



## L'INSTITUT DES METIERS D'EXCELLENCE (IME)

LVMH created the Institut des Métiers d'Excellence (IME) vocational training program to ensure the transmission of time-honored artisanal skills and to promote careers in traditional craftsmanship and creative métiers among young generations. The IME began offering accredited degree courses in September 2014 through paid work/study apprenticeships at LVMH companies.

IME courses have been designed with widely-recognized educational partners. In April 2014, LVMH signed a partnership with the Bijouterie Joaillerie de Paris (BJOP) jewelry school, creating the first LVMH vocational degree in Jewelry Arts and Techniques. Chaumet and Louis Vuitton will welcome the first students selected for this course. The Group has also established a partnership with the Chambre Syndicale de la Couture Parisienne (ECSCP) for a “Couture Flou” degree in dressmaking. The first students began their training in the fall of 2014 at Dior Couture and Givenchy. In leather goods, the Group has teamed with the well-known artisan training organization Compagnons du Devoir, a partnership led by Louis Vuitton. LVMH plans further partnerships in visual merchandising and sales as well.

For each course, student apprentices receive both technical training and classroom education, gaining experience by working in the workshops of LVMH houses. They also have opportunities to meet master artisans and designers.

A groundbreaking initiative in the luxury industry, the IME is the only program of its kind to work with renowned schools and offer accredited degrees. This structure maximizes employment opportunities for young graduates thanks to work/study apprenticeships in traditional crafts and design.

*“The LVMH Institut des Métiers d'Excellence underlines the fundamental role of apprenticeships guided by master artisans and mentors in the transmission of traditional skills and savoir-faire. Mastery of our métiers is a long-term process. Everyone at LVMH is strongly committed to the preservation and enrichment of our heritage, and legitimately very*

*proud to contribute to this original initiative,”* said Chantal Gaemperle, Group Executive Vice President, Human Resources and Synergies.

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