

Bluekazi Group

THE AFRICA-EU RECRUITMENT EXPERTS

www.bluekazi.com



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ABOUT US

Our passion is to arrange skilled jobs in Europe for African professionals with technical or vocational education and training (TVET). European employers benefit through us from Africa's young workforce reservoir with diligent, creative and skilled labourers. With our mixed European/African management team and HR professionals, our agents network, modern means of communication and local subsidiaries in Kenya, Zambia, Uganda and Germany we are always close to our candidates.

Our mission is to match African vocational experts with trusted European employers offering well paid job contracts in Germany and other European countries, while being impacted by workforce shortages.



HANS POSTHUMUS

FOUNDER & CEO
BLUEKAZI GROUP LIMITED

WHO ARE WE LOOKING FOR?

We want you to be successful abroad. For this purpose all Bluekazi candidates need to meet the following requirements:

- 1. Age range:** 23 up to 45 for skilled professionals and 20 up to 40 for dual vocational apprenticeship candidates.
- 2. Agile personality:** Eagerness to grow from a long term abroad experience, new work methods and different processes.
- 3. Language skills:** Committed to learn basic German Language skills and pass the B1 or B2 level exam before travelling. Fluency in English is expected too.
- 4. Vocational skillset:** Mandatory to meet the work permit requirements is a 2 to 4 years vocational education at an institute with a state certified curriculum, well aligned with a specific vocational job-in demand in Germany. Bachelor, Diploma or Certificates level. Proven work experience is a plus and mandatory when vocational college has been 2 years instead of 3 or 4 years.
- 5. Mindset:** The right mindset to master the new country & workplace culture. We call it the **#PlaySmartWorkHard** mindset, which is characterised by:
 - a) Hands-on work (we don't offer office jobs)
 - b) Pace, productivity, efficiency
 - c) Punctuality, discipline
 - d) First time right attitude (quality & process wise)
 - e) Customer centricity
- 6. Documents:** To qualify for the process it needs several documents. A resume, a passport, police clearance certificate (good conduct), medical test, authenticated certificates of vocational college, transcripts, curriculum and 2 full size photos.

THE CANDIDATE PROCESS

We are there to assist you all along the process to your dream job in Europe. The whole process can easily take 12 months, and is highly dependent on how fast you manage to pass German language exams.

1. QUALIFICATION PHASE (9-12 months)



1. Application
2. Bluekazi interview & assessment
3. Bluekazi contract signage and 1st installment agency fee payment
4. Language training up to A2/B1/B2 exam (6 – 12 months)
5. Arranging of job contract
6. Job interviews
7. Job contract signage
8. Cultural onboarding training

Your are interested in working abroad in Europe and getting a good monthly salary for great performance? Then reach out to us!

Upon doing the requirements check we'll be happy to advise you on next steps. Once you meet the requirements we'll offer you the Bluekazi candidate contract and inform you about the agency service charge applicable to facilitate the whole process.

Our unique package includes: a job contract abroad, work permit visa fees, accommodation search, flight fare, incoming medical insurance, professional/academic recognition process fee, social security number, airport transfer and intercultural onboarding courses.

2. WORK PERMIT PHASE (3-4 months)



9. Diploma/certificate authentication, recognition process
10. Passport application, medical test, police clearance certificate
11. Germany/Netherlands immigration authority priority act
12. Visa application act
13. Visa appointment
14. Work permit approval
15. Travel preparation
16. Accommodation search
17. Travel abroad

3. WORK & MENTOR PHASE (6 months)



18. Arrival abroad
19. Transfer from airport
20. Day 1 at work
21. First salary after 1 month
22. Payment of 50% agency fee balance by deduction of salary during the first six months
23. After care: Bluekazi candidates Get-together mentoring sessions (3) in the first half year.

HANDS-ON JOBS

Getting you a job contract and a work permit in Germany or other European countries is our daily business. The EU countries have strict work permit requirements in place. To meet them it's very important that your education and skills are well aligned with the jobs in demand as listed on our website. It's all about hands-on jobs, not about office jobs.

Which professions are in demand? Here are some examples:

TECHNICAL

- House & building construction
- Road & infrastructure construction
- Carpentry, glazing, roller shutter construction
- Plumbing, sanitary, heating, air-conditioning technology
- Energy technology, renewable energy
- Cars and trucks mechanics
- Mechanical and industrial engineering
- Metal construction and welding
- Electrical engineering
- Flooring installation
- Medical Engineering

ICT

- IT network engineering, -coordination, -administration and -organisation
- Software development and programming

MEDICAL & CARE *Kenyan only

- Pediatrics
- Elderly care
- Health care, nursing, obstetrics/midwifery
- Medical laboratory scientists

HOSPITALITY, TRANSPORTATION

- Hospitality industry (hotels, restaurants, camp sites)
- Heavy trucks drivers

BENEFITS OF WORKING IN GERMANY

Before you decide to go abroad for work, it's recommended to have a closer look at all factors. Check out important aspects for your long term well-being or your future financial situation like the ones below.

- **Medical system:** The German system offers one of the best levels of health care on the globe. The healthcare system is accessible to everyone due to every citizen having a basic insurance, deducted from the gross salary. Half of this insurance is paid by the employee, half by the employer. The state hospitals and private hospitals are accessible to everyone with a public health care insurance.

- **Pension accrual:** Germany has one of the best public pension systems in the world. Everyone who has worked at least 45 years or reaches the age of 67, is pensioned and receives a "Rente" (pension). This pension is paid monthly by the state pension fund until end of life. You can even choose to live e.g. in Africa after your pension has started and use the money there.

- **School fees:** For employees going abroad and having children it's good to know that Germany has a solid school system which ranks globally in the upper 25% range of the international PISA survey. Almost everyone, whether rich or poor, visits the same primary schools and secondary schools. The schools are free of charge. Class sizes are around 30 people. So you might save vast on school fees.

- **Vocational education system:** This typical German dual learn/work system for vocational education is worldwide unique. Dual means it has a company for which the employee - called „Auszubildender“ (apprentice) - works 2-3 days per week and the remaining days one goes to school for the theoretical skills needed for the profession. The duration is 3 or 4 years. It's important to understand this system when you are entering the German vocational labour market.

- **Family reunification:** You are entitled to family reunification in Germany with your spouse and biological children. We recommend to travel first alone, and start the reunification process after e.g. 6 months when you are settled.

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