Brogan Gibson from Irvine was one of six apprentices taken on at KPMG’s Tax Centre of Excellence in Glasgow last October as the firm took an innovative approach to nurturing future talent.

The 18-year-old from Irvine opted against University in favour of the Modern Apprenticeship which is the equivalent of an HND, sitting at Level 8 of the Scottish Credit and Qualifications Framework.

**Working and learning**

Brogan said: “This apprenticeship offers me skills and experience which I wouldn’t have got at University. I’m going straight into a job and I’m not having to take out a student loan.

“I’m working and learning at the same time, and I’m earning a wage as well, so it’s a great opportunity and there are lots of different routes I could take here.

“I had considered going to University as a lot of my friends were, but when I came for an interview here I could see they were as interested in my personal qualities as much as my grades, which appealed to me.”

Brogan works daily as part of the team dealing with tax returns for clients, and is also studying for exams which will see her qualifying as a Chartered Tax Adviser.

She added: “My parents could see this was a great opportunity and they’ve been really supportive of me.

“We get the chance to work in different parts of the business and it’s great being part of the team.”

**Early career route**

Neelam Bedi, HR Business Partner at KPMG, explained that taking on Modern Apprentices offers real benefits to their business.

She said: “This programme is specifically designed to provide progression and development opportunities, with KPMG offering apprentices a clear path to become a Chartered Tax Adviser by the age of 22, by which time they will have gained four years’ hands-on work experience.

“This early career route into the profession allows KPMG to recruit bright, talented individuals from all backgrounds who, having achieved Highers and Advanced Highers, have chosen not to attend University.

“The framework also supports the firm’s goal to build a diverse workforce; one that is more representative of our client base.”