

Patricia Ferguson MP
Chair, Sottish Affairs Committee

By e mail only

19 December 2025

Dear Patricia

Firstly, I would like to thank you and the committee for hearing our evidence in person on 3rd December 2025.

In response to your letter of 16th December 2025 and the question (Q8) regarding Apprenticeships, i.e. **‘The number of apprentices employed by each employer (Egger and West Fraser) in Scotland’** I would like to submit the following.

Apprenticeship numbers can vary slightly each year but typically the number of apprentices taken on by the factories located in Scotland is 16 per annum.

West Fraser operate two factories in Scotland (Inverness and Cowie) and take between 8-10 apprentices each year. The length of apprenticeships vary but at any one time, there could be approximately 36 in harness. The majority of these will eventually convert to being Full Time Employees at the end of their four-year programme. The programmes offered are now being expanded to include ‘process’ apprentices as well as traditional craft skills.

Based on the last five years, Egger’s factory at Barony has taken on an average of 6 new starter apprentices each year. The retention rate (qualified apprentices who are still employed + current apprentices/total employed since 2021) of apprentices at Barony is 82%. Egger also takes on an average of 12 apprentices per annum at their factory in Hexham, some of whom may work on secondment at Barony from time to time.

Most of Egger apprentices who remain on the programme, are taken on as permanent employees at the end of the programme as part of Egger’s long term sustainable drive to build the talent pool which is essential to the overall critical skills development (particularly engineering) in the region.

We would be happy to address any subsequent questions if they arise.

Yours sincerely

Alastair Kerr

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**Scottish Affairs
Committee**

**Alastair Kerr,
Director General, Wood Panel Industries Federation**

By email only

16 December 2025

Dear Alastair,

Thank you for providing evidence to the Scottish Affairs Committee on 3 December 2025 regarding the wood panel industry in Scotland. [A transcript of the session has been published online.](#)

I am writing to remind you of the follow-up item you agreed to provide the Committee during the evidence session. I would be grateful if you could provide the following information:

- Apprenticeships (Q8):
 - The number of apprentices employed by each employer (EGGER and West Fraser) in Scotland.

Please note that while this list of follow-up actions is to assist witnesses, it is ultimately your responsibility to ensure that the commitments you made are fulfilled correctly.

I would be grateful to receive a response by 7 January 2026.

Yours sincerely,

Patricia Ferguson MP

Chair, Scottish Affairs Committee