

# **EU EQUUS 2009**

## **The Equine Professional of Tomorrow**

### **From A Racing Perspective**

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# The Environment In Which We Operate

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- Global Recession
- Increasingly Urban Society
- Socio-Economic Factor
  - Hours of Work
  - Terms and Conditions of Employment
- Government Policy
  - School Leaving Age
  - Funding Priorities
- Foreign Staff



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# Acquiring The Right People

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- Selling an attractive product
- Ensuring realistic expectations
- Career progression to satisfy expectations



# The Place of Training

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- Has to be driven by the requirements of the workplace
- Has to be valued by employees
- Has to result in business benefits by providing relevant improved competence



# The Place of Training – 2

## What Does This Mean In Practice?

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- Training has to cover all the competences that are required
- The structure of the training needs to be sufficiently flexible to meet individual and business needs
- Staff need to be managed through the process and therefore it requires increased management skills
- The structure needs to be progressive to allow individuals to develop to fulfil their own potential and those of the business



# Conclusions

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- We must evolve and change to meet the current challenges
- The biggest obstacles to this are selling the business case and training employers



# QUESTIONS

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