



Rwanda Talent Insights Report

Energy Sector- Priority Skills

RDB IN PARTNERSHIP WITH LINKEDIN - SEPTEMBER 2020 TO SEPTEMBER 2021

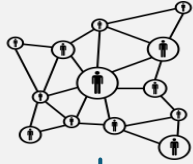


- **Background on LinkedIn Partnership**
- An Overview of energy sector professionals
- Data limitations and recommendations

LinkedIn Partnership with RDB

Bridging the information gaps and improving labour market matching and Analytics

Project Framework



Why LinkedIn

- LinkedIn is the largest professional networking platform.
- The platform has over **774 million users, over 57 million employers, and over 20 million job postings worldwide.**
- In Rwanda, available data indicates that they are **over 252,000 users** with LinkedIn profiles.



Talent Insights

- Is a LinkedIn Product that allows for the extraction of **macro-level data on the local labor market trends.**
- The macroeconomic data provides an outlook of the current local labor market insights which inform evidence-based policy decisions in the country.
- The data extracted from LinkedIn's talent insights reports data over the last 12 months



The energy Sector Report

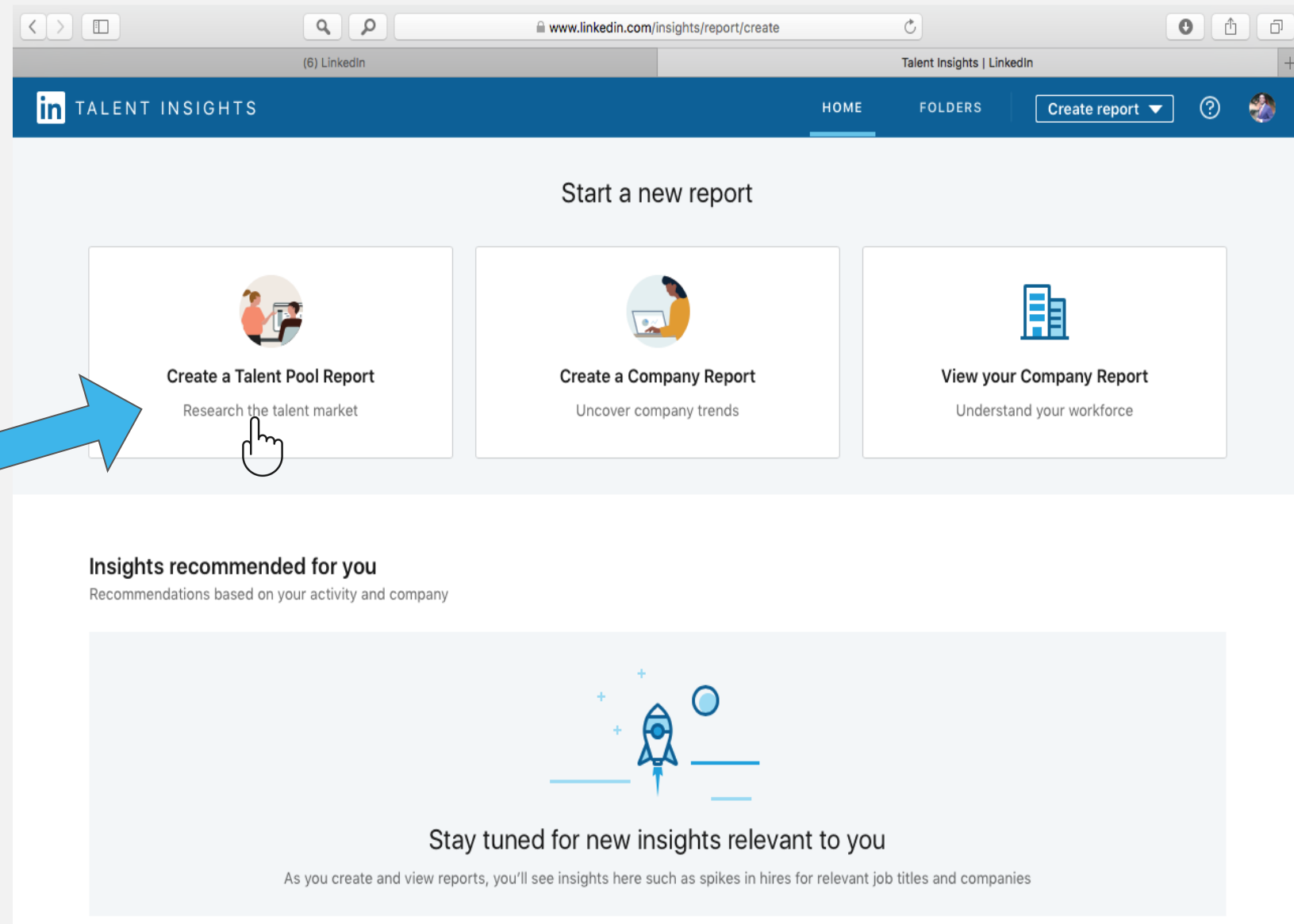
- Analyzes and provides an overview of the talent trends of professionals in the sector for the last twelve months.
- Identifies critical skills and provides insights on the talent mobility across sectors, countries, and the suppliers of **professionals in the sector.**

Methodological approach

This talent insight report provides an outlook of stock from the energy sector of professionals based on LinkedIn data. It indicates talent mobility within and across the sector.

The following steps indicate how key information on energy sector professionals in Rwanda are generated from LinkedIn:

- Create a Talent pool report.
- Use different filters (**Job title, Location, Skills, Industry, Function**) to narrow down the data/search/ to the skill sets of your preference.

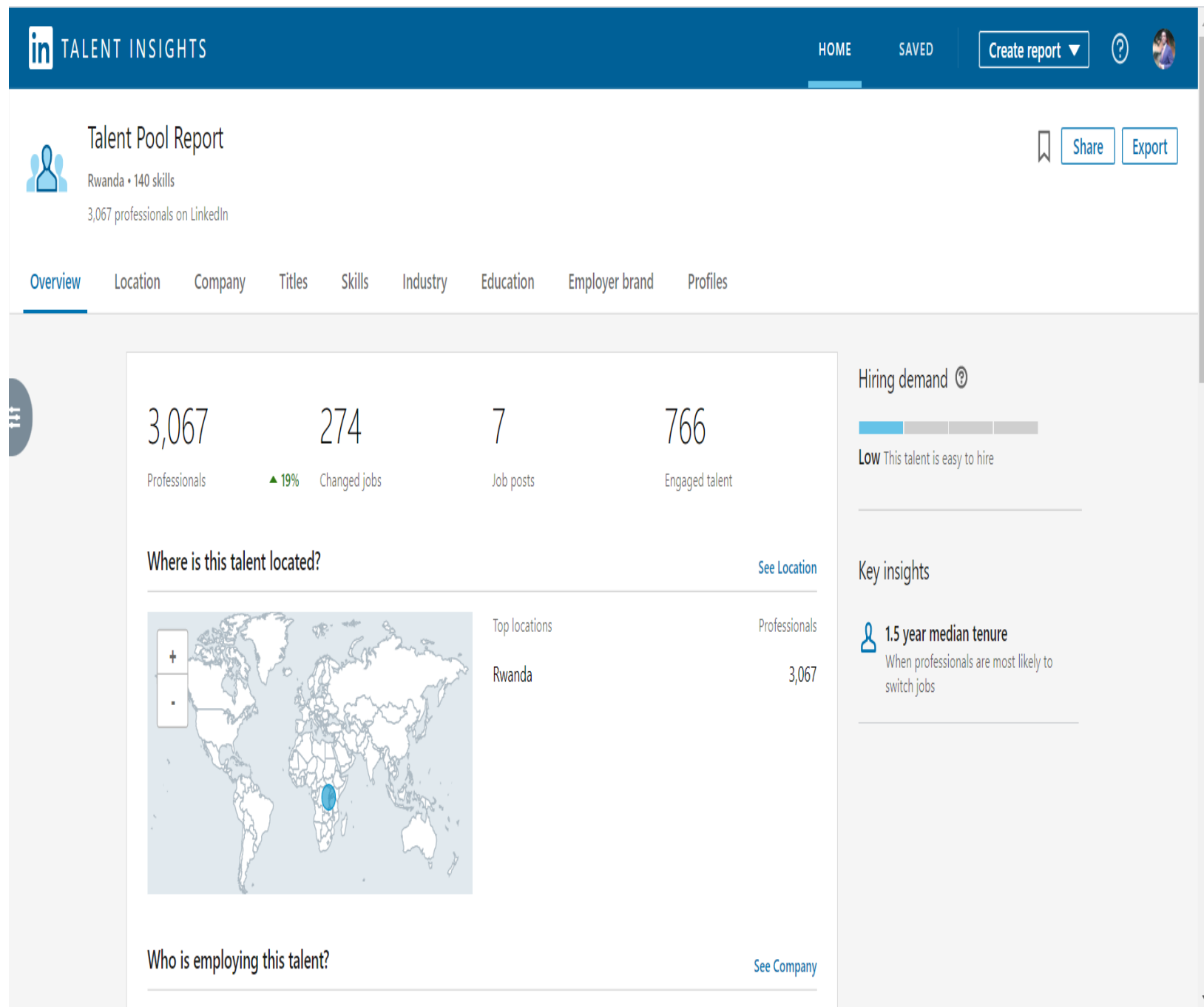


This picture displays an overview of data for energy sector professionals within the last 12 months

There has been an increase in stock of talents in the sector of 19% in last 12 months

This data highlights:

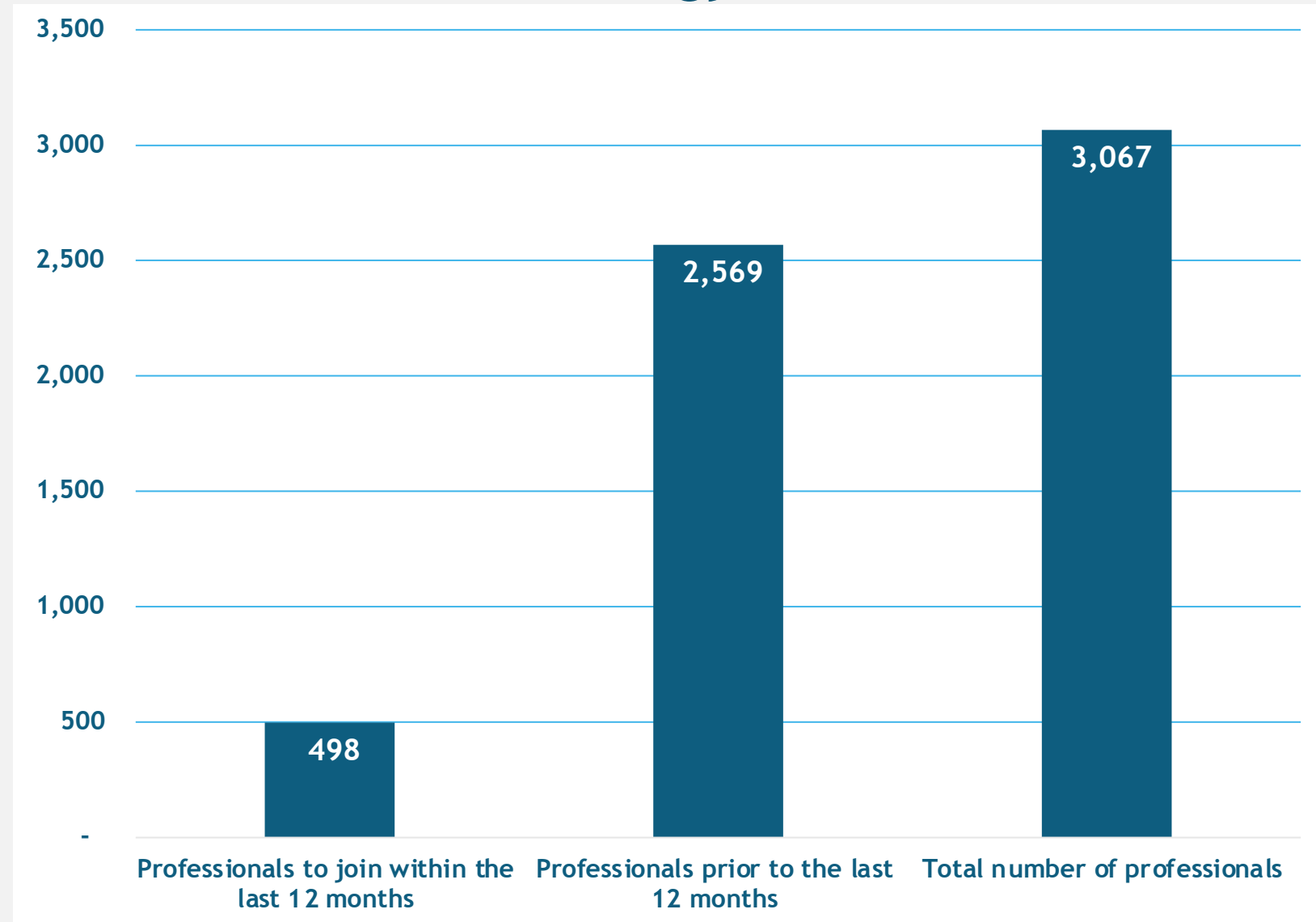
- 1) Where Rwanda is gaining and losing talents;
- 2) Top recruiting firms;
- 3) Top professional titles;
- 4) Top skills;
- 5) Top Employing industries;
- 6) Education details.





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Annual Trends of Professionals in the Energy Sector



In Rwanda, based on LinkedIn data, there was **total Talent pool of 3,067** energy sector professionals in the out of which **498** joined within the last 12 months.

In the last 12 Months, the stock of finance professionals increased by 19%



Note: This data only represents professionals with active on LinkedIn accounts. This number does not, in reality represent the number of professionals in Rwanda

Gained Talents:

In the last 12 Months,

- Rwanda has gained a total of **140 talents** from around the world. Mainly from the **United States (12)**, **India (13)** and **Nigeria (10)**.

Lost Talents:

In the last 12 months

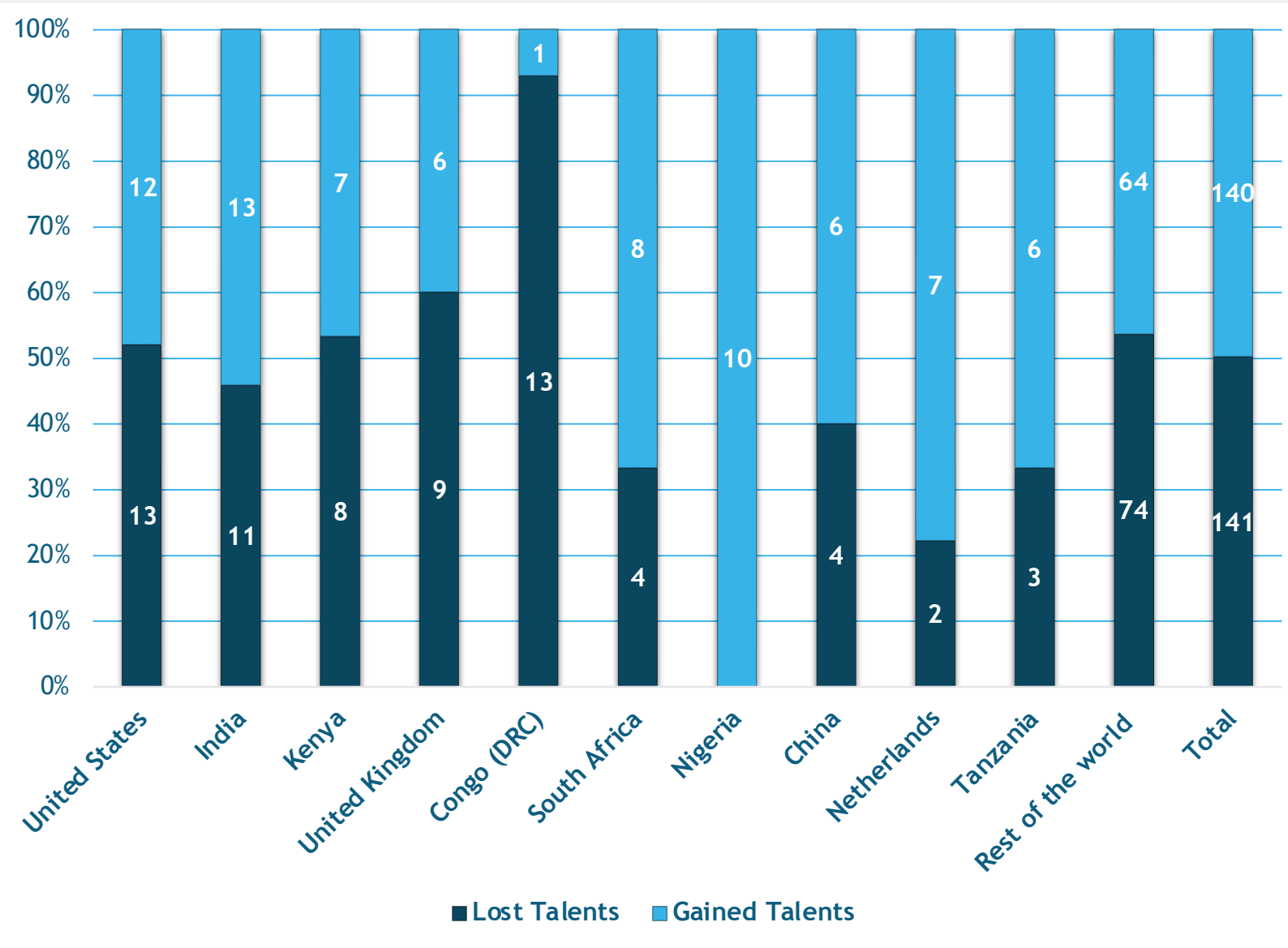
- Rwanda lost a total of **141 professionals** to countries around the world. Mainly to the **United states (13)**, **Congo DRC (13)**, followed by **India (11)** and **United Kingdom (9)**.

Other countries (not displayed on the graph):

- Rwanda gained a total of **(64)** professionals and lost a total of **(74)** professionals from other countries, notably: **Uganda, Ethiopia and Canada** to name a few.

In total Rwanda more or less gained as much talents as they lost with total gained at **140** and lost at **141**.

Trends of talent mobility in the last 12 months



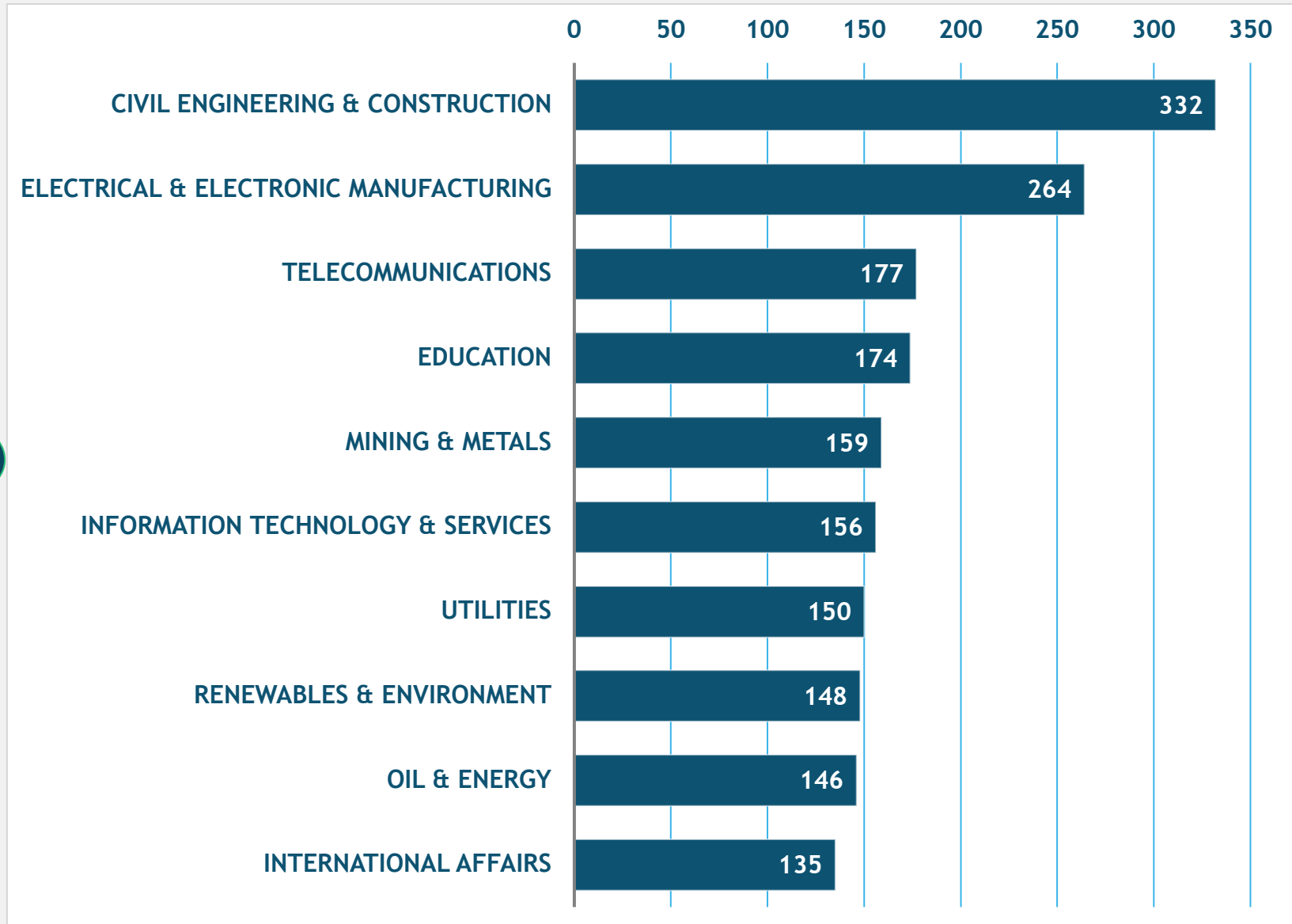
Note: This data only represents professionals with active LinkedIn accounts. This number does not, in reality represent the total talent mobility of these professionals in Rwanda

Top industries employing professionals from this talent pool are **Civil engineering & Construction (332)**, **Electrical & Electronic Manufacturing (264)**.

Other interesting industries to not make the top 10 were;
Environmental services (116),
Non-profit organizations (93),
Mechanical or Industrial engineering (85) & **Government administration (61)**.



Top Industries Employing these talents



Note: This data only represents professionals with active LinkedIn accounts. This number does not, in reality represent the number of industries employing in this talent pool in Rwanda

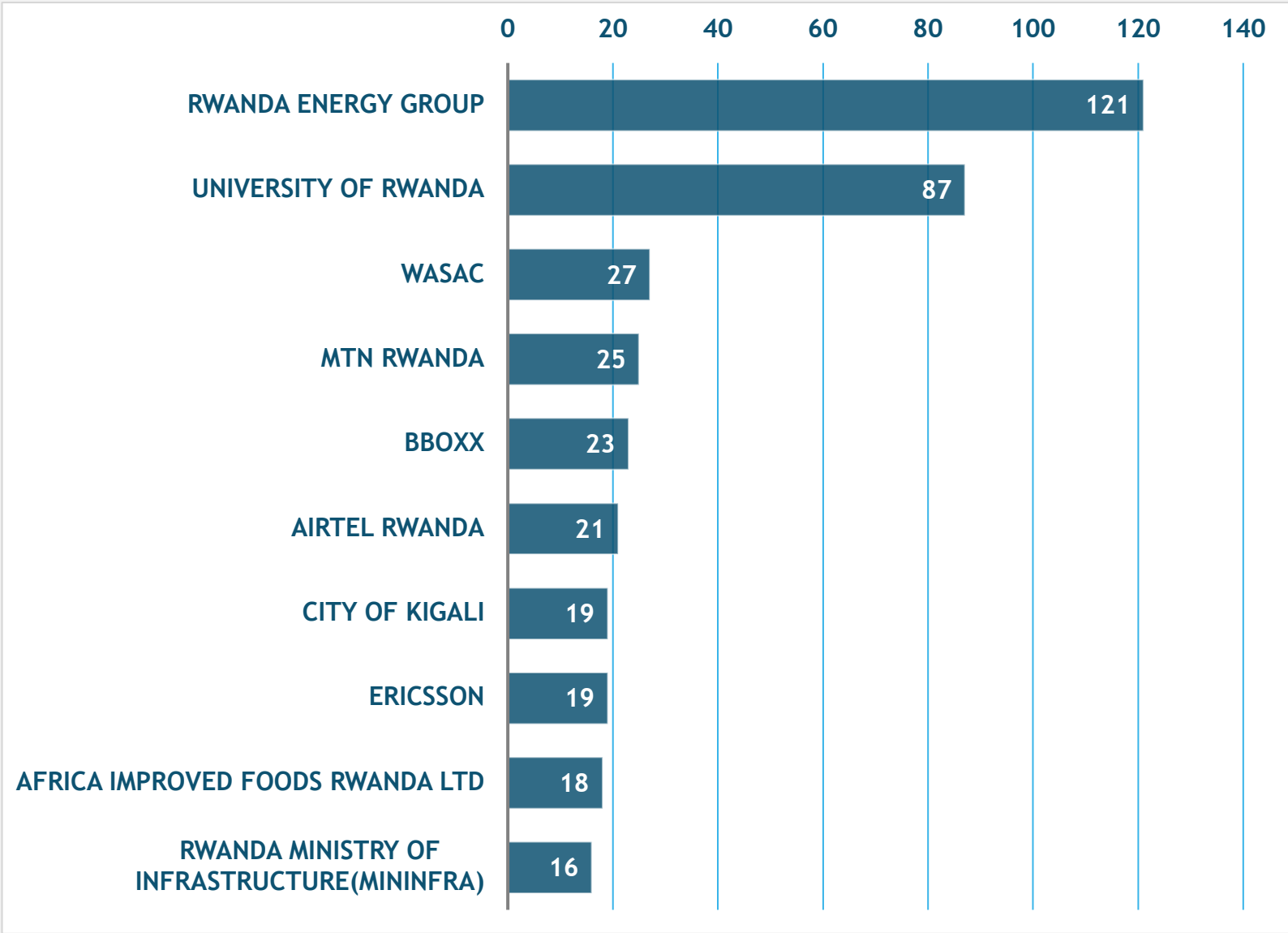
The top employers in the energy sector are widely distributed among different companies and organizations.

The top 10 employers only employ 12.2% of total Professionals from this talent pool. Reason being either one or two of the following:

- 1) Widespread of employers employing one or two employees from this talent pool
- 2) A good number of these professionals are self-employed or have not listed a place of work.



Top Employers among these Professionals



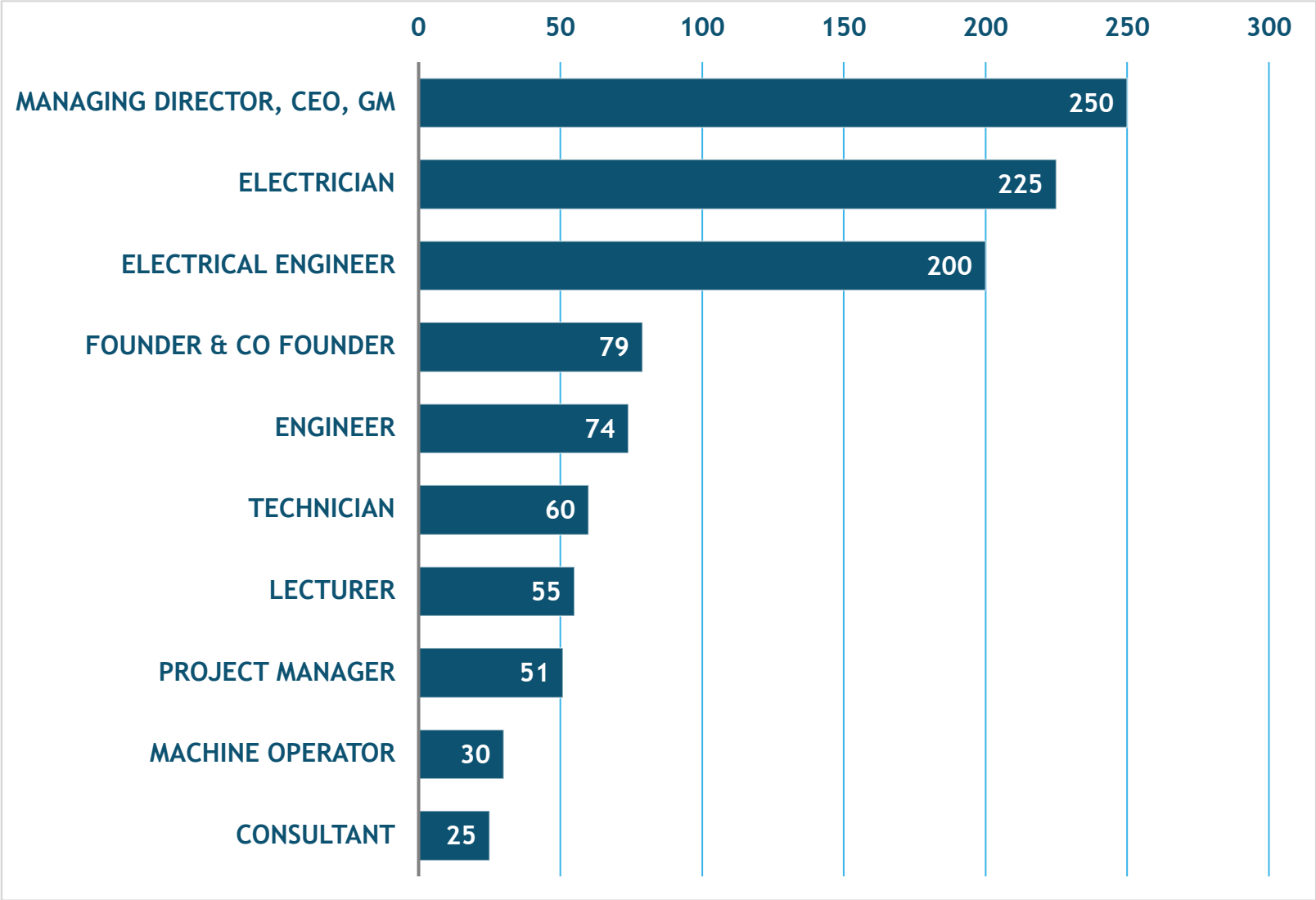
Note: This data only represents professionals with active LinkedIn accounts. This number does not, in reality represent the total number of employers employing in Rwanda

The most common titles among this talent pool are MD CEO GM (250), Electrician (225) and Electrical engineers (200)

A good % of these professionals within this talent pool are leaders within their organizations as depicted from the figure: **directors, managers, CEO's and founders.**



Top Job titles among these professionals

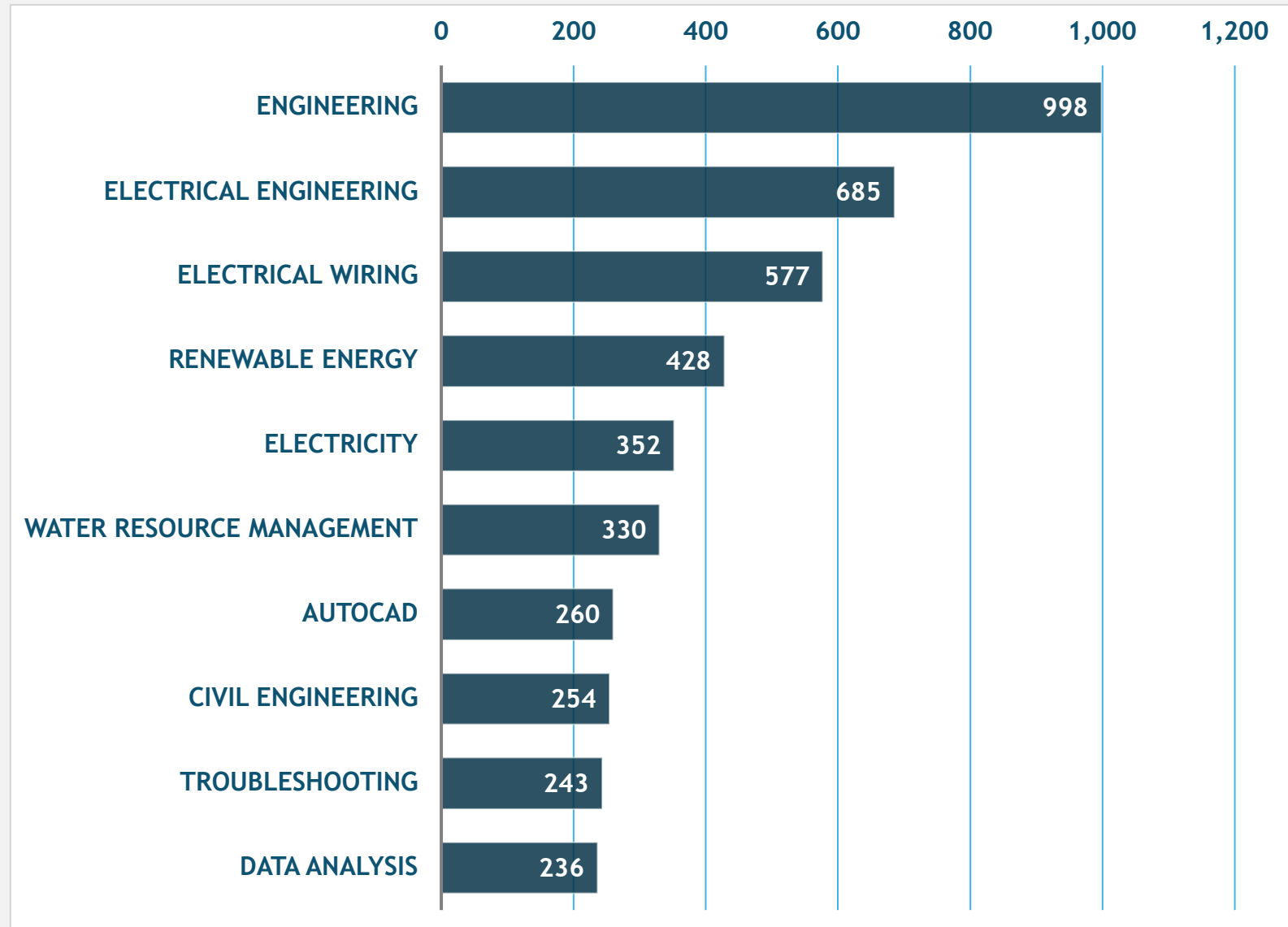


Note: This data only represents professionals with active LinkedIn accounts. This number does not, in reality represent the number of job titles among finance professions in Rwanda

Top 10 skill sets among these professionals

The most common skills among professionals of this talent pool are **engineering (998)**; **Electrical engineering (685)**; & **Electrical wiring (577)**.

Other interesting top skills related to this sector not displayed on the graph are: Telecommunications (234); Transmission (215); Construction (215); Manufacturing (211) & sustainability (208).

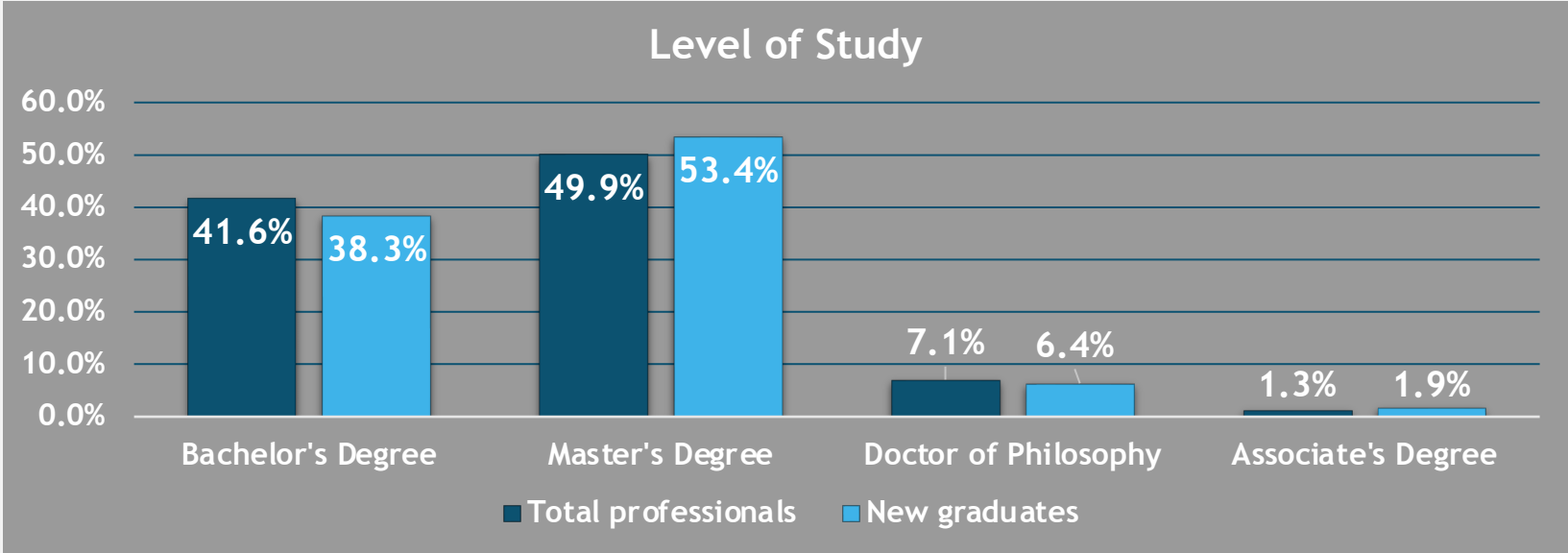
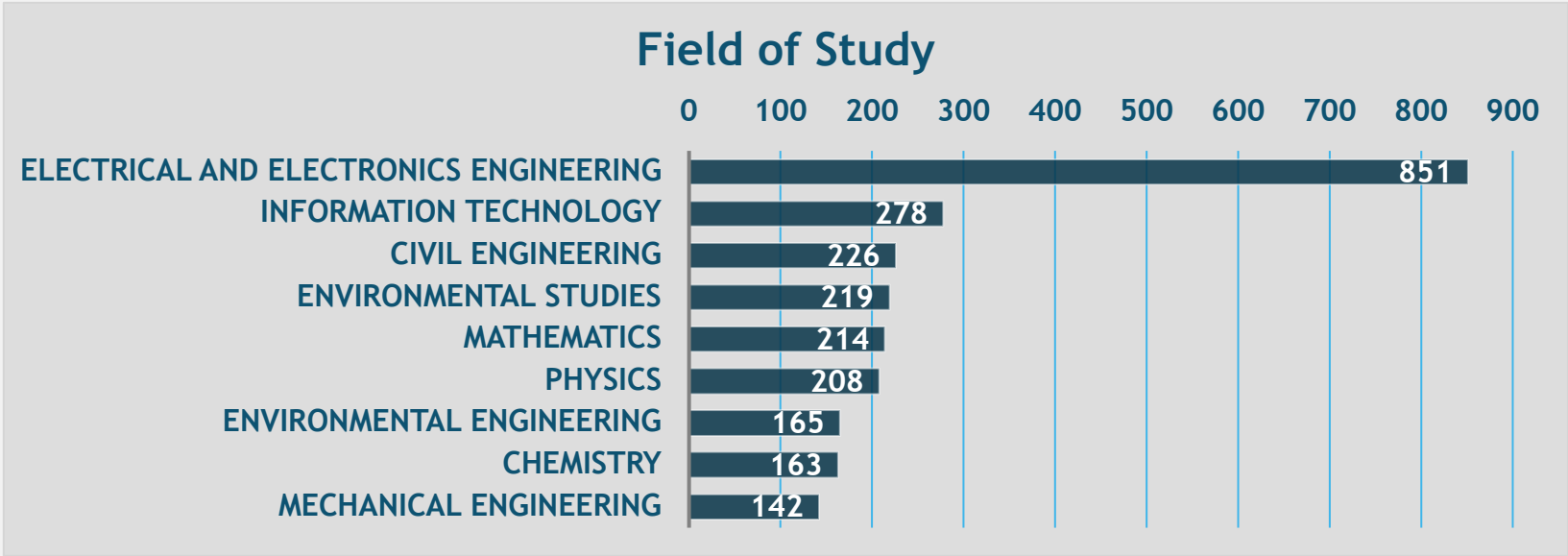


Note: This data only represents professionals with active LinkedIn accounts. This number does not, in reality represent the number of people with these skills in Rwanda

The majority of the talent pool have an education background in **electric engineering (851)**, **Information technology (278)** and **Civil Engineering (226)**

- For the level of Education, prior to the last 12 months **41.6% professionals had masters**, **49.9% bachelors** **7.1% doctorates** & **1.3% associate degrees**.
- For those graduated in the last 12 months **38.3% had Masters**, **53.4% had bachelors**, **6.4% doctorates** & **1.9% associate degrees**.
- Associate degrees relate to undergraduate degrees usually lasting 2-3 years. The level of qualification is between high school diploma and bachelors

Energy sector -
Field and Education Level of Professionals

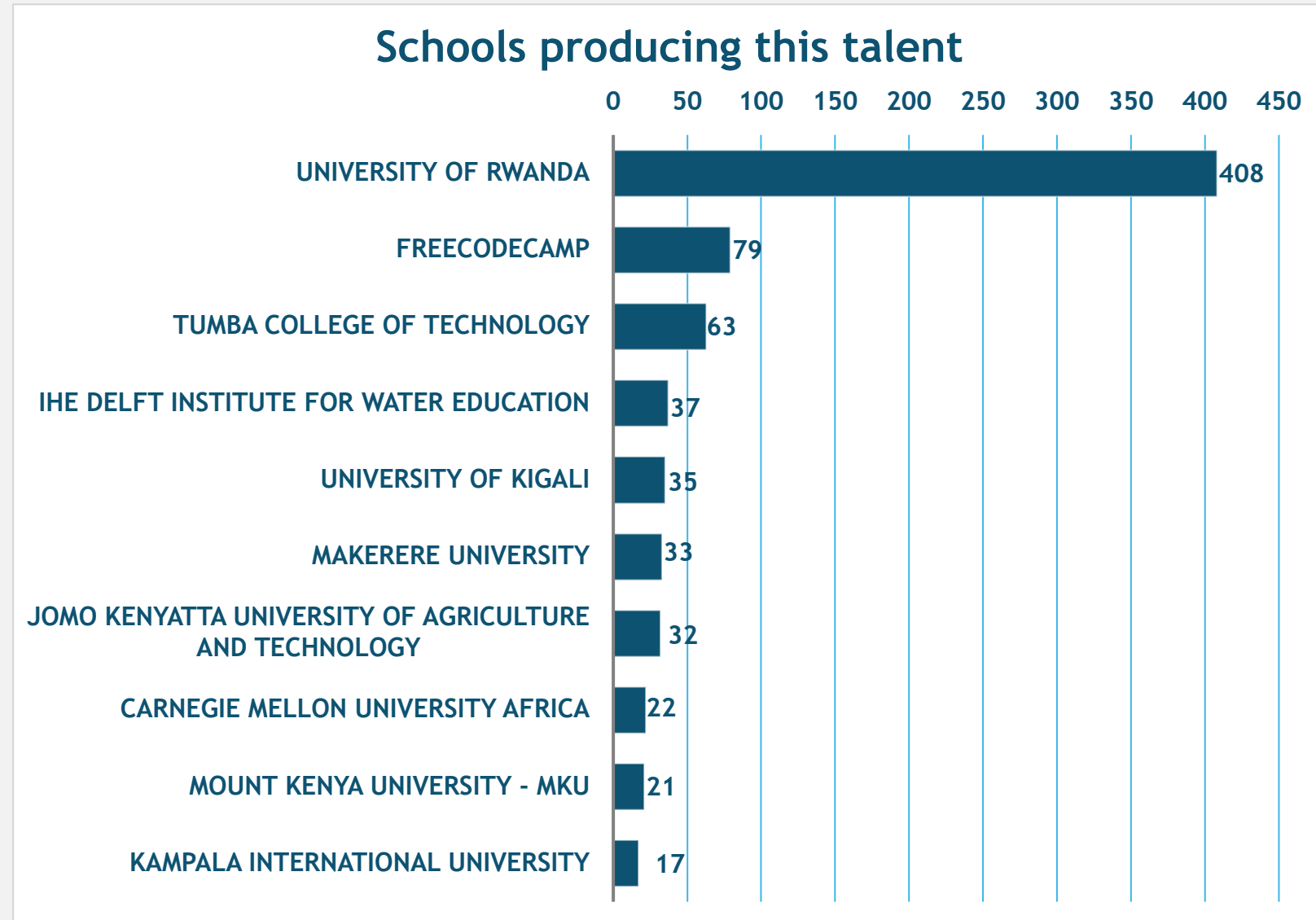


Note: This data only represents professionals with active LinkedIn accounts. This number does not, in reality represent the total education levels or fields of study

Energy Sector Report - Education II

University of Rwanda is the biggest Institution producing talent with 23.4% of the total talent.

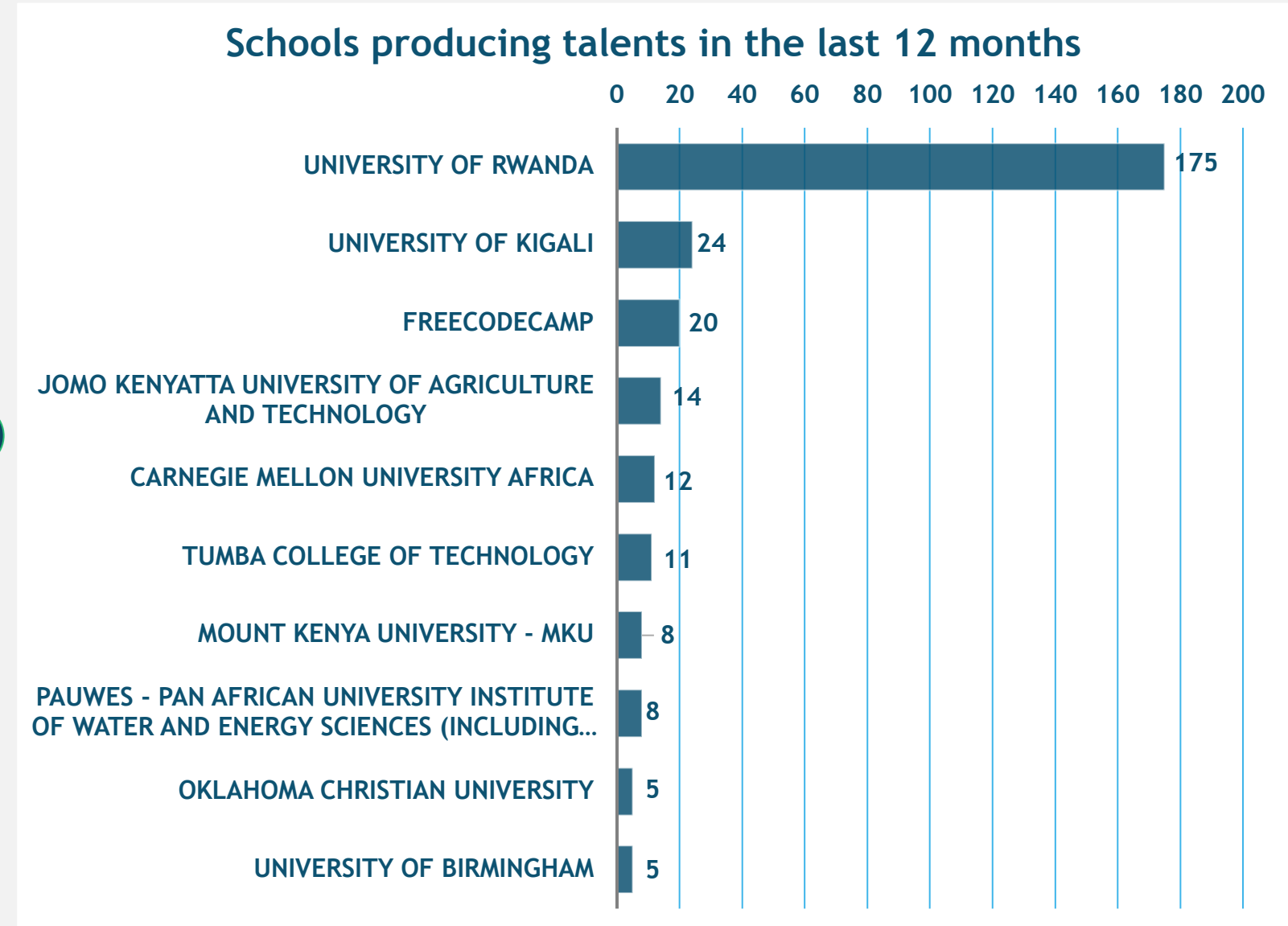
Most of the universities on this list comprise of HLIs and TVETs from Rwanda and the region such as UR (408), Tumba college of technology (63), UK (35), Mount Kenya (21) and Kampala International University (17).



Note: This data only represents professionals with active LinkedIn accounts. This number does not, in reality, represent the total number of professional being produced by each University.

Energy Sector Report - Education III

These are the top 10 schools that produced talents from the last 12 months (Fresh Graduates).



Note: This data only represents professionals with active LinkedIn accounts. This number does not, in reality represent the number of graduates per University over the last 12 months



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Data Limitations

Currently, the number professionals within the energy sector on LinkedIn is moderately low standing at 3,067 professional. Its imperative to continue mobilization individuals particularly professionals & students to join LinkedIn. This will improve labor market analytics and thus improve the matching within the finance sector in Rwanda. However, LinkedIn has some data limitations such as:

Sample Size

- > Limited number of users on LinkedIn in Rwanda
- > Small number of employers using LinkedIn

Quality of Data

- > Data is dependent on how individuals set up their profiles (i.e. employment status, location, etc)
- > Limited availability of search filters (tags, location, Rwandan Diaspora)

Data Analysis

- > Searches are real time (no time customization possible and no time series data)

Increase users on LinkedIn

Educate students, professionals ,
and employers about the LinkedIn

Improve and track matching

Recommendations

- > Outreach to Universities and Employers
- > Engage and encourage companies, recruitment agencies, and employment service centers to use LinkedIn
- > Offer trainings at Universities and Employers on how to use the platform
- > Conduct Sessions on Improving LinkedIn Profiles (“Rock your Profile” Sessions)
- > Publish content on social media
- > Generate data on the number of jobs matched through the platform

Thank you