



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

JOB OPPORTUNITY INDEX

(April - June, 2016)

**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) report covers the period April to June 2016 and presents an analysis of job opportunities advertised in the mainstream media during the reference period. The findings presented include vacancies by 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, 2016 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, 2016. The summaries are vacancies advertised by economic activity, major occupational group, terms of service, skill area, level of education and by county. During the reference period, an estimated 4604 job openings were advertised in different economic activities.

4.1. Vacancies by Economic Activity

Job opportunities occur within certain economic activities¹ of the economy. Therefore, for any analysis of the job opportunities, economic activities where these jobs openings occurred must be monitored. In the analysis of vacancies by economic sectors, vacancies were grouped into 21 economic categories as per ISIC classification (rev4).

Table 1 shows that Public Administration and Defence; Compulsory Social Security recorded 46.5% followed by Education 14.8%. These two economic activities continued to account for more jobs than all other sectors combined. They accounted for over 61 per cent of all vacancies advertised. **(See appendix 1A)**

Table 1: Distribution of Estimated Vacancies by Economic Activity

ISIC code	ECONOMIC ACTIVITY	Percentage
A	AGRICULTURE, FORESTRY AND FISHING	0.35
C	MANUFACTURING	1.98
D	ELECTRICITY	0.76
E	WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION	0.74
F	CONSTRUCTION	1.09
G	WHOLESALE AND RETAIL TRADE AND REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	0.43
H	TRANSPORTATION AND STORAGE	5.45

ISIC code	ECONOMIC ACTIVITY	Percentage
J	INFORMATION AND COMMUNICATION	0.78
K	FINANCIAL AND INSURANCE ACTIVITIES	5.32
L	REAL ESTATE ACTIVITIES	0.67
M	PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	0.96
N	ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	7.49
O	PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY	46.52
P	EDUCATION	14.81
Q	HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	2.06
R	ARTS, ENTERTAINMENT AND RECREATION	0.04
S	OTHER ACTIVITIES	0.20
U	ACTIVITIES OF EXTRATERRITORIAL ORGANIZATIONS AND BODIES	8.41
V	ECONOMIC ACTIVITY NOT STATED	2.35
	Grand Total	100.00

4.2. Vacancies by Major Occupational Group

According to the data presented in Table 2, 47.70% of the job openings were in in Professional major group. Technicians and Associate Professionals constituted 19.64 % while Legislators, Administrators and Managers had 15.77% vacancies advertised respectively. The only occupational group that had a dramatic increase in job openings is professionals that increased by 16.81% as compared to the previous quarter. (See appendix 2A)

Table 2: Estimated Vacancies by Major Occupational Group

KNOCS Code	OCCUPATIONAL GROUPS	PERCENT
1	Legislators, Administrators And Managers	15.77
2	Professionals	47.70
3	Technicians And Associate Professionals	19.64
4	Secretarial, Clerical Services And Related Workers	5.08
5	Service Workers , Shop And Market Sales Workers	8.10
6	Skilled Farm, Fishery, Wildlife And Related Workers	0.04
7	Craft And Related Trades Workers	1.24
8	Plant And Machine Operators And Assemblers	0.56
9	ELEMENTARY OCCUPATIONS	1.85
	Grand Total	100.00

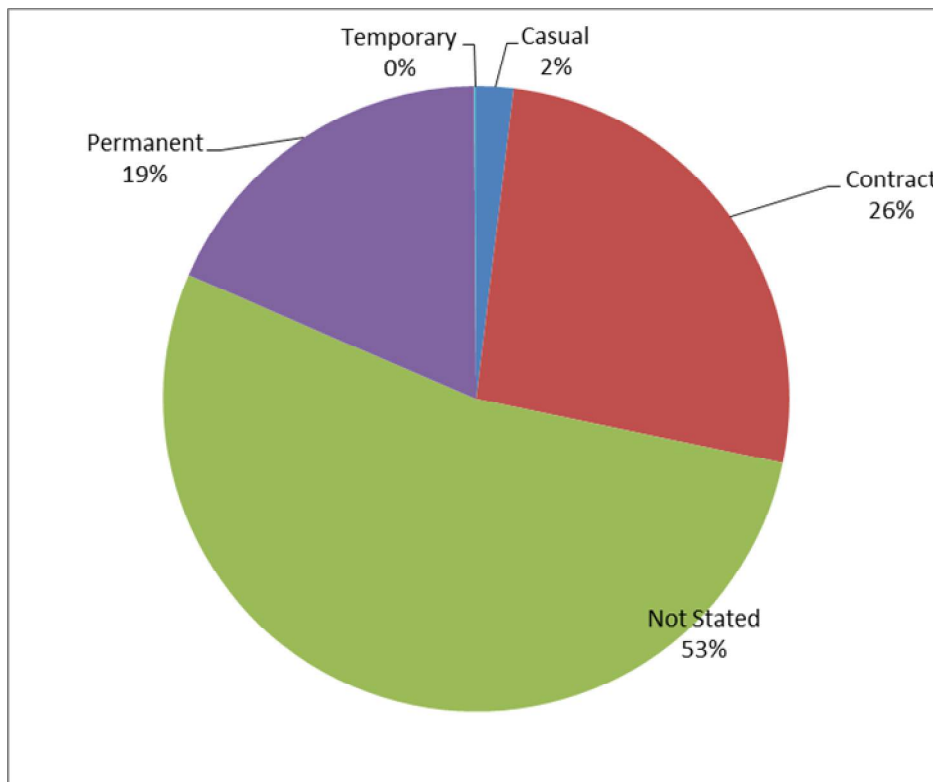
4.3. Vacancies by Terms of Service

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 is one of the major steps towards promoting decent work in Kenya. From figure 1, Jobs that offered

decent work were estimated at around 45 percent (permanent and pensionable and contract terms).

During the period in reference, forty five per cent of the advertised jobs were either permanent or contract. This was a drop of 20.55 per cent from the previous record of 60.55 per cent. The number of jobs advertised whose terms of engagement were not stated increased from 33.95 per cent in the previous period to 53 per cent in the reference period. Two per cent of the advertised jobs were on casual basis as shown in figure 1 below.

Figure 1: Distribution of Estimated Vacancies by Terms of Service



4.4. Vacancies by Skill Area and Level of Education.

Data pertaining to skill area and level of education is important in providing information on manpower resources needed in the economy. They provide information on changes that are necessary in the training and apprenticeship programmes to meet labour market needs.

Figures 2 and 3 provides information on skill areas and levels of education respectively. Business and Administration skills had the highest vacancies advertised at 23.87 per cent followed by Health at 18.61 per cent and Engineering and Engineering Trades at 11.19 respectively. While Bachelor's degree level of training was highest in demand at 31.30 per cent followed by Diploma level at 21.11 per cent. This is in contrast with the January-March 2016 quarter where Certificate level of education had the highest demand at 38.37 per cent. **(See appendix 3A)**

Figure 2: Estimated Vacancies by Field of Education

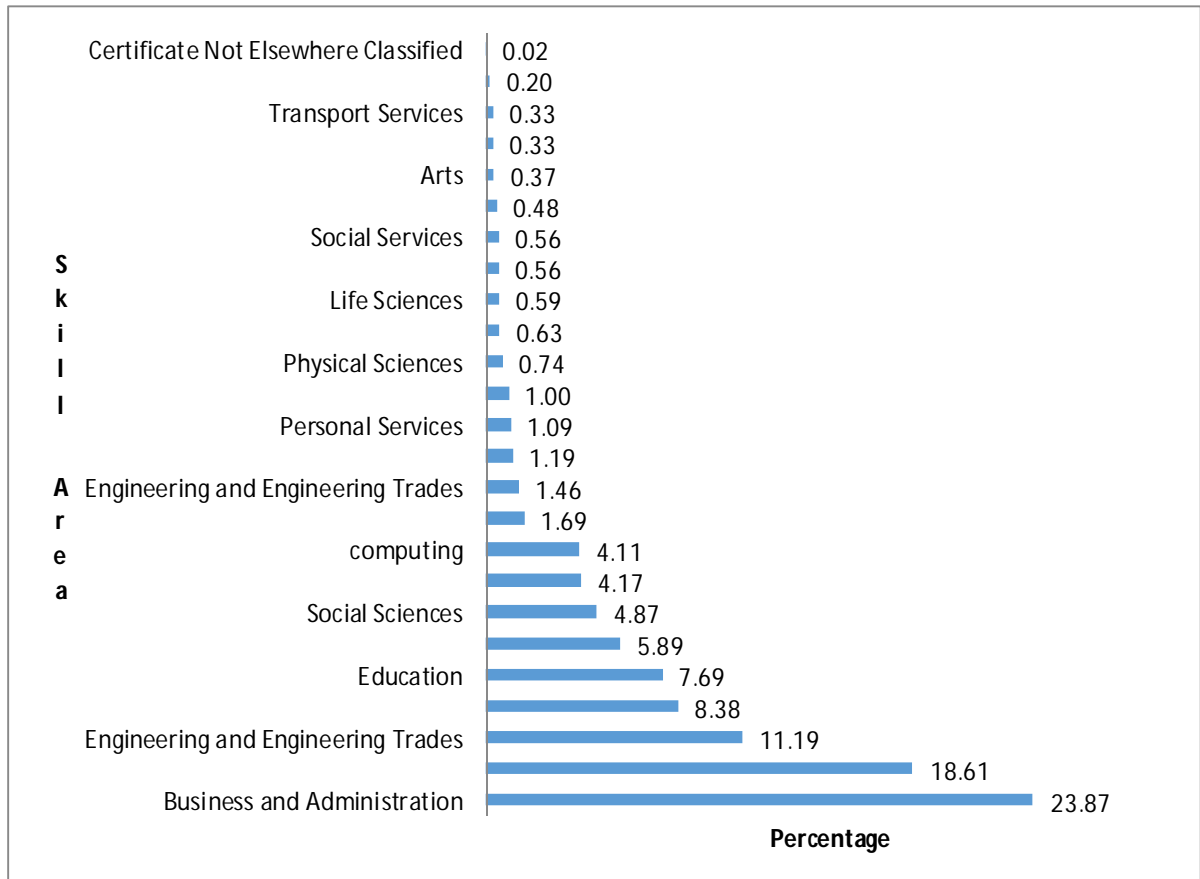
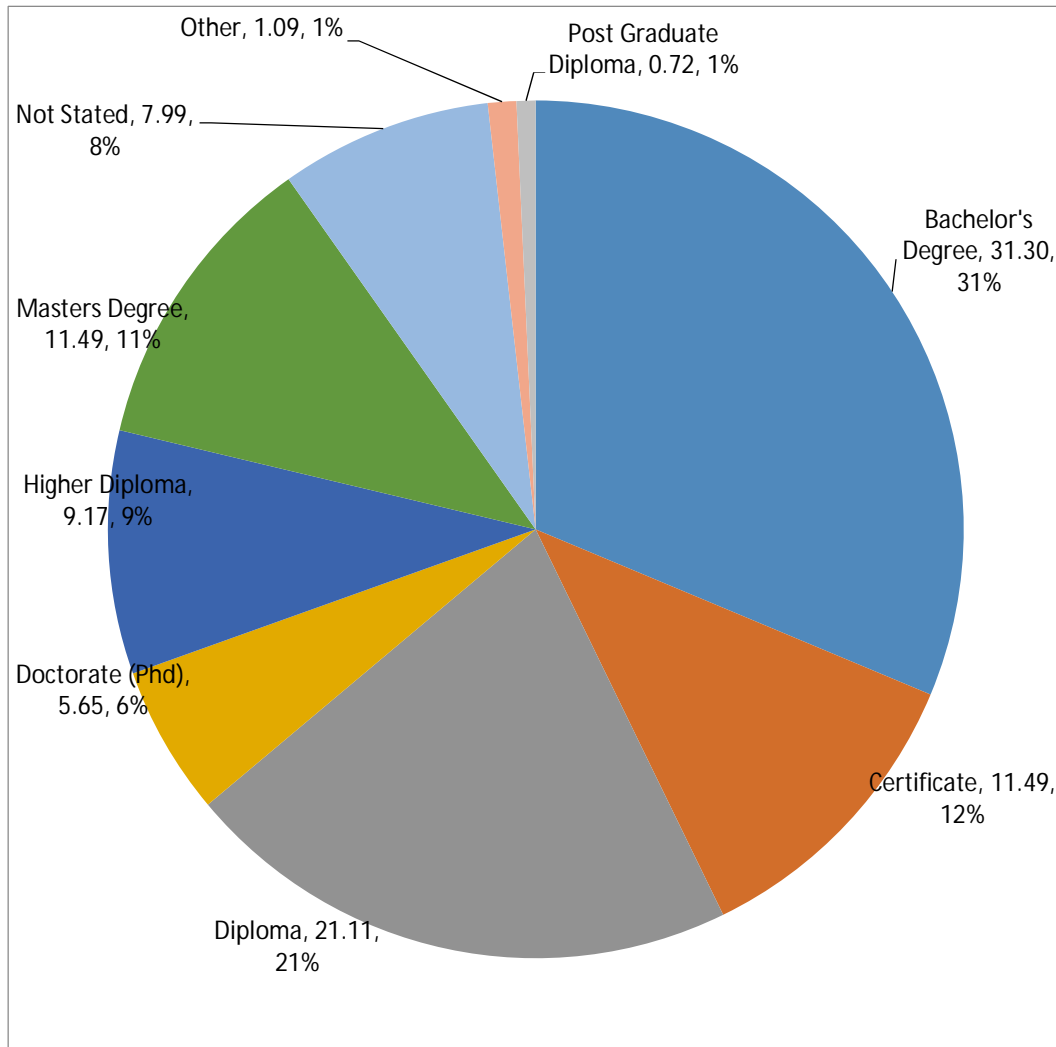


Figure 3: Distribution of Estimated Vacancies by Level of Education.



4.5. Vacancies by County and Major Occupational Group

In this report, vacancies advertised were analyzed on the basis of the County where the vacancy arose and the major occupation. From the analysis, there were 4604 vacancies advertised in all Counties. Nairobi County had the highest number of advertised vacancies at 65% with Professionals registering 26% and Technicians and Associate Professionals constituting 19% of all advertised vacancies in Nairobi. Wajir, Tana River, Lamu, Isiolo, Bomet and Marsabit, had less than one per cent vacancy advertised. **(See appendix 4A)**

4.6. Vacancies by Occupation and Educational Award

During the reference period, Bachelor's degree was the most demanded award at 31.3 percent, Diploma at 21.1 percent, followed by Certificate and Masters Award accounting for 11.5 percent each. Post Graduate Diploma was the least demanded with less than 1 percent. Bachelor's degree was mainly demanded by Professionals at 38 percent, Secretarial, followed by Legislators, Administrators and Managers at 27.8 percent and Technicians and Associate Professionals at 23.5 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, 2016. Administrative and Support Services registered the highest index (1327), while Electricity, Gas, Steam and Air Conditioning Supply recorded an index of (438). It is worth noting that some economic activities recorded no index. These included Mining and Quarrying, Accommodation and Food Service Activities as well as Activities of Households as Employers; Undifferentiated Goods and Services producing Activities of Households for Own Use. The aggregate Job Opportunity Index for the period specified showed a marked decline with an index of 98 as compared to the Jan-March 2016 quarter.

Table 3. Job Opportunity Indices by Economic Activity

ISIC Code	Economic Activity	June 2015 Index	September 2015 Index	December 2015 Index	March 2016 Index	June 2016 Index
A	Agriculture, Forestry and Fishing	0	82.2	582	118	36
B	Mining and Quarrying	0	100.0	0	50	0
C	Manufacturing	51.1	45.6	49	221	101
D	Electricity, Gas, Steam and Air Conditioning Supply	150.0	525.0	1263	163	438
E	Water Supply; Sewerage, Waste Management and Remediation	53.8	38.5	138	62	131
F	Construction	21.7	187.0	91	0	217
G	Wholesale and Retail Trade; Repair Of Motor Vehicles and Motorcycles	208.7	687.0	648	235	87
H	Transportation and Storage	131.2	38.7	31	100	270
I	Accommodation And Food Service Activities	80.0	115.0	0	0	0

ISIC Code	Economic Activity	June 2015 Index	September 2015 Index	December 2015 Index	March 2016 Index	June 2016 Index
J	Information and Communication	156.4	87.2	62	100	92
K	Financial and Insurance Activities	56.6	67.0	39	71	111
L	Real Estate Activities	12.5	187.5	25	738	388
M	Professional, Scientific And Technical Activities	24.0	35.5	77	47	36
N	Administrative And Support Service Activities	392.3	169.2	631	127	1327
O	Public Administration and Defence; Compulsory Social Security	524.8	431.1	2693	68	81
P	Education	696.2	60.0	45	367	100
Q	Human Health And Social Work Activities	32.0	185.4	36	79	54
R	Arts, Entertainment And Recreation	0.0	100.0	20	280	20
S	Other Service Activities	26.9	86.5	56	25	17
T	Activities Of Households as Employers; Undifferentiated Goods and Services producing Activities Of Households For Own Use	0.0	200.0	14400	0	0
U	Activities Of Extraterritorial Organizations And Bodies	211.4	74.0	4	133	94
	Total	432.1	279.6	1531	123	98

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

5.2. Job Opportunity Indices by Occupation

There was a marked drop in Job Opportunities in most occupations across the economic activities. The highest growth in the reference period was reported in Elementary Occupations (447) followed by Craft and Related Trades Workers (317) and Secretarial, Clerical Services and Related Workers (254). During this period the aggregate index was 98.

Table 4. Job Opportunity Indices by Occupation

KNOCS CODE	Major Occupational Group	June 2015 Index	September 2015 Index	December 2015 Index	March 2016 Index	June 2016 Index
1	Legislators, Administrators And Managers	41.2	76.8	37	72	48
2	Professionals	132.3	368.3	56	106	106
3	Technicians And Associate Professionals	640.6	673.9	9273	155	119
4	Secretarial, Clerical Services And Related Workers	1177.2	133.7	265	1433	254
5	Service Workers , Shop And Market Sales Workers	2645.3	25.4	11	29	98
6	Skilled Farm, Fishery, Wildlife And Related Workers	1120.9	1.2	2	5	2
7	Craft And Related Trades Workers	166.7	233.3	161	206	317
8	Plant And Machine Operators And Assemblers	360	160	112	392	104
9	Elementary Occupations	563.2	110.5	1426	1005	447
	Grand Total	432.1	279.6	1537	123	98

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

6.0. LABOUR MARKET ANALYSIS

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

- During the period under review, the labour market required Bachelor's Degree holders in most occupations.
- Highly demanded occupations were Professionals; Technicians and Associate Professionals.
- The highest growth in the reference period was reported in Elementary Occupations; Craft and Related Trades Workers followed by Secretarial, Clerical Services and Related Workers.

7.0. APPENDIX

Table 1A: Distribution of Vacancies by Economic Activity

A	AGRICULTURE, FORESTRY AND FISHING	Vacancies	Percentage
01	Crop and animal production, hunting and related service activities	16	0.35
C	MANUFACTURING		
10	Manufacture of food products	28	0.61
11	Manufacture of beverages	13	0.28
13	Manufacture of textiles	10	0.22
15	Manufacture of leather and related products	1	0.02
18	Printing and reproduction of recorded media	23	0.50
20	Manufacture of chemicals and chemical products	3	0.07
21	Manufacture of pharmaceuticals, medicinal chemical and botanical products	2	0.04
23	Manufacture of other non-metallic mineral products	2	0.04
25	Manufacture of fabricated metal products, except machinery and equipment	3	0.07
26	Manufacture of computer, electronic and optical products	1	0.02
29	Manufacture of motor vehicles, trailers and semi-trailers	5	0.11
D	ELECTRICITY		
35	Electricity, gas, steam and air conditioning supply	35	0.76
E	WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION		
36	Water collection, treatment and supply	34	0.74
F	CONSTRUCTION		
42	Civil engineering	30	0.65
45	Wholesale and retail trade and repair of motor vehicles and motorcycles	1	0.02
46	Wholesale trade, except of motor vehicles and motorcycles	11	0.24
47	Retail trade, except of motor vehicles and motorcycles	8	0.17
H	TRANSPORTATION AND STORAGE		
49	Land transport and transport via pipelines	188	4.08
50	Water transport	1	0.02
51	Air transport	41	0.89
52	Warehousing and support activities for transportation	2	0.04
53	Postal and courier activities	1	0.02
55	Accommodation	14	0.30
56	Accommodation	4	0.09
J	INFORMATION AND COMMUNICATION		
58	Publishing activities	16	0.35
60	Programming and broadcasting activities	7	0.15
61	Telecommunications	1	0.02

62	Computer programming, consultancy and related activities	5	0.11
63	Information service activities	7	0.15
K	FINANCIAL AND INSURANCE ACTIVITIES		
64	Financial service activities, except insurance and pension funding	203	4.41
65	Insurance, reinsurance and pension funding, except compulsory social security	38	0.83
66	Activities auxiliary to financial service and insurance activities	4	0.09
L	REAL ESTATE ACTIVITIES		
68	Real estate activities	31	0.67
M	PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES		
69	Legal and accounting activities	2	0.04
70	Activities of head offices; management consultancy activities	26	0.56
72	Scientific research and development	10	0.22
75	Veterinary activities	6	0.13
N	ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES		
78	Employment activities	35	0.76
80	Security and investigation activities	309	6.71
82	Office administrative, office support and other business support activities	1	0.02
O	PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY		
84	Public administration and defence; compulsory social security	2142	46.52
P	EDUCATION		
85	Education	682	14.81
Q	HUMAN HEALTH AND SOCIAL WORK ACTIVITIES		
86	Human health activities	95	2.06
88	Social work activities without accommodation	1	0.02
R	ARTS, ENTERTAINMENT AND RECREATION		
93	Sports activities and amusement and recreation activities	2	0.04
S	OTHER ACTIVITIES		
94	Activities of membership organizations	9	0.20
U	ACTIVITIES OF EXTRATERRITORIAL ORGANIZATIONS AND BODIES		
99	Activities of extraterritorial organizations and bodies	387	8.41
V	ECONOMIC ACTIVITY NOT STATED		
100	Economic Activity not stated	108	2.35
	Grand Total	4604	

Table 2A: Vacancies by Major and Minor Occupational Group

KNOCS Code	OCCUPATIONAL GROUPS	VACANCIES	PERCENT
1	Legislators, Administrators And Managers	726	15.77
113	Directors And Chief Executives	1	0.02
121	Government Administrators	146	3.17
122	Senior Official of Special Interest Organization	52	1.13
131	Directors And Chief Executives	98	2.13
132	Specialised Departmental Managers	286	6.21
133	Other Departmental Managers	24	0.52
141	Non-Departmental Managers	80	1.74
151	Other Administrators And Managers	39	0.85
2	Professionals	2196	47.70
211	Physicists And Related Professionals	1	0.02
212	Business And Public Service Middle Level Personnel	2	0.04
221	Mathematicians And Related Professionals	6	0.13
222	Statisticians	4	0.09
223	Computing Professionals	67	1.46
224	Computing Professionals	5	0.11
231	Architects And Town Planners	19	0.41
232	Surveyors And Cartographers	6	0.13
233	Civil Engineers	41	0.89
234	Mechanical Engineers	17	0.37
235	Chemical Engineers And Technologists	67	1.46
236	Medical Assistants And Clinical Officers	1	0.02
237	Electrical, Electronics And Telecommunications Engineers	318	6.91
238	Production And Related Engineers	15	0.33
241	Health Professionals	45	0.98
242	Nursing And Mid-Wifery Professionals	601	13.05
243	Life Science Professionals	15	0.33
244	Agriculturalists And Related Professionals	9	0.20
251	universities and Post Secondary Teachers/Lecturers	407	8.84
252	Secondary And Technical Institute Teachers And Instructors	98	2.13
253	Special Education Teaching Professionals	2	0.04
254	Education Methods Advisers And Assessors	7	0.15
259	Other Teaching Professionals	9	0.20
261	Lawyers	147	3.19
262	Jurists/Judges	2	0.04
271	Economists	51	1.11
272	Psychologists	1	0.02

279	Other Social Science And Related Professionals	19	0.41
281	Accountants, Auditors And Tax Assessors	117	2.54
282	Personnel And Occupational Professionals	27	0.59
289	Other Business Professionals	23	0.50
291	Archivists, Librarians And Related Professionals	27	0.59
293	Authors, Journalists And Related Professionals	21	0.46
3	Technicians And Associate Professionals	904	19.64
311	Technical Draughtsmen	1	0.02
312	Civil Engineering And Related Technicians	13	0.28
313	Mechanical Engineering And Related Technicians	30	0.65
315	Electrical Engineering Technicians	35	0.76
316	Electronics And Telecommunications Engineering Technicians	11	0.24
318	photographers,Image and sound recording equipment controllers	2	0.04
321	auxillary nures	4	0.09
322	Medical Assistants And Clinical Officers	117	2.54
323	Sanitarians	25	0.54
324	Optometrists And Opticians	3	0.07
326	Physiotherapists And Related Associate Professionals	15	0.33
328	Pharmaceutical Assistants	20	0.43
329	Other Associate Medical, Nursing And Nutrition Workers	42	0.91
331	Other Associate Medical, Nursing And Nutrition Workers	12	0.26
	physical and chemical science technicians	2	0.04
332	Life Science Technicians	33	0.72
333	Agronomy And Forestry Technicians	3	0.07
334	Farming Advisors	2	0.04
337	Farming Advisors	1	0.02
343	aircarft pilots and related workers	20	0.43
351	security and finance dealers	1	0.02
352	Insurance Brokers And Agents	9	0.20
354	Business Services Agents	93	2.02
355	Buyers, Appraisers And Auctioneers	3	0.07
361	Police Inspectors, Detectives, Customs And Border Officials	17	0.37
362	Government Tax And Excise Officials	9	0.20
363	Welfare And Pensions Officials	2	0.04
364	Government Licensing Officials	77	1.67
365	Business And Public Service Middle Level Personnel	185	4.02
366	Statistical And Planning Officials	6	0.13
367	Fisheries, Wildlife And Tourist Officials	7	0.15
368	Lands, Agricultural And Livestock Officials	24	0.52
369	Other Middle Level Personnel	8	0.17
371	Primary Education Teachers	23	0.50

372	Pre-Primary Education Teachers	10	0.22
	Social Workers And Helpers	1	0.02
373	Other Teacher/Instructors	2	0.04
392	Social Advisers and Helpers	11	0.24
393	Athletics / Sportsmen and Related Workers	7	0.15
394	Decorators And Commercial Designers	1	0.02
398	Safety, Health And Quality Inspectors/ Controllers	11	0.24
399	Mechanical, Electrical, Building And Fire Inspectors	6	0.13
4	Secretarial, Clerical Services And Related Workers	234	5.08
411	Secretaries, Stenographers And Typists	18	0.39
412	Office Machine Operators	1	0.02
413	Numerical Clerks	14	0.30
414	Material Recording And Transport Clerks	4	0.09
415	Library, Mail And Related Clerks	2	0.04
417	General Office Clerks	105	2.28
421	Cashiers, Telers and Related Clerks	82	1.78
422	Information Clerks	11	0.24
	Secretaries, Stenographers And Typists	1	0.02
5	Service Workers , Shop And Market Sales Workers	373	8.10
512	Shop Assistant and demonstrators	1	0.02
522	undertakers and embalmers	16	0.35
524	Protective Service Workers	315	6.84
531	House Stewards And Housekeepers	21	0.46
532	Cooks And Other Catering Service Workers	16	0.35
533	Waiters And Bartenders	4	0.09
6	Skilled Farm, Fishery, Wildlife And Related Workers	2	0.04
611	Field Crop, Vegetable And Horticultural Farm Workers	2	0.04
7	Craft And Related Trades Workers	57	1.24
712	Building Trades Workers	20	0.43
721	Mechanical Engineering And Related Technicians	1	0.02
	Metal Moulders, Welders, Structural-Metal Preparers And Related Trades Workers	6	0.13
722	Blacksmiths, Toolmakers and related trade workers	2	0.04
723	Machinery Mechanics And Fitters	3	0.07
724	Electrical Equipment Fitters And Installers	2	0.04
725	Electronic Equipment Fitters And Servicers	1	0.02
752	Bakers, Pastry-Cooks And Confectionery Makers	10	0.22
758	Other Food Processing And Related Workers	2	0.04
765	Secretaries, Stenographers And Typists	1	0.02
773	Tailors Dressmakers and Related Workers	8	0.17
8	Plant And Machine Operators And Assemblers	26	0.56
812	Mining Plant Operators	3	0.07

842	chemical heat treating plant operators	2	0.04
852	Steam Turbine, Boiler And Engine Operators	1	0.02
882	Motor Vehicle Drivers	15	0.33
884	Shipdeck crews and related workers	2	0.04
894	Textile,Bleaching and Machine operators	1	0.02
899	Plant And Machine Operators And Assemblers Not Elsewhere Classified	2	0.04
9	ELEMENTARY OCCUPATIONS	85	1.85
913	Cleaners, Launderers And Domestic Workers	5	0.11
914	Building Caretakers	3	0.07
915	Fishery, Hunting And Trapping Labourers	1	0.02
	Messengers, Porters, Watchmen And Related Workers	70	1.52
923	Fishery, Hunting And Trapping Labourers	1	0.02
932	Construction And Maintenance Labourers	2	0.04
999	Athletes,Sportspersons And Other Related Workers	1	0.02
	Grand Total	4604	100.00

Table 3A: Vacancies by Skill and Level of Education Demanded

ISIC Code	Skills	Not Stated	Certificate	Diploma	Higher Diploma	Bachelor's Degree	Post Graduate Diploma	Master's Degree	Doctorate (Phd)	Other	Certificate	Total
10	Basic General Programmes	6	135	5					39	1	6	192
14	Education	5	5	71		39	20	87	125	2		354
21	Arts	3	1	1		8			4			17
22	Humanities	3	1	6	300	42		27	5	2		386
31	Social Sciences	2	1	4		172	3	39	3			224
32	Journalism and Information	1	2	17		28		5	2			55
34	Business and Administration	153	31	48		673	4	120	38	32		1099
38	Law	103	2	2		55	3	106				271
42	Life Sciences			9		6		1	9	2		27
44	Physical Sciences	5		5	1	9		13		1		34
46	Mathematics and Sciences					18		3	1			22
48	Computing	6	2	47		81	2	38	10	3		189
52	Engineering and Engineering Trades	34	15	357	5	76		15	11	4	1	515
54	Manufacturing and Processing		11	3		1						15
58	Architecture and Building		1	11	2	54		8	2			78
62	Agriculture, Forestry and Fishery	11		7		16		12				46
64	Veterinary	1	6	8		8		2			1	26

ISIC Code	Skills	Not Stated	Certificate	Diploma	Higher Diploma	Bachelor's Degree	Post Graduate Diploma	Master's Degree	Doctorate (Phd)	Other	Certificate	Total
72	Health	18	253	317	111	109	1	37	10	1		857
76	Social Services	1		10		4		11				26
81	Personal Services	3	15	15		14		2	1			50
84	Transport Services	12		1		2						15
85	Environmental Protection			2		6		1				9
86	Security Services		3	4		19		1		2		29
99	Certificate Not Elsewhere Classified	2		10		4		11				27
	Grand Total	368	521	972	422	1441	33	529	260	50	8	4604

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	Grand Total
BARINGO	5	17	12	4	4	2					40
BOMET		1									1
BUNGOMA		2									2
EAC	59	31	12			4		2	4	1	113
ELGEYO MARAKWET	7										7
EMBU	7	62	3	1	1	1			3		77
GARISSA	4	51									55

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	Grand Total
HOMA BAY	3	10	1								14
ISIOLO			1								1
KAJIADO	7										7
KAKAMEGA	6	9	4			1			1		21
KERICHO		13	88	1	1						102
KIAMBU	23	19	9	4	4	1		10	2		68
KILIFI	12	68	15					3	3	63	164
KIRINYAGA	2	14				1		1			18
KISII	2	4	3								9
KISUMU	15	48	24	1	1	3				1	92
KITUI	4	59	1			1		3		1	69

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	Grand Total
LAIKIPIA	1	2									3
LAMU								1			1
MACHAKOS	1	16									17
MAKUENI	16		3								19
MARSABIT			1								1
MERU	2	3	1								6
MIGORI	1	201	92			6					300
MOMBASA	85	22	9	1	1	2		1	4	2	126
MURANGA	6	21	11	1	1			4		4	47
NAIROBI	412	782	563	142	143	346	2	29	9	13	2299
NAKURU	2	53	7	1	1	3					66

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	Grand Total
NANDI	1	281									282
NAROK	1	78	2								81
NYAMIRA	6	2	14								22
NYANDARUA		1	9			1					11
NYERI	7	6	4								17
OUTSIDE EAC	10	13	10					3			36
SIAYA	2										2
TAITA TAVETA	1		1	77	77						79
TANA RIVER	1										1
TRANS-NZOIA	4	3	1			1					9
TURKANA	2		1								3

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	Grand Total
UASIN GISHU	6	301	2								309
VIHIGA	3	2		1	1						6
WAJIR		1									1
Grand Total	726	2196	904	234	235	373	2	57	26	85	4604

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

KNOCS Codes	Occupation	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Other	Not Stated	Total	Percentage
1	Legislators, Administrators and Managers	21	134	27	401	1	40	43	5	54	726	15.77
113	Directors And Chief Executives						1				1	0.02
121	Government Administrators	5	55	1	64	1	4	2		14	146	3.17
122	Senior Official of Special Interest Organization		9	4	25		4	1	1	8	52	1.13
123	Directors And Chief Executives				1						1	0.02
131	Directors And Chief Executives	7	12	20	42		9		1	6	97	2.11
132	Specialised Departmental Managers	7	32	2	187		12	27	2	17	286	6.21
133	Other Departmental Managers		3		15		2	2		2	24	0.52

KNOCS Codes	Occupation	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Other	Not Stated	Total	Percentage
141	Non-Departmental Managers	1	14		48		4	8	1	4	80	1.74
151	Other Administrators And Managers	1	9		19		4	3		3	39	0.85
2	Professionals	227	340	5	547	313	411	259	30	64	2196	47.70
211	Physicists And Related Professionals	1									1	0.02
212	Business and Public Service Middle Level Personnel				1					1	2	0.04
221	Mathematicians And Related Professionals		2		4						6	0.13
222	Statisticians		1		2		1				4	0.09
223	Computing Professionals	5	21		34	2	2	1	1	1	67	1.46
224	Computing Professionals	1	1		1		1	1			5	0.11

KNOCS Codes	Occupation	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Other	Not Stated	Total	Percentage
231	Architects And Town Planners			2	7		5	1		4	19	0.41
232	Surveyors and Cartographers	1			2		3				6	0.13
233	Civil Engineers	2	2	1	22	1	11	1	1		41	0.89
234	Mechanical Engineers		2		7		5	2	1		17	0.37
235	Chemical Engineers and Technologists		9		12	7	38			1	67	1.46
236	Medical Assistants and Clinical Officers				1						1	0.02
237	Electrical, Electronics And Telecommunications Engineers		5		11	300	1			1	318	6.91
238	Production And Related Engineers	1					6	8			15	0.33
241	Health Professionals		2		23		6	3	5	6	45	0.98

KNOCS Codes	Occupation	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Other	Not Stated	Total	Percentage
242	Nursing And Mid-Wifery Professionals		12		202	1	184	200		2	601	13.05
243	Life Science Professionals				7			1	5	2	15	0.33
244	Agriculturalists and Related Professionals		1		5		3				9	0.20
251	Universities and Post-Secondary Teachers/Lecturers	206	113		49		9	2	14	14	407	8.84
252	Secondary And Technical Institute Teachers And Instructors		2		21		57	16		1	97	2.11
253	Special Education Teaching Professionals	1			1						2	0.04

KNOCS Codes	Occupation	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Other	Not Stated	Total	Percentage
254	Education Methods Advisers and Assessors	2			3	1	1				7	0.15
259	Other Teaching Professionals		1		7		1				9	0.20
261	Lawyers	1	121		13		5	4		3	147	3.19
262	Jurists/Judges				2						2	0.04
271	Economists		13		16		16	4		2	51	1.11
272	Psychologists				1						1	0.02
279	Other Social Science And Related Professionals				1		10			8	19	0.41
281	Accountants, Auditors And Tax Assessors	2	13	2	57	1	25	10	1	6	117	2.54
282	Personnel And Occupational Professionals	1	2		16		1	1		6	27	0.59

KNOCS Codes	Occupation	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Other	Not Stated	Total	Percentage
289	Other Business Professionals	2	7		9		2			3	23	0.50
291	Archivists, Librarians And Related Professionals		2		3		17	2	2	1	27	0.59
293	Authors, Journalists And Related Professionals	1	8		7		1	2		2	21	0.46
3	Technicians And Associate Professionals	4	45		339	105	163	117	7	124	904	19.64
311	Technical Draughtsmen				1						1	0.02
312	Civil Engineering And Related Technicians				7		3		1	2	13	0.28
313	Mechanical Engineering And Related Technicians	1	1		7	1	18	2			30	0.65

KNOCS Codes	Occupation	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Other	Not Stated	Total	Percentage
315	Electrical Engineering Technicians				5	1	14	15			35	0.76
316	Electronics And Telecommunications Engineering Technicians		8				2	1			11	0.24
318	photographers, image and sound recording equipment controllers				2						2	0.04
321	Auxillary nurses		1		2		1				4	0.09
322	Medical Assistants And Clinical Officers				2	101	13			1	117	2.54
323	Sanitarians				1		1	20		3	25	0.54
324	Optometrists And Opticians						3				3	0.07
326	Physiotherapists And Related Associate Professionals				3		12				15	0.33

KNOCS Codes	Occupation	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Other	Not Stated	Total	Percentage
328	Pharmaceutical Assistants				1	1	15	1		2	20	0.43
329	Other Associate Medical, Nursing And Nutrition Workers				9		12	21			42	0.91
331	Other Associate Medical, Nursing And Nutrition Workers	1			10		2				13	0.28
332	Life Science Technicians		1		1		30			1	33	0.72
333	Agronomy And Forestry Technicians				2			1			3	0.07
334	Farming Advisors						2				2	0.04
337	Farming Advisors		1								1	0.02
343	aircraft pilots and related workers		1		3		3			13	20	0.43
351	security and finance dealers				1						1	0.02

KNOCS Codes	Occupation	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Other	Not Stated	Total	Percentage
352	Insurance Brokers And Agents				9						9	0.20
354	Business Services Agents		1		11		2	2	2	75	93	2.02
355	Buyers, Appraisers And Auctioneers		2					1			3	0.07
361	Police Inspectors, Detectives, Customs And Border Officials				1		2	14			17	0.37
362	Government Tax And Excise Officials		1		8						9	0.20
363	Welfare And Pensions Officials				2						2	0.04
364	Government Licensing Officials				77						77	1.67

KNOCS Codes	Occupation	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Other	Not Stated	Total	Percentage
365	Business And Public Service Middle Level Personnel	2	15		125		9	25	3	6	185	4.02
366	Statistical And Planning Officials		2		4						6	0.13
367	Fisheries, Wildlife And Tourist Officials									7	7	0.15
368	Lands, Agricultural And Livestock Officials				5		3	5		11	24	0.52
369	Other Middle Level Personnel		1		5			1		1	8	0.17
371	Primary Education Teachers				12		4	4	1	2	23	0.50
372	Pre-Primary Education Teachers						10				10	0.22
373	Other Teacher/Instructors		1		1						2	0.04

KNOCS Codes	Occupation	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Other	Not Stated	Total	Percentage
392	Social Advisers and Helpers				9			3			12	0.26
393	Athletics / Sportsmen and Related Workers		4		3						7	0.15
394	Decorators And Commercial Designers				1						1	0.02
398	Safety, Health And Quality Inspectors/ Controllers		5		6						11	0.24
399	Mechanical, Electrical, Building And Fire Inspectors				3	1	2				6	0.13
4	Secretarial, Clerical Services And Related Workers	1	4		110		8	5	1	105	234	5.08
411	Secretaries, Stenographers And Typists		2		9		3	2			16	0.35

KNOCS Codes	Occupation	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Other	Not Stated	Total	Percentage
412	Office Machine Operators				1						1	0.02
413	Numerical Clerks	1	1		9		1	1		1	14	0.30
414	Material Recording And Transport Clerks				3		1				4	0.09
415	Library, Mail And Related Clerks				2						2	0.04
417	General Office Clerks				4				1	100	105	2.28
421	Cashiers, Tellers and Related Clerks				79		1			2	82	1.78
422	Information Clerks		1		3		2	4		2	12	0.26
5	Service Workers , Shop And Market Sales Workers	1	3		13		337	11		8	373	8.10
512	Shop Assistant and demonstrators						1				1	0.02

KNOCS Codes	Occupation	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Other	Not Stated	Total	Percentage
522	undertakers and embalmers						10	6			16	0.35
524	Protective Service Workers		2		5		306			2	315	6.84
531	House Stewards And Housekeepers	1			1		13	3		3	21	0.46
532	Cooks And Other Catering Service Workers				7		7			2	16	0.35
533	Waiters And Bartenders		1					2		1	4	0.09
6	Skilled Farm, Fishery, Wildlife And Related Workers				1				1		2	0.04
611	Field Crop, Vegetable And Horticultural Farm Workers				1				1		2	0.04

KNOCS Codes	Occupation	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Other	Not Stated	Total	Percentage
7	Craft And Related Trades Workers	5	1		19	3	8	20		1	57	1.24
712	Building Trades Workers	5					3	12			20	0.43
721	Mechanical Engineering And Related Technicians				4	2	1				7	0.15
722	Blacksmiths, Toolmakers and related trade workers				2						2	0.04
723	Machinery Mechanics And Fitters		1		1			1			3	0.07
724	Electrical Equipment Fitters And Installers					1		1			2	0.04
725	Electronic Equipment Fitters And Servicers				1					1	2	0.04
752	Bakers, Pastry-Cooks And Confectionery Makers				10						10	0.22

KNOCS Codes	Occupation	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Other	Not Stated	Total	Percentage
758	Other Food Processing And Related Workers						2				2	0.04
765	Secretaries, Stenographers And Typists				1						1	0.02
773	Tailors Dressmakers and Related Workers						2	6			8	0.17
8	Plant And Machine Operators And Assemblers	1	1		7		3	5	1	8	26	0.56
812	Mining Plant Operators							3			3	0.07
842	chemical heat treating plant operators						2				2	0.04
852	Steam Turbine, Boiler And Engine Operators				1						1	0.02

KNOCS Codes	Occupation	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Other	Not Stated	Total	Percentage
882	Motor Vehicle Drivers	1	1		3		1	2	1	6	15	0.33
884	Ship deck crews and related workers									2	2	0.04
894	Textile, Bleaching and Machine operators				1						1	0.02
899	Plant And Machine Operators And Assemblers Not Elsewhere Classified				2						2	0.04
9	Elementary Occupations		1	1	4		2	68	5	4	85	1.85
913	Cleaners, Launderers And Domestic Workers								3	2	5	0.11
914	Building Caretakers						1	1			2	0.04

KNOCS Codes	Occupation	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Other	Not Stated	Total	Percentage
915	Fishery, Hunting And Trapping Labourers				1		1	67	2		71	1.54
923	Fishery, Hunting And Trapping Labourers				1						1	0.02
932	Construction And Maintenance Labourers				2						2	0.04
999	Athletes, Sports persons and Other Related Workers		1	1						2	4	0.09
Grand Total		260	529	33	1441	422	972	529	50	368	4604	100.00
Percentage		5.65	11.49	0.72	31.30	9.17	21.11	11.49	1.09	7.99	100	2.17