



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

JOB OPPORTUNITY ANALYSIS

(JULY- SEPTEMBER, 2016)

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

OCTOBER, 2016

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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 educational assessment that is regulated and has external quality assurance.

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

Decent Work- 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 July to September 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 July to September 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 (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, 2016. The summaries cover vacancies advertised by economic activity, major occupational group, terms of service, skill area, level of education and by county. During the reference period, an estimated 5,565 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 an estimated 70% of the jobs advertised while the rest of the economic activities contributed to 30% of the jobs advertised. **(See appendix 1A)**

Table 1: Distribution of Estimated Vacancies by Economic Activity

ISIC Code	Economic Activity	Percentage
A	AGRICULTURE, FORESTRY AND FISHING	0.11
C	MANUFACTURING	1.19
D	ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY	1.40
E	WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION	0.50
F	CONSTRUCTION	3.16
G	WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	0.49
H	TRANSPORTATION AND STORAGE	0.56
I	ACCOMMODATION AND FOOD SERVICE ACTIVITIES	0.23
J	INFORMATION AND COMMUNICATION	1.01
K	FINANCIAL AND INSURANCE ACTIVITIES	3.16
M	PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	0.70
N	ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	2.07
O	PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY	70.06
P	EDUCATION	5.91
Q	HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	1.51
R	ARTS, ENTERTAINMENT AND RECREATION	0.02
S	OTHER SERVICE ACTIVITIES	0.84
U	ACTIVITIES OF EXTRATERRITORIAL ORGANIZATIONS AND BODIES	6.27
V	NOT STATED	0.81
Grand Total		100.00

4.2. Vacancies by Major Occupational Group

Table 2 indicates that 33.6% of the job openings were in the Major Occupational Group of Technicians and Associate Professionals. Legislators, Administrators and Managers constituted 26.9% while Professionals had 24.1% vacancies advertised respectively. Skilled Farm, Fishery, Wildlife and Related Workers had less than 0.1% of the advertised jobs. (See appendix 2A)

Table 2: Estimated Vacancies by Major Occupational Group

KNOCS Code	Occupation	Percentage
1	LEGISLATORS, ADMINISTRATORS AND MANAGERS	26.90
2	PROFESSIONALS	24.12
3	TECHNICIANS AND ASSOCIATE PROFESSIONALS	33.58
4	SECRETARIES, CLERICAL SERVICES AND RELATED WORKERS	1.67
5	SERVICE WORKERS AND SHOP AND MARKET SALES WORKERS	5.97
6	SKILLED FARM, FISHERY, WILDLIFE AND RELATED WORKERS	0.02
7	CRAFT AND RELATED TRADES WORKERS	1.06
8	PLANT AND MACHINE OPERATORS AND ASSEMBLERS	2.93
9	ELEMENTARY OCCUPATIONS	1.53
X	OCCUPATIONS NOT ELSEWHERE CLASSIFIED	2.23
Grand Total		100.00

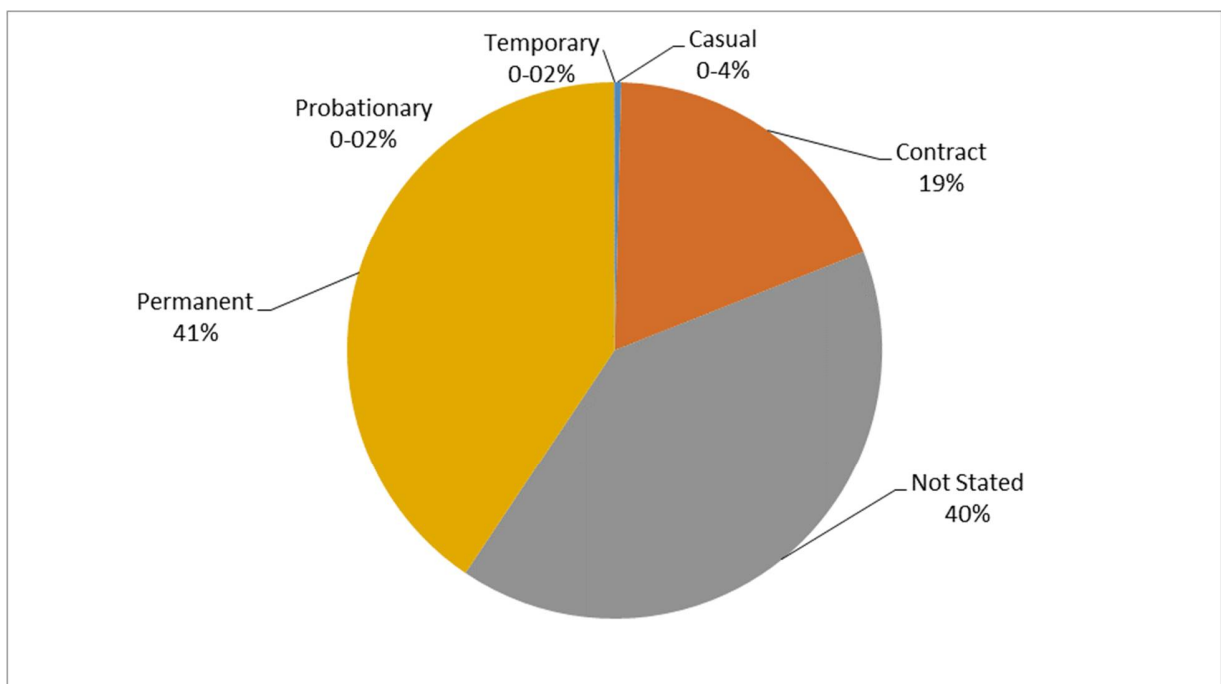
4.3. Vacancies by Terms of Service

One of the characteristics of Decent work is 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 60 % (permanent and pensionable and contract terms).

During the period in reference, 60% of the advertised jobs were either permanent or contract. This was an increase of 15% from the previous record of 45%. The number of jobs advertised whose terms of engagement were not stated decreased from 53% in the previous period to 40% in the reference period.

Figure 1: Distribution of Estimated Vacancies by Terms of Service



4.4. Vacancies by Skill Area and Level of Education.

Figures 2 and 3 provide information on skill areas and levels of education respectively. Out of the total jobs advertised, 21% required Health related skills followed by Business and Administrative skills at 15% while Basic General Programme skills constituted 11% of the skills demanded. In terms of level of training, Bachelor's degree was highest in demand at 28% followed by Diploma at 26% while Post Graduate Diploma was the least demanded at 0.1%. **(See appendix 3A)**

Figure 2: Estimated Vacancies by Skill Area

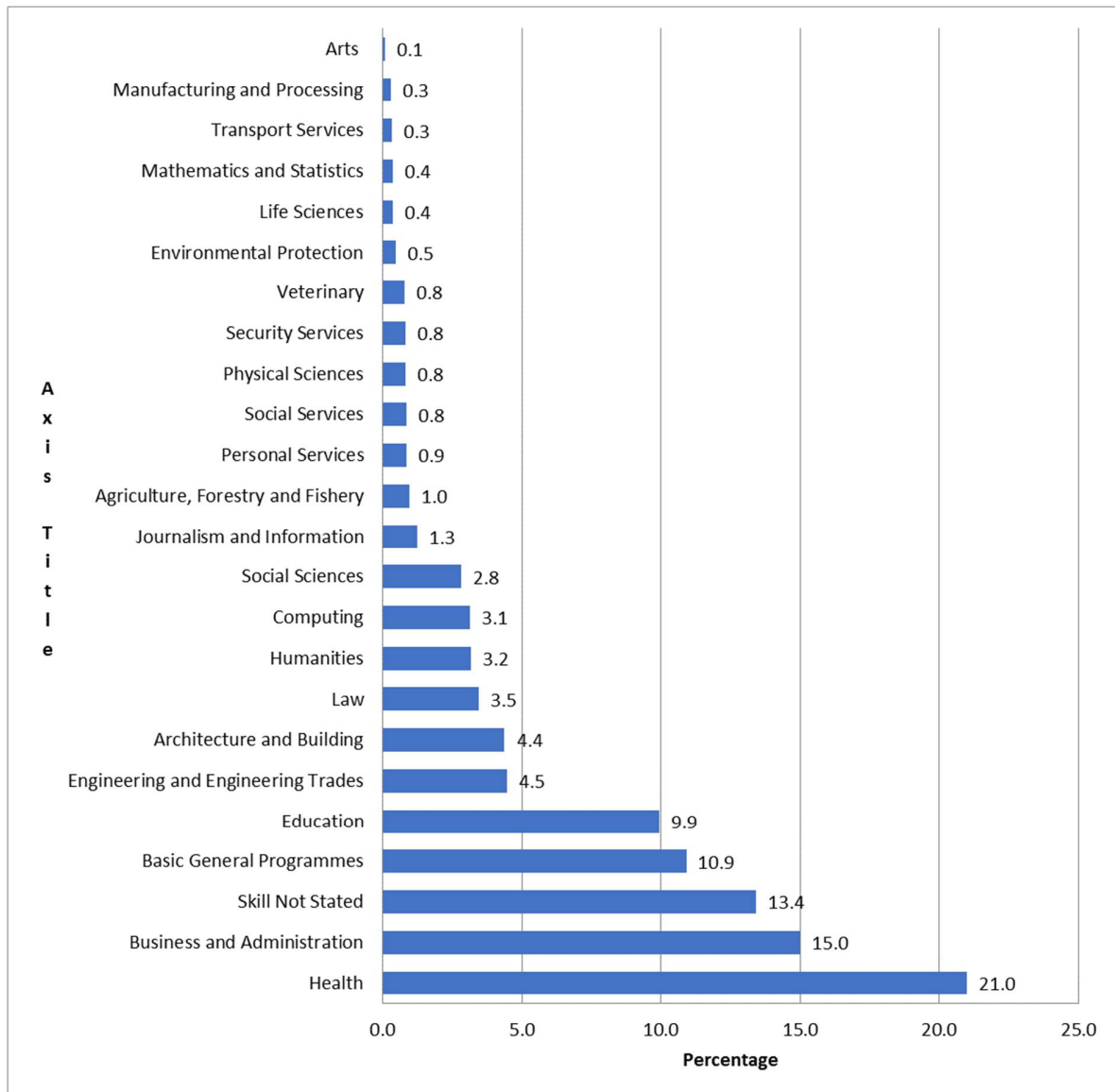
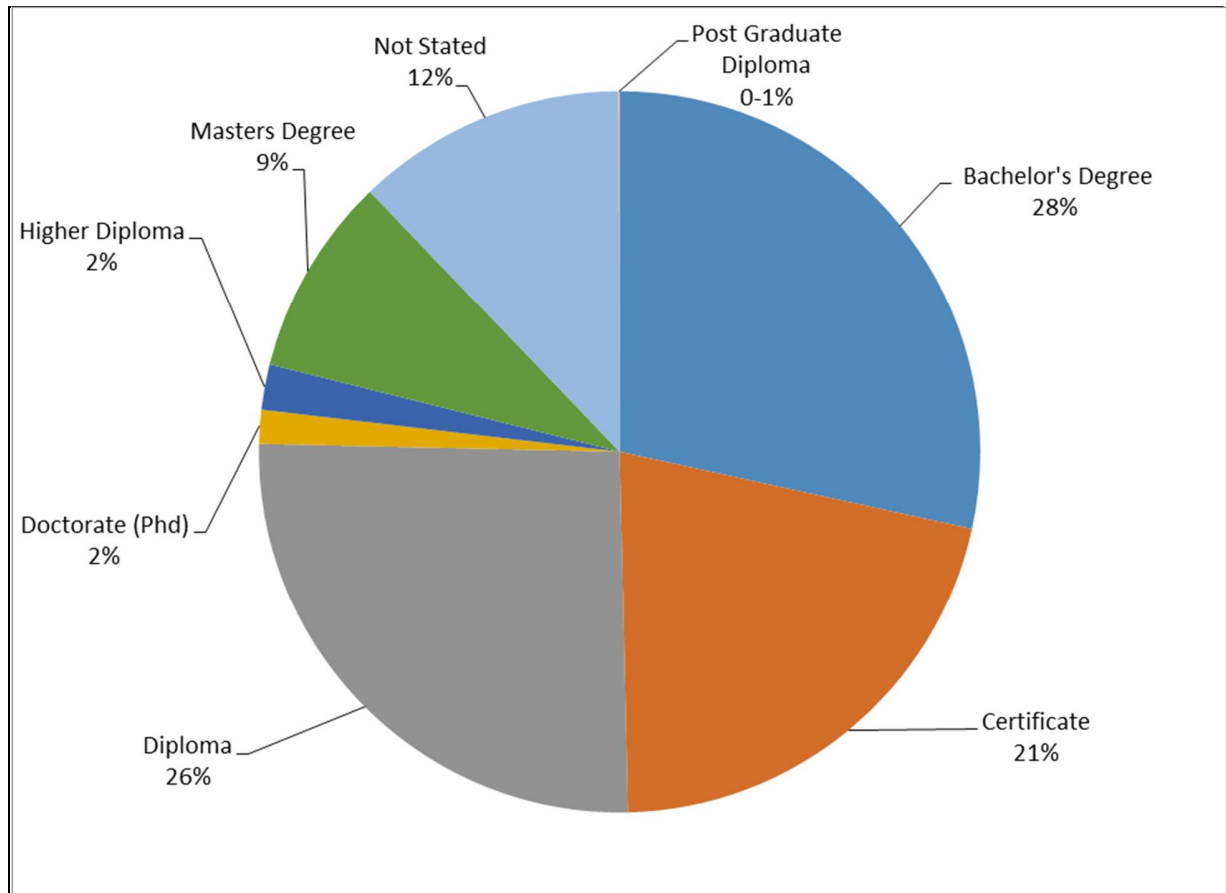


Figure 3: Distribution of Estimated Vacancies by Level of Education.



4.5. Vacancies by County and Major Occupational Group

In this part of the report, vacancies advertised were analyzed on the basis of the County where the vacancy arose and the major occupation. From the analysis, there were 5,565 vacancies advertised in all Counties. Nairobi County had the highest number of advertised vacancies at 47% with Legislators, Administrators and Managers registering 45.5%, and Professionals at 23.1% of all advertised vacancies. Busia County accounted for 15.9 % of the advertised vacancies with Technician and Associate professionals registering 99.7% of all advertised vacancies in the County. The rest of the Counties accounted for 37.1 % of all advertised Vacancies. **(See appendix 4A)**

4.6. Vacancies by Occupation and Educational Award

During the reference period, Bachelor's degree was the most demanded award at 28.4 %, followed by Diploma at 25.8%, and Certificate at 21.2%. Bachelor's degree was mainly demanded by Major occupational Group of Professionals at 44.2% followed by Legislators, Administrators and Managers at 30.1% and Technicians and Associate Professionals at 18.7%. **(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. Job Opportunity Indices in all Economic Activities

Comparison of Job Opportunity Indices between July-September 2015 and July-September 2016 Quarters

Table 3 indicates that Whole sale and Retail Trade, Repair of Motor Vehicles and Motor Cycles economic sector recorded the highest index (687) of jobs captured in July to September, 2015 quarter while Electricity, gas, steam and air conditioning supply economic sector had the highest index (975) of jobs captured in July to September 2016 quarter.

The lowest economic activity sector which had lowest job captured in July to September 2015 was arts, entertainment and recreation with an index of 10. In 2016 July to September quarter, mining and quarrying, real estate and activities of households as employers; undifferentiated goods and services producing activities of households for own use had the lowest job captured with indices of zero.

Table 3. Job Opportunity Indices by Economic Activity

ISIC Code	Economic Activity	September 2015 Index	December 2015 Index	March 2016 Index	June 2016 Index	September 2016 Index
A	Agriculture, Forestry and Fishing	82	582	118	36	13
B	Mining and Quarrying	100	0	50	0	0
C	Manufacturing	46	49	221	101	73
D	Electricity, Gas, Steam and Air Conditioning Supply	525	1263	163	438	975
E	Water Supply; Sewerage, Waste Management and Remediation	39	138	62	131	108
F	Construction	187	91	0	217	765

ISIC Code	Economic Activity	September 2015 Index	December 2015 Index	March 2016 Index	June 2016 Index	September 2016 Index
G	Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	687	648	235	87	117
H	Transportation and Storage	39	31	100	270	33
I	Accommodation And Food Service Activities	115	0	0	0	65
J	Information and Communication	87	62	100	92	144
K	Financial and Insurance Activities	67	39	71	111	80
L	Real Estate Activities	188	25	738	388	0
M	Professional, Scientific And Technical Activities	36	77	47	36	32
N	Administrative and Support Service Activities	169	631	127	1327	442
O	Public Administration and Defence; Compulsory Social Security	431	2693	68	81	148
P	Education	60	45	367	100	48
Q	Human Health And Social Work Activities	185	36	79	54	47
R	Arts, Entertainment And Recreation	100	20	280	20	10
S	Other Service Activities	87	56	25	17	90
T	Activities of Households as Employers; Undifferentiated Goods and Services producing Activities Of Households For Own Use	200	14400	0	0	0
U	Activities Of Extraterritorial	74	4		94	85

ISIC Code	Economic Activity	September 2015 Index	December 2015 Index	March 2016 Index	June 2016 Index	September 2016 Index
	Organizations And Bodies			133		
	Total	280	1531	123	98	118

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

5.2. Job Opportunity Indices by Occupation

Table 4 shows that Technicians and Associate Professionals Major Occupational group had highest number of skill demanded with an index of 674 for the period July to September, 2015 while in the same period in 2016 Plant and Machine Operators and Assemblers Major Occupational group had the highest number of skill demanded with an index of 652.

Skilled Farm, Fishery, Wildlife and Related Major Occupational Group recorded the lowest number of skills demanded in the labour market with an index of one for both periods

Table 4. Job Opportunity Indices by Occupation

KNOCS CODE	Major Occupational Group	September 2015 Index	December 2015 Index	March 2016 Index	June 2016 Index	September 2016 Index
1.	Legislators, Administrators And Managers	77	37	72	48	99
2.	Professionals	368	56	106	106	79
3.	Technicians And Associate Professionals	674	9273	155	119	247
4.	Secretarial, Clerical Services And Related Workers	133	265	1433	254	101
5.	Service Workers , Shop And Market Sales Workers	25	11	29	98	87
6.	Skilled Farm, Fishery, Wildlife And Related Workers	1	2	5	2	1
7.	Craft And Related Trades Workers	233	161	206	317	328
8.	Plant And Machine	160	112	392	104	652

KNOCS CODE	Major Occupational Group	September 2015 Index	December 2015 Index	March 2016 Index	June 2016 Index	September 2016 Index
	Operators And Assemblers					
9.	Elementary Occupations	111	1426	1005	447	447
	Grand Total	280	1537	123	98	118

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;

- The highest growth in the reference period was reported in Electricity, Gas, Steam and Air Conditioning Supply, followed by Construction and Administrative and Support Service Activities.
- Administrative and Support Services activities had the highest decline from (1327) in quarter ending June, 2016 to (442) in quarter ending September, 2016.
- Occupation that had the highest growth was Plant and Machine Operators and Assemblers (104) in in quarter ending June, 2016 to 652 in quarter ending September, 2016

7.0. APPENDIX

Table 1A: Distribution of Vacancies by Economic Activity

ISIC Code	Economic Activity	Vacancies	Percentage
A	AGRICULTURE, FORESTRY AND FISHING	6	0.11
01	Crop And Animal Production, Hunting And Related Service Activities	6	0.11
C	MANUFACTURING	66	1.19
10	Manufacture of food products	17	0.31
11	Manufacture of beverages	3	0.05
18	Printing and reproduction of recorded media	8	0.14
20	Manufacture of chemicals and chemical products	11	0.20
21	Manufacture of pharmaceuticals, medicinal chemical and botanical products	13	0.23
22	Manufacture of rubber and plastics products	1	0.02
23	Manufacture of other non-metallic mineral products	3	0.05
24	Manufacture of basic metals	1	0.02
25	Manufacture of fabricated metal products, except machinery and equipment	4	0.07
27	Manufacture of electrical equipment	4	0.07
28	Manufacture of machinery and equipment n.e.c.	1	0.02
D	ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY	78	1.40
35	Electricity, gas, steam and air conditioning supply	78	1.40
E	WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION	28	0.50
36	Water collection, treatment and supply	28	0.50
F	CONSTRUCTION	176	3.16
41	Construction of buildings	1	0.02
42	Civil engineering	175	3.14
G	WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	27	0.49
45	Wholesale and retail trade and repair of motor vehicles and motorcycles	23	0.41
46	Wholesale trade, except of motor vehicles and motorcycles	3	0.05
47	Retail trade, except of motor vehicles and motorcycles	1	0.02
H	TRANSPORTATION AND STORAGE	31	0.56
49	Land transport and transport via pipelines	4	0.07
51	Air transport	14	0.25
52	Warehousing and support activities for transportation	6	0.11
53	Postal and courier activities	7	0.13
I	ACCOMMODATION AND FOOD SERVICE ACTIVITIES	13	0.23
55	Accommodation	11	0.20
56	Food and beverage service activities	2	0.04
J	INFORMATION AND COMMUNICATION	56	1.01
58	Publishing activities	31	0.56
60	Programming and broadcasting activities	6	0.11

61	Telecommunications	14	0.25
62	Computer programming, consultancy and related activities	4	0.07
63	Information service activities	1	0.02
K	FINANCIAL AND INSURANCE ACTIVITIES	176	3.16
64	Financial service activities, except insurance and pension funding	110	1.98
65	Insurance, reinsurance and pension funding, except compulsory social security	61	1.10
68	Real estate activities	5	0.09
M	PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	39	0.70
69	Legal and accounting activities	6	0.11
70	Activities of head offices; management consultancy activities	11	0.20
71	Architectural and engineering activities; technical testing and analysis	3	0.05
72	Scientific research and development	19	0.34
N	ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	115	2.07
78	Employment activities	4	0.07
80	Security and investigation activities	8	0.14
82	Office administrative, office support and other business support activities	103	1.85
O	PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY	3899	70.06
84	Public administration and defense; compulsory social security	3899	70.06
P	EDUCATION	329	5.91
85	Education	329	5.91
Q	HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	84	1.51
86	Human health activities	84	1.51
R	ARTS, ENTERTAINMENT AND RECREATION	1	0.02
90	Creative, arts and entertainment activities	1	0.02
S	OTHER SERVICE ACTIVITIES	47	0.84
94	Activities of membership organizations	47	0.84
U	ACTIVITIES OF EXTRATERRITORIAL ORGANIZATIONS AND BODIES	349	6.27
99	Activities Of Extraterritorial Organizations And Bodies.	349	6.27
V	NOT STATED	45	0.81
999	Not Stated	45	0.81
Grand Total		5565	100.00

Table 2A: Vacancies by Major and Minor Occupational Group

KNOCS Code	Occupation	Vacancies	Percentage
1	LEGISLATORS, ADMINISTRATORS AND MANAGERS	1497	26.90
111	Legislative and Constitutional Officials	1	0.02
112	Local Authority Officials	34	0.61
121	Government Administrators	927	16.66
122	Senior Officials of Special Interest Organizations	24	0.43
131	Directors and Chief Executives	95	1.71
132	Specialised Departmental Managers	301	5.41
133	Other Departmental Managers	27	0.49
141	Non-departmental Managers	79	1.42
151	Other Administrators and Managers	9	0.16
2	PROFESSIONALS	1342	24.12
211	Physicists and Related Professionals	7	0.13
212	Chemists	1	0.02
223	Computing Professionals	28	0.50
224	Data Base And Network Professionals	4	0.07
231	Architects and Town Planners	26	0.47
232	Surveyors and Cartographers	45	0.81
233	Civil Engineers	78	1.40
234	Mechanical Engineers	31	0.56
235	Chemical Engineers and Technologists	30	0.54
237	Electrical, Electronics and Telecommunications Engineers	37	0.66
238	Production Engineers and Production Related Engineers	1	0.02
241	Health Professionals	115	2.07
242	Nursing and Mid-wifery Professionals	203	3.65
243	Life Science Professionals	32	0.58
244	Agriculturalists and Related Professionals	6	0.11
251	University and Post-secondary Teachers/ Lecturers	190	3.41
252	Secondary and Technical Institute Teachers and Instructors	69	1.24
254	Education Methods Advisers and Assessors	1	0.02
261	Lawyers	135	2.43
262	Jurists/Judges	1	0.02
271	Economists	10	0.18
272	Psychologists	3	0.05
273	Sociologists, Anthropologists and Related Professionals	1	0.02
279	Other Social Science and Related Professionals	10	0.18
281	Accountants, Auditors and Tax Assessors	134	2.41
282	Personnel and Occupational Professionals	85	1.53
289	Other Business Professionals	20	0.36
291	Archivists, Librarians and Related Professionals	15	0.27

293	Authors, Journalists and Related Professionals	24	0.43
3	TECHNICIANS AND ASSOCIATE PROFESSIONALS	1869	33.58
311	Technical Draughtsmen	5	0.09
312	Civil Engineering and Related Technicians	38	0.68
313	Mechanical Engineering Technicians	3	0.05
315	Electrical Engineering Technicians	4	0.07
316	Electronic and Telecommunication Engineering Technicians	6	0.11
321	Auxiliary Nurses	142	2.55
322	Medical/Clinical Officers	91	1.64
323	Sanitarians	10	0.18
326	Physiotherapists and Related Associate Professionals	38	0.68
327	Veterinary Officers	3	0.05
328	Pharmaceutical Officers	3	0.05
329	Other Associate Medical, Nursing and Nutrition Workers	7	0.13
331	Physical Science Technicians	1	0.02
332	Life Science Technicians	45	0.81
333	Agronomy and Forestry Technicians	3	0.05
343	Aircraft Pilots and Related Workers	4	0.07
352	Insurance Brokers and Agents	38	0.68
354	Business Service Agents	171	3.07
355	Buyers, Appraisers and Auctioneers	6	0.11
361	Police Inspectors, Detectives, Customs and Boarder Officials	6	0.11
362	Government Tax and Excise Officials	18	0.32
363	Welfare and Pension Officials	25	0.45
364	Government Licensing Officials	3	0.05
365	Business and Public Service Middle Level Personnel	161	2.89
366	Statistical, and Planning Officials	4	0.07
367	Fisheries, Wildlife and Tourist Officials	6	0.11
368	Lands, Agricultural and Livestock Officials	88	1.58
369	Other Middle Level Personnel	12	0.22
372	Pre-primary Education Teachers	878	15.78
391	Non-ordained Religion Assistants	1	0.02
392	Social Advisers and Helpers	12	0.22
393	Athletics / Sportsmen and Related Workers	4	0.07
394	Decorators and commercial Designers	2	0.04
395	Radio, Television and Other Announcers	2	0.04
397	Acrobats, Clowns, Magicians and Related Workers	1	0.02
398	Safety, Health and Quality Inspectors/Controllers	13	0.23
399	Mechanical, Electrical, Building and Fire Inspectors	15	0.27
4	SECRETARIES, CLERICAL SERVICES AND RELATED WORKERS	93	1.67
411	Secretaries, Stenographers and Typists	15	0.27

413	Numerical Clerks	20	0.36
414	Material Recording and Transport Clerks	7	0.13
415	Library, Mail and Related Clerks	6	0.11
417	General Office Clerks	32	0.58
421	Cashiers, Tellers and Related Clerks	4	0.07
422	Information Clerks	9	0.16
5	SERVICE WORKERS AND SHOP AND MARKET SALES WORKERS	332	5.97
512	Shop Assistants and Demonstrators	3	0.05
522	Undertakers and Embalmers	4	0.07
524	Protective Service Workers	299	5.37
531	House Stewards and Housekeepers	16	0.29
532	Cooks and Other Catering Service Workers	4	0.07
533	Waiters and Bartenders	4	0.07
541	Ship and Flight Attendants and Travel Stewards	2	0.04
6	SKILLED FARM, FISHERY, WILDLIFE AND RELATED WORKERS	1	0.02
641	Forestry and Related Workers	1	0.02
7	CRAFT AND RELATED TRADES WORKERS	59	1.06
712	Building Trades Workers	6	0.11
721	Metal Moulders, Welders, Structural-Metal Preparers and Related Trades Workers	17	0.31
723	Metal Moulders, Welders, Structural-Metal Preparers and Related Trades Workers	18	0.32
724	Electrical Equipment Fitters And Installers	7	0.13
725	Electronic Equipment Fitters And Servicers	11	0.20
8	PLANT AND MACHINE OPERATORS AND ASSEMBLERS	163	2.93
811	Well Drillers and Borers	1	0.02
813	Stone, Clay, Cement and Other Mineral Products Machine Operators	1	0.02
872	Electrical and Electronic Machinery Assemblers	1	0.02
882	Motor Vehicle Drivers	120	2.16
883	Agricultural and Materials-handling Machinery Operators	27	0.49
884	Ships' Deck Crews and Related Workers	10	0.18
892	Textile Preparing, Spinning and Winding Machine Operators	1	0.02
899	Plant and Machine Operators and Assemblers Not Elsewhere Classified	2	0.04
9	ELEMENTARY OCCUPATIONS	85	1.53
911	Street Vendors and Related Workers	1	0.02
913	Cleaners, Launderers and Domestic Workers	79	1.42
914	Building Caretakers	1	0.02
915	Messengers, Porters, Watchmen and Related Workers	4	0.07
X	OCCUPATIONS NOT ELSEWHERE CLASSIFIED	124	2.23
999	Occupations not elsewhere classified	124	2.23
Grand Total		5565	100.00

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

Skill Code	Skill Requirement	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Not Stated	Total
01	Basic General Programmes							608		608
14	Education	2	65		37	2	444	3		553
21	Arts		1		3		1			5
22	Humanities	4	34		120	2	12	4		176
31	Social Sciences	6	50		91		2	8		157
32	Journalism and Information		6		32	1	31			70
34	Business and Administration	41	141		510	10	113	20		835
38	Law		25		168					193
42	Life Sciences	6	3		9	2	1			21
44	Physical Sciences		17		20		4	4		45
46	Mathematics and Statistics	6	6		9					21
48	Computing	9	13	1	103	13	27	9		175
52	Engineering and Engineering Trades		15		79	8	63	83		248
54	Manufacturing and Processing				3		11	2		16
58	Architecture and Building	1	40		134	9	50	10		244
62	Agriculture, Forestry and Fishery		6	1	37	1	5	3		53
64	Veterinary				7		5	32		44
72	Health	7	53		158	39	591	321		1169
76	Social Services		2		8	22	15			47
81	Personal Services	1	4	1	16	2	24			48
84	Transport Services		4		11			3		18
85	Environmental Protection	1	9		13	1	3			27
86	Security Services		4		11	1	29			45

99	Skill Not Stated				3			70	674	747
Grand Total		84	498	3	1582	113	1431	1180	674	5565

Table 4A: Vacancies by County and Major Occupational Group

County	LEGISLATORS, ADMINISTRATOR AND MANAGERS	PROFESSIONALS	TECHNICIANS AND ASSOCIATE PROFESSIONALS	SECRETARIES, CLERICAL SERVICES AND RELATED WORKERS	SERVICE WORKERS AND 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	Total
BARINGO	4									4
BUNGOMA		2								2
BUSIA	3		880							883
EAC	31	12	6	4	1			4		63
ELGEYO MARAKWE T	7									7
EMBU	1	5	2							8
GARISSA	1		1	1			1			4
HOMA BAY		3	3							6
ISIOLO	5	6	1							12
KAJIADO	3	2	1	1	1			2		10
KAKAMEGA	26	58	31	1	206				1	324
KERICHO	1									1
KIAMBU	1	31	13				1			46

County	LEGISLATORS, ADMINISTRATOR AND MANAGERS	PROFESSIONALS	TECHNICIANS AND ASSOCIATE PROFESSIONALS	SECRETARIES, CLERICAL SERVICES AND RELATED WORKERS	SERVICE WORKERS AND 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	Total
KILIFI	1					1				4
KIRINYAGA	1	38	2							41
KISII		3								3
KISUMU	74	82	88	28	3		21	12		309
KITUI	1	45						1		47
KWALE	12	11	6	1			2	1		34
LAIKIPIA		60	39							103
LAMU										2
MACHAKOS	4		2							6
MAKUENI	9	8	106				3			126
MANDERA	2	2	2		2					8
MERU	2	1								3
MIGORI	6	69	46	10	1					145
MOMBASA	29	136	30		3		2	1	1	203
MURANGA		1	1							2
NAIROBI	1190	606	430	32	46		29	136	82	2618
NAKURU	10									10
NANDI	5	1	30							36
NAROK	1	3	3							7
NYAMIRA	5									5

County	LEGISLATORS, ADMINISTRATOR AND MANAGERS	PROFESSIONALS	TECHNICIANS AND ASSOCIATE PROFESSIONALS	SECRETARIES, CLERICAL SERVICES AND RELATED WORKERS	SERVICE WORKERS AND 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	Total
NYANDARU A	5	54	18	10				4		91
NYERI	2	5	5							13
OUTSIDE EAC	26	2	2		2			2	1	39
SAMBURU	3									7
SIAYA	5	11	12	3	23					55
TAITA TAVETA	8	59	67		44					184
TANA RIVER		1								1
THARAKA	2		1	1						5
TRANS- NZOIA		3								3
TURKANA	2	5								7
UASIN GISHU	9	15	41	1						76
VIHIGA		2								2
Grand Total	1497	1342	1869	93	332	1	59	163	85	5565

Table 5A: Distribution of Occupational Group and Educational Award

KNOCS CODES	OCCUPATIONS	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Not Stated	Total
1	LEGISLATORS, ADMINISTRATORS AND MANAGERS	11	291	3	476	2	34	30	650	1497
111	Legislative and Constitutional Officials		1							1
112	Local Authority Officials		4		24			6		34
121	Government Administrators	4	132		126		17	14	634	927
122	Senior Officials of Special Interest Organizations	6	9		9					24
131	Directors and Chief Executives		35	1	57				2	95
132	Specialised Departmental Managers		86	1	185	1	13	7	8	301
133	Other Departmental Managers	1	15	1	9			1		27
141	Non-departmental Managers		9		58	1	4	2	5	79
151	Other Administrators and Managers				8				1	9
2	PROFESSIONALS	72	177		699	20	321	43	10	1342
211	Physicists and Related Professionals				7					7
212	Chemists				1					1
223	Computing Professionals		2		20			5	1	28
224	Data Base And Network Professionals				3				1	4
231	Architects and Town Planners				19		5	2		26
232	Surveyors and Cartographers				34		2	9		45
233	Civil Engineers		34		37	1	5	1		78
234	Mechanical Engineers		4		25			2		31
235	Chemical Engineers and Technologists				4	2	24			30
237	Electrical, Electronics and Telecommunications Engineers		1		34			2		37
238	Production Engineers and Production Related Engineers				1					1

KNOCS CODES	OCCUPATIONS	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Not Stated	Total
241	Health Professionals		17		92	1	3	1	1	115
242	Nursing and Mid-wifery Professionals				7	10	184		2	203
243	Life Science Professionals		1		1	1	27	2		32
244	Agriculturalists and Related Professionals		2		4					6
251	University and Post-secondary Teachers/ Lecturers	72	91		24		1		2	190
252	Secondary and Technical Institute Teachers and Instructors				9	1	57	2		69
254	Education Methods Advisers and Assessors				1					1
261	Lawyers		10		125					135
262	Jurists/Judges		1							1
271	Economists		1		9					10
272	Psychologists				3					3
273	Sociologists, Anthropologists and Related Professionals				1					1
279	Other Social Science and Related Professionals				1			9		10
281	Accountants, Auditors and Tax Assessors		5		118		4	6	1	134
282	Personnel and Occupational Professionals				80	2	2		1	85
289	Other Business Professionals		1		15		2	1	1	20
291	Archivists, Librarians and Related Professionals		3		5	1	5	1		15
293	Authors, Journalists and Related Professionals		4		19	1				24
3	TECHNICIANS AND ASSOCIATE PROFESSIONALS	72	177		699	20	321	43	10	1342
311	Technical Draughtsmen					2	3			5
312	Civil Engineering and Related Technicians				2	5	22	9		38
313	Mechanical Engineering Technicians					1	2			3
315	Electrical Engineering Technicians					2	1	1		4

KNOCS CODES	OCCUPATIONS	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Not Stated	Total
316	Electronic and Telecommunication Engineering Technicians				3	1	2			6
321	Auxiliary Nurses				20	22	83	17		142
322	Medical/Clinical Officers		1		4	4	64	16	2	91
323	Sanitarians				2		8			10
326	Physiotherapists and Related Associate Professionals					11	27			38
327	Veterinary Officers						3			3
328	Pharmaceutical Officers					1	2			3
329	Other Associate Medical, Nursing and Nutrition Workers				2		5			7
331	Physical Science Technicians					1				1
332	Life Science Technicians				4	4	30	7		45
333	Agronomy and Forestry Technicians				3					3
343	Aircraft Pilots and Related Workers							4		4
352	Insurance Brokers and Agents				36			2		38
354	Business Service Agents				29		38	103	1	171
355	Buyers, Appraisers and Auctioneers				6					6
361	Police Inspectors, Detectives, Customs and Border Officials		1		5					6
362	Government Tax and Excise Officials				17			1		18
363	Welfare and Pension Officials				11		14			25
364	Government Licensing Officials				3					3
365	Business and Public Service Middle Level Personnel		14		88	2	38	15	4	161
366	Statistical, and Planning Officials				2		1	1		4
367	Fisheries, Wildlife and Tourist Officials				6					6
368	Lands, Agricultural and Livestock Officials				20	1	4	63		88
369	Other Middle Level Personnel				11				1	12

KNOCS CODES	OCCUPATIONS	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Not Stated	Total
372	Pre-primary Education Teachers						579	299		878
391	Non-ordained Religion Assistants		1							1
392	Social Advisers and Helpers				5		7			12
393	Athletics / Sportsmen and Related Workers				1		2	1		4
394	Decorators and commercial Designers				2					2
395	Radio, Television and Other Announcers				2					2
397	Acrobats, Clowns, Magicians and Related Workers							1		1
398	Safety, Health and Quality Inspectors/Controllers		1		9		3			13
399	Mechanical, Electrical, Building and Fire Inspectors				3		10	2		15
4	SECRETARIES, CLERICAL SERVICES AND RELATED WORKERS				17	3	45	28		93
411	Secretaries, Stenographers and Typists				10	2	2	1		15
413	Numerical Clerks				1		18	1		20
414	Material Recording and Transport Clerks						7			7
415	Library, Mail and Related Clerks						6			6
417	General Office Clerks				2		5	25		32
421	Cashiers, Tellers and Related Clerks				3		1			4
422	Information Clerks				1	1	6	1		9
5	SERVICE WORKERS AND SHOP AND MARKET SALES WORKERS		1		20	2	46	260	3	332
512	Shop Assistants and Demonstrators						1	2		3
522	Undertakers and Embalmers							4		4
524	Protective Service Workers		1		17	1	31	246	3	299
531	House Stewards and Housekeepers				3		8	5		16
532	Cooks and Other Catering Service Workers					1	2	1		4
533	Waiters and Bartenders						3	1		4

KNOCS CODES	OCCUPATIONS	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Not Stated	Total
541	Ship and Flight Attendants and Travel Stewards						1	1		2
6	SKILLED FARM, FISHERY, WILDLIFE AND RELATED WORKERS				1					1
641	Forestry and Related Workers				1					1
7	CRAFT AND RELATED TRADES WORKERS				5	5	23	26		59
712	Building Trades Workers							6		6
721	Metal Moulders, Welders, Structural-Metal Preparers and Related Trades Workers							17		17
723	Metal Moulders, Welders, Structural-Metal Preparers and Related Trades Workers				3	4	9	2		18
724	Electrical Equipment Fitters And Installers				1	1	4	1		7
725	Electronic Equipment Fitters And Servicers				1		10			11
8	PLANT AND MACHINE OPERATORS AND ASSEMBLERS				11		4	148		163
811	Well Drillers and Borers						1			1
813	Stone, Clay, Cement and Other Mineral Products Machine Operators						1			1
872	Electrical and Electronic Machinery Assemblers				1					1
882	Motor Vehicle Drivers							120		120
883	Agricultural and Materials-handling Machinery Operators							27		27
884	Ships' Deck Crews and Related Workers				10					10
892	Textile Preparing, Spinning and Winding Machine Operators						1			1
899	Plant and Machine Operators and Assemblers Not Elsewhere Classified						1	1		2
9	ELEMENTARY OCCUPATIONS				1		2	82		85
911	Street Vendors and Related Workers							1		1

KNOCS CODES	OCCUPATIONS	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Not Stated	Total
913	Cleaners, Launderers and Domestic Workers							79		79
914	Building Caretakers							1		1
915	Messengers, Porters, Watchmen and Related Workers				1		2	1		4
999	Occupations not elsewhere classified	1	11		56	24	8	21	3	124
Total		84	498	3	1582	113	1431	1180	674	5565