



REGIONAL LABOUR MARKET DEMAND OUTLOOK

REPORT 2025

Labour Market Observatory





PREFACE



This report has been prepared by the Directorate of Labour Market Research and Analysis, under the State Department of Labour and Skills Development, as part of its mandate to conduct evidence-based research on employment trends, skills gaps, and workforce dynamics. The report aims to inform government policies on labour and skills development, supporting economic planning, and fostering regional integration through data-driven decision-making.

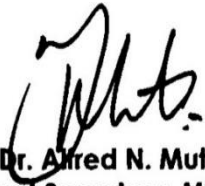
Labour mobility within Africa is becoming increasingly seamless, driven by regional integration efforts, visa-free policies in some countries, and relatively low relocation costs. These developments present both opportunities and challenges for job seekers, employers, and policymakers. Understanding 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.

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.



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

ACKNOWLEDGEMENT

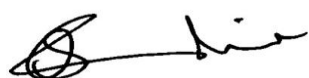


The State Department for Labour and Skills Development extends its sincere appreciation to the Directorate of Labour Market Research and Analysis for their dedication and thorough efforts in conducting the research that forms the foundation of this report.

Their in-depth analysis and commitment to understanding labour market dynamics have been instrumental in generating valuable insights to guide policy decisions aimed at enhancing youth employability.

We also extend special recognition to the Labour Market Observatory Unit for their relentless efforts in collecting, verifying, and compiling the extensive data presented in this report. Their attention to detail and rigorous approach in ensuring the accuracy and reliability of the findings are highly commendable.

This report is a testament to the hard work and dedication of all those involved. It serves as a vital resource for shaping policies, interventions, and programs that strengthen skills development and expand employment opportunities for the Kenyan youth. We hope that the insights provided will support policymakers, educators, employers, and job seekers in navigating the evolving labour market. Ultimately, we trust that this information will contribute to building a more prosperous and sustainable future for all.

A handwritten signature in black ink, appearing to read 'Shadrack M. Mwadime'.

SHADRACK M. MWADIME, CBS

PRINCIPAL SECRETARY, STATE DEPARTMENT FOR LABOUR AND SKILLS DEVELOPMENT

Table of Contents

PREFACE	iii
ACKNOWLEDGEMENT	v
EXECUTIVE SUMMARY	ix
1. INTRODUCTION	1
2. SCOPE OF THE REPORT	2
3. METHODOLOGY	2
4. LIMITATIONS	3
5. FINDINGS.....	3
5.1 Quarter Two Regional Data Outlook	3
5.1.1 Number of Vacancies by Major Occupational Group	3
5.1.2 Most Sought Occupations by the Number of Vacancies	5
5.1.3 Most Sought Occupations by Sector and Number of Vacancies	7
5.1.4 Most Sought Occupations by Skill Level and Number of Vacancies.....	9
5.1.5 Top 15 Most Sought Occupations for Highly Skilled	9
5.1.6 Most Sought Occupations for Middle Skilled	11
5.1.7 Most Sought Occupations for Low Skilled	13
5.2 Quarter Three Regional Outlook.....	14
5.2.1 Most Sought Occupations by Number of Vacancies.....	14
5.2.2 Most Sought Occupations by Skill Level and Number of Vacancies...	16
5.2.3 Top Occupations for Highly Skilled Workers	16
5.2.4 Top Occupations for Middle Skilled Workers	18
5.2.5 Top Occupations for Low Skilled Workers	20
5.2.6 Job Vacancies by Major Occupational Groups.....	21
5.2.7 Job Vacancies by Economic Sector	23
5.3 Quarter Four Regional Outlook.....	25
5.3.1 Most Sought Occupations by Number of Vacancies.....	25
5.3.2 Most Sought Occupations by Skill Level and Number of Vacancies...	27
5.3.3 Job Vacancies by Major Occupational Groups.....	31
5.3.4 Job Vacancies by Economic Sector	33
6. CONCLUSION.....	35
7. RECOMMENDATION	35
8. ANNEXES	37
8.1 ANNEX I. Quarter Two Most Sought Occupations for highly skilled by the number of vacancies.	37
8.3 ANNEX III: Quarter four Most sought occupations by the Number of Vacancies.....	43

List of Tables

Table 1: Number of Vacancies by Major Occupational Group4

Table 2: Most Sought Occupations by the Number of Vacancies5

Table 3: Most Sought Occupations by Sector and Number of Vacancies7

Table 4: Top 15 Most Sought Occupations for Highly Skilled9

Table 5: Most Sought Occupations for Middle Skilled 11

Table 6: Most Sought Occupation for Low Skilled 13

Table 7: Most Sought Occupation by Number of Vacancies..... 14

Table 8: Most Sought Occupations for Highly Skilled Workers 16

Table 9: Most sought occupations for Middle skilled workers 18

Table 10: Most sought occupations for Low skilled workers20

Table 11: Distribution of Vacancies by Major Occupational Groups21

Table 12: Top Economic Sectors by Number of Vacancies23

Table 13: Most Sought Occupation by Number of Vacancies.....25

Table 14: Most Sought Occupations for Highly Skilled workers27

Table 15: Most sought occupations for Middle Skilled Workers28

Table 16: Most sought occupations for Low Skilled Workers30

Table 17: Distribution of Vacancies by Major occupational groups.....31

Table 18: Top Economic Sectors by Number of Vacancies33

List of Figures

Figure 1: Proportion of Vacancies by Major Occupational Group	4
Figure 2: Top 15 Most Sought Occupations	6
Figure 3: Number of Vacancies by Sector	8
Figure 4: Top 15 Most Sought Occupations for Highly Skilled	10
Figure 5: Most Sought Occupations for Middle Skilled.....	12
Figure 6: Most Sought Occupation for Low Skilled	13
Figure 7: Most Sought Occupations by Number of Vacancies	15
Figure 8: Most Sought Occupations for Highly Skilled Workers.....	17
Figure 9: Most Sought Occupations for Middle Skilled Workers	19
Figure 10: Most Sought Occupations for Low Skilled Workers	20
Figure 11: Distribution of Vacancies by Major Occupational Groups	22
Figure 12: Top Economic Sector by Number of Vacancies	23
Figure 13: Most sought occupations by number of vacancies	25
Figure 14: Most sought occupations for Highly Skilled Workers.....	27
Figure 15: Most sought occupations for Middle Skilled Workers	29
Figure 16: Most sought occupations for Low skilled workers	30
Figure 17: Distribution of vacancies by major occupational groups	32
Figure 18: Top economic sector by number of vacancies	34

EXECUTIVE SUMMARY

This report provides an in-depth analysis of labour market trends across Africa for the 2024/2025 financial year, focusing on job demand, sectoral hiring patterns, and the most sought-after occupations across all quarters. The analysis reveals a dynamic, evolving market characterized by a strong and sustained shift toward high-skill, knowledge-intensive roles.

Key Findings

- 1) **Sectoral Demand:** While the Human Health and Social Work sector was the primary driver of vacancies in Quarter Two (31.2%), the overall demand shifted significantly in the later quarters. The dominant sector across the reporting period was Administrative and Support Service Activities (peaking at 20% in Q3, 18.1% in Q4), followed closely by Professional, Scientific, and Technical Activities (consistently high, around 9-12%).
- 2) **Occupational Demand (Major Groups):** Professionals consistently accounted for the highest share of job vacancies in all quarters (ranging from 36.9% to 45.6%), followed by Legislators, Administrators, and Managers (17.3% to 35.9%). This structural distribution confirms a market heavily reliant on intellectual expertise and leadership capacity. The most sought-after specific occupations throughout the period were concentrated in:
 - 3) **Information and Communication Technology (ICT):** Software and Applications Developers and Analysts consistently topped the list of highly skilled vacancies in Q3 and Q4. Finance and Business Management: Finance Professionals, Accountants, and Business Services and Administration Managers showed sustained, high demand across all quarters. Skill Level Demand: Highly skilled professions unequivocally dominated the job vacancies, reinforcing the growth of a knowledge-based economy across the region. Middle-skilled occupations maintained steady, essential demand, primarily in Client Information/Customer Services, Logistics (Clerks and Drivers), and Protective Services.

Conclusion

Overall, this analysis of the 2024/2025 labour market highlights a definitive structural transformation in African economies. Demand is overwhelmingly concentrated in high-skill, knowledge-based, and service-oriented roles, led by the ICT, Finance, and Professional Services sectors. The market is increasingly demanding technical, analytical, and managerial expertise. Both individuals and institutions must recognize this shift: training systems must adapt to produce graduates with specialized technical skills, and job seekers must prioritize continuous upskilling and career alignment with these emerging high-demand opportunities to foster inclusive economic growth and employment.

1. INTRODUCTION

Labour mobility within Africa continues to improve, driven by regional integration efforts, visa-free policies in some countries, and relatively low relocation costs. As economies evolve and industries expand, understanding labour market trends across the continent is essential for informed decision-making. Rapid technological advancements, shifting economic priorities, and demographic changes are reshaping employment patterns, creating new job opportunities while also presenting challenges in workforce alignment. This report provides a comprehensive analysis of job advertisement data from multiple African countries to assess employment demand, sectoral growth, and emerging skill requirements. By identifying the most sought-after occupations and sectoral job opportunities, the report aims to inform various stakeholders including policymakers, employers, training institutions, and job seekers about the labour market outlook and available opportunities.

To achieve this, the report presents an analysis of job advertisements web crawled from various job sites for the 2024/2025 Financial year. It examines key indicators such as the most sought-after occupations, job vacancies by major occupational groups, vacancies by occupation and skill level, and vacancies by sector. These insights offer 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.

As African economies continue to integrate and modernize, aligning workforce skills with industry needs is becoming increasingly critical. The insights from this report will support efforts to enhance labour market efficiency, guide education and training providers in designing relevant curricula, and enable businesses to make data-informed hiring decisions. Moreover, job seekers can

use this information to better position themselves for available opportunities in the evolving job market. By offering a clear picture of labour demand trends across Africa, the report serves as a strategic resource for all labour market participants, fostering economic growth and employment opportunities across the continent.

2. SCOPE OF THE REPORT

This report presents a detailed analysis of job advertisements web crawled from various job sites across multiple African countries for the 2024/2025 Financial year. 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 analyzing 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.

3. METHODOLOGY

This study employs a structured methodology encompassing data scraping, cleaning, analysis, and reporting to assess labour market trends across multiple African countries. Job advertisement data was collected from various online job portals across Africa using web crawling techniques, enabling the automated extraction of job postings, including job titles, industry sectors, and number of vacancies.

To ensure consistency and comparability across countries, occupations were coded and classified using the Kenya Standard Classification of Occupations (KeSCO) and aligned with internationally recognized classification systems where applicable. Similarly, industries were categorized following the Kenya Standard Industrial Classification of All Economic Activities (KeSIC), facilitating standardized data analysis across different economic sectors.

Once occupations and industries were coded, a syntax code in Stata was applied to clean the raw data, remove duplicates, and correct inconsistencies. The processed data was then analysed to identify the most sought-after occupations, vacancies by major occupational groups, vacancies by occupation and skill level, and vacancies by sector. Data visualizations, including tables and graphs, were generated to present the findings in a clear and accessible format, providing valuable insights for job seekers, employers, policymakers, and training institutions across the African labour market.

4. LIMITATIONS

- The accuracy of the data was dependent on the completeness and correctness of job listings on various job sites, that was not necessarily the case.
- Web crawled data may not necessarily give the true representation of the labour market demand.

5. FINDINGS

This section presents a detailed analysis of job vacancies in Africa during the 2024/2025 financial year. The findings are categorized into three main areas: job vacancies by sector, job vacancies by major occupational group, and job vacancies by skill level and presented in quarterly bases. 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.

5.1 Quarter Two Regional Data Outlook

5.1.1 Number of Vacancies by Major Occupational Group

This sub-section breaks down the number of job vacancies by broad occupational categories, such as professionals, clerical roles, and technical

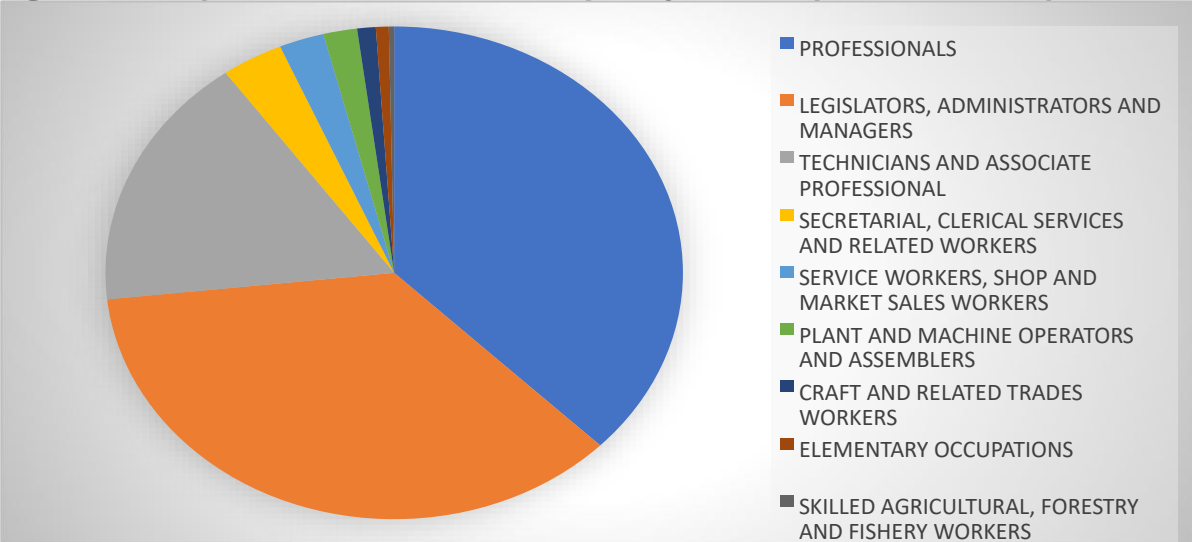
occupations. It examines which occupational groups are experiencing the highest demand and explores possible reasons.

Table 1: Number of Vacancies by Major Occupational Group

Occupations	Number of Vacancies	Propotion %
Professionals	7019	37.4
Legislators, Administrators and Managers	6752	35.9
Technicians and Associate Professional	3156	16.8
Secretarial, Clerical Services and Related Workers	651	3.5
Service Workers, Shop and Market Sales Workers	472	2.5
Plant and Machine Operators and Assemblers	356	1.9
Craft and Related Trades Workers	195	1
Elementary Occupations	135	0.7
Skilled Agricultural, Forestry and Fishery Workers	56	0.3
TOTAL	18792	100

Source; Regional job advertisement data

Figure 1: Proportion of Vacancies by Major Occupational Group



Professionals constituted the majority of job vacancies (37.4%), reflecting a demand for highly skilled expertise. Legislative, administrative, and managerial

roles accounted for 35.9%, highlighting leadership needs. Technicians and Associate Professionals followed at 16.8%, indicating a steady demand for support-level technical roles.

Implication:

- *Jobseekers:* Should prioritize acquiring qualifications relevant to professional and managerial roles.
- *Training Institutions:* Must expand programs in technical and administrative training.
- *Policy Makers:* Need to invest in vocational training and career transition programs for workers in declining occupational categories.

5.1.2 Most Sought Occupations by the Number of Vacancies

This section underscores the most sought occupations, highlighting the occupations with the highest number of vacancies. It shows strong demands for professionals in management, administration, finance, sales, ICT, and Engineering among others.

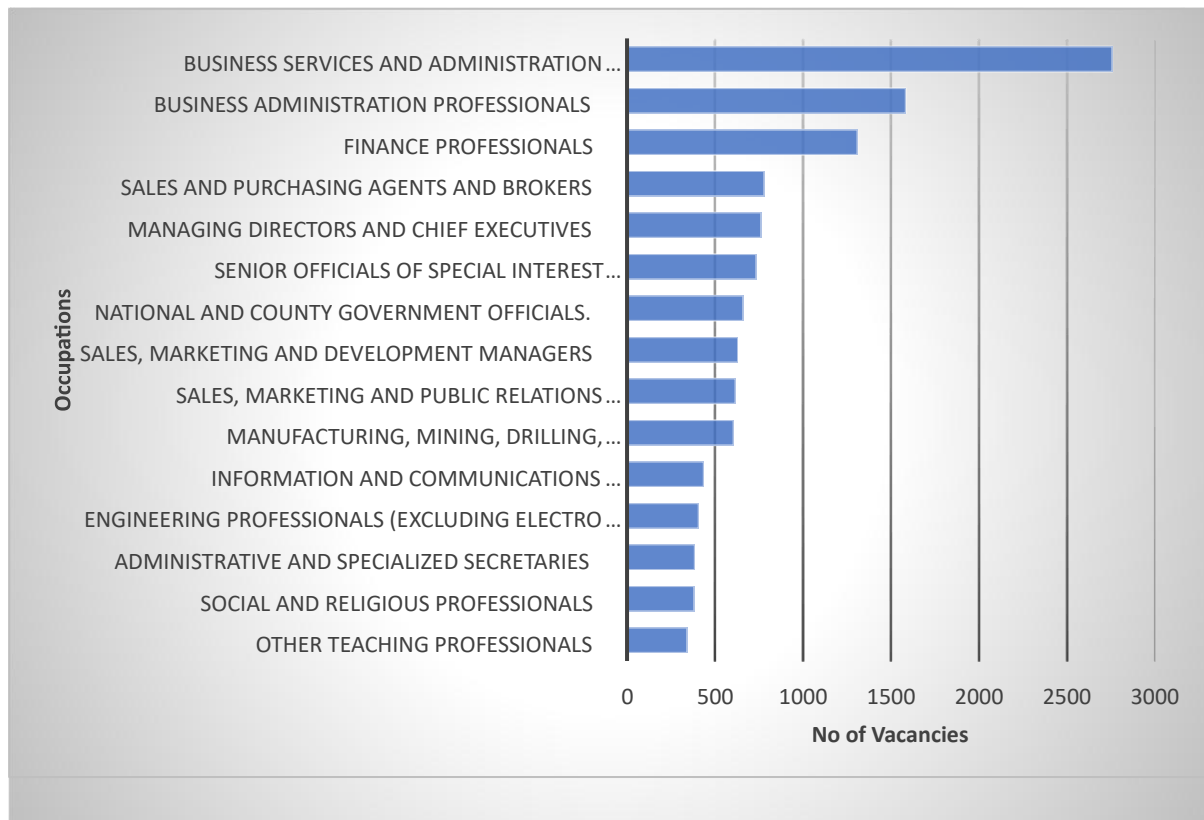
Table 2: Most Sought Occupations by the Number of Vacancies

Occupations	Number Of Vacancies
Business Services and Administration Managers	2759
Business Administration Professionals	1585
Finance Professionals	1311
Sales and Purchasing Agents and Brokers	781
Managing Directors and Chief Executives	763
Senior Officials of Special Interest Organizations	735
National and County Government Officials.	661
Sales, Marketing and Development Managers	631
Sales, Marketing and Public Relations Professionals	616
Manufacturing, Mining, Drilling, Construction and Distribution Manager	606
Information and Communications Technology Operations and User Support Technicians	437

Occupations	Number Of Vacancies
Engineering Professionals (Excluding Electro technology)	407
Administrative And Specialized Secretaries	385
Social and Religious Professionals	381
Other Teaching Professionals	341

Source: Regional job advertisement data

Figure 2: Top 15 Most Sought Occupations



The dominance of Business Services and Administration Managers (2,759 vacancies) indicates strong demand for leadership and management skills. Business Administration and Finance Professionals follow closely, reflecting the continued growth of financial services. Sales and Purchasing Agents (781) and Managing Directors (763) highlight the need for strong commercial leadership and corporate governance. Additionally, technical fields such as Engineering (407) and ICT Support (437) remain vital.

Implications:

- **Jobseekers:** Should target careers in business management, finance, and ICT to improve employability.
- **Training Institutions:** Must enhance training programs in business, finance, ICT, and engineering.
- **Policy Makers:** Should support industries that demand highly skilled professionals through investment in education and sector-specific incentives.

5.1.3 Most Sought Occupations by Sector and Number of Vacancies

This section analyses job demand across various sectors, highlighting which industries had the most vacancies and what economic or policy factors influenced this demand. It also discusses sectors with low job openings and potential reasons behind their slow growth. The analysis provides insights into the stability and expansion potential of different industries in Africa.

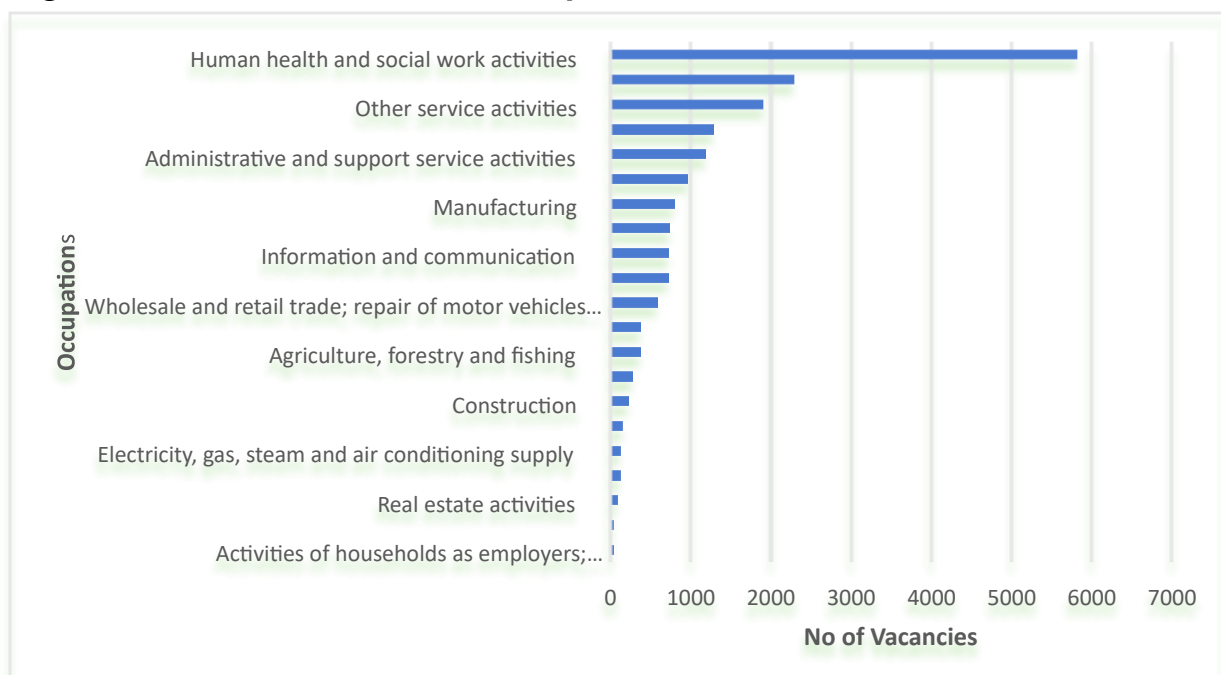
Table 3: Most Sought Occupations by Sector and Number of Vacancies

Sector	Number of Vacancies	Percentage
Human health and social work activities	5809	31.2
Professional, scientific and technical activities	2278	12.2
Other service activities	1899	10.1
Financial and insurance activities	1273	6.9
Administrative and support service activities	1178	6.4
Education	944	5.1
Manufacturing	783	4.2
Activities of extraterritorial organization and bodies	729	3.9
Information and communication	713	3.8
Public administration and defence; compulsory social security	708	3.8
Wholesale and retail trade; repair of motor vehicles and motorcycles	569	3.1
Mining and quarrying	368	2
Agriculture, forestry and fishing	358	1.9

Sector	Number of Vacancies	Percentage
Transportation and storage	262	1.4
Construction	209	1.1
Accommodation and food service activities	138	0.7
Electricity, gas, steam and air conditioning supply	109	0.6
Arts, entertainment and recreation	107	0.6
Real estate activities	73	0.4
Water supply; sewerage, waste management and remediation activities	32	0.2
Activities of households as employers; undifferentiated goods; and services prod activities of households for own saucing	6	0.03
TOTAL	18545	100

Source: Regional job advertisement data

Figure 3: Number of Vacancies by Sector



The findings indicate that the Human Health and Social Work sector accounted for the highest share of job vacancies (31.3%), suggesting significant hiring activity driven by increased healthcare demands. Other key sectors with notable hiring trends include Professional, Scientific and Technical Activities (12.3%) and Other Service Activities (10.2%). Conversely, sectors such

as Water Supply (0.2%) and Household Activities (0.03%) recorded minimal job openings, reflecting limited investment or reduced economic activities in these industries.

Implications:

- **Jobseekers:** Should focus on opportunities in healthcare, technical professions, and administrative roles.
- **Training Institutions:** Need to align curricula with the needs of the healthcare, professional services, and financial sectors.
- **Policy Makers:** Should develop strategies to boost employment in underrepresented sectors to promote balanced economic growth.

5.1.4 Most Sought Occupations by Skill Level and Number of Vacancies

This section categorizes job vacancies into top highly skilled, middle-skilled, and low-skilled roles. It provides an in-depth examination of the most in-demand occupations within each skill level and their impact on labour market trends.

5.1.5 Top 15 Most Sought Occupations for Highly Skilled

Table 4: Top 15 Most Sought Occupations for Highly Skilled

Occupations	Number of Vacancies
Business Services and Administration Managers	2759
Business Administration Professionals	1585
Finance Professionals	1311
Sales and Purchasing Agents and Brokers	781
Managing Directors and Chief Executives	763
Senior Officials of Special Interest Organizations	735
National and County Government Officials.	661
Sales, Marketing and Development Managers	631
Sales, Marketing and Public Relations Professionals	616
Manufacturing, Mining, Drilling, Construction and Distribution Manager	606
Information and Communications Technology Operations and User Support Technicians	437

Occupations	Number of Vacancies
Engineering Professionals (Excluding Electro technology)	407
Administrative And Specialized Secretaries	385
Social and Religious Professionals	381
Other Teaching Professionals	341

Source: Regional job advertisement data

Figure 4: Top 15 Most Sought Occupations for Highly Skilled



Highly skilled occupations were led by Business Services and Administration Managers (2,759 vacancies), followed by Business Administration Professionals (1,585), and Finance Professionals (1,311). Other notable occupations included Sales and Purchasing Agents and Brokers (781), Managing Directors and Chief Executives (763), and Senior Officials of Special Interest Organizations (735). This trend highlights the increasing demand for managerial, financial, and administrative expertise.

Implication:

- **Jobseekers:** Should focus on acquiring managerial and financial expertise to improve employability.
- **Training Institutions:** Must enhance specialized business and administrative training to meet labour market needs.
- **Policy Makers:** Should prioritize funding and policy initiatives supporting professional education.

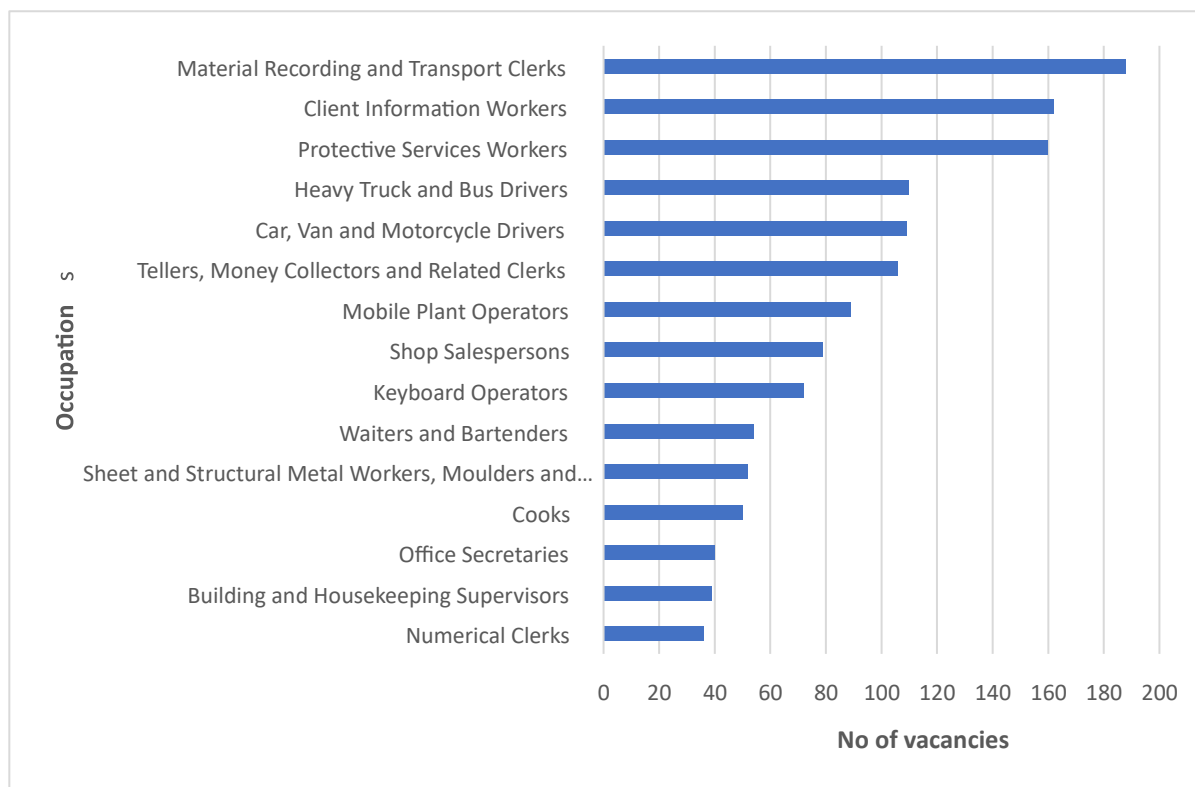
5.1.6 Most Sought Occupations for Middle Skilled

Table 5: Most Sought Occupations for Middle Skilled

Occupations	Number of Vacancies
Material Recording and Transport Clerks	188
Client Information Workers	162
Protective Services Workers	160
Heavy Truck and Bus Drivers	110
Car, Van and Motorcycle Drivers	109
Tellers, Money Collectors and Related Clerks	106
Mobile Plant Operators	89
Shop Salespersons	79
Keyboard Operators	72
Waiters and Bartenders	54
Sheet and Structural Metal Workers, Moulders and Welders and Related Workers	52
Cooks	50
Office Secretaries	40
Building and Housekeeping Supervisors	39
Numerical Clerks	36

Source: Regional job advertisement data

Figure 5: Most Sought Occupations for Middle Skilled



Middle-skilled job demand was highest for Material Recording and Transport Clerks (188 vacancies), followed by Client Information Workers (162) and Protective Services Workers (160). Other significant roles included Heavy Truck and Bus Drivers (110) and Car, Van, and Motorcycle Drivers (109). These figures reflect ongoing demand in logistics, security, and administrative support services.

Implications:

- **Jobseekers:** Should seek specialized certifications in logistics, clerical, and security fields.
- **Training Institutions:** Must expand vocational programs for transport, security, and administrative roles.
- **Policy Makers:** Should create policies that encourage employment growth in these sectors.

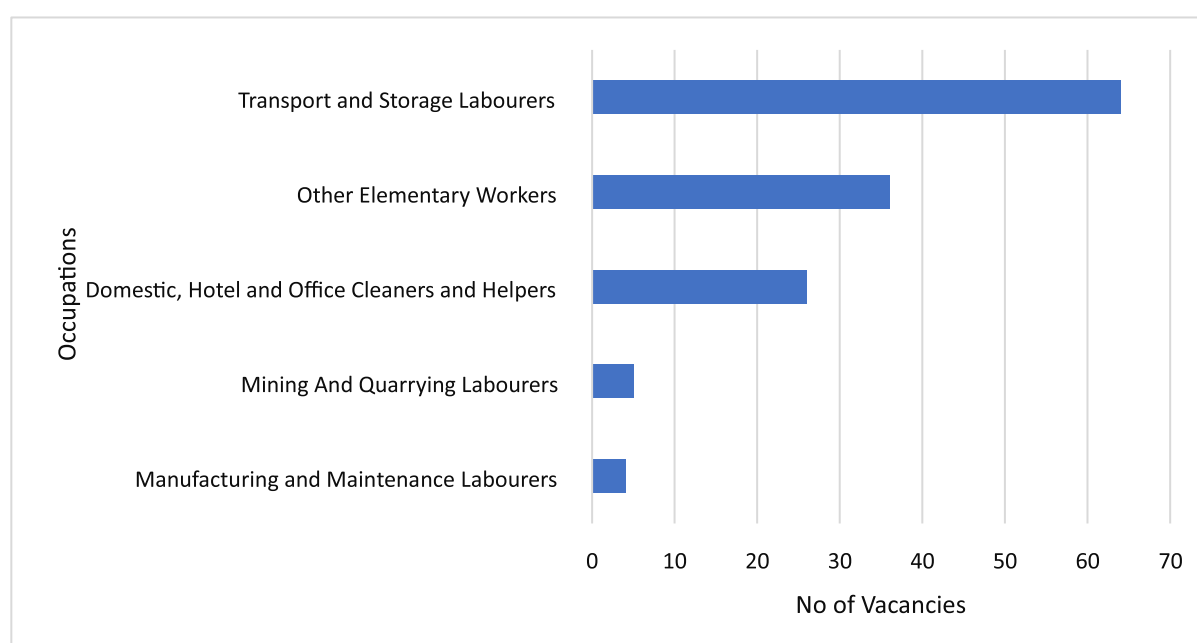
5.1.7 Most Sought Occupations for Low Skilled

Table 6: Most Sought Occupation for Low Skilled

Occupation	Number of Vacancies
Transport and Storage Labourers	64
Other Elementary Workers	36
Domestic, Hotel and Office Cleaners and Helpers	26
Mining And Quarrying Labourers	5
Manufacturing and Maintenance Labourers	4

Source: Regional job advertisement data

Figure 6: Most Sought Occupation for Low Skilled



The low-skilled job category saw the highest demand for Transport and Storage Labourers (64 vacancies), Other Elementary Workers (36), and Domestic, Hotel, and Office Cleaners and Helpers (26). Mining and Quarrying Labourers (5) and Manufacturing and Maintenance Labourers (4) had the least demand. The limited number of vacancies in this category indicates a shift toward automation and reduced reliance on low-skilled labour.

Implications:

- Jobseekers: Should consider upskilling opportunities to move into middle-skilled jobs.
- Training Institutions: Must provide short-term courses for workers to transition into higher-demand occupations.
- Policy Makers: Should implement employment programs that support low-skilled workers in adapting to evolving labour market trends.

5.2 Quarter Three Regional Outlook

5.2.1 Most Sought Occupations by Number of Vacancies

Table 7: Most Sought Occupation by Number of Vacancies

Occupation	Number of Vacancies	Proportion
Software Developers	6246	5.1
Technical and Medical Sales Professionals	5601	4.6
Accountants	5568	4.5
Sales and Marketing Managers	3861	3.1
Policy and Planning Managers	3461	2.8
Management and Organization Analysts	3438	2.8
Finance Managers	3357	2.7
Business Services Managers	2815	2.3
Systems Analysts	2670	2.2
Human Resource and Careers Professionals	2569	2.1

Source: Regional Job Advertisement Data

Figure 7: Most Sought Occupations by Number of Vacancies



The highest number of vacancies were recorded for Software Developers, Technical and Medical Sales Professionals, and Accountants. Other frequently advertised roles included Sales and Marketing Managers, Policy and Planning Managers, and Finance Managers.

These results indicate a strong demand for knowledge-intensive and analytical roles, particularly in ICT, sales, finance, and organizational planning. The prominence of such occupations suggests that employers are placing increasing value on digital skills, data-driven decision-making, and financial management. It also reflects a broader trend toward automation and digital transformation across sectors, emphasizing the importance of upskilling in tech and business-related field.

Implications

For Job Seekers

- They should focus career development on high-demand areas such as ICT, sales, accounting, and business management. There is need to develop digital, analytical, and business-related skills to align with market demand.

For Policy Makers

- Policy makers should prioritize policy support and training investments in high-growth occupations. They should Strengthen STEM and business curricula in institutions to match market needs.

5.2.2 Most Sought Occupations by Skill Level and Number of Vacancies

5.2.3 Top Occupations for Highly Skilled Workers

Table 8: Most Sought Occupations for Highly Skilled Workers

Occupation	Number of Vacancies
Software And Applications Developers and Analysts	11281
Sales, Marketing and Public Relations Professionals	10150
Finance Professionals	8365
Business Services and Administration Managers	7965
Business Administration Professionals	6723
Engineering Professionals	5751
Sales, Marketing and Development Managers	5500
Other Services Managers	4550
Sales and Purchasing Agents and Brokers	4431
Manufacturing, Mining, Drilling, Construction and Distribution Managers	4078

Source: Regional Job Advertisement Data

Figure 8: Most Sought Occupations for Highly Skilled Workers



For the highly skilled occupations, Software and Applications Developers and Analysts, Sales, Marketing and Public Relations Professionals, and Finance Professionals lead the pack.

The demand for highly skilled occupations indicates a labour market heavily reliant on specialized knowledge in ICT, finance, business management, and engineering. There is a clear signal for the need to enhance investment in higher education and professional training to produce graduates with technical, analytical, leadership, and innovation skills. The strong need for business-related professionals also points toward a growing entrepreneurial and corporate sector.

Implications

For Job Seekers

- Consider upskilling or reskilling in high-demand fields such as software development, finance, public relations, and engineering. Focus on

acquiring both technical and soft skills to remain competitive in the evolving job market.

For Policy Makers

- They should make policies that increase access to and quality of higher education and professional training.

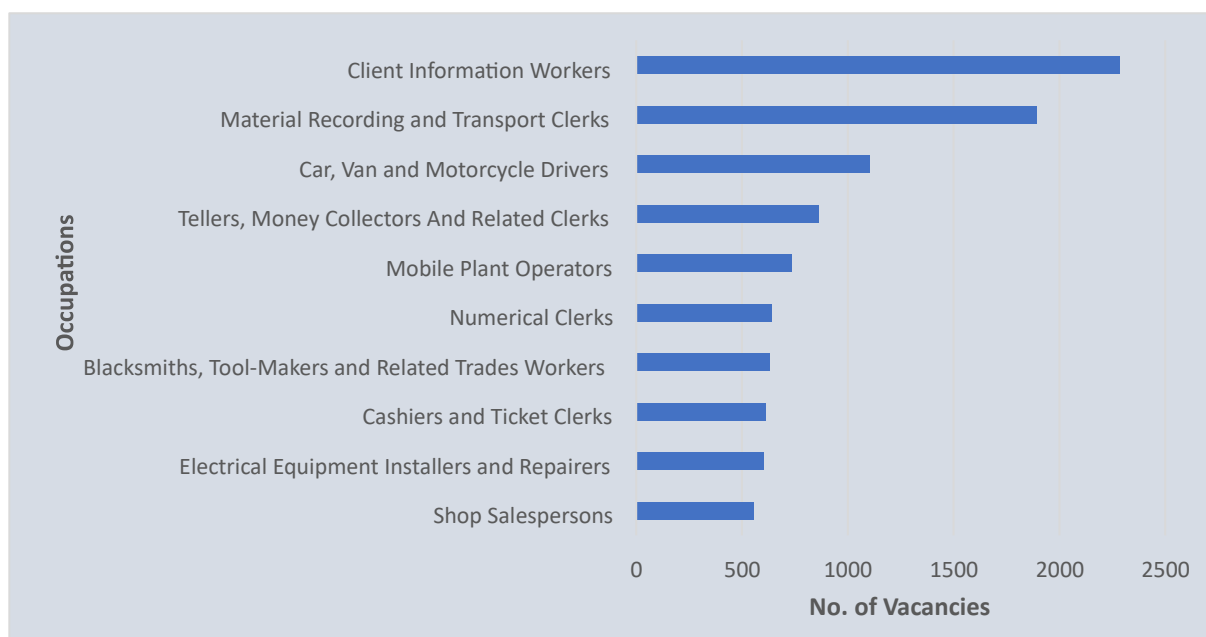
5.2.4 Top Occupations for Middle Skilled Workers

Table 9: Most sought occupations for Middle skilled workers

Occupation	Number of Vacancies
Client Information Workers	2283
Material Recording and Transport Clerks	1895
Car, Van and Motorcycle Drivers	1105
Tellers, Money Collectors and Related Clerks	861
Mobile Plant Operators	733
Numerical Clerks	640
Blacksmiths, Tool-Makers and Related Trades Workers	631
Cashiers and Ticket Clerks	611
Electrical Equipment Installers and Repairers	603
Shop Salespersons	554

Source: Regional Job Advertisement Data

Figure 9: Most Sought Occupations for Middle Skilled Workers



For middle skilled workers, client service, logistics, and clerical roles, show sustained demand. Other occupations that show notable demand include plant operators, numerical clerks, cashiers and shops salespersons. This reflects the operational backbone of service industries such as retail, transportation, and financial services. The data implies the importance of vocational education and on-the-job training to upskill workers in customer service, transportation logistics, clerical accuracy, and technical maintenance roles.

Implications For Job Seekers

- Leverage vocational training and technical certifications in logistics, clerical support, and transport.
- Build competencies in customer service, record keeping, and machinery operation.

For Policy Makers

- Expand and modernize TVET institutions to train more middle-skilled workers.
- Align vocational programs with industry demand, especially in services and logistics.

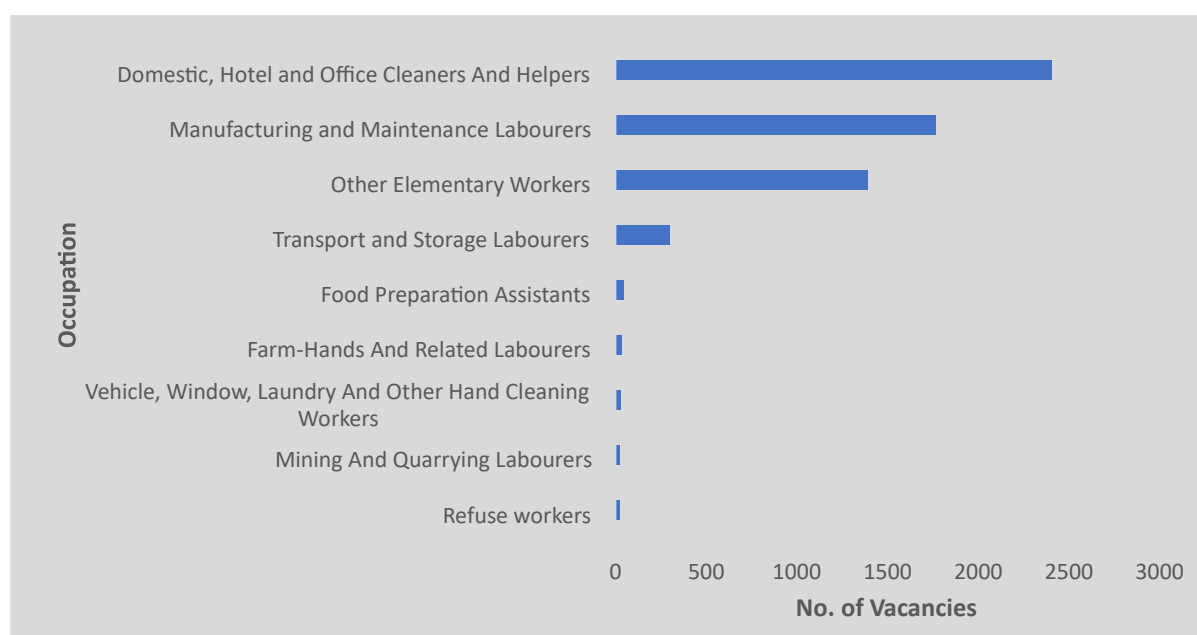
5.2.5 Top Occupations for Low Skilled Workers

Table 10: Most sought occupations for Low skilled workers

Occupation	Number of Vacancies
Domestic, Hotel and Office Cleaners and Helpers	2406
Manufacturing and Maintenance Labourers	1767
Other Elementary Workers	1394
Transport and Storage Labourers	300
Food Preparation Assistants	48
Farm-Hands and Related laborers	34
Vehicle, Window, Laundry and Other Hand Cleaning Workers	29
Mining and Quarrying Labourers	25
Refuse workers	24

Source: Regional Job Advertisement Data

Figure 10: Most Sought Occupations for Low Skilled Workers



At the low-skilled level, cleaners and maintenance labourers' account for the majority of job postings, indicating that while the economy is knowledge-intensive, there is still considerable need for essential support services. These patterns highlight the need for balanced investment in both higher education and vocational training to address gaps across all skill levels.

Implications

For Job Seekers

- Entry-level opportunities remain available, particularly in sectors such as retail, hospitality, and basic services, though they may offer limited job security.
- They should use these roles as stepping stones to gain experience while actively pursuing upskilling opportunities that can lead to more stable and better-paying jobs.

Policy Makers

- Ensure access to foundational education and training for low-skilled workers.
- Support job mobility and progression pathways from low- to middle-skill roles.

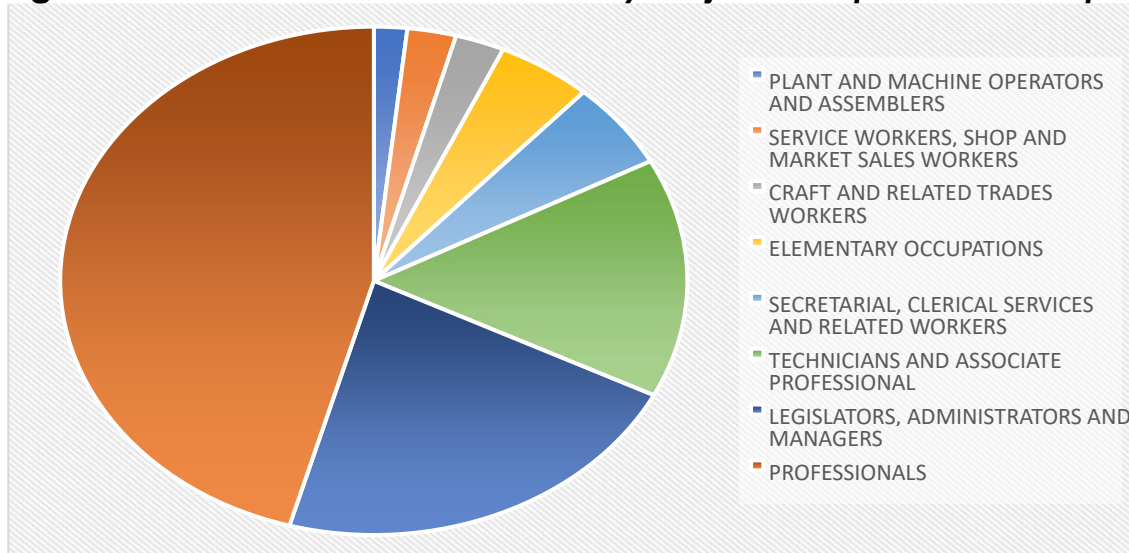
5.2.6 Job Vacancies by Major Occupational Groups

Table 11: Distribution of Vacancies by Major Occupational Groups

Major occupational groups	Number of vacancies	Proportions
Professionals	56182	45.6
Legislators, administrators and managers	26953	21.9
Technicians and Associate Professional	18744	15.2
Secretarial, Clerical Services and Related Workers	6800	5.5
Elementary Occupations	6027	4.9
Craft and Related Trades Workers	3130	2.5
Service Workers, Shop and Market Sales Workers	3099	2.5
Plant and machine operators and assemblers	2107	1.7
TOTAL	123080	100

Source: Regional Job Advertisement Data

Figure 11: Distribution of Vacancies by Major Occupational Groups



Professionals accounted for the highest proportion of vacancies at 45.6%, followed by

Legislators, Administrators and Managers (21.9%) and Technicians and Associate Professionals (15.2%). This distribution reflects a market that is heavily tilted towards intellectual and managerial roles, consistent with the growing complexity of organizational operations and the rise of the knowledge economy.

The relatively lower demand for craft workers, service workers, and machine operators may indicate automation in these fields. The concentration of demand in professional and managerial categories explains the need to prioritize higher-order skills in workforce planning and career guidance programs, while also ensuring that vocational and technical training is not overlooked.

Implications For Job Seekers

- Consider upskilling or reskilling since most opportunities are in professional and managerial roles.

Policy Makers

- Invest in advanced and technical education to support the professionalization of the workforce.

- Monitor automation trends in lower-skill areas to anticipate displacement and re-skilling needs.

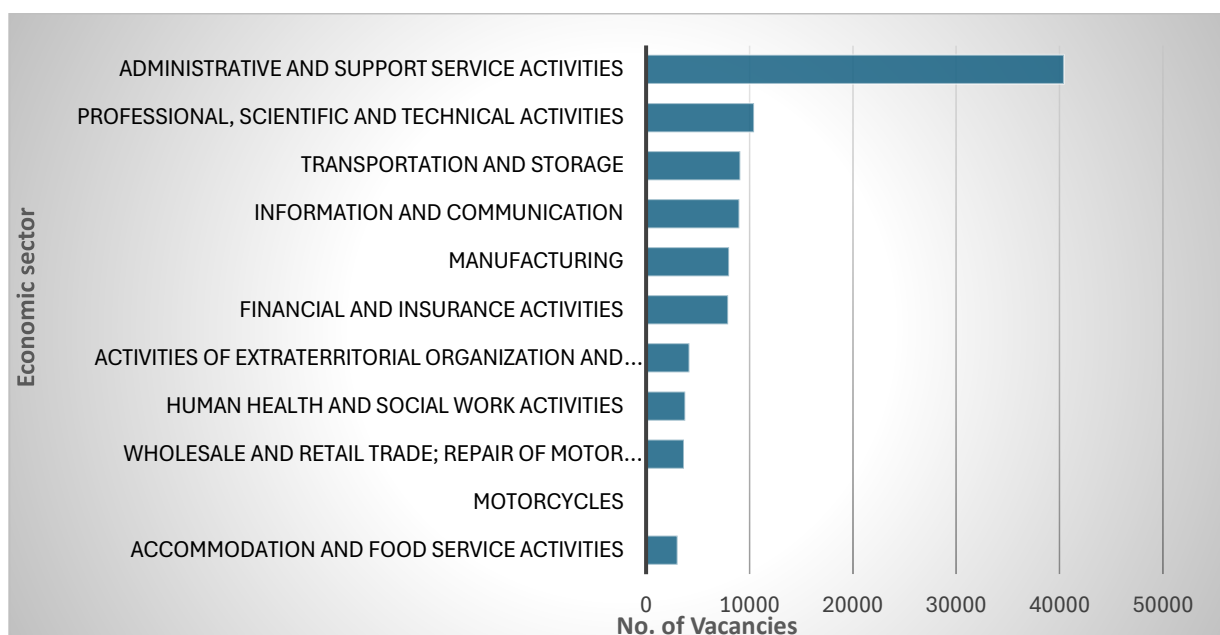
5.2.7 Job Vacancies by Economic Sector

Table 12: Top Economic Sectors by Number of Vacancies

Economic Sector	Number Of Vacancies
Administrative and Support Service Activities	40422
Professional, Scientific and Technical Activities	10434
Transportation and Storage	9125
Information and Communication	9034
Manufacturing	8030
Financial and Insurance Activities	7934
Activities Of Extraterritorial Organization and Bodies	4186
Human Health and Social Work Activities	3795
Wholesale and Retail Trade; Repair Of Motor Vehicles and Motorcycles	3677
Accommodation and Food Service Activities	3051

Source: Regional Job Advertisement Data

Figure 12: Top Economic Sector by Number of Vacancies



A sectoral breakdown shows that the highest number of job vacancies were found in Administrative and Support Service Activities, followed by Professional, Scientific and Technical Activities, and Transportation and Storage. Sectors like Information and Communication, Manufacturing, and Financial and Insurance Activities also posted high numbers of vacancies. These figures point to the significant role that service sectors, particularly outsourced and knowledge-based services, play in driving employment. The data suggests that policy makers should focus on enhancing employability in service, tech, and logistics sectors by fostering industry-specific skills and encouraging sector-aligned career pathways. Moreover, the demand across multiple sectors indicates a diversified economy, which presents opportunities for a wide range of skills and qualifications.

Implications

For Job Seekers

- Service sectors such as administrative support, professional services, ICT, finance dominate, job seekers should build sector-specific competencies and explore opportunities in emerging sectors like logistics and tech-enabled services.

Policy Makers

- Promote sector-targeted skill development strategies digital skills for ICT, regulatory knowledge for finance. Support sectoral employment growth through conducive policies and infrastructure investment.

5.3 Quarter Four Regional Outlook

5.3.1 Most Sought Occupations by Number of Vacancies

Table 13: Most Sought Occupation by Number of Vacancies

Occupation	Vacancies
Software Developers	1623
Policy and Planning Managers	1433
Accountants	1377
Management and Organization Analysts	1145
Sales and Marketing Managers	1125
Commercial Sales Representatives	837
Finance Managers	693
Human Resource and Careers Professionals	687
Systems Analysts	674
Human Resource Managers	615

Source: Regional job advertisement data

Figure 13: Most sought occupations by number of vacancies



The highest number of vacancies were recorded for Software Developers (1,623), Policy and Planning Managers (1,433), and Accountants (1,377). Other frequently advertised roles included

Management and Organization Analysts (1,145), Sales and Marketing Managers (1,125), and Commercial Sales Representatives (837). These results point to strong demand for both knowledge intensive, analytical roles and essential support services. ICT-related occupations, sales, and management roles underscore the continued growth of the digital economy, business analytics, and organizational leadership. At the same time, the prominence of cleaning and clerical support roles reflects the ongoing need for operational and service-oriented workers. 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 service-oriented roles, building competencies in **customer service, reliability, and operational efficiency** can improve 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.

5.3.2 Most Sought Occupations by Skill Level and Number of Vacancies

5.3.2.1: Top Occupations for Highly Skilled Workers

Table 14: Most Sought Occupations for Highly Skilled workers

Occupation	Vacancies
Software Developers	1623
Accountants	1377
Management and Organization Analysts	1145
Human Resource and Careers Professionals	687
Systems Analysts	674
Financial and Investment Advisers	545
Advertising and Marketing Professionals	415
Web and Multimedia Developers	413
Database Designers and Administrators	333
Press Liaison officer	316

Source: Regional job advertisement data

Figure 14: Most sought occupations for Highly Skilled Workers



For the highly skilled occupations, Software Developers (1,623 vacancies), Accountants (1,377 vacancies), and Management and Organization Analysts (1,145 vacancies) recorded the highest number of vacancies. Other frequently advertised roles included Human Resource and Careers Professionals (687 vacancies) and Systems Analysts (674 vacancies). The demand for highly skilled occupations reflects a labour market driven by specialized expertise in ICT, finance, 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 presence of creative and communication oriented roles such as Advertising and Marketing Professionals (415 vacancies) and Press Liaison Officers (316 vacancies) also highlights the importance of brand positioning and stakeholder engagement in today's competitive business environment.

Implications For Job Seekers

- Upskill or reskill in areas such as ICT, finance, 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.

5.3.2.2: Top Occupations for Middle Skilled Workers

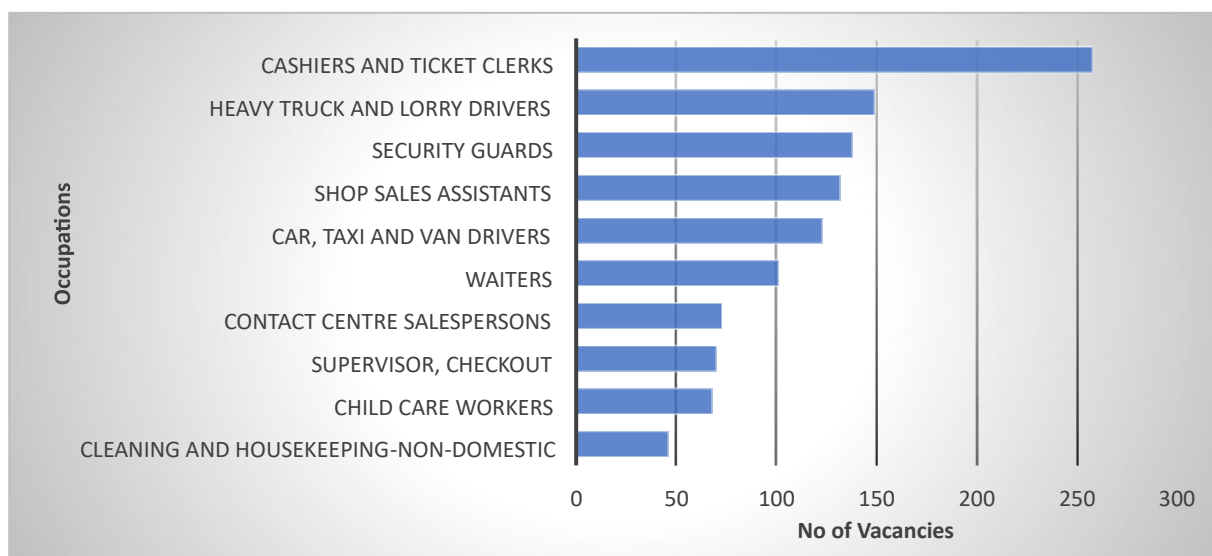
Table 15: Most sought occupations for Middle Skilled Workers

Occupation	Vacancies
Cashiers and Ticket Clerks	258
Heavy Truck and Lorry Drivers	149

Occupation	Vacancies
Security Guards	138
Shop Sales Assistants	132
Car, Taxi and Van Drivers	123
Waiters	101
Contact Centre Salespersons	73
Supervisor, checkout	70
Child Care Workers	68
Cleaning and Housekeeping-Non-Domestic	46

Source: Regional job advertisement data

Figure 15: Most sought occupations for Middle Skilled Workers



For middle-skilled workers, the most in-demand occupations are in customer-facing services, transport, and logistics. Cashiers and Ticket Clerks (258 vacancies), Heavy Truck and Lorry Drivers (149 vacancies), and Security Guards (138 vacancies) were the most in-demand roles.

Implications For Job Seekers

- Pursue vocational training or technical certifications in transport, logistics, and plant operation.

- Strengthen soft skills such as customer service, time management, and problem-solving to excel in client-facing roles.

For Policy Makers

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

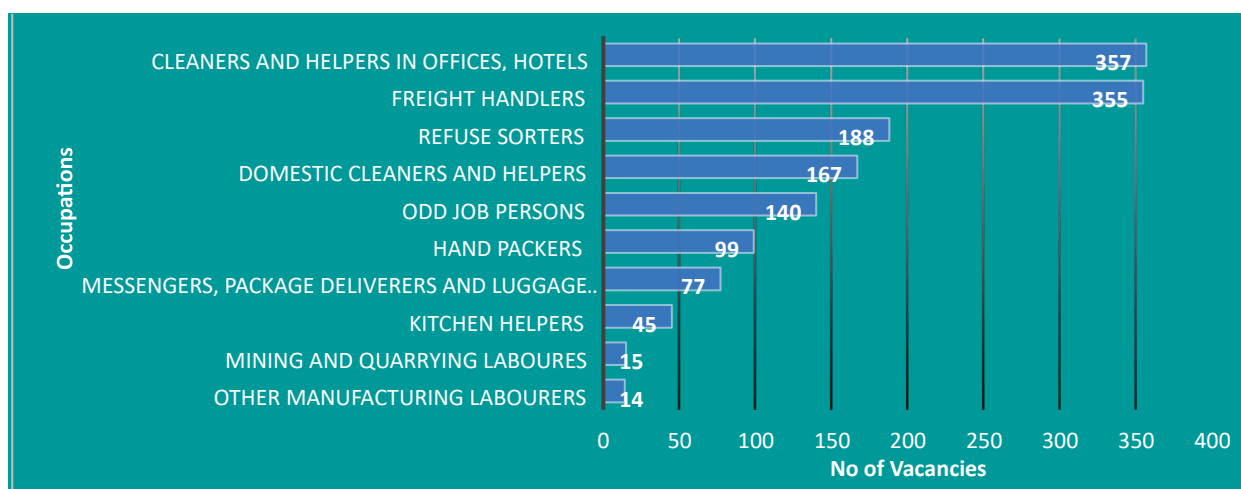
5.3.2.3: Top Occupations for Low Skilled Workers

Table 16: Most sought occupations for Low Skilled Workers

Occupation	Vacancies
Cleaners and Helpers in Offices, Hotels	357
Freight Handlers	355
Refuse Sorters	188
Domestic Cleaners and Helpers	167
Odd Job Persons	140
Hand Packers	99
Messengers, Package Deliverers and Luggage Porters	77
Kitchen Helpers	45
Mining and Quarrying Labourers	15
Other Manufacturing Labourers	14

Source: Regional job advertisement data

Figure 16: Most sought occupations for Low skilled workers



At the low-skilled level, the largest share of vacancies is concentrated in cleaning and maintenance related roles, with Cleaners and Helpers in Offices, Hotels, and Other Establishments accounting for 357 openings. Freight handlers (355 vacancies) and Refuse Sorters (188 vacancies) also rank high, underscoring the continued reliance on manual labour in logistics, manufacturing, and service industries. Other notable roles include Domestic Cleaners and Helpers (167 vacancies), Odd job persons (140 vacancies) and Hand Packers (99 vacancies). 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.

5.3.3 Job Vacancies by Major Occupational Groups

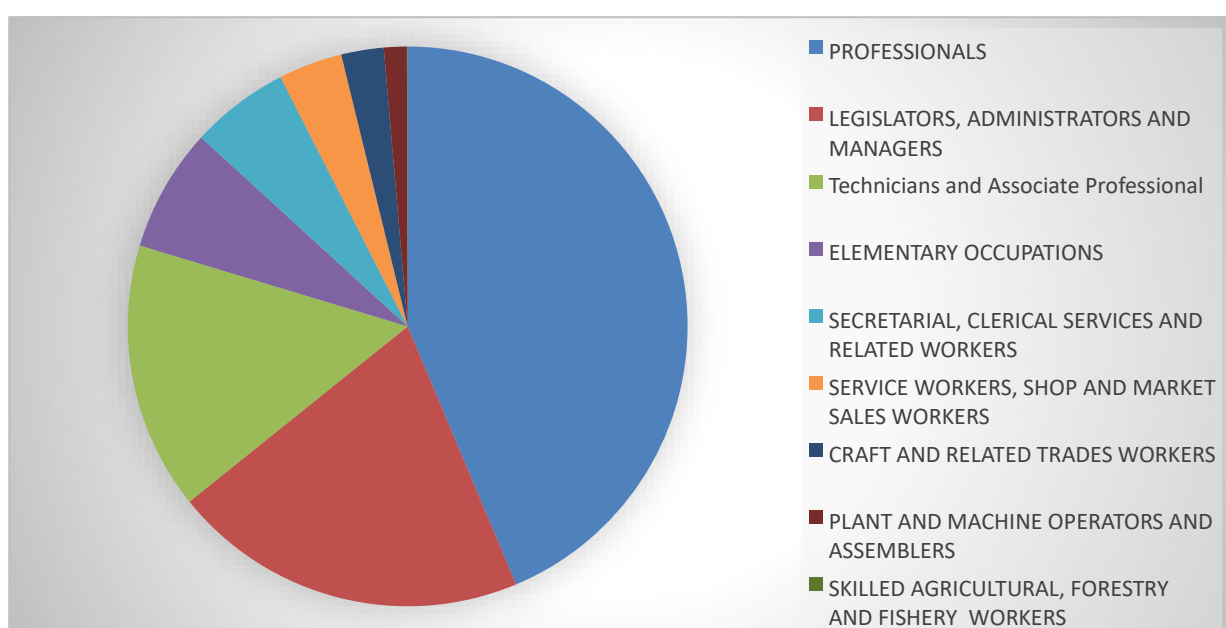
Table 17: Distribution of Vacancies by Major occupational groups

Major Occupational Group	Vacancies	Proportion
Professionals	12703	43.67
Legislators, Administrators and Managers	5981	20.56
Technicians and Associate Professional	4491	15.44
Elementary Occupations	2072	7.12

Major Occupational Group	Vacancies	Proportion
Secretarial, Clerical Services and Related Workers	1659	5.70
Service Workers, Shop and Market Sales Workers	1074	3.69
Craft and Related Trades Workers	713	2.45
Plant and Machine Operators and Assemblers	384	1.32
Skilled Agricultural, Forestry and Fishery Workers	13	0.04

Source: Regional job advertisement data

Figure 17: Distribution of vacancies by major occupational groups



Based on the data, Professionals recorded the highest number of vacancies at 12,703, followed by Legislators, Administrators and Managers at 5,981, and Technicians and Associate Professionals at 4,491. Elementary Occupations had 2,072 vacancies. Secretarial, Clerical Services and Related Workers had 1,659 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.

5.3.4 Job Vacancies by Economic Sector

Table 18: Top Economic Sectors by Number of Vacancies

Economic Sector	Vacancies
Administrative and support service activities	6250
Activities of extraterritorial organizations and bodies	3284
Professional, scientific and technical activities	3198
Financial and insurance activities	2699
Information and communication	2256
Transportation and storage	2094
Manufacturing	2013
Human health and social work activities	1478
Wholesale and retail trade; repair of motor vehicles and motorcycles	1163

Economic Sector	Vacancies
Mining and quarrying	846

Source: Regional job advertisement data

Figure 18: Top economic sector by number of vacancies



A sectoral breakdown reveals that the largest share of job vacancies was in Administrative and Support Service Activities with 6,250 vacancies, followed by Activities of Extraterritorial Organizations and Bodies with 3,284 vacancies, and Professional, Scientific and Technical Activities with 3,198 vacancies. Other sectors with significant postings include Financial and Insurance Activities (2,699 vacancies), Information and Communication (2,256 vacancies), and Transportation and Storage (2,094 vacancies). This distribution highlights the strong presence of both international institutions and service-oriented industries 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, international organizations, finance, ICT, and logistics.
- 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 remain competitive.

6. CONCLUSION

The African labour market is evolving, with demand shifting towards high-skill occupations, particularly in business management, finance, ICT, and healthcare. The data highlights the crucial role of education and training in equipping the workforce with necessary skills for regional mobility. While government hiring remains a key driver in many African countries, there is a need for increased private-sector participation to create a balanced labour market. Addressing skills gaps through targeted policies and training initiatives will be essential in fostering inclusive economic growth and maximizing employment opportunities across the continent.

7. RECOMMENDATION

Sector-Specific Policies: Develop and implement targeted policies that promote investment in high-growth sectors, particularly ICT, healthcare, finance, and professional services, to sustain demand for skilled labour.

Skills Alignment: Enhance vocational training and technical education programs to align curricula with the immediate needs of middle-skilled and low-skilled occupations such as logistics, construction, and basic services.

Promote Private Sector Employment: Introduce incentives for private sector businesses to increase hiring, particularly for entry-level and newly graduated professionals.

Data-Driven Workforce Planning: Leverage continuous labour market data collection and analysis to inform education and career guidance, ensuring job seekers are aware of current and emerging opportunities.

Regional Collaboration: Strengthen regional initiatives for skills recognition and labour mobility to enable workers to take advantage of job opportunities across African countries

8. ANNEXES

8.1 ANNEX I. Quarter Two Most Sought Occupations for highly skilled by the number of vacancies.

Occupations	Number of Vacancies
Business Services and Administration Managers	2759
Business Administration Professionals	1585
Finance Professionals	1311
Sales and Purchasing Agents And Brokers	781
Managing Directors and Chief Executives	763
Senior Officials of Special Interest Organizations	735
National and County Government Officials.	661
Sales, Marketing and Development Managers	631
Sales, Marketing and Public Relations Professionals	616
Manufacturing, Mining, Drilling, Construction and Distribution Manager	606
Information and Communications Technology Operations and User Support Technicians	437
Engineering Professionals (Excluding Electro technology)	407
Administrative And Specialized Secretaries	385
Social and Religious Professionals	381
Other Teaching Professionals	341
Software And Applications Developers And Analysts	334
Physical and Engineering Science Technicians	329
Agriculturalists, Environmentalists and Related Professionals	256
Artistic, Cultural and Culinary Associate Professionals	241
Medical Doctors	232
Other Services Managers	210
Financial and Mathematical associate professionals	181
Mathematicians, Actuaries and Statisticians	173
Nursing and Midwifery Professionals	171
Mining, Manufacturing and Construction Supervisors	164
Professional Services Managers	163

Occupations	Number of Vacancies
Nursing and Midwifery Associate Professionals	146
Authors, Journalists and Linguists	143
Database and Network Professionals	136
Business Services Agents	124
Legal Professionals	119
Information and Communications Technology Services Manager	118
Legal, Social And Religious Associate Professionals	114
Information Communication Technology Security Professionals	108
Electro-Technology Engineers	81
Vocational Education and Training Teachers	69
Other Health Professionals	61
Other Health Associate Professionals	59
Primary School And Early Childhood Development Teachers	57
Clinical Practitioners	56
University and College Lecturers	51
Occupational Safety and Health Professionals	48
Physical and Earth Science Professionals	47
Life Science Technicians and Related Associate Professionals	46
Pharmaceutical Professionals	46
Process Control Technicians	44
Agriculture, Forestry, Fisheries and Production Managers	43
Artificial Intelligence and Cloud Computing Professionals	42
Architects, Surveyors, Planners and Cartographers	39
Legislative and Constitutional Officials	35
Medical and Pharmaceutical Technicians	31
Librarians, Archivists and Curators	29
Regulatory Government Associate Professionals	28
Secondary Education Teachers	21
Creative and Performing Artists	20
Telecommunications and Broadcasting Technicians	19

Occupations	Number of Vacancies
Hotel and Hospitality Managers	15
Ship and Aircraft Controllers and Technicians	15
Veterinarians	13
Sports And Fitness Workers	10
Life Science Professionals	10
Other Administrative and Commercial Managers	9
Dental Professionals	8
Micro and Small Enterprise Managers	4
Traditional and Complementary Medicine Professionals	3

8.2 ANNEX II. Quarter Three Most Sought Occupations for Highly Skilled by the Number of Vacancies

Occupations	Number of vacancies
Software And Applications Developers And Analysts	11281
Sales, Marketing and Public Relations Professionals	10150
Finance Professionals	8365
Business Services and Administration Managers	7965
Business Administration Professionals	6723
Engineering Professionals (Excluding Electro technology)	5751
Sales, Marketing and Development Managers	5500
Other Services Managers	4550
Sales and Purchasing Agents and Brokers	4431
Manufacturing, Mining, Drilling, Construction and Distribution Manager	4078
Physical and Engineering Science Technicians	3448
Administrative And Specialized Secretaries	3117
Electro-Technology Engineers	2232
Managing Directors and Chief Executives	2196
Information and Communications Technology Operations and User Support Technicians	1700
Artificial Intelligence and Cloud Computing Professionals	1296
Mining, Manufacturing and Construction Supervisors	1286
Database and Network Professionals	1231
Financial and Mathematical associate professionals	1155
Business Services Agents	1104
Authors, Journalists and Linguists	1036
Creative and Performing Artists	926
Information and Communications Technology Services Manager	864
Artistic, Cultural and Culinary Associate Professionals	724
Nursing and Midwifery Professionals	634
Legal Professionals	611

Occupations	Number of vacancies
Other Teaching Professionals	580
Hotel and Hospitality Managers	553
Architects, Surveyors, Planners and Cartographers	548
Information Communication Technology Security Professionals	537
Occupational Safety and Health Professionals	500
Social and Religious Professionals	438
Mathematicians, Actuaries and Statisticians	425
Process Control Technicians	399
University and College Lecturers	398
Agriculturalists, Environmentalists and Related Professionals	387
Regulatory Government Associate Professionals	368
Pharmaceutical Professionals	354
Professional Services Managers	347
Medical Doctors	346
Agriculture, Forestry, Fisheries and Production Managers	318
Primary School and Early Childhood Development Teachers	310
Micro and Small Enterprise Managers	283
Physical and Earth Science Professionals	273
Secondary Education Teachers	269
Other Health Associate Professionals	253
Other Health Professionals	200
Telecommunications and Broadcasting Technicians	194
Life Science Technicians and Related Associate Professionals	182
National and County Government Officials.	179
Librarians, Archivists and Curators	131
Medical and Pharmaceutical Technicians	125
Ship and Aircraft Controllers and Technicians	121
Sports And Fitness Workers	90
Senior Officials of Special Interest Organizations	72
Life Science Professionals	71

Occupations	Number of vacancies
Clinical Practitioners	59
Dental Professionals	56
Vocational Education and Training Teachers	50
Other Administrative and Commercial Managers	50
Legal, Social and Religious Associate Professionals	39
Veterinarians	14
Veterinary Technicians and Assistants	2
Personal Care Workers in Health Services	2
Traditional and Complementary Medicine Associate Professionals	2
Total	101879

8.3 ANNEX III: Quarter four Most sought occupations by the Number of Vacancies

Occupations	No of Vacancies
Software Developers	1623
Policy and Planning Managers	1433
Accountants	1377
Management and Organization Analysts	1145
Sales and Marketing Managers	1125
Commercial Sales Representatives	837
Finance Managers	693
Human Resource and Careers Professionals	687
Systems Analysts	674
Human Resource Managers	615
Financial and Investment Advisers	545
Advertising and Marketing Professionals	415
Web and Multimedia Developers	413
Office Supervisors	387
Cleaners and Helpers in Offices, Hotels and Other Establishments	357
Freight Handlers	355
Bank Tellers and Related Clerks	349
Administrative and Executive Secretaries	342
Transport, Storage and Distribution Managers	341
Database Designers and Administrators	333
Press Liaison officer	316
Information and Communication Technology Services Managers	307
Civil Engineers	261
Cashiers and Ticket Clerks	258
Authors and Related Writers	253
Information and Communications Technology Sales Professionals	250
Stock Clerks	245
Electrical Engineering Technicians	236
Mechanical Engineers and Technologists	223
Buyers	218
Technical and Medical Sales Professionals (Excluding ICT)	211
Software Auditors	205
Mathematicians, Actuaries and Statisticians	201
Industrial and Production Engineers and Related Technologist	192
Construction Supervisors	192
Refuse Sorters	188
Mining and Drilling Engineers, Metallurgists and Related Technologists	187
Electrical Engineers	173
Domestic Cleaners and Helpers	167

Information and Communication Technology User Support Technicians	166
Manager Health Care Services	166
Electronics Engineers	157
Clerk, air transport operations	150
Construction and Utilities Managers	150
Manufacturing Supervisors	150
Heavy Truck and Lorry Drivers	149
Database and Network Security Professionals	146
Mechanical Engineering Technicians	143
Sculptor	140
Odd Job Persons	140
Hotel Managers	139
Security Guards	138
Receptionists (General)	138
Shop Sales Assistants	132
Environmentalists and Related Professionals	131
Telecommunications Engineers	128
Building and Related Electricians	128
Managing Directors and Chief Executives	128
Travel Consultants and Clerks	126
Training and Staff Development Professionals	125
Car, Taxi and Van Drivers	123
Handicraft Workers In Textile, Leather and Related Materials	123
Education Methods Specialists	121
Journalists	119
General Office Clerks	119
Electronics Engineering Technicians	116
Software Security Professionals	115
Occupational Safety and Health Professionals	114
Pulp and Paper Process Control Technicians	112
University and College Lecturers	109
Public Relations and Advertising Managers	102
Waiters	101
Hand Packers	99
Real Estate and Travel Agency Managers	98
Pharmaceutical Professionals	97
Micro and Small Enterprise Managers	94
Lawyers	93
Librarians and Related Information Professionals	89
Economists	87
Accounting and Book Keeping Clerks	86

Information and Communications Technology Operations Technicians	83
Civil Engineering Technicians	82
Financial Analysts	82
Chefs	81
Fitness And Recreation Instructors and Programme Leaders	80
National Government Administrators	79
Agricultural Managers	78
Messengers, Package Deliverers and Luggage Porters	77
Computer Network Professionals	76
Draughts Persons	75
Chairperson and Members of Constitutional Offices and Commissions	75
Contact Centre Salespersons	73
Systems Administrators	72
Supervisor, checkout	70
Statistical, Finance and Insurance Clerks	70
Child Care Workers	68
Trade Brokers	68
Welders and Flame Cutters	68
Agricultural and Industrial Machinery Mechanics and Repairers	67
Nurse, General	67
Cloud Computing Professionals	65
Other Physical and Engineering Science Technicians	65
Accounting Associate Professionals	65
Contact Centre Information Clerks	64
General Medical Practitioners	62
Data Entry Clerks	61
Real Estate Agents and Property Agents	61
Conference and Event Planners	61
Environmental and Occupational Health Inspectors and Associates	55
Sheet Metal Workers	54
Manufacturing Managers	54
Other Process Control Technicians	54
Research Planning and Development Managers	53
Agricultural Technicians	52
Agriculturalists and Related Professionals	51
Machine Learning Engineer	50
Office Secretaries	50
Mining and Metallurgical Technicians	49
Interpreter	47
Motor Vehicle and Motor Cycle Mechanics Repairers	47
Architects and Town Planners	47

Specialist Medical Practitioners	47
Personnel Clerks	46
Cleaning and Housekeeping-Non-Domestic	46
Mining and Drilling Managers	45
Kitchen Helpers	45
Senior Officials of Special Interest Organizations	43
Life Science Technicians (Excluding Medical)	42
Clinical Officer	42
Theatre and Media Production Managers	41
Recreational/Cultural and Sporting Establishment Managers	41
Physiotherapists	41
Pharmaceutical Technicians and Assistants	41
Beauticians and Related Workers	41
Mining and Drilling Supervisors	41
Chemical and Physical Science Technicians	40
County Government Administrators	40
Other Language Teachers	39
Hotel Receptionists	39
Secondary Education Teachers	37
Survey and Market Research Interviewers	36
Primary School Teachers	36
Other Engineering Professionals	36
Web Technicians	36
Securities and Finance Dealers and Brokers	36
Restaurant Managers	35
Debt Collectors and Related Workers	35
Policy Administration Professionals	34
Earthmoving and Related Plant Operators	34
Electrical Machinery and Equipment, Mechanics and Fitters	32
Insurance Representatives	32
Chemical Engineers and Technologists	29
Computer Network Systems Technicians	28
Other Artistic and Cultural Associate Professionals	28
Chemical Processing Plant Controllers	27
Sociologists, Anthropologists and Related Professionals	27
Broadcasting and audio-visual technicians	27
Surveyors and Cartographers	27
Carpenters and Joiners	26
Aircraft Pilots and Related Associate Professionals	25
Government Tax And Excise Officials	24
Spray Painters and Varnishers	23
Information Communication Technology Trainers	23
Printers	22

Biologist, Botanist, Zoologists and Related Professionals	22
Crane, Hoist and Related Plant Operators	22
Psychologists	22
Specialist Nurses	21
Social Work and Counselling Professionals	21
Prison Guards	20
Riggers and Cable Splicers	20
Health Care Assistants	19
Aircraft Engine Mechanics and Repairers	18
Lifting Truck Operators	18
Payroll Clerks	18
Government Licensing Officials	18
Chemical Engineering Technicians	17
Other Clerical Workers	16
Domestic Housekeepers	16
Internet of Things (IOT) Professional	16
Interior Designers and Decorators	16
Credit and Loans Officers	16
Solid Waste and Water Treatment Plant Operators	16
Employment Agents and Contractors	16
Geologist and Geophysicists	16
Mining and Quarrying Labourers	15
Early Childhood Development Teachers	15
Information and Communications Technology Installers and Servicers	15
Food and Related Products Machine Operators	14
Social Work Associate Professionals	14
Other Manufacturing Labourers	14
Hairdressers	13
Dieticians and Nutritionists	13
Field Crop and Vegetable Growers	13
Floor Layers and Tile Setters	12
Agent, literary	12
Medical Records and Health Information Technicians	12
Medical Assistants	12
Police Officers	11
Shopkeepers	11
Toolmakers and Related Workers	11
Fashion and Other Models	11
Metal Working Machine Tool Setters and Operators	11
Other Arts Teachers	11
Bio-Medical Engineering Professionals	10
Demonstrator, sales	10

Telecommunications Engineering Technicians	10
Structural Metal Preparers and Erectors	10
Government Social Benefits Officials	10
Pre-Press Technicians	10
Valuers and Loss Assessors	10
Sweepers and Related Labourers	9
Statistical, Mathematical and Related Associate Professionals	9
Other Stationary Plant and Machine Operators	9
Service Station Attendants	9
Archivists and Curators	8
Physiotherapy Technicians and Assistants	8
Door-to-door Salespersons	8
Medical and Dental Prosthetic Technicians	8
Chemical Products Plant and Machine Operators	7
Meteorologists	7
Other Teaching Professionals	7
Legislators and Constitutional Officials	6
Home-Based Personal Care Workers	6
Medical Imaging and Therapeutic Equipment Technicians	6
Plumbers and Pipe Fitters	6
Attendant, bar: food service	5
Applications Programmers	5
Electronics Mechanics and Servicers	4
Civil Engineering Labourers	4
Other Music Teachers	4
Professionals	4
Library, Mail and Related Clerks	4
Film, Stage and Related Directors and Producers	4
Typists and Word Processing Operators	4
Dispensing Opticians	4
Sports Coaches, Instructors and Officials	3
Other Government Regulatory Associate Professionals	3
Painters and Related Workers	3
Mechanical Machinery Assemblers	3
Clearing and Forwarding Agents	3
Miners, Drillers and Quarries	3
Nursing Associate Professionals	3
Car Sales and Hire Assistants	3
Herbalist	3
Packing, Bottling and Labelling Machine Operators	2
Special Needs Teachers	2
Other Protective Service Workers	2
Legal Secretaries	2

Aide, pre-school	2
Dental Professionals	2
Production Clerks	2
Customs and Border Officials	1
Other Client Information Workers	1
Dental Assistants and Therapists	1
Other Handicraft Workers	1
Music Composer	1
Medical Secretaries	1
Travel Guides	1
Garment and Related Patternmakers And Cutters	1
Product Graders and Testers (Excluding Foods and Beverages)	1



OUR CONTACT INFORMATION

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