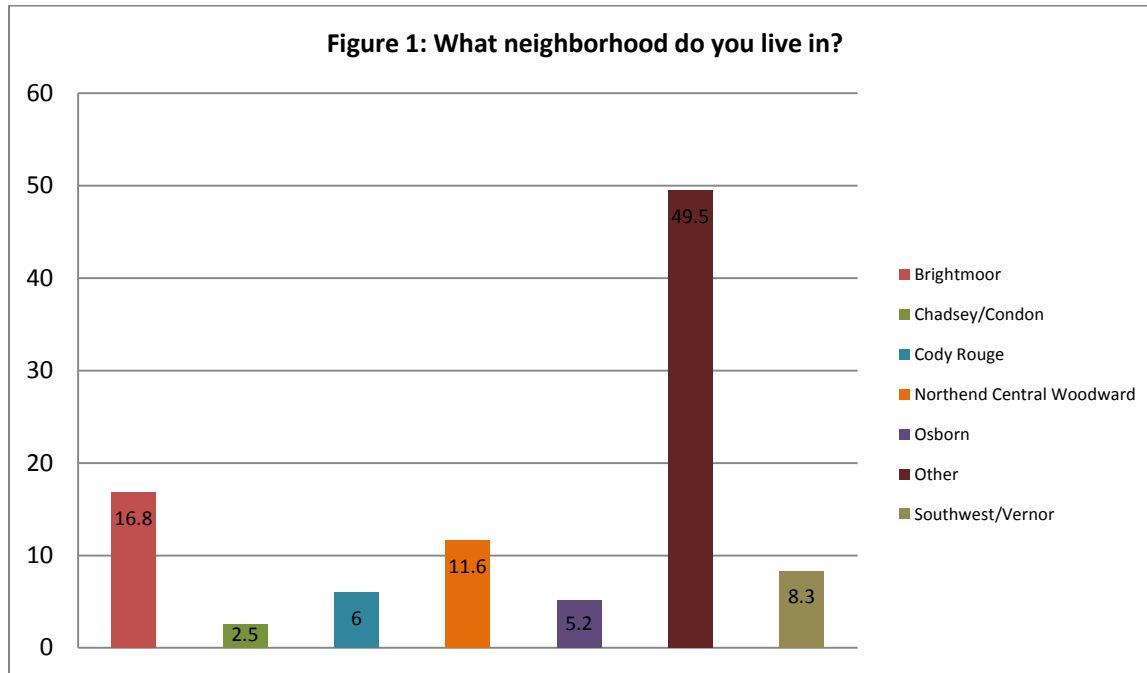


**Detroit Summer Youth Employment Program:  
Raw Data from Youth Employment Exit Surveys**

**University of Michigan-School of Social Work  
Good Neighborhoods Technical Assistance Center**

**February 2013**

## I. Youth Employee Exit Survey

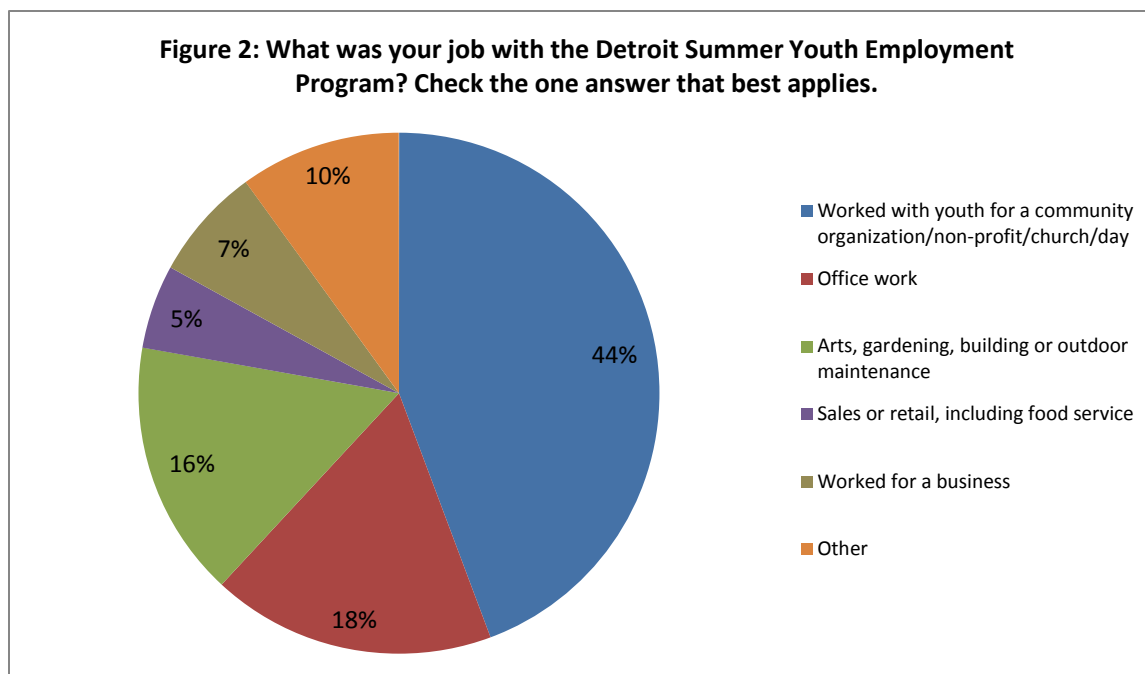


Other neighborhoods mentioned were: Southfield, Clinton Township, Plymouth, Dearborn, and 7 Mile.<sup>1</sup>

<sup>1</sup> Please note that 17.2% of respondents did not complete this survey item.

### Youth Employees End-of-Program Survey Results

University of Michigan- School of Social Work  
 University of Michigan Technical Assistance Center  
 February 2013

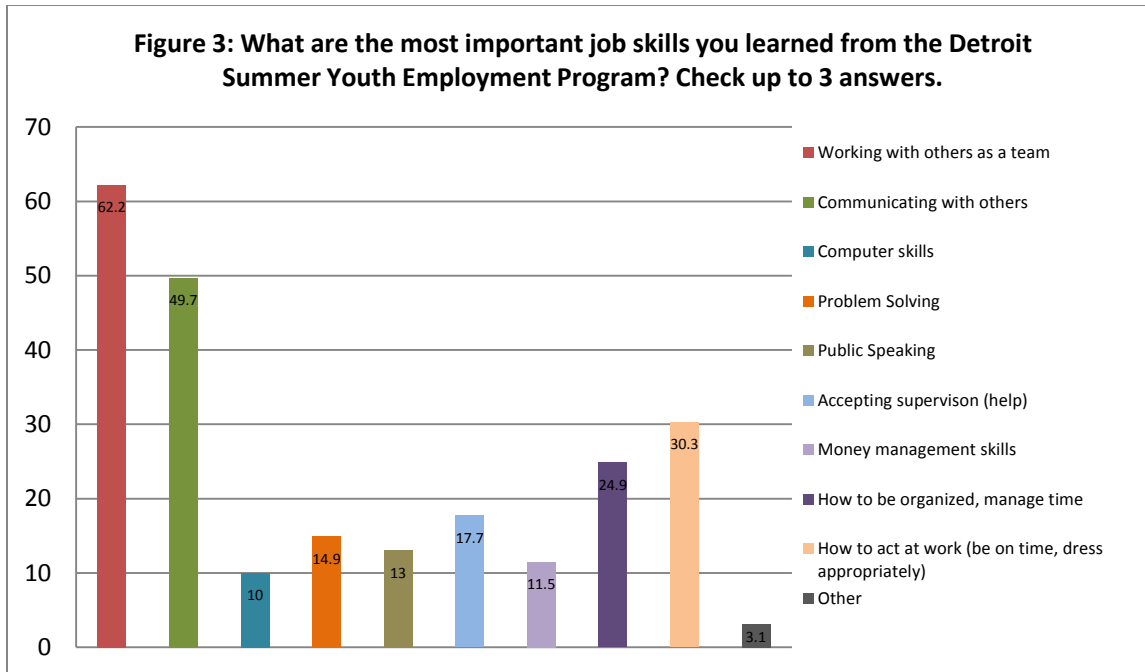


Other jobs mentioned include: Child care and community maintenance.<sup>2</sup>

<sup>2</sup> Please note that 16.4% of respondents did not complete this survey item.

**Youth Employees End-of-Program Survey Results**

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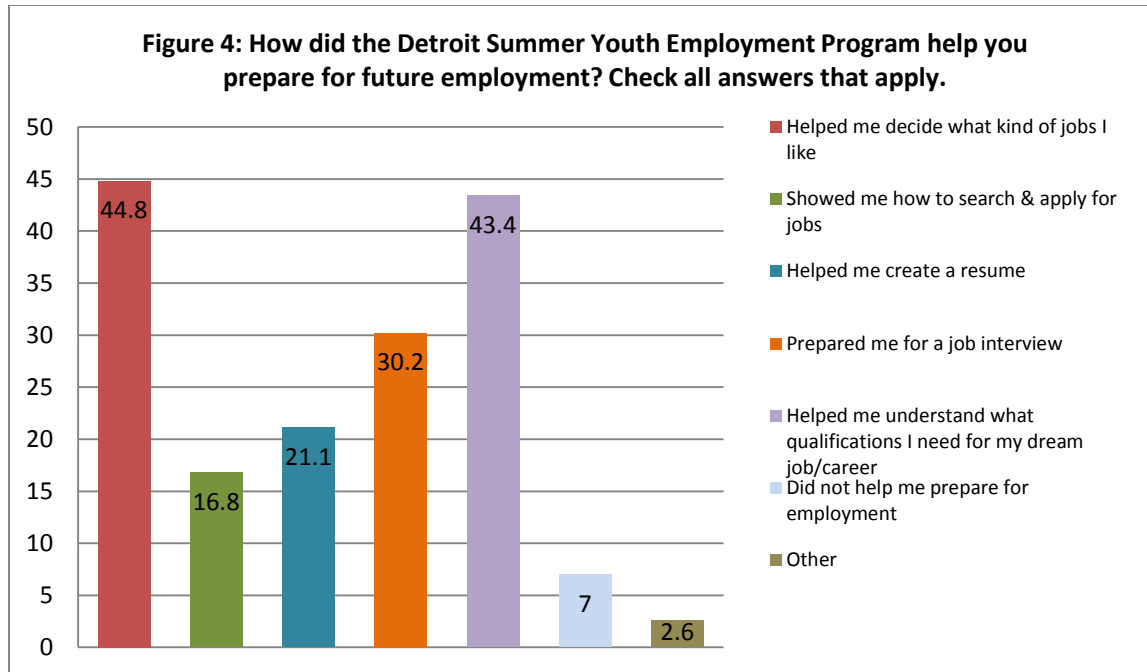


Other responses included: filing, patience, leadership and cleaning.<sup>3</sup>

<sup>3</sup> Please note that 11.6% of respondents did not complete this survey item.

#### **Youth Employees End-of-Program Survey Results**

University of Michigan- School of Social Work  
 University of Michigan Technical Assistance Center  
 February 2013

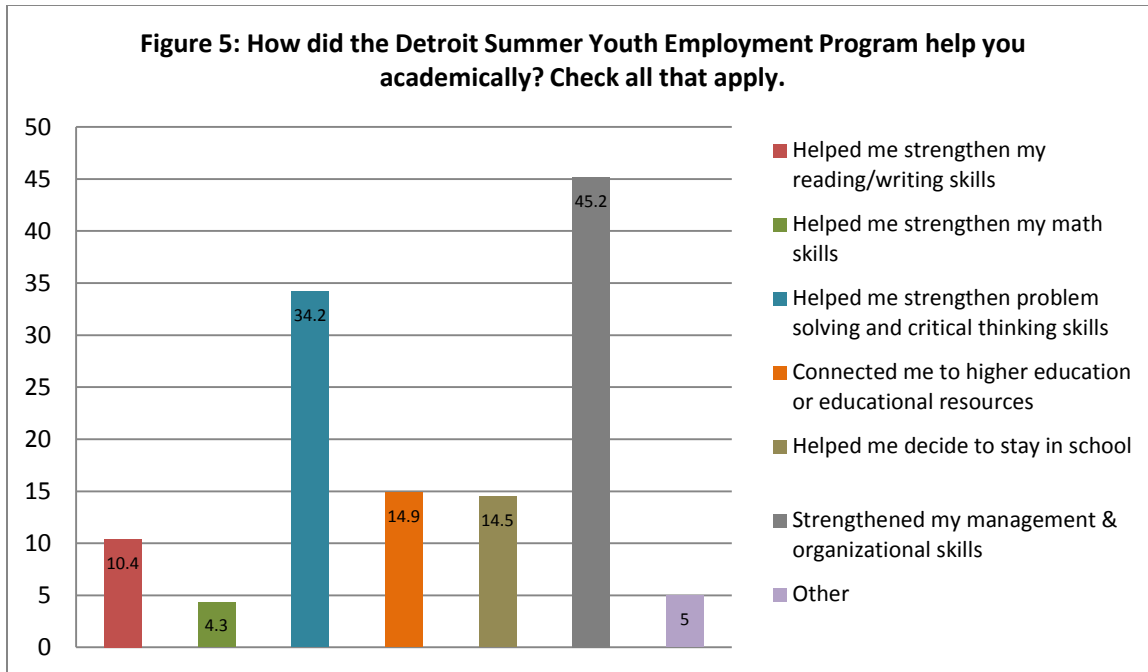


Other responses included: practical job experience, experience working with kids, and how to act at work.<sup>4</sup>

<sup>4</sup> Please note that 11.6% of respondents did not complete this survey item.

#### **Youth Employees End-of-Program Survey Results**

University of Michigan- School of Social Work  
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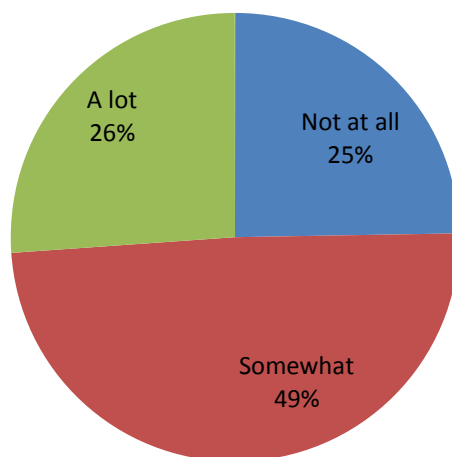
Other responses included: communication and home weatherization skills.<sup>5</sup>

<sup>5</sup> Please note that 14.6% of respondents did not complete this survey item.

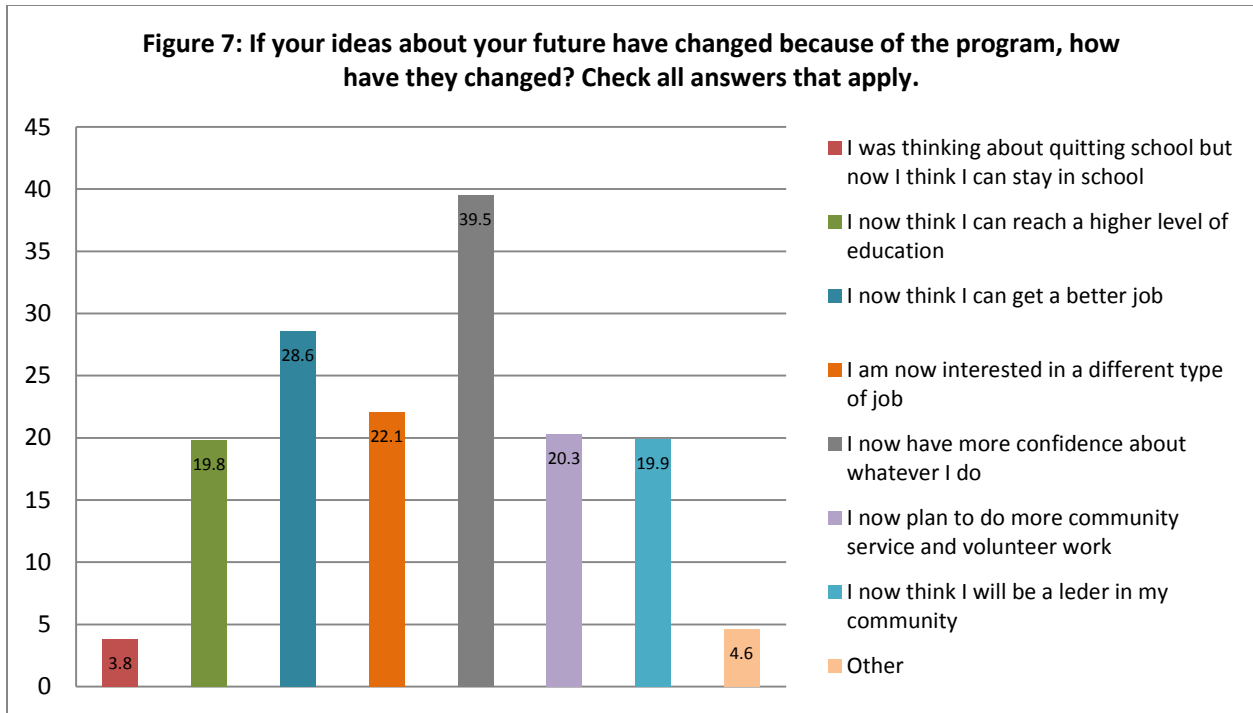
**Youth Employees End-of-Program Survey Results**

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**Figure 6: To what extent has the Detroit Summer Youth Employment Program changed your ideas about your future?**



Please note that 12.2% of respondents did not complete this survey item.



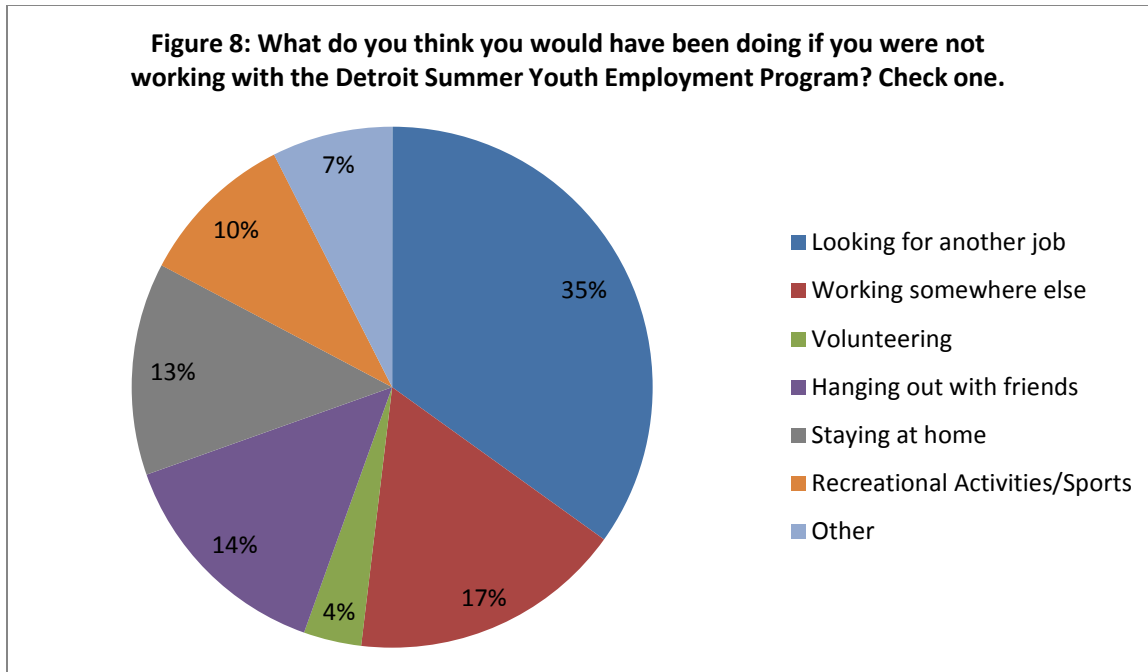
Other responses included: I learned how to invest money and I learned that this is not what I want to do.<sup>6</sup>

<sup>6</sup> Please note that 8.7% of respondents did not complete this survey item.

**Youth Employees End-of-Program Survey Results**

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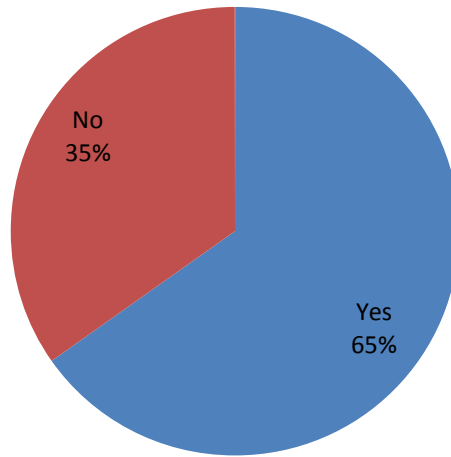
Other responses included: traveling, taking summer classes and preparing for college.<sup>7</sup>

<sup>7</sup> Please note that 28% of respondents did not complete this survey item.

**Youth Employees End-of-Program Survey Results**

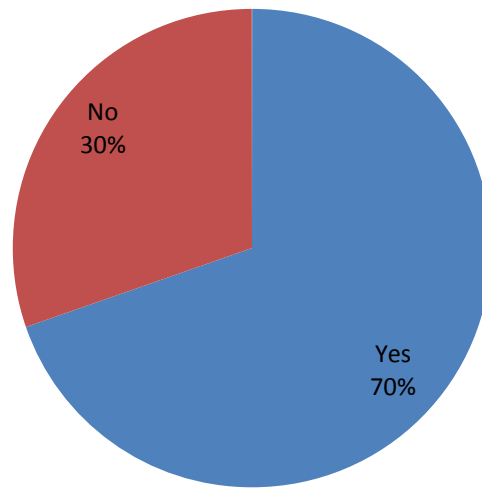
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**Figure 9: Did you identify a mentor that you plan to keep in contact with after the Detroit Summer Youth Employment Program ends?**

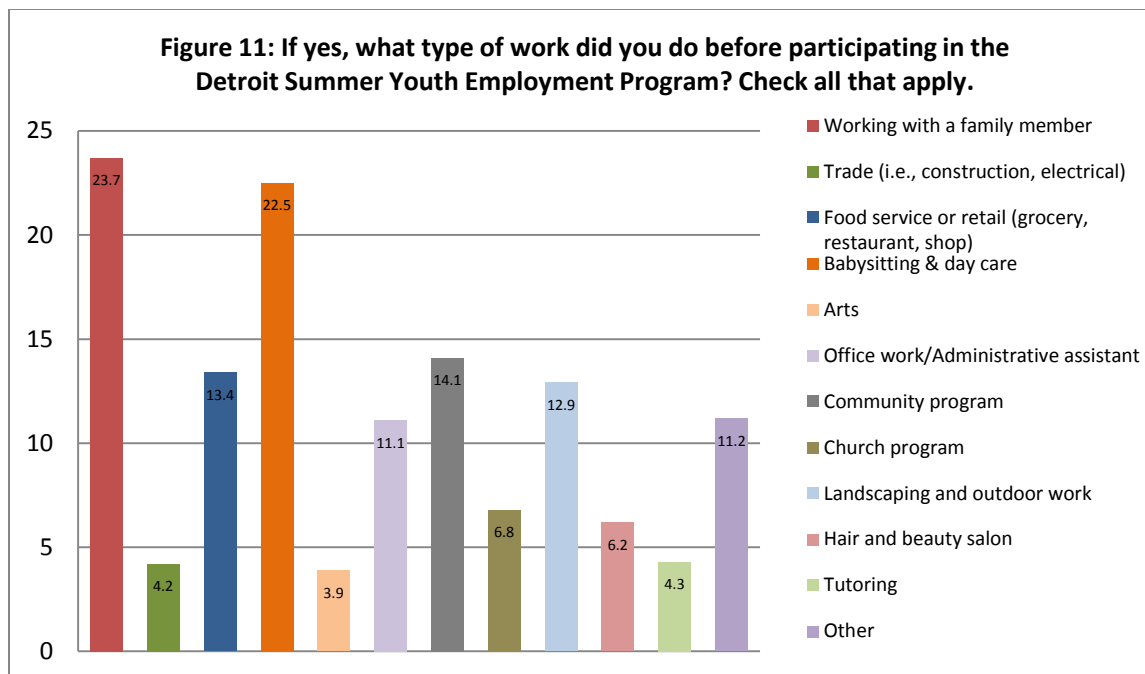


This question is a new addition to the 2012 Youth Employee Exit Survey. Please note that 2.3% of respondents did not complete this survey item.

**Figure 10: Have you worked for pay in the past?**



Please note that 1.5% of respondents did not complete this survey item.



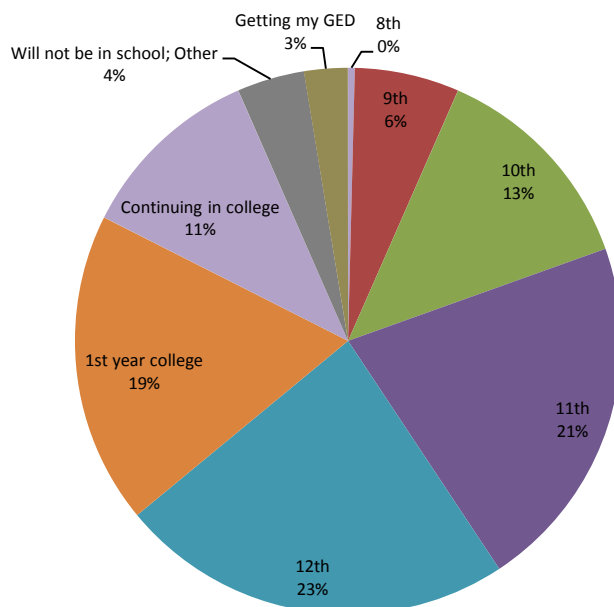
Other responses included: housekeeping, internship, working with elders, summer camp programs, security, police cadet and maintenance.<sup>8</sup>

<sup>8</sup> Please note that 23% of respondents did not complete this survey item.

#### **Youth Employees End-of-Program Survey Results**

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**Figure 12: What grade will you be in at school in September 2012?**



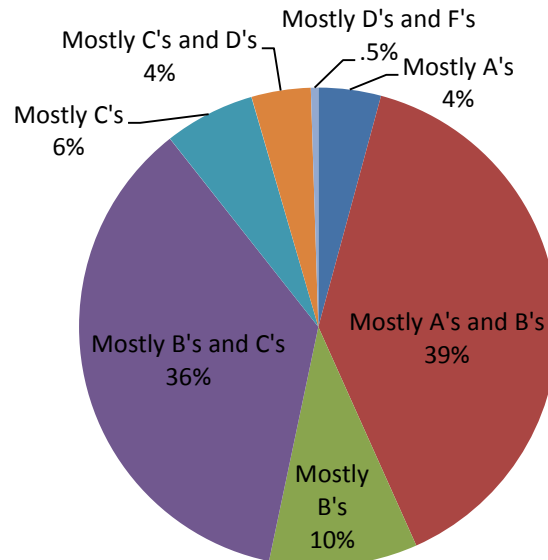
Other responses included: finishing summer school and some form of vocational schooling.<sup>9</sup>

<sup>9</sup> Please note that 1.1% of respondents did not complete this survey item.

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**Figure 13: What grades do/did you usually get in school?**



Please note that 2.6% of respondents did not complete this survey item.

**Table 1: What kind of job will you like to be doing in 10 years?**

*681 out of the 704 respondents completed this item, for a response rate of 96.6%. The top 10 professions are listed below with illustrative comments; see Appendix A for a full list of professions given.*

Entrepreneur:

- I will be running my own businesses and helping others.
- Entrepreneurship dealing with the music or media arts
- None, I would like to be an entrepreneur running my own business

Art, dance, music, acting:

- I would like to be a dance teacher
- The job I would like to be doing in the next 10 years is being a dance teacher at a prestigious dance studio
- I would like to have my own dance company

Sports:

- I will like to be doing something with sports
- Something in the sports field, athletic training, sports management, sports broadcasting
- Something with sports medicine involving football or basketball

Doctor:

- Working as a doctor at DMC
- Becoming a medical doctor, as far as a heart surgeon
- Working as an emergency room doctor

Police officer, detective, law enforcement, lawyer, politics:

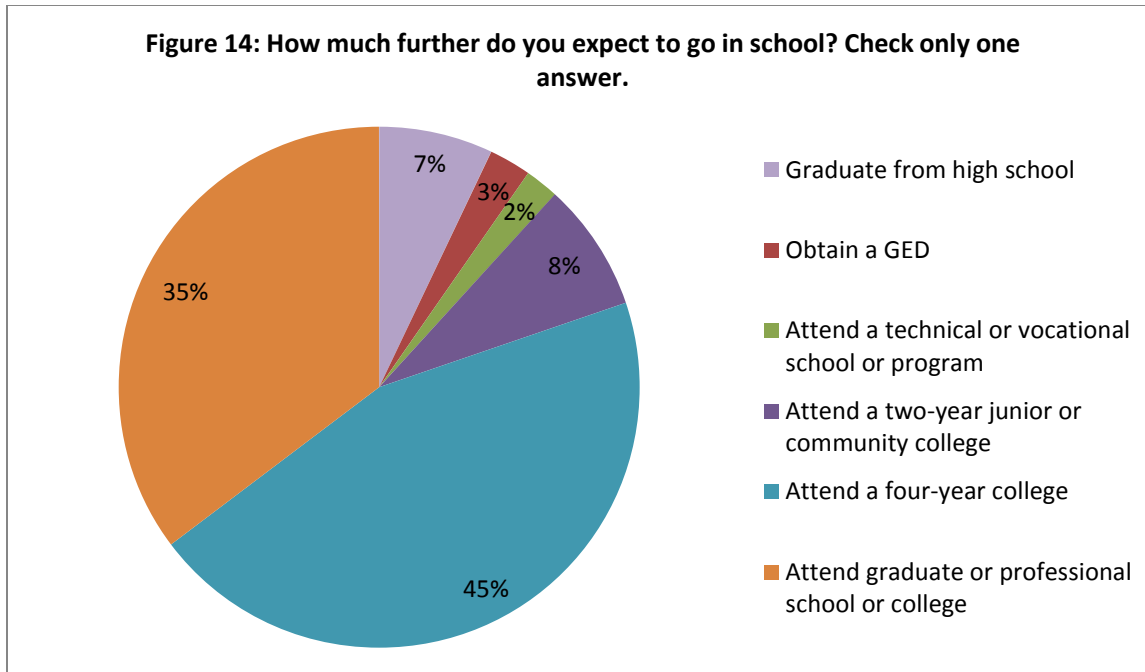
- In ten years I would like a job that interests me like being a police officer
- The kind of job I will have in 10 years is a detective
- Homicide detective

Nursing:

- Nursing, helping others and volunteering
- I don't want a job in ten years I want a career in Registered Nursing
- Nursing/social work

**Youth Employees End-of-Program Survey Results**

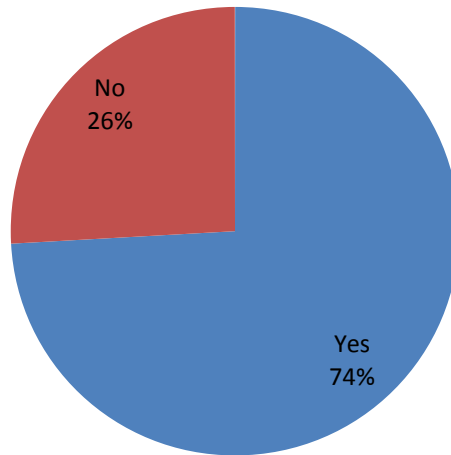
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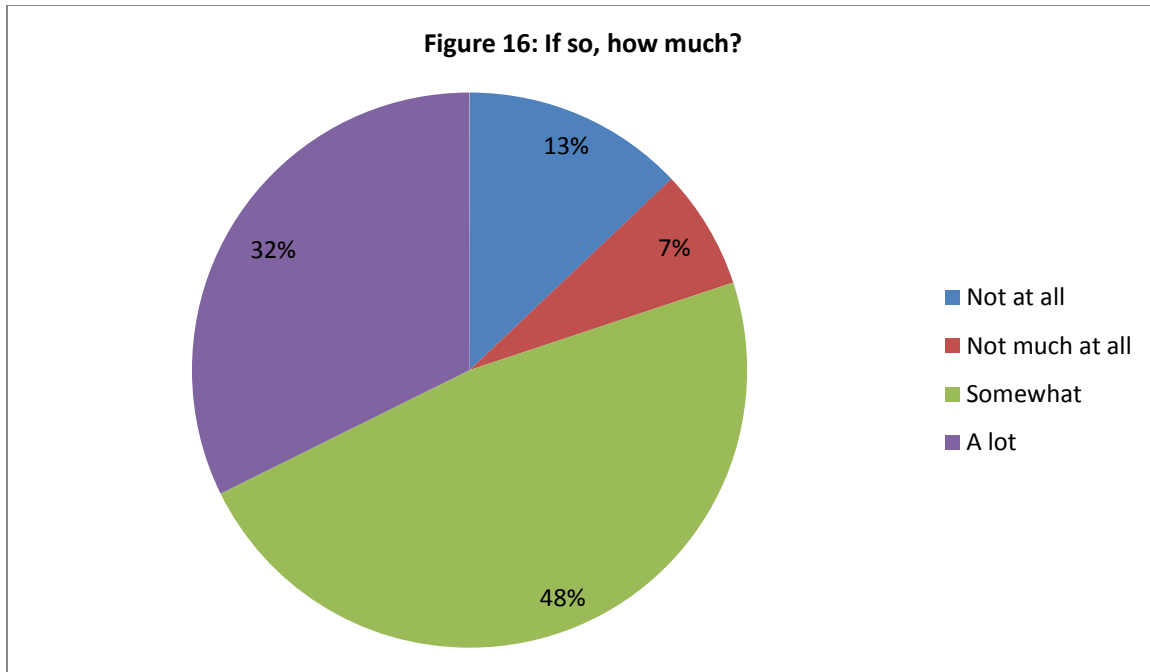
Please note that 2.2% of respondents did not complete this survey item.



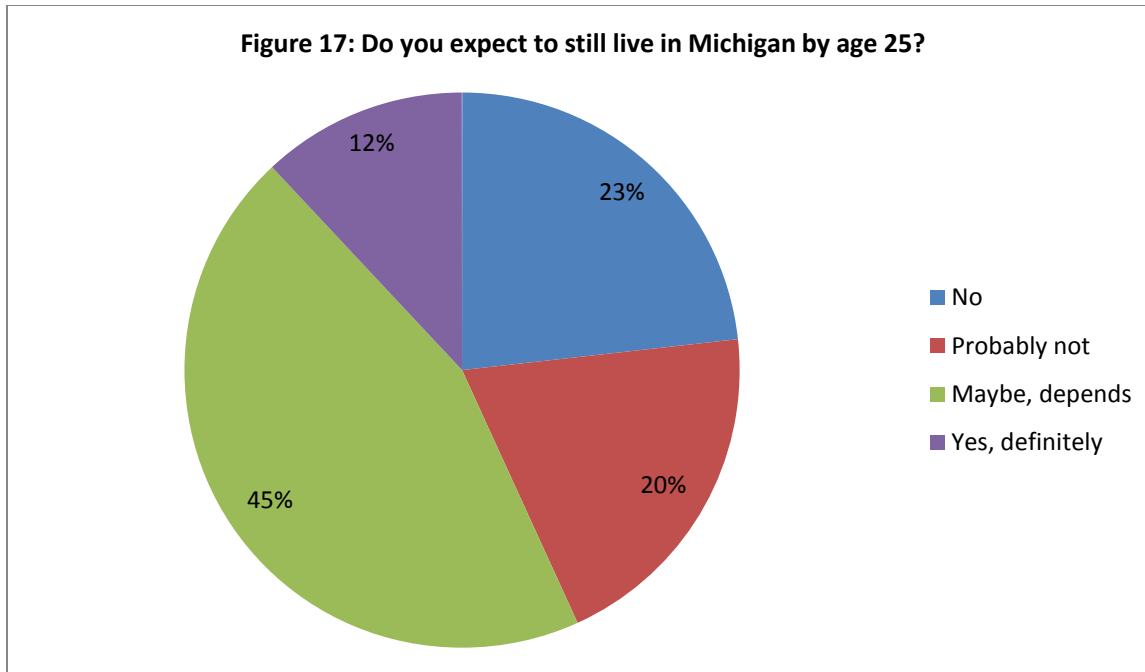
**Figure 15: Do you feel the Detroit Summer Youth Employment Program improved your outlook on education?**



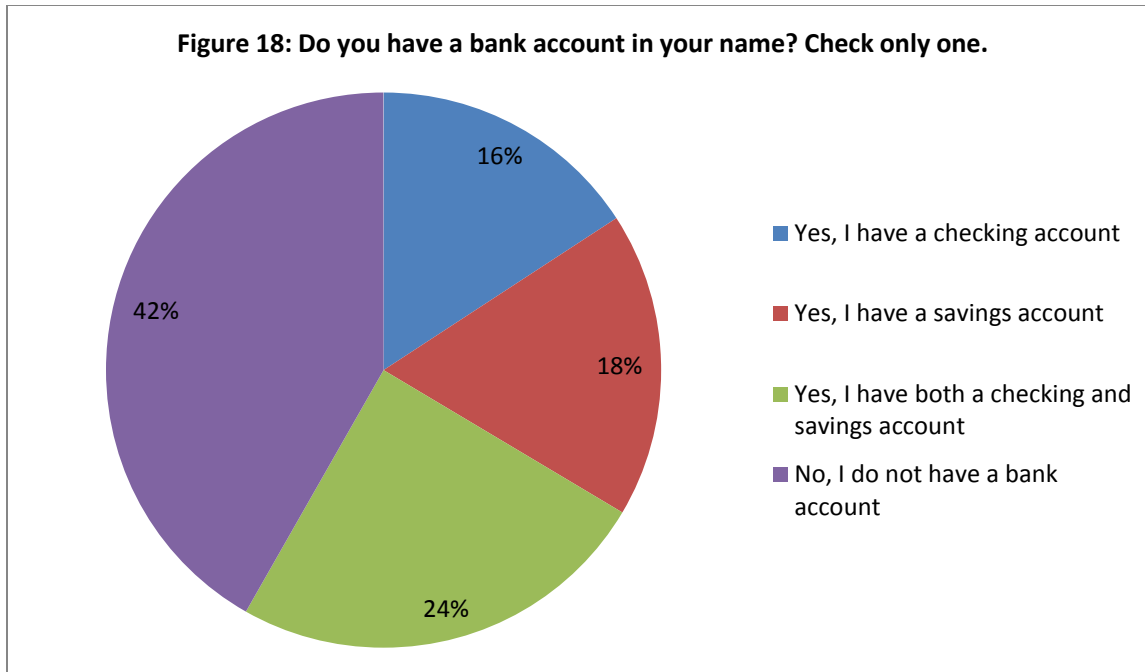
This question is a new addition to the 2012 Youth Employee Exit Survey. Please note that 2% of respondents did not complete this survey item.



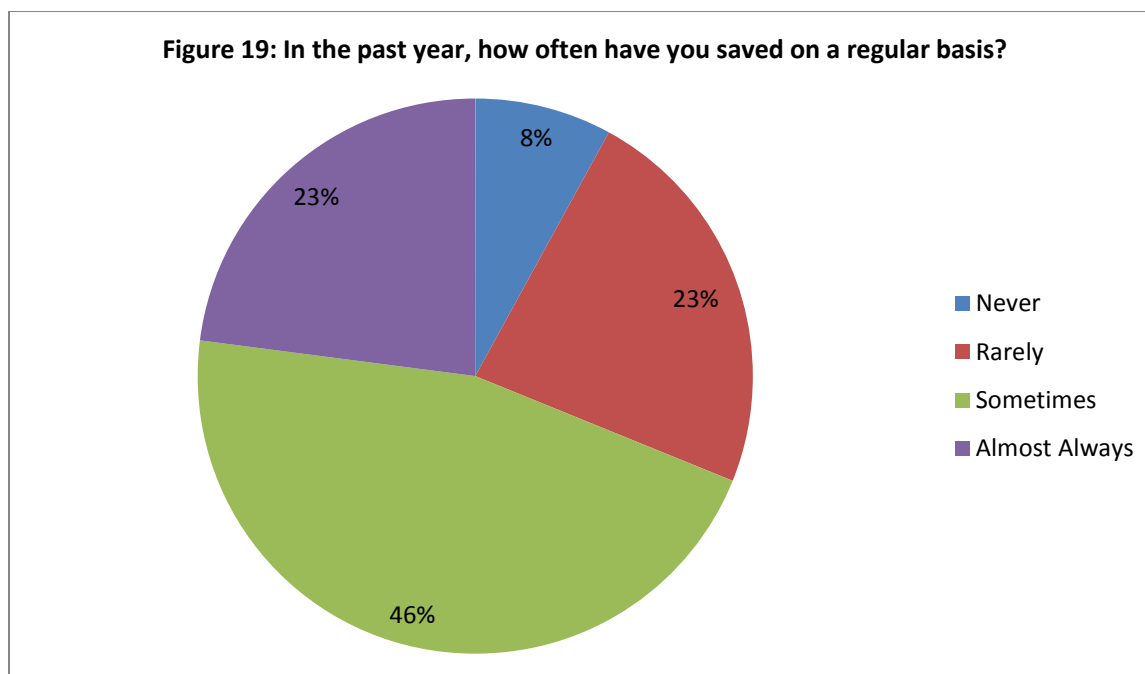
This is a new follow up question (to figure 15) to the 2012 Youth Employee Exit Survey. Please note that 11.6% of respondents did not complete this survey item.



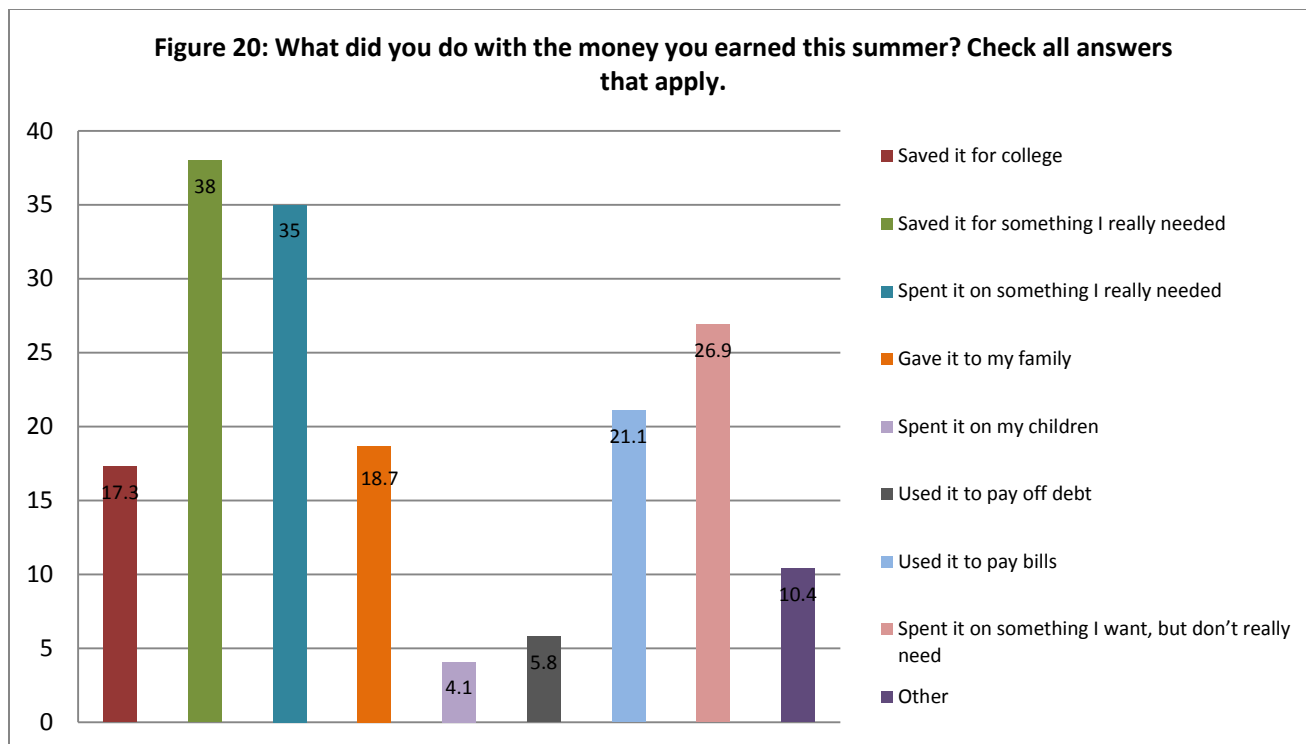
This question is a new addition to the 2012 Youth Employee Exit Survey. Please note that 1.8% of respondents did not complete this survey item.



Please note that 1.8% of respondents did not complete this survey item.



Please note that 1.2% of respondents did not complete this survey item.



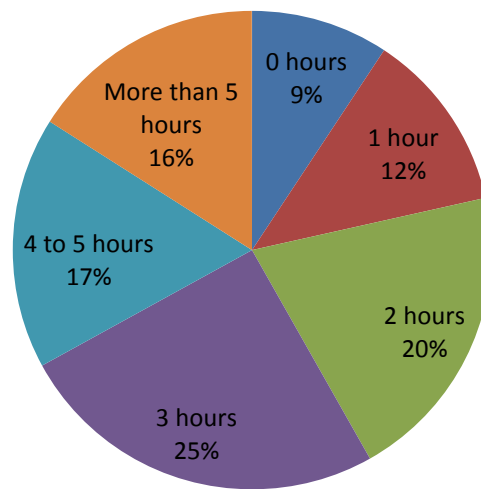
Other responses included: school items, gave to church, traveling expenses, purchase of a car, saved for prom/senior dues and studio equipment.<sup>10</sup>

<sup>10</sup> Please note that 2.4% of respondents did not complete this survey item.

#### **Youth Employees End-of-Program Survey Results**

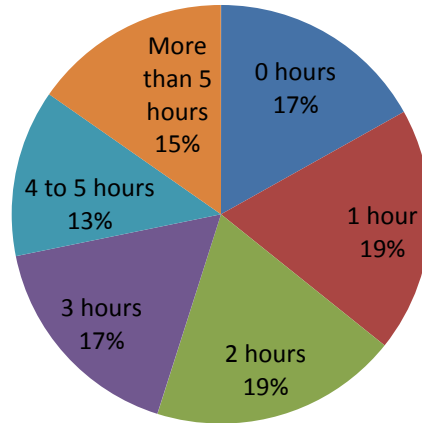
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**Figure 21: On an average weekday, how many hours do you watch TV?**



Please note that 3.1% of respondents did not complete this survey item. The percentage does not add up to 100% due to a rounding error.

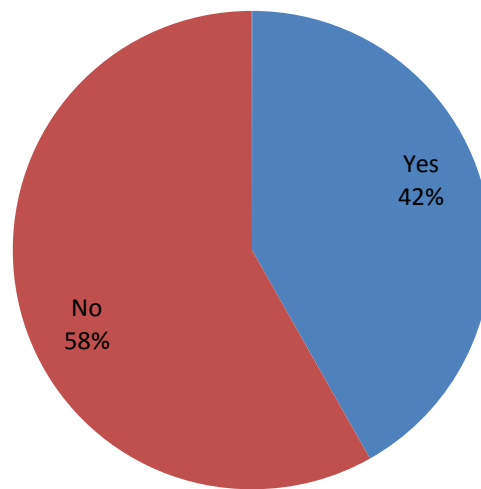
**Figure 22: On an average weekday, how many hours do you play video games, computer games, or use the computer recreationally (such as My Space, Facebook, etc.)?**



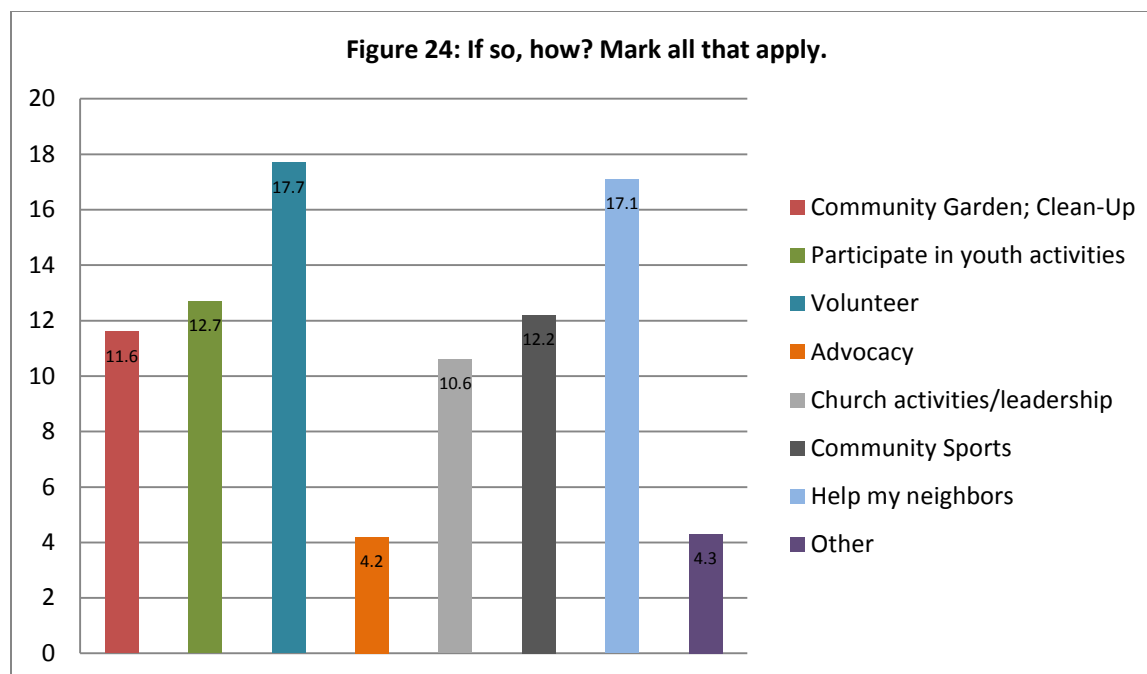
Please note that 3.1% of respondents did not complete this survey item.



**Figure23: Are you actively involved in your neighborhood?**



This question is a new addition to the 2012 Youth Employee Exit Survey. Please note that 3% of respondents did not complete this survey item.

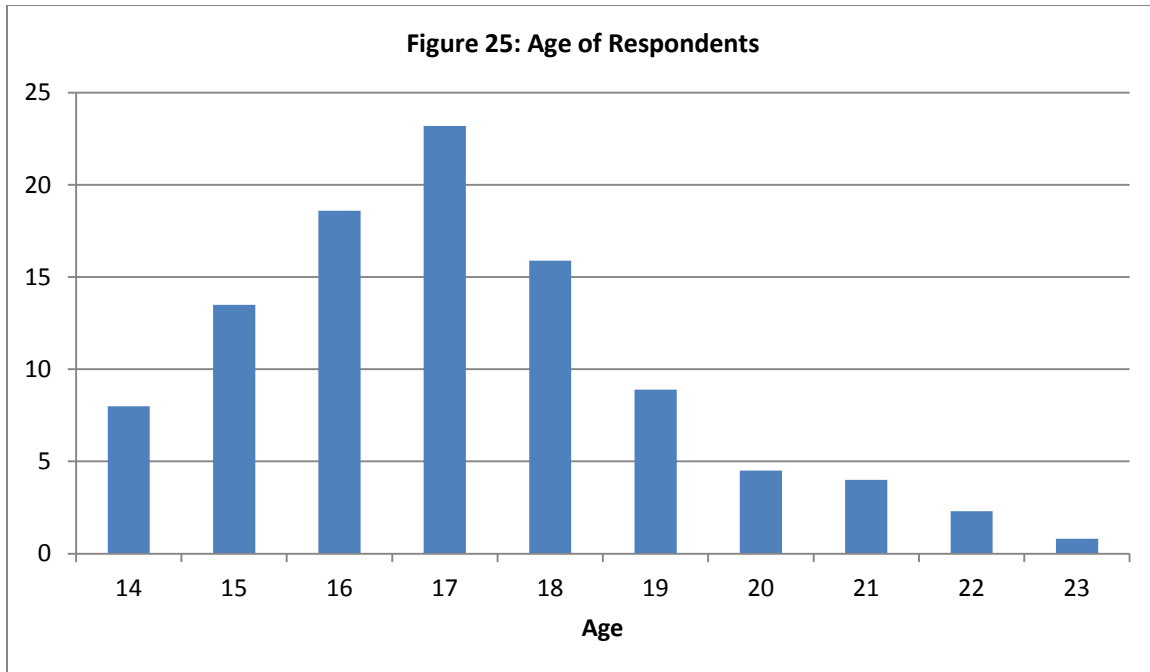


Other responses included: cutting grass, block clubs, dance, music, Detroit young citizens and community marches.<sup>11</sup>

<sup>11</sup> This is a new follow up question (to figure 23) to the 2012 Youth Employee Exit Survey. Please note that 53% of respondents did not complete this survey item.

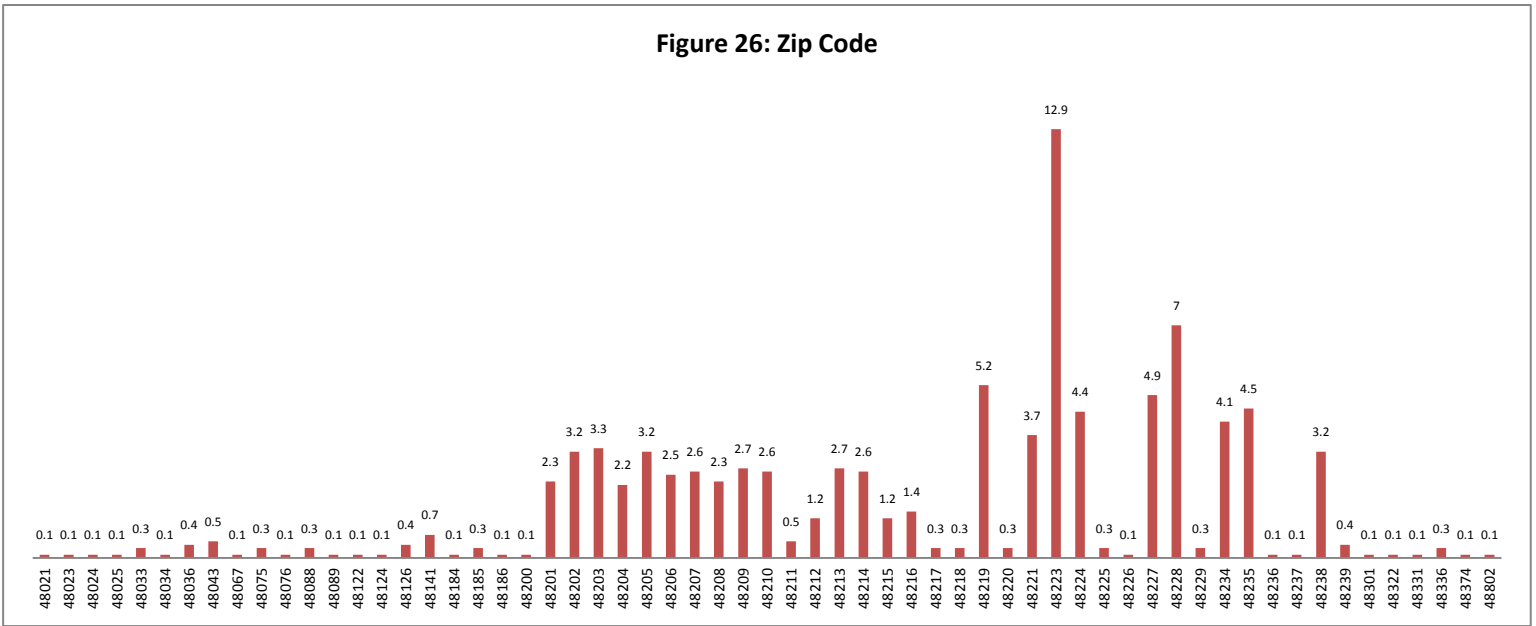
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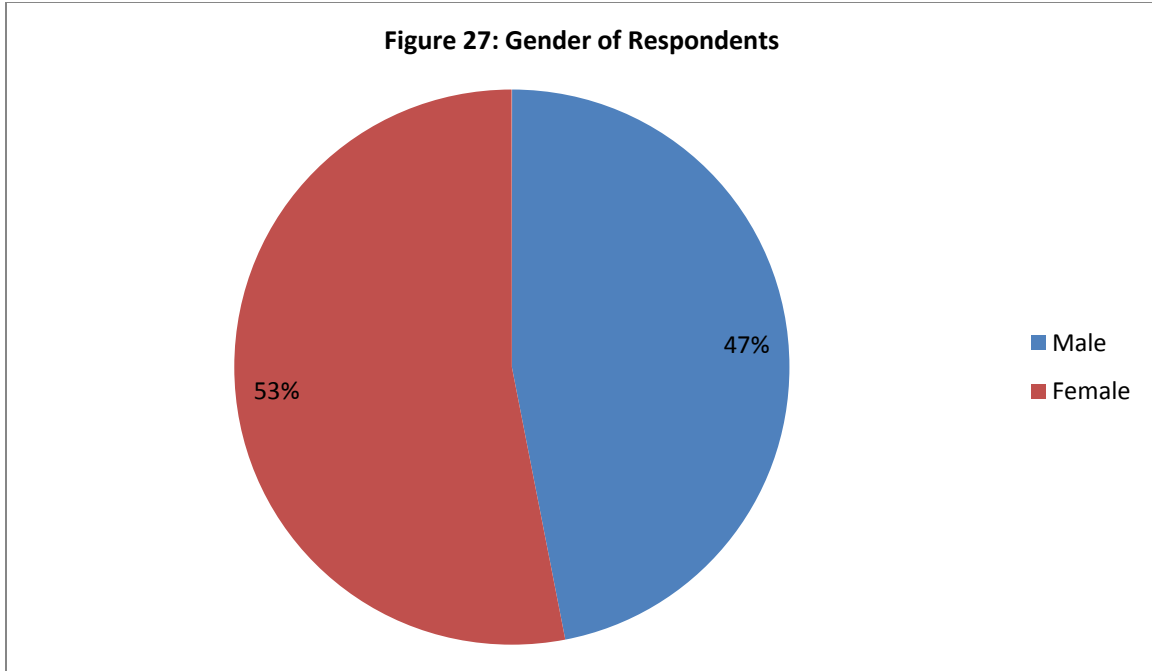


Please note that 5% of respondents did not complete this survey item or had an invalid response.

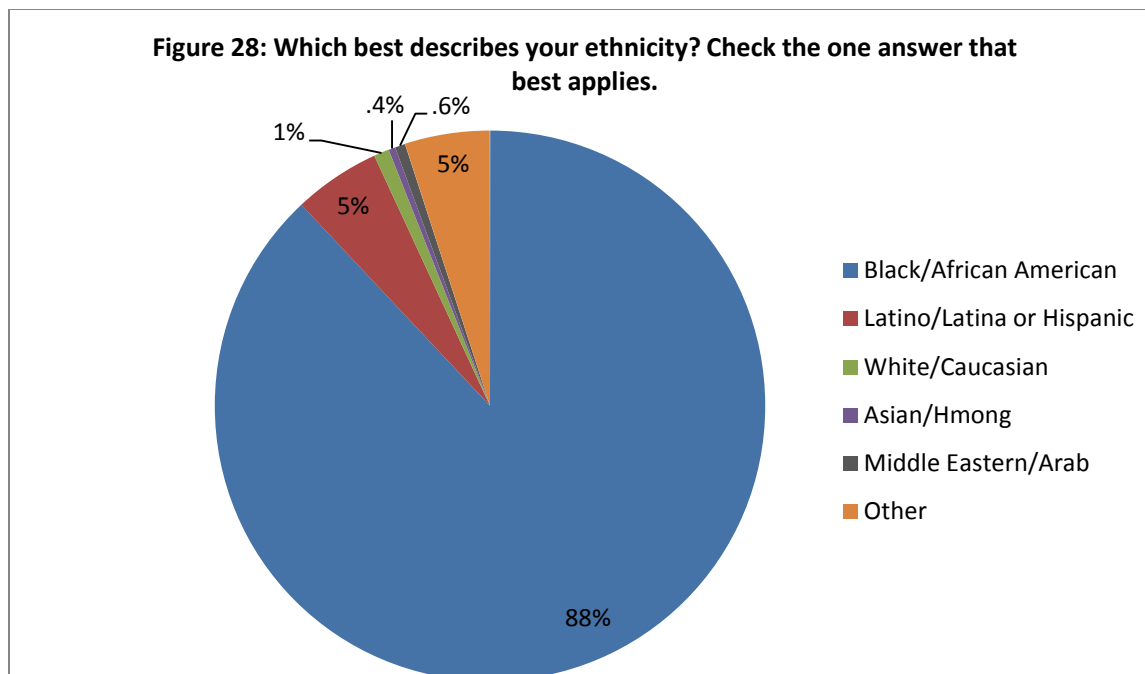
Figure 26: Zip Code



Please note that 1.2% of respondents did not complete this survey item or had an invalid response.



Please note that 15.8% of respondents did not complete this survey item.



Other responses included: African American/Hispanic, African, Hawaiian, Egyptian/Italian, Jamaican, Native American/black, Bengali, Indian American, Pacific Islander, Irish and mixed/multi-racial.<sup>12</sup>

<sup>12</sup> Please note that 5.1% of respondents did not complete this survey item.

**Youth Employees End-of-Program Survey Results**

**Table 2: In a few words, how can we make the Detroit Summer Youth Employment Program better next year?**

*216 out of the 275 respondents completed this item, for a response rate of 78.5%. Themes developed from the responses are presented below with illustrative comments*

*(Only themes with more than 10 responses are highlighted here; see Appendix B for a full list of responses)*

**Increase pay, hours and length of program – 17.1% of respondents share this type of comment**

- Start earlier
- I would like to work longer and get more money
- Make it longer
- Let employees work longer hours

**No improvements needed/ great program – 14.2% of respondents share this type of comment**

- The program was great
- It was great to me- didn't have not one problem this year
- The program is already good without any changes
- Well this was my first year and I found it to be a really great program

**Get checks out on time, more organized – 12.7% of respondents share this type of comment**

- By being more organized
- Being more organized and already having the houses lined up for the youth to weatherize
- Be a bit more organized and make sure that pay is received
- Stop getting in circles and be organized with setting appointments and just overall

**Better matched jobs, more jobs – 10.5% of respondents share this type of comment**

- More active and interesting jobs
- Have more interesting jobs for teens
- Try to have jobs for people that has to do something with the career field they plan to do
- Find out what participants are interested in and give them jobs based off of that.

**Better pay, more hours and flexibility for older kids – 4.4% of respondents share this type of comment**

- Detroit Summer Youth Employment Program should give the older age group from 19-21 a better pay other than \$7.50
- More hours to 18 and older youths.

**Youth Employees End-of-Program Survey Results**

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**Table 3: Share any job skills you would have liked to learn but didn't?**

*147 out of the 275 respondents completed this item, for a response rate of 53.5%. Themes developed from the responses are presented below with illustrative comments*

*(Only themes with more than 10 responses are highlighted here; see Appendix C for a full list of responses)*

**None – 9.5% of respondents share this type of comment**

**Learned everything I wanted – 5.8% of respondents share this type of comment**

- I learned everything I needed to know
- I learned everything I wanted to learn here at the City of Highland Park
- I learned a lot at my work site. I learned everything I wanted to learn and more
- I've learned everything I wanted to learn this summer with this program

**IT, computers – 4.4% of respondents share this type of comment**

- Computer skills- wasn't active too much
- I would like to learn about computers
- I would have liked to learn computer skills because I didn't learn it at this job
- I would have liked to learn how to file on the computer

**Office work – 4% of respondents share this type of comment**

- I would have liked to learn social skills on the phone
- Answering phones at the front desk
- How to use a phone and use a complex phone system
- Phone skills

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**Table 4: Share any additional comments you have about your job site or the Detroit Summer Youth Employment Program.**

*109 out of the 275 respondents completed this item, for a response rate of 39.6%. Themes developed from the responses are presented below with illustrative comments*

*(Only themes with more than 10 responses are highlighted here; see Appendix D for a full list of responses)*

**Great experience – 11.6% of respondents share this type of comment**

- This was a great experience. I learned a lot and I would do it again
- It was a good learning and work experience. They gave us the knowledge we need to further our job skills
- I really did enjoy the experience.

**I liked my job/program – 7.3% of respondents share this type of comment**

- I liked working in the church with Mr. Archbuckle. He really taught us things we really needed to know to be successful in life and to accomplish my goals and to have five year life plans
- I liked it and it was very successful and it keep me doing something

**Learned new things – 5.1% of respondents share this type of comment**

- They gave us the knowledge we need to further our job skills
- I would like to thank the YES Program for helping me with my summer vacation. It was very fun and I learned a lot from it, I like my job site.
- I learned a lot working here, I really like where I am working. It is a lot to learn and look forward to

**I liked the people – 4.4% of respondents share this type of comment**

- I like my site, because the people are helpful and cool to talk and are always in a good mood
- I love my job site. It is so fun. I met great people.
- It was a wonderful experience and my supervisor is awesome, the people at my job site were very nice people

**Youth Employees End-of-Program Survey Results**

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## Appendixes

### A. What kind of job will you be doing in 10 years?

Q14: What kind of job will you like to be doing in 10 years?		
Theme	Number of Respondents	Examples
Entrepreneur	34	Sports bar, music, media arts, restaurant, veterinarian, beauty, culinary arts, event planning
Nursing	31	RN, neonatal nurse, MSN, CAN Nurse, male nurse, pediatric nurse, LPN
Mortuary Science	3	Forensic, funeral home
Engineering	29	Electrical, mechanical, computer, technical, medical
Art, dance, music, acting	24	History, producer, director, theory,
Doctor	20	Heart surgeon, ER, sports
Sports	20	Management, training, broadcasting, physical therapy, agent, medicine, NFL, WNBA, MLB, cheerleading,
Media and broadcasting	6	Fox 2 news, sports news, arts
Architect	10	Design, restoration
Police officer, detective, law enforcement, lawyer, politics	64	SWOT, Criminal, civil, judge, real estate law, entertainment law, sports law, family law, politician
Inventor	1	An inventor in the motor industries
Military, Armed Forces	11	Computer tech, engineer, educator
Psychologist, Therapist, Psychiatrist	17	Family, children, hospital, clinical, massage therapist, physical therapy
Social Work	15	Medical, community organizing, children and families, youth, schools
Whatever I can get; not sure	2	Childcare, beauty
Real Estate	3	Management
IT, Computer science	17	Footwear, computers, veterinary technology
Accounting	4	Business, management
Veterinarian	7	Medicine, animals, clinic
Retail	2	Sales

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Mechanic	1	Vehicles
Video game design	6	Developer, beta tester, salesman
Insurance	1	Restoration
Beauty industry	9	Hair, nails, salon, cutting hair
Writer	2	Journalist
Culinary arts	11	Chef, restaurateur
Pilot	2	
Public school management/administration	2	Superintendent, principle
Fashion, marketing	17	Design fashion, business
Manufacturing	1	
Childcare	7	
Industrial design	1	
Business management	4	
Dentistry	2	
Construction, carpentry	11	Business
Pastoring, ministry, inspirational speaker	4	
Working with kids	9	Early childhood education, counselor, schools
Office Management; work	8	Business, music, administration
Anthropology	3	Forensic
Teacher	16	Coach, dance, English
Banking	3	Investment, personal
Interior design	4	
Contractual work	1	
Corporate career	7	Sports, shoes, music, Fortune 500
Music Producing	3	
Traveling	2	

### Youth Employees End-of-Program Survey Results

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Chiropractor	1	
Environment	3	Justice, scientist

**B. In a few words, how can we make the Detroit Summer Youth Employment Program for youth next summer. Your comments and suggestions are appreciated and welcome.**

<b>Q30: In a few words, how can we make the Detroit Summer Youth Employment Program better next year?</b>		
Theme	Number of Respondents	Examples
No improvements needed/ Great program	39	It was okay. I plan to work here next year also, the program was great, it was actually pretty good, it was great to me- didn't have not one problem this year, nothing really everything was fine to me, the program is already good without any changes, I think its great- nothing should change, well this was my first year and I found it to be a really great program, same thigs you did this year
Increase pay, hours and length of program	47	Start earlier, I would like to work longer and get more money, make it longer, let employees work longer hours, have more youth development skills and longer work weeks, more hours and work longer, work longer than six weeks and get paid more, longer work period, we can make it better by working longer hours and making more money, the Detroit Summer Youth Employment Program can be better next year if we are paid in full. Also, if the youth can work more hours, you can make it better by providing more hours, better pay, more hours to 18 and older, i think giving youth an option to work more hours will be better, more hours for more pay, offer more hours- some of us are capable of working more than 20 hours, add more hours and start the program earlier
Get checks out on time, more organized	35	By being more orgnaized, Being more organized and already having the houses lined up for the youth to weatherize, be a little more organized, be a bit more organized and make sure that pay is recieved, make it more organized, stop getting in circles and be organized with setting appointments and just overall period, you all need to be more organized and professional, you guys could be a bit more organized and answer/return phone calls
Better matched jobs, more jobs	29	More active and interesting jobs, let kids go out to get lunch on their lunch breaks, more interesting topics and better cleaning environment, have more interesting jobs for teens. Try to have jobs for people that has to do something with the career field they plan to do, find out what participants are interested in and give them jobs based off of that.
Disburse t-shirts on time	8	Give out shirts early in the beginning so it wont be a problem when getting on the bus, give them their shrits on time so the bus drivers will not give them any grief, it can be better next year by having two shirts, have shirts on time, lunch seved and bus cards, by bringing me my shirts, become more organized and do as required for the youth (i.e., cards, shirts, supervisors), maybe be more straight to the ponit with the shirts, hats, and checks next year but other than that everything is good
Make sure people get along, stay positive, has a positive attitude, follow rules (dress code)	8	Less people, less drama, I think we should make sure people get along,

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More activities	9	Fix up building, more activities, be able to go out for lunch and more interesting visitors, having more activities for the workers, by making it more fun and participating in fun activities, more activities and field trips, better information on through the year activities, do more activities and go out more so we can explore and clean up at the same time
Lunch issues	4	By having better lunch breaks, let kids go out to get lunch on their lunch break, have lunch served
Transportation issues, free parking	4	Place us at a location near our house, so that our parents don't have to drive extra, I feel we should get more hours for older youths than the younger youths. Free arking for worksites that we drive to. Everything else was great!
I want to work with the program/site next year	4	I think that we should be able to pick or suggest a worl place that is avaliable. Also, we would like to participate in the program throughout the year, really, I don't feel that it needs to change, it is goof as it is. I only feel that we can have more hours. I would like to participate throughout the year
Tell more people about it	2	The Detroit Summer Youth Employment Program for youth next summer can be better by getting more kids and stop 20 and 21 year olds
Opportunity to make up missed days	1	To offer people who work late, time to make up their money
More volunteers/crew members, community service	4	Have more crew members, new crew members
Not sure	3	Not sure. I had fun and learned a lot
Have food for everyone	1	Have food for everybody
More community service	1	More community service
Better pay, more hours and flexibility for older kids	12	Detroit Summer Youth Employment Program is give the older age gorup from 19-21 a better pay other than \$7.50, better pay, more hours to 18 and older, I feel we should get more hours for older youths than the younger youths. Free arking for worksites that we drive to. Everything else was great!
Don't want to participate next year	1	I don't have an answer because I don't want to participate next year
More resources	4	You can help the program by giving Mrs. Bennett and her staff more tools and money

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**C. Share any job skills you would have liked to learn but didn't.**

<b>Q31: Share any job skills you would have liked to learn but didn't.</b>		
Theme	Number of Respondents	Examples
IT, computers	12	Cash handling, office work, and computer skills, Computer skills, wasn't active too much, I would like to learn about computers, Dog grooming, computer programming, hair styling and management skills, I would have liked to learn computer skills because I didn't learn it at this job, I would have liked to learn how to file on the computer. Also, I would have liked to learn how to work the fax machine
Office Work (phone, fax, filing)	11	I would have liked to learn social skills on the phone. Answering phones at the front desk, How to use a phone and use a complex phone system, Answering the phone, Phone skills
Cooking, food handling	5	Learn how to cook, I would have liked to learn about cooking
How to work with others	4	Interacting with adults more
Build things	4	How to build things
Home improvement (heating, colling, yard maintenance)	2	Heating, cooling and home improvement
Math	2	Money and mathematics
Car maintenance	1	I would like to learn how to work on cars
Accounting, business, management	6	Computer programming, design, accounting, Dog grooming, computer programming, hair styling and management skills
None	26	
Learned everything I wanted	16	I learned everything I needed to know. I've learned everything I wanted to know so far, I learned everything I wanted to learn here at the City of Highland Park, I learned a lot at my work site. I learned everything I wanted to learn and more, I've learned everything I wanted to learn this summer with this program
Resume/interview skills and how to apply for a job	4	I would have liked to learn how to make a resume and have examples of how to fill out job applications to make sure I will get a call back, Interview skills
Care for elderly	1	I would have liked to learn how to care for the elderly
Engineering	1	Really nothing but besides engineering
Nothing I didn't already know	4	None that I don't already know, I have been working for several years and I already know the basics
Working with kids	5	I wanted to learn about kids more, Being in a hospital or nursing home and working in a daycare
I don't know	2	Journalisim
Writing, journalisim	2	

**Youth Employees End-of-Program Survey Results**

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Money management, investing, saving	7	I think if I'd learned how to make money better, would have really helped me. Investing money vs. saving money, tricks of the trade (something special that is only learned from years of experience) or advise on how to make college easier would have been nice, I would like to learn how to manage my money, work on computers, and solve problems, How to manage money better. Interacting with adults more
Law	4	Architectural restoration business or law
Retail, cash handling	8	Cash handling, office work, and computer skills, Working in a clothing store and customer service
Communication, customer service	3	Working in a clothing store and customer service
Professional beauty services	1	Working on hair and nails and baby sitting
Dog grooming	1	
Design	3	Computer programming, design, accounting
How to be a cop	1	
I learned a lot	4	There is isn't anything. I have learned a lot, None because I learned a lot, I learned a lot on this job. I would have liked to have learned more technical jobs because technology is so advanced and you need to be prepared
Leadership and responsibility	3	Leadership and responsibility
Medical work (nursing, cardiology)	4	Being in a hospital or nursing home and working in a daycare, I would have liked to learn about Cardiology and the benefits it would have on my everyday life; as well as what the job really consists of

### Youth Employees End-of-Program Survey Results

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**D. Share any additional comments you have about your job site or the Detroit Summer Youth Employment Program.**

<b>Q30: In a few words, how can we make the Detroit Summer Youth Employment Program better next year?</b>		
Theme	Number of Respondents	Examples
I liked the people	12	I really enjoyed the people I worked with, I like my site, because the people are helpful and cool to talk and are always in a good mood, I love my job site. It is so fun. I met great people. It was a wonderful experience and my supervisor is awesome, the people at my job site were very nice people
Great experience	32	This was a great experience. I learned a lot and I would do it again, It was a good learning and work experience. They gave us the knowledge we need to further our job skills, I really did enjoy the experience. It taught me how to communicate with other people and gave me a feeling of responsibility for my job, Detroit Seafood Market is or was my best job experience, the job experience was fun and very helpful, It's a great learning experience
I liked my job/program	20	I liked working in the church with Mr. Archbuckle. He really taught us things we really needed to know to be successful in life and to accomplish my goals and to have five year life plans, I liked it and it was very successful and it keep me doing something
Learned new things	14	It was a good learning and work experience. They gave us the knowledge we need to further our job skills, I would like to thank the YES Program for helping me with my summer vacation. It was very fun and I learned a lot from it, I like my job site. I learned a lot working here, I really like where I am working. It is a lot to learn and look forward to
I have none	6	
Taught me to be responsible	3	The Summer Program taught me to be responsible and careful with money
Needs improvement	2	Better buiding environment, time management, needs to be improved
Positive for youth	4	I think the program is positive and would love to participate next year
Close to home	1	Where the job site was for me, it was good because I don't live that far from it
Appreciate my job site	1	I really like and appreciated my job site
Made new friends	3	It was fun. I learned a lot and met new friends, a lot of friendship
People were nice	3	I like the job site. Everyone is nice and friendly, Everyone was helpful and friendly
Never got t-shirts	3	Bring me my shirts next time, we never got shirts
I don't know	2	
It was a perfect fit for me	1	Lutheran Social Services of Michiga was the best and perfect place to work. It fit me perfectly.

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Needs better funding	2	Need to fix the environment/place up, need better organization, need better on timeness to work "bossess", need better funding money
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