



The Thoroughbred Breeders' Association's Entry to Stud Employment Programme

The Thoroughbred breeding industry has long recognised the importance of offering skills training to people wanting to work in the industry. Unfortunately many suitable candidates are excluded from the current funded training available, or from being able to gain enough work experience in order to progress within the industry. To widen recruitment and support training opportunities the Thoroughbred Breeders' Association (TBA) have developed a programme that encourages and provides access to full time employment in the stud industry.

The Entry to Stud Employment Programme (E2SE) provides access to training for a stud industry career for applicants unable to qualify for Government Apprenticeship funding; or who lack sufficient experience to either apply for a job in the industry or be considered for The National Stud's Diploma in Stud Practice and Management programme.

What does the E2SE programme consist of?

- An unpaid 9 week residential period of training at The National Stud (Oct to Dec), funded by the TBA. Trainees will be provided with full board and accommodation for the duration.
- If the initial training is successfully completed the trainee will be put forward for an interview with a UK stud farm to start a minimum 6-9 month PAID work placement to gain qualifications and experience.

What does an E2SE cost a trainee?

- There is currently **NO** charge for the residential training or supervision once in employment to either the trainee **OR** the employer.
- There are some costs associated with accommodation deposits, purchasing personal equipment such as skull caps etc. and a contribution to a subsidised social fund.
- Once in employment the employers will have to pay trainees the appropriate wage for their age and in relation to their experience.

Who applies for an E2SE in Thoroughbred stud work?

- Someone keen to embark on a career in the stud industry. They would have a clear goal to work with Thoroughbred stud animals but are unable to access Government funding for equivalent courses.
- They will be male or female, but must be over the age of 18. There is no upper age limit set.
- Some applicants may have had prior experience with horses, whilst others may have had none at all. Prior experience with horses is **NOT** an entry requirement.
- Applicants need to be keen, motivated, pleasant and above all committed to learning the skills they will need to enter a working stud farm environment.

What do E2SE trainees do at The National Stud in preparation for a work placement?

- The 9 week preparatory course teaches basic horsemanship, specific stud work skills, an understanding of what the industry will expect from trainees and the opportunities available to them.
- Practical work under supervision on The National Stud. Trainees may also get work experience at other studs and at the December bloodstock Sales.
- The training is very physical, including mucking out, grooming and handling Thoroughbred horses. There is **NO** riding on the course, but lots of opportunities to gain specific skills required of stud staff.
- Theory training and participation in assessment to check they are gaining the required knowledge.
- The E2SE runs alongside the Pre-apprenticeship course and prepares both groups together for many sessions. In total there will be about 20 adult trainees on site during the residential stay.



How do E2SE trainees get an interview with an employer to start a placement?

- Every E2SE trainee who successfully meets the required performance on the residential course can be recommended by the TBA and National Stud and is guaranteed an interview with a stud farm.
- The National Stud tries to match trainees with the most suitable employer and placement.
- Trainees are interviewed and offered a job by industry employers, The National Stud will do 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 and HR managers from studs.
- Placements can only be offered by an employer and not all studs will have a vacancy available. Trainees have to accept that placements in certain areas of the UK may not always be possible.
- Trainees will have a contract of employment and are subject to all the standard employee terms including probationary periods and disciplinary procedures.

Can you do an E2SE course without attending The National Stud first?

- **NO**, the whole point of the E2SE is to ensure the TBA and National Stud have been rigorous in recruiting and training the right people for this opportunity. Only after 9 weeks of training and appraisal could a trainee be recommended as suitable to an employer.

What does an E2SE trainee get from an employer?

- A paid position with a contract for a minimum of 6 months to complete their main qualification (Level 2 Work-based Diploma in Racehorse Care – Breeding Option).
- Opportunity to gain 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.
- Usually single accommodation would be provided on site, this is likely to be shared and with some responsibility for bills.

What is the role of The National Stud during the employed placement period?

- The National Stud will allocate each trainee an assessor from the training department. The assessor will be the first point of contact for the employer and the trainee to guide and support the placement.
- Each trainee will be visited every 8 to 12 weeks during employment. The assessor will arrange this visit with all involved at a suitable time and place.
- During the visit the assessor will check on the trainee's wellbeing and when appropriate assess the trainee for part of the Level 2 qualification.
- The training staff at The National Stud are always available to advise and assist with any issues, concerns or problems that arise during the placement period.

Which studs are going to offer work placements?

- It is impossible to guarantee which studs will have an appropriate vacancy available. The industry is keen to train new staff who want to learn. The TBA and National Stud are confident that E2SE trainees will be offered every opportunity to succeed in placement at some of the most successful Thoroughbred studs in the UK.

Who do I contact to find out more?

- If you want to apply, contact the training team using students@nationalstud.co.uk and we will send you an application form. Interviews start early summer for the October intake.
- The National Stud's training team will provide further information if required. They can be contacted on students@nationalstud.co.uk or via the main switchboard 01638 663464.