

Financing adult learning database

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

Short description	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.
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Level of operation	National
Name of a part of the country	Not applicable
Name of the region (for regional instruments)	Not applicable
Name of the sector (for sectoral instruments)	Not applicable
Relevance	Further instrument
Legal basis	Section 63D of the Employment Rights Act 1996
Objective(s) and target(s)	Statutory right to make request in relation to study or training: https://www.legislation.gov.uk/ukpga/1996/18/part/6A#:~:text=63DStatuto...
Year of implementation	1996
Operation/management	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.
Eligible group(s)	Employees of bigger companies (at least 250 people)
Group(s) with preferential treatment	No preferential treatment
Education and training eligible	All types of education and training (leading to a formal qualification, general courses, occupational courses and non-formal courses).
Source of financing and collection mechanism	Employee, employer (if employer agrees)
Financing formula and allocation mechanisms	Time off is usually unpaid unless the employer agrees to pay it.
Eligible costs	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.
Volumes of funding	Not applicable
Beneficiaries/take up	Not available
Organisation responsible for monitoring/evaluation	Not applicable
Most relevant webpage - in English	https://www.gov.uk/training-study-work-your-rights
Most relevant webpage - local language	https://www.gov.uk/training-study-work-your-rights
Recent changes	No recent amendment Recent changes in response to COVID-19 No changes
Sources	Section 63D of the Employment Rights Act 1996 UK Government