Rwanda Talent Insights Report

Health – Priority Skills
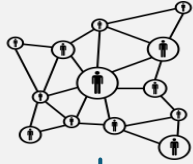
Background on LinkedIn Partnership

An Overview of Health Professionals in the Health Sector

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 **675 million users, over 20 million employers, and over 20 million job postings worldwide.**
- In Rwanda, available data indicates that they are **over 247,000 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 Health Sector Report

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

Methodological approach

The talent insight report provides an outlook of stock of health professionals in the health sector on LinkedIn. It indicates talent mobility within and across the health sector.

The following steps indicates how key information on health 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 your preference.
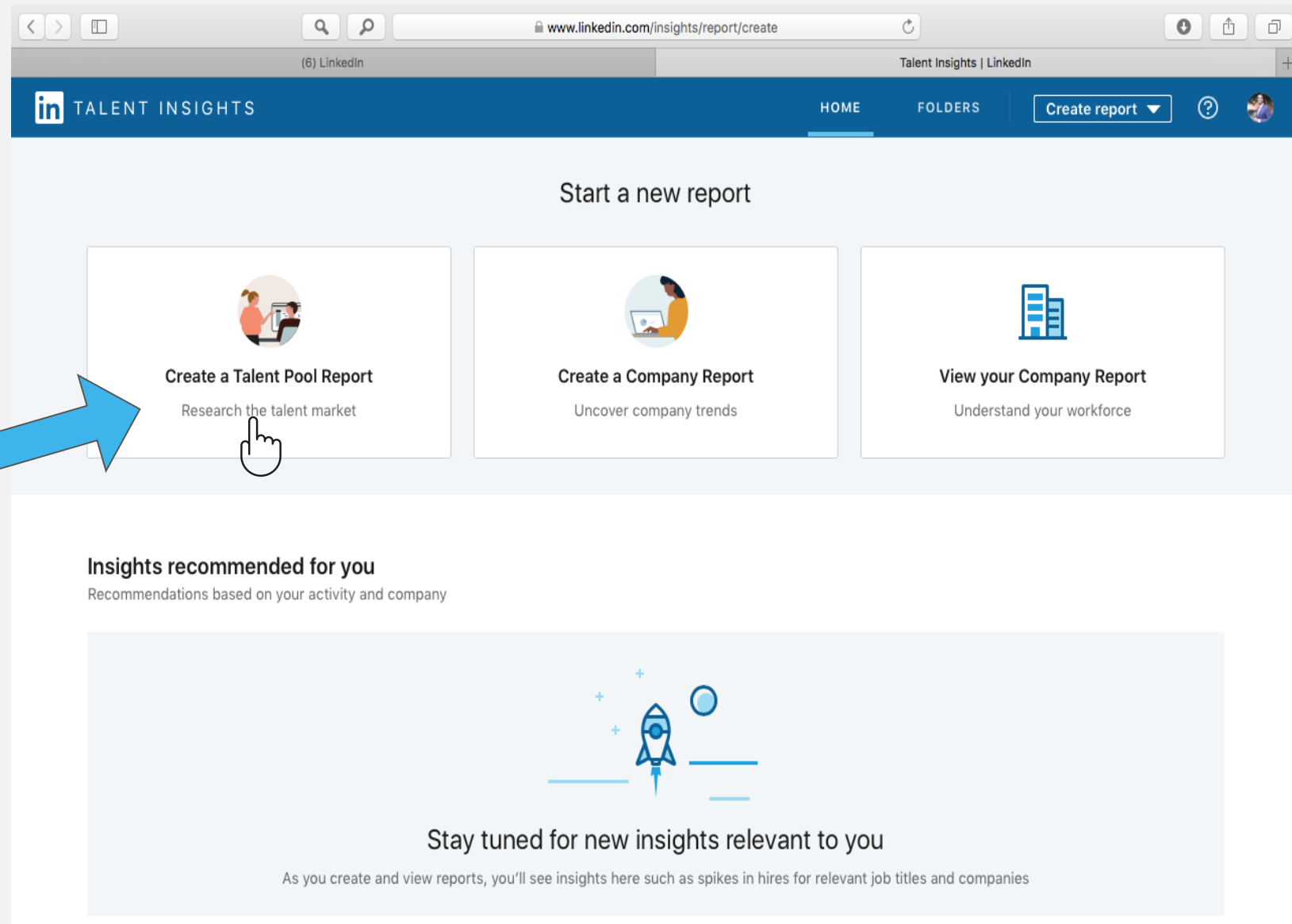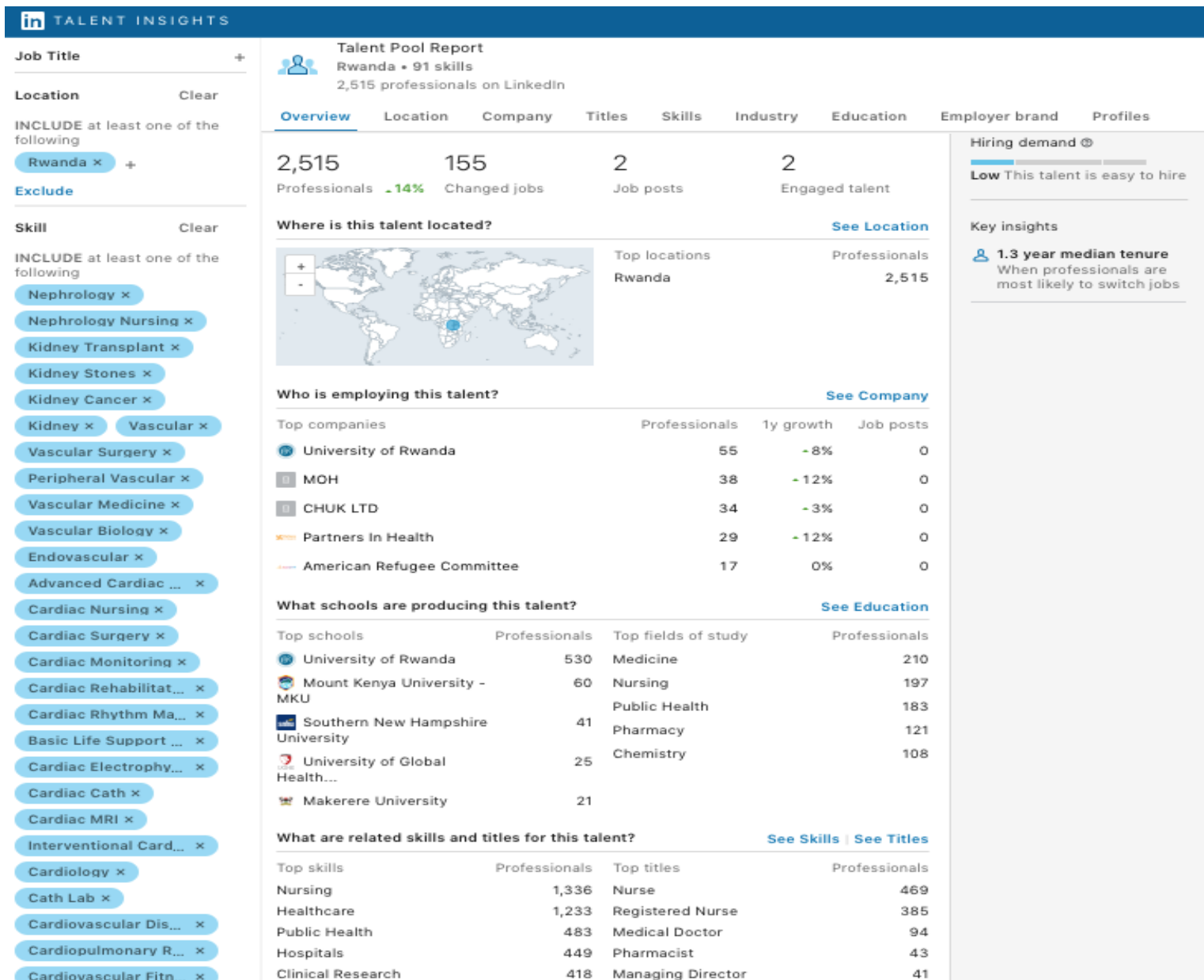
The picture displays an overview of data for the health professionals in the sector

This data highlights:

1) Where Rwanda is gaining and losing professionals,
2) Top recruiting firms,
3) Top professional titles,
4) Top skills,
5) Top industries and
6) Education details

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Annual Trends of Professionals in the Health Sector
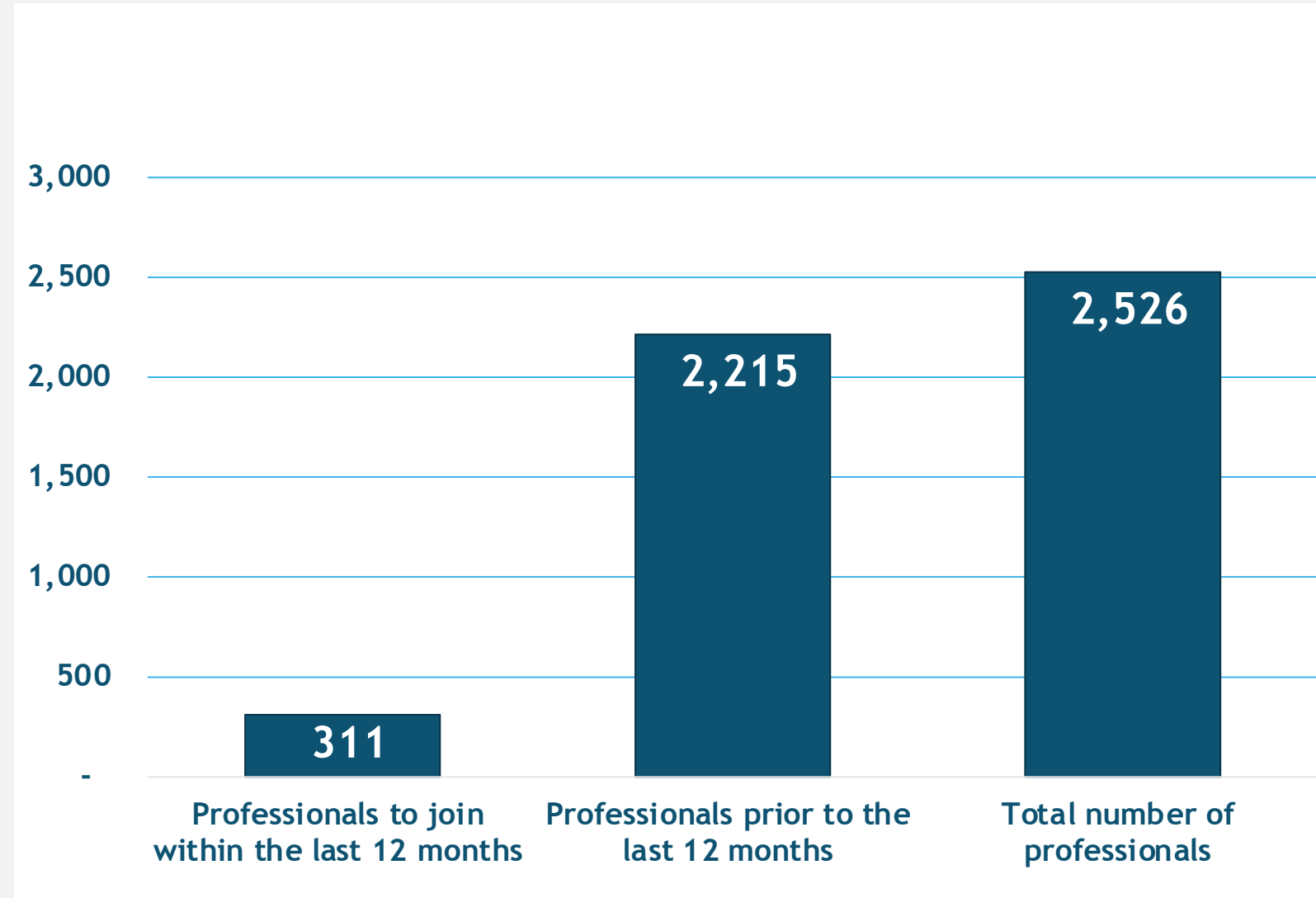
In Rwanda, there was **total Talent pool of 2,526 health** professionals in the Health Sector on LinkedIn, out of which **311 joined within the last 12 months of the analysis**

In the last 12 Months, the stock of health professionals increased by 12.3%

Note: This data only represents professionals with active 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 **41 professionals** from around the world. Mainly from the **United States (10),** the **United Kingdom (5)** and **Uganda (3).**

Lost Talents:

- Rwanda lost a total of **62 professionals** to countries around the world. Mainly to the **United states (32)** followed by **Kenya (3), and Nigeria (3).**

Other countries:

- Rwanda gained a total of (15) professionals and lost a total of (17) professionals from other countries, incl. France, Philippines, and Russia to name a few.

- Surprisingly, Rwanda did not gain or lose talents to China or Cuba during this period

Trends of Talent Mobility in the last 12 months
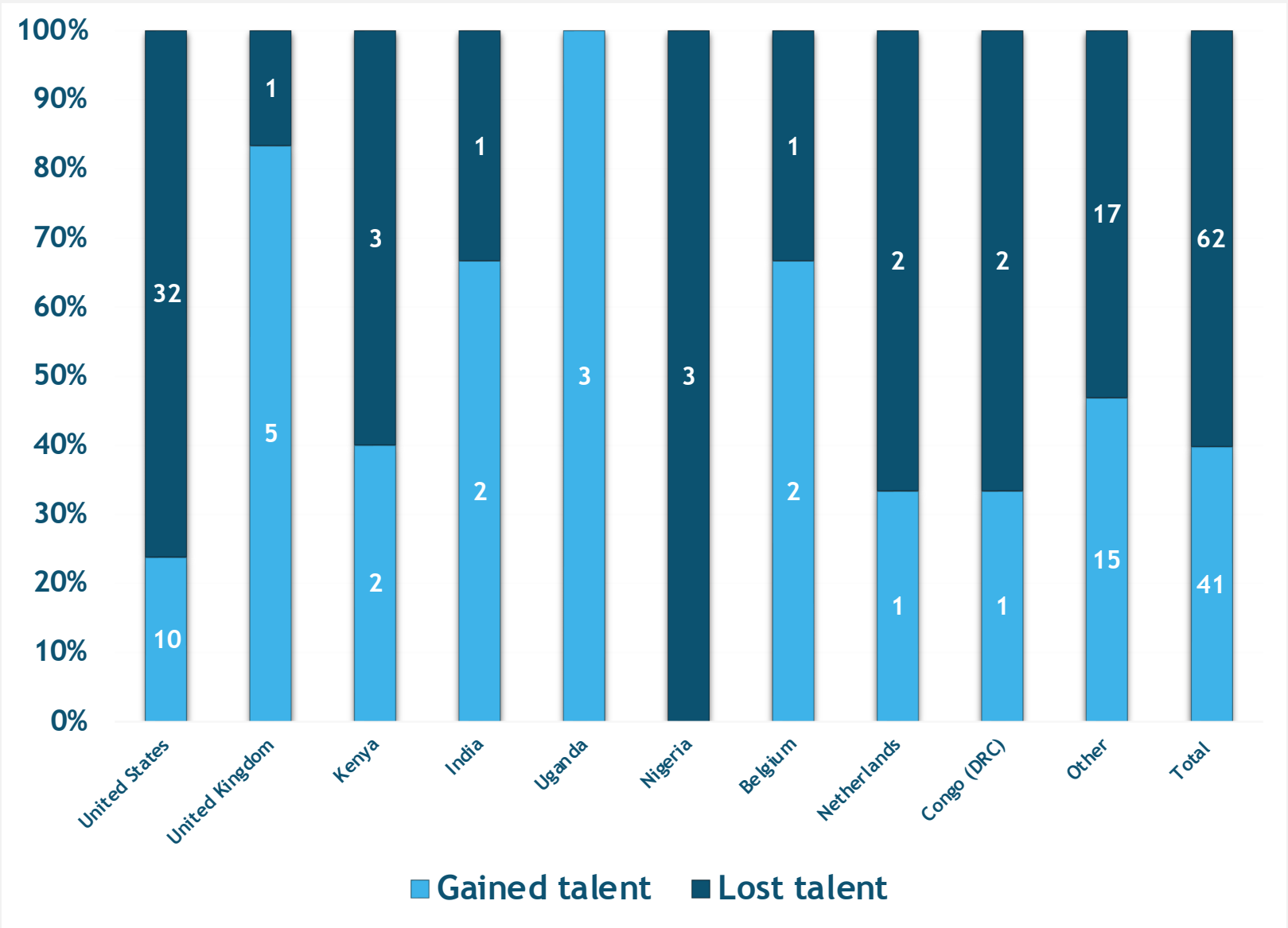
Note: This data only represents professionals with active LinkedIn accounts. This number does not, in reality represent the total talent mobility of these professionals in Rwanda

Top 11 Industries employing these talents

Top industries employing professionals from this talent pool are Healthcare, Medical practice, Education and NGO's-in health field.

Mix supply of Health sector skills within non-health industries, e.g. Education, NGO's, Politics, IT, Entertainment and Financial services to name but a few.

Industry	Value
HOSPITAL & HEALTH CARE	824
MEDICAL PRACTICE	217
EDUCATION	207
NON-PROFIT ORGANIZATION MANAGEMENT	186
HEALTH, WELLNESS & FITNESS	166
POLITICS & INTERNATIONAL AFFAIRS	140
ALTERNATIVE MEDICINE	88
PHARMACEUTICALS	79
INFORMATION TECHNOLOGY & SERVICES	61
ENTERTAINMENT	54
FINANCIAL SERVICES	52

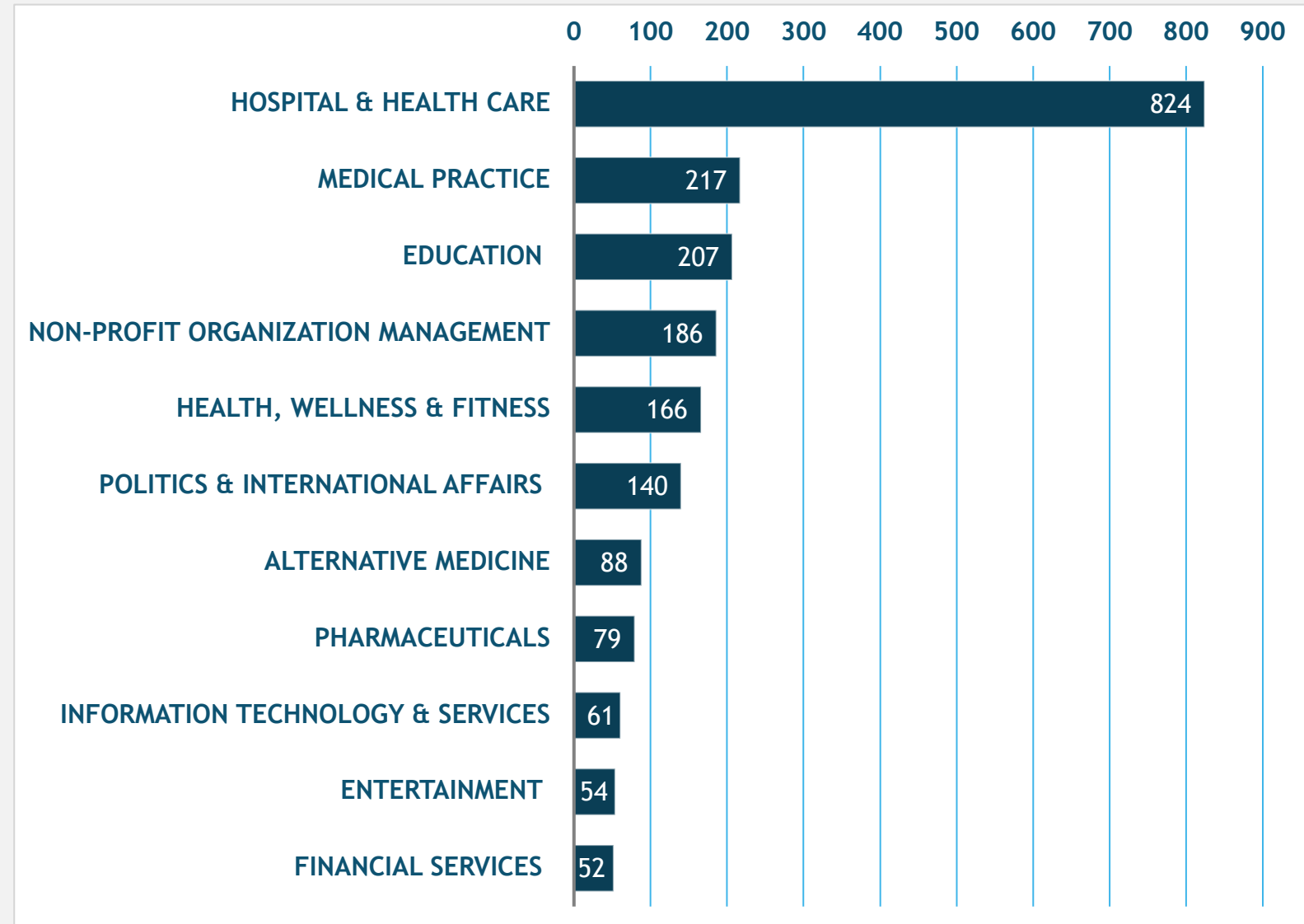**Note:** This data only represents professionals with active LinkedIn accounts. This number does not, in reality represent the number of industries employing in this talent pool in Rwanda
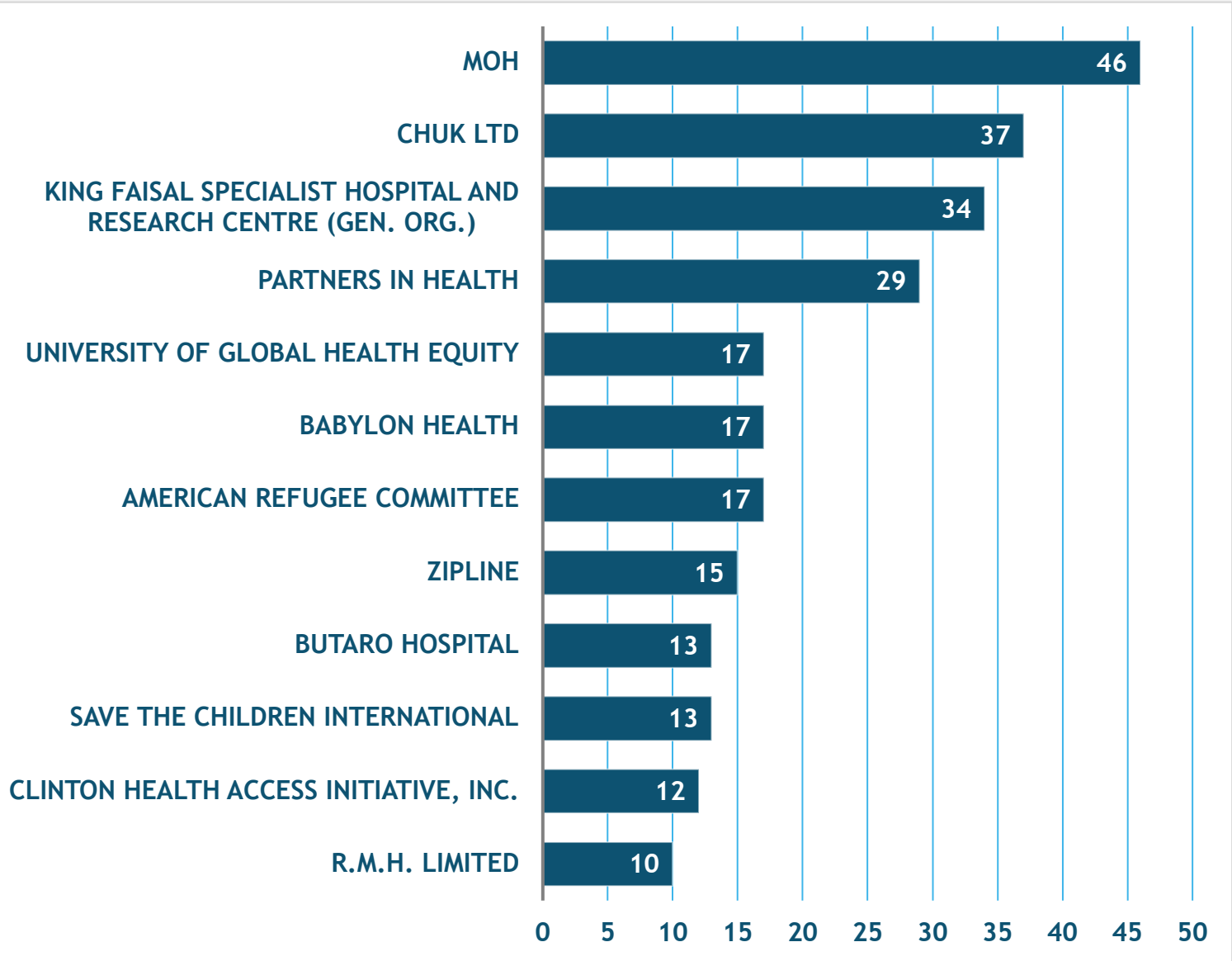
The **top 12 employers comprise mostly of companies in the health sector with a few falling in the good governance and de-centralization sector**

The **top 12 employers only employ 10%** 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.

Note that, these data are for health professionals on the LinkedIn

Top 12 Employers of Health Professionals

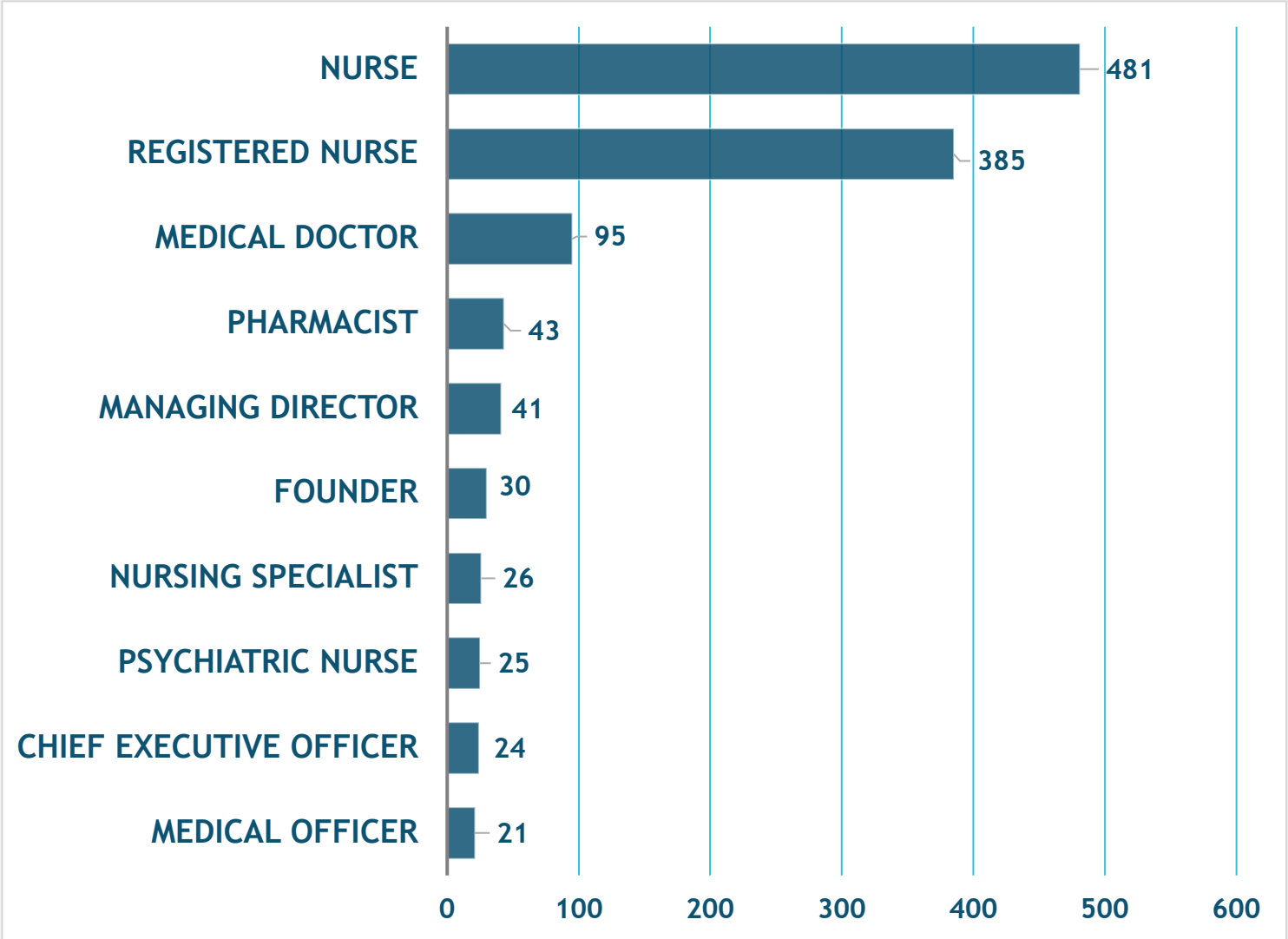| Employer	Value
MOH	46
CHUK LTD	37
KING FAISAL SPECIALIST HOSPITAL AND RESEARCH CENTRE (GEN. ORG.)	34
PARTNERS IN HEALTH	29
UNIVERSITY OF GLOBAL HEALTH EQUITY	17
BABYLON HEALTH	17
AMERICAN REFUGEE COMMITTEE	17
ZIPLINE	15
BUTARO HOSPITAL	13
SAVE THE CHILDREN INTERNATIONAL	13
CLINTON HEALTH ACCESS INITIATIVE, INC.	12
R.M.H. LIMITED	10

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

Top 10 Job titles

The most common titles among this talent pool are **Nurses, Doctors and heads of hospitals** *(Managing Director, Founders, CEO's)*

In total the top 10 Job titles make up 50% of the overall job titles in the health Sector registered on LinkedIn

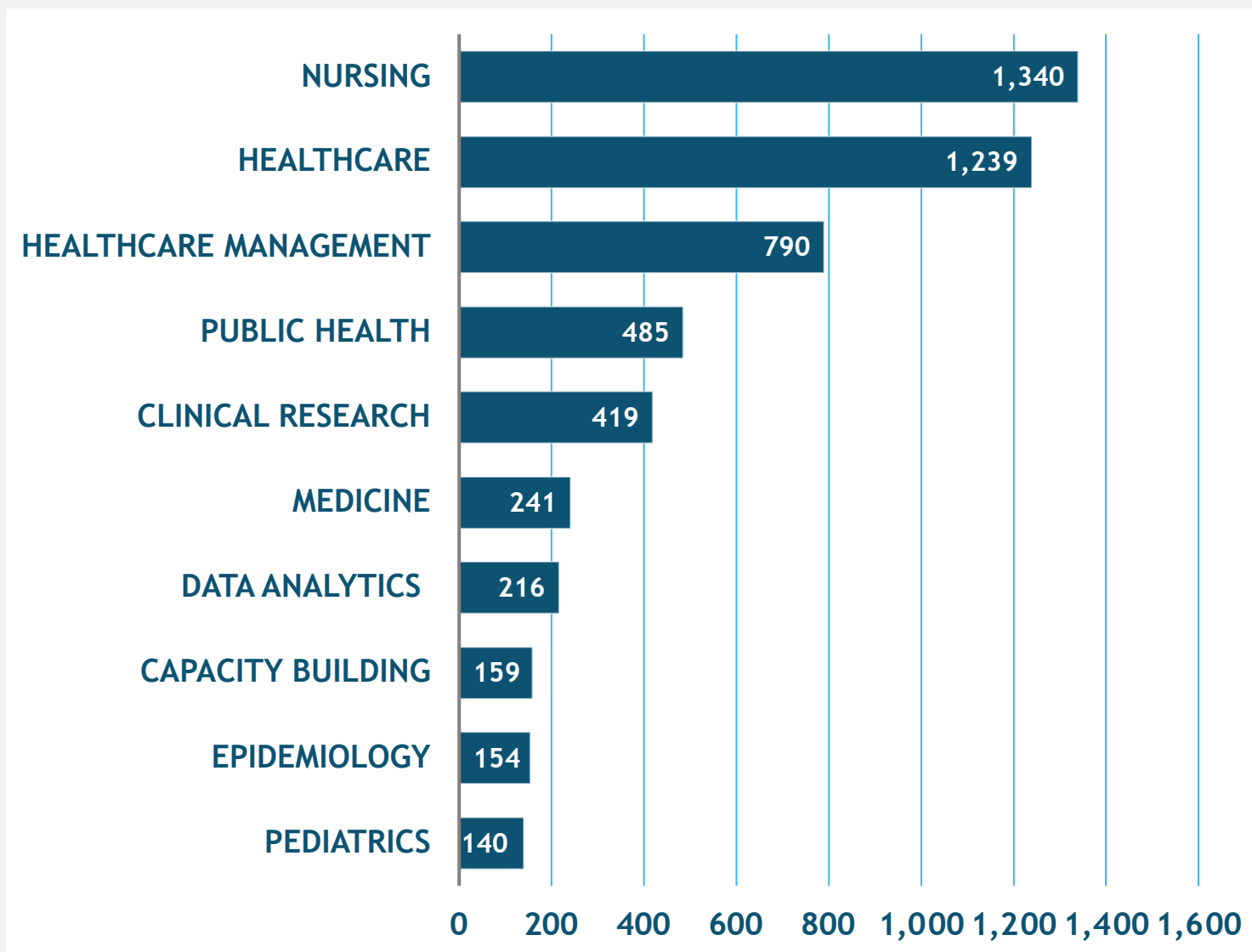| Job Title	Count
NURSE	481
REGISTERED NURSE	385
MEDICAL DOCTOR	95
PHARMACIST	43
MANAGING DIRECTOR	41
FOUNDER	30
NURSING SPECIALIST	26
PSYCHIATRIC NURSE	25
CHIEF EXECUTIVE OFFICER	24
MEDICAL OFFICER	21

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

Top 10 skills among these professions

The **most common skills among professionals of this talent pool** are Nursing (1,340) Healthcare (1239) and Healthcare management (790)

Other top skills with high numbers not displayed on the graph are**; Surgery (134), Pharmacy (123) and Medical Education (119)**

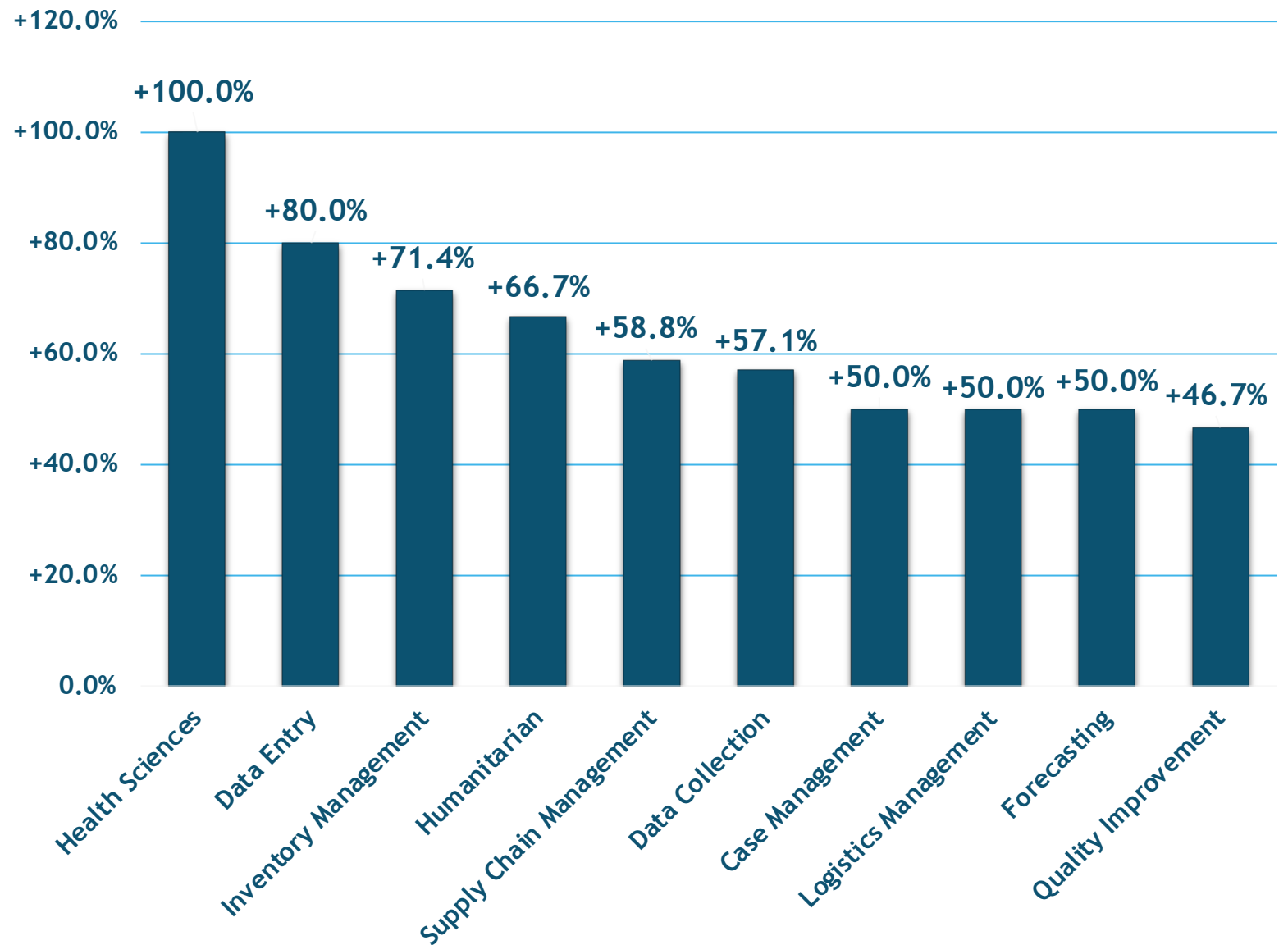| Skill	Value
NURSING	1,340
HEALTHCARE	1,239
HEALTHCARE MANAGEMENT	790
PUBLIC HEALTH	485
CLINICAL RESEARCH	419
MEDICINE	241
DATA ANALYTICS	216
CAPACITY BUILDING	159
EPIDEMIOLOGY	154
PEDIATRICS	140

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

Fastest growing skill Sets

The fastest growing skills, added by this talent pool include Health Science, Data Entry, Inventory Management and Humanitarian.

This data is a comparison between professionals prior to the last 12 months and professionals who joined within the last 12 months.

Chart values:
- Health Sciences: +100.0%
- Data Entry: +80.0%
- Inventory Management: +71.4%
- Humanitarian: +66.7%
- Supply Chain Management: +58.8%
- Data Collection: +57.1%
- Case Management: +50.0%
- Logistics Management: +50.0%
- Forecasting: +50.0%
- Quality Improvement: +46.7%

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

- The majority of the talent pool have an education background in Nursing (355), followed by Medicine (213) and then public health (184).

- For the level of Education, prior to the last 12 months 45% professionals had Masters, 35% Bachelors and 19.6% Doctorates.

- For those graduated in the last 12 months 49.2% had Masters, 40.6% had bachelors and 10.2% doctorates.

- Overall Masters degree holders between new graduates and prior graduates outweighs bachelor degree holders.

Health Sector Report – Skill Sets and Education Level

Field of Study

Field	Value
NURSING	355
MEDICINE	213
PUBLIC HEALTH	184
PHARMACY	139
CHEMISTRY	110
BIOLOGY	108
INTERNATIONAL PUBLIC HEALTH	97
MATHEMATICS	73
HEALTH/ADMINISTRATION MANAGEMENT	61
EPIDEMIOLOGY	53

Level of Education

Degree	Total professionals prior to the last 12 months	New graduates in the last 12 months
MASTER'S DEGREE	45.0%	49.2%
BACHELOR'S DEGREE	35.1%	40.6%
DOCTORATE DEGREE	19.6%	10.2%

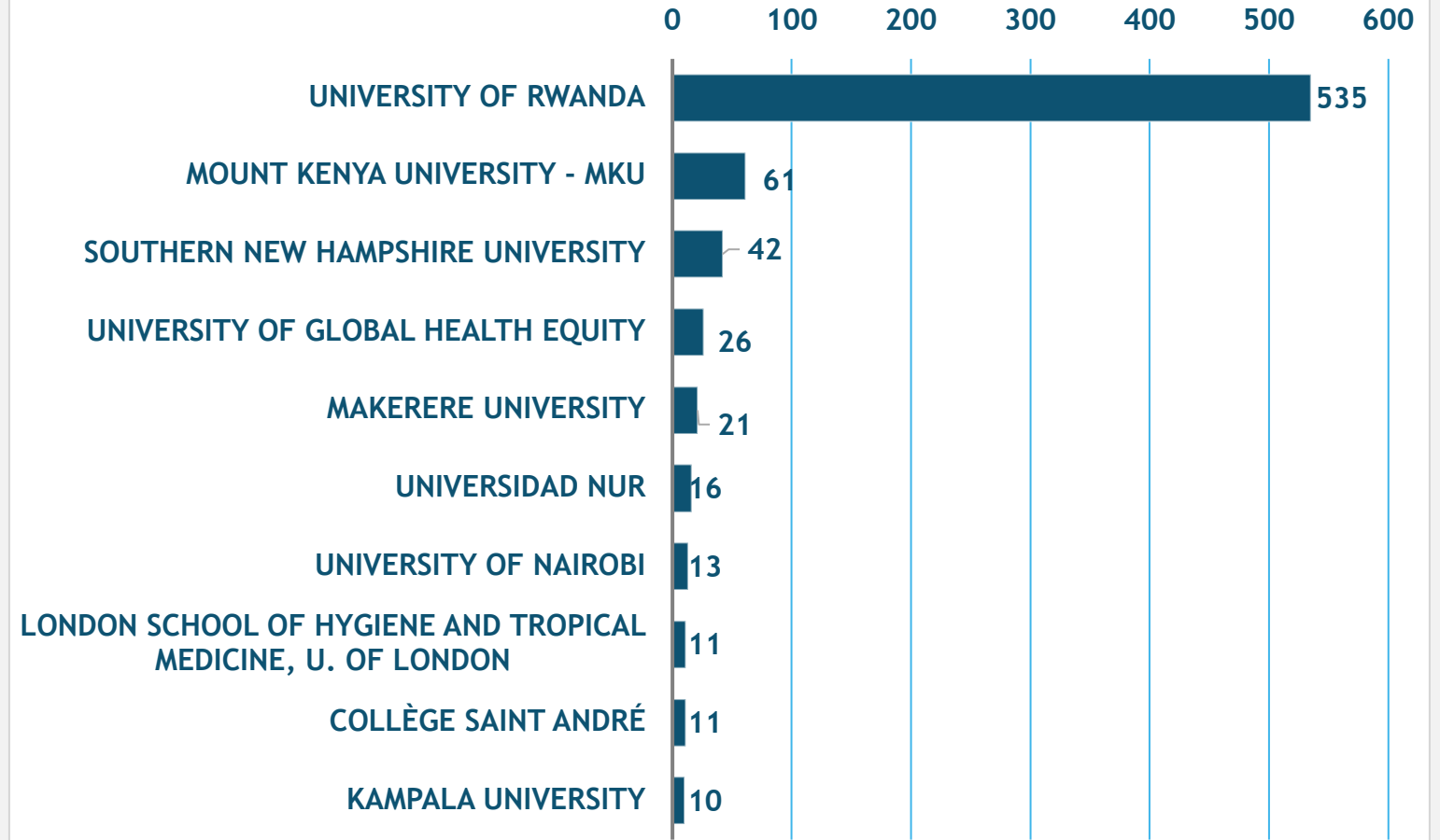■ Total professionals prior to the last 12 months ■ New graduates in the last 12 months

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

University of Rwanda is the biggest Institution producing talent producing over 20% of the total talent.

Most of the other Universities comprise mostly of international institutions with a few like Mount Kenya and University of Global health Equity having a presence in Rwanda

Universities producing Talents

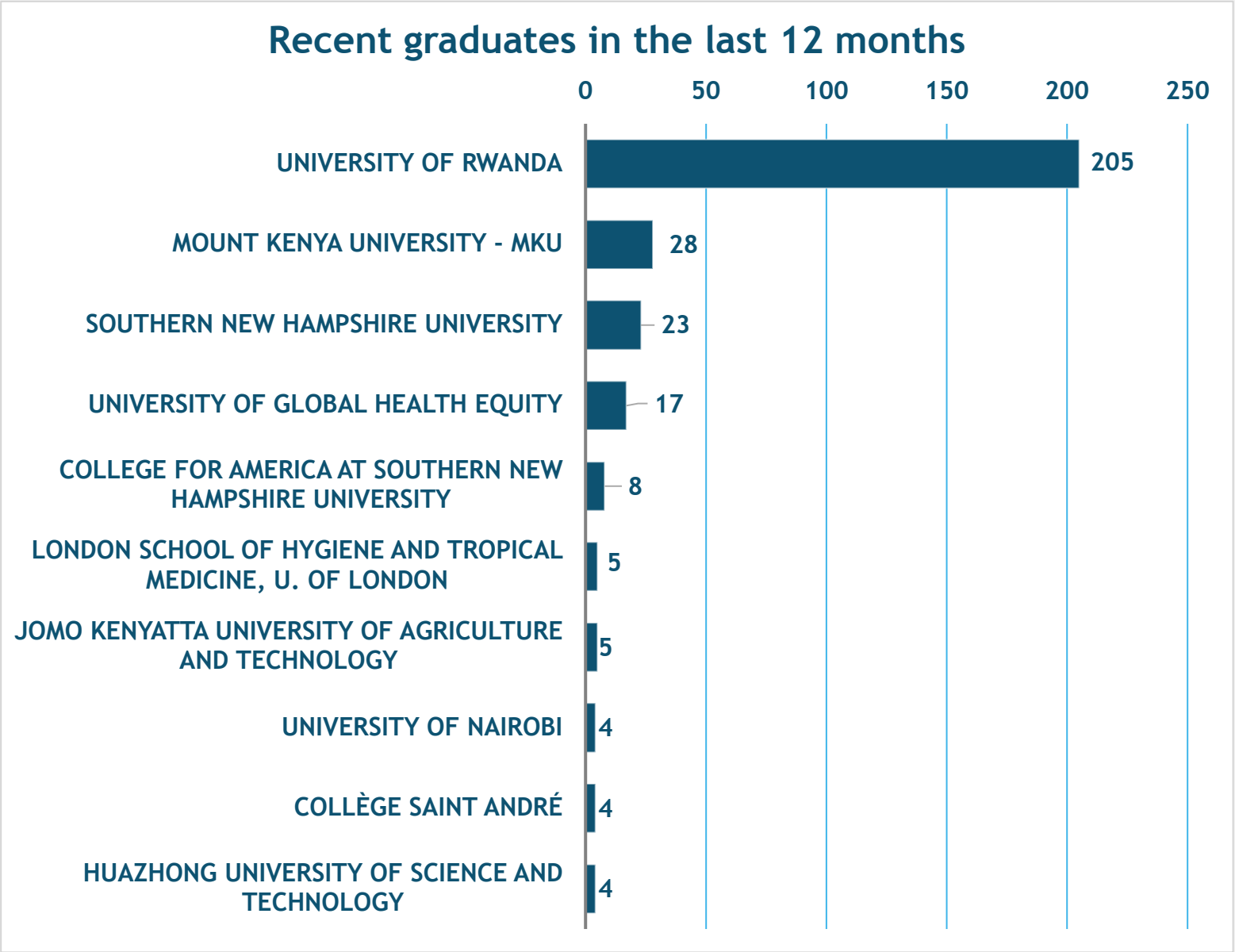| University	Talents
UNIVERSITY OF RWANDA	535
MOUNT KENYA UNIVERSITY - MKU	61
SOUTHERN NEW HAMPSHIRE UNIVERSITY	42
UNIVERSITY OF GLOBAL HEALTH EQUITY	26
MAKERERE UNIVERSITY	21
UNIVERSIDAD NUR	16
UNIVERSITY OF NAIROBI	13
LONDON SCHOOL OF HYGIENE AND TROPICAL MEDICINE, U. OF LONDON	11
COLLÈGE SAINT ANDRÉ	11
KAMPALA UNIVERSITY	10

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.

Health Sector Report - Education III

Most talents from this talent pool graduated within the last 12 months

Recent graduates in the last 12 months

University	Graduates
UNIVERSITY OF RWANDA	205
MOUNT KENYA UNIVERSITY - MKU	28
SOUTHERN NEW HAMPSHIRE UNIVERSITY	23
UNIVERSITY OF GLOBAL HEALTH EQUITY	17
COLLEGE FOR AMERICA AT SOUTHERN NEW HAMPSHIRE UNIVERSITY	8
LONDON SCHOOL OF HYGIENE AND TROPICAL MEDICINE, U. OF LONDON	5
JOMO KENYATTA UNIVERSITY OF AGRICULTURE AND TECHNOLOGY	5
UNIVERSITY OF NAIROBI	4
COLLÈGE SAINT ANDRÉ	4
HUAZHONG UNIVERSITY OF SCIENCE AND TECHNOLOGY	4

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

Background on LinkedIn Partnership

An Overview of Health talents

Data limitations and recommendations

Data Limitations

Currently, the number professionals within the health sector on LinkedIn is still low, around 2500. However, recent trends are showing gradual increase. Its imperative to continue mobilization of individuals particularly professionals to join LinkedIn. This will improve labor market analytics and thus improve the labor matching within the health sector in Rwanda. Here below, we the report presents data limitations and suggested recommendations moving forward.

Sample Size

> Limited number of users on LinkedIn in Rwanda

> Small number of employers using LinkedIn

Quality of Data

> Data is dependent on set up of profile (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)

Recommendations

Increase users on LinkedIn

> Outreach to Universities and Employers

> Engage and encourage companies, recruitment agencies, and employment service centers to use LinkedIn

Educate about the Platform

> 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

Improve and track matching

> Generate data on the number of jobs matched through the platform

Thank you