MINISTRY OF
LABOUR AND
SOCIAL PROTECTION
REPUBLIC OF KENYA

SKILLS GAP REPORT

A Rapid Assessment of the Skills Development Priorities in the Global Labour Market

KENYA VISION 2030

SKILLS GAP REPORT
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Ministry of Labour and Social Protection, March, 2025
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LIST OF ABBREVIATIONS

AC	Air Conditioning
BLA	Bilateral Labour Agreements
BSN	Bachelor of Science in Nursing
CAT	Credit Accumulation and Transfer System
CCTV	Closed Circuit Television
CHW	Chilled Water
EU	European Union
ECP	Emergency Care Practitioner
GCC	Gulf Cooperation Council
HVAC	Heating, Ventilation, and Air Conditioning
HVAC-R	Heating, Ventilation, Air Conditioning, and Refrigeration
ICT	Information Computer Technology
ILO	International Labour Organization
KMTC	Kenya Medical Training College
KNQF	Kenya National Qualifications Framework
KPHC	Kenya Population and Housing Census
LM	Labour Mobility
LMRA	Labour Market Research Analysis
MEP	Mechanical, Electrical, and Plumbing
MoU	Memorandum of Understanding
NEA	National Employment Authority
NEAIMS	National Employment Authority Integrated Management System
Neo-M	Neo-Mostaqbal
NITA	National Industrial Training Authority
NSSC	National Sector Skills Committee
ODFL	Open Flexible and Distance Learning
OECD	Organisation for Economic Co-operation and Development
PRA	Public Recruitment Agency
PTSD	Post Training and Skills Development
RPL	Recognition of Prior Learning
SNE	Special Needs Education
SPV	Special Purpose Vehicle
STEM	Science, Technology, Engineering, and Mathematics
STLI	Skills and Training Labour Information
TVET	Technical and Vocational Education and Training
UAE	United Arab Emirates
USA	United States of America
UK	United Kingdom
WHO	World Health Organization

FOREWORD

The Constitution of Kenya affirms the right of the youth to access relevant education and employment in Article 55; and the right of minorities and marginalized groups to access special opportunities in educational and economic fields including special opportunities for access to employment in Article 56.

To uphold these constitutional provisions, the Ministry of Labour and Social Protection is steadfast in its efforts to promote decent work, skills development, and sustainable job creation. The Ministry prioritizes youth employment as a key pillar of the Kenya Vision 2030, Bottom-Up Economic Transformation Agenda (BETA) and aligns its strategies with regional and international frameworks such as Agenda 2063, the Treaty for the Establishment of the East African Community, the 2030 Agenda for Sustainable Development, and various ILO conventions.

One of the key strategic goals of the Ministry is to advance labour mobility as a significant source of employment for unemployed youth. To this end, the Ministry has developed Sessional Paper No. 5 of 2023 on the National Policy on Labour Mobility, aimed at fostering inclusive and sustainable development through safe, orderly, and productive labour mobility. Complementing this effort is the National Strategy on Skills Development for Labour Mobility (2024), which seeks to enhance the linkage between skills development and the global labour market in order to optimize safe, orderly, and regular labour mobility.

It is against this background, that the Rapid Assessment of the Skills Development Priorities in the Global Labour Market has been undertaken. The study analyses the skills development priorities within the global labour market in order to strengthen the alignment between skills supply and demand, thereby facilitating labour mobility. This study was developed to address the mismatch between skills supply and the demands of the global labour market, as well as the lack of crucial data on existing skills and labour market requirements across economic sectors and occupations.

The successful implementation of the study's recommendations demands a cohesive, well-coordinated, and multi-sectoral collaboration among all levels of government, the private sector, and non-state actors. By working together, we can transform skills development and position Kenya as a premier hub for labour mobility thereby unlocking employment opportunities for economic growth and prosperity.

Hon. (Dr.) Alfred Mutua, EGH
Cabinet Secretary, Ministry of Labour and Social Protection

ACKNOWLEDGEMENTS

The State Department for Labour and Skills Development, under Executive Order No. 2 of 2023, is mandated to promote employment, labour mobility, and post-training and skills development. Additionally, it is responsible for establishing and managing an institutional framework that links industry with skills development and training.

In line with this mandate, the Department has conducted the Skills Gap Report: A Rapid Assessment of the Skills Development Priorities in the Global Labour Market.

Gratitude is extended to the National Sector Skills Committees for their invaluable contributions to this study.

Special thanks is directed to the Ministries, Counties, Departments, and Agencies (MCDAs), constitutional commissions, education and training institutions, research institutions, employment bodies, youth organisations, development partners, social partners, and Civil Society Organisations (CSOs) for their insightful feedback, which has enriched this report.

Appreciation is further extended to the International Labour Organization (ILO) for their unwavering support in the development of this report.

Finally, I wish to acknowledge the efforts of the technical committee, led by Dr. Wanjiru Kariuki, Secretary/Skills Development, for their tireless efforts towards developing this report. The technical committee comprised of officers drawn from the Directorate for Post Training and Skills Development, Directorate for Labour Market Research and Analysis, Directorate for Labour Mobility, National Employment Authority and the National Industrial Training Authority.

Shadrack M. Mwadime, CBS
Principal Secretary, State Department for Labour and Skills Development

EXECUTIVE SUMMARY

The goal of this study is to analyse the skills development priorities within the global labour market in order to strengthen the alignment between skills supply and demand, thereby facilitating labour mobility.

The objectives of this study are to: i) Identify the countries facing significant labour shortages; ii) examine the economic sectors most affected by labour shortages in the global labour market; iii) develop a list of occupations in high demand across various countries and sectors; iv) evaluate the skills development priorities outlined in Bilateral Labour Agreements (BLAs) between Kenya and partner countries v) investigate the most sought-after occupations in selected countries; and vi) assess the current supply of skills in Kenya and identify gaps in relation to global labour market demands.

Findings of the study

1.   Countries with the highest job vacancies

Saudi Arabia has the highest proportion of job vacancies, accounting for 94.6 per cent of the vacancies. Gulf Cooperation Council (GCC) countries have the highest proportion of job vacancies. The top 5 countries with the most job vacancies are: Saudi Arabia, United Arab Emirates, Qatar, Germany, Oman.

2.   Key sectors driving global labour demand

The top seven (7) sectors with the highest proportion of job vacancies include: homecare services, transportation services, construction, cleaning services, accommodation and food services, security services, and the health sector.

3.   List of occupations in high demand in the global labour market

Sector	Occupations	Countries with demand	No. of vacancies	Level of demand	Skills level required
Homecare Services	Domestic Worker	Saudi Arabia, UAE, Oman, Bahrain, Qatar	522,093	Very high	Low
Transportation Services	Drivers (Private, Heavy Truck, Sales, Delivery/Bike Rider, Valet, Light Vehicle)	Saudi Arabia, Qatar, UAE, Kuwait, USA/Canada	35,335	Very high	Low to middle
Construction	Various occupations[1]	UAE, Qatar, Saudi Arabia, Australia,	14,340	Very high	Low to high

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[1]**Craft and Related Trades Workers**: Steel Fixer, Carpenter, Mason, Painter, Plumber, Plasterer, Tile Mason, Fabricator, Welder, Ceramic Wall and Floor Fitter, Machinist, Panel Beater, Windscreen Fitter, Pipe Fitters, Auto Glazer

Plant and Machine Operators and Assemblers: Vehicle/Diesel Mechanics, Heavy Machine Operators (Cranes, Excavators, Bulldozers, Forklifts, Drills, Dumpers), Maintenance Utility Operator, Crane Supervisor, Cable Splicers, Loaders/Unloaders, Riggers

Technicians and Associate Professionals: Electrical, Civil, HVAC, MEP, Mechanical, Refrigeration, Appliance Technicians, ELV Technicians, Laboratory Technicians, Maintenance Planners, Safety and Health Technicians

Professionals: Civil, Electrical/Electronic, Mechanical Engineers; Food Technologists

Supervisory Occupations: Civil/Electrical Supervisors, Office Supervisor, Permit Receivers

Elementary Occupations: Civil Helpers, General Helpers

Sector	Occupations	Countries with demand	No. of vacancies	Level of demand	Skills level required
		Germany, USA/Canada, Serbia			
Cleaning Services	General Cleaner, Office/Facility Cleaner, Cleaning Technician, Vessel Cleaner, Custodian	Qatar, UAE, Saudi Arabia, Serbia, USA/Canada, Bahrain	5,178	High	Low
Accommodation & Food Services	Various occupations[2]	Qatar, Turkey, UAE, Saudi Arabia, Germany, USA/Canada, Denmark	4,253	Moderate	Low to high
Security services	Security Guard, Firefighter, Security Guard Supervisor, Escort Monitor, Door Person (Doorman)	Qatar, Iraq, UAE, Kuwait, Saudi Arabia, USA/Canada	2,631	Moderate	Low to middle
Health	Nurses, Physiotherapists, Caregivers, Child/Family Care Workers	Germany, Qatar, UAE, Saudi Arabia, Austria, UK, USA/Canada	1,500	Moderate (expected to grow)	Middle to high
Agriculture and forestry	Various[3]	Serbia, Denmark, Germany, USA/Canada, Saudi Arabia, Poland	652	Low (expected to grow)	Low to middle

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[2] **Food and beverage service workers**: Waiter/Waitress, Service Crew, Bartender, Barista, and Restaurant Worker.
  Cooks and chefs: Chef (Kitchen & Pastry), Demi Chef, Commis Chef, Head Chef, Pastry Chef de Partee, Cake Decorator, and Cook.
  Housekeeping and cleaning workers: Housekeeper, Laundry Operator, and Kitchen Steward.
  Hotel and accommodation service workers: Bellboy/Doorman, Receptionist, Front Desk Receptionist, Hotel/Restaurant Worker, Grounds Maintenance Worker, and Life Guard.
  Other hospitality roles: Safety and Quality Control Team Member, Wash Rack Operator, Steward, Culinary Helpers, Cooker, Gardener, Galley, and Stockman.
  Management and supervisory roles: Senior Team Manager (Hospitality) and Restaurant Manager/Supplies.

[3]**Agricultural and livestock workers**: Farm Workers, Animal Husbandry Specialists, Egg Marking Workers, and Poultry Processors.
  Forestry and landscaping workers: Tree Planters, Landscapers and Landscaping Supervisors. Veterinary and Animal Care Workers, Veterinary Technicians, Assistant Staff Veterinary, and Veterinarians.
  Food processing and butchery workers: Butchers, Chicken and Meat Cutters. Floriculture and Horticulture Workers Are Those Engaged As Floriculture Workers.
  Supervisory and management: farm Managers and Product Supervisors.
  Pest control and maintenance workers: Pest Controllers.

Sector	Occupations	Countries with demand	No. of vacancies	Level of demand	Skills level required
Beauty & personal care	Hairdresser, Beautician, Nail Technician, Tattoo Artists, Mehndi Artists, Cosmetologists	Saudi Arabia, Kuwait, other GCC countries	544	Low	Low to middle
Finance, retail & administration	Accountant, Cashier, Storekeeper, Procurement Officer, Call Centre Agent, Sales Worker	Kuwait, UAE, Germany, Saudi Arabia, Qatar, USA/Canada	397	Low	Middle
Education	Teachers (Early Childhood, English, STEM, Special Education, Tutors)	Germany, USA/Canada, Qatar, Saudi Arabia, UK	277	Low	Middle to high
Storage & logistics	Warehouse Worker, Freight Handler, Packing Worker, Procurement Coordinator, Store Keeper	Kuwait, Saudi Arabia, Denmark, Qatar	193	Low	Low to middle
Waste management	Waste Management Supervisors and Workers	Qatar, Kuwait	6	Very low	Low to middle

4. **Skills development priorities based on the BLAs between Kenya and partner countries**

   a). United Kingdom (UK): Kenyan health workers need training aligned with UK skill-level requirements, alongside training on short-term educational placements for skills enhancement and benchmarking to uphold global professional standards.

   b). Germany: There is need for German language training, aligning skills development to Germany's labour market standards, and ensuring that Kenyan qualifications are accredited and recognized by German authorities.

   c). Austria: There is need to develop tailored education programs aligned with Austria's labour demands, ensure Kenyan qualifications are accredited, and develop German language training programmes to enhance employability.

   d). Saudi Arabia: Specialized curricula for domestic workers, qualification recognition, and Arabic language training to meet certain jobs in the labour market are required.

   e). Qatar: Aligning training with Qatar's skill requirements, securing accreditation for Kenyan qualifications, and providing Arabic language training for enhanced employability is required.

f). UAE: There is need to equip Kenyan workers with skills to meet UAE standards, ensure qualifications are accredited, and establish Arabic language programs to enhance employability.

g). Pre-departure training programs are required.

5. Labour demand in selected countries is indicated below:

Country	Sector/occupation	Number of vacancies	Level of demand	Skills level required
Germany	Health professionals	8,879	High	Middle to high
	Science, engineering, and technical	5,392	High	Middle to high
	Administrative and business professionals	2,348	Moderate	Middle to high
	Agriculture workers (farm-hands, mining labourers)	458 (farm-hands), 100 (mining)	Low	Low
Canada	Food and accommodation sector workers	2,991	Moderate	Low to high
	Retail sales workers	2,850	Moderate	Middle
	Administrative and specialized secretaries	1,522	Moderate	High
	Construction workers	1,086	Moderate	Middle
	Mining and quarrying labourers	487	Low	Low
	Farm-hands	154	Low	Low

6. TVET skills supply, trends and gaps

a). Homecare Services: A significant skills gap exists, with TVET graduate output meeting 1.9 per cent of global demand.

b). Transportation Services: There is a substantial skills gap, as TVET graduates meet 11.6 per cent of the global demand.

c). Construction Sector: While the skills gap is moderate, TVET graduate output aligns with demand, albeit with an oversupply. This oversupply is beneficial given the construction sector's very high demand and expected growth.

d). Cleaning Services: TVET graduate output is well-aligned to global demand; however, the exact number of cleaners trained under the personal services program remains unclear.

e). Accommodation and Food Services: TVET graduate output aligns with global demand, though the precise number of hospitality graduates trained under the personal services program is undefined.

f). Security Services: A notable skills gap persists, with TVET graduates meeting 2.7 per cent of global demand.

7. Hospitality skills supply, trends and gaps
— A total of 9,145 graduates were trained by Kenya Utalii College between 2019 and 2023. Graduate output also rose from 1,901 in 2022 to 2,741 in 2023.
— Despite increased output, the current graduate output of Kenya Utalii College gap met 55.3 per cent of the global demand.

8. Health skills supply, trends and gaps
a). Skills gap: There are critical shortage of specialised professionals such as medical laboratory technologists, nutritionists, dieticians, doctors, dentists, community oral health officers, and pharmacists.

b). Skill mismatch between workforce expansion and demand: Although healthcare graduate outputs grew by 111.2 per cent from 2020/21 to 2022/23, specialized professions still lack adequate representation in the local labour market.

c). Skills mismatch between supply and local demand: Labour shortages coexist with unemployment among health professionals, revealing mismatched supply and demand due to limited economic absorption capacity and inefficiencies in workforce planning.

d). Projected demand: Kenya's health workforce requirement is projected to grow by 37,242 workers from 2025 to 2030, reaching a total of 263,676 professionals. Overproduction of health professionals is needed to maintain a surplus workforce for both local and international markets.

Recommendations of the study

Skills Development

1. Provide training for skills in high-demand sectors, namely. homecare, transportation, health construction, cleaning services, accommodation and food services, security services, and health sectors.
2. Introduce training programs for emerging occupations in the global labour market such as caregiving occupations, personal care services, specialized construction trades and other such as permit receivers, bouncers, vessel cleaners, tattoo artists, mehndi artists, meat cutters, chicken cutters, and egg marking workers.
3. Incorporate homecare training into basic education curricula.
4. Integrate soft skills and financial literacy at all levels of education and training.
5. Develop programs for low-skilled occupations (e.g., domestic workers, cleaners, security guards).
6. Offer rapid reskilling and upskilling for out-of-school youth in high-demand occupations.
7. Develop skills development programmes for re-integration of returnees.

8. Overproduce health professionals to ensure a surplus health workforce to meet local and global demand.

Bilateral Labour Agreements

9. Align training with skill standards of UK, Germany, Austria, Saudi Arabia, Qatar & UAE.
10. Facilitate training on short-term placements in UK health systems.
11. Undertake capacity building of health professionals and bench marking to maintain global standards for professionals.
12. Offer German and Arabic language training to enhance employability in Germany/Austria, and GCC countries respectively.
13. Ensure Kenyan qualifications are accredited and recognized by UK, Germany, Austria, Saudi Arabia, Qatar, UAE.
14. Design tailored curricula for domestic workers for GCC countries.
15. Implement pre-departure training and include: financial management, property investment, family management, gender considerations, and social protection strategies.

Approach/ Methodology

16. Align curricula with national occupational standards.
17. Develop modular certifications (micro-credentials) targeting global demands.
18. Implement Credit Accumulation and Transfer Systems (CATS) for flexible learning pathways.
19. Introduce bridging courses to address skills gaps and standardize qualifications.
20. Use returning migrant workers as mentors/trainers in skills development for labour mobility.
21. Enhance Recognition of Prior Learning (RPL) for high-demand, lower-skilled occupations.
22. Balance retention and labour mobility, particularly in the health sector.
23. Develop a workforce strategy to manage worker shortages and mobility for the unemployed in the health sector.

Data Management

24. Establish a graduate inventory database categorized by skill level and sector at all levels of education and training.
25. Submit all foreign job vacancy data to NEA for improved research and analysis.
26. Integrate labour mobility as a criterion in workforce projections, including for the health sector.
27. Fast-track the development of a qualifications database.

Partnerships

28. Collaborate with accrediting bodies to streamline qualification recognition.
29. Develop equivalency frameworks for Kenyan qualifications to reduce barriers abroad.
30. Foster global education and training institutional partnerships to facilitate knowledge sharing.
31. Partner with private organizations to develop training for high-demand occupations.
32. Establish a stakeholder engagement forum to ensure that skills supply is aligned to global skills demands.

CHAPTER ONE: INTRODUCTION

1.1. Background

The State Department for Labour and Skills Development, in the Ministry of Labour and Social Protection, is mandated under Executive Order No. 2 of 2023 to formulate policies, strategies, and regulations for employment, labour mobility, post training and skills development, and establish and manage the institutional framework for linking industry to education and training. In line with this mandate, the Department has undertaken a rapid assessment of the skills priorities in the global labour market.

1.2. Problem Statement

A globally competitive and adaptive human resource base is essential for achieving an effective labour mobility system. However, the skills mismatch poses a major obstacle to this goal. At the macro level, the mismatch reflects a gap between the overall supply and demand for skills in the global labour market. At the micro level, it occurs when individual workers' skills do not align with the specific requirements of the jobs in the international labour market. This mismatch undermines the competitiveness and employability of the labour force, limiting their access to job opportunities abroad. This study focuses on analysing the skills priorities in the global labour market with a focus on aligning skills supply to demand in the global labour market and enhancing labour mobility.

1.3. Rationale

The following factors provide the basis for this study:

a). Skills mismatch

The National Strategy on Skills Development for Labour Mobility (2024) seeks to strengthen the linkage between skills development and the global labour market in order to optimize safe, orderly and regular labour mobility. The strategy notes that there is a critical mismatch between the skills possessed by Kenyan workers and those required in the global labour market. This disparity limits the ability of workers to effectively compete for global opportunities, creating a critical need for interventions that address the gap. Additionally, the strategy identifies a gap in the availability of information regarding existing skills and the global labour market needs across various economic sectors and occupations. Bridging this information gap is essential to ensure that education and training is responsive to global labour market demands.

b). Skills demand

The International Labour Organization (ILO, 2021) notes that demographic shifts are reshaping the global labor force, resulting in labor shortages and skills mismatches as industries struggle to find workers with the necessary expertise. This issue is particularly acute in advanced economies with aging populations. However, middle-income countries are expected to face similar challenges

in the coming decades, potentially intensifying labor and skills shortages[4]. As of January 2024, 21.6 per cent of the European Union's population was aged 65 or older. Projections indicate that the number of individuals aged 65 and above in the EU will rise from 90.5 million in 2019 to 129.8 million by 2050. This demographic transformation is driven by increasing life expectancy and declining birth rates. Consequently, Europe's shrinking working-age population is expected to create a growing reliance on migrant workers to address labor shortages[5]. In addition, Gulf Cooperation Council (GCC) countries, namely, Bahrain, Kuwait, Oman, Qatar, Saudi Arabia, and the United Arab Emirates, heavily depend on migrant workers to meet their labor demands. With a total population of GCC nationals standing at approximately 25.5 million as of 2022, these countries often face labor shortages in various industries due to relatively small national populations and high economic growth rates[6].

c). Skills supply

Kenya is well-positioned to capitalize on its youthful population to meet the demands of the global labor market. The Kenya Household Survey (2023/24) estimates the nation's population at 51.5 million, with 25.5 million in the working-age bracket (15–64 years). Notably, 54.6 per cent of this group consists of youth, presenting a valuable opportunity to harness a demographic dividend. Through labor mobility, Kenya can address high unemployment rates, especially among the youth, while creating productive employment opportunities. As of the fourth quarter of 2022, the overall unemployment rate stood at 4.9 per cent. Among youth aged 20–34, unemployment was significantly high at 24.5 per cent. By equipping young people with skills tailored to the global labor market, Kenya can maximize its demographic potential and mitigate youth unemployment.

Table 1: Unemployment (Strict Definition, by Age Cohorts, Q4, 2022)

Age Cohort	Unemployed	Labour Force	Rate (per cent)
15-19	102,650	937,913	10.9
20-24	424,474	2,720,443	15.6
25-29	186,560	3,183,615	5.9
30-34	93,847	3,140,882	3
35-39	54,576	2,423,637	2.3
40-44	46,515	2,131,875	2.2
45-49	22,215	1,719,163	1.3
50-59	16,496	1,295,015	1.3
55-59	5,788	1,071,583	0.5
60-64	6,881	774,040	0.9
Total	**960,001**	**19,398,165**	**4.9**

(Source: KNBS, 2023)

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[4] ILO (2021) *Shaping Skills and Lifelong Learning for the Future of Work*. Geneva: ILO
[5] European Commission (2020) *Ageing Europe: Statistics on Population Developments*. Brussels: European Commission
[6] Statistical Centre for the Cooperation Council for the Arab Countries of the Gulf (GCC-Stat) (2022). *Population of GCC countries: Nationals and non-nationals*. Muscat: GCC-Stat

d). Wages and remittances

Recent trends indicate a steady increase in labour mobility from Kenya to other countries (see Table 2).

Table 2: Number of youth that secured jobs in foreign countries

Year	Number of Kenyan labour migrants				
	Q1	Q 2	Q3	Q4	Total
FY2023/24	22,488	24,487	21,051	21,897	89,923
FY2024/25 (July –December)	15,444	26,804	-	-	42,248

(Source: National Employment Authority, 2025)

The biggest gains from labour mobility have been the remittances which form one of the largest international financial flows in the country. Diaspora remittances have nearly doubled, rising from US$2.551 billion in 2019 to US$4.94 billion in 2024 (refer to Figure 1). This remarkable growth highlights the opportunity to further increase remittances by enhancing the competitiveness of Kenya's labour force in the global market. In this respect, there is need to equip workers with globally sought-after skills.

Figure 1: Diaspora remittances
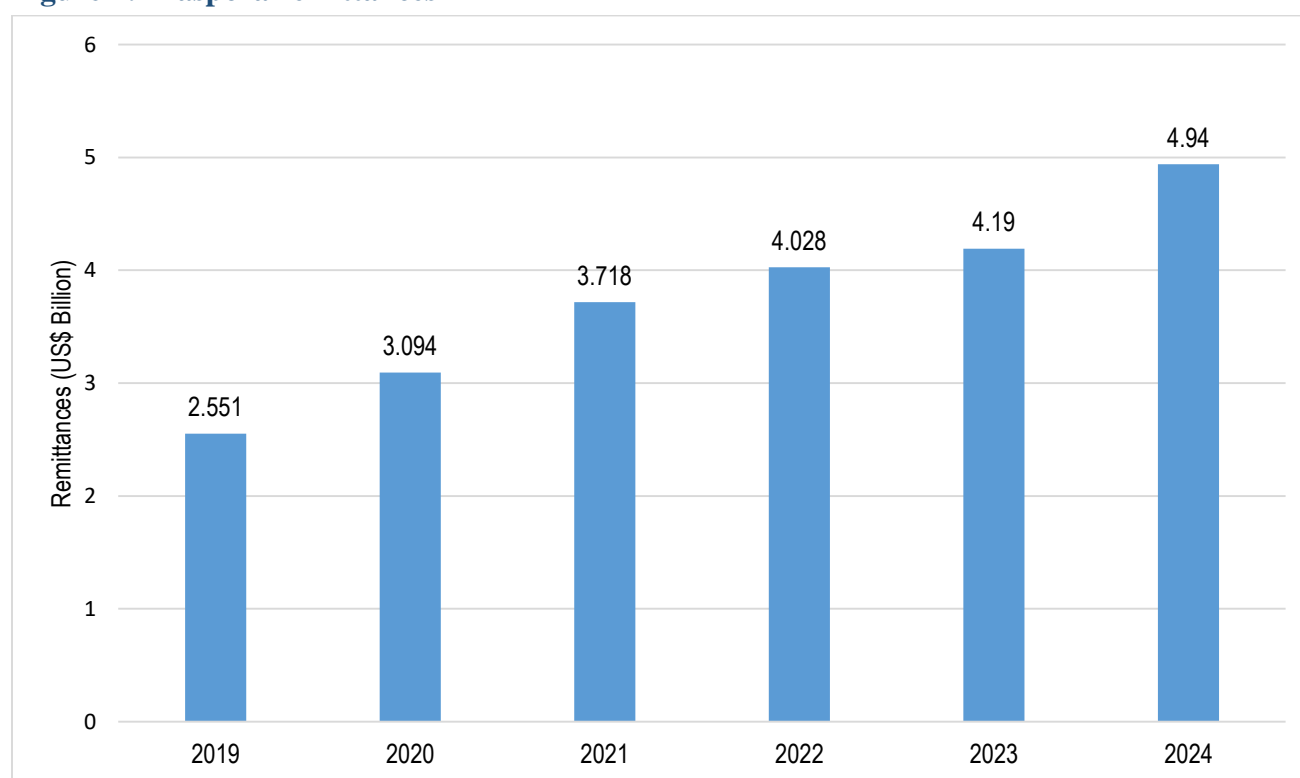
(Source: Central Bank of Kenya)

1.4. Goal

To analyse the skills development priorities within the global labour market in order to strengthen the alignment between skills supply and demand, thereby facilitating labour mobility.

1.5. Objectives

The objectives of this study are outlined below:

a). Identify the countries facing significant labour shortages
b). Examine the economic sectors most affected by labour shortages in the global labour market
c). Develop a list of occupations in high demand across various countries and sectors
d). Evaluate the skills development priorities outlined in Bilateral Labour Agreements (BLAs) between Kenya and partner countries
e). Investigate the most sought-after occupations in selected countries
f). Assess the current supply of skills in Kenya and identify gaps in relation to global labour market demands

1.6. Methodology

The study draws upon data from multiple sources to provide a comprehensive analysis of global labour market trends and skills development priorities. Primary data was sourced from job postings in the National Employment Authority Integrated Management System (NEAIMS). Additionally, semi-structured interviews were conducted with members of the National Sector Skills Committees (NSSCs) to gain qualitative insights. Secondary data was obtained through a desk review of key documents, including Bilateral Labour Agreements (BLAs), the Skills and Training Labour Information (2024) survey, Economic Survey (2023 &2024) and the Health Labour Market Analysis (2023). Web crawling on online job boards provided further insights into the most sought-after occupations in selected countries. Information on in-demand health-related occupations was also derived from the UK Government's 'Guidance Skilled Worker Visa' platform. Despite these extensive efforts, the study faced limitations due to insufficient data on skills supply from education and training institutions, highlighting a gap in available information.

1.7. Structure

The study is structured into six chapters. The first chapter provides the overview and context of the study. Chapter two explores global trends, emphasizing the skills that are currently prioritized in the international labour market. In chapter three the skills priorities under the Bilateral Labour Agreements (BLAs) between Kenya and partner countries are outlined. Chapter four presents the labour demand in selected countries. The fifth chapter provides an overview of skills supply in Kenya and highlights the gaps in relation to global labour market demands. Chapter six presents the key findings and recommendations of the study. The appendix provides a list of definition of key terms used in the study, and lists of in-demand health occupations in UK.

CHAPTER TWO: SKILLS DEMAND IN THE GLOBAL LABOUR MARKET

2.1. Introduction

This chapter examines the demand for skills in the global labour market, utilizing data from job postings recorded in the National Employment Authority Integrated Management System (NEAIMS) as at March 11, 2025. Additionally, insights from semi-structured interviews with the National Sector Skills Committees are incorporated. The chapter is organized into four sections: the first explores the geographical distribution of vacancies; the second addresses the sectoral distribution of vacancies; the third delves into the occupational distribution of these vacancies; and the final section looks at the distribution of vacancies by skill level.

2.2. Geographical distribution of vacancies

Table 3 presents the country-specific distribution of job openings, showing where labour demand is concentrated. With 556,018 vacancies accounting for 94.6 per cent of the total, Saudi Arabia overwhelmingly leads in the number of vacancies. The UAE takes second place with 15,626 vacancies, making up 2.7 per cent of the total. Qatar comes next with 6,837 vacancies, contributing 1.2 per cent. Germany accounts for 1,760 vacancies (0.3 per cent) and Oman for 1,390 vacancies (0.2 per cent). It is further noted that the Gulf Cooperation Council (GCC) countries have emerged as the leading hub for job opportunities.

Table 3: Distribution of job vacancies by country as at 11th March 2025

	Country	Number of vacancies	Percentage
1.	Saudi Arabia	556,018	94.6
2.	United Arab Emirates	15,626	2.7
3.	Qatar	6,837	1.2
4.	Germany	1,760	0.3
5.	Oman	1,390	0.2
6.	Kuwait	1,094	0.2
7.	Turkey	1,075	0.2
8.	Iraq	1,000	0.2
9.	Australia	730	0.1
10.	Serbia	600	0.1
11.	Bahrain	510	0.08
12.	US/Canada	386	0.07
13.	Israel	175	0.03
14.	Denmark	55	0.009
15.	Bahamas	42	0.007
16.	Italy	30	0.005
17.	Cuba	18	0.003
18.	Croatia	10	0.001
Total		**587,356**	**100**

2.3. Sectoral distribution of vacancies

Table 4 provides an overview of job vacancy distribution across various economic sectors, revealing distinct trends in workforce demand. The sectors are categorized based on the number of available vacancies: very high workforce demand - 10,000 vacancies or more; high workforce demand - between 5,000 and 9,999 vacancies; moderate workforce demand - ranging from 1,000 to 4,999 vacancies; low workforce demand - between 100 and 999 vacancies; and very low workforce demand - less than 100 vacancies.

The analysis highlights the distribution of job vacancies across various sectors based on workforce demand levels.

- Sectors with very high workforce demand, exceeding 10,000 vacancies, include Homecare Services, Transportation Services, and the Construction Sector.
- The sector with high workforce demand, ranging from 5,000 to 9,999 vacancies, are represented by Cleaning Services.
- Moderate workforce demand, between 1,000 and 4,999 vacancies, includes Accommodation and Food Services, as well as Security Services and the Health Sector.
- Sectors with low workforce demand, ranging from 100 to 999 vacancies, include Agriculture and Forestry, Beauty and Personal Care Services, Education, Financial Services, and Storage and Logistics.
- Finally, sectors with very low workforce demand, characterized by fewer than 100 vacancies, include Wholesale and Retail, Office Administrative and Support, and Waste Management.

Table 4: Job vacancies by sector and level of demand as at 11th March 2025

	Industry	Countries	Number of vacancies	Percentage	Demand
1.	**Activities of households as employers of domestic personnel**				
	Homecare services	Saudi Arabia, UAE, Oman, Bahrain, Qatar	522,093	88.9	Very high
2.	**Transportation and storage**				
	Transportation services	Saudi Arabia, Qatar, UAE, Kuwait, USA/Canada	35,335	6.02	Very high
	Storage and logistics	Kuwait, Saudi Arabia, Denmark, Qatar	193	0.03	Low
3.	**Construction**	UAE, Qatar, Australia, Saudi Arabia, Israel, Germany, Kuwait, USA/Canada, Serbia, Australia, Israel	14,340	2.44	Very high
4.	**Administrative and support service activities**				
	Cleaning services	Qatar, UAE, Saudi Arabia, Serbia, USA/Canada, Bahrain	5,178	0.9	High
	Security services	Qatar, Iraq, UAE, Kuwait, Saudi Arabia, USA/Canada	2,631	0.45	Moderate
	Office Administrative & support	Saudi Arabia, USA/Canada, Kuwait	53	0.01	Very low

	Industry	Countries	Number of vacancies	Percentage	Demand
5.	**Accommodation and food services**	Qatar, Turkey, UAE, Saudi Arabia Kuwait, Germany, Serbia, Bahamas, Denmark, Italy, USA/Canada, Cuba, Croatia, Bahrain, Croatia, Oman	4,253	0.72	Moderate
6.	**Human health and social work**				
	Health services	Germany, Qatar, USA/Canada, UAE, Saudi Arabia	1,500	0.26	Moderate
7.	**Agriculture, forestry and fishing**				
	Agriculture and forestry	Serbia, Denmark, Germany, USA/Canada, Qatar, Saudi Arabia	652	0.11	Low
8.	**Other service activities**				
	Beauty and other personal care services	Saudi Arabia, Kuwait	544	0.09	Low
9.	**Education**	Germany, USA/Canada, Qatar, Saudi Arabia	277	0.05	Low
10.	**Financial services**	UAE, Germany, Kuwait	235	0.04	Low
11.	**Wholesale and retail trade; repair of motor vehicles and motorcycles**				
	Wholesale and retail	Kuwait	66	0.01	Very low
12.	**Water supply; sewerage, waste management and remediation**				
	Waste management	USA/Canada, Qatar, Kuwait	6	0.001	Very low
Total			**587,356**	**100**	

2.4. Distribution of vacancies by occupation

2.4.1 Home care services

Table 5 provides an analysis of job vacancies within the homecare services sector across various countries. The data reveals the following trends:

- Overall, there is a significant global demand for domestic workers across GCC countries, reflecting the region's reliance on this workforce.
- Saudi Arabia leads with majority of domestic worker vacancies (518,313) at 99.3 per cent.
- Other countries like UAE (1,450), Oman (1,390), Bahrain (500), and Qatar (440) also show significant demand.
- Bahrain and Qatar have moderate demand, with 500 (0.1 per cent) and 440 (0.08 per cent) vacancies, respectively.

Discussions with the National Sector Skills Committees also highlighted the significant demand for domestic workers across GCC countries.

Table 5: Distribution of job vacancies in homecare services as at 11th March 2025

Occupation	Country	Number of vacancies	Percentage
Domestic worker	Saudi Arabia	518,313	99.3
	UAE	1,450	0.3
	Oman	1,390	0.3
	Bahrain	500	0.1
	Qatar	440	0.08
	Total	**522,093**	**100**

2.4.2 Transportation

Table 6 illustrates the distribution of job vacancies within the transportation sector across various countries. The data reveals the following trends:

- The transportation sector is a critical driver of employment, with over 32,989 vacancies for drivers in Saudi Arabia.
- Qatar and UAE demonstrate steady demand for drivers with 1550 and 675 job opportunities respectively.
- While relatively modest in scale, Kuwait had 118 job opportunities for drivers.

Interviews held with the National Sector Skills Committees revealed the increasing demand for drivers and delivery bikers across GCC countries.

Table 6: Distribution of job vacancies in transportation services as at 11th March 2025

Occupation	Country	Number of vacancies	Percentage
Driver: Private driver, heavy truck driver, sales driver, bike rider (delivery), valet driver, light vehicle driver	Saudi Arabia	32,989	93.4
	Qatar	1,550	4.4
	UAE	675	1.9
	Kuwait	118	0.3
	USA/Canada	3	0.008
	Total	**35,335**	**100**

2.4.3 Construction

The demand for jobs in the construction sector in various countries is summarised in Table 7. The data indicates the following trends:

- There is a shortage of construction workers, namely, craft and related trades workers, plant and machine operators and assemblers, technicians and associate professionals, professionals, supervisors and elementary workers (civil helpers, general helpers).
- The UAE is the leading country with demand for workers in construction, with a share of 84.4 per cent (12,101) of the job opportunities.
- GCC countries have the largest share of job opportunities (92.3 per cent) in the construction sector.

- Germany, Israel and Qatar exhibit more specialized labour demands in engineering and maintenance.

Interviews with the National Sector Skills Committees revealed a high demand for construction workers in GCC countries, with Saudi Arabia standing out as a key destination. This demand in Saudi Arabia is largely driven by ambitious projects such as the NEOM (Neo-M) mega-city and the construction of stadiums for the 2034 FIFA World Cup.

The most sought-after construction occupations according to the National Sector Skills Committees include carpenters, steel fixers, painters, tile finishers, gypsum workers, concrete workers, fabricators, plasterers, scaffolders, welders, electricians, plumber, mechanical engineers and civil engineers. Other occupations in demand include pipe fitters, rashers, equipment operators (crane operators, excavators, forklift operators, drillers, dump truck operators), riggers, permit receivers, oil and gas welders, and auto glazers.

Table 7: Distribution of job vacancies in the construction as at 11th March 2025

Occupation	Country	Number	Percentage
1. Steel fixer, carpenter (shuttering), mason, civil helper (labour), general helper, ac duct man, CHW pipefitter, electrician, plumber, scaffolder, waterproofing technician, steel fixers/bar bend, assistant technician, civil technician, electrical technician, fabricator, HVAC technician, MEP technician, plumber, civil foremen, senior supervisor, mechanical technician	UAE	12,101	84.4
2. General technician, CCTV operator, Supervisor, technician general, technician civil, technician electrical, ELV technician plumber, electrician, safety and health technician, senior engineer, HVAC technician, MEP manager, vehicle mechanic	Qatar	780	5.4
3. Windscreen fitter, panel beater, carpenter, mechanic, diesel mechanic, painter, ceramic wall and floor fitter, machinist, windscreen fitter	Australia	730	5.1
4. AC technician, assistant mechanic, electrician, mechanic, refrigeration technician, engineer, home appliance, technician, welder, construction worker, load and unload worker, painter, workshop worker, maintenance supervisor and office supervisor	Saudi Arabia	232	1.6
5. Carpenter, steel fixer, plasterer, tile mason, heavy machine operator, electrician, plumber, civil engineer, foreman	Israel	175	1.2

Occupation	Country	Number	Percentage
6. Food technologist, electrical and electronic engineer, plumber	Germany	140	1
7. Electrician, quick service technician, tire service technician, kitchen equipment technician, mechanical engineer – materials product development, technician, operator, machine operator, welder, maintenance utility operator, crane supervisor, crane technician, auto painter, maintenance planner, maintenance supervisor, maintenance technician	Kuwait	129	0.9
8. HVAC mechanic, carpenter, HVAC-R mechanic, laboratory technician, Appliance technician, ice plant technician, lounge support specialist	USA/ Canada	33	0.2
9. Installation and networking technicians	Serbia	20	0.1
	Total	**14,340**	**100**

2.4.4 Cleaning services

Table 8 presents the distribution of job vacancies within the cleaning services sector across different countries. The GCC countries, particularly Saudi Arabia and Qatar, dominate the demand for cleaning services. With 3,216 vacancies, Saudi Arabia accounts for the majority share at 62.1 per cent, indicating a significant demand for cleaning services in the country. Qatar follows with 1,570 vacancies, representing 30.3 per cent of the total, showcasing a strong need for cleaning professionals.

Interviews with the National Sector Skills Committees revealed a rising demand for vessel cleaners and other cleaning occupations across GCC countries.

Table 8: Distribution of job vacancies in the cleaning services sector as at 11th March 2025

Occupation	Country	Number of vacancies	Percentage
Cleaners: general cleaner, office and facility cleaning, cleaning technician, vessel cleaners	Saudi Arabia	3,216	62.1
	Qatar	1,570	30.3
	UAE	350	6.8
	USA/Canada	22	0.4
	Serbia	10	0.19
	Bahrain	10	0.2
Total		**5,178**	**100**

2.4.5 Accommodation and food sector

The distribution of job vacancies within the accommodation and food sector across various countries is summarised in Table 9. The data indicates the following trends:

- Countries with demand for workers in the accommodation and food sector:
  — Turkey leads with 1,075 vacancies, accounting for 25.3per cent of the total.
  — Qatar follows with 943 vacancies (22.2per cent).
  — UAE ranks third with 750 vacancies (17.6per cent).
- Together, the GCC countries have 42.8 per cent of the share of the total job vacancies in the accommodation and food sector.

Interviews with the National Sector Skills Committees highlighted a shortage of workers such as waiters, baristas, housekeepers, bar attendants, chefs, kitchen helpers, hotel porters (bell boys). These occupations are in high demand globally, particularly in GCC countries, the United Kingdom, Germany, the United States, and within the cruise industry.

Overall the workers in the accommodation and food sector included:
i). Food and beverage service workers: Waiter/Waitress, Service Crew, Bartender, Barista, and Restaurant Worker.
ii). Cooks and chefs: Chef (Kitchen & Pastry), Demi Chef, Commis Chef, Head Chef, Pastry Chef de Partee, Cake Decorator, and Cook.
iii). Housekeeping: Housekeeper, Laundry Operator, Kitchen Steward.
iv). Hotel and accommodation service workers: Bellboy/Doorman, Receptionist, Front Desk Receptionist, Hotel/Restaurant Worker, Grounds Maintenance Worker, and Life Guard.
v). Other hospitality roles: Safety and Quality Control Team Member, Wash Rack Operator, Steward, Culinary Helpers, Cooker, Gardener, Galley, and Stockman.
vi). Management and supervisory roles: Senior Team Manager (Hospitality) and Restaurant Manager/Supplies.

Table 9: Distribution of job vacancies in the accommodation and food sector as at 11th March 2025

Country	Occupations	No. of vacancies	Percentage
Turkey	Kitchen (Cooker Helper), Housekeeper, Accommodation and food worker, Waiter/Waitress, Bartender, Bellboy/Doorman	1,075	25.3
Qatar	Housekeeper, Galley, Gardener, Cook, Waiter, Laundry Operator, Laundry Supervisor, Pastry Chef de Partee, Restaurant worker, Cleaning Supervisor, Galley, Gardener and Culinary	943	22.2
UAE	Helpers, general helper, Restaurant Worker, Cooker	750	17.6

Country	Occupations	No. of vacancies	Percentage
Saudi Arabia	Waiter, Barista, Stockman, Accommodation and food worker, Chef (Kitchen & Pastry), Senior Team Manager (Hospitality)	666	15.7
Kuwait	Waiter/Waitress, Service crew/waiter/waitress, Barista, Demi Chef (Hot Production) Restaurant Manager/Supplies, Comis Chef, Chef (Hot Production), Comis Chef in Sweets, Comis 111 (Hot Production), Safety and Quality Control Team Member (Catering), Wash Rack Operator, Steward, Housekeeping Attendant, Cleaner/Washer, Receptionist, Front Desk Receptionist, Demi Chef (Pastry), Barista Trainer, Head Chef, Cake Decorator, life guard	403	9.5
Germany	Hotel/Restaurant Worker, Kitchen Chef/Cook, Waiter and Waitress, Chef/Cook	225	5.3
Serbia	Bartender, Line Cook, Chef (Pizza/Pastry), Housekeeping Attendant, Kitchen Steward	40	0.9
Bahamas	Waiter, Waitress, Housekeeper, Chef, Receptionist	42	1
Denmark	Chef (Pastry),Waiter/Waitress	40	0.9
Italy	Food Service Assistance worker	30	0.7
USA/ Canada	Food Service Worker, Supervisor	11	0.3
Cuba	Grounds Maintenance worker	18	0.4
Croatia	Housekeeping Attendant, Kitchen Steward	10	0.2
Total		**4,253**	**100**

2.4.6 Security services

Table 10 presents the distribution of job vacancies of security workers by country. The data shows that security workers are in high demand in Qatar (1,340 vacancies) and Iraq (1,000 vacancies). Additionally, firefighters in Saudi Arabia (23 vacancies) and escort monitors (10 vacancies) in USA/Canada indicate emerging occupations in protection services.

In addition, discussions with the National Sector Skills Committees highlighted the high demand for security guards, bouncers, and *door person (door man) in GCC countries.*

Table 10: Distribution of job vacancies in the security services sector as at 11th March 2025

Occupation	Country	Number of vacancies	Percentage
Protective service worker: Security guard Security guard supervisor	Qatar	1,340	50.9
	Iraq	1,000	38
	UAE	150	5.7
	Kuwait	108	4.1
Firefighters	Saudi Arabia	23	0.9
Escort monitor	USA/Canada	10	0.4
Total		**2,631**	**100**

2.4.7 Health sector

The demand for health professionals across several countries is shown in Table 11. Key observations from the data include:

- Germany stands out as the leading country, accounting for 66.7 per cent of the total job vacancies, with 1,000 positions primarily for physiotherapists.
- USA/Canada ranks highest in demand for nurses, representing 13.3 per cent of the vacancies with 200 positions.
- Qatar follows closely, with 10 per cent of the total vacancies (150 positions) for nurses, including BSN nurses, home nurses, and other nursing occupations.

Interviews with the National Sector Skills Committees revealed that doctors and nurses are among the health workers in high demand. Additionally, the committees identified a rising demand for emerging workers such as nursing assistants, caregivers, child care workers, family day-care workers and *home health aides. These professions are particularly sought-after in countries such as Germany, Austria, the United Kingdom, and Australia.*

Table 11: Distribution of job vacancies in the health sector as at 11th March 2025

Country	Occupation	Number	Percentage
Germany	Physiotherapist	1,000	66.7
	Registered Nurse	120	8
USA/Canada	Registered Nurse	200	13.3
Qatar	BSNs Nurses, Home Nurse, Nurse	150	10
UAE	Nurse	25	1.7
Saudi Arabia	Nurse Specialist	5	0.3
Total		**1,500**	**100**

2.4.8 Agriculture and forestry sector

The distribution of job vacancies in the agriculture and forestry sector by country are summarized in Table 12, revealing the following key trends and insights:

- Serbia dominates the sector, accounting for the majority of vacancies with 530 positions (83.9 per cent). These occupations primarily include farm workers, secondary workers in agriculture, and chicken meat processors, underscoring a strong demand for labour-intensive agricultural jobs.
- Europe emerges as the hub for agricultural job opportunities, with countries like Serbia and Germany leading in vacancies.
- GCC countries, such as Qatar and Saudi Arabia, exhibit growing demand for landscaping labour, highlighting an emerging trend in this specialized area.

Additionally, the National Sector Skills Committees reported a high demand for farm labourers, egg handlers, animal husbandry specialists, tree planters, floriculture workers, landscapers, veterinary technicians, farm managers, butchers, poultry processors, seasonal farm workers, and veterinarians across various countries, including GCC countries, Israel, Russia, Poland, Denmark, Belgium, Kazakhstan, the UK, Lebanon, Germany, and South Korea.

Table 12: Distribution of job vacancies in the agriculture and forestry sector as at 11th March 2025

Country	Occupation	Number	Percentage
Serbia	Farm worker, secondary worker in agriculture, chicken meat processor	530	81.3
Germany	Agriculture worker	50	7.7
USA/Canada	Labourer	25	3.9
Qatar	Landscaping supervisor	15	2.3
Qatar	Pest Controllers	10	1.5
Kuwait	Product supervisor	10	1.5
Saudi Arabia	Assistant staff veterinary	7	1.1
	Landscaping supervisor	5	0.8
Total		**652**	**100**

2.4.9 Beauty and other personal care services

Table 13 illustrates the distribution of job vacancies in the beauty and personal care services sector. The most sought-after workers in this sector include hairdressers, beauticians, and nail technicians. They are in high demand in Saudi Arabia, comprising 513 of the total vacancies, which equates to approximately 94.3 per cent of the opportunities in this category. In contrast, Kuwait offers significantly fewer openings, with only 31 positions, representing about 5.7 per cent of the total.

Discussions with the National Sector Skills Committees emphasized the significant demand for additional occupations within the beauty and personal care services sector in GCC countries, including tattoo artists, mehndi artists, and cosmetologists.

Table 13: Distribution of job vacancies in beauty and other personal care services as at 11th March 2025

Occupation	Country	Number of vacancies
Hairdressers, beauticians, nail technician	Saudi Arabia	513
	Kuwait	31
Total		**544**

2.4.10 Education sector

Table 14 highlights the distribution of job vacancies within the education sector across various countries, revealing the following key trends in workforce demand:

- Germany leads the sector, accounting for 175 vacancies (representing 63.2 per cent of the total) of teachers in Early Childhood Development.
- USA/Canada follows with 75 teaching positions (making up 27.1 per cent of the total), demonstrating emerging opportunities for teachers in North America.

Additionally, feedback from the National Sector Skills Committees highlights an increasing demand for teachers specializing in English, STEM subjects (Science, Technology, Engineering, and Mathematics), Special Needs Education (SNE), as well as professional home tutors. These teachers are most sought after in countries such as the UK, USA, and across the GCC countries.

Table 14: Distribution of job vacancies in the education and training sector as at 11th March 2025

Occupation	Country	Number	Percentage
Early Childhood Development teacher	Germany	175	63.2
Teacher	USA/Canada	75	27.1
Teacher	Qatar	25	9
Teacher	Saudi Arabia	2	0.7
Total		**277**	**100**

2.4.11 Distribution of job vacancies in wholesale and retail trade sector

Table 15 outlines the distribution of vacancies in the sales and retail sector across several countries. The UAE leads with 125 vacancies for stall and market sales workers, accounting for 53.2 per cent of the total opportunities. Kuwait follows with 60 vacancies for salespersons, representing 25.5 per cent of the demand. Germany contributes a smaller portion, with 50 vacancies for retail workers, making up 21.3 per cent of the overall total. This data underscores the dominant role of GCC countries, particularly the UAE and Kuwait, in driving demand within the sector.

Table 15: Distribution of job vacancies in retail trade as at 11th March 2025

Occupation		Number of vacancies	Percentage
Stall and market sales worker	UAE	125	53.2
Sales person	Kuwait	60	25.5
Retail worker	Germany	50	21.3
Total		**235**	**100**

2.4.12 Storage and logistics

Table 16 highlights the distribution of job vacancies in the storage and logistics sector across various countries. The data underscores the dominance of GCC countries, with Kuwait leading at 73 per cent of total vacancies, followed by Saudi Arabia with 12.9 per cent and Qatar at 6.2 per cent. Beyond the GCC, Denmark accounts for 7.8 per cent of the overall demand, reflecting a smaller share in this sector.

Table 16: Distribution of job vacancies in storage and logistics as at 11th March 2025

Occupation	Country	No. of vacancies	Percentage
Online picking worker, warehouse assistant, packing worker, chief tetra pack worker	Kuwait	110	56.9
Store Keeper, Store assistant	Kuwait	31	16.1
Shelf stackers	Saudi Arabia	25	12.9
Warehouse worker	Denmark	15	7.8
SPV storekeeper, procurement coordinator	Qatar	12	6.2
Total		**193**	**100**

2.4.13 Financial services

Table 17 illustrates the distribution of job vacancies in financial services, revealing a shortage of occupations, namely, accountants and cashiers in Kuwait with 66 vacancies.

Table 17: Distribution of job vacancies in financial services as at 11th March 2025

Country	Occupation	Number of vacancies	Percentage
Kuwait	Accountant, Cashier	66	
Total		**66**	**100**

2.4.14 Office administrative and support services

Table 18 presents the distribution of job vacancies of office administrative and support service workers by country. The data highlights the dominance of GCC countries, particularly Saudi Arabia and Kuwait, in the demand for administrative and clerical occupations. Saudi Arabia leads with 20 vacancies for accounting officers and unit managers, accounting for 37.74 per cent of the total demand. Similarly, Kuwait contributes another 37.74 per cent, with 20 vacancies for clerks and 6 positions for call center workers, further strengthening the region's significance.

Table 18: Distribution of job vacancies in office administrative and support services as at 11th March 2025

Country	Occupation	Number	Percentage
Saudi Arabia	Accounting officer, unit manager	20	37.74
USA/Canada	Administrative assistant, billet clerk	7	13.21
Kuwait	Call centre agent/service worker	6	11.32
	Clerks	20	37.74
Total		**53**	**100**

2.4.15 Waste management services

Table 19 indicates minimal demand for workers in waste management services with a total of 6 vacancies in Kuwait.

Table 19: Distribution of job vacancies in waste management as at 11th March 2025

Occupation	Country	Number of vacancies	Percentage
Waste management supervisor/worker	Qatar	5	83.3
Supervisor - effluent treatment plant	Kuwait	1	16.7
Total		**6**	**100**

2.5. Job vacancy distribution by level of skills

Table 20 presents the distribution of job vacancies by level of skills required. The data provides the following key insights:

i). Low-skilled workers

The majority of workers classified as low-skilled involve tasks that require minimal formal education or training. These include domestic workers in homecare services, drivers in transportation services, general cleaners in cleaning services, housekeeping attendants and kitchen stewards in accommodation and food services, security guards in security services, farm workers in the agriculture and forestry sector, hairdressers and beauticians in the beauty and personal care services sector, and warehouse workers in storage and logistics. These jobs are essential for operational support across various sectors but primarily involve manual or routine tasks.

The qualifications needed for these occupations correspond to the lower levels of the Kenya National Qualifications Framework (KNQF). This framework incorporates the Recognition of Prior Learning (RPL) process, allowing individuals who have acquired skills through informal or non-formal training to have their competencies evaluated and certified based on prescribed standards.

ii). Middle-skilled workers

Middle-skilled workers typically require vocational training or specialized certifications. Examples include drivers of heavy trucks and delivery vehicles in the transportation sector, plant and machine operators and technicians in the construction sector, caregivers and nurse aides in the health sector, food product supervisors in agriculture, accountants and procurement officers in the financial and retail sector, and procurement coordinators in storage and logistics. These jobs demand proficiency in specific skills to support technical or semi-specialized tasks.

The qualifications for these occupations align with the intermediate levels of the Kenya National Qualifications Framework (KNQF). These levels emphasize vocational training or specialized certifications, equipping individuals with the technical expertise and practical skills necessary to perform the required tasks effectively.

iii). High-skilled workers

High-skilled roles involve advanced education, professional training, and significant expertise. These include physiotherapists, nurses, and special needs educators in the health and education sectors, as well as STEM and English teachers in the education sector. Additionally, professionals in the construction sector and managerial roles in other industries fall into this category. These positions require a deep understanding of complex processes, decision-making, and leadership capabilities.

The qualifications for these occupations correspond to the higher levels of the Kenya National Qualifications Framework (KNQF). These levels require advanced education, extensive professional training, and significant expertise, reflecting the complexity and specialized knowledge needed to perform the required tasks effectively.

Table 20: Distribution of job vacancies by level of skills

Sector	Occupations	Skill level required
Homecare services	Domestic worker	Low
Transportation services	Drivers (private, heavy truck, sales, delivery/bike rider, valet, light vehicle)	Low to middle
Construction sector	Craft and related trades workers, plant and machine operators, technicians and associate professionals, professionals, supervisory occupations, elementary occupations	Low to high
Cleaning services	General cleaner, office/facility cleaner, cleaning technician, vessel cleaner, custodian	Low
Accommodation and food services	Food and beverage service workers, cooks and chefs, housekeeping workers, hotel and accommodation service workers, management and supervisory roles	Low to high
Security services	Security guard, firefighter, security guard supervisor, escort monitor	Low to middle
Health sector	Physiotherapist, nurse, caregiver, nurse aide, child/family care worker	Middle to high
Agriculture and forestry sector	Agricultural and livestock worker, forestry and landscaping worker, veterinary and animal care worker, food processing and butchery worker, floriculture and horticulture worker, supervisory and management and pest control and maintenance worker	Low to middle
Beauty and personal care services	Hairdresser, beautician, nail technician	Low to middle
Financial, retail sales, and administration	Accountant, cashier, storekeeper, procurement officer, clerk, call centre agent, sales worker	Middle
Education sector	Teachers (early childhood education, English, STEM, special education, professional tutors)	Middle to high
Storage and logistics	Warehouse worker, freight handler, packing worker, procurement coordinator, store keeper	Low to middle
Waste management	Waste management supervisors and workers (effluent treatment plant supervisors)	Low to middle

3.1. Introduction

This chapter outlines the skills development priorities derived from Bilateral Labour Agreements (BLAs) that Kenya has signed with the United Kingdom and Northern Ireland, Qatar, the United Arab Emirates, Saudi Arabia, Germany, and Austria. It provides a comprehensive overview of each agreement, highlighting the tit le, purpose, implementation dates, and implementing agencies. Additionally, the chapter delves into a detailed analysis of the BLAs, emphasizing the specific skill requirements that support labour mobility across these countries.

3.2. United Kingdom of Great Britain and Northern Ireland

a). Overview

- *Title of the framework:* Bilateral Agreement between the Republic of Kenya and the Government of the United Kingdom of Great Britain and Northern Ireland.
- *Purpose of the framework:* To cooperate in the delivery of health through the recruitment of health professionals for employment in the United Kingdom of Great Britain and Northern Ireland.
- *Date:* The framework was signed in January 2021.
- *Implementing agencies:* For Kenya: Ministry of Labour and Social Protection; and the Ministry of Health; and for the United Kingdom of Great Britain and Northern Ireland: The Department of Health and Social Care.

b). Skills Priorities

Table 21 outlines the skills development priorities established under the Bilateral Labour Agreement (BLA) between Kenya and the UK/Northern Ireland, which facilitates the recruitment of health workers. These workers are classified under Group 1, representing occupations in critical demand. The BLA also emphasizes training initiatives, including short-term educational placements for health professionals and leaders to encourage skill-sharing and learning. Furthermore, it promotes capacity-building programs for health workers and benchmarking efforts to uphold global professional standards.

Table 21: Skills priorities under the BLA between Kenya and UK/North Ireland

Occupation	Language skills required	Technical skills required	General training required
Health professionals required See Appendix 3 and 4 for labor shortages in the UK health sector	English language	As per job specifications; Furthermore, healthcare professionals recruited from Kenya to the National Health Service (NHS) employment in the UK will also have an opportunity to enhance their skills and explore best practices	• Training on short-term educational placements for health professionals and leaders, aimed at sharing learning and developing skills for staff in the health systems of both countries. • Capacity building of health professionals and bench marking to maintain global standards for professionals

3.3. Germany

a). Overview

- *Title of the Framework:* Agreement between the Government of the Republic of Kenya and the Government of the Federal Republic of Germany on a comprehensive partnership on migration and mobility partnership.
- *Purpose:* To provide a framework for cooperation and information exchange on labor mobility, apprenticeships, student training, labor market needs and the welfare of employees, as well as for readmission and return.
- *Date signed/published:* 13th December 2024.
- *Implementing Agencies:* For both Kenya and Germany: Ministry of Labour and Social Protection, Ministry of Education, Ministry of Foreign and Diaspora Affairs, and Ministry of Interior and National Administration as well as any other relevant ministry or agency.

b). Skills priorities

Table 22 details the skills development priorities under the BLA between Kenya and Germany. Key priorities include German language proficiency, as well as academic and vocational training requirements. Within the BLA, Germany assumes responsibility for accrediting and recognizing Kenyan qualifications, in addition to supplying labour market information.

Table 22: Skills priorities under the BLA between Kenya and Germany

Occupation	Language skills required	Technical skills required	Qualifications	Remarks
Occupations required in sectors facing shortages	German language proficiency	Academic and vocational training	Information on accreditation and recognition of Kenyan qualifications are to be provided by Germany	Sharing of labour market information is provided for in the BLA

3.4. Austria

a). Overview

- *Title of the framework:* Memorandum of Understanding between the Government of the Republic of Kenya and the Government of the Republic of Austria on cooperation in the field of mobility and migration.
- *Purpose:* To facilitate cooperation in the field of labor mobility, economic and labor market issues including student training, TVET, labor market needs, employment and welfare of employees and returnees.
- *Date signed/published:* 26th September 2024

- *Implementing Agencies:* For Kenya - Ministry of Labor and Social Protection; For Austria - Federal Ministry of Labor.

b). Sector global skills priorities

Table 23 highlights the skills development priorities outlined in the Bilateral Labour Agreement (BLA) between Kenya and Austria. The agreement identifies Technical and Vocational Education and Training (TVET) as the minimum required skills qualification for job applicants. German language proficiency is considered advantageous, depending on the specific job role. Austria's responsibilities under the agreement include accrediting and recognizing Kenyan qualifications and providing labour market information to support workforce integration.

Table 23: Skills priorities under the BLA between Kenya and Austria

Occupation	Language skills required	Technical skills required	Recognition or equivalence of qualifications	Remarks
Occupations required in sectors facing shortages	As per job specifications.	TVET and other education and training	Information on accreditation and recognition of Kenyan qualifications are to be provided by Germany	German language proficiency is beneficial depending on the type of job required.

3.5. Saudi Arabia

a). Overview

- *Title of the framework:* Agreed Minutes of the Negotiations of the Agreement Between the Government of the Republic of Kenya and the Saudi Arabia on recruitment of Domestic Workers.
- *Purpose:* To enhance ccooperation in the field of labour between the Republic of Kenya and the Saudi Arabia in order to for further economic development while acknowledging that domestic work remains a source of employment and livelihood for thousands of Kenyan migrant workers.
- *Date signed/published:* 2015.
- *Implementing Agencies:* For Kenya: Ministry of Labour and Social Protection; For the Kingdom of Saudi Arabia: Ministry of Labour.

b). Skills priorities

Table 24 outlines the skills required under the BLA between Kenya and Saudi Arabia. It underscores the need for skills development among domestic workers to ensure they can effectively meet their contractual obligations. Proficiency in Arabic is advantageous depending on

the nature of the job. Furthermore, the qualification requirements should align with job specifications and relevant credentials.

Table 24: Skills priorities under the BLA between Kenya and Saudi Arabia

Occupation	Language skills required	Technical skills required	Qualifications	Remarks
Domestic workers	Language requirements vary depending on the job specifications	Skills development and training for domestic workers to enable them perform their contractual obligations optimally.	As per job specifications and credentials	Arabic language proficiency is beneficial depending on the type of job

3.6. Qatar

a). Overview

- *Title of the framework:* Agreement between the Government of the Republic of Kenya and the Government of the State of Qatar.
- *Purpose:* To lay down the necessary rules and regulations related to the recruitment of labor force from the Republic of Kenya and the entry of this labor-force into the labor market of the State of Qatar.
- *Date signed/published:* 5th April 2012.
- *Implementing Agencies:* For Kenya: Ministry of Labour and Social Protection; For the State of Qatar: Ministry of Labour.

b). Skills priorities

Table 25 outlines the skills development priorities under the BLA between Kenya and Qatar. The language and technical skills emphasized are job specific. In addition, proficiency in Arabic is an advantage based on the nature of the job. Furthermore, the qualifications for employment in Qatar must meet the job-specific requirements and credential standards.

Table 25: Skills priorities under the BLA between Kenya and Qatar

Occupation	Language skills required	Technical skills required	Recognition or equivalence of qualifications	Further training required
Occupations required in sectors facing shortages	Language requirements vary depending on the job specifications	As per job specifications	As per job specifications and credentials	Arabic language proficiency is beneficial depending on the job specifications

3.7. United Arab Emirates

a). Overview

- *Title of the framework:* Memorandum of Understanding on Labor Cooperation between the Government of United Arab Emirates (UAE) and the Government of the Republic of Kenya.
- *Purpose:* Promoting best practices in the administration of the cycle of temporary contract employment.
- *Date signed/published:* 29th April 2018.
- *Implementing Agencies:* For Kenya: Ministry of Labour and Social Protection; For the United Arab Emirates (UAE): Ministry of Human Resources and Emiratisation.

b). Skills priorities

Table 26 outlines the skills development priorities under the BLA between Kenya and the UAE. It specifies that Kenyan workers must possess the necessary qualifications for their respective occupations in the UAE, along with undergoing pre-departure training. Language requirements vary based on job specifications, with proficiency in Arabic being advantageous depending on the nature of the occupation.

Table 26: Skills priorities under the BLA between Kenya and UAE

Occupation	Language skills required	Technical skills required	Recognition or equivalence of qualifications	Further training required
Occupations required in sectors facing shortages	Language requirements vary depending on the job specifications	Kenyan workers should have the necessary qualifications	As per job specifications and credentials	Arabic language proficiency is beneficial depending on the type of job
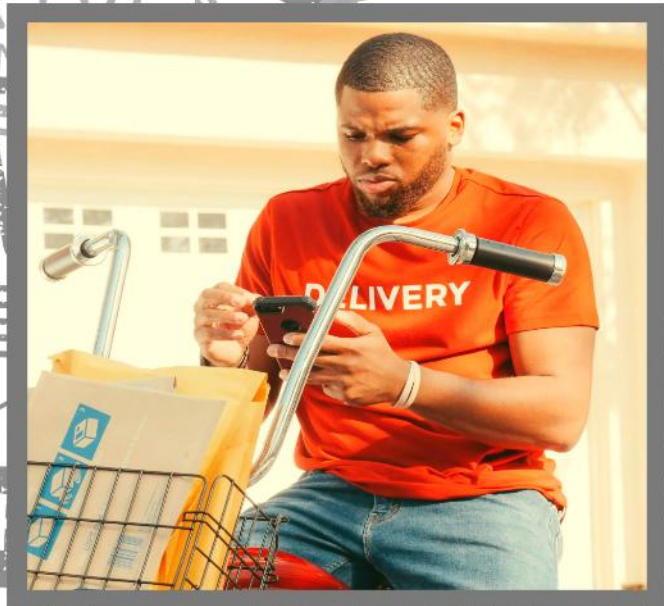
CHAPTER FOUR: LABOUR DEMAND IN SELECTED COUNTRIES

4.1. Introduction

This chapter explores labour demand in two key countries: Germany and Canada. The first section focuses on Germany, identifying the most sought-after occupations by employers, and categorized by skill level . The second section deals with Canada, presenting a detailed analysis of the most in-demand occupations, also classified by skills level. The data for this analysis has been sourced from online job boards through web crawling. The period covered by the data is between October and December 2024.

4.2. Labour demand in Germany

Table 27 highlights the most sought-after occupations by employers in Germany, providing valuable insights into the country's labour market trends. In addition, Tables 28, 29 and 30 provide data on the most sought-after occupations for highly-skilled, middle-skilled, and low-skilled workers in Germany. The data reveals the following trends:

1. Occupation: Health professionals (medical doctors, nursing and midwifery professionals, other health professionals, and associate professionals)
   Number of vacancies: 8,879
   Level of demand: High
   Skills level required: Middle to highly skilled

2. Occupation: Science, engineering, and technical professionals (machinery mechanics and repairers, physical and engineering science technicians, engineering professionals excluding electro technology)
   Number of vacancies: 5,392
   Level of demand: High
   Skills level required: Middle to highly skilled

3. Occupation: Administrative and business professionals (administrative and specialized secretaries, sales and purchasing agents and brokers)
   Number of vacancies: 2,348
   Level of demand: Moderate
   Skills level required: Middle to highly skilled

4. Occupation: Agriculture workers (farm-hands and related labourers, mining and quarrying labourers)
   Number of vacancies: 458 (farm-hands); 100 (mining and quarrying labourers)
   Level of demand: Low
   Skills level required: Low skilled

Table 27: Most sought-after occupations by employers (October - December 2024)

Occupation	Number of Vacancies
Medical doctors	3451
Other health professionals	1990
Machinery mechanics and repairers	1963
Physical and engineering science technicians	1911
Nursing and midwifery professionals	1780
Other health associate professionals	1568
Engineering professionals (excluding electro technology)	1518
Administrative and specialized secretaries	1302
Shop salespersons	1152
Street and market salespersons	1112

Table 28: Most sought-after occupations for highly-skilled workers (October - December 2024)

Occupation	Number of vacancies
Medical doctors	3451
Other health professionals	1990
Physical and engineering science technicians	1911
Nursing and midwifery professionals	1780
Other health associate professionals	1568
Engineering professionals (excluding electro technology)	1518
Administrative and specialized secretaries	1302
Sales and purchasing agents and brokers	1046
Social and religious professionals	976
Software and applications developers and analysts	847

Table 29: Most sought-after occupations for middle-skilled workers (October - December 2024)

Occupation	Number of Vacancies
Machinery mechanics and repairers	1963
Shop salespersons	1152
Street and market salespersons	1112
Building finishers and related trades workers	922
Painters, building structure cleaners and related trade workers	911
Cooks	808
Electrical equipment installers and repairers	721
Building frames and related trade workers	674
Personal care workers in health services	569

Table 30: Most sought-after occupations for low-skilled workers (October - December 2024)

Occupation	Number of vacancies
Farm-hands and related labourers	458
Mining and quarrying labourers	100
Other elementary workers	98
Food preparation assistants	48
Refuse workers	44
Transport and storage labourers	30
Domestic, hotel and office cleaners and helpers	22
Vehicle, window, laundry and other hand cleaning workers	6
Manufacturing and maintenance labourers	6

4.3. Labour demand in Canada

Table 31 provides an overview of the most sought-after occupations by employers in Canada. Furthermore, the most sought-after occupations for highly-skilled, middle-skilled, and low-skilled workers in Canada are detailed in Tables 32, 33 and 34. The data reveals the following key insights:

1. Occupation: Workers in the food and accommodation sector (cooks, housekeeping supervisors, hotel and hospitality managers)
   Number of vacancies: 2,991
   Level of demand: Moderate
   Skills level required: Low to highly skilled

2. Occupation: Retail sales workers
   Number of vacancies: 2,850
   Level of demand: Moderate
   Skills level required: Middle skilled

3. Occupation: Administrative and specialized secretaries
   Number of vacancies: 1,522
   Level of demand: moderate
   Skills level required: Highly skilled

4. Occupation: Construction workers
   Number of vacancies: 1,086
   Level of demand: Moderate
   Skills level required: Middle skilled

5. Occupation: Mining and quarrying labourers
   Number of vacancies: 487
   Level of demand: Low
   Skills level required: Low

6. Occupation: Farm-hands and related labourers
    Number of vacancies: 154
    Level of demand: Low
    Skills level required: Low

Table 31: Most sought occupations by number of vacancies (October - December 2024)

Occupation	Number of vacancies
Administrative and specialized secretaries	1522
Cooks	1109
Building and housekeeping supervisors	944
Hotel and hospitality managers	938
Artistic, cultural and culinary associate professionals	640

Table 32: Most sought highly skilled occupations by vacancy numbers (October - December 2024)

Occupations	Number of vacancies
Administrative and specialized secretaries	1522
Hotel and hospitality managers	802
Financial and mathematical associate professionals	490
Physical and engineering science technicians	312
Manufacturing, mining, drilling, construction and distribution managers	266

Table 33: Most sought-after middle skilled occupations by vacancy numbers (October - December 2024)

Occupations	Number of vacancies
Sales workers	2111
Cooks	1358
Shop salespersons	739
Building finishers and related trades workers	545
Building frames and related trade workers	541

Table 34: Most sought-after low skilled occupations by vacancy numbers (October - December 2024)

Occupations	Number of vacancies
Food preparation assistants	501
Mining and quarrying labourers	487
Domestic, hotel and office cleaners and helpers	259
Farm-hands and related labourers	154
Other elementary workers	91

5.1. Introduction

This chapter analyses the supply of skills in the TVET and health sectors, organized into three sections. The first section delves into the supply of Technical and Vocational Education and Training (TVET) skills, utilizing data from the Survey of Local Training Institutions (SLTI) (2024). The second section analyses the supply of skills in the hospitality sector based on data obtained from the Economic Survey (2023 & 2024). The final section analyses both current and projected skills supply requirements in the local health sector, based on data obtained from the Economic Survey (2024) and the Health Labour Market Analysis Report (2023). The three reports used to analyse data in this chapter are credible, reliable and authoritative sources.

5.2. TVET skills supply, trends and gaps

Table 35 presents the skills gaps in TVET based on the data in Appendix 2 (on TVET outputs by program and category of institutions) and the seven high demand sectors in the global labour market. The data indicates that there are gaps between demand and supply, which can be improved through increased graduate output in skills that are in high demand in the global labour market.

Table 35: Skills gaps in the TVET sector

Sector	Demand	Supply	Gap
Homecare Services	522,093 vacancies (Very high demand)	36,294 graduates (Personal Services/with domestic training program)	Major gap. Current output meets only approximately 1.9 per cent of global demand.
Transportation Services	35,335 vacancies (Very high demand)	4,092 graduates	Major gap. Current output meets only 11.6 per cent of demand.
Construction Sector	14,340 vacancies (Very high demand)	44,063 graduates (Engineering) + 23,069 graduates (Architecture & Construction programs)	Moderate. Aligned to very high demand which is expected to grow
Cleaning Services	5,178 vacancies (Very high demand)	Estimated portion of 36,294 graduates (Personal Services)	Aligned but number of cleaners specifically trained under this program is not clear.
Accommodation and Food Services	4,253 vacancies (Moderate demand)	Estimated portion of 36,294 graduates (Personal Services, with hotel/restaurant/catering component)	Aligned but number of hospitality graduates trained specifically for this demand is not clearly defined.
Security Services	2,631 vacancies (Moderate demand)	70 graduates	Major gap. Current output meets only 2.7 per cent of demand.
Health Sector	1,500 vacancies (Moderate, growing demand)	170 graduates (Health programs) + 9,924 graduates (Welfare/caregiving programs)	Aligned as the demand for health workers is predicted to grow.

5.3. Hospitality skills supply, trends and gaps

Table 36 presents the graduates of Kenya Utalii College Graduates 2019-2023. The data indicates that the total number of graduates trained between 2019 and 2023 steadily increased, reaching 9,145 graduates over the five-year period. The number of graduates also increased from 1,901 in 2022 to 2,741 in 2023. While the graduate output is recovering from a dip in earlier years (2020-2021), the gap between total graduates and current global demand (4,253 workers) is high. Furthermore, refresher courses consistently contributed the largest share of graduates, especially in 2023, where 1,328 graduates were trained. However, these courses may play a key role in meeting immediate labour needs, but scaling professional courses could strengthen long-term alignment with global labour demands.

Table 36: Kenya Utalii College graduates, 2019-2023

Year	Pioneer Course[7]	Inservice		Professional Courses			Grand Total
		Refresher	MDP[8]	Regular Courses	Short Courses	Sub-Total	Total
2019	-	1,313	269	465	1,039	1,504	**3,086**
2020	-	137	-	378	214	592	**729**
2021	-	-	-	-	688	688	**688**
2022	189	683	250	233	546	779	**1,901**
2023*	73	1,328	318	411	611	1,022	**2,741**
2025							**9,145**

Source: Economic Survey, 2024

5.4. Health skills supply, trends and gaps

5.4.1. Health sciences graduates

Table 37 shows the number of middle and high level medical graduates from the Kenya Medical Training College (KMTC) and universities for the period 2020/21 to 2022/23. Overall output grew from 14,096 in 2020/21 to 29,780 in 2022/23—a substantial 111.2 per cent increase, demonstrating a robust effort to meet healthcare workforce demands. The number of graduates increased for certificate courses by 209 per cent, diploma programmes by 46.5 per cent and degree programmes by 371.8 per cent. Graduates for higher national diploma programmes declined slightly by -3.6 per cent. Overall, the progress underscores a concerted effort to scale up health training programmes to meet the demand for health professionals.

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[7] *Pioneer course is a 3-month course*

[8] *MDP - Management Development Programmes*

Table 37: Health sciences graduates, 2020/21– 2022/2023

Level of skills development	2020/21	2021/22	2022/23
Certificate programme in various health sciences	2,884	7,584	8,908
Diploma programme in various health sciences	8,813	8,228	12,910
Higher diploma programme in in various health sciences	895	683	863
Degree programmes in various health sciences	1504	3,399	7,099
Total	**14,096**	**19,894**	**29,780**

Source: Economic Survey, 2023 & 2024

5.4.2. Current stock of health workers

The number of licensed health personnel by profession is summarized in Table 38. The data reveals that Kenya's healthcare workforce comprises a total of 140,851 professionals, with nurses representing the largest proportion at 45.7 per cent of the workforce and maintaining a ratio of 125 per 100,000 population. Clinical officers follow, accounting for 16.6 per cent of the workforce with a ratio of 46 per 100,000 population. Together, these two groups dominate the healthcare workforce, while other health professionals—including medical laboratory technologists, nutritionists and dieticians, medical doctors, dentists, COHO, pharmacists, and pharmtechs—make up the remaining 37.6 per cent. Both nurses and clinical officers meet the WHO's recommended minimum density of 44.5 skilled health professionals (including doctors, nurses, and midwives) per 100,000 population. However, there are distinct shortages among specialized health professionals, such as medical laboratory technologists, nutritionists and dieticians, medical doctors, dentists, COHO, and pharmacists and pharmtechs, which present significant challenges in meeting the health sector's demands.

Table 38: Licensed health personnel by profession, 2023

	Professional	Number	Percentage	Per 100,000 Population
1.	Nurses	64,449	45.7	125
2.	Clinical officers	23,394	16.6	46
3.	Medical Laboratory Technologists	13,981	9.9	27
4.	Nutritionists and Dieticians	13,558	9.6	25
5.	Medical Doctors, Dentists, COHO	11,408	8.1	22
6.	Pharmacists and Pharmtechs	9,967	7.1	19
7.	Physiotherapists	2,372	1.7	5
8.	Public Health Officers & Technicians	1,722	1.2	3
	Total	**140,851**	**99.9**	**272**

Source: Economic Survey, 2024

5.4.3. Unemployment of health workers

Table 39 highlights critical unemployment among health workers in Kenya in 2021. The data indicated that a total of 27,265 health workers were unemployed. The Kenya registered community health nurse category had the highest number of unemployed professionals at 9,309, making up 34.1 per cent of the total. With 6,683 unemployed individuals (24.5 per cent), clinical officers also faced significant challenges in securing employment. Medical laboratory technologists and nutritionists & clinical dieticians had 2,023 (7.4 per cent) and 3,051 (11.2 per cent) unemployed individuals, respectively. With 1,831 unemployed medical doctors, they account for 6.7 per cent of the overall unemployment data provided. Dentists, pharmacists/pharmtechs physiotherapists, public health officers exhibited relatively low unemployment rates. Overall, this indicates a potential oversupply of health professionals relative to local demand, or constrained economic capacity within the healthcare sector to absorb the available workforce at prevailing wage levels.

Table 39: Unemployment of health workers, 2021

	Professionals	Number unemployed	Percentage
1.	Kenya Registered Community Health Nurse	9,309	34.1
2.	Registered Clinical Officer	6,683	24.5
3.	Nutritionists & Clinical Dietician	3,051	11.2
4.	Medical Laboratory Technologist	2,023	7.4
5.	Medical Doctors	1,831	6.7
6.	Pharmacists and Pharmtechs	1,800	6.6
7.	Public Health Officer	1,717	6.3
8.	Physiotherapists	533	2.0
9.	Dentist	318	1.2
	Total	**27,265**	**100**

Source: Health Labour Market Analysis Report (2023)

5.4.4. Projected need-based requirements in the health sector

Table 40 presents the projected need-based requirements of health workers between 2025 and 2030. These are estimates of the number and types of health professionals required to meet the health needs of the population in Kenya. These projections were based on a need-based framework that considers (a) Disease burden, (b) Population size, growth and demographics, (c) Model of essential service provision, and (d) Health worker productivity (standard workload).

The following findings emanate from this data.

— Kenya's health workforce requirement is projected to grow by 37,242 workers from 2025 to 2030, reaching a total of 263,676 professionals.

— In 2025, the projected demand for health workers was 226,434. The actual number of health workers in 2023 was 140,851. The actual number of health science graduates in 2022/2023 was 29,780. This is an indication that there is a shortfall of health workers.

— Nurses form the largest portion of the workforce with the required workforce expected to grow from 120,364 in 2025 to 132,752 in 2030 (10.3 per cent increase).

— Likewise, the demand for clinical officers is expected to grow significantly, from 34,939 in 2025 to 47,930 in 2030 (37.2 per cent increase).

— Local demand for specialized health professionals is projected to have a high percentage growth. For operating theatre nurses, demand is projected to grow by 115.6 per cent, from 702 in 2025 to 1,514 by 2030. For psychiatrists, the demand is expected to increase by 88.4 per cent, rising from 293 in 2025 to 552 by 2030. This indicates that there is high demand for health workers locally.

Table 40: Projected need-based requirements health workers 2025 - 2030

Category	Profession	2025	2026	2027	2028	2029	2030
Doctors	Medical officer	11,483	11,568	11,651	11,733	11,814	11,893
	Obstetrician & Gynaecologist	603	652	699	746	792	837
	Ophthalmologist	325	378	430	481	532	581
	Paediatrician	548	598	646	693	740	786
	Physician (internal medicine)	552	601	649	697	744	789
	Psychiatrist	293	347	400	451	502	552
	Surgeon	584	644	703	761	819	875
	Pathologist	289	342	395	447	498	548
Subtotal		**14,677**	**15,130**	**15,573**	**16,009**	**16,441**	**16,861**
Nurses	Operating Theatre Nurse	702	870	1,035	1,198	1,357	1,514
	Kenya registered community health nurse	117,831	119,788	121,711	123,602	125,461	127,288
	Mental health/psychiatry nurse	281	348	414	479	543	606
	Critical care nurse	474	587	699	808	916	1,022
	Paediatric nurse	234	290	345	399	452	505
	Kenya registered midwife	842	1,044	1,242	1,437	1,629	1,817
Subtotal		**120,364**	**122,927**	**125,446**	**127,923**	**130,358**	**132,752**
Clinical Officers	Registered clinical officer	31,231	33,490	35,711	37,893	40,039	42,149
	Anaesthetist clinical officer	1,888	2,117	2,342	2,563	2,780	2,994

Category	Profession	2025	2026	2027	2028	2029	2030
	Lung & skin clinical officer	605	685	763	840	916	990
	Paediatric clinical officer	829	905	980	1,053	1,125	1,196
	Reproductive health clinical officer	386	447	507	566	624	681
Subtotal		**34,939**	**37,644**	**40,303**	**42,915**	**45,484**	**47,930**
Pharmacists & Technologists	Pharmacist	4,642	4,779	4,913	5,046	5,176	5,304
	Pharmaceutical technologist	11,863	11,966	12,069	12,169	12,267	12,364
	Medical laboratory technologist	19,697	20,056	20,408	20,755	21,096	21,431
Subtotal		**36,202**	**36,801**	**37,390**	**37,970**	**38,539**	**39,099**
Allied Health Professionals	Physiotherapist	3,149	3,483	3,810	4,132	4,449	4,760
	Occupational therapist	1,148	1,290	1,431	1,568	1,704	1,837
	Orthopaedic technologist	387	411	435	458	481	504
	Clinical dietician	2,534	3,141	3,737	4,324	4,900	5,467
	Nutritionist	11,490	11,723	11,951	12,175	12,396	12,613
	Speech therapist	32	40	48	55	63	70
Subtotal		**18,740**	**20,088**	**21,412**	**22,712**	**24,018**	**25,251**
Others	Dental surgeon	1,353	1,355	1,358	1,360	1,362	1,364
	Community oral health officer	158	196	233	269	305	341
Subtotal		**1,511**	**1,551**	**1,591**	**1,629**	**1,667**	**1,705**
Grand Total		**226,434**	**234,140**	**241,715**	**249,161**	**256,481**	**263,676**

Source: Health Labour Market Analysis Report (2023)

6.1. Introduction

This study sought to analyse skills development priorities within the global labour market, focusing on strengthening the alignment between skills supply and demand to facilitate labour mobility. To achieve this objective, data including qualitative input was sourced from multiple sources, including the National Employment Authority Integrated Management System (NEAIMS), National Sector Skills Committees (NSSCs), Bilateral Labour Agreements (BLAs), the Skills and Training Labour Information (2024) survey, Economic Survey (2023 & 2024), and the Health Labour Market Analysis (2023). The chapter summarizes key findings derived from the comprehensive analysis and concludes with tailored recommendations to address these findings, providing a practical way forward.

6.2. Summary of key findings

Finding 1. Countries with the highest job vacancies

1. Saudi Arabia has the highest proportion of job vacancies, accounting for 94.6 per cent of the vacancies.
2. Gulf Cooperation Council (GCC) countries have the highest proportion of job vacancies.
3. The top 5 countries with the most job vacancies are: Saudi Arabia, United Arab Emirates Qatar, Germany, Oman

Finding 2. Key sectors driving global labour demand

The top seven (7) sectors with the highest proportion of job vacancies: homecare services, transportation services, construction, cleaning services, accommodation and food services, security services, and the health sector.

Finding 3. List of occupations in high demand

1. Homecare services:
   — Occupation: Domestic worker
   — Countries with demand: Saudi Arabia, UAE, Oman, Bahrain, Qatar
   — Number of vacancies: 522,093
   — Level of demand: Very high
   — Skills level required: Low

2. Transportation services:
   — Occupations: Drivers (Private, Heavy Truck, Sales, Delivery/Bike Rider, Valet, Light Vehicle)
   — Countries with demand: Saudi Arabia, Qatar, UAE, Kuwait, USA/Canada
   — Number of vacancies: 35,335
   — Level of demand: Very high
   — Skills level required: Low to middle

3. Construction sector:
   — Occupations
   i. Craft and Related Trades Workers: Steel Fixer, Carpenter, Mason, Painter, Plumber, Plasterer, Tile Mason, Fabricator, Welder, Ceramic Wall and Floor Fitter, Machinist, Panel Beater, Windscreen Fitter, Pipe Fitters, Auto Glazer
   ii. Plant and Machine Operators and Assemblers: Vehicle/Diesel Mechanics, Heavy Machine Operators (Cranes, Excavators, Bulldozers, Forklifts, Drills, Dumpers), Maintenance Utility Operator, Crane Supervisor, Cable Splicers, Loaders/Unloaders, Riggers
   iii. Technicians and Associate Professionals: Electrical, Civil, HVAC, MEP, Mechanical, Refrigeration, Appliance Technicians, ELV Technicians, Laboratory Technicians, Maintenance Planners, Safety and Health Technicians
   iv. Professionals: Civil, Electrical/Electronic, Mechanical Engineers; Food Technologists
   v. Supervisory Occupations: Civil/Electrical Supervisors, Office Supervisor, Permit Receivers
   vi. Elementary Occupations: Civil Helpers, General Helpers
   — Countries with demand: UAE, Qatar, Australia, Saudi Arabia, Israel, Germany, Kuwait, USA/Canada, Serbia.
   — Note that Saudi Arabia has high demand for construction workers, driven by the ongoing development of the Neo-M mega-city; in addition, workforce demand is expected to increase further as preparations commence for constructing stadiums to host the 2034 FIFA World Cup
   — Number of vacancies: 14,340
   — Level of demand: Very high
   — Skills level required: Low to high

4. Cleaning services:
   — Occupations: General Cleaner, Office/Facility Cleaner, Cleaning Technician, Vessel Cleaner, Custodian, Cleaner/Washer
   — Countries with demand: Qatar, UAE, Saudi Arabia, Serbia, USA/Canada, Bahrain
   — Number of vacancies: 5,178
   — Level of demand: High
   — Skills level required: Low

5. Accommodation and food services:
Occupations:
i. Food and Beverage Service Workers:
   — Waiter/Waitress
   — Service Crew/Waiter/Waitress
   — Bartender
   — Barista
   — Barista Trainer
   — Restaurant Worker
   — Food Service Assistance Worker
   — Food Service Worker, Supervisor

ii. Cooks and Chefs:
   — Chef (Kitchen & Pastry)
   — Demi Chef (Hot Production)
   — Commis Chef
   — Chef (Hot Production)
   — Commis Chef in Sweets
   — Commis 111 (Hot Production)
   — Demi Chef (Pastry)
   — Head Chef
   — Pastry Chef de Partee
   — Cake Decorator
   — Chef (Pizza/Pastry)
   — Kitchen Chef/Cook
   — Cook
iii. Housekeeping Workers:
   — Housekeeper
   — Housekeeping Attendant
   — Laundry Operator
   — Laundry Supervisor
   — Kitchen Steward
iv. Hotel and Accommodation Service Workers:
   — Bellboy/Doorman
   — Receptionist
   — Front Desk Receptionist
   — Hotel/Restaurant Worker
   — Grounds Maintenance Worker
   — Life Guard
v.   Other Hospitality occupations:
   — Safety and Quality Control Team Member (Catering)
   — Wash Rack Operator
   — Steward
   — Culinary Helpers
   — General Helper
   — Cooker
   — Gardener
   — Galley
   — Stockman
vi. Management and Supervisory:
   — Senior Team Manager (Hospitality)
   — Restaurant Manager/Supplies

Countries with demand: Qatar, Turkey, UAE, Saudi Arabia, Kuwait, Germany, Serbia, Bahamas, Denmark, Italy, USA/Canada, Cuba, Croatia, Bahrain, Oman, UK

Number of vacancies: 4,253

Level of demand: Moderate
Skills level required: Low to high

6. Security services:
    — Occupations: Security Guard, Firefighter, Security Guard Supervisor, Escort Monitor, Door person (Door man)
    — Countries with demand: Qatar, Iraq, UAE, Kuwait, Saudi Arabia, USA/Canada
    — Number of vacancies: 2,631
    — Level of demand: Moderate
    — Skills level required: Low to middle

7. Health sector:
    — Occupations:
    i. Professionals: Physiotherapist, Nurse
    ii. Support Workers: Caregiver, Nurse Aide, Child/Family Care Worker, Nursing Assistants, Caregivers, Child Care Workers, Family Day-Care Workers and Home Health Aides
    — Countries with demand: Germany, Qatar, USA/Canada, GCC countries including UAE and Saudi Arabia, Austria, UK, Australia
    — Number of vacancies: 1,500
    — Level of demand: Moderate but expected to grow in Europe and North America
    — Skills level required: Middle to high

8. Agriculture and forestry sector:
Occupations:
i. Agricultural and livestock workers
    • Farm Workers
    • Animal Husbandry Specialists
    • Egg Marking Workers
    • Poultry Processors
ii. Forestry and landscaping workers
    • Tree Planters
    • Landscapers and Landscaping Supervisors
iii. Veterinary and animal care workers
    • Veterinary Technicians
    • Assistant Staff Veterinary
    • Veterinarians
iv. Food processing and butchery workers
    • Butchers
    • Chicken and Meat Cutters
v. Floriculture and horticulture workers
    • Floriculture Workers
vi. Supervisory and management roles
    • Farm Managers
    • Product Supervisors

vii. Pest control and maintenance workers
- Pest Controllers

Countries with demand: Serbia, Denmark, Germany, USA/Canada, Qatar, GC countries including Saudi Arabia, Kuwait; Russia, Poland, Denmark, Belgium, Kazakhstan, the UK, Lebanon, Germany, and South Korea

Number of vacancies: 652

Level of demand: Low but expected to grow in Europe and Asia

Skills level required: Low to middle

9. Beauty and personal care services:
   — Occupations: Hairdresser, Beautician, Nail Technician, Tattoo, Artists, Mehndi Artists, and Cosmetologists
   — Countries with demand: Saudi Arabia, Kuwait and other GCC countries
   — Number of vacancies: 544
   — Level of demand: Low
   — Skills level required: Low to middle

10. Financial, retail sales, and administration:
    — Occupations: Accountant, Cashier, Storekeeper, Procurement Officer, Clerk, Call Centre Agent, Sales Worker
    — Countries with demand: Kuwait, UAE, Germany, Saudi Arabia, Qatar, USA/Canada
    — Number of vacancies: 397
    — Level of demand: Low
    — Skills level required: Middle

11. Education sector:
    — Occupations: Teachers (Early Childhood Education, English, STEM, Special Education, Professional Tutors)
    — Countries with demand: Germany, USA/Canada, Qatar, Saudi Arabia and other GCC countries, UK
    — Number of vacancies: 277
    — Level of demand: Low
    — Skills level required: Middle to high

12. Storage and logistics:
    — Occupations: Warehouse Worker, Freight Handler, Packing Worker, Procurement Coordinator, Store Keeper
    — Countries with demand: Kuwait, Saudi Arabia, Denmark, Qatar
    — Number of vacancies: 193
    — Level of demand: Low
    — Skills level required: Low to middle

13. Waste management:
    — Occupations: Waste Management Supervisors and Workers (Effluent Treatment Plant Supervisors)

— Countries with demand: Qatar, Kuwait
— Number of vacancies: 6
— Level of demand: Very low
— Skills level required: Low to middle

Finding 4. Skills development priorities based on the BLAs

1. United Kingdom (UK)
i). Skills alignment: Training of Kenyan health workers to be aligned with UK skill-level requirements, ensuring eligibility and competence for employment opportunities.
ii). Placements: Training required on short-term educational placements for health professionals and leaders, aimed at sharing learning and developing skills for staff in the health systems of both countries.
iii). Standards: Training required on capacity building of health professionals and bench marking to maintain global standards for professionals.

2. Germany
i). German language Training: Establish structured German language training programs to enhance their employability in Germany.
ii). Skills alignment: Develop comprehensive training initiatives to equip Kenyan workers with the technical and professional skills required to meet Germany's labour market standards.
iii). Qualification accreditation: Ensure Kenyan qualifications are accredited and recognized by the relevant German authorities.

3. Austria
i). Skills alignment: Design and tailor education and training programs in Kenya to match Austria's labour market demands.
ii). Accreditation and recognition: Ensure Kenyan qualifications are accredited and recognized by the Austrian authorities.
iii). German Language Proficiency: Develop German language training programs to enhance employability in Austria.

4. Saudi Arabia
i). Tailored curricula for domestic workers: Develop specialized training programs for domestic workers to align with the specific demands and standards of Saudi Arabia's labour market.
ii). Qualification accreditation and recognition: Ensure that Kenyan qualifications are accredited and recognized by relevant authorities in Saudi Arabia.
iii). Arabic language training: Introduce Arabic language training programs to enhance employability in Saudi Arabia.

5. Qatar
i). Skills alignment: Train Kenyan workers to meet the required skill levels for Qatar's labour market.

ii). Accreditation and recognition**:** Ensure Kenyan qualifications are accredited and recognized by relevant Qatari authorities.

iii). Arabic language training: Develop Arabic language training programs to enhance employability of Kenyan workers in Qatar.

6. **UAE**

i). Skills alignment: Equip Kenyan workers with the professional and technical skills required to meet UAE labour market standards.

ii). Accreditation and skills recognition: Ensure Kenyan qualifications are accredited and recognized by the relevant authorities in the UAE.

iii). Arabic language training: Implement Arabic language training programs to prepare Kenyan workers for integration into the UAE's workplace and society.

7. Pre-departure training: Develop and implement structured pre-departure training programs to equip Kenyan workers with the necessary skills, knowledge, and cultural awareness for seamless integration into destination countries' work environments.

Finding 5. Labour demand in selected countries

I. Germany

1. There is a high demand for healthcare workers, with 8,879 vacancies requiring middle to high skills, showing significant gaps in the sector.
2. Jobs in science, engineering, and technical fields are also in high demand, with 5,392 openings needing middle to high skill levels.
3. Administrative and business roles have moderate demand, with 2,348 vacancies for middle to highly skilled professionals.
4. Agriculture and mining jobs are in low demand, with 458 farm-hand and 100 mining labour vacancies, mostly for low-skilled workers.

II. Canada

1. There is moderate demand for food and accommodation workers, with 2,991 vacancies requiring low to high skill levels.
2. Retail sales workers are also in moderate demand, with 2,850 openings needing middle-level skills.
3. Administrative and specialized secretaries have 1,522 vacancies, requiring highly skilled workers.
4. Construction workers are moderately needed, with 1,086 vacancies for middle-skilled labour.
5. Mining and quarrying labourers (487 vacancies) and farm-hands (154 vacancies) are in low demand, mostly requiring low skills.

Finding 6. TVET skills supply, trends and gaps

1. Homecare Services:
   - Demand: 522,093 vacancies, very high demand.
   - Supply: 36,294 graduates from the Personal Services (domestic training component).
   - Gap: Major gap. Current output meets 1.9 per cent of global demand.

2. Transportation Services:
   - Demand: 35,335 vacancies, very high demand.
   - Supply: 4,092 graduates.
   - Gap: Major. Major gap Current output meets only 11.6 per cent of demand.
3. Construction Sector:
   - Demand: 14,340 vacancies, very high demand.
   - Supply: 44063 graduates (Engineering and engineering trades); 23,069 graduates (Architecture and Construction programs).
   - Gap: Moderate gap. Aligned with oversupply, which is beneficial in view of the very high and growing demand for construction workers in the global labour market.
4. Cleaning Services:
   - Demand: 5,178 vacancies, very high demand.
   - Supply: 36,294 graduates from the Personal Services program (domestic training component).
   - Gap: Aligned but number of cleaners produced under this programme is not clear.
5. Accommodation and Food Services:
   - Demand: 4,253 vacancies, moderate demand.
   - Supply: Includes graduates from the Personal Services program (hotel, restaurant, and catering component).
   - Gap: Aligned but number of graduates in accommodation and food service produced under this programme is not clear.
6. Security Services:
   - Demand: 2,631 vacancies, moderate demand.
   - Supply: 70 graduates.
   - Gap: Major gap. Current output meets only 2.7 per cent of demand.
7. Health Sector:
   - Demand: 1,500 vacancies, moderate and growing demand.
   - Supply: 170 graduates (Health programs) and 9,924 graduates (Welfare/caregiving programs).
   - Gap: Aligned as the demand for health workers is predicted to grow.

Finding 7. Hospitality skills supply, trends and gaps

1. A total of 9,145 graduates were trained by Kenya Utalii College between 2019 and 2023. Graduate output has steadily increased, rising from 1,901 in 2022 to 2,741 in 2023.
2. Despite increased output, the gap between graduate output and the global labour market demand (4,253 workers) remains significant.

Finding 8. Health skills supply, trends and gaps

Trend/gap	Finding
a). Skills gap	Notable shortages exist particularly among specialised health professions such as medical laboratory technologists, nutritionists and dieticians, medical doctors, dentists, community oral health officers (COHO), and pharmacists and pharmtechs.
b). Skill mismatch between workforce expansion and demand	Despite a 111.2 per cent growth in the healthcare graduate outputs (2020/21 to 2022/23), there are gaps in specialized health professions required in the local labour market.
c). Skills mismatch between supply and local demand	The coexistence of unemployed health professionals alongside shortages reveals mismatched workforce supply and demand, influenced by limited economic absorption capacity and inefficiencies in workforce planning.
d). Projected demand for specialists	Demand for healthcare workers is expected to grow by 37,242 by 2030, especially for specialized roles, highlighting an urgent need for skill-focused interventions. Overproduction of health professionals is necessary to maintain a surplus workforce capable of supporting local and international labour markets.

6.3. Recommendations of the study

Category	Detail
Skills Development	1. Provide training for skills in high-demand sectors (homecare, transportation, health construction, cleaning services, accommodation and food services, security services, and health sectors).
	2. Introduce training programs for emerging occupations in the global labour market such as caregiving occupations, personal care services, and specialized construction trades and others such as permit receivers, bouncers, vessel cleaners, tattoo artists, mehndi artists, meat cutters, chicken cutters, and egg marking workers.
	3. Incorporate homecare training into basic education curricula.
	4. Integrate soft skills and financial literacy at all levels of education and training.
	5. Develop programs for low-skilled occupations (e.g., domestic workers, cleaners, security guards).
	6. Offer rapid reskilling and upskilling for out-of-school youth in high-demand occupations.
	7. Develop skills development programmes for re-integration of returnees.
	8. Overproduce health professionals to ensure a surplus health workforce to meet local and global demand.
	9. Align training with skill standards of UK, Germany, Austria, Saudi Arabia, Qatar & UAE.

Bilateral Labour Agreements	10. Facilitate training on short-term placements in UK health systems.
	11. Undertake capacity building of health professionals and bench marking to maintain global standards for professionals.
	12. Offer German and Arabic language training to enhance employability in Germany/Austria, and GCC countries respectively.
	13. Ensure Kenyan qualifications are accredited and recognized by UK, Germany, Austria, Saudi Arabia, Qatar, UAE.
	14. Design tailored curricula for domestic workers for GCC countries.
	15. Implement pre-departure training and include: financial management, property investment, family management, gender considerations, and social protection strategies.
Approach/ Methodology	16. Align curricula with national occupational standards.
	17. Develop modular certifications (micro-credentials) targeting global demands.
	18. Implement Credit Accumulation and Transfer Systems (CATS) for flexible learning pathways.
	19. Introduce bridging courses to address skills gaps and standardize qualifications.
	20. Use returning migrant workers as mentors/trainers in skills development for labour mobility.
	21. Enhance Recognition of Prior Learning (RPL) for high-demand, lower-skilled occupations.
	22. Balance retention and labour mobility, particularly in the health sector.
	23. Develop a workforce strategy to manage worker shortages and mobility for the unemployed in the health sector.
Data Management	24. Establish a graduate inventory database categorized by skill level and sector at all levels of education and training.
	25. Submit all foreign job vacancy data to NEA for improved research and analysis.
	26. Integrate labour mobility as a criteria in workforce projections, including for the health sector.
	27. Fast-track the development of a qualifications database.
Partnerships	27. Collaborate with accrediting bodies to streamline qualification recognition.
	28. Develop equivalency frameworks for Kenyan qualifications to reduce barriers abroad.
	29. Foster global education and training institutional partnerships to facilitate knowledge sharing.
	30. Partner with private organizations to develop training for high-demand occupations.
	31. Establish a stakeholder engagement forum to ensure that skills supply is aligned to global skills demands.

ANNEXES

Annex 1: Glossary of terms

Accreditation	Assurance that programs, materials, and institutions meet standards established by legislation.
Bilateral labour agreements	Arrangements between two States or agencies detailing responsibilities and actions for labour mobility governance, including legally binding agreements and Memoranda of Understanding.
Certification	Process of formally issuing a credential to attest acquisition of learning outcomes or performance criteria by an individual, based on predefined standards by a recognized body.
Curriculum	Description of what, why, and how well students should learn systematically, serving as a means to foster quality learning.
Country of destination	A country where a person or group migrates, regardless of whether mobility is regular or irregular.
Country of origin	A country of nationality or habitual residence of a person or group who migrates abroad, regardless of regularity.
Global compact for mobility	The first intergovernmental agreement (A/RES/73/195) under the auspices of the UN for safe, orderly, and regular mobility.
Labour mobility	Movement of workers either occupationally (along the occupational ladder) or geographically (across locations).
Labour shortages	Situation with more job vacancies than available workers in the labour market of a country.
Memorandum of cooperation	A conditional agreement establishing common legal terms, anticipating the transfer of funds for services.
Memorandum of Understanding (MoU)	A nonbinding agreement stating intentions for actions, business transactions, or partnerships.
National qualifications frameworks	A hierarchical system for classifying qualifications based on quality standards and levels of learning achieved.
National qualifications systems	All aspects of a country's activities that result in the recognition of learning.
Occupational shortages	Situation where insufficient local workers are available to fill positions for specific jobs.
Pre-departure training	Integration workshops for migrant workers prior to departure, covering legal procedures, worker protection legislation, and diaspora connections in destination countries.

Qualification	Formal expression of vocational or professional abilities recognized at international, national, or sectoral levels.
Reskilling	Learning new skills to transition into a different job or role.
Recognition of skills and qualifications	Covers academic and professional recognition for continuation of education or formal acknowledgment of skills.
Skills-Based labour mobility partnerships	Mechanisms promoting brain gain, skill investment, and fair mobility for mutual benefits to workers, employers, and governments in origin and destination countries.
Skill level	Complexity and range of tasks and duties required in a particular occupation.
Skills	Relevant knowledge, experience, and technical know-how required to perform specific tasks or jobs.
Skills mismatch	Employment situation where job requirements do not align with an individual's possessed skills.
Upskilling	Training aimed at updating and enhancing existing knowledge, skills, or competencies.

Appendix 2: TVET Graduates by programme and category of institution, 2022

Programme	Commercial Colleges	Institutes of Science and Technology	National Polytechnic	National Youth Service	Technical Training Institute	Technical Vocational College	University (TVET Institute)	Vocational Training Centre	TOTAL
Engineering and Engineering Trades	289	781	5993	2988	12850	1004	96	20062	**44063**
Personal Services[9]	1455	786	4032	889	12333	700	98	16001	**36294**
Architecture and Construction	93	334	2872	818	6463	458	63	11968	**23069**
Business and Administration	5500	846	3848	215	7935	937	172	3508	**22961**
ICT	811	313	1442	254	7954	187	59	6960	**17980**
Manufacturing and Processing	78	23	507	26	1342	94	24	8818	**10912**
Welfare[10]	977	557	1849	0	3616	318	64	2543	**9924**
Arts	48	128	742	280	1183	35	32	4051	**6499**
Agriculture	101	336	1363	367	1655	502	21	577	**4922**
Transport Services	32	0	105	896	3024	0	0	35	**4092**
Journalism and Information	186	92	729	0	1196	4	6	351	**2564**
Humanities (except languages)	210	0	0	0	1343	0	0	51	**1604**
Physical Sciences	0	79	515	0	263	0	0	68	**925**
Education	28	58	0	0	676	0	17	143	**922**
Languages	73	0	0	0	265	7	0	127	**472**
Biological and Related Sciences	0	43	274	0	68	11	0	0	**396**
Environment	0	0	68	0	171	0	0	0	**239**
Health	0	0	0	0	144	24	0	2	**170**
Personal Skills and Development	0	0	0	0	102	0	0	20	**122**
Forestry	0	0	0	0	111	0	0	0	**111**
Social and Behavioural Sciences	3	0	39	0	44	0	12	13	**111**
Fisheries	0	0	0	0	82	0	0	13	**95**
Literacy and Numeracy	0	0	0	0	0	0	0	81	**81**
Security Services	10	0	0	0	0	13	0	47	**70**
Veterinary	0	0	0	0	0	0	0	63	**63**
Mathematics and Statistics	0	0	47	0	0	0	0	0	**47**
Total	**9894**	**4376**	**24425**	**6733**	**62820**	**4294**	**664**	**75502**	**188708**

Source: Survey of Local Training Institutions, 2024

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[9] Domestic services, hair and beauty services, hotel, restaurants and catering

[10] Care of elderly and of disabled adults, child care and youth services, social work and counselling

Annex 3: UK - Labor shortages in the health sector

	Job type/code	Related job titles
1.	Health services and public health managers and directors (1117)	Clinical manager Director of nursing Health service manager Information manager (health authority: hospital service)
2.	Health services and public health managers and directors (1171)	Clinical manager Director of nursing Health service manager Information manager (health authority: hospital service)
3.	Health care practice managers (1231)	Clinic manager Dental practice manager GP practice manager Patient services manager Veterinary practice manager
4.	Residential, day and domiciliary care managers and proprietors (1232)	Care manager Community centre manager Day centre manager Nursing home owner Manager (sheltered housing) Residential manager (care/residential home)
5.	Registered community nurses (2232)	Community care nurse District nurse Health visitor Practice nurse
6.	Registered specialist nurses (2233)	Advanced primary care nurse Intensive care nurse Clinical nurse specialist Theatre manager (hospital service)
7.	Registered nurse practitioners (2234)	Health care practitioner Mental health practitioner Practitioner (nursing)
8.	Registered mental health nurses (2235)	Community mental health nurse Psychiatric nurse
9.	Registered children's nurses (2236)	Community children's nurse Neonatal nurse Paediatric nurse School nurse
10.	Other registered nursing professionals (2237)	Clinical lead nurse Matron (care/residential home) Nurse Nurse educator Occupational health nurse Staff nurse Team leader (nursing) Ward manager

	Job type/code	Related job titles
11.	Pharmacists (2251)	Chemist (pharmaceutical) Dispensary manager Pharmaceutical chemist Pharmacist Pharmacy manager
12.	Optometrists (2252)	Doctor of optometry Ophthalmic optician Optician
13.	Dental practitioners (2253)	Dental surgeon Dentist Orthodontist Periodontist
14.	Medical radiographers (2254)	Medical photographer Nuclear medicine practitioner Radiographer Sonographer Therapeutic radiographer Vascular technologist
15.	Paramedics (2255)	Ambulance paramedic Emergency care practitioner Paramedic Paramedic-ECP
16.	Podiatrists (2256)	Chiropodist Foot health practitioner (qualified) Podiatrist
17.	Other health professionals not elsewhere classified (2259)	Audiologist Clinical physiologist Dietician-nutritionist Family planner Occupational health adviser Operating theatre practitioner Physiologist
18.	Complementary health associate professionals (3214)	Colour therapist Holistic therapist Homeopath Hypnotherapist Massage therapist Reflexologist
19.	Health associate professionals not elsewhere classified (3219)	Antenatal teacher Diet adviser Equine dental technician Health trainer Therapist
20.	Nursing auxiliaries and assistants (6131)	Auxiliary nurse Health care assistant (hospital service) Health care support worker Nursing assistant Nursing auxiliary

	Job type/code	Related job titles
21.	Ambulance staff (excluding paramedics) (1332)	Ambulance care assistant Ambulance driver Ambulance service preparation operative Ambulance technician Emergency medical technician
22.	Dental nurses (6133)	Dental assistant Dental nurse Dental nurse-receptionist Dental surgery assistant
23.	Pharmacy and optical dispensing assistants (7114)	Dispenser Health care assistant (retail pharmacy) Optical assistant Pharmacy assistant
		Source: UK Government (2025) Guidance Skilled Worker Visa

Annex 4: UK - Labor shortages in health care support services

|	Job Type	Related Job Titles
1.	Residential, day and domiciliary care managers and proprietors (1232)	Care manager Community centre manager Day centre manager Nursing home owner Manager (sheltered housing) Residential manager (care/residential home)
2.	Early education and childcare assistants (6111)	Child care assistant Crèche assistant Nursery assistant Nursery nurse Playgroup assistant Pre-school assistant
3.	Houseparents' and residential wardens (6134)	Foster carer House matron House parent Residential care officer Warden (care/residential home)
4.	Care workers and home carers (6135)	Care assistant Carer Child care worker Home care assistant Home carer Support worker (nursing home)
5.	Senior care workers (6136)	Care coordinator (care/residential home) Senior care assistant Senior carer Senior support worker (local government: welfare services) Team leader (nursing home)
6.	Care escorts (6137)	Bus escort Escort Passenger assistant School escort
7.	Undertakers, mortuary and crematorium assistants (6138)	Crematorium technician Embalmer Funeral director Pall bearer Undertaker
		Source: UK Government (2025) Guidance Skilled Worker Visa

SKILLS GAP REPORT

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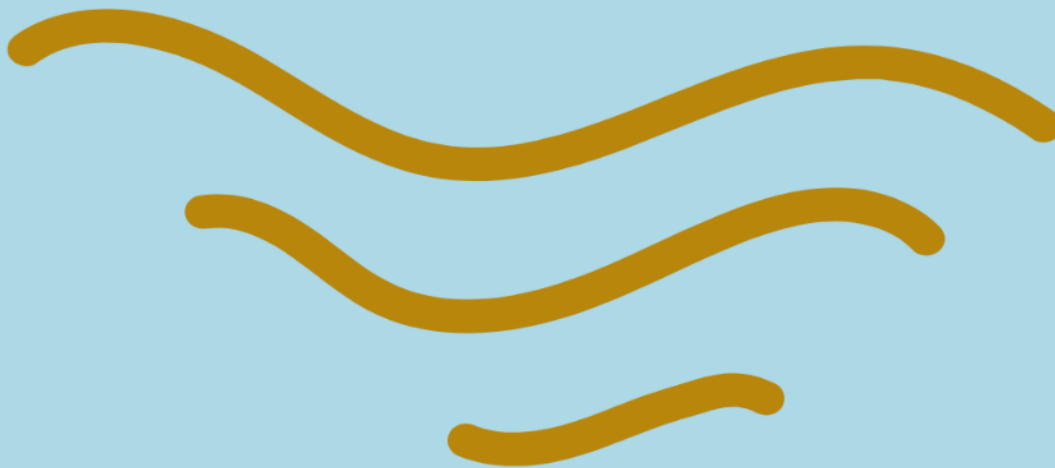
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