

GROW1000

SUMMER 2022 REPORT

GROW

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West Michigan Works!



OVERVIEW

GRow1000 was launched the summer of 2020 in response to the global COVID-19 pandemic and ongoing racial and economic disparities. City Manager Dr. Mark Washington called on business and community leaders to help mitigate these effects by employing 1,000 young people during the summer. Our community stepped up to the challenge for three consecutive summers!

The 2022 iteration of GRow1000 included a new partnership with West Michigan Works! to leverage its decades-long expertise in connecting Michiganders with job opportunities and skill building resources.

Building on the success of employing over 600 youth the past two summers, the City, West Michigan Works! and area businesses assisted in the employment of nearly 200 more Grand Rapids residents ages 15 to 24 from June 20 to July 29, 2022. GRow1000 offered young people a 120-hour work experience for six weeks.

Youth participants worked 20 hours each week earning \$10 an hour for those under 18 and \$13 an hour for those 18 and older.

West MI Works! led the participant/placement matching process as well as the pre-employment training for youth; triaged workplace concerns; and co-led the business orientation and end-of-program celebration with the City of Grand Rapids. The City of Grand Rapids managed the GRow1000 program, remained the employer of record, processed payroll, and launched the inaugural GRow1000 Academy for young people ages 18 to 24.



STATS & DEMOGRAPHICS



Rac& Ethnicity:

African American	57% (105)
Asian or Pacific Islander	3% (6)
Caucasian	19% (35)
Latinx	10% (19)
More than 1 race	8% (15)
Native American or Alaskan Native	<1% (1)
Other	<1% (1)
Prefer Not to Respond	<1% (2)

Age Range:

15 - 17	75% (138)
18 - 24	24% (45)
No Response	<1% (1)

Gender:

Female	55% (101)
Male	42% (77)
Non-binary	2% (4)
Other	<1% (1)
Prefer Not to Respond	<1% (1)

Previously Participated in GRow1000

124 (67%) - No | 48 (26%) - Yes | 12 (7%) - No Response

393

YOUTH APPLICANTS

Unique GRow1000 youth applications

206

PRE-EMPLOYMENT TRAINING

Youth who attended virtual pre-employment training

194

YOUTH PLACED

Youth matched with an employer

184

YOUTH EMPLOYED

Youth who earned wages at assigned placement

52

EMPLOYER PARTICIPANTS

Number of unique job sites; includes 9 City of Grand Rapids departments.

13

MENTORS

Mentors matched with 66 GRow1000 youth participants

Zip Codes:

49507 - 30% (55)	49509 - 2% (3)
49504 - 5% (27)	49525 - 2% (3)
49503 - 14% (26)	49315 - <1% (1)
49505 - 11% (20)	49316 - <1% (1)
49508 - 9% (16)	49321 - <1% (1)
49506 - 6% (12)	49418 - <1% (1)
49548 - 3% (6)	49501 - <1% (1)
49512 - 3% (5)	49519 - <1% (1)
49546 - 3% (5)	

Youth Testimonials

"I had a great experience. My boss and the team at Seidman B & G Club were really kind and welcoming to me."

-Nathaniel G.

"This was a great experience! It has given me a sense of duty and responsibility."

-Nikiah H.

"My GRow 1000 experience with my supervisor was really great and I want my supervisor this year to be my supervisor for the next time I apply for GRow1000."

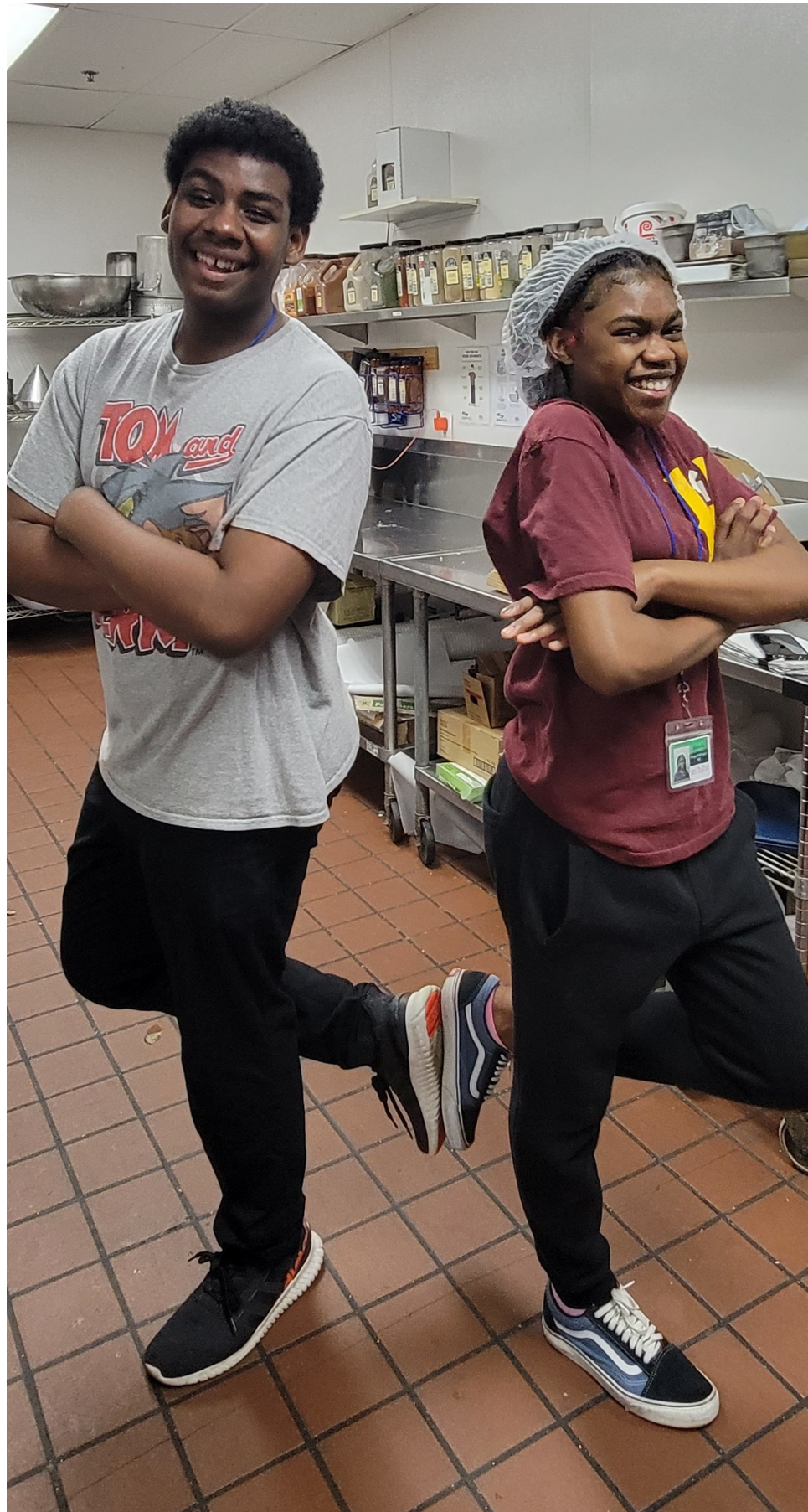
-Shayla T.

"I don't know what I would do differently, but I have thought about other career options after what I have learned from my experience."

-Andrew H.

"I have more knowledge of law so I can now apply that to some of my classes in the fall."

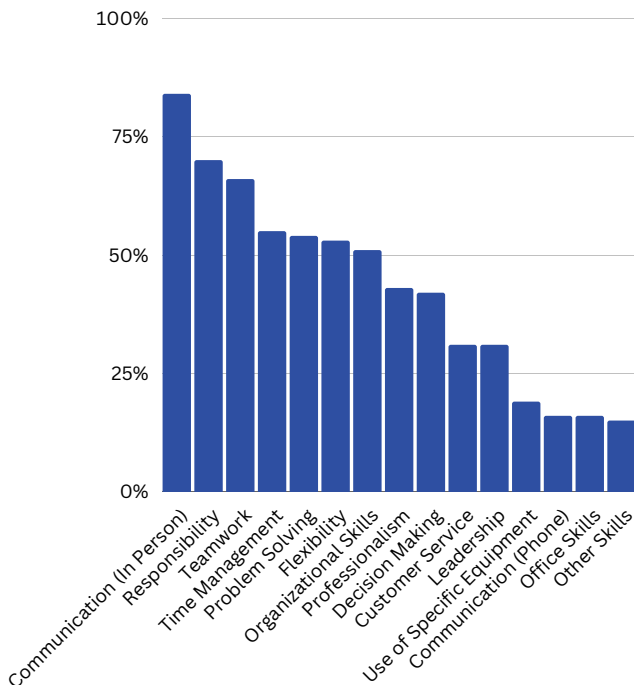
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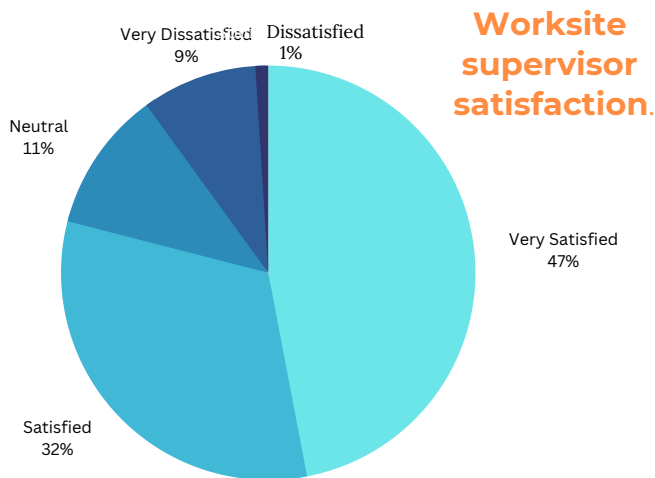
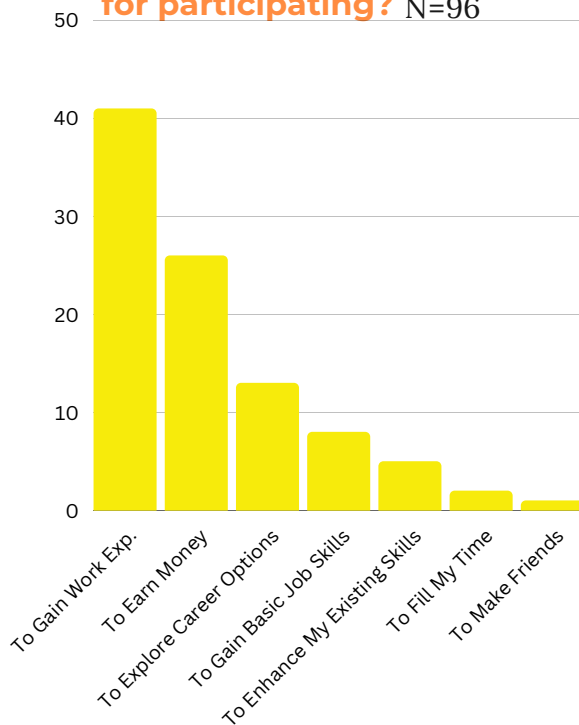
Youth Survey Results

N=169

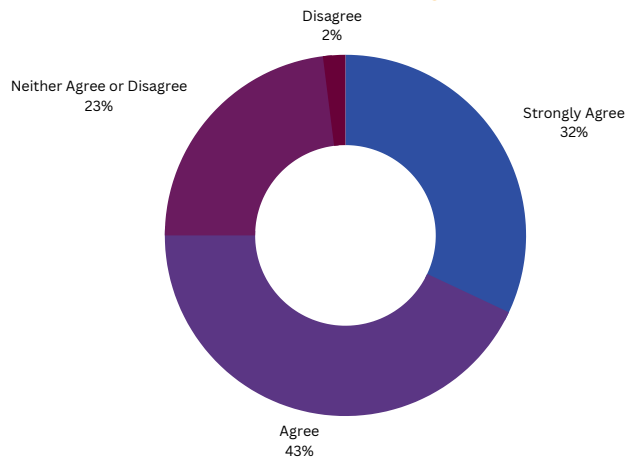
What skills did you develop at your worksite? Mark all that apply.



What was your main goal for participating? N=96



Overall, GRow1000 met my expectations



Areas for GRowth:

50%

Very satisfied or satisfied with the rate of pay: \$10/\$13 per hour

69%

Very satisfied or satisfied with the employer match

Additional Areas:

- Enhance communication during matching process and throughout program
- Enhance pre-employment training
- Diversify job duties
- Improve application process

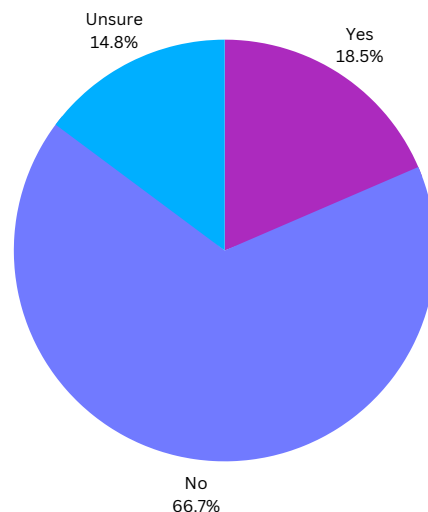
Business Survey Results

N=27

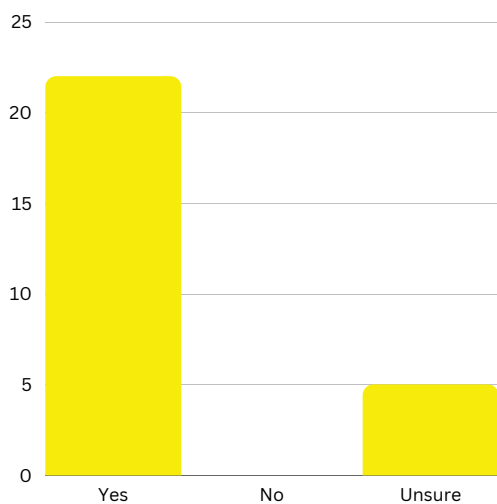
What was your organization's motivation for participating? Check all that apply.

- **Introduce young people to a specific career path** (13)
- **Fill a vacant position** (1)
- **Provide general work experience or internship** (19)
- **Help youth build workforce readiness skills** (15)
- **Fulfill grant or program specific requirements** (2)
- **Align with organization's strategic plan or core values** (13)
- **Other:** *Support in the development and exploration of a career. | Creating more equitable talent pipelines in the community. | Overall increase organizational capacity in a way we would not otherwise be able to do.*

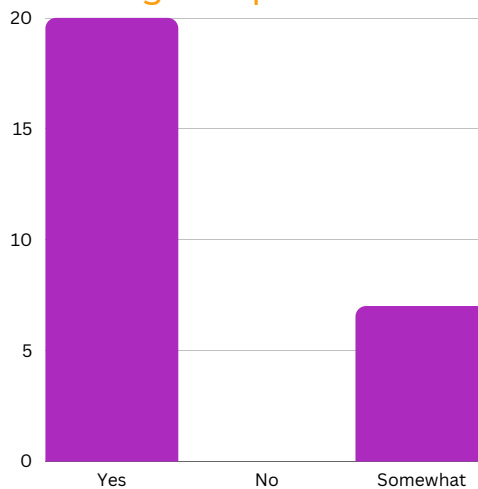
Was this your organization's first time participating?



Would you participate again?



Do you believe you were able to provide a meaningful experience?



Areas for GRowth:

30%

Satisfied with the timesheet process

62%

Businesses participated in orientation; 19% were unsure if they attended.

Additional Areas:

- Increase preparation time between matching day and first day of employment
- Enhance pre-employment training
- Provide clearer expectations for youth and businesses



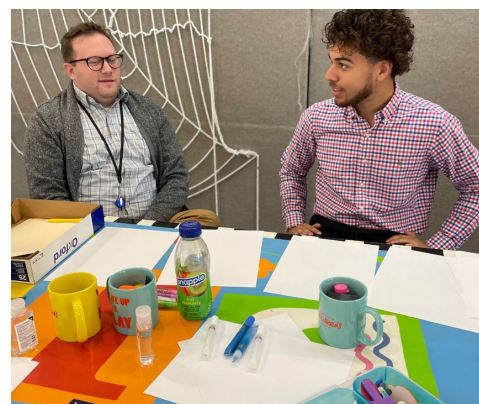
Long-term Employment for Young Adults

A new spin-off of the City's GRow1000 program, the GRow1000 Academy, is providing long-term employment for young adults in the community. Curated by Our Community's Children and supported by Bank of America, the GRow1000 Academy offered meaningful employment for 18 to 24-year-olds.

While GRow1000 offers temporary summer employment for teens looking for their first job, the GRow1000 Academy aims to provide young people access to careers. The program enhances participants' employability skills, (re)discovers gifts and talents, and builds upon each person's ability to make meaningful decisions.

Those hired worked a total of 16 weeks, 20 hours per week and made \$17 per hour. Work experiences were curated to ensure exposure to all aspects of participating business/org. -- creating pathways to future careers. Participating businesses and Our Community's Children's T2C Studio: *Grand Rapids Center for College Success* provided post-secondary support.

Grant dollars from Bank of America supported 50 percent of each participant's wage, with the employer covering the other 50 percent of the participant's wage. At the conclusion of the 16-week employment experience, several employers provided a permanent part-time and full-time positions.



Stats: 28 applications | 12 completed 40+ hours of pre-employment training | 11 placed; 9 employed | 7 unique job locations | Zip Codes: 49507 (25%), 49525 (17%), 49503 (8%), 49505 (8%), 49506 (8%), 49509 (8%) | African American (50%), Caucasian (8.3%), Latinx (8.3%), More than 1 race (33.3%) | 100% over age of 18 | Female (33%), Male (67%)

THANK YOU 2022 SPONSORS!

Bank of America
Crystal Flash
Daniel & Pamela DeVos
Foundation
Douglas & Maria DeVos
Foundation
First National Bank of MI
Progressive AE
Spectrum Health
Trillium Investments
Warner Norcross + Judd
Wege Foundation

Special Acknowledgements!

City Staff

Comptroller Dept.
Community Development
Human Resources
Our Community's Children
Parks & Recreation
Payroll Staff

GRow1000 Mentors

Lisa Knight, LMK Consulting

West MI Works

Jacob Maas
Angie Barksdale
Chad Patton
Karen Mazer
Joe Thiry
Samantha Salter
Julie Moore
Janine Durr



THANK YOU 2022 BUSINESS PARTNERS/ EMPLOYMENT PLACEMENTS!

Aquinas College
Autocam Medical
Baxter Community Center
Boys & Girls Clubs of G.R. Youth Commonwealth
Cascade Engineering
City of Grand Rapids - 61st Court
City of Grand Rapids - Community Development
City of Grand Rapids - Development Center
City of Grand Rapids - Economic Development
City of Grand Rapids - Fire Department
City of Grand Rapids - Grand Rapids Public Library
City of Grand Rapids - Mobile GR
City of Grand Rapids - Oversight & Accountability
City of Grand Rapids - Parks & Recreation
Comprehensive Therapy
Custom Profile
Dewpoint
Downtown Grand Rapids Inc.- Block by Block
Dreams Take Work- Dream Garden
Family Futures
Fox Motors
Frederik Meijer Gardens
Garfield Park Neighborhood Association
Gazelle Sports
Grand Rapids Label
Grand Rapids Public Schools
Heartside Gleaning Initiative
Ice Gurus
John Ball Zoo
Kent County Depart. of Health & Human Services
Kent District Library
Larlen Communications
Life EMS
Literacy Center of West Michigan
Load A Spud
Mary Free Bed
Meijer
Mel Trotter Ministries
Midtown Neighborhood Association
Neighbors of Belknap Lookout
Noor's Heaven
Oakdale Early Learning
Oakdale Neighbors
Pine Rest Christian Mental Health Services
RedWater Restaurants
Roosevelt Park Neighborhood Association
Spectrum Health
Steelcase
STEM Greenhouse
Trinity Health - Mercy Health
Windquest
YMCA





For more information about GRow1000 or the GRow1000 Academy, please contact Shannon L. Harris, Executive Director of Our Community's Children, at 616.456.3558 or sharris@grcity.us. Our Community's Children is a public/private partnership between the City of Grand Rapids, Grand Rapids Public Schools and community partners.