

The Detroit at Work team remains committed to identifying, preparing and supporting Detroit residents in securing and retaining the 4,950 new positions created as a result of the Fiat Chrysler Automobiles (Stellantis) expansion in Detroit. The production operator positions were made available to candidates during two job application windows, the first in September 2019 and the second in July 2020. It was our aim to have as many Detroiters selected for those roles as possible, though the final hiring decisions rested with Stellantis. 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 Stellantis candidates for the application process. Detroit at Work partnered with community organizations and other city departments to promote awareness about the opportunities. Detroit residents interested in applying for Stellantis Production Operator positions were invited to create a profile at DetroitatWork.com which included contact information, residency, basic Stellantis 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 a Stellantis 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. Pre-Application Events were held at Detroit at Work Career Centers as well as community and faith-based partner locations. Pre-Application Events were also available through remote and virtual options.

As a result of the two rounds of outreach, more than 16,000 Detroiters were referred to Stellantis, 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. Detroit at Work has continued to provide outreach and support to interested candidates, including live virtual information sessions about the application process. Since the end of the second priority application window, Detroit at Work has referred more than 4,000 additional candidates to Stellantis.

Interviews for the first round of candidates began on July 13, 2020 and more than 5,500 Detroit at Work candidates have completed interviews. Interviews are ongoing and are now open to candidates outside of the Detroit at Work pool and for positions at all Stellantis locations. Detroit at Work continues to offer support services for interested candidates.

In December 2022, Stellantis shared that Detroit hires have now exceeded 8,600 since July 2019.

Detroit at Work continues to conduct outreach to support candidates in completing each step in the application and hiring process, including completing the application process, whether and how to accept conditional offers, opportunities with related manufacturers for candidates who did not receive conditional offers, etc. Candidates who did not receive an offer and have waited more than 6 months, are

eligible to re-apply to Stellantis. Detroit at Work continues to engage with these candidates to offer resources to prepare them for the re-application process.

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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 Stellantis 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 (Stellantis) interview structure and content.
- Transportation assistance to and from interviews, drug screens and physicals.
- GED enrollment for candidates currently ineligible for the application process.
- Customer service support team available to answer candidate questions through call center, email and text.
- Intensive job readiness curriculum to help prepare candidates for starting work.
- Post-offer retention services to support candidates in maintaining employment.
- Follow up for additional job referrals and training opportunities for all candidates not offered positions with FCA (Stellantis).

Snapshot of Current FCA Hiring Pipeline

The status of Detroiters in FCA’s Production Operator pipeline as of December 2022 is summarized below:

Detroiters Referred to Stellantis by Detroit at Work	30,400+
Detroiters initiating Stellantis application process	30,600+
Detroiters invited to interview	10,000+
Interviews completed	10,000+
Conditional offers accepted	8,600+

**These figures are shown in round numbers and pending a data update from Stellantis*