**Interviewer:** Okay, thank you for joining me in this interview, and thank you for giving me the permission to record the interview. So, we will start the interview right away. But before we start the interview, there are 6 sections in this interview. There are a few questions under each section. Some sections have 5 questions, 0r 4 questions or 6 questions. Let's go straight to it. I will start with section one. So, section one, we're going to be talking about demographic information, very short questions, and of course, short answers. So, the first question under section one is, can you please share your age, gender and country of origin?  
  
**Participant 16:** Okay, my age is 39. I'm 39, and I'm a male, and my country of origin is Nigeria.  
  
**Interviewer:** Okay, thank you. Second question is, what is your highest level of education, and what country did you obtain your degree from?  
  
**Participant 16:** Okay, I had my bachelor's in Nigeria, in 2008, and I had my master's degree here in the US in 2005, 2025 sorry.  
  
**Interviewer:** Did you say 20? I didn't get that well

**Participant 16:** I had my master's degree in March 2025 in the US.  
  
**Interviewer:** Okay, thank you. How long have you lived in the US? Specifically in Maryland?  
  
**Participant 16:** Approximately 4 years.  
  
**Interviewer:** Okay, thank you for sharing that. What is your current profession or job title?

**Participant 16:** I'm in the IT space. And I'm currently a project manager leading one of the major projects in the company I work for.

**Interviewer:** Okay, thank you for sharing that. The last question under this section is, what was your profession in Nigeria before you migrated to the US?

**Participant 16:** I was a business consultant in Nigeria before coming to the US.

**Interviewer:** Okay, thank you for sharing that. We go to section 2. Section 2, we'll talk about push and pull factors. In other words, factors that influence why people migrate from one country to the other. Under this section, I have four questions. I will roll the first two questions into one. So, let's start with the first two questions. What motivated your decision to migrate to the United States? Were there specific factors in Nigeria that pushed you to leave, e.g., economic, social, or political challenges?

**Participant 16:** Okay. Good question. So, I will say, basically, it was for a career improvement, and considering the fact that the US has a better opportunity in my industry, which is basically the technology industry and the opportunity to give my family a better life, especially my kids. That was one of the major motivating factors why I moved to the United States.

**Interviewer:** Okay, thank you for sharing that. So, moving to the US. Why, Maryland, in particular?

**Participant 16:** So, I've always come to the US over the last couple of years, as far back as 2012, I can remember. I often come once a year for a maximum of 2 weeks, or just for holiday. So, I specifically chose Maryland because of the opportunity it possesses. I lived in Lagos most of my years, and I wanted an environment which is friendly, which my children can also experience the four seasons in America, and a place where I can also meet people of like mind, where is also accessible to the capital of the United States, not too close, not too far. And that's basically the DMV area. Also, I have some family and friends around me here, so which kind of give an opportunity for me so as not to be, you know, just by yourself.

**Interviewer:** Okay, thank you. Thank you so much. The last question under this section, what challenges have you encountered during the migration process?

**Participant 16:** Yeah, em, quite a lot of challenges, ehhn, we came in, I came in with my family shortly after Covid. So, I could say, trying to regularize documents, getting appointments for the basic things you need to do like a driver's license during Covid was hectic, appointments were not forthcoming, so I could say that was a major one. Another thing during the migration process, I would say, is the adaptability of the weather. Emm, I lived in Lagos like I said, so, which is a temperate region in Nigeria. Coming here, the cold, I had to battle, you know, adapting to the weather. I also came in with a little girl back then, that was just approximately like 2 years and some months old. Yeah, I think 3 years around that time. So, also getting my daughter into school shortly after Covid was also a major challenge and emmm, trying to fit in into the corporate economy, the corporate culture of America was also a major challenge during the migration process that I could say.

**Interviewer:** Okay, thank you for sharing that. We go to the next section. The next section, we’ll talk about professional experiences. You said you were a business consultant back in Nigeria before you came over to the US. So, emmm, the next, first question under this section is, please tell us about your career trajectory in Nigeria before relocating to the United States. Can you shed more light, specifically, how, what your career growth was like in Nigeria before you left?

**Participant 16:** Yeah, good question, I'll say. So, when I finished back in school in 2008,  
so shortly after then, I was opportune to work with, because my first degree was related to, my first degree was actually geology. I don't really like to share that. So, I worked within the hydro- geology industry, basically drilling boreholes. And over time, I was within the maritime industry, and I was a data analyst. My skills in IT, not even what I read in school actually positioned me for that. So, over a couple of years, I became a project consultant for a construction company back in Nigeria. They had a maritime department, and we were consulting for them on behalf of the Federal Government of Nigeria. So, it was a very good opportunity for me to leverage a lot of my skills, my expertise that I gathered over the years for myself. I was also opportune to work in an oil and gas company, also as a technical business associate, basically talking to stakeholders from different walks of life and making sure that their requirements, it's being collaborated for any tools and software that the organization was using at that point within the oil servicing industry in Nigeria. So, that kind of gave me a better advantage to scale up my skills, when it was necessary for me to migrate to the US. So back in Nigeria, I also worked for different organizations, which might be kind of confidential because of the level of details it involves, but moving to the (inaudible), so I think my skills and expertise, being a business consultant, project manager, project analyst, data analyst back in Nigeria was very helpful for me when I had to move to the US.

**Interviewer:** Okay.

**Participant 16:** So, yeah.

**Interviewer:** Okay, yeah. I'm sorry, I didn't mean to interrupt you. I knew you were going to start your career path in the US but that's a separate question which I'm going to ask you next. But before we go to that question, I must say that you really have a very interesting career back in Nigeria, from geology to maritime, to construction, to oil and gas, to IT, to government contract, and to some other things that you did not mention, that's quite interesting and inspiring. Before I move to the next question. Like, how many years did you work in Nigeria professionally before you left Nigeria?

**Participant 16:** You know, I'll say from 2009 to 2020. How many years is that? I'm not too good of a Mathematician.

**Interviewer:** That should be 11 years.

**Participant 16:** Yeah, thereabout.

**Interviewer:** Okay, thank you for sharing that. So, let's move to the next question. Having, told me about your career trajectory in Nigeria, how would you describe your current career trajectory in the United States?

**Participant 16:** Yeah. So, as we all know, there's always a starting point for migrants, especially coming to the US. If you're coming back from Africa, you need to put food on the table if you have a family. So, it wasn't easy but the determination to get this going kept me moving forward. So, I would say I did what everybody often do like working in the healthcare industry but I had something at the back of my mind that this is just a temporary situation and as God would have it, I got something else which was more of a customer care representative in another organization while I was still doing the healthcare job. While doing that, I needed to take up some certifications that are relevant in the US, and which I did. I did some few certifications and I started applying and attributing some of my skills, my experience, and my project stories back in my home country, Nigeria to the current situation in America, so I can well position myself. So, I would say I got my first opportunity in the US, to be in the tech industry in 2021, mid 2021, and that kind of kindled the landscape of every single thing for me and for my family, which over the years till now, till 2025, I've moved from different organizations. I've also moved up the ladder in my career, and I've also moved up the ladder in my current workplace. So, I would say, leveraging on certifications that are relevant here in the US, updating my skill set, taking some additional courses, training and certifications were very helpful for me. I also did two programs, I did a short 6-month course from a university back in Indianapolis, which was an online program just to position me very well. I did that 6 months immediately we landed in the US. And I also had my master's degree here in the US. So, coupling all those together, I would say they were very beneficial for me to scale up my skill and connect and be in the corporate American world. I would say.

**Interviewer:** Okay, thank you for sharing that beautiful and inspiring journey since you moved to the US. That's quite inspiring. We’ll talk more about some of the things you mentioned in your career growth in the US, later in the interview. You said you have a master's degree in the US, here?

**Participant 16:** Correct. Yes, sir.

**Interviewer:** Okay. So, the next question I want to ask is, it has to do with skills and academic qualifications. So, the next question I'm going to ask is, how well do you feel your skills and qualifications are being fully utilized in your current position in the job you are doing at the moment?

**Participant 16:** So, I want to say this, education is never a scam, and it will never be a scam. No matter the qualification, no matter the background, it always has a way to play out. Despite the fact that my first degree was in geology, and what I'm doing now is in tech. Someone could easily say there's no connection but every now and then I start seeing the reason why I had to go that route first to where I am now. So, my skillset over the period of years has transitioned across various industries like I mentioned, maritime, oil and gas.  
  
**Interviewer:** IT, construction, you know.  
  
**Participant 16:** IT,Construction. But one thing was certain, I was on the path of project management in all this. So across various industries, every single thing was, I was relating to it as if I was handling a project. So, I would say, my personal skills in terms of my communication skills, which I had to build over the time, being a very good team player, putting attention to details, time management like being a critical thinker, you know, being very into details, like having problem solving skills, being able to be adaptable and flexible. To be able to work in a multicultural, multi dynamic environment or an industry over the years has helped me to fully utilize up to my… I’ve been able to put all those together to be able to have a successful career so far, which I'm still in the path of building that, and it has helped me in my current role where I'm working today. So, these are skills I gathered here and there, bits and bits across, you know, as I journeyed around different industries (laughs).

**Interviewer:** Hmm, yeah, that's quite interesting, very interesting to hear that story. Thank you for sharing that. You know, when we grow as human beings, or we go through different routes or parts to get to a place, there are times that you have some challenges along the way. So, my next question is about challenges, what barriers have you faced in the professional landscape, such as licensing requirements, recognition of foreign qualifications or workplace discrimination? What strategies have you used to overcome these challenges?

**Participant 16**: So, one thing I, the strategy I used. Immediately I knew that I was going to be relocating, so over the years as far back as 2010, I'd always wanted to have my second degree abroad, so I intentionally said, I'm not going to do anything about my second degree in Nigeria. So, I always gain admissions, but you know, to put the funds together was a bit of a challenge on myself. So, I've always had my education, I've always had that done by WES. So, I've always been able to do that even back in Nigeria. So of course it's not expired, so immediately I moved to the US, I did a reevaluation through WES again. I did a reevaluation of all my certifications, so I could convert that, so I also translated my, we call a resume, CV in Nigeria.

**Interviewer:** Okay.

**Participant 16:** And there’s a format we use in Nigeria so I had to leverage on internet to be able to translate my CV in Nigeria to the American standard of resume format. So, I also leveraged on that. Another thing I did was to take up certifications that are relevant to the US industry. So, being in the project industry, the project management pathway from Nigeria, the Nigerian Project management methodology uses the British method, which is called a PRINCE2 Methodology, and a PRINCE2 certification, so to say. But here in North America, the US, Canada, Mexico, and what have you, they often focus, using the PMI certification, so I quickly had to take some certifications along that line so that I can fit in into the industry. I also did some personal training, you know, I joined mentorship classes, here and there. Like I mentioned earlier, I did like a 6-month crash program with a university, just to be sure that I'm actually on the right way to position myself for better career opportunities here in the US. So, these and many more are things that I kind of put in place to help me make sure that I'm able to break into the industry, and I'm able to be recognized. In terms of workplace discrimination, the good thing is that, an environment like the US, they have a policy where there should be no discrimination. But you know, we still kind of experience that, either politically or otherwise. So you might be very good at your work but if you are not social, then you're lacking something. So I need to watch YouTube videos, how to be more social, how to engage with people of color. I'm a people of color, how do I engage with people of other colors? How do I speak to them? As an African, generally we talk loud and when we talk loud, it seems as if we are angry, so to say. So here in the US, they talk so cool, they talk so calm, so I had to learn that when I'm talking to my colleagues at work I don't need to raise up my voice. When I raise up my voice, it’s as if I’m talking in capital letters, it’s as if I'm shouting, it’s as if I’m angry with them. So I had to learn those little workplace culture that can make people of color fit in into the environment. So watching YouTube videos, researching online, talking to people that have gone ahead of me, you know. I have a mentor, I have a role model in my industry, I kind of talk to them every now and then to see where I'm lacking behind, what I need to do to, you know, to move up the ladder. So these and many more things kind of contributed to where I am today and I thank God for that, I would say.

**Interviewer:** Yes, thank you again for sharing that, preparation is very important, and you took your time to prepare, to understand and to apply. Thank you for sharing that. Emm, let's go to Section 4. Section 4, we’ll focus on cultural assimilation and social integration. You've touched on that a little but let me ask you specific questions in case you have something to add to it. How would you describe your experience of cultural assimilation in Maryland? Have you experienced any cultural or social challenges since you migrated and how have you navigated these cultural differences both in your personal and professional life? I know you’ve talked a little bit about them but in case you have something to add or want to reframe in another perspective.  
  
**Participant 16:** Okay, that's fine. That's question 5 of section 3, right? If I'm correct.  
  
**Interviewer:** This is question… I combined section 4’s cultural assimilation and social integration. I combined the first 3 questions into one. I just wanted to understand your experience of cultural assimilation and the challenges that you possibly faced during the assimilation phase. And if, yes, and if you have any, maybe particular personal or professional challenges in that respect.  
  
**Participant 16:** Okay, great, good. So in terms of my experience of cultural assimilation in Maryland, I really do not feel so much pressure because back in my home country, I've worked in multicultural, you know…  
  
**Interviewer:** Environment.  
  
**Participant 16:** When you work in the oil and gas industry, you're going to have expatriates around you, everywhere (laughs). So I had expatriates from different walks of life, from different countries in the world that you can name of. I've had Austrians, Germans, Africans from different culture, or from the US, from the Filipinos, and all of that, so it wasn't difficult for me to just integrate. So I know, you know, at a point back in my home country, I was trying to study, to learn German, because I also moved to another industry which was a German dominated industry in the construction frame. I know you should have an idea of that company, right?  
  
**Interviewer:** Yes, yes, yes.  
  
**Participant 16:** So I had to start learning how to speak German. I was opportune to travel to that place at the time. So, coming to Maryland, I just feel oh, it's just another opportunity to experience the Americans. So it wasn't so much of a big deal for me. In terms of the social challenges migrating, yes, you know, back at home, you know, you always have family and friends around you. There's one social gathering happening there or here. But you know, moving here, now you have kids, you have family. The weather is there to kind of give you a push back. You know, you’re very concerned about security, you know. Is this the right place for me? Is this the right gathering for me? And you know, you're in a land of freedom so you also want to be very careful of what you do and what you don't do. So I experienced some pushback, sometimes you feel lonely but you just have to make a way out of it and you know, just start, maybe an activity with your family, inside the house so as to take that boredom off. So immediately we move, I remember when we moved, we started attending an African church. I attended an African church, basically, my wife really wasn't too cool about that and because we've been in Africa, we’ve lived a better part of our lives in Nigeria, so we just wanted to experience something else and it was good that we found another place of worship, which kind of bridged that gap of where we are coming from to the future state of where we plan to be. So that kind of worked for us. So I would say, that was how we're able to navigate the cultural differences from our professional life and the professional part of that, sometimes the places of work we kind of worked with, they organize some gatherings, maybe like employee week, appreciation week, you know, the American Labor Force Day, black history month day. So if I'm not busy at work, I just join to volunteer, I join to also be part of that kind of program. So we have lunch time with the people of your department. So that kind of help in terms of the cultural/socio combination together.

**Interviewer:** Okay, thank you for sharing that too. So one more question here. I want you to talk about the kind of support you got when you came over to the US, in terms of, maybe from community networks or organizations because when people come over to the US, people look for support in different angles, from different places. Are there specific community networks or organizations that have supported your integration? How well have these organizations supported your career advancement?

**Participant 16:** Hmmm!Big question, and as an African, I am really, I'm very particular about this because I don't think our community, especially from Nigeria is strong enough to pull people through. I don't think there are…(inaudible). So for me, one community I can categorically say that was beneficial in terms of integrating to the new environment that we found ourselves, because of pushbacks from people, you know, you ask for information, they're not ready to share. If you see, you just want to overtake them, so the competition was kind of fierce, and the negative energy that was coming from people that you think should be able to support you was too much so I just leveraged on the internet. So I discovered that, well, I've been coming here for a while so I did my background studies some few times very close to when I decided I'm going to migrate. So I started gathering my feedbacks, my surveys, here and there and, you know, go to different states in the US when I come visiting so and then, what I do most was researching online. I don't take no for an answer. Most of the things that people told us that were not possible, we later found out that it was possible, and there were, of course, the few ones that were ready to give out information, that the information did not turn out to be positive. It's either they lack the information itself, you know, we don't like to read. Africans, we don't like to read. Most of these processes are documented somewhere. So we kind of, the communities themselves, or the people or organizations themselves, they leverage on hearsay rather than what is already written, like the proper way of doing things. So in terms of community networks, organizations, I will say none. It was later, maybe sometimes last year, a friend of ours, kind of told us, there's a Nigerian community somewhere in DC, that helps people to integrate, and even though, I didn't reach out to them but I told some few friends of mine to reach out to them but they weren’t even forthcoming, so they say. (laughs) So, I wouldn’t say they were beneficial to my career advancement, rather, I would say the information online was beneficial to my career advancement.

**Interviewer:** Okay. Thank you for sharing that. That's a big takeaway for me, you talking about lack of access to information, to guidance from maybe something you can call like a familiar community that you can reach out to for support, for guidance, for direction. And how you have to rely on yourself to go look for this information. And you also mentioned another important factor which I think I've also gotten from many people have talked to, this issue of asking for information from people. You ask five different people information; they tell you five different things. So at the end of the day, you're confused, you don't know which one is the right one, or you don't know which one is the wrong one. Thank you for emphasizing that, I appreciate it. We go to Section 5. Section 5, I have just about 2 questions here. This is where we talk about cultural and economic challenges. The first question here is, do you feel torn between the cultural expectations of Nigeria and that of the United States? How do you navigate this conflict? How do you navigate this conflict of dual cultural expectations?  
  
**Participant 16:** Wow! This is a very intelligent question, I must say. Anybody that puts this question together must be a very smart person. Yeah, so I'll say good question there. So, sometimes I feel torn in between the two because of the expectation of members, friends, and families back at home. So Nigeria is often referred to as a third world country, because an average person lives with less than a dollar a day or $2 a day, (inaudible) the statistics say. So the expectation is so high there when one member is here in the United States, the first thing they are helping you to do is to calculate your money for you (laughs). They are helping you to calculate your money and say, “okay, so if I tell this person I need XYZ amount of money, okay, so it's just going to take this person like one hour to make that money while back at home, it’s going to take one month to make that amount of money”, forgetting the fact that you are not spending the currency back at home in your current location, and you also need to make something for yourself here, to live comfortable, and to be able to move up the ladder. So sometimes, I feel torn in terms of expectations, in terms of belief systems, in terms of various things, social, belief, entertainment. We have a lot of belief systems from Africa, religious beliefs, traditions that are not grounded in something reasonable. you know. Every now and then you always have to find a way to navigate that, so you can balance the two together, and especially when you have children here that are, you know, were either giving birth to here in the US and they have to relate back with people back at home, it becomes a challenge because where they are coming from, from the expectations of people back at home is totally different. Example, I'm going to be very direct on this. Back in Nigeria, every adult is big daddy, big mummy, uncle this, aunty this.  
  
**Interviewer:** (laughs) There's always a title for every adult.  
  
**Participant 16:**  Thank you so much. And I remember we had a family meeting sometimes, like 2 years ago, and my daughter was confused. She said, “daddy, everybody's big mummy, I don't even know who is the original big mummy” (laughs). That’s an example of cultural expectations, you know, they just expect your younger ones to refer to them, and, you know, give them so much respect. The children cannot talk where the adult is talking. Of course it's important to balance things up, so I feel torn in between that, until… We had to come to a conclusion in my family, that henceforth, these kids, we have a lot of kids now, there are a lot of family members, you know, nieces, nephews in the UK, in Canada, in the US, all of us around the world, in Australia, and they are having this same problem. So we had to come to a conclusion as a family, nobody calls anybody big daddy or big mummy again, you have to refer to this person as Mrs. Xyz or Xyz to help the kids to understand who this person is and who this person is not. So in terms of economic challenges related to remittances and supporting families, I think I mentioned that already. So what I do is that my immediate family, I try to do what I can do but I'm not under compulsion. It's based on when my family here is okay and the excess that comes from it, as God willing, then I can extend my arm of fellowship to them back at home. So that is the principle that myself and my family will practice.  
  
**Interviewer:** Okay, thank you. (laughs)That's quite interesting, especially the examples about the kids. Thank you for sharing that. Yeah, we are almost at the end of the interview. We are on the last section, section 6, where we're going to be talking about recommendations. So when immigrants come from Africa, from Nigeria and they come to the US, the challenges are quite different for different people. If you talk to 6 people, probably each of those 6 people has a kind of a different experience but there seems to be something common. Everybody goes through some challenges at one point or the other. The next question I want to ask is, looking at Maryland, having lived here and having lived in the US for the past 4 years that you've been around. Do you think there are existing policies or programs that kind of affect either positively or negatively, how people as immigrants, how they do well in terms of their career advancement when they come into the US? These policies could be policies that enhance, that help them to do very well in their career. It could also be policies or programs that you think slow them down or hinder them from really doing well in terms of their career when they come over to the US. I just want to hear your thoughts on this.  
  
**Participant 16:**  Okay. So in terms of policy that enhances Nigerian immigrants in the US, I will say one, as an average African, come to say, an average Nigerian, if you could live a decent life in Nigeria with all the hardship around, we not having proper infrastructures like road, no power in terms of electricity. If you could live an average decent life in that kind of situation, coming to a place where you have the basic amenities, it is, the sky is the beginning. You get it right?  
  
**Interviewer:** Yes, I understand that.  
   
**Participant 16:** So if you are focused, you have a plan, you have a goal, you surround yourself with people of like minds, you find yourself in the right community, you find yourself, you know, you don't say, “oh, I've arrived” (laughs). There is no time for arrive, because in a place like America, like my sister here she started being, you know she's of age, and she had to change her career.  
  
**Interviewer:** Hmmmm!  
  
**Participant 16:** So such kind of opportunities does not exist back at home. So, in a developed country you can be anything you want to be at any time, at any age. So having that mindset helps to become, emmm, I say, helps to kind of foster and channel your energy to the right source, so that you can become better in any line of career you want to be. So, I would say, in terms of paying, in terms of support system, policies, the US has an enabling environment that there's a, how do I put it, is it credibility of labor or there's no watering down somebody's discipline. The same respect you give somebody that earns $500,000 a year is the same respect you give somebody that earns $10 an hour or $5 an hour. You know that level of respect is there. There is no condescending. If you do that, there's a policy, there's a law that is against it. If there's this, if you literally discriminate against someone, there's a law that is against that. So that kind of put people together and make sure that you know you can’t. It's easier for you to succeed if you are not against the law. If you're on the right side of the law, you should find it easy to succeed, coming from a third world country like Nigeria, let me just put it that way.  
  
**Interviewer:** Yes, I appreciate that insight. There is going to be two more questions and I'm going to frame, there are 2 questions I'm going to roll into one. What type of changes or support systems, or programs or policies would you suggest can be put in place to further help highly educated African and Nigerian immigrants to do well in their career when they move over to the U.S.A., Maryland specifically?  
  
**Participant 16:** Very good question. I will say that when I moved, and I found myself in the deep yogurt that I found myself, because of no support system, and I had to find a way to navigate through every single thing, putting my head slightly above the water. I came up to the conclusion that maybe, you know, for every problem there's always a solution, and there's always money attached to it when you're able to find a solution. So I say, build a network for African migrants to be able to find basic information that is relevant to their survival here in the US. So I started the research, I put everything together. It's going to be like a website where people can find basic relevant information that are verified, not hearsay information. It's very important for the society or the Nigerian community, especially here in Maryland to be able to have somewhere, like a repository where people can find reliable information, as simple as looking for accommodation, as simple as…I remember, a friend of mine has been here seven years before us and the daughter was, I think, going to 4 years old and she said, “there's no school that the daughter is going to get into, that you have to be, that your child has to be 5 years old before you can get a school in the US.”  
  
**Interviewer:** Hmm!  
  
**Participant 16:**  And I'm like, are you kidding me? Are you telling me that the Americans have to keep their children at home for 5 years before they can go to school.  
  
**Interviewer:** Hmm!  
  
**Participant 16:** There must be somewhere,. I said, if my daughter came into the US, at almost 3, and we got a school for her, you that you've been here for 7 years should be able to know this information.  
  
**Interviewer:** Absolutely.  
  
**Participant 16: “**I don't know, what will I do? What do I need to do?” In a twinkle of an eye I provided her the email and a phone number. She called, made inquiries, in three months the daughter was in school. So these little information, people don't have it. You want to rent an apartment as a new person in Maryland, people tell you that it is not possible. You must have Xyz. Xyz. Xyz. Xyz. But I tell you that there are people that fall into our category in terms of earnings, in terms of income that are all also Americans, that they still find their way to get an accommodation. That means that there is a provision for people of lesser income, people that are just moving into a state, people that are just moving into a country to be able to find their feet. So those basic information, even as simple as getting a driver's license, as out of the country person becomes difficult. Different states have different laws, even here in Maryland specifically, you know, people don't even know. Okay, so what exactly do I need to do, somebody tells you, “no, you have to do this one today”, somebody tells you, “no, it's not that one”, or when I did my own this is what I did. But there is a documentation that the Government of Maryland has provided  
for you to leverage on, and people don’t make use of that resources. So it's very important for Africans that are well educated, it's also important for the community, maybe there are other networks, groups, organizations, NGOs being supported back from Nigeria to be able to come up with something like a robust information, like a yellow page where people can get basic access to information. I know other people or other countries kind of have, they are doing better than that. You want to renew your passport as a Nigerian in America, it becomes a hell, the information is readily not available. You want to, even as simple as sending a parcel back at home.

**Interviewer:** Hmmm!  
  
**Participant 16:** You want to send the parcel back at home, and you don't want to use the popular dispatch services like DHL, FedEx and the big likes, there are cheaper options even in Maryland, people don't know how to do it, you know, so it becomes so difficult. You know, what are the things you can bring in, what are the things you cannot bring in that is going to jeopardize yourself? What are the laws, what are even the basic rights of a resident in Maryland? People don't even know.  
  
**Interviewer:** Hmm.  
  
**Participant 16:**  So there is a wide gap that is out there, and someone somewhere, an organization, the Nigerian government, our own NGO needs to fill that gap. Somebody needs to be able to bridge that gap of knowledge and bring this knowledge together and make it available for Nigerian immigrants specifically living in Maryland.

**Interviewer:** Oh, wow! Thank you for that very brilliant recommendation. I do appreciate that, at this point I'm almost saying I'm not sure if you still have any additional comment, but I will still give you that benefit of doubt. That's the last question for today. Do you have any additional comment or insight you would like to share?  
  
**Participant 16:** In all, I'm going to say, thank you for putting this together. I believe my little experience will help you to, you know, put your research work together and be able to, maybe at one point or the other, this information can be valuable to a community that is going to leverage on it and bridge the gap and make life better for Nigerian immigrants, especially in Maryland. In all, I'm going to say thank you, in terms of, I'm also open to partnership in the way in which we can bridge this level of information gap.  
  
**Interviewer:** Okay. Thank you so much. I do appreciate that. And I also want to thank you for sharing that your story, your journey, your perspective, which is incredibly beautiful. I appreciate your perspective, I appreciate your time and I would love to, if you are interested in receiving a copy of this research findings when the research is completed, please let me know. I will provide you via email when I finish.  
  
**Participant 16:**  Sure it'll be great to have a copy and just look at the information that was gathered so far.  
  
**Interviewer:** Yes, thank you so much. I'm going to stop the recording now.  
  
**Participant 16:** Noproblem. Thank you.