



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

**JOB OPPORTUNITY ANALYSIS  
(July-September, 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 by economic sectors, occupational categories, skills requirement and regional distribution of the vacancies advertised.

## **2.0 OBJECTIVES AND USES OF JOB OPPORTUNITY ANALYSIS**

The Job Opportunity Analysis (JOA) has a general objective of monitoring vacancies that occur in the economy and presenting that information in terms of the 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 July -September, 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 Use 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 (ISIC) 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 July- September; 2015. The summaries are vacancies advertised by economic activity, major occupational group, terms of service, skill area and levels of education and by counties. During the reference period, an estimated 13,176 job openings were advertised in different economic activities.

#### 4.1. Distribution of Vacancies by Economic Activity

Job opportunities occur within certain economic activities<sup>1</sup> of the economy. Therefore, for any meaningful analysis of the job opportunities, economic activity where these jobs openings occurred must be monitored. Vacancies were grouped into 21 economic categories as per ISIC classification.

Table 1 below shows that Public administration; defense and compulsory social security activities recorded over 80% of the jobs advertised in the reference period. This shows that the government both at the national and county levels advertised more jobs than all other sectors combined. **(see Appendix 1A)**

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

<b>ISIC Code</b>	<b>Economic Activity</b>	<b>Percentage Distribution</b>
A	Agriculture, Forestry and Fishing	0.3
B	Mining and Quarrying	0.0
C	Manufacturing	0.3
D	Electricity, Gas, Steam and Air Conditioning Supply	0.3
E	Water Supply; Sewerage, Waste Management and Remediation	0.1
F	Construction	0.3
G	Wholesale and Retail Trade; Repair Of Motor Vehicles and Motorcycles	1.2
H	Transportation and Storage	0.3
I	Accommodation And Food Service Activities	0.2

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

<b>ISIC Code</b>	<b>Economic Activity</b>	<b>Percentage Distribution</b>
J	Information and Communication	0.3
K	Financial and Insurance Activities	1.1
L	Real Estate Activities	0.1
M	Professional, Scientific And Technical Activities	0.3
N	Administrative And Support Service Activities	0.3
O	Public Administration and Defence; Compulsory Social Security	86.1
P	Education	3.1
Q	Human Health And Social Work Activities	2.5
R	Arts, Entertainment And Recreation	0.0
S	Other Service Activities	0.3
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	2.3
XXX	Not Stated	0.5
	Total	100.0

#### 4.2. Vacancies by Major Occupational groups

This report provides analytical trends on occupations demanded by job openings. More than 80 percent of occupations in demand were in major groups- Professionals (47.49%); and Technicians and Associate Professionals (38.76%). These occupations require higher level of skills and training **(See Appendix 2A)**

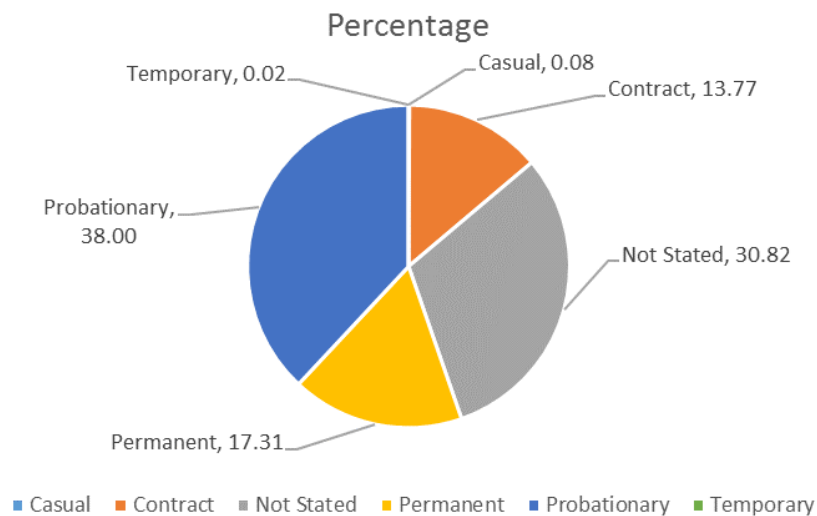
**Table 2: Distribution of Estimated Vacancies by Major Occupational Group**

<b>KNOCS CODE</b>	<b>Major Occupational Group</b>	<b>Percentage Distribution</b>
1	Legislators, Administrators and Managers	8.84
2	Professionals	47.49
3	Technicians and Associate Professionals	38.76
4	Secretarial, Clerical Services and Related Workers	0.93
5	Service Workers , Shop and Market Sales Workers	0.74
6	Skilled Farm, Fishery, Wildlife and Related Workers	0.01
7	Craft and Related Trades Workers	0.32
8	Plant And Machine Operators And Assemblers	0.30
9	Elementary Occupations	0.16
10	Occupations Not Elsewhere Classified	2.44
	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 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 31 percent (permanent and pensionable and contract terms).

**Figure 1: Distribution of Estimated Vacancies by Terms of Service**

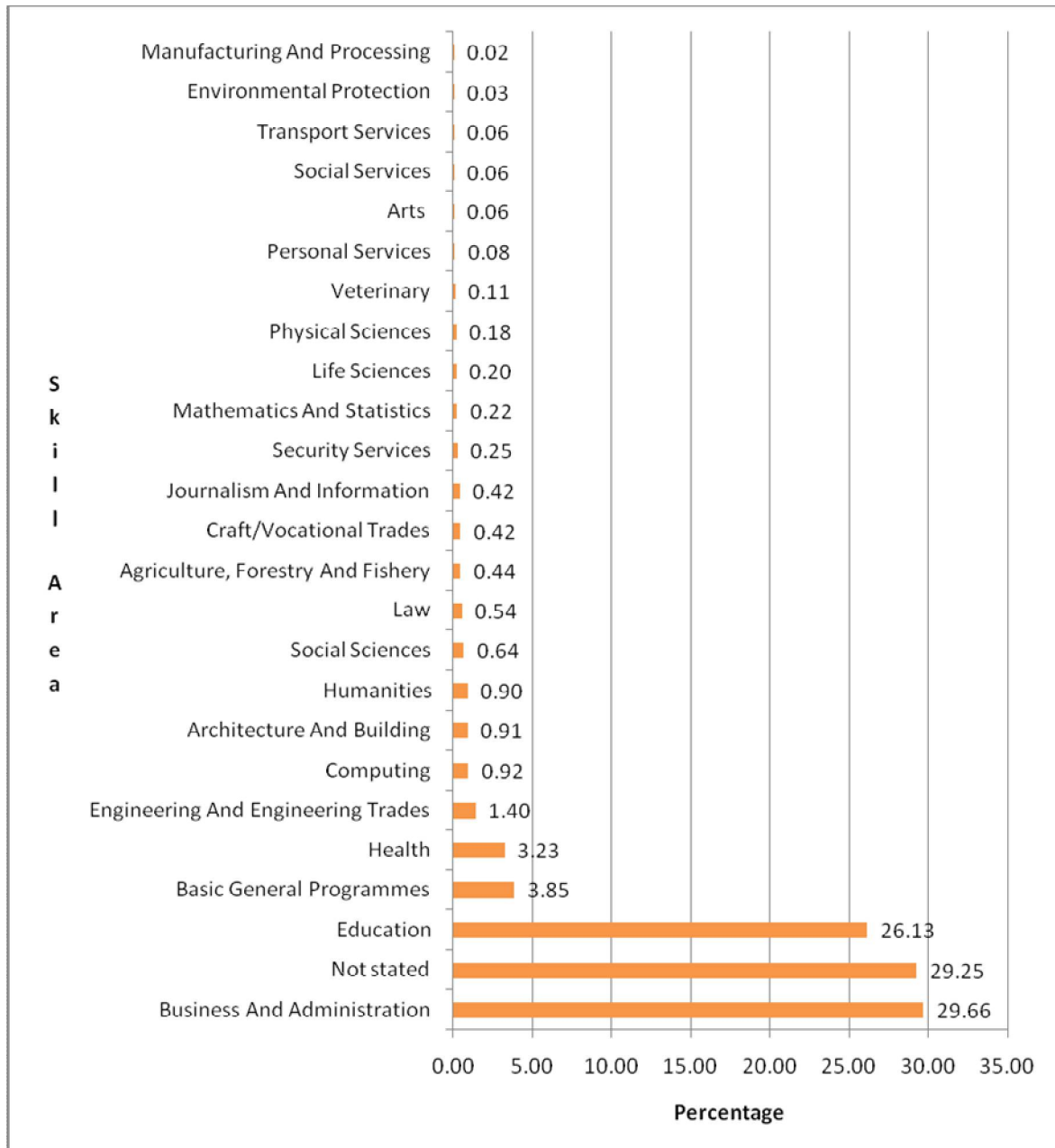


#### **4.4. Vacancies by Skill Area and Level of Education.**

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

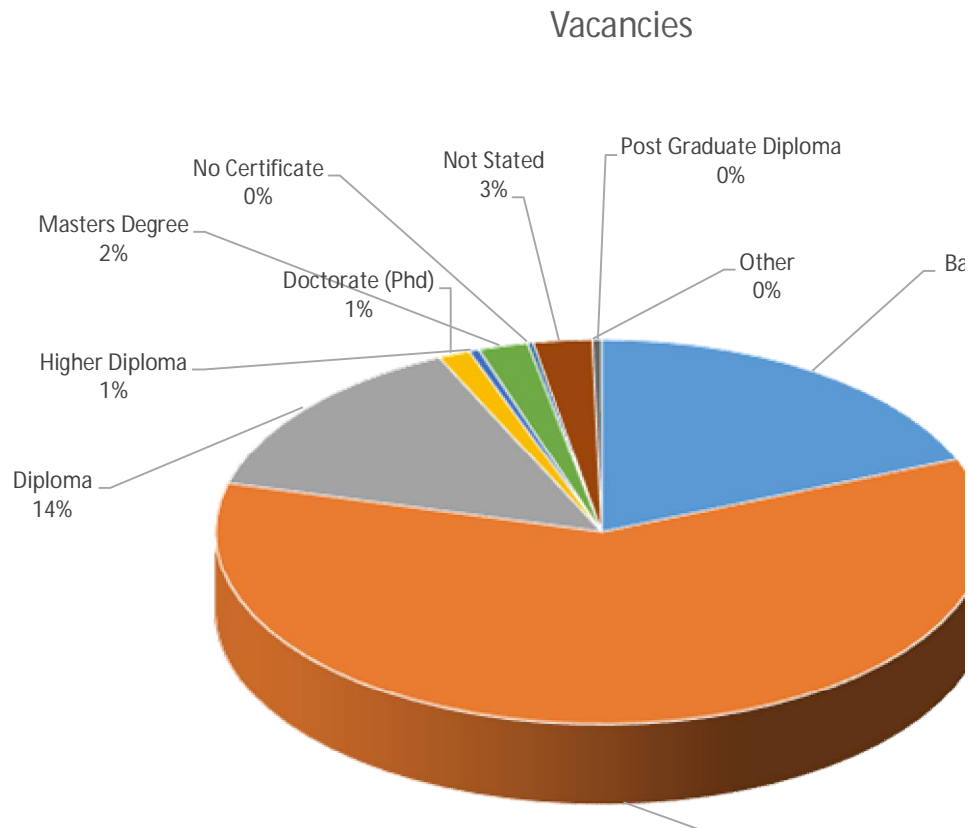
Figures 2 and 3 provide information on skill areas and levels of education respectively. Business 29.7 percent and education 26.1 percent had the highest openings of jobs while certificate level training was the highest demanded by employers with 60 percent. However it is also important to note that a number of jobs advertised did not specify the skills requirement 3 percent **(See Appendix 3A)**

**Figure 2: Distribution of Estimated Vacancies by Skill Area**





**Figure3: Distribution of Estimated Vacancies by Level of Education**



#### **4.5. Vacancies by County and Major Occupational Group**

In the new constitutional dispensation, all analysis needs to reflect the County dimension. In this report, vacancies advertised were analyzed on the basis of County where the vacancy arose and the major occupation. From the analysis, Nairobi County (79%) had the highest number of advertised vacancies, with Legislators, Administrators and Managers registering 9.2 %, Professionals 52% and Technicians and Associate Professionals 35% of all advertised vacancies in Nairobi. In Muranga, Baringo, Bungoma and Busia Counties, only one (1) vacancy was advertised. **(See appendix 4A)**

#### **4.6. Vacancies by Occupational Group and Educational Award**

Knowing the qualifications demanded by employers is very important for those searching for a job and even guardians of those undertaking training. During the reference period, Certificate award was the most demanded educational award at 60.3 percent, followed by bachelor's degree at 18.8 percent and diploma at 14 percent. Post graduate diploma was the least demanded at 0.01 percent. Certificate award was mainly demanded by Professionals at 53 percent, followed by Technicians and Associate Professionals at 44.2 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. For the purpose of computing this JOI, the baseline was set at 100 as at January - March 2015 report.

### 5.1. JOI in all Economic Activities

Table 3 presents job opportunity indices for the period July-September, 2015. From the analysis, there was a significant growth in Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles (687), Electricity, Gas, Steam and Air Conditioning Supply (525) and Public Administration and Defence, Compulsory Social Security (431.1). However, there was no change realized in Arts, Entertainment and Recreation, and Mining and Quarrying. Although there was an overall improvement in the aggregate Job Opportunity index (279.6), ten (10) economic activities registered a decline with Professional, Scientific and Technical Activities registering the most decline (35.5).

**Table 3. Job Opportunity Indices by Economic Activities- To be revised**

<b>ISIC Code</b>	<b>Economic Activity</b>	<b>June 2015 Index</b>	<b>September 2015 Index</b>
A	Agriculture, Forestry and Fishing	0	82.2
B	Mining and Quarrying	0	100.0
C	Manufacturing	51.1	45.6
D	Electricity, Gas, Steam and Air Conditioning Supply	150.0	525.0
E	Water Supply; Sewerage, Waste Management and Remediation	53.8	38.5
F	Construction	21.7	187.0
G	Wholesale and Retail Trade; Repair of Motor	208.7	687.0

<b>ISIC Code</b>	<b>Economic Activity</b>	<b>June 2015 Index</b>	<b>September 2015 Index</b>
	Vehicles and Motorcycles		
H	Transportation and Storage	131.2	38.7
I	Accommodation and Food Service Activities	80.0	115.0
J	Information and Communication	156.4	87.2
K	Financial and Insurance Activities	56.6	67.0
L	Real Estate Activities	12.5	187.5
M	Professional, Scientific and Technical Activities	24.0	35.5
N	Administrative and Support Service Activities	392.3	169.2
O	Public Administration and Defence; Compulsory Social Security	524.8	431.1
P	Education	696.2	60.0
Q	Human Health and Social Work Activities	32.0	185.4
R	Arts, Entertainment and Recreation	0.0	100.0
S	Other Service Activities	26.9	86.5
T	Activities of Households as Employers; Undifferentiated Goods and Services producing Activities of Households for own use	0.0	200.0
U	Activities of Extraterritorial Organizations and Bodies	211.4	74.0
	<b>Total</b>	<b>432.1</b>	<b>279.6</b>

**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. The highest growth in the reference period was reported in Technicians and Associated Professionals (673.9) while Skilled Farm, Fishery, Wildlife and Related Workers recorded the lowest at 1.2. Aggregate index was 279.6.

**Table 4. Job Opportunity Indices by Occupations**

<b>KNOCS CODE</b>	<b>Major Occupational Group</b>	<b>JUNE 2015 Index</b>	<b>SEPTEMBER 2015 Index</b>
1	Legislators, Administrators and Managers	41.2	76.8
2	Professionals	132.3	368.3
3	Technicians and Associate Professionals	640.6	673.9
4	Secretarial, Clerical Services and Related Workers	1177.2	133.7
5	Service Workers , Shop And Market Sales Workers	2645.3	25.4
6	Skilled Farm, Fishery, Wildlife and Related Workers	1120.9	1.2
7	Craft and Related Trades Workers	166.7	233.3
8	Plant and Machine Operators and Assemblers	360	160
9	Elementary Occupations	563.2	110.5
	<b>Grand Total</b>	<b>432.1</b>	<b>279.6</b>

**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 60 percent of all vacancies advertised (**see figure 3**)
- Highly demanded occupations were in major group of Professionals: Technicians and Associate Professionals.
- According to ILO, percentage of persons in '*precarious employment*' is an important indicator of the decent work. Terms of service of Job openings advertised signaled that almost a half of jobs advertised explicitly and implicitly offered permanent and pensionable terms of employment(Job offers on probationary terms of employment with the potential of transiting to permanent and pensionable were included in this count)

## 7.0. APPENDIX

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

<b>ISIC Code</b>	<b>Actual Economic Activity</b>	<b>Vacancies</b>	<b>Percentage</b>
<b>A</b>	<b>Agriculture, Forestry And Fishing</b>		
01	Crop And Animal Production, Hunting And Related Service Activities	37	0.28
<b>B</b>	<b>Mining And Quarrying</b>		
07	Mining of metal ores	2	0.02
<b>C</b>	<b>Manufacturing</b>		
10	Manufacture of food products	9	0.07
11	Manufacture of beverages	12	0.09
12	Manufacture of tobacco products	1	0.01
18	Printing and reproduction of recorded media	10	0.08
20	Manufacture of chemicals and chemical products	7	0.05
21	Manufacture of pharmaceuticals, medicinal chemical and botanical products	1	0.01
25	Manufacture of fabricated metal products, except machinery and equipment	1	0.01
<b>D</b>	<b>Electricity, Gas, Steam And Air Conditioning Supply</b>		
35	Electricity, gas, steam and air conditioning supply	42	0.32
<b>E</b>	<b>Water Supply; Sewerage, Waste Management And Remediation Activities</b>		
36	Water collection, treatment and supply	9	0.07
39	Remediation activities and other waste management services	1	0.01
<b>F</b>	<b>Construction</b>		
41	Construction of buildings	29	0.22
42	Civil engineering	13	0.10
43	Construction of buildings	1	0.01
<b>G</b>	<b>Wholesale And Retail Trade; Repair Of Motor Vehicles And Motorcycles</b>		
45	Wholesale and retail trade and repair of motor vehicles and motorcycles	14	0.11
46	Wholesale trade, except of motor vehicles and motorcycles	4	0.03
47	Retail trade, except of motor vehicles and motorcycles	140	1.06
<b>H</b>	<b>Transportation And Storage</b>		
49	Land transport and transport via pipelines	19	0.14

51	Air transport	11	0.08
52	Warehousing and support activities for transportation	6	0.05
<b>I</b>	<b>Accommodation And Food Service Activities</b>		
55	Accommodation	22	0.17
56	Food and beverage service activities	1	0.01
<b>J</b>	<b>Information And Communication</b>		
58	Printing and reproduction of recorded media	2	0.02
18	Publishing activities	11	0.08
60	Programming and broadcasting activities	10	0.08
61	Telecommunications	7	0.05
62	Computer programming, consultancy and related activities	4	0.03
<b>K</b>	<b>Financial And Insurance Activities</b>		
64	Financial service activities, except insurance and pension funding	95	0.72
65	Insurance, reinsurance and pension funding, except compulsory social security	48	0.36
66	Activities auxiliary to financial service and insurance activities	5	0.04
<b>L</b>	<b>Real Estate Activities</b>		
68	Real estate activities	15	0.11
<b>M</b>	<b>Professional, Scientific And Technical Activities</b>		
69	Legal and accounting activities	10	0.08
70	Activities of head offices; consultancy activities	7	0.05
72	Activities of membership organizations	4	0.03
72	Scientific research and development	22	0.17
<b>N</b>	<b>Administrative And Support Service Activities</b>		
78	Employment activities	40	0.30
79	Travel agency, tour operator, reservation service and related activities	1	0.01
80	Security and investigation activities	1	0.01
82	Office administrative, office support and other business support activities	2	0.02
<b>O</b>	<b>Public Administration And Defence; Compulsory Social Security</b>		
84	Public administration and defense; compulsory social security	11341	86.08
<b>P</b>	<b>Education</b>		
85	Education	411	3.12
<b>Q</b>	<b>Human Health And Social Work Activities</b>		
86	Human health activities	326	2.47
87	Residential care activities	2	0.02
88	Social work activities without accommodation	2	0.02



<b>R</b>	<b>Arts, Entertainment And Recreation</b>		
93	Sports activities and amusement and recreation activities	1	0.01
<b>S</b>	<b>Other Service Activities</b>		
94	Activities of membership organizations	38	0.29
96	Other personal service activities	6	0.05
97	Activities of households as employers of domestic personnel	1	0.01
<b>T</b>	<b>Activities Of Households As Employers; Undifferentiated Goods And Servicesproducing Activities Of Households For Own Use</b>		
97	Activities of households as employers of domestic personnel	2	0.02
<b>U</b>	<b>Activities Of Extraterritorial Organizations And Bodies</b>		
99	Activities Of Extraterritorial Organizations And Bodies.	305	2.31
<b>V</b>	<b>Activities Not Elsewhere Classified</b>		
100	Activities Not Elsewhere Classified	65	0.49
		<b>13176</b>	<b>100.00</b>

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

<b>KNOCS Code</b>	<b>OCCUPATIONAL GROUPS</b>	<b>VACANCIES</b>	<b>PERCENT</b>
1	Legislators, Administrators and Managers		
121	Government Administrators	355	2.69
122	1Senior Officials Of Special-Interest Organizations	20	0.15
131	Directors and Chief Executives	60	0.46
132	Specialised Departmental Managers	231	1.75
141	Non-Departmental Managers	151	1.15
151	Other Administrators and Managers	24	0.18
2	Professionals		
211	Physicists and Related Professionals	4	0.03
221	Mathematicians and Related Professionals	3	0.02
222	Statisticians	22	0.17
223	Computing Professionals	56	0.42
231	Architects and Town Planners	16	0.12
232	Surveyors and Cartographers	13	0.10
233	Civil Engineers	110	0.83
234	Mechanical Engineers	21	0.16
235	Chemical Engineers and Technologists	12	0.09
236	Mining Engineers, Metallurgists and Related Technologists	2	0.02
237	Electrical, Electronics and Telecommunications Engineers	21	0.16

<b>KNOCS Code</b>	<b>OCCUPATIONAL GROUPS</b>	<b>VACANCIES</b>	<b>PERCENT</b>
238	Production and Related Engineers	2	0.02
341	Health Professionals	74	0.56
242	Nursing and Mid-Wifery Professionals	108	0.82
243	Life Science Professionals	17	0.13
251	Other administrators and managers not elsewhere classified	1023	7.76
252	Secondary and Technical Institute Teachers And Instructors	4136	31.39
254	Education Methods Advisers and Assessors	16	0.12
261	Lawyers	86	0.65
271	Economists	12	0.09
272	Psychologists	1	0.01
279	Other Social Science And Related Professionals	1	0.01
281	Accountants, Auditors and Tax Assessors	360	2.73
282	Personnel and Occupational Professionals	58	0.44
289	Other Business Professionals	25	0.19
291	Archivists, Librarians and Related Professionals	25	0.19
292	Religious Professionals	6	0.05
293	Authors, Journalists and Related Professionals	24	0.18
3	Technicians and Associate Professionals		
311	Technical Draughtsmen	10	0.08
312	Civil Engineering and Related Technicians	8	0.06
313	Mechanical Engineering and Related Technicians	23	0.17

<b>KNOCS Code</b>	<b>OCCUPATIONAL GROUPS</b>	<b>VACANCIES</b>	<b>PERCENT</b>
315	Electrical Engineering Technicians	3	0.02
316	Electronics and Telecommunications Engineering Technicians	3	0.02
318	Photographers, Image and Sound Recording Equipment Controllers	7	0.05
319	Broadcasting and Telecommunications Equipment Controllers	2	0.02
321	Auxiliary Nurses	8	0.06
322	Medical/Clinical Officers	97	0.74
323	Sanitarians	24	0.18
325	Dental Technicians	15	0.11
326	Physiotherapists and Related Associate Professionals	63	0.48
327	Veterinary Officers	1	0.01
328	Pharmaceutical Officers	212	1.61
329	Other Associate Medical, Nursing and Nutrition Workers	14	0.11
332	Life Science Technicians	25	0.19
334	Farming and Forestry Advisors	2	0.02
343	Aircraft Pilots and Related Workers	6	0.05
351	Securities and Finance Dealers	1	0.01
352	Insurance Brokers and Agents	2	0.02
353	Real Estate Agents	3	0.02
354	Business Service Agents	155	1.18

<b>KNOCS Code</b>	<b>OCCUPATIONAL GROUPS</b>	<b>VACANCIES</b>	<b>PERCENT</b>
355	Buyers, Appraisers and Auctioneers	4	0.03
361	Police Inspectors, Detectives, Customs and Border Officials	6	0.05
363	Welfare and Pension Officials	4	0.03
364	Government Licensing Officials	5	0.04
365	Business and Public Service Middle Level Personnel	246	1.87
366	Statistical, and Planning Officials	3	0.02
367	Fisheries, Wildlife and Tourist Officials	2	0.02
368	Lands, Agricultural and Livestock Officials	1	0.01
369	Other Middle Level Personnel	6	0.05
371	Primary Education Teachers	3090	23.45
372	Pre-primary Education Teachers	1041	7.90
373	Other Teacher/Instructors	1	0.01
392	Social Advisers and Helpers	6	0.05
393	Athletics / Sportsmen and Related Workers	5	0.04
395	Radio, Television and Other Announcers	1	0.01
398	Safety, Health and Quality Inspectors/Controllers	2	0.02
399	Mechanical, Electrical, Building and Fire Inspectors	1	0.01
4	Secretarial, Clerical Services and Related Workers		
411	Secretaries, Stenographers and Typists	18	0.14
413	Numerical Clerks	20	0.15
414	Material Recording and Transport Clerks	1	0.01
415	Library, Mail and Related Clerks	1	0.01

<b>KNOCS Code</b>	<b>OCCUPATIONAL GROUPS</b>	<b>VACANCIES</b>	<b>PERCENT</b>
417	General Office Clerks	77	0.58
421	Cashiers, Tellers and Related Clerks	1	0.01
422	Information Clerks	4	0.03
424	Legal/Court Clerks	1	0.01
5	Service Workers , Shop and Market Sales Workers		
512	Shop Assistants and Demonstrators	2	0.02
521	Hairdressers, Barbers, Beauticians and Related Workers	1	0.01
522	Undertakers and Embalmers	10	0.08
524	Protective Service Workers	64	0.49
531	House Stewards and Housekeepers	4	0.03
532	Cooks and Other Catering Service Workers	14	0.11
533	Waiters and Bartenders	1	0.01
542	Transport Conductors	1	0.01
6	Skilled Farm, Fishery, Wildlife and Related Workers		0.00
613	Crop and Animal Producers	1	0.01
7	Craft and Related Trades Workers		
712	Building Trades Workers	12	0.09
721	Metal Moulders, Welders, Structural-Metal Preparers and Related Trades Workers	3	0.02
723	Machinery Mechanics and Fitters	14	0.11
724	Electrical Equipment Fitters and Installers	10	0.08
741	Compositors and Type Setters	2	0.02

<b>KNOCS Code</b>	<b>OCCUPATIONAL GROUPS</b>	<b>VACANCIES</b>	<b>PERCENT</b>
745	Bookbinders and Related Workers	1	0.01
8	Service Workers , Shop and Market Sales Workers		
813	Stone, Clay, Cement and Other Mineral Products Machine Operators	1	0.01
824	Machine Tool and other Metal-working Machine Operators	6	0.05
882	Motor Vehicle Drivers	29	0.22
883	Agricultural and Materials-handling Machinery Operators	3	0.02
884	Ships' Deck Crews and Related Workers	1	0.01
9	Elementary Occupations		
913	Cleaners, Launderers and Domestic Workers	5	0.04
914	Building Caretakers	2	0.02
915	Messengers, Porters, Watchmen and Related Workers	10	0.08
921	Farm-hands and Related Labourers	2	0.02
932	Construction and Maintenance Labourers	1	0.01
934	Construction and Maintenance Labourers	1	0.01
913	Cleaners, Launderers and Domestic Workers	7	0.05
914	Building Caretakers	3	0.02
	Occupations Not Elsewhere Classified	311	2.36
999	Occupations Not Elsewhere Classified	311	2.36
	<b>Total</b>	<b>13176</b>	<b>100.00</b>

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

ISIC Code	Programme/Award	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	No Certificate	Not Stated	Other	Grand Total
1	Basic General Programmes		1		8		3	492		1	2	<b>507</b>
14	Education	57	8		676		724	1972		4	2	<b>3443</b>
21	Arts				7					1		<b>8</b>
22	Humanities	8	25	1	75	1	3	3		2		<b>118</b>
31	Social Sciences	8	22		51	1		2				<b>84</b>
32	Journalism And Information		36		12		4	1		1	1	<b>55</b>
34	Business And Administration	16	57		1028	3	85	2705		15		<b>3909</b>
38	Law	15	17		37		1			1		<b>71</b>
42	Life Sciences	12	4		10		1					<b>27</b>
44	Physical Sciences	4	4		9		2	3			2	<b>24</b>
46	Mathematics And Statistics	4	5		17		3					<b>29</b>
48	Computing	8	11		82	2	12	5		1		<b>121</b>
52	Engineering & Engineering Trades	20	17		118	9	13	8				<b>185</b>
521	Craft/Vocational Trades				1		13	41			1	<b>56</b>
54	Manufacturing And Processing				1		2					<b>3</b>



58	Architecture And Building	2	8		76	4	27	2		1		<b>120</b>
62	Agriculture, Forestry And Fishery	5			19		31	2		1		<b>58</b>
64	Veterinary	4			9		2					<b>15</b>
72	Health	4	25		61	12	293	23		8		<b>426</b>
76	Social Services	2	1		4		1					<b>8</b>
81	Personal Services		1		8		2					<b>11</b>
84	Transport Services				3		1	4				<b>8</b>
85	Environmental Protection		1		2	1						<b>4</b>
86	Security Services				7		2	23		1		<b>33</b>
99	Not Known Or Unspecified	6	33		161	23	623	2650	29	330		<b>3855</b>
<b>Grand Total</b>		<b>175</b>	<b>276</b>	<b>1</b>	<b>2480</b>	<b>56</b>	<b>1848</b>	<b>7936</b>	<b>29</b>	<b>367</b>	<b>8</b>	<b>13176</b>

**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	Service Workers, Shop and Market Sales Workers	Elementary Occupations	Occupations Not Elsewhere Classified	Grand Total
BARINGO	1										1
BOMET		6									6
BUNGOMA	1										1
BUSIA		1									1
EAC	34	5	7		3					2	51
ELGEYO MARAKWET	3	3									6
EMBU	1		2	1							4
GARISSA	2	3	1								6
HOMA BAY		2									2
KAJIADO			200								200
KAKAMEGA	4	13	11	3	4		1			5	41
KERICHO	2	1	201			1	2				207
KIAMBU	5	5	44	1	3		1	2			61
KILIFI	2	53	165		2			2		12	236
KISII	1	9								1	11
KISUMU	9	54	5							1	69
KWALE	2										2
LAIKIPIA	2										2
MACHAKOS		88	6							8	102
MAKUENI	3	84	40	2						6	135
MANDERA	1		1								2

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	Service Workers, Shop and Market Sales Workers	Elementary Occupations	Occupations Not Elsewhere Classified	Grand Total
MARSABIT	2		1								3
MERU	5	4	14					3	3	4	33
MIGORI	5	120	230								355
MOMBASA	9	14	4		2					3	32
MURANGA			1								1
NAIROBI	955	5384	3634	79	23		9	17	12	236	10349
NAKURU	7	71	7	24	11		25		2		147
NANDI								6			6
NAROK	1	1					1				3
NYAMIRA	1	2	412								415
NYANDARUA	3	13	4	1						6	27
NYERI	9	17	4	3				1	2	1	37
OUTSIDE EAC	3	2	1	1	1			1	2	32	43
SAMBURU	2		1								3
SIAYA	35	221	41	8			2	4		3	314
TANA RIVER	2	1									3
THARAKA	5	1								1	7
TRANS-NZOIA		1			1						2
TURKANA	21	14	53								88
UASIN GISHU	12	65	18		47		1	4			147
VIHIGA	3										3
WAJIR	12										12

<b>COUNTY</b>	<b>Legislators, Administrators and Managers</b>	<b>Professionals</b>	<b>Technicians and Associate Professionals</b>	<b>Secretarial, Clerical Services and Related Workers</b>	<b>Service Workers, Shop and Market Sales Workers</b>	<b>Skilled Farm, Fishery, Wildlife and Related Workers</b>	<b>Craft and Related Trades Workers</b>	<b>Service Workers, Shop and Market Sales Workers</b>	<b>Elementary Occupations</b>	<b>Occupations Not Elsewhere Classified</b>	<b>Grand Total</b>
<b>Grand Total</b>	<b>1165</b>	<b>6258</b>	<b>5108</b>	<b>123</b>	<b>97</b>	<b>1</b>	<b>42</b>	<b>40</b>	<b>21</b>	<b>321</b>	<b>13176</b>

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

OCCUPATION	EDUCATION AWARD										Grand Total	Percentage
	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Other	No Certificate	Not Stated		
Legislators, Administrators and Managers	31	96	1	842	2	70	40	13	27	40	<b>1162</b>	<b>8.82</b>
Directors and Chief Executives	8	11		34		2	1			4	<b>60</b>	<b>0.46</b>
Government Administrators	2	24		253		3	27	3	27	13	<b>352</b>	<b>2.67</b>
Non-Departmental Managers	1	10		83	2	45	3	2		5	<b>151</b>	<b>1.15</b>
Other Administrators and Managers	4	4		6		9				1	<b>24</b>	<b>0.18</b>
Other Departmental Managers	1	6		303		5	2	1		6	<b>324</b>	<b>2.46</b>

Senior Officials Of Special-Interest Organizations	1	2		12				3		2	20	0.15
Specialised Departmental Managers	14	39	1	151		6	7	4		9	231	1.75
<b>Professionals</b>	<b>138</b>	<b>112</b>		<b>1274</b>	<b>33</b>	<b>390</b>	<b>4207</b>	<b>10</b>		<b>93</b>	<b>6257</b>	<b>47.50</b>
Accountants, Auditors and Tax Assessors	1	7		71	3	263	9	1		5	360	2.73
Architects and Town Planners				12		2	1			1	16	0.12
Archivists, Librarians and Related Professionals	4	2		2		17					25	0.19
Authors, Journalists and Related Professionals		5		7		2				10	24	0.18
Chemical Engineers and Technologists	4	2		5		1					12	0.09
Civil Engineers		2		60		16	32				110	0.84

Computing Professionals		13		27		6	2	1		11	<b>60</b>	<b>0.46</b>
Economists		3		9							<b>12</b>	<b>0.09</b>
Education Methods Advisers and Assessors		1		3		3				9	<b>16</b>	<b>0.12</b>
Electrical, Electronics and Telecommunications Engineers		2		16			2	1			<b>21</b>	<b>0.16</b>
Health Professionals		9		39	4	20		1		1	<b>74</b>	<b>0.56</b>
Lawyers		5		30		1	1			49	<b>86</b>	<b>0.65</b>
Life Science Professionals		15		2							<b>17</b>	<b>0.13</b>
Mathematicians and Related Professionals				2		1					<b>3</b>	<b>0.02</b>
Mechanical Engineers				11		1	6			2	<b>20</b>	<b>0.15</b>
Mining Engineers, Metallurgists and Related Technologists							2				<b>2</b>	<b>0.02</b>

Nursing and Mid-Wifery Professionals		4		11	24	39	28	2			<b>108</b>	<b>0.82</b>
Other administrators and managers not elsewhere classified	129	31		853	2	4	1	1		2	<b>1023</b>	<b>7.77</b>
Other Business Professionals		3		19		2		1			<b>25</b>	<b>0.19</b>
Other Social Science And Related Professionals										1	<b>1</b>	<b>0.01</b>
Personnel and Occupational Professionals		4		24		11	16	2		1	<b>58</b>	<b>0.44</b>
Physicists and Related Professionals		1		2						1	<b>4</b>	<b>0.03</b>
Production and Related Engineers		1		1							<b>2</b>	<b>0.02</b>



Psychologists		1									1	0.01
Religious Professionals				6							6	0.05
Secondary and Technical Institute Teachers And Instructors		1		28		1	4106				4136	31.40
Statisticians				22							22	0.17
Surveyors and Cartographers				12			1				13	0.10
<b>Technicians and Associate Professionals</b>	<b>3</b>	<b>22</b>		<b>180</b>	<b>12</b>	<b>1256</b>	<b>3522</b>	<b>11</b>	<b>1</b>	<b>101</b>	<b>5108</b>	<b>38.78</b>
Aircraft Pilots and Related Workers						2	2			2	6	0.05
Athletics / Sportsmen and Related Workers		3		2							5	0.04
Auxiliary Nurses						8					8	0.06

Broadcasting and Telecommunications Equipment Controllers						1		1			2	0.02
Business and Public Service Middle Level Personnel	3	8		93	2	12	98	4		26	246	1.87
Business Service Agents		1		11		9	80	3		51	155	1.18
Buyers, Appraisers and Auctioneers				3						1	4	0.03
Civil Engineering and Related Technicians				4	1	1				2	8	0.06
Dental Technicians				1	1	13					15	0.11
Electrical Engineering Technicians				2		1					3	0.02
Electronics and Telecommunications Engineering Technicians		1		2							3	0.02

Farming and Forestry Advisors				1		1					2	0.02
Fisheries, Wildlife and Tourist Officials				2							2	0.02
Government Licensing Officials				5							5	0.04
Insurance Brokers and Agents				1		1					2	0.02
Lands, Agricultural and Livestock Officials				1							1	0.01
Life Science Technicians		1		7	1	9	7				25	0.19
Mechanical Engineering and Related Technicians				6		2	15				23	0.17
Mechanical, Electrical, Building and Fire Inspectors									1		1	0.01
Medical/Clinical Officers		1		1	1	79	15				97	0.74

Other Associate Medical, Nursing and Nutrition Workers		1		4		8		1			<b>14</b>	<b>0.11</b>
Other Middle Level Personnel		1		4		1					<b>6</b>	<b>0.05</b>
Other Teacher/Instructors							1				<b>1</b>	<b>0.01</b>
Pharmaceutical Officers		1		2	1	4	203			1	<b>212</b>	<b>1.61</b>
Photographers, Image and Sound Recording Equipment Controllers										7	<b>7</b>	<b>0.05</b>
Physiotherapists and Related Associate Professionals		1		4	2	27	29				<b>63</b>	<b>0.48</b>
Police Inspectors, Detectives, Customs and Border Officials		1		4	1						<b>6</b>	<b>0.05</b>

Pre-primary Education Teachers				5		636	400				<b>1041</b>	<b>7.90</b>
Primary Education Teachers				3		423	2663	1			<b>3090</b>	<b>23.46</b>
Radio, Television and Other Announcers				1							<b>1</b>	<b>0.01</b>
Real Estate Agents				2						1	<b>3</b>	<b>0.02</b>
Safety, Health and Quality Inspectors/Controllers		1		1							<b>2</b>	<b>0.02</b>
Sanitarians		1				13	9	1			<b>24</b>	<b>0.18</b>
Securities and Finance Dealers				1							<b>1</b>	<b>0.01</b>
Social Advisers and Helpers				1	2	3					<b>6</b>	<b>0.05</b>
Statistical, and Planning Officials				2		1					<b>3</b>	<b>0.02</b>
Technical Draughtsmen				3		1				6	<b>10</b>	<b>0.08</b>
Veterinary Officers				1							<b>1</b>	<b>0.01</b>

Welfare and Pension Officials										4	4	0.03
Secretarial, Clerical Services and Related Workers		2		20		12	86	2		1	123	0.93
Cashiers, Tellers and Related Clerks				1							1	0.01
General Office Clerks				4		6	67				77	0.58
Information Clerks						3		1			4	0.03
Legal/Court Clerks								1			1	0.01
Library, Mail and Related Clerks							1				1	0.01
Material Recording and Transport Clerks				1							1	0.01
Numerical Clerks				3		1	16				20	0.15
Secretaries, Stenographers and Typists		2		11		2	2			1	18	0.14

Service Workers , Shop and Market Sales Workers		1		13		13	18	1		51	<b>97</b>	<b>0.74</b>
Cooks and Other Catering Service Workers				10		1	2	1			<b>14</b>	<b>0.11</b>
Hairdressers, Barbers, Beauticians and Related Workers		1									<b>1</b>	<b>0.01</b>
House Stewards and Housekeepers						2	2				<b>4</b>	<b>0.03</b>
Protective Service Workers				2		5	6			51	<b>64</b>	<b>0.49</b>
Shop Assistants and Demonstrators							2				<b>2</b>	<b>0.02</b>
Transport Conductors						1					<b>1</b>	<b>0.01</b>
Undertakers and Embalmers				1		4	5				<b>10</b>	<b>0.08</b>
Waiters and Bartenders							1				<b>1</b>	<b>0.01</b>

Skilled Farm, Fishery, Wildlife and Related Workers						1					1	0.01
Crop and Animal Producers						1					1	0.01
Craft and Related Trades Workers	1			5		7	29				42	0.32
Bookbinders and Related Workers						1					1	0.01
Building Trades Workers				3			9				12	0.09
Compositors and Type Setters	1						1				2	0.02
Electrical Equipment Fitters and Installers						1	9				10	0.08
Machinery Mechanics and Fitters				2		3	9				14	0.11



Metal Moulders, Welders, Structural- Metal Preparers and Related Trades Workers						2	1				3	0.02
Service Workers , Shop and Market Sales Workers				12		5	11	1		11	40	0.30
Agricultural and Materials-handling Machinery Operators							3				3	0.02
Machine Tool and other Metal-working Machine Operators				6							6	0.05
Motor Vehicle Drivers				5		4	8	1		11	29	0.22
Ships' Deck Crews and Related Workers						1					1	0.01

Stone, Clay, Cement and Other Mineral Products Machine Operators				1							1	0.01
Elementary Occupations				6	1	2	1		1	10	21	0.16
Building Caretakers					1		1				2	0.02
Cleaners, Launderers and Domestic Workers				2		1				2	5	0.04
Construction and Maintenance Labourers										2	2	0.02
Farm-hands and Related Labourers				1					1		2	0.02
Messengers, Porters, Watchmen and Related Workers				3		1				6	10	0.08
Building Caretakers						3					3	0.02
Cleaners, Launderers and Domestic Workers							7				7	0.05

Occupations Not Elsewhere Classified	2	41		126	8	89	15	12		18	311	2.36
<b>Grand Total</b>	<b>175</b>	<b>274</b>	<b>1</b>	<b>2480</b>	<b>56</b>	<b>1848</b>	<b>7936</b>	<b>50</b>	<b>29</b>	<b>325</b>	<b>13172</b>	<b>100.00</b>
<b>Percentage</b>	<b>1.33</b>	<b>2.08</b>	<b>0.01</b>	<b>18.83</b>	<b>0.43</b>	<b>14.03</b>	<b>60.25</b>	<b>0.38</b>	<b>0.22</b>	<b>2.47</b>	<b>100.00</b>	