



# Rwanda Talent Insights Report

ICT - Priority Skills

RDB IN PARTNERSHIP WITH LINKEDIN - JUNE 2019 - JUNE 2020

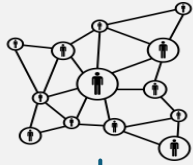




- **Background on LinkedIn Partnership**
- Talent Insights report ICT Skills
- Data limitations and recommendations

# LinkedIn Partnership with RDB

*Bridging the information gaps and improving labour market matching*



## 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 170,000 users** with LinkedIn profiles.



## Talent insights

- A LinkedIn Product that allows for the extraction of **macro-level data and insights on labour market trends.**
- A variety of filter options features enable to extract a combination of data required.
- The data extracted will be mainly used for evidence based policy decision and a better understanding of the labour market dynamics.



## Objectives of ICT report

- Analyze and assess **ICT labour market trends** to make **evidence based policy decisions.**
- Identify critical skills within ICT sector that have a **high potential of employment and match professionals to the employment opportunities.**



- Background on LinkedIn Partnership
- Talent Insights report ICT Skills
- Data limitations recommendations

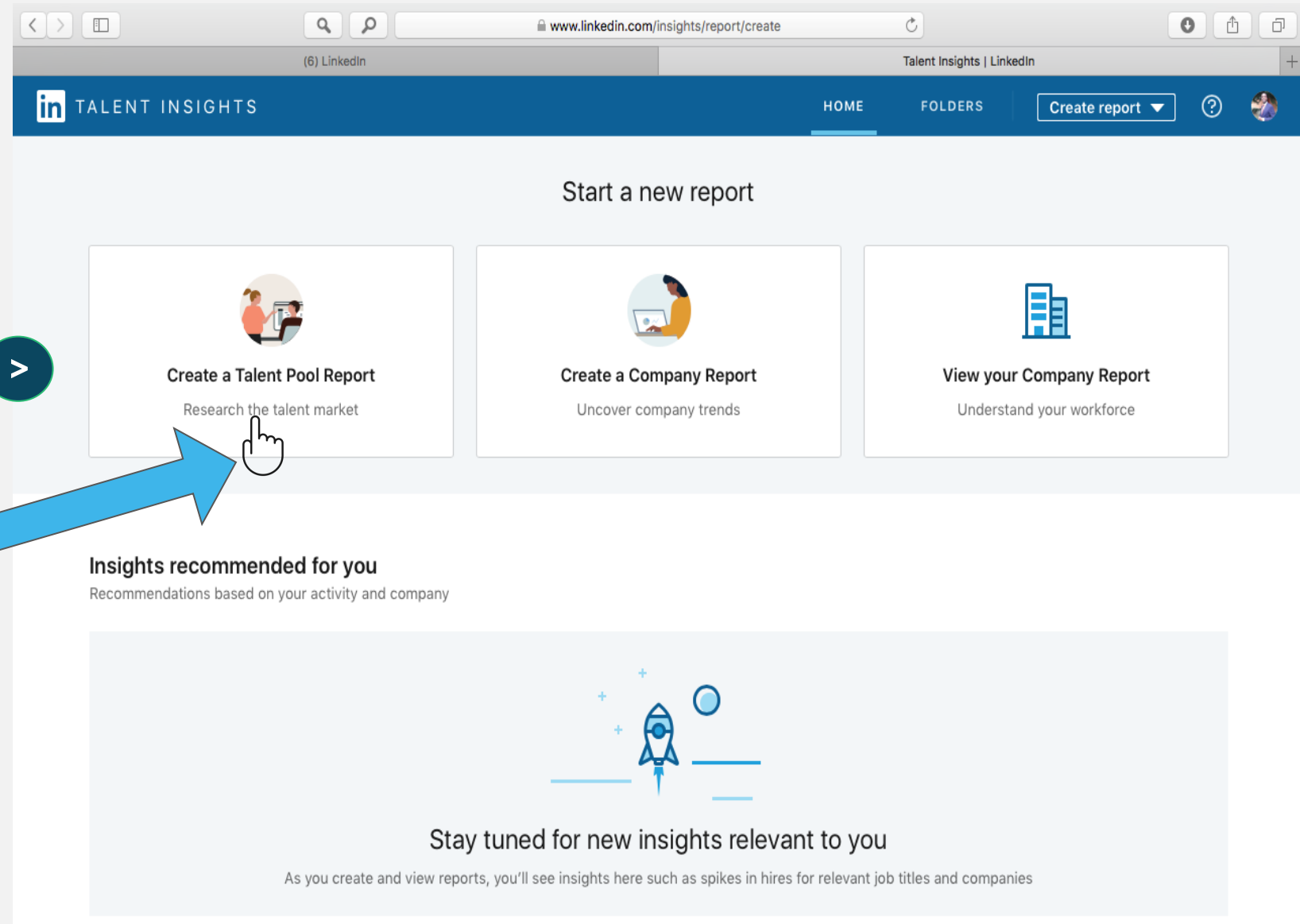
A Talent Insight Report can be generated on the LinkedIn Platform. Reports can be generated for a Talent Pool or at Company Level.

## Step 1: LinkedIn Talent Insight Dashboard

Users can generate two types of reports and save their search progress on the dashboard

For the analysis of a sector specific Talent Pool the option “Create a Talent Pool report” is used

# Talent Insight Report - Methodology I





# Talent Insight Report - Methodology II

## Step 2: Creating a Talent Pool Report:

Different filters can be applied to search among the 670+ million members on LinkedIn.

Filters include: Job title, Location, Skills, Industry, Function and advanced filters.

Highlighted in red the filters: Location and skills are used

**Job Title**  
INCLUDE at least one of the following  
 +

**Exclude**

- Location** +
- Skill** +
- Industry** +
- Function** +
- Advanced Filters** -

**Talent Pool Report**  
Research the talent market

Overview Location Company Titles Skills **Industry** Education Employer brand Profiles

**Let's get started!**  
Adding at least one title, skill, or function is required to generate a report.

At least one title, skill, or function is required to generate a report.

Apply

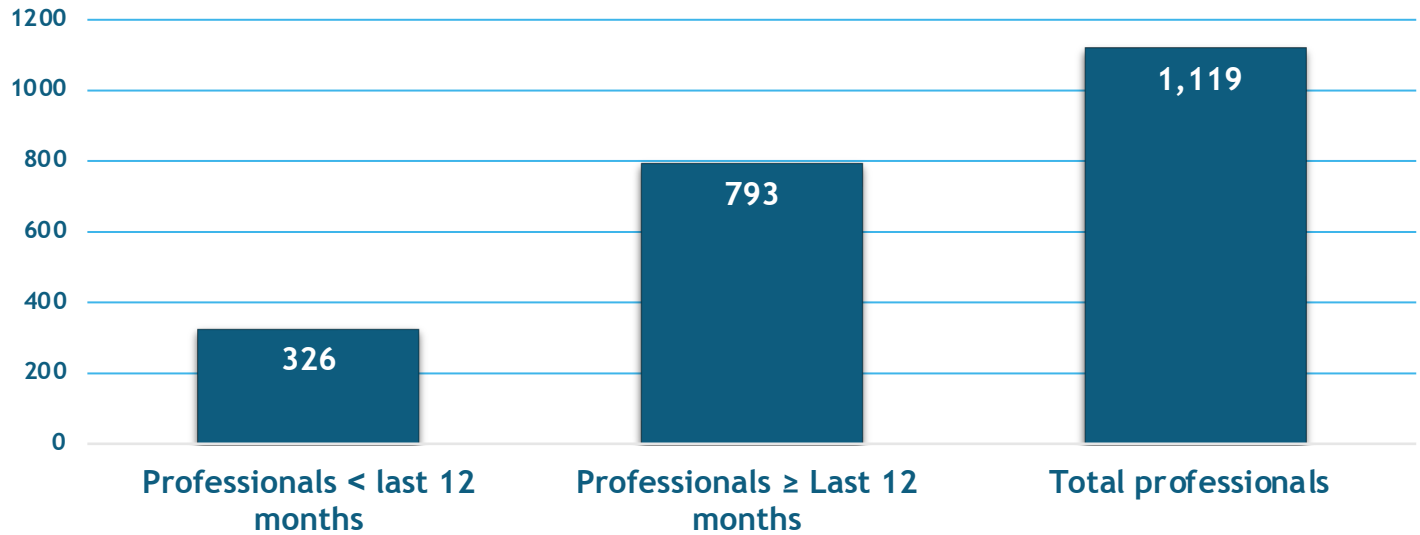
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In Rwanda, there is a talent pool of 1,119 professionals in the ICT sector on LinkedIn, out of which 326 joined within the past 12 months

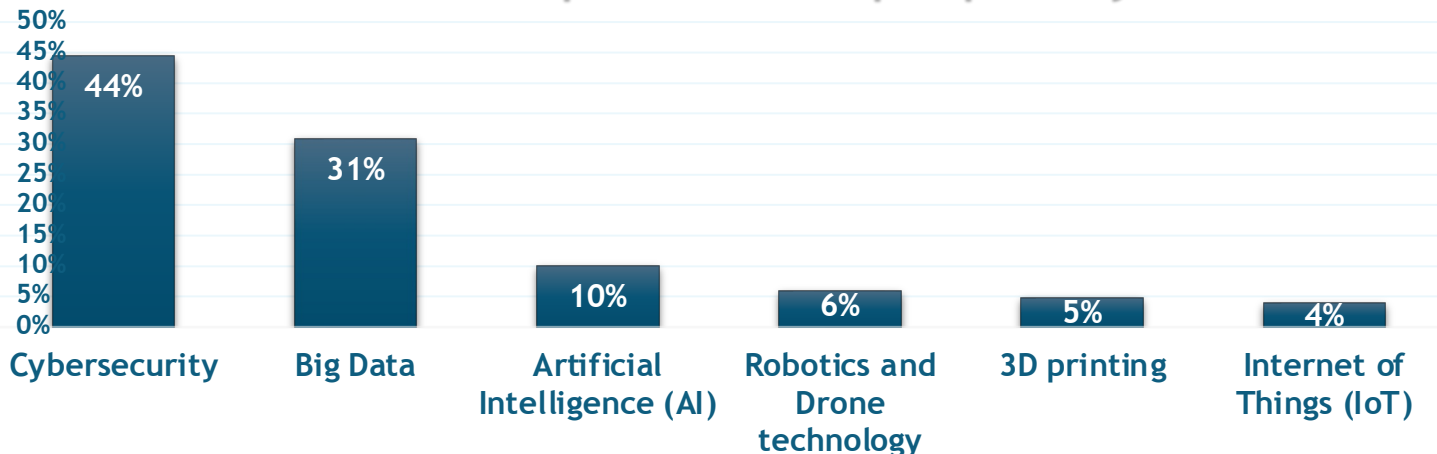
This report focuses on six priority skills areas; Cybersecurity, Big Data, AI, Robotics and Drone technology, 3D printing, and IoT. Majority of the professionals work in cybersecurity, followed by Big data and AI. Robotics, 3D printing and IoT have a smaller share of professionals as these are new and emerging technologies

# Talent Overview

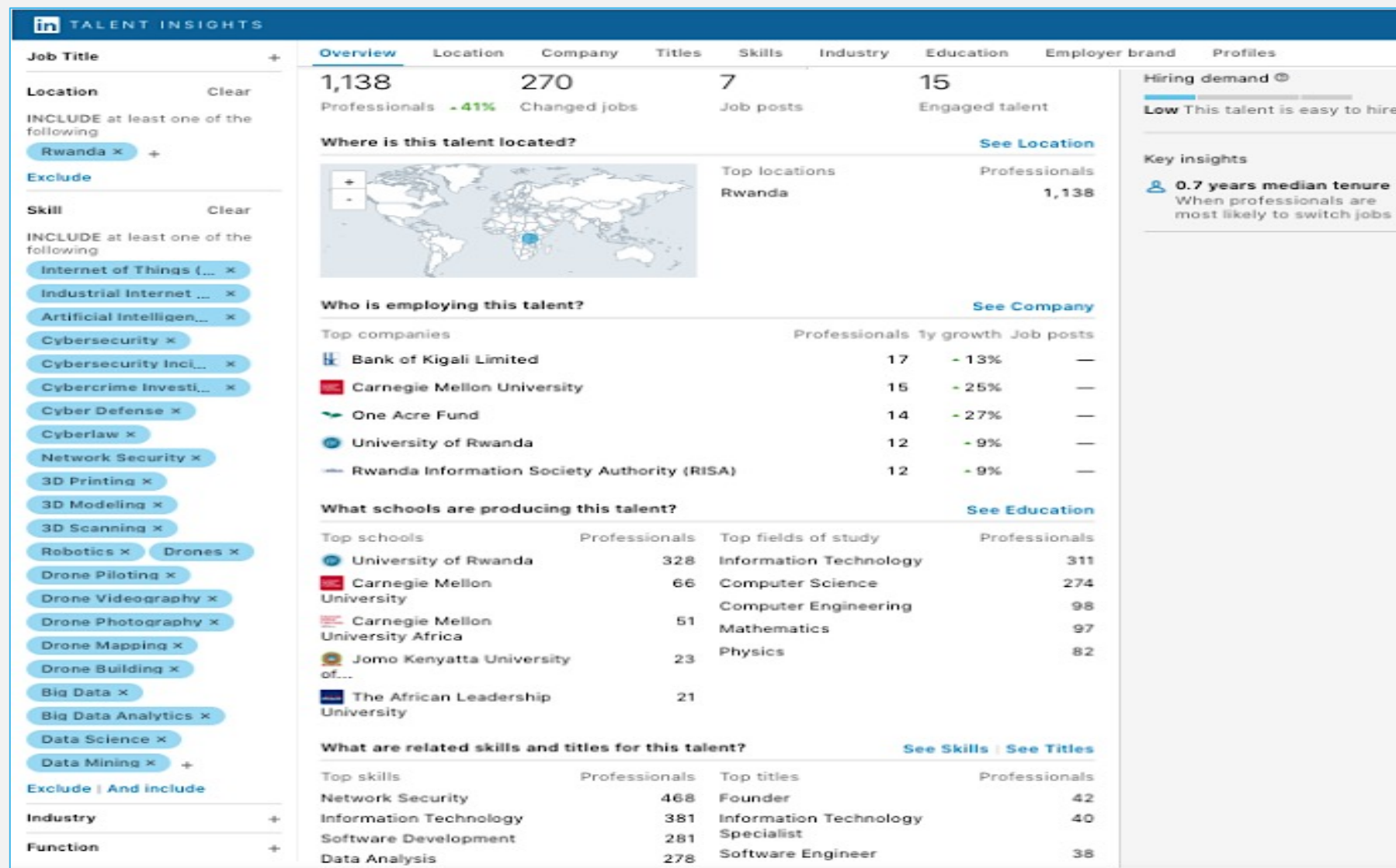
Professionals with ICT skills on LinkedIn



% Breakdown of professionals per priority skill



# ICT Sector Report - Talent overview



Note: This screenshot was extracted on 17 June 2020. The number of professionals added to the talent pool had increased from the original date the data was extracted.



### Gained Talent:

Rwanda has gained a total of **24 professionals** from around the world. Mainly from the **United States (4)** and then **Kenya, China and South Africa** with **(2)** professionals each respectively.

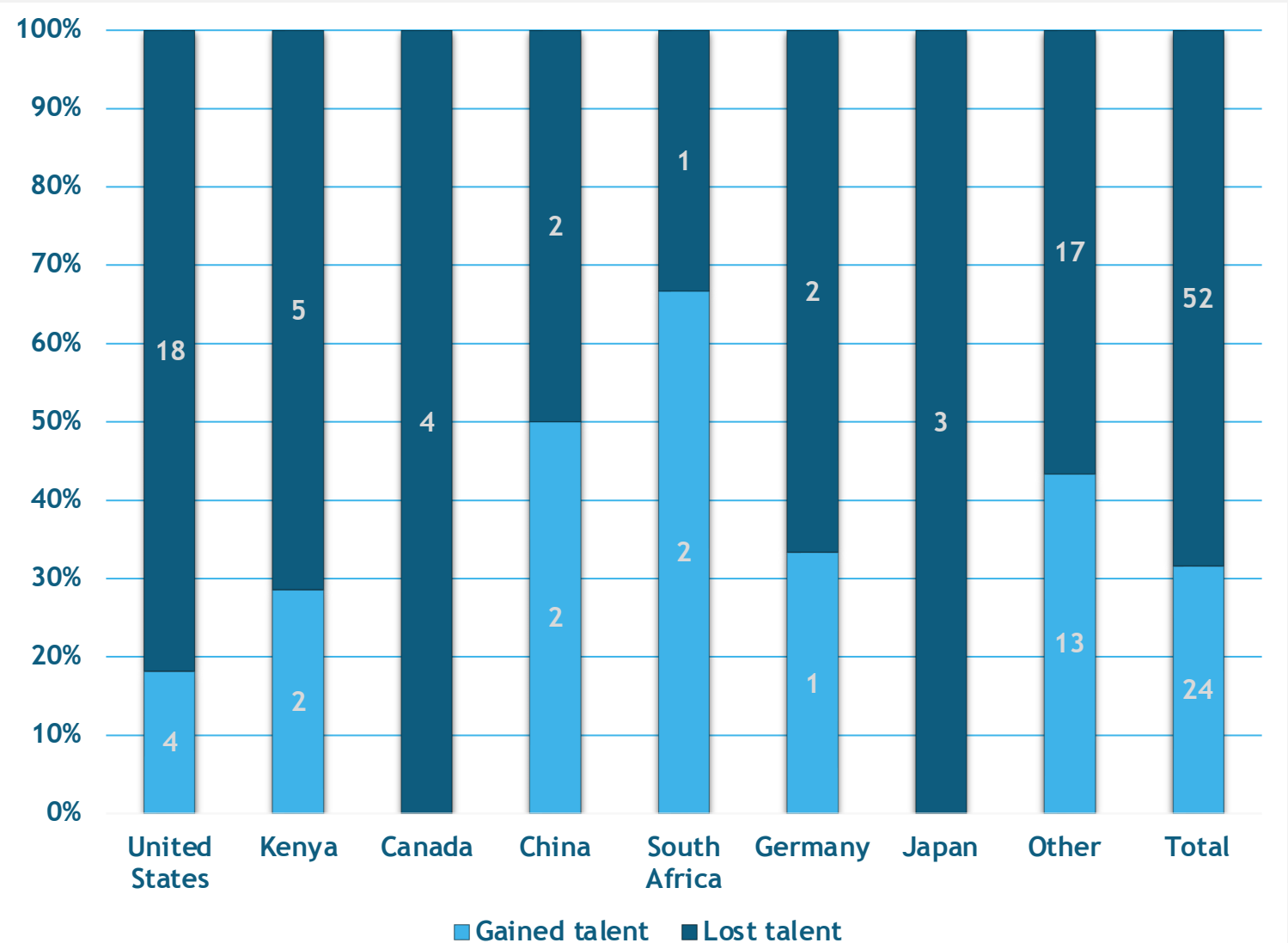
### Lost Talents:

Rwanda has lost a total of **52 professionals** to countries around the world. Mainly to the **United states (18)** followed by **Kenya (5)** and **Canada (4)**

### Other countries:

Rwanda lost a total of **(17) professionals** and gained **13 professionals** from other countries, incl. **India, Netherlands and UK.**

## Talent Mobility from May 2019 to May 2020

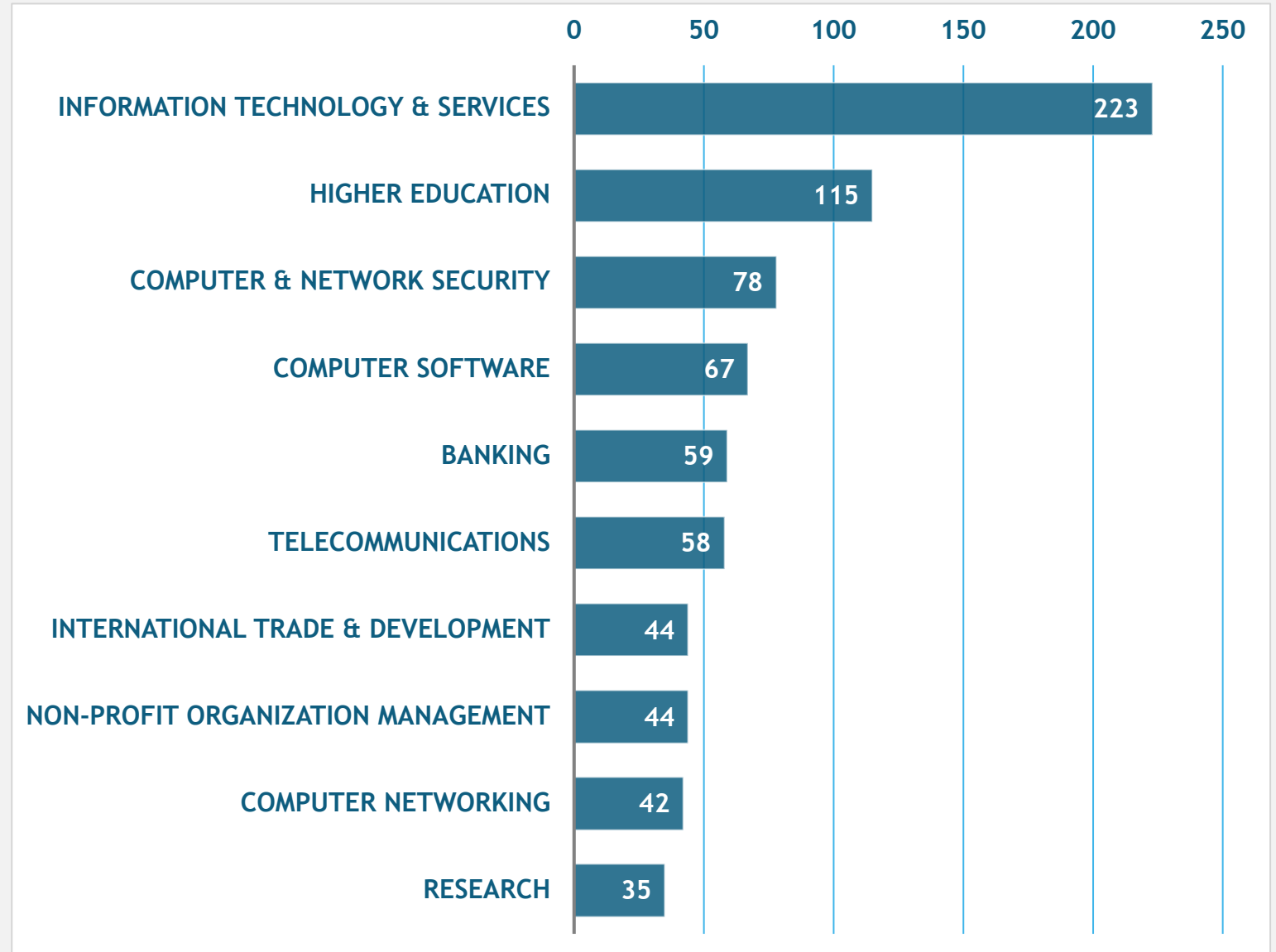


**Top industries employing professionals** from this talent pool are IT, Education and Banking.

**Strong Demand for IT skills within non-IT industries**, e.g. Banking, International Trade and Development, NGOs.



# Top employing Industries

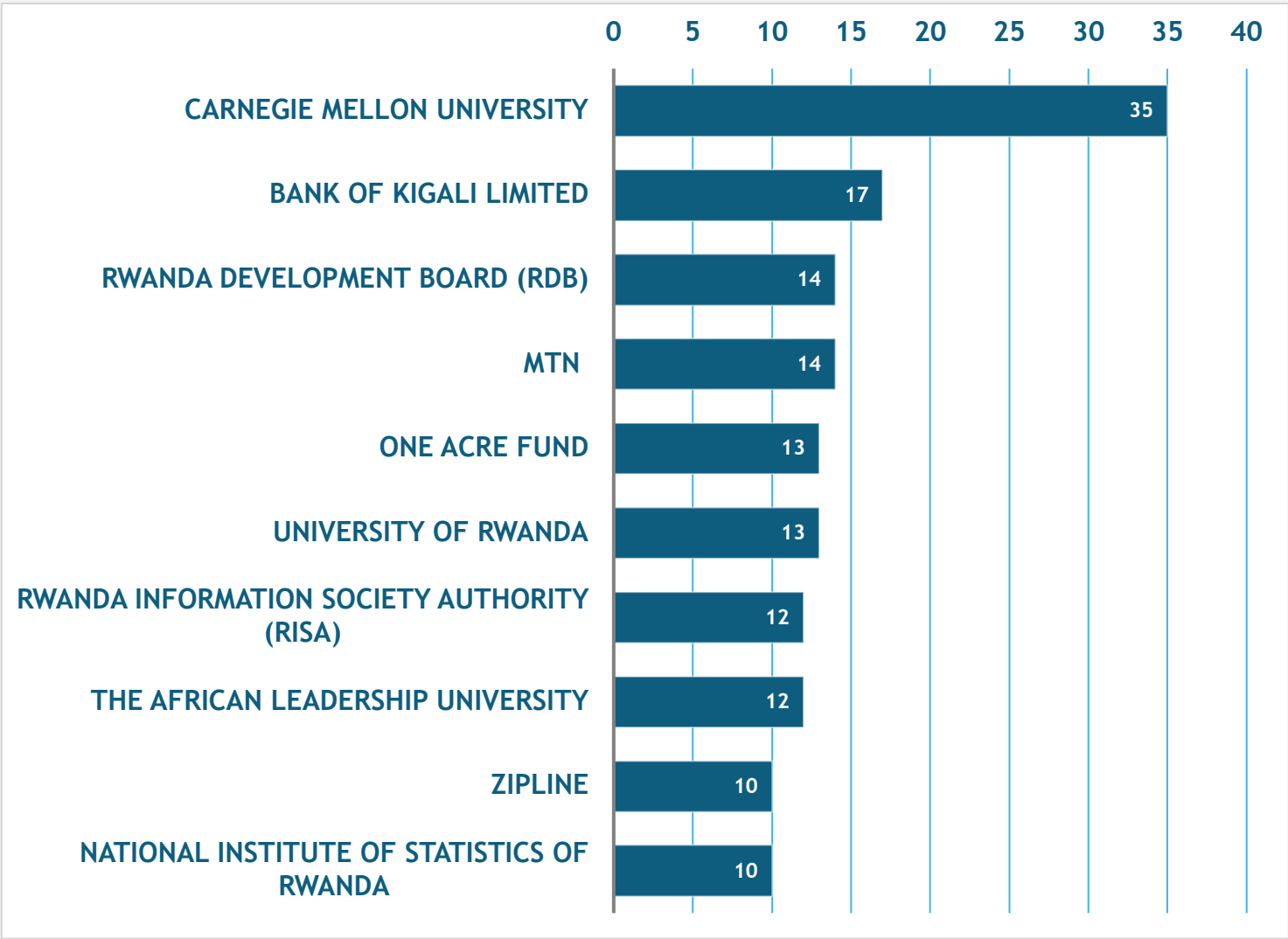


The top 11 employers of this talent pool, represent a good mix between academia, government and private industries. Notable companies and organizations not listed in the top 10 are; RRA (9), Irembo (7), Rwandair (5) and I&M (4)

The top 11 companies only employ 13% of total Professionals from this talent pool. Reason being:

- 1) Widespread of employers employing one or two employees from this talent pool
- 2) A good number of these professionals are self-employed.

## Top employing companies



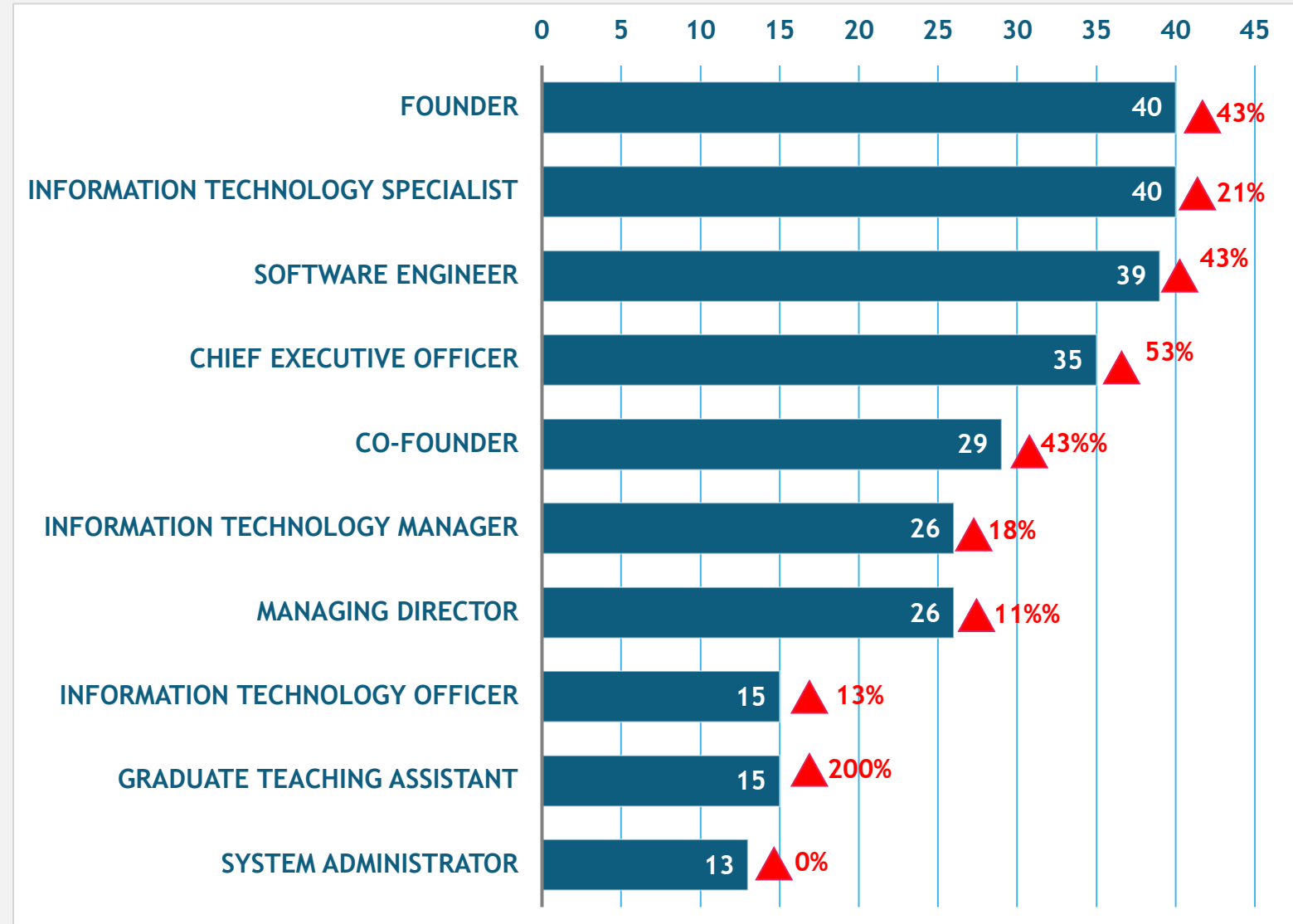
Note: CARNEGIE MELLON UNIVERSITY composes of professionals from both Carnegie Mellon University (CMU) and Carnegie Mellon University Africa (CMUA)



# Common Job Titles

The most common titles among this talent pool are Founder (40), Information technology specialist (40), and software engineer(39).

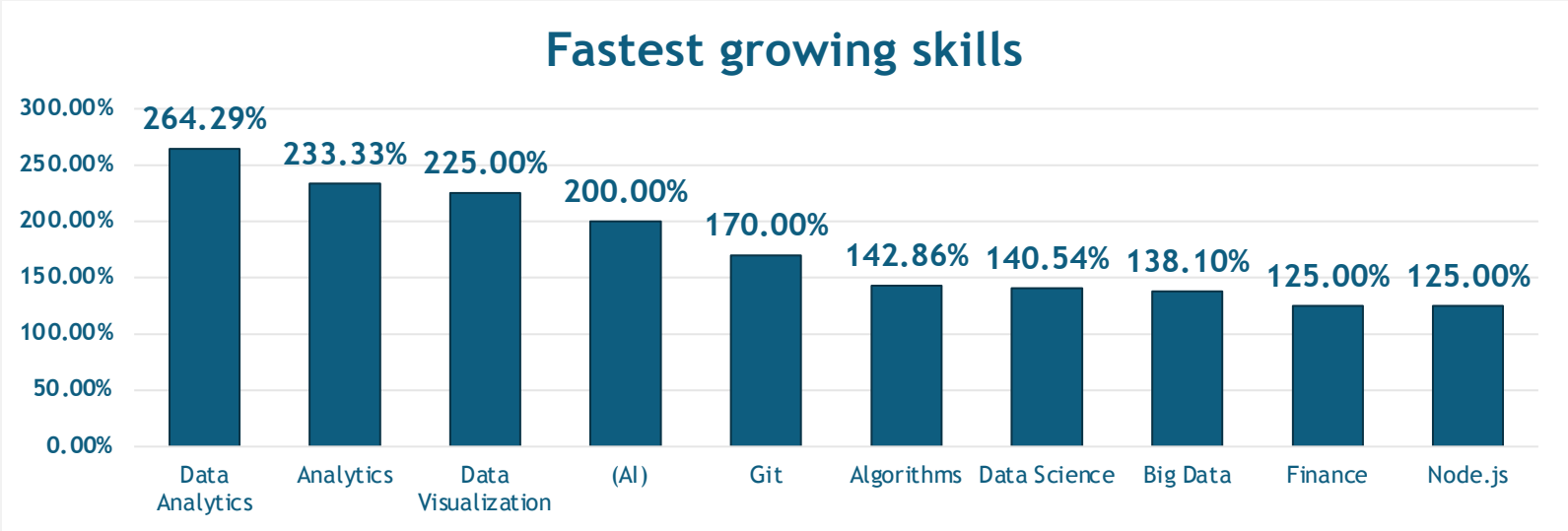
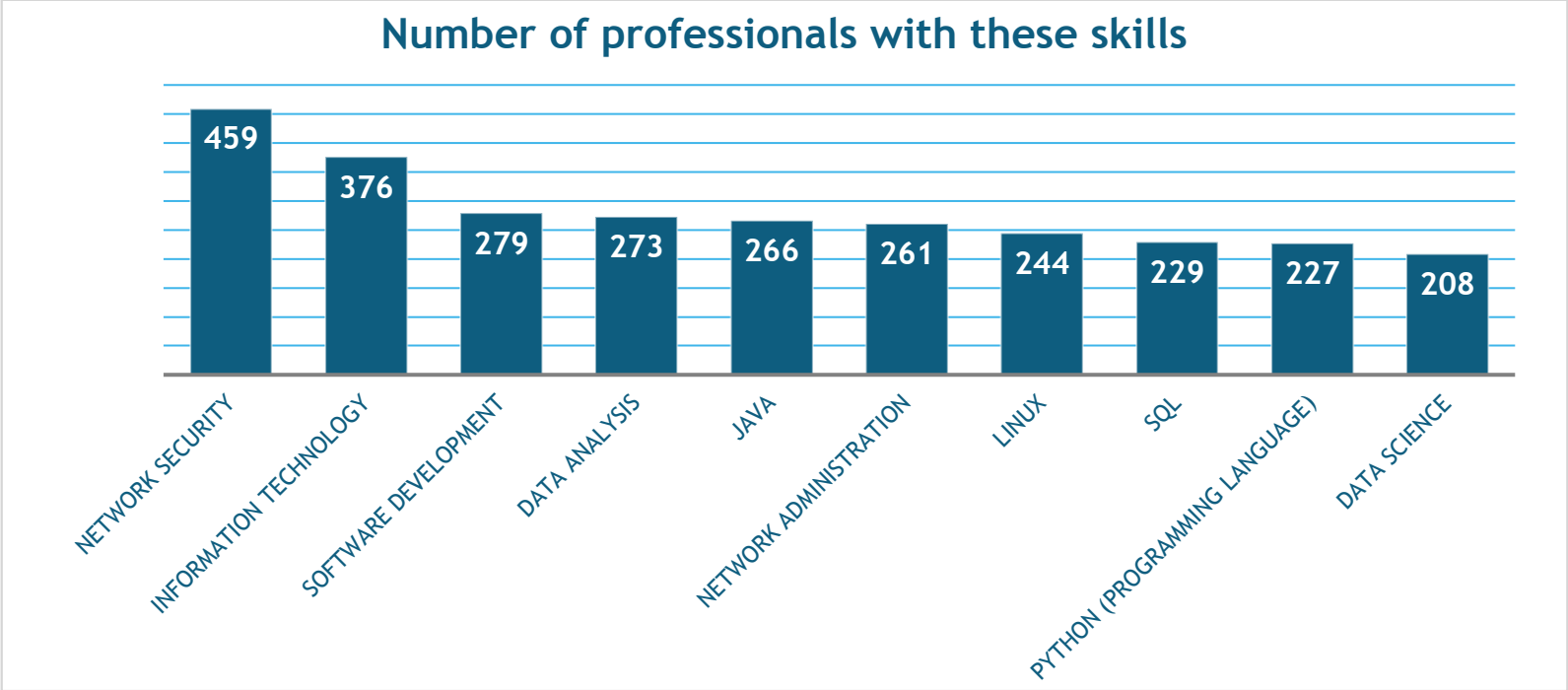
Annual growth of professionals on LinkedIn with those titles is highest for Graduate Teaching Assistant (200%) and CEOs (53%).



The most common skills among professionals of this talent pool are Network security (459), Information technology (376) and Software development (279).

The fastest growing skills, added by this talent pool include Data Analytics, Data Visualization and Artificial Intelligence.

# Skills Overview

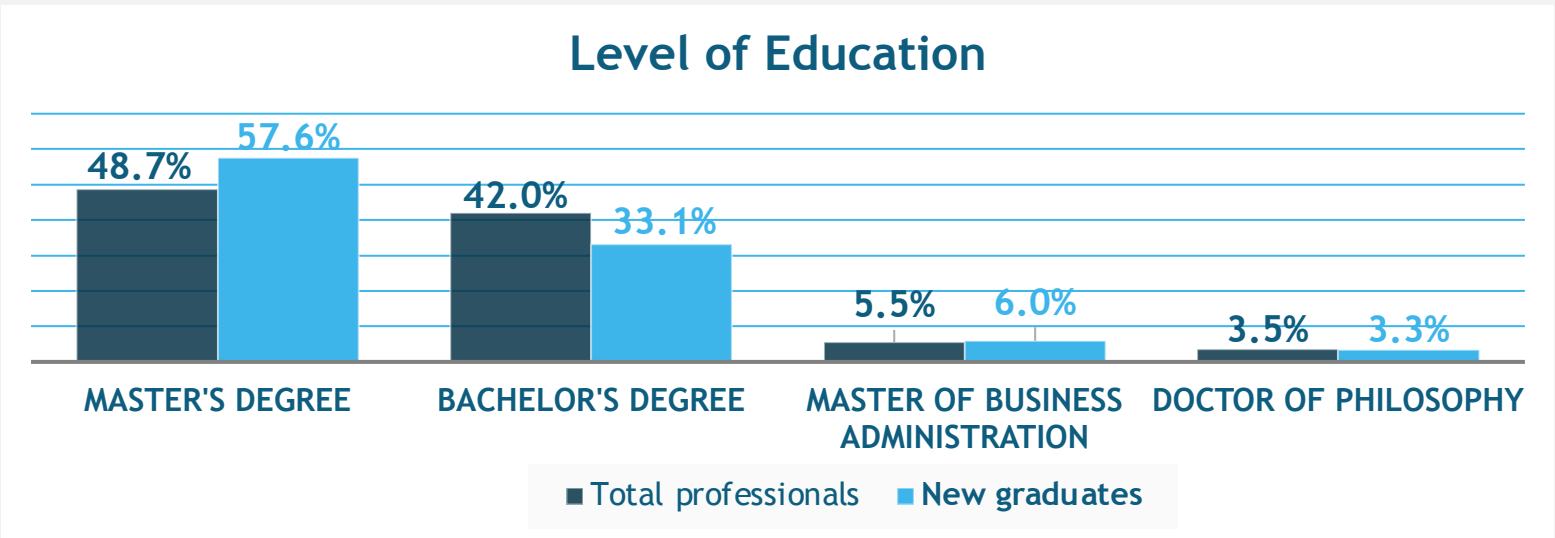
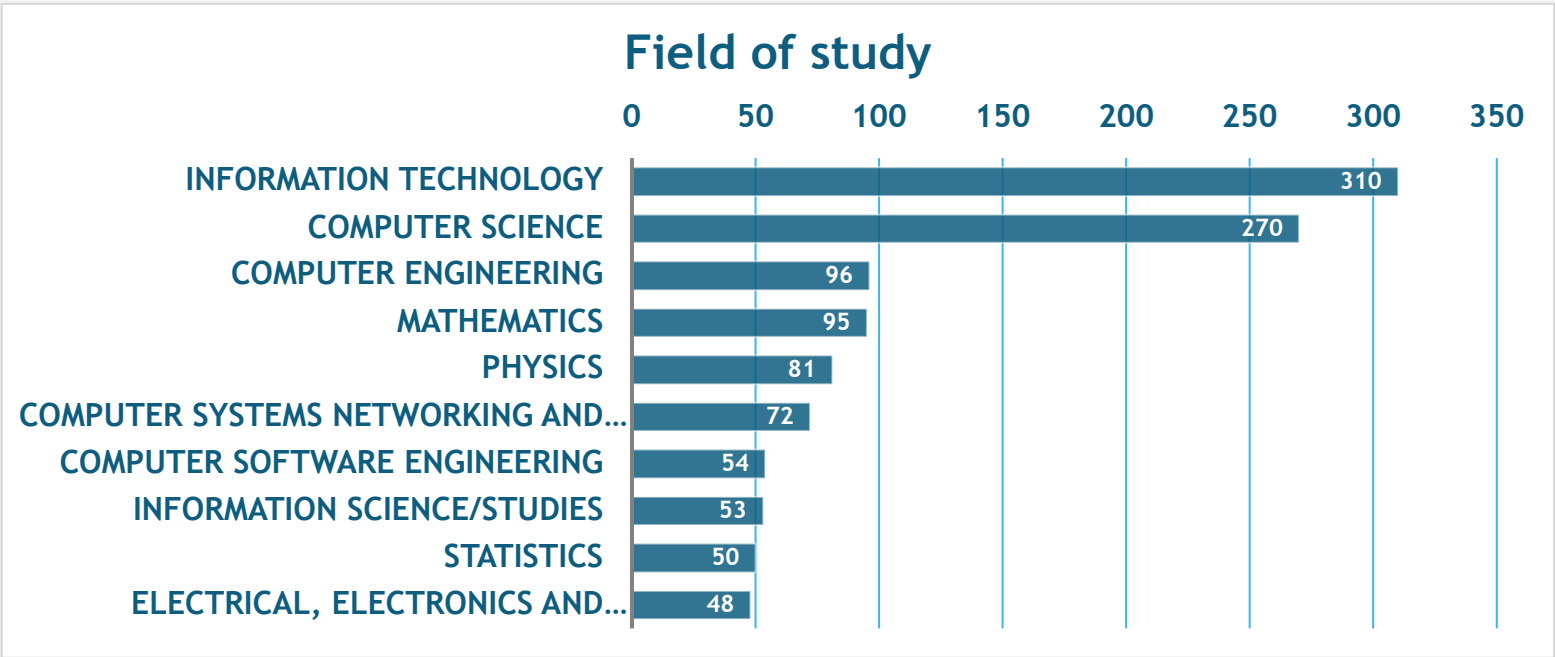


# ICT Sector Report - Education I

The majority of the talent pool have an education background in IT (310), followed by Computer Science (270) and the Computer Engineering (96). There are also a large number with STEM degrees.



Among the talent pool there is an almost equal distribution between Master and Bachelor holders. The share of Master's degree holders is higher for new graduates. Only 3% hold a PhD.





# ICT Sector Report - Education II

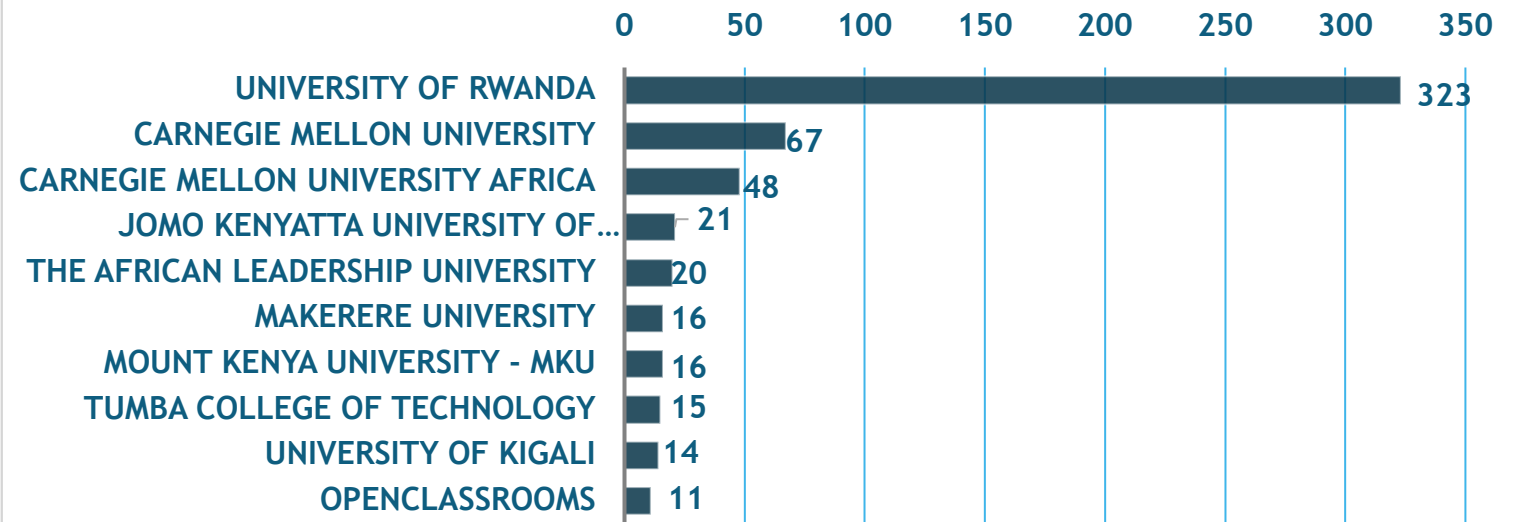
There is a range of public and private Universities producing this talent pool Other notable Universities not included in the top 10 are; Oklahoma Christian University (8), Bangalore University (7), MIT (7), Annamalai University (5) and University of Pretoria (4).

Recent graduates in this talent pool are from Public and Private Universities (UR, UoK) in country and abroad.

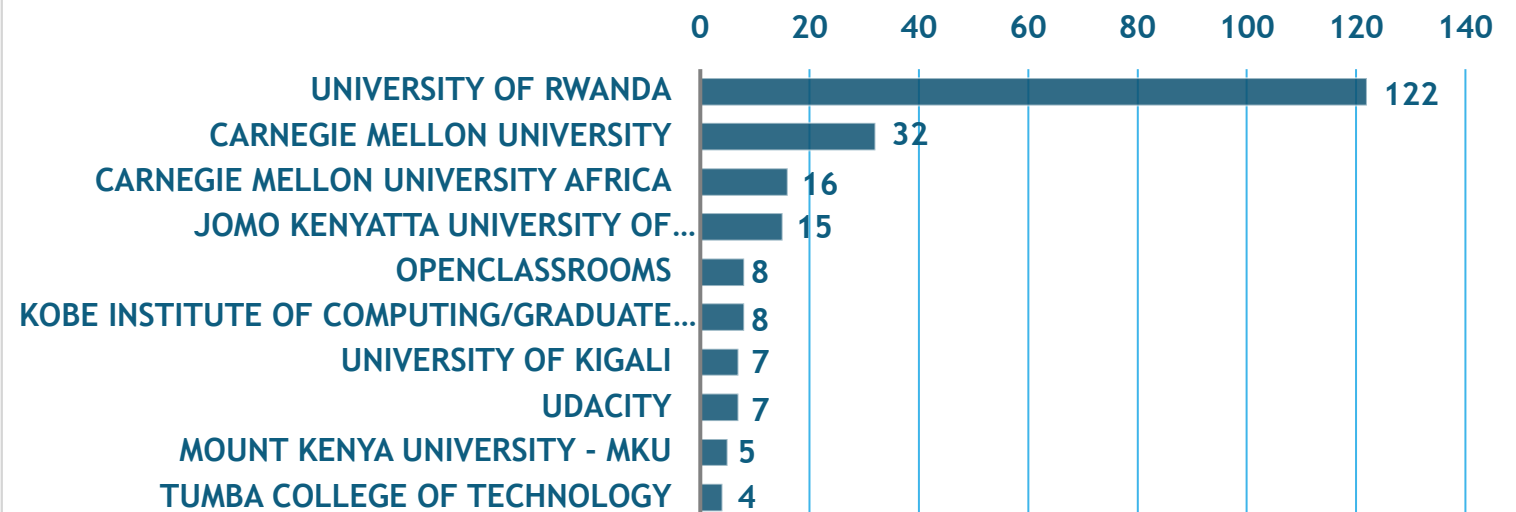
Other Universities not in the top 10 for most recent graduates are; Southern new Hampshire (5), MIT (4), University of Electronic, science and technology of China (3) and Beijing Institute of Technology (3)



## Universities producing these professionals



## Recent graduates in the last 12 months





- Background on LinkedIn Partnership
- The state of skills in the ICT sector
- Data limitations and recommendations

# Data Limitations

## 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)
- > Inability to access data after Talent Insights License period - November 2020



# Recommendations

Increase users on LinkedIn

- > Outreach to Universities and Employers
- > Engage and encourage companies, recruitment agencies, and employment service centers to use LinkedIn
- > Offer trainings at Universities and Employers 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

Educate about the Platform

Improve and track matching

Thank you