

The EquineSkillsCV is based upon skill statements that describe what a groom needs to know, understand and be able to do in order to reach the required the level of work.

These form 4 recognised job titles:

Foundation

Is your groom starting out on a new and exciting career?

Foundation grooms will carry out yard duties under the direction of somebody else, including completing daily routines, handling and looking after horses and establishing the foundation skills that all good grooms should start out with.

Intermediate

Is your groom learning and using a wide range of skills?

Intermediate grooms are expanding their experience already gained with working with horses, including being able to understand and take responsibility for carrying out routine tasks and straightforward problems on time and to a high standard.

Advanced

Is your groom in a position of responsibility on the yard?

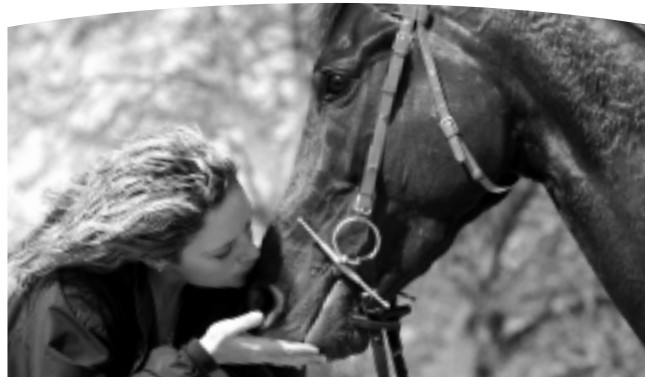
Advanced grooms have significant experience of working with horses, including using their initiative to complete tasks on the yard or whilst travelling, weighing up different ideas or approaches to work and having some responsibility for others.

Elite

Is your groom at the top of their game?

Elite grooms are those with wide experience and who have responsibility for the yard, horses, travelling arrangements and others on the yard. Skills required include making decisions, solving sometimes difficult problems, planning and taking responsibility for the management of horses and the work of other people.

EquineSkillsCV designs by:- fluidfreelance.co.uk Tel: 07738 922 938



Employer Clayton Fredericks - Event Rider

"Having something that shows progression is very important in anyone's career. I look forward to using this simple and clear structure to encourage my staff to improve and develop new skills."



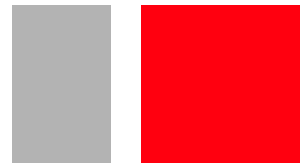
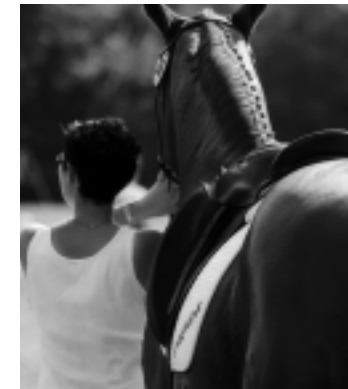
Employer Richard Davison - Dressage Rider

"The ESCV gives employers a syllabus to work to, and the grooms a career ladder and sense of achievement as they attain each level. As employers we need to encourage our staff to develop their skills and knowledge to benefit themselves, our horses and our businesses; this is such a simple way to achieve this."



Groom Kelly Lainsbury - Dressage Groom

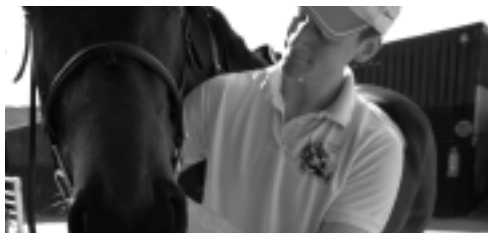
"This will enable me finally to get recognition and a status for the experience I have gained for my time working as a groom. I also think that the ESCV will be very useful to guide the younger grooms in their career and encourage them to raise their standards and learn new skills."



EquineSkillsCV
Endorser's **apply form**

Lantra


BRITISH GROOMS
ASSOCIATION



Introduction to the EquineSkillsCV

Employers need staff that will make a positive impact upon their business. A good groom is highly talented at their job and they need to be - looking after horses requires dedication, attention to detail and a lot of hard work.

The **EquineSkillsCV** is not a qualification - it is a record of achievement for the skills that your staff develop and perform in their jobs. It will provide them with the status of a job title that reflects their abilities.

Being part of the EquineSkillsCV will mean :

- Your staff will receive the recognition for their skills and achievements gained from 'hands-on experience' of working with horses.
- It enables you to identify the strengths and weakness of your staffs' skills helping you to focus on developing their experience in the areas that you need.
- The four recognised groom job titles clearly guide you to the exact level of experience that a groom has achieved, making advertising for vacancies and recruitment much easier.
- It guides grooms to aspire to climb a career ladder and so will motivate them in their job, helping longer term with staff retention.

Apply to become an Endorser for the EquineSkillsCV

We need YOU to make this work.

The **EquineSkillsCV** requires employer support to ensure that it is valuable to your staff and your business. It needs the involvement of employers who can use experience and expertise to make judgements about a groom's on the job abilities.

The **EquineSkillsCV** is based upon skill statements that describe what a groom needs to know, understand and be able to do in order to reach the required level of work. These are presented in a workbook that contains all of the skills statements within each level.

Grooms can compare their own performance against the skills statements, and when they feel ready, ask the **Endorser** to confirm them. Any employer can apply to be an **Endorser** at **no cost** at all.

You will need to be:

- An employer of grooms in paid employment or
- Hold the '**Elite Groom**' **EquineSkillsCV**

An **Endorser** needs to sign up to the **Endorser's Agreement** which means you are confident that your own employee, or a self-employed person that may do work for you, has reached the required standards for that level of work. In this way, it is an equine industry regulated scheme that has the support and high standing of employers and highly skilled elite grooms.

Yes! I would like to apply to become an EquineSkillsCV Endorser today!

Title:

Name:

Address:

Postcode:

Telephone:

Mobile:

Number of staff employed:

To make sure you are eligible to be an Endorser, please ensure these statements are true:-

I confirm that I am an employer of grooms in paid employment.

I agree to review my employee's career development by comparing their progress against the skills statements within their workbook on a regular basis.

I agree to endorse them to the best of my ability by signing off the skills statements when my employee has proved that they can perform tasks to the level described.

I agree to protect my employee's best interests when endorsing their **EquineSkillsCV**.

I agree that I might be contacted to arrange an appointment to discuss how the **EquineSkillsCV** is working in my business.

Signature:

Date: / /