



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

UNIVERSITY OF MICHIGAN

**GDYT
Report
2021 Data**



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 14-16 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 (17-24 year olds).



This report is a summary of youth exit data from the 2021 Grow Detroit's Young Talent (GDYT) program. It is a compilation of all data collected from youth exit surveys. Like last year, a large portion of young people participated virtually due to the lingering threat of the COVID-19 pandemic. The GDYT staff offered many resources to work sites. Given the multiple technology tools and platforms, we added new questions to inquire which ones participants found to be helpful. We invited participants to fill out a survey at the end of their GDYT experience. After receiving an invitation message through email from employers, 3032 youth responded via an on-line Qualtrics survey.

Several questions focus on what skills were developed or enhanced by participating in GDYT. There were five areas where most youth strongly affirmed that GDYT helped them improve more or much more: how to behave at work (75%), know skills for dream job (75%), can think critically (76%), how to manage my money (74%), and how to manage my time (74%). There were three areas where fewer youth affirmed that GDYT helped them improve: know video conference technology (56%), can write a resume (53%), and know how to work with computers (40%).

The next series of questions focus on the various technology platforms and supports: Career Edge, Hats & Ladders, the GDYT app, and GDYT Huddles. For the most part, youth found all the platforms easy to use and relevant for their future. However, in the qualitative responses many expressed frustration at being required to use so many different apps, especially if it impacted whether they received their pay on time.

Seventy-four percent of youth said they identified a trusted adult through GDYT. This is a little lower than previous years (78% in 2020, 83% in 2019, and 82% in 2018), but is still laudable especially when most participation was virtual. Only 43% said they expect to live in Michigan at 25—this is lower than in previous years (45% in 2020, 54% in 2019, and 53% in 2018). There is a word cloud on page 35 noting the reasons youth gave for this response, the most common being wanting new experiences and expectation of jobs and opportunities elsewhere.

Overall satisfaction with the program remains high—93% report being either satisfied or extremely satisfied with GDYT. Most respondents want to participate in the program again, with about half expressing a clear preference to be in person. The report ends with a summary of open-ended responses and participant comments, including desired career choices and suggestions for making the program better. It is refreshing to reflect on youth perspectives as expressed 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.

WEBSITE:

<https://ssw.umich.edu/offices/family-community-wellbeing>

Past Reports and the data dashboard can be found here: <https://gdyt.org/>

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Graph 1: Job Interests

Because of GDYT I understand jobs I like

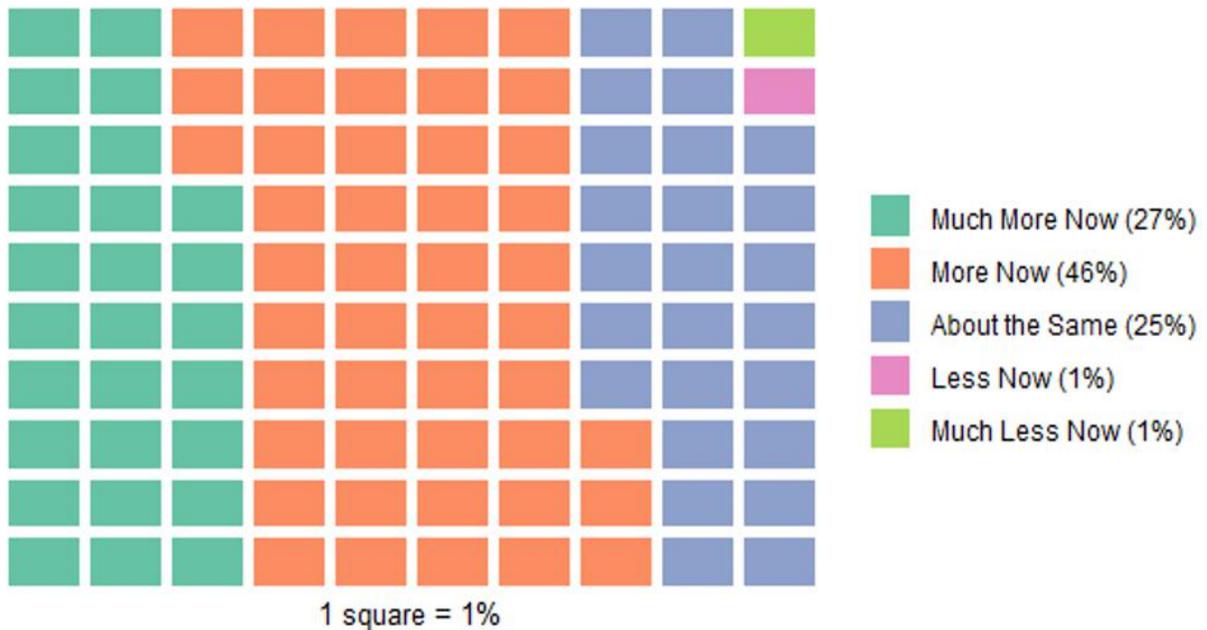
N=2,842



Graph 2: Job Application

Because of GDYT I can search and apply for jobs

N=2,830



Graph 3: Resume Writing

Because of GDYT I can write a resume

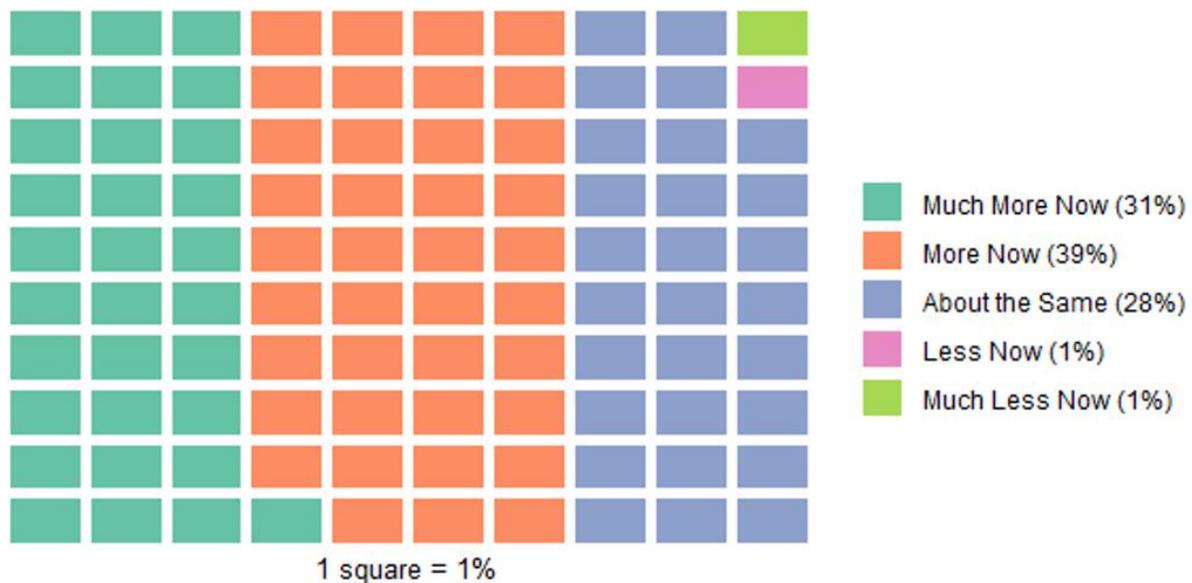
N=2,825



Graph 4: Job Interview Readiness

Because of GDYT I can prepare for a job interview

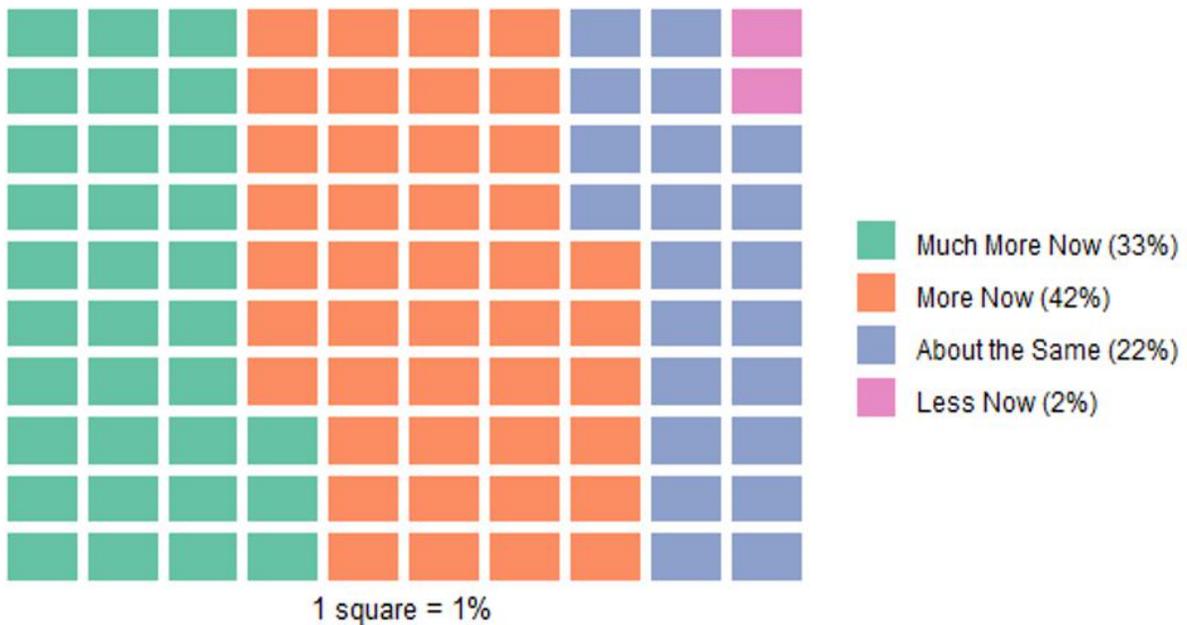
N=2,825



Graph 5: Job Skills

Because of GDYT I know skills for dream job

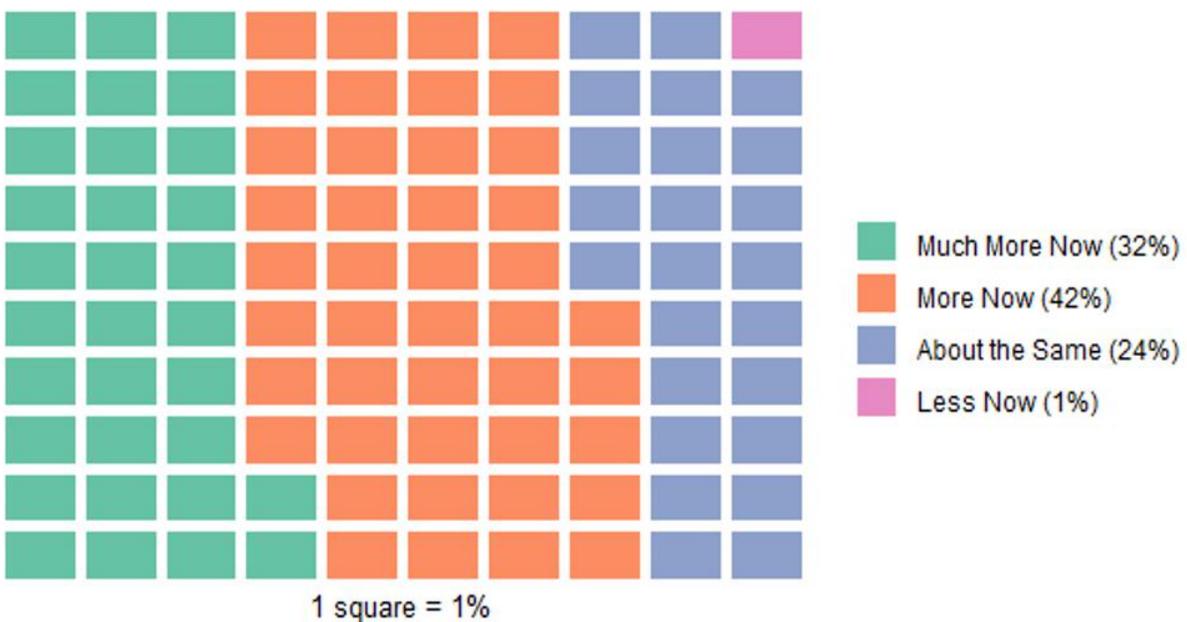
N=2,825



Graph 6: Time Management

Because of GDYT I know how to manage my time

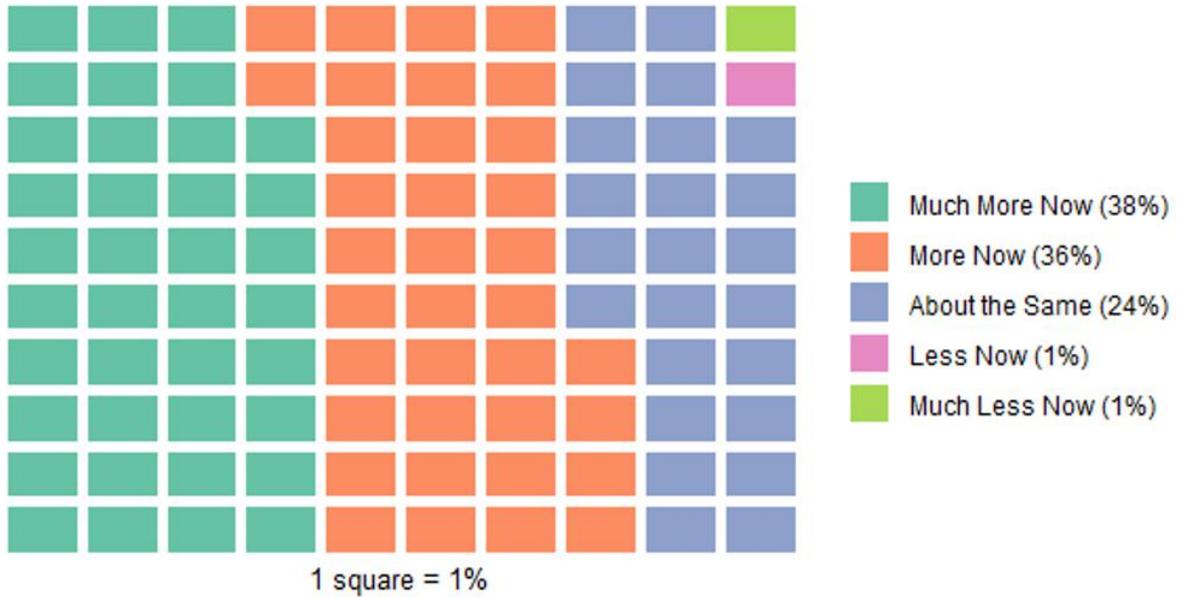
N=2,825



Graph 7: Money Management

Because of GDYT I know how to manage my money

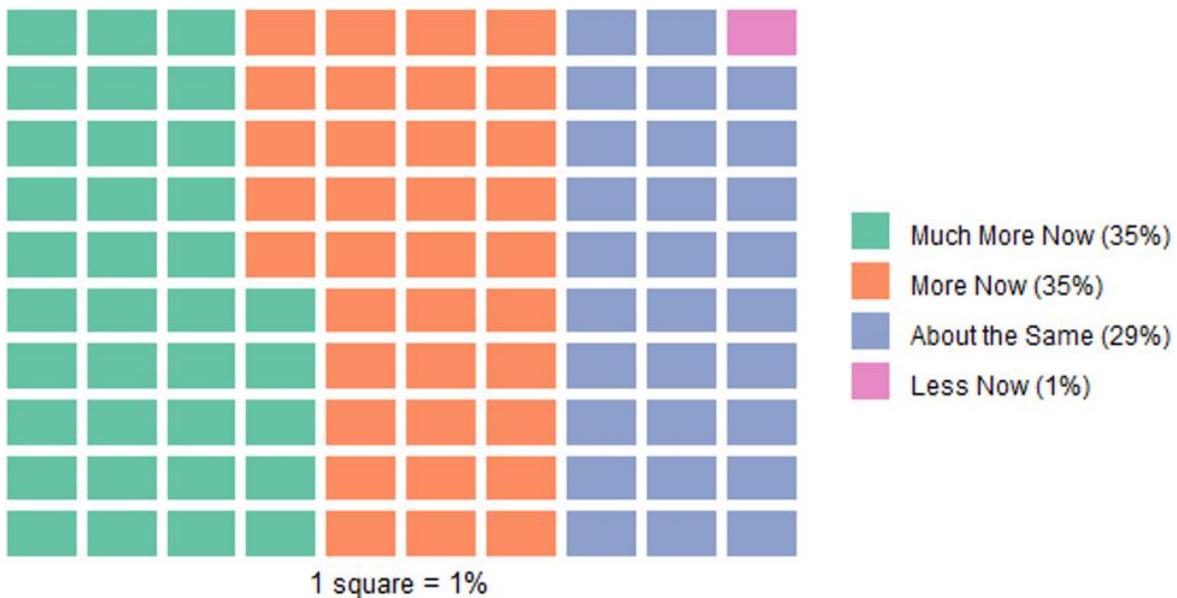
N=2,817



Graph 8: Education Awareness

Because of GDYT I know ed. needed for dream job

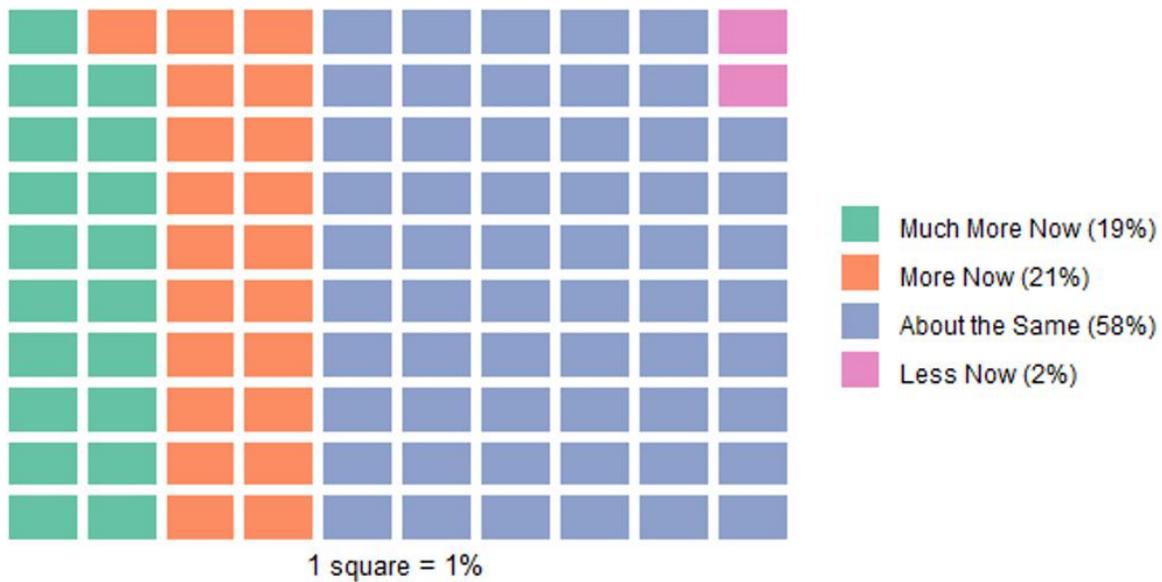
N=2,819



Graph 9: Understanding Computers

Because of GDYT I know how to work w/ computers

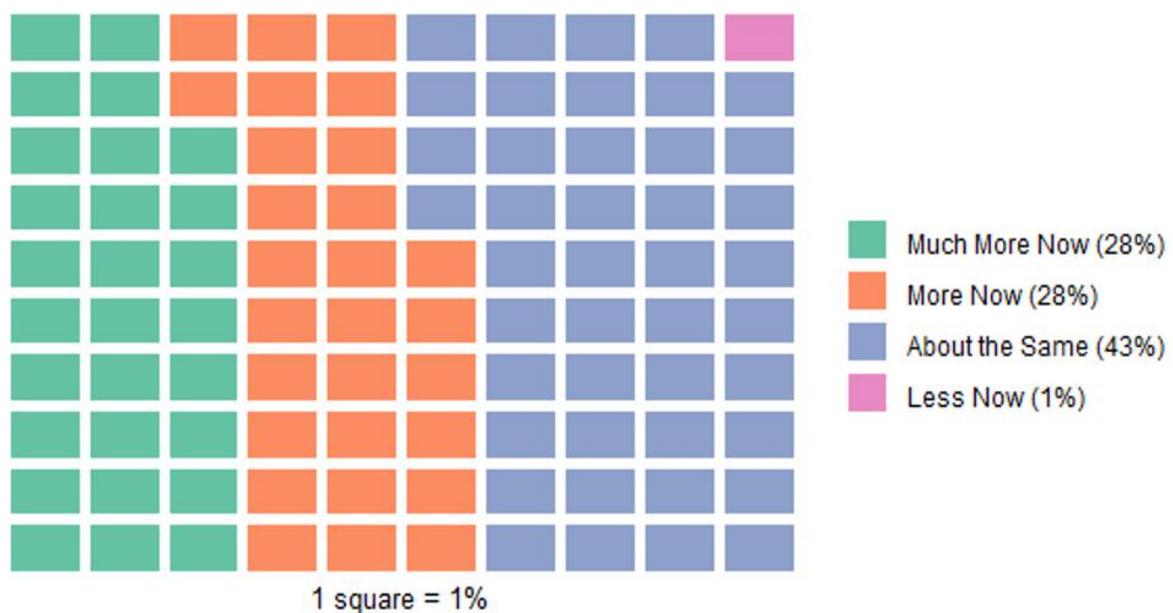
N=2,824



Graph 10: Using Video Conference Technology

Because of GDYT I know video conference tech

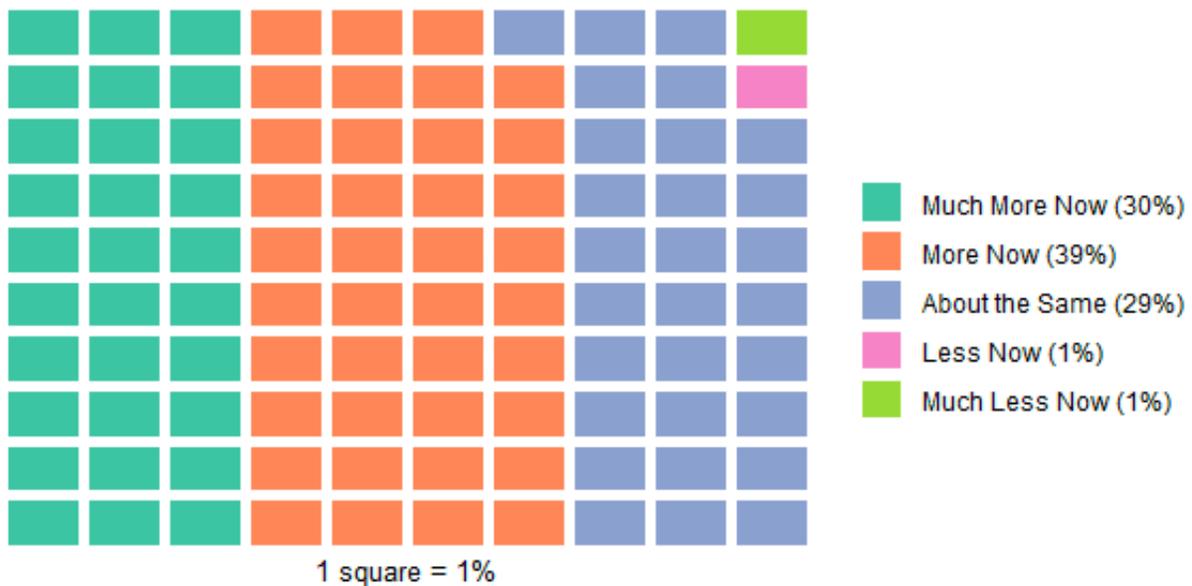
N=2,813



Graph 11: Education Level

Because of GDYT I can reach highr level of education

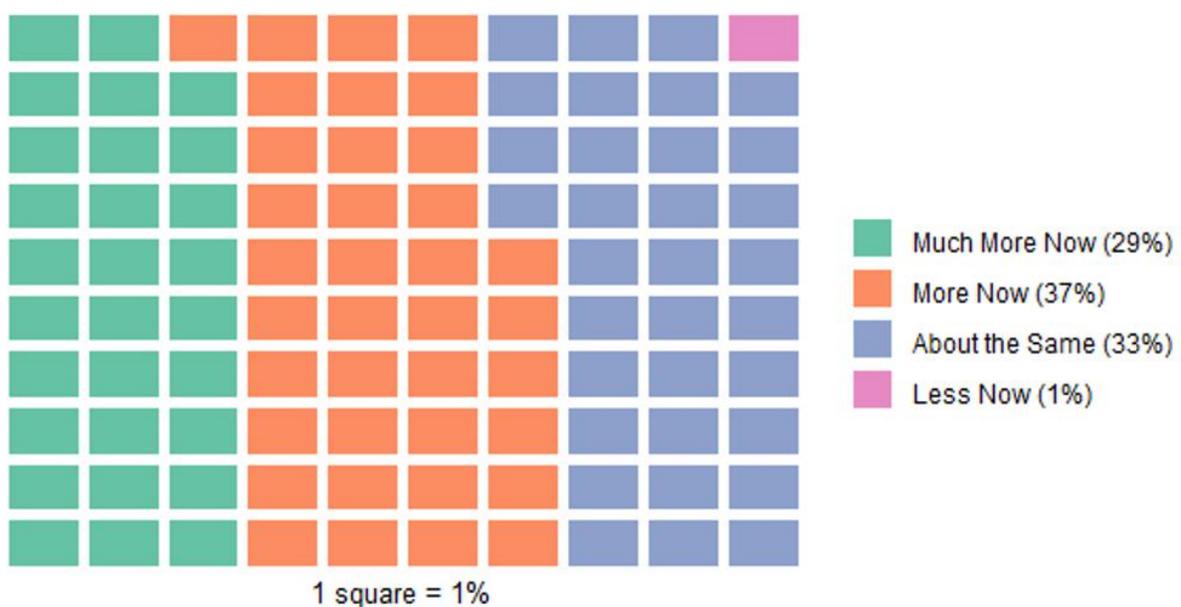
N=2,835



Graph 12: Confidence Level

Because of GDYT I have more confidence

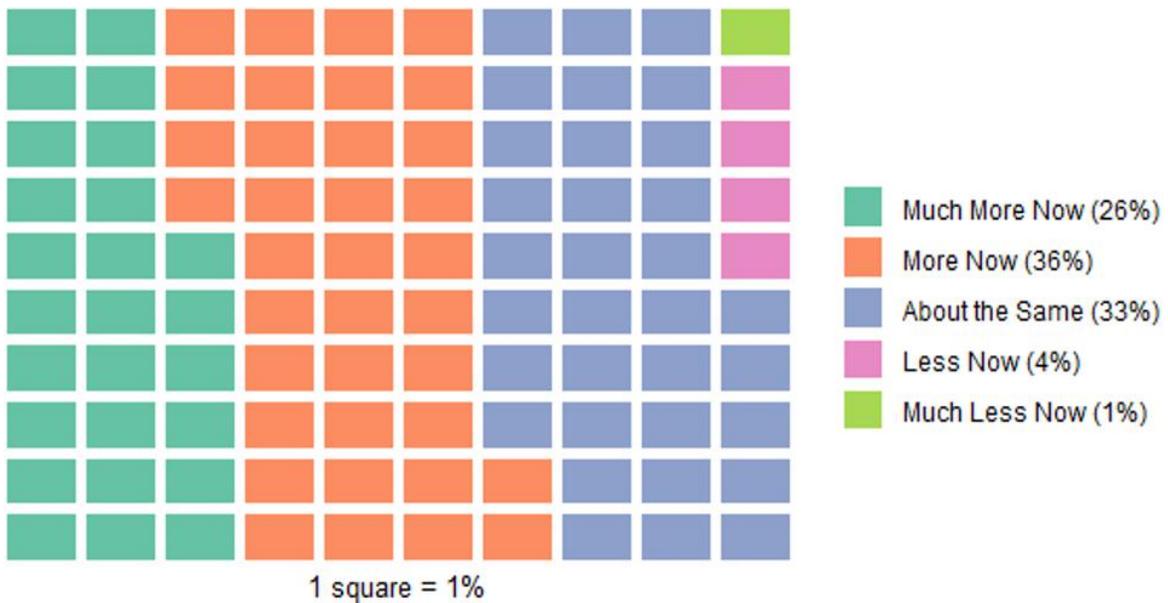
N=2,819



Graph 13: Community Service Intentions

Because of GDYT I plan to do more comm.service

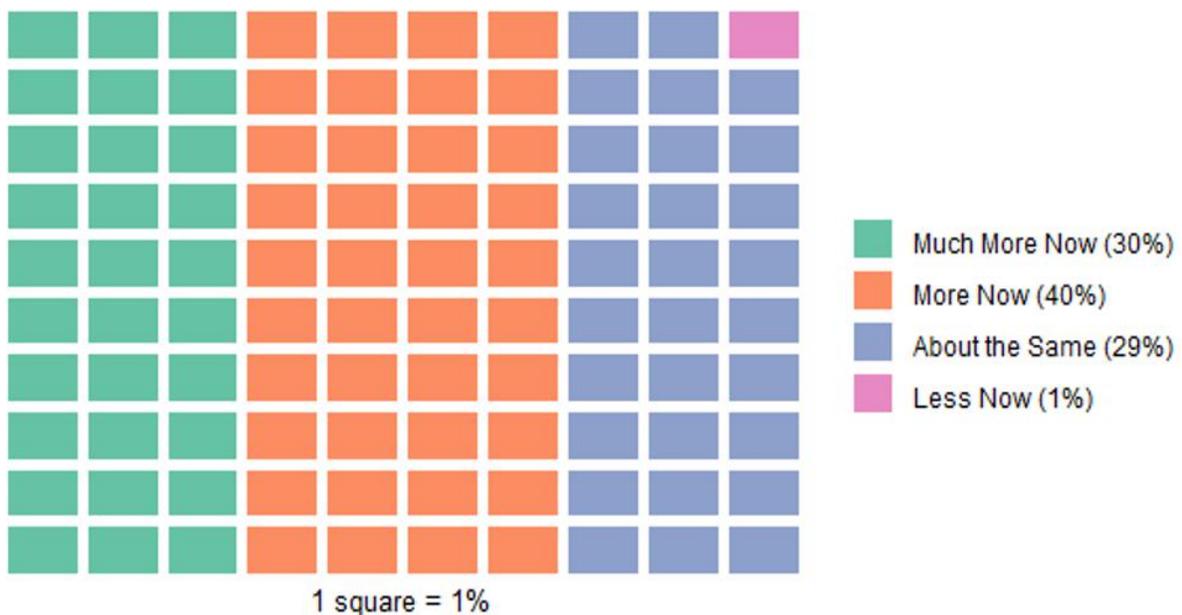
2,823



Graph 14: Openness to Others' Perspectives

Because of GDYT I'm open to others' perspctvs

N=2,812



Graph 15: Work Readiness

Because of GDYT I know how to behave at work

N=2,826



Graph 16: Critical Thinking Ability

Because of GDYT I can think critically

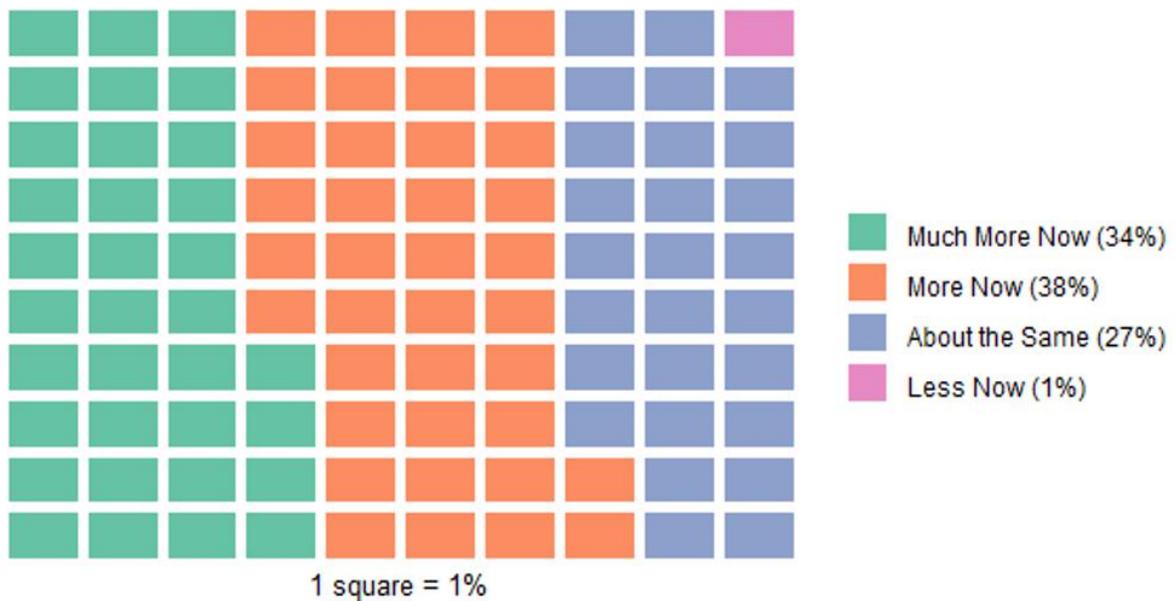
N=2,832



Graph 17: Behavioral Choices

Because of GDYT I make better behavior choices

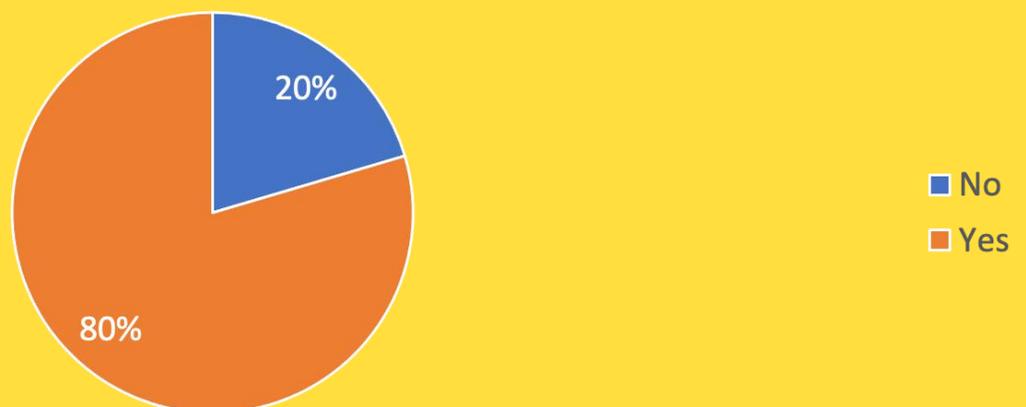
N=2,832



Graph 18: Use of Career Edge

Did you use Career Edge?

N=2,845



Graph 19: Ease of Use - Career Edge

Career Edge was easy to use

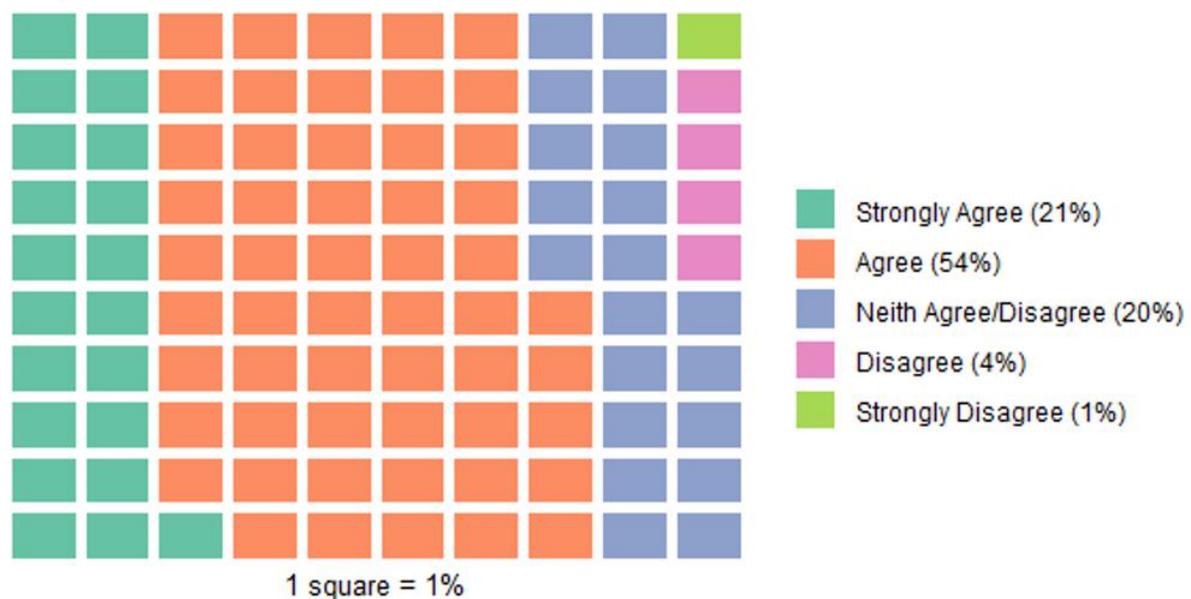
N=2,206



Graph 20: Level of Engagement - Career Edge

Career Edge was engaging

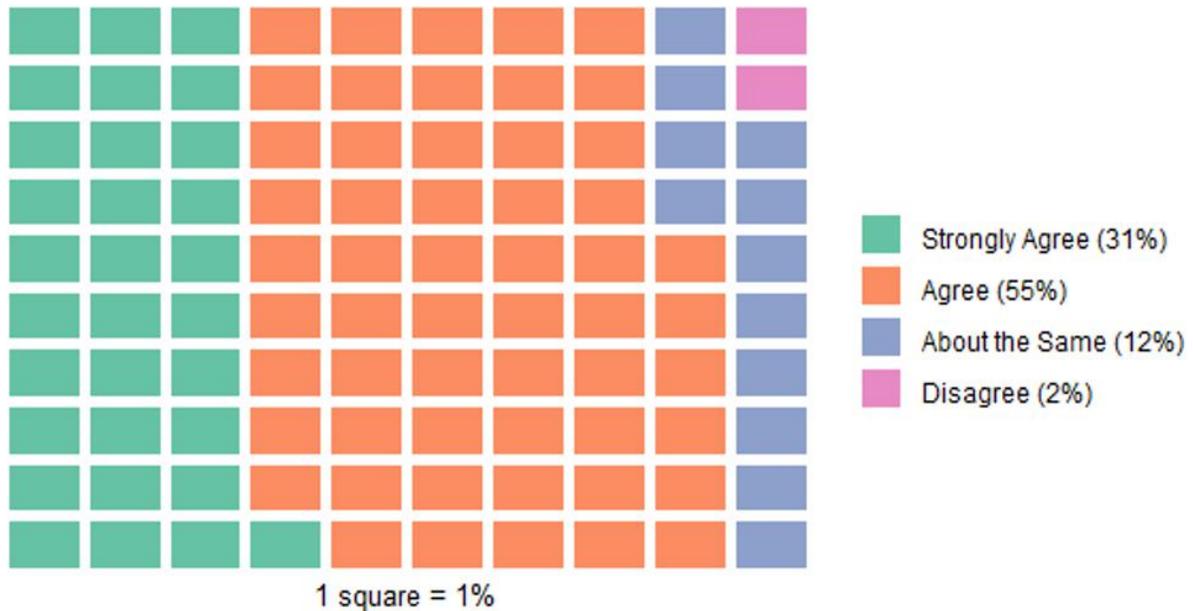
N=2,172



Graph 21: Future Relevance - Career Edge

Career Edge had information for my future

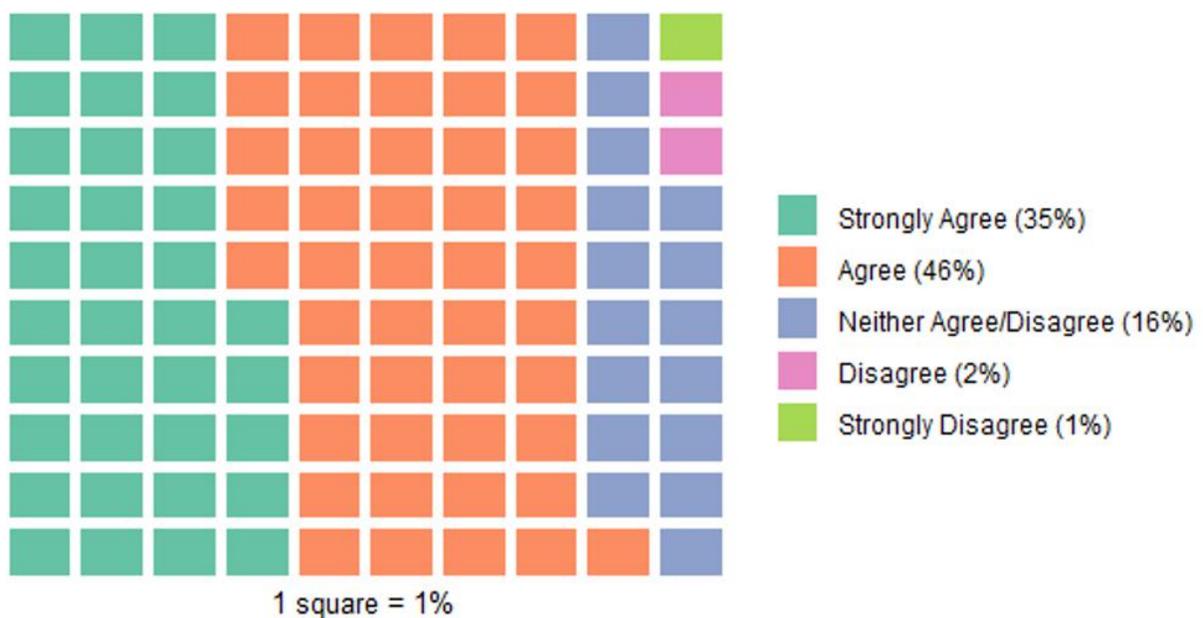
N=2,188



Graph 22: Self-Awareness - Career Edge

Career Edge helped me understand myself

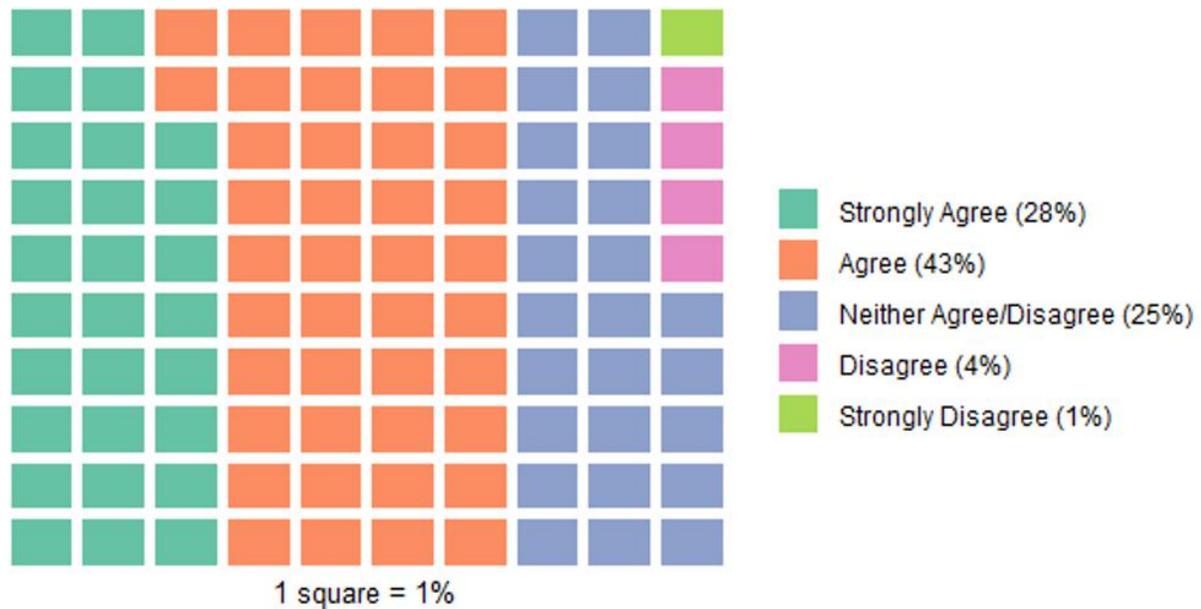
N=2,145



Graph 23: Cultural Diversity - Career Edge

Career Edge taught me about cultural diversity

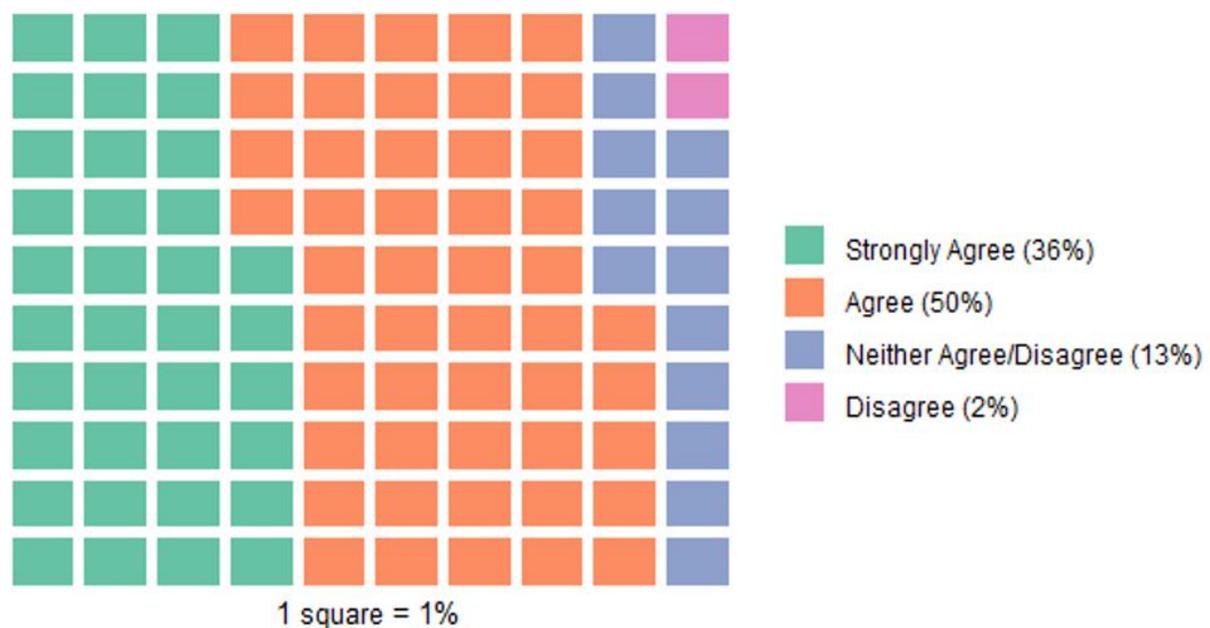
N=2,099



Graph 24: Communication Skills - Career Edge

Career Edge taught me communication skills

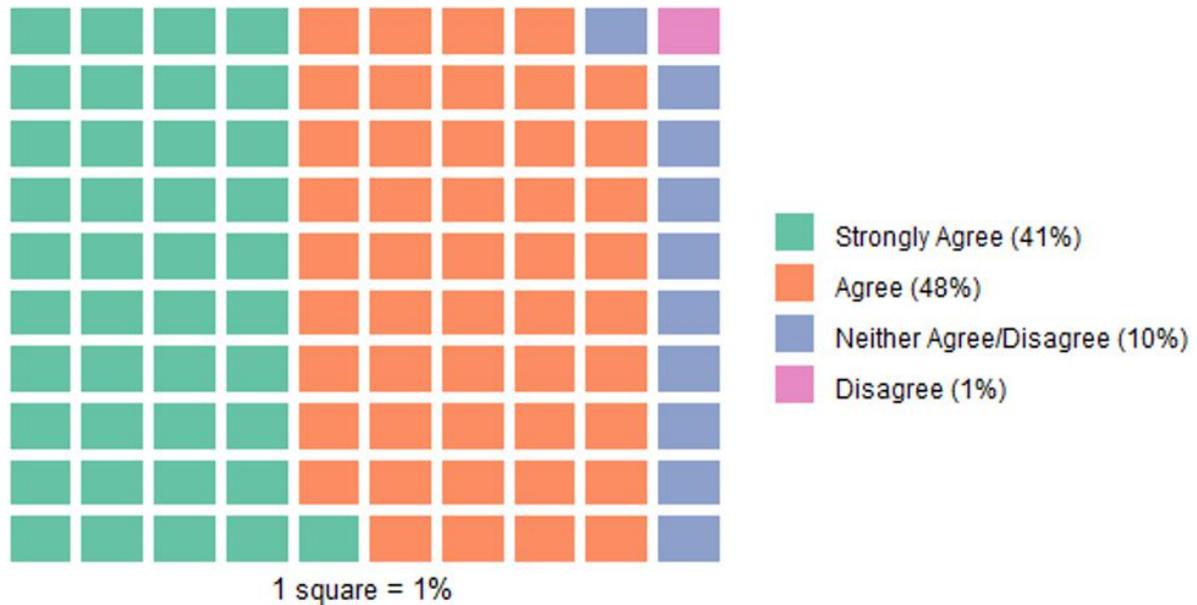
N=2,138



Graph 25: Work Success - Career Edge

Career Edge taught me to be successful at work

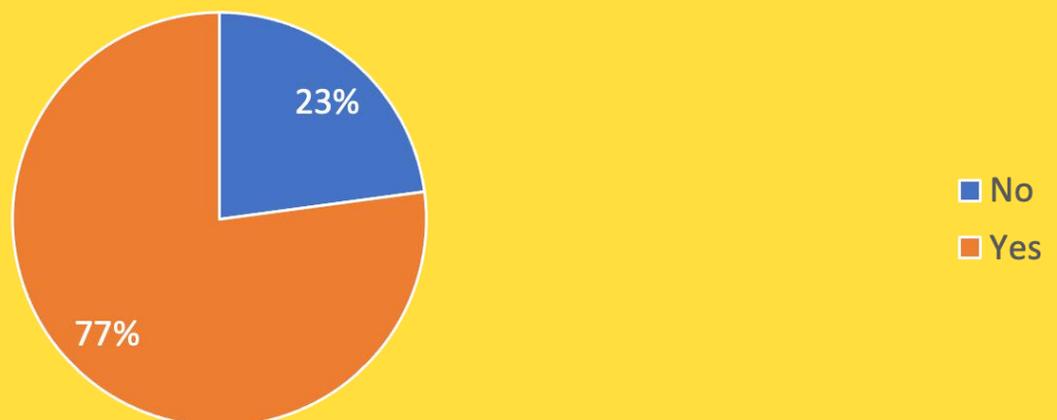
N=2,122



Graph 26: Use of Hats & Ladders

Did you use Hats & Ladders?

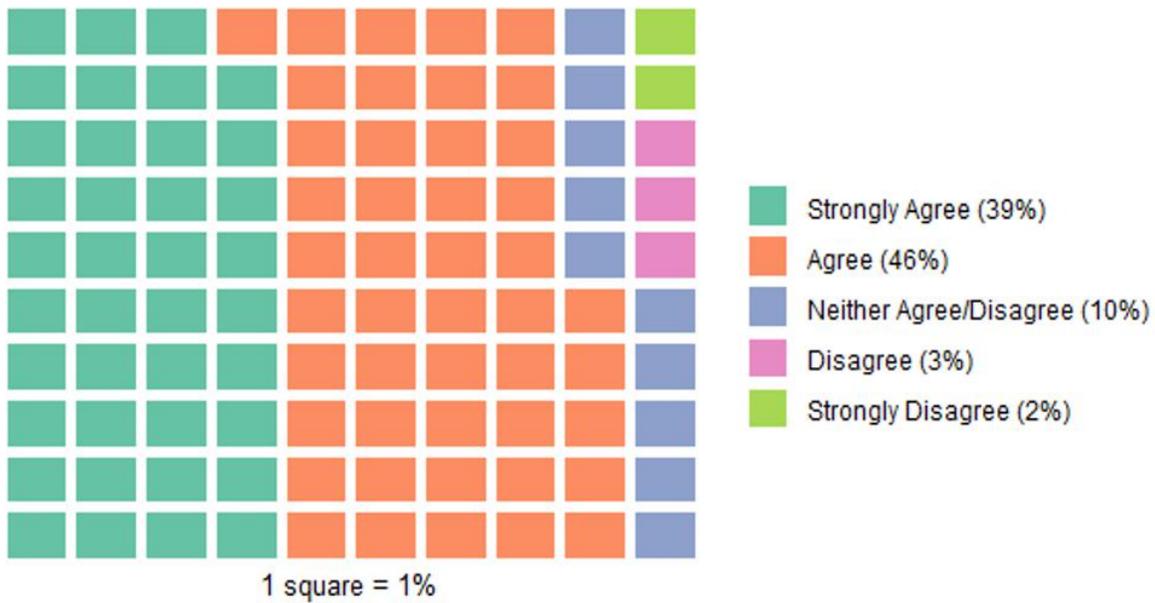
N=2,794



Graph 27: Ease of Use - Hats & Ladders

Hats & Ladders was easy to use

N=2,125



Graph 28: Engagement - Hats & Ladders

Hats & Ladders was engaging

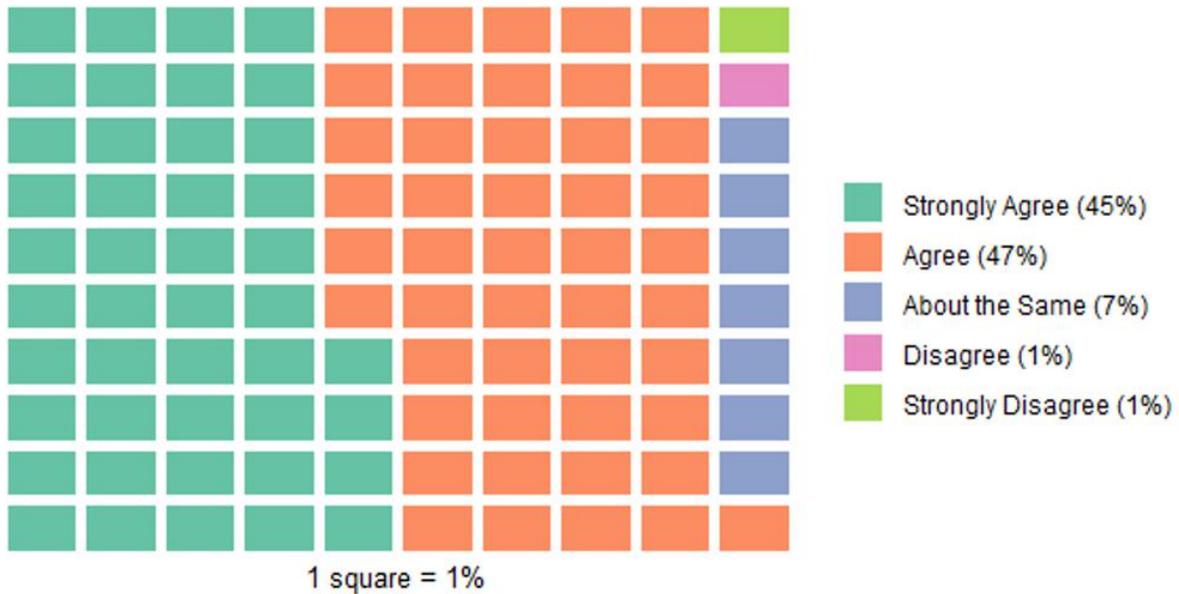
N=2,107



Graph 29: Future Relevance - Hats & Ladders

Hats & Ladders had information for my future

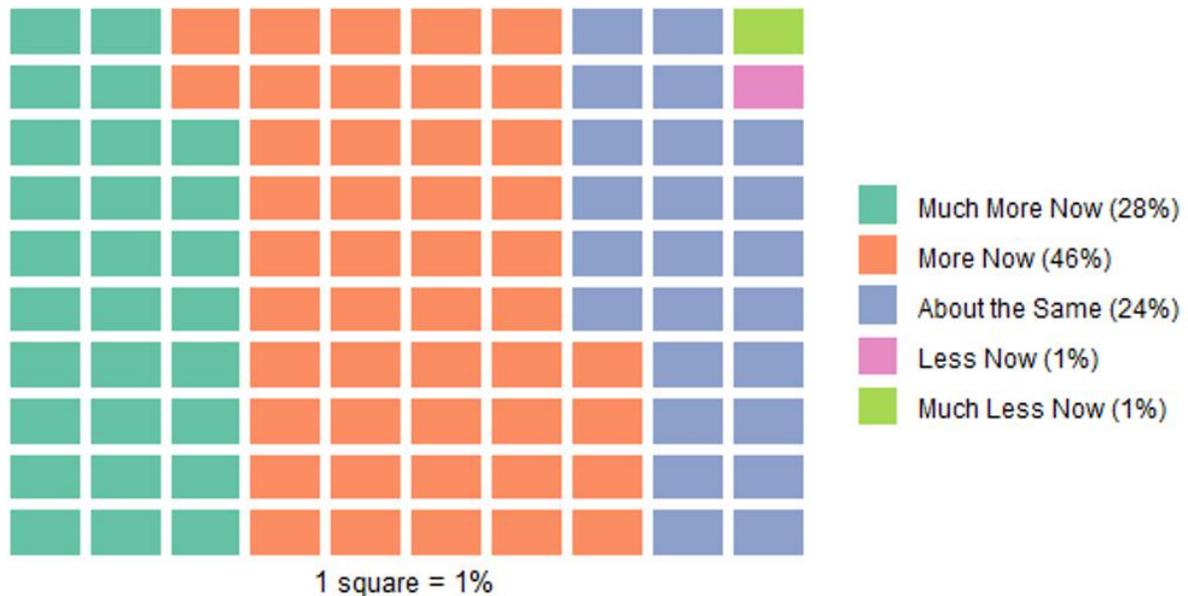
N=2,110



Graph 30: Personal Skill Awareness - Hats & Ladders

Because of Hats & Ladders I know my top skills

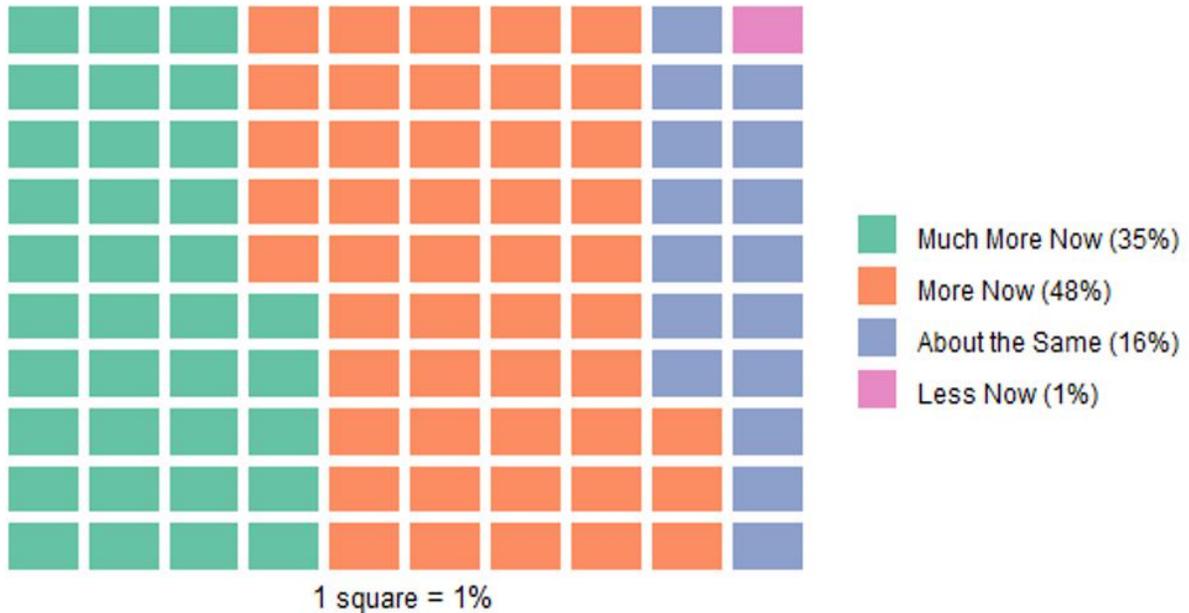
N=2,132



Graph 31: Knowledge of Career Fields - Hats & Ladders

Because of Hats & Ladders I know career fields

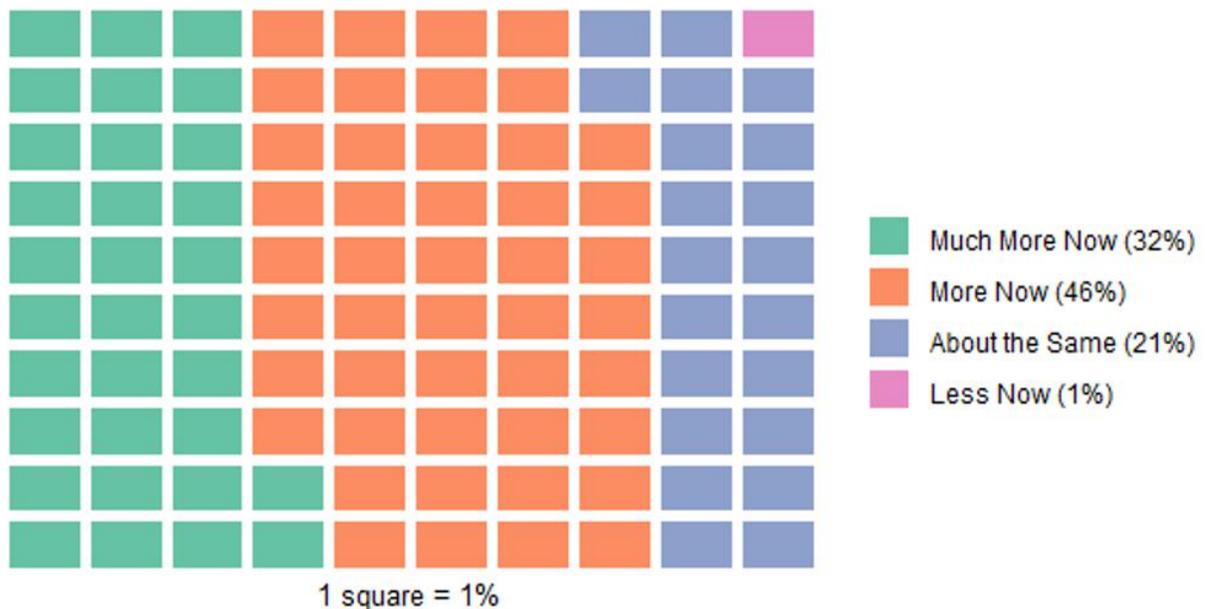
N=2,127



Graph 32: Educational Awareness - Hats & Ladders

Because of Hats & Ladders I know ed. requirements

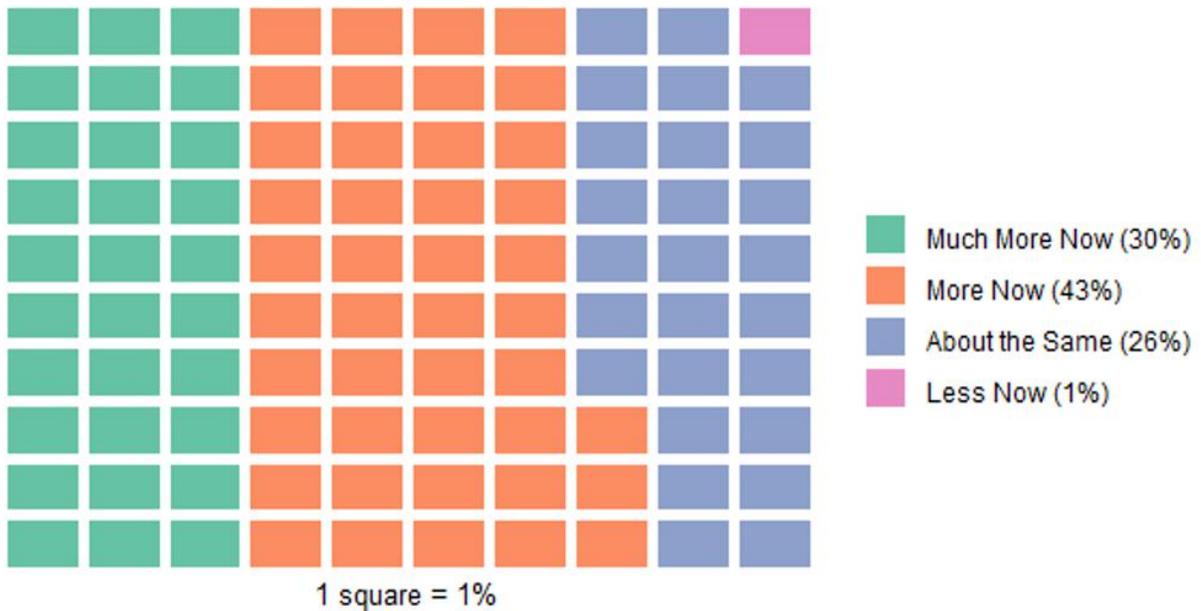
N=2,129



Graph 33: Knowledge of Pay Ranges - Hats & Ladders

Because of Hats & Ladders I know pay ranges

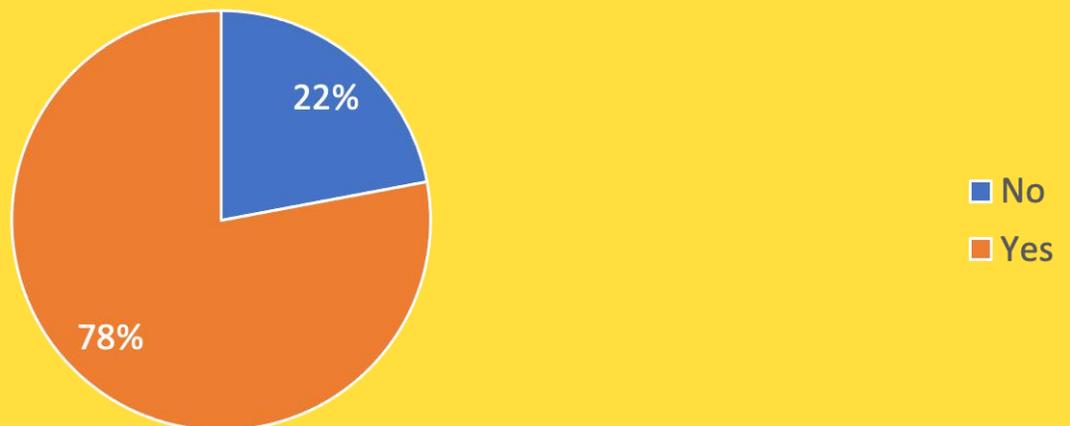
N=2,125



Graph 34: Use of GDYT App

Did you use the GDYT App?

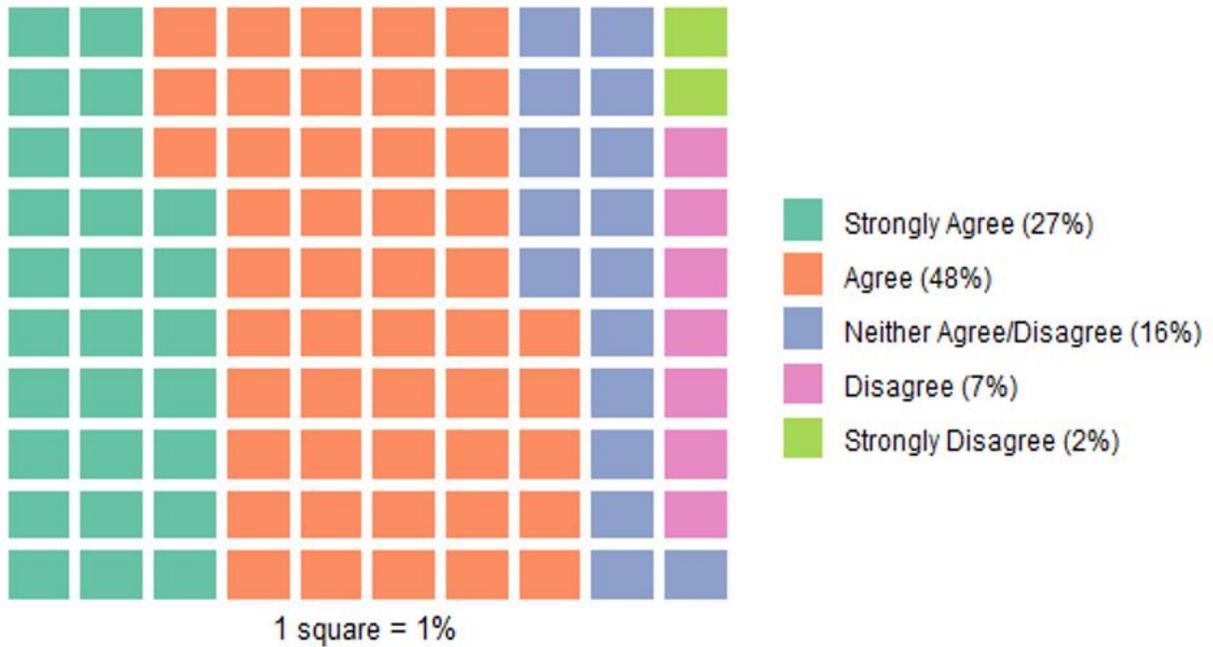
N=2,780



Graph 35: Ease of Use - GDYT App

The GDYT App was easy to use

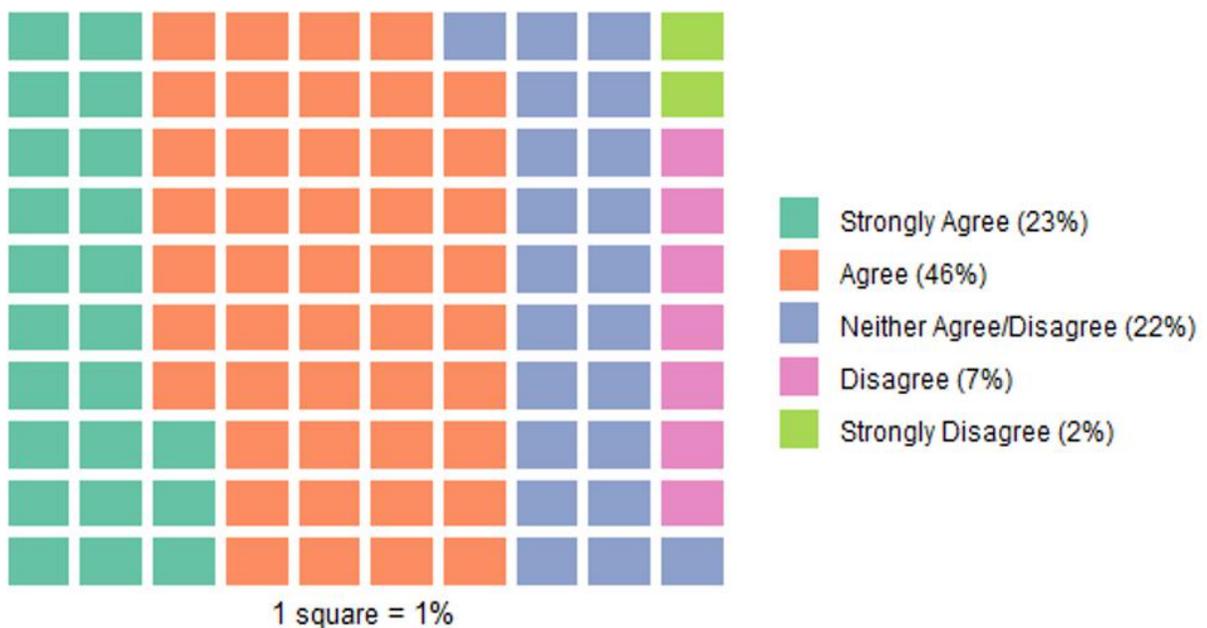
N2,146



Graph 36: Engagement - GDYT App

They GDYT App was engaging

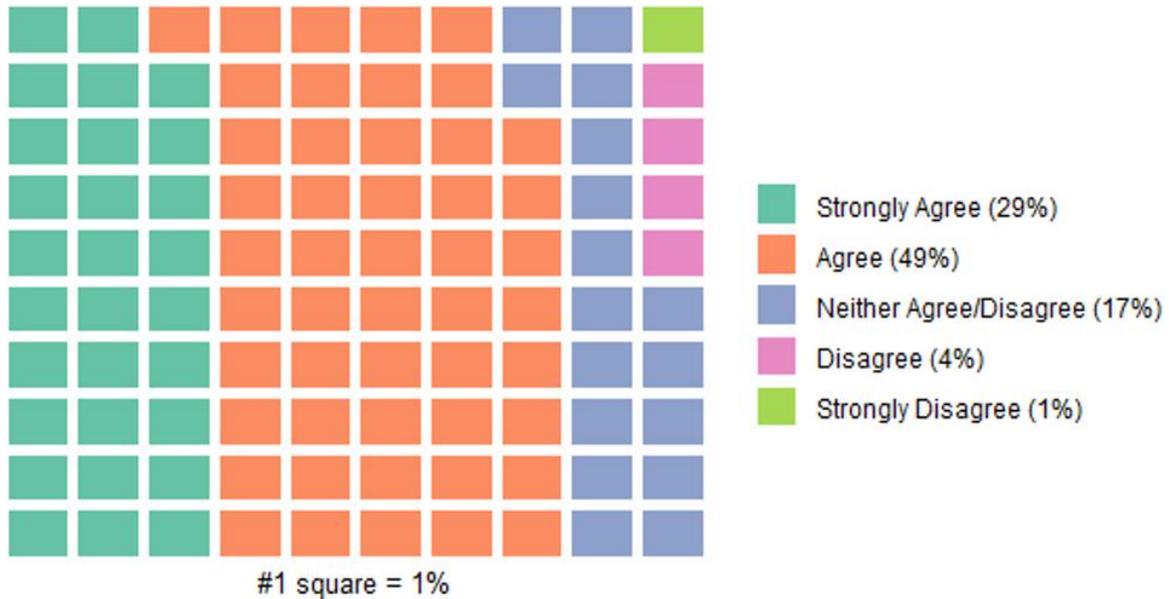
N=2,124



Graph 37: Future Relevance - GDYT App

The GDYT App had information for my future

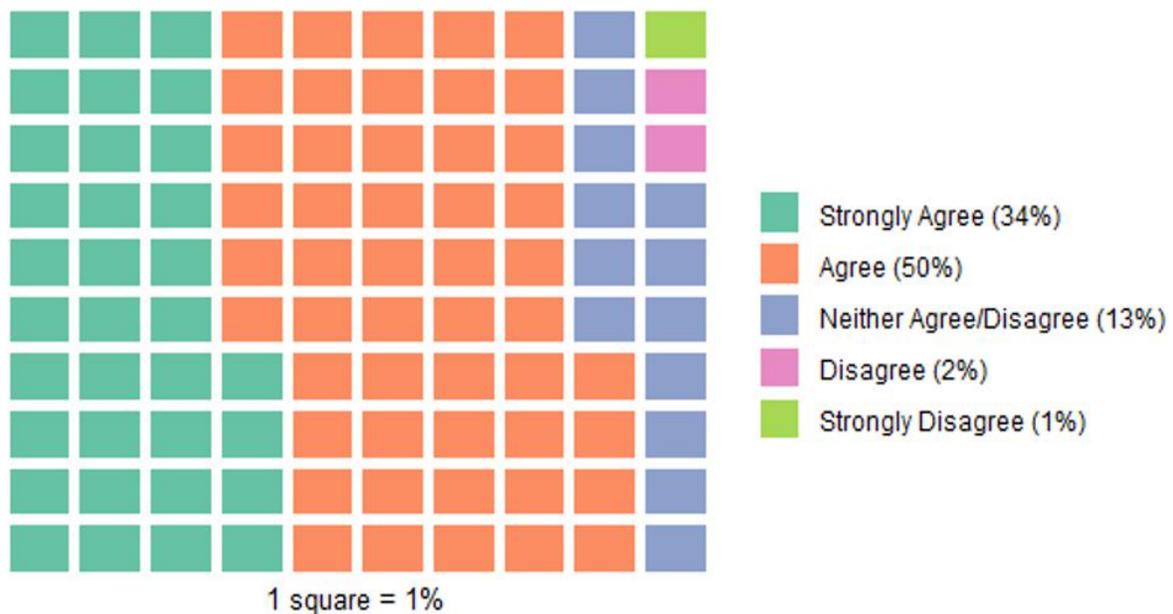
N=2,117



Graph 38: Financial Planning - GDYT App

The GDYT App help me set financial goals

N2,126



Graph 39: Banking - GDYT App

The GDYT App helped me identify a bank

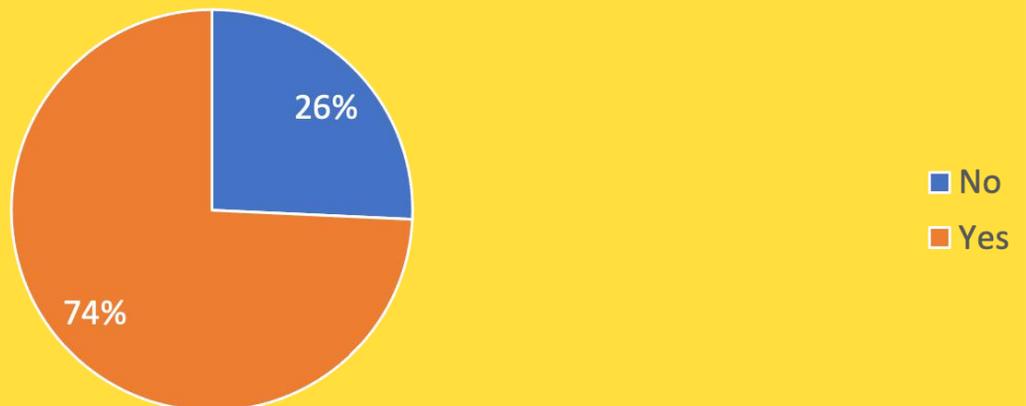
N=2,106



Graph 40: GDYT Huddle Attendance

Did you attend a GDYT Huddle session?

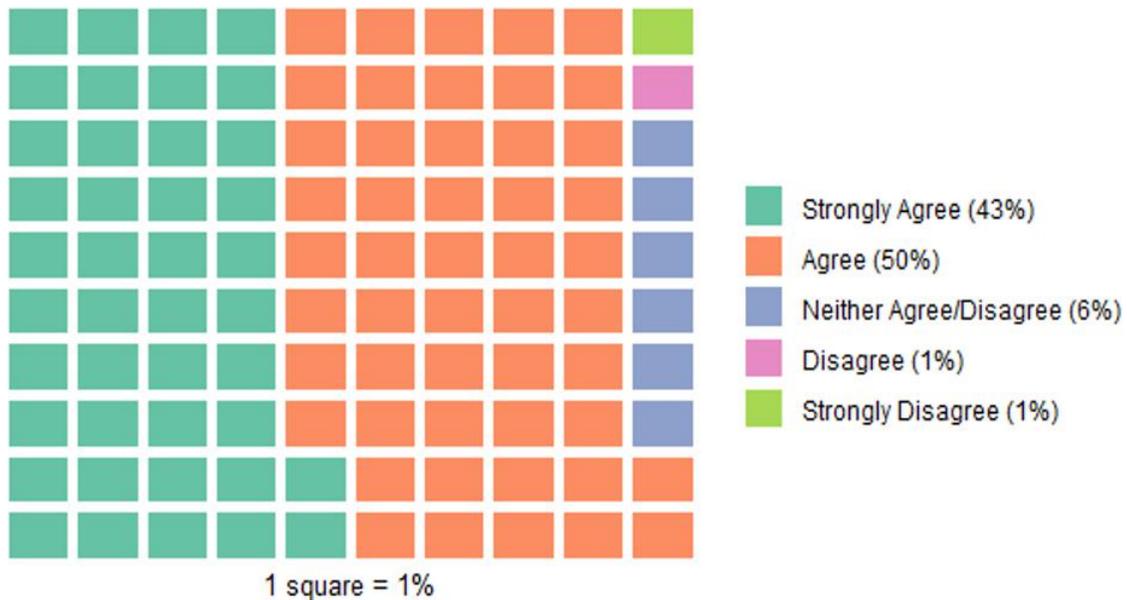
N=2,768



Graph 41: Skill Attainment - Huddles

Huddle: I got to learn new skills

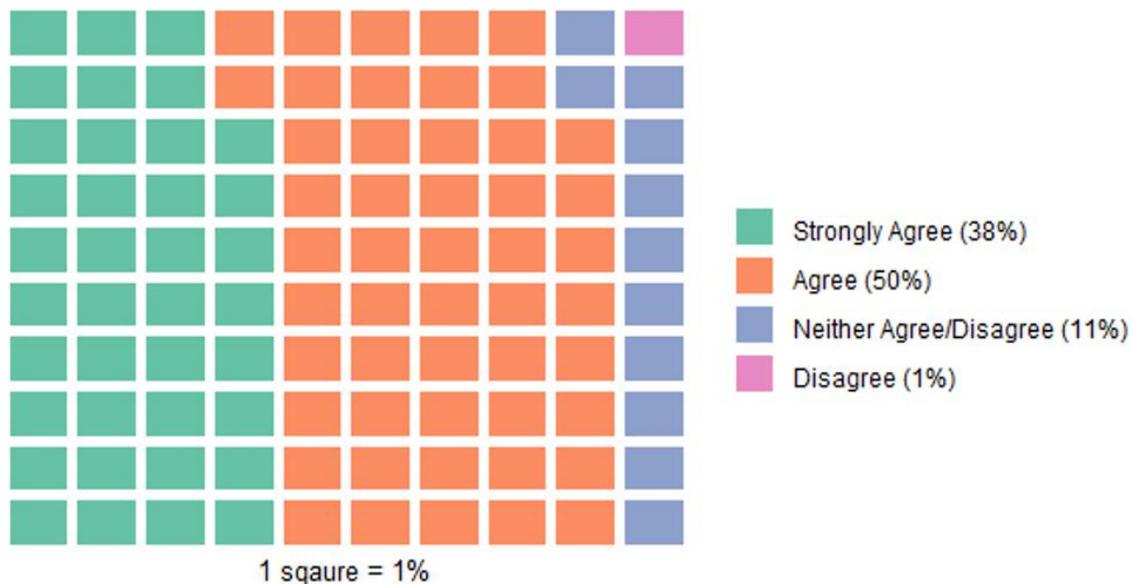
N=2,040



Graph 42: Emotional Intelligence - Huddles

Huddle: I got to try new emotional skills

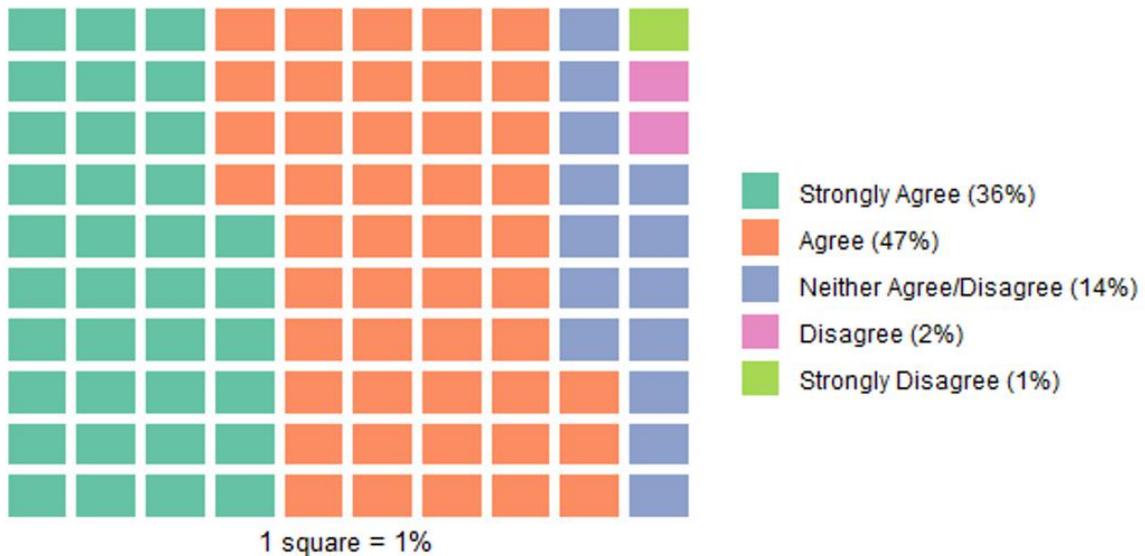
N=2,045



Graph 43: Social Opportunities - Huddles

Huddle: I got to learn other through ice breakers

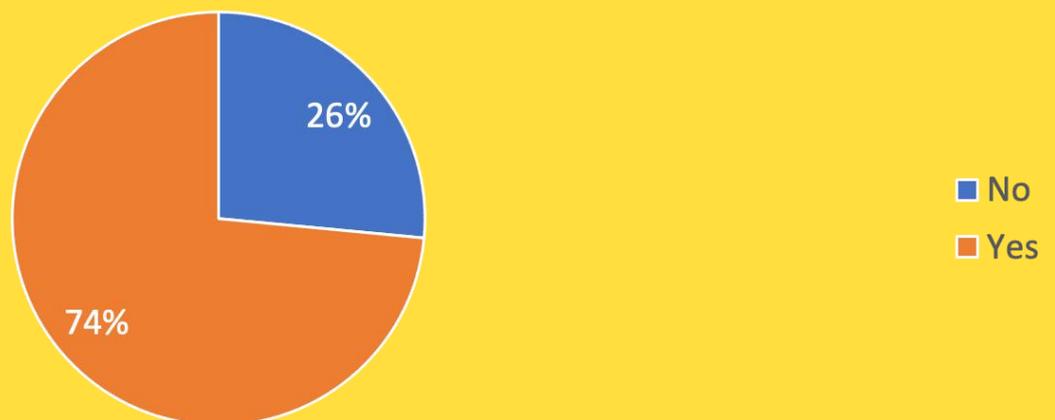
N=2,044



Graph 44: Identifying a Trusted Adult

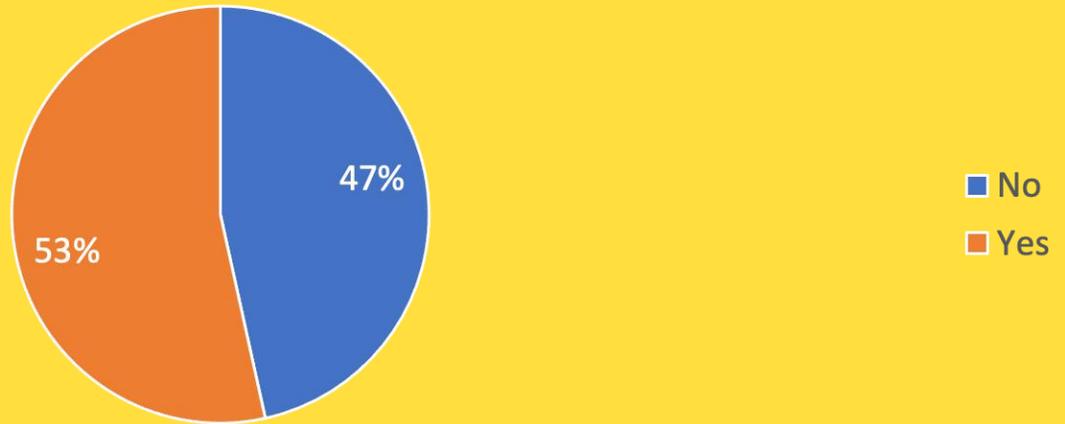
Did you identify a trusted adult?

N=2,736



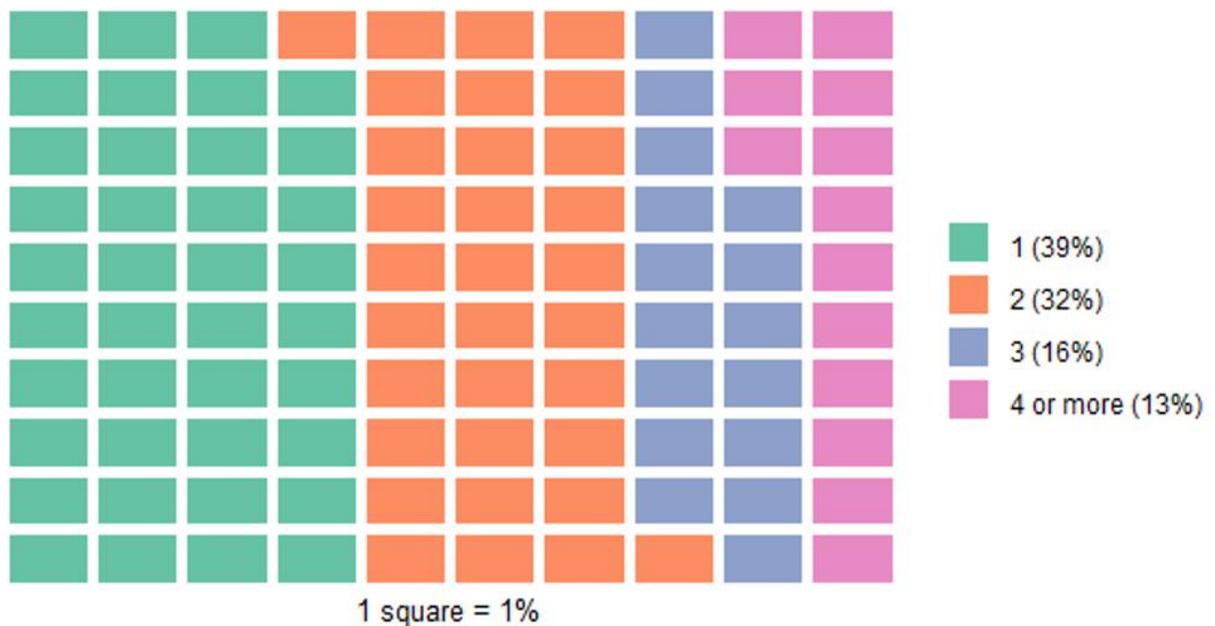
Graph 45: GDYT Work History

Have you worked for GDYT before?
N=2,737

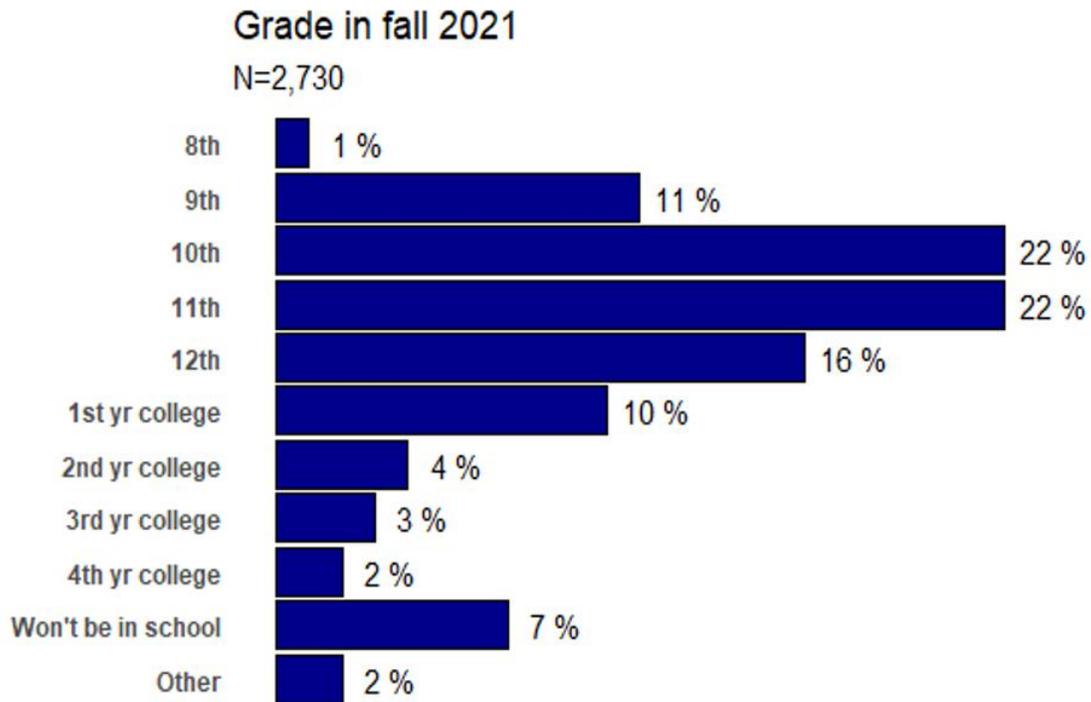


Graph 46: Summers Worked for GDYT

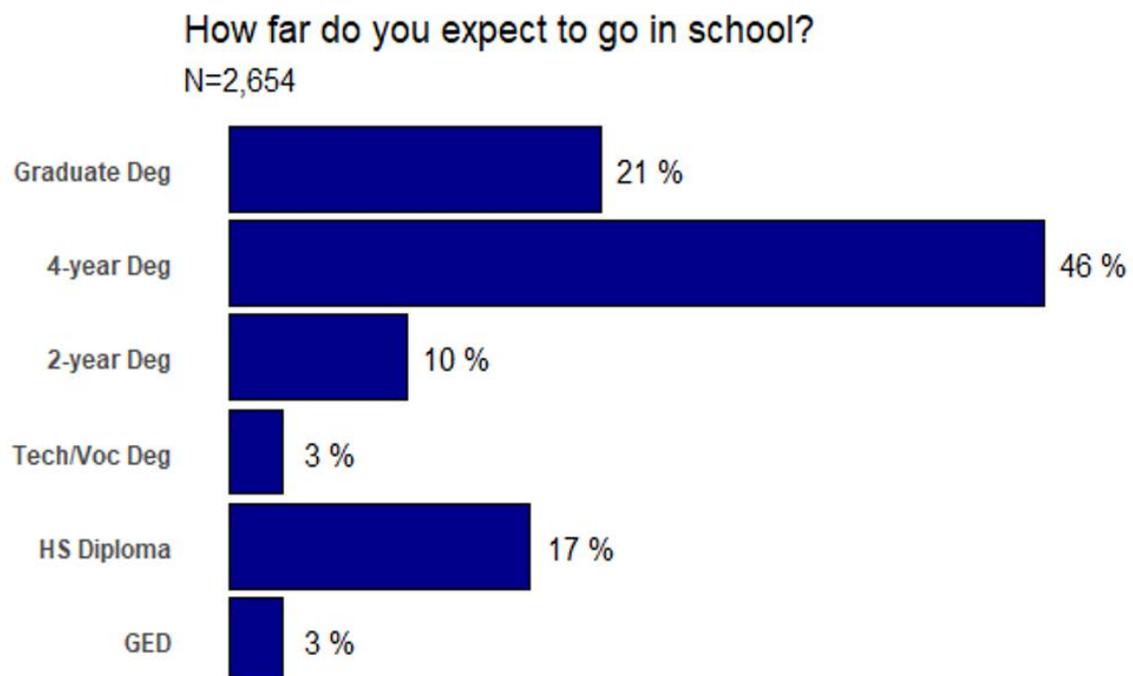
How many summers have you worked for GDYT?
N=1,468



Graph 47: Grade in School Fall of 2021



Graph 48: Expected Educational Attainment



Graph 49: Desire to Stay in or Leave MI

Do you expect to live in Michigan at 25?

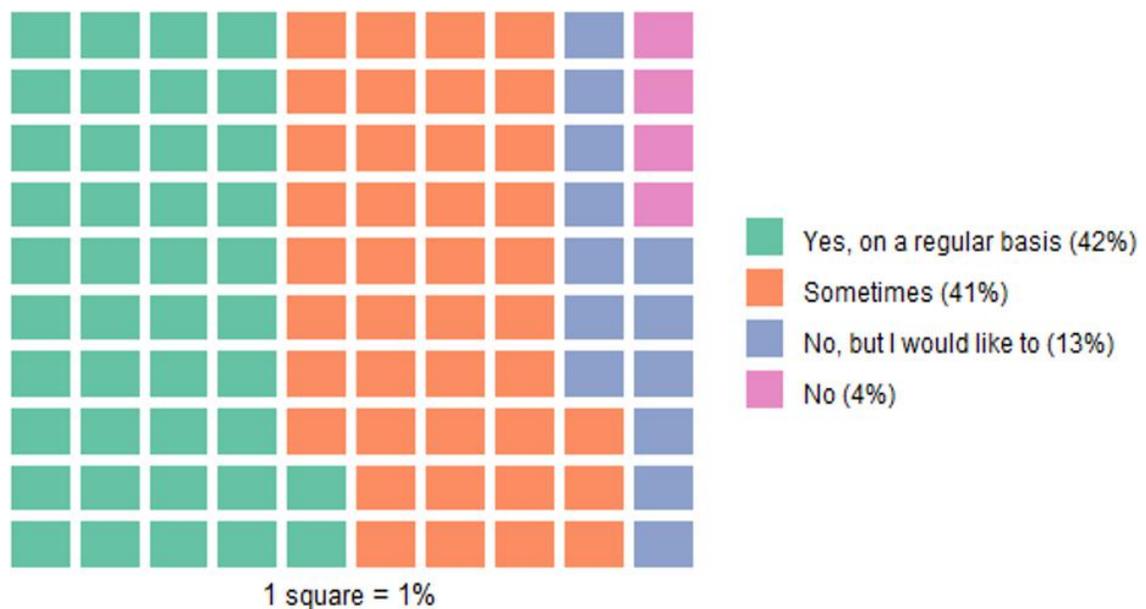
N=2,715



Graph 50: Budgeting

Have you started budgeting your money?

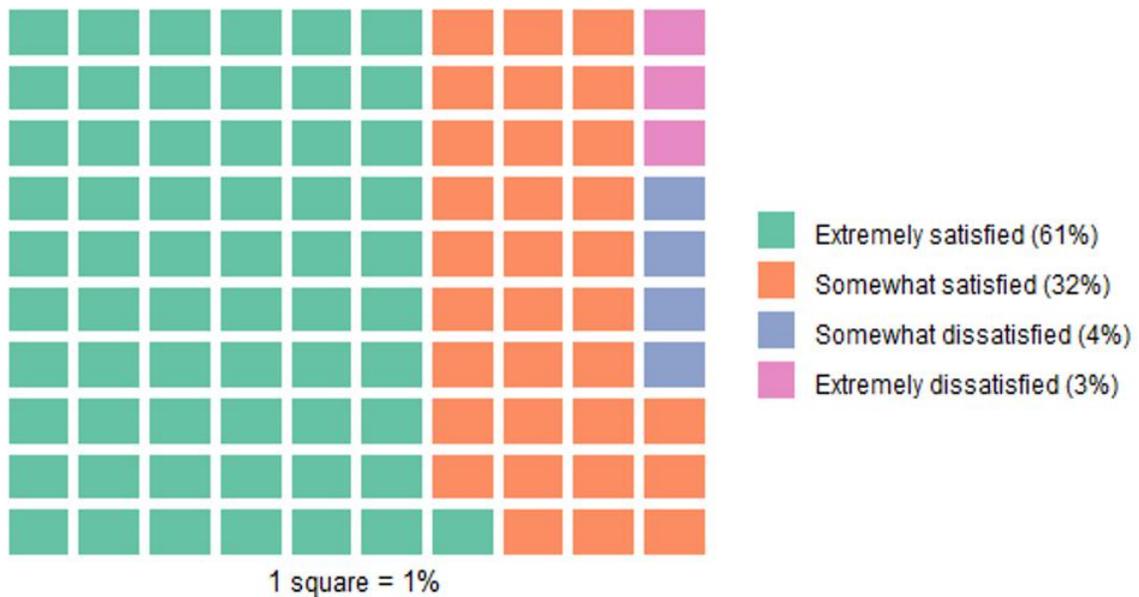
N=2,701



Graph 51: Satisfaction with GDYT

How satisfied were you with GDYT this year?

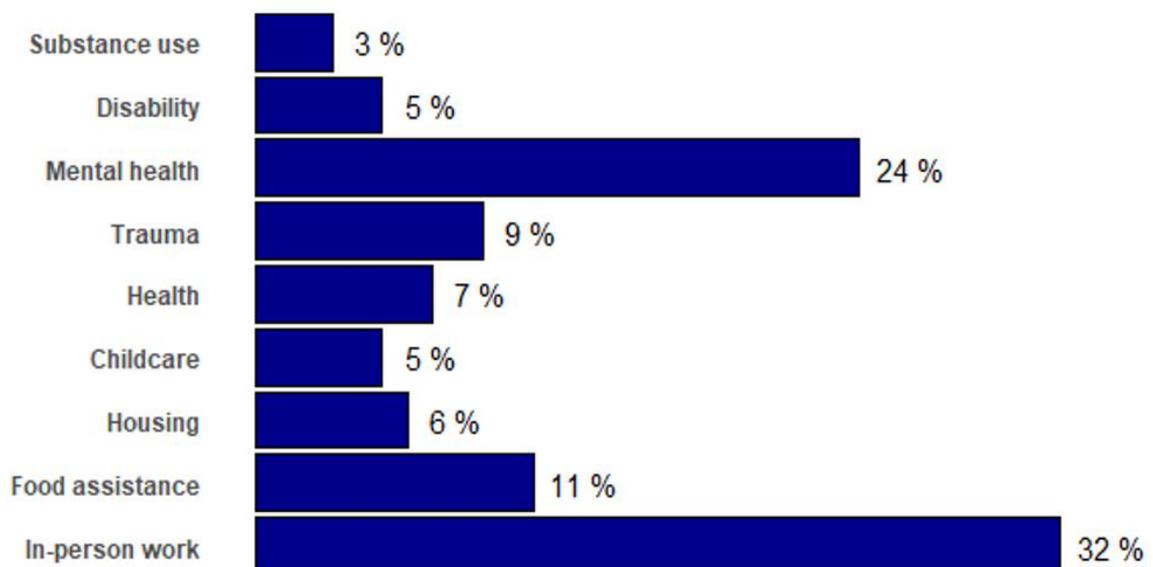
N=2,692



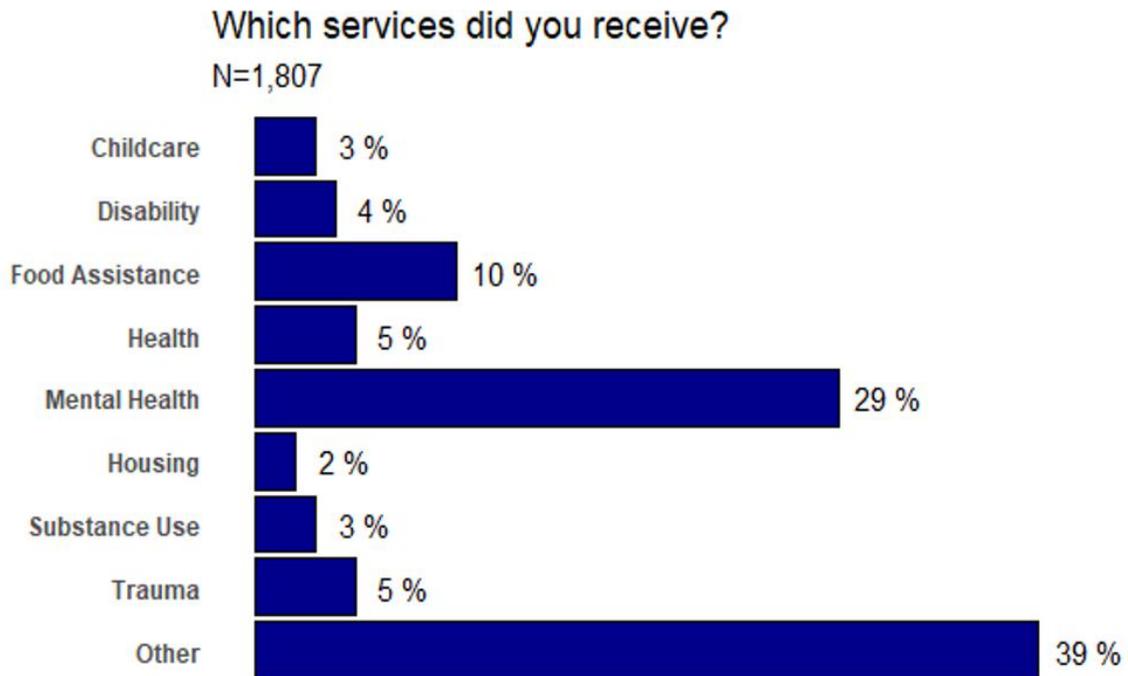
Graph 52: Services that would have been Helpful

Which services would make GDYT easier?

N=3,032

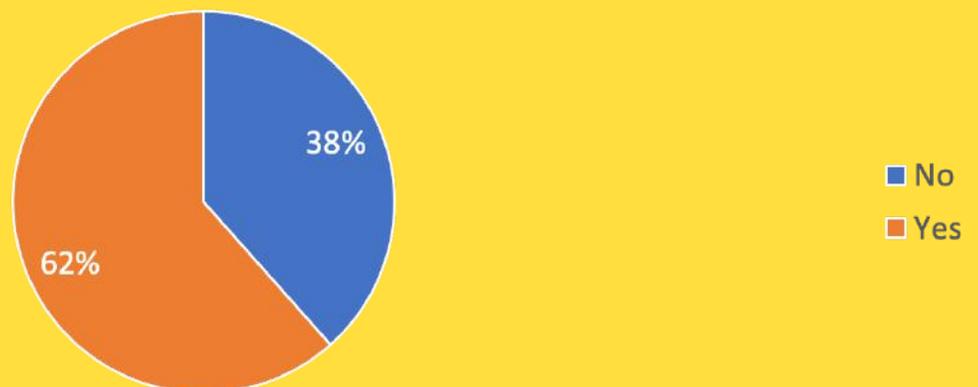


Graph 53: Services Received

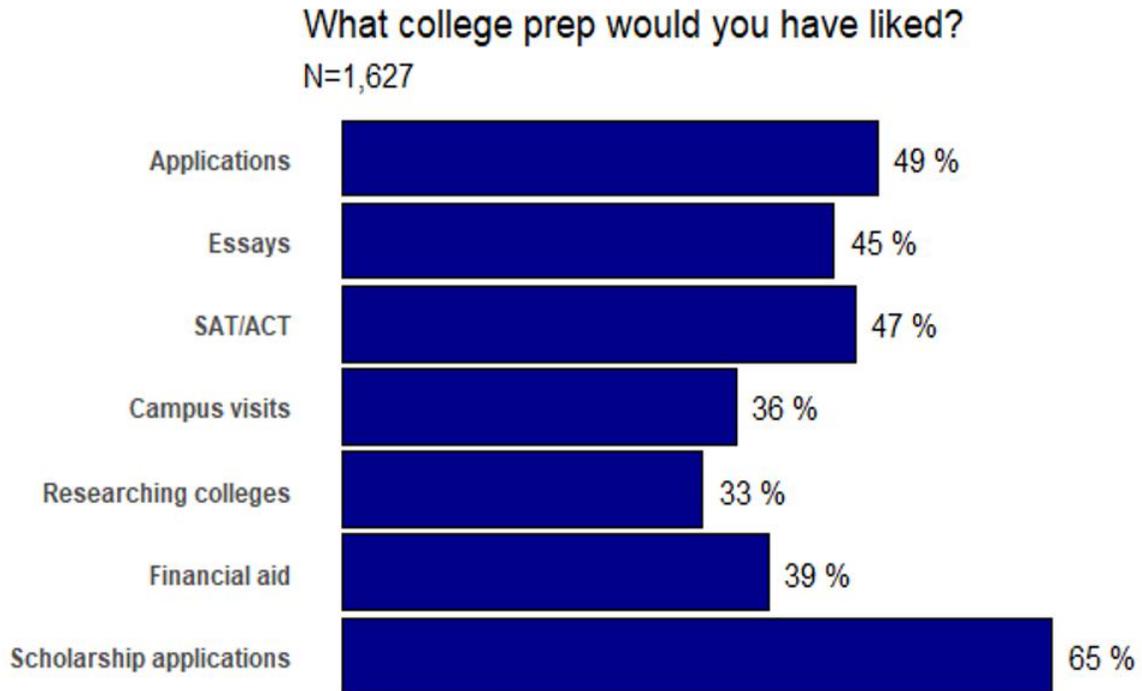


Graph 54: Would College Prep Be Helpful?

Would you have liked college prep help?
N=2,643

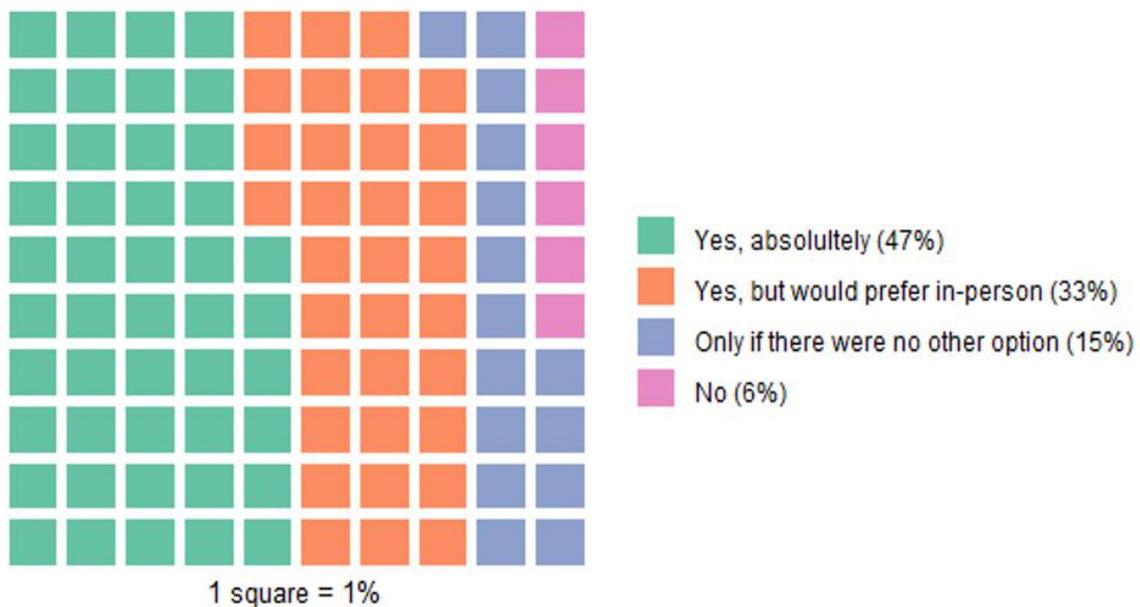


Graph 55: Desired College Prep Topics

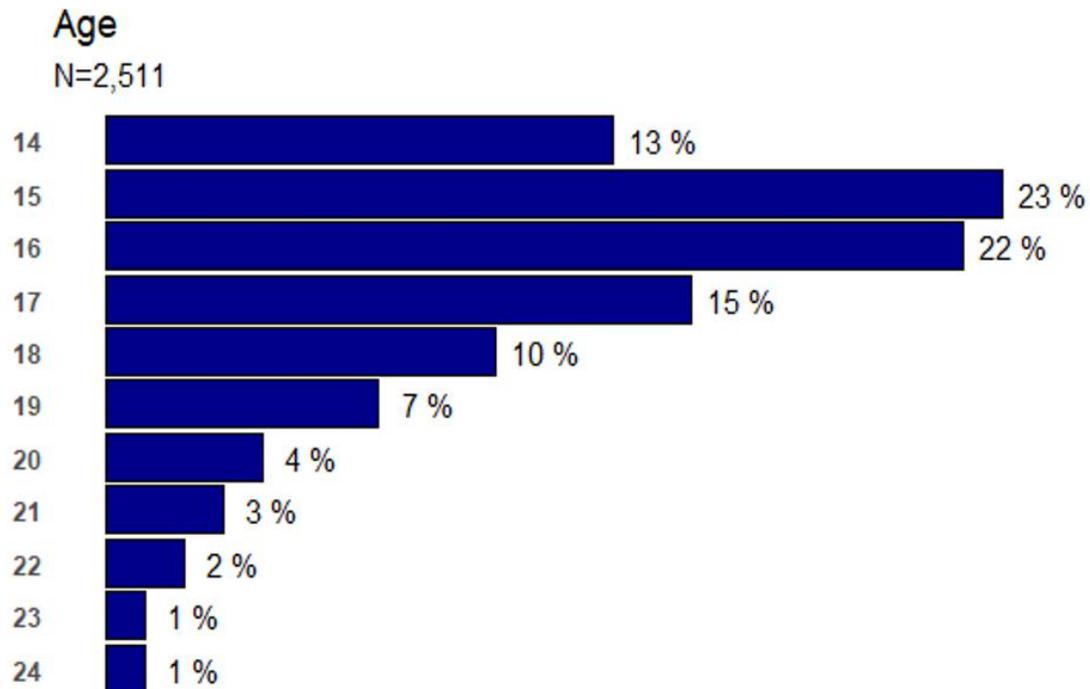


Graph 56: Desire to Continue GDYT Virtually

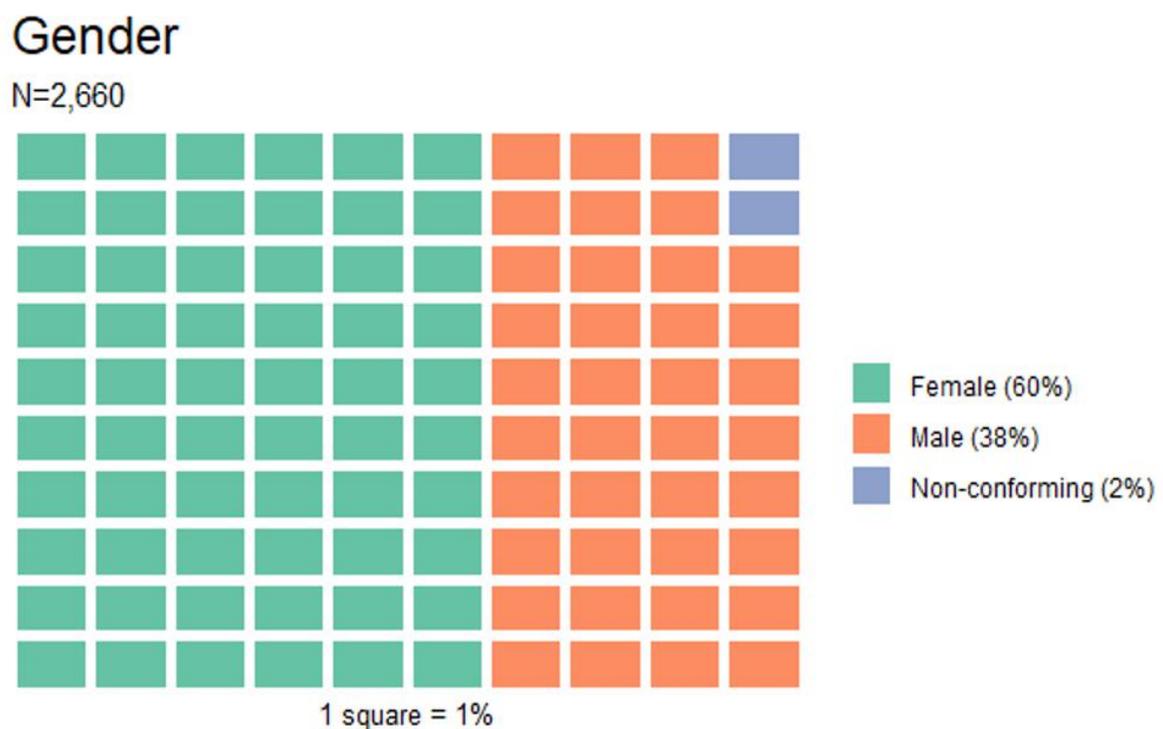
Would you be ok with virtual experience next year?
N=2,662



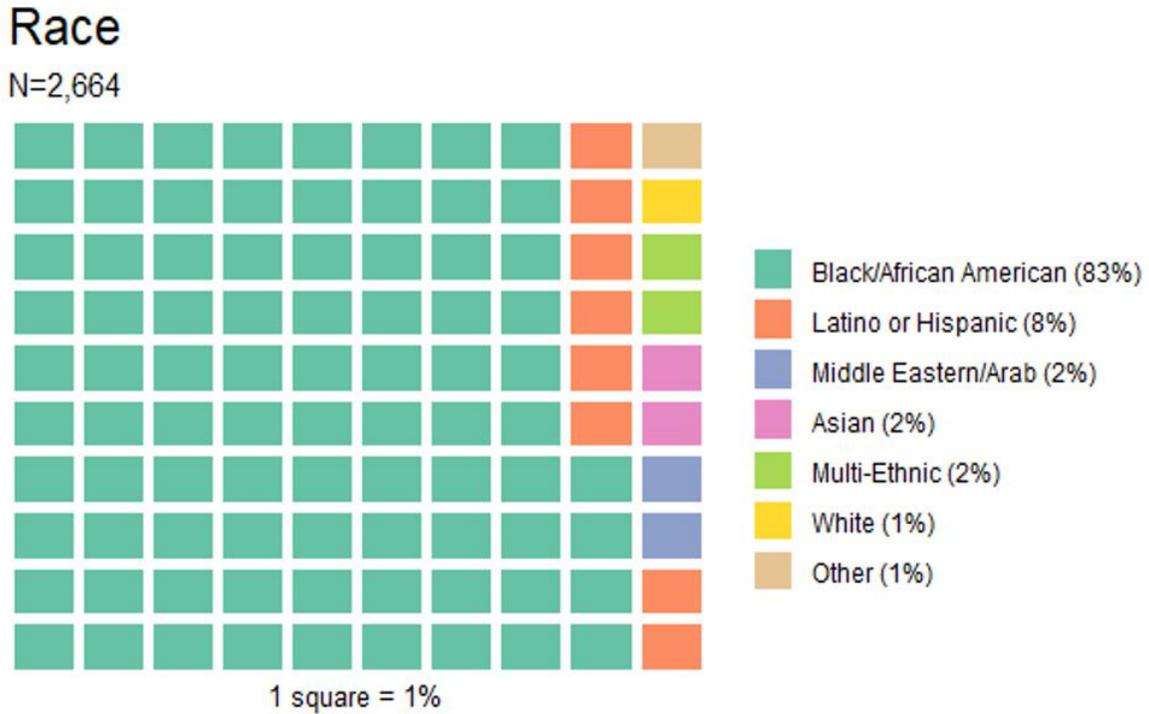
Graph 57: Age of Participants



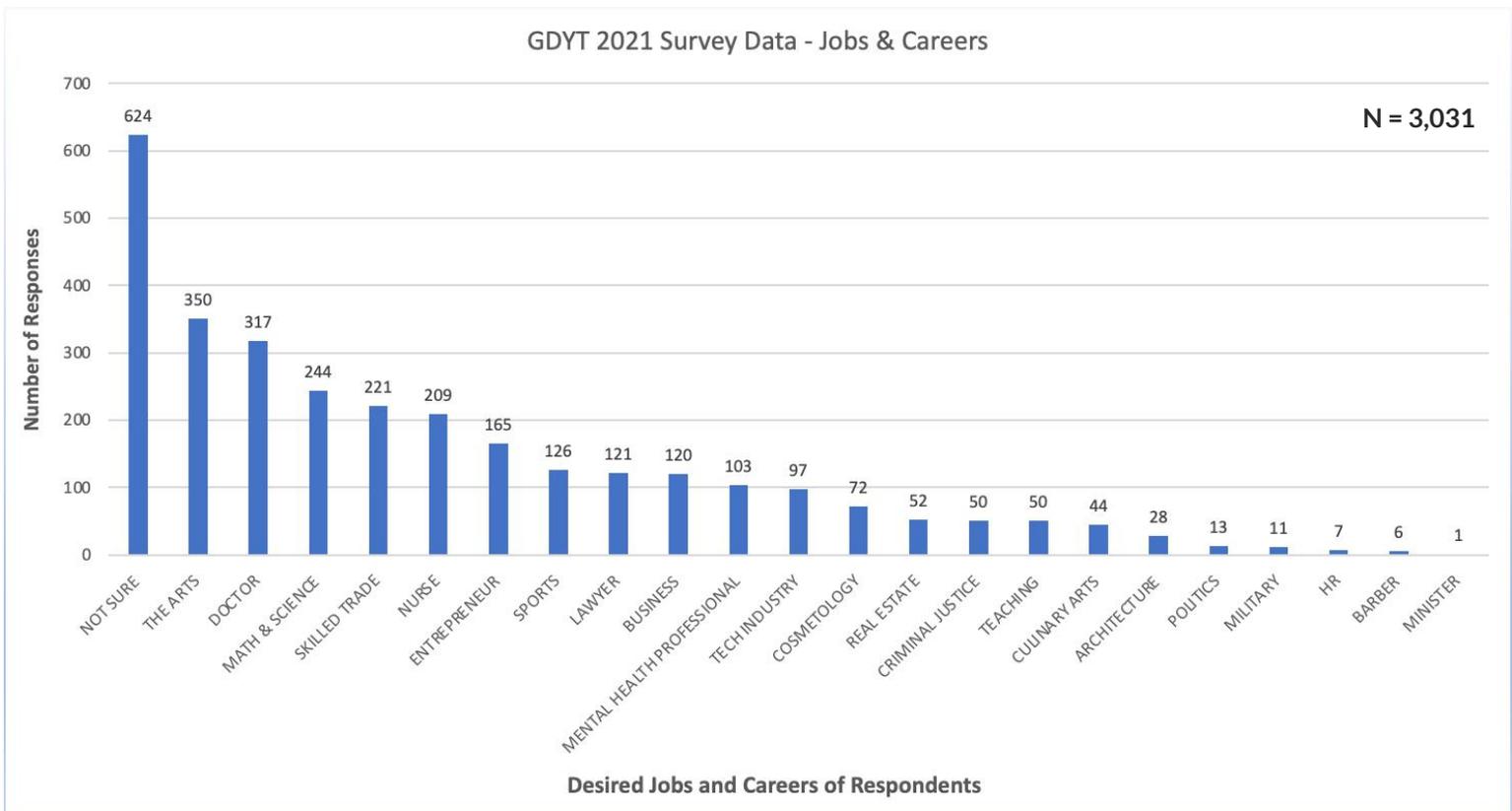
Graph 58: Sex of Participants



Graph 59: Race of Participants



Graph 60: Future Careers - 10 Years



The Good

“This year was perfect to me they teach me things that I thought I already knew but I still didn't know everything about it.”

“Nothing I love it online is way easier and faster and helps me concentrate more.”

“It taught me to be more social.”

“Sometimes having a regular job and this job can be much but it was still good.”

“My GDYT experience wasn't a bad one. I got to interact with new people and make money in an educational way.”

“Other than being in person there was no other ways that this experience could've been better it was so fun, and I always felt like I could always reach out no matter what.”

“I feel that the GDYT experience was good I felt it gave me a new perspective on how things are in the real world.”

Wants Variation in Activities

“Talk about the unexpected like unplanned pregnancies or deaths and how to potentially deal with that.”

“I enjoyed the activities focused on budgeting and banking, and I wish it would've been more because it is a needed skill.”

“I think we should add way more speakers that's it that's all.”

“This year's GDYT experience could have been better if we watched more short videos talking about today's topics going on in the world and we discuss in small groups rather than one large group.”

Organization Issues

“My only issue it was to many apps and website you had to go to.”

“The one thing that could have made the experience better is the direction because when it was time to do the work, we didn't know what to do.”

“Just be more organized with the websites and apps that we will need to do our work on. It was very difficult having to keep switch different apps and websites every week.”

“Honestly the only thing that could have made it better was the platforms we used for the assignments. It got a little confusing by the second and third weeks because we switched from Edge to the app, then Hats and Ladders. Personally, I would've worked better with just one platform. Other than that, everything was cool.”

“Picking our worksites and having access to them (I needed to constantly wait for the front desk to allow me access to get to the office).”

“I liked the other platform GDYT used last year. With these new apps there were too many places the work had to be. Everything wasn't in 1 place which was confusing. I almost didn't get paid the full amount because on the Hats and Ladder app, the person who puts in your money could not see that I had the correct amount of XP points to receive the full amount.”

“Switching between platforms was frustrating, I hope that on the future one platform will be used for the duration of the program.”

“Including more details and instructions on how and where to find things!”

Pay Issues

“Just with the checks I still have yet to get paid, and I've done my assignments.”

“I wish to have been paid on time and gotten my pay card immediately. I also wish we could get specific job duties so if we feel our supervisor is giving us tasks outside of our job description, we can let them know. I also wish we could be paid more an hour even if it means less hours.”

“Maybe by making sure to completely explain how to use the platform at orientation so nobody stresses about losing money the first week.”

Tech Issues

“You could have made this experience better by making all of our assignments doable on websites and not requiring an app.”

“I thought this program was very engaging and fun. However, sometimes it was hard for me to find the exact assignments I was supposed to do because sometimes the websites wouldn't work”

“I understand into why we used different sites for this program but it does make things a bit difficult to keep track of.”

“Y'all could have made it better by only using one app.”

“This year I did need a computer because I couldn't do everything on my phone so maybe just that. Providing things for us.”

“Using less platforms. Hats & Ladders was a ton of work, it maybe took about 4-5 hours to complete.”

“Staying on one platform from the very beginning, switching constantly for the first couple of weeks was very confusing.”

“Using less platforms. Through the summer it got really confusing switching back and forth between different platforms.”

Wants More Job Related Content

“I think that getting to work instead of doing assignments would've been better, even if the jobs were online.”

“I think this years' experience would have been much better if we got the chance to actually talk to people who have our dream job.”

Wants More Interactive Programming

“They could’ve enforced the cameras on part.”

“Could’ve had meetings at the end of the week so we can engage more.”

“I think it could’ve been better if we had more than one Zoom meeting a week in case we needed help with our assignments.”

“I think they should have added more videos to go along with the assignments.”

“Do virtual field trip.”

“I think the assignments could have been more interactive. Instead of just watching videos and answering questions and reading there could be more actual activities, like in Hats and Ladders.”

“I think it would’ve been better if we had to turn on our cameras during huddles because It shows if we are actually paying attention and not just there to waste peoples time.”

“I think it doesn’t need improving It just might be even more fun if everyone engages.”

More Adaptable Programming

“I feel like it needs to be more adaptable to people with full time jobs and kids.”

Wants Longer Program

“Having it for the whole summer because now that we’re on the last week I’m not gonna have really anything to do.”

Wants More Career Related Content

“The Hats and Ladders felt like school. This summer job did not feel like a job, it literally felt like I was getting paid to go to school. I don’t mind that, but it could’ve been different. I wish we could do more things on the Zoom.”

Had a Bad Experience

“I feel like the GDYT experience could have gone because my teacher didn’t want to help with any of my questions and she ignored me most of the time.”

Wants More Opportunities to Connect

“I would have liked to maybe meet more people on zoom who were interested in the same thing I am and talk to them.”

Wants Better Communication

“I think communication could have been better. But I understand that It takes time for people to respond to emails.”



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CENTER FOR EQUITABLE FAMILY
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UNIVERSITY OF MICHIGAN

Contact Us
**Center for Equitable Family and Community
Well-Being**
1080 S. University Ave, Suite 3765
Ann Arbor, MI 48109
equity-for-all@umich.edu



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