



MINISTRY OF LABOUR AND SOCIAL PROTECTION

STATE DEPARTMENT FOR LABOUR

JOB OPPORTUNITY ANALYSIS REPORT

(OCTOBER-DECEMBER 2018)

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

JANUARY, 2019

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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 modeled 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 from October to December 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), 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 2018 was done by recording job 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 October to December 2018. 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 1454 job openings were advertised.

4.1 Vacancies by Economic Activity

Job opportunities occur within certain economic activities¹. Therefore, job openings within the respective economic activities must be monitored for employment creation and demand forecasting. In the analysis of vacancies by economic sectors, vacancies were grouped into 21 economic categories as per ISIC classification (rev4).

Table 1 shows that the majority of vacancies occurred in Public Administration and Defense; Compulsory Social Security sector which recorded 68.50 percent, followed by manufacturing at 17.81 percent while education contributed 3.37 percent of the jobs advertised during the reference period as in appendix 1A

Table 1: Distribution of Vacancies by Economic Activity

ISIC	Economic Activities	Vacancies	percent
A	Manufacturing	259	17.81
E	Water supply,Sewerage ,Waste management and Remediation activities	6	0.41
G	Wholesale and retail trade; Repairs of motor Vehicles and motorcycles	8	0.55
H	Transportation And Storage	1	0.07
I	Accommodation And Food Service Activities	15	1.03
J	Information And Communication	14	0.96
K	Financial And Insurance Activities	38	2.61
L	Real estate Activities	2	0.14
M	Professional, scientific and technical activities	11	0.76
N	Administrative and support service Activities	30	2.06
O	Public Administration And Defence; Compulsory Social Security	996	68.50
P	Education	49	3.37
Q	Human Health And Social Work Activities	3	0.21
S	Other Service Activities	1	0.07
U	Activities Of Extraterritorial Organizations And Bodies.	21	1.44
		1454	100

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

4.2 Vacancies by Major Occupational Group

Table 2 shows that 59.1 percent of the job openings were in the Major Occupational Group of Technicians And Associate Professionals. Elementary occupational group accounted for 10.9 percent. While Legislators, Administrators And Managers accounted for 8.2 percent of the jobs advertised as detailed in appendix 2A

Table 2: Vacancies by Major Occupational Group

KNOCS	Major Group	Vacancies	Percent
1	Legislators, Administrators And Managers	119	8.2
2	Professionals	109	7.5
3	Technicians And Associate Professionals	860	59.1
4	Secretarial, Clerical Services and Related Workers	57	3.9
5	Service Workers , Shop and Market Sales Workers	39	2.7
6	Craft And Related Trades Workers	96	6.6
7	Plant and Machine Operators And Assemblers	11	0.8
8	Elementary Occupations	158	10.9
Xx	Occupations n.e.c	5	0.3
	Grand Total	1454	100.0

4.3 Vacancies by Terms of Service

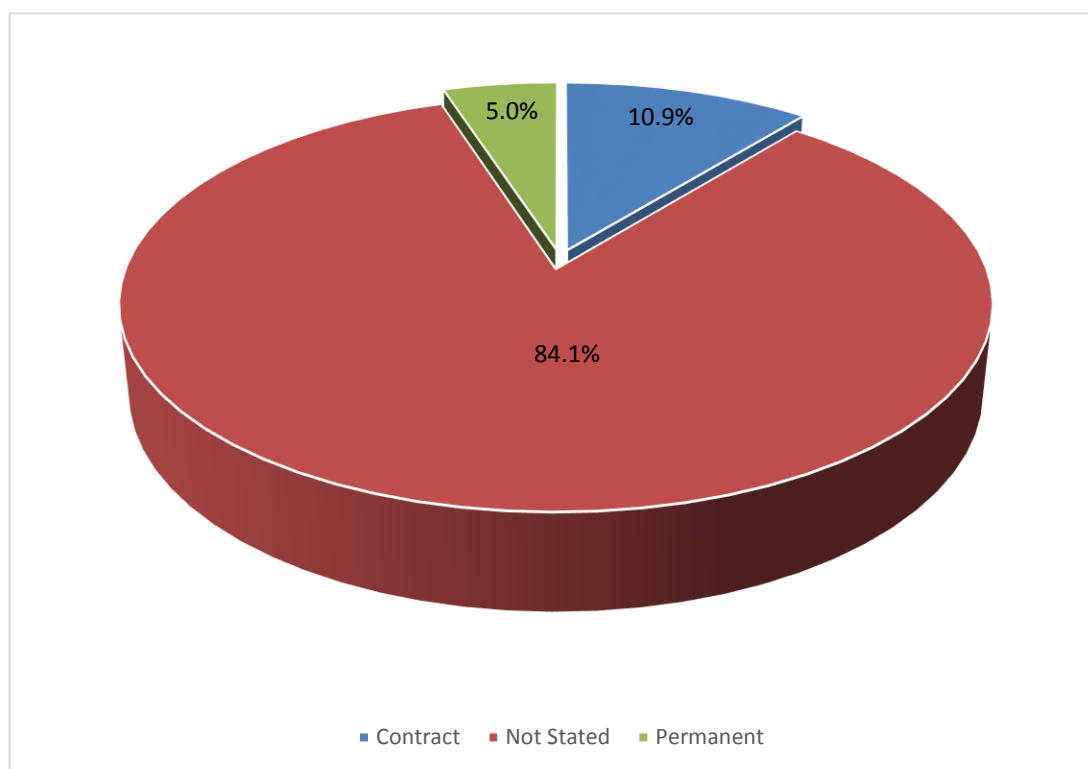
One of the characteristics of decent work is sustainability and security of work. ILO identifies precarious work (casual, seasonal and temporary work) as percentage for all paid workers as an indicator in monitoring decent work. Monitoring terms of service is one of the major steps towards promoting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

Figure 1 shows that 84.1 percent of the jobs advertised were silent on the terms of engagement while 10.9 percent of the advertised jobs were on temporary terms of service.

Table 3: Distribution of Vacancies by Terms of Service

Term of service	Vacancies	Percent
Contract	158	10.9
Not Stated	1223	84.1
Permanent	73	5.0
Grand Total	1454	100.0

Figure 1: Distribution of Vacancies by Terms of Service



4.4 Vacancies by Skill Area and Level

Tables 4 and 5 provide information on the skill areas and levels required by employers. Out of the total jobs advertised, 56.33 percent required Education while 17.26 percent required Business And Administration skill while 11.69 percent of the advertised jobs required Personal Services skills.

In terms of level of training, certificate level was highest in demand at 54.4 percent followed by Diploma at 23.5 percent while 10.3 percent of the advertised jobs required Bachelors degree skill level. (See appendix 3A)

Table 4: Vacancies by Skill Area

Skill Area	Vacancies	Percent
Education	819	56.33
Business And Administration	251	17.26
Personal Services	170	11.69
Manufacturing and processing	80	5.50
Craft/Vocational Trades	23	1.58
Security Services	22	1.51
Computing	20	1.38
Engineering and Engineering Trades	16	1.10
Health	14	0.96
Humanities	8	0.55
Architecture and Building	7	0.48
Law	7	0.48
Social Sciences	5	0.34
Arts	4	0.28
Agriculture, Forestry and Fisheries	2	0.14
Journalism and Information	2	0.14
Physical Sciences	2	0.14
Social Services	1	0.07
Transport services	1	0.07
Grand Total	1454	100

Figure 2: Vacancies by Skill Area

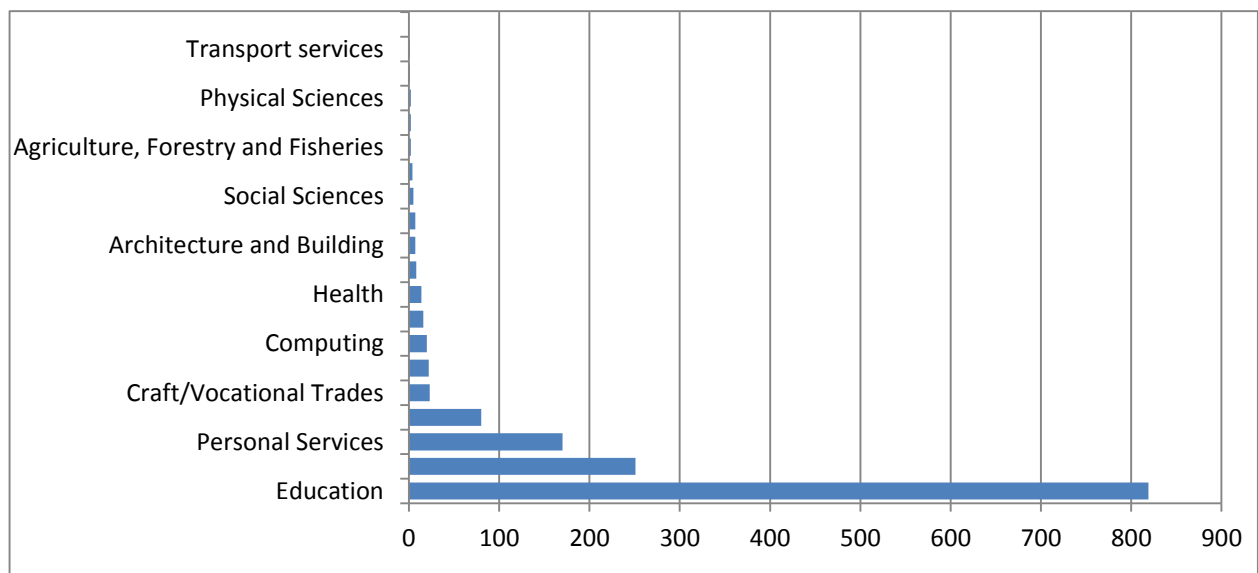


Table 5: Vacancies by skill level

Skill Level	Vacancies	Percent
Doctorate(Phd)	12	0.8
Masters Degree	46	3.2
Bachelors Degree	150	10.3
Higher Diploma	1	0.1
Diploma	342	23.5
Certificate	791	54.4
Other	4	0.3
Not Stated	108	7.4
Grand Total	1454	100.0

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.

Nairobi County had the highest number of advertised vacancies at 71.66 percent with Technicians And Associate Professionals registering 80.32 percent, Legislators registering 10.33 percent, professionals registering 4.89 percent. The rest of the major occupational groups had 4.46 percent of all advertised vacancies.

Nairobi was followed by kiambu and Mombasa counties at 10.32 and 6.33 percent respectively. (See **Appendix 4A**)

N/B: Jobs captured under Nairobi county also included adverts from the national government, multinational agencies and organizations with headquarters in Nairobi. It is worth noting that most of the jobs advertised in Nairobi are normally filled at the counties.

4.6 Vacancies by Occupation and Educational Award

During the reference period, most occupations required certificate level of educational award at 54.40 percent followed by Diploma at 23.52 percent of the vacancies advertised while 10.32 percent of the advertisements required Bachelor's Degree educational award. (For details see **appendix 5A**)

Table 6: Vacancies by Occupation and Educational Award

Major Group	Doctorate (Phd)	Masters Degree	Bachelors Degree	Higher Dip	Dip	Cert	Other	Not Stated	Grand Total	Percent
Legislators, Administrators And Managers	5	10	60	1	2			41	119	8.2
Professionals	6	33	31		13	1		25	109	7.5
Technicians And Associate Professionals	1	3	28		283	526		19	860	59.1
Secretarial, Clerical Services and Related Workers			2		33	13	2	7	57	3.9
Service Workers , Shop and Market Sales Workers			28		11				39	2.7
Craft And Related Trades Workers						96			96	6.6
Plant and Machine Operators And Assemblers						3	2	6	11	0.8
Elementary Occupations						152		6	158	10.9
Occupations n.e.c			1					4	5	0.3
Grand Total	12	46	150	1	342	791	4	108	1454	100
Percent	0.83	3.16	10.32	0.07	23.52	54.40	0.28	7.43	100.00	

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 7 presents Job Opportunity Indices by Economic Activity for the period October to December, 2018. Manufacturing recorded the highest index of growth at 288. This was followed by Administrative And Support Service which had a growth of 116. Water Supply; Sewerage, Waste Management And Remediation Activities remained constant at 100. Out of the twenty economic activities, five had no advertisements with indices zero during the reference period.

Overall, there was a decline with an index of 31. However, the aggregate Job Opportunity Index for the period specified showed a marked improvement with an index of 31 as compared to 23 in the July-September 2018.

Table 7: Job Opportunity Indices by Economic Activity

ISIC code	Economic Activity	April-June 2018 index	July-September 2018	October-December 2018 index
A	Agriculture, Forestry And Fishing	47	2	0
B	Mining and Quarrying	0	0	0
C	Manufacturing	182	12	288
D	Electricity, Gas, Steam And Air Conditioning Supply	88	38	0
E	Water Supply; Sewerage, Waste Management And Remediation Activities	8	35	100
F	Construction	330	48	0
G	Wholesale And Retail Trade; Repair Of Motor Vehicles And Motorcycles	4.3	30	35
H	Transportation And Storage	25	0	2
I	Accommodation And Food Service Activities	5	85	75
J	Information And Communication	56	41	36
K	Financial And Insurance Activities	19	20	9
L	Real Estate Activities	0	0	25
M	Professional, Scientific And Technical Activities	19	8	10
N	Administrative And Support Service Activities	92	0	116
O	Public Administration And Defence; Compulsory Social Security	10	30	38
P	Education	38	9	8
Q	Human Health And Social Work Activities	22	20	2
R	Arts, Entertainment And Recreation	0	0	0
S	Other Service Activities	27	0	2
U	Activities Of Extraterritorial Organizations And Bodies	0	20	5
	Total	23	23	31

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

5.2 Job Opportunity Indices by Occupation

Table 8 shows that the highest growth occurred in the major occupational group of Craft And Related Trades Workers with a job opportunity index of 533 in the period October to December 2018. This was followed by the occupation of Elementary Occupations with an index of 115, and Technicians And Associate Professionals with an index of 114.

It was noted that there were no advertisements under Skilled Farm, Fishery, Wildlife and Related Workers, while under Plant and Machine Operators And Assemblers a significant drop was observed in the index. However, in overall, there was a decrease in jobs advertised during the period of October to December 2018 quarter.

Table 8: Job Opportunity Indices by Occupation

Major Group	Occupational Groups	April - June,2018	July – September 2018 Index	Oct-dec.2018 index
1	Legislators, Administrators And Managers	15	22	8
2	Professionals	29	24	6
3	Technicians And Associate Professionals	26	31	114
4	Secretarial, Clerical Services and Related Workers	34	48	62
5	Service Workers , Shop and Market Sales Workers	2	6	10
6	Skilled Farm, Fishery, Wildlife and Related Workers	190	0	0
7	Craft And Related Trades Workers	0	28	533
8	Plant and Machine Operators And Assemblers	292	164	44
9	Elementary Occupations	5	5	115
xx	Occupations n.e.c	25	12	0
	Grand Total	15	23	31

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 labour 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 68.5 percent of total jobs advertised.
- Low level skills were on high demand in the labour market as most occupations required certificate level skills at 54.4 percent of the total vacancies declared.

7.0 APPENDICES

Table 1A: Distribution of Vacancies by Economic Activity

ISIC Section	Economic sectors	Vacancies	percent
C	Manufacturing	259	17.81
	Manufacture of beverages	1	0.07
	Manufacture of dairy products	4	0.28
	Manufacture of general-purpose machinery	2	0.14
	Manufacture of imitation jewellery and related articles	153	10.52
	Manufacture Of Machinery And Equipment N.E.C.	1	0.07
	Manufacture of pharmaceuticals, medicinal chemical and botanical products	2	0.14
	Accommodation And Food Service Activities	1	0.07
	Manufacture of wearing apparel, except fur apparel	80	5.50
	Tanning and dressing of leather; dressing and dyeing of fur	15	1.03
E	Water supply; sewerage, waste management and remediation activities	6	0.41
	Water collection, treatment and supply	6	0.41
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	8	0.55
	Maintenance and repair of motor vehicles	5	0.34
	Wholesale of textiles, clothing and footwear	2	0.14
	Wholesale Trade, Except Of Motor Vehicles And Motorcycles	1	0.07
H	Transportation and storage	1	0.07
	Air Transport	1	0.07
I	Accommodation And Food Service Activities	15	1.03
	Accommodation And Food Service Activities	15	1.03
J	Information and communication	14	0.96
	Publishing Activities	2	0.14
	Publishing of newspapers, journals and periodicals	12	0.83
K	Financial and insurance activities	38	2.61

ISIC Section	Economic sectors	Vacancies	percent
	Activities of insurance agents and brokers	4	0.28
	Financial Service Activities, Except Insurance And Pension Funding	34	2.34
L	Real estate activities	2	0.14
	Real estate activities on a fee or contract basis	2	0.14
M	Professional, scientific and technical activities	11	0.76
	Advertising and market research	2	0.14
	Management consultancy activities	1	0.07
	Market research and public opinion polling	8	0.55
N	Administrative and support services	30	2.06
	Activities of call centres	30	2.06
O	Public Administration And Defence; Compulsory Social Security	1000	68.78
	Public Administration And Defence; Compulsory Social Security	657	45.19
	Provision of services to the community as a whole	4	0.28
	Regulation of and contribution to more efficient operation of businesses	339	23.31
P	Education	49	3.37
	Education	49	3.37
Q	Human Health and Social Work Activities	2	0.14
	Human Health Activities	2	0.14
S	Other service activities	2	0.14
	Activities Of Membership Organizations	2	0.14
U	Activities of extraterritorial organizations and bodies	17	1.17
	Activities Of Extraterritorial Organizations And Bodies.	17	1.17
Grand Total		1454	100.00

Table 2A: Vacancies by Major and Minor Occupational Group

Major and Minor Group	Vacancies	Percent
Legislators, Administrators And Managers	119	8.18
Administrators And Senior Officials Of Special-Interest Organizations	70	4.81
Corporate Managers	39	2.68
Non-Departmental Managers	7	0.48
Other Administrators And Managers	3	0.21
Professionals	109	7.50
Business Professionals	22	1.51
Engineering Science Professionals	8	0.55
Engineering science professionals	1	0.07
Health And Life Science Professionals	4	0.28
Legal Professionals	12	0.83
Mathematicians, Statisticians And Computing Professionals	7	0.48
Other Professionals	12	0.83
Secretaries And Office Clerks	1	0.07
Social Science And Related Professionals	4	0.28
Teaching Professionals	38	2.61
Technicians And Associate Professionals	860	59.15
Administration Middle Level Personnel	68	4.68
Business and Social Services Associate Professionals	7	0.48
Business Professionals	1	0.07
Engineering Technicians	17	1.17
Medical And Health Science Associate Professionals	1	0.07
Other Business, Social Services, Athletics, Sports and Related Workers	1	0.07
primary and other pre-primary educators and other Teachers	760	52.27
Secretaries And Office Clerks	3	0.21

Major and Minor Group	Vacancies	Percent
Ship And Aircraft Controllers	2	0.14
Secretarial, Clerical Services and Related Workers	57	3.92
Client Oriented Clerks	32	2.20
Secretaries And Office Clerks	25	1.72
Service Workers , Shop and Market Sales Workers	39	2.68
House Stewards, Caterers, Waiters And Related Workers	11	0.76
Personal And Protective Services Workers	28	1.93
Craft And Related Trades Workers	96	6.60
Plant and Machine Operators And Assemblers	11	0.76
Drivers And Mobile Machinery Operators	11	0.76
Elementary Occupations	158	10.87
Labourers in Mining, Construction, Manufacturing and Transport	154	10.59
Sales And Services Elementary Occupations	4	0.28
Occupations n.e.c	5	0.34
Sub Major Groups Not Elsewhere Classified	5	0.34
Metal, Machinery And Related Trades Workers	1	0.07
Textile, Garment and Related Trades Workers	80	5.50
Upholsterers, Pelt, Leather and Shoemaking Trades Workers	15	1.03
Grand Total	1454	100.00

Table 3A: Vacancies by Skill Area and Level

Skill Area	Skill Level								Grand Total
	Bachelors Degree	Certificate	Diploma	Doctorate (Phd)	Higher Diploma	Masters Degree	Not stated	Other	
Agriculture, Forestry and Fisheries							2		2
Agriculture							2		2
Architecture and Building	5		2						7
Civil & Water Engineering	1								1
Civil Engineering			2						2
Quantity Surveying	1								1
Water and Environmental Engineering	2								2
Water Engineering	1								1
Arts	3		1						4
Journalism	3		1						4
Business And Administration	87	17	70	8	1	11	57		251
Accounting and Finance	12	3		1		1	1		18
Auditing	4						2		6
Business Administration	6					2			8
Business Management						1			1
Commerce	3								3
Co-operative Management	2								2
Customer Care Service							1		1
Economics	8						1		9
Educational Administration	1			5					6
Financial Engineering							3		3
Human Resource Management	4		11	1	1	1	1		19
Institutional Management							2		2
International Relations and Diplomacy						1			1

Skill Area	Skill Level								
	Bachelors Degree	Certificate	Diploma	Doctorate (Phd)	Higher Diploma	Masters Degree	Not stated	Other	Grand Total
Legal Secretarial Studies							4		4
Logistics and Supplies							1		1
Marketing				1					1
Office Administration							1		1
Procurement and Materials Management	5								5
Production & Quality Management							2		2
Project Management						3			3
Project Monitoring and Evaluation						1			1
Public Administration	21	1					33		55
Public Relations (PR)	2					1			3
Purchasing and Supplies Management		12							12
Sales & Marketing	5		55				1		61
Secretarial Studies	9	1	4				2		16
Strategic Leadership Development Programme (SLDP)	5								5
Supervisory Skills / Development Skills							2		2
Computing	7		1			2	10		20
Computer Science	1					2			3
ICT Management	3						1		4
ICT Policy & Regulation	2								2
Information Communication Technology (ICT)	1						1		2
Information Technology							4		4
Programmable Logic Control and Industrial Automation			1						1
Statistical Package for Social Scientists (SPSS, SAS, R-Statistics)							4		4
Craft/Vocational Trades	1	18					2	2	23
Driving		3					2	2	7

Skill Area	Skill Level								
	Bachelors Degree	Certificate	Diploma	Doctorate (Phd)	Higher Diploma	Masters Degree	Not stated	Other	Grand Total
Leatherwork Technology		15							15
Metal Processing Technology	1								1
Education		520	240	4		30	24		818
Curriculum Studies							6		6
Early Childhood Development		520							520
Education			240	4			14		258
Education Arts						30			30
Primary Education							4		4
Engineering and Engineering Trades	1	6	8			1			16
Automotive Engineering		5							5
Civil Engineering			2						2
Electronics		1	1						2
Engineering Design	1								1
Mechanical Engineering						1			1
Mechanical Engineering (Production Option)			5						5
Health	3		6				3	2	14
Health & Nutrition							1		1
Health Service Management							2		2
Laboratory Technology			6					2	8
Medicine	3								3
Humanities	6					2			8
Communication	6					2			8
Journalism and Information							2		2
Library and Information Management							1		1
Technical & Professional Communication							1		1
Law	7								7
Law(s)	7								7

Skill Area	Skill Level								Grand Total
	Bachelors Degree	Certificate	Diploma	Doctorate (Phd)	Higher Diploma	Masters Degree	Not stated	Other	
Manufacturing and processing		80							80
Clothing and Textiles		80							81
Personal Services	2	150	13				5		170
Cosmetology		150							150
Food Service Technology	1		10						11
Front Office Operation			1						1
Hotel Management			1						1
Housekeeping and Laundry			1						1
Tourism Management	1						5		6
Physical Sciences	2								2
Environmental Sciences	1								1
Maritime Science	1								1
Security Services	22								22
Security Guarding	3								3
Security Policing	19								19
Social Sciences	2						3		5
Organizational Development							3		3
Social Sciences	2								2
Social Services	1								1
Psychiatric Social Work	1								1
Transport services			1						1
Flight Instruction			1						1
Grand Total	149	791	342	12	1	46	108	4	1454

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	Plant and Machine Operators And Assemblers	Elementary Occupations	Occupations n.e.c	Grand Total	Percent
Bomet			10						10	0.69
Bungoma	6	4	2	1					13	0.89
Djibouti		3							3	0.21
EMBU	1								1	0.07
Homa Bay		3							3	0.21
Kajiado	2								2	0.14
Kakamega	6	3							9	0.62
Kiambu							150		150	10.32
Kilifi	1			12					13	0.89
Kirinyaga	4		1						5	0.34
Kisii	2	3	2	1					8	0.55
KISUMU	3							1	4	0.28
Kitui	3	6							9	0.62
Kwale	1				1				2	0.14
Laikipia	2								2	0.14
Machakos			1						1	0.07
Mombasa	1		1		10				92	6.33
muranga	2	30							32	2.20
Nairobi	66	51	837	41	28	11	4	4	1042	71.66
Nakuru			5						5	0.34
Narok	1								1	0.07
Nyandarua							4		4	0.28
Nyeri	1	5	1	2					9	0.62
TaitaTaveta	14								14	0.96

County	Legislators, Administrators And Managers	Professionals	Technicians And Associate Professionals	Secretarial, Clerical Services and Related Workers	Service Workers , Shop and Market Sales Workers	Plant and Machine Operators And Assemblers	Elementary Occupations	Occupations n.e.c	Grand Total	Percent
Tana River	2								2	0.14
TharakaNithi		1							1	0.07
Vihiga	1								1	0.07
Grand Total	119	109	860	57	39	11	158	5	1454	100
Percent	8.18	7.50	59.15	3.92	2.68	0.76	10.87	0.34	100.00	

Table 5A: Distribution of Occupational Group and Educational Award

Code	OCCUPATION	EDUCATIONAL AWARD								
		Bachelor's Degree	Certificate	Diploma	Doctorate (Phd)	Higher Diploma	Masters Degree	Not Stated	Other	Grand Total
281	Accountants, Auditors and Tax Assessors	15	1					5		21
343	Aircraft pilot and related workers			1						1
231	Architects and Town Planners	1								1
291	Archivists, Librarians and Related Professionals							2		2
293	Authors, Journalists and Related Professionals	6		1			1	2		10
319	Broadcasting and Telecommunications Equipment Controllers			1						1
914	Building caretakers		2							2
365	Business and Public Service Middle Level Personnel	13		10			1	3		27
354	Business Service Agents	3		25				3		31
235	Chemical Engineers and Technologist			6						6
233	Civil engineers			2						2
223	Computing Professionals			1				2		3
532	Cooks and Other Catering Service Workers			10						10
224	Data Base And Network Professionals	2								2
131	Directors And Chief Executives	5			5		1	3		14
271	Economists	1						3		4
724	Electrical Equipment Fitters and Installers		1							1
316	Electronics And Telecommunications	3					2			5
782	Fell Mongers, Tanners and Pelt Dressers		15							15
417	General Office Clerks		12						2	14
121	Government Administrators	34					2	34		70
241	Health Professionals	2						2		4

Code	OCCUPATION	EDUCATIONAL AWARD								Grand Total
		Bachelor's Degree	Certificate	Diploma	Doctorate (Phd)	Higher Diploma	Masters Degree	Not Stated	Other	
531	House Stewards and Housekeepers			1						1
422	Information Clerks			30				1		31
261	Lawyers	3		1				8		12
424	Legal and Related Clerks	1								1
151	Managers nec	1								1
933	manufacturing labourers		150							150
414	Material Recording and Transport Clerks							1		1
221	Mathematicians and Related Professionals	1								1
313	Mechanical Engineering And Related Technicians		6	5						11
915	Messengers, Porters, Watchmen and Related Workers							2		2
999	Minor Groups Not Elsewhere Classified	1						4		5
882	Motor Vehicle Drivers		3					6	2	11
141	Non-Departmental Managers	3		1			3			7
413	Numerical Clerks	1						1		2
151	Other Administrators And Managers	2				1				3
289	Other Business Professionals						1			1
121	Other Middle Level Personnel	1			1			6		8
282	Personnel And Occupational Professionals						1			1
361	Police Inspectors, Detectives, Customs and Boarder Officials	1						1		2
372	Pre primary educators		520							520
371	Primary education teachers			240						240
524	Protective Service Workers	28								28
395	Radio, Television and Other Announcers			1				1		2
398	Safety, Health and Quality Inspectors/ Controllers	1								1

Code	OCCUPATION	EDUCATIONAL AWARD								Grand Total
		Bachelor's Degree	Certificate	Diploma	Doctorate (Phd)	Higher Diploma	Masters Degree	Not Stated	Other	
398	Safety, Health and Quality Inspectors/Controllers							1		1
323	Sanitarians							1		1
411	Secretaries, Stenographers and Typists		1	3				4		8
351	Securities and Finance Dealers and Brokers	4								4
342	Ships Deck Officers and Pilots	1								1
132	Specialised Departmental Managers	15		1			4	4		24
366	Statistical, and Planning Officials							2		2
222	Statisticians							1		1
752	Tailors, Dressmakers and Related Workers		80							80
934	Transport Labourers and Freight Handlers							4		4
251	University and Post-secondary Teachers/ Lecturers			2	6		30			38
363	Welfare and Pension Officials	1						1		2
Grand Total		150	791	342	12	1	46	108	4	1454