



State of California	
STATE USE ONLY	EXHIBIT A
Subgrant Number	
Grant Code	
Start Date	
Modification Date	

HIGH ROAD TRAINING PARTNERSHIPS (2.0)

PROJECT NARRATIVE – EXHIBIT A

Organization Name	Building Skills Partnership
Address	828 W. Washington Blvd, Los Angeles, CA 90015
Designated Contact Person and Title	Luis Sandoval, Development Director
Phone	213.284.3814
Email	lsandoval@buildingskills.org
NARRATIVE	
Project Framework	
How will project continue to advance your high road vision?	
<p>Building Skills Partnership (BSP) respectfully requests the California Workforce Development Board to consider BSP for a continuation of the High Road Training Partnership grant. Since 2017, BSP’s High Road Training Partnership <i>Green Jobs, Good Jobs</i> provides critical funding to strategically engage building-owners, employers, and janitorial industry leaders to work in partnership to define and improve skills, standards, training, and career ladder opportunities for janitors with limited English proficiency. These property service workers play a critical role in minimizing the environmental footprint of commercial buildings by addressing water, waste, and energy inefficiencies in the buildings where they work. Because of this funding, the <i>Green Jobs, Good Jobs</i> project provides access to training opportunities for a workforce often neglected, defines industry standards for sustainability, creates career ladder opportunities, and strengthens employers’ ability to comply with sustainability practices. Our strategic, sustainability-aimed workforce development innovation has strengthened collaboration with building owners, employers, and janitorial industry leaders throughout California.</p> <p>Through this grant, BSP will continue to focus on advancing a high road training partnership to increase upward mobility among immigrant workers, while simultaneously meeting the demand from the janitorial industry for a skillful workforce on green sustainability standards. This effort is necessary to meet the industry and workforce needs of an emerging low-carbon, energy-efficient, healthy commercial building sector. In the process, the partnership formed by the grant and coordinated by BSP, will take the next step in developing higher skilled jobs by recognizing the contribution that property service workers play in building a high-efficient, high-performing green economy.</p>	

Outline short-term project goals (what project will do with this funding), project goals, activities and outputs (how it will do that), and outcomes (what successes would look like).

This next phase of the *Green Jobs, Good Jobs* H RTP will continue to provide the proven green janitor training program and expand the labor-management partnership, while opening a new door for janitors to access professional mobility opportunities in related industries and specialized roles. The project will offer expanded career mobility opportunities for janitors, including green training that was refined as a result of the original grant as well as new training opportunities based on needs defined in partnership. The project will also strengthen the labor-management committee and prepare to replicate to other regions. The proposed activities will expand, enhance, and build upon existing H RTP accomplishments and momentum.

Through industry-specific innovation, the new phase of *Green Jobs, Good Jobs* will lead to further improvements in equity, job quality, and environmental sustainability.

- Job Quality: The project will build systems and partnerships connecting workers to high-quality jobs or reimagined entry-level work with clearly defined routes to advancement.
- Equity: The project will increase skills and opportunities, expand pipelines within key California industries, and develop replicable bridges and pathways for disadvantaged populations.
- Sustainability: The project will build systems and partnerships that address the critical skill challenges emerging as every industry grapples with the evolving challenges of climate change and environmental sustainability.

Describe project's strategy to meet industry demand and the skill-delivery mechanisms that will be developed, implemented, and/or strengthened to meet it. Examples include apprenticeship pathways, contextualized English language and/or basic skills training, journey-level upgrading, credentialing, etc.

The most exploratory aspect of the H RTP, where BSP worked with employer and labor leaders to envision career advancement for janitors, has resulted in a clearer path to guide janitors toward good jobs that fill industry gaps. Simultaneously, the existing green trainings have primed janitors to be proactive in their own development and confidently seek career advancement. Subsequently, BSP proposes to continue the work of its H RTP 1.0 to strengthen the labor-management committee and prepare to replicate this model to other regions, while providing the following training programs through H RTP 2.0.

BSP proposes to continue offering its refined green janitor education program to provide skill training and credentialing, while opening a new door for janitors to access non-linear professional mobility opportunities in specialized roles and related industries. The most highly prioritized specialized janitorial role that BSP has consistently encountered in employer conversations is in floor care. The partnership's floor care pilot training has given us a solid foundation from which to launch a floor care training program. Additionally, to prepare janitors to enter jobs in adjacent industries, such as other careers within building maintenance, BSP plans to develop bridge program into pre-apprenticeships or apprenticeships.

As the next phase of the partnership expands training for the low-English-proficient property service workers, we seek to further strengthen the industry relationships that inform this work. The existing labor-management committee based in Los Angeles will continue to meet to define industry standards for sustainability, create career ladder opportunities, and strengthens the industry's ability to comply with sustainability practices. Capitalizing on the committee's success, the project proposes to prepare

for replication of the labor-management committee to other regions, such as the region around the Bay Area.

Discuss opportunity for scaling, replication, or application of project lessons and successes.

For employers, increasing the value of their workforce increases the value of their company. While the green building movement initially focused on new green building techniques and major retrofits of existing buildings, green building and industry leaders recognize that energy and environmental performance goals can only be achieved with a well-trained workforce. As the building industry continues to adopt new green practices, demand has grown to scale and replicate these programs throughout California. In H RTP 2.0, BSP plans to assess, improve and expand through more frequent and more diverse training offerings at new worksites. As the program matures, BSP plans to capture the best programming practices to share as resources for other institutions serving similar populations and the best operational practices for farm workers, labor centers, or government to replicate sustainably.

Describe the innovative aspects of the partnership and its anticipated contribution to the field. Include long-term goals, opportunities, and outcomes that this project and funding will further and/or lead to.

In California, there are 40,000 janitorial workers. The future of building maintenance is moving towards green cleaning processes and with new technology advances, many janitorial companies hope to cut costs by heavily supplementing human labor with machine operations. Without this strategic investment, the job security of many janitors will be threatened. The combination of a widening skills gap, low-educational attainment and a rapidly changing industry contribute to the inequality experienced by this immigrant workforce. This project will capitalize on the momentum of H RTP 1.0 to continue to invest in this workforce and industry, with the goal of preparing janitors for the future of emerging jobs. In the process, BSP and its partners will develop a highly skilled workforce whose role in building the high-efficiency, high-performance economy of the future is rightfully recognized. Because of the identification of skills, standards, and training, 80 workers will receive direct career ladder training developed jointly with labor-management. 350 workers will be impacted through the work of the expanded GJEP statewide; however, these workers will not be directly served through this project.

Project Team

Describe status and outcomes of key partnerships established in original project.

Through the original project, BSP has been focused on advancing a high road training partnership in defining the skills, standards, training, and upward career ladder opportunities for janitors. As of today 525 workers have participated and received certification from the Green Janitor Education Program in the following worksites across California. Southern CA: Bank of America Tower, Gas Company Tower, The Park DTLA, California Edison, Westwood Gateway, Irvine Spectrum, Colorado Center, and Pac Mutual. Northern CA: CaLottery, CalSTRS, YouTube, Google, Stanford, LinkedIn, Oracle, and Stoneridge Corporate Plaza. Subsequently, 56 workers have participated in the newly labor-management developed career pathways program (26 participants graduated from floor care training / 30 participants graduated from the hybrid GJEP with digital skills). In addition, BSP has been able to develop a strong labor-management committee to continue to implement and explore career pathway programs.

Identify the individuals and organizations (continuing and new) who will convene the partnership, including the role, function, and/or activities of each in the project.

Grant applicant, deliverer of training, and convener with fiduciary responsibility for the project.

Building Skills Partnership

- Aida Cardenas, Executive Director
- Luis Sandoval, Development Director
- Laura Medina, Southern California Regional Director
- Christian Valdez, Northern California Regional Director
- Jocelyn Jimenez, Los Angeles Program Coordinator
- Mariel Estrada, Northern California Sustainability Coordinator

Convener: Labor leaders with influence over collective bargaining agreement impacting career pathways. Will provide in-kind support of training space and additional supportive services.

SEIU-USWW

- David Huerta, President

SEIU International

- John Barton, Executive Director

Convener: Industry leaders with influence over industry standards for sustainability and building owners. USGBC proctor, accredit and distribute certification.

U.S. Green Building Council

- Ben Stapleton, Executive Director

Building Owners and Managers Association of Greater Los Angeles

- Martha Cox-Nitikman, Vice President

Employer Representatives: Access to worksites and employees to deliver training, use employer voice to form consensus on industry standards and collectively identify career pathways.

ABM Onsite Services

- Jim Altieri, Vice President

Identify supporting groups or institutions (continuing and new) along with the role, function, and/or activities of each in the project.

Through H RTP 1.0, BSP has developed strong working relationships with employers willing to implement and expand training across their worksites. These employers are ready to move H RTP 2.0 programming and help identify industry driven career pathways. Employers include: Allied Universal, Servicon, ABM, DMS, Able, ESC, ABM, BGM, C&W Services, UG2, and Flagship.