



Kentucky Chamber Foundation **IMPACT REPORT** 2024



Dear Foundation Stakeholders,

This year has been nothing short of extraordinary for the Kentucky Chamber Foundation—thanks to your belief in what we can achieve together. As we tackle challenges like workforce shortages and education gaps, I'm constantly reminded of the boundless opportunities ahead for Kentucky—and its people.

Thanks to your unwavering support, we've made incredible strides. This year alone, we helped 115 fair chance hires and nearly 2,000 underemployed Kentuckians find meaningful jobs, connected 825 students with careers, linked 481 educators with top employers, and supported 40 principals impacting 19,500 students statewide. These numbers aren't just milestones—they represent lives changed and futures reimaged.

Yet, our work is far from done. At the Foundation, our goal is bold but simple: to improve the quality of life for every Kentuckian. By aligning education with workforce demands, championing increasing the talent pool, and fostering business growth, we are building a brighter, stronger future for our state.

Here's my ask of you: Join us in continuing to drive "Kentucky's Winning Strategy." The challenges we face demand innovative solutions, and with your partnership, we can create even greater opportunities for Kentucky businesses, students, and families. Together, we're not just preparing for Kentucky's future—we're building it. Thank you for your trust, collaboration, and commitment to making this vision a reality. I can't wait to see what we accomplish next.



Beth Davisson

Beth Davisson

*Senior Vice President
Kentucky Chamber Foundation*

*Thanks for
your support!*

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EDUCATION AND STUDENT ENGAGEMENT

Building a stronger pipeline of future leaders who will drive economic growth in Kentucky.

Through the Foundation's partnership with the Truist Leadership Institute, our organization has provided training for more than 600 public- and private-school principals from across Kentucky through the **Leadership Institute for School Principals** program. The Foundation remains committed to advancing education and empowering the next generation of leaders. This year, the Leadership Institute for School Principals provided executive-level training to 40 principals, impacting 19,500 students across 29 counties. By investing in school leadership, the Foundation ensures that Kentucky's schools are prepared to equip students with the skills needed to thrive in our modern economy.



Leadership Institute for School Principals

Leadership development provided by:

 **Truist Leadership Institute**

Our **Bus to Business**® program continued to bridge the gap between classrooms and careers. In 2024, over 968 students from schools across the Commonwealth gained hands-on exposure to



in-demand jobs, internships, and apprenticeships. Through this program, students engaged directly with employers, discovered career pathways, and built connections that will guide their future success.

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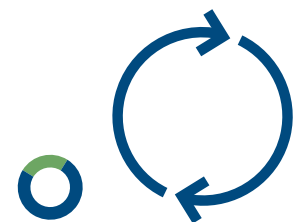
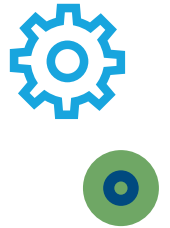
To further align education with industry needs, the Foundation engaged over 481 educators and counselors through the **Educator's Guide to Industry** program. This initiative directly connects Kentucky's educators with top employers and industries, providing them with critical insights into workforce trends, equipping them with the knowledge to better prepare students for their transition into the workforce, and sharing real-world experiences that help them better understand each industry.

In addition, the Foundation's **Rising Leaders Program** supported 50 first-generation college students by providing hands-on leadership training and connecting them with paid internship opportunities. By empowering these students, we are building a stronger pipeline of future leaders who will drive economic growth in Kentucky.



Leadership development provided by:
 **Truist Charitable Fund**

The Foundation hosted the **National Civics Bee® Kentucky State Finals** for a third year, where middle school students from across the Commonwealth showcased their knowledge of civic engagement by identifying local challenges and proposing innovative solutions. The Foundation celebrated state champion Ava June T. as she represented Kentucky at the first-ever National Civics Bee in Washington, D.C.





WORKFORCE DEVELOPMENT

Continuing to strengthen Kentucky's workforce while equipping employers with innovative strategies and programs.

Workforce development remains a cornerstone of our work as we address Kentucky's talent needs. Through the **Talent Pipeline Management (TPM®) program**, the Kentucky Chamber Foundation has connected over 1,100 Kentuckians to meaningful jobs, hands-on training, and work-based learning opportunities. With a 12% hospital workforce vacancy rate, the Kentucky Hospital Association (KHA) is funding regional health care manager positions through the Kentucky Chamber Foundation's Workforce Center Talent Pipeline Management (TPM®) program. Regional hospital TPM® managers collaborate with hospitals and health care systems to recruit talent, support career pathways, and share best practices.





Kentucky's workforce system is complex, with overlapping programs that can be difficult for businesses to navigate. The **Statewide Workforce and Talent Team (SWATT)** is working to simplify and streamline these resources, making it easier for businesses to collaborate and build the workforce they need. To drive this effort, we partnered with state government, the Kentucky Community and Technical College System (KCTCS), the Council on Postsecondary Education (CPE), and other key stakeholders to host a statewide SWATT convening. This convening brought together leaders from local chambers and state, regional, and local agencies to develop a more unified and effective workforce strategy for Kentucky. With 96% of invited leaders participating, this collaboration demonstrates a strong, shared commitment to improving how businesses engage with workforce development and talent-building efforts.

The **Fair Chance Academy** has made tremendous strides in fostering inclusive workforce practices. This year, we partnered with state and regional employers to deliver six regional workshops focused on hiring individuals with justice involvement and from the recovery community. As a result, 146 employers are now equipped with the tools and resources to hire, train, and retain this untapped talent pool, strengthening both businesses and local communities, which resulted in over 115 fair chance hires gaining meaningful employment in 2024.



Further expanding our academy-style training model, the Foundation launched the **Military Hiring Academy** in 2024. This initiative trained 60 employers on best practices for finding, hiring, and retaining military talent, including veterans, transitioning service members, and military spouses. Looking ahead, we are proud to launch two additional programs in 2025—the **Disability Hiring Academy** and the **New Kentuckian Hiring Academy**. These programs will continue to strengthen Kentucky's workforce while equipping employers with innovative strategies to engage skilled, underrepresented talent.





COMMUNITY AND ECONOMIC GROWTH

Strengthening communities across the Commonwealth.

In 2024, the Foundation continued its efforts to address challenges for working families and strengthen communities across the Commonwealth. Recognizing the critical role that child care plays in workforce participation, we launched the **Kentucky Collaborative on Child Care** in partnership with the Kentucky Chamber Center for Policy and Research, Convergence Center for Policy Resolution, and the Lift a Life Novak Family Foundation. This initiative has brought together subject matter experts and over 40 stakeholders from across the state to build consensus, identify barriers, and develop innovative solutions to Kentucky's child care challenges.

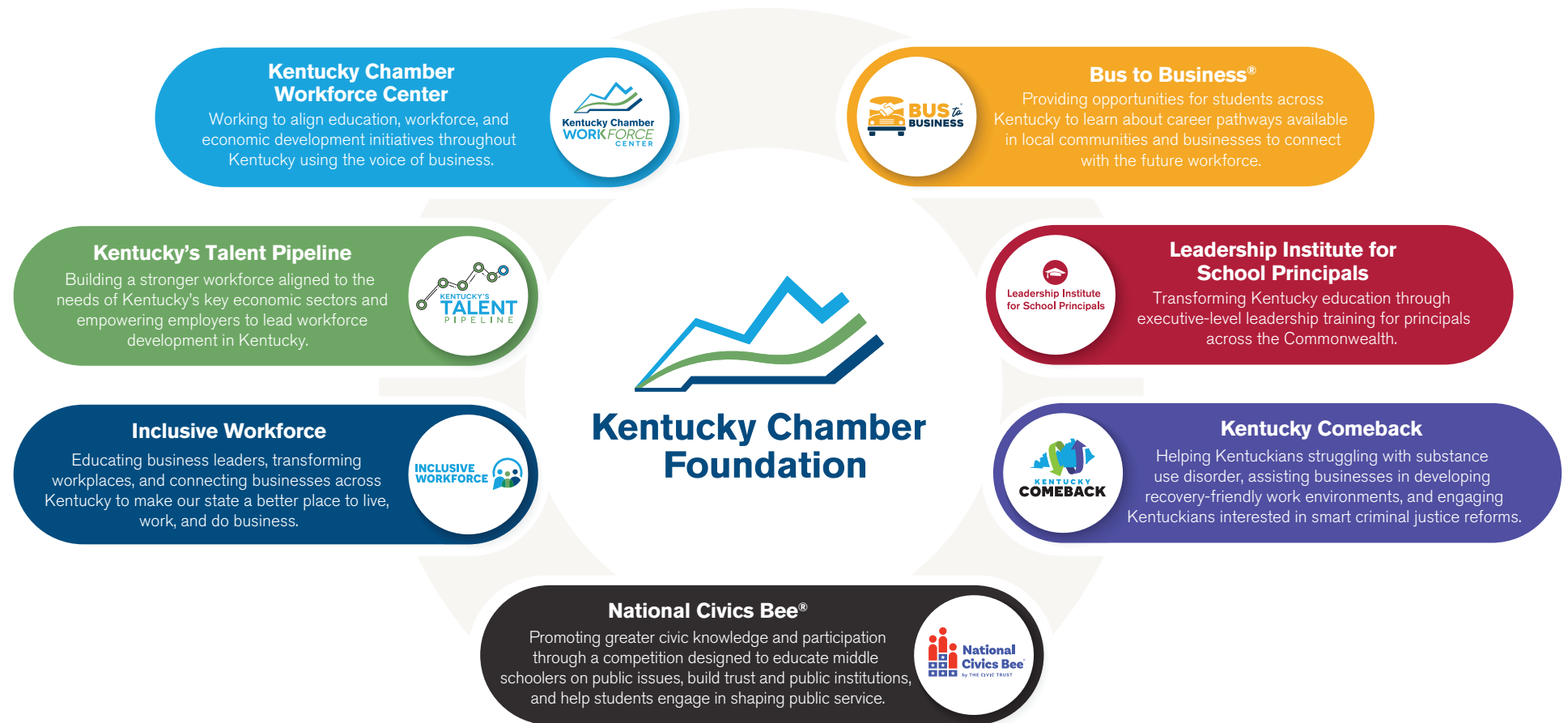
Supporting small businesses remains a key focus of the Foundation's economic growth efforts. Through our efforts, we connected over 1,000 certified small businesses with nearly 2,745 businesses seeking to expand their supply chains. By fostering these connections, we are creating more economic opportunities while helping businesses meet their supplier goals.

The Foundation remains committed to creating a resilient and inclusive economy that works for all Kentuckians. Our programs continue to provide resources, training, and pathways for businesses and individuals to thrive, ensuring we take hold of Kentucky's economic progress and meet the challenges and opportunities we face in becoming the best state in the nation to live, work, and do business.



Kentucky Chamber Foundation PROGRAMS

Programs and training initiatives that advance the economic and social well-being of the citizens of the Commonwealth of Kentucky.



Please visit www.kychamber.com/foundation for more information about these programs.



LEARN MORE

Thank You to OUR FUNDERS



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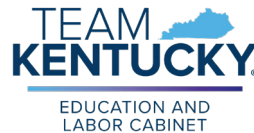
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Join us in continuing to drive “Kentucky’s Winning Strategy.” Together, we’re not just preparing for Kentucky’s future—we’re building it.



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The Kentucky Chamber Foundation is a nationally renowned 501(c)3 nonprofit dependent on charitable contributions.