



## YOUTH COMMITTEE

Thursday, May 11, 2023, 3:30 pm

[www.work2future.org](http://www.work2future.org)

### HYBRID MEETING

Committee members will meet in person at the work2future Business Services & Administrative Services Center, Almaden Winery, 5730 Chambertin Dr, 2<sup>nd</sup> Floor, San Jose.

Members of the public can attend the meeting at the location above or by computer, smartphone and smart tablet at <https://zoom.us/j/98835648785?pwd=dFI2T3FtU1ZEMUJ2TIJ0ckdScGw4UT09>

If attending virtually, to provide Spoken Public Comment *during* the meeting:

a) **Phone** (669) 219-2599, Meeting ID 988 3564 8785. **Press \*9** to Raise a Hand to let the Chair know that you'd like to speak. **Press \*6** to Mute and Unmute yourself.

b) **Online** using the [Zoom link](#) above: 1) Use an up-to-date browser: Chrome 30+, Firefox 27+, Microsoft Edge 12+, Safari 7+. (Certain functionality may be disabled in older browsers, including Internet Explorer.) Mute all other audio before speaking. Using multiple devices can cause audio feedback. 2) Enter an email address and name. The name will be visible online and will be used to notify you that it is your turn to speak. 3) When the Chair calls for the Agenda Item to which you wish to speak, click on the "Raise Hand" icon or command. Speakers will be notified shortly before they are called on to speak.

Please limit remarks to the time limit allotted by the meeting chair, usually two minutes.

To submit written Public Comment *before* the committee meeting: Send by e-mail to [Lawrence.Thoo@sanjoseca.gov](mailto:Lawrence.Thoo@sanjoseca.gov) by 1:00 pm the day of the meeting. The e-mails will be posted with the agenda as "Letters from the Public". Please identify the Agenda Item Number in the subject line of your email.

To submit written Public Comment *during* the meeting: Send e-mail during the meeting to [Deanna.Walter@sanjoseca.gov](mailto:Deanna.Walter@sanjoseca.gov), identifying the Agenda Item Number in the e-mail subject line, to have the comments verbally read into the record, with a maximum of 250 words, which corresponds to approximately 2 minutes per individual comment, subject to the Chair's discretion. Comments received after the agenda item is heard but before the close of the meeting will be included as a part of the meeting record but will not be read into the record.

## YOUTH COMMITTEE

### MEMBERS | 2023

Jack Estill, \* *Committee Chair*

Partner  
Coactify

Deryk Clark

Division Director of Youth Development  
Bill Wilson Center

Joseph K. Herrity

Principal  
Groundwork Social Sector Consulting

Sofia Jaquez

Youth Liberation Movement

Emily McGrath\*

Senior Fellow, Director of Workforce Policy  
The Century Foundation

Rafaela Perez\*

Employment Services Director  
Social Services Agency, County of Santa Clara

Steve Preminger\*

Director, Office of Strategic & Intergovernmental Affairs  
County of Santa Clara

Maria Vans

Lighthouse Silicon Valley

Traci Williams\*

Co-chair  
South Bay Consortium for Adult Education  
Director  
East Side Adult Education

*ex officio*

Susan Koepp-Baker, \* *Board Chair*

Principal  
Enviro-Tech Services

## YOUTH COMMITTEE

May 11, 2023  
3:30 pm

work2future Business Services & Administrative Services Center, 5730 Chambertin Dr, 2<sup>ND</sup> Floor, San Jose  
Online at: <https://zoom.us/j/98835648785?pwd=dFI2T3FtU1ZEMUJ2TIJ0ckdScGw4UT09>

### MEETING AGENDA

- |   |                       |
|---|-----------------------|
| <b>I. CALL TO ORDER &amp; ROLL CALL</b>   | 5 min<br>3:35 pm end  |
| <b>II. BUSINESS</b>   |                       |
| <b>A. Approval of Minutes {Action}</b><br><i>Jack Estill, Committee Chair</i><br>Approve the January 19, 2023, Youth Committee Special Meeting minutes.   | 5 min<br>3:40 pm end  |
| <b>B. Chair's Report {Information}</b><br><i>Jack Estill, Committee Chair</i><br>Report on matters of interest to the committee.  | 5 min<br>3:45 pm end  |
| <b>C. Youth Forum Update {Information}</b><br><i>Joseph K. Herrity, Committee Member</i><br>Report on the Youth Forum March 21, 2023, meeting   | 15 min<br>4:00 pm end |
| <b>D. Youth Program Report {Information}</b><br><i>Mirza Handzar, Youth &amp; Training Project Manager</i><br>Staff report on enrollments and other metrics in the Youth Program as of April 30, 2023.                      | 10 min<br>4:10 pm end |
| <b>E. Intergenerational Communication {Information}</b><br><i>Elaine Alvite, Director of Economic Mobility, Lighthouse Silicon Valley</i><br>Presentation on achieving effective communication across multiple generations. | 35 min<br>4:45 pm end |
| <b>III. OPEN FORUM</b><br>Members of the public can address the committee on matters not on the agenda  | 5 min<br>4:50 pm end  |
| <b>IV. OTHER</b><br><i>Announcements, committee housekeeping</i>  | 5 min<br>4:55 pm end  |
| <b>V. ADJOURNMENT</b>   |                       |

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Please note: *Times to the right of agenda items are estimates only of the duration of the item and its approximate ending time. Actual times may vary, and items may be taken out of order at the discretion of the chair.*

## **CITY OF SAN JOSE CODE OF CONDUCT FOR PUBLIC MEETINGS**

The Code of Conduct is intended to promote open meetings that welcome debate of public policy issues being discussed by the City Council, its Committees, and City Boards and Commissions in an atmosphere of fairness, courtesy, and respect for differing points of view.

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### **Novel Coronavirus (COVID-19) Precautions**

Consistent with the California Governor's Executive Order No. N-29-20, Resolution No. 79450 from the City of San José and the Santa Clara County Health Officer's March 16, 2020 Shelter in Place Order, the meeting will not be physically open to the public. Instead, the meeting will be conducted via video teleconference open to the public. The Code of Conduct will apply to the extent possible in a video teleconference setting.

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1. Public Meeting Decorum:
  - a. Persons in the audience will refrain from behavior which will disrupt the public meeting. This will include making loud noises, clapping, shouting, booing, hissing or engaging in any other activity in a manner that disturbs, disrupts or impedes the orderly conduct of the meeting.
  - b. Persons in the audience will refrain from creating, provoking or participating in any type of disturbance involving unwelcome physical contact.
  - c. Persons in the audience will refrain from using cellular phones and/or pagers while the meeting is in session.
  - d. Appropriate attire, including shoes and shirts are always required in the meeting room.
  - e. Persons in the audience will not place their feet on the seats in front of them.
  - f. No food, drink (other than bottled water with a cap) or chewing gum will be allowed in the meeting room, except as otherwise pre-approved by City staff.
  - g. All persons entering the meeting room, including their bags, purses, briefcases and similar belongings, may be subject to search for weapons and other dangerous materials.
2. Signs, Objects or Symbolic Material:
  - a. Objects and symbolic materials, such as signs or banners, will be allowed in the meeting room, with the following restrictions:
    - i. No objects will be larger than 2 feet by 3 feet.
    - ii. No sticks, posts, poles or other such items will be attached to the signs or other symbolic materials.
    - iii. The items cannot create a building maintenance problem or a fire or safety hazard.
  - b. Persons with objects and symbolic materials such as signs must remain seated when displaying them and must not raise the items above shoulder level, obstruct the view or passage of other attendees, or otherwise disturb the business of the meeting.
  - c. Objects that are deemed a threat to persons at the meeting or the facility infrastructure are not allowed. City staff is authorized to remove items and/or individuals from the meeting room if a threat exists or is perceived to exist. Prohibited items include, but are not limited to: firearms (including replicas and antiques), toy guns, explosive material, and ammunition; knives and other edged weapons; illegal drugs and drug paraphernalia; laser pointers, scissors, razors, scalpels, box cutting knives, and other cutting tools;

letter openers, corkscrews, can openers with points, knitting needles, and hooks; hairspray, pepper spray, and aerosol containers; tools; glass containers; and large backpacks and suitcases that contain items unrelated to the meeting.

3. Addressing the Board or Committee:

- a. Persons wishing to speak on an agenda item or during open forum are requested to complete a speaker card and submit the card to the administrative staff at the meeting.
- b. Meeting attendees are usually given two (2) minutes to speak on any agenda item and/or during open forum; the time limit is in the discretion of the Chair of the meeting and may be limited when appropriate. Applicants and appellants in land use matters are usually given more time to speak.
- c. Speakers should discuss topics related to work2future business on the agenda, unless they are speaking during open forum.
- d. Speakers' comments should be addressed to the full body. Requests to engage Board or Committee Members or Staff in conversation will not be honored. Abusive language is inappropriate.
- e. Speakers will not bring to the podium any items other than a prepared written statement, writing materials, or objects that have been inspected by security staff.
- f. If an individual wishes to submit written information, he or she may give it to the administrative staff at the meeting.
- g. Speakers and any other members of the public will not approach the dais at any time without prior consent from the Chair of the meeting.

Failure to comply with this Code of Conduct which will disturb, disrupt or impede the orderly conduct of the meeting may result in removal from the meeting and/or possible arrest.

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All public records relating to an open session item on this agenda, which are not exempt from disclosure pursuant to the California Public Records Act, that are distributed to a majority of the legislative body will be available for public inspection at work2future's Business and Administrative Services Center at the Almaden Winery Community Center, 5730 Chambertin Drive, San Jose, California at the same time that the public records are distributed or made available to the legislative body.

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**I**

**Call to Order  
&  
Roll Call**

## **II.A**

# **Approval of Minutes**

**Approve the acceptance of:**

A. January 19, 2023, Youth Committee Special Meeting minutes

**{Action}**

## YOUTH COMMITTEE SPECIAL MEETING

**January 19, 2023  
MEETING MINUTES**

STAFF: Handzar, Thoo, Walter

NOTE: All votes were by roll call unless otherwise indicated.

### **I. CALL TO ORDER & ROLL CALL**

Chair Pro Tempore Jack Estill called the meeting to order at 3:04 pm.

#### **Roll Call**

**Present:** Clark, Estill, Herrity, Jaquez, McGrath, Perez, Preminger, Vans, Williams

### **II. OPEN FORUM**

One public comment was presented by Mr. Paul Soto.

### **III. BUSINESS**

#### **A. Approval of Minutes**

ACTION: Mr. Herrity moved, Mr. Preminger seconded, and the committee unanimously approved the acceptance of the December 12, 2022, Youth Committee Special Meeting minutes.

#### **B. Election of the Committee Chair**

Mr. Herrity nominated Mr. Jack Estill to serve as the Youth Committee Chairperson, effective immediately, with a term ending on December 31, 2023. No other nominations were put forward.

ACTION: All committee members unanimously voted to elect Mr. Estill to serve as the Youth Committee Chairperson, effective immediately, with a term ending on December 31, 2023.

#### **C. Formation of the Youth Committee**

Chair Estill reviewed the Board resolution of November 17, 2022, creating the Youth Committee and setting forth its duties, membership, and meetings.

One public comment was presented by Mr. Paul Soto.

#### **D. 2023 Schedule of Meetings**

Chair Estill led a discussion to determine the 2023 schedule of meetings for the Youth Committee.

ACTION: Mr. Herrity moved, Ms. Williams seconded, and the committee unanimously approved the motion that Youth Committee meetings in 2023 will occur on the second Thursday within the months preceding each of the work2future Board meetings.

#### **E. Review of WIOA Youth Program**

Program Services and Training Project Manager Handzar described work2future's Workforce Innovation and Opportunity Act (WIOA) Youth Program, including both In-School and Out-



of-School Youth. To provide a common foundation for Youth Committee members moving forward, Mr. Handzar provided information about the program mission, program providers, as well as enrollment and performance metrics.

Discussion ensued among Committee members.

**F. Committee Communications**

Chair Estill discussed the need for all members to have a clear means of communicating that enhances the committee's effectiveness while observing the public meeting requirements of the Brown Act. Strategic Engagement Manager Thoo highlighted the relevant portions of the Brown Act for the Committee members.

Discussion ensued among the Committee members.

One public comment was presented by Mr. Paul Soto.

**IV. OTHER**

Mr. Thoo reminded Committee members to complete their public disclosure forms. There were no additional announcements or housekeeping comments.

**V. ADJOURNMENT**

Chair Estill adjourned the meeting at 4:06 p.m.

*Draft minutes prepared by D. Walter, reviewed by L. Thoo.*

**II.B**

**Chair's Report**

**{Information}**

### **CHAIR'S REPORT**

Youth Committee Chair Jack Estill will share information about matters of interest to the committee but not itemized in the agenda for this meeting.

###

**II.C**

# **Youth Forum Update**

**{Information}**

### **YOUTH FORUM UPDATE**

Youth Committee member Joe Herrity attended the March 21, 2023, meeting of the Youth Forum and will provide a report to the committee.

###

**ILD**

# **Youth Program Report**

**{Information}**

## **YOUTH PROGRAM REPORT**

Youth and Training Project Manager Mirza Handzar will report on in-school and out-of-school enrollments and other metrics regarding the Youth Program as of April 30, 2023.

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**II.E**

**Intergenerational  
Communication**

**{Information}**



## **INTERGENERATIONAL COMMUNICATION**

Lighthouse Silicon Valley Director of Economic Mobility Elaine Alvite will discuss rising to the challenge of communicating effectively across the several generations present in today's workforce.

###

Attached: Intergenerational Communication slide deck (PDF)

# Intergenerational Communication

Elaine Alvite  
Director of Economic Mobility  
Lighthouse Silicon Valley



LIGHTHOUSE  
SILICON VALLEY



# Why is this important?

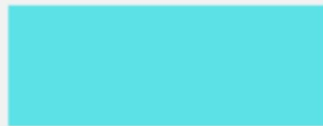
- Five generations of people in the workforce
- Communication has never been more important- or more challenging
- Every generation has its own communication style, influenced by the world around them while they are growing up
- To better understand generational communication styles, let's define each generation and discuss the styles that developed

# GENERATIONS

**Alpha**  
(Born 2013-2025)



**Gen Z**  
(Born 1997-2012)



*eDigital.*

**Millennials (Gen Y)**  
(Born 1981-1996)



**Gen X**  
(Born 1965-1980)



**Boomers**  
(Born 1946-1964)

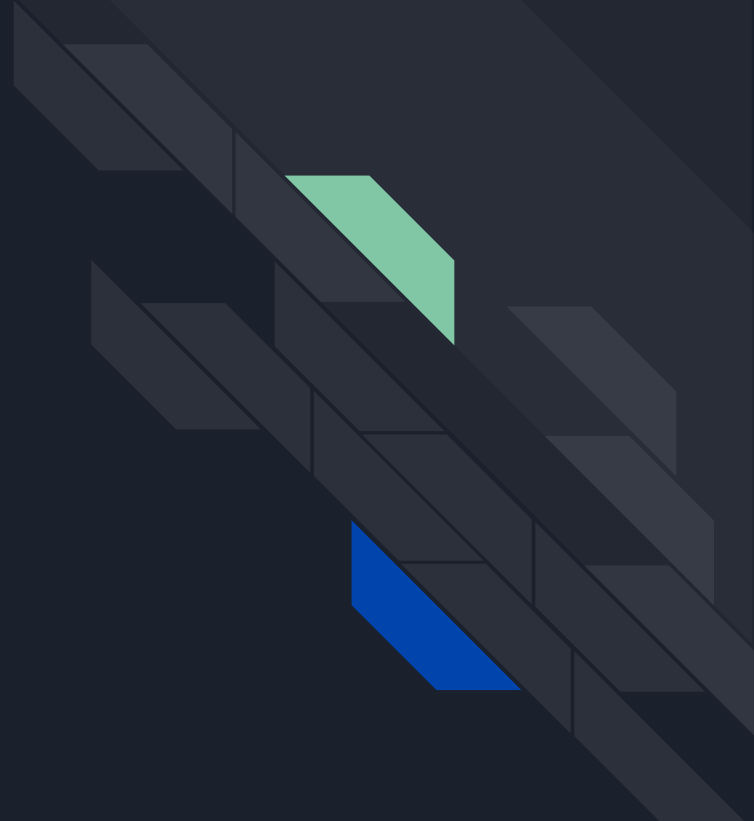


**Silent**  
(Born 1928-1945)



## Thinking prompts:

1. What characteristics of this generation ring true for me?
2. What is something new I learned about this generation?
3. Have I noticed any differences in my experiences?





# Silent Generation 1928-1945

- Great Depression
- World War II
- Goods and Services not readily available
- Military shaped American culture and values
- Communicated heavily in person
- Communication via handwritten letters
- Delayed Gratification
- Hierarchy, Respect for Seniority, Structure, Honesty

This generation tends to learn via long written communication that includes clear explanation of thought, and they often want to be able to “look someone in the eye.”



# Baby Boomers 1946-1964

- Heard/Saw Moon Landing
- Radio
- Black and White TV
- Printed news
- Military shaped American culture and Values
- Prefer being direct as possible in communication
- Teamwork, collaboration, group decision making
- Trust written communication
- Hierarchy, Respect for Seniority, Structure, Honesty

This generation's learning style is more auditory. They want people to talk to them in person or on the phone. They enjoy a good discussion. Baby boomers aren't so much resistant to change as they are prone to seeing more value and effectiveness with in-person connections.



# Generation X 1965-1980

- Vietnam War, Watergate, Challenger Explosion
- More women in workforce, divorce rates rising
- Generation that invented email
- Trust in authority crumbled, less respect for title and rank
- Value competence and individuality
- “Latchkey” kids home alone with color TVs
- Independent, self-reliant, free-thinking

This generation’s preferred learning style tends to be visual. They want to see what is happening and how it works. Email is this generations’ preferred form of communication, both personally and professionally. Generation X prefers to communicate using short, brief messages that get to the point quickly.



POV: How different  
generations take sick days  
in Corporate America?





# Millennials 1981-1996

- Digital revolution
- Internet started 1983
- Advent of smartphones
- Diverse and merged families
- Chat and text messaging
- Lived life with and without digital technology
- Smartphones enabled connections across the globe, maintained relationships
- Give and receive information more quickly
- Became more creative, empathetic, and aware of global issues

This generation often learns best kinesthetically (they learn by doing). They are multitaskers who like getting things done. They typically value diversity, making a difference and immediate feedback. Most millennials do not answer phone calls because it is “time consuming”. The best way to communicate with them is via digital messaging apps using smartphones and computers.



# Generation Z 1997-2012

- Grew up with technology
- Internet part of daily life
- Shaped by global pandemic
- Increasingly diverse population
- Digital natives
- Tend to learn from and be driven by social media
- Value short, quick bursts of thought relevant to the current conversation
- Care deeply about issues such as equity, diversity, and climate change

This generation tends to learn better through videos and images than through text. They are more activist in nature. They have a preference for in person communication with management in the workplace.





# What can we learn from each generation?

- **Silent Generation-** patience, institutional knowledge, long-term perspective
- **Boomers-** dedication, perseverance, realism
- **Generation X-** pragmatism, independence, healthy skepticism
- **Millennials-** diversity, empathy, global perspective
- **Generation Z-** equality, activism, staying current

If organizations are able to proactively understand, share, and discuss the communication preferences of each generation, they will be equipped to harness the power of their entire workforce to move the business forward.

# **III**

## **Open Forum**

**IV**

**Other**

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**V**

**Adjournment**