**Interviewer:** Okay, thank you for joining me in this interview, and I'm going to record, as you have given me consent to record the interview. So I'm recording you now, we're going to start right away.

**Participant 17:** That's great.

**Interviewer:** So before we start, let me also let you know that there are six sections in this interview. There are a set of questions under each section, some five questions, some four questions. I think the maximum is five questions actually. So we start with section one, section one is about demographic information. So I will just start with the first question under that section. Can you tell us your age, your gender, and your country of origin?

**Participant 17:** I'm a male. I'm 44 years old, and I am from Nigeria.

**Interviewer:** Okay, thank you for sharing that. Question two, what is your highest level of education and what country did you obtain your degrees from?

**Participant 17:** All right, so I'm a physician, and I did obtain my degree in Nigeria.

**Interviewer:** Okay. Thank you for sharing that. How long have you lived in the United States? Specifically, in Maryland.

**Participant 17:** So I came into the US in 2012. I initially spent about four years, about four, and well, about five years in Maryland. Then I left Maryland, and I moved around for various trainings. I've lived in Virginia, I've also had a little stint in New Haven, Connecticut, and I came back to Maryland in 2021.

**Interviewer:** Okay, thank you. So…

**Participant 17:** If you calculate that, that's about seven years total.

**Interviewer:** Okay, yeah, thank you. So you've been in Maryland for the last four years now.

**Participant 17:** Emmm, since 2021, July 2021. So three and a half years.

**Interviewer:** Okay, almost four years. Okay, thank you for sharing that. The next question, I think you already answered this question but the question is, what is the current profession or job title?

**Participant 17:** I'm a physician. I'm presently an assistant professor at the University of Maryland Medical Center, yeah.

**Interviewer:** Okay, thank you. Thank you for sharing that. Yes, so it's looking like it's a repetition but the way, why the other question is still, what was your profession in Nigeria before migrating is, for some other people, they were doing something else in Nigeria, and when they moved over, then they changed into something else. So I am still going to ask, what was your profession in Nigeria before you migrated to the US?

**Participant 17:** I was a physician.

**Interviewer:** Okay. Thank you for sharing that. We will quickly move to section two. Section two, we will talk about push and pull factors. Push and pull factors are the factors that influence people to migrate, to move from one country to the other. So under this section, I have about four questions, we are combining the first two questions. So the question is, 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 17:** I would say it's a constellation of multiple factors. One was, I wanted to get some higher, a world class postgraduate medical training and there wasn't any better place to do it. That was principally what my goal was. Along the line, the economic aspect of it filtered in, but principally the main reason why I left was that I wanted to advance my postgraduate medical training.

**Interviewer:** Thank you for sharing that. The next question I wanted to ask is, what attracted you to the US? And of course, Maryland in particular.

**Participant 17:** The US was basically the ability to get world class postgraduate medical training. Maryland was out of providence, my wife was, you know, domiciled here and after I actually got here, I did like the ambience based on the weather. It is very, very mild, and it's pretty much moderate. You don't have a lot of extremes of weather conditions like the tornadoes, floods, and all that. And also, I do like the ability of one having to travel outside the country. I do like to travel and they have like three big airports around this area, but those are pretty much the major reasons why I chose to come back to Maryland after I finished my various trainings.

**Interviewer:** Okay, thank you for sharing that. The last question under this section, push and pull factors. I wanted to know the challenges, if you ever encountered any challenges during the migration process.

**Participant 17:** Emmm**,** I wouldn’t say I did. I didn't, you know encounter any challenges. I mean, I’m one of the very few people who were very fortunate to have a spouse who was quite established before coming here. But when you try to integrate yourself into the profession definitely, you are going to encounter some obstacles, but you only have to think about ways to go about it. And a very classic example is that it takes you, you need higher qualifications across boards with your licenses examination, the research you have to do, and also the time that it does take for you to get integrated into the medical profession, or whatever you intend to accomplish. So my personal experience is that even though it was, quote and unquote, seamless. But. it was at some point, did feel like it was a little bit longer than normal, and had a lot of times whereby you didn't understand or know what the outcome is going to be.

**Interviewer:** Okay. Thank you for explaining that experience. Thank you so much. We move to the next section, section three, professional experiences. Can you share with us your career trajectory in Nigeria, before relocating to the US?

**Participant 17:** Career trajectory was, you know, I finished high school and went into, I did one-year stint of veterinary medicine before going into Medical school in Ife. Then, after I finished, I did the mandatory one year eemmm…

**Interviewer:** National Youth Service

**Participant 17:** National Youth Service and then, but at that time when I graduated, I already knew I wanted to go do some postgraduate training so I didn't bother pursuing any advanced training in Nigeria. So I did work a few years, just about a year and some months in Lagos and ultimately moved over to the US.

**Interviewer:** Okay, yeah. Thank you for sharing that. The next question is about your career trajectory in the United States. You said you worked a year and a few months in Nigeria before you moved over to the US. Can you share a little bit about your career growth in the US?

**Participant 17:** So my growth in the US was, I was fortunate to have a lot of mentors, who are, you know, family members so I did get introduced to a surgical oncologist, Dr. Lori Wilson, who I worked with in outcomes research. So I did pro bono outcomes research for about eighteen months before getting a position to become a surgery resident where I actually spent two years, and from that I did go and enroll into anesthesia anesthesiology residency, and after that I did a fellowship before getting a faculty position at the University of Maryland Medical Center and the school of medicine. So basically, in summary, I did some pro bono research with multiple trainings along the way to get to this point.

**Interviewer:** Okay, yeah, thank you for sharing that. The next question is about skills and qualifications. How well do you feel your skills and qualifications are being fully utilized in your current role?

**Participant 17:** Oh, it's actually, very, very well utilized. I mean, there's been a lot of growth, and I think for me personally, my initial stints with outcomes research kind of like helped me create a template of what I wanted to do and where I see myself in the next 5, 10, 15 years. At least, the great thing is that my 5 to 10-year goal, when I came in has been achieved. I have another goal of about another 10-year goal that I'm pursuing, and that basically is just to do something in health disparity and also health administration.

**Interviewer:** Okay, thank you so much. That word disparity, it jumped out at me and I know you're talking about disparity in terms of health outcomes, you are talking about patient. But I've been talking to people and I realized that the outcome, the process of immigration is also not the same for everybody. Everybody seems to have something that is peculiar to their own experience that is unique to them. My next question I wanted to find out, if, maybe like, other people that I've talked to you, in your own case, you were a physician in Nigeria, and you're also a physician here in the US. But people talk about barriers they face as immigrants, and these barriers can come in terms of navigating the professional landscape, such as licensing requirements, recognition of foreign qualifications. We also talked about workplace discrimination. Have you in your own journey, in your own case, have you faced any of these challenges and what strategies have you employed to overcome these challenges?

**Participant 17:** I mean, that's something that you live with every day. It's something that you cannot shy away from. Definitely, the one about qualification is, everybody would question you, especially when you come from Africa, Asia. There is that bias that you're not as well trained as anybody in, you know the Western world, and it all depends on the Western world that we're talking about, because even the people from East Africa, sorry East Europe also have those kind of biases. But the thing, at least from healthcare is, you have bodies that actually help to streamline what your qualification is in Nigeria and any part of the world to the US. So it's called the Education Commission for Foreign Medical Graduates. That organization definitely, is

very similar to what the World Education Services is, which is the WES. I know about the other groups, so they basically help with confirming that whatever you say you have done is the case, and you did finish from medical school and you actually have been accredited, or have the qualification that you claim you do have in your parent company, in your parent country rather. When you come here into the US, definitely that unconscious bias is going to keep following you until the day you die and I try to let people know that unconscious bias is not something that is only peculiar to immigrants. It's also peculiar to you know African Americans that live here, Asian Americans that live here because the whole idea is that if you're trying to compete for something worthwhile, you are going to have to break barriers and do a lot more than normal. Human nature is one that is saddled with dealing with people that they are more comfortable with and I was very, very angry and upset when I initially got here, looking at how seamless it was for US medical graduates, for them to be able to transition from medical school into Residency. But over time that I have actually been able to go through the whole process, I discovered that they were better groomed from the beginning to be able to do the things that are important for them to be able to have an easy transition. So it was, it's more like, you, you know, training a child early and giving them the requisite skill set that they need to be able to function in human nature and in life in general. So that is what I look at it as but yes, you would definitely have to learn to be a little bit more, a little less assertive. Learn how to read the room, and also be one that is very, very hungry for information, to see that if you have this goal that you want to achieve, you are going to sort all of the resources that are available to you for you to be able to get there. Okay, a classic example is my own journey. For you to be a foreign medical graduate who comes here, you need what you call letter of recommendation. Letter of recommendation are actually, you know, good word that people say about you for them to be able to work with you, because at the end of the day you can have very stellar resume, and by that you have very stellar exam scores, you have very stellar research. Those are very objective on things that nobody can actually argue against. However, people want to know what your interpersonal skills and that is one of the things that gets us on the short end of the stick by being immigrants. So they want to know, how would you manage stressful situations? How are you going to be able to be a great conflict resolution person? Are you somebody that they can rely on when you say you're going to do something you're going to follow through with it. And if you actually run into any obstacles or challenges, are you one that can actually sort out solutions or resources, or look for help with people who can ultimately help you get over that hump. I, once, you know, listened to some talk from Barack Obama, and he says you want to be that person who gets the job done and not the person who always complains and complains and complains about how a system is not functioning. So, my little pet peeve in all of this is just, you know, you, or whatever specialty or career trajectory that you look at, you need to think about and see what is really important that needs to be done. This country is very big on test scores, and they are big on test scores, having to do it the first time. So if you are doing anything, make sure you don't fail in any test scores, and even if you do, it may not be the end of the world, your task will be a little bit more difficult. You have to look at ways for you to augment why you failed the test the first time. But again, if you fail it more than once, then just forget it, you know, you have to think about something else, and that's why a lot of physicians from outside very often cannot get themselves integrated into the emmm…

**Interviewer:** into the system here

**Participant 17:** …medical profession here, because, you know, you do poorly in a test more than once is, either two things, I mean, and I'm saying this because now I'm on the other side of the table. The two things are, either you're not serious or you don't have the wherewithal for you to be able to do that task. So that is why it is imperative for you to be able to understand what the requisition, what you are been required of for you to be able to get to where you want to get to.

**Interviewer:** Well, yeah, thank you for sharing that extensive concept. Very insightful, thank you. We're going to go to the next section. You may have touched a little bit on this next section because this next section is about cultural assimilation and social integration. But I'm still going to ask the questions in case you have one or two things to add to it, and if there's nothing to add, we can move to the next question, too. So the question is, how would you describe your experience of cultural assimilation in Maryland here? Have you experienced any cultural or social challenges since you migrated, maybe, like cultural differences in your personal and professional life?

**Participant 17:** Oh, yeah, definitely, you definitely experience a lot of, you know, cultural differences. I mean, America is a melting pot of various cultures and ideologies, and even prejudices and biases, you know. I think for me it was a little, it was, you know, in some aspects, it was quite challenging. Challenging in the sense that the way you actually view and see things are definitely different from the way you get to be perceived, and a very classic thing here is, for example, the way people relate here, you have to be one who is very personable. You come in, you have to say hi to everybody in the room and be one that is liked, quote and unquote. But you know in Nigeria nobody really cares about, you know, if he or she is liked. They might just be okay and friendly with a certain people. But here you do yourself better service by having to become or having to make people comfortable around you here and that means you, you know, need to be a great people engineer and have great emotional intelligence, and see when or read the, what is commonly called, you have to read the room. You have to know when you can be a little less terse and more receptive and take whatever feedback that is given to you. I mean, I can tell you for a fact, that this society is a very hypocritical society. Everybody will tell you what is supposed to be done, and they themselves don't even do it but they would hold you to that standard when the time comes, and all you just need to do is for you to be able to, okay, yeah, I hear you, you change the things you can. And when you get to the top, you can have a seat at the table, you can actually make whatever suggestions or your thoughts be known. Don't ever fall into that trap and tell you that, oh your concerns are going to be heard. That is one of the biggest ways for you to be able to get into trouble, because what will ultimately happen is that you would be thrown under the boss and even, you know, the HR will take everything that you have said, and use it against you. So, look, build alliances, look for people who can actually follow and help you take care of what needs to be done and where you need to get to but don't rest on the oars and say that okay, this is what it should be and you're going to be treated fairly. That never would happen and you just have to, you know, learn how to be very self-sufficient and do, you know, what needs to be done for you to get to the next level.

**Interviewer:** Thank you so much for sharing that. I'm going to ask the last question under this section of cultural assimilation and social integration. You spoke extensively about the methods that you have used to navigate the cultural and the social integration in the US, but then some other people, when other people share experiences. I'm saying this because you mentioned that your spouse was already in the country when you came, you more or less, I would say, you more or less had a kind of a soft landing. For some other people, they struggle to find resources. Or, yeah, let me use the word resources for direction for guidance. You also mentioned that when you came into you also had a mentors, people who had been that profession before, who are able to guide you and give you direction. Are there specific networks or organizations that have supported your integration? How well have these organizations supported your career advancement since you moved over to the US?

**Participant 17:** Yeah, I mean you've just answered, you know, a question you asked. One, yes, my wife was here, so that actually gave me a very, very soft landing, so I did not really struggle with many of the normal problems that people who came in on their own do have, which is basically, you know, one trying to get good housing, find food on the table and start looking for different organizations that help. Unfortunately, I cannot tell you about anyone that I know, because I never needed those type of organizations specifically. But what I can describe to you is that I have heard about a few organizations like the Nigerian Center and a couple of religious organizations, you know, depending on what religious sects you’re from. Some from the Catholic dome, some from the Protestants, and even the Muslim communities, too. Those are places that you can get some support and I would put this disclaimer, a good number of them take advantage of, you know, people and there have been people that have had a lot of bad taste, and even family members here have exploited some other people, because I've heard about people, you know, swindling their relatives, who just come in off their hard-earned money and just give them a fraction of it just because they're housing them or they are helping them in the process of the immigration. So in a nutshell, one just have to be very wary of who they actually deal with. Two, you have to do your research, coming over here. And my advice to people is that you have to have three different broad lines. Are you coming here to go to school? Which is, you know, in its way, a great idea but you have to cough out a lot of money from Nigeria trying to do that. Are you coming here to work? Unfortunately, we don't have that pathway easily here in Nigeria, from Nigeria, because many of the skill sets that we can offer are already abound here.

Interviewer: Hmm!

**Participant 18:** And then there is also a way of you coming here to find a spouse that would help you have a soft landing. So those are pretty much the three legitimate ways, there are other, you know, there are other ways that I'm not going to start, you know, letting people try to engage themselves in. But those three are the broad ways of you trying to get your foot in here and create a life for yourself.

**Interviewer:** Oh, okay, thank you so much. Let's go to section five. Section five, we talked about dual cultural and economic challenges. Many people also talk about the cultural expectations of being a Nigerian or living or doing things as people do in Nigeria, and also do things as people do in the US. So the question is, do you feel torn between the cultural expectations of Nigeria and that of the US? How do you navigate this, if you’ve ever found yourself in that situation?

**Participant 17:** I mean, I think, you know, when you go to Rome you behave like Romans, but that said, you know you just have to understand what values of Americans that you still have to hold strongly or that is not so much. My point is, that is not so much in conflict with what you actually believe that is right. There's a lot of things that are, you know, occur here that are very, very alien and I, personally do not agree with but at the same time you have to go with the mantra of “live, and let's live”. Look at the big picture and understand how, you know, whatever is being done can ultimately impact what you intend to achieve but at the same time you cannot

rest your oars and think that the system is going to help you actualize whatever goal that you want to actualize. So you just have to create a very fine balance and the same time know when to assert authority, and also understand what space you are in and think about how all of this is going to impact you and the different things that you intend to accomplish.

**Interviewer:** Okay? Thank you for sharing that. There's one more question under this section. Have you encountered economic challenges related to remittances or supporting family members in Nigeria? What strategies do you use to balance these dual responsibilities?

**Participant 18:** Yeah, I mean with remittances, I've never had any issues with that. I have always relied upon, well, initially, so I can give you chronologically, when I got here I always relied on family members that are going back home, and because I have a…I was fortunate to have a lot of them here, and I also travel so I go back and, you know, do that part. Then, over time I did discover wire transfers. Wire transfers for me are like the best, because you just, you know, wire money from here and wire it into a domiciliary account in Nigeria, and you can always pull your money. At some point, I did use Western Union and Western Union also gave you the opportunities of, you know, something similar to wire transfer, but at a cheaper price but with the new economic business, the new economic…will I say, policy that was enacted by the central bank, I have stopped using that because they pretty much use all this, like the banking app, which for me, depend, if you're sending just a couple of $100, you might not really worry about it. Depending on, you know, what your goals are, but if you're really sending some very serious funds back home, you do have to rethink about it because they can really hurt you with the amount of money. For the family members and the people back home, for me, I have actually metamorphosed over time. In the past, I always want to try to solve everybody's problem there but you find out that you cannot solve everybody's problem so you have to kind of like learn to triage the things that they need. So, for example, you will see somebody who is back home, he's not doing anything, he is not even trying to do anything, and then he keeps asking you to keep sending him money, or you see somebody who tells you, “oh, I want to do a business”, you help them set up the business, and one, they don't even understand the business, they don't even understand how the revenue and how to keep the business afloat, and then they just expect you to just keep funding the business so…

**Interviewer:** Hmm!

**Participant 17:** So personally, I have come to realize that you do not owe anybody anything. Yes, even your siblings. Your parents, yes, you have to take care of them and you have to take care of them within reason. I triage it, I actually dichotomize it into…there's something that you call basic needs and there's something that you call luxury. If I help you take care of your basic needs, depending on who you are, which mostly is my parents and my siblings, don't expect luxury from me but if you're able to take care of your own basic needs, I can help you and again, that's the caveat, I can help you afford some degree of luxury. So that's how I, you know, I kind of like, make it very clear because you're not going to tell me to, oh you know, maybe your house rent, or your feeding and your, you know utilities and bills, I help you pay it and then you now tell me to go buy you a car. No, we're not going to do that, you understand, because you haven't been able to take care of what your basic needs are. Then, if you are able to take care of your basic needs, and you have proven to me well enough that you deserve to own a car and can maintain a car, then I can help you get a car, you know. So that's how I look at it and I've actually kept it that way for a very, very long time, because I also tell them too, that myself I'm not doing everything that I'm...

**Interviewer:** I want to

**Participant 18:** Yeah, exactly. There's a lot of luxury that I know I can afford that I deprive myself of here just to make sure that I keep a balanced field, so if I can deprive myself of luxuries that, you know, it will really, I can afford it, but it's going to stretch me, then who are you to tell me to do things that you even don't, you know, not even in your 100 years that you are able to get.

**Interviewer:** Yeah, that should be understandable. Thank you for sharing that. We are on the last section. We are in Section six now, recommendations. So recommendations, I would just frame the questions into three. But let me start with this question, and it's about opportunities and barriers for African immigrants, Nigerian immigrants in the US and Maryland specifically. Do you think there are policies and programs that kind of serve in two ways? Some policies could create barriers for immigrants to advance in their careers, some policies or programs could also hinder immigrants from, let me say, African immigrants. Now, I'm talking about highly educated African immigrants, Nigerian immigrants, which is the focus of this research. Do you think there are policies and programs that can hinder them or also enhance their career development in the US, in Maryland here? Let me start from that.

**Participant 17:** Yes, I mean, definitely. There are, I wouldn't call them like policies, but there are some unspoken rules.

**Interviewer:** Hmmm!

**Participant 17:**  And some of those unspoken rules are, one being acculturated and that acculturated, you know, it's a very, very widespread of word. So for me, you know, being a highly sought after professional, I look at this place like, you work twice as hard to get to the top, but you have to work five times as hard to stay there. One classic example is this, there are laws in this country whereby we take for granted back home that can ultimately burn you here. A very, very simple one is drinking, driving under the influence.

**Interviewer:** Hmmm! (inaudible)

**Participant 17:** You know a lot of people drink and drive in Nigeria but if you do that here, you have messed up yourself. So will I call that a policy, no, but it is more like an unspoken rule, you know, that you cannot do. Another thing is, you know, relationship with people, like what they call assault, you know, or aggravated assault, like you're yelling at somebody that's an aggravated assault. And if someone actually reports you about that, you actually are going to be booked, depending on what transpired, it can be as little as a misdemeanor or a felony. So you see, you know, things that… everybody yells at people back home in Nigeria, some people will even, you know, shove each other, but you cannot do that here. If you're doing it to somebody who is not African, ummm…

**Interviewer:** Immigrants like you.

**Participant 17:** Exactly, even if you do it to an immigrant like you but those are like some unspoken rules that can, you know, limit or prevent you from getting to where you need to get to vis-a-vis the things that I've already talked about before, you know, your interpersonal skills and being less assertive and all that stuff. And it's not peculiar to Maryland, it’s everywhere in the country.

**Interviewer:** Okay, thank you. Two more questions. So the next question is, are there changes or let me see what changes or support system will you suggest that can be put in place to help highly educated Nigerian immigrants to succeed in their careers in the US? You've mentioned a lot of things that people can do, how people need to learn how to read the room, navigate the provisional landscape, understanding the norms in this environment, in this culture and also having a strategy for growth. But do you still think there are things that can be done beyond all these things that you've itemized, you've explained before that can really help African immigrants, highly educated African immigrants collectively. And I'm talking specifically because, I would say that the career curve for African immigrants in the US or in Maryland is not that flat. Some people are at different places, a lot of people struggle to really grow in the professional landscape in the US despite the fact that they have advanced degrees, long years of work experience, multiple professional skills back in Africa but when they come over here there's a lot of struggle to maximize those potentials. Do you think there are things that can be done collectively, whether from private sector or immigrants themselves, maybe non-governmental organizations, or even from the government too, at every level of government? I just want to hear your opinion about this.

**Participant 17:** So personally, my opinion is that everywhere has whatever their needs are, that's number one. So just like every high skilled person wants to run outside from Nigeria, what they fail to realize is that the grass is never greener where you're actually going to.

**Interviewer:** Right.

**Participant 17:** You have to always see, you know, what you are doing, right? And actually, what you're doing is it needed where you're going to?

**Interviewer:** Hmmm!

**Participant 17:** And if it is does needed, how much of a societal pressure is it? So I can speak for healthcare, you can never get anything wrong with healthcare, and the good thing is that the healthcare generates the largest GDP in this country, over three trillion.

**Interviewer:** Hmmmm!

**Participant 17:** In that healthcare, there's a widespread need. In the tech industry and the cyberspace, that is actually evolving but the problem is that for most immigrants, we don't have that skill set from well-established from back home in Nigeria. The people from the Asian continent, even in healthcare, yes, you know the people from Asian countries but they're more. They're a lot more than us, you know the Indians, the Chinese. way, way you know, more in number than us in general. But there are a lot of things that healthcare kind of like levels, anatomy is anatomy. biochemistry is biochemistry, you know, human nature is the same. And different services are actually things that are a lot more established here. So you have people who do IT part of things, you have people who do the insurance part of things, you have people who do the patient navigation and patient transportation. So healthcare does have a lot of opportunities that has opened. In the tech world that is also evolving with, you know, cyber security and artificial intelligence. Those are areas that are evolving but those, our counterparts in Asia have more people in that landscape that are helping their people come into that system so that is why it is a little bit more challenging for the Nigerian and you know African immigrants to get into the landscape, because, you know, as we already alluded to in the beginning, people relate with people whom they are comfortable with, whom they can actually share the same values and understand themselves and move things easily. That said, number two, you also, like we've said, you also have to think about the skill sets you're trying to bring in. They already have a large proportion of those people here. So if you live in a place whereby the skill sets you're bringing in is already saturated here, it's just a no brainer for you to try to leave. I would more like, you know, advise many of those professionals that actually run here to do it like how they used to. I think it's about time, even a lot of physicians are doing it now to go back home and come in here, get trained and go back home. And the reason I say that is that when you get trained you see how things here, if you are able to solve one problem that we have in Nigeria, you know, be it even making people have a reorientation, understanding that, you know, you don't have to always do things just to have immediate benefits to yourself. And how do I say it, everybody shouts about corruption in Nigeria. Well, the corruption here in the US is, you know, we are learning work where Nigerian corruption is, because this place here is so, you know, terrible that you'll be amazed about how much debts occur in this place, but the only difference is that they realize that when the system works… They don't care about you and I, the people who make the system work, they care about themselves, but me and you are only benefactors of that system that works, and there's a lot of things that actually make things the way they are. Because, you know, like you've said some of the challenges that the immigrants have, you know, you see people who are living, you know, pretty decent life in Nigeria, but they come here, they now have to find themselves in the ghetto, you know, or low cost housing. Then their kids are going to be exposed to a lot of ill talk and segregation, which, even though back home, it does happen, you know, but you're actually at the short end of the stick when you come here. So if you learn how some of the problems that are back home can be fixed here, you stand a better chance going back to try to address it. And I think for me personally, what I've learned here is that healthcare is not cheap.

**Interviewer:** Hmm! Yeah, it’s not.

**Participant 17:** We need to figure out a way of, even if we get the requisite skill set that will keep the doctors that are there. We have to figure out how we would get high-tiered healthcare. Education is not cheap, we also have to figure out how to fund that and create landscapes of how to make that work. And then, finally, you find out that social services are actually based on the citizenry, understanding that if we make power accessible, water accessible, gas accessible, we are helping ourselves. And if you see what has just happened with Dangote, Dangote is trying to revolutionize the upstream sector, right?

**Interviewer:** Of Petroleum

**Participant 17:** Petroleum. But there are some people who benefit, you know, so much from the mess there, that they don't want him to thrive and that is where our biggest problem is, personally. You have to make sure that we understand that when you make things work, and that is why power hasn't worked because a lot of people who import generators, a part of people who import diesel, they make a bang. That stuff has actually made, you know, people millionaires or billionaires, as you can say now, overnight, and they have consistently sabotaged the system. And it's gone so bad that even the common man down there is a culprit of his own mess. So I personally think that there should be a paradigm shift of, you know, high skilled professionals. If you decide to come here, you come here on a temporary basis and go back and learn from the things that you have actually learnt here.

**Interviewer:** And go back and apply those things

**Participant 17:**  And now go and fix the problem. Yes, exactly.

**Interviewer:** Yeah. Thank you so much for sharing these very insightful ideas. I do really appreciate your time. The other question I wanted to ask, I think at this point, I think I just wanted to have you have any additional comment. I don't know, I think you said everything, but if you still have additional comments, I would let you give it a final…to close the interview. If you have any additional insight to just share with us.

**Participant 17:** No, I don't have any (inaudible). I think this is a very great research idea and topic that would help people navigate a very tough situation and hopefully, you know, this will be helpful to have people have a rethink on how to manage, you know their means of a better life. I know everybody wants a better life.

**Interviewer:** Yes.

**Participant 17:** But we just have to, not forget that the grass is never greener anyway. And the earlier we start thinking about how to salvage our society, and I mean by society. Nigeria, the better for all of us.

**Interviewer:** Thank you so much for your time and for the invaluable contributions you've made to this research. I do appreciate that a lot. If you will like to have a copy of this research findings when everything is completed, please let me know. I'm going to send you a copy via email.

**Participant 17:** Alright, that'd be great, and thank you for having me.

**Interviewer:** Thank you so much. I'm going to stop the recording now. I appreciate your time. Thank you. Have a good evening.