

INDUSTRY: MANUFACTURING

ACTIVITY: APPRENTICE ACADEMY

ORGANISATION: GLENMORGANGIE

## GLENMORANGIE APPRENTICE ACADEMY

With a company culture centred around innovation and diversity, it was no surprise when The Glenmorangie Company approached the Developing the Young Workforce West Lothian Regional Group to support with the development of their inaugural 'Apprentice Academy'.



As part of their wider strategy to develop the young workforce, The Glenmorangie Company place a key focus on engaging with young people, which allows their organisation to better understand how digitalisation and Industry 4.0 will impact the next generation of employees entering the workplace.

Building on the strong foundations of previous DYW activities – including work experience placements for Senior Phase pupils and mentoring support through the Career Ready programme – the Apprentice Academy has so far provided Modern Apprenticeship opportunities for thirteen young people, who will be the next generation of Production Associates at the Alba site in Livingston. A total of six Apprentices started with Glenmorangie in November 2019, a further seven joined in January 2021, with plans for future intakes in the pipeline.

The two-year development programme will result in a professional Scottish Vocational Qualification in Spirits & Operations that gives the new generation of Production Associates a solid platform for success within the industry and enables them to harness lifelong career opportunities.



*"It has been widely reported that millennials will only stay in a role for an average of two years. To combat this, our apprenticeship program delivers a vast range of transferable skills that can be utilised across different parts of our business; this will ensure a continuation of our successful staff retention. By continually developing our people to be the very best they can be, we can ensure our business has the mindset to evolve through this industrial evolution and ensure a sustainable business for the future."*

**KERRYANNE JOYCE,**  
**DEVELOPMENT SPECIALIST,**  
**THE GLENMORANGIE COMPANY**



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