

UPSKILL CHINO VALLEY IMPACT REPORT

2022 / 2026

Four years ago we made a set of promises to our community. This report is the answer: every number verified, every story real, every result something you can check.



5,212+

jobseekers served through
workforce programs

7,200+

students reached through
CVCC FutureReady

509

events serving local
businesses over four years

\$4.5M+

in grant and public funding
secured

The promise we made, and the results we can prove.

Chino Valley friends,

Four years ago, the Chino Valley Chamber of Commerce made a set of promises to this community. We called the plan Upskill Chino Valley, and it committed us to four things: build a workforce, develop leaders, strengthen our economy, and champion entrepreneurs.

We put those promises in writing. We set goals, signed contracts, and asked our partners, our members, and our community to hold us accountable.

This report is our answer. Every number in it comes from our records, our grant reports, and our partners, because when we tell you this work changed lives, we want you to be able to check the math.

The short version: more than 5,200 jobseekers served. More than 435 people placed into jobs. More than 7,200 students reached. Ninety-six community leaders developed. Five hundred nine events serving local businesses. More than \$4.5 million brought into programs that serve the Chino Valley. And a second-chance hiring partnership born in Chino that has now put more than 500 justice-impacted individuals to work across the United States.

None of this happened because of any one person or organization. It happened because businesses, educators, elected officials, nonprofits, and neighbors chose to work together. That is what a catalyst and convener does, and it is what the Chino Valley Chamber of Commerce has done for more than 100 years.

Thank you for being part of it. The best is ahead of us.

Zeb Welborn, CCE, IOM, ACE

President & CEO, Chino Valley Chamber of Commerce

A community's strength is built on the collaboration and commitment of its businesses.

2022 TO 2026

Upskill Chino Valley, by the numbers.

5,212+

jobseekers served through workforce programs, hiring events, and career coaching

435+

people placed into jobs through contracted workforce programs

500+

employers supported with recruitment, training, and HR resources

7,200+

students served through CVCC FutureReady

96

leaders developed through the Chino Valley Leadership Collaborative

\$90K

nearly \$90,000 raised for local nonprofits by Leadership cohorts

509

business and community events, an average of 127 per year

7,170

event registrations, with 12,800+ attendees counted at registration

100+

local businesses visited door to door with San Bernardino County

\$4.5M+

in grant and public funding secured for the Chino Valley

\$267K

in on-the-job training funds delivered directly to local businesses

500+

justice-impacted individuals hired nationwide through a model born in China

THE MISSION

Connect businesses, workers, students, entrepreneurs, and leaders with the training, resources, relationships, and opportunities they need to grow.

Four promises, in writing.

Upskill Chino Valley organized our work into four strategic imperatives. Each one carried written goals, and each is measured in this report. The vision: a Chino Valley where businesses can hire and expand, workers can advance, entrepreneurs can launch and scale, and leaders are ready to serve.

IMPERATIVE 01

Workforce Development

Help businesses find talent and help residents build careers, through job fairs, a talent pipeline, career pathways, and direct employer support.

IMPERATIVE 02

Leadership Development

Prepare current and future leaders to understand the community and take action, building a pipeline for business, civic, education, and nonprofit service.

IMPERATIVE 03

Economic Development

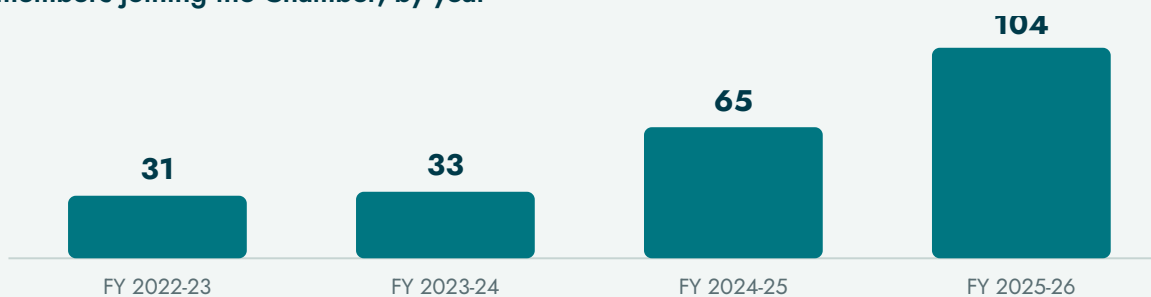
Strengthen the business climate and position the Chino Valley for long-term growth through retention visits, industry partnerships, and advocacy.

IMPERATIVE 04

Entrepreneurship Development

Help entrepreneurs and students turn ideas into sustainable businesses with startup support, youth entrepreneurship, and ecosystem building.

New members joining the Chamber, by year



Momentum in one picture: annual new-member growth more than tripled across the life of the plan. Source: ChamberMaster Membership Growth Report.

Four years of follow-through.

2022-23

YEAR ONE
THE LAUNCH

The State of California invests \$1 million to launch Upskill Chino Valley. Contracts follow with the Employment Training Panel and San Bernardino County Workforce Development. More than 70 people are placed into jobs in the first year, the Chino Valley Chamber Job Board launches, and the first Chino Valley Leadership Collaborative cohort graduates 24 leaders who raise \$15,000 for local nonprofits. The Western Association of Chamber Executives names Upskill Chino Valley its Outstanding Program of the Year.

2023-24

YEAR TWO
THE BUILD

The HIRE Grant brings second-chance hiring to the Chino Valley, and the KeHE and God's Pantry partnership begins. Industry roundtables launch, the Chaffey College partnership takes off across nine program areas, and the first Chamber delegation travels to Sacramento with CalChamber. The Association of Chamber of Commerce Executives names the Chamber a national Chamber of the Year Finalist.

2024-25

YEAR THREE
THE
BREAKTHROUGH

With Congresswoman Norma Torres and the City of Chino, the Chamber secures a \$2 million federal appropriation for the Chino Valley Entrepreneurship and Innovation Center, quadrupling the original goal. Event participation hits its peak year with 2,097 registrations, new member growth doubles, ACCE names the Chamber a national finalist for the second straight year, and Growing Inland Achievement presents its Excellence in Transformation Award.

2025-26

YEAR FOUR
THE PROOF

The Innovation Council launches with sold-out programming. A record 104 new members join the Chamber. The fair chance hiring model born in Chino passes 500 hires nationwide, and the Chamber keynotes the California Workforce Association Conference. The Pitch Competition goes county wide, Cohort 4 brings the Leadership Collaborative to 96 leaders, and CalChamber names the Chamber a 2026 California Chamber of the Year Finalist. Work begins on the next chapter: Elevate Chino Valley.

Every year of the plan ended stronger than the year before. That is what follow-through looks like.

01 Workforce Development

We said we would help businesses find talent and help residents build careers. Here is what happened.

5,212+

jobseekers served

435+

contracted job
placements

1,500+

businesses reached by
direct outreach

18

job fairs, doubling from
3 to 6 per year

Our workforce programs served more than 5,212 jobseekers through hiring events, employer referrals, career coaching, and workforce initiatives. More than 435 people were placed into jobs through contracted programs with the HIRE Grant, the San Bernardino County Workforce Development Department, and the Employment Training Panel. More than 500 employers received recruitment assistance, workforce consulting, and HR support, and job fairs produced more than 51 direct offers on site, beyond the many walk-in connections they created. The Chino Valley Chamber Job Board now draws more than 10,000 views every month.

We backed the work with real dollars: more than \$2.3 million in workforce funding secured, including \$267,089 in on-the-job training funds delivered directly to local businesses so they could hire and train.

And we aimed it with data. Employer surveys, labor market information, hiring event results, and business retention visits identified shortages in manufacturing, logistics, healthcare, retail, construction, and green energy. Talent Pipeline Management cohorts convened employers to name critical occupations and skills gaps, and we shared what we learned with education partners so training matches real hiring demand.

SECOND-CHANCE HIRING

The HIRE Grant: an investment in people

67 justice-impacted individuals served. 58 completed on-the-job training. More than 60 hired, with wage reimbursements paid to participating employers every step of the way. Second-chance hiring is not charity; it is a workforce strategy that works.

IMPACT SPOTLIGHT

From a Chino partnership to national impact.

Through the HIRE Grant, the Chamber partnered with KeHE Distributors and God's Pantry to build one of California's leading fair chance hiring partnerships. KeHE enrolled 32 participants, moved 27 through training, and brought all 32 into employment, supported by Chamber wage reimbursement funds.

The model worked so well that KeHE expanded it across the country.

32

participants enrolled and
employed at KeHE in Chino

500+

justice-impacted individuals hired
nationwide through KeHE's
expanded initiative

2

statewide and national conference
keynotes sharing the model

The Chamber, KeHE, and God's Pantry were invited to keynote the California Workforce Association Conference to show how employers, workforce agencies, and community organizations improve hiring, retention, and second-chance employment together, with a national conference presentation to follow. What began as a local wage reimbursement partnership is now a national model for fair chance hiring.

PREPARING THE NEXT GENERATION

CVCC FutureReady and Chaffey College

7,200+

students served across
three districts

202

internships and work-
based learning
placements

1,438

student engagements
with Chaffey College

88

healthcare students
placed in clinical
rotations

Through CVCC FutureReady we served students across Chino Valley Unified School District, Ontario-Montclair School District, and Heights Christian Schools, and hosted eight Career Days. Our Chaffey College partnership added 247 employer and industry engagements across nine program areas, from InTech and HVAC to culinary arts and dental, and connected 868 attendees with regional employers through three student job fairs.

02 Leadership Development

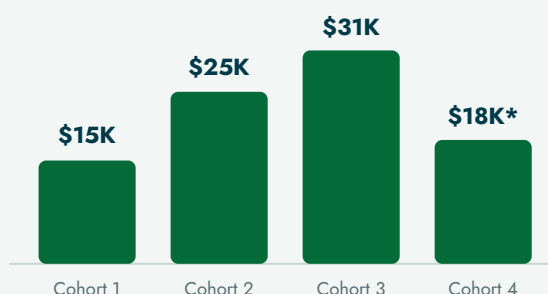
We said we would prepare leaders to understand the community and take action. Here is what happened.

The Chino Valley Leadership Collaborative has developed 96 leaders across four cohorts, and through the Community Good Project those cohorts have raised nearly \$90,000 for local nonprofits, with Cohort 4 pursuing a \$60,000 goal this year.

The Inland Empire Economic Partnership recognized the Collaborative as the region's best city and chamber collaboration, and alumni programming launched this year to keep graduates connected and serving.

The Chamber develops leaders inside our own walls too. Every summer we take on interns who learn business, workforce, and economic development firsthand. Many have gone on to strong colleges and internships with local Assemblymembers and Senators.

Community Good Project: funds raised for local nonprofits



*Cohort 4 raised to date, pursuing a \$60,000 goal. 96 leaders total: 24, 23, 22, and 27 members by cohort.

WHAT GRADUATES DO NEXT

A health challenge behind prison walls

A NutriShop owner partnered with corrections officers at the women's prison to run a transformational health challenge, bringing professional body composition equipment on site while staff pooled a prize fund for the winner.

A nonprofit finds its civic voice

An executive at God's Pantry who had never engaged in legislative affairs found her voice through the Collaborative and is now building relationships with local representatives to advance her nonprofit's work.

A safety gap, spotted and closed

On a Collaborative tour of Waste Management, Chino Valley Fire District members noticed no response plan existed for a garbage truck fire. The two organizations reconnected to train firefighters on exactly that scenario.

From donor to board member

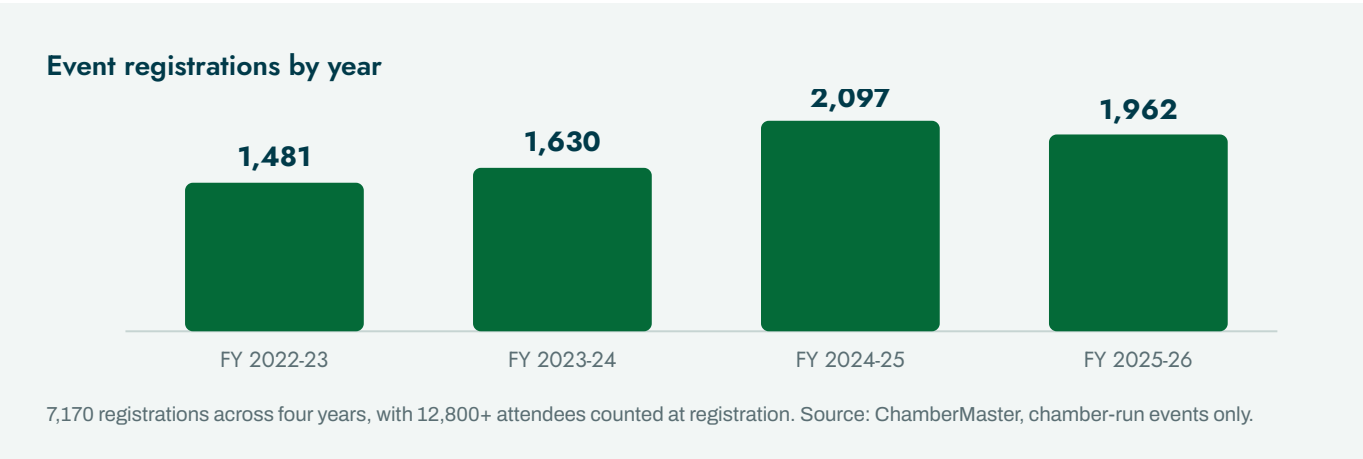
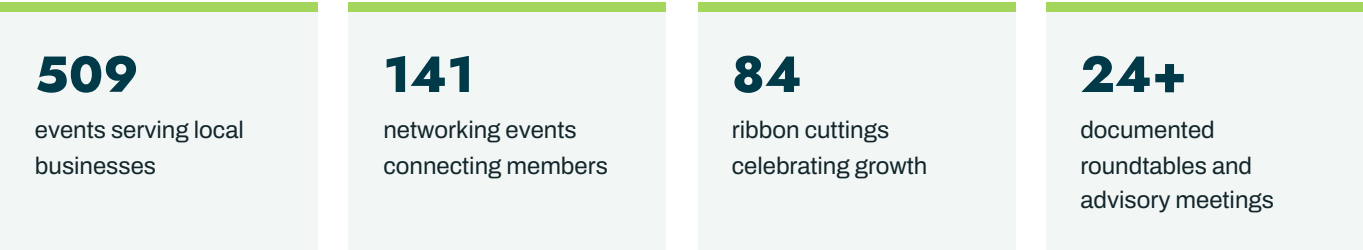
After Rebel Ranch received Community Good Project funding, one cohort member was so moved by the work that they asked to join the Rebel Ranch board, and did.



Cohort 4 of the Chino Valley Leadership Collaborative on day one: 27 more leaders preparing to serve.

03 Economic Development

We said we would strengthen the business climate for long-term growth. Here is what happened.



Roundtables produce results. A 2022 Women's Roundtable led to our inaugural Women's Conference and a formalized Women's Council that now hosts quarterly events. Roundtables with our Senators and Assemblymembers connected businesses directly to the people who represent them. And with San Bernardino County, we visited more than 100 local businesses door to door, listening first and acting second.

We helped businesses arrive and grow, from the Orel Hershiser Chevrolet Grand Opening to new arrivals like F45 Fitness, where we helped navigate and expedite permitting, and we connected dozens of businesses to free county and state resources.

Our advocacy carried the business voice to Sacramento. The Legislative Action Committee reviews 30 to 50 pieces of legislation each year in public bill trackers, Chamber delegations traveled to Sacramento with CalChamber in 2024, 2025, and 2026, and the California Chamber of Commerce has recognized our advocacy, including with its President's Circle recognition for exceptional business advocacy. Our Director of External Affairs graduated in the inaugural cohort of CalChamber's advocacy training.

04 Entrepreneurship Development

We said we would help entrepreneurs turn ideas into sustainable businesses. Here is what happened.

THE CENTERPIECE

\$2 million for the Chino Valley Entrepreneurship and Innovation Center

With the support of Congresswoman Norma Torres and in partnership with the City of Chino, we secured a \$2 million federal appropriation, quadrupling our original \$500,000 goal, to build a long-term home for entrepreneurs, startups, and innovators, alongside partners including the Microenterprise Collaborative of Inland Southern California and AmPac Business Capital.

Across four years, 72 of our events focused directly on workforce and entrepreneurship: 18 job fairs, 15 roundtables, and 39 entrepreneurship workshops, pitch events, and innovation programs, drawing more than 1,250 registrations. Participation in this programming has more than tripled since the plan's first year. We launched the Innovation Council to drive innovation in the Inland Empire, attract funding and investment, and position our region as a hub for opportunity; its events regularly sell out, including a cybersecurity workshop that drew 59 local business leaders. Through the Council and our workshops we connected entrepreneurs with mentors, and with partners like AmPac Business Capital and local banks, we connected them to capital.

AND WE STARTED YOUNG

1,800

TK-12 student entrepreneurs
across nine Kids Entrepreneurship
Fairs

112

student entrepreneurs on stage
across four Pitch Competitions

\$17.5K

in prize funding awarded to
student entrepreneurs

The Pitch Competition is now expanding county wide, welcoming students from Ayala, Chino Hills, Chino, Don Lugo, and Entrepreneur High Schools, Canyon Hills and Townsend Junior High Schools, and Fontana Unified School District. The next generation of Chino Valley business owners is already pitching.

WHY WE DO THIS

The people behind the numbers.

A strategic plan is measured in numbers. It is lived in people. Here are a few of the thousands whose stories make up the totals in this report.

A JOB IS RARELY JUST A JOB

One HIRE participant left incarceration and walked into employment through the Chamber's second-chance hiring program. With steady work came steady ground: they regained custody of their children and purchased a car for their child, one milestone at a time. Their story was featured at the Second Chance Summit at Boys Republic, and it is the reason this program exists.

A partnership that went national

KeHE Distributors took a chance on fair chance hiring with the Chamber and God's Pantry, and it worked: 32 local participants entered employment. Today KeHE has carried the model across the country, with more than 500 justice-impacted individuals hired nationwide.

A conversation that became an institution

A single Women's Roundtable in 2022 surfaced a need nobody had named. It grew into the Chamber's inaugural Women's Conference, and today a formalized Women's Council hosts quarterly events for local business owners. That is what happens when the Chamber listens first.

A new business finds its footing

When F45 Fitness came to the Chino Valley, the Chamber helped navigate and expedite permitting so the doors could open sooner. When Northgate Markets announced its arrival, the City connected them to the Chamber for hiring support before the first shift was ever posted.

The next generation starts early

At nine Kids Entrepreneurship Fairs, 1,800 TK-12 students ran their first real businesses. Some of them will be Chamber members one day. A few might be standing at a ribbon cutting of their own.



Members honored and volunteers recognized: celebrating the people who build the Chino Valley's economy.

THE FUNDING BEHIND THE WORK

From zero grant funding to public trust.

Upskill Chino Valley moved the Chamber from an organization with no grant funding to one trusted with more than \$4.5 million in public investment. Every dollar was earned by results, managed with accountability, and reported to the agencies and partners who entrusted it to us.

\$4.5M+

secured for the Chino Valley across 14 funding partners between July 2022 and June 2026, spanning federal, state, county, city, education, and philanthropic sources.

\$2.3M+

in workforce funding powering placements, training, and second-chance hiring

\$2M

federal appropriation for the Chino Valley Entrepreneurship and Innovation Center

14

funding partners who placed their trust, and their dollars, in the Chamber's work

OUR FUNDING PARTNERS

The State of California • a federal appropriation championed by Congresswoman Norma Torres • the Employment Training Panel • the HIRE Grant • San Bernardino County Workforce Development Department • San Bernardino County Economic Development Department • San Bernardino County Superintendent of Schools • Fourth District Supervisor Curt Hagman • the City of Chino • Chaffey College • Ontario-Montclair School District • the Inland Regional Energy Network • the Inland Empire Community Foundation • Growing Inland Achievement

Individual award amounts are maintained in the Chamber's grant and contract records, with full reporting to each funder, and are available to funding partners and auditors on request.

NONE OF IT HAPPENED ALONE

The partners who made it possible.

GOVERNMENT & PUBLIC AGENCIES

San Bernardino County Workforce Development Department, City of Chino, City of Chino Hills, Employment Training Panel, San Bernardino County Superintendent of Schools, California Community Colleges Foundation, California Jobs First, California Workforce Association, U.S. Chamber of Commerce Foundation, California Chamber of Commerce, Supervisor Curt Hagman, Congresswoman Norma Torres

EDUCATION PARTNERS

Chaffey College and the InTech Center, Chino Valley Unified School District, Ontario-Montclair School District, Chaffey Joint Union High School District, Heights Christian Schools, and regional K-12 districts

COMMUNITY & NONPROFIT ORGANIZATIONS

Boys Republic, OPARC, Youth Action Project, Esperanza Scholarship Foundation, God's Pantry, and the community organizations that walk alongside justice-impacted individuals

ECONOMIC DEVELOPMENT & REGIONAL ORGANIZATIONS

Inland Empire Growth and Opportunity, Inland Empire Community Foundation, Inland Regional Energy Network, Growing Inland Achievement, OCIE Small Business Development Center, Microenterprise Collaborative of Inland Southern California

EMPLOYER & INDUSTRY PARTNERS

KeHE Distributors, Kaiser Permanente, Chino Valley Medical Center, Pomona Valley Hospital Medical Center, Hussmann, T&T Supermarket, AmPac Business Capital, and hundreds of local businesses across manufacturing, logistics, healthcare, retail, construction, and energy

RECOGNITION

- Upskill Chino Valley named Outstanding Program of the Year, Western Association of Chamber Executives
- National Chamber of the Year Finalist, Association of Chamber of Commerce Executives, 2024 and 2025
- 2026 California Chamber of the Year Finalist, CalChamber
- 2025 Excellence in Transformation Award, Growing Inland Achievement
- Chino Valley Leadership Collaborative recognized by the Inland Empire Economic Partnership as the region's best city and chamber collaboration

Recognition is not the goal. It is evidence the model works, and it is how a community becomes a model for a region.



Celebrating our members by name: honorees on stage at the Chamber's annual Business Awards and Recognition Dinner.
UPSKILL CHINO VALLEY IMPACT REPORT

WHAT IT ALL ADDS UP TO

The economic impact: the full picture.

Every imperative in this plan moves money through our economy. Using a conservative methodology built on verified counts, actual transaction records, and published federal wage data, here is what four years of Upskill Chino Valley support.

\$35M+

Total economic impact of Upskill Chino Valley over the four years of the plan, conservatively estimated: cumulative wages earned by workers placed, the regional activity those wages support, and the direct dollars brought into our community.

\$21-39M

estimated annual regional activity from local job placements, ongoing every year

\$4.5M+

in grant and public investment brought into local programs

\$700K+

in commerce transacted through Chamber events

The workforce engine. The 435+ verified local placements represent an estimated \$15 million to \$28 million in annual wages, from entry level (\$35,000) to the regional average for all occupations (\$64,272, U.S. Bureau of Labor Statistics, Riverside-San Bernardino-Ontario). Wages earned locally are spent locally: with a conservative 1.4 regional multiplier consistent with federal RIMS II modeling, those wages support \$21 million to \$39 million in regional economic activity every year.

The overall total. Staggering those placements across the four program years, counting only a conservative share of each worker's time employed at entry-level wages, applying the regional multiplier, and adding the direct dollars below yields a cumulative four-year impact above \$35 million. Using average regional wages instead, the same math exceeds \$60 million; we report the conservative floor.

Dollars through the local economy. Beyond wages: more than \$4.5 million in grant and public funding secured, more than \$700,000 in commerce transacted through 509 Chamber events (actual collections in our registration system, which understate walk-up commerce), \$267,089 in training funds delivered directly to local businesses, nearly \$90,000 raised for local nonprofits, and \$17,500 awarded to student entrepreneurs.

The compounding layer. Some impacts we count rather than convert to dollars, because their value compounds for decades: 500+ employers strengthened, 84 new and growing businesses celebrated, more than 100 businesses visited door to door, a fair chance hiring model now at work nationwide with 500+ hires, 202 students placed in work-based learning that research links to higher lifetime earnings, 7,200+ students given early career exposure, and 96 leaders now serving on boards, commissions, and community projects across the region.

Methodology: conservative estimates from verified counts, ChamberMaster transaction records, and published federal wage data. The Chamber is pursuing independent validation through regional economic partners.

THANK YOU

The Chairman's Circle.

These businesses and leaders invested in the Chamber's mission for the 2025-2026 program year, July 2025 through June 2026: nearly \$196,000 in combined support, including \$157,000 in direct investment and \$39,000 of in-kind services. Their year-round commitment powers everything in this report. Thank you.

PREMIER

Chaffey  College

DIAMOND



PLATINUM



San Bernardino County
Supervisor Curt Hagman
Fourth District



GOLD



Kaiser
Permanente

Chino Hills
Living & Sports

Vertical IT
Solutions

FedEx
Ground

SILVER

Shell Roofing Solutions • Chino Valley Primary Care • Chino Valley Champion • TailoredSpace • Tri-Counties Association of Realtors • Chino Valley Medical Center • IEUA • Options for Youth • TownePlace Suites by Marriott Ontario Chino Hills • Servpro Team Brogdon • Holiday Inn Express Chino Hills • Transtech Engineers • UMO

BRONZE

Berry Global • Chino Commercial Bank • Sycamore Academy • Vortex Plumbing • Wacker Chemical • CORE Impact Benefits • Domestic Diesel • NFI Industries • Southern California Edison • Edward Jones, Office of Josh Sun • State Farm, John Edgar Agent • Omnitrans • Conrad Alois • Hussmann • Ontario International Airport • In-Kind Thrift Store

Levels reflect the Chamber's Chairman's Circle Master Roster for the 2025-2026 program year. To join the Chairman's Circle, contact the Chamber at (909) 627-6177.

THANK YOU

To every member, sponsor, volunteer, board member, elected official, educator, and partner in these pages and the hundreds who are not: this is your impact. A community's strength is built on the collaboration and commitment of its businesses.

ELEVATE CHINO VALLEY

Elevating Businesses. Strengthening Community. Expanding Opportunity.

We elevate businesses, develop leaders, strengthen partnerships, and create opportunity for a stronger Chino Valley. Upskill proved we keep our promises; Elevate is the next set, in writing.

1. BUSINESS CONNECTION

Consistent, intentional opportunities for members to build relationships, share ideas, and create business.

Intentional business connection / member success, engagement and retention / stakeholder and business convening

2. ENTREPRENEURSHIP & INNOVATION

Helping businesses start, grow, adapt, and innovate with practical resources, guidance, and opportunity.

Business growth and resource concierge / practical AI, technology and innovation / the Entrepreneurship and Innovation Center

3. LEADERSHIP & ADVOCACY

Developing leaders, championing a strong business climate, and connecting members to the people who move ideas forward.

Leadership, mentorship and civic pipeline / business climate advocacy / trusted convener and resource connector

4. REGIONAL PARTNERSHIPS & INFLUENCE

Strengthening the Chino Valley by connecting talent, deepening partnerships, and advancing the region's business climate.

Workforce and youth pathways / community and regional partnerships / regional economic influence

MISSION

A trusted catalyst and convener, igniting growth and positive change for businesses and our community.

VISION

Leading with innovation and strategic partnerships to nurture a thriving business community and drive positive regional change.

CORE VALUES

Integrity · Commitment · Innovation · Leadership · Engagement · Diversity, Equity, Accessibility & Inclusion

STRONGER BUSINESSES. STRONGER COMMUNITY. STRONGER CHINO VALLEY.

The Chino Valley Chamber of Commerce is a trusted catalyst and convener for the Chino Valley business community. For over 100 years, we've helped businesses grow through education, advocacy, and engagement.

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