

STATE OF CALIFORNIA - DEPARTMENT OF GENERAL SERVICES

STANDARD AGREEMENT

STD 213 (Rev. 04/2020)

AGREEMENT NUMBER

M64397-7120

PURCHASING AUTHORITY NUMBER (If Applicable)

EDD-7100

1. This Agreement is entered into between the Contracting Agency and the Contractor named below:

CONTRACTING AGENCY NAME

California Workforce Development Board

CONTRACTOR NAME

Building Skills Partnership

2. The term of this Agreement is:

START DATE

June 1, 2021, or upon final approval

THROUGH END DATE

March 31, 2023

3. The maximum amount of this Agreement is:

\$600,000.00 Six Hundred Thousand Dollars and No Cents

4. The parties agree to comply with the terms and conditions of the following exhibits, which are by this reference made a part of the Agreement.

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+	**Items shown with a double asterisk(**) are hereby incorporated by reference and made part of this Agreement as if attached hereto. The document can be viewed in the Contract file No. [REDACTED]	
-		

Items shown with an asterisk (*), are hereby incorporated by reference and made part of this agreement as if attached hereto.

These documents can be viewed at <https://www.dgs.ca.gov/OLS/Resources>

IN WITNESS WHEREOF, THIS AGREEMENT HAS BEEN EXECUTED BY THE PARTIES HERETO.

CONTRACTOR

CONTRACTOR NAME (if other than an individual, state whether a corporation, partnership, etc.)

Building Skills Partnership

CONTRACTOR BUSINESS ADDRESS

828 W. Washington Blvd.

CITY

Los Angeles

STATE

CA

ZIP

90015

PRINTED NAME OF PERSON SIGNING

Luis Sandoval

TITLE

Executive Director

CONTRACTOR AUTHORIZED SIGNATURE



DATE SIGNED

4/22/2021

STATE OF CALIFORNIA

CONTRACTING AGENCY NAME

California Workforce Development Board

CONTRACTING AGENCY ADDRESS

800 Capitol Mall, Suite 1022

CITY

Sacramento

STATE

CA

ZIP

95814

PRINTED NAME OF PERSON SIGNING

Emily Sunahara

TITLE

Fiscal and Business Services Manager

CONTRACTING AGENCY AUTHORIZED SIGNATURE



DATE SIGNED

5/21/21

CALIFORNIA DEPARTMENT OF GENERAL SERVICES APPROVAL

EXEMPTION (If Applicable)

SCM Vol. 1 section 4.06

**EXHIBIT A
SCOPE OF WORK
(Standard Agreement)**

1. This Agreement is entered into by and between the California Workforce Development Board, hereinafter referred to as the CWDB, and Building Skills Partnership, hereinafter referred to as the Contractor, for the purposes of advancing the CWDB's High Road vision, which is a strategic and comprehensive state approach to jobs and training across climate and technology impacted industries. The goals and tasks are identified in Attachment A-1, Project Narrative, and further defined in Exhibit E, Contractor's Response to CWDB RFA No. 59210.

The Contractor will comply with the terms and conditions set forward in Exhibit A, Scope of Work, Attachment A-1, Project Narrative, Attachment A-2, Project Matrix, Attachment A-3, Participant Plan, Attachment A-4, GHG Deliverables, Attachment A-5, Benefiting Priority Populations, Attachment A-6, Workplan, Attachment A-7, Partner Roles and Responsibilities, Exhibit B, Budget Detail and Payment Provisions, Attachment B-1, Budget Summary, Attachment B-2, Budget Narrative, Attachment B-3, Contracts, Exhibit C, General Terms and Conditions, Exhibit D, Special Terms and Conditions, Exhibit E, Contractor's Response to CWDB RFA No. 59210, and Exhibit F, CWDB RFA No. 59210, which, by this reference are made part of this Agreement.

2. The Project Representatives during the term of this Agreement will be:

State Agency

California Workforce Development Board
Attn: Mayra Fernandez
800 Capitol Mall, Suite 1022, MIC 45
Sacramento, CA 95814
Phone: (916) 657-1449
E-Mail: mayra.fernandez@cwdb.ca.gov

Contractor

Building Skills Partnership
Attn: Christian Valdez
828 W. Washington Blvd.
Los Angeles, CA 90015
Phone: (650) 520-4785
E-Mail: cvaldez@buildingskills.org

3. Changes to the Project Representatives will not require an amendment to the Contract.

**ATTACHMENT A-1
PROJECT NARRATIVE
(Standard Agreement)**

Fiscal Agent: Building Skills Partnership

Project Name: Safely Reopening CA through Career Pathway Innovation: Linking the Environmental Movement & COVID 19

High Road & Project Framework

Please read all questions and thoroughly review all corresponding exhibits before providing an answer. Doing so will allow you to provide strategic responses that are not duplicative and provide enough information to thoroughly and concisely address each prompt at hand.

- 1. Provide a comprehensive introduction of your high road vision and sector-based strategy that prioritizes job quality, equity, career pathways and advancement, and economic and climate resilience.**

Building Skills Partnership (BSP) is a statewide nonprofit that works to improve the quality of life of low-wage property service workers and their families by increasing their skills, access to education, and opportunities for career and community advancement. BSP represents a unique partnership between over 75 building service companies, 40 building owners, and SEIU-USWW to train approximately 5,000 property service workers each year. Although stakeholders often have distinct and conflicting perspectives, these partners have come to agree that investing in the skills of workers is an all-around win-win initiative. Through its innovative partnership strategy, BSP serves as a model for delivering workforce development training to help low-wage and low-skilled immigrant workers retain employment and prepare for 21st century jobs. Originally established as a contract victory resulting from the "Justice for Janitors" campaign, BSP was created in 2007 through collective bargaining agreements between SEIU-USWW and janitorial employers under the provisions of the Taft-Hartley Act. Since its founding, BSP has expanded services to immigrant workers through a holistic approach that incorporates workforce development with immigrant integration efforts. More recently, BSP has expanded to serve passenger service workers at LAX.

BSP employs a sector-based workforce development strategy that targets low-skilled workers in the commercial janitorial and airport service industries to address skills gaps and promote upward career mobility. Additionally, COVID-19 has had a devastating impact on CA's economy, and as the state moves towards a just and equitable recovery, BSP will advance job quality and job equity by linking sector-based workforce training with the climate change movement to improve the economic stability of Latinx and African American workers. BSP sees career training

**ATTACHMENT A-1
PROJECT NARRATIVE
(Standard Agreement)**

around infectious disease mitigation and environmental sustainability as key, overlapping components to an inclusive economic recovery.

The safe reopening of CA businesses depends on a qualified workforce to keep office spaces clean and sanitized. Property service workers have been recognized as essential workers on the front lines of controlling the spread of COVID-19, yet little has been done to support this workforce. Through a high road partnership model that includes janitorial employers, property owners, workers, SEIU-USWW representatives, and subject matter experts UCLA LOSH, UC Berkeley LOHP, and The Ashkin Group, BSP developed an Infectious Disease Certification (IDC) program to respond to COVID-19. The 12-hour certification equips workers with skills and knowledge to protect themselves and the public. Beyond COVID-19, IDC's comprehensive curriculum enables the property service industry to mitigate future infectious disease outbreaks and meet environmental standards.

BSP is well positioned to address the need among property and airport passenger service workers for quality training around infectious disease mitigation and environmental sustainability. The COVID-19 crisis presents an opportunity for both the janitorial and airport industries to create career mobility opportunities for janitors and airport workers through specialized training and professionalization. Under its CWDB Low Carbon Economy Workforce "Safely Reopening CA through Career Pathway Innovation: Linking the Environmental Movement & COVID 19" initiative, BSP will continue to leverage its labor-management partnership to scale IDC and identify other workforce development opportunities to bolster a just and equitable recovery. BSP will also build on the innovative and strategic work of its prior H RTP funded projects to strengthen its current labor-management partnerships in the janitorial industry while working to create a similar partnership infrastructure for LAX airport partners.

A key component of BSP's high road strategy has been to strengthen and leverage its existing labor-management committees (LMC) in order to respond to rapidly evolving workforce needs around COVID-19. BSP is capitalizing on the success of its pilot IDC program to advance industry-driven, worker-centered training programs for airport workers. The success of IDC has increased trust and confidence among partners and has provided an opportunity to expand the program to LAX airport workers. By defining the skills, standards, and training requirements for property/airport service workers, BSP's model of convening regional LMCs can transform low-skill, low-paying jobs into good jobs that contribute to an equitable, efficient, and high-performing economy of the future. This LMC network bolsters industry efforts to address changing needs around infectious disease mitigation and sustainability and provides the foundation for scalable workforce solutions.

- 2. Summarize your project goals, activities, and outcomes that will be achieved with grant funding and within the grant term. Response should align with your high road vision and sector-based strategy response from Question #1.**

**ATTACHMENT A-1
PROJECT NARRATIVE
(Standard Agreement)**

Through this grant, BSP will continue to advance its high road training partnership to increase upward mobility among workers while simultaneously meeting the industry demand for a skilled workforce to sustainably mitigate COVID-19. Additionally, grant funds will support BSP’s efforts to adopt a Learning Management System (LMS) to scale IDC and other programs for SEIU-USWW workers. Furthermore, this HTRP opportunity will allow BSP to support a stakeholder council consisting of government officials, property owners, service contractors, labor representatives, and workers. The stakeholder council will collaborate to ensure that businesses will be safe for reopening through recommendations on training, standards, and incentives for employers and property service workers. BSP will support the stakeholder council through its expertise and its experience in implementing IDC.

Anticipated HTRP 3.0 goals and outcomes over the duration of the grant:

Goal 1: Address the urgent need to safely reopen CA while addressing an equitable recovery through career pathway innovation.	Outcomes
<p>Activity 1: Advise stakeholder council on issues related to workforce development, training, and career pathway innovation.</p> <ol style="list-style-type: none"> 1. Facilitate meetings focused on industry training needs and provide recommendations. 2. Develop training strategies based on recommendations from industry council. 3. Work with partners to understand how a shifting industry will impact workers and align career opportunities with training. <p>Activity 2: Convene janitorial and airport LMCs for program implementation and development strategies generated from stakeholder council.</p> <ol style="list-style-type: none"> 1. Engage airport partners through an LMC. 2. Convene 4-6 statewide airport and janitorial LMCs around IDC and council strategies for reopening CA. 3. Conduct focus groups and create subcommittee of stakeholders to advise on LMS adoption and implementation. 4. Engage 4-6 employers for program and LMS evaluation and generate industry best practices. 	<p>Activity 1 Outcome</p> <ol style="list-style-type: none"> 1. Establish consensus and adopt industry-wide standards around infectious disease certification and future of work opportunities for janitorial and airport workers across CA. <p>Activity 2 Outcomes</p> <ol style="list-style-type: none"> 1. Increase labor-management collaborations between partners in the janitorial and airport industries to implement workforce training solutions around reopening CA and economic recovery. 2. New and strengthened LMC infrastructure for airport partnership. Conduct individual outreach to contractors and workers, build consensus to move forward in a collaborative space with BSP and other partners. Convene LMC with interested partners.

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<p>Goal 2: Identify and implement workforce development training pivotal to safely reopen CA while addressing quality job creation and economic recovery.</p>	<p align="center">Outcomes</p>
<p>Activity 3: Leverage existing labor-management partnership to implement IDC while exploring opportunities to align training with commercial buildings' green and healthy building strategies.</p> <ol style="list-style-type: none"> 1. Through LMC and individual partner engagement, expand IDC across 6 major markets (San Diego, Orange County, Los Angeles, Silicon Valley, East Bay, and Sacramento). 2. Collaborate with two similar, but distinctly different sectors: airport and commercial real estate. 3 Work with labor and management partners as well as with building owners to align IDC with further workforce development opportunities to further sustainability goals and help CA recover. 4. Develop augmentation and re-certification strategy for IDC. <p>Activity 4: Impact Evaluation. Assess the effectiveness of training in protecting workers at work AND at home, while also increasing consumers (tenants) confidence to re-enter buildings, while creating new career pathways.</p> <ol style="list-style-type: none"> 1. Engage LMC partners to evaluate impact of IDC on reopening CA for commercial buildings as well as impact on janitors beyond the workplace. 2. Conduct project evaluation for stakeholders and to advance IDC as a national model. 	<p>Activity 3 Outcome</p> <ol style="list-style-type: none"> 1. Raise industry standards through IDC training expansion. 2. Adoption of IDC into healthy and sustainable building practices for commercial and airports across CA. <p>Activity 4 Outcomes</p> <ol style="list-style-type: none"> 1. Increase understanding of impact of workforce development strategies on just and equitable recovery through a formal evaluation of IDC. 2. Increase consumer confidence while protecting workers and their communities.
<p>Goal 3: Scale infectious disease certification through an equitable technology training solution that will help upskill workers by linking the environmental movement and COVID 19 mitigation efforts.</p>	<p align="center">Measuring Impact</p>

**ATTACHMENT A-1
PROJECT NARRATIVE
(Standard Agreement)**

<p>Activity 5: Research and adopt technology solution for scale Learning Management System (LMS) 1. Partner with PC Ed Tech and Google to develop LMS. 2. Work with contractors for content creation and finalizing course on LMS platform.</p> <p>Activity 6: Worker Centered Support to ensure learner outcomes 1. Identify and create the necessary on-boarding training to support workers' access and success on LMS. 2. Develop a worker support strategy to provide assistance with worker access system and sustain learning.</p> <p>Activity 7: Pilot LMS system with first cohort 1. Identify pilot cohort and implement on-boarding and course. 2. Evaluate analytics on LMS for evaluation of course performance. 3. Conduct surveys.</p> <p>Activity 8: Include worker voice through adoption, pilot, evaluation and scaling strategies 1. Identify a cohort of advisory workers to provide feedback on user experience for LMS considering digital equity components. 2. Include worker advisory group in evaluation of pilot and provide recommendations for learner support systems to ensure learner outcomes.</p> <p>Activity 9: Provide training to workers 1. Collaborate with labor-management to provide IDC training at scale. 2. Work with industry leaders to promote IDC and increase public health confidence.</p>	<p>Activity 5 Outcome 1. Adopt a worker-centered LMS to achieve successful learner outcomes and IDC certification. 2. Onramp curriculum into an online self-study curriculum with a learner centered approach.</p> <p>Activity 6 Outcome 1. Increase learner confidence and 90% successful on-boarding as measured through course enrollment and self-reported surveys. 2. Develop systems to ensure workers are supported through enrollment, retention and graduation.</p> <p>Activity 7 Outcomes 1. Ninety percent completion rate for pilot cohort of IDC LMS course. 2. Increased confidence in LMS learning through self-reported surveys. 3. Opportunity for evaluation and improvement for scaling.</p> <p>Activity 8 Outcomes 1. Increase opportunity for worker feedback in shaping an effective LMS training solution. 2. Include worker voice in developing online instructional strategies to best support their learning.</p> <p>Activity 9 Outcomes 1. Train approximately 4,000 workers through the duration of the grant using a combination of hybrid learning and self-study using LMS. 2. Increase public health confidence by promoting IDC through direct marketing/PR campaigns.</p>
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Goal 1: Address the urgent need to safely reopen CA while identifying strategies for an equitable recovery through career pathway innovation

Activity 1: Advise stakeholder council (labor, management, and buildings owners) on issues related to workforce development, training, and career pathway innovation. BSP will advise the stakeholder council to develop effective strategies for maintaining public health and safety in CA's commercial properties during COVID-19 and beyond. BSP will provide the necessary expertise and guidance for effective development and implementation of workforce training around infectious disease mitigation and green cleaning. BSP will work with industry partners to forecast industry changes and identify needs around workforce training to align programming and career advancement opportunities with stakeholder council recommendations. Through this effort, BSP will leverage industry-wide consensus to elevate training opportunities for janitors and airport workers.

Activity 2: Convene sector based Labor-Management Committees (LMCs) with janitorial and airport for program implementation and development strategies generated from stakeholder council. Building on the success of past H RTP projects and current partnerships, this project will allow BSP to formally engage airport labor and management partners through an LMC. BSP will convene janitorial and airport partners separately around IDC expansion and other strategies for reopening CA. Beyond LMC convenings, BSP will engage partners individually and through subcommittees to expand IDC, to adopt an LMS, and to improve data evaluation.

Goal 2: Identify and implement workforce development training opportunities to help CA safely reopen while addressing quality job creation and economic recovery.

Activity 3: Leverage existing labor-management partnership to implement IDC while exploring opportunities to align training with commercial buildings' environmental sustainability strategies. BSP will work with LMCs to expand IDC across all major markets in CA while developing a collaborative model for airport partners to explore expansion at LAX. Furthermore, BSP will work with labor, management, and building owner partners to (1) align IDC with career advancement opportunities, (2) further sustainability goals, and (3) support a just and equitable recovery. BSP will work through its network of partnerships and stakeholders to meet urgent industry needs through an IDC a recertification strategy that aligns with a career ladder vision.

Activity 4: Assess the effectiveness of training in protecting workers at work AND at home, while increasing tenants' confidence to re-enter buildings and create new career pathways. IDC provides worker-centered training on (1) meeting/exceeding CDC and EPA guidelines, (2) maintaining worker health & safety, (3) effective cleaning and disinfection protocols, and (4) green cleaning strategies aligned with the U.S. Green Building Council (USGBC) "Safety First: Cleaning and Disinfecting Your Space" pilot credit. BSP will work with an evaluation consultant and engage LMC partners to measure the impact of IDC on reopening CA's commercial buildings and airports. BSP will create a theory of change, collect and compile data, and produce findings to report to industry partners and the public. Additionally, BSP will highlight digital equity indicators and outcomes as well as develop data collection tools to measure the effectiveness of the new LMS.

Goal 3: IDC through an equitable technology training solution that integrates environmental efforts with COVID19 mitigation efforts.

Activity 5: Research and adopt technology solution for scaling BSP has partnered with the EdTech Center @ World Education to meet the needs of adult and immigrant learners through an LMS. EdTech Center @ World Education leverages digital technology to increase the reach and impact of adult education. EdTech Center @ World Education will provide training to increase the capacity of BSP's staff and instructors. Additionally, through collaboration with various partners, BSP will implement an off-the-shelf LMS to quickly scale its training programs. Most notably, Google has agreed to provide technical support to adopt and pilot an LMS platform by Q1 2021. Google will provide in-kind support through three consultants with experience in developing skill-building platforms.

Activity 6: Develop worker-centered support systems. As BSP moves to a virtual learning environment, it will work to maintain a culturally competent and worker-centered approach. An E-Learning & Digital Equity Coordinator will address the issues related to digital access (digital literacy, device access, and internet connectivity) while leading BSP's strategic shift to eLearning. COVID-19 has revealed additional inequities for immigrant workers in terms of access to digital learning, and addressing this digital divide will be a significant challenge for BSP. To overcome these barriers, BSP will need to scale its digital device lending infrastructure and digital literacy support systems to effectively on-ramp workers for eLearning. BSP will also need to increase staff capacity to coordinate digital access with employers and provide case management support to workers.

Activity 7: Pilot LMS course. To facilitate scaling, BSP will develop an LMS platform that aligns with its workers' learning needs as well as the technical requirements of its programs. Additionally, BSP will develop a strategy for successful program implementation. This includes addressing staff and instructor training, program administration, worker outreach, and user engagement. During the implementation phase, BSP expects to train workers with the minimum tech skills required for program completion. Furthermore, employers will provide the necessary infrastructure to provide worksite training.

Activity 8: Include worker voice through adoption, pilot, evaluation, and scaling strategies. BSP will enlist workers statewide through various engagement and leadership opportunities to advocate for quality jobs, equity, and environmental sustainability. Workers will play a central role in BSP's process to adopt and roll out an LMS. Additionally, BSP will support SEIU-USWW's efforts to establish cleaning standards, and it will work with labor-management partners on key industry and worker issues.

Activity 9: Provide training to workers. Upon successful completion of programs, BSP will provide each graduate with a certificate of completion through its LMS platform. Electronic certification demonstrates a higher degree of professionalization and allows for certificate stacking. The 12-hour IDC program will be used to set the industry standard for training

workers, while also creating career pathways through digital badging. Through its high road training partnership model, BSP will convene stakeholders to develop and implement program scaling strategies and align and update training curricula along evolving public health needs.

3. How will the project connect workers to high-quality jobs and/or entry-level work with clearly defined routes to advancement?

In the context of reopening CAs economy, there is an urgent need for industry stakeholders to develop initiatives that support infection mitigation training, implement safety standards, and create incentives for employers and workers to meet these standards. Through this H RTP investment, BSP will work with a new stakeholder council and LMCs to expand IDC. At the same time, BSP will advance career ladder building efforts through other industry-driven programs including its Green Janitor Education Program (GJEP) and Floor Care Technician Program. Through its longstanding partnerships, BSP will advance efforts to define career pathways for low-wage workers who have few career mobility opportunities. In this context, COVID-19 presents a unique opportunity to elevate workers who have been traditionally left behind.

This project will support workers and industry stakeholders to develop and implement workforce training opportunities around infectious disease mitigation and environmental sustainability. This effort is both necessary and opportune given the need to protect public health, promote consumer confidence, and improve worker health and safety. Additionally, COVID-19 has created the need for long-term solutions to meet emissions, energy efficiency, and health and safety standards.

4. How will project increase skills, opportunities, and career pathways for the disadvantaged populations your project is targeting?

BSP is uniquely positioned to advocate for worker mobility and training through its labor-management partnership. In collaboration with SEIU-USWW, BSP advocates for workforce development training and new job classifications through collective bargaining negotiations. BSP's IDC program will set the industry standard for workforce training, and in conjunction with other programs, it will create career pathways as a stackable certificate. Additionally, BSP will leverage its partnerships to develop and implement an LMS (with a focus on digital equity) to ensure meaningful access and learner outcomes for all property service workers. The opportunity for investing in this H RTP is timely and urgent, and all partners are at the table and ready to collaborate to reopen CA.

Janitors clean the buildings of the wealthiest companies across the state and LAX service workers support the third busiest airport in the world. However, both of these worker populations struggle to make ends meet as a result of low pay, and both lack development

opportunities to advance in their careers. Furthermore, per USWW's member residence data, high concentrations of these workers and their families live in disadvantaged communities (DACs) or Low Income Communities (LICs) that are most affected by climate change (this is even more true for LAX workers who tend to reside in the communities that are most impacted by GHG emissions and air pollution from the airport). BSP will facilitate collaboration between employers, labor, and workers to provide effective worksite training (on paid time) to help workers overcome barriers to traditional forms of adult education and workforce development training. Furthermore, to meet the needs of a service population that has little formal education and low-levels of digital literacy, BSP implements a learner-centered and culturally competent service approach.

This project will fill an urgent need for adequately trained property/airport service workers around infectious disease mitigation through online education. In addition to worksite based classes, BSP will implement an LMS to scale programs to a wider population. BSP has identified Canvas as a possible LMS solution given its use by CA community colleges and CA adult schools; this will give workers a practical understanding of how other adult education opportunities are being implemented and will encourage first-time eLearners to continue with their education. Furthermore, as the property service industry and airports move towards automation, it will be crucial to incorporate digital literacy and technology skills training into workforce education programs. As commercial buildings and airports increasingly adopt green building technology, technology skills development will improve workers' job security and provide an additional opportunity for professionalization.

5. How will a partnership between industry leadership – both labor and management – increase the health, safety, and professionalization of jobs in your sector?

According to the Bureau of Labor Statistics, the "Janitors and Cleaners" occupation ranked third in terms of the highest number of nonfatal injuries and illnesses. Property service workers are exposed to high physical demands that increase risk of musculoskeletal and cardiovascular conditions, and in the context of COVID-19, property service workers shoulder the responsibility of keeping facilities safe at personal risk to their own health. As the commercial building industry and airports address workplace health and safety in the context of the pandemic, workers will need to be trained to meet new industry standards. Similarly, COVID-19 has revealed that environmental standards cannot be achieved without addressing workers' health and safety needs.

Reopening CA's economy will require a workforce that is trained in cleaning and disinfection to prevent infectious disease transmission and restore employee and consumer confidence. Furthermore, a workforce trained in infectious disease mitigation will address COVID-19 and future pandemics. BSP will continue to leverage the common interest that exists between government agencies, property owners, service contractors, janitors, and labor representatives to increase the health, safety, and professionalization of jobs in the property service industry.

BSP has partnered with industry stakeholders and subject-matter experts to develop and implement IDC and has certified over 270 workers statewide to date. Through this project, BSP will support a stakeholder council that will work statewide to establish an industry-standard of training around IDC and ensure just compensation for workers. Additionally, BSP will leverage its partnership convening experience to establish an LMC at LAX to address the health, safety, and career advancement needs of airport workers. BSP will engage labor and management to map industry occupations, skill sets, and training needs that can be translated into a stackable certificate system to help workers advance in their careers. This industry-wide, worker-centered credentialing system will pave the way for the creation of new job classifications through collective bargaining agreements.

6. How will project and partnership prioritize worker voice?

BSP has 13 years of experience developing and implementing worker-centered programs that prioritize worker voice. In the planning phase of the IDC program, BSP worked with partners and stakeholders through regional LMCs to determine industry needs around infectious disease training for janitors. Workers from across the state were included at those convenings to provide input on program design. BSP is currently establishing an infrastructure to develop worker advisory committees to support the adoption, piloting, and scaling of an LMS system. Additionally, BSP will need worker input to overcome existing digital literacy and technology access barriers. Similarly, BSP will engage pilot LMS participants for additional feedback. The engagement of worker voice will enable BSP to understand the requirements and best practices for implementing effective, worker-centered online education.

7. How will partnership address worker, employer, and industry needs as they respond and adapt to climate change and environmental sustainability, including building community and economic resilience?

Commercial buildings account for 39% of total U.S. energy consumption, 39% of total carbon dioxide emissions, and 13% of the total water consumed. Moreover, the EPA estimates that commercial facilities generated 35-45% of the nearly 250 million tons of municipal solid waste in 2010. Additionally, the EPA reports that aircraft contribute 12% of U.S. transportation emissions and account for 3% of the nation's total greenhouse gas production. The increase in greenhouse gases will increase the likelihood of pandemics such as COVID-19 in the future. As the planet heats up, animals and humans will increasingly migrate to the poles, and this will increase the opportunity for pathogens such as COVID-19 to infect new host species. Additionally, people who live in places with poor air quality are more likely to die from COVID-19, which is a rising concern for CA as wildfires increase. As a result, BSP understands that infectious disease mitigation goes hand in hand with sustainability efforts. Through this H RTP project, BSP will support a new stakeholder council and lead LMC efforts to scale IDC, elevate environmental sustainability standards, and build community and economic

resilience across CA. As noted, IDC provides worker-centered training on (1) meeting/exceeding CDC and EPA guidelines relative to COVID-19, (2) maintaining worker health & safety, (3) effective cleaning and disinfection protocols, (4) and green cleaning strategies aligned with USGBC's "Safety First: Cleaning and Disinfecting Your Space" pilot credit. Through this project, BSP will leverage its partnerships to enhance the capacity of janitors and airport workers to meet sustainability standards of commercial buildings and airports. BSP will continue to integrate IDC and other industry-driven programs to increase worker specialization opportunities to enhance sustainability efforts, mitigate COVID-19, and build statewide economic resilience.

8. How has the project and partnership worked as a regional entity? Describe geographic, demographic, industry sector, or any other factors that make it regional.

BSP represents a unique partnership of over 90 janitorial employers, over 60 commercial building owners, SEIU-USWW, as well as the broader community. BSP has 6 regional training centers housed at SEIU-USWW offices located in Los Angeles, Sacramento, Oakland, Orange County, San Diego and San Jose, with an additional center located on Google campus in Mountain View. BSP's ability to convene labor-management partners in each region enables the organization to address the specific needs of each regional market. Given the priority of this H RTP project to implement statewide standards around training, BSP will leverage its statewide capacity to advance statewide initiatives while leveraging its regional labor-management partnerships to facilitate local program implementation and coordination. Property service contractors often operate statewide and exist in multiple markets across that state. Similarly, building owners and property management companies have an understanding of the industry's varying needs across the state and will play a pivotal role in supporting BSP's H RTP project initiatives. Through a new statewide stakeholder council, BSP will have the opportunity to further engage the building owner and property management community who have a vested interest in identifying workforce training solutions for reopening and building an equitable and sustainable recovery.

Partnerships & Fiscal Agent Responsibilities

Responses in this section pertaining to project team/partners should align with responses in Form 6: Partner Roles & Responsibilities.

- 9. Outline experience and success working and convening employer and worker representatives to improve jobs and training. If applicable, include experience working with other pertinent stakeholders (community based organizations/non-profits, social services agencies, subject matter experts, local workforce development boards, etc.)?**

**ATTACHMENT A-1
PROJECT NARRATIVE
(Standard Agreement)**

Since its founding in 2007, BSP has convened unlikely partners with distinct and often conflicting perspectives to agree that investing in the skills of workers is a mutually beneficial endeavor. Through its ongoing H RTP work, industry leaders and workers have experienced firsthand how BSP can be an effective mechanism for creating opportunities that uplift property service work. As a partnership convener, BSP has positioned itself as a key driver for industry and worker advancement initiatives. Through its experience with negotiating effective training approaches in the context of collective bargaining, BSP will continue its efforts to build consensus among industry leaders to further a high road vision. Through this project, BSP will leverage its experience to create an H RTP between airport partners at LAX.

Additionally, BSP also has a long track record of creating and maintaining successful partnerships with community based organizations and higher educational institutions. BSP developed its Green Janitor Education Program (GJEP) in collaboration with the Building Owners and Managers Association of Greater Los Angeles (BOMA-GLA) and the U.S. Green Building Council (USGBC). In response to the COVID-19 pandemic, BSP developed IDC through a partnership with industry leaders and through contributions from subject matter experts UCLA LOSH, UC Berkeley LOHP and The Ashkin Group. BSP will build on these partnerships and collaborate with a new stakeholder council to expand IDC and elevate essential workers upholding industry standards. BSP's partners, including EdTech Center @ World Education and Google, will also play a key role in the adoption, implementation, and scaling of IDC through an LMS solution.

Furthermore, BSP continues to expand its regional network footprint through successful partnerships with local WIBs, worker advocacy organizations, and other workforce development agencies. These include ReWork the Bay, Santa Clara County COVID-19 Bridge to Recovery Initiative, Skills for CA Leadership Council, UnidosUS, National Skills Coalition, and California EDGE, among others.

- 10. Existing partners: Outline relationship, history of working together, commitments, and formal and informal agreements. Describe how these partnerships align with the H RTP framework. This should include partnerships you have experience and history already working with. This should mirror the information captured on Form 6: Partner Roles & Responsibilities.**

Through this project, BSP will continue to build on existing relationships with SEIU-USWW, employers, commercial building owners, property management companies, airport management entities and community partners. BSP's Leadership Training Education Fund (LTEF) is an employer fund that is overseen by a board of trustees with equal representation from industry and labor. Through LTEF, BSP engages partners through formal training agreements for both janitorial and LAX workers. BSP will leverage its LMC experience to build a similar partnership structure for LAX labor-management partners.

**ATTACHMENT A-1
PROJECT NARRATIVE
(Standard Agreement)**

The following table summarizes key partners for this project:

Partners	Description
SEIU-USWW	SEIU-USWW President David Huerta, Vice President Denise Solis, and Regional Vice President Andrew Gross-Gaitan have sat on BSP’s Board of Directors (BOD) since its inception and have consistent communication and collaboration with BSP leadership. Local labor representatives have strong working relationships with BSP staff in their respective regions.
Employers	American Building Maintenance (ABM), which represents more than 50% of CA’s janitorial industry, will serve as a principal collaborator. BSP has also received a letter of support from DMS, a long-time partner and active participant in BSP’s high road partnership work. BSP will also engage employers at LAX airport, and specifically G2, which has the largest share of workers at the airport.
BOMA-GLA	BOMA-GLA representatives have sat on BSP’s BOD since its inception and are well positioned to collaborate and mobilize their members to advance BSP programs and projects.
EdTech Center @ World Education	BSP has begun a partnership with the EdTech Center @ World Education to meet the needs of adult and immigrant learners through eLearning. EdTech Center @ World Education uses technology to increase the education, career, and life outcomes of lower-skilled adults. EdTech Center @ World Education will also provide training to increase the capacity of BSP staff and instructors.
Google	Google will provide technical and in-kind support to BSP for the implementation of a Learning Management System (LMS).

- 11. New partners: Outline status of relationship, priorities, and strategy to engage and work together throughout the grant term and beyond. Describe the role they will play within your proposed work and how it aligns with the H RTP framework. This should include planned and secured partnerships that will be new to working with your organization. This should mirror information captured on Form 6: Partner Roles & Responsibilities.**

New Employers: BSP will engage new janitorial and LAX employer partners to scale IDC. BSP coordinates training schedules with employers who provide meeting spaces and technology for synchronous online education.

Stakeholder Council: A new stakeholder council will provide recommendations on regulatory, legislative, and executive initiatives to support infection control training, standards and

incentives for employers, building owners, and property service workers. Consisting of state agencies, academics, service contractors, USWW, and commercial building owners, the stakeholder council will further develop and expand IDC across the state.

- 12. Who will be the core conveners of the partnership? Core conveners are organizations/individuals within the partnership that will be involved in making major partnership decisions, communicating to and on behalf of other partners, and ensuring coordination throughout the region. Include both organizations and individuals along with their role and commitment to engage and act on behalf of the partnership.**

BSP will be the core partnership convener for this project and its objectives. BSP will assist USWW and other stakeholder council partners as they collaboratively move forward with workforce development strategies. BSP has 13 years of experience as a labor-management partnership convener and will continue to convene SEIU-USWW, janitorial contractors, airport contractors at LAX, worker leaders, and broaden owner/management engagement in various service regions.

Executive Director Luis Sandoval and Chief Operating Officer Laura Medina will lead statewide efforts to further BSP's high road vision and its partnership development and program implementation goals. LAX Program Director Sara Caughey has over 3 years of experience working directly with LAX labor-management partners and will lead efforts to convene and coordinate the LAX LMC. BSP's robust regional workforce development teams are led by Northern CA Vocational & Sustainability Coordinator Mariel Estrada and Southern CA Vocational & Sustainability Coordinator Jocelyn Jimenez. Furthermore, Digital Equity Coordinator Beatriz Vera and Technology Specialist Adriana Garzon will work with technical experts to adopt, implement, and scale an LMS solution.

BSP will work with SEIU-USWW President David Huerta and Vice President Denise Solis, as well as regional labor representatives and employer partners. Additionally BSP will continue to serve as the facilitator for all program development efforts and for external network, partnership, and content-expert engagement.

- 13. Fiscal Agent: Highlight your experience in managing state and/or federally funded grants and organizing/coordinating across systems and organizations.**

BSP has over 10 years of experience in managing state funded grants, including 2 previous H RTP projects and numerous CA Employment Training Panel contracts. As previously mentioned, BSP has 13 years of experience as a labor-management partnership convener and will continue to coordinate collaborative efforts between SEIU-USWW, janitorial and LAX contractors, worker leaders, and building owners at the regional and statewide level. BSP's internal protocol to

manage grant compliance efforts includes weekly statewide staff meetings to monitor H RTP progress and data collection (BSP uses a Salesforce data management system). BSP will be responsible for reports to the State of CA.

14. How will the fiscal agent convene, prioritize, and engage with partners throughout the grant period to deliver project goals and ensure all relevant information is reported back to the CWDB in a timely manner with buy-in from core partners?

Through this project, BSP will advise and support a stakeholder council to formulate and implement statewide strategies around training. BSP will strengthen its regional LMCs in janitorial while building an LMC with LAX partners to implement IDC and other programs at the airport. As the principal convener for this project, BSP will maintain close communication with partners in the stakeholder council and will coordinate meetings, record progress, and facilitate follow-up with LMC partners to move the project forward. In the program implementation phase, BSP will rely on its traditional model of direct collaboration with employer contacts, labor representatives, and workers to ensure program success. Similarly, in terms of adopting and scaling an LMS, BSP will lead efforts to report on progress and project objectives. The LMS pilot will undergo a rigorous program evaluation and modification process, and all progress will be reported back to the stakeholders through the LMCs. BSP will lead efforts to bridge communication between partners and align strategies between the stakeholder council, LMCs, and individual partners to effectively implement the project and to report to CWDB in a timely manner.

Greenhouse Gas Reduction Fund Requirements

Facilitating GHG Emission Reductions

When responding to these questions, applicants should focus on providing detailed qualitative information, but may choose to include quantitative data as well. Responses should address issues of time throughout, in terms of the project's immediate or eventual impact on climate change as well as duration of impact (short-term or long-term).

Responses in this section should align with responses in Form 3: GHG Deliverables.

15. Describe the project and partnership's goals, strategies, activities, and intended outcomes in facilitating greenhouse gas emission reductions.

Commercial buildings account for 39% of total U.S. energy consumption, 39% of total carbon dioxide emissions, and 13% of the total water consumed. Moreover, the EPA estimates that commercial facilities generated 35-45% of the nearly 250 million tons of

municipal solid waste in 2010. Additionally, the EPA reports that aircraft contribute 12% of U.S. transportation emissions and account for 3% of the nation's total greenhouse gas production. The increase in greenhouse gases will increase the likelihood of pandemics such as COVID-19 in the future. As the planet heats up, animals and humans will increasingly migrate to the poles, and this will increase the opportunity for pathogens such as COVID-19 to infect new host species. Additionally, people who live in places with poor air quality are more likely to die from COVID-19, and this is a rising concern for CA as wildfires increase. At the same time, COVID-19 mitigation efforts have resulted in increased municipal waste, haphazard disposal of PPE, and decreased recycling.

BSP understands that infectious disease mitigation goes hand in hand with sustainability efforts. Commercial buildings that implement IDC for their workers can become eligible for additional LEED certification points through USGBC's "Safety First: Cleaning and Disinfecting Your Space" pilot credit. BSP will leverage its recent success with IDC to scale the program and help workers obtain skills that improve green building performance as well as mitigate infectious diseases. Through this H RTP project, BSP will work with industry stakeholders to further integrate green cleaning principles around energy efficiency, recycling, and water efficiency to maximize GHG reductions in commercial buildings.

16. What critical skills issues will the partnership address in order to help the project's industry sector face the challenges of climate change and environmental sustainability?

Against the threat of COVID-19 and future pandemics, this project will advance health, safety, and upward career opportunities for property service workers and will help airports and commercial buildings increase environmental sustainability efforts. This H RTP opportunity will enable BSP to further integrate IDC with GJEP to address the overlapping challenges of climate change and infectious disease pandemics. BSP's IDC curriculum addresses the industry's need for critical skills to tackle these issues. The program includes modules on (1) the use of green and sustainable disinfecting products, (2) trash and recycling protocols and (3) water and energy conservation. IDC will be critical for commercial buildings and airports to maintain public/worker health as well as to maximize energy and water efficiency and reduce waste. Furthermore, the adoption of a learning management system solution will address the need for workers to increase their critical digital literacy skills. As the property service and airport industries move toward green technology and automation, this project will address the technology and digital literacy skills gap that exists among property service and airport workers.

17. How will the partnership help to increase or improve the capacity of firms and workers involved in the project to be able to adapt and compete in a carbon-constrained economy?

Remaining competitive in a carbon constrained economy requires a skilled workforce to meet efficiency standards. Through this project, BSP will further integrate components of its GJEP curriculum into IDC to increase the capacity of firms and workers to meet

sustainability standards and increase public and worker health and safety. Additionally, this project will enable BSP to develop impact metrics to evaluate the impact of IDC in the context of a carbon-constrained economy. Furthermore, BSP will continue to expand its LMC partnerships to identify additional needs and opportunities associated with the transition to a carbon-neutral economy.

Benefitting Priority Populations

Participants of H RTP CCI must reside within a census tract identified as a disadvantaged community or low-income community, or be a member of a low-income household. The following link provides an interactive map to aid in determining geographic and income eligibility for disadvantaged and low-income communities and households: [Priority Population Investments](#).

Responses in this section should align with responses in Form 4: Benefitting Priority Populations.

- 18. Identify the Priority Population being targeted by your project. Describe how your proposed work will benefit individuals directly eligible for services as well as the community they reside in.**

This project targets workers across CA who primarily live in regions considered SB-535 disadvantaged communities (DACs) as well as AB-1550 low-income communities (LICs) as defined for California Climate Investments. According to SEIU-USWW member data and BSP participant data, a significant majority of this project's target participants live in DACs and LICs. These areas include East San Jose along the 101 and 280 freeways and East Palo Alto, North Fair Oaks, and Redwood City. In the East Bay, a high concentration of janitors live along highway 101 from San Leandro to Fruitvale and Richmond, and along highway 4 from Bay Point to Antioch. In Sacramento, janitors live in Rancho Cordova, Natomas, North Sacramento, West Sacramento, and South Sacramento. In Los Angeles, the highest concentration of janitors live in Hawthorne, Inglewood, Westmont, Florence, Huntington Park, South LA, and Compton. LAX workers primarily live in Hawthorne and Inglewood near the 405 freeway. Orange County janitors primarily live in Santa Ana, and in San Diego they live in City Heights, Logan Heights, Barrio Logan Mountain View, Lincoln Park, Skyline, Mount Hope, and Oak Park.

The safe reopening of CA's economy depends on having a qualified workforce to keep public spaces clean, sanitized, and safely distanced. COVID-19 has highlighted the essential work of property service workers, yet little has been done to support this workforce. Additionally, COVID-19 has resulted in furloughs and layoffs of janitors and airport workers who have been disproportionately impacted by global warming and COVID-19. This project will upskill underserved workers during a time of economic crisis, and through the implementation of janitorial standards, protocols, and control measures, it will enable commercial buildings and airports to operate safely. In the short term, the scaling of IDC will support job retention, and improve worker health and safety during COVID-19. In the long term, this project will mitigate the spread of new infectious diseases and improve the environment for DACs and LICs.

19. Describe capacity and strategy to target, engage, and support the Priority Populations identified by your project.

BSP serves over 7,000 janitorial and airport service workers annually through education and training programs that include Infectious Disease Certification (IDC), Emergency Preparedness Training (EPT) for LAX airport workers, ADVANCE Vocational ESL, the Green Janitor Education Program (GJEP), Digital Literacy, Health & Wellness, Financial Capabilities, Civic Engagement/Citizenship, and Parent University. BSP's comprehensive approach addresses multiple quality of life indicators to support low-wage immigrant workers, their families and their communities. BSP will continue to leverage its close partnerships with SEIU-USWW, janitorial contractors, and its network of community service providers to conduct outreach and provide comprehensive services to janitorial workers. BSP has a long and proven track record with partner engagement and with worker-centered training program development. Among BSP's janitorial population, 70% lack basic English proficiency, less than 30% finished high school. Moreover, 65% are women, 63% of women are heads of household and 50% are over the age of 50. Both janitorial and airport workers face similar challenges in accessing training and professional development opportunities. To support learner success, BSP implements a case-management system and a "no-fail" outcome strategy. BSP also provides learning materials in Spanish and in audio format (to help those with literacy challenges), and programs are delivered by experienced bilingual adult educators.

Working with SEIU-USWW, janitorial employers, airport contractors and building owners, BSP offers worksite training on paid-time to overcome barriers to access. BSP also maintains long-term relationships with program participants to further engage workers around additional training programs and services, and the organization will leverage worksite based training to further engage workers in its comprehensive programs. Furthermore, BSP hires former program participants to work as "Program Ambassadors" to facilitate word-of-mouth outreach and peer-to-peer support. Through this project, BSP will adopt an LMS to increase access to training while providing digital literacy skills development to ensure positive learner engagement and outcomes. BSP will identify, develop, and establish the necessary support systems to help workers overcome the digital divide. This effort will be necessary to raise the industry floor and prepare workers for 21st century jobs.

20. Describe the systems set in place within your project design that mitigate substantial burdens on priority populations (e.g. displacement of low income, disadvantaged community residents and businesses or increased exposure to toxins or other health risks).

Latino-immigrant janitors and African American airport service workers lack adequate healthcare, worker protections, affordable housing, and childcare. These essential, frontline workers are three times more likely to become infected and twice as likely to die from COVID-19. Additionally, these workers have few opportunities for career

advancement and upward economic mobility. To mitigate barriers to access, this project will be implemented at worksites on paid-time. Additionally, BSP will work to increase workers' digital literacy skills to meet growing technology skills demands and ensure LMS success. Furthermore, through increased safety standards, IDC will mitigate workers' exposure to COVID-19, and through green cleaning components, it will decrease the usage of toxic cleaning agents that have been increasingly used to disinfect worksites.

- 21. Each individual project must allocate at least 50% of their expenditures to benefitting Priority Populations. Provide an outline of your proposed strategy to meet this requirement. If your project plans to exceed the 50% expenditure requirement, provide details on how this will be achieved. Note: bonus points will be available for those projects exceeding the 50% threshold.**

Project Director and Data & Evaluation Specialist (24%): Spearhead statewide LMC, stakeholder council, and worker engagement collaboration and lead project development, implementation, and evaluation efforts to provide workers effective certification and career advancement opportunities.

Data System Administrator (14%): Lead LMS administration efforts and work with BSP staff to ensure successful eLearning outcomes.

Learning Management Solution Training Costs (46%): Direct costs for licenses, design and content development, asset creation, and staff and instructor development.

Other Training Costs (16%): Instructor wages and Program Ambassador stipends, tablets and other hardware needed for training, mileage, and instructional materials and supplies.

- 22. Explain how community input was considered in your project design.**

In the planning phase of the IDC program, BSP worked with partners and stakeholders through regional LMCs to determine industry needs around infectious disease training for janitors. Workers from across the state were included at those convenings to share their concerns/needs and to provide input on program design. In the operating and evaluation phases of the program, BSP implemented pre/post surveys and participant satisfaction surveys to collect student feedback. BSP will use these worker surveys to capitalize on successes, address challenges, and create new opportunities to help its service population. As BSP works to expand IDC through an LMS, it will solicit worker input to ensure equity and achieve successful outcomes. Furthermore, BSP will continue to engage worker input through an evaluation strategy that prioritizes participant feedback.

Maximizing Co-Benefits

For assistance responding to these questions, refer to the “Maximizing Co-Benefits” section of the RFA and CARB’s [CCI Co-benefit Methodologies Assessment webpage](#).

- 23. What economic, environmental, and/or public health co-benefits will the project deliver? Explain the reason(s) for addressing each co-benefit identified.**

Occupational Safety & Health Improvement: This project prioritizes worker health and safety through skills training and the implementation of safety standards around infectious disease mitigation.

Community Investment & Job Retention: This project’s targeted service population has been disproportionately affected by COVID-19. In the context of the recent furloughs and layoffs that have occurred in the janitorial and airport industries, this project will provide training and certification opportunities to help workers retain jobs. In the long-term, this project will provide low-skilled workers with training that is necessary for professionalization and upward economic mobility.

Transportation & Miles Traveled Reduction: An LMS will reduce access barriers to educational and professional development opportunities, especially for low-income workers with limited transportation access and competing family responsibilities. Additionally, an LMS will result in less time spent on the road and consequently, will further reduce carbon emissions.

Technology Adoption: An LMS will require supplementary digital literacy skills training. Meeting this need will also prepare workers for a rapidly changing industry that is moving towards green technology and automation.

- 24. How will the project and partnership address and deliver the expected co-benefits identified above?**

Occupational Safety & Health Improvement: A new stakeholder council will make recommendations on regulatory, legislative, and executive initiatives that support infection control training, standards and incentives for employers, building owners, and property service workers. BSP will implement those strategies and will establish metrics and data collection processes to evaluate the impact of this project on occupational health and safety.

Community Investment & Job Retention: BSP will continue to leverage its successful high road partnership to develop and deliver industry-driven, worker-centered programming to upskill low-wage janitors, improve job quality, and create opportunities for career advancement.

Transportation & Miles Traveled: BSP will adopt and implement an LMS to reach a significantly higher number of workers through remote learning. This will reduce the need for transportation and time for travel.

Technology Adoption: BSP will develop the necessary infrastructure to enable workers to access programs through an LMS. This effort will reduce barriers to education during COVID-19 and will mitigate future crises that can result in disruption of in-person services.

25. When will the co-benefits(s) identified above be achieved and realized by the project? How long will the co-benefits be sustained?

Occupational Safety & Health Improvement: These co-benefits will be realized immediately. In the long-term, greenhouse gas reduction will lead to cleaner air quality and will reduce the impact of future pandemics.

Community Investment & Job Retention: Direct investment will be immediately realized through the implementation of IDC and other workforce development programs. Job retention will be realized as soon as janitors achieve certification. Both co-benefits will be sustained in the long-term through continued project support.

Transportation and miles traveled: Decreased transportation and travel will be realized in the short-term. As BSP implements an LMS, it will achieve a further decrease in transportation and travel.

Budget: Award Request Justification

Only respond to question below if your requested award amount is at or above \$500,000.

Provide detailed explanation justifying your funding request. Include relevant information justifying any high costs allocated in your Budget Summary and Budget Narrative, including high staff salaries, travel, support services, contractor expenses, etc.

To meet the current and urgent demand for infectious disease training, BSP will work with industry leaders to expand the IDC program for 4,000 + workers across CA. BSP understands its request surpasses the award amount threshold but it believes the investment is necessary to meet the proposed activities outlined in this proposal. This project will support efforts to develop and implement an effective, worker-centered Learning Management System (LMS) to scale IDC and other future industry-driven training programs. Additionally, BSP will make notable technology investments to overcome digital access barriers for the workers, and it will develop and implement support systems to ensure successful learner outcomes. Grants funds will support direct training through an investment in online instructional design and content development that includes LMS licenses, instruction costs, LMS asset creation, and professional development for staff and instructors (to support a successful transition to online and hybrid learning). This investment will enable BSP to

**ATTACHMENT A-1
PROJECT NARRATIVE
(Standard Agreement)**

impact thousands of workers across CA and will establish a foundational infrastructure through which BSP can develop future innovative training solutions at scale.

**ATTACHMENT A-2
 PROJECT MATRIX
 (Standard Agreement)**

Fiscal Agent: Building Skills Partnership

Project Name: Safely Reopening CA through Career Pathway Innovation: Linking the Environmental Movement & COVID 19

Project Goals and Performance Measures	
What will the project do? List project outcomes, outputs, and deliverables (qualitative and/or quantitative)	How will this be measured? Describe how you will know if the project is successful (qualitative and/or quantitative)
<p>Address the urgent need to safely reopen California - while addressing an equitable recovery through career pathway innovation:</p> <ol style="list-style-type: none"> 1. Advise stakeholder council (labor-management-building owners) on issues related to workforce development, training, and career pathway innovation. 2. Convene sector based Labor-Management Committees (LMCs) with janitorial and airport for program implementation and development strategies generated from stakeholder council. 	<ol style="list-style-type: none"> 1. Consensus and adoption of industry-wide standards related to workforce training around infectious disease certification and future of work opportunities for janitorial and airport workers across CA. 2a. Increased opportunity for labor-management collaboration within janitorial and airport partners for workforce development training solutions around reopening CA and economic recovery. Convene 4-6 LMCs statewide around IDC and reopening CA. 2b. New and strengthened LMC infrastructure for airport partnership by conducting individual outreach to contractors and workers, and building consensus to move forward in a collaborative space with BSP and other partners. Convene LMC with interested partners.
<p>Identify and implement workforce development training pivotal to safely reopen California, while addressing quality job creation and economic recovery:</p> <ol style="list-style-type: none"> 3. Leverage existing labor-management partnership to implement IDC while exploring opportunities to align training with commercial buildings' green and healthy building strategies. 4. Conduct impact evaluation to assess the effectiveness of training in protecting workers at work AND at home, while also increasing consumers (tenants) confidence to 	<ol style="list-style-type: none"> 3. Raise industry standards through IDC training expansion across 6 major markets (San Diego, Orange County, Los Angeles, Silicon Valley, East Bay, and Sacramento). 70% of buildings implementing IDC will plan to apply for eligible LEED point. 4. Increase understanding of impact of workforce development strategies on just and equitable recovery through a formal evaluation of IDC to measure consumer confidence and self-reported health and safety indicators for workers.

**ATTACHMENT A-2
PROJECT MATRIX
(Standard Agreement)**

Project Goals and Performance Measures	
re-enter buildings, while creating new career pathways.	
Scale infectious disease certification through an equitable technology training solution that will help upskill workers by linking the environmental movement and COVID 19 mitigation efforts: 5. Research and adopt technology solution for scale- Learning Management System (LMS). 6. Develop worker-centered support systems to ensure successful learner outcomes. 7. Pilot LMS system with first cohort. 8. Include worker voice through adoption, pilot, evaluation and scaling strategies. 9. Scale IDC by providing training to workers.	5. Successfully adopt LMS and onramp IDC curriculum for a self-study course (asynchronous). 6. Increased learner confidence to access and complete self-study IDC LMS course by the creation of digital literacy training videos, 1:1 learner-support, as well as enrollment and retention data captured through LMS. 7. Conduct pilot LMS course with at least 10 workers and conduct evaluation through focus groups and self-reported surveys. 90% completion rate of pilot and 80% self-reported increased confidence in using LMS. 8. Increased opportunity for worker feedback through the creation of an advisory committee for LMS adoption, rollout, support systems, and digital equity issues such as tech access and readiness. 9. Train approximately 4,000 workers through the duration of the grant using a combination of hybrid learning and self-study using LMS.
Participant Service Delivery Goals	
Include quantitative and/or qualitative goals	
Approaches to Skill Delivery	
<input type="checkbox"/> Pre-Apprenticeship and/or apprenticeship <input checked="" type="checkbox"/> Career pathways <input checked="" type="checkbox"/> Credentialing <input type="checkbox"/> English language learning <input type="checkbox"/> Other:	
Participants directly served/impacted	200

**ATTACHMENT A-2
PROJECT MATRIX
(Standard Agreement)**

Project Goals and Performance Measures	
Participant numbers/outcomes that the <i>project</i> will accomplish directly	
Participants indirectly served/impacted Participant numbers/outcomes that can be attributed to high road training partnership's <i>project</i> , but <u>not</u> a direct output of the funding	3,800
Outcome Goals Placement, credential attainment, wage increase, etc.	Measures Participants, % increase, etc.
Training certification through Infectious Disease Certification (IDC) program	200 workers directly served through grants funds, 3,800 indirectly impacted workers will receive certification
Industry-driven COVID-19 training strategy and future workforce training solutions for career pathways. Worker Leadership	Approximately 4,000 or more workers impacted by industry-driven statewide certification strategy through IDC, not directly served with grant funds. At least 20 janitors and LAX workers participate in LMCs, LMS worker advisory group, and other leadership development opportunities through this project.
Service Delivery Area	
Which service delivery area(s) will your project serve? Provide city and county information.	
BSP's service delivery areas are aligned with the 5 collective bargaining agreements (CBA) between SEIU-USWW and signatory janitorial and LAX airport employers across the state, spanning 5 markets including (1) Bay Area, (2) Sacramento, (3) Los Angeles, (4) Orange County, and (5) San Diego. These 5 CBAs cover the following counties, serving workers from multiple cities within those counties: Santa Clara County, San Mateo County, Alameda County, Contra Costa County, Sacramento County, Solano County; Los Angeles County, Orange County, San Diego County.	

Fiscal Agent:	Building Skills Partnership
Project Name:	Safely Reopening CA through Career Pathway Innovation: Linking the Environmental Movement & COVID 19

	Q1	Q2	Q3	Q4	Q5	Q6	Q7	TOTALS
	6/1/21- 9/30/21	10/1/21- 12/31/21	1/1/22- 3/31/22	4/1/22- 6/30/22	7/1/22- 9/30/22	10/1/22- 12/31/22	1/1/23- 3/31/23	

Participants to be Served								
Individuals Enrolled	30	60	90	120	150	180	200	200
Training								
Enrolled in Training	30	60	90	120	150	180	200	200
Completed Training	30	60	90	120	150	180	200	200
Attained Industry-Identified Certificate or Credential	30	60	90	120	150	180	200	200
Placement								
Postsecondary Education								
State-Approved Apprenticeship								
Career Advancement - Promotion in Employment (Incumbent Workers)								
Employment (New Employees)								
Industry/Sector Employment								
Non-Industry/Sector Employment (Other)								

Fiscal Agent:	Building Skills Partnership
Project Name:	Safely Reopening CA through Career Pathway Innovation: Linking the Environmental Movement & COVID 19

Facilitating GHG Emission Reductions
Refer to the "Facilitating GHG Emission Reductions" and the "Climate Change Terminology" sections of the RFA for guidance, examples, and resources on how to complete this form.

Which Climate Change Scoping Plan sector will the project serve?
Select all that apply, but at least one must be selected.

- Energy
- Transportation
- Industrial
- Waste
- Water
- Natural and Working Lands/Agriculture

Describe the industry and occupation(s) that the partnership will serve and the association, relevance, or significance to the Climate Change Scoping Plan sector(s) selected.

To combat the current COVID-19 pandemic, there is an immediate need to upskill janitors and airport passenger service workers in infectious disease mitigation practices to protect public health and promote consumer confidence. Greenhouse gas (GHG) emissions from buildings that include an airport like LAX are second only to transportation, when accounting for energy and water use and wastewater treatment. COVID-19 mitigation and prevention strategies have resulted in harmful practices such as an increase in waste, haphazard disposal of PPE and cleaning materials, and lessened recycling practices and commitment to responsible water use. Janitors as well as airport passenger service workers have been on the frontlines as essential workers and require adequate training to ensure their own health and safety on the job as well as an opportunity to serve as stewards to maintaining safe spaces where they work. Through IDC, BSP has not only addressed infectious disease content, but has integrated green concepts around energy, water conservation, and waste practices to advocate and further workers' key role in achieving green and COVID-19 safe buildings.

How will the project and partnership's work positively impact the Climate Change Scoping Plan sector(s) selected?

Through its labor-management partnership and collaboration with the stakeholder council, BSP will work to meet the demand of scaling IDC through an equitable technology training solution. Through training that integrates environmental efforts with COVID-19 mitigation efforts, BSP will work with its partners to elevate standards by upskilling a workforce that can play a critical role in COVID-19 mitigation and long-term climate change mitigation by addressing sustainable water, waste, and energy practices.

How will the project and training partnership’s work help to improve climate change mitigation, climate adaptation, and/or climate resilience in California?

BSP will leverage the opportunity to engage building owners across CA to support IDC training that can qualify participating buildings for a USGBC LEED pilot point, integrating infectious disease training into buildings' broader sustainability performance goals. The investment into a viable and work-centered LMS solution for training will establish the critical infrastructure and mechanism to scale future training as industry prepares for changes in skills and work resulting from a carbon-constrained economy.

How will project facilitate greenhouse gas emission reductions?

Outputs should address issues of time throughout, in terms of project's immediate or eventual impact on climate change as well as duration of impact (short-term or long-term).

What will project do? Describe project's intended outcomes. Identify whether these are immediate or eventual.	How will this be measured? Identify the metrics used to determine success.
Increase in a skilled workforce around infectious disease and environmental concepts to further successful COVID-19 mitigation strategies in CA.	Work towards training up to 4K janitors and airport passenger service workers through IDC.
Adoption of effective, worker-centered learning management system (LMS) to facilitate future development and implementation of industry-driven sustainability trainings at scale.	(1) Successful LMS adoption and rollout of pilot LMS course by Q1 of project. (2) BSP will scale to reach 4K total workers and achieve 70% completion rate. (3) BSP will develop processes and worker-support systems to ensure future success with content creation and course delivery.

<p>Successfully engage labor-management as well as building owners to address skills around infectious disease and connecting IDC to broader environmental building goals for the industry.</p>	<p>(1) Identify strategies by Q1 in collaboration with stakeholder council to expand IDC statewide. (2) At least 10 buildings will apply and qualify for the eligible LEED point for IDC implementation. (3) Convene at least 3 LMCs to discuss the integration of IDC skills into broader sustainability strategies.</p>
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Fiscal Agent:	Building Skills Partnership
Project Name:	Safely Reopening CA through Career Pathway Innovation: Linking the Environmental Movement & COVID 19

<p>Benefitting Priority Populations</p> <p>Refer to the "Benefitting Priority Populations" section of the RFA for guidance, examples, and CARB resources on how to complete this form.</p>
<p>Percentage (%) of expenditures that benefit priority populations:</p> <p>100%</p>
<p>Provide explanation and breakdown of expenditures directly benefitting priority populations and how the percentage above was determined.</p> <p>All expenditures will benefit priority populations through this project. BSP will be working with industry partners to identify and implement IDC to prepare all workers with the skills necessary to protect themselves and the public in their respective places of work. Similarly, through this project, BSP will be making investments into adopting and rolling out a learning management system (LMS) to further access and opportunities to scale IDC and future industry-driven training. These investments have the end-user, underserved workers, at the core of their intended outcomes. BSP will aspire to reach up to 4K workers through this project.</p>
<p>Identify the Priority Populations and Geographical area(s) your project will serve.</p> <p>Refer to the interactive map to determine this information. This is found in the "Benefitting Priority Populations" section of the RFA.</p> <p>This project targets workers across California who primarily live in SB 535 disadvantaged communities (DAC's) as well as AB 1550 low-income communities (LICs) as defined for California Climate Investments. According to both SEIU-USWW member data and BSP participant data, a significant majority of this project's target participants live in DACs. These areas include East San Jose along the 101 and 280 freeways and East Palo Alto, North Fair Oaks, and Redwood City. In the East Bay, a high concentration of janitors live along highway 101 from San Leandro to Fruitvale, Richmond, and along highway 4 from Bay Point to Antioch. In Sacramento, janitors live in Rancho Cordova, Natomas, North Sacramento, West Sacramento, and South Sacramento. In Los Angeles, the highest concentration of janitors live in Hawthorne, Inglewood, Westmont, Florence, Huntington Park, South LA, and Compton. LAX passenger service workers primarily live in Hawthorne and Inglewood near highway 405. Similarly, in Orange County and San Diego, janitors live in Santa Ana, City Heights, Logan Heights, Barrio Logan Mountain View, Lincoln Park, Skyline, Mount Hope, and Oak Park.</p>

Select all that apply for the priority population(s) and geographical area(s) identified above.

Note at least one must be selected.

- Project targets jobs or job training to residents of, a disadvantaged community census tract
- Project targets job training to residents of, a low-income community census tract
- Project targets jobs or job training to residents of, a low-income community census tract that is outside of a disadvantaged community, but within 1/2 mile of a disadvantaged community
- Project targets jobs or job training to residents of low-income households

Identify targeted hiring and/or career advancement strategy:

BSP will advise the stakeholder council to develop effective strategies for maintaining public health and safety in CA’s commercial properties during and beyond COVID-19 pandemic. BSP will provide the necessary expertise and guidance for effective workforce development training implementation and program development around infectious disease mitigation and environmental cleaning. BSP will work with industry partners to forecast industry changes and identify corresponding needs around workforce training to align programming and career advancement opportunities with the industry council’s recommendations. Through this effort, BSP will leverage industry-wide consensus to elevate training opportunities for janitors and airport workers. BSP has 13 years of experience developing and implementing worker-centered programs that prioritize worker voice. In the planning phase of the IDC program, BSP worked with partners and stakeholders through regional LMCs to determine industry needs around infectious disease training for janitors. Workers from across the state were included at those convenings to share their concerns/needs and to provide input on program design. BSP is currently establishing the infrastructure to set up worker advisory committees statewide that will play a crucial role in the adoption, piloting, and scaling of an LMS system. Additionally, BSP will need worker input to overcome digital literacy and technology access barriers prior to LMS implementation. Similarly, BSP will engage workers from the pilot LMS course for additional feedback. The engagement of worker voice will help BSP have a better understanding of the requirements and best practices for implementing effective, worker-centered, online education.

Specify what community and/or household need(s) is being addressed by your project. Explain why the identified need(s) were prioritized.

Janitors clean the buildings of the wealthiest companies across the state and LAX service workers support the operations of the third busiest airport in the world. However, both of these worker populations struggle to make ends meet as a result of low pay and a lack of development opportunities. Furthermore, per USWW’s member residence data, high concentrations of these workers and their families live in disadvantaged communities (DACs) or Low Income Communities (LICs) that are most affected by climate change (This is even more true for LAX workers who tend to reside in the communities that are most impacted by GHG emissions and air pollution from the airport.) BSP will facilitate collaboration between employers, labor and workers to provide effective worksite training (on paid time) to help workers overcome barriers to traditional forms of adult education and workforce development training. Furthermore, to meet the needs of a service population that has little formal education and low-levels of digital literacy, BSP implements a learner-centered and culturally competent service approach. BSP is uniquely positioned to advocate for worker mobility and training through its labor-management partnership. In collaboration with SEIU-USWW, BSP advocates for workforce development training and new job classifications through collective bargaining negotiations. BSP’s IDC program will set the industry standard for workforce training, and in conjunction with other programs, will create career pathways through stackable certificates. Additionally, BSP will leverage its partnerships to develop and implement a Learning Management System with a focus on digital equity to ensure meaningful access and learner outcomes for all property service workers. The opportunity for investing in this H RTP is timely and urgent as all partners at the table are ready to collaborate in order to reopen California through a workforce development strategy.

When identifying and addressing the above identified community or household need(s) which, approach did/will the partnership use?

Recommended Approaches:

- Host community meetings, workshops, outreach efforts, or public meetings as part of the planning process to engage local residents and community groups for input on community or household needs, and document how the received input was considered in the design and/or selection of projects to address those needs.
- Receive documentation of support from local community-based organizations and/or residents (e.g., letters, emails) identifying a need that the project addresses and demonstrating that the project has broad community support

Alternative Approaches:

- Where direct engagement is infeasible, look at the individual factors in the latest version of CalEnviroScreen that are most impacting an identified disadvantaged or low-income community (i.e., factors that score above the 75th percentile), and confirm that the project will reduce the impacts of at least one of those factors
- Where direct engagement is infeasible, refer to the list of common needs for priority populations in CARB’s Funding Guidelines Table 5

Identify one direct, meaningful and assured benefit that your proposed project provides to the priority population(s) being targeted.

Select all that apply, but at least one must be selected.

- Project provides high-quality (e.g., local living wages, health insurance, paid leave) jobs to priority populations.
- Project provides job training to priority populations that is part of a program with an established placement record.
 - Project provides job training to priority populations that includes capacity building that leads to industry-recognized credentials (e.g., certifications, certificates, degrees, licenses, other documentation of competency and qualifications).s that includes capacity building that leads to industry-recognized credentials (e.g., certifications, certificates, degrees, licenses, other documentation of competency and qualifications).lacement record.

Provide details on why the above benefit(s) were prioritized:

In the context of reopening California’s economy, there is an urgent need to bring together industry stakeholders to develop initiatives that support infection mitigation training, the implementation of safety standards, and the creation of incentives for employers and workers to meet these standards. Through this H RTP investment, BSP will work with a stakeholder council and leverage its LMC framework to expand IDC. At the same time, BSP will build career ladder building efforts through other industry-driven programs including its Green Janitor Education Program (GJEP) and Floor Care Technician Program. Through its labor-management framework and its longstanding partnerships, BSP will continue industry efforts to define career pathways for low-wage workers with few career mobility opportunities. In this context, COVID-19 presents a unique opportunity to elevate workers who have been traditionally left behind. This project will support workers and industry stakeholders to develop and implement workforce training opportunities around infectious disease control and COVID-19 disinfection. This effort is both necessary and opportune given the need to protect public health, promote consumer confidence, and improve worker health and safety. Additionally, COVID-19 has created the need to think long-term on how to meet emerging low-carbon, energy-efficient, healthy commercial building standards.

Fiscal Agent:	Building Skills Partnership
Project Name:	Safely Reopening CA through Career Pathway Innovation: Linking the Env

Grant Workplan (Activities & Outcomes)	Planned Cummulative Expenditures (Awarded Funds Only)
Quarter 1: June 1, 2021 - September 30, 2021 Note: First Quarter includes start up month of June	
BSP participates in stakeholder council meetings to provide guidance and establish strategies for implementation of IDC statewide. BSP hires LMS Administrator and completes research and adoption of LMS. BSP will conduct and complete evaluation of pilot virtual IDC as well as modifications to improve online course delivery. BSP will convene janitorial LMCs and reach out to LAX stakeholders to evaluate training opportunities and industry needs. BSP convenes Google and World Ed to develop LMS implementation plan. Identify contractors for virtual learning curriculum. Test and pilot IDC training to reach at 100 workers through LMS, live virtual training, or live instruction as permitted under public health restrictions. BSP pilots LMS IDC with a cohort of at least 20 workers an conducts initial worker surveys and feedback gathering from worker advisory committees.	\$85,714.00
Quarter 2: October 1, 2021 - December 2021	
BSP will conduct and complete evaluation of pilot virtual IDC as well as modifications to improve online course delivery. BSP completes first pilot course content development and begins full scale of programming. BSP develops a joint labor-management outreach strategy to engage workers and encourage participation in the training. Develop strong working relationships with employers and building owners to implement and outreach to workers.	\$171,428.00
Quarter 3: January 1, 2022 - March 31, 2022	

**ATTACHMENT A-6
WORKPLAN
(Standard Agreement)**

Grant Workplan (Activities & Outcomes)	Planned Cumulative Expenditures (Awarded Funds Only)
<p>BSP will work with industry partners to scale IDC, aiming to reach up to 2K workers through LMS training and other training delivery methods. BSP will convene LMCs to evaluate IDC needs and develop 2022 industry needs around training. BSP will reach out to at least 2 LAX employers to receive industry feedback.</p>	<p>\$257,142.00</p>
Quarter 4: April 1, 2022 - June 30, 2022	
<p>BSP will convene LMCs and identify opportunities to leverage IDC to develop new training opportunities tied to career advancement skills. BSP will reach an additional 500- 1K workers through IDC.</p>	<p>\$342,856.00</p>
Quarter 5: July 1, 2022 - September 30, 2022	
<p>According to feedback from LMCs, BSP will develop re-certification and other industry skills training curriculum in collaboration with subject-matter experts. BSP will work with both its internal staff and technical experts in LMS course creation and implementation strategies.</p>	<p>\$428,570.00</p>
Quarter 6: October 1, 2022 - December 31, 2022	
<p>BSP will launch IDC re-certification and/or new industry career advancement training program through LMS and alternative training delivery methods. Continue working towards the training goal of reaching 4,000 workers who become Infectious Disease Certified. Begin to promote to those workers who have graduated/participated other career pathways opportunities through the LMS.</p>	<p>\$514,284.00</p>
Quarter 7: January 1, 2023 - March 31, 2023	

**ATTACHMENT A-6
WORKPLAN
(Standard Agreement)**

Grant Workplan (Activities & Outcomes)	Planned Cummulative Expenditures (Awarded Funds Only)
BSP will conduct evaluation and report back findings. Report back to state agencies, county health departments, and local governments about the impact of the newly certified workforce. Document and report on impact of IDC increasing consumer confidence and importance of reopening safely California. Meet operation goal of training up to 4,000 workers.	\$600,000.00
Total Awarded Funds	\$ 600,000.00

**ATTACHMENT A-7
PARTNER ROLES & RESPONSIBILITIES
(Standard Agreement)**

Fiscal Agent:	Building Skills Partnership
Project Name:	Safely Reopening CA through Career Pathway Innovation: Linking the Environmental Movement & COVID 19

Organization <i>(List entities on your team)</i>	Individuals with Expertise <i>(Provide Name and Title)</i>	Roles <i>(Role within the Partnership)</i>	Responsibilities <i>(Specific tasks/duties expected to complete as a function of the role)</i>	Match/Leverage Amount
Required Partners				
Employers				
American Building Maintenance (ABM)	Jim Alteiri, Vice President of Operations	Employer representative in LMC	Access to worksites and employees to deliver training, help form consensus on industry standards, participate in LMC and identify industry needs.	
DMS Facility Services	Loren Dotts, VP & General Manager	Employer representative in LMC	Access to worksites and employees to deliver training, help form consensus on industry standards, participate in LMC and identify industry needs.	
G2 (Airport Contractor)	Cindy Ford, Director of Compliance	Employer partner at LAX	Supports BSP staff coordinate trainings at LAX for G2 workers and engages in strategy planning training requirements and rollout	
Worker Representatives				
SEIU-USWW	David Huerta	Labor Partner	Labor leaders with influence over collective bargaining agreement impacting career pathways. Providing in-kind support of training space + additional supportive services.	\$75,000.00

**ATTACHMENT A-7
PARTNER ROLES & RESPONSIBILITIES
(Standard Agreement)**

SEIU-USWW	Denise Solis	Labor Partner	Labor leaders with influence over collective bargaining agreement impacting career pathways. Providing in-kind support of training space + additional supportive services.	
SEIU-USWW	Andrew Gross-Gaitan	Labor Partner	Labor leaders with influence over collective bargaining agreement impacting career pathways. Providing in-kind support of training space + additional supportive services.	
Other Partners				
Environmental and Environmental Justice Organizations				
Non-Profit and Community Based Organizations				
EdTech Center @ World Education	Jeff Goumas, Director of Product Management for Adult & Workforce Education Initiatives	Technical Expert	Provide guidance to BSP and H RTP on learning management system research, adoption, and implementation	
Building Skills Partnership (BSP)	Luis Sandoval, Executive Director	Convener	Applicant of Grant with Fiduciary Responsibility for Project: Convener, Expansion + Delivery of Training, and Coordinator of H RTP.	\$507,240.00
Community Colleges and Adult Education Schools				
Local Workforce Development Boards				

**ATTACHMENT A-7
PARTNER ROLES & RESPONSIBILITIES
(Standard Agreement)**

Other				
Building Owners Management Association (BOMA-GLA)	Michele Ware, President	Building Owner Representative	Leverage influence and support from Building Owner/ Property Manager community to identify and establish industry standards, training opportunities, and career pathways	
Google.org	Sam Marder, Carl Tanner	Technical Experts	technical advisor, providing in-kind support through two key advisors with deep knowledge in skill building platforms.	
Total Leverage Provided by Partners				\$582,240.00

EXHIBIT B
BUDGET DETAIL AND PAYMENT PROVISIONS
(Standard Agreement)

A. Invoicing and Payment

1. For services satisfactorily rendered and upon receipt and approval of the invoices, the CWDB agrees to compensate the Contractor in accordance with Attachments B-1, Budget Summary and B-2, Budget Narrative. The total amount of this Agreement shall not exceed Six Hundred Thousand Dollars and No Cents (\$600,000.00).
2. Invoices shall include the **CWDB Contract Number** [REDACTED] and shall be submitted monthly in triplicate, in arrears to:

California Workforce Development Board
800 Capitol Mall, Suite 1022, MIC 45
Sacramento, CA 95814
Attn: Mayra Fernandez

3. The Contractor is responsible for ensuring that invoices submitted to the CWDB claim actual expenditures for eligible project costs under Attachments B-1 and B-2. The Contractor shall, upon demand, remit to the CWDB any grant funds not expended for eligible project costs or an amount equal to any grant funds expended by the Contractor in violation of the terms, provisions, conditions, or commitments of this Agreement.

B. Withholding of Grant Disbursements

1. The CWDB and the EDD may withhold all or any portion of the grant funds provided for by this Agreement in the event that that the Contractor has materially and substantially breached the terms and conditions of this Agreement, including submission of required reports and data.
2. The CWDB and the EDD will not reimburse the Contractor for costs identified as ineligible for grant funding. If grant funds have been provided for costs subsequently discovered to be ineligible, the CWDB and the EDD may either withhold an equal amount from subsequent payments to the Contractor or require repayment of an equal amount to the CWDB by the Contractor.
3. In the event that grant funds are withheld from the Contractor, the CWDB's Executive Director or designee shall notify the Contractor of the reasons for withholding and advise the Contractor of the time within which the Contractor may remedy the situation leading to the withholding.

C. Budget Contingency Clause

It is mutually understood between the parties that this Agreement may have been written before ascertaining the availability of congressional and legislative appropriation of funds, for the mutual benefit of both parties, in order to avoid program and fiscal delays which would occur if the Agreement were executed after that determination was made.

EXHIBIT B
BUDGET DETAIL AND PAYMENT PROVISIONS
(Standard Agreement)

This Agreement is valid and enforceable only if (1) sufficient funds are made available by the State Budget Act of the appropriate State Fiscal Year(s) covered by this Agreement for the purposes of this program; and (2) sufficient funds are made available to the State by the United States Government or by the State of California for the Fiscal Year(s) covered by this Agreement for the purposes of this program. In addition, this Agreement is subject to any additional restrictions, limitations or conditions established by the United States Government and/or the State of California, or any statute enacted by the Congress and Legislature, which may affect the provisions, terms or funding of the Agreement in any manner.

The parties mutually agree that if the Congress and/or Legislature does not appropriate sufficient funds for the program, this agreement shall be amended to reflect any reduction in funds.

The CWDB has the option to terminate the agreement under the 30-day termination clause or to amend the Agreement to reflect any reduction of funds.

D. California Prompt Payment Clause

Payment will be made in accordance with and within the time specified in Government Code section 927 et seq.

**ATTACHMENT B-1
BUDGET SUMMARY
(Standard Agreement)**

Fiscal Agent	Building Skills Partnership
Project Name	Safely Reopening CA through Career Pathway Innovation: Linking the Environmental Movement & COVID 19

Budget Line Item	Admin*	In-House	Contracted	Grant Request Total	Leveraged/Match Amount	Total Funds	Source of Leverage/Match	Type of Leverage/Match Fund
1 Staff Salaries and Fringe Benefits								
2 Staff Travel								
3 Operating Expenses								
Facilities Rent	\$0.00	\$0 00	\$0.00	\$0.00	\$74,880 00	\$74,880.00	SEIU-USWW	<input type="checkbox"/> Cash <input checked="" type="checkbox"/> In-Kind
Office Supplies	\$0.00	\$1,568 00	\$0.00	\$1,568.00	\$8,000 00	\$9,568.00	BSP General Funds	<input checked="" type="checkbox"/> Cash <input checked="" type="checkbox"/> In-Kind
Communications	\$0.00	\$0 00	\$0.00	\$0.00	\$94,800 00	\$94,800.00	SEIU-USWW, BSP General Funds	<input checked="" type="checkbox"/> Cash <input checked="" type="checkbox"/> In-Kind
Other	\$0.00	\$0 00	\$0.00	\$0.00	\$67,700 00	\$67,700.00	SEIU-USWW, BSP General Funds	<input checked="" type="checkbox"/> Cash <input checked="" type="checkbox"/> In-Kind
4 Equipment Purchases & Furniture								
Purchases	\$0.00	\$90,000 00	\$0.00	\$90,000.00	\$10,000 00	\$100,000.00	BSP General Funds	<input checked="" type="checkbox"/> Cash <input type="checkbox"/> In-Kind
Leases	\$0.00	\$0 00	\$0.00	\$0.00	\$0 00	\$0 00		<input type="checkbox"/> Cash <input type="checkbox"/> In-Kind
5 Instructional Materials and Supplies	\$0.00	\$16,000 00	\$0.00	\$16,000.00	\$16,000 00		BSP General Funds	<input type="checkbox"/> Cash <input checked="" type="checkbox"/> In-Kind
6 Tuition Payments/Vouchers	\$0.00	\$0 00	\$0.00	\$0.00	\$0 00	\$0 00		<input type="checkbox"/> Cash <input type="checkbox"/> In-Kind
7 Training Costs	\$0.00	\$72,000 00	\$0.00	\$72,000.00	\$30,000 00	\$102,000.00	BSP General Funds	<input type="checkbox"/> Cash <input checked="" type="checkbox"/> In-Kind
8 Work Experience Wages - WEX	\$0.00	\$0 00	\$0.00	\$0.00	\$0 00	\$0 00		<input type="checkbox"/> Cash <input type="checkbox"/> In-Kind
9 Supportive Services	\$0.00	\$40,000 00	\$0.00	\$40,000.00	\$60,000 00	\$100,000.00	Foundation Support	<input type="checkbox"/> Cash <input checked="" type="checkbox"/> In-Kind
10 Indirect Costs*	\$60,000.00			\$60,000.00	\$0 00	\$60,000.00		<input type="checkbox"/> Cash <input type="checkbox"/> In-Kind
11 Other Program Services	\$0.00	\$0 00	\$60,000.00	\$60,000.00	\$10,000 00	\$70,000.00	BSP General Funds	<input checked="" type="checkbox"/> Cash <input checked="" type="checkbox"/> In-Kind
Budget Total	\$60,000.00	\$480,000.00	\$60,000.00	600,000.00	\$582,240.00	\$1,182,240.00		

	Total Cost	Percentage
Admin & Indirect Costs Total*	\$60,000.00	10%
Program Total	\$540,000.00	90%
Grant Budget Total	\$600,000.00	100%

Fiscal Agent	Building Skills Partnership
Project Name	Safely Reopening CA through Career Pathway Innovation: Linking the Environmental Movement & COVID 19

1. Staff Salaries and Benefits				
Job Titles of Staff; Roles and Responsibilities	Salaries (FTE x Monthly Salary x Months Allocated to Project)	Benefit %	Total Benefits (Salaries x Benefit %)	Total Salaries (Salaries + Benefits)
Statewide Project Manager (proposed/open) : Responsible for day-to-day implementation of all training and project coordination.	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
PT LMS Administrator: Provides support for data intake and evaluation for performance measures.	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Staff Salaries & Benefits Total				\$257,432.00
Budget Line Item	Narrative Details			Budget Amount
2. Staff Travel	Reimbursement for allowable costs under GSA for transportation for expenses when performing official travel. This includes mileage reimbursement, meals and lodging, and airfare. These costs are specific to coordinating H RTP statewide project and under GSA guidelines/allowable costs. Travel will occur between Los Angeles, Oakland, Sacramento, Silicon Valley and San Diego as well as within those regions to accomplish project activities. Only project staff will travel.			[REDACTED]
3. Operating Expenses				
Facilities Rent				\$0.00
Office Supplies	Pencils, pens, paper, etc.			\$1,568.00
Communications				\$0.00
Other				\$0.00
4. Equipment Purchases & Furniture				

**ATTACHMENT B-2
BUDGET NARRATIVE
(Standard Agreement)**

Purchases	200 Google Chromebooks @\$450.00 each for studnets to participate. Refer to Purchase Justification Form for additional details/information.	\$90,000.00
Leases		\$0.00
5. Instructional Materials and Supplies	Instructional materials such as textbooks, reference guides, and other supplies	\$16,000.00
6. Tuition Payments/Vouchers		\$0.00
7. Training Costs	This includes setup fees that are one-time costs for LMS install and total cost to fully operationalize the LMS to impact 4,000 workers. Estimating per student cost \$18.00.	\$72,000.00
8. Work Experience Wages - WEX		\$0.00
9. Supportive Services	Instructional costs for training. This includes Instructors and Peer to Peer Instructors. Instructional costs is \$45 per hour, and \$22 for prep time. Allocating a total of 800 instructional hours @ \$45, and 182 hour of prep time @ \$22. Total number of instructors and Peer and Peer Instructors will vary based on post - Covid guidelines, employer requirements for worksite classes and number of workers per site.	\$40,000.00
10. Indirect Costs	10% Indirect Rate	\$60,000.00
11. Other Program Services	Contractor to assists with onramping curriculum to virtual self-study in the LMS platform that is particularly tailored for our demographics. Refer to Use of Funding Justification Form for additional details/information.	\$60,000.00
Total Budget Amount of Awarded Funds:		\$600,000.00

Fiscal Agent:	Building Skills Partnership		
Project Name:	Safely Reopening CA through Career Pathway Innovation: Linking the Environmental		
Name of Contractor	Organization Type (Choose from drop down options)	Services Provided	Funds Allocated
Adriana Garzon	Other	Contractor for Online Curriculum Development - User experience	\$30,000.00
High Road Alliance	Other	Contractor for Career Pathway Exploration / Mapping	\$30,000.00
			\$0.00
			\$0.00
			\$0.00
			\$0.00
			\$0.00
			\$0.00
Total Contracted Funds			\$60,000.00

EXHIBIT D
SPECIAL TERMS AND CONDITIONS
(Standard Agreement)

1. Subcontractors or Subgrantees

Nothing contained in this Agreement or otherwise, shall create any contractual relationship between the CWDB and any subcontractors or subgrantees, and no subcontract or subgrant shall relieve the Contractor of their responsibilities and obligations hereunder. The Contractor agrees to be as fully responsible to the CWDB for the acts and omissions of its subcontractors or subgrantees and of persons either directly or indirectly employed by the Contractor. The Contractor's obligation to pay its subcontractors or subgrantees is an independent obligation from the CWDB's obligation to make payments to the Contractor. As a result, the CWDB shall have no obligation to pay or to enforce the payment of any monies to any subcontractor or subgrantee.

2. Consultant–Staff Expenses

The Contractor represents that it has or shall secure at its own expense, all staff required to perform the services described in this Agreement. Such personnel shall not be employees of or have contractual relationship with any governmental entity.

3. Public Contract Code (Consultant Services)

The Contractor is advised that he/she has certain duties, obligations, and rights under Public Contract Code sections 10335 - 10381 and 10410 - 10412, with which the Contractor should be familiar. These Public Contract Code sections can be viewed at:

https://leginfo.legislature.ca.gov/faces/codes_displayText.xhtml?lawCode=PCC&division=2.&title=&part=2.&chapter=2.&article=4.

https://leginfo.legislature.ca.gov/faces/codes_displayText.xhtml?lawCode=PCC&division=2.&title=&part=2.&chapter=2.&article=8.

4. Contractor Evaluation

Within sixty (60) days after the completion of this Agreement, the Contract Manager shall complete a written evaluation of the Contractor's performance under this Agreement. If the Contractor did not satisfactorily perform the work, a copy of the evaluation will be sent to the Department of General Services, Office of Legal Services, and to the Contractor within 15 working days of the completion of the evaluation. (PCC § 10369)

5. The Contractor agrees to provide an education and training assessment for each individual of the supervised population who participates in this project pursuant to Penal Code section 1234.3(c). The assessment may be undertaken by the Contractor or by another entity. A prior assessment of an individual may be used if, in the determination of the CWDB, its results are accurate.

6. Termination Clause

This Agreement may be terminated by CWDB by giving written notice 30 days prior to the effective date of such termination.

EXHIBIT D
SPECIAL TERMS AND CONDITIONS
(Standard Agreement)

7. Advance Work

Should the Contractor begin work before receiving a copy of the approved Agreement, any work performed before approval shall be considered as having been done at the Contractor's own risk and as a volunteer.

8. Force Majeure

Neither party shall be liable to the other for any delay in or failure of performance, nor shall any such delay in or failure of performance constitute default, if such delay or failure is caused by "Force Majeure." As used in this section, "Force Majeure" is defined as follows: Acts of war and acts of God such as earthquakes, floods and other natural disasters such that performance is impossible.

9. Change in Contractor Staff

Should a Contractor's team member(s) become unavailable prior to a start date agreed upon with CWDB, the Contractor will propose an equally well-qualified replacement consultant after consultation with the CWDB. All replacements are subject to the CWDB's approval. Switching staff that were identified in the Contractor's proposal with alternates immediately, or soon thereafter, after execution of this Agreement, are grounds for termination of this Contract. The CWDB has the right to request removal and/or replacement of Contractor resources.

10. Avoidance of Conflicts of Interest by the Contractor

- A. The Contractor agrees that all reasonable efforts will be made to ensure that no conflict of interest exists between its officers, agents, employees, consultants, or members of its governing body.
- B. The Contractor shall prevent its officers, agents, employees, consultants, or members of its governing body from using their positions for purposes that are, or give the appearance of being, motivated by a desire for private gain for themselves or others such as those with whom they have family, business, or other ties.
- C. In the event that the CWDB determines that a conflict of interest situation exists, any cost associated with the conflict may constitute grounds for termination of this Agreement. This provision shall not be construed to prohibit the employment of persons with whom the Contractor's officers, agents, or employees have family, business, or other ties so long as the employment of such persons does not result in increased costs over those associated with the employment of any other equally qualified applicant and such persons have successfully competed for employment with other applicants on a merit basis.
- D. Certain consultants designated by the EDD's Conflict of Interest Code are required to file a Statement of Economic Interests, Form 700. The Contractor agrees that if the Director of EDD determines that a Statement of Economic Interests, Form 700, is required, the consultant shall obtain the Form 700 and filing instructions from the EDD Personnel Office.

EXHIBIT D
SPECIAL TERMS AND CONDITIONS
(Standard Agreement)

11. Travel Clause

The travel and per diem shall be set in accordance with Department of Personnel Administration for comparable classes and that no travel outside the State of California shall be reimbursed unless prior written authorization is obtained from the CWDB.

12. Workforce Innovation and Opportunity Act

The Contractor agrees to conform to nondiscrimination provisions of the Workforce Innovation and Opportunity Act (WIOA) and other federal nondiscrimination requirements as referenced in 29 CFR parts 37 and 38.

13. Disputes

If the Contractor disputes an action of the CWDB in the administration of this Agreement, the Contractor may appeal to the CWDB's Executive Director or designee. Such appeals shall be filed within 30 calendar days of the notification from the Contractor of such dispute. The appeal shall be in writing and 1) state the basis for the appeal, 2) state the action being requested of the Executive Director, and 3) include any documentation relating to the dispute.

The CWDB Executive Director will review the correspondence and related documentation and render a decision of the appeal within 30 calendar days, except in those cases where the Contractor withdraws or abandons the appeal. The procedural time requirement may be waived with the mutual consent of the Contractor and the Executive Director.

14. The Contractor shall cooperate with the CWDB with regard to the performance of this Agreement.
15. The Contractor shall cooperate with the CWDB to provide timely responses to any requests for data and/or reports the CWDB deems necessary for the evaluation of the grant program. Such data may include individual program participant data. The Contractor further understands and agrees that this data will be shared with the CWDB and any other stakeholders.
16. The Contractor is responsible for the project activities identified in the original Grant Proposal submitted to the CWDB, which is attached to and made a part of this Agreement. Review and approval by the CWDB is solely for the purpose of proper administration of grant funds by the EDD and shall not be deemed to relieve or restrict the Contractor's responsibility.
17. The Contractor shall fulfill all assurances, declarations, representations, and statements made by the Contractor in the Grant Proposal, documents, amendments, approved modifications, and communications filed in support of its request for grant funds.
18. The Contractor agrees to procure all permits and licenses necessary to complete the project, pay all charges and fees, and give all notices necessary or incidental to the due and lawful proceeding of the project work.

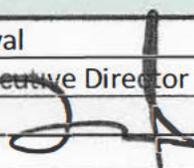
Fiscal Agent:	Building Skills Partnership
Project Name:	Safely Reopening CA through Career Pathway Innovation: Linking the Environmental Movement & COVID 19

Project Cost	
Grant Request Total Amount:	\$1,466,024.48
Leverage/Match Total Amount:	\$592,239.98
Total Project Budget:	\$2,058,264.46

Location	
Address:	828 W. Washington Blvd
City & Zip Code:	Los Angeles, CA 90015
County:	Los Angeles
DUNS Number:	828680830

Point of Contact	
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Fiscal Agent	
IRS Tax ID Number	[REDACTED]
CA Tax ID Number	[REDACTED]
Applicant Type	[REDACTED]

Approval of Authorized Representative	
Name:	Luis Sandoval
Title:	Interim Executive Director
Signature:	
Date:	11/15/2020
Email:	lsandoval@buildingskills.org



H RTP CCI: Low Carbon Economy Workforce

Project Type: Developing a New H RTP

Form 1: Project Narrative

Fiscal Agent: Building Skills Partnership

Project Name: Safely Reopening CA through Career Pathway Innovation: Linking the Environmental Movement & COVID 19

High Road & Project Framework

Please read all questions and thoroughly review all corresponding exhibits before providing an answer. Doing so will allow you to provide strategic responses that are not duplicative and provide enough information to thoroughly and concisely address each prompt at hand.

- 1. Provide a comprehensive introduction of your high road vision and sector-based strategy that prioritizes job quality, equity, career pathways and advancement, and economic and climate resilience.**

Building Skills Partnership (BSP) is a statewide nonprofit that works to improve the quality of life of low-wage property service workers and their families by increasing their skills, access to education, and opportunities for career and community advancement. BSP represents a unique partnership between over 75 building service companies, 40 building owners, and SEIU-USWW to train approximately 5,000 property service workers each year. Although stakeholders often have distinct and conflicting perspectives, these partners have come to agree that investing in the skills of workers is an all-around win-win initiative. Through its innovative partnership strategy, BSP serves as a model for delivering workforce development training to help low-wage and low-skilled immigrant workers retain employment and prepare for 21st century jobs. Originally established as a contract victory resulting from the "Justice for Janitors" campaign, BSP was created in 2007 through collective bargaining agreements between SEIU-USWW and janitorial employers under the provisions of the Taft-Hartley Act. Since its founding, BSP has expanded services to immigrant workers through a holistic approach that incorporates workforce development with immigrant integration efforts. More recently, BSP has expanded to serve passenger service workers at LAX.

BSP employs a sector-based workforce development strategy that targets low-skilled workers in the commercial janitorial and airport service industries to address skills gaps and promote upward career mobility. Additionally, COVID-19 has had a devastating impact on CA's economy, and as the state moves towards a just and equitable recovery, BSP will advance job quality and job equity by linking sector-based workforce training with the climate change movement to improve the economic stability of Latinx and African American workers. BSP sees career training

around infectious disease mitigation and environmental sustainability as key, overlapping components to an inclusive economic recovery.

The safe reopening of CA businesses depends on a qualified workforce to keep office spaces clean and sanitized. Property service workers have been recognized as essential workers on the front lines of controlling the spread of COVID-19, yet little has been done to support this workforce. Through a high road partnership model that includes janitorial employers, property owners, workers, SEIU-USWW representatives, and subject matter experts UCLA LOSH, UC Berkeley LOHP, and The Ashkin Group, BSP developed an Infectious Disease Certification (IDC) program to respond to COVID-19. The 12-hour certification equips workers with skills and knowledge to protect themselves and the public. Beyond COVID-19, IDC's comprehensive curriculum enables the property service industry to mitigate future infectious disease outbreaks and meet environmental standards.

BSP is well positioned to address the need among property and airport passenger service workers for quality training around infectious disease mitigation and environmental sustainability. The COVID-19 crisis presents an opportunity for both the janitorial and airport industries to create career mobility opportunities for janitors and airport workers through specialized training and professionalization. Under its CWDB Low Carbon Economy Workforce "Safely Reopening CA through Career Pathway Innovation: Linking the Environmental Movement & COVID 19" initiative, BSP will continue to leverage its labor-management partnership to scale IDC and identify other workforce development opportunities to bolster a just and equitable recovery. BSP will also build on the innovative and strategic work of its prior H RTP funded projects to strengthen its current labor-management partnerships in the janitorial industry while working to create a similar partnership infrastructure for LAX airport partners.

A key component of BSP's high road strategy has been to strengthen and leverage its existing labor-management committees (LMC) in order to respond to rapidly evolving workforce needs around COVID-19. BSP is capitalizing on the success of its pilot IDC program to advance industry-driven, worker-centered training programs for airport workers. The success of IDC has increased trust and confidence among partners and has provided an opportunity to expand the program to LAX airport workers. By defining the skills, standards, and training requirements for property/airport service workers, BSP's model of convening regional LMCs can transform low-skill, low-paying jobs into good jobs that contribute to an equitable, efficient, and high-performing economy of the future. This LMC network bolsters industry efforts to address changing needs around infectious disease mitigation and sustainability and provides the foundation for scalable workforce solutions.

- 2. Summarize your project goals, activities, and outcomes that will be achieved with grant funding and within the grant term. Response should align with your high road vision and sector-based strategy response from Question #1.**

Through this grant, BSP will continue to advance its high road training partnership to increase upward mobility among workers while simultaneously meeting the industry demand for a skilled workforce to sustainably mitigate COVID-19. Additionally, grant funds will support BSP's efforts to adopt a Learning Management System (LMS) to scale IDC and other programs for SEIU-USWW workers. Furthermore, this HTRP opportunity will allow BSP to support a stakeholder council consisting of government officials, property owners, service contractors, labor representatives, and workers. The stakeholder council will collaborate to ensure that businesses will be safe for reopening through recommendations on training, standards, and incentives for employers and property service workers. BSP will support the stakeholder council through its expertise and its experience in implementing IDC.

Anticipated HTRP 3.0 goals and outcomes over the duration of the grant:

<p>Goal 1: Address the urgent need to safely reopen CA while addressing an equitable recovery through career pathway innovation.</p>	<p>Outcomes</p>
<p>Activity 1: Advise stakeholder council on issues related to workforce development, training, and career pathway innovation.</p> <ol style="list-style-type: none"> 1. Facilitate meetings focused on industry training needs and provide recommendations. 2. Develop training strategies based on recommendations from industry council. 3. Work with partners to understand how a shifting industry will impact workers and align career opportunities with training. <p>Activity 2: Convene janitorial and airport LMCs for program implementation and development strategies generated from stakeholder council.</p> <ol style="list-style-type: none"> 1. Engage airport partners through an LMC. 2. Convene 4-6 statewide airport and janitorial LMCs around IDC and council strategies for reopening CA. 3. Conduct focus groups and create subcommittee of stakeholders to advise on LMS adoption and implementation. 4. Engage 4-6 employers for program and LMS evaluation and generate industry best practices. 	<p>Activity 1 Outcome</p> <ol style="list-style-type: none"> 1. Establish consensus and adopt industry-wide standards around infectious disease certification and future of work opportunities for janitorial and airport workers across CA. <p>Activity 2 Outcomes</p> <ol style="list-style-type: none"> 1. Increase labor-management collaboration between janitorial and airport partners to implement workforce training solutions around reopening CA and economic recovery. 2. New and strengthened LMC infrastructure for airport partnership.
<p>Goal 2: Identify and implement workforce development training pivotal to safely reopen CA while addressing quality job creation and economic recovery.</p>	<p>Outcomes</p>

<p>Activity 3: Leverage existing labor-management partnership to implement IDC while exploring opportunities to align training with commercial buildings' green and healthy building strategies.</p> <ol style="list-style-type: none"> 1. Through LMC and individual partner engagement, expand IDC across 6 major markets (San Diego, Orange County, Los Angeles, Silicon Valley, East Bay, and Sacramento). 2. Collaborate with two similar, but distinctly different sectors: airport and commercial real estate. 3 Work with labor and management partners as well as with building owners to align IDC with further workforce development opportunities to further sustainability goals and help CA recover. 4. Develop augmentation and re-certification strategy for IDC. <p>Activity 4: Impact Evaluation. Assess the effectiveness of training in protecting workers at work AND at home, while also increasing consumers (tenants) confidence to re-enter buildings, while creating new career pathways.</p> <ol style="list-style-type: none"> 1. Engage LMC partners to evaluate impact of IDC on reopening CA for commercial buildings as well as impact on janitors beyond the workplace. 2. Conduct project evaluation for stakeholders and to advance IDC as a national model. 	<p>Activity 3 Outcome</p> <ol style="list-style-type: none"> 1. Raise industry standards through IDC training expansion. 2. Adoption of IDC into healthy and sustainable building practices for commercial and airports across CA. <p>Activity 4 Outcomes</p> <ol style="list-style-type: none"> 1. Increase understanding of impact of workforce development strategies on just and equitable recovery through a formal evaluation of IDC. 2. Increase consumer confidence while protecting workers and their communities.
<p>Goal 3: Scale infectious disease certification through an equitable technology training solution that will help upskill workers by linking the environmental movement and COVID 19 mitigation efforts.</p>	<p>Measuring Impact</p>
<p>Activity 5: Research and adopt technology solution for scale Learning Management System (LMS)</p> <ol style="list-style-type: none"> 1. Partner with PC Ed Tech and Google to develop LMS. 2. Work with contractors for content creation and finalizing course on LMS platform. <p>Activity 6: Worker Centered Support to ensure learner outcomes</p> <ol style="list-style-type: none"> 1. Identify and create the necessary on-boarding training to support workers' access and success on LMS. 	<p>Activity 5 Outcome</p> <ol style="list-style-type: none"> 1. Adopt a worker-centered LMS to achieve successful learner outcomes and IDC certification. 2. Onramp curriculum into an online self-study curriculum with a learner centered approach. <p>Activity 6 Outcome</p> <ol style="list-style-type: none"> 1. Increase learner confidence and 90% successful on-boarding as measured through course enrollment and self-reported surveys.

<p>2. Develop a worker support strategy to provide assistance with worker access system and sustain learning.</p> <p>Activity 7: Pilot LMS system with first cohort</p> <ol style="list-style-type: none"> 1. Identify pilot cohort and implement on-boarding and course. 2. Evaluate analytics on LMS for evaluation of course performance. 3. Conduct surveys. <p>Activity 8: Include worker voice through adoption, pilot, evaluation and scaling strategies</p> <ol style="list-style-type: none"> 1. Identify a cohort of advisory workers to provide feedback on user experience for LMS considering digital equity components. 2. Include worker advisory group in evaluation of pilot and provide recommendations for learner support systems to ensure learner outcomes. <p>Activity 9: Provide training to workers</p> <ol style="list-style-type: none"> 1. Collaborate with labor-management to provide IDC training at scale. 2. Work with industry leaders to promote IDC and increase public health confidence. 	<p>2. Develop systems to ensure workers are supported through enrollment, retention and graduation.</p> <p>Activity 7 Outcomes</p> <ol style="list-style-type: none"> 1. Ninety percent completion rate for pilot cohort of IDC LMS course. 2. Increased confidence in LMS learning through self-reported surveys. 3. Opportunity for evaluation and improvement for scaling. <p>Activity 8 Outcomes</p> <ol style="list-style-type: none"> 1. Increase opportunity for worker feedback in shaping an effective LMS training solution. 2. Include worker voice in developing online instructional strategies to best support their learning. <p>Activity 9 Outcomes</p> <ol style="list-style-type: none"> 1. Train approximately 10,000 workers through the duration of the grant using a combination of hybrid learning and self-study using LMS. 2. Increase public health confidence by promoting IDC through direct marketing/PR campaigns.
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Goal 1: Address the urgent need to safely reopen CA while identifying strategies for an equitable recovery through career pathway innovation

Activity 1: Advise stakeholder council (labor, management, and buildings owners) on issues related to workforce development, training, and career pathway innovation. BSP will advise the stakeholder council to develop effective strategies for maintaining public health and safety in CA’s commercial properties during COVID-19 and beyond. BSP will provide the necessary expertise and guidance for effective development and implementation of workforce training around infectious disease mitigation and green cleaning. BSP will work with industry partners to forecast industry changes and identify needs around workforce training to align programming and career advancement opportunities with stakeholder council recommendations. Through this effort, BSP will leverage industry-wide consensus to elevate training opportunities for janitors and airport workers.

Activity 2: Convene sector based Labor-Management Committees (LMCs) with janitorial and airport for program implementation and development strategies generated from stakeholder

council. Building on the success of past H RTP projects and current partnerships, this project will allow BSP to formally engage airport labor and management partners through an LMC. BSP will convene janitorial and airport partners separately around IDC expansion and other strategies for reopening CA. Beyond LMC convenings, BSP will engage partners individually and through subcommittees to expand IDC, to adopt an LMS, and to improve data evaluation.

Goal 2: Identify and implement workforce development training opportunities to help CA safely reopen while addressing quality job creation and economic recovery.

Activity 3: Leverage existing labor-management partnership to implement IDC while exploring opportunities to align training with commercial buildings' environmental sustainability strategies. BSP will work with LMCs to expand IDC across all major markets in CA while developing a collaborative model for airport partners to explore expansion at LAX. Furthermore, BSP will work with labor, management, and building owner partners to (1) align IDC with career advancement opportunities, (2) further sustainability goals, and (3) support a just and equitable recovery. BSP will work through its network of partnerships and stakeholders to meet urgent industry needs through an IDC a recertification strategy that aligns with a career ladder vision.

Activity 4: Assess the effectiveness of training in protecting workers at work AND at home, while increasing tenants' confidence to re-enter buildings and create new career pathways. IDC provides worker-centered training on (1) meeting/exceeding CDC and EPA guidelines, (2) maintaining worker health & safety, (3) effective cleaning and disinfection protocols, and (4) green cleaning strategies aligned with the U.S. Green Building Council (USGBC) "Safety First: Cleaning and Disinfecting Your Space" pilot credit. BSP will work with an evaluation consultant and engage LMC partners to measure the impact of IDC on reopening CA's commercial buildings and airports. BSP will create a theory of change, collect and compile data, and produce findings to report to industry partners and the public. Additionally, BSP will highlight digital equity indicators and outcomes as well as develop data collection tools to measure the effectiveness of the new LMS.

Goal 3: IDC through an equitable technology training solution that integrates environmental efforts with COVID19 mitigation efforts.

Activity 5: Research and adopt technology solution for scaling BSP has partnered with the EdTech Center @ World Education to meet the needs of adult and immigrant learners through an LMS. EdTech Center @ World Education leverages digital technology to increase the reach and impact of adult education. EdTech Center @ World Education will provide training to increase the capacity of BSP's staff and instructors. Additionally, through collaboration with various partners, BSP will implement an off-the-shelf LMS to quickly scale its training programs. Most notably, Google has agreed to provide technical support to adopt and pilot an LMS platform by Q1 2021. Google will provide in-kind support through three consultants with experience in developing skill-building platforms.

Activity 6: Develop worker-centered support systems. As BSP moves to a virtual learning environment, it will work to maintain a culturally competent and worker-centered approach. An E-Learning & Digital Equity Coordinator will address the issues related to digital access (digital literacy, device access, and internet connectivity) while leading BSP's strategic shift to eLearning. COVID-19 has revealed additional inequities for immigrant workers in terms of access to digital learning, and addressing this digital divide will be a significant challenge for BSP. To overcome these barriers, BSP will need to scale its digital device lending infrastructure and digital literacy support systems to effectively on-ramp workers for eLearning. BSP will also need to increase staff capacity to coordinate digital access with employers and provide case management support to workers.

Activity 7: Pilot LMS course. To facilitate scaling, BSP will develop an LMS platform that aligns with its workers' learning needs as well as the technical requirements of its programs. Additionally, BSP will develop a strategy for successful program implementation. This includes addressing staff and instructor training, program administration, worker outreach, and user engagement. During the implementation phase, BSP expects to train workers with the minimum tech skills required for program completion. Furthermore, employers will provide the necessary infrastructure to provide worksite training.

Activity 8: Include worker voice through adoption, pilot, evaluation, and scaling strategies. BSP will enlist workers statewide through various engagement and leadership opportunities to advocate for quality jobs, equity, and environmental sustainability. Workers will play a central role in BSP's process to adopt and roll out an LMS. Additionally, BSP will support SEIU-USWW's efforts to establish cleaning standards, and it will work with labor-management partners on key industry and worker issues.

Activity 9: Provide training to workers. Upon successful completion of programs, BSP will provide each graduate with a certificate of completion through its LMS platform. Electronic certification demonstrates a higher degree of professionalization and allows for certificate stacking. The 12-hour IDC program will be used to set the industry standard for training workers, while also creating career pathways through digital badging. Through its high road training partnership model, BSP will convene stakeholders to develop and implement program scaling strategies and align and update training curricula along evolving public health needs.

3. How will the project connect workers to high-quality jobs and/or entry-level work with clearly defined routes to advancement?

In the context of reopening CA's economy, there is an urgent need for industry stakeholders to develop initiatives that support infection mitigation training, implement safety standards, and create incentives for employers and workers to meet these standards. Through this H RTP investment, BSP will work with a new stakeholder council and LMCs to expand IDC. At the same time, BSP will advance career ladder building efforts through other industry-driven programs

including its Green Janitor Education Program (GJEP) and Floor Care Technician Program. Through its longstanding partnerships, BSP will advance efforts to define career pathways for low-wage workers who have few career mobility opportunities. In this context, COVID-19 presents a unique opportunity to elevate workers who have been traditionally left behind.

This project will support workers and industry stakeholders to develop and implement workforce training opportunities around infectious disease mitigation and environmental sustainability. This effort is both necessary and opportune given the need to protect public health, promote consumer confidence, and improve worker health and safety. Additionally, COVID-19 has created the need for long-term solutions to meet emissions, energy efficiency, and health and safety standards.

4. How will project increase skills, opportunities, and career pathways for the disadvantaged populations your project is targeting?

BSP is uniquely positioned to advocate for worker mobility and training through its labor-management partnership. In collaboration with SEIU-USWW, BSP advocates for workforce development training and new job classifications through collective bargaining negotiations. BSP's IDC program will set the industry standard for workforce training, and in conjunction with other programs, it will create career pathways as a stackable certificate. Additionally, BSP will leverage its partnerships to develop and implement an LMS (with a focus on digital equity) to ensure meaningful access and learner outcomes for all property service workers. The opportunity for investing in this HRTIP is timely and urgent, and all partners are at the table and ready to collaborate to reopen CA.

Janitors clean the buildings of the wealthiest companies across the state and LAX service workers support the third busiest airport in the world. However, both of these worker populations struggle to make ends meet as a result of low pay, and both lack development opportunities to advance in their careers. Furthermore, per USWW's member residence data, high concentrations of these workers and their families live in disadvantaged communities (DACs) or Low Income Communities (LICs) that are most affected by climate change (this is even more true for LAX workers who tend to reside in the communities that are most impacted by GHG emissions and air pollution from the airport). BSP will facilitate collaboration between employers, labor, and workers to provide effective worksite training (on paid time) to help workers overcome barriers to traditional forms of adult education and workforce development training. Furthermore, to meet the needs of a service population that has little formal education and low-levels of digital literacy, BSP implements a learner-centered and culturally competent service approach.

This project will fill an urgent need for adequately trained property/airport service workers around infectious disease mitigation through online education. In addition to worksite based classes, BSP will implement an LMS to scale programs to a wider population. BSP has identified

Canvas as a possible LMS solution given its use by CA community colleges and CA adult schools; this will give workers a practical understanding of how other adult education opportunities are being implemented and will encourage first-time eLearners to continue with their education. Furthermore, as the property service industry and airports move towards automation, it will be crucial to incorporate digital literacy and technology skills training into workforce education programs. As commercial buildings and airports increasingly adopt green building technology, technology skills development will improve workers' job security and provide an additional opportunity for professionalization.

5. How will a partnership between industry leadership – both labor and management – increase the health, safety, and professionalization of jobs in your sector?

According to the Bureau of Labor Statistics, the “Janitors and Cleaners” occupation ranked third in terms of the highest number of nonfatal injuries and illnesses. Property service workers are exposed to high physical demands that increase risk of musculoskeletal and cardiovascular conditions, and in the context of COVID-19, property service workers shoulder the responsibility of keeping facilities safe at personal risk to their own health. As the commercial building industry and airports address workplace health and safety in the context of the pandemic, workers will need to be trained to meet new industry standards. Similarly, COVID-19 has revealed that environmental standards cannot be achieved without addressing workers' health and safety needs.

Reopening CA's economy will require a workforce that is trained in cleaning and disinfection to prevent infectious disease transmission and restore employee and consumer confidence. Furthermore, a workforce trained in infectious disease mitigation will address COVID-19 and future pandemics. BSP will continue to leverage the common interest that exists between government agencies, property owners, service contractors, janitors, and labor representatives to increase the health, safety, and professionalization of jobs in the property service industry. BSP has partnered with industry stakeholders and subject-matter experts to develop and implement IDC and has certified over 270 workers statewide to date. Through this project, BSP will support a stakeholder council that will work statewide to establish an industry-standard of training around IDC and ensure just compensation for workers. Additionally, BSP will leverage its partnership convening experience to establish an LMC at LAX to address the health, safety, and career advancement needs of airport workers. BSP will engage labor and management to map industry occupations, skill sets, and training needs that can be translated into a stackable certificate system to help workers advance in their careers. This industry-wide, worker-centered credentialing system will pave the way for the creation of new job classifications through collective bargaining agreements.

6. How will project and partnership prioritize worker voice?

BSP has 13 years of experience developing and implementing worker-centered programs that prioritize worker voice. In the planning phase of the IDC program, BSP worked with partners and stakeholders through regional LMCs to determine industry needs around infectious disease training for janitors. Workers from across the state were included at those convenings to provide input on program design. BSP is currently establishing an infrastructure to develop worker advisory committees to support the adoption, piloting, and scaling of an LMS system. Additionally, BSP will need worker input to overcome existing digital literacy and technology access barriers. Similarly, BSP will engage pilot LMS participants for additional feedback. The engagement of worker voice will enable BSP to understand the requirements and best practices for implementing effective, worker-centered online education.

7. How will partnership address worker, employer, and industry needs as they respond and adapt to climate change and environmental sustainability, including building community and economic resilience?

Commercial buildings account for 39% of total U.S. energy consumption, 39% of total carbon dioxide emissions, and 13% of the total water consumed. Moreover, the EPA estimates that commercial facilities generated 35-45% of the nearly 250 million tons of municipal solid waste in 2010. Additionally, the EPA reports that aircraft contribute 12% of U.S. transportation emissions and account for 3% of the nation's total greenhouse gas production. The increase in greenhouse gases will increase the likelihood of pandemics such as COVID-19 in the future. As the planet heats up, animals and humans will increasingly migrate to the poles, and this will increase the opportunity for pathogens such as COVID-19 to infect new host species. Additionally, people who live in places with poor air quality are more likely to die from COVID-19, which is a rising concern for CA as wildfires increase. As a result, BSP understands that infectious disease mitigation goes hand in hand with sustainability efforts. Through this HRTTP project, BSP will support a new stakeholder council and lead LMC efforts to scale IDC, elevate environmental sustainability standards, and build community and economic resilience across CA. As noted, IDC provides worker-centered training on (1) meeting/exceeding CDC and EPA guidelines relative to COVID-19, (2) maintaining worker health & safety, (3) effective cleaning and disinfection protocols, (4) and green cleaning strategies aligned with USGBC's "Safety First: Cleaning and Disinfecting Your Space" pilot credit. Through this project, BSP will leverage its partnerships to enhance the capacity of janitors and airport workers to meet sustainability standards of commercial buildings and airports. BSP will continue to integrate IDC and other industry-driven programs to increase worker specialization opportunities to enhance sustainability efforts, mitigate COVID-19, and build statewide economic resilience.

8. How has the project and partnership worked as a regional entity? Describe geographic, demographic, industry sector, or any other factors that make it regional.

BSP represents a unique partnership of over 90 janitorial employers, over 60 commercial building owners, SEIU-USWW, as well as the broader community. BSP has 6 regional training centers housed at SEIU-USWW offices located in Los Angeles, Sacramento, Oakland, Orange County, San Diego and San Jose, with an additional center located on Google campus in Mountain View. BSP's ability to convene labor-management partners in each region enables the organization to address the specific needs of each regional market. Given the priority of this H RTP project to implement statewide standards around training, BSP will leverage its statewide capacity to advance statewide initiatives while leveraging its regional labor-management partnerships to facilitate local program implementation and coordination. Property service contractors often operate statewide and exist in multiple markets across that state. Similarly, building owners and property management companies have an understanding of the industry's varying needs across the state and will play a pivotal role in supporting BSP's H RTP project initiatives. Through a new statewide stakeholder council, BSP will have the opportunity to further engage the building owner and property management community who have a vested interest in identifying workforce training solutions for reopening and building an equitable and sustainable recovery.

Partnerships & Fiscal Agent Responsibilities

Responses in this section pertaining to project team/partners should align with responses in Form 6: Partner Roles & Responsibilities.

- 9. Outline experience and success working and convening employer and worker representatives to improve jobs and training. If applicable, include experience working with other pertinent stakeholders (community based organizations/non-profits, social services agencies, subject matter experts, local workforce development boards, etc.)?**

Since its founding in 2007, BSP has convened unlikely partners with distinct and often conflicting perspectives to agree that investing in the skills of workers is a mutually beneficial endeavor. Through its ongoing H RTP work, industry leaders and workers have experienced firsthand how BSP can be an effective mechanism for creating opportunities that uplift property service work. As a partnership convener, BSP has positioned itself as a key driver for industry and worker advancement initiatives. Through its experience with negotiating effective training approaches in the context of collective bargaining, BSP will continue its efforts to build consensus among industry leaders to further a high road vision. Through this project, BSP will leverage its experience to create an H RTP between airport partners at LAX.

Additionally, BSP also has a long track record of creating and maintaining successful partnerships with community based organizations and higher educational institutions. BSP developed its Green Janitor Education Program (GJEP) in collaboration with the Building Owners and Managers Association of Greater Los Angeles (BOMA-GLA) and the U.S. Green Building Council (USGBC). In response to the COVID-19 pandemic, BSP developed IDC through a

partnership with industry leaders and through contributions from subject matter experts UCLA LOSH, UC Berkeley LOHP and The Ashkin Group. BSP will build on these partnerships and collaborate with a new stakeholder council to expand IDC and elevate essential workers upholding industry standards. BSP’s partners, including EdTech Center @ World Education and Google, will also play a key role in the adoption, implementation, and scaling of IDC through an LMS solution.

Furthermore, BSP continues to expand its regional network footprint through successful partnerships with local WIBs, worker advocacy organizations, and other workforce development agencies. These include ReWork the Bay, Santa Clara County COVID-19 Bridge to Recovery Initiative, Skills for CA Leadership Council, UnidosUS, National Skills Coalition, and California EDGE, among others.

10. Existing partners: Outline relationship, history of working together, commitments, and formal and informal agreements. Describe how these partnerships align with the H RTP framework. This should include partnerships you have experience and history already working with. This should mirror the information captured on Form 6: Partner Roles & Responsibilities.

Through this project, BSP will continue to build on existing relationships with SEIU-USWW, employers, commercial building owners, property management companies, airport management entities and community partners. BSP’s Leadership Training Education Fund (LTEF) is an employer fund that is overseen by a board of trustees with equal representation from industry and labor. Through LTEF, BSP engages partners through formal training agreements for both janitorial and LAX workers. BSP will leverage its LMC experience to build a similar partnership structure for LAX labor-management partners.

The following table summarizes key partners for this project:

Partners	Description
SEIU-USWW	SEIU-USWW President David Huerta, Vice President Denise Solis, and Regional Vice President Andrew Gross-Gaitan have sat on BSP’s Board of Directors (BOD) since its inception and have consistent communication and collaboration with BSP leadership. Local labor representatives have strong working relationships with BSP staff in their respective regions.
Employers	American Building Maintenance (ABM), which represents more than 50% of CA’s janitorial industry, will serve as a principal collaborator. BSP has also received a letter of support from DMS, a long-time partner and active participant in BSP’s high road partnership work. BSP will also engage employers at LAX airport, and specifically G2, which has the largest share of workers at the airport.

BOMA-GLA	BOMA-GLA representatives have sat on BSP’s BOD since its inception and are well positioned to collaborate and mobilize their members to advance BSP programs and projects.
EdTech Center @ World Education	BSP has begun a partnership with the EdTech Center @ World Education to meet the needs of adult and immigrant learners through eLearning. EdTech Center @ World Education uses technology to increase the education, career, and life outcomes of lower-skilled adults. EdTech Center @ World Education will also provide training to increase the capacity of BSP staff and instructors.
Google	Google will provide technical and in-kind support to BSP for the implementation of a Learning Management System (LMS).

11. New partners: Outline status of relationship, priorities, and strategy to engage and work together throughout the grant term and beyond. Describe the role they will play within your proposed work and how it aligns with the HRTP framework. This should include planned and secured partnerships that will be new to working with your organization. This should mirror information captured on Form 6: Partner Roles & Responsibilities.

New Employers: BSP will engage new janitorial and LAX employer partners to scale IDC. BSP coordinates training schedules with employers who provide meeting spaces and technology for synchronous online education.

Stakeholder Council: A new stakeholder council will provide recommendations on regulatory, legislative, and executive initiatives to support infection control training, standards and incentives for employers, building owners, and property service workers. Consisting of state agencies, academics, service contractors, USWW, and commercial building owners, the stakeholder council will further develop and expand IDC across the state.

12. Who will be the core conveners of the partnership? Core conveners are organizations/individuals within the partnership that will be involved in making major partnership decisions, communicating to and on behalf of other partners, and ensuring coordination throughout the region. Include both organizations and individuals along with their role and commitment to engage and act on behalf of the partnership.

BSP will be the core partnership convener for this project and its objectives. BSP will assist USWW and other stakeholder council partners as they collaboratively move forward with workforce development strategies. BSP has 13 years of experience as a labor-management

partnership convener and will continue to convene SEIU-USWW, janitorial contractors, airport contractors at LAX, worker leaders, and broaden owner/management engagement in various service regions.

Executive Director Luis Sandoval and Chief Operating Officer Laura Medina will lead statewide efforts to further BSP's high road vision and its partnership development and program implementation goals. LAX Program Director Sara Caughey has over 3 years of experience working directly with LAX labor-management partners and will lead efforts to convene and coordinate the LAX LMC. BSP's robust regional workforce development teams are led by Northern CA Vocational & Sustainability Coordinator Mariel Estrada and Southern CA Vocational & Sustainability Coordinator Jocelyn Jimenez. Furthermore, Digital Equity Coordinator Beatriz Vera and Technology Specialist Adriana Garzon will work with technical experts to adopt, implement, and scale an LMS solution.

BSP will work with SEIU-USWW President David Huerta and Vice President Denise Solis, as well as regional labor representatives and employer partners. Additionally BSP will continue to serve as the facilitator for all program development efforts and for external network, partnership, and content-expert engagement.

13. Fiscal Agent: Highlight your experience in managing state and/or federally funded grants and organizing/coordinating across systems and organizations.

BSP has over 10 years of experience in managing state funded grants, including 2 previous H RTP projects and numerous CA Employment Training Panel contracts. As previously mentioned, BSP has 13 years of experience as a labor-management partnership convener and will continue to coordinate collaborative efforts between SEIU-USWW, janitorial and LAX contractors, worker leaders, and building owners at the regional and statewide level. BSP's internal protocol to manage grant compliance efforts includes weekly statewide staff meetings to monitor H RTP progress and data collection (BSP uses a Salesforce data management system). BSP will be responsible for reports to the State of CA.

14. How will the fiscal agent convene, prioritize, and engage with partners throughout the grant period to deliver project goals and ensure all relevant information is reported back to the CWDB in a timely manner with buy-in from core partners?

Through this project, BSP will advise and support a stakeholder council to formulate and implement statewide strategies around training. BSP will strengthen its regional LMCs in janitorial while building an LMC with LAX partners to implement IDC and other programs at the airport. As the principal convener for this project, BSP will maintain close communication with partners in the stakeholder council and will coordinate meetings, record progress, and facilitate

follow-up with LMC partners to move the project forward. In the program implementation phase, BSP will rely on its traditional model of direct collaboration with employer contacts, labor representatives, and workers to ensure program success. Similarly, in terms of adopting and scaling an LMS, BSP will lead efforts to report on progress and project objectives. The LMS pilot will undergo a rigorous program evaluation and modification process, and all progress will be reported back to the stakeholders through the LMCs. BSP will lead efforts to bridge communication between partners and align strategies between the stakeholder council, LMCs, and individual partners to effectively implement the project and to report to CWDB in a timely manner.

Greenhouse Gas Reduction Fund Requirements

Facilitating GHG Emission Reductions

When responding to these questions, applicants should focus on providing detailed qualitative information, but may choose to include quantitative data as well. Responses should address issues of time throughout, in terms of the project's immediate or eventual impact on climate change as well as duration of impact (short-term or long-term).

Responses in this section should align with responses in Form 3: GHG Deliverables.

15. Describe the project and partnership's goals, strategies, activities, and intended outcomes in facilitating greenhouse gas emission reductions.

Commercial buildings account for 39% of total U.S. energy consumption, 39% of total carbon dioxide emissions, and 13% of the total water consumed. Moreover, the EPA estimates that commercial facilities generated 35-45% of the nearly 250 million tons of municipal solid waste in 2010. Additionally, the EPA reports that aircraft contribute 12% of U.S. transportation emissions and account for 3% of the nation's total greenhouse gas production. The increase in greenhouse gases will increase the likelihood of pandemics such as COVID-19 in the future. As the planet heats up, animals and humans will increasingly migrate to the poles, and this will increase the opportunity for pathogens such as COVID-19 to infect new host species. Additionally, people who live in places with poor air quality are more likely to die from COVID-19, and this is a rising concern for CA as wildfires increase. At the same time, COVID-19 mitigation efforts have resulted in increased municipal waste, haphazard disposal of PPE, and decreased recycling.

BSP understands that infectious disease mitigation goes hand in hand with sustainability efforts. Commercial buildings that implement IDC for their workers can become eligible for additional LEED certification points through USGBC's "Safety First: Cleaning and Disinfecting Your Space" pilot credit. BSP will leverage its recent success with IDC to scale the program and help workers obtain skills that improve green building performance as

well as mitigate infectious diseases. Through this H RTP project, BSP will work with industry stakeholders to further integrate green cleaning principles around energy efficiency, recycling, and water efficiency to maximize GHG reductions in commercial buildings.

16. What critical skills issues will the partnership address in order to help the project’s industry sector face the challenges of climate change and environmental sustainability?

Against the threat of COVID-19 and future pandemics, this project will advance health, safety, and upward career opportunities for property service workers and will help airports and commercial buildings increase environmental sustainability efforts. This H RTP opportunity will enable BSP to further integrate IDC with GJEP to address the overlapping challenges of climate change and infectious disease pandemics. BSP’s IDC curriculum addresses the industry’s need for critical skills to tackle these issues. The program includes modules on (1) the use of green and sustainable disinfecting products, (2) trash and recycling protocols and (3) water and energy conservation. IDC will be critical for commercial buildings and airports to maintain public/worker health as well as to maximize energy and water efficiency and reduce waste. Furthermore, the adoption of a learning management system solution will address the need for workers to increase their critical digital literacy skills. As the property service and airport industries move toward green technology and automation, this project will address the technology and digital literacy skills gap that exists among property service and airport workers.

17. How will the partnership help to increase or improve the capacity of firms and workers involved in the project to be able to adapt and compete in a carbon-constrained economy?

Remaining competitive in a carbon constrained economy requires a skilled workforce to meet efficiency standards. Through this project, BSP will further integrate components of its GJEP curriculum into IDC to increase the capacity of firms and workers to meet sustainability standards and increase public and worker health and safety. Additionally, this project will enable BSP to develop impact metrics to evaluate the impact of IDC in the context of a carbon-constrained economy. Furthermore, BSP will continue to expand its LMC partnerships to identify additional needs and opportunities associated with the transition to a carbon-neutral economy.

Benefitting Priority Populations

Participants of H RTP CCI must reside within a census tract identified as a disadvantaged community or low-income community, or be a member of a low-income household. The following link provides an interactive map to aid in determining geographic and income eligibility for disadvantaged and low-income communities and households: [Priority Population Investments](#).

Responses in this section should align with responses in Form 4: Benefitting Priority Populations.

18. Identify the Priority Population being targeted by your project. Describe how your proposed work will benefit individuals directly eligible for services as well as the community they reside in.

This project targets workers across CA who primarily live in regions considered SB-535 disadvantaged communities (DACs) as well as AB-1550 low-income communities (LICs) as defined for California Climate Investments. According to SEIU-USWW member data and BSP participant data, a significant majority of this project's target participants live in DACs and LICs. These areas include East San Jose along the 101 and 280 freeways and East Palo Alto, North Fair Oaks, and Redwood City. In the East Bay, a high concentration of janitors live along highway 101 from San Leandro to Fruitvale and Richmond, and along highway 4 from Bay Point to Antioch. In Sacramento, janitors live in Rancho Cordova, Natomas, North Sacramento, West Sacramento, and South Sacramento. In Los Angeles, the highest concentration of janitors live in Hawthorne, Inglewood, Westmont, Florence, Huntington Park, South LA, and Compton. LAX workers primarily live in Hawthorne and Inglewood near the 405 freeway. Orange County janitors primarily live in Santa Ana, and in San Diego they live in City Heights, Logan Heights, Barrio Logan Mountain View, Lincoln Park, Skyline, Mount Hope, and Oak Park.

The safe reopening of CA's economy depends on having a qualified workforce to keep public spaces clean, sanitized, and safely distanced. COVID-19 has highlighted the essential work of property service workers, yet little has been done to support this workforce. Additionally, COVID-19 has resulted in furloughs and layoffs of janitors and airport workers who have been disproportionately impacted by global warming and COVID-19. This project will upskill underserved workers during a time of economic crisis, and through the implementation of janitorial standards, protocols, and control measures, it will enable commercial buildings and airports to operate safely. In the short term, the scaling of IDC will support job retention, and improve worker health and safety during COVID-19. In the long term, this project will mitigate the spread of new infectious diseases and improve the environment for DACs and LICs.

19. Describe capacity and strategy to target, engage, and support the Priority Populations identified by your project.

BSP serves over 7,000 janitorial and airport service workers annually through education and training programs that include Infectious Disease Certification (IDC), Emergency Preparedness Training (EPT) for LAX airport workers, ADVANCE Vocational ESL, the Green Janitor Education Program (GJEP), Digital Literacy, Health & Wellness, Financial Capabilities, Civic Engagement/Citizenship, and Parent University. BSP's comprehensive approach addresses multiple quality of life indicators to support low-wage immigrant workers, their families and their communities. BSP will continue to leverage its close partnerships with SEIU-USWW, janitorial contractors, and its network of community service providers to conduct outreach and provide comprehensive services to janitorial workers. BSP has a long and proven track record with partner engagement and with worker-centered training program development. Among BSP's janitorial population, 70% lack basic English proficiency, less than 30% finished high

school. Moreover, 65% are women, 63% of women are heads of household and 50% are over the age of 50. Both janitorial and airport workers face similar challenges in accessing training and professional development opportunities. To support learner success, BSP implements a case-management system and a “no-fail” outcome strategy. BSP also provides learning materials in Spanish and in audio format (to help those with literacy challenges), and programs are delivered by experienced bilingual adult educators.

Working with SEIU-USWW, janitorial employers, airport contractors and building owners, BSP offers worksite training on paid-time to overcome barriers to access. BSP also maintains long-term relationships with program participants to further engage workers around additional training programs and services, and the organization will leverage worksite based training to further engage workers in its comprehensive programs. Furthermore, BSP hires former program participants to work as “Program Ambassadors” to facilitate word-of-mouth outreach and peer-to-peer support. Through this project, BSP will adopt an LMS to increase access to training while providing digital literacy skills development to ensure positive learner engagement and outcomes. BSP will identify, develop, and establish the necessary support systems to help workers overcome the digital divide. This effort will be necessary to raise the industry floor and prepare workers for 21st century jobs.

20. Describe the systems set in place within your project design that mitigate substantial burdens on priority populations (e.g. displacement of low income, disadvantaged community residents and businesses or increased exposure to toxins or other health risks).

Latino-immigrant janitors and African American airport service workers lack adequate healthcare, worker protections, affordable housing, and childcare. These essential, frontline workers are three times more likely to become infected and twice as likely to die from COVID-19. Additionally, these workers have few opportunities for career advancement and upward economic mobility. To mitigate barriers to access, this project will be implemented at worksites on paid-time. Additionally, BSP will work to increase workers’ digital literacy skills to meet growing technology skills demands and ensure LMS success. Furthermore, through increased safety standards, IDC will mitigate workers’ exposure to COVID-19, and through green cleaning components, it will decrease the usage of toxic cleaning agents that have been increasingly used to disinfect worksites.

21. Each individual project must allocate at least 50% of their expenditures to benefitting Priority Populations. Provide an outline of your proposed strategy to meet this requirement. If your project plans to exceed the 50% expenditure requirement, provide details on how this will be achieved. Note: bonus points will be available for those projects exceeding the 50% threshold.

Project Director and Data & Evaluation Specialist (24%): Spearhead statewide LMC, stakeholder council, and worker engagement collaboration and lead project development,

implementation, and evaluation efforts to provide workers effective certification and career advancement opportunities.

Data System Administrator (14%): Lead LMS administration efforts and work with BSP staff to ensure successful eLearning outcomes.

Learning Management Solution Training Costs (46%): Direct costs for licenses, design and content development, asset creation, and staff and instructor development.

Other Training Costs (16%): Instructor wages and Program Ambassador stipends, tablets and other hardware needed for training, mileage, and instructional materials and supplies.

22. Explain how community input was considered in your project design.

In the planning phase of the IDC program, BSP worked with partners and stakeholders through regional LMCs to determine industry needs around infectious disease training for janitors. Workers from across the state were included at those convenings to share their concerns/needs and to provide input on program design. In the operating and evaluation phases of the program, BSP implemented pre/post surveys and participant satisfaction surveys to collect student feedback. BSP will use these worker surveys to capitalize on successes, address challenges, and create new opportunities to help its service population. As BSP works to expand IDC through an LMS, it will solicit worker input to ensure equity and achieve successful outcomes. Furthermore, BSP will continue to engage worker input through an evaluation strategy that prioritizes participant feedback.

Maximizing Co-Benefits

For assistance responding to these questions, refer to the “Maximizing Co-Benefits” section of the RFA and CARB’s [CCI Co-benefit Methodologies Assessment webpage](#).

23. What economic, environmental, and/or public health co-benefits will the project deliver? Explain the reason(s) for addressing each co-benefit identified.

Occupational Safety & Health Improvement: This project prioritizes worker health and safety through skills training and the implementation of safety standards around infectious disease mitigation.

Community Investment & Job Retention: This project’s targeted service population has been disproportionately affected by COVID-19. In the context of the recent furloughs and layoffs that have occurred in the janitorial and airport industries, this project will provide training and certification opportunities to help workers retain jobs. In the long-term, this project will provide low-skilled workers with training that is necessary for professionalization and upward economic mobility.

Transportation & Miles Traveled Reduction: An LMS will reduce access barriers to educational and professional development opportunities, especially for low-income workers with limited transportation access and competing family responsibilities. Additionally, an LMS will result in less time spent on the road and consequently, will further reduce carbon emissions.

Technology Adoption: An LMS will require supplementary digital literacy skills training. Meeting this need will also prepare workers for a rapidly changing industry that is moving towards green technology and automation.

24. How will the project and partnership address and deliver the expected co-benefits identified above?

Occupational Safety & Health Improvement: A new stakeholder council will make recommendations on regulatory, legislative, and executive initiatives that support infection control training, standards and incentives for employers, building owners, and property service workers. BSP will implement those strategies and will establish metrics and data collection processes to evaluate the impact of this project on occupational health and safety.

Community Investment & Job Retention: BSP will continue to leverage its successful high road partnership to develop and deliver industry-driven, worker-centered programming to upskill low-wage janitors, improve job quality, and create opportunities for career advancement.

Transportation & Miles Traveled: BSP will adopt and implement an LMS to reach a significantly higher number of workers through remote learning. This will reduce the need for transportation and time for travel.

Technology Adoption: BSP will develop the necessary infrastructure to enable workers to access programs through an LMS. This effort will reduce barriers to education during COVID-19 and will mitigate future crises that can result in disruption of in-person services.

25. When will the co-benefits(s) identified above be achieved and realized by the project? How long will the co-benefits be sustained?

Occupational Safety & Health Improvement: These co-benefits will be realized immediately. In the long-term, greenhouse gas reduction will lead to cleaner air quality and will reduce the impact of future pandemics.

Community Investment & Job Retention: Direct investment will be immediately realized through the implementation of IDC and other workforce development programs. Job retention will be realized as soon as janitors achieve certification. Both co-benefits will be sustained in the long-term through continued project support.

Transportation and miles traveled: Decreased transportation and travel will be realized in the short-term. As BSP implements an LMS, it will achieve a further decrease in transportation and travel.

Budget: Award Request Justification

Only respond to question below if your requested award amount is at or above \$500,000.

Provide detailed explanation justifying your funding request. Include relevant information justifying any high costs allocated in your Budget Summary and Budget Narrative, including high staff salaries, travel, support services, contractor expenses, etc.

To meet the current and urgent demand for infectious disease training, BSP will work with industry leaders to expand the IDC program for 10,000+ workers across CA. BSP understands its request surpasses the award amount threshold but it believes the investment is necessary to meet the proposed activities outlined in this proposal. This project will support efforts to develop and implement an effective, worker-centered Learning Management System (LMS) to scale IDC and other future industry-driven training programs. Additionally, BSP will make notable technology investments to overcome digital access barriers for the workers, and it will develop and implement support systems to ensure successful learner outcomes. Grants funds will support direct training through an investment in online instructional design and content development that includes LMS licenses, instruction costs, LMS asset creation, and professional development for staff and instructors (to support a successful transition to online and hybrid learning). This investment will enable BSP to impact thousands of workers across CA and will establish a foundational infrastructure through which BSP can develop future innovative training solutions at scale.



H RTP CCI: Low Carbon Economy Workforce

Project Type: Developing a New H RTP

Form 2: Project Matrix

Fiscal Agent: Building Skills Partnership

Project Name: Safely Reopening CA through Career Pathway Innovation: Linking the Environmental Movement & COVID 19

Project Goals and Performance Measures	
What will the project do? List project outcomes, outputs, and deliverables (qualitative and/or quantitative)	How will this be measured? Describe how you will know if the project is successful (qualitative and/or quantitative)
<p>Address the urgent need to safely reopen California - while addressing an equitable recovery through career pathway innovation:</p> <ol style="list-style-type: none"> 1. Advise stakeholder council (labor-management-building owners) on issues related to workforce development, training, and career pathway innovation. 2. Convene sector based Labor-Management Committees (LMCs) with janitorial and airport for program implementation and development strategies generated from stakeholder council. 	<ol style="list-style-type: none"> 1. Consensus and adoption of industry-wide standards related to workforce training around infectious disease certification and future of work opportunities for janitorial and airport workers across CA. <ol style="list-style-type: none"> 2a. Increased opportunity for labor-management collaboration within janitorial and airport partners for workforce development training solutions around reopening CA and economic recovery. Convene 4-6 LMCs statewide around IDC and reopening CA. 2b. New and strengthened LMC infrastructure for airport partnership, convene airport LMC at least 2 times.
<p>Identify and implement workforce development training pivotal to safely reopen California, while addressing quality job creation and economic recovery:</p> <ol style="list-style-type: none"> 3. Leverage existing labor-management partnership to implement IDC while exploring opportunities to align training with commercial buildings' green and healthy building strategies. 4. Conduct impact evaluation to assess the effectiveness of training in protecting workers at work AND at home, while also increasing consumers (tenants) confidence to re-enter buildings, while creating new career pathways. 	<ol style="list-style-type: none"> 3. Raise industry standards through IDC training expansion across 6 major markets (San Diego, Orange County, Los Angeles, Silicon Valley, East Bay, and Sacramento). 70% of buildings implementing IDC will apply for eligible LEED point. 4. Increase understanding of impact of workforce development strategies on just and equitable recovery through a formal evaluation of IDC to measure consumer confidence and self-reported health and safety indicators for workers.

Project Goals and Performance Measures	
<p>Scale infectious disease certification through an equitable technology training solution that will help upskill workers by linking the environmental movement and COVID 19 mitigation efforts:</p> <p>5. Research and adopt technology solution for scale- Learning Management System (LMS).</p> <p>6. Develop worker-centered support systems to ensure successful learner outcomes.</p> <p>7. Pilot LMS system with first cohort.</p> <p>8. Include worker voice through adoption, pilot, evaluation and scaling strategies.</p> <p>9. Scale IDC by providing training to workers.</p>	<p>5. Successfully adopt LMS and onramp IDC curriculum for a self-study course (asynchronous).</p> <p>6. Increased learner confidence to access and complete self-study IDC LMS course by the creation of digital literacy training videos, 1:1 learner-support, as well as enrollment and retention data captured through LMS.</p> <p>7. Conduct pilot LMS course with at least 10 workers and conduct evaluation through focus groups and self-reported surveys. 90% completion rate of pilot and 80% self-reported increased confidence in using LMS.</p> <p>8. Increased opportunity for worker feedback through the creation of an advisory committee for LMS adoption, rollout, support systems, and digital equity issues such as tech access and readiness.</p> <p>9. Train approximately 10,000 workers through the duration of the grant using a combination of hybrid learning and self-study using LMS.</p>
Participant Service Delivery Goals	
Include quantitative and/or qualitative goals	
Approaches to Skill Delivery	
<input type="checkbox"/> Pre-Apprenticeship and/or apprenticeship <input checked="" type="checkbox"/> Career pathways <input checked="" type="checkbox"/> Credentialing <input type="checkbox"/> English language learning <input type="checkbox"/> Other:	
Participants directly served/impacted Participant numbers/outcomes that the <i>project</i> will accomplish directly	1,000

Project Goals and Performance Measures	
Participants indirectly served/impacted Participant numbers/outcomes that can be attributed to high road training partnership's <i>project</i> , but <u>not</u> a direct output of the funding	9,000
Outcome Goals Placement, credential attainment, wage increase, etc.	Measures Participants, % increase, etc.
Training certification through Infectious Disease Certification (IDC) program	1,000 workers directly served through grants funds, 9,000 indirectly impacted workers will receive certification
Industry-driven COVID-19 training strategy and future workforce training solutions for career pathways.	Approximately 10,000 or more workers impacted by industry-driven statewide certification strategy through IDC, not directly served with grant funds.
Worker Leadership	At least 25 janitors and LAX workers participate in LMCs, LMS worker advisory group, and other leadership development opportunities through this project.
Service Delivery Area	
Which service delivery area(s) will your project serve? Provide city and county information.	
BSP's service delivery areas are aligned with the 5 collective bargaining agreements (CBA) between SEIU-USWW and signatory janitorial and LAX airport employers across the state, spanning 5 markets including (1) Bay Area, (2) Sacramento, (3) Los Angeles, (4) Orange County, and (5) San Diego. These 5 CBAs cover the following counties, serving workers from multiple cities within those counties: Santa Clara County, San Mateo County, Alameda County, Contra Costa County, Sacramento County, Solano County; Los Angeles County, Orange County, San Diego County.	



Fiscal Agent:	Building Skills Partnership
Project Name:	Safely Reopening CA through Career Pathway Innovation: Linking the Environmental Movement & COVID 19

Facilitating GHG Emission Reductions
Refer to the "Facilitating GHG Emission Reductions" and the "Climate Change Terminology" sections of the RFA for guidance, examples, and resources on how to complete this form.

Which Climate Change Scoping Plan sector will the project serve?
Select all that apply, but at least one must be selected.

- Energy
- Transportation
- Industrial
- Waste
- Water
- Natural and Working Lands/Agriculture

Describe the industry and occupation(s) that the partnership will serve and the association, relevance, or significance to the Climate Change Scoping Plan sector(s) selected.

To combat the current COVID-19 pandemic, there is an immediate need to upskill janitors and airport passenger service workers in infectious disease mitigation practices to protect public health and promote consumer confidence. Greenhouse gas (GHG) emissions from buildings that include an airport like LAX are second only to transportation, when accounting for energy and water use and wastewater treatment. COVID-19 mitigation and prevention strategies have resulted in harmful practices such as an increase in waste, haphazard disposal of PPE and cleaning materials, and

How will the project and partnership's work positively impact the Climate Change Scoping Plan sector(s) selected?

Through its labor-management partnership and collaboration with the stakeholder council, BSP will work to meet the demand of scaling IDC through an equitable technology training solution. Through training that integrates environmental efforts with COVID-19 mitigation efforts, BSP will work with its partners to elevate standards by upskilling a workforce that can play a critical role in COVID-19 mitigation and long-term climate change mitigation by addressing sustainable water, waste, and energy practices.

How will the project and training partnership's work help to improve climate change mitigation, climate adaptation, and/or climate resilience in California?



BSP will leverage the opportunity to engage building owners across CA to support IDC training that can qualify participating buildings for a USGBC LEED pilot point, integrating infectious disease training into buildings' broader sustainability performance goals. The investment into a viable and work-centered LMS solution for training will establish the critical infrastructure and mechanism to scale future training as industry prepares for changes in skills and work resulting from a carbon-constrained economy.

How will project facilitate greenhouse gas emission reductions?

Outputs should address issues of time throughout, in terms of project's immediate or eventual impact on climate change as well as duration of impact (short-term or long-term).

What will project do? Describe project's intended outcomes. Identify whether these are immediate or eventual.	How will this be measured? Identify the metrics used to determine success.
Increase in a skilled workforce around infectious disease and environmental concepts to further successful COVID-19 mitigation strategies in CA.	Work towards training up to 10K janitors and airport passenger service workers through IDC.
Adoption of effective, worker-centered learning management system (LMS) to facilitate future development and implementation of industry-	(1) Successful LMS adoption and rollout of pilot LMS course by Q1 of project. (2) BSP will scale to reach 10K total workers and achieve 70% completion rate.
Successfully engage labor-management as well as building owners to address skills around infectious disease and connecting IDC to broader environmental building goals for the industry.	(1) Identify strategies by Q1 in collaboration with stakeholder council to expand IDC statewide. (2) At least 10 buildings will apply and qualify for the eligible LEED point for IDC implementation. (3)



Fiscal Agent:	Building Skills Partnership
Project Name:	Safely Reopening CA through Career Pathway Innovation: Linking the Environmental Movement & COVID 19

Benefitting Priority Populations
Refer to the "Benefitting Priority Populations" section of the RFA for guidance, examples, and CARB resources on how to complete this form.

Percentage (%) of expenditures that benefit priority populations:

100%

Provide explanation and breakdown of expenditures directly benefitting priority populations and how the percentage above was determined.

All expenditures will benefit priority populations through this project. BSP will be working with industry partners to identify and implement IDC to prepare all workers with the skills necessary to protect themselves and the public in their respective places of work. Similarly, through this project, BSP will be making investments into adopting and rolling out a learning management system (LMS) to further access and opportunities to scale IDC and future industry-driven training. These investments have the end-user, underserved workers, at the core of their intended outcomes. BSP will aspire to reach up to 10K workers through this project.

Identify the Priority Populations and Geographical area(s) your project will serve.

Refer to the interactive map to determine this information. This is found in the "Benefitting Priority Populations" section of the RFA.

This project targets workers across California who primarily live in SB 535 disadvantaged communities (DAC's) as well as AB 1550 low-income communities (LICs) as defined for California Climate Investments. According to both SEIU-USWW member data and BSP participant data, a significant majority of this project's target participants live in DACs. These areas include East San Jose along the 101 and 280 freeways and East Palo Alto, North Fair Oaks, and Redwood City. In the East Bay, a high concentration of janitors live along highway 101 from San Leandro to Fruitvale, Richmond, and along

Select all that apply for the priority population(s) and geographical area(s) identified above.

Note at least one must be selected.



- Project targets jobs or job training to residents of, a disadvantaged community census tract
- Project targets job training to residents of, a low-income community census tract
- Project targets jobs or job training to residents of, a low-income community census tract that is outside of a disadvantaged community, but within 1/2 mile of a disadvantaged community
- Project targets jobs or job training to residents of low-income households

Identify targeted hiring and/or career advancement strategy:

BSP will advise the stakeholder council to develop effective strategies for maintaining public health and safety in CA’s commercial properties during and beyond COVID-19 pandemic. BSP will provide the necessary expertise and guidance for effective workforce development training implementation and program development around infectious disease mitigation and environmental cleaning. BSP will work with industry partners to forecast industry changes and identify corresponding needs around workforce training to align programming and career advancement opportunities with the industry council’s recommendations. Through this effort, BSP will leverage industry-wide consensus to elevate training opportunities for janitors and airport workers. BSP has 13 years of experience developing and implementing worker-centered programs that prioritize worker voice. In the planning phase of the IDC program, BSP worked with partners and stakeholders through regional LMCs to determine

Specify what community and/or household need(s) is being addressed by your project. Explain why the identified need(s) were prioritized.

Janitors clean the buildings of the wealthiest companies across the state and LAX service workers support the operations of the third busiest airport in the world. However, both of these worker populations struggle to make ends meet as a result of low pay and a lack of development opportunities. Furthermore, per USWW’s member residence data, high concentrations of these workers and their families live in disadvantaged communities (DACs) or Low Income Communities (LICs) that are most affected by climate change (This is even more true for LAX workers who tend to reside in the communities that are most impacted by GHG emissions and air pollution from the airport.) BSP will facilitate collaboration between employers, labor and workers to provide effective worksite training (on paid time) to help workers overcome barriers to traditional forms of adult education and workforce development training. Furthermore, to meet the needs of a service population that has little formal education and low-levels of digital literacy, BSP implements a learner-centered and culturally competent service approach. BSP is uniquely positioned to advocate for

When identifying and addressing the above identified community or household need(s) which, approach did/will the partnership use?



Recommended Approaches:

- Host community meetings, workshops, outreach efforts, or public meetings as part of the planning process to engage local residents and community groups for input on community or household needs, and document how the received input was considered in the design and/or selection of projects to address those needs.
- Receive documentation of support from local community-based organizations and/or residents (e.g., letters, emails) identifying a need that the project addresses and demonstrating that the project has broad community support

Alternative Approaches:

- Where direct engagement is infeasible, look at the individual factors in the latest version of CalEnviroScreen that are most impacting an identified disadvantaged or low-income community (i.e., factors that score above the 75th percentile), and confirm that the project will reduce the impacts of at least one of those factors
- Where direct engagement is infeasible, refer to the list of common needs for priority populations in CARB's Funding Guidelines Table 5 and confirm that the project addresses at least one listed need

Identify one direct, meaningful and assured benefit that your proposed project provides to the priority population(s) being targeted.

Select all that apply, but at least one must be selected.

- Project provides high-quality (e.g., local living wages, health insurance, paid leave) jobs to priority populations.
- Project provides job training to priority populations that is part of a program with an established placement record.
 Project provides job training to priority populations that includes capacity building that leads to industry-recognized credentials (e.g., certifications, certificates, degrees, licenses, other documentation of competency and qualifications).s that includes capacity building that leads to industry-recognized credentials (e.g., certifications, certificates, degrees, licenses, other documentation of competency and qualifications).lacement record.

Provide details on why the above benefit(s) were prioritized:

In the context of reopening California's economy, there is an urgent need to bring together industry stakeholders to develop initiatives that support infection mitigation training, the implementation of safety standards, and the creation of incentives for employers and workers to meet these standards. Through this H RTP investment, BSP will work with a stakeholder council and leverage its LMC framework to expand IDC. At the same time, BSP will build career ladder building efforts through other industry-driven programs including its Green Janitor Education Program (GJEP) and Floor Care Technician Program. Through its labor-management framework and its longstanding partnerships, BSP will continue industry efforts to define career pathways for low-wage workers with few career mobility opportunities. In this context, COVID-19 presents a unique opportunity to elevate workers who have been traditionally left behind. This project will support workers and industry stakeholders









Fiscal Agent:	Building Skills Partnership
Project Name:	Safely Reopening CA through Career Pathway Innovation: Linking the Env

Grant Workplan (Activities & Outcomes)	Planned Cummulative Expenditures (Awarded Funds Only)
Quarter 1: May 1, 2021 - September 30, 2021	
Note: First Quarter includes start up months of May & June	
BSP participates in stakeholder council meetings to provide guidance and establish strategies for implementation of IDC statewide. BSP hires LMS Administrator and completes research and adoption of LMS. BSP will conduct and complete evaluation of pilot virtual IDC as well as modifications to improve online course delivery. BSP will convene janitorial LMCs and LAX LMC to evaluate training opportunities and industry needs. BSP convenes Google and World Ed to develop LMS implementation plan.	\$455,552.50
Quarter 2: October 1, 2021 - December 2021	
BSP will conduct and complete evaluation of pilot virtual IDC as well as modifications to improve online course delivery. BSP completes first pilot course content development and begins full scale of programming. BSP develops a joint labor-management outreach strategy to engage workers and encourage participation in the training. Develop strong working relationships with employers and building owners to implement and outreach to workers.	\$151,850.83
Quarter 3: January 1, 2022 - March 31, 2022	
BSP will work with industry partners to scale IDC, aiming to reach up to 5K workers through LMS training and other training delivery methods. BSP will convene LMCs to evaluate IDC needs and develop 2022 industry needs around training. BSP will convene 1 LAX LMC.	\$151,850.67
Quarter 4: April 1, 2022 - June 30, 2022	

Grant Workplan (Activities & Outcomes)	Planned Cumulative Expenditures (Awarded Funds Only)
BSP will convene LMCs and identify opportunities to leverage IDC to develop new training opportunities tied to career advancement skills. BSP will reach an additional 1K - 2K workers through IDC.	\$151,851.00
Quarter 5: July 1, 2022 - September 30, 2022	
According to feedback from LMCs, BSP will develop re-certification and other industry skills training curriculum in collaboration with subject-matter experts. BSP will work with both its internal staff and technical experts in LMS course creation and implementation strategies.	\$184,973.16
Quarter 6: October 1, 2022 - December 31, 2022	
BSP will launch IDC re-certification and/or new industry career advancement training program through LMS and alternative training delivery methods. Continue working towards the training goal of reaching 10,000 workers who become Infectious Disease Certified. Begin to promote to those workers who have graduated/participated other career pathways opportunities through the LMS.	\$184,973.16
Quarter 7: January 1, 2023 - March 31, 2023	
BSP will conduct evaluation and report back findings. Report back to state agencies, county health departments, and local governments about the impact of the newly certified workforce. Document and report on impact of IDC increasing consumer confidence and importance of reopening safely California. Meet operation goal of training up to 10,000 workers.	\$184,973.16
Total Awarded Funds	\$ 1,466,024.48



Fiscal Agent:	Building Skills Partnership
Project Name:	Safely Reopening CA through Career Pathway Innovation: Linking the Environmental Movement & COVID 19

Organization <i>(List entities on your team)</i>	Individuals with Expertise <i>(Provide Name and Title)</i>	Roles <i>(Role within the Partnership)</i>	Responsibilities <i>(Specific tasks/duties expected to complete as a function of the role)</i>	Match/Leverage Amount
Required Partners				
Employers				
American Building Maintenance (ABM)	Jim Alteiri, Vice President of Operations	Employer representative in LMC	Access to worksites and employees to deliver training, help form consensus on industry standards, participate in LMC and identify industry needs.	
DMS Facility Services	Loren Dotts, VP & General Manager	Employer representative in LMC	Access to worksites and employees to deliver training, help form consensus on industry standards, participate in LMC and identify industry needs.	
G2 (Airport Contractor)	Cindy Ford, Director of Compliance	Employer partner at LAX	Supports BSP staff coordinate trainings at LAX for G2 workers and engages in strategy planning training requirements and rollout	
Worker Representatives				
SEIU-USWW	David Huerta	Labor Partner	Labor leaders with influence over collective bargaining agreement impacting career pathways. Providing in-kind support of training space + additional supportive services.	\$75,000.00

SEIU-USWW	Denise Solis	Labor Partner	Labor leaders with influence over collective bargaining agreement impacting career pathways. Providing in-kind support of training space + additional supportive services.	
SEIU-USWW	Andrew Gross-Gaitan	Labor Partner	Labor leaders with influence over collective bargaining agreement impacting career pathways. Providing in-kind support of training space + additional supportive services.	
Other Partners				
Environmental and Environmental Justice Organizations				
Non-Profit and Community Based Organizations				
EdTech Center @ World Education	Jeff Goumas, Director of Product Management for Adult & Workforce Education Initiatives	Technical Expert	Provide guidance to BSP and H RTP on learning management system research, adoption, and implementation	
Building Skills Partnership (BSP)	Luis Sandoval, Interim Executive Director	Convener	Applicant of Grant with Fiduciary Responsibility for Project: Convener, Expansion + Delivery of Training, and Coordinator of H RTP.	\$517,239.98
Community Colleges and Adult Education Schools				
Local Workforce Development Boards				

Other				
Building Owners Management Association (BOMA-GLA)	Michele Ware, President	Building Owner Representative	Leverage influence and support from Building Owner/ Property Manager community to identify and establish industry standards, training opportunities, and career pathways	
Google.org	Sam Marder, Carl Tanner	Technical Experts	technical advisor, providing in-kind support through two key advisors with deep knowledge in skill building platforms.	
Total Leverage Provided by Partners				\$592,239.98



Fiscal Agent	Building Skills Partnership
Project Name	Safely Reopening CA through Career Pathway Innovation: Linking the Environmental Movement & COVID 19

Budget Line Item	Admin*	In-House	Contracted	Grant Request Total	Leveraged/Match Amount	Total Funds	Source of Leverage/Match	Type of Leverage/Match Fund
3 Operating Expenses								
Facilities Rent	\$0.00	\$0.00	\$0.00	\$0.00	\$74,880.00	\$74,880.00	SEIU-USWW	<input type="checkbox"/> Cash <input checked="" type="checkbox"/> In-Kind
Office Supplies	\$0.00	\$8,000.00	\$0.00	\$8,000.00	\$8,000.00	\$16,000.00	BSP General Funds	<input checked="" type="checkbox"/> Cash <input checked="" type="checkbox"/> In-Kind
Communications	\$0.00	\$0.00	\$0.00	\$0.00	\$94,800.00	\$94,800.00	SEIU-USWW, BSP General Funds	<input checked="" type="checkbox"/> Cash <input checked="" type="checkbox"/> In-Kind
Other	\$0.00	\$20,000.00	\$0.00	\$20,000.00	\$77,700.00	\$97,700.00	SEIU-USWW, BSP General Funds	<input checked="" type="checkbox"/> Cash <input checked="" type="checkbox"/> In-Kind
4 Equipment Purchases & Furniture								
Purchases	\$0.00	\$90,000.00	\$0.00	\$90,000.00	\$10,000.00	\$100,000.00	BSP General Funds	<input checked="" type="checkbox"/> Cash <input type="checkbox"/> In-Kind
Leases	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		<input type="checkbox"/> Cash <input type="checkbox"/> In-Kind
5 Instructional Materials and Supplies	\$0.00	\$16,000.00	\$0.00	\$16,000.00	\$16,000.00	\$64,000.00	BSP General Funds	<input type="checkbox"/> Cash <input checked="" type="checkbox"/> In-Kind
6 Tuition Payments/Vouchers	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		<input type="checkbox"/> Cash <input type="checkbox"/> In-Kind
7 Training Costs	\$0.00	\$490,000.00	\$0.00	\$490,000.00	\$30,000.00	\$520,000.00	BSP General Funds	<input type="checkbox"/> Cash <input checked="" type="checkbox"/> In-Kind
8 Work Experience Wages - WEX	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		<input type="checkbox"/> Cash <input type="checkbox"/> In-Kind
9 Supportive Services	\$0.00	\$0.00	\$0.00	\$0.00	\$60,000.00	\$60,000.00	Foundation Support	<input type="checkbox"/> Cash <input checked="" type="checkbox"/> In-Kind
10 Indirect Costs*	\$0.00			\$0.00	\$0.00	\$0.00		<input type="checkbox"/> Cash <input type="checkbox"/> In-Kind
11 Other Program Services	\$0.00	\$0.00	\$330,000.00	\$330,000.00	\$10,000.00	\$340,000.00	BSP General Funds	<input checked="" type="checkbox"/> Cash <input type="checkbox"/> In-Kind
Budget Total	\$0.00	\$1,136,024.48	\$330,000.00	1,466,024.48	\$592,239.98	\$2,058,264.46		

	Total Cost	Percentage
Admin & Indirect Costs Total*	\$0.00	0%
Program Total	\$1,466,024.48	100%
Grant Budget Total	\$1,466,024.48	100%



Fiscal Agent	Building Skills Partnership
Project Name	Safely Reopening CA through Career Pathway Innovation: Linking the Environmental Movement & COVID 19

1. Staff Salaries and Benefits				
Job Titles of Staff; Roles and Responsibilities	Salaries (FTE x Monthly Salary x Months Allocated to Project)	Benefit %	Total Benefits (Salaries x Benefit %)	Total Salaries (Salaries + Benefits)
LMS Administrator (proposed/open): Responsible for LMS phases, implementation, and project coordination.				
Project Director (proposed/open) : Responsible for day-to-day implementation of all training and project coordination.				
Data and Evaluation Specialist: Provides support for data intake and evaluation for performance measures.				
Budget Line Item	Narrative Details			Budget Amount
2. Staff Travel				
3. Operating Expenses				
Facilities Rent				\$0.00
Office Supplies	Pencils, pens, paper, etc.			\$8,000.00
Communications				\$0.00
Other	Instructional Development for Online Teaching			\$20,000.00
4. Equipment Purchases & Furniture				
Purchases	Tablets and hotspots			\$90,000.00
Leases				\$0.00

5. Instructional Materials and Supplies	Instructional materials such as textbooks, reference guides, and other supplies		\$16,000.00
6. Tuition Payments/Vouchers			\$0.00
7. Training Costs	LMS System @ \$33 per student; Instructors and Peer to Peer Instructors		\$490,000.00
8. Work Experience Wages - WEX			\$0.00
9. Supportive Services			\$0.00
10. Indirect Costs			\$0.00
11. Other Program Services	Contractors to assists with onramping curriculum to virtual self-study in the LMS platform that is particularly tailored for our demographics.		\$330,000.00
Total Budget Amount of Awarded Funds:			\$1,466,024.48



Fiscal Agent:	Building Skills Partnership		
Project Name:	Safely Reopening CA through Career Pathway Innovation: Linking the Environmental Movement & COVID 19		
Name of Contractor	Organization Type <i>(Choose from drop down options)</i>	Services Provided	Funds Allocated
TBD	Other	Contractor Online Instructional Design and Content Development	\$280,000.00
TBD	Other	Contractor for Online Curriculum Development: Photographer, Videographer, Sound	\$50,000.00
			\$0.00
			\$0.00
			\$0.00
			\$0.00
			\$0.00
			\$0.00
			\$0.00
Total Contracted Funds			\$330,000.00



The undersigned in submitting this document hereby certifies the following:

I am aware of the provisions of section 3700 of the California Labor Code which requires every employer to be insured again liability for workers' compensation or to undertake self-insurance in accordance with such provision before commencing the performance of the work of this Agreement.

Signature: _____

Name and Title (Print of Type): Luis Sandoval, Executive Director

Date: 11/14/2020

Firm Name: Building Skills Partnership

Street Address: 828 W. Washington Blvd.

City, State, Zip: Los Angeles, CA, 90015



Certification

I, the official named below, CERTIFY UNDER PENALTY OF PERJURY that I am duly authorized to legally bind the prospective Contractor to the clause(s) listed below. This certification is made under the laws of the State of California.

Contractor/Bidder Firm Name (Print): Building Skills Partnership

Federal ID Number: [REDACTED]

Authorized by (Signature):

Printed Name and Title (of Authorized Individual): Luis Sandoval, Executive Director

Date Executed: 11/14/202

Executed in County of: Los Angeles

CONTRACTOR CERTIFICATION CLAUSES

1. STATEMENT OF COMPLIANCE: Contractor has, unless exempted, complied with the nondiscrimination program requirements. (Gov. Code §12990 (a-f) and CCR, Title 2, Section 11102) (Not applicable to public entities.)

2. DRUG-FREE WORKPLACE REQUIREMENTS: Contractor will comply with the requirements of the Drug-Free Workplace Act of 1990 and will provide a drug-free workplace by taking the following actions:

a. Publish a statement notifying employees that unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is prohibited and specifying actions to be taken against employees for violations.

b. Establish a Drug-Free Awareness Program to inform employees about:

- 1) the dangers of drug abuse in the workplace;
- 2) the person's or organization's policy of maintaining a drug-free workplace;
- 3) any available counseling, rehabilitation and employee assistance programs; and,
- 4) penalties that may be imposed upon employees for drug abuse violations.

c. Every employee who works on the proposed Agreement will:

- 1) receive a copy of the company's drug-free workplace policy statement; and,
- 2) agree to abide by the terms of the company's statement as a condition of employment on the Agreement.

Failure to comply with these requirements may result in suspension of payments under the Agreement or termination of the Agreement or both and Contractor may be ineligible for award of any future State agreements if the department determines that any of the following has occurred: the Contractor has made false certification, or violated the certification by failing to carry out the requirements as noted above. (Gov. Code §8350 et seq.)



August 28, 2020

California Workforce Development Board
800 Capitol Mall, Suite 1022
Sacramento, CA 95814

RE: LOW CARBON ECONOMY WORKFORCE PROGRAM

To Whom It May Concern:

ABM is pleased to offer its full support to Building Skills Partnership (BSP) and its proposal for H RTP's Low Carbon Economy Workforce Program. **ABM** has been a longtime partner with BSP in developing and delivering workforce development training for our janitorial employees.

BSP programs and our ongoing partnership has offered valuable opportunities for learning and developing their skills to further their careers while also bringing value to our business. This partnership will continue to help **ABM** as a leader in its industry and bring more value to customers and to our community.

We look forward to working with BSP on continuing to offer these training opportunities as well as developing new trainings to equip our workers with the skills necessary for better job performance and career advancement opportunities

On behalf of our **ABM** team, we look forward to our ongoing partnership with Building Skills Partnership and supporting this H RTP project.

Sincerely,

ABM | Business & Industry

A handwritten signature in blue ink that reads 'James M. Altieri'.

James Altieri
Vice President of Operations – Los Angeles

Thursday, August 27, 2020

California Workforce Development Board

800 Capitol Mall, Suite 1022

Sacramento, CA 95814

RE: LOW CARBON ECONOMY WORKFORCE PROGRAM

To whom it may concern:

BOMA Greater Los Angeles (BOMA/GLA) is pleased to offer its full support to Building Skills Partnership (BSP) and its proposal for H RTP's Low Carbon Economy Workforce Program. BOMA/GLA has been a longtime partner with BSP in developing and supporting workforce development training for janitorial workers in our buildings.

BOMA/GLA represents more than 2,000 commercial real estate professionals in the Los Angeles area, connecting them with the people, information, education, and resources they need to maximize effectiveness at every level of building management.

BSP programs and our ongoing partnership has offered valuable opportunities for learning and developing the skills of workers to further their careers, improve their lives, while also bringing value to our association. This partnership will continue to help BOMA/GLA as a leader in its industry and bring more value to customers and to our community.

We look forward to working with BSP in a collaborative effort to offer these training opportunities as well as developing new trainings to equip our workers with the skills necessary for better job performance and advancement opportunities in our buildings.

On behalf of BOMA/GLA, we look forward to our ongoing partnership with Building Skills Partnership and supporting this H RTP project.

Sincerely,



Michele Ware
President
BOMA Greater Los Angeles



1040 Arroyo Drive
South Pasadena, CA 91030
(626) 305-8500
(800) 443-8677

August 28, 2020

California Workforce Development Board
800 Capitol Mall, Suite 1022
Sacramento, CA 95814

RE: LOW CARBON ECONOMY WORKFORCE PROGRAM

To whom it may concern:

DMS Facility Services is pleased to offer its full support to Building Skills Partnership (BSP) and its proposal for HRTF's Low Carbon Economy Workforce Program. DMS Facility Services has been a longtime partner with BSP in developing and delivering workforce development training for our janitorial employees.

DMS Facility Services has been in the building services business since 1969. Over the past 50+ years the company has experienced steady growth supported by long-term clients who have appreciated the direct, personalized attention and responsiveness of DMS management and supervision. DMS operates in major business markets across the nation, with our corporate headquarters in South Pasadena, California, and regional offices throughout California and in Phoenix, Arizona.

BSP programs and our ongoing partnership has offered valuable opportunities for learning and developing their skills to further their careers while also bringing value to our business. This partnership will continue to help DMS Facility Services as a leader in its industry and bring more value to customers and to our community.

We look forward to working with BSP on continuing to offer these training opportunities as well as developing new trainings to equip our workers with the skills necessary for better job performance and career advancement opportunities

On behalf of The DMS Facility Services team, we look forward to our ongoing partnership with Building Skills Partnership and supporting this HRTF project.

Sincerely,

A blue ink handwritten signature, appearing to read "Loren R. Dotts", written in a cursive style.

Loren R. Dotts
Vice President & General Manager
DMS Facility Services

United Service Workers West



Southern California

Los Angeles

828 W. Washington Blvd. Los Angeles, CA 90015 (213) 284-7705
(213) 284-7725 fax

Orange County

1936 W. Chaparral Ave. Orange, CA 92868
(657) 888-6647
(714) 704-9102 fax

San Diego

4001 El Cajon Blvd. Suite 211 San Diego, CA 92105 (619) 641-3050
(619) 641-3055 fax

Northern California

Alameda

1650 Harbor Bay Parkway Suite 200 Alameda, CA 94502
(510) 437-8100
(800) 772-3326 toll free
(510) 749-7008 fax

San Jose

1010 Ruff Dr. San Jose, CA 95110
(408) 280-7770
(408) 280-7804 fax

Sacramento

1555 River Park Dr. #203 Sacramento, CA 95815
(916) 498-9505
(916) 648-1905

www.seiu-usww.org

August 27th, 2020

California Workforce Development Board
800 Capitol Mall, Suite 1022
Sacramento, CA 95814

RE: LOW CARBON ECONOMY WORKFORCE PROGRAM

To whom it may concern:

SEIU- United Service Workers West is pleased to offer its full support to Building Skills Partnership (BSP) and its proposal for HRTF's Low Carbon Economy Workforce Program. SEIU-USWW has been working with BSP since its inception to develop workforce development training for janitors in partnership with employers and the Building Owners and Managers Association of Greater Los Angeles (BOMA-GLA). This collaboration seeks to building upon its work that focuses on the green economy and provides training services to many underemployed and unemployed workers in the janitorial and maintenance field.

SEIU-USWW represents more than 40,000 janitors, security officers, airport service workers, and other property service workers across California. Property Services workers are janitors, security officers, maintenance and custodial workers, stadium and arena workers, window cleaners, and other workers who provide important services.

Janitors are the frontline representatives of building management and are in day-to-day contact with tenants, and responsible for building cleaning and more likely to provide consistent, quality service and a competitive advantage to management. Industry observers report that as building owners grow more dependent on real estate managers to add value to their investments, service quality becomes more important relative to cost – hence, janitors become an integral part of the fabric of delivering quality service and sustaining green buildings.

SEIU-USWW will continue to fully support BSP's role as a labor-management conveyor to move forward industry-wide workforce development initiatives. Furthermore, SEIU-USWW is committed to join in efforts to maximize the leveraging of additional resources and acquiring financial support from building owners and employers to provide additional training opportunities to property service workers.

Our support has a value of \$75,000 and can expand the service delivery to the targeted participants. (Note: this support has an in-kind value with no exchange of cash being made). It can help sustain their career development activities and help broaden the service provision throughout the region.

On behalf of SEIU-USWW, we look forward to supporting the project.

Sincerely,

David Huerta
President