

# The Spirit of Inclusion Initiative

## Co-Op / Internship Guide

Through *Spirit of Sustainability*, the LCBO is committed to championing equitable representation and building communities where all individuals can access the opportunities they need to thrive. That's why we launched the *Spirit of Inclusion Initiative*, a program designed to create opportunities for diverse women to enter, advance, and thrive in the beverage alcohol industry.

Our *Spirit of Inclusion Initiative* students are full of potential. To supplement their learning, we encourage co-operative education (co-op) or paid internships for our students. Not only can co-op students and paid interns be an extremely valuable asset, but these programs also help our students gain real-life experience and industry workplace exposure.

To support you with creating co-op and internship positions for our *SOII* students, we've outlined the types of positions they will be trained for and ready to jump into.

Please note, students' availability for work placements depends on the semester they started their program. A degree of flexibility is required, as timing will be coordinated with interested students.

### Niagara College Students

Through Niagara College, *SOII* supports diverse women who are beginning or continuing their training in the following programs:

#### 1. Brewmaster and Brewery Operations Management

Through this program, students are ready to be at the forefront of the expanding brewery, microbrewery, and brewpub industry. Students get specialized education in brewing technology, sensory evaluation, quality control, brewery operations, sales management, and advanced business applications.

*After this program, students are ready for career opportunities like Assistant Brewer, Brewmaster, Brewery Operations, Compliance Manager, Quality Manager, and more.*

#### 2. Winery & Viticulture Technician

This program helps students become key members of winery management teams, with the expertise required to develop, plant, and maintain a commercial vineyard, manage daily operations, and sell and market wine.

*After this program, students are ready for career opportunities like Sommelier, Vineyard Manager, Wine Sales and Marketing, and more.*

#### 3. Artisan Distilling

As a distiller, students have an in-depth understanding of the scientific, technological, and business aspects of distilling and fermentation combined with relevant skills and knowledge in product production, testing, and merchandising.

*After this program, students are ready for career opportunities like Distillation Manager, Export Licensee, Operations Manager, and more.*

#### 4. Beverage Business Management

Students have a robust knowledge of all aspects of the alcoholic beverage industry including business, retail, export, marketing, legal, and regulatory environment.

*After this program, students are ready for career opportunities like Export Sales, Industry Trade Marketing, Tasting Room Management, Retail Operations Management, and more.*

### Brock University Students

Through Brock's Goodman School of Business, *SOII* provides bursaries to diverse women specializing in wine management who would like to earn a double degree through Brock's partnership with Burgundy School of Business in France.

Students taking the Wine Business Management Certificate will develop the core competencies to take a forward-thinking approach to managing wine-related business. The certificate provides an overview of wines and Canadian vineyards, and an understanding of wine markets and legislation, international wine logistics and operations, financial analysis and more.

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To share information or ask questions about the *Spirit of Inclusion Initiative*, please contact: Julia Oudeh, Director, Social Impact & Sustainability, LCBO. Email: [julia.oudeh@lcbo.com](mailto:julia.oudeh@lcbo.com)

**We hope you are excited to join us in advancing equitable representation, for the good of Ontario.**

