



Kentucky Chamber Foundation

Accelerating Solutions. Building Opportunity.



IMPACT REPORT 2025

Unlock the power of business
Accelerate solutions
Build opportunity



To Our Partners in Progress,

Nearly a decade into this work, the Kentucky Chamber Foundation Board made a deliberate effort this year to sharpen our direction. Today, our purpose is clear, and our path forward is defined. The Kentucky Chamber Foundation exists to unlock the power of business, accelerate solutions, and build opportunity in Kentucky—a mission that reflects both what we have built and the future we believe is possible for our Commonwealth.

Kentucky's workforce and education challenges require shared ownership and a commitment to solutions. We are proud of the progress we made this year by convening partners to take action.

The growth reflected in this report belongs to employers, educators, state leaders, and community partners aligned around practical solutions and long-term impact. When those partnerships take hold, they unlock opportunity at scale, open doors for individuals, strengthen businesses, and create pathways to prosperity that reach across communities and generations.

We are committed to advancing this work and grateful for those who pull up a chair at the table. When business, education, and government move forward together, Kentucky moves forward too.

Thank you for continuing to build that future with us.



Beth Davisson

Beth Davisson

Senior Vice President

Kentucky Chamber Foundation

*Thanks for
your support!*

2025-2026 BOARD OF DIRECTORS

The Kentucky Chamber Foundation is grateful for the leadership and guidance of our Board of Directors. Their commitment to Kentucky's future strengthens the Foundation's work and the impact it delivers across Kentucky.

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“The Kentucky Chamber Foundation plays a critical role in aligning business, education, and government around real solutions. When we bring the right partners together with a shared focus on outcomes, we can create lasting opportunity for Kentuckians and strengthen the future of our Commonwealth.”

— Les Fugate, Vice President Director, Public Affairs, U.S. State and Local, Canada, & Latin America, Brown-Forman, Kentucky Chamber Foundation Board Chair

How We DRIVE IMPACT



The Kentucky Chamber Foundation centers its purpose around three core areas that guide how we respond to the challenges and opportunities facing Kentucky. We are proud to highlight the measurable outcomes and impactful stories from our partners who help lead this work across the Commonwealth.



Drive Collaborative, Business-Led Solutions

Uniting employers and partners to solve Kentucky's most pressing challenges.



Expand Opportunity by Strengthening Communities

Creating pathways for Kentuckians to learn, work, and thrive by addressing barriers to prosperity through employer-driven action.



Build for Tomorrow

Focusing on future trends, bold ideas, and long-term strategies that shape Kentucky's next chapter.

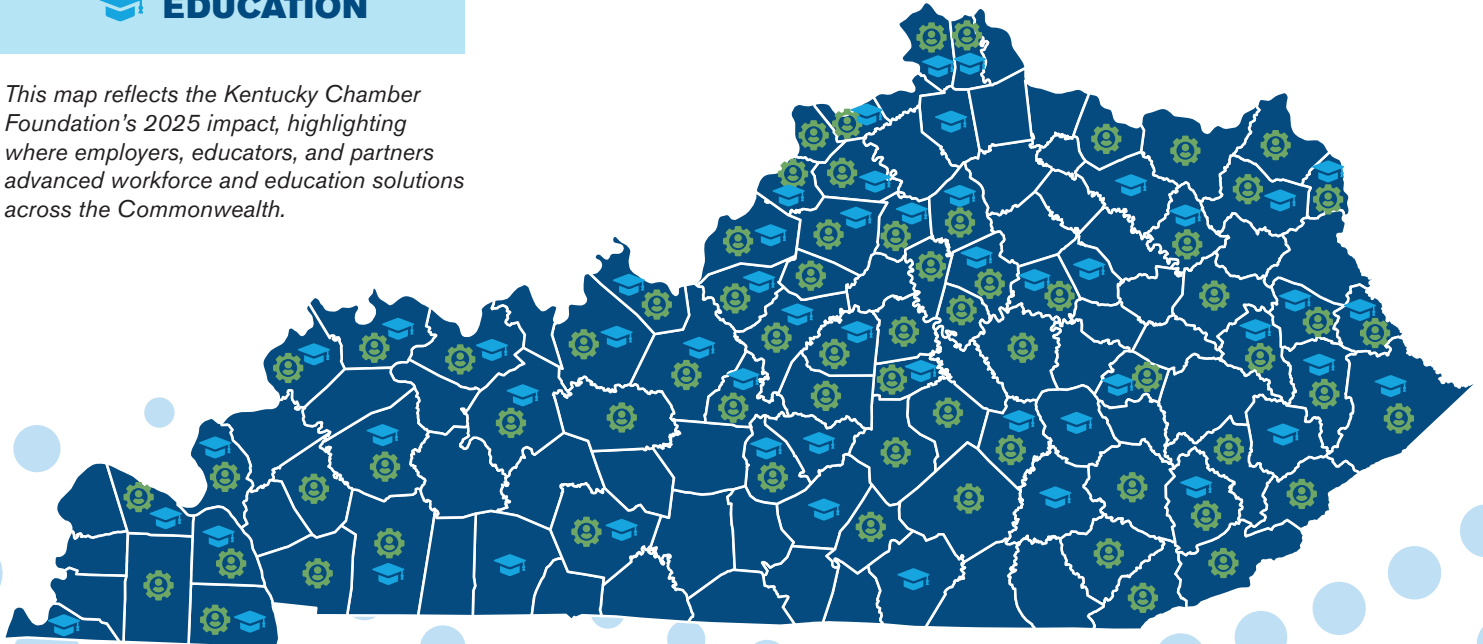


WORKFORCE



EDUCATION

This map reflects the Kentucky Chamber Foundation's 2025 impact, highlighting where employers, educators, and partners advanced workforce and education solutions across the Commonwealth.



2025 HIGHLIGHTS

In 2025, the Kentucky Chamber Foundation delivered measurable results across Kentucky through business leadership and strong partnerships. The outcomes below highlight the scale and reach of this work across the Commonwealth.



283 employers improved hiring and workforce practices



500+ partners convened to strengthen and align coordination across regions and sectors



199 Kentuckians connected to jobs and placements through employer-led hiring academies



15,000+ Kentuckians impacted by employers working together across all 10 regions to hire, retain, and support a stronger workforce



57 hospitals and 106 workforce partners engaged in industry-led solutions to expand health care pathways



3,252 students experienced hands-on career exploration



243 educators partnered with 201 businesses to connect learning to real workplaces



200+ individuals received access to jobs and resources, with 60 completing the expungement process



220+ individuals placed into employment opportunities through fair chance hiring initiatives



40 school principals completed executive-level leadership training, impacting 19,508 students



\$708,000 invested by the business community in school principal leadership



88 students competed in civics competitions across the state, with Kentucky's state champion placing fifth nationally

Our Reach Across **THE COMMONWEALTH**

Since 2017, the Kentucky Chamber Foundation's work has delivered the following results across the Commonwealth.



120 counties reached across Kentucky, advancing skills, educational attainment, and community impact through business-led solutions



\$19.1 million invested from funders to support workforce development across Kentucky



750+ Kentuckians connected to employment opportunities



641 school principals trained in executive-level leadership, impacting more than 3 million students statewide

\$4.4 million invested by the business community in school leadership



1,086 educators trained in employer-connected learning experiences

1,228 middle school students participated in National Civics Bee competitions in Kentucky



569 individuals placed into employment opportunities through fair chance hiring initiatives



51,044 students engaged in career exploration experiences

Drive Collaborative, **BUSINESS-LED SOLUTIONS**



Kentucky's workforce challenges require shared ownership and coordinated action. In 2025, the Kentucky Chamber Foundation brought together employers, partners, and community leaders to align strategies, strengthen systems, and accelerate solutions that help Kentucky compete.

2025 Outcomes | Employer Training and Workforce Implementation

- **283 employers** improved hiring and workforce practices
- **500+ partners** convened to strengthen and align coordination across regions and sectors
- **199 Kentuckians** connected to jobs and placements through employer-led hiring academies
- **15,000+ Kentuckians** impacted by employers working together across all 10 regions to hire, retain, and support a stronger workforce through the Statewide Workforce and Talent Team (SWATT)
- **57 hospitals and 106 workforce partners** engaged in industry-led solutions to expand health care pathways in partnership with the Kentucky Hospital Association

To Date:

- **750+ Kentuckians** connected to employment opportunities
- **\$19.1 million** invested from funders to support workforce development across Kentucky



Program Highlights



Expanded employer training and peer learning opportunities to accelerate workforce growth



Strengthened alignment across partners, regions, and industries to advance collaborative solutions



Scaled practical, business-led strategies that employers can apply immediately to address talent needs



“Kentucky’s workforce system works best when everyone is pulling in the same direction. SWATT makes that happen—coordinating workforce, education, and economic development partners statewide around real employer demand and real opportunity for Kentuckians.”

— **Dr. Ryan Quarles**, President, Kentucky Community and Technical College System



Business-Led Collaboration That Strengthens a Regional Talent Pipeline



When leaders at Cincinnati/Northern Kentucky International Airport (CVG) began planning for long-term growth, workforce data revealed a looming challenge. Aircraft mechanics were projected to become one of the fastest-growing and most critical roles on the airport campus, yet no established pipeline existed to meet future demand.

Rather than waiting for the shortage to emerge, CVG chose to lead.

Through the Kentucky Chamber Foundation, CVG took a more intentional approach to addressing its future workforce needs. The Foundation brought industry employers and partners together around the shared challenge, helping move the conversation toward action.

That effort led to new partnerships and the launch of the Epic Flight Academy at CVG, an on-campus aircraft maintenance training program designed to prepare workers for in-demand aviation careers and support the airport's continued expansion.



As CVG continues to grow as a global cargo and logistics hub, building the Epic Flight Academy helps ensure we have the skilled workforce needed to support that growth and keep Kentucky connected to the global economy. The Kentucky Chamber Foundation helped us better understand our workforce needs early on and take a more direct role in building the pipeline that made the Epic Flight Academy at CVG possible.

— **Gina Stough**, Vice President of Human Resources, CVG



CVG Impact at a Glance

- **Aircraft mechanic demand projected** to grow nearly 80%, prompting early employer action
- **Employer-led aviation** maintenance training pipeline launched at CVG
- **First cohort of 17 FAA-certified mechanics** completed training in 2025, with additional cohorts underway

Expand Opportunity by **STRENGTHENING COMMUNITIES**



Opportunity grows when employers are engaged in their communities. Strong networks bring employers, educators, and partners together to expand pathways to work. In 2025, the Kentucky Chamber Foundation helped strengthen those connections, opening more doors to employment across Kentucky.

2025 Outcomes | Community Engagement to Employment

- **3,252 students** experienced hands-on career exploration
- **243 educators partnered with 201 businesses** to connect learning to real workplaces
- **200+ individuals** received access to jobs and resources with 60 completing the expungement process
- **220+ individuals** placed into employment opportunities through fair chance hiring initiatives

To Date:

- **51,044 students** engaged in career exploration experiences
- **1,086 educators** trained in employer-connected learning experiences
- **569 individuals** placed into employment opportunities through fair chance hiring initiatives



Program Highlights



Expanded career exploration opportunities that help students make informed decisions about future pathways



Strengthened connections between educators and employers to better align education and workforce needs



Deepened employer engagement in community partnerships that support long-term talent development



Building New Pathways into Skilled Trades Careers



When Angie Reynolds began looking for heavy equipment operators in eastern Kentucky, she kept running into the same problem employers across the region were facing: there were not enough qualified workers.

Many experienced operators were nearing retirement, and employers had no clear pipeline to prepare the next generation for these critical roles.

That began to change when Reynolds joined the Eastern Kentucky Construction Talent Pipeline Management (TPM[®]) collaborative, led by the Kentucky Chamber Foundation. Through the collaborative, employers shared workforce data and identified a critical gap that eastern Kentucky lacked training programs to prepare workers for these roles.

“The TPM collaborative was a turning point for me,” Reynolds said. “I realized the workforce challenge I had been trying to solve inside my own company was affecting employers across the entire region. The Foundation helped bring us together to understand the problem, and that’s what inspired me to build a solution.”

That solution became the Training Eastern Kentuckians (TEK) Center—a trade school designed around real employer needs that focused on preparing workers for high-demand skilled trades careers.

What began as one employer’s effort to solve a hiring challenge has grown into a regional workforce engine, creating new pathways to skilled careers while building a stronger workforce pipeline for employers across eastern Kentucky.



TEK Center Impact at a Glance

- **Trained 118 individuals** in high-demand skilled trades
- **Programs aligned** to employer needs and industry credentials
- **Planned expansion** to serve up to 400 students annually

Build for **TOMORROW**



Kentucky's future will be shaped by the people, partnerships, and solutions we invest in today. The Kentucky Chamber Foundation is committed to strengthening the Commonwealth through work that delivers lasting results. In 2025, that included initiatives focused on school principal leadership training and civic education, preparing the next generation to lead and succeed across the state.

2025 Outcomes | Leadership and Civic Readiness

- **40 school principals** completed executive-level leadership training through the Truist Leadership Institute, impacting 19,508 students
- **\$708,000 invested** by the business community in school principal leadership
- **88 students competed** in civics competitions across the state, with Kentucky's state champion placing fifth nationally

To Date:

- **641 school principals** trained in executive-level leadership, impacting more than 3 million students statewide
- **\$4.4 million invested** by the business community in school leadership
- **1,228 middle school students** in Kentucky have participated in National Civics Bee competitions

Program Highlights



Built leadership capacity that strengthens schools and supports long-term student success



Expanded civic learning experiences that develop leadership skills for students



Strengthened regional partnerships that support future-ready schools and communities



We invest in the Kentucky Chamber Foundation because strong schools and leadership are critical to the future of our communities. The Leadership Institute for School Principals is a powerful example of how the business community can support school leaders and strengthen education across Kentucky. This work is making a real difference for students and communities statewide.

— **Joe Craft III**, President, Chief Executive Officer & Director,
Alliance Resource Partners

Leadership That Multiplies Impact for Students and Schools



When Dr. Bob Lawson first became a high school principal, he believed strong leadership meant keeping systems running smoothly. He soon realized that leading an entire school, and the people within it, required a deeper approach.

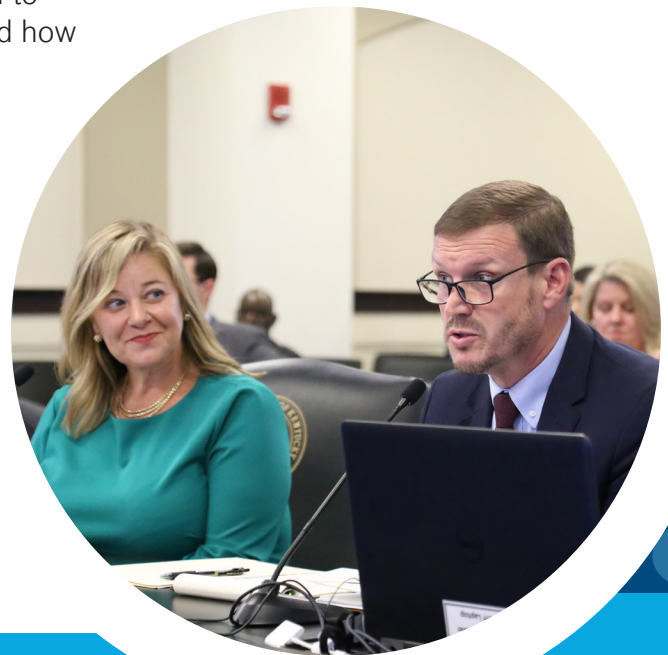
Lawson heard about the Kentucky Chamber Foundation's Leadership Institute for School Principals from a business leader in Henderson, learning that the program helps principals strengthen their leadership, shape school culture, and navigate the complex challenges schools face.

Built on the belief that principals are the CEOs of their schools, the program is delivered in partnership with the Truist Leadership Institute, which traditionally develops business executives. With support from Truist and Kentucky's business community, it is offered at no cost to principals or their districts.

For Lawson, the experience reshaped his approach to leadership. "It positively transforms who you are and how you think, not just the strategies you use," he said.

Today, as superintendent of Henderson County Schools, Lawson continues to encourage principals across the district to participate because of its impact on leadership, school culture, and student outcomes.

Through the Leadership Institute for School Principals, the Foundation is investing in the leaders who shape Kentucky's schools and influence the students who will become the Commonwealth's future workforce.



Henderson County Schools Impact at a Glance

- **Nineteen Henderson County principals have graduated** from the Leadership Institute for School Principals, serving 7,981 students at the time of their participation
- **Reading proficiency increased from 43% to 66%** and **math proficiency from 43% to 63%** in schools led by program alumni (2021–2023)
- **Three Henderson County principals participated in the 2025–2026 class**, representing 2,768 students



Kentucky Civics Bee Champion Places 5th at 2025 National Civics Bee® Competition



For many middle school students, civics can feel distant—something learned for a test rather than something that shapes real life. But for Calloway County eighth grader Ava Bogard, civics became personal when she began asking a bigger question: Who gets to fully participate in our democracy, and who is left out?

As she prepared for the National Civics Bee®, Bogard focused on the challenges many Kentuckians face in restoring voting rights after a felony conviction. Pursing the topic for this competition pushed her to engage thoughtfully with a complex issue and consider how informed civic leadership can lead to meaningful change.

“By participating in the National Civics Bee, I cultivated a passion for civics, public policy, and activism that I did not have prior,” Bogard said. “I found my voice and learned to use it to advocate for others.”

Through multiple rounds of competition, Bogard earned the opportunity to represent Kentucky at the 2025 National Civics Bee in Washington, D.C., where she placed fifth in the nation.

Bogard’s journey reflects what happens when young people are challenged to think seriously about their role in the world around them. Through initiatives like the National Civics Bee, the Kentucky Chamber Foundation—and the business leaders who support its work—are helping inspire the next generation of engaged citizens across the Commonwealth.



Thank You to **OUR FUNDERS & PARTNERS**

Thank you to the employers, educators, state leaders, and community partners who lead alongside us. Your investment and collaboration are central to strengthening talent pipelines, supporting education, and advancing opportunity across the Commonwealth.



WORKFORCE SOLUTIONS FUNDERS

- Appalachian Regional Commission
- AT&T Kentucky
- Fifth Third Bank
- Fletcher Group
- Goodwill Kentucky
- Isaiah House
- Kentucky American Water Foundation
- Kentucky Department of Workforce Development
- Kentucky Education and Labor Cabinet
- Kentucky Hospital Association
- Kentucky Office of Drug Control Policy
- Kentucky Society for Human Resource Management
- Lift A Life Novak Family Foundation
- PNC Bank
- The Just Trust
- Truist Charitable Fund
- UK King's Daughters Medical Center
- University of Kentucky Human Development Institute
- U.S. Chamber of Commerce Foundation
- UPS



EDUCATION SOLUTIONS FUNDERS

- Alltech
- Appalachian Regional Healthcare
- AT&T Kentucky
- Brown-Forman Corporation
- Chris and Nancy Black
- Craft Philanthropy
- Crouse Corporation
- Dave and Bonnie Adkisson
- Deirdre Lyons
- Deirdre Lyons Scholarship Fund
- Diane Medley
- Heaven Hill
- Higgins Insurance
- John and Vivian Williams
- Kentucky American Water Foundation
- Kentucky Venues
- Lynn Parrish
- Paducah Area Chamber of Commerce
- Planters Bank, Inc.
- PNC Foundation
- Rich and Jenny Maddux
- Scott County United, Inc.
- Truist Leadership Institute
- U.S. Chamber of Commerce Foundation



KENTUCKY CHAMBER FOUNDATION MISSION FUNDERS

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- Kim Baker
- Kim Sweazy
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- Megan Thoben
- Mike Fine
- Paige Franklin
- Pattie Dale Tye
- Ray Daniels
- Steve Rudolf
- Talley Russell
- Theresa Reno-Weber
- William Summers V



At AT&T, we see how important it is for students to have a clear path from the classroom to a career. Creating those connections early—through real exposure to industries and employers—can change how students see their future. The Kentucky Chamber Foundation is helping make that happen across the state, and we're proud to support its efforts to strengthen Kentucky's workforce.

— **Carlos E. Sanchez**, President, AT&T Kentucky



Kentucky Chamber FOUNDATION TEAM

Behind every partnership and outcome in this report is a team committed to practical solutions and measurable impact for Kentucky.



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PARTNER

with Us



The Kentucky Chamber Foundation leads work that is strengthening Kentucky today and building a stronger future for generations to come. By identifying emerging challenges, convening leaders from across the state, and advancing solutions that respond to the needs of employers, the Foundation supports economic growth and expands opportunity for Kentuckians.

Funding & Partnership Opportunities

Your support helps advance the Kentucky Chamber Foundation's work and expand its reach across the Commonwealth.

Support can take many forms:



Strategic sponsorships and multi-year partnerships



In-kind contributions and employer engagement



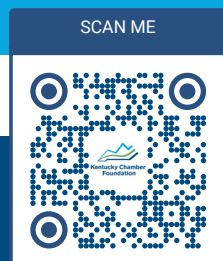
Scholarships and support for schools and communities



Investments in regional and statewide initiatives



To support this work, visit kychamberfoundation.org/donate



At Fifth Third, we believe expanding opportunity requires more than individual effort—it takes alignment across employers, communities, and systems. The Kentucky Chamber Foundation brings together the right partners to move solutions forward. Through that work, we've seen how employers can take action to expand opportunity, support individuals reentering the workforce, and strengthen long-term stability for communities across Kentucky.

— **Kim Halbauer**, Regional President, Fifth Third Bank, Kentucky,
Chair-Elect, Kentucky Chamber





With a keen focus on addressing the opportunities and challenges that matter most to businesses—economic development, workforce participation, and child care—the Kentucky Chamber Foundation continues to demonstrate its commitment to the Commonwealth and the businesses that contribute to its economic success.

—Yajaira Aich West, Vice President,
Client & Community Relations Director, PNC



Looking AHEAD

Kentucky's future will be shaped by how we respond to the challenges and opportunities ahead. Building on the progress highlighted in this report, the Kentucky Chamber Foundation will continue working alongside employers and partners to advance practical solutions that help more Kentuckians succeed.

2026 PRIORITIES



Advance employer-led efforts to address workforce challenges and meet the needs of Kentucky's current and future economy

Build partnerships and collaborations that bring leaders together to solve problems and drive results across Kentucky

Strengthen connections between education and industry so more Kentuckians can access jobs and career pathways

Invest in leadership development that strengthens schools across the Commonwealth

Promote civic understanding and engagement that prepares the next generation to lead

Increase the use of technology and AI to support workforce solutions



LEARN MORE

CONTACT US TO LEARN MORE

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Join us in our
**SHARED
VISION**

A thriving economic climate in Kentucky





Kentucky Chamber Foundation

Accelerating Solutions. Building Opportunity.

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