

# Tech Skills Availability in Africa

Research conducted by VansonBourne in SA, Nigeria, Kenya – November 2022

## IMPACT OF A LACK OF SKILLS ON AFRICAN ORGANISATIONS



**4 in 5**

African organisations were affected negatively by a lack of skills in the past year

**41%** reported employees leaving due to pressures of understaffing



Due to a lack of skills

**46%** could not meet client needs

**53%** suffered reduced innovation capacity

**60%** have lost customers

## TALENT ATTRACTION STRATEGIES



**96%** of African organisations use employer brand initiatives to attract talent

**45%** of African organisations allow remote work some of the time



**23%** of African organisations expect employees to work in the office all the time

**37%** of Nigerian organisations expect this vs only **13%** of South African ones



**65%**

have a fully-developed Diversity & Inclusion programme

**31%** are in the process of implementing one

**7/10**

use a Human Capital Management or Employee Experience tool to support talent attraction and retention



AFRICA IS THE WORLD'S MOST YOUTHFUL CONTINENT

**60%+** of Africa's population is under the age of 25

Africa is the world's future workforce



**50%+** of global population growth between now and 2050 will be in Africa

Most population growth in the next 25 years will be in Africa

1.3-billion out of 2.2-billion people born by 2050 will be in Africa



## MOST WANTED TECH SKILLS

**97%** of African organisations expect to have a tech skills challenge in 2023



**93%** said the need for tech skills has increased in the past 12 months

Attracting skilled new recruits is the #1 tech skills challenge



Most in-demand skills

**63%** Cybersecurity  
**63%** Data analytics  
**49%** Developer

**49%** Industry skills  
**48%** Digital transformation skills

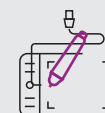
Factors driving need for skills

**62%** Cybersecurity

**52%** Innovation

**58%** Impact of new technologies

## SKILLS DEVELOPMENT



**6%-15%**

is the amount of the HR/IT budgets most (66%) African organisations invest in training and skills investment

**3 in 10 companies** offer IT training and skills development to employees any time they need it



**71%** of African organisations rate the quality of tech skills produced by education systems as Excellent or Above Average

**8 in 10 South African organisations** would like to partner with educational and training organisations to fill skills gaps

