

British
Dressage



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structures



Employer's Guide to Apprenticeships

Supporting the development of your team
in partnership with Sport Structures

Our apprenticeship programme

The BD apprenticeship programme is designed to provide nationally recognised qualifications to equine enthusiasts in the industry. Courses on offer range from horse care specific to business administration and project management.

Sport Structures is our training provider for those working and living in England, while BD provides fully funded Added Value Activities, access to the Learning Hub with complimentary access to the BD Horse Care, meaning there are additional qualifications available alongside the apprenticeship qualification as well as the opportunity for learners to achieve the BD Employability Certificate.

Candidates can be seeking employment, or already employed in your place of work.

The benefits of apprenticeships

- Apprenticeship training can be adapted according to the needs of your business.
- 92% of companies that have taken on apprentices believe this leads to a more motivated and satisfied workforce.
- Sign your existing staff up to one of our apprenticeships as part of their development and they will gain additional knowledge, skills and qualifications whilst still working for you.
- The majority of apprenticeship courses are funded with some courses being funded 100% by the government.
- Additional financial incentives are available when employing an apprentice* subject to apprentice status.
- Apprentices are motivated to learn new skills to benefit you and your business.



Employer eligibility

For employers interested in offering an apprenticeship placement, the following information provides you with the key points you need to know.

Employer Requirements; Yard Specific

- BD Member (paying member any level)

Must be able to demonstrate the necessary technical knowledge to support an apprentice in one of the following ways:

- BD Judge List 3 and above
- BDCC L3 Coach and above
- Competition Criteria – features on the technical trainers, meeting the advanced medium, Prix St George and/ or Grand Prix criteria.

Those holding qualifications issued by another member body but not meeting the technical criteria above, should contact sian.bryant@britishdressage.co.uk

Employer Requirements; Business Specific

An equine business but may relate to clothing, nutrition, tack and equipment or saddlery etc.



Apprenticeship Courses and Funding

| Apprenticeship | Qualification and Benefits | Funding Value | 5% Employer Contribution |
|-----------------------------------|---|---------------|--------------------------|
| Level 2 Equine Groom | BD Employability Certificate Level 2 Foundation Certificate Additional BD Horse Care Certificates | £5,000 | £250 |
| Level 3 Senior Equine Groom | BD Employability Certificate Level 3 Foundation Certificate Additional BD Horse Care Certificates | £6,000 | £300 |
| Level 3 Business Administrator | BD Employability Certificate Level 3 Foundation Certificate | £5,000 | £250 |
| Level 3 Multi-Channel Marketer | BD Employability Certificate Level 3 Advanced Certificate | £11,000 | £550 |
| Level 4 Associate Project Manager | BD Employability Certificate Level 4 Advanced Certificate | £7,000 | £350 |

*Courses may be fully funded and there are additional financial incentives. Register your interest to find out more about incentives and funding availability.

Apprentice Criteria

- The right to work in the UK.
- Being employed by you, a connected company or connected charity as defined by HMRC.

Employer Musts

- The employer must be a paid member of British Dressage (any category).
- Provide and have a signed contract of employment with the apprentice covering; rates of pay, working hours, roles.
- Sign a commitment statement between yourself, the apprentice and the training provider.
- Be prepared and able to support the learning of the apprentice both on the job training and providing support when needed with course theory work.

Frequently Asked Questions

How much will this course cost?

Many apprenticeships are fully funded, or funded up to 95%. The costs are dependent on the size of your company and the apprentice's age and status. There is also the potential for funding incentives when employing an apprentice.

Can my employee enroll on a business apprenticeship?

Yes, if you are an equestrian venue, or your employee manages projects or a team, they can enroll onto any relevant apprenticeship course on offer. They will need to ensure the work they carry out is suitable for the course in order to build their portfolio and evidence their learning during the apprenticeship.

Is riding part of the course?

Apprentices can select either a ride or non-riding option.

My employee has not passed Maths or English, can they still join?

If your apprentice doesn't have any GCSE's in English, Maths and IT, they will be able to complete these Functional Skills alongside their apprenticeship with the help of Sport Structures.



Employer Insights

“

We get a young person who's really passionate about what they're doing, and it's easy to help develop them how we want to develop them. We can create someone who we would want to employ and hopefully we would make that person into someone that other people would really want to employ, it's just great to see them develop.



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Meet the team

British Dressage

Training and Education Coordinator

Sian Bryant

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Sport Structures

Apprenticeship Programme Manager

Jon Gath

jongath@sportstructures.com

Wider partnerships

British Dressage aspires to have all employers sign up to Equestrian Employers Association (EEA) 'Code of Good Employment'. The aim of the code is to support employers to offer high quality employment opportunities. The EEA provides access to extensive resources to aid and support employers to understand the benefits of good employment within the equine industry.



Continue your journey

Contact British Dressage or Sport Structures to find out more about the BD Apprenticeship programme and the benefits of having apprentices in your business.

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