

The training objectives should, as a minimum, cover:

- Constant optimization and matching of individual's abilities with business needs,
- Anticipation of future needs by providing training programs in new technologies, work practices,
- Transfer of skills,
- Career progression and individual development.

Training may be conducted in the following methods:

- Classroom training, group discussion, exercises.
- Practical exercises
- On-the-job training
- Theoretical and practical assessments

## **15.5 Employee Training Prior to Expiry of Contract Hand-Back**

Where applicable and in addition to any other obligation in the Contract Agreement, in the 3 month period preceding expiry of the Contract Term, the Contractor shall provide appropriate training for all personnel as may be nominated by the DMAT. The DMAT'S nominated personnel may include parties not employed by the DMAT but who have been engaged by the DMAT to assume provision of the Services at the expiry of the Term. The Contractor agrees to provide reasonable access to the Sites for such entities.

The Contractor shall fully cooperate with the DMAT'S nominated training personnel to achieve effective transfer of operations and maintenance skills such that trained personnel are capable of achieving the operational performance for the System over a seven (7) day demonstration period.

The Contractor shall provide reasonable access to the Sites and System for any third party entities, notified to the Contractor by the DMAT, to prepare tender submissions for succession of the Services.