



**MINISTRY OF LABOUR AND SOCIAL PROTECTION**

**JOB OPPORTUNITY ANALYSIS REPORT**

**(OCTOBER-DECEMBER 2017)**

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

**MARCH, 2018**

# TABLE OF CONTENTS

<a href="#">TABLE OF CONTENTS</a> .....	i
<a href="#">LIST OF TABLES</a> .....	iii
<a href="#">LIST OF FIGURES</a> .....	iv
<a href="#">ACRONYMS / ABBREVIATIONS</a> .....	v
<a href="#">FUNCTIONAL DEFINITION OF TERMS</a> .....	vi
<a href="#">1.0 INTRODUCTION</a> .....	1
<a href="#">2.0 OBJECTIVES AND USES OF JOA</a> .....	1
<a href="#">3.0 METHODOLOGY</a> .....	1
<a href="#">3.1 Computation of Job Opportunity Index (JOI)</a> .....	2
<a href="#">3.2 Uses of Classification Standards in Job Opportunities Analysis</a> .....	2
<a href="#">3.2.1 Use of Kenya National Occupational Classification Standard (KNOCS)</a> .....	2
<a href="#">3.2.2 Use of International Standard of Industrial Classification (ISIC)</a> .....	3
<a href="#">3.2.3 Use of International Standard Classification of Education (ISCED)</a> .....	3
<a href="#">3.3 Best practices applied</a> .....	3
<a href="#">4.0 ANALYSIS OF JOB VACANCIES</a> .....	4
<a href="#">4.1. Vacancies by Economic Activity</a> .....	4
<a href="#">4.2. Vacancies by Major Occupational Group</a> .....	5
<a href="#">4.3. Vacancies by Terms of Service</a> .....	6
<a href="#">4.4. Vacancies by Skill Area and Level</a> .....	6
<a href="#">4.5. Vacancies by County and Major Occupational Group</a> .....	7
<a href="#">4.6. Vacancies by Occupation and Educational Award</a> .....	9
<a href="#">5.0. JOB OPPORTUNITY INDEX (JOI)</a> .....	9
<a href="#">5.1. Job Opportunity Indices in all Economic Activities</a> .....	9
<a href="#">5.2. Job Opportunity Indices by Occupation</a> .....	11
<a href="#">6.0. LABOUR MARKET ANALYSIS</a> .....	12
<a href="#">7.0. APPENDIX</a> .....	<b>Error! Bookmark not defined.</b>

## LIST OF TABLES

<a href="#">TABLE 1: DISTRIBUTION OF VACANCIES BY ECONOMIC ACTIVITY</a> .....	ERROR! BOOKMARK NOT DEFINED.
<a href="#">TABLE 2: VACANCIES BY MAJOR OCCUPATIONAL GROUP</a> .....	ERROR! BOOKMARK NOT DEFINED.
<a href="#">TABLE 4: JOB OPPORTUNITY INDICES BY ECONOMIC ACTIVITY</a> .....	ERROR! BOOKMARK NOT DEFINED.
<a href="#">TABLE 5: JOB OPPORTUNITY INDICES BY OCCUPATION</a> .....	ERROR! BOOKMARK NOT DEFINED.
<a href="#">TABLE 1A: DISTRIBUTION OF VACANCIES BY ECONOMIC ACTIVITY</a> .....	ERROR! BOOKMARK NOT DEFINED.
<a href="#">TABLE 2A: VACANCIES BY MAJOR AND MINOR OCCUPATIONAL GROUP</a> .....	ERROR! BOOKMARK NOT DEFINED.
<a href="#">TABLE 3A: VACANCIES BY SKILL AREA AND LEVEL</a> .....	ERROR! BOOKMARK NOT DEFINED.
<a href="#">TABLE 4A: VACANCIES BY COUNTY AND MAJOR OCCUPATIONAL GROUP</a> .....	ERROR! BOOKMARK NOT DEFINED.
<a href="#">TABLE 5A: DISTRIBUTION OF OCCUPATIONAL GROUP AND EDUCATIONAL AWARD</a>	ERROR! BOOKMARK NOT DEFINED.

## LIST OF FIGURES

<a href="#">FIGURE 1: DISTRIBUTION OF VACANCIES BY TERMS OF SERVICE</a> .....	<b>ERROR! BOOKMARK NOT DEFINED.</b>
<a href="#">FIGURE 2: VACANCIES BY SKILL AREA</a> .....	<b>ERROR! BOOKMARK NOT DEFINED.</b>
<a href="#">FIGURE 3 VACANCIES BY SKILL LEVEL</a> .....	<b>ERROR! BOOKMARK NOT DEFINED.</b>

## **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 October to December, 2017 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), terms of service 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 October to December, 2017 was done by recording jobs vacancies advertised daily in the mainstream print media namely the Daily Nation, the Standard, and the weekly East African. 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 October to December, 2017. The summaries cover vacancies advertised by economic activity, major occupational group, terms of service, skill area, level of education and by county. During the reference period, a total of 3319 job openings were advertised.

### 4.1. Vacancies by Economic Activity

Job opportunities occur within certain economic activities<sup>1</sup>. Therefore, job openings within the respective economic activities must be monitored for employment creation and potential forecasting. In the analysis of vacancies by economic sectors, vacancies were grouped into 21 economic categories as per ISIC classification (rev4).

Table 1 below shows that Public Administration and Defense; Compulsory Social Security recorded about 69.8 percent Education about 10.5 percent of the jobs advertised while the rest of the economic activities contributed to 19.7 percent of the jobs advertised. **(See appendix 1A)**

**Table 1: Distribution of Vacancies by Economic Activity**

ISIC Code	Economic Activity	Vacancies	Percent
A	Agriculture, forestry and fishing	4	0.12
C	Manufacturing	17	0.51
E	Water supply; sewerage, waste management and remediation activities	8	0.24
F	Construction	48	1.45
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	28	0.84
H	Transportation and storage	5	0.15

---

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

I	Accommodation and food service activities	22	0.66
K	Financial and insurance activities	22	0.66
M	Professional, scientific and technical activities	215	6.48
N	Administrative and support service activities	1	0.03
O	Public administration and defence; compulsory social security	2316	69.78
P	Education	347	10.45
Q	Human health and social work activities	111	3.34
R	Arts, entertainment and recreation	1	0.03
S	Other service activities	8	0.24
U	Activities of extraterritorial organizations and bodies	157	4.73
Y	Not stated	9	0.27
YY	Not stated	9	0.27
	Grand Total	3319	100.00

#### 4.2. Vacancies by Major Occupational Group

Table 2 indicates that 55.7 percent of the job openings were in the Major Occupational Group of Legislators, Administrators and Managers followed by Professionals Occupational Group that constituted 20.2 percent while Technicians and Associate Professionals had 7.8 percent vacancies advertised respectively. The rest of the occupations constituted 16.3 percent of the advertised jobs. For detailed analysis of job openings by major and minor occupational groups (**See appendix 2A**)

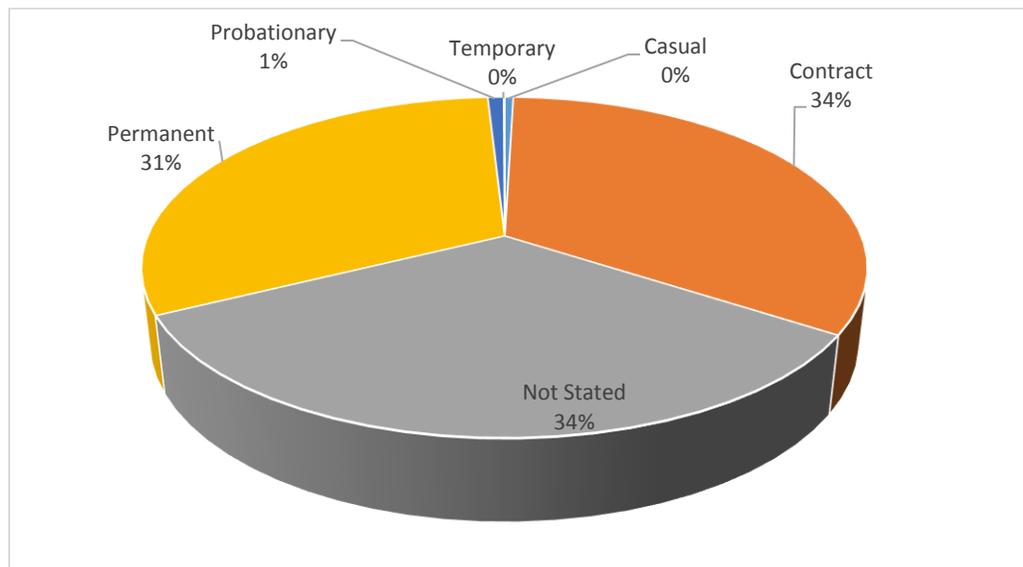
**Table 2: Vacancies by Major Occupational Group**

KNOCS Code	Occupation	Vacancies	Percent
1	Legislators, Administrators And Managers	1847	55.65
2	Professionals	669	20.16
3	Technicians And Associate Professionals	260	7.83
4	Secretarial, Clerical Services And Related Workers	137	4.13
5	Service Workers , Shop And Market Sales Workers	48	1.45
6	Craft And Related Trades Workers	22	0.66
7	Plant And Machine Operators And Assemblers	22	0.66
8	Plant And Machine Operators And Assemblers	63	1.90
9	Elementary Occupations	19	0.57
X	Occupation Not Elsewhere Classified	241	7.26
	<b>Grand Total</b>	<b>3319</b>	<b>100.00</b>

### 4.3. Vacancies by Terms of Service

One of the characteristics of decent work is sustainability and security of work. ILO identifies precarious work (casual, seasonal and temporary work) as percentage for all paid workers and an indicator in monitoring decent work. Monitoring terms of service is one of the major steps towards promoting decent work in Kenya.

During the reference period, 65 percent of the advertised jobs were specified as either permanent or contract. While 34 percent of the jobs advertised were silent on the terms of engagement.



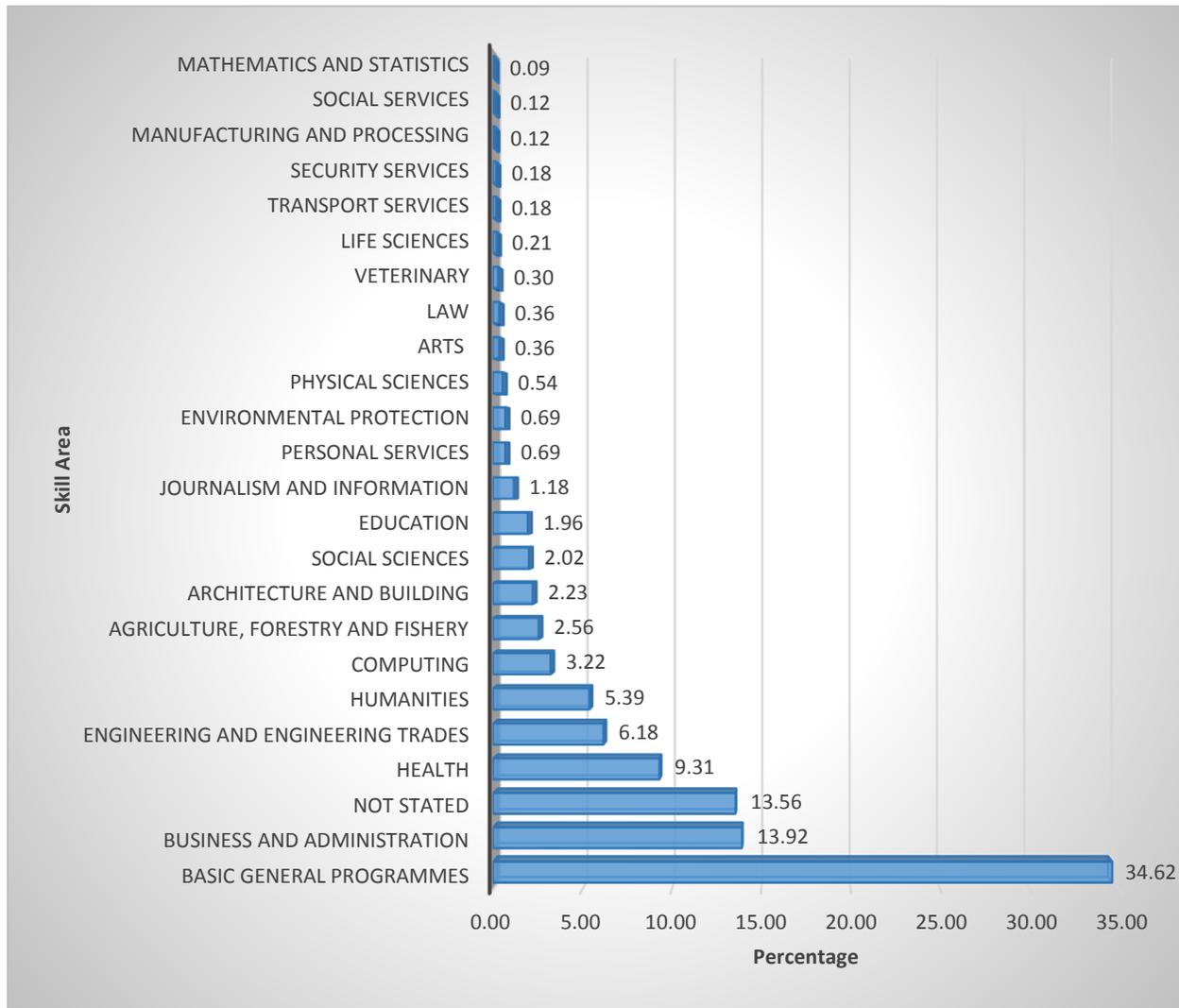
### 4.4. Vacancies by Skill Area and Level

Figures 2 and 3 provide information on skill areas and levels demanded by employers. Out of the total jobs advertised, 34.6 required Basic General Programmes education followed by

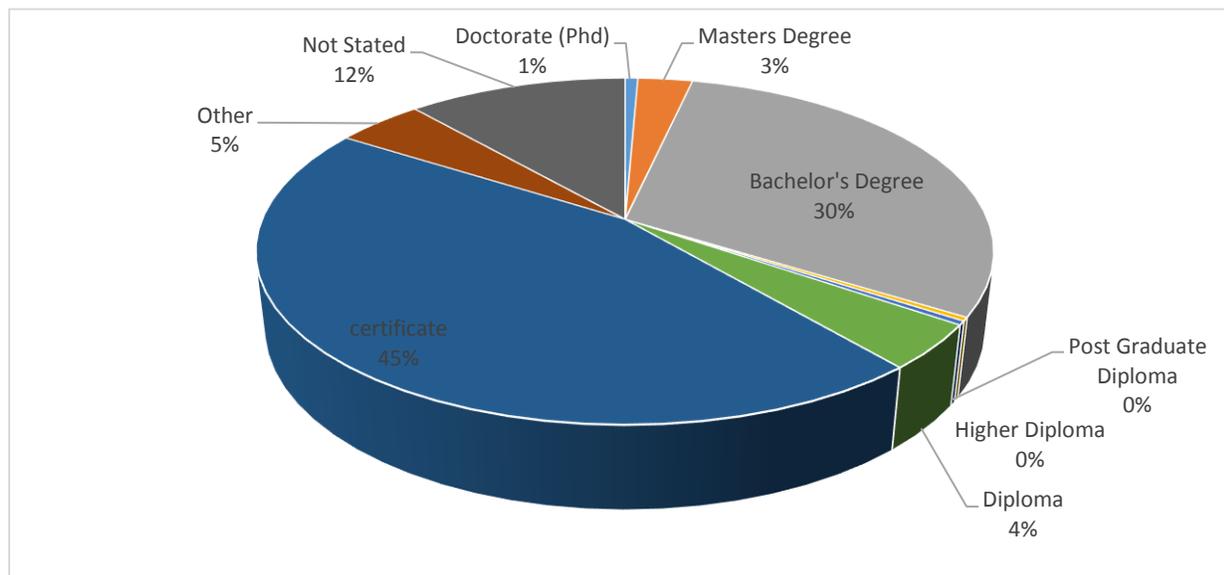
Business Administration at 13.9 percent and Health at 9.3 percent. It's also noted that 13.6 did not state the skills required.

In terms of level of training, Certificate level was highest in demand at 45 percent followed by Bachelor's degree level at 30 percent while Post Graduate Diploma and higher diploma were the least demanded with less than one percent each as shown in figure (3) below.

**Figure 2: Vacancies by Skill Area**



**Figure 3: Vacancies by skill level**



#### **4.5. 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 occupation into which the job belongs. From the analysis, there were 3319 vacancies advertised in all Counties.

Nairobi County had the highest number of advertised vacancies at 67.1 percent out of which Legislators, Administrators and Managers were the majority registering 66.1 percent while Professionals registered 17.7 percent.

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

Other counties accounted for 32.9 per cent of the job advertisements where the field of Legislators, Administrators and Managers accounted for 55.6 percent. For detailed analysis on vacancies by Counties and Major Occupational Group **see Appendix 4A**

#### **4.6. Vacancies by Occupation and Educational Award**

During the reference period, Certificate level was the most demanded award by most jobs at 45.2 percent followed by Bachelors at 30.3 percent and Diploma at 4.2 percent. There was also a significant percentage of job adverts that were not explicit on the level of skill required.

The occupations that demanded certificate level of education were mainly by Government Administrators and Other Administrators and Managers at 47.4 percent and 4.5 percent respectively. **(See appendix 5A)**

#### **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 4 presents job opportunity indices for the period October to December, 2017. Water Supply; Sewerage, Waste Management and Remediation sector recorded the highest job creation with an index of 185 followed by Professional, Scientific And Technical Activities sector With 178 of jobs captured in October to December, 2017.

The economic sectors which had no growth registering a zero index during the period October to December, 2017 were Activities of Mining and Quarrying, Construction and Information and Communication, Real Estate Activities and Activities of Households as Employers; Undifferentiated Goods and Services producing Activities of Households for Own Use.

**Table 4: Job Opportunity Indices by Economic Activity**

ISIC Code	Economic Activity	March 2017 Index	June 2017 Index	September 2017	December 2017
A	Agriculture, Forestry and Fishing	24	20	18	9
B	Mining and Quarrying	0	50	0	0
C	Manufacturing	56	16	10	19
D	Electricity, Gas, Steam and Air Conditioning Supply	0	25	0	100
E	Water Supply; Sewerage, Waste Management and Remediation	0	127	69	185
F	Construction	30	239	61	0
G	Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	104	4	448	122
H	Transportation and Storage	18	8	10	5
I	Accommodation And Food Service Activities	60	20	45	110
J	Information and Communication	92	44	13	0
K	Financial and Insurance Activities	71	26	35	10
L	Real Estate Activities	125	0	13	0
M	Professional, Scientific And Technical Activities	7	51	11	178
N	Administrative and Support Service Activities	1542	1546	215	4
O	Public Administration and Defence; Compulsory Social Security	57	15690	97	88
P	Education	62	12	30	51
Q	Human Health And Social Work Activities	36	29	10	62
R	Arts, Entertainment And Recreation	50	30	0	10
S	Other Service Activities	123	21	13	15
T	Activities of Households as Employers; Undifferentiated Goods and Services producing Activities Of Households For Own Use	0	0	0	0
U	Activities Of Extraterritorial Organizations And Bodies	103	67	17	38
	<b>Total</b>	<b>69</b>	<b>8783</b>	<b>68</b>	<b>70</b>

## 5.2. Job Opportunity Indices by Occupation

Table 5 shows that the highest growth in the reference period was reported in Plant and Machine Operators and Assemblers Major Occupational group which had the highest number of jobs demanded with an index of 252 for the period October to December, 2017 followed by Secretarial, Clerical Services And Related Workers with an index of 149 while Service Workers, Shop And Market Sales Workers occupational group had the lowest number of jobs advertised with an index of 13.

**Table 5: Job Opportunity Indices by Occupation**

<b>KNOC S CODE</b>	<b>Major Occupational Group</b>	<b>Mar-17 Index</b>	<b>June 2017 Index</b>	<b>September 2017</b>	<b>December 2017</b>
1.	Legislators, Administrators And Managers	73	9041	98	122
2.	Professionals	45	35	22	39
3.	Technicians And Associate Professionals	58	1126	100	34
4.	Secretarial, Clerical Services And Related Workers	132	289552	38	149
5.	Service Workers , Shop And Market Sales Workers	103	4	5	13
6.	Skilled Farm, Fishery, Wildlife And Related Workers	0	0	0	26
7.	Craft And Related Trades Workers	583	67	22	122
8.	Plant And Machine Operators And Assemblers	928	1324	68	252
9.	Elementary Occupations	32	5047	126	100
	<b>Grand Total</b>	<b>69</b>	<b>8783</b>	<b>68</b>	<b>70</b>

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 69.8 percent of total jobs advertised).
- Most (34 percent) of the employers remained unclear on the terms of service in jobs advertisements. This could be an indication that the labour market leaned towards negotiated terms of service.
- The labour market required occupations with business Administration Skills at certificate level. This is an indication that the low level skills were on high demand in the labour market.
- The labour market still required low level skills especially at Certificate level .Out of all jobs advertised 45 percent required at least a certificate.

## 7.0. APPENDIX

**Table 1A: Distribution of Vacancies by Economic Activity**

ISIC Code	Economic Activity	Vacancies	Percent
<b>A</b>	<b>Agriculture, forestry and fishing</b>	<b>4</b>	<b>0.12</b>
01	Crop and animal production, hunting and related service activities	4	0.12
<b>C</b>	<b>Manufacturing</b>	<b>17</b>	<b>0.51</b>
10	Manufacture of food products	3	0.09
11	Manufacture of beverages	7	0.21
25	Manufacture of fabricated metal products, except machinery and equipment	5	0.15
31	Manufacture of furniture	2	0.06
<b>E</b>	<b>Water supply; sewerage, waste management and remediation activities</b>	<b>8</b>	<b>0.24</b>
36	Water collection, treatment and supply	8	0.24
<b>F</b>	<b>Construction</b>	<b>48</b>	<b>1.45</b>
43	Specialized construction activities	48	1.45
<b>G</b>	<b>Wholesale and retail trade; repair of motor vehicles and motorcycles</b>	<b>28</b>	<b>0.84</b>
45	Wholesale and retail trade and repair of motor vehicles and motorcycles	27	0.81
46	Wholesale trade, except of motor vehicles and motorcycles	1	0.03
<b>H</b>	<b>Transportation and storage</b>	<b>5</b>	<b>0.15</b>
51	Air transport	5	0.15
<b>I</b>	<b>Accommodation and food service activities</b>	<b>22</b>	<b>0.66</b>
55	Accommodation	14	0.42
56	Food and beverage service activities	8	0.24
<b>K</b>	<b>Financial and insurance activities</b>	<b>22</b>	<b>0.66</b>
64	Financial service activities, except insurance and pension funding	12	0.36
65	Insurance, reinsurance and pension funding, except compulsory social security	10	0.30
<b>M</b>	<b>Professional, scientific and technical activities</b>	<b>215</b>	<b>6.48</b>
70	Activities of head offices; management consultancy activities	63	1.90
71	Architectural and engineering activities; technical testing and analysis	147	4.43
72	Scientific research and development	5	0.15
<b>N</b>	<b>Administrative and support service activities</b>	<b>1</b>	<b>0.03</b>
80	Security and investigation activities	1	0.03
<b>O</b>	<b>Public administration and defence; compulsory social security</b>	<b>2316</b>	<b>69.78</b>
84	Public administration and defence; compulsory social security	2316	69.78
<b>P</b>	<b>Education</b>	<b>347</b>	<b>10.45</b>
85	Education	347	10.45

<b>Q</b>	<b>Human health and social work activities</b>	<b>111</b>	<b>3.34</b>
86	Human health activities	111	3.34
<b>R</b>	<b>Arts, entertainment and recreation</b>	<b>1</b>	<b>0.03</b>
93	Sports activities and amusement and recreation activities	1	0.03
<b>S</b>	<b>Other service activities</b>	<b>8</b>	<b>0.24</b>
94	Activities of membership organizations	5	0.15
96	Other personal service activities	3	0.09
<b>U</b>	<b>Activities of extraterritorial organizations and bodies</b>	<b>157</b>	<b>4.73</b>
99	Activities of extraterritorial organizations and bodies	157	4.73
<b>Y</b>	<b>Not stated</b>	<b>9</b>	<b>0.27</b>
YY	Not stated	9	0.27
	<b>Grand Total</b>	<b>3319</b>	<b>100.00</b>

**Table 2A: Vacancies by Major and Minor Occupational Group**

KNOCS Code	Occupation	Vacancies	Percent
<b>1</b>	<b>Legislators, Administrators And Managers</b>	<b>1847</b>	<b>55.65</b>
121	Government Administrators	1572	47.36
131	Directors And Chief Executives	29	0.87
132	Specialised Departmental Managers	68	2.05
133	Other Departmental Managers	5	0.15
141	Non-Departmental Managers	25	0.75
151	Other Administrators And Managers	148	4.46
<b>2</b>	<b>Professionals</b>	<b>669</b>	<b>20.16</b>
211	Physicists And Related Professionals	3	0.09
221	Mathematicians And Related Professionals	4	0.12
223	Computing Professionals	74	2.23
231	Architects And Town Planners	12	0.36
232	Surveyors And Cartographers	8	0.24
233	Civil Engineers	29	0.87
234	Mechanical Engineers	35	1.05
235	Chemical Engineers And Technologists	11	0.33
237	Electrical, Electronics And Telecommunications Engineers	11	0.33
241	Health Professionals	14	0.42
242	Nursing And Mid-Wifery Professionals	141	4.25
243	Life Science Professionals	22	0.66
251	University and Post-secondary Teachers/ Lecturers	127	3.83
252	Secondary And Technical Institute Teachers And Instructors	42	1.27

261	Lawyers	10	0.30
271	Economists	3	0.09
275	Philologists, Translators and Interpreters	1	0.03
281	Accountants, Auditors and Tax Assessors	63	1.90
282	Personnel and Occupational Professionals	9	0.27
289	Other Business Professionals	7	0.21
291	Archivists, Librarians and Related Professionals	33	0.99
292	Religious Professionals	1	0.03
293	Authors, Journalists and Related Professionals	9	0.27
<b>3</b>	<b>Technicians And Associate Professionals</b>	<b>260</b>	<b>7.83</b>
312	Civil Engineering And Related Technicians	9	0.27
313	Mechanical Engineering And Related Technicians	2	0.06
315	Electrical Engineering Technicians	1	0.03
322	Medical Assistants And Clinical Officers	72	2.17
323	Sanitarians	5	0.15
325	Dental Technicians	27	0.81
326	Physiotherapists And Related Associate Professionals	20	0.60
329	Other Associate Medical, Nursing And Nutrition Workers	15	0.45
332	Life Science Technicians	22	0.66
333	Agronomy And Forestry Technicians	1	0.03
343	Aircraft Pilots And Related Workers	3	0.09
352	Insurance Brokers And Agents	5	0.15
354	Business Services Agents	4	0.12
363	Welfare And Pensions Officials	1	0.03
365	Business And Public Service Middle Level Personnel	45	1.36
366	Statistical And Planning Officials	1	0.03
367	Fisheries, Wildlife and Tourist Officials	2	0.06
368	Lands, Agricultural And Livestock Officials	4	0.12
371	Primary Education Teachers	6	0.18
373	Other Teachers And Instructors	1	0.03
393	Athletes, Sportspersons And Other Related Workers	1	0.03
394	Decorators And Commercial Designers	7	0.21
398	Safety, Health And Quality Inspectors/ Controllers	4	0.12
399	Mechanical, Electrical, Building And Fire Inspectors	2	0.06
<b>4</b>	<b>Secretarial, Clerical Services And Related Workers</b>	<b>137</b>	<b>4.13</b>
411	Secretaries, Stenographers And Typists	75	2.26
413	Numerical Clerks	3	0.09
414	Material Recording And Transport Clerks	4	0.12
417	General Office Clerks	28	0.84
421	Cashiers, Tellers and Related Clerks	27	0.81
<b>5</b>	<b>Service Workers , Shop And Market Sales Workers</b>	<b>48</b>	<b>1.45</b>
522	Undertakers And Embalmers	2	0.06
524	Protective Service Workers	6	0.18

531	House Stewards And Housekeepers	23	0.69
532	Cooks And Other Catering Service Workers	12	0.36
533	Waiters And Bartenders	3	0.09
541	Ship And Flight Attendants And Travel Stewards	2	0.06
<b>6</b>	<b>Craft And Related Trades Workers</b>	<b>22</b>	<b>0.66</b>
611	Field Crop, Vegetable And Horticultural Farm Workers	18	0.54
612	Poultry, Dairy And Livestock Producers	1	0.03
613	Crop And Animal Producers	3	0.09
<b>7</b>	<b>Plant And Machine Operators And Assemblers</b>	<b>22</b>	<b>0.66</b>
712	Building Trades Workers	7	0.21
721	Metal Moulders, Welders, Structural-Metal Preparers and Related Trades Workers	1	0.03
722	Blacksmiths, Tool-Makers And Related Trades Workers	2	0.06
723	Machinery Mechanics And Fitters	6	0.18
724	Electrical Equipment Fitters and Installers	1	0.03
727	Solar Equipment Fitters And Installers	1	0.03
731	Precision Workers In Metal And Related Materials	4	0.12
<b>8</b>	<b>Plant And Machine Operators And Assemblers</b>	<b>63</b>	<b>1.90</b>
812	Mining Plant Operators	8	0.24
831	Wood Processing and Paper Pulp Plant Operators	3	0.09
841	Chemical Crushing, grinding and Mixing Machine Operators	2	0.06
882	Vehicle Drivers Motor	43	1.30
883	Agricultural and Materials-handling Machinery Operators	7	0.21
<b>9</b>	<b>Elementary Occupations</b>	<b>19</b>	<b>0.57</b>
913	Cleaners, Launderers And Domestic Workers	4	0.12
915	Messengers, Porters, Watchmen And Related Workers	12	0.36
832	Construction And Maintenance Labourers	3	0.09
<b>X</b>	<b>Occupation Not Elsewhere Classified</b>	<b>241</b>	<b>7.26</b>
999	Occupation Not Elsewhere Classified	241	7.26
	Grand Total	3319	100.00

**Table 3A: Vacancies by Skill Area and Level**

SKILL LEVEL												
Skill code	Skill area	Doctorate (Phd)	Masters Degree	Bachelor's Degree	Post Graduate Diploma	Higher Diploma	Diploma	certificate	Other	Not Stated	Total	Percent
10	Basic General Programmes							1147	1	1		
14	Education	5	2	40			6	12			65	1.96
21	Arts			11						1	12	0.36
22	Humanities	2	4	141			8	22		2	179	5.39
31	Social Sciences		7	59						1	67	2.02
32	Journalism and Information		3	9		2	23	2			39	1.18
34	Business and Administration	4	29	247	1	1	53	118	3	6	462	13.92
38	Law	1	3	8							12	0.36
42	Life Sciences	1	1	3			2				7	0.21
44	Physical Sciences		1	15			2				18	0.54

46	Mathematics and Statistics			3						3	0.09	
48	Computing	3	6	55		1	3	38	1	107	3.22	
52	Engineering and Engineering Trades		17	82			6	93	2	5	205	6.18
54	Manufacturing and Processing						1	1		2	4	0.12
58	Architecture and Building		1	66		4		3			74	2.23
62	Agriculture, Forestry and Fishery		1	32			18	34			85	2.56
64	Veterinary		1	7				2			10	0.30
72	Health	1	10	173		1	9		102	13	309	9.31
76	Social Services	1		1				2			4	0.12
81	Personal Services	2	2	4			5	5		5	23	0.69
84	Transport Services		1	1			2	2			6	0.18

85	Environmental Protection		2	19				2			23	0.69
86	Security Services			1		3	1			1	6	0.18
99	Not Stated	2	4	30	10			18	42	344	450	13.56
	Grand Total	22	95	1007	11	12	139	1501	151	381	3319	100.00

**Table 4A: Vacancies by County and Major Occupational Group**

County	Legislators, Administrators And Managers	Professionals	Technicians And Associate Professionals	Secretarial, Clerical Services And Related Workers	Service Workers , Shop And Market Sales Workers	Craft And Related Trades Workers	Plant And Machine Operators And Assemblers	Plant And Machine Operators And Assemblers	Elementary Occupations	Occupation Not Elsewhere Classified	Grand Total
BARINGO		2									2
BOMET	21	165	128	8	7		4		2	15	350
BUNGOMA	11	15	2	1	1			1		1	32
EAC	22	1	1							6	30
ELGEYO MARAKWET		2									2
GARISSA	1									4	5
KAJIADO	2	5	4	1	1			2	1		16
KAKAMEGA	2	1	3	3	3	2			2		16
KERICHO		2						1			3
KIAMBU	5	3									8
KILIFI	13										13
KIRINYAGA	11		1								12
KISII	1									1	2
KISUMU		2	1							2	5
KITUI		7	6				11	14		6	44
KWALE	1	9	1							1	12
LAIKIPIA	40	1			6				1	2	50
MACHAKOS	1	2	2	4					3	6	18
MAKUENI	5	1								1	7

MANDERA	11										11
MARSABIT										1	1
MERU	24	2							1	2	29
MIGORI	2	1			3						6
MOMBASA	5	17	3							3	28
MURANGA		3				2					5
NAIROBI	1471	395	92	52	22	8	3	19	1	164	2227
NAKURU	2	1	1	1	1	1					7
NANDI	15										15
NAROK	5										5
NYANDARUA										1	1
NYERI	6	15	1	5				3	2	2	34
OUTSIDE EAC	1	2	4	1	3	9	4	2	1	10	37
SAMBURU	1	1								1	3
SIAYA	3	1						15			19
TAITA TAVETA	3										3
TANA RIVER	16										16
THARAKA	2										2
TRANS-NZOIA	6	6									12
TURKANA	2							3		2	7
UASIN GISHU	125	6	1	60						1	193
VIHIGA								1			1
WAJIR	5	1	3	1	1			2	5		18
WEST POKOT	6		6								12
Grand Total	1847	669	260	137	48	22	22	63	19	232	3319

**Table 5A: Distribution of Occupational Group and Educational Award**

Code	Occupation	Skill level									Grand Total
		Doctorate (Phd)	Master's Degree	Bachelor's Degree	Post Graduate Diploma	Higher Diploma	Diploma	certificate	Other	Not Stated	
121	Government Administrators	2	14	476	10	1	1	1019		49	1572
131	Directors And Chief Executives	2	14	11	1			1			29
132	Specialised Departmental Managers	1	10	25			2	24		6	68
133	Other Departmental Managers	2	1	2							5
141	Non-Departmental Managers		2	7			9			7	25
151	Other Administrators And Managers			12				105	30	1	148
211	Physicists And Related Professionals			3							3
221	Mathematicians And Related Professionals			4							4
223	Computing Professionals		5	17			1	46		5	74
231	Architects And Town Planners			12							12
232	Surveyors And Cartographers			1						7	8
233	Civil Engineers			29							29

234	Mechanical Engineers			35							35
235	Chemical Engineers And Technologists						6	2		3	11
237	Electrical, Electronics And Telecommunications Engineers			11							11
241	Health Professionals		2	6						6	14
242	Nursing And Mid-Wifery Professionals		4				3		102	32	141
243	Life Science Professionals						1			21	22
251	University and Post-secondary Teachers/ Lecturers	13	3	111							127
252	Secondary and Technical Institute Teachers and Instructors		1	22			4	12	1	2	42
261	Lawyers		1	5						4	10
271	Economists			3							3
275	Philologists, Translators and Interpreters									1	1
281	Accountants, Auditors and Tax Assessors		3	54		1		2	2	1	63
282	Personnel and Occupational Professionals			1			7			1	9

289	Other Business Professionals			3						4	7
291	Archivists, Librarians and Related Professionals		3	4		2	22			2	33
283	Religious Professionals		1								1
283	Authors, Journalists and Related Professionals			4				2		3	9
312	Civil Engineering And Related Technicians			1			1			7	9
313	Mechanical Engineering And Related Technicians							1		1	2
315	Electrical Engineering Technicians							1			1
322	Medical Assistants And Clinical Officers						2			70	72
323	Sanitarians									5	5
325	Dental Technicians							24		3	27
326	Physiotherapists And Related Associate Professionals			8						12	20

329	Other Associate Medical, Nursing And Nutrition Workers								10	5	15
332	Life Science Technicians									22	22
333	Agronomy And Forestry Technicians			1							1
343	Aircraft Pilots And Related Workers							1		2	3
352	Insurance Brokers And Agents			5							5
354	Business Services Agents			3				1			4
363	Welfare And Pensions Officials			1							1
365	Business And Public Service Middle Level Personnel		3	18			16	4		4	45
366	Statistical And Planning Officials			1							1
367	Fisheries, Wildlife and Tourist Officials			2							2
368	Lands, Agricultural And Livestock Officials		1	3							4
371	Primary Education Teachers			3			3				6

373	Other Teachers And Instructors			1							1
393	Athletes, Sportspersons And Other Related Workers		1								1
394	Decorators and Commercial Designers			7							7
398	Safety, Health And Quality Inspectors/ Controllers		3	1							4
399	Mechanical, Electrical, Building and Fire Inspectors							2			2
411	Secretaries, Stenographers And Typists			3			33	34		5	75
413	Numerical Clerks						1	1		1	3
414	Material Recording and Transport Clerks		1	2				1			4
417	General Office Clerks							20		8	28
421	Cashiers, Tellers and Related Clerks			25				1	1		27
522	Undertakers And Embalmers									2	2
524	Protective Service Workers					3	1			2	6
531	House Stewards And Housekeepers						5	11		7	23

532	Cooks And Other Catering Service Workers						3	7		2	12
533	Waiters And Bartenders							2		1	3
541	Ship And Flight Attendants And Travel Stewards									2	2
611	Field Crop, Vegetable And Horticultural Farm Workers						8	9		1	18
612	Poultry, Dairy And Livestock Producers		1								1
613	Crop And Animal Producers						1	2			3
712	Building Trades Workers							7			7
821	Metal Moulders, Welders, Structural-Metal Preparers and Related Trades Workers								1		1
722	Blacksmiths, Tool-Makers And Related Trades Workers						1			1	2

723	Machinery Mechanics And Fitters							1		5	6
724	Electrical Equipment Fitters and Installers									1	1
727	Solar Equipment Fitters And Installers			1							1
731	Precision Workers In Metal And Related Materials									4	4
812	Mining Plant Operators							8			8
831	Wood Processing and Paper Pulp Plant Operators		1					2			3
841	Chemical Crushing, grinding and Mixing Machine Operators									2	2
882	Vehicle Drivers Motor							34	3	6	43
883	Agricultural and Materials-handling Machinery Operators							2		5	7
913	Cleaners, Launderers And Domestic Workers							1		3	4
915	Messengers, Porters, Watchmen And Related Workers							11		1	12

932	Construction And Maintenance Labourers					2		1			3
999	Occupation Not Elsewhere Classified	2	20	63		3	8	98		38	232
	Grand Total	22	95	1007	11	12	139	1501	151	381	3319