

Occupation and Learning Process

WEEK 9 - Labor Market Trends Analysis

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Objectives

At the end of this session, students will be able to:

1. To identify high-demand sectors and occupations.
 2. Understand how jobseekers access opportunities.
 3. Understand the strategies and tools for application support system.
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1. Background

- Rwanda's labour market in 2024 reflects a continued structural transformation, with employment gradually shifting from agriculture toward industry and services.
 - The share of workers in agriculture declined to approximately 39.9%, while employment in industry and services increased to around 17.2% and 42.9%, respectively. (Labour Force Survey Annual Report – 2024, National Institute of Statistics of Rwanda (NISR), National Institute of Statistics of Rwanda, 2024.)
 - Labour force participation has been rising as more individuals engage in productive economic activities; however, youth unemployment remains a significant policy concern.
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1. Background cont'd

- Despite these positive shifts, wages remain relatively low, with median monthly earnings falling below national living wage standards.
 - Moreover, the informal sector continues to dominate Rwanda's employment landscape, providing livelihoods for a large portion of the workforce but often without adequate social protection or job security.
 - Across local, regional, and global economies, high-demand sectors continue to evolve in response to technological advancement, population growth, climate change and digital transformation.
 - Locally, Rwanda's economic transformation agenda under Vision 2050 and NST1/NST2 prioritizes sectors such as ICT, renewable energy, construction, agro-processing, tourism, manufacturing, and health services.
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1. Background cont'd

- Each of these sectors require a skilled workforce aligned with emerging technologies and sustainability goals.
 - Regionally, within the East African Community (EAC), demand is rising for professionals in logistics, digital finance, software engineering, smart agriculture, and infrastructure development, reflecting cross-border integration and industrialization trends.
 - Globally, the fourth industrial revolution (Industry 4.0) and green transition have amplified the need for expertise in artificial intelligence, cybersecurity, data science, renewable energy systems, robotics, and advanced manufacturing. (African Economic Outlook 2024, African Development Bank Group (AfDB), African Development Bank Group, 2024.)
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1. Background cont'd

- Professionals such as software developers, solar energy engineers, and ICT technicians are increasingly in high demand across Rwanda's labor market.
 - Regionally, the East African Community is fostering new opportunities for fintech specialists, logistics planners and agricultural data analysts, driven by industrialization and digital transformation.
 - Globally, the demand for AI engineers, data scientists, cybersecurity analysts, and renewable energy experts continues to rise as economies embrace Industry 4.0 and green innovations.
 - These shifts highlight the urgent need for a skilled workforce equipped with advanced technical, digital and sustainable competencies to stay competitive in local, regional and global markets.
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1. 1. Electronics and Telecommunication

- Local (Rwanda): The telecommunications and ICT sub-sector has grown rapidly as part of Rwanda's digital transformation agenda.
 - Employment directly in telecoms remains small in absolute numbers (telecom operator staff in the low thousands), yet the sector has outsized value for enabling other sectors via connectivity, digital services, fintech and e-government platforms.
 - The ICT Sector Strategic Plan targets strong digital job creation and innovation-led entrepreneurship. (ICT Sector Strategic Plan 2018–2024: Towards a Digital Enabled Economy, Ministry of ICT and Innovation, Republic of Rwanda, Ministry of ICT and Innovation, 2018.)
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1. 1. Electronics and Telecommunication cont'd

- Regional (East Africa): East Africa's telecom and electronics markets are expanding; mobile penetration, mobile money, fiber backbone rollouts, and investments by major operators have driven demand for network engineers, tower technicians, software developers and ICT support roles. Regional harmonisation (EAC) encourages cross-border labour mobility for specialised ICT skills. (East Africa Telecom: Growth, Challenges, and Future Prospects, Telecom Review Africa Editorial Team, Telecom Review Africa, 2024.)
 - Global: Globally, telecoms and electronics are moving towards 5G/6G, edge computing, IoT, cloud-native stacks and AI-enabled network management.
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1. 1. Electronics and Telecommunication cont'd

- This increases demand for skills in software-defined networking (SDN), network security, cloud engineering, embedded systems and firmware development. Certifications (e.g., Cisco, Juniper, cloud providers) and practical experience are strongly valued by employers. (Shaping the Future: AI, 6G, and Cloud Innovation Redefine Telecom Infrastructure in 2025, TeckNexus Editorial Team, TeckNexus, 2025.)
 - Implications for Rwanda: Rwanda can capture higher-value roles by investing in advanced technical training (networking, cloud and cybersecurity), facilitating partnerships between universities, TVET and industry and creating pathways for SMEs and startups in electronics manufacturing and telecom services.
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1. 2. Other sectors

- Rapid urbanisation and major infrastructure programmes in Rwanda including roads, housing and industrial parks are driving strong demand for professionals such as construction engineers, artisans, factory operators and machine technicians.
 - Concurrently, Rwanda's policy push toward light manufacturing and industrialisation supports medium-skill job growth in sectors like assembly, materials production and factory supervision.
 - The tourism and hospitality sector is a strong contributor to employment in Rwanda, creating roles for hotel managers, tour guides, event organisers and conservation-related service professionals. (Rwanda Annual State of Skills Supply and Demand, Rwanda Development Board (RDB) and Chief Skills Office, Rwanda Labour Market Information System (LMIS), 2022.)
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1. 2. Other sectors cont'd

- Growing demand in both public and private sectors in Rwanda is driving the need for clinicians, nurses, laboratory technicians, teachers, and allied health professionals as the health system expands and education quality improves.
 - Skilled professionals such as health informatics staff, specialist nurses and education managers are becoming increasingly important to sustain sector growth and service delivery.
 - Rwanda's push for electrification, including off-grid solar systems and mini-grids, is opening roles for solar installers, maintenance technicians, project managers, and renewable energy analysts.
 - As the country targets high renewable energy penetration and expands utility services, these skills are critical to achieving sustainable infrastructure growth and job creation in the green economy.
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1. 3. High need occupations & emerging skills

Across sectors, the most in-demand roles and skills include:

- ICT & Telecoms: Network engineers, systems administrators, cloud engineers, cybersecurity specialists, data analysts, software developers, embedded systems and IoT engineers.
 - Construction & Manufacturing: Civil engineers, electricians, welders, machine operators, industrial maintenance technicians.
 - Agro-processing: Food technologists, quality assurance, agribusiness managers.
 - Services & Tourism: Hospitality managers, customer-facing professionals, tour guides, digital marketing specialists.
 - Green economy: Solar technicians, energy systems engineers. (Rwanda Annual State of Skills Supply and Demand, Rwanda Development Board (RDB) and Chief Skills Office, Rwanda Labour Market Information System (LMIS), 2022.)
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2. Access to opportunities in Rwanda

- In Rwanda, job opportunities are accessed through a combination of formal and informal channels.
 - Formal recruitment and public service exams provide advertised vacancies for government roles, while online platforms such as LinkedIn, Facebook groups, and private job boards have become increasingly important, particularly for ICT and formal sector employment.
 - TVET institutions, university career services, and internships offer practical pathways into the workforce, linking education directly with employment.
 - Entrepreneurship and self-employment also play a significant role, especially among youth, with many starting micro-enterprises or participating in the informal economy.
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2. Access to opportunities in Rwanda cont'd

- Additionally, private sector networks and personal referrals continue to be a dominant route for both formal and informal jobs.
 - Government programs, including public employment initiatives and RDB-facilitated placements, further support access to employment.
 - However, several barriers persist, including skill mismatches, low-quality practical training, limited startup finance, geographic disparities in job availability and information gaps where opportunities are not publicly advertised.
 - There are platforms which focus on national recruitment, internships, and public-private employment programs and posts available job opportunities instantly. (Rwanda Annual State of Skills Supply and Demand, Rwanda Development Board (RDB) and Chief Skills Office, Rwanda Labour Market Information System (LMIS), 2022.)
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2. Access to opportunities in Rwanda cont'd

- Job in Rwanda is widely used for local jobs, tenders, and consultancies.
 - Rwanda job covers multiple sectors and include CV database.
 - Kora job portal is a government platform linking jobseekers with employers.
 - LinkedIn Rwanda is getting increasingly used for formal sector and international NGO roles.
 - New Times Rwanda is a newspaper-based listings for public and private sector jobs.
 - The platforms are classified to help jobseekers understand their way of applying and which kind of documents they need to prepare during the application process.
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2. 1. Government platforms

- E-Recruitment Portal: Managed by the Ministry of Public Service and Labor (MIFOTRA), this platform is the official channel for civil service job applications in Rwanda. It centralizes all public sector vacancies and recruitment processes.
 - Kora Job Portal: Established by the Rwanda Development Board (RDB), Kora links job seekers with employers, offering job listings, internships, training opportunities and career guidance. It also supports Public Employment Service Centres.
 - Health Workforce Management System: Operated by the Ministry of Health, this system allows licensed health professionals to apply for job openings within the public health sector.
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2. 2. Non - Government platforms

- **Rwandajob.com:** A leading recruitment website in Rwanda, featuring job vacancies across various sectors, including IT, finance, healthcare and education. It serves both job seekers and employers. Dedicated listings for electronics roles including embedded systems, UAVs, and telecom engineering.
 - **Job in Rwanda:** This platform offers a comprehensive listing of job vacancies and tenders, catering to both local and international organizations operating in Rwanda.
 - **Great Rwanda Jobs:** A user-friendly job board that provides current employment opportunities across different industries in Rwanda, aiming to connect employers with potential candidates.
 - **Jobs4rw.com:** A locally focused job board designed to help Rwandans find meaningful employment, offering a range of job listings from various sectors.
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2. 2. Non - Government platforms cont'd

- MindSky: An online talent platform that connects employers with pre-screened professionals in East Africa, including Rwanda, facilitating both freelance and full-time employment opportunities.
 - NGO Jobs in Africa: A specialized platform aggregating job opportunities within non-governmental organizations across Africa, including Rwanda, suitable for those seeking careers in the NGO sector.
 - ReliefWeb – Rwanda Jobs: Operated by the UN Office for the Coordination of Humanitarian Affairs, this platform lists job openings in humanitarian and development sectors within Rwanda.
 - These are few from a big list and many platforms are created everyday.
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3. Platform strategic information access

Government

Platform	Application process	Required documents	Key Skills/ Competencies
E-Recruitment Portal (MIFOTRA)	1. Register an account	CV/resume, National ID/Passport, Academic certificates, Work experience certificates, Motivation letter (if requested)	Job specific qualifications MS Office/computer literacy Communication and problem solving, public service ethics
	2. Fill in personal, education, and work details		
	3. Apply to advertised vacancies		
	4. Track status online		

3. Platform strategic information access cont'd

Government

Kora Job Portal (RDB)	1. Create online profile	CV/resume, Cover letter, Academic certificates, ID/Passport	Sector specific technical skills, Networking and communication, Adaptability and entrepreneurship mindset
	2. Upload CV and documents		
	3. Apply to vacancies internships		
Health Workforce Management System (MoH)	1. Register with professional credentials	Professional license (doctor, nurse, lab tech), CV/resume, Academic qualifications, ID/Passport	Clinical/technical skills- Compliance with regulations, Communication and teamwork
	2. Search and apply for health vacancies		
	3. License verification		

3. Platform strategic information access cont'd

Private

Rwandajob.com, Job in Rwanda, Great Rwanda Jobs, Jobs4rw.com	1. Create profile	CV/resume, Cover letter, Academic certificates, Work experience references	Sector-specific technical skills, Communication, teamwork, problem solving, Digital literacy
	2. Search jobs by category/location		
	3. Submit CV & cover letter		
	Possible online assessment		
MindSky	1. Sign up & create profile	CV/resume, Cover letter- Academic certificates, References, Work permit (if international)	Specialized professional knowledge, Project management and evaluation, Communication and cross-cultural teamwork
	2. Browse jobs		
	3. Apply online		
	4. Some require assessment/interview		

3. Platform strategic information access cont'd

Private

NGO Jobs in Africa	1. Create profile	CV/resume, Cover letter- Academic certificates, References, Work permit (if international)	Specialized professional knowledge, Project management and evaluation, Communication and cross-cultural teamwork
	2. Browse NGO jobs		
	3. Apply online		
ReliefWeb – Rwanda Jobs	1. Sign up		
	2. Search & apply for humanitarian development jobs		
	3. Possible competency-based assessment		

3. Platform strategic information access cont'd

- An effective application support system in Rwanda relies on well structured strategies and reliable digital tools to simplify, secure and manage the entire application process.
 - The main strategy is to ensure the platform is user-friendly, allowing applicants to easily navigate, fill in information and upload documents without technical difficulty.
 - This is supported by automation, where systems automatically acknowledge applications, screen for eligibility and send real-time updates or reminders through email and SMS notifications.
 - Transparency is also essential as applicants can track the progress of their applications at every stage, while administrators monitor submissions and review timelines efficiently.
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3. Platform strategic information access cont'd

- Another important strategy involves system integration with other national databases, such as ID verification, education credentials and licensing systems, to ensure authenticity and reduce manual verification delays.
 - Strong data security measures, including encryption and user authentication, safeguard personal information and uphold privacy standards.
 - Continuous user support is also prioritized through help desks, chatbots and feedback channels that enhance the user experience and guide applicants in real time.
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3. Platform strategic information access cont'd

- The tools that drive these strategies include online recruitment portals discussed before, central platforms for submitting and tracking applications.
 - while document management systems ensure proper storage and retrieval of CVs, certificates and identification records.
 - Additionally, communication tools such as email and SMS gateways keep applicants informed, and analytics dashboards provide insights into application trends, performance and skill gaps.
 - Finally, security and authentication software strengthen the system's reliability, making the entire application support process efficient, transparent and secure.
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