



YOUTH COMMITTEE

Thursday, May 1, 3:30 pm

**Almaden Room, Business and Administrative Services Center,
5730 Chambertin Dr, San Jose**

www.work2future.org

This meeting can be viewed live on computer, smartphone, and tablet at
<https://sanjoseca.zoom.us/j/92893739701?pwd=IWls8RXyW89TEMLHfpfkHl5u6x8eFB.1>

PUBLIC COMMENT

To provide spoken Public Comment *during* the meeting, please be present at the meeting location above. Complete an available Blue Card and provide it to a meeting staff person.

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

To submit written Public Comment *before* the committee meeting: Send by e-mail to Lawrence.Thoo@sanjoseca.gov by 12:00 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 Dat.Luu@sanjoseca.gov, identifying the Agenda Item Number in the e-mail subject line. Comments received will be included as a part of the meeting record but will not be read into the record.

LEVINE ACT

[The Levine Act](#) requires a Party in a Proceeding before the City of San José that involves any action related to their contract, license, permit, or use entitlement to disclose any campaign contributions to City elected or appointed officials totaling more than \$500 within the 12 months prior to the City decision. A Participant to a Proceeding may voluntarily report a campaign contribution on the form located on [the Levine Act webpage](#).

YOUTH COMMITTEE

MEMBERS | May 2025

Jack Estill, * *Committee Chair*

Partner
Coactify

Deryk Clark

Division Director of Youth Development
Bill Wilson Center

Joseph K. Herrity

Principal
Groundwork Social Sector Consulting

Teresa Ong*

Associate Vice President, Workforce & CTE Programs
Foothill College

Rafaela Perez*

Former Employment Services Director (*retired as of Jan 1, 2025*)
Social Services Agency, County of Santa Clara

Jennifer Pham

Community Worker, Office of Research and Evaluation
Social Services Agency, County of Santa Clara

Steve Preminger*

Director, Civic & Community Engagement
County of Santa Clara

Maria Vans

Youth Liberation Movement

Traci Williams*

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

*work2future Board member

YOUTH COMMITTEE MEETING

May 1, 2025, 3:30 pm

work2future Business Services & Administrative Services Center, Almaden Winery,
5730 Chambertin Dr, San Jose

View online at: <https://sanjoseca.zoom.us/j/92893739701?pwd=IWls8RXyW89TEMLHpfkHl5u6x8eFB.1>

AGENDA

- | | |
|---|-----------------------|
| I. CALL TO ORDER & ROLL CALL | 5 min
3:35 pm end |
| II. INTRODUCTIONS | 5 min
3:40 pm end |
| III. BUSINESS | |
| A. Approval of Minutes {Action}
<i>Jack Estill, Committee Chair</i>
Approve minutes of the February 13, 2025, Youth Committee meeting. | 5 min
3:45 pm end |
| B. Chair's Report {Information}
<i>Jack Estill, Committee Chair</i>
Introductions and report on various matters of interest to the committee. | 10 min
3:55 pm end |
| C. WIOA Youth Program PY 2024-25 Update {Information}
<i>Mirza Handzar, Youth Program & Training Project Manager; Rick Robles, Project Director, Equus Workforce Solutions; Kayla Nicholls, Youth Programs Manager, International Rescue Committee</i>
Q3 report on metrics for the Workforce Innovation and Opportunity Act (WIOA) Youth Program for Program Year 2024, which began July 1, 2024, and will end June 30, 2025. | 15 min
4:10 pm end |
| D. Proposed WIOA Local Plan {Information}
<i>Mirza Handzar, Youth Program & Training Project Manager; Dat Luu, Contracts Manager</i>
Presentation and discussion of the WIOA Local Plan for Program Years 2025 through 2028 which work2future has submitted to the state workforce development board for review and approval. | 10 min
4:20 pm end |
| E. Progress Report: Goals for 2025 {Information}
<i>Jack Estill, Committee Chair, and others</i>
Discussion of progress towards Youth Committee goals for 2025. | 15 min
4:35 pm end |
| IV. OPEN FORUM
Members of the public can address the committee on matters not on the agenda. | 5 min
4:40 pm end |
| V. OTHER
<i>Announcements, committee housekeeping</i> | 5 min
4:45 pm end |
| A. Next Youth Committee meeting is scheduled for Thursday, August 14, 2025, 3:30 pm. | |
| B. Other | |
| VI. ADJOURNMENT | |

Please note: *Times to the right of agenda items are estimates 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.*

Teleconferencing Notice

Pursuant to provisions of the Ralph M. Brown Act, the following members will attend the Youth Committee meeting by teleconference from the indicated publicly accessible location:

Committee member: N/A

CITY OF SAN JOSE CODE OF CONDUCT FOR PUBLIC MEETINGS IN THE COUNCIL CHAMBERS AND COMMITTEE ROOMS

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

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 required in the Council Chambers and Committee Rooms at all times.
- 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 Council Chambers and Committee Rooms, except as otherwise pre-approved by City staff.
- g. All persons entering the Council Chambers and Committee Rooms, 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 Council Chambers and Committee Rooms, with the following restrictions: § No objects will be larger than 2 feet by 3 feet.
- b. No sticks, posts, poles or other such items will be attached to the signs or other symbolic materials.
- c. The items cannot create a building maintenance problem or a fire or safety hazard.
- d. 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.
- e. 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 Council Chambers and Committee Rooms 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 Council, Committee, Board or Commission:

- 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 City Clerk or other administrative staff at the meeting.
- b. Meeting attendees are usually given two (2) minutes to speak on any discussion item and/or during open forum; the total amount of time allocated for public testimony for each public speaker or for an agenda item is in the discretion of the Chair of the meeting and may be limited when appropriate. (California Government Code Section 54954.3; Council Policy 0-37) Applicants and appellants in land use matters are usually given more time to speak. Speakers using a translator will be given twice the time allotted to ensure non-English speakers receive the same opportunity to directly address the Council, Committee, Board or Commission.
- c. Speakers should discuss only the agenda item when called to speak for that item, and only topics related to City business when called to speak during open forum on the agenda.
- d. Speakers' comments should be addressed to the full body. Requests to engage the Mayor, Council Members, Board Members, Commissioners 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 City Clerk or other 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.

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 online at www.work2future.org and 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.

I

**Call to Order
& Roll Call**

II

Introductions

III

Business

Each of the following items will be taken up separately. Unless otherwise indicated, each is an information and discussion item:

- A. Approval of Minutes {Action}**
- B. Chair's Report**
- C. WIOA Youth Program PY 2024-25 Update**
- D. Proposed WIOA Local Plan**
- E. Progress Report: Goals for 2025**

YOUTH COMMITTEE MEETING

**February 13, 2025
MEETING MINUTES**

STAFF: Hernandez, Thoo

GUESTS: Kayla Nicholls, Youth Programs Manager, International Rescue Committee, Rick Robles, Project Director, Equus Workforce Solutions

I. CALL TO ORDER & ROLL CALL

Chair Estill called the meeting to order at 3:39 pm.

Roll Call

Present: Clark, Estill, Herrity (arrived at 3:43 PM), Ong (attending Via Zoom), Perez, Williams (attending via Zoom)

Absent: Preminger

II. INTRODUCTIONS

Jennifer Pham, Santa Clara County Social Services. Pham shared background information and her passion for amplifying the voices of foster youth.

III. BUSINESS

A. Approval of Minutes

ACTION: Mr. Herrity moved, Mr. Clark seconded, and the committee voted unanimously to approve the minutes of the December 9, 2024, meeting, Ms. Ong abstaining.

B. Chair's Report

Mr. Estill, provided an update on various matters of interest to the committee including Local Plan comments, the Request for Proposal (RFP) evaluation—which incorporated a review by youth with lived experience—and WIOA reauthorization.

C. WIOA Youth Program PY 2024-25 Update

Mr. Robles and Ms. Nichols provided the mid-year report on metrics for the Workforce Innovation and Opportunity Act (WIOA) Youth Program for Program Year 2024, which began on July 1, 2024, and will end on June 30, 2025. Both the In-School and Out-of-School teams are confident they will meet the annual numerical goals. Mr. Robles and Ms. Nichols answered questions from the committee.

D. Progress Report: Initiatives from 2024

Mr. Estill and committee members Mr. Clark and Mr. Herrity reported on the resource website of the San Jose Public Library, earn-and-learn pathways, and connecting school and work for opportunity youth through a shared framework. Mr. Robles and Ms. Nichols answered questions on earn-and-learn pathways.

E. Goals for 2025

The committee discussed goals for 2025, focusing on learning from successful workforce models instead of starting from scratch. Subjects included hiring a consultant, strengthening

regional collaboration, identifying valuable industry certifications and apprenticeship programs to improve career pathways, and addressing Unity Care's lack of engagement.

IV. OPEN FORUM

No public comments.

V. OTHER

A. Next Youth Committee meeting is scheduled for Thursday, May 1, 2025, 3:30pm.

B. Members were reminded to submit Form 700 if they haven't yet. An open house for the Juvenile Justice Commission is on March 5th at the Social Services building.

VI. ADJOURNMENT

Chair Estill adjourned the meeting at 5:01 p.m.

Draft minutes prepared by J. Hernandez, reviewed by L Thoo

CHAIR'S REPORT

Youth Committee Chair Jack Estill will introduce and new committee member and report on various matters, as appropriate, including an [Executive Order](#) that President Trump signed on April 23, 2025, entitled *Preparing Americans for High-Paying Skilled Trade Jobs of the Future* (<https://www.whitehouse.gov/presidential-actions/2025/04/preparing-americans-for-high-paying-skilled-trade-jobs-of-the-future/>).

###

WIOA Youth Program PY 2024-25 Update

Third Quarter staff report on the Workforce Innovation and Opportunity Act (WIOA) Youth Program for Program Year 2024, which began July 1, 2024, and continues through June 30, 2025.

###

Attachment: Youth Program Dashboard

Youth Program Dashboard (as of 3-31-25)						
Youth Participants	OSY Equus New Enrollment	OSY Equus Goals	ISY IRC Enrollment	ISY IRC Goals	OSY Equus C/O 23-24	ISY IRC C/O 23-24
Total Enrollments for 24-25	108	150	90	100	74	102
Q1	19	30	24	15		
Q2	22	30	40	30		
Q3	67	60	26	45		
Q4	n/a	30	n/a	10		
Youth Participants (Barriers)	OSY Equus		ISY IRC		OSY Equus C/O	ISY IRC C/O
1 barrier	108		90		74	102
2 barriers	104		88		29	102
3 barriers	79		17		2	18
4 barriers or more	7		n/a		n/a	n/a
Youth Participants (Categories)	OSY Equus		ISY IRC		OSY Equus C/O	ISY IRC C/O
Needs additional assistance	4		0		0	n/a
Foster	6		2		0	2
Justice Involved	18		4		10	5
Homeless	75		2		37	4
Pregnant/Parenting	7		3		12	5
Disabled	4		33		0	20
Low Income	81		72		48	102
Basic Skills Deficient	4		38		12	23
(ELL)	2		22		0	60
Youth Participants (Case Management)	OSY Equus		ISY IRC			
# of Total Contacts	5,321		4,936			
# of Total Contacts Per Client (average)	30		26			
Average Time - Contact to Enrollment	2 days		1.5 days			
Active Clients in FY 24-25	181		192			
OUTCOMES						
Youth Participants - Work	OSY Equus		ISY IRC			
Construction & Trades	12		0			
Advanced Manufacturing	10		2			
Healthcare	22		11			
Accounting/Business	19		0			
Information Technology	8		3			
In-demand	24		0			
Other	107		35			
Youth Participants - Education	OSY Equus		ISY IRC			
Traditional (Post Secondary)	0		26			
Traditional (HS or GED))	120		0			
Non-Traditional (ETPL)	0		5			
Pre-Apprenticeship	0		1			
Apprenticeship	0		0			
Earn and Learn (WEX)	25		42			
Follow Up after Exit	OSY Equus		ISY IRC			
Contact 3 months after exit	21		23			
Contact 6 months after exit	33		34			
Contact 9 months after exit	60		23			
Contact 12 months after exit	78		15			
State Performance						
(Generated by State/EDD)	Goal		Actuals		Percent of Goal	
Placement in Employment/Education Q2	68%		64%		95%	
Entered Employment Rate Q4	68%		61%		90%	
Median Earnings	\$6,500		\$5,969		92%	
Attainment of a credential or certificate	67%		61%		91%	
Measurable Skills Gain	65%		60%		93%	
Partnerships	OSY Equus		ISY IRC			
Metro ED	0		40			
Conservation Corps	2		0			
Job Corps	50		0			
SJ Works/PRNS	0		3			
Bill Wilson Center	24		0			
Unity Care	0		0			
Referral from existing Client	3		6			
IRC	2		n/a			

PROPOSED WIOA LOCAL PLAN

work2future Youth Program & Training Project Manager Mirza Handzar will lead a presentation on the youth elements of work2future's proposed Workforce Innovation and Opportunity Act-required Local Plan for Program Years 2025 through 2028. The Local Plan was submitted in late April 2025 to the California Workforce Development Board as part of the Bay-Peninsula Regional Planning Unit's (RPU) package of Regional and Local Plans for review and approval. The RPU is comprised of work2future, NOVAworks, and Workforce Investment San Francisco Board (through the San Francisco Office of Economic and Workforce Development).

###

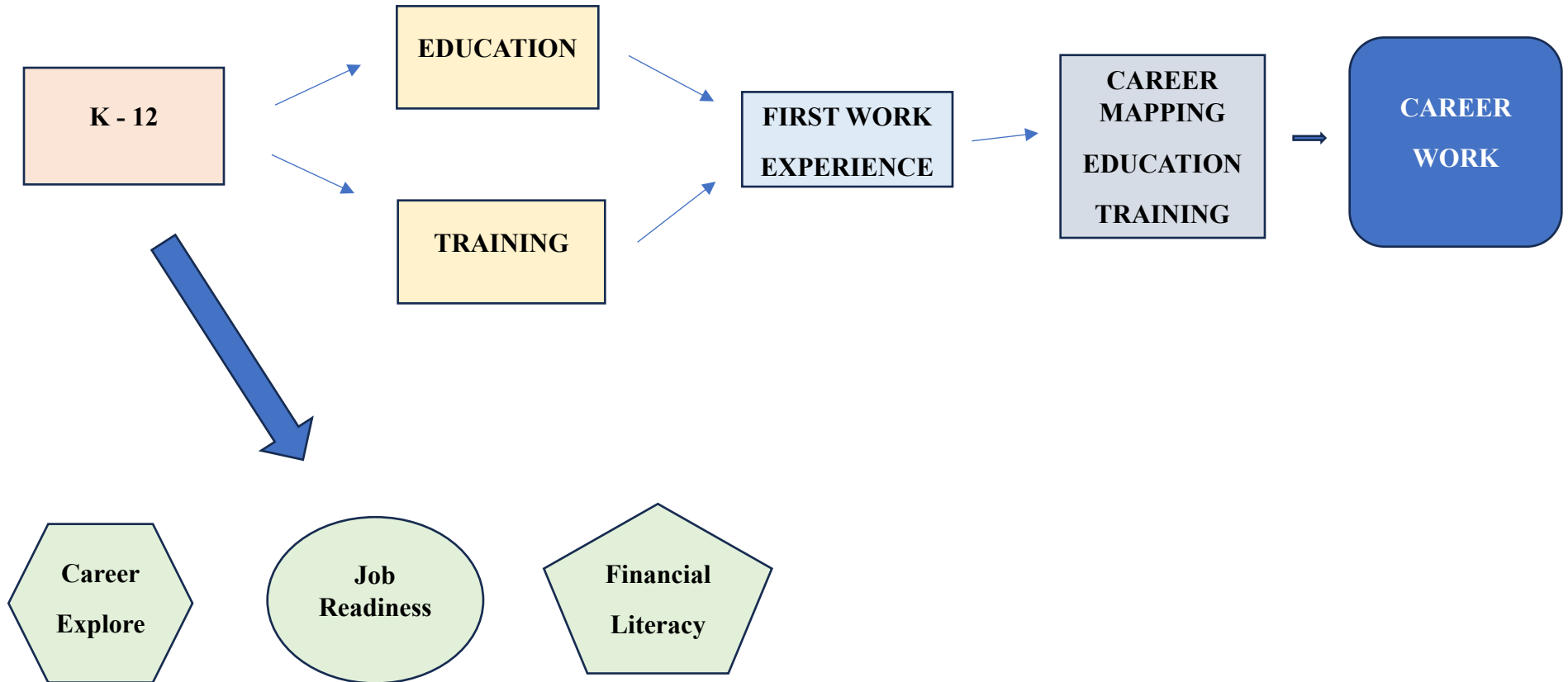
work2future Local Plan: https://www.work2future.org/wp-content/uploads/2025/03/IVCattach_PY25-28_LocalPlan_FinalDraft.pdf

PROGRESS REPORT: GOALS FOR 2025

Committee Chair Jack Estill will lead a discussion of progress towards Youth Committee goals for 2025.

#

Attachment: Extended Youth Career Pathway Diagram (preliminary)



Key Elements:

- Continuous case management who personal handoffs
- Continuous supportive services
- Exit and return options explained upfront
- Industry support
- Cohorts

IV
Open Forum

V
Other

VI
Adjournment