

## **FCA QUARTERLY REPORT**

### **JUNE 2019 THROUGH JANUARY 2020**

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The Detroit at Work team is committed to identifying, preparing and supporting Detroit residents in securing the 4,950 new positions created as a result of the Fiat Chrysler Automobiles (FCA) expansion in Detroit. The 4,218 production operator positions will be filled through two job application windows, the first in September 2019 and the second in Q2 2020. Detroit at Work is also supporting FCA's hiring efforts for salaried and skilled trades positions. Below is a summary of the work completed to date on this project.

#### **Outreach and Recruitment**

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The Detroit at Work team 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. Approximately 40,000 Detroiters created a profile on Detroit at Work as a result of this effort. Once profiles were completed, Detroiters could sign up to attend an FCA Pre-Application Event.

During the first round of events, Detroit at Work marketed, staffed and conducted over 400 Pre-Application Events between June 17 and September 7, 2019, including 26 large events hosted at community locations across the city and daily events at Career Centers. Nearly 13,000 individuals attended an FCA Pre-Application Event. Events were staffed by DESC and City of Detroit employees, contracted partners and over 500 volunteers.

Pre-Application Events included the following components, listed in order of activity:

- Participants check in with a staff member to check basic job eligibility requirements, including Detroit residency, age and high school equivalency.
- Participants are provided with a basic overview that covered FCA company and culture, work environment, Production Operator position, eligibility requirements, application process and other services available through Detroit at Work.
- All participants are invited to read and sign a Drug-Free Pledge, stating that they understand they are applying to a position at a company that will not tolerate drug use of any kind and committing to be drug-free by the time of their official drug screen with FCA.
- Following an overview, all participants take a sample mechanical reasoning and behavioral test, designed to simulate the assessment included on the FCA application. Answers to each question on the test are reviewed as a group.
- Participants check out with a staff member and are referred to support services in the event that they require assistance with high school equivalency, identification, finding alternative employment, substance abuse counseling, additional coaching for the application, etc.

As a result of the first round of outreach and events, over 12,000 eligible Detroiters were referred to FCA, who contacted candidates inviting them to apply. The first round of pre-application events concluded in September 2019. From October – December 2019 the Detroit at Work team implemented minor improvements to the pre-application event process and materials.

Over 3,500 residents from the first round were invited to interview with FCA. These candidates have each been contacted by FCA via email and by Detroit at Work via email and text message.

The majority of the candidates are expected to begin interviews in February / March 2020, however a small group was interviewed in December 2019.

The second round of FCA job readiness events was launched on January 15, 2020 at eight Detroit at Work locations. Each location is currently hosting two pre-application events every weekday. The second round of pre-application events is also expected to include 14 large events hosted at community locations on evenings and weekends through March 2020.

All Detroit residents who have previously expressed an interest in the FCA application process but did not advance to the interview stage were contacted with an invitation to attend the second wave of events. This includes approximately:

- 20,000 residents who registered but did not attend a pre-application event in round one.
- 500 residents who did not meet all the eligibility requirements in round one.
- 8,500 residents who attended an event during round one but were not invited to interview with FCA based on their application results

There are three potential reasons that a candidate would not receive an invitation to interview:

- The candidate did not complete the online application.
- The candidate incorrectly answered one of the application pre-screen questions.
- The candidate did not perform sufficiently well on the application assessment.

## **Readiness and Support Services**

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In addition to the Pre-Application Events described above, DESC and contracted partners provided a series of services to support candidates in preparing for the application, interview and early employment. These include the following:

- Behavioral skills workshops designed to prepare candidates for the behavioral component of the application assessment. *Workshops are held at all Detroit at Work Career Centers at a variety of dates and times.*
- Intensive tutoring designed to prepare candidates for the application assessment. *Nearly 800 candidates attended tutoring at one of eight community locations leading up to the first application window.*
- Free access to reliable Internet and computers for completing the online application process. *More than 750 computers were made available at a range of locations during the first application window.*
- Interview workshops tailored to FCA interview structure and content. *Workshops are held at all Detroit at Work Career Centers at a variety of dates and times.*
- Transportation assistance to and from interviews. *All 3,531 interview candidates have been contacted to identify eligibility.*
- Soft skills coaching and additional job readiness training for candidates identified during the interview process. *Training provider has been procured and curriculum has been developed.*

## Snapshot of Current FCA Hiring Pipeline

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

Detroiters referred to FCA by Detroit at Work	12,181
Detroiters initiating FCA application process	7,235 *
Detroiters invited to interview	3,531
Interviews completed	32
Conditional offers extended (Phase I offers expected to begin in March 2020)	N/A
Detroiters not hired in Phase I	3,704 **

*\*This figure is an estimate based on application data from FCA as of 9/23/2019. The actual figure could may be slightly higher*

*\*\*This figure includes candidates who were invited to apply but did not complete the online application; these candidates are eligible to re-apply during the second application window.*