

## HOT OCCUPATIONS IN THE KENYAN LABOUR MARKET APRIL 1 TO JUNE 30, 2016

This report provides a quarterly analysis of job advertisements published in the Daily Nation, The Standard and The East African Newspapers between April 1 and June 30, 2016. The total number of job vacancies posted in the said newspapers for the period was 4604. Of these, Nursing and Midwifery Professionals vacancies were 601, Universities and Post Secondary Teachers/Lecturers 407, Electrical, Electronics and Telecommunications Engineers 318 and Protective Service Workers 315. The table below gives occupations most featured in the newspapers over the reference period

**Table 1: Top Occupations as advertised in the Major Newspapers**

Occupations	Percent
Nursing and Mid-Wifery Professionals	13.05
Universities and Post Secondary Teachers/Lecturers	8.84
Electrical, Electronics and Telecommunications Engineers	6.91
Protective Service Workers	6.84
Specialized Departmental Managers	6.21
Business and Public Service Middle Level Personnel	4.02
Lawyers	3.19
Government Administrators	3.17
Medical Assistants and Clinical Officers	2.54
Accountants, Auditors and Tax Assessors	2.54

Source: Computed from Daily Nation, The Standard and The East African newspapers

## Advertised Vacancies by Occupational Groups April-June 2016

Table 2 indicates that the highest number of the vacancies advertised in the period between April-June 2016 were in the following occupational groups:

1. "Professionals," with 2196
2. "Technicians and Associated Professionals" with 904
3. "Legislators, administrators and Managers" with 726

Table 2: Vacancies by Major Occupational Groups April-June, 2016

Major Occupational Group	Percent
Professionals	47.70
Technicians and Associate Professionals	19.64
Legislators, Administrators and Managers	15.77
Service Workers , Shop and Market Sales Workers	8.10
Secretarial, Clerical Services and Related Workers	5.08
Elementary Occupations	1.85
Craft and Related Trades Workers	1.24
Plant and Machine Operators and Assemblers	0.58
Skilled Farm, Fishery, Wildlife and Related Workers	0.04

Source: Computed from Daily Nation, The Standard and The East African newspapers

## Leading Jobs Advertised by Occupational Sub-Groups

The following leading positions were tabulated for each sub-group identified during the period April to June, 2016.

Table 3: Leading Jobs by sub major Groups

<b>Legislators, Administrators and Managers</b>	<b>Percent</b>
Specialized Departmental Managers	6.21
Government Administrators	3.17
Directors and Chief Executives	2.13
Non-Departmental Managers	1.74
<b>Professionals</b>	<b>Percent</b>
Nursing and Mid-Wifery Professionals	13.05
Universities and Post Secondary Teachers/Lecturers	8.84
Electrical, Electronics and Telecommunications Engineers	6.91
Lawyers	3.19
Accountants, Auditors and Tax Assessors	2.54
Secondary and Technical Institute Teachers and Instructors	2.13
<b>Technicians and Associate Professionals</b>	<b>Percent</b>
Business and Public Service Middle Level Personnel	4.02
Medical Assistants and Clinical Officers	2.54
Business Services Agents	2.02
Government Licensing Officials	1.67
<b>Secretarial, Clerical Services and Related Workers</b>	<b>Percent</b>
General Office Clerks	2.28
Cashiers, Tellers and Related Clerks	1.78
Secretaries, Stenographers and Typists	0.39
Numerical Clerks	0.3
<b>Service Workers , Shop and Market Sales Workers</b>	<b>Percent</b>
Protective Service Workers	6.84
House Stewards and Housekeepers	0.46
Undertakers and embalmers	0.35
Cooks and other Catering Service Workers	0.35
<b>Skilled Farm, Fishery, Wildlife and Related Workers</b>	<b>Percent</b>
Field Crop, Vegetable and Horticultural Farm Workers	0.04

<b>Craft and Related Trades Workers</b>	<b>Percent</b>
Building Trades Workers	0.43
Bakers, Pastry-Cooks and Confectionery Makers	0.22
Tailors, Dressmakers and Related Workers	0.17
Metal Moulders, Welders, Structural Metal Preparers and Related Trades Workers	0.13
<b>Plant and Machine Operators and Assemblers</b>	<b>Percent</b>
Motor Vehicle Drivers	0.33
Mining Plant Operators	0.07
Ship deck crews and related workers	0.04
<b>Elementary Occupations</b>	<b>Percent</b>
Messengers, Porters, Watchmen and Related Workers	1.52
Cleaners, Launderers and Domestic Workers	0.11
Building Caretakers	0.07

Source: Computed from Daily Nation, The Standard and The East African newspapers

## Top skills demanded by employers in the period April-June 2016

The vacancies advertised were analyzed in terms of their skill requirements. Business and Administration (1099), Health (857) and Engineering and Engineering Trades (515) were the most highly demanded skills over the period. The top ten highly demanded skills are tabulated below. **(See table 5)**

**Table: 5 Skills in High demand**

Position	Skill Highly Demanded	Total
1	Business and Administration	1099
2	Health	857
3	Engineering and Engineering Trades	515
4	Humanities	386
5	Education	354
6	Law	271
7	Social Sciences	224
8	Basic General Programmes	192
9	Computing	189
10	Architecture and Building	78

Source: Computed from Daily Nation, The Standard and The East African newspapers

### NOTE:

- The **basic general programmes** include: Pre-primary, Elementary, Primary, Secondary education.
- **Business and Administration** include : Retailing, Marketing, Sales, Public Relations, Real Estate; Finance, Banking, Insurance, Investment Analysis;

Accounting, Auditing, Bookkeeping; Management, Public Administration, Institutional Administration, Personnel Administration; Secretarial and Office Work.

- **Engineering and engineering trades** include: Engineering drawing, Mechanics, Metal work, Electricity, Electronics, Telecommunications, Energy and Chemical Engineering, Vehicle maintenance, Surveying.
- **Social Services** include: **Social** care: care of the disabled, childcare, youth services, gerontological services; Social work: counseling and welfare not elsewhere classified.