



**MINISTRY OF EAST AFRICAN COMMUNITY (EAC),
LABOUR AND SOCIAL PROTECTION**

JOB OPPORTUNITY ANALYSIS

(April-June, 2015)

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

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ACRONYMS

ISIC - International Standard Industrial Classification of Economic Activities

ISCED - International Standard Classification of Education

ILO- International Labour Organization

JOI- Job Opportunity Index

JOA- Job Opportunity Analysis

KNOCS - Kenya National Occupational Classification Standards

DEFINITION OF TERMS

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

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

Decent Work- This refers to work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men.

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

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

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

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

Kenya National Occupational Classification Standard- This is a Kenyan version of the International occupational classification standard that is used to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data.

Level of Education- These are educational programmes that are grouped into an ordered series of categories broadly corresponding to the overall knowledge, skills and capabilities.

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

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

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

Precarious Work- Refers to work that is permanent but employees are denied permanent employee rights. These workers are subject to unstable employment, lower wages and more dangerous working conditions. They rarely receive social benefits and are often denied the right to join a union. Even when they have the right to unionize, workers are scared to organize if they know they are easily replaceable.

Skill - defined as the ability to carry out the tasks and duties of a given job.

1.0 INTRODUCTION

The Job Opportunity Analysis (JOA) is a tool for analyzing frequency of job vacancies advertised in the mainstream media on a quarterly basis .The Job Opportunity Analysis presents supplementary information on demand in the labour market in terms of vacancies within economic sectors, occupational categories, skills requirement and regional distribution of the vacancies advertised.

2.0 OBJECTIVES AND USES OF JOA

The Job Opportunity Analysis has a general objective of monitoring vacancies that occur in the economy and presenting that information in terms of the requirements and other manpower aspects of the vacancies reported.

The main objective of JOA is to calculate Job Opportunity Indices for various economic sectors and various occupations. This will help to plot the graph and give a clear indication on the economic sectors and occupations where there is demand for specific skills. It will also help over time to show the economic sectors and occupations where there is growth.

3.0 METHODOLOGY

This job opportunities Analysis report for the months of April-June 2015 was done by recording jobs vacancies advertised daily in the national newspapers namely the Daily Nation, the Standard, and the weekly East African. The vacancies that were not considered for this JOA were

- Vacancies declared exclusively online
- Vacancies that were declared at the Public and Private Employment Bureaus

For the purpose of this report, independent analysis was undertaken for each occupational category and economic activity bearing in mind the regional distribution of the vacancies advertised.

3.1 Computation of Job Opportunity Index (JOI)

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

3.2 Uses of Classification Standards in Job Opportunities analysis

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

3.2.1 Use of Kenya National Occupational Classification Standards (KNOCS)

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

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

3.2.2 Use of International Standard of Industrial Classification (ISIC)

International Standard of Industrial Classification (ISIC Rev 4) is an ILO classification standard that disaggregates the economy into the more detailed levels of industries and industry groups, as well as the more aggregated levels of divisions and sections. It is used to examine particular industries or industry groups or to analyze the economy as a

whole by disaggregating it to different levels of detail. For JOA, we have adopted ISIC level 1 and 2 to classify economic activities.

3.2.3 Use of International Standard of Classification of Education (ISCED)

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

3.3 Best practices applied

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

- Job opportunities were analyzed using the National occupational Classification Framework, Industry and location
- Only vacancies declared in the mainstream newspapers were considered, for credibility
- For comparability, International Classifications Standards were used

4.0 ANALYSIS OF JOB VACANCIES

This section presents summaries of job vacancies in the period April to June 2015,.The summaries are vacancies advertised by economic activity, major occupational group, term of service, skill area and level of education and by county. During the reference period, an estimated 23,683 job openings were advertised in different economic activities.

4.1. Distribution of Vacancies by Economic Activity

Job opportunities occur within certain economic activities¹ of the economy. Therefore, for analysis of the job opportunities, economic activities where these jobs openings occurred must be monitored. Vacancies were grouped into 21 economic categories.

Table 1 below shows that Public Administration, Defense and Compulsory Social Security and Education Activities provided over 90 percent of the job openings in the said period. This shows that the Government both at the National and County levels offered more job opportunities than all other sectors combined (see Appendix 1A)

Table 1: Distribution of Estimated Vacancies by Economic Activity

ISIC code	ECONOMIC ACTIVITY	PERCENTAGE DISTRIBUTION
C	Manufacturing	0.2
D	Electricity, Gas, Steam And Air Conditioning Supply	0.1
E	Water Supply; Sewerage, Waste Management And Remediation Activities	0.1
F	Construction	0.0
G	Wholesale And Retail Trade; Repair Of Motor Vehicles and Motorcycles	0.2
H	Transportation and Storage	0.6
I	Accommodation and Food Service Activities	0.1
J	Information and Communication	0.3
K	Financial and Insurance Activities	0.6
L	Real Estate Activities	0.0
M	Professional, Scientific And Technical Activities	0.1
N	Administrative and Support Service Activities	0.5
O	Public Administration and Defence; Compulsory Social Security	67.8
P	Education	23.4
Q	Human Health and Social Work Activities	0.3
S	Other Service Activities	0.1
U	Activities of Extraterritorial Organizations and Bodies	4.3

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

ISIC code	ECONOMIC ACTIVITY	PERCENTAGE DISTRIBUTION
X	Not stated	0.0
	Grand Total	100.0

4.2. Vacancies by Major and Minor Occupational groups

Table 2 shows that more than 70 percent of occupations demanded were among Technicians and Associate Professionals (23.8%) and Service Workers, Shop and Market Sales Workers (49.6%). (See Appendix 2A)

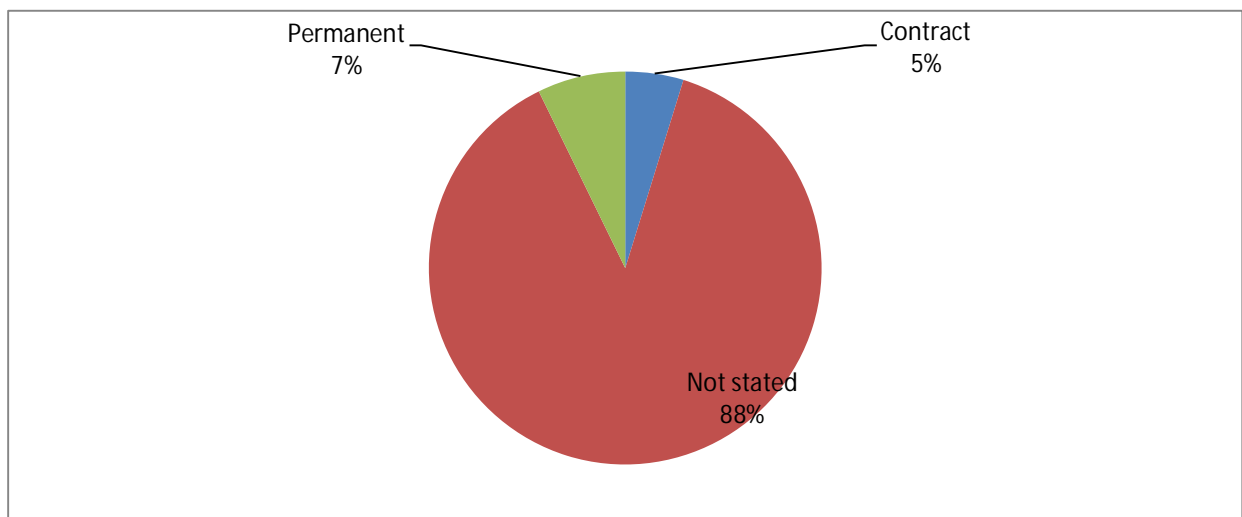
Table 2: Distribution of Estimated Vacancies by Major Occupational Group

KNOCS code	Major Occupational Group	Percentage
1	Legislators, Administrators And Managers	3.1
2	Professionals	11.0
3	Technicians And Associate Professionals	23.8
4	Secretarial, Clerical Services And Related Workers	5.3
5	Service Workers , Shop And Market Sales Workers	49.6
6	Skilled Farm, Fishery, Wildlife And Related Workers	4.7
7	Craft And Related Trades Workers	0.1
8	Plant And Machine Operators And Assemblers	0.4
9	Elementary Occupations	0.5
X	Occupation not Elsewhere Classified	1.2
Y	Occupation not Stated	0.6
	Total	100.0

4.3. Vacancies by Terms of Service

Decent work is characterized by sustainability and security of work. ILO identified precarious work (casual, seasonal and temporary work) as percentage for all paid workers an indicator in monitoring decent work. Monitoring terms of service of engagement is one of the major steps towards promoting decent work in Kenya. From figure 1, Jobs that offered decent work were estimated at around 12 percent (permanent and pensionable and contract terms). Terms of Service for 88 percent of job openings in the reference period were not stated.

Figure 1: Estimated Distribution of Vacancies by Terms of Service



4.4. Vacancies by Skill Area and Level of Education.

Skill areas and levels of education are important in providing information on manpower resources needed in the economy. These provide information on changes that will be necessary in the training and apprenticeship programmes to meet labour market needs.

Figures 2 and 3 provide information on skill areas and levels of education respectively. Basic General Programmes (58.5%) and Health (8.5%) had the highest openings of jobs, while Transport Services (0.06%) had the lowest job openings. Certificate level of training was the highest demanded by employers at 80 percent while Diploma and Bachelors Degree had 10 percent and 6.9 percent respectively. **(See Appendix 3A)**

Figure 2: Estimated Distribution of Vacancies by Skill Area

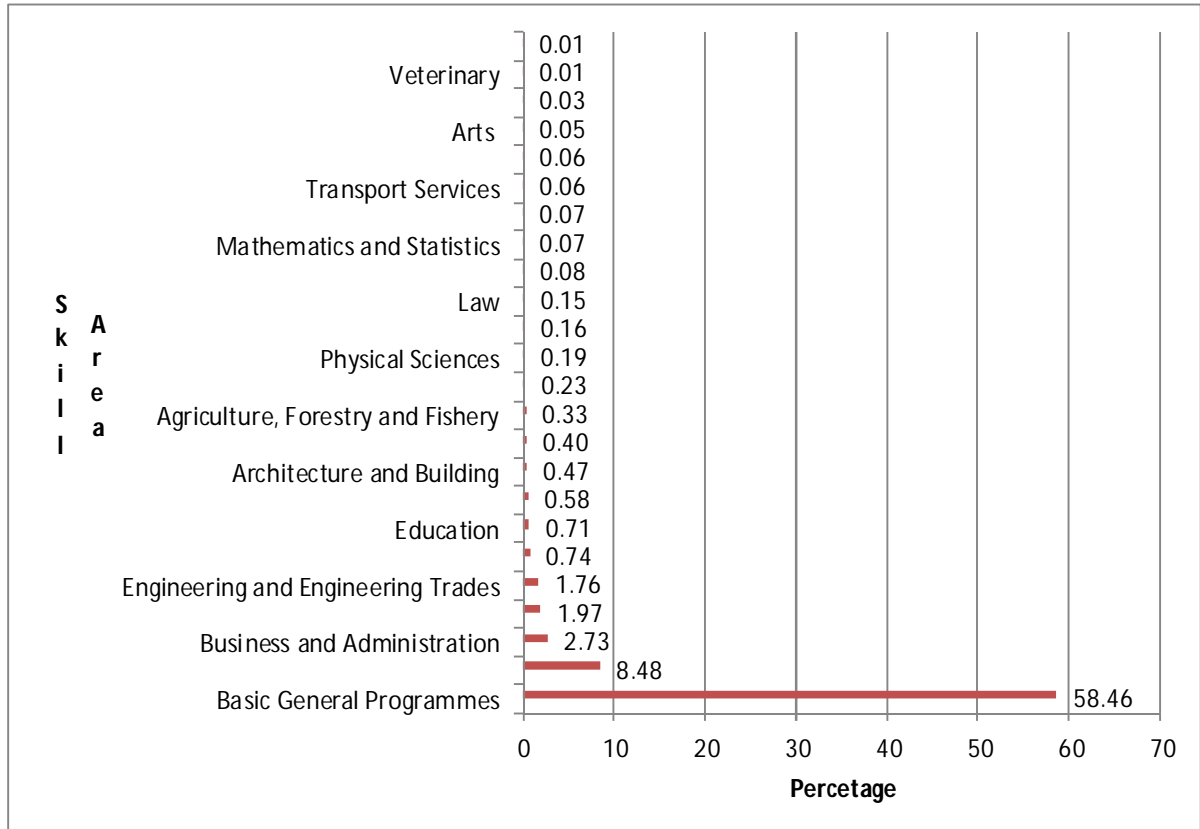
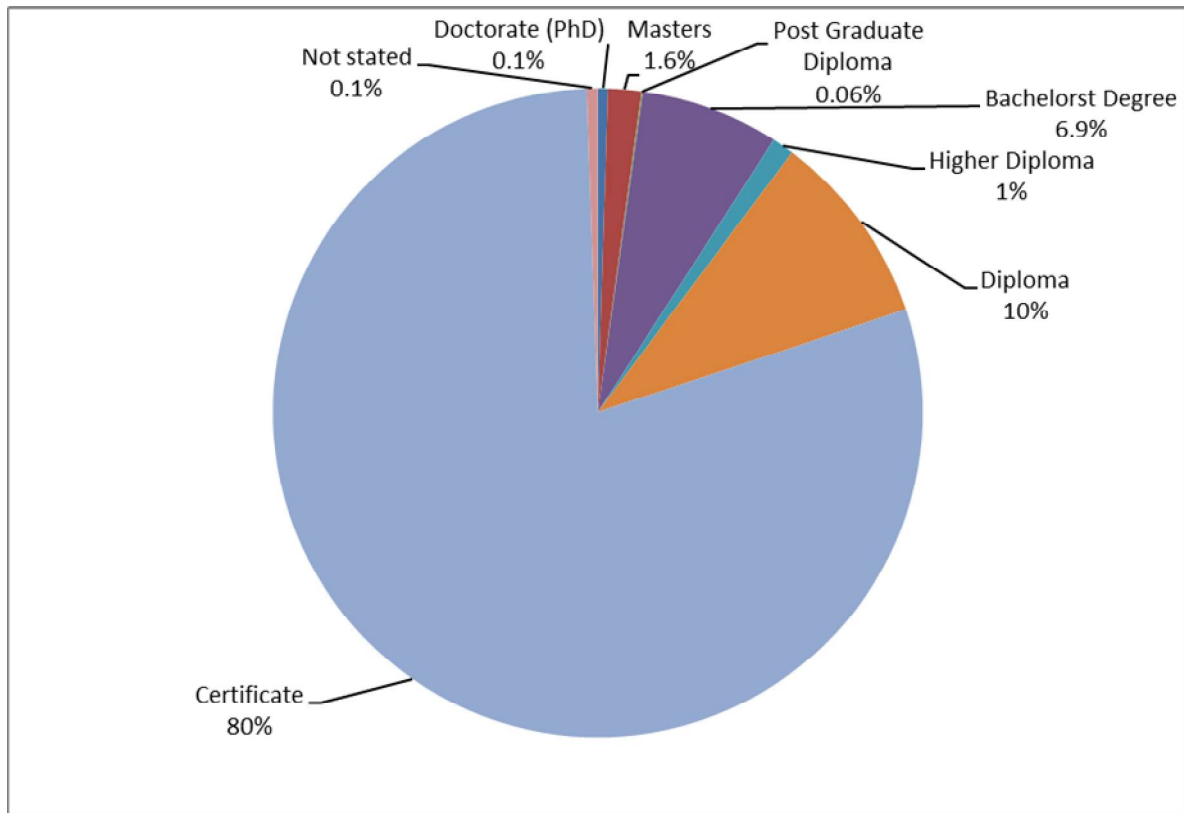


Figure3: Distribution of Estimated Vacancies by Level of Education



4.5. Vacancies by County and Major Occupational Group

From the analysis, Nairobi County had the highest number of advertised vacancies at 82%. Out of these, Service Workers, Shop and Market Sales Workers accounted for 49.5%. Technicians and Associate Professionals had 19.7% and Professionals had 5.8%. Garissa, Kwale, Migori, Nandi, Laikipia, and Taita Taveta, accounted for less than one per cent of vacancies advertised. **(See appendix 4A)**

4.6. Vacancies by Occupation and Education Award

During the reference period, Certificate award was the most demanded educational award at 79.6 percent, followed by Diploma at 9.7 percent and bachelor's degree at 6.9 percent. Doctorate (phd) was the least demanded at 0.5 percent. Certificate award was mainly demanded by Service Worker, Shop and Market Sales Workers at 62 percent, followed by Technicians and Associate Professionals at 23.4 percent and Secretarial, Clerical services and Related workers at 6 percent. **(See appendix 5A)**

5.0 JOB OPPORTUNITY INDEX (JOI)

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

5.1. JOI in all Economic Activities

Table 3 presents job opportunity indices for the period April – June, 2015. From the analysis, there was a significant growth in Education (696.2); Public Administration and Defence (524.8); Administrative and Support Service Activities (392.3). However, there were no jobs advertised in Agriculture, Forestry and Fishing, Mining and Quarrying and Arts, Entertainment and Recreation economic activities.

Table 3. Job Opportunity Indices by Economic Activities

ISIC Code	Economic Activity	June 2015 Index
A	Agriculture, Forestry and Fishing	0
B	Mining and Quarrying	0
C	Manufacturing	51.1
D	Electricity, Gas, Steam and Air Conditioning Supply	150.0
E	Water Supply; Sewerage, Waste Management and Remediation	53.8
F	Construction	21.7
G	Wholesale and Retail Trade; Repair Of Motor Vehicles and Motorcycles	208.7
H	Transportation and Storage	131.2
I	Accommodation And Food Service Activities	80.0
J	Information and Communication	156.4
K	Financial and Insurance Activities	56.6
L	Real Estate Activities	12.5
M	Professional, Scientific And Technical Activities	24.0
N	Administrative And Support Service Activities	392.3
O	Public Administration and Defence; Compulsory Social Security	524.8
P	Education	696.2
Q	Human Health And Social Work Activities	32.0
R	Arts, Entertainment And Recreation	0.0
S	Other Service Activities	26.9
T	Activities Of Households as Employers; Undifferentiated Goods and Services producing Activities Of Households For Own Use	0.0
U	Activities Of Extraterritorial Organizations And Bodies	211.4
	Total	432.1

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

5.2. JOI in Occupations

Table 4 shows that there was an increase in Job Opportunities as reported in most occupations except Legislators, Administrators And Managers which recorded a decline at 41.2 The highest growth in the reference period was reported among Service Workers, Shop And Market Sales Workers at 2645.3 .Aggregate index was 432.1.

Table 4. Job Opportunity Indices by Occupations

KNOCS CODE	Major Occupational Group	JUNE 2015 Index
1	Legislators, Administrators And Managers	41.2
2	Professionals	132.3
3	Technicians And Associate Professionals	640.6
4	Secretarial, Clerical Services And Related Workers	1177.2
5	Service Workers , Shop And Market Sales Workers	2645.3
6	Skilled Farm, Fishery, Wildlife And Related Workers	1120.9
7	Craft And Related Trades Workers	166.7
8	Plant And Machine Operators And Assemblers	360
9	Elementary Occupations	563.2
	Grand Total	432.1

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

6.0. LABOUR MARKET ANALYSIS

Job Opportunity Analysis (JOA) avails signals that can help identify structure and dynamics of the labour market in a short interval of time. During this reference period the following were detected as labour market signals:

- The demand for low level skills was high. Vacancies that required occupations of low level skill and training constituted 80 percent of all vacancies advertised (**see figure 3**)
- Highly demanded occupations were in major groups of Service Workers, Shop and Market Sales workers
- Most of the job openings (88%) did not indicate terms of service.

7.0. APPENDIX

Table 1A: Distribution of Vacancies by Economic Activity

A	Agriculture, Forestry And Fishing	257	1.262093
	Crop And Animal Production, Hunting And Related Service Activities	12	0.05893
	Forestry And Logging	245	1.203163
C	Manufacturing	46	0.2259
D	Electricity, Gas, Steam And Air Conditioning Supply	12	0.05893
E	Water Supply; Sewerage, Waste Management And Remediation Activities	14	0.068752
	Sewerage	4	0.019643
	Water collection, treatment and supply	10	0.049109
F	Construction	5	0.024554
	Civil engineering	4	0.019643
	Construction of buildings	1	0.004911
G	Wholesale And Retail Trade; Repair Of Motor Vehicles and Motorcycles	24	0.117861
	Retail trade, except of motor vehicles and motorcycles	24	0.117861
	Wholesale And Retail Trade; Repair Of Motor Vehicles and Motorcycles	24	0.117861
	Wholesale and retail trade and repair of motor vehicles and motorcycles	19	0.093306
	Wholesale trade, except of motor vehicles and motorcycles	5	0.024554
H	Transportation and Storage	122	0.599126
	Air transport	26	0.127683
	Land transport and transport via pipelines	2	0.009822
	Postal and courier activities	83	0.407602
	Water transport	11	0.05402
I	Accommodation and Food Service Activities	16	0.078574
	Accommodation	9	0.044198
	Food and beverage service activities	7	0.034376
J	Information and Communication	2	0.009822
	Information service activities	1	0.004911
	Telecommunications	1	0.004911
	Information and Communication	59	0.289741
	Publishing activities	59	0.289741
K	Financial and Insurance Activities	125	0.613858
	Financial service activities, except insurance and pension funding	110	0.540195
	Insurance, reinsurance and pension funding, except compulsory social security	15	0.073663
L	Real Estate Activities	1	0.004911
	Real estate activities	1	0.004911
M	Professional, Scientific And Technical Activities	23	0.11295

	Scientific research and development	20	0.098217
	Security and investigation activities	3	0.014733
	Professional, Scientific And Technical Activities	6	0.029465
	Architectural and engineering activities; technical testing and analysis	3	0.014733
	Legal and accounting activities	3	0.014733
N	Administrative and Support Service Activities	102	0.500909
	Rental and leasing activities	11	0.05402
	Employment activities	91	0.446889
O	Public Administration and Defence; Compulsory Social Security	13807	67.80435
	Public administration and defence; compulsory social security	602	2.956342
	Public administration and defence; compulsory social security	13205	64.84801
P	Education	4769	23.41993
	Education	4769	23.41993
Q	Human Health and Social Work Activities	41	0.201346
	Human health activities	41	0.201346
	Human Health and Social Work Activities	16	0.078574
	Social work activities without accommodation	16	0.078574
S	Other Service Activities	4	0.019643
	Other personal service activities	4	0.019643
	Other Service Activities	10	0.049109
	Activities of head offices; management consultancy activities	1	0.004911
	Activities of membership organizations	9	0.044198
U	Activities of Extraterritorial Organizations and Bodies	871	4.277366
	Activities Of Extraterritorial Organizations And Bodies.	871	4.277366
X	Not stated	7	0.034376
	Not stated	7	0.034376
	Grand Total	20363	100

Table 2A: Vacancies by Major and Minor Occupational Groups

KNOCS Codes	Occupational Groups	Vacancies	percent
1	Legislators, Administrators And Managers	625	3.1
	Directors And Chief Executives	29	0.1
	Government Administrators	95	0.5
	Legislative And Constitutional Officials	7	0.0
	Local Authority Officials	1	0.0
	Non-Departmental Managers	90	0.4
	Other Administrators And Managers	57	0.3
	Other Departmental Managers	26	0.1
	Senior Officials Of Special-Interest Organizations	17	0.1
	Specialized Departmental Managers	303	1.5
2	Professionals	2247	11.0
	Architects And Town Planners	30	0.1
	Economists	15	0.1
	Accountants, Auditors And Tax Assessors	158	0.8
	Agriculturalists And Related Professionals	9	0.0
	Archivists, Librarians And Related Professionals	53	0.3
	Authors, Journalists And Related Professionals	16	0.1
	Chemical Engineers And Technologists	142	0.7
	Chemists	21	0.1
	Civil Engineers	19	0.1
	Computing Professionals	69	0.3
	sculptors, Painters And Related Professionals	5	0.0
	Education Methods Advisers And Assessors	6	0.0
	Electrical, Electronics And Telecommunications Engineers	18	0.1
	Health Professionals	155	0.8
	Lawyers	33	0.2
	Life Science Professionals	5	0.0
	Mathematicians And Related Professionals	1	0.0
	Mechanical Engineers	20	0.1
	Nursing And Mid-Wifely Professionals	687	3.4
	Other Business Professionals	7	0.0
	Other Social Science And Related Professionals	18	0.1
	Other Teaching Professionals	70	0.3
	Personnel And Occupational Professionals	38	0.2
	Philologists, Translators And Interpreters	11	0.1
	Production And Related Engineers	7	0.0
	Psychologists	1	0.0
	Religious Professionals	1	0.0

KNOCS Codes	Occupational Groups	Vacancies	percent
	Secondary And Technical Institute Teachers And Instructors	410	2.0
	Statisticians	1	0.0
	Surveyors And Cartographers	8	0.0
	University and Post-secondary Teachers/ Lecturers	213	1.0
3	Technicians And Associate Professionals	4856	23.8
	Civil Engineering And Related Technicians	4	0.0
	Electrical Engineering Technicians	5	0.0
	Agronomy and Forestry Technicians	5	0.0
	Aircraft Pilots and Related Workers	11	0.1
	Athletics / Sportsmen and Related Workers	9	0.0
	Auxiliary Nurses	3	0.0
	Business and Public Service Middle Level Personnel	174	0.9
	Business Service Agents	20	0.1
	Buyers, Appraisers and Auctioneers	6	0.0
	Dental Technicians	77	0.4
	Electronics And Telecommunications Engineering Technicians	6	0.0
	Fisheries, Wildlife and Tourist Officials	21	0.1
4	Secretarial, Clerical Services And Related Workers	1083	5.3
	Coding, Proof-reading and Related Clerks	1	0.0
	General Office Clerks	781	3.8
	Information Clerks	4	0.0
	Library, Mail and Related Clerks	49	0.2
	Material Recording and Transport Clerks	11	0.1
	Numerical Clerks	46	0.2
	Secretaries, Stenographers and Typists	191	0.9
5	Service Workers , Shop And Market Sales Workers	10105	49.6
	Cooks and Other Catering Service Workers	3	0.0
	House Stewards and Housekeepers	5	0.0
	Protective Service Workers	10089	49.5
	Shop Assistants and Demonstrators	3	0.0
	Undertakers and Embalmers	4	0.0
	Waiters and Bartenders	1	0.0
6	Skilled Farm, Fishery, Wildlife And Related Workers	964	4.7
	Forestry and Related Workers	244	1.2
	Hunting and Wildlife Workers	720	3.5
7	Craft And Related Trades Workers	30	0.1
	Bakers, Pastry-cooks and Confectionery Makers	1	0.0
	Building Trades Workers	14	0.1
	Electrical Equipment Fitters and Installers	8	0.0
	Machinery Mechanics and Fitters	5	0.0
	Metal Moulders, Welders, Structural-Metal Preparers and Related	1	0.0

KNOCS Codes	Occupational Groups	Vacancies	percent
	Trades Workers		
	Precision Workers in Metal and Related Materials	1	0.0
8	Plant And Machine Operators And Assemblers	90	0.4
	Agricultural and Materials-handling Machinery Operators	21	0.1
	Brewers, Wine and Other Beverage Machine Operators	18	0.1
	Machine Tool and other Metal-working Machine Operators	7	0.0
	Motor Vehicle Drivers	43	0.2
	Printing and Binding Machine Operators	1	0.0
9	Elementary Occupations	107	0.5
	Messengers, Porters, Watchmen and Related Workers	101	0.5
	Other Sales and Service Labourers	1	0.0
	Transport Labourers and Freight Handlers	5	0.0
X	Occupation Not Elsewhere Classified	137	0.7
	Occupation Not Elsewhere Classified	137	0.7
Y	Occupation Not Stated	119	0.6
	Occupation Not Stated	119	0.6
	Grand Total	20363	100.0

Table 3A: Distribution of Vacancies by Skill Area and Level of Education

Skill Code2	Skill	Doctorate (PhD)	Masters	Post Graduate Diploma	Bachelors Degree	Higher Diploma	Diploma	Certificate	Not stated	Total
10	Basic General Programmes		3	3	25		96	11771	6	11904
14	Education	13	35	3	69		3	8	14	145
21	Arts				6		5			11
22	Humanities	3	44		73	3	34	244	1	402
31	Social Sciences	4	12		54	3	5	73		151
32	Journalism and Information		37		30		43	8		118
34	Business and Administration	3	59	2	342	34	36	79	1	556
38	Law	4	4	1	22					31
42	Life Sciences	1	7		4	16	5			33
44	Physical Sciences	3	17		12	7				39
46	Mathematics and Statistics		6		8		1			15
48	Computing	3	13	1	53	2	7	2		81
52	Engineering and Engineering Trades	16	12		168	12	69	79	3	359
54	Manufacturing and Processing		1		4		1			6
58	Architecture and Building	14			65	6	8	3		96
62	Agriculture, Forestry and Fishery	2	7	1	19	11	28			68
64	Veterinary		1		2					3
72	Health	17	30		240	127	1144	169		1727
76	Social Services		4	1	1		6			12
81	Personal Services		13		17		15	2		47

84	Transport Services				9		2	2		13
85	Environmental Protection				6			8		14
86	Security Services	1			11		1	3		16
90	Certificate Not Elsewhere Classified							2		2
Total		102	337	13	1403	222	1966	16209	111	20363

Table 4A: Vacancies by County and Major Occupational Group

County	Legislators, Administrators And Managers	Professionals	Technicians And Associate Professionals	Secretarial, Clerical Services And Related Workers	Service Workers, Shop And Market Sales Workers	Skilled Farm, Fishery, Wildlife And Related Workers	Craft And Related Trades Workers	Plant And Machine Operators And Assemblers	Elementary Occupations	Occupation Not Elsewhere Classified	Occupation Not Stated	Total
Busia	10	57	55	6	10					1	2	141
EAC	7	1	25		1							34
Embu	11	35	19		1					4		70
Garissa	1											1
Kajiado		6										6
Kakamega	45	24	42	2						7	3	123
Kericho	15	60	40	2	3			1			6	127
Kiambu	33	44	14	3	4	600		3		3	2	706
Kilifi	3	2	1									6
Kirinyaga	1		13								1	15
Kisii				9								9
Kisumu	6	2										8
Kitui	6	1		9								16
Kwale		1										1
Machakos	13	244	258	8	6				100	1	6	636
Makueni	3		5								1	9
Mandera	6	5	58		1		5	10		2	3	90
Marsabit		8	3				2					13
Meru	4	6	11		1					2	3	27
Migori		1										1

County	Legislators, Administrators And Managers	Professionals	Technicians And Associate Professionals	Secretarial, Clerical Services And Related Workers	Service Workers, Shop And Market Sales Workers	Skilled Farm, Fishery, Wildlife And Related Workers	Craft And Related Trades Workers	Plant And Machine Operators And Assemblers	Elementary Occupations	Occupation Not Elsewhere Classified	Occupation Not Stated	Total
Mombasa	7	18	21	41				8		1	1	97
Nairobi	386	1055	4010	767	10030	244	16	49	1	93	57	16708
Nakuru	2	19									1	22
Nandi					1							1
Narok	6	6	21			120				1		154
Not stated	1	4	2							1		8
Nyahururu		1										1
Nyamira	2	144	24		4		1	7	6			188
Nyeri	5	3	1	122	30							161
Outside EAC	3	2								1		6
Samburu	1	16										17
Siaya	2	34								13		49
Taita Taveta	1											1
Tana River	7	96	10	43				1		1	6	164
Tharaka Nithi	1	4		1								6
Trans Nzoia	3											3
Turkana	1	1										2
Uasin Gichu	5	244	117	15	1		2					384
Vihiga	2		3							1	1	7
Wajir	1			10								11
west pokot	25	103	103	45	12		4	11		5	26	334
Grand Total	625	2247	4856	1083	10105	964	30	90	107	137	119	20363

Table 5A: Distribution of Vacancies by Occupation and Educational Award

KNOCS Codes	Occupation	Doctorate (PhD)	Masters	Post Graduate Diploma	Bachelors Degree	Higher Diploma	Diploma	Certificate	Not stated	Total	Percentage
1	Legislators, Administrators And Managers	13	96	10	446	3	4	21	32	625	3.07
111	Legislative And Constitutional Officials				1			6		7	0.03
112	Local Authority Officials				1					1	0.00
121	Government Administrators	1	19	4	68	1		1	1	95	0.47
122	Senior Officials Of Special-Interest Organizations		5		4			8		17	0.08
131	Directors And Chief Executives	2	12		13	1			1	29	0.14
132	Specialised Departmental Managers	4	31	5	228	1	3	4	27	303	1.49

KNOCS Codes	Occupation	Doctorate (PhD)	Masters	Post Graduate Diploma	Bachelors Degree	Higher Diploma	Diploma	Certificate	Not stated	Total	Percentage
133	Other Departmental Managers	2	7	1	15				1	26	0.13
141	Non-Departmental Managers		10		76			2	2	90	0.44
151	Other Administrators And Managers	4	12		40		1			57	0.28
2	Professionals	72	193	2	542	93	1121	213	11	2247	11.03
212	Chemists					6	15			21	0.10
221	Mathematicians And Related Professionals		1							1	0.00
222	Statisticians		1							1	0.00
223	Computing Professionals		1		51	1	7	4	5	69	0.34
231	Architects And Town Planners		13		15		2			30	0.15
232	Surveyors And Cartographers				6		2			8	0.04
233	Civil Engineers				14		2	2	1	19	0.09

KNOCS Codes	Occupation	Doctorate (PhD)	Masters	Post Graduate Diploma	Bachelors Degree	Higher Diploma	Diploma	Certificate	Not stated	Total	Percentage
234	Mechanical Engineers				18		1	1		20	0.10
235	Chemical Engineers And Technologists		12		6		124			142	0.70
237	Electrical, Electronics And Telecommunications Engineers		1		11		6			18	0.09
238	Production And Related Engineers				7					7	0.03
241	Health Professionals	1	5		139	9	1			155	0.76
242	Nursing And Mid-Wifery Professionals				2	38	513	134		687	3.37
243	Life Science Professionals				3		2			5	0.02
244	Agriculturalists And Related Professionals				5	3	1			9	0.04

KNOCS Codes	Occupation	Doctorate (PhD)	Masters	Post Graduate Diploma	Bachelors Degree	Higher Diploma	Diploma	Certificate	Not stated	Total	Percentage
251	University and Post-secondary Teachers/ Lecturers	65	117	1	23	6	1			213	1.05
252	Secondary And Technical Institute Teachers And Instructors	3	1	1	21		379	4	1	410	2.01
254	Education Methods Advisers And Assessors		1		5					6	0.03
259	Other Teaching Professionals		7		22	20	21			70	0.34
261	Lawyers		1		22			10		33	0.16
271	Economists	1	1		13					15	0.07
272	Psychologists				1					1	0.00
275	Philologists, Translators And Interpreters	1	1					9		11	0.05

KNOCS Codes	Occupation	Doctorate (PhD)	Masters	Post Graduate Diploma	Bachelors Degree	Higher Diploma	Diploma	Certificate	Not stated	Total	Percentage
279	Other Social Science And Related Professionals		1		5		5	6	1	18	0.09
281	Accountants, Auditors And Tax Assessors		3		116	7	17	12	3	158	0.78
282	Personnel And Occupational Professionals	1	4		9	2	21	1		38	0.19
289	Other Business Professionals		1		6					7	0.03
291	Archivists, Librarians And Related Professionals		20		2	1		30		53	0.26
292	Religious Professionals		1							1	0.00
293	Authors, Journalists And Related Professionals				16					16	0.08

KNOCS Codes	Occupation	Doctorate (PhD)	Masters	Post Graduate Diploma	Bachelors Degree	Higher Diploma	Diploma	Certificate	Not stated	Total	Percentage
294	culptors, Painters And Related Professionals				4		1			5	0.02
3	Technicians And Associate Professionals		18		278	114	640	3800	6	4856	23.85
311	Technical Draughtsmen				4		3			7	0.03
312	Civil Engineering And Related Technicians				1		2	1		4	0.02
313	Mechanical Engineering And Related Technicians				5		9			14	0.07
315	Electrical Engineering Technicians				5					5	0.02
316	Electronics And Telecommunications Engineering Technicians				4		1	1		6	0.03

KNOCS Codes	Occupation	Doctorate (PhD)	Masters	Post Graduate Diploma	Bachelors Degree	Higher Diploma	Diploma	Certificate	Not stated	Total	Percentage
318	Photographers, Image And Sound Recording Equipment Controllers						1			1	0.00
321	Auxiliary Nurses				3					3	0.01
322	Medical/Clinical Officers		1		35	52	143		1	232	1.14
323	Sanitarians				7	3	45			55	0.27
325	Dental Technicians					6	71			77	0.38
326	Physiotherapists and Related Associate Professionals				18	11	77	15		121	0.59
328	Pharmaceutical Officers						79			79	0.39
329	Other Associate Medical, Nursing and Nutrition Workers				15	2	54	3		74	0.36
331	Physical Science Technicians				4		2			6	0.03

KNOCS Codes	Occupation	Doctorate (PhD)	Masters	Post Graduate Diploma	Bachelors Degree	Higher Diploma	Diploma	Certificate	Not stated	Total	Percentage
332	Life Science Technicians				1	14	28	13		56	0.28
333	Agronomy and Forestry Technicians		4		1					5	0.02
343	Aircraft Pilots and Related Workers		1		8			2		11	0.05
352	Insurance Brokers and Agents				2					2	0.01
353	Real Estate Agents				2					2	0.01
354	Business Service Agents		1		12	3	3	1		20	0.10
355	Buyers, Appraisers and Auctioneers				2		4			6	0.03
361	Police Inspectors, Detectives, Customs And Border Officials				1					1	0.00

KNOCS Codes	Occupation	Doctorate (PhD)	Masters	Post Graduate Diploma	Bachelors Degree	Higher Diploma	Diploma	Certificate	Not stated	Total	Percentage
362	Police Inspectors, Detectives, Customs and Boarder Officials		1					20		21	0.10
363	Welfare and Pension Officials		2		3					5	0.02
364	Government Licensing Officials				7		1			8	0.04
365	Business and Public Service Middle Level Personnel		5		66	12	80	9	2	174	0.85
366	Statistical, and Planning Officials				3					3	0.01
367	Fisheries, Wildlife and Tourist Officials				11	10				21	0.10
368	Lands, Agricultural and Livestock Officials				4	1	24			29	0.14
369	Other Middle Level Personnel		1		16		1		2	20	0.10

KNOCS Codes	Occupation	Doctorate (PhD)	Masters	Post Graduate Diploma	Bachelors Degree	Higher Diploma	Diploma	Certificate	Not stated	Total	Percentage
371	Primary Education Teachers		1					3730		3731	18.32
372	Pre-primary Education Teachers				1					1	0.00
373	Other Teacher/Instructors							1		1	0.00
391	Non-ordained Religion Assistants				20					20	0.10
392	Social Advisers and Helpers				3		10			13	0.06
393	Athletics / Sportsmen and Related Workers				3		1	4	1	9	0.04
398	Safety, Health and Quality Inspectors/Controllers		1		4					5	0.02
399	Mechanical, Electrical, Building and Fire Inspectors				7		1			8	0.04

KNOCS Codes	Occupation	Doctorate (PhD)	Masters	Post Graduate Diploma	Bachelors Degree	Higher Diploma	Diploma	Certificate	Not stated	Total	Percentage
4	Secretarial, Clerical Services And Related Workers		1		13	2	90	970	7	1083	5.32
411	Secretaries, Stenographers and Typists				3	2	6	177	3	191	0.94
413	Numerical Clerks				8		26	11	1	46	0.23
414	Material Recording and Transport Clerks				2		6		3	11	0.05
415	Library, Mail and Related Clerks						6	43		49	0.24
416	Coding, Proof-reading and Related Clerks							1		1	0.00
417	General Office Clerks		1				42	738		781	3.84
422	Information Clerks						4			4	0.02

KNOCS Codes	Occupation	Doctorate (PhD)	Masters	Post Graduate Diploma	Bachelors Degree	Higher Diploma	Diploma	Certificate	Not stated	Total	Percentage
5	Service Workers , Shop And Market Sales Workers		3		21	9	10	10047	15	10105	49.62
512	Shop Assistants and Demonstrators		1		1			1		3	0.01
522	Undertakers and Embalmers						2	2		4	0.02
524	Protective Service Workers		2		20	8	4	10040	15	10089	49.55
531	House Stewards and Housekeepers					1	3	1		5	0.02
532	Cooks and Other Catering Service Workers							3		3	0.01
533	Waiters and Bartenders						1			1	0.00

KNOCS Codes	Occupation	Doctorate (PhD)	Masters	Post Graduate Diploma	Bachelors Degree	Higher Diploma	Diploma	Certificate	Not stated	Total	Percentage
6	Skilled Farm, Fishery, Wildlife And Related Workers							964		964	4.73
641	Forestry and Related Workers							244		244	1.20
651	Hunting and Wildlife Workers							720		720	3.54
7	Craft And Related Trades Workers		1		3		12	14		30	0.15
712	Building Trades Workers				1			13		14	0.07
721	Metal Moulders, Welders, Structural-Metal Preparers and Related Trades Workers						1			1	0.00
723	Machinery Mechanics and Fitters						4	1		5	0.02

KNOCS Codes	Occupation	Doctorate (PhD)	Masters	Post Graduate Diploma	Bachelors Degree	Higher Diploma	Diploma	Certificate	Not stated	Total	Percentage
724	Electrical Equipment Fitters and Installers		1		1		6			8	0.04
731	Precision Workers in Metal and Related Materials				1					1	0.00
752	Bakers, Pastry-cooks and Confectionery Makers						1			1	0.00
8	Plant And Machine Operators And Assemblers		1		7		26	52	4	90	0.44
824	Machine Tool and other Metal-working Machine Operators						7			7	0.03
833	Printing and Binding Machine Operators						1			1	0.00

KNOCS Codes	Occupation	Doctorate (PhD)	Masters	Post Graduate Diploma	Bachelors Degree	Higher Diploma	Diploma	Certificate	Not stated	Total	Percentage
868	Brewers, Wine and Other Beverage Machine Operators						18			18	0.09
882	Motor Vehicle Drivers		1		5			33	4	43	0.21
883	Agricultural and Materials-handling Machinery Operators				2			19		21	0.10
9	Elementary Occupations				6			101		107	0.53
915	Messengers, Porters, Watchmen and Related Workers							101		101	0.50
916	Other Sales and Service Labourers				1					1	0.00
934	Transport Labourers and Freight Handlers				5					5	0.02

KNOCS Codes	Occupation	Doctorate (PhD)	Masters	Post Graduate Diploma	Bachelors Degree	Higher Diploma	Diploma	Certificate	Not stated	Total	Percentage
xxx	Occupation Not Elsewhere Classified	1	11	0	79	2	111	31	1	236	1.16
yyy	Occupation Not Stated	16	17	1	41		7	2	35	119	0.58
Total		102	337	13	1403	222	1966	16209	111	20363	100.00
Percentage		0.50	1.65	0.06	6.89	1.09	9.65	79.60	0.55	100.00	