

Detroit Summer Youth Employment Program: Results of 2013 Youth Employee Exit Surveys

University of Michigan – School of Social Work
Good Neighborhoods Technical Assistance Center

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I. Introduction

In the summer of 2013, the Detroit Youth Employment Consortium helped coordinate the employment of around 3350 youth across the city of Detroit. Youth ages 14 to 21 years were employed for six weeks in a variety of positions, from urban forestry and environmental conservation to small business and pharmacy internships. The 2013 Detroit Summer Youth Employment Program (SYEP) represents the fifth consecutive year the public, private, and non-profit sectors have collaborated to bring high-quality opportunities for youth.

A. National Context of Youth Unemployment

While in many respects the American economy is recovering from the peak of the Great Recession in 2009, the employment situation among youth remains particularly dire, especially for minority youth in large metropolitan areas such as Detroit.

In 2013, the annual unemployment rate among the civilian, noninstitutionalized population was 7.4 percent. The rate among youth ages 16-19 was three times the national rate, 22.9 percent.¹ Youth have fewer employment options available, and are able to work fewer hours than adults, but even accounting for these obstacles youth seeking employment find it more difficult than adults.

It is no secret the Great Recession has been hard on Michigan, and especially hard on Detroit.² In 2013, the City filed for bankruptcy protection, the largest municipal filing in American history. The Bureau of Labor Statistics does not make unemployment estimates for youth at the state or municipal level, but in 2013 the unemployment rate for the civilian, noninstitutionalized population of Michigan was 8.8 percent,³ and 18.6 percent for Detroit (in 2012).⁴ If the national trends for youth hold, then the unemployment rate among youth in Detroit, Michigan, is even higher.

¹ Bureau of Labor Statistics. Household Data Annual Averages. 5. Employment status of the civilian noninstitutional population by sex, age, and race. Available at <http://www.bls.gov/cps/cpsaat05.htm>.

² http://www.mlive.com/news/index.ssf/2011/10/great_recession_leaves_michiga.html; <http://www.ibtimes.com/detroit-michigan-crippled-paralyzed-recession-309206>.

³ Bureau of Labor Statistics. Unemployment Rates for States. Unemployment rates for states annual average rankings: 2013. Available at <http://www.bls.gov/lau/lastrk13.htm>.

⁴ Bureau of Labor Statistics. Unemployment Rates for the 50 Largest Cities. Unemployment rates for the 50 largest cities annual average rankings: 2012. Available at <http://www.bls.gov/lau/lacilg12.htm>.

B. Workforce Investment Act funding

Employment during youth is associated with many positive developmental outcomes; however, because of child labor restrictions, youth employment often requires a substantial government subsidy. The Workforce Investment Act (WIA) provides a direct subsidy to youth employed during the summer months of June, July, and August. In order to qualify, youth must be between the ages of 14 and 21, and meet any of the following criteria⁵:

- Receives or resides in a household that receives public assistance.
- Received an income for the last six months, or resides in a household for the same period, that, did not exceed the poverty line, base on the size of the household.
- Qualifies as a homeless youth, or is currently in foster care.
- Has a disability or some other factor that is a significant barrier to employment.

C. Detroit Summer Youth Employment Program

WIA funds come to the City of Detroit, which partners with City Connect to administer the Detroit Summer Youth Employment Program (SYEP for short). This is a substantial undertaking that requires recruiting employers to participate and determining the eligibility of youth who apply. There are often more applicants than there are available jobs, so even applicants who qualify are not guaranteed summer employment. Still, in 2013 SYEP employed 3,347 youth (1907 through Grow Detroit's Young Talent and 1440 through Youth Employment Solutions and Detroit Employment Solutions Corporation programs). Employers included the Detroit Police Department, local non-profit organizations, small businesses, and more. Youth engaged in a wide variety of activities on the job, including youth mentorship, greening and landscaping, office work, etc.

What evaluations of youth employment programs have shown is that quality programs have matched youth to sites based on interest, and have given youth opportunities to exhibit leadership and responsibility⁶. We used this literature as a starting point for evaluating SYEP.

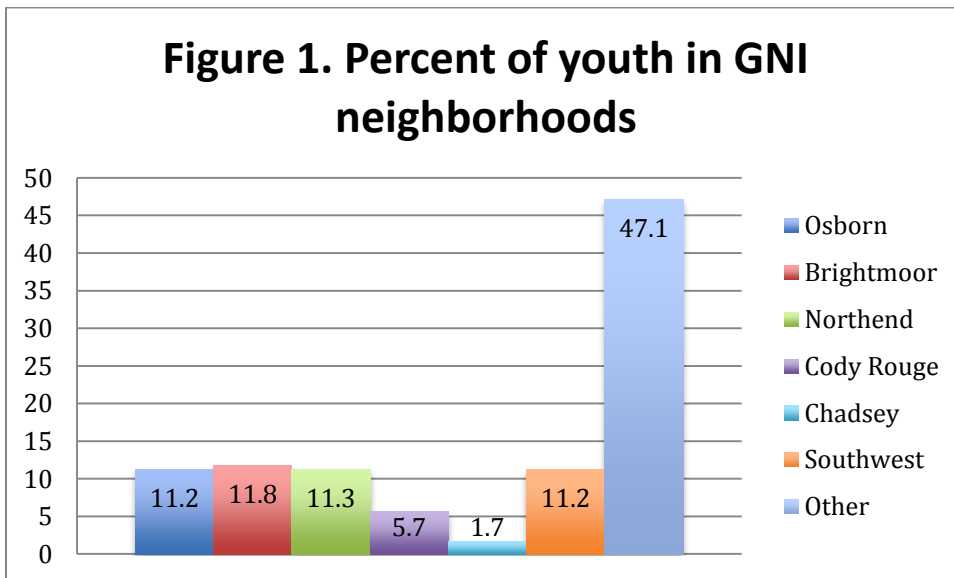
⁵ <http://www.doleta.gov/regions/reg02/documents/ETA-ASTD-Forum-2011/WIA%20Eligibility-%20Sorting%20Out%20Fact%20from%20Fiction.pdf>

⁶ Bellotti et al, 2010; Tandon et al 2008; Matsuba et al, 2007; Curnan & Hah, 2010

D. About This Report

What follows are responses from a questionnaire youth completed upon exiting the program in August of 2013. 2,083 responses were collected. Figures 1-30 present the distribution of responses to each item on the questionnaire. Additionally, we aggregate qualitative responses on several items, including youths' impressions of SYEP and their improvement recommendations. We also include an analysis of the data by gender, age group, and scholastic achievement.

II. Youth Employees End-of-Program Survey Results

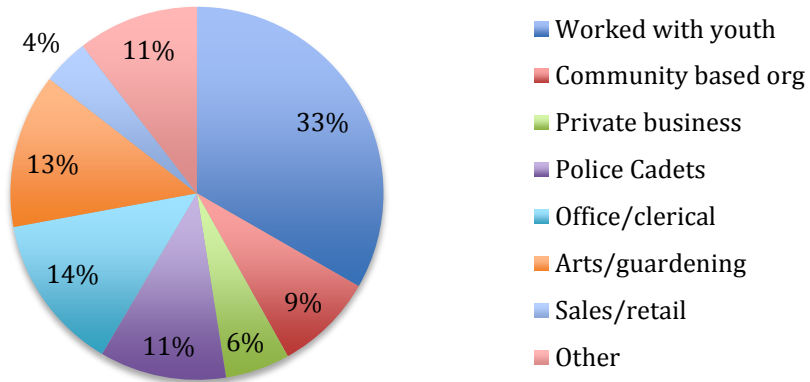


N = 2083, Missing = 65

Other responses include:

Ecorse
Southfield
Wadsworth
Dexter
Warren
Pontiac
Redford
Highland park
Denby
6 Mile
7 Mile

Figure 2. Type of work



Missing = 29

Other responses include:

Department of Natural Resources

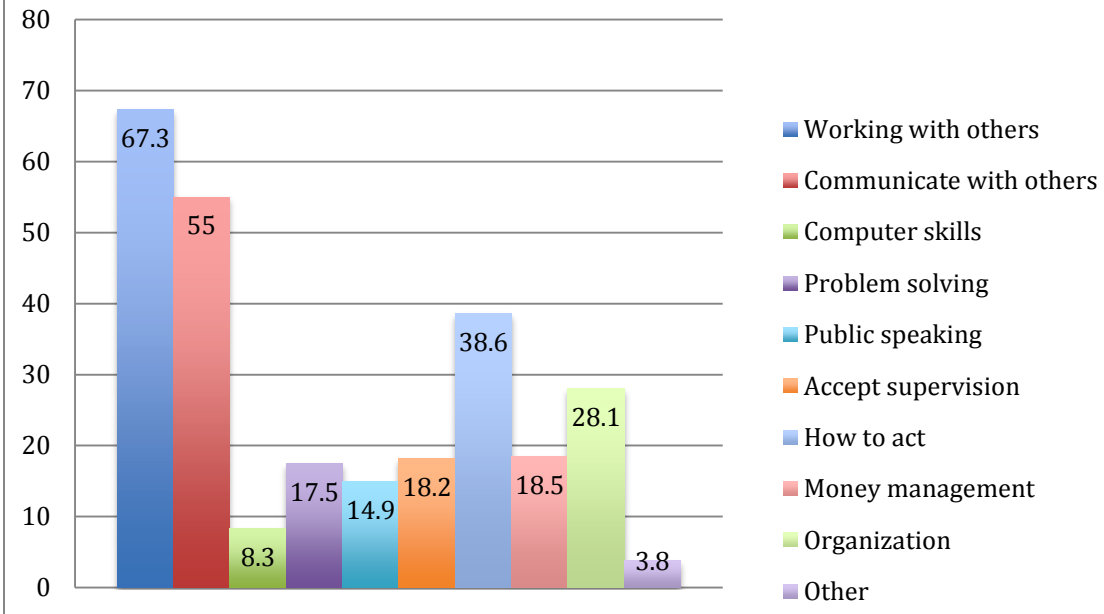
Cleaning

Computers

Receptionist

Painting

Figure 3. Employment skills learned during SYEP



Missing = 7

Other responses include:

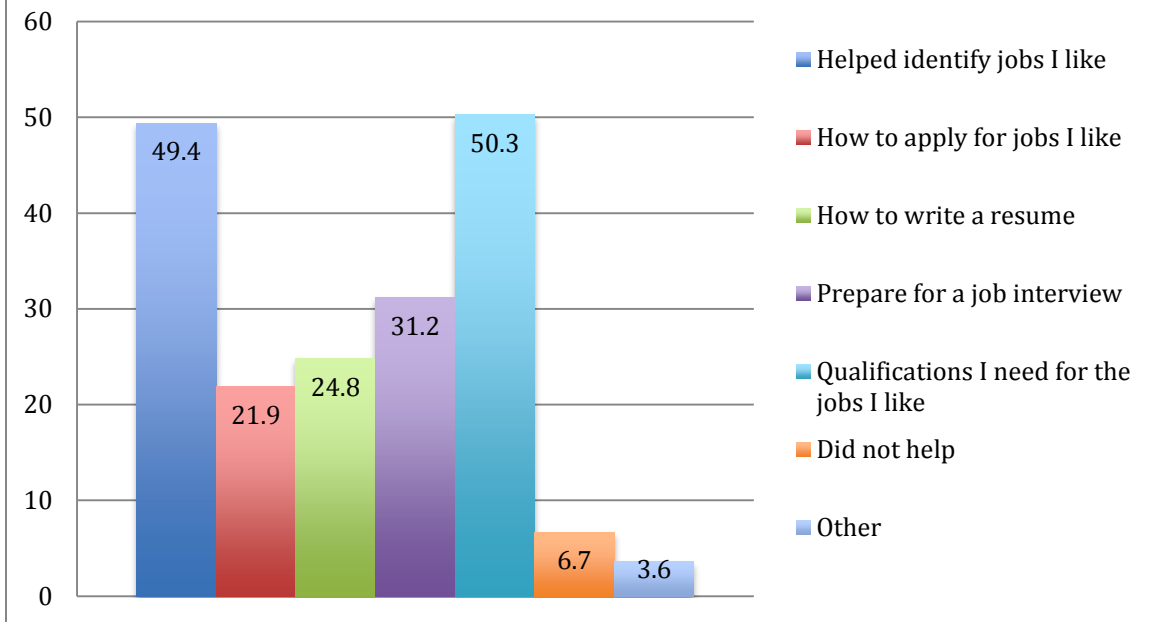
Dance technique

Teaching children various educational skills

Working with youth

Basic planning skills

Figure 4. Skills for future employment learned during SYEP

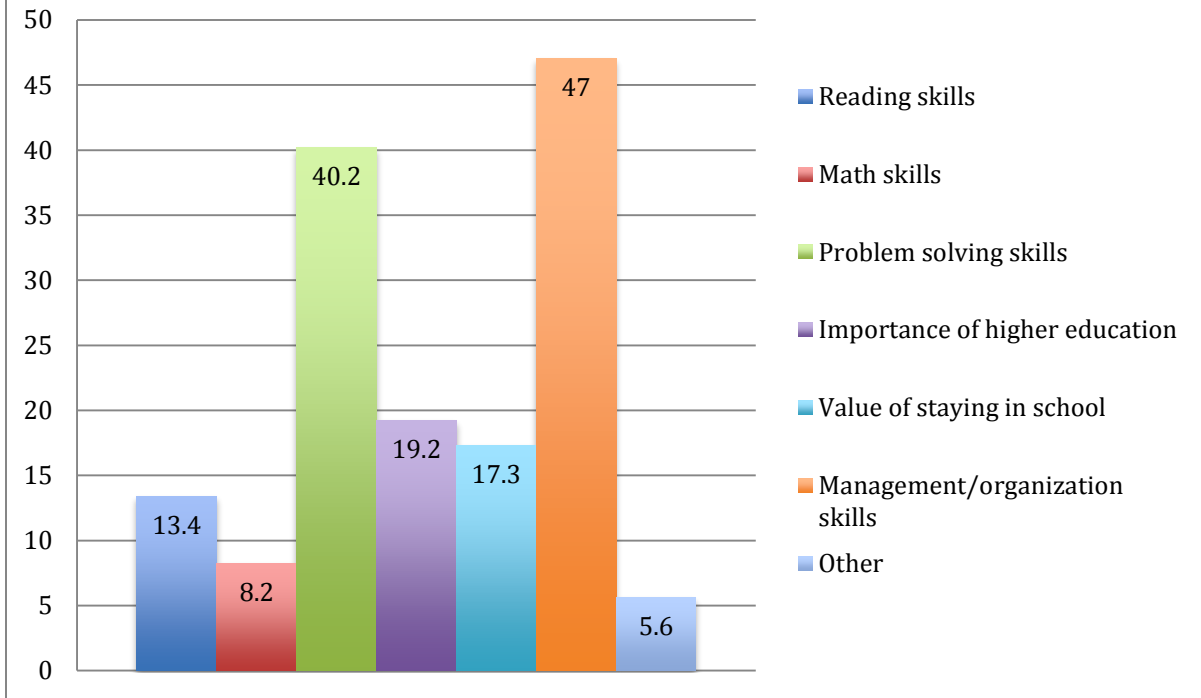


Missing = 13

Other responses include:

Helped me realize I like working with youth

Figure 5. Academic skills learned during SYEP



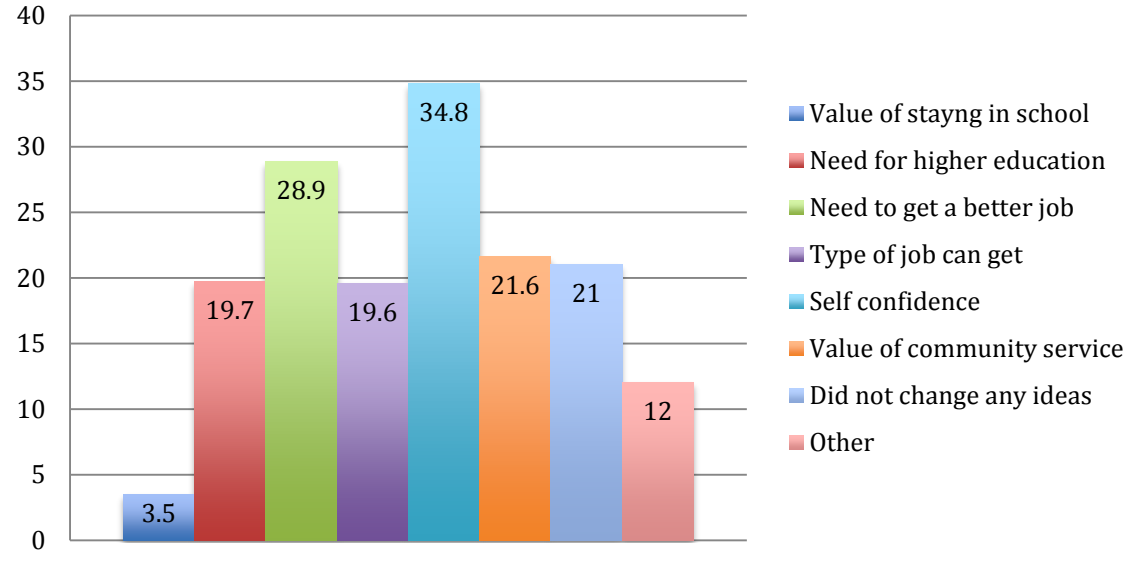
Missing = 60

Other responses include:

Computer skills

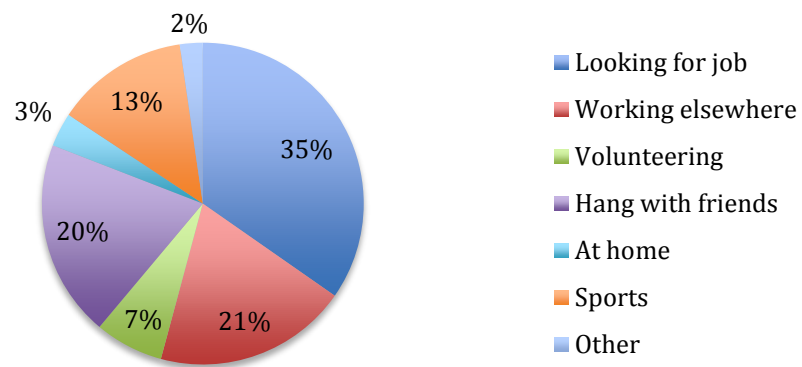
Inspired me to get ready for higher education

Figure 6. How have ideas about the future changed as a result of SYEP



Missing = 97

Figure 7. What else would you be doing if not in SYEP?



Missing = 190

Other responses include:

Vacationing

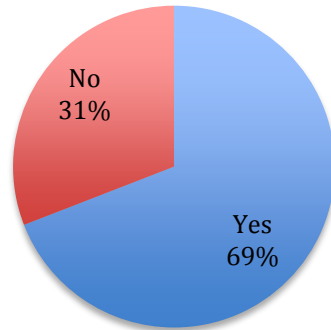
Still at the job I'm at

Getting ready for college

Spending time with family

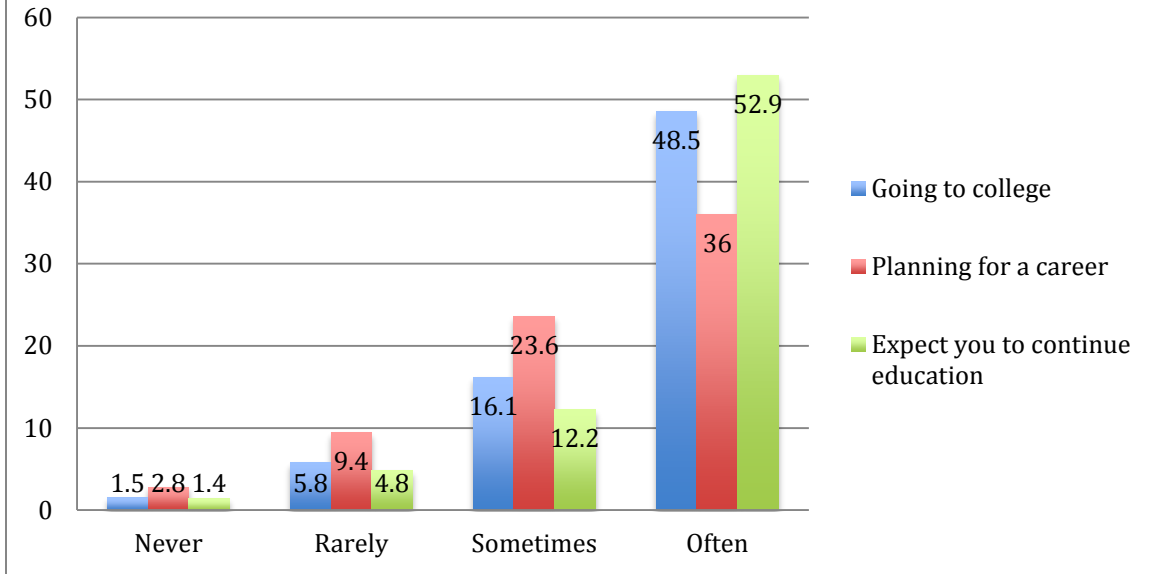
Taking courses at WCC

Figure 8. Were you able to identify an adult mentor during SYEP?



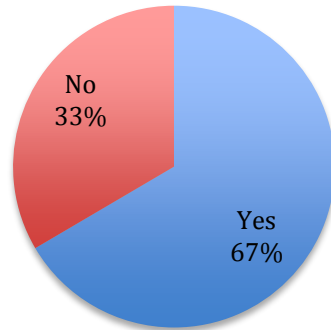
Missing = 44

Figure 9. How often does an adult in your life talk to you about the following?



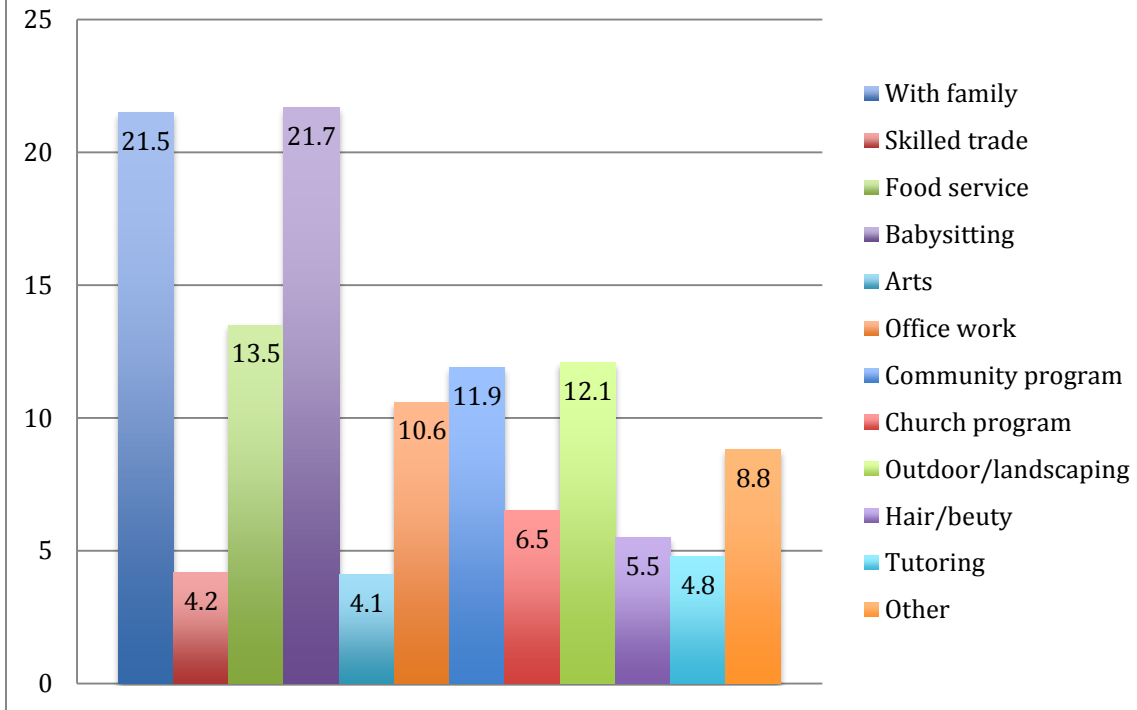
Missing = 19

Figure 10. Have you worked for pay in the past?



Missing = 12

Figure 11. What kind of work have you done in the past?



Missing = 407

Other responses include:

Non-profit work

Police Department

Chores

Caddying

LGBTQ social justice work

Hands of Hope

Lawn/yardwork

Trinity

Gymnastics coach

Maintenance

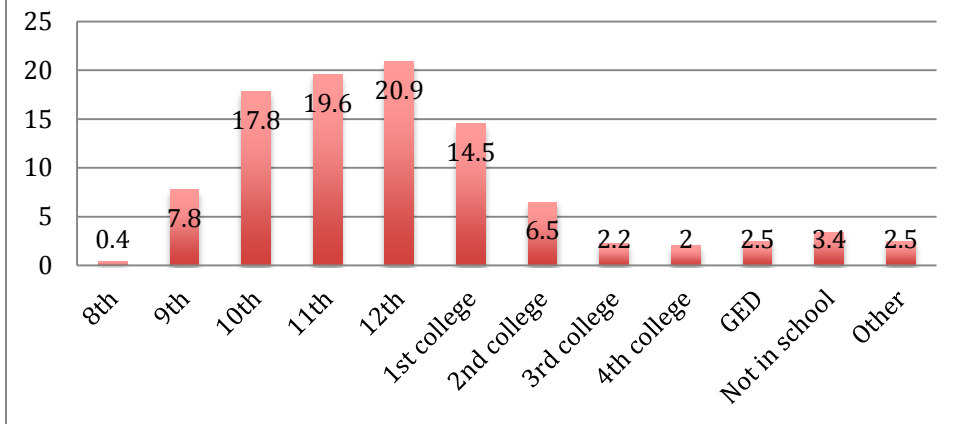
CNL/CNC

Movie theater

Car wash

Hardware store

Figure 12. What grade will you be in the fall?



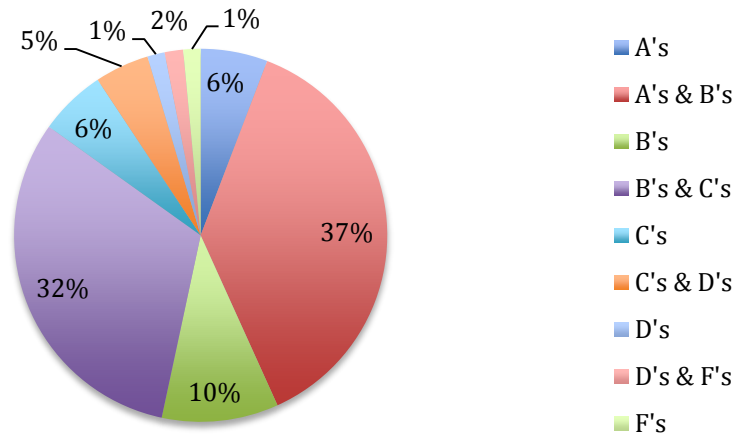
Missing = 12

Other responses include:

Finished school

Air Force

Figure 13. Typical grades in school

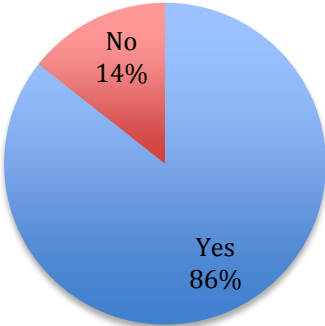


Missing = 21

Question 14: What type of job/career would you like to be doing in 10 years?

1.4	Culinary arts
2.8	Veterinarian
12.5	Doctor: pediatrician, surgeon, psych
8.7	Nurse: pediatric, neonatal
0.7	Pharmacist
1.4	Physical therapist
1.4	Film industry
3.5	Actor
0.7	Public relations
1	Business: Real estate, management
0.3	Writer
0.7	Sports science
3.5	Teacher: elementary, math, science
7.6	Law: Lawyer, paralegal, criminal justice
1.4	Politics, government
2.1	Scientist: zoology, biology, anthropology
4.5	Entrepreneur/own business
2.8	Music producer
3.8	Singer/musician
4.2	Artist: art, photography, gaming
0.3	Mechanic
5.2	Professional athlete
1	Broadcasting
1	Athletic trainer
5.9	Engineer: medical, electrical, chemical
2.1	Social worker
0.7	Therapist
2.1	Dance
2.1	Crime scene investigator
1.4	Journalist
0.7	Electrician
3.5	Law enforcement
0.7	Interpreter
3.5	Designer: fashion, graphic
0.7	Modeling, cosmetology
0.7	Armed forces
1	Architect
2.1	Accountant
2.4	Construction, landscaping
1.4	Non-profit work
2.1	Don't know

Figure 14. Need to finish college for ideal job?



Missing = 27

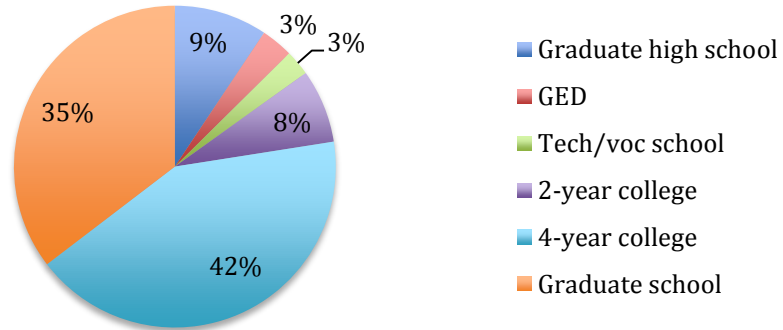
Question 16: What are you doing to achieve this job?

50.7	Continuing education
5.9	Research on jobs, colleges
4.5	Employment
5.5	Volunteer work
0.7	Sports
1.4	Family resources
13.9	Practice: reading, music
6.9	Grades
2.1	Training
0.3	Finances
3.5	Networking
6.9	Doing the right thing, focus
1	Nothing

Question 17: Any barriers that might keep you from reaching your goals?

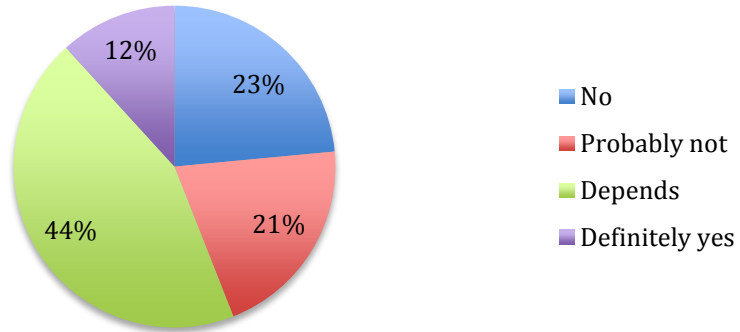
1.4	Don't know
21.5	Nothing
10.8	Finances
19.1	Distractions: lack of focus, peer pressure
1.7	Job market
3.8	Confidence: stress
1	Competition
4.2	Friends
0.3	Pregnancy
0.7	Alcohol, drugs, smoking
15.9	School: bad grades, dropping out
0.3	Boyfriend
1.4	Gender
4.2	Family: children, neighborhood
3.8	Enemies , haters
2.1	Transportation
0.3	Immigration status
0.3	Jail
1	Network, resources
1.7	Health

Figure 15. How much further do you expect to go in school?



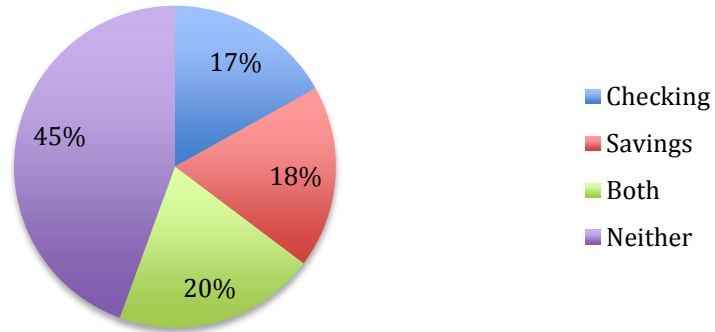
Missing = 37

Figure 16. Do you expect to be living in Michigan in five years?



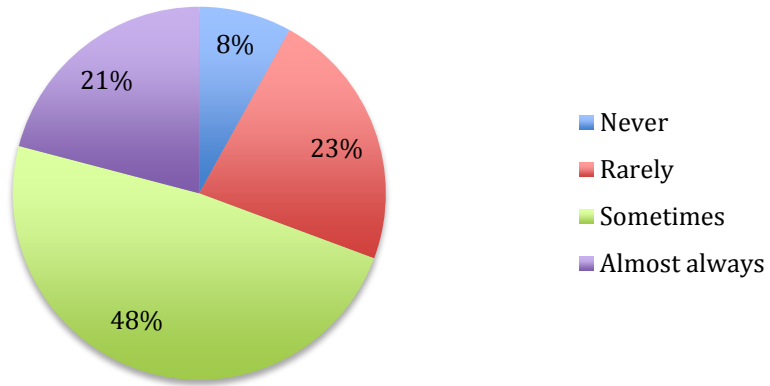
Missing = 34

Figure 17. What type of account do you have?



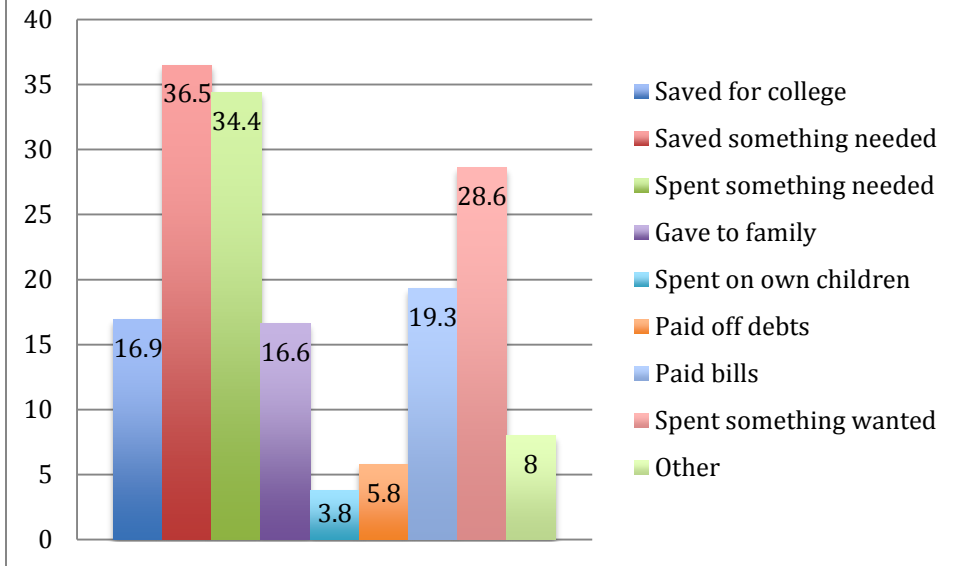
Missing = 35

Figure 18. How often do you save?



Missing = 36

Figure 19. What did you do with the money earned during SYEP?



Missing = 44

Other responses include:

Saved it

Mom for gas

Spent on my mother

Rent

School supplies

Back to school shopping

School clothes

College things

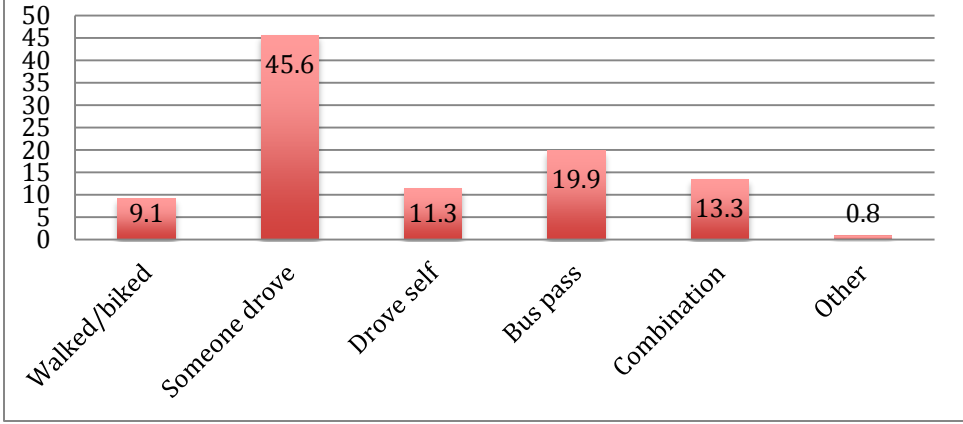
Getting car fixed

Haven't spent yet

Saved some, spent some

Save for my daughter

Figure 20. How did you get to and from your job site?

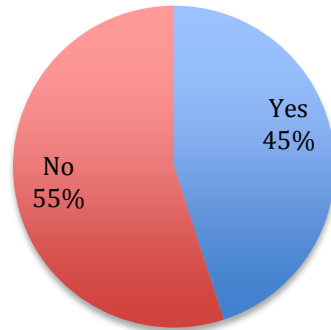


Missing = 21

Other responses include:

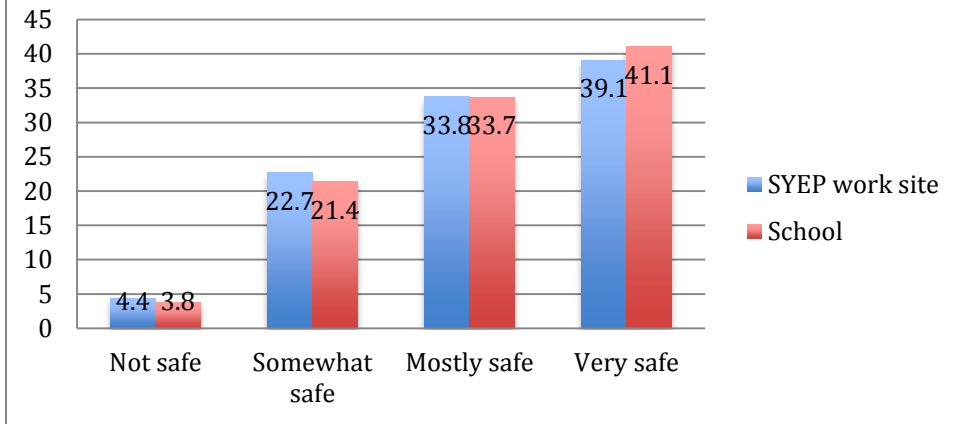
Team 313 pick up

Figure 21. Did you use your free bus pass?



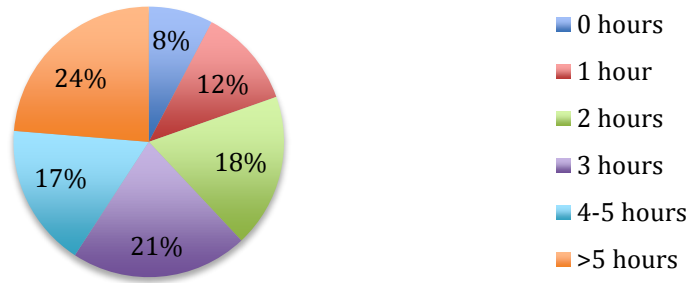
Missing = 28

Figure 22. How safe do you feel getting to and from the following?



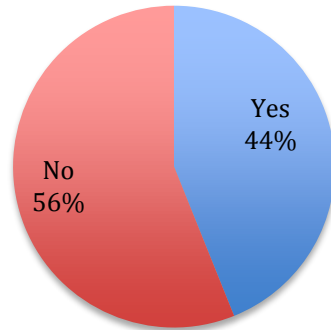
Missing = 21

Figure 23. How many hours per day are you using electronic entertainment?



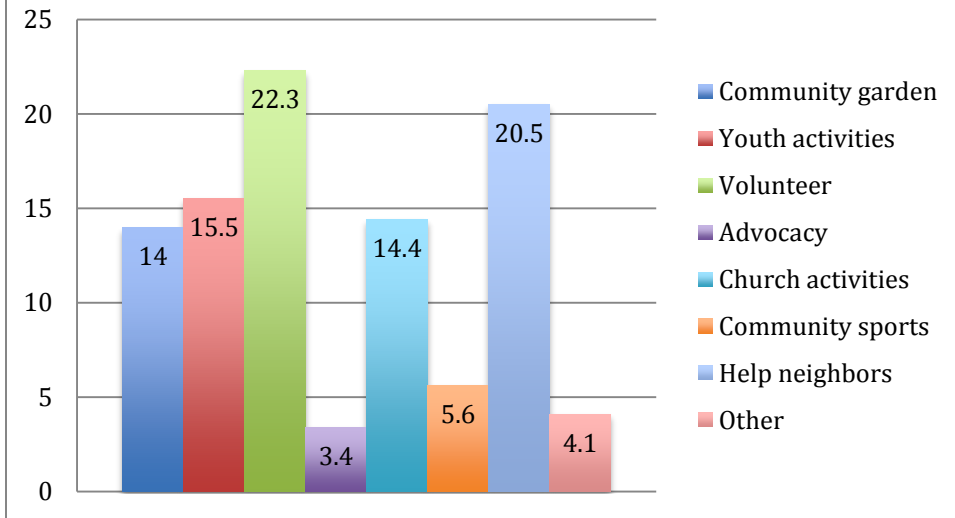
Missing = 43

Figure 24. Are you actively involved in your neighborhood?



Missing = 40

Figure 25. If yes, how are you involved in your neighborhood?



Missing = 1,184, only if answered Yes to previous question

Other responses include:

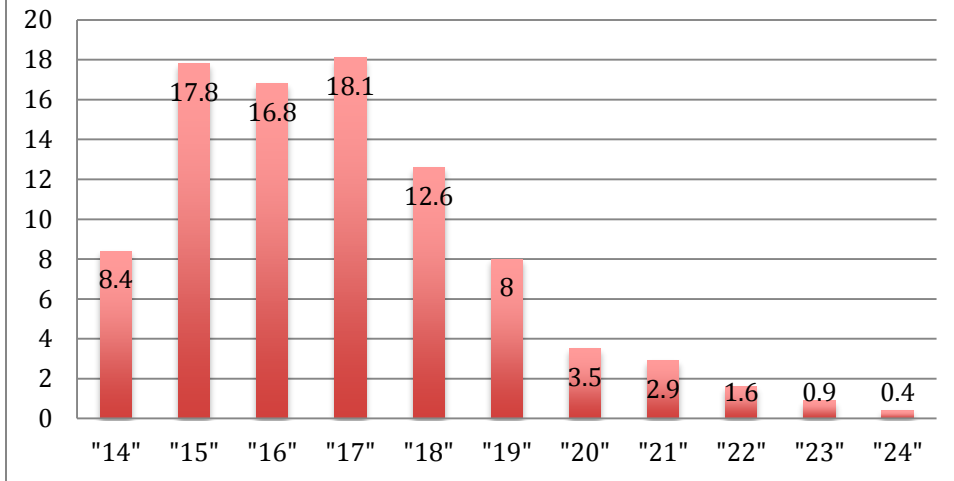
Trans*justice activism

Small business

Yard work

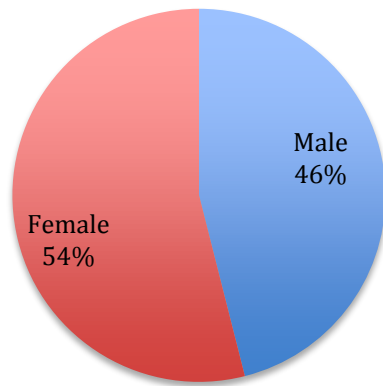
Hanging out

Figure 26. Age of participants



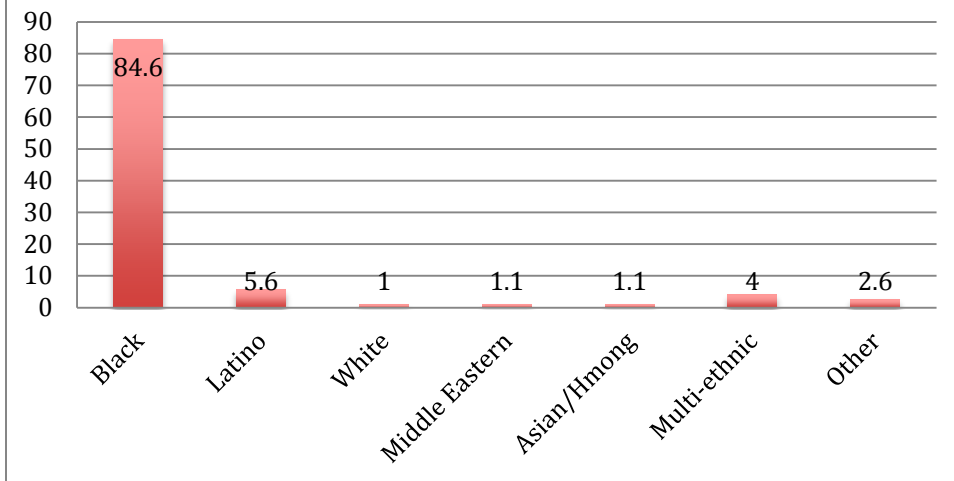
Missing = 187

Figure 27. Gender of participants



Missing = 150

Figure 28. Race of participants



Missing = 71

Other responses include:

Black Cuban American

Cuban

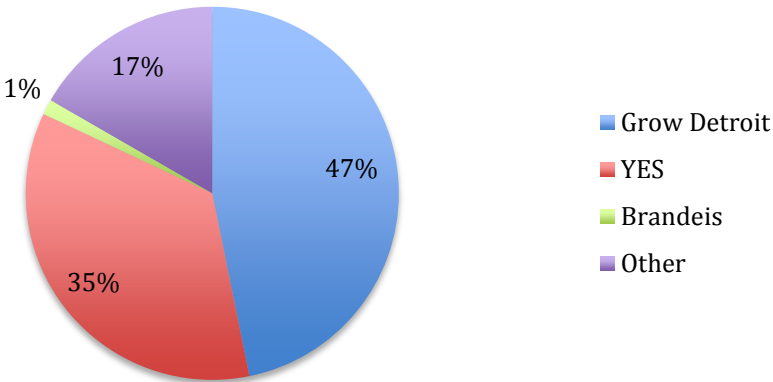
Indian

Bi-racial

Mixed

B.W.I.

Figure 29. Sponsoring program

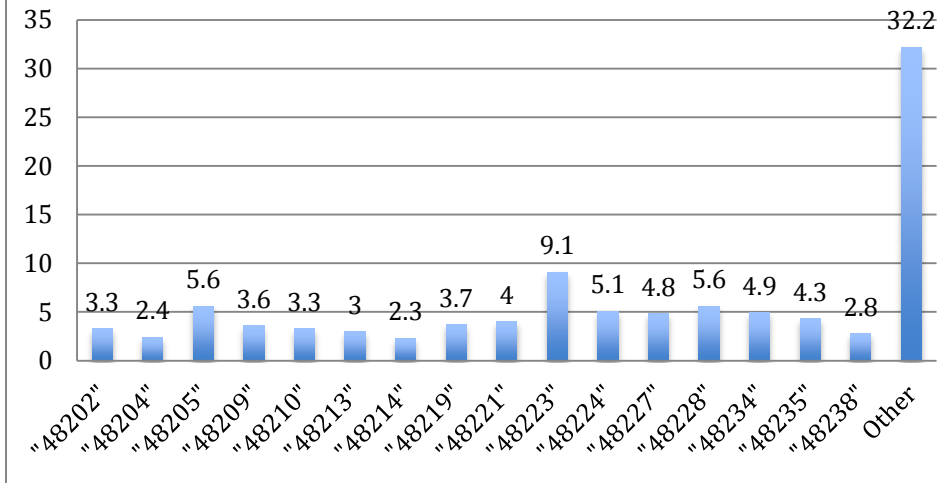


Missing = 78

Other responses include:

- SER Metro
- Trinity
- Police Cadet
- NXT LVL, Inc.
- City Connect
- Midnight golf
- Senior citizens
- The Youth Connection
- I don't know

Figure 30. Zip codes of participants



Missing = 216

Question 35: In a few words, how can we make SYEP better next year?

- Many participants say they like the program the way it is.
- Large emphasis on increased pay rate, being allowed to work more hours including overtime, and having requirements based on age and year in school for each.
 - It was also noted that participants preferred to be paid weekly instead of bi-weekly.
- Participants placed emphasis on having better, more fun, and relatively close (to their place of residence) job options.
 - Many also wanted to be allowed to choose their own employer as opposed to one being randomly chosen or assigned.
- Many recommendations were made to begin the program in June or extend the program so that it may be year round.
- Organizational issues of SYEP were called into question by some participants with regards to activities, scheduling, timesheets, and method of payment.
- Participants inquired about having more knowledge about the program, their role within the program and what is expected of them.
- Lunches: have better quality lunches, allow students to take a lunch break, and others inquired about providing lunches for students or informing them that they should have to bring their own.
- Policies surrounding dress code were called into question with regards to the amount of shirts they receive, the color of the shirts, and getting rid of the dress code altogether.
- More activities and field trips were requested.
- Participants reported the lack of publicity and advertisement made it harder for other youth know about the program.
- Participants reported that the program needed funding and should consider hosting fundraising events with the assistance of the youth.
 - As well as obtaining sponsorships and partnerships with DPS schools and other local businesses.
- Inquiries made about changing the age requirements for the program.
- ID's and dress code prevented many students from boarding buses to get to their work sites.
- Creating a screening process for the beginning and the end of the program.
- A few difficult or hostile work environments were reported.
- Participants reported not being paid until the very end of the program.

Question 36: Share any job skills you would have liked to have learned but didn't.

- Participants wanted to obtain skills specific to their field of interest.
- Many participants reported learning all that they wanted to learn.
- Computer skills were the highest reported skill that participants would have liked to have learned.
- A few participants reported that they didn't learn anything.
- Communication skills, money management, resume creation and maintenance, public speaking, teamwork, and time management were among the highly reported skills that participants would have liked to learn.
- Participants reported a necessity to learn how to work with others, lead others and work under others.

Question 37: Share any additional comments you have about your job site or SYEP?

- More than half of the participants did not answer this question
- Participants identified a specific teacher, mentor or supervisor in their response
- A large portion of participants reported that they will return next year or at least try to.
- Participants reported that they were appreciative of the program because it gave them something to do in the summer.
- Many participants reported a form of joy from their co-workers, their work site or their supervisor.
- Over $\frac{3}{4}$ of participants that responded reported having fun in the program and/or learning from the program.
- Participants wrote about their job site and/or their overall experience.
- Participants reported feelings of entitlement to being employed after the program as well as higher positions.

III. Statistical Results

In previous years, we have found females to get more out of SYEP than males. Similarly, older youth have more substantial work histories, and are at a different developmental stage than younger youth; we should expect to see differences between these groups. Finally, it may be that those who get the most out of the program are also the highest achieving; we wish to examine this possibility. The analyses follow.

Gender

Employment and Academic Skills:

On average females reported learning significantly ($p < 0.001$) more employment related skills (Mean 2.74, SD 0.03) than males (Mean 2.58, SD 0.03). Similarly, females reported learning significantly ($p < 0.05$) more academic skills (Mean 0.48, SD 0.02) at their employment sites than did males (Mean 0.42, SD 0.02).

Education:

In addition to reporting greater academic skills acquired on the job, females also self-reported earning significantly ($p < 0.001$) higher grades in school (Mean 3.01, SD 0.04) than males (Mean 3.47, SD 0.05), while at the same time expressing a significantly ($p < 0.001$) greater desire to go further in school (Mean 4.98, SD 0.04) than males (Mean 4.60, SD 0.05). Perhaps owing to this forward-looking view, females were also significantly ($p < 0.001$) more likely to express a desire to leave Michigan in five years (Mean 2.58, SD 0.03) than males (Mean 2.33, SD 0.03).

Employment Experience and Community Involvement:

Males were significantly ($p < 0.001$) more likely to report having worked for pay in the past (70.2%) than were females (62.9%). Similarly, males were significantly ($p < 0.001$) more involved in their communities than females, with 51.8% reporting involvement in their neighborhood to 36.7% for females.

	Male (N=890)	Female (N=1043)
Grades: A's & B's	29.9%	45.0%***
Expect to attend graduate school	29.7	42.2***
Definitely expect live in Michigan	15.3***	9.3
Almost always save	20.8	21.1
>5 hours of electronics	21.4	26.0
Identify a mentor	69.2	68.9
Worked for pay before	70.2***	62.9
Involved in neighborhood	51.8***	36.7
** $p < 0.01$; *** $p < 0.001$		

Age

Education:

Younger youth were more enthusiastic about school than older youth. A significantly ($p < 0.05$) greater percentage (43.85) of 14-15 year-olds reported earning mostly A's and B's, than those 20+ years of age (30.57). Likewise, a greater percentage of 20+ year-olds reported earning mostly C's (38.34) than 14-15 year-olds (31.93). Similarly, 46.1% of 16-17 year-olds expect to go to a four-year college, versus 27.6% among 20+ year-olds. Perhaps aided by such optimism, a higher percentage of 14-15 year-olds expressed a desire to leave Michigan (21.8%) than 20+ year-olds (15.5%).

Saving:

Older youth are clearly more concerned with managing their money than younger youth. A significantly ($p < 0.01$) greater percentage of 20+ year-olds report always saving (28.5%) than 14-15 year-olds (16.0%). Similarly, only 16.6% of 20+ year-olds report rarely saving, versus 22.5% among 14-15 year-olds.

Employment Experience:

For the majority of younger youth, those 14-15 years of age, SYEP represented their first employment experience (52.2%). As age increases, the percentage of those who have worked before increases as well; 87.5% of 20+ year-olds indicate they have worked before.

	14-15	16-17	18-19	20+
Grades: A's & B's*	43.9%	35.9%	37.3%	30.6%
Expect to attend graduate school***	43.3	33.9	31.8	39.1
Definitely expect to live in Michigan*	10.2	11.5	10.4	19.2
Almost always save**	16.1	20.2	24.6	28.5
>5 hours of electronics***	28.8	24.0	21.0	15.5
Identify a mentor	67.0	66.6	72.1	71.0
Worked for pay before***	47.8	65.8	81.7	87.5
Involved in neighborhood	42.7	43.9	45.5	43.5
* $p < 0.05$; ** $p < 0.01$; *** $p < 0.001$				

Grades

Education:

For those with poor academic records, there is some indication SYEP is especially beneficial. For example, among those who report earning mostly D's and F's, 29.6% report learning four skills necessary for future employment, which is a significantly ($p < 0.05$) greater percentage than those who report earning mostly A's and B's (16.9%). Similarly, among those who earn D's and F's, 40.9% report acquiring at least one academic skill on the job, versus 30.7% among those who earn A's and B's. However, a significantly greater ($p < 0.001$) percentage of those earning A's and B's expect to go further in school than those earning D's and F's. For example, 86% of A's and B's expect to attend either four-year college or graduate school, while 62% of D's and F's expect to do so.

Saving:

Among those earning A's and B's there is significantly ($p < 0.001$) greater attention to money management than among those earning D's and F's. 24% of A's and B's report always saving, while the percentage is 18.60 among those with D's and F's.

	A's & B's	B's & C's	D's & F's
Expect to attend graduate school***	43.0%	27.9%	29.6%
Definitely expect to be in Michigan	10.5	13.7	7.0
Almost always save***	23.9	17.2	18.6
>5 hours of electronics	22.8	24.7	25.6
Identify a mentor	69.8	68.4	67.4
Worked for pay before	67.2	65.8	61.4
Involved in neighborhood	44.9	43.0	34.1
* $p < 0.05$; ** $p < 0.01$; *** $p < 0.001$			

Lessons and Implications

- SYEP offers young people in Detroit the opportunity to work and gain new skills. . Many report learning problem solving and organizational skills. Although the majority report learning general employment readiness skills, such as how to work and communicate with others as well as how to act, few report learning more specific ones such as public speaking and computer skills. In the qualitative responses, youth say they would have liked to learn more specific skills such as how to work with computers.
- About 21% said they would be working elsewhere if not in SYEP. This is a slightly higher percentage than in previous years. Even if it is true that employment prospects are improving for young people in Detroit, the SYEP program can continue to respond to local needs and promote that it helps prepare youth for a meaningful career.
- More than two thirds of participants reported that they were able to identify an adult mentor during SYEP. This is a positive finding and the program can continue to be intentional about training and supporting mentors to ensure that even more young people connect with a mentor in the future.
- A solid majority of youth report that adults talk to them about going to college and continuing their education, but less have adults that talk to them about planning for a career. This is a niche that the SYEP can fill.
- The majority of participants are still in high school, but about a quarter will be going to college in the Fall. Perhaps attention can be given to encouraging and supporting this group so that they don't just enroll in college, but successfully complete and earn a degree.
- Forty-five percent of respondents report having neither a checking account nor savings account, meaning that they are unbanked. This is slightly higher than in the past. If the program is using an alternative to checks, such as debit cards, some instruction on using the cards appropriately and adding an option for saving might be helpful in addition to general money management information.
- Although only 45% of respondents said they used the free bus pass, about a fifth used it exclusively—meaning they might not have had other reliable means of transportation.
- Very few participants reporting feeling unsafe getting to and from their SYEP work site. However, it might be helpful to provide a means of reporting any safety problems that do arise.
- For the first time the survey offered participants the opportunity to identify their sponsoring program, although some could not answer the question. If branding is an important goal or the Consortium wants to be able to examine specific program improvements, this identification can be made more explicit.

Recommendations

- 1) *Continue to define and implement a quality summer employment experience.*
This might include: doing better assessments up front based on participants' abilities and career goals that can be used to inform job placement and training; requiring the assignment of an adult mentor, better coordination between programs and across summers if youth participate more than once.
- 2) *Given that young people are earning money, some for the first time, build in money management instruction and incentives to save.* If some work sites are already doing this well, consider sharing materials and best practices. Also build upon work being done in other places around financial education and savings incentives (i.e. Washington, DC and San Francisco).
- 3) *For the organizations that follow-up with youth participants after the summer work experience, document links between work and school and build strong supports for academic achievement.* All programs are busy in the summer, but perhaps after the employment experience ends, a coordinated approach to tracking academic achievement and supporting academic might be beneficial. At first, this might just mean sharing what is being done, but over time programs can begin to learn from one another and work to strengthen this area.

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Appendix A:

What kind of job would you like to be doing in 10 years?	
a career	
a career within the United Nations	
a head strong surgeon	
a game designer making the next best game	
a job that I like with good pay	
A job that pays 15/hr	
a medically related job	
a research scientist	
A/P engineer in the Air Force or commercial air port	
accountant/accounting	16
accounting and finance	
Acting	5
acting, hosting, tv production, modeling and opening a clothing line	
acting/performing	
Actor	7
Actress	3
Actuary	
administrative educator	
adolescent psychology	
Agriculture	
air force	3
air plane engineer in the Air Force	
aircraft engineer	
all kinds	
Allergist	
an engineer to build weapons for the army	
an executive position where I'm the boss	
an innovator in the motor industries	
Anesthesiologist	4
Animating	2
Animation	
Anthropologist	
anything in a environmental field or rather its hands on or social work	
Archaeology	2
architectural restoration/museum curation	
Architecture	20
armed forces	
Army	8
Art	2

art director	
art teacher	
art therapy	
Artist	11
assistant nurse	
assisting with you	
athletic director	
athletic training	4
Attorney	3
Author	3
automobile designer	
Automotive	2
automotive engineer	2
automotive mechanic	3
automotive mechanic	
Babysitting	
Banking	
Barber	
basketball coach	
be a business man	
being an open heart surgeon	
being in the Detroit fire department	
beta tester	
biochemist engineer	
Biologist	
biomedical engineering	3
biomedical sciences	
Biotechnology	
brain or heart surgeon	
broadcast journalist	
Broadcasting	6
building a record label	
building trades	
bus/ERT	
Business	9
business admin	
business administration	
business analyst	
business and finance	
business in fashion	
business management	16

business marketing	2
business owner	117
business psychology	
business/corporate	
business/model	
busting down criminals	
C.E.O of hotel industry	
C.N.A	4
car salesman	
Cardiologist	
Cardiology	2
caring for other people, helping them get better	
Carpenter	3
Carpet	
Cars	
Cartoonist	
CEO for a major company	
CEO of a company	2
chain of restaurants field manager	
character designing	
chef/cooking	28
chemical engineering	5
child psychologist	
child psychology	5
Childcare	11
children's doctor	
Chiropractor	
choreographer	2
Chrysler	
CIA	2
civil engineer	2
cleaning up the world	
clinical dental	
clinical psychology	2
clothing designer	2
CNA or STNA and RN	
Co-CEO of a shoes company	
coaching	3
coaching basketball	
college	3
collison/CEO	

comic book artist	
community leader	
community organizing	
community organizing/non-profit sector	
community work	
composing music	
computer analyst	
computer designer	
computer engineer	9
computer programming	
computer scientist	4
computer software engineer	3
computer software management	
computer tech	3
computer tech in the air force	
Computer/Internet design	
computers and engineering	
construction	10
continuing acting and I hope to have a paying job	
continuing my career in sociology	
corporate lawyer	
corporate lawyer	
correction officer	
cosmetology	9
counseling	4
counselor for kids	
creating video	
creating video games	
crime scene investigator	2
Criminal Attorney	2
criminal defense attorney	
criminal investigator	
criminal jobs	
Criminal Justice	12
criminal justice lawyer	
Criminal Justice profiler	
Criminal law	3
criminology	
CSI	2
culinary arts	9
customer service	

cutting hair	
dance teacher	
dance teacher	
dancing	3
daycare	2
defense attorney	9
dental hygienist	2
Dentist	15
Dentistry	
Dermatology	2
design computers	
Designer	5
Designing	
designing shoes for Nike	
desktop support	
Detective	3
Detroit Public School Superintendent	
DHS worker	
diagnostic medical sonographer	
dialysis tech	
Director	
DJ	
do art but web design	
Doctor	66
doing hair	5
doing nails	2
doing work	
DPS teacher	
dramatic arts	
early childhood education	
education or law or social work or psychology	
Educator	
Either WNBA or my back up plan is criminal justice	
electrical engineering	11
Electrophysiologist	
elementary education	4
Engineering	49
entertainment law	
entertainment lawyer	
entertainment lawyer	
Entrepreneur	15

entrepreneurship dealing with music or media arts industry	
environmental engineering	
environmental scientist	
environmentalist	
family court lawyer	
fashion designer	16
fashion journalism	
FBI	11
FBI investigator	
federal air marshal	
Film	2
film director	4
financial advisor	
financial marketing	
finish college and have whatever I want	
fire person	
Firefighter	8
Flembotomy	
food service	2
forensic agent	
forensic analyst	
forensic anthropologist	2
forensic biologist	
forensic pathologist	2
forensic scientist	15
Forensics	2
game apps, music producer, professional drummer, basketball player	
game designer	4
game designing/programming	
Gaming	
general manager for Chrysler	
Geologist	
Government	
graphic designer	12
Gunsmithing	
gym teacher	
hair & nails	
have my own radio show	
have people working for me doing everything for me money wise	
having my own dance company	
head chef at a restaurant	

Health	
health administrator	
health care	2
health field helping others daily	
heart surgeon	2
heating and cooling	2
hedge fund manager	
helping animals and caring for them	2
helping kids	
helping kids with their work	
helping others	2
high school English teacher	
high school teacher	
hip hop artist	
home improvement	
homicide cop	
homicide detective	4
hospital work	
hospitality business related jobs	
hot topic	
house work	
human services field	
hustling legally	
hygienist	
I am still choosing	
I don't know/undecided	42
I plan on doing something beneficial for he community	
I will be in college	
I will be somewhere in NYC trading stocks and bonds	
I would be working with Criminal Minds	
I would like to be doing cobat	
I would like to be my own boss	
I would like to own my own law firm	
I would love doing I.T.	
I would still be in school	
I.T	
Illustrator	2
in the office doing data entry work	
interior designer	6
internship for a journalism company	
investment banking	3

IRS	
Journalist/journalism	13
judge	3
Just being able to work	
juvenile social worker	
landscaping	8
Law	15
law enforcement	23
law firm or working at a court house	
lawyer	60
lead video game developer	
Leadership position	
LPN	2
magazine editor	
maintenance	
majoring in psychology	
making music	
making the city a better place	
manage athletes	
management	2
managing a fortune 500 company	
managing my own construction business	
marine biology	3
marine corps	4
marketing	2
Marketing agent	2
marketing executive	
marriage counseling	
martial arts instructor	
mass media/communication broadcasting	
massage therapist	2
masters in dentistry with a minor in marketing	
math teacher	
maybe in a hands on training	
Mechanic	4
mechanical engineer	12
Media	
medical assistant	2
medical examiner	3
medical field	27
Medical office work	

medical sonographer	
mental health therapist	
mentoring young people	
Merchandising	
Military	6
military police	
Ministry	
MLB player	6
MLH/Professional Hockey	
Model	7
Mortician	6
mortuary science	2
motorcycle engineer	
motorcycle mechanic	
movie industry	
movie production	
movie star	
Music	10
music artist	2
music composer	
music industry	
music management	
music producer	16
my career job	
N/A	78
nail shops	
narcotics detective	2
NASA	
national trading	
NAVY	5
NBA Attorney	
NBA/Basketball	49
neonatal nurse in the NICU	
neonatal physician	
Neo-surgeon	4
Neurologists	
neuropsychology	
news anchor	
NFL/football player	21
No specific field or title but i will like to have a job where I'm sitting in my own office while serving others	
novelist	3

nurse assistant	
nurse for the army	
nurse practitioner	
Nurse/nursing	89
OB/GYN	13
obstetrician	11
occupational therapist	2
office manager/secretary	2
office worker	
Oncologist	
open up a barbershop	
optometrist	
orthodontist	5
orthopedic surgeon	
out of college	
own a sports bar	
own a zoo	
own my own child care business and other properties where I'll conduct my other businesses	
own my own skate park	
owning my own hospital in Hawaii	
owning my own clothing store in orange county, CA	
owning my own daycare center	
owning my own hair salon	2
paid internship	
Painter	2
Paramedic	
parole officer	2
parole officer	
part-time baby sitter	
parts designer at Chrysler	
Pastor	
Pastoring	
pastry chef	4
pediatric nurse	
pediatric nurse practitioner	
pediatric oncologist	
Pediatrician	43
Performing arts field	
Performer	2
pet doctor	
pharmaceutical REP	

Pharmacist	9
pharmacy technician	
Pharmacy, criminology or something in law	
photo journalism	2
Photographer	2
photography and childcare on the side	
physical education	
physical therapist	25
physical trainer	
Physician	2
Pilot	5
plastic surgeon	
playing basketball overseas	
Playing football or architect, or either culinary arts. I want to do it all	
Plumber	2
poet/poetry	
police detective	
police officer	25
political psychology	
Politician	3
practicing law	
practicing law	
practicing medicine	
primary care doctor	
principal of a Detroit Public School	
private investigator	
Pro boxer	
probation officer for children	
Producer	2
product design engineering	
product design job	
Professional	
professional athlete	5
professional athletics	3
professional cheerleader for the Dallas Cowboys and retire to be a nurse	
professional dancer	
professional dancer	
professional lawyer	
professional soccer player	2
professional tennis player	
professional volleyball player	

Professor	
program director	
Promoter	
prosecuting attorney	
Prosecutor	4
psychiatric nurse practitioner	
Psychiatrist	7
Psychologist	22
public relations	
Publicist	
pursuing a career in anesthesiology	
pursuing my career in performing arts	
radio personality	
Radiologist	3
Rapper	3
real estate	8
record executive	
recording actor	
Registered nurse (RN)	28
Relationship Counselor	
restaurant worker	
Restaurateur	
restoration insurance industry	
running a daycare center	
running a youth program	
Scerologist	
school at WCCCD	
School Superintendent	
screenwriting and journalism	
seament	
self employment/working	
self-employed	
selling dope	
SER Metro Detroit	
sign language interpreter	
singer	9
singing professionally	
skateshop	
small business owner	
social policy	
social worker/social work	28

software developer	
software engineer	3
some form of investigative work	
some type of office work	
something dealing with math, like money	
something dealing with social services	
something dealing with sports	
something helping people	
something in business	
something in the tech field	
something meaningful	
something related to biology	
something that involves with creative arts and design	
something that makes me happy but also helps me grow and evolve as a professional	
something with business and art	
something with music and business	
something with sports medicine involving football or basketball	
Somewhere helping troubled teens	2
somewhere in the public health field with youth	
somewhere running corporation	
song writer	
special education	3
special kid teacher	
Sports	3
sports agent	3
sports analyst for ESPN	
sports broadcaster and sports journalist	
sports broadcasting	3
sports doctor	2
sports management	4
sports medicine	8
sports physician	
sports training	
stage tech	
starting my daycare	
state trooper	2
stationary engineer	
stock broker	2
story writer	
Studying	
Successful	

Surgeon	9
surgical nurse	
surgical tech	
surgical technician	
SWAT officer	4
take care of animal	
tattoo art	4
teach 5th grade math part-time	
Teacher	23
technical engineering	
Technology	
teen mentor	
the career that I choose	
the same thing	
Theater	
Therapist	6
Therapy	4
therapy and counseling at risk youth	
towing company	
Track & field athlete	
Trainer	
transportation design	
transportation engineering	
Travel	
traveling the world singing	
truck driver	3
truck driving business	
traveling across the world	
tv production	2
U.S. Navy Black ops	
UFC	2
ultrasound tech	2
urban planner	
US President	
Vet-TECH	
veterinarian	27
veterinarian tech	2
veterinary medicine	2
video director	
video game designer	5
video game salesman	

voice artist	
volleyball player	
volunteering	
warehouse	
Welding	2
Why	
WNBA/basketball	
Work	
work at footlocker	
Work in a day car	
working at a plant	
working at a plant or owning my own business	
working at a psychology clinic or in the process of opening my own clinic	
working at footlocker	2
working at game stop	2
working at H.O.OYE funeral home	
working at Home Depot	
working at stores	
working at TACOM	
working at the hospital	
working downtown	
Working for a car company drawing cars for industrial design	
working for a huge computer company	
working in a business office	
working in a children's hospital	
working in a law office	
Working in a science lab studying forensic science and criminal law	
working in an office	3
working in Chrysler	
working in Japan as a game designer	
working in someone's law firm or owning my own	
Working in the community	
working in the corporate world	
working in the hospital again	
working on a sports network	
working on cars	
working on computers	
working on computers	
Working somewhere in the Air Force or somewhere in the Navy or Marines	
working with deaf people	
Working with a sports team	

working with animals	3
Working with cars	
working with customers	
Working with kids	23
working with music	
Working with people	2
working with rehabilitation patients	
working with special needs children	
working with the IRS	
Writer	7
writing a children book	
writing and directing	
writing plays/films	
youth counselor	
youth development	
Zoology	

Appendix B:

What are you doing to help you achieve this job/career goal?	
Academic	
accepted into college already	
accepting opportunities that I get	
achieve success	
achieving my C.N.A	
Anticipation	
Anything	
applying for college	5
applying for internships	
applying for jobs	
applying for medical school, perfecting my craft	
applying for training	
architecture classes	
Army	2
art school	
as much as possible	
asking for help	
attending a performing arts school	
Attending college	225
attending college fairs	2
attending Davis Aerospace high school	
attending events	3
attending HFCC	
attending this job, adjusting my attitude to deal with people the best way possible and studying chemical biology in school	
Band	
be attentive	
being active with kids	
being encouraged	
being nice to others	
being organized	2
being positive in all of my actions	
blogging a lot	
boot camp	
chasing after my dreams	
college prep courses	
college visits	3
coming to work on time every day	
communicating with people	3

community work	
completing all my assignments	
continuously playing tennis	
critical thinking	
Dancing	
Dedication	
do a lot of science	
do what's necessary to get into college	
Doctors of Tomorrow program at U of M	
doing a lot of extracurricular activities	
doing ACT classes on the weekend	
doing good in school	2
doing good in school	2
doing internships	
doing minor things on cars	
doing my best	
doing my best in school	3
doing office work	
doing stuff little by little	
doing the right thing	
doing training	
doing well in math	
doing what I can to get ahead	
doing what I have to do	3
doing what I need to pass my classes	2
earning money	
encouragement from my parents	
enrolled in CNA classes	
enrolling in educational and enrichment programs	
entering writing contests	
Everything	
expanding my career and education goals	
extra school work	
extra training	
extracurricular activities	4
filling out college application forms and scholarships	
find a teacher that is experienced in that area	
finishing all of my work and doing extra credit	
finishing my pre-registered classes	
focus in school	
following my goals	

gaining outside experience	
get active	
getting a mentor	6
getting familiar with athletes	
Getting experience through volunteer work	12
Getting experience	3
Getting good grades	78
getting instructions from professionals	
getting into a good school/college	3
getting into programs	2
getting involved with the community	
getting knowledge	
getting more social networking connections	
getting my G.E.D	2
getting my grades together in school	
getting my study habits down	
getting the training I need	31
going back to school	5
going straight to college	2
going to a community college	
going to a program with medical students	
going to hair school	2
going to jobs and asking about that position	
going to math and science school and reading medical books	
Going to school/staying in school	216
graduate school	6
graduating from college	20
graduating from high school	62
Hard work	44
having a mentor	4
having family set up financial support	
help others	5
help run mom's business	
helping	
helping anyone solve their problems	
helping children	
helping out my family	
helping out a lot	
High ACT scores	3
hustling	
I am in a fashion designing class	

I am trying to get other jobs to be able to pay for cosmetology school and also doing hair in my spare time	
I don't know	2
I play football	
I put in an application	2
I sometimes read my mom papers from college because she in for the same thing that I want to be	
I take ROTC	
I would involve myself in helpful activities that can help me achieve my career goal	
I'm trying different jobs to get an idea of what I want to do	
intern at a real estate company	
interning in Washington D.C	
Internship	6
investing in stock	
Job readiness and Microsoft Word and this Fall I will be attending a class for communications	
job searching	
join the police cadets	
joining focus groups	
joining programs	
keeping a job	
keeping in touch with teachers	
keeping my cool	
keeping my grades up	
keeping the faith	
Learning	2
learning about a specific field of interest	
learning about being a business person	
learning basic things	10
learning from my dad	
learning from others	
learning how to play the piano	
learning how to run a nonprofit organization	
learning more about medical	
learning new things	
life lessons	
Listening	5
look into jobs that have my interests	
looking for modeling agencies	
Looking for school	
looking online, applying for other jobs and researching more information on The Tru	
looking up research	
maintaining employment	

maintaining learning skills	
make some more money in my bank account	
making connections	
Making lists of goals	2
making plenty of great quality music to add to my portfolio	
meeting with someone in their field of interest	9
money management	
N/A	86
Networking	10
never giving up	
not giving up	
not going to college but will be attending	
not hanging with the wrong people	
Nothing	18
NSBE	
Nursing	
omit all negativity in my life	
Optimism	
parental guidance	
participated in a program involving vet work	
participating in activities/clubs to look better on my college apps	
participating in programs to a specific field of interest	
participating in student government	
participating in the junior cadet program	
participating in the Mosaic Youth Theater Detroit Main Stage ensemble	
participating in training classes	
paying attention	4
planning ahead/strategic planning	31
play everyday	
playing basketball everyday	
playing football in college	
playing football in high school	
playing high school football	
playing sports	2
positive attitude	
practice drawing/art skills	
Practicing	32
practicing basketball everyday	
practicing in school	
practicing modeling, signing up for auditions and practicing designing my own shirts	
practicing drawing building	

Preparation	4
preparing for college	
preparing for college and the classes	
public speaking	2
putting forth efforts	
Reading	3
reading books	
Research	56
respecting others	
saving money for college	
saving up money	3
scholarships.com/Scholarships	15
searching for a job in a specific field	
searching for good welding jobs	
searching for more jobs	
shadowing	
shadowing nurses and doctors	
signing up to be a police cadet	
Sports	
starting to work with others	
stay connected with people	
stay focused	76
stay out of trouble	4
stay strong	
staying active	
staying committed to my dream	
staying dedicated	
staying determined	
staying healthy	
staying humble	2
staying in college	
staying in the hood with nothing to do	
staying involved with positive peers and mentors	
staying motivated	
staying on track in high school	
staying positive	
staying to myself	
sticking to what I put my mind to	
striving towards my goals	
Study	81
study it in college	

study multiple arts	
studying for the ACT	2
studying online	
summer programs	
surrounding myself with like-minded individuals	
SWE	
taking acting classes/business prep	
taking advantage of every opportunity	
Taking AP courses	3
taking care of my dog	
taking classes	45
Taking classes at WC3 then I'm going to transfer to Wayne State	
taking classes for doing hair, volunteering and babysitting for friends and family	
taking college courses	5
taking college courses at WC3 while in high school	2
taking different arts classes at different recreational centers	
taking dual enrollment classes	
taking extra math classes	2
taking leadership positions	
taking more science classes	
taking music classes	
taking practice tests	
taking production class	
Taking the ACT	
taking the curriculum in high school	
taking up classes at Oakland community college	
taking up pre-classes	
taking votech in school	3
talking to army people	
talking to my advisor	
talking to people in my field of interest	5
teaching young kids about basketball in my neighborhood and recently graduated from culinary arts school	
the high school I'm going to is a doctor's school	
The things I have to do to get the job	
thinking about all of my options	
this program	4
time management	
try as much and get in better condition	
trying my best to learn	
trying to find a place where I can learn sign language	
trying to find a technology high school	

trying to get to know others	
trying to go back to school	
trying to improve my soccer level	
trying to persevere	
trying to sign out college applications	
trying to talk to people and change my ways	
utilizing resources	
Volunteering	7
volunteering to help the youth	
waiting until college	
Wanting to be successful at whatever I do. Reaching for higher goals	
watch history and discovery TV programs, read history books	
whatever I have to do	
Working	12
working at Beaumont hospital during the school year	
working at little scholars	
working hard on my grades	
Working in the specific field of interest	60
working on arguing	
working on getting back in school	
working on getting into the best possible college	
working on going to college	
working on it	
working out/training	13
working to the best of my ability	
working with computer coding	
Writing	
Writing	
writing poems and listening to music	
writing rap lyrics	
YES	
taking honors courses	
volunteering at a dentist office	
taking dance classes, starting a youtube channel, participating as a set designer, stage tech and actress in theatre. I'm also planning to go to college to help me get to these goals in the fall	
having work experience in the summer program	
learning about animals	
start my own business	
I have a mentor	
using computers	
play a lot of sports	

I will go to medical school	
being involved in programs and activities	
experiment with things	
working with music and learning as I go	
getting a 4.0 GPA	
wear different clothes	
be the voice of the voiceless	
studying biology outside of school	
saving money	2

Appendix C:

And what barriers might keep you from reaching those goals?	
a lot of things	
academically not reaching your potential	
access to resources	
allowing people to interfere with my choices and decisions	
anything	
asthma problems	
baby sitting	
babysitting my brother	
bad grades	22
bad habits	4
bad influences	4
bad kids	
bad people/hanging with the wrong people	35
bad study habits	3
bad work ethic	3
be patient and not give up on what I want	
behavior	
being around people who need help	
being late for school	
being lazy	21
being shy	5
being irresponsible	
being unsure of myself	
better tools for gardening	
Boys	5
caring for my daughter	
changing my goals	2
childhood friends	
Classes	8
college courses	2
college tuition	45
competition	2
competitive business	
Crime	
Critics	
Death	3
determination	
discipline	
distance	

distractions	23
doing stuff that I shouldn't be doing	
doing stuff that's dangerous	
doing the wrong things	
doing unlawful things	
doing what I'm supposed to do	
doubting myself	2
down talk	
Drama	2
drawing cartoons	
drinking/alcohol	3
dropping out of school	28
Drugs	6
Economy	
Economy	
Education	
Elders	
Electronics	
Everything	
everyday obstacles	
Excuses	
failing science	
failing/failure	8
falling for dumb stuff	
Family	11
family of my own	
family passing	
family problems	
Fear	
fear of inadequacy	
fear of the future	
finances/money	109
finding a part time job just in case the truck driving business doesn't work out	
finding the career I like	
finishing school	
Flaws	
following	2
friends who don't want to see you succeed	
George Zimmerman	
getting in trouble	6

getting into negative things	
getting into the wrong career field	
getting into trouble with the law	
getting off track	2
getting out of shape	
getting pregnant	3
getting too overwhelmed and frustrated	
Girls	2
giving up	3
God	
God's will	
going to college	2
going to the mall or movies a lot	
going to the wrong college	
government	
hanging out with friends	7
hanging out with friends and not caring about school	
having kids before I complete my goal	
help people and my job	
Homelessness	
I don't know	15
I don't know, I'll see when I get there	
I will try to overcome all barriers	
I'm not allowed to touch the stove	
Injury	6
Jail	4
keep working hard	
keeping these jobs	
Kids	
Kids with bad attitudes that are not trying to help themselves	
lack of child care	2
lack of confidence	3
lack of encouragement	
lack of faith	
lack of hard work and experience	
lack of motivation	2
lack of resources	
lack of skills	
lack of support	7
lack of time management	
letting people influence me to do wrong	

letting people tell me I can't do it	
Life	
limited funding	
Location	
low confidence	
making the wrong choices in life	
Math	6
maybe getting in shape	
me being unsure of myself	
me getting my high school diploma	
me not being completely sure if this is what I want to do	
money management	
more activities with senior citizens	
more cadets	
more supervisors	
multiple things	
my attitude	2
my enemies	
my gender	
my involvement in sports	
my own insecurities	
my phone	
my school not having enough activities	
my science grade	
Myself	37
N/A	222
Needing a tutor	
negative people	18
Negativity	4
no babysitter	
no trying	
Nobody	
none/nothing	189
not applying	
not applying myself	
Not attending school/college	25
not being able to get a job	
not being able to step outside my box	
not being active and involved	
not being assertive enough	
not being confident in myself	

not being disciplined	
not being in the programs	
not being on task	
not being positive	
not being social	
not being successful at passing the ASVAB test	
not believing I can do it	
not communicating as much as I should	
not doing my business	
not doing the right thing in school	
not doing what I'm supposed to	
not doing work or assignments	
not facing challenges	
not finding a place to teach me sign language	
not finishing college	6
not finishing high school	8
not finishing my residency	
not getting a good education	
not getting back into school	
not getting enough sleep	
not getting into a good college	9
not going back to school and finishing	
not going on with the goal	
not having any connections in the field I want to go into	
Not listening to mentors	
not paying attention	2
not putting all my effort in	
not solving arguments	
not staying on top of things	
not studying	3
not sure about how I would go about doing that job	
not talking to people	
not trying your hardest	2
not furthering myself in the JROTC	
number of years you have to spend in college	2
other people	
parents	
parties	2
partying	7
passing high school	
peer pressure	17

peers/friends	40
people	13
people telling me I can't	4
People that keep asking for help	
people that stop me from achieving my goals	3
people who don't agree with my goals	
personal problems	
playing around	5
playing at home	
police	
poor academic skills	
poor study habits	2
pressure to be a leader for my brothers and sisters	
problems at school	
procrastinating	10
providing for my son	
remembering things	
school	3
selling drugs	
senior-itis	
set short term and long term goals	
Sex	2
skipping school	13
slacking	5
small portfolio	
smoking	3
social life	
social media	
society	
socioeconomic	
someone bad! or going down the wrong way	
staying focused/not being focused	56
staying too long in Detroit	
stop caring about my appearance/health	
stress	2
struggling outside of school	
surroundings/community/environment/neighborhood	15
teachers	
the barrier that I know is the hardest for others is the easiest for me	
the devil	
the fact that my school don't offer these programs	

the fact that there are people better than me out here	
the stereotypes of being a black female lawyer	
them not letting me take classes	
Time	4
time management	5
too much leisure time	2
transportation	21
turning up too much	
wanting to play basketball	
wasting time	2
watching tv	
work-life balance	2
working while staying in school	
worry	
writers block	
wrong choices	
years in college	
Detroit	
people with nasty attitudes	
too much fun	
not listening	
other people that play better than me	
messing up in school	
ignorance	
haters	5
bad friends	
not getting into my college of choice	
Not making auditions and getting casted in productions, not making successful videos and films and not progressing as a dancer	
the streets	
not practicing or being on a team	
hanging with people who tell me I can't do it	
not going to school	
no dedication	
having children	2
being around all the wrong people	
non-encouraging friends	
not being involved	
school and work	
temptations in life	
being an officer	

doing something else	
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Appendix D:

In a few words, how can we make the Detroit Summer Youth Employment Program better next year?	
can have a bigger program that pays for more hours and allows field trips to more locations	
a better location	1
a bit more organization, and planning	
A great experience. Would be exactly the same	
A higher pay or maybe just broadening the different types of jobs.	
a way to make this organization better would be keep doing the same thing but even better.	
Actually give out badges, extend program	
add another check to the payroll	
add more people to different jobs	
adding more fun activities that teach us life skills	
age exceptions	
air conditioning	
allow direct deposits	
allow kids to choose their shirt size	
allow kids to work over-time	2
allow more field trips for junior fire cadets	
allow more hours and increase pay	
allow youth to choose their job placement	2
Allow youth to go out to eat	
allow youth to wear shirts and have untucked shirts	
allow youth together more often so we can get to know each other better	
ask students to do more work	
asking more young adults to come join us	
assist youth in finding employment after the program is over	
basketball, music, fast food	
be a better cadet	
Be a little more organized	
be a little more organized but other than that everything was fine	
Be allowed to work every day of the week	
Be fair and listen to the kids more	
Be more accurate with the checks.	
Be more informative to the youth	20
be more specific about work payments and last days of work	
be on time	
become more active during training week	
being a good worker for them	
being here, because I'm special!	
being more involved with the youth	2
being more manageable	

Being on time	
better access to public transportation	
Better communication with all programs about days that the employees get paid.	
better food	
better job options	7
Better lunches	14
better myself	
Better organization of debit cards/payment	2
Better organization when check time arrives. Hire more youth (try to get more funds)	
Better organization, and add more broader variety of jobs. For example, a person who is a pilot can come and let a child see how he works.	
better participants	
better places to go on field trips	
Better professionalism and attitudes	2
better selection of students	
better supervisors	
better uniforms	
Better uniforms, more choices, and activities.	
Breaks	
Broaden the job areas (location)	
by actually preparing the participants	
By attending the program again	
by being a leader to the people that are new	
by being a little more organized	
By being less strict about the hours we are working, and giving out more than t-shirt. Also letting go having to have a lunch break if working 6 hours it should be 7 or more.	
By being there	
by coming back	
By coming in and talking to the people that are here to get their GED	
by coming to work everyday	
by coming to work on my off days to help the youth	
By encouraging more kids to join.	
by getting more people	
By giving us debit cards to put the money on	
by have it year round	
By having better lunch breaks	
By having employers that are organized	
By having more up to date equipment	

by hiring more people and letting families that are poor work, having over time and paying more money	
by keeping us more involved and disciplined	
by making sure bus drivers know about this program	
by making sure the police cadets are safe at all times	
By making the MSU trip longer	
by me contributing again	
by paying us every week	
by respecting each other	
by telling others or friends about it	
by working much harder	
can't let us stand outside when it's hot and really cold	
change the age group to 16-24	
change the age of the kids program	
change the color of the shirts	
change the food you give us	
Change the pay rate from bi-weekly to weekly	9
check the work sites to see what's wrong with them	
checks need to be on time	
choose people who actually want to work	
Choose students wisely	2
cleaning up all over the city to get more kids involved	
cleaning up the community	2
closer locations to zip code	
collaborating with the youth about pay	
communicate with employees more	2
Confusing me with the chase bank thing, then it didn't happen	
Connect with internships or additional resources	
Continue the good work	
Create a more extensive interview process	
cutting the deductions from the pay checks	
Detroit Summer Youth Employment Program by making the work period longer	
Detroit Summer Youth Employment Program is a great program that more people should be aware of.	
different color shirts	
different color shirts and get schedules	2
Different occupations	
different uniforms	
Different/better form of payment	3
direct deposit	
distribute pay cards instead of pay checks	2

do better; come prepared; don't go to summer school; make sure start from beginning	
do more and have fun	
do more things	
do more things with the kids and others	
Do more things with the youth and activity center.	
do more with the community	
Do more work and try to work hard	
do new events	
do not fight, go to school, don't go to jail	
doing more fun things	
Don't have so many workers in one place	
Don't like about giving everyone debit cards when all we're getting are paper checks.	
DSYEP improve next year by increasing pay	
DSYEP should improve on enforcing the dress code	
During the orientation it would be nice to show how you should calculate your time sheets.	
EEA day sheets	1
EEA days	2
employ more people and more jobs	
encouraging cadets to make better effort at their sites	
everyone should be there on time, stay positive, and give it your best	
Everything is fine	
Everything is great	
Everything! Make sure people get their stuff when they supposed to!	
Explain what to do in a somewhat panic. (A one legged man was bleeding. I knew I shouldn't freak out too obviously but when you're scared of blood what do you do?)	
extend the program	20
extend the program until school starts again	
Extending the number of days that we're able to work.	
Fewer crew members in a group	
Find invested employers	
find jobs faster	
find some better people to give us our checks. My last name is hyphenated and they don't even know to go by my first last name and they have attitudes	
focus on health	
For me mostly there is nothing you need to change for next year it was a good learning experience	
For me the program was good. But hopefully the way time sheets are collection could be better.	

for my first time doing this program I think it went pretty well	
for people 18 years or older, more pay and more hours	
for the mural class have art classes/workshops.	
free food for the youth	
free lunch	
fundraise to get more funds	2
Get a different variety of size shirts and go back to black and white colors	
get our check faster	
Get better equipment	
get breaks and get food! free real meal	
get darker shirts	
get more food daily	
get more kids into the program	
Get more students involved	16
Get more youth outside of Detroit and get bus passes that can take the smart buses	
Get more youth to be a part of the program.	
Get people who are more organized to watch workers, make sure everyone has a positive attitude	
Get rid of all the childish people and all the ignorant people	
get rid of men or women who can't grow up	
get sponsorships/partnerships	
get teachers who want to teach and not just get paid	
Get work sites that won't be so snobby and hard to work with.	
get workers that want to work, not play around	
getting better supervisors who treat their cadets better	
getting me involved again	
getting more kids involved	
getting paid on time	
getting paid on time	
getting paid weekly	
Give a variety of jobs for each field of work.	
Give better color uniforms	
Give better examples	
Give better understanding on where to pick up checks, make program longer.	
Give more activities	
Give more hours to work.	
give more kids opportunities	
Give pay checks on time	6
give recommended jobs	
give the correct paydays	2
give them their shirts on time, so the bus drivers won't give them no grief	

Give us more hours so we can make more money.	
Give us more money	
giving out schedules	
giving us lunch and drinks	
Go more places than just sitting at Prevailing	
Go on field trips involved of what we're working on	
Go to all the Detroit school to give other students the chance to decide if they want to come and stay out of trouble	
good fun, active, educational	
hard work	
Have written log about how the youth feel	
have a card to put the money on	
Have a central location that stays the same throughout the program to pick up pay checks	
Have a list of things that the youth can and can't do	
have a list of things you can and can't do on the job site	
Have a pay schedule, have everything officially in order	
Have all students gather up simply to hangout and talk about their experiences	
Have all the checks come on time	
Have better kids with good grades	
have better plans for the kids	
have bus transportation for the employees (a separate bus). Also make the program longer.	
Have every student work where they can get some experience	
Have field trips for everyone on Fridays	
have food in the morning	
have meeting to share experiences with people in other programs	
Have mentors from different career paths come in and speak	
Have more companies available.	
have more debatable conversations	
have more hands-on things for the kids	
have more hours and days	
have more jobs sites and more money	
have more outside events	
Have more students involved students with diverse background.	
have more stuff for us to do	
Have more workers on different assignments in the youth program	
Have multiple instructors	
have police at the bus stops so no one gets robbed	
have student and supervisor meetings together	
have the time sheets more organized	
Have the tools ready for the stuff we need to do next year	

Have them tell the bus drivers that we don't have to wear the white shirt everyday. Also, extend the hours of getting on the bus for free.	
have those that work longer than their job times assigned two jobs	
have time for us to something fun	
have timesheets	
have us learn more things that we don't know about	
have volleyball teams	
Have youth participants keep a weekly log on comments and suggestions to make the program/job better	
Having me back and hiring more kids. the more kids who know the better we progress	
having more fun days	
Having more uniforms available for the youth volunteers and receiving our pay checks early when we first start	
Help with longevity, keeping youth employed.	
helping the homeless	
Higher pay	
hire me	
Hire people that won't complain a lot	
hire people with good attitudes ONLY	
Hiring more people	10
Honestly this program is already awesome however the children always complained about their checks not being on their cards. However I prefer my check on paper	
Honestly, a way you could make Detroit Summer Youth Employment Program better next year is by assigning more activities in fun things to do such as educational trips.	
I believe that DSYEP is wonderful as it is. It allows young people to have the opportunity to have work experience in a field that they might consider	
I believe we should have more activity instead of watering, we can do projects like building and painting. But we still can do watering too	
I can continue to bring a positive attitude and be on time.	
I can make the program better by coming back to work next year	
I can talk to more people	
I can work again	
I can work harder	
I can't, it was okay	
I did not find not problem in my employment this summer	
I didn't get my chase bank card or ID; these are my only cons	
I didn't have problem	
I didn't like the process of signing up, it was too long and very irritating. Next time it would be better if we got paid on a card	
I do not have any suggestions	
I don't feel that there is anything that needs to be different	

I don't have any suggestions	2
I don't know	8
I don't know I won't live in Michigan	
I don't know if I'm coming back	
I don't have any suggestions	
I feel as if this program is good the way it is. But, I would like to have stayed at Michigan State for a week.	
I feel like it was a great experience and it really helped my future.	
I feel like maybe workers should be paid at least \$ 8.00 per hour.	
I feel like the Detroit Summer Youth Employment should allow its youth a lot more hours.	
I feel like this program don't need any improvements	
I feel that it was good and no change is needed.	
I feel that the job orientation was too long	
I feel that you guys should make more places to work and also have more employers	
I have no comments.	
I honestly feel that it's okay the way it is	
I like how it is now. I don't think any changes should be changed at the moment.	
I like it	
I like it, I don't think it really need to except we cant but anything from the store	
I like the program the way it is	201
I liked it the way it was	
I personally am grateful for the opportunities that I was given in the program, yet I feel that there should be more employers for next year.	
I personally think that it was ok exactly how it was, I enjoyed the program	
I really believe its better this year and nothing is wrong with it	
I really enjoyed my time working with this program this summer	
I say there's really nothing to make better if fine the way it is.	
I still not exactly sure what the program does, so next year can you make it clear	
I think everything was already great.	
I think everything was fine.	
I think everything was great. But by off of being so restricted.	
I think if they served better food it would be better	
I think it should stay the same	
I think it was fine this year	
I think it was good already.	
I think it was great I believe there no changes should be made	
I think it wasn't so bad this year	
I think it's fine	

I think it's just fine. People can really benefit from this program.	
I think that Detroit Summer Youth Employment Program should make sure that the employees have food so the employees and instructors won't have to come out their pockets to buy food.	
I think that I would do the same thing I did this year for next year	
I think that we should be able to dress more freely with our shoes and accessories	
I think the program was great but you could possibly work on sending the money on time	
I think they need another way of payment	
I think they should find more jobs that teens would like to do.	
I think we should be able to have shadow days at our job before we work there	
I think you could make it better by raising our money (23.12 per hr) and stop taking taxes out of our check	
I thought the program was perfect for people that may not have ever held a job before. I thought it was great and I would not change anything about the program.	
I want to be able to come back and I will have a real job	
I was satisfied honestly	
I will do better than I did this year	
I will like to still have a job	
I would like to do more work, through the end	
I would like to learn more about being a business owner	
I would probably choose an indoor job I do not like working outdoors anymore	
ID's taken in better lighting	
IDK	
If the program lasted longer, it would have been more beneficial.	
if we extended the maximum number of hours we can work.	
In a few words, GYT could be better if the Chase cards actually worked or given out.	

Appendix E:

Share any job skills you would have liked to learn but didn't.	
Accounting	2
anger management	
Animation	
answering phone skills	
any skill that I don't have on my resume would be most likely what I want to learn. I want to be able to do many different things besides the same skills.	
Anything	
applying for jobs	
applying for scholarships	
Art	5
art & design	
automotive engineering	
Babysitting	
bagging, shopping cart management	
banking skills	3
basketball skills	2
Be patient and cooperate with others	
being a business owner	
being more confident	2
being on time	
better at time management	
Break down houses.	
Bring prepared for anything that might happen during work.	
Building	2
building houses	
business management	7
business marketing	
business work	3
Caddying	
CAN skills	
Carpentry	
Cashier	6
Cashier	
Childcare	2
Clearing case and computer work.	
clerical skills	2
Clothing	
college scholarships	

college stuff	
Communicating	
Communication	
communication skills	43
communication skills	
communication skills, team work, problem solving	
communication, teamwork	
Community skills, team building, accepting help, etc.	
computer programming	
computer skill	
computer skills	124
computer skills	
computer skills	
computer skills	
computer skills	
Computer skills	
computer skills, money management skills	
Computer skills. Communication skills.	
conflict resolution	3
Construction	
construction working	3
Copying	
cosmetic skills	
CPR	
customer service	2
cutting grass	
Dancing	
data entry	
data entry	
data entry	
Daycare	
dealing with customers	
Demolition	
dental care	
derailing lumber	
Didn't want to learn anything	2
Doctors	2
Doctors	
dog programming	
Drawing	
Drawing	

Drawing blood	
dress right and all that	
dress right and all that	
economic skills like taxes and bills of the average American	
Electronics	2
Empathy	
Engineering	4
entrepreneur skills	2
Faxing	2
file management	
Filing	
filling out resumes	
filling, criminal justice	
Flying	
Football	3
foreign languages and instruments	
Forensic skills	
Gardening	3
getting up early	
good experience	
graphic design	2
hair shop skills	3
Handicrafts	
Hands on skills such as going out to investigate with the police officers.	
hard work	2
have to help out more	
having a boss to depend on me	
Healthcare	2
help seniors, older people	
helping old people and kids	
helping seniors; dealing with other people attitudes	
Hookin.	
hospital skills	
house maintenance	
how a real job is	
how does it feel to be a supervisor	
how I can help kids in the neighborhood	
how to act and take care of kids	
how to act at work	
how to answer the phone when a parent calls for a student	
how to be a better teacher	

how to be a boss	
how to be a hard worker	
How to be a lifeguard	
how to be a technician	
how to be an adult	
how to be an office lawyer	
how to be better prepared about getting a job	
how to be on time to work	3
how to be responsible, honest, respectful, confident and strong young black men	
how to be the boss	
how to be treated as an adult	
how to box	
how to budget money better	
how to build things	
how to change an engine	
how to control bad children who talk too much	
how to cook	5
how to create a resume	42
How to deal	
how to deal with old people	
how to deal with people	
how to deal with people's attitudes	
how to do formulas on Microsoft Excel	
how to do paperwork	
how to do taxes	
how to dress	
how to drive a manual transmission car	
How to drive hi-lo's	
how to exit/close an interview	
how to fill out a job application	
how to get a job	
how to get a stricter work environment	
how to get along with others	2
how to go over a resume	
how to greet people respectfully	
how to grow vegetables	
how to handle my money	
how to help people	
How to hold a meeting. Public speaking. Created a resume.	
How to improve resume	
how to love	

how to make labels	
how to make money	
How to manage, or lead some type of instruction or program.	
how to negotiate salary pay	
how to not be too nice but still have control over the kids	
how to obtain employment	
how to open a bank account online	
how to play a sport	
How to prepare myself for work in the comic book industry	
how to put out house fires	2
how to put up with people	2
how to ride the tractor	
how to run a business	2
how to sell a car to someone	
how to set up a savings account	
how to sew and make clothes	
how to start a business	2
how to title papers	
how to use a calculator	
how to use a solar panel	
how to use CAD	
how to weld	
how to work a sound board	
how to work around people with bad attitudes	
how to work at a front desk	
how to work with older people	
how to work with others	
I actually learned more skills than I expected.	
I am a hard worker	
I am content	
I basically learned what I needed to learn about job skills.	
I believe I learned the basics.	
I believe that everything was covered.	
I believe there is no other skills that I would like to learn	
I can't think of any	
I couldn't ask for more.	
I didn't learn how to network and I would've loved to know how to communicate with adults more so I could have more opportunities.	
I didn't learn how to participate because I was really shy	
I didn't really plan to learn anything	6
I didn't really set achievements for job skills.	

I don't have any jobs skills that would have liked to learn.	
I do not have any suggestions	
I don't have nothing	
I don't know	6
I don't think there were any job skills that I would have liked to learn but didn't	
I don't know	
I feel that I learned all the job skills I wanted to.	
I have learned a lot from my job	
I have learned mostly what I wanted to	
I have no regrets	
I have no skill I would have liked to learn but didn't	
I honestly feel I learned a lot about how it is to be a part of the workforce while working this summer.	
I just wish I had more time to develop the dance skills more than I was introduced to.	
I know what I want to know already	
I learn a lot	
I learn a lot from my job	
I learn everything I wanted.	
I learned a lot	
I learned all that I wanted to learn at AFG (Alternatives for Girls).	
I learned enough	
I learned enough to get me to the next level.	
I learned every job skill that I wanted.	
I learned everything	
I learned everything I needed	
I learned everything I needed to know.	
I learned everything I wanted and was willing to learn.	
I learned everything I wanted to learn	
I learned how to process numbers and work hard. Also to come to work on time.	
I learned leadership and how to measure wood.	
I learned to speak comfortably with strangers.	
I learned what I wanted	
I like the boss that I had I didn't like anything	
I liked to work with kids	
I made sure that some of the cadets were on time	
I really love to work more outside for a job	
I received all the skills I think I needed.	
I think I learned a lot	

I think I learned everything I was supposed to	
I wanted to do that with the kids.	
I wish I Could type really fast	
I wish I would have learned how to do resumes.	
I worked at 3rd circuit court and I learned everything. I did not miss out on anything.	
I would have like to learn more communication skills	
I would have liked to help with the point store	
I would have liked to learn how to prepare a resume.	
I would have liked to learn how to work answering the phone.	
I would have liked to learn more about job seeking, resumes, and independent living	
I would have liked to learn more about public speaking.	
I would have liked to learn more about resolving situations.	
I would have liked to learn the business side of the daycare as well as the childcare skills.	
I would have liked to learn to record my own music for the career I plan on pursuing	
I would have loved to learn more on computer applications.	
I would have wanted to learn how to organize my money.	
I would If like to have work with the kids	
I would like to learn how to come up with better answers when I do an interview for a job.	
I would like to learn more about the power tools used for certain jobs. I also would have enjoyed more presentation @ home improvement.	
I would like to learn how to help kids read, write and do other things.	
I would say that my job skills have improve since the first time I started working, but I would of liked to help the people in creating their resumes, although the agency doesn't have the enough funds to help the people.	
I would've liked to learn how to work under pressure.	
I would've loved to learn about financial literacy.	
I'd like to learn how to respect my older people	
I'm going to share	
I've learned them all	
In the program, I felt very comfortable with what I was assigned to.	
interact with others	
internet skills	2
interview preparation	6
Investment	
I would have liked to learn about computer skills. Also taking care of young children.	
job interview	

job searching	4
Job skills I would have liked would have been computer skills.	
job training	
knowing your place	
Law	
law enforcement skills	3
law enforcement skills, leadership skills and educational skills	
lawyer skills	2
leadership	4
leadership/ownership	
Learn	
Learned all of the skills that I wanted to learn	207
Learned everything that I didn't know	2
learned skills that I wanted to learn	
learned them all	
learning how to take directions	
learning more	
life coping skills	
life skills	
literature training	
mailing	
make a resume	
management	5
management	
manager requirements	
marketing skills	3
Math	2
mechanical skills	
medical doctor	
Microsoft excel	4
money management	
money management	
money management banking	
money management	43
more about motor city	
more about the program	
more about working with people who are dead	
more art structures	
more communication with hands on etc.	
More computer work	
More fun for the teens	

More in the field I'm trying to work for in the future.	
more leadership skills	
more math or English	
more medical work	
more vocational things	
multi-media production	2
multi-tasking	
music programs	
My program taught us what we came to learn about (business).	
N/A	868
N/A	
N/A	
N/A	
N/A	
N/A	
N/A	
N/A	
N/A	
N/A	
N/A	
N/A	
N/A	
N/A	
N/A	
N/A	
N/A	
N/A	
N/A	
NA	
NA	
Nail day was fun	
networking	4
No	
No	
no comment	
no comment	
no I learned a lot	
None	
None	
None	
None	

None	
None	
None	
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None	
None	
None	
None	
None	
None	
None	
None	
None	
None	
NONE	
None	
None really	
None really	
None/Nothing	94
nothing	
Nothing	
Nothing	
nothing	
nothing	
nothing	
nothing =/	
Nothing. I learned a lot from the program.	
nursing	6
Nursing, cause I wanna be one. Follow up for more skills than others	
Office skills	4
office skills	
Organization	5
organization, correct communication skills	
organization, planning, office work	
outdoor house work	
outside work	
painting and cleaning	

Painting skills	2
Partnership	
Patience	7
patient care	
Patrolling	
People/social skills	5
Poetry	
police cadets	
problem solving	2
program development	
proper dress code	
property management	
Psychology	
public speaking	11
public speaking	
Public speaking skills	
reading skills	2
Respect	
Responsibility	7
resume building	5
Resumes	3
retail skills	5
sales management	
school work	
Science	
Searching inmates; meeting inmates	
self-improvement	
social skills	2
something about medical	
something in the medical field	
speaking publicly	
sports medicine	
sports programs	
Spreadsheets	
staying with something	
supervision skills	
Take better care of kids	
Taking in big groups of people	
Talking	
teamwork	9
teamwork skills	

tech sports	
Technical/IT skills	3
technology, sports	
There wasn't anything I didn't feel like I learned	
that they should have told us everything we need to know before we started	
the program	
the hard job	2
The isn't any	
therapy skills	
there aren't any in my mind	
There aren't any.	
There were not any that I did not learn but wanted to.	
things with children	
time management	8
to budget my money	
To work the cash register.	
Videos	2
Waitress	
walking the beat	
warrants & laws	
what it feels like to do police work/duty	
what mistakes to not make in the business	
working with more professionals	
work ethic	
Working as a team	
working better with others	
working in clothing	
working on cars	
working on the register	
working with animals	
working with kids	6
working with kids	
working with others	
working with people with disabilities	
working with youth	
Writing	2
Yeah	
you will have to learn how to work in not play	

Appendix F:

Share any additional comments you have about your job site or the Detroit Summer Youth Program.	
1. This is a great program in many ways. One thing is that it helps kids get some of their needs or wants. 2. All about technology is the best work site	
Alkebu-lan Villange was a wonderful work site, I got to meet and work with a great group of youth	
Always fun to work at Franklin! I felt like I could've offered Franklin-Wright settlement more than sweeping and mopping.	
Appreciate the opportunity, great job	
Attorney Wyrick was a great role model.	
Be back next year	
Being teen supervisor was a lot of fun	
best summer program	
Big Brothers is a great organization. I've learned so much while working there and those things I've learned can be used later on in life	
Both my job site and DSYEP were a great help for my future plans on my job decisions	
Can I get the same supervisor? Liked her	
Clark Park Coalition is a fantastic work site. It is unique & allows youth to practice a wide range of skills from public speaking to working with youth.	
Cool people!	
Detroit Innovation Academy was a nice place to work if you like children. They are really professional and care about the work they do.	
Detroit SYEP helped me get new glasses that I really needed	
Detroit SYEP should be all year round not just the summer	
Detroit SYEP was a great experience and I hope to join the program next year	
Do all apartments have nice people or they don't?	
Doing my short job there at the matrix center I learned a lot. Whether it was from an employee or a mentor. I actually found a mentor	
don't have none	
DPS isn't a good partner when it comes to paying us	
Eh...	
Employment is everybody has a job	
Enjoyed the time being here	
Evangelical Manor was a great site. I would like to work their next year.	
Everyone at the job is very nice and I enjoyed working there	
Everyone is very friendly and the other workers like to help you out	
Everything at my site was good. I met and interacted with new people both old and young. This year I had no complaints about the site.	
Everything was A-one	
Everything was great	
everything was great	
Excellent	

Feels good making my own money. Thanks	
For the older youths (18-25) they should be allowed more than 25 hours a week, almost 30.	
Farm and vegetables	
Fun	
Fun	
Fun like workshop classes	
Give us a financial literacy class	
Good	
good experience	
good experience	
Good Job	21
Good job	
Good place	
Good program	
good site	
good site	
Good site and good program	
good, learned a lot	
Great job	2
great people to work with	
great place	
Great place	
Great place to work	
Great place to work and learn	
great program	
Great program, great learning opportunity to learn and make money	
Great program, really gave me a new outlook on my future	
great program, would love to do it again next year	
Great supervisors	2
Great work.	
Great. I'll be back next year, hopefully.	
Great, I enjoyed working with the youth	
Had fun in the Junior Fire cadet program but I think they can cut down on the exercise or maybe do stretches before to get us warmed up or something	
had fun with my team this summer	
Have more adults	
Have no comments.	
Having to have a shirt and ID is a big change that I think would help by only having a ID	
Hi	
Honestly I was bored throughout the summer and was relieved when the program came to an end	
I hope they are organized and really have something for us to do next summer	

How many more Sundays are the SWAMP team going to attend	
I loved it. I'd love to work there again next summer.	
I also wish my site was more organized and informative about information	
I am grateful for this job, because it helps me so much for school. This is a wonderful program for me and others to help us start off our lives on a good foot.	
I am just very thankful for having a job this summer	
I am proud to be in the DSYEP	
I am very thankful for this experience, and I hope I am able to be in the program next year.	
I am very thankful for this opportunity to work under this program. It was a very enlightening experience and I learned a lot about what it takes to succeed in the work force.	
I appreciate being able to work during the summer	
I appreciate the opportunity that I was given this summer I most definitely tell other people about this program.	
I appreciated the summer job	
I did not like the site "Detroit Housing Commission". Majority co-workers were very rude/disrespectful	
I didn't like my job site. Maybe next time I can get placed somewhere better	
I didn't like my supervisor	
I didn't like the site because of the office people but it was good	
I didn't really like working in nasty rooms were we could get very sick	
I didn't think I'd like it as much as I did	
I didn't think my job was the place for me	
I don't have any more comments.	
I don't have any.	
I don't have anything to say.	
I don't know, help others.	
I enjoy being at the Detroit Police Department	
I enjoy helping communities	
I enjoy the program and I would love to do it again	
I enjoy working at my job site. I wish I could and that the program is where I want to work every year	
I enjoy working with the youth	
I enjoyed continuing my learning from the YOC program I have had over the summer being with them all.	
I enjoyed and hope to do it again	
I enjoyed being apart of it and learning some important skill sets. Also for getting an awesome placement	
I enjoyed every bit of the work I did	
I enjoyed it and hope to come again	
I enjoyed it and I hope we can do it again	
I enjoyed it and made new friendships with people	

I enjoyed it, the program and the things we learned from it. I liked the field trips	
I enjoyed my 6 weeks	
I enjoyed my job	
I enjoyed my site	
I enjoyed my time	
I enjoyed my time there	
I enjoyed my time working. It kept me busy and put money in my pocket	
I enjoyed my time, many of the people I worked with were great people	
I enjoyed myself and learned what goes into a building's heating and cooling system	
I enjoyed myself and the staff and my co-workers. I had so much fun. I'm glad I was hired	
I enjoyed myself in this program. It really taught me about others and how to control my attitude around different people	
I enjoyed myself, I hopefully do this next summer and be successful in life do many things, with things	
I enjoyed myself, I'll be back next year	
I enjoyed the experience. Met new people and overall I believe I made outstanding connections	
I enjoyed the program	21
I enjoyed the program	
I enjoyed the program	
I enjoyed the program and hope it continues next year	
I enjoyed the program, it was so fun. I'd like to do it again	
I enjoyed the program, it was very educational and fun filled and very helpful	
I enjoyed the program. It's more of a greater opportunity for at, professionalism, interpersonal skill building than sitting at home. But I do feel that we need to stop the prejudice and stereotypes between co-workers.	
I enjoyed the program. Thank you for the great opportunity.	
I enjoyed the summer program	
I enjoyed this job. Thank you for providing me this job	
I enjoyed volunteering this summer	
I enjoyed working as a police cadet	
I enjoyed working at my site	
I enjoyed working at the Matrix	
I enjoyed working at the matrix. Working with the kids at the summer camp was fun	
I enjoyed working at the UAW and I would love to keep working here while I'm in school	
I enjoyed working here and I appreciate the opportunity to work at such a wonderful place	
I enjoyed working with people from all over	
I enjoyed working with people in the community	
I enjoyed working with the little kids. I liked to meet new people and interact	

with different personalities	
I enjoyed myself this summer, I learned more about how to identify trees and I also learned about tree maintenance. I had fun meeting new people as well	
I feel like this program could've been more fun if we would've did more hands on activities and also going on more field trips	
I feel like we should work with more kids	
I feel that his summer job was a great opportunity to both make money and friends. I've made a bond with all of my co-workers and made money to go school shopping and buy a phone	
I feel the workers sent to LFS were all treated equally or fairly. While they had many of us cleaning disgusting rooms while others were with the youth	
I feel this is an awesome program. Jus wish more youth knew about it	
I feel very safe working in my environment and hopefully I can work for you next year	
I got over my fear of being outside	
I had great summer	
I had a fun time working here at Little Scholars Brightmoor Center meeting the staff, children and I will miss them. I would like to thank the YES program for giving me the opportunities to work during the summer, meet new people and learn new things	
I had a good time this summer. I will do it next year if I can. But if I can't, then I enjoyed it this year.	
I had a good time working with my fellow coworkers. Each day brought something new to the workplace that made the day go by faster	
I had a great experience and learned communicative skills	
I had a great experience at the DSYEP	
I had a great experience, as far as working with kids and I would love to do it again one day	
I had a great summer. I met many great people that I hope to stay in contact with. I learned so much about myself and how to exhibit better qualities white at work.	
I had a great time	
I had a great time and really enjoyed it	
I had a lot of fun this year I liked my first year in the YES program	
I had a lot of fun	
I had a lot of fun with my coworkers and made friends, and gained a lot of skills.	
I had a lot of fun. I learned things, good things and bad things and if I ever get another chance to work I would work very hard	
I had a really great time	
I had a really great time working and learning how to become a man	
I had a really great time working for the program these last 4 years and it was a great experience for me	
I had a very positive experience at AFG. Consequently, I would like to keep working and volunteering there.	

I had a very positive experience at my job site. I love the staff there, they are extremely personable and helpful. I really enjoy working at the daycare and because of it I am considering changing my focus in school to working with kids instead of adults.	
I had another great year working with you.	
I had fun	
I had fun	
I had fun and it was a good experience	
I had fun at my site it was good working at Harford Nursing	
I had fun at times because I was at my school with my old friends I felt very safe.	
I had fun for these past 6 weeks, I learned a lot and learned how to work with others and be around others	
I had fun here and would love to come back next year!!	
I had fun this summer	
I had fun wish I could go back	
I had fun with my brother and sister cadets.	
I had fun working here. I enjoyed myself and met new people	
I had fun working with the program	
I had fun, it was great.	
I had fun!	
I had fun. It was a fun program which I plan to do it again	
I had fun. This program was a good experience. I would like to come back next year	
I had lots of fun, I loved this program	
I had so much fun working with the kids I had	
I had the best boss, he taught us a lot.	
I hated working for warm route? I loved being with the youth. I met some new friends. I was cool with everyone.	
I have a wonderful job site	
I have been influenced by my peers	
I have good clean up skills, learned how to work on my behavior and how to get to work on time	
I have had a great experience this year. For the third year. I look forward to my future with DSYEP	
I have had a wonderful time working for the junior fire cadets. I have made a lot of new friends and learned a lot from my experiences	
I have only one about DSYEP getting my checks was a problem because it was downtown	
I have stopped managing my anger and tend to get angry at a lot of stupidity	
I hope I get hired into my summer job	
I just appreciate every thing	
I just love the Matrix Center	
I just love to work	
I just really loved it and want to do it again	

I learned a lot at my summer job placement. I learned how to deal with children and their different personalities	
I learned a lot from participating in this program.	
I learned a lot of from the speaker	
I learned a lot. I grew in ways I never thought I could and I am truly grateful I had the chance to be a part of Detroit Summer Youth Employment program.	
I learned about more work with this program than just being at home the whole summer	
I learned how to step and get up early for work	
I learned to help others and give people a second chance	
I like camp peace there's a lot of nice respectful people here. I also enjoy working with the kids.	
I like it and really enjoyed it	
I like it but it could've been more professional	
I like it so far	
I like it, great experiences	
I like my job and where I work too	
I like my job site	
I like my job site a lot	
I like my job site, it made me become a young, mature man that is dedicated to working and getting paid	
I like my job site, it was fun and meeting people	
I like my staff and supervisor	
I like my work site but the kids there were a little too mean	
I like the fact that I got to meet new people that can help me later in the future	
I like the people I work with. I kind of had fun here. But still wish the program was longer	
I like the police officers	
I like the program and would like to be here next year	
I like the program. It helped me stay focused and out of trouble	
I like the senior where I worked	
I like the summer youth programs and I wouldn't want to be in any other program	
I like the SYEP because it kept me out of trouble	
I like this program	
I like this program	
I like WCCCD	
I like working in the high school office everyone took me in as if I were family. =)	
I like working with the program	
I like working with Willie	
I like working, wish to get hired in	
I liked it	2

I liked it	
I liked it and enjoyed the experience	
I liked it. It kept me occupied.	
I liked my job site, my coworkers and my supervisor	
I liked my job, supervisor was cool had fun interacting with seniors and others	
I liked my work site and we should stay at the same work sites	
I liked working with the seniors, they were very easy, loyal and hard working.	
I liked some of the people I worked with, I had fun. I'm going to miss some of them	
I liked the Bistro, it's like family thing there	
I liked the experience	
I liked the people I worked with and my bosses	
I liked the program and I would do it again	
I liked the program, it was a good working experience for me	
I liked this youth program already and I like everybody I work with. I look forward to working here next year if I can	
I liked working at my site	
I liked working where I worked	
I liked working with new people	
I longer	
I love all of this!	
I love and enjoy working at SER metro-Detroit	
I love being at EMEAC, it's the best place to be	
I love it	
I love it and the people that I worked with	
I love it. The people that were from the staff to the residents were very nice. I hope I get the same site I had this year	
I love making money	
I love Michigan Roundtable and the work they do!	
I love Ms. Brooks	3
I love my job	
I love my job site!	
I love my job site. It was different, something new. A bigger diversity it really opened some doors for me	
I love my job site. It's not that far from my home and I think we should stay here at Northwestern	
I love the field trip we went on. It was fun and I wish I could stay and do more	
I love the job and I would like to work here again	
I love the people and working with the summer program to.	
I love the program	
I love the program. It helped me prepare for college.	
I love the Ruther Ellis Center and all that they do.	
I love this job because it helps me with money I need and prepares me for the	

future	
I love this opportunity!	
I love this place and would like to come back	
I love this program it was fun	
I love this program.	
I love Walgreens	
I love working at Clark Park, and DSYE was very interesting.	
I love working for the care center, I will love to work here next year	
I love working here, the people are great!	
I love working in Dental care helping patients	
I love working with kids	
I love working with the program and love work with it every year	
I love working with this program! Keep it up!	
I love working, working at my job, and for the summer program.	
I love you guys. Have a great day.	
I loved every minute of 3rd circuit court. I loved the people I worked for and everything else. I can't wait to attend next year!	
I loved it	42
I loved it and hope to be joining again summer 2014	
I loved it, it made me a better person	
I loved it.	
I loved Ms. Brooks	2
I loved my employment & it kept me busy.	
I loved my experience	
I loved my job and I hope next year I work with Grade Check again. I had an amazing time	
I loved my job and my supervisor	
I loved my job site and would love to be there again. This was a wonderful learning experience	
I loved my job site that I am at but can't be put in here permitted I would like to work at a job where I know they will probably hire me	
I loved my job site, I got to work with new people and children	
I loved my job site. The people here are so nice. They have taught me a lot and I would like to come back here next year	
I loved my job, it was fun, it kept me busy and laughing at the some of my coworkers I worked with who had a good sense f humor	
I loved my site, everyone was nice and respectful. I had lots of fun	
I loved my site, I hope to go back	
I loved my supervisor and hope to have him again next year if I get recommended	
I loved my work site and I wish to go back next year	
I loved the Emeac team, they're cool	
I loved the experience and I hope I can come back next year	
I loved the fact that I could work with both my co-workers and cadets	

I loved the job and opportunity, thank you	
I loved the job site where the program was held. When my children are of age I would like or them to attend some of the programs they offer	
I loved the program. I would like to attend next year if possible! I love MRs. Jones, that's my baby! And Ms. Webb and Brittany also. They all looked out for me when I needed it.	
I loved this experience	
I loved this program	
I loved this program and I would come back	
I loved where I worked. They liked me so much they wanted me to visit	
I loved working at a Golf Course because I love playing golf	
I loved working with team 313 and I hope we can again	
I loved working with the seniors, they were really funny. I had an awesome supervisor	
I loved working with ULV summer sports camp.	
I made a lot of new friends as well as picking up wonderful business skills that will help me with the future.	
I met a lot of people	
I miss all the new people I worked with	
I really appreciate the job =)	
I really appreciate the opportunity	
I really appreciate the opportunity I Was given to work at the Detroit Summer League	
I really appreciate this program. I'm very thankful. If you all didn't employ me I wouldn't know how to afford some things for college. Thank you!	
I really appreciated Joseph Rogers' commitment	
I really appreciated my supervisor and thank everyone for their time	
I really did enjoy the experience. I like that it taught me how to communicate with other people, and gave me a feeling of responsibility for my job that I was proud to be there	
I really enjoyed all of my coworkers	
I really enjoyed it and I hope to do it again next year	
I really enjoyed my experience. I will keep in touch with my mentors for years to come. I learned a lot and feel more prepared for the real workforce.	
I really enjoyed my time here at James Jackson Inc. Agency. The staff members were nice and caring. I just wish I could have stayed a little longer. Hopefully more youth will have the opportunity to experience what its like to work in an office rather than working at a fast food restaurant	
I really enjoyed my job this summer.	
I really enjoyed my job.	
I really enjoyed my summer work.	
I really enjoyed myself	23
I really enjoyed myself and will be back next summer	

I really enjoyed the DSYEP. It was really fun and I got to see some old and new friends	
I really enjoyed the people I worked with	
I really enjoyed the program and hope to see you next year	
I really enjoyed the program. This was the first youth program I attended.	
I really enjoyed the summer program. I really learned a lot and really happy I had fun making money and learning new things	
I really enjoyed this job while it lasted, thank you for providing me this job DTE	
I really enjoyed this program and I am very grateful for it. Thank you!	
I really enjoyed this program helping the youth be active in a positive way	
I really enjoyed this program, I wouldn't mind coming back	
I really enjoyed working at Alternatives for Girls.	
I really enjoyed working at DHS Fort Wayne. I learned a lot and it was an amazing experience. I'm proud to say I completed my first real job. Everyone at the job loved me, and I met some really great people.	
I really enjoyed working for grade check. Sheila helped me with the college application process and getting certified with the NCAA	
I really enjoyed working this summer I can now take everything and apply it to my future endeavors.	
I really enjoyed working with the kids this summer and I would love to do it again	
I really feel like it could have been way better. It was basically a repeat of last year, and it bored me really.	
I really had a great time and I learned step skills	
I really had fun and I met new people.	
I really like Detroit SYEP because it gives students an opportunity to experience different things	
I really like the YES program because it teaches you a lot and how to do things correctly and we learn something new each and every day	
I really like this and I hope to do this next year	
I really like this because it shows me discipline	
I really like this job and I will be back next year	
I really like this program	
I really like working at the Café. It helped me talk to people and come out of my shell	
I really liked and appreciated my job site	
I really liked and if I could I would do it again!	
I really liked it and I would like to do it next year if I can	
I Really liked it and would do it again if I had the chance	
I really liked my job and duties. Thank you!	
I really liked my job site	
I really liked my work site	
I really liked my worksite it was fun and the people was nice	
I really liked working with my partners and my boss.	

I really liked working with the community	
I really liked working with the program for the past 2 years. It has been a good experience.	
I really love this job. I would love to do it again. It's a good program	
I really love working this summer job, I hope to do it again	
I really loved my job	
I really enjoyed it and want to work here again	
I thank you for your program because I learned a lot of things and helped me get a job and hope Ms. Brooks does the program again. She was a great inspiration for me and others	
I think it was a nice summer job	
I think it was great and I liked it.	
I think it's a good and organized program and more people should get involved	
I think it's an awesome program that opens a world of opportunities and makes the youth want more out of life.	
I think it's great	
I think it's a good way for young kids to earn money and get a feel for how a job will be	
I think its unfair how we did not vote for awards that was given	
I think that it is wonderful that programs like this exist. Through this program I've seen myself improve and gain necessary skills	
I think that this is a great program and it plays a big role in helping young people do positive things.	
I think the DSYEP is a positive thing for young kids and adults. It kept most kids out of trouble and off the streets	
I think the SYEP is an awesome program	
I think this is a great program and overall I enjoyed myself	
I think this job helped to provide a diligence of waking up and getting here on time. They believe in youth and believe every one has a future	
I think this program allows the youth to experience a glimpse of the real world. In addition, job training and learning how to write a resume was very helpful and useful	
I think this program was a very good idea and I'm sure it helped a lot of people so I hope it continues	
I think this program was great and I thank Ms. Alberta for giving me this opportunity	
I think this program was very nice and interacting...and would like to come back next year	
I thoroughly enjoyed the program and look forward to participating next year!	
I thought is showed me a lot about myself and the people I work with. I overall had a nice experience.	
I want to be allowed to leave on my lunch break.	
I want to come back next year	
I want to come back next year	

I want to go back to my site and I'm really going to miss some of my co-workers	
I will be back next summer	
I will share my comments	
I wish that I could be placed with the same work site: Cambridge Towers and the same great/awesome supervisor: Jessica Jackson	
I wish they could of paid more	
I wish we could have had a chance to work in and outdoors	
I wish we had more stuff to do and more involved in things.	
I worked at Cambridge Towers and I really liked the site and DSYEP	
I worked at Metro Foodland and they are very nice people to work with. I believe that Metro Foodland should be the next job site for next year's summer youth program.	
I worked at Osborn and my job wasn't bad. It was actually kind of fun and interesting at times. I've learned how to work with people more than I usually do	
I worked at Parkview Towers and the manager at the building was real rude and she always had an attitude	
I worked at the Northwest Activities Center, upstairs in the Recreation Dept. and I thought everyone I worked with was great! I really wish I didn't have to leave. every will truly be missed	
I would have to say I really liked this job. It was my first job and they didn't give me any hard times, it was very nice.	
I would just like to say that I appreciate and respect everyone who helped make this program. And I just want to say 'Thank You' for the opportunities.	
I would like to come back next year	
I would like to do again next summer, I enjoyed myself and the program.	
I would like to just thank the DSYEP for letting me be a part of it again	
I would like to say thank you for accepting and hiring me and letting me be a part of this	
I would like to thank the Detroit Youth Employment Program for the job because I needed it really bad to get through school.	
I would like to thank who every came up with this program, it's very helpful. Thanks=)	
I would like to work there next summer, maybe.	
I would like toward there again.	
I would love to work here next year!	
I would probably say that some of the mentors need to be more available to personal needs of the program participants. Even though this is a job site they should still be able and comfortable enough to come to the mentors when they have a problem	
I would rather be paid weekly then bi-weekly because a month is way too long. Other than that it was a great experience for me	
I'm good	
I'm looking forward to helping out next summer as well as this summer and the	

next	
I'm very thankful for being eligible to be a part of this program and hopefully next year I can return to be a supervisor.	
I'm very thankful for this program and it's a wonderful opportunity given to the youth.	
If we had refreshments in the morning, I would have felt appreciative about working at an office site	
In all I believe this is a great opportunity for the youth	
is very nice to work with your kid that you can learn from them a lot	
It as a good job site and a great learning place	
It had is moments being boring, irritating and just nerve wrecking but it was kind of fun	
It honestly did help me make better decisions. I like the program	
It is a good program for the youth	
It is a good program helping the youth	
It is a good time consuming program for the youth to stay out of trouble.	
It is an amazing program that gets you ready for life	
It taught e a lot about people and how they act in life	
It was good experience	
It was a cool program, met a lot of people. learning how to type in words without looking, talking more and not being shy, and showing the real side of me	
It was a great place and environment to work	
It was a fun experience	
It was a fun experience	
It was a fun experience and it pushed me to work hard	
It was a fun program and I can't wait for Summer of 2014.	
It was a good and interesting experience	
it was a good and nice thing to do this summer	
It was a good experience	
It was a good experience	
It was a good experience	
It was a good experience	
It was a good experience working at SER metro this year	
It was a good job but trouble at the same time	
It was a good job. I understood the purpose of respecting other cadets	
It was a good learning and work experience. They gave us the knowledge we need to further our job skills	
It was a good program	
It was a good program, I learned a lot. I would love to come back	
It was a good program. It kept me active over the summer	
It was a good site, only thing I didn't like was the look that ran the place	
It was a great experience	
It was a great experience	

It was a great experience	
It was a great experience	
It was a great experience and I enjoyed it.	
It was a great experience and I will apply to work within this program again next year	
It was a great experience working for the youth program. It kept me out of trouble and I've learned a lot and hope to be with you all next year	
It was a great learning experience	
It was a great opportunity!	
It was a great program	
It was a great program and I was glad to be a part of the DSYEP I am very thankful to have participated in this program. I would recommend this program to anyone who doesn't have a job	
It was a great way to spend my summer	
It was a great way to spend the summer while broadening skills	
It was a nice experience	
It was a nice learning experience	
It was a nice place with interactive seniors	
It was a nice program and I'd like to work here again. =)	
It was a nice work site	
It was a pleasure working in the mayor's office with his executive assistant	
It was a very great and friendly environment	
It was a wonderful experience	
It was a wonderful experience for me. I would love to do it again	
it was a wonderful experience for my first job.	
It was a wonderful program and I truly enjoyed it. I hope my mom will let me attend next year	
It was a wonderful program because it taught me how to speak to people I've never seen before	
It was absolutely great, no complaints	
it was amazing	
It was an amazing experience, thank you.	
It was an excellent experience	24
it was an good learning experience	
it was an overall good summer program	
It was an overall great experience and I hope that I can be a part of it next year	
it was awesome	
it was boring, nothing to do.	
It was boring, we don't take pics, we don't do anything	
It was cool	
It was fun	26
It was fun	23
It was fun	
it was fun	

It was fun actually.	
It was fun and a new experience! The kids were great and I enjoyed it very much!	
It was fun and an experience	
It was fun and exciting. Wish I can do it all year round and the kids are wonderful and so are the workers	
It was fun and got to learn a lot for a job.	
it was fun and hope to do it again next year	
It was fun and I enjoyed my summer with the summer program.	
It was fun and I hope to come back again	
It was fun and I really enjoyed it!	
It was fun and I really enjoyed working for Ms. Relle Robinson under Franklin Wright Settlements	
It was fun and I want to do it again	
It was fun and I would love to do it all year	
It was fun and kept me busy	
It was fun and me and the workers became family very quickly and involved	
it was fun and thanks for the opportunity	
It was fun but the program was a little bit too short. If it was longer, I think it would have been better, hence, more money	
It was fun work site, was good.	
It was fun working with the kids	
It was fun, and I'm proud of my work.	
it was fun, but the program was too short.	
It was fun, exciting and I really liked my peers.	
It was fun, I liked the field trips we took	
It was fun, met new people and I will miss them	
It was fun.	
It was fun to learn new stuff and meet new people on my job site	
it was good	
It was good and a good experience. It helped me realize I don't want to do child care as a first choice but I would like to do it on any free time or something like that	
It was good hard work	
It was good to work here	
It was good. I learned a lot from this job. It also helped keep money in my pocket	
It was great	
It was great and I would love to do it again	
It was great fun and I was happy I had the opportunity	
it was great I would like to go back	
it was great, I learned a lot of things I didn't know	
It was great. I got to work with kids and do administrative work. Iy had it sups and downs but it was awesome	

It was kind of boring and repetitive.	
It was nice	21
It was nice	
It was nice and I learned a lot from it	
It was nice going to my work site. They treated me with respect.	
It was nice having a job	
it was nice. Hopefully I do it again next year.	
it was ok I liked it	
it was ok.	
It was okay	
It was okay	
It was okay, I guess I had a nice time with other workers.	
It was okay, we didn't do much.	
It was perfect and my supervisor was perfect	
It was pleasant working at my job site	
It was really a fun experience. This was my first work experience and I enjoyed it, the people I worked with and I learned a lot of new things	
It was really fun	
It was really fun. I liked where I was and the opportunity to make the connections that I did.	
It was really wonderful. It helped me a lot.	
It was tremendously filled with amazing young people who I know learned a great deal from Day Camp	
It was very fun and a great experience	
It was very fun working with and meeting new people	
It was very fun. I had a great time with the program and the kids	
It was very helpful and I enjoyed working with my co-workers	
IT wasn't active, but it was fun	
It wasn't really a lot of great people	
It would be nice to have a choice of where you would like to work and who you would like to work with	
It would have been nice to work closer to home.	
It's a clean environment	
it's a fun job. I like working with everybody.	
It's a fun place to attend	
It's a good job	
It's a good job because I can help others	
It's a good program	
It's a good program for the youth	
It's a good program to get community service hours	
It's a great program	
it's a great program	
It's a great program for the youth	
It's a real good program	

It's a very interesting job for me to attend	
It's fun to work with children of all ages	
It's not that much to do	
it's very nice and I would like to do it next year.	
It's very welcoming and understanding	
It's a great experience, I learned so much!	
Its a nice program and I would like to be part of it next year	
ITs a nice program I had a lot of fun working for the matrix center	
Its a really calm environment and its a good experience	
JCP is the best	
Job site was lame, need to have more fun	
Job was next year	
Just wanted to say thank you to everyone that did there part for the summer program	
Just wish it was planned better	
Keep Mr. Hudson, make him a white shirt, he's a great supervisor	
keep up the work	
Keep up with the amazing work you guys are doing	
keeping doing what your doing	
Learned everything that I need to about working	
Learning experience	
Learning to deal with the multiple personalities of people isn't always the easiest.	
lots of people bar fighting	
Love working with the group of people I worked with this summer. Hope to do it again next year. I love my supervisors because they are a joy to be around.	
Loved it, I really enjoyed the program. I learned a lot and I hope that the program continues to thrive	
Maggie Jee's Community Center was great. I became more social with people	
Making seniors smile is the best thing ever	
Maybe group field trips. Not only work but some fun.	
McDonald's was a good place go me to work my first job	
More awards. End of the year party	
more flexible hours	
more job opportunities	
More pay!	
Mr. Hooks is very nice, plus I like his name. I hope to work somewhere with a boss like him.	
Ms. Brooks was good	
Ms. Shirley was great	
My experience with the Detroit SYEP was fun. Thank you for giving me this chance	
My hob site was in a dangerous neighborhood	
My job helped me gain the experience with other people that I didn't know. It	

let me know how the real world is	
My job I've had was un, creative, and awesome	
My job site has a very good environment	
My job site is good and it helped me a lot	
My job site is great. It is very easy and I understand my assignments that I am supposed to do.	
My job site is very professional. My coworkers are strictly business. We keep it professional but yet we are having fun doing it	
My job site needs central air or a cooling system because the building gets very hot on most work days	
My job site this year was a great fit considering I am very business oriented	
My job site was an excellent place to be employed. IT was actually a life experience and had a very real environment	
My job site was awesome. I really enjoyed it, my co-workers were great	
my job site was BORING! We should have done more shit	
My job site was city council and it was a great experience. I was able to work with some beautiful people and learn public speaking, computer skills and clerical work. Great experience	
My job site was diverse and unique because I met people from three different types of jobs	
My job site was good. the seniors were nice	
My job site was great and fun and I was excited to have this experience	
My job site was great and it helped me excel in communicating with others	
My job site was great. I learned a lot being in a courtroom.	
My job site was kind of messy but it has to be that way because of the profession. Other than that it was a nice experience. The orientation was great	
My job site was nice and I liked it and if I could get another one I would like to work there again	
My job site was okay for the most part but some was boring at times	
My job site was the best to me	
my job site was unorganized but other than that it was cool.	
My job site was very cool and laid back	
My job site was very nice. I learned a lot from the people there life skills and writing skills.	
My job site was spectacular. My boss was very kind and all the employees were helpful	
My job site, I think they were racist	
my job site was fun I met people that could be mentors	
My site I had was fun, the people there talked to me a lot.	
My site was unorganized but was in a good area close to home and easy way to catch the bus	
My supervisor was real snotty	
My supervisors were really nice and helped with everything that I didn't understand	

None	
None	
None	
None	
None	
None	
None	
None	
None but I really enjoy the program	
none thank you	
none!!!	
Nothing	
Nothing	
Nothing	
Nothing	
Nothing	
Nothing	
Nothing it was a good summer	
Open more summer job programs and also open jobs that could be all around jobs	
Outside work and a lot more	
Overall I did enjoy the program. I learned a few things and got a chance to give back to my community. Also I got to help an elderly woman with her home	
Overall I like the program and I believe it was a great learning experience	
Overall I liked it. My supervisor was really cool and he gave us the opportunity to meet a variety of rich, famous and well known people	
Overall I liked working for it. It helped me learn a few things about gardening and I got a chance to help out my community an make a chance in an elderly woman's life	
Overall I think it is an excellent program	
Overall the Summer Youth is always a good experience for everyone looking for a job	
Overall working at LASED, Inc. has been a great experience in helping the Southwest community with any important concerns the clients may have and it has developed me to have more patience within myself than before.	
Overall, there was nothing wrong with this program. Helping people instead of staying at home dreaming about it, I'm actually doing something	
Please make location closer to the persons zip code so I would not have to take 2 buses please, oh my Jesus	
Proactive	
Program was experimental	
Quailcare Nursing is a great place for the elders its just the workers just need to focus more on work	

Rally fun, I liked the staff	
Really enjoy working with the people I work with and for	
Second year, I plan to show up next year	
SER has been like a real family to me and appreciate everything they have done for me	
Some comments that I have would be to know whether or not you can work on the weekend	
some of the adults were rude	
Some of the seniors are nice but the actual building can be taken care of better	
Someone robbed me	
Team 313 is a wonderful group of people. They is really hard worker and they don't give up on anything	
Teen Hype is amazing. Great organization!	
Tell some people not to over do their job	
Thank GOD	
Thank you	
Thank you all. Hope ti see you guys again	
Thank you for a great experience. I loved this program and am ready to continue it.	
Thank you for giving me a job.	
Thank you for having me working with ya'll program	
Thank you for the opportunity, I would love to do it again if possible	
Thank you for the opportunity. I really enjoyed myself, learned a lot of new skills and I also worked with some wonderful people. Thank you very much	
Thank you for this job and the opportunity to experience my first internship, you are greatly appreciated.	
Thank you for your time and cooperation. I love that family oriented feeling I get when ever I'm here	
thank you or the chance to have this job	
Thank you! For everything	
thanks for getting me involved in this job site	
Thanks for letting me work here	
Thanks, it was a good opportunity	
Thank you Sharon Dumas	
That I really liked my supervisor Reid	
That it was very good	
The area is bad and the kids are disrespectful	
the best ever	
The best job site I ever worked at. I would like to do it again next year	
The care center is very helpful. I learn a lot from working here. I learned how to work positively with others, how to help people without expecting anything, etc.	
the custodian (female) wasn't a very nice person	

The Detroit Food Academy is a great program for youth who are looking into entrepreneurship. I have learned a lot of skills from this program	
The Detroit SYEP is a great program. I have experiences on the working field	
The Detroit SYEP is the best program for a job	
The Detroit SYEP is the best program to go to get a job in the summer	
The Detroit SYEP was an excellent program for the kids	
The job site I am at is an excellent program	
The job site I was at very nice and I would love to work at a community center more often.	
The job site I was at was fun and gave me new skills.	
The job site I worked at was very open and taught me to work with new people on different projects	
The job site is well liked by the community however it seems to lack some care by the department and needs better upkeep	
The job site they put me at, I like it but I was thinking more of being put somewhere like an office. I think this experience was fun.	
The job was great. I enjoyed my coworkers and the job assignments	
The kids was good to work with	
The other employees that I have worked with this summer have been the nicest people I have ever met. This was a really good experience	
The program has really made my summer. I enjoyed every day of the work, aside from the pay I look forward to joining again next year	
the program needs more info on the places they use before they use them	
The program was a fun experience for me	
The program was a good experience for me. It taught me a few things I needed to know.	
The program was a great and fun way to spend my summer	
The program was a great opportunity for me to learn different things that will stay with me and helped me in the future. It gave me the opportunity to get to work with animals and it got me thinking more about being a vet	
The program was excellent and showed me a lot	
the program was going good, I would like to work here next year	
The program was great. I earned money and learned. I would like to see more programs like this	
The seniors were okay sometimes	
The Summer Program was pretty fun. I am probably going to attend this program again	
The SYEP was a great experience and I hope to be here next year too	
The Urban league was a great place to work. They really gave me an opportunity to grow professionally. They allowed me to make suggestions and offer input on other projects	
the was a great summer experience	
The YES Program is awesome, just keep doing what you do	
There is nothing left to say.	

There needs to be more year-round youth employment organizations. there needs to be more youth community centers like Youthville across Detroit for all youth to come and learn	
They are really caring	
They are really cool people and the children are just as wonderful	
They should have not made it like school	
They shouldn't treat it like school	
They taught me a lot of things when I am looking for a job the next time	
They were fair and very kind.	
They were really ghetto	
They were very nice and made the experience calm and good for me	
This Detroit SYEP actually helped me pay for my college books	
This internship has been amazing	
This is a great opportunity for kids	
This is a great program for young people to get a head start on excellent opportunities. My job site could've given me more work to do	
This is an excellent program and should be used every year	
This job is a fun career to enjoy during the summer and build relationships	
this job program was cool but sometimes it was boring	
This job was the best even though this is my first summer job that I had. And I appreciate it. And I'm glad that I got this summer job.	
This kept me out of trouble and responsible in ways	
This program didn't pay me \$900 so this program was all wrong	
This program has given me knowledge, helped me and grow and taught me a lot. I love it!!	
This program is a great way to teach the youth how to be successful to make their lives better	
this program was a good experience I would do it again	
This program was great. I do feel like rehearsals should be more strict as far as making sure people come on time and king us rehearse harder.	
This program was really great this summer, I enjoyed it. My supervisor was awesome and worked very hard. I just really enjoyed this Detroit SYEP.	
This really helped	
This site is a fun place to be because there are a lot to do here.	
This summer I really liked the program, this is my actual job. I would like to attend next year	
This taught me so much thing that bettered my work skills and bettered myself in a way	
This was a good job site I worked at. I would like to visit my work site to go help out the senior citizens. But I really enjoyed this job and I would like to do this job next summer	
This was a good program and I would like to attend again next year	
This was a great experience and I hope I can do this again	
This was a great opportunity	
This was a great opportunity. I enjoyed it.	

This was a great place. I think youth can a various of job skills	
This was a great program and should expand	
This was a very good opportunity. It gave me a chance to find more job opportunities	
This was a very helpful and great experience to have	
This was an awesome program because it helped me get a safe job. I know that other places would have not hired me, so I thank this program and the school for this opportunity	
This was not a good first job experience to be honest	
This was really a great experience	
This was very helpful to me	
This year was my first year. I had fun at the sites I was working at. I learned how to do office work and I had fun	
Tighter security	
too cold	
Very fun. Learning was very fun and very easy	
very good	
Very good program	
Very good program to participate in	
Very pleasant, happy environment. I would definitely do it again	
very positive and has a few opportunities to a better future	
Very well cleaned work site	
wanna come next year	
Was a nice program for the summer and it really helped me a lot	
We don't do nothing but play UNO	
we had fun helping in cleaning in doing cool stuff	
We had lots of fun with the youth connection	
we had lots of fun with the youth connection	
We impacted many people and our summer project was very needed (we worked with United Way).	
We should be paid weekly instead of bi-weekly. I feel its too confusing so we should just get paid weekly	
We should have more dedicated workers	
Well I really like the bologna subs and I think we should have the pizza from subway, its cheaper than pizza hut's and it taste better, just saying	
well working office space	
Well, I enjoyed my time working with inner city youth group. I worked with some of the most happy, bright, loving children this year.	
When this started?	
Why is it so short	
why were most of the seniors grumpy	
Working at GTE was a great decision and I would love to do it again.	
Ya'll had made this job fun	
You guys are awesome and I want to come back	

You guys are great thank you!	
You know Ms. Hill is one respectable individual and I love her personality	
Youthville	