**Interviewe**r:  So, thank you for joining us [uh] one more time. So, there are six sections [uh] in this question, I will start with section one which is demographic information. Under this session, I have five questions, I will take the first question - Can you please share your age gender and country of origin yeah?

**Participant 3**: I'm 57 years old and I'm a Nigerian.

**Interviewe**r: and the gender is male, of course

**Participant 3:** Male. The gender is male.

**Interviewe**r: Okay. Thank you. What is your highest level of education and what country did you obtain your degree from?

**Participant 3**: My highest level of education is Masters and it was obtained in United States of America.

**Interviewe**r: Okay. Thank you. How long have you lived in the United States specifically in Maryland?

**Participant 3:** I've lived in the United States for eight years. [Uh] and I've lived in, uh, Maryland for six years.

**Interviewe**r: Okay. Thank you. What's your current profession or job title?

**Participant 3:** Presently, [uh] I'm a health caregiver and my title is program coordinator.

**Interviewe**r: Thank you, sir. The last question in this section, question five. What was your profession in Nigeria before you migrated?

**Participant 3:** In Nigeria , I was a chief hospital administrator in the government hospital.

**Interviewe**r: Thank you for sharing that. We go to section two . In this section we look at [uh] push and pull factors that influence why people migrate. So under this section two, I also have four questions. So, the first question is [um] - What motivated your decision to migrate to the United States?

**Participant 3:** There were two reasons why I migrated to United States. Number one, I wanted my children to be exposed to Western education and number two, for security reasons. Those were the two reasons why I remain in United States of America.

**Interviewe**r: Okay. Thank you. [Um] I wanted to ask the, I wanted to ask you to expatiate more on security reasons but I think you have the opportunity in the next question. Question two. Okay, for questions two , I wanted us to be more specific because when you said security, it could be financial security, it could be physical security, but I think you have the opportunity in the next question. So ,I will read questions two sir.

What were specific factors in Nigeria that pushed you to leave? e .g. economic, social or political challenges.

**Participant 3:** I must tell you that it wasn't... economic factor. Uh, but it could be because security is a social factor and eh, security could also be part of political challenges. I will explain to you here. I, because I was with the government, my status in the In hospital setting was somehow political and, uh, I had the vantage, uh, position to take decision on so many things affecting the lives of so many people. So, it got to a point where I could no longer, uh, compromise with certain decisions ,uh which if I must tell you, they were really troublesome.

**Interviewe**r: Okay, I understand that.

**Participant 3**: Yeah, yeah .So, I could no longer compromise and it was affecting me as an individual because as a chief hospital administrator, I was the one next to the Medical director and at times we may need to satisfy the government in some area, which was against my own religion, It was against my own belief and it was giving me serious problem. I was just battling with it ; that was politically motivated challenge.

Then [uh] the second aspect is that where I was living, [uh] I needed to explain to you, the security was a challenge to me. Armed robbery attack today, gunshot tomorrow, car hijack and it was an unpleasant situation so I just felt that [uh] this thing that is going on this way, I just pray it will not get to me one day and it's one of the reasons why I decided that regardless of what was happening, I will have to migrate to the United States of America.

**Interviewe**r: Thank you so much for sharing that experience. [Um] the next question, question three - What attracted you to the United States and Maryland in particular?

**Participant 3**: The most important thing that attracted me to United States of America is their standard of education. I must tell you, is their standard of education. Do you know that even if you have PhD in medicine in any part of the world, if you come to America they will still put you under their standard; you will still be tested before you will be allowed to put your hand on their citizen. That is a standard and it cuts across virtually all the professions. So I wanted my children to have access to that standard of education, that if they are trained in America, they can work anywhere in the world and it was one of the reasons why I have to [uh] apply for my Master's program because I've started Master's program many years back in Nigeria but I just felt it didn't really worth it so that's why I have to apply for [uh] a Master's program in United States of America which was sponsored by Lagos state government and I came here. So, one of the most important thing that endeared me to United States of America is their standard of education.

**Interviewer:** Thank you so much sir. [Uh] yes you spoke about what attracted you to the United States. In furtherance to that question, are there anything particular that attracted you to Maryland?

**Participant 3:** Yes, Yes. The school I attended was in [uh] Mississippi. The name of the school, I can mention it because it's a public school. It's called Delta State University, Cleveland, Mississippi.

**Interviewer:** Okay.

**Participant 3:** So, [uh] because of my age, I had professors as friends. In fact, it's so funny, let me mention that when I was in the school, the cost of my Insurance as a student was higher than my tuition fee

I**nterviewer**: Hmm

**Participant 3**: And they were telling me it's because of my age. I said, nobody ever told me that, I never knew.

**Interviewer:** [Laughs ] you didn’t know that before?

**Participant 3**: I was paying heavily for my personal insurance. So, I had some lecturers that we were friends on the campus in Delta State University . So it was one of them that told me and later I found out on my own that if I came to United States of America because of my children and I want a better education for them, I should move towards the other side that Mississippi and that , that region is not the best that they are they were poorly founded and I tried to research to find out which of the schools I could choose and [uh] I found out that Maryland was among the best choice I had. I compared Maryland with [uh] New York, I compared Maryland with Pennsylvania, I compared Maryland with [uh] Ohio and I was able to settle down in Maryland.

And since then, the children have been doing good and everything has been fine concerning their education.

**Interviewer:** Yes. Thank you for sharing that history. Maryland has about 12 publicly funded universities. Thank you.

**Participant 3:** You're welcome.

**Interviewe**r: The last question in this section is talking about challenges. So , the question is- What challenges have you encountered during the migration process?

**Participant 3:** Hmm, one of the challenges I encountered [uh] was the processing of my resident permit. When I graduated, I wanted, I went in for OPT and [uh] during that period, I was [uh] counselled to see a lawyer. It was surprising that the application could not scale through for reasons the best known to the administration because what I applied for, they needed [uh] somebody who has two degrees ; I mean two profession with another certificate in America , that is skillful in a profession and has more than 10 years of service postgraduate experience, more than 10 years . As at then , I had 15 years or more, I had two degrees, I had all the qualification, but when the application was put in [uh], it was denied and it was a real challenge to me because [uh] as at then my wife and kids, they have decided not to go back to Nigeria. I wanted to go back because I did not resign my appointment, I wanted to go back to Nigeria. Unfortunately, it was during the time of COVID and at the time , I was not allowed to travel during COVID.

By the time COVID was over, my visa got expired and I got stuck in the United States of America and it was a real troublous period for me, It was a point of stagnation. The lawyer told me if I stepped out of the United States of America, I will be banned for 10 years and I will not be able to see my family and that's how I got stuck. So that is one of my major challenge in terms of immigration.

**Interviewer**: Thank you.

**Participant 3**: You’re welcome.

**Interviewer:** Thank you for sharing that. [Um] we’ll go to section three ,professional experiences. Under this section I also have five questions. [Uh]The first question- Please tell us about your career trajectory in Nigeria before relocating to the United States.

**Participant 3:** I have, I graduated with [ laughs ] it was a pure sciences I read.

I read Agricultural Management and Extension, and [uh] when I, Nigeria being what it is, I got a job in the hospital and I never knew something about hospital administration before I got a job, so when I got a job, they call it hospital secretary then..

**Interviewer:** Okay

**Participant 3:** …because it was in line with the British standard. So, when I started the job, it was very interesting because when I was very young, I thought I would become a medical doctor to study medicine but [uh] UI (University of Ibadan) did not give me that opportunity then for one reason or the other so I went in for Agric in another institution and I was happy that [oh] if I could not be a medical doctor in the hospital, but I'm a hospital secretary because the position is very, very sensitive. Anything that is not medical, it is administration so I was in charge of virtually every other aspect of the hospital except for [ah] medicine and nursing and even the office cuts across all the professions.

If the doctor needed to be promoted, I would still need to be involved, if a doctor needed to be disciplined, I would still need to be involved , if the doctor needed one thing or the other including the nurses and all other professions. And apart from the nurses and the doctors and maybe a few other professions, every other cadre that falls under my department; the medical record, the catering, the laundry, the transportation, so many other, uh, section.

Now, talking about the career, when I started working, and [uh] about three years into my [uh] profession, they just called me from the head office that's the Health service commission that [uh] if I wouldn't mind, I can still [uh] get a further degree in healthcare administration which I started, I went to University of Ibadan I got [uh] management, I had postgraduate diploma in management. [Uh] after two years, I went back to Unilag, I had postgraduate diploma in hospital management. It was after that, that I felt within myself that look, all this [uh] postgraduate diploma, I'm not satisfied and I went back , because there is no degree in hospital administration, no university was running a degree in hospital administration or hospital management so the only school that was close to Nigeria was University of Portnovo , so I …..

**Interviewer**: Port novo is in Benin Republic?

**Participant 3:** Yes. Yes.

**Interviewer:** Okay

**Participant 3:** So, I now went to University of Portnovo [uh] because I lived around [uh] not too far from badagry, so most cases I would just park my car in badagry I would cross the border. At times I have two lectures in a week, at times three and that's how I was shuttling it and I was working, I was doing the two until I finished the three years program and I had my degree in health care administration and good enough that I was able to sacrifice to do that program ,It was that degree that gave me admission for Masters in United States of America .

So, I started from a very low level at the ministry, I mean, at the entry point for a graduate, and I moved steadily from the entry point to the Chief Hospital Administrator and [uh] and I was able to work in about seven different government hospitals which [uh] I can mention their names, seven from a very low hospital from health center to a General hospital .

And [uh] not only that, the state government sent me on training in virtually all the states in Nigeria, virtually all the states. I've gone for seminars and I've traveled also to many countries in Africa to attend training. South Africa, Botswana, [uh] Kenya, Tanzania [uh] and many states. I even traveled abroad for training. I have been to America for training when I was with Lagos state government. I traveled to Japan for training when I was with Lagos state government and then some other places I’ve been to when I was with Lagos State government. So [uh]it was a good time working with Lagos state government. That’s why I said it was not economy on my career path that [uh] endeared or made me to stay in America.

**Interviewe**r: Hmm, thank you so much for sharing that rich [uh] career growth and experience in Nigeria. Starting with a degree in agriculture then moving to become the Chief Hospital [uh] administrator. I just wanted to have an idea of how many years did your career span through in Nigeria before you moved to Nigeria?

**Participant 3**: I worked in Nigeria for 20 years.

**Interviewer**: 20 years?

**Participant** **3:** Yes. I worked, I started in December 1995 and I left in December, 2016.

I**nterviewer**: Wow.

**Participant 3**: Yeah.

**Interviewe**r: That's two decades.

**Participant 3:** Yeah.

**Interviewe**r : Okay. Thank you. So I'm going to move to the next question. The next question. Question two – How would you describe your current career trajectory in the United States?

**Participant 3:** Well, [uh] because I have been used to healthcare administration when I graduated, I started working with an organization that was called ‘Delight Health Care Services’ and I [uh] worked with them , that's where I had my OPT. When I done with them, I joined another company that is called ‘EROSUN’ and I work as a caregiver , I rose to a position of House Manager there and [uh] I went back to Georgia ,that was in the year 2022. I went to Georgia for one year training for another training, that was in home health. I came back to Baltimore in [uh] year 2023, October 2023 and [uh] I joined another company called ‘Lifegate’.

And since then, I've been working in Lifegate as a Program coordinator and is still in healthcare administration.

**Interviewe**r: Okay, thank you. Thank you for giving that [uh] summary of your career trajectory in the US. The third question- How well do you feel your skills and qualifications are being fully utilized in your current role?

**Participant 3**: I must tell you that I'm not fully utilized. I am not fully utilized. I am limited [uh] in terms of decision making I am limited , in terms of professionalism I am limited because I have a schedule. I have [uh] a sort of job description and I have to work within that job description and in [uh] some cases I have to revert to my supervisor to take certain decision.

Compared to when I was in Nigeria and I had every privilege to [uh] take major and minor decision so I must tell you that my qualification is there, but I am limited and not fully utilized in my current role.

**Interviewe**r: Okay. Yeah. Thank you for sharing that.

**Participant 3:** You’re welcome.

**Interviewe**r: Question four - What barriers have you faced in the professional landscape, such as licensing requirements, recognition of foreign qualifications, or workplace discrimination?

**Participant 3**: I must tell you that in terms of, uh, professional landscape and licensing, uh, I joined the body of Hospital administration in America, and I'm a member of [uh] Maryland branch but I must tell you that all my qualification and certification were tested. It's a sort of passing me through fire to ensure that, oh this guy actually qualified. There is a school that is called WES, all the qualification and credential will have to pass through WES , that's number one.

Number two, you must know that [uh] even though we were taught, we attended our, we call it primary school in Nigeria, which is elementary school ,there is no elementary school in Nigeria that is using our native language to teach even when I attended. So, my primary, my secondary, my university everything was taught in English but you will know that my English is not good enough for America. That’s number one.

It will get to certain point on the job that [uh] some of the client will be telling you, [oh] I couldn't hear you well; those are one of one or little challenges compared to somebody that started, uh, his education from elementary here and he could speak without an accent. So, the accent was one of the major things, uh, when it comes to my, [uh] career migration.

And another challenge I have is in terms of workplace discrimination. In some area, not in all cases, they prefer an indigene of this place to a foreigner because they feel an indigene will know how to navigate the nooks and cranny of some of these jobs rather than somebody that is coming here. And can I also tell you that age is a factor ,that there are some of these [uh] assignment that they will feel that [oh] if this guy were to be younger he would have been able to move faster , maneuver better than this. So those are the little aspect of discrimination I have in terms of my [uh] recognition of foreign qualification and workplace discrimination. Aside that,[oh] I'm fine because I've worked in the hospital all my life so there is virtually nothing you want to tell me about healthcare that is new to me except for new technology. So ,those are the little challenges I have and I'm trying also now to [uh] polish my accent to see that atleast I'm able to pronounce the word the way it should be and to try as much as possible to relate with the client in a professional way.

**Interviewe**r: Thank you so much. That's very interesting. Thank you. Now question five. Before I say question five; so question five is [uh] related to question four where you talked about the challenges of [uh] licensing, recognition of foreign qualifications and workplace distribution. So, question five- What strategies have you used to overcome these challenges?

**Participant 3:** Yes, I, {laughing} it's funny that at times I have to, there is something we call [E.G.O ] ego. I must tell you at this point in time that here as I am now in America, I am poorer here than when I was in Nigeria in terms of economy. So when I have some challenges and [uh] at times I feel bad that [oh] what brought me here? What brought me here? So, I have to work on my personality, I have to work on my ego and [uh ] at times I'll have to ask my kids questions ; How do you pronounce this?

How do you do this? And because they attend, especially my last kid, he attended elementary school here, [uh] he's now almost getting out of high school, so he had that ample opportunity to learn so many things which is a cross -cultural [uh] factor. So I ask them questions. That's number one.

Number two, at work, I don't mind, I ask some people basic questions “When this type of a thing happens, how do you go about it? How do you handle it? Those are the way and you know Google is also of help. I go on Google atimes to find out something, ask some questions, you know to know how best to handle some situation and all the rest. Those are the strategies that I try to put in place to overcome all those challenges I have.

**Interviewe**r: Thank you so much.

**Participant 3**: You're welcome sir.

I**nterviewer**: We move to section four , Cultural assimilation and [uh] Social integration.

I have five questions there too. The first question says that - How would you describe your experience of cultural assimilation in Maryland?

**Participant 3**: [Uh] When you are asking about cultural assimilation [uh] are you trying to say my background; my cultural background compared to the culture of Maryland?

Is that what you are trying to ask sir?

**Interviewe**r: Yes, yes, certainly. Cultural assimilation; lots of people when they come [uh], when they move the US, to Maryland they have a lot of [uh] cultural shocks [uh] like food, like dressing , it could even be the weather [uh] people's ethical ,[uh] people’s personal beliefs and orientation too, that’s part of culture.

**Participant 3:** Okay , okay sir I could get you sir.

**Participant 3 :** Uhm [laughs, coughs, excuse me sir], the school I attended was in Mississippi, just as I said , do you know there was no African store, no African restaurant in Mississippi? We have to travel for about two hours, to get ordinary palm oil if we are going to cook.

**Interviewer:** Wow

**Participant 3:** Yes

**Interviewer:** That is a long distance

**Participant 3:** It’s a long distance and you cannot just go [clears throat] and buy palm oil because in two hours and be wasting gas.

Now, when I came to Maryland, because I've been coming to US for many years, [uh] before I finally stayed, so I've prepared for the cold [uh]wet , cold season. Even though it was much for me when I, you know, when you come visiting and you spend maybe one week, two weeks, you may not feel it but this time around you are here all through the winter, the first winter that I experienced snow, [uh] let me tell you, there was a day I tripped on the snow when I was going to work and I just needed a medical attention because I was thinking it was just an ordinary thing and [uh] there was another time my wife’s car, you know, she skipped on the snow and it went into a ditch but along the line, we started learning how to manage the weather and for now, [oooh] we are fine with the weather, we are fine; we are fine with the weather.

Another thing is the food. Initially, when we came we were not used to American food but the kids, they understood it because they were being given in the school so the kids started introducing us to the food and gradually we also started enjoying the food, I could now go to Mr. Biggs [ah sorry], to McDonald’s to buy burger, to eat fries, to eat good things but because we are adults, we don’t eat all those food every time but [oh] we were able to migrate easily into the culture.

And [uh] good enough this place does not forbid Christianity as a religion and [uh] I was able to go to church, sing my song, I can carry my bible, enjoy my Christian life, which is a good one for me. So, in terms of cultural assimilation, I was able to acclimatize very fast because and , more so we have many Africans in Baltimore , when you go to African store, you go to Walmart, you go to Home Depot you are sure meeting one person from Africa that you are going to smile at ; you know that you will greet each other so you know you are not alone you are not the only one [laughs] facing the challenge we are many .

So, things are okay in terms of cultural assimilation [clears throat].

**Interviewer**: Okay thank you for sharing that. [uh] question three is [uh] no sorry, sorry question two, I think question two is kind of related to question one . I think you must have…?

**Participant 3:** Yes, yes sir.

I**nterviewer**: Have you experienced any cultural or social challenges since migrating? I think you’ve more or less answered the question except there is something other than the factors you mentioned before **?**

**Participant 3:** No, no.

**Interviewer:** Okay.

**Participant 3:** Yeah.

**Interviewer:** Okay. Let's go to question three.

**Participant 3:** Okay.

**Interviewer:**  Question three is a little bit more specific.

**Participant 3:** Okay.

**Interviewer:** How have you navigated cultural differences in your personal and professional life? Professional life is [uh] maybe your interaction working with colleagues, working with people from different backgrounds, If you can shed a little more light on that.

**Participant 3**: Okay. In terms of professional life, one thing about Maryland is if you are a professional and you are qualified for a job, you will get that job. The only challenge is this, you may not be the head. [Uh] instead of , like I was in Nigeria and I was heading you know, I mean at my level between 1996 to 2016, there was no governor of Lagos state that would not come to my office for one thing or the other and if I could have access to governor, you are talking of commissioner, you are talking of permanent secretary, you are talking of a head of ….. but here [uh] number one, the color of my skin is number one, number two is my accent, number three is that professional qualification.

Let me give you an instance, when I was in Mississippi I applied for a job somewhere, [uh] in one of the hospitals and I went for the interview, The guy sat me down and told me look, the job of healthcare administrator is not meant for this set of people.

**Interviewer:** Hmm

**Participant 3:** …. It’s better you look for alternative and I quote you, or you can quote me, go into any public hospital and find out if you find 20 percent of people with my skin that are hospital administrators. It’s difficult, It’s difficult because , so as a professional hospital administrator, I was initially [oh] when I graduate, I have opportunity to add you know, to take decisions that affect life, that is you just ensure people are doing the right thing. Hospital Administrators , they are in terms of quality, we are talking of quality assurance; you are talking of putting the right peg in the right hole, that is the job of hospital administration. You want to ensure that things are done normally.

There’s something we call knife on skin for surgery even if it's a fact that it's a surgeon that is coming to perform the surgery but the SOP is in the hand of hospital administrator, If anything goes wrong he knows exactly what might have gone wrong.

For all profession in the hospital, the hospital administrator have that knowledge of what they should do at every point in time but can I tell you? I'm here so my profession? I'm working with people living with disability, I'm working in that corner, I am not up there as hospital administrator, I'm not working as hospital administrator in America I'm working as a program coordinator with people living with disability. Thank you, sir.

**Interviewer :** Yeah. Thank you {laughs} for taking your time to [um] to explain that. [uh] That’s very, very interesting. Before I move to the next question, you talked about [uh], you used the term there you said ‘‘when a surgeon is coming to do an operation , is the administrator that will do the SOP. What does SOP means? Is it standard of procedure?

**Participant 3**: Good. You see for every section, for every department we have Standard Operating Procedure {SOP}. So when a professional, when a technician, when a surgeon, when a nurse, [uh] when a laboratory scientist knows that what he's doing is being monitored by someone , that the operating procedure is having is being monitored by someone, [ooh] he's being careful [inaudible sound by interviewer] and that is why you see that in Nigeria that people will prefer to go to government hospital rather than to [uh] patronize private hospital because there is check and balances. Somebody is looking just ahead from their shoulder, somebody is watching them.

And Can I tell you that when there is a death, even though it’s not open to the public, when there is a death in the hospital; in a government hospital, there is a committee that oversee, that will have to do a sort of finding ‘why did that woman die? ‘why did that man die ? The public may not be aware even the relatives may not be aware but those are the things we put in place so that we can prevent such an occurrence in future.

So those are part of my job when I was the hospital administrator . [Uh] So, we design SOP, we design what we call the quality assurance documentation for all, for many of these departments and we also monitor and check that everything is in place. Thank you, sir.

**Interviewer:** Yeah. Thank you for explaining that.

**Participant 3:** Yes sir.

**Interviewer:** Yeah ,thank you very much . We go to [uh] question four.

**Participant 3**: Okay, sir.

**Interviewer:** Are there specific community networks or organizations that have supported your integration?

**Participant3:** Yes, sir. Number one is the Christian community. The Christian community has really helped me because within the Christian community, we were able to find out, [oh] this person is a nurse, this person is a doctor, [oh] this person is in this, this person works with a correctional , it’s a wholesome community.

The guy that works in the correctional will tell you, [oh] this area, please if you want to go to this area when you are driving, make sure you don't power down your window,

[ oh] be very cautious in this type of area when you are driving, if you want to buy gas, if it is possible, don't buy gas in this area there are some boys, hoodlums around this area and you know these are information you may not be able to read in the book.

[Oh] a nurse will tell you, [uhm] if you have a challenge this way, these are the things you want to do. [Oh] your kid needs immunization, they need vaccination ,[oh] these are what you should do. Those are what I really enjoy within the community.

Another set of community network I enjoy is the Nigerian community in Maryland. [Oh], I was able to have a sort of network from virtually every tribe . I have an hausa friend, I have Igbo friends, I have friends from all walks of life, Just name it; that if I need one thing, I need an information I'm able to [uh] gather all my information.

And since I got to Baltimore, it has been a very beautiful time because of some of the information I have. I never had problem to run into any challenge , to run into trouble. I never have opportunity of going to rent an apartment in a place where I'll be having one problem or the other. So the network has really helped me in terms of [uh] development and integration.

**Interviewer**: Okay, thank you. We go to section five. Section five [uh] I have three questions. We're getting to the end of it. I have three questions under section five, which is focused on Dual cultural and Economic challenges.

The first question says: Do you feel torn between the cultural expectations of Nigeria and the United States? If so, how do you navigate this?

**Participant 3:** {Laughs } I must tell you that initially I felt torn apart by the system and, uh, the reason is that uh, I want you to see something take for instance, in Nigeria, we have building, we bought a land, we built it,the house is ours, I sank borehole, the water is mine. I just need to pay for my power. I bought a car, the car belongs to me, and I pay for insurance once in a year. Imagine now coming to United States and the amount I spend to pay for rent in a whole year is the amount I'm spending to pay maybe for one month.

The insurance, the amount I’m spending to pay for insurance for about two years is the amount I'm spending to pay for insurance just for one month and I have to pay for about four or five vehicles. My wife has a car, my two kids each have a car , I have making four vehicles. We have to pay for all this insurance. Oh, it's really, it's really...

And another thing is this , you have to work per hour. You must work per hour. Do you know, when we were in Nigeria, there are some things we could do to also make money aside from working in the hospital. We didn’t have that privilege and opportunity here , so it really affected me because my income was not enough to take care of my expenses but as time goes on and uh we are able to navigate, my wife also went to school, one of my kids graduated , slowly and steadily the burden is being reduced. So, yeah so I felt taunted initially.

**Interviewer:** Okay

**Participant 3:** But I’m better now, yeah.

**Interviewer :** Okay. Thank you for sharing that. Question two. Have you encountered economic challenges related to remittances or supporting family members in Nigeria?

**Participant 3**: It’s good that the there is no video because I'm just laughing [both laughs] because even when I was a student and there was a challenge in Nigeria [uh] there was a challenge with the governor and he could not pay my tuition fees and I was struggling to pay the school fees here, people were still asking for money

**Interviewer** : [Laughs] .

**Participant 3**: I must tell you, well it is God that is helping .People that have forgotten you, people you attended the same primary school together, secondary school together, university together , now talk about your colleagues in the office even people you served together with during NYSC, Once you enter to United States of America they will remember you; they will get your number and I must tell you, it was a lot of challenge for me. That’s not to say coming here was not the trouble, It was because when I was in Nigeria, I had enough to give to people .They will come to the hospital they will have free medical care , not me , it's the government but I just use my office to let them see the doctor , some get surgery you know , they put to bed and they are being exempted , I could exempt somebody that gave birth, I could exempt somebody that came to the hospital that doesn't have money , so many things I could do; eyeglasses , laboratory work , so many things I could do but now I'm here and they are there and they need help ,they have to reach out to me on what would do . So, it was a challenge and those people I was also assisting in school doing one thing or the other for.

Now I am here I didn't have enough money so it was a challenge for me.

**Interviewer:** Hmm, yeah, I understand that. Thank you. So, [uhm] the third question is about strategies that you use to balance these dual responsibilities. The need to maintain home front and to pay your bills here and also to be able to take care of those responsibilities back in Nigeria.

What strategies have you used to balance these dual responsibilities? Some people take additional jobs so that they're able to cope [laughs] with responsibilities here and back home.

**Participant 3**: You are right. You are right. Those are one of the strategies. I also took an additional job so I do two jobs now. That is one. That is one strategy. So at least for the family, we are able to at least have a leverage.

Number two, it may surprise you and I'm being sincere here. For the past eight years that I've been in America, I don't have an application to send money to Nigeria.

**Interviewer:** Hmm.

**Participant 3:** I don’t and it’s just, it's a deliberate one. You know when I was in Nigeria, I worked in a hospital, there was a time I worked in a hospital that we had more than 500 nurses , yeah more than 500, the total number of the staffing of that hospital was about 1000. Now, if I have to help five percent of those people that have challenges, my entire income will not be enough. So this is what I do; whenever I have a request and it's a very pressing request, I would discuss with my wife and we will look at the request we have at that point in time, we will put it on table of order of priority….

**Interviewer**: Hmm

**Participant 3:** …. and It is my wife that will send the money, not me. So, some people when they see it, they will say, [ah ] it's not your name, It's the name of a female and I will say that's my wife.

So, even if you are a woman and my wife is sending money to you, you will know that , the wife is aware that this guy is sending money to me, so there will be no frivolity including my mother. If I’m sending money to my mother, sending money to my younger brother, it's my wife that will send it. Those are the strategies I was able to use to reduce pressure.

**Interviewer:** And expectations .

**Participant 3**: Yes and expectations, and you cannot do without it, you have to send the money but at least I'm able to curtail excesses and frivolity.

**Interviewer:** Thank you so much, sir.

**Participant 3:** You're welcome, sir.

**Interviewer:** Uh yeah, we are rounding up. [Um] section six, the last part of the interview questions. This is [uh] about recommendations; we also have four questions here.

So, question one says - What changes or support systems would you suggest to help highly educated Nigerian immigrants to succeed in their careers in the US?

**Participant 3**: They should be open -minded.

**Interviewer**: You mean the immigrants?

**Participant 3**: Yes, the immigrant, highly placed Nigerians coming to America should be open -minded. Let me tell you this, as I talk to you I have medical doctors as friends that are lamenting because they have tried to write the exam for many years, they couldn't pass and they got stuck. [Oh] be open -minded, go for nursing, divert your career, change your profession. So, many things one can do in America and you still live very well so we should be open minded as highly educated people migrating to America so that they can succeed in their career.

And they can also change career; It is very possible. America is a type of place where when you come in, you are not glued to one particular career. You can flip at least just for you to be concentrated and for you to have some sort of support system, maybe a family support system but one can still break through in a field that is chosen in America.

**Interviewer**: Thank you, sir. Thank you. [Um] Second question- Are there policies or programs you feel [um] help or create barriers for highly educated Nigerian and African immigrants in Maryland, the United States at large?

**Participant 3:**  In Maryland, I don't know of any but because I have opportunity to live in other states of this nation there are. I must tell you in Georgia, I can tell you of Mississippi where I schooled, there are some policy and program that hindered or restricted professionals, the immigrant from getting to certain level, there are so one should just watch out.

When you get to an environment and you see that [oh] these are policies, these are programs that may likely get you stuck; that may likely affect your progress, [oooh] please just change, just change and that is the only thing I want to say because you may not be able to change the policy, you may not be able to change the program but you can change your course of status in United States of America.

Thank you, sir.

**Interviewer:** Thank you.

**Participant 3**: Yes, sir.

**Interviewer**: Question three - “Are there any policies or programs that you think should be implemented to address barriers faced by Nigerian and African immigrants?

**Participant 3**: Yes, sir. As I talk to you now, I have a man, I don't want to mention his name. The man happens to be an aeronautical engineer in Nigeria , he’s here in America; the man could not get a job; he could not get a job and as I talk to you he does just menial jobs . On his status , if I send you the telephone number of that man and you activate his WhatsApp, you will see him in uniform in, I mean inside an aircraft but we just laugh over it here. I think there should be policies, there should be program for highly skilled people that their wealth of experiences could benefit the masses in America, in Maryland.

The standard of education is good but I want to tell you that for somebody to have worked for 20 years, to have worked for 30 years and for one reason or the other you find yourself in America and because He did not have that qualification in America, he is useless, Oh, that's not a good policy.

So there should be a way of fine -tuning the program and policy of Maryland to assimilate and to utilize wealth of experiences of professional across the board. I attended a seminar sometime and they were professionals and they gave me just about 10 minutes to talk. I did not hold any paper , at the end of my speech they clapped, the time they used to clap was more than the time I used to deliver my lecture.

**Interviewer**: [Laughs}

**Participant 3:** What did I tell them? I was telling them just little about what I know and that is what I'm using to take care of people living with disability.

So, that is just my recommendation. It's a suggestion that the policy and program of Maryland should give room to make use of the wealth of experiences of highly placed people, highly academic people to be assimilated into the society; into the community so that they can benefit from their wealth of experiences.

It's a suggestion, sir.

**Interviewer** : Thank you for the suggestion. [Um] thank you so much.

[Uh] do you, the last question- Do you have any additional comments or insights you would like to share?

**Participant 3**: What I would want to share is that this type of research [uh] is a good one. It's an opportunity to.. [ah] to see what people are passing through and also it's a good one if there could be a platform or a sort of journal where people can express their feelings without bias, without stigmatization, without fear that [ oh] if I express, if I should give this information, they may come after me, you know, if in a very plain and truthful atmosphere you will see that there will be some information, there will be ideas, there will be some [uh] professional product that will be generated if there could be a means of gathering such data in the community.

**Interviewer:** Thank you so much, sir.

**Participant 3**: You're welcome, sir.

**Interviewer:** ….for the insight, for the rich [uh] insight you have provided in the course of this interview.

**Participant 3**: You are welcome, sir.

**Interviewer :** I want to thank you for your time and the valuable input you have shared during this interview. If you would like to receive a summary of the study findings once this research is completed, please let me know and l will provide a copy via email.

**Participant 3:** It's all right, sir. It's nice talking with you also. I wish you all the best.