



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

**JOB OPPORTUNITY ANALYSIS REPORT  
(APRIL-JUNE 2017)**

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

**JULY, 2017**

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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 modeled 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 from April to June 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 April to June 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 April to June, 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 413,960 job openings were advertised.

### **4.1. Vacancies by Economic Activity**

Job opportunities occur within certain economic activities<sup>1</sup>. 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 99.7 percent, while the rest of economic activities contributed less than 1 percent of the jobs advertised during the reference period. **(See appendix 1A)**

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<sup>1</sup> Economic activity is any activity that results in production of good and services that add value to the economy

**Table 1: Distribution of Vacancies by Economic Activity**

<b>ISIC Code</b>	<b>Economic Activity</b>	<b>Vacancies</b>	<b>Percent</b>
A	Agriculture, Forestry And Fishing	9	0.00
B	Mining and quarrying	1	0.00
C	Manufacturing	14	0.00
D	Electricity, gas, steam and air conditioning supply	2	0.00
E	Water supply; sewerage, waste management and remediation activities	33	0.01
F	Construction	55	0.01
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	1	0.00
H	Transportation and storage	7	0.00
I	Accommodation and food service activities	4	0.00
J	Information and communication	17	0.00
K	Financial and insurance activities	57	0.01
M	Professional, scientific and technical activities	62	0.01
N	Administrative and support service activities	402	0.10
O	Public administration and defence; compulsory social security	412799	99.72
P	Education	83	0.02
Q	Human health and social work activities	51	0.01
R	Arts, Entertainment and Recreation	3	0.00
S	Other service activities	11	0.00
U	Activities of extraterritorial organizations and bodies	275	0.07
Y	Not Stated	74	0.02
<b>Grand Total</b>		<b>413960</b>	<b>100.00</b>

#### 4.2. Vacancies by Major Occupational Group

Table 2 shows that 64.4 percent of the job openings were in the Major Occupational Group of Secretaries, Clerical Services and Related Workers. Legislators, Administrators and Managers occupational group accounted for 33.1 percent. The rest of the occupations constituted only 2.5 percent of the jobs advertised. **(See appendix 2A)**

**Table 2: Vacancies by Major Occupational Group**

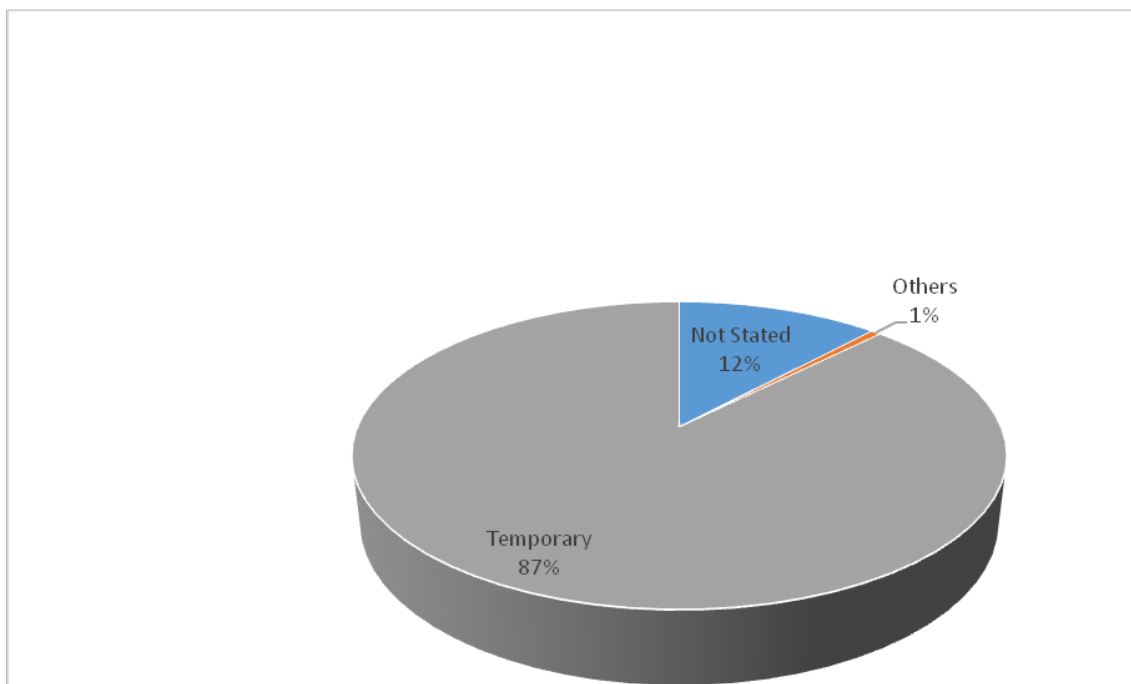
Occupation	Vacancies	Percentage
CRAFT AND RELATED TRADES WORKERS	12	0.0%
ELEMENTARY OCCUPATIONS	959	0.2%
LEGISLATORS, ADMINISTRATORS AND MANAGERS	137058	33.1%
Occupation Not classified elsewhere	62	0.0%
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	331	0.1%
PROFESSIONALS	602	0.1%
SECRETARIES, CLERICAL SERVICES AND RELATED WORKERS	266388	64.4%
SERVICE WORKERS AND SHOP AND MARKET SALES WORKERS.	16	0.0%
TECHNICIANS AND ASSOCIATE PROFESSIONALS	8532	2.1%
<b>Total</b>	<b>413960</b>	<b>100.0%</b>

### 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 87 percent of the advertised jobs were on temporary terms of service while 12 percent of the jobs advertised were silent on the terms of engagement.

**Figure 1: Distribution of Vacancies by Terms of Service**

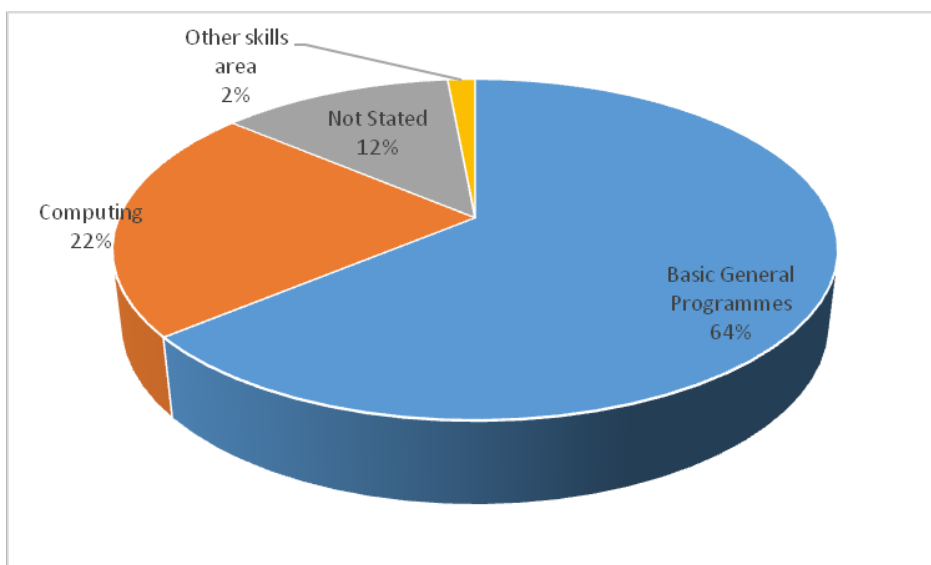


#### 4.4. Vacancies by Skill Area and Level – refer to Quarter 3

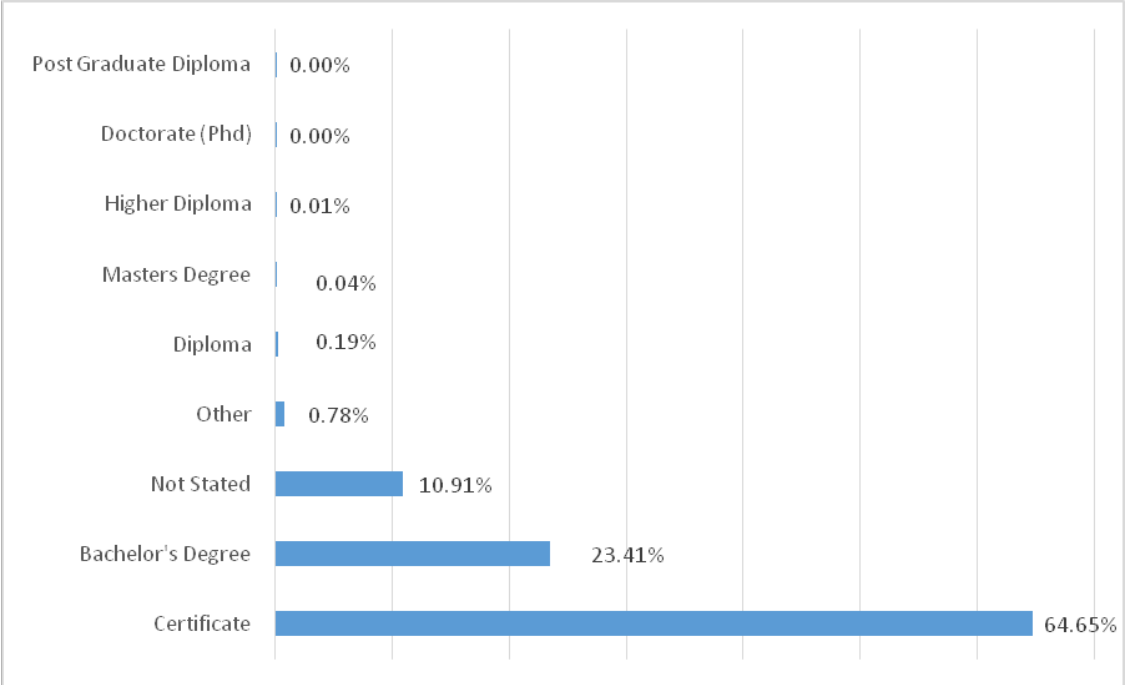
Figures 2 and 3 provide information on the skill areas and levels required by employers. Out of the total jobs advertised, 64 percent required Basic General Programmes that comprise of secondary school certificate while 22 percent required computing skill while 12 percent of the advertised jobs did not state the required skills and level.

In terms of level of training, certificate level was highest in demand at 64.7 percent followed by Bachelor's degree at 23.4 percent while 10.9 percent of the advertised jobs did not state the skill level required. **(See appendix 3A)**

**Figure 2: Vacancies by Skill Area**



**Figure 3: Vacancies by skill level**





#### **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 99.92 percent with Secretaries, Clerical Services and Related Workers registering 64.4 percent Legislators, Administrators and Managers registering 33.1 percent. The rest of the major occupational groups had less than 1 percent of all advertised vacancies.

Other counties accounted for less than 1 percent of the job advertisements. **(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 certificate level of educational award at 64.7 percent followed by Bachelor's degree at 23.4 percent of the vacancies advertised while 10.9 percent of the advertisements did not state the required educational award. Other educational awards took 1percent of the advertised vacancies. **(For details see appendix 5A)**

## 5.0. JOB OPPORTUNITY INDEX (JOI)

A job opportunity index is a statistical value that indicates a change in 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.

### 5.1. Job Opportunity Indices in all Economic Activities

Table 4 presents Job Opportunity Indices by Economic Activity for the period April to June 2017. Public Administration and Defence; Compulsory Social Security recorded the highest index of growth at 15690. This was followed by Administration and Support Services activities which had a growth of 1546, Construction 239, and Water supply, Sewage, Water Management and Remediation growth of 127. Most of the other economic sectors recorded minimal growth during the reference period. Real Estate Activities and Activities of Household Employers had no growth having registered zero indexes.

The aggregate Job Opportunity Index for the period specified showed a marked improvement with an index of 8783 as compared to 69 in the January to March 2017 quarter.

**Table 4: Job Opportunity Indices by Economic Activity**

ISIC Code	Economic Activity	June 2016 Index	September 2016 Index	March 2017 Index	June 2017 Index
A	Agriculture, Forestry and Fishing	36	13	24	20
B	Mining and Quarrying	0	0	0	50
C	Manufacturing	101	73	56	16
D	Electricity, Gas, Steam and Air Conditioning Supply	438	975	0	25
E	Water Supply; Sewerage, Waste Management and Remediation	131	108	0	127

ISIC Code	Economic Activity	June 2016 Index	September 2016 Index	March 2017 Index	June 2017 Index
F	Construction	217	765	30	239
G	Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	87	117	104	4
H	Transportation and Storage	270	33	18	8
I	Accommodation And Food Service Activities	0	65	60	20
J	Information and Communication	92	144	92	44
K	Financial and Insurance Activities	111	80	71	26
L	Real Estate Activities	388	0	125	0
M	Professional, Scientific And Technical Activities	36	32	7	51
N	Administrative and Support Service Activities	1327	442	1542	1546
O	Public Administration and Defence; Compulsory Social Security	81	148	57	15690
P	Education	100	48	62	12
Q	Human Health And Social Work Activities	54	47	36	29
R	Arts, Entertainment And Recreation	20	10	50	30
S	Other Service Activities	17	90	123	21
T	Activities of Households as Employers; Undifferentiated Goods and Services producing Activities Of Households For Own Use	0	0	0	0
U	Activities Of Extraterritorial Organizations And Bodies	94	85	103	67
	<b>Total</b>	<b>98</b>	<b>118</b>	<b>69</b>	<b>8783</b>

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

## 5.2. Job Opportunity Indices by Occupation

Table 5 shows that the highest growth occurred in the major occupational group of Secretarial, Clerical Services and Related Workers with a job opportunity index of 289552 in the period April to June 2017. This was followed by the occupation of Legislators, Administrators and Managers with an index of 9041, and Elementary occupations with an index of 5047. In addition, it was observed that there was a marked drop in Job Opportunities in most occupations. Craft and related Trades Workers had a significant drop from 583 in January to March 2017 quarter to 67 in the quarter under reference.

**Table 5: Job Opportunity Indices by Occupation**

KNOCS CODE	Major Occupational Group	June 2016 Index	September 2016 Index	Mar-17 Index	June 2017 Index
1.	Legislators, Administrators And Managers	48	99	73	9041
2.	Professionals	106	79	45	35
3.	Technicians And Associate Professionals	119	247	58	1126
4.	Secretarial, Clerical Services And Related Workers	254	101	132	289552
5.	Service Workers , Shop And Market Sales Workers	98	87	103	4
6.	Skilled Farm, Fishery, Wildlife And Related Workers	2	1	0	0
7.	Craft And Related Trades Workers	317	328	583	67
8.	Plant And Machine Operators And Assemblers	104	652	928	1324
9.	Elementary Occupations	447	447	32	5047
	<b>Grand Total</b>	<b>98</b>	<b>118</b>	<b>69</b>	<b>8783</b>

**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;

- Public sector had a high potential for job openings with Public Administration and Defense; Compulsory Social Security accounting for 99.72 percent of total jobs advertised. This could be attributed to a seasonality of employment opportunity created by electioneering activities.
- Low level skills were on high demand in the labour market as most occupations required certificate level skills at 64.7 percent of the total vacancies declared.

## 7.0. APPENDICES

**Table 1A: Distribution of Vacancies by Economic Activity**

ISIC Code	Economic Activity	Vacancies	Percent
<b>A</b>	<b>Agriculture, Forestry And Fishing</b>	<b>9</b>	<b>0.00</b>
01	Crop and animal production, hunting and related service	7	0.00
02	Crop and animal production, hunting and related service	1	0.00
03	Fishing and aquaculture	1	0.00
<b>B</b>	<b>Mining and quarrying</b>	<b>1</b>	<b>0.00</b>
08	Other mining and quarrying	1	0.00
<b>C</b>	<b>Manufacturing</b>	<b>14</b>	<b>0.00</b>
10	Manufacture of food products	3	0.00
18	Printing and reproduction of recorded media	3	0.00
20	Manufacture of chemicals and chemical products	2	0.00
28	Manufacture of machinery and equipment n.e.c.	1	0.00
31	Manufacture of furniture	3	0.00
32	Other manufacturing	2	0.00
<b>D</b>	<b>Electricity, gas, steam and air conditioning supply</b>	<b>2</b>	<b>0.00</b>
35	Electricity, gas, steam and air conditioning supply	2	0.00
<b>E</b>	<b>Water supply; sewerage, waste management and remediation activities</b>	<b>33</b>	<b>0.01</b>
36	Water collection, treatment and supply	33	0.01
<b>F</b>	<b>Construction</b>	<b>55</b>	<b>0.01</b>
41	Construction of buildings	3	0.00
42	Civil engineering	52	0.01

<b>ISIC Code</b>	<b>Economic Activity</b>	<b>Vacancies</b>	<b>Percent</b>
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	1	0.00
45	Wholesale and retail trade; repair of motor vehicles and motorcycles	1	0.00
H	Transportation and storage	7	0.00
49	Land transport and transport via pipelines	5	0.00
51	Air transport	2	0.00
<b>I</b>	<b>Accommodation and food service activities</b>	<b>4</b>	<b>0.00</b>
55	Accommodation	2	0.00
56	Food and beverage service activities	2	0.00
<b>J</b>	<b>Information and communication</b>	<b>17</b>	<b>0.00</b>
58	Publishing activities	17	0.00
<b>K</b>	<b>Financial and insurance activities</b>	<b>57</b>	<b>0.01</b>
64	Financial service activities, except insurance and pension	48	0.01
65	Insurance, reinsurance and pension funding, except	6	0.00
66	Activities auxiliary to financial service and insurance activities	3	0.00
<b>M</b>	<b>Professional, scientific and technical activities</b>	<b>62</b>	<b>0.01</b>
72	Scientific research and development	3	0.00
74	Other professional, scientific and technical activities	58	0.01
75	Veterinary activities	1	0.00
<b>N</b>	<b>Administrative and support service activities</b>	<b>402</b>	<b>0.10</b>
80	Security and investigation activities	402	0.10
<b>O</b>	<b>Public administration and defence; compulsory social security</b>	<b>412799</b>	<b>99.72</b>
84	Public administration and defence; compulsory social security	412799	99.72
<b>P</b>	<b>Education</b>	<b>83</b>	<b>0.02</b>

<b>ISIC Code</b>	<b>Economic Activity</b>	<b>Vacancies</b>	<b>Percent</b>
85	Education	83	0.02
<b>Q</b>	<b>Human health and social work activities</b>	<b>51</b>	<b>0.01</b>
86	Human health activities	50	0.01
88	Social work activities without accommodation	1	0.00
<b>R</b>	<b>Arts, Entertainment and Recreation</b>	<b>3</b>	<b>0.00</b>
91	Libraries, archives, museums and other cultural activities	1	0.00
93	Sports activities and amusement and recreation activities	2	0.00
<b>S</b>	<b>Other service activities</b>	<b>11</b>	<b>0.00</b>
94	Activities of membership organizations	11	0.00
<b>U</b>	<b>Activities of extraterritorial organizations and bodies</b>	<b>275</b>	<b>0.07</b>
99	Activities of extraterritorial organizations and bodies	275	0.07
Y	Not Stated	74	0.02
<b>Grand Total</b>		<b>413960</b>	<b>100.00</b>



**Table 2A: Vacancies by Major and Minor Occupational Group**

<b>KNOCS Code</b>	<b>Occupation</b>	<b>Posts</b>	<b>Percentage</b>
<b>1</b>	<b>LEGISLATORS, ADMINISTRATORS AND MANAGERS</b>	<b>137060</b>	<b>33.11</b>
131	Directors And Chief Executives	26	0.01
121	Government Administrators	91396	22.08
141	Non-Departmental Managers	77	0.02
151	Other Administrators And Managers	54	0.01
133	Other Departmental Managers	361	0.09
122	Senior Officials Of Special-Interest Organizations	45025	10.88
132	Specialised Departmental Managers	121	0.03
<b>2</b>	<b>PROFESSIONALS</b>	<b>598</b>	<b>0.14</b>
281	Accountants, Auditors and Tax Assessors	23	0.01
244	Agriculturalists And Related Professionals	17	0.00
231	Architects And Town Planners	3	0.00
293	Authors, Journalists and Related Professionals	2	0.00
233	Civil Engineers	47	0.01
295	Composers, Musicians and Singers	1	0.00
223	Computing Professionals	9	0.00
271	Economists	19	0.00
254	Education Methods Advisers And Assessors	3	0.00
237	Electrical, Electronics And Telecommunications Engineers	2	0.00
261	Government Administrators	1	0.00
241	Health Professionals	87	0.02

<b>KNOCS Code</b>	<b>Occupation</b>	<b>Posts</b>	<b>Percentage</b>
261	Lawyers	112	0.03
243	Life Science Professionals	8	0.00
234	Mechanical Engineers	52	0.01
235	PROFESSIONALS	3	0.00
242	Nursing And Mid-Wifery Professionals	98	0.02
289	OTHER BUSINESS PROFESSIONALS	3	0.00
259	OTHER TEACHING PROFESSIONALS	4	0.00
282	Personnel and Occupational Professionals	4	0.00
275	Philologists, Translators and Interpreters	4	0.00
211	Physicists And Related Professionals	8	0.00
252	SECONDARY AND TECHNICAL INSTITUTE TEACHERS AND INSTRUCTORS	65	0.02
241	Specialised Departmental Managers	2	0.00
232	Surveyors And Cartographers	3	0.00
251	UNIVERSITY AND POST-SECONDARY	21	0.01
<b>3</b>	<b>TECHNICIANS AND ASSOCIATE PROFESSIONALS</b>	<b>8534</b>	<b>2.06</b>
333	Agronomy and Forestry Technicians	1	0.00
343	Aircraft Pilots and Related Workers	1	0.00
321	Auxiliary Nurses	20	0.00
365	Business and Public Service Middle Level Personnel	16	0.00
355	Buyers, Appraisers and Auctioneers	5054	1.22
312	Civil Engineering and Related Technicians	2	0.00
394	Decorators and commercial Designers	1	0.00
315	Electrical Engineering Technicians	1	0.00

<b>KNOCS Code</b>	<b>Occupation</b>	<b>Posts</b>	<b>Percentage</b>
367	Fisheries, Wildlife and Tourist Officials	1	0.00
352	Insurance Brokers and Agents	8	0.00
368	Lands, Agricultural and Livestock Officials	20	0.00
322	Medical/Clinical Officers	13	0.00
391	Non-ordained Religion Assistants	2	0.00
329	Other Associate Medical, Nursing and Nutrition Workers	2	0.00
369	Other Middle Level Personnel	581	0.14
326	Physiotherapists and Related Associate Professionals	10	0.00
371	Primary Education Teachers	2795	0.68
398	Safety, Health and Quality Inspectors/Controllers	1	0.00
323	Sanitarians	1	0.00
351	Securities and Finance Dealers	1	0.00
392	Social Advisers and Helpers	1	0.00
365	Surveyors And Cartographers	2	0.00
<b>4</b>	<b>SECRETARIES, CLERICAL SERVICES AND RELATED WORKERS</b>	<b>2</b>	<b>0.00</b>
416	Coding, Proof-reading and Related Clerks	9	0.00
417	General Office Clerks	3709	0.90
414	Material Recording and Transport Clerks	1	0.00
413	Numerical Clerks	262668	63.45
411	Secretaries, Stenographers and Typists	1	0.00
<b>5</b>	<b>SERVICE WORKERS AND SHOP AND MARKET SALES WORKERS.</b>	<b>1</b>	<b>0.00</b>
532	Cooks and Other Catering Service Workers	2	0.00
521	Hairdressers, Barbers, Beauticians and Related Workers	1	0.00
524	Protective Service Workers	8	0.00

<b>KNOCS Code</b>	<b>Occupation</b>	<b>Posts</b>	<b>Percentage</b>
512	Shop Assistants and Demonstrators	5	0.00
<b>7</b>	<b>SERVICE WORKERS AND SHOP AND MARKET SALES WORKERS.</b>	<b>5</b>	<b>0.00</b>
712	Building Trades Workers	4	0.00
723	Machinery Mechanics and Fitters	5	0.00
721	Metal Moulders, Welders, Structural-Metal Preparers and Related Trades Workers	1	0.00
773	Tailors, Dressmakers and Related Workers	2	0.00
<b>8</b>	<b>PLANT AND MACHINE OPERATORS AND ASSEMBLERS</b>	<b>331</b>	<b>0.08</b>
883	AGRICULTURAL AND MATERIALS-HANDLING MACHINERY OPERATORS	4	0.00
882	MOTOR VEHICLE DRIVERS	325	0.08
899	Plant and Machine Operators and Assemblers Not Elsewhere Classified	1	0.00
835	Rubber and Plastic Rubber machine Operators	1	0.00
<b>9</b>	<b>ELEMENTARY OCCUPATIONS</b>	<b>1</b>	<b>0.00</b>
915	Messengers, Porters, Watchmen and Related Workers	959	0.23
X	Occupation Not classified elsewhere	62	0.01
	<b>Grand Total</b>	<b>413960</b>	<b>100.00</b>

**Table 3A: Vacancies by Skill Area and Level**

		Skill Level								
Skill code	Skill area	Bachelor's Degree	Certificate	Diploma	Doctorate (Phd)	Higher Diploma	Masters Degree	Not Stated	Other	Post Graduate Diploma
10	Basic General Programmes									
	"O" Level (E.A.C.E, K.C.E, K.C.S.E, etc)		264752							
14	Education									
	Early Childhood Development Education (ECDE)	1		1	1					
	Education	66		1	2		72			
	Educational Technology		1		1					
	Evaluation of Education Programs	1				1				
21	Arts									
	Film Technology	1								
	Graphic Design / Animation	1								
22	Humanities									

		Skill Level								
Skill code	Skill area	Bachelor's Degree	Certificate	Diploma	Doctorate (Phd)	Higher Diploma	Masters Degree	Not Stated	Other	Post Graduate Diploma
	Care Management of Heritage			1						
	Communication and Public Relations									1
	Disaster Management and Humanitarian Assistance	2								
	Human Resource Management	8		4			8			
	International Studies						1			
	Leadership	2								
	Linguistics			4						
	Physical Education			2						
	Social Sciences	5056			1					
	Social Work					1				
	Theology in African Christianity	1								
31	Social Sciences									
	Economics	4					2			

		Skill Level								
Skill code	Skill area	Bachelor's Degree	Certificate	Diploma	Doctorate (Phd)	Higher Diploma	Masters Degree	Not Stated	Other	Post Graduate Diploma
	Economics (Finance Option)	4								
	Organizational Development						1			
	Political Science	1								
	Research Activities						1			
	Social Sciences	2								
34	Business and Administration									
	Accounting & Finance, HRM, Marketing, Entrepreneurship)	28	6	1	1		7			
	Auditing	7								
	Banking						1			
	Business Administration	4					9			
	Business Administration and Management	1					2			
	Business Management	3	2	1	1		6			

		Skill Level								
Skill code	Skill area	Bachelor's Degree	Certificate	Diploma	Doctorate (Phd)	Higher Diploma	Masters Degree	Not Stated	Other	Post Graduate Diploma
	Business Management and Marketing	1					1			
	Catering & Institutions Management	1								
	Certified Public Accountant (CPA)		1							
	Commerce	54					5			
	Enterprise Management	1								
	Human Resource Management	1		1			1			
	Insurance Sales	2		1						
	Marketing	18								
	Office Administration	1								
	Procurement and Materials Management	5					1	1		
	Project Management	6								
	Project Planning and Management	1								
	Public Administration	2					1			



		Skill Level								
Skill code	Skill area	Bachelor's Degree	Certificate	Diploma	Doctorate (Phd)	Higher Diploma	Masters Degree	Not Stated	Other	Post Graduate Diploma
	Stores Management		1							1
38	Law									
	Law(s)	108		1	3		9	1		
44	Physical Sciences									
	Aircraft Maintenance							2		
	Environmental Science						1			
	Geology	2								
	Maritime Science						1			
	Meteorology	7								
	Natural Resource Management	8					1			
	Physics	1								
	Remote Sensing and Radar Imagery Technology		1							
	Science (General)						1			
46	Mathematics and Statistics									

		Skill Level								
Skill code	Skill area	Bachelor's Degree	Certificate	Diploma	Doctorate (Phd)	Higher Diploma	Masters Degree	Not Stated	Other	Post Graduate Diploma
	Economics & Mathematics				1					
48	Computing									
	Analytical Techniques	1								
	Communication	2								
	Communication & Media Technology						2			
	Computer Application Packages	91322								
	Computer Science	6								
	Computer Science & Technology	2								
	Computing and Informatics						4			
	Health Records and Information Technology		3	11						
	ICT Management	3		580			1			
	Information Communication Technology (ICT)	1								
	Information Technology	3		5			1			

		Skill Level								
Skill code	Skill area	Bachelor's Degree	Certificate	Diploma	Doctorate (Phd)	Higher Diploma	Masters Degree	Not Stated	Other	Post Graduate Diploma
	Strategic Business IT						1			
52	Engineering and Engineering Trades									
	Aeronautical Engineering			1						
	Auto Electrician			1						
	Automotive Engineering	5	3							
	Carpentry		1							
	Driving		9							
	Electrical Engineering		1							
	Energy Engineering	1								
	Engineering	1			1					
	Engineering Design	1								
	Food Science & Technology	1					1			
	Mechanical Engineering	3					1			
	Mechanical Engineering (Automotive Opt)			1						

		Skill Level								
Skill code	Skill area	Bachelor's Degree	Certificate	Diploma	Doctorate (Phd)	Higher Diploma	Masters Degree	Not Stated	Other	Post Graduate Diploma
	Science (Engineering)			1						
54	Manufacturing and Processing									
	Food Technology					2				
	Pastry and Bakery							1		
58	Architecture and Building									
	Architecture	1								
	Cartography						7			
	Civil & Structural Engineering	2								
	Civil & Water Engineering	1								
	Civil Engineering	6								
	Surveying			2						
62	Agriculture, Forestry and Fishery									
	Agribusiness Management and Trade							1		
	Agricultural Economics	2			1					

		Skill Level								
Skill code	Skill area	Bachelor's Degree	Certificate	Diploma	Doctorate (Phd)	Higher Diploma	Masters Degree	Not Stated	Other	Post Graduate Diploma
	Agriculture	1				1				
	Agriculture Extension	15								
	Agronomy									1
	Animal Production			7		9				
	Horticulture	2								
64	Veterinary									
	Medical and Veterinary Entomology	1								
72	Health									
	Anaesthesia					3				
	Clinical Medicine			10	2		1			
	Clinical Medicine and Surgery.			20						
	Community Health Nursing			50						
	Community Oral Health		1							
	Dental Surgery	2								

		Skill Level								
Skill code	Skill area	Bachelor's Degree	Certificate	Diploma	Doctorate (Phd)	Higher Diploma	Masters Degree	Not Stated	Other	Post Graduate Diploma
	Health & Nutrition				1					
	Human Anatomy	4								
	Hygiene/Health		38							
	Laboratory Technology					10				
	Medical Education (Medicine, Surgery, Imaging & Diagnostics)						2			
	Medical Imaging Sciences (Ultrasound)			4						
	Medical Laboratory Science	1								
	Medical Laboratory Technology			18						
	Medicine	75			1		2			
	Medicine And Surgery (Mbchb)	1					5			
	Nursing	11	2	33						
	Nutrition Health	1					1			
	Occupational Therapy		5							
	Pharmaceutical Technology			1						

		Skill Level								
Skill code	Skill area	Bachelor's Degree	Certificate	Diploma	Doctorate (Phd)	Higher Diploma	Masters Degree	Not Stated	Other	Post Graduate Diploma
	Pharmacy					2				
	Public Health	1					1			
	Surgery	5					1			
	Surgery Medicine in Paediatric Dentistry				1					
76	Social Services									
	Community Development and Project Management	1								
	Corporate Social Responsibility			1						
	Counseling Psychology	2								
81	Personal Services									
	Hospitality and Tourism Management							1		
	Hospitality Management	1								
	Hotel and Hospitality Management	1								
84	Transport Services									

		Skill Level								
Skill code	Skill area	Bachelor's Degree	Certificate	Diploma	Doctorate (Phd)	Higher Diploma	Masters Degree	Not Stated	Other	Post Graduate Diploma
	Airline Pilot and Flight Crew								1	
	Aviation								1	
	Coxswain			33						
	Logistics and Transport Management						1			
85	Environmental Protection									
	Environmental Conservation and Natural Resource Management			1			1			
	Natural Resources Management	1								
86	Security Services									
	Criminology and Social Order	1								
99	Certificate Not Elsewhere Classified		6							
xx	Not Stated	1	2795					45169	3237	



**Table 4A: Vacancies by County and Major Occupational Group**

County	LEGISLATORS, ADMINISTRATORS AND MANAGERS	PROFESSIONALS	TECHNICIANS AND ASSOCIATE PROFESSIONALS	SECRETARIES, CLERICAL SERVICES AND RELATED WORKERS	SERVICE WORKERS AND SHOP AND MARKET SALES WORKERS.	CRAFT AND RELATED TRADES WORKERS	ELEMENTARY OCCUPATIONS	PLANT AND MACHINE OPERATORS AND ASSEMBLERS	Occupation Not classified elsewhere	Total
BUSIA		17	17	5		5				44
EAC	50	1							20	71
EMBU	1	2								3
GARISSA		1								1
KAJIADO	1	1						1	2	5
KAKAMEGA	5	4	1							10
KERICHO	2	3	2					6		13
KIAMBU	1				1					2
KIRINYAGA		8				3				11
KISII		2								2
KISUMU	3	81	1							85
KITUI	1	19	11	3					11	45
KWALE		6								6
MACHAKOS		12	1							13
MAKUENI		68	20		1	2				91
MANDERA		3	2						1	6
MERU	1	1								2
MIGORI				1						1
MOMBASA	2	2	1					1		6
MURANGA		5								5
NAIROBI	136965	277	8461	266372	14	2	959	308	22	413380
NAKURU	2	1								3
NAROK		1								1

NYERI	1	6	1					3		11
OUTSIDE EAC	1									1
SAMBURU	1									1
SIAYA	2									2
TAITA TAVETA				3						3
THARAKA		1		4				3		8
TRANS- NZOIA	10	11	5							26
TURKANA	4	47	1					4	5	61
UASIN GISHU	1								1	2
WEST POKOT	4	22	8					5		39
<b>Total</b>	<b>137058</b>	<b>602</b>	<b>8532</b>	<b>266388</b>	<b>16</b>	<b>12</b>	<b>959</b>	<b>331</b>	<b>62</b>	<b>413960</b>

**Table 5A: Distribution of Occupational Group and Educational Award**

CO DE	OCCUPATION	EDUCATIONAL AWARD									
		Bachelor's Degree	Certificat e	Diploma	Doctor ate (Phd)	Higher Diploma	Masters Degree	Not Stated	Other	Post Graduate Diploma	TOTAL
121	government administrators	91327	3	1			64	1			91396
122	senior officials of special-interest organizations	17					7	45001			45025
131	directors and chief executives	12	3		3		7			1	26
132	specialised departmental managers	81		10	1	1	25	3		1	124
133	other departmental managers				1		16		337		358
141	non-departmental managers	17					4	56			77
151	other administrators and managers	4	38				6	6			54
211	physicists and related professionals	8									8
223	computing professionals	7	1					1			9
231	architects and town planners	1						2			3
232	surveyors and cartographers	1		2							3
233	civil engineers	4		33				10			47
234	mechanical engineers							3			52
237	electrical, electronics and telecommunications engineers							2			2
241	health professionals	80					7				87

242	nursing and mid-wifery professionals	11	3	83			1				98
243	life science professionals	3		1		2	1		1		8
244	agriculturalists and related professionals	16						1			17
251	university and post-secondary	4			10		7				21
252	secondary and technical institute teachers and instructors	63		1			1				65
254	education methods advisers and assessors	1		1			1				3
259	other teaching professionals	2		1			1				4
261	lawyers	105		1			1	5			112
261	government administrators							1			1
271	economists	3			1		1	14			19
275	philologists, translators and interpreters			4							4
281	accountants, auditors and tax assessors	14	1	1			5				23
282	personnel and occupational professionals	3		1							4
289	other business professionals	3									3
293	authors, journalists and related professionals	1		1							2
295	composers, musicians and singers	1									1
312	civil engineering and related technicians	2									2
315	electrical engineering technicians			1							1
321	auxiliary nurses			20							20
322	medical/clinical officers			10		3					13

323	sanitarians						1				1
326	physiotherapists and related associate professionals		6	4							10
329	other associate medical, nursing and nutrition workers	1					1				2
333	agronomy and forestry technicians									1	1
343	aircraft pilots and related workers							1			1
351	securities and finance dealers							1			1
352	insurance brokers and agents	2					6				8
354	other departmental managers	1									1
355	buyers, appraisers and auctioneers	5054									5054
365	business and public service middle level personnel	14	1	1				3			19
367	fisheries, wildlife and tourist officials					1					1
368	lands, agricultural and livestock officials	2		7		9	2				20
369	other middle level personnel	1		580							581
371	primary education teachers		2795								2795
391	non-ordained religion assistants	2									2
392	social advisers and helpers			1							1
394	decorators and commercial designers	1									1
398	safety, health and quality inspectors/controllers	1									1
411	secretaries, stenographers		1								1

	and typists										
413	numerical clerks	3	262665								262668
414	material recording and transport clerks			1							1
416	coding, proof-reading and related clerks		3				6				9
417	general office clerks	4	805					2900			3709
512	shop assistants and demonstrators		5								5
521	hairdressers, barbers, beauticians and related workers		1								1
524	protective service workers		3				5				8
532	cooks and other catering service workers	1					1				2
712	building trades workers		4								4
721	metal moulders, welders, structural-metal preparers and related trades workers						1				1
723	machinery mechanics and fitters	4	1								5
773	tailors, dressmakers and related workers		2								2
835	rubber and plastic rubber machine operators		1								1
882	motor vehicle drivers		322				3				325
883	agricultural and materials-handling machinery operators		4								4
899	plant and machine operators and assemblers not elsewhere classified	1									1
915	messengers, porters, watchmen and related workers		959								959
999	occupation not classified	16		11		1		34			62

	elsewhere										
	<b>Total</b>	<b>96904</b>	<b>267628</b>	<b>798</b>	<b>18</b>	<b>29</b>	<b>165</b>	<b>45176</b>	<b>3239</b>	<b>3</b>	<b>413960</b>