

## MEMORANDUM

To: Council President Brenda Jones

CC: Detroit City Council  
Stephanie Washington, Legislative Liaison

From: Nicole Sherard-Freeman, Executive Director, Workforce Development

Date: February 10, 2020

Re: DBRA / DESC Hiring Quarterly Report Follow Up #2

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**1. Please explain why FCA is unable to share more specific data on 1,500 Detroiters that did not perform sufficiently well on some part of the FCA application and assessment process.**

- a. *Does the Detroit Employment Solutions have access to the 1,500 applications that were insufficient in order to analyze the strengths and weaknesses of those applications in order to not only prepare Detroiters for Phase II but also for other upcoming opportunities in similar industries with similar application assessments?*

For legal reasons, Detroit at Work does not have access to FCA's individual application data or assessment results. Detroit at Work independently collected demographic data (including educational attainment and industry interest) for all candidates who registered for FCA job readiness events. This information is currently being used to match those candidates with other employment and training opportunities.

**2. Did FCA provide the application assessment to the Detroit Employment Solution Corporation prior to Phase I?**

Detroit at Work used the FCA application, pre-screen questions, and assessment materials to develop content for both Phase I and Phase II Job Readiness Events and tutoring curriculum. In Phase I, the Job Readiness presentation included an overview of the pre-screen questions as well as a printed copy of the practice mechanical reasoning assessment to take home for future reference. Participants at every session were walked through each question, including the employer's expectations, in a call-and-response format.

Based on the results from Phase I, the Detroit at Work team added a printed copy of the pre-screen questions in addition to the practice mechanical reasoning assessment as take-home materials. The curriculum for tutoring was also updated to more directly teach to the assessment.

**3. Has FCA hired any employees, Detroit or Non-Detroit?**

- a. *If so, how many employees have been hired, Detroit or Non-Detroit?*

To our knowledge, FCA has not hired any employees for the Production Operator position for the new Detroit facility.