

# Consent & Commitment Agreement

*(For Participants in the Tamkeen Advanced Upskilling Program)*

## Tamkeen Advanced Upskilling Program

This Consent & Commitment Agreement (the “Agreement”) is made between:

**(1) The Participant** – an eligible Bahraini individual accepted into the Tamkeen Advanced Upskilling Program (“Program”).

**(2) Localized, Inc.** – the program manager, working in collaboration with **Skills Union Pte Ltd** and **Tamkeen (Labour Fund Bahrain)**

**(3) Skills Union** – the training provider, working in collaboration with **Localized** and **Tamkeen (Labour Fund Bahrain)**.

## 1. Program Overview

The Tamkeen Advanced Upskilling Program is designed to equip Bahraini talent with the advanced digital and professional skills required to compete in today’s job market. The Program offers training in **five tracks**:

- Software Engineering
- Cloud Engineering
- Data Science & Artificial Intelligence
- Digital Marketing
- UX Design & Product Management

The Program includes online training, live instructor sessions, assignments, career coaching, and placement support.

## 2. Participant Commitments

By signing this Agreement, the Participant confirms their commitment to:

### 1. Active Participation

- Attend all live sessions (unless excused in advance).
- Complete all assignments, assessments, and projects by the deadlines.
- Engage actively in discussions, group work, and peer collaboration.

### 2. Program Conduct

- Demonstrate professional behavior and respect towards instructors, coaches, and peers.
- Abide by all program guidelines and code of conduct as outlined during onboarding.
- Maintain integrity in all coursework (no plagiarism, cheating, or misrepresentation).

### 3. Career Development Activities

- Participate in coaching sessions, CV/profile reviews, and employer engagement activities.
- Attend career fairs, recruitment events, and interviews arranged by the Program.
- Provide honest and timely updates on employment status and placement outcomes.

## 3. Data Protection & Consent

The Participant acknowledges and consents that:

- Personal data (including CV, employment details, and program performance) will be collected and shared with Tamkeen for monitoring and evaluation purposes.
- Training sessions may be recorded to support program delivery and quality assurance.
- Placement-related data (employment contracts, promotions, freelance engagements, etc.) may be verified with employers or relevant third parties.

All data will be processed in accordance with Bahrain's **Personal Data Protection Law (PDPL)**.

## 4. Withdrawal & Termination

- Participants who wish to withdraw must notify Localized in writing, explaining the reason for withdrawal.
- Withdrawal without valid reason, or repeated non-compliance (e.g., absences, failure to complete assignments), may result in immediate removal from the Program.
- Participants who fail to meet program requirements may not be eligible for certification or Tamkeen's continued sponsorship in future programs. (For detailed steps on how to withdraw, please review the [Tamkeen Program Withdrawal Process Document](#))

## 5. Certification

- Certificates will only be awarded to Participants who successfully complete all required training modules and meet graduation criteria.
- To finalize all program requirements and receive the certificate, learners must complete all course requirements, be registered on the Tamkeen portal, and complete their registrations on both the LMS Disco and the LMS Circle (registration links will be shared).

## 6. Participant Acknowledgment

By signing this Agreement, the Participant acknowledges that:

- They have read and understood the terms of this Agreement.
- They commit to full participation and adherence to the Program requirements.
- They consent to the use of their data as outlined above.