



MEMORANDUM

Date: September 12, 2022

To: The Honorable Chair and Members
Pima County Board of Supervisors

From: Jan Leshner 
County Administrator

Re: County Workforce Engagement – THRIVE Training and Green Stewards Program

In the [May 16, 2022 Green Stewards memorandum](#) to the Board, the Office of Sustainability (OSC) committed to provide a curriculum of the proposed Green Stewards Program, Pima County's employee green team cohort. This memorandum transmits the promised curriculum as well as details about the THRIVE training, a climate change workforce-engagement initiative comprised of two courses, THRIVE L1 (Level 1) and THRIVE L2 (Level 2).

THRIVE and Green Stewards Program

Both the THRIVE training and Green Stewards program address items presented as priorities in the recently passed [Climate Resolution \(2022-25\)](#), which acknowledges this year's global call to urgent climate action found within the United Nations International Panel on Climate Change (IPCC) Assessment Report No. 6 (AR6). The collective purpose of these two efforts is to educate and motivate the County's workforce to improve their support, advocacy, action, and accountability for departmental efforts to reduce climate risk and increase resiliency.

Both THRIVE and the Green Stewards program are on-schedule to launch September 29, 2022. The attached provides more detail, but the following summarizes key features of these efforts:

- The THRIVE webpage will offer trainings and related education and outreach material available to the entire County workforce and the public.
- THRIVE L1 is a 4-module self-paced climate 101 course, full-translated into Spanish, delivered via video instruction by Mrs. Green's World and the OSC team.
- THRIVE L2 is a continuing education course delivered by guest speakers, that are content area experts, to provide timely and relevant information on climate change and sustainability practices.
- Green Stewards is an internal cohort of employees who are ambassadors of THRIVE trainings and serve as sustainability experts within their departments.
- Green Stewards are required to take THRIVE L1 and THRIVE L2, which includes live THRIVE L2 instruction (1-hour monthly).

The Honorable Chair and Members, Pima County Board of Supervisors
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- Recordings of THRIVE L2 trainings will be archived on the THRIVE webpage for workforce and public accessibility.
- Green Stewards will help maintain a “Green Champions” blog on the THRIVE webpage, which will feature County employees who actively practice sustainability in the workplace and at home. Nominees will also be featured in eScoop.
- Green Stewards will be a source of technical expertise to leadership, on an as-needed bases, to support SAPCO implementation planning efforts.

We are fortunate to have talented and energetic employees interested in contributing to making our workplace environment more sustainable. I am, therefore, enthusiastic to support their efforts to help us tackle this most pressing issue and will be instructing County departments as follows:

- Each County department should identify one to two employees to participate in the Green Stewards program. Names of employees should be submitted to the Sustainability Programs Manager at sandra.rosales@pima.gov by September 19th;
- Appointing Authorities should take actions to support and provide accommodations for employees designated as Green Stewards to enable their full engagement in the program; and
- Appointing Authorities should encourage their employees to take the THRIVE L1 and THRIVE L2 trainings.


JKL/dym

Attachment

c: Carmine DeBonis, Jr., Deputy County Administrator
Francisco García, MD, MPH, Deputy County Administrator & Chief Medical Officer
Steve Holmes, Deputy County Administrator
Linda Mayro, Director, Office of Sustainability and Conservation

Date: September 12, 2022

To: Jan Leshner
County Administrator

 for
From: Linda Mayro, Director
Sustainability and Conservation

Re: County Workforce Engagement – THRIVE Training and Green Stewards Program

On May 3, 2022, the Board of Supervisors reignited the County's climate adaptation and resiliency efforts by passing [Climate Resolution \(2022-25\)](#). In the resolution, among the efforts listed for prioritization, staff were directed to 1) publish the THRIVE training and 2) initiate the Green Stewards Program. Both efforts will launch on September 29, 2022. The collective purpose of these efforts is to educate and motivate the County's workforce to improve their support, advocacy, action, and accountability for departmental efforts to reduce climate risk and increase resiliency.

THRIVE Training

THRIVE is Pima County's sustainability workforce-engagement initiative developed by the Office of Sustainability and Conservation (OSC), in partnership with Mrs. Green's World and the College of Architecture, Planning, and Landscape Architecture (CAPLA) at the University of Arizona. Starting September 29, 2022, OSC will make available THRIVE L1 (Level 1) and THRIVE L2 (Level 2) on a custom online platform built by the University.

THRIVE L1

Dr. Sandra Bernal with CAPLA transformed OSC's 10-week live-learning workshop into a self-paced climate 101 course. In the development of THRIVE, Dr. Bernal assessed and aligned the course to Quality Matters, a rigorous research-based set of standards and criteria for online and blended learning environments. This ensures that THRIVE provides educational content at high, nationally recognized standards for online courses.

Key features of the THRIVE L1 course include:

- A 4-module climate 101 course delivered via video instruction provided by Mrs. Green's World.
- Accessibility to Spanish speakers through a fully-translated webpage and Spanish subtitles provided for all instruction video.
- Simple learning assessments for each module to provide learners an opportunity to earn credits and receive e-certificates upon completion.
- Adaptable learning assessment settings for school/student use.

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THRIVE L2

Acknowledging the rapid-paced release of new information relating to climate change and sustainability practices, OSC recognized the need for the Green Stewards, especially to have access to timely and relevant information that goes beyond what is presented in the THRIVE L1 course. Co-developed with Mrs. Green's World, OSC has thus developed THRIVE L2, a continuing education training course.

Key features of the THRIVE L2 course (curriculum is attached) include:

- An outline of course topics for one year
- Scheduled dates and times for the monthly live trainings, provided only to Green Stewards
- Required participation of the course by the Green Stewards
- Availability of training recordings archived on the THRIVE webpage for workforce and public accessibility

Green Stewards Program

In brief, the proposed Green Stewards program will establish the County's green team, an internal cohort of employees that are ambassadors of THRIVE and serve as sustainability experts within their departments. For more information on the benefits of green teams and OSC's partnership with Mrs. Green's world, please see the [May 16, 2022 Green Stewards memo](#) to the Board.

Anticipated to launch on September 29, 2022, the Green Stewards program will include:

- Required completion of THRIVE L1, for any Green Steward that did not participate in the 10-week live-learning workshop. (Note: OSC has record of all past participants. Green Stewards that did not participate will be notified).
- Required participation in THRIVE L2, see attached curriculum for training dates and times.
- Distribution of monthly e-checklists (produced by OSC) to educate and inspire cultures of sustainability within the workforce.
- Voluntary participation in the Green Stewards Microsoft Teams, an environment for active engagement within the cohort and accessibility to timely information and resources on climate change.
- Maintenance of a 'Green Champions' blog on the THRIVE webpage, featuring County employees who actively practice sustainability in the workplace and at home. Nominated employees will also be featured in eScoop.
- Contributions to a sustainability FAQs list on the THRIVE webpage for workforce and public accessibility.
- Source of technical expertise, on an as-needed basis, to the SAPCO County leadership team to support implementation planning efforts.

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Recommendations

The following are necessary in order to fulfill the Board's desire to develop and engage a workforce savvy to sustainability issues:

- Each department will need to identify one to two employees to participate in the Green Stewards program. Names of employees should be submitted to the Sustainability Programs Manager at sandra.rosales@pima.gov by September 16th.
- Appointing Authorities support and provide accommodations for employees participating in the Green Stewards program.
- Encouragement from County Administration and Appointing Authorities that all employees take the THRIVE L1 and THRIVE L2 trainings

Attachment

cc: Carmine DeBonis, Jr., Deputy County Administrator for Public Works

Sherry Ruther, Deputy Director, Office of Sustainability and Conservation

Sandra Rosales (Maina), Sustainability Program Manager, Office of Sustainability and Conservation

THRIVE L2 (Level 2) Curriculum

for 9/29/2022 launch

Leadership Team

Sandra Rosales (*nee Maina*)
Sustainability Programs Manager
Email: Sandra.rosales@pima.gov

Mrs. Green's World
Environmental Education Specialists
Email: gina@mrsgreensworld.com

About THRIVE

THRIVE is Pima County's sustainability workforce-engagement initiative developed by the Office of Sustainability and Conservation (OSC), in partnership with Mrs. Green's World and the College of Architecture, Planning, and Landscape Architecture (CAPLA) at the University of Arizona.

(Note: Beginning September 29, 2022, the THRIVE course and related content will be available on a custom online platform built by CAPLA).

THRIVE L2 (Level 2) Description

To bolster the County's climate adaptation and resiliency efforts, reignited by the recent passing of [Climate Resolution 2022-25](#), OSC's Sustainability Programs Division has developed a 1-year curriculum for interactive training and coaching content to increase workforce knowledge and awareness around climate change, its impacts, and sustainability, as a means to reduce climate risk and increase resiliency.

Course Objectives

- Understand the importance of creating cultures of sustainability in the workplace.
- Apply gained knowledge about climate change and its impacts from content area experts to decision-making in the workplace and at home.
- Explore decision-making and creative problem-solving to create cohesive road maps to a culture of sustainability in the workplace and at home.
- Incorporate sustainability into the County's strategic management process.
- Ensure all employees gain common ground on sustainability.
- Provide trainees concrete ways to lead by example.

THRIVE L2 (Level 2) Curriculum

for 9/29/2022 launch

Course Participation

THRIVE L2 is required for all Green Stewards. Trainings will be provided virtually (live) *only* to the Green Stewards for 1 hour, at 2pm-3pm, on the dates below. Recordings of the monthly THRIVE L2 trainings will be made available to the workforce and the public on the THRIVE webpage within 2 weeks of the live training.

(Note: Green Stewards is Pima County's green team, an internal cohort of employees that are ambassadors of THRIVE and serve as sustainability experts within their departments).

2022
Thurs., September 29
Thurs., October 27
Thurs., November 17

2023
Thurs., January 26
Thurs., February 23
Thurs., March 30
Thurs., April 27
Thurs., May 25
Thurs., June 29

Course Prerequisites

THRIVE L1 (Level 1)*

**Available September 29, 2022, as a 4-module climate change 101 course on the THRIVE webpage. Required unless the Green Steward participated in the previously offered 10-week live-learning workshop.*

Course Topics

Note: Lessons/topics below are not chronological order. The availability of content area experts will determine the delivery date of each training. Green Stewards will have access to the program schedule on the Microsoft Teams, updated as speakers confirm availability.

Lesson/Topic	Description
Creating Cultures of Sustainability	How can we involve and engage employees to create shared goals, values, and beliefs? What are ways we can implement practices to support an effective sustainability culture.

THRIVE L2 (Level 2) Curriculum

for 9/29/2022 launch

Thinking Globally, Acting Locally	Taking a look at human behavior from the lens of psychological science and its impacts on making the changes necessary to address the climate crisis
Energy Consumption 101	Hearing from our utility about the impacts of our energy use habits at work and at home
The Water Crisis: How Bad is it?	Training on water in the Southwest, drought conditions, etc.
Supporting the Local Economy	A deeper dive into why where we spend our money matters
Care More, Idle Less	Idle impacts, the importance of idle reduction, Pima County's Clean Air Program
EVs – Present and Future	Industry basics and obstacles relating to large-scale EV adoption
Getting Around Town	Exploring employee transportation patterns
Freecycling the Pima County Way	Promoting a County-wide freecycle event
Unity in Community	Community involvement and engagement for increasing climate change resiliency
Watershed Management and Landscaping	What are our region's best practices for land-use and watershed management that protect and improve the quality of our water and safeguard our natural resources?
What's the 2030 District? Why Care	Understanding the role of the 2030 District and their work in our region