production Manager	2
Riggers and Cable Splicers	2

OCCUPATIONS	No of Vacancies
Government Licensing Officials	2
Sociologists, Anthropologists and Related Professionals	2
Interpreter	2
Hotel Receptionists	2
Sewing Embroidery and Related Workers	2
Information and Communications Technology Installers And Servicers	2
Legal Secretaries	2
Jurists/Judges	2
Psychologists	2
Other Artistic and Cultural Associate Professionals	2
Health Care Assistants	2
Domestic Housekeepers	2
Journalists	2
Laundry Machine Operators	2
Metal Moulders and Coremakers	2
Food and Beverage Tasters And Graders	2
Floor Layers And Tile Setters	2
Livestock and Dairy Producers	2
Audiologists and Speech Therapists	2
Insurance Representatives	2
Other Government Regulatory Associate Professionals	2
Aide, pre-school	2
Butchers, Fishmongers And Related Food Preparers	2
Precision-Instrument Makers and Repairers	1
Biologist, Botanist, Zoologists And Related Professionals	1
Medical and Pathology Laboratory Technicians	1
Manager Child Care Services	1
Inquiry Clerks	1
Archivists and Curators	1
Employment Agents And Contractors	1
Government Tax And Excise Officials	1
Concrete Placers, Concrete Finishers and Related Workers	1
Travel Guides	1
Ships' Deck Crews and Related Workers	1
Blacksmiths, Hammersmiths and Forging Press Workers	1
Other Administrative and Commercial Managers	1
Customs and Border Officials	1
Steam Engine and Boiler Operators	1
Environmental and Occupational Health Inspectors and Associates	1
Metal Finishing, Plating and Coating Machine Operators	1
Software Auditors	1
Mixed Crop And Livestock Farm Labourers	1

OCCUPATIONS	No of Vacancies
Medical Secretaries	1
Specialist Nurses	1
Typists and Word Processing Operators	1
Sheet Metal Workers	1
Wood Processing Plant Operators	1
Athletes and Sports Players	1
Physicist and Astronomers	1
Sports Coaches, Instructors and Officials	1
Shopkeepers	1
Paper Products Machine Operators	1
Fashion and Other Models	1
Police Inspectors and Detectives	1
Attendant, bar: food service	1
Service Station Attendants	1
Agronomy and Forestry Technicians	1
Bricklayers and Related Workers	1
Chairperson and Members of Constitutional Offices and Commissions	1
Spray Painters and Varnishers	1
Stall and Market Salespersons	1
Pharmaceutical Technicians and Assistants	1
Other Client Information Workers	1
Other Building Frame and Related Trades Workers	1

ANNEX X. Q4 Most Sought Occupations in Austria

occupations	No of Vacancies
Chefs	1808
Cooks	1635
Commercial Sales Representatives	1509
Sales and Marketing Managers	888
Management and Organization Analysts	741
Software Developers	716
Metal Working Machine Tool Setters and Operators	653
Electrical Engineering Technicians	602
Construction and Utilities Managers	521
Accountants	438
Waiters	429
Receptionists (General)	404
Nursing Associate Professionals	389
Mechanical Engineers and Technologists	336
Nurse, General	330
Recreational/Cultural and Sporting Establishment Managers	322
Policy and Planning Managers	271
Cleaners and Helpers In Offices, Hotels and Other Establishments	257
Administrative and Executive Secretaries	250
Human Resource and Careers Professionals	246
Systems Analysts	240
Clerk, air transport operations	235
Office Supervisors	233
Cloud Computing Professionals	229
Advertising and Marketing Professionals	227
Electrical Engineers	217
Mechanical Engineering Technicians	217
Finance Managers	199
Restaurant Managers	166
Other Manufacturing Labourers	157
Home-Based Personal Care Workers	152
Stock Clerks	148
General Office Clerks	145
Pulp and Paper Process Control Technicians	145
Freight Handlers	145
Shop Sales Assistants	143
Production Clerks	131
Information and Communication Technology Services Managers	131
Micro and Small Enterprise Managers	131
Bartenders	126
Civil Engineers	126

occupations	No of Vacancies
Transport, Storage and Distribution Managers	124
Civil Engineering Technicians	122
Buyers	119
Technical and Medical Sales Professionals (Excluding ICT)	119
Kitchen Helpers	118
Cleaning and Housekeeping-Non Domestic	115
Building and Related Electricians	114
Accounting Associate Professionals	114
General Medical Practitioners	112
Electronics Engineers	109
Contact Centre Information Clerks	109
Specialist Medical Practitioners	106
Financial and Investment Advisers	103
Other Process Control Technicians	101
Internet of Things (IOT) Professional	101
Information and Communication Technology User Support Technicians	97
Building Construction Labourers	97
Messengers, Package Deliverers and Luggage Porters	94
Hotel Receptionists	92
Health Care Assistants	90
Web and Multimedia Developers	89
Hotel Managers	89
Human Resource Managers	87
Child Care Workers	86
Heavy Truck and Lorry Drivers	83
Lawyers	82
Early Childhood Development Teachers	80
Lifting Truck Operators	78
Car, Taxi and Van Drivers	76
Real Estate Agents And Property Agents	76
Applications Programmers	75
Interior Designers And Decorators	74
Travel Consultants and Clerks	74
Machine Learning Engineer	73
Managing Directors and Chief Executives	68
Conference and Event Planners	66
Physiotherapists	65
Contact Centre Salespersons	64
Information and Communications Technology Sales Professionals	63
Agriculturalists And Related Professionals	63
Social Work and Counselling Professionals	62
Draughts Persons	61

occupations	No of Vacancies
Electronics Engineering Technicians	60
Database Designers And Administrators	57
Motor Vehicle And Motor Cycle Mechanics Repairers	56
Carpenters And Joiners	55
Real Estate and Travel Agency Managers	54
Power Production Plant Operators	50
Domestic Cleaners And Helpers	46
Beauticians and Related Workers	46
Database and Network Security Professionals	46
Bank Tellers And Related Clerks	44
University and College Lecturers	43
Shopkeepers	42
Sculptor	41
Mathematicians, Actuaries and Statisticians	40
Clinical Officer Specialist	40
Welders and Flame Cutters	37
Bakers, Pastry-Cooks and Confectionery Makers	36
Insurance Representatives	36
Construction Supervisors	35
Press Liaison officer	34
Manufacturing Supervisors	34
Plumbers and Pipe Fitters	33
Systems Administrators	33
Electrical Machinery and Equipments Mechanics And Fitters	33
Medical Assistants	32
Toolmakers and Related Workers	31
Manager Health Care Services	29
Domestic Housekeepers	27
Training and Staff Development Professionals	27
Software Security Professionals	26
Agricultural and Industrial Machinery Mechanics and Repairers	26
Personnel Clerks	24
Sign Writers, Decorative Painters, Engravers And Etchers	24
Computer Network Professionals	23
Clearing and Forwarding Agents	22
Public Relations And Advertising Managers	22
Security Guards	21
Occupational Safety And Health Professionals	20
National Government Administrators	20
Architects and Town Planners	20
Cashiers and Ticket Clerks	20
Social Work Associate Professionals	19

occupations	No of Vacancies
Psychologists	17
Earthmoving and Related Plant Operators	16
Hand Packers	16
Authors and Related Writers	15
Office Secretaries	15
Vehicle Cleaners	15
Film, Stage and Related Directors and Producers	14
Bricklayers and Related Workers	14
Interpreter	13
Telephone and Switchboard Operators	13
Accounting And Book Keeping Clerks	13
Painters and Related Workers	13
Service Station Attendants	12
Medical Imaging and Therapeutic Equipment Technicians	11
Other Physical and Engineering Science Technicians	11
Veterinarians	10
Structural Metal Preparers And Erectors	10
Information Communication Technology Trainers	10
Manufacturing Managers	9
Crane, Hoist and Related Plant Operators	9
Pharmaceutical Professionals	9
Other Artistic and Cultural Associate Professionals	9
Other Protective Service Workers	8
Research Planning and Development Managers	8
Policy Administration Professionals	8
Payroll Clerks	8
Locomotive Engine Drivers	8
Butchers, Fishmongers And Related Food Preparers	8
Roofers	8
Industrial and Production Engineers And Related Technologist	8
Mining and Metallurgical Technicians	7
Chemical Engineering Technicians	7
Companions and Valets	7
Building Structure Cleaners	7
Software Auditors	7
Customs and Border Officials	6
Data Entry Clerks	6
Valuers and Loss Assessors	6
Chemical Engineers and Technologists	6
Bio-Medical Engineering Professionals	6
Bus and Tram Drivers	6
Dieticians and Nutritionists	6

occupations	No of Vacancies
Floor Layers And Tile Setters	6
Education Methods Specialists	6
Gardener, Horticultural and Nursery Grower	6
Environmentalists and Related Professionals	6
Chemists	5
Dental Assistants and Therapists	5
Financial Analysts	5
Special Needs Teachers	5
Librarians and Related Information Professionals	5
Hairdressers	5
Tailors, Dressmakers, Furriers And Hatters	5
Geologist and Geophysicists	4
Stall and Market Salespersons	4
Civil Engineering Labourers	4
Community Health Workers	4
Food And Related Products Machine Operators	4
Audiologists and Speech Therapists	4
Fitness And Recreation Instructors and Programme Leaders	4
Building Caretakers	4
Attendant, bar: food service	4
Surveyors And Cartographers	3
Debt Collectors and Related Workers	3
Primary School Teachers	3
Photographers	3
PRINTERS	3
Dental Professionals	3
Medical Secretaries	3
Meteorologists	3
Life Science Technicians (Excluding Medical)	3
Funeral Home Attendants	3
Medical and Dental Prosthetic Technicians	3
Other Government Regulatory Associate Professionals	3
Physiotherapy Technicians and Assistants	2
Legal Secretaries	2
Street Food Salespersons	2
Jewellery and Precious Metal Workers	2
Secondary Education Teachers	2
Pre-Press Technicians	2
Other Music Teachers	2
PRINT FINISHING AND BINDING WORKERS	2
Other Language Teachers	2
Plastic Products Machine Operators	2
Vocational Education and Training Teachers	2

occupations	No of Vacancies
Riggers and Cable Splicers	2
Securities and Finance Dealers And Brokers	2
Biologist, Botanist, Zoologists And Related Professionals	2
Examiner, driving	2
Archivists and Curators	2
Mail Carriers And Sorting Clerks	2
Hand Launderers And Pressers	2
Optometrists and Ophthalmic Opticians	2
Agricultural Technicians	1
Computer Network Systems Technicians	1
Other Administrative and Commercial Managers	1
Supervisor, checkout	1
Farm Labourers	1
Physicist and Astronomers	1
Paper Products Machine Operators	1
Library, Mail and Related Clerks	1
Hydrologists	1
Legal and Related Associate Professionals	1
Survey And Market Research Interviewers	1
Spray Painters and Varnishers	1
Fighter, fire	1
Demonstrator, sales	1
Veterinary Technicians And Assistants	1
Travel Attendants and Travel Stewards	1
Other Elementary Workers	1
Plasterers	1
Insulation Workers	1
Health Professionals	1
Legislators and Constitutional Officials	1
Theatre and Media Production Managers	1

ANNEX XI. Q2 Most Sought Occupations in Saudi Arabia

OCCUPATIONS	No of Vacancies
Domestic Cleaners And Helpers	423039
Cleaning and Housekeeping-Non Domestic	35829
Waiters	20422
Cleaners and Helpers In Offices, Hotels and Other Establishments	16007
Car, Taxi and Van Drivers	15894
Nurse, General	14039
Bus and Tram Drivers	11875
Stock Clerks	10246
Bartenders	6695
Bricklayers and Related Workers	6386
Database and Network Security Professionals	4631
Building and Related Electricians	4552
Domestic Housekeepers	3914
Civil Engineers	3452
Information and Communication Technology Services Managers	3299
Carpenters And Joiners	3047
Child Care Workers	2747
Mixed Crop And Livestock Farm Labourers	2668
Security Guards	2062
Health Care Assistants	2011
Electronics Engineers	1856
Plumbers and Pipe Fitters	1792
Sales and Marketing Managers	1546
Management and Organization Analysts	1504
Heavy Truck and Lorry Drivers	1463
Building Construction Labourers	1444
Motorcycle Drivers	1406
Farm Labourers	1290
Receptionists (General)	1188
Hand and Pedal Vehicle Drivers	1150
Software Security Professionals	1121
Technical and Medical Sales Professionals (Excluding ICT)	1106
Hairdressers	1056
Recreational/Cultural and Sporting Establishment Managers	1046
Chefs	1046
Street and Related Service Workers	1040
Motor Vehicle And Motor Cycle Mechanics Repairers	1037
Deep Sea Fishery Workers	1000
Other Protective Service Workers	994
Policy and Planning Managers	978
Commercial Sales Representatives	952

OCCUPATIONS	No of Vacancies
Construction and Utilities Managers	888
Transport, Storage and Distribution Managers	840
Finance Managers	830
Shop Sales Assistants	830
Welders and Flame Cutters	753
Human Resource and Careers Professionals	679
Forestry and Related Workers	652
Accountants	650
Sculptor	627
Primary School Teachers	619
Other Building Frame and Related Trades Workers	614
Managing Directors and Chief Executives	573
Contact Centre Salespersons	539
Paper Products Machine Operators	521
Government Licensing Officials	511
Plasterers	501
Specialist Medical Practitioners	497
Laundry Machine Operators	471
Information and Communications Technology Sales Professionals	454
Glaziers	420
Garbage and Recycling Collectors	401
Other Manufacturing Labourers	400
Interior Designers And Decorators	347
Electrical Engineers	343
Occupational Safety And Health Professionals	322
Office Supervisors	321
Hand Launderers And Pressers	305
Mechanical Engineering Technicians	301
Financial and Investment Advisers	290
Systems Analysts	272
Software Developers	265
Restaurant Managers	264
Architects and Town Planners	260
Sheet Metal Workers	255
Secondary Education Teachers	240
Mining and Drilling Supervisors	233
Food and Beverage Tasters And Graders	229
Office Secretaries	228
Computer Network Systems Technicians	217
Painters and Related Workers	211
Field Crop and Vegetable Growers	202
Locomotive Engine Drivers	200
Human Resource Managers	197

OCCUPATIONS	No of Vacancies
Civil Engineering Technicians	188
Electrical Engineering Technicians	187
Buyers	171
Draughts Persons	169
Administrative and Executive Secretaries	165
Car Sales and Hire Assistants	165
Power Production Plant Operators	162
Lifting Truck Operators	161
Metal Working Machine Tool Setters and Operators	153
Information and Communication Technology User Support Technicians	151
Cooks	145
Riggers and Cable Splicers	135
Public Relations And Advertising Managers	134
Mechanical Engineers and Technologists	131
Machine Learning Engineer	129
Manufacturing Managers	120
Contact Centre Information Clerks	117
Film, Stage and Related Directors and Producers	116
Fitness And Recreation Instructors and Programme Leaders	111
Product Graders And Testers (Excluding Foods and Beverages)	107
Metal Finishing, Plating and Coating Machine Operators	100
Spray Painters and Varnishers	100
Bleaching, Dyeing and Fabric Cleaning Machine Operators	100
Telecommunications Engineers	95
Social Work and Counselling Professionals	88
Advertising and Marketing Professionals	86
Shelf Fillers	84
Information Communication Technology Trainers	76
Clinical Officer Specialist	73
Civil Engineering Labourers	71
Database Designers And Administrators	70
Hotel Managers	69
Electronics Engineering Technicians	63
Authors and Related Writers	61
Lawyers	60
Other Physical and Engineering Science Technicians	59
Gardener, Horticultural and Nursery Grower	57
Librarians and Related Information Professionals	56
Early Childhood Development Teachers	56
Kitchen Helpers	55
Research Planning and Development Managers	54
Bank Tellers And Related Clerks	54
Home-Based Personal Care Workers	50

OCCUPATIONS	No of Vacancies
Cloud Computing Professionals	50
Personnel Clerks	46
Environmentalists and Related Professionals	46
Press Liaison officer	44
Real Estate Agents And Property Agents	42
Other Engineering Professionals	41
Real Estate and Travel Agency Managers	38
Clerk, air transport operations	38
Training and Staff Development Professionals	38
Micro and Small Enterprise Managers	38
General Medical Practitioners	37
Accounting And Book Keeping Clerks	36
Insurance Representatives	36
Companions and Valets	32
Social Work Associate Professionals	31
National Government Administrators	30
Data Entry Clerks	30
Food And Related Products Machine Operators	29
University and College Lecturers	29
Medical and Pathology Laboratory Technicians	29
Freight Handlers	28
Beauticians and Related Workers	28
Internet of Things (IOT) Professional	28
Surveyors And Cartographers	27
Education Methods Specialists	27
Chemical Engineering Technicians	27
Pulp and Paper Process Control Technicians	26
Specialist Nurses	26
Conference and Event Planners	26
Bakers, Pastry-Cooks and Confectionery Makers	25
Software Auditors	24
Butchers, Fishmongers And Related Food Preparers	24
Other Artistic and Cultural Associate Professionals	24
Theatre and Media Production Managers	23
Systems Administrators	21
Manufacturing Supervisors	21
Debt Collectors and Related Workers	20
Aircraft Pilots and Related Associate Professionals	20
Travel Consultants and Clerks	19
Web and Multimedia Developers	18
Supervisor, checkout	18
Hotel Receptionists	18

OCCUPATIONS	No of Vacancies
Dental Assistants and Therapists	17
Agricultural Managers	17
Other Process Control Technicians	17
Computer Network Professionals	17
Industrial and Production Engineers And Related Technologist	17
Messengers, Package Deliverers and Luggage Porters	17
Dieticians and Nutritionists	16
Payroll Clerks	16
Legal and Related Associate Professionals	16
Tailors, Dressmakers, Furriers And Hatters	16
Photographers	15
Valuers and Loss Assessors	15
Vocational Education and Training Teachers	15
Construction Supervisors	15
Ambulance Workers	15
Forestry and Environmental Managers	15
Physiotherapy Technicians and Assistants	14
Electronics Mechanics And Servicers	14
Chemical Engineers and Technologists	14
Manager, Personal Care Cleaning	13
Traditional and Complementary Medicine Professionals	13
Manager Health Care Services	13
General Office Clerks	13
Chemists	11
Travel Attendants and Travel Stewards	11
Mathematicians, Actuaries and Statisticians	11
Veterinarians	11
Pharmaceutical Professionals	11
Survey And Market Research Interviewers	10
Street Vendors (Excluding Food)	10
Other Health Associate Professionals	10
Credit and Loans Officers	10
Policy Administration Professionals	10
Geologist and Geophysicists	10
Accounting Associate Professionals	10
Web Technicians	9
Optometrists and Ophthalmic Opticians	9
Fighter, fire	9
Biologist, Botanist, Zoologists And Related Professionals	9
Government Social Benefits Officials	9
Environmental and Occupational Health Inspectors and Associates	8
Attendant, bar: food service	8

OCCUPATIONS	No of Vacancies
Dental Professionals	8
Medical Imaging and Therapeutic Equipment Technicians	8
Broadcasting and audio-visual technicians	8
Physiotherapists	8
Structural Metal Preparers And Erectors	7
Metal Production Process Controllers	7
Legislators and Constitutional Officials	7
Economists	7
Well Drillers And Borers And Related Workers	7
Mail Carriers And Sorting Clerks	7
Odd Job Persons	6
Chairperson and Members of Constitutional Offices and Commissions	6
Agricultural and Industrial Machinery Mechanics and Repairers	6
Information and Communications Technology Operations Technicians	6
Other Government Regulatory Associate Professionals	6
Crane, Hoist and Related Plant Operators	5
County Government Administrators	5
Athletes and Sports Players	5
Floor Layers And Tile Setters	5
Legal Secretaries	5
Statistical, Finance and Insurance Clerks	5
Customs and Border Officials	5
Cashiers and Ticket Clerks	5
Telephone and Switchboard Operators	5
Blacksmiths, Hammersmiths and Forging Press Workers	4
Other Client Information Workers	4
Building Caretakers	4
Government Tax And Excise Officials	4
Employment Agents And Contractors	4
Securities and Finance Dealers And Brokers	4
Travel Guides	4
Air Conditioning and Refrigeration Mechanics	4
Police Inspectors and Detectives	3
Interpreter	3
Ships' Deck Officers and Pilots	3
Medical Records and Health Information Technicians	3
Underwater Divers	3
Fast-Food Preparers	3
Clay, Cement, Stone And Other Mineral Products Machine Operators	3
Manager Child Care Services	3
Sociologists, Anthropologists and Related Professionals	3
Production Clerks	3
Sports Coaches, Instructors and Officials	3

OCCUPATIONS	No of Vacancies
Sign Writers, Decorative Painters, Engravers And Etchers	3
Earthmoving and Related Plant Operators	3
Audiologists and Speech Therapists	3
Shopkeepers	3
Financial Analysts	3
Other Elementary Workers	3
Upholsterers and Related Workers	3
Petroleum And Natural Gas Refining Plant Operators	3
Sewing Machine Operators	2
Tree And Shrub Crop Grower	2
Blaster, sand: stonecutting	2
Service Station Attendants	2
Air Traffic Safety Electronics Technicians	2
Typists and Word Processing Operators	2
Vehicle Cleaners	2
Fashion and Other Models	2
Solid Waste and Water Treatment Plant Operators	2
Journalists	2
Metal Moulders and Coremakers	2
Clearing and Forwarding Agents	2
Stall and Market Salespersons	2
Beater, game	2
Veterinary Technicians And Assistants	2
Other Assemblers	1
Other Business Service Managers Not Elsewhere Classified	1
Electrical Machinery and Equipments Mechanics And Fitters	1
Psychologists	1
Pharmaceutical Technicians and Assistants	1
Metal Processing Plant Operators	1
Nursing Associate Professionals	1
Archivists and Curators	1
Mining and Drilling Engineers, Metallurgists and Related Technologists	1
Filing and Copying Clerks	1
Glass and Ceramics Plant Operators	1
Midwifery Professionals	1
Air Traffic Controllers	1
Other Administrative and Commercial Managers	1
Coding, Proof Reading And Related Clerks	1
Other Animal Producers	1
Agriculturalists And Related Professionals	1
Other Arts Teachers	1
Refuse Sorters	1
Mining and Drilling Managers	1

ANNEX XII.Q2 Most Sought Occupations in Kuwait

OCCUPATIONS	No of Vacancies
Bartenders	5604
Waiters	5569
Nurse, General	4717
Car, Taxi and Van Drivers	2697
Commercial Sales Representatives	1461
Heavy Truck and Lorry Drivers	1419
Civil Engineers	1177
Cleaning and Housekeeping-Non Domestic	1107
Motorcycle Drivers	578
Receptionists (General)	573
Door-to-door Salespersons	522
Security Guards	457
Plumbers and Pipe Fitters	304
Paper Products Machine Operators	300
Motor Vehicle And Motor Cycle Mechanics Repairers	290
Management and Organization Analysts	222
Welders and Flame Cutters	207
Secondary Education Teachers	202
Mechanical Engineering Technicians	190
Building and Related Electricians	177
Accountants	164
Sales and Marketing Managers	163
Policy and Planning Managers	154
Cleaners and Helpers In Offices, Hotels and Other Establishments	151
Finance Managers	132
Administrative and Executive Secretaries	127
Carpenters And Joiners	122
Cooks	121
Chefs	117
Mechanical Engineers and Technologists	116
Painters and Related Workers	115
Electrical Engineers	107
Floor Layers And Tile Setters	104
Other Protective Service Workers	101
Real Estate Agents And Property Agents	95
Software Developers	93
Human Resource and Careers Professionals	92
Advertising and Marketing Professionals	85
Technical and Medical Sales Professionals (Excluding ICT)	82
Press Liaison officer	82
Other Building Frame and Related Trades Workers	79

OCCUPATIONS	No of Vacancies
Buyers	78
Stock Clerks	73
Specialist Medical Practitioners	64
Beauticians and Related Workers	63
Sheet Metal Workers	56
Information and Communications Technology Sales Professionals	55
Food And Related Products Machine Operators	55
Bus and Tram Drivers	50
Transport, Storage and Distribution Managers	50
Industrial and Production Engineers And Related Technologist	50
Clerk, air transport operations	47
Sculptor	46
Occupational Safety And Health Professionals	46
Contact Centre Information Clerks	45
Shop Sales Assistants	42
Primary School Teachers	41
Nursing Associate Professionals	40
Managing Directors and Chief Executives	39
Architects and Town Planners	38
Systems Analysts	38
University and College Lecturers	37
Agricultural and Industrial Machinery Mechanics and Repairers	36
Lawyers	36
Theatre and Media Production Managers	35
Hairdressers	34
Electrical Engineering Technicians	34
Electronics Engineering Technicians	33
Office Supervisors	33
Electronics Engineers	31
Kitchen Helpers	30
Bank Tellers And Related Clerks	30
Construction and Utilities Managers	29
Riggers and Cable Splicers	28
Interior Designers And Decorators	27
Real Estate and Travel Agency Managers	27
Early Childhood Development Teachers	26
Restaurant Managers	26
Draughts Persons	26
Civil Engineering Technicians	25
Laundry Machine Operators	24
Public Relations And Advertising Managers	24

OCCUPATIONS	No of Vacancies
Physiotherapy Technicians and Assistants	24
Research Planning and Development Managers	23
Surveyors And Cartographers	23
Data Entry Clerks	21
Librarians and Related Information Professionals	21
Financial and Investment Advisers	20
Information and Communication Technology User Support Technicians	20
Contact Centre Salespersons	20
Hotel Managers	19
Construction Supervisors	19
Conference and Event Planners	19
Fitness And Recreation Instructors and Programme Leaders	19
Personnel Clerks	19
Telecommunications Engineers	18
Travel Consultants and Clerks	18
Web and Multimedia Developers	18
Hotel Receptionists	17
Other Engineering Professionals	17
Database and Network Security Professionals	17
Pulp and Paper Process Control Technicians	17
Training and Staff Development Professionals	17
Government Licensing Officials	17
Other Physical and Engineering Science Technicians	17
Office Secretaries	16
Micro and Small Enterprise Managers	16
Spray Painters and Varnishers	16
Economists	15
Information and Communication Technology Services Managers	15
Bakers, Pastry-Cooks and Confectionery Makers	15
Human Resource Managers	15
Software Security Professionals	14
Photographers	14
Machine Learning Engineer	13
Policy Administration Professionals	13
Systems Administrators	13
Other Teaching Professionals	13
Mathematicians, Actuaries and Statisticians	12
General Medical Practitioners	11
Broadcasting and audio-visual technicians	11
Environmentalists and Related Professionals	11
Recreational/Cultural and Sporting Establishment Managers	10
Special Needs Teachers	10

OCCUPATIONS	No of Vacancies
Accounting And Book Keeping Clerks	10
Companions and Valets	10
Messengers, Package Deliverers and Luggage Porters	9
Manager Health Care Services	9
Mining and Drilling Supervisors	9
Education Methods Specialists	9
Other Language Teachers	8
Information Communication Technology Trainers	8
Other Process Control Technicians	8
Chemical Engineering Technicians	8
Securities and Finance Dealers And Brokers	8
Customs and Border Officials	8
Manufacturing Supervisors	8
Social Work and Counselling Professionals	8
Metal Working Machine Tool Setters and Operators	7
Authors and Related Writers	7
Crane, Hoist and Related Plant Operators	7
Accounting Associate Professionals	7
Legal and Related Associate Professionals	7
Shopkeepers	7
Production Clerks	7
Chemical Engineers and Technologists	7
Audiologists and Speech Therapists	7
Physiotherapists	7
Attendant, bar: food service	6
Statistical, Finance and Insurance Clerks	6
Air Traffic Controllers	6
Medical Secretaries	6
Ambulance Workers	6
Other Music Teachers	6
Dental Professionals	6
Interpreter	6
Pharmaceutical Professionals	6
Cloud Computing Professionals	6
Software Auditors	6
Fashion and Other Models	6
Freight Handlers	5
Psychologists	5
Legal Secretaries	5
Fast-Food Preparers	5
Specialist Nurses	5
Mining and Drilling Engineers, Metallurgists and Related Technologists	5

OCCUPATIONS	No of Vacancies
Insurance Representatives	5
Tailors, Dressmakers, Furriers And Hatters	5
Computer Network Professionals	5
General Office Clerks	4
Butchers, Fishmongers And Related Food Preparers	4
Veterinarians	4
Travel Attendants and Travel Stewards	4
Clearing and Forwarding Agents	4
Aircraft Pilots and Related Associate Professionals	4
Valuers and Loss Assessors	4
Database Designers And Administrators	4
Chemists	4
Debt Collectors and Related Workers	4
Physicist and Astronomers	3
PRINTERS	3
Hand Packers	3
Medical and Dental Prosthetic Technicians	3
Trade Brokers	3
Social Work Associate Professionals	3
Examiner, driving	3
Other Government Regulatory Associate Professionals	3
Aircraft Engine Mechanics and Repairers	3
Geologist and Geophysicists	3
Chairperson and Members of Constitutional Offices and Commissions	3
Upholsterers and Related Workers	3
Government Tax And Excise Officials	3
Supervisor, checkout	3
Medical Records and Health Information Technicians	3
Fumigators and Other Pest And Weed Controllers	3
Vehicle Cleaners	3
Announcers On Radio, Television and Other Media	2
Product Graders And Testers (Excluding Foods and Beverages)	2
Well Drillers And Borers And Related Workers	2
Hand and Pedal Vehicle Drivers	2
Child Care Workers	2
Mail Carriers And Sorting Clerks	2
Glaziers	2
Power Production Plant Operators	2
Hand Launderers And Pressers	2
Odd Job Persons	2
Refuse Sorters	2
Metal Polishers, Wheel Grinders and Tool Sharpeners	2
Structural Metal Preparers And Erectors	2

OCCUPATIONS	No of Vacancies
Life Science Technicians (Excluding Medical)	2
Optometrists and Ophthalmic Opticians	2
Agent, literary	2
Other Health Associate Professionals	2
Gardener, Horticultural and Nursery Grower	2
Stall and Market Salespersons	2
Service Station Attendants	2
Insulation Workers	2
Medical Imaging and Therapeutic Equipment Technicians	2
Credit and Loans Officers	2
Information and Communications Technology Installers And Servicers	2
Jewellery and Precious Metal Workers	2
Payroll Clerks	2
Athletes and Sports Players	2
Internet of Things (IOT) Professional	1
Agriculturalists And Related Professionals	1
Financial Analysts	1
Blacksmiths, Hammersmiths and Forging Press Workers	1
Manufacturing Managers	1
Metal Production Process Controllers	1
Other Assemblers	1
Sewing Embroidery and Related Workers	1
Health Professionals	1
Other Elementary Workers	1
Street Vendors (Excluding Food)	1
Film, Stage and Related Directors and Producers	1
Manager, Personal Care Cleaning	1
Agricultural Technicians	1
Handicraft Workers In Textile, Leather And Related Materials	1
Solid Waste and Water Treatment Plant Operators	1
Pet Groomers and Animal Care Workers	1
Precision-Instrument Makers and Repairers	1
Aide, pre-school	1
Library, Mail and Related Clerks	1
Filing and Copying Clerks	1
Plastic Products Machine Operators	1
Food and Beverage Tasters And Graders	1
Traditional and Complementary Medicine Professionals	1
Biologist, Botanist, Zoologists And Related Professionals	1
Typists and Word Processing Operators	1
Bricklayers and Related Workers	1
Building Structure Cleaners	1

OCCUPATIONS	No of Vacancies
Other Craft Workers	1
Photographic Products Machine Operators	1
Domestic Cleaners And Helpers	1
Dental Assistants and Therapists	1
Telephone and Switchboard Operators	1
Domestic Housekeepers	1
Roofers	1
Health Care Assistants	1
Clay, Cement, Stone And Other Mineral Products Machine Operators	1
Web Technicians	1
Medical Assistants	1
Dieticians and Nutritionists	1
Sports Coaches, Instructors and Officials	1
Fighter, fire	1
Air Traffic Safety Electronics Technicians	1
Chemical Processing Plant Controllers	1
Farm Labourers	1
Ships' Engineers	1
Plasterers	1
Cashiers and Ticket Clerks	1

QUARTER 3

ANNEX XIII. Q3 Most Sought Occupations in Germany

OCCUPATIONS	No of Vacancies
Specialist Physician (internal Medicine)	12303
Assistant, clinical: helping doctor	8849
Psychiatrist	6347
Electrical Engineer	4252
Neurologist	4036
Physiotherapist	2188
Auxiliary Nurse	1331
Electrician	1267
Software Development Application Development	1267
Technician, electrical engineering	1172
Support, IT	856
Psychotherapist	680
Technical sales representative	679
Nurse	645
Dermatologist	518
Chemical Laboratory Technologist	425
Accountant	411
Civil Engineer	411
Technician, electronic engineering	402
Technician Maintenance	398
Mechanical Engineering Technician	381
Business Continuity Specialist	372
Gynaecologist	359
Nurse Specialist	339
Assistant, administrative	316
Surgeon	312
Assistant, sales: shop	303
Cleaner, office	301
Clerk	299
Network administrator	283
Representative, sales	280
Officer, support: IT	266
Radiologist	259
Manager, Planning and Development	248
Software Engineer	224
Assistant Office	208
Clerk, warehouse	208
Technician ICT	190
Manager, Construction Projects	187
Human Resource specialist	185

OCCUPATIONS	No of Vacancies
Cook	171
Nursing Services Manager	160
Family Medical Practitioner	159
Mechanic, industrial machinery	157
Occupational Therapist	153
Driver, car	148
Statistician	148
Operator, earthmoving equipment	141
Machinist, CNC	138
Social worker	135
Operator, forklift	128
Welder	125
Spray-painter, manufactured articles	122
Mechanical Engineer	120
Educator Field	118
Chemical Process technician	109
Operations Research Analyst	104
Clerk, sales	98
Anaesthetist	97
Consultant, tax	95
Orthopaedic Surgeon	91
Manager, Sales	87
Mechanic, air conditioning equipment	86
Paediatrician	84
Data Centre Engineer	81
Systems administrator	79
Physician (general)	77
Chemist	76
Handler, stock: warehouse	75
Pharmacist	74
Fitter, pipe	71
Associate Professor, university	70
Locksmith	68
Manager, Information Communication Technology	68
Assistant, dental	66
Manager, Logistics	63
Mechanic, automobile	63
Carpenter	62
Advertising Specialist	60
Nurse educator	60
Biology Laboratory Technician	59
Artificial Intelligence Engineer	57
Computer Scientist	57

OCCUPATIONS	No of Vacancies
Maintenance Technician-Mechanical	57
ENT Specialist	55
Primary School Teacher	51
Production Engineer	51
Speech Therapist and Audiologists	51
Legal Officer	50
Painter, construction	49
Technician Automotive Engineering	49
Administrator, officer	48
Erector, structural metal	48
Nurse	48
Salesperson, retail establishment	46
Big Data Developer/Engineer/Architect	45
Driver, truck	45
Engineer, Computer Systems	45
Supervisor, building construction	45
Systems Consultant	45
Attendant, airport: handling baggage	43
Urologist	43
Housekeeper, executive	41
Civil engineering technician	40
Manager, Health Services	40
Scaffolder	40
Technical director	40
Biologist	39
Buyer	39
Manager, Restaurant	39
Mechanic, plant maintenance	39
Assembler, earth-moving equipment	37
Assembler, industrial machinery	37
Assistant, call centre	37
Chef	37
Masseur	37
Assistant, patient care	35
Assistant, kitchen	34
Cleaner, building exteriors	34
Erector, constructional steel	34
Mechanic, construction machinery	34
Technician, computer support	34
Writer, technical	33
Agent, real estate	32
Economist	32
Psychologist	32

OCCUPATIONS	No of Vacancies
System Analysts	32
Block layer	31
Gardener, landscape	31
software tester	31
Clerk, accounts	30
Financial and Investment advisors	30
Other Lawyer/Legal Practitioner	30
Bricklayer	29
Environmental Engineer	29
Recruitment officer	29
Secretary	29
Fitter, electrical	28
Mechanic, motor vehicle	28
Occupational Health and safety specialist	28
Paralegal	28
Physicist	28
Financial Controller	27
Driver, bus	26
Manager, Public Relations	26
Plumber	26
Heating, ventilation and Refrigeration Technician	25
Salesperson, wholesale establishment	25
Structural Engineer	25
Toolmaker	25
Automation Engineer	24
Manager, Manufacturing	24
Plasterer, dry wall/plasterboard	24
Podiatrist	24
Waiter	24
Works Supervisor Construction	24
Roofer	23
Secondary School Teacher	23
Engineer	22
Public relations officer	22
Receptionist	22
Clerk, order: materials	21
Special Education Teacher	21
Attendant, tool crib	20
Caretaker, building	20
Manager, Administration	20
Mechanic, agricultural machinery	20
Beautician	19
Graphic Artist	19

OCCUPATIONS	No of Vacancies
Janitor	19
Packer, hand	19
Pre-School Teacher	19
Driver, aircraft fueler	18
Machine Learning Engineer	18
Managing Director	18
Architect	17
Baker	17
Hairstylist	17
Millwright	17
Painter, vehicle	17
Technician, avionics	17
Dental Technician	16
Driver, car-delivery	16
Education Methods Specialist	16
Fitter, tyre	16
Nuclear Medicine technologist	16
Vocational Education Teacher	16
Butcher	15
Communications Officer	15
Manager, Quality Control	15
Medical Laboratory Technician	15
Repairer, construction machinery	15
Technician, computer: network	15
Brazier	14
Cardiologist	14
Engineer Machinery/Industrial	14
Glazier	14
Manager Sales and Marketing	14
Online Marketers	14
Driver, excavating machine	13
Inspector General of Police	13
Manager, Hotel	13
Manager, Storage and Warehousing	13
Ophthalmologist	13
Technician, system: computer	13
Theatre Nurse	13
Agent, directory assistance	12
Compositor, printing	12
Electrical Supervisor, Wiring	12
Inspector, insurance: claims	12
Layer, floor	12
Manager Human Resource	12

OCCUPATIONS	No of Vacancies
Operator, machine: casting (metal)	12
Ophthalmic optician	12
Quantity surveying Technician	12
Setter, machine tool	12
Worker, child care	12
Chemical Technologist, Plastics	11
Clerk, freight: shipping	11
Environment scientist	11
Field Maintenance Engineer	11
Finance Manager	11
Guard, security	11
Manager, events	11
Tax Assessor	11
Tutor, private tuition	11
Armourer	10
Assistant, survey: interviewing	10
Audiologists	10
Chemical Technologist, food	10
Clerk, bank	10
Fitter, diesel: road transport	10
Layer, tile	10
Lecturer, University	10
Manager, account: sales (except ICT, industrial, medical and pharmaceutical products)	10
Merchandiser, purchasing	10
Officer, desktop support	10
Officer, purchasing	10
Operator, crane	10
Paediatric Nurse	10
Radiology Technician	10
Salesperson, automobile	10
Stagehand	10
Surveying technician	10
Technical College Instructor	10
Technician, laboratory/ Chemistry	10
Training Officer	10
Travel Agent	10
Biochemist	9
Clerk, air transport operations	9
Contractor, cleaning	9
Fitter, aircraft pipe	9
Management Consultant	9
Manager Marketing	9
Pharmaceutical Technologist	9

OCCUPATIONS	No of Vacancies
Production and Operations Manager	9
Professor	9
Assembler, agricultural machinery	8
Assistant, correspondence	8
Assistant, personal	8
Bartender	8
Borer, metal	8
Business Consultant	8
Caster, concrete: products	8
Clinical Dietician	8
Dispatcher, clerical: truck	8
Gardener	8
Manager Retail Trade	8
Manager, property	8
Network Engineer	8
Operator, machine: printing	8
Supervisor and Foreman, Checking Sorting Packing and Related Activities	8
Analyst, loans	7
Architectural Draughtsman	7
Assistant, day care: children	7
Attorney	7
Beaterman, Pup Paper	7
Calenderman Paper	7
Cashier, cash desk	7
Cleaner, vehicles	7
Courier, driving car	7
Database administrator	7
Draughtsman, design/mechanical engineering	7
Engineer, construction	7
Erector-installer, agricultural machinery	7
Manager, Aged Care Facility	7
Manager, Procurement	7
Manager, Purchasing	7
Mason, stone	7
Mechanic, ship	7
Picker, recycling	7
Supervisor and Foreman, Stationery Engine and Related Equipment	7
Surveyor	7
Systems designer	7
Veterinarian	7
Vocational centre Instructors	7
Website developer	7
Agent, forwarding	6

OCCUPATIONS	No of Vacancies
Agent, technical support: Information Communication Technology	6
Analyst, desktop: support	6
Attendant, counter: food service	6
Author	6
Chambermaid	6
Chemical Engineer (General)	6
Clerk, logistics	6
Cloud Engineer	6
Concreter, general	6
Consumer Relation Officer	6
Cyber security Engineer	6
Dispatcher, clerical: transport service	6
Editor	6
Engineer, roads	6
Grinder, metal	6
Management Analyst	6
Manager, Cafeteria	6
Manager, Workshop	6
Mechanic, woodworking machinery	6
Notary	6
Pharmaceutical Technician	6
Secretary, medical	6
Teacher, second language	6
Technician, computer	6
Technician, laboratory/physics	6
Actor	5
Agent, travel	5
Centrifugal Casting-machine Operator	5
Chemical Processing and Separating Equipment Operator	5
Classer, wool	5
Collector, garbage	5
Collector, recycling	5
Decorator, interior	5
Draughtsman, civil engineering	5
Estimator building	5
Fighter, fire	5
High School Teacher	5
Instructor, driving	5
Manager, Personnel	5
Manager, Supply and Distribution	5
Medical Practitioner General	5
Operator, autoclave: food processing	5

OCCUPATIONS	No of Vacancies
Painter, manufactured articles	5
Paviour	5
Support Engineer	5
Technician, design/tools	5
Website architect	5
Worker, sheet-metal	5
Agent, insurance	4
Aide, home care	4
Anaesthesia Technician	4
Analyst, credit: assessing credit or loans	4
Arboriculturist	4
Assistant, veterinary	4
Blacksmith	4
Borer, well	4
Branch Manager	4
Clerk, tax	4
Cloud Architect	4
Coach, sports	4
Data Protection Officer	4
Database architect	4
Dentist	4
Design Engineer (Product Engineer)	4
Draughtsman, design/structural	4
Driver, dispatch	4
Driver, truck: forklift	4
Engineer Prototyping	4
Enterprise Application Analyst	4
Financial System Analyst	4
Fixer, plasterboard	4
Florist, arranging flowers	4
Geologist	4
Linguist	4
Machine operator, floatation/mining	4
Mailman/post man	4
Maker, hamburger	4
Manager Accounting	4
Manager, Environment	4
Manager, Productivity and Quality Control Managers	4
Manager, Research and development	4
Mechanical Draughtsman	4
Officer, customer service: call centre	4
Oncologist	4
Operator, lathe: engine (metal working)	4

OCCUPATIONS	No of Vacancies
Paramedic, emergency	4
Printer	4
Psychologist Sports	4
Saddler	4
Shoemaker, orthopaedic	4
Sous-chef	4
Technician, anesthesia	4
Trainer, fitness	4
Upholsterer	4
Wheelwright	4
Worker, community: health	4
Applier, veneer	3
Arts Therapist	3
Assistant, communications: ICT	3
Assistant, human resource	3
Auto glazier	3
Automotive Engineer	3
Bender, metal plate	3
Binder, book	3
Budget Analyst	3
Builder, armature	3
Bus body Builder	3
Clerk, finance: processing credit applications or loans	3
Epidemiologist	3
Gamekeeper	3
Head Teacher	3
Keeper, animal reserve	3
Lifeguard	3
Management Accountant	3
Manager Day Care Facility	3
Manager, Cultural Centre	3
Manager, Lodging and Catering Services	3
Manager, Power Generation	3
Marker, structural metal	3
Marketing Specialist	3
Materials Engineer	3
Mechanic, engine: aircraft	3
Mechanic, engine: motor vehicle	3
Methods, Time and Motion Study technician	3
Miner	3
Mover, furniture	3
Osteopath	3

OCCUPATIONS	No of Vacancies
Other Artists	3
Photographer	3
Receptionist, hotel	3
Salesperson, car	3
Salesperson, commercial	3
Seamstress	3
Solderer	3
Store man	3
Supervisor and Foreman, Machine Tool Operations	3
Supervisor and Foreman, Sheet and Structural Metal Working	3
Tailor	3
Agent, leasing: vehicle	2
Agent, property	2
Agriculturalist	2
Aide, nursing: clinic or hospital	2
Analyst, financial: assessing credit worthiness of clients	2
Artist	2
Assistant, accounting	2
Attendant, funeral	2
Attendant, pantry	2
Attendant, swimming pool	2
Auditor	2
Boat builder, wood	2
Book trader	2
Brewer, traditional liquor	2
Carrier, post	2
Chemical Engineering Technician	2
Children's Officer	2
Clerk, freight: dispatching	2
Cloud Software Engineer	2
Consultant, sales: manufacturing	2
Controller, pest	2
Counsellor	2
Detailer, caravan	2
Diemaker	2
Drilling Engineer	2
Early Childhood Educator	2
Electrician, electrical installation: building	2
Engineer Electronics	2
Engineer, service	2
Executive Secretary	2
Farmer, poultry	2

OCCUPATIONS	No of Vacancies
Finance Officer	2
Fisheries	2
Groundsman	2
Heating, Ventilation and Refrigeration Engineer.	2
Hygienist, dental	2
Industrial Engineer	2
Information Security Analyst	2
Installer, insulation	2
Instructor, swimming	2
Interpreter	2
IOT Infrastructure Architect	2
Junior Software Developer	2
Labourer, construction: building work	2
Landscape Architect	2
Machine-operator, metal hardener	2
Maintenance Engineer	2
Manager Child Care Facility	2
Manager, Communication	2
Manager, Information Systems	2
Manager, Nursing Home	2
Manager, Quality Assurance	2
Manager, Research	2
Manager, Service	2
Manager, Shop	2
Mathematician	2
Mechanical Engineer, Aeronautical	2
Nanny	2
Nutrionist	2
Operator, bulldozer	2
Operator, earth-boring machinery: construction	2
Operator, press: screen printing	2
Oral and Maxillofacial surgeon	2
Other Mechanical Engineering Technicians	2
Painter, automobile	2
President	2
Psychologist, clinical	2
Psychologist, occupational	2
Quality Engineer	2
Remedial Teacher	2
Representative, sales: automobile	2
Scavenger	2
Sewer	2
Ships' Chief Engineer	2

OCCUPATIONS	No of Vacancies
Sports Physiotherapist	2
Storekeeper	2
Supervisor and Foreman, Carpentry, Cabinet Making and Related wood working Processes	2
Supervisor and Foreman, Food Processing/Production Supervisor	2
Supervisor and Foreman, Plumbing and Pipe fitting	2
Teacher, music: private tuition	2
Technician, air conditioning	2
Technician, chemical process	2
Technician, electrical instruments	2
Technician, telecommunications	2
Travel Consultant and Organizers	2
Typist	2
Waiter, head	2
Web Application Developer	2
Adjuster, precision instrument	1
Administrator Health Facility	1
Administrators	1
Advocate	1
Agronomist	1
Assistant, insurance: claims	1
Attendant, lavatory	1
Bank Manager	1
Bio-Medical Equipment Technician	1
Blast Furnace Operator	1
Bodyguard	1
Boner, fish	1
Bookkeeper	1
Broker, securities	1
Building engineering technician	1
Business Intelligence officer	1
Butler	1
Chemical Still and reactor operator	1
Chief Information Security Officer	1
Chimney-sweep	1
Clerk, appointments	1
Clerk, law	1
Clerk, tourism information	1
Cloud Administrator	1
Coach, dance	1
Coach, vocal	1
Communications analyst	1
Computer Programmer	1
Confectioner	1

OCCUPATIONS	No of Vacancies
Consultant, education	1
Consultant, Information Communication Technology: training	1
Contractor, gardening	1
Coordinator, curriculum	1
Coremaker	1
Dental Practitioner	1
Designer, interior	1
Driver, shunting-engine	1
Econometrician	1
Engineer Biomedical	1
Engineer Safety	1
Engineering Technicians Production	1
Film editor	1
Financial Examiner	1
Financial Planner	1
Food Service dietician	1
Forestry	1
Geotechnical technician	1
Glazier, vehicle	1
Goldsmith	1
Gunsmith	1
Hatcher, fish	1
Head of Government Department	1
Highway, Road and Street Construction Engineer	1
Housekeeper, hotel	1
Hydraulic Engineer	1
Information System Analyst	1
Installation Engineer	1
Investment analyst	1
Journalist	1
Machine man, Paper, Dry End	1
Machine-operator, metal tempering	1
Maker, bedding	1
Maker, chewing-gum	1
Maker, clock	1
Maker, instrument: optical	1
Maltster	1
Manager Digital sales	1
Manager Wholesale Trade	1
Manager, Air Transport	1
Manager, Cleaning	1
Manager, Human Resource development and Management	1
Manager, Organization and Methods	1

OCCUPATIONS	No of Vacancies
Manager, Recreational Organization	1
Manager, Shipping Line	1
Manager, Transport	1
Manager, Travel Agency	1
Mason, brick	1
Mechatronician	1
Messenger	1
Metal Pourer	1
Metallurgical Technician	1
Micro-biologist	1
Midwife general	1
Milker	1
Officer, acceptance: financial institution	1
Officer, ambulance	1
Operations Analyst	1
Oracle	1
Orthoptist	1
Painter, building	1
Plasterer	1
Policy analyst	1
Power system Operator	1
Press Liaison officer	1
Project Accountant	1
Public Prosecutor	1
Radiographer	1
Records Manager	1
Resource Mobiliser	1
Retailer	1
Risk Management Analyst	1
Risk Manager	1
Robotics Engineer	1
Robotics technician	1
Sculptor	1
Senior Official of Social and Welfare Society	1
Solid Waste Treatment Plant Operators	1
Speech writer	1
Systems tester	1
Technician, aircraft electronics	1
Technician, emergency medical	1
Technician, ventilation/heating appliances	1
Technician, video	1
Technician, water treatment	1
Telecommunications Engineering Technologist,	1

OCCUPATIONS	No of Vacancies
Test Engineer-Software	1
Town Planner	1
Trainer, Information Communication Technology	1
Translator	1
University Vice Chancellor	1
Veterinary surgeon	1
Vocational Guidance counsellor	1
Waitress	1
X-ray /CT scan / MRI Technician	1
Grand Total	**63389**

ANNEX XIV. Q3 Most Sought Occupations in Canada

OCCUPATIONS	No of Vacancies
Driver, truck	5612
Cook	5183
Supervisor and Foreman, Food Processing/Production Supervisor	2892
Carpenter	2377
Labourer, farm	2342
Manager, Restaurant	1994
Attendant, counter: food service	1992
Labourer, construction: building work	1841
Labourer, harvesting	1701
Hand, harvest	1185
Business Intelligence officer	1178
Worker, child care	1115
Helper, domestic	1044
Waiter	989
Early Childhood Educator	934
Gardener, landscape	886
Mechanic, automobile	854
Housekeeper, executive	826
Supervisor, shop	805
Assistant, administrative	788
Worker, greenhouse: skilled	771
Plasterer, dry wall/plasterboard	750
Labourer, manufacturing	740
Labourer, odd-job	729
Welder	708
Fishmonger	631
Helper, kitchen: non-domestic	629
Finisher, concrete	606
Hand, farm: orchard	604
Cleaner, office	590
Nurse Practitioner	586
Physiotherapist	577
Roofer	564
Painter, building	524
Salesperson, retail establishment	502
Manager, Storage and Warehousing	481
Butcher	478
Chef	469
Cashier	467
Driver, car-delivery	465
Electrician	461

OCCUPATIONS	No of Vacancies
Chef, head	444
Bookkeeper	437
Manager, Food Production	433
Receptionist	424
Baker	414
Plumber	402
Driver, van	401
Labourer, nursery	392
Manager, Administration	390
Technician Automotive Engineering	388
Administrator, officer	383
Aide, nursing: clinic or hospital	374
Nanny	372
Auxiliary Nurse	364
Business Consultant	342
Financial and Investment advisors	337
Manager, Sales	337
Assistant, dental	333
Practical Nurse	333
Social worker	332
Hygienist, dental	324
Business Continuity Specialist	321
Mechanic, truck	321
Mechanic, industrial machinery	317
Worker, farm: skilled (fruit)	315
Beautician	307
Manager, Agricultural Farm	307
Contractor, cleaning	306
Framer	278
Patrolman, security	277
Cutter, fish	276
Labourer, farm: livestock	275
Clerk	270
Handler, stock: warehouse	266
Specialist, hair care	266
Picker, vegetable	259
Representative, sales	259
Bartender	250
Assistant, sales: shop	249
System Analysts	247
Cutter, meat	245
Accountant	241

OCCUPATIONS	No of Vacancies
Family Medical Practitioner	239
Operator, concrete-mixing plant	239
Sous-chef	238
Steward, house	233
Manager Marketing	228
Aide, home care	213
Mechanic, earth-moving equipment	212
Mechanic, motor vehicle	212
Supervisor, building construction	212
Technician, ventilation/heating appliances	206
Manager, office	204
Paramedic, emergency	204
Machinist, CNC	201
Manager, Construction Projects	197
Therapist, massage	195
Cashier, restaurant	194
Dishwasher, hand	192
Barber	190
Clerk, customer contact centre	187
Worker, sheet-metal	187
Officer, customer service: call centre	181
Assistant, administrative: medical office	178
Guard, security	178
Pharmaceutical assistant	172
Carpenter structural	169
Clerk, receiving	169
Salesperson, shop	169
Clerk, accounts	167
Receptionist, dental	165
Mechanical Engineering Technician	164
Housekeeper, hotel	163
Manager, Campsite	162
Pharmacist	162
Software Development Application Development	158
Clerk, planning: materials	157
Glazier	156
Manager, Hotel	156
Manager, Planning and Development	156
Worker, youth services	152
Operator, agricultural machinery	150
Finance Manager	149
Dentist	147

OCCUPATIONS	No of Vacancies
Layer, floor	145
Financial Planner	143
Human Resource specialist	141
Cashier, cash desk	140
Manager Human Resource	140
Apiarist	135
Painter, construction	133
Assistant, accounting	132
Millwright	130
Manager, Logistics	129
Machinist, metal	127
Housekeeper, domestic	122
Orchardist	121
Driver, bus	120
Barista	119
Cosmetologist	115
Driver, dumper truck	115
Pharmaceutical Technician	111
Clerk, stock	110
Aide, nursing: home	109
Medical Laboratory Technician	109
Occupational Therapist	107
Quality assurance analyst(computers)	107
Secondary School Teacher	102
Fitter, tyre	101
Plasterer	100
Setter, tile	100
Assistant, executive	99
Guide, tour	99
Chiropractor	98
Marketing Specialist	97
Officer, Special Education	97
Civil engineering technician	96
Leader, program: recreation	95
Packer, hand	95
Technician, electronic engineering	93
Mechanical Engineer, Aeronautical	92
Operator, autoclave: food processing	92
Attendant, midwifery: home birth	91
Manager, account: sales (except ICT, industrial, medical and pharmaceutical products)	91
Manager, property	91
Installer, insulation	88
Technician, veterinary	88

OCCUPATIONS	No of Vacancies
Manager, Transport	86
Online Marketers	86
Technician, telecommunications engineering	86
Clerk, hotel front desk	85
Operator, earthmoving equipment	85
Nurse	84
High School Teacher	83
Manager, Information Communication Technology	83
Worker, farm: skilled (vineyard)	82
Cleaner, domestic	81
Counsellor	81
Farmer, field vegetable	81
Electrical Engineer	80
Physician (general)	80
Raiser, pig	79
Labourer, farm: dairy	78
Coach, sports	77
Washer, car	77
Assistant Office	76
Manager Retail Trade	76
Manager, Health Services	76
Technical sales representative	76
Food Service dietician	75
Writer, technical	75
Mechanic, electrical	74
Quantity surveying Technician	74
Education Methods Specialist	71
Financial System Analyst	71
Janitor	71
Bricklayer	70
Detailer, vehicles	70
Hairstylist	70
Manager Accounting	70
Mechanical Engineer	70
Worker, apiary: skilled	70
Mechanic, diesel: motor vehicle	69
Veterinarian	69
Rigger	68
Graphic Artist	66
Installer, window: frame	66
Psychologist	65
Technician, electrical engineering	65
Receptionist, medical office	64

OCCUPATIONS	No of Vacancies
Driver, excavating machine	63
Mechanic, motor vehicle service	63
Recruitment officer	63
Gardener	62
Grocer	62
Occupational Health and safety specialist	62
Dental Technician	61
Representative, sales: door-to-door	61
Works Supervisor Construction	61
Orderly, hospital	60
Assistant, day care: children	59
Attendant, birth: home bir th	59
Chef, pastry	58
Fitter, pipe	58
Supervisor and Foreman, Checking Sorting Packing and Related Activities	58
Buyer	57
Manager Sales and Marketing	57
Arboriculturist	56
Chef, executive	56
Legal Officer	56
Assembler, woodworking machinery	55
Environment scientist	55
Installer, door	55
Lifeguard	54
Specialist Physician (internal Medicine)	54
Technician, computer support	54
Assessor, loss	53
Paralegal	53
Speech Language Pathologist and Audiologist	53
Instructor, fitness	52
Operator, truck: lifting	52
Worker, farm: skilled (tobacco)	52
Worker, home care	51
Clerk, inventory: stock control	50
Clerk, payroll	50
Operator, forklift	50
Caretaker, building	48
Instructor, recreation	48
Labourer, garden	47
Other Lawyer/Legal Practitioner	47
Worker, line: electric power	47
Assistant, kitchen	46

OCCUPATIONS	No of Vacancies
Website developer	46
Launderer, hand	45
Roofer, metal sheet	45
Speech Pathologist	45
Statistician	45
Assistant, legal	44
Communications Officer	44
Instructor, sports	44
Optometrist	44
Computer Programmer	43
Critical Care Nurse	43
Merchandiser, buying	42
Moulder, metal casting	42
Realtor	42
Technician, engineering: signal systems	42
Technician, pest control	42
Acupuncturist	41
Bank Manager	41
Clerk, law	41
Operator, machine: sewing	41
Attendant, animal	40
Clerk, sales	40
Officer, purchasing	40
Passenger Aircraft Pilot	40
Sexer, chicken	40
Trainer, fitness	40
Assembler, prefabricated building	39
Financial Controller	39
Hunter	39
Psychiatrist	39
Clerk, store	38
Manager Wholesale Trade	38
Mechanic, air conditioning equipment	38
Clerk, freight: shipping	37
Farmer, flax	37
Finisher, cement	37
Manager, Human Resource development and Management	37
Park ranger	37
Pre-School Teacher	37
Cleaner, building exteriors	36
Manager, Manufacturing	36
Officer, procurement	36

OCCUPATIONS	No of Vacancies
Painter, automobile	36
Psychotherapist	36
Stocker, shelf	36
Agent, insurance	35
Consultant, sales: automobile	35
Driver, dispatch	35
Marine Biologist	35
Secretary	35
Signwriter	35
Software Engineer	35
Auditor	34
Coremaker	34
Database architect	34
Filler, shelf	34
Operator, crane	34
Technician, refrigeration	34
Carpenter, finish	33
Plasterer, stucco	33
Roofer, wood-shingle	33
Worker, social: associate professional	33
Detailer, car	32
Layer, pipe	32
Nursing Services Manager	32
Officer, supply	32
Ophthalmic optician	32
Architect	31
Farmer, pig	31
Manager, Cafeteria	31
Person, odd-job	31
Setter-operator, shaping machine: metal working	31
Aeromechanic	30
Architectural Draughtsman	30
Coordinator, events	30
Mechanic, bus	30
Operator, machine: bakery products	30
Assistant, clinical: helping doctor	29
Physical Therapist	29
Civil Engineer	28
Diagnostic medical radiographer	28
Fitter, gas pipe	28
Maid, domestic	28
Management Analyst	28

OCCUPATIONS	No of Vacancies
Sonographer	28
Water Treatment Plant Operator	28
Worker, family day care	28
Coach Builder	27
Junior Software Developer	27
Operator, press: printing	27
Babysitter	26
Clinical pharmacist	26
Labourer, construction: civil engineering	26
Manager, Communication	26
Mechanic, refrigeration	26
Nurse educator	26
Radiology Technician	26
Clerk, dispatch: stock	25
Driver, taxi	25
Medical Practitioner General	25
Network administrator	25
Repairer, motor vehicle	25
Representative, sales: automobile	25
Structural Engineer	25
Supervisor, housekeeping: hotel	25
Technician, helpdesk: computing	25
Tutor, literacy: private tuition	25
Anaesthetist	24
Artist, tattoo	24
Cardiologist	24
Carpenter-joiner	24
Draughtsman, design/structural	24
Forge-smith	24
Hatcher-breeder, poultry	24
Manager Finance and Administration	24
Operator, machine: welding (metal)	24
Psychiatry Nurse	24
Assistant, administrative: legal	23
Broker, insurance	23
Designer, interior	23
Engineer, construction	23
Geologist	23
Labourer, aquaculture	23
Representative, insurance: sales	23
Secretary, medical	23
Trainer, dog	23

OCCUPATIONS	No of Vacancies
Washer, hand: laundry	23
Agent, real estate	22
Cabinet-maker	22
Dispatcher, clerical: transport service	22
Fighter, fire	22
Information System Analyst	22
Manager, Catering Service	22
Manager, Cleaning	22
Mechanic, Bicycle	22
Psychologist Educational	22
Seamstress	22
Assembler, aircraft	21
Building Architect	21
Scaffolder	21
X-ray /CT scan / MRI Technician	21
Baker, bread	20
Clerk, sorting: mail	20
Consultant, beauty	20
Labourer, demolition	20
Maker, burger	20
Mechanic, farm machinery	20
Repairer, tyre	20
Spray-painter, manufactured articles	20
Archivist	19
Database administrator	19
Decorator, cake	19
Executive, account: sales (except ICT, industrial, medical and pharmaceutical products)	19
Grazier	19
Managing Director	19
Teacher, learning support	19
Cabler, telecommunications	18
Clerk, warehouse	18
Consultant, education	18
Dispatcher, clerical: truck	18
Management Consultant	18
Manager, Motel	18
Secretary, administrative	18
Technician, computer: network	18
Worker, community services	18
Worker, mental health support	18
Clerk, logistics	17
Clinical Nurse Consultant	17

OCCUPATIONS	No of Vacancies
Consultant, travel	17
Dresser, poultry	17
Fitter, telephone/fax	17
Heating, ventilation and Refrigeration Technician	17
Labourer, factory	17
Manager, Bar	17
Marketer, tele sales	17
Mechanic, agricultural machinery	17
Operator, machine: cutting (wood)	17
Storekeeper	17
Transcriptionist, medical	17
Addictions Counsellor	16
Aide, veterinary	16
Cultivator, mushroom	16
Instructor, driving	16
Operator, machine: drying (laundry)	16
Production and Operations Manager	16
Seaman, ordinary	16
Systems designer	16
Agriculturalist	15
Cleaner, factory	15
Dealer, investment	15
Dressmaker	15
Horticulturist	15
Magnetic resonance Imaging Technologist	15
Primary School Teacher	15
Salesperson, direct: door-to-door	15
Supervisor and Foreman, Painting	15
Supervisor and Foreman, Plastic products making	15
Technical director	15
Agent, purchasing	14
Assistant, human resource	14
Block-chain Developer	14
Builder, vehicle body (metal)	14
Carer, child	14
Clerk, hospital admissions	14
Driver, garbage truck	14
Groundsman	14
Loader, road vehicles	14
Operator, sawmill	14
Paediatrician	14
Pisciculturist	14

OCCUPATIONS	No of Vacancies
Production Engineer	14
Senior Official of Social and Welfare Society	14
Technical College Instructor	14
Administrators	13
Agronomist	13
Associate Professor, university	13
Captain, aircraft	13
Cleaner, vehicles	13
Clerk, control: stock	13
Clerk, transport	13
Clinical Dietician	13
Cloud Administrator	13
Driver, tractor	13
Driver, trailer-truck	13
Engineer Power Generating and Control	13
Farm demonstrators	13
Guide, sightseeing	13
Loans and Credit Manager	13
Logger	13
Manager, Procurement	13
Manager, Supply and Distribution	13
Painter, manufactured articles	13
Salesperson, commercial	13
Sandblaster, glass decorating	13
Sprayer, metal	13
Teacher, second language	13
Upholsterer	13
Agent, sales: manufacturing	12
Attendant, counter: cafeteria	12
Audiologists	12
Cashier, supermarket	12
Clerk, general: office	12
Constable	12
Installer, duct	12
Instructor, dance	12
Investment Accountant	12
Labourer, horticultural	12
Labourer, mining	12
Manager, Data Processing Operations	12
Operator, logging plant	12
Photographer	12
Psychologist, clinical	12
Radiologist	12

OCCUPATIONS	No of Vacancies
Receptionist, hotel	12
Salesperson, automobile	12
Stockman, beef cattle	12
Telemarketer	12
Worker, community: health	12
Air Traffic Safety Technician	11
Assistant, patient care	11
Cleaner, chimney flue	11
Cleaner, factory machines	11
Cleaner, hotel	11
Counsellor, rehabilitation	11
Diver, commercial	11
Educator, museum	11
Estimator building	11
Handler, Refuse	11
Helper, aged care	11
Instructor, swimming	11
Locksmith	11
Manager Digital sales	11
Neurologist	11
Operator, machine: printing	11
Porter, meat	11
Project Accountant	11
Supervisor, personnel clerks	11
Tailor	11
Tax Assessor	11
Writer, book	11
Actuary	10
Assembler, agricultural machinery	10
Clerk, freight	10
Consultant, security	10
Dermatologist	10
Electrician, building	10
Herbalist	10
Librarian	10
Manager, Air Transport	10
Manager, Health Spa	10
Mechanic, small engine	10
Nuclear Medicine technologist	10
Occupational Health and safety adviser	10
Operator, machine tool	10
Operator, machine: threading (loom)	10

OCCUPATIONS	No of Vacancies
Planner, urban	10
Planter, tree	10
Provider, personal care	10
Public Health Nurse	10
Resource Mobiliser	10
Salesperson, telephone	10
Salesperson, wholesale establishment	10
Technician, lighting	10
Biology Laboratory Technician	9
Brewer, traditional liquor	9
Chef de cuisine	9
Chief Executive Officer	9
Clinical officer Specialist, Oncology & Palliative Care	9
Collector, refuse	9
Computer Scientist	9
Cook, fast food	9
Docker	9
Driver, road grader and scraper	9
Fire Inspectors	9
Greenkeeper	9
Labourer, forestry	9
Labourer, ranch	9
Layer, tile	9
Manager, events	9
Manager, Purchasing	9
Mechanical Engineer maintenance	9
Registered Midwife	9
Sales representative(computers)	9
School Principal	9
Serviceperson, swimming pool: cleaning	9
Supervisor and Foreman, Carpentry, Cabinet Making and Related wood working Processes	9
Underwriter, insurance	9
Worker, ambulance	9
Worker, irrigation: skilled	9
Analyst, database	8
Assembler, mechanical machinery	8
Attendant, amusement park	8
Baker, pastry	8
Chartered Accountant	8
Chemical Laboratory Technologist	8
Chemical Technologist, food	8
Chemist	8

OCCUPATIONS	No of Vacancies
Clerk, tax	8
Computer Systems Engineer (Hardware Engineer)	8
Dispenser, optical	8
Engineering Technicians Production	8
Erector, structural metal	8
Finance Officer	8
Jeweler	8
Labourer, fishery	8
Labourer, rice farm	8
Manager, Environment	8
Obstetrician	8
Officer, mortgage	8
Picker, fruit	8
Planner, wedding	8
Professor	8
Repairer, telecommunications equipment	8
Sorter, garbage	8
Surgeon	8
Teacher, music: private tuition	8
Technician, water treatment	8
Website architect	8
Advertising Specialist	7
Agent, technical support: Information Communication Technology	7
Applications Programmer	7
Attendant, kennel	7
Attendant, spa	7
Controller, Financial	7
Cook, special diets	7
Cyber security Engineer	7
Dental Technologist	7
Freighthandler	7
Land Surveyor	7
Landscape Architect	7
Layer, carpet	7
Manager, Distribution	7
Market research analyst	7
Mechanic, plant maintenance	7
Merchandiser, sales	7
Nutrionist	7
Operator, telephone	7
Recreational therapist	7
Repairer, building	7
Retailer	7

OCCUPATIONS	No of Vacancies
Shutterer, concrete: moulding	7
Sommelier	7
Splicer, cable and rope	7
Supervisor and Foreman, Printing and Related work	7
Supervisor, sales assistants	7
Technician, marine	7
Technician, medical records	7
Theatre Nurse	7
Toolmaker	7
Vendor, street: non-food products	7
Vocational centre Instructors	7
Adjuster, claims	6
Agent, shipping	6
Artificial Intelligence Engineer	6
Assembler, wood products	6
Auto glazier	6
Barkeeper	6
Building inspector	6
Clerk, filing	6
Consultant, tax	6
Cutter, granite	6
Driver, locomotive	6
Engineer, power distribution	6
Environmental Engineer	6
First Aid Officer	6
Florist, operating a shop	6
Guard, crossing	6
Hand, deck	6
Horticultural technician	6
Industrial Engineer	6
Installer, window: glazing	6
Labourer, maintenance: roads	6
Manager Child Care Facility	6
Manager Industrial relations	6
Officer, immigration	6
Oncologist	6
Operation Theatre Technician	6
Operator, machine: extrusion (plastic)	6
Organizer, conference and event	6
Painter, house	6
Phlebotomist	6
Refrigeration and Air-conditioning Fitter	6

OCCUPATIONS	No of Vacancies
Specialist, education: methods	6
Surveying technician	6
Trainer, golf	6
Training development officer	6
Agent, import	5
Agent, ticket: airline	5
Artist	5
Assembler, electronic equipment	5
Assistant, day care: aged or Physically challenged	5
Assistant, speech therapy	5
Attendant, gas station: gas pump	5
Attendant, service station	5
Builder, box	5
Caster, concrete: products	5
Chiropodist	5
Cleaner, park	5
Clerk, copying	5
Clerk, court	5
Clerk, data entry	5
Clerk, store: sales	5
Cloud Architect	5
Conductor, train	5
Cutter, glass	5
Denturist	5
Dry-cleaner, machine	5
Electrician, automotive	5
Erector, constructional steel	5
Grader, meat	5
Hand, farm: dairy	5
Installer, lagging	5
Laser Technician	5
Maker, cheese	5
Maker, chocolate	5
Manager, Advertising	5

Quarter 4

ANNEXES

ANNEX XXII. Q4 Most Sought Occupations in Germany

Occupation	No of Vacancies
Specialist Medical Practitioners	4003
Electronics Engineering Technicians	1804
Freight Handlers	1627
Mechanical Engineering Technicians	1579
Shop Sales Assistants	1541
Agricultural and Industrial Machinery Mechanics and Repairers	1387
Earthmoving and Related Plant Operators	1354
Nurse, General	1346
Accountants	1237
Metal Working Machine Tool Setters and Operators	1195
Lifting Truck Operators	1097
Medical Assistants	1085
Building and Related Electricians	975
Other Process Control Technicians	858
Stock Clerks	768
Social Work Associate Professionals	753
Odd Job Persons	720
Welders and Flame Cutters	686
Construction and Utilities Managers	660
Software Developers	620
Car, Taxi and Van Drivers	607
Cleaners and Helpers In Offices, Hotels and Other Establishments	596
Spray Painters and Varnishers	592
Social Work and Counselling Professionals	579
Human Resource and Careers Professionals	569
Home-Based Personal Care Workers	565
General Office Clerks	489
Administrative and Executive Secretaries	473
Mechanical Engineers and Technologists	471
Systems Analysts	470
Manager Health Care Services	451
Production Clerks	445
Buyers	440
Electrical Engineers	421
Early Childhood Development Teachers	420
Clerk, air transport operations	417
Physiotherapists	406

OCCUPATIONS	No of Vacancies
Mechanical Machinery Assemblers	400
Toolmakers and Related Workers	392
Sales and Marketing Managers	381
Cooks	377
Motor Vehicle And Motor Cycle Mechanics Repairers	366
General Medical Practitioners	361
Contact Centre Information Clerks	357
Management and Organization Analysts	357
Civil Engineers	342
Heavy Truck and Lorry Drivers	337
Waiters	322
Carpenters And Joiners	314
Education Methods Specialists	297
Kitchen Helpers	291
Sheet Metal Workers	277
Civil Engineering Technicians	266
Advertising and Marketing Professionals	256
Electrical Engineering Technicians	253
Accounting And Book Keeping Clerks	250
Security Guards	243
Interior Designers And Decorators	242
Statistical, Finance and Insurance Clerks	225
Plumbers and Pipe Fitters	223
Structural Metal Preparers And Erectors	222
Electrical Machinery and Equipments Mechanics And Fitters	219
Chefs	216
Receptionists (General)	213
Accounting Associate Professionals	207
Occupational Safety And Health Professionals	204
Special Needs Teachers	199
Inquiry Clerks	198
Commercial Sales Representatives	198
Draughts Persons	192
Information and Communication Technology User Support Technicians	191
Manufacturing Supervisors	179
Nursing Associate Professionals	175
Systems Administrators	166
Lawyers	166
Hotel Receptionists	165
Specialist Nurses	160
Hand Packers	158
Building Caretakers	148

OCCUPATIONS	No of Vacancies
Real Estate Agents And Property Agents	145
Mail Carriers And Sorting Clerks	142
Technical and Medical Sales Professionals (Excluding ICT)	140
Office Supervisors	140
Dental Assistants and Therapists	139
Chemical Engineers and Technologists	139
Gardener, Horticultural and Nursery Grower	125
Financial and Investment Advisers	124
Sculptor	121
Other Health Associate Professionals	117
Messengers, Package Deliverers and Luggage Porters	116
Domestic Housekeepers	114
Construction Supervisors	113
Psychologists	108
Information and Communications Technology Operations Technicians	105
Policy and Planning Managers	105
Filing and Copying Clerks	100
Employment Agents And Contractors	99
Transport, Storage and Distribution Managers	99
Cashiers and Ticket Clerks	96
Press Liaison officer	93
Human Resource Managers	88
Other Elementary Workers	82
Concrete Placers, Concrete Finishers and Related Workers	81
Bricklayers and Related Workers	78
Air Conditioning and Refrigeration Mechanics	76
Bakers, Pastry-Cooks and Confectionery Makers	71
Domestic Cleaners And Helpers	69
Building Construction Labourers	67
Restaurant Managers	66
Chemists	65
Information and Communication Technology Services Managers	62
Payroll Clerks	61
Audiologists and Speech Therapists	61
Dental Professionals	59
Floor Layers And Tile Setters	57
Architects and Town Planners	57
Pharmaceutical Professionals	57
Cabinet-Makers And Related Workers	56
Roofers	55
Plastic Products Machine Operators	55
Cleaning and Housekeeping-Non Domestic	53

OCCUPATIONS	No of Vacancies
Plasterers	52
Secondary Education Teachers	52
Crane, Hoist and Related Plant Operators	49
Chemical and Physical Science Technicians	49
Child Care Workers	48
Primary School Teachers	48
Clearing and Forwarding Agents	44
Electronics Engineers	44
Bank Tellers And Related Clerks	43
Training and Staff Development Professionals	43
Manufacturing Managers	42
PRINTERS	39
Optometrists and Ophthalmic Opticians	39
Mathematicians, Actuaries and Statisticians	39
Pharmaceutical Technicians and Assistants	37
Industrial and Production Engineers And Related Technologist	37
Managing Directors and Chief Executives	37
Bartenders	36
Refuse Sorters	35
Computer Network Professionals	35
Bus and Tram Drivers	34
Insurance Representatives	33
Hairdressers	33
Physiotherapy Technicians and Assistants	32
Butchers, Fishmongers And Related Food Preparers	32
Data Entry Clerks	32
Aircraft Engine Mechanics and Repairers	31
University and College Lecturers	31
Garden And Horticultural	31
Glaziers	30
Economists	29
Other Personal Care Workers in Health Services	29
Medical and Dental Prosthetic Technicians	29
Information and Communications Technology Sales Professionals	29
Finance Managers	28
Painters and Related Workers	28
Other Building Frame and Related Trades Workers	28
Other Physical and Engineering Science Technicians	26
Medical Secretaries	26
Cloud Computing Professionals	26
Personnel Clerks	25
Metal Polishers, Wheel Grinders and Tool Sharpeners	23

OCCUPATIONS	No of Vacancies
Office Secretaries	23
Beauticians and Related Workers	21
Pulp and Paper Process Control Technicians	20
Telephone and Switchboard Operators	20
Other Legal Professionals	19
Hotel Managers	19
Environmentalists and Related Professionals	19
Medical Imaging and Therapeutic Equipment Technicians	19
Database Designers And Administrators	19
Blacksmiths, Hammersmiths and Forging Press Workers	18
Software Auditors	17
Telecommunications Engineering Technicians	16
Librarians and Related Information Professionals	16
Machine Learning Engineer	16
Other Music Teachers	16
Bicycle and Related Repairers	15
Travel Consultants and Clerks	15
Electronics Mechanics And Servicers	14
Demonstrator, sales	14
Conference and Event Planners	13
Tailors, Dressmakers, Furriers And Hatters	13
Web and Multimedia Developers	13
Software Security Professionals	13
Food And Related Products Machine Operators	13
Life Science Technicians (Excluding Medical)	12
Shelf Fillers	12
Interpreter	11
Companions and Valets	11
Locomotive Engine Drivers	11
Handicraft Workers In Textile, Leather And Related Materials	11
Vocational Education and Training Teachers	11
Ambulance Workers	11
Fitness And Recreation Instructors and Programme Leaders	11
Chemical Engineering Technicians	10
Information Communication Technology Trainers	10
Veterinary Technicians And Assistants	10
Medical and Pathology Laboratory Technicians	10
Valuers and Loss Assessors	10
Health Professionals	10
Shoemakers And Related Workers	10
Credit and Loans Officers	9
Metal Finishing, Plating and Coating Machine Operators	9

OCCUPATIONS	No of Vacancies
Building Structure Cleaners	9
Livestock and Dairy Producers	8
Telecommunications Engineers	8
Sports Coaches, Instructors and Officials	8
Dieticians and Nutritionists	8
Veterinarians	8
Authors and Related Writers	8
CONCRETE BLOCK MAKERS, BRICK, TILE MOULDERS AND RELATED WORKERS	8
Farm Labourers	7
Pet Groomers and Animal Care Workers	7
Mobile Farm And Forestry Plant Operators	7
Power Production Plant Operators	7
Vehicle Cleaners	7
Upholsterers and Related Workers	7
Legal and Related Associate Professionals	7
Journalists	6
Blaster, sand: stonecutting	6
Micro and Small Enterprise Managers	6
Sociologists, Anthropologists and Related Professionals	6
Health Care Assistants	6
Aircraft Pilots and Related Associate Professionals	6
Other Manufacturing Labourers	6
Aide, pre-school	6
Manager Child Care Services	5
Window Cleaners	5
Sign Writers, Decorative Painters, Engravers And Etchers	5
Shopkeepers	5
Surveyors And Cartographers	5
Religious Associate Professionals	5
Physicist and Astronomers	5
Metal Production Process Controllers	5
Fashion and Other Models	5
Typists and Word Processing Operators	5
Door-to-door Salespersons	5
Genealogist	5
Precision-Instrument Makers and Repairers	5
Database and Network Security Professionals	5
Hand Launderers And Pressers	5
Examiner, driving	5
Mixed Crop and Animal Producers	4
Meteorologists	4
Food and Beverage Tasters And Graders	4

OCCUPATIONS	No of Vacancies
Fast-Food Preparers	4
Civil Engineering Labourers	4
Bio-Medical Engineering Professionals	4
Research Planning and Development Managers	4
Public Relations And Advertising Managers	4
Agriculturalists And Related Professionals	4
Wood Processing Plant Operators	4
Environmental and Occupational Health Inspectors and Associates	3
Clay, Cement, Stone And Other Mineral Products Machine Operators	3
Metal Processing Plant Operators	3
Other Protective Service Workers	3
Broadcasting and audio-visual technicians	3
Manager Aged Care Services	3
Sewing Embroidery and Related Workers	3
Rubber Products Machine Operators	3
Pre-Press Technicians	3
Biologist, Botanist, Zoologists And Related Professionals	3
Information and Communications Technology Installers And Servicers	3
Other Artistic and Cultural Associate Professionals	3
Geologist and Geophysicists	3
Tree And Shrub Crop Grower	3
National Government Administrators	3
Weaving And Knitting Machine Operators	2
Woodworking-Machine Tool Setters And Operators	2
Agricultural Managers	2
Other Arts Teachers	2
Product Graders And Testers (Excluding Foods and Beverages)	2
Medical Records and Health Information Technicians	2
Recreational/Cultural and Sporting Establishment Managers	2
Electrical Line Installers and Repairers	2
Transport Conductors	2
Fighter, fire	2
Chemical Products Plant And Machine Operators	2
Insulation Workers	2
Chemical Processing Plant Controllers	2
Legal Secretaries	2
PRINT FINISHING AND BINDING WORKERS	2
Other Craft Workers	2
Manager, Personal Care Cleaning	2
Mining and Metallurgical Technicians	2
Funeral Home Attendants	1
Film, Stage and Related Directors and Producers	1

OCCUPATIONS	No of Vacancies
Electrical And Electronic Equipment Assemblers	1
Clinical Officer Specialist	1
Dancers and Choreographers	1
Livestock Farm Labourers	1
House Builders	1
Government Licensing Officials	1
Brewers, Distillers and Related Workers	1
Mining and Drilling Engineers, Metallurgists and Related Technologists	1
Midwifery Professionals	1
Mining and Drilling Supervisors	1
Mixed-Crop Growers	1
Photographers	1
Musical Instrument Makers and Tuners	1
Music Composer	1
Riggers and Cable Splicers	1
Police Inspectors and Detectives	1
Archivists and Curators	1
Policy Administration Professionals	1
Agent, literary	1
Service Station Attendants	1
Securities and Finance Dealers And Brokers	1
Jewellery and Precious Metal Workers	1
Metal Moulders and Coremakers	1
Other Administrative and Commercial Managers	1
Supervisor, checkout	1
Solid Waste and Water Treatment Plant Operators	1
Applications Programmers	1

ANNEX XXIII. Most Sought Occupations in Canada

Occupation	No of Vacancies
Cooks	2811
Heavy Truck and Lorry Drivers	1703
Restaurant Managers	1453
Child Care Workers	1441
Carpenters And Joiners	1316
Waiters	1296
Chefs	1257
Policy and Planning Managers	1243
Shop Sales Assistants	1097
Motor Vehicle And Motor Cycle Mechanics Repairers	1096
Home-Based Personal Care Workers	1026
Mechanical Engineering Technicians	991
Cleaning and Housekeeping-Non Domestic	965
Building Construction Labourers	821
Car, Taxi and Van Drivers	738
Office Supervisors	689
Administrative and Executive Secretaries	674
Attendant, bar: food service	657
Livestock Farm Labourers	614
Early Childhood Development Teachers	605
General Office Clerks	597
Farm Labourers	587
Dental Assistants and Therapists	582
Agricultural and Industrial Machinery Mechanics and Repairers	579
Transport, Storage and Distribution Managers	566
Supervisor, checkout	565
Kitchen Helpers	559
Accountants	557
Building and Related Electricians	549
Metal Working Machine Tool Setters and Operators	541
Commercial Sales Representatives	538
Receptionists (General)	518
Manufacturing Supervisors	504
Other Manufacturing Labourers	499
Physiotherapists	481
Contact Centre Information Clerks	480
Hairdressers	465
Nurse, General	454
Sales and Marketing Managers	451
Welders and Flame Cutters	449
Mixed Crop And Livestock Farm Labourers	411

OCCUPATIONS	No of Vacancies
Cleaners and Helpers In Offices, Hotels and Other Establishments	410
Painters and Related Workers	408
Civil Engineering Labourers	393
Manufacturing Managers	387
Bartenders	385
Earthmoving and Related Plant Operators	384
Bank Tellers And Related Clerks	382
Plasterers	382
Social Work and Counselling Professionals	368
Accounting Associate Professionals	352
Stock Clerks	344
Management and Organization Analysts	316
Bakers, Pastry-Cooks and Confectionery Makers	315
Plumbers and Pipe Fitters	292
Gardener, Horticultural and Nursery Grower	291
Micro and Small Enterprise Managers	284
Domestic Cleaners And Helpers	284
Software Auditors	283
Beauticians and Related Workers	276
Financial and Investment Advisers	270
Construction Supervisors	268
Software Developers	256
Finance Managers	255
Agent, literary	236
Buyers	233
Human Resource Managers	226
Freight Handlers	226
Hotel Receptionists	219
Butchers, Fishmongers And Related Food Preparers	217
Cabinet-Makers And Related Workers	216
Construction and Utilities Managers	215
Secondary Education Teachers	214
Civil Engineering Technicians	213
Pharmaceutical Technicians and Assistants	211
Roofers	210
Medical Secretaries	204
Concrete Placers, Concrete Finishers and Related Workers	202
Human Resource and Careers Professionals	201
Security Guards	190
Hotel Managers	190
Fitness And Recreation Instructors and Programme Leaders	185

OCCUPATIONS	No of Vacancies
Building Structure Cleaners	182
Cashiers and Ticket Clerks	172
General Medical Practitioners	171
Credit and Loans Officers	166
Technical and Medical Sales Professionals (Excluding ICT)	159
Lifting Truck Operators	155
Physiotherapy Technicians and Assistants	153
Real Estate Agents And Property Agents	148
Floor Layers And Tile Setters	148
Systems Analysts	145
Mechanical Engineers and Technologists	144
Traditional and Complementary Medicine Professionals	140
Vehicle Cleaners	138
Advertising and Marketing Professionals	137
Social Work Associate Professionals	136
Draughts Persons	135
Lawyers	131
Data Entry Clerks	124
Specialist Medical Practitioners	122
Electrical Machinery and Equipments Mechanics And Fitters	122
Education Methods Specialists	121
Sports Coaches, Instructors and Officials	119
Door-to-door Salespersons	118
Garden And Horticultural	118
Pharmaceutical Professionals	112
Electrical Engineering Technicians	112
Tailors, Dressmakers, Furriers And Hatters	110
Pet Groomers and Animal Care Workers	110
Agricultural Managers	109
Street Vendors (Excluding Food)	107
Architects and Town Planners	107
Insurance Representatives	107
Sheet Metal Workers	105
Fast-Food Preparers	105
Dental Professionals	105
Legal and Related Associate Professionals	103
Clerk, air transport operations	101
Vocational Education and Training Teachers	99
Odd Job Persons	99
Managing Directors and Chief Executives	99
Civil Engineers	97
Clay, Cement, Stone And Other Mineral Products Machine Operators	96
Other Personal Care Workers in Health Services	94

OCCUPATIONS	No of Vacancies
Bus and Tram Drivers	94
Glaziers	93
Electronics Engineering Technicians	92
University and College Lecturers	91
Spray Painters and Varnishers	91
Health Care Assistants	87
Information and Communication Technology Services Managers	87
Other Protective Service Workers	87
Web and Multimedia Developers	86
Information and Communications Technology Sales Professionals	84
Structural Metal Preparers And Erectors	83
Information and Communication Technology User Support Technicians	82
Psychologists	80
Field Crop and Vegetable Growers	78
Veterinary Technicians And Assistants	78
Dieticians and Nutritionists	78
Sculptor	76
Recreational/Cultural and Sporting Establishment Managers	75
Other Artistic and Cultural Associate Professionals	74
Real Estate and Travel Agency Managers	74
Mechanical Machinery Assemblers	71
Metal Production Process Controllers	70
Nursing Associate Professionals	69
Building Caretakers	68
Production Clerks	68
Other Building Frame and Related Trades Workers	68
Electrical Engineers	68
Optometrists and Ophthalmic Opticians	67
Other Physical and Engineering Science Technicians	66
Audiologists and Speech Therapists	63
Accounting And Book Keeping Clerks	63
Conference and Event Planners	62
Statistical, Finance and Insurance Clerks	62
Livestock and Dairy Producers	61
Shopkeepers	59
Rubber Products Machine Operators	59
Messengers, Package Deliverers and Luggage Porters	58
Personnel Clerks	58
Policy Administration Professionals	58
Agriculturalists And Related Professionals	57
Occupational Safety And Health Professionals	57
Systems Administrators	56
Medical Assistants	55

OCCUPATIONS	No of Vacancies
Insulation Workers	54
Legal Secretaries	54
Veterinarians	54
Bricklayers and Related Workers	52
Medical Imaging and Therapeutic Equipment Technicians	52
Mixed Crop and Animal Producers	52
Toolmakers and Related Workers	51
Other Process Control Technicians	51
Press Liaison officer	47
Interior Designers And Decorators	46
Manager, Personal Care Cleaning	45
Medical and Dental Prosthetic Technicians	45
Computer Network Professionals	45
Database Designers And Administrators	44
Wood Processing Plant Operators	44
Electrical And Electronic Equipment Assemblers	44
Tree And Shrub Crop Grower	43
Travel Guides	42
Manager Health Care Services	42
Mathematicians, Actuaries and Statisticians	41
Industrial and Production Engineers And Related Technologist	41
Fumigators and Other Pest And Weed Controllers	41
Agricultural Technicians	40
Payroll Clerks	39
Demonstrator, sales	38
Environmentalists and Related Professionals	38
Other Teaching Professionals	38
Special Needs Teachers	38
Film, Stage and Related Directors and Producers	37
Hand Launderers And Pressers	37
Mobile Farm And Forestry Plant Operators	36
Hand Packers	34
Crane, Hoist and Related Plant Operators	34
Computer Network Systems Technicians	33
Electronics Mechanics And Servicers	32
Clearing and Forwarding Agents	32
Forestry and Related Workers	31
Authors and Related Writers	29
Travel Consultants and Clerks	28
Public Relations And Advertising Managers	28
Other Elementary Workers	28
Information and Communications Technology Installers And Servicers	27

OCCUPATIONS	No of Vacancies
Ships' Deck Crews and Related Workers	26
Travel Attendants and Travel Stewards	26
Manager Child Care Services	26
Cloud Computing Professionals	25
PRINTERS	25
Biologist, Botanist, Zoologists And Related Professionals	24
Blacksmiths, Hammersmiths and Forging Press Workers	24
Air Conditioning and Refrigeration Mechanics	24
Woodworking-Machine Tool Setters And Operators	23
Archivists and Curators	23
Shelf Fillers	22
Debt Collectors and Related Workers	21
Upholsterers and Related Workers	21
Geologist and Geophysicists	21
Blaster, sand: stonecutting	21
Electronics Engineers	20
Fighter, fire	20
Employment Agents And Contractors	19
Sign Writers, Decorative Painters, Engravers And Etchers	19
Surveyors And Cartographers	19
Other Assemblers	19
Laundry Machine Operators	18
Aircraft Pilots and Related Associate Professionals	18
Electrical Line Installers and Repairers	18
Jewellery and Precious Metal Workers	18
Food And Related Products Machine Operators	18
Plastic Products Machine Operators	18
Solid Waste and Water Treatment Plant Operators	17
Metal Moulders and Coremakers	17
Valuers and Loss Assessors	17
Financial Analysts	17
Domestic Housekeepers	17
Subsistence Crop Farmers	17
Life Science Technicians (Excluding Medical)	17
House Builders	16
Riggers and Cable Splicers	16
Broadcasting and audio-visual technicians	16
Ambulance Workers	15
Office Secretaries	15
Specialist Nurses	15
Trade Brokers	15
Health Professionals	14

OCCUPATIONS	No of Vacancies
Handicraft Workers In Wood, Basketry And Related Materials	14
Agronomy and Forestry Technicians	14
Other Language Teachers	14
Photographers	13
Apiarists and Sericulturists	13
Air Traffic Safety Electronics Technicians	13
Journalists	13
Car Sales and Hire Assistants	13
Chemical Engineers and Technologists	13
Steam Engine and Boiler Operators	13
Forestry and Environmental Managers	13
Primary School Teachers	12
Other Government Regulatory Associate Professionals	12
Mining and Drilling Engineers, Metallurgists and Related Technologists	12
Chemists	12
Contact Centre Salespersons	12
Poultry Producers	12
Sewing Machine Operators	12
Telephone and Switchboard Operators	12
Theatre and Media Production Managers	12
Well Drillers And Borers And Related Workers	12
Window Cleaners	12
Companions and Valets	11
Pulp and Paper Process Control Technicians	11
Telecommunications Engineers	11
Interpreter	11
Transport Conductors	10
Telecommunications Engineering Technicians	10
Beater, game	10
Dispensing Opticians	9
Stall and Market Salespersons	9
Physicist and Astronomers	9
Software Security Professionals	9
Bookmakers, Croupiers And Related Gaming Workers	9
Actors	8
Securities and Finance Dealers And Brokers	8
Bicycle and Related Repairers	8
Packing, Bottling and Labelling Machine Operators	8
Musical Instrument Makers and Tuners	8
Ships' Engineers	8
Chairperson and Members of Constitutional Offices and Commissions	8
Police Inspectors and Detectives	8
Clinical Officer	8

OCCUPATIONS	No of Vacancies
Examiner, driving	8
Machine Learning Engineer	8
Pre-Press Technicians	8
Other Arts Teachers	7
Miners, Drillers and Quarries	7
Athletes and Sports Players	7
Senior Officials of Special Interest Organizations	7
Metal Polishers, Wheel Grinders and Tool Sharpeners	7
Library, Mail and Related Clerks	7
CONCRETE BLOCK MAKERS, BRICK, TILE MOULDERS AND RELATED WORKERS	6
Police Officers	6
Medical and Pathology Laboratory Technicians	6
Economists	6
DAIRY PRODUCTS MAKERS	6
Customs and Border Officials	6
Glass Makers, Cutters, Grinders And Finishers	6
Training and Staff Development Professionals	6
Government Tax And Excise Officials	5
Environmental and Occupational Health Inspectors and Associates	5
Aquaculture Workers	5
Research Planning and Development Managers	5
Motorcycle Drivers	5
Filing and Copying Clerks	5
Other Music Teachers	5
Other Cleaning Workers	4
Jurists/Judges	4
Mineral and Stone Processing Plant Operators	4
Librarians and Related Information Professionals	4
Garbage and Recycling Collectors	4
Database and Network Security Professionals	4
Forestry Labourers	4
Product Graders And Testers (Excluding Foods and Beverages)	4
Religion Professionals	4
Weaving And Knitting Machine Operators	4
Brewers, Distillers and Related Workers	4
Community Health Workers	4
Metal Processing Plant Operators	4
Ships' Deck Officers and Pilots	3
Aide, pre-school	3
Refuse Sorters	3
Information Communication Technology Trainers	3
Shoemakers And Related Workers	3
Prison Guards	3

OCCUPATIONS	No of Vacancies
Subsistence Livestock Farmers	3
Gallery, Museum and Library Technicians	3
Internet of Things (IOT) Professional	3
Fashion and Other Models	3
Underwater Divers	3
Precision-Instrument Makers and Repairers	3
Chemical Engineering Technicians	3
Railway Braker, Signal and Switch Operators	3
Mining and Quarrying Laboures	3
Other Client Information Workers	2
Other Engineering Professionals	2
Meteorologists	2
Blocker, hat	2
Pulp And Papermaking Plant Operators	2
Coding, Proof Reading And Related Clerks	2
Fruit, Nuts, Vegetable And Related Preservers	2
Power Production Plant Operators	2
Service Station Attendants	2
Sweepers And Related Labourers	2
Captain, fishing: coastal waters	2
Pelt Dressers, Tanners And Fellmongers	2
Aquaculture and Fisheries Production Manager	2
Petroleum And Natural Gas Refining Plant Operators	2
Chemical and Physical Science Technicians	2
Mail Carriers And Sorting Clerks	1
Fishery and Aquaculture Labourers	1
Traditional and Complementary Medicine Associate Professionals	1
Information and Communications Technology Operations Technicians	1
Air Traffic Controllers	1
Wood Treaters	1
Dancers and Choreographers	1
Garment and Related Patternmakers And Cutters	1
Government Social Benefits Officials	1
Government Licensing Officials	1
Handicraft Workers In Textile, Leather And Related Materials	1
National Government Administrators	1
Announcers On Radio, Television and Other Media	1
Aircraft Engine Mechanics and Repairers	1
Other Administrative and Commercial Managers	1
Mining and Metallurgical Technicians	1
Midwifery Professionals	1
Music Composer	1

OCCUPATIONS	No of Vacancies
Other Legal Professionals	1
Other Health Associate Professionals	1
Mining and Drilling Supervisors	1
Chemical Products Plant And Machine Operators	1
Shotfirers and Blasters	1
Chemical Processing Plant Controllers	1
Medical Records and Health Information Technicians	1
Street Food Salespersons	1
Survey And Market Research Interviewers	1
TOBACCO PREPARERS AND TOBACCO PRODUCTS	1

ANNEX XXIV. Q4 Most Sought Occupations in UAE

Occupation	No of Vacancies
Policy and Planning Managers	509
Civil Engineers	499
Accountants	469
Management and Organization Analysts	460
Inquiry Clerks	443
Telephone and Switchboard Operators	442
Mechanical Engineers and Technologists	425
Shop Sales Assistants	418
Commercial Sales Representatives	404
Administrative and Executive Secretaries	391
Stock Clerks	365
Cleaners and Helpers In Offices, Hotels and Other Establishments	363
Sales and Marketing Managers	311
Real Estate Agents And Property Agents	291
Software Developers	271
Advertising and Marketing Professionals	231
Receptionists (General)	228
Specialist Medical Practitioners	227
Nurse, General	221
Car, Taxi and Van Drivers	195
Electrical Engineering Technicians	182
Authors and Related Writers	178
Construction and Utilities Managers	174
Construction Supervisors	169
Human Resource and Careers Professionals	169
Occupational Safety And Health Professionals	153
Draughts Persons	150
Contact Centre Information Clerks	146
Technical and Medical Sales Professionals (Excluding ICT)	143
Chefs	135
Mechanical Engineering Technicians	128
Information and Communication Technology User Support Technicians	116
Sculptor	115
Buyers	111
Other Physical and Engineering Science Technicians	101
Electrical Engineers	96
Medical Secretaries	90
Finance Managers	90
Architects and Town Planners	90
Building and Related Electricians	87
Press Liaison officer	81

OCCUPATIONS	No of Vacancies
Office Supervisors	77
Contact Centre Salespersons	76
Waiters	76
Transport, Storage and Distribution Managers	75
Bus and Tram Drivers	75
Heavy Truck and Lorry Drivers	73
Computer Network Systems Technicians	68
Civil Engineering Technicians	65
Human Resource Managers	64
Systems Analysts	63
Motor Vehicle And Motor Cycle Mechanics Repairers	62
Odd Job Persons	60
Financial and Investment Advisers	59
Pulp and Paper Process Control Technicians	59
Data Entry Clerks	59
Office Secretaries	59
Information and Communications Technology Sales Professionals	56
Training and Staff Development Professionals	54
Accounting And Book Keeping Clerks	53
Carpenters And Joiners	51
Interior Designers And Decorators	48
Earthmoving and Related Plant Operators	47
Librarians and Related Information Professionals	47
Machine Learning Engineer	46
Systems Administrators	46
Photographers	41
General Office Clerks	40
Managing Directors and Chief Executives	40
Cleaning and Housekeeping-Non Domestic	40
Beauticians and Related Workers	40
Plumbers and Pipe Fitters	40
Secondary Education Teachers	39
Messengers, Package Deliverers and Luggage Porters	38
Software Security Professionals	35
Security Guards	34
Painters and Related Workers	34
Lawyers	32
General Medical Practitioners	30
Health Care Assistants	29
Bartenders	29
Cooks	28

OCCUPATIONS	No of Vacancies
Other Process Control Technicians	28
Filing and Copying Clerks	27
Welders and Flame Cutters	27
Web and Multimedia Developers	27
Physiotherapists	26
Hairdressers	25
Domestic Housekeepers	24
Insurance Representatives	24
Sociologists, Anthropologists and Related Professionals	23
Restaurant Managers	23
Lifting Truck Operators	23
Manufacturing Managers	22
Electronics Engineering Technicians	22
Hotel Receptionists	22
Manufacturing Supervisors	22
Air Conditioning and Refrigeration Mechanics	21
Surveyors And Cartographers	20
Cloud Computing Professionals	20
Telecommunications Engineers	18
Clerk, air transport operations	18
Sheet Metal Workers	18
Database Designers And Administrators	17
Environmentalists and Related Professionals	17
Pharmaceutical Professionals	17
Personnel Clerks	16
Spray Painters and Varnishers	16
Shopkeepers	16
Tailors, Dressmakers, Furriers And Hatters	15
Medical Imaging and Therapeutic Equipment Technicians	15
Accounting Associate Professionals	15
Structural Metal Preparers And Erectors	15
Software Auditors	15
Freight Handlers	14
University and College Lecturers	14
Bricklayers and Related Workers	14
Agriculturalists And Related Professionals	13
Cashiers and Ticket Clerks	13
Hand and Pedal Vehicle Drivers	13
Computer Network Professionals	12
Information and Communication Technology Services Managers	12
Physiotherapy Technicians and Assistants	12
Mathematicians, Actuaries and Statisticians	11

OCCUPATIONS	No of Vacancies
Domestic Cleaners And Helpers	11
Dental Professionals	11
Customs and Border Officials	11
Travel Consultants and Clerks	10
National Government Administrators	10
Kitchen Helpers	9
Metal Working Machine Tool Setters and Operators	9
Public Relations And Advertising Managers	9
Demonstrator, sales	9
Agricultural and Industrial Machinery Mechanics and Repairers	9
Research Planning and Development Managers	9
Credit and Loans Officers	8
Policy Administration Professionals	8
Industrial and Production Engineers And Related Technologist	8
Other Personal Care Workers in Health Services	8
Blaster, sand: stonecutting	8
Journalists	8
Medical and Pathology Laboratory Technicians	7
Crane, Hoist and Related Plant Operators	7
Ambulance Workers	7
Other Building Frame and Related Trades Workers	7
Social Work and Counselling Professionals	7
Psychologists	7
Companions and Valets	7
Medical Records and Health Information Technicians	7
Dieticians and Nutritionists	6
Micro and Small Enterprise Managers	6
Interpreter	6
Manager Health Care Services	6
Food And Related Products Machine Operators	6
Dental Assistants and Therapists	6
Financial Analysts	6
Production Clerks	5
Other Protective Service Workers	5
Chemists	5
Electronics Engineers	5
Bakers, Pastry-Cooks and Confectionery Makers	5
Typists and Word Processing Operators	5
Fitness And Recreation Instructors and Programme Leaders	5
Specialist Nurses	5
Hotel Managers	5
Coding, Proof Reading And Related Clerks	4

OCCUPATIONS	No of Vacancies
Building Caretakers	4
Electrical Machinery and Equipments Mechanics And Fitters	4
Trade Brokers	4
Child Care Workers	4
Chemical Engineers and Technologists	4
Securities and Finance Dealers And Brokers	4
Valuers and Loss Assessors	4
Power Production Plant Operators	4
Payroll Clerks	4
Life Science Technicians (Excluding Medical)	4
Fruit, Nuts, Vegetable And Related Preservers	4
Home-Based Personal Care Workers	3
Riggers and Cable Splicers	3
Medical and Dental Prosthetic Technicians	3
Legal and Related Associate Professionals	3
Metal Production Process Controllers	3
Database and Network Security Professionals	3
Sports Coaches, Instructors and Officials	3
Actors	3
Vehicle Cleaners	3
Primary School Teachers	3
County Government Administrators	3
Education Methods Specialists	3
Upholsterers and Related Workers	2
Travel Attendants and Travel Stewards	2
Vocational Education and Training Teachers	2
Building Construction Labourers	2
Broadcasting and audio-visual technicians	2
Conference and Event Planners	2
Aircraft Pilots and Related Associate Professionals	2
Traditional and Complementary Medicine Professionals	2
Ships' Engineers	2
Other Language Teachers	2
Manager, Personal Care Cleaning	2
Other Craft Workers	2
Garden And Horticultural	2
Film, Stage and Related Directors and Producers	2
Other Manufacturing Labourers	2
Electronics Mechanics And Servicers	1
Astrologers, Fortune-tellers and Related Workers	1
Audiologists and Speech Therapists	1
Chemical and Physical Science Technicians	1

OCCUPATIONS	No of Vacancies
Debt Collectors and Related Workers	1
Cabinet-Makers And Related Workers	1
Aide, pre-school	1
Biologist, Botanist, Zoologists And Related Professionals	1
Announcers On Radio, Television and Other Media	1
Clearing and Forwarding Agents	1
Information Communication Technology Trainers	1
Physicist and Astronomers	1
PRINTERS	1
Roofers	1
Agent, literary	1
Other Administrative and Commercial Managers	1
Metal Moulders and Coremakers	1
Legal Secretaries	1
Forestry and Environmental Managers	1
Electrical And Electronic Equipment Assemblers	1
Car Sales and Hire Assistants	1
Information and Communications Technology Operations Technicians	1
Glass Makers, Cutters, Grinders And Finishers	1
Other Engineering Professionals	1
Metal Finishing, Plating and Coating Machine Operators	1
Meteorologists	1
Legislators and Constitutional Officials	1
Hand Packers	1
Pet Groomers and Animal Care Workers	1
Real Estate and Travel Agency Managers	1
Shotfirers and Blasters	1

ANNEX XXV. Q4 Most Sought Occupations in Qatar

Occupation	No of Vacancies
Management and Organization Analysts	852
Civil Engineers	630
Commercial Sales Representatives	471
Nurse, General	386
Civil Engineering Technicians	314
Chefs	203
Waiters	196
Car, Taxi and Van Drivers	188
Mechanical Engineering Technicians	184
Mechanical Engineers and Technologists	163
Stock Clerks	158
Software Developers	158
Electrical Engineers	126
Accountants	124
Draughts Persons	123
Riggers and Cable Splicers	114
Petroleum And Natural Gas Refining Plant Operators	114
Occupational Safety And Health Professionals	112
Mathematicians, Actuaries and Statisticians	109
Bartenders	102
Software Security Professionals	101
Ambulance Workers	99
Policy Administration Professionals	98
Telecommunications Engineers	95
Human Resource and Careers Professionals	91
Buyers	91
University and College Lecturers	81
Sales and Marketing Managers	80
Secondary Education Teachers	79
Electronics Engineers	77
Finance Managers	77
Security Guards	77
Metal Production Process Controllers	75
Construction Supervisors	73
Welders and Flame Cutters	71
Structural Metal Preparers And Erectors	70
Advertising and Marketing Professionals	66
Systems Analysts	63
Industrial and Production Engineers And Related Technologist	63
Electronics Engineering Technicians	58
Attendant, bar: food service	58

OCCUPATIONS	No of Vacancies
Electrical Engineering Technicians	57
Construction and Utilities Managers	57
Administrative and Executive Secretaries	56
Metal Working Machine Tool Setters and Operators	55
Cleaning and Housekeeping-Non Domestic	54
Real Estate Agents And Property Agents	54
Cooks	53
Specialist Medical Practitioners	50
Policy and Planning Managers	47
Restaurant Managers	47
Press Liaison officer	45
Heavy Truck and Lorry Drivers	42
Architects and Town Planners	42
Other Teaching Professionals	41
Painters and Related Workers	41
General Medical Practitioners	40
Training and Staff Development Professionals	40
Financial and Investment Advisers	37
Other Engineering Professionals	36
Travel Consultants and Clerks	36
Receptionists (General)	35
Technical and Medical Sales Professionals (Excluding ICT)	34
Primary School Teachers	34
Building Structure Cleaners	32
Aircraft Pilots and Related Associate Professionals	30
Machine Learning Engineer	29
Pharmaceutical Professionals	29
Fighter, fire	28
Managing Directors and Chief Executives	28
Lawyers	26
Theatre and Media Production Managers	23
Systems Administrators	23
Child Care Workers	23
Human Resource Managers	23
Physiotherapy Technicians and Assistants	23
Surveyors And Cartographers	22
Economists	22
Database and Network Security Professionals	21
Database Designers And Administrators	21
Beauticians and Related Workers	21
Bank Tellers And Related Clerks	18

OCCUPATIONS	No of Vacancies
Crane, Hoist and Related Plant Operators	17
Early Childhood Development Teachers	16
Companions and Valets	16
Chemical Engineering Technicians	16
Bakers, Pastry-Cooks and Confectionery Makers	16
Shopkeepers	16
Metal Polishers, Wheel Grinders and Tool Sharpeners	15
Information and Communication Technology User Support Technicians	15
Librarians and Related Information Professionals	14
Hotel Managers	14
Kitchen Helpers	14
Carpenters And Joiners	14
Dental Professionals	14
Environmental and Occupational Health Inspectors and Associates	14
Mining and Drilling Engineers, Metallurgists and Related Technologists	14
Fitness And Recreation Instructors and Programme Leaders	13
Pet Groomers and Animal Care Workers	13
Information and Communication Technology Services Managers	13
Accounting Associate Professionals	12
Bricklayers and Related Workers	12
Clerk, air transport operations	12
Hotel Receptionists	12
Other Building Frame and Related Trades Workers	12
Transport, Storage and Distribution Managers	12
Environmentalists and Related Professionals	12
Biologist, Botanist, Zoologists And Related Professionals	11
Conference and Event Planners	11
Chemists	11
Applications Programmers	11
Aircraft Engine Mechanics and Repairers	11
Medical and Pathology Laboratory Technicians	10
Electrical Machinery and Equipments Mechanics And Fitters	10
Interior Designers And Decorators	10
Medical Records and Health Information Technicians	9
Web and Multimedia Developers	9
Other Protective Service Workers	9
Aide, pre-school	9
Motor Vehicle And Motor Cycle Mechanics Repairers	8
Hydrologists	8
Physiotherapists	8
Recreational/Cultural and Sporting Establishment Managers	8
Contact Centre Information Clerks	8
Agriculturalists And Related Professionals	7

OCCUPATIONS	No of Vacancies
Information and Communications Technology Sales Professionals	7
Agricultural and Industrial Machinery Mechanics and Repairers	7
Debt Collectors and Related Workers	7
Ships' Deck Crews and Related Workers	7
Nursing Associate Professionals	6
Plumbers and Pipe Fitters	6
Photographers	6
Travel Guides	6
Shop Sales Assistants	6
Messengers, Package Deliverers and Luggage Porters	6
Midwifery Professionals	5
Manager, Personal Care Cleaning	5
Cleaners and Helpers In Offices, Hotels and Other Establishments	5
PRINTERS	5
Blacksmiths, Hammersmiths and Forging Press Workers	5
Authors and Related Writers	5
Telecommunications Engineering Technicians	5
Other Language Teachers	5
Domestic Housekeepers	5
Computer Network Systems Technicians	5
Tailors, Dressmakers, Furriers And Hatters	5
Securities and Finance Dealers And Brokers	5
Real Estate and Travel Agency Managers	4
Typists and Word Processing Operators	4
Agricultural Managers	4
Building and Related Electricians	4
Vehicle Cleaners	4
Micro and Small Enterprise Managers	4
Laundry Machine Operators	4
Medical Imaging and Therapeutic Equipment Technicians	4
Sculptor	3
Software Auditors	3
Health Care Assistants	3
Government Licensing Officials	3
Manager Health Care Services	3
Government Tax And Excise Officials	3
Contact Centre Salespersons	3
Cloud Computing Professionals	3
Journalists	3
Data Entry Clerks	3
Ships' Engineers	3
Public Relations And Advertising Managers	3
Medical and Dental Prosthetic Technicians	3

OCCUPATIONS	No of Vacancies
Manufacturing Supervisors	3
Veterinarians	2
Pulp and Paper Process Control Technicians	2
Chemical Engineers and Technologists	2
Roofers	2
Blaster, sand: stonecutting	2
Fast-Food Preparers	2
Food And Related Products Machine Operators	2
Clinical Officer Specialist	2
Clearing and Forwarding Agents	2
Earthmoving and Related Plant Operators	2
Valuers and Loss Assessors	2
General Office Clerks	2
Genealogist	2
Optometrists and Ophthalmic Opticians	2
Mobile Farm And Forestry Plant Operators	2
Electronics Mechanics And Servicers	2
Payroll Clerks	2
Service Station Attendants	2
Interpreter	2
Personnel Clerks	2
Freight Handlers	2
Cabinet-Makers And Related Workers	1
Sheet Metal Workers	1
Archivists and Curators	1
Broadcasting and audio-visual technicians	1
Bus and Tram Drivers	1
Dieticians and Nutritionists	1
Motorcycle Drivers	1
Lifting Truck Operators	1
Financial Analysts	1
Fumigators and Other Pest And Weed Controllers	1
Hand Packers	1
Health Professionals	1
Internet of Things (IOT) Professional	1
Other Arts Teachers	1
Power Production Plant Operators	1
Other Music Teachers	1
Other Physical and Engineering Science Technicians	1
Packing, Bottling and Labelling Machine Operators	1
Other Government Regulatory Associate Professionals	1
Sewing Machine Operators	1
Vocational Education and Training Teachers	1

ANNEX XXVI. Q4 Most Sought Occupations in Austria

Occupation	No of Vacancies
Commercial Sales Representatives	2011
Chefs	1174
Other Manufacturing Labourers	1051
Waiters	951
Electrical Engineering Technicians	764
Cleaners and Helpers In Offices, Hotels and Other Establishments	737
Policy and Planning Managers	543
Sales and Marketing Managers	521
Stock Clerks	479
Kitchen Helpers	473
Mechanical Engineers and Technologists	451
Software Developers	401
Accountants	397
Construction and Utilities Managers	392
Receptionists (General)	333
Systems Analysts	312
Management and Organization Analysts	306
Metal Working Machine Tool Setters and Operators	302
Administrative and Executive Secretaries	295
Nursing Associate Professionals	290
Cooks	273
Car, Taxi and Van Drivers	273
Building and Related Electricians	261
General Office Clerks	258
Electrical Engineers	257
Information and Communication Technology User Support Technicians	242
Lifting Truck Operators	240
Nurse, General	234
Civil Engineering Labourers	230
Carpenters And Joiners	230
Mechanical Engineering Technicians	229
Finance Managers	217
Restaurant Managers	215
Office Supervisors	212
Heavy Truck and Lorry Drivers	191
Clerk, air transport operations	191
Messengers, Package Deliverers and Luggage Porters	172
Hand Packers	148
Painters and Related Workers	142
Home-Based Personal Care Workers	140
Advertising and Marketing Professionals	138

OCCUPATIONS	No of Vacancies
Cleaning and Housekeeping-Non Domestic	136
Freight Handlers	128
Human Resource and Careers Professionals	126
Specialist Medical Practitioners	122
Motor Vehicle And Motor Cycle Mechanics Repairers	115
Agricultural and Industrial Machinery Mechanics and Repairers	115
Electronics Engineers	108
Social Work and Counselling Professionals	105
Toolmakers and Related Workers	103
Sheet Metal Workers	98
Systems Administrators	97
Beauticians and Related Workers	97
Welders and Flame Cutters	97
Primary School Teachers	96
Buyers	91
General Medical Practitioners	90
Manufacturing Supervisors	90
Shop Sales Assistants	87
Bricklayers and Related Workers	85
Plumbers and Pipe Fitters	85
Physiotherapists	79
Street Food Salespersons	79
Other Building Frame and Related Trades Workers	77
Bank Tellers And Related Clerks	74
Transport, Storage and Distribution Managers	72
Bartenders	71
Civil Engineers	70
Shopkeepers	70
Hairdressers	69
Production Clerks	68
Applications Programmers	68
Lawyers	60
Floor Layers And Tile Setters	58
Tailors, Dressmakers, Furriers And Hatters	58
Early Childhood Development Teachers	58
Cloud Computing Professionals	57
Stall and Market Salespersons	55
Social Work Associate Professionals	54
Plasterers	52
Accounting Associate Professionals	52
Earthmoving and Related Plant Operators	49
Child Care Workers	49

OCCUPATIONS	No of Vacancies
Civil Engineering Technicians	48
Payroll Clerks	46
Mining and Metallurgical Technicians	45
Micro and Small Enterprise Managers	42
Software Security Professionals	42
Technical and Medical Sales Professionals (Excluding ICT)	41
Building Construction Labourers	40
Internet of Things (IOT) Professional	40
Hotel Managers	40
Crane, Hoist and Related Plant Operators	39
Bakers, Pastry-Cooks and Confectionery Makers	36
Electronics Mechanics And Servicers	35
Mechanical Machinery Assemblers	35
Roofers	34
Security Guards	34
Building Caretakers	33
Physiotherapy Technicians and Assistants	32
Real Estate Agents And Property Agents	31
Structural Metal Preparers And Erectors	29
Human Resource Managers	29
Financial and Investment Advisers	28
Dental Assistants and Therapists	27
Office Secretaries	25
National Government Administrators	24
Contact Centre Information Clerks	24
Insurance Representatives	21
Agriculturalists And Related Professionals	21
Recreational/Cultural and Sporting Establishment Managers	20
Other Protective Service Workers	20
Web and Multimedia Developers	19
Bus and Tram Drivers	19
Machine Learning Engineer	19
Electrical Machinery and Equipments Mechanics And Fitters	19
Service Station Attendants	19
Vehicle Cleaners	19
Computer Network Professionals	18
Metal Polishers, Wheel Grinders and Tool Sharpeners	18
Information and Communication Technology Services Managers	18
Gardener, Horticultural and Nursery Grower	17
Pulp and Paper Process Control Technicians	17
Secondary Education Teachers	17
Agent, literary	16

OCCUPATIONS	No of Vacancies
Forestry and Related Workers	16
University and College Lecturers	16
Air Conditioning and Refrigeration Mechanics	15
Medical Assistants	15
Odd Job Persons	14
Construction Supervisors	14
Psychologists	14
Shelf Fillers	13
Attendant, bar: food service	12
Personnel Clerks	12
Interior Designers And Decorators	12
Other Physical and Engineering Science Technicians	12
Spray Painters and Varnishers	11
Travel Consultants and Clerks	10
Medical and Pathology Laboratory Technicians	10
Motorcycle Drivers	10
Database and Network Security Professionals	10
Draughts Persons	10
Managing Directors and Chief Executives	9
Real Estate and Travel Agency Managers	9
Architects and Town Planners	8
Information and Communications Technology Installers And Servicers	8
Information Communication Technology Trainers	8
Telephone and Switchboard Operators	8
Aide, pre-school	7
Statistical, Finance and Insurance Clerks	7
Valuers and Loss Assessors	7
Supervisor, checkout	7
Photographers	7
Information and Communications Technology Operations Technicians	7
Optometrists and Ophthalmic Opticians	7
Chemical and Physical Science Technicians	7
Manager Health Care Services	6
Farm Labourers	6
Butchers, Fishmongers And Related Food Preparers	6
Police Officers	6
Accounting And Book Keeping Clerks	6
Telecommunications Engineers	5
Trade Brokers	5
Cashiers and Ticket Clerks	5
Companions and Valets	4
Environmentalists and Related Professionals	4

OCCUPATIONS	No of Vacancies
Mathematicians, Actuaries and Statisticians	4
Dieticians and Nutritionists	4
Education Methods Specialists	4
Legal and Related Associate Professionals	4
Database Designers And Administrators	4
Specialist Nurses	4
Medical Imaging and Therapeutic Equipment Technicians	4
Other Health Associate Professionals	3
Rubber Products Machine Operators	3
Librarians and Related Information Professionals	3
Pharmaceutical Technicians and Assistants	3
Dispensing Opticians	3
Sports Coaches, Instructors and Officials	3
Biologist, Botanist, Zoologists And Related Professionals	3
Conference and Event Planners	3
Travel Guides	2
Credit and Loans Officers	2
Audiologists and Speech Therapists	2
Agricultural Technicians	2
Legal Secretaries	2
Field Crop and Vegetable Growers	2
Garden And Horticultural	2
Handicraft Workers In Textile, Leather And Related Materials	2
Sewing Embroidery and Related Workers	2
Livestock and Dairy Producers	2
Public Relations And Advertising Managers	2
Sculptor	2
Data Entry Clerks	1
Locomotive Engine Drivers	1
Press Liaison officer	1
Vocational Education and Training Teachers	1

ANNEX XXVII.Q4 Most Sought Occupations in Saudi Arabia

Occupation	No of Vacancies
Policy and Planning Managers	1479
Electrical Engineering Technicians	1414
Commercial Sales Representatives	1115
Sales and Marketing Managers	994
Mechanical Engineers and Technologists	820
Management and Organization Analysts	619
Electrical Engineers	547
Nurse, General	400
Car, Taxi and Van Drivers	396
Chefs	366
Industrial and Production Engineers And Related Technologist	352
Metal Working Machine Tool Setters and Operators	345
Software Developers	291
Welders and Flame Cutters	285
Managing Directors and Chief Executives	276
Human Resource and Careers Professionals	263
Primary School Teachers	252
Database Designers And Administrators	250
Construction and Utilities Managers	212
Accountants	200
General Medical Practitioners	163
Heavy Truck and Lorry Drivers	157
Mechanical Engineering Technicians	151
Architects and Town Planners	136
Motor Vehicle And Motor Cycle Mechanics Repairers	124
Machine Learning Engineer	114
Finance Managers	111
Buyers	106
Systems Analysts	105
Office Supervisors	101
Cleaning and Housekeeping-Non Domestic	99
Stock Clerks	95
Administrative and Executive Secretaries	93
Specialist Medical Practitioners	91
Building and Related Electricians	90
Research Planning and Development Managers	76
Pharmaceutical Professionals	75
Waiters	66
Beauticians and Related Workers	66
Occupational Safety And Health Professionals	59
National Government Administrators	55

OCCUPATIONS	No of Vacancies
Transport, Storage and Distribution Managers	52
Receptionists (General)	50
University and College Lecturers	48
Press Liaison officer	47
Electronics Engineers	45
Plumbers and Pipe Fitters	44
Civil Engineers	41
Pulp and Paper Process Control Technicians	39
Bartenders	35
Advertising and Marketing Professionals	35
Financial and Investment Advisers	34
Clerk, air transport operations	33
Interior Designers And Decorators	32
Restaurant Managers	32
Surveyors And Cartographers	31
Information and Communication Technology User Support Technicians	27
Security Guards	26
Jurists/Judges	24
Human Resource Managers	23
Travel Attendants and Travel Stewards	22
Earthmoving and Related Plant Operators	22
Other Building Frame and Related Trades Workers	21
Social Work and Counselling Professionals	21
Biologist, Botanist, Zoologists And Related Professionals	20
Librarians and Related Information Professionals	19
Cloud Computing Professionals	18
Carpenters And Joiners	18
Manager, Personal Care Cleaning	17
Astrologers, Fortune-tellers and Related Workers	17
Broadcasting and audio-visual technicians	16
Bakers, Pastry-Cooks and Confectionery Makers	16
Domestic Housekeepers	15
Laundry Machine Operators	15
Software Security Professionals	15
Internet of Things (IOT) Professional	15
Information Communication Technology Trainers	14
Hotel Managers	13
Information and Communications Technology Operations Technicians	12
Training and Staff Development Professionals	12
Education Methods Specialists	12
Crane, Hoist and Related Plant Operators	12

OCCUPATIONS	No of Vacancies
Bricklayers and Related Workers	11
Aircraft Pilots and Related Associate Professionals	11
Gardener, Horticultural and Nursery Grower	11
Systems Administrators	11
Technical and Medical Sales Professionals (Excluding ICT)	10
Recreational/Cultural and Sporting Establishment Managers	9
Secondary Education Teachers	8
Authors and Related Writers	8
Lawyers	8
Physiotherapists	8
Building Caretakers	7
Cooks	6
Fitness And Recreation Instructors and Programme Leaders	6
Chemical Engineering Technicians	6
Sculptor	5
Micro and Small Enterprise Managers	5
Civil Engineering Technicians	5
Bleaching, Dyeing and Fabric Cleaning Machine Operators	4
Metal Production Process Controllers	4
Messengers, Package Deliverers and Luggage Porters	4
Web and Multimedia Developers	4
Hairdressers	4
Ambulance Workers	3
Painters and Related Workers	3
Chairperson and Members of Constitutional Offices and Commissions	3
Metal Finishing, Plating and Coating Machine Operators	3
Other Engineering Professionals	3
Database and Network Security Professionals	3
Accounting And Book Keeping Clerks	3
Bio-Medical Engineering Professionals	2
Ships' Deck Crews and Related Workers	2
Cabinet-Makers And Related Workers	2
Accounting Associate Professionals	2
Athletes and Sports Players	2
Agricultural Managers	2
Dental Professionals	2
Companions and Valets	2
Other Protective Service Workers	2
Medical Assistants	2
Hand Packers	2
Legal Secretaries	1
PRINTERS	1

OCCUPATIONS	No of Vacancies
Food And Related Products Machine Operators	1
Computer Network Professionals	1
Clinical Officer	1
Journalists	1
Bank Tellers And Related Clerks	1
Information and Communication Technology Services Managers	1
Field Crop and Vegetable Growers	1
Draughts Persons	1
Butchers, Fishmongers And Related Food Preparers	1
Mail Carriers And Sorting Clerks	1
Lifting Truck Operators	1
Manufacturing Supervisors	1
Metal Processing Plant Operators	1
Other Health Associate Professionals	1
Miners, Drillers and Quarries	1
Shopkeepers	1
Real Estate and Travel Agency Managers	1
Public Relations And Advertising Managers	1
Ships' Deck Officers and Pilots	1
Riggers and Cable Splicers	1
Tailors, Dressmakers, Furriers And Hatters	1

ANNEX XXVIII. Q4 Most Sought Occupations in Kuwait

Occupation	No of Vacancies
Civil Engineers	247
Secondary Education Teachers	219
Commercial Sales Representatives	181
Mechanical Engineers and Technologists	181
Human Resource and Careers Professionals	173
Electrical Engineers	169
Industrial and Production Engineers And Related Technologist	140
Nurse, General	129
Electronics Engineers	112
Other Engineering Professionals	110
Car, Taxi and Van Drivers	105
Motorcycle Drivers	83
Riggers and Cable Splicers	76
Chefs	67
Mechanical Engineering Technicians	67
Specialist Medical Practitioners	67
Sales and Marketing Managers	55
Machine Learning Engineer	54
Buyers	54
Draughts Persons	53
Athletes and Sports Players	52
Primary School Teachers	47
Occupational Safety And Health Professionals	47
Building and Related Electricians	46
Advertising and Marketing Professionals	45
Management and Organization Analysts	44
Cleaning and Housekeeping-Non Domestic	43
Software Developers	37
Stock Clerks	34
Civil Engineering Technicians	33
Cooks	33
Financial and Investment Advisers	29
Welders and Flame Cutters	29
Press Liaison officer	27
Restaurant Managers	26
PRINT FINISHING AND BINDING WORKERS	26
Mining and Drilling Engineers, Metallurgists and Related Technologists	26
Surveyors And Cartographers	24
Policy Administration Professionals	23
Interior Designers And Decorators	23
Finance Managers	22

OCCUPATIONS	No of Vacancies
Telecommunications Engineers	21
Accountants	21
Technical and Medical Sales Professionals (Excluding ICT)	20
Security Guards	20
Economists	19
General Medical Practitioners	19
Contact Centre Information Clerks	17
Plumbers and Pipe Fitters	17
Hotel Managers	17
Lawyers	16
Real Estate and Travel Agency Managers	16
Policy and Planning Managers	16
Mathematicians, Actuaries and Statisticians	15
Optometrists and Ophthalmic Opticians	15
Information and Communication Technology Services Managers	14
Hotel Receptionists	14
Waiters	14
Administrative and Executive Secretaries	14
Office Supervisors	13
Micro and Small Enterprise Managers	13
Systems Administrators	13
Clerk, air transport operations	12
Recreational/Cultural and Sporting Establishment Managers	11
Systems Analysts	11
Sculptor	11
Metal Working Machine Tool Setters and Operators	10
Beauticians and Related Workers	10
Receptionists (General)	10
Medical Imaging and Therapeutic Equipment Technicians	9
Attendant, bar: food service	9
Legal and Related Associate Professionals	9
Medical and Dental Prosthetic Technicians	9
Physicist and Astronomers	8
Kitchen Helpers	8
Other Personal Care Workers in Health Services	8
Laundry Machine Operators	8
Software Security Professionals	8
Valuers and Loss Assessors	8
Bank Tellers And Related Clerks	8
Architects and Town Planners	7
Shop Sales Assistants	7

OCCUPATIONS	No of Vacancies
Computer Network Professionals	7
Transport, Storage and Distribution Managers	7
Stall and Market Salespersons	7
Education Methods Specialists	7
Real Estate Agents And Property Agents	6
Telephone and Switchboard Operators	6
Special Needs Teachers	6
Physiotherapy Technicians and Assistants	6
Early Childhood Development Teachers	6
Pharmaceutical Professionals	6
Web and Multimedia Developers	6
Environmentalists and Related Professionals	6
Information and Communication Technology User Support Technicians	6
Construction and Utilities Managers	6
Messengers, Package Deliverers and Luggage Porters	6
Motor Vehicle And Motor Cycle Mechanics Repairers	5
Other Protective Service Workers	5
PRINTERS	5
Earthmoving and Related Plant Operators	5
Broadcasting and audio-visual technicians	5
Bartenders	5
Survey And Market Research Interviewers	4
Pulp And Papermaking Plant Operators	4
Fashion and Other Models	4
Database and Network Security Professionals	4
Theatre and Media Production Managers	4
Managing Directors and Chief Executives	4
Travel Consultants and Clerks	4
Electrical Machinery and Equipments Mechanics And Fitters	3
Aircraft Pilots and Related Associate Professionals	3
Painters and Related Workers	3
Physiotherapists	3
Environmental and Occupational Health Inspectors and Associates	3
Veterinarians	3
University and College Lecturers	3
Debt Collectors and Related Workers	3
Photographers	3
Toolmakers and Related Workers	2
Tailors, Dressmakers, Furriers And Hatters	2
Plastic Products Machine Operators	2
Contact Centre Salespersons	2
Gardener, Horticultural and Nursery Grower	2
Data Entry Clerks	2

OCCUPATIONS	No of Vacancies
Companions and Valets	2
Biologist, Botanist, Zoologists And Related Professionals	2
Butchers, Fishmongers And Related Food Preparers	2
Floor Layers And Tile Setters	2
Roofers	2
Chemical and Physical Science Technicians	2
Heavy Truck and Lorry Drivers	2
Electronics Engineering Technicians	2
Clinical Officer Specialist	2
Securities and Finance Dealers And Brokers	2
Financial Analysts	2
Concrete Placers, Concrete Finishers and Related Workers	2
Medical and Pathology Laboratory Technicians	2
Manager, Personal Care Cleaning	2
Fitness And Recreation Instructors and Programme Leaders	2
Electrical Engineering Technicians	2
Fast-Food Preparers	1
Journalists	1
Accounting Associate Professionals	1
Air Traffic Controllers	1
Ambulance Workers	1
Audiologists and Speech Therapists	1
Chemical Engineers and Technologists	1
Bakers, Pastry-Cooks and Confectionery Makers	1
Authors and Related Writers	1
Bus and Tram Drivers	1
Aircraft Engine Mechanics and Repairers	1
Information and Communications Technology Sales Professionals	1
Lifting Truck Operators	1
Health Professionals	1
Cloud Computing Professionals	1
Crane, Hoist and Related Plant Operators	1
Domestic Cleaners And Helpers	1
Database Designers And Administrators	1
Customs and Border Officials	1
Geologist and Geophysicists	1
Librarians and Related Information Professionals	1
Film, Stage and Related Directors and Producers	1
Mining and Quarrying Laboures	1
Manufacturing Supervisors	1
Odd Job Persons	1
Other Language Teachers	1
Other Music Teachers	1

OCCUPATIONS	No of Vacancies
Other Teaching Professionals	1
Payroll Clerks	1
Personnel Clerks	1
Psychologists	1
Production Clerks	1
Ships' Engineers	1
Shopkeepers	1
Specialist Nurses	1
Upholsterers and Related Workers	1
Vehicle Cleaners	1
Well Drillers And Borers And Related Workers	1

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