



AFRICA CAREER REPORT

Edcent for Business

I'm delighted to present the Edcent Africa Career Report 2022 today, a thorough analysis of the state of skills throughout Africa. The Global Skills Report gathers data from more than 100 countries and 50 thousand students who used Edcent to learn a new skill. According to the report, marketing, business, technology, and data science are the three most in-demand skill sets driving employment in the digital economy. This year's report, where regional differences are noticeable, also highlights rankings changes for each country and state-specific data for South Africa and Nigeria.

The 2022 Global Skills Report demonstrates how the speeding up of digital transformation, inflation, and global unrest is driving up demand for the digital and human skills necessary to thrive in the modern economy. More robust investments in human capital are required as a result of the Great Resignation and automation because organizations must give top priority to acquiring the digital and human skills that are in high demand in order to create a workforce that is both competitive and equitable. Our data demonstrate that these skills are not evenly distributed, and low-wage workers and students need access to flexible, affordable, and quick routes to entry-level digital jobs that lay the groundwork for a more robust and inclusive economy.

Jobs portal [CareerJunction](#) has published its Employment Insights for June 2022, highlighting the job skills that are most in demand in Africa right now.

The insights report replaces CareerJunction's previous job supply and demand index, taking a more detailed look at the job sectors in the country currently hiring, and which positions are most sought after.

The report is based on comprehensive data gathered from Saongroup South Africa – where around 5,000 of the continent's top recruiters (both agencies and employers) advertise their positions to millions of registered jobseekers.

According to the index, job offerings continued to show a positive trajectory over the past month, with online hiring activity increasing by 6% between May 2022 and June 2022. Year-on-year, hiring activity has increased by 23% between June 2021 and June 2022.

Mike Ikenwa
Founder/CEO
Edcent

Search Trends on Edcent

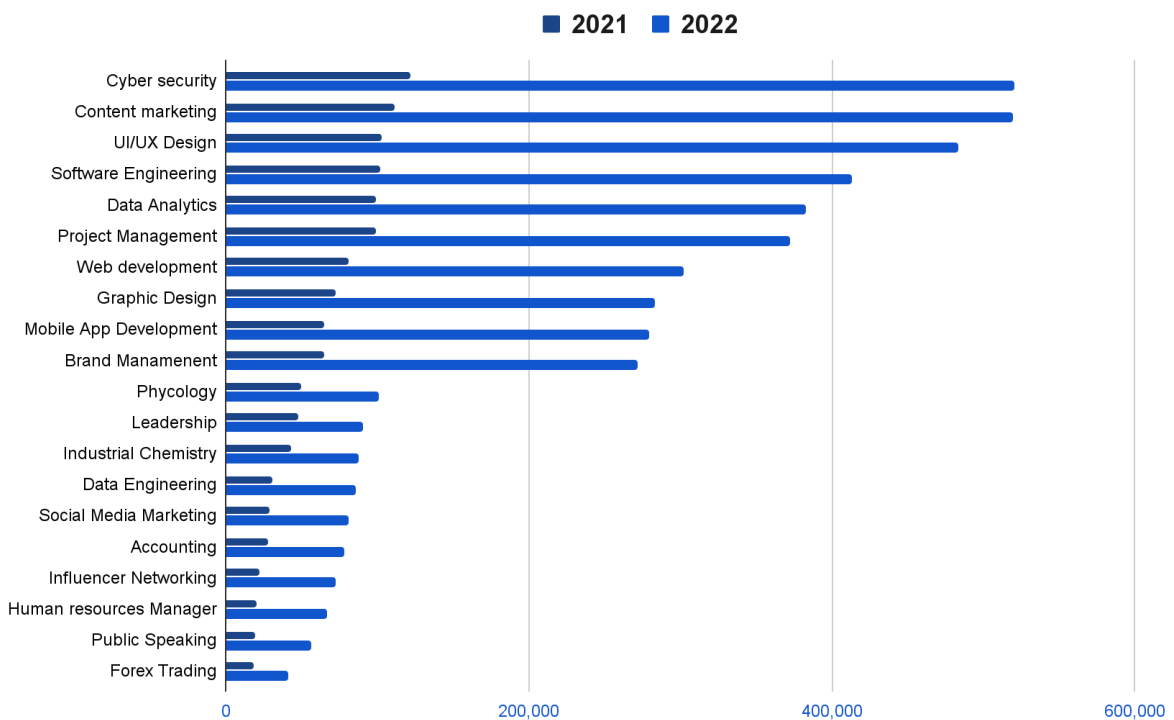
Over the past year, we have seen a very sharp increase in some of the most in-demand courses on Edcent, with Cyber Security seeing the most significant increase in searches by visitors on Edcent with a 328.8% increase from 2021.

Here is the breakdown of the top 20 most searched courses on Edcent between October 2021 to October 2022

S/N	COURSE	2021	2022
1	Cyber security	121,456	520,923
2	Content marketing	111,031	519,602
3	UI/UX Design	102,491	483,882
4	Software Engineering	102,307	413,441
5	Data Analytics	99,291	382,739
6	Project Management	99,200	371,909
7	Web development	80,821	301,720
8	Graphic Design	72,529	282,830
9	Mobile App Development	65,103	279,810
10	Brand Management	64,830	271,481
11	Phycology	50,101	100,500
12	Leadership	47,823	90,239

13	Industrial Chemistry	42,630	87,729
14	Data Engineering	31,012	85,920
15	Social Media Marketing	28,310	80,991
16	Accounting	27,703	77,692
17	Influencer Networking	21,830	72,497
18	Human resources Manager	20,009	67,110
19	Public Speaking	19,101	55,928
20	Forex Trading	18,000	40,872
TOTAL		1,225,578	4,587,815

The search data from 2021 compared to the data of 2022 shows that more students are coming on Edcent to search for some of the most in-demand skills which from projections are going to be the highest paying jobs of 2023 to 2024



In-demand job skills

Finance, business & management, as well as admin, office & support, have seen the biggest increase in hiring activity in the last months of 2022.

In each sector, several roles have been advertised more frequently.

Finance: +12%

- Financial / Project Accounting
- Investment Management
- Accounts Payable / Receivable
- Cost and Management Accounting
- Purchasing and Procurement
- Bookkeeping
- Risk Management

Admin, office and support +7%

- Teller / Cashier
- Admin Clerk
- Health, Safety and Environment
- Client / Customer Support
- Human Resources
- Switchboard / Reception
- Secretary

Business & Management: +7%

- Middle / Department Management
- Senior Management
- Executive Management
- Team Leader / Supervisor

Notably, and quite a positive indicator for job seekers, there has been no significant decline in hiring activity in any job sector, CareerJunction said.

On the supply side, the jobs portal noted significant growth in candidates signing up to apply for jobs in community services, welfare, and the medical and health sectors. There has also been a sharp increase in the number of manufacturing & assembly skills coming into the market, with artisans, machinists, assemblers, and various quality and process control skills available.

According to CareerJunction, job opportunities in this sector have been growing continuously since the third quarter of 2020, with West Africa driving the biggest growth of manufacturing and tech jobs.

The roles within certain sub-sectors that have been particularly driving the job growth include

- Metallurgy/Boiler making
- Materials Control
- Production Inspector/Testing
- Supply Chain Control
- Quality Control
- Machinist
- Plant/Production Control

“The highest growth rates were evident for metallurgy & boiler making jobs, materials control, production inspection/testing, and supply chain control. Since Q1:2020, hiring activity increased by between 70% and 127% across these occupational fields,” CareerJunction said.

“This growing hiring trend was also observed for quality controllers, machinists, plant/production controllers, and process controllers, where demand increased by between 31% and 61% compared to Q1:2020,” it said.

Some of the most in-demand job skills in the sector are for fitters, millwrights, and supply chain managers. Some market-related salary offerings for top in-demand skills include

- Fitter: \$1,150 – \$1,533
- QA Engineer: \$1,424 - \$2,464
- Plant Operator: \$717 – \$821

The best paying jobs in Africa 2022

There are still well-paying professions on continent despite the effects of the pandemic and ongoing changes in numerous sectors of the African economy. Knowing the highest-paying jobs in Africa will put you on the right path to

professional success because there are many careers and professions that are in demand.

The best-paying jobs in Africa are highlighted in this article. The highlighted positions are supported by thoughtful analysis from dependable sources like Glassdoor, McKinsey, Dollar Sprout, etc.

1. Software Development

According to Glassdoor, software development is a lucrative and high-paying job on the African continent. With the high demand for software development jobs in Africa, African developers are getting full-time jobs that pay as high as \$107,731 per year.

The job involves developing, designing, supporting, and deploying software to customers. Furthermore, these developers design application systems and ensure smooth operations. In addition, they create, analyze and test computer programmes and software that solves a specific problem.

2. Marketing

My Job Mag defines marketing as one of the highest-paying professions in Africa. So if you're wondering which valuable skill set is in high demand in Africa, consider the marketing industry. Whether in Nigeria, Ghana, or South Africa, marketing jobs are in high demand with massive salaries.

According to Glassdoor, the average salary of a marketer in Africa is \$111,154 annually. The job involves analyzing demographics and promoting services and products to audiences. Furthermore, the job involves promoting ideas to target customers to increase revenue and business growth.

3. Agriculture

According to Mckinsey, Agriculture is Africa's largest economic and highest paying sector with rewarding opportunities. With the increased demand for food and services in Africa, agriculture is a lucrative sector. While the industry requires farm management, business research, food production, and consultancy work, employees earn \$60,000 annually.

Agricultural engineering is the highest-paying career in agriculture where you need to solve problems with scientific solutions. However, commercial farmers earn up to \$90,000 per year, and animal healthcare employees get \$24,000.

4. Mining

A report by Ventures Africa said mining accounts for 20% of Africa's economic activity and is one of the highest-paying jobs on the continent. As a result, mining is lucrative in Africa, with scientists, surveyors, geologists, engineers, and drillers benefiting massively from the sector.

Mining engineering is the most lucrative field in this sector due to mineral extraction and its economic impact. Furthermore, economics, science, geology, and engineering are the highest-paying fields in mining, with an average annual salary of \$72,000. Miners are responsible for the design, planning, operation, safety, and management of mines.

5. Information and Communication Technology (ICT)

According to Afrowave, the Information and Communication Technology industry is lucrative with many high-paying jobs. This industry is heavily technical, and Nigeria accounts for 82% of Africa's information and communications technology market.

The highest-paid areas of ICT include technical architecture, mathematics, and business analysis. Furthermore, the most sought-after ICT jobs include computer science and information system management. While this profession requires an artistic and creative brain, it pays \$52,000 annually.

6. Chartered Accountants

According to Go Study, chartered accounting is a high-paying job with demand usually exceeding the availability of qualified people. Many corporations and businesses are always searching for chartered accountants, justifying the rewarding career on the list.

While becoming a chartered accountant requires discipline and sacrifice, it is hugely rewarding, especially in Africa. Besides, the average salary of a chartered accountant in Africa is \$51,637 and requires four years of academic study in most African universities. Furthermore, you need three years of educational training to become a certified accountant.

7. Banking and Finance

According to Consultancy Africa, the banking and finance industry is a lucrative and high-paying job on the continent. While the report further discloses that Africa's banking sector has a bright prospect worldwide, there are various careers in the industry. The industry requires employees with a degree in accounting, economics, or actuarial science.

Furthermore, financial management, finance, investments, securities, and insurance are major areas in the banking industry. But the Analyst sector is the highest-paying career in the industry, with an average annual salary of \$49,200. This is followed closely by technology and digital implementation skill which according to the Edcent data is among the highest-paying jobs in the banking sector.

8. Transportation and Logistics

According to Small Starter, Africa's transportation and logistics industry is worth billions of dollars. Therefore, this industry offers lucrative opportunities and high-paying jobs in Africa. While companies in this field hire graduates from all fields due to their supply chain orientation, it is a lucrative business idea, Edcent data shows.

A career in this field requires solid knowledge of engineering, architecture, construction, and logistics management, and it is one of the highest-paying jobs in Africa. An average transportation and logistics manager in Africa earns \$33,600 per year. In addition, you can earn as a strategic planner or distributor between suppliers and customers.

Conclusion

Now that you know the best-paying jobs in Africa, it's your turn to decide whether you need a career change or not. Whatever you decide, ensure you consider your options carefully. You can benefit from the high-paying jobs in Africa, from software development to marketing, chartered accountant, transportation, and logistics. These jobs are lucrative and offer money-making opportunities with massive rewards for sacrifice and discipline. But don't just choose a career for its money-making potential. Instead, consider selecting the right fit for you.

Africa country ranking

After the damage caused by the Covid-19 pandemic in 2020, the financial year 2022 will undoubtedly be a period of significant rebound for most African companies. This is evidenced by the turnover of the Algerian giant Sonatrach (#1), which in 2021 soared by 70%. Meanwhile, our latest edition of the Top

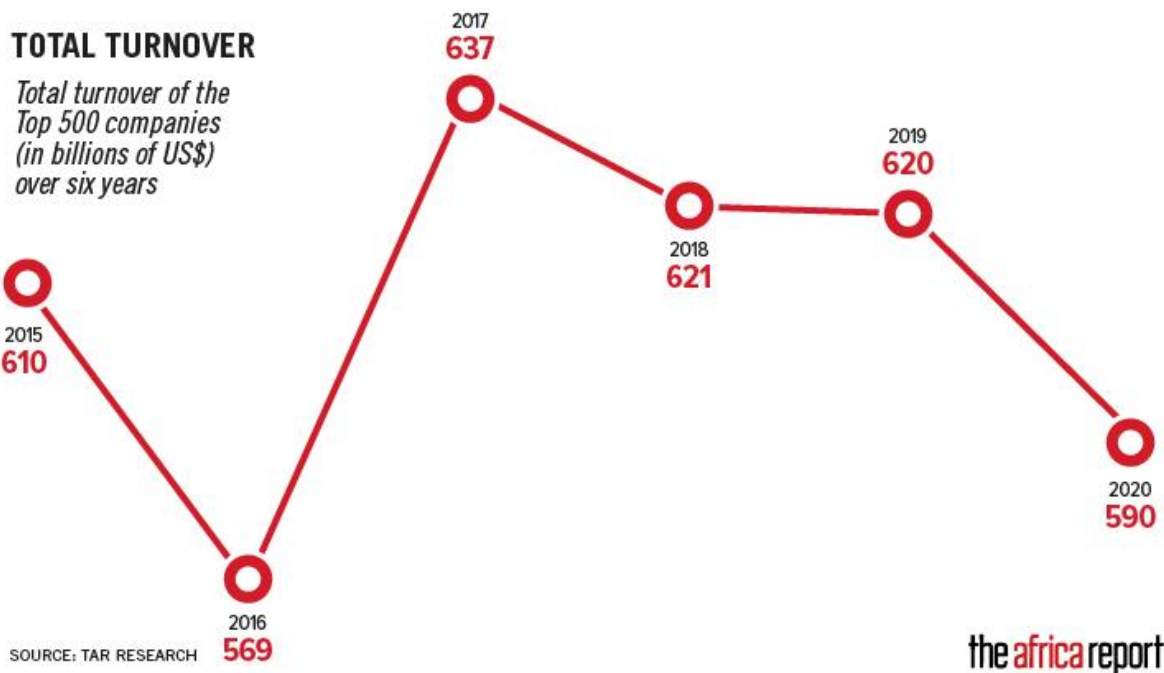
500 Companies ranking, which focuses on the performance of companies in their financial year 2020, was marked by depression.

The cumulative turnover – \$590bn – of this exclusive ranking by *The Africa Report* represents a decline of 4.8%. In absolute terms, we have to go back to 2016 to find a lower figure, namely \$569bn. At that time, there were currency crises in Egypt, Nigeria, and South Africa. As for the peak of activity in 2012 – when the 500 companies in the ranking took in a total turnover of \$757bn –, it will be many years before this can be matched, and even more so in a period of international tensions created by the conflict in Ukraine.

The drop in activity in this ranking illustrates the impact on Africa of the Covid-19 pandemic. The continent fared better than some other places. For example, the cumulative turnover of the CAC40 companies in France plunged over the same period by 14.7%, according to professional services firm EY.

World Trade Organisation director-general Ngozi Okonjo-Iweala tells *The Africa Report*: “**Africa has lost about a decade or more of growth** because of this pandemic, so the continent has been hit really hard; and, even though the IMF projects a rebound, it’s actually much lower for the continent than for other areas.” She says: “There are two determinants of this that we found [...]: the fiscal space within countries to be able to fight the pandemic, to be able to stimulate demand, stimulate their economies, provide liquidity for their enterprises [...], and access to vaccines.”

In Africa, almost all economies felt the effects of the pandemic. The crisis has had a relatively small impact on the health of the population, but prevention and containment measures had, especially in the first half of 2020, a depressive effect on consumption and investment, not to mention the freezing, for a time, of logistics networks. “From March 2020 onwards, suddenly everything in the business world came to a standstill. The recovery from the summer was slow even if companies were able to adapt quickly enough,” says the head of an investment fund operating in West and North Africa.



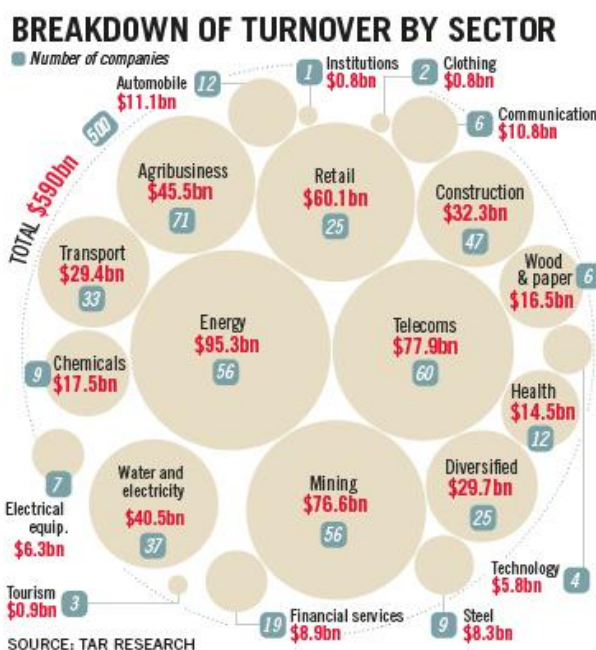
Total Turnover of the Top 500 Companies (in billions of USD) over six years (TAR)

Crude prices cause freefall

Continental GDP fell by 2.1% in 2020, according to the African Development Bank (AfDB). The bank declared this ‘the worst recession in 50 years’, a recession that followed the 3.3% growth in 2019, but preceded the welcome rebound in 2021, which is estimated at 3.4%. The regions of the continent suffered from the effects of the pandemic to varying degrees. In 2020, East Africa fared the best with 0.7% GDP growth. In contrast, Southern Africa’s GDP plunged by 7%. The other regions posted lower levels of growth: -1.1% for North Africa, -1.5% for West Africa and -2.7% for Central Africa.

The crisis was particularly severe for certain sectors: **air transport**, **tourism**, **automobiles**, and, above all, **energy**. At \$42.3 per barrel, the average annual price of Brent crude fell by 33.9% in 2020, according to World Bank data. This is illustrated, for example, by the fall in our ranking of Angola’s Sonangol (#20): its oil sales fell by 25% over the period. The state-owned group, led by Sebastião Gaspar Martins, has postponed its plans for partial privatization and a stock-market flotation, which are still on the table. The plunge was even more spectacular for Total Gabon (#275), but the fall was temporary. The company doubled its turnover in 2021, thanks largely to the spectacular rebound of the price of Brent crude.

The price of non-precious metals, which are essential for the economies of countries, such as Guinea, Mauritania, and the DRC, yo-yoed throughout 2020. While aluminum fell by an annual average of 5% in 2020, according to World Bank data, other mineral prices, such as those of copper (2.7%) and iron ore (16%), rose due to supply-chain disruptions in Australia and Brazil. This context benefited the Société Nationale Industrielle et Minière (SNIM, #108), the iron-ore heavyweight in Mauritania, which rose 44 places. In the midst of the pandemic, its turnover jumped by almost 40% and its profits doubled.



TOP CLIMBERS

COMPANY	COUNTRY	TURNOVER 2019 (THOUSAND USA)	TURNOVER CHANGE
Bulyanhulu Gold Mine (#397)	Tanzania	240 000	+353%
Qalaa Holdings (#58)	Egypt	2 281 791	+153%
Marikana (#77)	South Af.	1 832 985	+130%
ENSP (#468)	Algeria	164 364	+120%
Driefontein Mine (#260)	South Af.	463 521	+97%

TOP FALLERS

Kenya Airways (#254)	Kenya	480 526	-62%
Global Telecom Holding (#183)	Egypt	709 000	-66%
Soc. Tunisienne de l'Air (#453)	Tunisia	178 280	-69%
Airports Co. of South Af. (#492)	South Af.	146 826	-71%
Eterna Oil & Gas (#482)	Nigeria	153 248	-76%

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Gold played its role as a safe haven. Its average price jumped by more than 27% in 2020, benefiting groups, such as South Africa's Sibanye Gold (#9), which entered our Top 10 after a record year. In a period where there were many logistical problems and fears about supplies, agricultural-product prices almost all rose in 2020, and commodity purchases have remained high. This is shown, for example, by the resilience of the Moroccan sugar company Cosumar (#137), which jumped 21 places after recording a sales rise of 5.1% in dirham terms. Dangote Sugar Refinery (#226) is up 63 places.

Whether or not they were previously in difficulty, airlines have paid a very heavy price for the Covid-19 crisis. Top African air transporter Ethiopian Airlines (#43) dropped 10 spots, while Kenya Airways (#254) dropped 142 places. Conversely, companies in traditionally more resilient sectors, such as telecoms,

rose in the ranking. This is shown by the progress of Sonatel (#59, up 15 places) and most of the other Orange subsidiaries, as well as those of MTN Group (#4). Vodacom Group (#12) remains in the same place as last year. Telecom Egypt (#67) moved up 21 places.

“Covid-19 accelerated the digital-transformation leapfrog. In most of our markets we saw a 300% rise in the data throughput in our networks,” says Hardy Pemhiwa, the chief executive of Cassava Technologies, the holding company of Liquid Intelligent Technologies (#167), which runs one of Africa’s largest networks of fiber-optic cables.

NNPC has nothing to hide

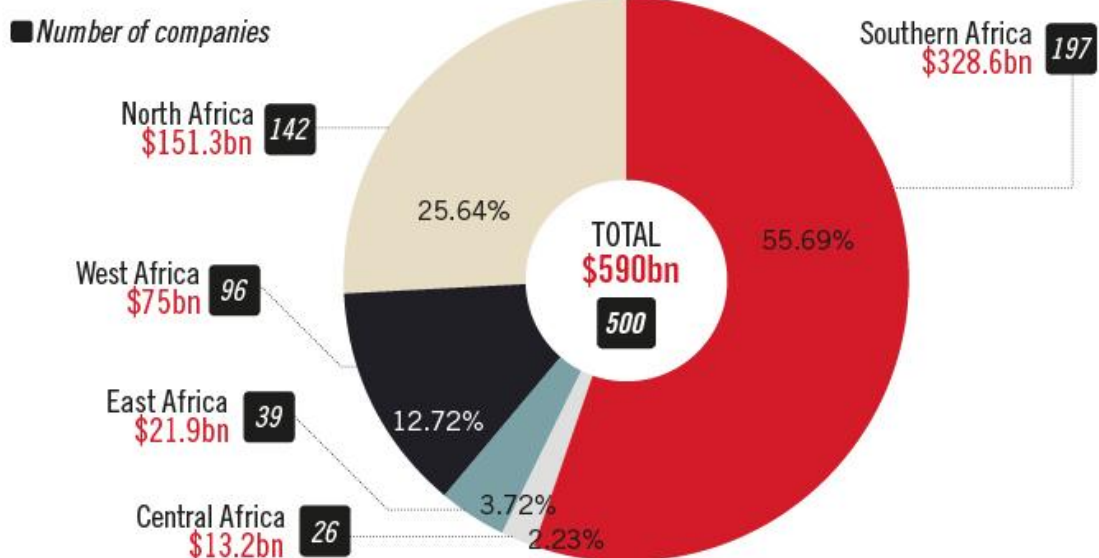
The Top 15 Companies continue to weigh heavily on the overall ranking (27.1% of total revenue, compared with 28.4% last year) with, as always, a strong representation of South African companies (11 versus 12 last year). Some changes are notable in this Top 15. The Moroccan phosphates and fertilisers giant OCP Group (#15) is back in the elite after rising four places, thanks to a year with turnover up by 4% in dirhams. On the other hand, the South African fuel distributor Engen Petroleum (#28), a subsidiary of the Malaysian corporation Petronas, dropped 14 places and left the Top 15, illustrating the shock suffered by the economy of the country in which it has its headquarters.

Within the Top 15, we also note **the return of the Nigerian National Petroleum Corporation** (NNPC, #6). The Nigerian oil company recorded a 19.8% drop in revenue in naira terms in 2020, but it is notable that the state-owned group has started publishing consolidated accounts again after several years of total financial obscurity that had taken it out of our ranking. The NNPC has thus reaffirmed its position as the regional champion in West Africa. On the other hand, another Nigerian oil company, Oando, is no longer included in the Top 500, as it has not published consolidated accounts for several years due to governance problems.

In this edition, only one region saw its relative weight drop in terms of cumulative revenue. This was North Africa (down from 28.4% to 25.6% of the total), mainly due to the weakness of Algeria. The cumulative activity of this country fell from 10.1% to 6.9%, due to the drop in hydrocarbon prices. The weight of West African groups increased by 2.5% to 12.7%, due in particular to the return of the NNPC. Central and East Africa remained at almost unchanged

levels of 2.2% and 3.7%, respectively. In terms of distribution by country, South Africa still carries an overwhelming weight. The country presided over by Cyril Ramaphosa counts for 51.7% of the total turnover of the ranking and 154 companies out of 500.

REGIONAL WEIGHT BY TURNOVER



SOURCE: TAR RESEARCH

the africa report

Côte d'Ivoire comes sixth

Next in line, but following far behind, are Egypt (8.8% of turnover and 50 companies) and Morocco (7.7% and 56 companies). For the first time, Morocco moved ahead of Algeria (6.9% with 14 companies) in terms of weighting in the ranking, due to Sonatrach's decline in activity. Nigeria (6.5% of turnover and 29 companies) completes the top five countries. Côte d'Ivoire (2% of total revenue and 27 companies) is for the first time ranked sixth in the Top 500 in terms of revenue. This is despite the absence of the Société Ivoirienne de Raffinage, traditionally the country's leading company, due to the lack of available data for 2020.

Finally, in terms of profitability, we have **up-to-date results for 321 companies in this ranking**, representing a turnover of \$446bn. All of these companies taken together (including the 88 of them with losses) had a profit and loss balance of \$13.5bn and an average net margin of 3%. This compares to the average profitability of 5.1% in the previous edition and 7.3% in the one before that. Unsurprisingly, the business crisis of 2020 was also a profit crisis. The prize for the biggest loss went to Sasol (#3), with a loss of more than \$6.2bn,

followed by Sonangol at \$3.5bn. The 88 companies in the red suffered a total loss of \$22.9bn.

As for the 233 companies that were able to remain in the black, they generated a profit of \$36.4bn on sales of \$291bn, representing a net margin of 12.5%. Except for Naspers (#16), where the profit was linked to asset transfers, the trophy for the largest profit in absolute terms went to South Africa's Sibanye Gold, at \$2.1bn. In an uncertain world, the yellow metal remains a safe bet.

