



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

**JOB OPPORTUNITY ANALYSIS  
(October - December, 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**

This third Job Opportunity Analysis (JOA) report covers the period October to December 2015 and presents an analysis of job opportunities advertised in the mainstream media during the reference period. The findings presented include distribution by region, vacancies by economic activities, Major Occupational groups, fields, levels of education and skills requirements.

## **2.0 OBJECTIVE**

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 October -December, 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 October and December 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 JOI KNOCS was implemented 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's 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 JOI, 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 JOI we have implemented 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 are analyzed by the National Occupational Classification Frameworks, Industry and location. Only vacancies declared in the mainstream newspapers were considered
- For comparability International Classifications Standards were implemented

## **4.0 ANALYSIS OF JOB VACANCIES**

This section presents summaries of job vacancies in the period October-December; 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 72,420 job openings were advertised in different economic activities.

#### 4.1. 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 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 (rev. 4).

Table 1 shows that Public Administration; Defense and Compulsory Social Security Activities recorded over 97% of the jobs advertised in the reference period. This shows that the Government both at the National and County levels advertised for more jobs than all other sectors combined (**see Appendix 1A**)

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

ISIC code	Economic Activity	Percentage
A	Agriculture, Forestry And Fishing	0.36
C	Manufacturing	0.06
D	Electricity, Gas, Steam And Air Conditioning Supply	0.14
E	Water Supply; Sewerage, Waste Management And Remediation Activities	0.05
F	Construction	0.03
G	Wholesale And Retail Trade; Repair Of Motor Vehicles And Motorcycles	0.21
H	Transportation And Storage	0.04
J	Information And Communication	0.03
K	Financial And Insurance Activities	0.12
L	Real Estate Activities	0
M	Professional, Scientific And Technical Activities	0.13
N	Administrative And Support Service Activities	0.23

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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

ISIC code	Economic Activity	Percentage
O	Public Administration And Defence; Compulsory Social Security	97.82
P	Education	0.42
Q	Human Health And Social Work Activities	0.09
R	Arts, Entertainment And Recreation	0
S	Other Service Activities	0.04
U	Activities Of Extraterritorial Organizations And Bodies	0.2
V	Economic Activity Not Stated	0.02

#### 4.2. Vacancies by Major Occupational Group

According to the data presented in Table 2, 70 per cent of the job openings were in the Major Group 3 - Technician and Associate Professionals while 28 per cent were in the Major Group 2 – Professionals. These occupations require higher level of skills and training **(See Appendix 2A)**

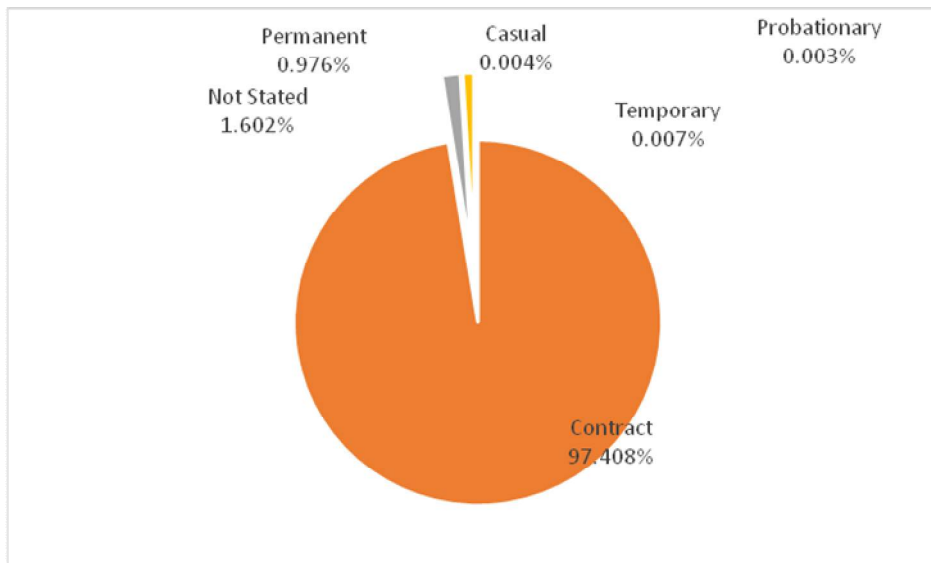
**Table 2: Estimated Vacancies by Major Occupational Group**

KNOCS CODE	Major Occupational Group	Percentage Distribution
1	Legislators, Administrators and Managers	0.76
2	Professionals	28.25
3	Technicians and Associate Professionals	70.09
4	Secretarial, Clerical Services and Related Workers	0.13
5	Service Workers , Shop and Market Sales Workers	0.08
6	Skilled Farm, Fishery, Wildlife and Related Workers	0.34
7	Craft and Related Trades Workers	0.02
8	Plant And Machine Operators And Assemblers	0.05
9	Elementary Occupations	0.03
10	Occupations Not Elsewhere Classified	0.25
	<b>Total</b>	<b>100.00</b>

### 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 98.4 percent (permanent and pensionable and contract terms).

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

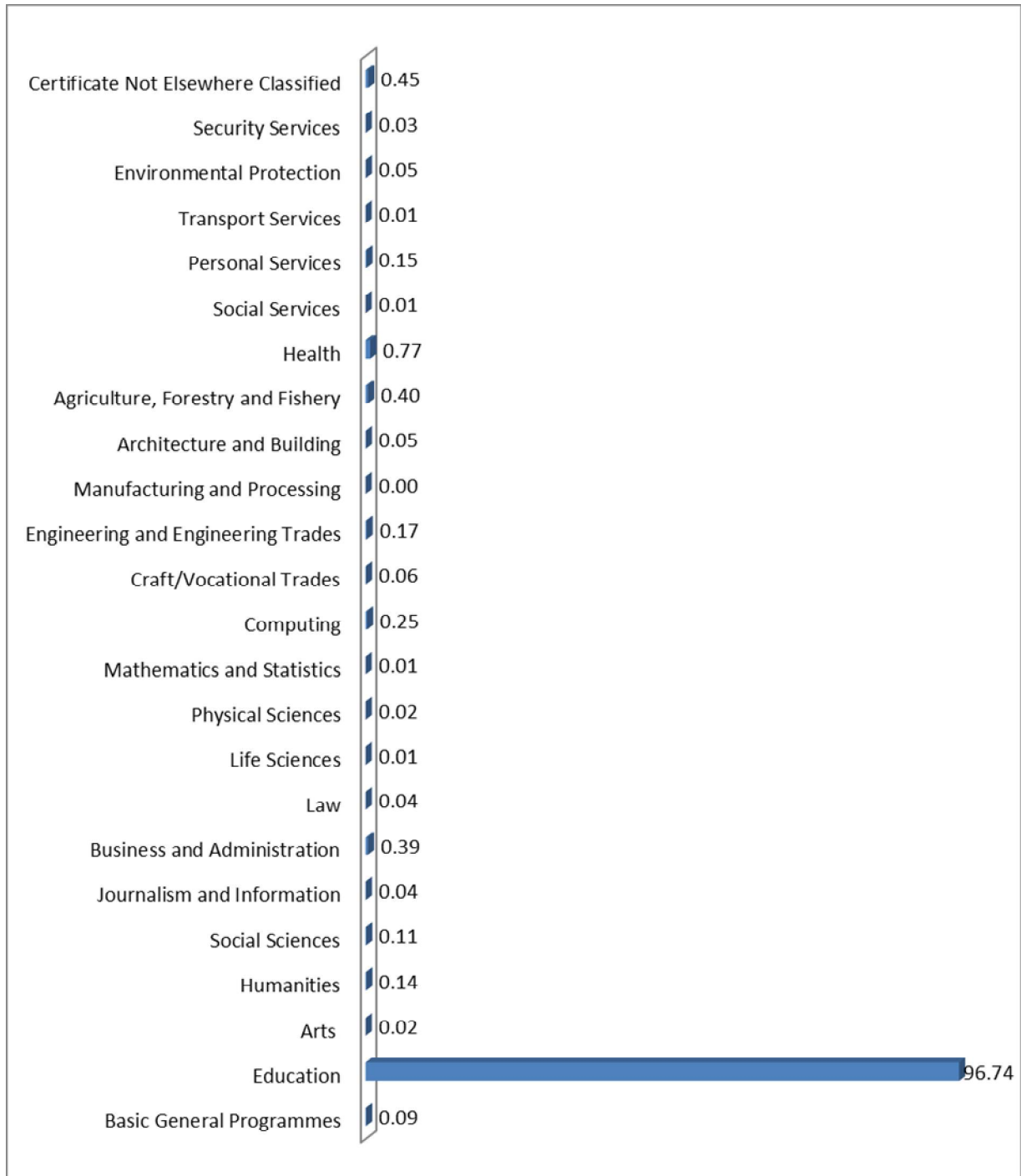


#### **4.4. Vacancies by Skill Area and Level of Education.**

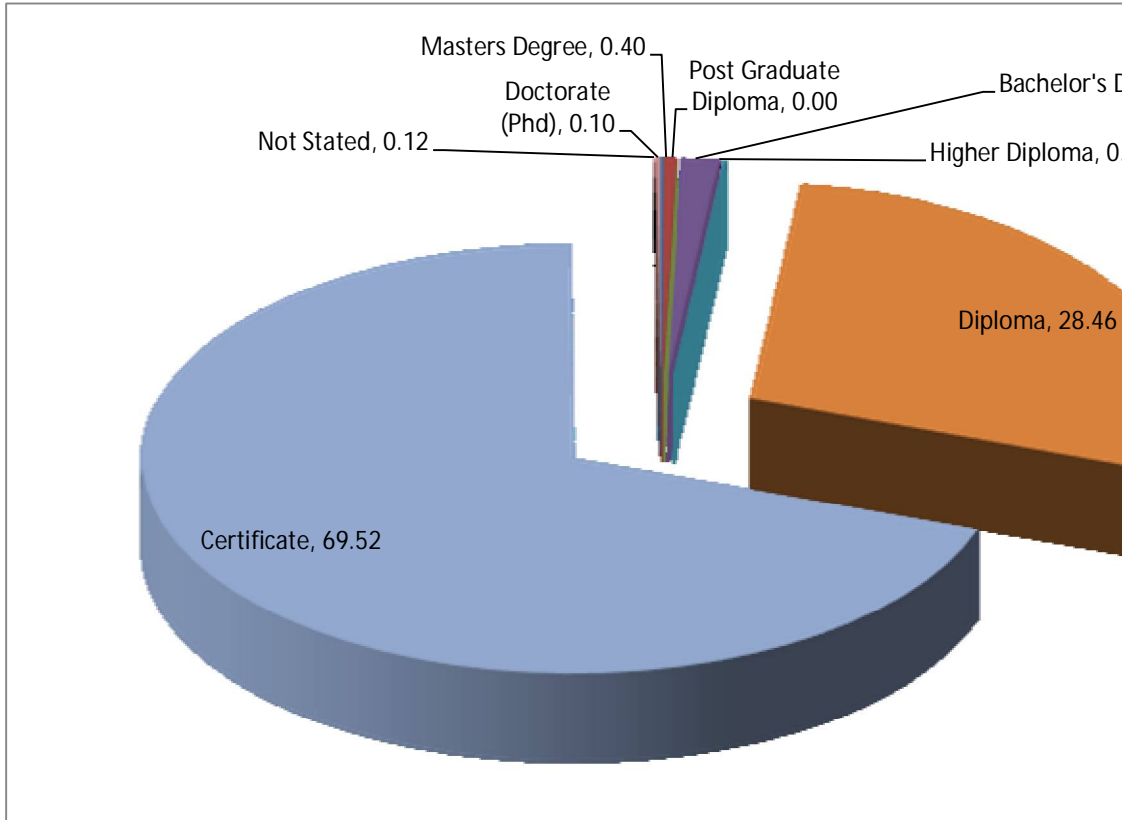
Skill areas and levels of education are important in providing information on manpower resources needed in the economy. They will provide information on changes that will be necessary in the training and apprenticeship programmes to meet labour market needs.

Figures 2 and 3 provide information on skill areas and levels of education respectively. In regard to skill area, Education had the highest opening of jobs at 96.7 percent. In terms of education level, certificate training was the highest demanded by employers with 69.5 percent and Diploma 28.5 percent. **((See appendix 3A))**

**Figure 2: Estimated Vacancies by Skill Area and Level of Education**



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





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

From the analysis, Nairobi County had the highest number of advertised vacancies at 98 per cent. Out of this number, Technicians and Associate Professionals accounted for 97%. In Bomet, Kajiado, Machakos, and Tana River Counties, only one (1) vacancy each was advertised. **(See appendix 4A)**

#### **4.6. Vacancies by Occupations and Education Awards**

During the reference period, Certificate award was the most demanded educational award at 69.5 percent, followed by Diploma at 28.5 percent and bachelor's degree at 1.4 percent. Post Graduate Diploma was the least demanded with less than 1 percent. Certificate award was mainly demanded by Technicians and Associate Professionals at 99.3 percent with rest accounting for less than 1 percent. **(See appendix 5A)**

### **5.0. JOB OPPORTUNITY INDEX**

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. Economic Activity**

Table 4 presents job opportunity indices for the period October -December, 2015. There was a significant growth in Activities of Households and employer; undifferentiated goods and Services producing activities 14400%, Public Administration and Defence 2693% and Electricity Gas, Steam and Air Conditioning Supply 1263%. A drastic change was realized in Arts, Entertainment and Recreation 20%. The aggregate Job

Opportunity Index for the period specified showed a marked improvement with an index at 1531%.

**Table 4. Job Opportunity Indices in Economic Activities**

ISIC Code	Economic Activity	June 2015 Index	September 2015 Index	December 2015 Index
A	Agriculture, Forestry and Fishing	0	82.2	582
B	Mining and Quarrying	0	100.0	0
C	Manufacturing	51.1	45.6	49
D	Electricity, Gas, Steam and Air Conditioning Supply	150.0	525.0	1263
E	Water Supply; Sewerage, Waste Management and Remediation	53.8	38.5	138
F	Construction	21.7	187.0	91
G	Wholesale and Retail Trade; Repair Of Motor Vehicles and Motorcycles	208.7	687.0	648
H	Transportation and Storage	131.2	38.7	31
I	Accommodation And Food Service Activities	80.0	115.0	0
J	Information and Communication	156.4	87.2	62
K	Financial and Insurance Activities	56.6	67.0	39
L	Real Estate Activities	12.5	187.5	25
M	Professional, Scientific And Technical Activities	24.0	35.5	77
N	Administrative And Support Service Activities	392.3	169.2	631
O	Public Administration and Defence; Compulsory Social Security	524.8	431.1	2693
P	Education	696.2	60.0	45
Q	Human Health And Social Work Activities	32.0	185.4	36
R	Arts, Entertainment And Recreation	0.0	100.0	20
S	Other Service Activities	26.9	86.5	56
T	Activities Of Households as Employers; Undifferentiated Goods and Services producing Activities Of Households For Own Use	0.0	200.0	14400
U	Activities Of Extraterritorial Organizations And Bodies	211.4	74.0	4
	<b>Total</b>	<b>432.1</b>	<b>279.6</b>	<b>1531</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 a High growth in Job Opportunities was reported in most occupations across the economic activities. The highest growth in the reference period was reported in Technicians and Associated Professionals (9273) followed by Elementary occupations (1426) and Secretarial, Clerical Services and Related Workers with (265). Aggregate index was 1537.

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

<b>KNOCS CODE</b>	<b>Major Occupational Group</b>	<b>JUNE 2015 Index</b>	<b>SEPTEMBER 2015 Index</b>	<b>DECEMBER 2015 Index</b>
1	Legislators, Administrators and Managers	41.2	76.8	37
2	Professionals	132.3	368.3	56
3	Technicians and Associate Professionals	640.6	673.9	9273
4	Secretarial, Clerical Services and Related Workers	1177.2	133.7	265
5	Service Workers, Shop and Market Sales Workers	2645.3	25.4	11
6	Skilled Farm, Fishery, Wildlife and Related Workers	1120.9	1.2	2
7	Craft and Related Trades Workers	166.7	233.3	161
8	Plant and Machine Operators and Assemblers	360	160	112
9	Elementary Occupations	563.2	110.5	1426
	<b>Grand Total</b>	<b>432.1</b>	<b>279.6</b>	<b>1537</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) -JOI avails 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 certificate skill levels in the identified occupations.
- Occupations in high demand were in major group of Professionals: Technicians and Associate Professionals.
- During the period under review the largest number of jobs advertised offered contract terms of service at 97.4 per cent.
- The highest growth in the reference period was reported in Technicians and Associated Professionals followed by Elementary occupations and Secretarial, Clerical Services and Related Workers.

## 7.0. APPENDIX

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

<b>A</b>	<b>AGRICULTURE, FORESTRY AND FISHING</b>	<b>262</b>	<b>0.36</b>
1	Crop And Animal Production, Hunting And Related Service Activities	15	0.02
2	Forestry And Logging	247	0.34
<b>C</b>	<b>MANUFACTURING</b>	<b>44</b>	<b>0.06</b>
10	Manufacture of food products	35	0.05
11	Manufacture of beverages	3	0
12	Manufacture of tobacco products	1	0
20	Manufacture of chemicals and chemical products	1	0
29	Manufacture of motor vehicles, trailers and semi-trailers	1	0
32	Other manufacturing	3	0
<b>D</b>	<b>ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY</b>	<b>101</b>	<b>0.14</b>
35	Electricity, gas, steam and air conditioning supply	101	0.14
<b>E</b>	<b>WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES</b>	<b>36</b>	<b>0.05</b>
36	Water collection, treatment and supply	36	0.05
<b>F</b>	<b>CONSTRUCTION</b>	<b>21</b>	<b>0.03</b>
42	Civil engineering	21	0.03
<b>G</b>	<b>WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES</b>	<b>149</b>	<b>0.21</b>
45	Wholesale and retail trade and repair of motor vehicles and motorcycles	27	0.04
46	Wholesale trade, except of motor vehicles and motorcycles	121	0.17
47	Retail trade, except of motor vehicles and motorcycles	1	0
<b>H</b>	<b>TRANSPORTATION AND STORAGE</b>	<b>29</b>	<b>0.04</b>
49	Land transport and transport via pipelines	14	0.02
50	Water transport	6	0.01
51	Air transport	7	0.01
52	Warehousing and support activities for transportation	2	0
<b>J</b>	<b>INFORMATION AND COMMUNICATION</b>	<b>24</b>	<b>0.03</b>

58	Publishing activities	15	0.02
60	Programming and broadcasting activities	8	0.01
61	Telecommunications	1	0
<b>K</b>	<b>FINANCIAL AND INSURANCE ACTIVITIES</b>	<b>87</b>	<b>0.12</b>
64	Financial service activities, except insurance and pension funding	67	0.09
65	Insurance, reinsurance and pension funding, except compulsory social security	12	0.02
66	Activities auxiliary to financial service and insurance activities	8	0.01
<b>L</b>	<b>REAL ESTATE ACTIVITIES</b>	<b>2</b>	<b>0</b>
68	Real estate activities	2	0
<b>M</b>	<b>PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES</b>	<b>93</b>	<b>0.13</b>
69	Legal and accounting activities	56	0.08
70	Activities of head offices; management consultancy activities	5	0.01
71	Architectural and engineering activities; technical testing and analysis	1	0
72	Scientific research and development	27	0.04
75	Veterinary activities	4	0.01
<b>N</b>	<b>ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES</b>	<b>164</b>	<b>0.23</b>
78	Employment activities	3	0
79	Travel agency, tour operator, reservation service and related activities	118	0.16
80	Security and investigation activities	43	0.06
<b>O</b>	<b>PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY</b>	<b>70844</b>	<b>97.82</b>
84	Public administration and defence; compulsory social security	70844	97.82
<b>P</b>	<b>EDUCATION</b>	<b>307</b>	<b>0.42</b>
85	Education	307	0.42
<b>Q</b>	<b>HUMAN HEALTH AND SOCIAL WORK ACTIVITIES</b>	<b>64</b>	<b>0.09</b>
86	Human health activities	63	0.09
88	Social work activities without accommodation	1	0
<b>R</b>	<b>ARTS, ENTERTAINMENT AND RECREATION</b>	<b>2</b>	<b>0</b>
93	Sports activities and amusement and recreation activities	2	0
<b>S</b>	<b>OTHER SERVICE ACTIVITIES</b>	<b>29</b>	<b>0.04</b>
94	Activities of membership organizations	29	0.04

<b>U</b>	<b>ACTIVITIES OF EXTRATERRITORIAL ORGANIZATIONS AND BODIES</b>	<b>144</b>	<b>0.2</b>
99	Activities Of Extraterritorial Organizations And Bodies	144	0.2
<b>V</b>	<b>ECONOMIC ACTIVITY NOT STATED</b>	<b>18</b>	<b>0.02</b>
100	Economic Activity Not Stated	18	0.02
	<b>Grand Total</b>	<b>72420</b>	<b>100</b>



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

<b>KNOCS Code</b>	<b>Occupational groups</b>	<b>Vacancies</b>	<b>Percentage</b>
<b>1</b>	<b>Legislators, Administrators And Managers</b>	<b>564</b>	<b>0.78</b>
111	Legislative And Constitutional Officials	1	0.00
112	Local Authority Officials	1	0.00
121	Government Administrators	106	0.15
122	Senior Officials Of Special-Interest Organizations	6	0.01
131	Directors And Chief Executives	41	0.06
132	Specialised Departmental Managers	283	0.39
133	Other Departmental Managers	17	0.02
141	Non-Departmental Managers	53	0.07
151	Other Administrators And Managers	56	0.08
<b>2</b>	<b>Professionals</b>	<b>951</b>	<b>1.31</b>
211	Physicists and Related Professionals	5	0.01
222	Statisticians	1	0.00
223	Computing Professionals	21	0.03
231	Architects and Town Planners	7	0.01
233	Civil Engineers	12	0.02
234	Mechanical Engineers	12	0.02
235	Chemical Engineers and Technologists	10	0.01
237	Electrical, Electronics and Telecommunications Engineers	18	0.02
238	Production Engineers and Production Related Engineers	10	0.01
241	Health Professionals	22	0.03
242	Nursing and Mid-wifery Professionals	59	0.08
243	Life Science Professionals	5	0.01
251	University and Post-secondary Teachers/ Lecturers	199	0.27
252	Secondary and Technical Institute Teachers and Instructors	63	0.09
254	Education Methods Advisers and Assessors	1	0.00
261	Lawyers	16	0.02
271	Economists	9	0.01
272	Psychologists	1	0.00
273	Sociologists, Anthropologists and Related Professionals	6	0.01
275	Philologists, Translators and Interpreters	3	0.00
279	Other Social Science and Related	246	0.34

<b>KNOCS Code</b>	<b>Occupational groups</b>	<b>Vacancies</b>	<b>Percentage</b>
	Professionals		
281	Accountants, Auditors and Tax Assessors	86	0.12
282	Personnel and Occupational Professionals	65	0.09
289	Other Business Professionals	3	0.00
291	Archivists, Librarians and Related Professionals	9	0.01
292	Religious Professionals	51	0.07
293	Authors, Journalists and Related Professionals	5	0.01
294	Sculptors, Painters and Related Professionals	6	0.01
<b>3</b>	<b>Technicians And Associate Professionals</b>	<b>70288</b>	<b>97.06</b>
311	Technical Draughtsmen	1	0.00
312	Civil Engineering and Related Technicians	11	0.02
313	Mechanical Engineering Technicians	14	0.02
316	Electronic and Telecommunication Engineering Technicians	8	0.01
318	Photographers, Image and Sound Recording Equipment Controllers	19	0.03
319	Controllers Broadcasting and Telecommunications Equipment.	14	0.02
321	Auxiliary Nurses	2	0.00
322	Medical/Clinical Officers	12	0.02
323	Sanitarians	4	0.01
324	Optometrists and Opticians	1	0.00
326	Physiotherapists and Related Associate Professionals	7	0.01
328	Pharmaceutical Officers	7	0.01
329	Other Associate Medical, Nursing and Nutrition Workers	4	0.01
332	Life Science Technicians	8	0.01
333	Agronomy and Forestry Technicians	1	0.00
334	Farming and Forestry Advisors	3	0.00
352	Insurance Brokers and Agents	2	0.00
353	Real Estate Agents	3	0.00
354	Business Service Agents	15	0.02
355	Buyers, Appraisers and Auctioneers	2	0.00
361	Police Inspectors, Detectives, Customs and Boarder Officials	3	0.00
363	Welfare and Pension Officials	3	0.00
365	Business and Public Service Middle Level Personnel	70035	96.71
368	Lands, Agricultural and Livestock Officials	1	0.00
369	Other Middle Level Personnel	34	0.05

<b>KNOCS Code</b>	<b>Occupational groups</b>	<b>Vacancies</b>	<b>Percentage</b>
371	Primary Education Teachers	15	0.02
391	Non-ordained Religion Assistants	2	0.00
392	Social Advisers and Helpers	43	0.06
393	Athletics / Sportsmen and Related Workers	1	0.00
394	Decorators and commercial Designers	8	0.01
395	Radio, Television and Other Announcers	2	0.00
398	Safety, Health and Quality Inspectors/Controllers	2	0.00
399	Mechanical, Electrical, Building and Fire Inspectors	1	0.00
<b>4</b>	<b>Secretarial, Clerical Services And Related Workers</b>	<b>244</b>	<b>0.34</b>
411	Secretaries, Stenographers and Typists	219	0.30
413	Numerical Clerks	3	0.00
414	Material Recording and Transport Clerks	7	0.01
415	Library, Mail and Related Clerks	2	0.00
417	General Office Clerks	5	0.01
421	Cashiers, Tellers and Related Clerks	3	0.00
422	Information Clerks	5	0.01
<b>5</b>	<b>Service Workers , Shop And Market Sales Workers</b>	<b>43</b>	<b>0.06</b>
512	Shop Assistants and Demonstrators	6	0.01
521	Hairdressers, Barbers, Beauticians and Related Workers	23	0.03
522	Undertakers and Embalmers	1	0.00
524	Protective Service Workers	5	0.01
531	House Stewards and Housekeepers	3	0.00
532	Cooks and Other Catering Service Workers	3	0.00
533	Waiters and Bartenders	2	0.00
<b>6</b>	<b>Skilled Farm, Fishery, Wildlife And Related Workers</b>	<b>2</b>	<b>0.00</b>
611	Field Crop, Vegetable and Horticultural Farm Workers	1	0.00
641	Forestry and Related Workers	1	0.00
<b>7</b>	<b>Craft And Related Trades Workers</b>	<b>29</b>	<b>0.04</b>
712	Building Trades Workers	1	0.00
721	Metal Moulders, Welders, Structural-Metal Preparers and Related Trades Workers	13	0.02
723	Machinery Mechanics and Fitters	5	0.01
724	Electrical Equipment Fitters and Installers	4	0.01
725	Electronic Equipment Fitters and Servicers	1	0.00
773	Tailors, Dressmakers and Related Workers	4	0.01

<b>KNOCS Code</b>	<b>Occupational groups</b>	<b>Vacancies</b>	<b>Percentage</b>
783	Shoe-making and Related Workers	1	0.00
<b>8</b>	<b>Plant And Machine Operators And Assemblers</b>	28	0.04
882	Motor Vehicle Drivers	22	0.03
899	Plant and Machine Operators and Assemblers Not Elsewhere Classified	6	0.01
<b>9</b>	<b>Elementary Occupations</b>	<b>271</b>	<b>0.37</b>
913	Cleaners, Launderers and Domestic Workers	1	0.00
915	Messengers, Porters, Watchmen and Related Workers	3	0.00
934	Transport Labourers and Freight Handlers	6	0.01
<b>xxx</b>	<b>Occupations Not Elsewhere Classified</b>	<b>261</b>	<b>0.36</b>
	<b>Grand Total</b>	<b>72420</b>	<b>100.00</b>

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

ISCED Code	Skill	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Not Stated	Total
10	Basic General Programmes						1	66		67
14	Education	3	11		38		20001	50003		70056
21	Arts				1		13			14
22	Humanities	6	39		50	1			5	101
31	Social Sciences	11	43		24		2			80
32	Journalism and Information		2		11	1	14			28
34	Business and Administration	14	46		133	4	80	7	2	286
38	Law	2	6		19					27
42	Life Sciences		1		6	1				8
44	Physical Sciences	2	3	1	8		1			15
46	Mathematics and Statistics	1	3		1					5
48	Computing	2	8		102		13	55		180
52	Engineering and Engineering Trades	2	9	0	35	2	69	52	0	168
54	Manufacturing and Processing				1		1			2
58	Architecture		4		26		8			38

ISCED Code	Skill	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Not Stated	Total
	and Building									
62	Agriculture, Forestry and Fishery		33		252	1	3			289
64	Veterinary				1		2			3
72	Health	16	73	1	59	1	350	55		555
76	Social Services				2		2			4
81	Personal Services	3	1		2		10	90	1	107
84	Transport Services				1			5		6
85	Environmental Protection		2		20		12			34
86	Security Services				21			1		22
99	Certificate Not Elsewhere Classified	7	4		187	7	28	11	81	325
	<b>Grand Total</b>	<b>69</b>	<b>288</b>	<b>2</b>	<b>999</b>	<b>18</b>	<b>20610</b>	<b>50345</b>	<b>89</b>	<b>72420</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	Plant And Machine Operators And Assemblers	Elementary Occupations	Grand Total
BARINGO	8	1	1						2	12
BOMET	1									1
BUNGOMA		4		1				1		6
EAC	18	32	15		2		1		3	71
EMBU	2	1							2	5
GARISSA		2	1							3
HOMA BAY	1		2							3
ISIOLO								1		1
KAJIADO	1									1
KAKAMEGA	2	6	3		3				1	15
KERICHO	1	1							4	6
KIAMBU	18	12	20	1	1	1	1	2	7	63
KIRINYAGA		9								9
KISII	4	2	1							7
KISUMU	11	8	4				2		15	40
KITUI	8	2	3	1					2	16
MACHAKOS			1							1
MANDERA		1					1			2
MERU	2		2							4
MOMBASA	8	8	8		1				1	26

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
MURANGA	1	1	1							3
NAIROBI	371	724	70146	28	30	1	24	19	192	71535
NAKURU	31	2	1	1					3	38
NYANDARUA	2		2							4
NYERI	19		5	5					22	51
OUTSIDE EAC	20	6	3							29
SIAYA		2								2
TANA RIVER			1							1
TURKANA	30	89	47	207	5				7	385
UASIN GISHU	2	3	1		1				5	12
VIHIGA	3	35	20					5	5	68
<b>Grand Total</b>	<b>564</b>	<b>951</b>	<b>70288</b>	<b>244</b>	<b>43</b>	<b>2</b>	<b>29</b>	<b>28</b>	<b>271</b>	<b>72420</b>



**Table 5A: Distribution of vacancies by Occupation and educational Award**

<b>KNOCS Codes</b>	<b>Occupations</b>	<b>Doctorate (Phd)</b>	<b>Masters Degree</b>	<b>Post Graduate Diploma</b>	<b>Bachelor's Degree</b>	<b>Higher Diploma</b>	<b>Diploma</b>	<b>Certificate</b>	<b>Not Stated</b>	<b>Total</b>	<b>Percentage</b>
<b>1</b>	<b>Legislators, Administrators And Managers</b>	<b>25</b>	<b>84</b>	<b>2</b>	<b>189</b>	<b>1</b>	<b>81</b>	<b>131</b>	<b>51</b>	<b>564</b>	<b>0.78</b>
111	Legislative And Constitutional Officials				1					1	0.00
112	Local Authority Officials				1					1	0.00
121	Government Administrators	9	34		43		18		2	106	0.15
122	Senior Officials Of Special-Interest Organizations	2			1			3		6	0.01
131	Directors And Chief Executives	2	29		9		1			41	0.06
132	Specialised Departmental Managers	10	5	1	75		44	99	49	283	0.39
133	Other Departmental Managers		3		12		2			17	0.02
141	Non-Departmental Managers	2	10	1	30	1	9			53	0.07
151	Other Administrators And Managers		3		17		7	29		56	0.08
<b>2</b>	<b>Professionals</b>	<b>29</b>	<b>96</b>		<b>547</b>	<b>10</b>	<b>116</b>	<b>122</b>	<b>31</b>	<b>951</b>	<b>1.31</b>
211	Physicists and Related Professionals	1					4			5	0.01
222	Statisticians								1	1	0.00
223	Computing Professionals		10		11					21	0.03
231	Architects and Town Planners	1	6							7	0.01
233	Civil Engineers	4	3		4				1	12	0.02
234	Mechanical Engineers		1		9		1	1		12	0.02
235	Chemical Engineers and Technologists		5		5					10	0.01
237	Electrical, Electronics and Telecommunications Engineers	8	6		3	1				18	0.02
238	Production Engineers and Production Related Engineers				9		1			10	0.01
241	Health Professionals	1	2		17	1	1			22	0.03

KNOCS Codes	Occupations	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Not Stated	Total	Percentage
242	Nursing and Mid-wifery Professionals	3	4		4		2	46		59	0.08
243	Life Science Professionals				5					5	0.01
251	University and Post-secondary Teachers/ Lecturers	1	2		151	7	4	5	29	199	0.27
252	Secondary and Technical Institute Teachers and Instructors	6	11		21		25			63	0.09
254	Education Methods Advisers and Assessors				1					1	0.00
261	Lawyers				13			3		16	0.02
271	Economists		2		7					9	0.01
272	Psychologists				1					1	0.00
273	Sociologists, Anthropologists and Related Professionals	1	3		1		1			6	0.01
275	Philologists, Translators and Interpreters				3					3	0.00
279	Other Social Science and Related Professionals		1		245					246	0.34
281	Accountants, Auditors and Tax Assessors		1		18		1	66		86	0.12
282	Personnel and Occupational Professionals	1	1		3	1	59			65	0.09
289	Other Business Professionals		1		2					3	0.00
291	Archivists, Librarians and Related Professionals				8			1		9	0.01
292	Religious Professionals		30		4		17			51	0.07
293	Authors, Journalists and Related Professionals	2	1		2					5	0.01
294	Sculptors, Painters and Related Professionals		6							6	0.01
<b>3</b>	<b>Technicians And Associate Professionals</b>	<b>9</b>	<b>83</b>		<b>85</b>	<b>3</b>	<b>20091</b>	<b>50013</b>	<b>4</b>	<b>70288</b>	<b>97.06</b>
311	Technical Draughtsmen				1					1	0.00

KNOCS Codes	Occupations	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Not Stated	Total	Percentage
312	Civil Engineering And Related Technicians		9		2					11	0.02
313	Mechanical Engineering Technicians	1	3		4	1	5			14	0.02
316	Electronic and Telecommunication Engineering Technicians		1		7					8	0.01
318	Photographers, Image and Sound Recording Equipment Controllers						17	2		19	0.03
319	Controllers Broadcasting and Telecommunications Equipment.	2	3		9					14	0.02
321	Auxiliary Nurses				1		1			2	0.00
322	Medical/Clinical Officers	1	2		7		2			12	0.02
323	Sanitarians		4							4	0.01
324	Optometrists and Opticians				1					1	0.00
326	Physiotherapists and Related Associate Professionals	1	1		3			2		7	0.01
328	Pharmaceutical Officers				2		5			7	0.01
329	Other Associate Medical, Nursing and Nutrition Workers				1		3			4	0.01
332	Life Science Technicians		1		5		2			8	0.01
333	Agronomy and Forestry Technicians		1							1	0.00
334	Farming and Forestry Advisors		1		1		1			3	0.00
352	Insurance Brokers and Agents		1		1					2	0.00
353	Real Estate Agents						3			3	0.00
354	Business Service Agents		5		9	1				15	0.02
355	Buyers, Appraisers and Auctioneers		1		1					2	0.00
361	Police Inspectors, Detectives, Customs and Boarder Officials	1			1	1				3	0.00
363	Welfare and Pension Officials				1			1	1	3	0.00

KNOCS Codes	Occupations	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Not Stated	Total	Percentage
365	Business and Public Service Middle Level Personnel		1		16		20013	50002	3	70035	96.71
368	Lands, Agricultural and Livestock Officials				1					1	0.00
369	Other Middle Level Personnel		30		3		1			34	0.05
371	Primary Education Teachers		2		1		10	2		15	0.02
391	Non-ordained Religion Assistants	1			1					2	0.00
392	Social Advisers and Helpers	2	10		1		26	4		43	0.06
393	Athletics / Sportsmen and Related Workers		1							1	0.00
394	Decorators and commercial Designers		5		3					8	0.01
395	Radio, Television and Other Announcers				1		1			2	0.00
398	Safety, Health and Quality Inspectors/Controllers		1				1			2	0.00
399	Mechanical, Electrical, Building and Fire Inspectors				1					1	0.00
<b>4</b>	<b>Secretarial, Clerical Services And Related Workers</b>	<b>1</b>	<b>2</b>		<b>16</b>		<b>183</b>	<b>42</b>		<b>244</b>	<b>0.34</b>
411	Secretaries, Stenographers and Typists		1		3		173	42		219	0.30
413	Numerical Clerks				3					3	0.00
414	Material Recording and Transport Clerks				1		6			7	0.01
415	Library, Mail and Related Clerks				2					2	0.00
417	General Office Clerks				1		4			5	0.01
421	Cashiers, Tellers and Related Clerks		1		2					3	0.00
422	Information Clerks	1			4					5	0.01
5	Service Workers , Shop And Market Sales Workers		4		10		25	2	2	43	0.06
512	Shop Assistants and Demonstrators		1				5			6	0.01

KNOCS Codes	Occupations	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Not Stated	Total	Percentage
521	Hairdressers, Barbers, Beauticians and Related Workers				3		20			23	0.03
522	Undertakers and Embalmers								1	1	0.00
524	Protective Service Workers		1		4					5	0.01
531	House Stewards and Housekeepers				3					3	0.00
532	Cooks and Other Catering Service Workers		2						1	3	0.00
533	Waiters and Bartenders							2		2	0.00
<b>6</b>	<b>Skilled Farm, Fishery, Wildlife And Related Workers</b>						<b>2</b>			<b>2</b>	<b>0.00</b>
611	Field Crop, Vegetable and Horticultural Farm Workers						1			1	0.00
641	Forestry and Related Workers						1			1	0.00
<b>7</b>	<b>Craft And Related Trades Workers</b>	<b>1</b>	<b>3</b>		<b>9</b>		<b>16</b>			<b>29</b>	<b>0.04</b>
712	Building Trades Workers		1							1	0.00
721	Metal Moulders, Welders, Structural-Metal Preparers and Related Trades Workers				2		11			13	0.02
723	Machinery Mechanics and Fitters		2		3					5	0.01
724	Electrical Equipment Fitters and Installers	1			2		1			4	0.01
725	Electronic Equipment Fitters and Servicers				1					1	0.00
773	Tailors, Dressmakers and Related Workers						4			4	0.01
783	Shoe-making and Related Workers				1					1	0.00
<b>8</b>	<b>Plant And Machine Operators And Assemblers</b>	<b>1</b>	<b>1</b>		<b>4</b>	<b>2</b>	<b>17</b>	<b>3</b>		<b>28</b>	<b>0.04</b>
882	Motor Vehicle Drivers	1			4	2	12	3		22	0.03

<b>KNOCS Codes</b>	<b>Occupations</b>	<b>Doctorate (Phd)</b>	<b>Masters Degree</b>	<b>Post Graduate Diploma</b>	<b>Bachelor's Degree</b>	<b>Higher Diploma</b>	<b>Diploma</b>	<b>Certificate</b>	<b>Not Stated</b>	<b>Total</b>	<b>Percentage</b>
899	Plant and Machine Operators and Assemblers Not Elsewhere Classified		1				5			6	0.01
<b>9</b>	<b>Elementary Occupations</b>	<b>3</b>	<b>15</b>		<b>139</b>	<b>2</b>	<b>79</b>	<b>32</b>	<b>1</b>	<b>271</b>	<b>0.37</b>
913	Cleaners, Launderers and Domestic Workers				1					1	0.00
915	Messengers, Porters, Watchmen and Related Workers				2		1			3	0.00
934	Transport Labourers and Freight Handlers				5				1	6	0.01
XXX	Occupations Not Elsewhere Classified	3	15		131	2	78	32		261	0.36
<b>Grand Total</b>		<b>69</b>	<b>288</b>	<b>2</b>	<b>999</b>	<b>18</b>	<b>20610</b>	<b>50345</b>	<b>89</b>	<b>72420</b>	<b>100.00</b>
<b>Percentage</b>		<b>0.10</b>	<b>0.40</b>	<b>0.00</b>	<b>1.38</b>	<b>0.02</b>	<b>28.46</b>	<b>69.52</b>	<b>0.12</b>	<b>100.00</b>	