



HOT OCCUPATIONS IN THE KENYAN LABOUR MARKET JULY 1 TO SEPTEMBER 30, 2015

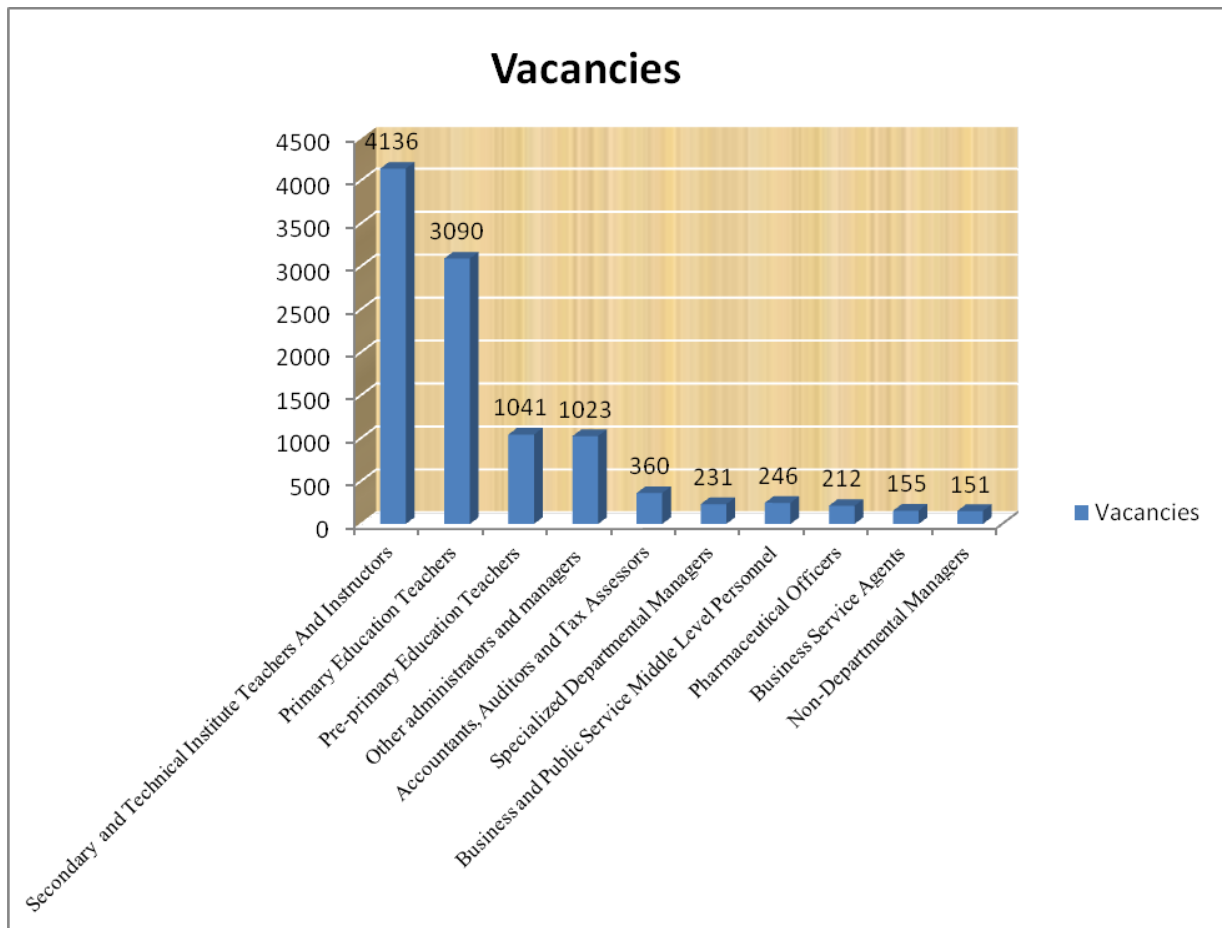
This report provides a quarterly analysis of job advertisements published in the Daily Nation, The Standard and The East African newspapers between July 1 and September 30, 2015. The total number of vacancies posted in the said newspapers for the period was 13176. Out of these vacancies, Secondary and Technical Institute Teachers and Instructors had 4136, followed by Primary Education Teachers with 30390 and Pre-primary Education Teachers with 1041 vacancies. These vacancies therefore represented the top 10 hot occupations over the reference period. (See Table 1)

Table 1: Top Occupations as advertised in the Newspapers

| Occupations | Vacancies |
|--|------------------|
| Secondary and technical institute teachers and instructors | 4136 |
| Primary education teachers | 3090 |
| Pre-primary education teachers | 1041 |
| Other administrators and managers | 1023 |
| Accountants, auditors and tax assessors | 360 |
| Specialized departmental managers | 231 |
| Business and public service middle level personnel | 246 |
| Pharmaceutical officers | 212 |
| Business service agents | 155 |
| Non-departmental managers | 151 |



Figure 2: Top ten occupations



Advertised Vacancies by Occupational Group

Table 2 indicates that the majority of the vacancies advertised in the period between July and September 2015 belonged to the following occupational groups:

1. "Professionals," with 6258
2. "Technicians and associated professionals" with 5108
3. "Legislators, Administrators and managers" with 1165



Table 2: Vacancies by major occupational group July-September, 2015

| Major Occupational Group | Vacancies | Percentage |
|---|--------------|------------|
| Legislators, Administrators and Managers | 1165 | 8.8 |
| Professionals | 6258 | 47.5 |
| Technicians and Associate Professionals | 5108 | 38.8 |
| Secretarial, Clerical Services and Related Workers | 123 | 0.9 |
| Service Workers , Shop and Market Sales Workers | 97 | 0.7 |
| Skilled Farm, Fishery, Wildlife and Related Workers | 1 | 0 |
| Craft and Related Trades Workers | 42 | 0.3 |
| Plant And Machine Operators And Assemblers | 40 | 0.3 |
| Elementary Occupations | 21 | 0.2 |
| Total | 13176 | 100 |

TOP TEN VACANCIES BY ECONOMIC ACTIVITY JULY-SEPTEMBER, 2015

Table 3 below highlights the top ten vacancies by economic activity for the period July - September, 2015. Majority of the advertised vacancies were in the Public administration and defence, compulsory social security (11341), Education (411) and Human health activities (326).

Table 3: Top ten vacancies by Economic Activity July-September, 2015

| ECONOMIC ACTIVITY | VACANCIES |
|---|-----------|
| Public administration and defense; compulsory social security | 11341 |
| Education | 411 |
| Human health activities | 326 |
| Activities of extraterritorial organizations and bodies. | 305 |
| Retail trade, except of motor vehicles and motorcycles | 140 |
| Insurance, reinsurance and pension funding, except compulsory social security | 48 |
| Electricity, gas, steam and air conditioning supply | 42 |
| Employment activities | 40 |



| | |
|--|----|
| Activities of membership organizations | 38 |
| Crop and animal production, hunting and related service activities | 37 |

Leading Jobs Advertised by Occupational Sub-Groups

The following leading positions were tabulated for each sub-group identified during the period July to September 2015. Below is a list of the sub-groups

Table 4: Leading Jobs by sub major groups

| Legislators, Administrators and Managers | Vacancies |
|--|------------------|
| Government Administrators | 355 |
| Specialized Departmental Managers | 231 |
| Non-Departmental Managers | 151 |
| Directors and Chief Executives | 60 |
| Other Administrators and Managers | 24 |
| Professionals | Vacancies |
| Other administrators and managers not elsewhere classified | 1023 |
| Secondary and Technical Institute Teachers And Instructors | 4136 |
| Accountants, Auditors and Tax Assessors | 360 |
| Civil Engineers | 110 |
| Nursing and Mid-Wifery Professionals | 108 |
| Technicians and Associate Professionals | Vacancies |
| Primary Education Teachers | 3090 |
| Pre-primary Education Teachers | 1041 |
| Business and Public Service Middle Level Personnel | 246 |
| Pharmaceutical Officers | 212 |
| Business Service Agents | 155 |
| Secretarial, Clerical Services and Related Workers | Vacancies |
| General Office Clerks | 77 |
| Numerical Clerks | 20 |
| Secretaries, Stenographers and Typists | 18 |
| Service Workers , Shop and Market Sales Workers | Vacancies |
| Undertakers and Embalmers | 10 |
| Protective Service Workers | 64 |
| Cooks and Other Catering Service Workers | 14 |
| Craft and Related Trades Workers | Vacancies |



| | |
|---|------------------|
| Machinery Mechanics and Fitters | 14 |
| Building Trades Workers | 12 |
| Electrical Equipment Fitters and Installers | 10 |
| Service Workers , Shop and Market Sales Workers | Vacancies |
| Motor Vehicle Drivers | 29 |
| Machine Tool and other Metal-working Machine Operators | 6 |
| Agricultural and Materials-handling Machinery Operators | 3 |

The vacancies advertised were further analyzed in term of their skills requirements. Business and Administration (3909), Education (3443) and Basic General Programmes (507), 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 | 3909 |
| 2 | Education | 3443 |
| 3 | Basic General Programmes | 507 |
| 4 | Health | 426 |
| 5 | Engineering And Engineering Trades | 185 |
| 6 | Computing | 121 |
| 7 | Architecture And Building | 120 |
| 8 | Humanities | 118 |
| 9 | Social Sciences | 84 |
| 10 | Law | 71 |

TOP COUNTIES IN TERMS OF JOB CREATION

With the introduction of devolution, jobs are being created in almost all counties. The advertised vacancies were further analyzed and tabulated by counties and major occupations. Nairobi county (10349) and Nyamira (415) were the counties with most jobs during the reference period. The following is an analysis of the top five counties where most jobs were created over the period. (See table 6)



Table 6: Vacancies by Counties and Major Occupational Groups

| Major Occupations | COUNTIES | | | | |
|---|--------------|------------|------------|------------|------------|
| | Nairobi | Nyamira | Migori | Siaya | Kilifi |
| Legislators, Administrators and Managers | 955 | 1 | 5 | 35 | 2 |
| Professionals | 5384 | 2 | 120 | 221 | 53 |
| Technicians and Associate Professionals | 3634 | 412 | 230 | 41 | 165 |
| Secretarial, Clerical Services and Related Workers | 79 | 0 | 0 | 8 | 0 |
| Service Workers , Shop and Market Sales Workers | 23 | 0 | 0 | 0 | 2 |
| Skilled Farm, Fishery, Wildlife and Related Workers | 0 | 0 | 0 | 0 | 0 |
| Craft and Related Trades Workers | 9 | 0 | 0 | 2 | 0 |
| Service Workers , Shop and Market Sales Workers | 17 | 0 | 0 | 4 | 2 |
| Elementary Occupations | 12 | 0 | 0 | 0 | 0 |
| Occupations Not Elsewhere Classified | 236 | 0 | 0 | 3 | 12 |
| Total | 10349 | 415 | 355 | 314 | 236 |

Table 7: Comparison of Vacancies by major occupational group for various quarters

| OCCUPATIONAL GROUPS | January- march 2015 | April- June 2015 | July- September 2015 | October - December 2015 |
|--|---------------------------|------------------------|----------------------------|-------------------------------|
| legislators, Administrators and Managers | 1516 | 625 | 1165 | |
| Professionals | 1699 | 2247 | 6258 | |
| Technicians and Associate professionals | 758 | 4856 | 5108 | |
| Secretarial, Clerical services and related workers | 92 | 1083 | 123 | |
| Service Workers, Shop and market sales workers | 382 | 10105 | 97 | |
| Skilled Agricultural and fishery worker | 86 | 964 | 1 | |
| Craft and related trades workers | 18 | 30 | 42 | |
| Plant and Machine Operators and assemblers | 25 | 90 | 40 | |
| Elementary Occupations | 19 | 107 | 21 | |
| TOTAL | 4,595 | 20,107 | 12,855 | |

**JOB OPPORTUNITY INDECIES BASED ON THE JANUARY-MARCH 2015 QUARTER
AS THE BASE)**



Table 8: Job Opportunity Indices in Occupations

| KNOCS CODE | Major Occupational Group | MARCH 2015 Index | JUNE 2015 Index | SEPTEMBER 2015 Index |
|------------|---|------------------|-----------------|----------------------|
| 1 | Legislators, Administrators And Managers | 100 | 41.2 | 76.8 |
| 2 | Professionals | 100 | 132.3 | 368.3 |
| 3 | Technicians And Associate Professionals | 100 | 640.6 | 673.9 |
| 4 | Secretarial, Clerical Services And Related Workers | 100 | 1177.2 | 133.7 |
| 5 | Service Workers , Shop And Market Sales Workers | 100 | 2645.3 | 25.4 |
| 6 | Skilled Farm, Fishery, Wildlife And Related Workers | 100 | 1120.9 | 1.2 |
| 7 | Craft And Related Trades Workers | 100 | 166.7 | 233.3 |
| 8 | Plant And Machine Operators And Assemblers | 100 | 360 | 160 |
| 9 | Elementary Occupations | 100 | 563.2 | 110.5 |
| | Grand Total | 100 | 432.1 | 279.6 |

Table 9 : Job Opportunity Indices in Economic Activities



| ISIC Code | Economic Activity | Mar-15 Index | Jun-15 Index | Sep-15 Index |
|-----------|---|--------------|--------------|--------------|
| A | Agriculture, Forestry and Fishing | 100 | 0 | 82.2 |
| D | Mining and Quarrying | 100 | 0 | 100 |
| C | Manufacturing | 100 | 51.1 | 45.6 |
| D | Electricity, Gas, Steam and Air Conditioning Supply | 100 | 150 | 525 |
| E | Water Supply; Sewerage, Waste Management and Remediation | 100 | 53.8 | 38.5 |
| F | Construction | 100 | 21.7 | 187 |
| G | Wholesale and Retail Trade; Repair Of Motor Vehicles and Motorcycles | 100 | 208.7 | 687 |
| H | Transportation and Storage | 100 | 131.2 | 38.7 |
| I | Accommodation And Food Service Activities | 100 | 80 | 115 |
| J | Information and Communication | 100 | 156.4 | 87.2 |
| K | Financial and Insurance Activities | 100 | 56.6 | 67 |
| L | Real Estate Activities | 100 | 12.5 | 187.5 |
| M | Professional, Scientific And Technical Activities | 100 | 24 | 35.5 |
| N | Administrative And Support Service Activities | 100 | 392.3 | 169.2 |
| O | Public Administration and Defence; Compulsory Social Security | 100 | 524.8 | 431.1 |
| P | Education | 100 | 696.2 | 60 |
| Q | Human Health And Social Work Activities | 100 | 32 | 185.4 |
| R | Arts, Entertainment And Recreation | 100 | 0 | 10 |
| S | Other Service Activities | 100 | 26.9 | 86.5 |
| T | Activities Of Households as Employers; Undifferentiated Goods and Services producing Activities Of Households For Own Use | 100 | 0 | 200 |
| U | Activities Of Extraterritorial Organizations And Bodies | 100 | 211.4 | 74 |
| | Total | 100 | 432.1 | 279.6 |



Kenya Labour Market Information System



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