

# Apprenticeships for the Thoroughbred Stud Industry

The bloodstock and Thoroughbred breeding industry has been offering young people Apprenticeships for over 28 years. The industry recognises the value of the training programme and the scheme is fully supported by the Thoroughbred Breeders' Association. The breeding industry wants to recruit good staff and acknowledge nothing is better than training their own and supporting a young person to get qualifications and experience whilst earning a wage. The Thoroughbred breeding industry is an exciting and global industry that offers real careers, progression and opportunities to young people.

The vast majority of Apprentices in stud work come via The National Stud's training scheme. The National Stud has excellent relationships with many UK stud farms and prides itself in giving individual attention to each trainee to help them to achieve their goals and qualifications. The National Stud interviews suitable applicants and offers between 10 and 12 candidates a place on the annual 9 week residential course (called the Pre-Apprenticeship) to fully assess individual capabilities and commitment. During the 9 weeks the trainees work at The National Stud where they are taught and practice a range of stud work skills. At the end of the 9 weeks those considered at standard will be put forward for work placement interviews with a Thoroughbred stud farm. Alongside the Pre-apprenticeship course will be an industry funded equivalent so in total 20 to 24 trainees will be attending.

Apprenticeships are a real alternative to staying at school or attending a college course as they give you the chance to gain qualifications, in paid employment.

## Who can apply for an Apprenticeship in Thoroughbred stud work?

- Young adults, from both sexes between the ages of 18 and 24.
- Some have no prior experience with horses at all, some have had their own horses and ponies and some have worked in the industry already. Prior experience with horses is **NOT** an entry requirement and some of the most successful graduates had never touched a horse before the course.
- Trainees are expected to be keen, motivated, pleasant and above all committed to learning the skills they need to enter a working environment.

## What do Pre-Apprentices do at The National Stud in preparation for an Apprenticeship?

- The 9 week Pre-Apprenticeship at The National Stud (Oct to Dec) teaches basic skills and an understanding of what the industry will expect from them and the opportunities available.
- Pre Apprentices work under supervision on The National Stud; they may also get work experience at other studs and at the Sales during the 9 weeks.
- Work will include mucking out, grooming and handling Thoroughbred horses. There is NO riding on the course, but plenty of opportunities to learn the other very specific skills required by stud staff.

## How do successful Pre-Apprentices get an interview with an employer to start their Apprenticeship?

- The National Stud guarantees every successful Pre-Apprenticeship graduate a placement interview.
- The National Stud takes account of each individual and matches them with the most suitable stud farm. Interviews with employers are arranged towards the end of the Pre-Apprenticeship course and may take place during a period of work experience with a stud at the December Mare and Foal Sales which every suitable Pre-Apprentice trainee gets the chance to do.
- Trainees are interviewed and offered a job by employers, The National Stud will do recommendations and references but the impression a trainee makes at interview is crucial.
- To help all trainees, the residential course includes preparation for interviews with stud managers.
- Apprentices will have a contract of employment and are subject to all the standard employee terms including probationary periods and disciplinary procedures.

What does an Apprenticeship cost the trainee and the employer?

- Normally there is **NO** charge to either the trainee **OR** the employer. This is subject to criteria and recent changes in Government policy but is usually based on age and previous funding received.
- Funding for the qualification and assessment processes are provided via the Government's Skills Funding Agency who are responsible for the financing of Apprenticeships.
- Employers will have to pay Apprentices an appropriate training wage which cannot be lower than the Government's recommended Apprenticeship rate.

Can you do an Apprenticeship without attending The National Stud's Pre-Apprenticeship?

- **YES**, if an employer would rather recruit their own Apprenticeship trainee, they can at any time of the year.
- If you have a job on a Thoroughbred stud and want to do an Apprenticeship you would need to speak to your employer to get their approval. Once approved please contact The National Stud.
- Only trainees in employment with a stud farm can go this route as the Apprenticeship can only be registered for once you are in employment.
- The National Stud team will be happy to give advice on any aspect of the Apprenticeship process.
- There will be some compulsory attendance at The National Stud within the 12-18 months to complete the Apprenticeship if the 9 week preparatory course was not attended.

What does an Apprentice get from an employer?

- A paid position with a contract for a minimum of 12 months to complete their main Apprenticeship qualification (Level 2 Diploma in Work-based Racehorse Care – Breeding Option).
- Opportunity to gain a full year's work experience of the industry with an employer.
- Opportunity to learn and experience the daily duties of a Stud Hand with the benefit of guidance from other staff, employers and The National Stud's training and assessment team.

What is the role of The National Stud during the Apprenticeship period?

- The National Stud will allocate each Apprenticeship trainee a member of staff from the training department. This Work Based Instructor (WBI) will be the point of contact for the employer and the trainee. Each trainee must be visited every 8 to 12 weeks during employment as per the Government funding requirements. The WBI will arrange this visit with all involved at a suitable time and place. During the visit the WBI will check on the trainee's wellbeing and if appropriate assess the trainee for part of the required qualification.
- In addition, the training staff at The National Stud can advise and assist with any issues, concerns or problems that arise during the contract period.

Who do I contact to find out more?

- If you want to apply, download the application from The National Stud website [www.nationalstud.co.uk](http://www.nationalstud.co.uk) and together with the required information send to the Training Office. Interviews start early summer for the October intake.
- The National Stud's training team can provide further information on the Apprenticeship, the Government funding and the current trainees looking for placement. They can be contacted on [students@nationalstud.co.uk](mailto:students@nationalstud.co.uk) or via the main switchboard 01638 663464.

The National Stud would like to thank the following employers for Apprenticeship placements in 2017.

**Blue Diamond Stud**  
**Brook Stud**  
**Cheveley Park Stud**  
**Glebe Stud**

**Littleton Stud**  
**New England Stud**  
**Newsells Park Stud**

**Shadwell Estate Co Ltd**  
**Juddmonte Farms**  
**Hascombe & Valiant studs**