Rwanda Talent Insights Report

Agriculture - Priority Skills

LinkedIn Partnership with RDB
## *Bridging the information gaps and improving labour market matching and Analytics*

Project Framework
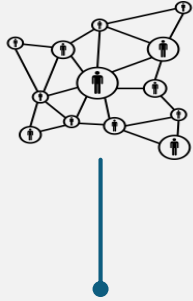
Why LinkedIn
- LinkedIn is the largest professional networking platform.
- The platform has over **1 billion users, over 57 million employers, and over 20 million job postings worldwide.**
- In Rwanda, available data indicates that they are **over 257,000 users** with LinkedIn profiles.
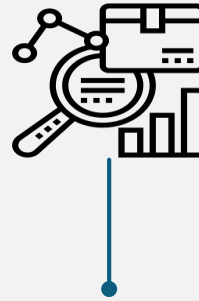
Talent Insights
- Is a LinkedIn Product that allows for the extraction of **macro-level data on the local labor market trends.**
- The macroeconomic data provides an outlook of the current local labor market insights which inform evidence-based policy decisions in the country.
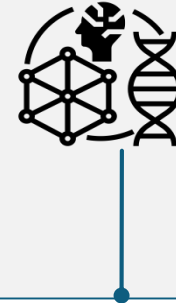
The agriculture Sector Report
- Analyzes and provides an overview of the talent trends of professionals in the sector for the last twelve months.
- Identifies critical skills and provides insights on the talent mobility across sectors, countries, and the suppliers of **professionals in the sector.**

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

The following steps indicates how key information on the agriculture professionals in Rwanda are generated from LinkedIn:

- Create a Talent pool report.

- Use different filters (J**ob title, Location, Skills, Industry, Function**) to narrow down the data/search/ to your preference.

Methodological approach

The picture displays an overview of data for agriculture professionals in the sector
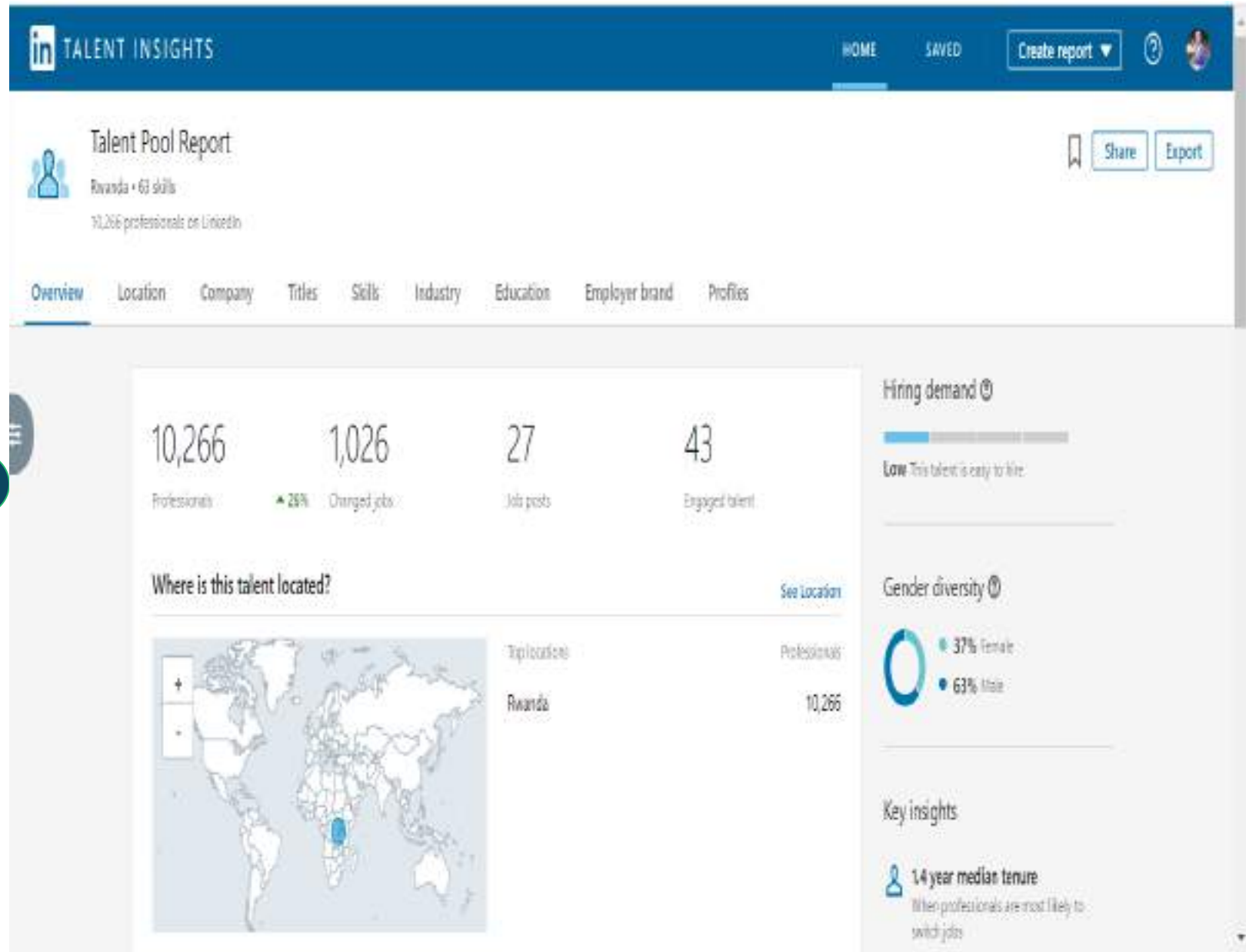
This data highlights:

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

Background on LinkedIn Partnership

An Overview of agriculture professionals

Data limitations and recommendations

Annual trends of professionals in the agriculture sector
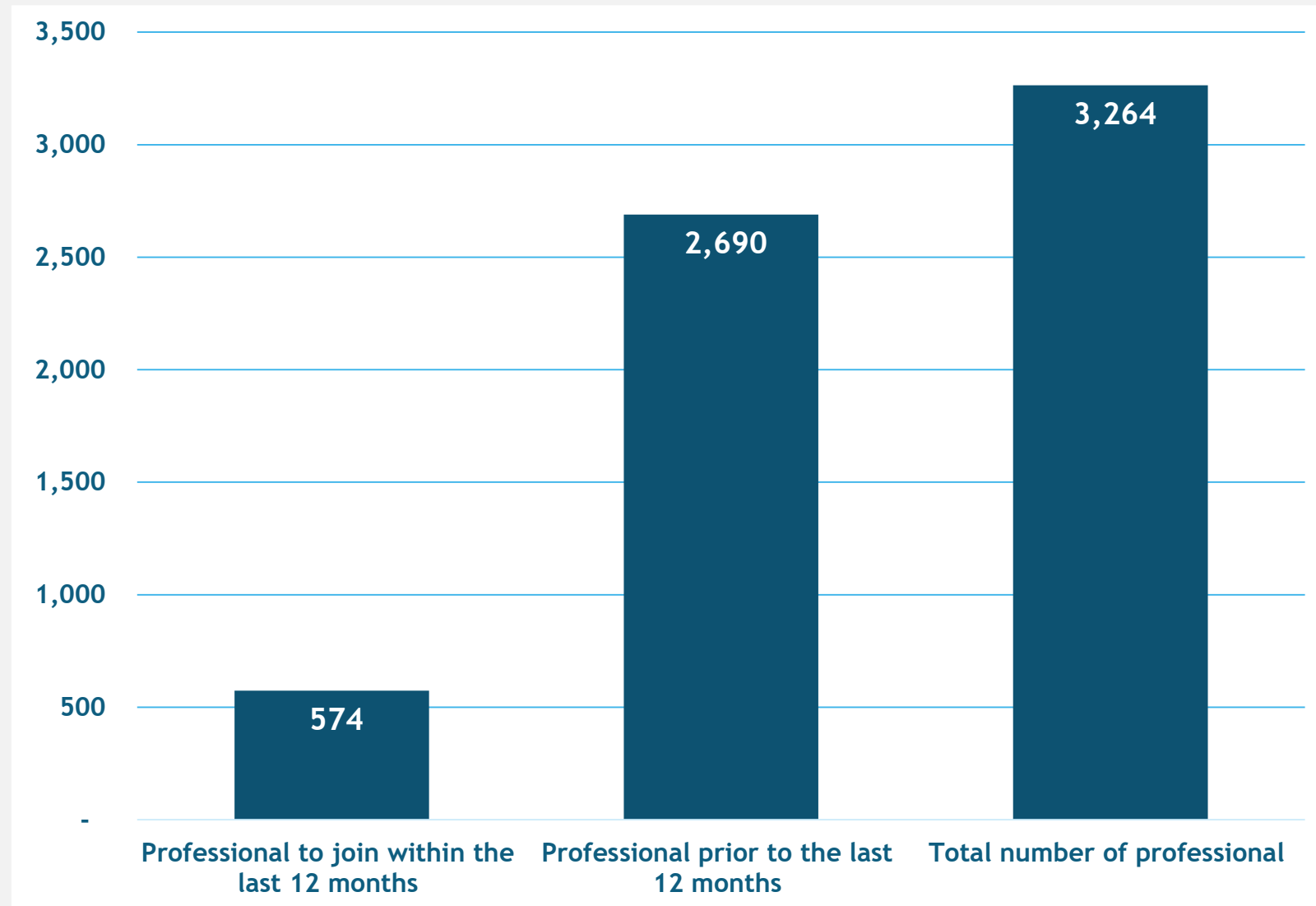
In Rwanda, there was **total Talent pool of 3,264 agriculture** professionals in the Sector on LinkedIn, out of which **574 joined within the last 12 months of the analysis**

In the last 12 Months, the stock of finance professionals increased by 21.3%.

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 **113 professionals** from around the world. Mainly from the **United States (17), Kenya (10)** and **France (7).**

Lost Talents:

In the last 12 months

- Rwanda lost a total of **169 professionals** to countries around the world. Mainly to the **United states (24)** followed by **Kenya (14), France (11) and Canada (11).**

Other countries (not displayed on the graph):

- Rwanda gained a **total of (56) professionals** and lost a **total of (75)** professionals from other countries, notably: **United Arab Emirates, Mauritius and Ethiopia** to name a few.

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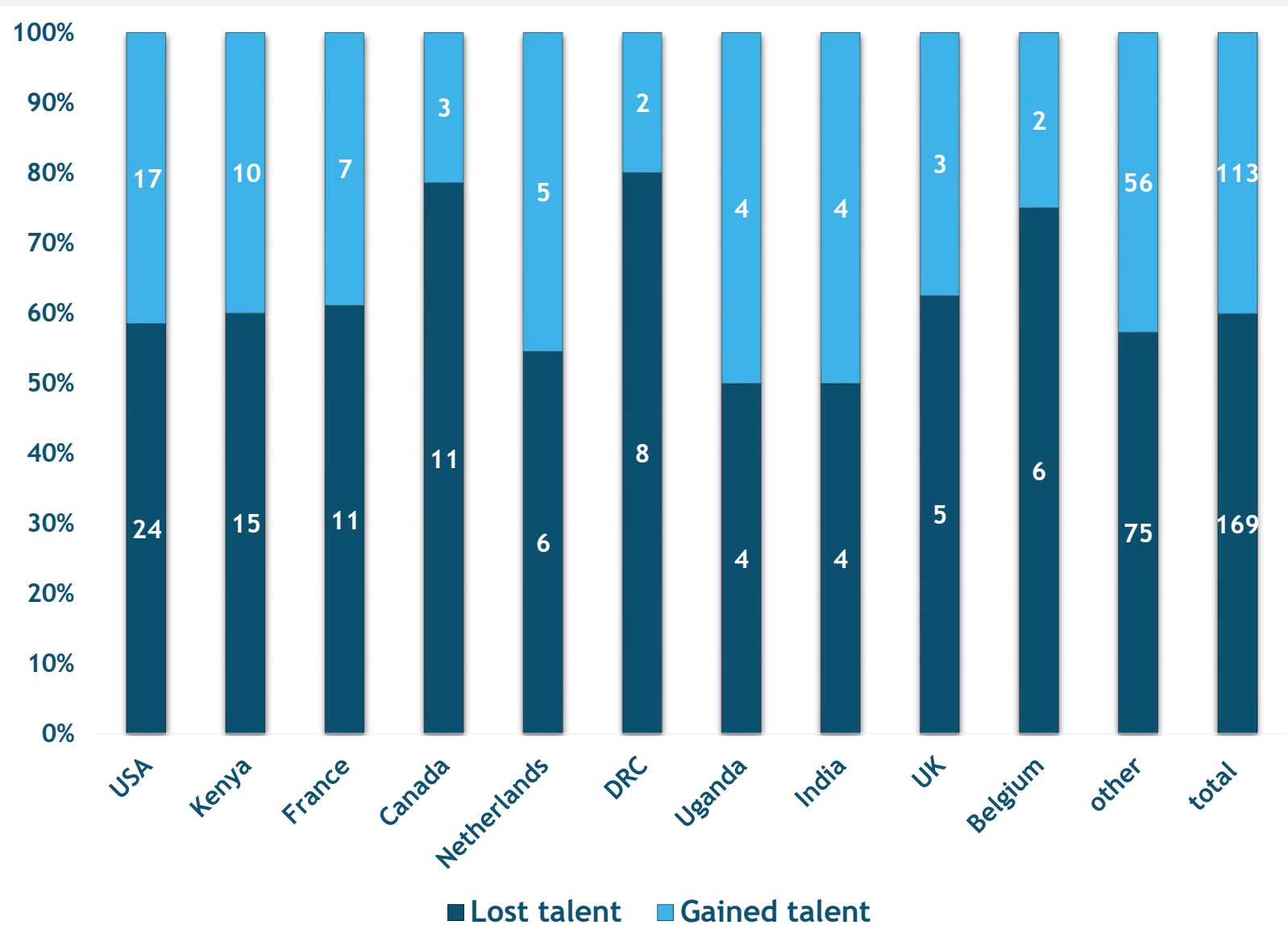
Note: This data only represents professionals with active LinkedIn accounts. This number does not, in reality represent the total talent mobility of these professionals in Rwanda

Top Industries Employing these Professionals

Top industries employing professionals from this talent pool are **NGO's, Food Production and Education.**

Other interesting industries to not make the top 10 were;
Management consulting (91) & Medicine (70)

Industry	Value
NON-PROFIT ORGANIZATION MANAGEMENT	337
FOOD PRODUCTION	330
EDUCATION	325
FARMING	323
INTERNATIONAL TRADE & DEVELOPMENT	323
ENVIRONMENTAL SERVICES	158
GOVERNMENT ADMINISTRATION	145
RESEARCH	142
FINANCIAL SERVICES	117
INFORMATION TECHNOLOGY & SERVICES	112

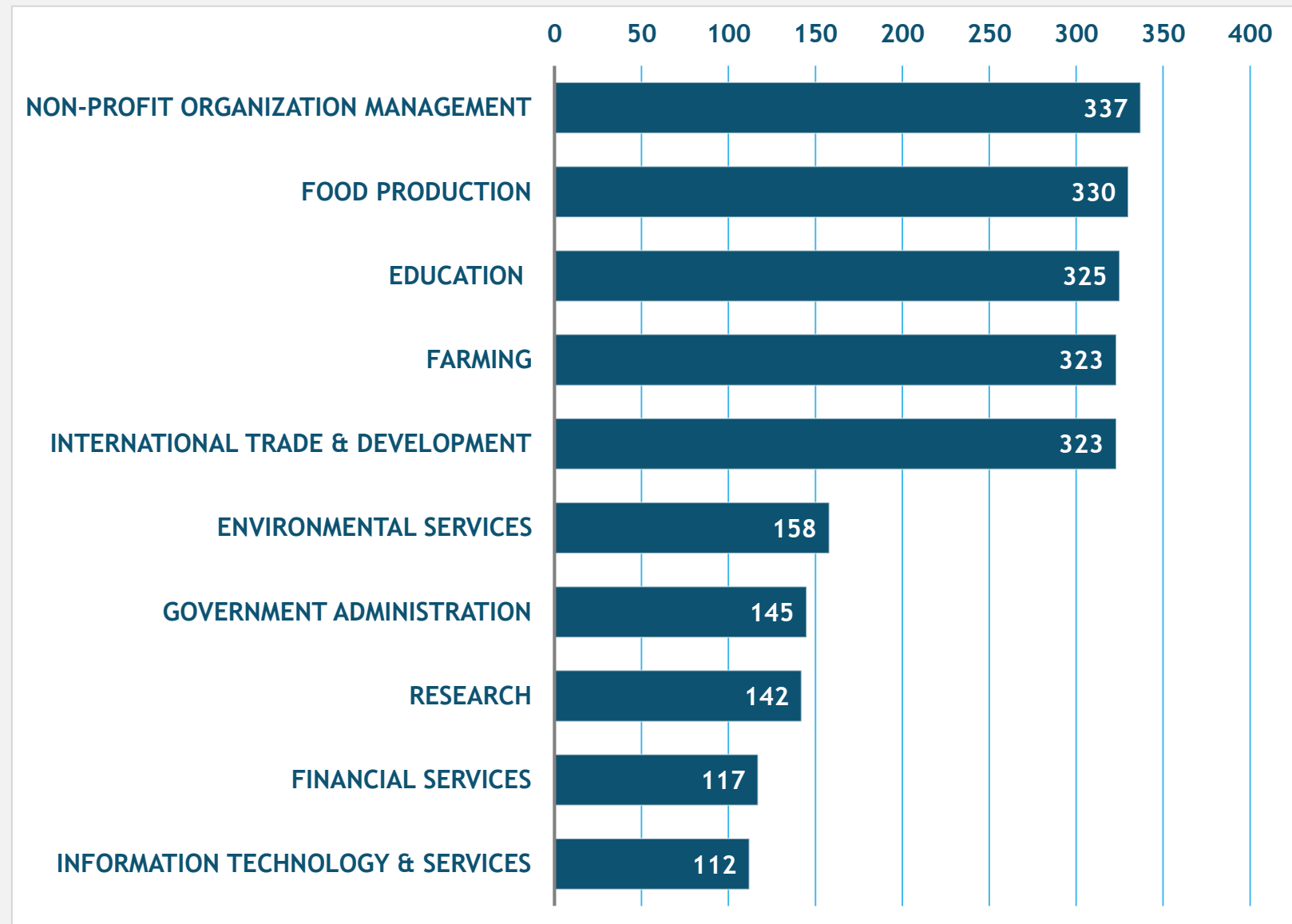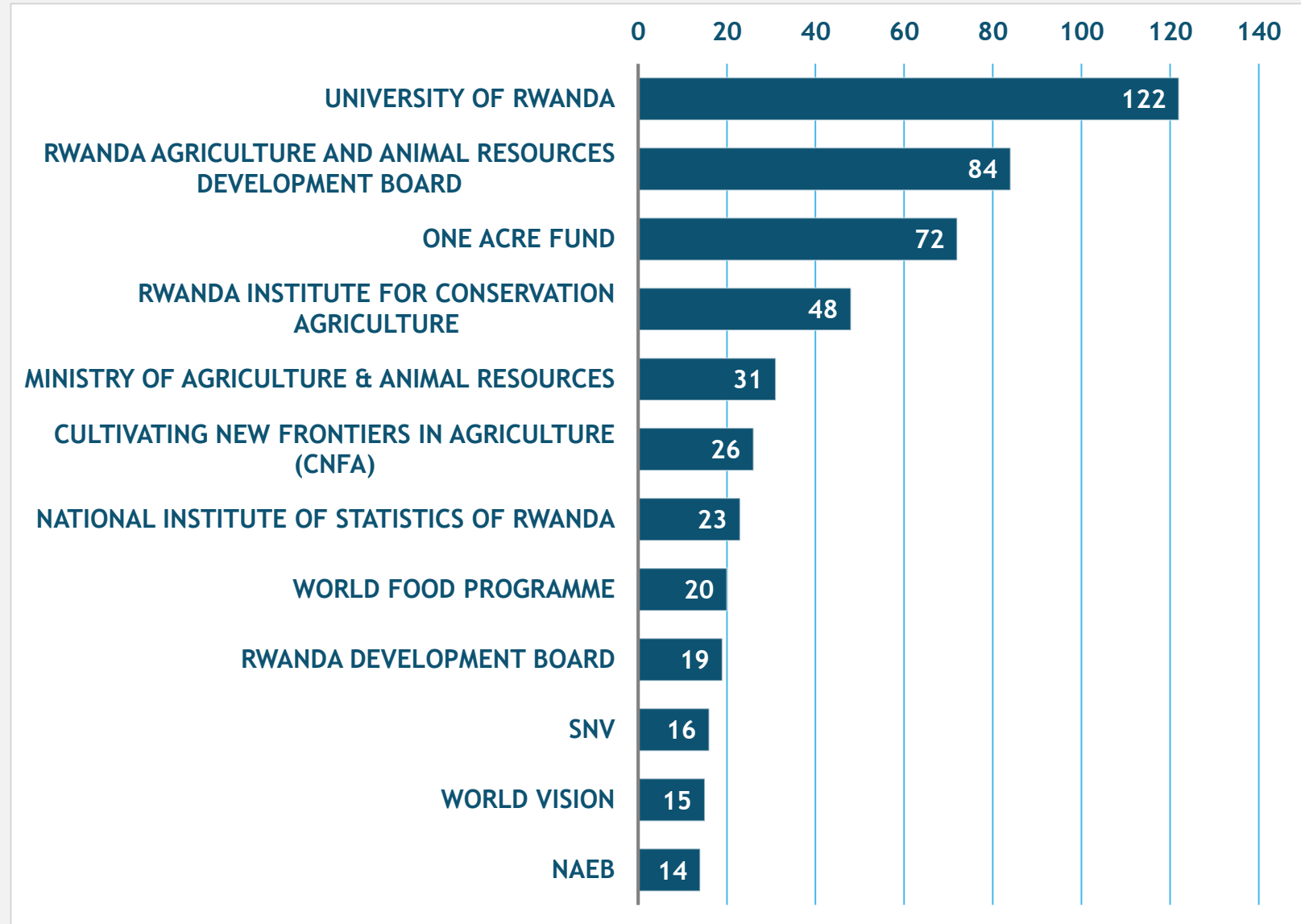**Note:** This data only represents professionals with active LinkedIn accounts. This number does not, in reality represent the number of industries employing in this talent pool in Rwanda

The **top employers in the agriculture sector** are widely distributed among different employers

The **top 12 employers only employ 15%** of the 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

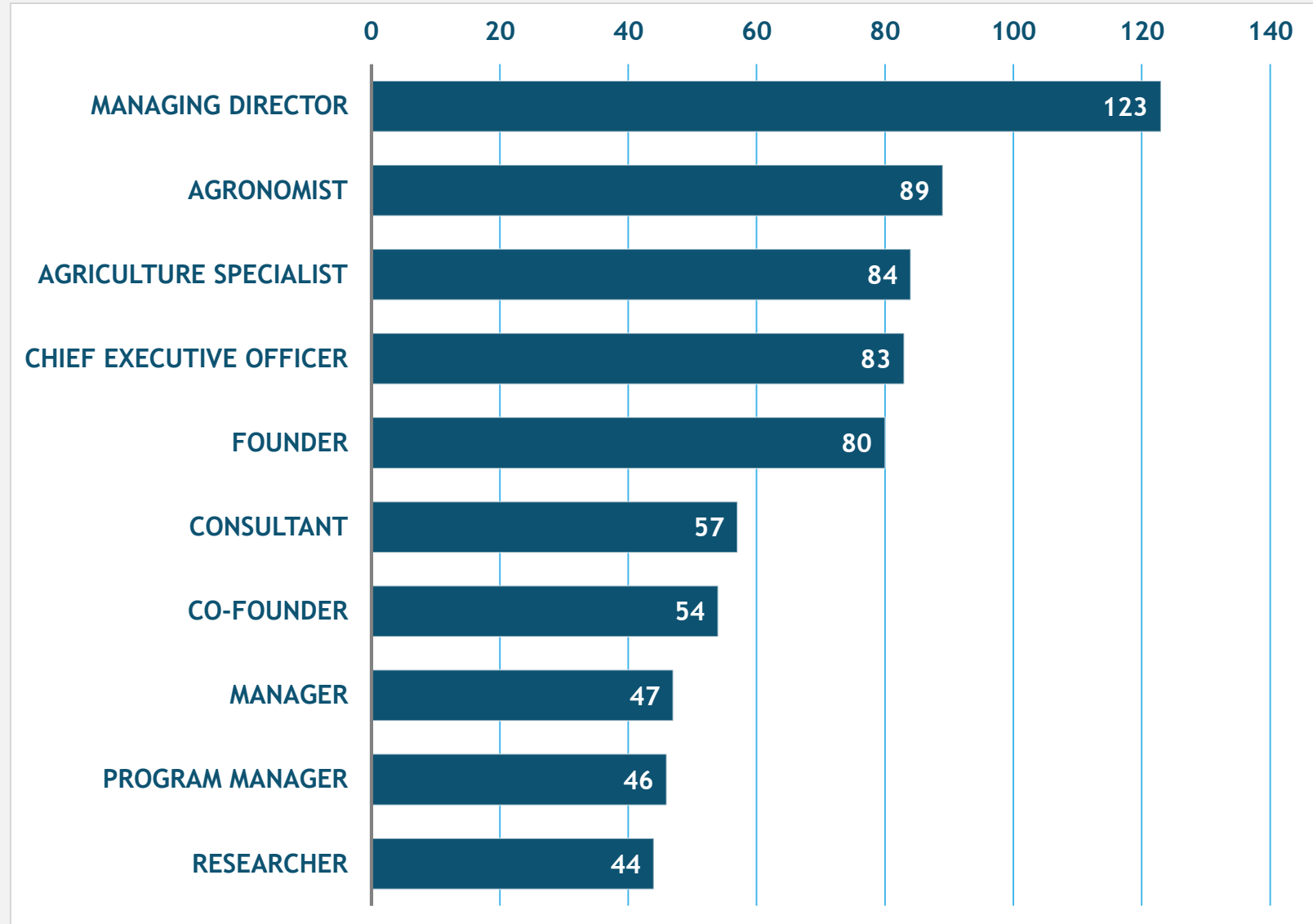| Employer	Count
UNIVERSITY OF RWANDA	122
RWANDA AGRICULTURE AND ANIMAL RESOURCES DEVELOPMENT BOARD	84
ONE ACRE FUND	72
RWANDA INSTITUTE FOR CONSERVATION AGRICULTURE	48
MINISTRY OF AGRICULTURE & ANIMAL RESOURCES	31
CULTIVATING NEW FRONTIERS IN AGRICULTURE (CNFA)	26
NATIONAL INSTITUTE OF STATISTICS OF RWANDA	23
WORLD FOOD PROGRAMME	20
RWANDA DEVELOPMENT BOARD	19
SNV	16
WORLD VISION	15
NAEB	14

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

Top Job titles among these professionals

The most common titles among this talent pool are **Managing Directors, Agronomist, & Agriculture specialists.**

A good % of these professionals within this talent pool are leaders within their organizations as you can see titles like: **directors, managers, CEO's and founders.**

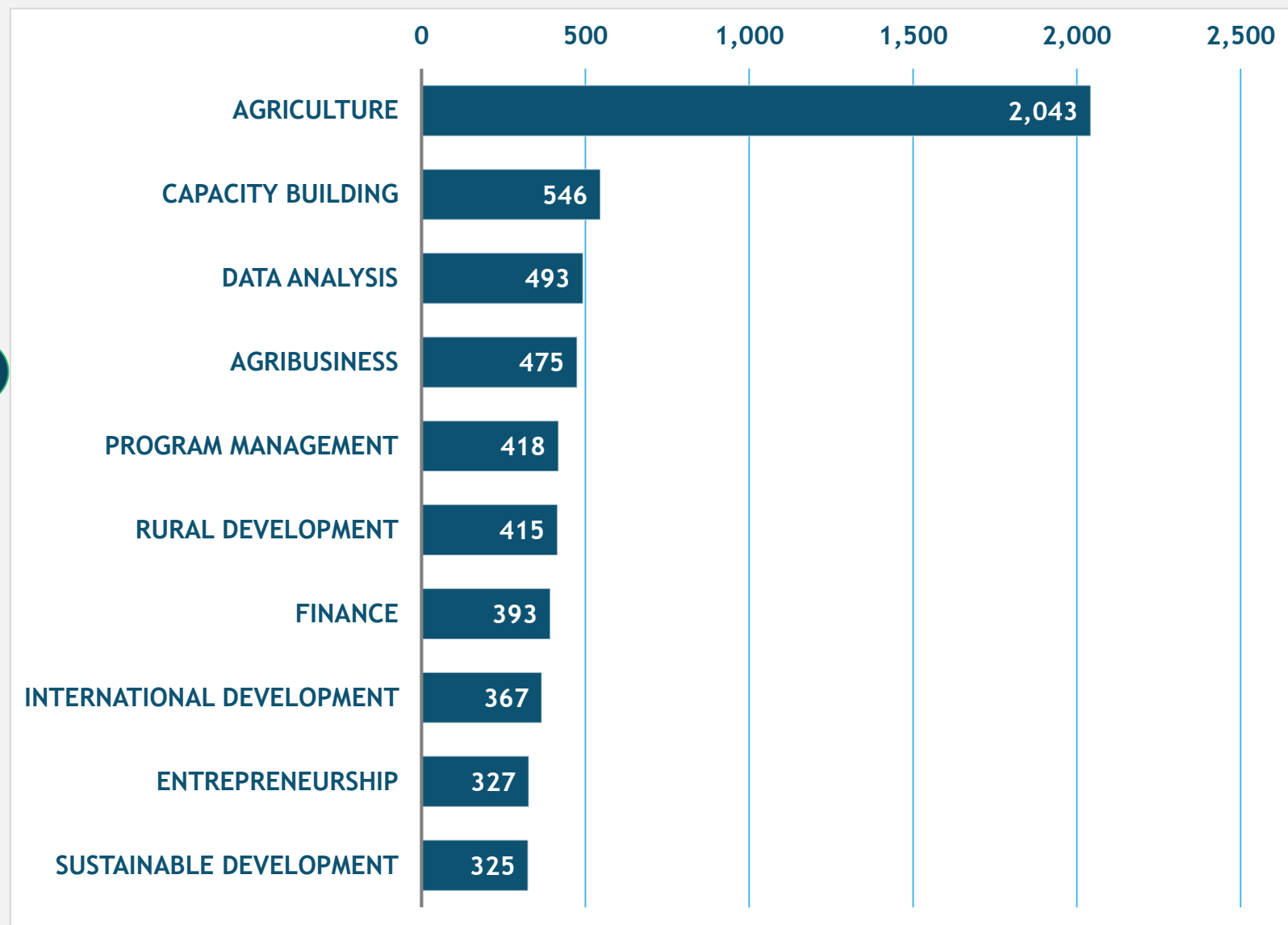| Job Title	Count
MANAGING DIRECTOR	123
AGRONOMIST	89
AGRICULTURE SPECIALIST	84
CHIEF EXECUTIVE OFFICER	83
FOUNDER	80
CONSULTANT	57
CO-FOUNDER	54
MANAGER	47
PROGRAM MANAGER	46
RESEARCHER	44

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 skills among these professionals

The most common skills among professionals of this talent pool are **Agriculture (2,043); Capacity Building (546); & Data analysis (493).**

Other interesting top skills related to this sector not displayed on the graph are: **Nutrition(274), Economics (259), Business planning (254) & Policy analysis (253).**

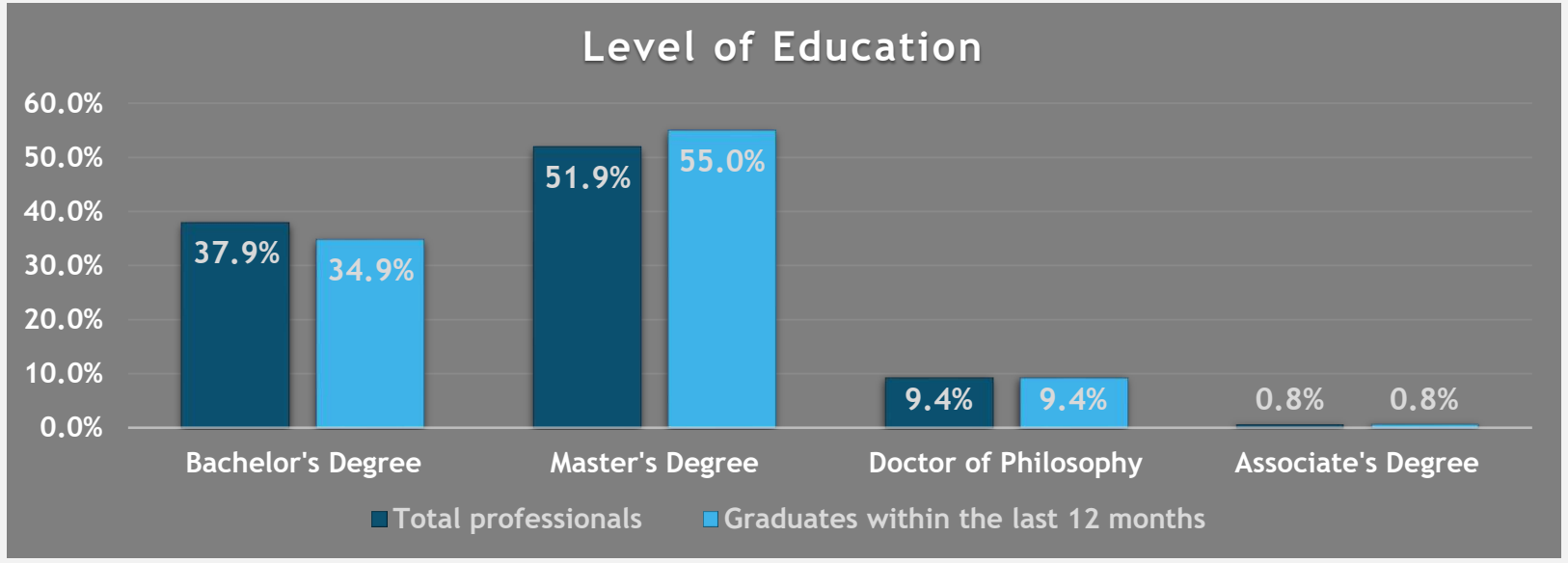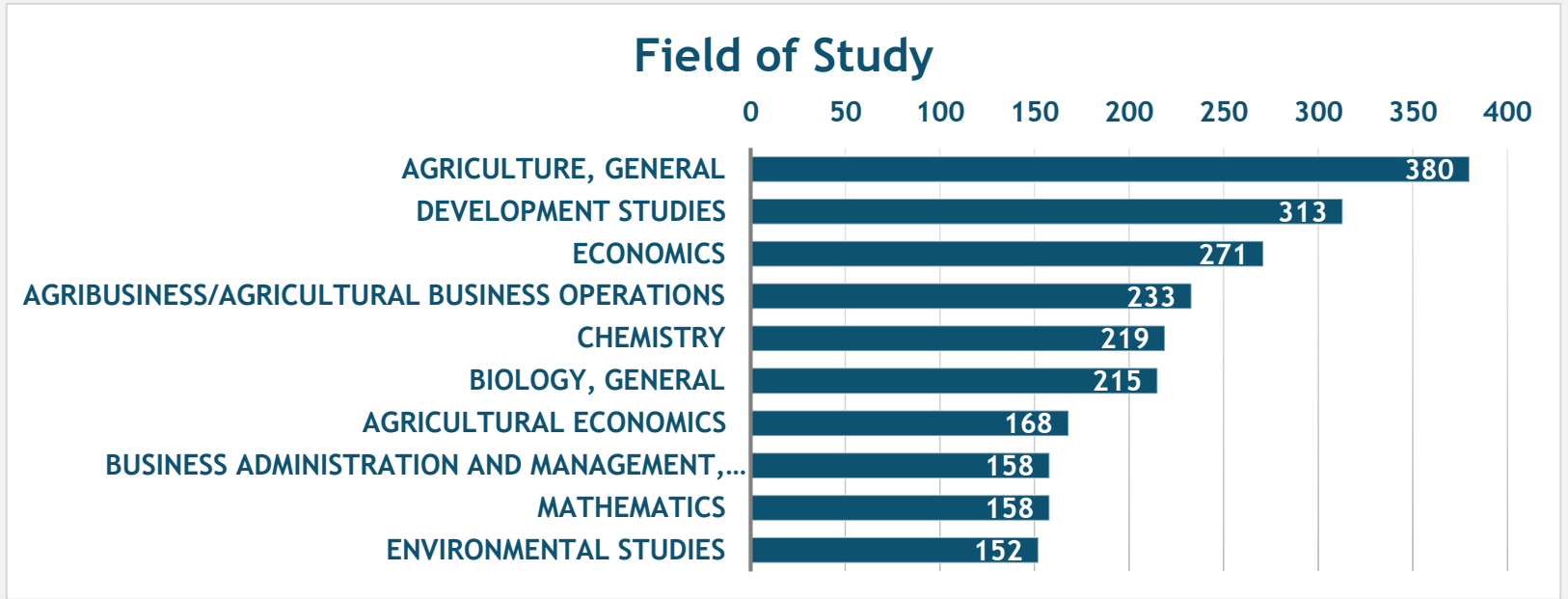| Skill	Value
AGRICULTURE	2,043
CAPACITY BUILDING	546
DATA ANALYSIS	493
AGRIBUSINESS	475
PROGRAM MANAGEMENT	418
RURAL DEVELOPMENT	415
FINANCE	393
INTERNATIONAL DEVELOPMENT	367
ENTREPRENEURSHIP	327
SUSTAINABLE DEVELOPMENT	325

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 **Agriculture(380), Development studies (313) and Economics (271)**

- For the level of Education, the total number of professionals from talent pool; **37.9% bachelors degrees; 51.9% had masters degrees, 9.4% had doctorates & 0.8% had associate degrees.**

- For those that graduated within the last **12 months 34,9% had bachelors degrees, 55% had masters degrees, 9.4% had doctorates and 0.8% had associate degrees**

- Associate degrees relate to undergraduate degrees usually lasting 2-3 years. The level of qualification is between high school diploma and bachelors

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Agriculture sector – Field and Education Level

Field of Study

Field	Value
AGRICULTURE, GENERAL	380
DEVELOPMENT STUDIES	313
ECONOMICS	271
AGRIBUSINESS/AGRICULTURAL BUSINESS OPERATIONS	233
CHEMISTRY	219
BIOLOGY, GENERAL	215
AGRICULTURAL ECONOMICS	168
BUSINESS ADMINISTRATION AND MANAGEMENT,...	158
MATHEMATICS	158
ENVIRONMENTAL STUDIES	152

Level of Education

Degree	Total professionals	Graduates within the last 12 months
Bachelor's Degree	37.9%	34.9%
Master's Degree	51.9%	55.0%
Doctor of Philosophy	9.4%	9.4%
Associate's Degree	0.8%	0.8%

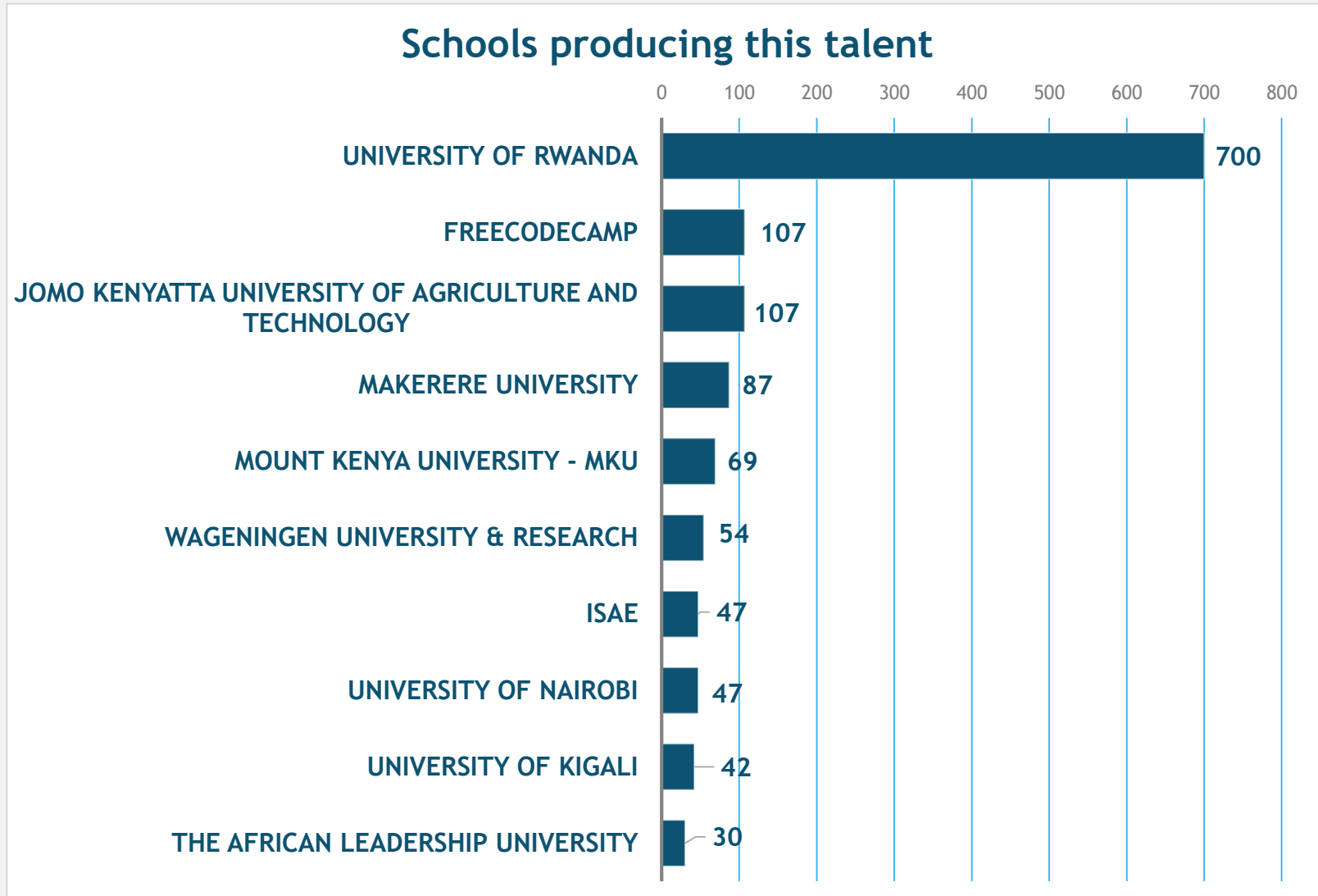■ Total professionals   ■ Graduates within the last 12 months

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

Agriculture Sector Report – Education II

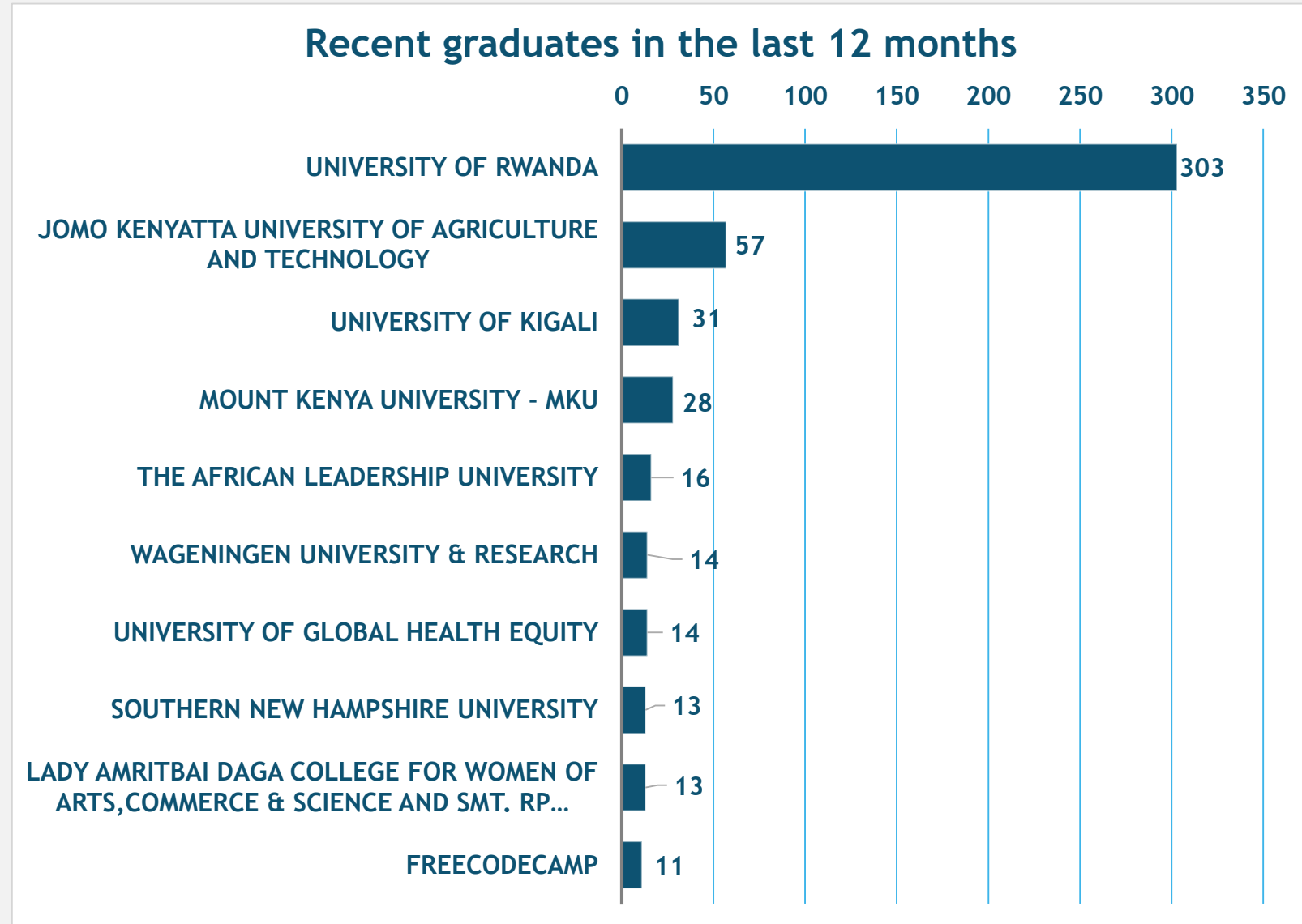University of Rwanda is the biggest Institution producing 21% of the total talent.

Universities producing talents in the agriculture sector comprise of mix of local universities and international universities.

Schools producing this talent

School	Value
UNIVERSITY OF RWANDA	700
FREECODECAMP	107
JOMO KENYATTA UNIVERSITY OF AGRICULTURE AND TECHNOLOGY	107
MAKERERE UNIVERSITY	87
MOUNT KENYA UNIVERSITY - MKU	69
WAGENINGEN UNIVERSITY & RESEARCH	54
ISAE	47
UNIVERSITY OF NAIROBI	47
UNIVERSITY OF KIGALI	42
THE AFRICAN LEADERSHIP UNIVERSITY	30

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.

Data Limitations

Currently, the number professionals within the agriculture sector on LinkedIn is moderately low compared to other sectors, with the total number of professionals on LinkedIn in Rwanda standing at 3,264. 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 agriculture sector in Rwanda. Here below, 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 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)

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