

Further Advice on the Furloughing of Apprentices

We have received a high level of queries regarding furloughs or potential breaks in learning as a result of the current CV-19 situation. It is hugely positive that employers are looking to use furlough (a leave of absence from work) as a mechanism for ensuring that apprentices and other staff are not losing their jobs during this difficult time.

We are clear that being on furlough means that an apprentice can continue to engage in learning towards their apprenticeship. The specifics of this learning may need to change to reflect the fact that they are not physically in work, but learning can nevertheless continue.

A period of furlough provides a mechanism for building up 20% Off-the-Job time which will be beneficial once the return to work comes and it is potentially more challenging to release apprentices.

For individual apprentices the ability to make progress, engage with others in a similar situation and learn new knowledge, skills and behaviours is a significant positive for the support, mental health and wellbeing at what will be a challenging time. Undertaking learning will assist in reducing any anxieties about the potential return to work as they remain engaged in study related to their employment.

We are happy to work with you to make sure that the process of furlough is as positive as possible. Please contact your College link to discuss how this will apply in your own circumstances.

<p>Note – if an apprentice is undertaking learning whilst on furlough, their apprenticeship is not paused, and they remain in learning and in funding for this period. It is important that this remains under review to ensure that activity is taking place which moves the apprenticeship forward. To this end, Reviews of Progress would need to be undertaken with your input as an employer</p>
