

CENTAUR WORKING STUDENT PROGRAM

A good Working Student program is a time-honoured system of learning in the horse industry. If you were to ask most Olympians, they would tell you that is how they started as well.

HOURS: The work day (Saturday's) can start as early as 7:00 sharp, and can end as late as 5:00.

EXPECTATIONS: Working students are expected to treat volunteering at the stable seriously, as a real job. You are expected to be there on time, dressed properly (for the weather and neatly) and put in real effort. You are also expected to respect the work schedule as set out (in other words, if you commit to coming out, then you must show up).

EVALUATION: At the end of each work day, the supervisor will hand in an evaluation form to me, which I will place in working student's envelope after reviewing. This way you will get feed-back on your performance, and will use that sheet to accumulate the work credits. Once I have reviewed it, you can take it home for safe-keeping, or keep it in your envelope, but do read it, as there will be feed-back written on it.

PROGRESSION:

- 1) **Shadow:** At first the w.s. will be a shadow. This means the w.s. is learning the job skills. How long the w.s. stays as a shadow depends on how well/quickly skills are learned, as well as availability of learner positions. Work credits are not earned by Shadows.
- 2) **Learner:** Next, the w.s. starts accumulating work credits towards leases or lessons. You graduate from Learner depending on acquired skills, and availability of Assistant positions.
- 3) **Assistant:** At this stage, the w.s. has progressed to a high degree of independence. A lease or lesson earned each time worked.
- 4) **Barn Ops Manager:** And finally, you can be in charge, where you work for \$50 per day plus a horse lease/or lesson. At this time, we may direct the w.s. towards teaching or towards barn work, depending on the individual situations.

SCHEDULING: The schedule is made out by the 15th of the preceding month. There is a calendar posted in the tack room for this purpose. On it I ask the w.s. to write in the days that they cannot come, and then the schedule is made up according to that information. Also helpful is for you to write down the ideal number of times you would like to work per month. If once the schedule is made up, the w.s. finds out they cannot make it on one of their days, it then becomes that w.s.' responsibility to find a suitable replacement

RENUMERATION:

- 1) High School volunteer hours may also be accumulated.
- 2) Learners earn credits to use towards leases or lessons.
- 3) Assistants earn a ride each day they work.
- 4) Barn Ops manager: \$ + Horse lease per day worked.
- 5) Learning all about horses - anyone working towards their Rider Level Certifications benefits greatly from this experience.
- 6) Training for summer work positions in daycamp or the stables.

SHADOWS: If not already a regular student of Centaur, the shadow position may last longer. Depending on starting-out skills, WS may be started as a paying ws, and pay a fee of \$25/day to CRS until some basic skills are learned.