



In partnership:



2022

IMPACT REPORT

Increasing access to *education, leadership, and career advancement* throughout **California**



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ABOUT US

Building Skills Partnership (BSP) is a 501(c)3 nonprofit that improves the lives of property service workers in low-wage industries and their families. BSP programs serve 5,500 participants annually and focus on workforce development, immigrant inclusion, and community advancement. Founded in 2007, BSP offers programs throughout California, serving Los Angeles, Oakland, Orange County, Palo Alto Sacramento, San Diego, and San Jose.

Today BSP represents a unique partnership between over 75 property service employers, over 40 commercial building owners, Los Angeles International Airport (LAX), SEIU-USWW, and the broader community to bring transformative programming that enables workers' personal and professional success.



Building Skills Partnership offers career and education programs that enable individuals' personal and professional success.

Programs include:

- Workforce Development
- Citizenship & Civic Engagement
- Digital Literacy
- English As Second Language
- Financial Capability
- Health and Wellness
- Parent Education
- Tax Preparation
- Mike Garcia Scholarship

A MESSAGE FROM OUR EXECUTIVE DIRECTOR

Luis Sandoval

Building Skills Partnership

Building Skills Partnership had an incredible year! As society transformed into a moving, bustling, and continuously evolving landscape after reopening from the pandemic, BSP never missed a beat nor lost sight of the people we serve. Property service workers in low-wage industries and their families endured notable challenges as they overcame the public health crisis, a fragile



economy, and a dubious future for frontline jobs. Though, because of the support and benevolence of our partners and supporters, Building Skills Partnership weathered through the storms. I am humbled by the strength of the communities we serve, and the dynamic involvement of our partners whose foresight and commitment has strengthened a just and equitable recovery for society and the families in BSP programs. Since 2007, our organization has responded directly to the needs of the workers and the janitorial and airport industries through workforce development,

immigrant inclusion, and community advancement programs that help advance quality jobs and the communities that we serve. BSP has gratitude for our supporters who have made our transformative programs possible. Thank you for your solidarity in standing with essential workers and BSP. Our organization looks forward to your partnership in the years to come.

A MESSAGE FROM OUR BOARD CHAIR

Janna Shadduck-Hernández, Ed.D., Board Chair

UCLA – School of Education/Labor Center, Project Director

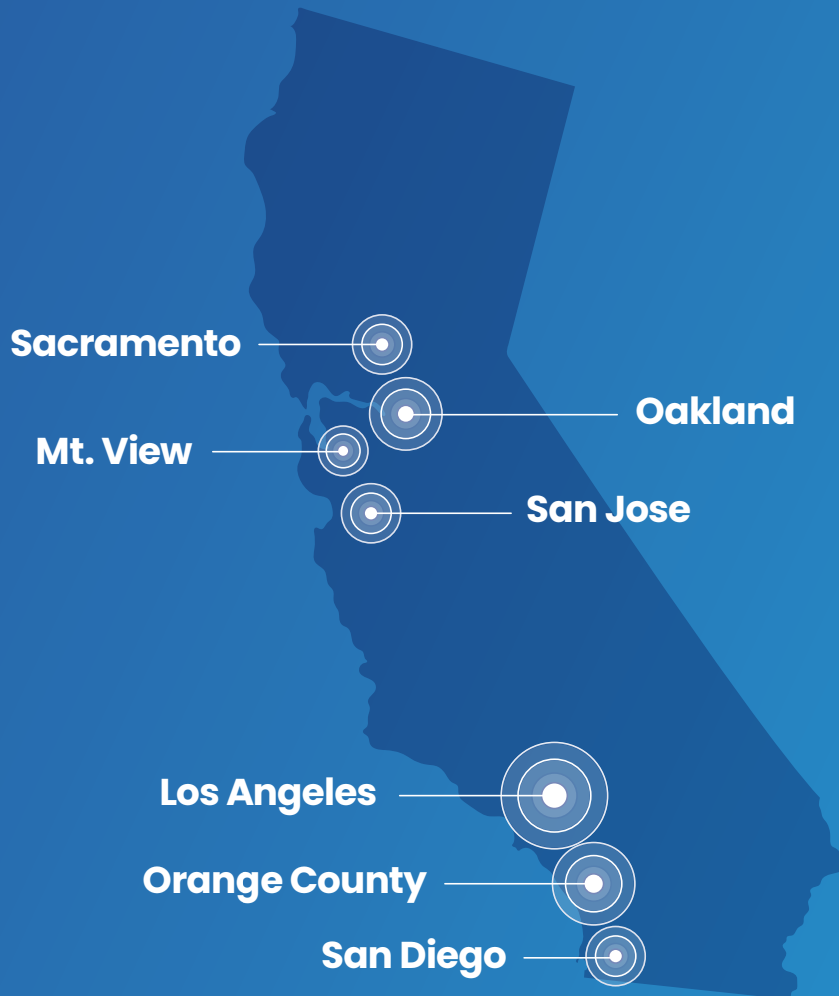
Building Skills Partnership programs have continued to keep pace with current changes in the workplace and educational settings as society reopened post-pandemic – BSP hybrid learning opportunities are offered to property service workers from low-wage industries and are available both in-person and online to reach as many workers and their family members



as possible. BSP's educational programs are changing lives. From digital literacy to financial literacy, citizenship and ESL classes, and scholarships, the programs are vast and profoundly impact USWW members and their families' lives! BSP is committed to offering career and education programs to enable workers' personal and professional success. As Chair of Building Skills Partnership, I am proud to lead an exceptional organization that provides opportunities to fully address the unique barriers that property service workers and their families face in realizing the benefits

of social, civic, and economic inclusion. Our organization could not have done it without your support, partnership, and commitment. Join BSP as we continue to advocate for closing the economic gap for low-wage workers and their families, and as we move forward to serve more individuals in the year ahead.

2022 IMPACT SNAPSHOT



20,000 individuals reached through outreach engagement

4,200 individuals received direct services and training

1,000 property service workers trained in Infectious Disease Certification

750 LAX workers completed BSP Emergency Preparedness Training

450 served through financial programs and free tax preparation

250 participants GJEP Forward certified in environmentally sustainable practices for major buildings

\$30K awards in college scholarships to children of property service workers



FEB

- BSP featured in the Washington Post
- NPNA Citizenship Press Conference



APR

Secretary of the California Labor & Workforce Development Agency Meets with BSP



2022 MILESTONE TIMELINE

- Carnegie Corporation Funds BSP's Parent University Program Expansion
- Spectrum Community Event for Digital Education



BSP BOARD RETREAT

Launch Strategic Plan



MAR

MAY

AUG

BSP Staff Retreat



NOV

2022 Mike Garcia Scholarship Gala



\$75K RAISED

to provide the children of property service workers scholarships in 2023

1,000+ JANITORS

Graduate from BSP's Infectious Disease Certification Program



College & Community Resource Fair



250 Janitors Certified in Green Janitor Education Program Forward

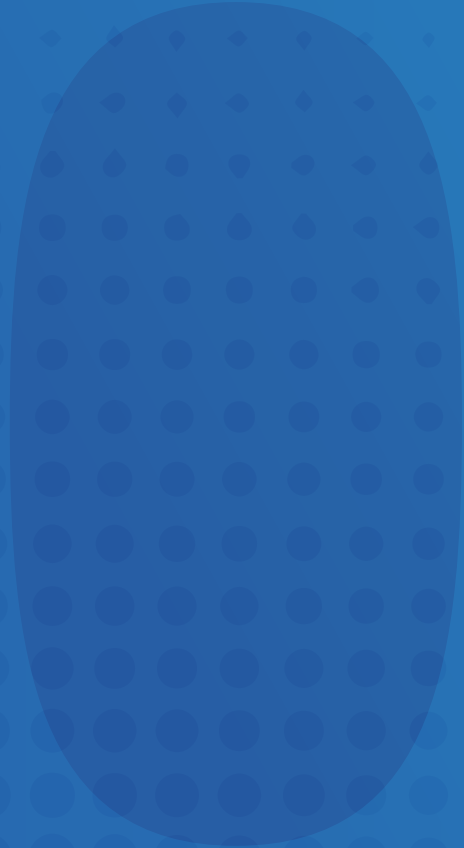


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WORKFORCE DEVELOPMENT

Infectious Disease Certification

Property service workers are frontline workers who play a critical role in protecting the health of occupants of workplaces across the nation. The recognition of these workers as an essential workforce has moved to the forefront during the COVID-19 public health crisis and has continued to be in the limelight as society reopened to business and movement. Building Skills Partnership developed the Infectious Disease Certification Program to adapt cleaning and maintenance practices to today's rapidly evolving health and safety measures.

Through the guidance and advisory of its partners, SEIU-USWW, responsible janitorial employers, and workers, BSP created the Infectious Disease Certification Program that equips property service workers with the knowledge to ensure their own health and safety and the building communities they serve.



1,500+

**JANITORS HAVE OBTAINED
CERTIFICATION SINCE
LAUNCHING IDC PROGRAM**

Green Janitors Education Program Forward

In partnership with the U.S. Green Building Council – Los Angeles, Building Owners and Managers Association of Greater Los Angeles, and SEIU-USWW, Building Skills Partnership developed the Green Janitor Education Program (GJEP) in 2014.



After completion of GJEP, workers are able to move to the next phase of certification, GJEP Forward, which focuses on helping property service workers think critically about their role in sustainability and green buildings.

To celebrate Building Skills Partnership's GJEP accomplishments, California Governor Gavin Newsom spoke about the programs in a video (below) to highlight the importance of environmental sustainability during Earth Day 2022.

In partnership with the U.S. Green Building Council – Los Angeles, Building Owners and Managers Association of Greater Los Angeles, and SEIU-USWW, Building Skills Partnership developed the Green Janitor Education Program (GJEP) in 2014.

The program is a qualified USGBC program through which janitors are accredited in green building cleaning practices to help meet the latest energy, water, and environmental sustainability standards. The GJEP curriculum addresses energy efficiency, recycling, waste management, water conservation and other sustainable and green cleaning practices.

Prior to this program, the janitors, who are at the forefront of building operations, did not necessarily understand why certain sustainable procedures or materials were required, or the impact they, as janitors, could have on energy reduction and water consumption. The program exemplifies social equity, where everyone participates in management and maintenance of a building.





LAX Programs

BSP offers educational programs to property service workers at Los Angeles International Airport (LAX), one of the largest international airports in the world. These dynamic career and education programs enable workers' personal and professional success.

BSP believes that passenger service workers, who serve as the frontline to the public and guests at the airport, have the potential to play an important role during emergencies by being equipped with proper education and training.

BSP designed a passenger service worker Emergency Preparedness Training program for LAX to address the rising concerns of various emergencies and incidents that have occurred at airports worldwide. Since 2016, BSP has collaborated with employers and partners at the airport and beyond to meet the community safety needs while relieving an immense source of stress for workers who service our airports everyday.

In 2022, BSP expanded its programming offering at LAX through the support made possible by the Employment Training Panel (ETP), Workforce Accelerator Fund and High Road Training Partnership grant programs as well as support from the Siemer Institute, United Way Greater Los Angeles, and the Carnegie Corporation of New York.

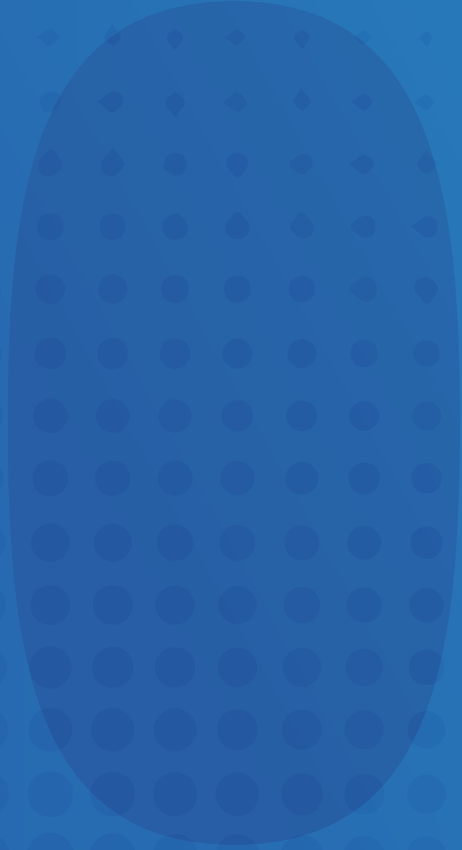


BSP programs for LAX workers include:

- Emergency Preparedness Training
- Infectious Disease Courses
- Financial Capabilities
- Parent University
- Career Pathways & College Access
- Leadership Development & Peer-to-Peer Training



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IMMIGRANT INCLUSION



BSP Joins Immigrant Advocates & LA Mayor, Eric Garcetti

Building Skills Partnership joined the National Partnership for New Americans (NPNA), in partnership with CHIRLA, SEIU International, LA Mayor Eric Garcetti, and SEIU-USWW to launch the “Naturalize 2 Million by 2022!” campaign in Los Angeles as part of a nationwide effort to encourage two million eligible permanent residents to obtain their citizenship.

As part of the “Naturalize 2 Million by 2022” campaign, NPNA partnered with dozens of cities, counties, and over 50 immigrant and refugee advocacy organizations throughout the nation to educate and empower eligible lawful permanent residents to become citizens.

BSP Executive Director, Luis Sandoval spoke to attendees at a press conference to highlight BSP’s Citizenship and Civic Engagement Programs and the importance of helping workers on their path to naturalization.

He joined other esteemed guests on stage, including:

- **Angelica Salas**, Executive Director of the Coalition for Humane Immigrant Rights (CHIRLA)
- **David Huerta**, President of the Service Employees International Union–United Service Workers West (SEIU–USWW)
- **Mayor Robert Garcia**, City of Long Beach
- **Blanca Carias**, U.S. Citizenship applicant in the backlog, Homecare Provider, SEIU–Local 2015
- **Elizabeth Lizarraga**, newly naturalized citizen, Childcare Provider, SEIU–Local 99
- **Jose Mejia Landaverde**, newly naturalized citizen, CHIRLA





BSP AND CHIRLA PARTNERSHIP

Building Skills Partnership and CHIRLA; one of the largest and most effective advocates for immigrant rights, organizing, educating, and defending immigrants, have partnered, have partnered together over a two-year period to support Citizenship and Civic Engagement programs. Through this partnership, 200 unique individuals will receive services to naturalize.

BSP's Citizenship and Civic Engagement programs support individuals throughout the process of becoming U.S. citizens. Participants learn U.S. history, civics, and English to prepare them for and pass the naturalization exam. Participants who complete the programs are provided a CHIRLA attorney, free of charge to complete naturalization applications.





Financial Capabilities VITA Tax Preparation

BSP Financial Capabilities programs empower deserving families to create positive financial habits, access the financial mainstream and achieve financial security. BSP's financial coaches provide individualized financial support and services to help participants improve their credit, save money towards owning a home, and save for retirement.

A core component of BSP's Financial Capabilities programs is Volunteer Income Tax Assistance (VITA), which offers free tax preparation services. As an accredited VITA site, BSP files taxes, supports with ITIN applications and renewals, provides assistance with the creation of payment plans, and educates about ways to save refunds free of charge.

\$800,000

IN TAX REFUNDS FOR PROPERTY SERVICE WORKERS



Digital Literacy Programs



Spectrum Event

BSP hosted a community resource fair in Los Angeles in collaboration with SEIU-USWW and corporate partner, Spectrum. The event was conducted to celebrate Spectrum's support of BSP's Digital Literacy programs, focused on reducing the digital divide in low-income communities.

In the long term, this collaboration will help BSP remove barriers to workforce development training and support services, create opportunities for career advancement, and mitigate future crises that can result in the disruption of in-person services.

The Los Angeles function was a family-friendly event, where food was served and booths were featured offering vaccination information, community resources, and fun activities.



1,000 Janitors Celebration

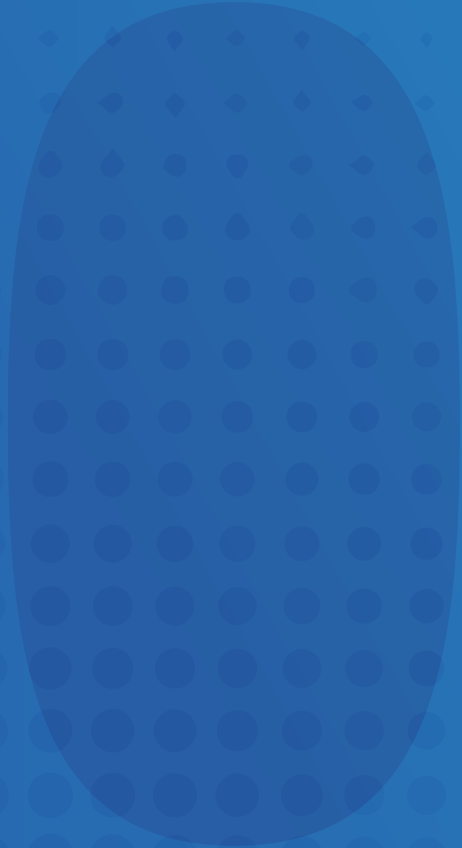
In the Spring of 2022, Building Skills Partnership celebrated 1,000 janitors graduating from the Infectious Disease Certification program! This was a momentous milestone for janitors who have completed this innovative education model.

To recognize this landmark, BSP gave away 100 Surface Go2 devices, helping property service workers gain digital access and skills.

The Infectious Disease Certification program exemplifies BSP's high-road programs, designed to provide equity, sustainability, and job quality through skills strategies created to support economically and resilient communities. BSP was proud to offer those who have completed this program an opportunity to also access and gain technical capabilities.



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COMMUNITY ADVANCEMENT

COLLEGE & COMMUNITY RESOURCE FAIR

BSP hosted a College & Community Resource Fair in Los Angeles, in partnership with SEIU-USWW. Over 100 property service workers and their family members attended the function, where individuals engaged with resource booths and activities focused on navigating the educational system, childhood enrichment opportunities and scholarships geared towards informing the community about how they can become involved in their children's education to help make their college dreams a reality.





BSP hosted a variety of institutions and organizations to talk to individuals about how to access higher education resources. Lead organizations including Cal State Fullerton, Los Angeles City College, Pasadena City College, UC Berkeley, UC Irvine, PIQE, SCE Credit Union, Kaiser Permanente, and Delta Dental were some of the partners in attendance. Workshops around college access and success, cooking demos and raffles were also held.





2022 Mike Garcia Scholarship Gala



On Thursday, November 2022, BSP hosted the 2022 Mike Garcia Scholarship Gala at La Plaza de Cultura y Artes in Downtown Los Angeles. The event focused on raising funds to provide financial support to 2023 college scholarship recipients.

\$400K+

In scholarships to students provided by BSP since 2008, through donations from individuals, employers, labor and SEIU-USWW.





BSP statewide staff gathered to host the 2022 Mike Garcia Scholarship gala, held in LA.



With the rising cost of education and diminishing public funding, college scholarships become even more critical. Nearly all of the children of property service workers are first-generation college students. Every night, their parents work hard to keep offices clean and safe for tenants and office workers across the state. The majority dream of their children attending college, but unfortunately the combination of their low wages and the increasing cost of tuition prevents many from providing the financial support needed for their children to attend college.

Building Skills Partnership established the Mike Garcia Scholarship to honor his legacy and vision. The organization continues to provide the financial support for the children of property service workers to obtain a higher education.



About Mike Garcia

Mike Garcia was born in April 1951 in East Los Angeles. As a student at Cal State Northridge, Mike worked his way through college as a janitor, a key experience that would come to shape his life and passion as a fierce advocate for working families. Mike served as the president of SEIU-USWW between 1988 and 2014 where he led 40,000 janitors, security officers, and airport workers in the Justice for Janitors campaign; a movement that helped workers achieve a more just way of living and working.



ALEJANDRA ZAMORA

UC Berkeley Graduate
Mike Garcia Scholarship Recipient



Alejandra Zamora graduated from UC Berkeley in 2022 with a degree in Political Science. A four time recipient of Building Skills Partnership's Mike Garcia Scholarship, she has now been accepted into the UC Berkeley Law Early Decision program with a partial scholarship.

The daughter of property service worker Alejandro Zamora, Alejandra grew up in the Beach Flats, a low-income, immigrant community in Santa Cruz, California. Despite any adversity and obstacles she faced, she has always chosen to give back to her community.

Alejandra volunteered in BSP's free tax preparation services, Volunteer Income Tax Assistance (VITA) for two years during the height of the COVID pandemic, helping to connect property service workers from low-wage industries to critical resources at a time of need.

She also volunteered with BSP's Citizenship and Civic Engagement programs. As a citizenship test tutor, she helped to prepare and instruct immigrant janitorial service workers to successfully take the U.S. Citizenship test. She also translated citizenship application documents for Latino immigrant clients and lawyers to facilitate legal services.

Alejandra's goal is to go to law school to become an immigration lawyer and serve her community. She would like to thank BSP and Mike Garcia Scholarship donors because their efforts not only help the students, but also their families and the immigrant communities they come from.

Health Programs: UnidosUS Comprando Rico y Sano

Buying Healthy & Flavorful Food

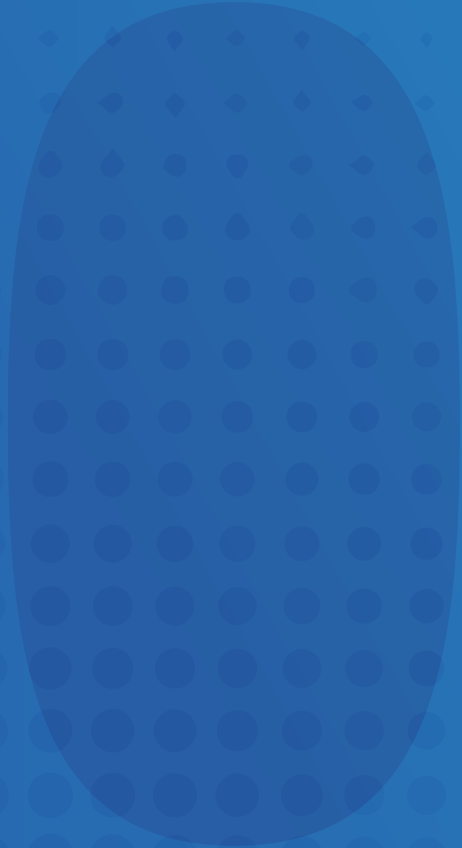


UnidosUS is a major partner and supporter of BSP's Health and Wellness program through Comprando Rico y Sano (Buying Healthy & Flavorful Food). This program seeks to reduce hunger and instill healthy shopping and eating habits among Latinos through nutrition education, SNAP enrollment, and food bank referrals. "During its affiliation, the organization has demonstrated strong leadership, professionalism, and capacity to implement a vast array of community-based health programs to low-income workers and their families around LA & OC with an equity lens," says Rita Carreon, Vice President, Health with UnidoUS.

"Through BSP's Health & Wellness program, property service workers and their families review habits that contribute to economic stability and learn new behavioral habits that can contribute to a healthy workforce and impact their quality of life" says Rita Carreon, Vice President, Health with UnidoUS.



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INVESTING IN STAFF



STAFF RETREAT

Thanks to a grant that BSP received from the Chan Zuckerberg Initiative to support leadership development and well-being of partners and staff in furtherance of racial equity, BSP staff members throughout California converged in San Diego during the summer of 2022 to reflect and discuss BSP's vision and core strategies. The staff retreat focused on learning tactics to ensure a just and equitable recovery for property service workers and their families who benefit from BSP programs.

"BSP is proud of its diverse staff and also the diversity in the communities it serves. We are grateful to receive this award from the Chan Zuckerberg Initiative to help further the work of BSP programs, aimed to improve the quality of life of property service workers in low-wage industries, as well as their families and communities," said Luis Sandoval, Executive Director of BSP.

BSP BOARD RETREAT

BSP's Board of Directors represents a unique partnership between labor and management.

The Board is composed of representatives from SEIU-USWW, building service employers, client-building owners, and the broader business community. In the Summer of 2022,

BSP hosted a Board retreat where these esteemed executives met with lead BSP staff members to discuss program initiatives.

The dialogue engaged the group to create a strategic plan, focused on expanding BSP programs to serve more property service workers and their families throughout California.



BOARD OF DIRECTORS



BOARD CHAIR
Janna Shadduck-Hernández
UCLA School of Education/Labor Center
Project Director



Lilia Garcia-Brower
CA Department of Industrial Relations
California Labor Commissioner



Alison Ascher-Webber
EdTech Center
Director of Strategic Initiatives



Marc Gittleman
5x5 Telecom
CEO



Javier Gonzalez
Google
*Head of California Local Government
Affairs & Public Policy*



Andrew Gross Gaitan
SEIU - United Service Workers West
Regional Vice President



David Huerta
SEIU - United Service Workers West
President



Victor Narro
UCLA Downtown Labor Center
Project Director

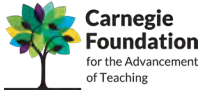


Sam Shapiro
ABM Industries
Director of Marketing Strategy



Michele Ware
BOMA Greater Los Angeles
President

FUNDERS



Notable Highlights

In 2022, Building Skills Partnership was mentioned in various publications, including:

- The Washington Post
- Univision
- EdTech Magazine
- Working Nation



The Washington Post

Building Skills Partnership was featured in The Washington Post! The 2022 article highlighted a day in the life of LA program participant, Jenny Mejia and her life as a single mother and janitor. The opportunities that BSP provides to help create a better quality of life for her family were featured, including Financial Capabilities and Parent University programs.

Univision

BSP Citizenship & Civic Engagement program participant, Amelia Mercado was interviewed about her naturalization experience. A janitor for a large corporation in Orange County; and a single mom of three children, Amelia spoke about the overwhelming U.S. Citizenship application process, which is challenging for full-time working immigrants learning the English language. She had to reapply for the process a second time and finally passed through the help of BSP Citizenship and Civic Engagement courses.

Edtech Magazine

Building Skills Partnership and Evergreen Valley College joined forces to develop a more tech-literate workforce. An article in EdTech Magazine highlighted the importance of digital literacy programs that serve traditionally underserved populations, and offered advice for other organizations looking to launch similar programs. "Our goal is to reach nontraditional students in a pathway that is going to address a need for the industry around workforce development, while also linking the students to a community college," said Luis Sandoval, Executive Director for Building Skills Partnership.

Working Nation

BSP was proud to have our organization and programs featured in WorkingNation, which focuses on workforce topics in the U.S. The article highlights how property service workers in California can engage in BSP programs for training, upskilling, and other educational opportunities. "We see this as a win-win" said Luis Sandoval, BSP's Executive Director. "I think that's a perfectly good way to describe the high-road training partnership model because it forces us to really think about what's a win for labor in terms of workforce development. And for employers – how do we upskill workers? How do we meet the demands of tomorrow while also meeting the demands of today which intersects with what labor wants."



2022

IMPACT REPORT



In partnership:

United Service
Workers West



Building Skills Partnership

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