



**SCHOOL OF SOCIAL WORK
CENTER FOR EQUITABLE FAMILY
& COMMUNITY WELL-BEING**
UNIVERSITY OF MICHIGAN



**Grow Detroit's
Young Talent**

2020 Grow Detroit's Young Talent Program: Results from Youth Exit Surveys

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Introduction

This report is a summary of youth exit data from the 2020 Grow Detroit's Young Talent (GDYT) program. Although the program has been in existence in its current form for nearly a decade, 2020 was a year like no other. With COVID-19 lingering for months as a global pandemic threatening public health and safety, implementing staff made the decision to shift this year's program almost entirely on-line with a virtual job shadowing component and a social emotional learning component.

Growing the workforce participation of Detroit's young people can reduce financial barriers and provide them with the skills, knowledge, and opportunities to start building a career. This year, more than ever, it was important to ensure that young workers have access to work opportunities so that they can continue to support themselves and their families. In May of 2020, the unemployment rate grew to 24% nationally with youth unemployment growing to 26.9% reflecting the impact of the COVID-19 pandemic¹. Comparatively, in Detroit, unemployment grew from 7.6% in February to 39.4% in May making it the third most impacted city by the pandemic with respect to unemployment².

Working collaboratively with the Data, Research, & Evaluation committee of the Detroit Youth Employment Consortium, we cut questions from last year's survey that were no longer relevant and added a set of questions related to technology and the new virtual context. 2,440 youth participants gave their comments and opinions via an on-line survey link. The responses provide feedback directly from youth participants and offer data that contributes to the ongoing work of GDYT as staff plan for the summer of 2021, which is still unlikely to be in person for most youth.

Questions focus on what skills were developed or enhanced by participating in GDYT, including basic job readiness and confidence as well as new areas such a use of video conference technology. We also ask about any previous work experience and whether they identified a trusted adult to keep in touch with for future mentorship. There are questions on educational expectations and financial capability as well as whether they expect to stay in Michigan as adults. We asked about their experience with the pay card and how they accessed technology to participate in the virtual activities. And finally, we asked about referrals to support services and overall satisfaction with the program.

Qualitative data provide insight into what the youth hoped to be doing in terms of careers, suggestions for improvement, how COVID-19 has affected them personally and what new insights they have had about themselves. Given that the majority of young people (55%) said they don't expect to live in Michigan as adults, we summarize some of their reasons for this response.

¹ U.S. Department of Labor, Bureau of Labor Statistics. (2020, August 18) *Employment and Unemployment Among Youth Summary*. [Press Release] Retrieved from <https://www.bls.gov/news.release/youth.nr0.htm>

² Crowe, C (2020, June 9) The 10 Cities with the Highest Unemployment rates: Report. Smart Cities Dive <https://www.smartcitiesdive.com/news/wallethub-report-cities-highest-unemployment-covid-coronavirus-/579417/>

Highlights:

- Device used to access GDYT was mostly laptop (68%) or smartphone (56%).
- Although most youth already had a device (66%), 13% received one via the Detroit Connected Futures program and 21% from GDYT or their worksite.
- Most (95%) did not have any challenges participating from their device.
- Most (97%) accessed GDYT from home, but 2% said they used a public space.
- Although most would prefer in-person work (43%), they were comfortable with the on-line experience and only 18% expressed interest only if there were no other option.
- The majority (67%) said that GDYT helped them use video conference technology.
- Educational expectations are high, 58% of youth expect to attend a 2-year or 4-year college and 26% expect to attend graduate/professional school.
- About a third (36%) said their career goals changed after GDYT.
- Two-thirds of the youth said they had worked for pay before in the past, but this was the first GDYT experience for many (41%).
- Almost everyone received a pay card (92%) and only a few (16%) didn't like it.
- Ten percent or more said they needed support for the following: mental health (13%), health (10%), food (12%), benefits (14%) and college prep (38%).
- Overall satisfaction was 94%.

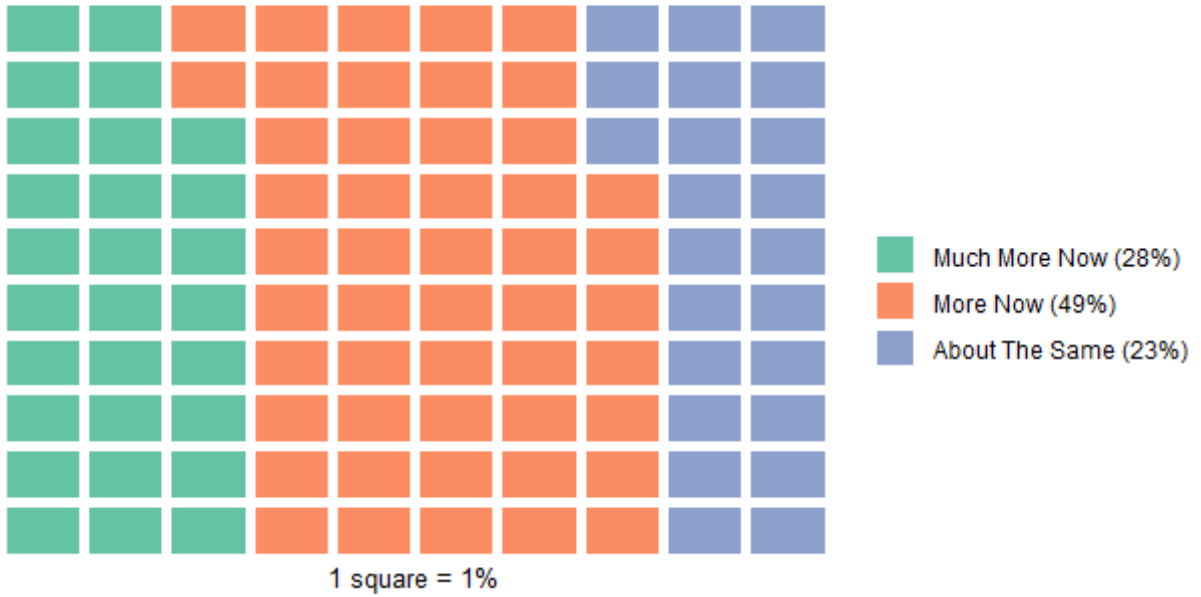
Despite the pandemic and most activities being entirely virtual, responses were similar to what we have heard from youth in past summers. However, there are a few exceptions where this year's results seem distinct. This year fewer youth established a relationship with a trusted adult (78% in 2020 vs. 83% in 2019), perhaps because the virtual experience provided less opportunity for individual interaction with staff. Youth were more likely to say their understanding of a range of work readiness skills improved. Youth said GDYT helped them understand *jobs I like* (75% in 2020 vs. 65% in 2019), *skills I need* (75% in 2020 vs. 65% in 2019), *education I need* (74% in 2020 vs. 63% in 2019), and *have a clear idea of jobs I want* (73% in 2020 vs. 65% in 2019). In addition, more youth reported starting to budget their money (84% in 2020 vs. 78% in 2019). Surprisingly, fewer youth said they expected to live in Michigan at age 25 (44% in 2020 vs. 54% in 2019). We highlight responses to this question at the end of the report to get a better sense of the reasons offered for this result.

There is much to learn from what youth participants in GDYT have to say. We have been producing these annual reports from youth exit surveys for over a decade. To see previous reports and compare data from past years, visit the GDYT [Dashboard](https://ssw.umich.edu/offices/family-community-wellbeing/projects/gdyt) at ssw.umich.edu/offices/family-community-wellbeing/projects/gdyt.

Graph 1: Time Management

Participating in GDYT helped me to manage my time

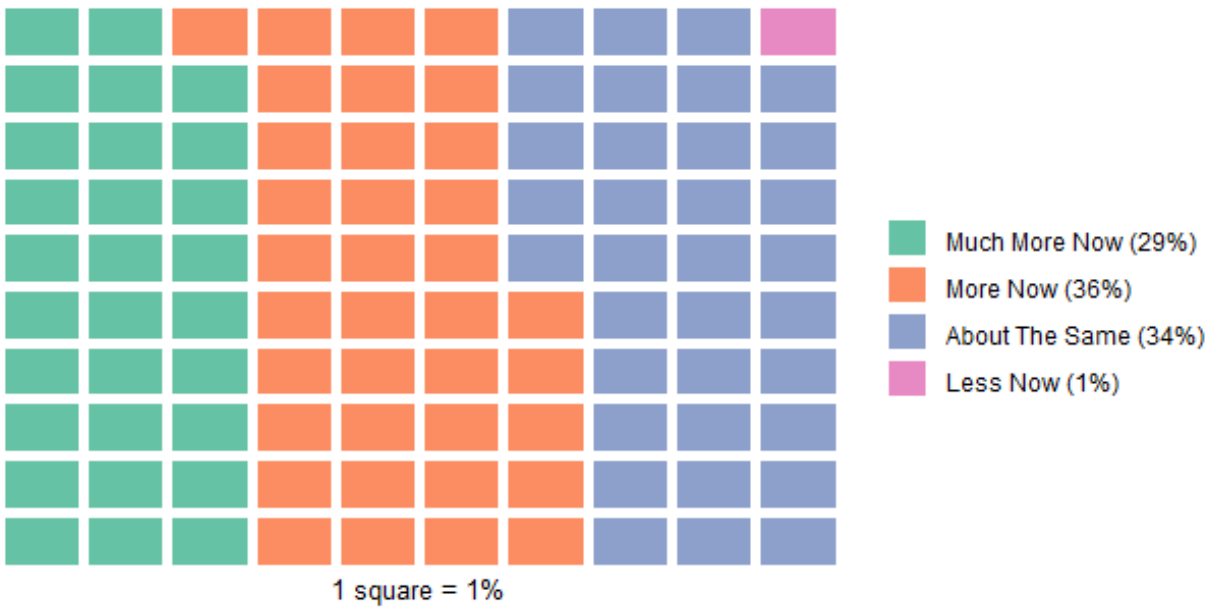
N=2,432



Graph 2: Money Management

Participating in GDYT helped me to manage my money

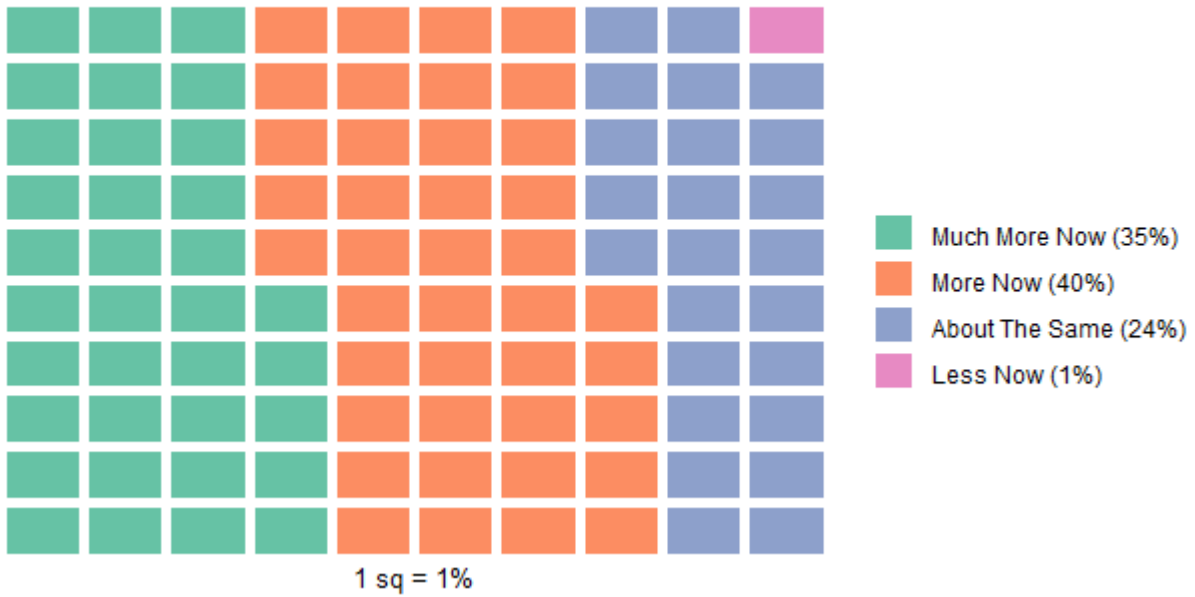
N=2,409



Graph 3: Job Satisfaction

Participating in GDYT helped me understand jobs I like

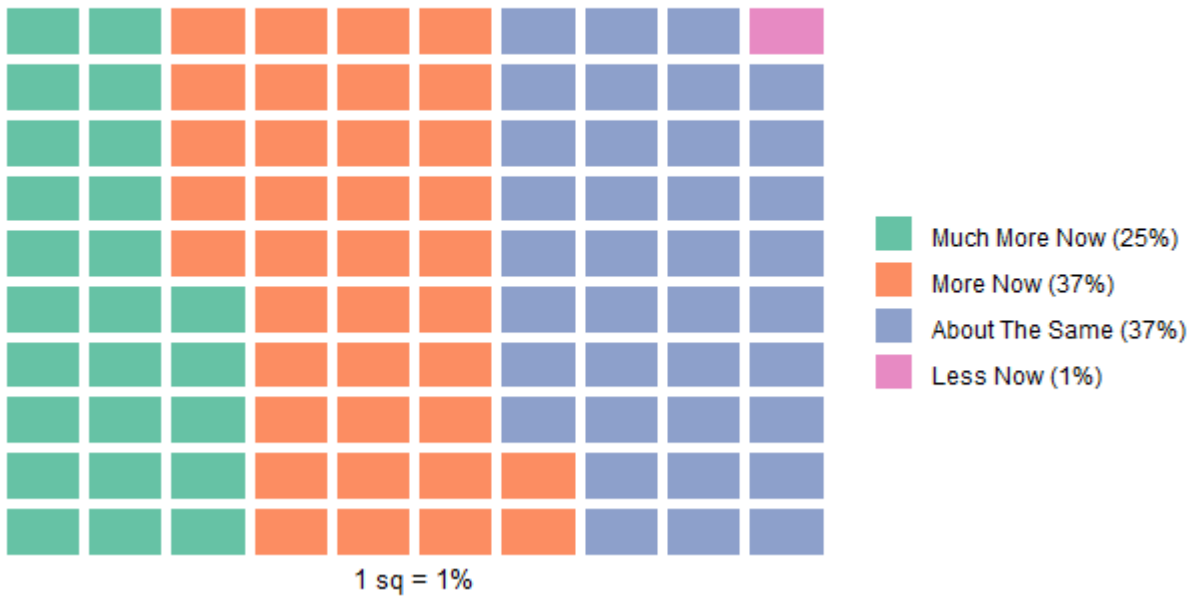
N=2,433



Graph 4: Job Application

GDYT helped me search and apply for jobs

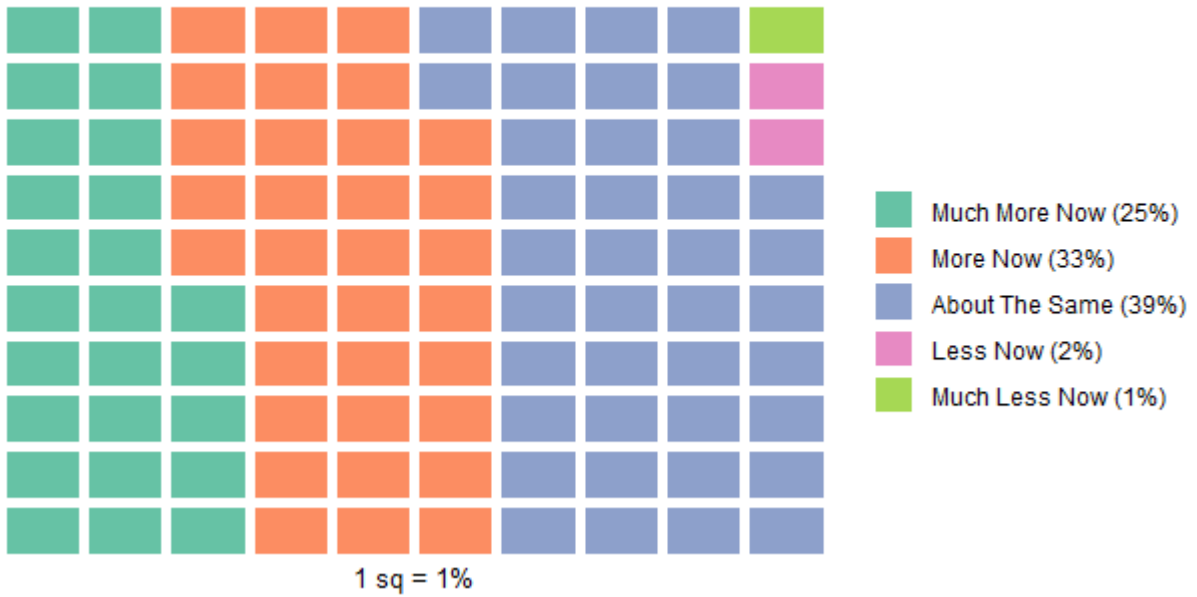
N=2,434



Graph 5: Resume Writing

GDYT helped me understand how to write a resume

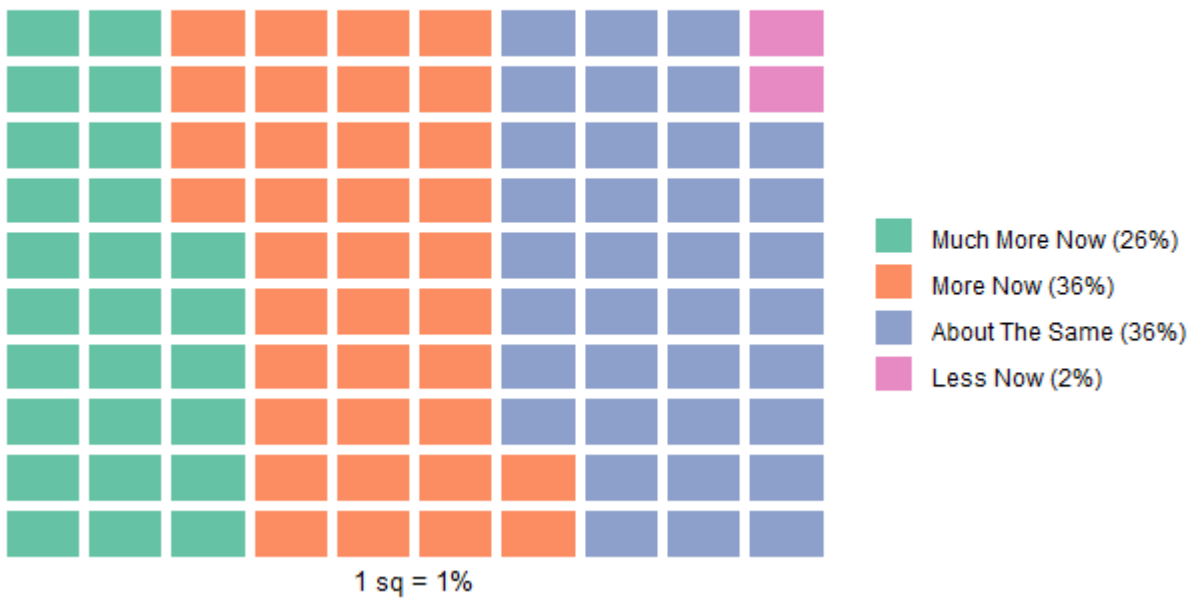
N=2,427



Graph 6: Job Interview Readiness

GDYT helped me prepare for a job interview

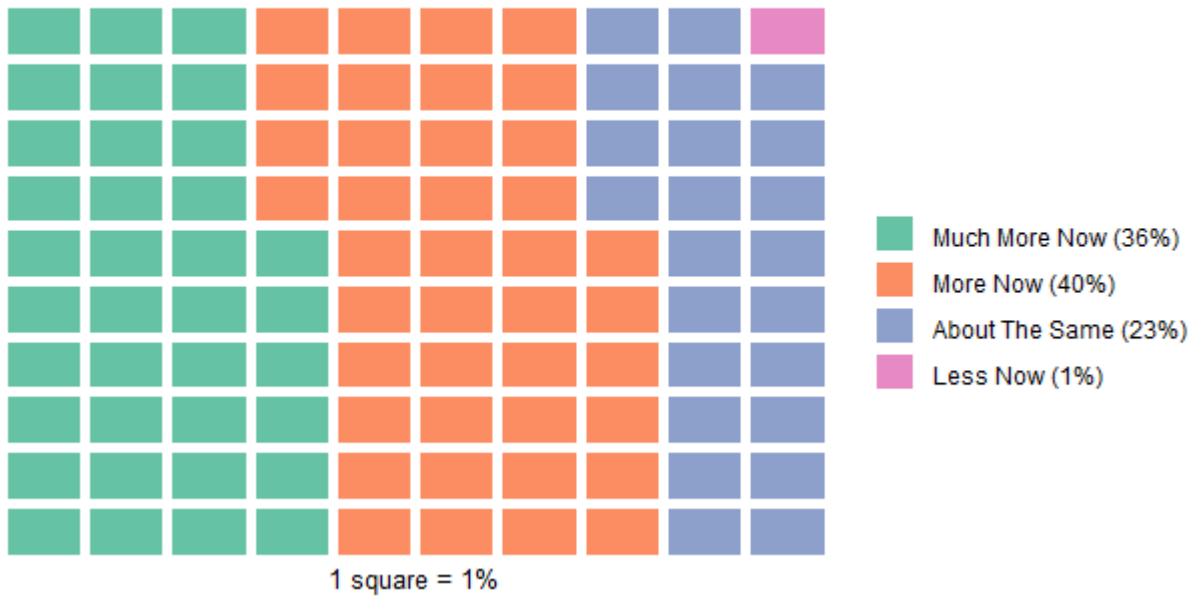
N=2,430



Graph 7: Job Skills

GDYT helped me understand skills I need

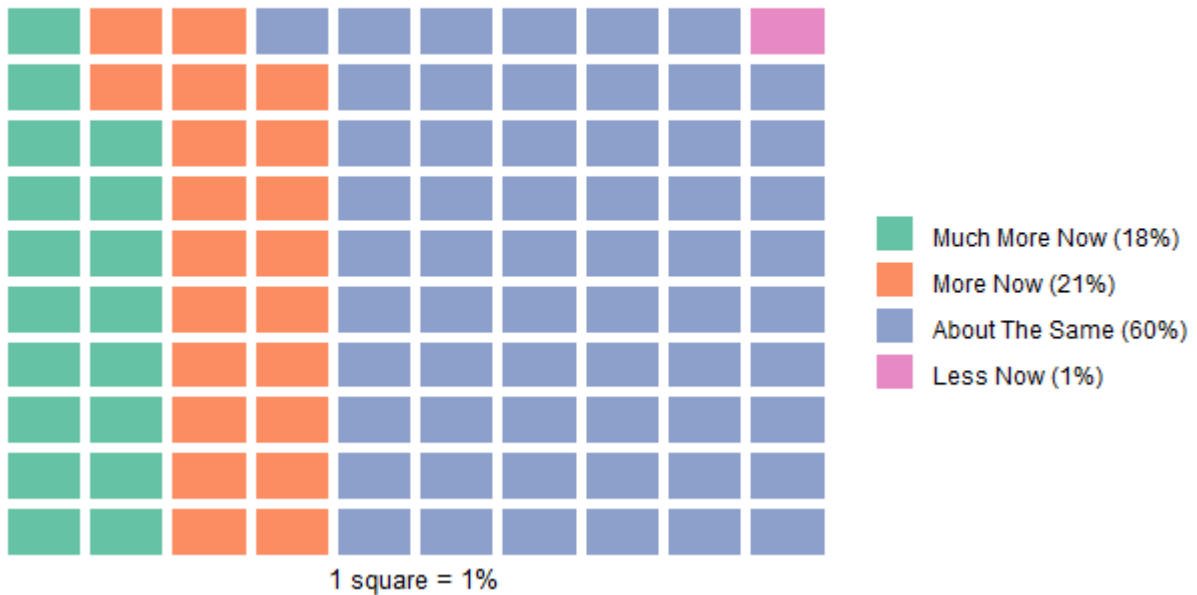
N=2,423



Graph 8: Understanding Computers

GDYT made me comfortable working with computers

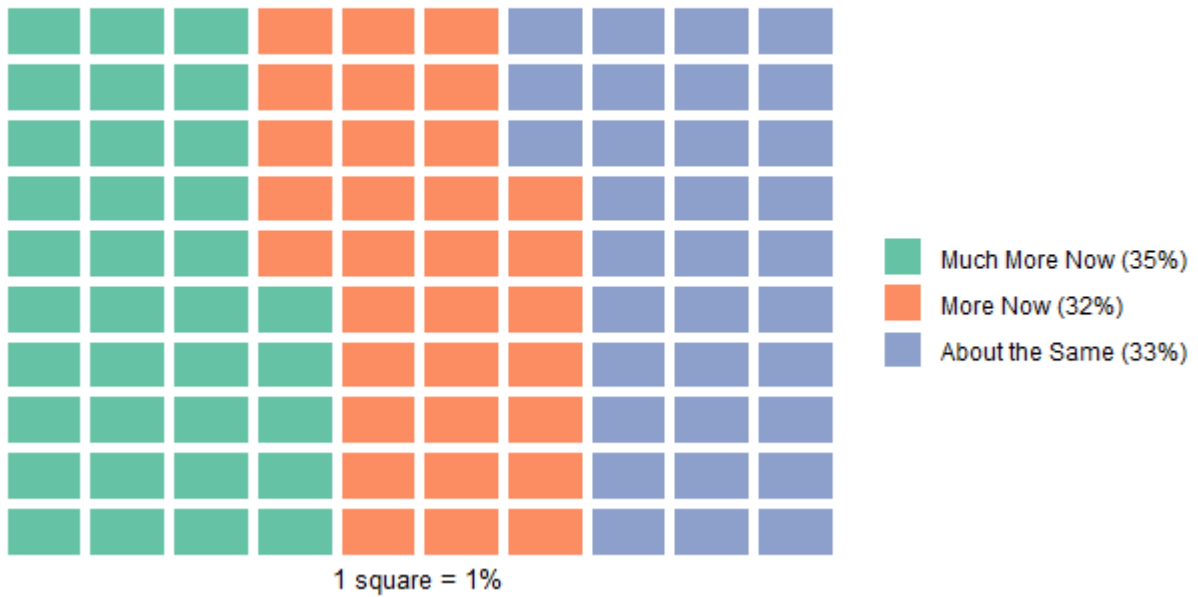
N=2,431



Graph 9: Using Video Conference Technology

GDYT helped me use video conference technology

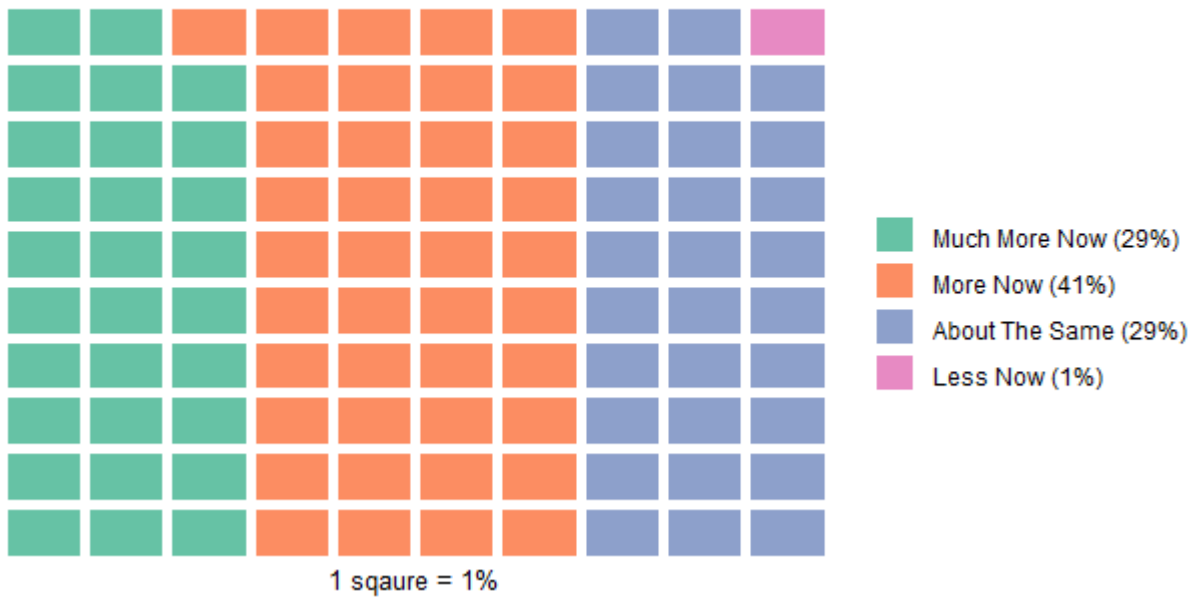
N=2,426



Graph 10: Education Level

GDYT helped me reach higher level of education

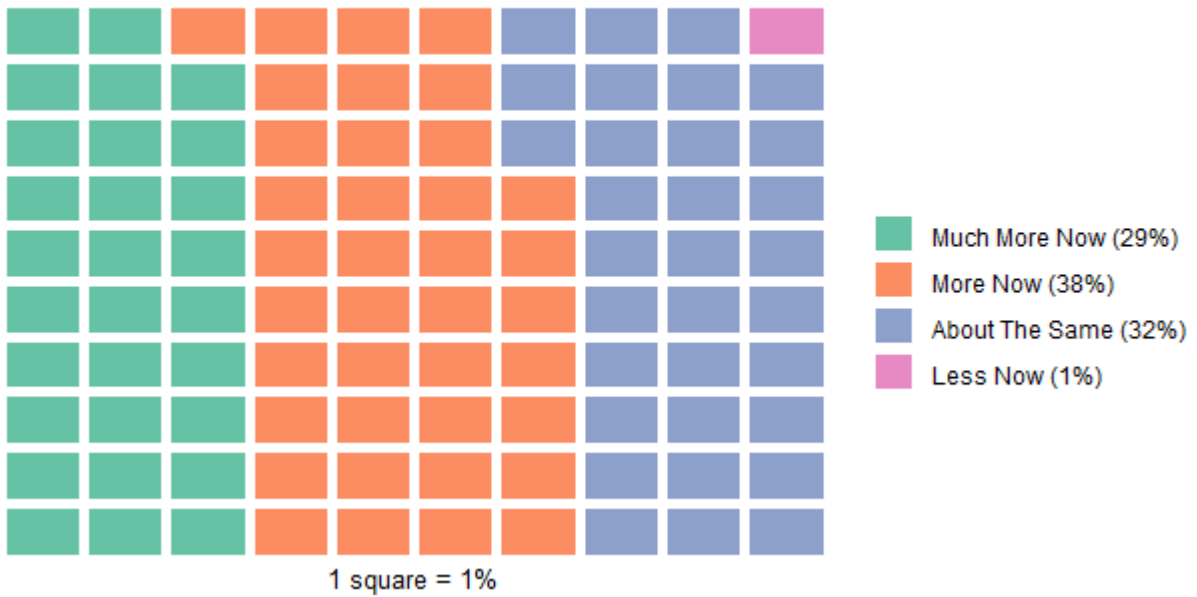
N=2,433



Graph 11: Confidence Level

Because of GDYT, I have more confidence

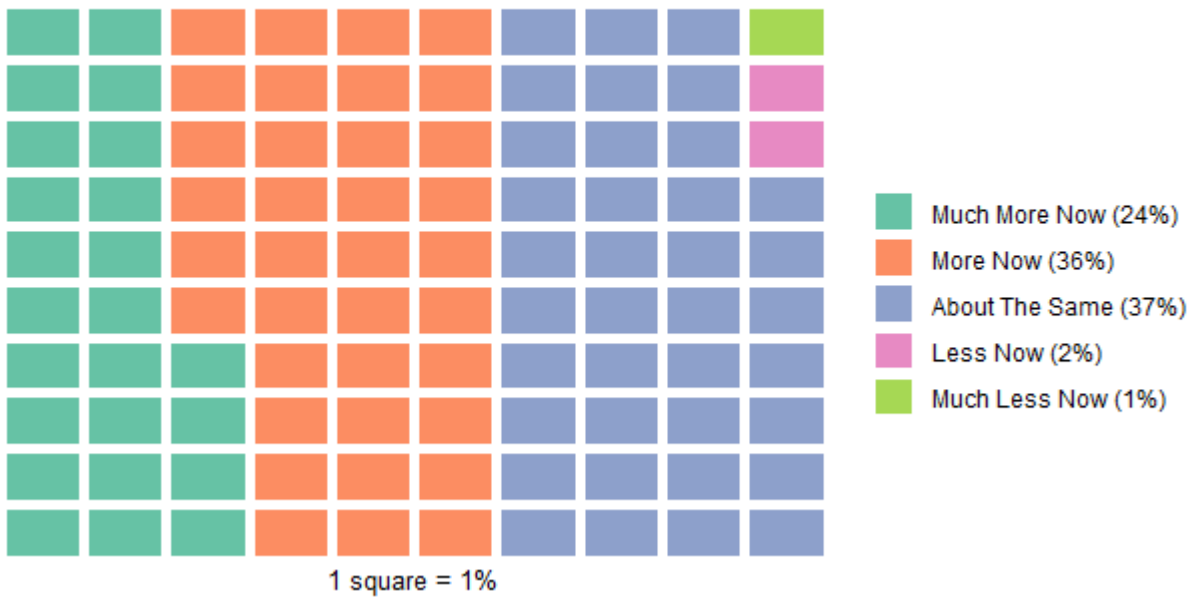
N=2,426



Graph 12: Community Service Participation

Because of GDYT, I plan to do more community service

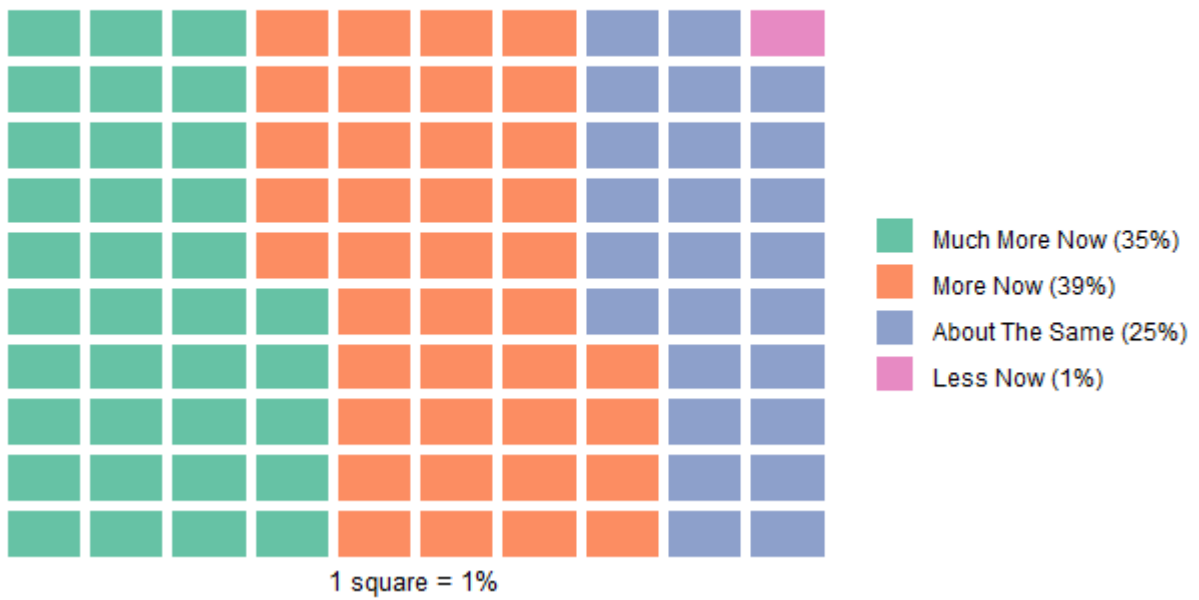
N=2,423



Graph 13: Education Awareness

Following GDYT, I am aware of education I need

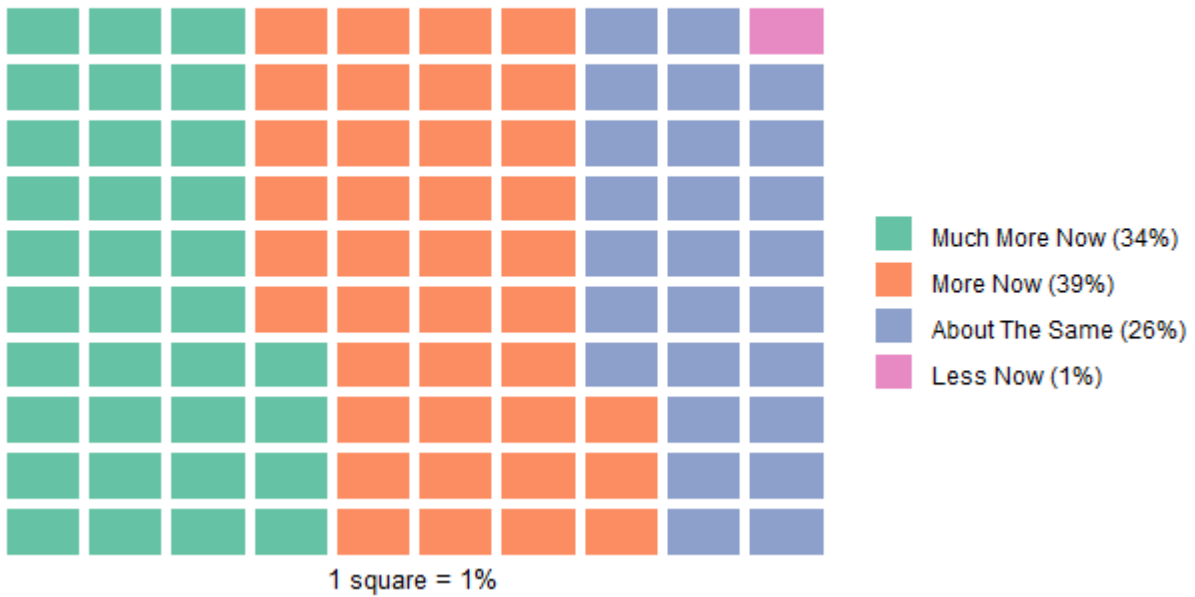
N=2,423



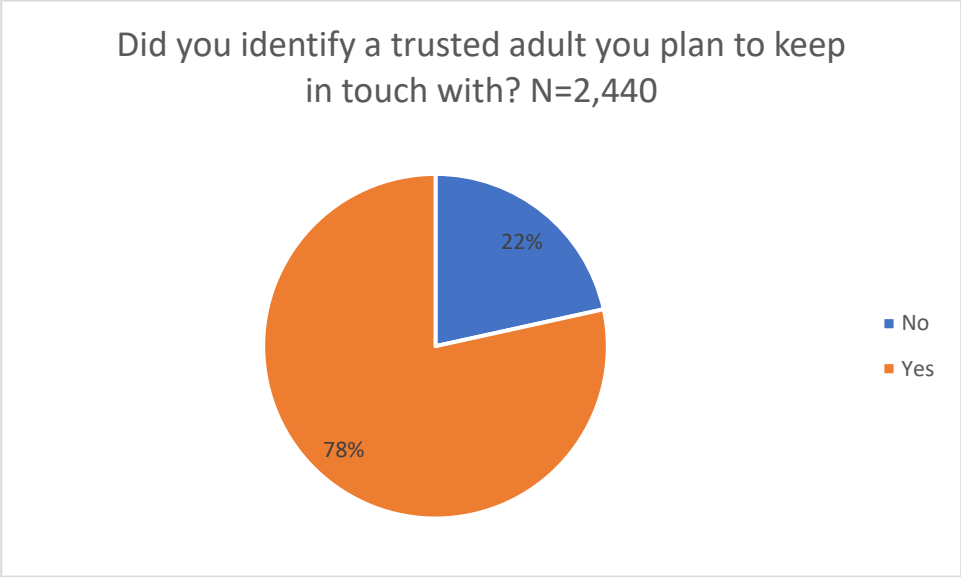
Graph 14: Future Employment Ideas

Following GDYT, I have clear ideas of jobs I want

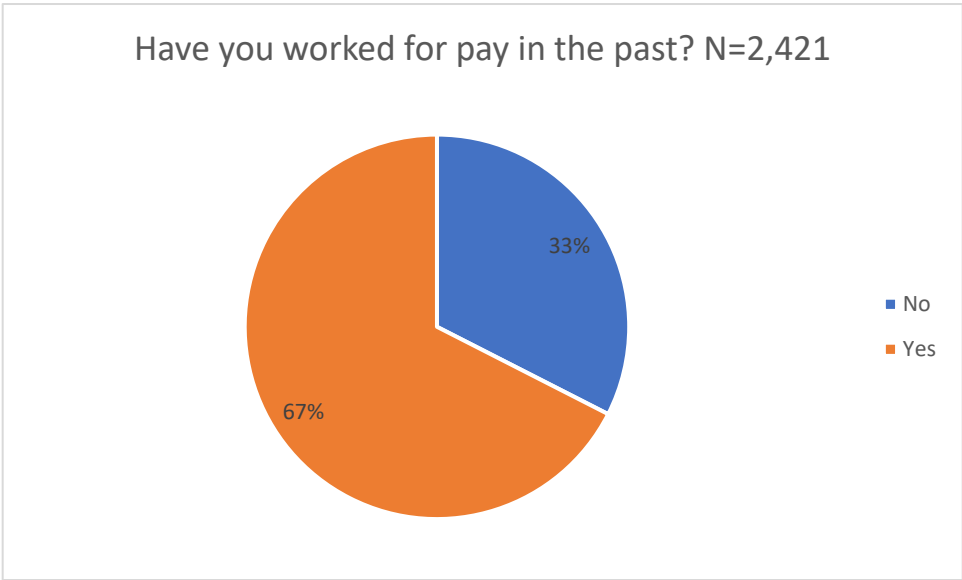
N=2,413



Graph 15: Support from Trusted Adult



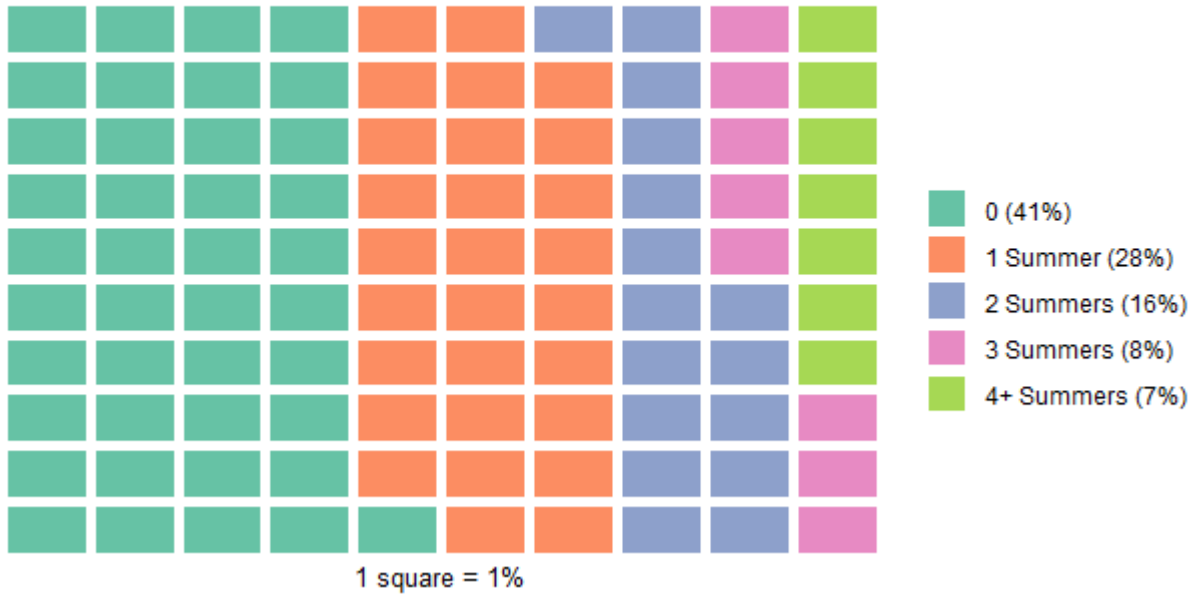
Graph 16: Past Paid Employment



Graph 17: Summers Worked for GDYT

Summers worked for GDYT before

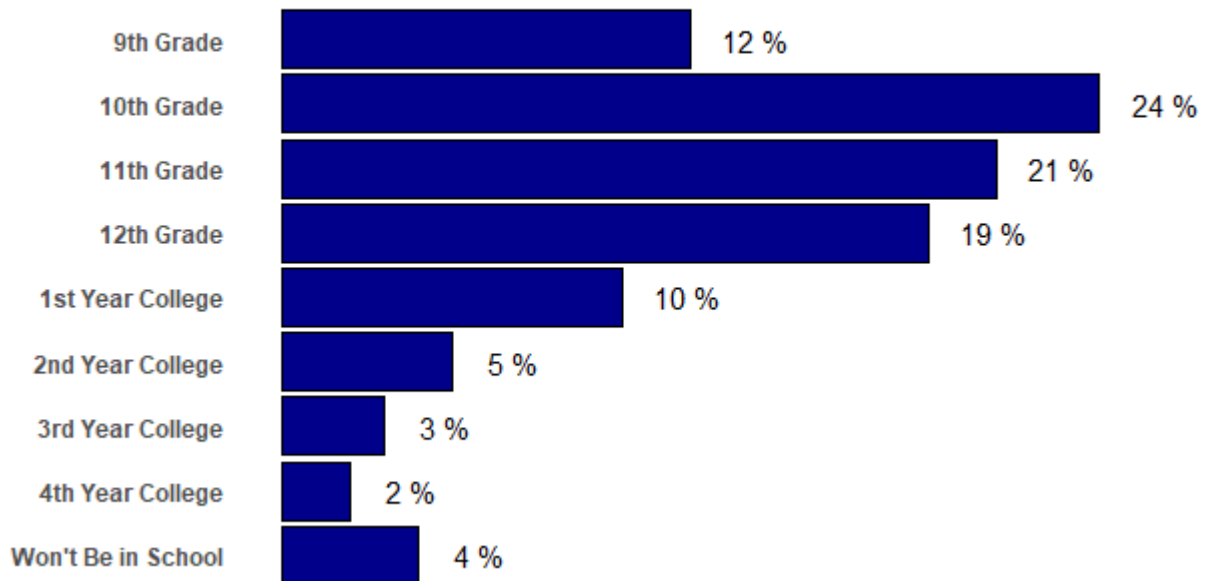
N=2,428



Graph 18: Grade in School in Fall 2020

Grade in fall 2020

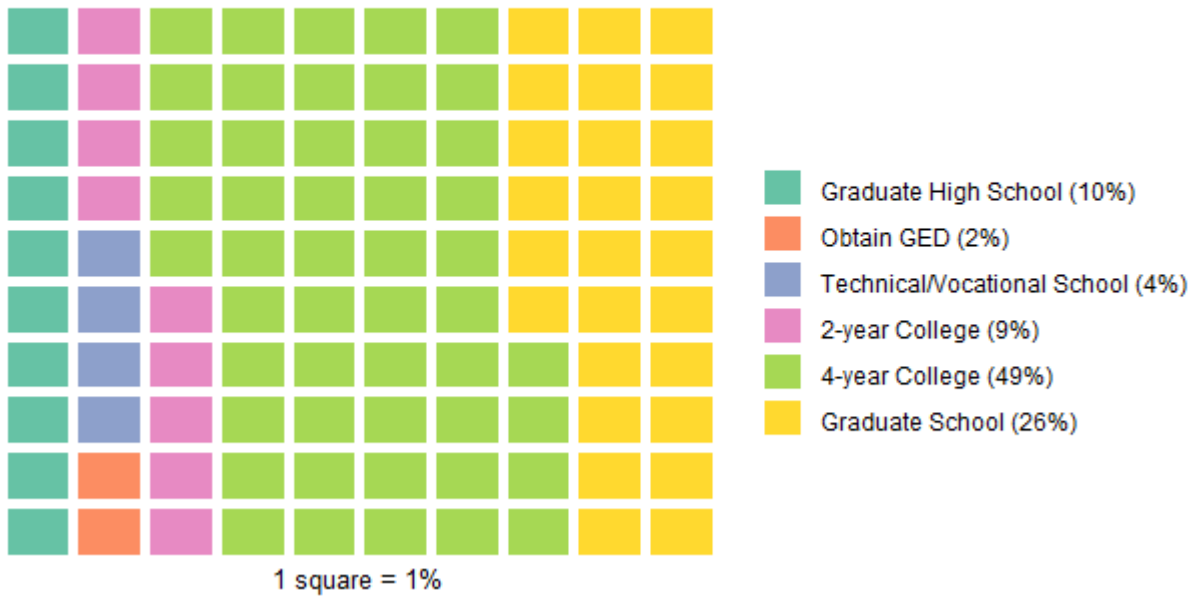
N=2,410



Graph 19: Expected Educational Attainment

How far do you expect to go in school?

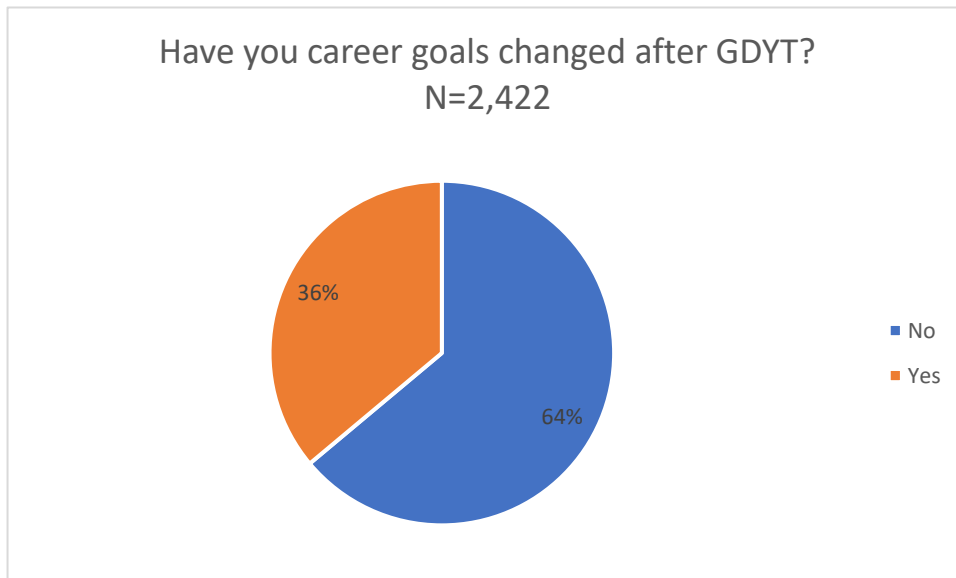
N=2,440



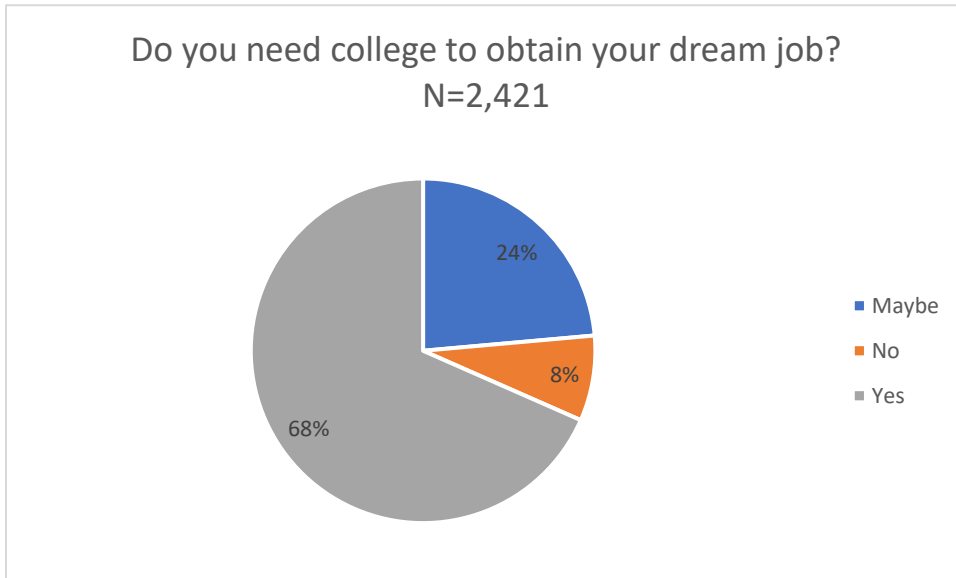
Graph 20: Career Goals

Have you career goals changed after GDYT?

N=2,422



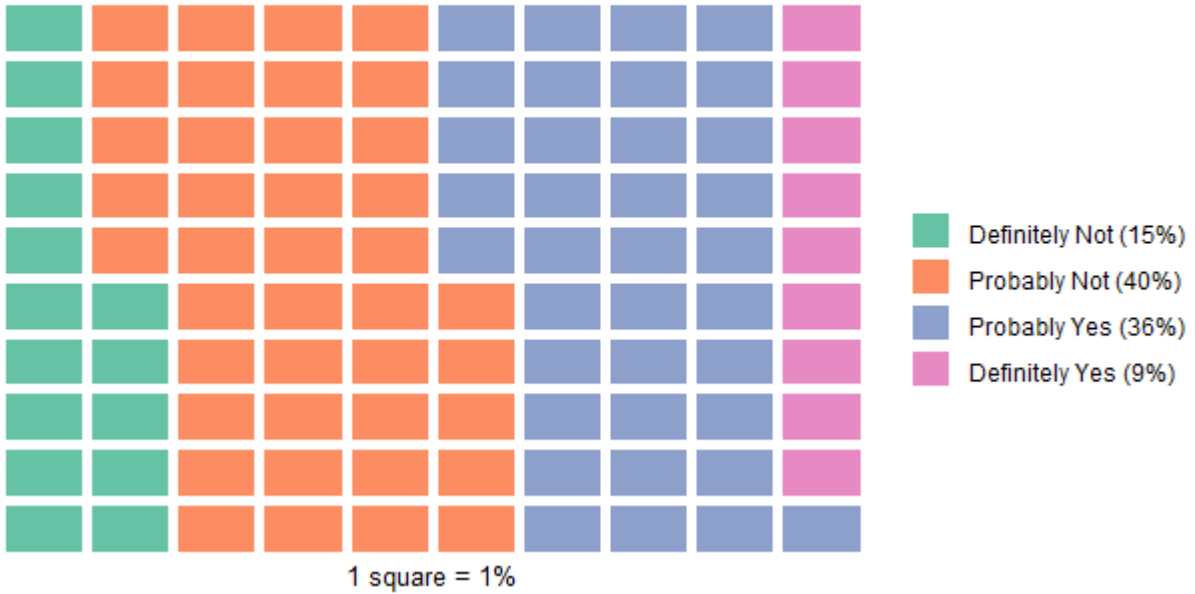
Graph 21: Education Needed for Dream Job



Graph 22: Expected Home State at Age 25

Do you expect to live in Michigan at 25?

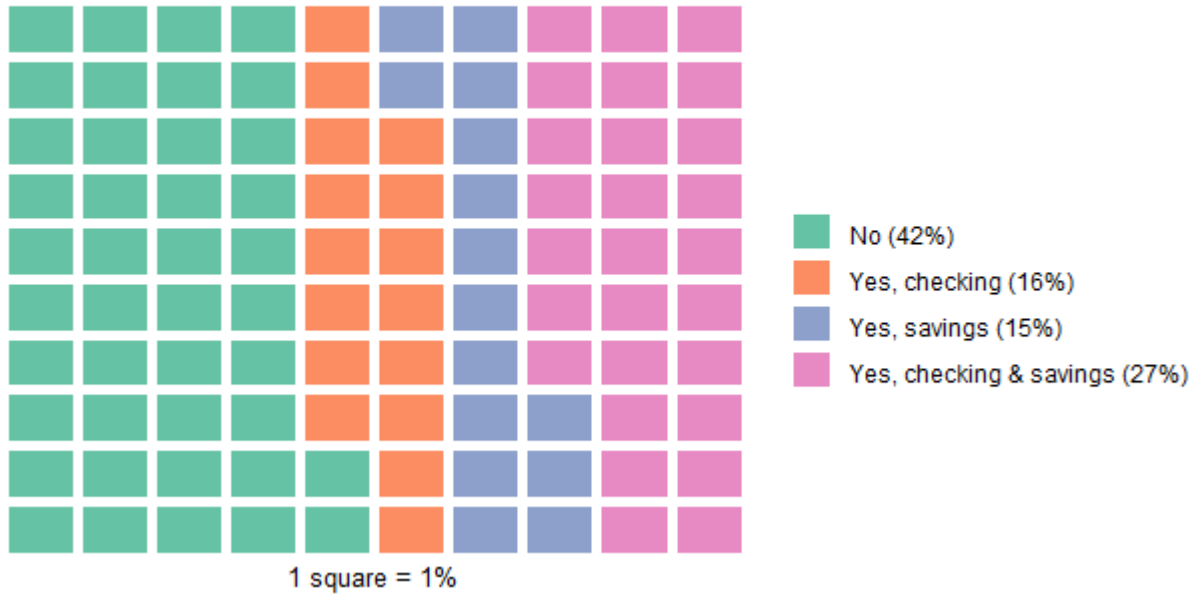
N=2,440



Graph 23: Bank Account Access

Do you have a bank account in your name

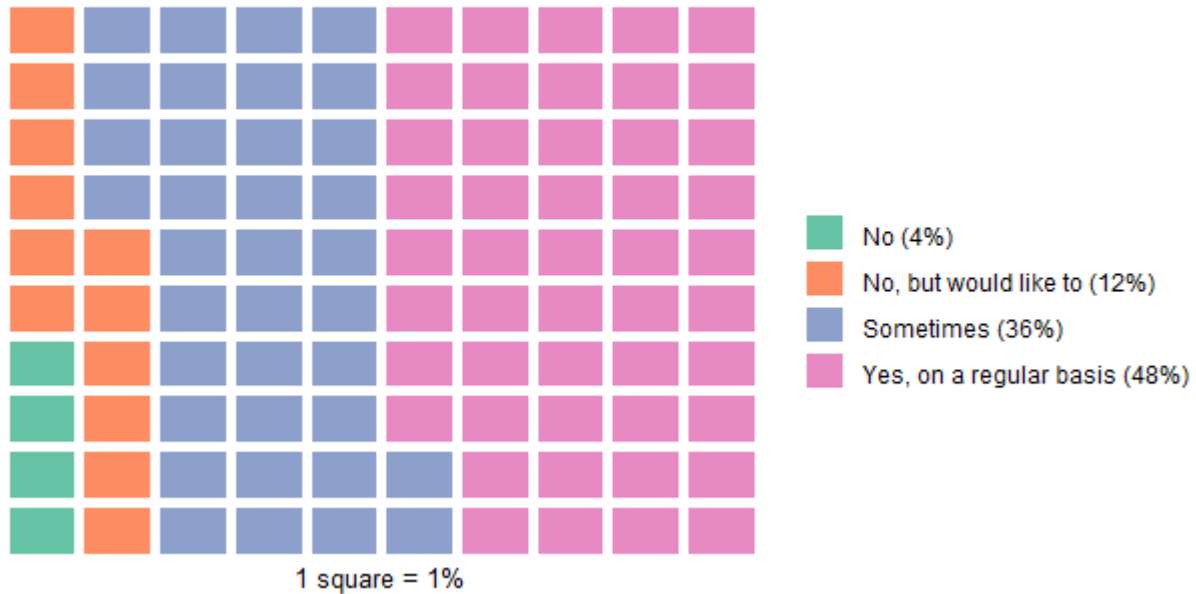
N=2,440



Graph 24: Budgeting

Have you started budgeting your money?

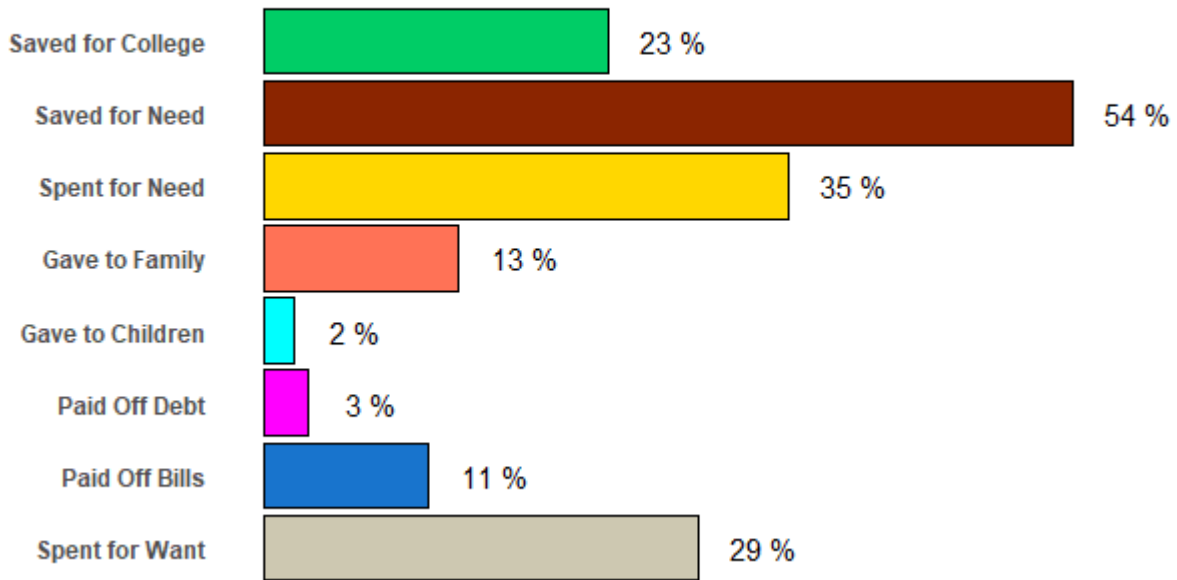
N=2,440



Graph 25: Spending Habits from GDYT Paycheck

What did you do with the money you earned this summer?

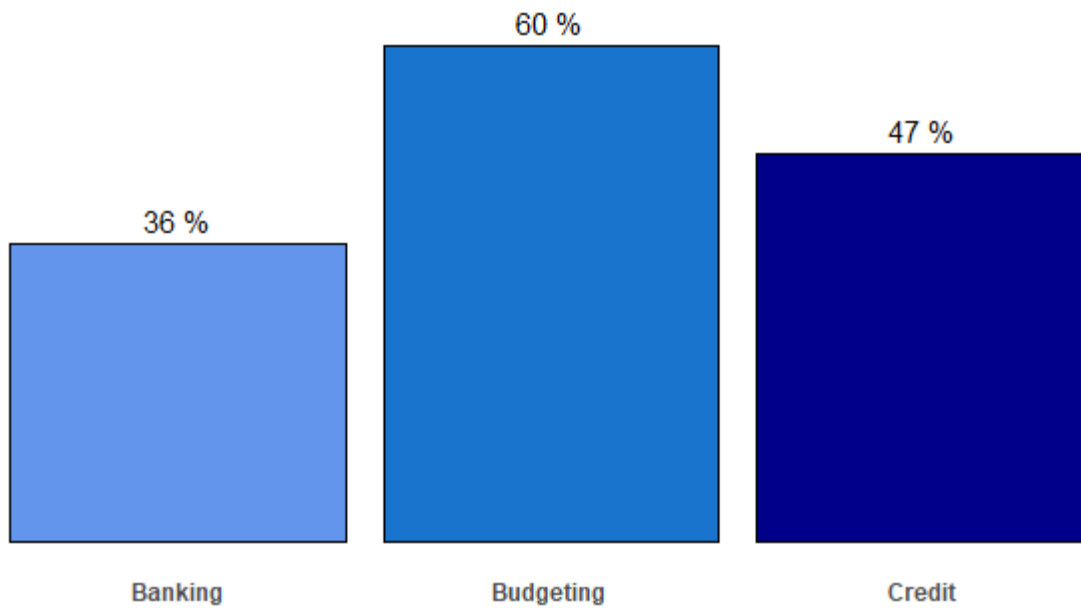
N=2,440



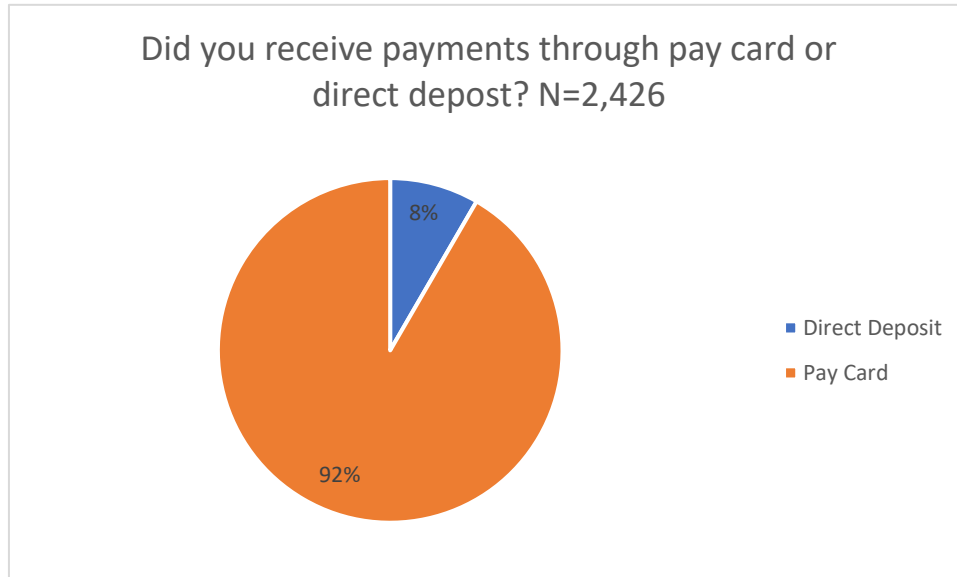
Graph 26: Training: Banking, Budgeting, & Credit

Were you trained in any of the following?

N=2,440



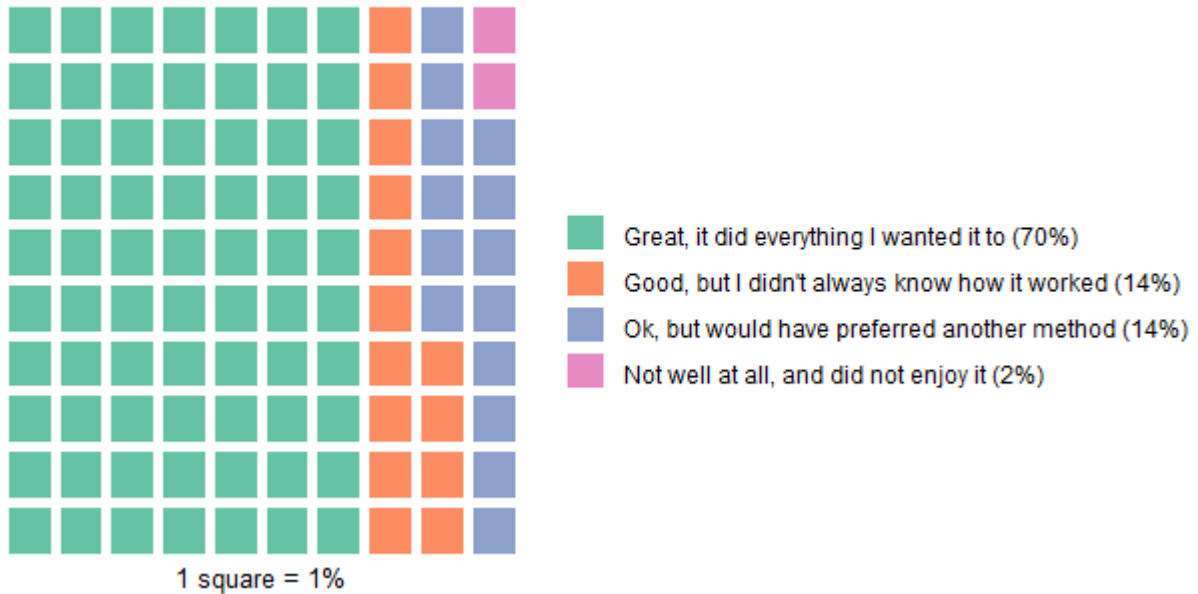
Graph 27: Payment Method through GDYT



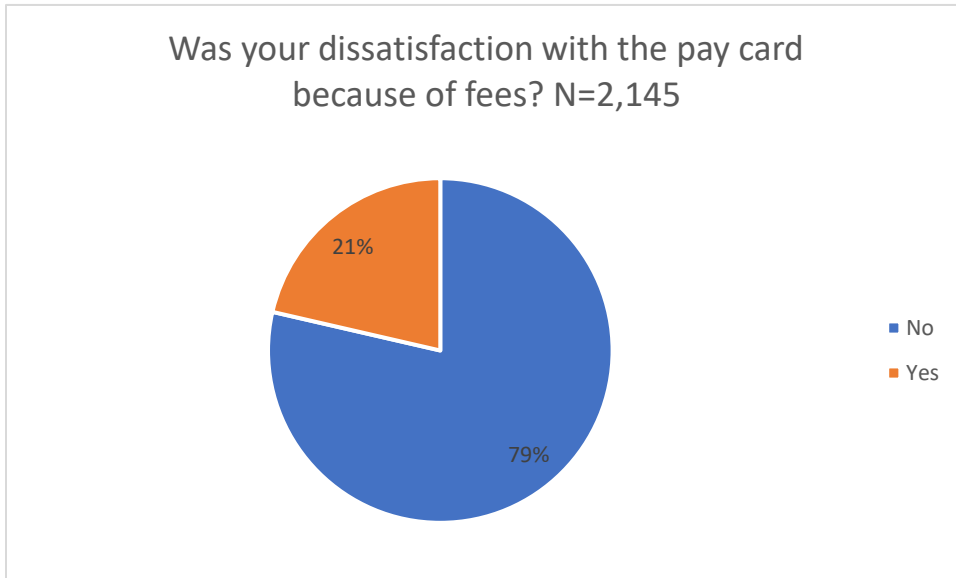
Graph 28: Experience with Pay Card

What was your experience with the pay card?

N=2,314

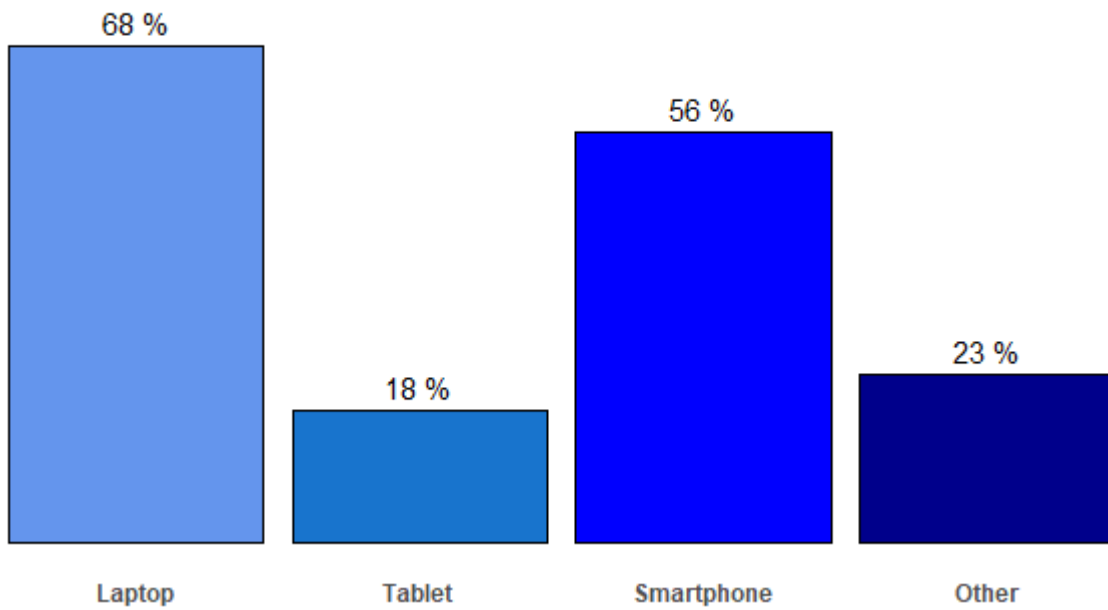


Graph 29: Experience with Pay Card – Fees



Graph 30: Device Used to Access GDYT

What kind of device did you use to access GDYT this year?
N=2,440

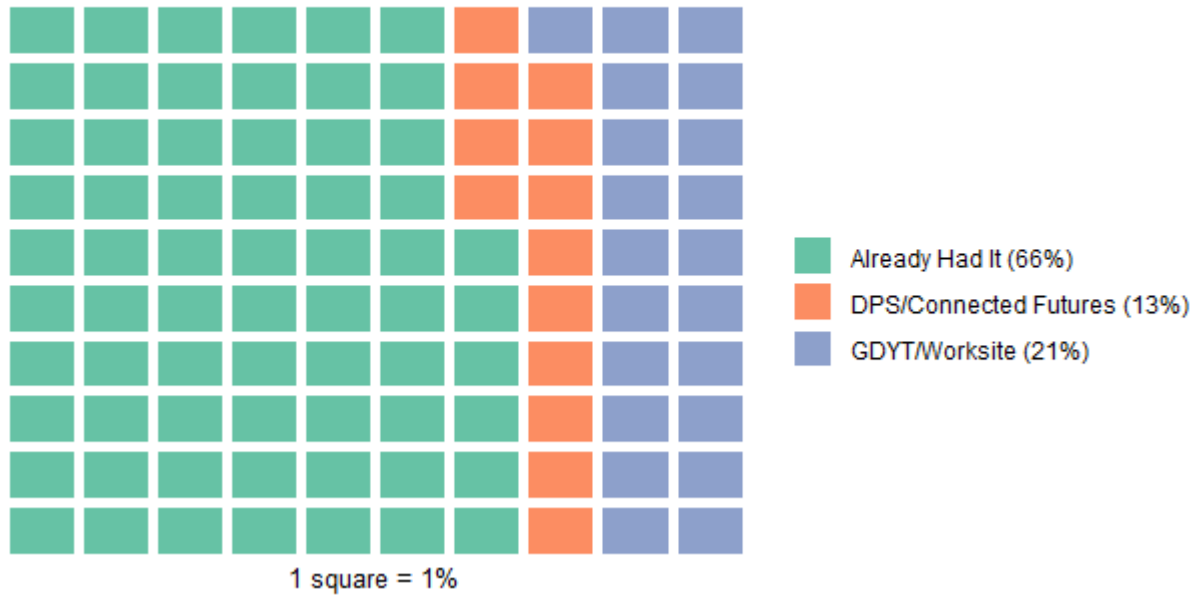


h

Graph 31: How Device was Obtained

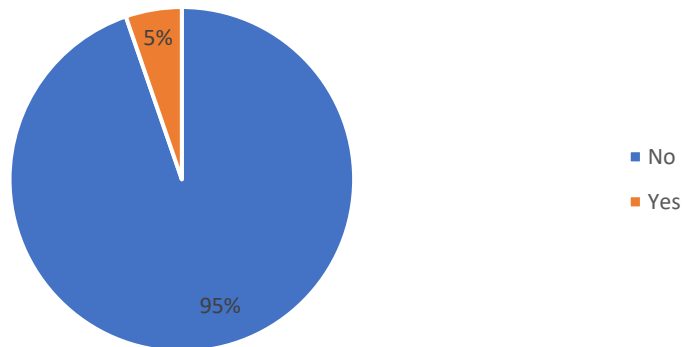
Where did you get your device to access GDYT?

N=2,440



Graph 32: Participating in GDYT Virtually

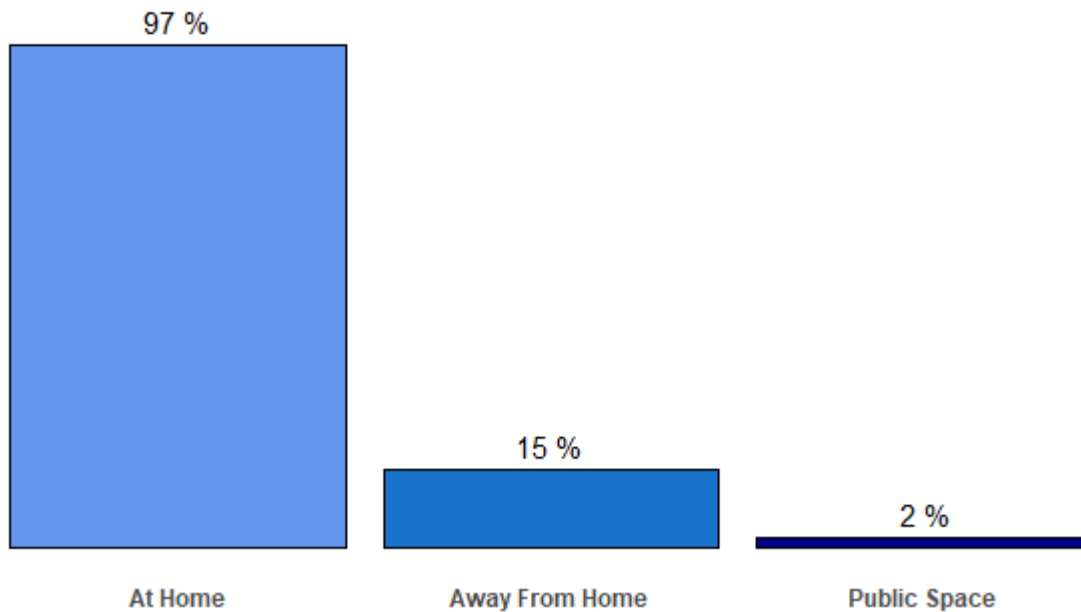
Did you have any challenges participating in GDYT from your device? N=2,389



Graph 33: Where GDYT was Accessed Virtually

Where did you access GDYT this year?

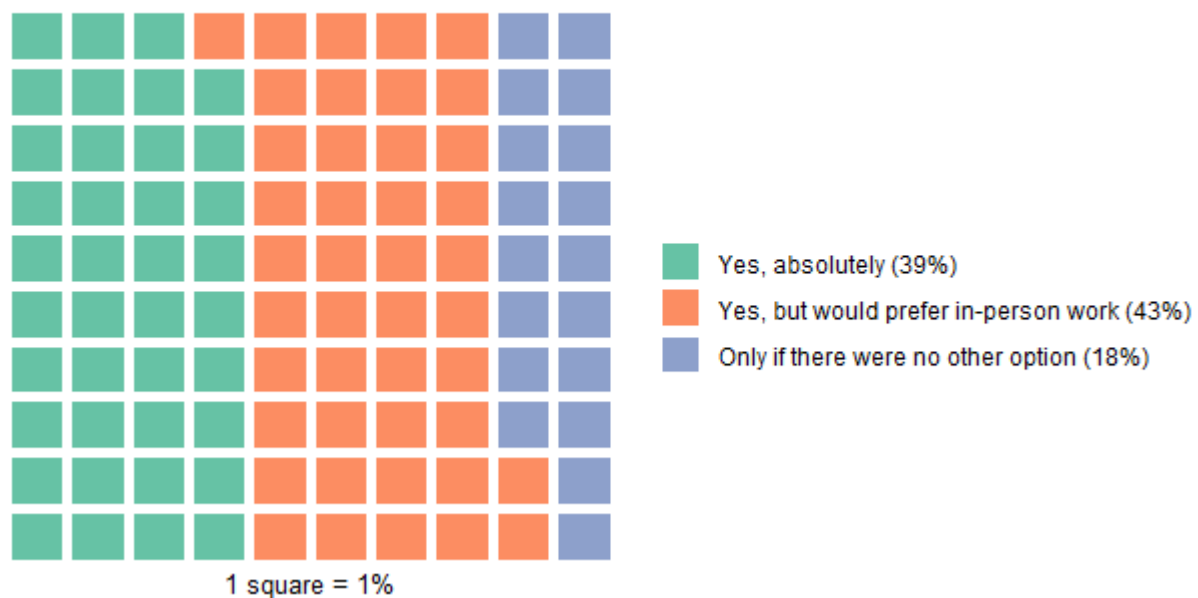
N=2,440



Graph 34: Comfortability with Virtual Job Experience

Are you comfortable with a virtual job experience?

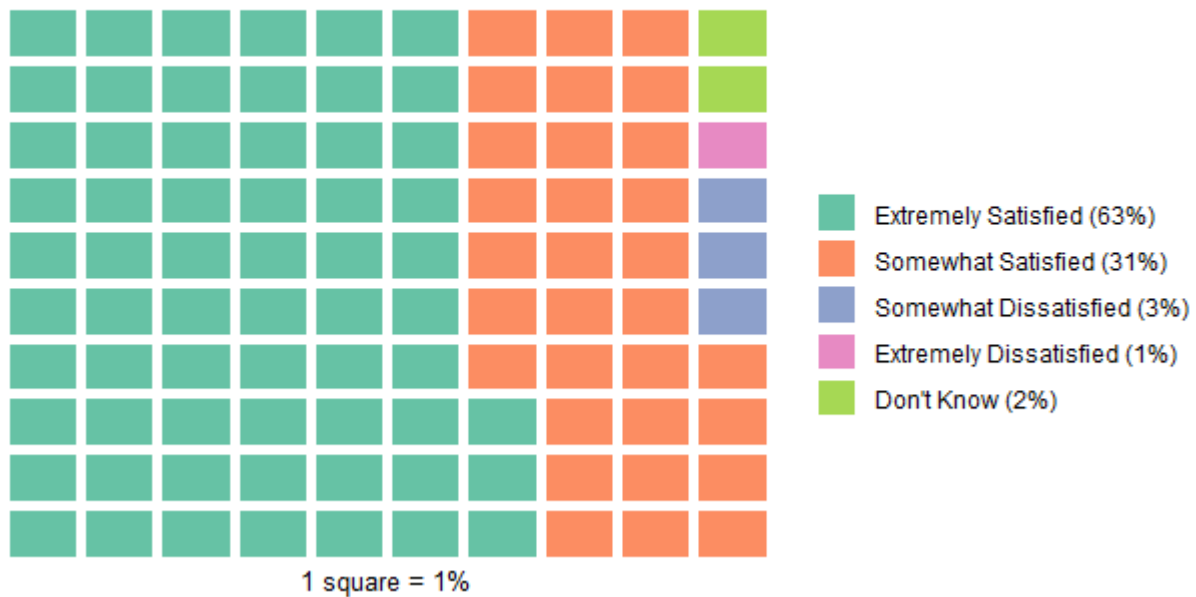
N=2,434



Graph 35: Satisfaction with GDYT Program

How satisfied were you with GDYT?

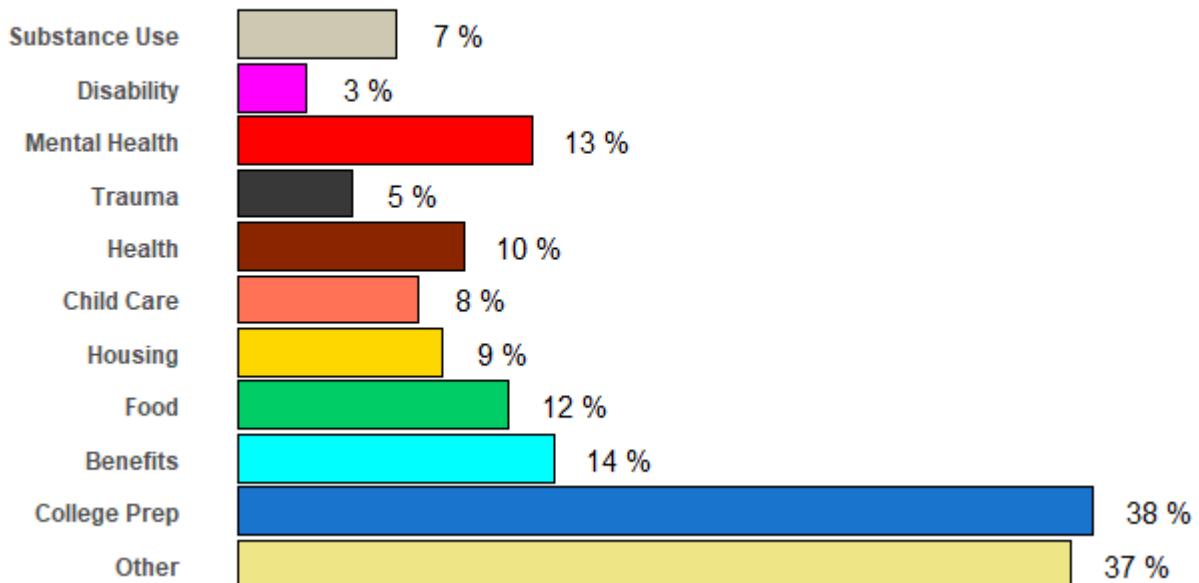
N=2,440



Graph 36: Support that would have Improved Experience

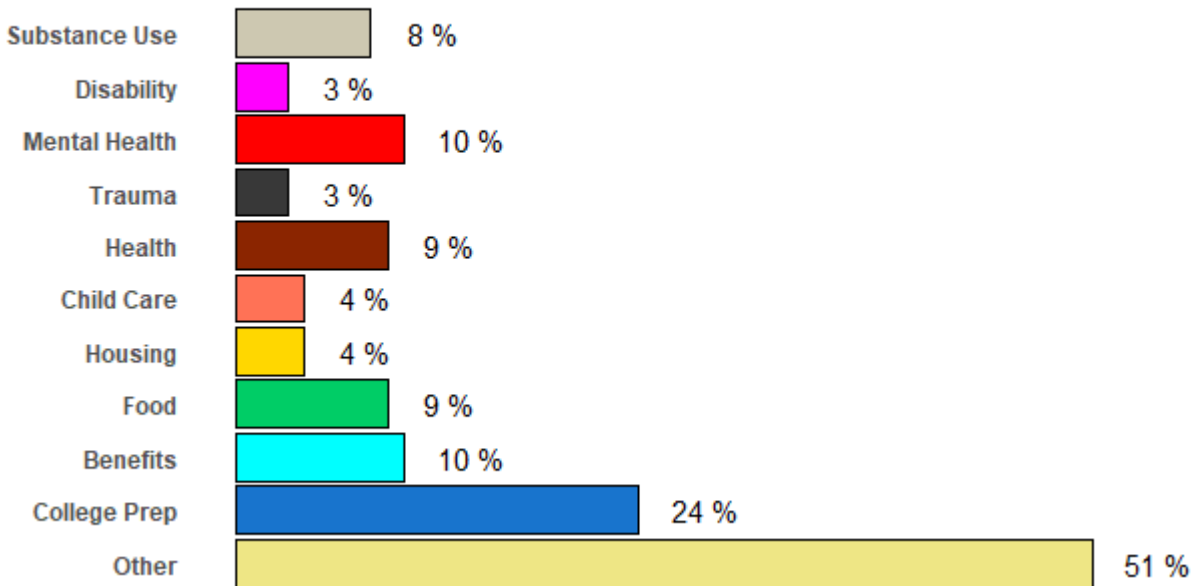
Support for the following would have made participating easier

N=2,440

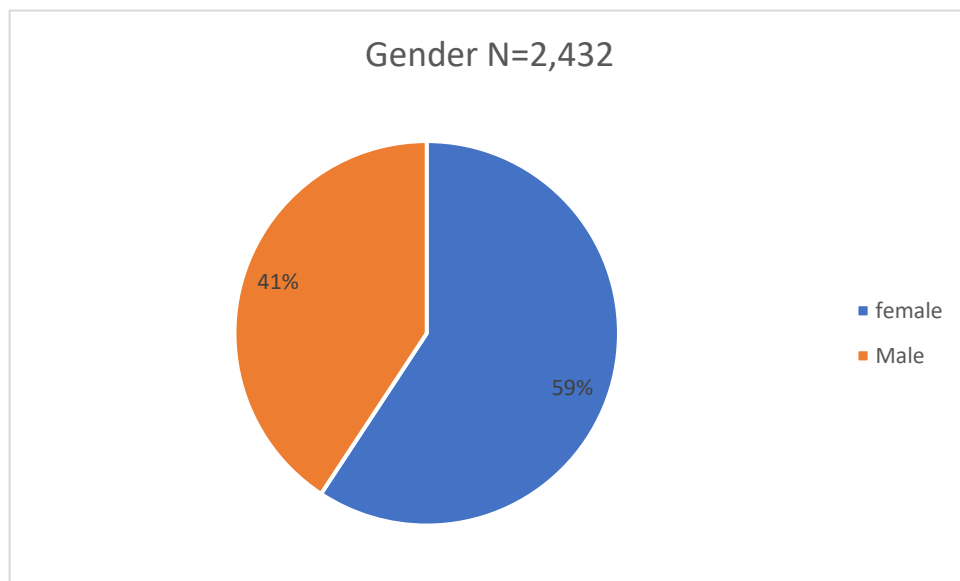


Graph 37: Referrals Provided by GDYT

Which of the following did GDYT provide a referral for
N=2,440



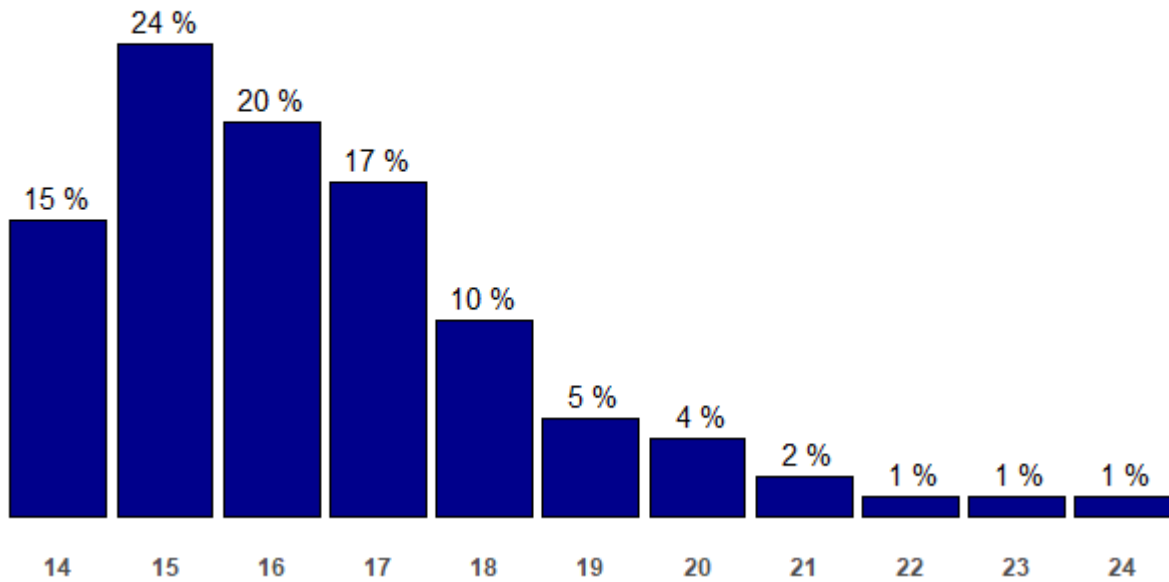
Graph 38: Sex of Participants



Graph 39: Age of Participants

Age of participants

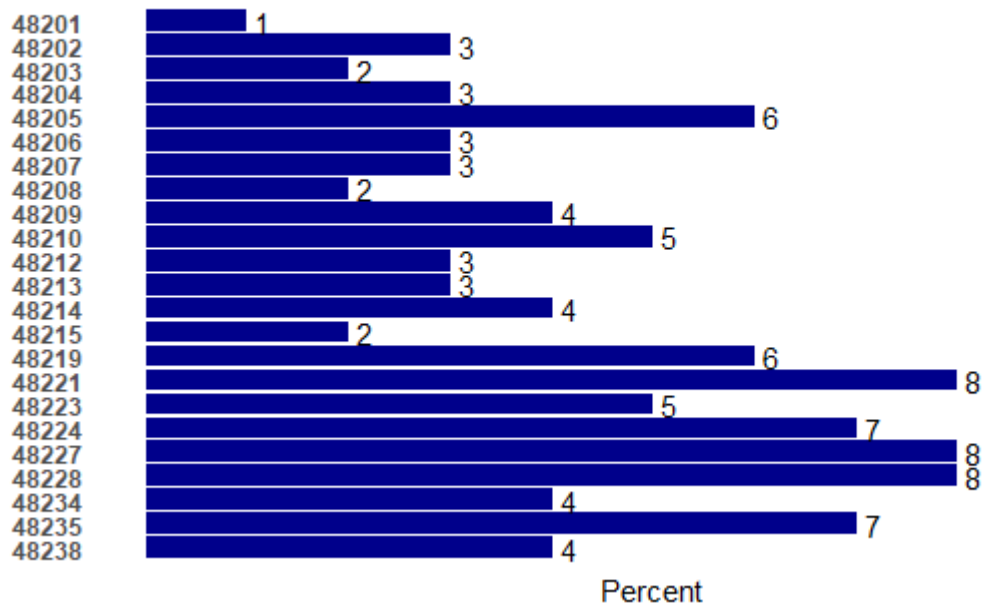
N=2,430



Graph 40: Participants' ZIP codes

ZIP codes

N=2,158



Graph 41: Participants' ZIP codes

Race of participants

N=2,426

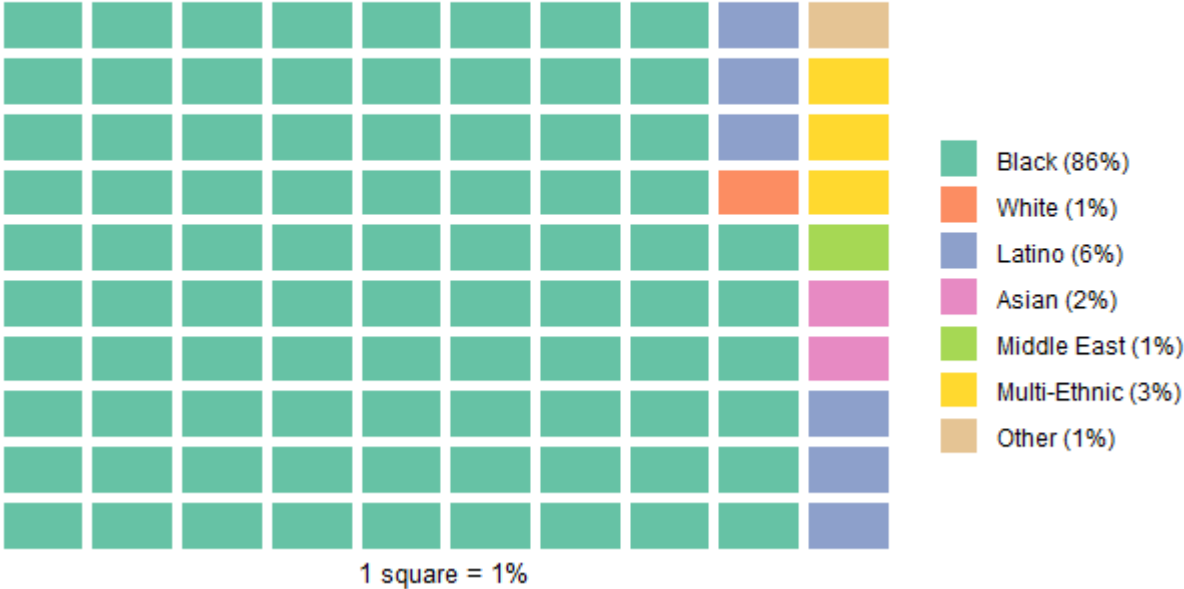


Figure 1: Top 60 Future Careers

**Larger text represents frequency of response*



Excerpt 1: How could we have made this year's GDYT experience better?

**Larger text represents frequency of response*



Direct Quotes

Better Communication

- ◆ "By having me communicate with real people that works in my career field"
- ◆ "It should've been clear guidelines on what to do and what is expected, the huddles should have been related to the actual work we were doing and not be due the same day"

More Time

- ◆ "Have more time to do some work and take like activities that require us to deal with money"
- ◆ "To make GDYT better my call could have been later in the week so I could have a chance to do the work."

Excerpt 1: How could we have made this year's GDYT experience better?

Direct Quotes, con't.

More Targeted/Personal

- ◆ "Teaching us more about how life works and how we have to manage it"
- ◆ "Speakers in break out rooms to do one on one questions"
- ◆ "Finding a way to keep the quieter people more engaged"
- ◆ "I feel GDYT would have been a better experience for me if we had a better way to connect to others. Using Zoom is ok but when singing like we do at Mosaic Youth Theatre of Detroit lag is a problem when trying to sing together."
- ◆ "Have a separate program for students in college."

Better Engagement

- ◆ "It felt like a lot of content, which is good to an extent but at times sort of felt like school. Maybe more diverse ways in educating us/helping us learn."

Praises for GDYT Staff

- ◆ "I appreciate the online experience Mr. B and Mrs. C from Matrix Center are excellent."
- ◆ "Have more people like Ms. Z from the Matrix Center run our GDYT jobs every year!!! She's amazing! I love her! She helped me understand everything super clearly!"
- ◆ "Not much it was a lot of fun and I learned a lot about things I didn't even know I needed to learn about."

Meet in Person

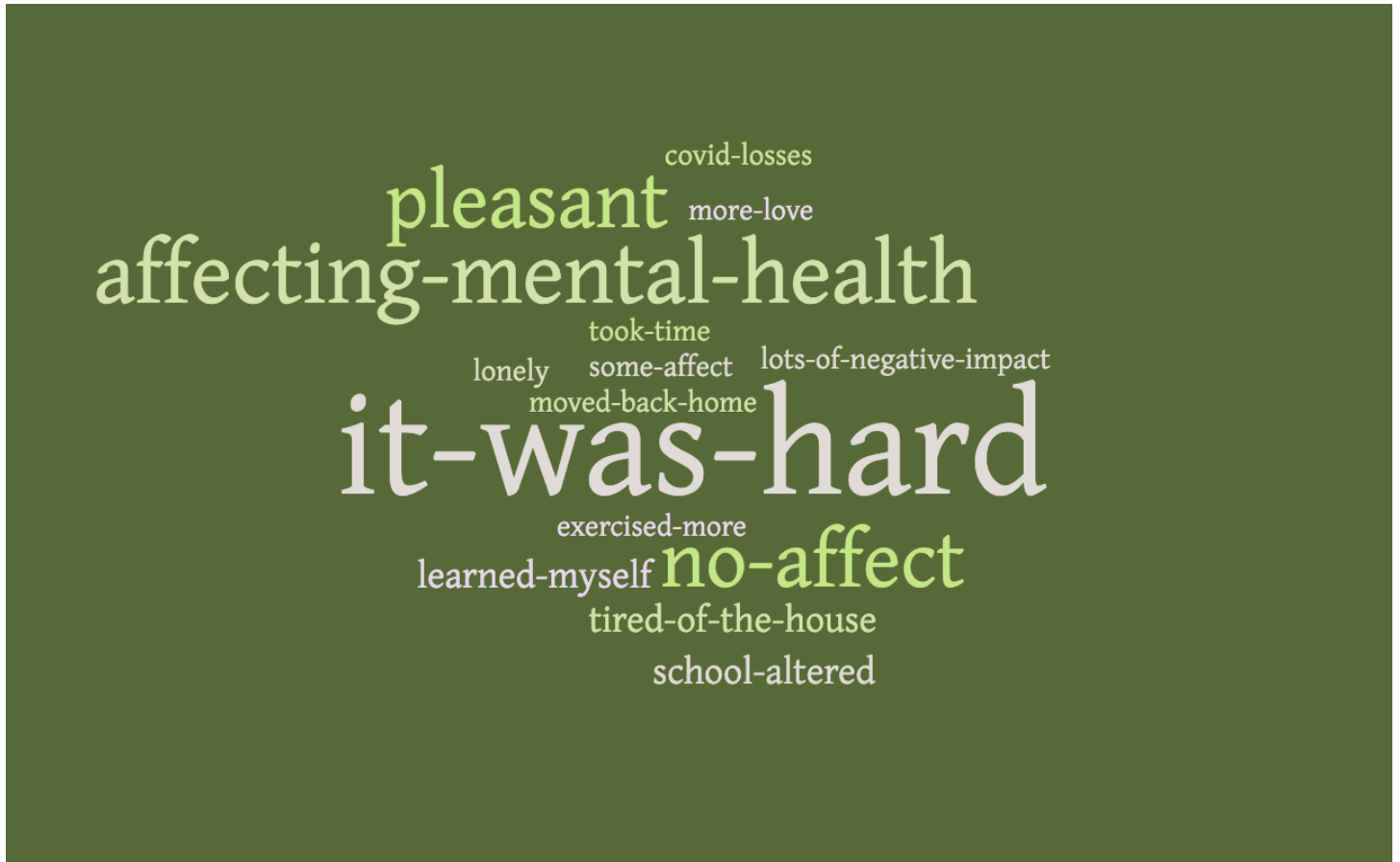
- ◆ "If I had physical work in a safe environment half of the time and computer work the other half"
- ◆ "I'm a hands on learner, so the only thing better would be to do it in person. Sadly, there was a pandemic this year."
- ◆ Socially distanced outings

General Suggestion

- ◆ "Given the circumstances, we were not able to meet in person, however, in my position my coworkers and supervisors still created an amazing work environment. The only suggestion would be to alter the way we do SEL on virtual job shadow."
- ◆ "By using Google meet rather than Zoom meeting."
- ◆ "Let us choose which meeting from the guest speaker we want"

Figure 2: Since the start of the COVID-19 pandemic, which schools shut down, how has this shift affected you personally?

**Larger text represents frequency of response*



Figures 3-4: Since the start of the COVID-19 pandemic, what insights have you had about yourself that will be beneficial for you in the future?

Since the start of the COVID-19 pandemic, what insights have you had about yourself that will be beneficial for you in the future?



Since the start of the COVID-19 pandemic, what insights have you had about yourself that will be beneficial for you in the future?

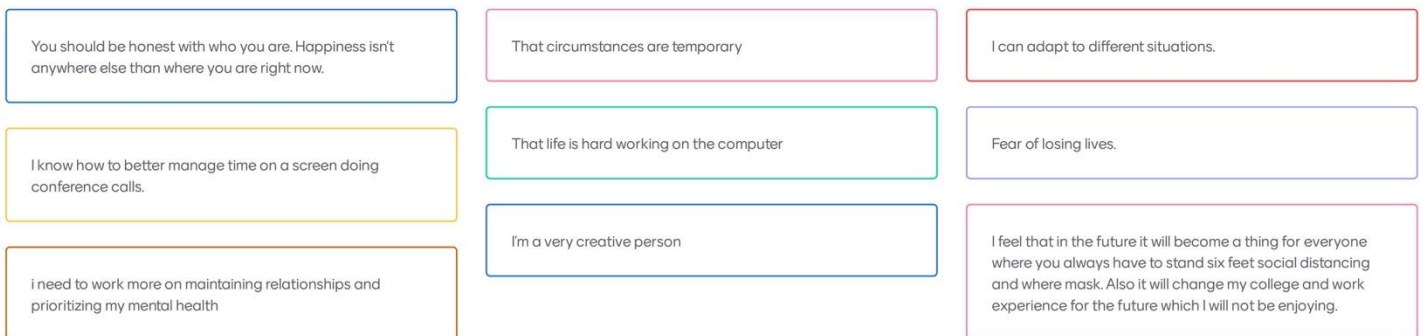


Figures 5-6: Since the start of the COVID-19 pandemic, what insights have you had about yourself that will be beneficial for you in the future?

Since the start of the COVID-19 pandemic, what insights have you had about yourself that will be beneficial for you in the future?



Since the start of the COVID-19 pandemic, what insights have you had about yourself that will be beneficial for you in the future?



Figures 7: Since the start of the COVID-19 pandemic, what insights have you had about yourself that will be beneficial for you in the future?



Since the start of the COVID-19 pandemic, what insights have you had about yourself that will be beneficial for you in the future?

It made me work harder

To focus on myself more and have some me time.

That I'm great with money.

I have been more self aware, & more connected w/ my spiritual & mental self.

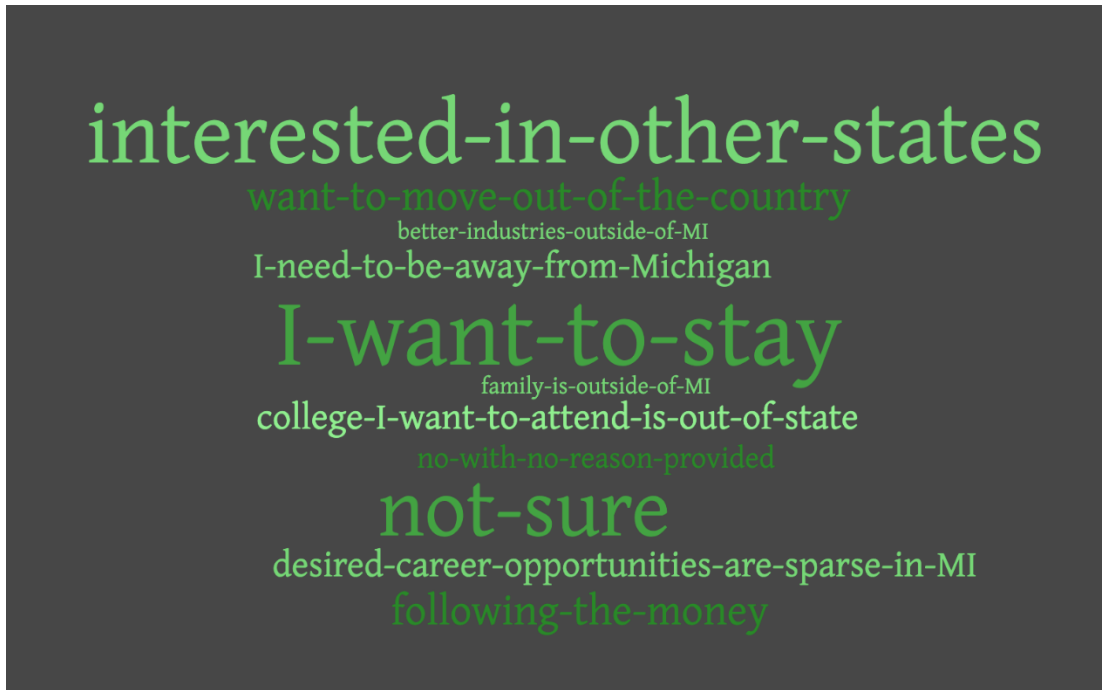
I've always been introverted. I enjoyed it lol

That I'll do something even if i don't want to

I can do anything

Figures 8: Please explain your answer to whether you plan to still live in Michigan at 25.

**Larger text represents frequency of response*



Direct Quotes

Interested in other states

- ◆ "I want to get out of Michigan because I've been stuck here my whole life"
- ◆ "I really want to travel and by 25 I would like to be somewhere else and learn different cultures."

Not sure

- ◆ "I may very well pursue my career goals in a different state depending on the opportunity that arises, or further my education after undergraduate school in Michigan. Right now it is a bit difficult to tell as I am entering my senior year of high school."
- ◆ "I love Michigan and all the resources and opportunities we are surrounded by. I have yet to explore all of it yet let alone the rest of the world."
- ◆ "I'll be 25 in five years and in that amount of time I don't know exactly where I would move to outside of Michigan."
- ◆ "I said probably yes because this is where I feel most safe since I grew up here I know the environment but also I picked probably because I want to travel and explore learn different things and people."
- ◆ "Well I do plan to move out to a smaller state once I'm settled with my career and that might be around the time. So I might still be in this state I'm not sure"

Direct Quotes, con't.

Following the money

- ◆ "I will always call Michigan my home. However, if new opportunities take me elsewhere, I might move."

Family is outside of Michigan

- ◆ "Probably not because all my family is moving out of town, it's too much killing and bad things happened here."

Want to move out of the country

- ◆ "I'll probably move to Canada since I've always dreamed of going there"
- ◆ "I hope to leave Michigan and live in places with (possibly) better industries. It is also a goal of mine to gain fluency in other languages and live overseas for some time."

College/grad school I want to attend is out of state

- ◆ "I want to attend an HBCU"

I need to be away from Michigan

- ◆ "No because it's more to life then this city. And our city needs help and the only way to get it is by leaving and coming back better than ever."
- ◆ "I don't plan on going to a college in Michigan and I definitely don't want to have a job in Michigan."
- ◆ "Moving far away from here! For personal and professional reasons"

I want to stay

- ◆ "My family is in Michigan and I plan to stay here with them."
- ◆ "I want to study in University of Michigan. To study in UM, I have to stay in Michigan for 4 years college."
- ◆ "I might go to a college in Michigan so that way I will still be in the area of my family whiling pursuing my career."
- ◆ "I said probably yes because I plan to start off working at one of the DMC Hospital then maybe later in the future I might decide to move to a different state."
- ◆ "I always loved my home in Detroit. I have traveled to many different states, but nothing is like Michigan."