

**2017 Grow Detroit's Young Talent Program:  
Results from Youth Exit Surveys**

Trina Shanks, PhD  
Patrick Meehan, MSW  
Brandon Savage  
Akintunde Oluwadare

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

December 2017

## List of Tables

Table	Page Number
<hr/>	
<hr/>	
Youth Exit Survey	
<hr/>	
Table 1: Jobs with GDYT	17
<hr/>	
Table 2: What else would you have been doing	18
<hr/>	
Table 3: What grade would you be in school in September	20
<hr/>	
Table 4: What far do you expect to go in school	20
<hr/>	
Table 5: What did you do with the money you earned this summer	23
<hr/>	
Table 6: Did you any support in any of the following areas	26
<hr/>	
Table 7: Age, by frequency	26
<hr/>	
Table 8: Zip code	28
<hr/>	
Table 9: Share any job skills you would have liked to learn but didn't	28
<hr/>	
Table 10: In a few words, how can we make GDYT better next year?	32
<hr/>	
Table 11: What kind of job/career would you like to be doing in 10 years?	34
<hr/>	
Table 12: Explain why you will or won't be living in Michigan by age 25?	39
<hr/>	
Table 13: What were the biggest challenges you faced with GDYT?	41

## List of Figures

Figure	Page Number
<hr/>	
<hr/>	
Youth Exit Survey	
<hr/>	
Figure 1: Understand How to Work with Others as a team	7

Figure 2: Understand how to communicate with others	7
Figure 3: Understand how to solve problems on the job	8
Figure 4: Understand how to accept supervision	8
Figure 5: Understand how to behave at work	9
Figure 6: Understand how to manage time	9

## List of Figures

Figure	Page Number
Figure 7: Understand how to manage money	10
Figure 8: Understand what kind of jobs I like	10
Figure 9: Understand how to search and apply for jobs	11
Figure 10: Understand how to write a resume	11
Figure 11: Understand how to prepare for a job interview	12
Figure 12: Understand what specific skills I need for my dream job	12
Figure 13: Understand how to work with computers	13
Figure 14: Understand how to speak in public	13
Figure 15: I think I can reach a higher level of education	14
Figure 16: I have confidence	14
Figure 17: I plan to do community service and volunteering	15
Figure 18: I think I can be a leader in the community	15
Figure 19: I am more aware of what education I need for my dream job	16
Figure 20: I have clear ideas about the job I want	16

Figure 21: What GDYT group were you involved in	17
Figure 22: Identify trusted adult	18
Figure 23: Have you worked for pay in the past	19
Figure 24: Have you worked for GDYT or DSYE program before?	19
Figure 25: Do you need to finish college for this type of job?	21
Figure 26: Do you still expect to live in Michigan by the age of 25	21

## List of Figures

Figure	Page Number
<b>Employers Exit Survey</b>	
Figure 27: Do you have a bank account in your name	22
Figure 28: As a result of GDYT, have you started to save or budget	22
Figure 29: Were you trained on any of the following	23
Figure 30: How did you get to and from your job	24
Figure 31: Did you ever use free access to Detroit buses	24
Figure 32: How satisfied with your GDYT experience?	25
Figure 33: How satisfied were you with your worksite?	25
Figure 34: Gender	27
Figure 35: Ethnicity	28

## Introduction

This document is an appendix to a larger report on the 2017 Grow Detroit's Young Talent program. It is a compilation of all data collected from youth exit surveys, including a pull-out of data from Urban Neighborhood Initiatives (UNI), a community-based provider that emphasized financial capability.

By participating in the Data, Research, & Evaluation committee of the Detroit Youth Employment Consortium (DYEC), we continue to gather quality data that helps maintain quality programming and provide feedback from youth participants. The data offered in this report can contribute to the Consortium's work as well as encourage broader conversations about employment and workforce opportunities for young people in the area.

The information on the following pages reflects another year of programming through Grow Detroit's Young Talent. The opinions and responses of 2098 participants in the summer of 2017 were collected from youth responding to an on-line survey link shared by their worksite, outreach to UNI participants, and several hundred paper surveys that were entered separately. This number of responses is higher than last year, but we will continue to encourage universal participation.

Questions focused on whether GDYT participation increased or decreased skills, interests, and self-assessments in a variety of areas. These areas include job skills, employment readiness, academic skills, and academic preparedness.

Participants indicate they understand important job skills such as working as a team, communicating with others, how to solve problems on the job, and how to manage time either more or much more now following GDYT. Similar to past results, a significant majority of respondents felt that GDYT participation helped them understand what kind of jobs they like and the qualifications that they might need for their desired career. In addition, most respondents report now thinking they can reach a higher level of education, having more confidence, planning to do community service, and thinking they can be a leader. Seventy percent of respondents say that they expect to attend a 4-year college or a graduate or professional school.

Most participants reported being involved with City Connect Detroit (75%), but 14% reported being part of Junior Police/Fire Cadets, 8% reported being part of Career Pathway Internships, and 3% reported being part of industry led training. A strong majority (84%) said they identified a trusted adult through the job placement that they intend to keep in contact with after GDYT ends.

Most participants (61%) had someone drive them to work or drove themselves although 37% reported using the free access bus pass. We asked a new question this year, "Did you need support in any of the following areas?" The most frequent

responses were Banking Information (20%), Child care (14%), Transportation (14%), Job Coaching (13%) and Academic Support (12%).

We asked participants whether they expected to be living in Michigan by age 25 and 51% of participants responded yes or probably yes. We also included an open-ended follow up question asking youth to explain their answer. The responses are fascinating and range from 'Detroit is home/I want to live here forever' to it depends on college and job opportunities to wanting to stay near family to I want to move to X city or where there is a warmer climate. Actual responses submitted by participants are included at the end of the document. We also include open-ended responses to four other queries: job skills the young people wanted to learn, but didn't, suggestions for making GDYT better, career goals for 10 years from now, and what were the biggest challenges you faced with GDYT..

The most common response to skills they would like to learn was more about working with computers and money management/how to file taxes. Learning more about IT/Computers was also a frequent response in 2013 when this question was first asked. The most common response to suggestions for making GDYT better was better organization and items regarding money or getting pay cards on time. This is also similar to past findings.

The overwhelming majority of youth (89%) reported being somewhat satisfied or extremely satisfied with their GDYT experience and 87% reported being extremely or somewhat satisfied with their worksite. The demographic breakdown of youth exit survey respondents is as follows: 57% female, 86% African American, and 72% between the ages of 15 and 18. In addition, 61% said they had worked for GDYT before. Results below are presented in percentages unless otherwise noted.

### **UNI Pullout**

As noted in the introduction, we pulled data from Urban Neighborhood Initiatives (UNI) separately with a sample of 113. This year UNI partnered with America Saves for Young Workers, an initiative of the Consumer Federation of America. To participate more fully in America Saves, UNI enrolled youth in bank accounts as they signed up for the program. They also paid youth by direct deposit and did not have to cut checks or issue pay cards. UNI youth were similar to the overall results noted in most areas, but there were two things that stand out. Only 5% of UNI youth reported no having a bank account (compared to 49% among overall participants). Similarly, only 8% of UNI youth reported not saving money on a regular basis (compared to 18% among overall participants).

## Employment Related Skills

Figure 1

### Understand how to work with others as a team

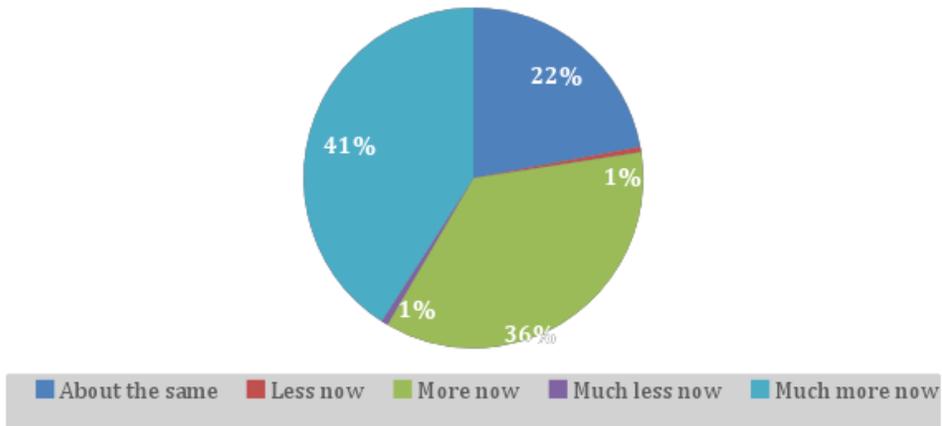
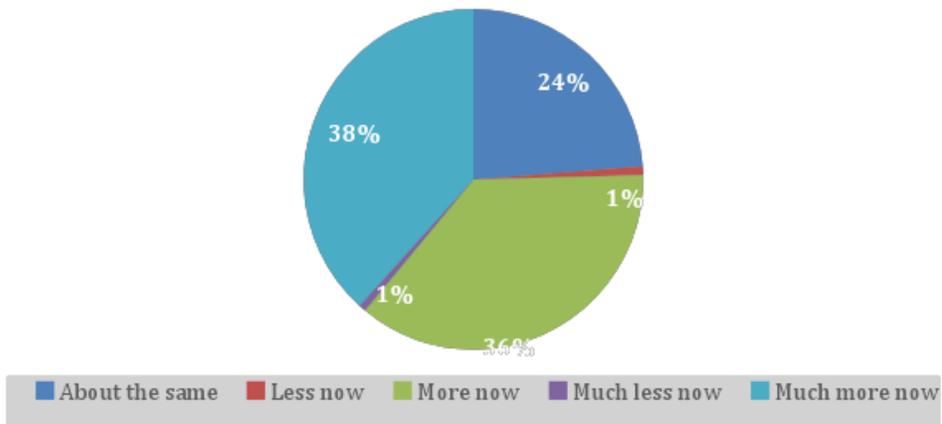
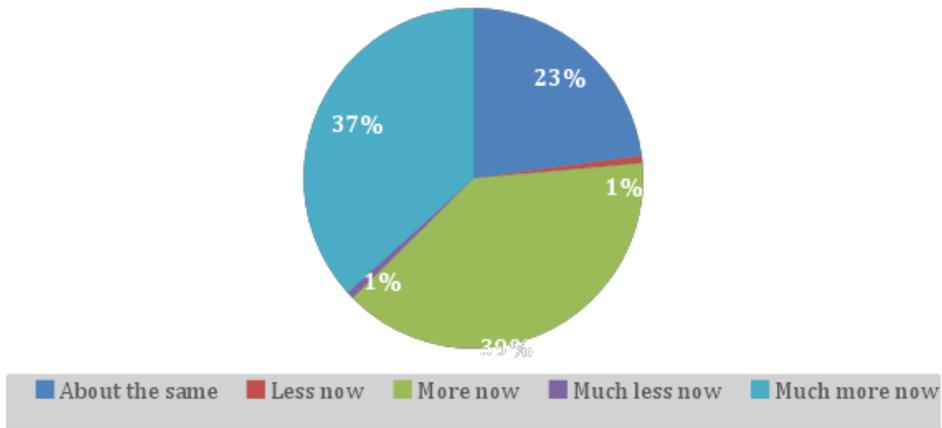


Figure 2

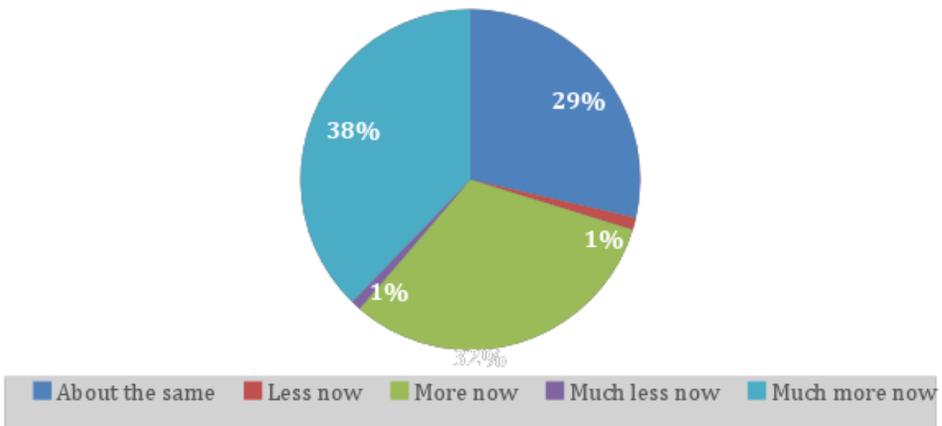
### Understand how to communicate with others



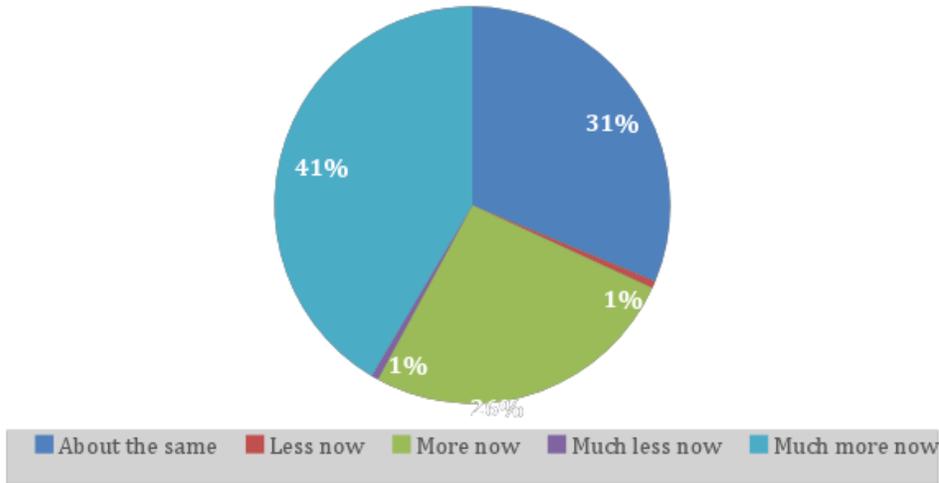
**Figure 3**  
**Understand how to solve problems on the job**



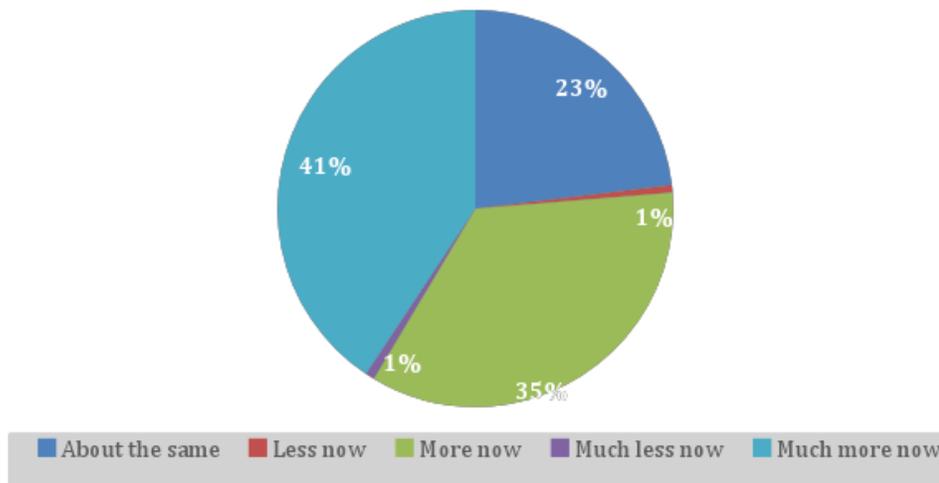
**Figure 4**  
**Understand how to accept supervision**



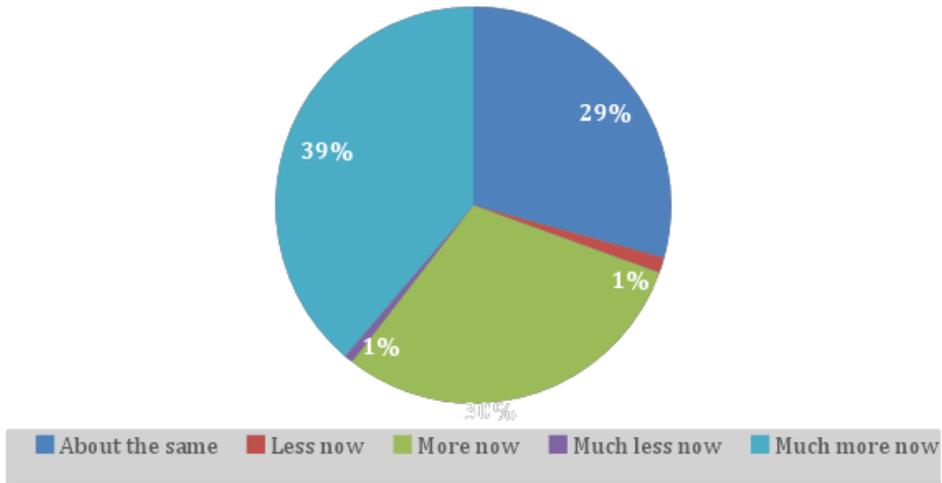
**Figure 5**  
**Understand how to behave at work**



**Figure 6**  
**Understand how to manage time**



**Figure 7**  
**Understand how to manage money**



**Figure 8**

**Understand what kind of jobs I like**

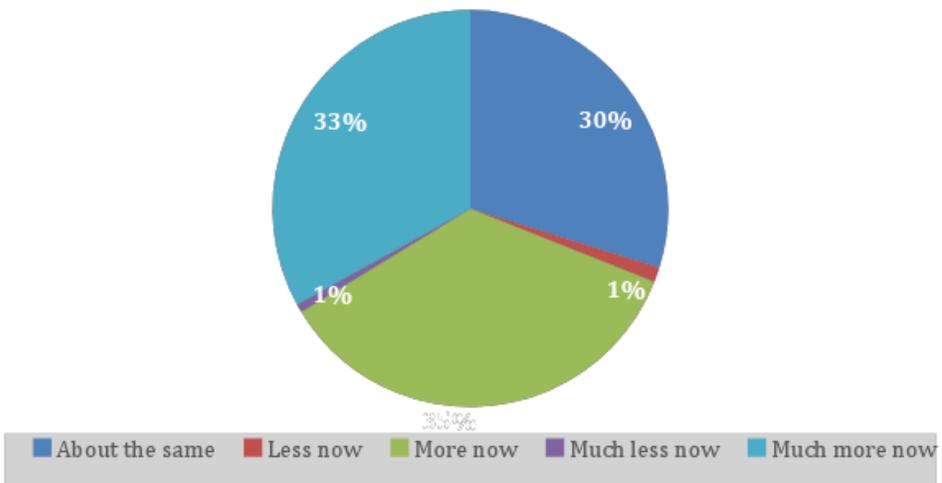


Figure 9

## Understand how to search and apply for jobs

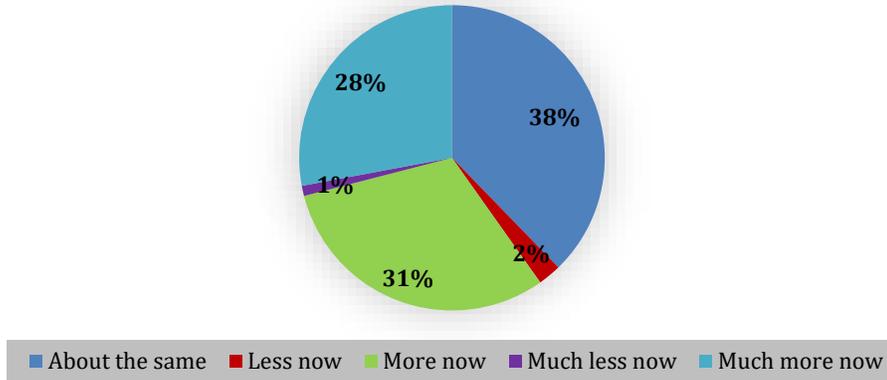
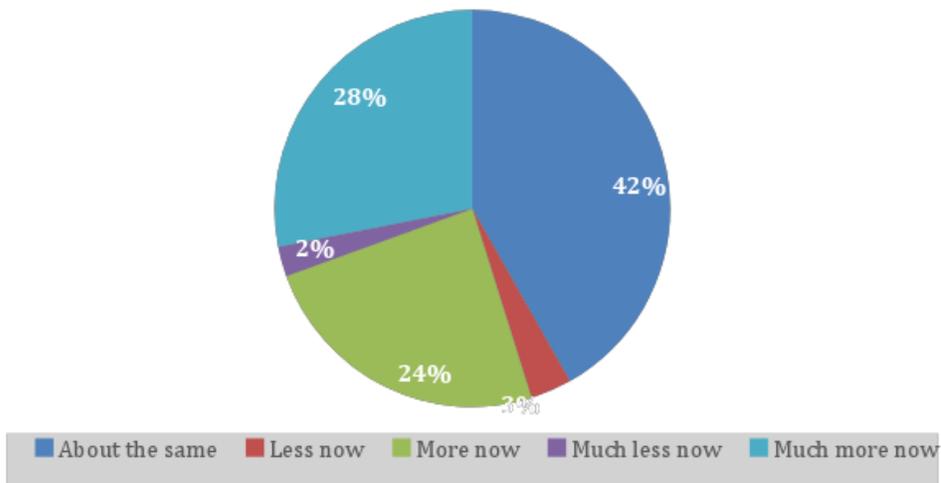
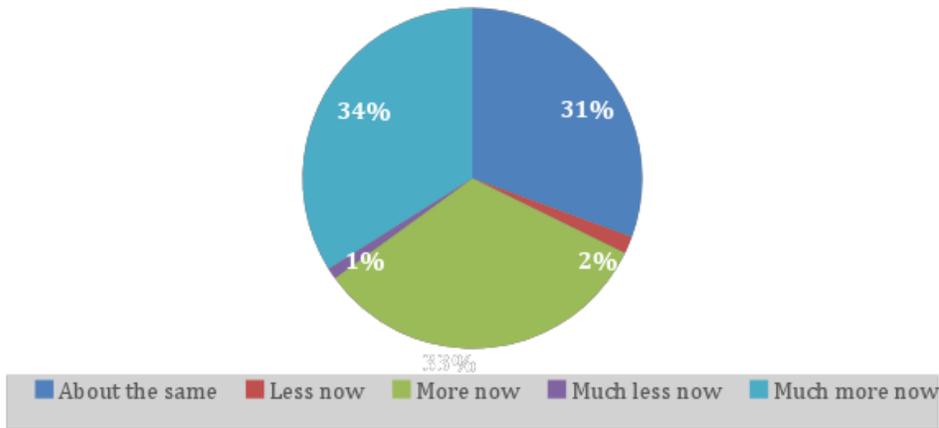


Figure 10

## Understand how to write a resume

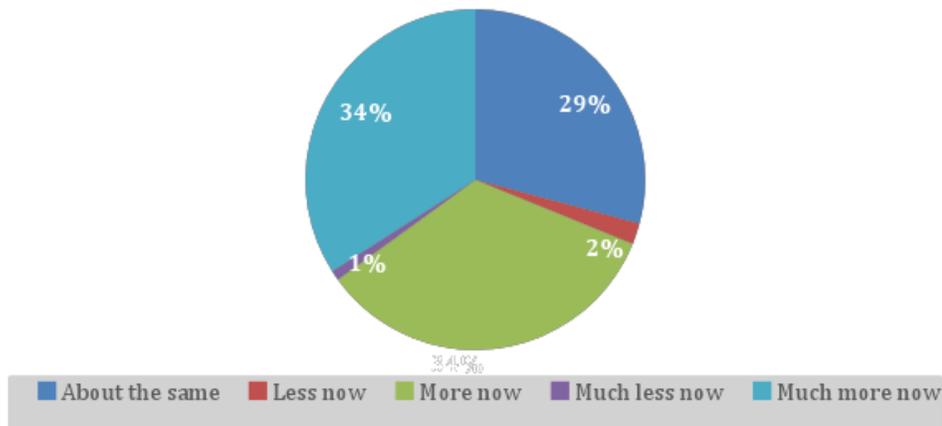


**Figure 11**  
**Understand how to prepare for a job interview**



**Figure 12**

**Understand what specific skills i need for my dream job**



### Academic Skills

Figure 13

### Understand how to work with computers

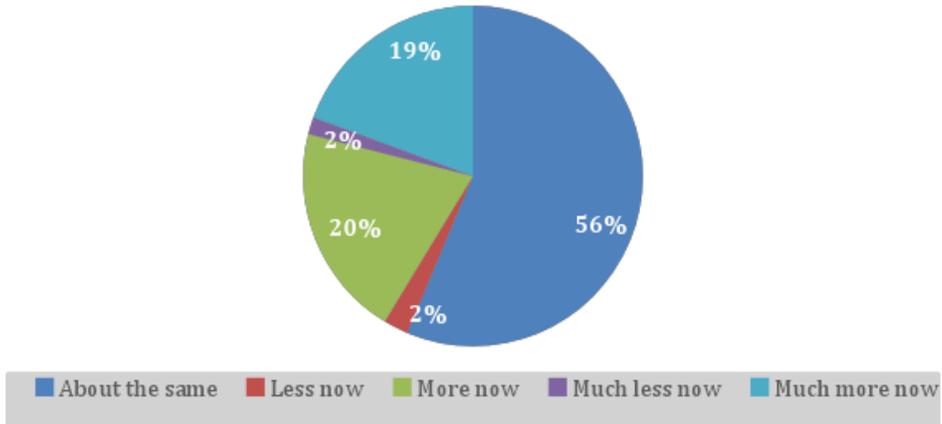
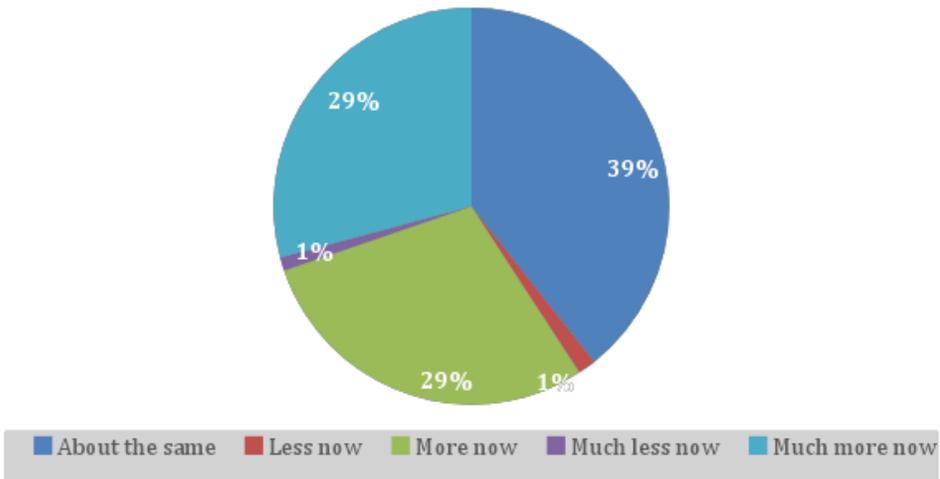
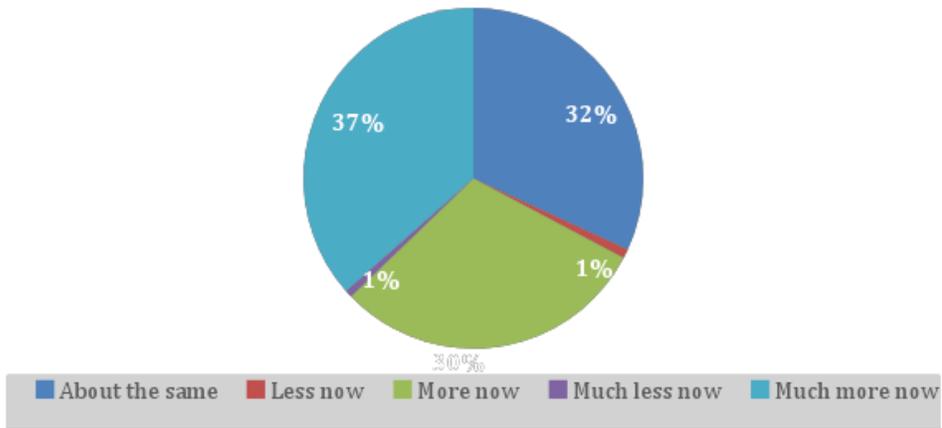


Figure 14

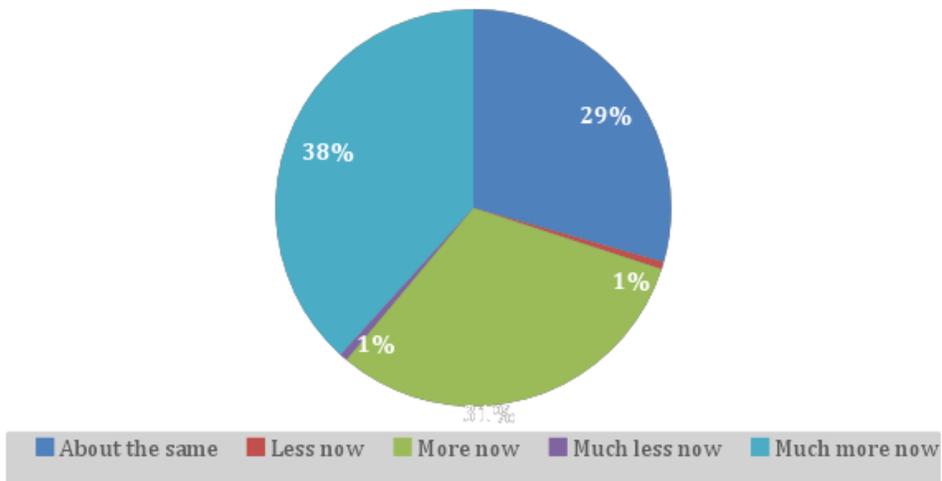
### Understand how to speak in public



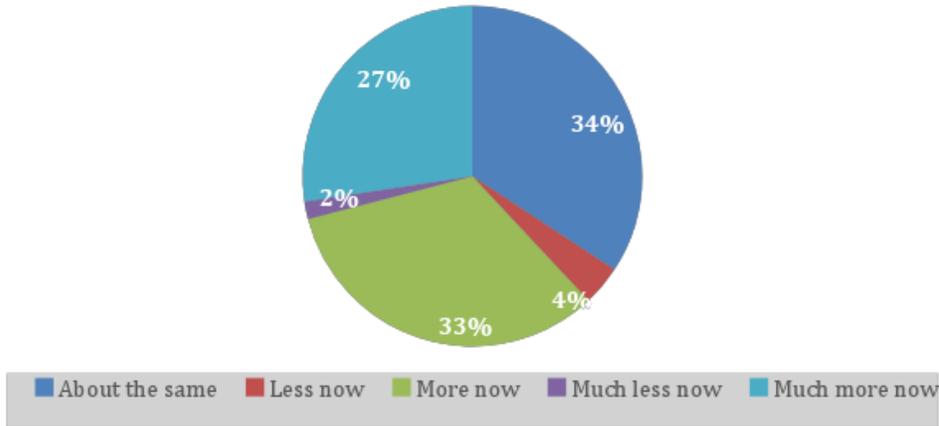
**Figure 15**  
**I think I can reach a higher level of education**



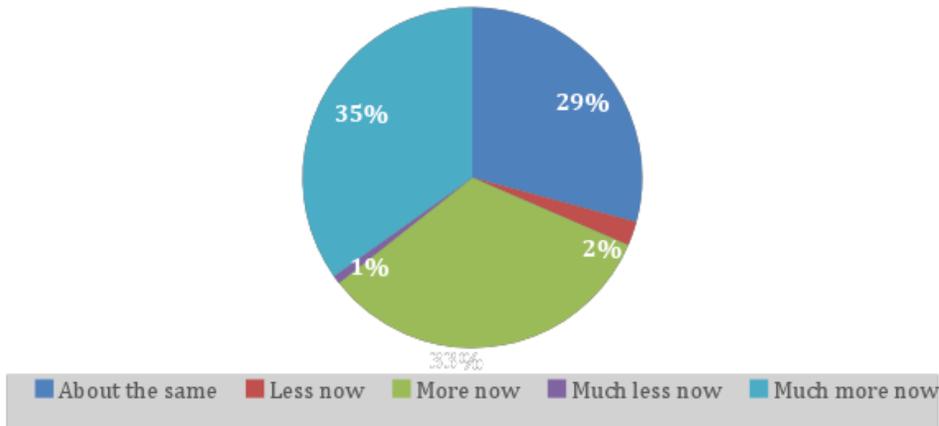
**Figure 16**  
**I have confidence**



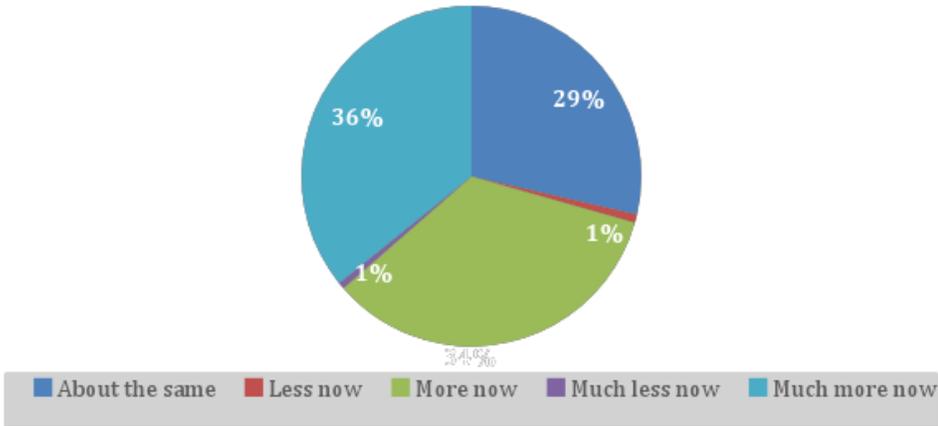
**Figure 17**  
**I plan to do community service and volunteering**



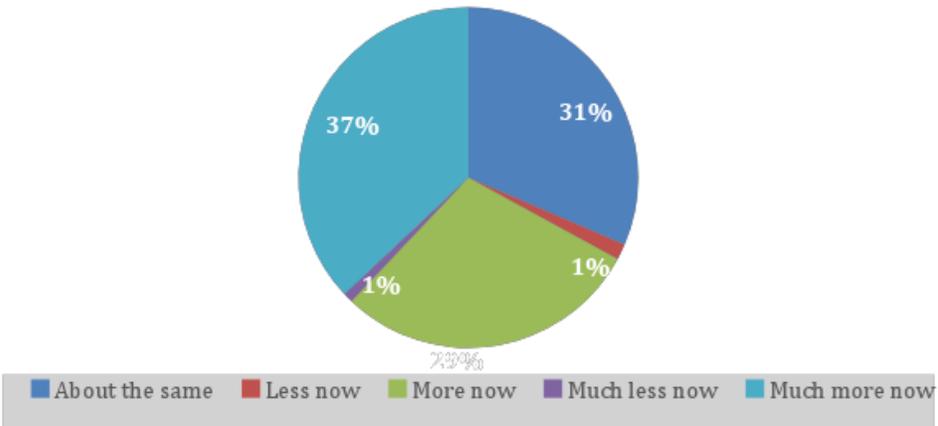
**Figure 18**  
**I think I can be a leader in my community**



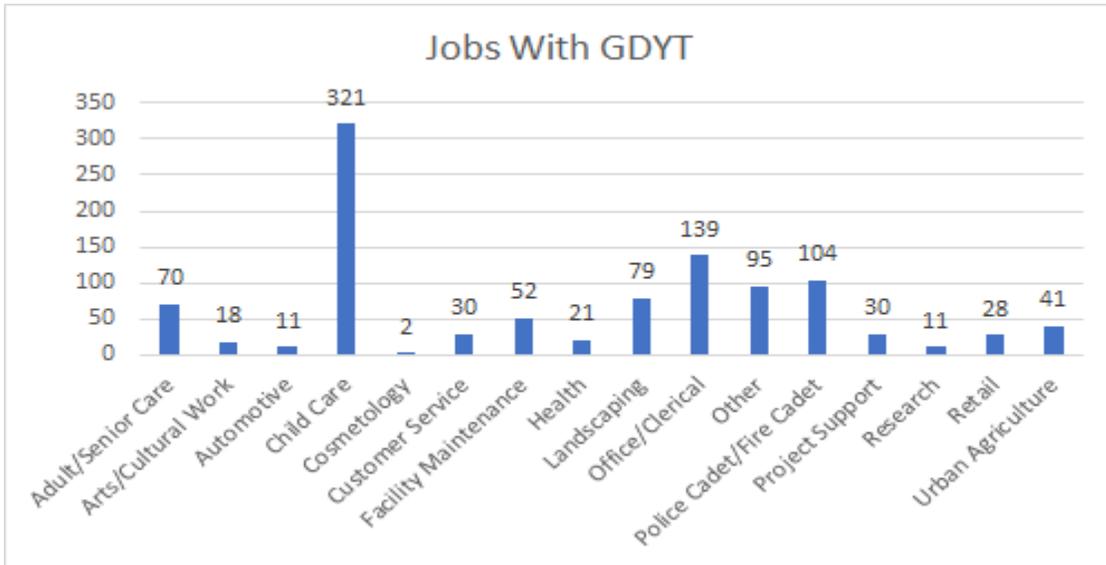
**Figure 19**  
**I am more aware of what education I need for my dream job**



**Figure 20**  
**I have clear ideas about the type of job I want**

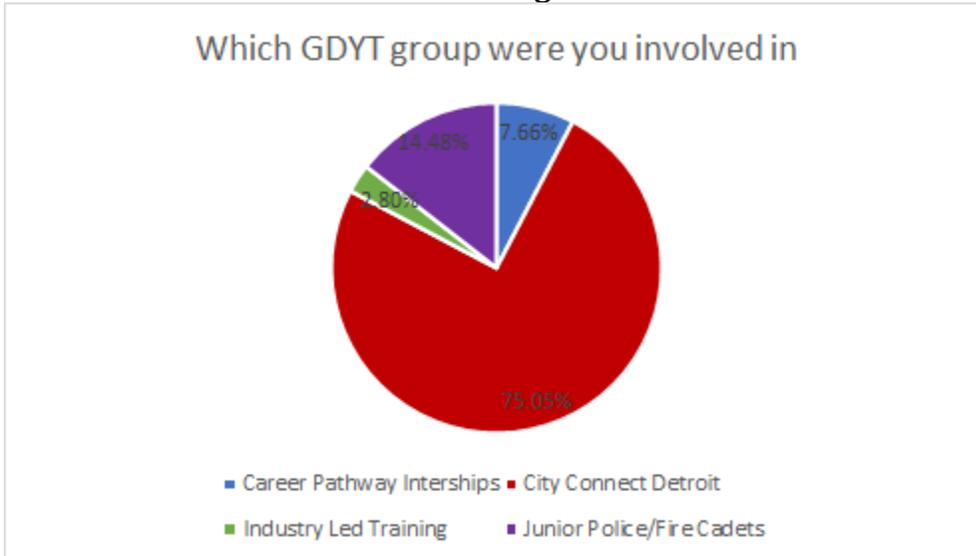


**Table 1**

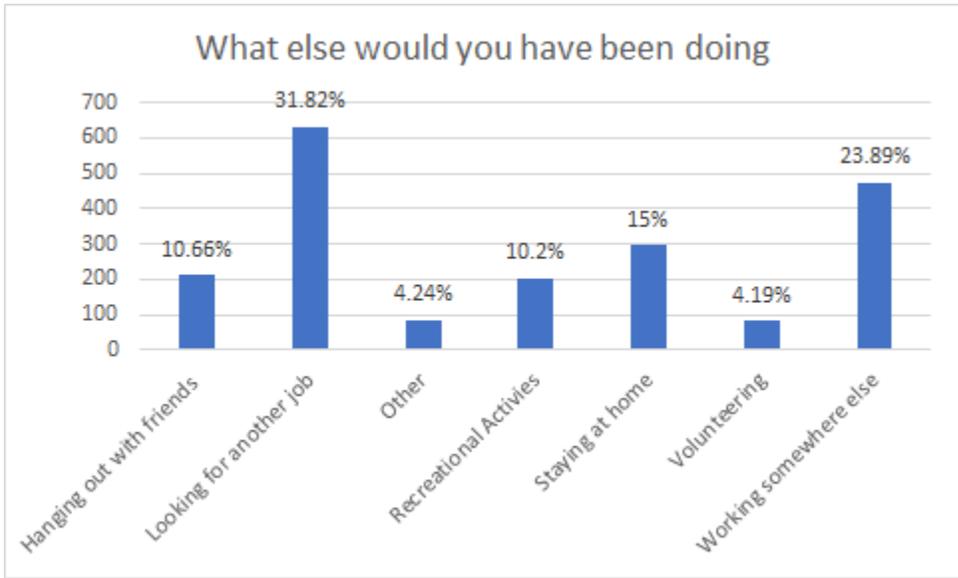


**Demographics, Financial Capability Data and Other Summaries**

**Figure 21**

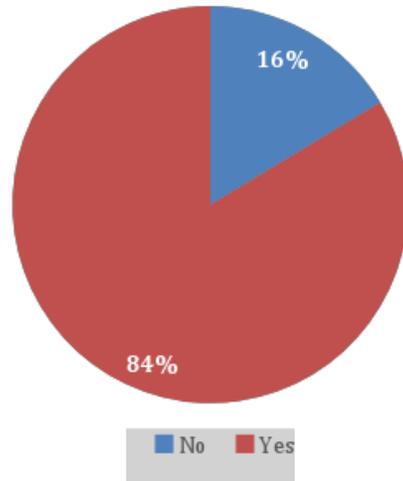


**Table 2**

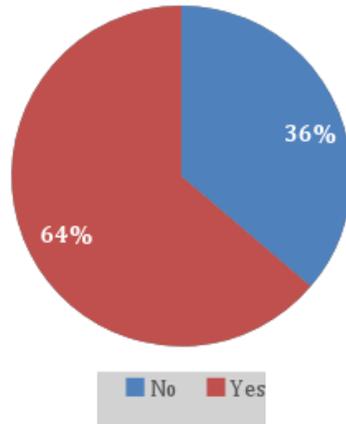


**Figure 22**

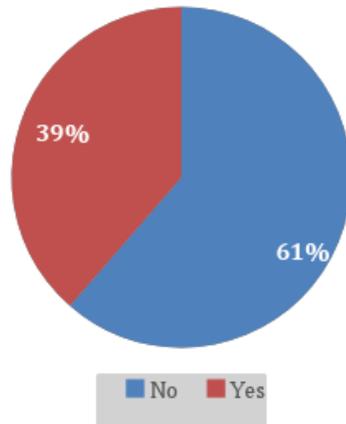
**Identify trusted adult**



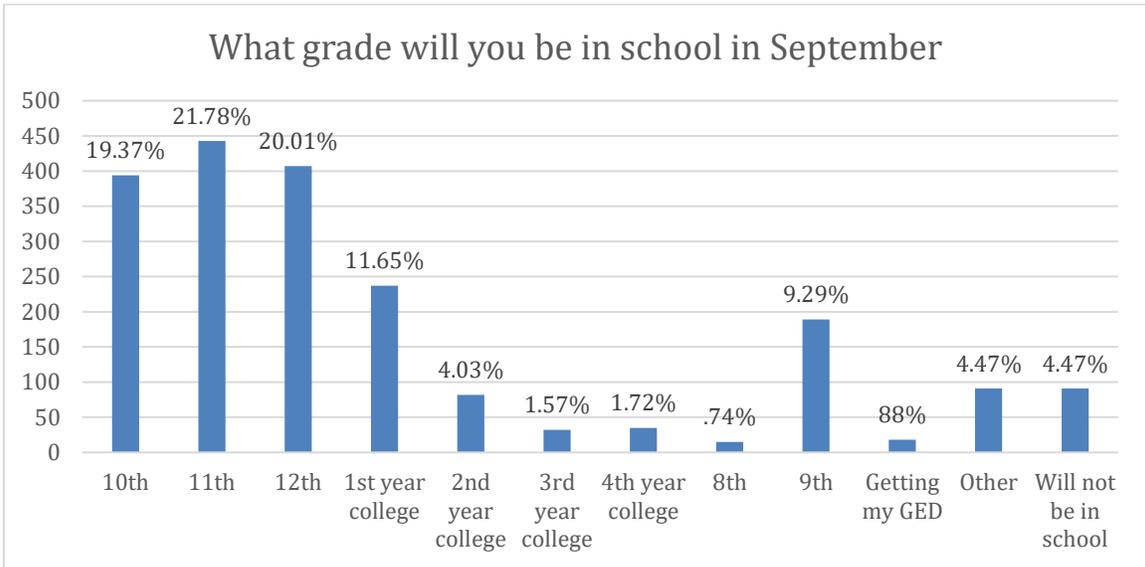
**Figure 23**  
**Have you worked for pay in the past?**



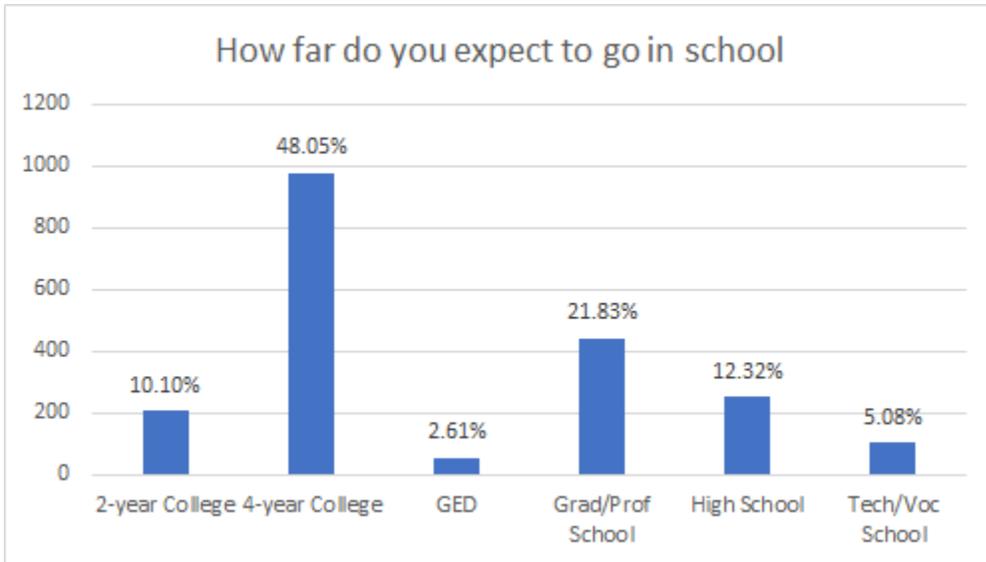
**Figure 24**  
**Have you worked for GDYT or DSYE program before?**



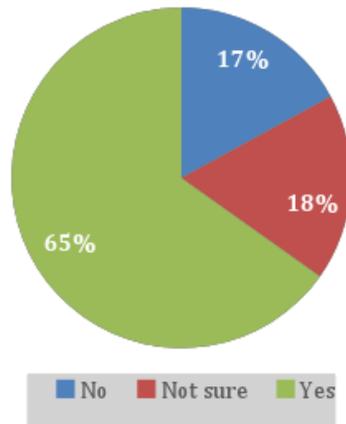
**Table 3**



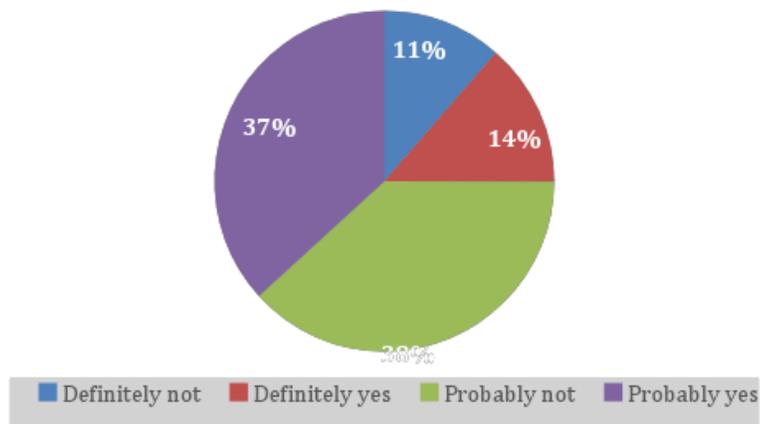
**Table 4**



**Figure 25**  
**Do you need to finish college to get this type of job**

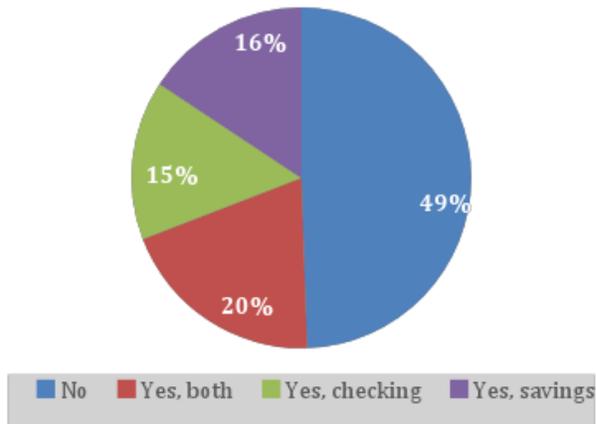


**Figure 26**  
**Do you expect to still live in Michigan by the age of 25**



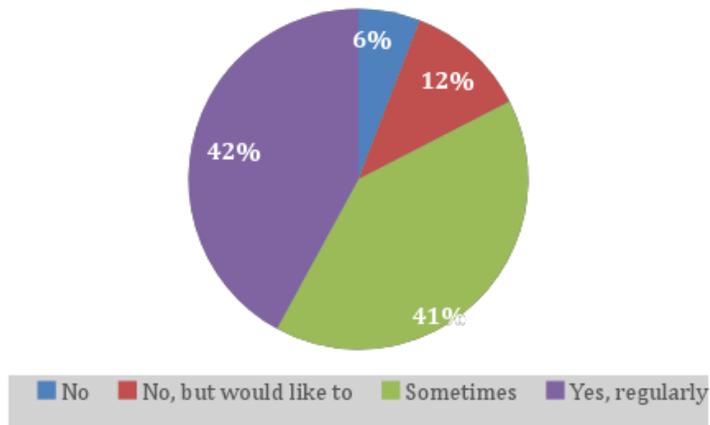
**Figure 27**

**Do you have a bank account in your name**

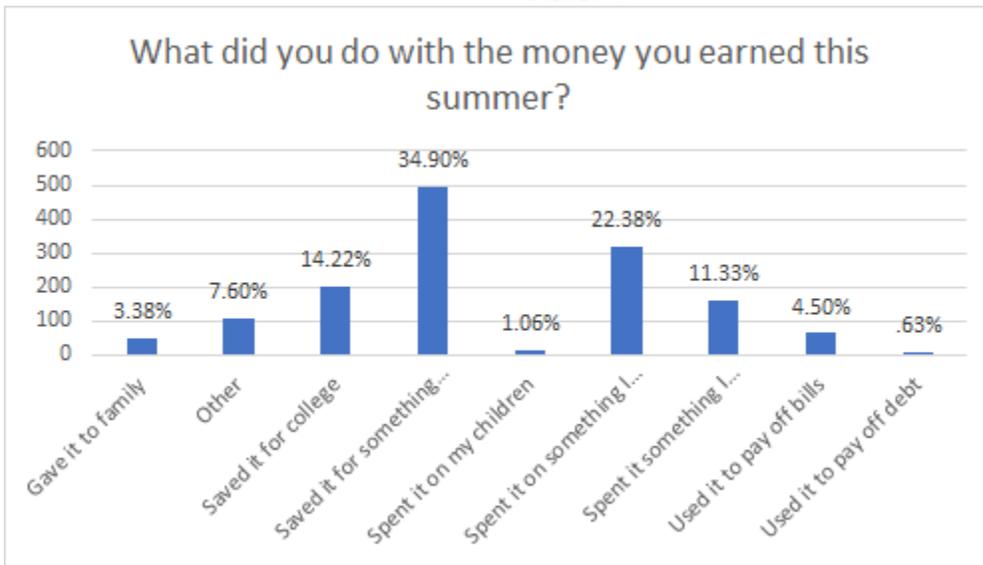


**Figure 28**

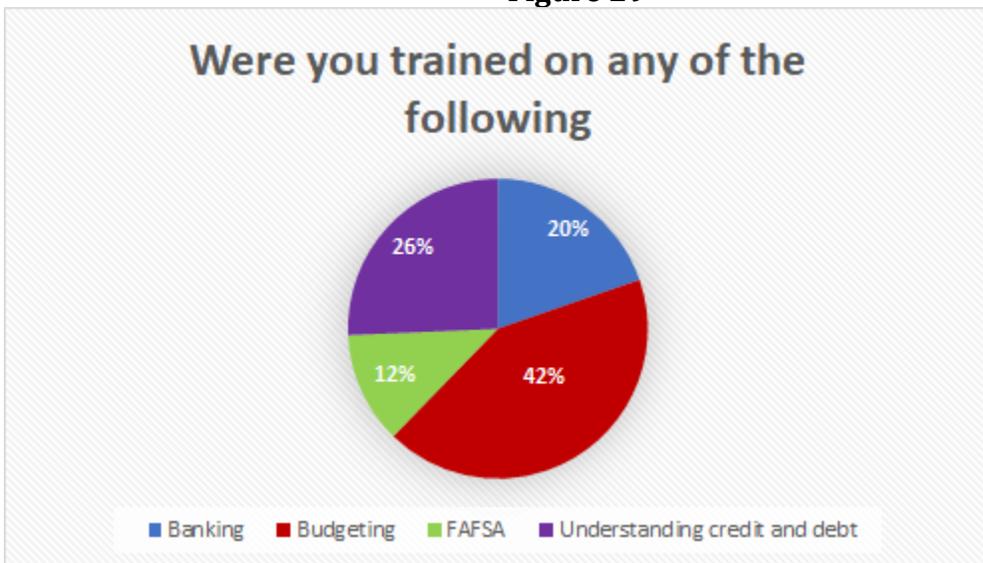
**As a result of GDYT, have you started to save or budget?**



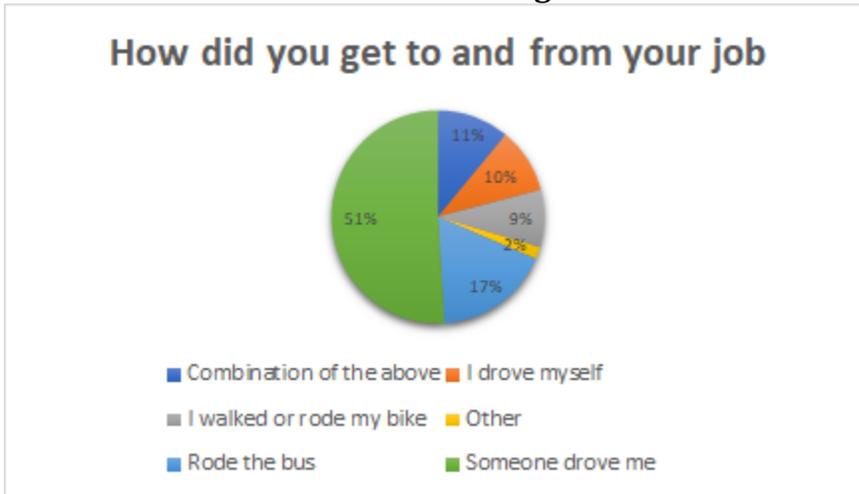
**Table 5**



**Figure 29**



**Figure 30**



**Figure 31**

**Did you ever use free access to Detroit public buses?**

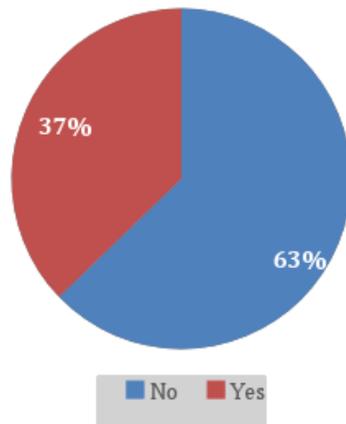
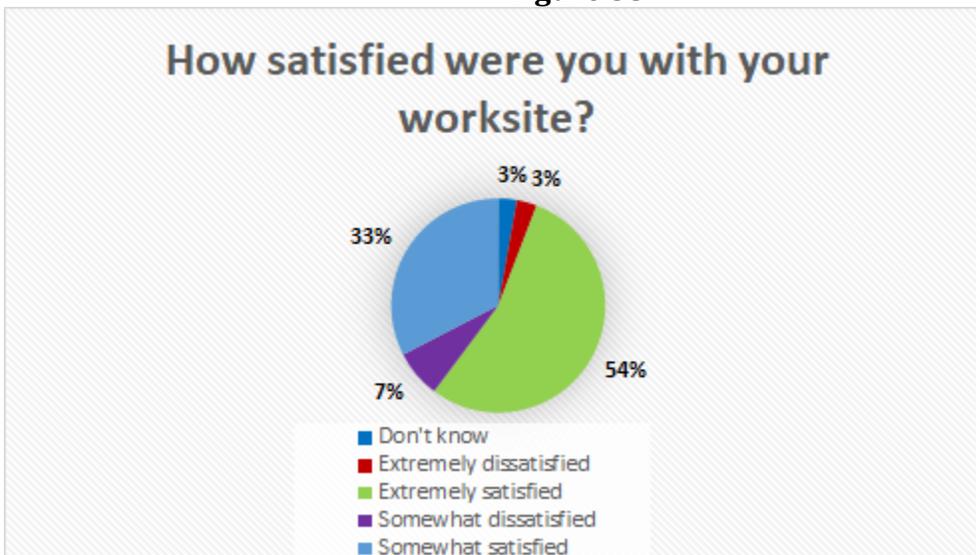


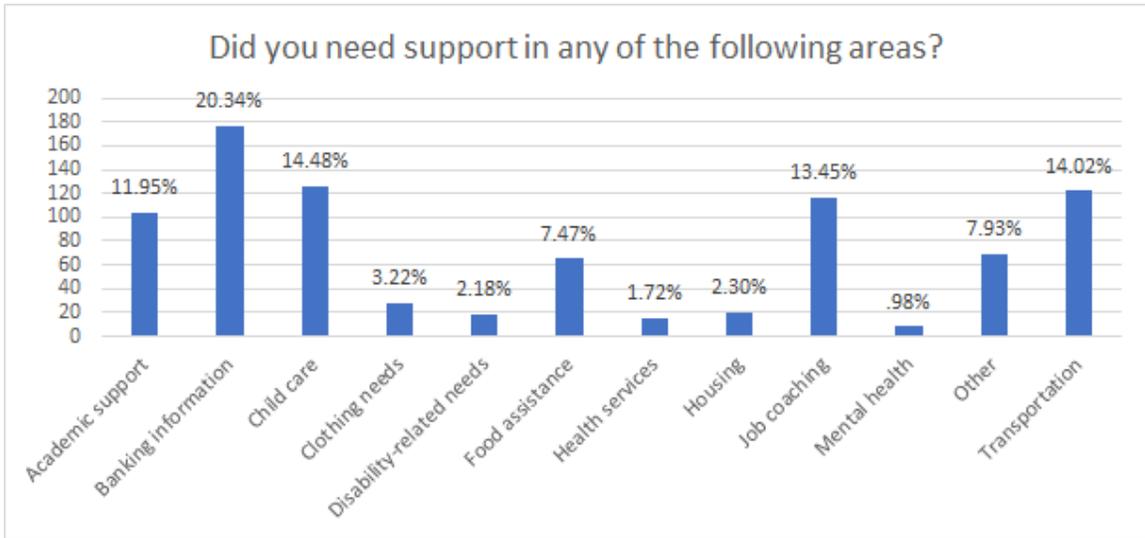
Figure 32



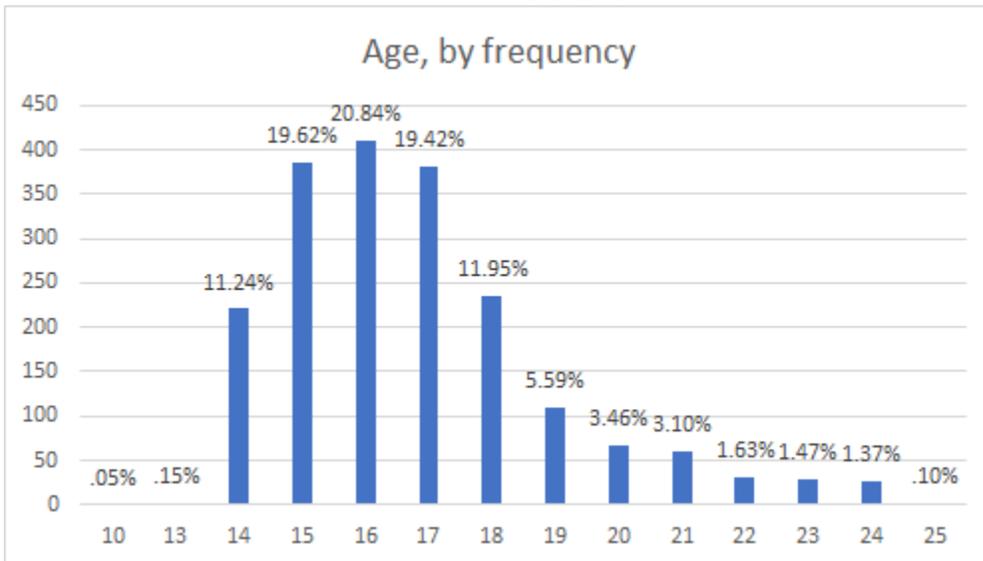
Figure 33



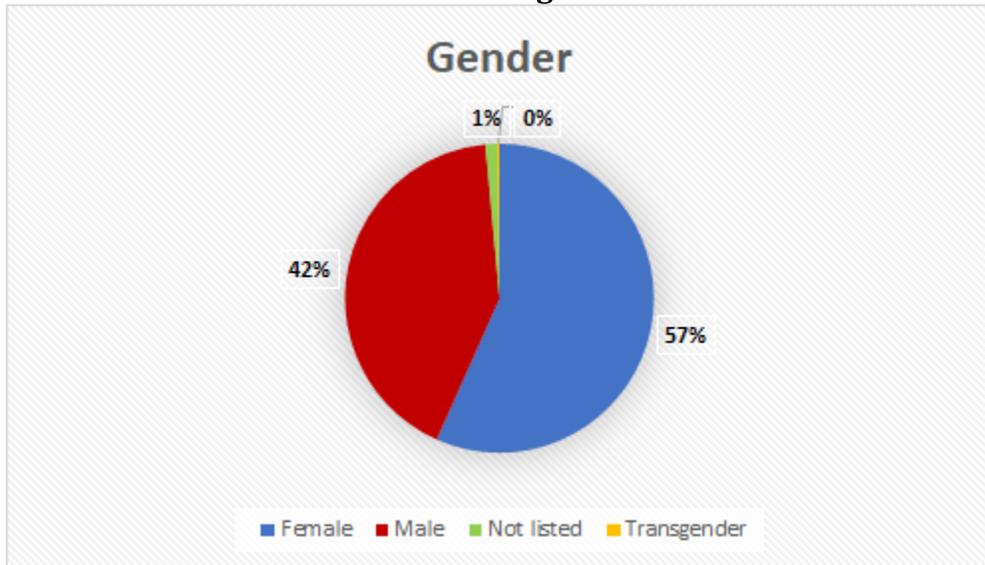
**Table 6**



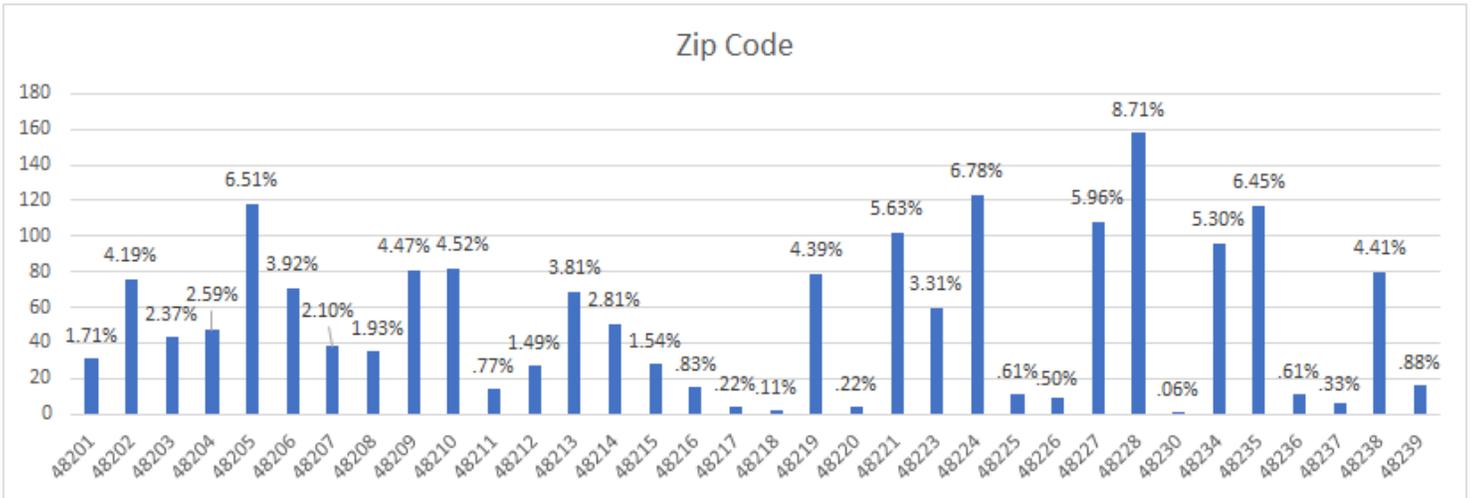
**Table 7**



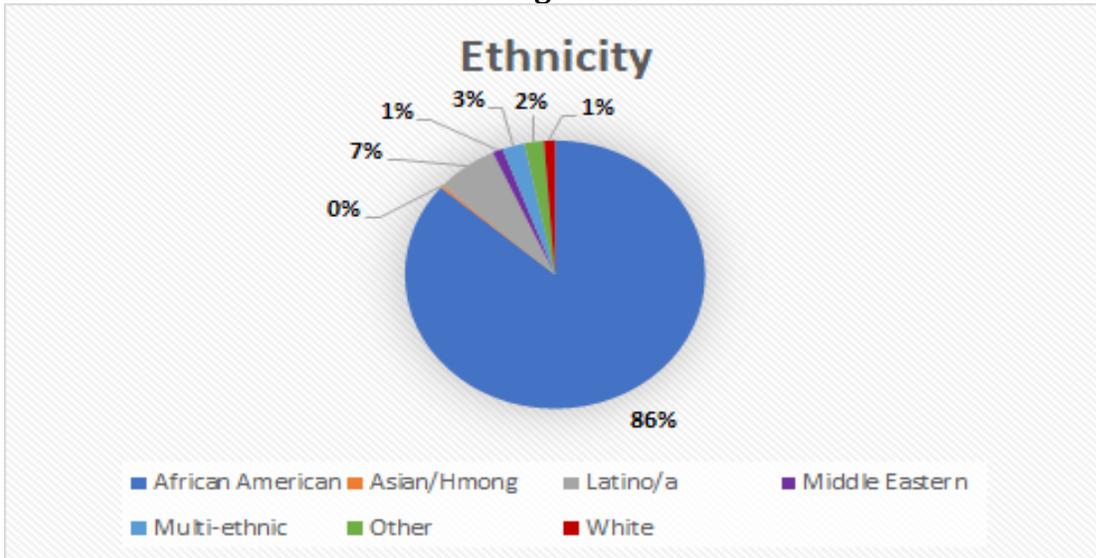
**Figure 34**



**Table 8**



**Figure 35**



**Table 9**

Share any job skills you would have liked to learn but didn't.	
Accounting	
Business	
Get things done on time	
Acting	
Activities	
Computer Skills	
Answer Phones	

Everything	       
Art	
Balancing Things/Time Management	 
Communication	             
Being on time	
Printers	
Banking	
More Active	
More Strict	
Athlete	
Being around other people	
Being Successful	
Bikes	
Board ups	
Being in little fire	
Learning to use several types of tile	
C.P.R was the best	
Camp songs	
Mechanic	
Carpentry	
Cashier	
Child Care	
Another Language	
Cleaning	
Clerical	
Coaching	
Construction	
Cooking	
Do not have any	
Drive	
Engineering	
I knew everything	
Event planning	
Filing Paper	
Facilitating	
Medical	 
Gardening	
Beautician	
Community Service	
How to stay calm	

Budget money	 
Build a resume	
How to call in from work	
Climb in a window	
How to cut down a tree	
Make a resume	
Not have patience	
How to kick down a door	
How to look for a job	
How to make money	
Manage attitude	
How to network	
Open a bank account	
Pay bills	
Perform eye exam	
Prepare for an interview	
How to say no	
Solve problems	
Take care of children	
How to use breathing gear firefighters use	
How to use my hands	
Work as a team	
Work with old people	
Work with special needs students	
Work with customers	
I do not have any	
I learned a lot	
Cut vegetables and meat	
Job skills	
Work with tools	
How to improve	
How to make a lava lamp	
I am ok	
How to make the job fun	
Service other people	
Type Faster	
How to be a leader	
Art Therapy	
How to cut grass	
Use an oxygen mask	
Write a police report	
Organization	
Write Songs	
Be observant	
Learn rotation on the floor	

Learn wood shop	
How to get dressed fast like a firefighter	
Landscaping	
How to be nice	
Interview Skills	
Landscaping	
Law	
New media	
Talk about mortgage	
Graphic Design	
Theatre	
How to build things/ fix things	
Learned which flavors worked together	
Lifting	
Cleaners	
HR Department	
N/A	
None	             
Organization	
Patience	
Consistency	
Police work	
Problem Solving	
Dressing for the job I want	
Save people in water	
Science skills	
Sign language	
Sketching	
Swim	
Switching activities	
Team work	
The actual job description	
Usage of a turntable	
Get paid on time	
Deescalate a situation	
Handle a emergency	
Help People	
Welding	
Whit cars	
Woodworking	
Professionalism	
Work on houses	

## Open-ended Responses

**Table 10**

<b>In a few words, how can we make Grow Detroit's Young Talent better next year?</b>	
Higher pay, more community work.	
Better organization	 
By keeping better time sheets	
More supervision at work sites and better planning for job locations.	
Make it easily accessible to all youth. Encourage more males to join (We need young male leadership/employment in Detroit). Be flexible with youth that live outside of Wayne County.	
Pay weekly	
More organized and have activities/trips to participate in. Supervisors who want to work and be there	
Provide different work experience	
Make the program longer. It feel as if it flies past so fast.	
Each student should be given more hours to work. It seemed that as soon as we got into the rhythm our job ended.	
have more people	
Pay the right amount \$8 to every teen, it's much more fair	
give more notice please 😊 about upcoming events	
Making sure all of the job sites have scheduled jobs for that day.	
Have pay cards work for everyone.	
You can make GDYT better by getting a more organized system as far as direct communication with GDYT regarding issues or questions we have and organizing the financial side of GDYT. I have been shorted money every heat I've participated and that's not fair due to my hard work dedication and full completion of the program. It makes me no longer want to return.	

we shouldn't have to sit in a place for a few hours just to receive a check	
Group workers according to their skills	
Putting a little focus on resumes and higher education material.	
GDYT could be better by a more in depth orientation session	
Better communication and exploring more jobs.	
Having a better system for payment	
more varieties of food & also more activities	
You can provide the participants with professionalism workshops.	
Pay us minimum wage	
Have jobs related to youths career paths	
better form of transport between cities	
By making it more aware to youth.	
Let us choose our jobs	
Let us work a little closer to where we stay	
find or create more jobs for teens.	
by offering healthy food options to the children	
Every Week Pay The Same Job And People	
I would like to have a one on one with learning how to do a resume.	
Extending Public Transportation for youth	
Grow Detroit Young's Talent can be better next year by providing the correct amount of money when including hours.	
A better variety of jobs throughout the city	
Make sure job training is done when working with children so the workers know what to do in an emergency.	
Better description of interview process.	

networking conferences	
have a longer orientation period before the job assignment starts.	
I believe for next year Grow Detroit Young Talent can only become better with set time for supervisor and work to set down once every two and talk about improvements and concerns either may have so that we can intake the most information.	
let teens choose their job placement	
By getting our pay cards on time	
Better attitudes, better timing	
Let grow Detroit go on more trips	
they can add more programs	
I believe that the program can be better by sticking to one job and staying with it and being more organized.	
Not taking out taxes of our paychecks	
By having better and more activities	

**Table 11**

<b>What kind of job/career would you like to be doing in 10 years?</b>	
Biochemist	
Chef	 
Doctor	 
Corporate Job	
Cosmetologist	
Teacher/Education	
Engineer	 
Greeter at a retail store	
Working for the city	
Nurse	
Pediatrician	
Physician Assistant	

Entrepreneur	
Choreographer	
Psychologist	
Litigator	
Sports Analyst	
Run my own business	       
Therapist	
Actor	
A&R Director	
Accountant	
Pilot	
Air Traffic Control	
Sign language interpreter	
Elected Government position	
Orthodontist	
Anesthesiologist	
Veterinarian	
Animation	
Architect	
Military	
Artist	
Astronaut	
Athletic Trainer	
Author	
Mechanic	
Bank Teller	
Barber	
Baseball Player	
Basketball Player	
Football Player	
Coach	
Soccer Player	
Nurse	 
Beautician	

Music Producer	
Movie Producer	
Pediatrician	
OBGYN	
Lawyer	
Surgeon	
Broadcast	
Building Houses/Home Repair	
Business	
Researcher	
Cardiologist	
Carpentry	
CEO	
Child Care	
Chiropractor	
Clerk	
Gaming	
Graphic Design	
Communication	
Computer Science	
Computer Technology	
Construction	
Consultant	
Cosmetologist	
Criminal Justice	
Custodian	
Customer Service	
Security	
Dancer	
Dentist	
Dermatologist	
Designer	
Intern	
I Do not know	

Accountant	
Entertainment	
Factory Work	
Firefighter	
Forensic Science	
Funeral Director	
Game Design	
Government Job	
Graphic Design	
Health Care	
Heating and Cooling/ HVAC	
Massage Therapist	
Human Resources	
Social Worker	
Pharmacy	
Journalism	
Personal Trainer	
Interior Design	
Comedy	
Interpreter	
IT	
Janitor	
Landscaping	
Librarian	
Linguist	
Comic Book Artist	
Marine Biology	
Marketing	
Rapper	
Media	
Ministry	
Model	
Mortuary Science	
Motivational Speaker	
Occupational Therapist	
Office Assistant	

Oncologist	
Party Planner	
Pathologist	
Patient Tech	
Performing Arts	
Personal Trainer	
Pharmacist	
Photography	
Physical Therapist	
Pilot	
Phlebotomist	
Psychologist	
Public Health	
Real Estate	
Robotics	
Sociologist	
Technology Repair	
Sports Medicine	
Sports Agent	
Sports Medicine	
Stock Broker	
Fashion	
Theatre	
Truck driving	
Urban Planning	
Videography	
Walmart	
Web Design	
Welding	
Wildlife	
Fast Food	
Foot Locker	
St. John	
Working for a Sports Team	
Call Center	
Grocery Store	

Office work in New York	
Ministry	
Youth Program Director	
Youtuber	
Zoology	

**Table 12**

<b>Explain why you will or won't be living in Michigan by age 25?</b>	
I want something new.	
I want to live here forever.	
I will be living in Detroit mi	 
No I plan on living in LA	
I wanna stay in Michigan but I also wanna leave. I feel like there is nothing here for me	
If I get a great job opportunity outside of Michigan and have nothing keeping me from being able to move, than I will move.	 
not sure where life will guide me	
I want to explore but I wish to settle in Michigan	 
I would love to live out of Michigan but I have to first become financially stable.	 
College	         
I like to travel	                 
Detroit is home.	 

I hope that my job will be based in Michigan.	
I do not know	
I want to move my family out of Detroit into a better home	
I want to leave Michigan and settle down elsewhere in the country	
I may choose to go away for college. If so, I might stay there.	
I want to move to New York or LA for fashion	 
I wouldn't want to live in Detroit cause how bad it's getting, but I don't want to leave my home town.	
I don't want to leave but I might	
I will most likely work in Michigan close to my family	
Michigan is too cold and the weather is strange I would like to be in a warmer climate	
In order to enrich my artistic career, it will be in my best interest to travel and live different places. Same goes for music as well.	
I Haven't really Thought About It Yet	
Yes, Because It Has Been My Birthplace For Almost My Whole Life	
I expect to continue living where I do because it's in good distance of school and work and also house is owned.	
My dream college is in Michigan	
I want to give back to my community.	
My family moved here from another state, I miss my family and its not very safe here, I want my little sibilings to be in a better place with lots of animals and nice weather and good people	
I plan to start my business in the city of Detroit	
Intend to work and take care of family	
because I might still need help with my disability	
I will be off to college at 18 in ATLANTA, GEORGIA	







Transporting materials	
Residents at the site I worked at	
The skits	
Uniform was uncomfortable	
Unnecessary things that went on	
The work	 
Learning how to write scripts	
I did not get a uniform	
Trying new things	
Understanding additional information	
Waking up early	 
We need more kids	
Wish the program was longer	
Working in a kitchen	
Working with others	         