



MEMORANDUM OF UNDERSTANDING

BETWEEN

THE GOVERNMENT OF THE REPUBLIC OF ZAMBIA
ACTING THROUGH THE MINISTRY OF EDUCATION

And



TWIKATANE e.V (CHARITY) GERMANY-ZAMBIA

In Partnership With

Central International University(CIU) & Diversity Learning Institute(DLI)

All Registered in Germany and According to The European Union(EU) Laws

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"Offering affordable education for the needy and vulnerable with passion and empathy."

This Memorandum of Understanding (herein referred to as MoU) is being made on the ~~10th~~ day of ~~October~~ between **Twikatane e.V Germany** and its partners **Central International University (CIU) Germany** and **Diversity Learning Institute(DLI) Germany** (hereinafter referred to as "Twikatane/CDT Group") situated at **the Beethovenstraße 24, 25337, Elmsorn Lange Reihe 47 · 20099 Hamburg** Contact: **Direct +49 17626091649 / WhatsApp 017620801003** and in **Zambia, C/O Med Trust Academy Musase Extension, Box 20114, Kalulushi** Contact: **Direct/WhatsApp +49 176 260 916 49 / 01784976024** of the one part and **Ministry of Education** (herein referred to as "**MoE**"), a Government-Owned Academic/Tertiary Learning Institution, situated in the Lusaka Province of Zambia of the other part and hereinafter collectively referred to as parties.

OBJECTIVE OF THE MOU

This **MoU** is entered into by and between the **MoE** and **Twikatane e.V / CDT Group Germany**, for the purpose of establishing a strategic collaboration that promotes youth empowerment, educational advancement, and skills development across Zambia.

The purpose of this MoU is to strengthen collaboration between the MoE and Twikatane e.V / CDT Group Germany, in order to support the Zambian government's national development agenda—especially in the areas of education, youth capacity building, innovation, and employment-readiness.

Through this MoU, the Parties are expected to:

1. **Jointly deliver impactful and inclusive skills training programs** tailored for active school pupils, out-of-school youth, and school leavers throughout Zambia.
2. **Promote international educational exchange and collaboration** between Zambia and Europe (particularly Germany), including student and teacher exchanges, virtual classroom collaborations, and academic networking.
3. **Improve the quality and relevance of education delivery** in Zambia by introducing modern, industry-aligned training modules, entrepreneurship education, and digital literacy for the 21st-century learner.
4. **Social Equity Investments:** CDT Group Germany, together with its network of investors across Germany and Europe, is committed to facilitating social equity investments in all 10 provinces of Zambia. These investments aim to uplift communities at both grassroots and middle-income levels by supporting projects that drive inclusive economic growth, education, entrepreneurship, and sustainable local development.
5. **Strengthen the capacity of Zambian educators and education officers** through targeted professional development, workshops, and trainer-of-trainer models.

6. **Foster sustainable development and community transformation** through collaborative monitoring, reporting, and impact-tracking of all programs under this collaboration.
7. **Mobilize international support and resources** (equipment, materials, funding, expertise) for Zambian schools—especially rural institutions in need of urgent development and modernization.
8. **Promote equal access, inclusive participation, and meaningful empowerment for all learners:** specially those from disadvantaged, rural, and vulnerable backgrounds—by ensuring that all programs under this MoU are designed and delivered in a manner that addresses equity, accessibility, and social inclusion at every level.

PREAMBLE AND BACKGROUND

The **TWIKATANE e.V.**, headquartered in Germany, working in collaboration with **Central International University (CIU)**, **Diversity Learning Institute (DLI)**, is a transnational educational collaboration founded under one roof committed to delivering inclusive, quality, and transformative learning solutions. At the core of the TWIKATANE e.V's mission is a transformational guiding principle:

“Offering affordable education for the needy and vulnerable with passion and empathy.”

ABOUT TWIKATANE E.V PREAMBLE

Founded in 2017 in Schwarzenbek city, Germany, by a Zambian based in Germany, Evans Lukomona, Twikatane e.V. — deriving its name from the Zambian word meaning “togetherness” — was established by a visionary entrepreneur committed to combating hunger and poverty in Africa by leveraging practical life experiences. Also, to use it as a tool to impact the Germans and Europeans positively in the areas of counseling and moral conduct uplift.

Among other skills courses, at the core of Twikatane's mission is **African Soils Against Poverty (ASAP)**, a transformative program under its Agribusiness & Entrepreneurship (AE) initiative. ASAP equips vulnerable youth and adults with the skills, practical experience, and resources needed for sustainable agriculture and business development, in alignment with the UN Sustainable Development Goals.

TWIKATANE E.V'S BACKGROUND

1. Purpose & Mission

Twikatane e.V. was created to address socio-economic challenges — particularly

hunger and poverty — by empowering individuals through agricultural and entrepreneurial education, vocational training, and mindset transformation.

2. **ASAP Program Design**

ASAP's structured approach includes:

- 2.1. **Counselling & Winning Mindset (CWM):** a foundational 4-week mindset training to prepare participants for success;
- 2.2. **Agribusiness, Entrepreneurship:** technical education in sustainable farming practices and business skills;
- 2.3. **Cooperative Formation:** learners organize into cooperative groups;
- 2.4. **Practical Farming Placement:** participants gain on-site farming experience on regional agricultural blocks;
- 2.5. **Graduation & Startup Support:** completion leads to collaboration support with Twikatane, DLI, and funding partners to launch agribusinesses locally and internationally.

3. **Geographic & Community Impact**

- 3.1. **Zambia, Kenya & DR Congo:** In the inaugural phase (2021–2022), ASAP delivered one-year AE diplomas to over 5,000 vulnerable individuals — 80 % youth and 20 % adults — empowering them to start and sustain their own agribusiness ventures.
- 3.2. **International Expansion:** These accomplishments reflect Twikatane's expanding footprint through collaborations in Zambia, Kenya, DR Congo, Egypt, and Germany.

4. **Collaborative Ecosystem**

Twikatane e.V. collaborates with Diversity Learning Institute (DLI) and Central International University (CIU) to provide structured diploma programs and research avenues. It also engages with German-European investors and local governments to supply agricultural equipment and develop rural agribusiness ventures with fair equity distribution.

5. **Complementary Programs**

Alongside ASAP, Twikatane offers vocational and technical training — including waste management, renewable energy, fish farming, handicrafts, ICT, and more — fostering broader self-employment opportunities.

KEY ACCOMPLISHMENTS

1. Delivered **Agribusiness & Entrepreneurship diplomas to 5,000+** individuals in Zambia, Kenya, and DR Congo, with the first graduation held 17 July 2022.
2. Graduates have launched sustainable businesses, many integrated into Twikatane-supported cooperatives, with market reach extending from local communities to Germany and beyond.

3. Created farming cooperatives, permanent and mobile retail outlets (Twikatane Shop Outlets), and export channels to channel surplus produce into regional and international markets
4. We have lined up a good number of good investors for Zambia to complement our educational projects.

ABOUT DIVERSITY LEARNING INSTITUTE (DLI), GERMANY BACKGROUND

1. Founded by a Zambian based in Germany, Evans Lukomona, Established in **Hamburg, Germany** (initially as a social institute in 2010, legally founded under the name "Diversity Learning Institute-DLI" in 2012.
2. Focused on delivering innovative digital and vocational learning solutions to support marginalized groups, co-founding CIU Germany to scale these efforts internationally.

3. Agribusiness & Entrepreneurship (AE) Diploma – ASAP

1. DLI Germany and Twikatane e.V. in collaboration with Twikatane e.V deployed the ASAP diploma in **Zambia, Kenya, Egypt, and DR Congo**.
2. Hundreds of students — especially vulnerable youth — earned diplomas in Agribusiness & Entrepreneurship, aligning with the African Soils Against Poverty (ASAP) initiative to promote rural development.

4. Refugee Integration: "Get Your Way" (GYW), Hamburg, Germany

- 4.1. From 2013 to 2018, DLI led the "**Get Your Way**" project in Hamburg, Germany.
- 4.2. The initiative provided refugees with tailored training, language support, soft-skills development, and integration tools, co-facilitated through DLI's Hamburg-based structures. This program served as a prototype for refugee integration at the institutional level in Germany.
- 4.3. The project transformed developed the lives of over 1500 refugees from Iran, Iraq, Afghanistan, Syria, Kazakhstan, Georgia,

STRATEGIC DIRECTION AND RATIONALE FOR COOPERATION WITH MoE

With a deep commitment to national progress and youth empowerment, the Zambian State has officially mandated the Twikatane e.V and its partners to train Zambian youths—including both school-going pupils and school leavers—in skills-based courses that respond to the realities of today's labor market. Twikatane e.V stands fully ready and prepared to fulfill this vital national assignment.

This training program is not just about skills acquisition; it is about uplifting the youth of Zambia, giving them the tools to succeed, and contributing to a more productive, innovative, and self-reliant nation. Empowered youths translate into stronger families, resilient communities, and a prosperous country.

To ensure this vision is realized effectively, Twikatane e.V and partners(CIU/DLI) is seeking enhanced cooperation with the **MoE**. The collaboration will help:

1. Secure formal recognition and alignment of Twikatane and partners' programs within the national education framework.
2. Facilitate joint development of competency-based curricula in entrepreneurship, digital literacy, vocational trades, green technologies, and other uplift programs.
3. Implement teacher training and continuous professional development.
4. Expand outreach to underserved rural and peri-urban areas with support from Twikatane e.V. and partners.

A key component of this strategy includes the **introduction of Skills Training Programs in state secondary schools**, targeting learners from **Form 2 to Form 4 (Grades 9 to 12)**. CDT Group respectfully requests the Ministry's support to:

1. Distribute official information to state school managers and district education authorities, announcing the program.
2. Endorse the initiative through policy channels to ensure smooth implementation and integration.

This collaboration represents a strategic investment in Zambia's future. By focusing on the development of its young people, Zambia is building a **resilient workforce, reducing unemployment, and fueling sustainable economic growth**. With the right support from the Ministry of Education, CDT Group is confident that this vision will become a tangible success story for the nation.

BACKGROUND OF CDT GROUP (TO WHICH TWIKATANE e.V IS PART) AND ITS DEPARTMENT AND THE SCOPE OF ITS BUSINESS

Central International University (CIU, was established and legally registered in Germany in 2021 as an educational business entity. CIU is the brainchild of the Diversity Learning Institute (DLI), a social institute founded in Hamburg in 2010 and formally registered in 2012. CIU has taken over most of DLI Germany's programs, initially commencing with school-leavers' courses, such as the University Foundation Course (UFC), which lead to undergraduate specialized degrees in various faculties, among other academic, skills, and vocational courses.

CDT Group is led by a team of local and internationally recognized seasoned educators, coaches, team leaders, innovators, and thinkers with a vision to change and improve educational pathways, particularly in Africa and other semi-developed nations. This vision is reflected in the affordable and subsidized fees offered.

In collaboration with DLI Germany and Twikatane e.V (Charity), CIU has established strong roots in Zambia, Kenya, Egypt, and the Democratic Republic of Congo. In these countries, hundreds of needy and vulnerable students have graduated from a diploma program called Agribusiness & Entrepreneurship (AE), which falls under the department of the African Soils Against Poverty (ASAP).

Twikatane/CDT Group Germany offers and provides services in a range of programs, including:

1. **Skills and Vocational Courses (SVCs)... (The Main Purpose of this MOU)**
2. Counseling and Winning Mindset (CWM)
3. Educational Exchange Program (EEP)
4. University Foundation Course (UFC)
5. German Language
6. Biblical & Theological Studies Department
7. Undergraduate and Postgraduate courses
8. Clinic & Cancer Center
9. International Business Trade (IBT)

Through these departments and programs, Twikatane/CDT Group aims to provide comprehensive education and training opportunities to mainly the youths in Zambia, with a particular focus on **uplifting the needy and vulnerable**.

Whereas:

And now therefore, the Parties have decided to enter into the memorandum as follows:

ARTICLE 1

DEFINITIONS:

For the purpose of this MoU of Understanding (MoU), the following terms will have the meanings set forth below, unless the context requires otherwise:

1.1 Twikatane/CDT Group Germany

Refers to the non-profit educational and development consortium based in Germany, comprising Twikatane e.V. and the CDT Group, responsible for designing, funding, and implementing youth-focused Skills education, training, and exchange programs in Zambia and Germany.

1.2 MoE

Refers to the Government of the Republic of Zambia's official body responsible for national education policy, administration, and oversight of public and private educational institutions at primary, secondary, and tertiary levels.

1.3 MoU

Refers to this MoU of Understanding signed between Twikatane/CDT Group Germany and the Ministry of Education of Zambia, outlining the framework of cooperation, responsibilities, and shared objectives.

1.4 Youth Empowerment Programs

Refers to all skills training, educational enrichment, mentorship, and entrepreneurship development activities organized under this MoU, aimed at equipping Zambian youths with practical, employable, and future-ready skills.

1.5 Skills Training

Refers to structured, hands-on instruction in vocational, technical, and life skills, delivered through workshops, short courses, or project-based learning, targeting both in-school and out-of-school youths.

1.6 Educational Exchange Program (EEP)

Refers to the cross-border academic and cultural exchange initiatives coordinated by Twikatane/CDT Group, involving collaborations between Zambian and German/European institutions, including virtual classes, student and teacher exchanges, and intercultural learning opportunities.

1.7 Steering Committee (SC)

Refers to the oversight body established under this MoU, composed of representatives from both MoE and Twikatane/CDT Group, tasked with monitoring implementation, ensuring quality, and providing strategic guidance.

1.8 Trainer-of-Trainers (ToT) Program

Refers to Twikatane/CDT Group's specialized program designed to build a pool of certified local trainers who can further deliver skills training and professional development within Zambian schools and communities in collaboration with Germany.

1.9 Capacity Building

Refers to activities and programs that enhance the skills, knowledge, and resources of Zambian educators and education officers to improve teaching effectiveness and institutional performance.

1.10 Monitoring and Evaluation (M&E)

Refers to the ongoing internal system of assessment used by Twikatane/CDT Group to measure program progress, learner outcomes, and overall impact against established objectives.

1.11 Host School / Training Venue

Refers to a Zambian public secondary school, college, or educational institution designated by the Ministry of Education where skills training and related program activities under this MoU will be delivered by Twikatane/CDT Group.

1.12 Participants / Beneficiaries

Refers to all individuals—including pupils, school leavers, out-of-school youth, and educators—who directly benefit from the programs delivered under this MoU.

ARTICLE 2

Overall Goal of the Memorandum

The overarching goal of this MoU of Understanding is to establish a strategic and transformative collaboration between the Ministry of Education of the Republic of Zambia and Twikatane/CDT Group Germany aimed at empowering Zambia's youth through inclusive, innovative, and skills-based education programs.

This collaboration seeks to align with Zambia's **national development agenda** and education sector priorities by:

1. Bridging the gap between formal education and employability through technical and vocational skills training.
2. Promoting lifelong learning and youth empowerment among both in-school learners and out-of-school youths.
3. Fostering cross-cultural understanding and international collaboration through structured educational exchange programs with German and European institutions.
4. Building the capacity of educators and institutions to deliver 21st-century, learner-centered education.
5. Contributing to national efforts to reduce youth unemployment, poverty, and social exclusion by providing practical pathways to self-reliance and entrepreneurship.
6. Modeling international best practices in program delivery, monitoring, and sustainability, tailored to Zambia's socio-economic context.

This MoU reflects a **shared commitment to unlocking the full potential of Zambia's youth** by combining the Ministry's institutional leadership with the technical expertise, international networks, and programmatic resources of Twikatane/CDT Group. Together, both parties aim to catalyze systemic change, transform lives, and contribute to the inclusive socio-economic development of the nation.

A. Twikatane/CDT Group Germany — Roles & Responsibilities in Zambia

As a strategic partner to the Zambian Ministry of Education, **Twikatane/CDT Group Germany** affirms its unwavering commitment to advancing Zambia's Vision 2030 through collaborative, youth-centered educational initiatives. Rooted in a long-standing history of successful programs across Africa and Europe, the Group pledges to support national development goals through the following:

1. Provision of Skills Training Programs

Twikatane/CDT Group Germany will implement inclusive, industry-aligned skills training programs designed to promote employability, innovation, and self-reliance among Zambia's youth. The training will specifically target:

1.1. In-School Youths:

Learners in **Forms 2 to 4 (Grades 9 to 12)** will benefit from modular, school-based skill development in entrepreneurship, digital tools, agriculture, renewable energy, and other future-ready fields.

1.2. Out-of-School Youths and School Leavers:

Tailored vocational training will be provided for disengaged or underserved youth, empowering them with the competencies needed to enter the workforce, launch businesses, or pursue further learning.

2. Curriculum Development and Delivery

Twikatane/CDT Group will design and deliver training curricula that are:

- 21. Contextually relevant**, aligning with Zambia's education and employment needs.
- 22. Globally competitive**, drawing from Germany's dual vocational training model and European Union benchmarks.
- 23. Hands-on and digital**, emphasizing experiential learning, entrepreneurship, and 21st-century literacies.

All content will be modular, flexible, and deployable in both urban and rural settings.

3. Educational Exchange Programs (EEP)

Twikatane/CDT Group will activate and expand its **Educational Exchange Program (EEP)** to facilitate cultural and academic collaboration between Zambian and European institutions:

3.1. Virtual Learning Collaborations:

Includes remote joint classes, shared research projects, and digital resource co-creation among learners and teachers.

3.2. Physical Exchange Opportunities:

Annual trips for top-performing students and exemplary educators to visit European partner schools and institutions.

3.3. Logistical Support:

CDT Group Germany will fully coordinate travel, accommodation, insurance, and related logistics for Zambian exchange participants.

4. Capacity Building and Professional Development for Zambian Educators

4.1. Short-Term Professional Training:

Twikatane/CDT Group will offer focused capacity-building programs for Zambian teachers, trainers, and education officers. Topics include:

- 4.1.1. Digital pedagogy and e-learning facilitation
- 4.1.2. Technical and vocational instruction techniques
- 4.1.3. Innovation in classroom practices
- 4.1.4. Entrepreneurship education

Trainer-of-Trainer (ToT) modules will build a national database of certified master trainers.

4.2. Global Networking and Collaboration:

Through the EEP, Twikatane/CDT Group will foster long-term linkages between Zambian educators and European peers, enabling knowledge transfer, mentorship, and ongoing joint initiatives.

5. Sustainability and Impact Monitoring

Twikatane/CDT Group will establish robust **Monitoring & Evaluation (M&E)** systems to:

- 5.1. Track learner progress and employment outcomes
- 5.2. Assess impact on schools and communities
- 5.3. Collect real-time feedback from stakeholders
- 5.4. Inform continuous programme improvement

A centralized dashboard will enable transparent reporting to MoE and other partners.

6. Project Sponsorship and Co-Financing

Recognizing the critical importance of shared responsibility in development, Twikatane/CDT Group—together with its trusted partners in Germany, Austria, and other parts of Europe—will:

- 6.1. Cover key operational and infrastructural costs of program rollout
- 6.2. Supply learning materials, digital platforms, and lab kits
- 6.3. Offer scholarships and financial support to deserving youth

This investment underscores the Group's commitment to co-building a future where every Zambian youth has the tools to thrive.

7. Staff Remuneration and Job Creation

All educators, facilitators, and program coordinators involved in the delivery of Twikatane/CDT Group's training and education initiatives in Zambia will receive **fair remuneration**, aligned with national labor standards.

Additionally, the program is expected to generate direct and indirect employment through:

- 7.1. Recruitment of local training personnel
- 7.2. Development of rural learning centers
- 7.3. Support for graduate-led startups and cooperatives

8. Collaborative Alignment with MoE and Local Structures

Twikatane/CDT Group reaffirms its commitment to operating in full compliance with Zambian regulations, in close collaboration with:

- 8.1. Provincial and district education offices
- 8.2. TEVETA and other sector regulators
- 8.3. Community-based organizations and local leaders

All initiatives will be harmonized with existing national frameworks, including Zambia's Education Sector Strategic Plan and National Youth Policy.

9. Program Visibility and Branding

- 9.1. Twikatane/CDT Group will ensure that all its programs, materials, and activities implemented under this MoU clearly reflect the joint collaboration with the Ministry of Education.
- 9.2. Use of logos, branding, and co-authorship on learning materials, certificates, reports, and media will be jointly agreed upon to maintain transparency and mutual recognition.

10. Periodic Reporting and Transparency

10.1. The Group will submit **quarterly and annual reports** to the MoE detailing:

- 10.1.1. Number of learners trained
- 10.1.2. Outcomes and success stories
- 10.1.3. Challenges encountered
- 10.1.4. Resource utilization

10.2. Twikatane/CDT Group shall also remain open to external audits or third-party evaluations as mutually agreed with MoE.

11. Inclusivity and Gender Sensitivity

11.1. Programs shall be designed to promote **inclusive participation**, ensuring equitable access for:

- 11.1.1. Girls and women
- 11.1.2. Youths with disabilities
- 11.1.3. Youths from rural and disadvantaged communities

11.2. Twikatane/CDT Group commits to using **gender-sensitive materials** and engaging women as trainers, mentors, and role models wherever possible.

12. Community Engagement and Local Collaborations

12.1. The Twikatane/CDT Group shall work with **community-based organizations**, NGOs, churches, and traditional leaders to raise awareness and promote youth participation in the programs.

12.2. This also includes the potential integration of **local trainers or artisans** to support context-based learning.

Conclusion

Twikatane/CDT Group Germany brings a proven track record, cross-continental networks, and deep-rooted commitment to youth development. Through this MOU, it seeks to reinforce Zambia's educational infrastructure and unlock the potential of its next generation of leaders, innovators, and nation-builders.

B. Ministry of Education – Roles & Responsibilities

To ensure the effective implementation, wide reach, and sustainable impact of the youth empowerment initiatives outlined in this MoU, the **MoE** affirms its commitment to fulfilling the following roles and responsibilities:

1. Official Endorsement and National Sensitization

1.1. Establishment of a Joint Steering Committee (JSC):

MoE will host and co-chair the **National Steering Committee** comprising senior representatives from both the Ministry and Twikatane/CDT Group Germany. This Committee will:

- 1.1.1. Monitor and ensure the provisions of this MoU are adhered to.
- 1.1.2. Monitor and ensure the program rollout across all provinces is done according to the MoU.
- 1.1.3. Provide quality assurance, oversight, and conflict resolution mechanisms.

1.2. Issuance of National Circulars and Policy Communication:

MoE will formally issue circulars to all **Provincial Education Offices, District Education Boards, and Heads of Institutions**, endorsing the collaboration with Twikatane/CDT Group and encouraging full cooperation and active learner participation.

1.3. Program Awareness and Promotion:

The Ministry, through its national, provincial, and district structures, will support Twikatane e.V/CDT Group with information on how we can do **promotion and community sensitization** of the program—targeting not only enrolled students, but also school leavers, out-of-school youth, and vulnerable populations in surrounding communities.

1.4. School Identification:

Through the Permanent Secretary and Directorates, MoE will identify schools where the program will initially be rolled-out.

1.5. Enrollment Mobilization:

MoE will collaborate with Twikatane/CDT Group to achieve the initial enrollment target of **a minimum of 50,000 learners per province**, leveraging its communication infrastructure and grassroots access.

2. Access to Schools and Institutions

To enable equitable access and strong national coverage, MoE will:

- 2.1. Grant Twikatane/CDT Group operational permission to deliver skills training and educational enhancement programs within public secondary schools, technical colleges, and teacher training institutions.
- 2.2. Recognize these programs as complementary to Zambia's national education strategy, reinforcing technical and vocational pathways without disrupting core curricula.

3. Support for International Exchange and Credential Recognition

MoE will work collaboratively with Twikatane/CDT Group to:

- 3.1. Ensure the formal recognition and endorsement of **skills certificates, diplomas, and credentials** issued under the collaboration.

ARTICLE 3: ROLES OF THE PARTIES

3.1 Roles of the MoE

Will facilitate the successful implementation, coordination, and sustainability of the education and youth empowerment programs jointly established with Twikatane/CDT Group Germany:

3.1.1 Official Endorsement and Institutional Support

- Issue formal circulars and official communication to all Provincial Education Offices, district authorities, and secondary schools endorsing Twikatane/CDT Group as an approved skills development and educational exchange partner.
- Host and coordinate the Steering Committee (SC) to monitor implementation and ensure compliance with the objectives of the MoU.

3.1.2 Access and Operational Clearance

- Will facilitate access to operate in public secondary schools, technical colleges, and teacher training institutions nationwide as venues for program delivery.

3.1.3 Certification and Recognition

- Support mutual recognition of training certificates issued by Twikatane/CDT Group under national frameworks.
- Endorse Educational Exchange Program (EEP) outcomes in support of bilateral cooperation with European institutions.

3.1.4 Graduation and Public Engagement

- Actively participate in graduation ceremonies and milestone events organized by Twikatane/CDT Group as a sign of governmental support.
- Provide guest speakers or official representatives to attend and officiate at such events.

3.1.6 Policy Alignment and Legal Support

- Ensure the programs align with Zambia's Education and Skills Sector Plan (ESSP), Vision 2030, and other relevant national strategies.

- Offer guidance on compliance with any legal or regulatory provisions relevant to education service delivery.

3.1.7 Monitoring and Oversight

- Through the Steering Committee, regularly review and monitor the performance of programs and offer constructive feedback for quality assurance and continuous improvement.

3.2 Responsibilities of Twikatane e.V / CDT Group Germany

Twikatane e.V / CDT Group Germany, as a committed international development and education partner, undertakes the following responsibilities under this MoU of Understanding (MoU), in alignment with the Republic of Zambia's national development agenda and the Ministry of Education's strategic priorities:

3.2.1 Skills Development and Training

Deliver high-quality, industry-relevant, and inclusive skills training programs targeting:

- In-school learners (Grades 9–12/Forms 2-5) and
- Out-of-school youth, school leavers, and underserved community members.

Emphasize digital literacy, entrepreneurship, innovation, vocational competence, and self-reliance.

3.2.2 Curriculum Design and Delivery

- Develop and implement training modules aligned with Zambia's national curriculum and technical education goals, while integrating relevant elements from German/European frameworks.
- Ensure all training content is competency-based, hands-on, and tailored for 21st-century workforce readiness.

3.2.3 Educational Exchange Programs (EEP)

- Facilitate bilateral school collaborations, virtual and in-person exchange programs for outstanding students and educators, and collaborative learning projects between Zambian and European institutions.
- Coordinate all logistics, including travel documentation, flights, and accommodation for participating Zambians.

3.2.4 Educator Capacity Building

- Provide targeted, short-term training for Zambian teachers and education officers in modern pedagogy, technical subjects, and digital instruction techniques.

- Implement Trainer-of-Trainer (ToT) models to create a pool of certified local trainers to sustain long-term program delivery.

3.2.5 Infrastructure and Resources

- Equip training centers with necessary educational tools, digital equipment, software, and other relevant infrastructure as needed.
- In collaboration with European partners, source and import educational materials, vehicles, computers, books, science kits, furniture, and internet resources — prioritizing underserved rural schools.

3.2.6 Monitoring, Evaluation, and Impact Tracking

- Establish robust internal monitoring and evaluation systems to assess learner outcomes, educator performance, and program impact.
- Submit periodic progress reports to the MoE and Steering Committee for transparency and accountability.

3.2.7 Financial Responsibility and Staffing

- Fully cover the operational costs related to program implementation, including staff salaries, equipment procurement, training material development, and event organization.
- Hire and remunerate qualified local educators, trainers, and administrative personnel as needed in all ten provinces of Zambia.

3.2.8 Coordination and Provincial Leadership

- Lead the provincial implementation across all 10 provinces through its existing structures and regional managers established between 2020–2024.
- Collaborate with Ministry focal points to ensure smooth execution at the school and district level.

3.2.9 Graduation Events and Recognition

- Organize graduation ceremonies and milestone events for program beneficiaries, ensuring high visibility, public recognition, and media engagement.
- Invite and accommodate participation of MoE officials and community leaders.

3.2.10 Compliance and Good Practice

- Adhere to all relevant national laws, educational policies, and ethical standards governing operations in Zambia.
- Ensure inclusivity, gender sensitivity, and accessibility in all program components

ARTICLE 4: ENTRY INTO FORCE AND DURATION OF THE MOU

- I. This MoU will enter into force upon its signature by the authorized representative of both Parties. This agreement will remain in effect until it is terminated by any of the Parties in accordance with the provisions of article 7 of this MoU.
- II. Post termination, the Parties may decide to reactivate the validity of this MoU of Understanding by mutual written consent signed by their authorized representatives.

ARTICLE 5: AMENDMENTS

- i. The Parties may amend any of the provisions of this MoU by mutual agreement. Such amendment will be in writing and executed by an authorized representative of each party subject to further clearance by the Attorney-General.
- ii. The Parties may review the activities undertaken within the context of this MoU on an annual basis, and consult concerning future activities, as well as amendments and or termination of this MoU.

ARTICLE 6: TERMINATION

After consultations have taken place between the Parties, this MoU may be terminated by either party in accordance with the following termination provisions:

- i. By giving a three-month prior written notice stating the intent and reasons for termination.
- ii. The Parties will agree on measures to bring all activities related to this MoU to an orderly and prompt conclusion so as to minimize costs and expenses.
- iii. Termination of this MoU will be without prejudice and or penalty to either party.

ARTICLE 7: CONFIDENTIALITY

All confidential information accessed by either Party within the context of this MoU will be treated as such unless a party gives its written consent waiving its claim to the confidential nature of such information.

ARTICLE 8: DISPUTE RESOLUTION

Any dispute that may arise from or relating to the information of this MoU will be settled by negotiation and mutual consent.

The Parties will use their best efforts to settle amicably all disputes, controversies or claims arising out of or in connection with this MoU or the interpretation thereof.

For the purpose of dispute resolution under this article, the Parties will appoint a mutually agreed arbitrator, who will outline the terms of the dispute resolution process.

ARTICLE 9: LANGUAGE

All notices, certificates, correspondences or other communications under or in connection with this MoU will be in English.

ARTICLE 10: CONFORMITY

All actions to be jointly conducted will be implemented in accordance with the laws and regulations applicable in Zambia.

The provisions of this MoU will be without prejudice to any other agreements to which the Parties are signatories, either in their individual capacity or collectively.

Each Party will administer its programmes and funds in accordance with their respective mandate, financial regulations, rules and directives.

ARTICLE 11: SEVERABILITY

If any provision or condition of this MoU is prohibited or rendered invalid or unenforceable, such provision will not affect the validity or enforceability of any other provision of this MoU.

ARTICLE 12: DURATION

Initial Period

This MoU will be for a period of **four (4) years** from the date of signature

Option Period

This MoU will have an option of renewal for a further period to be agreed upon by both Parties as and from the first day following the termination, on the terms to be mutually agreed upon by the Parties hereto.

ARTICLE 13 FORCE MAJEURE

If at any time during the subsistence of this MoU or any renewal thereof either Party informs the other about the onset of reasons beyond its control, where they are unable to carry out the work in terms hereof and/or the property or

For the purpose of dispute resolution under this article, the Parties will appoint a mutually agreed arbitrator, who will outline the terms of the dispute resolution process.

ARTICLE 9: LANGUAGE

All notices, certificates, correspondences or other communications under or in connection with this MoU will be in English.

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ARTICLE 13 FORCE MAJEURE

If at any time during the subsistence of this MoU or any renewal thereof either Party informs the other about the onset of reasons beyond its control, where they are unable to carry out the work in terms hereof and/or the property or

building in which it is situated is destroyed or damaged by fire, tempest, earthquake, accident, act of God, war, flood, etc.i.e Force Majeure, so that the work at the terms of this MoU cannot be reasonably fulfilled, the same will not be treated as breach of this MoU. Either party will have the option to put an end to this MoU forthwith, if such Force Majeure events continue for more than fourteen (14) days, however, the affected Party will have the obligation to communicate the cessation of the Force Majeure event to the other party within 14 days of cessation.

ARTICLE 14:
DOMICILIUM CITANDI ET EXECUTANDI

All notices under this MoU will be deemed to be effective if delivered to:

In case of the Ministry of Education:

The Permanent Secretary - Administration
Ministry of Education,
Plot No. 89 Corner of Chimanga and Mogadishu Road.
P.O Box 50094
Lusaka

In case of Twikatane e.V Germany:

Germany HQ Address:
Beethovenstraße 24, 25337, Elmsorn
Lange Reihe 47 · 20099 Hamburg
Contact: Direct +49 17626091649 / WhatsApp 017620801003

Zambia HQ Address:
C/O Med Trust Academy
Musase Extension, Box 20114, Kalulushi
Contact: Direct/WhatsApp +49 176 260 916 49 / 01784976024

IN WITNESS WHEREOF the Parties or their duly authorized representatives have set their hands the day and year first before written.

For and on Behalf of the MoE

The Permanent Secretary

Signature: 

Name: Keki Mgumbura

Date: 29/09/2025

Witness

Signature: 

Name: KAKUSA DERICK

Date: 29/09/2025

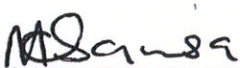
Twikatane e.V / CDT Group Germany

Signature: 

Name: EVANS LUKOMONA, CEO

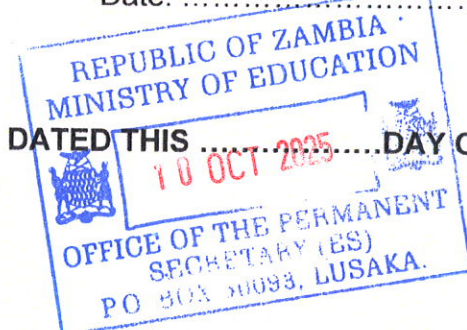
Date: 29 / 09 / 2025

Witness

Signature: 

Name: MARIA CHIBANSA BRANCHETTI, DEPUTY CEO

Date: 29 / 09 / 2025



DATED THIS 10 OCT 2025 DAY OF OCTOBER 2025