



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

2024

**GDYT Data
REPORT**

Publication Date: February 04, 2025

Authors:

Trina R. Shanks, PhD, LMSW; Patrick Meehan, PhD,
MSW; Michael Kloc, LLMSW; Yang Huu;
Center for Equitable Family and Community Well-
being

Visual Design by: Michael Kloc



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 executive summary provides an overview of youth exit survey data for the 2024 Grow Detroit's Young Talent (GDYT) program. Since 2009, I have had the privilege of collecting data on this program, tracking its progress, assessing its impact, and highlighting the opportunities it provides for youth in our community. GDYT has consistently offered young people, ages 14-24, valuable work experience, job readiness training, and career exploration opportunities. It is inspiring to see leaders and organizations across the city come together annually to successfully implement this effort. This year 66% participated completely in-person, 21% participated in a hybrid format, and 13% participated in a virtual setting. At the end of their summer work experience, we invited youth to fill out a survey—and 3262 responded on-line via Qualtrics.

We asked a series of questions to see how participants felt GDYT improved their work readiness skills. There were several areas where most youth affirmed that GDYT helped them improve more or much more: understand what kind of jobs they liked (72%), understand specific skills needed for a dream job (73%), know how to manage my time (76%), know how to manage money (71%), understand education needed for dream job (70%), understand importance of a bank account (75%), have more confidence (71%), being open to others' perspectives (71%), understand appropriate behavior in the workplace (75%), and make caring and constructive choices about behavior (74%). Almost every participant (96%) agreed that they learned some valuable technical and job readiness skills through GDYT. Pages 24-27 focus on school and career goals, including post-GDYT plans and a visual of their response to what kind of job or career they would like to be doing in 10 years. Pages 27- 29 focus on financial capability summarizing responses to budgeting, bank accounts, and what they described doing with the money earned.

Based on previous feedback, GDYT used only one work readiness platform this year—Career Edge. Students found the pre-training modules easy to use, engaging, having information to help the future, helping them understand themselves better, helping them understand cultural diversity and learn effective communication skills as well as how to be successful at work.

Eighty percent of youth said they identified a trusted adult through GDYT and 83% said they made a positive connection with another youth. In addition, 71% of youth said the GDYT made them aware of career opportunities in Detroit. As in the past, a significant portion of GDYT youth (55%) had participated in GDYT before, and among those 35% worked two previous summers and 35% returned to work for 3 or more summers. Overall satisfaction with the program remains quite high—with 92% reporting being either satisfied or extremely satisfied with GDYT.

We ask several open-ended questions to provide youth an opportunity to share perspectives in their own words. These are summarized throughout the report. They offer suggestions for making the GDYT experience better. They were most enthusiastic about meeting new people and building relationships and for their own professional growth. Browse through the document to read these quotes highlighting their experiences.

We are excited to capture youth voice through this process and hope you find the information to be valuable. We look forward to documenting the results of this program and hope that Detroit continues to support this and other activities to empower the next generation, continually equipping them with skills and experiences that enable their future success.

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](#)



| GRAPH | PAGE |
|--|-------------|
| Graph 1: GDYT Experience | 7 |
| Graph 2: Job Preference | 7 |
| Graph 3: Job Applications | 8 |
| Graph 4: Resume Skills | 8 |
| Graph 5: Job Interview | 9 |
| Graph 6: Job Skills - Dream Job | 9 |
| Graph 7: Time Management | 10 |
| Graph 8: Money Management | 10 |
| Graph 9: Education For Job | 11 |
| Graph 10: Bank Account | 11 |
| Graph 11: Job Readiness Skills | 12 |
| Graph 12: Higher Education | 12 |
| Graph 13: Confidence | 13 |
| Graph 14: Community Service | 13 |
| Graph 15: Other Perspectives | 14 |
| Graph 16: Workplace Behavior | 14 |
| Graph 17: Choice Behavior | 15 |
| Graph 18: Career Edge | 15 |
| Graph 19: Career Edge - Ease of Use | 16 |
| Graph 20: Career Edge - Engaging | 16 |
| Graph 21: Career Edge - Information | 17 |
| Graph 22: Career Edge - Understand Myself | 17 |
| Graph 23: Career Edge - Cultural Diversity | 18 |
| Graph 24: Career Edge - Communication | 18 |
| Graph 25: Career Edge - Successful at Work | 19 |
| Qualitative Response - Experience Improvement Feedback | 20 |
| Qualitative Response - Positive Experience | 21 |
| Graph 26: Trusted Adult | 22 |
| Graph 27: Connections | 22 |

GRAPH

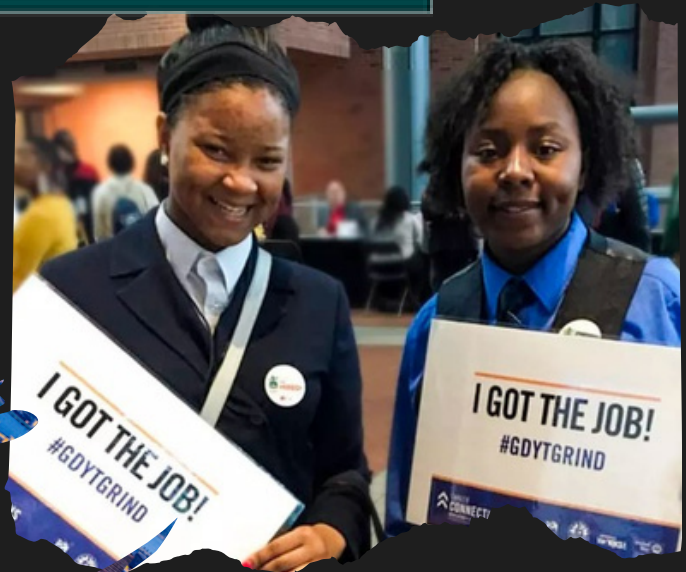
PAGE

| | |
|---|----|
| Graph 28: Worked GDYT Before | 23 |
| Graph 29: Returning Summer | 23 |
| Graph 30: Grade in Fall | 24 |
| Graph 31: School Expectation | 24 |
| Figure 1: Job/Career in 10 years | 25 |
| Graph 32: Career Goals | 26 |
| Graph 33: Career Opportunities | 26 |
| Graph 34: Post GDYT Plan | 27 |
| Graph 35: Budgeting Money | 27 |
| Graph 36: Money Earned | 28 |
| Figure 2: Money earned-Other Responses | 28 |
| Graph 37: Bank Account | 29 |
| Graph 38: Received Support | 29 |
| Graph 39: Helpful Services | 30 |
| Graph 40: Services Received | 30 |
| Graph 41: College Prep Help | 31 |
| Graph 42: College Prep - Wanted | 31 |
| Graph 43: College Prep - Received | 32 |
| Graph 44: Type of College Prep | 32 |
| Graph 45: Transportation | 33 |
| Graph 46: Satisfaction | 33 |
| Qualitative Response - Best Part about GDYT | 34 |
| Graph 47: Demographics - Age + Gender | 35 |
| Graph 48: Demographics - Race | 35 |

Enjoy Reviewing the following data report.



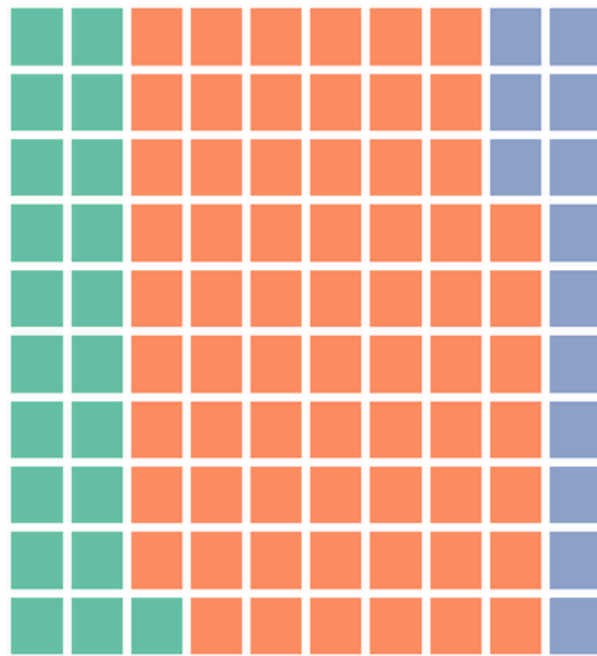
Grow Detroit's Young Talent



Graph 1: GDYT Experience

What was your GDYT experience this year

N=3,250



- Hybrid (21%)
- In-person (66%)
- Virtual (13%)

1 square = 1%

Graph 2: Job Preference

Because of GDYT I understand what kind of jobs I like

N=3,100



- Much More Now (28%)
- More Now (44%)
- About the Same (26%)
- Less Now (1%)
- Much Less Now (1%)

1 square = 1%

Graph 3: Job Applications

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

N=3,095



1 square = 1%



- Much More Now (24%)
- More Now (40%)
- About the Same (33%)
- Less Now (1%)
- Much Less Now (1%)

Graph 4: Resume Skills

Because of GDYT I understand how to write a resume

N=3,088



1 square = 1%



- Much More Now (22%)
- More Now (31%)
- About the Same (42%)
- Less Now (3%)
- Much Less Now (1%)



Graph 5: Job Interview

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

N=3,084



1 square = 1%



- Much More Now (28%)
- More Now (39%)
- About the Same (30%)
- Less Now (1%)
- Much Less Now (1%)

Graph 6: Job Skills - Dream Job

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

N=3,084



1 square = 1%



- Much More Now (31%)
- More Now (42%)
- About the Same (25%)
- Less Now (1%)
- Much Less Now (1%)

Graph 7: Time Management

Because of GDYT I know how to manage my time

N=3,079



1 square = 1%



- Much More Now (32%)
- More Now (44%)
- About the Same (23%)
- Less Now (1%)
- Much Less Now (1%)

Graph 8: Money Management

Because of GDYT I know how to manage my money

N=3,080



1 square = 1%



- Much More Now (33%)
- More Now (38%)
- About the Same (26%)
- Less Now (1%)
- Much Less Now (1%)

Graph 9: Education For Job

Because of GDYT I understand the education I need for my dream job

N=3,091



1 square = 1%



- Much More Now (33%)
- More Now (37%)
- About the Same (28%)
- Less Now (1%)
- Much Less Now (1%)

Graph 10: Bank Account

Because of GDYT I understand the importance of having a bank account

N=3,083

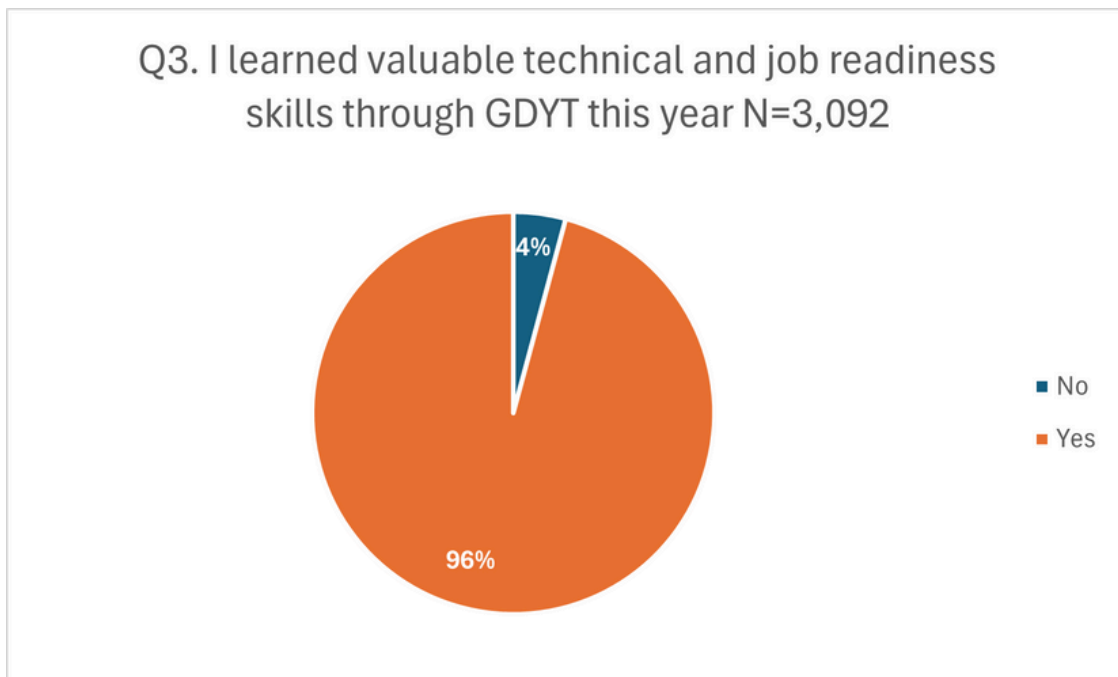


1 square = 1%



- Much More Now (41%)
- More Now (34%)
- About the Same (24%)
- Less Now (1%)
- Much Less Now (1%)

Graph 11: Job Readiness Skills



Graph 12: Higher Education

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

N=3,099



1 square = 1%



- Much More Now (30%)
- More Now (39%)
- About the Same (29%)
- Less Now (1%)
- Much Less Now (1%)



Graph 13: Confidence

Because of GDYT I have more confidence

N=3,076



1 square = 1%



- Much More Now (32%)
- More Now (39%)
- About the Same (27%)
- Less Now (1%)
- Much Less Now (1%)

Graph 14: Community Service

Because of GDYT I plan to do more community service

3,089



1 square = 1%



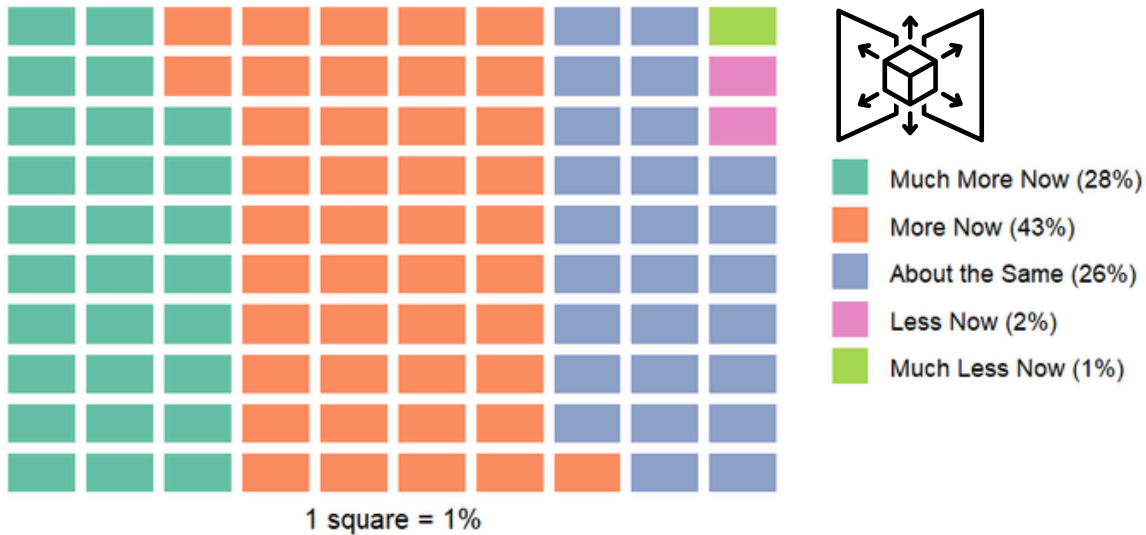
- Much More Now (26%)
- More Now (35%)
- About the Same (34%)
- Less Now (3%)
- Much Less Now (1%)



Graph 15: Other Perspectives

Because of GDYT I'm open to others' perspectives

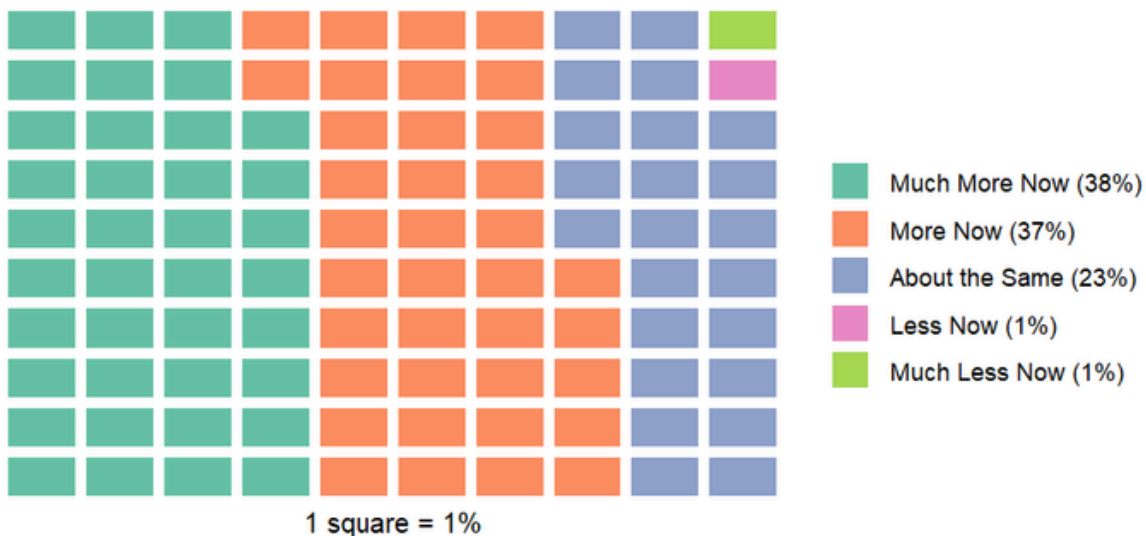
N=3,081



Graph 16: Workplace Behavior

Because of GDYT I understand appropriate behavior in the workplace

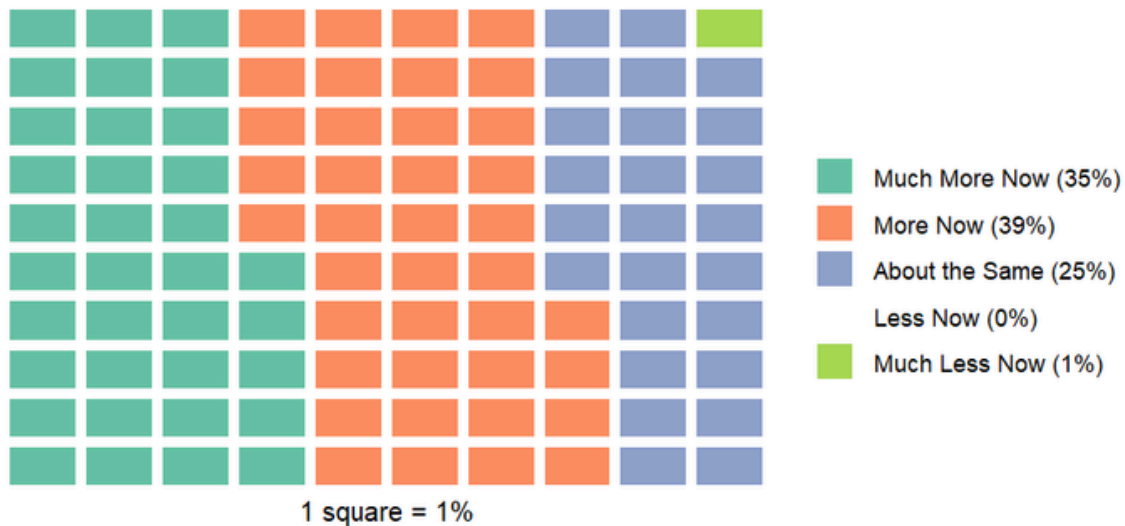
N=3,091



Graph 17: Choice Behavior

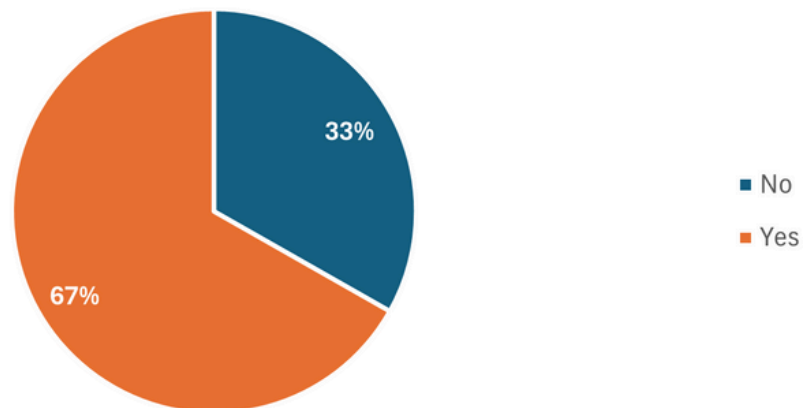
Because of GDYT I make caring and constructive choices about my behavior

N=3,096



Graph 18: Career Edge

Q5. Did you use the GDYT Career Edge Pre-Training Modules this summer? N=3,094

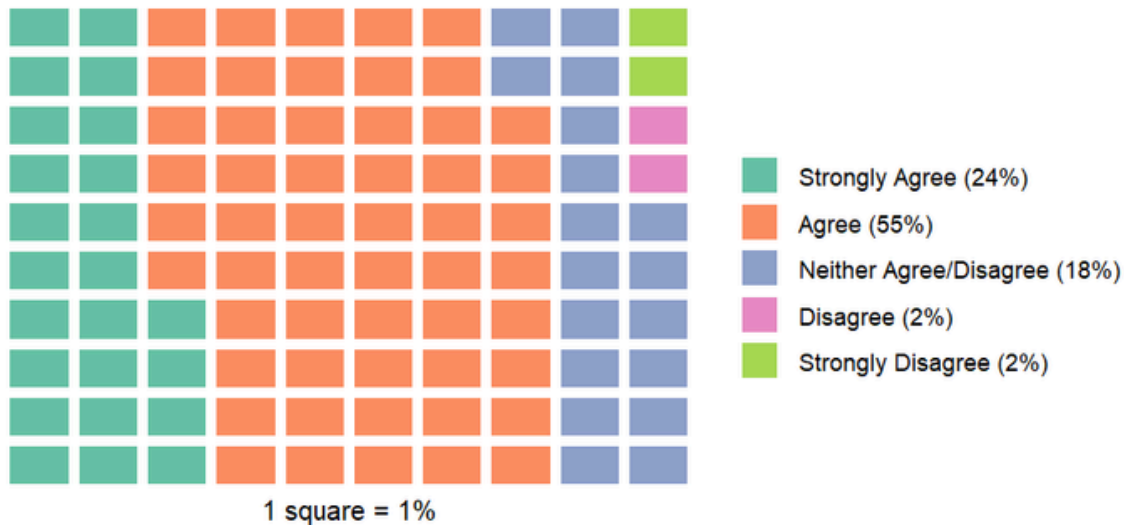


The following graphs will focus on youths experiences with the Career Edge Platform.

Graph 19: Career Edge - Ease of Use

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

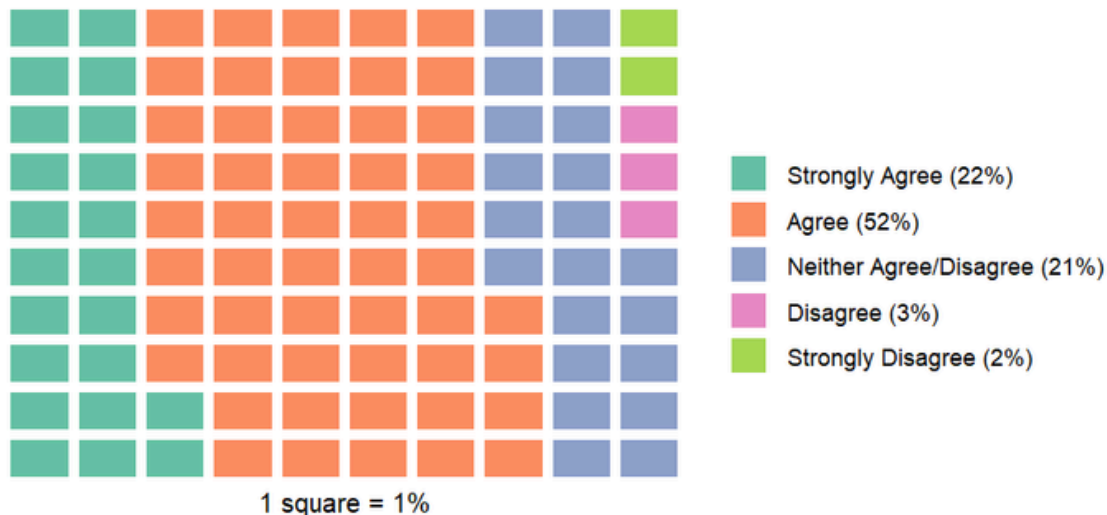
N=2,028



Graph 20: Career Edge - Engaging

The GDYT Edge Work Readiness Pre-Training Modules were engaging

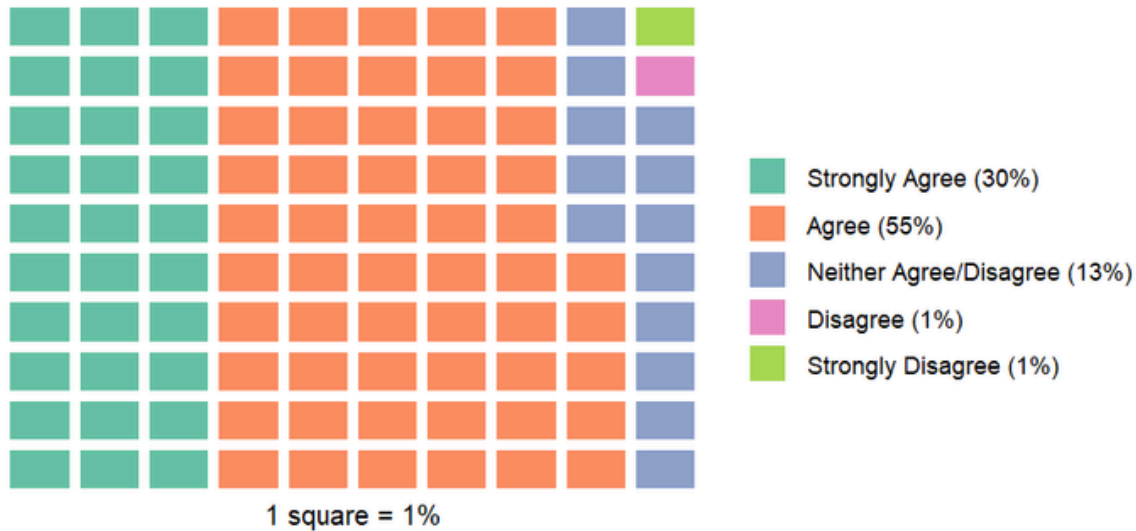
N=2,012



Graph 21: Career Edge - Information

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

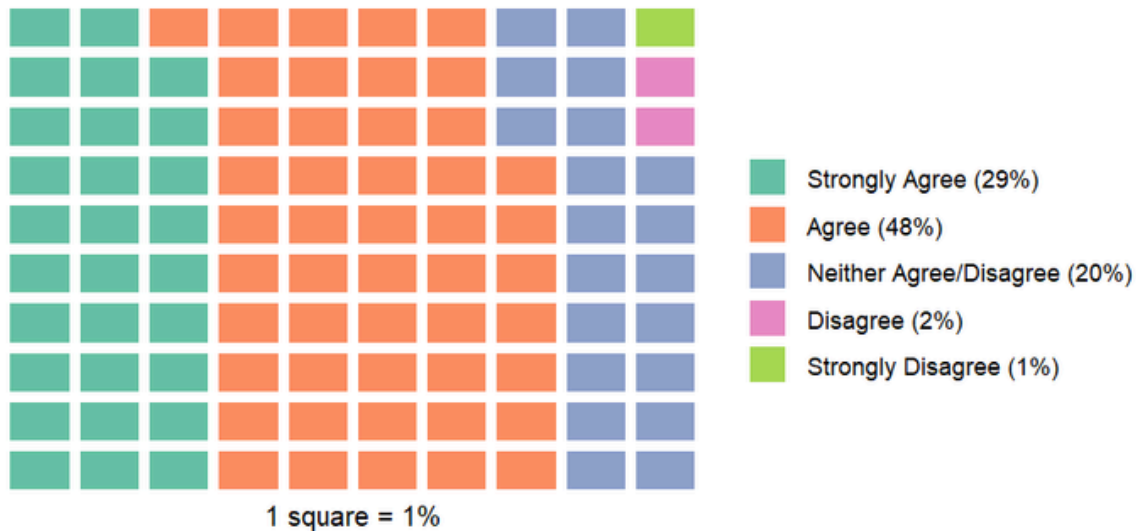
N=2,008



Graph 22: Career Edge - Understand Myself

The GDYT Edge Work Readiness Pre-Training Modules helped me understand myself better

N=1,945



Graph 23: Career Edge - Cultural Diversity

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

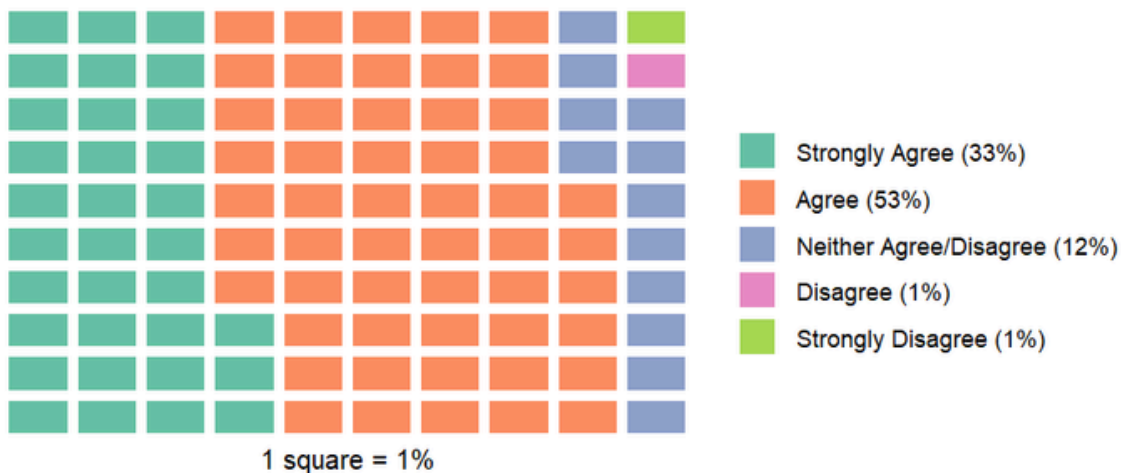
N=1,916



Graph 24: Career Edge - Communication

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

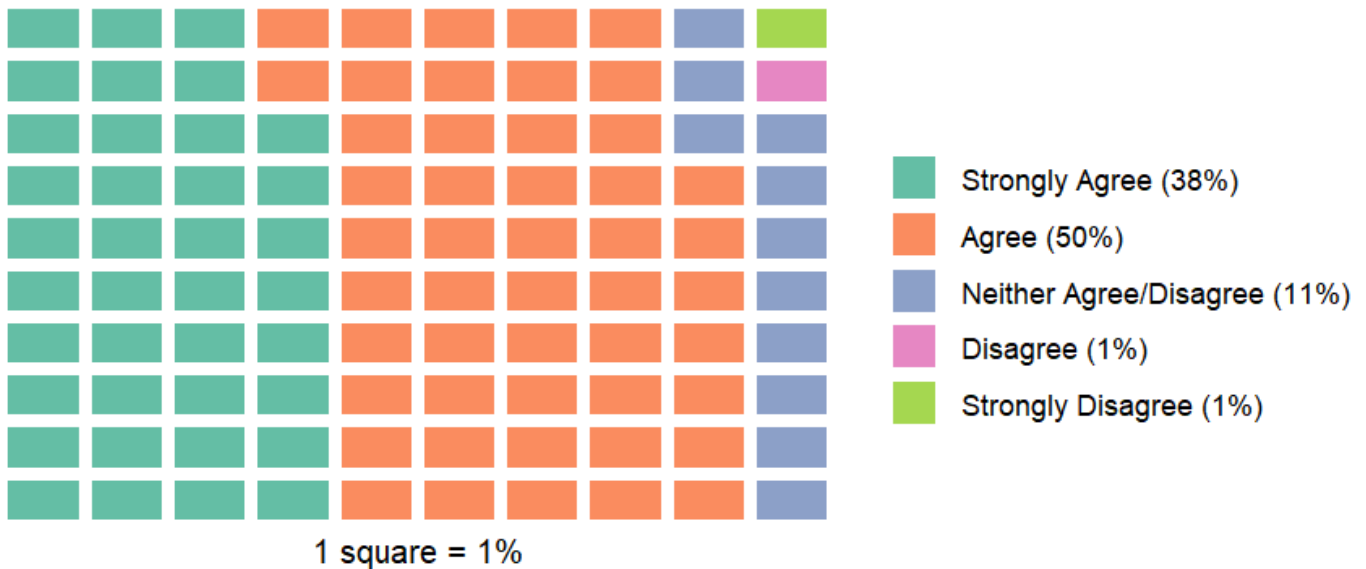
N=1,961



Graph 25: Career Edge - Successful at Work

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

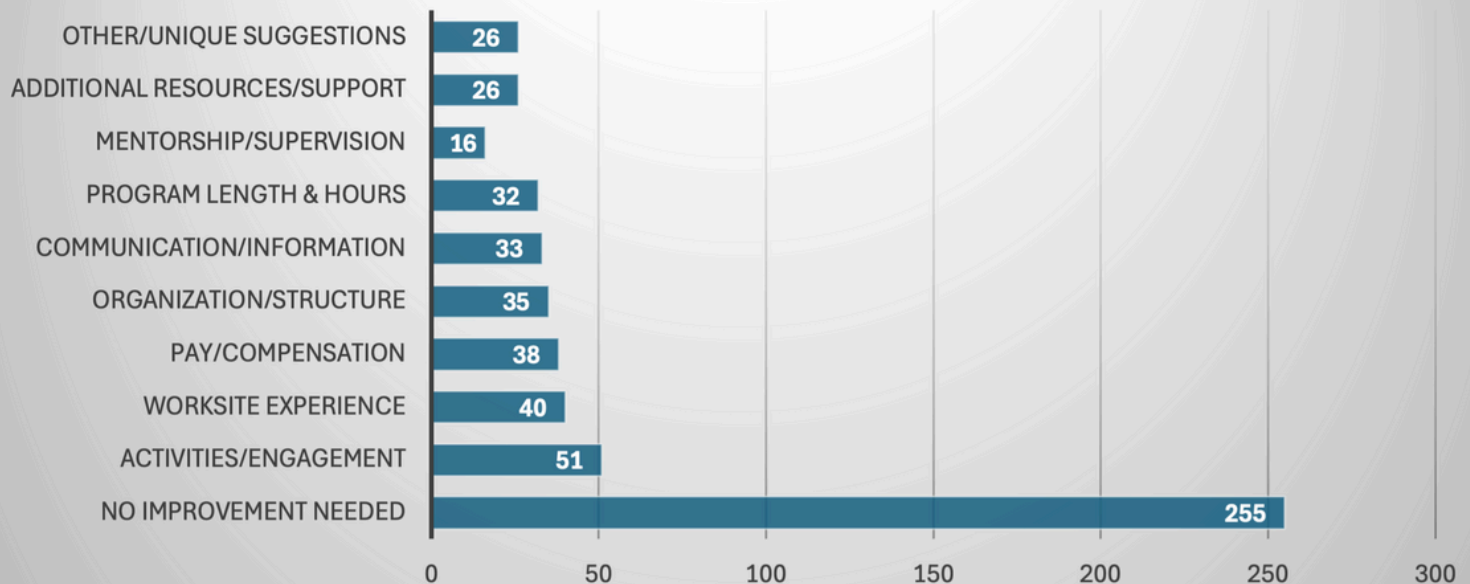
N=1,959



Grow Detroit's Young Talent (GDYT) utilizes the Career EDGE platform to manage youth applications and enrollment processes. For instance, in a recent program cycle, GDYT received nearly 1,800 applications on the first day through Career EDGE, facilitating a streamlined start to the summer program.



What could've made GDYT a better experience?



“To enhance this year's GDYT experience, we could have incorporated more interactive workshops, increased opportunities for networking, and gathered participant feedback throughout the program to make real-time adjustments.”

“More engaging financial education sessions.”

“More education about banks!”

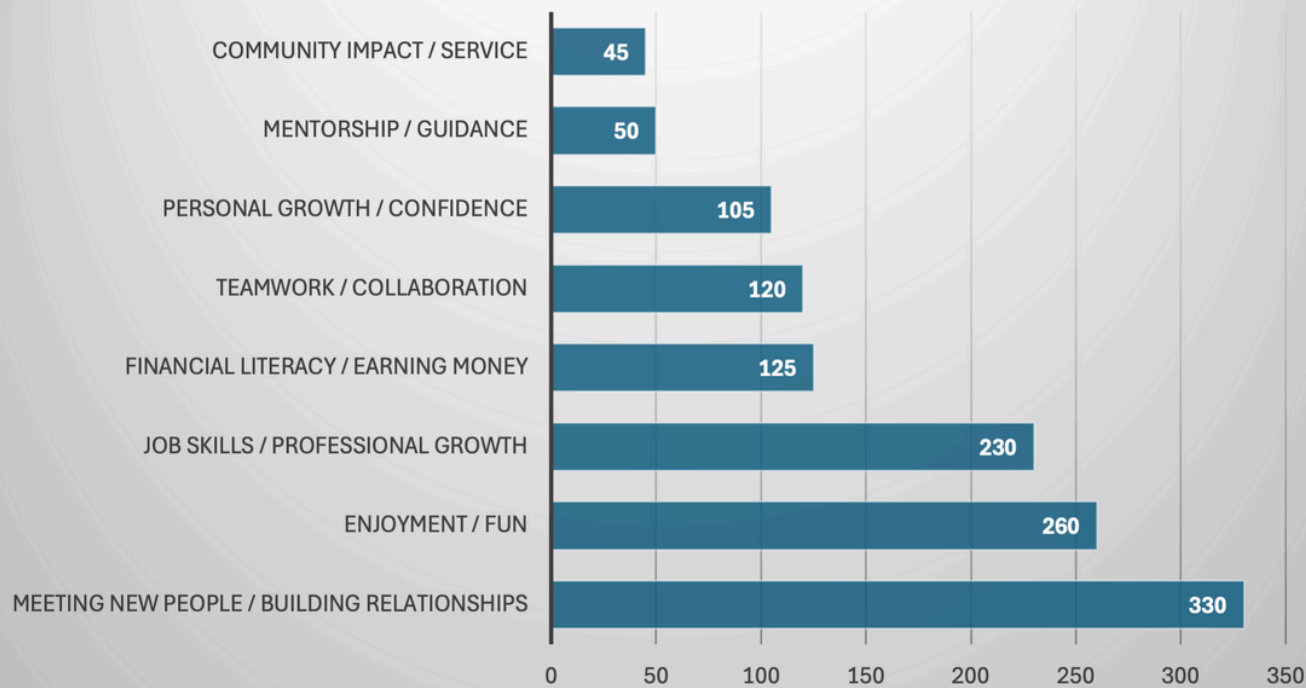
“Have more deaf programs”

“A Camping Trip!”

“Make the application form much smaller, it was too much required.”



Please share a positive experience you had with Grow Detroit's Young Talent this year.



“I made new friends and learned a lot about banking—I felt so grown up getting my first paycheck!”

“Working with the kids was my favorite part—I loved seeing them learn and have fun.”

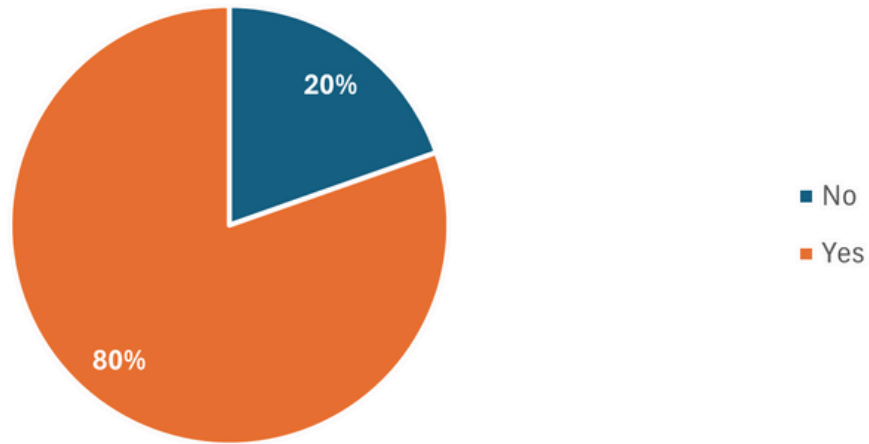
“Getting to work with kids!”

“I discovered I actually like public speaking thanks to one of the modules; it was a big confidence boost.”

“Getting real feedback from mentors on my career interests was priceless—I feel more prepared now.”

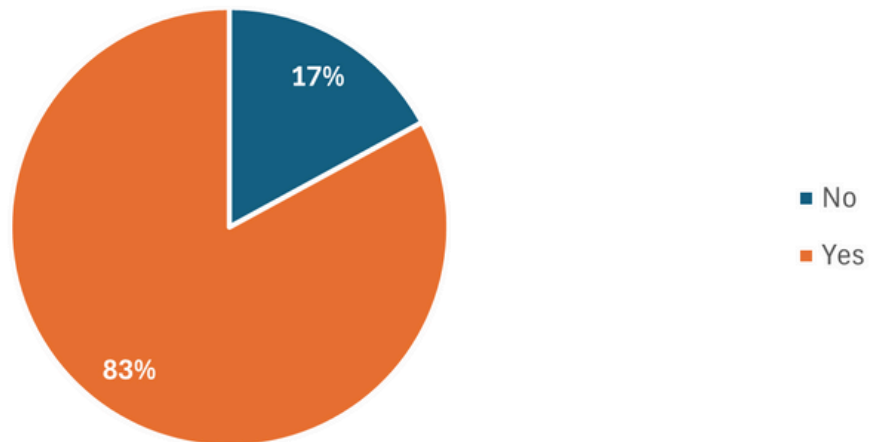
Graph 26: Trusted Adult

Q8. Did you identify a trusted adult who you plan to keep in contact with? N=3,008

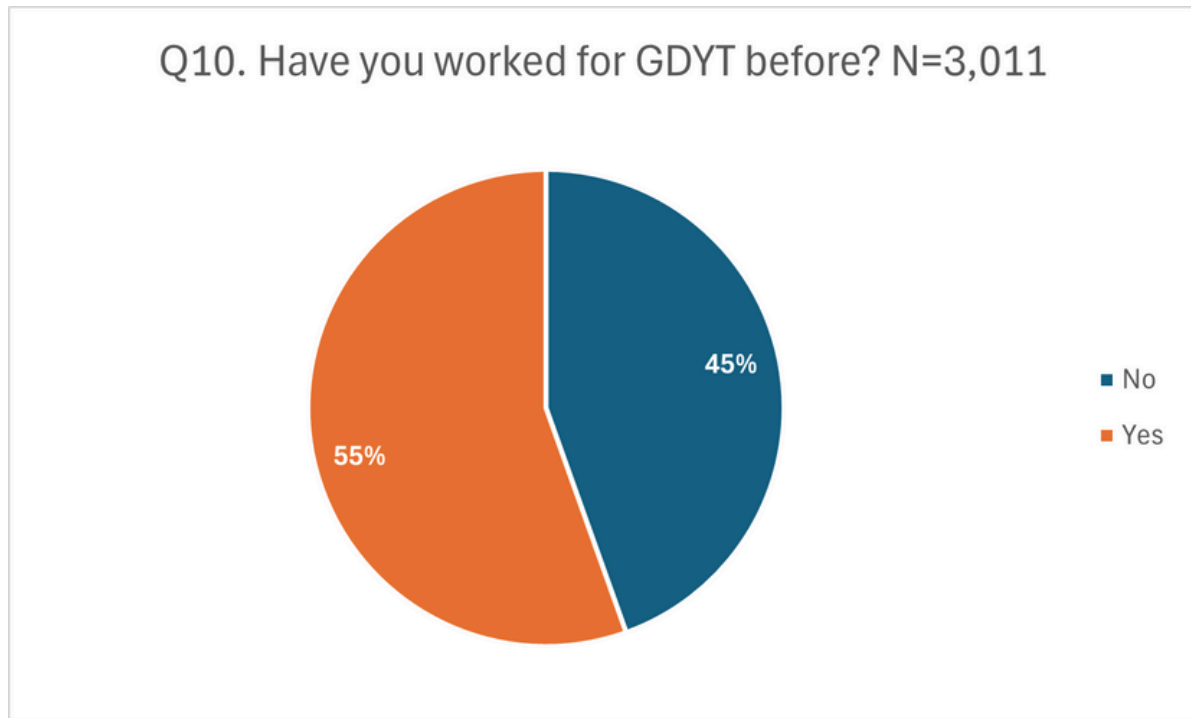


Graph 27: Connections

Q9. Did you make a connection with another youth that made GDYT more successful? N=3,006



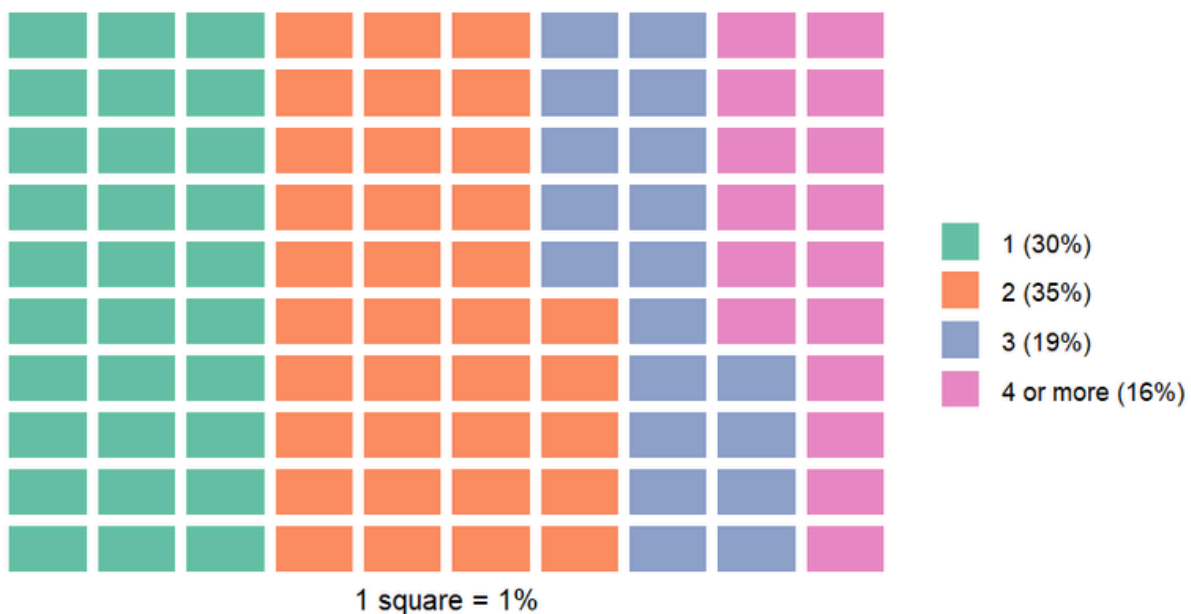
Graph 28: Worked GDYT Before



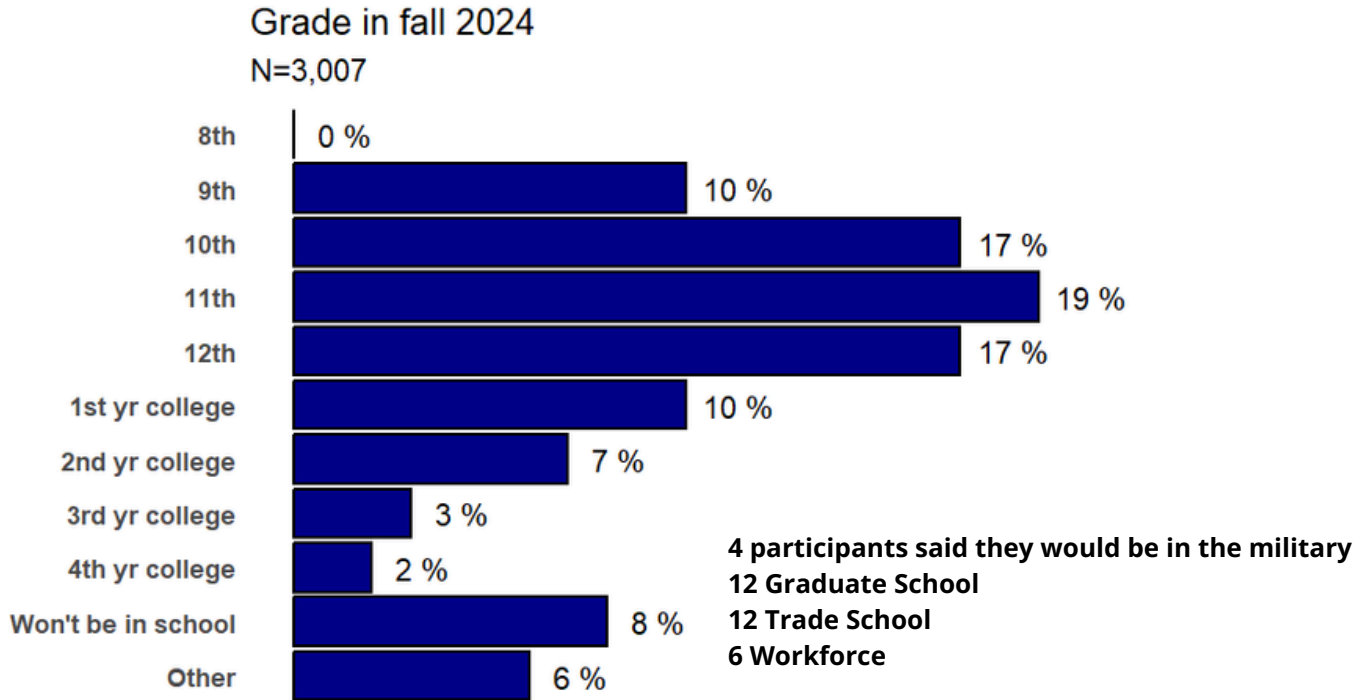
Graph 29: Returning Summer

How many summers have you worked for GDYT?

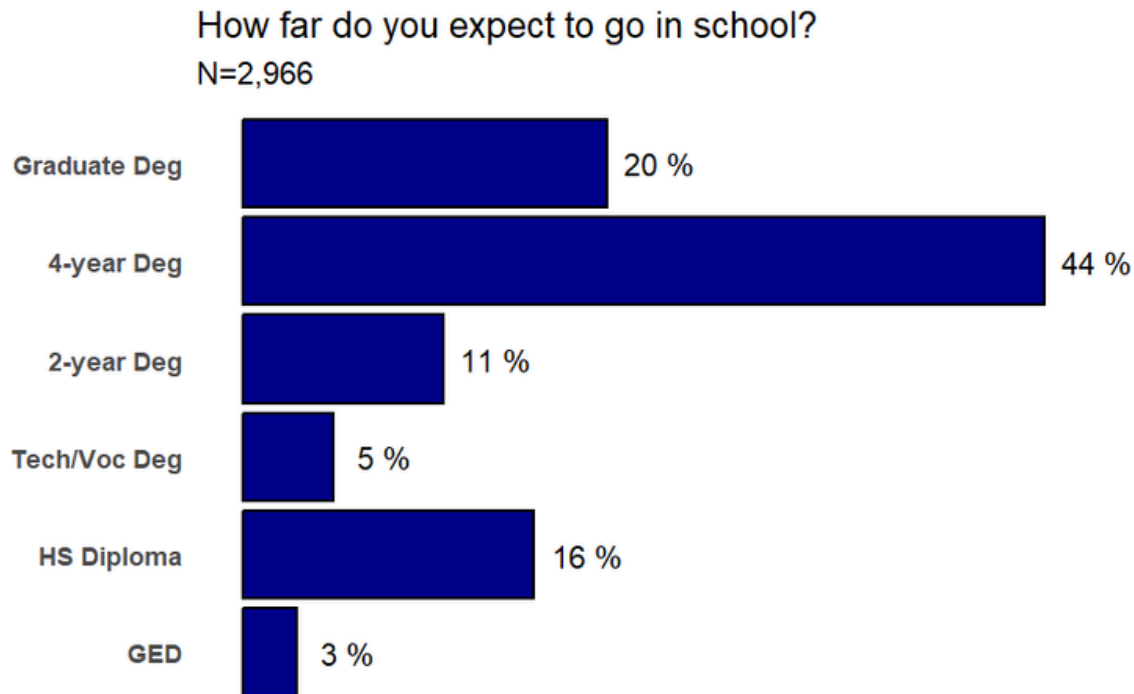
N=1,662



Graph 30: Grade in Fall

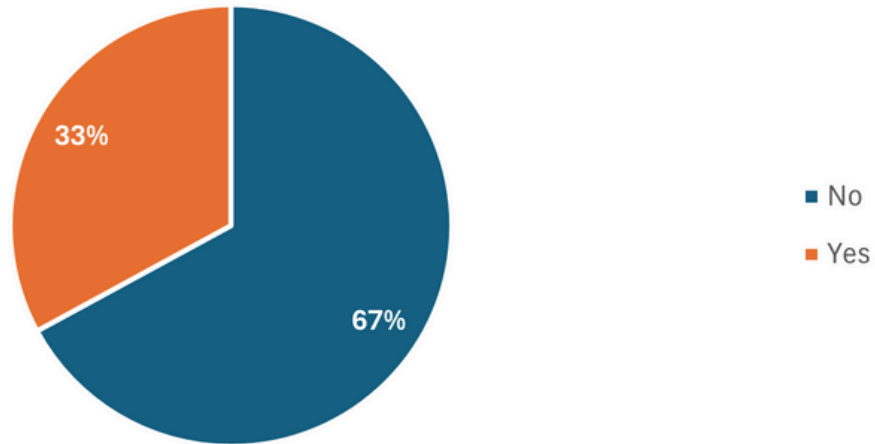


Graph 31: School Expectation



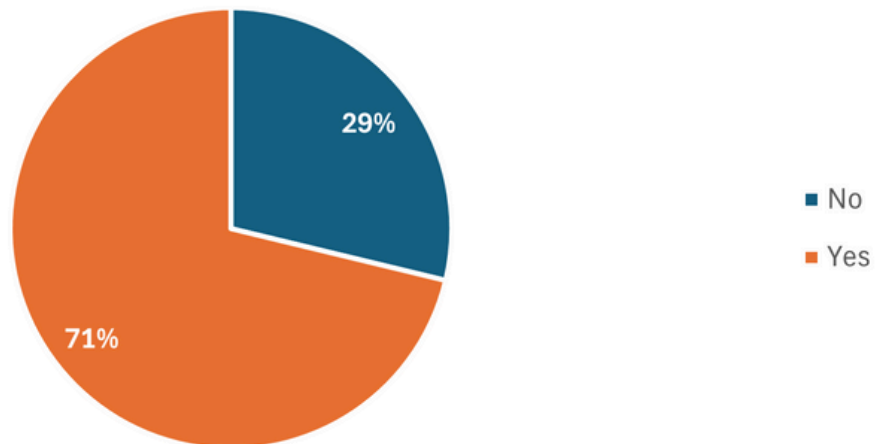
Graph 32: Career Goals

Q15. Have your career goals changed as a result of GDYT this summer? N=2,964



Graph 33: Career Opportunities

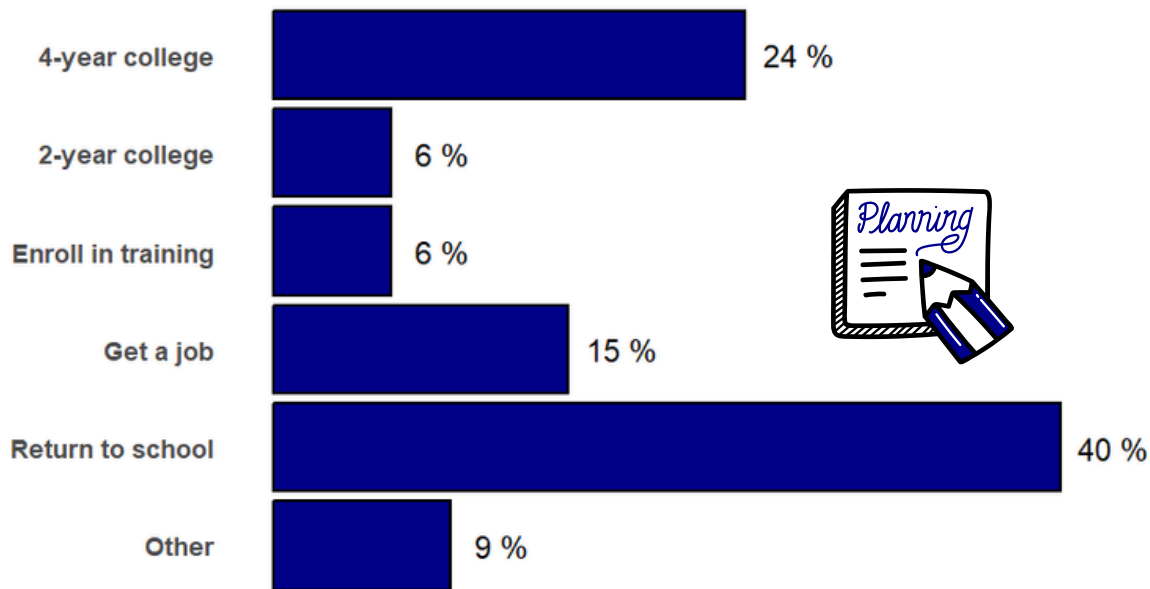
Q16. Did GDYT make you aware of career opportunities in Detroit? N=2,960



Graph 34: Post GDYT Plan

At the conclusion of GDYT this summer I plan to:

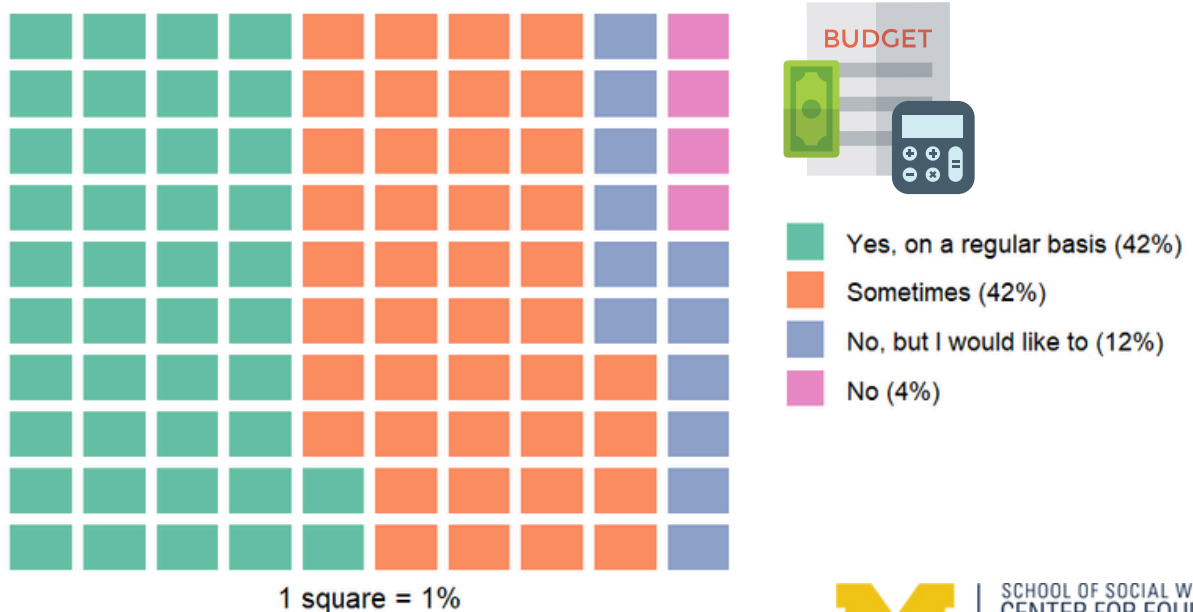
N=2,773



Graph 35: Budgeting Money

Have you started budgeting your money?

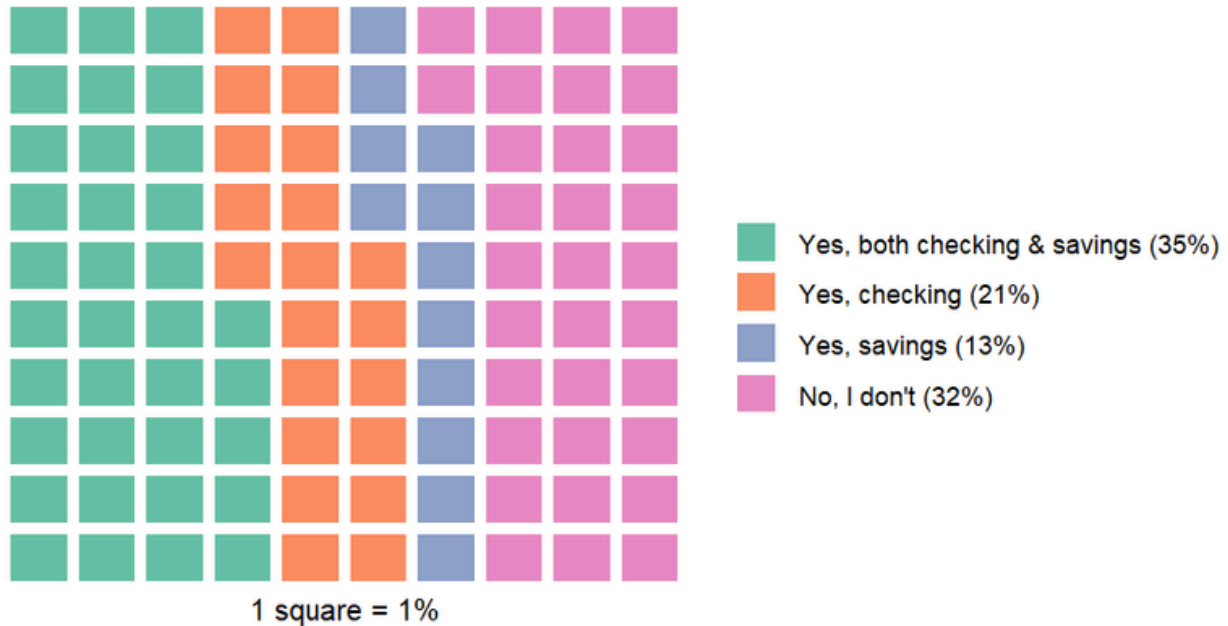
N=2,945



Graph 37: Bank Account

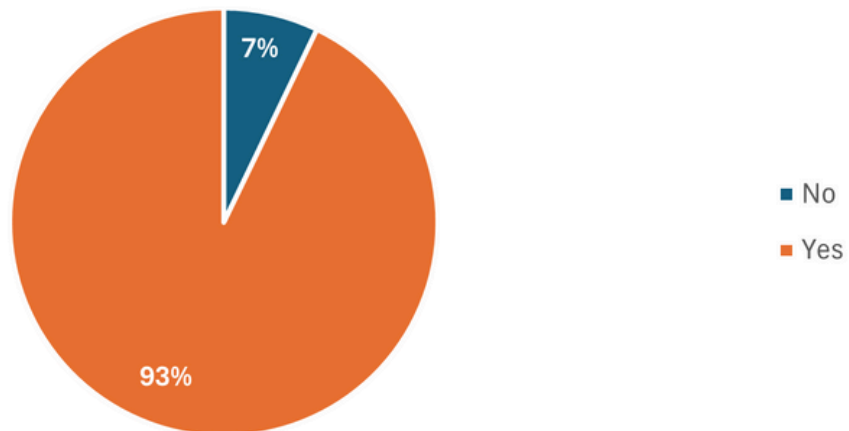
Do you have a bank account in your name?

N=2,940



Graph 38: Received Support

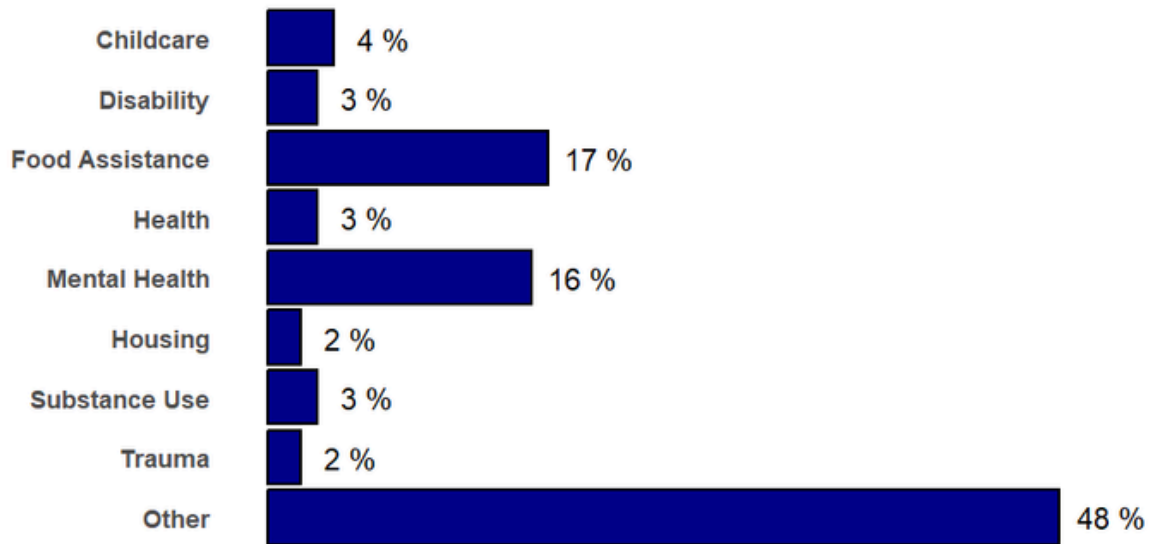
Q21. I received the support necessary to be successful in GDYT this summer N=2,904



Graph 39: Helpful Services

Which services would have made participating in GDYT easier this year?

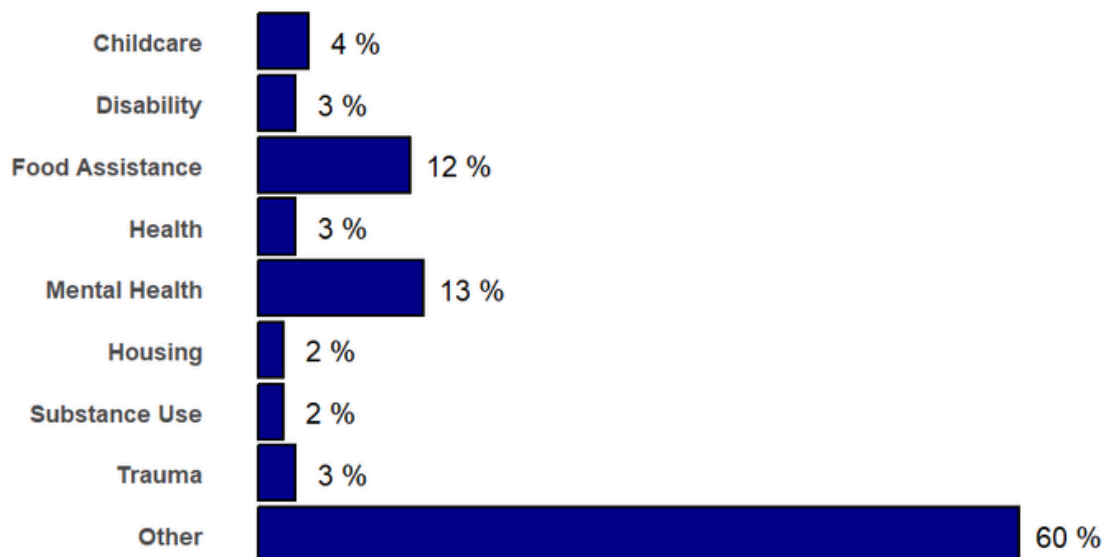
N=2,147



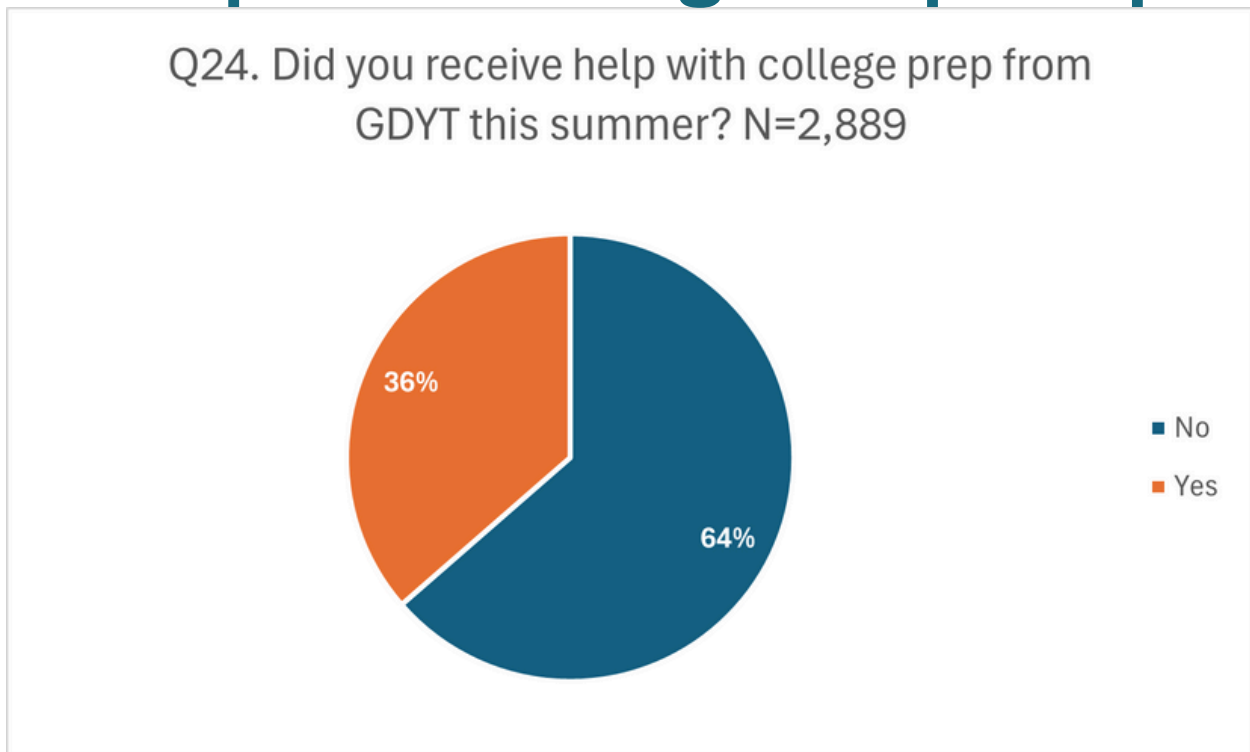
Graph 40: Services Received

Which services did you receive?

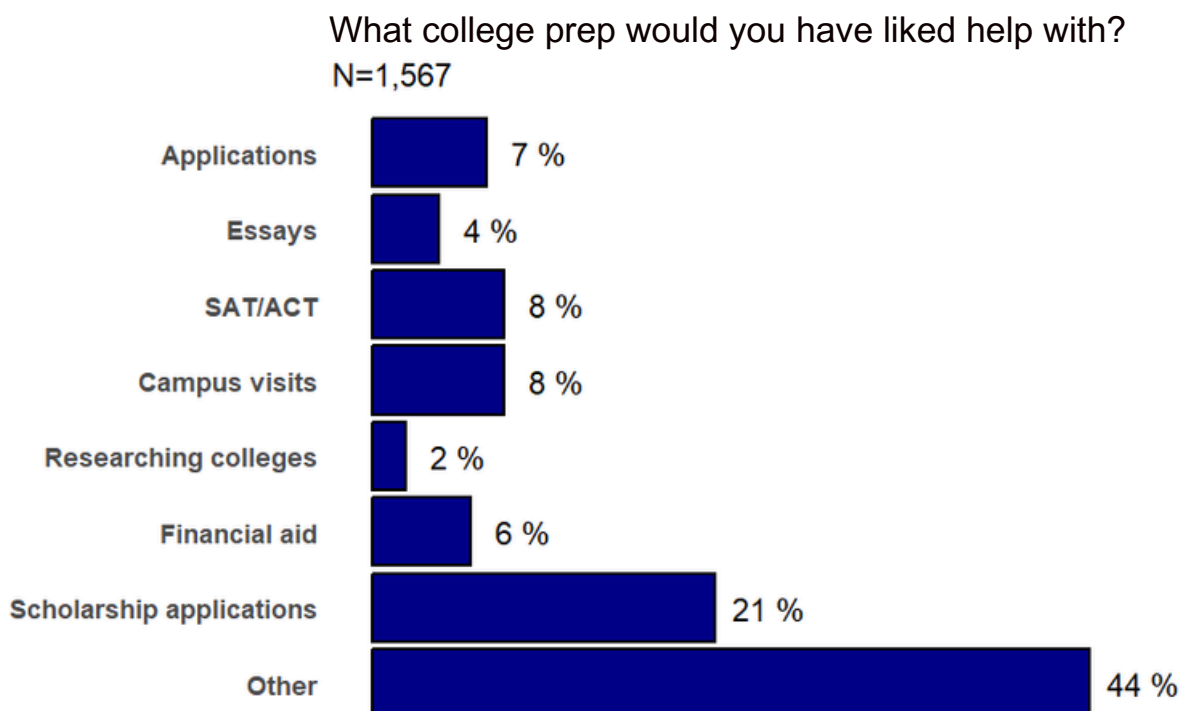
N=1,865



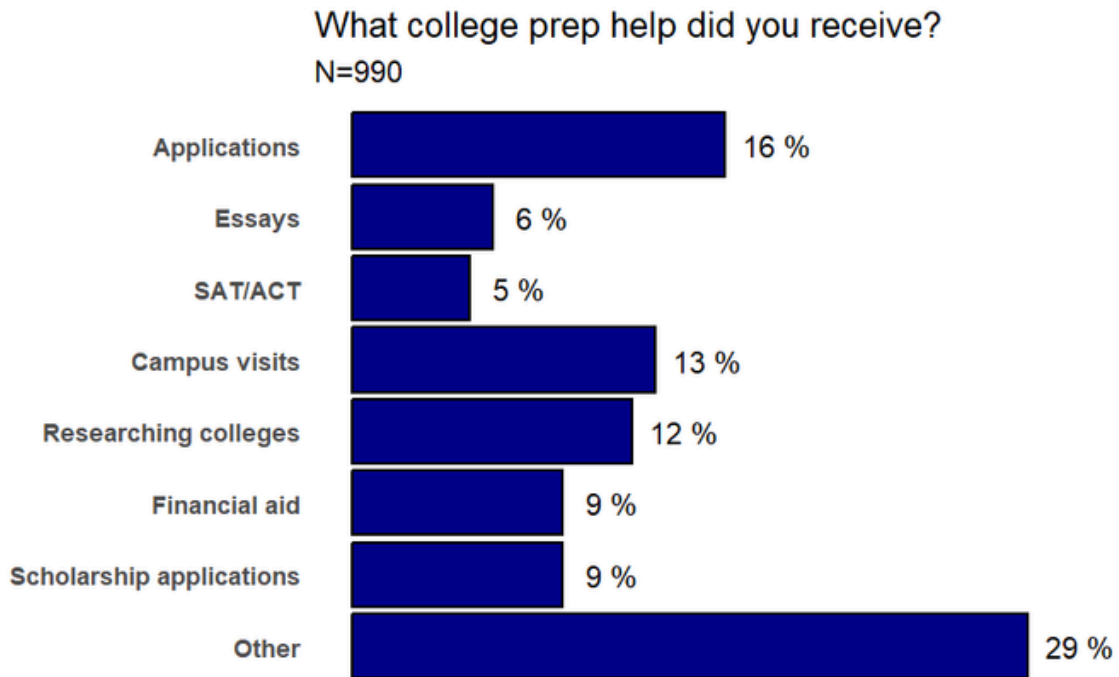
Graph 41: College Prep Help



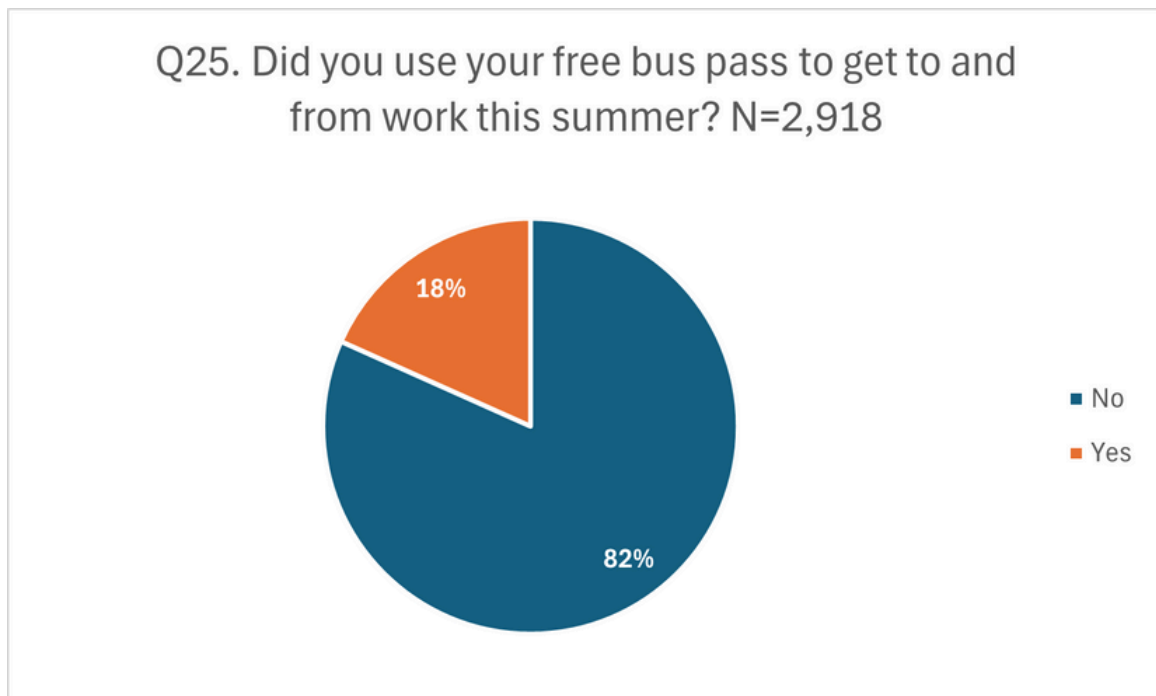
Graph 42: College Prep - Wanted



Graph 43: College Prep - Received



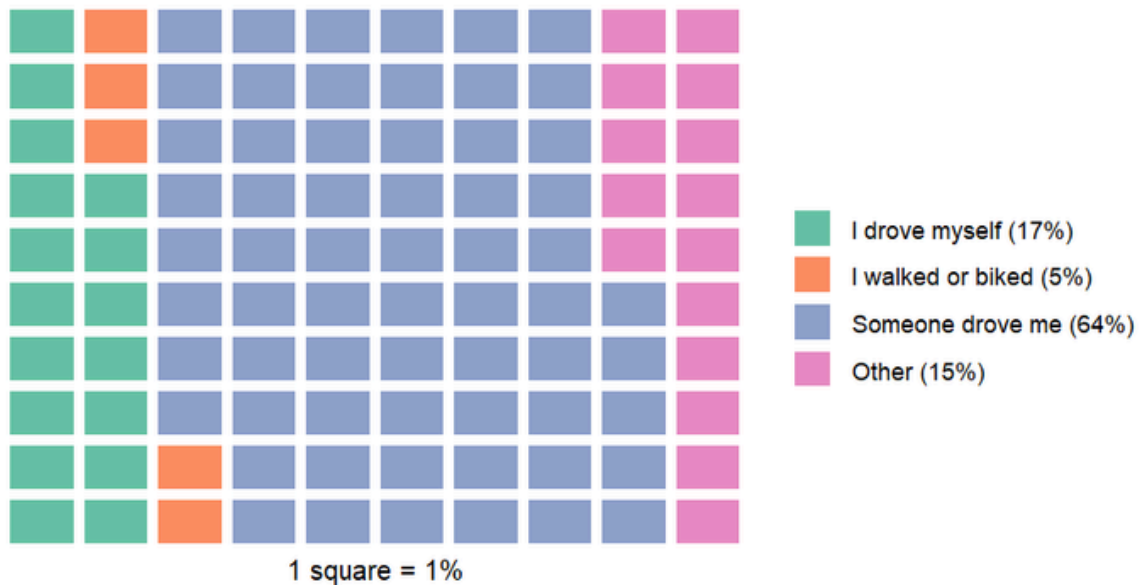
Graph 44: Type of College Prep



Graph 45: Transportation

How did you get to and from work this summer?

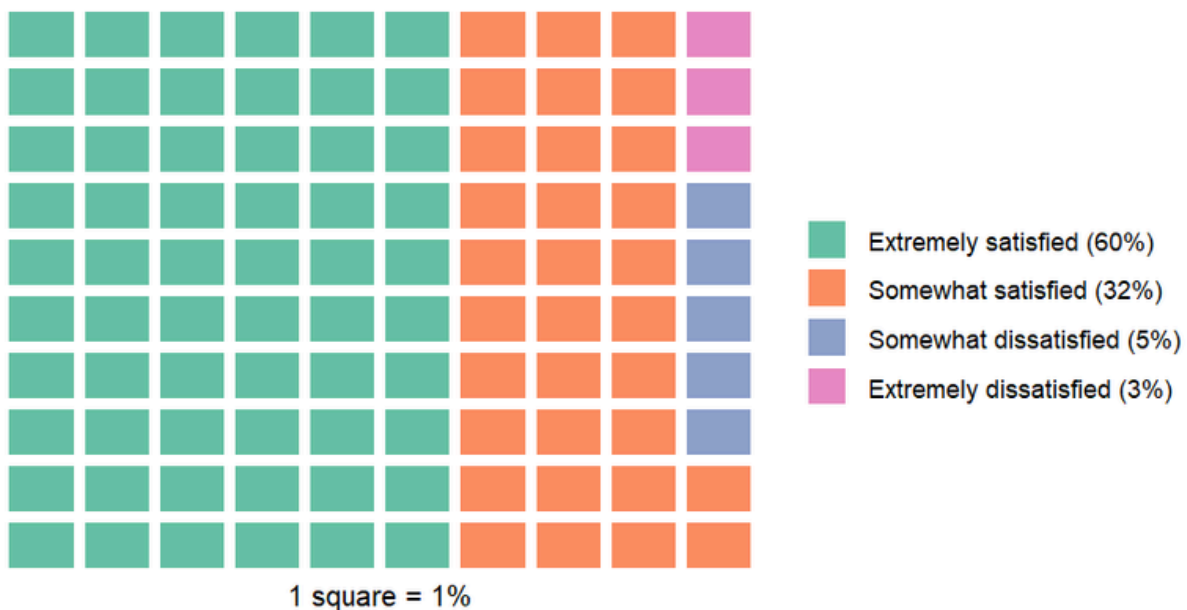
N=2,366



Graph 46: Satisfaction

How satisfied were you with GDYT this year?

N=2,904



Best part of GDYT for you this year



“Meeting new people who share the same passions as me was the highlight.”

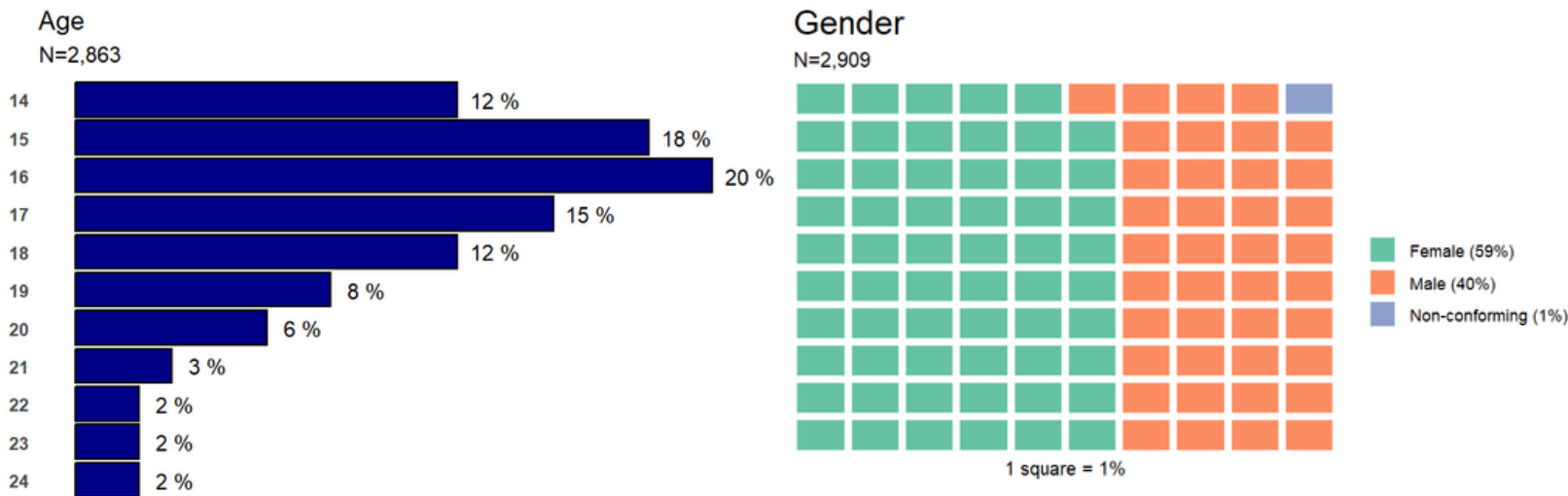
“I learned practical skills like carpentry, which I never thought I’d try before.”

“Having a ‘real job’ gave me confidence—now I know I can handle future positions.”

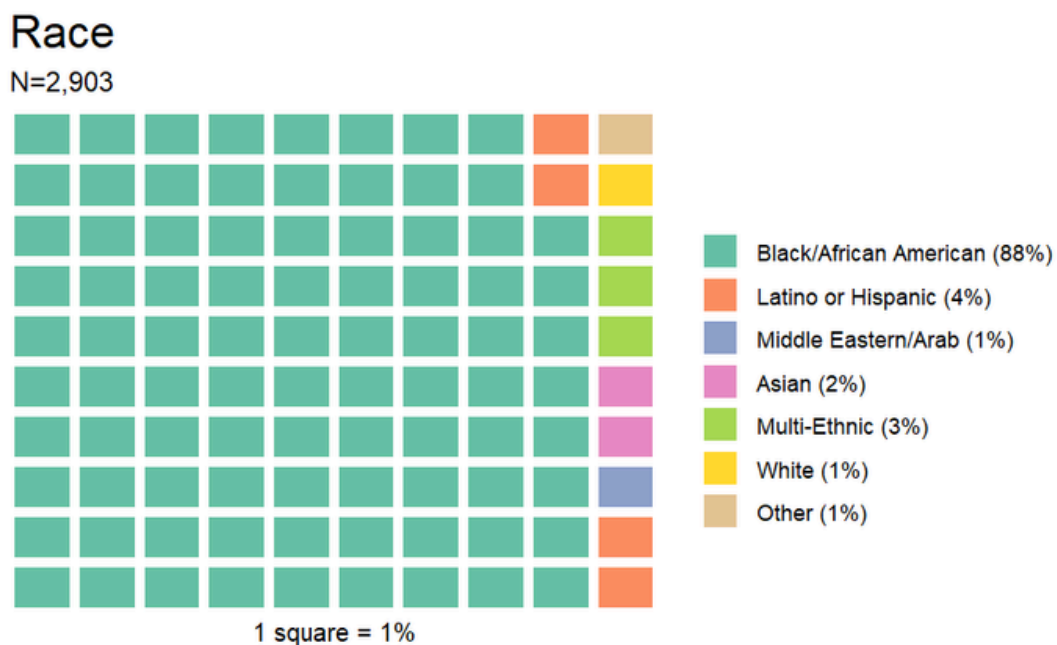
“My mentors genuinely cared about my goals—it really felt like they wanted me to succeed.”



Graph 47: Demographics - Age + Gender



Graph 48: Demographics - Race



"The best part of GDYT this year was being able to translate for many parents and helping them out. It truly felt rewarding and it filled me with joy. I also enjoyed helping teachers around, overall, helping and feeling useful made my GDYT experience great."

"The Shooting With Cameras and Not With Guns project was a highlight and an extremely positive point for me—it really helped with seeing myself in a better light and how to view others differently from the lens of a camera."

"Traveling the City of Detroit, being inspired to work for the well-being of my community, and meeting new, important people have really made me smile this summer."

"The GDYT experience helped me with my public speaking and learn more about my own financial goals. It also helped me be more diligent and point out a problem when I see it."

"I had the best instructor and she really helped me understand what I should do with my future. Since I took early childhood education, I really wanted to be in that field much more now thanks to my amazing instructor."

"During my time there, I was able to assist with various tasks, from organizing patient files to helping with basic health screenings. One particular moment that stood out was when I helped a young mother understand her child's vaccination schedule. She was initially overwhelmed and confused, but after patiently explaining the details and answering her questions, she left feeling reassured and grateful."



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

UNIVERSITY OF MICHIGAN

Contact Us
**Center for Equitable Family &
Community Well-Being**
1080 S. University Ave, Suite 4729
Ann Arbor, MI 48109
equity-for-all@umich.edu



Grow Detroit's Young Talent