

AL-MARAH APPRENTICESHIP PROGRAM

U. S. Department of Labor Approved Program

Al-Marah Arabians is the oldest and largest privately owned herd of Arabian horses in the world today. Al-Marah is owned and was established by Bazy Tankersley, who has been breeding Arabian horses for over seventy years. Al-Marah horses are famous for their classic Arabian beauty, amenable and loving dispositions and all around athletic ability. The herd maintained by Al-Marah at the Tucson facility numbers over two hundred fifty Arabian horses.

Over forty years ago Bazy Tankersley established the apprentice program for training qualified personnel for running Al-Marah and for providing the horse industry with educated workers. The intensive two year program squeezes in almost a lifetime's worth of experience. Because of the sheer scope of our enterprise, so many horses and such a variety of training opportunities, the apprentices get to see and do just about everything. Al-Marah alumni have gone on to become successful public trainers, specialty trainers and breeding managers, some have entered a family breeding business and there are others who have gone on to attend veterinary school. There are instances where colleges awarded credit for experiences gained at Al-Marah.

There are very few operations large enough to provide the wide range of experiences, and who have the talent on their staff to provide quality training, to those who have an interest in working in the equine industry. Al-Marah Arabians has the talent, size, experience, reputation, and most of all, a keen desire to provide whatever it takes to make an on-the-job training apprenticeship program available to those who truly wish to work with horses. Our program is broad-based, and provides opportunities for learning all aspects of the horse industry, thus making occupational competency our major goal.

Al-Marah holds a place of distinction and fine reputation in the horse industry, and has the opportunity to assist educational institutions, various 4-H groups, and many youth activities which promote the equine industry. Al-Marah has also long supported programs offering riding for the handicapped. In addition, Al-Marah offers regular forums and seminars for equine enthusiasts. Al-Marah always strives to set a high standard and emulate the best of the industry and our apprentice program is no exception.

Al-Marah's Apprentice Program is a hands-on learn while you work program that offers a career alternative for young people who want to work in the horse industry. The work is full time and the apprentices are required to live on the facility and share living quarters with other apprentices. There is one day off per week and minimum wages are paid during the apprenticeship. See the course schedule for further information.

SCHEDULE

1. PERIOD OF APPRENTICESHIP AND PROBATION: The Term of Apprenticeship shall be 4,000 hours (approximately 2 years) of reasonably continuous employment. The first 500 hours (approximately 3 months) of which shall be probationary period.

2. SCHEDULE OF MAJOR PROCESSES AND APPROXIMATE NUMBER OF HOURS FOR EACH PROCESS:

Horse Trainer/Breeder APPRENTICE SHALL RECEIVE APPROXIMATELY

<u>PROCESS:</u>	<u>APPROXIMATE HOURS</u>
I. General Equine Knowledge..... Basic anatomy and physiology; Grooming and stabling; Conformation and soundness; Preventive medicine and First Aid; Conditioning and nutrition.	1000 – 1200
II. Farm Facilities Maintenance and upkeep of barns, pastures, fences, paddocks and vehicles; Safety requirements for facilities; planning facilities.	100 – 200
III. Farm Records Vital statistics for each horse; Pedigrees; Health and immunization records; Feeding, conditioning and training records; Breeding records (both mares and stallions); Foaling records and expense records.	100 – 200
IV. Breeding Barn Mare and stallion reproductive anatomy; mare estrous cycle; Mare and stallion management and safety; teasing; Basic breeding methods; artificial insemination; Foaling and foal management.	500 – 3000
V. Training and Show Barns Halter, driving, lunging; starting under saddle (English and Western); Beginning Pleasure; training hints; developing the horse for a specific skill or event; Showing at halter and under saddle; grooming to show; horsemanship.	500 – 3000
TOTAL HOURS.....	2700 – 7600

4000 of the total hours are served in the apprenticeship. The sponsor decides determination of the appropriate hours. The above schedule is recognized as sufficiently flexible to be changed if accumulated experience indicates changes will be to the advantage of the Sponsor and the Apprentice.

3. WAGE PROVISION:

The workday and workweek for apprentices shall be the same as that for journey horse trainers and shall be subject to the same conditions. Each apprentice shall receive \$1,274.00 per month.

Any changes or modifications of that wage rate shall be forwarded to the Registration Agency within thirty (30) days of such change or modification.

Note: The above wages will have deductions for living quarters, furnishings, utilities (\$300 monthly). Living quarters are shared with other apprentices. The total wage package meets or exceeds the required Federal minimum wage.

4. HOURS OF WORK AND HOURS OF APPROVED RELATED INSTRUCTION: The workday/workweek shall be the same as that, and subject to the same conditions as journey horse trainers and subject to the same conditions. **RELATED INSTRUCTION:** Apprentices shall be required to participate in related instruction for a minimum of 144 hours per year for each year of the apprenticeship term. The hours of employment shall not interfere or be in conflict with the related training requirements set by the program sponsor.

5. SPECIAL PROVISIONS:

(a) No apprentice will be transferred to an employer who has not signed an agreement of participation with the Program Sponsor.

(b) There shall be no liability on the part of the other contracting party for an injury sustained by an apprentice engaged in school work or when the employment of the apprentice has been temporarily or permanently terminated.

(c) This agreement is hereby made a part of the apprenticeship standards for the given trade or craft, which have been approved by the Arizona Department of Commerce.

(d) The apprentice shall be accorded equal opportunity in all phases of apprenticeship employment and training, without discrimination due to race, color, religion, national origin or sex.

*** Apprentices are not allowed any pets and no animals are to be kept in apprentice housing at any time. Apprentices are not allowed to stable their horses at Al-Marah.