



REPUBLIC OF KENYA
MINISTRY OF LABOUR & SOCIAL PROTECTION
STATE DEPARTMENT FOR LABOUR AND SKILLS DEVELOPMENT

Career Information Brief No. 1/March 2026

1.0. Introduction

This Career Information Brief presents an overview of the main sources of labour market information. In addition, the brief highlights digital platforms that provide career information, emerging labour market trends linked to future skills, and recently developed policies designed to strengthen skills development and employability outcomes. Finally, it provides industry contact information to foster collaboration between education and training institutions and employers.

2.0. Labour Market Information Systems

Labour Market Information (LMI) encompasses both quantitative and qualitative insights into the labour market, enabling governments, employers, educators, and job seekers to make informed decisions. This section outlines the key systems that provide LMI at both global and national levels.

- i). **ILOSTAT**: At the international level, ILOSTAT is labour statistics database and the leading source of comparable labour market data. Managed by the ILO Department of Statistics, it provides standardized indicators on employment, wages, working conditions, and labour force participation. For educators, ILOSTAT serves as a powerful teaching tool—offering reliable, globally benchmarked data that can support curriculum design, enrich the learning process and strengthen career guidance. <https://ilostat.ilo.org>
- ii). **Kenya Labour Market Information System (KLMIS)**: At the national level, the Kenya Labour Market Information System (KLMIS) serves as the official national platform. It is managed by the Ministry of Labour and Social Protection. It provides comprehensive data and insights on employment trends, skills demand, and workforce dynamics. For educators, the KLMIS is a practical tool to align curricula with evolving labour market needs, guide students in career choices, and design education and training programmes that address skills gaps. <https://labourmarket.go.ke>

3.0. Digital platforms with career information

This section highlights the existing digital tools that support career guidance and employment services.

- i). **National Employment Authority Integrated Management System (NEAIMS):** This is a centralized digital platform for employment services, managed by the National Employment Authority. NEAIMS connects job seekers to legitimate local and foreign job opportunities. It is also the focal point for listing the verified private recruitment agencies. <https://neamis.go.ke>
- ii). **Kenya Skills Hub:** This is a one-stop virtual hub aimed at providing the youth with access to employability information. It is managed by the Ministry of Labour and Social Protection, and provides information on skills development, work-based learning, entrepreneurship, career guidance and employment opportunities. <https://posttraining.go.ke>

4.0. Labour market trends and insights: Future Skills

According to the International Labour Organization (ILO), the future of work is being shaped by powerful global forces that are transforming economies, workplaces, and the skills people need to thrive. These include:

- i). **Technological change and digitalization:** Advances in artificial intelligence, automation, and robotics are reshaping the world of work. These technologies are altering job tasks, creating new occupations, and eliminating others, thereby shifting skills requirements. For Kenya, preparing to harness digitalization means investing in digital competencies and ensuring workers can adapt to evolving roles.
- ii). **Globalization and trade:** Global value chains and cross-border investments have expanded opportunities for developing countries. While globalization opens doors for Kenya to participate in regional and global production networks, it also challenges domestic industries to adapt. This transition raises demand for new skills, particularly in knowledge-intensive and globally competitive sectors.
- iii). **Climate change and environmental sustainability:** Climate change and environmental degradation are driving demand for green skills. Commitments under the Paris Agreement require countries to integrate sustainability into education and training systems. For Kenya, climate change will influence energy use and industrial practices, creating new skill needs across sectors. It is estimated that up to 24 million green jobs could be created globally by 2030, if appropriate policies are implemented.

- iv). **Demographic shifts:** Rapid population growth, especially in sub-Saharan Africa, presents opportunities for the realisation of a demographic dividend. With ageing populations in developed countries, Kenya’s youthful workforce could supply skilled labour abroad—provided that investments are made in quality education and training that is relevant to global market demands.

5.0. Recent skills and Employability Policies

This section presents recently approved policies designed to strengthen skills development, employability and workforce competitiveness:

- i). **National Skills Development Policy** (Approved on 13 Dec 2023): Promotes sustainable socio-economic development through the development of a skilled workforce that is employable, productive, enterprising, innovative, adaptive and competitive. The policy addresses the skills mismatch facing Kenya.
Accessible at: www.labour.go.ke, <https://repository.kippra.or.ke/>
- ii). **National Policy Framework for Career Guidance** (Approved on 13 Dec 2023): Promotes lifelong learning, sustained employability and social equity by enhancing access, equity, quality and relevance in the provision of career guidance in Kenya.
Accessible at: www.labour.go.ke, <https://repository.kippra.or.ke/>
- iii). **National Policy on Linking Industry to Education, Training and Research:** (Approved on 13 Dec 2023): Enhances the linkage between industry and education, training and research towards developing a knowledge-based and globally competitive economy.
Accessible at: www.labour.go.ke, <https://repository.kippra.or.ke/>
- iv). **National Policy on Labour Migration (Sessional Paper No. 5 of 2023):** Promotes inclusive and sustainable development of the country through safe, orderly and productive labour mobility.
Accessible at: www.labour.go.ke, <https://repository.kippra.or.ke/>
- v). **Kenya Diaspora Policy 2024:** The policy acknowledges the vital role of the diaspora in Kenya’s socio-economic growth through remittances, skills, expertise, and knowledge and technology transfer. It seeks to build an empowered, and prosperous diaspora that contributes to Kenya’s development agenda.
Accessible at: www.mfa.go.ke

6.0. Industry contacts

This section provides contact information of key industry stakeholders to strengthen collaboration with education and training institutions.

Organization	Description	Contact Information
Federation of Kenya Employers (FKE)	Employers' advocacy body on labour relations, policy, and training	Tel: +254 709 827101/102. Email: fkehq@fke-kenya.org Website: fke-kenya.org
Central Organization of Trade Unions (COTU-K)	Umbrella trade union representing workers' rights	Tel: +254 20 2383368/7. Email: info@cotu-kenya.org Website: cotu-kenya.org
Kenya National Federation of Jua Kali Associations (KNFJKA)	Represents informal sector artisans	Tel: +254 20 2243238. Email: juakalisector@yahoo.com Website: knfjka.org
Kenya National Chamber of Commerce & Industry (KNCCI)	Trade support institution advocating for business-friendly policies	Tel: +254 203 927000. Email: info@kenyachamber.or.ke Website: kenyachamber.or.ke
Kenya Private Sector Alliance (KEPSA)	Apex body representing private sector interests	Tel: +254 20 2730371. Email: info@kepsa.or.ke Website: kepsa.or.ke
Kenya Association of Manufacturers (KAM)	Represents industrialists; advocates for manufacturing-centric policies	Tel: +254 20 2324817 Email: info@kam.co.ke Website: kam.co.ke
National Sector Skills Committees (NSSCs)	Multi-sector committees aligning training with industry needs	Email: info@nssckenya.go.ke Website: nssckenya.go.ke
Association of Skilled Migrant Agencies of Kenya (ASMAK)	Associations of Private Recruiters	Tel: +254 782 899 931 Email: info@asmak.co.ke Website: www.asmak.co.ke
Kenya Association of Private Employment Agencies (KAPEA)	Associations of Private Recruiters	Tel: Tel: 0202 612 612. Email: support@kapea-ke.org Website: www.kapea-ke.org

For more information, please contact:

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