



Further Education and Training Scheme

THE scheme outlined below is authorised by the Minister of Labour and National Service, the Minister of Education, the Minister of Agriculture and Fisheries and the Secretary of State for Scotland.

Objects of the Scheme

1. The war has interrupted the training and education of large numbers of young men and women who, at an age when they would normally be taking courses of further education, or training for a business or professional career, have been engaged in work of national importance.

2. His Majesty's Government recognise that as a result there is a scarcity of persons fully trained for posts of importance in the professions, industry (including agriculture) and commerce. In particular, the supply of persons highly qualified in the humane studies such as history, philosophy and the fine arts has been seriously curtailed. They have accordingly approved plans for providing financial assistance to enable suitably qualified men and women, on demobilisation, to undertake or continue further education or training (i.e., beyond the secondary school standard).

Persons Eligible to Benefit by the Scheme

3. The Further Education and Training Scheme will apply to men and women alike, and in the following paragraphs the references to men include women, unless the context demands otherwise.

The scheme is primarily intended for the following categories:—

- (i) (a) The Armed Forces (including their Auxilliary and Nursing Services).
- (b) United Kingdom nationals with service in the Indian Armed Forces.
- (c) Those who have volunteered for or been directed to work in the Coal Mines as an alternative to service in the Armed Forces.
- (ii) Merchant Navy.
- (iii) Civil Defence Services.
- (iv) Police Auxiliaries.
- (v) Civil Nursing Reserve.

The scheme is also available for suitable applicants whose further education or training has been prevented or interrupted by employment in work of national importance other than the types of service mentioned above. If at any time the training facilities for a particular profession or calling are limited, preference will be given to persons from the named Services.

4. The primary condition of eligibility will be proof of a period of full-time effective service in work of national importance during the war. In addition to giving proof of such service an applicant will ordinarily be required to show that by reason of this service he

- (a) has been unable to start training for a career, or
- (b) has suffered interruption of training for a career, or
- (c) is unable to resume his previous career, or
- (d) requires a " refresher " course to enable him to follow his previous career.

Normally the minimum period to constitute effective service is one year but an applicant who has had less than one year's effective service can be considered if the shorter period of service has resulted in interruption of training amounting to a year or has resulted in a residual disability which prevents the applicant's return to his pre-service training or career. Part-time service will not satisfy the primary condition of eligibility unless that part-time service has led to a disability which has rendered him unable to follow his normal occupation. The tenure of a State Bursary, Language Scholarship or Engineering Cadetship is deemed to satisfy the primary condition.

5. An applicant who, before the war, already held a post for which he had received adequate training, and who left that post to enter the services or to undertake temporary war-work, will not normally be regarded as eligible for training for a new profession unless, because of changed circumstances, he is denied the opportunity of resuming his pre-war career. In particular cases, however, applications made by men desiring to qualify for a profession on a higher plane will be considered provided that it is clear from their war record that they have shown or developed capabilities which would justify the expenditure of public money for the purpose.

6. There will be a number of men whose war-time service has been in itself the exercise of their chosen profession, e.g., men of the regular forces, the regular police and fire services. Such persons will, generally speaking, not be eligible for assistance under the scheme unless they have been discharged for medical reasons and have no career open to them other than one that requires training not already possessed.

7. Owing to economic pressure or other cause, a demobilised man may accept a post before applying for training. Such a man will not be debarred from consideration for an award solely by the fact that he has obtained employment.

8. An applicant will not be deemed ineligible solely by reason of the fact that he is an alien, if he satisfies the other conditions; but in any field where accommodation and opportunity fall short of the demand, aliens will not be accepted to the exclusion of suitably qualified British subjects.

Persons Suitable to Benefit by the Scheme

9. The criterion will be whether an applicant is likely to be capable of completing with credit the course he desires to take. This implies a standard which will clearly vary according to circumstances. Previous attendance at a secondary school or its equivalent, although normally desirable, is not essential. Assistance will not be given to persons below the requisite standard of education to enable them to reach the standard required for admission to a particular course.

10. The applicant must show capabilities or potentialities sufficient to suggest that his training will justify expenditure of public money.

Further Education and Training

11. By the phrase "further education" is meant education beyond the secondary school standard. It may be divided into three categories:—

- (1) Whole-time training at a University or other educational establishment, or in a profession or business where practical as well as theoretical training is required.
- (2) Part-time training relevant to and taken in conjunction with paid employment.
- (3) Refresher courses.

12. No hard-and-fast rule can be laid down as to the profession, business or industry for which assistance in training can be given. In general the criterion will be that a profession will be regarded as falling within the scope

of the scheme if it requires the attainment of a recognised standard of education as a condition of entry, or in the case of industry and commerce the occupation is one for which technical training or higher education will materially improve an entrant's prospects of advancement to a responsible or administrative position. Where neither of these conditions was *prima facie* fulfilled, e.g., in the Fine Arts, it would be for an applicant to make out a case for the expenditure of public funds on his training.

13. An applicant should normally indicate the profession or business for which he desires to train and the qualification he wishes to acquire. It must, however, be realised that his selection of career and course cannot be left to his undirected choice. There may be alternative types of training, some of which are more beneficial than others. Preference will be given to those likely to give the most satisfactory results. So far as careers are concerned, regard must be had to the absorptive capacity of professions or businesses and industry. For this purpose, advantage will be taken of the expert advice collected by an Inter-Departmental Committee presided over by Lord Hankey which has been considering the number of persons who should be encouraged to enter upon various kinds of further education and training having in mind the prospects of employment at home and abroad.

Education and Training Grants

14. When an award is made in respect of a course of full-time training at a University, Technical College, or similar institution, it will take the form, subject in all cases to financial necessity, of the payment to the institution attended of fees incidental to the course, such as admission fees, and fees for tuition and examination, together with an additional payment to the applicant to cover maintenance. The amount of the payment for maintenance will vary according to the institution attended, and will be based on standard figures for maintenance costs at particular Universities, or Universities and other institutions of particular types, originally assessed by Committees of the Universities themselves. In all other cases the award to a successful applicant will take the form of a grant which may in addition to payments covering fees, tuition and books, include a payment for maintenance up to the maximum sum of £160 p.a.

15. In the case of married persons the award may include an additional sum not exceeding £110 p.a. in respect of a wife and £40 p.a. in respect of each child.

16. Applicants who apply for an exceptionally long or expensive training will be required to show special promise of a successful career. It may be that some candidates will wish to take courses at Dominions or other overseas Universities. This will be permitted in appropriate cases, subject to the approval of the authorities concerned. The amount of such awards will receive special and separate consideration.

17. The scheme will not provide for the payment of premiums to employers upon the acceptance by them of men or women for training.

18. Continuance of an award will be dependent upon satisfactory conduct and progress and will normally be conditional upon the passing of the ordinary examinations associated with the course, unless some good reason for failure, such as ill-health, can be shown.

Assessment of Awards

19. In assessing the amount of the award which shall be paid to a successful applicant, the following general principles will be applied:—

- (a) if the applicant is under 21 years of age at the date of the commencement of the award, and unmarried, his parents will be asked to state their income. If this is substantial, the amount of the award made to the applicant will be based on the assumption that

the parents will make a suitable contribution to the cost of the applicant's further education;

- (b) if the applicant is over 21 years of age, or is married (whether over or under 21) he will be asked to state the occupation of his father, and what contribution, if any, his parents or others are prepared to make towards the cost of his further education;
- (c) a substantial proportion of the income, if any, of an applicant will be taken into account when assessing the grant payable to him, except that no account will normally be taken of personal disability pay or disability pension or war gratuity.

Appeals Tribunal

20. Appeals by applicants whose applications for grants have been refused may be referred to an Appeals Tribunal at the discretion of the Minister concerned.

Applications

21. The scheme, it will be clear, cannot come into full operation until general release begins, but it has been decided that applications for consideration can be received immediately from certain limited classes. These are, in general, men and women who have been discharged from their war service through disablement or on medical grounds and who are not required by the Ministry of Labour and National Service to undertake other forms of national service.

22. An application for an award cannot be considered until the applicant has been released from his national service. It should be addressed to the nearest Appointments Office of the Ministry of Labour and National Service. The addresses are given below.

23. In the case of applicants resident in Northern Ireland applications should be sent to the Ministry of Education for Northern Ireland, Belfast.

OFFICES OF APPOINTMENTS DEPARTMENT

London	...	...	Sardinia Street, Kingsway, W.C.2. Holborn 4300.
Cambridge	...	...	2nd Floor, Lloyds Bank Chambers, Hobson St., Cambridge. Cambridge 55288.
Reading	...	...	23 Valpy St., Reading, Berks. Reading 4801-6.
Bristol	...	...	91 Pembroke Rd., Bristol 8. Bristol 38241.
Birmingham	...	...	Patrick Motors Building, Broad St., Birmingham.
Nottingham	...	...	Commerce Chambers, Upper Parliament St., Nottingham. Nottingham 46711-3.
Leeds	...	...	Lloyds Bank Chambers, Vicar Lane, Leeds. Leeds 30474.
Manchester	...	...	Royal Exchange Building, Bank St., St. Ann's Square, Manchester 2. Blackfriars 5173-6.
Liverpool	...	...	Cotton Exchange, Bixteth St., Liverpool. Central 7446.
Newcastle-on-Tyne	...	...	153 Barras Bridge, Newcastle-on-Tyne 2. Newcastle-on-Tyne 22477-9.
Edinburgh	...	...	5 Rothesay Terrace, Edinburgh 3. Edinburgh 22121.
Glasgow	...	...	450 Sauchiehall St., Glasgow, C.3. Glasgow Douglas 7161.
Cardiff	8 Cathedral Rd., Cardiff. Cardiff 8327-31.

MINISTRY OF LABOUR AND NATIONAL SERVICE,
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