



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

2023

**GDYT Data
REPORT**

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Grow Detroit's Young Talent

GDYT provides meaningful summer employment opportunities for Detroit youth, ages 14 to 24.

Grow Detroit's Young Talent (GDYT) is a citywide summer jobs program that trains and employs young adults between the ages of 14 and 24 for up to 120 hours. Youth participants must be permanent residents of the City of Detroit and be eligible to work in the United States. There are a broad range of jobs available to the participants. Examples of jobs include: community cleanups, event planning, accounting, retail and the Junior Police or Fire Cadets to name a few. Last year, over 8,000 local youth received employment, which is our goal again this year.

GDYT Jobs placements are based on a developmentally appropriate, tiered model for summer employment:

Tier 1: Career Exploration

The Career Exploration tier introduces young people to first-time work and career opportunities through community service, team projects, and job shadowing. This tier is for youth with little to no previous work experience (typically 16-24 year olds).

Tier 2: Ready for Work

Developed for young people with some previous work experience, the Ready for Work tier places youth with a host employer or in a vocational training experience, while continuing to build career readiness skills. (typically 16-24 year olds).

Tier 3: Career Pathway Internships

The competitive Career Pathways Internship tier is for young people with previous work experience and a desire to focus on a specific career pathway with a host employer (typically 17-24 year olds).



This report is a summary of youth exit data from the 2022 Grow Detroit's Young Talent (GDYT) program. It is a compilation of all data collected from youth exit surveys. We invited participants to fill out a survey at the end of their GDYT experience. After receiving an invitation message through email from employers, ~2504 youth responded via an on-line Qualtrics survey.

Several questions focus on what skills were developed or enhanced by participating in GDYT. There were seven areas where most youth strongly affirmed that GDYT helped them improve more or much more: understand jobs I like (73%), know skills for dream job (73%), know how to manage my time (75%), know how to manage my money (75%), know how to behave at work (75%), make better behavior choices (72%), and can think critically (76%). There were two areas where few youth affirmed that GDYT helped them improve: know video conference technology (49%) and know how to work with computers (38%)—probably because most youth have had extensive opportunities to utilize these skills in an array of settings due to the COVID-19 pandemic.

Seventy-three percent of youth said they identified a trusted adult through GDYT. This is similar to last year although not quite as high as the approximately 80% that affirmed this before the pandemic when most youth participated fully in person. The majority of youth noted that they drove themselves or had someone drive them to work. In addition to alternatives such as walking or biking, a few noted using rideshare options such as Uber or Lyft.

Most youth (77%) noted that GDYT made them aware of career opportunities in Detroit. Although some were undecided about what job or career they might like to be doing in 10 years, there was a wide range of career interests expressed. A word cloud image of their preferences can be found on page 17.

A little over half (53%) had worked as a part of GDYT before, with about 2/3 of these participating one or two previous summers and 1/3 that have returned to work for 3 or more summers. **Overall satisfaction with the program remains high—94% report being either satisfied or extremely satisfied with GDYT.**

We included additional questions this year about money management and financial capability. Over 2/3 of young people reported having some sort of bank account while 31% said they did not have an account. Of those with an account, 55% of participants reported the account being only in their name—the others said that their parent or guardian was listed as a co-owner. A significant majority (83%) said they had started to budget their money. Most reported saving the money they earned, spending it on something they needed, giving it to family, or paying bills—and 19% reported spending it on something they wanted. Although many youth reported saving all or part of their money, there was a range of responses as to how they conceptualized saving. Their qualitative responses can be found on pages 25-26. Interestingly, some did not use a financial instrument or financial institution. They just left earnings on their pay card, put in on CashApp, or even hid it at home.

We asked a series of questions focusing on the various technology platforms and supports: Career Edge, Hats & Ladders, the GDYT app, and Social-Emotional Learning Huddles. Youth were generally positive about all the platforms. However, more youth distinctly remembered the SEL Huddle sessions and were most uniformly positive about those experiences. A few qualitative comments expressed a preference to access everything necessary within one app rather than multiple platforms, but youth seemed to be able to work across all the technology.

Participants most frequently noted that services or supports in the areas of mental health or food assistance would make the GDYT experience easier. A few even responded that they actually received services or referrals in these areas. In the qualitative portion, some youth elaborated expressing a desire to have food for lunch provided or water when working outdoors. In past surveys, participants expressed interest in college prep so we asked about this particular support in more detail. About half said they would have liked to receive help with college prep—of these youth 21% indicated scholarship applications, 15% applications generally, 14% essays, 14% SAT/ACT, 13% financial aid, 12% campus visits, and 10% researching colleges.

The report ends with a summary of open-ended responses and participant comments, including what young people enjoyed and suggestions for making the program better. Respondents expressed a desire for more in-person options, reported issues with technology and payment, provided feedback on communication and deadlines, and requested more options and greater flexibility. They noted areas of personal growth and an appreciation for developing new skills and having the opportunity to socialize. It is informative to reflect on youth perspectives as expressed through quotes in their own words.

Trina R. Shanks
Harold R. Johnson Collegiate Professor
Founding Director,
Center for Equitable Family & Community Well-Being

The goal of the Center for Equitable Family and Community Well-Being is to encourage and support win-win efforts by connecting the resources and intellectual strength of the University of Michigan with the passion and social capital of community leaders. Most importantly, families and communities will be at the heart of our work. The primary criteria for any project work will be that it explicitly improve the well-being of families and/or communities and reduce existing inequities.

Click or Scan QR to
access GDYT Dashboard



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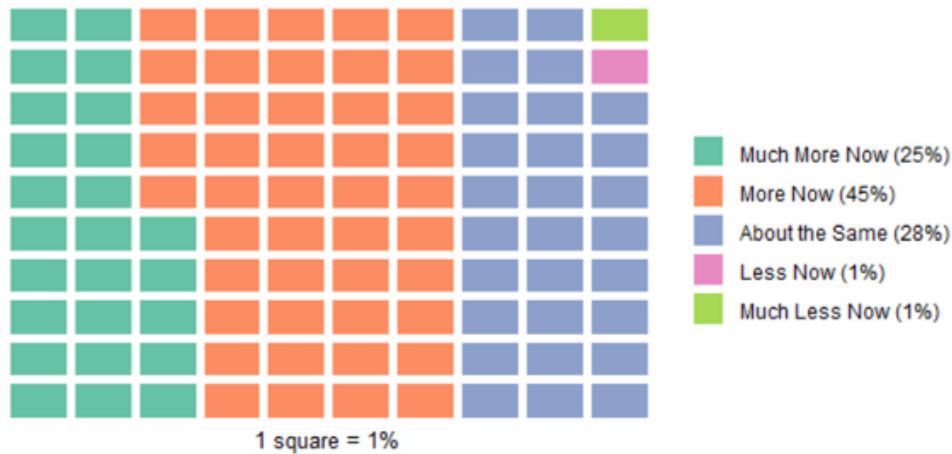
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Graph 1: Job Interest

Because of GDYT I understand what kind of jobs I like

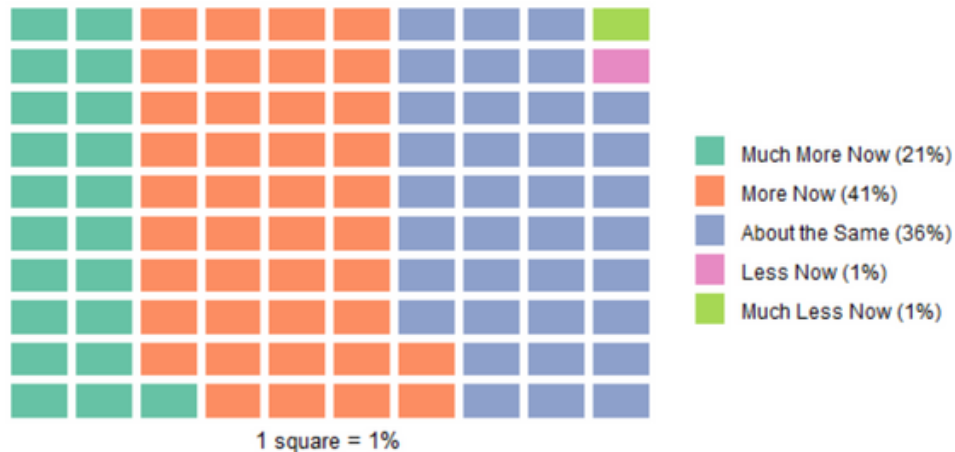
N=2,283



Graph 2: Job Application

Because of GDYT I understand how to search and apply for jobs

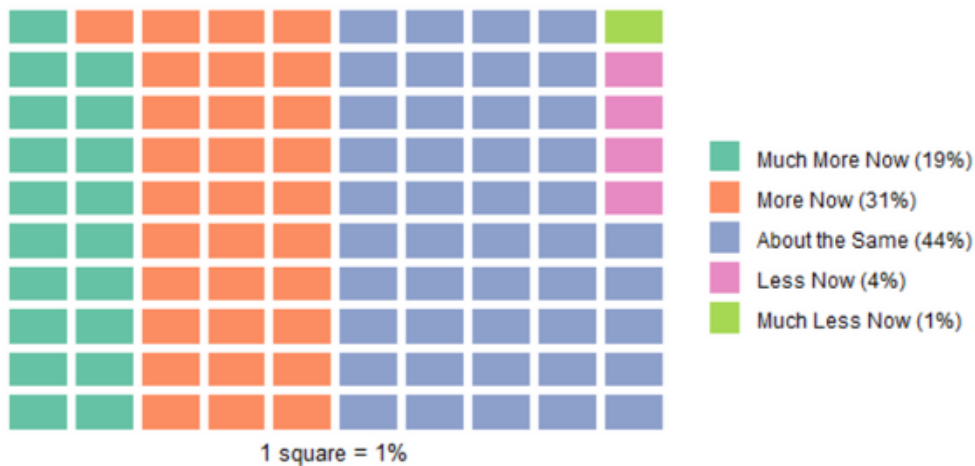
N=2,277



Graph 3: Resume Skills

Because of GDYT I understand how to write a resume

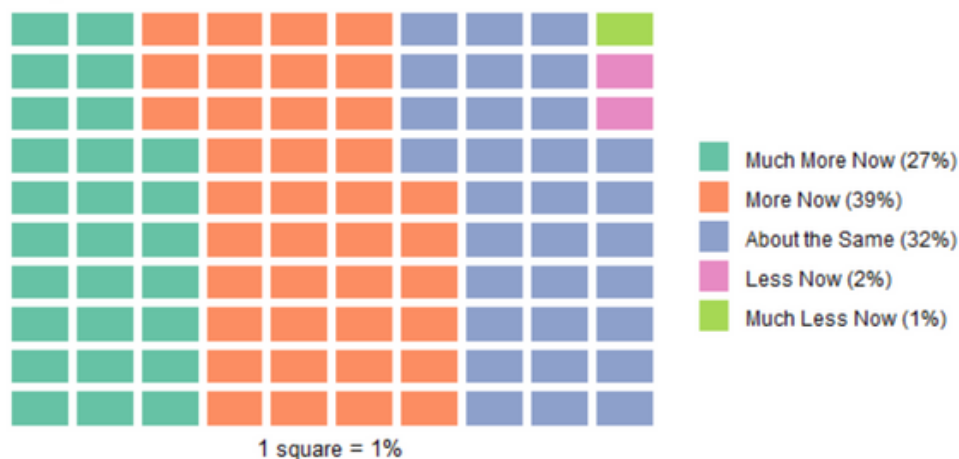
N=2,263



Graph 4: Job Interview

Because of GDYT I understand how to prepare for a job interview

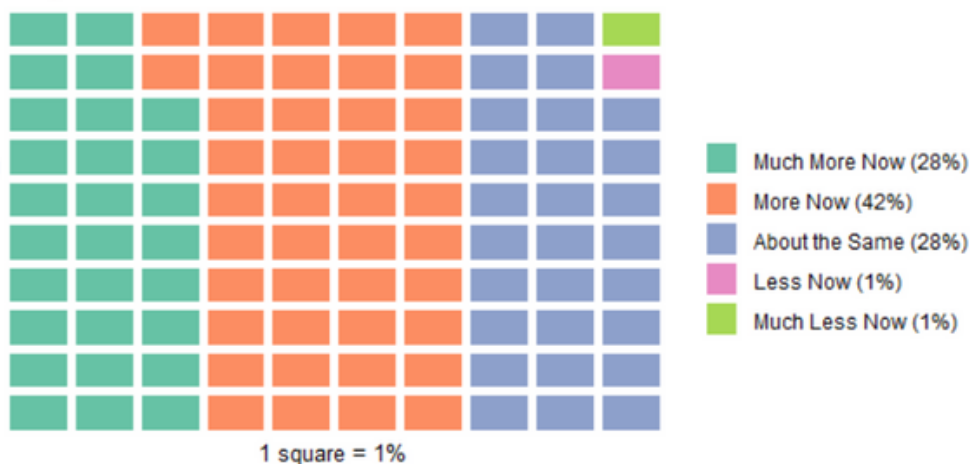
N=2,270



Graph 5: Job Skills - Dream Job

Because of GDYT I understand what specific skills I need for my dream job

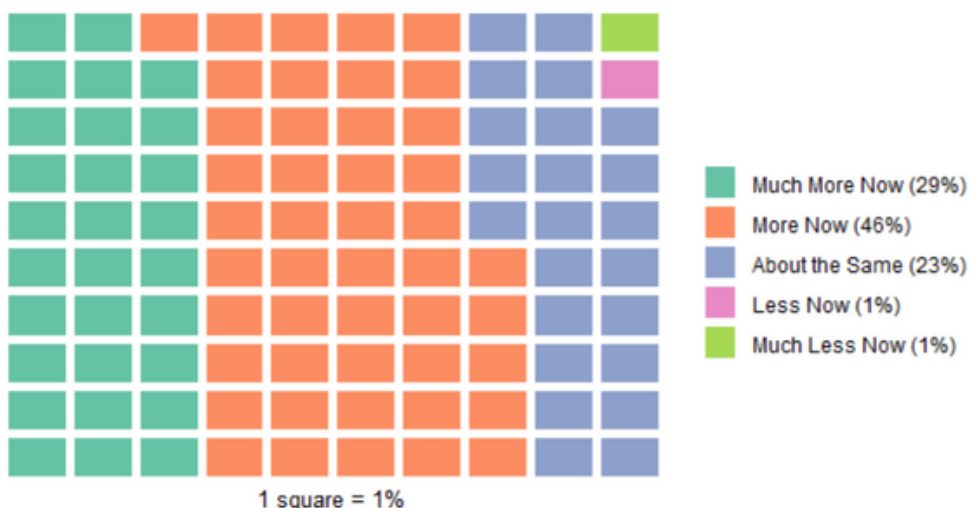
N=2,268



Graph 6: Time Management

Because of GDYT I know how to manage my time

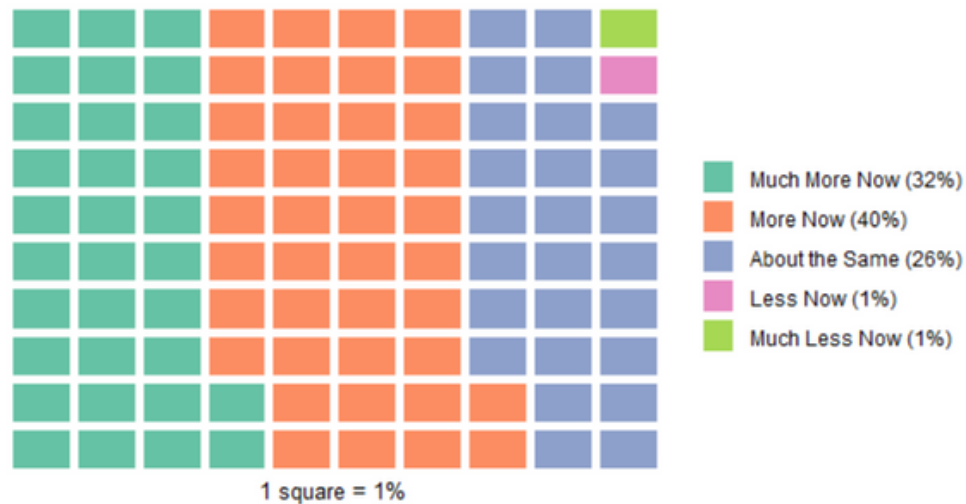
N=2,254



Graph 7: Money Management

Because of GDYT I know how to manage my money

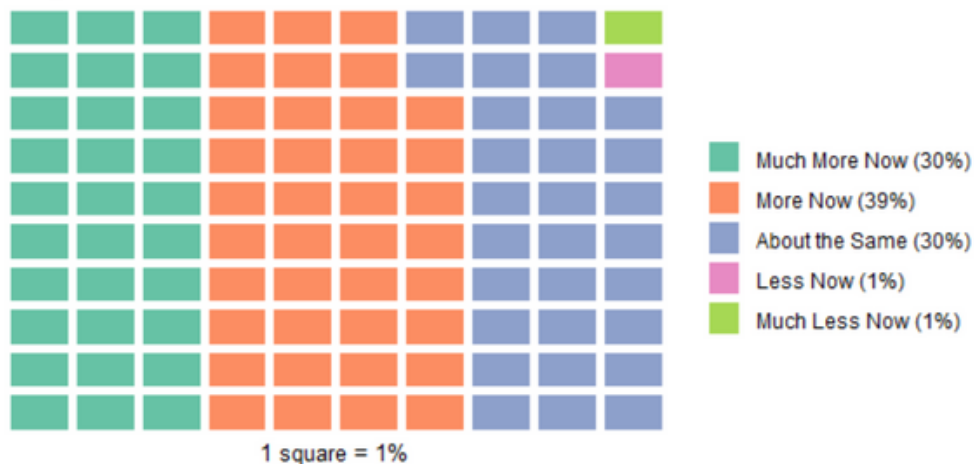
N=2,262



Graph 8: Higher Education

Because of GDYT I feel I can reach a higher level of education

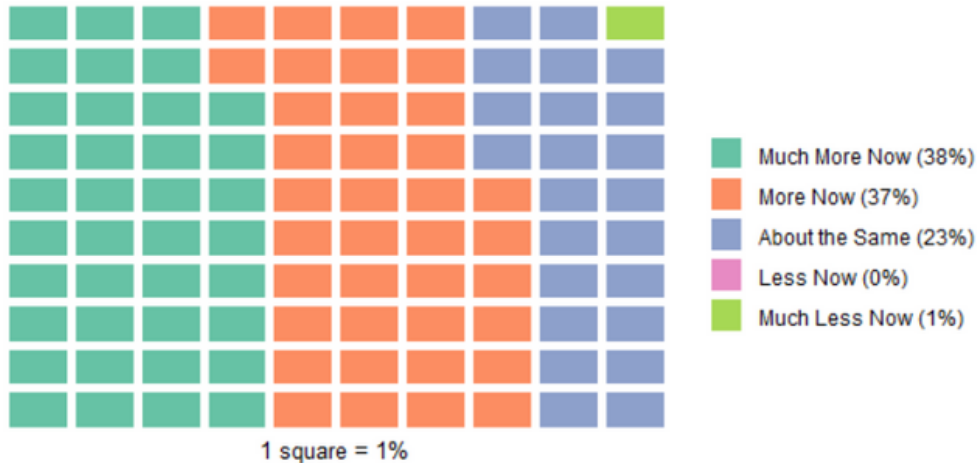
N=2,273



Graph 9: Work Behavior

Because of GDYT I understand appropriate behavior in the workplace

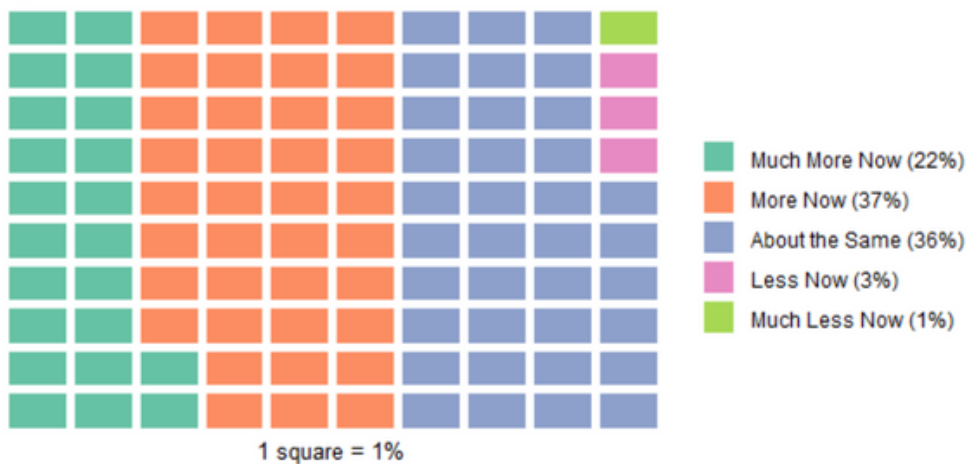
N=2,271



Graph 10: Community Service

Because of GDYT I plan to do more community service

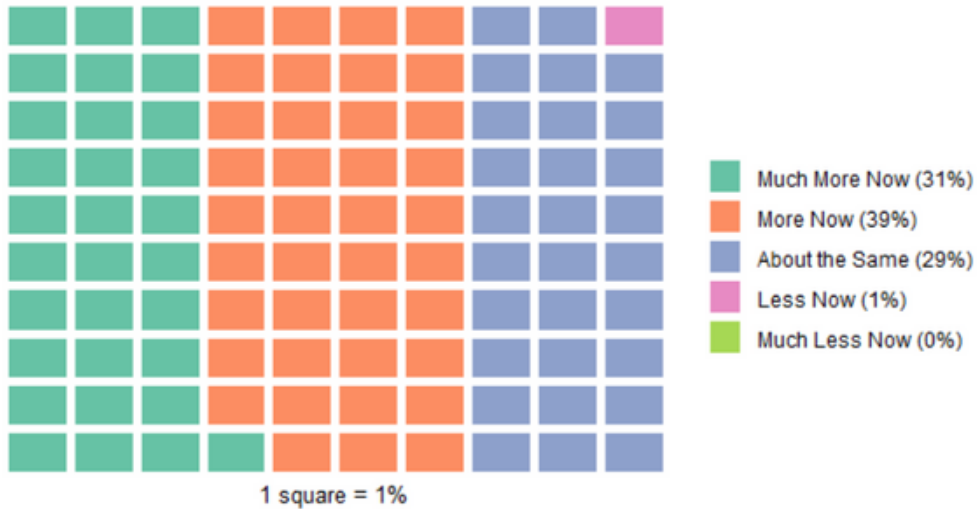
2,271



Graph 11: More Confidence

Because of GDYT I have more confidence

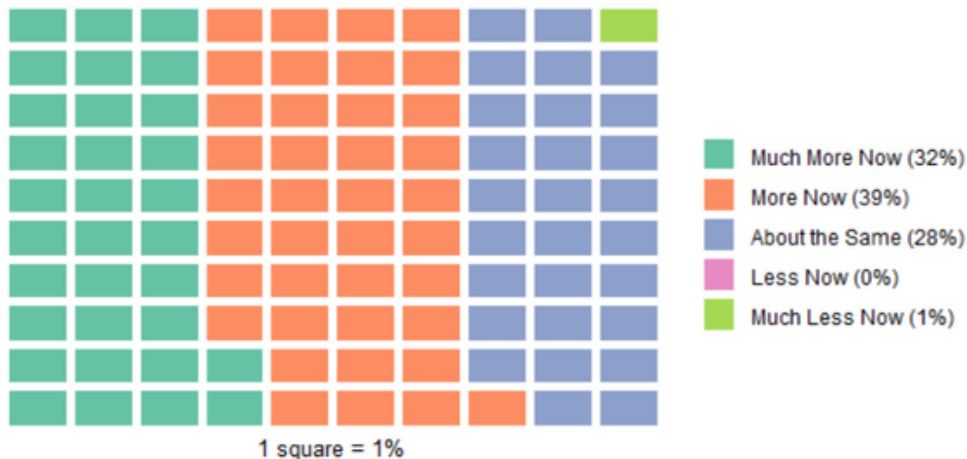
N=2,262



Graph 12: Behavior Choices

Because of GDYT I make caring and constructive choices about my behavior

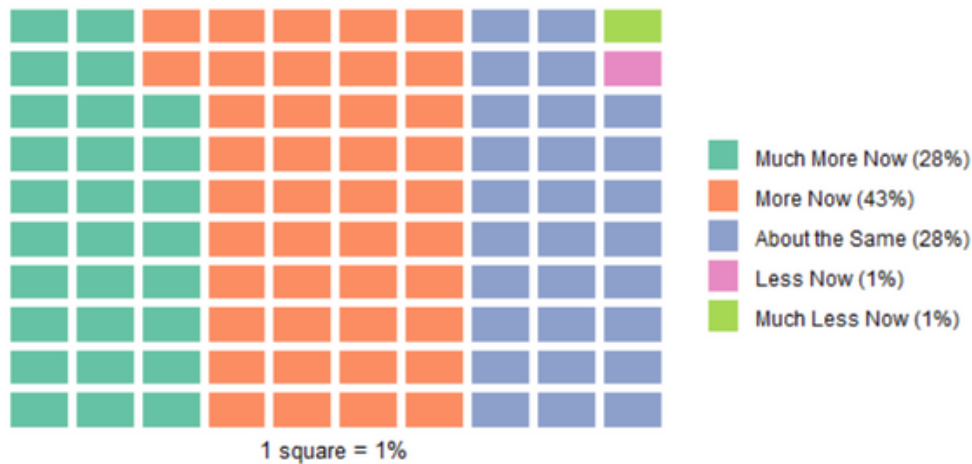
N=2,275



Graph 13: Other Perspectives

Because of GDYT I'm open to others' perspectives

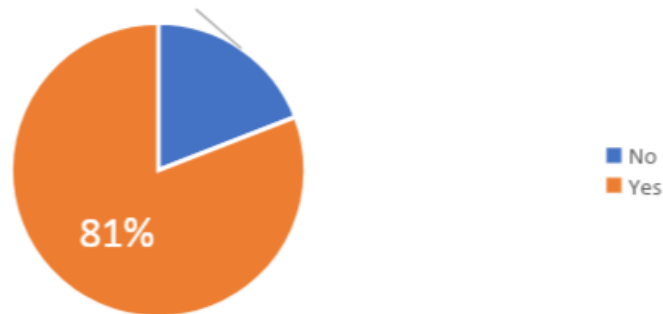
N=2,261



Graph 14: Identified Trusted Adult

Did you identify a trusted adult through your summer experience who you plan to keep in contact with?

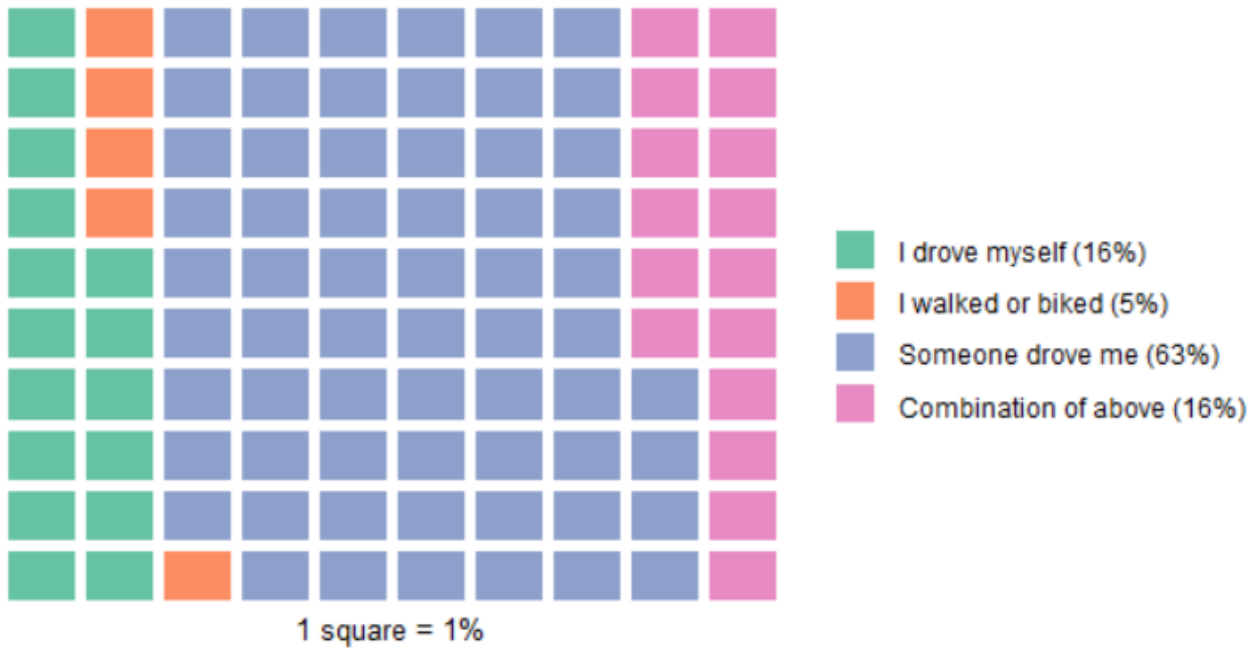
N=2,157



Graph 15: Transportation

How did you get to and from work this summer?

N=1,709



Other Transportation Responses

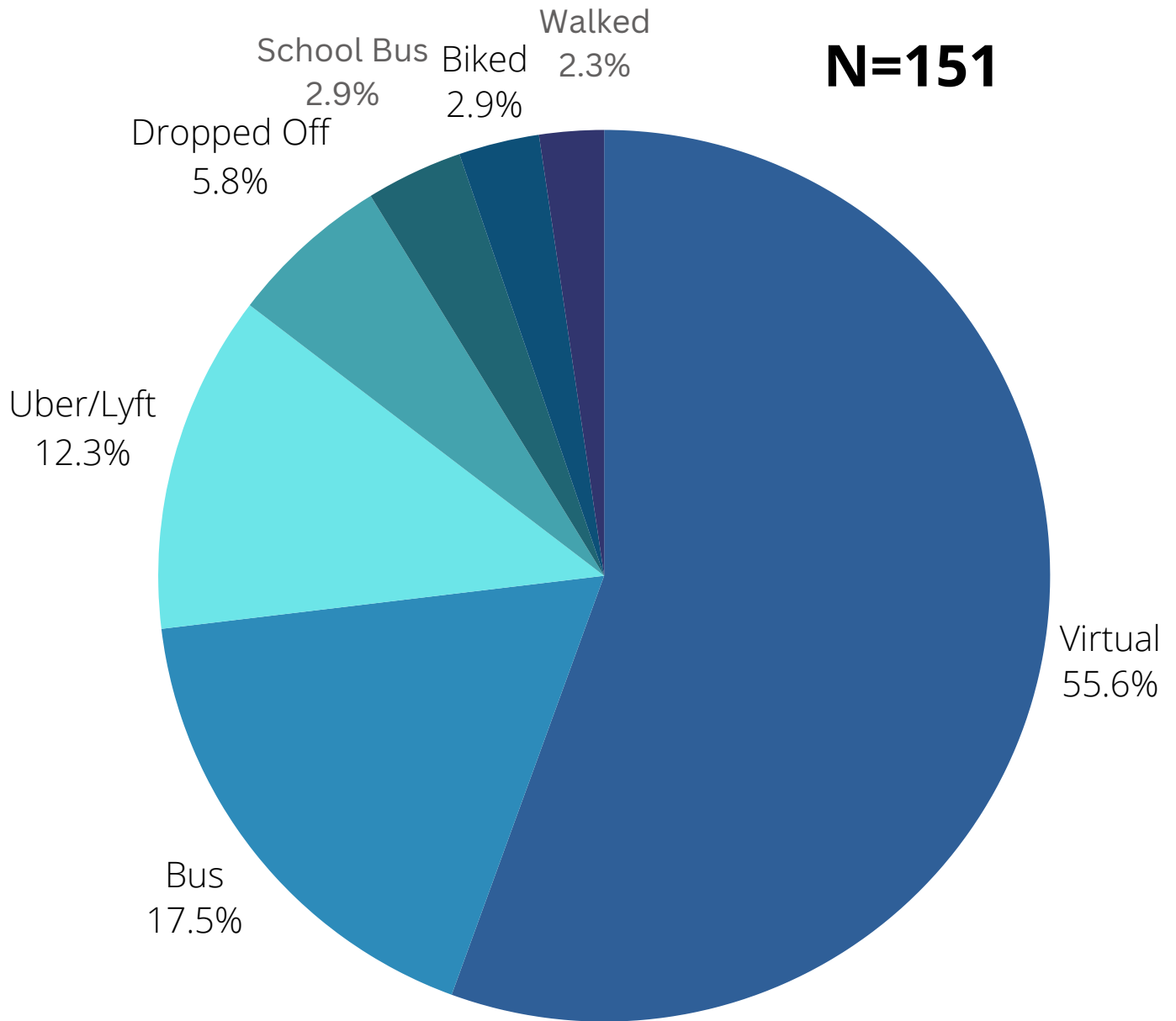
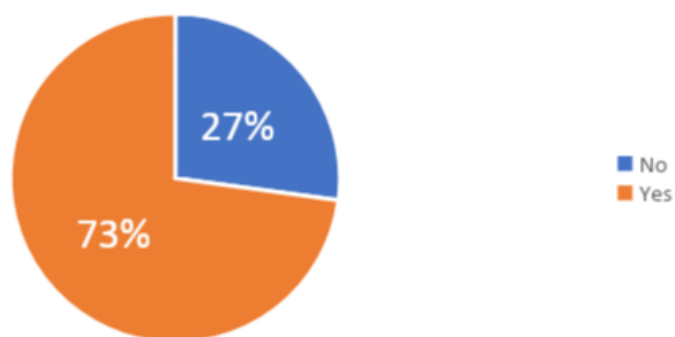


Chart: represents participants (other) responses to survey question about transportation used.

Graph 16: Detroit Career Opportunities

Did GDYT make you more aware of career opportunities in Detroit?

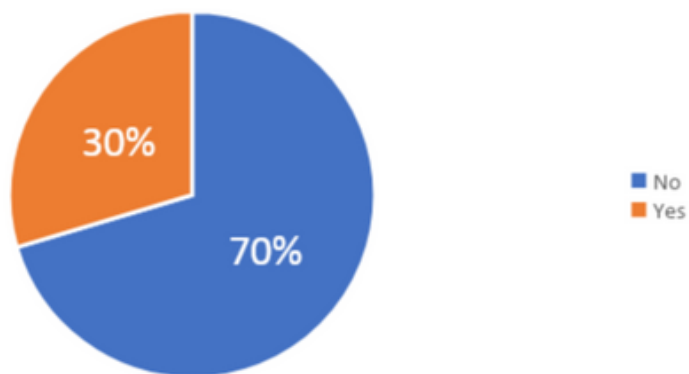
N=2,119



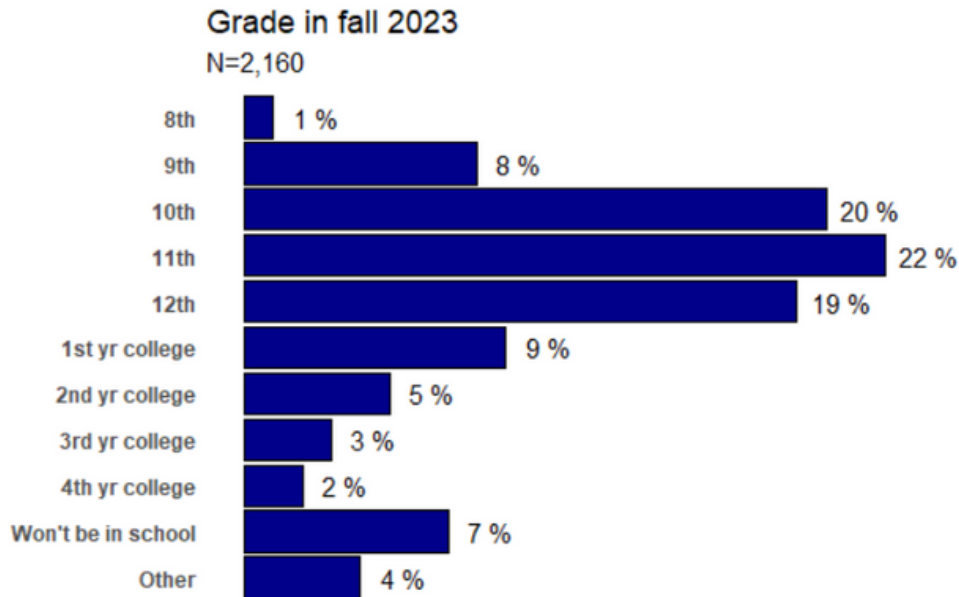
Graph 17: Changing Career Goals

Have your goals changed after GDYT this year?

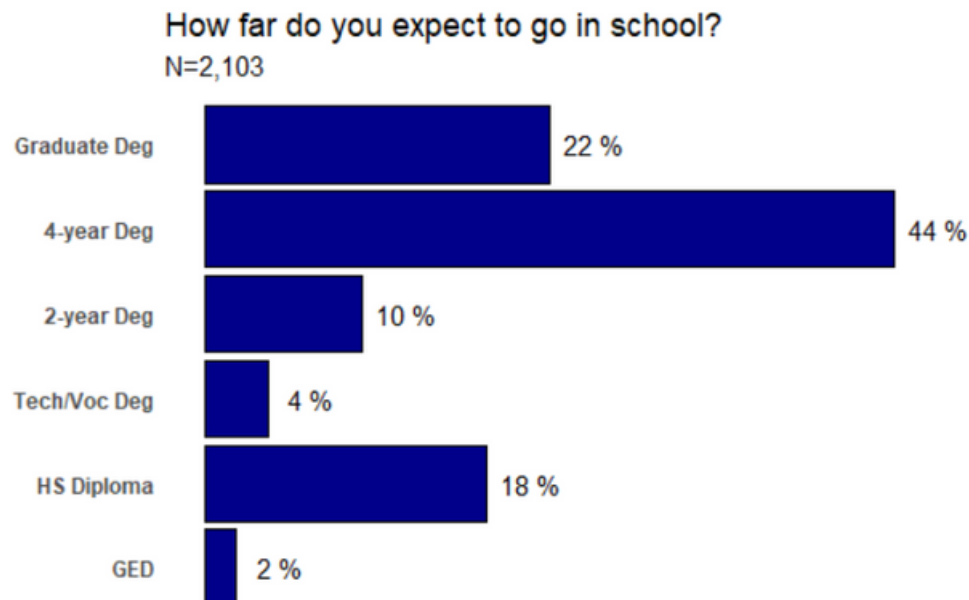
N=2,122



Graph 18: Current Education

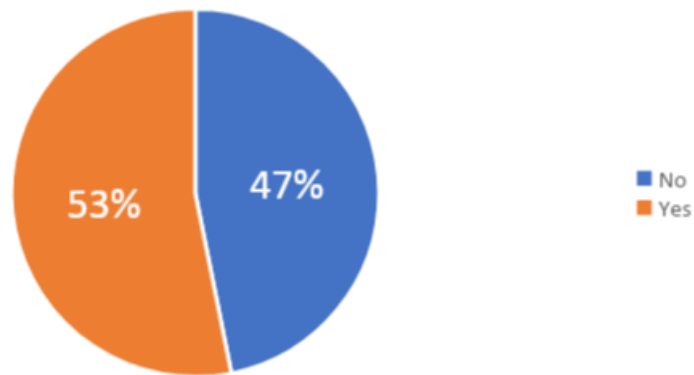


Graph 19: Plans for Future



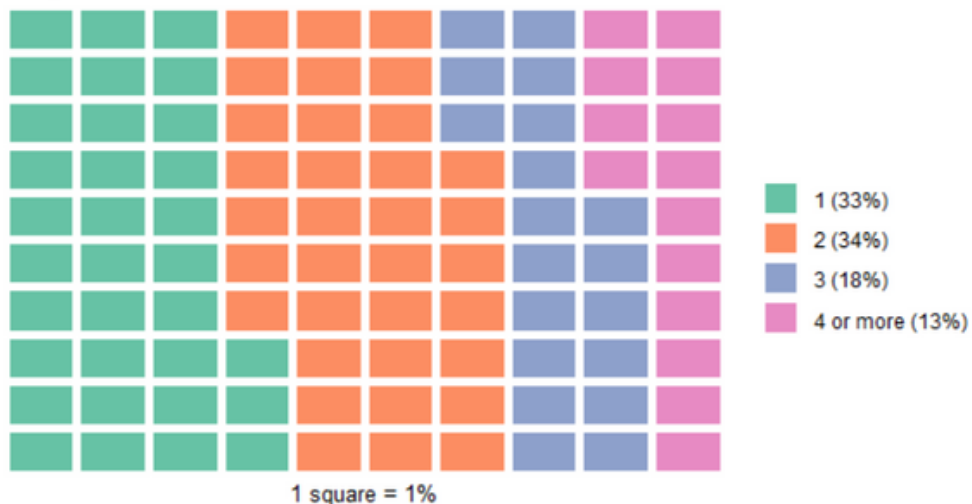
Graph 20: Prior GDYT Experience

Have you worked for GDYT before this summer?
N=2,156



Graph 21: Summers with GDYT

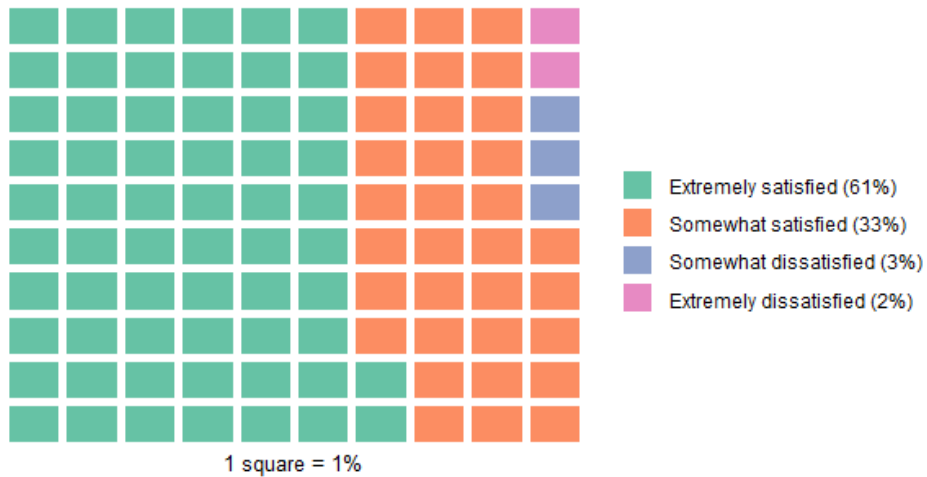
How many summers have you worked for GDYT?
N=1,141



Graph 22: Satisfaction with GDYT

How satisfied were you with GDYT this year?

N=2,069



Graph 23: Money Earned

What did you do with the money you earned?

N=2,285

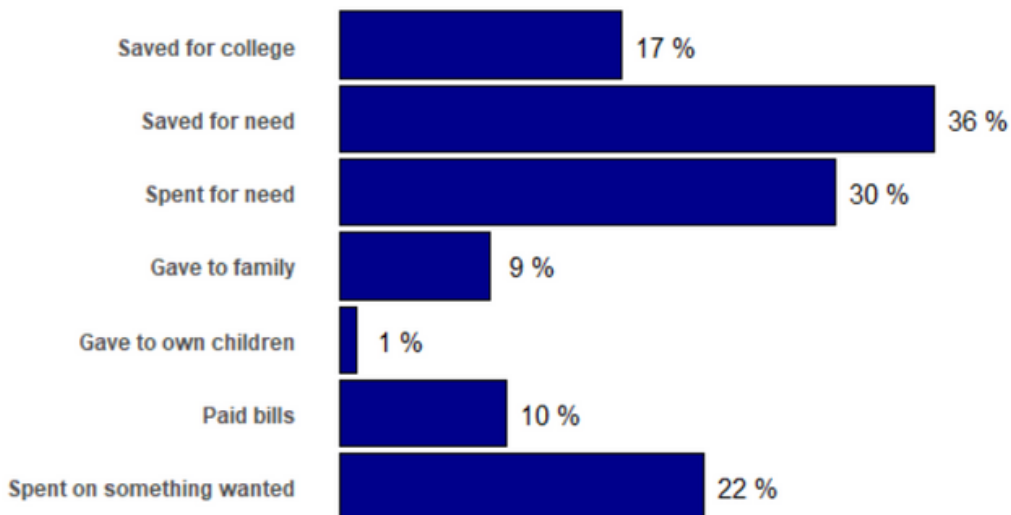
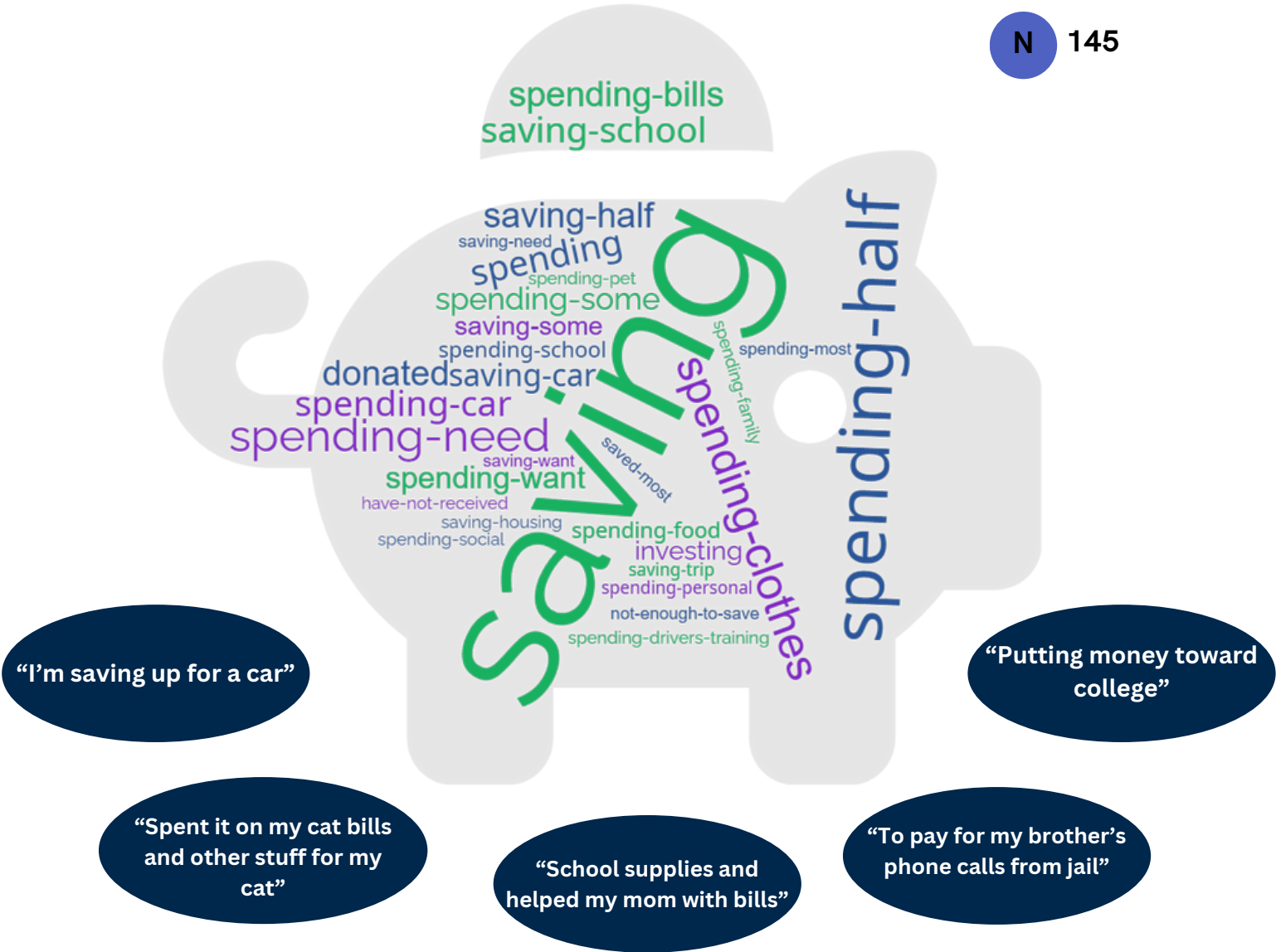


Figure 3: What did you do with the money you earned this summer? (OTHER RESPONSES)

N 145



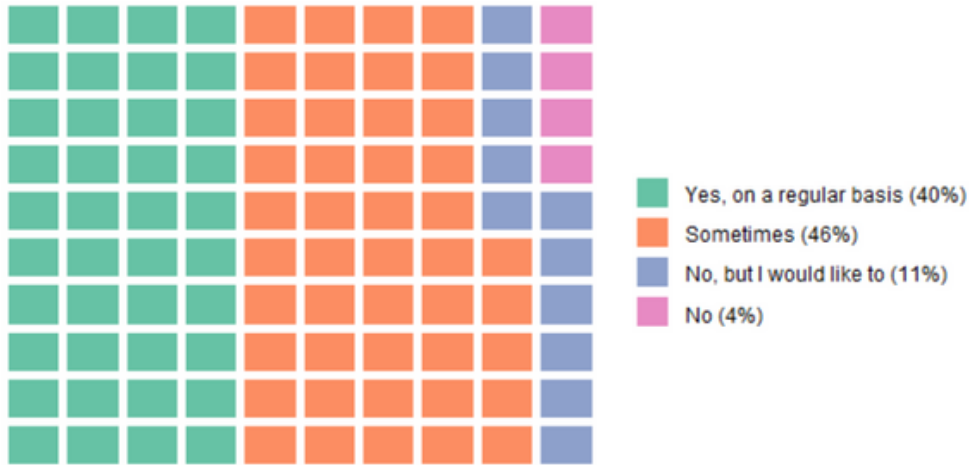
This figure highlights individuals 'other' responses to the prompt on what they did with the money earned.

The more responses the larger the text.

Graph 24: Budgeting

Have you started budgeting your money?

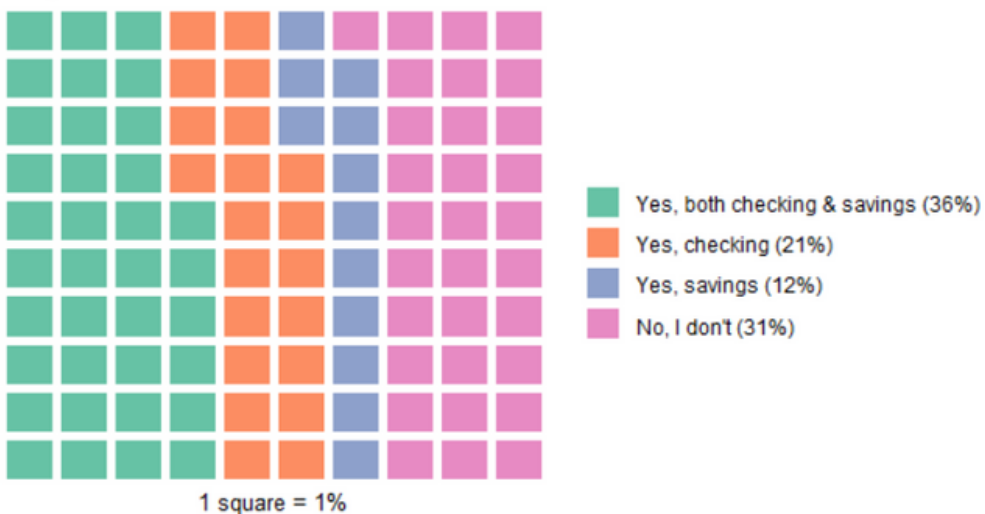
N=2,119



Graph 25: Bank Account

Do you have a bank account in your name?

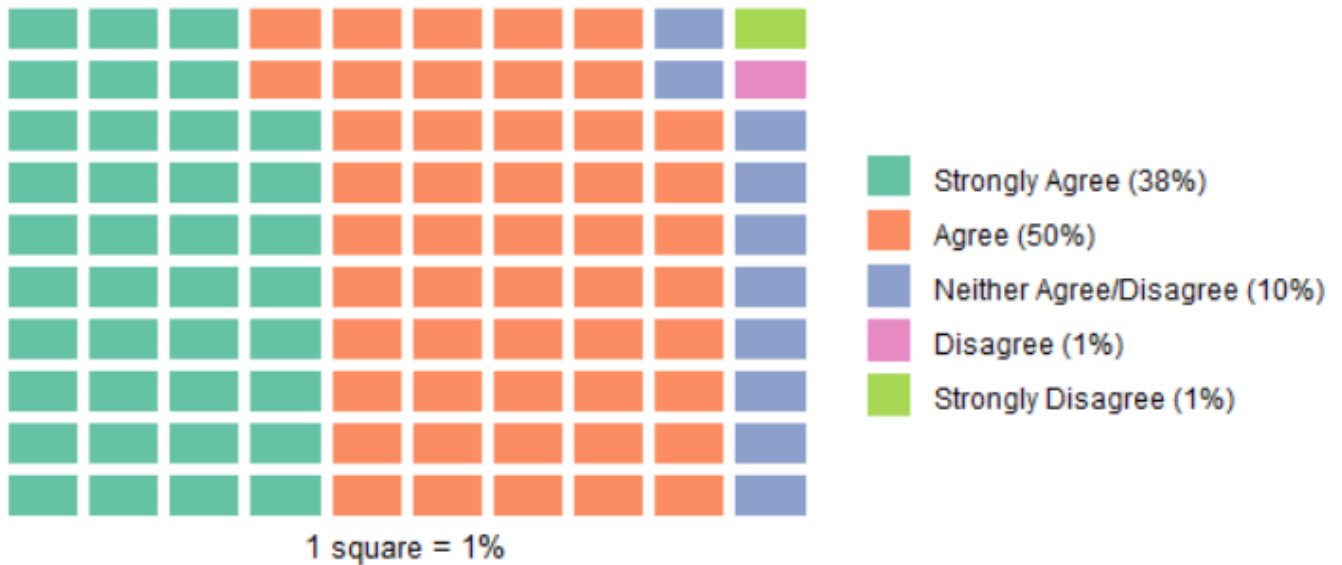
N=2,113



Graph 26: Career Edge Work Success

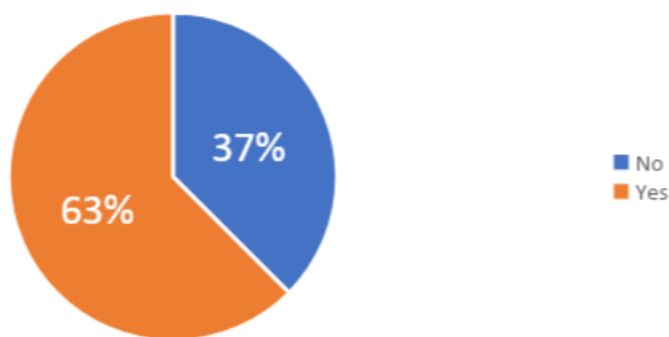
The GDYT Edge Work Readiness Pre-Training Modules helped me learn how to be successful at work

N=1,291



Graph 27: Career Edge

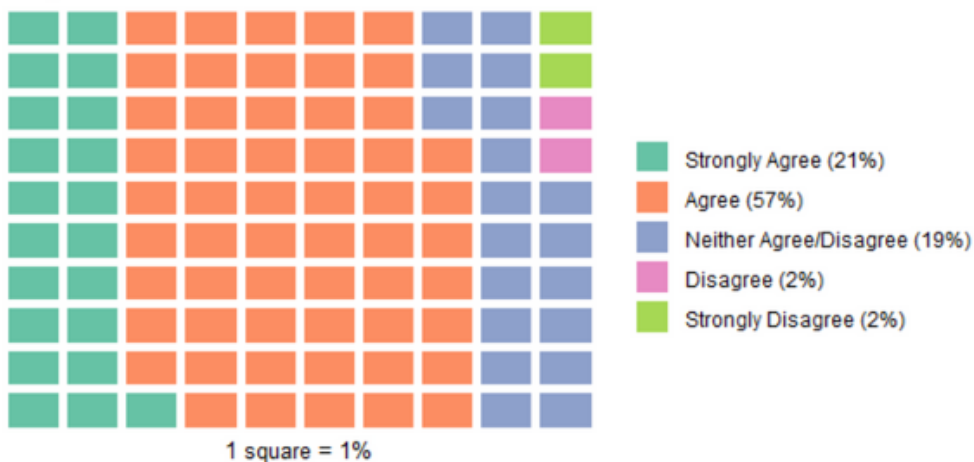
Did you use the GDYT Edge Work Readiness Pre-Training Modules?
N=2,277



Graph 28: Career Edge Easy to Use

The GDYT Edge Work Readiness Pre-Training Modules were easy to use

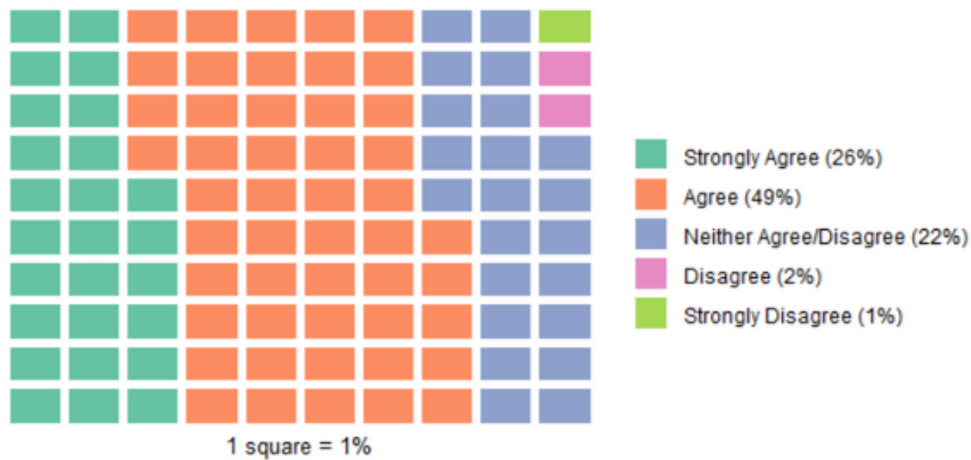
N=1,341



Graph 29: Career Edge Engaging?

The GDYT Edge Work Readiness Pre-Training Modules were engaging

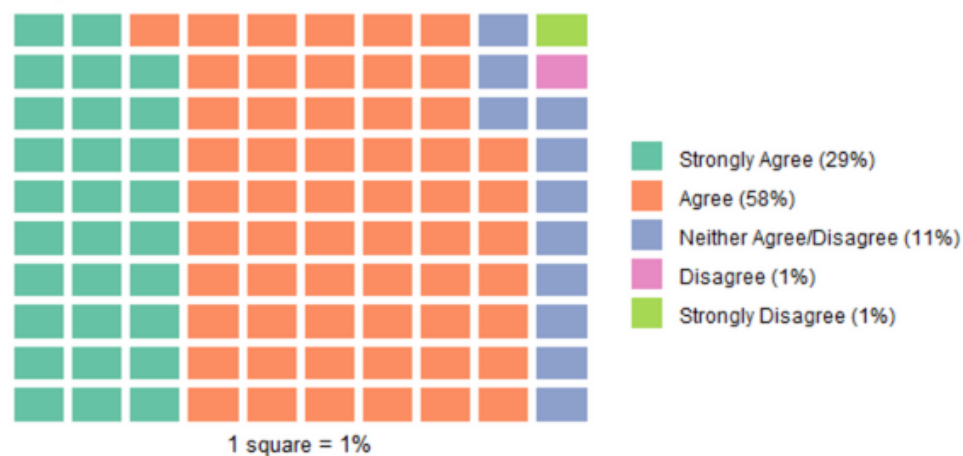
N=1,334



Graph 30: Career Edge Future Planning

The GDYT Edge Work Readiness Pre-Training Modules had information that will help my future

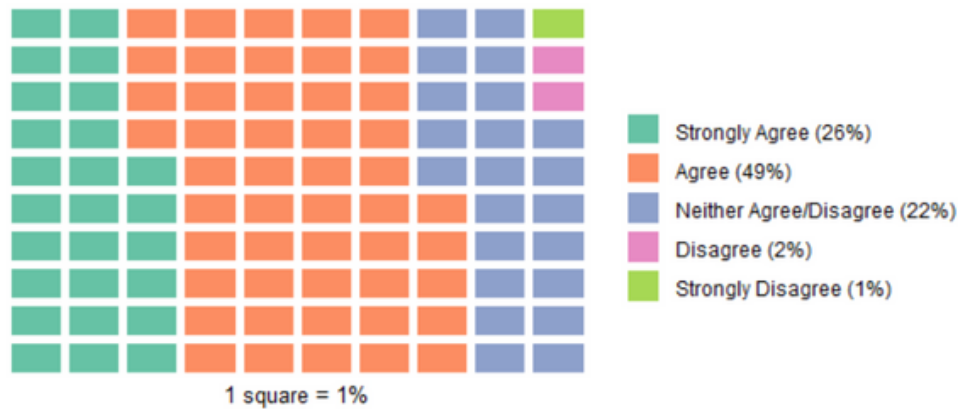
N=1,339



Graph 31: Career Edge Cultural Diversity

The GDYT Edge Work Readiness Pre-Training Modules helped me understand more about cultural diversity

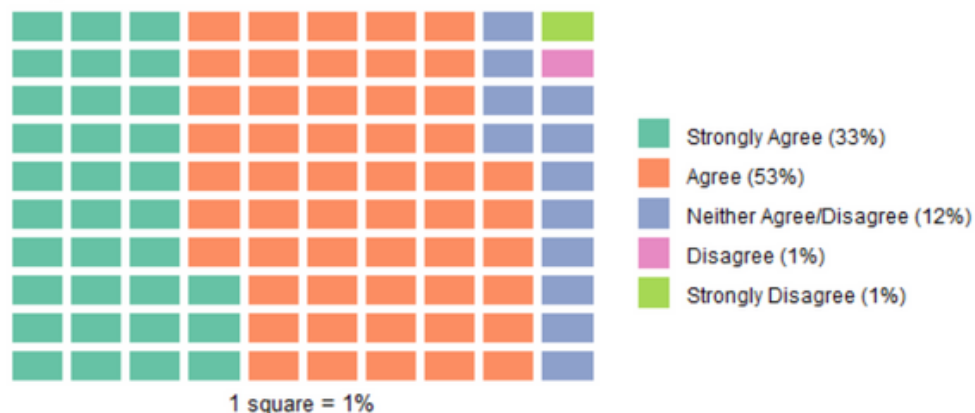
N=1,273



Graph 32: Career Edge Communication Skills

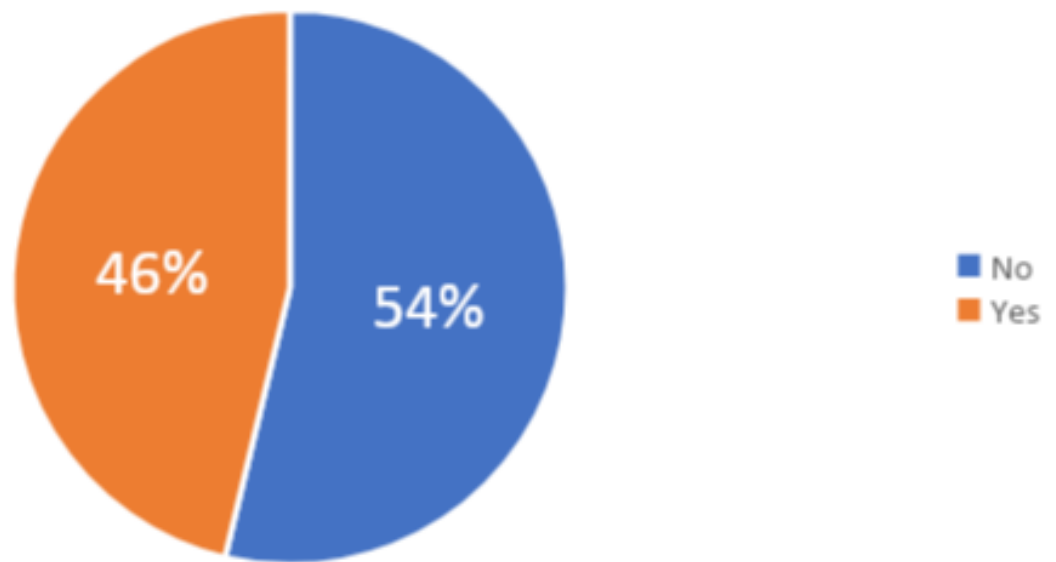
The GDYT Edge Work Readiness Pre-Training Modules helped me learn effective communication skills

N=1,295



Graph 33: SEL Huddle Sessions

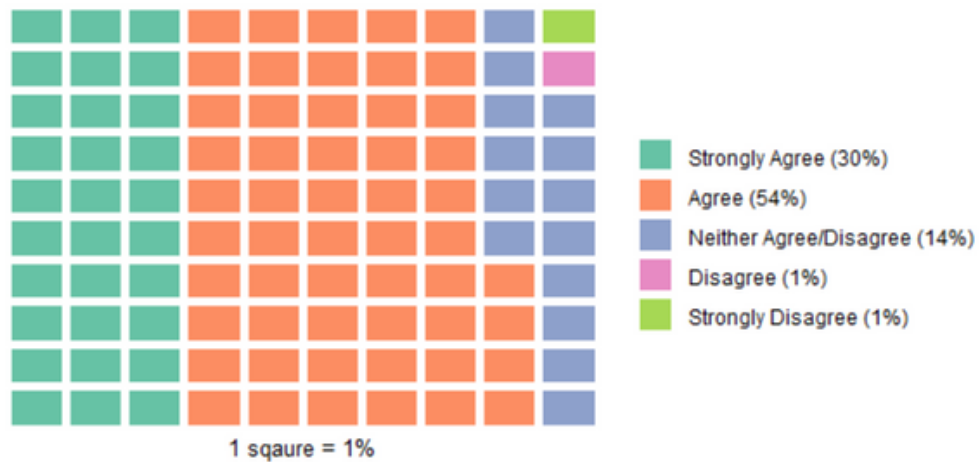
Did you participate in GDYT SEL Huddle Sessions?
N=2,197



Graph 34: Huddle Emotional Skills

In the GDYT SEL Huddle Sessions I was encouraged to try out new social/emotional skills

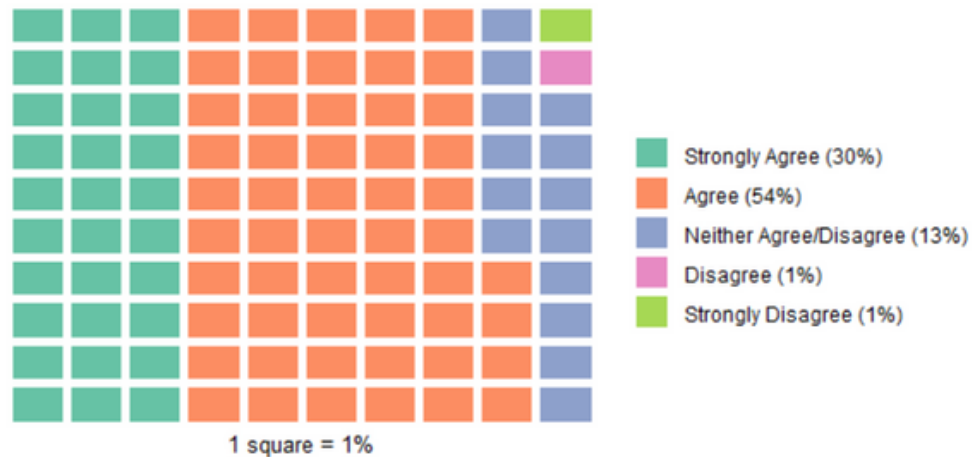
N=991



Graph 35: Huddle Ice Breakers

In the GDYT SEL Huddle Sessions I got a chance to know others through ice breakers

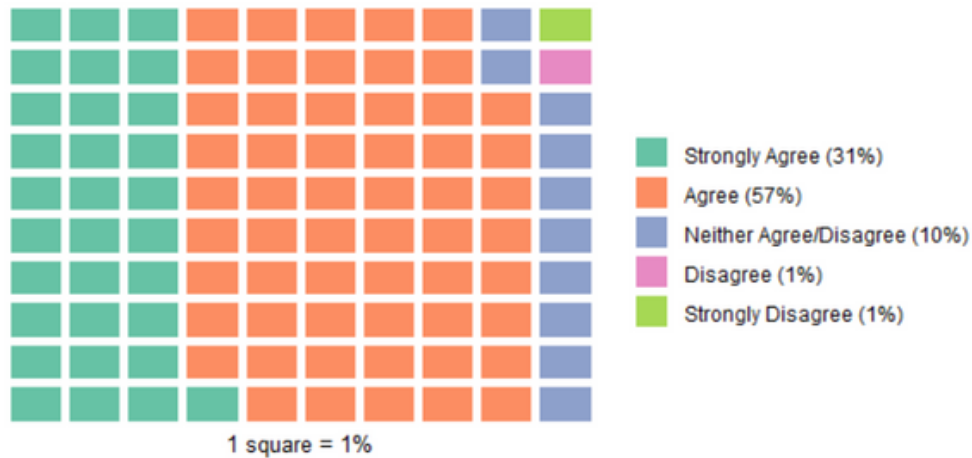
N=992



Graph 36: Huddle: New Skills

In the GDYT SEL Huddle Sessions I got to learn new skills

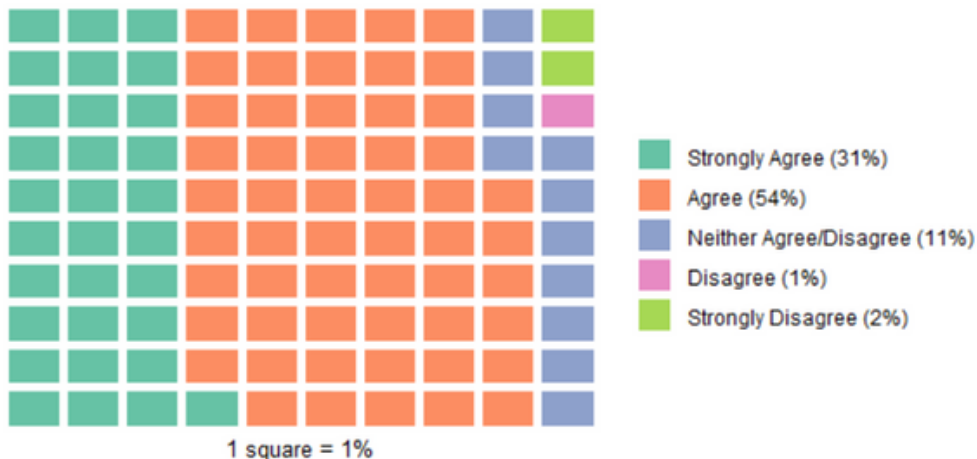
N=986



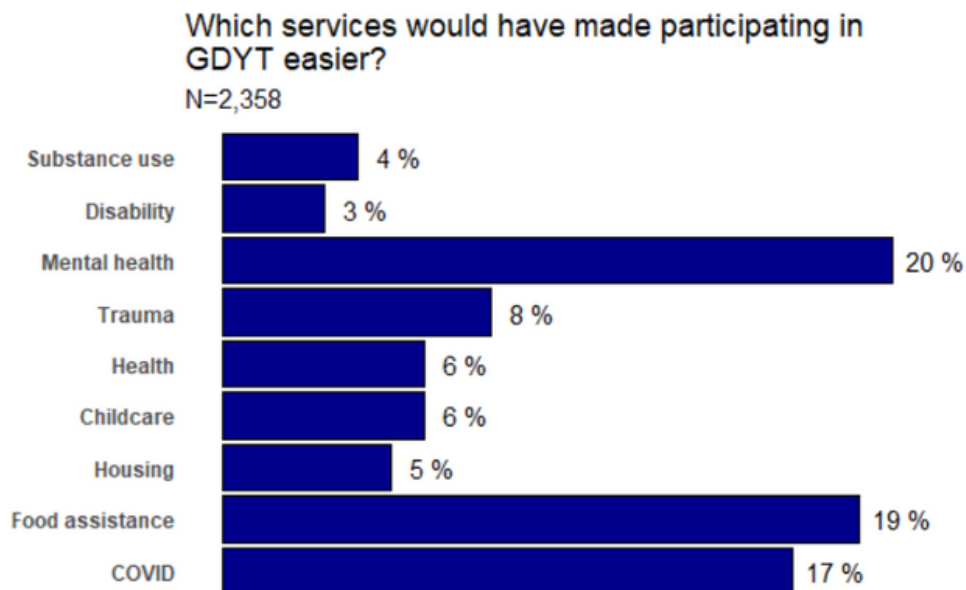
Graph 37: Huddle: Inclusion

In the GDYT SEL Huddle Sessions I felt included, supported, and respected

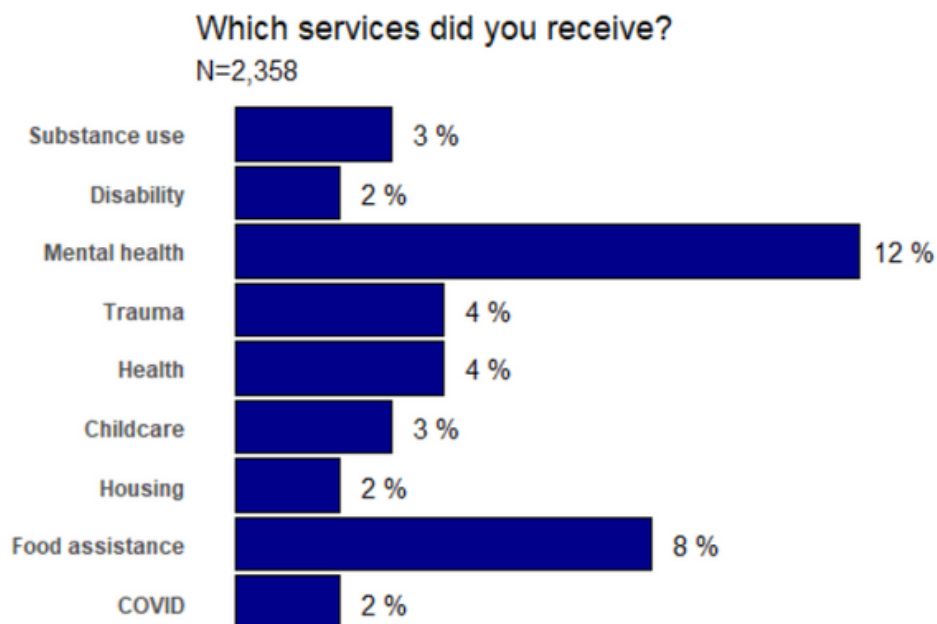
N=992



Graph 38: Helpful Services

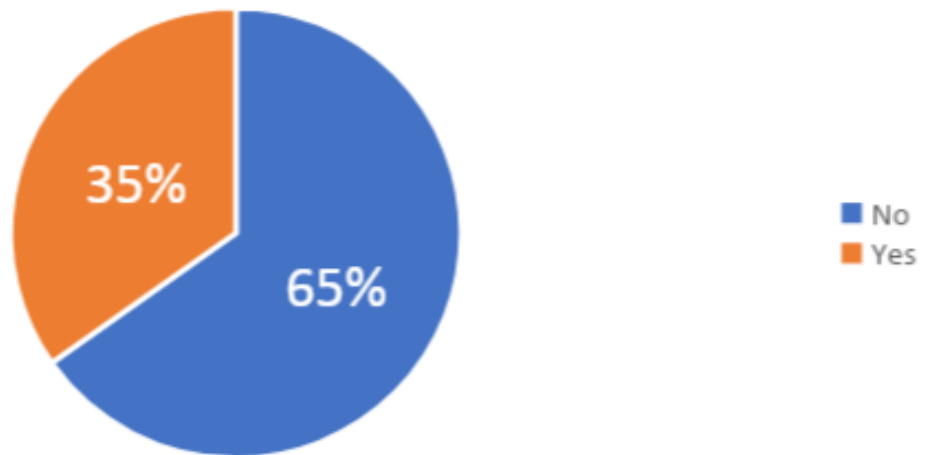


Graph 39: Services Received



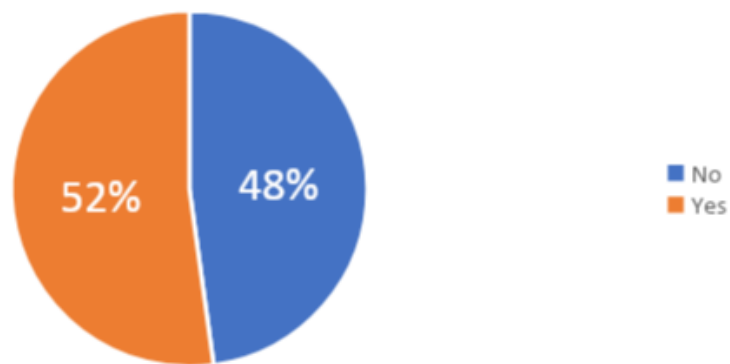
Graph 40: College Prep - Received

Did you receive help with college prep from GDYT this summer?
N=2,056



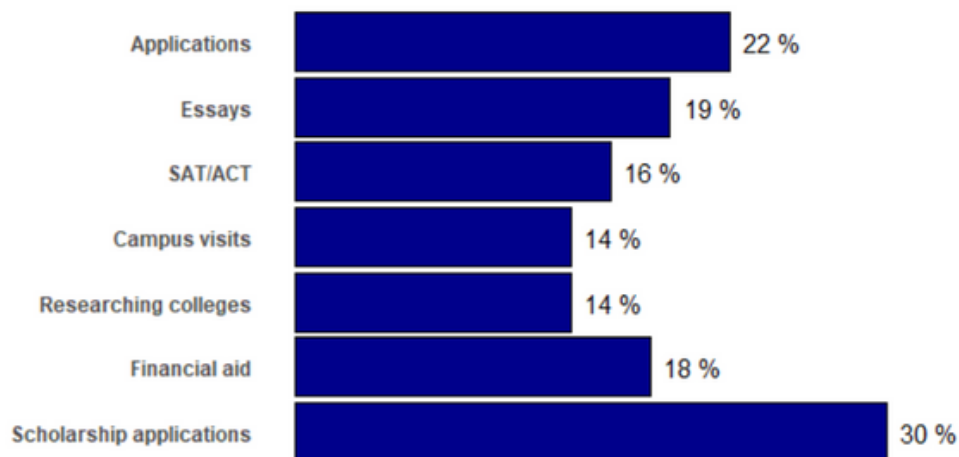
Graph 41: College Prep - Wanted

Would you have liked to receive help with college prep this year?
N=1,330

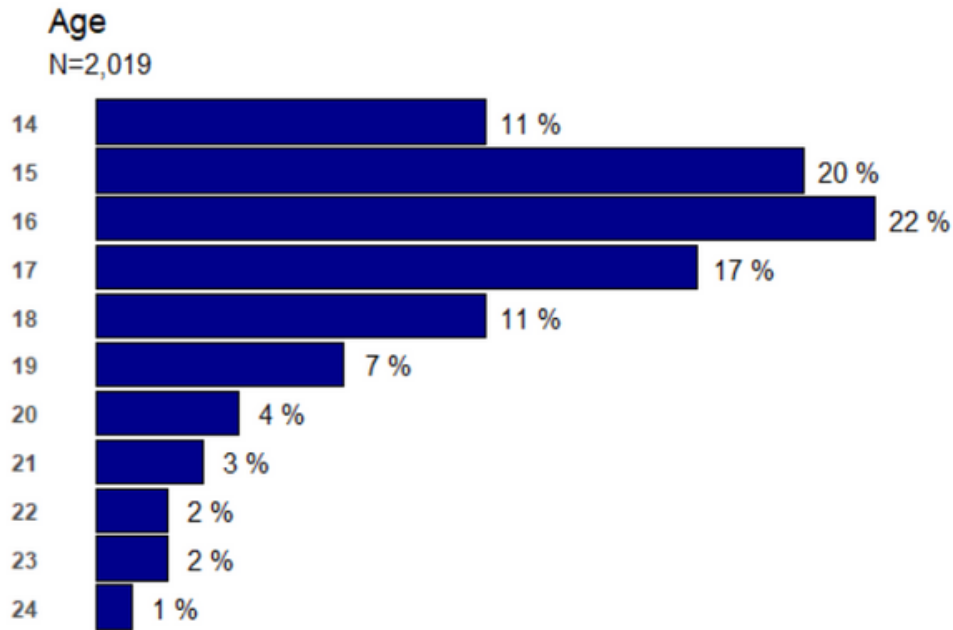


Graph 42: Type of College Prep

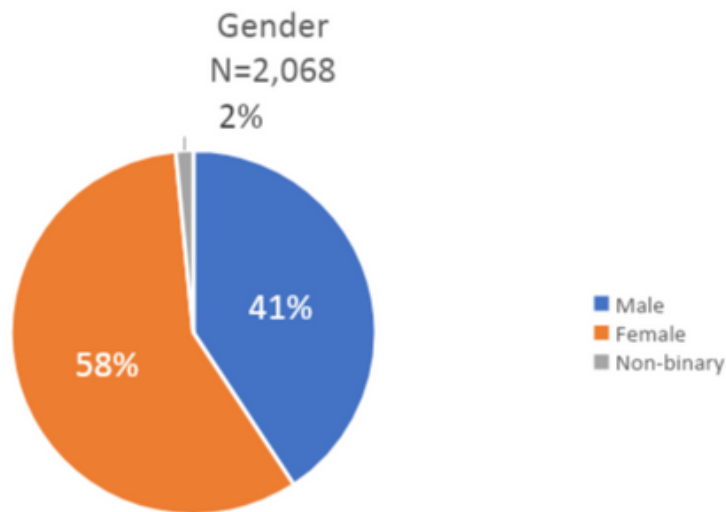
What college prep would you have like to receive if you did not?
N=1,340



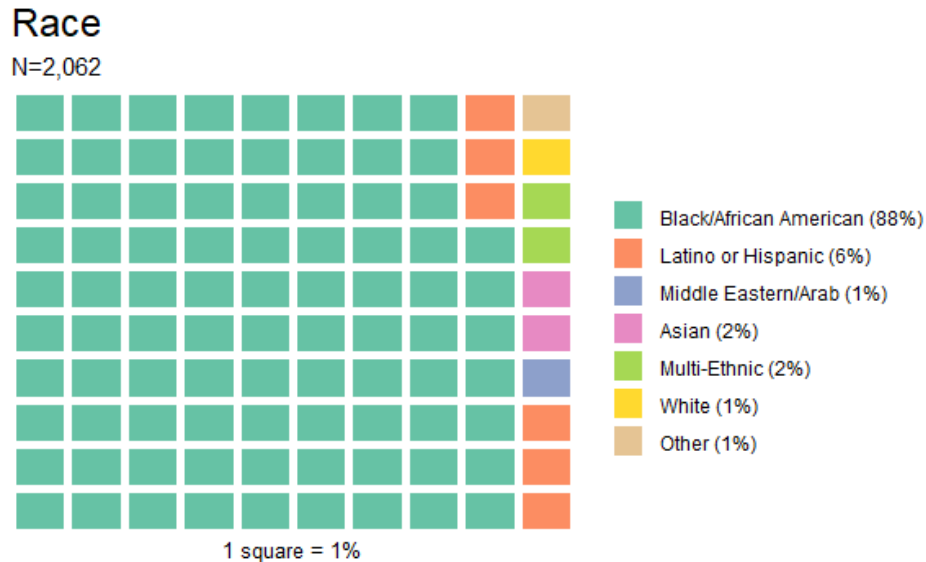
Graph 43: Age of Participants



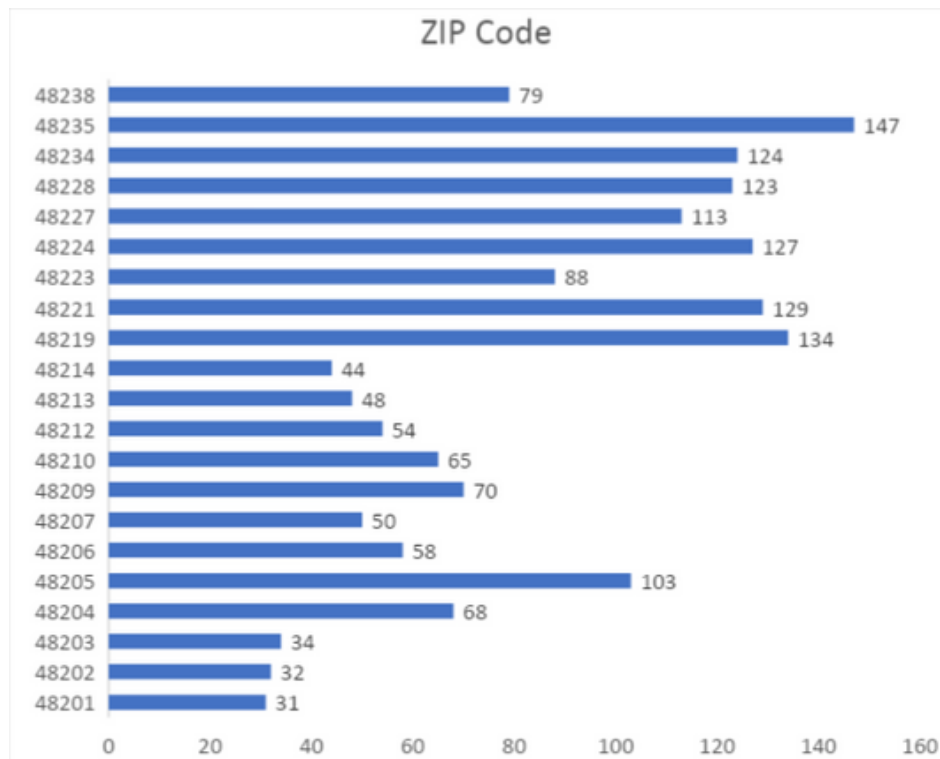
Graph 44: Gender of Participants



Graph 45: Race of Participants

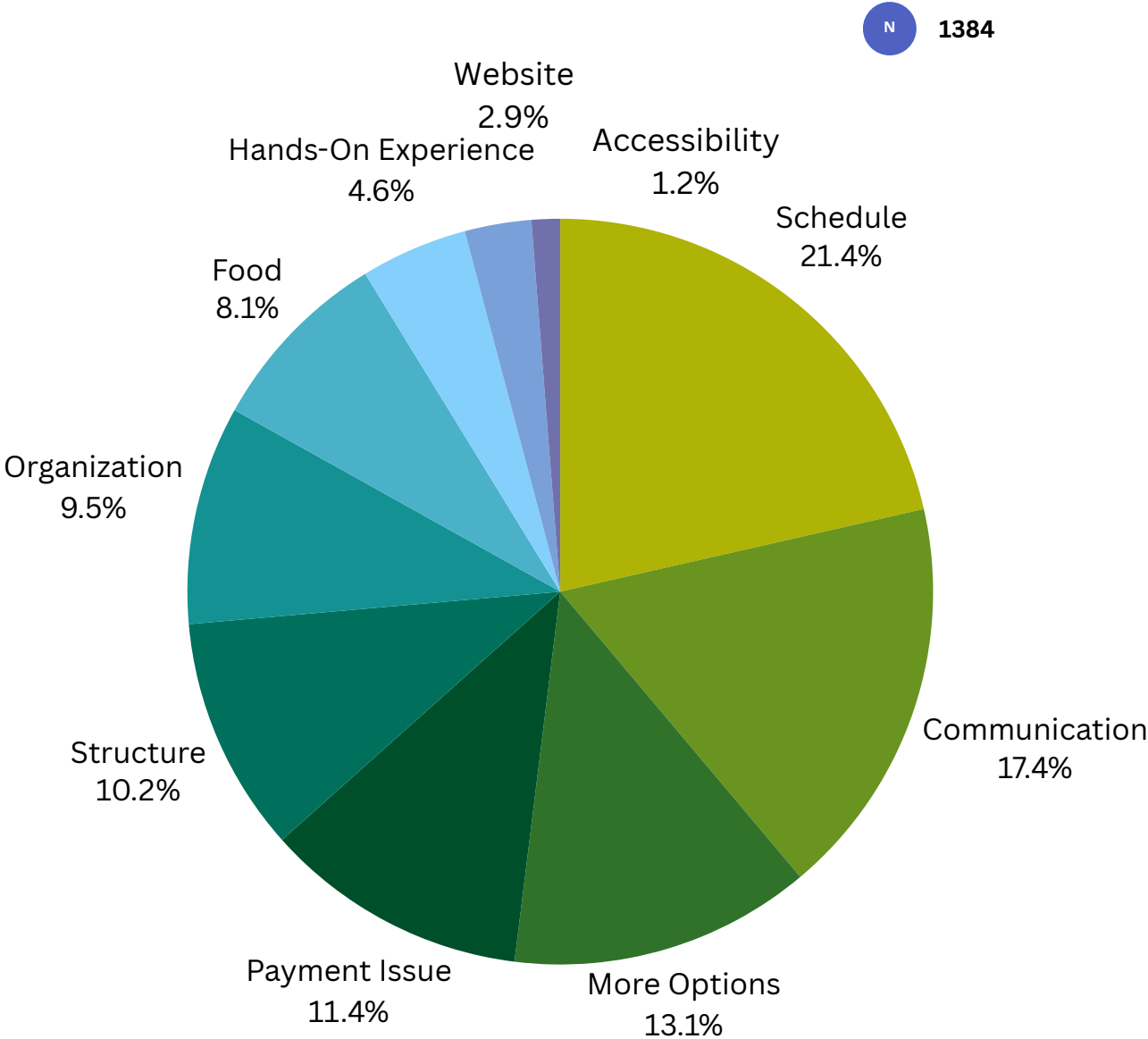


Graph 46: Zip Code of Participants



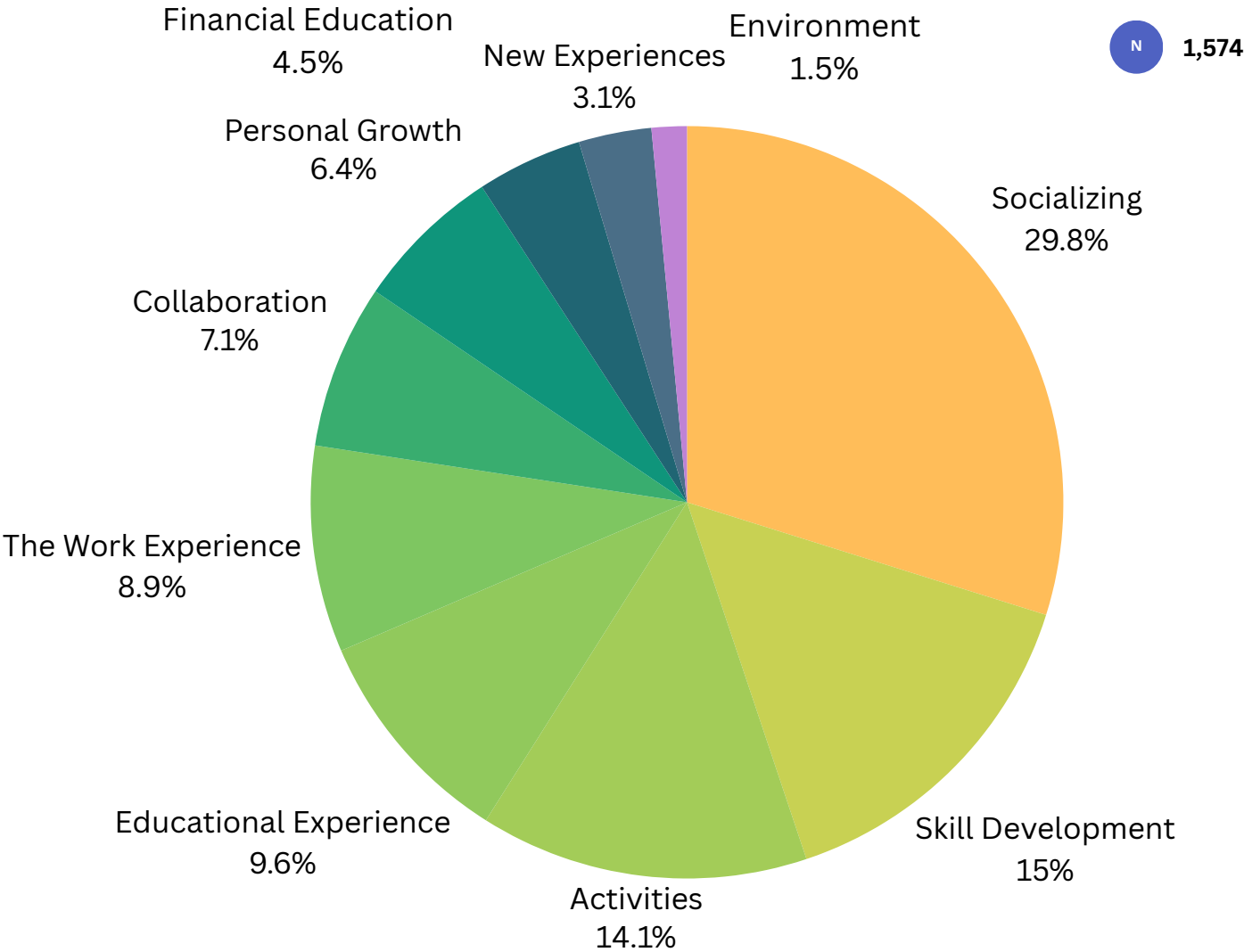
Qualitative Responses

Graph 47: How could we have made this year's GDYT experience better?



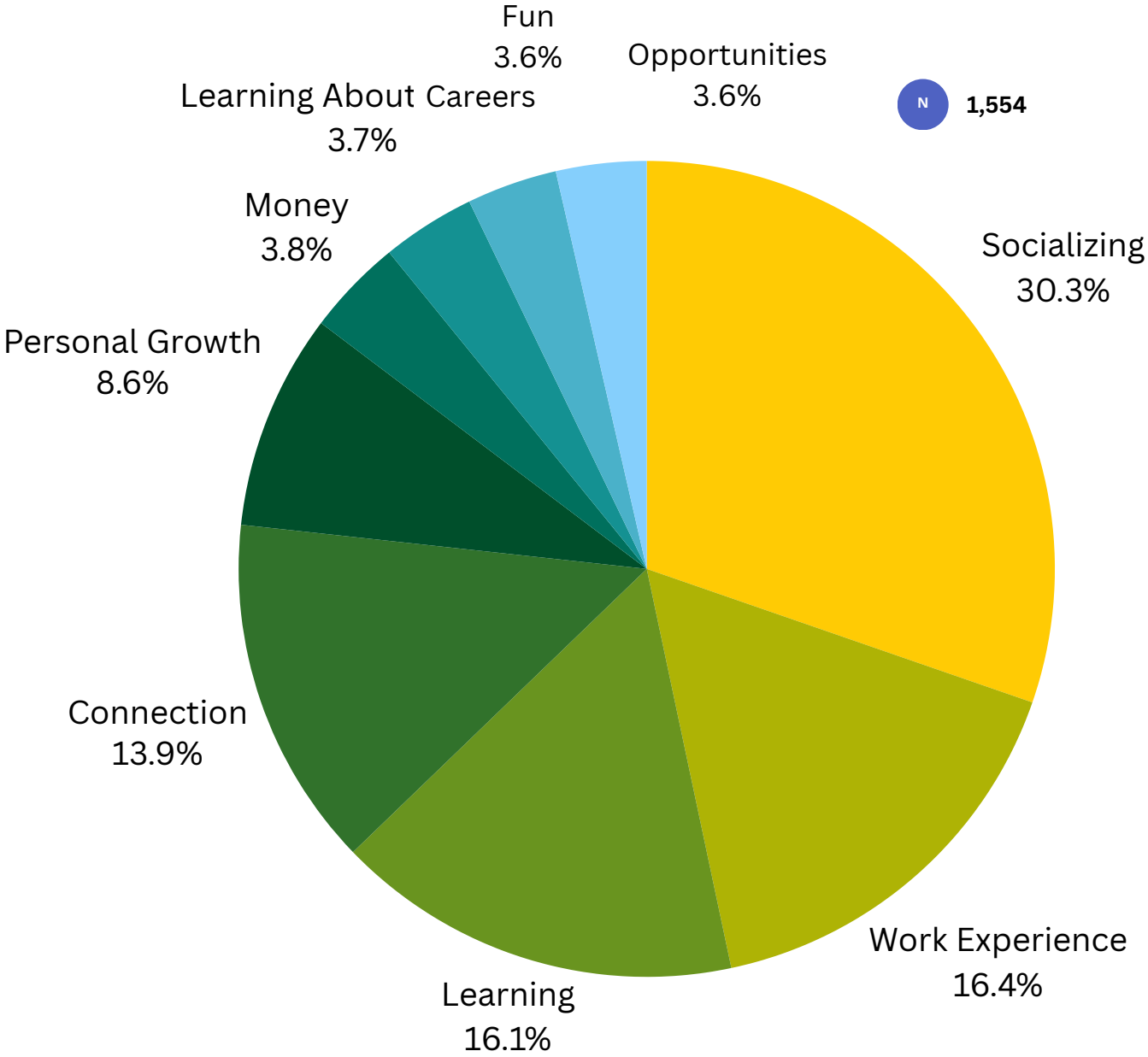
Qualitative Response

Graph 48: Share a positive experience you had with GDYT this year.



Qualitative Response

Graph 49: What was the best part about GDYT?



Best Part About GDYT

“Having opportunities opened for me that I couldn’t receive from the help of friends or family.”

“The best part of GDYT this year was doing work that I am passionate about and that I enjoy.”

“Meeting and spending time with people who have vastly different lives and experiences from me, getting to feel like I am actually spending my time doing something valuable to help others.”

“The best part was getting to experience new things in life and getting to experience the work life and just being around positive people and having the opportunity to experience to work and talk to other people.”

“It helped me being a better person help self motivate me to be phenomenal and to prosper mentally and physically knowing that the support from GDYT can work out from not knowing what to do who to speak to, to a positive place where I can be myself and learn more about myself I have potential but this help me keep faith and hope for greatness in the future.”

“The best part of this summer program is going to different places learning about different careers and seeing different things that we never saw before.”

“Being able to gain experiences working with children, and building my networking skills.”



Financial Education

“During impact day one of the mentors there was really understanding and interesting, he taught us about saving and maintaining money.”

“I had a lot of positive experiences this year, I was able to help a lot of the kids in my community by tutoring them. I became much more social and was exposed to a lot of new learning environments. I also learned a lot about money and how to handle it correctly.”

“I loved working with my peers and learning more about detroits history. I enjoyed the financial literacy training and I feel that it made me feel more responsible about my funds and keeping them aligned. I also enjoyed the backpack giveaway and being able to give to my community.”

“I have a better understanding now of how banking works.”

“I learned so much about budgeting and building my credit.”

“I love when y’all included financial literacy cause I know it’s gonna help me in the future”

“I love this program, this is my second year participating. This program helps me be more responsible, and teaches me about money management.”

“One positive experience I had was when we had a sit down conversation with my supervisor and they taught us a good lesson about money management.”

Personal Growth

Over the summer, GDYT helped provide me a job with Accenture which gave me a newly found passion for consulting. I gained new friends, new knowledge and a new possible career field. Without this program, I doubt I would have encountered the experiences I made along the way, thank you so much."

"Meeting new interesting people and becoming more comfortable and confident made this an amazing experience for me."

"I got to connect with the children I worked with and it helped me find my confidence in leadership."

"This helped me find my passion for working in the non-profit field."

I was able to recognize my potential and future career path due to this program."

"A positive experience I had with GDYT this year would be presenting my vision board, I was scared to speak in a room full of people at first but my peers and leaders made me feel comfortable doing so."

"One positive experience I had with Grow Detroit's Young Talent this year was when I participated in a mentorship program. I was paired with a mentor who provided valuable guidance and support throughout the program. They helped me set goals, develop new skills, and navigate challenges. This experience not only enhanced my professional development but also allowed me to build a meaningful connection with someone in my field of interest."



Wants Better Communication

“Better communication and in a more timely manner. A lot of things seemed to be very last minute”

“At first it was a little confusing on the in person vs virtual. Just clarifying in the beginning would make it a little better”

“Sometimes it was confusing what I was supposed to do or what was expected of me”

“Have more contact with the companies that GDYT places its youth at. I know that my company hadn’t heard from GDYT once during the summer. Also when it came to placing youth, pay attention to where they asked to be placed and then where you’re placing them. It would’ve been better for me to work more westside (closer to Warren, Livonia, Southfield etc) but I was placed in a location in Eastpointe which is around 30-35 minutes away from where I live”

Organization

“In simple terms, I think there could be some improvements in organizing time and tasks from groups”

“By actually being more professional, i had to reach out to them multiple different times due to lack of equipment, not physical equipment virtual, it took me a week and a half to get a heroes email took me 2 days to get a class link and i understand that’s there’s a lot of students but this should’ve been figured out over the course of the summer”

Technical Issues

“While the modules were helpful once you finished on of the question pages once you hit save it would freeze, so I would then have to reload the page to be able to save your work”

“For virtual experiences, making sure you have backup problems for tech difficulties”

“I personally loved my worksite but I think something that could’ve been better was the timesheet. I noticed a few glitches!”

Payment Issues

“I wasn’t getting paid on time”

“The experience was really good, there were just issues in regards to our paychecks. People were all getting different amounts and they were less than what we were told”

“This years GDYT experience could’ve been better if they didn’t push our pay back twice. My specific program is on its 6th (last) week and we only got paid 1 time so far”

“Being more clear about how and when we are getting paid and also being able to change our payment method”



Website/Module Feedback

“The GDYT Edge website was a bit confusing and it glitched a lot. Fixing some bugs and making the website more pleasing would make it better”

“I wish there was more direction as far as the modules went”

“The modules could have been a little more interesting”

I couldn't stand doing the modules. My employer required them as part of my pay and though I understand the good intention it felt like a complete waste of my time”

“I think the hats and ladders modules could have been shortened”

“A better interface of the website to log working hours, where hours didn't disappear when logging them, and it displaying correct information would have helped”

Structure

“More virtual options for those without transportation or in school”

“I would have liked it better if it wasn't hybrid. If it were either just all virtual or all in person it would've been better”

More Flexibility

“If you guys had a different time for the weekly empowerment sessions so it would be easier for everyone to join”

“I wish our work schedules would have been more flexible”

We could’ve had the option to choose our hours”

“More times and opportunities to do the community service tasks. The weekends are a period of time where plans are usually pre-made because we believe we don't have to work. I think there should be maybe be more than 2 chances to do a community event or maybe have them scheduled during the week so it'll be easier to adapt”

“You could’ve had make-up sessions for the huddle sessions”

More Options/Choices

“It would be better if the program had changed more. This is my sixth year with the program and it feels a bit repetitive with tasks”

“Allow participants to choose their worksite and whether they are online or in person”

“Give more work hours and better resources for us to learn how to search for a job, and more options available that match our career paths”

More Fun

“Bring back the on time raffles. I feel as though they were a motivation to encourage us not only to come on time but to come ahead of time which shows professionalism”

“I think having more interactive activities would be fun”

Food Choices

“I think the food could have been better”

“Actually feeding us, the other jobs had food but we had to buy ours”

“Allow workers to order food or have a 30 minute break”

Speakers

“Everything was great I would just personally like different people to come in and speak to get different perspectives”

“Having the speakers interact with us more”



**SCHOOL OF SOCIAL WORK
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Grow Detroit's Young Talent