

apprenticeship FRAMEWORK

Farriery (Wales)

IMPORTANT NOTIFICATION FOR ALL APPRENTICESHIP STARTS FROM 14 OCTOBER 2016

Modifications to SASW came into effect on 14 October 2016. These changes relate to the **Essential Skills and Employer Rights and Responsibilities** requirements of a framework and they **ONLY** apply to new Apprenticeship starts on, or after, 14th October. Apprenticeship starts before this date must continue to meet the 2013 SASW requirements for Essential Skills and Employer Rights and Responsibilities.

For more details of the changes and how they will affect new apprenticeship starts, please read the following preface page to the framework document. NB: Please check the "Revising a Framework" section for information on any additional changes that may have been made to this framework.

Latest framework version?

For any previous versions of this framework: www.acwcerts.co.uk/framework_library

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Farriery

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Framework information

Information on the Issuing Authority for this framework:

The Welsh Government

The Apprenticeship sector for occupations in environmental and land-based.

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Date this framework is to be reviewed by: 31/08/2017	This framework is for use in: Wales

Short description

The farriery profession is a highly regulated industry under the Farriers (Registration) Act 1975. The Apprenticeship offers a Level 3 entry route into the profession, providing learners entering the industry with the skills and knowledge to provide a service to the horse owning public.

Upon successful completion of the Apprenticeship apprentices will be able to qualify as registered farriers that will allow them to set up their own business, join other farriers or progress to be an approved training farrier.

The duration of the Apprenticeship is 4 years and 2 months.

Contact information

Proposer of this framework

The Farriery Industry consists of Registered Farriers, including Approved Training Farriers (AFTs) together with representative organisations and associations, such as: The British Farriers and Blacksmiths Association, The Farriers Registration Council (FRC) and The Worshipful Company of Farriers.

Developer of this framework

Name of person developing framework.

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Revising a framework

Why this framework is being revised

There is a transfer in Awarding Organisations offering a qualification. As of the 16th December 2014, BHEST no longer offer the competence qualification at level 3 within the Farriery Apprenticeship framework. 1st4sport will take over responsibility of the qualification.

Summary of changes made to this framework

There is a transfer in Awarding Organisations offering the competence qualifications. As of the 16th December 2014, BHEST no longer offer the following qualification:

600/1228/6 - Level 3 Diploma in Farriery - Work-Based

1st4sport will be offering the following qualification in place of BHEST:

601/5039/7 - 1st4sport Level 3 Diploma in Farriery - Work Based (QCF)

Qualifications removed

- 600/1228/6 - Level 3 Diploma in Farriery - Work-Based

Qualifications added

- 601/5039/7 - 1st4sport Level 3 Diploma in Farriery - Work Based (QCF)

Qualifications that have been extended

N/A

Purpose of this framework

Summary of the purpose of the framework

Defining Apprenticeships

An Apprenticeship is a job with an accompanying skills development programme under an Apprenticeship Agreement designed by employers in the sector. It allows the apprentice to gain technical knowledge and real practical experience, along with essential skills, required for their immediate job and future career. These are acquired through a mix of learning in the workplace, formal off the job training and the opportunity to practice and embed new skills in a real work context. This broader mix differentiates the Apprenticeship experience from training delivered to meet narrowly focused job needs.

All apprentices commencing their Apprenticeship must have an Apprenticeship Agreement between the employer and the apprentice. This can be used to reinforce the understanding of the requirements of the Apprenticeship.

On completion of the Apprenticeship the apprentice must be able to undertake the full range of duties, in the range of circumstances appropriate to the job, confidently and competently to the standard set by the industry.

The Farriery Industry

Farriery is a specialist profession and under the Farriers (Registration) Act 1975 as amended, farriery is defined as 'any work in connection with the preparation or treatment of a horse for the immediate reception of a shoe thereon, the fitting by nailing or otherwise of a shoe to the foot or the finishing off of such work to the foot'. There are around 2,683 registered farriers in the UK, 300 ATFs and 451 apprentices in the UK.

A farrier is a skilled crafts person with the skills and knowledge of shoeing all types of equine feet, whether normal or defective, making shoes to suit all types of animal and working conditions and of devising corrective measures that will help compensate for faulty limb action.

Farriery is a profession where the majority are self-employed or work within a small company and so it is estimated that the number of farriery businesses is equal to the number of farriers at 150 in Wales. This represents 6% of the businesses and employment within the sector, however, farriers support the equine industry, which also represents 5% of the businesses in the sector in Wales. The National Equine Database estimates that there are a million or more horses in the UK and therefore it is important for farriers to have the skills and knowledge required to work within the profession.

The Farriery Apprenticeship is the main entry route within the UK into the farriery profession, due to the knowledge and experience required by the industry and the legislation involved. There are other entry routes for those with professional experience or recognised qualifications

e.g. the UK Army runs a training scheme and a few overseas qualifications are recognised. To become a Registered Farrier a four year and two month Apprenticeship with an FRC Approved Training Farrier must be completed. There is currently only an English Farriery Apprenticeship framework which all learners throughout the UK complete. By introducing the Welsh Farriery Apprenticeship this will open up opportunities for apprentices to follow the Welsh framework, rather than have to travel to England to complete all of the components of the framework.

To register onto the Apprenticeship a prospective apprentice must be accepted by an ATF who must propose them to the training provider to ensure that they meet the entry requirements and are prepared to train. Apprentice farriers work on behalf of their ATF who oversees and takes responsibility for their professional behaviour and quality of their work throughout their training.

Qualified farriers are registered with the Farriers Registration Council (FRC) which can provide a list of all registered farriers. The training providers can provide prospective apprentices with a current ATF list. During their training, apprentice farriers will work under the supervision of their Approved Training Farrier, learning to:

- Handle and restrain horses
- Check the horse's leg, foot and hoof
- Discuss and agree the horse's shoeing requirements
- Cut away excess hoof growth and make sure the horse is balanced correctly
- Choose the most appropriate shoe for the horse relating to its size, foot condition, activity, work and working conditions
- Fit the shoe and complete any finishing off work
- Adjust the shape of the shoe if necessary using the relevant tools
- Make tools and horse shoes
- Maintain the forge and equipment.

Throughout the development Lantra, worked closely with the farriery industry, Approved Training Farriers, Registered Farriers and representative organisations and associations including:

- The British Farriers and Blacksmiths Association
- The Farriers Registration Council
- The Worshipful Company of Farriers
- British Horseracing Education and Standards Trust

Completion of the Apprenticeship could lead to becoming a registered farrier. Further information on the farriery industry can be found at <https://www.wcf.org.uk/farrieryhorse.php> or <https://www.farrier-reg.gov.uk/home/>.

Aims and objectives of this framework (Wales)

The aim of the Apprenticeship in Farriery is to provide a framework for attracting new applicants into the farriery profession to fill the requirement of the horse owning public.

The objectives are to:

- Have apprentices in Wales successfully achieve the Apprenticeship in Farriery by attracting new apprentices into the sector, especially those from the under-represented groups to meet the changing needs of employers and industry
- Upskill those working in the industry to become fully qualified farriers
- Provide clear progression routes and information on the range of opportunities and higher level jobs available.

Entry conditions for this framework

The entry conditions for the framework is the employer's and training provider's confidence in your ability to develop the skills and knowledge required to work within the Farriery industry. Employers are encouraged to get involved in the recruitment and selection stages, to ensure they get to know the apprentices before their employment.

If you are interested in becoming a registered farrier, it is important that you have a genuine interest in horses, their care, behaviour and welfare and enjoy working for different types of customers in a variety of different locations.

Duration of the Apprenticeship

Through the development of the Farriery Apprenticeship it has been agreed with the industry that the minimum duration of the Apprenticeship is 4 years and 2 months.

Due to the industry being highly regulated, the National Farriery Council require candidates to meet the following entry requirements:

- 4 GCSE passes at grade C or higher, which must include English and Maths
- Level 2 Certificate in Forgework

Candidates cannot apply directly for an Apprenticeship in Farriery, but must be proposed by an Approved Training Farrier (ATF) who has agreed to employ them for the duration of the Apprenticeship.

Where an entrant does not have such qualifications, entrants may have alternative qualifications that are demonstrably equivalent and that are approved by the training provider delivering the Apprenticeship.

Some possible alternative qualifications which may be acceptable are:

- Pre-Farriery Access Course including the Forging certificate
- NVQ/Work-based Diploma Level 2 (ideally in a related subject such as equine or animal care) and the Forging certificate
- BTEC First Diploma (ideally in a related subject such as equine or animal care) and the Forging certificate.

It is advisable that prospective apprentices who are uncertain as to whether they hold the required entry requirements contact the training provider delivering the apprenticeship direct.

The purpose of minimum entry qualifications is to ensure that potential apprentices are in a

position to:

Cope with the level and scope of learning required to achieve the necessary qualifications in farriery and

- Function effectively and safely as an apprentice farrier in the workplace.

Access to this Apprenticeship is available to all learners who meet the entry requirements, regardless of gender, race, creed, age or special needs. The Head of Centre should ensure that no learner is subjected to unfair discrimination on any grounds in relation to access to the taught programme or assessment. Training providers are required to check whether equal opportunity policies are being adhered to.

RULES TO AVOID REPEATING QUALIFICATIONS

Processes exist to make sure that applicants with prior knowledge, qualifications and experience are not disadvantaged by having to repeat learning. Training providers and awarding organisations will be able to advise on the current rules for accrediting prior learning and recognising prior experience. Refer to the on and off-the-job training section for guidance about prior attainment and achievement.

There are no relaxations or proxies for any qualifications specified in a framework in SASW, however, providers are encouraged to identify additional on-the-job training programmes that customise the learning to the new workplace.

Progression opportunities

The success of self-employed farriers depends on them getting enough customers for work. It is also important to build a reputation based on customer satisfaction and recommendations to other horse owners.

Permanent employment may be available in the Police, linked with large veterinary practices or welfare institutions. There may be promotion opportunities to senior farrier or to a management position. Overseas work may sometimes be available, especially within the horse breeding and racing field.

Initial assessment

Training providers and employers should use an initial assessment process which is fit for purpose. This will ensure that applicants starting on the Apprenticeship have a fair opportunity to demonstrate their ability and to tailor programmes to meet individual needs, recognising prior qualifications and experience.

Recognition of Prior Learning (RPL)

If applicants have units towards the level 3 work-based qualification, these will be reviewed

during an initial assessment to see if RPL can be claimed.

Learners who have completed the Welsh Baccalaureate may have completed units or short courses which may provide underpinning knowledge towards the Apprenticeship, this will be assessed during an initial assessment allowing Recognition of Prior Learning (RPL) where appropriate.

Apprentices may be credited with any unit of the award previously certificated provided that this has been achieved within five years of registration for the remaining units. Where a certificated unit was achieved more than five years prior to registration, apprentices may be asked to provide evidence of currency. A unit achieved more than ten years prior to registration will not be accepted for Recognition of Prior Learning (RPL).

Essential Skills Wales

If applicants already have GCSEs in English and Maths they still have to do the Essential Skills Wales at the relevant level.

If applicants have already achieved Essential or Key Skills at the relevant level, prior to commencing the apprenticeship, they will not have to do the relevant Essential Skills, but should be encouraged to progress to a higher ESW level.

Level 3

Title for this framework at level 3

Farriery

Pathways for the framework at level 3:

Pathway 1: Farriery

Level 3, Pathway 1: Farriery

Description of this pathway

The fitting by nailing or otherwise of a shoe to the foot of a horse. A minimum of 442 credits which is made up as follows:

- Competence qualification - 345 credits
- Knowledge qualification - 85 credits
- Level 2 Essential Skills in Communication - 6 credits
- Level 2 Essential Skills in Application of Number - 6 credits

Entry requirements for this pathway in addition to the framework entry requirements

N/A

Job title(s)	Job role(s)
Approved Training Farrier	A registered farrier who has undergone further training in order to employ, train and supervise apprentice farriers to become an approved training farrier (ATF). ATFs are responsible for teaching and instructing an apprentice in the theory and practical areas of the farriery profession.
Apprentice Farrier	Apprentice farriers work with their ATF who takes responsibility for their professional behaviour and quality of their work. Duties include: handling and restraining horses; making tools and horseshoes and maintaining the forge; choosing and fitting the most appropriate shoe for the horse
Registered Farrier	Farriery is a skilled profession and farriers shoe all types of equine feet and make shoes to suit all types of work. Majority of farriers are self-employed so business and customer care skills are important. Farriery is a regulated profession under the Farriers (Registration) Act 1975.

Qualifications

Competence qualifications available to this pathway

C1 – 1st4sport Level 3 Diploma in Farriery - Work Based (QCF)

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C1a	601/5039/7	1 st 4sport	345	2252	N/A

Knowledge qualifications available to this pathway

K1 – Level 3 Diploma in Farriery

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K1a	600/0828/3	The Worshipful Company of Farriers	85	850	N/A

Combined qualifications available to this pathway

N/A

Relationship between competence and knowledge qualifications

K1 provides the underpinning knowledge for C1.

When apprentices complete K1 and C1 the minimum number of credits achieved will be 430.]

Essential Skills

An apprenticeship framework must specify as a Welsh certificate requirement the expected achievement levels of Essential Skills in Communication and the Application of Number.

Where Essential Skills qualifications are specified in an apprenticeship framework, the apprenticeship framework must specify the acceptance of a recognised proxy qualification for Communication and Application of Number.

Communication

For the current list of acceptable proxy qualifications and appropriate **minimum** grade/level requirements, please refer to the most recent version of [SASW](#) on the [gov.wales](#) website. Additional guidance materials can be found on the [Knowledge Base](#) section of the [ACW](#) website.

Does this framework require Communication achievement above the minimum SASW requirement? **YES** **NO**

If YES, please state the grade/level required for English and give a brief **REASON** as to why this is required:

[Enter alternative grade/level requirements and reasons here.]

Application of Number

For the current list of acceptable proxy qualifications and appropriate **minimum** grade/level requirements, please refer to the most recent version of [SASW](#) on the [gov.wales](#) website. Additional guidance materials can be found on the [Knowledge Base](#) section of the [ACW](#) website.

Does this framework require Application of Number achievement above the minimum SASW requirement? **YES** **NO**

If YES, please state the grade/level required for Maths and give a brief **REASON** as to why this is required:

[Enter alternative grade/level requirements and reasons here.]

Inclusion of Digital Literacy (ICT)

Digital Literacy (ICT) is an **optional** framework requirement.

Is Digital Literacy a requirement in this framework? **YES** **NO**

Progression routes into and from this pathway

The Apprenticeship in Farriery is valued by the farriery profession as an entry route, as this is the main route to become a registered farrier. It allows apprentices the opportunity to practice and learn the vital skills and knowledge required to work with equines and their feet.

Due to the industry being highly regulated, the Farriery Registration Council require candidates to have the following qualifications:

- 4 GCSE passes at grade C or higher which must include English and Maths
- Level 2 Certificate in Forgework

Candidates cannot apply directly for an Apprenticeship in Farriery but must be proposed by an Approved Training Farrier (ATF) who has agreed to employ them for the period of the Apprenticeship.

Where an entrant does not have such qualifications, entrants may have alternative qualifications that are demonstrably equivalent and are approved by the training provider delivering the Apprenticeship.

Some possible alternative qualifications which may be acceptable are:

- Pre-Farriery Access Course including the Forging certificate
- NVQ Level 2 (ideally in a related subject such as equine or animal care) and the Forging certificate
- BTEC First Diploma (ideally in a related subject such as equine or animal care) and the Forging certificate.

It is advisable that apprentices who are uncertain as to whether they hold the required entry requirements contact the training provider delivering the Apprenticeship.

Progression from the Apprenticeship

Apprentices successfully completing the Apprenticeship will become registered farriers under the Farriers Registration Council and apprentices will be able to set up a business or join with other farriers.

For those apprentices who wish to they can progress to become an Approved Training Farrier that will allow them to pass on their skills and knowledge to other apprentices.

UCAS points for this pathway:

[N/A]

Employee rights and responsibilities

Please note that for Apprenticeship starts from 14/10/2016 onwards ERR is no longer a **mandatory** requirement in all frameworks.

However, it may still be included in some frameworks and where it is not explicitly stated that ERR is not a requirement then confirmation of an Apprentice's ERR achievement will still remain a requirement for Apprenticeship certification purposes.

Is ERR a requirement for this framework? **YES** **NO**

Delivery and assessment

Within the Apprenticeship in Farriery apprentices need to complete the ERR element of this framework. This will be explained to apprentices at the start of their programme during induction. Apprentices will need to complete Lantra's Farriery ERR workbook which contains a number of tasks with short answer questions covering the nine outcomes listed below, which apprentices can complete at their own pace.

The workbook can be found on Lantra's website
<https://www.frameworksandnos.lantra.co.uk/err-workbooks>

There are nine national outcomes/standards that all learners must know and/or understand:

1. Knows and understands the range of employer and employee statutory rights and responsibilities under employment law. This should cover the apprentice's rights and responsibilities under the Employment Rights Act 1996, Equality Act 2010 and health and safety legislation, together with the responsibilities and duties of employers
2. Knows and understands the procedures and documentation in their organisation, which recognise and protect their relationship with their employer. Health and safety and equality and diversity training must be an integral part of the apprentice's learning programme
3. Knows and understands the range of sources of information and advice available to them on their employment rights and responsibilities. Details of Access to Work and Additional Learning Support must be included in the programme
4. Understands the role played by their occupation within their organisation and industry
5. Has an informed view of the types of career pathways that are open to them
6. Knows the types of representative bodies and understands their relevance to their skill, trade or occupation, and their main roles and responsibilities
7. Knows where and how to get information and advice on their industry, occupation, training and career

8. Can describe and work within their organisation's principles of conduct and codes of practice
9. Recognises and can form a view on issues of public concern that affect their organisation and industry.

Certification Requirements for ERR

On completion of the Apprenticeship all providers must complete the Apprenticeship Certificate Claim Form which includes completion of ERR. This form needs to be uploaded onto ACW when claiming the Apprenticeship certificate.

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The remaining sections apply to all levels and pathways within this framework.

How equality and diversity will be met

Farriery industry

The farriery industry employees are mainly males (98%), which is significantly higher than the sector average of 68% (UK) male employees and Wales average at 71%. Whilst the industry doesn't preclude females from working in the sector, it is suggested that the imbalance is due to an out-dated perception of farriery employment as traditionally a male dominated profession despite many roles in farriery being carried out by females.

There are a wide range of hands-on roles for people of all ages and abilities together with an increasing need for skilled managerial, high-tech and specialist people. Farriery is not always seen as a career of choice because of the perceptions that there are no or limited progression opportunities. Equally, misconceptions that all jobs involve working outdoors in all weathers with long and unsociable hours. However, these are identified as trends which are specific to the nature of the farriery sector and there are no actual barriers to recruitment into the industry. There may be some physical restrictions in parts of the farriery profession especially whilst working with large equines. This should not rule anyone out as there may be opportunities elsewhere in the industry.

Care should be taken by providers and employers that unfair discrimination does not occur. Apprenticeships are seen as an important route to encourage and facilitate a greater diversity of individuals into the industry. Training providers MUST comply with the Equality Act 2010 to ensure that applicants are not discriminated against in terms of entry to the industry, using the nine legally protected characteristics of:

1. Age
2. Disability
3. Gender
4. Gender reassignment
5. Marriage and civil partnerships
6. Pregnancy and maternity
7. Race
8. Religion and Belief
9. Sexual orientation

Resolutions and further work

The units within the Diploma in Farriery - Work-based have been written in collaboration with partner awarding organisations to ensure that they are free from bias, accessible to all apprentices and are applicable to a wide range of roles and businesses within farriery. Because of the diverse nature of the farriery sector the Diploma in Farriery - Work-based qualification has been developed to allow maximum flexibility and choice within the rules of combination.

Lantra will work with the Farriery industry to promote the need for skilled farriers. This will also take into account the need to increase female and ethnic participation in the industry.

Activities will include:

- Raising awareness of the Farriery Apprenticeship in Wales with specific promotions, in particular focusing on under-represented groups such as females
- Increasing marketing and communications highlighting the opportunities to a wide range of careers within and related to the sector
- Using Lantra's careers web pages to inform careers advisors and apprentices of the opportunities available in the industry.

On and off the job training

Summary of on- and off-the-job training

Legal Requirement

An apprenticeship framework must specify that on-and off-the-job training must either have been received:

Whilst working under an apprenticeship agreement; or
During a qualifying period ending on the date of application for an apprenticeship certificate.

A qualifying period of five years is recommended, if it was undertaken in relation to an accredited qualification contained in the framework for which an apprenticeship certificate is to be applied for.

Definition:

Off-the-job learning is characterised by formal or planned taught sessions delivered predominantly by qualified training staff.

On-the-job learning enables the apprentice to demonstrate physical job-related skills and to practice and apply these in the context of the job. This type of learning will be delivered in the workplace.

Total learning hours The total amount of learning hours for apprentices which includes both on and off the job training for the Farriery Apprenticeship is 3282 over a period of 4 years and 2 months.

Off-the-job training

For this framework the amount of off-the-job training is as follows:

A minimum of 772 hours off-the-job training must be delivered over 4 years and 2 months.

How this requirement will be met

Training hours delivered under an Apprenticeship agreement may vary depending on the previous experience and attainment of the apprentice.

The amount of off-the-job training required to complete the Apprenticeship under the Apprenticeship agreement may then be reduced accordingly, provided the total number of off-the-job hours for this framework can be verified for Apprenticeship certification.

Previous attainment

Where a learner enters an Apprenticeship agreement having previously attained parts or all of the relevant qualifications, this prior learning needs to be recognised using either the Qualifications and Credit Framework (QCF) credit transfer for achievements within the QCF, or through recording of exemptions for certificated learning outside of the QCF, for example Principal Learning Qualifications.

For learners who have already achieved the relevant qualifications, they must have been certificated

within five years of applying for the Apprenticeship Certificate.

Previous experience

Where a learner enters an Apprenticeship agreement with previous work-related experience, this prior learning needs to be recognised (see QCF guidance on Claiming Credit for further details). To count towards Apprenticeship certification, previous experience must be recorded using the appropriate awarding organisation's QCF Recognition of Prior Learning procedures and the hours recorded may then count towards the off-the-job hours required to complete the Apprenticeship.

For learners with prior uncertificated learning experience, the off-the-job learning must have been acquired within five years of application for the Apprenticeship Certificate or have been continuously employed in the relevant job role in the industry for five years.

Off-the-job training needs to:

Be planned, reviewed and evaluated jointly between the apprentice and a tutor, teacher, mentor or manager

Allow access as and when required by the apprentice either to a tutor, teacher, mentor or manager

Be delivered during contracted working hours

Be delivered through one or more of the following methods: individual and group teaching, e-learning, distance learning, coaching, mentoring, feedback and assessment, collaborative/networked learning with peers, guided study and induction.

Be characterised by formal or planned taught sessions delivered predominantly by qualified training staff.

Examples of off-the-job training for the Farriery Apprenticeship are: Knowledge of different equine species, their anatomy and physiology and their work requirements

Understanding business principles

Essential Skills in Communication and Application of Number

Taught sessions contributing to Employee Rights and Responsibilities

Induction where activities are covered away from normal work duties

Practical reinforcement and assessment.

This evidence will be collected through:

WCF Level 3 Diploma in Farriery

Level 2 Essential Skills in Communication and Application of Number

Employee Rights and Responsibilities

Induction

Off-the-job training must be recorded in either a diary, workbook, portfolio or verified by attendance records. This evidence needs to be checked and signed by the assessor and employer.

Apprenticeship

Information Communication Technology Essential Skills has not been included within the Apprenticeship. Following consultation with employers in the sector, it has been identified that the qualification did not fit industry needs for this Apprenticeship because the use of ICT in Farriery is limited, although it is recognised that IT systems may be used in some parts of the industry.

ICT Essential Skills is not mandatory within the Apprenticeship, however the apprentice should be encouraged when necessary as they provide valuable skills. This will be monitored and reviewed in the

future.

Certification Requirements for on and off the job training

On completion of the Apprenticeship all providers must complete the Apprenticeship Certificate Claim Form which includes completion of on and off the job training. This form needs to be uploaded onto ACW when claiming the Apprenticeship certificate.

On-the-job training

For this framework the amount of on-the-job training is as follows:

A minimum of 2510 hours on-the-job training must be delivered over 4 years and 2 months.

How this requirement will be met

These hours may vary depending on previous experience and attainment of the apprentice. Where a learner enters an Apprenticeship agreement having previously attained or acquired the appropriate competencies or knowledge, this prior learning needs to be recognised and documented using the relevant QCF credit transfer, QCF exemption or RPL procedures (as off-the-job above). The amount of on-the-job training required to complete the Apprenticeship under the Apprenticeship agreement may then be reduced accordingly, provided the total number of on-the-job hours for this framework can be verified for Apprenticeship certification.

Apprentices who commence training under a new Apprenticeship agreement with a new employer may bring a range of prior experience with them. When an apprentice can claim towards the on-the-job framework total through prior learning acquired from previous full-time education, employment or other vocational programmes, then the apprentice's learning programme should include 'customisation' allowing for RPL. Training providers are encouraged to identify additional on-the-job training programmes that customise the learning to the new workplace. Customisation programmes may include selecting appropriate additional or alternative unit(s) from QCF qualifications, or relevant units recognised as Quality Assured Lifelong Learning (QALL) through a Credit and Qualifications Framework Wales (CQFW) recognised body, or follow Essential Skills at a level higher than that specified in the framework, include one or more Wider Key Skills or other competency-based qualifications/units relevant to the workplace.

For apprentices who have already achieved the relevant qualifications, they must have been certificated within five years from the date of application for the Apprenticeship Certificate or have been continuously employed in the industry for five years.

Job roles within the Apprenticeship require a high level of competence and knowledge, which will be undertaken through work-based training, practice and experience.

On-the-job training needs to:

- Be planned, reviewed and evaluated jointly between the apprentice and: a tutor, mentor or manager
- Allow access as and when required by the apprentice either to a tutor, mentor or manager
- Be delivered during contracted working hours
- Be delivered through one or more of the following methods: individual and group teaching, e-learning, distance learning, coaching, mentoring, feedback and assessment, collaborative/networked learning with peers, guided study and induction
- Be those learning hours which enable the apprentice to demonstrate practical job-related skills and to practise and apply these in the context of the job. This type of learning will be delivered within the workplace.

Examples of on-the-job training that a learner will be focusing on within the workplace for the Farriery Apprenticeship are:

- Handle and restrain horses
- Check the horse's leg, foot and hoof
- Discuss and agree the horse's shoeing requirements
- Cut away excess hoof growth and make sure the horse is balanced correctly
- Choose the most appropriate shoe for the horse relating to its size, foot condition, activity, work and working conditions
- Fit the shoe and complete any finishing off work
- Adjust the shape of the shoe if necessary using the relevant tools
- Make tools and horseshoes
- Maintain the forge and equipment
- Employability skills
- Communication skills
- Taught sessions by the workplace line manager/instructor
- Induction where activities are covered within normal work duties.

Evidence of on-the-job training

- Level 3 Diploma in Farriery - Work-Based
- Level 2 Essential Skills in Communication and Application of Number.

On-the-job training must be recorded in either a diary, workbook, portfolio or verified by attendance records. This evidence needs to be checked and signed by the assessor and employer.

Apprenticeship

Information Communication Technology Essential Skills has not been included within the Apprenticeship. Following consultation with employers in the sector, it has been identified that the qualification did not fit industry needs for this Apprenticeship because the use of ICT in Farriery is limited, although it is recognised that IT systems maybe used in some parts of the

industry.

ICT Essential Skills is not mandatory within the Apprenticeship, however the apprentice should be encouraged when necessary as they provide valuable skills. This will be monitored and reviewed in the future.

Certification Requirements for on and off the job training

On completion of the Apprenticeship all providers must complete the Apprenticeship Certificate Claim Form which includes completion of on and off the job training. This form needs to be uploaded onto ACW when claiming the Apprenticeship certificate. |

Wider key skills assessment and recognition

While Wider Key Skills are not a **mandatory** part of the framework, training providers are encouraged to provide apprentices the opportunity to achieve them.

Improving own learning and performance

Industry felt that improving own learning and performance is sufficiently covered by the planning, monitoring and evaluating of the apprentice's progress within the review carried out with their employer and tutor.

However, providers and apprentices are encouraged to record where and when these Wider Key Skills are being used so that evidence can be gathered to allow apprentices to claim RPL for these skills in the future.

Working with others

Industry felt that working with others was sufficiently covered by the whole Apprenticeship programme as apprentices will be working as part of a small team and regularly in contact with external customers.

However, providers and apprentices are encouraged to record where and when these Wider Key Skills are being used so that evidence can be gathered to allow apprentices to claim RPL for these skills in the future.

Problem solving

Industry felt that problem solving was sufficiently covered through both the competence and knowledge qualifications as apprentices will be resolving problems as part of their learning and work.

However, providers and apprentices are encouraged to record where and when these Wider Key Skills are being used so that evidence can be gathered to allow apprentices to claim RPL for these skills in the future.

Additional employer requirements

All learners are advised to complete a course in the following, although it is not a requirement of the Specification of Apprenticeship Standards for Wales (SASW). This area of learning will provide the learner with relevant business knowledge in preparation for when they become self-employed, for example: understanding different types of businesses, eg. sole traders, partnerships and companies and the advantages and disadvantages.

- Business studies

Additional Employer Requirements are not required for certification.

apprenticeship FRAMEWORK

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