

## Financing adult learning database

|                                                     |                                                                                                  |
|-----------------------------------------------------|--------------------------------------------------------------------------------------------------|
| <b>Name of the instrument - Local language</b>      | Training leave                                                                                   |
| <b>Name of the instrument - English translation</b> | Training leave                                                                                   |
| <b>Scheme ID</b>                                    | 245                                                                                              |
| <b>Country</b>                                      |  United Kingdom |
| <b>Reporting year</b>                               | 2020                                                                                             |
| <b>Type of instrument</b>                           | Training leave                                                                                   |
| <b>Sub-type of instrument</b>                       | Unpaid leave - only employer and employee are involved                                           |
| <b>Type of entry</b>                                | Single instrument                                                                                |

|                          |                                                                                                                                                                                                                                                                                                 |
|--------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Short description</b> | Employees of bigger companies (at least 250 people) may have the right to ask for a leave for training or study. They must have worked for their employer for at least 26 weeks. Training must help staff do their job better. Time off is usually unpaid unless the employer agrees to pay it. |
|--------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|                                                      |                                                                                                                                                                                                                                          |
|------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Level of operation</b>                            | National                                                                                                                                                                                                                                 |
| <b>Name of a part of the country</b>                 | Not applicable                                                                                                                                                                                                                           |
| <b>Name of the region (for regional instruments)</b> | Not applicable                                                                                                                                                                                                                           |
| <b>Name of the sector (for sectoral instruments)</b> | Not applicable                                                                                                                                                                                                                           |
| <b>Relevance</b>                                     | Further instrument                                                                                                                                                                                                                       |
| <b>Legal basis</b>                                   | Section 63D of the Employment Rights Act 1996                                                                                                                                                                                            |
| <b>Objective(s) and target(s)</b>                    | Statutory right to make request in relation to study or training:<br><a href="https://www.legislation.gov.uk/ukpga/1996/18/part/6A#:~:text=63DStatuto...">https://www.legislation.gov.uk/ukpga/1996/18/part/6A#:~:text=63DStatuto...</a> |
| <b>Year of implementation</b>                        | 1996                                                                                                                                                                                                                                     |
| <b>Operation/management</b>                          | Training leave is agreed between an employer and an                                                                                                                                                                                      |

|                                                           |                                                                                                                                                                                                                                                    |
|-----------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                           | employee on a case-by-case basis. The employee must initially request training leave. The employer must respond by accepting or holding a meeting with the employee to discuss within 28 days of receipt of the request.                           |
| <b>Eligible group(s)</b>                                  | Employees of bigger companies (at least 250 people)                                                                                                                                                                                                |
| <b>Group(s) with preferential treatment</b>               | No preferential treatment                                                                                                                                                                                                                          |
| <b>Education and training eligible</b>                    | All types of education and training (leading to a formal qualification, general courses, occupational courses and non-formal courses).                                                                                                             |
| <b>Source of financing and collection mechanism</b>       | Employee, employer (if employer agrees)                                                                                                                                                                                                            |
| <b>Financing formula and allocation mechanisms</b>        | Time off is usually unpaid unless the employer agrees to pay it.                                                                                                                                                                                   |
| <b>Eligible costs</b>                                     | The employee is not entitled to receive paid wages while they are on their training leave. The costs of the course are borne by the employee. The employer can pay some or all of the course costs if they believe it will benefit their business. |
| <b>Volumes of funding</b>                                 | Not applicable                                                                                                                                                                                                                                     |
| <b>Beneficiaries/take up</b>                              | Not available                                                                                                                                                                                                                                      |
| <b>Organisation responsible for monitoring/evaluation</b> | Not applicable                                                                                                                                                                                                                                     |
| <b>Most relevant webpage - in English</b>                 | <a href="https://www.gov.uk/training-study-work-your-rights">https://www.gov.uk/training-study-work-your-rights</a>                                                                                                                                |
| <b>Most relevant webpage - local language</b>             | <a href="https://www.gov.uk/training-study-work-your-rights">https://www.gov.uk/training-study-work-your-rights</a>                                                                                                                                |
| <b>Recent changes</b>                                     | No recent amendment<br>Recent changes in response to COVID-19<br>No changes                                                                                                                                                                        |
| <b>Sources</b>                                            | Section 63D of the Employment Rights Act 1996                                                                                                                                                                                                      |
|                                                           | UK Government                                                                                                                                                                                                                                      |