



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

**JOB OPPORTUNITY ANALYSIS
(OCTOBER-DECEMBER 2016)**

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

FEBRUARY, 2017

TABLE OF CONTENTS

TABLE OF CONTENTS.....	ii
LIST OF TABLES.....	iii
LIST OF FIGURES.....	iv
ACRONYMS.....	v
DEFINITION OF TERMS.....	vi
1.0 INTRODUCTION.....	1
2.0 OBJECTIVES AND USES OF JOA.....	1
3.0 METHODOLOGY.....	1
3.1 Computation of Job Opportunity Index (JOI).....	2
3.2 Uses of Classification Standards in Job Opportunities Analysis.....	2
3.2.1 Use of Kenya National Occupational Classification Standards (KNOCS).....	2
3.2.2 Use of International Standard of Industrial Classification (ISIC).....	2
3.2.3 Use of International Standard of Classification of Education (ISCED).....	3
3.3 Best practices applied.....	3
4.0 ANALYSIS OF JOB VACANCIES.....	4
4.1 Vacancies by Economic Activity.....	4
4.2 Vacancies by Major Occupational Group.....	6
4.3 Vacancies by Terms of Service.....	7
4.5 Vacancies by County and Major Occupational Group.....	10
4.6 Vacancies by Occupation and Educational Award.....	10
5.0 JOB OPPORTUNITY INDEX (JOI).....	10
5.1 Job Opportunity Indices in all Economic Activities.....	11
5.2 Job Opportunity Indices by Occupation.....	13
6.0 LABOUR MARKET ANALYSIS.....	15

LIST OF TABLES

TABLE 1: DISTRIBUTION OF ESTIMATED VACANCIES BY ECONOMIC ACTIVITY.....	5
TABLE 2: ESTIMATED VACANCIES BY MAJOR OCCUPATIONAL GROUP	ERROR! BOOKMARK NOT DEFINED.
TABLE 3. JOB OPPORTUNITY INDICES BY ECONOMIC ACTIVITY.....	ERROR! BOOKMARK NOT DEFINED. 1
TABLE 4. JOB OPPORTUNITY INDICES BY OCCUPATION.....	ERROR! BOOKMARK NOT DEFINED.
TABLE 1A: DISTRIBUTION OF VACANCIES BY ECONOMIC ACTIVITY	ERROR! BOOKMARK NOT DEFINED.
TABLE 2A: VACANCIES BY MAJOR AND MINOR OCCUPATIONAL GROUP	ERROR! BOOKMARK NOT DEFINED.
TABLE 3A: VACANCIES BY SKILL AND LEVEL OF EDUCATION DEMANDED.....	21
TABLE 4A: VACANCIES BY COUNTY AND MAJOR OCCUPATIONAL GROUP	21
TABLE 5A: DISTRIBUTION OF OCCUPATIONAL GROUP AND EDUCATIONAL AWARD	24

LIST OF FIGURES

FIGURE 1: DISTRIBUTION OF ESTIMATED VACANCIES BY TERMS OF SERVICE	7
FIGURE 2: ESTIMATED VACANCIES BY SKILL AREA	8
FIGURE 3: DISTRIBUTION OF ESTIMATED VACANCIES BY LEVEL OF EDUCATION.	9

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 October to December 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 October to December 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 October to December, 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 8,620 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 82%, education 5% of the jobs advertised while the rest of the economic activities contributed to 13% 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 Total	0.61
B	Mining and quarrying	0.05
C	Manufacturing	0.97
D	Electricity, gas, steam and air conditioning supply	1.23
E	Water supply; sewerage, waste management and remediation activities	0.29
F	Construction	0.18
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	0.11
H	Transportation and storage	0.81
I	Accommodation and food service activities	0.29
J	Information and communication	0.11
K	Financial and insurance activities	0.99
L	Real estate activities	0.06
M	Professional, scientific and technical activities	1.09
N	Administrative and support service activities	0.04
O	Public administration and defence; compulsory social security	81.72
P	Education	5.30
Q	Human health and social work activities	1.39
R	Arts, entertainment and recreation	0.13
S	Other service activities	0.13
U	Activities of extraterritorial organizations and bodies	2.49
X	Not Stated	1.74
	Total	100.00

4.2. Vacancies by Major Occupational Group

Table 2 indicates that 76.9% of the job openings were in the Major Occupational Group of Technicians and Associate Professionals. Professionals constituted 8.29% while Legislators, Administrators and Managers had 8.32% vacancies advertised respectively. Secretarial, Clerical services and related workers, Skilled Farm, Fishery, Wildlife and Related Workers, Service workers , Shop and Market sales workers, Craft and related trades workers Elementary occupations, had less than 0.1% of the advertised jobs. **(See appendix 2A)**

Table 2: Estimated Vacancies by Major Occupational Group

Major Occupation	Occupational3	Percentage
1	LEGISLATORS, ADMINISTRATORS AND MANAGERS	8.32
2	PROFESSIONALS	8.29
3	TECHNICIANS AND ASSOCIATE PROFESSIONALS	76.91
4	SECRETARIAL, CLERICAL SERVICES AND RELATED WORKERS	0.59
5	SERVICE WORKERS , SHOP AND MARKET SALES WORKERS	0.59
6	SKILLED FARM, FISHERY, WILDLIFE AND RELATED WORKERS	0.19
7	CRAFT AND RELATED TRADES WORKERS	0.62
8	PLANT AND MACHINE OPERATORS AND ASSEMBLERS	1.00
9	ELEMENTARY OCCUPATIONS	0.39
999	Not elsewhere classified	3.09
Grand Total		100.00

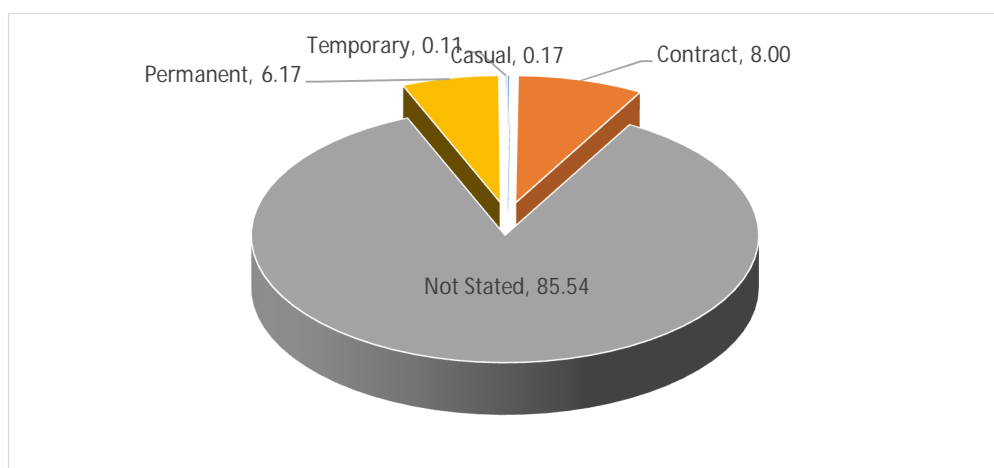
4.3. Vacancies by Terms of Service

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, only 14% of the advertised jobs were either permanent or contract. This was a decrease of 46% from the previous record of 60%. The number of jobs advertised whose terms of engagement were not stated increased from 40% in the previous period to 85% in the reference period.

Figure 1: Distribution of Estimated Vacancies by Terms of Service



4.4. Vacancies by Skill Area and Level of Education.

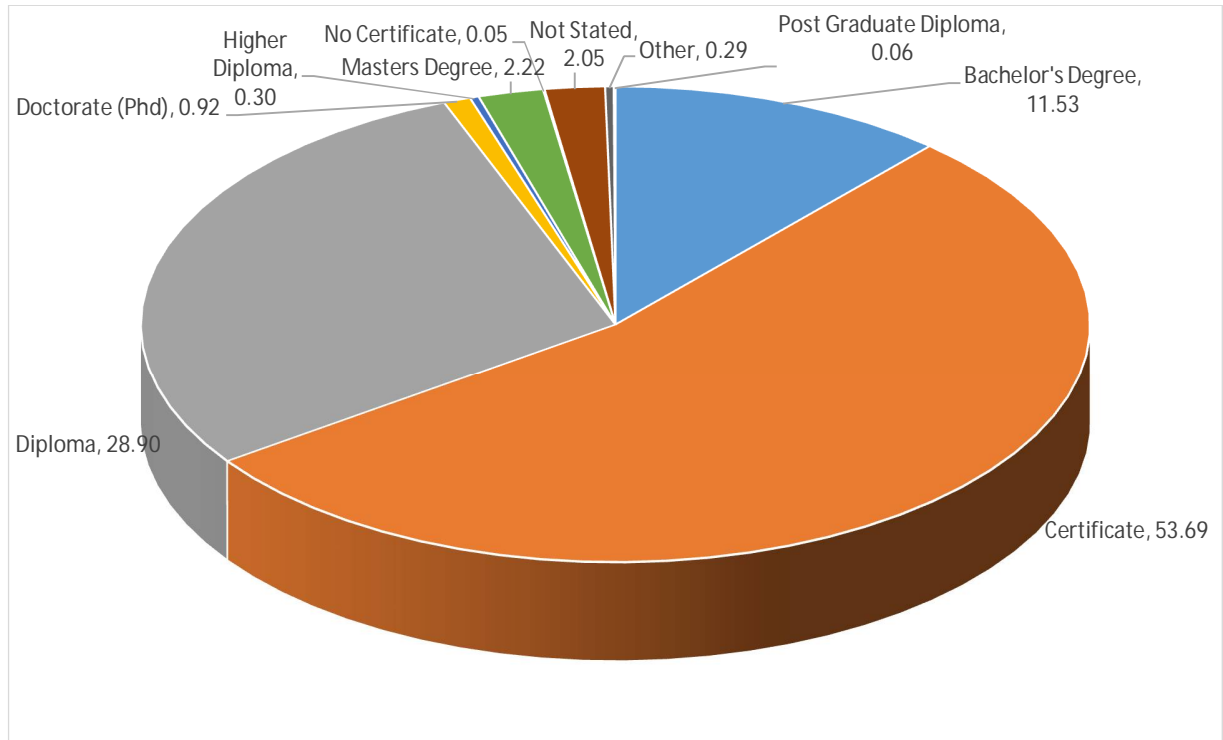
Figures 2 and 3 provide information on skill areas and levels of education respectively. Out of the total jobs advertised, 55.6 % required education related skills followed by Humanities at 18.8 % while Business and Administration and Basic General Programme skills constituted 4.9 % and 4.8% of the skills demanded respectively.

In terms of level of training, certificate level was highest in demand at 53.69 followed by Diploma at 28.90 % while Post Graduate Diploma was the least demanded at 0.06%. **(See appendix 3A)**

Figure 2: Estimated Vacancies by Skill Area



Figure 3: 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 8,260 vacancies advertised in all Counties.

Nairobi County had the highest number of advertised vacancies at 90% with Technician and Associate professionals registering 83 %, Legislators, Administrators and Managers registering 6.6 %, and Professionals at 4.9 % of all advertised vacancies.

Mombasa County accounted for 1.3 % of the advertised vacancies with Professionals registering 62 % of all advertised vacancies in the County. The rest of the Counties accounted for 8.7 % of all advertised Vacancies. **(See appendix 4A)**

4.6. Vacancies by Occupation and Educational Award

During the reference period, Certificate was the most demanded award at 54 %, followed by Diploma at 29 %, and Bachelor's degree at 11.5 %.

Certificate at 48% and Diploma at 26.25 were demanded by Technicians and Associate Professionals. Similarly, Bachelor's degree at 4.4% was demanded by Professionals. **(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 January-March 2015 and October-December 2016

Table 3 indicates that Electricity, Gas, Steam and Air Conditioning Supply economic sector recorded the highest index (1275) followed by Public Administration and Defence; Compulsory Social Security (257) of jobs captured in October to December 2016.

The lowest economic activity sector which had lowest job captured October to December 2016 was Activities of Households as Employers; Undifferentiated Goods and Services producing Activities of Households for Own Use. Administrative and Support Service Activities also recorded a low index of 12.

Table 3. Job Opportunity Indices by Economic Activity

ISIC	Economic Activity	Jan-March 2015	April-June 2015	July-September 2015	October-December 2015	Jan-March 2016	April-June 2016	July-September 2016	October-December 2016
A	Agriculture, Forestry and Fishing	100	0	82	582	118	36	13	111
B	Mining and Quarrying	100	0	100	0	50	0	0	200
C	Manufacturing	100	51	46	49	221	101	73	89
D	Electricity, Gas, Steam and Air Conditioning Supply	100	150	525	1263	163	438	975	1275
E	Water Supply; Sewerage, Waste Management and Remediation	100	54	38	138	62	131	108	92
F	Construction	100	22	187	91	0	217	765	65
G	Wholesale and Retail Trade;	100	209	687	648	235	87	117	39

	Repair Of Motor Vehicles and Motorcycles								
H	Transportation and Storage	100	131	39	31	100	270	33	72
I	Accommodation And Food Service Activities	100	80	115	0	0	0	65	120
J	Information and Communication	100	156	87	62	100	92	144	23
K	Financial and Insurance Activities	100	57	67	39	71	111	80	37
L	Real Estate Activities	100	13	188	25	738	388	0	63
M	Professional, Scientific And Technical Activities	100	24	36	77	47	36	32	74
N	Administrative And Support Service Activities	100	392	169	631	127	1327	442	12
O	Public Administration and Defence; Compulsory Social Security	100	525	431	2693	68	81	148	257
P	Education	100	696	60	45	367	100	48	64
Q	Human Health And Social Work Activities	100	32	185	36	79	54	47	65
R	Arts, Entertainment And Recreation	100	0	10	20	280	20	10	110
S	Other Service Activities	100	27	87	56	25	17	90	21
T	Activities Of Households as Employers; Undifferentiated Goods and Services	100	0	200	14400	0	0	0	0

	producing Activities Of Households For Own Use								
U	Activities Of Extraterritorial Organizations And Bodies	100	211	74	4	133	94	85	50
0	Total	100	432	280	1531	123	98	118	175

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 838 for the period October to December, 2016 followed by Plant and Machine Operators and Assemblers Major Occupational group with an index of 332.

Service Workers, Shop and Market Sales Workers and Skilled Farm, Fishery, Wildlife and Related Major Occupational Group recorded the lowest number of skills demanded in the labour market with an index of 13 and 19 respectively.

Table 4. Job Opportunity Indices by Occupation

KNOCS CODE	Major Occupational Group	January-March 2015	April-June 2015	July-September 2015	October-December 2015	Jan-March 2016	April-June 2016	July-September 2016	October-December 2016
1	Legislators, Administrators and Managers	100	41	77	37	72	48	99	45
2	Professionals	100	132	368	56	106	129	79	40
3	Technicians and Associate Professionals	100	641	674	9273	155	119	247	838
4	Secretarial, Clerical Services and Related Workers	100	1177	134	265	1433	254	101	53
5	Service Workers, Shop	100	2645	25	11	29	98	87	13

	and Market Sales Workers								
6	Skilled Farm, Fishery, Wildlife and Related Workers	100	1121	1	2	5	2	1	19
7	Craft and Related Trades Workers	100	167	233	161	206	317	328	283
8	Plant and Machine Operators and Assemblers	100	360	160	112	392	104	652	332
9	Elementary Occupations	100	563	111	1426	16	447	447	168
	Grand Total	100	432	280	1537	123	98	118	175

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 and then Public Administration and Defence; Compulsory Social Security
- Plant and Machine Operators had the highest decline from (652) in quarter ending September, 2016 to (332) in quarter ending December, 2016.
- Occupation that had the highest growth was Technicians and Associate Professionals from (247) in quarter ending September, 2016 to (838) in quarter ending December, 2016

7.0. APPENDIX

Table 1A: Distribution of Vacancies by Economic Activity

ISIC Code	Economic Activity	Vacancies	Percentage
A	Agriculture, forestry and fishing Total	50	0.61
01	Crop and animal production, hunting and related service activities	10	0.12
02	Forestry and logging	40	0.48
B	Mining and quarrying	4	0.05
06	Extraction of crude petroleum and natural gas	4	0.05
C	Manufacturing	80	0.97
10	Manufacture of food products	31	0.38
13	Manufacture of textiles	11	0.13
18	Printing and reproduction of recorded media	2	0.02
19	Wholesale and retail trade; repair of motor vehicles and motorcycles	1	0.01
20	Manufacture of chemicals and chemical products	2	0.02
21	Manufacture of pharmaceuticals, medicinal chemical and botanical products	17	0.21
23	Manufacture of other non-metallic mineral products	15	0.18
27	Manufacture of electrical equipment	1	0.01
D	Electricity, gas, steam and air conditioning supply	102	1.23
35	Electricity, gas, steam and air conditioning supply	102	1.23
E	Water supply; sewerage, waste management and remediation activities	24	0.29
36	Water collection, treatment and supply	24	0.29
F	Construction	15	0.18
41	Construction of buildings	4	0.05
42	Civil engineering	11	0.13
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	9	0.11
46	Wholesale trade, except of motor vehicles and motorcycles	6	0.07
47	Retail trade, except of motor vehicles and motorcycles	3	0.04
H	Transportation and storage	67	0.81
49	Land transport and transport via pipelines	49	0.59
50	Water transport	6	0.07
51	Air transport	4	0.05
52	Warehousing and support activities for transportation	2	0.02
53	Postal and courier activities	6	0.07
I	Accommodation and food service activities	24	0.29
55	Accommodation	21	0.25
56	Food and beverage service activities	3	0.04

J	Information and communication	9	0.11
58	Publishing activities	9	0.11
59	Motion picture, video and television programme production, sound recording	7	0.08
60	Programming and broadcasting activities	9	0.11
61	Telecommunications	7	0.08
63	Information service activities	1	0.01
K	Financial and insurance activities	82	0.99
64	Financial service activities, except insurance and pension funding	60	0.73
65	Insurance, reinsurance and pension funding, except compulsory social security	10	0.12
66	Activities auxiliary to financial service and insurance activities	12	0.15
L	Real estate activities	5	0.06
68	Real estate activities	5	0.06
M	Professional, scientific and technical activities	90	1.09
69	Legal and accounting activities	11	0.13
70	Activities of head offices; management consultancy activities	46	0.56
71	Architectural and engineering activities; technical testing and analysis	2	0.02
72	Scientific research and development	31	0.38
N	Administrative and support service activities	3	0.04
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	1	0.01
O	Public administration and defence; compulsory social security	6750	81.72
84	Public administration and defence; compulsory social security	6750	81.72
P	Education	438	5.30
85	Education	438	5.30
Q	Human health and social work activities	115	1.39
86	Human health activities	115	1.39
R	Arts, entertainment and recreation	11	0.13
91	Libraries, archives, museums and other cultural activities	9	0.11
92	Gambling and betting activities	2	0.02
S	Other service activities	11	0.13
94	Activities of membership organizations	8	0.10
U	Activities of extraterritorial organizations and bodies	206	2.49
99	Activities of extraterritorial organizations and bodies	206	2.49

X	Not Stated	144	1.74
XX	Not Stated	144	1.74
	Total	8260	100.00

Table 2A: Vacancies by Major and Minor Occupational Group

Major Occupation	Occupational3	vacancies	Percentage
1	LEGISLATORS, ADMINISTRATORS AND MANAGERS	687	8.32
131	Directors And Chief Executives	47	0.57
121	Government Administrators	196	2.37
141	Non-Departmental Managers	53	0.64
151	Other Administrators And Managers	75	0.91
133	Other Departmental Managers	25	0.30
132	Specialised Departmental Managers	291	3.52
2	PROFESSIONALS	685	8.29
281	Accountants, Auditors And Tax Assessors	60	0.73
244	Agriculturalists And Related Professionals	2	0.02
231	Architects And Town Planners	10	0.12
291	Archivists, Librarians And Related Professionals	12	0.15
293	Authors, Journalists And Related Professionals	21	0.25
235	Chemical Engineers And Technologists	36	0.44
296	Choreographers	1	0.01
233	Civil Engineers	13	0.16
223	Computing Professionals	31	0.38
271	Economists	10	0.12
254	Education Methods Advisers And Assessors	1	0.01
237	Electrical, Electronics And Telecommunications Engineers	11	0.13
241	Health Professionals	54	0.65
262	Jurists/Judges	1	0.01
261	Lawyers	21	0.25
243	Life Science Professionals	4	0.05
221	Mathematicians And Related Professionals	4	0.05
234	Mechanical Engineers	17	0.21
236	Mining Engineers, Metallurgists And Related Technologists	1	0.01
242	Nursing And Mid-Wifery Professionals	108	1.31
289	Other Business Professionals	34	0.41
279	Other Social Science And Related Professionals	3	0.04
259	Other Teaching Professionals	1	0.01

282	Personnel And Occupational Professionals	10	0.12
275	Philologists, Translators And Interpreters	1	0.01
211	Physicists And Related Professionals	2	0.02
238	Production And Related Engineers	1	0.01
294	Sculptors, Painters And Related Professionals	1	0.01
252	Secondary And Technical Institute Teachers And Instructors	30	0.36
273	Sociologists, Anthropologists And Related Professionals	1	0.01
253	Special Education Teaching Professionals	2	0.02
232	Surveyors And Cartographers	8	0.10
251	Teaching Professionals	173	2.09
3	TECHNICIANS AND ASSOCIATE PROFESSIONALS	6353	76.91
333	Agronomy And Forestry Technicians	2	0.02
344	aircraft controller	2	0.02
393	Athletes, Sportspersons And Other Related Workers	6	0.07
321	auxiliary nurse	45	0.54
365	Business And Public Service Middle Level Personnel	115	1.39
354	Business Services Agents	36	0.44
355	Buyers, Appraisers And Auctioneers	2	0.02
312	Civil Engineering And Related Technicians	8	0.10
394	Decorators And Commercial Designers	2	0.02
315	Electrical Engineering Technicians	3	0.04
316	Electronics And Telecommunications	1	0.01
364	Government Licensing Officials	1	0.01
352	Insurance Brokers And Agents	3	0.04
368	Lands, Agricultural And Livestock Officials	4	0.05
369	Other Middle level Personnel	13	0.16
332	Life Science Technicians	4	0.05
313	Mechanical Engineering And Related Technicians	4	0.05
399	Mechanical, Electrical, Building And Fire Inspectors	4	0.05
322	Medical Assistants And Clinical Officers	7	0.08
329	Other Associate Medical, Nursing And Nutrition Workers	4	0.05
343	passenger aircraft pilot	2	0.02
328	Pharmaceutical Assistants	4	0.05
331	Physical And Chemical Science Technicians	2	0.02
326	Physiotherapists And Related Associate Professionals	4	0.05
361	Police Inspectors, Detectives, Customs And Border Officials	42	0.51
372	Pre-Primary Education Teachers	8	0.10
371	Primary Education Teachers	4529	54.83
353	Real Estate Agents	1	0.01
398	Safety, Health And Quality Inspectors/ Controllers	11	0.13
323	Sanitarians	10	0.12

392	Social Workers and Helpers	1461	17.69
366	Statistical And Planning Officials	4	0.05
311	Technical Draughtsmen	2	0.02
327	Veterinary Assistants	2	0.02
363	Welfare And Pensions Officials	5	0.06
4	SECRETARIAL, CLERICAL SERVICES AND RELATED WORKERS	49	0.59
416	Coding, Proof-Reading And Related Clerks	1	0.01
417	General Office Clerks	11	0.13
422	Information Clerks	8	0.10
414	Material Recording And Transport Clerks	2	0.02
413	Numerical Clerks	11	0.13
412	Office Machine Operators	2	0.02
411	Secretaries, Stenographers And Typists	14	0.17
5	SERVICE WORKERS , SHOP AND MARKET SALES WORKERS	49	0.59
532	Cooks And Other Catering Service Workers	15	0.18
531	House Stewards And Housekeepers	14	0.17
524	Protective Service Workers	14	0.17
512	Shop Assistants And Demonstrators	2	0.02
522	Undertakers And Embalmers	1	0.01
533	Waiters And Bartenders	3	0.04
6	SKILLED FARM, FISHERY, WILDLIFE AND RELATED WORKERS	16	0.19
7	CRAFT AND RELATED TRADES WORKERS	51	0.62
752	Bakers, Pastry-Cooks And Confectionery Makers	3	0.04
712	Building Trades Workers	6	0.07
724	Electrical Equipment Fitters And Installers	8	0.10
723	Machinery Mechanics And Fitters	22	0.27
721	Metal Moulders, Welders, Structural-Metal Preparers And Related Trades Workers	3	0.04
744	Photographic And Related Workers	1	0.01
731	Precision Workers In Metal And Related Materials	1	0.01
773	Tailors, Dressmakers And Related Workers	7	0.08
8	PLANT AND MACHINE OPERATORS AND ASSEMBLERS	83	1.00
883	Agricultural And Materials-Handling Machinery Operators	3	0.04
824	Machine-Tool And Other Metal-Working Machine Operators	3	0.04
882	Motor Vehicle Drivers	74	0.90
899	Plant And Machine Operators And Assemblers Not Elsewhere Classified	1	0.01
884	Ships' Deck Crews And Related Workers	1	0.01
9	ELEMENTARY OCCUPATIONS	32	0.39
913	Cleaners, Launderers And Domestic Workers	27	0.33
915	Messengers, Porters, Watchmen And Related Workers	3	0.04
934	Transport Labourers And Freight Handlers	2	0.02

999	Not elsewhere classified	255	3.09
Grand Total		8260	100.00

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

Skill Area	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Other	No Certificate	Not Stated	Other	Grand Total
Basic General Programmes						1	393					394
Education	5	13		45	1	605	3924			1		4594
Arts				5			2					7
Humanities	5	22		65		1457						1549
Social Sciences	10	13		25		2						50
Journalism and Information	3	2		24		13	4					46
Business and Administration	21	41	1	253	3	62	16			1	3	401
Law	4	10	2	42		1						59
Life Sciences	1	8		5								14
Physical Sciences	1	1		18	1	8						29
Mathematics and Sciences	1	5		9								15
Computing	5	9	1	53		7	2					77
Engineering and Engineering Trades		10	1	130	5	22	27			9	13	217
Manufacturing and Processing				2		1	8					11
Architecture and Building	1	3		33	1	10	4			1	3	56
Agriculture, Forestry and Fishery	1	5		32	1	33	13					85
Veterinary				7								7
Health	1	33		174	13	123	34					378
Social Services	1	3		3		30						37
Personal Services		2		10		6	2					20
Transport				1		1	1	1		1	3	8

Services												
Environmental Protection	4	1		4			2					11
Security Services	1			3		2	1					7
Certificate Not Elsewhere Classified	11	2		9		3	2		4	156	1	188
Total	76	183	5	952	25	2387	4435	1	4	169	23	8260

Table 4A: Vacancies by County and Major Occupational Group

County	LEGISLATORS, ADMINISTRATORS AND MANAGERS	PROFESSIONALS	TECHNICIANS AND ASSOCIATE PROFESSIONALS	SECRETARIAL, CLERICAL SERVICE 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	Not elsewhere classified	Grand Total
BARINGO		1									1
BUNGOMA		13	44	1						2	60
EAC	17	13	5		1		1			7	44
ELGEYO MARAKWET			3								3
EMBU	1						1	1			3
GARISSA		4	2							1	7
HOMABAY	14	8	14		1					1	38
ISIOLO	1										1
KAJIADO		1	2		1						4
KAKAM	1	2									3

EGA											
KERICHO	2	22	10								34
KIAMBUI	16	30	11	5	7		5			1	75
KILIFI	1	2	1					1		1	6
KIRINYAGA	3	4	2								9
KISII	5	2	1					1		1	10
KISUMU	29	25	23	3	2	16		1		2	101
KITUI	2		1							2	5
KWALE	1	45	11							2	59
LAIKIPIA	2	1	2								5
MACHAKOS	4	2	2								8
MAKUE NI	34	1									35
MERU		5	1	2	1						9
MIGORI	1										1
MOMBASA	16	69	11	2	4		2			7	111
MURANGA	2										2
NAIROBI	488	367	6178	33	22		38	79	32	212	7449
NAKURU	6	12	9				2				29
NANDI	1										1
NAROK				1	5						6
NYAMIRA	2	7	1		2						12
NYANDARUA	2		3								5
NYERI	4	7	6								17
OUTSIDE EAC	15	2	2		3					3	25
SIAYA	1										1
TAITAVETA	11	5	1				1				18
TURKANA		3	1							1	5
UASINGISHU	5	32	5	2			1			12	57
VIHIGA			1								1
Grand Total	687	685	6353	49	49	16	51	83	32	255	8260

Table 5A: Distribution of Occupational Group and Educational Award

Co de	Occupational3	Doct orate (Phd)	Mast ers Degr ee	Post Graduat e Diploma	Bachel or's Degr ee	High er Dipl oma	Di plo ma	Cer tifi cate	O t her	No t Stat ed	
1	LEGISLATORS, ADMINISTRATORS AND MANAGERS	31	90	1	258	1	45	230	1	30	687
121	Government Administrators	4	34	1	28		3	123		3	196
131	Directors And Chief Executives	15	12		17		1			2	47
132	Specialised Departmental Managers	4	29		131	1	5	103	1	17	291
133	Other Departmental Managers	7	5		12		1				25
141	Non-Departmental Managers	1	4		38		3	2		5	53
151	Other Administrators And Managers		6		32		32	2		3	75
2	PROFESSIONALS	45	66	3	362	15	102	43	4	45	685
211	Physicists And Related Professionals		1		1						2
221	Mathematicians And Related Professionals				4						4
223	Computing Professionals		1		24		2			4	31
231	Architects And Town Planners				9		1				10
232	Surveyors And Cartographers				3		1	2	1	1	8
233	Civil Engineers		1		3		2	1	3	3	13
234	Mechanical Engineers		2		12		3				17
235	Chemical Engineers And Technologists				26	1	5	1		3	36
236	Mining Engineers, Metallurgists And Related Technologists			1							1
237	Electrical, Electronics And Telecommunications				6	2	3				11

	Engineers									
23 8	Production And Related Engineers				1					1
24 1	Health Professionals		20		11		9		14	54
24 2	Nursing And Mid-Wifery Professionals		2		6	9	58	33		108
24 3	Life Science Professionals		1		2		1			4
24 4	Agriculturalists And Related Professionals				2					2
25 1	Teaching Professionals	39	20		112	2				173
25 2	Secondary And Technical Institute Teachers And Instructors		3		17				10	30
25 3	Special Education Teaching Professionals				2					2
25 4	Education Methods Advisers And Assessors		1							1
25 9	Other Teaching Professionals				1					1
26 1	Lawyers		1	2	17		1			21
26 2	Jurists/Judges				1					1
27 1	Economists		6		2				2	10
27 3	Sociologists, Anthropologists And Related Professionals								1	1
27 5	Philologists, Translators And Interpreters								1	1
27 9	Other Social Science And Related Professionals				3					3
28 1	Accountants, Auditors And Tax Assessors	2	3		38	1	9	4	3	60
28 2	Personnel And Occupational Professionals				6		1		3	10
28 9	Other Business Professionals	1	2		29		2			34
29 1	Archivists, Librarians And Related Professionals	3			4		4	1		12
29 3	Authors, Journalists And Related Professionals		2		19					21
29 4	Sculptors, Painters And Related Professionals							1		1
29	Choreographers				1					1

6											
3	TECHNICIANS AND ASSOCIATE PROFESSIONALS		11	1	125	8	21 67	39 84	4	53	63 53
31 1	Technical Draughtsmen				1		1				2
31 2	Civil Engineering And Related Technicians				2	1	5				8
31 3	Mechanical Engineering And Related Technicians				1	1	2				4
31 5	Electrical Engineering Technicians				1	1	1				3
31 6	Electronics And Telecommunications						1				1
32 1	auxiliary nurse						45				45
32 2	Medical Assistants And Clinical Officers		1			2	1	3			7
32 3	Sanitarians				8			2			10
32 6	Physiotherapists And Related Associate Professionals				1		2	1			4
32 7	Veterinary Assistants				2						2
32 8	Pharmaceutical Assistants							4			4
32 9	Other Associate Medical, Nursing And Nutrition Workers				3					1	4
33 1	Physical And Chemical Science Technicians									2	2
33 2	Life Science Technicians				1		1		1	1	4
33 3	Agronomy And Forestry Technicians						1	1			2
34 3	passenger aircraft pilot					1			1		2
34 4	aircraft controller									2	2
35 2	Insurance Brokers And Agents				3						3
35 3	Real Estate Agents						1				1
35 4	Business Services Agents				19		12	2	2	1	36
35 5	Buyers, Appraisers And Auctioneers		1		1						2
36	Police Inspectors, Detectives,				3					39	42

1	Customs And Border Officials									
36 3	Welfare And Pensions Officials				2		3			5
36 4	Government Licensing Officials				1					1
36 5	Business And Public Service Middle Level Personnel		1		51		17	43		11 5
36 6	Statistical And Planning Officials		4							4
36 8	Lands, Agricultural And Livestock Officials				1		3			4
36 9	Lands, Agricultural And Livestock Officials			1	8		3	1		13
37 1	Primary Education Teachers				2		60 5	39 22		45 29
37 2	Pre-Primary Education Teachers		3		1		2	2		8
39 2	Social Workers And Helpers				2		14 57	1		14 61
39 3	Athletes, Sportspersons And Other Related Workers				3		2	1		6
39 4	Decorators And Commercial Designers				1			1		2
39 8	Safety, Health And Quality Inspectors/ Controllers		1		7	1			2	11
39 9	Mechanical, Electrical, Building And Fire Inspectors					1	2		1	4
4	SECRETARIAL, CLERICAL SERVICES AND RELATED WORKERS				12	1	9	16	2	9
41 1	Secretaries, Stenographers And Typists				4	1	3	2	2	14
41 2	Office Machine Operators							2		2
41 3	Numerical Clerks				6		2	3		11
41 4	Material Recording And Transport Clerks							2		2
41 6	Coding, Proof-Reading And Related Clerks						1			1
41 7	General Office Clerks						1	6		4 11
42 2	Information Clerks				2		2	1		3 8
5	SERVICE WORKERS , SHOP AND MARKET SALES WORKERS				4		14	22		9

51 2	Shop Assistants And Demonstrators						2				2
52 2	Undertakers And Embalmers				1						1
52 4	Protective Service Workers				1		4	5		4	14
53 1	House Stewards And Housekeepers				2		5	4		3	14
53 2	Cooks And Other Catering Service Workers						3	12			15
53 3	Waiters And Bartenders							1		2	3
6	SKILLED FARM, FISHERY, WILDLIFE AND RELATED WORKERS				4			12			16
61 1	Field Crop, Vegetable And Horticultural Farm Workers				4			12			16
7	CRAFT AND RELATED TRADES WORKERS		1		4		8	31	5	2	51
71 2	Building Trades Workers		1		2		1	2			6
72 1	Metal Moulders, Welders, Structural-Metal Preparers And Related Trades Workers						2			1	3
72 3	Machinery Mechanics And Fitters						4	12	5	1	22
72 4	Electrical Equipment Fitters And Installers						1	7			8
73 1	Precision Workers In Metal And Related Materials				1						1
74 4	Photographic And Related Workers				1						1
75 2	Bakers, Pastry-Cooks And Confectionery Makers							3			3
77 3	Tailors, Dressmakers And Related Workers							7			7
8	PLANT AND MACHINE OPERATORS AND ASSEMBLERS				2		1	66	4	10	83
82 4	Machine-Tool And Other Metal-Working Machine Operators				1					2	3
85 2	Steam Turbine, Boiler And Engine Operators						1				1
88 2	Motor Vehicle Drivers				1			62	4	7	74
88	Agricultural And Materials-							2		1	3

3	Handling Machinery Operators										
88 4	Ships' Deck Crews And Related Workers							1			1
89 9	Plant And Machine Operators And Assemblers Not Elsewhere Classified							1			1
9	ELEMENTARY OCCUPATIONS							27	2	3	32
91 3	Cleaners, Launderers And Domestic Workers							27			27
91 5	Messengers, Porters, Watchmen And Related Workers									3	3
93 4	Transport Labourers And Freight Handlers								2		2
X	Not elsewhere classified		15		181		41	4	1	13	255
99 9	Not elsewhere classified		15		181		41	4	1	13	255
Grand Total			183	5	952	25	2387	4435	23	174	8260