



**MINISTRY OF EAST AFRICAN COMMUNITY (EAC),
LABOUR AND SOCIAL PROTECTION**

**JOB OPPORTUNITY ANALYSIS REPORT
(JULY - SEPTEMBER 2017)**

**DEPARTMENT OF NATIONAL HUMAN RESOURCE PLANNING
AND DEVELOPMENT**

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ACRONYMS / ABBREVIATIONS

ISIC - International Standard Industrial Classification of All Economic Activities

ISCED - International Standard Classification of Education

ILO- International Labour Organization

JOI- Job Opportunity Index

JOA- Job Opportunity Analysis

KNOCS - Kenya National Occupational Classification Standard

FUNCTIONAL DEFINITION OF TERMS

Award- is a certificate granted on the basis of a formal educational assessment that is regulated and has external quality assurance.

Basic General Programmes- This defines a broad group/field of education which includes the following: pre-primary, elementary, primary and secondary school.

Decent Work- Entails opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for personal development and social integration, freedom of people to express their views, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men (ILO).

Field of Education- defined in International Standard Classification of Education (ISCED) as the subject matter taught in an education programme.

ISIC – This is an international standard for industrial classification that classifies data according to kind of economic activity in the fields of production, employment, gross domestic product and other statistical areas

ISCED – This is an International Standard Classification of Education that classifies education programmes by their content using two main cross-classification variables: levels of education and fields of education.

Job - defined as a set of tasks or duties executed or meant to be executed by one person.

Kenya National Occupational Classification Standard- This is a Kenyan Standard that is used to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data modelled on the International Standard Classification of Occupations (ISCO).

Major Occupational Groups- Occupations are classified into 10 major groups, based on their similarity in terms of the skill levels and areas of specialization required for the jobs.

Minor Occupational Groups – this is a more detailed level of the classification structure within major occupational groups where occupations are aggregated into 225 minor groups. The jobs are more closely related in terms of skills and tasks.

Occupation - defined as a set of jobs which have the same main tasks and duties.

Precarious Work- Refers to work that is permanent but employees are denied permanent employee rights. These workers are subject to unstable employment, lower wages and more dangerous working conditions. They rarely receive social benefits and are often denied the right to join a union (ILO).

Skill –knowhow that gives a person the ability to carry out the tasks and duties of a given job.

Mainstream Print Media- refers to the daily and weekly newspapers that have a nationwide circulation and have the widest reach.

1.0 INTRODUCTION

The Job Opportunity Analysis (JOA) report covers the period July to September 2017 and presents an analysis of job opportunities advertised in the mainstream media during the reference period. This was for the purpose of credibility of data sources.

The findings presented include vacancies by economic sectors, occupational categories, skills requirements and regional distribution of the vacancies advertised.

2.0 OBJECTIVES AND USES OF JOA

The Job Opportunity Analysis (JOA) has a general objective of monitoring vacancies that occur in the economy and presenting that information in terms of the skills and other aspects pertaining to the vacancies reported. These include location (where the vacancy occurred), terms of service and economic sectors.

Job Opportunity Analysis involves the calculation of Job Opportunity Indices for various economic sectors and occupations. This will give an indication on the economic sectors and occupations where opportunities for jobs occurred within the period under review and the skills required. It will also provide trends in skill demands within the economy over time.

3.0 METHODOLOGY

This job opportunities Analysis report for the months of July to September 2017 was done by recording job vacancies advertised daily in the mainstream print media namely the Daily Nation, the Standard, and the weekly East African. The vacancies that were not considered for this JOA were:

- Vacancies declared exclusively online
- Vacancies that were declared at the Public and Private Employment Bureaus

For the purpose of this report, independent analysis was undertaken for each occupational category and economic activity bearing in mind the regional distribution of the vacancies advertised.

3.1 Computation of Job Opportunity Index (JOI)

The JOI was computed using unweighted simple index method with data between January and March 2015 taken as the baseline.

3.2 Uses of Classification Standards in Job Opportunities Analysis

In the analysis of the advertised jobs, the following classification standards have been used: Kenya National Occupational Classification Standard (KNOCS) International Standard of Industrial Classification (ISIC) and International Standard Classification of Education (ISCED).

3.2.1 Use of Kenya National Occupational Classification Standard (KNOCS)

The allocation of an occupational code using the Kenya National Occupational Classification Standard (KNOCS) was done on the basis of the job title.

In Kenya, occupations are classified in a framework called Kenya National Occupational Classification Standard (KNOCS) which is designed mainly to facilitate statistical

description and analysis of labour market information and other socio-economic activities. KNOCS is structured on a 5-digit coding system. The 5-digit coding system is such that the first and second digits of the code refer to the major and sub-major occupational group respectively. The third digit refers to the minor group, while the fourth and fifth digits refer to occupational titles. The document is categorized into 10 major groups, 54 sub-major groups, 225 minor groups and 1192 occupational titles. For Job Opportunity Index, KNOCS was used at major occupational and minor occupational groups.

3.2.2 Use of International Standard of Industrial Classification (ISIC)

International Standard of Industrial Classification (ISIC Rev 4) is an ILO classification standard that disaggregates the economy into the more detailed levels of industries and industry groups, as well as the more aggregated levels of divisions and sections. It is used to examine particular industries or industry groups or to analyze the economy as a whole by disaggregating it to different levels of detail. For JOA, ISIC level 1 and 2 was adopted to classify economic activities as follows:

Level 1 – Broadly groups the economy into nine major activities and Level 2 further breaks the nine activities into 21 sub-groups.

3.2.3 Use of International Standard Classification of Education (ISCED)

UNESCO developed and maintains an International Standard Classification of Education (ISCED) which is a statistical framework belonging to family of Economic and Social Classifications. This is a reference classification for organizing education programmes and related qualifications by levels and fields of education. ISCED categorizes field of education into Broad, Narrow and Detailed categories. For JOA, ISCED has been used at Broad and Narrow categories.

3.3 Best practices applied

In coming up with this report, the following best practices were adopted:

- Job opportunities were grouped using the national occupational classification Framework (KNOCS).
- Only vacancies declared in the mainstream newspapers were considered, for credibility
- For comparability, International Classification Standards were used

4.0 ANALYSIS OF JOB VACANCIES

This section presents summaries on job vacancies in the period July to September; 2017. The summaries cover vacancies advertised by economic activity, major occupational group, terms of service, skill area, level of education and by county. During the reference period, a total of 3197 job openings were advertised.

4.1. Vacancies by Economic Activity

Job opportunities occur within certain economic activities¹. Therefore, job openings within the respective economic activities must be monitored for employment creation and demand forecasting. In the analysis of vacancies by economic sectors, vacancies were grouped into 21 economic categories as per ISIC classification (rev4).

Table 1 shows that the majority of vacancies occurred in Public Administration and Defense; Compulsory Social Security sector which recorded 80.23 percent, followed by Education with 6.38 per cent while the rest of economic activities accounted for 13 percent of the jobs advertised during the reference period. **(See appendix 1A)**

4.1. Vacancies by Economic Activity

Table 1: Distribution of Vacancies by Economic Activity

Isic Code	Economic Activity	Vacancies	Percent
A	Agriculture, Forestry And Fishing	8	0.25
C	Manufacturing	9	0.28
E	Water Supply; Sewerage, Waste Management And Remediation Activities	18	0.56
F	Construction	14	0.44
G	Wholesale And Retail Trade; Repair Of Motor Vehicles And Motorcycles	103	3.22
H	Transportation And Storage	9	0.28
I	Accommodation And Food Service Activities	9	0.28
J	Information And Communication	5	0.16
K	Financial And Insurance Activities	77	2.41
L	Real Estate Activities	1	0.03
M	Professional, Scientific And Technical Activities	13	0.41
N	Administrative And Support Service Activities	56	1.75
O	Public Administration And Defence; Compulsory Social Security	2565	80.23
P	Education	204	6.38
Q	Human Health And Social Work Activities	17	0.53
S	Other Service Activities	7	0.22
U	Activities Of Extraterritorial Organizations And Bodies	69	2.16
Y	Activities Of Not Elsewhere Classified	13	0.41
	Grand Total	3197	100.00

¹ Economic activity is any activity that results in production of goods and services that add value to the economy

4.2. Vacancies by Major Occupational Group

Table 2 shows that 46.45 percent of the job openings were in the Major Occupational Group of Legislators, Administrators and Managers followed by technicians and associate professionals with 23.74 percent. The occupational group with the least number of job openings was craft and related workers with 0.13 percent of all jobs advertised. **(See appendix 2A).**

Table 2: Vacancies by Major Occupational Group

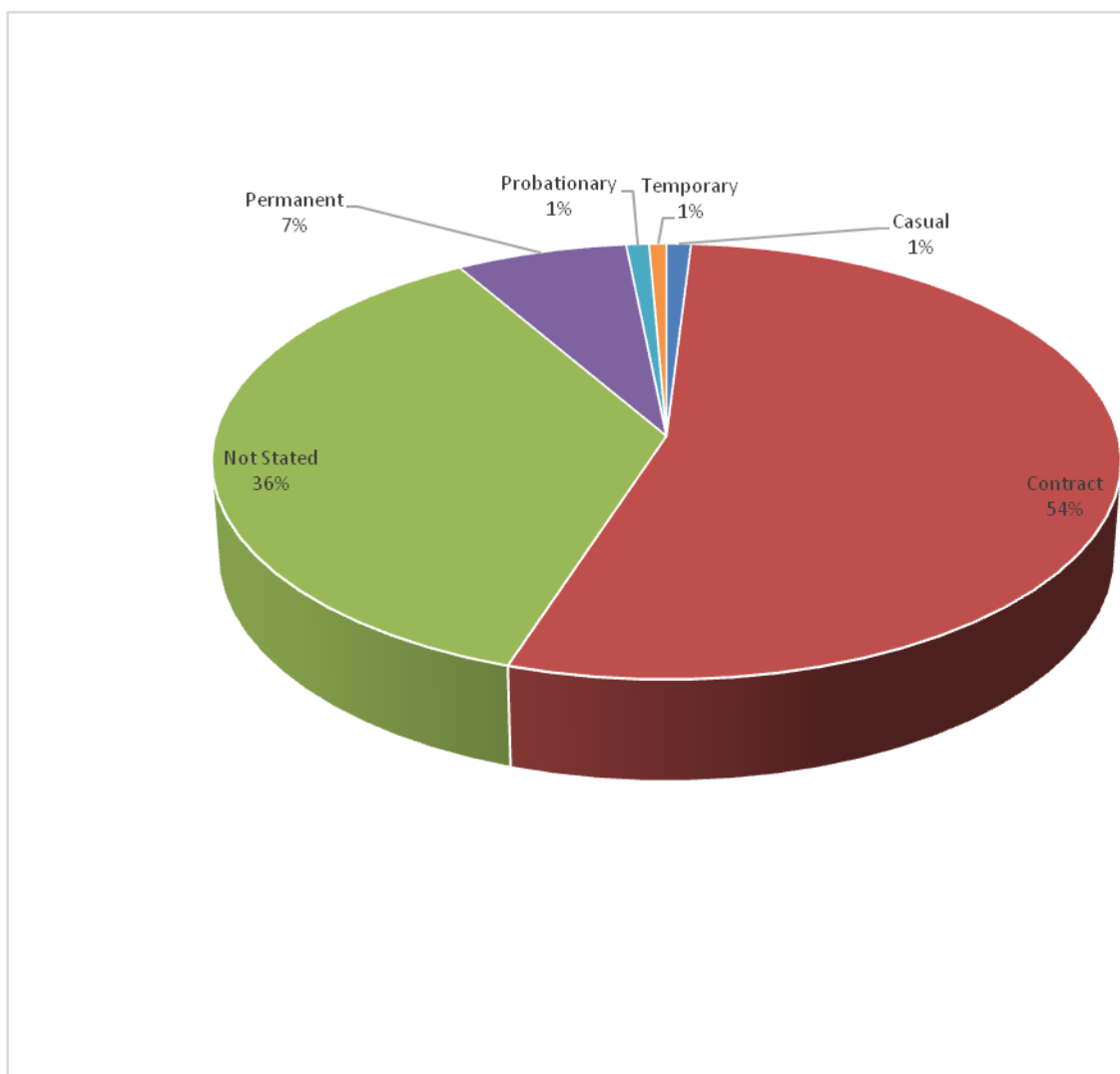
KNOCS Code	Occupation	Vacancies	Percentage
1	Legislators, Administrators And Managers	1485	46.45
2	Professionals	381	11.92
3	Technicians And Associate Professionals	759	23.74
4	Secretarial, Clerical Services And Related Workers	35	1.09
5	Service Workers , Shop And Market Sales Workers	18	0.56
7	Craft And Related Trades Workers	4	0.13
8	Plant And Machine Operators And Assemblers	17	0.53
9	Elementary Occupations	24	0.75
X	Occupation Not Elsewhere Classified	474	14.83
	Grand Total	3197	100.00

4.3. Vacancies by Terms of Service

One of the characteristics of decent work is sustainability and security of work. ILO identifies precarious work (casual, seasonal and temporary work) as percentage for all paid workers as an indicator in monitoring decent work. Monitoring terms of service is one of the major steps towards promoting decent work in Kenya.

Figure 1 below shows that 54 percent of the advertised jobs were on contract terms of service while 7 percent of the jobs advertised were on permanent terms. 36 percent of all adverts were silent on the terms of engagement.

Figure 1: Distribution of Vacancies by Terms of Service



4.4. Vacancies by Skill Area and Level

Figures 2 and 3 and table 3 provide information on the skill areas and levels required by employers. Out of the total jobs advertised, 62 percent of all jobs advertised required a bachelor's degree while 15 percent required certificate level of education. 6 percent of the advertised jobs did not state the required level of education.

In terms of skill level, business administration accounted for 18.42 percent of the advertised jobs, while computing and education accounted for 13.42 and 13.11 percent respectively. Notably, 20.52 percent of the advertised jobs did not state the skill area required. (See appendix 3A)

Figure 2: vacancies by Skill Area

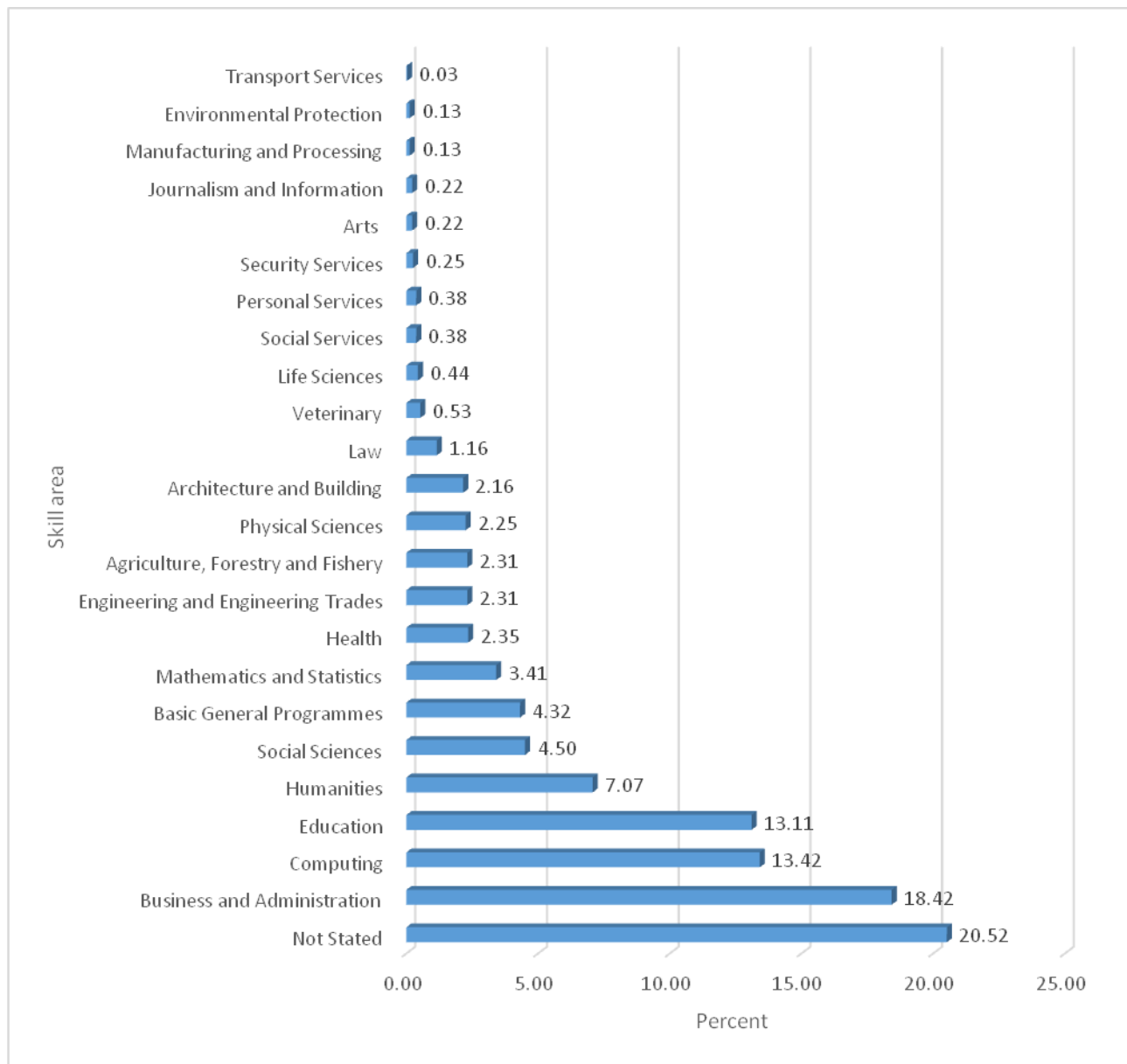


Figure 3: Vacancies by skill level

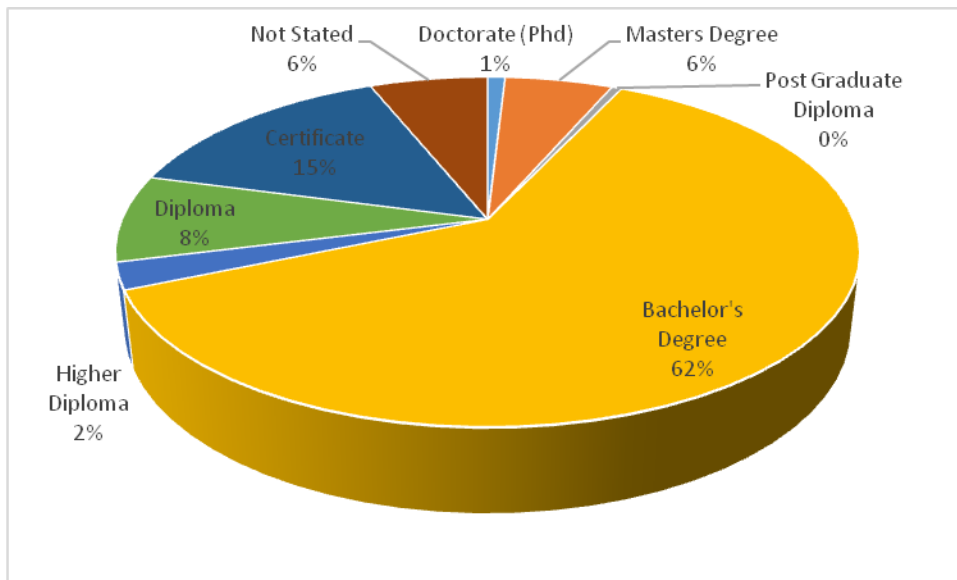


Table 3: Number of vacancies by skill area and level

Code	Skill Area	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Not Stated	Total
10	Basic General Programmes							138		138
14	Education	2	7		44		77	289		419
21	Arts				5		1	1		7
22	Humanities		7	1	196	1	20		1	226
31	Social Sciences		6	1	133	4				144
32	Journalism and Information				7					7
34	Business and Administration		32	1	461	40	39	12	4	589
38	Law	1	2		34					37
42	Life Sciences		9		1	4				14
44	Physical Sciences	2	20		31		17	1	1	72
46	Mathematics and Statistics	18	31		32	1	27			109
48	Computing		8		398	3	10	10		429
52	Engineering and Engineering Trades		12		47	2	10	3		74
54	Manufacturing and Processing				2		2			4
58	Architecture and Building		8	14	29	5	11		2	69
62	Agriculture, Forestry and Fishery		14		50	3	6		1	74
64	Veterinary		4		12	1				17
72	Health	2	12		27	8	12	14		75
76	Social Services		1		5	6				12
81	Personal Services		1		4	1	5	1		12
84	Transport Services				1					1
85	Environmental Protection	2			2					4
99	Not Stated	2	5		440		21	1	187	656
	Grand Total	29	179	17	1969	79	258	470	196	3197

4.5. Vacancies by County and Major Occupational Group

In this part of the report, vacancies advertised were analyzed on the basis of the County where the vacancy arose and the major occupation into which the job belongs.

Nairobi County had the highest number of advertised vacancies at 41 percent followed by Taita Taveta and Bungoma County with 15.9 and 5.3 respectively. Legislators, administrators and managers occupational group had the highest number of jobs advertised accounting for 46.4 percent while technicians and associate professionals and professional accounted for 23.7 and 11.9 percent respectively. Craft and related trades workers had less than 1 percent. **(See Appendix 4A)**

N/B: Jobs captured under Nairobi county also included adverts from the national government, multinational agencies and organizations with headquarters in Nairobi. It is worth noting that most of the jobs advertised in Nairobi are normally filled at the counties.

4.6. Vacancies by Occupation and Educational Award

During the reference period, most occupations required a bachelor's degree accounting for 61.6 percent. Those occupations that required certificate and diploma level of education accounted for 14.7 and 8 percent respectively of all the vacancies advertised while 6.1 percent of the advertisements did not state the required educational award. Other educational awards represented 6.1 percent of the advertised vacancies. **(For details see appendix 5A)**

5.0. JOB OPPORTUNITY INDEX (JOI)

5.1. An Index number is a measure of relative change in the value of a variable or a group of related variables over a period of time normally expressed in terms of percentages to show the extent of the relative change. Similarly, index numbers are economic barometers which measure the level of business and economic activities and therefore help in gauging the economic status of a country. An index number for a particular year is compared against a year in the near past, referred to as the base year which generally should be a normal and economically stable year. In the case of this Job opportunity Analysis report, January to March 2015 was chosen as the base.

A job opportunity index is a statistical value that indicates a change in the number of jobs advertised in a given period of time in reference to an established baseline. When the number is below the baseline, it implies that the jobs advertised were fewer while when the index is above the baseline, it implies that jobs advertised were more.

Table 4 shows Job Opportunity Indices by Economic Activity from September 2016 to September 2017. During the period under review, (July to September, 2017), Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles recorded the highest growth with an index of 448, followed by Administration and Support Services activities which had an index of 215 .On the other hand, Mining and Quarrying, Electricity Gas Steam and Air Conditioning Supply, Arts Entertainment and Recreation and Activities of Households as Employers; Undifferentiated Goods and Services producing Activities of Households for Own Use did not record any growth. All the rest recorded a decline in the number of vacancies advertised.

Comparing the Job opportunity Index for July to September 2016 and the period under review (July to September 2017), Other than Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles with an index of 448, real estate activities with an index of 13 and Agriculture, forestry and fishing with an index of 18, all the other economic activities recorded a decline in the number of advertised vacancies.

The aggregate Job Opportunity Index for the period specified showed a marked decline with an index of 68 as compared to 118 in the same period in 2016 and 8783 in the April to June 2017 quarter.

Table 4: Job Opportunity Indices by Economic Activity

ISIC Code	Economic Activity	September 2016 Index	December 2016 index	March 2017 Index	June 2017 Index	September 2017 Index
A	Agriculture, Forestry and Fishing	13	111	24	20	18
B	Mining and Quarrying	0	200	0	50	0
C	Manufacturing	73	89	56	16	10
D	Electricity, Gas, Steam and Air Conditioning Supply	975	1275	0	25	0
E	Water Supply; Sewerage, Waste Management and Remediation	108	92	0	127	69
F	Construction	765	65	30	239	61
G	Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	117	39	104	4	448
H	Transportation and Storage	33	72	18	8	10
I	Accommodation And Food Service Activities	65	120	60	20	45
J	Information and Communication	144	23	92	44	13
K	Financial and Insurance Activities	80	37	71	26	35
L	Real Estate Activities	0	63	125	0	13
M	Professional, Scientific And Technical Activities	32	74	7	51	11
N	Administrative and Support Service Activities	442	12	1542	1546	215
O	Public Administration and Defence; Compulsory Social Security	148	257	57	15690	97
P	Education	48	64	62	12	30
Q	Human Health And Social Work Activities	47	65	36	29	10
R	Arts, Entertainment And Recreation	10	110	50	30	0
S	Other Service Activities	90	21	123	21	13

ISIC Code	Economic Activity	September 2016 Index	December 2016 index	March 2017 Index	June 2017 Index	September 2017 Index
T	Activities of Households as Employers; Undifferentiated Goods and Services producing Activities Of Households For Own Use	0	0	0	0	0
U	Activities Of Extraterritorial Organizations And Bodies	85	50	103	67	17
	Total	118	175	69	8783	68

5.2. Job Opportunity Indices by Occupation

Table 5 enumerates a comparison of Job opportunity indices for five quarters. The table shows that in comparison to June 2017, all major occupational groups recorded a decline apart from Service Workers and Shop and Market Sales Workers that recorded a marginal increase in the number of vacancies advertised. The highest decline recorded was in the secretarial, clerical services and related workers with a decline from an index of 28952 to 38 in the July September 2017. This can be attributed to the high number of clerical staffs that were advertised in the lead to the last General election by the Independent Election and Boundaries Commission. Another notable decline was in the Legislators, Administrators and Managers which declined from an index of 9041 in the April - June quarter to 98 in the July to September quarter.

Comparing the indices for the same period in 2016, the table shows that other than in Craft and Related Trades Workers with an index of 328, Plant and Machine Operators and Assemblers 652 and Elementary Occupations with an index of 447, all the other Major occupational groups recorded a decline in the number of vacancies advertised. This could again be attributed to the prolonged electioneering period that was witnessed in the country in the lead to the General election.

Table 5: Job Opportunity Indices by Occupation

KNOCS CODE	Major Occupational Group	September 2016 Index	December 2016 index	Mar-17 Index	June 2017 Index	September 2017 Index
1.	Legislators, Administrators And Managers	99	45	73	9041	98
2.	Professionals	79	40	45	35	22
3.	Technicians And Associate Professionals	247	838	58	1126	100
4.	Secretarial, Clerical Services And Related Workers	101	53	132	289552	38
5.	Service Workers , Shop And Market Sales Workers	87	13	103	4	5
6.	Skilled Farm, Fishery, Wildlife And Related Workers	1	19	0	0	0
7.	Craft And Related Trades Workers	328	283	583	67	22
8.	Plant And Machine Operators And Assemblers	652	332	928	1324	68
9.	Elementary Occupations	447	168	32	5047	126
	Grand Total	118	175	69	8783	68

N/B- The indices were calculated using January to March 2015 quarter whose base was 100

6.0. LABOUR MARKET ANALYSIS

Job Opportunity Index avail signals that can help identify structure and dynamics of the labour market in a short interval of time. During this period the following were the key signals;

- Business and Administration skills were the most required skills in the labour market

- The labour market required occupations with high level of skill and training. This is an indication that the high level skills were on high demand in the labour market.
- A large number i.e. 54 percent of employers engaged workers on contract terms
- The political climate affected the number of vacancies that were advertised, an indication that may be employers were waiting to see what would happen after the general election.

7.0. APPENDIX

Table 1A: Distribution of Vacancies by Economic Activity

ISIC Code	Economic Activity	Vacancies	Percent
A	AGRICULTURE, FORESTRY AND FISHING	8	0.25
01	Crop And Animal Production, Hunting And Related Service Activities	8	0.25
C	MANUFACTURING	9	0.28
10	Manufacture of Food Products	5	0.16
20	Manufacture of Chemicals And Chemical Products	1	0.03
24	Manufacture of Basic Metals	2	0.06
29	Manufacture of Motor Vehicles, Trailers and Semi-Trailers	1	0.03
E	WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES	18	0.56
36	Water collection, treatment and supply	18	0.56
F	CONSTRUCTION	14	0.44
42	Civil Engineering	14	0.44
G	WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	103	3.22
46	Wholesale Trade, Except Of Motor Vehicles and Motorcycles	2	0.06
47	Retail trade, except of motor vehicles and motorcycles	101	3.16
H	TRANSPORTATION AND STORAGE	9	0.28
49	Land Transport and Transport via Pipelines	1	0.03
50	Water Transport	2	0.06
51	Air transport	3	0.09
52	Warehousing and Support Activities for Transportation	3	0.09
I	ACCOMMODATION AND FOOD SERVICE ACTIVITIES	9	0.28
55	Accommodation	9	0.28
J	INFORMATION AND COMMUNICATION	5	0.16
58	Publishing activities	5	0.16
K	FINANCIAL AND INSURANCE ACTIVITIES	77	2.41
64	Financial service activities, except insurance and pension funding	72	2.25
65	Insurance, Reinsurance and Pension Funding, Except Compulsory Social Security	5	0.16
L	REAL ESTATE ACTIVITIES	1	0.03
68	Real Estate Activities	1	0.03
M	PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	13	0.41
69	Legal and Accounting Activities	9	0.28
72	Scientific Research and Development	4	0.13
N	ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	56	1.75

78	Employment activities	56	1.75
O	PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY	2565	80.23
84	Public Administration and Defense; Compulsory Social Security	2565	80.23
P	EDUCATION	204	6.38
85	Education	204	6.38
Q	HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	17	0.53
86	Human Health Activities	17	0.53
S	OTHER SERVICE ACTIVITIES	7	0.22
94	Activities of Membership Organizations	7	0.22
U	ACTIVITIES OF EXTRATERRITORIAL ORGANIZATIONS AND BODIES	69	2.16
99	Activities Of Extraterritorial Organizations And Bodies.	69	2.16
Y	ACTIVITIES OF NOT ELSEWHERE CLASSIFIED	13	0.41
	Grand Total	3197	100.00

Table 2A: Vacancies by Major and Minor Occupational Group

KNOCS Code	Occupation	Posts	Percentage
1	Legislators, Administrators And Managers	1485	46.45
111	Legislative And Constitutional Officials	15	0.47
112	Local Authority Officials.	9	0.28
121	Government Administrators	443	13.86
122	Senior Officials Of Special Interest Organizations	2	0.06
131	Directors And Chief Executives.	854	26.71
132	Specialized Departmental Managers	94	2.94
133	Other Departmental Managers	8	0.25
141	Non-Departmental Managers	37	1.16
151	Other Administrators And Managers	23	0.72
2	Professionals	381	11.92
211	Physicists And Related Professionals	8	0.25
212	Chemists	1	0.03
221	Mathematicians And Related Professionals	1	0.03
222	Statisticians	19	0.59
223	Computing Professionals	15	0.47
224	Data Base And Network Professionals	5	0.16
231	Architects And Town Planners	7	0.22

232	Surveyors And Cartographers	5	0.16
233	Civil Engineers	9	0.28
234	Mechanical Engineers	15	0.47
235	Chemical Engineers And Technologists	4	0.13
236	Mining Engineers, Metallurgists And Related Technologists	4	0.13
237	Electrical, Electronics And Telecommunications Engineers	10	0.31
238	Production And Related Engineers	1	0.03
241	Health Professionals	5	0.16
242	Nursing And Mid-Wifery Professionals	14	0.44
244	Agriculturalists And Related Professional	16	0.50
251	University And Post-Secondary Teachers/Lecturers	113	3.53
252	Secondary And Technical Institute Teachers And Instructors	11	0.34
259	Other Teaching Professionals	2	0.06
261	Lawyers	20	0.63
271	Economists	3	0.09
279	Other Social Science And Related Professionals	1	0.03
281	Accountants, Auditors And Tax Assessors	48	1.50
282	Personnel And Occupational Professionals	22	0.69
289	Other Business Professionals	15	0.47
291	Archivists, Librarians And Related Professionals	2	0.06
292	Religious Professionals	4	0.13
293	Authors, Journalists And Related Professionals	1	0.03
3	Technicians And Associate Professionals	759	23.74
312	Civil Engineering And Related Technicians	10	0.31
313	Mechanical Engineering And Related Technicians	2	0.06
316	Electronics And Telecommunications Engineering Technicians	2	0.06
322	Medical Assistants And Clinical Officers	6	0.19
323	Sanitarians	1	0.03
326	Physiotherapists And Related Associate Professionals	1	0.03
329	Other Associate Medical, Nursing And Nutrition Workers	4	0.13
331	Physical And Chemical Science Technicians	21	0.66
332	Life Science Technicians	16	0.50
343	Aircraft Pilots And Related Workers	1	0.03
354	Business Services Agents	74	2.31
361	Police Inspectors, Detectives, Customs And Border Officials	1	0.03
362	Government Tax And Excise Officials	42	1.31
363	Welfare And Pensions Officials	7	0.22
365	Business And Public Service Middle Level Personnel.	172	5.38
366	Statistical And Planning Officials	27	0.84
367	Fisheries, Wildlife And Tourist Officials	2	0.06
369	Other Middle Level Personnel	1	0.03
371	Primary Education Teachers	6	0.19
372	Pre-Primary Education Teachers	361	11.29

373	Other Teachers And Instructors.	1	0.03
394	Decorators And Commercial Designers	1	0.03
4	Secretarial, Clerical Services And Related Workers	35	1.09
411	Secretaries, Stenographers And Typists	5	0.16
413	Numerical Clerks.	13	0.41
414	Material Recording And Transport Clerks	1	0.03
421	Cashiers, Tellers and Related Clerks	1	0.03
422	Information Clerks	15	0.47
5	Service Workers , Shop And Market Sales Workers	18	0.56
524	Protective Service Workers	10	0.31
531	House Stewards And Housekeepers	4	0.13
532	Cooks And Other Catering Service Workers	3	0.09
533	Waiters And Bartenders	1	0.03
7	Craft And Related Trades Workers	4	0.13
712	Building Trades Workers	1	0.03
721	Metal Molders, Welders, Structural-Metal Preparers And Related Trades Workers.	3	0.09
8	Plant And Machine Operators And Assemblers	17	0.53
882	Motor Vehicle Drivers	17	0.53
9	Elementary Occupations	24	0.75
913	Cleaners, Launderers And Domestic Workers	18	0.56
914	Building Caretakers	1	0.03
915	Messengers, Porters, Watchmen And Related Workers	5	0.16
XXX	Occupation Not Elsewhere Classified	474	14.83
	Grand Total	3197	100.00

Table 3A: Vacancies by Skill Area and Level

Skill Code	Skill Area	Skill level								Total
		Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Not Stated	
10	Basic General Programmes							138		138
	"O" Level Except Form Four							1		1
	"O" Level (E.A.C.E, K.C.E, K.C.S.E, etc)							137		137
14	Education	2	7		44		77	289		419
	Early Childhood Development Education (ECDE)		1		3		77	283		364
	Education	2	6		39			5		52
	Kiswahili				1					1
	Primary Education							1		1
	Special Needs Education				1					1
21	Arts				5		1	1		7
	Design							1		1
	Education in Physical Health				1					1

	Music				1					1
	Radio and Television				2					2
	Sports Management and Administration				1					1
	Theatre Arts and Film Technology						1			1
22	Humanities									
	Arts								1	1
	Conflict Management and Conflict Resolution		1							1
	Human Resource Management		4		19	1				24
	International Studies		1		1					2
	Literature				1					1
	Social Sciences				172		20			192
	Sociology			1						1
	Theological Studies		1		3					4
Humanities Total			7	1	196	1	20		1	226

			7	1	196	1	20		1	226
31	Social Sciences		6	1	133	4				144
	Economics		3		11					14
	Economics (Finance Option)				2					2
	Economics and Finance				3					3
	Gender and Development		1							1
	History				1					1
	International Studies				27					27
	Land Economics		1		3					4
	Project Planning And Management			1						1
	Social Sciences				84	1				85
	Sports Science					1				1
	Youth Development Work		1		2	2				5
32	Journalism and Information				7					7
	Mass Communication				7					7
34	Business and Administration		32	1	461	40	39	12	4	589

	Accounting & Finance, HRM, Marketing, Entrepreneurship)		3		147		1		2	153
	Auditing				4					4
	Business Administration		8		102					110
	Business Administration and Management		1		4					5
	Business and Office Management				1					1
	Business Leadership								1	1
	Business Management		2		22					24
	Business Administration in Marketing				1					1
	Certified Public Accountant (CPA)							3		3
	Commerce		1	1	79	1				82
	Co-Operative Management		1		2					3
	Customer Care Service								1	1
	Financial Engineering				1					1
	Human Resource Management		1		2					3

	International Business Administration		1		2					3
	International Relations and Diplomacy		3		1	1				5
	Logistics and Supplies				1					1
	Marketing				7		1			8
	Office Administration		3		4					7
	Procurement and Materials Management		1		15	6	3			25
	Production & Quality Management				1					1
	Project Management				3					3
	Public Administration		4		54	30				88
	Public Relations (PR)		1		2					3
	Public Relations, Advertising & Marketing		1							1
	Purchasing and Supplies Management				1					1
	Receptionist/Customer Care					1	2			3
	Sales & Marketing						29	7		36

	Secretarial Studies				1	1	3	2		7
	Sports Management and Administration		1		4					5
38	Law	1	2		34					37
	Law(s)	1	2		34					37
42	Life Sciences		9		1	4				14
	Bio Resources Conservation and Management		2			1				3
	Biochemistry				1					1
	Biological Sciences		1							1
	Biology - General					2				2
	Botany		3							3
	Zoology		3			1				4
44	Physical Sciences	2	20		38	56		74	92	
	Aerospace Science and Operations - Professional Pilot				1			1		2
	Applied Chemistry						15			15
	Chemistry		8		8					16

	Forensic Science				1					1
	Hydrobiology				1					1
	Land and Water Management		2							2
	Land Resource Planning and Management				1					1
	Maritime Science				2					2
	Mining and Mineral Processing Engineering				2		2			4
	Natural Resource Management		1		2					3
	Nuclear Science				3				1	4
	Physics	2	8		10					20
	Soil Science		1							1
46	Mathematics and Statistics	18	31		32	1	27			109
	Actuarial Science				1					1
	Applied Mathematics	6			1					7
	Economics and Statistics		1		1					2
	Mathematics		30		11	1				42

	Mathematics- Pure Mathematics	6								6
	Statistics	6			18		27			51
48	Computing		8		398	3	10	10		429
	Accounting Packages (Quick Books, Sage, Pastel)				12					12
	Business Information Technology				1					1
	Communication		3		3					6
	Computer Application Packages				337			10		347
	Computer Engineering				1					1
	Computer Science				21					21
	Health Records and Information Technology						5			5
	ICT Management		1			3	5			9
	Information Communication Technology		4		10					14
	Information Communication Technology (ICT)				2					2

	Information Systems & Technology				2					2
	Information Technology				9					9
52	Engineering and Engineering Trades		12		47	2	10	3		74
	Aeronautical Engineering				2		1			3
	Agricultural Engineering		1		12	2				15
	Driving							3		3
	Electrical and Electronics Engineering				2					2
	Electrical Engineering				2					2
	Electronics Engineering				1					1
	Energy Engineering		1		4					5
	Engineering		2		4		8			14
	Engineering Design				1					1
	Food Science & Technology				2					2
	Geomatic Engineering and Geospatial Engineering				2					2
	Instrumentation and Control Engineering				1					1

	Masonry				1					1
	Mechanical Engineering				10		1			11
	Renewable Energy		8		2					10
	Telecommunication and Information Engineering				1					1
54	Manufacturing and Processing				2		2			4
	Food Production						2			2
	Food Science and Technology				1					1
	Textile Engineering				1					1
58	Architecture and Building		8	14	29	5	11		2	69
	Architecture				1					1
	Building and Construction				1					1
	Building Construction		1							1
	Building Economics				1					1
	Building Technology								2	2
	Civil & Structural Engineering				2		1			3
	Civil & Water Engineering				1					1

	Civil Engineering				9		4			13
	Land Surveying		1		1	3				5
	Planning			14	2					16
	Quantity Surveying		4		1					5
	Surveying				1					1
	Urban and Regional Planning				1	1				2
	Urban Environmental Management		2		2					4
	Water and Environmental Engineering				2	1	3			6
	Water Engineering				1					1
	Water Resources Management				3		3			6
62	Agriculture, Forestry and Fishery		14		50	3	6		1	74
	Agribusiness Management and Trade		1							1
	Agricultural Economics		4							4
	Agricultural Economics and Resource Management				1					1

	Agricultural Resource Management		1				4		1	6
	Agriculture		2		45		1			48
	Agronomy		4			2				6
	Crop Protection		2			1	1			4
	Fisheries and Aquatic Farming				1					1
	Forestry				1					1
	Wildlife Management				2					2
64	Veterinary		4		12	1				17
	Animal Health		3			1				4
	Animal Health Management				5					5
	Animal Science				5					5
	Livestock Production		1		1					2
	Veterinary Medicine				1					1
72	Health	2	12		27	8	12	14		75
	Anaesthesia					3				3
	Clinical Medicine				4	1		1		6
	Community Nutrition						3			3

	Dental Surgery				1					1
	Food Science and Technology				1					1
	Health & Nutrition				1					1
	Health Education and Promotion		1							1
	Health Management		4		2	2		13		21
	Health Service Management		2		1		1			4
	Human Anatomy				1					1
	Laboratory Technology		2							2
	Medical Education (Medicine, Surgery, Imaging & Diagnostics)	1								1
	Medical Engineering					2				2
	Medical Laboratory Science				1					1
	Medical Laboratory Technology						1			1
	Medicine				7					7
	Nursing		2		2		7			11
	Nursing and Public Health				1					1

	Pharmacy	1			2					3
	Public Health		1		3					4
76	Social Services		1		5	6				12
	Community Development				1					1
	Community Development and Project Management				1					1
	Community Development and Social Work		1							1
	Community Development, Planning & Management				2	6				8
	Counseling Psychology				1					1
81	Personal Services		1		4	1	5	1		12
	Hospitality Management				3					3
	Hotel and Hospitality Management						1			1
	Hotel and Restaurant Management							1		1
	Hotel Management					1				1
	Housekeeping and Laundry						4			4

	Tourism		1		1					2
84	Transport Services				1					1
	Airport Operations				1					1
85	Environmental Protection	2			2					4
	Environmental Conservation and Management				1					1
	Environmental Health				1					1
	Environmental Planning and Management	2								2
86	Security Services				8					8
	Criminology				6					6
	Security and Disaster Management				2					2
99	Not Stated	2	5		440		21	1	187	656
	Not Stated	2	5		440		21	1	187	656
		29	179	17	1969	79	258	470	196	3197

Table 4A: Vacancies by County and Major Occupational Group

County	Legislators, Administrators And Managers	Professionals	Technicians And Associate Professionals	Secretarial, Clerical Services And Related Workers	Service Workers , Shop And Market Sales Workers	Craft And Related Trades Workers	Plant And Machine Operators And Assemblers	Elementary Occupations	Occupation Not Elsewhere Classified	Total
BARINGO	22		1						1	24
BOMET									4	4
BUNGOMA	51	97	21						2	171
BUSIA	41								1	42
EAC	2								1	3
ELGEYO MARAKWET	24								2	26
EMBU	2									2
GARISSA	15									15
HOMA BAY	38	5								43
ISIOLO	15								8	23
KAJIADO	1								2	3
KAKAMEGA	65	5							1	71
KERICHO	1									1
KIAMBU	48	20	11	2	2				7	90
KILIFI	4	19	3						6	32

KIRINYAGA	12	2								14
KISII	27									27
KISUMU	74	1								75
KITUI	10									10
LAIKIPIA	9								2	11
LAMU	1									1
MACHAKOS	1									1
MAKUENI	44	2			1				2	49
MANDERA	2								1	3
MARSABIT	81								2	83
MIGORI	19	3	1	3						26
MOMBASA	12	10	1				1		2	26
NAIROBI	415	189	236	27	13	4	15	23	389	1311
NAKURU	22	1	1						2	26
NANDI	58								3	61
NAROK	32		1							33
NYAMIRA	34	1							1	36
NYANDARUA	19	6							2	27
NYERI	22	3	1		1			1	1	29
OUTSIDE EAC									2	2
SAMBURU	23								2	25
SIAYA	1				1		1		1	4
TAITA TAVETA	51	14	429	3					10	507
TANA RIVER	14									14
THARAKA	18									18
TRANS-NZOIA			1							1
TURKANA	52								2	54
UASIN GISHU	66	3							1	70
VIHIGA	27								1	28
WAJIR	10								1	11
WEST POKOT			52						12	64
Grand Total	1485	381	759	35	18	4	17	24	474	3197

Table 5A: Distribution of Occupational Group and Educational Award

Code	Occupation	Skill level								Total
		Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Not Stated	
111	Legislative And Constitutional Officials				3				12	15
112	Local Authority Officials.		7		2					9
121	Government Administrators	1	7	14	391			1	29	443
122	Senior Officials Of Special Interest Organizations		2							2
131	Directors And Chief Executives.	1	49	1	789	1	6		7	854
132	Specialised Departmental Managers	2	10		62	1		1	18	94
133	Other Departmental Managers		1		7					8
141	Non-Departmental Managers		4		23	2	3	1	4	37
151	Other Administrators And Managers		3	1	18				1	23
211	Physicists And Related Professionals				7	1				8
212	Chemists				1					1
221	Mathematicians And Related Professionals				1					1
222	Statisticians				19					19
223	Computing Professionals				14				1	15

224	Data Base And Network Professionals				3	1			1	5
231	Architects And Town Planners		4		3					7
232	Surveyors And Cartographers				2	3				5
233	Civil Engineers				6		3			9
234	Mechanical Engineers				15					15
235	Chemical Engineers And Technologists		1		2		1			4
236	Mining Engineers, Metallurgists And Related Technologists				2		2			4
237	Electrical, Electronics And Telecommunications Engineers				8	2				10
238	Production And Related Engineers				1					1
241	Health Professionals				5					5
242	Nursing And Mid-Wifery Professionals		3		4		7			14
244	Agriculturalists And Related Professional		1		4	1	4		6	16
251	University And Post-Secondary Teachers/Lecturers	25	78		10					113
252	Secondary And Technical Institute Teachers And Instructors		1		8	2				11
259	Other Teaching Professionals				2					2
261	Lawyers		1		18				1	20
271	Economists				3					3
279	Other Social Science And Related				1					1

	Professionals									
281	Accountants, Auditors And Tax Assessors		1		28			2	17	48
282	Personnel And Occupational Professionals				7	1		13	1	22
289	Other Business Professionals		1		12				2	15
291	Archivists, Librarians And Related Professionals								2	2
292	Religious Professionals		1		3					4
293	Authors, Journalists And Related Professionals				1					1
312	Civil Engineering And Related Technicians				1		9			10
313	Mechanical Engineering And Related Technicians						2			2
316	Electronics And Telecommunications Engineering Technicians				2					2
322	Medical Assistants And Clinical Officers				2	4				6
323	Sanitarians				1					1
326	Physiotherapists And Related Associate Professionals						1			1
329	Other Associate Medical, Nursing And Nutrition Workers				1		3			4
331	Physical And Chemical Science Technicians				13	8				21
332	Life Science Technicians				1		15			16

343	Aircraft Pilots And Related Workers				1					1
354	Business Services Agents				1		29	44		74
361	Police Inspectors, Detectives, Customs And Border Officials				1					1
362	Government Tax And Excise Officials								42	42
363	Welfare And Pensions Officials				1	6				7
365	Business And Public Service Middle Level Personnel.				31	40	49	30	22	172
366	Statistical And Planning Officials						27			27
367	Fisheries, Wildlife And Tourist Officials				1				1	2
369	Other Middle Level Personnel				1					1
371	Primary Education Teachers							6		6
372	Pre-Primary Education Teachers				1		77	283		361
373	Other Teachers And Instructors.							1		1
394	Decorators And Commercial Designers							1		1
411	Secretaries, Stenographers And Typists				1	1		2	1	5
413	Numerical Clerks.							12	1	13
414	Material Recording And Transport Clerks				1					1
421	Cashiers, Tellers and Related Clerks								1	1
422	Information Clerks				4	1	2	7	1	15
524	Protective Service Workers							9	1	10

531	House Stewards And Housekeepers						3	1		4
532	Cooks And Other Catering Service Workers						2	1		3
533	Waiters And Bartenders							1		1
712	Building Trades Workers						1			1
721	Metal Moulders, Welders, Structural-Metal Preparers And Related Trades Workers.								3	3
882	Motor Vehicle Drivers							16	1	17
913	Cleaners, Launderers And Domestic Workers							17	1	18
914	Building Caretakers							1		1
915	Messengers, Porters, Watchmen And Related Workers							5		5
999	Occupation Not Elsewhere Classified		4	1	419	4	12	15	19	474
	Total	29	179	17	1969	79	258	470	196	3197

Code	Occupation	Skill level								Total
		Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diploma	Certificate	Not Stated	
111	Legislative And Constitutional Officials				3				12	15
112	Local Authority Officials.		7		2					9
121	Government Administrators	1	7	14	391			1	29	443
122	Senior Officials Of Special Interest Organizations		2							2
131	Directors And Chief	1	49	1	789	1	6		7	854

	Executives.									
132	Specialised Departmental Managers	2	10		62	1		1	18	94
133	Other Departmental Managers		1		7					8
141	Non-Departmental Managers		4		23	2	3	1	4	37
151	Other Administrators And Managers		3	1	18				1	23
211	Physicists And Related Professionals				7	1				8
212	Chemists				1					1
221	Mathematicians And Related Professionals				1					1
222	Statisticians				19					19
223	Computing Professionals				14				1	15
224	Data Base And Network Professionals				3	1			1	5
231	Architects And Town Planners		4		3					7
232	Surveyors And Cartographers				2	3				5
233	Civil Engineers				6		3			9
234	Mechanical Engineers				15					15
235	Chemical Engineers And Technologists		1		2		1			4

236	Mining Engineers, Metallurgists And Related Technologists				2		2			4
237	Electrical, Electronics And Telecommunications Engineers				8	2				10
238	Production And Related Engineers				1					1
241	Health Professionals				5					5
242	Nursing And Mid-Wifery Professionals		3		4		7			14
244	Agriculturalists And Related Professional		1		4	1	4		6	16
251	University And Post-Secondary Teachers/Lecturers	25	78		10					113
252	Secondary And Technical Institute Teachers And Instructors		1		8	2				11
259	Other Teaching Professionals				2					2
261	Lawyers		1		18				1	20
271	Economists				3					3
279	Other Social Science And Related Professionals				1					1
281	Accountants, Auditors And Tax Assessors		1		28			2	17	48

282	Personnel And Occupational Professionals				7	1		13	1	22
289	Other Business Professionals		1		12				2	15
291	Archivists, Librarians And Related Professionals								2	2
292	Religious Professionals		1		3					4
293	Authors, Journalists And Related Professionals				1					1
312	Civil Engineering And Related Technicians				1		9			10
313	Mechanical Engineering And Related Technicians						2			2
316	Electronics And Telecommunications Engineering Technicians				2					2
322	Medical Assistants And Clinical Officers				2	4				6
323	Sanitarians				1					1
326	Physiotherapists And Related Associate Professionals						1			1
329	Other Associate Medical, Nursing And Nutrition Workers				1		3			4

331	Physical And Chemical Science Technicians				13	8				21
332	Life Science Technicians				1		15			16
343	Aircraft Pilots And Related Workers				1					1
354	Business Services Agents				1		29	44		74
361	Police Inspectors, Detectives, Customs And Border Officials				1					1
362	Government Tax And Excise Officials								42	42
363	Welfare And Pensions Officials				1	6				7
365	Business And Public Service Middle Level Personnel.				31	40	49	30	22	172
366	Statistical And Planning Officials						27			27
367	Fisheries, Wildlife And Tourist Officials				1				1	2
369	Other Middle Level Personnel				1					1
371	Primary Education Teachers							6		6
372	Pre-Primary Education Teachers				1		77	283		361
373	Other Teachers And Instructors.							1		1
394	Decorators And Commercial Designers							1		1

411	Secretaries, Stenographers And Typists				1	1		2	1	5
413	Numerical Clerks.							12	1	13
414	Material Recording And Transport Clerks				1					1
421	Cashiers, Tellers and Related Clerks								1	1
422	Information Clerks				4	1	2	7	1	15
524	Protective Service Workers							9	1	10
531	House Stewards And Housekeepers						3	1		4
532	Cooks And Other Catering Service Workers						2	1		3
533	Waiters And Bartenders							1		1
712	Building Trades Workers						1			1
721	Metal Moulders, Welders, Structural- Metal Preparers And Related Trades Workers.								3	3
882	Motor Vehicle Drivers							16	1	17
913	Cleaners, Launderers And Domestic Workers							17	1	18
914	Building Caretakers							1		1

915	Messengers, Porters, Watchmen And Related Workers							5		5
999	Occupation Not Elsewhere Classified		4	1	419	4	12	15	19	474
	Total	29	179	17	1969	79	258	470	196	3197