



YOUTH COMMITTEE

Thursday, February 12, 2026, 3:30 pm

San Jose Job Center Conference Rooms
1608 Las Plumas Avenue, San Jose

www.work2future.org

This meeting can be viewed live on computer, smartphone, and tablet at
<https://sanjoseca.zoom.us/j/92893739701?pwd=IWls8RXyW89TEMLHfpfkHI5u6x8eFB.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 Dat.luu@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 | February 2026

Rafaela Perez,* *Committee Chair*

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

Deryk Clark

Executive Director
Advent Group Ministries Inc.

Jack Estill*

Partner
Coactify

Joseph K. Herrity

Director of Workforce and Training Programs
Goodwill of Silicon Valley

Teresa Ong*

Associate Vice President, Workforce & CTE Programs
Foothill College

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

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AGENDA

- | | | |
|-------------|---|-------------|
| I. | CALL TO ORDER & ROLL CALL | 5 min |
| II. | BUSINESS | 3:35 pm end |
| | A. Approval of Minutes {Action} | 5 min |
| | Rafaela Perez, Committee Chair | 3:40 pm end |
| | Approve minutes of the November 06, 2025, Youth Committee meeting. | |
| | B. Chair's Report {Information} | 5 min |
| | Rafaela Perez, Committee Chair | 3:45 pm end |
| | Report on various matters of interest to the committee. | |
| | C. Discussion on Strategic Plan {Information} | 30 min |
| | Rafaela Perez, Committee Chair and fellow Committee Members | 4:15 pm end |
| | Discuss efforts to develop strategic plan to bring more partners to career center. | |
| | D. WIOA Youth Program PY 2025-26 Update {Information} | 20 min |
| | Mirza Handzar, Youth Program & Training Project Manager; Rick Robles, Project Director, Equus Workforce Solutions, Guillermo Granados, Equus Workforce Solutions | 4:35 pm end |
| | Q2 report on metrics for the Workforce Innovation and Opportunity Act (WIOA) Youth Program for Program Year 2025, which began July 1, 2025, and will end June 30, 2026. | |
| III. | OPEN FORUM | 10 min |
| | Members of the public can address the committee on matters not on the agenda. | 4:45 pm end |
| IV. | OTHER | 5 min |
| | Announcements, committee housekeeping | 4:55 pm end |
| | A. Next Youth Committee meeting is scheduled for May 14, 2026. | |
| | B. Other | |
| V. | 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

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. Discussion on Strategic Plan**
- D. WIOA Youth Program PY 2025-26 Update**

YOUTH COMMITTEE MEETING

November 6, 2025, 3:30 pm

Meeting Minutes

Staff: Handzar, Luu, Morado, Thoo

I. CALL TO ORDER & ROLL CALL

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

Roll Call

Present: Estill, Ong, Perez, Pham, Preminger, Williams

Late: Herrity (3:45pm). Vans (4:13pm)

Absent: Clark

II. INTRODUCTIONS

None

III. BUSINESS

A. Approval of Minutes

ACTION: Ms. Perez moved, Mr. Preminger seconded, and the committee voted unanimously to approve the minutes of the August 14, 2025, meeting.

B. Chair's Report

Mr. Estill discuss various topics including business engagement and the job readiness of youth.

C. 2026 Schedule of Meetings

ACTION: Mr. Preminger moved, Mr. Herrity seconded, and the committee voted unanimously to approve the recommended 2026 schedule of Youth Committee Meetings.

D. Election

ACTION: Mr. Estill moved, Mr. Preminger seconded, and the committee voted unanimously to elected Ms. Perez as the Youth Committee Chair to serve from January 1, 2026, through December 31, 2026.

E. Report on Case Management Loads

Mr. Estill, Mr. Herrity, and Mr. Handzar discuss challenges of staff case management load emphasizing the difficulty of the CalJOBS system.

F. End of the Year Discussion

Mr. Estill summarized the achievements and accomplishments of the committee for the calendar year 2025 and discussed creating a one-pager report memorializing the annual accomplishments.

IV. OPEN FORUM

None

V. OTHER

- A.** Ms. Ong announced that Foothill College was starting an internship program to help fund internships for local small businesses.
- B.** Next Youth Committee meeting is scheduled for Thursday, February 12, 2026, 3:30 pm at 1608 Las Plumas Ave, San Jose, CA.

VI. ADJOURNMENT

Chair Estill adjourned the meeting 4:54 p.m.

Draft minutes prepared by D. Luu, H. Morado.

DRAFT

CHAIR'S REPORT

Youth Committee Chair Rafaela Perez will report on various matters of interests to the committee.

#

Discussion on Strategic Plan

Chair Perez, committee members, and Staff will discuss efforts to develop strategic plan to bring more partners to career center.

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WIOA Youth Program PY 2025-26 Update

Second Quarter staff report on metrics for the Workforce Innovation and Opportunity Act (WIOA) Youth Program for Program Year 2025, which began July 1, 2025, and continues through June 30, 2026.

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Attachments

Youth Program Dashboard (as of 12-30-25)						
Youth Participants	OSY New Enrollment	OSY Goals	ISY Enrollment	ISY Goals	OSY C/O 24-25	ISY C/O 24-25
Total Enrollments for 25-26	92	103	50	30	103	28
Q1	47	40	0	0		
Q2	45	63	50	30		
Q3						
Q4						
Youth Participants (Barriers)	OSY Equus		ISY		OSY C/O	ISY C/O
1 barrier	92		50		103	28
2 barriers	85		50		82	28
3 barriers	23		0		20	5
4 barriers or more	1		0		3	0
Youth Participants (Categories)	OSY		ISY		OSY C/O	ISY C/O
Needs additional assistance	0		N/A		7	0
Foster	14		N/A		3	0
Justice Involved	14		N/A		8	1
Homeless	37		1		49	1
Pregnant/Parenting	13		N/A		14	0
Disabled	11		N/A		3	5
Low Income	92		39		57	28
Basic Skills Deficient	12		39		10	7
(ELL)	0		39		0	14
Youth Participants (Case Management)	OSY		ISY			
# of Total Contacts	3,751		377			
# of Total Contacts Per Client (average)	40.77		9.67			
Average Time - Contact to Enrollment	2.5		5.5			
Active Clients in FY 25-26	92		50			
OUTCOMES						
Youth Participants - Work	OSY		ISY			
Construction & Trades	9		1			
Advanced Manufacturing	4		1			
Healthcare	15		6			
Accounting/Business	9		1			
Information Technology	2		0			
In-demand	35		6			
Other	87		14			
Youth Participants - Education	OSY		ISY			
Traditional (Post Secondary)						
Traditional (HS or GED))						
Non-Traditional (ETPL)						
Pre-Apprenticeship						
Apprenticeship						
Earn and Learn (WEX)						
Follow Up after Exit	OSY		ISY			
Contact 3 months after exit						
Contact 6 months after exit						
Contact 9 months after exit						
Contact 12 months after exit						
State Performance						
(Generated by State/EDD)	Goal		Actuals		Percent of Goal	
Placement in Employment/Education Q2						
Entered Employment Rate Q4						
Median Earnings						
Attainment of a credential or certificate						
Measurable Skills Gain						
Partnerships	OSY		ISY			
Metro ED	0		40			
Conservation Corps	2		0			
Job Corps	6		0			
SJ Works/PRNS	0		7			
Bill Wilson Center	14		0			
Unity Care	1		0			
Referral from existing Client	2		0			
IRC	5		0			
Jacobs Ladder	0		3			
County of Santa Clara	8		0			
Other	54		0			

Youth Program Dashboard (as of 6-30-25)						
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	156	155	97	95	74	102
Q1	19	30	24	15		
Q2	22	30	40	30		
Q3	67	60	26	40		
Q4	48	35	7	10		
Youth Participants (Barriers)	OSY Equus		ISY IRC		OSY Equus C/O	ISY IRC C/O
1 barrier	156		97		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	10		1		0	n/a
Foster	16		2		0	2
Justice Involved	26		5		10	5
Homeless	106		3		37	4
Pregnant/Parenting	19		2		12	5
Disabled	6		37		0	20
Low Income	81		118		48	102
Basic Skills Deficient	24		44		12	23
(ELL)	9		23		0	60
Youth Participants (Case Management)	OSY Equus		ISY IRC			
# of Total Contacts	7,832		5,367			
# of Total Contacts Per Client (average)	50		55			
Average Time - Contact to Enrollment	2 days		1.5 days			
Active Clients in FY 24-25	230		199			
OUTCOMES						
Youth Participants - Work	OSY Equus		ISY IRC			
Construction & Trades	13		0			
Advanced Manufacturing	11		2			
Healthcare	24		11			
Accounting/Business	20		0			
Information Technology	11		3			
In-demand	29		0			
Other	107		35			
Youth Participants - Education	OSY Equus		ISY IRC			
Traditional (Post Secondary)	0		26			
Traditional (HS or GED))	129		0			
Non-Traditional (ETPL)	0		5			
Pre-Apprenticeship	0		1			
Apprenticeship	0		0			
Earn and Learn (WEX)	45		42			
Follow Up after Exit	OSY Equus		ISY IRC			
Contact 3 months after exit	36		23			
Contact 6 months after exit	28		34			
Contact 9 months after exit	61		23			
Contact 12 months after exit	72		15			
State Performance	Goal		Actuals		Percent of Goal	
(Generated by State/EDD)	Goal		Actuals		Percent of Goal	
Placement in Employment/Education Q2	TBD		TBD		TBD	
Entered Employment Rate Q4	TBD		TBD		TBD	
Median Earnings	TBD		TBD		TBD	
Attainment of a credential or certificate	TBD		TBD		TBD	
Measurable Skills Gain	TBD		TBD		TBD	
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			

III

Open Forum

IV

Other

V

Adjournment