

1. Degree of Professional Displacement

This chart shows the **years of experience lost** in each profession due to non-continuity in the U.S. labor market. Professions like **Accounting, Education, and Entrepreneurship** experienced the greatest displacement — a clear sign of **underutilized expertise**.

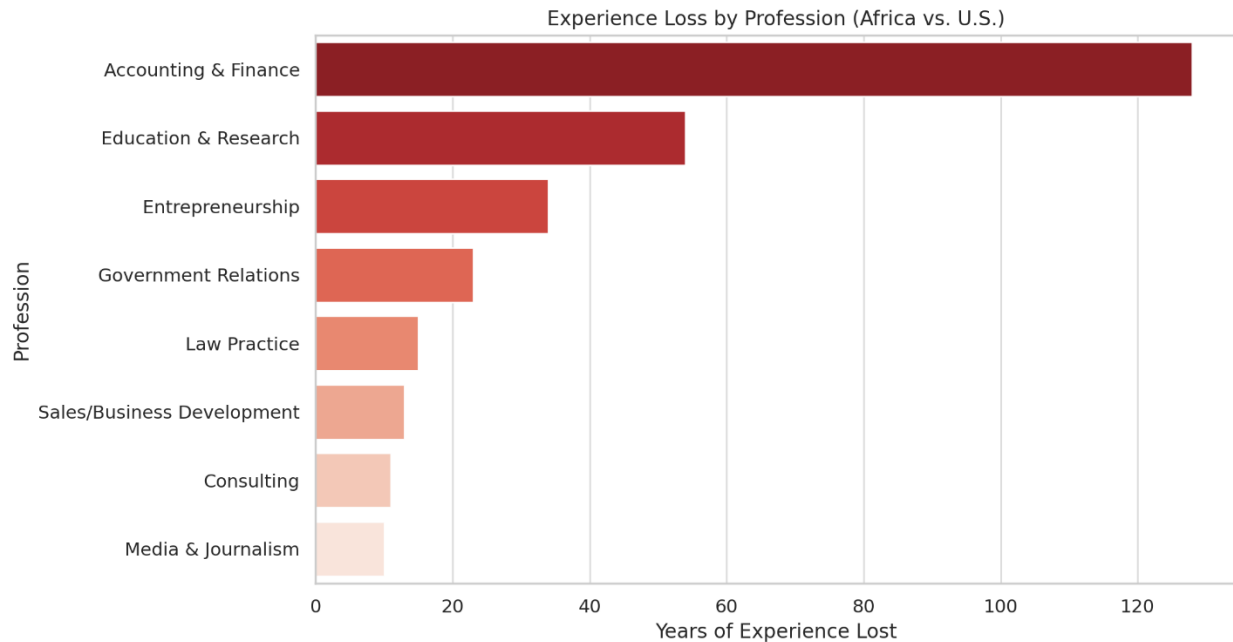
Several professions showed **sharp decline or complete discontinuation** in the U.S., signaling major barriers to field continuity:

Profession	Experience Lost	Participants Lost
Accounting & Finance	128 years	4 participants
Education & Research	54 years	3 participants
Entrepreneurship	34 years	2 participants
Government Relations	23 years	1 participant
Law Practice	15 years	1 participant
Sales/Business Development	13 years	2 participants
Consulting	11 years	1 participant
Media & Journalism	10 years	1 participant

(Matches Main Research Question 1 & Sub-question 2)

Several professions showed significant declines or complete discontinuation in the U.S., pointing to systemic barriers like credential non-recognition and licensing requirements.

- **Accounting & Finance** lost 128 years of cumulative experience and dropped from 7 to 3 participants.
- **Education & Research, Entrepreneurship, Law Practice**, and others experienced similar patterns of loss.
- This demonstrates a serious **underutilization of talent** post-migration.



2. Field-Specific Impact of Credential Devaluation

(Already reflected in the chart above.) The steep drops in professional continuity are largely tied to **licensing hurdles** and **non-recognition of foreign credentials**, especially in regulated fields like law, education, and healthcare.

(Aligns with Main RQ1 & RQ2)

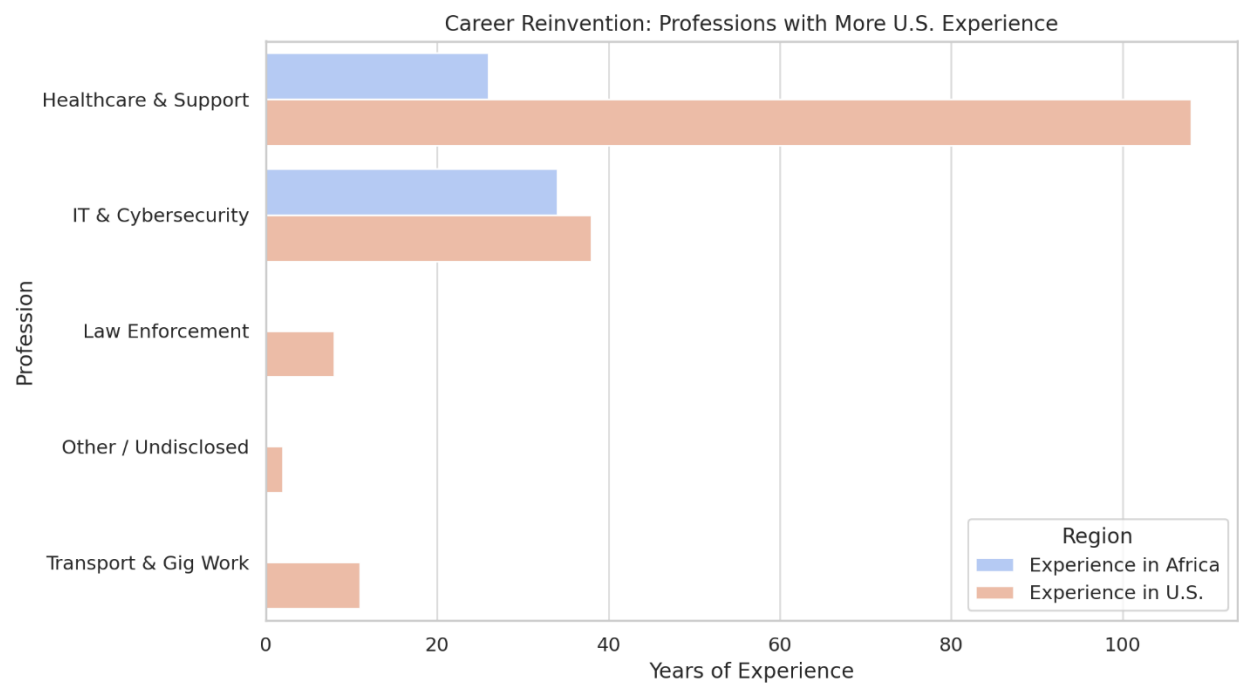
Professions like **Accounting, Education, and Law** suffer the greatest experience losses and discontinuity — strongly indicating barriers such as:

- Licensing and credential recognition issues
- Lack of transition pathways
- Institutional and systemic exclusion

These are high-value professional fields with **significant human capital loss**.

3. Career Reinvention

This chart highlights professions where participants **gained more U.S. experience than they had in Africa**, such as **Healthcare, IT, and Gig Work** — a sign of **career pivoting and adaptability**. It also reflects structural pathways that are more **accessible or in-demand** in the U.S.



(Aligns with Sub-question 3 & 4)

Some professions saw **growth in the U.S.**, signaling strategic pivots or easier access:

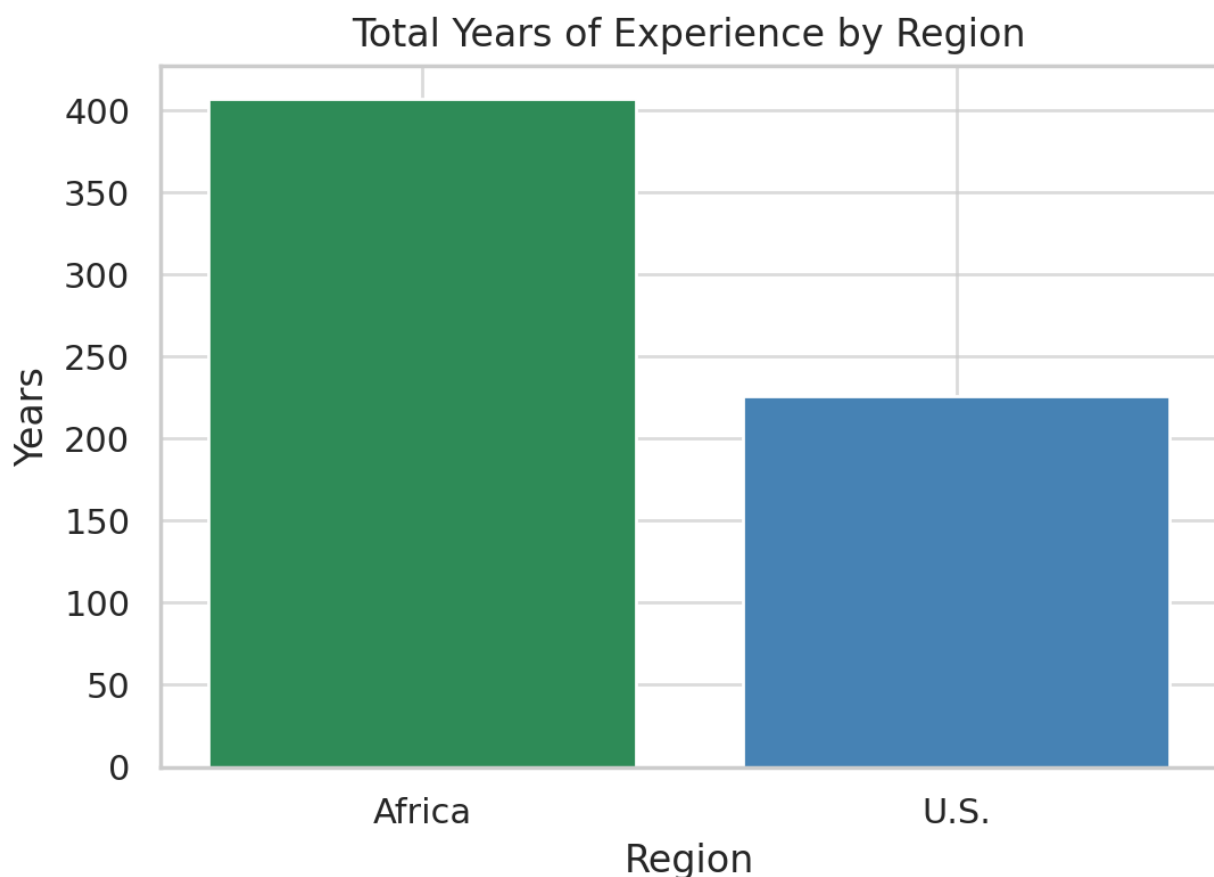
Profession	Africa Experience	U.S. Experience
Healthcare & Support	26 years	108 years
IT & Cybersecurity	34 years	38 years
Law Enforcement	0 years	8 years
Transport & Gig Work	0 years	11 years

Profession	Africa Experience	U.S. Experience
Other / Undisclosed	0 years	2 years

These shifts often reflect **economic necessity**, easier entry, or **retraining success** in high-demand sectors like tech and healthcare.

4. Labor Market Integration Gap

This side-by-side comparison of **total years of professional experience** shows a sharp drop from 407 years in Africa to just 226 years in the U.S. It demonstrates a systemic **failure to fully integrate skilled immigrant labor**.



(Aligns with Main RQ1 & Sub-question 2)

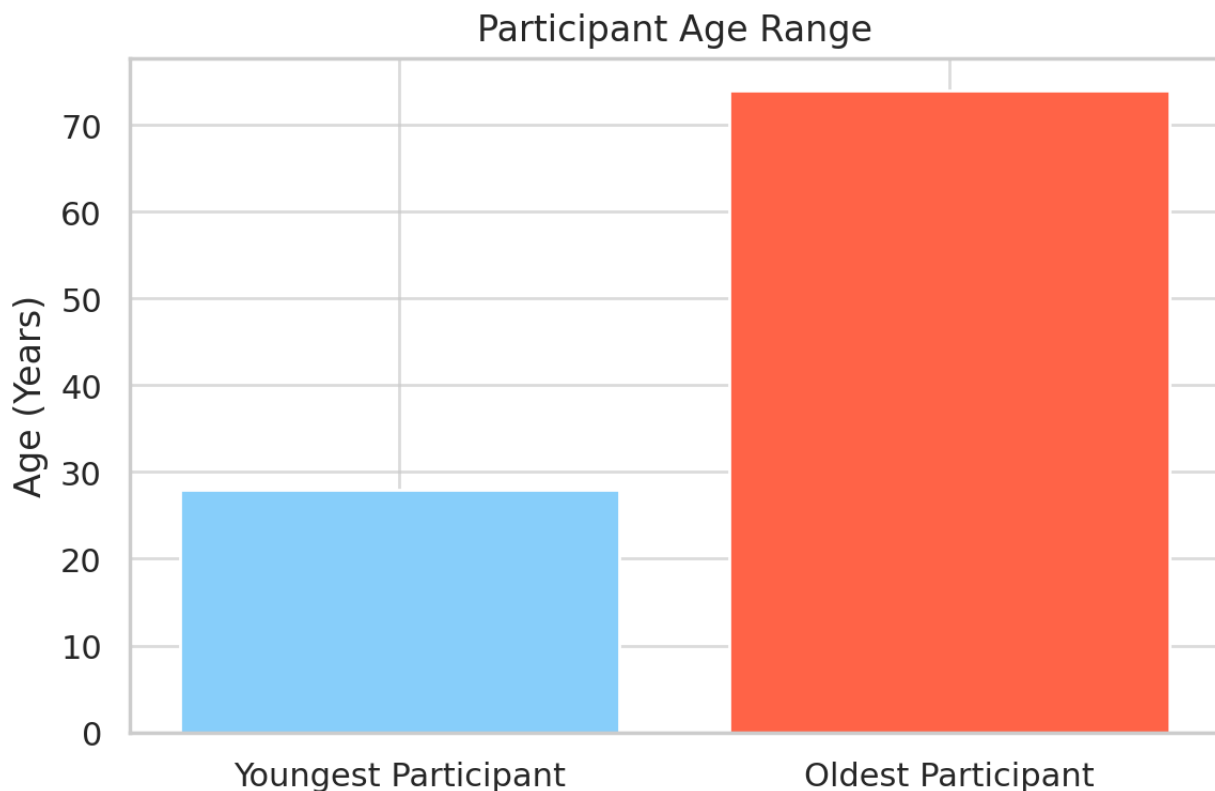
- **Total years of experience in Africa: 407 years**

- **Total years of experience in U.S.: 226 years**
- **Average years per person in Africa: 13.6 years**
- **Average years per person in U.S.: 7.5 years**

This stark difference highlights a **wasted talent gap** and reflects how migration leads to a net **underutilization of skills** across the board.

5. Age Factor in Integration

This simple chart underscores the **wide age range** among participants (28 to 74 years). Older participants may face **greater difficulty transitioning careers**, especially in tech-driven or credential-restrictive environments.



(Aligns with Sub-question 4)

- **Oldest participant:** 74 years
- **Youngest participant:** 28 years

Older participants likely face:

- **Greater challenges** in retraining, requalification, and adaptation.

- **Slower transitions** due to more entrenched careers in Africa and fewer pathways in U.S. systems.

This suggests a **generational lens** may be relevant in future policy design or support interventions.

Credit: OpenAI was used in generating the charts, the primary data is from this research.