



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

**2025**

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**GDYT Data  
Report**

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**Authors:**

Michael Kloc, LLMSW; Yang Hu; Jack Kenoe;  
Trina R. Shanks, PhD, LMSW; Patrick Meehan,  
PhD, MSW;

**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, 8,054 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

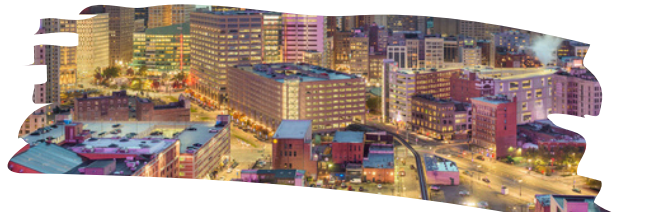
Developed for young people with some previous work experience, the Ready for Work tier places youth with a host employer or in a vocational training experience, while continuing to build career readiness skills. (typically 16-24 year olds).

### 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).



**Enjoy Reviewing the following data report.**



**Grow Detroit's Young Talent**

This is the 16th report I have worked on summarizing data for Detroit's summer youth employment programming, beginning in 2008 and 2009 through my involvement with Good Neighborhoods and our Technical Assistance Center. I have also served as Chair of the Detroit Youth Employment Consortium (DYEC) Data, Research, and Evaluation Committee since 2010 and currently my Center for Equitable Family & Community Well-Being continues to conduct the annual youth exit survey for Grow Detroit's Young Talent (GDYT). It has been an honor serving in this capacity as I have watched Detroit's summer youth employment program grow, evolve, and improve over time. It is an exciting model of collaboration where public, private, and community institutions combine their resources and talent to serve Detroit youth, offering thousands of diverse employment opportunities across the city. In the summer of 2025, most youth participated in person (**78%**), with a few working virtually (7%) or hybrid (15%). At the end of their work experience, **2264** young people responded to our on-line Qualtrics survey. Overall satisfaction remains high, with **92%** saying they were either somewhat or extremely satisfied with GDYT.

There were several areas in which participants felt GDYT improved youth work readiness/life skills. This included understanding what kind of jobs they liked (**72%**), understanding how to prepare for a job interview (**69%**), knowing how to manage time (**78%**), knowing how to manage money (**73%**), understanding the importance of a bank account (**76%**), having a plan for the future (**74%**), feeling they can reach a higher level of education (**69%**), planning to be more involved in the community (**68%**), being open to other perspectives (**73%**), and understanding appropriate behavior in the workplace (**78%**). Nearly all participants (**96%**) noted that they learned valuable technical and job readiness skills in the program. GDYT participants found the Career Edge platform to be easy to use and engaging, with information that would help them in the future.

Given increasing levels of loneliness and social isolation, it is important to document that 82% of GDYT participants report identifying a trusted adult that they plan to keep in contact with and **87%** report making a successful connection with another youth. About half (**52%**) had participated in GDYT before—with **37%** of these working two previous summers and **38%** working for 3 or more summers.

About a third of GDYT youth changed their career goals after participating in the program and **71%** said the program made them aware of career opportunities in Detroit. Pages 23-24 detail the type of jobs or careers they aspire to—both in their own words and by industry. We have asked this question every year and it is inspiring to see the range of things young people are interested in and there seem to be less responses of ‘undecided.’ Pages 28-30 focus on financial capability and summarize information on youth budgeting, what they did with money earned, and their utilization of bank accounts.

Most youth (**93%**) said they received the support necessary to be successful in GDYT over the summer. However, they did note a few things that might have made their participation easier, including college prep help, mental health services and food assistance.

We include open-ended responses and quotes from GDYT youth throughout the report. Pages 25-26 share perspectives from young people that intend to continue living and working in Detroit as well as those that are considering relocating. At the end there are multiple quotes of positive experiences noted by participants. As usual, great information is gained by hearing directly from the voices of participating youth. Looking forward to 2026, we hope the program continues to thrive and provide valuable opportunities to support the economic and professional success of young Detroiters.

**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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# Graph 1: GDYT Experience

What was your GDYT experience this year

N=2,262



1 square = 1%

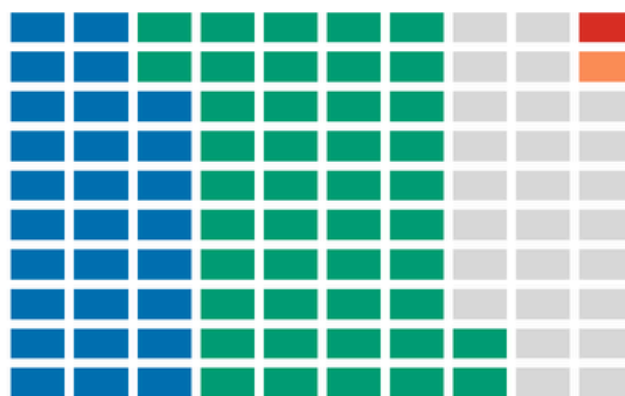


- Hybrid (15%)
- In-person (78%)
- Virtual (7%)

# Graph 2: Job Preference

Because of GDYT I understand what kind of jobs I like

N=2,153



1 square = 1%



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



# Graph 3: Job Applications

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

N=2,159



1 square = 1%



- Much More Now (23%)
- More Now (41%)
- About the Same (34%)
- Less Now (1%)
- Much Less Now (1%)

# Graph 4: Resume Skills

Because of GDYT I understand how to write a resume

N=2,148



1 square = 1%



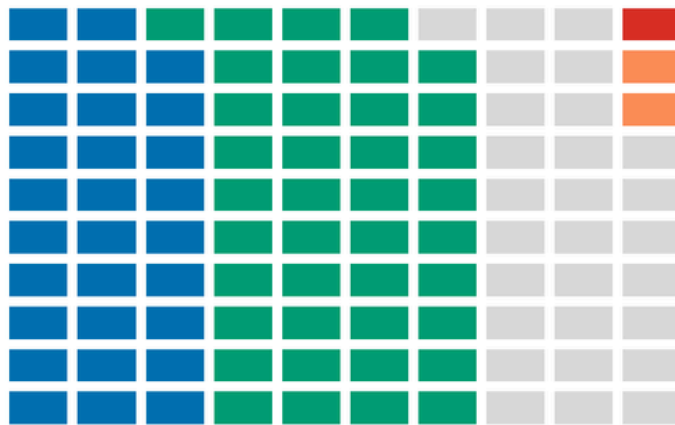
- Much More Now (21%)
- More Now (31%)
- About the Same (43%)
- Less Now (3%)
- Much Less Now (2%)



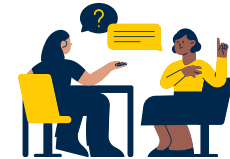
# Graph 5: Job Interview

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

N=2,154



1 square = 1%

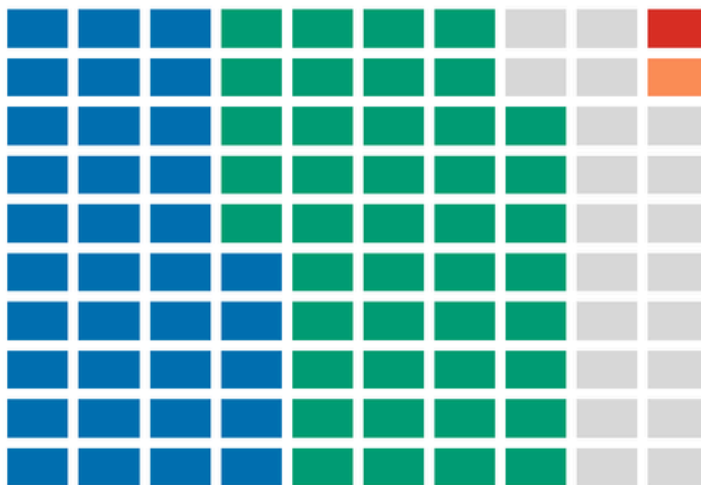


- Much More Now (29%)
- More Now (40%)
- About the Same (28%)
- Less Now (2%)
- Much Less Now (1%)

# Graph 6: Time Management

Because of GDYT I know how to manage my time

N=2,145



1 square = 1%

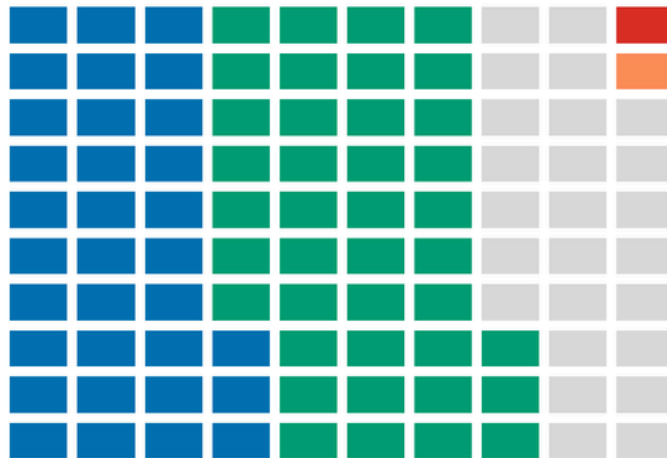


- Much More Now (35%)
- More Now (43%)
- About the Same (20%)
- Less Now (1%)
- Much Less Now (1%)

## Graph 7: Money Management

Because of GDYT I know how to manage my money

N=2,147



1 square = 1%



- Much More Now (33%)
- More Now (40%)
- About the Same (25%)
- Less Now (1%)
- Much Less Now (1%)

## Graph 8: Bank Account

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

N=2,142



1 square = 1%



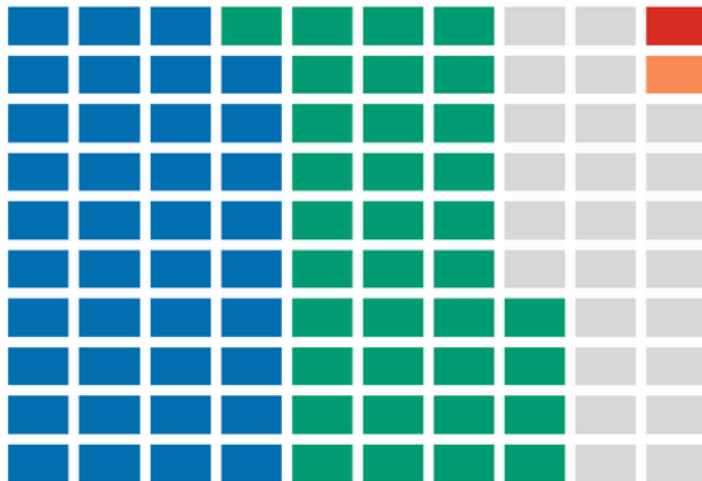
- Much More Now (39%)
- More Now (37%)
- About the Same (23%)
- Less Now (1%)
- Much Less Now (1%)



## Graph 9: Future

Because of GDYT I have a plan for the future

N=2,146



1 square = 1%



- Much More Now (39%)
- More Now (35%)
- About the Same (25%)
- Less Now (1%)
- Much Less Now (1%)

## Graph 10: Higher Education

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

N=2,162



1 square = 1%

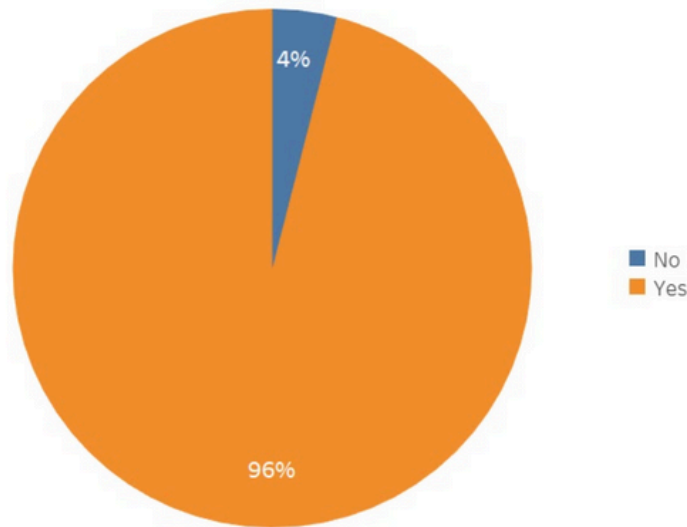


- Much More Now (28%)
- More Now (41%)
- About the Same (29%)
- Less Now (1%)
- Much Less Now (1%)

# Graph 11: Job Readiness Skills

I learned valuable technical and job readiness skills by participating in GDYT this year

N=2,153



# Graph 12: Community Service

Because of GDYT I plan to be more involved in my community

N=2,153



1 square = 1%

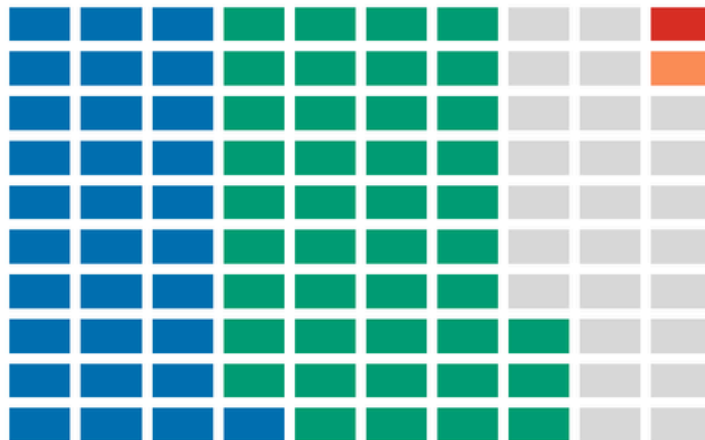


- Much More Now (27%)
- More Now (41%)
- About the Same (30%)
- Less Now (1%)
- Much Less Now (1%)

# Graph 13: Other Perspectives

Because of GDYT I'm open to others' perspectives

N=2,152



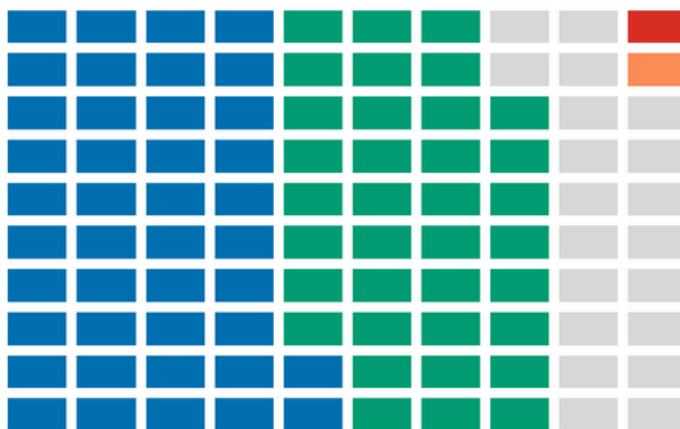
1 square = 1%

- Much More Now (31%)
- More Now (41%)
- About the Same (25%)
- Less Now (1%)
- Much Less Now (1%)

# Graph 14: Workplace Behavior

Because of GDYT I understand appropriate behavior in the workplace

N=2,158



1 square = 1%

- Much More Now (42%)
- More Now (36%)
- About the Same (20%)
- Less Now (1%)
- Much Less Now (1%)

# Graph 15: Career Edge - Ease of Use

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

N=1,327



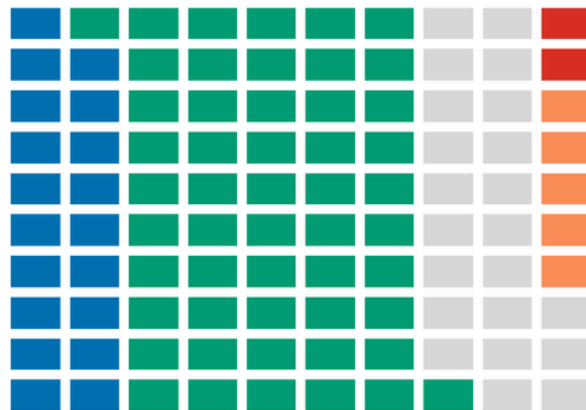
1 square = 1%

- Blue Strongly Agree (19%)
- Green Agree (54%)
- Grey Neither Agree/Disagree (20%)
- Orange Disagree (4%)
- Red Strongly Disagree (3%)

# Graph 16: Career Edge - Engaging

The GDYT Edge Work Readiness Pre-Training Modules were engaging

N=1,321



1 square = 1%

- Blue Strongly Agree (19%)
- Green Agree (52%)
- Grey Neither Agree/Disagree (22%)
- Orange Disagree (5%)
- Red Strongly Disagree (2%)

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

# Graph 17: Career Edge - Information

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

N=1,321



1 square = 1%

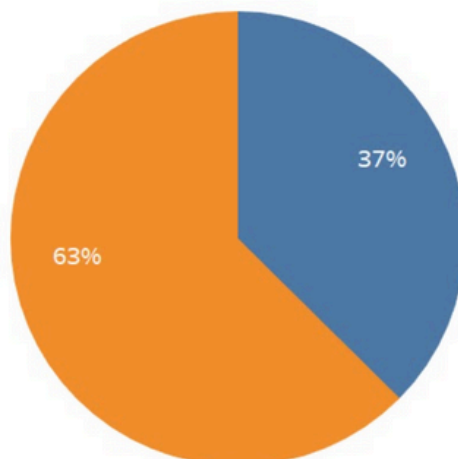


- Strongly Agree (31%)
- Agree (53%)
- Neither Agree/Disagree (13%)
- Disagree (1%)
- Strongly Disagree (1%)

# Graph 18: Career Edge

Did you use the GDYT Edge Work Readiness Pre-Training Modules this summer?

N=2,152



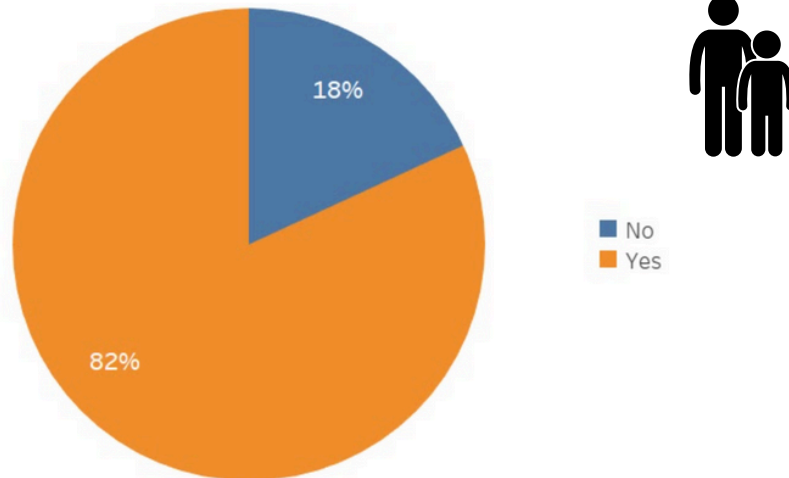
- No
- Yes



## Graph 19: Trusted Adult

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

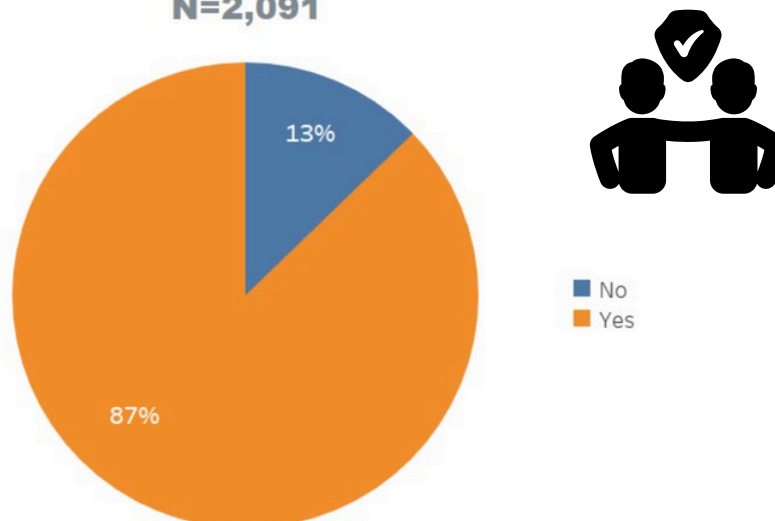
N=2,092



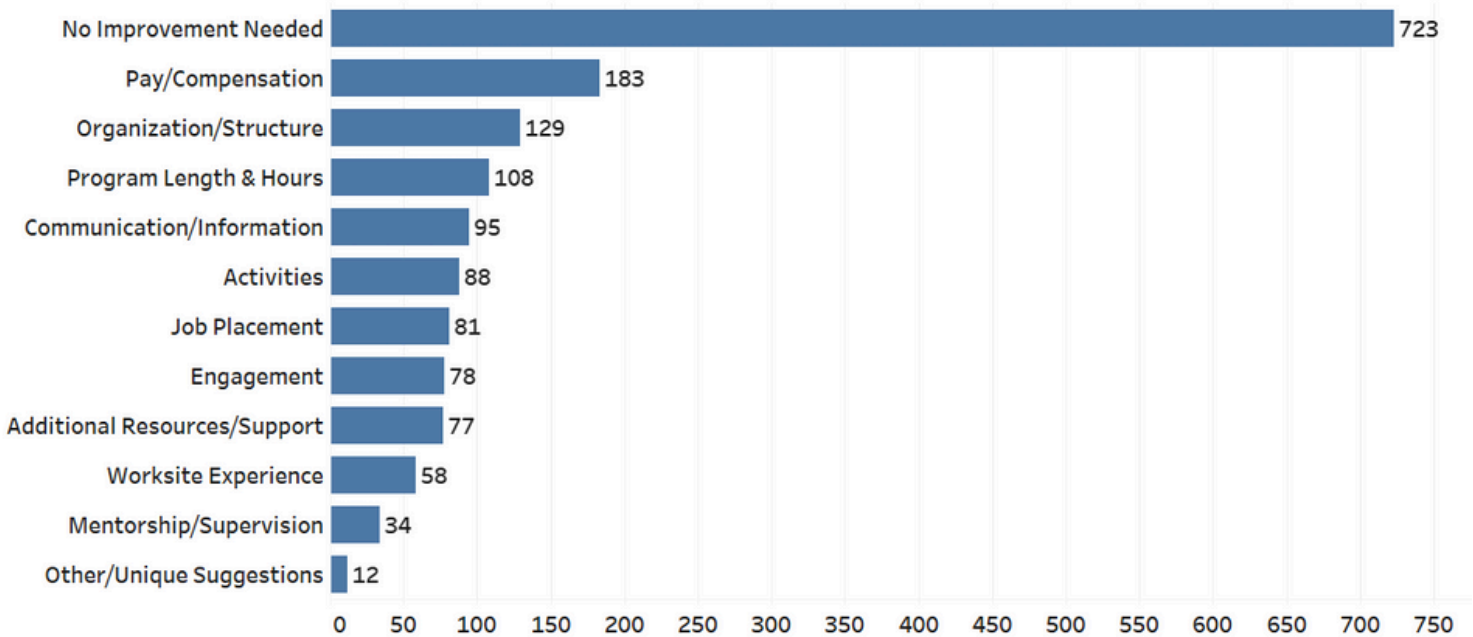
## Graph 20: Connections

Did you make a connection with another youth this summer that made your GDYT experience more successful?

N=2,091



**What could've made GDYT a better experience?**  
(N=1666)



**“Provide options other than the bus to help with transportation. From my home its 3 buses to get to my job site and i am a diabetic with major depression disorder and ADHD. Its difficult for me to take the bus so having to take so many to get there and back proved very difficult.”**

**“I think that this year working at GDYT was such a good experience I don’t think much could have made it better honestly.”**

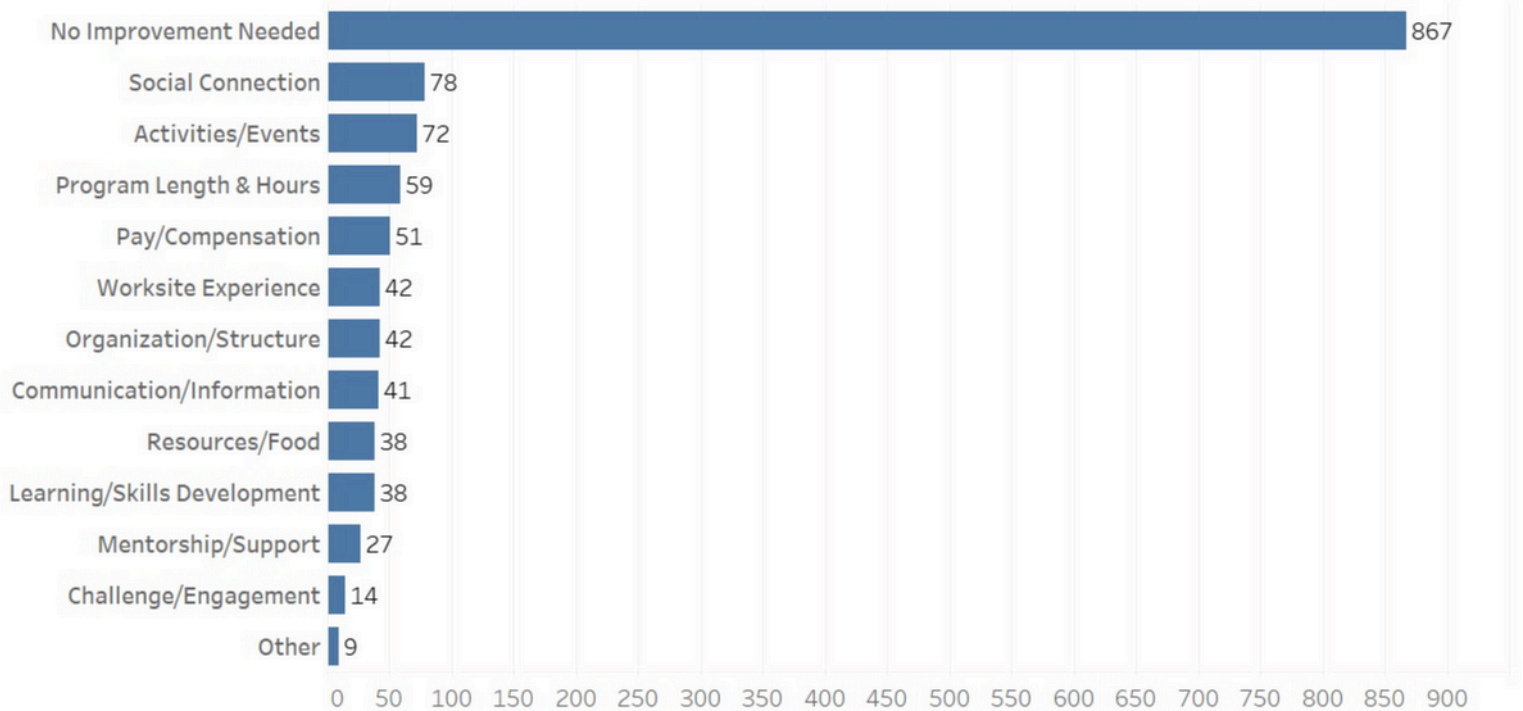
**“It was honestly pretty perfect it just needed better congruency with the information provided for paying the students.”**

**“I would love a longer work experience more hours.”**

**“A higher pay, everything else was great!”**

**“It couldn’t have been any better because developing kids is the best program ever.”**

### What do you think was missing from your GDYT experience? (N=1378)



**“Being able to experience a creative art program. Working with musicians, artists, and producers.”**

**“More physical hands-on activities related to the careers students want to get into.”**

**“People I can talk to/ be close with.”**

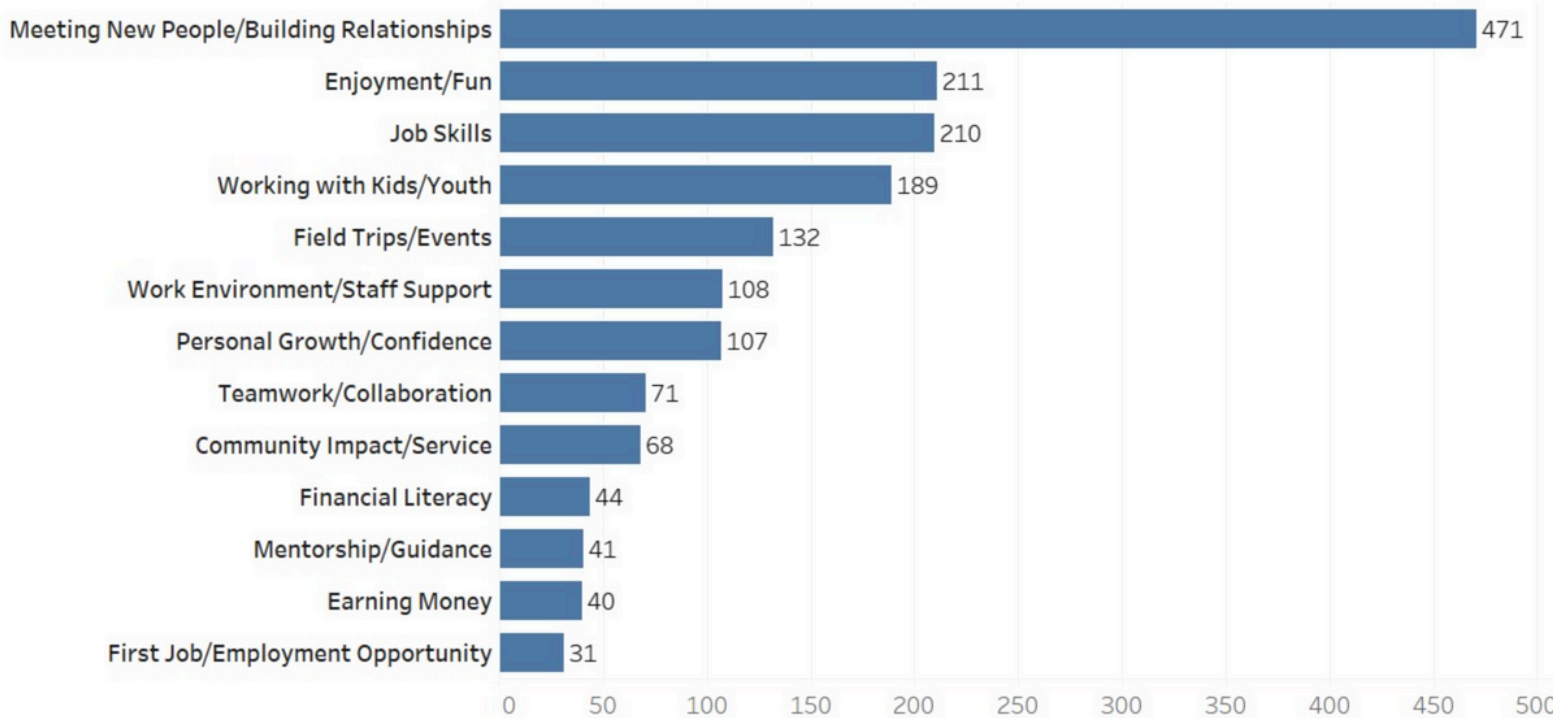
**“Assistance with scholarships and essays for college.”**

**“College Prep and financial advisor help.”**

**“I was a bit overwhelmed due to my circumstances such as time management & schedule changes.”**



**Please share a positive experience you had with GDYT this year**  
**(N=1723)**



**“It’s very fun once you start to get into your job and it helps you a lot with the future.”**

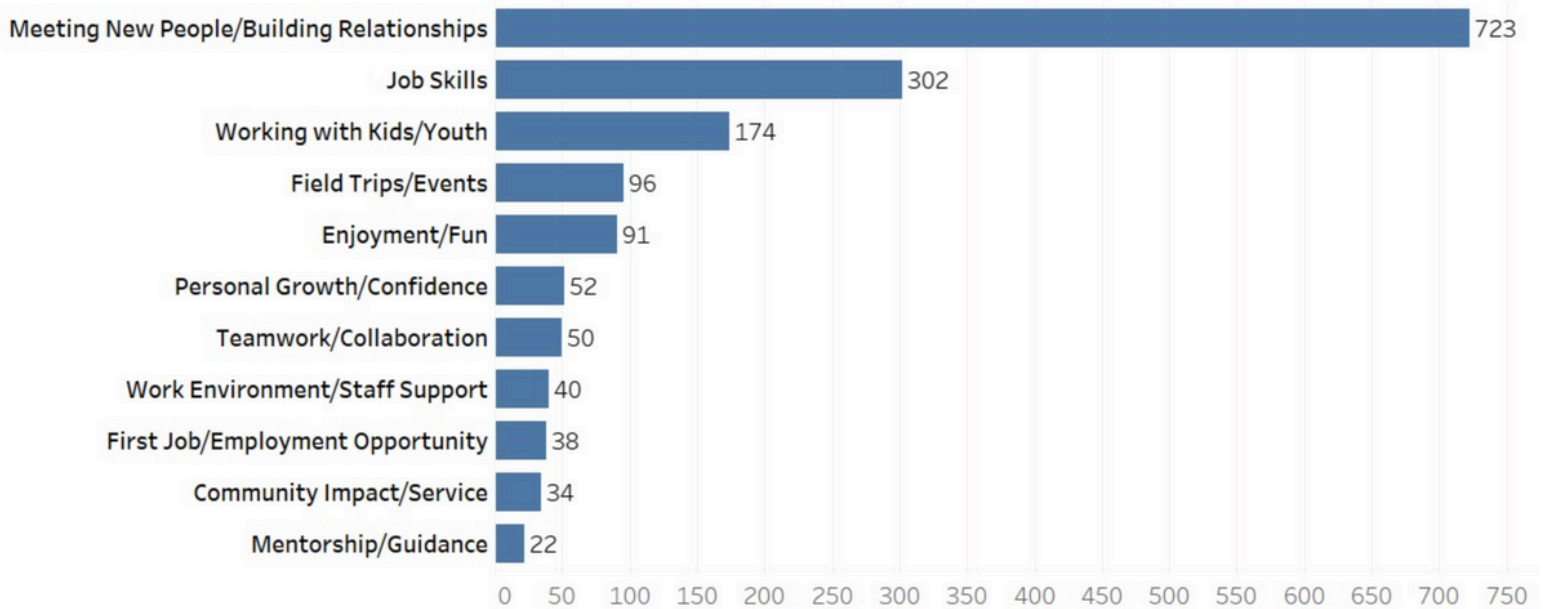
**“I’ve learned how to have patience and work with others, I also learned to be on time.”**

**“I like how they get us ready for the real world.”**

**“This year I was able to engage and lead my peers. I was given a leadership role that allowed me to find my confidence in speaking to others a little more.”**

**“My wonderful experience was having a very good trainer. She took her time to teach us how to sew on the sewing machine, showed us how to tie dye t-shirts logos... all the kid's loved her.”**

### Other than being paid, what was the best part of GDYT for you this year? (N=1622)



**“That I met new people and it had the opportunity to work around the people I care about.”**

**“That this was my first ever job in general and summer job as well.”**

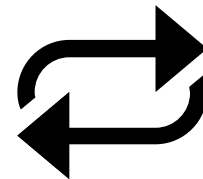
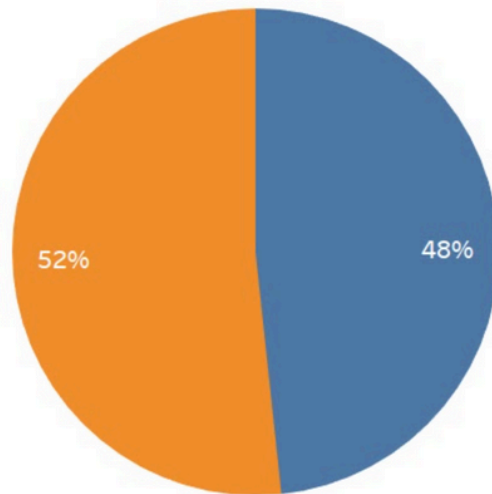
**“Getting to see the behind the scenes of a black owned business.”**

**“The store i got to work in!! And it might lead to a part time position.”**

# Graph 21: Worked GDYT Before

Have you worked for Grow Detroit's Young Talent before?

N=2,089



No  
Yes

# Graph 22: Returning Summer

How many summers have you worked for GDYT?

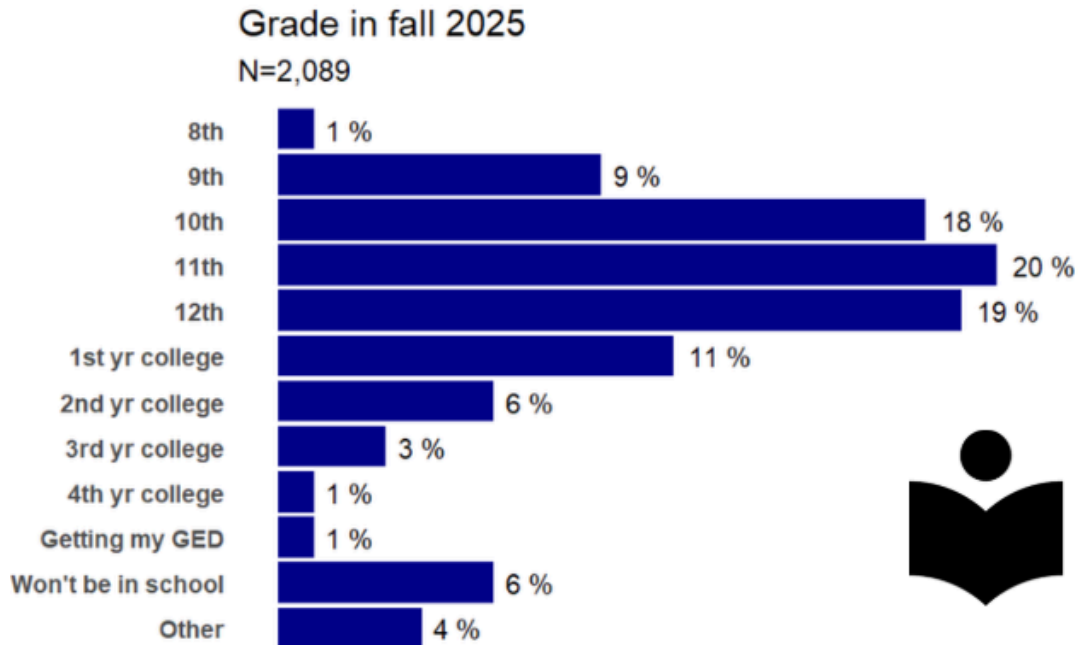
N=1,076



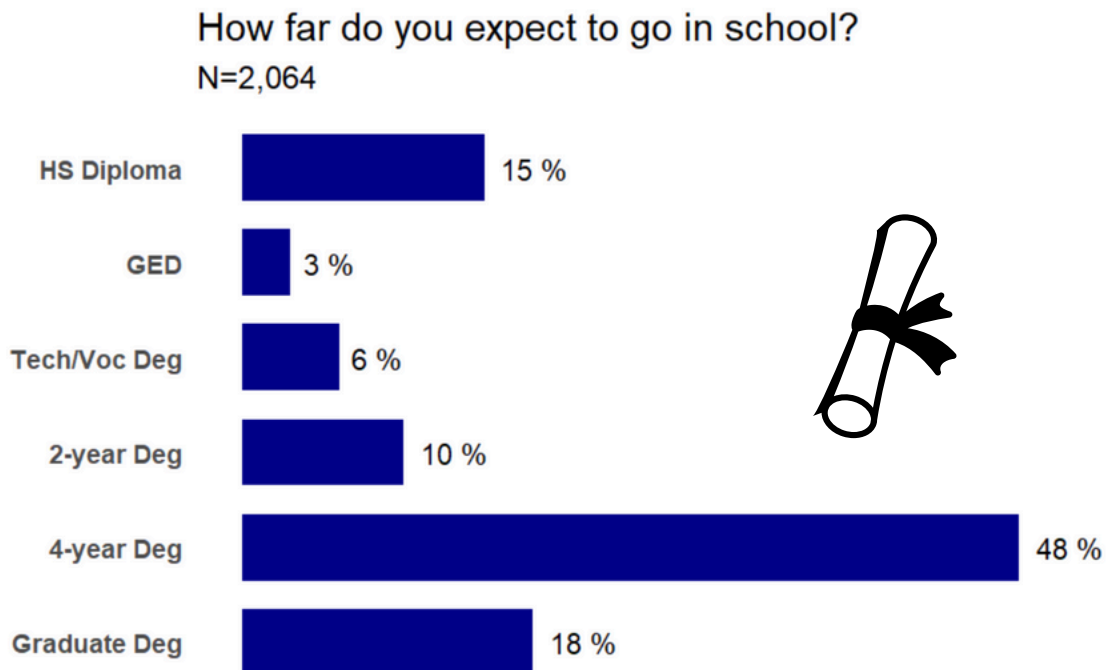
1 (24%)  
2 (37%)  
3 (23%)  
4 or more (15%)

1 square = 1%

## Graph 23: Grade in Fall

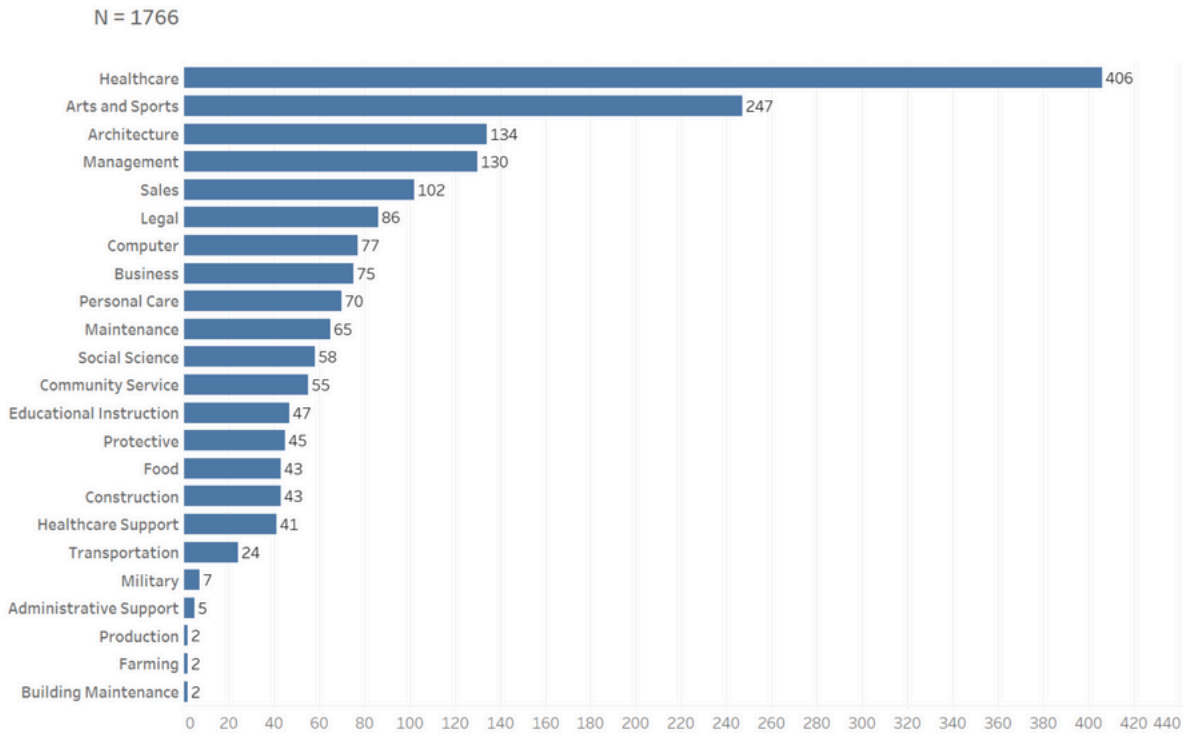


## Graph 24: School Expectation





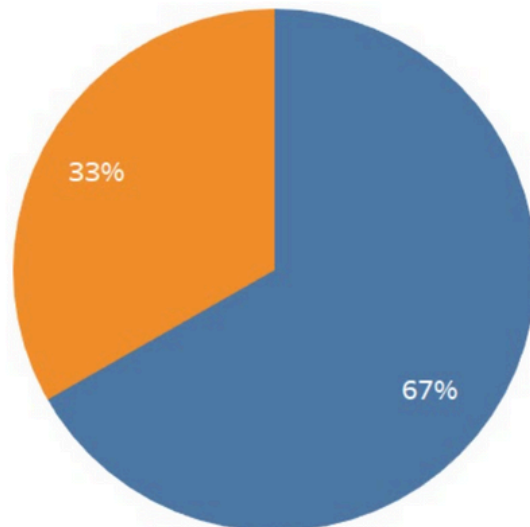
# Job/Career in 10 years By Industry



## Graph 25: Career Goals

**Have your career goals changed after participating in GDYT this summer?**

N=2,059

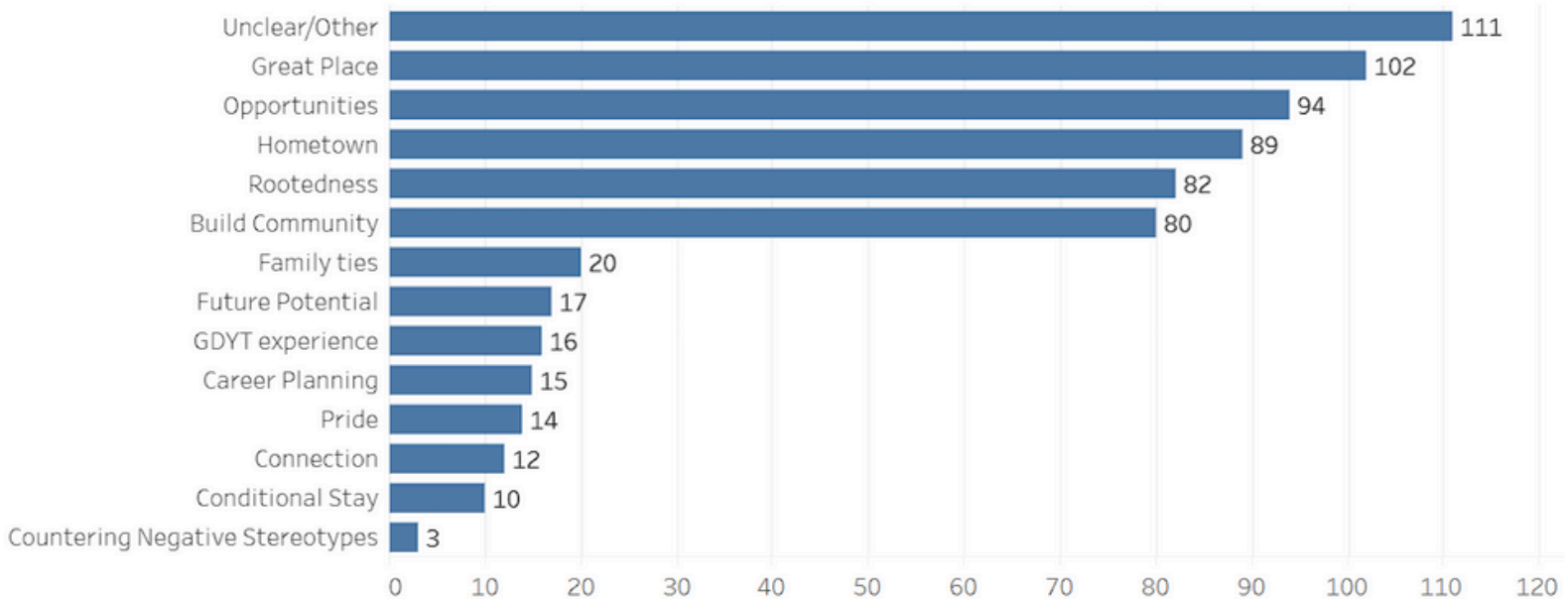


■ No  
■ Yes

## I see myself living and working in Detroit

HOME  
SWEET  
HOME

I see myself living and working in Detroit  
(N = 665)



“Detroit has a strong sense of community, a rich culture, and growing opportunities, especially in the creative and arts scene. I want to be part of the city's continued growth and give back to the place that has helped shape who I am.”

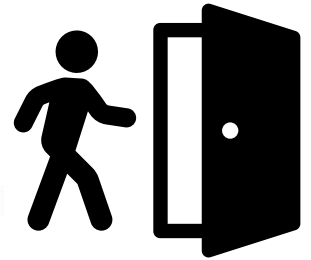
“I love the progress that the city has been making and I cant wait to be a part of that change.”

“Knowing the people I've met here through GDYT, I'd love to work beside them.”

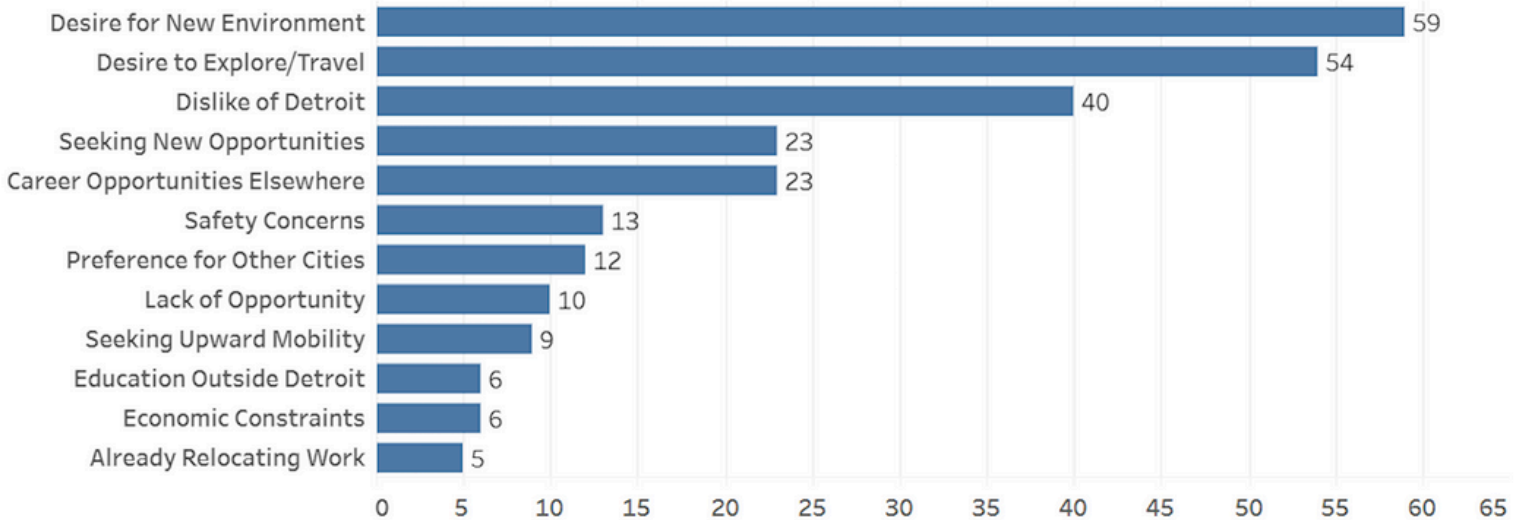
“I know I'll be living in Detroit, and I've always had a passion towards engineering.”

“Cuz I'm a Detroit girly.”

## I do not see myself living and working in Detroit



I do not see myself living and working in Detroit  
(N = 260)



**“I want to see lots of different places. I personally don't want to restrict myself to only one area. My hope is that I'll be able to live in another country for a few years.”**

**“I do love Detroit however I don't wanna raise my kids in a city like this.”**

**“Detroit has endless of opportunities but I would rather go out and explore.”**

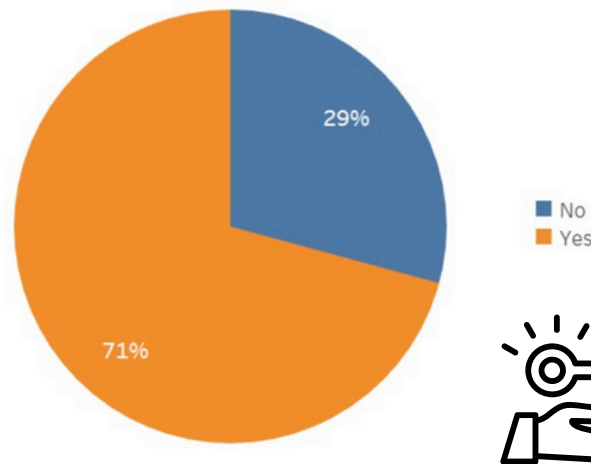
**“I've lived in Detroit, Michigan my whole life, and for a long time have desired to live and work somewhere else.”**

**“I always wanted to move to Miami.”**

# Graph 26: Career Opportunities

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

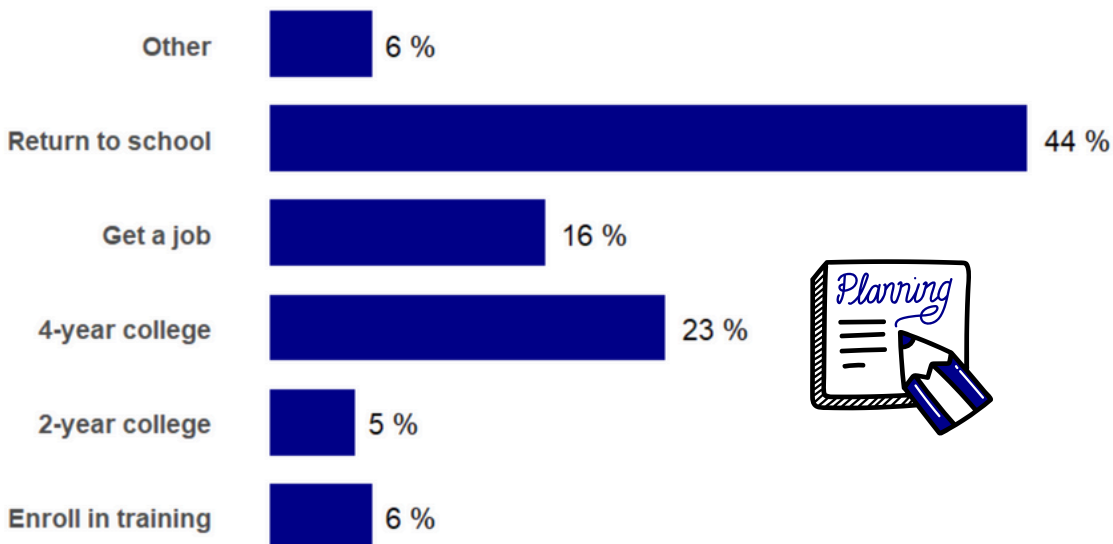
N=2,058



# Graph 27: Post GDYT Plan

At the conclusion of GDYT this summer I plan to:

N=1,962



# Graph 28: Budgeting Money

Have you started to save or budget your money on a regular basis?

N=2,032



1 square = 1%

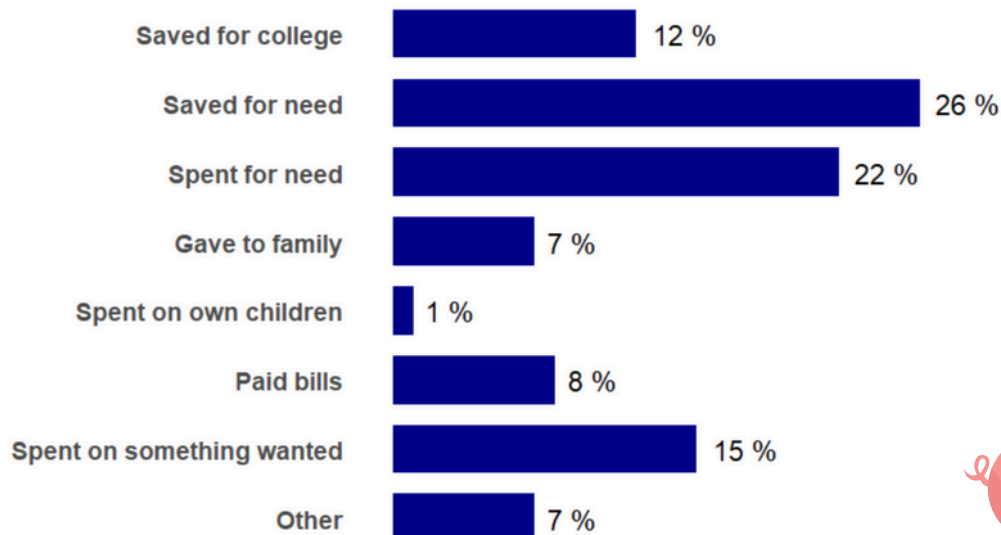
- Yes, on a regular basis (43%)
- Sometimes (42%)
- No, but I would like to (12%)
- No (3%)



# Graph 29: Money Earned

What did you do with the money you earned?

N=2,040





"I saved 50% for college, 25% for future events, and the rest was spending money."

"Helped mother with some gas for her care and a few personal needs for myself"

"I spent it on my back to school supplies and things I needed at home"

"A new car and an apartment"

"I put it back into my business"

This word cloud represents how N=152 participants used their summer earnings, with larger words indicating more common responses.

# Graph 30: Bank Account

Do you have a bank account in your name?

N=2,039



1 square = 1%

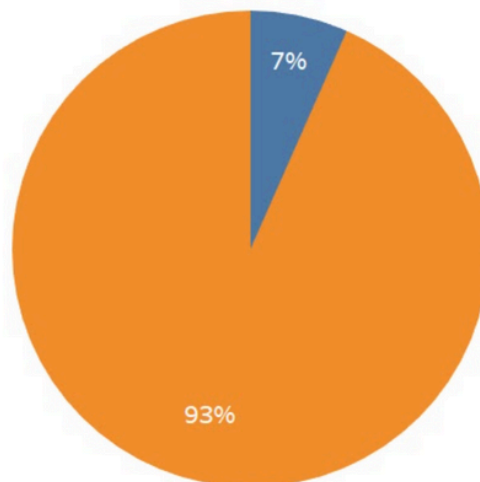


- Yes, both checking & savings (36%)
- Yes, checking (12%)
- Yes, savings (21%)
- No, I don't (31%)

# Graph 31: Received Support

I received the support necessary to be successful in GDYT this summer.

N=2,011

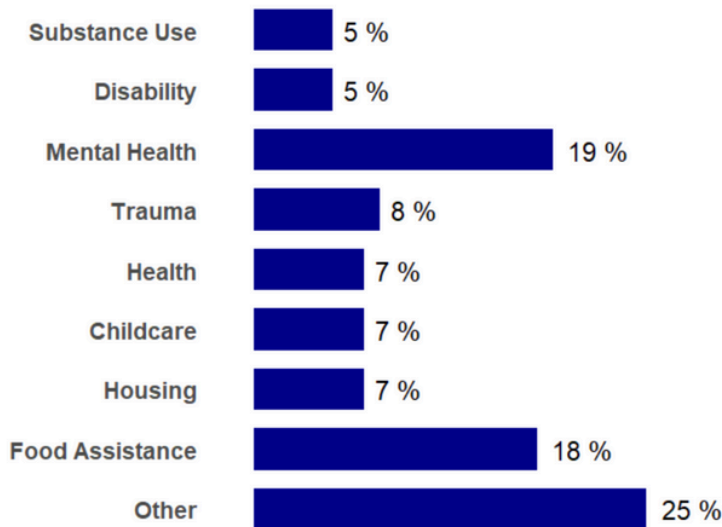


- No
- Yes

## Graph 32: Helpful Services

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

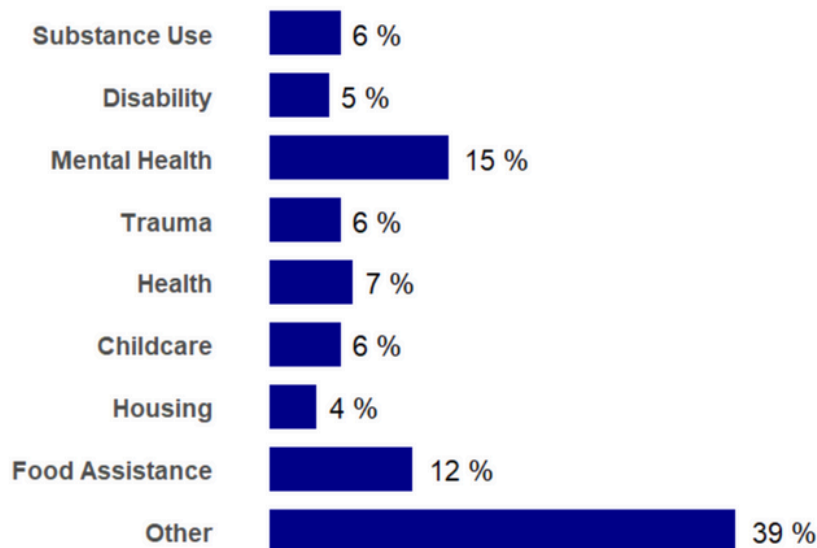
N=1,491



## Graph 33: Services Received

Which services did you receive?

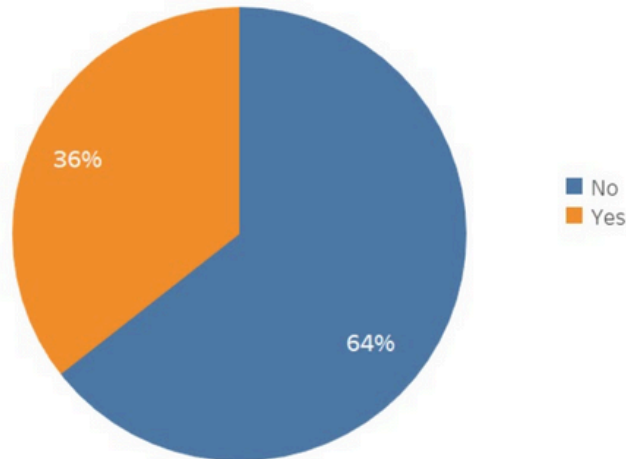
N=1,303



# Graph 34: College Prep Help

Did you receive help with college prep from GDYT this summer?

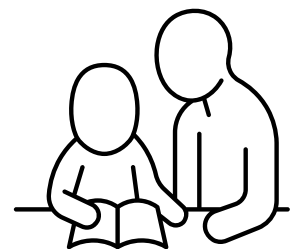
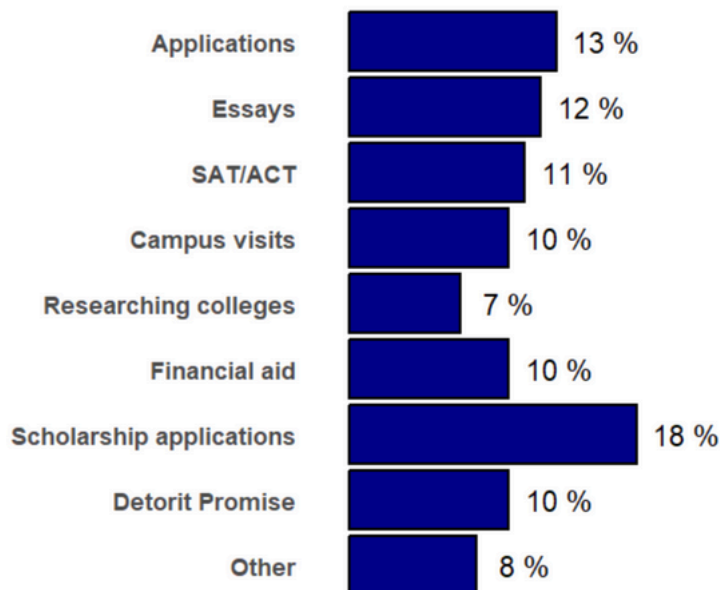
N=2,006



# Graph 35: College Prep - Wanted

What college prep would you have liked help with?

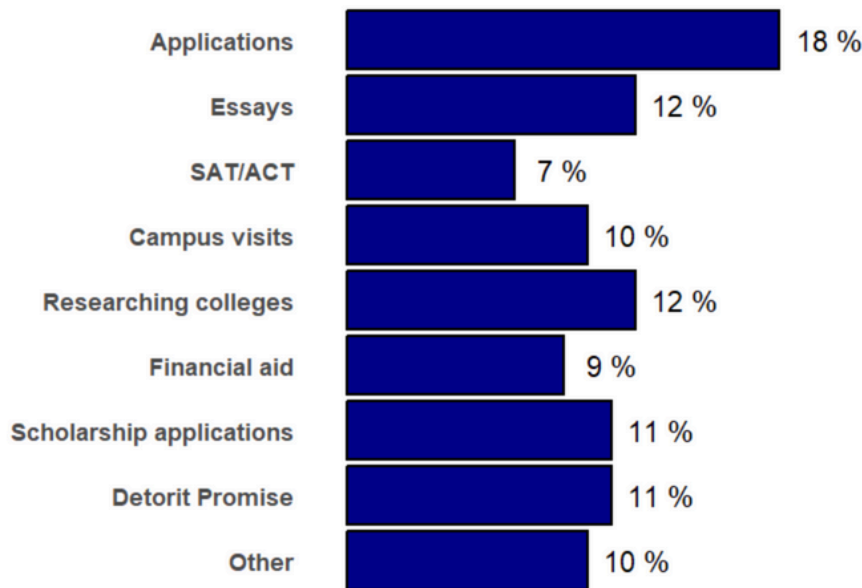
N=1,119



## Graph 36: College Prep - Received

What college prep help did you receive?

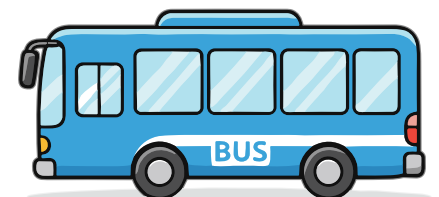
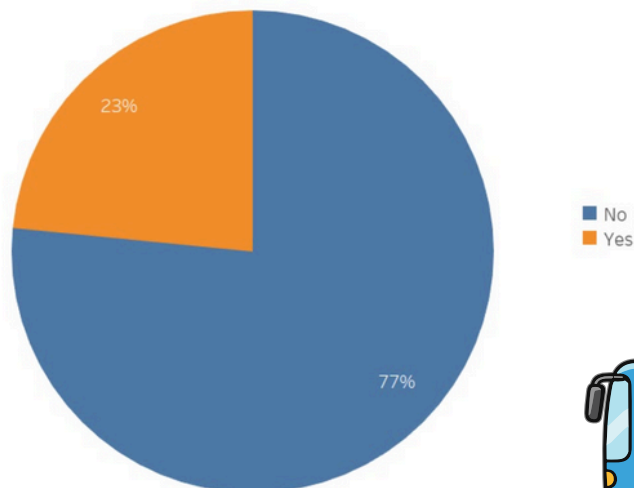
N=675



## Graph 37: Free Bus Pass

Did you use your free bus pass to get to and from work this summer?

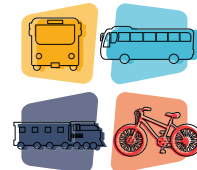
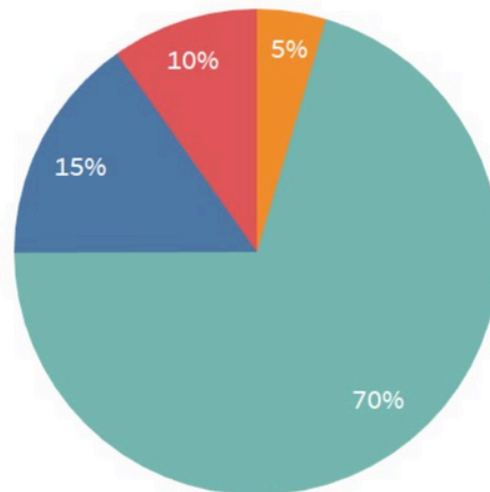
N=2,022



# Graph 38: Transportation

How did you get to and from work this summer?

N=1,541



- I walked or biked
- Someone drove me
- I drove myself
- Other

# Graph 39: Satisfaction

How satisfied were you with GDYT this year?

N=2,003

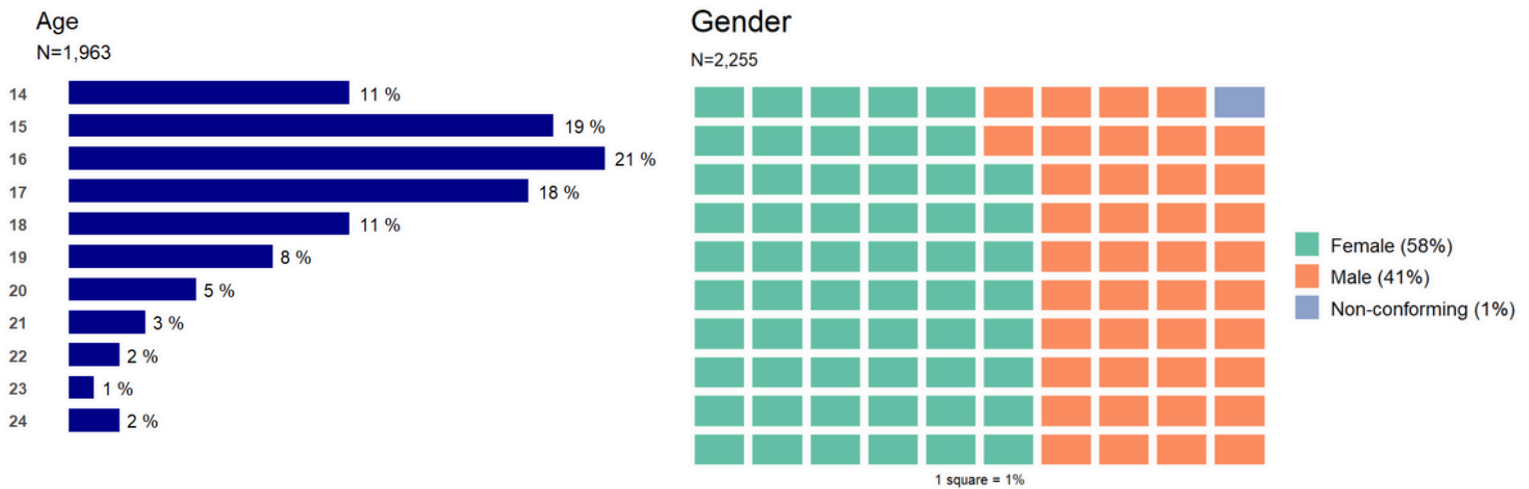


1 square = 1%

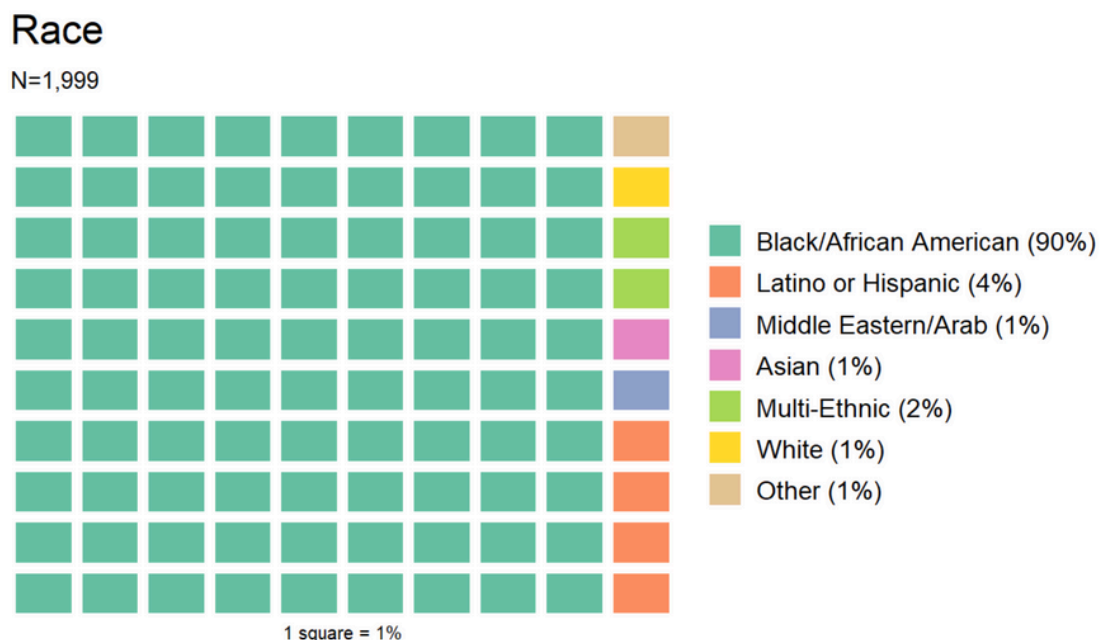


- Extremely satisfied (60%)
- Somewhat satisfied (32%)
- Somewhat dissatisfied (4%)
- Extremely dissatisfied (4%)

## Graph 40: Demographics - Age + Gender



## Graph 41: Demographics - Race



**“The best part of GDYT for me this year was gaining real-world experience and learning new skills. I enjoyed working in a professional environment, connecting with new people, and being part of projects that made a positive impact. It helped me grow both personally and professionally.”**

**“I got to learn more about coding in video games! And I can continue using what I was learning from... almost forever. It's constantly being updated.**

**“The best part for me is the experience, I like how the city of detroit gives young adults opportunities to work.”**

**“Engaging with other youths that face similar challenges, learning to cook and improving my job searching skills.”**

**“The best part of GDYT for me this year was experiencing how a job would be like and using discipline to save and analyze what I spend my money on.”**

**“Getting up knowing the feeling of having to go to work and make my own money. And getting to know new and old friends”**

**"I got a recommendation letter written from the teacher that I was working with. Working with her really opened my eyes about being a teacher and I might pursue a dream of being a teacher. I really made family with the people that I worked with and I enjoyed it so much that I wanna go back next year."**

**"Es una gran experiencia me encanto mucho y siento que es una gran forma de pasar tu verano."**

**"I've been working GDYT for 4 years, it's been a wonderful experience."**

**"GDYT has helped put money in my pockets and knowledge into my brain about what to look for when it comes to looking for a career..."**

**"I got to create a social media marketing campaign for a fictional business and presenting it to my peers."**

**"Meeting people who owned their shop, showed me around and told me the ins and outs of being an entrepreneur. It made me even more motivated to continue working towards my goals knowing that will be me one day."**

**“A positive experience I had was when we all were together for the mock interview, and the police officers that work with GDYT gave us a positive pep talk. It helped me feel more confident and more open to get the hang of the interview.”**

**“A positive experience I had was when a company came to my job to record around the market so more people can be familiar with our black owned business.”**

**“At my worksite I learned how to do dock checks for boats and paper filing, which I'll use for a future job.”**

**“All the field trips were not only fun but educational. I learned much more things about my city and its history that no history class would teach.”**

**“I got to create a social media marketing campaign for a fictional business and presenting it to my peers.”**

**“The opportunity to work on real-world projects that helped me build confidence and learn new professional skills. The support from mentors and the teamwork with other young people made the experience both fun and valuable.”**



**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](mailto:equity-for-all@umich.edu)**



**Grow Detroit's Young Talent**