



## BRITISH SHOWJUMPING APPRENTICESHIP & TRAINING

### Introduction

Following a series of discussions and a successful pilot British Showjumping have partnered with Haddon Training Ltd to deliver specific apprenticeship and other training programmes through its employers and academies to meet the needs of its members and to increase participation and attainment of industry qualifications and skills for life.

### Why? .....Because

- We recognise that many young riders are coming out of school without achieving any qualifications
- Young horse enthusiasts are buying horses and are not able to look after them properly
- We want to develop skills as well as talent
- As British Showjumping we have a 'duty of care' for its membership to support education and training

### Industry Statistics

- 16,340 equine businesses in England employing 36,550 (30% are 16-24 years old)
- The sector is very diverse with 38% of establishments being Riding Schools, 26% Livery Yards and 9% Training/Competition Yards
- 'Economic conditions' were cited as the key challenge facing businesses (40%)
- 12% business saying that keeping existing customers/business is a challenge (hence a need for competent, well qualified staff)
- 25% employers reported that they found problems identifying people with the right skills and/or experience)
- 22% employers identify lack of funds as a barrier to providing training
- Looking ahead the most frequently reported specific future training was First Aid, NVQ and BHS Qualifications
- Only 2% of the workforce claimed to be on an apprenticeship

*Source: Lantra – A study into the business & skills requirements of the Equine Industry January 2011*

## **Haddon Training Credentials**

- A well established and successful growing training provider that is well positioned and respected within the Industry
- Passionate about quality having just received an Ofsted – Outstanding – Grade 1
- Success rates for 2011/12 93.8% and timeliness of 95%
- We work with over 200 quality employers through our apprenticeship programmes with access to these and many more establishments through our contacts and reputation within the Industry
- We have a close relationship with Lantra to influence and shape qualifications, education and training needs and requirements to best suit the Industry's needs
- We have a supportive and collaborative relationship with British Grooms Association to promote best practise and conditions for employment within the Industry
- We have run for 6 years a successful and growing 14-16 programme with 50+ learners on programme for 2011/12

## **What's on Offer?**

### **Apprenticeship Programme (Level 2 and Level 3)**

This includes all elements of the framework ie Diploma, Technical Certificate, Employee's Rights and Responsibilities (ERR), Personal Learning & Thinking Skills (PLTS), Key Skills and First Aid – level 3 only)

### **Stand Alone Diploma**

With the option to 'top up' with key/functional skills and technical certificate

**UKCC, Transport Qualifications as optional extra to either model above**

**BHS Stage Exams as optional extra to either model above**

***All subject to eligibility***

## Eligibility Criteria for Funding

This is a complicated area.. In principle these are the main things to remember:

*NB Haddon Training can answer employers/learners questions direct so please don't hesitate to call for further information*

### **16-18 Year Olds – Apprenticeship Programmes**

Must be resident within the EU for 3 years or more

Must have a national insurance number

Must be employed (on a yard) a minimum of 30 hours per week. The apprenticeship wage applies and that is £2.60 per hour

Must not be in full time education with a college or in state funded school 6<sup>th</sup> form

### **16-18 Year Olds – Stand Alone Diploma Programmes**

Must be resident within the EU for 3 years or more

Must have a national insurance number

Must not be in full time education with a college or in state funded school 6<sup>th</sup> form

Can be in privately funded education already

Can be employed less than 30 hours per week or have a part-time job outside of equine but regularly attending a yard/academy

Can be unemployed or a volunteer

### **19-24 Year Old – Apprenticeship Programmes**

Must be resident within the EU for 3 years or more

Must have a national insurance number

Must not have a degree

Must be employed (on a yard) a minimum of 30 hours per week. The apprenticeship wage applies for the first 12 months they are on the programme at £2.60 per hour. Thereafter if still an apprentice then they must be paid the minimum wage applicable for their age

### **19-24 Year Old – Stand Alone Diploma Programmes**

#### **(Limited Funding)**

Must be resident within the EU for 3 years or more

Must have a national insurance number

Must not be in full time education with a college

Can be employed less than 30 hours per week or have a part-time job outside of equine but regularly attending a yard/academy

Can be unemployed or a volunteer

Add-ons available as above list

## **How long will it take?**

Time frames do vary depending upon the learner and their competence at the time they start their programme. We would estimate anywhere between 5 months to 15 months.