REPUBLIC OF KENYA

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Ministry of Labour and Social Protection

State Department for Labour and Skills Development

JOB TRENDS and OPPORTUNITIES OUTLOOK IN KENYA

FINANCIAL YEAR 2025/26





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Preface



This report provides a comprehensive analysis of the current job market landscape in Kenya, with a focus on the most sought-after occupations and the sectors experiencing the highest number of vacancies. Drawing insights from an extensive review of recent job advertisements across multiple platforms, this report presents valuable data on the most in-demand occupations and sectors showing significant growth within the Kenyan economy.

In a rapidly evolving job market, understanding where demand is concentrated is crucial. Job seekers can use these insights to identify available opportunities, while employers gain guidance on recruitment strategies and workforce planning. For policymakers and government planners, this report offers valuable input for effective manpower planning, skills development, and labor utilization. Furthermore, educators and training institutions can leverage the data to align their curricula with market needs, ensuring that the workforce is equipped with the relevant skills.

The insights presented in this report highlight not only the key occupations and roles driving demand but also the industries that are expanding and creating more job opportunities. By analyzing the trends in job postings, this report aims to provide a clearer and more actionable picture of Kenya's dynamic employment environment. In doing so, it contributes to efforts aimed at addressing skills gaps, improving workforce planning, and fostering sustainable economic growth.

This report is designed for a wide range of stakeholders shaping Kenya's employment landscape from job seekers and career advisors to business leaders, government bodies, and educational institutions. Through these findings, we hope to support the continued development of a robust, adaptable, and resilient labor market in Kenya, contributing to a thriving and prosperous workforce.

> Insights presented in this report highlight not only the key occupations and roles driving demand but also the industries that are expanding and creating more job opportunities.

Hon. Dr. Alfred N. Mutua, EGH
Cabinet Secretary, Ministry of Labour and Social Protection

Acknowledgement



The State Department for Labour and Skills Development extends its sincere appreciation to the institutions and individuals whose expertise, diligence and commitment made the preparation of this report possible. The production of credible labour market information is a collective undertaking, and the value of this document rests on the contribution of each of those involved in its compilation and review.

Special gratitude goes to the Labour Market Observatory, whose team brings together expertise in different capacities among them statisticians, economists, ICT and data management experts, in the collection, cleaning, classification, verification and compilation of the extensive job advertisement data on which this report is based. Their technical rigour and attention to detail, sustained across successive quarterly cycles, have ensured the consistency and reliability of the information presented, and have made it possible to translate a large and complex body of data into evidence that can readily be applied.

Appreciation is further extended to our stakeholders and partners who participate in the validation of these outputs. Their review, critique and technical feedback strengthen the quality, relevance and credibility of the findings, and ensure that the report speaks to the realities of the labour market and to the needs of those who rely on it.

It is our expectation that this report will provide policymakers, educators, employers, training institutions and job seekers with the insights needed to address the evolving demands of the labour market. We remain confident that the information presented in this document will serve as a stepping stone toward a more prosperous, inclusive and sustainable future for all.

> We would also like to offer special thanks to the Labour Market Observatory Unit for their tireless work in collecting, verifying, and compiling the vast amounts of data presented here.



Shadrack M. Mwadime, CBS

Principal Secretary, State Department For Labour
And Skills Development

Technical Note



This report prepared by the Labour Market Observatory as part of the Labour Market Information Production Framework for the respective financial year draws on quarterly analyses undertaken during the reporting period and presents consolidated findings on labour market opportunities, trends, and emerging developments within the thematic area covered.

The analysis is based on job advertisement data comprehensively collected through web crawling from relevant online job listing platforms and other digital sources associated with the respective thematic area. The data are collected and analysed to generate timely labour market intelligence and provide insights into emerging patterns of labour demand.

The data undergo cleaning, verification, classification and standardisation to enhance reliability. Job titles are classified into occupations in accordance with the Kenya Standard Classification of Occupations (KeSCO), while employers are classified into economic sectors based on the Kenya Standard Industrial Classification of Economic Activities (KeSIC). These classifications provide a standardised framework for analysing labour demand across occupations, economic sectors and other relevant labour market dimensions.

The analysis primarily employs descriptive statistical techniques and graphical representations to examine the distribution and trends of labour market opportunities across occupations, sectors and other aspects captured in the job advertisements.

To enhance the quality and reliability of the findings, the analytical outputs are subjected to internal technical review and external stakeholder validation.

The findings presented in this report should be interpreted within the context of the scope, coverage and limitations of the underlying data. The methodologies and analytical approaches applied are intended to support the production of timely, relevant and evidence-based Labour Market Information. Accordingly, the findings should be interpreted as an indication of the labour market demand patterns, trends and emerging opportunities captured through the analysed job advertisements during the reporting period.

“

The analysis primarily employs descriptive statistical techniques and graphical representations to examine the distribution and trends of labour market opportunities across occupations, sectors and other aspects captured in the job advertisements.

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Meldah Angir
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JOB
TRENDS
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OUTLOOK
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Abbreviations and Acronyms

EAs	Enumeration Areas
EPSM	Equal Probability Selection Method
GDP	Gross Domestic Product
HW	Hazardous work
ICLS	International Conference of Labour Statisticians
ILO	International Labour Organization
IPEC	International Programme on the Elimination of Child Labour
KENPHIA	Kenya Population-Based HIV Impact Assessment
KESIC	Kenya Standard Industrial Classification of all Economic Activities
K-HMSF	Kenya Household Master Sampling Frame
KHS	Kenya Housing Survey
KIHBS	Kenya Integrated Household Budget Survey
KPHC	Kenya Population and Housing Census
OSH	Occupational Safety and Health
PPS	Probability Proportional to Size
PSUs	Primary Sampling Units
SDGs	Sustainable Development Goals
SNA	System of National Accounts
UNCRC	United Nations Convention on the Rights of the Child
UNICEF	United Nations Children's Fund

Executive Summary

This report provides a comprehensive analysis of job market trends in Kenya for the period of July 2025 – June 2026. By analyzing job vacancies across different sectors, occupational groups, and skill levels, it highlights key areas of employment growth and emerging opportunities.

Sectoral Demand

In July-September records, the Public Administration and Defense sector emerged as the leading source of job vacancies, accounting for 68.0% of all advertised positions. This was followed by Education (8.4%) and Financial and Insurance Activities (4.6%). In contrast, sectors like Wholesale and Retail Trade (1.3%) and Mining and Quarrying (0.09%) showed minimal recruitment activity.

In October-December, Electricity, Gas, Steam and Air Conditioning Supply sector emerged as the leading source of job vacancies, accounting for 48.7% of all advertised positions. This was followed by Water Supply, Sewerage, Waste Management and Remediation (15.5%) and Financial and Insurance Activities (7.9%). In contrast, sectors like Information and Communication (2.9%) and Manufacturing (3.0%) showed relatively lower recruitment activity in comparison.

In the January-March period, just as in the first quarter, Public Administration and Defence sector emerged as the leading source of job vacancies, accounting for 18.5% of all advertised positions. This was followed closely by Financial and Insurance Activities (18.0%) and Education (13.4%). Wholesale and Retail Trade (3.5%) and Information and Communication (5.0%) showed relatively lower recruitment activity in this quarter.

In April-June, just as in the first and third quarters, Public Administration and Defence sector was the leading source of job vacancies, accounting for 47.8% of all advertised positions. This was followed by Education (12.3%), then followed by financial and insurance activities with 8% of the advertised vacancies. Professional, Scientific and Technical Activities attributed to 7.8% of the advertised vacancies.

Occupational Demand

The July-September data shows Managers were the most sought-after category, representing 44.6% of job openings. Professionals (28.5%) and Technicians and Associate Professionals (17.4%) also showed significant demand.

In October-December, Professionals were the most sought-after category, representing 45.0% of job openings. Managers (22.1%) and Technicians and Associate Professionals (19.1%) also showed significant demand.

For January-March, Professionals were the most sought-after category, representing 42.1% of job openings. Managers (22.4%) and Technicians and Associate Professionals (18.3%) also showed significant demand in the third quarter.

> **The dominance of demand for highly skilled labour across all four quarters, reflects employers' preference for workers with advanced qualifications, specialized expertise, and professional competencies.**



Sectoral Demand

Public Administration and Defense sector emerged as the leading source of job vacancies





Occupational Demand

Managers were the most sought-after category





Skill Level Demand

Majority of job postings between July and September were for highly skilled roles



In the April-June period, just as the second and third quarters, professionals were the most sought-after occupation, contributing to 47.7% of the advertised post, followed by managers,19.4%

Skill Level Demand

The vast majority of job postings between July and September were for highly skilled roles, which constituted 90.6% of all vacancies. Middle skilled positions accounted for 9.1%, while low-skilled elementary occupations made up only 0.3% of demand.

October-December records show vast majority of job postings were for highly skilled roles, which constituted 86.1% of all vacancies. Middle-skilled positions accounted for 13.0%, while low-skilled elementary occupations made up 0.9% of demand.

In the period between January and March, the majority of job postings were for highly skilled roles, which constituted 82.9% of all vacancies. Middle-skilled positions accounted for 15.0%, while low-skilled elementary occupations made up 2.1% of demand

April-June, the majority of advertised vacancies were highly skilled individuals, who had 83.4% of all job postings. Middle-skilled occupations represented 15.2% of the advertised positions, while low-skilled occupations accounted for only 1.4% of demand.

The dominance of demand for highly skilled labour across all four quarters, reflects employers' preference for workers with advanced qualifications, specialized expertise, and professional competencies. These insights underscore the need for strategic workforce planning, with a focus on developing managerial, professional, and technical skills to meet market demand.



Introduction

Unemployment and underemployment remain major socio-economic challenges in Kenya, particularly among the youth. The growing number of job seekers entering the labour market continues to outpace available employment opportunities, while many workers remain in vulnerable or informal jobs with limited security and prospects for growth. At the same time, rapid technological change, digitalisation and automation are transforming the nature of work and increasing employers' demand for specialised, technical and industry-relevant skills.

These developments have heightened the need for timely and reliable labour market information to understand emerging employment trends, identify areas of growing demand and support better alignment between skills development and labour market needs. This Job Trends and Opportunities Outlook analyses job vacancies advertised in Kenya between July 2025 and June 2026, providing insights into the sectors, occupations and skill levels with the highest demand for workers.

The report examines advertised vacancies across economic sectors and major occupational groups, while also analysing the distribution of employment opportunities by skill level. Industries are classified using the Kenya Standard Industrial Classification (KeSIC), while occupations are coded according to the Kenya Standard Classification of Occupations (KeSCO). The analysis is based on systematically collected, cleaned and standardised online job advertisement data from Kenyan recruitment platforms.

The findings provide useful information on the changing structure of labour demand and the skills increasingly required by employers. The report is intended to support policymakers and labour market planners in workforce planning and employment policy formulation, while helping training institutions align programmes with market needs. It also provides job seekers with insights into occupations and sectors with stronger employment prospects and assists employers in understanding prevailing recruitment and skills demand trends.



Overall, the report seeks to strengthen the link between labour market information, skills development and employment outcomes. By providing evidence on job opportunities and labour demand trends, it aims to support informed decision-making and improve alignment between the skills available in the workforce and those required in Kenya's evolving labour market.



28.4%

Software Developers recorded the highest number of vacancies at 5,366, representing 28.42 per cent of the quarter's total, reflecting the growing reliance on digital technologies and the increasing demand for software development skills.

17.59%

Software Engineer recorded the highest number of vacancies at 13,970, representing 17.59 per cent of the quarter's total.

10.7%

2,028

Sales and Marketing Managers vacancies

11.21%

Policy and Planning Managers recorded 2,117 vacancies

2. OBJECTIVES

The main objective of this report is to provide a comprehensive analysis of job opportunities and labour demand trends in the country, generating insights into the occupations, sectors and skill levels with the highest demand for workers.

The specific objectives are to:

a) Identify the most sought-after occupations by employers

b) Analyse job vacancies and labour demand across economic sectors

c) Examine the distribution of job opportunities by skill level

d) Identify the economic sectors with the highest number of job vacancies

3. SCOPE OF THE REPORT

The analysis covers online job advertisements posted during JULY 2025 TO JUNE 2026 across multiple recruitment platforms. Industries were mapped to the Kenya Standard Industrial Classification (KeSIC) while occupations were coded to the Kenya Standard Classification of Occupations (KeSCO). Metrics include counts and shares of vacancies by sector, major occupational group, and skill level, in addition to leading occupations in top hiring sectors.



2025 JULY

JUNE 2026

4. METHODOLOGY

The methodology employed involves systematic data collection, cleaning, and analysis of job advertisement data. Key stages include:



4.1 Data Collection

Job advertisements from Kenyan listing sites were collected using web crawlers, which extracted data between July 2025 to June 2026. The dataset encompasses job titles, required skills, and sector classifications, offering a comprehensive foundation for analysis.

4.2 Data Cleaning and Analysis Process

To ensure accuracy, raw data was cleaned and standardized, with occupations coded per the Kenya Standard Classification of Occupations (KeSCO) and industries classified using the Kenya Standard Industrial Classification standards (KeSIC). The cleaned data was then analysed to identify the most frequently demanded skills, using both descriptive statistics and graphical presentations.





5. LIMITATIONS

This report acknowledges certain limitations, including:

- **Data Source Reliability:** The accuracy of findings is dependent on the completeness and accuracy of job listings from web sources, which may not capture all labor demand variables.
- **Sector Representation:** While agriculture, manufacturing, construction, and communication and technology sectors are covered, certain subsectors within these may be underrepresented due to limitations in job listing data availability.
- **Skill Proxies:** Using occupations as proxies for skills may not fully capture the complexity of skill requirements, as job postings often generalize skill descriptions.

> Job advertisements from Kenyan listing sites were collected using web crawlers, which extracted data between July 2025 to June 2026.

QUARTER 1 JULY TO SEPTEMBER

6. FINDINGS

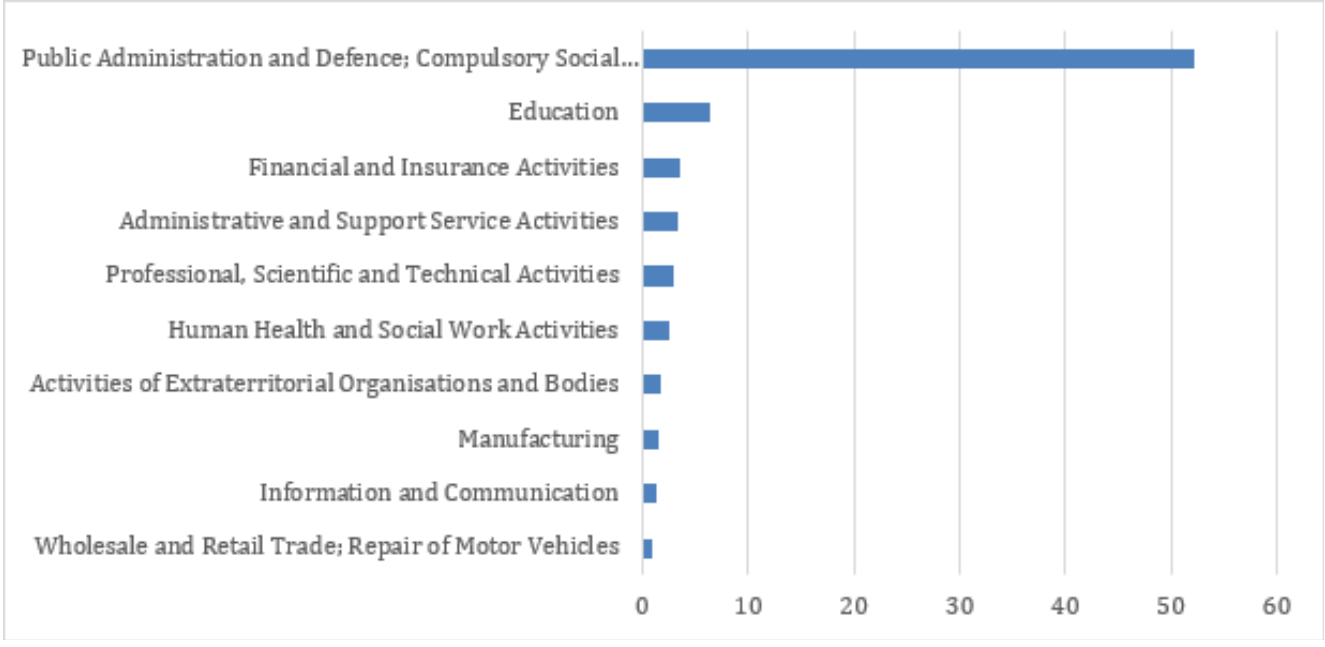
Quarter One

This section presents a detailed analysis of job vacancies in Kenya during the first quarter of 2025/2026. The findings are categorized into three main areas: job vacancies by economic activity, job vacancies by major occupational group, and job vacancies by skill level.

6.1 Number of job vacancies advertised by economic activity

The demand for jobs across various sectors highlights the industries with the most vacancies. The following table illustrates the distribution of the advertised vacancies across different economic activities.

Figure 1: Distribution of the advertised Vacancies by Economic Sectors



Source: Local job opps outlook tables.xlsx - Sheet3.csv

The Public Administration and Defence sector had the largest share of employment opportunities at 52.30% of total vacancies. This was followed by Education at 6.44% and Financial and Insurance Activities at 3.53%. In contrast, sectors like Wholesale and Retail Trade showed significantly lower hiring activity at 0.98%.

Implication:

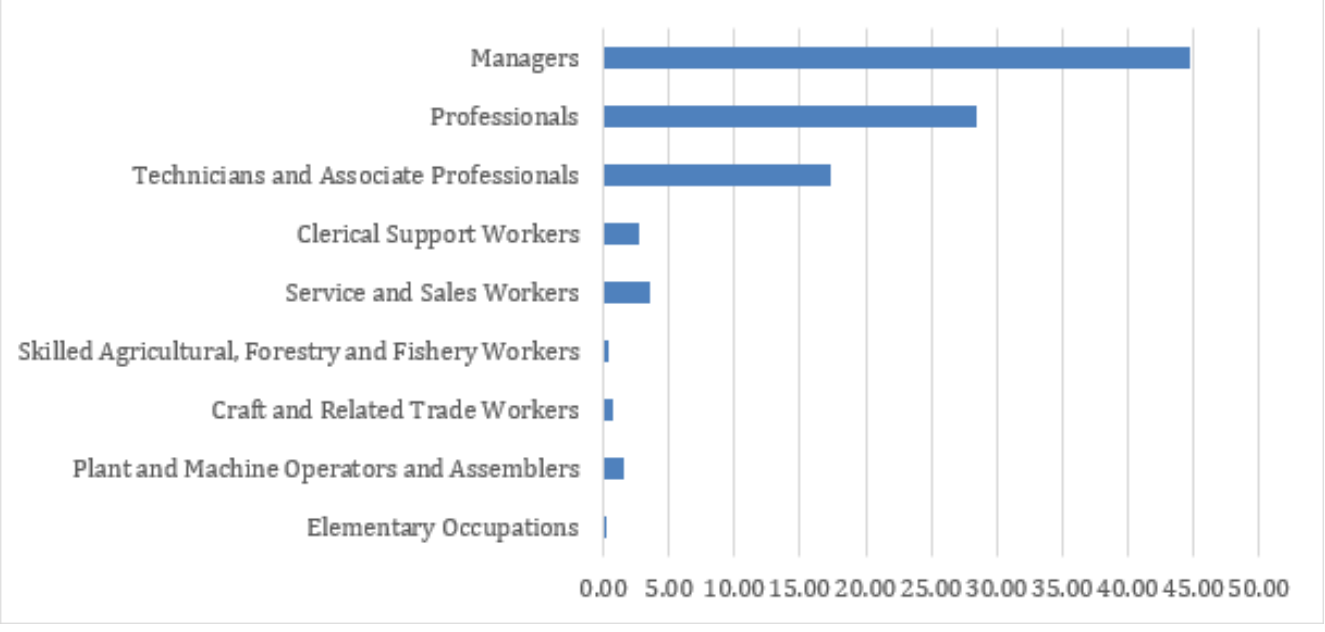
- **Jobseekers:** Should focus on opportunities in public administration, education, and finance where demand is highest.
- **Training Institutions:** Need to align curricula with the skills required for public service and thriving service sectors.
- **Policy Makers:** Should investigate policies to stimulate job creation in sectors with low recruitment, such as trade and manufacturing, to diversify the labor market.



6.2 Number of job vacancies advertised by major occupational group

This analysis breaks down job opportunities by broad occupational categories.

Figure 2: Distribution of advertised vacancies by Major Occupational Group



Source: Local job opps outlook tables.xlsx - Sheet2.csv

Managers constituted the largest share of job vacancies at 44.64%, followed by Professionals (28.54%) and Technicians and Associate Professionals (17.39%). Elementary Occupations (0.30%) and Skilled Agricultural, Forestry and Fishery Workers (0.46%) showed minimal demand.

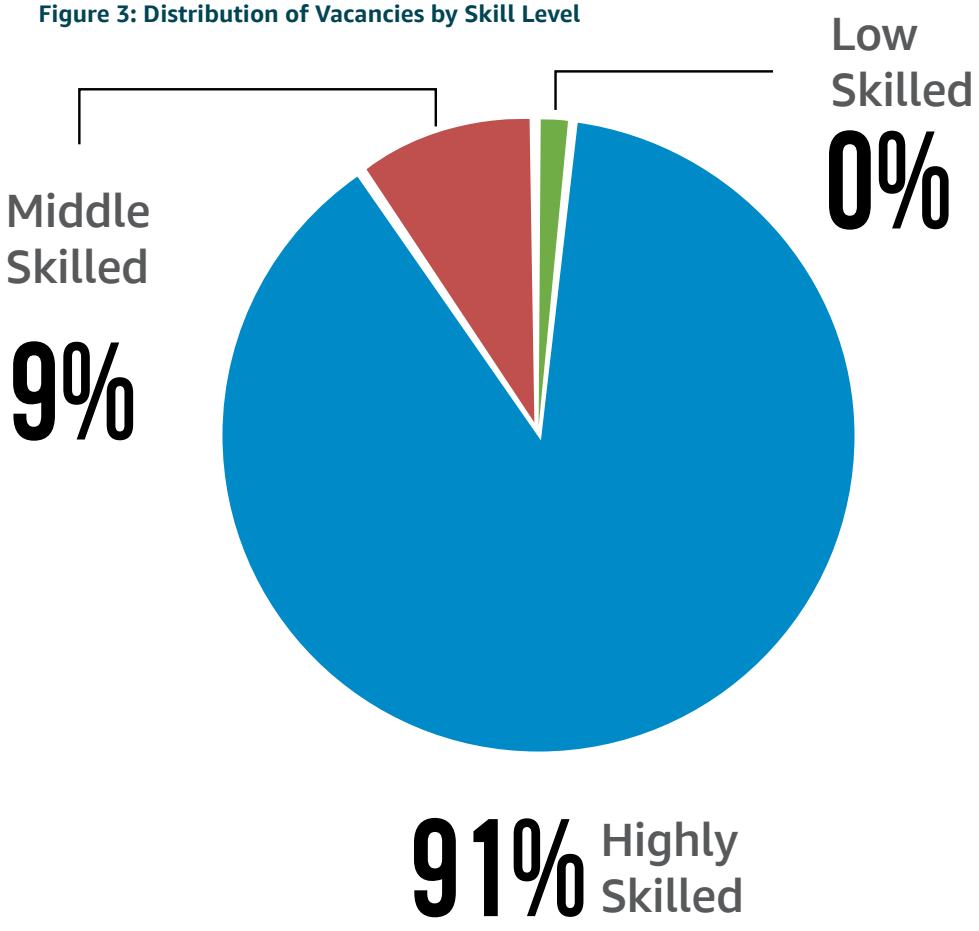
Implication:

- **Jobseekers:** Should aim for management, professional, and technical training to access the largest segments of the job market.
- **Training Institutions:** Should focus on developing managerial, professional, and technical programs to meet this demand.
- **Policy Makers:** Should create pathways for upskilling workers in low demand occupations to transition into more sought-after roles.

6.3 Number of vacancies by skill level and occupations

The Kenyan labour market shows a distinct preference for highly skilled individuals, who accounted for 90.6% of all advertised vacancies.

Figure 3: Distribution of Vacancies by Skill Level



middle skilled roles, customer facing positions like Shop Sales Assistants (16% vacancies) and Stock Clerks (7.4%) were in highest demand. This category also saw steady demand for clerical, transport, security, and contact center roles

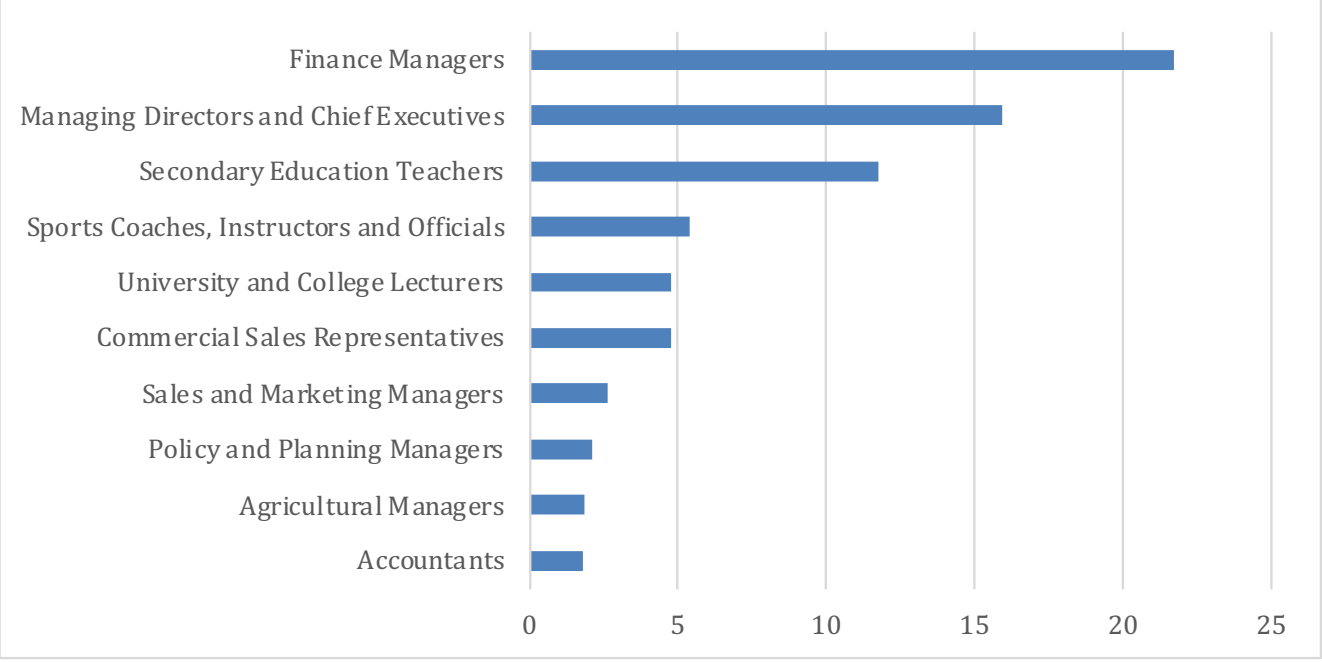
> Middle skilled roles like customer facing positions such as Shop Sales Assistants and Stock Clerks were in highest demand which demponstrates a steady demand for clerical, transport, security, and contact center roles.

6.3.1 Top 10 Most Sought Occupations for the Highly Skilled

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

The demand for high-skilled labor is dominated by finance and management roles. Finance Managers (21.7%) and Managing Directors and Chief Executives (15.9%) were the most sought-after occupations. Various other finance, management, education, and marketing roles also featured prominently, reflecting the needs of a growing economy.

Figure 4: Most Sought Occupation for Highly Skilled Workers



6.3.2 Top 10 Most Sought Occupations for the Middle Skilled

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

For middle skilled roles, customer facing positions like Shop Sales Assistants (16% vacancies) and Stock Clerks (7.4%) were in highest demand. This category also saw steady demand for clerical, transport, security, and contact center roles, indicating a need for a strong support workforce across various industries.

Table 5: Most Sought Occupations for the Middle Skilled Workers

Unit Group	% Share	% Share
Shop Sales Assistants	16	48.49
Stock Clerks	7.41	31.03
Police Officers	7.1	3.02
Personnel Clerks	5.45	2.16
Lifting Truck Operators	4.9	2.16
Gardener, Horticultural and Nursery Grower	4.76	1.94
Car, Taxi and Van Drivers	4.33	1.94
Food And Related Products Machine Operators	3.59	1.72
Contact Centre Information Clerks	3.39	1.51
Contact Centre Salespersons	3.31	1.29

Source: Local jobs advertisement data

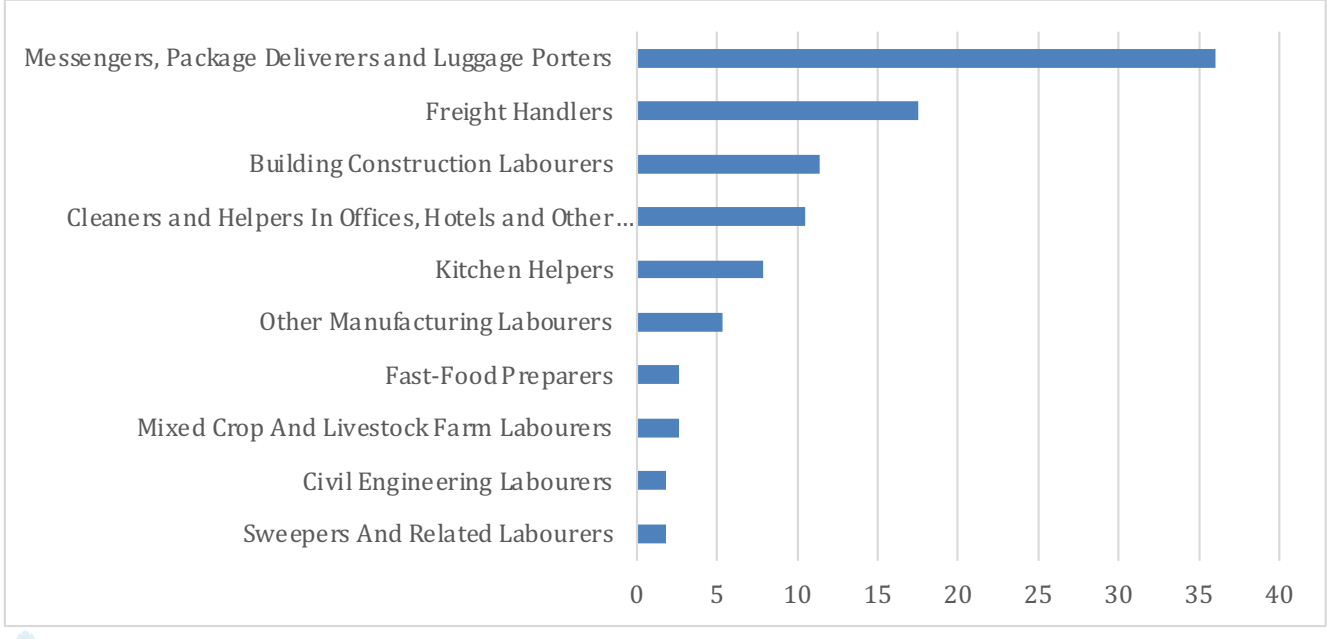


6.3.3Most Sought Occupations for the Low Skilled

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

Low skilled occupations represented a very small fraction of the job market. The highest demand within this category was for messengers and package deliverers (36% of vacancies) and freight handlers (17.5% of total vacancies). The limited number of available positions underscores the declining demand for unskilled labor and the critical need for upskilling.

Figure 6: Most Sought Occupations by Low Skilled Workers



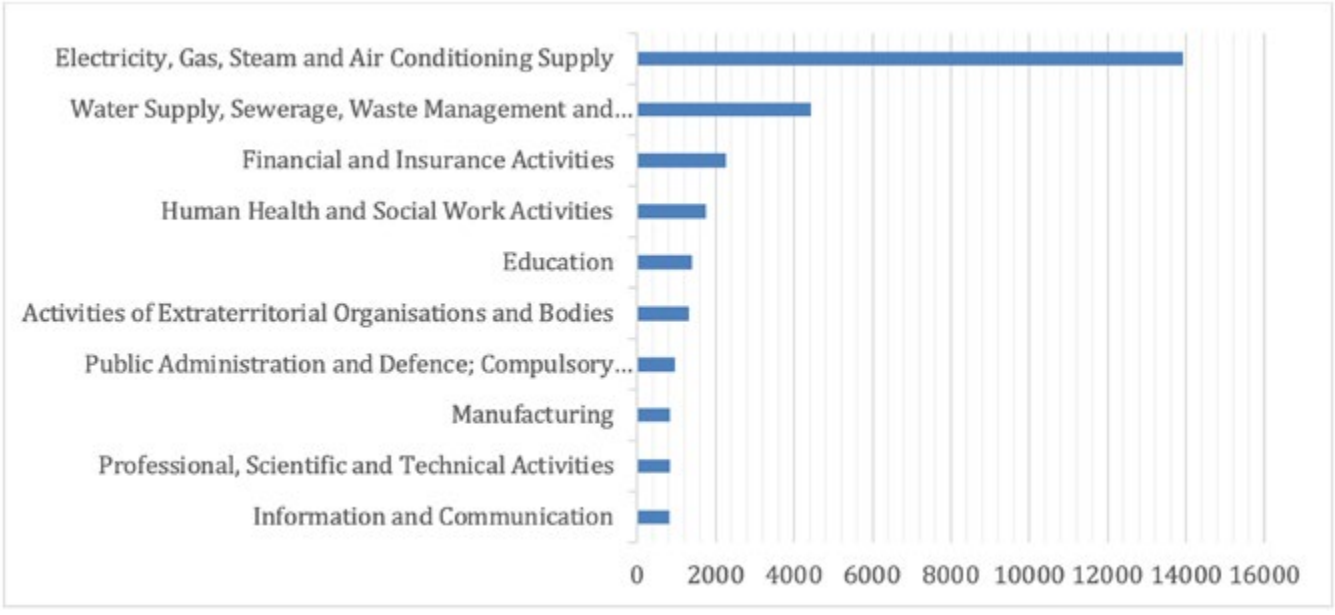
Source: Local job advertisements data

QUARTER 2 OCTOBER TO DECEMBER

7.0 NUMBER OF JOB VACANCIES ADVERTISED BY ECONOMIC ACTIVITY

This section presents a detailed analysis of job vacancies in Kenya during the Second quarter of 2025. The findings are categorized into three main areas: job vacancies by economic activity, job vacancies by major occupational group, and job vacancies by skill level.

Figure 7: Advertised Job Vacancies by Economic Activity



Source: Local job advertisements data

The Electricity, Gas, Steam and Air Conditioning Supply sector was the largest source of employment opportunities, with 41.1% of total vacancies. This was followed by Water Supply, Sewerage, Waste Management and Remediation at (13%) and Financial and Insurance Activities at (6.7%) indicating a strong demand in utilities and finance sectors. In contrast, sectors like Information and Communication (2.5%) and Manufacturing (2.5%) showed comparatively lower hiring activity.

Implication:

- **Jobseekers:** Should focus on opportunities in utilities (electricity and water), finance, and health where demand is highest.
- **Training Institutions:** Need to align curricula with the skills required for utility sectors, finance, and human health services.
- **Policy Makers:** Should investigate policies to stimulate job creation in sectors with lower recruitment, such as manufacturing and ICT, to diversify the labor market.

7.1 Number of job vacancies advertised by major occupational group

This analysis breaks down job opportunities by broad occupational categories.



Professionals constituted the largest share of job vacancies at 45% of total vacancies, highlighting a strong demand for specialized expertise and advanced qualifications. Managers (22.1%) and Technicians and Associate Professionals (19.1%) followed, underscoring the need for leadership and technical skills. Conversely, roles requiring less specialized skills, such as Skilled Agricultural, Forestry and Fishery Workers (0.3%) and Elementary Occupations (0.9%), showed minimal demand.

Implication:

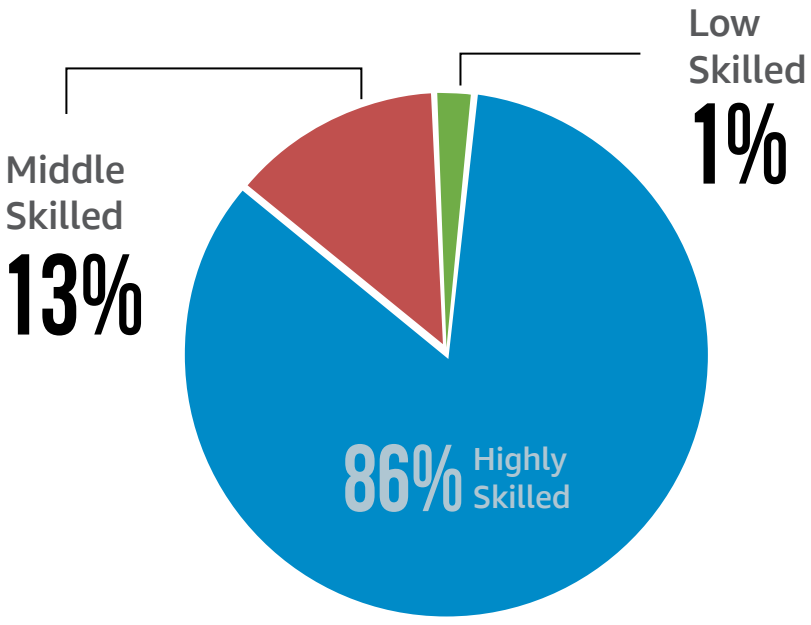
- **Jobseekers:** Should aim for professional, managerial, and technical training to access the largest segments of the job market.
- **Training Institutions:** Should focus on developing professional, managerial, and technical programs to meet this demand.
- **Policy Makers:** Should create pathways for upskilling workers in low-demand occupations to transition into more sought-after roles.

> **Demand for highly skilled labour in Q2 is dominated by education and sales roles. Primary School Teachers (8% of total vacancies) and Commercial Sales Representatives**

7.2 Number of vacancies by skill level and occupations

The Kenyan labor market shows a distinct preference for highly skilled individuals, who accounted for 86.1% of all advertised vacancies.

Figure 9: Distribution of Occupations by Skill Level

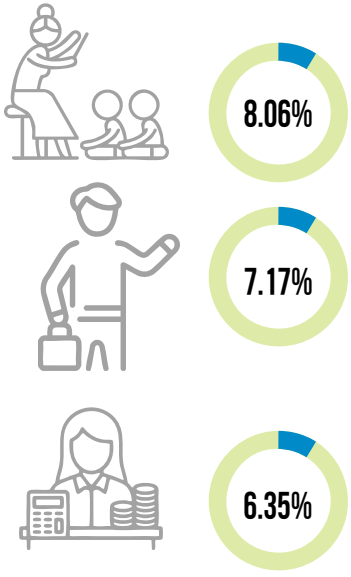


7.2.1 Top 10 Most Sought Occupations for the Highly Skilled

Table 10: Most Sought Occupations by Highly Skilled Workers

Unit Group	% Share
Primary School Teachers	8.06
Commercial Sales Representatives	7.17
Accountants	6.35
Finance Managers	4.88
Sales and Marketing Managers	4.78
Policy and Planning Managers	4.53
Managing Directors and Chief Executives	3.42
Vocational Education and Training Teachers	2.8
Software Developers	2.58
University and College Lecturers	2.32

Source: Local jobs advertisement data

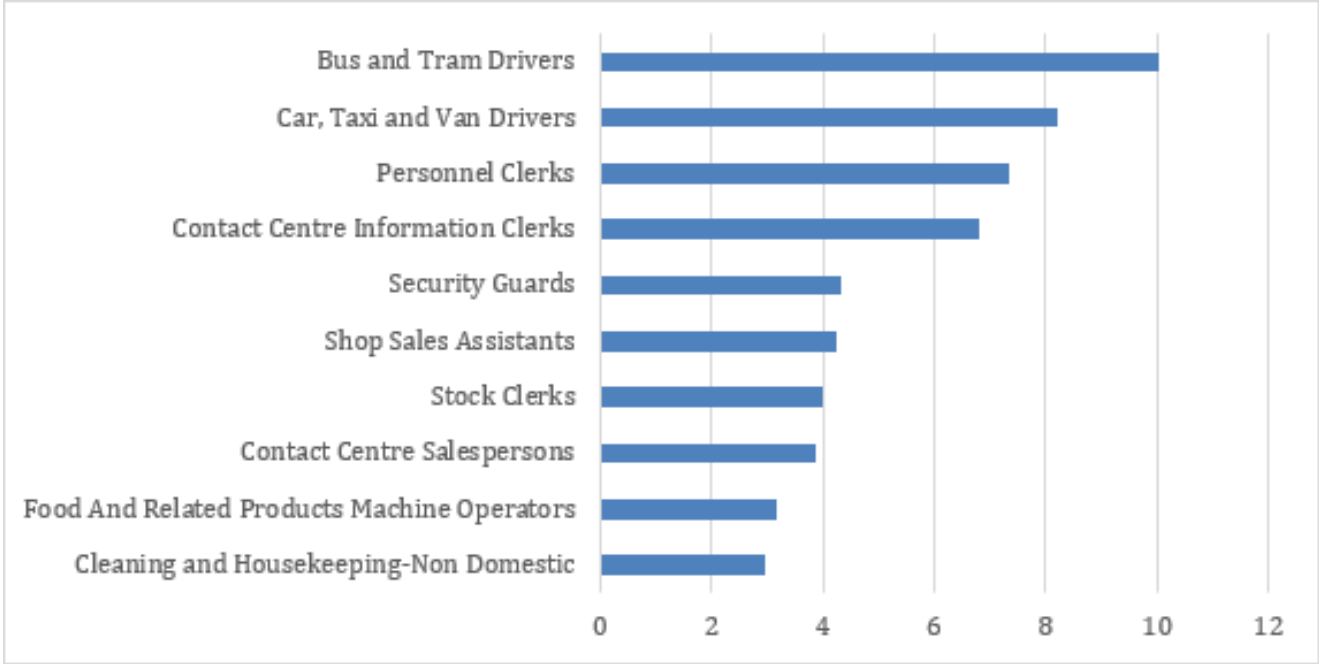


The demand for highly skilled labour in Q2 is dominated by education and sales roles. Primary School Teachers (8% of total vacancies) and Commercial Sales Representatives (7%) were the most sought-after occupations. Accountants (6%) and Finance Managers (4.9%) also featured prominently, reflecting the needs of a growing economy. This marks a shift from Q1, where finance and executive management roles dominated.



7.2.2 Top 10 Most Sought Occupations for the Middle Skilled

Figure 11: Most Sought-after Occupations for the Highly Skilled Workers

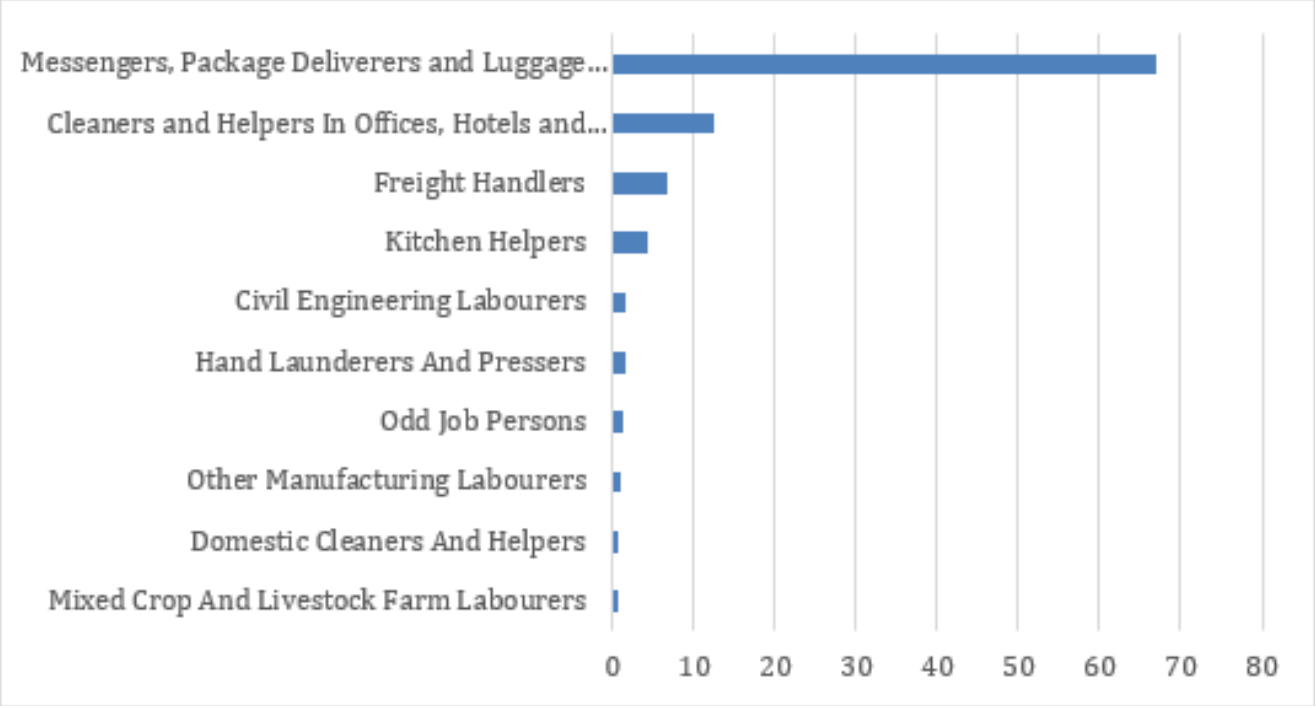


Source: Local jobs advertisement data

For middle-skilled roles in Q2, transport and driving positions were in highest demand, with Bus and Tram Drivers (10% of total vacancies) and Car, Taxi and Van Drivers (8.2%) leading the list. Contact center roles (Information Clerks and Salespersons) also showed strong demand, along with clerical and security positions. This indicates a need for a robust transport and customer service workforce

7.2.3 Most Sought Occupations for the Low Skilled

Figure 12: Most Sought Occupations for the Low-Skilled Workers



Low-skilled occupations represented a small fraction of the job market (0.9% of total vacancies). The highest demand within this category was for messengers and package deliverers (66.89% of total vacancies) and cleaners and helpers (12.58%). The limited number of available positions underscores the declining demand for unskilled labor and the critical need for upskilling.

66.89%

Highest demand within this category was for messengers and package deliverers



Low-skilled occupations

0.9%



12.58%

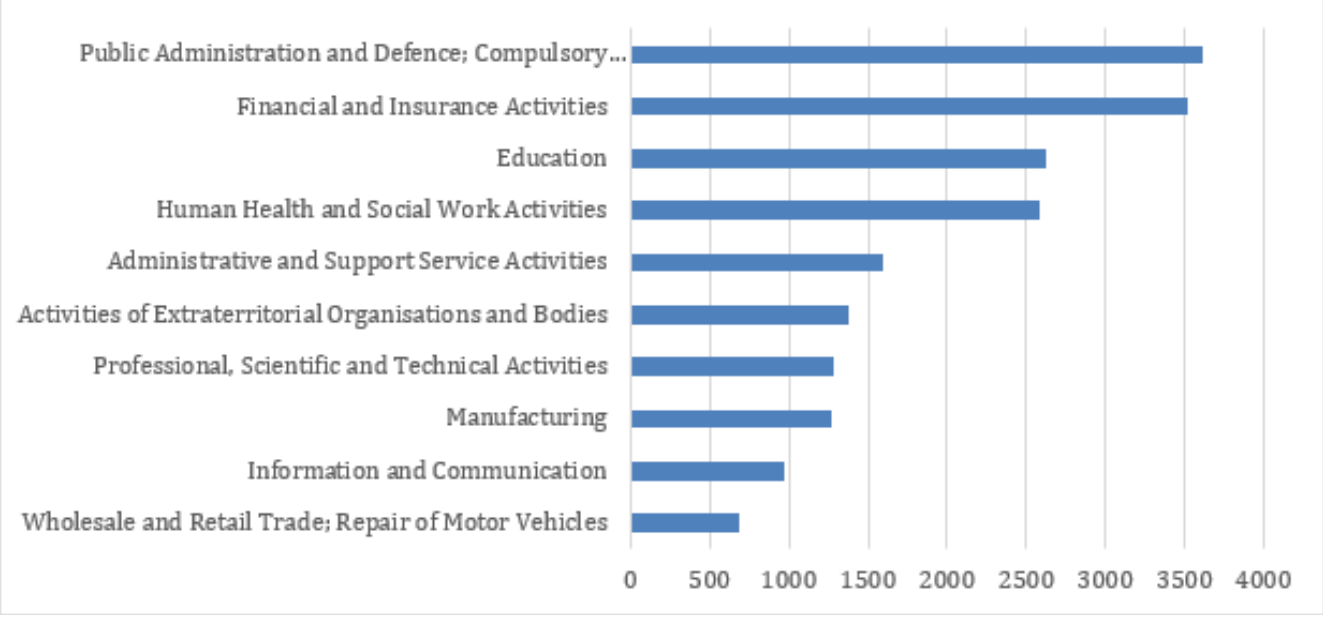
Highest demand within this category was for messengers and package deliverers



QUARTER 03 JANUARY TO MARCH

8.0 Number of Job Vacancies Advertised by Economic Activity

Figure 13:Distribution of Vacancies by Economic Activity



Source: Local job opps outlook tables.xlsx - Sheet5.csv

The Public Administration and Defence sector have the largest source of employment opportunities, with 15.4% of total vacancies. This was followed closely by Financial and Insurance Activities at 15.0% vacancies and Education at 11.2% of total vacancies, indicating a strong demand in public service, finance, and education sectors.

Implication:

- **Jobseekers:** Focus on public administration, finance, education, and health.
- **Training Institutions:** Align curricula with public service, finance, education, and health sector needs.
- **Policy Makers:** Stimulate job creation in wholesale/retail trade and ICT.

> Professionals constituted the largest share at 42.14% of the total vacancies, followed by Managers at 22.4% and Technicians and Associate Professionals at 18.34%.



8.1 Number of job vacancies advertised by major occupational group

This analysis breaks down job opportunities by broad occupational categories

Figure 14: Advertised Vacancies by Major Occupational Group



Source: Local job opps outlook tables.xlsx - Sheet5.csv

Professionals constituted the largest share at 42.14% of the total vacancies, followed by Managers at 22.4% and Technicians and Associate Professionals at 18.34%.

Implication:

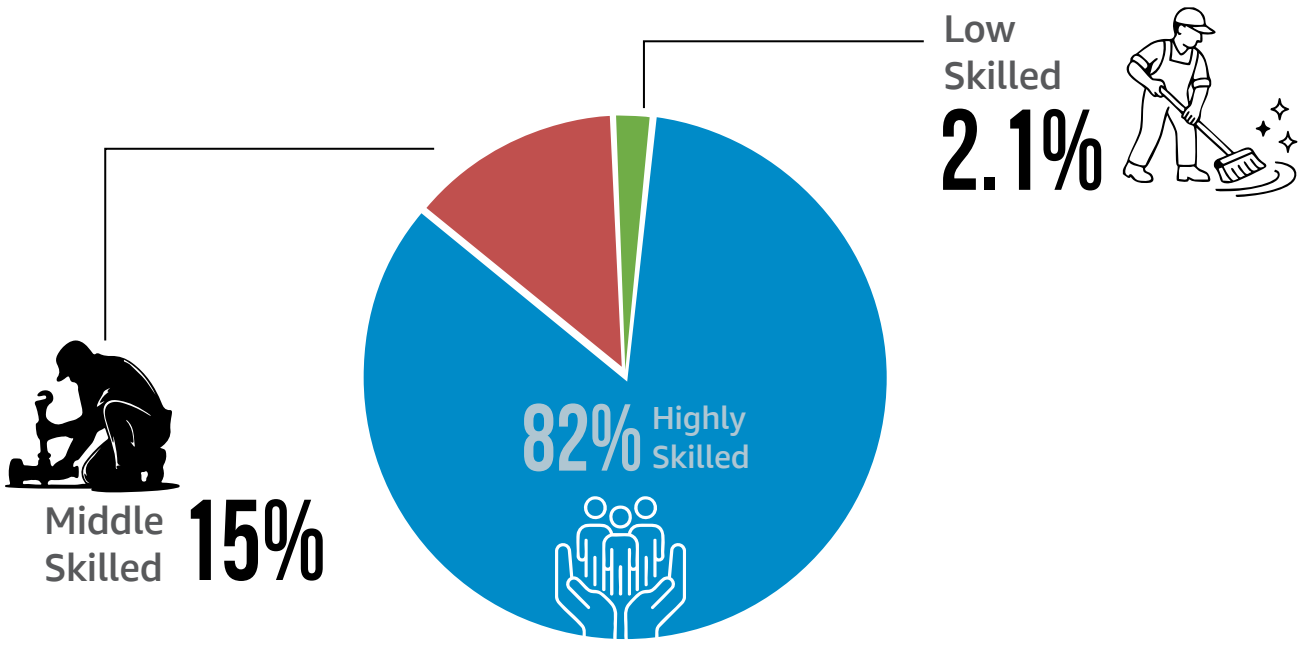
- **Jobseekers:** Pursue professional, managerial, or technical training.
- **Training Institutions:** Develop programs in professional, managerial, and technical fields
- **Policy Makers:** Create upskilling pathways for low-demand occupations.



8.2 Number of vacancies by skill level and occupations

The Kenyan labor market shows a distinct preference for highly skilled individuals, who accounted for 82.9% of all advertised vacancies.

Figure 15: Distribution of Occupations by Skill Level







8.2.1 Top 10 Most Sought Occupations for the Highly Skilled

Figure 16: Most Sought Occupations for the Highly Skilled Workers



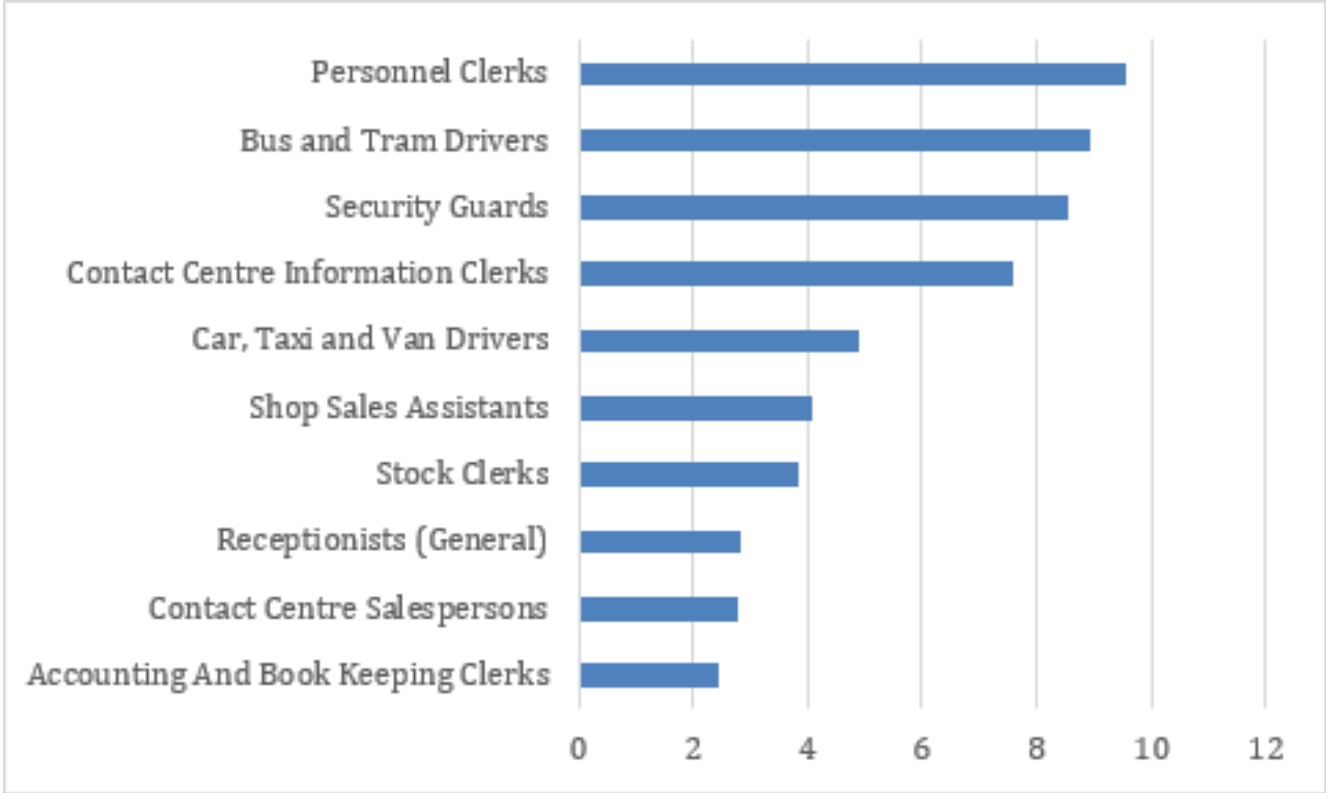
Source: Local job opps outlook tables.xlsx - Sheet5.csv

The demand for high-skilled labour in Q3 is dominated by sales and finance roles. Commercial Sales Representatives (6.91% of total vacancies) and Accountants (5.54% of total vacancies) were the most sought-after occupations. University and College Lecturers (5.34%) and Finance Managers (5.23%) also featured prominently, reflecting the needs of a growing economy. This marks a continuation of the trend toward professional and managerial roles.



8.2.2 Top 10 Most Sought Occupations for the Middle Skilled

Figure 17: Most Sought Occupations for the Middle Skilled Workers

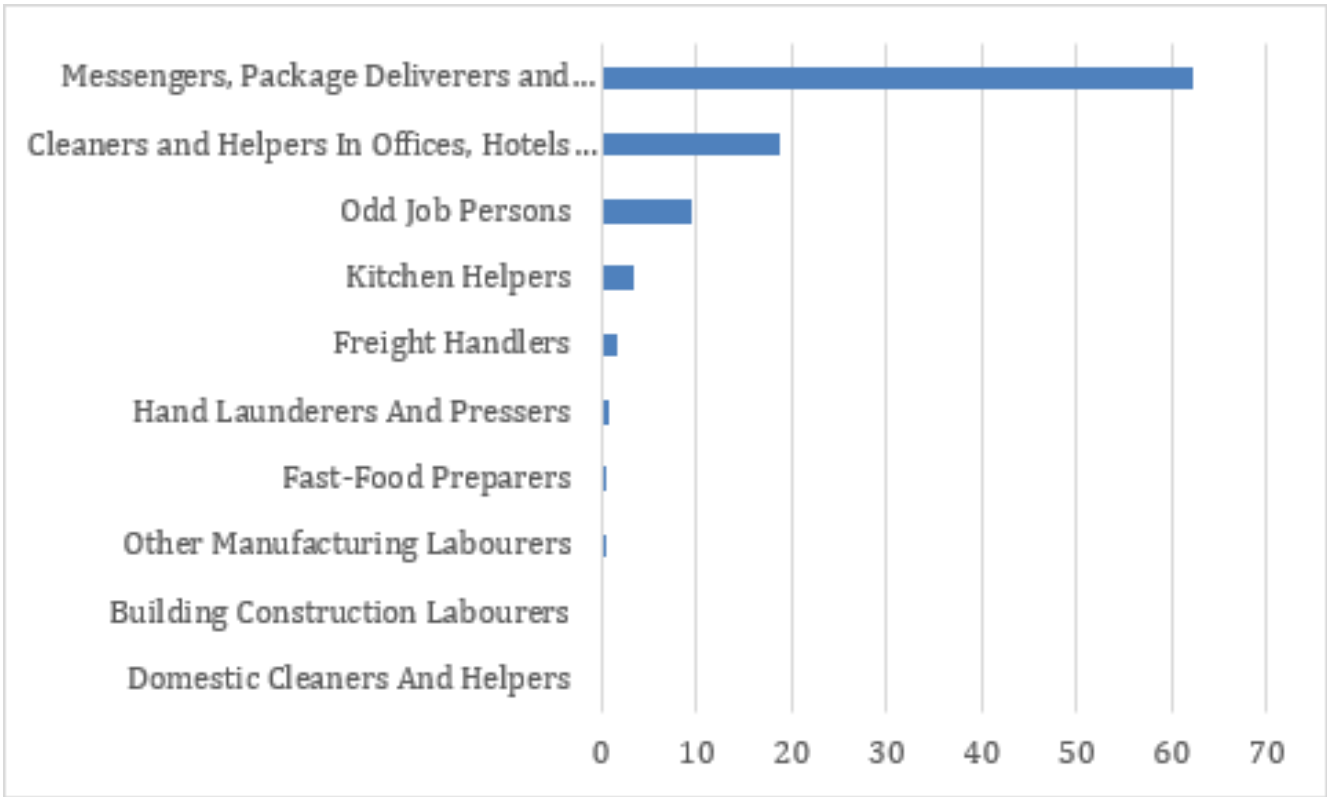


Source: Local job opps outlook tables.xlsx - Sheet5.csv

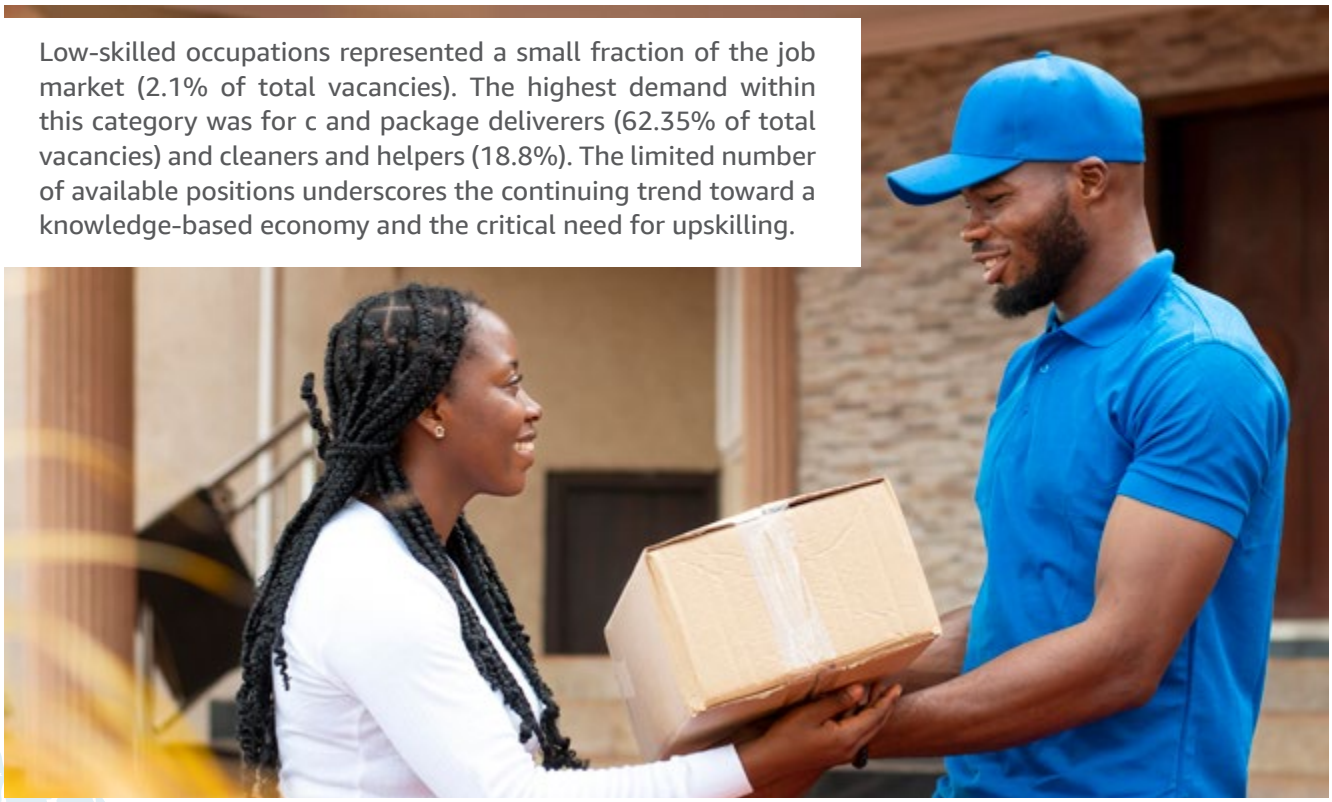
For middle-skilled roles in Q3, clerical and security positions were in highest demand, with Personnel Clerks (9.54% of total vacancies) leading the list, followed by Bus and Tram Drivers (8.94%) and Security Guards (8.54%). Contact center roles (Information Clerks and Salespersons) also showed strong demand, along with driving and retail positions. This indicates a need for a robust administrative, transport, and customer service workforce.

8.2.3 Most Sought Occupations for the Low Skilled

Figure 16: Most Sought Occupations for the Highly Skilled Workers



Low-skilled occupations represented a small fraction of the job market (2.1% of total vacancies). The highest demand within this category was for c and package deliverers (62.35% of total vacancies) and cleaners and helpers (18.8%). The limited number of available positions underscores the continuing trend toward a knowledge-based economy and the critical need for upskilling.



QUARTER 04 APRIL JUNE

9.0 Number of Job Vacancies Advertised by Economic Activity

Table 19: Advertised Vacancies by Economic Activity

Sector	Percentage Share of Vacancies
Public Administration and Defence; Compulsory Social Security	43.10%
Education	11.30%
Financial and Insurance Activities	7.30%
Professional, Scientific and Technical Activities	7.10%
Administrative and Support Service Activities	6.90%
Human Health and Social Work Activities	5.50%
Manufacturing	3.10%
Information and Communication	2.70%
Activities of Extraterritorial Organisations and Bodies	2.50%
Wholesale and Retail Trade; Repair of Motor Vehicles	2.10%
Water Supply, Sewerage, Waste Management and Remediation	1.90%
Accommodation and Food Service Activities	1.50%
Electricity, Gas, Steam and Air Conditioning Supply	1.30%
Other Service Activities	1.20%
Transportation and Storage	0.90%
Agriculture, Forestry and Fishing	0.50%
Real Estate Activities	0.30%
Construction	0.20%
Mining and Quarrying	0.20%
Arts, Entertainment and Recreation	0.10%

Source: Local jobs advertisement data

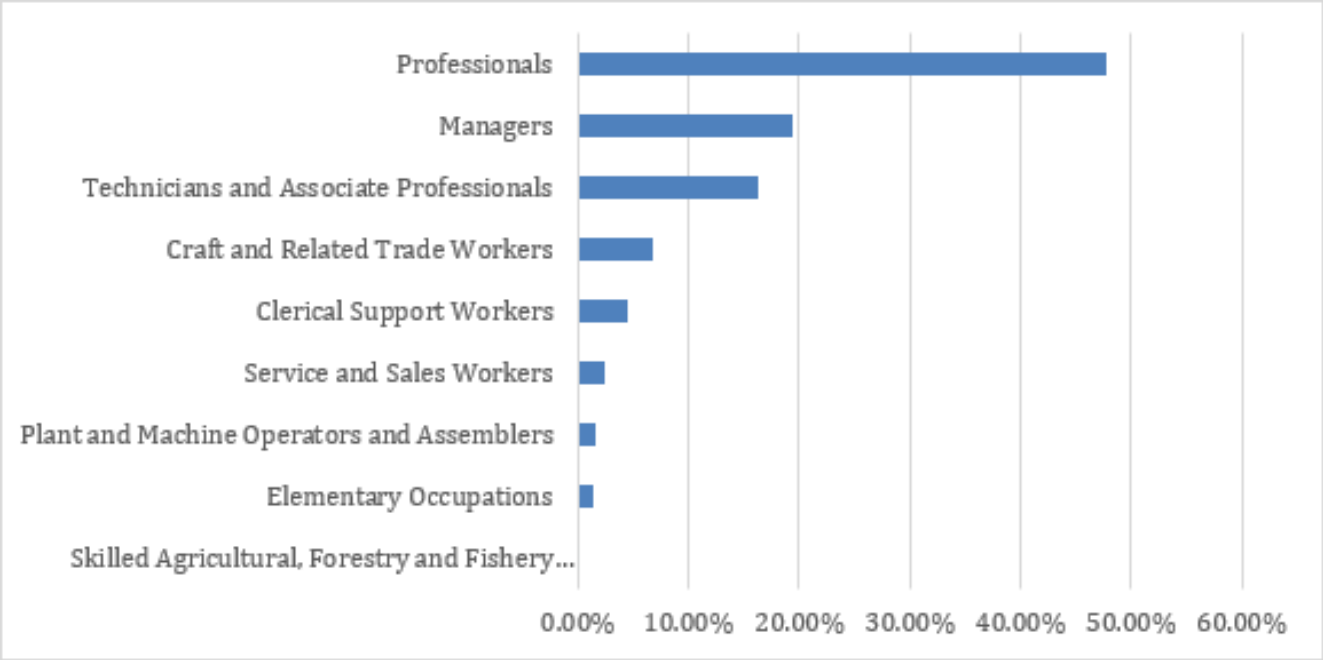
The Public Administration and Defence sector has the largest source of employment opportunities, with (43.1%). This was followed by Education at 11.3% and Financial and Insurance Activities at 7.96%, indicating a dominant role of government and service-oriented industries. In contrast, sectors like Wholesale and Retail Trade (2.1%) showed lower hiring activity.

Implication:

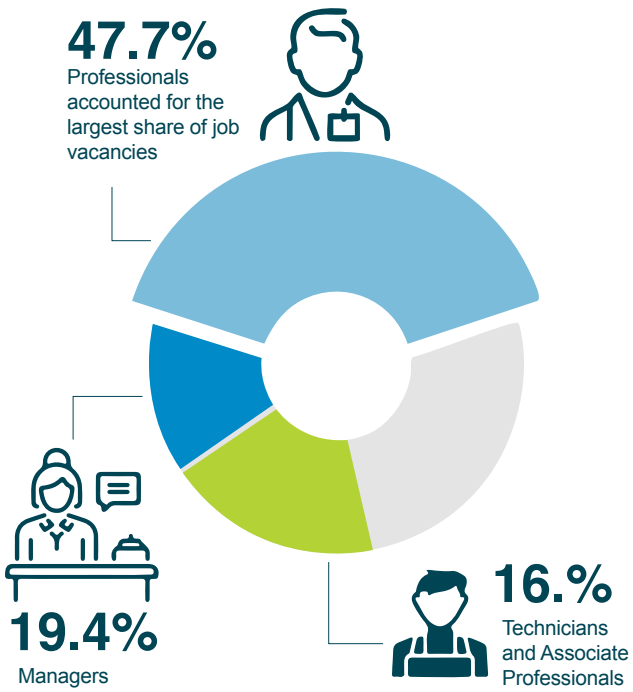
- **Jobseekers:** Should focus on opportunities in public administration, education, and finance where demand is highest.
- **Training Institutions:** Need to align curricula with the skills required for public service and thriving service sectors.
- **Policy Makers:** Should investigate policies to stimulate job creation in sectors with lower recruitment, such as trade and manufacturing, to diversify the labor market.

9.1 Number of Job Vacancies Advertise by Major Occupational Group

Figure 20: Distribution of Vacancies by Major Occupational Group



Professionals accounted for the largest share of job vacancies at 47.7%, highlighting strong demand for specialized expertise. Managers (19.4%) and Technicians and Associate Professionals (16.2%) followed, underscoring the need for leadership and technical skills. Conversely, roles requiring less specialized skills, such as Elementary Occupations (1.4%) and Skilled Agricultural, Forestry and Fishery Workers (0.1%), showed lower total vacancy percentages.



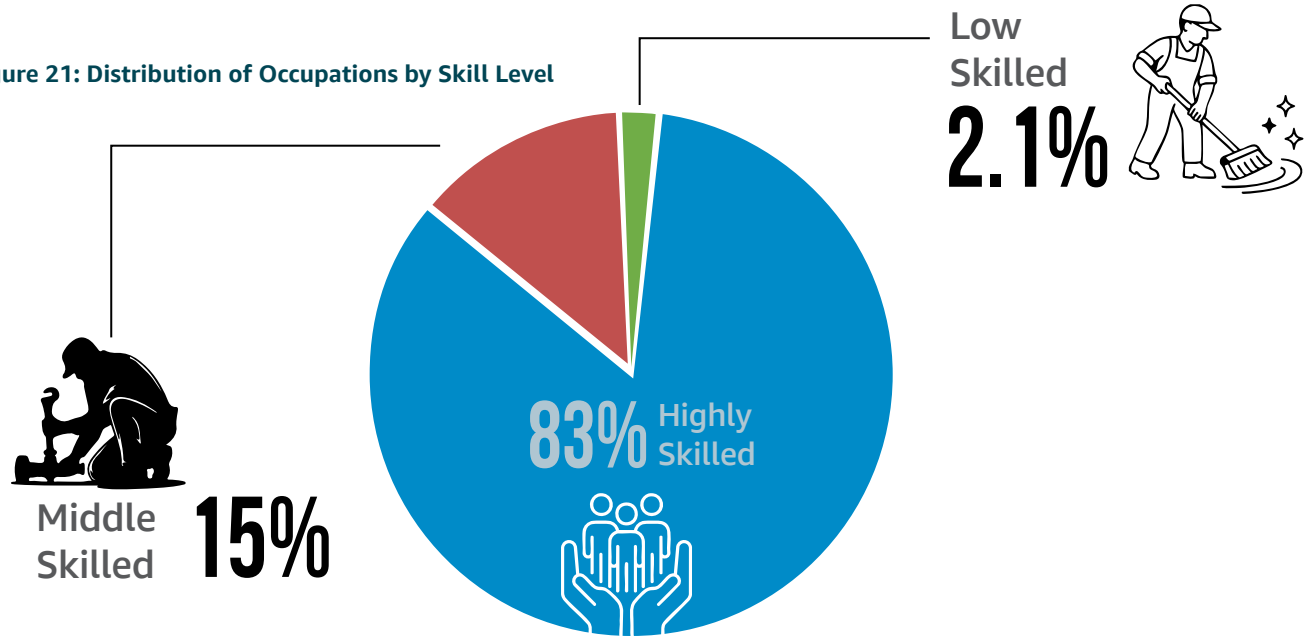
Implication:

- **Jobseekers:** Should aim for professional, management, and technical training to access the largest segments of the job market.
- **Training Institutions:** Should focus on developing professional, managerial, and technical programs to meet this demand.
- **Policy Makers:** Should create pathways for upskilling workers in lower demand occupations to transition into more sought-after roles.

9.2 Number of Vacancies by Skill Level and Occupations

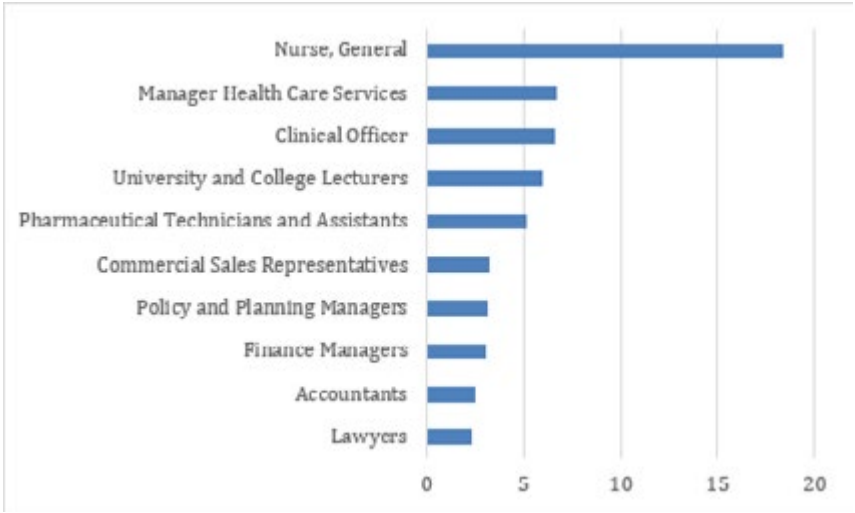
The Kenyan labor market shows a distinct preference for highly skilled individuals, who accounted for 83.4% of all advertised vacancies.

Figure 21: Distribution of Occupations by Skill Level



9.2.1 Top 10 Most Sought Occupations for the Highly Skilled

Figure 22: Most Sought Occupations for the Highly Skilled Workers

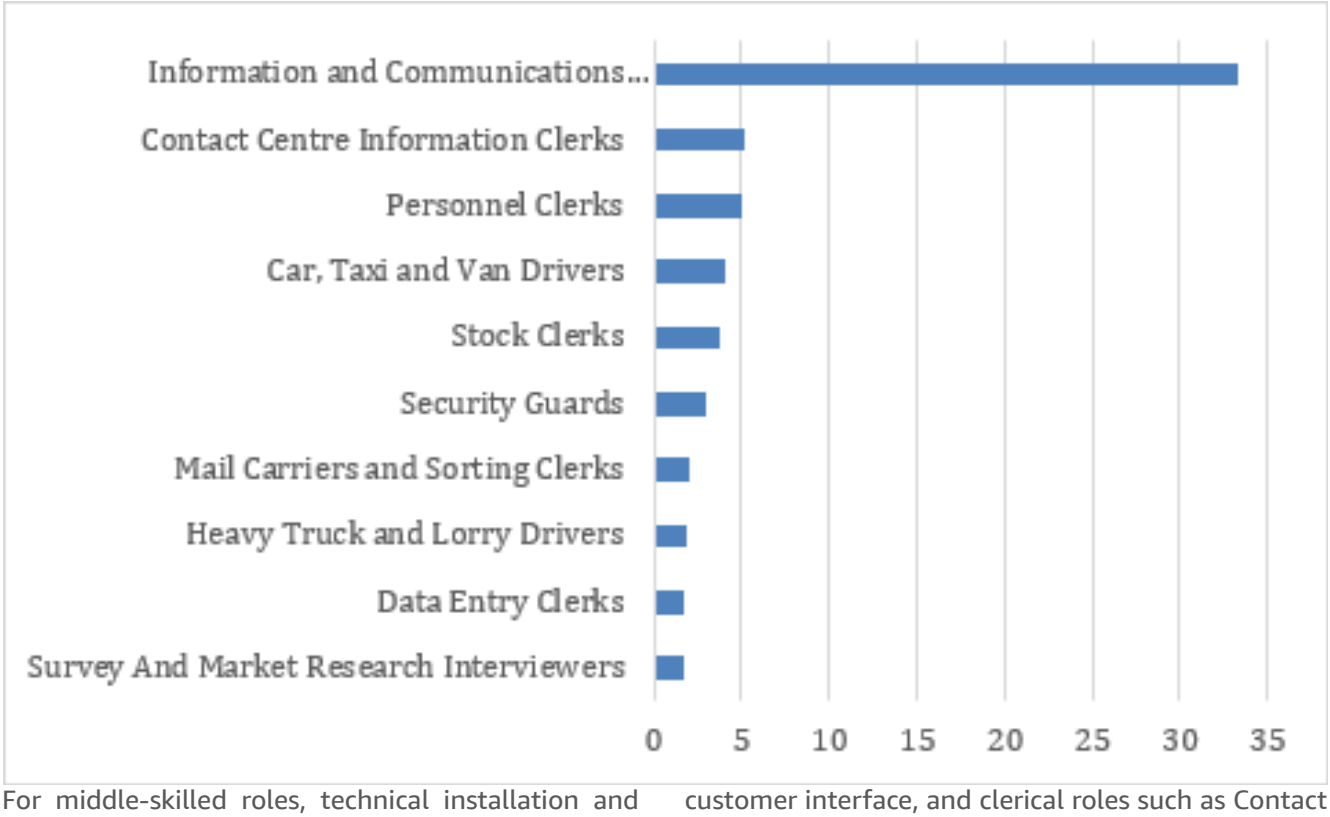


The demand for high-skilled labor is heavily weighted toward health services, educational roles, and specialized management positions. Nurse, General (18.3%), Manager Health Care Services (6.74%), and Clinical Officer (6.63%) were among the most sought-after highly skilled occupations, alongside key leadership and financial roles like Policy and Planning Managers (3.09%) and Finance Managers (3.06%), reflecting the operational and governance needs of the economy.



9.2.2 Top 10 Most Sought Occupations for the Middle Skilled

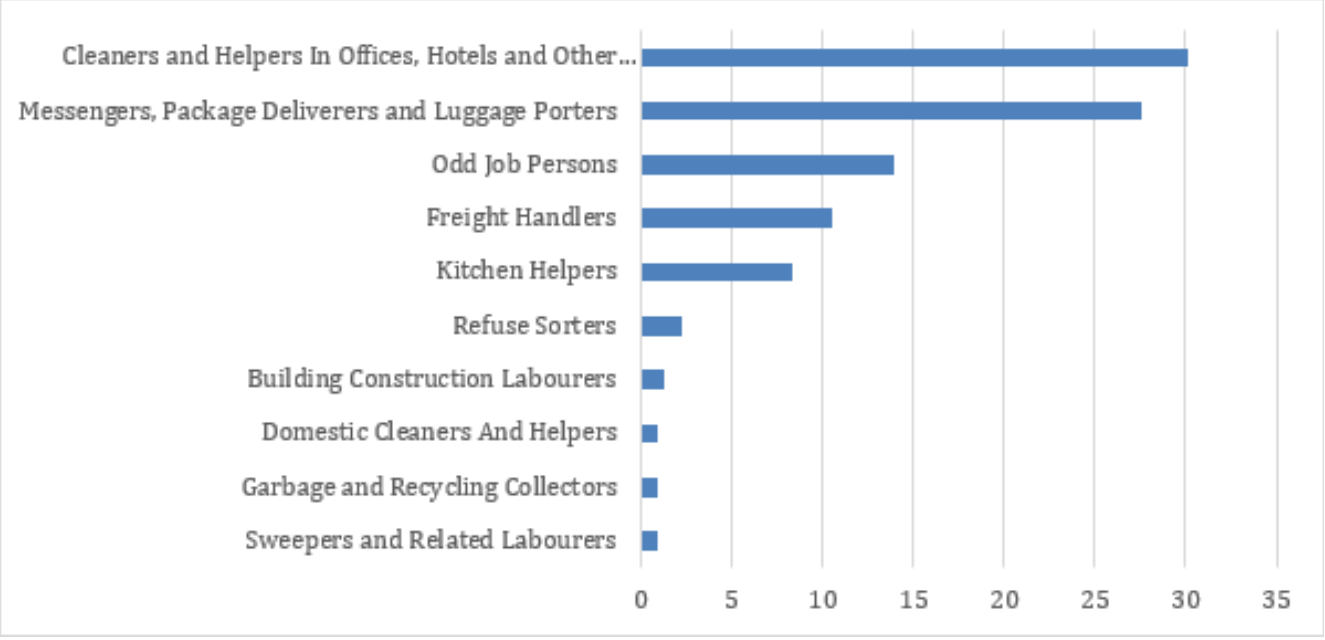
Figure 23: Most Sought Occupation for the Middle Skilled Workers



For middle-skilled roles, technical installation and operational support roles saw high interest, driven by Information and Communications Technology Installers and Servicers (33.29%). This category also saw steady demand for administrative, transport, customer interface, and clerical roles such as Contact Centre Information Clerks (5.11%), Personnel Clerks (5.03%), and Car, Taxi and Van Drivers (4.07%), indicating broad demand for structured support personnel across industries.

9.2.3 Most Sought Occupations for the Low Skilled

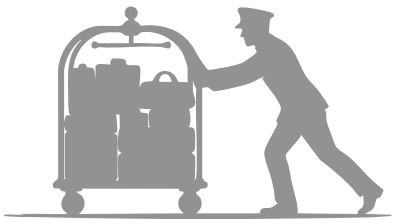
Figure 24: Most Sought Occupations for the Low Skilled Workers



Low-skilled occupations represented a very small fraction of the overall job market. The highest demand within this category was for Cleaners and Helpers in Offices, Hotels and Other Establishments (30.13% vacancies) and Messengers, Package Deliverers and Luggage Porters (27.51%). The limited number of total available positions highlights the modest share of low-skilled recruitment and underscores the ongoing requirement for skill development.

27.5%

Messengers, Package Deliverers and Luggage Porters



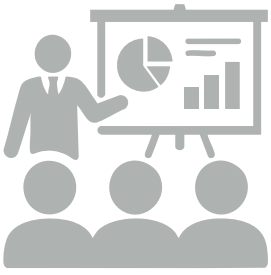
30.1%

Cleaners and Helpers in Offices



10.0. Recommendations

- **Strengthen Managerial and Professional Training:** Training institutions should enhance specialized programs in business management, finance, accounting, and education to meet the high demand for managers and professionals.



- **Invest in Technical and Service-Oriented Skills:** To address middle skilled market requirements, vocational training and technical education should focus on ICT infrastructure maintenance, logistics, transport, clerical work and administrative support operations



- **Boost Employment in Underrepresented Sectors:** Policies should be implemented to stimulate job growth in wholesale and retail trade, manufacturing, and agriculture to create a more balanced and resilient labor market as well as in ICT, and professional services.



- **Promote Upskilling and Reskilling Initiatives:** To address the minimal demand for low-skilled labor, government and private sector collaboration is needed to create accessible programs that help workers transition into middle-skill or technical occupations





> 2025/26 financial year trend underscores Kenya's transformation into a knowledge-based economy where specialized technical skills, professional qualifications, and strategic leadership are essential.



11.0 Conclusion

Across the entire 2025–2026 Financial Year, the Kenyan labour market demonstrated high reliance on the public sector, utilities, finance, and education. Public Administration and Defence consistently drove recruitment in Q1, Q3, and Q4, while Q2 saw a surge in the utilities sector.

From an occupational perspective, demand remained concentrated at the top. Highly skilled roles consistently accounted for the highest demand share of all advertised vacancies throughout the year. Middle-skilled positions saw moderate demand, whereas low-skilled elementary roles represented a minimal fraction of the total market.

This financial year trend underscores Kenya's transformation into a knowledge-based economy where specialized technical skills, professional qualifications, and strategic leadership are essential. Bridging the persistent skills gap will require targeted workforce planning, curriculum adjustments, and active collaboration among government bodies, training institutions, and industry leaders.

ANNEX I

Q1. Table 1: Vacancies by Unit Group — Q1 FY 2025/2026 (July–September 2025)

Unit Group (Occupation)	Number of Vacancies
Finance Managers	7557
Managing Directors and Chief Executives	5546
Secondary Education Teachers	4089
Sports Coaches, Instructors and Officials	1885
University and College Lecturers	1653
Commercial Sales Representatives	1649
Sales and Marketing Managers	908
Policy and Planning Managers	742
Agricultural Managers	634
Accountants	623
Information and Communication Technology User Support Technicians	597
Shop Sales Assistants	561
Administrative and Executive Secretaries	355
Human Resource Managers	341
Policy Administration Professionals	330
Management and Organization Analysts	301
Software Developers	300
Stock Clerks	260
Nurse, General	257
Real Estate and Travel Agency Managers	251
Police Officers	249
Systems Analysts	241
Information and Communication Technology Services Managers	221
Public Relations Professionals	219
Office Supervisors	218
Public Relations And Advertising Managers	200
Personnel Clerks	191
Credit and Loans Officers	177
Micro and Small Enterprise Managers	174
Electrical Engineers	173
Lifting Truck Operators	172
Gardener, Horticultural and Nursery Grower	167
Primary School Teachers	162
Car, Taxi and Van Drivers	152

Vacancies by Unit Group — Q1 FY 2025/2026 (July–September 2025)

Unit Group (Occupation)	Number of Vacancies
Advertising and Marketing Professionals	144
Biologist, Botanist, Zoologists And Related Professionals	135
Transport, Storage and Distribution Managers	133
Buyers	132
Valuers and Loss Assessors	130
Electrical Engineering Technicians	127
Food And Related Products Machine Operators	126
Web and Multimedia Developers	122
Technical and Medical Sales Professionals (Excluding ICT)	121
Contact Centre Information Clerks	119
Contact Centre Salespersons	116
Lawyers	116
Real Estate Agents And Property Agents	113
Chefs	107
Research Planning and Development Managers	102
Economists	101
Human Resource and Careers Professionals	101
Financial and Investment Advisers	93
Clinical Officer	92
Mechanical Engineering Technicians	86
Pharmaceutical Technicians and Assistants	86
Survey And Market Research Interviewers	79
Mechanical Engineers and Technologists	73
Construction Supervisors	72
Civil Engineers	72
Insurance Representatives	70
Social Work Associate Professionals	69
Training and Staff Development Professionals	66
Legal Secretaries	62
Debt Collectors and Related Workers	60
Other Protective Service Workers	59
Security Guards	59
Cloud Computing Professionals	57
Receptionists (General)	56
Cooks	56

Vacancies by Unit Group — Q1 FY 2025/2026 (July–September 2025)

Unit Group (Occupation)	Number of Vacancies
Manager Health Care Services	56
Medical Imaging and Therapeutic Equipment Technicians	56
Film, Stage and Related Directors and Producers	55
Agriculturalists And Related Professionals	54
Dieticians and Nutritionists	54
Motor Vehicle And Motor Cycle Mechanics Repairers	53
Early Childhood Development Teachers	52
Pulp and Paper Process Control Technicians	51
Bank Tellers And Related Clerks	48
Surveyors And Cartographers	48
Authors and Related Writers	47
Construction and Utilities Managers	47
Accounting And Book Keeping Clerks	45
Visual Artists	45
Waiters	45
Telecommunications Engineers	43
Architects and Town Planners	42
Data Entry Clerks	42
Mathematicians, Actuaries and Statisticians	42
Software Security Professionals	41
Messengers, Package Deliverers and Luggage Porters	41
Environmentalists and Related Professionals	41
County Government Administrators	40
Theatre and Media Production Managers	40
Agricultural Technicians	39
Conference and Event Planners	39
Nursing Associate Professionals	38
Database and Network Security Professionals	38
Systems Administrators	37
Information and Communications Technology Sales Professionals	37
Software Auditors	35
Cleaning and Housekeeping-Non Domestic	35
Education Methods Specialists	35
Government Tax And Excise Officials	35
Specialist Medical Practitioners	34
Library, Mail and Related Clerks	33
Medical Assistants	33
Chemical Engineers and Technologists	33
Heavy Truck and Lorry Drivers	32
Dental Assistants and Therapists	31

Vacancies by Unit Group — Q1 FY 2025/2026 (July–September 2025)

Unit Group (Occupation)	Number of Vacancies
Electronics Engineering Technicians	30
Medical Records and Health Information Technicians	30
Restaurant Managers	30
Draughts Persons	30
Transport Clerks	30
Agricultural and Industrial Machinery Mechanics and Repairers	29
Specialist Nurses	29
Hotel Managers	29
Chairperson and Members of Constitutional Offices and Commissions	27
Physiotherapists	27
Electronics Engineers	27
Plumbers and Pipe Fitters	27
National Government Administrators	27
Clearing and Forwarding Agents	27
Paper Products Machine Operators	27
Travel Consultants and Clerks	26
Social Work and Counselling Professionals	25
Vocational Education and Training Teachers	24
Dental Professionals	24
Financial Analysts	24
Database Designers And Administrators	23
Other Physical and Engineering Science Technicians	23
Computer Network Professionals	22
Journalists	22
Motorcycle Drivers	22
Earthmoving and Related Plant Operators	21
Interior Designers And Decorators	21
Clay, Cement, Stone And Other Mineral Products Machine Operators	21
Freight Handlers	20
Pharmaceutical Professionals	20
General Medical Practitioners	20
Civil Engineering Technicians	20
Information Communication Technology Trainers	20
Health Care Assistants	20
Broadcasting and audio-visual technicians	20
Building and Related Electricians	19
Beauticians and Related Workers	19
General Office Clerks	18
Artificial Intelligence (Ai)/Machine Learning (Ml) Professionals	18
Legislators and Constitutional Officials	18

Vacancies by Unit Group — Q1 FY 2025/2026 (July–September 2025)

Unit Group (Occupation)	Number of Vacancies
Cashiers and Ticket Clerks	18
Accounting Associate Professionals	17
Industrial and Production Engineers And Related Technologist	17
Electrical Machinery and Equipments Mechanics And Fitters	17
Metal Working Machine Tool Setters and Operators	16
Occupational Safety And Health Professionals	16
Bartenders	16
Librarians and Related Information Professionals	16
Bus and Tram Drivers	15
Travel Guides	15
Domestic Housekeepers	15
Other Artistic and Cultural Associate Professionals	14
Translators, Interpreters and Other Linguists	14
Legal and Related Associate Professionals	14
Other Engineering Professionals	14
Statistical, Finance and Insurance Clerks	14
Medical and Dental Prosthetic Technicians	13
Building Construction Labourers	13
Recreational/Cultural and Sporting Establishment Managers	13
Office Secretaries	13
Sales Demonstrators	13
Carpenters And Joiners	13
Shop Supervisors	13
Government Social Benefits Officials	13
Home-Based Personal Care Workers	12
Government Licensing Officials	12
Cleaners and Helpers In Offices, Hotels and Other Establishments	12
Internet of Things (IOT) Professional	11
Clinical Officer Specialist	11
Photographers	11
Secretary/CEO of Constitutional Offices and Commissions	10
Electronics Mechanics And Servicers	10
Aircraft Pilots and Related Associate Professionals	10
Teachers' Aides	9
Kitchen Helpers	9
Medical and Pathology Laboratory Technicians	9
Customs and Border Officials	9
Manufacturing Managers	9
Manufacturing Supervisors	8
Other Government Regulatory Associate Professionals	8

Vacancies by Unit Group — Q1 FY 2025/2026 (July–September 2025)

Unit Group (Occupation)	Number of Vacancies
Laundry Machine Operators	8
Driving Instructors	8
Community Health Workers	7
Information and Communications Technology Installers And Servicers	7
Bio-Medical Engineering Professionals	7
Veterinarians	7
Building Caretakers	7
Hotel Receptionists	7
Other Music Teachers	7
Sociologists, Anthropologists and Related Professionals	7
Securities and Finance Dealers And Brokers	6
Computer Network Systems Technicians	6
Information and Communications Technology Operations Technicians	6
Quality Control and Safety Technicians	6
Special Needs Teachers	6
Other Building Frame and Related Trades Workers	6
Life Science Technicians (Excluding Medical)	6
Other Manufacturing Labourers	6
Chemists	6
Applications Programmers	6
Sheet Metal Workers	5
Hairdressers	5
Payroll Clerks	5
Mobile Farm And Forestry Plant Operators	5
PRINTERS	5
Upholsterers and Related Workers	5
Welders and Flame Cutters	5
Chemical Engineering Technicians	5
Sign Writers, Decorative Painters, Engravers And Etchers	5
Service Station Attendants	5
Food Service Counter Attendants	5
Psychologists	5
Livestock and Dairy Producers	4
Door-to-door Salespersons	4
Spray Painters and Varnishers	4
Tailors, Dressmakers, Furriers And Hatters	4
Archivists and Curators	4
Travel Attendants and Travel Stewards	4
Athletes and Sports Players	4
Filing and Copying Clerks	4

Vacancies by Unit Group — Q1 FY 2025/2026 (July–September 2025)

Unit Group (Occupation)	Number of Vacancies
Religion Professionals	4
Metal Production Process Controllers	4
Philosophers, Historians and Political Scientists	4
Fumigators and Other Pest And Weed Controllers	4
Meteorologists	4
Employment Agents And Contractors	4
Ships' Deck Crews and Related Workers	4
Butchers, Fishmongers And Related Food Preparers	4
Shopkeepers	4
Fast-Food Preparers	3
Riggers and Cable Splicers	3
Companions and Valets	3
Production Clerks	3
Other Language Teachers	3
Pre-Press Technicians	3
Precision-Instrument Makers and Repairers	3
Audiologists and Speech Therapists	3
Other Personal Care Workers in Health Services	3
Fashion and Other Models	3
Other Teaching Professionals	3
Fitness And Recreation Instructors and Programme Leaders	3
Telecommunications Engineering Technicians	3
Musicians, Singers And Composers	3
Mixed Crop And Livestock Farm Labourers	3
Environmental and Occupational Health Inspectors and Associates	3
Other Business Service Agents	3
Trade Brokers	3
Metal Processing Plant Operators	3
Senior Officials of Special Interest Organizations	3
Medical Secretaries	2
Civil Engineering Labourers	2
Power Production Plant Operators	2
Web Technicians	2
Virtual and Remote Support Assistants	2
Agronomy and Forestry Technicians	2
Sweepers And Related Labourers	2
Bakers, Pastry-Cooks and Confectionery Makers	2
Optometrists and Ophthalmic Opticians	2
Field Crop and Vegetable Growers	2
Chemical and Physical Science Technicians	2

Vacancies by Unit Group — Q1 FY 2025/2026 (July–September 2025)

Unit Group (Occupation)	Number of Vacancies
Pet Groomers and Animal Care Workers	2
Religious Associate Professionals	2
Police Inspectors and Detectives	2
Traditional and Complementary Medicine Professionals	2
Bricklayers and Related Workers	2
Mail Carriers And Sorting Clerks	2
Teaching Professionals, NEC	2
Stock and Stores Clerks	2
Coding, Proof Reading And Related Clerks	2
Physiotherapy Technicians and Assistants	1
Livestock Farm Labourers	1
Chemical Products Plant And Machine Operators	1
Geologist and Geophysicists	1
Forestry and Environmental Managers	1
Aquaculture and Fisheries Production Manager	1
Hydrologists	1
Mineral and Stone Processing Plant Operators	1
Ships' Deck Officers and Pilots	1
Air Traffic Safety Electronics Technicians	1
Hand Packers	1
Well Drillers And Borers And Related Workers	1
Other Craft Workers	1
Wood Processing Plant Operators	1
Assemblers and Related Workers, NEC	1
Silicon chips splice cables and rope making machine operators	1
Packing, Bottling and Labelling Machine Operators	1
Crane, Hoist and Related Plant Operators	1
Statistical, Mathematical And Related Associate Professionals	1
Veterinary Technicians And Assistants	1
Other Health Associate Professionals	1
Ambulance Workers	1
Stall and Market Salespersons	1
Astrologers, Fortune-tellers and Related Workers	1
Bookmakers, Croupiers And Related Gaming Workers	1
Actors	1
Dancers and Choreographers	1
Typists and Word Processing Operators	1
Funeral Home Attendants	1
Transport Conductors	1
Telephone and Switchboard Operators	1

Vacancies by Unit Group — Q1 FY 2025/2026 (July–September 2025)

Unit Group (Occupation)	Number of Vacancies
Education and Training Managers	1
Child Protection Workers	1
Vocational and Industrial Trainees	1
Stonemasons, Stone Cutters, Splitters and Carvers	1
Subsistence Crop Farmers	1
Deep Sea Fishery Workers	1
Midwifery Professionals	1
Mining and Drilling Engineers, Metallurgists and Related Technologists	1
Child Care Workers	1
Firefighters	1
Painters and Related Workers	1
Glass Makers, Cutters, Grinders And Finishers	1
Potters, Ceramicists and Related Workers	1
Aircraft Engine Mechanics and Repairers	1
Environmental Health and Sanitation Workers	1
Floor Layers And Tile Setters	1
Concrete Block Makers, Brick, Tile Moulders And Related Workers	1
Shelf Fillers	1
Product Graders And Testers (Excluding Foods and Beverages)	1
TOTAL	38437

Source: Local jobs advertisement data

ANNEX II

Table 2: Vacancies by Unit Group — Q2 FY 2025/2026 (October–December 2025)

Unit Group (Occupation)	Number of Vacancies
Primary School Teachers	2348
Commercial Sales Representatives	2089
Accountants	1851
Finance Managers	1422
Sales and Marketing Managers	1394
Policy and Planning Managers	1321
Managing Directors and Chief Executives	996
Vocational Education and Training Teachers	816
Software Developers	753
University and College Lecturers	675
Technical and Medical Sales Professionals (Excluding ICT)	639
Bus and Tram Drivers	441
Secondary Education Teachers	418
Public Relations Professionals	417
Administrative and Executive Secretaries	407
Civil Engineering Technicians	407
Management and Organization Analysts	404
Policy Administration Professionals	403
Human Resource Managers	399
Nurse, General	391
Systems Analysts	388
Financial and Investment Advisers	371
Public Relations And Advertising Managers	364
Car, Taxi and Van Drivers	361
Human Resource and Careers Professionals	343
Lawyers	332
Transport, Storage and Distribution Managers	329
Office Supervisors	324
Personnel Clerks	323
Advertising and Marketing Professionals	310
Buyers	307
Contact Centre Information Clerks	299
Information and Communication Technology Services Managers	292
Early Childhood Development Teachers	274
Information and Communication Technology User Support Technicians	240

Vacancies by Unit Group — Q2 FY 2025/2026 (October–December 2025)

Unit Group (Occupation)	Number of Vacancies
Mechanical Engineers and Technologists	202
Messengers, Package Deliverers and Luggage Porters	202
Security Guards	191
Mathematicians, Actuaries and Statisticians	190
Specialist Medical Practitioners	187
Shop Sales Assistants	186
Stock Clerks	176
Contact Centre Salespersons	171
Pharmaceutical Technicians and Assistants	164
Chefs	163
Software Security Professionals	162
Civil Engineers	160
Computer Network Professionals	151
Real Estate Agents And Property Agents	147
Food And Related Products Machine Operators	140
Insurance Representatives	137
Chemical Engineers and Technologists	137
Credit and Loans Officers	133
Cleaning and Housekeeping-Non Domestic	131
Information and Communications Technology Sales Professionals	129
Electrical Engineering Technicians	128
Web and Multimedia Developers	126
Other Physical and Engineering Science Technicians	126
Visual Artists	126
Debt Collectors and Related Workers	124
Social Work Associate Professionals	123
Data Entry Clerks	116
Receptionists (General)	115
Electrical Engineers	115
Accounting And Book Keeping Clerks	114
Film, Stage and Related Directors and Producers	109
Specialist Nurses	104
Community Health Workers	102
Telecommunications Engineers	96
Theatre and Media Production Managers	94
Economists	92
Agriculturalists And Related Professionals	90
Research Planning and Development Managers	89
Training and Staff Development Professionals	89
Social Work and Counselling Professionals	88

Vacancies by Unit Group — Q2 FY 2025/2026 (October–December 2025)

Unit Group (Occupation)	Number of Vacancies
Environmentalists and Related Professionals	88
Systems Administrators	86
Valuers and Loss Assessors	86
Transport Clerks	85
Agricultural Managers	85
County Government Administrators	84
Clinical Officer	83
Authors and Related Writers	83
Dieticians and Nutritionists	82
Mechanical Engineering Technicians	80
Conference and Event Planners	79
Cooks	76
Draughts Persons	75
Bank Tellers And Related Clerks	71
Legal and Related Associate Professionals	68
Manager Health Care Services	68
Occupational Safety And Health Professionals	68
Medical Imaging and Therapeutic Equipment Technicians	66
Biologist, Botanist, Zoologists And Related Professionals	66
Accounting Associate Professionals	65
Special Needs Teachers	64
Statistical, Finance and Insurance Clerks	64
Hotel Managers	64
Education Methods Specialists	63
Dental Professionals	62
Database and Network Security Professionals	61
Waiters	60
Pulp and Paper Process Control Technicians	59
Restaurant Managers	59
Real Estate and Travel Agency Managers	56
Government Licensing Officials	55
Police Inspectors and Detectives	55
Information Communication Technology Trainers	54
Chairperson and Members of Constitutional Offices and Commissions	53
Physiotherapists	52
Motor Vehicle And Motor Cycle Mechanics Repairers	51
Travel Consultants and Clerks	51
Database Designers And Administrators	49
Cloud Computing Professionals	48
Software Auditors	48

Vacancies by Unit Group — Q2 FY 2025/2026 (October–December 2025)

Unit Group (Occupation)	Number of Vacancies
Micro and Small Enterprise Managers	48
Other Music Teachers	46
Legal Secretaries	46
Financial Analysts	46
Architects and Town Planners	45
National Government Administrators	44
General Medical Practitioners	44
Plumbers and Pipe Fitters	44
Construction and Utilities Managers	42
Dental Assistants and Therapists	42
Gardener, Horticultural and Nursery Grower	42
Pharmaceutical Professionals	42
Electronics Engineers	41
Government Tax And Excise Officials	41
Journalists	40
Bartenders	40
Surveyors And Cartographers	39
Motorcycle Drivers	39
Cleaners and Helpers In Offices, Hotels and Other Establishments	38
Office Secretaries	36
Building and Related Electricians	35
Carpenters And Joiners	34
Survey And Market Research Interviewers	34
Metal Working Machine Tool Setters and Operators	34
Medical Records and Health Information Technicians	33
Library, Mail and Related Clerks	33
Electronics Mechanics And Servicers	32
Clinical Officer Specialist	31
Manufacturing Managers	31
Aircraft Pilots and Related Associate Professionals	31
Artificial Intelligence (Ai)/Machine Learning (Ml) Professionals	30
Manufacturing Supervisors	30
Welders and Flame Cutters	29
Legislators and Constitutional Officials	29
Police Officers	29
General Office Clerks	28
Senior Officials of Special Interest Organizations	27
Veterinary Technicians And Assistants	27
Environmental and Occupational Health Inspectors and Associates	27
Heavy Truck and Lorry Drivers	27

Vacancies by Unit Group — Q2 FY 2025/2026 (October–December 2025)

Unit Group (Occupation)	Number of Vacancies
Shop Supervisors	26
Translators, Interpreters and Other Linguists	26
Livestock and Dairy Producers	25
Cashiers and Ticket Clerks	25
Tree And Shrub Crop Grower	24
Customs and Border Officials	24
Broadcasting and audio-visual technicians	24
Interior Designers And Decorators	24
Industrial and Production Engineers And Related Technologist	22
Internet of Things (IOT) Professional	21
Sports Coaches, Instructors and Officials	21
Recreational/Cultural and Sporting Establishment Managers	21
Secretary/CEO of Constitutional Offices and Commissions	20
Life Science Technicians (Excluding Medical)	20
Freight Handlers	20
Information and Communications Technology Operations Technicians	20
Hotel Receptionists	19
Librarians and Related Information Professionals	19
Agricultural Technicians	19
Lifting Truck Operators	19
Electronics Engineering Technicians	19
Building Caretakers	18
Photographers	18
Other Language Teachers	18
Veterinarians	17
Construction Supervisors	17
Government Social Benefits Officials	16
Web Technicians	15
Archivists and Curators	14
Psychologists	14
Computer Network Systems Technicians	14
Medical and Pathology Laboratory Technicians	14
Optometrists and Ophthalmic Opticians	14
Other Artistic and Cultural Associate Professionals	14
Medical Secretaries	14
Payroll Clerks	14
Trade Brokers	14
Filing and Copying Clerks	14
Securities and Finance Dealers And Brokers	13
Beauticians and Related Workers	13

Vacancies by Unit Group — Q2 FY 2025/2026 (October–December 2025)

Unit Group (Occupation)	Number of Vacancies
Quality Control and Safety Technicians	13
Kitchen Helpers	13
Paper Products Machine Operators	13
Child Care Workers	13
Ambulance Workers	13
Nursing Associate Professionals	13
Tailors, Dressmakers, Furriers And Hatters	12
Funeral Home Attendants	12
Travel Guides	12
Sales Demonstrators	12
Other Government Regulatory Associate Professionals	12
Garment and Related Patternmakers And Cutters	12
Chemical and Physical Science Technicians	11
Manager, Personal Care Cleaning	11
PRINTERS	11
Statistical, Mathematical And Related Associate Professionals	11
Earthmoving and Related Plant Operators	11
Employment Agents And Contractors	11
Shopkeepers	11
Agricultural and Industrial Machinery Mechanics and Repairers	10
Clearing and Forwarding Agents	10
Bio-Medical Engineering Professionals	10
Ships' Deck Crews and Related Workers	10
Chemical Engineering Technicians	10
Bakers, Pastry-Cooks and Confectionery Makers	10
Geologist and Geophysicists	9
Jurists/Judges	9
Chemists	9
Bricklayers and Related Workers	8
Physicist and Astronomers	8
Fitness And Recreation Instructors and Programme Leaders	8
Health Care Assistants	8
Power Production Plant Operators	8
Door-to-door Salespersons	8
Telephone and Switchboard Operators	8
Telecommunications Engineering Technicians	8
Solid Waste and Water Treatment Plant Operators	7
Announcers On Radio, Television and Other Media	7
Teachers' Aides	7
Religion Professionals	7

Vacancies by Unit Group — Q2 FY 2025/2026 (October–December 2025)

Unit Group (Occupation)	Number of Vacancies
Electrical Machinery and Equipments Mechanics And Fitters	7
Butchers, Fishmongers And Related Food Preparers	6
Forestry and Environmental Managers	6
Medical Assistants	6
Midwifery Professionals	6
Other Teaching Professionals	6
Travel Attendants and Travel Stewards	6
Chemical Processing Plant Controllers	6
Other Arts Teachers	6
Audiologists and Speech Therapists	6
Metal Production Process Controllers	5
Other Protective Service Workers	5
Civil Engineering Labourers	5
Other Administrative and Commercial Managers	5
Actors	5
Transport Conductors	5
Service Station Attendants	5
Hand Launderers And Pressers	5
Miners, Drillers and Quarries	4
Other Personal Care Workers in Health Services	4
Pre-Press Technicians	4
Information and Communications Technology Installers And Servicers	4
Odd Job Persons	4
Companions and Valets	4
Driving Instructors	4
Traditional and Complementary Medicine Professionals	4
Agronomy and Forestry Technicians	4
Other Business Service Agents	3
Home-Based Personal Care Workers	3
Mining and Drilling Engineers, Metallurgists and Related Technologists	3
Unclassified	3
Other Manufacturing Labourers	3
Fibre Preparing, Spinning And Winding Machine Operators	3
Laundry Machine Operators	3
Stock and Stores Clerks	3
Athletes and Sports Players	3
Philosophers, Historians and Political Scientists	3
Product Graders And Testers (Excluding Foods and Beverages)	3
Fumigators and Other Pest And Weed Controllers	3
Electrical And Electronic Equipment Assemblers	3

Vacancies by Unit Group — Q2 FY 2025/2026 (October–December 2025)

Unit Group (Occupation)	Number of Vacancies
Glass Makers, Cutters, Grinders And Finishers	3
Field Crop and Vegetable Growers	3
Petroleum And Natural Gas Refining Plant Operators	3
Aquaculture and Fisheries Production Manager	3
Other Building Frame and Related Trades Workers	3
Riggers and Cable Splicers	3
Physiotherapy Technicians and Assistants	3
Sociologists, Anthropologists and Related Professionals	3
Concrete Block Makers, Brick, Tile Moulders And Related Workers	2
Air Conditioning and Refrigeration Mechanics	2
Subsistence Mixed Crop And Livestock Farmers	2
Sheet Metal Workers	2
Silicon chips splice cables and rope making machine operators	2
Forestry and Related Workers	2
Painters and Related Workers	2
Other Engineering Professionals	2
Unclassified	2
Packing, Bottling and Labelling Machine Operators	2
Mixed Crop And Livestock Farm Labourers	2
Domestic Cleaners And Helpers	2
Applications Programmers	2
Glass and Ceramics Plant Operators	2
Fashion and Other Models	2
Typists and Word Processing Operators	2
Other Clerical Workers	2
Car Sales and Hire Assistants	2
Bleaching, Dyeing and Fabric Cleaning Machine Operators	2
Toolmakers and Related Workers	2
Mining and Drilling Managers	2
Mobile Farm And Forestry Plant Operators	2
Medical and Dental Prosthetic Technicians	1
Ships' Deck Officers and Pilots	1
Glaziers	1
Deep Sea Fishery Workers	1
Structural Metal Preparers And Erectors	1
Ships' Engineers	1
Subsistence Livestock Farmers	1
Handicraft Workers In Textile, Leather And Related Materials	1
Precision-Instrument Makers and Repairers	1
Manager Child Care Services	1

Vacancies by Unit Group — Q2 FY 2025/2026 (October–December 2025)

Unit Group (Occupation)	Number of Vacancies
Electrical Line Installers and Repairers	1
Poultry Producers	1
Woodworking-Machine Tool Setters And Operators	1
Metal Polishers, Wheel Grinders and Tool Sharpeners	1
Air Traffic Controllers	1
Pet Groomers and Animal Care Workers	1
Stall and Market Salespersons	1
Coding, Proof Reading And Related Clerks	1
Production Clerks	1
Other Client Information Workers	1
Bookmakers, Croupiers And Related Gaming Workers	1
Musicians, Singers And Composers	1
Gallery, Museum and Library Technicians	1
Other Health Associate Professionals	1
Hairdressers	1
Plastic Products Machine Operators	1
Clay, Cement, Stone And Other Mineral Products Machine Operators	1
Sewing Machine Operators	1
Weaving And Knitting Machine Operators	1
Wood Processing Plant Operators	1
Meteorologists	1
Hydrologists	1
Unclassified	1
Child Protection Workers	1
Metal Processing Plant Operators	1
Unclassified	1
Firefighters	1
Crane, Hoist and Related Plant Operators	1
Hand Packers	1
Building Construction Labourers	1
Fishery and Aquaculture Labourers	1
Farm Labourers	1
Vehicle Cleaners	1
Shelf Fillers	1
Fast-Food Preparers	1
Refuse Sorters	1
TOTAL	33840

Source: Local jobs advertisement data

ANNEX III

Table 3: Vacancies by Unit Group — Q3 FY 2025/2026 (January–March 2026)

Unit Group (Occupation)	Number of Vacancies
Commercial Sales Representatives	1345
Accountants	1078
University and College Lecturers	1040
Finance Managers	1022
Sales and Marketing Managers	880
Policy and Planning Managers	781
Managing Directors and Chief Executives	676
Management and Organization Analysts	623
Public Relations Professionals	407
Administrative and Executive Secretaries	362
Systems Analysts	362
Early Childhood Development Teachers	360
Software Developers	349
Personnel Clerks	335
Bus and Tram Drivers	314
Secondary Education Teachers	313
Messengers, Package Deliverers and Luggage Porters	308
Public Relations And Advertising Managers	304
Security Guards	300
Contact Centre Information Clerks	267
Buyers	266
Lawyers	264
Technical and Medical Sales Professionals (Excluding ICT)	260
Information and Communication Technology Services Managers	259
Financial and Investment Advisers	259
Nurse, General	247
Human Resource Managers	246
Policy Administration Professionals	236
Information and Communication Technology User Support Technicians	232
Transport, Storage and Distribution Managers	223
Training and Staff Development Professionals	217
Office Supervisors	211
Human Resource and Careers Professionals	208
Mathematicians, Actuaries and Statisticians	199
Advertising and Marketing Professionals	196

Vacancies by Unit Group — Q3 FY 2025/2026 (January–March 2026) - Cont'd

Unit Group (Occupation)	Number of Vacancies
Life Science Technicians (Excluding Medical)	196
Research Planning and Development Managers	174
Car, Taxi and Van Drivers	172
Information and Communications Technology Sales Professionals	158
Vocational Education and Training Teachers	155
Primary School Teachers	146
Shop Sales Assistants	143
Stock Clerks	135
Chefs	123
Mechanical Engineers and Technologists	120
Specialist Medical Practitioners	118
Software Security Professionals	118
Economists	115
Credit and Loans Officers	112
Computer Network Professionals	108
Clinical Officer	107
Pharmaceutical Technicians and Assistants	100
Receptionists (General)	100
Chemical Engineers and Technologists	99
Contact Centre Salespersons	98
Specialist Nurses	95
Cleaners and Helpers In Offices, Hotels and Other Establishments	93
Manager Health Care Services	89
Visual Artists	88
Electrical Engineers	88
Real Estate and Travel Agency Managers	88
Accounting Associate Professionals	88
Accounting And Book Keeping Clerks	85
Film, Stage and Related Directors and Producers	85
Cleaning and Housekeeping-Non Domestic	84
Web and Multimedia Developers	83
Real Estate Agents And Property Agents	81
Food And Related Products Machine Operators	77
Civil Engineers	77
Electrical Engineering Technicians	75

Vacancies by Unit Group — Q3 FY 2025/2026 (January–March 2026) - Cont'd

Unit Group (Occupation)	Number of Vacancies
Authors and Related Writers	75
Transport Clerks	74
Insurance Representatives	70
Livestock and Dairy Producers	68
Valuers and Loss Assessors	67
Systems Administrators	64
Dental Professionals	63
Legal and Related Associate Professionals	61
Cooks	61
Debt Collectors and Related Workers	61
Education Methods Specialists	61
Motor Vehicle And Motor Cycle Mechanics Repairers	58
Mechanical Engineering Technicians	58
Telecommunications Engineers	56
Social Work and Counselling Professionals	56
Pulp and Paper Process Control Technicians	55
Chairperson and Members of Constitutional Offices and Commissions	55
Medical Records and Health Information Technicians	54
Statistical, Finance and Insurance Clerks	54
Other Music Teachers	53
Journalists	52
County Government Administrators	51
Plumbers and Pipe Fitters	51
Office Secretaries	51
Bank Tellers And Related Clerks	50
Medical Imaging and Therapeutic Equipment Technicians	50
General Medical Practitioners	50
Government Licensing Officials	49
Environmentalists and Related Professionals	49
National Government Administrators	49
Electronics Engineering Technicians	48
Database Designers And Administrators	48
Building and Related Electricians	48
Agriculturalists And Related Professionals	47
Theatre and Media Production Managers	47
Odd Job Persons	47
Biologist, Botanist, Zoologists And Related Professionals	47
Welders and Flame Cutters	47
Occupational Safety And Health Professionals	46

Vacancies by Unit Group — Q3 FY 2025/2026 (January–March 2026) - Cont'd

Unit Group (Occupation)	Number of Vacancies
Conference and Event Planners	45
Architects and Town Planners	45
Database and Network Security Professionals	44
Civil Engineering Technicians	44
Physiotherapists	43
Data Entry Clerks	41
Cloud Computing Professionals	41
Micro and Small Enterprise Managers	41
Agricultural Managers	41
Construction and Utilities Managers	40
Information Communication Technology Trainers	39
Senior Officials of Special Interest Organizations	39
Broadcasting and audio-visual technicians	39
Dieticians and Nutritionists	38
Software Auditors	37
Surveyors And Cartographers	37
Heavy Truck and Lorry Drivers	36
Waiters	35
General Office Clerks	35
Environmental and Occupational Health Inspectors and Associates	35
Travel Consultants and Clerks	34
Hotel Managers	33
Draughts Persons	32
Pharmaceutical Professionals	31
Musicians, Singers And Composers	31
Other Physical and Engineering Science Technicians	30
Restaurant Managers	30
Librarians and Related Information Professionals	30
Chemists	28
Earthmoving and Related Plant Operators	28
Veterinarians	28
Manufacturing Supervisors	28
Cashiers and Ticket Clerks	26
Electronics Engineers	25
Social Work Associate Professionals	25
Industrial and Production Engineers And Related Technologist	24
Shop Supervisors	24
Manufacturing Managers	23
Carpenters And Joiners	23

Vacancies by Unit Group — Q3 FY 2025/2026 (January–March 2026) - Cont'd

Unit Group (Occupation)	Number of Vacancies
Hotel Receptionists	23
Sheet Metal Workers	23
Financial Analysts	23
Domestic Housekeepers	23
Legal Secretaries	23
Funeral Home Attendants	22
Clinical Officer Specialist	22
Government Tax And Excise Officials	21
Coding, Proof Reading And Related Clerks	20
Securities and Finance Dealers And Brokers	19
Recreational/Cultural and Sporting Establishment Managers	19
Artificial Intelligence (Ai)/Machine Learning (Ml) Professionals	19
Legislators and Constitutional Officials	18
Lifting Truck Operators	18
Bartenders	18
Survey And Market Research Interviewers	18
Library, Mail and Related Clerks	18
Other Teaching Professionals	17
Kitchen Helpers	17
Internet of Things (IOT) Professional	17
Secretary/CEO of Constitutional Offices and Commissions	17
Other Artistic and Cultural Associate Professionals	16
Psychologists	16
Special Needs Teachers	15
Chemical Engineering Technicians	15
Other Government Regulatory Associate Professionals	14
Aircraft Pilots and Related Associate Professionals	14
Information and Communications Technology Installers And Servicers	14
Agricultural and Industrial Machinery Mechanics and Repairers	13
Sales Demonstrators	13
Motorcycle Drivers	13
Photographers	13
Bakers, Pastry-Cooks and Confectionery Makers	12
Religion Professionals	12
Dental Assistants and Therapists	12
Agricultural Technicians	11
Firefighters	11
Athletes and Sports Players	11
Teachers' Aides	11

Vacancies by Unit Group — Q3 FY 2025/2026 (January–March 2026) - Cont'd

Unit Group (Occupation)	Number of Vacancies
Construction Supervisors	11
Gardener, Horticultural and Nursery Grower	10
Beauticians and Related Workers	10
Information and Communications Technology Operations Technicians	10
Other Engineering Professionals	10
Bio-Medical Engineering Professionals	10
Manager, Personal Care Cleaning	9
Government Social Benefits Officials	9
Customs and Border Officials	9
Metal Working Machine Tool Setters and Operators	9
Optometrists and Ophthalmic Opticians	9
Paper Products Machine Operators	9
Medical and Pathology Laboratory Technicians	9
Power Production Plant Operators	9
Freight Handlers	8
Health Care Assistants	8
Other Language Teachers	8
Other Protective Service Workers	8
Ambulance Workers	8
Electronics Mechanics And Servicers	7
Interior Designers And Decorators	7
Community Health Workers	7
Home-Based Personal Care Workers	7
Forestry and Environmental Managers	7
Shopkeepers	6
Translators, Interpreters and Other Linguists	6
Miners, Drillers and Quarries	6
Computer Network Systems Technicians	6
Mining and Drilling Managers	5
Audiologists and Speech Therapists	5
Metal Processing Plant Operators	5
Driving Instructors	5
Midwifery Professionals	5
Product Graders And Testers (Excluding Foods and Beverages)	5
Solid Waste and Water Treatment Plant Operators	5
Production Clerks	5
Statistical, Mathematical And Related Associate Professionals	5
Medical Secretaries	5
Packing, Bottling and Labelling Machine Operators	5

Vacancies by Unit Group — Q3 FY 2025/2026 (January–March 2026) - Cont'd

Unit Group (Occupation)	Number of Vacancies
Crane, Hoist and Related Plant Operators	5
Sports Coaches, Instructors and Officials	5
Chemical Products Plant And Machine Operators	5
Fitness And Recreation Instructors and Programme Leaders	4
Typists and Word Processing Operators	4
Travel Guides	4
Jurists/Judges	4
Nursing Associate Professionals	4
Travel Attendants and Travel Stewards	4
PRINTERS	4
Agronomy and Forestry Technicians	4
Service Station Attendants	4
Mechanical Machinery Assemblers	4
Mining and Drilling Engineers, Metallurgists and Related Technologists	4
Hydrologists	4
Hand Launderers And Pressers	4
Laundry Machine Operators	3
Clearing and Forwarding Agents	3
Medical Assistants	3
Telephone and Switchboard Operators	3
Tailors, Dressmakers, Furriers And Hatters	3
Quality Control and Safety Technicians	3
Companions and Valets	3
Filing and Copying Clerks	3
Payroll Clerks	3
Other Manufacturing Labourers	3
Geologist and Geophysicists	3
Pre-Press Technicians	3
Electrical Machinery and Equipments Mechanics And Fitters	3
Philosophers, Historians and Political Scientists	3
Stall and Market Salespersons	3
Field Crop and Vegetable Growers	3
Door-to-door Salespersons	3
Mining and Metallurgical Technicians	3
Building Caretakers	3
Actors	3
Fast-Food Preparers	3
Sociologists, Anthropologists and Related Professionals	2
Physicist and Astronomers	2

Vacancies by Unit Group — Q3 FY 2025/2026 (January–March 2026) - Cont'd

Unit Group (Occupation)	Number of Vacancies
Silicon chips splice cables and rope making machine operators	2
Locomotive Engine Drivers	2
Meteorologists	2
Clay, Cement, Stone And Other Mineral Products Machine Operators	2
Fumigators and Other Pest And Weed Controllers	2
Ships' Deck Crews and Related Workers	2
Glass and Ceramics Plant Operators	2
Veterinary Technicians And Assistants	2
Building Construction Labourers	2
Police Inspectors and Detectives	2
Web Technicians	2
Other Client Information Workers	2
Trade Brokers	2
Food and Beverage Tasters And Graders	2
Riggers and Cable Splicers	2
Physiotherapy Technicians and Assistants	2
Medical and Dental Prosthetic Technicians	2
Chemical and Physical Science Technicians	2
Pet Groomers and Animal Care Workers	2
Police Officers	2
Other Animal Producers	2
Other Business Service Agents	2
Astrologers, Fortune-tellers and Related Workers	2
Air Traffic Controllers	2
Manager Child Care Services	1
Sewing Machine Operators	1
Steam Engine and Boiler Operators	1
Garden And Horticultural	1
Fishery and Aquaculture Labourers	1
Religious Associate Professionals	1
Farm Labourers	1
Other Health Associate Professionals	1
Mail Carriers And Sorting Clerks	1
Hand Packers	1
Other Cleaning Workers	1
Garbage and Recycling Collectors	1
Hand and Pedal Vehicle Drivers	1
Domestic Cleaners And Helpers	1
Telecommunications Engineering Technicians	1

Vacancies by Unit Group — Q3 FY 2025/2026 (January–March 2026) - Cont'd

Unit Group (Occupation)	Number of Vacancies
Gallery, Museum and Library Technicians	1
Stock and Stores Clerks	1
Bookmakers, Croupiers And Related Gaming Workers	1
Announcers On Radio, Television and Other Media	1
Hairdressers	1
Transport Conductors	1
Scribes And Related Workers	1
Employment Agents And Contractors	1
Stonemasons, Stone Cutters, Splitters and Carvers	1
Deep Sea Fishery Workers	1
Bricklayers and Related Workers	1
Aquaculture Workers	1
Tree And Shrub Crop Grower	1
Metal Production Process Controllers	1
Petroleum And Natural Gas Refining Plant Operators	1
Ships' Deck Officers and Pilots	1
Food Service Counter Attendants	1
Child Care Workers	1
Other Personal Care Workers in Health Services	1
Archivists and Curators	1
Applications Programmers	1
Insulation Workers	1
Unclassified	1
Other Building Frame and Related Trades Workers	1
Air Conditioning and Refrigeration Mechanics	1
Painters and Related Workers	1
Structural Metal Preparers And Erectors	1
Glass Makers, Cutters, Grinders And Finishers	1
Precision-Instrument Makers and Repairers	1
Metal Polishers, Wheel Grinders and Tool Sharpeners	1
Butchers, Fishmongers And Related Food Preparers	1
Electrical Line Installers and Repairers	1
Metal Finishing, Plating and Coating Machine Operators	1
Aquaculture and Fisheries Production Manager	1
Unclassified	1
TOTAL	**23471**

ANNEX IV

Table 4: Vacancies by Unit Group — Q4 FY 2025/2026 (April-June 2026)

Unit Group (Occupation)	Number of Vacancies
Commercial Sales Representatives	1345
Accountants	1078
University and College Lecturers	1040
Finance Managers	1022
Sales and Marketing Managers	880
Policy and Planning Managers	781
Managing Directors and Chief Executives	676
Management and Organization Analysts	623
Public Relations Professionals	407
Administrative and Executive Secretaries	362
Systems Analysts	362
Early Childhood Development Teachers	360
Software Developers	349
Personnel Clerks	335
Bus and Tram Drivers	314
Secondary Education Teachers	313
Messengers, Package Deliverers and Luggage Porters	308
Public Relations And Advertising Managers	304
Security Guards	300
Contact Centre Information Clerks	267
Buyers	266
Lawyers	264
Technical and Medical Sales Professionals (Excluding ICT)	260
Information and Communication Technology Services Managers	259
Financial and Investment Advisers	259
Nurse, General	247
Human Resource Managers	246
Policy Administration Professionals	236
Information and Communication Technology User Support Technicians	232
Transport, Storage and Distribution Managers	223
Training and Staff Development Professionals	217
Office Supervisors	211
Human Resource and Careers Professionals	208
Mathematicians, Actuaries and Statisticians	199
Advertising and Marketing Professionals	196

Vacancies by Unit Group — Q4 FY 2025/2026 (April–June 2026)

Unit Group (Occupation)	Number of Vacancies
Life Science Technicians (Excluding Medical)	196
Research Planning and Development Managers	174
Car, Taxi and Van Drivers	172
Information and Communications Technology Sales Professionals	158
Vocational Education and Training Teachers	155
Primary School Teachers	146
Shop Sales Assistants	143
Stock Clerks	135
Chefs	123
Mechanical Engineers and Technologists	120
Specialist Medical Practitioners	118
Software Security Professionals	118
Economists	115
Credit and Loans Officers	112
Computer Network Professionals	108
Clinical Officer	107
Pharmaceutical Technicians and Assistants	100
Receptionists (General)	100
Chemical Engineers and Technologists	99
Contact Centre Salespersons	98
Specialist Nurses	95
Cleaners and Helpers In Offices, Hotels and Other Establishments	93
Manager Health Care Services	89
Visual Artists	88
Electrical Engineers	88
Real Estate and Travel Agency Managers	88
Accounting Associate Professionals	88
Accounting And Book Keeping Clerks	85
Film, Stage and Related Directors and Producers	85
Cleaning and Housekeeping-Non Domestic	84
Web and Multimedia Developers	83
Real Estate Agents And Property Agents	81
Food And Related Products Machine Operators	77
Civil Engineers	77
Electrical Engineering Technicians	75
Authors and Related Writers	75
Transport Clerks	74
Insurance Representatives	70
Livestock and Dairy Producers	68
Valuers and Loss Assessors	67

Vacancies by Unit Group — Q4 FY 2025/2026 (April-June 2026)

Unit Group (Occupation)	Number of Vacancies
Systems Administrators	64
Dental Professionals	63
Legal and Related Associate Professionals	61
Cooks	61
Debt Collectors and Related Workers	61
Education Methods Specialists	61
Motor Vehicle And Motor Cycle Mechanics Repairers	58
Mechanical Engineering Technicians	58
Telecommunications Engineers	56
Social Work and Counselling Professionals	56
Pulp and Paper Process Control Technicians	55
Chairperson and Members of Constitutional Offices and Commissions	55
Medical Records and Health Information Technicians	54
Statistical, Finance and Insurance Clerks	54
Other Music Teachers	53
Journalists	52
County Government Administrators	51
Plumbers and Pipe Fitters	51
Office Secretaries	51
Bank Tellers And Related Clerks	50
Medical Imaging and Therapeutic Equipment Technicians	50
General Medical Practitioners	50
Government Licensing Officials	49
Environmentalists and Related Professionals	49
National Government Administrators	49
Electronics Engineering Technicians	48
Database Designers And Administrators	48
Building and Related Electricians	48
Agriculturalists And Related Professionals	47
Theatre and Media Production Managers	47
Odd Job Persons	47
Biologist, Botanist, Zoologists And Related Professionals	47
Welders and Flame Cutters	47
Occupational Safety And Health Professionals	46
Conference and Event Planners	45
Architects and Town Planners	45
Database and Network Security Professionals	44
Civil Engineering Technicians	44
Physiotherapists	43
Data Entry Clerks	41

Vacancies by Unit Group — Q4 FY 2025/2026 (April–June 2026)

Unit Group (Occupation)	Number of Vacancies
Cloud Computing Professionals	41
Micro and Small Enterprise Managers	41
Agricultural Managers	41
Construction and Utilities Managers	40
Information Communication Technology Trainers	39
Senior Officials of Special Interest Organizations	39
Broadcasting and audio-visual technicians	39
Dieticians and Nutritionists	38
Software Auditors	37
Surveyors And Cartographers	37
Heavy Truck and Lorry Drivers	36
Waiters	35
General Office Clerks	35
Environmental and Occupational Health Inspectors and Associates	35
Travel Consultants and Clerks	34
Hotel Managers	33
Draughts Persons	32
Pharmaceutical Professionals	31
Musicians, Singers And Composers	31
Other Physical and Engineering Science Technicians	30
Restaurant Managers	30
Librarians and Related Information Professionals	30
Chemists	28
Earthmoving and Related Plant Operators	28
Veterinarians	28
Manufacturing Supervisors	28
Cashiers and Ticket Clerks	26
Electronics Engineers	25
Social Work Associate Professionals	25
Industrial and Production Engineers And Related Technologist	24
Shop Supervisors	24
Manufacturing Managers	23
Carpenters And Joiners	23
Hotel Receptionists	23
Sheet Metal Workers	23
Financial Analysts	23
Domestic Housekeepers	23
Legal Secretaries	23
Funeral Home Attendants	22
Clinical Officer Specialist	22

Vacancies by Unit Group — Q4 FY 2025/2026 (April-June 2026)

Unit Group (Occupation)	Number of Vacancies
Government Tax And Excise Officials	21
Coding, Proof Reading And Related Clerks	20
Securities and Finance Dealers And Brokers	19
Recreational/Cultural and Sporting Establishment Managers	19
Artificial Intelligence (Ai)/Machine Learning (Ml) Professionals	19
Legislators and Constitutional Officials	18
Lifting Truck Operators	18
Bartenders	18
Survey And Market Research Interviewers	18
Library, Mail and Related Clerks	18
Other Teaching Professionals	17
Kitchen Helpers	17
Internet of Things (IOT) Professional	17
Secretary/CEO of Constitutional Offices and Commissions	17
Other Artistic and Cultural Associate Professionals	16
Psychologists	16
Special Needs Teachers	15
Chemical Engineering Technicians	15
Other Government Regulatory Associate Professionals	14
Aircraft Pilots and Related Associate Professionals	14
Information and Communications Technology Installers And Servicers	14
Agricultural and Industrial Machinery Mechanics and Repairers	13
Sales Demonstrators	13
Motorcycle Drivers	13
Photographers	13
Bakers, Pastry-Cooks and Confectionery Makers	12
Religion Professionals	12
Dental Assistants and Therapists	12
Agricultural Technicians	11
Firefighters	11
Athletes and Sports Players	11
Teachers' Aides	11
Construction Supervisors	11
Gardener, Horticultural and Nursery Grower	10
Beauticians and Related Workers	10
Information and Communications Technology Operations Technicians	10
Other Engineering Professionals	10
Bio-Medical Engineering Professionals	10
Manager, Personal Care Cleaning	9
Government Social Benefits Officials	9

Vacancies by Unit Group — Q4 FY 2025/2026 (April–June 2026)

Unit Group (Occupation)	Number of Vacancies
Customs and Border Officials	9
Metal Working Machine Tool Setters and Operators	9
Optometrists and Ophthalmic Opticians	9
Paper Products Machine Operators	9
Medical and Pathology Laboratory Technicians	9
Power Production Plant Operators	9
Freight Handlers	8
Health Care Assistants	8
Other Language Teachers	8
Other Protective Service Workers	8
Ambulance Workers	8
Electronics Mechanics And Servicers	7
Interior Designers And Decorators	7
Community Health Workers	7
Home-Based Personal Care Workers	7
Forestry and Environmental Managers	7
Shopkeepers	6
Translators, Interpreters and Other Linguists	6
Miners, Drillers and Quarries	6
Computer Network Systems Technicians	6
Mining and Drilling Managers	5
Audiologists and Speech Therapists	5
Metal Processing Plant Operators	5
Driving Instructors	5
Midwifery Professionals	5
Product Graders And Testers (Excluding Foods and Beverages)	5
Solid Waste and Water Treatment Plant Operators	5
Production Clerks	5
Statistical, Mathematical And Related Associate Professionals	5
Medical Secretaries	5
Packing, Bottling and Labelling Machine Operators	5
Crane, Hoist and Related Plant Operators	5
Sports Coaches, Instructors and Officials	5
Chemical Products Plant And Machine Operators	5
Fitness And Recreation Instructors and Programme Leaders	4
Typists and Word Processing Operators	4
Travel Guides	4
Jurists/Judges	4
Nursing Associate Professionals	4
Travel Attendants and Travel Stewards	4

Vacancies by Unit Group — Q4 FY 2025/2026 (April-June 2026)

Unit Group (Occupation)	Number of Vacancies
PRINTERS	4
Agronomy and Forestry Technicians	4
Service Station Attendants	4
Mechanical Machinery Assemblers	4
Mining and Drilling Engineers, Metallurgists and Related Technologists	4
Hydrologists	4
Hand Launderers And Pressers	4
Laundry Machine Operators	3
Clearing and Forwarding Agents	3
Medical Assistants	3
Telephone and Switchboard Operators	3
Tailors, Dressmakers, Furriers And Hatters	3
Quality Control and Safety Technicians	3
Companions and Valets	3
Filing and Copying Clerks	3
Payroll Clerks	3
Other Manufacturing Labourers	3
Geologist and Geophysicists	3
Pre-Press Technicians	3
Electrical Machinery and Equipments Mechanics And Fitters	3
Philosophers, Historians and Political Scientists	3
Stall and Market Salespersons	3
Field Crop and Vegetable Growers	3
Door-to-door Salespersons	3
Mining and Metallurgical Technicians	3
Building Caretakers	3
Actors	3
Fast-Food Preparers	3
Sociologists, Anthropologists and Related Professionals	2
Physicist and Astronomers	2
Silicon chips splice cables and rope making machine operators	2
Locomotive Engine Drivers	2
Meteorologists	2
Clay, Cement, Stone And Other Mineral Products Machine Operators	2
Fumigators and Other Pest And Weed Controllers	2
Ships' Deck Crews and Related Workers	2
Glass and Ceramics Plant Operators	2
Veterinary Technicians And Assistants	2
Building Construction Labourers	2
Police Inspectors and Detectives	2

Vacancies by Unit Group — Q4 FY 2025/2026 (April–June 2026)

Unit Group (Occupation)	Number of Vacancies
Web Technicians	2
Other Client Information Workers	2
Trade Brokers	2
Food and Beverage Tasters And Graders	2
Riggers and Cable Splicers	2
Physiotherapy Technicians and Assistants	2
Medical and Dental Prosthetic Technicians	2
Chemical and Physical Science Technicians	2
Pet Groomers and Animal Care Workers	2
Police Officers	2
Other Animal Producers	2
Other Business Service Agents	2
Astrologers, Fortune-tellers and Related Workers	2
Air Traffic Controllers	2
Manager Child Care Services	1
Sewing Machine Operators	1
Steam Engine and Boiler Operators	1
Garden And Horticultural	1
Fishery and Aquaculture Labourers	1
Religious Associate Professionals	1
Farm Labourers	1
Other Health Associate Professionals	1
Mail Carriers And Sorting Clerks	1
Hand Packers	1
Other Cleaning Workers	1
Garbage and Recycling Collectors	1
Hand and Pedal Vehicle Drivers	1
Domestic Cleaners And Helpers	1
Telecommunications Engineering Technicians	1
Gallery, Museum and Library Technicians	1
Stock and Stores Clerks	1
Bookmakers, Croupiers And Related Gaming Workers	1
Announcers On Radio, Television and Other Media	1
Hairdressers	1
Transport Conductors	1
Scribes And Related Workers	1
Employment Agents And Contractors	1
Stonemasons, Stone Cutters, Splitters and Carvers	1
Deep Sea Fishery Workers	1
Bricklayers and Related Workers	1

Vacancies by Unit Group — Q4 FY 2025/2026 (April-June 2026)

Unit Group (Occupation)	Number of Vacancies
Aquaculture Workers	1
Tree And Shrub Crop Grower	1
Metal Production Process Controllers	1
Petroleum And Natural Gas Refining Plant Operators	1
Ships' Deck Officers and Pilots	1
Food Service Counter Attendants	1
Child Care Workers	1
Other Personal Care Workers in Health Services	1
Archivists and Curators	1
Applications Programmers	1
Insulation Workers	1
Unclassified	1
Other Building Frame and Related Trades Workers	1
Air Conditioning and Refrigeration Mechanics	1
Painters and Related Workers	1
Structural Metal Preparers And Erectors	1
Glass Makers, Cutters, Grinders And Finishers	1
Precision-Instrument Makers and Repairers	1
Metal Polishers, Wheel Grinders and Tool Sharpeners	1
Butchers, Fishmongers And Related Food Preparers	1
Electrical Line Installers and Repairers	1
Metal Finishing, Plating and Coating Machine Operators	1
Aquaculture and Fisheries Production Manager	1
Unclassified	1
TOTAL	**23,471**



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