

International Federation Of Horse Racing Academies



International Horse Racing Industry Skills Passport



Mission statement:

"To create a baseline in international standards for workers within the horse racing industry"

Innovation is a key factor in society and economy. There are several sources of innovation. It can occur as a result of a focus effort by a range of different agents, by chance, or as a result of a major system failure. Let's look at this innovative program as a result of all three.

Why an International approach?

The equine athlete is one of the most beautiful, complex and majestic creatures on earth. Horse racing throughout the world is a multi-billion dollar industry that employs millions of people in various roles but the real stars of the show are the horses. As humans we have a duty of care to ensure their welfare needs; both physical and emotional are met at a high standard globally. Education and training of industry participants has developed rapidly in many countries over the last two decades creating real career paths and international travel opportunities. With our jockeys, trainers and stable staff competing on the world stage why wouldn't there be an international standard of key skills and knowledge?

Forming international partnerships in skills training opens up new opportunities of lifelong learning to the industry as a whole. To continue to attract and retain good staff in the horse racing industry we need to continually re-assess the social and economic expectations of the participants. It is now 2016, our racing industry workers have modern lifestyles and anticipations. They expect to see career progression through a structured system. No matter which country our horses are being trained and raced in the skills and knowledge base required of the people who care for them are the same, the only variables are environmental.

The formation of an International Horse Racing Industry Skills Passport will encourage the sharing of qualifications, resources, best practice and new ideas between countries to keep the industry internationally physically powerful.

Most common internationally required standards

- Animal welfare
- Health and safety
- Rules of Racing
- Horse handling skills
- Riding skills
- Integrity

Background development of the International Horse Racing Industry Skills Passport.

More than ten years of consultation has been undertaken by Equine Goals & Dreams AUSTRALIA to research the education and training programs being delivered for the horse racing industry throughout the world. The result of this research and after careful mapping of the current programs between countries an international matrix of minimum standards of units, skill sets and qualifications for various roles in the horse racing industry is in the final stages of development. The next stage to be completed is the formation of a sub-committee for the International Horse Racing Skills Passport that will consist of representatives' of horse racing jurisdictions throughout the world to keep the matrix current as a living document.

The completed matrix will be known as the International Horse Racing Industry Skills matrix. This detailed matrix will sit on a shared web portal accessible only by participating member countries. The common elements of each competency will form an international passport that will be applicable to both Thoroughbred and Arabian horse racing where the skill requirements are the same.

What will the Passport seek to achieve?

Horse racing has a highly skilled and mobile workforce that regularly cross international borders and often require licensing within a new country. Historically due to the qualification held or training previously completed not being recognised in a new country participants would have to repeat a similar qualification or training after entering a new country. This proves very costly and time consuming. The purpose of this passport is to make for a smoother transition and encourage up-skilling while traveling and working. The passport holder can apply to have any new skills or qualifications added to their passport on successful assessment as they progress in their working careers within the global industry. The International Horse Racing Industry Skills Passport will be available to any person who is working, licensed or registered within any participating country to have their current skills mapped and recorded for recognition and acceptance in reciprocal member countries.

The passport will recognise all current industry units, skills sets or qualifications held by the participant and identify any gaps via the mapping matrix to produce a score from their country of origin to any other member country requested. In order to gain direct credit in another country the score must be 100%. The matrix will be supported by approved training and assessment documents in order for the passport holder to receive the gap training required to meet the standards of the country they intend to work in. The licensing body of the intended country will provide a stamp of approval once evidence is provided by an approved training organisation to show competency has been reached to bring skills mapping to the required 100% for direct credits.

The International Horse Racing Industry Skills Passport committee will endeavour to provide training documents, assessment guidelines and encourage the sharing of common resources to member countries that do not currently have an industry education and training system in place.

The web portal where the passport matrix sits will also provide the holder with National compliance and local rules to "incoming" staff where required.

Advantages of an international skills passport are many including but not limited to;

- Sets an international minimum standard for various licensing roles
- Will achieve the goal of greater internationalization of education and employment opportunities for horse racing industry participants
- Encourages industry workers to integrate with the international industry on an educational level
- Encourages the sharing of resources, best practice and new ideas between countries to keep the industry internationally physically powerful
- Addresses health and safety standards on a global basis
- Creates safety across borders

- Creates animal welfare awareness and industry compliancy
- Lifts the integrity of industry participants
- Standardising of skill development
- Encourages life-long learning for workers
- Lifts the profile of the career paths to an international level
- Creates an avenue to assist travelers in a now mobile workforce to find employment
- Is attractive for workers entering the industry to do structured training
- Ensures our horses are getting the best we can offer
- Makes a strong case for a horse racing industry visa

Project Links: [Timeline](#) [Passport Example](#) -- [About the Project Manager](#).

G Gauci-Marchant May 16 Page source <http://ifhra.ae/en/index.php>

