Why Consumers Energy does this work

- Provides a talent pipeline for Consumers Energy and our customers
- Grows and retains hometown talent
- Establishes Michigan as premier destination for business
- Doing the right thing for the community
Michigan will be the first state with a statewide network of expert TPM facilitators who serve local employer groups to address their shared talent challenges using the TPM methodology and other best practices.
The TPM Network of Michigan
In 2014 needed 100 skilled trades workers
Over 4000 applications yielded < 50 qualified applicants.

Combined efforts with other regional utilities to use the TPM Methodology for two key positions:

- Electric line worker
- Gas lines worker
Success Story - More than 150 hired

Electric Line Worker
- K-12
- Lansing & Alpena CC
- Consumers Energy

Gas Lines Worker
- K-12
- Military
- P4A
- Consumers Energy
Talent Pipeline Management (TPM)™

- System developed by the US Chamber of Commerce Foundation
- Funded in Michigan by Consumers Energy and Kellogg Foundations
- Applies supply chain management principles to talent
- Standard process to address talent challenges for any industry
- Managed at local level
What exactly is TPM?
TPM Strategies

1: Organize Employer Collaboratives

Strategy 2: Engage in Demand Planning

Strategy 3: Communicate Competency and Credential Requirements

Strategy 4: Analyze Talent Flows

Strategy 5: Build Talent Supply Chains

Strategy 6: Continuous Improvement
How Is This Different?

- Not just driven by employer needs – it is led by employers
- It uses **business principles** of supply chain management
- There is a step by step process – no wandering
- Employs continuous improvement metrics and methods
  - cost per hire
  - speed to full productivity of new hires
  - size of qualified applicant pool
  - average length of vacancies or postings
  - turnover and more
## Learning more about TPM

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>September 11th</td>
<td>1:30 - 3:30</td>
<td>Grand Rapids.</td>
</tr>
<tr>
<td>September 18th</td>
<td>10-12:00</td>
<td>Lansing</td>
</tr>
<tr>
<td>September 24th</td>
<td>1:30 – 3:30</td>
<td>Southeast Michigan</td>
</tr>
<tr>
<td>September 26th</td>
<td>1:30 - 3:30</td>
<td>Saginaw or Flint</td>
</tr>
<tr>
<td>Webinar Dates</td>
<td></td>
<td></td>
</tr>
<tr>
<td>September 4th</td>
<td>1:30 - 3:00</td>
<td>ON-LINE</td>
</tr>
<tr>
<td>September 13th</td>
<td>1:30 - 3:00</td>
<td>ON-LINE</td>
</tr>
<tr>
<td>Full Day sessions</td>
<td></td>
<td></td>
</tr>
<tr>
<td>September 14th</td>
<td>9:00 - 4:00</td>
<td>Lansing</td>
</tr>
<tr>
<td>October 2nd</td>
<td>9:00 - 4:00</td>
<td>Lansing</td>
</tr>
</tbody>
</table>
TPM is about the full spectrum of talent development – not just the Marshall Plan.

- It is about meeting needs of employers.
- It can be adopted at any stage of an employer collaborative or sector strategy.
Talent Pipeline Management

Intentionally Creating a Diverse Qualified Applicant Pool

School Role

Career Awareness

Career Exploration

Career Preparation

Pre-Employment Training

Onboarding

Full Productivity

Employer Role

Apprenticeship

Internships

On the Job Training

Grants

THINK! ENERGY

FIRST TECH CHALLENGE

FIRST ROBOTICS COMPETITION

LANSING COMMUNITY COLLEGE

ALPENA COMMUNITY COLLEGE

MIBrightFUTURE

CTE

Energy Industry Fundamentals

P&A

Consumers Energy Count on Us®
Deb Lyzenga
Formerly West Michigan Works!
Regional Director for Business Solutions

Now
Talent Investment Agency
Sector Strategies
Employers still need to do their homework:

- Identify most critical roles
- Project demand
- Identify competencies and hiring requirements
Employers should engage across the spectrum

- Career awareness activities
  - Early and regular exposure
- Career exploration activities
  - MI Bright Future and MI Career Quest
  - Job Shadowing
- Career preparation activities
  - Internships & work based learning
Thank You!

Sharon Miller, CCMP
Consumers Energy
Michigan Talent Architect
Human Resources/Learning and Development
Sharon.Miller@cmsenergy.com
O: 248-433-5948
C: 248-514-1963