REPUBLIC OF KENYA

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REGIONAL QUARTERLY LABOUR MARKET DEMAND OUTLOOK

(2025 - 2026)













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Ministry of Labour and Social Protection

State Department for Labour and Skills Development

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Preface



Labour mobility within Africa is becoming increasingly seamless, driven by regional integration efforts, visa-free policies in some countries, and relatively low relocation costs. These developments present both opportunities and challenges for job seekers, employers, and policymakers. Understanding the evolving labour market landscape is essential for individuals looking to enhance their employability and for governments seeking to implement effective employment policies and skills development strategies.

In response to these dynamics, this report presents an in-depth analysis of job advertisement data collected through web crawling from various job sites across multiple African countries. The objective is to identify the most demanded occupations and skills sought by employers, providing timely and relevant insights that can help bridge the gap between job seekers and available opportunities. By leveraging real-time job postings, this report offers a data-driven perspective on employment trends, emerging job roles, and sector-specific demands.

The quarterly approach ensures continuous monitoring of labour market shifts, enabling stakeholders to track employment patterns over time. These insights are particularly valuable in shaping education and training programs, guiding workforce planning, and informing labour migration policies.

Beyond serving as an informational resource, this report aims to contribute to broader discussions on labour market efficiency and economic growth within the African continent. As the world of work continues to evolve, evidence-based research and strategic workforce planning will be key to unlocking Africa's economic potential and fostering sustainable development.

It is our hope that this report will be instrumental in supporting informed decision-making among policymakers, employers, job seekers, and other labour market stakeholders, ultimately enhancing employment outcomes and regional economic integration.

“The quarterly approach ensures continuous monitoring of labour market shifts, enabling stakeholders to track employment patterns over time.

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

Acknowledgement



The State Department for Labour and Skills Development extends its sincere appreciation to the institutions and individuals whose expertise, diligence and commitment made the preparation of this report possible. The production of credible labour market information is a collective undertaking, and the value of this document rests on the contribution of each of those involved in its compilation and review.

Special gratitude goes to the Labour Market Observatory, whose team brings together expertise in different capacities among them statisticians, economists, ICT and data management experts, in the collection, cleaning, classification, verification and compilation of the extensive job advertisement data on which this report is based. Their technical rigour and attention to detail, sustained across successive quarterly cycles, have ensured the consistency and reliability of the information presented, and have made it possible to translate a large and complex body of data into evidence that can readily be applied.

Appreciation is further extended to our stakeholders and partners who participate in the validation of these outputs. Their review, critique and technical feedback strengthen the quality, relevance and credibility of the findings, and ensure that the report speaks to the realities of the labour market and to the needs of those who rely on it.

It is our expectation that this report will provide policymakers, educators, employers, training institutions and job seekers with the insights needed to address the evolving demands of the labour market. We remain confident that the information presented in this document will serve as a stepping stone toward a more prosperous, inclusive and sustainable future for all.

“It is our expectation that this report will provide policymakers, educators, employers, training institutions and job seekers with the insights needed to address the evolving demands of the labour market.

Shadrack M. Mwadime, CBS

Principal Secretary, State Department for Labour and Skills Development

Technical Note



This report prepared by the Labour Market Observatory as part of the Labour Market Information Production Framework for the respective financial year draws on quarterly analyses undertaken during the reporting period and presents consolidated findings on labour market opportunities, trends, and emerging developments within the thematic area covered.

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 and Project Coordinator, NYOTA

> 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.

REGIONAL QUARTERLY LABOUR MARKET DEMAND OUTLOOK (2025 - 2026)

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This report provides a comprehensive analysis of labour demand trends across African countries, based on web-crawled job advertisement data. The report captures key labour market dynamics by examining the most sought-after occupations, demand across skill levels, occupational groups, and labour demand by sector.

Executive Summary

Introduction

This report provides a comprehensive analysis of labour demand trends across African countries, based on web-crawled job advertisement data. The report captures key labour market dynamics by examining the most sought-after occupations, demand across skill levels, occupational groups, and labour demand by sector. The findings aim to inform workforce planning, education and training policy, and individual career decisions.

Key Findings

Most Sought-After Occupations

Analysis of aggregated vacancy data shows that the top advertised occupations for quarter one were Policy and Planning Managers (16,351 vacancies), Software Developers (13,464 vacancies), Sales and Marketing Managers 8,354 vacancies), and Accountants (8,170 vacancies).

In the second quarter, the top advertised occupations were Policy and Planning Managers (6,258 vacancies), Software Developers (5,515 vacancies), and Sales and Marketing Managers (5,213 vacancies).

For quarter three, the top advertised occupations were Policy and Planning Managers (4,467 vacancies), Finance Managers (1831 vacancies), and Management and Organization Analysts (1,686 vacancies).

The last Quarter (quarter four) data had press liaison vacancies coming on top with 2195 positions, followed by finance managers with 1672 vacancies. Advertising and marketing professionals also registered a significant number in this quarter with 1570 vacancies, showing a growing emphasis on the development of revenue generation aspects of the market.

These roles span high-skilled professional positions in all four quarters. These roles span both high-skilled professional positions and essential service functions, reflecting a diverse labour market demand across organizational strategy, information technology, and finance.

Vacancies by Major Occupational Group

Across all skill levels, Professionals formed the largest share of recorded vacancies, followed by Legislators, Administrators, Managers and Technicians, and Associate Professionals for the three quarters.

Vacancies by Economic Sector

The sector with the highest number of job vacancies was Mining and Quarrying (50,568 vacancies), followed by Administrative and support service activity (40,369 vacancies), and Professional, Scientific and Technical Activities (24,055 vacancies). This distribution underscores the strong influence of natural resource extraction, administrative services and complemented by consistent demand for professionals in the first quarter.



50,568

The sector with the highest number of job vacancies was Mining and Quarrying.



16,351

Analysis of aggregated vacancy data shows that the top advertised occupations for quarter one were Policy and Planning Managers (16,351 vacancies).



2195

The last Quarter (quarter four) data had press liaison vacancies coming on top with 2195 positions, followed by finance managers with 1672 vacancies

In the second quarter, the sector with the highest number of job vacancies was Administrative and Support Service Activities (22,310 vacancies), followed by professional, scientific and technical activities (13,585) and information communication technology with (7,878) vacancies while in the third quarter the highest number of job vacancies was in administrative and support services with (5,172 vacancies), Human health and social work activities (4,804 vacancies) and Activities of other membership organizations (4,570 vacancies).

In the last quarter, activities of extra-territorial organizations and bodies came on top with (7135 vacancies), followed by administrative and support service activities (3850 vacancies). Wholesale and retail trade; repair of motor vehicles and motor cycles (3376 vacancies) also registered a high number. Professionals, scientific and technical activities had 2966 vacancies, while information and communication technology had 2687 vacancies.



The current labour market is driven by strong demand in professional services, administrative support, and resource-related activities, management and analysis, complemented by steady needs in finance and ICT. Middle and low-skilled workers remain vital in sustaining core services, while professional roles anchor growth in knowledge-intensive industries.

Implications for Job Seekers and Policy Makers

For job seekers, aligning career aspirations with high-demand sectors such as administrative and support services, professional and technical activities, and finance can enhance employment prospects. Middle-skilled workers should target opportunities in sales, administration, and technical fields, while low-skilled workers can find openings in freight handling, cleaning, and maintenance roles. Upskilling in customer service, basic ICT, logistics operations, and workplace safety will strengthen employability.

For policymakers, these trends underscore the importance of targeted training in logistics, administrative support, professional services, and ICT-related competencies. Strengthening technical and vocational education and training (TVET) systems and expanding public–private partnerships can help bridge skills gaps. Tailored interventions in both high-end professional and foundational service sectors will be key for inclusive job creation.

Conclusion

The current labour market is driven by strong demand in professional services, administrative support, and resource-related activities, management and analysis, complemented by steady needs in finance and ICT. Middle and low-skilled workers remain vital in sustaining core services, while professional roles anchor growth in knowledge-intensive industries. To sustain momentum, strategic investment in sector-specific training, skills alignment, and economic diversification will be essential. This approach will foster both economic resilience and broad-based employment opportunities, ensuring that growth benefits all segments of the workforce.



1.0 Introduction

The Government of Kenya, in line with its Bottom-Up Economic Transformation Agenda (BETA) and Vision 2030, has prioritized employment creation as a central pillar for inclusive economic growth and poverty reduction. Central to this agenda is the development of a responsive and dynamic labour market, one that equips citizens especially the youth with the right skills and links them to emerging job opportunities.

At the same time, Kenya continues to advance its commitment to regional integration through active participation in the East African Community and African Union (AU). These regional frameworks are opening up cross-border labour mobility, expanding market access, and encouraging shared economic development across the continent.

Against this context, this report seeks to provide timely, evidence-based insights into current labour market trends across African countries. By analyzing job advertisement data collected through web crawling from multiple online platforms for the period July 2025 to June 2026, the report identifies in-demand occupations, skill requirements, and sectoral employment trends. These insights are essential for aligning training systems with market needs, informing employment policy, and guiding job seekers in career decision-making.

Moreover, the findings support ongoing regional efforts to harmonize labour market information, facilitate cross-border employment, and promote sustainable, inclusive growth across Africa. This report offers a data-driven perspective on employment demand, highlighting trends that can support strategic workforce planning, career development, and policy formulation. By analyzing real-time job market data, the report helps bridge the gap between job seekers and employers while providing valuable intelligence for skills development programs and economic planning. This is also part of a broader effort by the State Department for Labour and Skills Development, through the Directorate of National Labour Planning and Development, to strengthen labour market intelligence and contribute to strategic workforce planning both nationally and regionally.



2.0 Objectives

The purpose of this study is to provide a comprehensive understanding of the regional labour market demand by focusing on key occupational trends. Specifically, the study seeks:

a) To identify the most demanded occupations in the regional 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

This report applies a structured methodology to examine labour demand trends in selected African countries for the financial year 2025/2026. It covers the collection of job advertisement data through web crawling, data cleaning and classification of occupations using KESCO and industries classified using the national classification standards KESIC, and analysis using Stata to generate key labour market insights.

3.0 Scope of the Report

This report presents a detailed analysis of job advertisements from various job listing sites across multiple African countries for the period July 2025 to June 2026. It examines key labour market indicators, including the most sought-after occupations, job vacancies by major occupational groups, vacancies by occupation and skill level, and vacancies by sector. By analysing these trends, the report provides valuable insights into employment dynamics in the African region, offering a data-driven perspective that helps bridge the gap between job seekers, employers, policymakers, and training institutions.

4.0 Methodology

This report applies a structured methodology to examine labour demand trends in selected African countries for the financial year 2025/2026. It covers the collection of job advertisement data through web crawling, data cleaning and classification of occupations using KESCO and industries classified using the national classification standards KESIC, and analysis using Stata to generate key labour market insights.

4.1 Data Collection

Job advertisement data was collected through web crawling of selected job portals and company websites across various African countries. The web crawler was configured to run monthly throughout each quarter to extract real-time job postings. The data collected included job title, Company name, job location, publication date, job description, and required skills. The platforms targeted were selected based on their regional coverage, popularity among employers, frequency of job updates, and availability of structured and accessible job data.

4.2 Data Cleaning and Analysis

The raw dataset was first cleaned to ensure consistency and reliability. This involved removing duplicate entries, standardizing job titles and locations, eliminating records with critical missing fields, and cleaning job descriptions of formatting issues and non-text characters. Following the cleaning process, occupations were coded using the Kenya Standard Classification of Occupations (KeSCO), and economic sectors were classified using the Kenya Standard Industrial Classification (KeSIC) to ensure uniformity in classifying occupations and sectors. The coded data was then analyzed using Stata to generate insights on labour demand trends across the region. Key indicators included the most demanded occupations, top hiring sectors, and distribution of jobs by skill level.

5.0 Limitations

This report acknowledges certain limitations, including:

- **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 specifics.
- **Sector Representation:** While agriculture, manufacturing, and construction are covered, certain subsectors within these may be underrepresented due to limitations in job listing data availability.
- **Skill Proxies:** Using occupations as proxies for skills may not fully capture the complexity of skill requirements, as job postings often generalize skill descriptions.

REFERENCE PERIOD | July 2025 - June 2026

6.0 Findings

This section presents a detailed analysis of job vacancies in Africa from July 2025 to June 2026. The findings are categorized into four main areas: most sought-after occupations, job vacancies by major occupational groups, vacancies by occupation and skill level, and vacancies by sector. This structured approach provides a clearer understanding of labour market trends, including which sectors are driving employment, the most in-demand occupations, and the distribution of job opportunities across different skill levels within the region.

6.1 QUARTER ONE

6.1.1 Most Sought Occupations by Number of Vacancies

Figure 1: Most sought occupations by number of vacancies



The highest number of vacancies were recorded for Policy and Planning Managers (16,351), Software Developers (13,464), and Sales and Marketing Managers (8,354). Other frequently advertised roles included Accountants (8,170) and Management and Organization Analysts (7,465). These results point to strong demand for both knowledge-intensive, analytical roles and essential support services. ICT-related occupations (Software Developers, Web and Multimedia Developers, Systems Analysts), sales, and management roles underscore the continued growth of the digital economy, business analytics, and organizational leadership. The demand profile suggests a labour market characterized by digital transformation, organizational efficiency priorities, and essential service delivery needs. Employers are seeking professionals who can manage complex business functions, leverage technology, and maintain operational support systems.

Implications

For Job Seekers

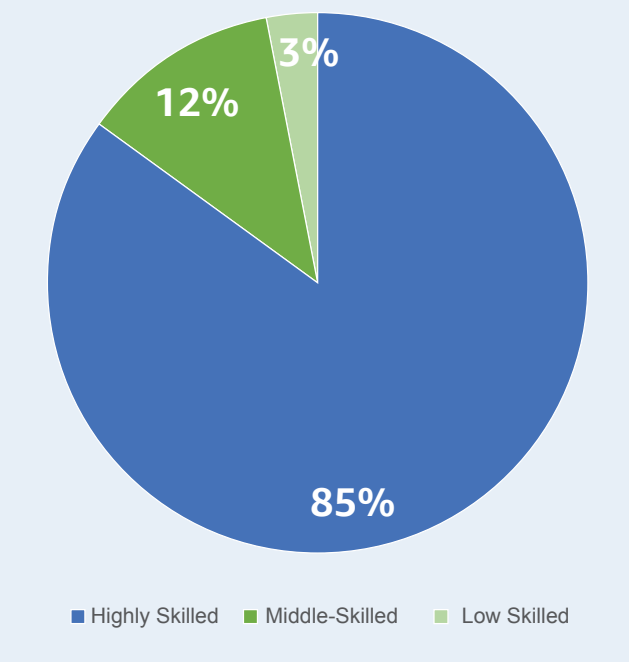
- Focus on developing digital, analytical, and business management skills, with emphasis on areas like software development, accounting, and sales strategy.

For Policy Makers

- Invest in ICT, finance, and business training programs to prepare the workforce for high-demand sectors.
- Strengthen vocational training for operational and service roles, ensuring these workers meet modern standards.
- Encourage STEM, business, and service skills integration in education to align with evolving market requirements.

6.1.2 Share of vacancies by skill level

Figure 2: share of Most sought occupations by skill level



In the first quarter, highly skilled workers were the most sought-after, accounting for 84.5% of advertised vacancies. Middle-skilled workers accounted for 12% of the advertised vacancies, while low-skilled workers recorded 3.4% of the advertised positions. This reflects a strong demand for professional, technical and specialised skills, highlighting the importance of skills development, upskilling and reskilling to enhance employability.

6.2 Most Sought Occupations by Skill Level and Number of Vacancies

6.2.1 Top Occupations for Highly Skilled Workers

Highly skilled workers are employees with advanced education, specialized training, and extensive expertise who perform complex professional, technical, managerial, or analytical tasks that require high levels of problem-solving, decision-making, and independent judgment.

Figure 3: Most sought occupations for highly skilled workers



For the highly skilled occupations, Policy and Planning (16,351 vacancies), Software developers (13,464 vacancies), and Sales and Marketing Managers (8,353 vacancies) recorded the highest number of vacancies. Other frequently advertised roles included Accountants (8,170 vacancies) and Management and Organization Analysts (7,465 vacancies).

The demand for highly skilled occupations reflects a labour market driven by specialized expertise in Policy and planning, ICT, organizational management, and business strategy. This trend underscores the need for a workforce with advanced technical, analytical, and leadership skills, as well as adaptability to emerging technologies and market changes.

Implications

For Job Seekers

- Upskill or reskill in areas such as ICT, Managerial and marketing skills to align with current labour market demands.
- Focus on acquiring both technical expertise and soft skills like problem-solving, communication, and leadership to stay competitive.

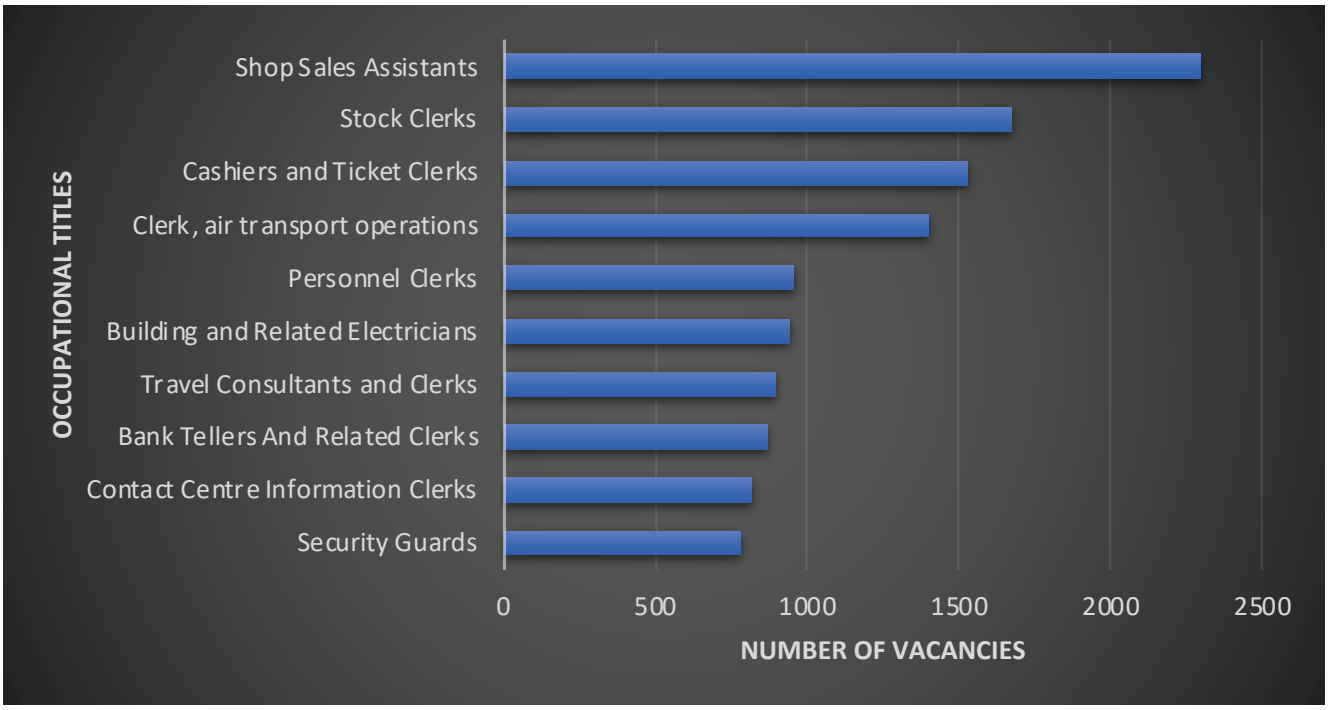
For Policy Makers

- Develop policies that expand access to advanced education and professional training in high-growth sectors.
- Encourage partnerships between industry and educational institutions to ensure graduates are job-ready and aligned with market needs.

6.2.2 Top Occupations for Middle Skilled Workers

Middle-skilled workers are employees who possess moderate levels of education, training, and technical skills needed to perform practical, technical, or supervisory tasks. Their jobs often require vocational training, diplomas, apprenticeships, or on-the-job experience rather than advanced university qualifications.

Figure 4: Most sought occupations for middle skilled workers



For middle-skilled workers, the most in-demand occupations are in sales, administrative support, and technical fields. Shop Sales assistants (2,299 vacancies), Stock clerks, Cashiers and ticket clerks (1,531 vacancies), and clerk, air transport operations (1,399 vacancies) recorded the highest vacancies. These roles support the core operations of businesses across all sectors.

Implications

For Job Seekers

- Pursue tertiary training in sales and administration skills.
- Strengthen soft skills such as customer service, time management, and problem-solving to excel in client-facing and supervisory roles.

For Policy Makers

- Invest in modernizing and expanding TVET programs focused on administration, retail operations, and technical trades.
- Foster industry partnerships to provide hands-on apprenticeships and targeted training aligned with real-world demand.

6.2.3 Top Occupations for Low-Skilled Workers

Low-skilled workers are employees who perform simple and routine tasks that require limited formal education, training, or technical expertise. Their work is usually manual or repetitive and often requires basic skills and short term training.




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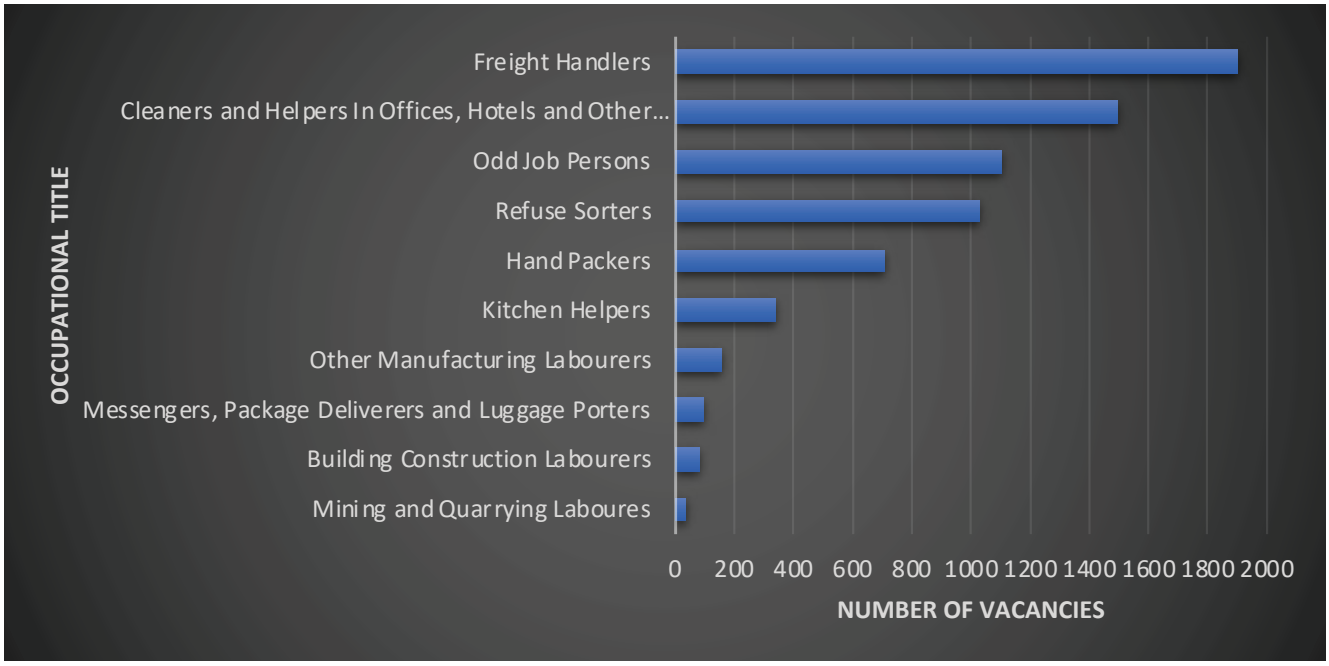
Table 5: Most sought occupations for low-skilled workers



At the low-skilled level, the largest share of vacancies is concentrated in logistics and cleaning/ maintenance-related roles. Freight Handlers (1,901 vacancies), Cleaners and Helpers in Offices, Hotels and Other Establishments (1,495 openings), and Odd jobs persons (i.e Labourers) (1,103 vacancies) rank high, underscoring the continued reliance on manual labour in logistics and service industries. While the broader economy is becoming increasingly knowledge-intensive, these figures illustrate the enduring demand for foundational support services.

Implications

For Job Seekers

- Entry-level opportunities remain available in sectors such as retail, hospitality, logistics, and waste management, though these roles may offer limited job security.
- Treat such positions as stepping stones, gain practical experience while pursuing vocational training or certifications that can lead to middle-skilled positions and better pay.

For Policy Makers

- Ensure equitable access to foundational education, workplace safety training, and job readiness programs for low-skilled workers.
- Develop structured mobility programs enabling workers to transition from low-skilled to middle-skilled roles through targeted vocational training and industry partnerships.

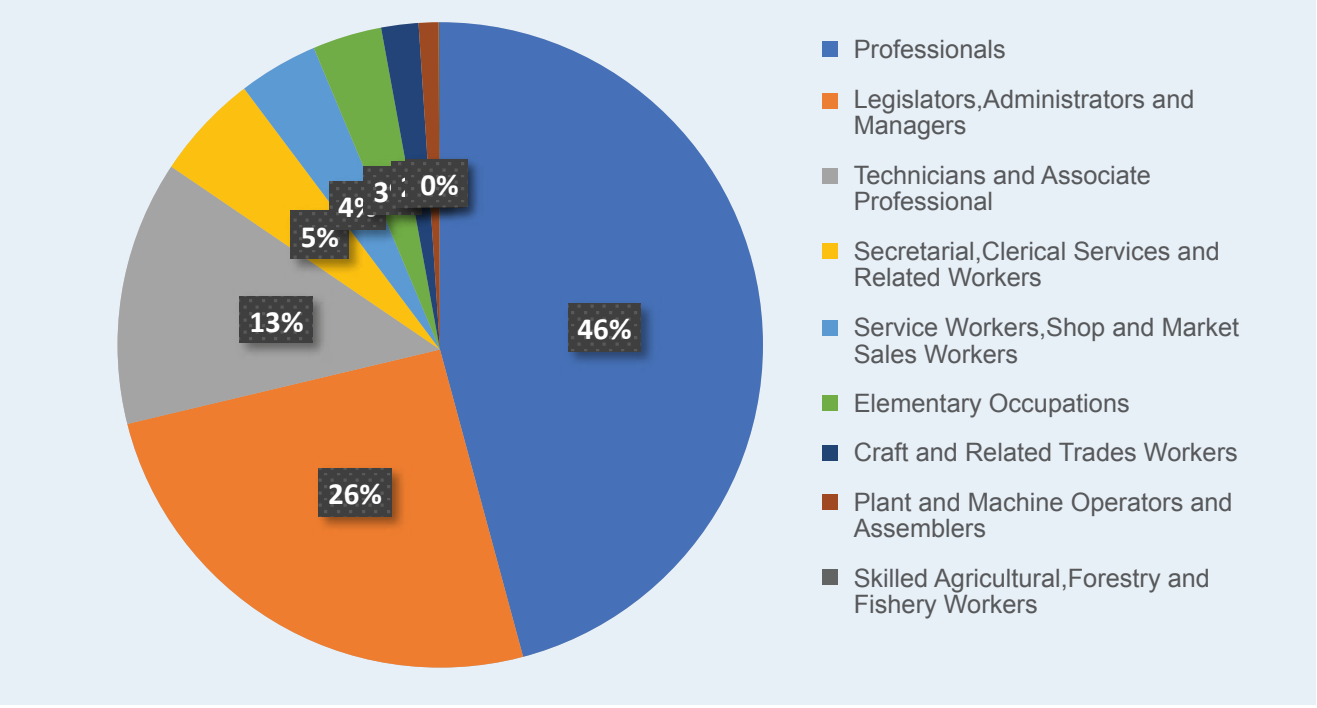


1,495

At the low-skilled level, the largest share of vacancies is concentrated in logistics and cleaning/maintenance-related roles. Freight Handlers (1,901 vacancies), Cleaners and Helpers in Offices, Hotels and Other Establishments (1,495 openings).

6.3 Job Vacancies by Major Occupational Groups

Figure 6: Distribution of vacancies by major occupational groups



Based on the data, Professionals recorded the highest number of vacancies at 93,315 followed by Legislators, Administrators and Managers at 51,940, and Technicians and Associate Professionals at 26,962. Secretarial, Clerical Services and Related Workers had 10,687 vacancies. The high share of professional and managerial positions underscores the economy's growing complexity and the need for specialized expertise.

Implications

For Job Seekers

- Opportunities exist across both low and high-skill segments, making it important to align career choices with personal skills and long-term growth prospects.
- Those in low-skilled roles should explore pathways into technical or professional fields through targeted training.

For Policy Makers

- Strengthen technical training systems to cater to the dual demand for professional and elementary occupations.
- Develop labour mobility programs that enable workers to transition from low-skilled to higher-skilled roles.

6.4 Job Vacancies by Economic Sector

Table 7: Share of Vacancies by Economic Sector

MajorSector	No of Vacancies	Proportion %
Mining and quarrying	50,568	24.53
Administrative and support service activities	40,369	19.58
Professional, scientific and technical activities	24,055	11.67
Information and communication	13,243	6.42
Manufacturing	11,806	5.73
Human health and social work activities	11,373	5.52
Financial and insurance activities	11,309	5.49
Activities of extraterritorial organizations and bodies	10,837	5.26
Transportation and storage	5,699	2.76
Wholesale and retail trade; repair of motor vehicles and motorcycles	5,618	2.73
Education	4,634	2.25
Other service activities	3,706	1.80
Accommodation and food service activities	3,618	1.75
Public administration and defence; compulsory social security	3,193	1.55
Construction	2,203	1.07
Real estate activities	1,869	0.91
Arts, entertainment and recreation	1,835	0.89
Electricity, gas, steam and air conditioning supply	226	0.11
Sum	**206,161**	**100**

Source; Regional job advertisement data

A sectoral breakdown reveals that the largest share of job vacancies was in Mining and quarrying (50,568 vacancies), followed by Administrative and Support services (40,369 vacancies), and Professional, Scientific and Technical Activities (24,055 vacancies). Other sectors with significant postings include Information and Communication (13,243 vacancies) and Manufacturing (11,806 vacancies).

This distribution highlights the strong presence of service-oriented industries and natural resource extraction in the job market. The prominence of knowledge-intensive and service sectors underscores the need for sector-specific skill development, particularly in administration, finance, ICT, and logistics.

Implications

For Job Seekers

- Build sector-specific competencies in high-demand areas such as administration, mining support, finance, ICT, and professional services.
- Consider opportunities in emerging tech-enabled services while maintaining flexibility to adapt to multiple sectors.

For Policy Makers

- Develop targeted skill development strategies: e.g., digital skills for ICT, regulatory expertise for finance, and operational management for logistics.
- Strengthen enabling policies and infrastructure to support growth across service and knowledge sectors, while ensuring traditional industries, including mining, remain competitive.



6,258

The highest number of vacancies were recorded for Policy and Planning Managers (6,258), Software Developers (5,515), and Sales and Marketing Managers (5,213).

QUARTER TWO

7.0 Most Sought Occupations by Number of Vacancies

Table 8: Most Sought Occupations by Number of Vacancies



The highest number of vacancies were recorded for Policy and Planning Managers (6,258), Software Developers (5,515), and Sales and Marketing Managers (5,213). Other frequently advertised roles included Management and Organization Analysts (3,835) and Accountants (3,833). These results point to strong demand for both knowledge-intensive, analytical roles and essential support services. ICT-related occupations (Software Developers, Web and Multimedia Developers, Systems Analysts), sales, and management roles underscore the continued growth of the digital economy, business analytics, and organizational leadership. The demand profile suggests a labour market characterized by digital transformation, organizational efficiency priorities, and essential service delivery needs. Employers are seeking professionals who can manage complex business functions, leverage technology, and maintain operational support systems.

Implications

For Job Seekers

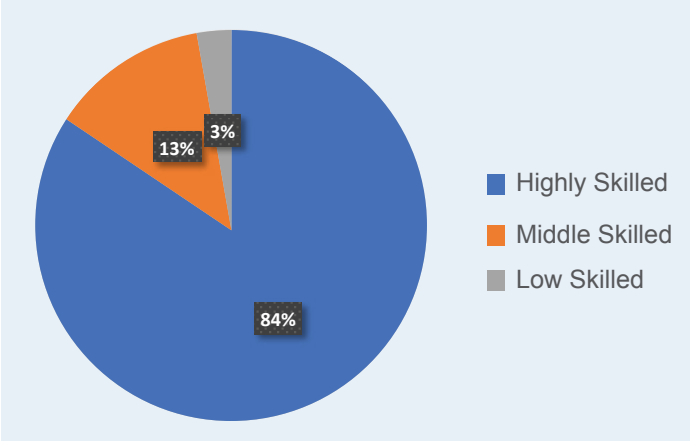
- Focus on developing digital, analytical, and business management skills, with emphasis on areas like software development, accounting, and sales strategy.
- There is also a need to upskill in leadership and management skills to increase employability.

For Policy Makers

- Invest in ICT, finance, and business training programs to prepare the workforce for high-demand sectors.
- Strengthen vocational training for operational and service roles, ensuring these workers meet modern standards.
- Encourage STEM, business, and service skills integration in education to align with evolving market requirements.

Share of vacancies by skill level.

Figure 9: Most sought occupations for highly skilled workers



Highly skilled workers were the most sought-after skills, recording the highest share of vacancies, 84.4% of the advertised vacancies. Middle-skilled workers accounted for 12.8% of the advertised vacancies while low-skilled workers recorded 2.8% of the advertised positions.This reflects a strong demand for professional, technical and specialised skills, highlighting the importance of skills development, upskilling and reskilling to enhance employability.

7.1Most Sought Occupations by Skill Level and Number of Vacancies

7.1.1 Top Occupations for Highly Skilled Workers

Figure 10: Most sought occupations for highly skilled workers



For the highly skilled occupations, Policy and Planning (6,258 vacancies), Software developers (5,515 vacancies), and Sales and Marketing Managers (5,213 vacancies) recorded the highest number of vacancies. Other frequently advertised roles included Management and Organization Analysts (3,835 vacancies) and Accountants (3,833 vacancies) and

The demand for highly skilled occupations reflects a labour market driven by specialized expertise in Policy and planning, ICT, organizational management, and business strategy. This trend underscores the need for a workforce with advanced technical, analytical, and leadership skills, as well as adaptability to emerging technologies and market changes.

The demand for highly skilled occupations reflects a labour market driven by specialized expertise in Policy and planning, ICT, organizational management, and business strategy.

Implications

For Job Seekers

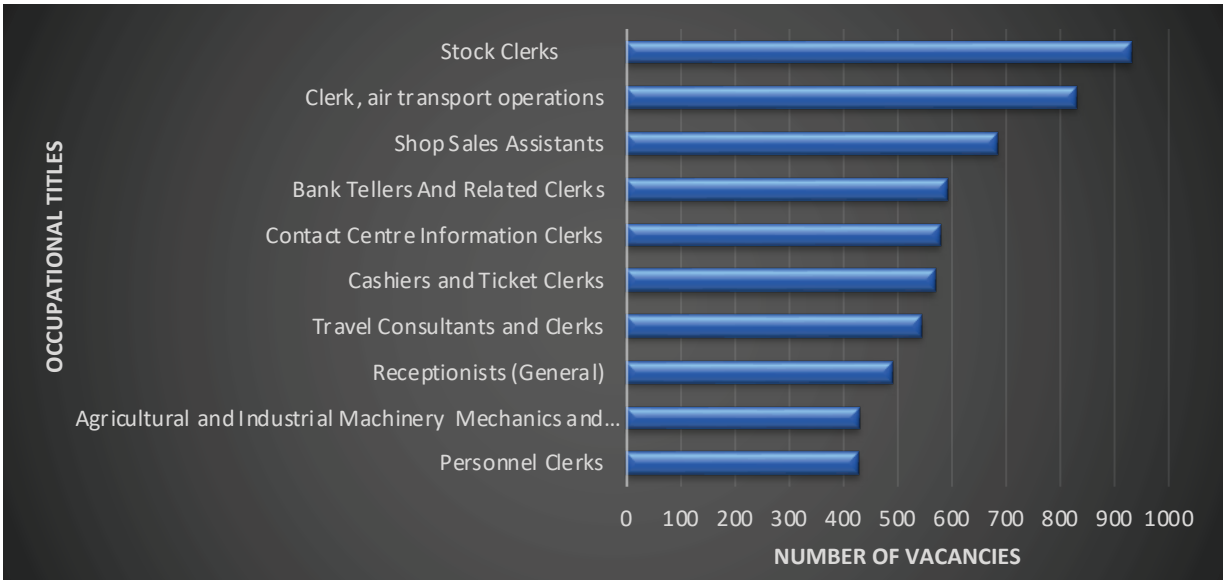
- Upskill or reskill in areas such as ICT, business management, and marketing to align with current labour market demands.
- Focus on acquiring both technical expertise and soft skills like problem-solving, communication, and leadership to stay competitive.

For Policy Makers

- Develop policies that expand access to advanced education and professional training in high-growth sectors.
- Encourage partnerships between industry and educational institutions to ensure graduates are job-ready and aligned with market needs.
- The dominance of leadership vacancies emphasizes the need to increase planning, coordination, and decision-making capacity.

7.1.2 Top Occupations for Middle Skilled Workers

Figure 11: Most sought occupations for middle skilled workers



For middle-skilled workers, the most in-demand occupations are in stock clerks (931), clerk airport operations (830) and shop sales assistants (684). Bank Tellers and related clerks (591), contact Centre information clerks (579), and cashiers and related clerks (569) also recorded significant numbers on this quarter. These roles support the core operations of businesses across all sectors.

Implications

For Job Seekers

- Pursue vocational training or technical certifications in sale, and administration skills.
- Strengthen soft skills such as customer service, time management, and problem-solving to excel in client-facing and supervisory roles.

For Policy Makers

- Invest in modernizing and expanding TVET programs focused on administration, retail operations, and technical trades.
- Foster industry partnerships to provide hands-on apprenticeships and targeted training aligned with real-world demand.

7..1.3 Top Occupations for Low-Skilled Workers

Figure 12: Most sought occupations for Low skilled workers



At the low-skilled level, the largest share of vacancies is concentrated in logistics and cleaning/ maintenance-related roles. Freight Handlers (756 vacancies), Cleaners and Helpers in Offices, Hotels and Other Establishments (520 openings), and Refuse sorters (411 vacancies) rank high, underscoring the continued reliance on manual labour in logistics, and service industries. While the broader economy is becoming increasingly knowledge-intensive, these figures illustrate the enduring demand for foundational support services.

Implications

For Job Seekers

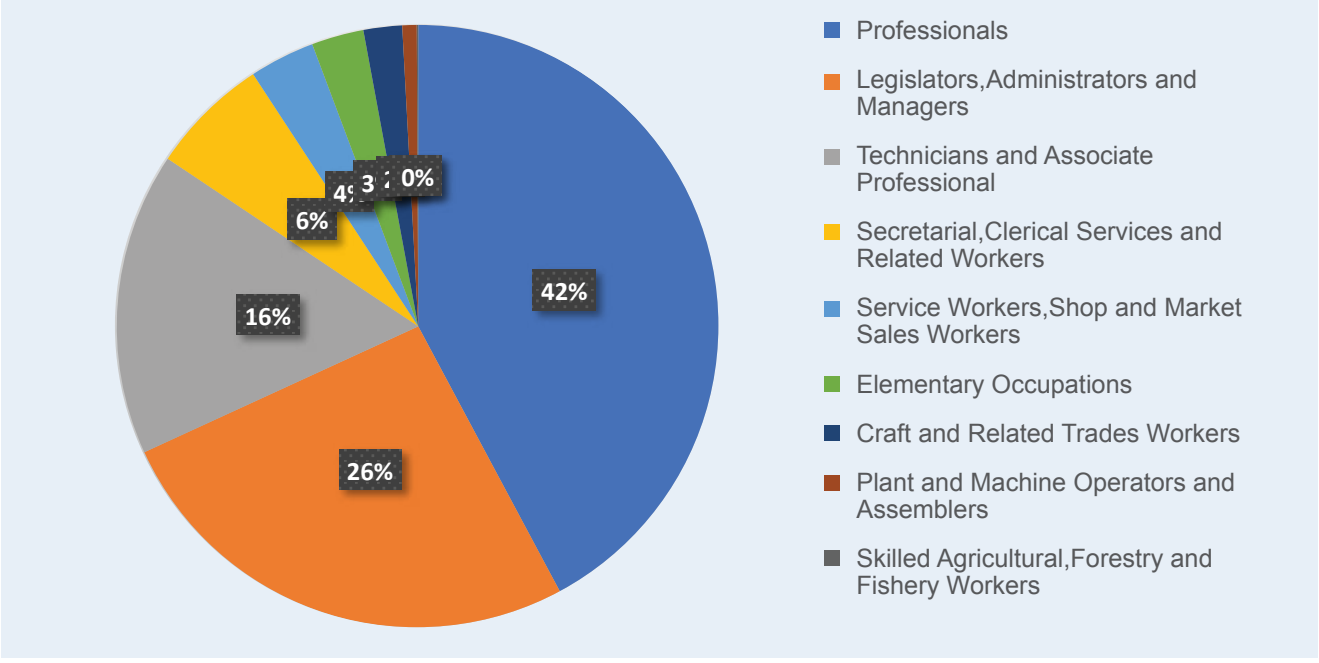
- Entry-level opportunities remain available in sectors such as retail, hospitality, logistics, and waste management, though these roles may offer limited job security.
- Treat such positions as stepping stones, gain practical experience while pursuing vocational training or certifications that can lead to middle-skilled positions and better pay.

For Policy Makers

- Ensure equitable access to foundational education, workplace safety training, and job readiness programs for low-skilled workers.
- Develop structured mobility programs enabling workers to transition from low-skilled to middle-skilled roles through targeted vocational training and industry partnerships.

7.2 Job Vacancies by Major Occupational Groups

Figure 13: Distribution of vacancies by major occupational groups



Based on the data, Professionals recorded the highest number of vacancies at 42,372 followed by Legislators, Administrators and Managers at 26,067 and Technicians and Associate Professionals at 16,311. Secretarial, Clerical Services and Related Workers had 6,414 vacancies. The high share of professional and managerial positions underscores the economy's growing complexity and the need for specialized expertise.

Implications

For Job Seekers

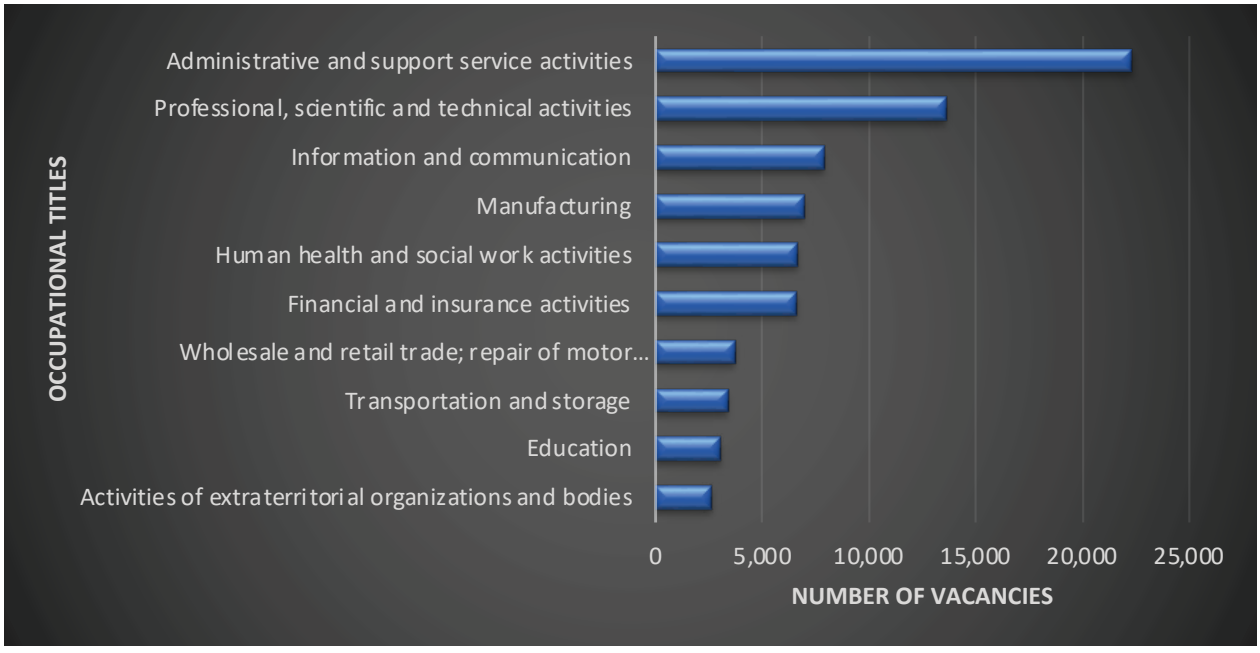
- Opportunities exist across both low and high-skill segments, making it important to align career choices with personal skills and long-term growth prospects.
- Those in low-skilled roles should explore pathways into technical or professional fields through targeted training.

For Policy Makers

- Strengthen both higher education and vocational training systems to cater to the dual demand for professional and elementary occupations.
- Develop labour mobility programs that enable workers to transition from low-skilled to higher-skilled roles.

7.3 Job Vacancies by Economic Sector

Figure 14: Top economic sector by number of vacancies



A sectoral breakdown reveals that the largest share of job vacancies was in administrative and support services (22,310), followed by Professional, scientific and technical activities (13,585 vacancies), and information and communication (7,878 vacancies). Other sectors with significant postings include Manufacturing (6,949 vacancies) and Human health and social work activities (6,621 vacancies).

This distribution highlights the strong presence of service-oriented industries and natural resource extraction in the job market. The prominence of knowledge-intensive and service sectors underscores the need for sector-specific skill development, particularly in administration, finance, ICT, and logistics.

Implications

For Job Seekers

- For Job Seekers: Build sector-specific competencies in high-demand areas such as administration, ICT, and professional services.
- Consider opportunities in emerging tech-enabled services while maintaining flexibility to adapt to multiple sectors.

For Policy Makers

- Develop targeted skill development strategies: e.g., digital skills for ICT, regulatory expertise for finance, and operational management for logistics.
- Strengthen enabling policies and infrastructure to support growth across service and knowledge sectors, while ensuring traditional industries, including mining, remain competitive.



The prominence of knowledge-intensive and service sectors underscores the need for sector-specific skill development, particularly in administration, finance, ICT, and logistics.

QUARTER THREE

8.0 Most Sought Occupations by Number of Vacancies

Figure 8: Most Sought Occupations by Number of Vacancies



The highest number of vacancies were recorded for Policy and Planning Managers (4,467), finance managers (1,831 vacancies) and management and Organization Analysts (1,686 vacancies). These results point to strong demand for both knowledge-intensive, analytical roles and essential support services). Management roles underscore the continued growth of the strategy and organizational leadership. The demand profile suggests a labour market characterized by, organizational efficiency priorities, and essential service delivery needs. Employers are seeking professionals who can manage complex business functions, develop strategy and policies, and maintain operational support systems.

Implications

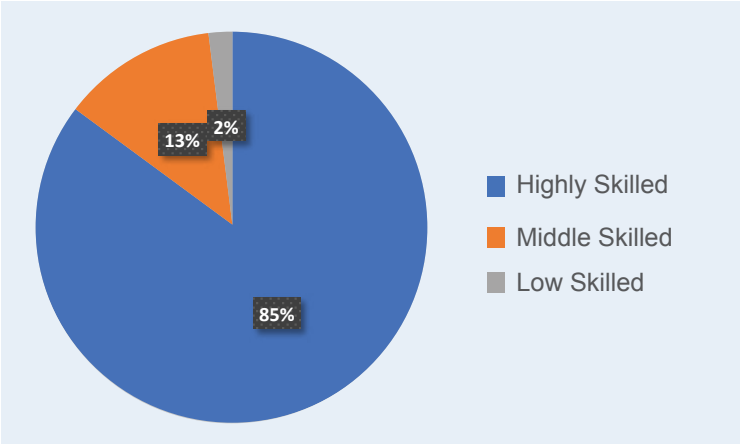
For Job Seekers

- Focus on developing analytical, and management skills, with emphasis on areas like policy and planning, management analysis and finance.

For Policy Makers

- Invest in management, finance, and business training programs to prepare the workforce for high-demand sectors.
- Strengthen vocational training for operational and service roles, ensuring these workers meet modern standards.
- Encourage STEM, business, and service skills integration in education to align with evolving market requirements.

Fig 16: Share of vacancies by skill level



The findings show that highly skilled occupations dominate job demand, accounting for 85.10%. Middle-skilled occupations accounted for 12.92%, while low-skilled occupations represented only 1.98%. This indicates a strong labour market preference for advanced professional, technical and specialised skills, highlighting the need for targeted upskilling, reskilling and skills development to improve employability

8.1 Most Sought Occupations by Skill Level and Number of Vacancies

8.1.1Top Occupations for Highly Skilled Workers

Table 17: Most Sought Occupations for Highly Skilled workers

Policy and Planning Managers	4,467
Finance Managers	1,831
Management and Organization Analysts	1,686
Managing Directors and Chief Executives	1,493
Economists	1,374
Accountants	1,154
Senior Officials of Special Interest Organizations	1,042
National Government Administrators	989
Commercial Sales Representatives	933
Systems Analysts	858

Source; Regional job advertisement data

For the highly skilled occupations, Policy and Planning (4,467vacancies), finance managers (1,813 vacancies), and management and organization analysts (1,686 vacancies) recorded the highest number of vacancies. Other frequently advertised roles included Managing directors and chief executives (1,493 vacancies) and Economists (1,374 vacancies).

The demand for highly skilled occupations reflects a labour market driven by specialized expertise in Policy and planning, organizational management, and business strategy. This trend underscores the need for a workforce with advanced technical, analytical, and leadership skills, as well as adaptability to emerging technologies and market changes.

Implications

For Job Seekers

- Upskill or reskill in areas such as management, policy and analysis to align with current labour market demands.

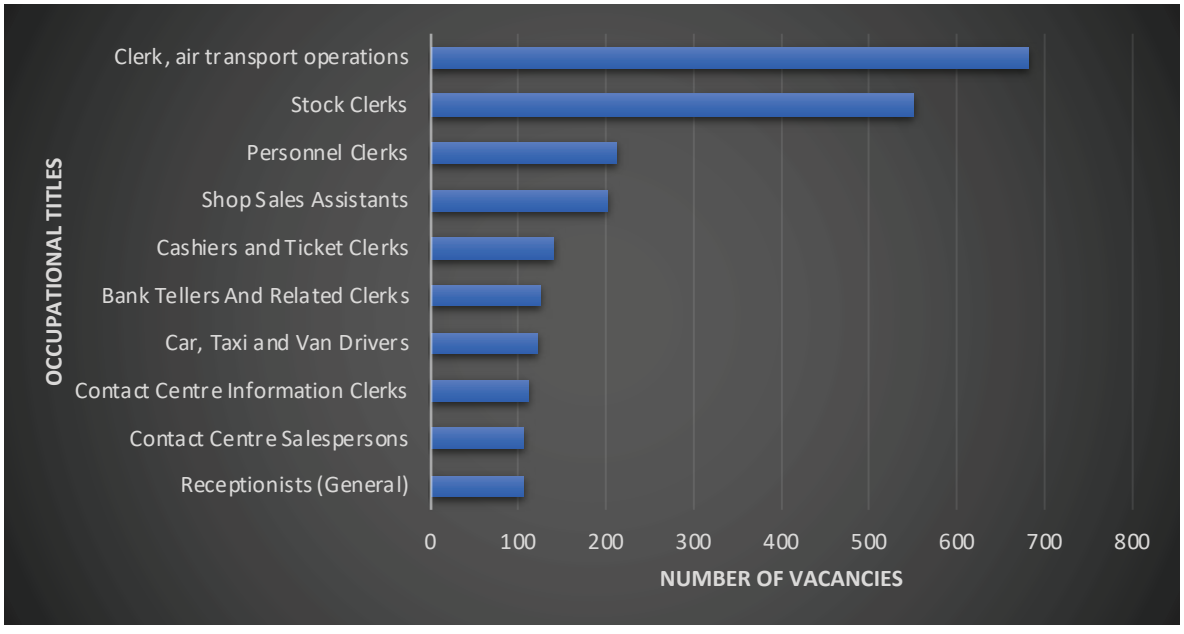
- Focus on acquiring both technical expertise and soft skills like problem-solving, communication, and leadership to stay competitive.

For Policy Makers

- Develop policies that expand access to advanced education and professional training in high-growth sectors.
- Encourage partnerships between industry and educational institutions to ensure graduates are job-ready and aligned with market needs.
- The dominance of leadership vacancies emphasizes the need to increase planning, coordination and decision-making capacity.

8.1.2 Top Occupations for Middle Skilled Workers

Figure 18: Most sought occupations for middle skilled workers



For middle-skilled workers, the most in-demand occupations are in clerks, airport operations (681), stock clerks (551) and personnel clerks (212). Shop sales assistants, cashiers and ticket clerks had 201 and 141 vacancies respectively. Bank tellers and related clerks (126) also recorded significant numbers on this quarter. These roles support the core operations of businesses sectors such as logistics and sales.

Implications

For Job Seekers

- Pursue vocational training in clerical and administration skills.
- Strengthen soft skills such as customer service, time management, and problem-solving to excel in client-facing and supervisory roles.

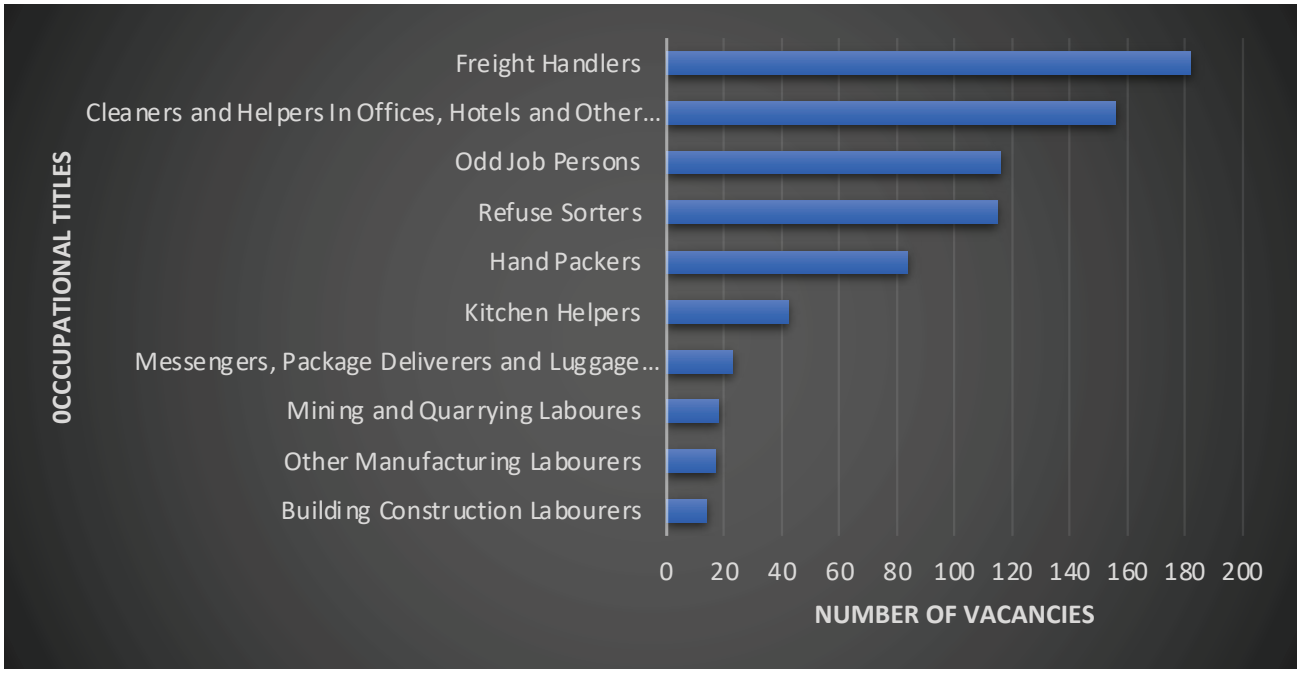
For Policy Makers

- Invest in modernizing and expanding TVET programs focused on administration, retail operations, and technical trades.
- Foster industry partnerships to provide hands-on apprenticeships and targeted training aligned with real-world demand.



8.1.3 Top Occupations for Low Skilled Workers

Figure 19: Most sought occupations for Low skilled workers



At the low-skilled level, the largest share of vacancies is concentrated in logistics and cleaning/ maintenance-related roles. Freight Handlers (182 vacancies), Cleaners and Helpers in Offices, Hotels and Other Establishments (156 openings), and odd jobs persons who had (116) vacancies. Refuse sorters (115 vacancies) underscore the continued reliance on manual labour in logistics, and service industries. While the broader economy is becoming increasingly knowledge-intensive, these figures illustrate the enduring demand for foundational support services.

Implications

For Job Seekers

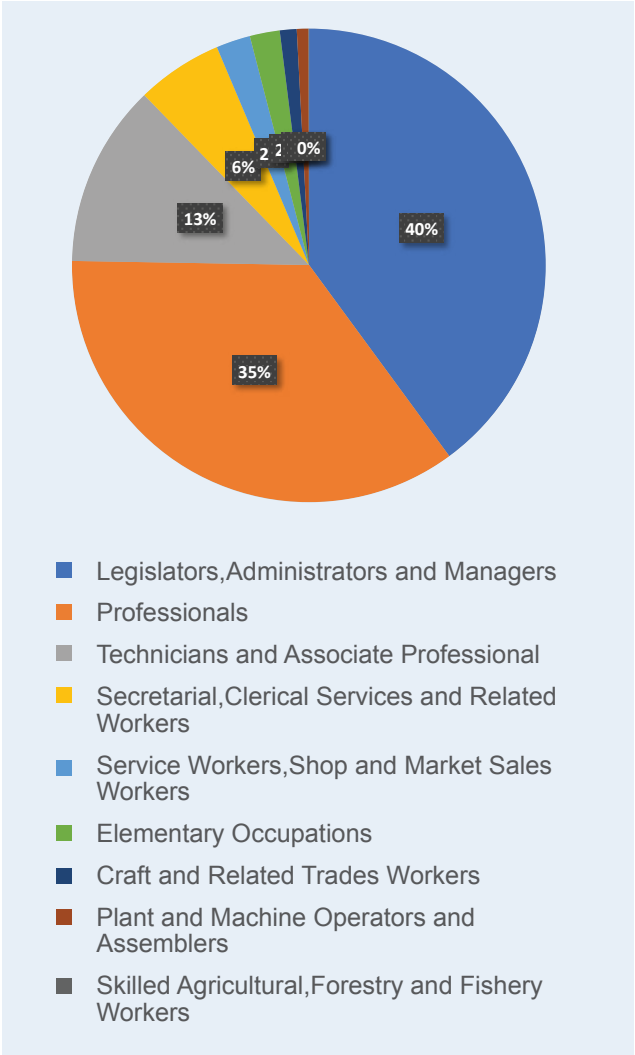
- Entry-level opportunities remain available in sectors such as logistics, and waste management, though these roles may offer limited job security.
- Treat such positions as stepping stones, gain practical experience while pursuing vocational training or certifications that can lead to middle-skilled positions and better pay.

For Policy Makers

- Ensure equitable access to foundational education, workplace safety training, and job readiness programs for low-skilled workers.
- Develop structured mobility programs enabling workers to transition from low-skilled to middle-skilled roles through targeted vocational training and industry partnerships.

8.2 Job Vacancies by Major Occupational Groups

Figure 20: Distribution of vacancies by major occupational groups



Based on the data, Professionals recorded the highest number of vacancies was by Legislators, Administrators and Managers at 15,585 vacancies, professionals 13,798 vacancies and Technicians and Associate Professionals at 4,868 vacancies. Secretarial, Clerical Services and Related Workers had 2,297 vacancies. The high share of professional and managerial positions underscores the economy's growing complexity and the need for specialized expertise.

Implications

For Job Seekers

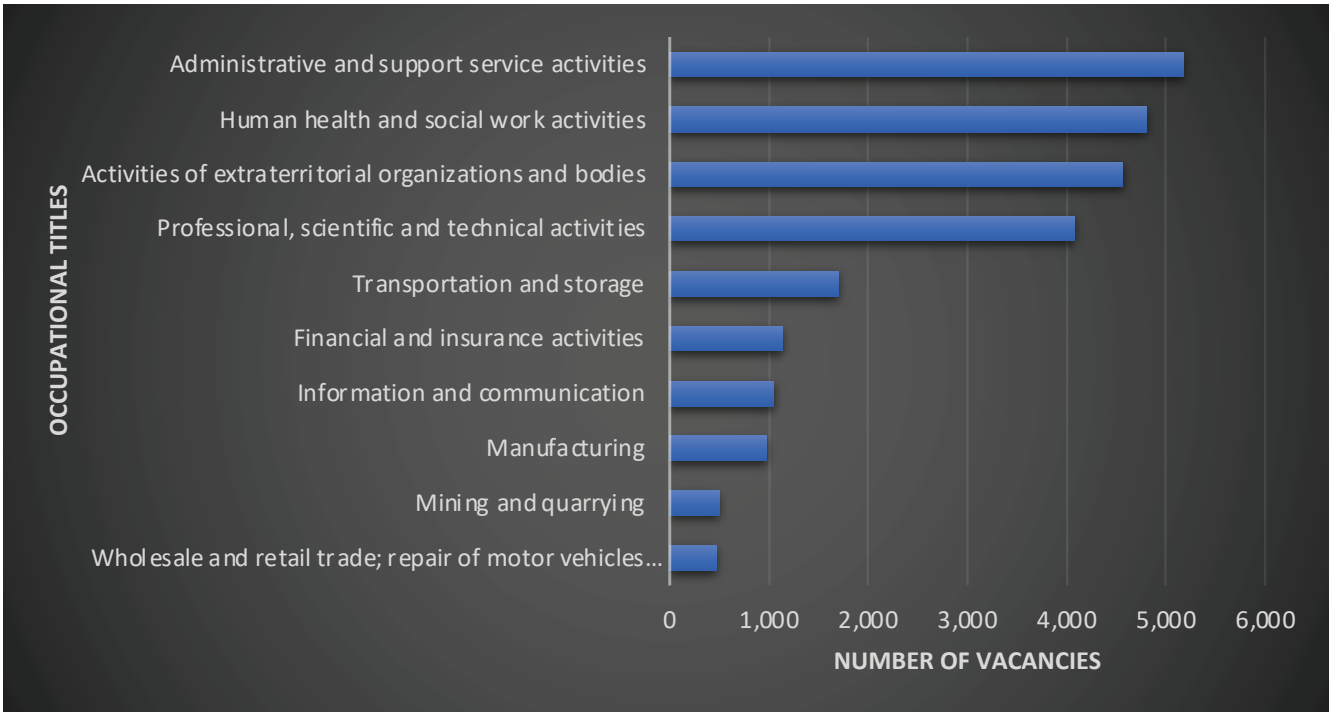
- Opportunities exist across both low and high-skill segments, making it important to align career choices with personal skills and long-term growth prospects.
- Those in low-skilled roles should explore pathways into technical or professional fields through targeted training.

For Policy Makers

- Strengthen both higher education and vocational training systems to cater to the dual demand for professional and elementary occupations.
- Develop labour mobility programs that enable workers to transition from low-skilled to higher-skilled roles.

8.3 Job Vacancies by Economic Sector

Figure 21: Top economic sector by number of vacancies



A sectoral breakdown reveals that the largest share of job vacancies was in administrative and support services (5,172), followed by Human health and social work activities (4,804 vacancies), and activities of extraterritorial organizations and bodies with (4,570) vacancies. Professional, scientific and technical activities had (4,083) vacancies advertised. Other sectors with significant postings include Transport and storage (1,703) vacancies and financial and insurance activities (1,140) vacancies. This distribution highlights the strong presence of service-oriented industries. The prominence of knowledge-intensive and service sectors underscores the need for sector-specific skill development, particularly in administration, health and logistics.

Implications

For Job Seekers

- For Job Seekers: Build sector-specific competencies in high-demand areas such as administration, human health, and professional services.
- Consider opportunities in emerging tech-enabled services while maintaining flexibility to adapt to multiple sectors.

For Policy Makers

- Develop targeted skill development strategies: e.g., operational management for logistics, administrative and human health and social work.
- Strengthen enabling policies and infrastructure to support growth across service and knowledge sectors, while ensuring traditional industries, including mining, remain competitive.



2195

The **fourth quarter** recorded the highest number of vacancies in **Press Liaison Officer position** (2195, vacancies), indicating a growing need for public relations professionals in this quarter.

QUARTER FOUR

9.0 Most Sought Occupations by Number of Vacancies

Figure 22: Most sought occupations by number of vacancies



The fourth quarter recorded the highest number of vacancies in Press Liaison Officer position (2195, vacancies), indicating a growing need for public relations professionals in this quarter. Finance managers,1672 vacancies, while advertising and marketing professionals had 1570 while policy and planning managers had 1554 vacancies. Commercial sales representatives had 1359 vacancies, while software developers recorded the lowest number of positions of the advertised vacancies. Other advertised positions were mostly in information and communication technology user support technicians with 1212 vacancies. These results point out to a strong demand for both knowledge-intensive, technical as well as communication roles and essential support services. Employers are seeking professionals who can manage complex business functions, leverage technology, and maintain operational support systems.

Implications

For Job Seekers

- Focus on developing management, finance, communication as well as sales skills in order to increase their prospect of employability.

For Training institutions:

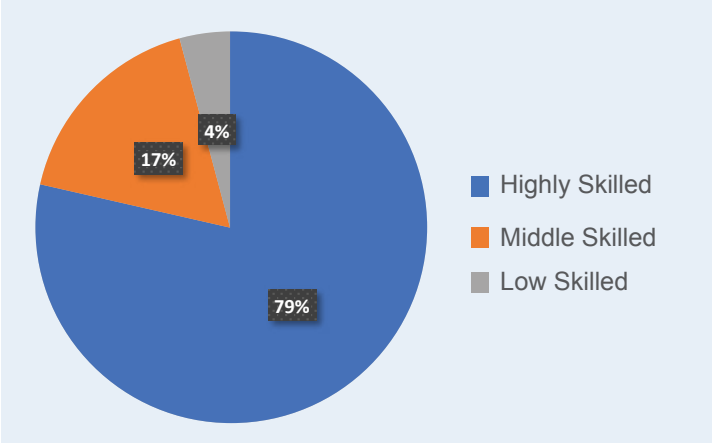
- Training institutions should prioritize industry-responsive curricula, digital transformation, analytical and quantitative skills, professional certification, and work-integrated learning. By aligning training programs with occupations experiencing the highest demand.

For Policy Makers

- Policymakers should prioritize investments in human capital development, STEM education, digital transformation, labour market information systems, and industry-responsive training policies. Such interventions will help address skills shortages, improve workforce competitiveness, and support sustainable economic growth and employment creation.

Share of vacancies by skill level

Figure 23: share of number of vacancies by skill level

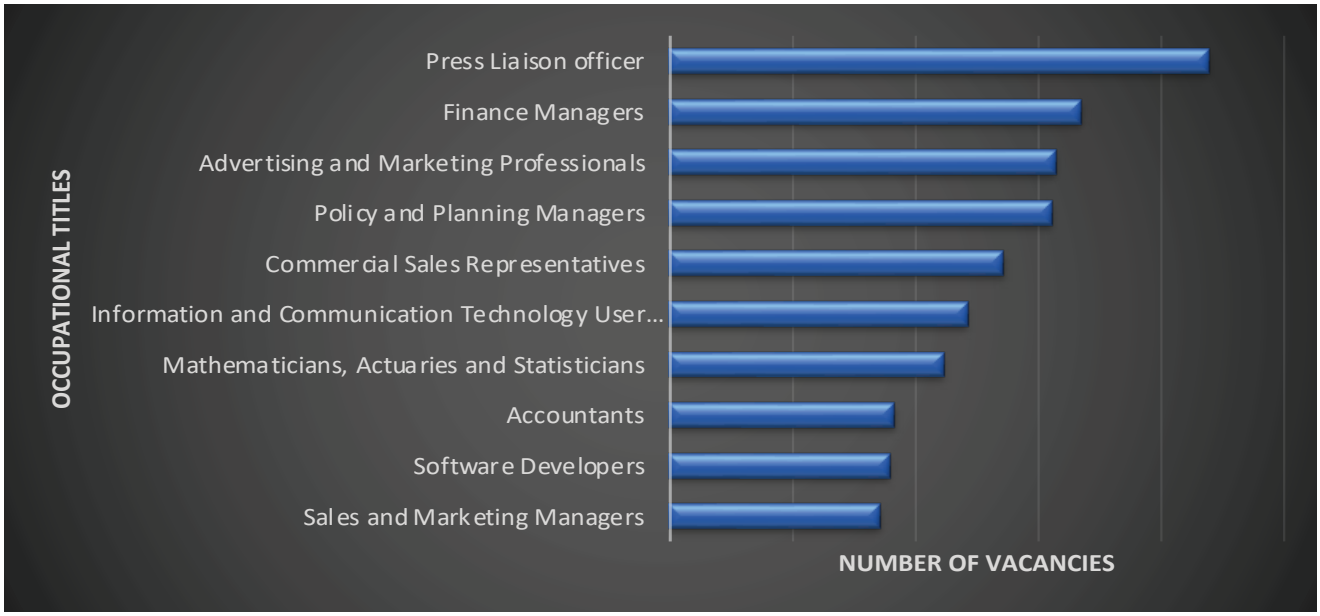


The findings indicate that highly skilled occupations dominate the labour market, accounting for 78.57% of vacancies. Middle-skilled occupations accounted for 17.28%, while low-skilled occupations represented only 4.15%). This distribution suggests a strong demand for workers with advanced professional, technical, and specialized skills, highlighting the importance of upskilling, reskilling, and aligning training programmes with evolving labour market needs.

9.1 Most Sought Occupations by Skill Level and Number of Vacancies

9.1.1 Top Occupations for Highly Skilled Workers

Figure 24: Most sought occupations for highly skilled workers



For the highly skilled occupations, Press liaison Officer had the highest number of vacancies with 2195 vacancies followed by finance managers, advertising and marketing professionals, and policy and planning managers with 1672,1570 and 1554 vacancies respectively. Commercial sales representatives which had 1359 vacancies indicating a growing need for market expansion as well as revenue generation activities in the quarter. The demand for highly skilled occupations reflects a labour market driven by specialized expertise in public relations and communication, Policy and planning, and business development strategies. This trend underscores the need for a workforce with advanced technical, analytical, and leadership skills, as well as adaptability to emerging technologies and market changes.

For the highly skilled occupations, Press liaison Officer had the highest number of vacancies with 2195 vacancies followed by finance managers, advertising and marketing professionals, and policy and planning managers with 1672,1570 and 1554 vacancies respectively.

Implications

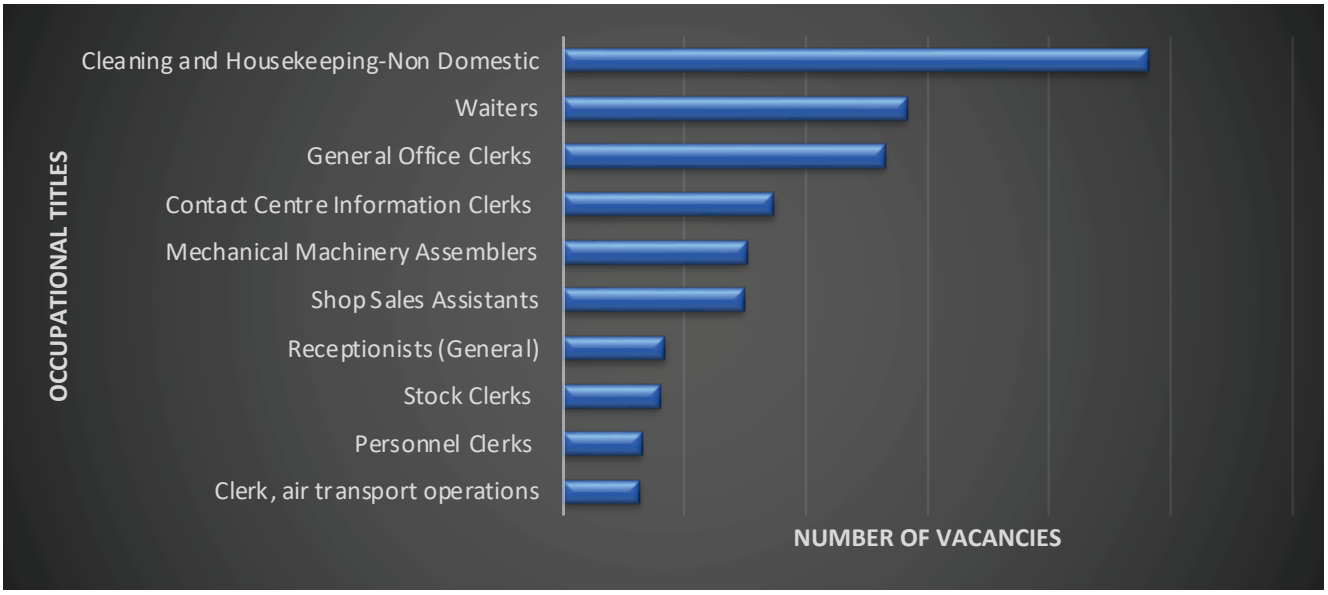
For Job Seekers

- Upskill or reskill in areas such as communication, financial analysis, business management, and marketing to align with current labour market demands. Focus on acquiring both technical expertise and soft skills like communication, and leadership in order to stay competitive.

For Policy Makers

- Develop and implement policies that support continuous professional development, foster business expansion, innovation, and investment, particularly in ICT, finance, professional services, and the creative economy, where demand for skilled workers is highest.

Figure 25: Most sought occupations for middle skilled workers



For middle-skilled workers, the most in-demand occupations are in service oriented occupations. Cleaning and house-keeping recorded the highest number of vacancies (962, vacancies) followed by waiters (565, vacancies) followed closely by general office clerks with (529, vacancies). Contact center information clerks also recorded a significant number of vacancies with 346 advertised positions. These roles support the core operations of businesses across all sectors.



1,495

For middle-skilled workers, the most in-demand occupations are in service oriented occupations. Cleaning and house-keeping recorded the highest number of vacancies (962, vacancies) followed by waiters (565, vacancies) followed closely by general office clerks with (529, vacancies).

Implications

For Job Seekers

- Acquiring customer service skills, digital literacy, office administration competencies, and relevant vocational or technical qualifications increases their competitiveness hence the need to skill up or reskill in such areas. Pursue vocational training or technical certifications in sales, and administration skills.

For Policy Makers

- Policymakers should prioritize skills development, TVET expansion and modernization, digital transformation, industrial growth, tourism promotion, and decent work policies to ensure an adequate supply of skilled workers while supporting inclusive job creation and sustainable economic growth
- Foster industry partnerships to provide hands-on apprenticeships and targeted training aligned with real-world demand.

9.1.3 Top Occupations for Low Skilled Workers

Table 26: Most sought occupations for Low skilled workers

Occupation	No of Vacancies
Other Manufacturing Labourers	410
Hand Packers	344
Freight Handlers	134
Cleaners and Helpers In Offices, Hotels and Other Establishments	77
Refuse Sorters	49
Odd Job Persons	47
Messengers, Package Deliverers and Luggage Porters	33
Kitchen Helpers	29
Building Construction Labourers	6
Sweepers And Related Labourers	4

Source; Regional job advertisement data

At the low-skilled level, the largest share of vacancies is concentrated in manufacturing labourers (410 vacancies), hand pickers (344, vacancies) and freight handlers (134, vacancies) recording the highest number of vacancies. Cleaners and Helpers in Offices, Hotels and Other Establishments (77 openings),while refuse sorters and Odd jobs persons had 49 and 47 vacancies also recorded a significant number of vacancies in this quarter. This data, underscore the continued reliance on manual labour in manufacturing, logistics, and service industries. While the broader economy is becoming increasingly knowledge-intensive, these figures illustrate the enduring demand for foundational support services.

Implications

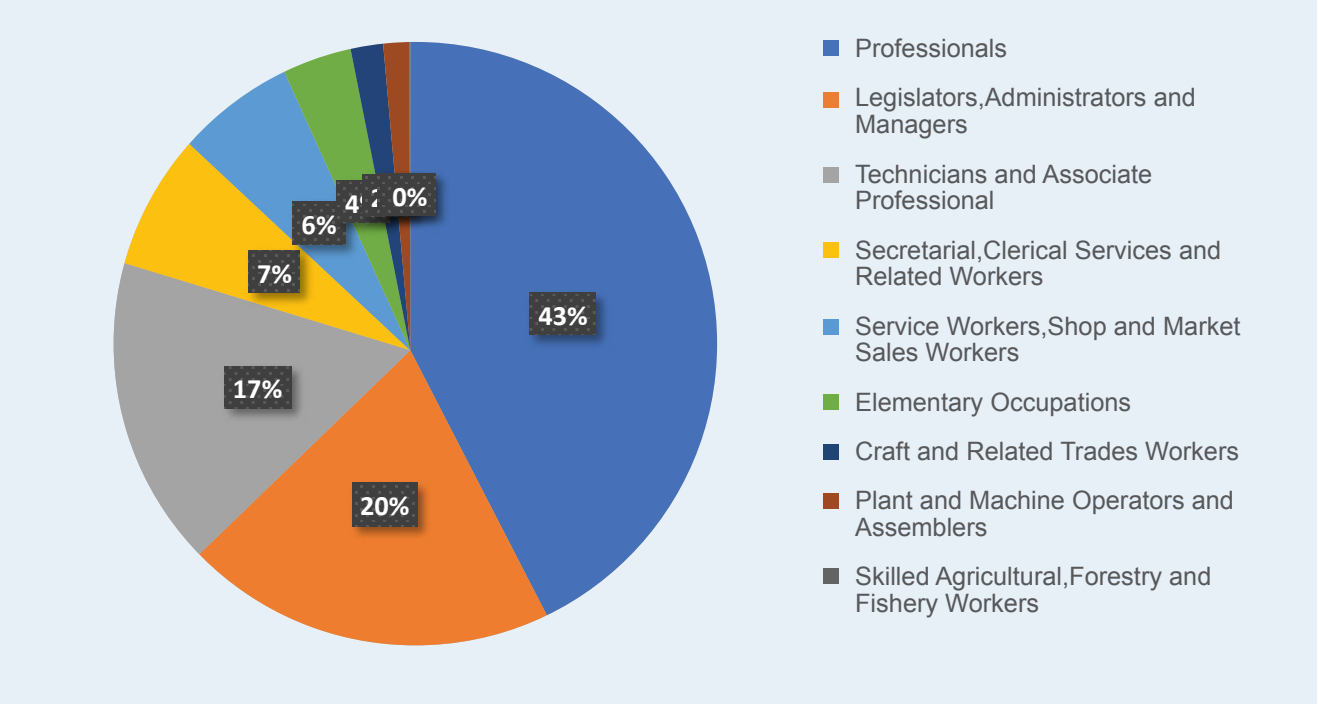
For Job Seekers

- There is continued demand for elementary and manual occupations, particularly in manufacturing, logistics, warehousing, hospitality, and support services. These occupations provide Entry-level opportunities in such sectors, although these roles may offer limited job security. Treat such positions as stepping stones, gain practical experience while pursuing vocational training or certifications that can lead to middle-skilled positions and better pay.

For Policy Makers

- This is need to develop policies that support labour-intensive industries, improve job quality, and strengthen workforce skills for low- and semi-skilled occupations. Ensure equitable access to foundational education, workplace safety training, and job readiness programs for low-skilled workers.
- Develop structured mobility programs enabling workers to transition from low-skilled to middle-skilled roles through targeted vocational training and industry partnerships.

Figure 27: Distribution of vacancies by major occupational groups





Based on the data, Professionals recorded the highest number of vacancies at 15,831 followed by Legislators, Administrators and Managers at 7552, and Technicians and Associate Professionals at 6342 vacancies. Service workers, shop and market sales workers also had a significant number of advertised position in this quarter. Secretarial, Clerical Services and Related Workers had 2335 vacancies. The high share of professional and managerial positions underscores the economy's growing complexity and the need for specialized expertise.

Implications

For Job Seekers

- Opportunities exist across both low and high-skill segments, making it important to align career choices with personal skills and long-term growth prospects. Job seekers who possess specialized qualifications, practical experience, and adaptable skills are likely to have better employment prospects than those relying solely on low-skilled or traditional occupations. Those in low-skilled roles should explore pathways into technical or professional fields through targeted training.

For Policy Makers

- Policy makers should focus on aligning education and training with labor market demand, stimulating job creation in high-skill sectors, supporting entrepreneurship, revitalizing underrepresented sectors such as agriculture, and investing in workforce development to ensure inclusive and sustainable employment growth. Strengthen both higher education and vocational training systems to cater to the dual demand for professional and elementary occupations.

9.3 Job Vacancies by Economic Sector

Figure 28: Top economic sector by number of vacancies



Activities of extra territoritorial organizations and bodies had the largest share of vacancies in the sectoral breakdown with (7135 vacncies), followed by Administrative and Support services activities (3850 vacancies), and wholesale and retail trade with (3376, vacancies). Professional, Scientific and Technical Activities (2966 vacancies). Other sectors with significant postings include Information and Communication (2687 vacancies) and financial and insurance activities with (2426 vacancies).

The prominence of knowledge-intensive and service sectors underscores the need for sector-specific skill development, particularly in administration, finance, ICT, and logistics.

Implications

For Job Seekers

- For Job Seekers: Build sector-specific competencies in high-demand areas such as administration, wholesale and retail trade as well as professional and scientific technical services. Job seekers who align their qualifications and skills with these high-demand sectors are likely to improve their employment prospects.

For Policy Makers

- Policies should focus on developing skills in international development, diplomacy, and public administration to increase the local workforce's competitiveness. The distribution also underscores the importance of aligning workforce development with sectoral demand, investing in digital and technical skills, supporting private sector growth, and strengthening labor market information systems.

7.8 RECOMMENDATIONS

For Job Seekers

- Roles in logistics, client service, and technical support remain important. Individuals without university degrees should pursue vocational certifications and practical experience in clerical services, transportation, and technical maintenance.
- With technology transforming industries, continuous learning, professional certifications, and sector-specific skills in ICT, transport, and finance will be essential.

For Learning Institutions

- Universities, colleges, and TVETs should update curricula to reflect industry trends, with emphasis on digital technologies, business services, logistics, and finance.
- Prioritize practical, competency-based training in areas such as software development, financial management, data analytics, and advanced manufacturing.
- Strengthen partnerships with industries to provide internships, apprenticeships, and hands-on learning opportunities.

For Policy Makers

- Invest in advanced education, innovation hubs, and STEM-focused initiatives from early learning levels to match current and future labour market needs.
- Expand and modernize TVET institutions, remove stigmas around vocational training, and ensure strong industry linkages.
- Develop sector-tailored skills development programs through public-private collaboration to meet employer demands effectively.

This analysis shows that Africa's labour market is shaped by strong demand in both highly skilled and middle-skilled roles, with significant opportunities in sectors such as administrative support, mining, professional services, logistics, finance, Human health and ICT.

7.9 CONCLUSION

This analysis shows that Africa's labour market is shaped by strong demand in both highly skilled and middle-skilled roles, with significant opportunities in sectors such as administrative support, mining, professional services, logistics, finance, Human health and ICT. For job seekers, aligning personal competencies with these growth sectors and committing to continuous skill development will be crucial. For policymakers, the data underscores the importance of responsive education systems, sector-specific training investments, and strategic partnerships with industry to drive inclusive and sustainable employment growth. As the continent continues to integrate economically and labour mobility increases, forward-looking workforce planning will be vital. This report provides a foundation for policies and programmes that can harness sectoral growth to create jobs, foster skills, and promote economic resilience across Africa.

8.0 ANNEXES

Q1: Most Sought Out Occupations by No of Vacancies

occupations	No of Vacancies
Policy and Planning Managers	16351
Software Developers	13464
Sales and Marketing Managers	8354
Accountants	8170
Management and Organization Analysts	7465
Finance Managers	6368
Web and Multimedia Developers	6327
Commercial Sales Representatives	6103
Systems Analysts	5600
Human Resource and Careers Professionals	4529
Human Resource Managers	4073
Administrative and Executive Secretaries	4007
Financial and Investment Advisers	3826
Advertising and Marketing Professionals	3578
Transport, Storage and Distribution Managers	3145
Mining and Drilling Engineers, Metallurgists and Related Technologists	3106
Electrical Engineers	3104
Technical and Medical Sales Professionals (Excluding ICT)	2771
Information and Communication Technology Services Managers	2710
Shop Sales Assistants	2299
Press Liaison officer	2024
Mechanical Engineers and Technologists	1913
Freight Handlers	1901
Office Supervisors	1831
Mathematicians, Actuaries and Statisticians	1763
Civil Engineers	1746
Construction Supervisors	1711
Stock Clerks	1673
Managing Directors and Chief Executives	1649
Information and Communications Technology Sales Professionals	1633
Buyers	1621
Mechanical Engineering Technicians	1585
Manager Health Care Services	1537
Cashiers and Ticket Clerks	1531

Q1: Most Sought Out Occupations by No of Vacancies *Continued*

occupations	No of Vacancies
Cleaners and Helpers In Offices, Hotels and Other Establishments	1495
Clerk, air transport operations	1399
Construction and Utilities Managers	1203
Public Relations And Advertising Managers	1191
Odd Job Persons	1103
Database Designers And Administrators	1099
Education Methods Specialists	1097
Hotel Managers	1054
Training and Staff Development Professionals	1048
Refuse Sorters	1029
Authors and Related Writers	980
Personnel Clerks	959
Software Auditors	956
Building and Related Electricians	943
Sculptor	904
Travel Consultants and Clerks	894
Industrial and Production Engineers And Related Technologist	876
Electrical Engineering Technicians	875
Bank Tellers And Related Clerks	868
Mining and Drilling Managers	868
University and College Lecturers	829
Contact Centre Information Clerks	815
Environmentalists and Related Professionals	805
Occupational Safety And Health Professionals	785
Security Guards	780
Receptionists (General)	756
Librarians and Related Information Professionals	743
Architects and Town Planners	734
Hand Packers	704
Manufacturing Supervisors	682
Other Process Control Technicians	678
Nurse, General	655
Pharmaceutical Professionals	640
Policy Administration Professionals	639
Telecommunications Engineers	599
Agricultural Managers	580
Motor Vehicle And Motor Cycle Mechanics Repairers	578
Information and Communication Technology User Support Technicians	577
Accounting And Book Keeping Clerks	571

Q1: Most Sought Out Occupations by No of Vacancies *Continued*

occupations	No of Vacancies
Chefs	564
Lawyers	560
Other Physical and Engineering Science Technicians	557
Agriculturalists And Related Professionals	534
Payroll Clerks	514
Restaurant Managers	513
Car, Taxi and Van Drivers	504
Real Estate Agents And Property Agents	500
Sheet Metal Workers	496
Heavy Truck and Lorry Drivers	496
Cloud Computing Professionals	487
Contact Centre Salespersons	480
Insurance Representatives	479
Electronics Engineers	475
Civil Engineering Technicians	463
Agricultural and Industrial Machinery Mechanics and Repairers	456
Manufacturing Managers	454
Financial Analysts	452
General Office Clerks	437
Draughts Persons	431
Electronics Engineering Technicians	429
Real Estate and Travel Agency Managers	422
Micro and Small Enterprise Managers	421
Waiters	419
Welders and Flame Cutters	417
Database and Network Security Professionals	408
Data Entry Clerks	404
Child Care Workers	403
Office Secretaries	386
Interpreter	386
Accounting Associate Professionals	380
Film, Stage and Related Directors and Producers	376
Secondary Education Teachers	371
Chemical Engineers and Technologists	360
Kitchen Helpers	341
Systems Administrators	340
Economists	333
Conference and Event Planners	328
Supervisor, checkout	322

Q1: Most Sought Out Occupations by No of Vacancies *Continued*

occupations	No of Vacancies
Vocational Education and Training Teachers	321
Mining and Drilling Supervisors	320
Debt Collectors and Related Workers	316
Hotel Receptionists	303
Trade Brokers	287
Software Security Professionals	284
Biologist, Botanist, Zoologists And Related Professionals	283
Earthmoving and Related Plant Operators	265
Computer Network Professionals	261
Journalists	258
Cleaning and Housekeeping-Non Domestic	257
Sociologists, Anthropologists and Related Professionals	253
Securities and Finance Dealers And Brokers	249
Paper Products Machine Operators	248
Government Tax And Excise Officials	231
Research Planning and Development Managers	228
Senior Officials of Special Interest Organizations	223
Medical and Pathology Laboratory Technicians	215
Clearing and Forwarding Agents	215
Other Artistic and Cultural Associate Professionals	214
General Medical Practitioners	212
Beauticians and Related Workers	199
Survey And Market Research Interviewers	197
Surveyors And Cartographers	195
Credit and Loans Officers	189
Pre-Press Technicians	174
Physiotherapists	172
Fashion and Other Models	171
Lifting Truck Operators	163
Statistical, Finance and Insurance Clerks	155
Government Licensing Officials	155
Other Manufacturing Labourers	154
Demonstrator, sales	154
Solid Waste and Water Treatment Plant Operators	153
Interior Designers And Decorators	153
Psychologists	149
Primary School Teachers	148
PRINTERS	145
Machine Learning Engineer	145

Q1: Most Sought Out Occupations by No of Vacancies *Continued*

occupations	No of Vacancies
Police Officers	142
Pharmaceutical Technicians and Assistants	142
Field Crop and Vegetable Growers	140
Travel Guides	140
Early Childhood Development Teachers	139
Clinical Officer	138
Chairperson and Members of Constitutional Offices and Commissions	137
Dieticians and Nutritionists	135
Theatre and Media Production Managers	134
Toolmakers and Related Workers	132
Internet of Things (IOT) Professional	126
National Government Administrators	123
Specialist Nurses	122
Legislators and Constitutional Officials	121
Astrologers, Fortune-tellers and Related Workers	119
Bus and Tram Drivers	119
Food And Related Products Machine Operators	108
Other Teaching Professionals	108
Hairdressers	106
Geologist and Geophysicists	106
Agent, literary	103
Health Care Assistants	98
Other Personal Care Workers in Health Services	98
Messengers, Package Deliverers and Luggage Porters	96
Telecommunications Engineering Technicians	92
Building Construction Labourers	82
Recreational/Cultural and Sporting Establishment Managers	81
Transport Conductors	76
Chemical and Physical Science Technicians	76
Tailors, Dressmakers, Furriers And Hatters	76
Other Music Teachers	75
Riggers and Cable Splicers	72
Stall and Market Salespersons	72
Medical Assistants	70
Medical and Dental Prosthetic Technicians	69
Other Language Teachers	67
Plumbers and Pipe Fitters	63
Other Arts Teachers	62
Medical Imaging and Therapeutic Equipment Technicians	59

Q1: Most Sought Out Occupations by No of Vacancies *Continued*

occupations	No of Vacancies
Metal Working Machine Tool Setters and Operators	58
Social Work Associate Professionals	53
Agricultural Technicians	52
Home-Based Personal Care Workers	46
Packing, Bottling and Labelling Machine Operators	44
Floor Layers And Tile Setters	39
Mining and Quarrying Laboures	38
Service Station Attendants	38
Electrical Machinery and Equipment Mechanics And Fitters	34
Shelf Fillers	33
Shopkeepers	32
Electronics Mechanics And Servicers	29
Information Communication Technology Trainers	25
Specialist Medical Practitioners	24
Crane, Hoist and Related Plant Operators	24
Aircraft Pilots and Related Associate Professionals	23
Painters and Related Workers	23
Nursing Associate Professionals	19
Pulp and Paper Process Control Technicians	15
Library, Mail and Related Clerks	14
Dental Professionals	13
Filing and Copying Clerks	11
Chemical Products Plant And Machine Operators	10
Sewing Machine Operators	7
Door-to-door Salespersons	5
Fumigators and Other Pest And Weed Controllers	5
Chemists	4
Web Technicians	3
Sewing Embroidery and Related Workers	3
Customs and Border Officials	2
Valuers and Loss Assessors	2

ANNEX II

Q2: Most Sought Out Occupations by No. of Vacancies

occupations	No of Vacancies
Policy and Planning Managers	6258
Software Developers	5515
Sales and Marketing Managers	5213
Management and Organization Analysts	3835
Accountants	3833
Commercial Sales Representatives	3776
Finance Managers	3505
Web and Multimedia Developers	2436
Human Resource and Careers Professionals	2176
Advertising and Marketing Professionals	2165
Administrative and Executive Secretaries	1961
Systems Analysts	1909
Financial and Investment Advisers	1854
Transport, Storage and Distribution Managers	1753
Human Resource Managers	1731
Office Supervisors	1288
Information and Communication Technology Services Managers	1137
Buyers	1088
Mathematicians, Actuaries and Statisticians	1010
Information and Communication Technology User Support Technicians	949
Press Liaison officer	939
Stock Clerks	931
Managing Directors and Chief Executives	914
Manager Health Care Services	838
Clerk, air transport operations	830
Database Designers And Administrators	827
Mechanical Engineers and Technologists	813
Electrical Engineering Technicians	775
Construction and Utilities Managers	769
Freight Handlers	756
Real Estate and Travel Agency Managers	737
Technical and Medical Sales Professionals (Excluding ICT)	724
Shop Sales Assistants	684
Education Methods Specialists	683
Civil Engineers	671

Q2: Most Sought Out Occupations by No. of Vacancies *continued*

occupations	No of Vacancies
Information and Communications Technology Sales Professionals	671
Software Auditors	656
Sculptor	621
Electrical Engineers	593
Bank Tellers And Related Clerks	591
Occupational Safety And Health Professionals	589
Industrial and Production Engineers And Related Technologist	588
Contact Centre Information Clerks	579
Cashiers and Ticket Clerks	569
Mining and Drilling Engineers, Metallurgists and Related Technologists	567
Construction Supervisors	552
Travel Consultants and Clerks	545
Cleaners and Helpers In Offices, Hotels and Other Establishments	520
Mechanical Engineering Technicians	515
Hotel Managers	514
Training and Staff Development Professionals	505
Manufacturing Supervisors	501
Receptionists (General)	489
University and College Lecturers	484
Public Relations And Advertising Managers	484
Agricultural and Industrial Machinery Mechanics and Repairers	429
Personnel Clerks	427
Building and Related Electricians	417
General Office Clerks	414
Refuse Sorters	411
Economists	408
Authors and Related Writers	401
Draughts Persons	381
Security Guards	369
Odd Job Persons	367
Lawyers	366
Agricultural Managers	362
Electronics Engineers	358
Theatre and Media Production Managers	348
Librarians and Related Information Professionals	343
Real Estate Agents And Property Agents	337
Pharmaceutical Professionals	330
Accounting And Book Keeping Clerks	318
Database and Network Security Professionals	317

Q2: Most Sought Out Occupations by No. of Vacancies *continued*

occupations	No of Vacancies
Contact Centre Salespersons	313
Data Entry Clerks	309
Internet of Things (IOT) Professional	300
Other Physical and Engineering Science Technicians	300
Policy Administration Professionals	288
Civil Engineering Technicians	287
Hand Packers	284
Trade Brokers	274
Nurse, General	266
Environmentalists and Related Professionals	261
Cloud Computing Professionals	259
Chefs	253
Insurance Representatives	252
Financial Analysts	243
Payroll Clerks	242
Journalists	240
Telecommunications Engineers	238
Conference and Event Planners	235
Waiters	227
Micro and Small Enterprise Managers	220
Sheet Metal Workers	219
Research Planning and Development Managers	214
Accounting Associate Professionals	213
Heavy Truck and Lorry Drivers	210
Survey And Market Research Interviewers	208
Motor Vehicle And Motor Cycle Mechanics Repairers	207
Car, Taxi and Van Drivers	205
Supervisor, checkout	203
Restaurant Managers	202
Agriculturalists And Related Professionals	195
Systems Administrators	194
Electronics Engineering Technicians	190
Film, Stage and Related Directors and Producers	189
Office Secretaries	187
Government Tax And Excise Officials	186
Welders and Flame Cutters	185
Door-to-door Salespersons	183
Manufacturing Managers	182
Computer Network Professionals	181

Q2: Most Sought Out Occupations by No. of Vacancies *continued*

occupations	No of Vacancies
Mining and Drilling Supervisors	177
Child Care Workers	169
Secondary Education Teachers	168
Geologist and Geophysicists	162
National Government Administrators	160
Recreational/Cultural and Sporting Establishment Managers	160
Surveyors And Cartographers	158
Product Graders And Testers (Excluding Foods and Beverages)	157
Cleaning and Housekeeping-Non-Domestic	150
Broadcasting and audio-visual technicians	149
Debt Collectors and Related Workers	148
Architects and Town Planners	145
Sociologists, Anthropologists and Related Professionals	145
General Medical Practitioners	143
Interpreter	143
Senior Officials of Special Interest Organizations	134
Mining and Drilling Managers	130
Credit and Loans Officers	127
Kitchen Helpers	126
Chemical Engineers and Technologists	122
Biologist, Botanist, Zoologists And Related Professionals	121
Medical and Pathology Laboratory Technicians	117
Software Security Professionals	114
Beauticians and Related Workers	107
Pulp and Paper Process Control Technicians	107
Other Artistic and Cultural Associate Professionals	106
Dieticians and Nutritionists	106
Chemists	101
Specialist Nurses	100
Messengers, Package Deliverers and Luggage Porters	99
Fashion and Other Models	94
Interior Designers And Decorators	94
Toolmakers and Related Workers	93
Telecommunications Engineering Technicians	92
Travel Guides	91
Pre-Press Technicians	88
Earthmoving and Related Plant Operators	87
Machine Learning Engineer	85
Early Childhood Development Teachers	79

Q2: Most Sought Out Occupations by No. of Vacancies *continued*

occupations	No of Vacancies
Field Crop and Vegetable Growers	79
Government Licensing Officials	77
Hairdressers	77
Hotel Receptionists	74
Physiotherapy Technicians and Assistants	73
Clinical Officer	73
Chemical and Physical Science Technicians	72
Clearing and Forwarding Agents	72
Psychologists	71
Mining and Quarrying Laboures	71
Computer Network Systems Technicians	70
Solid Waste and Water Treatment Plant Operators	66
Paper Products Machine Operators	64
Environmental and Occupational Health Inspectors and Associates	64
PRINTERS	63
Domestic Cleaners And Helpers	61
Statistical, Finance and Insurance Clerks	60
Building Construction Labourers	58
Lifting Truck Operators	57
Police Officers	55
Securities and Finance Dealers And Brokers	54
Food And Related Products Machine Operators	52
Primary School Teachers	51
Other Teaching Professionals	50
Astrologers, Fortune-tellers and Related Workers	49
Other Manufacturing Labourers	49
Chemical Engineering Technicians	46
Library, Mail and Related Clerks	45
Chairperson and Members of Constitutional Offices and Commissions	45
Legislators and Constitutional Officials	44
Demonstrator, sales	43
Aircraft Pilots and Related Associate Professionals	41
Riggers and Cable Splicers	41
Life Science Technicians (Excluding Medical)	41
Plumbers and Pipe Fitters	41
Health Care Assistants	39
Other Arts Teachers	38
Pharmaceutical Technicians and Assistants	38
Bus and Tram Drivers	36

Q2: Most Sought Out Occupations by No. of Vacancies *continued*

occupations	No of Vacancies
Medical Imaging and Therapeutic Equipment Technicians	35
Motorcycle Drivers	33
Medical and Dental Prosthetic Technicians	33
Valuers and Loss Assessors	32
Metal Working Machine Tool Setters and Operators	31
Other Music Teachers	31
Medical Records and Health Information Technicians	30
Web Technicians	29
Other Language Teachers	29
Stall and Market Salespersons	27
Shopkeepers	26
Vocational Education and Training Teachers	26
Home-Based Personal Care Workers	26
Specialist Medical Practitioners	25
Ships' Deck Officers and Pilots	25
Other Process Control Technicians	21
Carpenters And Joiners	21
Structural Metal Preparers And Erectors	19
Agricultural Technicians	18
Painters and Related Workers	18
Information Communication Technology Trainers	18
Electrical Machinery and Equipment Mechanics And Fitters	16
Crane, Hoist and Related Plant Operators	15
Floor Layers And Tile Setters	14
Physiotherapists	13
Agent, literary	13
Fitness And Recreation Instructors and Programme Leaders	13
Manager, Personal Care Cleaning	13
Customs and Border Officials	13
Power Production Plant Operators	13
Service Station Attendants	12
Production Clerks	12
Social Work Associate Professionals	11
Miners, Drillers and Quarries	10
Transport Conductors	9
Social Work and Counselling Professionals	8
Sign Writers, Decorative Painters, Engravers And Etchers	6
Sports Coaches, Instructors and Officials	6
Shelf Fillers	6

Q2: Most Sought Out Occupations by No. of Vacancies *continued*

occupations	No of Vacancies
Community Health Workers	6
Athletes and Sports Players	6
Sweepers And Related Labourers	5
Police Inspectors and Detectives	5
Nursing Associate Professionals	5
Electronics Mechanics And Servicers	4
Coding, Proof Reading And Related Clerks	4
Fumigators and Other Pest And Weed Controllers	4
Bio-Medical Engineering Professionals	3
Metal Polishers, Wheel Grinders and Tool Sharpeners	3
Other Engineering Professionals	3
Mineral and Stone Processing Plant Operators	2
Chemical Products Plant And Machine Operators	2
Sewing Machine Operators	2
Sewing Embroidery and Related Workers	2
Medical Secretaries	1
Scribes And Related Workers	1

ANNEX III

Q3: Most Sought Out Occupations by No. of Vacancies

Occupation	No of Vacancies
Policy and Planning Managers	4,467
Finance Managers	1,831
Management and Organization Analysts	1,686
Managing Directors and Chief Executives	1,493
Economists	1,374
Accountants	1,154
Senior Officials of Special Interest Organizations	1,042
National Government Administrators	989
Commercial Sales Representatives	933
Systems Analysts	858
Sales and Marketing Managers	800
Software Developers	772
Other Physical and Engineering Science Technicians	720
Clerk, air transport operations	681
Research Planning and Development Managers	675
Human Resource Managers	669
Information and Communication Technology Services Managers	593
Stock Clerks	551
Legislators and Constitutional Officials	548
Manager Health Care Services	547
Administrative and Executive Secretaries	525
Press Liaison officer	475
Transport, Storage and Distribution Managers	429
Mechanical Engineers and Technologists	420
Financial and Investment Advisers	400
Buyers	390
Education Methods Specialists	389
Environmentalists and Related Professionals	388
Human Resource and Careers Professionals	388
Advertising and Marketing Professionals	380
Specialist Medical Practitioners	350
Civil Engineers	348
Office Supervisors	284
Chefs	276
Information and Communication Technology User Support Technicians	248

Q3: Most Sought Out Occupations by No. of Vacancies *continued*

Occupation	No of Vacancies
Electrical Engineers	244
Web and Multimedia Developers	231
Personnel Clerks	212
Real Estate and Travel Agency Managers	206
Shop Sales Assistants	201
Mathematicians, Actuaries and Statisticians	195
Agriculturalists And Related Professionals	194
Freight Handlers	182
Occupational Safety And Health Professionals	167
Construction and Utilities Managers	159
Cleaners and Helpers In Offices, Hotels and Other Establishments	156
Public Relations And Advertising Managers	155
Cashiers and Ticket Clerks	141
Information and Communications Technology Sales Professionals	140
Sculptor	133
Technical and Medical Sales Professionals (Excluding ICT)	132
Lawyers	127
Software Auditors	127
Bank Tellers And Related Clerks	126
Car, Taxi and Van Drivers	123
University and College Lecturers	120
Construction Supervisors	118
Manufacturing Supervisors	118
Odd Job Persons	116
Industrial and Production Engineers And Related Technologist	115
Refuse Sorters	115
Contact Centre Information Clerks	112
County Government Administrators	112
Database Designers And Administrators	112
Authors and Related Writers	109
Pharmaceutical Professionals	108
Contact Centre Salespersons	106
Receptionists (General)	106
Training and Staff Development Professionals	104
Building and Related Electricians	103
Security Guards	102
Hotel Managers	101
Mining and Drilling Engineers, Metallurgists and Related Technologists	101

Q3: Most Sought Out Occupations by No. of Vacancies *continued*

Occupation	No of Vacancies
Electrical Engineering Technicians	100
Database and Network Security Professionals	98
Travel Consultants and Clerks	98
Manufacturing Managers	97
Other Music Teachers	94
Micro and Small Enterprise Managers	92
Social Work and Counselling Professionals	92
Electronics Engineering Technicians	91
Mechanical Engineering Technicians	88
Supervisor, checkout	88
Hand Packers	84
Theatre and Media Production Managers	84
Chairperson and Members of Constitutional Offices and Commissions	83
Nurse, General	82
Forestry and Environmental Managers	79
General Office Clerks	78
Accounting And Book Keeping Clerks	75
Recreational/Cultural and Sporting Establishment Managers	75
Environmental and Occupational Health Inspectors and Associates	73
Journalists	72
Clinical Officer Specialist	70
Electronics Engineers	68
Agricultural Managers	67
Secretary/CEO of Constitutional Offices and Commissions	67
Accounting Associate Professionals	65
Biologist, Botanist, Zoologists And Related Professionals	65
Conference and Event Planners	65
Architects and Town Planners	64
Real Estate Agents And Property Agents	60
Heavy Truck and Lorry Drivers	59
General Medical Practitioners	59
Survey And Market Research Interviewers	59
Systems Administrators	57
Sheet Metal Workers	56
Policy Administration Professionals	56
Cloud Computing Professionals	55
Computer Network Professionals	54
Child Care Workers	54

Q3: Most Sought Out Occupations by No. of Vacancies *continued*

Occupation	No of Vacancies
Product Graders And Testers (Excluding Foods and Beverages)	54
Telecommunications Engineers	54
Librarians and Related Information Professionals	52
Waiters	51
Surveyors And Cartographers	50
Welders and Flame Cutters	50
Financial Analysts	48
Software Security Professionals	47
Information Communication Technology Trainers	46
Mining and Drilling Supervisors	46
Special Needs Teachers	46
Office Secretaries	45
Psychologists	45
Civil Engineering Technicians	43
Kitchen Helpers	42
Primary School Teachers	42
Chemical Engineers and Technologists	41
Draughts Persons	41
Other Engineering Professionals	40
Bio-Medical Engineering Professionals	39
Agricultural and Industrial Machinery Mechanics and Repairers	38
Agricultural Technicians	37
Secondary Education Teachers	36
Ambulance Workers	36
Manager Child Care Services	35
Trade Brokers	35
Insurance Representatives	34
Restaurant Managers	33
Interpreter	32
Other Language Teachers	32
Earthmoving and Related Plant Operators	30
Film, Stage and Related Directors and Producers	30
Cleaning and Housekeeping-Non Domestic	29
Statistical, Finance and Insurance Clerks	29
Beauticians and Related Workers	28
Manager, Personal Care Cleaning	28
Medical and Pathology Laboratory Technicians	28
Payroll Clerks	27

Q3: Most Sought Out Occupations by No. of Vacancies *continued*

Occupation	No of Vacancies
Sociologists, Anthropologists and Related Professionals	27
Government Tax And Excise Officials	26
Mining and Drilling Managers	26
Motor Vehicle And Motor Cycle Mechanics Repairers	26
Securities and Finance Dealers And Brokers	26
Broadcasting and audio-visual technicians	25
Dieticians and Nutritionists	25
Data Entry Clerks	24
Paper Products Machine Operators	23
Debt Collectors and Related Workers	23
Geologist and Geophysicists	23
Messengers, Package Deliverers and Luggage Porters	23
Music Composer	23
Lifting Truck Operators	21
Hotel Receptionists	20
Vocational Education and Training Teachers	20
Telecommunications Engineering Technicians	19
Food And Related Products Machine Operators	18
Credit and Loans Officers	18
Mining and Quarrying Laboures	18
Other Government Regulatory Associate Professionals	18
Specialist Nurses	18
Clinical Officer	17
Early Childhood Development Teachers	17
Home-Based Personal Care Workers	17
Legal and Related Associate Professionals	17
Other Artistic and Cultural Associate Professionals	17
Other Manufacturing Labourers	17
Internet of Things (IOT) Professional	16
Fashion and Other Models	15
Pre-Press Technicians	15
Solid Waste and Water Treatment Plant Operators	15
Building Construction Labourers	14
Door-to-door Salespersons	14
Other Elementary Workers	14
Toolmakers and Related Workers	14
Chemists	13
Physicist and Astronomers	13

Q3: Most Sought Out Occupations by No. of Vacancies *continued*

Occupation	No of Vacancies
Carpenters And Joiners	13
Clearing and Forwarding Agents	13
Computer Network Systems Technicians	13
Field Crop and Vegetable Growers	13
Government Licensing Officials	13
Library, Mail and Related Clerks	13
Medical Secretaries	13
Physiotherapy Technicians and Assistants	13
Police Officers	13
Social Work Associate Professionals	13
PRINTERS	12
Interior Designers And Decorators	12
Other Arts Teachers	12
Pharmaceutical Technicians and Assistants	12
Hairdressers	11
Aircraft Pilots and Related Associate Professionals	11
Medical Imaging and Therapeutic Equipment Technicians	11
Nursing Associate Professionals	11
Other Teaching Professionals	11
Riggers and Cable Splicers	11
Valuers and Loss Assessors	11
Metal Working Machine Tool Setters and Operators	10
Chemical Engineering Technicians	10
Machine Learning Engineer	10
Medical and Dental Prosthetic Technicians	10
Street Vendors (Excluding Food)	10
Structural Metal Preparers And Erectors	9
Bus and Tram Drivers	9
Genealogist	9
Hydrologists	9
Medical Records and Health Information Technicians	8
Midwifery Professionals	8
Motorcycle Drivers	8
Service Station Attendants	8
Shopkeepers	8
Typists and Word Processing Operators	8
Crane, Hoist and Related Plant Operators	7
Fumigators and Other Pest And Weed Controllers	7

Q3: Most Sought Out Occupations by No. of Vacancies *continued*

Occupation	No of Vacancies
Floor Layers And Tile Setters	6
Customs and Border Officials	6
Health Care Assistants	6
Painters and Related Workers	6
Plumbers and Pipe Fitters	6
Chemical and Physical Science Technicians	5
Production Clerks	5
Traditional and Complementary Medicine Professionals	5
Agent, literary	4
Aircraft Engine Mechanics and Repairers	4
Electrical Machinery and Equipments Mechanics And Fitters	4
Filing and Copying Clerks	4
Life Science Technicians (Excluding Medical)	4
Metal Production Process Controllers	4
Other Process Control Technicians	4
Packing, Bottling and Labelling Machine Operators	4
Photographers	4
Physiotherapists	4
Power Production Plant Operators	4
Pulp and Paper Process Control Technicians	4
Ships' Deck Officers and Pilots	4
Stall and Market Salespersons	4
Other Personal Care Workers in Health Services	3
Prison Guards	3
Sports Coaches, Instructors and Officials	3
Athletes and Sports Players	3
Demonstrator, sales	3
Domestic Cleaners And Helpers	3
Information and Communications Technology Operations Technicians	3
Jurists/Judges	3
Meteorologists	3
Miners, Drillers and Quarries	3
Tree And Shrub Crop Grower	3
Web Technicians	3
Actors	2
Fast-Food Preparers	2
Aquaculture and Fisheries Production Manager	2
Archivists and Curators	2

Q3: Most Sought Out Occupations by No. of Vacancies *continued*

Occupation	No of Vacancies
Blacksmiths, Hammersmiths and Forging Press Workers	2
Chemical Products Plant And Machine Operators	2
Cooks	2
Electronics Mechanics And Servicers	2
Sewing Embroidery and Related Workers	2
Shelf Fillers	2
Transport Conductors	2
Travel Guides	2
Legal Secretaries	1
Other Administrative and Commercial Managers	1
Aide, pre-school	1
Astrologers, Fortune-tellers and Related Workers	1
Community Health Workers	1
Dental Assistants and Therapists	1
Dental Professionals	1
Mechanical Machinery Assemblers	1
Police Inspectors and Detectives	1
Sewing Machine Operators	1
Sweepers And Related Labourers	1
Telephone and Switchboard Operators	1

ANNEX IV

Q4: Most Sought Out Occupations by No. of Vacancies

Occupation	No of Vacancies
Press Liaison officer	2195
Finance Managers	1672
Advertising and Marketing Professionals	1570
Policy and Planning Managers	1554
Commercial Sales Representatives	1359
Information and Communication Technology User Support Technicians	1212
Mathematicians, Actuaries and Statisticians	1114
Cleaning and Housekeeping-Non Domestic	962
Accountants	913
Software Developers	893
Sales and Marketing Managers	856
Management and Organization Analysts	724
Waiters	565
General Office Clerks	529
Systems Analysts	446
Other Manufacturing Labourers	410
Administrative and Executive Secretaries	397
Human Resource and Careers Professionals	378
Transport, Storage and Distribution Managers	355
Contact Centre Information Clerks	346
Hand Packers	344
Human Resource Managers	320
Real Estate Agents And Property Agents	304
Mechanical Machinery Assemblers	301
Shop Sales Assistants	296
Buyers	272
Information and Communication Technology Services Managers	255
Economists	237
Technical and Medical Sales Professionals (Excluding ICT)	209
Financial and Investment Advisers	205
Web and Multimedia Developers	199
Sculptor	193
Managing Directors and Chief Executives	182
Receptionists (General)	167

Q4: Most Sought Out Occupations by No. of Vacancies *continued*

Occupation	No of Vacancies
Information and Communications Technology Sales Professionals	166
Office Supervisors	161
Stock Clerks	158
Authors and Related Writers	156
Electrical Engineers	155
Public Relations And Advertising Managers	150
Mechanical Engineers and Technologists	142
Civil Engineers	136
Freight Handlers	134
Theatre and Media Production Managers	133
Personnel Clerks	129
Clerk, air transport operations	126
Real Estate and Travel Agency Managers	120
Mining and Drilling Engineers, Metallurgists and Related Technologists	116
Chefs	114
Electronics Engineers	111
Manager Health Care Services	111
Telecommunications Engineers	110
Cashiers and Ticket Clerks	109
Car, Taxi and Van Drivers	98
Industrial and Production Engineers And Related Technologist	94
Electrical Engineering Technicians	94
Bank Tellers And Related Clerks	90
Secondary Education Teachers	90
Manufacturing Supervisors	86
Construction and Utilities Managers	85
Other Physical and Engineering Science Technicians	85
Occupational Safety And Health Professionals	83
University and College Lecturers	82
Draughts Persons	78
Cleaners and Helpers In Offices, Hotels and Other Establishments	77
Machine Learning Engineer	73
Travel Consultants and Clerks	72
Building and Related Electricians	71
Education Methods Specialists	70
Hotel Managers	69
Recreational/Cultural and Sporting Establishment Managers	69
Architects and Town Planners	68
Database Designers And Administrators	68

Q4: Most Sought Out Occupations by No. of Vacancies *continued*

Occupation	No of Vacancies
Broadcasting and audio-visual technicians	67
Contact Centre Salespersons	65
Accounting Associate Professionals	63
Lawyers	63
Mechanical Engineering Technicians	61
Training and Staff Development Professionals	61
Electronics Engineering Technicians	60
Cloud Computing Professionals	59
Micro and Small Enterprise Managers	58
Security Guards	57
Data Entry Clerks	57
Film, Stage and Related Directors and Producers	55
Policy Administration Professionals	54
Software Security Professionals	53
Pharmaceutical Professionals	52
Agricultural Managers	52
Construction Supervisors	51
Actors	51
Software Auditors	50
Systems Administrators	50
Heavy Truck and Lorry Drivers	49
Nurse, General	49
Refuse Sorters	49
Interpreter	48
Research Planning and Development Managers	47
Environmentalists and Related Professionals	47
Odd Job Persons	47
Agriculturalists And Related Professionals	45
Restaurant Managers	43
Other Engineering Professionals	43
Survey And Market Research Interviewers	41
Manufacturing Managers	40
Accounting And Book Keeping Clerks	40
Statistical, Finance and Insurance Clerks	40
Supervisor, checkout	39
Stall and Market Salespersons	39
Motor Vehicle And Motor Cycle Mechanics Repairers	37
Database and Network Security Professionals	37

Q4: Most Sought Out Occupations by No. of Vacancies *continued*

Occupation	No of Vacancies
Insurance Representatives	36
Office Secretaries	36
Hotel Receptionists	35
Primary School Teachers	35
Pulp and Paper Process Control Technicians	35
Mining and Drilling Managers	34
Librarians and Related Information Professionals	34
Fashion and Other Models	34
Messengers, Package Deliverers and Luggage Porters	33
Senior Officials of Special Interest Organizations	33
Welders and Flame Cutters	33
Mining and Drilling Supervisors	33
Debt Collectors and Related Workers	33
Payroll Clerks	32
Information and Communications Technology Operations Technicians	31
Civil Engineering Technicians	31
Child Care Workers	30
Sheet Metal Workers	30
Internet of Things (IOT) Professional	30
Interior Designers And Decorators	29
Other Process Control Technicians	29
Kitchen Helpers	29
Conference and Event Planners	28
Journalists	27
Biologist, Botanist, Zoologists And Related Professionals	27
Domestic Housekeepers	27
Chemical Engineers and Technologists	24
Computer Network Professionals	24
Announcers On Radio, Television and Other Media	24
Athletes and Sports Players	24
Bartenders	22
Government Tax And Excise Officials	21
Specialist Medical Practitioners	20
Specialist Nurses	20
General Medical Practitioners	20
Credit and Loans Officers	20
Chemists	20
Information Communication Technology Trainers	20
Dancers and Choreographers	20

Q4: Most Sought Out Occupations by No. of Vacancies *continued*

Occupation	No of Vacancies
Trade Brokers	20
Earthmoving and Related Plant Operators	20
Beauticians and Related Workers	19
Sociologists, Anthropologists and Related Professionals	19
Securities and Finance Dealers And Brokers	19
Other Language Teachers	19
Geologist and Geophysicists	19
Plumbers and Pipe Fitters	18
Food And Related Products Machine Operators	18
Legal and Related Associate Professionals	18
Hairdressers	18
Clearing and Forwarding Agents	17
Social Work and Counselling Professionals	17
Metal Working Machine Tool Setters and Operators	17
Astrologers, Fortune-tellers and Related Workers	16
Customs and Border Officials	15
Government Licensing Officials	15
Surveyors And Cartographers	14
Bus and Tram Drivers	14
Telecommunications Engineering Technicians	14
Carpenters And Joiners	13
Product Graders And Testers (Excluding Foods and Beverages)	13
Vocational Education and Training Teachers	13
Medical and Pathology Laboratory Technicians	13
National Government Administrators	13
Web Technicians	12
Dieticians and Nutritionists	12
Solid Waste and Water Treatment Plant Operators	12
Medical and Dental Prosthetic Technicians	12
Lifting Truck Operators	12
Early Childhood Development Teachers	11
Sports Coaches, Instructors and Officials	11
Police Officers	11
Valuers and Loss Assessors	11
Other Teaching Professionals	11
Pre-Press Technicians	10
Physiotherapy Technicians and Assistants	10
PRINT FINISHING AND BINDING WORKERS	10

Q4: Most Sought Out Occupations by No. of Vacancies *continued*

Occupation	No of Vacancies
Library, Mail and Related Clerks	10
Other Artistic and Cultural Associate Professionals	10
Shopkeepers	9
Physiotherapists	9
Life Science Technicians (Excluding Medical)	9
Crane, Hoist and Related Plant Operators	9
Door-to-door Salespersons	9
Psychologists	9
Structural Metal Preparers And Erectors	8
Riggers and Cable Splicers	8
Field Crop and Vegetable Growers	8
Cooks	8
Toolmakers and Related Workers	7
Typists and Word Processing Operators	7
Chemical Processing Plant Controllers	7
Computer Network Systems Technicians	7
Agricultural and Industrial Machinery Mechanics and Repairers	7
Medical Secretaries	7
Other Arts Teachers	7
Plastic Products Machine Operators	6
Health Care Assistants	6
Companions and Valets	6
Building Construction Labourers	6
Archivists and Curators	5
Medical Assistants	5
Chemical and Physical Science Technicians	5
Travel Attendants and Travel Stewards	5
Electrical Machinery and Equipments Mechanics And Fitters	5
Home-Based Personal Care Workers	5
Production Clerks	5
Manager, Personal Care Cleaning	5
Power Production Plant Operators	5
Clinical Officer	4
Inspector, safety and health: child care	4
Food and Beverage Tasters And Graders	4
Service Station Attendants	4
Tailors, Dressmakers, Furriers And Hatters	4
Floor Layers And Tile Setters	4
Sweepers And Related Labourers	4

Q4: Most Sought Out Occupations by No. of Vacancies *continued*

Occupation	No of Vacancies
Other Legal Professionals	4
Medical Imaging and Therapeutic Equipment Technicians	4
Agent, literary	4
Mining and Quarrying Laboures	4
Other Music Teachers	4
Photographers	4
Other Government Regulatory Associate Professionals	4
Fitness And Recreation Instructors and Programme Leaders	4
Dental Professionals	4
Chemical Engineering Technicians	3
Civil Engineering Labourers	3
Veterinarians	3
Bio-Medical Engineering Professionals	3
Demonstrator, sales	3
Shelf Fillers	3
Motorcycle Drivers	3
Medical Records and Health Information Technicians	3
Well Drillers And Borers And Related Workers	3
Other Building Frame and Related Trades Workers	3
Aircraft Pilots and Related Associate Professionals	3
Air Traffic Safety Electronics Technicians	3
Other Protective Service Workers	3
Electronics Mechanics And Servicers	3
Nursing Associate Professionals	2
Painters and Related Workers	2
Bakers, Pastry-Cooks and Confectionery Makers	2
Packing, Bottling and Labelling Machine Operators	2
Information and Communications Technology Installers And Servicers	2
Pharmaceutical Technicians and Assistants	2
Social Work Associate Professionals	2
Tree And Shrub Crop Grower	2
Applications Programmers	2
Clinical Officer Specialist	2
Environmental and Occupational Health Inspectors and Associates	2
Traditional and Complementary Medicine Professionals	2
Filing and Copying Clerks	2
Laundry Machine Operators	2
Jurists/Judges	2
Legal Secretaries	2

Q4: Most Sought Out Occupations by No. of Vacancies *continued*

Occupation	No of Vacancies
Paper Products Machine Operators	2
Fruit, Nuts, Vegetable And Related Preservers	2
Community Health Workers	2
Financial Analysts	2
Coding, Proof Reading And Related Clerks	2
ELEMENTARY OCCUPATIONS	2
Glass Makers, Cutters, Grinders And Finishers	2
PRINTERS	2
Precision-Instrument Makers and Repairers	2
Hand and Pedal Vehicle Drivers	1
Health Professionals	1
Government Social Benefits Officials	1
Electrical Line Installers and Repairers	1
Dispensing Opticians	1
Travel Guides	1
Electrical And Electronic Equipment Assemblers	1
Bricklayers and Related Workers	1
Blacksmiths, Hammersmiths and Forging Press Workers	1
Car Sales and Hire Assistants	1
Meteorologists	1
Air Conditioning and Refrigeration Mechanics	1
Livestock Farm Labourers	1
Audiologists and Speech Therapists	1
Physicist and Astronomers	1
Other Personal Care Workers in Health Services	1
Other Cleaning Workers	1
Other Assemblers	1
Mixed Crop And Livestock Farm Labourers	1
Metal Processing Plant Operators	1
Midwifery Professionals	1
Mining and Metallurgical Technicians	1
Aide, pre-school	1
Potters, Ceramicists and Related Workers	1
Shotfirers and Blasters	1
Special Needs Teachers	1
Street Vendors (Excluding Food)	1
Other Administrative and Commercial Managers	1
Mineral and Stone Processing Plant Operators	1
Telephone and Switchboard Operators	1



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