

FCA QUARTERLY REPORT JULY 2020 THROUGH OCTOBER 2020

The Detroit at Work team remains 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 production operator positions were made available to candidates who during two job application windows, the first in September 2019 and the second in July, 2020. 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.

Outreach and Recruitment

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. More than 40,000 Detroiters have created a profile on Detroit at Work as a result of this effort. Detroiters who created a profile could sign up and attend an FCA Pre-Application Event.

Detroit at Work hosted two rounds of Pre-Application Events: June 17 – September 7, 2019 and January 25 – August 27, 2020. Detroit at Work hosted more than 1,100 Pre-Application Events during these two windows. In response to COVID-19 Pre-Application Events were also made available through remote and virtual options.

As a result of the two rounds of outreach, more than 16,000 Detroiters were referred to FCA , who contacted candidates inviting them to apply during two Detroit-only application windows. The second Detroit-only application window remained open through August 31, 2020. Following August 31, candidates are still able to apply, however, they no longer have exclusive access to the application link.

Interviews for the first round of candidates began on July 13, and more than 5,100 Detroit at Work candidates have completed their interviews to date. Interviews are expected to continue at least through December, 2020 and are now open to candidates outside of the Detroit at Work pool.

Detroit at Work continues to conduct outreach to support candidates in completing each step in the application and hiring process, ranging from completing the application to accepting conditional offers.

Readiness and Support Services

In addition to the pre-application events, DESC and contracted partners designed a series of services to support candidates in preparing for the FCA application and interview process, including:

- Intensive tutoring designed to prepare candidates for the application assessment and interview.
- Free access to reliable Internet and computers for completing the online application process.
- Interview Workshops tailored to the FCA interview structure and content.
- Transportation assistance to and from interviews, drug screens and physicals
- GED enrollment for candidates currently ineligible for the application process.
- Follow up and additional job referrals for all candidates not offered positions with FCA
- Customer service support team available to answer candidate questions through call center, email and text
- Optional intensive job readiness curriculum to help prepare candidates for starting work

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Snapshot of Current FCA Hiring Pipeline

The status of Detroiters in FCA's Production Operator pipeline as of October 21, 2020 is summarized below:

Detroiters Referred to FCA by Detroit at Work	16,245
Detroiters initiating FCA application process	10,372
Detroiters invited to interview	5,562
Interviews completed*	5,100+
Conditional offers extended*	4,300+

**These figures are shown in round numbers based on verbal updates from FCA*