



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

The Thoroughbred breeding industry recognises the importance of offering skills training to people wanting to work in the industry. Unfortunately many suitable candidates feel excluded from the 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 for all suitable candidates.

The Entry to Stud Employment Programme (E2SE) provides access to training for a stud industry career for applicants unable to qualify for Government funding; or who lack practical 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 to either the trainee **OR** the employer for the residential training, ongoing supervision and assessment once in employment.
- There are some trainee 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 National Minimum Wage for their age and in relation to their experience. Most also provide accommodation and some or all household costs.

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 practically with Thoroughbred bloodstock but are unable to access Government funding for equivalent courses.
- They will be male or female, but must be 18 or older, 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, responsible, 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.
- Additional qualifications such as Tractor Driving, Manual Handling and First Aid.
- Practical work under supervision on The National Stud. Trainees will also get work experience 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 the specific skills and knowledge required of stud staff.
- Theory training and ongoing assessment throughout to check progression and learning.
- 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 and can be recommended by the TBA and National Stud 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 employers.
- 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 and should therefore be prepared to relocate for the employment placement period if no alternatives can be found close to home. Accommodation is usually part of the job offer with studs.
- 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 residential course 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 the 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 an initial contract for a minimum of 6-9 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 provided on site, this is likely to be shared and may have some responsibility for bills. Please discuss this with the National Stud if this is an issue.

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. But the industry is keen to train new staff who want to learn and the TBA and National Stud are confident that E2SE trainees will have every opportunity to succeed at some of the most successful Thoroughbred studs in the UK.

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 and return to the Training Office. Interviews start late Spring for the October intake.
- The National Stud's training team are happy to provide further information. They can be contacted on students@nationalstud.co.uk or via the main switchboard 01638 663464.