

\$850

~~\$1,700~~ CAN

CHANGE YOUR NEIGHBORHOOD

DETROIT EMPLOYERS: Grow Detroit's Young Talent is a 6-week summer youth employment program that has been re-tooled to ensure PRE-SCREENING and ON-THE-JOB support for teens and employers. Through Grow Detroit's Young Talent, 5,600 young Detroiters had meaningful jobs last summer. **Mayor Mike Duggan** has set a new goal for Summer 2016: **8,000 jobs.** Help us hire more and GDYT will charge you less! Together, we can put 8,000 youth to work next summer. Join GDYT today.



Growing Detroit's Workforce is EASY!

1. Become an employer partner and receive a part-time student worker for up to 20 hours a week for six weeks. GDYT offers a 50/50 compensation split, for up to \$850 and completes all recruitment and payroll paperwork!
2. Sponsor a full work experience through a \$1,700 Pledge to GDYT. GDYT will manage student recruitment, payroll, work readiness training and match the young person to the right job opportunity.
3. Contribute to GDYT by directly hiring a City of Detroit youth. GDYT provides the options of helping you recruit and screen summer hires and offers employment support services, free of charge.



**GROW DETROIT'S
YOUNG TALENT**

Make an impact -
visit GDYT.org today!



8,000 JOBS

COUNTLESS POSSIBILITIES

PROGRAM DESCRIPTION

Grow Detroit's Young Talent (GDYT) is a 6 week summer youth employment program that combines work readiness training with on the job experience designed to prepare Detroiters, ages 14-24, for Detroit's workforce.

With the help of Mayor Mike Duggan and Detroit's philanthropic and corporate leaders, we're expanding the program to employ more young people, provide stronger work readiness training, more employer support and better coordination across summer job opportunities in Detroit.

HOW THE PROGRAM WORKS

Workplace Readiness – GDYT youth are prepared for the workplace through 12 hours of work readiness training prior to placement at a worksite and 24 hours of ongoing training throughout the summer.

Youth Recruitment and Matching – Eligible young people are recruited through local schools, community organizations and the city's workforce development system. Youth are matched to employers based on interest, ability and accessibility. Employers can interview candidates or allow GDYT Youth Specialists to manage the entire placement process.

Youth Support – Youth are supported throughout the summer by their assigned GDYT Youth Specialist who provides ongoing training throughout the summer and helps the young person have a successful summer in the workplace. GDYT youth will also receive bus passes to assist with transportation throughout the summer.

Employer Support – GDYT makes the employer's job easy by providing support to ensure success! Every employer will have access to: 1) Employer Training (live or webinar); 2) Employer Tool Kit; and 3) Employer Liaisons. The GDYT program also handles youth payroll.

HOW TO GET INVOLVED

There are 3 ways to get involved:

- 1** Become an Employer Partner and offer a 6 week work experience (up to 20 hours per week) at your workplace through a 50:50 match of \$850. GDYT will manage student recruitment, payroll, work readiness training and employer support services.
- 2** Sponsor a full work experience through a \$1,700 Pledge to GDYT. GDYT will manage student recruitment, payroll, work readiness training and match the young person to the right job opportunity.
- 3** Contribute to GDYT by directly hiring a City of Detroit youth. GDYT provides the options of helping you recruit and screen summer hires and offers employment support services, free of charge.

Visit www.gdyt.org to complete a commitment form.



**GROW DETROIT'S
YOUNG TALENT**





GROW DETROIT'S YOUNG TALENT (GDYT)

FREQUENTLY ASKED QUESTIONS

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With the help of Mayor Mike Duggan and Detroit's philanthropic and corporate leaders, we're expanding the program to employ more young people, provide stronger work readiness training, more employer support and better coordination across summer job opportunities in Detroit.

Grow Detroit's Young Talent will:

- Manage recruitment, payroll and screening through an online platform to ensure successful placements based on geography and youth interest
- Provide individualized guidance and tools for employers
- Gather data to track the program's success
- Offer youth free access to DDOT buses throughout the summer to help them get to their jobs
- The City of Detroit will match the employer's commitment by paying half the cost of hiring a youth.
- Provide Employers with a youth specialist who will help employers manage issues

Employers with existing summer youth employment programs can partner with Grow Detroit's Young Talent and gain access to our database of work-ready young people and employer support services.

TIMELINE

The 2016 Grow Detroit's Young Talent Program will run from July 6th through August 26th.

Commitments and payments are due by: May 30, 2016

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WHO'S ELIGIBLE FOR A GDYT SUMMER JOB?

The Grow Detroit's Young Talent Program provides youth employment experiences to teens and young adults ages 14 - 24 (by July 1, 2016). Youth participants must be permanent residents of the City of Detroit and be eligible to work in the United States.

HOW ARE YOUTH SELECTED?

The majority of GDYT youth will come from Detroit schools. They will be selected based on criteria established at their school including participation in work readiness training and performance on work readiness assessments. Other youth will come from the pool of applicants who apply through the online application. They will be screened, surveyed for their interests and aptitudes and matched with an employer.



**GROW DETROIT'S
YOUNG TALENT**

HOW ARE EMPLOYERS AND STUDENTS MATCHED?

GDYT youth complete an interest and aptitude survey as a part of their online application. A GDYT staff member will use that information to match them with employers based on their indicated needs/ preferences (i.e. age, skill sets, etc.) Employers will also have the opportunity to interview potential candidates before they hire a student.

WHAT IS WORK READINESS TRAINING?

The GDYT work readiness training program is based on the Empower Youth Future curriculum, a proven program designed to prepare young people for the workplace. The training also includes a financial literacy component provided by Operation Hope. GDYT youth will receive 12 hours of work readiness training before they start their jobs and an additional 24 hours of training throughout the summer.

WHAT ARE THE YOUTH WAGES AND HOURS?

GDYT youth, ages 14-17, will be paid \$7.50 per hour and youth 18 and up will make \$8.15 per hour. Youth participating in the specialized Career Pathway Internships will have the opportunity to earn \$10.00 per hour. Participants are allowed to work a total of 120 hours, typically working 20 hours per week for six weeks. Most youth will be on the job 4 hours a day, Monday-Thursday, and spend Fridays in their work readiness program.

HOW IS YOUR CONTRIBUTION SPENT?

The majority of the funds go to cover youth wages and taxes.

After wages and taxes the remaining funds cover program expenses such as staff, insurance, supplies/materials, transportation, program shirts and IDs, operating costs, etc.

HOW IS PAYROLL MANAGED?

City Connect Detroit will manage youth payroll for employers who choose to be full partners. Employers will submit each student's time sheets to City Connect Detroit according to the bi-weekly payroll schedule. Students will be paid bi-weekly through Visa debit cards.

HOW ARE EMPLOYER PARTNERS SUPPORTED THROUGHOUT THE SUMMER?

GDYT endeavors to make the Employer Partner's job easier through several forms of support:

Employer Training

Employer training will be provided by City Connect Detroit in late May/early June. Employers will be invited to attend a session to help them gain a better understanding of program logistics and how to offer a quality experience to youth employees. In person or webinar versions of the training will be offered.

Employer Liaisons

Employer Liaisons will be assigned to assist employers and youth throughout the summer.

Employer Tool Kit

The Employer Tool Kit has been developed as a resource to assist Employer Partners with refining the unique components necessary for working with youth employees. Tip sheets on topics such as how to recruit staff to work with youth interns, how to design an orientation, and suggested activities for youth interns are included. The Employer Tool Kit will be available online.