

MIGRATION PATHWAYS

Digital Explorers

Overview

The Digital Explorers program aimed to connect the vibrant ICT markets of Nigeria and Lithuania by providing Nigerian ICT specialists with career advancement opportunities through employment or traineeships in Lithuanian information technology (IT) companies while addressing talent shortages in the Lithuanian ICT sector. The program facilitated institutional knowledge exchange, with a focus on FinTech regulation and ecosystem building.

Why was it started?

The program, financed by the European Commission Directorate General for Migration and Home Affairs, was at the forefront of a new push by the European Union (EU) to create new legal pathways between Europe and Africa. It aimed to foster sustainable economic growth and realize the untapped potential of young people in Africa with a talent for ICT. The pilot program answered calls from EU institutions to empower the private sector to contribute to shaping cooperation between Africa and Europe by encouraging IT firms in Lithuania to build connections with Africa's largest market.



Country of Destination
LITHUANIA

Country of Origin
NIGERIA

Skill
**INFORMATION AND
COMMUNICATIONS
TECHNOLOGY (ICT)** 

Skill Level
HIGH

Timeline
**JANUARY 1, 2019–
SEPTEMBER 30, 2020**

Beneficiaries
15

Countries all around the world utilize migration pathways to train and bring over workers with needed skills. The CGD Migration Pathways database documents these pathways to promote innovation in this space. To explore the database, visit GSP.cgdev.org.

How does it work?

The program placed young Nigerian ICT specialists in paid traineeship or employment for 6–12 months at Lithuanian tech companies. It provided them with technical training and individual support in personal growth and development. Before joining the companies, participants underwent workplace awareness training, and the companies took part in diversity management training to prepare for onboarding the Nigerian specialists. For participants returning to Nigeria, the program team provided support and counselling to help them find employment in Nigeria.

What impact has it had?

It is too early to assess the full impact of the program, but it has now moved into its second phase, focused on 10 female trainees.

Further readings

For program descriptions, see the websites of the [Digital Explorers](#) program and the EU [Mobility Partnership Facility](#).



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