

DETROIT AT WORK - FCA QUARTERLY REPORT SEPTEMBER 2020

The Detroit at Work team is committed to identifying, preparing and supporting impact area residents and all Detroiters in securing the 5,000 new positions created as a result of the Fiat Chrysler Automobiles (FCA) expansion in Detroit. These 5,000 positions include 4,218 production operator positions which are being filled through two job application windows. Both application windows offered a minimum of 4 weeks priority access to Detroiters, including 2 weeks of priority access for Impact Area residents before the application opened to the rest of the City. It is our aim to have as many Detroiters selected for these roles as possible, though the final hiring decisions rest with FCA. Below is a summary of the work completed to date on this project, including adjustments in response to COVID-19.

Outreach and Recruitment

Detroit at Work designed and implemented a pre-registration platform and pre-screening process to identify and prepare FCA candidates for the application process. Detroit residents interested in applying for FCA Production Operator positions were invited to create a profile at DetroitatWork.com which included contact information, residency, basic FCA requirements (age, education, etc.) and demographics. More than 40,000 Detroiters have created a job-seeker profile on Detroit at Work as a result of this effort. Once profiles are completed, Detroiters could sign up to attend an FCA Pre-Application Event.

Pre-Application Events ran from June 2019 – August 2020. During that time, Detroit at Work marketed, staffed and executed over 1,100 events at career centers and community locations throughout the city:

- 38 large events at community locations
 - 11 in Districts 4 and 5 (Impact area)
- 1,100+ Career Center events
 - 374 in Districts 4 and 5 (Impact area)
- Online events offered beginning in March 2020 in response to COVID-19

More than 16,000 residents attended an event and completed the eligibility process, including more than 2,000 residents of the impact area. Based on disclosure directly from residents, nearly 3,000 residents have criminal backgrounds, and just under 500 are veterans. Events were staffed by Detroit at Work, city employees, contracted partners, and over 500 volunteers.

Application

FCA offered 2 application windows for eligible Detroit at Work candidates:

- September 2019
- July – August 2020

In both windows, impact area residents were given access to the application 2 weeks before it was made available to all Detroit residents.

To support candidates in successfully completing the FCA application, Detroit at Work offered the following resources:

- Optional, free tutoring to prepare for the online assessment included in the FCA application attended by more than 1,000 candidates.
- Computer and Internet access capacity for over 10,000 candidates to fill out the application
- During waves 1 and 2, a total of 32 locations, including all Detroit Public Libraries, opened across the City to provide 660 computer and internet access stations to complete the online application
- Call center and email customer service support responded to over 9,000 customer questions about eligibility, completing the online application and other steps in the process.

Interviews

Interviews for production operator positions began on July 13, 2020. Eligible impact area residents were offered the first opportunities to schedule interviews. So far, more than 4,000 candidates have been invited to interview, including nearly 400 impact area residents. To date, 13% of those who were invited to interview are from the impact area. As of 9/10/2020, 15% have received offers.

Detroit at Work offered the following optional resources to support interview candidates:

- Recorded interview workshops
- Interview practice worksheets
- Live interview coaching
- Transportation to and from interviews

Interviews are expected to continue through October 2020.

Conditional Offers

FCA has extended 1,234 conditional offers to date, including 189 impact area residents. Offers are conditional upon passing a drug screen, background check, physical and verifying high school completion or equivalency.

Overview of FCA Detroit Hiring Pipeline

The status of Detroiters in FCA's Production Operator pipeline as of September 2020 is summarized below:

| | Total Pipeline | Impact Area Candidates | Impact Area as % of Total | All Other Detroit Candidates |
|---|----------------|------------------------|---------------------------|------------------------------|
| Detroiters referred to FCA by Detroit at Work | 16,245 | 2,182 | 13.4% | 14,063 |
| Interviews scheduled to date | 4,265 | 636 | 14.9% | 3,629 |
| Conditional offers extended to date | 1,234 | 189 | 15.3% | 1,045 |

Additional Statistics**

- 18% of eligible candidates (2,983) in the pipeline have a criminal background
- 3% of eligible candidates (461) in the pipeline are veterans

**Interview and conditional offer data are dependent upon updates from FCA and ADP.*

***Based on data available. Not all applicants answered both the background and veterans questions. Actual numbers could be higher.*