What can the Baltic States gain from Talent Partnerships?

Reflecting experience of

Digital Explorers

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Digital Explorers in a nutshell

EU funded pilot project co-designed by Lithuanian and Nigerian partners

#unexpectedconnection

between Nigerian ICT specialists and Lithuanian companies

Digital Explorers

"In its early days, Digital Explorers appeared as somewhat of a space shuttle that landed in Lithuania, representing an exciting new beginning but also an event that did not fit into existing ways of doing things."

Dr. Nicolas Friederici, project external evaluator

Project starting point
“Unexpected Connection”

Skepticism both in Nigeria and Lithuania – lots of whys on both sides

BUT

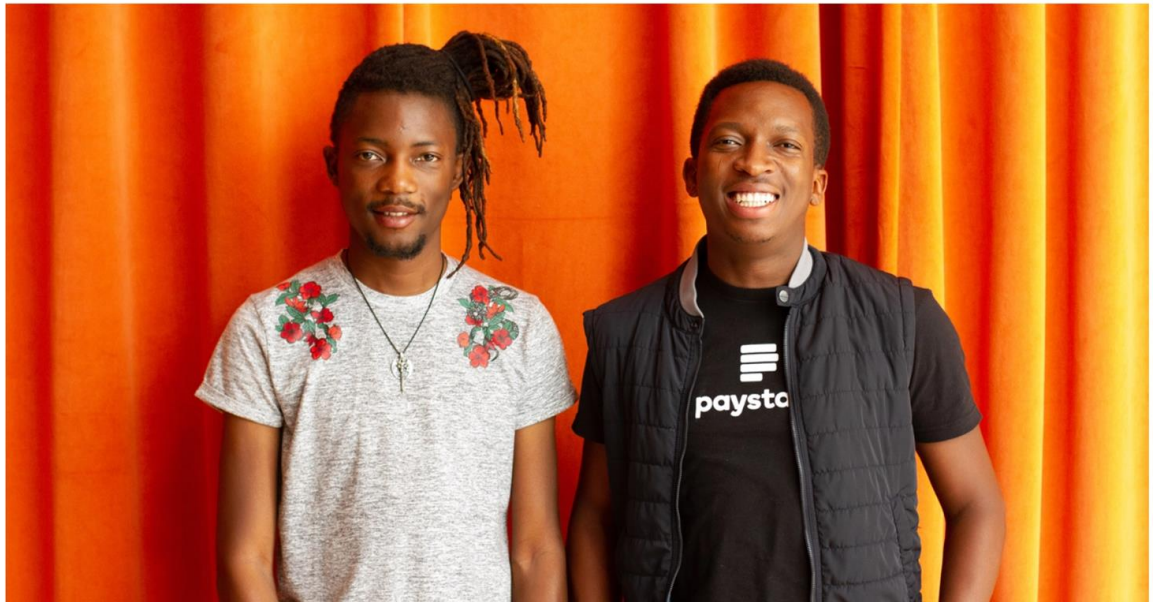
Also, loads of curiosity, which resulted in support from industry „champions“

„I didn‘t actively contribute, but I was watching you, wondering how will you make it happen“ – LT MoE rep.

Why Nigeria?

Stripe acquires Nigeria's Paystack for $200M+ to expand into the African continent

Ingrid Lunden @ingridlunden / 3:22 PM GMT+3 • October 15, 2020 Comment



Bloomberg Technology

Nigerian Startup Andela Becomes a $1.5 Billion Unicorn

Piloting 2 different models –> 30 (out of 50 intended) Explorers

1st Track
1 year of **Employment**

15 junior-mid ICT specialists

employed by 7 Lithuanian companies

trained towards mid-senior level

2nd Track
6 months of **Traineeship**

15 entry-level female data scientists

15 provided comprehensive data science training

11 (out of 15 trained) placed in 7 Lithuanian companies

+ 2 visa centers

and TeleSoftas launch in Nigeria

The process of getting there…

01.

~ 1700 applications for both tracks

~ 250 interviews for both tracks (3-4 stages interview process)

02.

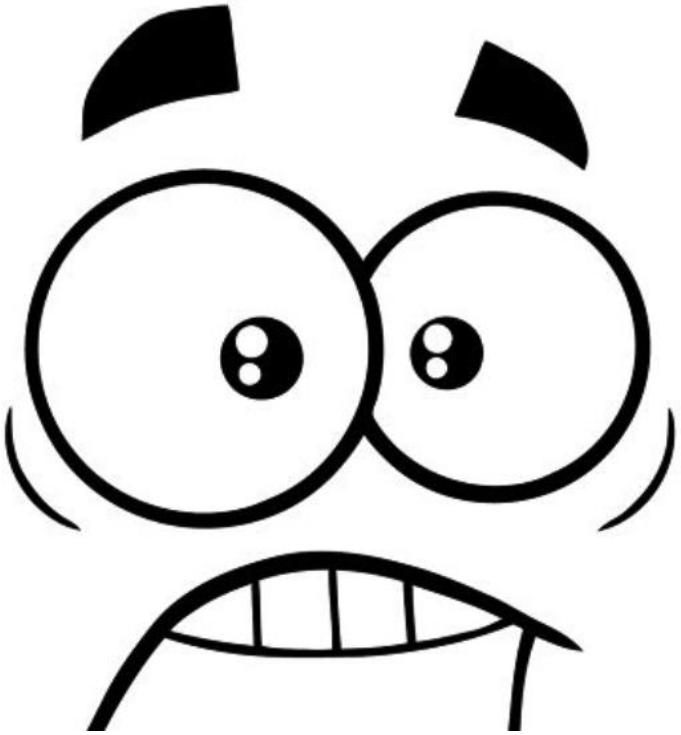
First track:
77 selected for hackathon in Abuja

Second track:
75 selected for online bootcamp with DSN

03.

The magic of matching – impossible to quantify ☺

All types of channels, support of industry professionals, tailoring the pitch



"We're not ready, all our internal communication is in Lithuanian"

"Maybe in 2 years we will be ready and more open, but for now our Tech Lead is sceptical"

"Our HR thinks the team is not ready for such transformation"

"We would consider developers from neighbouring countries, but specialists from Nigeria sounds way too unfamiliar"

Revel
SYSTEMS

Eleving
GROUP

KATALISTA
VENTURES

TransUnion

MDI
Metasite
Data Insights

Exacaster

Turing College

Syno

iTo

NRD Companies

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Luminor

BA | beyond analysis

TeleSoftas

SCODING

Digital
Explorers

WOMEN GO TECH

Digital Explorers
Digital Explorers
Proud Explorer
#digitalexplorers #unexpectedconnection

Digital Explorers

Vaidas Laužeckas, CEO of Metasite Data Insights

“The Lithuanian ICT sector is rapidly growing and the shortage of specialists is difficult to address by depending on local talent only. We were willing to hire talents outside of the EU, but needed help at establishing contacts, aligning with prospective employees from third countries, and facilitating the paperwork”

Algirdas Stonys, CEO of Telesoftas

“The potential offered by Nigeria is just too big to ignore. A subsidiary on the spot might act not only as our key delivery center but also as a connection, allowing Lithuanian teams to search for talents to fill their ranks and create new business opportunities.“

Key take aways from Digital Explorers

01.

Employment versus traineeship – the combination works well, but traineeship is less stressful

02.

Everyone wants a perfect match, but more improtant is the know-how of „perfecting“

03.

Migration procedures for young highly skilled professionals – loads of room for improvements

Talent Partnerships – more than just ‘migration projects’

Digital Explorers: A Journey of talent development and knowledge transfer.

Kola A. Follow
May 8, 2019 · 7 min read

A huge portion of Nigeria’s teeming youth population is unemployed. M
than 8 million of them, at the last count. The thought of that many you
people milling about with nothing to do is unnerving. If nothing is don

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Speaker

MARTYNAS PILKIS
Advisor to the Board Member, Bank of Lithuania

TECHCABAL
Posts

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techcabal This past week, the Nigerian fintech sector has seen a major win with Flutterwave's big raise and partnership with PayPal.

But compared to how fintech works in some countries, Nigeria has some way to go.

What Nigeria can learn from Lithuania about g
a fintech ecosystem.

Link in bio.

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Future?

Connecting (Baltic and African, or beyond)

ICT markets through individual journeys?