Center for Sustainable Energy

May 15, 2024

THRIVE Inland SoCal Community Insights Draft Report

Contents

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Survey Overview

The Thrive Inland SoCal Community Insights survey was designed to serve as a quick tool to gather community responses to key questions sub-regional tables (SRTs) and researchers wanted to ask the communities of Riverside and San Bernardino Counties. It is important to note that the survey results are based on an opportunistic sample; it was not administered in a way to ensure representativeness by subregion, age, affiliation or any other group. The survey was open and available from February 13 to April 15, 2024. The survey was distributed through Thrive Inland SoCal SRTs and committees at meetings, events, and via email. Respondents typically took the survey on a mobile phone or computer. A total of 711 responses were collected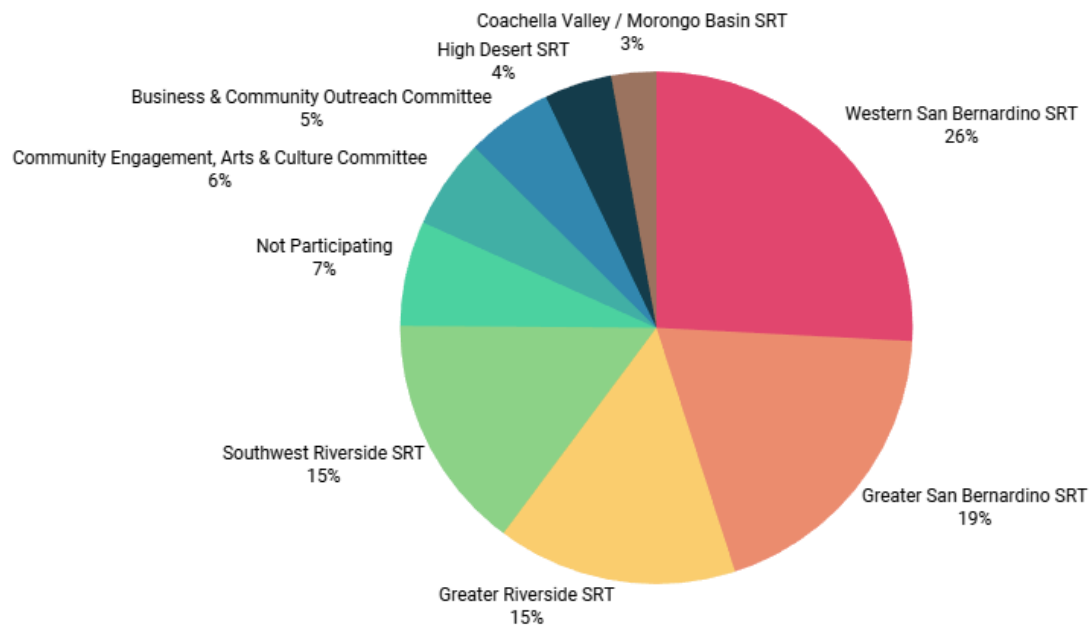. Of these responses, however, 289 were found to be duplicate, laconic, or fraudulent responses, and have been excluded from this analysis (See below for more details). The remaining 422 survey responses were spread across the six sub-regional tables and two committees with the majority of responses concentrated in the four metropolitan SRTs of San Bernardino and Riverside counties. The rural SRTs of High Desert and Coachella Valley & Morongo Basin had the lowest survey participation rates, making up only 18 and 12 of the 422 responses, respectively.

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Survey Participation by SRT

Western San Bernardino (WSB)	109
Greater San Bernardino (GSB)	81
Greater Riverside (GR)	64
Southwest Riverside (SWR)	63
Not participating (N/A)	28
Community Engagement, Arts & Culture Committee (CAC)	24
Business and Community Leaders Outreach Committee (BCL)	23
High Desert (HD)	18
Coachella Valley/Morongo Basin (CVMB)	12
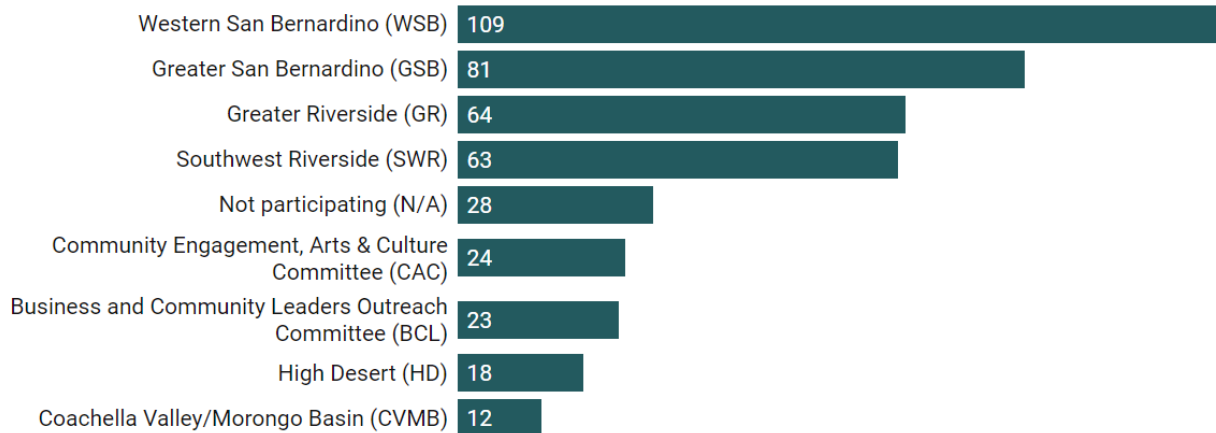
Survey Participation Rates by Subregional Table

Coachella Valley / Morongo Basin SRT 3%
High Desert SRT 4%
Business & Community Outreach Committee 5%
Community Engagement, Arts & Culture Committee 6%
Not Participating 7%
Southwest Riverside SRT 15%
Greater Riverside SRT 15%
Western San Bernardino SRT 26%
Greater San Bernardino SRT 19%

Survey Structure and Focus of Analysis

The survey was comprised of four main sections: (1) demographic and firmographic information, (2) Thrive Engagement Map opt-in, (3) community insights regarding job availability, worker resources for job access, and partnerships, and (4) additional thoughts. The first two sections used mostly

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multiple-choice response options to inquire about where people lived and worked, how they were involved with Thrive Inland SoCal, contact information, their age, which of 13 affinity groups they identified with, and whether they would like to be represented on the Thrive Engagement Map. The third and fourth sections asked open-ended questions to gather survey respondents' perspectives on employment and economic development in the Inland SoCal region.

The partnerships section sought to gather names and information on local organizations relevant to THRIVE's efforts in the Inland Empire. The resulting list of organizations from these questions can be found in the appendix.

The job access and availability questions attempted to gather examples of effective and ineffective efforts to improve job access and advancement for Inland Empire residents. However, the responses represented a melting pot of issues in the region and how residents thought it best to overcome them. To adjust for this thematic difference, CSE evaluated these responses on how they aligned with the eight proposed California Jobs First strategy development topics: Building Cultural & Social Capital, Career Advancement, Childcare Access, Education & Training Access, Employer-sponsored Housing, Technology Access, and Transportation Access.

Given the nature of the survey response results and the intention to use survey results to inform the economic development plan, CSE analysts focused analysis of the 422 survey responses primarily on the jobs section survey questions 16, 17, and 18. This question group specifically asked about job availability, job training, and workforce advancement/preparedness. Due to the nature of these questions, the majority of responses fell under the California Jobs First themes "Career Pathways" and "Education and Training Access." Themes that emerged despite not being directly asked within the questioning were regarded as important to consider. The three main questions that were analyzed included:

> Q16 - What do you think are the top three things needed to make more quality jobs available to more residents in your sub-region?

> Q17 - In general, what do you think has been effective (or ineffective) about efforts to provide entry-level job training and placement in your community?

> Q18 - What do you think has been effective (or ineffective) about helping residents already in the workforce to prepare for and find better quality jobs?

Responses were divided between barriers and solutions based on the tone and wording of the response. Respondents were more likely to present solutions and it is important to note that most survey responses were short and concise in their wording. Where more than one theme was present, a response was coded with multiple themes.

This analysis includes a brief assessment of thematic differences among SRTs. Time permitting, future analysis of themes by age, affiliation, and type of employer may also yield noteworthy differences in respondents' answers.

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Duplicate, Laconic, & Fraudulent Responses Not Included in Analysis

Out of 711 initial survey responses, roughly 290 (41%) did not qualify for analysis due to duplicate, laconic, or fraudulent responses; 11% of the 711 survey responses were fraudulent responses, e.g., blatantly used artificial intelligence (AI) to complete the survey. This brief breakdown discusses how these cases of survey responses have been identified and their frequency within the entire survey.

Duplicate Responses

More than one response submitted by the same individual: 26 initial survey responses fell under this category and were removed from analysis.

Identified by:

- Multiple responses from the same email address
- Multiple responses from the same IP address and nearly identical answers

Laconic and Non-Responses

Survey responses where little to no effort was taken to answer survey questions: 186 initial surveys fell under this category and were removed from analysis.

Identified by:

- Responses with most or all required free response answers consisting of jumbled letters.

Fraudulent Responses

Survey responses completed by the same individual and submitted with identical or AI-generated responses: 78 initial survey responses fell under this category and were removed from analysis.

Identified by:

- Multiple (more than 2) responses from the same IP address or network with laconic or duplicate responses (12).
- Multiple (more than 2) responses from the same IP address or network generated with the repeated and obvious use of AI software. (66)
  - o AI use is identified by:
    - ▪ AI greetings or responses included in lists (i.e., "Certainly!" or "Apologies I misunderstood your request. Here is the list without explanations"
    - ▪ A similar numbered format to all responses, including those with AI greetings.
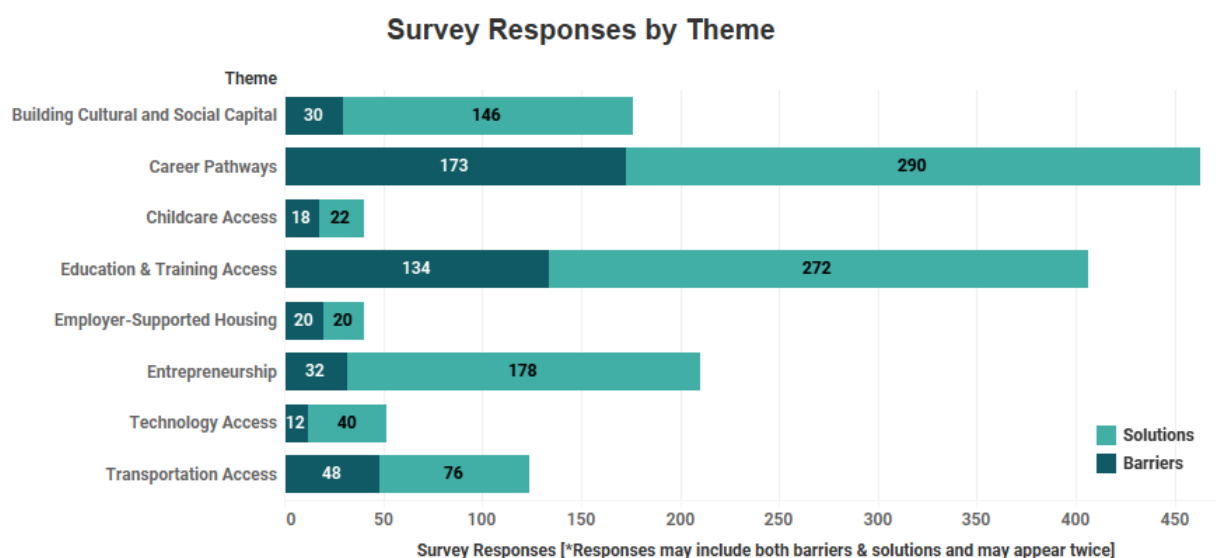
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- ▪ Overly-long (several sentences or paragraphs),vague, or unrelated responses to Q26 – "Additional Thoughts" question.

Thematic Analysis

This section describes key takeaways from the thematic qualitative analysis of barriers and solutions described by survey responses across three . In the following narrative, numbers in parentheses (#) and numbers on the charts indicate the number of survey respondents that mentioned the associated topic.

High-Level Summary of Barriers and Solutions Sub-Themes

Survey Responses by Theme

Theme	Barriers	Solutions
Building Cultural and Social Capital	30	146
Career Pathways	173	290
Childcare Access	18	22
Education & Training Access	134	272
Employer-Supported Housing	20	20
Entrepreneurship	32	178
Technology Access	12	40
Transportation Access	48	76

Survey Responses [*Responses may include both barriers & solutions and may appear twice]

Career Pathways

Respondents most often indicated low wages, low salaries levels, and lacking benefits as significant barriers in the job market (47). Additionally, they said opportunity, availability, and location (32) were barriers to quality career pathways. They also cited flexibility, recruitment fairness, and security as areas needing improvement (27). Compounding this issue for residents was the lack of good jobs in the region; they often do know where or how to access job opportunities (40).

Respondents wanted more entry level jobs (8). However, respondents said the jobs had excessive education and experience demands compared to the pay offered (8). Some respondents said they felt stuck in low-paying roles without pathways to advance and their awareness of services to find better

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jobs has remained limited. To solve this barrier, respondents asked for job access support and resources for employment searches to be made available to residents (32). Specific suggestions included skills training assessments, job fairs, career guidance, networking opportunities, and recruitment events (15).

There is still a need for livable wages, training/professional development, and more quality career opportunities. While there have been some effective initiatives (2), respondents said there remains substantial room for improvement in access, career development, job availability, and connecting trained individuals to open positions.

In response to Question 16, one respondent said, *"Have better opportunities for work from home strategies so that folks are not traveling so far, also have companies that are more interested in developing long-term relationships with the county, not just logistics companies[.] "*

When looking across the survey responses, the respondents' answers collectively described the need for a multifaceted approach, and referenced the need for collaboration (11) between government, businesses, schools and community organizations to provide accessible pathways for skills acquisition, hands-on learning, and placement assistance. Specific suggestions included courses aligned with industry needs, and career guidance matching labor market demands (7).

Ongoing adaptation to evolving industries and industry growth are important for sustainable employment (28). Industries respondents said should be supported and bolstered included green jobs, technology, arts, construction, agriculture, and healthcare. Some respondents said they wanted to move away from warehousing over concerns that these jobs may become automated (7). Two respondents specifically encouraged and supported union representation (2).

Education & Training Access

Respondents asked for more investment in higher education and improved access to community colleges and universities (34). Many respondents noted a key issue is the lack of coordination between different agencies and organizations providing these services, leading to duplication of efforts and confusion (20). Respondents also cited a lack of access to training opportunities and insufficient funding and resources to sustain programs (16).

Respondents said many training programs have failed to address the specific needs and circumstances of individual workers, fill skill gaps, or have not been in locations or at times that work for the community (19). As a result, there has been low engagement and limited impact. Some training courses are outdated or disconnected from actual job requirements in the local industry (3). Other factors highlighted insufficient career preparation in high schools, and the inability of some participants to take time off from low-paying jobs for further education.

One respondent described difficulties they faced attempting to advance or switch careers, and stated, *"This seems to be more prevalent in those who may have retired and are looking for a new type of work, or even younger persons who may have suffered from some sort of disability surgery that no longer allows them to work in the field they work in before."*

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Suggested solutions included investing in tailored education and skills training programs aligned with local labor market demands (45). Respondents emphasized the importance of investment in education and vocational training programs tailored to meet the needs of regional businesses and emerging industries which included establishing partnerships between educational institutions, government agencies, and local employers to ensure alignment (23). Specific examples of effective initiatives included skills training programs, apprenticeships, internships, career coaching services, and flexible continuing education opportunities such as evening classes and online courses.

Respondents highlighted several workforce development organizations in Riverside County, such as Goodwill Industries and the Workforce Development Board's Career Centers for providing valuable job placement assistance and career transition support (11). Overall, respondents advocated for expanded career development resources, increased collaboration between stakeholders, and access to affordable training and educational programs that equip residents with in-demand skills.

Transportation Access

Respondents indicated that barriers to transportation access included insufficient public transportation (23), commute times, gas prices (5), ability to obtain a driver's license (1), and long distances to jobs, childcare and services (4). It was noted by a respondent that *"the lack of both good public transportation and nearby job training programs is really hurting the ability for people to get entry level skills and work."*

Survey respondents suggested solutions to the lack of access to transportation that included the expansion of public transportation – specifically, more bus routes or light rail in local communities and improved roads and highways within and to employment hubs (15).

Building Cultural & Social Capital

Survey respondents named barriers to building cultural and social capital that included lack of outreach and awareness of available jobs (13), and lack of diversity and inclusion of minority/underrepresented groups (11). Additional concerns included lack of coordination between industry and government (8), personalized support, and poor networking opportunities. Respondents also noted barriers such as language (4), issues related to employment and access to resources for people with disabilities (2). The overall tone of the responses conveyed that significant gaps remain in connecting people to opportunities, resources, and support.

Respondents offered various solutions to building cultural and social capital in local communities. They emphasized the importance of inclusiveness, empowerment, diversity, and community cohesion. Some specific recommendations included providing language training courses, career counseling, resume building assistance, networking opportunities, job placement services, and general resources to help individuals find and secure jobs (18).

A respondent stated, *"Programs that actively reach out to marginalized communities, including those with limited access to transportation, childcare, or language barriers, tend to have a more significant*

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impact. Outreach efforts should be proactive, ensuring that individuals are aware of available resources and how to access them."

Some noted fostering social networks and opportunities for resource sharing among the community (7). Additionally, they suggested investing in community development projects, infrastructure, public services, and policies that enhance quality of life in the Inland SoCal region (18). An overarching theme was empowering marginalized groups by addressing barriers like lack of childcare and transportation.

Entrepreneurship

Barriers related to entrepreneurship included lack of support, funding, and resources for small business owners (21). Respondents indicated that there are few employers in the area, and they desired a healthier and more diverse business climate (6).

Suggestions for solutions to encourage entrepreneurship included tax breaks and other incentives, funding opportunities, and favorable policies to support locally owned small businesses or the creation of new enterprises (7). Some respondents said they wanted to encourage the development of emerging industries such as green tech. They indicated a need for entrepreneurial incubators and collaboration with universities, research institutions and large enterprises to foster growth of SMEs (small and medium enterprises) (10). In response to Question 16, a respondent wrote, *"SMEs are often the backbone of economies, especially at the regional level. Providing support to SMEs through access to finance, mentorship programs, and streamlined regulatory processes can enable them to thrive and expand, thereby creating more job opportunities within the sub-region. Additionally, initiatives to encourage entrepreneurship and innovation can stimulate the growth of new businesses and industries."* Another respondent recommended the establishment of technology transfer mechanisms between research and commercial industries. Lastly, respondents indicated a desire for entrepreneurial workshops and training to support growth and innovation (13).

Childcare Access

Childcare access and cost (5) remained a barrier for individuals' ability to access employment or training opportunities. Solutions to this barrier included increasing the availability of affordable childcare through community services (7).

Technology Access

Digital connectivity and computer access was a barrier for some respondents. Respondents' suggestions to improve this barrier included removal of online applications (3) or strengthened and proliferated access to technology and high-speed internet (7). Respondents noted that investing in tech startups and offering technical and digital training courses could bolster workforce development in technological fields and industries (15).

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Employer-Supported Housing

Out of all survey responses, employer-supported housing was not explicitly mentioned. However, respondents mentioned the lack of affordable housing as a significant barrier (7). Some solutions proposed included the expansion of available and affordable housing options, rent control policies, and services for the homeless (3).

Theme Breakdown by Sub-Regional Table

Theme breakdowns by sub-regional table reflect the percentage of responses indicating one or more of the themes that emerged from the analysis of barriers and solutions. Significance tests were not conducted for these results.

Barrier themes

Barrier themes relating to Career Pathways and Education and Training Access were most prevalent in all SRTs. Notably, the committees – Business and Community Leaders Outreach and Community, Arts & Culture committee – had the highest percentage of respondents who indicated a need for education and training access at 26% and 25%, respectively. Western San Bernardino had the third highest percentage, 21%, in this category which could indicate a more significant need in this area. As for career pathway themes, 35% of unaffiliated survey respondents indicated this as a barrier. Western San Bernardino and Greater Riverside also had high percentages in this area at 30% and 25%, respectively. Among respondents in the Coachella Valley and Morongo Basin, 17% percent noted technology access as a barrier whereas the next highest percentage in this area was Greater Riverside at 3%. This may indicate lower levels of technology access in the Coachella Valley and Morongo Basin.

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Sub Regional Table Survey Responses by Barrier Theme

Solutions themes

Solution-oriented responses were more common overall for each SRT. Career pathway solutions had the most responses; however, building cultural and social capital were more often indicated as a solution to barriers than as a barrier itself. The Business and Community Leaders Outreach and Community and the Arts & Culture committee had the highest percentage of responses that indicated this as a solution at 26% and 29% respectively, while Greater Riverside had a similar percentage of responses at 25%. The Business and Community Leaders Outreach and Community and the Arts & Culture committee also showed the highest percentage of solution-oriented responses for entrepreneurship, indicating that the committees saw entrepreneurship as a solution to quality jobs and a quality life. Regarding education and training access, 56% of the High Desert SRT respondents proposed or indicated a need for solutions – the highest among all SRTs. Transportation access solutions were noted most by Coachella Valley and Morongo Basin which may indicate a stronger need for these solutions in this area compared to other SRTs.

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Sub Regional Table Survey Responses by Solution Theme

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APPENDIX I: Additional Survey Results

Affiliation Groups

Survey Participants by Organization Affiliation

Affiliation	Count
Education sector, training provider	153
Economic development agency	130
Employer, business, or business association	129
Resident of Inland SoCal	119
California Native American Tribes	108
Disinvested Community	86
Youth (up to 25 yrs old)	85
Workforce development organization	82
Grassroots nonprofit organization or community organizer	81
Government agency	76
Labor organization	71
Environmental justice organization	65
Philanthropic organization	51
Other regional stakeholders	37
Worker center	31

Participants can belong to more than one affiliation group. Counts do not represent survey participation rates.

Survey Participants by Personal Affiliation

Affiliation	Count
Resident of Inland SoCal	267
California Native American Tribes	100
Youth (up to 25 yrs old)	89
Disinvested Community	84
Other Regional Stakeholders	65

Participants can belong to more than one affiliation group. Counts do not represent survey participation rates.

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Theme Breakdown by Affiliation

Survey Theme Barriers by Affinity Group

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Survey Theme Solutions by Affinity Group

Age of Survey Participants
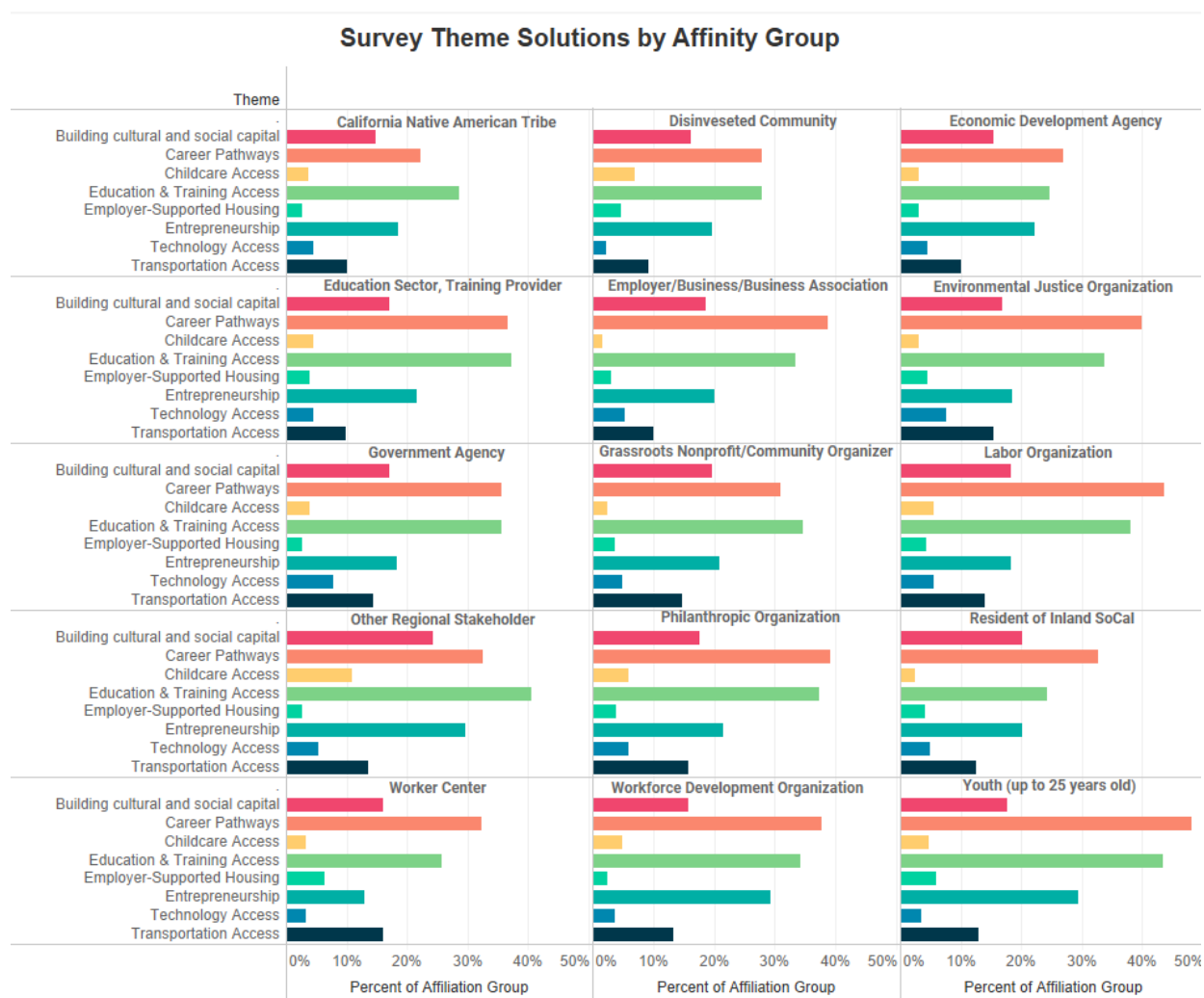
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Age of Survey Participants
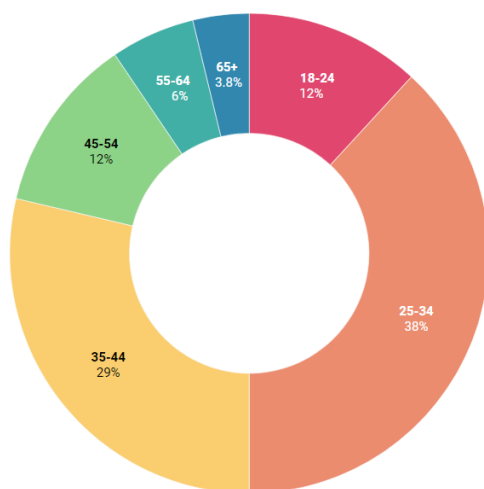
Age	Count
18-24	50
25-34	161
35-44	121
45-54	50
55-64	24
65+	16

Age of Survey Participants

Age	Percentage
18-24	12%
25-34	38%
35-44	29%
45-54	12%
55-64	6%
65+	3.8%

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Survey Participant Employment Status

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Survey Participant Employment Status

Status	Count
Full-time	288
Part-time	69
Self-employed	43
Student	20
Internship/Apprentice	13
Retired	11
Unemployed	8
2+ Part-time jobs	6
Other	6
Gig/Contract/Seasonal/Temporary	5
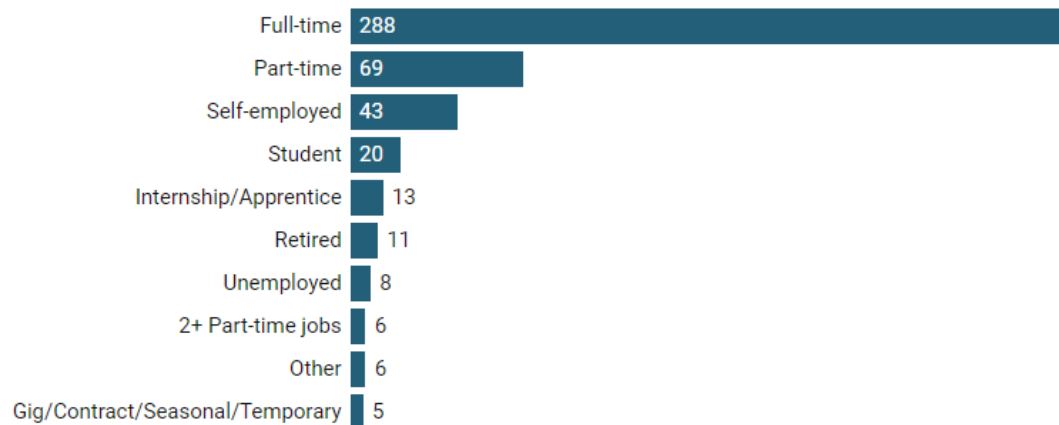
Survey Participant Employment Status

Legend: Full-time, Part-time, Self-employed, Student, Internship/Apprentice, Retired, Unemployed, Other

Full-time 61%
Part-time 15%
Self-employed 9%
Student 4.3%
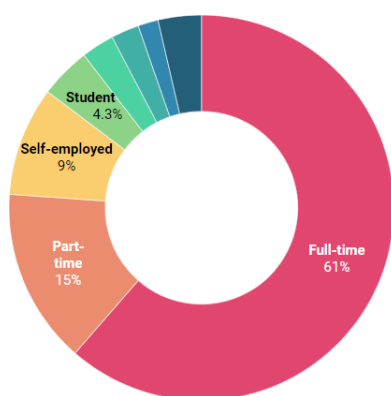
Participants can have multiple employment statuses. Counts do not reflect survey participation rates.

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Employment Status by Sub regional Table

Sub-Regional Table	Full-time	Part-time	2+ Part-time jobs	Self-employed	Gig/Contract	Unemployed	Student	Internship/Apprentice	Retired	Other
Business and Community Leaders Outreach Committee	12	5		5			3	2		
Coachella/Morongo Basin Sub-Regional Table	10	2		3						
Community Engagement, Arts & Culture Committee	17	7	1	2						
Greater Riverside Sub-Regional Table	46	13	1	5	1	1	3		1	1
Greater San Bernardino Sub-Regional Table	50	16		7	1		4	7	1	1
High Desert Sub-Regional Table	14	1		1	1				1	1
Not participating in a sub-regional table or committee	24	3		4	1				1	
Southwest Riverside Sub-Regional Table	41	9	3	5	1	4	3	2	1	
Western San Bernardino Sub-Regional Table	74	13	1	11		3	7	2	6	3

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Survey Question Responses

Opportunity to secure quality job by age 30

How much do you agree that the economy in your sub-region offers opportunities for residents to secure a quality job by age 30, even if you personally don't have one at this time?

Response	Count
Strongly Agree	64
Agree	153
Neutral	110
Disagree	66
Strongly Disagree	28

How much do you agree that the economy in your sub-region offers opportunities for residents to secure a quality job by age 30, even if you personally don't have one at this time?

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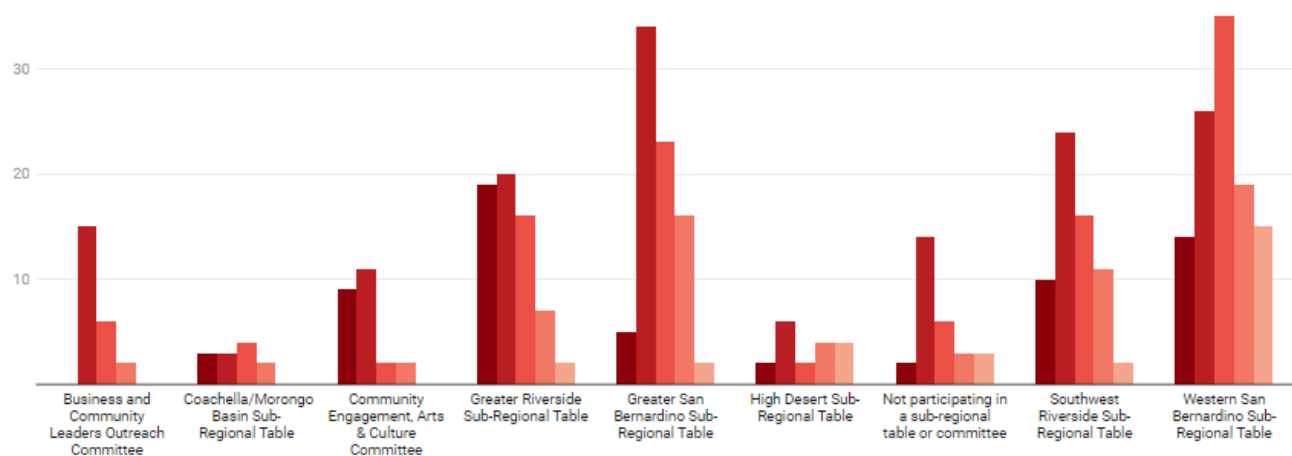
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Commute time

How long do you think is a reasonable one-way commuting time to access a quality job?

No more than 30 minutes	179
Up to 60 minutes	162
Up to 90 minutes	60
Up to two hours	20

How long do you think is a reasonable one-way commuting time to access a quality job?

Legend: No more than 30 minutes, Up to 60 minutes, Up to 90 minutes, Up to two hours

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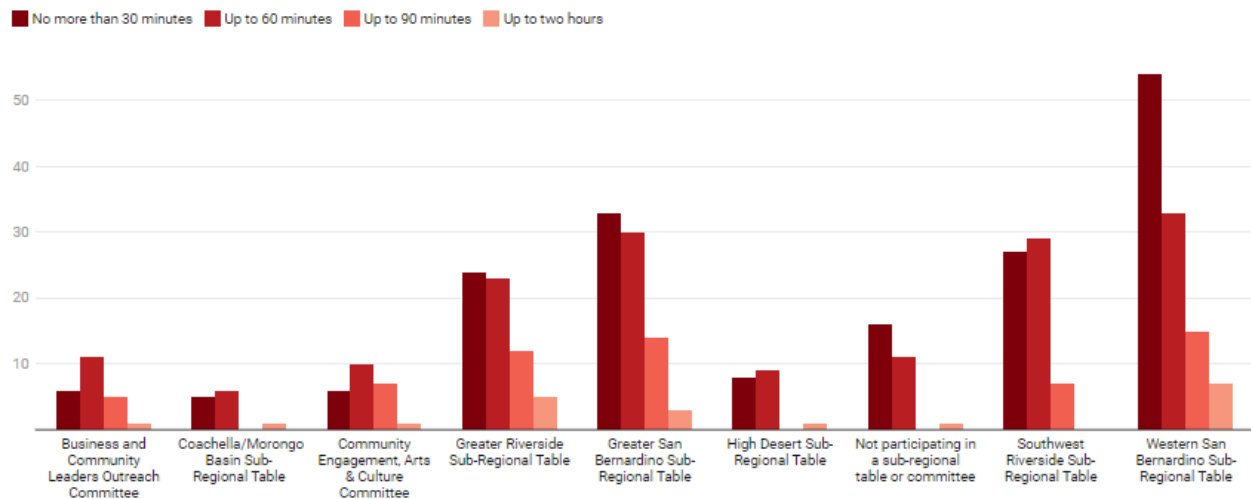
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Awareness of job access resources

Do you know where and how to access existing resources in your sub-region that would enable access to quality jobs?

Yes	204
No	182

Do you know where and how to access existing resources in your sub-region that would enable access to quality jobs?

■ Yes ■ No

Business and Community Leaders Outreach Committee
- 18
- 3

Coachella/Morongo Basin Sub-Regional Table
- 6
- 6

Community Engagement, Arts & Culture Committee
- 13
- 10

Greater Riverside Sub-Regional Table
- 37
- 23

Greater San Bernardino Sub-Regional Table
- 38
- 35

High Desert Sub-Regional Table
- 9
- 8

Not participating in a sub-regional table or committee
- 10
- 15

Southwest Riverside Sub-Regional Table
- 33
- 23

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APPENDIX II: THRIVE Survey Suggested Partner Organizations List

Organization Name	City
Adelanto Stadium	Adelanto
AJCC	San Bernardino
Akoma Unity Center	San Bernardino
AmPac	Ontario
Arkstar Inc	
Assistance League of Temecula	Temecula
Association of Employment and Entrepreneurship	
Association of Workers' Work	
Autism Society	Corona
Baldwin Park Unified School District Riverside County Office of Education	
Baldy View Regional Occupational Program	Ontario
Banning Chamber of Commerce	Banning
Barstow College	Barstow
Beaumont Chamber of Commerce	Beaumont
Black and Brown Opportunities for Profit Center	San Bernardino
BNI Temecula	Cathedral City
Breakfast With Santa Foundation Camp	
CalFresh	San Bernardino
California Air Resources Board	Riverside
California Community Colleges Chancellor's Office	Sacramento
California framework foundation	
California State University San Marcos - Temecula	Temecula
California State University, San Bernardino	San Bernardino
Career Information Resource Center	
Career Technical Education	Riverside
CARS Auto Body	Mareno Valley
CASA Pitzer	Ontario
Cenogenic	
Center for Community Action and Environmental Justice	Jurupa Valley
Chaffey Community College	Rancho Cucamunga
Chaffey Joint Union High School District	Ontario

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Chino Chamber of Commerce	Chino
Chino Hills Chamber of Commerce	
Chino Hills Community Center	
Chino Hills Community Foundation	
Chino Hills Economic Development Department	
Chino Hills Public Library	
Chino Valley Unified School District	
Chrysalis	Colton
City of Indian Wells	
City of Menifee	
City of Murrieta	Murrieta
City of Ontario	Ontario
City of Temecula	Temecula
City of Temecula Economic Development Department	Temecula
Communication Leaders of the Inland Empire	Redlands
Community Action Agency	
Community Action Partnership of Riverside County	Riverside
Community Action Partnership of San Bernardino County	
Community Foundation of Riverside and San Bernardino	
Community Human Resources Association	
Congregations Organized for Prophetic Engagement	San Bernardino
Cornerstone Community Church in Wildomar	
County of Riverside	
CRLA	
CWA	
Dentaquest	
Department of Rehab	San Bernardino
Desert Community Foundation	
Desert Recreation District (DRD)	
East valley water	Highland
EBSCO	
Economic Development Coalition	Temecula
Edison consolidated	
El Sol	San Bernardino
Employment and Entrepreneurship Association	
Emporia artists lofts	Ontario
EXCEED	Hemet

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Family Giving Tree	Milpitas
Family YMCA of the Desert	
Flexible Apprenticeship Program	
Fontana Resources at Work	Fontana
Friends of Temecula Childrens Museum	
Garcia center	
God's Pantry	
Gourmet Italia	
Greater High Desert Chamber of Commerce	Victorville
Greater Riverside Chambers of Commerce	Riverside
Greenpoint Financial	
Habitat for Humanity Inland Valley	Temecula
Hemet/San Jacinto Chamber of Commerce	Hemet
High Desert Black Chamber of Commerce	San Bernardino
High Desert Black Workers Center	San Bernardino
High Desert Hispanic Chamber of Commerce	Hesperia
High Desert Hispanic Chamber of Commerce	Riverside
High Desert Manufacturers Council	Apple Valley
High Desert Training Center (Victor Valley College)	Victorville
Hope Bridge Employment Assistance Association	
Hope through Housing Inland Empire	Rancho Cucamonga
Huaxin Industrial-Vocational and Technical College	
I Am Love	Apple Valley
IBEW Local 477	San Bernardino
IE Commuter	Riverside
IE Craft Collective	
IE I Heart Yoga	
IE Works	Riverside
IEWBC SB County Workforce Development Department	San Bernardino
Inalnd Empire SBDC	Riverside
Indian Wells Tennis Garden	
Infinitetechs	
Inland Coalition for Immigrant Justice	
Inland Empire Black Workers Center	San Bernardino
Inland Empire Center for Entrepreneurship	San Bernardino
Inland Empire Coalition for Immigrant Justice	San Bernardino

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Inland Empire Community Collaborative	San Bernardino
Inland empire community foundation	Riverside
Inland Empire Community Land Trust	
Inland Empire Craft Collective	Ontario
Inland Empire Disabilities Collaborative	
Inland Empire Economic Partnership (IEEP)	Rancho Cucamunga
Inland Empire Future Leaders Program	
Inland Empire Health Plan	
Inland Empire Hispanic Leadership Council	
Inland Empire Hispanic Leadership Council (IEHLC)	Riverside
Inland Empire Latino Lawyers Association	
Inland Empire Regional Chamber of Commerce	
Inland Empire Small Businesses Development Center	San Bernardino
Inland Empire Utilities Agency (IEUA)	Chino
Inland Empire Women's Business Center	Moreno Valley
Inland Equity Community Land Trust Center for Community Action and Environmental Justice	Palm Desert
Inland Regional Center	San Bernardino
Inland SoCal United Way	Riverside
Inland Valley Humane Society	
Just San Bernardino Collective	San Bernardino
LAUNCH Apprenticeship Network	Fontana
Loma Linda University Medical Center	Loma Linda
LULAC	
Lulac de Ontario	Ontario
Lumentum	
Making Hope Happen Foundation	San Bernardino
Making Hope The Children's Club	
Maxim EDD Workforce Connnection Career Center	
Menifee Interfaith Church	
Microenterprise Collaborative of Inland So Cal Inland Equity Partnership	Fontana
Millionaire Mind Kids	Victorville
Moreno Valley Business & Employment Resource Center	Moreno Valley
MOTIVATING ACTION LEADERSHIP OPPORTUNITY	Ontario
Mountain Desert Economic Partnership	Apple Valley
MSJC Enterprise Resource and Innovation Center (ERIC)	San Jacinto
Mt. San Jacinto College	San Jacinto

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NAACP Riverside Chapter	Riverside
National Alliance on Mental Illness	Redlands
National Association for Law Placement	
National Latina Business Women Association Inland Empire Institute	Rancho Cucamonga
Neighborhood Housing Services of Inland Empire	
Nfinitech solutions LLC	
Oak Grove Center	Murrieta
Old Town Temecula Association	Temecula
ONE	Riverside
Ontario Future Alliance	
Ontario Hispanic Chamber of Commerce	Ontario
Ontario-Montclair School District	Ontario
OPARC	Montclair
Opatech	
Oroville Rescue Mission	Oroville
Pakinson's Resource Organization	
Palm Springs Chamber of Commerce	Palm Springs
Pass Economic Development Alliance	Beaumont
Pechanga Resort Casino	Temecula
Plug in IE	San Bernardino
Reach Out	Upland
Reignite Inc	
Rescue Ranch	Yreka
RivCo Small Business Thrive Program	
Riverside City College	Riverside
Riverside Community College District Career and Technical Education Program	Riverside
Riverside County Economic Development Agency	
Riverside County Housing Authority	Riverside
Riverside County Library	
Riverside County Linkages	
Riverside County Transportation Commission	Riverside
Riverside County Workforce Development	
Riverside County Workforce Development	Riverside
Riverside County Workforce Development - EDD	Riverside
Riverside Food Systems Alliance	Mentone
Sale Ranch Animal Sanctuary	Temecula

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San Antonio Regional Hospital	Upland
San Bernardino County Economic Development Agency	
San Bernardino County Superintendent of Schools	San Bernardino
San Bernardino County Workforce Development	San Bernardino
San Bernardino County Workforce Development Board	San Bernardino
San Bernardino Resource Center	
San Bernardino valley college	San Bernardino
San Bernardino Valley Community Foundation	
San Fernando Valley Community Development Corporation	
San Manuel Band of Mission Indians	Highland
SBCUSD Family Engagement Center	San Bernardino
Secoond Chance	San Bernardino
Shomria Ontario Nature Haliburton Scout Reserve	
Skillup Coalition	
Stanford University San Bernardino	
Starter Bar Market	
SunLine Transit Agency	Thousand Palms
Sunshine Career Development Center	
Sustainable Apparel Coalition	San Francisco
SW Riverside Chamber of Commerce	Riverside
Talent Exchange Center	
Techhire Initiative	
Temecula Community Center	Temecula
Temecula Sister City Association	Temecula
Temecula Valley Chamber of Commerce	Temecula
Temecula Valley Entrepreneur's Exchange	Temecula
Temecula Valley Hospital	Temecula
The High Desert Manufacturer's Council	Redlands
The Inland Empire Economic Partnership	
The Lewis Group	
The Stay	
Time for Change Foundation	
Tomorrows Talent	San Bernardino
Toscana Country Club	
Unions SEIU local 1000	
Upland Unified School District	Upland
Uplift San Bernardino	San Bernardino

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Uplift San Bernardino	
Urban Community Development Corporation	
Valley Inland Education Career Center	San Bernardino
Victor Valley College	Victorville
Victor Valley College CTE	Victorville
Victor Valley Family Resource	Hesperia
Victor Valley Unified High School District	Victorville
Victorville Motors	Victorville
Visalia Rescue Mission	Visalia
Warehouse Worker Resource Center	Ontario
Windsor Center CSU	
Workadvance	
Workforce Development Board of San Bernardino County	
Workforce SBCSS	San Bernardino
World Be Well	Riverside
Xinxin Employment Service	
Year Up	
Young Visionaries	San Bernardino
Young Visionaries Youth Leadership Academy	San Bernardino
Youth Action Project	San Bernardino
Youth Development Organization	
Youth League Committee Office	