

INDUSTRIAL TRAINING (IT) ENGAGEMENT & SCREENING SUMMARY

This Industrial Training (IT) placement is not a classroom-style training or apprenticeship. It is a work-based engagement where participants are expected to actively contribute to the organization's operations throughout the three (3) months IT period.

This engagement prioritizes practical contribution, accountability, and output. While guidance may be provided where necessary, participants are expected to work independently, execute assigned tasks responsibly, and deliver measurable results rather than rely on step-by-step instruction.

Pre-IT Screening & Vetting

Before the IT period begins, all applicants are required to:

Submit samples of work or items they have personally produced in the past, relevant to the role applied for alongside the signed copy of this form.

Undergo a screening test or practical assessment to verify their stated skills and capabilities

Applicants are strongly advised not to exaggerate or misrepresent their abilities. All claims of skills will be tested. Only candidates who meet the minimum requirements and demonstrate the ability to deliver acceptable output will be accepted into the IT program.

Assessment During the IT Period

Throughout the IT duration, participants will be continuously assessed based on:

Work ethic, discipline, and punctuality

Ability to follow instructions and meet deadlines

Quality, originality, and consistency of output

Problem-solving ability and willingness to improve

Professional conduct and attitude

Participants will also be required to submit samples of work produced during the IT period. These submissions will form part of the evaluation process and will be used to assess growth, competence, and overall suitability.

Selection & Retention

Participation in the IT program does not guarantee retention, employment, or continued engagement. At the end of the IT period, only the best-performing participants—based on merit, output, and overall contribution—will be considered for future opportunities, recommendations, or retention.

By accepting this IT placement, you acknowledge that:

This is a work-focused engagement, not a guaranteed training program

You will be screened and tested before acceptance

You are expected to actively contribute and deliver results

Your performance will be evaluated continuously

Only those who meet and exceed expectations will be selected for further opportunities

Name:

Signature:

Date: