



WOBEP – Work and Business Exchange Program

Germany Placement Framework

About WOBEP

The Work and Business Exchange Program (WOBEP) is a structured, legally compliant workforce mobility framework operating under CDT Group Germany in cooperation with Twikatane e.V.

WOBEP facilitates the ethical recruitment, preparation, and placement of qualified professionals from Zambia into the German labor market in response to documented workforce shortages.

Our mission is to build a transparent, sustainable, and state-aligned bridge between Zambia and Germany — strengthening both economies through regulated professional mobility.

Our Mission

- Support Germany's skilled labor needs
- Empower Zambian professionals through international opportunities
- Ensure full compliance with German immigration and labor law
- Promote ethical recruitment and zero exploitation
- Strengthen Germany–Zambia bilateral cooperation



Legal & Regulatory Compliance

WOBEP operates strictly in accordance with:

- German Residence Act (Aufenthaltsgesetz)
- Skilled Immigration Act (Fachkräfteeinwanderungsgesetz)
- Federal Employment Agency (Bundesagentur für Arbeit) regulations
- German qualification recognition procedures (Anerkennung)
- Zambian labor export regulations
- International ethical recruitment standards

No candidate is processed outside official immigration pathways.

Focus Sectors

WOBEP supports placement in the following sectors:

Healthcare

- Nurses (B2 German required)
- Doctors
- Health Assistants (B1–B2)
- Allied Health Professionals

Technical Skilled Trades

- Mechanical and Electrical Technicians
- Industrial Specialists
- Engineering Support Staff



Education

- Teachers (B2–C1 depending on federal state)

Other Skilled Professions

- Administrative personnel
- Specialized vocational professionals

Strategic Partnerships

Parliamentary Engagement

Between 2019 and 2020, the German Bundestag expressed interest in WOBEP's integration component through the Diversity Learning Institute (DLI), founded by Mr. Evans Lukomona.

Government of Zambia MOU

In October 2025, a formal Memorandum of Understanding (MOU) was signed between the Government of the Republic of Zambia and Twikatane e.V. / CDT Group Germany to promote structured and ethical labor mobility.

This MOU strengthens institutional alignment and government-level cooperation.

German Language Preparation

WOBEP introduced large-scale structured German language programs in Zambia.

All candidates must obtain CEFR-aligned certification:



Profession | Minimum Level

Nurses | B2

Health Assistants | B1–B2

Skilled Labor | B1

Teachers | B2–C1

Accepted certifications include:

- Goethe-Zertifikat
- telc
- ÖSD

Language certification is mandatory before visa application.

Our Process

1. Candidate Screening

- Academic verification
- Professional license validation
- Work experience review
- Police clearance and medical check

2. Language Certification

- Enrollment in approved German courses
- Examination through recognized institutions

3. Employer Matching

- Secured written job offer or employment contract



- Salary compliance with German labor standards

4. Qualification Recognition

- Submission to relevant German authorities
- Adaptation measures if required

5. Visa Application Support

- Embassy documentation guidance
- Structured preparation process
- Blocked account only if legally required

6. Pre-Departure Orientation

- German labor law
- Social security system
- Workplace culture
- Rights and responsibilities

7. Post-Arrival Support

- Employer onboarding coordination
- Accommodation guidance
- Integration advisory
- Six-month structured follow-up



For German Employers

WOBEP provides:

- Pre-qualified candidates
- Language-certified professionals
- Legally compliant recruitment process
- Transparent documentation
- Reduced recruitment risk
- Ethical international staffing solutions

We support workforce stabilization in healthcare, technical industries, and education sectors.

For Zambian Professionals

We offer:

- Structured and transparent migration pathways
- Secure employment before travel
- Legal visa processing
- Qualification recognition support
- Cultural and professional integration preparation

We do not charge illegal recruitment fees.

We do not operate outside official pathways.

We prioritize dignity, transparency, and compliance.



Ethical Recruitment Commitment

WOBEP guarantees:

- Zero tolerance for corruption
- Zero tolerance for document falsification
- Transparent service fee structure
- No interest-based charges
- Protection of worker rights

Governance & Oversight

WOBEP operates as a department of CDT Group Germany and follows:

- Quarterly reporting standards
- Annual compliance reviews
- Employer due diligence protocols
- Risk management procedures

Institutional Cooperation

WOBEP seeks collaboration with:

- German federal ministries
- Federal Employment Agency
- State authorities



- Healthcare institutions
- Technical industry partners
- Educational institutions

Our goal is to establish a long-term, state-aligned labor mobility framework.

Contact

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For institutional inquiries, partnership proposals, or candidate information, please contact us directly.