



MINISTRY OF LABOUR AND SOCIAL PROTECTION

JOB OPPORTUNITY ANALYSIS REPORT

(APRIL-JUNE, 2018)

**DEPARTMENT OF NATIONAL HUMAN RESOURCE PLANNING AND
DEVELOPMENT**

JUNE, 2018

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ACRONYMS / ABBREVIATIONS

- ISIC** - International Standard Industrial Classification of All Economic Activities
- ISCED** - International Standard Classification of Education
- ILO** - International Labour Organization
- JOI** - Job Opportunity Index
- JOA** - Job Opportunity Analysis
- KNOCS** - Kenya National Occupational Classification Standard

FUNCTIONAL DEFINITION OF TERMS

Award - is a certificate granted on the basis of a formal educational assessment that is regulated and has external quality assurance.

Basic General Programmes - This defines a broad group/field of education which includes the following: pre-primary, elementary, primary and secondary school.

Decent Work - Entails opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for personal development and social integration, freedom of people to express their views, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men (ILO).

Field of Education - defined in International Standard Classification of Education (ISCED) as the subject matter taught in an education programme.

ISIC - This is an international standard for industrial classification that classifies data according to kind of economic activity in the fields of production, employment, gross domestic product and other statistical areas

ISCED - This is an International Standard Classification of Education that classifies education programmes by their content using two main cross-classification variables: levels of education and fields of education.

Job - defined as a set of tasks or duties executed or meant to be executed by one person.

Kenya National Occupational Classification Standard - This is a Kenyan Standard that is used to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data modelled on the International Standard Classification of Occupations (ISCO).

Major Occupational Groups - Occupations are classified into 10 major groups, based on their similarity in terms of the skill levels and areas of specialization required for the jobs.

Minor Occupational Groups – this is a more detailed level of the classification structure within major occupational groups where occupations are aggregated into 225 minor groups. The jobs are more closely related in terms of skills and tasks.

Occupation - defined as a set of jobs which have the same main tasks and duties.

Precarious Work - Refers to work that is permanent but employees are denied permanent employee rights. These workers are subject to unstable employment, lower wages and more dangerous working conditions. They rarely receive social benefits and are often denied the right to join a union (ILO).

Skill -knowhow that gives a person the ability to carry out the tasks and duties of a given job.

Mainstream Print Media - refers to the daily and weekly newspapers that have a nationwide circulation and have the widest reach.

1.0 INTRODUCTION

The Job Opportunity Analysis (JOA) report covers the period April to June, 2018 and presents an analysis of job opportunities advertised in the mainstream media during the reference period. This was for the purpose of credibility of data sources.

The findings presented include vacancies by economic sectors, occupational categories, skills requirements and regional distribution of the vacancies advertised.

2.0 OBJECTIVES AND USES OF JOA

The Job Opportunity Analysis (JOA) has a general objective of monitoring vacancies that occur in the economy and presenting that information in terms of the skills and other aspects pertaining to the vacancies reported. These include location (where the vacancy occurred), and economic sectors.

Job Opportunity Analysis involves the calculation of Job Opportunity Indices for various economic sectors and occupations. This will give an indication on the economic sectors and occupations where opportunities for jobs occurred within the period under review and the skills required. It will also provide trends in skill demands within the economy over time.

3.0 METHODOLOGY

This job opportunities Analysis report for the months of April to June, 2018 was done by recording jobs vacancies advertised daily in the mainstream print media namely the Daily Nation and the Standard.

The vacancies that were not considered for this JOA were:

- Vacancies declared exclusively online

- Vacancies that were declared at the Public and Private Employment Bureaus
- For the purpose of this report, independent analysis was undertaken for each occupational category and economic activity bearing in mind the regional distribution of the vacancies advertised.

3.1 Computation of Job Opportunity Index (JOI)

The JOI was computed using unweighted simple index method with data between January and March 2015 taken as the baseline.

3.2 Uses of Classification Standards in Job Opportunities Analysis

In the analysis of the advertised jobs, the following classification standards have been used: Kenya National Occupational Classification Standard (KNOCS) International Standard of Industrial Classification (ISIC) and International Standard Classification of Education (ISCED).

3.2.1 Use of Kenya National Occupational Classification Standard (KNOCS)

The allocation of an occupational code using the Kenya National Occupational Classification Standard (KNOCS) was done on the basis of the job title.

In Kenya, occupations are classified in a framework called Kenya National Occupational Classification Standard (KNOCS) which is designed mainly to facilitate statistical description and analysis of labour market information and other socio-economic activities. KNOCS is structured on a 5-digit coding system. The 5-digit coding system is such that the first and second digits of the code refer to the major and sub-major occupational group respectively. The third digit refers to the minor group, while the fourth and fifth digits refer to occupational titles. The document is categorized into 10 major groups, 54 sub-major groups, 225 minor groups and 1192

occupational titles. For Job Opportunity Index, KNOCS was used at major occupational and minor occupational groups.

3.2.2 Use of International Standard of Industrial Classification (ISIC)

International Standard of Industrial Classification (ISIC Rev 4) is an ILO classification standard that disaggregates the economy into the more detailed levels of industries and industry groups, as well as the more aggregated levels of divisions and sections. It is used to examine particular industries or industry groups or to analyze the economy as a whole by disaggregating it to different levels of detail. For JOA, ISIC level 1 and 2 was adopted to classify economic activities as follows:

Level 1 – Broadly groups the economy into nine major activities and Level 2 further breaks the nine activities into 21 sub-groups.

3.2.3 Use of International Standard Classification of Education (ISCED)

UNESCO developed and maintains an International Standard Classification of Education (ISCED) which is a statistical framework belonging to family of Economic and Social Classifications. This is a reference classification for organizing education programmes and related qualifications by levels and fields of education. ISCED categorizes field of education into Broad, Narrow and Detailed categories. For JOA, ISCED has been used at Broad and Narrow categories.

3.3 Best Practices Applied

In coming up with this report, the following best practices were adopted:

- Job opportunities were grouped using the national occupational classification Framework (KNOCS).
- Only vacancies declared in the mainstream newspapers were considered, for credibility
- For comparability, International Classification Standards were used

4.0 ANALYSIS OF JOB VACANCIES

This section presents summaries on job vacancies in the period April to June, 2018. The summaries cover vacancies advertised by economic activity, major occupational group, skill area, level of education and by county. During the reference period, a total of 1190 job openings were advertised in the mainstream newspapers.

4.1. Vacancies by Economic Activity.

Job opportunities occur within economic activities¹ in various sectors of the economy. Therefore, job openings within the respective economic activities needs to be monitored for employment creation and potential jobs forecasting. In the analysis, vacancies were grouped into 21 economic categories as per ISIC classification (rev4).

Table 1 show that Public Administration and Defence; Compulsory Social Security sector recorded the highest number of vacancies accounting for 22.9 per cent. This was followed by Education and Manufacturing sectors with 21.9 and 13.8 per cent respectively of the jobs advertised. The sectors which recorded less than 1 per cent each during the period under review were: Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles, Accommodation and Food Service Activities, Water Supply; Sewerage, Waste Management and Remediation Activities, Transportation and Storage, Electricity, Gas, Steam and Air Conditioning Supply. The high number of vacancies advertised in Public Administration and Defence; Compulsory Social Security sector could be attributed to the continuous employment of staff within the county governments. **(See appendix 3)**

¹ Economic activity is any activity that results in production of good and services that add value to the economy

Table 1: Distribution of Vacancies by Economic Activity

ISIC CODE	Major Economic Activity	Vacancies	Percent
A	Agriculture, Forestry And Fishing	21	1.8
C	Manufacturing	164	13.8
D	Electricity, Gas, Steam And Air Conditioning Supply	7	0.6
E	Water Supply; Sewerage, Waste Management And Remediation Activities	2	0.2
F	Construction	76	6.4
G	Wholesale And Retail Trade; Repair Of Motor Vehicles And Motorcycles	1	0.1
H	Transportation And Storage	3	0.3
I	Accommodation And Food Service Activities	1	0.1
J	Information And Communication	22	1.8
K	Financial And Insurance Activities	144	12.1
M	Professional, Scientific And Technical Activities	41	3.4
N	Administrative And Support Service Activities	24	2
O	Public administration and defence; compulsory social security	272	22.9
P	Education	261	21.9
Q	Human Health And Social Work Activities	40	3.4
S	Other service activities	14	1.2
U	Activities Of Extraterritorial Organizations And Bodies.	97	8.2
	Grand Total	1190	100

4.2. Vacancies by Major Occupational Group.

Table 2 shows that the highest number of the job openings were in the Professionals Occupational Major Group with 40.8 percent followed by Legislators, Administrators and Managers major group at 18.7 per cent while Technicians and Associate Professionals Major Group accounted for 16.7 percent of vacancies advertised. The other occupational groups accounted for 23.8 percent of the advertised jobs.

Table 2: Vacancies by Major Occupational Group

KNOCS CODES	Major Group	Vacancies	Percentage
1	Legislators, Administrators And Managers	223	18.7
2	Professionals	486	40.8
3	Technicians And Associate Professionals	199	16.7
4	Secretaries, Clerical Services And Related Workers	31	2.6
5	Service Workers And Shop And Market Sales Workers	9	0.8
6	Craft And Related Trades Workers	163	13.7
7	Plant And Machine Operators And Assemblers	73	6.1
9	Elementary Occupations	1	0.1
XX	Occupations Not Elsewhere Classified	5	0.4
	Grand Total	1190	100

4.3 Vacancies by Skill Area and Level

Figures 1 and 2 provide information on skill areas and levels demanded by employers. Out of the total jobs advertised, 25.1 percent required skills in Business and Administration followed by Health at 12.5 percent and Computing at 11.9 percent.

In terms of level of training, bachelors' degree was highest in demand at 32 percent followed by diploma graduates at 23 percent while those with higher diploma and those with no certificate were the least demanded at 1 and 2 percent respectively as shown in figure 3. This scenario points to the diminishing glamour of higher national diploma as an added advantage to gaining employment in the country.

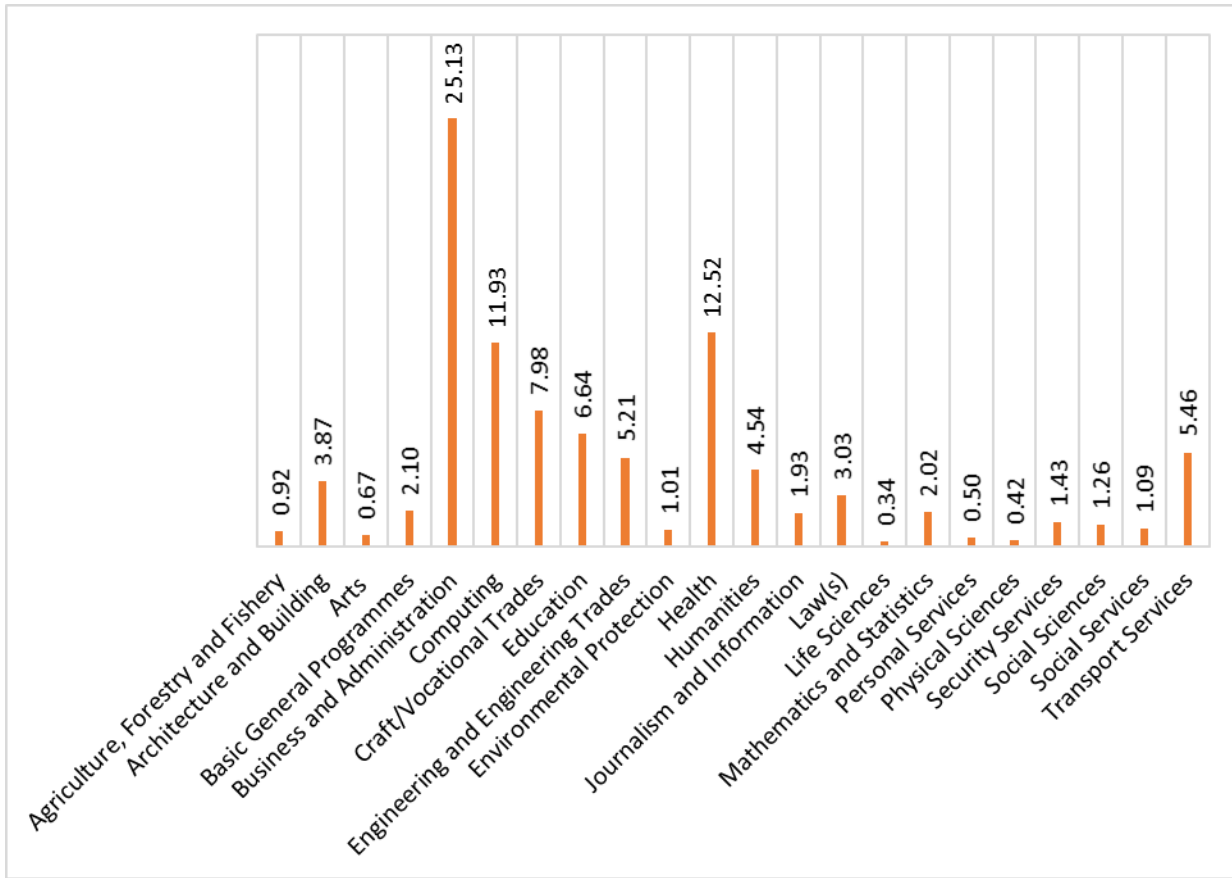


Figure 1: Vacancies by Skill Area

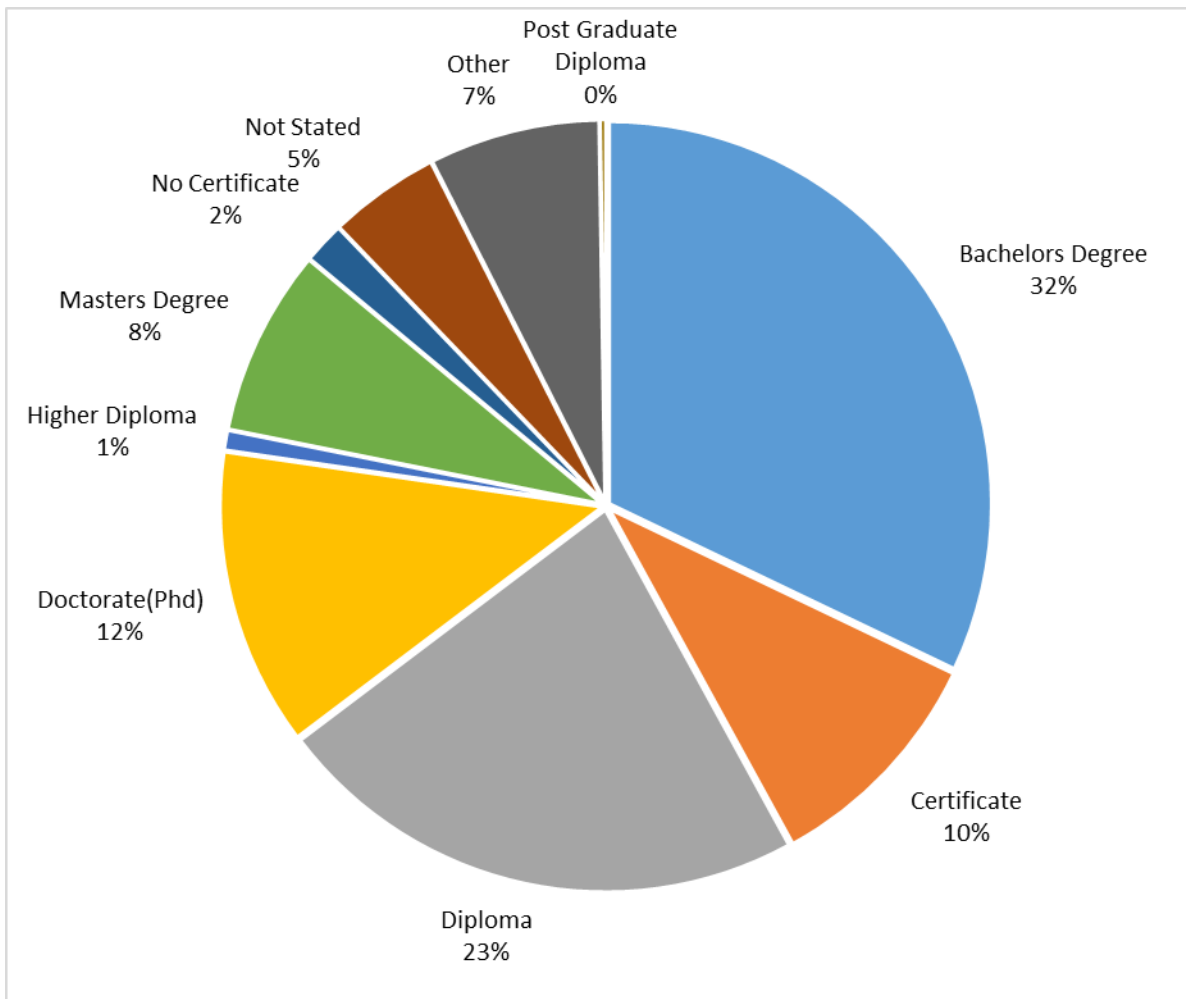


Figure 2: Vacancies by skill level

4.4 Vacancies by County and Major Occupational Group

In this part of the report, vacancies advertised were analyzed on the basis of the County where the vacancy arose and the major occupational group into which the job belongs. From the analysis, there were 1190 vacancies advertised across all Counties during the reference period.

Nairobi County had the highest number of advertised vacancies at 58 percent. Out of these, Professionals Occupational Group had the majority of advertised vacancies

accounting for 39 percent while Legislators, Administrators and Managers Occupational Group had 18 percent while Elementary Occupations had the lowest number of advertised vacancies at less than 1 per cent.

The rest of the counties accounted for 42 per cent of all the jobs advertised. Out of these, Professionals Occupations had the highest percentage at 41 percent followed by Legislators, Administrators and Managers Occupations at 18.7 percent. **(See Appendix Table 1).**

N/B: Jobs captured under Nairobi county also included advertisements from the national government, multinational agencies and organizations with headquarters in Nairobi.

4.5 Vacancies by Occupation and Educational Award

During the reference period, bachelor's degree level was the most demanded by majority of the employers at 32.1 percent followed by diploma qualification at 22.7 percent and PhD level at 16.6 percent. There were also a significant percentage of job adverts that were not explicit on the level of skill required. This could be due to employers who don't want to elicit reactions from the applicants who may need to know the remuneration package attached to the jobs. **(See appendix 2)**

5.0 JOB OPPORTUNITY INDEX (JOI)

A job opportunity index is a statistical value that indicates a change in number of jobs advertised in a given period of time in reference to an established baseline. When the number is below the baseline, it implies that the jobs advertised were fewer while when the index is above the baseline, it implies that jobs advertised were more.

5.1 Job Opportunity Indices in all Economic Activities

Table 3 presents job opportunity indices for the period April to June, 2018. Construction sector recorded the highest job creation with an index of 330 followed by manufacturing sector with an index of 182 of jobs advertised in the reference period.

The economic sectors which had zero index registering no growth during the period were in Mining and Quarrying, Real Estate Activities, Arts, Entertainment and Recreation; Activities of Households as Employers; Undifferentiated Goods and Services producing Activities of Households for own use.

Table 3: Job Opportunity Indices by Economic Activity

ISIC Code	Economic Activity	INDEX MARCH 2017 TO JUNE 2018				
		March 2017	June 2017	September 2017	December 2017	June 2018
A	Agriculture, Forestry and Fishing	24	20	18	9	47
B	Mining and Quarrying	0	50	0	0	0
C	Manufacturing	56	16	10	19	182
D	Electricity, Gas, Steam and Air Conditioning Supply	0	25	0	100	88
E	Water Supply; Sewerage, Waste Management and Remediation	0	127	69	185	8
F	Construction	30	239	61	0	330
G	Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	104	4	448	122	4.3
H	Transportation and Storage	18	8	10	5	25
I	Accommodation And Food Service Activities	60	20	45	110	5
J	Information and Communication	92	44	13	0	56
K	Financial and Insurance Activities	71	26	35	10	19
L	Real Estate Activities	125	0	13	0	0
M	Professional, Scientific And Technical Activities	7	51	11	178	19
N	Administrative and Support Service Activities	1542	1546	215	4	92

O	Public Administration and Defence; Compulsory Social Security	57	15690	97	88	10
P	Education	62	12	30	51	38
Q	Human Health And Social Work Activities	36	29	10	62	22
R	Arts, Entertainment And Recreation	50	30	0	10	0
S	Other Service Activities	123	21	13	15	27
T	Activities of Households as Employers; Undifferentiated Goods and Services producing Activities Of Households For Own Use	0	0	0	0	0
U	Activities Of Extraterritorial Organizations And Bodies	103	67	17	38	23
	Total	69	8783	68	70	25

5.2 Job Opportunity Indices by Occupation

Table 4 shows that the highest job growth during the period was reported in Plant and Machine Operators and Assemblers Major Occupational group which had the highest number of jobs created with an index of 292 for the period April to June, 2018 followed by Skilled Farm, Fishery, Wildlife And Related Workers with an index of 190 while Craft And Related Trades Workers occupational group registered no growth.

Table 4: Job Opportunity Indices by Occupation

KNOCS CODE	Major Occupational Group	March 2017	June 2017	September 2017	December 2017	June 2018
1	Legislators, Administrators And Managers	73	9041	98	122	15
2	Professionals	45	35	22	39	29
3	Technicians And Associate Professionals	58	1126	100	34	26
4	Secretarial, Clerical Services And Related Workers	132	289,552	38	149	34
5	Service Workers , Shop And Market Sales Workers	103	4	5	13	2
6	Skilled Farm, Fishery, Wildlife And Related Workers	0	0	0	26	190
7	Craft And Related Trades Workers	583	67	22	122	0
8	Plant And Machine Operators And Assemblers	928	1324	68	252	292
9	Elementary Occupations	32	5047	126	100	5
	Grand Total	69	8783	68	70	25

N/B- The indices were calculated using January to March 2015 quarter whose base was 100

6.0 LABOUR MARKET ANALYSIS

Job Opportunity Index avail signals that can help identify structure and dynamics of the labor market in a short interval of time. During this period the following were the key signals;

- Public sector had a high potential for job openings with Public administration and defense; compulsory social security accounting for 24.7 percent of total jobs advertised.
- The labour market required occupations with Business Administration Skills
- A significant number of jobs in the labour market still required skills at the level of Certificate .Out of all jobs advertised 10 percent required at least a certificate.

7.0 APPENDICES

APPENDIX 1: Vacancy by County and Major Group

County	Craft And Related Trades Workers	Elementary Occupations	Legislators, Administrators And Managers	Occupations Not Elsewhere Classified	Plant And Machine Operators and Assemblers	Professionals	Secretaries, Clerical Services And Related Workers	Service Workers And Shop And Market Sales Workers	Technicians And Associate Professionals	Total
Bomet						3				3
Bungoma	8		21			4			10	43
EAC			1			1				2
Garissa						1				1
Homabay			1							1
Kajiado	10		2			96	10		14	132
Kakamega			3			2	2	1	1	9
Kericho									2	2
Kiambu	1		4			29	2			36
Kilifi						5				5
Kisii			19			8			4	31
Kisumu	4		6		1	13		1	17	42
Kitui			2			1				3
Lamu			4			8		1	2	15
Machakos			11			18	2			31
Makueni			2			5	1	2	3	13
Meru			2			1				3
Migori			1							1
Mombasa	21		14		3	10			6	54
Murang'a						1				1
Nairobi	119	1	118	4	68	269	14	4	93	690
Nakuru			1			3			1	5
Narok			3			1				4
Not Stated				1	1					2
Nyeri			2							2
Siaya						1				1
Tana River			1							1
Trans Nzoia						1			30	31
Turkana						3			16	19
Uasin Gishu			4			2				6
West Pokot			1							1
Grand Total	163	1	223	5	73	486	31	9	199	1190

APPENDIX 2: Vacancies by Occupational Minor Group and Level of Award

Minor Group	Phd)	Masters	Bachelors	PG Diploma	Higher Diploma	Diploma	Certificate	No Certificate	Not Stated	Other	Grand Total
Accountants, Auditors And Tax Assessors	1	4	20		1	3	5		2		36
Aircraft Pilots And Related Workers		1	5			1	2				9
Architects And Town Planners		4			1	7			1	1	14
Archivists, Librarians And Related Professionals			3								3
Authors, Journalists And Related Professionals			2								2
Building Trades Workers			41								41
Business And Public Service Middle Level Personnel		4	7		2	3				1	17
Business Services Agents			18						32		50
Buyers, Appraisers And Auctioneers			10			3					13
Chemical Engineers And Technologists	2	1	3			16			1		23
Civil Engineers	1		16								17
Civil Engineering And Related Technicians			1			1					2
Cleaners, Launderers And Domestic Workers							1				1
Computing Professionals		1	4			24	1				30
Cooks And Other Catering Service Workers							2				2
Data Base And Network Professionals			2								2
Directors And Chief Executives	2	3	14								19
Economists			3			1	1				5
Electrical Engineering Technicians										2	2
Electrical Equipment Fitters And Installers						1					1
Electrical, Electronics And Telecommunications Engineers		1	3			3	4				11
General Office Clerks			1								1
Government Administrators	3	15	53	1		2	8		2		84
Health Professionals			13			4			1		18
House Stewards And Housekeepers			1								1
Information Clerks							1				1
Insurance Brokers And Agents			1			1				20	22
Lands, Agricultural And Livestock Officials									2		2
Lawyers	101	2	4			1					108
Library, Mail And Related Clerks						2					2

Life Science Professionals			1			2					3
Life Science Technicians							1				1
Machinery Mechanics And Fitters			3			21			1		25
Material Recording And Transport Clerks						11	1				12
Mechanical Engineering And Related Technicians			2			2			1		5
Mechanical Engineers			17								17
Medical Assistants And Clinical Officers		8	1		3	9					21
Metal Moulders, Welders, Structural-Metal Preparers And Related Trades Workers			4								4
Motor Vehicle Drivers		4	1			2			2		9
Non-Departmental Managers	1	5	9		1	2	1				19
Numerical Clerks			3			2			2		7
Nursing And Mid-Wifery Professionals		1	6			86	6				99
Occupations Not Elsewhere Classified		1	3							1	5
Other Administrators And Managers	1	6	12		1	8			2		30
Other Business Professionals		1	3		1						5
Other Chemical Processing Plant And Machine Operators			1								1
Other Departmental Managers	4	1	1						1		7
Other Middle Level Personnel		1									1
Other Social Science And Related Professionals						3					3
Other Teaching Professionals							3				3
Personnel And Occupational Professionals			10			2					12
Pharmaceutical Assistants	1		7								8
Philologists, Translators And Interpreters			1								1
Physicists And Related Professionals	1										1
Physiotherapists And Related Associate Professionals			5			15					20
Plant And Machine Operators And Assemblers Not Elsewhere Classified						1					1
Police Inspectors, Detectives, Customs And Border Officials							1				1
Primary Education Teachers						10					10
Protective Service Workers			9			1				1	11
Railway Engine Drivers And Related Workers										60	60
Safety, Health And Quality Inspectors/ Controllers		11	2								13

Secondary And Technical Institute Teachers And Instructors			3			2	3	20	1		29
Secretaries, Stenographers And Typists			2			1					3
Ships' Deck Crews And Related Workers							1				1
Sociologists, Anthropologists And Related Professionals	1										1
Specialized Departmental Managers	4	8	38	1		7	2		4		64
Statisticians		5									5
Tailors, Dressmakers And Related Workers	1						73				74
Technical Draughts men			1								1
University And Post-Secondary Teachers/Lecturers	26	6	3	1			1	1			38
Weavers, Knitters And Related Workers			8			10					18
Weaving, Knitting And Sewing Machine Operators			1								1
Welfare And Pensions Officials									1		1
Grand Total	150	94	382	3	10	270	118	21	56	86	1190

APPENDIX 3: Vacancies by Major Economic Activity

Class	Economic Activity	Vacancies	Percent
A	Crop And Animal Production, Hunting And Related Service Activities	20	1.68
	Forestry And Logging	1	0.08
		21	1.76
C	Manufacture of food products	2	0.17
	Manufacture of chemicals and chemical products	15	1.26
	Manufacture of wearing apparel	94	7.9
	Manufacture of chemicals and chemical products	17	1.43
	Manufacture of rubber and plastics products	2	0.17
	Manufacture of motor vehicles, trailers and semi-trailers	30	2.52
			160
D	Electricity, gas, steam and air conditioning supply	7	0.59
		7	0.59
E	Water collection, treatment and supply	2	0.17
		2	0.17
F	Civil engineering	75	6.3
	Specialized construction activities	1	0.08
		76	6.39
G	Retail trade, except of motor vehicles and motorcycles	1	0.08
		1	0.08
H	Land Transport and Transport via Pipelines	3	0.25
		3	0.25
I	Hotels and Restaurant	1	0.08
		1	0.08
J	Publishing activities	28	2.35
		28	2.35
K	Financial service activities, except insurance and pension funding	79	6.64
	Insurance, Reinsurance and Pension Funding, Except Compulsory Social Security	65	5.46
		144	12.1
M	Scientific Research and Development	39	3.28
	Other professional, scientific and technical activities	3	0.25
		42	3.53
N	Employment activities	21	1.76
	Security and investigation activities	1	0.08

		22	1.85
O	Public administration and defence; compulsory social security	272	22.86
		272	22.86
P	Education	261	21.93
		261	21.93
Q	Human Health Activities	40	3.36
		40	3.36
S	Activities of membership organizations	9	0.76
	Activities of religious organizations	4	0.34
		14	1.18
U	Activities Of Extraterritorial Organizations And Bodies..	97	8.15
		97	8.15
	Grand Total	1190	100

APPENDIX 4: Vacancies by Major and Minor Occupational Groups

		Occupational Group	Vacancies	Percent
1		Legislators, Administrators And Managers	223	18.74
	121	Government Administrators	84	7.06
	131	Directors And Chief Executives	19	1.60
	132	Specialized Departmental Managers	64	5.38
	133	Other Departmental Managers	7	0.59
	141	Non-Departmental Managers	19	1.60
	151	Other Administrators And Managers	30	2.52
2	2	Professionals	486	40.84
	211	Physicists And Related Professionals	1	0.08
	222	Statisticians	5	0.42
	223	Computing Professionals	30	2.52
	224	Data Base And Network Professionals	2	0.17
	231	Architects And Town Planners	3	0.25
	232	Architects And Town Planners	11	0.92
	233	Civil Engineers	17	1.43
	234	Mechanical Engineers	17	1.43
	235	Chemical Engineers And Technologists	23	1.93
	237	Electrical, Electronics And Telecommunications Engineers	11	0.92
	241	Health Professionals	18	1.51
	242	Nursing And Mid-Wifery Professionals	99	8.32
	243	Life Science Professionals	3	0.25
	251	University And Post-Secondary Teachers/Lecturers	38	3.19
	252	Secondary And Technical Institute Teachers And Instructors	29	2.44
	259	Other Teaching Professionals	3	0.25
	261	Lawyers	108	9.08
	271	Economists	5	0.42
	273	Sociologists, Anthropologists And Related Professionals	1	0.08
	275	Philologists, Translators And Interpreters	1	0.08
	279	Other Social Science And Related Professionals	3	0.25
	281	Accountants, Auditors And Tax Assessors	36	3.03
282	Personnel And Occupational Professionals	12	1.01	
289	Other Business Professionals	5	0.42	
291	Archivists, Librarians And Related Professionals	3	0.25	
293	Authors, Journalists And Related Professionals	2	0.17	
3		Technicians And Associate Professionals	199	16.72
	311	Technical Draughts men	1	0.08
	312	Civil Engineering And Related Technicians	2	0.17

	313	Mechanical Engineering And Related Technicians	5	0.42
	315	Electrical Engineering Technicians	2	0.17
	322	Medical Assistants And Clinical Officers	21	1.76
	326	Physiotherapists And Related Associate Professionals	20	1.68
	328	Pharmaceutical Assistants	1	0.08
	329	Pharmaceutical Assistants	7	0.59
	332	Life Science Technicians	1	0.08
	343	Aircraft Pilots And Related Workers	9	0.76
	352	Insurance Brokers And Agents	22	1.85
	354	Business Services Agents	50	4.20
	355	Buyers, Appraisers And Auctioneers	13	1.09
	361	Police Inspectors, Detectives, Customs And Border Officials	1	0.08
	363	Welfare And Pensions Officials	1	0.08
	365	Business And Public Service Middle Level Personnel	17	1.43
	368	Lands, Agricultural And Livestock Officials	2	0.17
	369	Other Middle Level Personnel	1	0.08
	371	Primary Education Teachers	10	0.84
398	Safety, Health And Quality Inspectors/ Controllers	13	1.09	
4		Secretaries, Clerical Services And Related Workers	31	2.61
	411	Secretaries, Stenographers And Typists	3	0.25
	413	Numerical Clerks	7	0.59
	414	Material Recording And Transport Clerks	12	1.01
	415	Library, Mail And Related Clerks	2	0.17
	417	General Office Clerks	1	0.08
	422	Information Clerks	1	0.08
	424	Legal and Related Clerks	5	0.42
5		Service Workers And Shop And Market Sales Workers	9	0.76
	524	Protective Service Workers	6	0.50
	531	House Stewards And Housekeepers	1	0.08
	532	Cooks And Other Catering Service Workers	2	0.17
7		Craft And Related Trades Workers	163	13.70
	712	Building Trades Workers	41	3.45
	721	Metal Moulders, Welders, Structural-Metal Preparers And Related Trades Workers	4	0.34
	723	Machinery Mechanics And Fitters	25	2.10
	724	Electrical Equipment Fitters And Installers	1	0.08
	772	Weavers, Knitters And Related Workers	18	1.51
	773	Tailors, Dressmakers And Related Workers	74	6.22
8		Plant And Machine Operators And Assemblers	73	6.13
	849	Other Chemical Processing Plant And Machine Operators	1	0.08
	881	Railway Engine Drivers And Related Workers	60	5.04

	882	Motor Vehicle Drivers	9	0.76
	884	Ships' Deck Crews And Related Workers	1	0.08
	893	Weaving, Knitting And Sewing Machine Operators	1	0.08
	899	Plant And Machine Operators And Assemblers Not Elsewhere Classified	1	0.08
9		Elementary Occupations	1	0.08
	913	Cleaners, Launderers And Domestic Workers	1	0.08
99	99	Occupations Not Elsewhere Classified	10	0.84
		Grand Total	1190	100.00