



LVMH

INSTITUT DES MÉTIERS D'EXCELLENCE

PROMOTE EXCELLENCE

*in the métiers of craftsmanship,
creation and sales*

RECRUIT YOUNG TALENTS

and invest in their personal commitment

VALUE THE APPRENTICESHIP

and the role of supervisors and tutors

ENSURE CERTIFIED TRAINING

with an accredited degree and diploma

COLLABORATE WITH SELECTED

GUILDS and employment partners



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INSTITUT DES MÉTIERS D'EXCELLENCE

THE AMBITION: TO PROMOTE EXCELLENCE

Launched in July 2014, the LVMH INSTITUT DES MÉTIERS D'EXCELLENCE is a programme of professional training that allows the LVMH Group to ensure the transmission of its savoir-faire while enhancing the different métiers in the fields of craftsmanship, creation and sales among young generations.

The LVMH “Institut des Métiers d’Excellence” underlines the key role of apprenticeships, supervisors and tutors in the transmission of the knowledge and development of savoir-faire. Our métiers are mastered over the long term: all employees within the Group are committed to the preservation and enrichment of its heritage, and are therefore proud to contribute to this original initiative” .

Chantal Gaemperle, LVMH Group
Executive Vice President, Human
Resources and Synergies





THE OBJECTIVE: THE FUTURE OF TRADITION

/ **DEVELOP AND ENSURE THE CONTINUITY OF SKILLS**
in the métiers of craftsmanship, creation and sales

/ **RECRUIT AND TRAIN YOUNG PEOPLE**
who are unqualified or changing job orientation

/ **APPRENTICESHIP**
guarantee of a paid training and certification

/ **GUARANTEE OF EMPLOYMENT**
by the choice of specialization and the quality of the training, within the Group or in selected "Guilds"

A TOOL: THE LVMH INSTITUT DES MÉTIERS D'EXCELLENCE



TWO LEVELS OF ACCREDITED DIPLOMA:

1/ CAP, BP, BAC+2

Craftsmanship métiers:
couture, leathersgoods, jewellery, watch-
making, wine-making and sales retail of
luxury products

2/ BAC+3, MASTER 2

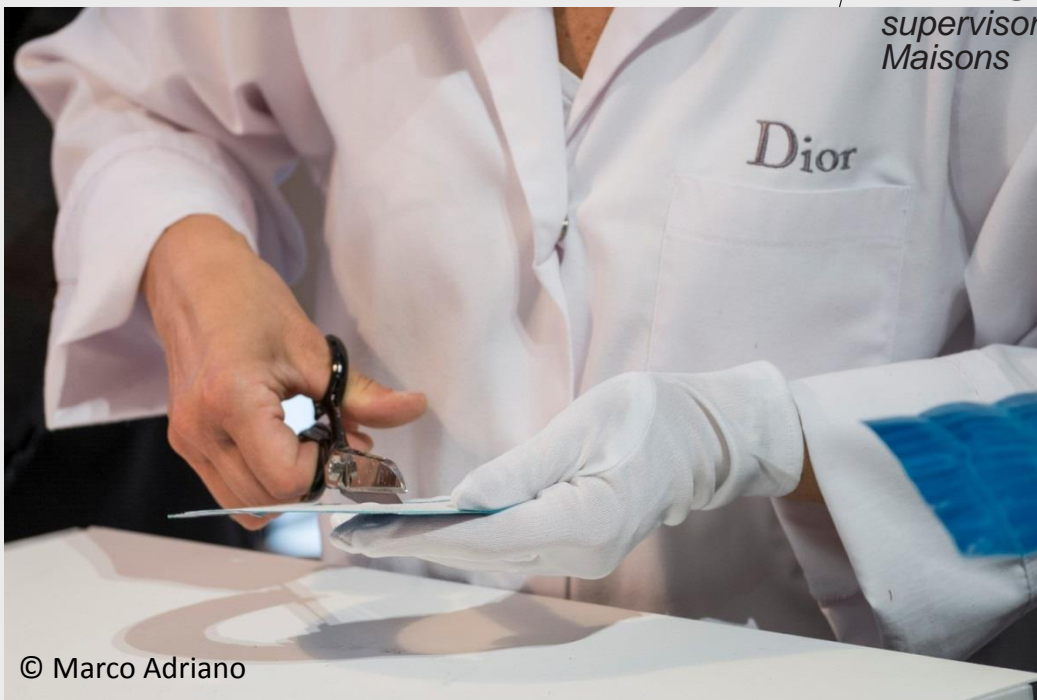
Creation métiers: ephemeral architecture or
visual merchandising, brand design

IN PARTNERSHIP WITH SCHOOLS, WELL KNOWN IN EACH METIER:

The École de la BJOP, the École de la
Chambre Syndicale de la Couture
Parisienne, the Compagnons du Devoir et du
Tour de France, Institut des Matériaux
Souples, Avize Viti Campus, EMA SUP Paris

A COMMITMENT TO: THE TRANSMISSION OF SAVOIR-FAIRE

THE BEST EXPERTS,
*supervisors and tutors of our
Maisons*



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THE ACTORS OF THE GROUP:

The schools of savoir-faire Dior Couture, Louis Vuitton, Chaumet, Moët & Chandon, Veuve Clicquot Ponsardin

THE CREATION OF LVMH TAUGHT PROGRAMMES

A UNIQUE APPROACH: THE LVMH MASTER CLASSES














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AN ORIGINAL AND
PEDAGOGICAL
programme

The Institut des Métiers d'Excellence is original because of the creation of specific taught programmes, presenting the savoir-faire of our Maisons, in the form of MASTER CLASSES:

- › Visits to the workshops: the **Dior** ready-to-wear workshops, the **Givenchy** embroidery workshop, the **Louis Vuitton** leathersgoods workshop
- › Visits to stores and discovery of the **Chaumet** sales of high jewellery
- › Guided tour of the **Louis Vuitton Foundation**
- › Lectures by experts about the fundamentals of luxury according to **LVMH**, the **Dior** menswear, the **Chaumet** gems selection
- › Talks with craftsmen: **Louis Vuitton** tanning, **Chaumet** jewellery
- › Lectures by designers: the **Chaumet** Creative Director, the **Givenchy** Head Designers
- › Guided trips
- › Foreign language courses

FOR EACH TRAINING: OUTSTANDING PARTNERS

CERTIFIED TRAININGS	WELL KNOWN SCHOOLS	LEADING MAISONS
CAP JEWELLERY		
CAP COUTURE FLOU CAP COUTURE TAILLEUR		
CAP LEATHERGOODS		
BP VINE AND WINE		 
CLIENT ADVISOR* (RNCP niveau III) *Conseiller de Vente		

A woman with glasses and a headband is kneeling in a vineyard, smiling as she harvests dark grapes. She is wearing a tan t-shirt and black leggings. In the background, another person is also working in the vines. The scene is set in a lush green vineyard under a blue sky with light clouds.

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SELECTION CRITERIA

*Priority to talent and personal
commitment*

In the context of LVMH's equal opportunity policy, the LVMH Institut des Métiers d'Excellence promotes its outreach in particular to young people,

/ **PROMOTE TO
ALL TALENTS**

in order to provide access
to all talents.

The sourcing of young applicants to LVMH classes includes LVMH partners of equal opportunity programme, schools and LVMH's Maisons.

› **REQUIRED CRITERIA** by the French Labour Laws (to be aged between 16 and younger than 26, the level of studies required depends on the selected course).

› **PRESELECTION** interviews and aptitude tests organized by the schools.

› **FINAL SELECTION** of applicants by Human Resource managers and the supervisors or tutors of the apprenticeships.



© Dior



© Louis Vuitton



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