

An Initiative of the California Workforce Development Board

Building Skills Partnership (BSP) employs a sector-based workforce development strategy that targets workers in traditionally low-wage property services industries who come from low-income communities and often lack opportunities for skill development; improve workers' employment-related skills through on-the-job paid training, and meets the skills needs of industry through labor-management collaboration while creating lasting change in the labor market.

BSP's worker-centered model includes worker voice on the strategy, adoption, pilot, evaluation, and scaling of its already existing programs through its statewide worker advisory committee. Through this project BSP will expand its peer-to-peer trainer model and develop worker advocacy opportunities for increased worker leadership.

PROJECT HIGHLIGHTS

- Increase research and data capacity to inform effective market-level strategies that can further BSP's core H RTP goals and objectives, specifically leveraging building owner and building management collaboration to advance job quality and economic mobility for property service workers.
- Deepen labor-management collaboration to understand and address the changing needs of the property service industries to ensure a just and equitable multi-year recovery from the impacts of COVID-19.
- Pilot career pathways training to advance collective bargaining strategies, specifically achieving labor-management support for the adoption of a career lattice framework with new job classifications tied to wage differentials within the 2027 collective bargaining agreement.
- Advance worker voice through leadership development, program design and evaluation, peer to peer training, and worker advocacy opportunities.

KEY PARTNERS

- SEIU-USWW
- American Building Maintenance
- BOMA-GLA
- USGBC
- Evergreen Valley College
- EDTech Center @ World Education
- Servicon
- Medallion
- Flagship
- Paragon
- C&W Services