



GROW 1000 SUMMER 2020 REPORT

September 2020

CITY OF GRAND RAPIDS

Prepared by Shannon L. Harris, Our Community's Children Program Coordinator
Our Community's Children (OCC), a public/private partnership between the
City of Grand Rapids, Grand Rapids Public Schools and community partners.



Summer 2020
Youth Employment
15 to 21-year-olds

apply now

[www.grandrapidsmi.gov/GRow1000]

\$10./hr. - 6 wks.
Paid Training Starts June 29th
Employment July 13th - August 21, 2020

QUESTIONS?
JOBS@GRCITY.US
616.456.3176

CITY OF GRAND RAPIDS
GROW 1000

GROW1000 OVERVIEW

In Grand Rapids, there are over 9,000 youth between the ages of 15 and 21; and 73% of youth under age 18 are persons of color. Working with partners in business, education, government and nonprofits, we as a city are committed to ensuring young people have access to opportunities that will help them succeed in work and in life.

The GRow1000 Solution:

Collaborate with area businesses and community organizations to offer our community's youth a 120-hour work experience over 6 weeks, allowing them to explore career opportunities while connecting with professionals in different fields of work and earning money during the summer.

WELCOME

Please type your first and last name into the chat box, place yourself on mute and turn your camera off. Thank you 😊

Zoom toolbar: Stop Sharing, Mute, Share, Assign, Unmute Me, Video, Recorder, Participants, Chat

Zoom chat: RUBAN

GRow 1,000 Youth Employment Program | SUMMER 2020 Training

GOALS FOR SUMMER 2020

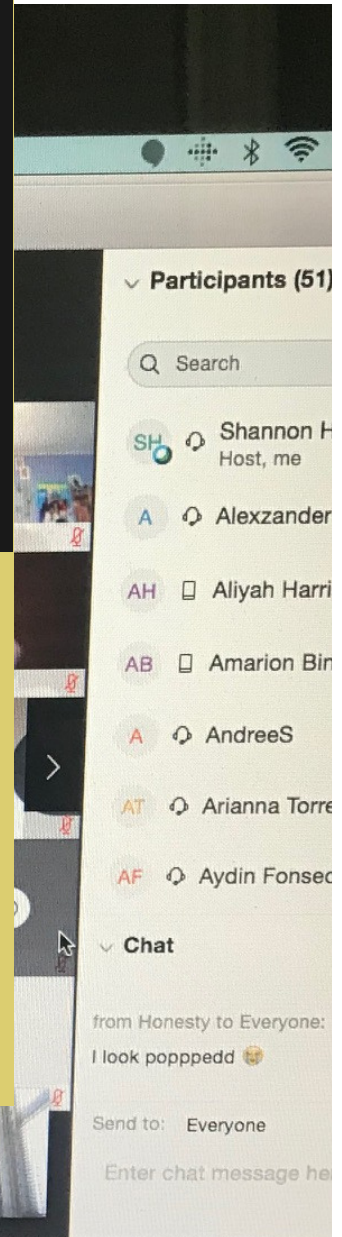
The goals of GRow1000 are to help expand horizons, develop relationships with professional contacts and explore new career opportunities for our youth. Employers were asked to focus on the following:

- Expose young people to your industry and related careers
- Provide mentorship
- Engage the youth in team projects to gain practical experience
- Find creative ways to engage youth to give them a worthwhile learning experience in a workplace/career setting



"As city manager, I am expected to think big and to do big things. So I said, 'Wouldn't it be great to create 1,000 jobs for youth!' With the help of extremely talented city staff, we have turned this big idea into a beautiful reality."

- Mark Washington, City Manager



GRow1000 STATS

1,032 YOUTH APPLICANTS

The number of unduplicated GRow 1,000 youth applications.

479 YOUTH PARTICIPATED IN PRE-EMPLOYMENT VIRTUAL TRAINING

Training was facilitated via Webex; 4 and 2 hour sessions covered program expectations, SMART goals, workplace etiquette, dressing for success with Sheree Joseph-Bos, Ed.S., stress management with Cole Williams and City payroll.

354 YOUTH PLACED FOR EMPLOYMENT

The City of Grand Rapids was the employer of record. Youth were placed with a variety of businesses, city departments, higher educational institutions, and nonprofits. Includes youth employed directly by Lifequest Ministries.

87 BUSINESS PARTICIPANTS

Businesses, organizations and higher eds. provided funding and/or an employment experience.

45 WORKPLACE & COMMUNITY MENTORS

Amway and DV Apple Logistics connected professionals with youth workers for deeper engagement and support.

\$600,900 IN RAISED FUNDS

See the full list of donors.

"Over the next six weeks, I hope to improve my collaboration and empathy skills by always making sure to listen to every possible opinion when conflict arises, asking others if they have any objections to my own opinions, and including as many viewpoints as possible when making decisions or cooperating with others."

Abigail Z.

SMART GOAL

GRow1000 Participant

Placement: Kent District Library



DEMOGRAPHIC INFORMATION

Data represents 354 youth placed for employment.

RACE & ETHNICITY

- 43.2% African American
- 2% Asian
- 21.5% Caucasian
- 21% Latinx
- 0.3% Native American
- 11% 2 or More Races
- 1% No Response

CITY WARDS

- 1ST WARD - 85 (24%)
- 2ND WARD - 65 (18%)
- 3RD WARD - 146 (42%)

GENDER

- Male - 48%
- Female - 52%

AGE

- 15 to 17 - 73%
- 18 to 21 - 25%
- No Response - 2%

As a response to the global COVID-19 pandemic and ongoing racial economic and social disparities, GRow1000 launched in the summer of 2020. The City recruited young adults 15 to 21 years old who lived in areas hardest hit by COVID-19. They were offered summer employment to enhance their job readiness skills and expose them to future career opportunities.

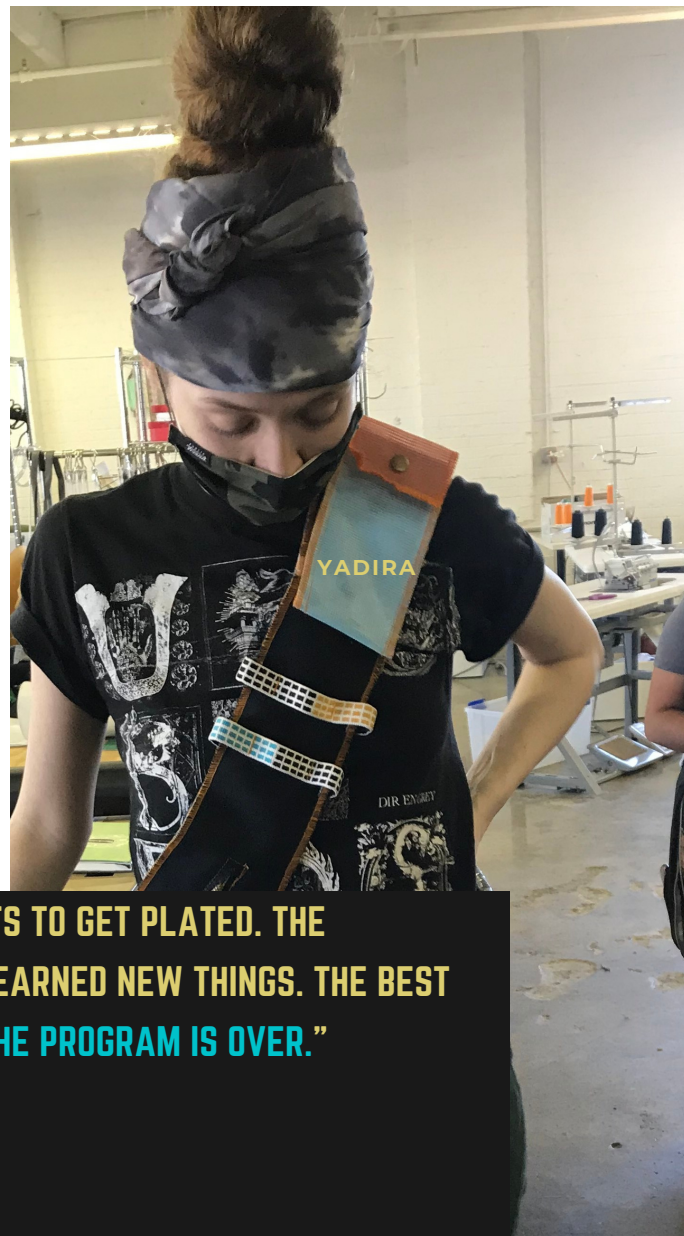
The summer program began on July 13, 2020 and concluded on August 21, 2020. Youth were matched with a variety of employment fields including: local government, healthcare providers, manufacturers, education, business and more! Some youth were offered permanent part-time work at Meijer and with the Parks & Recreation Dept. after their 6-week experience.

GRow1000 participants received paid training and earned \$10.00/hr. for 20 hours each week. Experiences were virtual (27%) and in person (73%).

TESTIMONIALS

"I am *having so much* fun at Steelcase! I am so sad that the program is ending soon! At my placement, we do a mix of things. On Mondays we go to WMCAT and participate in creative activities. On Tuesdays and Thursdays we explore possible career pathways at Steelcase. On Wednesdays, we go to Public Thread and we work on a *product development project*."

Yadira D-L
GRow1000 Participant
Placement: Steelcase

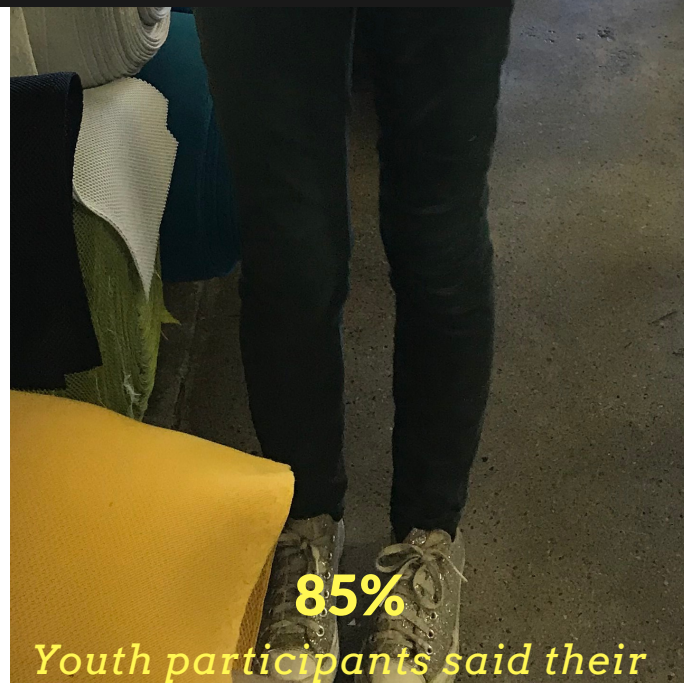


AT MY JOB I HAVE BEEN RACKING AND STAGING PARTS TO GET PLATED. THE EXPERIENCE HAS BEEN FUN AND AMAZING. I HAVE LEARNED NEW THINGS. THE BEST PART IS THAT I'LL BE ABLE TO WORK THERE AFTER THE PROGRAM IS OVER."

SAMMY L.
GROW1000 PARTICIPANT
MASTER FINISH

"My experience here at the Grow 1000 program has been very educational. I have been doing research on scholarships and other college steps that will help me in the future. I look forward to putting these **newfound skills** to the test."

Alayah D.
GRow1000 Participant
Placement: Our Community's Children's T2C Studio



85%
Youth participants said their GRow1000 experience was "Ok to Fabulous" N=120

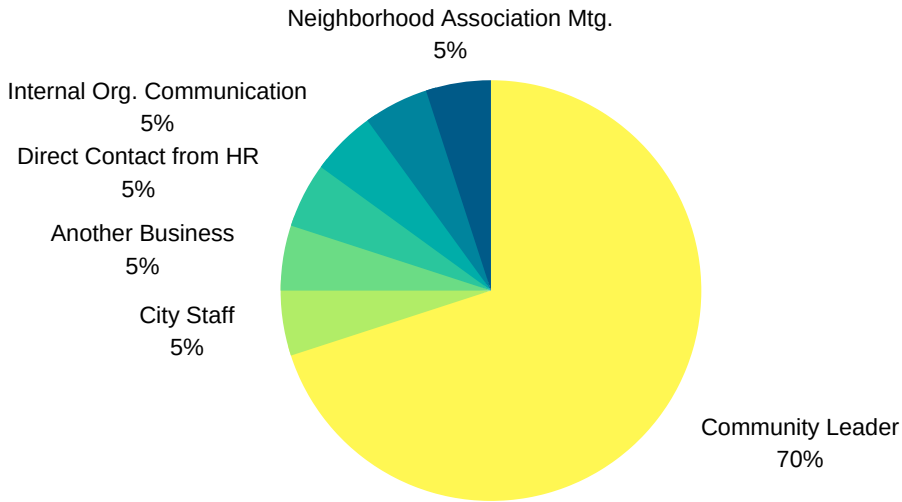
Data Sources

- GRow1000 Participants
- Text messaging survey powered by Euzen Connect

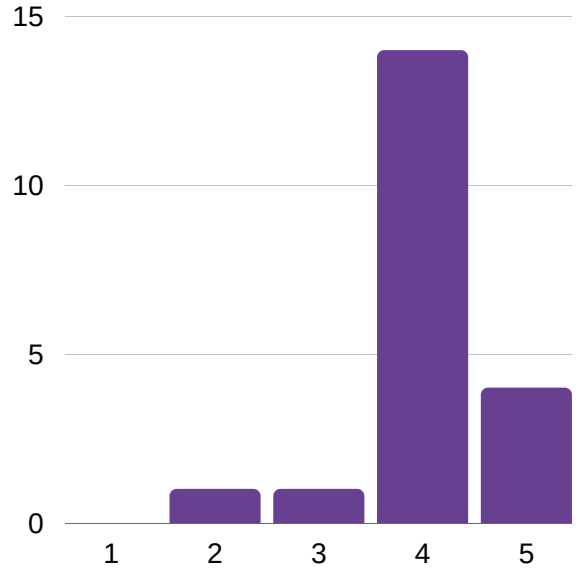
BUSINESSES SAID ...



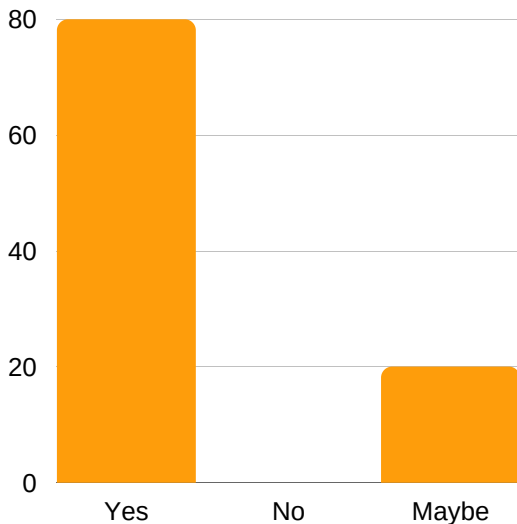
How did you hear about the GRow1000 Initiative? N=20



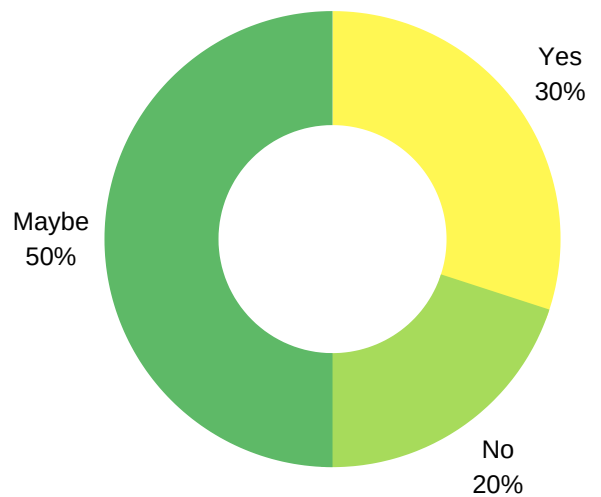
On a scale of 1 to 5, rate your overall experience with GRow1000? N=20



Would you be willing to offer a work experience in the future? N=20



Would you be willing to be the employer of record next time? N=20



Data Source

- GRow1000 Business Survey

GRow 2.0

GRow1000 2.0 incorporates feedback from City staff, GRow1000 businesses, mentors and **youth**.



Better communication with established business and youth portals.

Business recruitment and youth applications to begin January, 2021 for June placements.

Employer of record options for businesses.

Youth payment options expanded.

Business commitments to be confirmed in April, 2021.

Youth assigned in May, 2021 for 6-week placement from June 14 to July 23, 2021

Ongoing Youth, Business and Mentor Check-ins.



PLACEMENTS & PARTICIPANTS

Boys and Girls Clubs

Andrea Payne
Ashanty Herrera
Janiya Burris
Korsean Davis
Lizbeth Becerra
Madison Hitts
Myron Brewer
Ronjny White
Z'Marion Perkins

Center for Community Transformation

Patrick Collins

City of Grand Rapids

Archives & Research Center

Cailyn Battles
Cylin Battles

Community Development Department

Sebastian Padilla
Trinity Tubbs

Economic Development Department

Lizbeth Franco-Leon

Engineering Department

Amy Dorantes

Environmental Services Department

Dalayah Burns
Quinn Amaya

Equity & Engagement

Jonte Gant

Executive Office

Samantha Rodriguez-Osorio

Tiler Saladin

Fire Department

Ahmon Parks
Jamie Harburn
Nathaniel Smith
Trey Cameron

Grand Rapids Public Library

Asia Colton
Joshua Beuker

Human Resources

Celine Chandler

Indian Trails Golf Course

Alexis Miranda
Amereana Lewis
Jaden O'Glivie
Nailah Evans
Trystan Mosher
Xavier Davis

Our Community's Children/T2C Studio

Aeden Jacoby
Alayah Dudley
Amon Johnson
Josiah Thomas-Dean
Rylee Badger
Serena Gaddis
Tommy Nguyen
Tu-Kayla Johnson
Vanessa Kooistra
Walker Idziak

DONORS & SPONSORS

ABC WESTERN MICHIGAN

ADVANTAGE BENEFITS GROUP

AHC HOSPITALITY

AMWAY CORPORATION

AUTOCAM MEDICAL

BCBSM

BRIAN HARRIS

CASCADE ENGINEERING

CDV5 FOUNDATION

CITY OF GRAND RAPIDS

CONSTRUCTION WORKFORCE DEVEL ALLIANCE

CONSUMERS ENERGY

CRYSTAL FLASH

CWD

DAN AND PAMELLA DEVOS FOUNDATION

DICK AND BETSY DEVOS FAMILY FOUNDATION

DON & SUE BEERY

DOUG AND MARIA DEVOS FOUNDATION

DOWNTOWN GRAND RAPIDS, INC.

DTE

ERHARDT CONSTRUCTION

FEYEN ZYLSTRA

FIFTH THIRD BANK

GRAND RAPIDS CHAMBER

GRAND RAPIDS COMMUNITY COLLEGE

GRAND RAPIDS COMMUNITY FOUNDATION

GRAND RAPIDS PUBLIC LIBRARY

GRAND VALLEY STATE UNIVERSITY

GREAT LAKES LABEL

ISACC NORRIS AND ASSOCIATES

PLACEMENTS & PARTICIPANTS

Parking Services Department (Mobile GR)

Cockrell Myyana
Britney Duran

Parks & Recreation Department

Amarion Bingham
Chauncey Burghart
Elijah Jackson
Elizabeth Bariios
Esther Aguilar
Faith Washington
Ian Vanwalsum
Jacob Frishman
Jason Ike
Jaquese Jones
Juan-Diego Flores
Keontae Cummings
Lelaina VanderPloeg
Miah Potts
Miles Chisholm
Noah Hayes
Sarai Aguilar-Osorio
Yasmeen Cottle

Planning Department

Iran Ortiz-Santana

Public Works Department

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Jo'Michael Carter
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Max Potter
Brooklyn Sykes

Water Department

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CWD

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DGRI Ambassadors

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Juan Hernandez
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Tamera Christian

Department of Health & Human Services

Kamayah Blakely
Kaden Brown

Early Learning Neighborhood Collaborative

Ashley Box
Duncan Carter

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Dilan Hoskins

DONORS & SPONSORS

J.D. LOEKS FAMILY

JEFF AND CAROLINE CONNOLLY

JIREH METAL PRODUCTS

KENT COUNTY

KENT DISTRICT LIBRARY

MARY FREE BED REHAB HOSPITAL

MASTER FINISH COMPANY

MEIJER

MELODY KINGMA

MERCANTILE BANK

MERCY HEALTH

HEATHER MERVENNE

METRO HEALTH - U OF M HEALTH

MIXED STAFFING & RECRUITMENT

NATIONAL HERITAGE ACADEMIES

P.I.E MANAGEMENT

ROCKFORD CONSTRUCTION

SECURALARM, LLC

SEYFERTH PR

SPARTANNASH

SPECTRUM HEALTH

STEELCASE

TRILLIUM INVESTMENTS

VARNUM LAW

WARNER NORCROSS AND JUDD

WEGE FOUNDATION

WINDQUEST

WOLVERINE BUILDING GROUP

WOLVERINE WORLDWIDE

PLACEMENTS & PARTICIPANTS

Euzen Connect

Bryan Soriano
Cacia Mitchell
Camden Brown
Jade King
Jared Schneider
Jasmine Garcia-Leon
Karen Reyes
Kiara Tepper Washington
Lydia Cano
Miah Craig
Pablo Villalvazo
Saida Flores
Sebastian Segura
Taylor Kyle
Trey Lawrence

First Tee of West Michigan

Marieanne Perez

Fulton Street Farmer's Market

Claire Sackett

Grace's Table/Amway

Angie Rodriguez-Herrandez
Detaj Andrews
Emiltzhe Hernandez-Tapia
Jose Barrios
Thomas Blair

Grand Rapids Chamber of Commerce (with Friends of GR Parks and The Mitten)

Adrianna Stack
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Hailey Siwek
Isaac Schaafsma
Prosperity Wells

Grand Rapids Community College

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Cynthia Liu
Erika Govea-Garcia
Faeth Simmons
Ian McGuckin
Kaitlyn Rockwell
Kira Smith
Natalie Rodriguez
Nathan Cobbs
Nolan Klisch
Octavio Rodriguez
Rendy Mazariegos
Seth Gale

Grand Rapids Symphony

Arleen Sanroman

Grand Valley State University

Aliyah Harris
Ava Mills
Haylee Smith-Scales

Grand Valley State University cont.

Jimma Davis
Jordan Orr
Marvin Colbert
Skyy Figures
Zjaiah Anderson

Great Lakes Label

Abigail Haan
Ashton Eaddy
Aydin Fonseca
Caden Gray
Keonna Foster
Samuel Dillard

Isaac V Norris & Associates PC

Gregory Richardson

Jireh Metal

Janya Maze

Kent District Library

Abigail Zhang
Dylan Melton
Indeya Hampton
Jamarion Collins
Maddison Scales
Michael Talaga
Tereal Bird
Trishelle Brown

Kids Food Basket

Beyful Kahsay
MaQyla Harris
Molly Boehringer
Parris Robinson
Skyler Lambright

LGROW - Grand Valley Metro Council

Mariana Becerra

LifeQuest Ministries (30 Youth)

Mary Free Bed Rehab Hospital

Alen Nukic
Connor Johnson
Kamilah Walker
Phoebe Ryckbost
Ruth Villalvazo

Master Finish Company

Isis Precious O'Neil
Jamaryi Cockrell
Jose Macedo
Nodin Chervenka
Samera Christian
Sammy Leggett
Tamyia Mendez

Meijer

Audrey Sanchez
Clarence Lewis Jr.
Dahila Mendez
Damaya Taylor
Dy'Nasha Osler

PLACEMENTS & PARTICIPANTS

Meijer cont.

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Israell King
Jamarri Woods Jimmerson
Jeremy Mazariegos
Joy Andree
Kennia Cifuentes
Kenny Reyes
Khahari Crawford
Kimora Willis
Luis Mejias
Maria Sanchez
Megan Vaandrager
Rachel González
Railyn Eaddy
Summer Hickok
Zahara Quintino
Zaniah Holiday

Mel Trotter

Alyssa Brumfield

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Leah Garyson

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Mixed Staffing & Recruitment

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NAACP

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Ja'Martae Hogan

NOBLE

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Sophia Windram

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Farryn Eaddy
Terris Jackson

Priority Health

Shinah Jones

Rockford Construction

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Dieu Veut Tuyishime
Germaine Hounakey
Shania Davis

Roosevelt Park Neighborhood Association

Victor Wilson

SecurAlarm

Joseph Sheppard

SeyferthPR

Evelyn Hedges

SpartanNash

Brenda Vasquez

Spectrum Health

Aidan Feuerstein
Alma Hernandez
Anabel Sosa
Angela Mish
Cerae Mead
Cody Hernandez
Cyan Overton
Ella Stinson
Genesis Velez
Jai'son Miggins
Jordan Love
Jose Jimenez
Keonna Page
Leanna Adams
Marisa Washington
Meghan VanDalen
Melanie VanDalen
Nicochia Sims
Paola Dorantes
Sharkia Caldwell
Steven Santillanes
Taejane Roseburgh
Thierry Ngaboyimanzi
William Houck

Steelcase (with Public Thread & WMCAT)

Alex Diaz
Amaya Spencer-Rice
Cameron Spencer-Rice
Darcey Dorris
Dania Harris
Ian Lucas
Kateri Crawford
Lizbeth Vargas
Maria Miguel
Matea Deters
Miguel Ramirez Romo
Mikaela Johnson
Noah Nickerson
Solomon Baron
Valerie Bradley
William Milanowski
Yadira Deleon-Lopez

West Michigan Sustainable Business Forum

Charles Dann

West Michigan Works

Abigail Alcala
Amara Lightfoot
Anthony Malinowski
Ariadna Leon Garcia
Brooklyn Smithers
Caleb Rosses
Celia McClure-Sikkema
Chantell Walker
Dartviaire Williams
Elle King

West Michigan Works


Eva Jeltema
Gustavo Gutierrez
Israel Washington
Itzel Huerta
Iztcel Leon-Garcia
Jaden Whittemore
Jermiah Brown
Jerrid Dixon
Jordan Fridsma
Jordyan Vaughn
Keon Price
Kevin Wilson
Lani Quach
Madison Meek
Rebekah Hedges
Semaj Wilson

Windquest

Rafael Paz

YMCA of Greater Grand Rapids

Dekiya Oneal
Estrella Barrera Lopez
Mikaila Coleman
Oscar Peck-Dorr
Samuel Williams



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