



Participants during a dissemination seminar

# Nigerian TechPro4Europe: Private sector-led labour mobility

**While Nigeria boasts a high number of qualified graduates with electrical, mechanical, and construction skills, these professionals struggle to find sustainable livelihood opportunities within the local labour market.**

Meanwhile, the Polish and Danish private sectors face a labour shortage in these fields. Companies encounter operational and regulatory hurdles that make it difficult to identify, connect with, and hire Nigerian talent. The *'Enabling European Private Sector-Driven Labour Mobility Schemes for Nigerian Technical Professionals'* project aimed to identify these challenges, provide targeted technical assistance to European employers, and set up a service desk to support the implementation of private sector-driven recruitment schemes.

# Proof of concept for technical talent migration



Lekki-Ikoyi Bridge in Lagos, Nigeria. Credit: © effi via Canva.com

TechPro4Europe partnered with Eryk, a Danish-Polish electrical engineering firm, **to pilot a circular labour mobility scheme placing skilled Nigerian workers in two-year apprenticeship programmes within the company.** The initiative demonstrated how private sector demand can drive sustainable, regular migration, offering a replicable model for future talent partnerships. The company received support from the EU through the Migration Partnership Facility to develop recruitment, pre-departure orientation and migration support services, generating practical insights for future labour mobility schemes.

**36 Nigerian professionals were selected, 27 are completing mobility placements, and the rest are awaiting assignments.**

Through the circular mobility, graduates developed stronger technical skills, including in new technology use and management, leading to cross-cultural learning and enhanced employability. The project hence reinforced a structured and long-term legal migration pathway for Nigerian professionals.

# Local impact of human capital development

**TechPro4Europe contributes directly to upskilling and employment in Nigeria by encouraging returned participants to apply their newly acquired competencies and facilitate knowledge transfer within the local labour market.** Participants will drive economic growth through higher earnings, remittances, and potential business creation. By embedding circularity into its design, the project offers a sustainable alternative to brain drain, turning migration into a strategic investment for national development.

*"This project is giving me another perspective on how things are done in Europe. So if I eventually work back in Nigeria, I can show them that this is how it is done [over here]."* TechPro4Europe Participant



## The service desk model

**Through TechPro4Europe, the concept of a one-stop Service Desk was developed as an innovative model to support European companies navigate the process of recruiting skilled professionals from Nigeria.** Although not yet operationalised, it aims to generate and respond to demand from companies seeking Nigerian technical talent. By closing information gaps around labour migration processes and referring employers to the relevant authorities, the Service Desk will streamline international recruitment and improve coordination. It will provide comprehensive guidance and facilitation while working alongside existing providers, with the potential to expand beyond Europe.



Collaborative round table with participants during the dissemination seminar

# Strengthening legal labour migration dialogue

**TechPro4Europe fostered dialogue among Nigerian labour mobility actors to address recruitment challenges.** The jointly developed Service Desk will help remove barriers for EU employers once operational. The circular mobility scheme, enabled by private sector cooperation, showed that migration can meet labour needs while creating employment and growth opportunities.

## About the MPF

This project is part of the EU-funded Migration Partnership Facility (MPF), managed by the International Centre for Migration Policy Development (ICMPD) to support the external dimension of the EU's migration policy. MPF funds projects that promote dialogue and cooperation on migration and mobility between EU Member States and partner countries outside the EU.

## About the project

Nigerian TechPro4Europe intended to build legal, skills-based labour mobility pathways. Working with Nigerian stakeholders and ICMPD Nigeria, the project supported the Danish-Polish firm Eryk in piloting a circular migration scheme placing skilled Nigerian professionals in two-year apprenticeships in Europe. By connecting European companies with Nigerian technical talent, the project helped address labour shortages in key sectors while supporting sustainable employment and skills development in Nigeria.

## About the evaluation

Testimonies used in this document were gathered as part of the final evaluation of the project 'Enabling European Private Sector-Driven Labour Mobility Schemes for Nigerian Technical Professionals', conducted between November 2024 and April 2025. The evaluation was led by Samuel Hall, who is part of a consortium of six consultancies and NGOs, namely Blomeyer & Sanz, Diversity Development Group, Migration Policy Group, Policy Impact Lab, and Tandans.



Funded by  
the European Union



Migration Partnership Facility



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Migration Policy Development