

apprenticeship FRAMEWORK

Equine non-statutory (Wales)

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Issue date: 01 April 2011

Published by
Lantra

apprenticeship
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www.afo.sscalliance.org

Equine non-statutory (Wales)

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Framework summary

Equine non-statutory

Equine

Pathways for this framework at level 2 include:

Pathway 1: Horse Care

Competence qualifications available to this pathway:

- C1 - Level 2 Diploma in Work-based Horse Care
- C2 - Level 2 Certificate in Horse Care
- C3 - Level 2 Certificate in Riding Horses on the Flat

Knowledge qualifications available to this pathway:

- K1 - Level 2 Award in the Principles of Horse Care
- K2 - Level 2 Award in Business for the Environment and Land-based Sector
- K3 - Level 2 Certificate in the Principles of Horse Care

Combined qualifications available to this pathway:

N/A

This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

Pathway 2: Racehorse Care

Competence qualifications available to this pathway:

- C1 - Level 2 Diploma in Work-based Racehorse Care

Knowledge qualifications available to this pathway:

- K1 - Level 2 Certificate in the Principles of Horse Care
- K2 - Level 2 Award in Business for the Environment and Land-based Sector
- K3 - Level 2 Award in the Principles of Horse Care

Combined qualifications available to this pathway:

N/A

This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

Pathway 3: Harness Horse Care

Competence qualifications available to this pathway:

- C1 - Level 2 Diploma for the Harness Horse Groom

Knowledge qualifications available to this pathway:

- K1 - Level 2 Certificate in the Principles of Horse Care
- K2 - Level 2 Award in the Principles of Horse Care
- K3 - Level 2 Award in Business for the Environment and Land-based Sector

Combined qualifications available to this pathway:

N/A

This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

Equine non-statutory

Equine

Pathways for this framework at level 3 include:

Pathway 1: Horse Care and Management

Competence qualifications available to this pathway:

C1 - C1 - Level 3 Diploma in Work-based Horse Care and Management

C2 - Level 3 Certificate in Horse Care

C3 - Level 3 Certificate in Riding Horses on the Flat

Knowledge qualifications available to this pathway:

K1 - Level 3 Award in the Principles of Horse Care

K2 - Level 3 Award in Business Management for the Environment and Land-based Sector

K3 - Level 3 Certificate in the Principles of Horse Care and Management

Combined qualifications available to this pathway:

N/A

This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

Pathway 2: Racehorse Care and Management

Competence qualifications available to this pathway:

C1 - Level 3 Diploma in Work-based Racehorse Care and Management

Knowledge qualifications available to this pathway:

K1 - Level 3 Certificate in the Principles of Horse Care and Management

K2 - Level 3 Award in Business Management for the Environment and Land-based Sector

K3 - Level 3 Award in the Principles of Horse Care

Combined qualifications available to this pathway:

N/A

This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

Pathway 3: Harness Horse Care and Management

Competence qualifications available to this pathway:

C1 - Level 3 Diploma in Driving and Working with Harness Horses

Knowledge qualifications available to this pathway:

K1 - Level 3 Certificate in the Principles of Horse Care and Management

K2 - Level 3 Award in the Principles of Horse Care

K3 - Level 3 Award in Business for the Environment and Land-based Sector

Combined qualifications available to this pathway:

N/A

This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

Framework information

Information on the Publishing Authority for this framework:

Lantra

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

Issue number: 1	This framework includes:
Framework ID: FR00313	Level 2 Level 3
Date this framework is to be reviewed by: 31/08/2017	This framework is for use in: Wales

Short description

The Equine Apprenticeship framework at levels 2 and 3 has been designed with industry in Wales to provide learners entering the profession with the skills and knowledge to work in the sector.

There are three pathways covering the main areas of employment within the industry: Horse Care, Racehorse Care and Harness Horse Care. Job opportunities include: Assistant Groom, Stud Groom, Trek Assistant, Jockey, Harness Horse Groom and Yard Manager.

Following the successful completion of the Apprenticeship, there are many opportunities available which could include specialising within the profession, completing other vocational courses or progressing into Further and/or Higher Education.

Contact information

Proposer of this framework

The Equine Industry Group which includes employers and associations who represent Welsh businesses: British Horse Society, British Horseracing Authority, Thoroughbred Breeders' Association, Horse Sanctuaries and Riding for the Disabled Association. This framework is published by Lantra on a non-statutory basis prior to the designation of Issuing Authorities for Wales.

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Purpose of this framework

Summary of the purpose of the framework

The Equine industry in Wales is made up of a number of sub areas including: riding schools, livery yards, competition yards, racing yards, clubs and hunts, instructors, working horses and studs and diversified Equine activities. This provides a wide range of jobs which include: looking after the horses health and welfare, cleaning stables, riding horses for exercise and preparing horses for competitions. There are many organisations that work within the Equine industry including British Horse Society (BHS) representing over 69,899 members and the racing industry supports 100,000 direct, indirect and associated jobs across all nations.

Research carried out by Lantra in 2010 found that micro-businesses dominate the land-based and environmental sector with 98% of businesses in the industry employing fewer than ten members of staff. A high proportion of the workforce is self-employed, 64% compared to just 13% of the general population in Wales. Therefore, each person has an important role to play within the organisation. This emphasises the need for employees to have a variety of skills to help the organisation grow and remain profitable. Skills such as customer relations, written and oral communication and planning and organising are deemed to be of value by the industry and are often cited as a skills gap.

The Equine sector is an important industry within the land-based and environmental sector in Wales with 1030 businesses and 1570 employees (Lantra Research 2010). It is essential that the industry has suitable qualifications for entry into, and progression within, so that they can maintain high levels of Equine health and welfare. The Level 2 and 3 Apprenticeships in Equine provide an entry route into the sector and is suitable for those people who have a keen interest and are looking for a career working with horses. Following the successful completion of the Foundation Apprenticeship, there are many opportunities available which could include specialising within the profession, completing other vocational courses or progressing into Further and/or Higher Education.

The Equine industry in Wales values the Foundation Apprenticeship/Apprenticeship as an entry route into the sector. Although the uptake is low, Lantra is working with the Welsh providers to increase awareness and uptake across Wales.

2008/2009

Level 2 - 5

Level 3 - 17

2007/2008

Level 2 - 5

Level 3 - 6

2006/2007

Level 2 - 15

Level 3 - 4

During the review of this Apprenticeship, Lantra involved the Welsh members of its industry and virtual group, which accounts for 115 individuals and trade associations, of which 44 represent or are from Wales such as British Horse Society (BHS), British Horseracing Authority (BHA), The Thoroughbred Breeders' Association, Horse Sanctuaries and Riding for the Disabled.

It is the view of the Equine industry that because of the nature of their business, work-based learning through Apprenticeships is a good way for apprentices to learn the necessary skills required to work in a practical environment. This important entry mechanism has therefore been highlighted by employers in the Equine Industry Action Plan which states the need to prioritise and increase the awareness and uptake of the Equine Foundation Apprenticeship/Apprenticeship framework.

The Equine framework has been designed to offer three pathways that are reflective of the areas of work within the Equine industry:

Horse Care where apprentices will maintain the health and welfare of horses, prepare horses and customers for treks and carry out other general horse care duties.

- Job Roles at Level 2 may include – Assistant Groom, Assistant Stud Groom/Hand, Trek Assistant.
- Job Roles at Level 3 include: Groom, Assistant Yard Manager, Trek Leader, Intermediate Instructor/Level 3 Coach.

Racehorse Care apprentices will carry out general health and welfare duties, work horses through riding and prepare horses for races.

- Job Roles at Level 2 may include – Assistant Groom, Assistant Stud Groom/Hand, Apprentice Jockey, Conditional Jockey.
- Job Roles at Level 3 may include: Groom, Assistant Yard Manager, Jockey.

Harness Horse Care apprentices will carry out general health and welfare duties as well as learning to work with horses in harness.

- Job Roles at Level 2 may include – Assistant Groom, Supporting Harness Horse Trainer.

- Job Roles at Level 3 may include: Harness Horse Groom, Harness Horse Driver/Assistant, Harness Horse Trainer.

Further information on the Equine industry can be found at: www.lantra.co.uk/research.

The framework will also contribute to meeting the skills priorities in Wales by:

Providing flexible access to a high quality (Level 2 and 3) skills programme, which acts as an alternative to full-time courses for those who prefer this style of learning and achievement; incorporating skills to improve the levels of general literacy and numeracy in Wales; using technical and competence qualifications, valued by employers, to help their businesses grow; developing apprentices' employability skills, making them more attractive to all employers whichever career they choose; providing a career pathway into jobs and training at intermediate and higher level, to provide the skills which the economy needs to grow.

Aims and objectives of this framework (Wales)

The aim of the Level 2 and 3 Apprenticeship framework is to include the updated qualifications within the Foundation Apprenticeship/Apprenticeship to meet the skills needs of employers, attracting new entrants into the equine sector to fill vacancies and provide a progression pathway for apprentices.

Objectives of the framework are:

1. To provide an alternative entry route into the Equine industry in Wales.

This will be addressed through:

- Providing a Foundation Apprenticeship which is current and reflects industry needs, available to all learners, working with the providers in Wales to ensure the Apprenticeship is offered alongside full-time provision.

2. Increase the uptake of the Equine Level 2 Foundation Apprenticeship and the Level 3 Apprenticeship in Wales over the next three years.

This will be addressed through:

- Increasing the awareness of the benefits of an Apprenticeship with learners and employers

- Working with Welsh Assembly Government and providers to ensure funding and delivery of the Apprenticeship.

3. Provide career progression information for higher level jobs via Further and Higher Education where appropriate.

This will be addressed through:

- Up-to-date careers information available on the website
- Attending careers events and working with Careers Wales to promote the opportunities and benefits to learners and parents.

Further careers information can be found on Lantra's website www.lantra.co.uk/careers.

Entry conditions for this framework

If you are interested in working with horses, there are many different types of jobs, for example working in a riding school, a groom in a show jumping or breeding yard, learning to drive harness horses or you may wish to become more specialist and work with racehorses. By taking an apprenticeship in Equine you will be able to work towards one of these jobs.

Requirements for the Foundation Apprenticeship

There are no specific entry requirements for the Equine Foundation Apprenticeship, however, there are qualifications or experience that will help learners understand the sector prior to starting:

- BTEC Level 1 Certificate in Caring for Horses
- Level 1 Diploma in Work-based Horse Care
- Level 1 Diploma in Work-based Racehorse Care and Riding
- Level 1 Certificate in Stage 1 Horse Knowledge, Care and Riding
- Level 1 NVQ in Horse Care
- Have previously worked in, or are currently working within the industry.
- GCSEs/A levels

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

Progression opportunities onto the Equine Foundation Apprenticeship also exist for adult learners who have experience within the Equine industry or who are looking for a career change.

Requirements for the Apprenticeship

The Equine industry want the entry requirements for the Apprenticeship to be flexible, so therefore has suggested that one of the following should be completed:

- Level 2 Diploma in Horse Care/Racehorse Care
- BTEC Level 2 Diploma in Horse Care
- Level 2 Diploma for the Harness Horse Groom
- Level 2 Diploma in BHS Horse Knowledge and Care
- Level 2 Extended Certificate in Horse Care
- Practical experience within the Equine industry
- 3 GCSEs (A*-C)/A levels

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

(There are many qualifications within Equine, those named above are a few suggestions).

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 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.

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 as these are new qualifications and proxies do not exist.

Up to the 31 August 2011, if applicants already have achieved Key Skills at the relevant level, they will not have to do the relevant Essential Skills Wales, however, apprentices can be encouraged to complete ESW at a higher level if appropriate.

Knowledge qualifications

If applicants already have one of the Level 2/3 knowledge qualification before they started their Apprenticeship, (see knowledge qualifications page in this framework) they can count this and do not have to redo the qualification, providing that they have achieved this qualification within five years of applying for the apprenticeship certificate. For example they may have already achieved the knowledge element as part of the Welsh Baccalaureate. The hours they spent gaining this qualification will also count towards the minimum hours required for this framework.

Competence qualifications

If applicants already have the Level 2/3 competence qualification for the Apprenticeship they do not have to repeat this qualification, however, this qualification must have been achieved within five years of applying for the apprenticeship certificate and they will still have to demonstrate competence in the workplace.

Prior experience

Applicants already working in the sector will be able to have their prior experience recognised by the Awarding Organisation and this will count towards the competence and the knowledge qualifications in this framework.

Initial Assessment

Training providers and employers will use initial assessment to ensure that applicants have a fair opportunity to demonstrate their ability and to tailor programmes to meet individual needs, recognising prior qualifications and experience.

Level 2

Title for this framework at level 2

Equine

Pathways for this framework at level 2

- | | |
|------------|--------------------|
| Pathway 1: | Horse Care |
| Pathway 2: | Racehorse Care |
| Pathway 3: | Harness Horse Care |

Level 2, Pathway 1: Horse Care

Description of this pathway

Horse Care is for those maintaining the health and welfare of horses. A minimum of 43 credits.

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

No additional pathway entry requirements.

Job title(s)	Job role(s)
Assistant Groom - Non-ride	Assistant Grooms care for and look after horses on a daily basis to ensure that they remain healthy, happy and in good condition. Generally Assistant Grooms work under the supervision of a groom or a yard manager.
Assistant Groom - Ride	In addition to the Assistant Groom (Non-ride), the Assistant Groom (Ride) may also be responsible for exercising the horses each day. This could include exercising from the ground, riding out on the road, in closed and open spaces and schooling on the flat and over fences.
Assistant Stud Groom/Hand	An Assistant Stud Groom/Hand assists the Stud Groom with the day-to-day efficient running of the stud, caring for horses on a daily basis. They will facilitate breeding activities and assist vets and farriers in their work. They may take responsibility in the absence of the Stud Groom.
Trek Assistant	A Trek Assistant will help the Trek Leader in organising and running horse and pony riding activities, particularly treks and hacks across open countryside. They may work with organised groups, individuals or small family units. Visitors can be first-time riders, novices or experienced riders.

Qualifications

Competence qualifications available to this pathway

C1 - Level 2 Diploma in Work-based Horse Care					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C1a	501/2284/8	Equestrian Qualifications Limited	41	311	N/A
C1b	501/1857/2	C&G/NPTC	41	645	N/A

C2 - Level 2 Certificate in Horse Care					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C2a	501/1825/0	Equestrian Qualifications Limited	29	218	N/A

C3 - Level 2 Certificate in Riding Horses on the Flat					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C3a	501/1823/7	Equestrian Qualifications Limited	21	158	N/A

Knowledge qualifications available to this pathway

K1 - Level 2 Award in the Principles of Horse Care					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K1a	501/1826/2	Equestrian Qualifications Limited	11	80	N/A

K2 - Level 2 Award in Business for the Environment and Land-based Sector					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K2a	500/9311/3	C&G/NPTC	10	60	N/A

K3 - Level 2 Certificate in the Principles of Horse Care					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K3a	501/2048/7	British Horseracing Education and Standards Trust	13	121	N/A

Combined qualifications available to this pathway

N/A

Notes on competence and knowledge qualifications (if any)

K1, K2 and K3 provide the underpinning knowledge for C1a/C1b. Learners have the option to complete the most appropriate qualification for them and their job role.

If apprentices choose to complete either C2 or C3, then they must complete K1 as this provides the underpinning knowledge required for these qualifications.

If apprentices choose K1 and C1a or C1b the minimum number of credits achieved will be 76.

If apprentices choose K2 and C1a or C1b the minimum number of credits achieved will be 74.

If apprentices choose K3 and C1a or C1b, the minimum number of credits achieved will be 82.

If apprentices choose K1 and C2, the minimum number of credits achieved will be 37.

If apprentices choose K1 and C3, the minimum number of credits achieved will be 38.

Transferable skills (Wales)

Essential skills (Wales)

	Minimum level	Credit value
Communication	1	6
Application of numbers	1	6
IT	N/A	N/A

Progression routes into and from this pathway

The Level 2 Foundation Apprenticeship in Equine is valued by the Equine Industry as an entry route into the sector. This pathway is suitable for learners wishing to enter the equine sector where they could be working in a riding school, as a groom in a show jumping yard or breeding stables.

Progression onto the Horse Care pathway:

There are no specific entry requirements to progress onto the Foundation Apprenticeship, however, there are qualifications and experience listed below which will help learners prior to starting.

- BTEC Level 1 Certificate in Caring for Horses
- Level 1 Diploma in Work-based Horse Care
- Level 1 Diploma in Work-based Racehorse Care and Riding
- Level 1 Certificate in Stage 1 Horse Knowledge, Care and Riding
- Level 1 NVQ in Horse Care
- Have previously worked in, or are currently working within the industry.
- GCSEs/A levels

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

Progression opportunities onto the Equine Foundation Apprenticeship also exist for adult learners who have experience within the Equine industry or who are looking for a career change.

Progression from the Horse Care pathway:

Apprentices successfully completing the Foundation Apprenticeship have opportunities to progress within the industry by progressing to other Further Education courses such as:

- Level 3 Equine Apprenticeship
- Level 3 Certificate in Horse Management
- Equine Behaviour
- Level 3 Diploma in Workbased Horse Care and Management
- Level 3 Extended Diploma in Horse Care and Management.

Typical jobs learners completing the Foundation Apprenticeship will be able to progress to are listed in the section on job opportunities.

Further information on careers in the Equine industry including job profiles, progression maps and case studies can be found at www.lantra.co.uk/careers.

Delivery and assessment of employee rights and responsibilities

Employee Rights and Responsibilities (ERR) within the Foundation Apprenticeship in Equine

Within the Foundation Apprenticeship in Equine there are two options for apprentices to choose to gain the ERR element of this framework. This gives apprentices the flexibility to complete the ERR in a way that is most appropriate to them. These two options will be explained to apprentices at the start of their programme during induction.

The two options are:

1. Lantra's Equine ERR workbook contains a number of tasks with short answer questions covering the nine outcomes listed below, which learners can complete at their own pace. The workbook can be found on Lantra's website www.lantra.co.uk/ERR.

Evidence of achievement of the ERR workbook must be sent to Lantra before an Apprenticeship Completion Certificate can be issued. This must be the sign off sheet at the back of the book which must be signed by the apprentice, employer and training provider.

Or

2. Unit J/602/5253 - Principles of employment rights and responsibilities in the land-based industries (two credits)

Currently this is an accredited unit offered by British Horseracing Education and Standards Trust (BHEST). Those who complete the ERR unit will need to evidence their achievement with a completion certificate from the awarding organisation.

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 & 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 & Safety and Equality & 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.

Level 2, Pathway 2: Racehorse Care

Description of this pathway

Exercising and maintaining the health and welfare of racehorses. A minimum of 67 credits.

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

No additional pathway entry requirements.

Job title(s)	Job role(s)
Assistant Stud Groom/Hand	An Assistant Stud Groom/Hand assists the Stud Groom with the day to day efficient running of the stud, caring for horses on a daily basis. They will facilitate breeding activities and assist vets and farriers in their work. They may take responsibility in the absence of the Stud Groom.
Assistant Groom - Non-ride	Assistant Grooms care for and look after horses on a daily basis to ensure that they remain healthy, happy and in good condition. Generally Assistant Grooms work under the supervision of a groom or a Yard Manager.
Assistant Groom - Ride	In addition to the Assistant Groom (Non-ride), the Assistant Groom (Ride) may also be responsible for exercising the horses each day. This could include exercising from the ground, riding out on the road, in closed and open spaces and schooling on the flat and over fences.
Apprentice Jockey	Apprentice Jockeys ride in flat racing. Apprentices ride horses in public races once they have a licence. On days when they are not riding at race meetings, they have the same tasks as racing grooms.
Conditional Jockey	Conditional Jockeys ride in jump racing. Conditional Jockeys ride horses in public races once they have a licence. On days when they are not riding at race meetings, they have the same tasks as racing grooms.

Qualifications

Competence qualifications available to this pathway

C1 - Level 2 Diploma in Work-based Racehorse Care					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C1a	501/1697/6	British Horseracing Education and Standards Trust	45	325	N/A

Knowledge qualifications available to this pathway

K1 - Level 2 Certificate in the Principles of Horse Care					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K1a	501/2048/7	British Horseracing Education and Standards Trust	13	121	N/A

K2 - Level 2 Award in Business for the Environment and Land-based Sector					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K2a	500/9311/3	C&G/NPTC	10	60	N/A

Knowledge qualifications available to this pathway (cont.)

K3 - Level 2 Award in the Principles of Horse Care					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K3a	501/1826/2	Equestrian Qualifications Limited	11	80	N/A

Combined qualifications available to this pathway

N/A

Notes on competence and knowledge qualifications (if any)

K1 and K2 both provide the underpinning knowledge for learners to complete C1. It will be down to the learner, employer and training provider to establish the most appropriate knowledge element from K1 and K2.

If apprentices choose K1, the minimum number of credits achieved will be 58.

If apprentices choose K2, the minimum number of credits achieved will be 55.

If apprentices choose K3, the minimum number of credits achieved will be 56.

Transferable skills (Wales)

Essential skills (Wales)

	Minimum level	Credit value
Communication	1	6
Application of numbers	1	6
IT	N/A	N/A

Progression routes into and from this pathway

The Level 2 Foundation Apprenticeship in Equine is valued by the Equine Industry as an entry route into the sector. This pathway is suitable for learners wishing to enter the Racehorse Industry where they could be exercising and maintaining the health and welfare of racehorses or working towards becoming a jockey.

Progression onto the Racehorse Care pathway:

There are no specific entry requirements to progress onto the Foundation Apprenticeship, however, there are qualifications and experience listed below which will help learners prior to starting.

- BTEC Level 1 Certificate in Caring for Horses
- Level 1 Diploma in Work-based Horse Care
- Level 1 Diploma in Work-based Racehorse Care and Riding
- Level 1 Certificate in Stage 1 Horse Knowledge, Care and Riding
- Level 1 NVQ in Horse Care
- Have previously worked in, or are currently working within the industry.
- GCSEs/A levels

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

Progression opportunities onto the Equine Foundation Apprenticeship also exist for adult learners who have experience within the Equine industry or who are looking for a career change.

Progression from the Racehorse Care pathway:

Apprentices successfully completing the Foundation Apprenticeship have opportunities to progress within the industry by progressing to other Further Education courses such as:

- Level 3 Equine Apprenticeship
- Level 3 Certificate in Horse Management
- Equine Behaviour
- Level 3 Diploma in Workbased Racehorse Care and Management
- Level 3 Extended Diploma in Horse Care and Management.

Typical jobs learners completing the Foundation Apprenticeship will be able to progress to are listed in the section on job opportunities.

Further information on careers in the Equine industry including job profiles, progression maps and case studies can be found at www.lantra.co.uk/careers.

Delivery and assessment of employee rights and responsibilities

Employee Rights and Responsibilities (ERR) within the Foundation Apprenticeship in Equine

Within the Foundation Apprenticeship in Equine there are two options for apprentices to choose to gain the ERR element of this framework. This gives apprentices the flexibility to complete the ERR in a way that is most appropriate to them. These two options will be explained to apprentices at the start of their programme during induction.

The two options are:

1. Lantra's Equine ERR workbook 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 www.lantra.co.uk/ERR.

Evidence of achievement of the ERR workbook must be sent to Lantra before an Apprenticeship Completion Certificate can be issued. This must be the sign off sheet at the back of the book which must be signed by the apprentice, employer and training provider.

Or

2. Unit J/602/5253 - Principles of employment rights and responsibilities in the land-based industries (two credits)

Currently this is an accredited unit offered by British Horseracing Education and Standards Trust (BHEST). Those who complete the ERR unit will need to evidence their achievement with a completion certificate from the awarding organisation.

There are nine national outcomes/standards that all apprentices 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 & 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 & Safety and Equality & 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.

Level 2, Pathway 3: Harness Horse Care

Description of this pathway

Harness Horse Care is for those working in specialist establishments. A minimum of 79 credits.

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

No additional pathway entry requirements.

Job title(s)	Job role(s)
Assistant Groom - Non-ride	Assistant Grooms care for and look after horses on a daily basis to ensure that they remain healthy, happy, in good condition and assist the driver when driving. Assistant Grooms work under the supervision of a Harness Horse Driver.
Supporting Harness Horse Trainer	Supporting Harness Horse Trainers work with the Assistant Harness Horse Trainer by caring for the horse ensuring the horse is calm and happy whilst holding the horse and introducing new equipment and noises.
Assistant Groom - Agriculture	Assistant Grooms care for and look after horses on a daily basis to ensure that they remain healthy, happy and in good condition. The work will involve the use of machinery and ensuring that the equipment is fitted correctly for use. Assistants will work under the supervision of Harness Horse Grooms

Qualifications

Competence qualifications available to this pathway

C1 - Level 2 Diploma for the Harness Horse Groom					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C1a	500/9913/9	British Driving Society	57	428	N/A

Knowledge qualifications available to this pathway

K1 - Level 2 Certificate in the Principles of Horse Care					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K1a	501/2048/7	British Horseracing Education and Standards Trust	13	121	N/A

K2 - Level 2 Award in the Principles of Horse Care					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K2a	501/1826/2	Equestrian Qualifications Limited	11	80	N/A

Knowledge qualifications available to this pathway (cont.)

K3 - Level 2 Award in Business for the Environment and Land-based Sector					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K3a	500/9311/3	C&G/NPTC	10	60	N/A

Combined qualifications available to this pathway

N/A

Notes on competence and knowledge qualifications (if any)

K1, K2 and K3 all provide the underpinning knowledge for learners to complete C1. It will be down to the learner, employer and training provider to establish the most appropriate knowledge qualification from K1, K2 or K3.

If apprentices choose K1, the minimum number of credits achieved will be 70.

If apprentices choose K2, the minimum number of credits achieved will be 68.

If apprentices choose K3, the minimum number of credits achieved will be 67.

Transferable skills (Wales)

Essential skills (Wales)

	Minimum level	Credit value
Communication	1	6
Application of numbers	1	6
IT	N/A	N/A

Progression routes into and from this pathway

The Level 2 Foundation Apprenticeship in Equine is valued by the Equine Industry as an entry route into the sector. This pathway is suitable for those learners who want to enter the harness horse sector of the industry, where they will be working as a groom and learning to drive harness horses.

Progression onto the Harness Horse Care pathway:

There are no specific entry requirements to progress onto the Foundation Apprenticeship, however, there are qualifications and experience listed below which will help learners prior to starting.

- BTEC Level 1 Certificate in Caring for Horses
- Level 1 Diploma in Work-based Horse Care
- Level 1 Diploma in Work-based Racehorse Care and Riding
- Level 1 Certificate in Stage 1 Horse Knowledge, Care and Riding
- Level 1 NVQ in Horse Care
- Have previously worked in, or are currently working within the industry
- GCSEs/A levels.

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

Progression opportunities onto the Equine Foundation Apprenticeship also exist for adult learners who have experience within the Equine industry or who are looking for a career change.

Progression from the Harness Horse Care pathway:

Apprentices successfully completing the Foundation Apprenticeship have opportunities to progress within the industry by progressing to other Further Education courses such as:

- Level 3 Equine Apprenticeship
- Level 3 Certificate in Horse Management
- Equine Behaviour
- Level 3 Diploma in Workbased Horse Care and Management
- Level 3 Extended Diploma in Horse Care and Management.

Typical jobs learners completing the Foundation Apprenticeship will be able to progress to are listed in the section on job opportunities.

Further information on careers in the Equine industry including job profiles, progression maps and case studies can be found at www.lantra.co.uk/careers.

Delivery and assessment of employee rights and responsibilities

Employee Rights and Responsibilities (ERR) within the Foundation Apprenticeship in Equine

Within the Foundation Apprenticeship in Equine there are two options for apprentices to choose to gain the ERR element of this framework. This gives apprentices the flexibility to complete the ERR in a way that is most appropriate to them. These two options will be explained to apprentices at the start of their programme during induction.

The two options are:

1. Lantra's Equine ERR workbook 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 www.lantra.co.uk/ERR.

Evidence of achievement of the ERR workbook must be sent to Lantra before an Apprenticeship Completion Certificate can be issued. This must be the sign off sheet at the back of the book which must be signed by the apprentice, employer and training provider.

Or

2. Unit J/602/5253 - Principles of employment rights and responsibilities in the land-based industries (two credits)

Currently this is an accredited unit offered by British Horseracing Education and Standards Trust (BHEST). Those who complete the ERR unit will need to evidence their achievement with a completion certificate from the awarding organisation.

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 & 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 & Safety and Equality & 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.

Level 3

Title for this framework at level 3

Equine

Pathways for this framework at level 3

- | | |
|------------|-----------------------------------|
| Pathway 1: | Horse Care and Management |
| Pathway 2: | Racehorse Care and Management |
| Pathway 3: | Harness Horse Care and Management |

Level 3, Pathway 1: Horse Care and Management

Description of this pathway

Horse Care and Management is a broad pathway across the industry. A minimum of 47 credits.

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

No additional pathway entry requirements.

Job title(s)	Job role(s)
Groom	Grooms care for and look after horses on a daily basis. Grooms may also be responsible for exercising the horses each day. This will include exercising from the ground, riding out on the road and in the open, schooling on the flat and over fences.
Assistant Yard Manager	Assistant Yard Managers are employed by equestrian business owners to make sure the yard runs efficiently. An Assistant Yard Manager works with others to help in the day to day running of the yard including managing staff, care of the horses, health and safety and dealing with clients
Trek Leader	Trek Leaders organise and run horse and pony riding activities, particularly treks and hacks across open countryside. They may work with groups or individuals. They may also be responsible for the care of the horses or ponies.
Intermediate Instructor/Level 3 Coach	An Instructor/Coach will plan, implement and analyse safe and competent lessons from beginner to elementary standards without supervision. Instructor/Coach should be able to show improvement of horse and rider, demonstrate practical business knowledge and be conversant with running a commercial yard

Qualifications

Competence qualifications available to this pathway

C1 - C1 - Level 3 Diploma in Work-based Horse Care and Management					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C1a	501/2390/7	Equestrian Qualifications Limited	64	443	N/A
C1b	501/1885/7	C&G/NPTC	64	442	N/A
C2 - Level 3 Certificate in Horse Care					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C2a	501/1831/6	Equestrian Qualifications Limited	25	163	N/A
C3 - Level 3 Certificate in Riding Horses on the Flat					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C3a	501/1828/6	Equestrian Qualifications Limited	26	169	N/A

Knowledge qualifications available to this pathway

K1 - Level 3 Award in the Principles of Horse Care					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K1a	501/1832/8	Equestrian Qualifications Limited	12	78	N/A

K2 - Level 3 Award in Business Management for the Environment and Land-based Sector					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K2a	500/9232/7	C&G/NPTC	10	60	N/A

K3 - Level 3 Certificate in the Principles of Horse Care and Management					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K3a	501/1886/9	British Horseracing Education and Standards Trust	18	167	N/A

Combined qualifications available to this pathway

N/A

Notes on competence and knowledge qualifications (if any)

K1, K2 and K3 provide the underpinning knowledge for C1a/C1b. Learners have the option to complete the most appropriate qualification for them and their job role.

If apprentices choose to complete either C2 or C3, then they must complete K1 as this provides the underpinning knowledge required for these qualifications.

If apprentices choose K1 and C1a or C1b the minimum number of credits achieved will be 76.

If apprentices choose K2 and C1a or C1b the minimum number of credits achieved will be 74.

If apprentices choose K3 and C1a or C1b, the minimum number of credits achieved will be 82.

If apprentices choose K1 and C2, the minimum number of credits achieved will be 37.

If apprentices choose K1 and C3, the minimum number of credits achieved will be 38.

Transferable skills (Wales)

Essential skills (Wales)

	Minimum level	Credit value
Communication	2	6
Application of numbers	2	6
IT	N/A	N/A

Progression routes into and from this pathway

The Equine industry values the Level 3 Apprenticeship as an entry/progression route into the industry. From the Foundation Apprenticeship there is direct progression onto Level 3, or learners may progress straight onto the Apprenticeship from another programme.

Progression onto the Horse Care and Management pathway:

Learners may progress onto the Apprenticeship by meeting one of the entry requirements for the framework.

- Level 2 Diploma in Horse Care/Racehorse Care
- BTEC Level 2 Diploma in Horse Care
- Level 2 Diploma for the Harness Horse Groom
- Level 2 Diploma in BHS Horse Knowledge and Care
- Level 2 Extended Certificate in Horse Care
- Practical experience within the Equine industry
- 3 GCSEs (A*-C)/A levels

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

Progression opportunities onto the Equine Apprenticeship also exist for adult learners who have experience within the Equine industry or who are looking for a career change.

Progression from the Horse Care and Management pathway:

Apprentices successfully completing the Apprenticeship have opportunities to progress within the industry by progressing to other Higher Education courses such as a HNC/D, Foundation

Degree or Degree (BSc). Examples of courses available across the Wales and the UK include:

- Equine Science
- Equine Studies
- Equine Management
- Equine Behaviour
- Equine Leisure and Event Management
- Equine Business Management.

For apprentices who wish to continue their development of skills and qualifications beyond Degree level, opportunities exist to progress further, courses such as a Masters Degree, including:

- Equine Science
- Equine Health and Welfare
- Applied Equine Science.

Some useful websites to visit regarding Higher Education are www.ucas.co.uk or <http://ukpass.prospects.ac.uk>, both of these have information about courses and providers along with specific information on entry requirements.

Apprentices looking to progress within their employment from the Apprenticeship may be able to work towards managerial positions such as Stud Groom Manager and Yard Manager. Other options are available in coaching, instructing and training. Progression will be dependent on the qualifications and experience an individual possess, as achievement alone of the Apprenticeship does not guarantee entry to these opportunities.

Further information on careers in the Equine industry including job profiles, progression maps and case studies can be found at www.lantra.co.uk/careers.

UCAS points for this pathway: N/A

Delivery and assessment of employee rights and responsibilities

Employee Rights and Responsibilities (ERR) within the Apprenticeship in Equine

Within the Apprenticeship in Equine there are two options for apprentices to choose to gain the ERR element of this framework. This gives apprentices the flexibility to complete the ERR in a way that is most appropriate to them. These two options will be explained to apprentices at the start of their programme during induction.

The two options are:

1. Lantra's Equine ERR workbook 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 www.lantra.co.uk/ERR.

Evidence of achievement of the ERR workbook must be sent to Lantra before an Apprenticeship Completion Certificate can be issued. This must be the sign off sheet at the back of the book which must be signed by the apprentice, employer and training provider.

Or

2. Unit J/602/5253 - Principles of employment rights and responsibilities in the land-based industries (two credits)

Currently this is an accredited unit offered by British Horseracing Education and Standards Trust (BHEST). Those who complete the ERR unit will need to evidence their achievement with a completion certificate from the awarding organisation.

Apprentices who have already undertaken a Foundation Apprenticeship at Level 2 may have already completed the ERR workbook or they may have undertaken an accredited unit. These apprentices will not be required to repeat this section but they will be required to provide evidence of completion at the time of certification of the Apprenticeship.

There are nine national outcomes/standards that all apprentices 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 & 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 & Safety and Equality & 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.

Level 3, Pathway 2: Racehorse Care and Management

Description of this pathway

Suitable for those working in the racing sector as grooms and jockeys. A minimum of 63 credits.

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

No additional pathway entry requirements.

Job title(s)	Job role(s)
Groom	Grooms care for and look after horses on a daily basis. Grooms may also be responsible for exercising the horses each day. This will include exercising from the ground, riding out on the road and in the open, schooling on the flat and over fences.
Assistant Yard Manager	Assistant Yard Managers are employed by equestrian business owners to make sure the yard runs efficiently. An Assistant Yard Manager works with others to help in the day-to-day running of the yard including managing staff, care of the horses, health and safety and dealing with clients.
Jockey	A Jockey is a highly trained professional who has been contracted by a licensed trainer to ride their horses at public race meetings. They may race either on the flat (on a race track without obstacles) or across jumps (known as National Hunt racing).

Qualifications

Competence qualifications available to this pathway

C1 - Level 3 Diploma in Work-based Racehorse Care and Management					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C1a	501/1836/5	British Horseracing Education and Standards Trust	41	259	N/A

Knowledge qualifications available to this pathway

K1 - Level 3 Certificate in the Principles of Horse Care and Management					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K1a	501/1886/9	British Horseracing Education and Standards Trust	18	167	N/A

K2 - Level 3 Award in Business Management for the Environment and Land-based Sector					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K2a	500/8232/7	C&G/NPTC	10	60	N/A

Knowledge qualifications available to this pathway (cont.)

K3 - Level 3 Award in the Principles of Horse Care					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K3a	501/1832/8	Equestrian Qualifications Limited	12	78	N/A

Combined qualifications available to this pathway

N/A

Notes on competence and knowledge qualifications (if any)

K1 and K2 provide the underpinning knowledge for learners to complete C1. It will be down to the learner, employer and training provider to establish the most appropriate knowledge qualification from K1 and K2.

If apprentices choose K1, the minimum number of credits achieved will be 59.

If apprentices choose K2, the minimum number of credits achieved will be 51.

If apprentices choose K3, the minimum number of credits achieved will be 53.

Transferable skills (Wales)

Essential skills (Wales)

	Minimum level	Credit value
Communication	2	6
Application of numbers	2	6
IT	N/A	N/A

Progression routes into and from this pathway

The Equine industry values the Level 3 Apprenticeship as an entry/progression route into the industry. From the Foundation Apprenticeship there is direct progression onto Level 3, or learners may progress straight onto the Apprenticeship from another programme.

Progression onto the Racehorse Care and Management pathway:

Learners may progress onto the Apprenticeship by meeting one of the entry requirements for the framework.

- Level 2 Diploma in Horse Care/Racehorse Care
- BTEC Level 2 Diploma in Horse Care
- Level 2 Diploma for the Harness Horse Groom
- Level 2 Diploma in BHS Horse Knowledge and Care
- Level 2 Extended Certificate in Horse Care
- Practical experience within the Equine industry
- 3 GCSEs (A*-C)/A levels

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

Progression opportunities onto the Equine Apprenticeship also exist for adult learners who have experience within the Equine industry or who are looking for a career change.

Progression from the Racehorse Care and Management in Equine:

Apprentices successfully completing the Apprenticeship have opportunities to progress within

the industry by progressing to other Higher Education courses such as a HNC/D, Foundation Degree or Degree (BSc). Examples of courses available across Wales and the UK include:

- Equine Science
- Horse Racing Industry
- Equine Behaviour
- Equine Leisure and Event Management
- Equine Business Management
- Equine Sports Performance.

For apprentices who wish to continue their development of skills and qualifications beyond Degree level, opportunities exist to progress further, courses such as a Masters Degree, which could include:

- Equine Science
- Equine Health and Welfare
- Applied Equine Science.

Some useful websites to visit regarding Higher Education are www.ucas.co.uk or <http://ukpass.prospects.ac.uk>, both of these have information about courses and providers along with specific information on entry requirements.

Apprentices looking to progress in their job role from the Apprenticeship may be able to work towards managerial positions such as Stud Groom Manager, Yard Manager or Jockey. Progression will be dependent on the qualifications and experience an individual possess, as achievement alone of the Apprenticeship does not guarantee entry to these opportunities.

Further information on careers in the Equine industry including job profiles, progression maps and case studies can be found at www.lantra.co.uk/careers.

UCAS points for this pathway: N/A

Delivery and assessment of employee rights and responsibilities

Employee Rights and Responsibilities (ERR) within the Apprenticeship in Equine

Within the Apprenticeship in Equine there are two options for apprentices to choose to gain the ERR element of this framework. This gives apprentices the flexibility to complete the ERR in a way that is most appropriate to them. These two options will be explained to apprentices at the start of their programme during induction.

The two options are:

1. Lantra's Equine ERR workbook 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 www.lantra.co.uk/ERR.

Evidence of achievement of the ERR workbook must be sent to Lantra before an Apprenticeship Completion Certificate can be issued. This must be the sign off sheet at the back of the book which must be signed by the apprentice, employer and training provider.

Or

2. Unit J/602/5253 - Principles of employment rights and responsibilities in the land-based industries (two credits)

Currently this is an accredited unit offered by British Horseracing Education and Standards Trust (BHEST). Those who complete the ERR unit will need to evidence their achievement with a completion certificate from the awarding organisation.

Apprentices who have already undertaken a Foundation Apprenticeship at Level 2 may have already completed the ERR workbook or they may have undertaken an accredited unit. These apprentices will not be required to repeat this section but they will be required to provide evidence of completion at the time of certification of the Apprenticeship.

There are nine national outcomes/standards that all apprentices 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 & 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 & Safety and Equality & 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.

Level 3, Pathway 3: Harness Horse Care and Management

Description of this pathway

Harness Horse Care and Management is for those working in specialist establishments. A minimum of 84 credits.

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

No additional pathway entry requirements.

Job title(s)	Job role(s)
Harness Horse Groom	Harness Horse Grooms care for and look after horses on a daily basis. Grooms may also be responsible for exercising the horses each day. This will include exercising from the ground, driving out on the road and the open and schooling on the flat.
Harness Horse Driver	Drivers will work with a single horse or a pair of horses' and therefore need to understand the needs of the horse(s) ensuring that harnesses and other equipment are fitted correctly. It will be essential that health and safety standards are maintained to a high level as well as the horses' welfare.
Assistant Harness Horse Trainer	Assistant Harness Horse Trainers work with Supporting Harness Horse Trainers and are responsible for implementing training programmes and report on progress to the Harness Horse Trainer to review and revise the training programme.
Harness Horse Groom - Agriculture	Harness Horse Grooms care for and look after horses on a daily basis. The work will involve working with a single or pair of horses to work with machinery such as a plough or binder. It is likely that the work will involve the supervision of Assistant Grooms.

Qualifications

Competence qualifications available to this pathway

C1 - Level 3 Diploma in Driving and Working with Harness Horses					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C1a	501/1071/8	British Driving Society	62	427	N/A

Knowledge qualifications available to this pathway

K1 - Level 3 Certificate in the Principles of Horse Care and Management					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K1a	501/1886/9	British Horseracing Education and Standards Trust	18	167	N/A

K2 - Level 3 Award in the Principles of Horse Care					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K2a	501/1832/8	Equestrian Qualification Limited	12	78	N/A

Knowledge qualifications available to this pathway (cont.)

K3 - Level 3 Award in Business for the Environment and Land-based Sector					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K3a	500/9232/7	C&G/NPTC	10	60	N/A

Combined qualifications available to this pathway

N/A

Notes on competence and knowledge qualifications (if any)

K1, K2 and K3 all provide the underpinning knowledge for learners to complete C1. It will be down to the learner, employer and training provider to establish the most appropriate knowledge qualification from K1, K2 and K3.

If apprentices choose K1, the minimum number of credits achieved will be 80.

If apprentices choose K2, the minimum number of credits achieved will be 74.

If apprentices choose K3, the minimum number of credits achieved will be 72.

Transferable skills (Wales)

Essential skills (Wales)

	Minimum level	Credit value
Communication	2	6
Application of numbers	2	6
IT	N/A	N/A

Progression routes into and from this pathway

The Equine industry values the Level 3 Apprenticeship as an entry/progression route into the industry. From the Foundation Apprenticeship there is direct progression onto Level 3, or learners may progress straight onto the Apprenticeship from another programme.

Progression onto the Harness Horse Care and Management pathway:

Learners may progress onto the Apprenticeship by meeting one of the entry requirements for the framework.

- Level 2 Diploma in Horse Care/Racehorse Care
- BTEC Level 2 Diploma in Horse Care
- Level 2 Diploma for the Harness Horse Groom
- Level 2 Diploma in BHS Horse Knowledge and Care
- Level 2 Extended Certificate in Horse Care
- Practical experience within the Equine industry
- 3 GCSEs (A*-C)/A levels.

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

Progression opportunities onto the Equine Apprenticeship also exist for adult learners who have experience within the Equine industry or who are looking for a career change.

Progression from the Harness Horse Care and Management pathway in Equine:

Apprentices successfully completing the Apprenticeship have opportunities to progress within the industry by progressing to other Higher Education courses such as a HNC/D, Foundation

Degree or Degree (BSc). Examples of courses available across Wales and the UK include:

- Equine Science
- Equine Studies
- Equine Management
- Equine Behaviour
- Equine Leisure and Event Management
- Equine Business Management
- Specialist Commercial and Professional Harness Horse Driving
- Equine Sports Performance.

For apprentices who wish to continue their development of skills and qualifications beyond Degree level, opportunities exist to progress further, courses such as a Masters Degree, which could include:

- Equine Science
- Equine Health and Welfare
- Applied Equine Science.

Some useful websites to visit regarding Higher Education are www.ucas.co.uk or <http://ukpass.prospects.ac.uk>, both of these have information about courses and providers along with specific information on entry requirements.

Apprentices looking to progress in their job role from the Apprenticeship may be able to find managerial positions such as Yard Manager or Professional/Commercial Harness Horse Driver. Progression will be dependent on the qualifications and experience an individual possess, as achievement alone of the Apprenticeship does not guarantee entry to these opportunities.

Further information on careers in the Equine industry including job profiles, progression maps and case studies can be found at www.lantra.co.uk/careers.

UCAS points for this pathway: N/A

Delivery and assessment of employee rights and responsibilities

Employee Rights and Responsibilities (ERR) within the Apprenticeship in Equine

Within the Apprenticeship in Equine there are two options for apprentices to choose to gain the ERR element of this framework. This gives apprentices the flexibility to complete the ERR in a way that is most appropriate to them. These two options will be explained to apprentices at the start of their programme during induction.

The two options are:

1. Lantra's Equine ERR workbook 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 www.lantra.co.uk/ERR.

Evidence of achievement of the ERR workbook must be sent to Lantra before an Apprenticeship Completion Certificate can be issued. This must be the sign off sheet at the back of the book which must be signed by the apprentice, employer and training provider.

Or

2. Unit J/602/5253 - Principles of employment rights and responsibilities in the land-based industries (two credits)

Currently this is an accredited unit offered by British Horseracing Education and Standards Trust (BHEST). Those who complete the ERR unit will need to evidence their achievement with a completion certificate from the awarding organisation.

Apprentices who have already undertaken a Foundation Apprenticeship at Level 2 may have already completed the ERR workbook or they may have undertaken an accredited unit. These apprentices will not be required to repeat this section but they will be required to provide evidence of completion at the time of certification of the Apprenticeship.

There are nine national outcomes/standards that all apprentices 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 & 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 & Safety and Equality & 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.

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

How equality and diversity will be met

Equine industry

The Equine industry employees are mainly females 70%, which is significantly higher than the sector average of 32% (UK) female employees and Wales average at 29%. Whilst the industry doesn't preclude males from working in the sector, it is suggested that the imbalance is due to an out-dated perception of Equine employment as traditionally a female dominated industry despite many roles in Equine being carried out by males, such as jockeys where males dominate the workforce. It is interesting to note that Further Education enrolments onto Equine related learning programmes are also mainly female at 91% compared with work-based learning enrolments 89%.

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. Lantra's research predicts that 110,000 people will be needed over the next decade across the land-based sector.

The Equine industry is incredibly diverse, there are opportunities to work with horses in areas including riding schools, livery yards, events and competitions, and clubs and hunts. In racing yards careers range from grooms to riding instructors, to horse breeders and jockeys. Many equine establishments have multiple functions, for example riding schools can also be livery yards and breeders can also be trainers.

There are no actual barriers to recruitment into the industry, however there may be some physical restrictions in parts of the Equine industry especially whilst working with equines. This should not rule anyone out as there may be opportunities for people with a physical disability to work elsewhere in the industry. Indeed, the industry is very experienced in dealing with people with physical restrictions, as the Riding for the Disabled operate within this industry. The qualifications within the framework include units for supporting riders with special requirements.

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 competence and knowledge qualifications 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 Equine. Because of the diverse nature of the Equine sector the competence and knowledge qualifications have been developed from these units to allow maximum flexibility and choice within the rules of combination.

Lantra will work with its Equine Industry Group to promote the need for skilled managerial, high-tech and specialist people. This will also take into account the need to increase male and ethnic participation in the industry. Activities will include:

- Increasing the awareness of the Equine Apprenticeship with specific promotions, in particular focusing on under-represented groups, males etc
- Increasing marketing and communications, highlighting the opportunities to a wide range of careers
- Using Lantra's careers web pages to inform careers advisors and apprentices of the opportunities available in the industry.

Through the Equine Industry Group, issues relating to standards, training and business productivity have been identified and the group has developed an industry action plan to prioritise issues such as recruitment and upskilling within the industry.

On and off the job training (Wales)

Summary of on- and off-the-job training

Off-the-job training is defined as time for learning activities away from normal work duties.

On-the-job training is defined as skills, knowledge and competence gained within normal work duties.

Foundation Apprenticeship (Level 2)

There are 3 pathways within the Equine Level 2 Foundation Apprenticeship. The total learning hours are different for each pathway.

- Horse Care pathway - The total amount of learning hours which includes both on and off the job training is 457 over an 18 month period
- Racehorse Care pathway - The total amount of learning hours which includes both on and off the job training is 555 over an 11 month period
- Harness Horse Care pathway - The total amount of learning hours which includes both on and off the job training is 658 hours over an 18 month period

Apprenticeship (Level 3)

There are 3 pathways within the Equine Apprenticeship. The total learning hours for each of the pathways are different.

- Horse Care pathway - The total amount of learning hours which includes both on and off the job training is 493 over a 24 month period
- Racehorse Care pathway - The total amount of learning hours which includes both on and off the job training is 499 over an 18 month period
- Harness Horse Care pathway - The total amount of learning hours which includes both on and off the job training is 667 over a 24 month period.

Off-the-job training

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

Foundation Apprenticeship (Level 2)

- Horse Care pathway - a minimum of 150 off-the-job training hours must be delivered throughout the 18 month duration of the programme.
- Racehorse Care pathway - a minimum of 300 off-the-job training hours must be delivered throughout the 11 month duration of the programme.
- Harness Horse Care pathway - a minimum of 197 off-the-job training hours must be delivered throughout the 18 month duration of the programme.

Apprenticeship (Level 3)

- Horse Care pathway - a minimum of 200 off-the-job training hours must be delivered throughout the 24 month duration of the programme.
- Racehorse Care pathway - a minimum of 176 off-the-job training hours must be delivered throughout the 18 month duration of the programme.
- Harness Horse Care pathway - a minimum of 200 off-the-job training hours must be delivered throughout the 24 month duration of the programme.

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 Qualification 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.

Examples of off-the-job training for the Equine Apprenticeship are:

- Business principles
- Master classes
- Essential skills in Communication and Application of Number
- Human and Equine first aid training
- The study of principles and codes of practice for Equine livery yards, including relevant legislation
- Taught sessions contributing to Employee Rights and Responsibilities knowledge
- Induction where activities are covered away from normal work duties

Evidence of off-the-job training

- Level 2/3 Diploma in Work-based Horse Care/Racehorse Care, Level 2/3 Certificate in Horse Care, Level 2/3 Certificate in Riding Horses on the Flat, Level 2 Diploma for the Harness Horse Groom, Level 3 Diploma in Driving and Working with Harness Horses
- Level 1/2 Essential Skills
- Master class
- Employee Rights and Responsibilities
- Induction.

Foundation Apprenticeship/Apprenticeship

Information Communication Technology Essential Skills has not been included within the Foundation Apprenticeship/Apprenticeship. Following consultation with employers in the sector,

it has been identified that the qualifications did not fit industry needs for both levels of apprenticeship because the use of ICT in Equine is limited, although it is recognised that IT systems maybe used in some parts of the industry.

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

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

A completed sign off sheet from the provider that the appropriate off-the-job training have been completed which is available on Lantra's website <http://www.lantra.co.uk/forms>, needs to be sent to Lantra with a completed certification request.

On-the-job training

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

Foundation Apprenticeship (Level 2)

- Horse Care pathway - a minimum of 307 on-the-job training hours must be delivered throughout the 18 month duration of the programme.
- Racehorse Care pathway - a minimum of 255 on-the-job training hours must be delivered throughout the 11 month duration of the programme.
- Harness Horse pathway - a minimum of the 461 on-the-job training hours must be delivered throughout the 18 month duration of the programme.

Apprenticeship (Level 3)

- Horse Care pathway - a minimum of 293 on-the-job training hours must be delivered throughout the 24 month duration of the programme.
- Racehorse Care pathway - a minimum of 323 on-the-job training hours must be delivered throughout the 18 month duration of the programme.
- Harness Horse Care pathway - a minimum of 467 on-the-job training hours must be delivered throughout the 24 month duration of the programme.

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 Recognition of Prior Learning (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 unit(s) from QCF qualifications, or relevant units recognised as Quality Assured Lifelong Learning (QALL) through a 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 Equine Apprenticeship require a thorough level of technical competence and knowledge, which will be undertaken through work-based training, practice and experience.

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

- Husbandry skills - e.g. horse health, care and fitness
- Riding skills
- Employability skills
- Team working and communications
- Task specific workplace instruction or team briefings
- Taught sessions by the workplace line manager/instructor as opposed to formal planned taught sessions
- On-the-job training on Employee Rights and Responsibilities knowledge
- Induction where activities are covered within normal work duties.

Evidence of on-the-job training

- Level 2/3 Diploma in Work-based Horse Care/Racehorse Care, Level 2/3 Certificate in Horse Care, Level 2/3 Certificate in Riding Horses on the Flat, Level 2 Diploma for the Harness Horse Groom, Level 3 Diploma in Driving and Working with Harness Horses.
- Level 1/2 Essential skills.

Foundation Apprenticeship/Apprenticeship

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

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

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

A completed sign off sheet from the provider that the appropriate on the job training have been completed, which is available on Lantra's website <http://www.lantra.co.uk/forms>, needs to be sent to Lantra with a completed certification request.

Wider key skills assessment and recognition (Wales)

Improving own learning and performance

Industry felt that improving own learning and performance was sufficiently covered by the planning, monitoring and evaluating of the apprentices progress during the review carried out with their tutor/assessor.

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 in a small team in an Equine establishment.

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 by the Equine competence 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

Level 2 Foundation Apprenticeship

There are no additional employer requirements.

Level 3 Apprenticeship

The sector feels that those entering the industry via the Level 3 Apprenticeship will benefit from gaining an Emergency First Aid certificate (one-day course approved by the Health and Safety Executive).

apprenticeship
FRAMEWORKS ONLINE

For more information visit
www.afo.sscalliance.org