

***MICHELIN*** PRÉSENTE

**MEDIA DAY** 2024



# ***TRAINING: DEVELOPING EMPLOYABILITY TO MEET TOMORROW'S CHALLENGES***

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Director of the Talent Campus,  
Corporate Learning & Development Officer for the Michelin group



# ***REINVENTING CORPORATE TRAINING***



**MEDIA DAY** | PUTTING PEOPLE AT THE  
17-18 April 2024 HEART OF TRANSFORMATION



La Manufacture  
Des Talents  
MICHELIN





# **REINVENTING** CORPORATE TRAINING

An observation:

**85% OF TOMORROW'S  
JOBS DO NOT YET  
EXIST**



A goal:

**132,000 GROUP EMPLOYEES TO  
BENEFIT FROM THE VITALITY  
LEARNING PROGRAM**



**€240 MILLION/YEAR**



# **REINVENTING** CORPORATE TRAINING

**WHAT YOU WANT  
TO DO**



+

**WHAT YOU  
KNOW HOW TO  
DO**



+

**MEET THE GROUP'S  
FUTURE NEEDS**







# ***THE TALENT CAMPUS A KEY DRIVER OF EMPLOYABILITY***

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# **TRAINING** AT MICHELIN



**MARCH 2020**

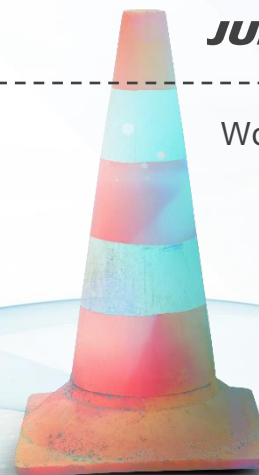
The Talent Campus  
project is born

**JULY 2021**

Work begins

**JANUARY 2022**

Inauguration



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# *A CORPORATE UNIVERSITY **WITH A DIFFERENCE***



**FOR ALL EMPLOYEE  
CATEGORIES**

**A KEY PART OF THE  
GROUP'S STRATEGY**



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# **OPERATION AND MISSIONS**

**PURCHASE AND  
SELECTION OF  
APPROPRIATE  
TRAINING COURSES**

**55,000 MODULES**  
TECHNICAL, LANGUAGE,  
BEHAVIORAL, ETC.



**CREATION OF SPECIFIC TRAINING  
COURSES**

45 EDUCATIONAL DESIGNERS AND  
600 SPECIAL CONTRIBUTORS  
1,000 CONTRIBUTING TEACHERS





# ***DEEPLY INCLUSIVE, AMBITIOUS GROWTH***

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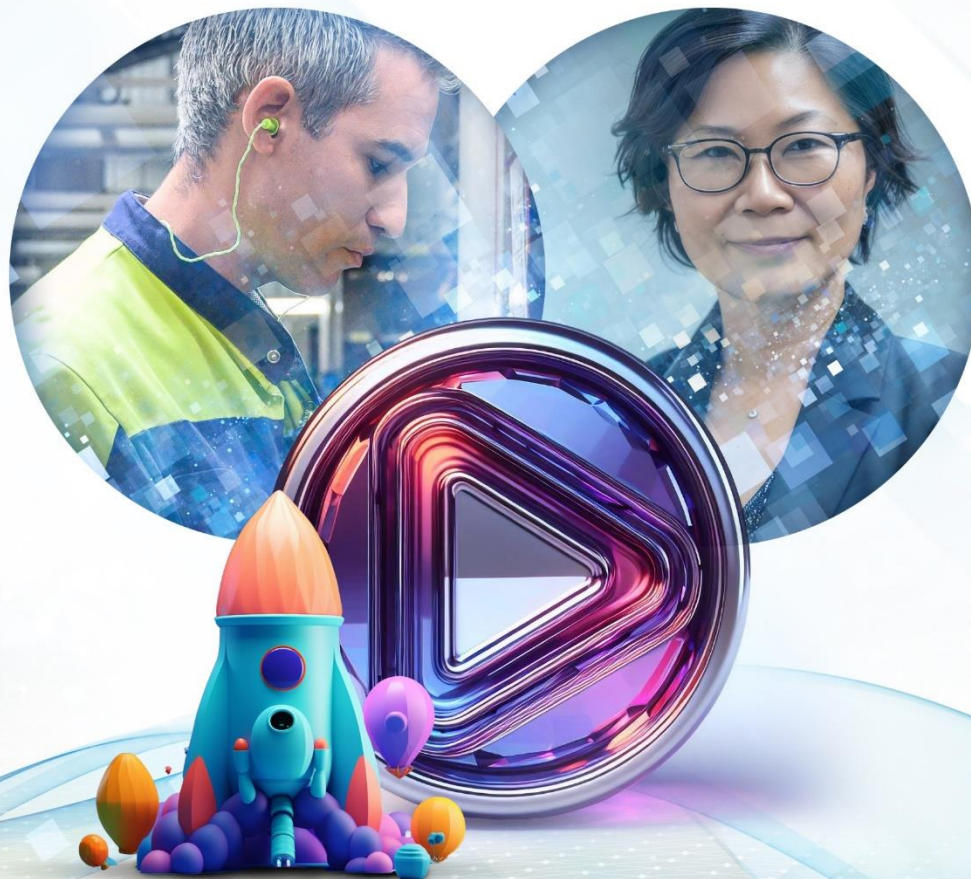


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*GROWTH*  
**BY AND FOR ALL**



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# DEPLOYMENT OF THE TALENT CAMPUS

COVERING THE  
GROUP'S 9 REGIONS

DEPLOYMENT OF  
"THE TALENT  
CAMPUS"

100% OF EMPLOYEES  
TRAINED BY 2030

**UNITED STATES**  
**GREENVILLE**  
Q4 2025

**GERMANY**  
**LANDAU**  
MAY 2024

**GERMANY**  
**FRANKFURT**  
Q4 2024

**POLAND**  
**OLSZTYN**  
APRIL 2024

**ROMANIA**  
**ZALAU**  
JULY 2024

**ROMANIA**  
**BUCHAREST**  
JUNE/JULY 2024

**ROMANIA**  
**VICTORIA**  
APRIL 2024

**FRANCE**  
**CLERMONT-FERRAND**  
JANUARY 2022

**FRANCE**  
**MONTCEAU-LES-MINES**  
Q2 2024

**MEXICO**  
**QUERÉTARO**  
H2 2024

**BRAZIL**  
**CAMPO GRANDE**  
Q3 2024

**UAE**  
**DUBAI**  
DECEMBER 2024

**INDIA**  
**PUNE**  
APRIL 2024

**INDIA**  
**CHENNAI**  
JULY 2024

**CHINA**  
**SHANGHAI**  
JULY 2024

**THAILAND**  
**LAEM CHABANG**  
AUGUST 2024

**THAILAND**  
**BANGKOK**  
AUGUST 2024

