**Interviewer:**   So, thank you for joining us in this interview. So, I will go ahead and start the question now. The first question I'm going to ask you sir is [um] just give me a second

Can you please share your age, gender, and country of origin?

**Participant 2**: I am 74 years old. I'm a male and my country of origin is Ghana.

**Interviewer**: Thank you. Question number two. What is your highest level of education and what country did you obtain your degree from?

**Participant 2:** I have Masters. I'm a chartered accountant. I'm a fellow chartered accountant and I obtained my degrees from Nigeria.

**Interviewer**: Thank you. How long have you lived in the United States, specifically in Maryland?

**Participants 2:** Five years plus.

**Interviewer**: Okay. Question number four. What is your current profession or job title?

**Participant 2:** I'm a chartered accountant; cyber accountant. As a combination, chartered accountant, cyber accountant, IT auditor and [um] my job title is [um].

**Interviewer:** Okay, thank you. What was your profession in Nigeria or Ghana before you migrated to the United States?

**Participant 2**: I was a chartered accountant, IT auditor, forensic auditor.

**Interviewer**: Okay, thank you. We move to section two. This section will be talking about the push and pull factors that encourage or discourage or that are responsible for people migrating.

Question one on that section is [um]- What motivated your decision to migrate to the United States?

**Participant 2**: [Erm] to meet my wife who has been here for some many years.

**Interviewer**: Okay. Were there specific factors in your country that pushed you to leave? E. g. economic, social or political challenges?

**Participant 2**: There were some social challenges, especially in my case was social. My wife has been here and I have to come to meet her because we are not allowed to stay in Nigeria alone.

So that's why I came.

**Interviewer**: Thank you. The next question says that- What attracted you to the United States and Maryland in particular?

**Participant 2**: [Um]My wife and my son, they are here, they are citizens here. That's why I came to meet them in the United States particularly in Maryland.

**Interviewer**: Thank you so much. Question four. What challenges have you encountered during the migration process?

**Participant 2**: Can you explain what you mean by during the migration process?

**Interviewer**: Because migration process takes a lot of [um]different dimensions for different people. Some people, when they come in like that, they are the first person to come and [um] they are struggling to settle down, to assimilate properly but for someone who is already here, the challenges may not be the same. Some people come, they find it difficult to find jobs as fast as possible, some people also come in and they find culture to be strange. They are trying to assimilate, they are considering whether to go back or to stay .Something like that nature.

**Participant 2:** Yes, there were a lot of challenges coming from Africa to a place like the United States of America. Number one, there was the job certifications because the current qualifications I have, at our age I have to come and top it up.

Like an accountant I came here and I'm not getting a job direct. You have to come and do American law then you come to do taxations before you have to get certification, CPA. We are chartered accountant, we have to get a certified without this you can't do any particular job. That's number one

So, then the culture, things we take them for granted it's not so over here like in Nigeria.

When you go to programs, you can’t talk to this one, you can’t do, but here it's not so.

Here also they like you to volunteer, so show kind of volunteerism before you can pick up a job. And moreover, apart from volunteerism which you can you can do, you have the problem of understanding. Like I had a problem like a challenge I met particularly was the age. With so much experience, I was expecting that when I come, I will just pick a job. You apply to a place and then they said that we'll get back to you, they don't get back to you

Then number two, here also you have to get a permit to work. It's not like in Nigeria we don’t get permit to work; you're qualified for a job you pick it up. But here, there must be a permit to work. It's very critical because the form you fill they will ask if you have the permit to work and if you don't have the permit to work, you can't do anything here. It's a very serious challenge and many of us who are highly qualified when we came, we thought we can just jump in we didn't have the opportunity to do that.

Permit to work that took me the number of years because I’m not qualified but I can’t go in.

The certification has to change, permit to work has to do, you have to get to know the culture and their working culture, what do they do here? Settling down here is not as smooth as we guys thought, it’s not so. Many of us who qualified then when we came, culture and all those things has to change.

And moreover, if you migrate here and you don't have people, like I have my wife and son here where will you stay? You have to come and take a menial job [laughs] like driving uber and do other things and to get a driving license, it’s not easy; you have international license you have to come and change it to their own license so those are processes of complete change.

**Interviewer**: Thank you for sharing those challenges, they are quite enlightening. We quickly move to section three professional experiences and the first question, under that section, I have five questions. The first one says- Please tell us about your career trajectory in Nigeria before relocating to the United States.

**Participant 2:** [Um] explain that a bit let me understand.

**Interviewer**: So, career trajectory, you may have mentioned a little about that but what we really mean by career trajectory is you want to share a little bit about how your career has progressed. For example, somebody who has like 20 years of professional career experience in Nigeria probably must have gotten to maybe mid-level, management level or senior management level and like you mentioned earlier, when you come here, those things don't count. So, it's more like you have to start all over again.

So, we're trying to understand your career trajectory in Nigeria and how you transitioned and the way you now started compared to what it is like where you are now in the U.S.

But the first one is to talk about your career trajectory in Nigeria.

**Participant 2:** Now, I've grown in Nigeria. Like I was talking to you, I was telling you briefly. I started from various companies, I have my CV.

I was working in a place called Technology Management Group as accounting management consultant. I've been there training as consulting manager for some years. Then I moved to another company called Braggle. In Braggle, I was a training manager because I have a valid background of training manager and accounting and some other jobs. Then from Braggle, I moved to form my company called Niger Nigerian Limited. Some guys where we're doing some training for NNPC and having later company called Verumai Consulting,1991 then we were doing consulting for federal government, for central bank we were doing accounting jobs, then I went from there to now practice when I got chartered. As a chartered accountant I said okay now let me practice the accounting profession, so I joined some colleagues like Adebayo, Ayoade and Co for some years. Let's take, 1920, 1990 something ,2021 to 2017, we work for NNPC, Central Bank, Federal inland revenue, we trained them, we did accounting for them, we did for Central Bank.

We now have to do practicing jobs for various company, setting up their accounting system, auditing them, and doing all those things.

Then I moved to BBC professional services. I work for them as team leader if they have big jobs, I'll lead them the team to do auditing, do accounting, do all those things. Then later on, myself and some colleagues before I came here, have what we call Ola, Ogunshina, Olaogun and co, about four of us, where we were now doing accounting, I've grown from the level of a team leader to chairman of that company before I relocated here. So, we're still there, the company is still there. Chairman of the auditing firm. We're still there doing auditing for federal, for private companies, for individuals, and accounting, taxations.

So, what I was, I was thinking I want to come here and do the tax{laughs}, The tax here is completely different. You have to do tax for this, for that, and the penalties involving the tax here is not like Nigeria. So, this has been my career till I came over here. Thank you.

**Interviewer**: Thank you for sharing that [uh] extensive career [uh]growth in Nigeria. That’s quite impressive. Thank you for sharing that.

The next question is- How will you describe your current career trajectory in the United States?

**Participant 2**: Yes, here you have to come and get certifications. Everything is certified, certified. So, I have to join, before that I have to join the information systems, [uh] Information System Audit and Control Association of America. I joined that in Nigeria in 2008 so that helped me to move into the cyber; they now call it cyber accounting, a certification in that, without that certification you cannot.

Then the [um] ACA we have which is chartered Accounting…. luckily enough here, if you have the CPA certified professional accounting, you have to get that certifications before you can audit. I have not got that yet because I have to get my documentations and all those things but what we did, what was good was that we have the International Federation of Accountants worldwide and that one has over 500, 000 people all over. Then we have the chapter here called the Chartered Accountant Worldwide America. So that group now is what we joined. That group can help you to work, to do those things by being a member, give you a badge.

And we thank God for the Institute of Chartered Accountants of Nigeria which is a member, financial member so that make us to be there but even that, when we have that, you cannot audit, you understand because you have to get CPA, and getting CPA[uh], you have to pass those two papers I told you about taxation and the rest, they don't mind about the age, it's that certification, they don't care about the age, like in Nigeria, you know, some, they give you exemptions because of your age. Here, they don't care about the age you have to get certified, everything certified.

So those certifications we have were able to help us. But then, if you don't get that certification, you can't get the salary like or job like we're talking and you know, at this our age of coming, over 74 years which is retirement age in Nigeria but because of consulting, you have, your mind is still fast. So that's our pain. It's the certifications. Everything certified.

Like a colleague told me[laughs] he was a director who came over and he did statistics, a director of statistics department. He came, he had to do certification estate ‘something’ for him to float. It is certification, which is our problem. You can see people qualified, professors in medicine they have to go through the whole lot and if they don't get the process of getting through it and the rest, then forget about it.

So most of us who are highly qualified from Africa, Nigeria, Ghana, when we came, we have this challenge of certifications. So, you look at us “How can I go back and do that? Talking about a professor, who now come and be doing nursing? can't do a nursing course. Some of us now, like am chartered, I have a practicing firm, I'm a chairman and they are still working in Nigeria. Then you come over here and then they say you have to do certifications, you can't process anything, but because of the chartered accountant worldwide, that has helped us so it's a big challenge over here. Thank you.

**Interviewer**: Thank you. Thank you for your answers to that question about certification and credentialing. A lot of people go through that challenge and thank you for telling us from your own perspective. The next question is kind of similar.

It says- How well do you feel your skills and qualifications are being fully utilized in your current role?

**Participant 2:** Yes, at the moment, am doing something with AARP and [uh] all of them. I have a lot of skills and qualifications, but it's adaptability, you have to adapt into the situation here, you know, this is a different climate, it has to be adapted.

Like I talk about, if you see my CV, I can talk about 28 skills but the 28 skills have become a frightening problem to people that have to work with okay. And age [um] If you come to work, they look at you[uh] Managing director of a place is 45 years, 50 years, you are 75 years.

Then when you look at your qualifications, you have like 28 skills, you have qualifications, plenty of them [uh] put on the LinkedIn and so it has not been easy.

So sometimes they say, prepare this CV, change it to float here, prepare this CV, change it to float there [sighs]what about the skills I know? So sometimes when I get somewhere, I tell the people that employ me, just give me something to be doing because I have the qualification, skill and I'll be a value to your company. So, it has not been too well, it has not been too accepted.

At our age, maybe if somebody is a little bit younger and sometimes I don't know whether we should not acquire [laughs] all the skills and qualifications. That is a problem. So, thank you.

That's not the too well.

**Interviewer**: Yeah, so in other words, you don't think all the academic qualifications ,professional experience you have, you don't you don't think they're being fully utilized more like just a little part of What you have is just being used at the moment?

**Participant 2:** Yes, not fully, not too fully utilized

**Interviewer**: Yeah, I understand that. I will quickly go to the next questions. It's a little bit more specific. [Um] The next question is asking- What barriers have you faced in the professional landscape such as licensing requirement, recognition of foreign qualifications or workplace discrimination? I know you've talked a little bit about all these things, but there's a new one that, [uh] the last one, which is workplace discrimination. If you can talk about licensing requirement again, or foreign recognition of foreign qualifications is okay. But there's one that is coming new, which is workplace discrimination.

**Participant 2:** Hmm, those of us from Africa, Ghana and Nigeria oriented or whatever you can call that , we have to come and do all their...they don't consider our certificates as recognized. So, number one, you have to come and do their licensing. Like I told you already, everything's licensing, licensing, licensing.

You have to stay certified which is licensing and it's not done in Nigeria. We don't have that certification. Here, they don't even bother about your qualification, they say are you licensed? when you pick up an application form, they say, are you licensed in this? Are you licensed? It's a challenge and you have to go through all that, pay a lot more money go to read about it and do that.

Let me you an example of something. For doing this [um] insurance, you have to go for licensing I have to do the licensing and read because we found out that apart from this job, you have to do some [um], insurance for people, you have to do immigration challenges for people because of where we are. You have to go and get license, if you don't get license nobody will get you that.

Then we have problem of recognition of foreign qualifications. The masters we have here, when we bring it here, they said the content of it is not worth it at all. The contents like MBA, we did and all that and [uh] Masters in [uh] you know, knowledge management you have to come and [uh] it's not recognized. You put it there they even say the school you graduated from, it’s not even stated that you don't have the school. So, you have to come and say what can you do if you still want to remain here.

And then the workplace discrimination is much, you know till now in America, blacks; anybody who is black, like our color is found out to be as if doesn't know anything and it's there, it's a racial discrimination. So, it's very much in America, it's like undercover but it's much when you get to the work place, a job that will be done, a job that you want to do specifically, they look at you and maybe they sit down, the white people don't do the work they expect you like now, when we go to [uh] have meetings or go to do some jobs and we are receiving people like in the AARP, receiving people, we thank God for them.

Like when I go to those meetings, I do tax management with them. In the whole meeting we had two of us were only the blacks. So, I was telling [laughs] them that I'm easily recognized by black and they laughed.

So when you speak you have to learn how to speak like them, you have to learn how to do all those so there's a subtle discrimination over here .

**Interviewer:** Hmm

**Participant 2**: Subtle not [uh] they don't want to make it loud but subtle but when they know that your contributions ;like there's a group we have for NIST (inaudible) I don’t know whether you have heard of them [National institute of standard] ,that we have meetings talking about their standards and all that, I'm a member there; It's a voluntary kind of a team but when they come to know that , hey! Harrison Joe (21.12)has a lot of wisdom and knowledge and you know, we will sometimes behave as if you don't know anything at all

**Interviewer:** Hmm

**Participant 2**: So, I was discussing with people one day and they were talking about the rudiments of some things I’ve taught in consultancy like marketing financial services and the way they were talking , they were talking as if you want to market you have to do this ,I should go and I said no we can't do that, you have to have the work knowledge and the rest.

So, they will feel that you don't know anything, you are black, your mind is black {laughs} but later on they find out that you're doing something great. So, but what I'm trying to say here, there's a subtle workplace discrimination.

**Interviewer:** Subtle

**Participant 2**: It’s not like, yeah, it's not like in Nigeria we are all equal, we laugh, we do these things. There are things you can ... subtle.

**Interviewer:** Yeah, Thank you. The last question in this section, uh, the question says, what strategies have you used to overcome these challenges? These challenges that you mentioned [uh] I know you're talking about volunteering, but if you can share more insights, (inaudible)that would be helpful.

**Participant 2**: Yeah, volunteering, I have to volunteer for ISACA; which we call ISACA and then when they saw the knowledge I have, ISACA is Information System Associations of America, I’ve been a member since 2008. It’s residing, the company; the association is here. So, I have to do volunteering there, I have to do mentoring, I have to contribute to their engagement platform, I have to bring my IT knowledge which I've done for more than 20 something years, the IT audit knowledge. Like yesterday, somebody asked a question- “How do you audit [uh] technology controls? These are things I've taught Central Bank, so I pull out about 75 slides of [uh]... so, getting engaged in that, then they now sent a badge to me, like thank you, you’ve got a badge, you’ve got a great badge for exposing that.

And talk about the AARP, I volunteer, I mix up with them and then normally when I go, because of my experience in administrative skills, sometimes they are sitting, I take over the thing and I'll tell the person, the controller, the person leading the team, I said, come, why don't you do this, why don't you do that? Oh okay, Harrison Joe (23.26) that’s good, do it.

We have meetings and I said, look you people, your follow up, they are elderly people, your follow up of them is not okay. Why don't you do this, coming to play this follow up thing we have learnt before. So, I said okay, why don't you compile the list? So, because of that, I told them that they can make me in the[uh] what do you call it, a volunteer but they pay you something , that you can make me in this and that so that I can do the follow up when we go meetings, they don't follow up the people, you know, AARP is an association of elders of 50 years [hiccup] . Loneliness is a problem here It’s not like in Africa. Nobody comes to ask of you, so why don't we have what we call chapters, visit them, talk to them I said, that's great.

Then also noticed that [um} mingling with them, let them know that we have something ,we have something to offer. So, once you see I have something to offer they now accept it but like I told you earlier, it's a bit subtle, they want to find out whether you are okay before.

So that's the things I used to overcome, Thank you.

**Interviewer:** Thank you so much, sir. We move to section four- Cultural assimilation and Social integration. I also have five questions. So, I'll start with the first one.

How will you describe your experience of cultural assimilation in Maryland?

**Participant 2:** [Uh] Maryland is one of the best places I've come to see. Where I am in Columbia now, when I arrived, I stayed in Baltimore where we have a lot of blacks [uh] that place, nobody talks about you, we all together, we are blacks, majority of blacks are there, you know, Maryland is a land of blacks.

Then I move now to Columbia, but where we are staying now, it's, uh, the culture here is different. The blacks are not many here, so the white, so when they see you, sometimes talking, walking around say- Who is this person? For the area we are staying because of the [uh] class of people who are here. Here, we have middle level and upper class of people so [uh] it looks a bit one kind and so sometimes you feel isolated when you feel like you can't go to this place because the people that are white. Like I told you, they’re all white and then what's the black man doing among us here? They're still doing so, it's a bit challenging. Thank you.

**Interviewer:** Thank you. Thank you for mentioning that. [Um] The next question is –

Have you experienced any cultural or social challenges since migrating?

**Participant 2**: Yeah, there are. Like I told you, since I migrated, have told you of the [um]color, the color especially if they don't know what you're made up of. So, the color and the speech, you know our speaking is not too different, so the color and the speech they are challenges since I came. But because sometimes when you pronounce something, they look at you and make like a mockery. Let me give you an example of something. We went for this [uh] volunteering, you know in Nigeria, a woman that does something, you say: Thank you, ma’am, you welcome, ma'am.

So, when I told the people, when they were coming to the table where we set up for AARP, I said Ma? The coordinator touched me and said: no, no, no, no, don't call them ma. Here they don't want to be seen as Ma because when you say ma, you are taking them to be elderly people. We are talking about 70 years, 80 years old people. They still want to behave like young girls [ both laughs] So, they say don't called them Ma. so, I'll be careful with it because you know, we are used to saying Ma, Sir.

So, sometimes I tell them sir, they look at me strange. It's a big problem, It's a big social problem. Thank you, sir.

**Interviewer**: [ Laughs] Okay. Yeah Thank you. The next question is kind of very close to that, but he's asking, um, how you have navigated these cultural differences in your personal and professional life. I think you just mentioned something close to that, how you have navigated it.

**Participant 2:** Like I told you, when they find out the onion by which you are made up of, the material by which you are made up of, you know, when they see you, they think that this man doesn't know anything, you know, but when you start to discuss and talk and they saw the things you are made up of, they bring a topic and like; Let me tell you about training and development in which I'm trying to develop with the NICS.

So, when we talk about training and development, that’s different levels, so then that's okay, Harrison Joe, (27:00) give us your thoughts about this. So, when they saw what, what we see what we are made up of , that helped us quickly navigate this cultural barrier, you are now accepted among them but still, they look at you [uh ]like the AARP, the president in Maryland is a black American too so they feel comfortable that can see some people also as knowledgeable back here.

So that's how I was able to navigate, when they know the unions by which you're made up of, what the material you made up of. You know. Thank you.

**Interviewer:** Okay. Thank you. Question four. [Uh] Are there specific community networks or organizations that have supported your integration?

**Participant 2:** Yes. Like I told you, we have the ISACA, the AARP. ISACA is Information Systems Association of America. I was a member since 2000. I've retired there. I'm a senior member there.

**Interviewer:** Okay.

**Participant 2:** We have the AARP, AARP, I'm there, I have a number. We have the NSRTF, the group, actually a federal government organization, which talks about this [uh], it's a standard, worldwide standard. So, we contributed in developing it, they now have the level 1. 4, 1. 2, the 2. 2, something we have contributed, and that has helped my IT knowledge. So, these three organizations are specific organizations.

Then we have the church. There's a church network of what we call the AMF, African Minister's Fellowship. So, we've been having with the whites, the blacks, everybody together. So, these four groups are organizations that helped me to integrate.

**Interviewer:** Okay, thank you. I think that more or less answered question five.

How well have these organizations supported your career advancement? I think you already answered that question with question four. Thank you so much.

We can move to section five, dual cultural and economic challenges. The first question- Do you feel torn between the cultural expectations of Nigeria and the United States? If so, how do you navigate this?

**Participant 2:** It's [uh] all that things we have been saying, it's almost the same thing. You are torn between two cultures. You see Nigerian culture, you see somebody you bow down, you say sir. Here they just greet you, see this small boy, how did you greet me like this? it's a problem.

**Interviewer: [** Laughs]

**Participant 2:** So, you have to come down, down to accept how they greet people. You know, how they do the greetings, the food, the eating, all that things so it's always very difficult, so it's taking some time. Those who have been here for long, sometimes when you go and do something, they'll tell you, don't talk like this, don't do like this, don't touch like this.

Here you see somebody you want to hug and then the person will bring hand like this. You want to greet somebody, bring hand like this [haa, laughs]; in Nigeria, it's not so.

In Nigeria, we see people who come, you hug. Here, we don't hug ordinarily[laugh]. Somebody will say, you are socially harassing that person and all that. So, it's a big challenge.

We have to learn how to talk to women, how to come near women but in Nigeria is not so. We all meet, greet the person, and especially the areas where we are staying here, Yes, you take permission; Please, can I, can I greet you? Can I hug you? Can you imagine that? Can I take permission in Nigeria? Can I please hug you?

**Interviewer:** laughs

**Participant 2**: If you want to talk to somebody, can I please talk to you for five minutes? Like what you are doing now, you know, you gave me time. Nigerians we talk and talk and talk and here time is taken so seriously, like if you don't come two hours, the person has gone.

**Interviewer:** Yes, that's true.

**Participant 2**: So here we will have to drop those things, but if you drop it and we are here and we'll get to Nigeria, how are we going to adjust now? Nigeria will say you're an American man. You are this, you are this. You are not greeting people. But here we can see. Can I please say. Can I please hug you? [laughs] Can I please hug you? The person will not hug you directly to the face. He will turn his back to hug you. It's a big problem, but we are trying to adjust ourselves to it.

**Interviewer:** Yes. Thank you for sharing that. The next question. Have you encountered economic challenges related to remittances or supporting family members in Nigeria or in Africa?

**Participant 2**: [Um] So, when you are here everybody thinks the money is falling from the tree. When you are in Nigeria, you did that so everybody's need is sent to you every time you get your money. And you know, to stay in Maryland for example, from my research, you need to get a minimum of 5, 000 plus for your own before you can remit money home. So, if you don't get that money to send money home, it becomes a bit difficult. We send money to them every month; this one has a need, you send something.

My wife is here, two of us. This one has a problem, we send it to them, even this thing. So, there are little challenges you face because by the time you send that money, the one challenge we face in Nigeria is that when you send money to them they are not happy about it. They say [ha-ha] but you are in America, you just send 100 to them and you know how much $100 can do here. But when you send $100 to them they say, [ ah] you have been in America, Is this $100 alone you can give me? Why are you in America? And it's a big challenge, very serious one. Thank you.

**Interviewer:** Thank you. [Um] so based on the first two questions, the third question is asking, what strategies do you use to balance these dual responsibilities?

**Participant 2:** We use the strategy of [uh] what I call Yearn. Yearn, you yearn for something you want to be, you learn. So, we do complete learning, every time we are learning. I assume everywhere I go I don't know anything. So, when I go there, we are talking, we are doing something, I will keep quiet and be listening. So, I carry my notebook with me all the time to learn. So, I yearn to be, to adjust to the cultural and economic situations then I learn, then I apply. So, I apply, but I don't forget my cultural background of Nigeria but I still, when we meet Nigerians, we joke, we shout but when you come to the mixture of the whites and the other colors. You shrink into yourself so that you cannot bring problems. So those are the strategy. Yearning and learning.

**Interviewer**: Hmm, thank you so much. Yeah, we're almost at the end of it. The last section, section six which is recommendations, I have four questions there too. [Um] The first question- What changes or support systems will you suggest helping highly educated Nigerian and African immigrants to succeed in their careers in the US?

**Participant 2**: [Erm] Number one, those of us who have been here, like I have dual nationality from Nigeria and Ghana. In Nigeria, what I'm proposing to them is that we have to look at our curriculum of training people. Like the dynamic institutes like we have the chartered accountants and the rest. They have a body that is related to the international body.

So, number one, the curriculum of training people to be internationally recognized. In international recognition, you see guys who went to university in Ghana first degree and the rest, when they come here, they have challenges, like I have a cousin who came from Ghana, he's doing Masters, he has a Master already, but the Master that he did in [uh] chemical ,[uh]what do you call it, chemical something, When he came ,it was useless, he couldn't use it because they have not seen the machines, they have not seen things, we have not seen machines but here they teach you practically, you are seeing it.

So, the job has to be practically orientated. The courses, that changing has to be there and they have to copy from institute like Institute of Chartered Accountants of Nigeria. The [uh] all the systems, all this thing has to be linked up internationally, you know, link up.

Like we have IFAC, they are now trying to do now like what the Institute of Chartered Accountants is doing now it's trying to register with Canada, the CPA in Canada. Both are the same, the only thing is that they want to get some exemptions for this so you don't write exams again.

So, it has to be tailored towards international standards since the world is global now. It's not only here in America, go to Canada, It’s the same, you go to Australia, the standard of Australia, you go to Germany is the same.

Those countries when they have their certificates and they come here, they talk about practical, practical aspect of the job. Talk about somebody who is an IT auditor in Nigeria, he has not even audited, He just picked the certificate, certificate of CESAR, we call it CESAR.

So, before I left there, I was training people on the practical aspect of IT audit. So, the practical, so here everything is practical every year, come and see it, come and do internship whatever you have done.

In Nigeria, there are so many programs we do, there's no internship. You don't know it practically.

My daughter is there and her Masters is, what do you call it? Master’s in public health. I said, look, you can't come here and work, you have to go and do internship; you have to go to the field, you have to do all those things before you come. So, there should be intention, it’s a practical something, so that we can have the highly, highly qualified people.

They come here, talk about the doctor, talk about some of us. The only thing we do like chartered accountants is that because we're internationally recognized. And what about the medical people who came here? We have people who are doctors who came here they have to start all over again. Because the job, the business it's not practically oriented to what they have, the systems are completely different.

So those are the changes I’ll talk about when have the opportunity of talking to government. When we get back to Nigeria, we’ll talk to them, do something about this. Thank you.

**Interviewer:** Thank you so much. I appreciate that insight. [Um] I will go to the second question. [Um] I'm glad that your insight addressed the changes that need to be done back in Africa, Nigeria and other African countries. But the second question is talking about policies. Now [um] this may be more related to what can be done within the United States here or Maryland.

So, the question goes thus. - Are there policies or programs you feel would help [uh] are there programs, Sorry, are there Policies or programs you feel help or create barriers for highly educated Nigerian African immigrants in Maryland, US?

**Participant 2**: Yeah, they have their standards and they have their policies by which they are doing their job. So [uh] it's a big problem because when you come here before you know it.

So, you look at those [uh] policies, we look at the policy when you are here, you know, they are political. For example, the accounting field where I am the IT field, there policies, they have what we call the privacy policy. It is recently that is flowing down to Africa, to Nigeria. Everything you do, you can see this form you sent to me, you talked about privacy, you can't do anything without that. It's recently I think, it's last two last year. Here, it has been here for long. There's a policy on that, there’s an act on that. Europe has that, America has that so, this has to be.

[Uh] we have to look at it critically, the policies they have here, they do it for the client, for the American climate. while we are here, it doesn't take into consideration the African people who are educated; Africans who are migrating here so they have to look at our own [uh] way of life or something and it will take some time.

Well, it’s a kind of an advocacy matter, that's why some of us are in the AARP. Advocacy matter, that this thing you are doing is, is purely American policies and the rest. How can we do it to be global? So, we have to study the governance, the governor profiles, the government policies in all the countries and then[ uh]get it done but here is going to take a great deal before you can change them to suit those of us who are coming from Nigeria and Africa.

**Participant 2**: Yes. Thank you, sir. Um, question three, you may have touched on this, but let me still read it in case you have anything extra to add to it.

Are there any policies or programs that you think should be implemented to address the barriers faced by Nigerian and African immigrants in the United States?

**Participant 2:** Yes, like I told you, the policies that are done here, they have some policies like the HIPP, HIPAA, the privacy [uh] and all those things, It's suitable for them here. So, [uh]there has to be a kind of an adjustment that will feed the people that are coming in.

Because when you don't know those policies, you read through them, you don't understand them, [Uh] somebody has to go through education, like I talked about learning, you have to go through education to know I'm here in this country. This is what they are looking for, these are their policies, these are their standards and their standards, they cannot go lower than that.

Let me give you an example of some of the policies. Like now when you get to work, you don't talk on the phone; you don't talk on the phone until you close. So, what do we do? if there's an emergency, what do you do? [Laughs] How do you talk?

In Nigeria you take your phone and you talk [chachachacha] you are talking. Those are policies, you enter in, you lock your phone, especially those of the nursing field and all that, but when you grow to a level of highly qualified, it's the same. You get to office, you don't listen to it. You don't look at your phone, you keep the phone under the lock.

I can tell for somebody who went to work, then he locked his phone and he fainted, he passed out, he has not died, they have to rush him to ICU and the phone was ringing, nobody was there to collect it until later they saw the phone was locked and was ringing.

So those are things we have to look at it when you grow into a higher level of management, higher executive level, something has to be done about those small, small those things. Thank you.

**Interviewer:** Thank you, sir. [Uh] Yes, we are getting to the end. I have just one more question. [Uh] Do you have any additional comments or insights you would like to share?

**Participant 2:** Kunle, I thank God for you. You are young, you have come, you are doing masters but we can't stay here. We can't stay here. Home is home. You know, you come here, culturally you are disorganized, socially you are disorganized, everything you are disorganized. Not everybody that, we come here to look for green pasture, but it's not as easy as it is.

As many people are coming, I always thank God, I told my wife, come oh, if you guys are not here, I could have gone back home because you can imagine me at home, I'm chairman of an accounting practicing firm, they are still working there. As I left it, everything has spoilt. I come here, I have to start all over again. I have to come and build all over from square one. How many years? 74 years, how many years can I do here? Can I have a practicing firm? And everything here [uh] one biggest thing, Me I thought when I came, somebody was even telling me maybe you are demanding for too much: then my wife will tell me they pay for everything here.

Do you know we write proposals in Nigeria somebody will say give me this proposal, we don't ask for pay but here before you write proposal, you go and do consultation, they will ask you to .. [Haa, I say consultation ke?]

So, my advice my [uh] comment I will make is that - It's not good to come here. We just came here. Things are not okay politically, they are not okay, the whole Africa, Nigeria is a big country for us; very big country with a lot of things there. Politically It's not too well, economically things are not well, you take one dollar you have almost 1000 something and but people you are giving things to them. So, home is home, actually home is home. So, we can't stay here for long.

Somebody said I met one Indian and asked a question, I said Is it Pakistan, an elderly person coming for citizenship, I said, why is everybody rushing here? I say [ah] this is a marketplace. You don't sell your profit here, you come and make money and go back home.

So that is what I can say, my additional comment I can make: This is a marketplace, come here, make money, send it back home and then go back home. Don't die here.

Thank you very much. [Laughs]

**Interviewer:** [Laughs] Thank you so much for your insights, for your time. I want to thank you for your time and developing input you have shared during this interview. Please let me know if you would like to receive a summary of this study findings once this research is completed, I will provide a copy via email.

**Participant 2:** No problem. You can send it to me. I want to see the stuff. But apart from me, I think you are interviewing other people too.

**Interviewer:** Yes. I'm interviewing many people. I'm interviewing about 15 to 20 people.

**Participant 2**: [Uh] Lawyer Daisi, (44.55) also is the one who told me, she’s my lawyer, he talked to you, we discussed the other time also.

**Interviewer:** Thank you so much, sir. I appreciate it.

**Participant 2:** You are welcome.

**Interviewer:** I will stop...