


SKILLS AND OCCUPATIONS OUTLOOK IN KENYA

Directorate of Labour Market Research and Analysis
State Department for Labour and skills Development.


Labour Market Observatory 2024

OBJECTIVES

- Support career guidance
 - Promote employability
 - Facilitate workforce development and educational planning
 - Inform policy development that improves labour market outcomes.
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OUTLINE

The indicators are grouped as:

- Popular occupations
 - By Level of education
 - By Major occupational groups
 - By sector
 - Growing/In Demand and declining occupations
 - Key Employability skills
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POPULAR OCCUPATIONS/JOBS

Source: Labour Force Survey 2020

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With university education, there's high likelihood to secure professional jobs

MOST POPULAR OCCUPATIONS AMONG YOUTH WITH UNIVERSITY EDUCATION

- Lawyers
- Health Professionals (Including Doctors, Nurses, And Related Occupations)
- Business Service Agents (Such As Business Consultants And Advisors)
- Authors, Journalists, And Related Professionals
- Insurance Brokers And Agents
- Nursing And Midwifery Professionals
- Primary Education Teachers
- Accountants, Auditors, And Tax Assessors
- Computing Professionals (Such As Software Developers And It Specialists)
- Secondary And Technical Institute Teachers

MOST POPULAR OCCUPATIONS AMONG YOUTH WITH COLLEGE EDUCATION

- Machinery Mechanics and Fitters
- Protective Service Workers (including police officers and security personnel)
- Cooks and Other Catering Service Workers
- Hairdressers, Barbers, and Beauticians
- Pre-primary Education Teachers
- Nursing and Midwifery Professionals
- Shop Assistants and Demonstrators

Youth with college education are likely to be employed in service and technical jobs

What are the most popular jobs for Professionals and how do they compare by gender?

Five most popular professionals jobs for males

- Computing Professionals
- Health Professionals
- Nursing and Mid-wifely Professionals
- Mechanical Engineers
- Other Teaching Professionals

Five most popular professionals jobs for females

- Nursing and Mid-wifely Professionals
- Secondary and Technical Institute Teachers and Instructors
- Accountants Auditors and Tax Assessors
- Agriculturalists and Related Professionals
- Health Professionals

What are the most popular jobs for Technicians (Middle skilled workers) and how do they compare by gender?

Five most popular technician jobs for males

- Non-ordained Religion Assistants
- Civil Engineering and Related Technicians
- Business Service Agents
- Business and Public Service Middle Level Personnel
- Primary Education Teachers

Five most popular technician jobs for females

- Primary Education Teachers
- Insurance Brokers and Agents
- Pre-primary Education Teachers
- Pharmaceutical Officers
- Real Estate Agents

What are the most popular jobs for clerical workers and how do they compare by gender?

Five most popular clerk jobs for males

- Information Clerks
- Cashiers Tellers and Related Clerks
- Library Mail and Related Clerks
- Material Recording and Transport Clerks
- General Office Clerks

Five most popular clerk jobs for females

- Cashiers Tellers and Related Clerks
- Information Clerks
- General Office Clerks
- Secretaries Stenographers and Typists
- Other Client Oriented Clerks

What are the most popular jobs for service and sales workers and how do they compare by gender?

Five most popular service and sales jobs for males

- Transport Conductors
- Protective Service Workers
- Shop Assistants and Demonstrators
- Waiters and Bartenders
- Hairdressers, Barbers, Beauticians and Related Workers

Five most popular service and sales jobs for females

- Cooks and Other Catering Service Workers
- Shop Assistants and Demonstrators
- Hairdressers Barbers Beauticians and Related Workers
- Waiters Bartenders
- House Stewards and Housekeepers

What are the most popular jobs for Agricultural workers and how do they compare by gender?

Five most popular agricultural jobs for males

- Field Crop Vegetable and Horticultural Farm Worker
- Crop and Animal Producers
- Poultry Dairy and Livestock Producers
- Subsistence Agricultural and Fishery Workers
- Fishery Workers

Five most popular agricultural jobs for females

- Field Crop Vegetable and Horticultural Farm Workers
- Crop and Animal Producers
- Subsistence Agricultural and Fishery Workers
- Poultry Dairy and Livestock Producers
- Forestry and Related Workers

What are the most popular jobs for Craft (Semi skilled) workers and how do they compare by gender?

Five most popular craft jobs for males

- Building Trades Workers
- Machinery Mechanics and Fitters
- Butchers Fishmongers and Related Food Preparers
- Metal Molders Welders Structural-metal Preparers and Related Trades Workers
- Tailors Dressmakers and Related Workers

Five most popular craft jobs for females

- Tailors Dressmakers and Related Workers
- Handicraft Workers
- Machinery Mechanics and Fitters
- Building Trades Workers
- Butchers Fishmongers and Related Food Preparers

What are the most popular jobs for Plant and Machine operator workers and how do they compare by gender?

Five most popular plant and machine operators occupations for males

- Motor Vehicle Drivers
- Machine -Tool and Other Metal-Working Machine Operators
- Agricultural and Materials _ Handling Machinery
- Paper products machine operators
- Grain and Spice-milling Machine Operators

Five most popular plant and machine operators occupations for females

- Motor Vehicle Drivers
- Textile and Leather Products Assemblers
- Crushing grinding and chemical mixing machine Operators
- Fruit Vegetable and Nut Processing Machine
- Well Drillers and Borers

What are the most popular jobs for Manual workers and how do they compare by gender?

Five most popular manual jobs for males

- Farm- Hand and Related Labourers
- Construction and Maintenance Labourers
- Street Venders and Related Workers
- Cleaners Launderers and Domestic Workers
- Messengers Porters Watchmen and Related Workers

Five most popular manual jobs for females

- Farm- Hand and Related Labourers
- Street Venders and Related Workers
- Cleaners Launderers and Domestic Workers
- Construction and Maintenance Labourers
- Manufacturing Labourers

MOST POPULAR OCCUPATIONS BY INDUSTRY

Source: Employer Skills and Occupations Survey 2022

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Most popular occupations by Industry

AGRICULTURE

- Field, crop, vegetable and Horticultural farm workers
- Agricultural and materials handling machinery
- Agriculturalists and related professionals

MANUFACTURING

- Metal moulders welders structural – metal preparers and related trade workers
- Electrical engineering technicians
- Mechanical engineering and related technicians

CONSTRUCTION

- Civil engineers
- Building trades workers
- Civil engineering and related technicians

TRADE SERVICES

- Shop assistants and demonstrators
- Business service agents
- Information clerks

TRANSPORT AND STORAGE

- Motor vehicle drivers
- Material recording and transport clerks
- Business service agents

Most popular occupations by Industry

ACCOMODATION AND FOOD SERVICES

- Waiters bartenders
- Cooks and other catering service workers
- House stewards and house keepers

FINANCIAL AND INSURANCE ACTIVITIES

- Cashiers, tellers and related clerks
- Insurance brokers and agents
- Business service agents

EDUCATION SECTOR

- Primary Education Teachers
- Secondary and Technical Institute Teachers and Instructors
- Pre-primary Education Teachers

REAL ESTATE ACTIVITIES

- Real estate agents
- Business service agents
- Buyers, appraisers, auctioneers

INFORMATION AND COMMUNICATION

- Authors and Journalists
- Electronic and Tele communications Engineering Technicians
- Electrical Electronics and Tele communications Engineers

HUMAN HEALTH AND SOCIAL WORK

- Medical Doctors
- Clinical Officers
- Nursing and Midwifery Professionals

EMPLOYABILITY/ IN DEMAND SKILLS

Source:

- Quarterly Labour market Indicators report on Employability Skills in Manufacturing and Agriculture sectors 2023-2024
- Employer Skills and Occupations Survey

Most sought skills by Employers in agricultural sector 2023-2024

October-December, 2023

- Core agricultural skills
- Sales and marketing skills
- Secretarial and clerical skills
- Engineering Skills
- Bio-technology skills

January- March, 2024

- Core agricultural skills
- Managerial; and leadership skills
- Sales and marketing skills
- Numerical and financial skills
- IT skills

April-June, 2024

- Core agricultural skills
- Sales and marketing skills
- Numerical and finance skills
- Engineering and IT skills
- Transport and logistics skills

Most sought skills by employers in Manufacturing Sector 2023-2024

October-December, 2023

- Sales and Marketing skills
- Engineering Skills
- Managerial and leadership skills
- Machinery Operation skills
- Numerical and Financial skills

January- March, 2024

- Sales and Marketing skills
- Numerical and financial skills
- Managerial and Leadership skills
- IT skills
- Engineering skills

April-June, 2024

- Sales and Marketing skills
- Engineering and IT skills
- Numerical and Finance skills
- Managerial and Leadership skills
- Clerical and secretarial skills

Key Employable Skills For Professionals & Middle Level skilled workers

PROFESSIONALS

- Communication skills
- Work ethics/ Attitude towards the job
- Customer Handling skills
- Reading and understanding instructions, guidelines and
- Managerial and planning skills
- Team work skills
- Writing Instructions, guidelines, manuals or reports
- Basic technical skills specific to the job
- Ability to work independently, self management
- Problem solving skills (context specific)

MIDDLE-LEVEL SKILLED WORKERS (TECHNICIANS)

- Communication skills
- Work ethics/ Attitude towards the job
- Customer Handling skills
- Team work skills
- Ability to work indepently, self management
- Basic Technical skills specific to the job
- Ability and willingness to learn new things
- Reading and understanding instructions
- Problem solving skills (context specific)
- Emotional intelligence