



Kentucky Chamber Foundation **IMPACT** **REPORT** 2022



Kentucky Chamber
Foundation

Since 2020, the world has become vastly different. The economy continues to fluctuate, how we work is evolving, and employers continue to feel the impact of critical workforce shortages.

Now, more than ever, business leadership is essential.

During the past year, the Kentucky Chamber Foundation continued to provide leadership to the Commonwealth, strengthening the workforce based on the economy's needs, increasing educational attainment, and moving toward a more equitable Kentucky.

The Kentucky Chamber Foundation is proud of what we have achieved with our partners and the business community in Kentucky's 120 counties.

The following outlines the importance of the Kentucky Chamber Foundation's role in these critical issues and the solutions our organization is implementing.

We can't wait to do more and look forward to the continued work ahead, creating a thriving economy and workforce for the Commonwealth of Kentucky.



Beth Davisson

Beth Davisson

*Senior Vice President
Kentucky Chamber Foundation*

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WORKFORCE

Over the past two decades, Kentucky has consistently experienced significantly low labor force participation, ranking nationally in the bottom ten states. More than ever, employers must be in the driver's seat, leading the way to develop a strong workforce.



OUR SOLUTIONS



The Talent Pipeline Management (TPM®) program, operated by the Kentucky Chamber Foundation's Workforce Center, aligns the workforce needs of employers with education,

partners, and state and local resources to increase the supply of a skilled workforce. The TPM® team and state partners have established pathways for 2,700 Kentuckians to participate in jobs, training, and work-based learning opportunities in 2022. Almost 400 employers are at the table working together to help strengthen our workforce across Kentucky's key and signature industries, and to date, approximately 500 Kentuckians have been placed in meaningful employment because of this work.



WHY THE FOUNDATION'S ROLE IS CRITICAL

Kentucky should set a goal of growing its **total workforce** by **130,000 new workers** by **2027**.

(Kentucky's Strategy for Rapid Workforce Growth by the Kentucky Chamber Center for Policy and Research)

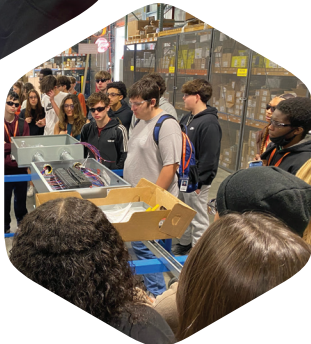
As of July 2022, Kentucky had nearly **100,000 more open jobs than unemployed Kentuckians** looking for work.

(Kentucky's Strategy for Rapid Workforce Growth by the Kentucky Chamber Center for Policy and Research)

Kentucky's business community is acutely aware that the state's substance use disorder epidemic is more than a public health issue; it is also a serious workforce issue. The **Kentucky Transformational Employment Program (KTEP)** provides a pathway for employers to help more Kentuckians reach long-term recovery while supporting fair chance employment. Since its inception in September 2021, the Workforce Recovery Program team has recruited 106 businesses to participate in the KTEP program.

In 2022, the Workforce Recovery Program launched the inaugural **Fair Chance Academy**, a training program that provides businesses with the knowledge and resources to help successfully hire, train, and retain talent from fair chance populations. Through this Academy, 20 Kentucky businesses became certified as Fair Chance Employers in 2022, which impacts over 20,000 employees.

The Foundation's Workforce Recovery Program team helped a number of companies recruit 4,000 fair chance job opportunities and over 40,000 fair chance jobs since the program's inception.



Between 1970 and 2017, Kentucky experienced the **highest increase in “gross brain drain” in the nation**, meaning throughout that time period Kentucky saw the fastest growing gap between the number of highly educated residents leaving the state and those remaining in the state.

(“Losing our Minds: Brain Drain across the United States” U.S. Congress Joint Economic Committee, April 2019)



Bus to Business® is a statewide initiative focused on connecting students with employers. The program aims to show students what career pathways are in their own communities. In 2022, the Foundation engaged over 3,500 students in workforce conversations and activities, which resulted in 630 work-based learning and employment opportunities. The Foundation also created a Bus to Business® coloring book that highlighted jobs in key industries, and almost 12,000 coloring books were distributed to elementary schools and libraries across Kentucky.

EQUITY

OUR SOLUTIONS

The Kentucky Chamber Foundation recently launched the Center for Diversity, Equity, and Inclusion (DE&I), which aims to create deliberate, meaningful, and sustainable change to address inequality in Kentucky.



In the first year of the Center for DE&I, the Foundation's work has garnered widespread exposure by hosting over 40 trainings and workshops to over 130 unique businesses and through numerous interviews and speaking engagements.

The Center for DE&I also established a task force, which is made up of almost 40 of Kentucky's key DE&I business leaders. Through the Foundation's work in the equity space, the Center for DE&I team helped to increase the number of minority business enterprises that are members of the Kentucky Chamber by 45%.

In 2022, the Center for DE&I launched the Kentucky Minority-Owned Business Database (www.MBDKY.com) with 1,000 minority-owned businesses included and almost 6,000 site visits since its launch.

In addition, the Chamber hosted the Inaugural Kentucky Diversity, Equity, and Inclusion Summit with over 350 attendees, 26 speakers, and 131 unique businesses and organizations represented.

WHY THE FOUNDATION'S ROLE IS CRITICAL

“ 33% of workers feel their workplace is **not doing enough** to promote racial justice in the world. ”

(Achieving Equity to Build a Stronger Kentucky by the Kentucky Chamber Task Force on Racial Inequality)



EDUCATION

OUR SOLUTIONS

Through the Kentucky Chamber Foundation's partnership with the Truist Leadership Institute, the **Leadership Institute for School Principals** has trained over 519 public and private school principals from across Kentucky. In 2022, 80 principals, representing 46,000 Kentucky students from 41 counties, participated in the program. In 2022, Kentucky's business community contributed more than \$580,000 dollars to provide this program at no cost to the participating principals.

In 2022, the Foundation also hosted a ten-year anniversary celebration for the Leadership Institute for School Principal program, recognizing graduates of the program and those who have supported the program. At the event, the Foundation established the Deirdre Lyons Scholarship Fund to support executive training for future participants.

In 2022, Kentucky was chosen as one of two states to participate in the U.S. Chamber of Commerce Foundation's **National Civics Bee competition**, which shows young Americans how they can positively contribute to their local civic life. During this inaugural competition, middle school students from across the Commonwealth submitted essays about how they would solve a problem in their community, and the top ten essayists participated in a live competition.



**Leadership Institute
for School Principals**

Leadership development provided by:

 **Truist Leadership Institute**



**WHY THE
FOUNDATION'S
ROLE IS CRITICAL**

Recent scores on key academic measurements shows **Kentucky is in decline relative to other states.**

(Striving to be Top Tier for Talent by the Kentucky Business-Education Roundtable)

DISASTER RECOVERY

On December 10, 2021, devastating tornadoes moved across Kentucky, producing catastrophic damage. In partnership with Kentucky Sports Radio (KSR), the Foundation worked to raise \$1.7 million from our fellow Kentuckians and individuals around the world. \$951,000 of this was donated to Kentucky Habitat for Humanity to help rebuild communities impacted by the tornadoes, and \$700,000 was donated to Volunteers of America to support recovery efforts in communities impacted.

In July 2022, floods devastated parts of eastern Kentucky and impacted many of our neighbors. Once again, the Foundation partnered with KSR to build a relief fund to ensure our fellow Kentuckians can rebuild. With more than \$200,000 raised in this fund, the Foundation and KSR are working with local communities, local chambers, and state and local elected officials to ensure the needs of these areas are met in the wake of tragedy.



Kentucky Chamber Foundation PROGRAMS

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

Kentucky Chamber Workforce Center

Working to align education, workforce, and economic development initiatives throughout Kentucky using the voice of business.



Kentucky Talent Hub

Addressing Kentucky's workforce needs through a dynamic, online platform that connects employers, job seekers, and workforce development professionals.

Kentucky's Talent Pipeline

Building a stronger workforce aligned to the needs of Kentucky's key economic sectors and empowering employers to lead workforce development in Kentucky.



Bus to Business®

Providing opportunities for students across Kentucky to learn about career pathways available in local communities and businesses to connect with the future workforce.

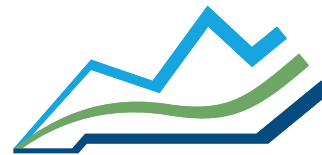


Center for Diversity, Equity & Inclusion

Helping to educate business leaders and transform workplaces across Kentucky to make our state a better place to live, work and do business.



Kentucky Chamber Foundation



Leadership Institute for School Principals

Transforming Kentucky education through executive-level leadership training for principals across the Commonwealth.

Kentucky Civics Bee

Promoting greater civic knowledge and participation through a competition designed to educate middle schoolers on public issues, build trust and public institutions, and help students engage in shaping public service.



Kentucky Comeback

Helping Kentuckians struggling with substance use disorder, assisting businesses in developing recovery-friendly work environments, and engaging Kentuckians interested in smart criminal justice reforms.



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

Thank You to OUR FUNDERS



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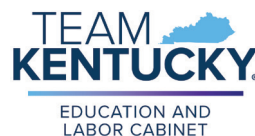
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Join Us in Advancing Economic Opportunity Across Kentucky



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