REPUBLIC OF KENYA

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Ministry of Labour and Social Protection

State Department for Labour and Skills Development

Labour Market Indicators Report on Employability Skills

in Agriculture, Manufacturing, Construction, and Information and Communication Technology Sectors



FOR THE FINANCIAL YEAR 2025/2026

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Preface

In line with Kenya's Vision 2030 and the Bottom-Up Economic Transformation Agenda, the Labour Marker Observatory has developed this Quarterly Indicators Report on Employability Skills within the Agriculture, Manufacturing, and Construction, and information technology sectors. The goal of this report is to identify and analyse trends in employability skills demand, providing a resource to support workforce planning and policy development. By including the Construction sector, this report broadens its scope, acknowledging the growing significance of construction in Kenya's economic development and job creation strategy.

Kenya's development frameworks, including the Vision 2030 and Medium-Term Plans, emphasize job creation and economic resilience. The Bottom-Up Economic Transformation Agenda further supports this vision, focusing on inclusive growth by targeting key sectors, such as agriculture, manufacturing, information technology and construction. The Directorate plays a pivotal role by equipping policymakers and stakeholders with timely labour market insights and skill demand trends essential for driving a skilled workforce and aligning educational and training programs with sector needs.

This report is a continuation of our commitment to tracking labour demand, consolidating data from web-crawled job listings. It provides quantitative and qualitative insights into the employability skills most in demand across agriculture, manufacturing, and the construction sector. Through this information, we aim to support Kenya's economic agenda, fostering a competitive, adaptable, and well-prepared workforce for these key industries.

This report is a continuation of our commitment to tracking labour demand, consolidating data from web-crawled job listings. It provides quantitative and qualitative insights into the employability skills most in demand across agriculture, manufacturing, and the construction sector.

Hon. Dr. Alfred N. Mutua, EGH
Cabinet Secretary, Ministry of Labour and Social Protection



Acknowledgement

As Kenya's labour market landscape evolves, particularly within the agriculture, manufacturing, information technology and construction sectors, understanding the demand for specific employability skills is increasingly important. This report presents the quarterly analysis of labour demand across these sectors for the period of July 2025 to June 2026, based on web-crawled data from job listings on various platforms.

The report examines labour demand trends, focusing on the key skills required by employers across agriculture, manufacturing, construction, and information technology sectors. Agriculture remains a vital contributor to Kenya's GDP and employment levels, while manufacturing drives industrial growth and economic diversification. Construction, a rapidly growing sector, is central to Kenya's infrastructure agenda, playing a crucial role in supporting both economic and job creation goals. As Kenya moves towards modernization, the information and communication technology sector plays a critical role in achieving this, hence the need to understand the skills requirements in this sector.

By analysing labour demand and skill trends across these four sectors, this report aims to inform stakeholders including policymakers, training institutions, and job seekers about evolving workforce needs. This information identifies areas of skill gaps, informing interventions to enhance employability and improve Kenya's labour market resilience.

“The report examines labour demand trends, focusing on the key skills required by employers across agriculture, manufacturing, construction, and information technology sectors.



Shadrack M. Mwadime, CBS

Principal Secretary, State Department For Labour And Skills Development



Technical Note

This report was prepared by the Labour Market Observatory as part of the Labour Market Information Production Framework under the Nyota Project for the year 2025–2026. It draws on quarterly analyses undertaken during the reporting period and presents consolidated findings on labour market opportunities, trends, and emerging developments.

The analysis is based on job advertisement data comprehensively collected through web crawling from relevant online job listing platforms and other digital sources associated with the respective thematic area. The data are collected and analysed to generate timely labour market intelligence and provide insights into emerging patterns of labour demand.

The analysis is based on job advertisement data comprehensively collected through web crawling from relevant online job listing platforms and other digital sources associated with the respective thematic area. The data are collected and analysed to generate timely labour market intelligence and provide insights into emerging patterns of labour demand.

The data undergo cleaning, verification, classification and standardisation to enhance reliability. Job titles are classified into occupations in accordance with the Kenya Standard Classification of Occupations (KeSCO), while employers are classified into economic sectors based on the Kenya Standard Industrial Classification of Economic Activities (KeSIC). These classifications provide a standardised framework for analysing labour demand across occupations, economic sectors and other relevant labour market dimensions.

The analysis primarily employs descriptive statistical techniques and graphical representations to examine the distribution and trends of labour market opportunities across occupations, sectors and other aspects captured in the job advertisements.

To enhance the quality and reliability of the findings, the analytical outputs are subjected to internal technical review and external stakeholder validation.

The findings presented in this report should be interpreted within the context of the scope, coverage and limitations of the underlying data. The methodologies and analytical approaches applied are intended to support the production of timely, relevant and evidence-based Labour Market Information. Accordingly, the findings should be interpreted as an indication of the labour market demand patterns, trends and emerging opportunities captured through the analysed job advertisements during the reporting period.

Meldah Angir

Technical Lead/Project Co-ordinator, NYOTA


ANNUAL REPORT

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Executive Summary

The Directorate of National Labour Planning and Development under the State Department for Labour and Skills Development has undertaken an analysis of labour demand and employability skills in Kenya's Agriculture, Manufacturing, Construction, and Information and Communication Technology (ICT) sectors for the financial year 2025/2026. The report provides insights into the skills sought by employers and highlights emerging changes in labour demand across the four priority sectors. The analysis supports Kenya's Vision 2030 and the Bottom-Up Economic Transformation Agenda (BETA) by providing labour market information to guide workforce planning, skills development, training provision, and employment policy.

The report covers job advertisements collected through web-crawling. The data was cleaned and standardized, with occupations coded using the Kenya Standard Classification of Occupations (KeSCO) and industries classified using the Kenya Standard Industrial Classification (KeSIC). The analysis focused on identifying the most frequently demanded employability skills across the four sectors and examining how demand changed over the four quarters.

Key Findings

The analysis of employability and skills demand across the agriculture, manufacturing, construction, and Information and Communication Technology (ICT) sectors reveals significant differences in labour market demand. Manufacturing accounted for the largest share of vacancies at 46.7%, followed by Information and Communication Technology (ICT) at 40.3%, while agriculture and construction accounted for 6.6% and 6.3%, respectively. Overall, the findings show increasing demand for technical, professional, managerial, digital, commercial, and analytical competencies.



Agriculture:

The Sector demand is increasingly focused on administrative and managerial, finance and accounting, and project and operations management skills. This reflects a shift towards a more technology-enabled, commercially oriented, and knowledge-intensive agricultural sector.

Manufacturing:

Manufacturing represented the largest source of employment demand. The leading skills were sales representation and customer engagement, sales and marketing management, and accounting and financial reporting. This highlights the need for workers who can combine production-related skills with commercial, financial, and management competencies.

Construction:

The leading skills in the construction sector were in finance and accounting, sales and marketing, and



engineering and technical skills. This demonstrates the need for a balanced workforce combining technical, commercial, and practical competencies.

Information and Communication Technology:

Information communication technology was the second-largest source of employment demand. The leading skills were sales and customer engagement, software development and engineering, and project and operations management. This indicates that information and communication technology (ICT) employment extends beyond technical roles to include business, customer-oriented, and management capabilities.

Overall, the findings indicate a shift towards a more skilled, digitally enabled, and multidisciplinary workforce. Employability increasingly depends on technical and professional qualifications alongside digital, managerial, communication, commercial, and problem-solving skills. Training institutions should strengthen industry-responsive programmes, job seekers should prioritize continuous upskilling and transferable skills, and policymakers should improve labour market information, skills anticipation, industry–training linkages, and targeted reskilling programmes.

Numbers

46.7%
Manufacturing accounted for the largest share of vacancies at 46.7%,

46.7%
Manufacturing was followed by Information and Communication Technology (ICT) at 40.3%,

6.6% & 6.3%
While agriculture and construction accounted for 6.6% and 6.3%, respectively.

01 Introduction

The agricultural, construction, manufacturing, and information and communication technology (ICT) sectors are critical to Kenya's economic development and employment creation. These sectors provide diverse employment opportunities across different skill levels, ranging from entry-level and technical occupations to professional, managerial, and highly specialised roles. Their performance and changing labour demand therefore have important implications for job seekers, training institutions, employers, and policymakers.

This report examines employability and labour market demand across the four sectors, with particular focus on the occupations and skills sought by employers. The analysis provides insights into the nature and magnitude of employment opportunities, emerging skills requirements, and areas where there may be gaps between available skills and employer demand. Understanding these trends is important for improving the alignment between education and training outcomes and the evolving needs of the labour market.

The agricultural sector remains an important source of employment and livelihood, while increasingly requiring skills related to agribusiness, agricultural technology, value addition, machinery, and modern production systems. The construction sector continues to generate demand for technical, engineering, architectural, supervisory, and skilled trades occupations, reflecting ongoing infrastructure and building activities. The manufacturing sector requires a combination of production, engineering, quality control, logistics, technical, and managerial skills to support industrialization and productivity. Meanwhile, the information and communication technology (ICT) sector is increasingly driven by digital transformation, creating demand for software development, data-related skills, digital services, networking, and other specialised information and communication technology(ICT) occupations.

By analysing vacancy patterns and the skills associated with these sectors, the report seeks to identify high-demand occupations, emerging skill requirements, and potential employability opportunities. The findings are intended to support job seekers in making informed career and skills-development decisions, assist training institutions in designing programs that respond to labour market needs, and guide policymakers in developing evidence-based interventions for employment creation, skills development, and labour market matching.



02 Objectives

The purpose of this study is to provide a comprehensive understanding of the local labour market demand by focusing on key occupational trends in agricultural, construction, manufacturing and information and communication technology sectors. Specifically, the study seeks:

a) To identify the most demanded occupations in the local labour market

b) To determine the most demanded occupations within sectors recording the highest number of vacancies.

c) To analyse the most demanded occupations based on skill levels

03 Scope of the Report

This report offers insights into employability skills demand within Kenya's Agriculture, Manufacturing, Construction, and Information and communication technology sectors. Data has been gathered through web-crawling techniques, ensuring comprehensive coverage of job listings across various platforms.

04 Methodology

The methodology employed involves systematic data collection, cleaning, and analysis of job advertisement data. Key stages include:

4.1 Data Collection

Job advertisements from Kenyan listing sites were collected using web crawlers, which extracted data between July 2025 to June 2026. The dataset encompasses job titles, required skills, and sector classifications, offering a comprehensive foundation for analysis.

4.2 Data Cleaning and Analysis Process

To ensure accuracy, raw data was cleaned and standardized, with occupations coded per the Kenya Standard Classification of Occupations (KeSCO) and industries classified using the Kenya Standard Industrial Classification standards (KeSIC). The cleaned data was then analysed to identify the most frequently demanded skills, using both descriptive statistics and graphical presentations.



05 Limitations

This report acknowledges certain limitations, including:

a. **Data Source Reliability:** The accuracy of findings is dependent on the completeness and accuracy of job listings from web sources, which may not capture all labor demand variables.

b. **Sector Representation:** While agriculture, manufacturing, construction, and communication and technology sectors are covered, certain subsectors within these may be underrepresented due to limitations in job listing data availability.

c. **Skill Proxies:** Using occupations as proxies for skills may not fully capture the complexity of skill requirements, as job postings often generalize skill descriptions.



QUARTER 01 JULY – SEPTEMBER 2025

6.0 Findings

QUARTER ONE

6.1 Agriculture Sector

The agriculture sector is the backbone of Kenya's economy, contributing significantly to employment, income generation, and food security. As Kenya moves towards modernization and industrialization, understanding the specific skill requirements in this sector is critical for enhancing productivity and ensuring the sector remains competitive.

Table 1. Most sought skills by number of vacancies in the agricultural sector

Employability Skill Area	Proportion %
Administration & managerial skills	22.22
Finance & accounting skills	19.19
Sales & Marketing skills	9.091
Engineering & Technical skills	7.07
Core agricultural skills	5.05

Source; Local job advertisement data

The first quarter data shows high demand for administration and managerial skills within the agricultural sector, representing 22% of the vacancies followed by finance and accounting skills 19.1%, reinforcing the continued need for coordination skills as well as professional skills in finance in the sector this quarter. The demand for Sales representation and Marketing Skills accounted for 9.1% share of vacancies, indicating a growing emphasis on the commercial aspects of agriculture. Engineering and technician skills also registered a significant share of vacancies (7.1%) in the sector, showing a demand for technical skills within the agricultural sector.

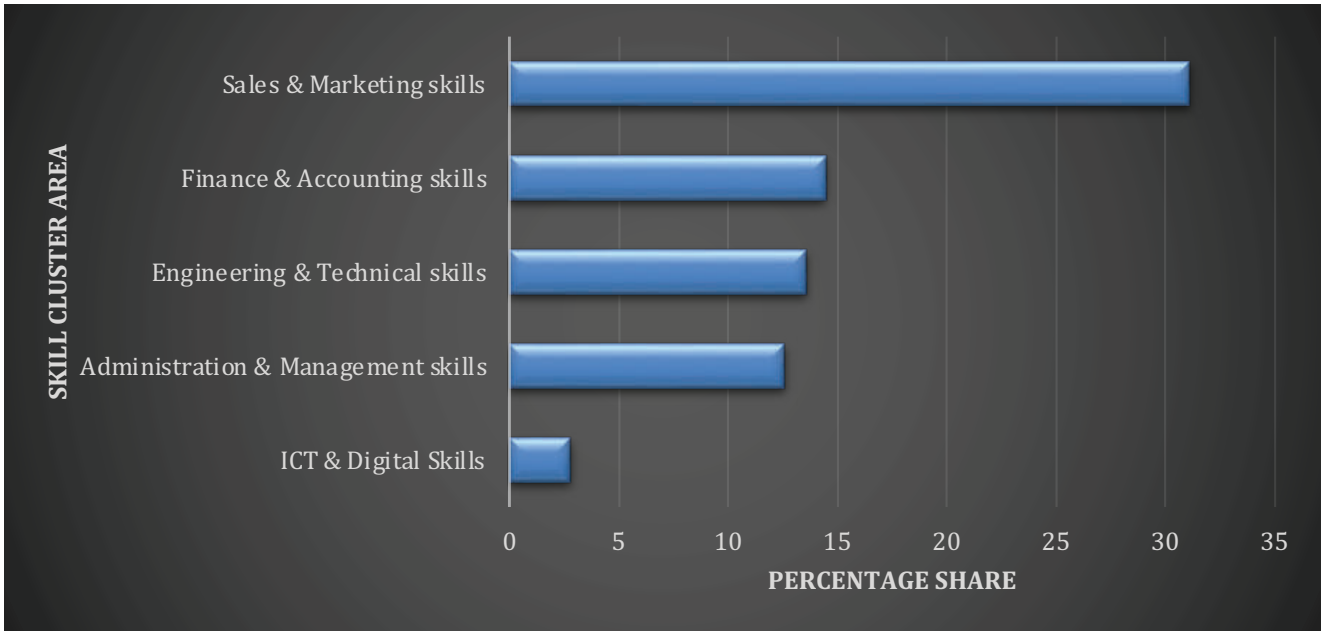
Implications:

- **For Job Seekers:** Opportunities are expanding for individuals with a blend of administration and managerial, finance, and business acumen. Job seekers should align their skills development with areas showing stronger labour-market demand.
- **Education and Training Institutions:** Training institutions need to strengthen the alignment between training programs and labour-market requirements. Curricula must continue to evolve to integrate business management and financial literacy with agricultural science. Producing graduates who can manage agricultural enterprises and innovate with technology, while also ensuring foundational farming techniques are not neglected.
- **For Policymakers:** Policymakers should promote digital, technical and transferable skills across occupational groups and strengthen industry–training institution linkages. Regular labour-market information, including job vacancy data, should be used to identify skills gaps, guide training investments and inform employment and career-development policies.

6.2 Manufacturing Sector

Manufacturing is a key driver of Kenya's economic transformation and a central pillar in its Vision 2030 strategy. As the country aims to expand its industrial base, there is an increasing need for a skilled workforce that can adapt to technological advancements and global market demands.

Figure 2: Most sought skills in manufacturing sector



Source; Local job advertisement data

The manufacturing sector showed consistent and growing demand across key skill areas. Sales and Marketing skills recorded the highest share at 31.09%, followed by Finance and Accounting skills at 14.46%, Engineering and Technical skills at 13.56%. Overall, the findings indicate a robust and expanding manufacturing sector, with strong demand for sales and marketing skills to support market expansion and customer engagement, finance and accounting skills for accounting, auditing, financial reporting and financial analysis, and engineering and technical skills for production, maintenance and quality control activities.

Implications:

- **For Job Seekers:** The data signals strong and widespread opportunities in manufacturing. The dominance of sales jobs indicates a growing demand for revenue generation skills. There is also need for upskilling in coordination and management activities.
- **Education and Training Institutions:** Training institutions should adopt a demand-driven approach to skills development by aligning curricula with the skills required across manufacturing activities. While strengthening technical and engineering training remains important, institutions should also develop commercial, financial, managerial and digital competencies to produce graduates who can support the entire manufacturing value chain.
- **For Policymakers:** The broad-based growth in demand reinforces the need for policies that support the entire manufacturing ecosystem. This includes fostering innovation through R&D incentives, strengthening industry-academia partnerships to build a skilled talent pipeline, and developing infrastructure to support efficient logistics and supply chains.



6.3 Construction Sector

The construction sector in Kenya is one of the fastest-growing industries, driven by urbanization and significant investment in public and private infrastructure projects. As the sector evolves with new technologies and sustainable practices, it is vital to understand the skills required to ensure that Kenya's infrastructure development keeps pace with its ambitious growth plans.

Table 3. Most sought skills by number of vacancies in construction sector

Employability Skill Area	Proportion %
Administration & Management skills	10.46
Finance & Accounting skills	22.59
Sales & Marketing skills	12.55
Engineering & Technical skills	11.30
Plant Operation and Maintenance skills	4.18

Source; Local job advertisement data



The first-quarter data for the construction sector reveals a growing demand for finance and accounting skills, with a 22.6% share of vacancies presenting a growing demand for financial management, reporting, budgeting, and accounting within the construction sector. Sales and marketing skills accounted for 12.5%, represent the commercial aspect of the construction sector shows a growing need for revenue generation and customer engagement activities in the sector. Engineering and technical skills also recorded a significant share 11.3%, indicate a growing need for technical expertise in the sector while administration and management skills at 10.5%indicate a need for coordination activities in the sector.

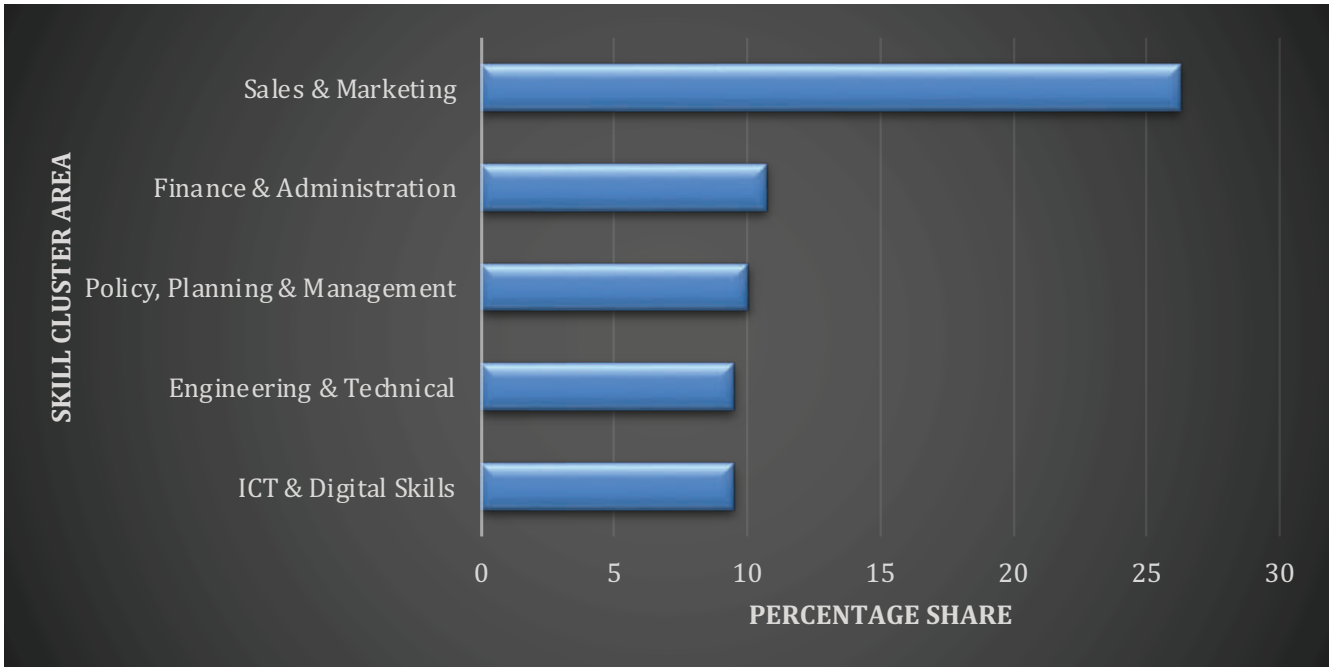
Implications:

- **For Job Seekers:** Job seekers should match their training and skills development to the needs of the construction industry while developing complementary skills that allow them to work across different functions of the construction value chain.
- **Education and Training Institutions:** Training institutions should align curricula with industry demand, strengthen practical and workplace-based learning, and develop programs that combine technical, managerial, financial, and commercial skills.
- **For Policymakers:** The construction-sector vacancy data indicates the need for policymakers to strengthen demand-driven skills development and workforce planning. Policy interventions should promote industry-responsive training and strengthen TVET and practical skills development. The findings highlight the importance of supporting the full spectrum of construction skills.

6.4 Information and Communication Technology Sector

As Kenya moves towards modernization, the Information and Communication Technology (ICT) sector has emerged as a key driver of economic growth, innovation, and employment in the local market. With the rapid advancement of digital technologies, increased internet penetration, and the growing adoption of digital solutions across industries, the demand for IT-related services and skills has expanded significantly.

Figure 4: Most sought skills in the information and communication technology sector



Source; Local job advertisement data

The data sector has a broad demand for both commercial and professional skills, with sales and marketing skills recording the highest proportion of vacancies (26.3%), indicating a growing need for market expansion and an increased development of marketing skills. Finance and administration skills had 10.7% of vacancies, indicating a growth in financial management, accounting reporting and administration activities within the sector. Policy, planning and management (10.0%) indicate an increase in coordination and leadership activities

Implication:

- **To job seekers:** Job seekers should not only focus exclusively on information and communication technology (ICT) skills but should also consider developing complementary competencies in sales, marketing, finance, management and technical fields. There is a need to upskill on both technical and soft skills, like communication as the market is rewarding to people who can combine technical, business, and communication abilities.
- **To training institutions:** This data shows that training institutions should focus not only on producing technical professionals but rather on producing all-rounded individuals, as demonstrated by the high demand for sales and marketing skills
- **To policy makers:** The data is a clear indication that the sector is both technology-driven and market-driven, hence the need to enhance the environment where technology can be developed, managed, and brought to the market.

QUARTER 02 OCTOBER – DECEMBER 2025

7.0 Agriculture Sector

Table 5. Most sought skills by number of vacancies in agricultural sector

Employability Skill area	Proportion %
Project and Operations Management Skills	8.8%
Financial Management Skills	8.2%
Technical Sales and Business Development Skills	7.1%
Accounting and Financial Reporting Skills	5.5%
Sales Representation and Customer Engagement Skills	4.4%

Source; Local job advertisement data

Quarter two data shows high demand for professional skills, with project and operations management skills coming top with 8.8% share of vacancies, followed by financial management skills with 8.2% share of vacancies, reinforcing the continued need for coordination and planning skills. Technical sales and business development skills had 7.1% share of vacancies, while sales representation and customer engagement had 4.4% share of vacancies, indicating a growing demand for digital transformation in the sale of agricultural products and a growing emphasis on the commercial aspects of agriculture.

> **Curricula must continue to evolve to integrate business management, and financial literacy with agricultural science. The data supports a dual focus: producing graduates who can manage agricultural enterprises and innovate with technology, while also ensuring foundational farming techniques are not neglected.**

Implications:

- **For Job Seekers:** There is need to improve on the managerial, financial as well as technical skill aspect as the sector is shifting towards a more technology, business driven and service orientation.
- **Education and Training Institutions:** Curricula must continue to evolve to integrate business management, and financial literacy with agricultural science. The data supports a dual focus: producing graduates who can manage agricultural enterprises and innovate with technology, while also ensuring foundational farming techniques are not neglected.
- **For Policymakers:** Policies should continue to incentivize technology adoption and agribusiness development. Supporting training programs that blend business, tech, and agricultural skills will be crucial.



7.1 Manufacturing Sector

Figure 6: Most sought skills in manufacturing sector



Source; Local job advertisement data

The manufacturing sector showed a consistent and growing demand across all key skill areas. Sales representation and customer engagement skills recorded the highest proportion of vacancies at 9.2%, highlighting the sector's need for the development of soft skills such as communication and technical expertise to drive innovation and efficiency. Sales and marketing management skills accounted for 8.5% of vacancies, underscoring the importance of market expansion and customer engagement. Accounting and financial reporting skills accounted for 6.8% of vacancies, while financial management skills accounted for 5.2% of vacancies, indicating an increased demand for professionals in this sector.

Implications:

- **For Job Seekers:** The data signals strong need for revenue generation activities in the sector. There is also a growing need for financial analysis, auditing services as well as coordination activities in the sector.
- **Education and Training Institutions:** Programs should be designed to meet the high demand for both technical and commercial leadership. Integrating courses on industrial to align with the industrial needs.
- **For Policymakers:** The broad-based growth in demand reinforces the need for policies that support the entire manufacturing ecosystem. This includes fostering innovation through R&D incentives, strengthening industry-academia

7.2 Construction Sector

Table 7. Most sought skills by number of vacancies in construction sector

Employability Skill area	Proportion %
Sales and Marketing Management Skills	10.6%
Accounting and Financial Reporting Skills	7.7%
Architectural and Design Skills	7.0%
Project and Operations Management Skills	6.3%
Contact Centre Sales Skills	4.2%

Source; Local job advertisement data

This quarter's data for the construction sector reveals a growing demand for sales and marketing activities, with sales and marketing management skills accounting for 10.6% of vacancies, indicating a growing need for increased revenue and market expansion within the sector. Accounting and financial reporting skills, accounting for 7.7% of vacancies, indicate an increase in professionals' skills in finance. Architectural and design skills, at 7.0% of vacancies, show an increase in construction activities as well as a growing demand for professionals with such skills. Project and operations management skills, accounting for 6.3% of vacancies, suggest a growing recognition of the need for coordination and planning of projects and the technical workers required to execute them.

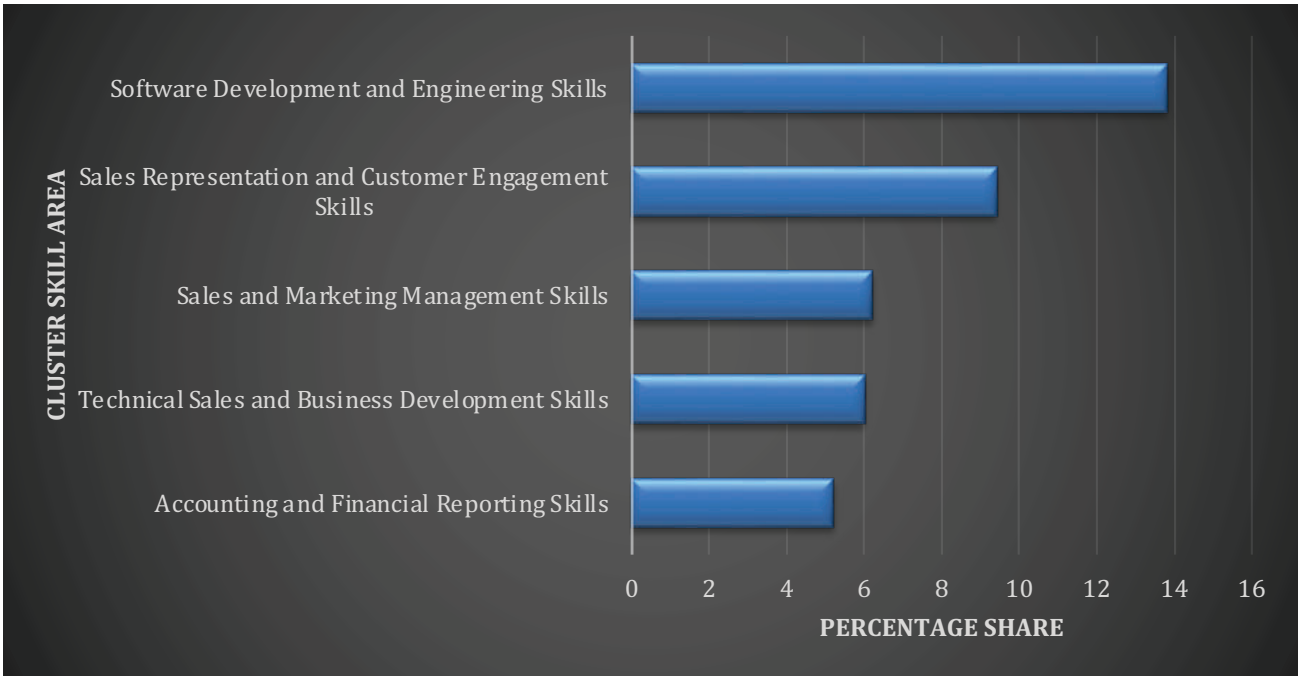


Implications:

- **For Job Seekers:** This data shows that the sectors is shifting from technical driven to commercial driven activities hence the need to blend technical, financial and commercial skills. Develop negotiation and communication skills also.
- **Education and Training Institutions:** There is need to incorporate sales, marketing and business development into construction related courses. TVET institutions must scale up training for skilled trades to meet the growing on-the-ground demand.
- **For Policymakers:** The Construction sector is becoming commercially driven, finance sensitive and client oriented not just technical. Policy makers should treat this as a guide line in development of this sector

7.3 Information and Communication Technology

Figure 8: Most sought skills in the information and communication technology sector



Source; Local job advertisement data

Software development and engineering skills, accounting for 13.8% of vacancies, recorded the highest demand, indicating digital transformation and expansion of technology companies. Sales representation and customer engagement skills accounted for 9.4% of vacancies, indicating a growing need for market expansion and increased development of marketing skills. Sales and marketing management skills accounted for 6.2% of vacancies, while technical sales and business development skills accounted for 6.0% of vacancies, indicating a growing demand for technical sales activities within the sector.

13.8%

Software development and engineering skills, accounting for 13.8% of vacancies, recorded the highest demand, indicating digital transformation and expansion of technology companies.

Implication:

- **To job seekers:** There is need to upskill on all skill set not just the technical aspect of skills. Software developers should blend it with another skill set in order to remain competitive. The industry is demanding all rounded, adaptable and industry ready professionals
- **To training institutions:** This data shows that training institutions should focus not only on producing technical professionals but rather on producing all-rounded individuals, as demonstrated by the high demand for sales representation and customer engagement.
- **To policy makers:** Policy makers should come up with policy that support digital entrepreneurship as well as create incentives to support technology development and increase investment on STEM education.



QUARTER 03 JANUARY – MARCH 2026

8.0 Agriculture Sector

Table 9. Most sought skills by number of vacancies in agricultural sector

Employability Skill area	Proportion %
Technical Sales and Business Development Skills	9.5%
Project and Operations Management Skills	8.2%
Sales Representation and Customer Engagement Skills	6.8%
Accounting and Financial Reporting Skills	6.1%
Human Resource Support and Administration Skills	5.4%

Source; Local job advertisement data

January to March 2026 shows a continued high demand for technical sales and business development skills (9.5%) and project and operations management skills (8.2%), reinforcing the trend towards agribusiness, management, and coordination of agricultural processes. The demand for sales representation and customer engagement skills was also notable at 6.8%, indicating a growing emphasis on the commercial aspects of agriculture, as well as the need for professionals who can interact with farmers, distributors, and buyers. The demand for accounting and financial reporting skills (6.1%) indicates a continued need for financial management and reporting within the agricultural sector.

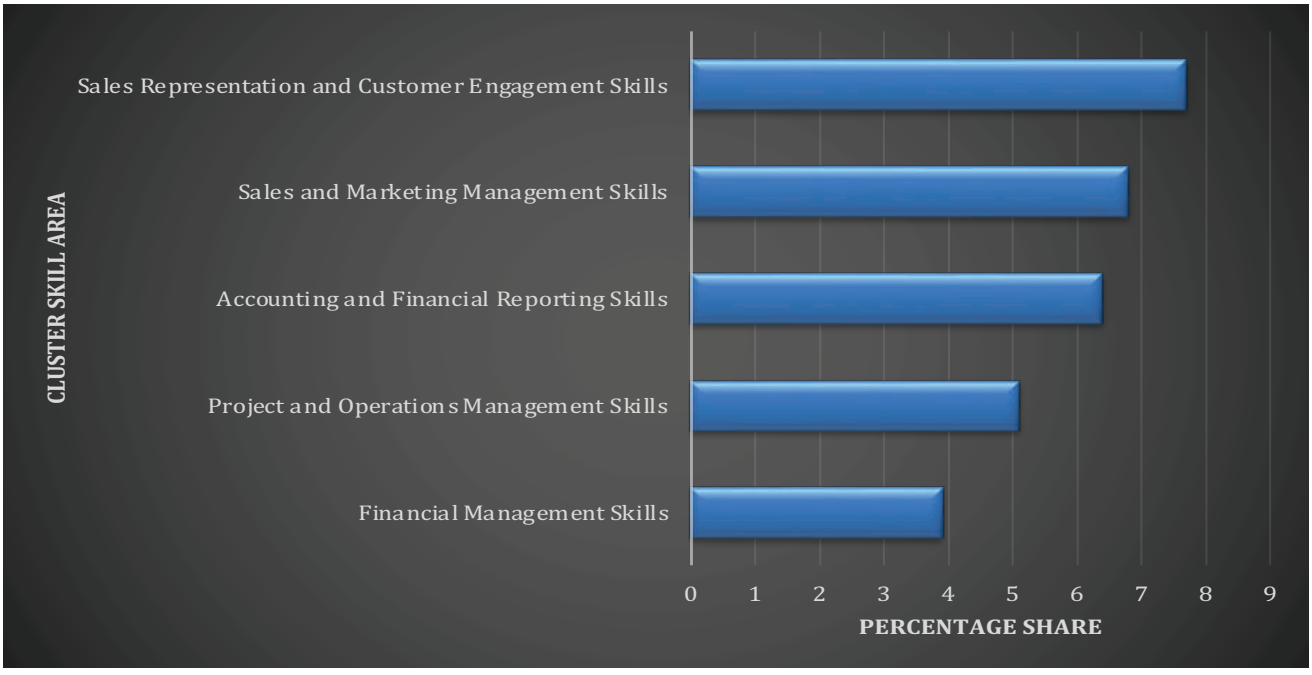
> **Opportunities are expanding for individuals with a blend of agricultural knowledge and business acumen. Skills in agribusiness management, digital agriculture (agri-tech), and financial literacy are paramount.**

Implications:

- **For Job Seekers:** Opportunities are expanding for individuals with a blend of agricultural knowledge and business acumen. Skills in agribusiness management, digital agriculture (agri-tech), and financial literacy are paramount.
- **Education and Training Institutions:** Curricula must continue to evolve to integrate business management, and financial literacy with agricultural science. The data supports a dual focus: producing graduates who can manage agricultural enterprises and innovate with technology, while also ensuring foundational farming techniques are not neglected.
- **For Policymakers:** Agriculture policy should shift from a production-focused approach to a market-oriented, business-driven strategy that equips people with commercial, managerial, and financial skills—not just farming techniques. The mismatch between traditional agricultural skills and current demand suggests policymakers need better systems for skills forecasting and workforce planning. This helps align training, employment, and economic strategies.

8.1 Manufacturing Sector

Figure 10: Most sought after skills in manufacturing sector



Source; Local job advertisement data

The manufacturing sector showed a consistent and growing demand across all key skill areas. Sales representation and customer engagement skills (7.7%) and sales and marketing management skills (6.8%) were the most sought-after, highlighting the sector's need for technical expertise and customer relations, as well as market expansion and customer engagement to drive manufacturing sector sales. Accounting and financial reporting skills (6.4%) also recorded a significant share, showing a demand for professionals in the manufacturing sector. Project and operations management skills (5.1%) indicate a need for coordination and planning of manufacturing process activities

Implications:

- **For Job Seekers:** The data signals strong and widespread opportunities in manufacturing. Those with skills in industrial sales and marketing, accountancy, business leadership, and financial management are in a particularly strong position. The steady demand for sales representation and customer engagement skills indicates the sector's need of expansion.
- **Education and Training Institutions:** Programs should be designed to meet the high demand for both technical and commercial leadership. Integrating courses on industrial, management, financial analysis, and digital marketing into engineering and business programs will produce highly employable graduates.
- **For Policymakers:** The broad-based growth in demand reinforces the need for policies that support the entire manufacturing ecosystem. This includes fostering innovation through R&D incentives, strengthening industry-academia partnerships to build a skilled talent pipeline, and developing infrastructure.

8.2 Construction Sector

Table 11. Most sought skills by number of vacancies in construction sector

Employability Skill area	Proportion %
Commercial Vehicle and Passenger Transport Skills	7.4%
Sales and Marketing Management Skills	5.9%
Sales Representation and Customer Engagement Skills	5.9%
Human Resource Support and Administration Skills	4.4%
Electrical and Electronics Technical Skills	4.4%

Source; Local job advertisement data



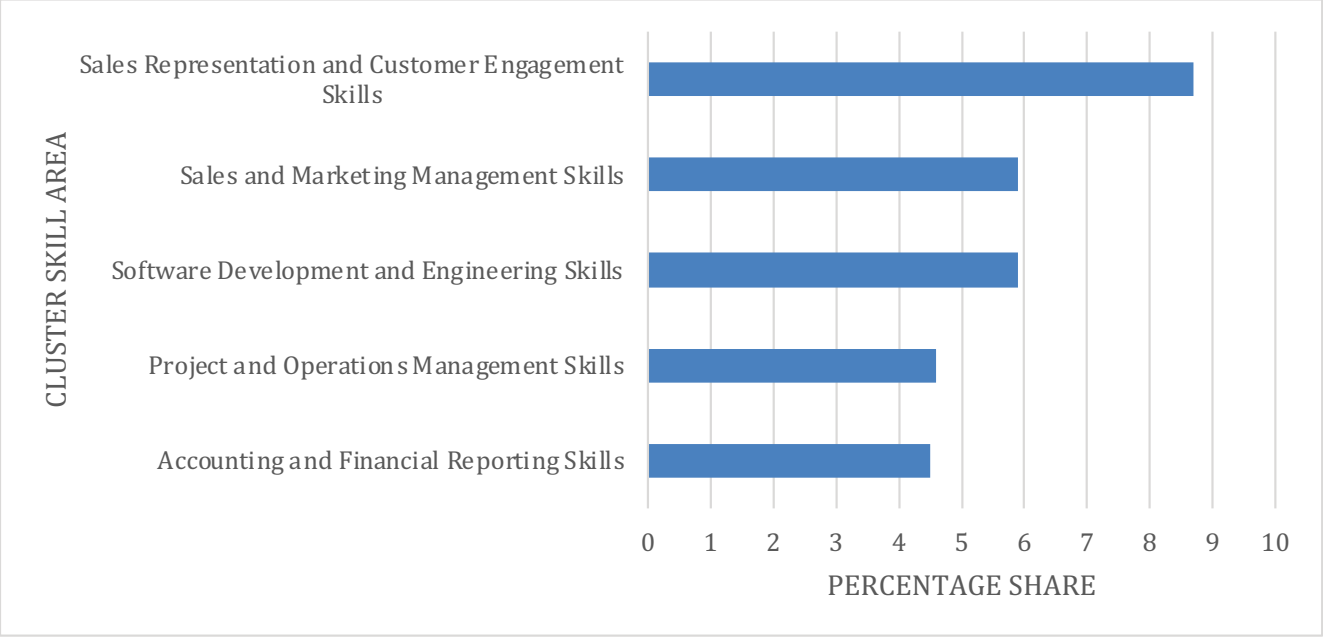
The third-quarter data for the construction sector reveals a growing demand for logistics services, as commercial vehicle and passenger transport skills recorded the highest proportion of vacancies at 7.4%. Sales and marketing management skills, as well as sales representation and customer engagement skills, each accounted for 5.9% of vacancies, indicating a growing demand for the sector's market expansion and revenue generation aspect of the sector. Human resource support and administration skills accounted for 4.4% of vacancies, while electrical and electronics technical skills also accounted for 4.4%, indicating the need for hands-on technical workers to execute projects within the construction sector.

Implications:

- **For Job Seekers:** Opportunities are diversifying. Upskill on logistics operations and soft skills such as communication, sales. Job seekers with technical, on-site skills should find more opportunities available.
- **Education and Training Institutions:** There is a clear need for a dual-track focus. TVET institutions must scale up training for skilled trades to meet the growing on-the-ground demand. Curricula should incorporate modern construction techniques and safety standards.
- **For Policymakers:** The findings highlight the importance of supporting the full spectrum of construction skills. Policies should not only foster professional development for engineer and managers but also strengthen vocational training and apprenticeship programs for skilled trades. Ensuring a balanced workforce with both managerial oversight and technical execution capabilities is essential for the sector's health and ability to deliver on national infrastructure goals.

8.3 Information and Communication Technology Sector

Figure 12: Most sought after skills Information and Communication Technology sector



Source; Local job advertisement data

Sales representation and customer engagement skills recorded the highest proportion of vacancies at 8.7%, followed by sales and marketing management skills at 5.9%, indicating a growing need for market expansion and increased development of marketing skills. Software development and engineering skills also accounted for 5.9% of vacancies, indicating a growing need for technical skills in the sector. Project and operations management skills accounted for 4.6% of vacancies, while accounting and financial reporting skills accounted for 4.5%, indicating continued demand for project management and financial reporting skills within the Information and Communication Technology sector.

Implications.

- **To job seekers:** The high demand for sales representation is a clear indication for a need of soft skills such as communication. Job seekers who combine both technical and communication skills have an upper edge.
- **To training institutions:** More emphasis should be put on technical aspect of the training. communication, customer relations and strengthen practical and industry-based learning.
- **To policy makers:** Promote competency-based education system with support programs that build communication and technical aspect in the training institution.

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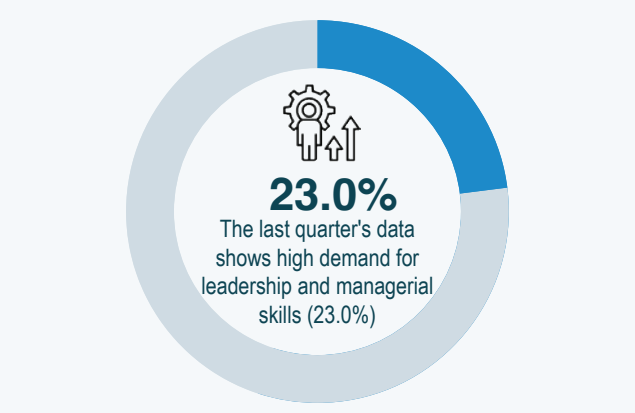
9.0 Agriculture Sector

Table 13. Most sought skills by number of vacancies in the agricultural sector

Employability Skill area	Proportion %
Leadership and Managerial Skills	23.0%
ICT and Digital Skills	21.8%
Research, Data and Analytical Skills	8.0%
Human Resource and People Development Skills	6.9%
Engineering and Technical Skills	6.9%

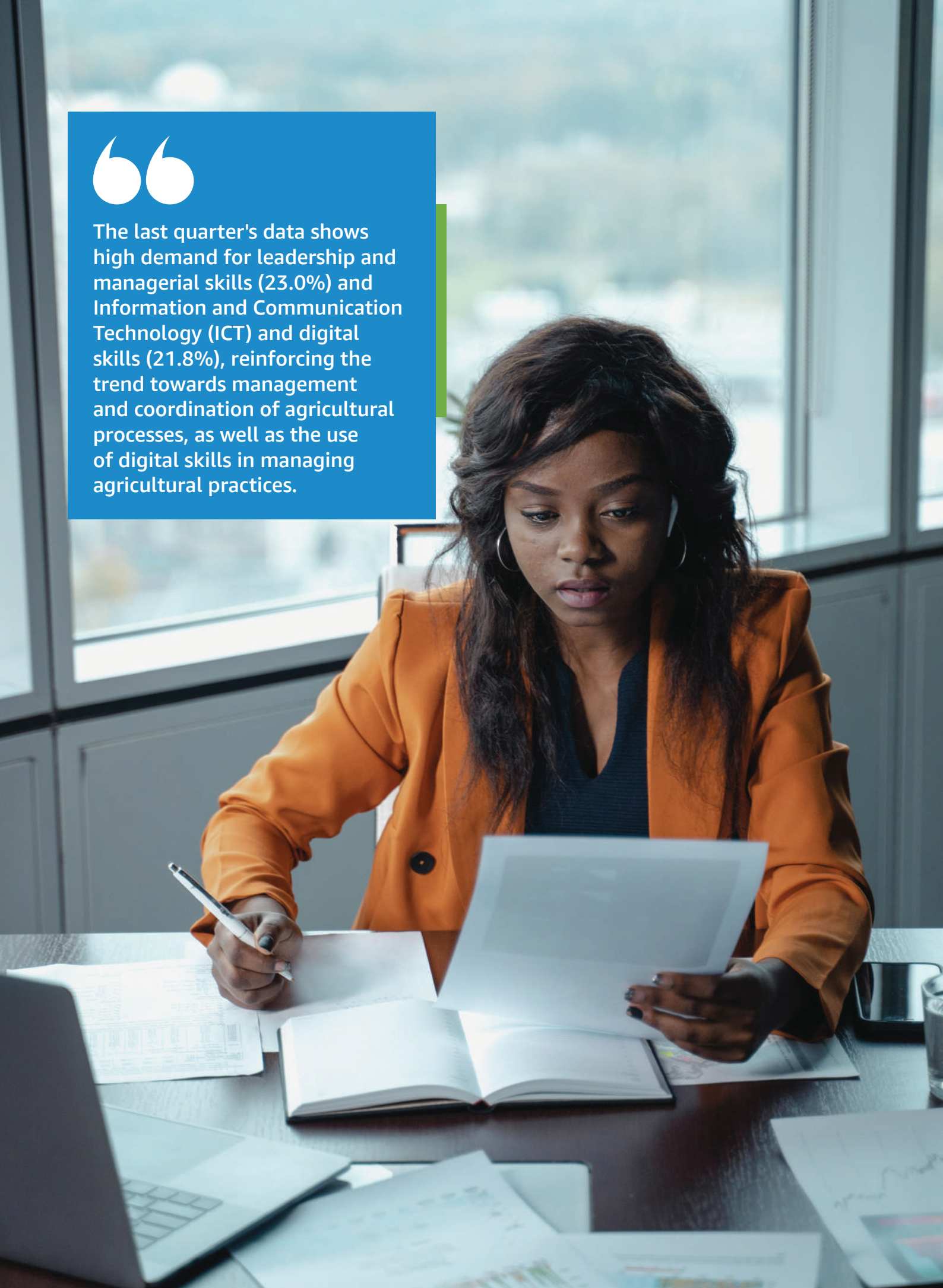
Source; Local job advertisement data

The last quarter's data shows high demand for leadership and managerial skills (23.0%) and Information and Communication Technology (ICT) and digital skills (21.8%), reinforcing the trend towards management and coordination of agricultural processes, as well as the use of digital skills in managing agricultural practices. Research, data, and analytical skills accounted for 8.0% of vacancies, implying the need for professionals who can analyse agricultural data, conduct research, monitor crop and livestock performance, and support evidence-based decision-making to improve productivity. Human resource and people development skills, as well as engineering and technical skills, each accounted for 6.9% of vacancies, indicating an increased demand for human resource and supervisory skills, as well as increased farm mechanization.



Implications:

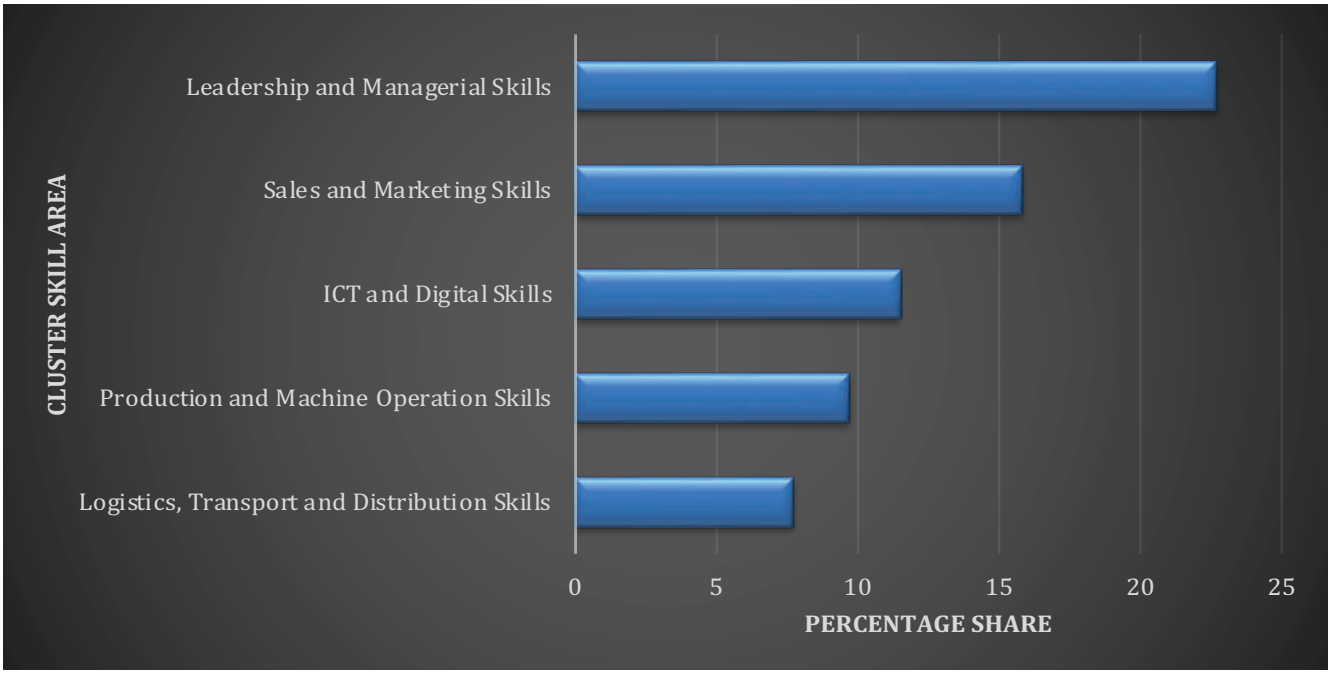
- **For Job Seekers:** Agricultural sector is transitioning toward technology-enabled, knowledge-intensive, and commercially oriented production systems. Job seekers should therefore complement traditional agricultural knowledge with leadership, ICT, analytical, engineering, and agribusiness management skills.
- **Education and Training Institutions:** Training institutions should move beyond traditional agricultural training and equip learners with leadership, digital, analytical, and technical competencies that reflect the evolving needs of the modern agricultural sector. Adopt a competency-based, technology-driven, and industry-responsive approach to agricultural education.
- **For Policymakers:** As the sector becomes increasingly technology-driven, policymakers should create an enabling environment that equips the agricultural workforce with the skills required for modern agricultural production and agribusiness. Strengthen human capital development, digital transformation, innovation, and leadership capacity in agriculture.



The last quarter's data shows high demand for leadership and managerial skills (23.0%) and Information and Communication Technology (ICT) and digital skills (21.8%), reinforcing the trend towards management and coordination of agricultural processes, as well as the use of digital skills in managing agricultural practices.

9.1 Manufacturing Sector

Figure 14: Most sought after skills in manufacturing sector



Source; Local job advertisement data

The manufacturing sector showed a consistent and growing demand across all key skill areas. Leadership and managerial skills came up on top with 22.7% of sector vacancies, showing a growing need for supervisors, managers, and coordinators in the manufacturing sector. Sales and marketing skills, accounting for 15.8% of sector vacancies, highlight the sector's need for technical expertise in customer relations, as well as market expansion and customer engagement to drive manufacturing sector sales. Information and communication technology (ICT) and digital skills, accounting for 11.5% of sector vacancies, show a growing use of digital systems in the manufacturing sector. Production and machine operation skills (9.7%) as well as logistics, transport, and distribution skills (7.7%) indicate that demand remains high for workers who can safely operate, maintain, and monitor production machines.

Implications:

- **For Job Seekers:** The data signals strong and widespread opportunities in manufacturing. Job seekers who combine technical manufacturing competencies with leadership, ICT, sales, and logistics skills will be better positioned to secure employment and progress into supervisory and managerial roles within the sector.
- **Education and Training Institutions:** Training institutions should adopt an industry-responsive, technology-driven, and competency-based approach to skills development Programs should be designed to meet the high demand for both technical and commercial skills.
- **For Policymakers:** Policymakers should prioritize interventions that strengthen industrial skills development, accelerate technology adoption, and enhance the competitiveness of the manufacturing sector.

9.2 Construction Sector

Table 15. Most sought skills by number of vacancies in construction sector

Employability Skill area	Proportion %
Leadership and Managerial Skills	41.5%
Engineering and Technical Skills	19.5%
Sales and Marketing Skills	12.2%
Craft and Artisanal Skills	4.9%
ICT and Digital Skills	4.9%

Source; Local job advertisement data

The construction sector data also reveals a growing demand for leadership and managerial skills (41.5% of sector vacancies), indicating a growing demand for supervision, coordination, and management of construction activities. Engineering and technical skills (19.5%) show a growing need for technical expertise in the sector. Sales and marketing skills accounted for 12.2% of sector vacancies, indicating a growing demand for the sector's market expansion, increased customer relations, and business development.The demand is lower for craft and artisanal skills, as well as information and communication technology (ICT) and digital skills, each accounting for 4.9% of sector vacancies. These skills remain essential in the construction sector.

Implications:

- **For Job Seekers:** While technical skills remain fundamental, employers are also seeking professionals who can manage projects, supervise teams, and improve operational efficiency. Job seekers can improve their employment prospects by strengthening these areas.
- **Education and Training Institutions:** There is a clear need for a dual-track focus. TVET institutions must scale up training for skilled trades to meet the growing on-the-ground demand. Curricula should incorporate modern construction techniques and safety standards.
- **For Policymakers:** The findings highlight the importance of supporting the full spectrum of construction skills. Policies should not only foster professional development for engineers and managers but also strengthen vocational training and apprenticeship programs for skilled trades. Ensuring a balanced workforce with both managerial oversight and technical execution capabilities is essential for the sector's health and ability to deliver on national infrastructure goals.



9.3 Information and Communication Technology Sector

Table 16. Most sought skills by number of vacancies in the information and communication technology sector

Employability Skill area	Proportion %
ICT and Digital Skills	21.2%
Leadership and Managerial Skills	19.4%
Sales and Marketing Skills	17.8%
Communication, Media and Creative Skills	13.0%
Engineering and Technical Skills	6.6%

Source; Local job advertisement data

Information and Communication Technology (ICT) and digital skills recorded the highest proportion of vacancies **(21.2%),** a clear indication that digital competencies are a core requirement in the Information Communication Technology sector. Leadership and managerial skills **(19.4%)** indicate that Information Communication Technology employers require professionals who can manage projects, lead technical teams, and coordinate digital transformation initiatives. Sales and marketing skills **(17.8%) i**ndicate a growing need for market expansion and increased development of marketing skills within the sector to improve the revenue generation aspect of the sector.



Implications.

- **To job seekers:** Information and communication technology (ICT) employment opportunities are no longer limited to programming roles but increasingly include management, innovation, customer engagement, and technology-driven business solutions. Job seekers should therefore pursue continuous skills development in the**se areas**
- **To training institutions:** The information and communication technology (ICT) sector is evolving beyond traditional technical roles, requiring professionals who can develop, manage, market, and implement digital solutions. Training institutions should adopt a market-driven and interdisciplinary approach by producing graduates who possess such skills
- **To policy makers:** Policymakers should focus on strengthening digital skills development, supporting innovation, and creating an enabling environment for ICT-driven employment and economic growth. Promote policies that support a competency-based education system with support programs that build communication and technical aspects in the training institutions

10.0 Recommendations

10.1 Strengthen Leadership and Managerial Skills

Leadership and managerial skills were the most demanded competency across all four sectors. Training institutions should embed supervisory and project management modules within technical and vocational programmes.

10.2 Mainstream Digital Skills Across All Curricula

Digital competence is now required across agriculture, manufacturing, and construction, not only in the ICT sector. Competency-based curricula in all sectors should include compulsory digital modules.

10.3 Expand Commercial and Customer Engagement Training

Sales, marketing, and customer engagement skills ranked among the leading demands in manufacturing, construction, and ICT. Technical qualifications should be paired with commercial competencies.

10.4 Build Finance and Project Management Capacity

Finance, accounting, and project and operations management featured consistently among the top skills demanded. Training institutions and professional bodies should expand affordable certification in these areas.

10.5 Sustain Labour Market Monitoring and Industry Linkages

Skills demand shifted from quarter to quarter. The Directorate should institutionalise quarterly vacancy analysis through the KLMIS, establish industry-training forums for curriculum review, and broaden the evidence base to include employer surveys.

11.0 Conclusion

The analysis of the labour market for July 2025 to June 2026 reveals a continued and strengthening demand for a blend of business, technology, and sales skills across the agriculture, manufacturing, construction, and information technology sectors. This trend underscores a cross-cutting shift towards more professionalized, technology-integrated, and market-focused operations. The universal demand for business management highlights the critical need for strong leadership and administrative oversight to drive growth and efficiency.

- **For Job Seekers:** The most resilient career path involves combining technical or sector-specific knowledge with broader competencies in logistics, finance, and sales. Versatility remains a key asset.
- **Education and Training Institutions:** A multi-faceted approach is required. Institutions must provide pathways to high-level professional roles while simultaneously strengthening vocational programs that supply the skilled technicians and artisans essential for project execution.
- **For Policymakers:** Workforce development strategies must be holistic, addressing the need for both high-level professional talent and skilled vocational labour. Fostering industry-academia collaboration, promoting apprenticeships, and ensuring that training programs are aligned with the dynamic needs of these priority sectors will be paramount to achieving Kenya's economic transformation agenda.

Annex I

Table 1a: Employability Skills in Demand — Agriculture Sector — Q1 FY 2025/2026 (July–September 2025)

Employability Skill	Number of Vacancies	% Share
Building Construction Labour Skills	6	10.3%
Project and Operations Management Skills	6	10.3%
Sales Representation and Customer Engagement Skills	5	8.6%
Heavy Plant and Earthmoving Operations Skills	3	5.2%
Public Relations and Communications Skills	3	5.2%
Accounting and Financial Reporting Skills	3	5.2%
Financial Management Skills	3	5.2%
Leadership and Managerial Skills	2	3.4%
Agricultural and Industrial Machinery Repair Skills	2	3.4%
Office Administration and Supervisory Skills	2	3.4%
Quality Control and Assurance Technical Skills	2	3.4%
Agricultural and Production Management Skills	2	3.4%
Brand and Communications Management Skills	1	1.7%
Clearing, Forwarding and Logistics Technical Skills	1	1.7%
Architectural and Design Skills	1	1.7%
General Labour Skills	1	1.7%
Food and Beverage Production Machine Skills	1	1.7%
Fisheries and Marine Resources Skills	1	1.7%
Electrical and Electronics Technical Skills	1	1.7%
Culinary and Food Preparation Skills	1	1.7%
Electrical Engineering Skills	1	1.7%
ICT Service and Infrastructure Management Skills	1	1.7%
Horticulture and Tree Crop Production Skills	1	1.7%
Plant and Power Operations Skills	1	1.7%
Payroll and Compensation Administration Skills	1	1.7%
Packing and Packaging Labour Skills	1	1.7%
Mechanical Engineering Skills	1	1.7%
Procurement and Supply Chain Technical Skills	1	1.7%
Stores and Inventory Clerical Skills	1	1.7%
Survey and Field Research Support Skills	1	1.7%
Systems Analysis and ICT Architecture Skills	1	1.7%
TOTAL	**58**	

Table 1b: key Employability Skills in Demand — Manufacturing Sector — Q1 FY 2025/2026 (July–September 2025)

Employability Skill	Number of Vacancies	% Share
Sales Representation and Customer Engagement Skills	69	11.6%
Sales and Marketing Management Skills	48	8.0%
Project and Operations Management Skills	30	5.0%
Financial Management Skills	29	4.9%
Agricultural Extension and Advisory Technical Skills	23	3.9%
Marketing and Brand Development Skills	19	3.2%
Accounting and Financial Reporting Skills	17	2.8%
Leadership and Managerial Skills	16	2.7%
Human Resource Management Skills	13	2.2%
Quality Control and Assurance Technical Skills	11	1.8%
Software Development and Engineering Skills	11	1.8%
Paper and Packaging Machine Operations Skills	9	1.5%
Business Analysis and Advisory Skills	9	1.5%
Food and Beverage Production Machine Skills	9	1.5%
Office Administration and Supervisory Skills	9	1.5%
Systems Analysis and ICT Architecture Skills	9	1.5%
Technical Sales and Business Development Skills	9	1.5%
Procurement and Supply Chain Technical Skills	9	1.5%
Executive and Administrative Support Skills	8	1.3%
Retail Sales and Shop Operations Skills	8	1.3%
Mechanical Engineering Skills	7	1.2%
Stores and Inventory Clerical Skills	7	1.2%
ICT Service and Infrastructure Management Skills	7	1.2%
Electrical and Electronics Technical Skills	7	1.2%
Human Resource and Talent Management Skills	7	1.2%
ICT User Support and Customer Technical Skills	7	1.2%
Public Relations and Communications Skills	6	1.0%
Contact Centre and Customer Service Skills	6	1.0%
Human Resource Support and Administration Skills	6	1.0%
Commercial Vehicle and Passenger Transport Skills	5	0.8%
Electrical Engineering Skills	5	0.8%
Machine Operation and Metal Working Skills	5	0.8%
Professional Services Management Skills	5	0.8%
Supply Chain and Distribution Management Skills	5	0.8%
Architectural and Design Skills	5	0.8%
Content Creation and Writing Skills	4	0.7%
Graphic and Visual Design Skills	4	0.7%

Table 1b: key Employability Skills in Demand — Manufacturing Sector — Q1 FY 2025/2026 (July–September 2025) *continued*

Employability Skill	Number of Vacancies	% Share
Industrial Process Engineering Skills	4	0.7%
Supply Chain and Logistics Planning Skills	4	0.7%
Financial Analysis and Investment Skills	4	0.7%
Brand and Communications Management Skills	4	0.7%
Agricultural and Production Management Skills	4	0.7%
Media and Digital Content Management Skills	4	0.7%
Media Production and Direction Skills	4	0.7%
Numerical and Financial Clerical Skills	4	0.7%
Reception and Front Office Skills	3	0.5%
Contact Centre Sales Skills	3	0.5%
Clearing, Forwarding and Logistics Technical Skills	3	0.5%
Digital Marketing and E-Commerce Skills	3	0.5%
Heavy Plant and Earthmoving Operations Skills	3	0.5%
Mechanical Technical Skills	3	0.5%
Research and Development Management Skills	3	0.5%
Nursing and Patient Care Skills	3	0.5%
Retail and Trade Management Skills	2	0.3%
Pharmacy Technical Skills	2	0.3%
Industrial and Production Engineering Skills	2	0.3%
Health Care Support and Assistance Skills	2	0.3%
Dental Technical Skills	2	0.3%
Veterinary and Animal Health Skills	2	0.3%
Translation and Language Services Skills	2	0.3%
Travel and Customer Relations Management Skills	2	0.3%
Life Sciences and Biology Skills	2	0.3%
Medical Imaging and Diagnostic Technical Skills	2	0.3%
Medical and Clinical Skills	2	0.3%
Mental Health and Counselling Skills	2	0.3%
Legal Support and Secretarial Skills	2	0.3%
Heavy Vehicle and Truck Driving Skills	2	0.3%
Banking and Financial Services Operational Skills	2	0.3%
Accounting and Bookkeeping Technical Skills	2	0.3%
Creative Arts Technical Skills	2	0.3%
Assembly and Production Operations Skills	1	0.2%
Electrical Installation and Wiring Skills	1	0.2%
Engineering Technical Skills	1	0.2%
Food Preparation and Kitchen Labour Skills	1	0.2%
Credit and Loan Technical Skills	1	0.2%
Cybersecurity and Information Assurance Skills	1	0.2%
Culinary and Food Preparation Skills	1	0.2%

Table 1b: key Employability Skills in Demand — Manufacturing Sector — Q1 FY 2025/2026 (July–September 2025) *continued*

Employability Skill	Number of Vacancies	% Share
Agricultural and Biological Laboratory Skills	1	0.2%
Cleaning and Housekeeping Supervisory Skills	1	0.2%
Cleaning and Housekeeping Skills	1	0.2%
Civil and Construction Technical Skills	1	0.2%
Cement and Stone Plant Operations Skills	1	0.2%
ICT Operations Technical Skills	1	0.2%
Fuel and Petrol Station Operations Skills	1	0.2%
Glass Making and Processing Skills	1	0.2%
Health Records and Information Technical Skills	1	0.2%
Design and Technical Drawing Skills	1	0.2%
Occupational Health and Safety Skills	1	0.2%
Pharmacy and Pharmaceutical Skills	1	0.2%
Photography and Visual Media Skills	1	0.2%
Metal and Materials Processing Skills	1	0.2%
Metal Processing and Slitting Skills	1	0.2%
Interior Design and Decoration Skills	1	0.2%
Metal Processing Plant Operations Skills	1	0.2%
Manufacturing Labour Skills	1	0.2%
Licensing and Regulatory Compliance Skills	1	0.2%
Office Administration and Clerical Skills	1	0.2%
Packaging Machine Operations Skills	1	0.2%
Production Supervision and Quality Skills	1	0.2%
Policy Development and Governance Skills	1	0.2%
Plant and Power Operations Skills	1	0.2%
Security and Guard Services Skills	1	0.2%
Quantity Surveying and Cost Estimation Skills	1	0.2%
Retail Sales Supervision Skills	1	0.2%
Sales and Field Promotion Skills	1	0.2%
Rigging and Lifting Equipment Skills	1	0.2%
Social Work and Community Technical Skills	1	0.2%
Teaching and Instruction Skills	1	0.2%
Telecommunications Engineering Skills	1	0.2%
Textile and Garment Production Skills	1	0.2%
Transport and Logistics Clerical Skills	1	0.2%
Training and Organizational Development Skills	1	0.2%
Upholstery and Soft Furnishing Skills	1	0.2%
Web and Application Development Skills	1	0.2%
TOTAL	**597**	**100.0%**

Table 1c: key Employability Skills in Demand — Construction Sector — Q1 FY 2025/2026 (July–September 2025)

Employability Skill	Number of Vacancies	% Share
Commercial Vehicle and Passenger Transport Skills	16	11.3%
Sales Representation and Customer Engagement Skills	10	7.1%
Accounting and Financial Reporting Skills	8	5.7%
Project and Operations Management Skills	6	4.3%
Retail Sales and Shop Operations Skills	5	3.5%
Heavy Plant and Earthmoving Operations Skills	4	2.8%
Nursing and Patient Care Skills	4	2.8%
Human Resource Management Skills	4	2.8%
Executive and Administrative Support Skills	4	2.8%
Mechanical Engineering Skills	4	2.8%
Office Administration and Supervisory Skills	3	2.1%
Real Estate and Property Management Skills	3	2.1%
Stores and Inventory Clerical Skills	3	2.1%
Carpentry and Joinery Skills	3	2.1%
Human Resource Support and Administration Skills	3	2.1%
Leadership and Managerial Skills	3	2.1%
Sales and Marketing Management Skills	3	2.1%
Supply Chain and Distribution Management Skills	2	1.4%
Brand and Communications Management Skills	2	1.4%
Heavy Vehicle and Truck Driving Skills	2	1.4%
Financial Management Skills	2	1.4%
Credit and Loan Technical Skills	2	1.4%
Electrical and Electronics Technical Skills	2	1.4%
Research and Socioeconomic Analysis Skills	2	1.4%
Business Analysis and Advisory Skills	2	1.4%
Accounting and Bookkeeping Technical Skills	2	1.4%
Systems Administration and Network Security Skills	2	1.4%
Plumbing and Pipefitting Skills	2	1.4%
Marketing and Brand Development Skills	2	1.4%
Solar and Renewable Energy Technical Skills	2	1.4%
Public Relations and Communications Skills	2	1.4%
Journalism and Media Skills	1	0.7%
Industrial Process Engineering Skills	1	0.7%
Interior Design and Decoration Skills	1	0.7%
Civil and Structural Engineering Skills	1	0.7%
Architectural and Design Skills	1	0.7%
Cash Handling and Payment Operations Skills	1	0.7%
ICT User Support and Customer Technical Skills	1	0.7%
ICT Service and Infrastructure Management Skills	1	0.7%
Electrical Engineering Skills	1	0.7%
Culinary and Food Preparation Skills	1	0.7%

Table 1c: key Employability Skills in Demand — Construction Sector — Q1 FY 2025/2026 (July–September 2025) ***continued***

Employability Skill	Number of Vacancies	% Share
Financial Analysis and Investment Skills	1	0.7%
Quantity Surveying and Cost Estimation Skills	1	0.7%
Procurement and Supply Chain Technical Skills	1	0.7%
Office Administration and Clerical Skills	1	0.7%
Legal and Compliance Skills	1	0.7%
Light Vehicle Driving Skills	1	0.7%
Life Sciences and Biology Skills	1	0.7%
Library and Information Support Skills	1	0.7%
Mining and Geotechnical Engineering Skills	1	0.7%
Reception and Front Office Skills	1	0.7%
Systems Analysis and ICT Architecture Skills	1	0.7%
Technical Sales and Business Development Skills	1	0.7%
Telecommunications Engineering Skills	1	0.7%
Training and Organizational Development Skills	1	0.7%
Transport and Logistics Clerical Skills	1	0.7%
Welding and Metal Fabrication Skills	1	0.7%
Wood Processing Machine Operations Skills	1	0.7%
TOTAL	**141**	**100.0%**

Table 1d: key Employability Skills in Demand — Information and Communication Technology Sector — Q1 FY 2025/2026 (July–September 2025)

Employability Skill	Number of Vacancies	% Share
Sales Representation and Customer Engagement Skills	78	14.2%
Software Development and Engineering Skills	40	7.3%
Project and Operations Management Skills	34	6.2%
Sales and Marketing Management Skills	32	5.8%
Financial Management Skills	29	5.3%
Systems Analysis and ICT Architecture Skills	22	4.0%
Executive and Administrative Support Skills	16	2.9%
Debt Collection and Recovery Skills	15	2.7%
ICT User Support and Customer Technical Skills	13	2.4%
Cybersecurity and Information Assurance Skills	12	2.2%
Human Resource Management Skills	12	2.2%
Accounting and Financial Reporting Skills	10	1.8%
Journalism and Media Skills	10	1.8%
Retail Sales and Shop Operations Skills	9	1.6%
Cloud Computing and Infrastructure Skills	9	1.6%
Financial Analysis and Investment Skills	8	1.5%
Design and Creative Skills	8	1.5%
Architectural and Design Skills	8	1.5%
Business Analysis and Advisory Skills	7	1.3%
ICT Service and Infrastructure Management Skills	7	1.3%
Public Relations and Communications Skills	7	1.3%
Network Engineering and Administration Skills	7	1.3%
Marketing and Brand Development Skills	6	1.1%
Design and Technical Drawing Skills	6	1.1%
Office Administration and Supervisory Skills	6	1.1%
Procurement and Supply Chain Technical Skills	6	1.1%
Web and Application Development Skills	6	1.1%
Human Resource Support and Administration Skills	6	1.1%
Brand and Communications Management Skills	6	1.1%
Digital Marketing and E-Commerce Skills	5	0.9%
Graphic and Visual Design Skills	5	0.9%
Contact Centre and Customer Service Skills	5	0.9%
Leadership and Managerial Skills	5	0.9%
Legal and Compliance Skills	5	0.9%
Broadcast and Audio-visual Technical Skills	5	0.9%
Systems Administration and Network Security Skills	4	0.7%

Table 1d: key Employability Skills in Demand — Information and Communication Technology Sector — Q1 FY 2025/2026 (July–September 2025) *continued*

Employability Skill	Number of Vacancies	% Share
Media and Digital Content Management Skills	4	0.7%
Content Creation and Writing Skills	3	0.5%
Food and Beverage Production Machine Skills	3	0.5%
Translation and Language Services Skills	3	0.5%
Agricultural and Production Management Skills	3	0.5%
Technical Sales and Business Development Skills	3	0.5%
Policy Development and Governance Skills	3	0.5%
Human Resource and Talent Management Skills	3	0.5%
Research and Development Management Skills	2	0.4%
Supply Chain and Distribution Management Skills	2	0.4%
Construction Supervision Skills	2	0.4%
Banking and Financial Services Operational Skills	2	0.4%
Teaching and Instruction Skills	2	0.4%
Social Work and Community Technical Skills	2	0.4%
Travel and Customer Relations Management Skills	2	0.4%
Research and Socioeconomic Analysis Skills	2	0.4%
Life Sciences and Biology Skills	2	0.4%
Recruitment and Employment Services Skills	2	0.4%
Legal Support and Secretarial Skills	2	0.4%
Mental Health and Counselling Skills	2	0.4%
Electrical and Electronics Technical Skills	2	0.4%
Civil and Construction Technical Skills	1	0.2%
Cable and Splicing Operations Skills	1	0.2%
Carpentry and Joinery Skills	1	0.2%
Arts and Music Education Skills	1	0.2%
Arts and Performance Skills	1	0.2%
Data Engineering and Analytics Skills	1	0.2%
Contact Centre Sales Skills	1	0.2%
Cash Handling and Payment Operations Skills	1	0.2%
Electronics and Field Technical Skills	1	0.2%
Events and Recreation Management Skills	1	0.2%
Food and Beverage Service Management Skills	1	0.2%
Fuel and Petrol Station Operations Skills	1	0.2%
Health Records and Information Technical Skills	1	0.2%
Medical and Clinical Skills	1	0.2%
Medical Training and Education Skills	1	0.2%

Table 1d: key Employability Skills in Demand — Information and Communication Technology Sector — Q1 FY 2025/2026 (July–September 2025) *continued*

Employability Skill	Number of Vacancies	% Share
Licensing and Regulatory Compliance Skills	1	0.2%
Media Production and Direction Skills	1	0.2%
Industrial Process Engineering Skills	1	0.2%
ICT Operations Technical Skills	1	0.2%
Photography and Visual Media Skills	1	0.2%
Messenger, Delivery and Logistics Labour Skills	1	0.2%
Reception and Front Office Skills	1	0.2%
Real Estate and Property Management Skills	1	0.2%
Professional Services Management Skills	1	0.2%
Printing and Pre-Press Technical Skills	1	0.2%
Numerical and Financial Clerical Skills	1	0.2%
Statistical and Mathematical Skills	1	0.2%
Retail Sales and Market Vending Skills	1	0.2%
Sports Coaching and Instruction Skills	1	0.2%
TOTAL	**549**	**100.0%**

Annex II

Table 1a:Employability Skills in Demand — Agriculture Sector — Q2 FY 2025/2026 (October–December 2025)

Employability Skill	Number of Vacancies	% Share
Project and Operations Management Skills	16	8.8%
Financial Management Skills	15	8.2%
Technical Sales and Business Development Skills	13	7.1%
Accounting and Financial Reporting Skills	10	5.5%
Sales Representation and Customer Engagement Skills	8	4.4%
Sales and Marketing Management Skills	8	4.4%
Stores and Inventory Clerical Skills	7	3.8%
Software Development and Engineering Skills	6	3.3%
Agricultural and Production Management Skills	6	3.3%
Human Resource Support and Administration Skills	5	2.7%
Public Relations and Communications Skills	5	2.7%
Human Resource and Talent Management Skills	4	2.2%
ICT Service and Infrastructure Management Skills	4	2.2%
Human Resource Management Skills	4	2.2%
Office Administration and Supervisory Skills	3	1.6%
Leadership and Managerial Skills	3	1.6%
Brand and Communications Management Skills	3	1.6%
Industrial and Production Engineering Skills	3	1.6%
General Technical Skills	3	1.6%
Agricultural Extension and Advisory Technical Skills	2	1.1%
Professional Services Management Skills	2	1.1%
Quality Control and Assurance Technical Skills	2	1.1%
Mechanical Engineering Skills	2	1.1%
Statistical and Mathematical Skills	2	1.1%
Network Engineering and Administration Skills	2	1.1%
Procurement and Supply Chain Technical Skills	2	1.1%
Cybersecurity and Information Assurance Skills	2	1.1%
Contact Centre and Customer Service Skills	2	1.1%
Forklift and Materials Handling Skills	1	0.5%
Fisheries and Marine Resources Skills	1	0.5%
Construction Supervision Skills	1	0.5%
Chemical Process Technical Skills	1	0.5%
Automotive Mechanics and Repair Skills	1	0.5%
Agricultural and Industrial Machinery Repair Skills	1	0.5%
Life Sciences and Biology Skills	1	0.5%
Legal and Paralegal Support Skills	1	0.5%
Laboratory and Technical Science Skills	1	0.5%
ICT User Support and Customer Technical Skills	1	0.5%

Table 1a:Employability Skills in Demand — Agriculture Sector — Q2 FY 2025/2026 (October–December 2025)

Employability Skill	Number of Vacancies	% Share
ICT Operations Technical Skills	1	0.5%
Graphic and Visual Design Skills	1	0.5%
General Farm Labour Skills	1	0.5%
Horticulture and Tree Crop Production Skills	1	0.5%
Heavy Plant and Earthmoving Operations Skills	1	0.5%
Civil and Construction Technical Skills	1	0.5%
Electrical and Electronics Technical Skills	1	0.5%
Culinary and Food Preparation Skills	1	0.5%
Executive and Administrative Support Skills	1	0.5%
Financial Analysis and Investment Skills	1	0.5%
Occupational Health and Safety Skills	1	0.5%
Medical and Clinical Skills	1	0.5%
Policy Development and Governance Skills	1	0.5%
Production Supervision and Quality Skills	1	0.5%
Machine Operation and Metal Working Skills	1	0.5%
Light Vehicle Driving Skills	1	0.5%
Marketing and Brand Development Skills	1	0.5%
Mechanical Technical Skills	1	0.5%
Real Estate and Property Management Skills	1	0.5%
Reception and Front Office Skills	1	0.5%
Security and Guard Services Skills	1	0.5%
Research and Socioeconomic Analysis Skills	1	0.5%
Recruitment and Employment Services Skills	1	0.5%
Research and Development Management Skills	1	0.5%
Social Work and Community Development Skills	1	0.5%
Systems Analysis and ICT Architecture Skills	1	0.5%
Tax and Revenue Administration Technical Skills	1	0.5%
Transport and Logistics Clerical Skills	1	0.5%
TOTAL	**182**	

Table 1b:Employability Skills in Demand — Manufacturing Sector — Q2 FY 2025/2026 (October–December 2025)

Employability Skill	Number of Vacancies	% Share
Sales Representation and Customer Engagement Skills	78	9.2%
Sales and Marketing Management Skills	72	8.5%
Accounting and Financial Reporting Skills	58	6.8%
Financial Management Skills	44	5.2%
Project and Operations Management Skills	38	4.5%
Technical Sales and Business Development Skills	27	3.2%
ICT Service and Infrastructure Management Skills	24	2.8%
Software Development and Engineering Skills	23	2.7%
Contact Centre and Customer Service Skills	21	2.5%
Retail Sales and Shop Operations Skills	20	2.4%
Stores and Inventory Clerical Skills	17	2.0%
Human Resource Support and Administration Skills	17	2.0%
Systems Analysis and ICT Architecture Skills	17	2.0%
Electrical and Electronics Technical Skills	15	1.8%
Leadership and Managerial Skills	15	1.8%
Food and Beverage Production Machine Skills	14	1.7%
Human Resource and Talent Management Skills	13	1.5%
Motorcycle and Courier Operations Skills	12	1.4%
Architectural and Design Skills	11	1.3%
ICT User Support and Customer Technical Skills	10	1.2%
Procurement and Supply Chain Technical Skills	10	1.2%
Marketing and Brand Development Skills	10	1.2%
Business Analysis and Advisory Skills	10	1.2%
Accounting and Bookkeeping Technical Skills	10	1.2%
Mechanical Engineering Skills	8	0.9%
Mechanical Technical Skills	8	0.9%
Systems Administration and Network Security Skills	8	0.9%
Quality Control and Assurance Technical Skills	8	0.9%
Transport and Logistics Clerical Skills	8	0.9%
Financial Analysis and Investment Skills	7	0.8%
Legal and Compliance Skills	7	0.8%
Executive and Administrative Support Skills	7	0.8%
Brand and Communications Management Skills	7	0.8%
Human Resource Management Skills	6	0.7%
Commercial Vehicle and Passenger Transport Skills	6	0.7%
Culinary and Food Preparation Skills	6	0.7%
Public Relations and Communications Skills	6	0.7%
Occupational Health and Safety Skills	6	0.7%
Professional Services Management Skills	5	0.6%
Retail and Trade Management Skills	5	0.6%
Media and Digital Content Management Skills	5	0.6%

Table 1b:Employability Skills in Demand — Manufacturing Sector — Q2 FY 2025/2026 (October–December 2025) ***continued***

Employability Skill	Number of Vacancies	% Share
Policy Development and Governance Skills	5	0.6%
Graphic and Visual Design Skills	5	0.6%
Security and Guard Services Skills	5	0.6%
Machine Operation and Metal Working Skills	4	0.5%
Training and Organizational Development Skills	4	0.5%
Research and Socioeconomic Analysis Skills	4	0.5%
Cybersecurity and Information Assurance Skills	4	0.5%
Numerical and Financial Clerical Skills	3	0.4%
Legal and Paralegal Support Skills	3	0.4%
Credit and Loan Technical Skills	3	0.4%
General Technical Skills	3	0.4%
Heavy Vehicle and Truck Driving Skills	3	0.4%
Event Planning and Coordination Skills	3	0.4%
Electronics and Field Technical Skills	3	0.4%
Electrical Installation and Wiring Skills	3	0.4%
Banking and Financial Services Operational Skills	3	0.4%
Agricultural Extension and Advisory Technical Skills	3	0.4%
Statistical and Mathematical Skills	3	0.4%
Life Sciences and Biology Skills	3	0.4%
Office Administration and Supervisory Skills	3	0.4%
Travel and Customer Relations Management Skills	3	0.4%
Production Supervision and Quality Skills	3	0.4%
Industrial and Production Engineering Skills	2	0.2%
Research and Development Management Skills	2	0.2%
Paper and Packaging Machine Operations Skills	2	0.2%
Medical and Clinical Skills	2	0.2%
Livestock and Dairy Production Skills	2	0.2%
Journalism and Media Skills	2	0.2%
Baking and Confectionery Skills	2	0.2%
Clearing, Forwarding and Logistics Technical Skills	2	0.2%
Fuel and Petrol Station Operations Skills	2	0.2%
Glass and Ceramics Plant Operations Skills	2	0.2%
Hospitality and Accommodation Management Skills	2	0.2%
Electrical Engineering Skills	2	0.2%
Automotive Mechanics and Repair Skills	2	0.2%
Cleaning and Housekeeping Skills	2	0.2%
Child Care and Early Childhood Development Skills	1	0.1%
Broadcast and Audio-visual Technical Skills	1	0.1%
Agricultural and Industrial Machinery Repair Skills	1	0.1%
Agricultural and Production Management Skills	1	0.1%
Agricultural and Biological Laboratory Skills	1	0.1%

Table 1b:Employability Skills in Demand — Manufacturing Sector — Q2 FY 2025/2026 (October–December 2025) ***continued***

Employability Skill	Number of Vacancies	% Share
Cleaning and Housekeeping Supervisory Skills	1	0.1%
Civil and Structural Engineering Skills	1	0.1%
Civil and Construction Technical Skills	1	0.1%
Emergency Medical and Ambulance Skills	1	0.1%
Early Childhood Development Skills	1	0.1%
Contact Centre Sales Skills	1	0.1%
Content Creation and Writing Skills	1	0.1%
Curriculum Development and Educational Design Skills	1	0.1%
Health Records and Information Technical Skills	1	0.1%
General Labour Skills	1	0.1%
Food and Beverage Service Management Skills	1	0.1%
Design and Creative Skills	1	0.1%
Debt Collection and Recovery Skills	1	0.1%
Education Support and Teaching Aid Skills	1	0.1%
Database Administration and Management Skills	1	0.1%
Data Engineering and Analytics Skills	1	0.1%
Drafting and Technical Drawing Skills	1	0.1%
Digital Marketing and E-Commerce Skills	1	0.1%
Design and Technical Drawing Skills	1	0.1%
Industrial Process Engineering Skills	1	0.1%
Insurance and Risk Technical Skills	1	0.1%
Interior Design and Decoration Skills	1	0.1%
Licensing and Regulatory Compliance Skills	1	0.1%
Manufacturing Labour Skills	1	0.1%
Plant and Power Operations Skills	1	0.1%
Paramedical and Allied Health Skills	1	0.1%
Network Technical Support Skills	1	0.1%
Network Engineering and Administration Skills	1	0.1%
Metal Processing Plant Operations Skills	1	0.1%
Media Production and Direction Skills	1	0.1%
Metal and Materials Processing Skills	1	0.1%
Plastics Manufacturing and Moulding Skills	1	0.1%
Real Estate and Property Management Skills	1	0.1%
Reception and Front Office Skills	1	0.1%
Product Testing and Quality Grading Skills	1	0.1%
Solar and Renewable Energy Technical Skills	1	0.1%
Supply Chain and Logistics Planning Skills	1	0.1%
Supply Chain and Distribution Management Skills	1	0.1%
Survey and Field Research Support Skills	1	0.1%
Web Technical Support Skills	1	0.1%
TOTAL	**848**	**100.0%**

Table 2c: Key Employability Skills in Demand — Construction Sector — Q2 FY 2025/2026 (October–December 2025)

Employability Skill	Number of Vacancies	% Share
Sales and Marketing Management Skills	15	10.6%
Accounting and Financial Reporting Skills	11	7.7%
Architectural and Design Skills	10	7.0%
Project and Operations Management Skills	9	6.3%
Contact Centre Sales Skills	6	4.2%
Commercial Vehicle and Passenger Transport Skills	6	4.2%
Electrical and Electronics Technical Skills	6	4.2%
Software Development and Engineering Skills	5	3.5%
Mechanical Engineering Skills	4	2.8%
Sales Representation and Customer Engagement Skills	4	2.8%
Welding and Metal Fabrication Skills	3	2.1%
Human Resource Management Skills	3	2.1%
Financial Management Skills	2	1.4%
ICT Service and Infrastructure Management Skills	2	1.4%
Language and Literacy Instruction Skills	2	1.4%
Leadership and Managerial Skills	2	1.4%
ICT Operations Technical Skills	2	1.4%
Human Resource Support and Administration Skills	2	1.4%
Electrical Engineering Skills	2	1.4%
Solar and Renewable Energy Technical Skills	2	1.4%
Stores and Inventory Clerical Skills	2	1.4%
Occupational Health and Safety Skills	2	1.4%
Digital Marketing and E-Commerce Skills	1	0.7%
Design and Technical Drawing Skills	1	0.7%
Culinary and Food Preparation Skills	1	0.7%
Contact Centre and Customer Service Skills	1	0.7%
Cleaning and Housekeeping Supervisory Skills	1	0.7%
Brand and Communications Management Skills	1	0.7%
Civil and Structural Engineering Skills	1	0.7%
Accounting and Bookkeeping Technical Skills	1	0.7%
Human Resource and Talent Management Skills	1	0.7%
Glass Making and Processing Skills	1	0.7%
Graphic and Visual Design Skills	1	0.7%
Heavy Vehicle and Truck Driving Skills	1	0.7%
Executive and Administrative Support Skills	1	0.7%
Financial Analysis and Investment Skills	1	0.7%
General Labour Skills	1	0.7%
General Technical Skills	1	0.7%
Electrical Installation and Wiring Skills	1	0.7%
Engineering Technical Skills	1	0.7%

Table 2c: Key Employability Skills in Demand — Construction Sector — Q2 FY 2025/2026 (October–December 2025) *continued*

Employability Skill	Number of Vacancies	% Share
Agricultural and Production Management Skills	1	0.7%
Mechanical Technical Skills	1	0.7%
Medical Imaging and Diagnostic Technical Skills	1	0.7%
Legal and Compliance Skills	1	0.7%
Legal Support and Secretarial Skills	1	0.7%
ICT User Support and Customer Technical Skills	1	0.7%
Real Estate and Property Management Skills	1	0.7%
Production Supervision and Quality Skills	1	0.7%
Procurement and Supply Chain Technical Skills	1	0.7%
Pharmacy Technical Skills	1	0.7%
Office Administration and Clerical Skills	1	0.7%
Office Administration and Supervisory Skills	1	0.7%
Retail Sales and Shop Operations Skills	1	0.7%
Research and Socioeconomic Analysis Skills	1	0.7%
Security and Guard Services Skills	1	0.7%
Research and Development Management Skills	1	0.7%
Systems Administration and Network Security Skills	1	0.7%
Supply Chain and Distribution Management Skills	1	0.7%
Systems Analysis and ICT Architecture Skills	1	0.7%
Teaching and Instruction Skills	1	0.7%
Technical Sales and Business Development Skills	1	0.7%
Transport and Logistics Clerical Skills	1	0.7%
TOTAL	**142**	**100.0%**

Table 2d: Key Employability Skills in Demand — Information and Communication Technology Sector — Q2 FY 2025/2026 (October–December 2025)

Employability Skill	Number of Vacancies	% Share
Software Development and Engineering Skills	114	13.8%
Sales Representation and Customer Engagement Skills	78	9.4%
Sales and Marketing Management Skills	51	6.2%
Technical Sales and Business Development Skills	50	6.0%
Accounting and Financial Reporting Skills	43	5.2%
Project and Operations Management Skills	40	4.8%
Design and Creative Skills	26	3.1%
Financial Management Skills	26	3.1%
Network Engineering and Administration Skills	25	3.0%
Systems Analysis and ICT Architecture Skills	24	2.9%
Cybersecurity and Information Assurance Skills	21	2.5%
Media and Digital Content Management Skills	19	2.3%
Journalism and Media Skills	17	2.1%
Accounting and Bookkeeping Technical Skills	14	1.7%
Food and Beverage Production Machine Skills	13	1.6%
Contact Centre Sales Skills	13	1.6%
Business Analysis and Advisory Skills	13	1.6%
Professional Services Management Skills	12	1.4%
Human Resource and Talent Management Skills	11	1.3%
Human Resource Management Skills	11	1.3%
Executive and Administrative Support Skills	11	1.3%
Marketing and Brand Development Skills	10	1.2%
Contact Centre and Customer Service Skills	10	1.2%
Web and Application Development Skills	9	1.1%
Research and Development Management Skills	8	1.0%
Cloud Computing and Infrastructure Skills	8	1.0%
Graphic and Visual Design Skills	8	1.0%
ICT User Support and Customer Technical Skills	7	0.8%
Brand and Communications Management Skills	6	0.7%
Content Creation and Writing Skills	6	0.7%
Public Relations and Communications Skills	6	0.7%
Leadership and Managerial Skills	6	0.7%
Human Resource Support and Administration Skills	6	0.7%
Numerical and Financial Clerical Skills	5	0.6%
Digital Marketing and E-Commerce Skills	5	0.6%
Financial Analysis and Investment Skills	5	0.6%
Legal and Compliance Skills	5	0.6%
Data Engineering and Analytics Skills	4	0.5%
ICT Service and Infrastructure Management Skills	4	0.5%
Electrical and Electronics Technical Skills	4	0.5%
Broadcast and Audio-visual Technical Skills	4	0.5%

Table 2d: Key Employability Skills in Demand — Information and Communication Technology Sector — Q2 FY 2025/2026 (October–December 2025) *continued*

Employability Skill	Number of Vacancies	% Share
Systems Administration and Network Security Skills	4	0.5%
Policy Development and Governance Skills	4	0.5%
Office Administration and Supervisory Skills	4	0.5%
Industrial Process Engineering Skills	3	0.4%
Media Production and Direction Skills	3	0.4%
Database Administration and Management Skills	3	0.4%
Architectural and Design Skills	3	0.4%
Design and Technical Drawing Skills	3	0.4%
Drafting and Technical Drawing Skills	3	0.4%
Procurement and Supply Chain Technical Skills	3	0.4%
Quality Control and Assurance Technical Skills	2	0.2%
Retail Sales and Shop Operations Skills	2	0.2%
Event Planning and Coordination Skills	2	0.2%
Debt Collection and Recovery Skills	2	0.2%
Social Work and Community Technical Skills	2	0.2%
Real Estate and Property Management Skills	2	0.2%
Legal and Paralegal Support Skills	2	0.2%
Credit and Loan Technical Skills	1	0.1%
Culinary and Food Preparation Skills	1	0.1%
Cable and Splicing Operations Skills	1	0.1%
Broadcasting and Media Presentation Skills	1	0.1%
Agricultural and Production Management Skills	1	0.1%
Coaching and Tutoring Skills	1	0.1%
Dental Technical Skills	1	0.1%
Mining and Geotechnical Engineering Skills	1	0.1%
Medical and Clinical Skills	1	0.1%
ICT Operations Technical Skills	1	0.1%
Heavy Vehicle and Truck Driving Skills	1	0.1%
Retail Sales Supervision Skills	1	0.1%
Quantity Surveying and Cost Estimation Skills	1	0.1%
Printing and Pre-Press Technical Skills	1	0.1%
Security and Guard Services Skills	1	0.1%
Supply Chain and Distribution Management Skills	1	0.1%
Stores and Inventory Clerical Skills	1	0.1%
Statistical and Mathematical Skills	1	0.1%
Sports Coaching and Instruction Skills	1	0.1%
Supply Chain and Logistics Planning Skills	1	0.1%
Survey and Field Research Support Skills	1	0.1%
Teaching and Instruction Skills	1	0.1%
Training and Organizational Development Skills	1	0.1%
TOTAL	**828**	**100.0%**

Annex III

Table 3b: Key Employability Skills in Demand — Agriculture Sector — Q3 FY 2025/2026 (January–March 2026)

Employability Skill	Number of Vacancies	% Share
Technical Sales and Business Development Skills	14	9.5%
Project and Operations Management Skills	12	8.2%
Sales Representation and Customer Engagement Skills	10	6.8%
Accounting and Financial Reporting Skills	9	6.1%
Human Resource Support and Administration Skills	8	5.4%
Sales and Marketing Management Skills	8	5.4%
Financial Management Skills	7	4.8%
Agricultural and Production Management Skills	6	4.1%
Leadership and Managerial Skills	5	3.4%
Industrial and Production Engineering Skills	3	2.0%
Legal and Compliance Skills	3	2.0%
Human Resource Management Skills	3	2.0%
Executive and Administrative Support Skills	2	1.4%
Quality Control and Assurance Technical Skills	2	1.4%
Public Relations and Communications Skills	2	1.4%
Security and Guard Services Skills	2	1.4%
Professional Services Management Skills	2	1.4%
Machine Operation and Metal Working Skills	2	1.4%
General Technical Skills	2	1.4%
Financial Analysis and Investment Skills	2	1.4%
Procurement and Supply Chain Technical Skills	2	1.4%
Contact Centre Sales Skills	2	1.4%
Brand and Communications Management Skills	2	1.4%
Business Analysis and Advisory Skills	2	1.4%
Heavy Vehicle and Truck Driving Skills	2	1.4%
Teaching and Instruction Skills	2	1.4%
Horticulture and Tree Crop Production Skills	1	0.7%
General Farm Labour Skills	1	0.7%
Heavy Plant and Earthmoving Operations Skills	1	0.7%
Culinary and Food Preparation Skills	1	0.7%
Fisheries and Marine Resources Skills	1	0.7%
Contact Centre and Customer Service Skills	1	0.7%
Electrical and Electronics Technical Skills	1	0.7%
Chemical Plant and Process Operations Skills	1	0.7%
Chemical Process Technical Skills	1	0.7%
Civil and Construction Technical Skills	1	0.7%

Table 3b: Key Employability Skills in Demand — Agriculture Sector — Q3 FY 2025/2026 (January–March 2026)

continued

Employability Skill	Number of Vacancies	% Share
Agricultural and Industrial Machinery Repair Skills	1	0.7%
Construction and Site Management Skills	1	0.7%
Credit and Loan Technical Skills	1	0.7%
Legal and Paralegal Support Skills	1	0.7%
Human Resource and Talent Management Skills	1	0.7%
Paper and Packaging Machine Operations Skills	1	0.7%
Office Administration and Supervisory Skills	1	0.7%
Nursing and Patient Care Skills	1	0.7%
Numerical and Financial Clerical Skills	1	0.7%
Motorcycle and Courier Operations Skills	1	0.7%
Network Engineering and Administration Skills	1	0.7%
Messenger, Delivery and Logistics Labour Skills	1	0.7%
Mechanical Engineering Skills	1	0.7%
ICT User Support and Customer Technical Skills	1	0.7%
Production Supervision and Quality Skills	1	0.7%
Research and Development Management Skills	1	0.7%
Software Development and Engineering Skills	1	0.7%
Stores and Inventory Clerical Skills	1	0.7%
Statistical and Mathematical Skills	1	0.7%
Systems Analysis and ICT Architecture Skills	1	0.7%
Transport and Logistics Clerical Skills	1	0.7%
TOTAL	**147**	**100.0%**

Table 3b: Key Employability Skills in Demand — Manufacturing Sector — Q3 FY 2025/2026 (January–March 2026)

Employability Skill	Number of Vacancies	% Share
Sales Representation and Customer Engagement Skills	97	7.7%
Sales and Marketing Management Skills	86	6.8%
Accounting and Financial Reporting Skills	81	6.4%
Project and Operations Management Skills	64	5.1%
Financial Management Skills	50	3.9%
Leadership and Managerial Skills	35	2.8%
Systems Analysis and ICT Architecture Skills	32	2.5%
ICT Service and Infrastructure Management Skills	22	1.7%
Retail Sales and Shop Operations Skills	20	1.6%
Contact Centre and Customer Service Skills	20	1.6%
Stores and Inventory Clerical Skills	20	1.6%
Brand and Communications Management Skills	19	1.5%
Human Resource and Talent Management Skills	19	1.5%
Digital Marketing and E-Commerce Skills	18	1.4%
Software Development and Engineering Skills	18	1.4%
Business Analysis and Advisory Skills	17	1.3%
Legal and Compliance Skills	16	1.3%
Marketing and Brand Development Skills	15	1.2%
Office Administration and Supervisory Skills	15	1.2%
Cybersecurity and Information Assurance Skills	15	1.2%
Procurement and Supply Chain Technical Skills	15	1.2%
Technical Sales and Business Development Skills	15	1.2%
Human Resource Support and Administration Skills	14	1.1%
Heavy Vehicle and Truck Driving Skills	14	1.1%
Food and Beverage Production Machine Skills	14	1.1%
Public Relations and Communications Skills	14	1.1%
Professional Services Management Skills	14	1.1%
Nursing and Patient Care Skills	14	1.1%
Motorcycle and Courier Operations Skills	14	1.1%
Mechanical Engineering Skills	13	1.0%
Marketing and Promotion Skills	13	1.0%
Human Resource Management Skills	13	1.0%
Policy Development and Governance Skills	12	0.9%
Financial Analysis and Investment Skills	12	0.9%
Retail Sales Supervision Skills	12	0.9%
Commercial Vehicle and Passenger Transport Skills	11	0.9%
Quality Control and Assurance Technical Skills	11	0.9%
ICT User Support and Customer Technical Skills	10	0.8%

Table 3b: Key Employability Skills in Demand — Manufacturing Sector — Q3 FY 2025/2026 (January–March 2026) *continued*

Employability Skill	Number of Vacancies	% Share
Executive and Administrative Support Skills	10	0.8%
Network Engineering and Administration Skills	10	0.8%
Contact Centre Sales Skills	10	0.8%
Culinary and Food Preparation Skills	9	0.7%
Production Supervision and Quality Skills	9	0.7%
Electrical and Electronics Technical Skills	9	0.7%
Electronics and Field Technical Skills	9	0.7%
Teaching and Instruction Skills	9	0.7%
Statistical and Mathematical Skills	8	0.6%
Transport and Logistics Clerical Skills	8	0.6%
Travel and Customer Relations Management Skills	8	0.6%
Mechanical Technical Skills	8	0.6%
Industrial Process Engineering Skills	7	0.6%
Retail and Trade Management Skills	7	0.6%
Numerical and Financial Clerical Skills	7	0.6%
Graphic and Visual Design Skills	7	0.6%
Training and Organizational Development Skills	6	0.5%
Content Creation and Writing Skills	6	0.5%
Occupational Health and Safety Skills	6	0.5%
Legal and Paralegal Support Skills	6	0.5%
Architectural and Design Skills	5	0.4%
Research and Socioeconomic Analysis Skills	5	0.4%
Telecommunications Engineering Skills	5	0.4%
Medical and Clinical Skills	4	0.3%
Heavy Plant and Earthmoving Operations Skills	4	0.3%
Hospitality and Accommodation Management Skills	4	0.3%
Electrical Installation and Wiring Skills	4	0.3%
Supply Chain and Distribution Management Skills	4	0.3%
Paper and Packaging Machine Operations Skills	4	0.3%
Accounting and Bookkeeping Technical Skills	4	0.3%
Agricultural and Production Management Skills	4	0.3%
Automotive Mechanics and Repair Skills	4	0.3%
Agricultural and Biological Laboratory Skills	3	0.2%
Agricultural Extension and Advisory Technical Skills	3	0.2%
Legal Support and Secretarial Skills	3	0.2%
Database Administration and Management Skills	3	0.2%
Web and Application Development Skills	3	0.2%
Valuation and Loss Assessment Skills	3	0.2%

Table 3b: Key Employability Skills in Demand — Manufacturing Sector — Q3 FY 2025/2026 (January–March 2026) *continued*

Employability Skill	Number of Vacancies	% Share
Messenger, Delivery and Logistics Labour Skills	3	0.2%
Reception and Front Office Skills	3	0.2%
Systems Administration and Network Security Skills	3	0.2%
Event Planning and Coordination Skills	3	0.2%
Design and Technical Drawing Skills	3	0.2%
Cloud Computing and Infrastructure Skills	3	0.2%
Agricultural and Industrial Machinery Repair Skills	3	0.2%
Machine Operation and Metal Working Skills	3	0.2%
Industrial and Production Engineering Skills	3	0.2%
Crane and Lifting Equipment Operations Skills	3	0.2%
Baking and Confectionery Skills	2	0.2%
Banking and Financial Services Operational Skills	2	0.2%
Welding and Metal Fabrication Skills	2	0.2%
Technical and Vocational Training Skills	2	0.2%
Supply Chain and Logistics Planning Skills	2	0.2%
Tax and Revenue Administration Technical Skills	2	0.2%
Debt Collection and Recovery Skills	2	0.2%
Chemical Process Technical Skills	2	0.2%
Civil and Structural Engineering Skills	2	0.2%
Research and Development Management Skills	2	0.2%
Plant and Power Operations Skills	2	0.2%
Real Estate and Property Management Skills	2	0.2%
Quantity Surveying and Cost Estimation Skills	2	0.2%
Office Administration and Clerical Skills	2	0.2%
Pharmacy and Pharmaceutical Skills	2	0.2%
Sheet Metal and Fabrication Skills	2	0.2%
Social Work and Community Development Skills	2	0.2%
Security and Guard Services Skills	2	0.2%
Forklift and Materials Handling Skills	2	0.2%
General Technical Skills	2	0.2%
Environmental Plant Operations Skills	2	0.2%
Electrical Engineering Skills	2	0.2%
Licensing and Regulatory Compliance Skills	2	0.2%
Fuel and Petrol Station Operations Skills	2	0.2%
Environmental Health Inspection Skills	2	0.2%
Engineering Technical Skills	2	0.2%
Drafting and Technical Drawing Skills	2	0.2%
Design and Creative Skills	2	0.2%

Table 3b: Key Employability Skills in Demand — Manufacturing Sector — Q3 FY 2025/2026 (January–March 2026) *continued*

Employability Skill	Number of Vacancies	% Share
Child Care and Early Childhood Development Skills	1	0.1%
Broadcast and Audio-visual Technical Skills	1	0.1%
Arts and Performance Skills	1	0.1%
Cleaning and Housekeeping Skills	1	0.1%
Aviation Technical Skills	1	0.1%
Emergency Medical and Ambulance Skills	1	0.1%
Marine and Port Operations Skills	1	0.1%
Library and Information Support Skills	1	0.1%
Life Sciences and Biology Skills	1	0.1%
Light Vehicle Driving Skills	1	0.1%
Law Enforcement and Security Skills	1	0.1%
Laboratory and Technical Science Skills	1	0.1%
Journalism and Media Skills	1	0.1%
Library and Information Management Skills	1	0.1%
Horticulture and Tree Crop Production Skills	1	0.1%
Insulation and Building Envelope Skills	1	0.1%
Health Services Management Skills	1	0.1%
Health Records and Information Technical Skills	1	0.1%
Insurance and Risk Technical Skills	1	0.1%
Interior Design and Decoration Skills	1	0.1%
Food and Beverage Service Management Skills	1	0.1%
Food Quality and Grading Skills	1	0.1%
Events and Recreation Management Skills	1	0.1%
Education Support and Teaching Aid Skills	1	0.1%
Curriculum Development and Educational Design Skills	1	0.1%
Credit and Loan Technical Skills	1	0.1%
Metal Processing Plant Operations Skills	1	0.1%
Media Production and Direction Skills	1	0.1%
Mechanical Assembly and Production Skills	1	0.1%
Paramedical and Allied Health Skills	1	0.1%
Recruitment and Employment Services Skills	1	0.1%
Pharmacy Technical Skills	1	0.1%
Physical Sciences Skills	1	0.1%
Product Testing and Quality Grading Skills	1	0.1%
Social Services Management Skills	1	0.1%
Securities, Finance and Brokerage Technical Skills	1	0.1%
Survey and Field Research Support Skills	1	0.1%
Transport Operations Skills	1	0.1%
TOTAL	**1266**	**100.0%**

Table 3c: Key Employability Skills in Demand — Construction Sector — Q3 FY 2025/2026 (January–March 2026)

Employability Skill	Number of Vacancies	% Share
Commercial Vehicle and Passenger Transport Skills	5	7.4%
Sales and Marketing Management Skills	4	5.9%
Sales Representation and Customer Engagement Skills	4	5.9%
Human Resource Support and Administration Skills	3	4.4%
Electrical and Electronics Technical Skills	3	4.4%
Project and Operations Management Skills	3	4.4%
General Technical Skills	3	4.4%
Procurement and Supply Chain Technical Skills	2	2.9%
Reception and Front Office Skills	2	2.9%
Contact Centre Sales Skills	2	2.9%
Contact Centre and Customer Service Skills	2	2.9%
Accounting and Financial Reporting Skills	2	2.9%
Business Analysis and Advisory Skills	2	2.9%
ICT Service and Infrastructure Management Skills	2	2.9%
Human Resource and Talent Management Skills	2	2.9%
Mechanical Technical Skills	2	2.9%
Systems Analysis and ICT Architecture Skills	2	2.9%
Supply Chain and Logistics Planning Skills	2	2.9%
Agricultural and Production Management Skills	1	1.5%
Construction Supervision Skills	1	1.5%
Financial Analysis and Investment Skills	1	1.5%
Electrical Installation and Wiring Skills	1	1.5%
Cybersecurity and Information Assurance Skills	1	1.5%
Occupational Health and Safety Skills	1	1.5%
Mechanical Engineering Skills	1	1.5%
Marketing and Brand Development Skills	1	1.5%
Library and Information Support Skills	1	1.5%
Legal and Compliance Skills	1	1.5%
Electrical Engineering Skills	1	1.5%
Financial Management Skills	1	1.5%
Office Administration and Clerical Skills	1	1.5%
Retail Sales and Shop Operations Skills	1	1.5%
Professional Services Management Skills	1	1.5%
Office Administration and Supervisory Skills	1	1.5%
Production Supervision and Quality Skills	1	1.5%
Security and Guard Services Skills	1	1.5%
Retail and Trade Management Skills	1	1.5%
Supply Chain and Distribution Management Skills	1	1.5%
Software Development and Engineering Skills	1	1.5%
TOTAL	**68**	**100.0%**

Table 3d: Key Employability Skills in Demand — Construction Sector — Q3 FY 2025/2026 (January–March 2026)

Employability Skill	Number of Vacancies	% Share
Commercial Vehicle and Passenger Transport Skills	5	7.4%
Sales and Marketing Management Skills	4	5.9%
Sales Representation and Customer Engagement Skills	4	5.9%
Human Resource Support and Administration Skills	3	4.4%
Electrical and Electronics Technical Skills	3	4.4%
Project and Operations Management Skills	3	4.4%
General Technical Skills	3	4.4%
Procurement and Supply Chain Technical Skills	2	2.9%
Reception and Front Office Skills	2	2.9%
Contact Centre Sales Skills	2	2.9%
Contact Centre and Customer Service Skills	2	2.9%
Accounting and Financial Reporting Skills	2	2.9%
Business Analysis and Advisory Skills	2	2.9%
ICT Service and Infrastructure Management Skills	2	2.9%
Human Resource and Talent Management Skills	2	2.9%
Mechanical Technical Skills	2	2.9%
Systems Analysis and ICT Architecture Skills	2	2.9%
Supply Chain and Logistics Planning Skills	2	2.9%
Agricultural and Production Management Skills	1	1.5%
Construction Supervision Skills	1	1.5%
Financial Analysis and Investment Skills	1	1.5%
Electrical Installation and Wiring Skills	1	1.5%
Cybersecurity and Information Assurance Skills	1	1.5%
Occupational Health and Safety Skills	1	1.5%
Mechanical Engineering Skills	1	1.5%
Marketing and Brand Development Skills	1	1.5%
Library and Information Support Skills	1	1.5%
Legal and Compliance Skills	1	1.5%
Electrical Engineering Skills	1	1.5%
Financial Management Skills	1	1.5%
Office Administration and Clerical Skills	1	1.5%
Retail Sales and Shop Operations Skills	1	1.5%
Professional Services Management Skills	1	1.5%
Office Administration and Supervisory Skills	1	1.5%
Production Supervision and Quality Skills	1	1.5%
Security and Guard Services Skills	1	1.5%
Retail and Trade Management Skills	1	1.5%
Supply Chain and Distribution Management Skills	1	1.5%
Software Development and Engineering Skills	1	1.5%
TOTAL	**68**	**100.0%**

Annex IV

Table 4a:Key Employability Skills in Agriculture, Forestry and Fishing Sector Q4 FY 2025/2026 (April–June 2026)

Employability Skill Cluster	Number of Vacancies	Percentage Share of Vacancies
Leadership and Managerial Skills	20	23.0%
ICT and Digital Skills	19	21.8%
Research, Data and Analytical Skills	7	8.0%
Human Resource and People Development Skills	6	6.9%
Engineering and Technical Skills	6	6.9%
Sales and Marketing Skills	5	5.7%
Communication, Media and Creative Skills	4	4.6%
Financial and Accounting Skills	4	4.6%
Logistics, Transport and Distribution Skills	4	4.6%
Craft and Artisanal Skills	3	3.4%
Administrative and Clerical Skills	2	2.3%
Occupational Safety, Health and Environmental Skills	2	2.3%
Security and Protective Services Skills	2	2.3%
Agricultural and Agribusiness Skills	1	1.1%
Emerging Technology Skills	1	1.1%
Warehouse and Inventory Skills	1	1.1%
TOTAL	**87**	**100.0%**

Table 4b: Key Employability Skills in Manufacturing Sector Q4 FY 2025/2026 (April–June 2026)

Employability Skill Cluster	Number of Vacancies	Percentage Share of Sector Vacancies
Leadership and Managerial Skills	115	22.7%
Sales and Marketing Skills	80	15.8%
ICT and Digital Skills	58	11.5%
Production and Machine Operation Skills	49	9.7%
Logistics, Transport and Distribution Skills	39	7.7%
Research, Data and Analytical Skills	29	5.7%
Engineering and Technical Skills	28	5.5%
Craft and Artisanal Skills	21	4.2%
Financial and Accounting Skills	16	3.2%
Human Resource and People Development Skills	12	2.4%
Warehouse and Inventory Skills	11	2.2%
Communication, Media and Creative Skills	9	1.8%
Administrative and Clerical Skills	7	1.4%
Customer Service and Client Relations Skills	6	1.2%
Hospitality and Personal Service Skills	6	1.2%
Health and Social Care Skills	5	1.0%
Quality Assurance and Standards Skills	3	0.6%
Property and Real Estate Skills	3	0.6%
Legal and Regulatory Compliance Skills	3	0.6%
Occupational Safety, Health and Environmental Skills	2	0.4%
Cybersecurity Skills	2	0.4%
Education and Training Skills	1	0.2%
Security and Protective Services Skills	1	0.2%
TOTAL	**506**	**100.0%**

Table 4c: Key Employability Skills in Construction Sector Q4 FY 2025/2026 (April–June 2026)

Employability Skill Cluster	Number of Vacancies	Percentage Share of Sector Vacancies
Leadership and Managerial Skills	17	41.5%
Engineering and Technical Skills	8	19.5%
Sales and Marketing Skills	5	12.2%
Craft and Artisanal Skills	2	4.9%
ICT and Digital Skills	2	4.9%
Cybersecurity Skills	1	2.4%
Administrative and Clerical Skills	1	2.4%
Communication, Media and Creative Skills	1	2.4%
Human Resource and People Development Skills	1	2.4%
Financial and Accounting Skills	1	2.4%
Property and Real Estate Skills	1	2.4%
Security and Protective Services Skills	1	2.4%
TOTAL	**41**	**100.0%**

Table 4d: Key Employability Skills in Information and Communication Sector Q4 FY 2025/2026 (April–June 2026)

Employability Skill Cluster	Number of Vacancies	Percentage Share of Vacancies
ICT and Digital Skills	93	21.2%
Leadership and Managerial Skills	85	19.4%
Sales and Marketing Skills	78	17.8%
Communication, Media and Creative Skills	57	13.0%
Engineering and Technical Skills	29	6.6%
Financial and Accounting Skills	16	3.6%
Research, Data and Analytical Skills	14	3.2%
Emerging Technology Skills	12	2.7%
Customer Service and Client Relations Skills	8	1.8%
Education and Training Skills	8	1.8%
Administrative and Clerical Skills	7	1.6%
Human Resource and People Development Skills	7	1.6%
Legal and Regulatory Compliance Skills	6	1.4%
Logistics, Transport and Distribution Skills	5	1.1%
Hospitality and Personal Service Skills	3	0.7%
Cybersecurity Skills	3	0.7%
Craft and Artisanal Skills	2	0.5%
Quality Assurance and Standards Skills	2	0.5%
Health and Social Care Skills	1	0.2%
Occupational Safety, Health and Environmental Skills	1	0.2%
Production and Machine Operation Skills	1	0.2%
Property and Real Estate Skills	1	0.2%
TOTAL	**439**	**100.0%**

REPUBLIC OF KENYA

klmis

Ministry of Labour and Social Protection

State Department for Labour and Skills Development

Bishops Road, Social Security House, Nairobi, Kenya

Email: info@labour.go.ke

Phone: +254 20 2729801