

High Road to Janitorial: Building Skills Partnership

An Initiative of the California Workforce Development Board

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. This project aims to advance job quality and equity by linking sector-based workforce training with climate resilience principles to improve the economic mobility of immigrant workers across California.

Commercial janitors clean the buildings of the wealthiest companies across the state, however many janitors struggle to make ends meet due to low-wages, lack of professional development opportunities, and systemic barriers. Through labor-management committees (LMCs), BSP facilitates collaboration between employers, labor, and workers to help workers overcome barriers to completing traditional forms of adult education and workforce development training. This model led to the creation of the Green Janitor Education Program (GJEP), an industry-recognized certification that trains workers with skills to improve green building performance by reducing energy, water, and waste inefficiencies in buildings. This project will scale the GJEP across six regions, implement new models for worker training, and strengthen existing regional LMCs while expanding the LMC model to new regions.

PROJECT HIGHLIGHTS

- Expansion of successful labor-management committee (LMC) model to new regions.
- Creation of Green Janitor Education Program (GJEP) 2.0 with new modules for maintaining green, safe, and healthy buildings.
- 600 workers trained in green building performance skills.
- Implementation of new distance learning models that increase digital equity and access to training throughout the state.
- Worker leadership opportunities through peer-to-peer training that elevate worker voice.
- Impact evaluation framework to assess outcomes, metrics, and overall improvement in green building performance.

KEY PARTNERS

- Building Skills Partnership (BSP)
- SEIU-USWW
- United States Green Building Council (USGBC)
- Building Owners Management Association (BOMA-GLA)
- American Building Maintenance (ABM)
- DMS Facility Services
- Able Services

