

WORKING TOWARDS RECOVERY



**OVERCOMING KENTUCKY'S
WORKFORCE & SUBSTANCE USE DISORDER
CHALLENGES**

NEW CHAMBER REPORT SHOWS HOW SUBSTANCE USE DISORDER CONTRIBUTES TO *Workforce Challenges*

Kentucky continues to struggle with a major substance use disorder crisis, with devastating effects not only on public health and families but also on Kentucky's economy and workforce. In fact, substance use disorder, or SUD, is a key reason why Kentucky has one of the lowest workforce participation rates in the nation, according to a new report by the Kentucky Chamber Center for Policy and Research titled "Working Towards Recovery."



The future of Kentucky's economy hinges on building a globally competitive workforce.

— Kentucky Chamber President and CEO Ashli Watts

President and CEO Ashli Watts. "A vital lesson we learned from the Kentucky Comeback Tour was that SUD is tearing families apart and keeping Kentuckians from working and reaching their full potential in every corner of the Commonwealth. We must lean into solutions we know can produce results. 'Working

Towards Recovery' provides a renewed road map for how to get there and underscores the urgency of this challenge."

The report lays out key facts about Kentucky's SUD and workforce challenges and proposes public policy solutions, which include increased funding for treatment, recovery, and prevention, ensuring access to quality recovery housing, reforming our criminal justice system, and encouraging more fair chance hiring.

"The future of Kentucky's economy hinges on building a globally competitive workforce," said Kentucky Chamber

READ MORE

"Working Towards Recovery" can be read in full on kychamber.com.

KENTUCKY CHAMBER RECOGNIZES 14 LEGISLATORS AS *MVPs of the 2023 General Assembly*

The 2023 General Assembly saw monumental progress on several critical priorities of the Kentucky business community. Following the legislative session, the Kentucky Chamber has announced the recognition of 14 legislators who displayed conspicuous actions to ensure Kentucky's growth, strengthen businesses across the Commonwealth, and improve competitiveness throughout the state.

The pro-growth policies passed during the 2023 legislative session saved Kentucky businesses an estimated \$1.5 billion, roughly \$921 for each employee in the Commonwealth— marking the fourth year in a row of savings equal to more than a billion dollars for the business community— thanks to the General Assembly and the Chamber's aggressive advocacy.

**SEE MVPS OF THE 2023 GENERAL
ASSEMBLY, PAGE 2**

EMPLOYERS CAN NOW APPLY FOR *Employee Child Care Assistance*

In 2022, the Kentucky General Assembly passed legislation to create the Employee Child Care Assistance Partnership (House Bill 499). Through this program, employers can partner with the state to provide financial assistance to employees struggling with the cost of quality child care.

The program offers employers a powerful employee attraction and retention tool and an opportunity to double the size of an employee benefit with assistance from the state.

To fund this program, the Kentucky General Assembly appropriated \$15 million that will be made available from July 1, 2023, to June 30, 2024.



SCAN ME



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Learn more about the program and apply today at kychamber.com/childcare.

FROM THE FRONT

MVPs of the 2023 General Assembly

Recipients of the 2023 Kentucky Chamber MVP Award showed strong leadership for the business community by sponsoring or carrying Kentucky Chamber priority legislation to final passage, showing leadership on passage of critical legislation to improve Kentucky, or by taking hard votes in defense of business.

Below are the legislators selected for this year's MVP awards and highlights of how they went to bat for the business community this session:



Robert Stivers
Senate President



David Osborne
Speaker of the House



Damon Thayer
Senate Majority Leader



Steven Rudy
House Majority Leader



Julie Raque Adams
Senate Caucus Chair



Samara Heavrin
Representative



Brandon Reed
Representative



Killian Timoney
Representative



Russell Webber
Representative



Jared Carpenter
Senator



Michael Meredith
Representative



Jason Petrie
Representative



Brandon Storm
Senator



Chris McDaniel
Senator

- **Senate President Robert Stivers** was instrumental in ensuring passage of several top priorities of the business community including reducing taxes and supporting signature industries.
- **Speaker of the House David Osborne** was instrumental in ensuring passage of several top priorities of the business community including reducing taxes and supporting signature industries.
- **Senate Majority Leader Damon Thayer** provided leadership on important issues, including legislation to protect Kentucky's signature industries, and worked against legislation that would have been costly for job creators.
- **House Majority Leader Steven Rudy** was a consensus builder on several business priorities, specifically relating to tax, and worked against legislation that would have been costly for job creators.
- **Senate Caucus Chair Julie Raque Adams** played a key role in legislation to support signature industries including the phase-out of the job-killing tax on aging spirits and the bill to allow sports wagering.
- **Rep. Samara Heavrin** championed legislation to enact statewide standards for substance use disorder recovery housing to ensure quality, safety, and effectiveness.
- **Rep. Brandon Reed** championed bills to further reduce Kentucky's income tax rate and provide additional resources to rural hospitals.

- **Rep. Killian Timoney** championed legislation to ban an illegal form of gambling known as "gray machines," which are unregulated, untaxed betting machines.
- **Rep. Russell Webber** championed legislation to further reform Kentucky's unemployment insurance system to address Kentucky's workforce challenges.
- **Sen. Jared Carpenter** championed legislation to allow Kentucky Educational Excellence Scholarship (KEES) awardees to use their scholarship money at proprietary schools that offer training programs within Kentucky's top-five high-demand workforce sectors to address Kentucky's workforce challenges.
- **Rep. Michael Meredith** championed legislation to allow sports wagering in Kentucky, which improves competitiveness.
- **Rep. Jason Petrie** was instrumental in ensuring passage of priority legislation to reduce taxes and to phase out the job-killing tax on aging spirits.
- **Sen. Brandon Storm** supported the business community position against legislation that would have greatly increased costs on business and supported sports wagering in Kentucky.
- **Sen. Chris McDaniel** was instrumental in ensuring passage of priority legislation to reduce taxes and to phase out the job-killing tax on aging spirits.

LEARN MORE

View the **Kentucky Chamber's 2023 Results for Business** publication online, detailing top priorities of the business community that passed, scoring votes of legislators on important issues, and showing missed opportunities.

SCAN ME



CENTER FOR DIVERSITY, EQUITY, AND INCLUSION HOSTS *Pilot Academy*

In April, the Kentucky Chamber Foundation hosted the Diversity, Equity, and Inclusion (DE&I) Academy: Racial Equity Track Pilot in Louisville with members of the business community.

The DE&I Academy, a new program offered by the Kentucky Chamber Foundation's Center for DE&I, is an interactive, hands-on learning experience for C-suite executives and DE&I professionals across the Commonwealth. This program is designed to help business leaders gain a foundational understanding and personal awareness of DE&I concepts in order to create an inclusive organizational culture that benefits all stakeholders.



Diversity is something we all have in common, but inclusion is a reflection of choices. There is strength in differences, and the DE&I Academy Pilot showcased how many leaders are looking to embrace diversity and eliminate bias in the workplace. The Kentucky Chamber has made tremendous strides in bringing DE&I to the forefront, offering business leaders a chance to acknowledge the importance of diversity, ways to become more equitable, and how to be more inclusive—all things necessary for a happy and successful workforce. I am excited and energized to help drive change and shape the future of our state.

LEARN MORE

If you would like to be notified of the summer 2023 Academy, please contact the Center for DE&I Team at dei@kychamber.com.



Jeania Perry,
Human Resources Director
Appalachian Wireless



Governor Andy Beshear addresses attendees of the 2023 Kentucky Chamber Day Dinner

STATE LEADERS OUTLINE PRIORITIES AT *Kentucky Chamber Day Dinner*

PRESENTED BY **Fidelity**

At the 2023 Kentucky Chamber Day Dinner in February, Chamber President and CEO Ashli Watts said, “the Chamber has never been more laser-focused on the needs of our businesses, and a competitive tax code and a skilled and healthy workforce are what will move the Commonwealth forward.”

Governor Andy Beshear celebrated the fact that the Commonwealth has just logged the best two years of economic development in the state’s history.

For the first time, Kentucky has two Black legislative leaders in Senate Minority Leader Gerald Neal and House Minority Leader Derrick Graham. Both gave their first remarks at the annual event.

Leader Graham said Kentucky has a lot to be proud of. “We can all agree we have kept politics from becoming personal,” he said discussing the progress made in recent years.

Senate Democratic Leader Neal said it is the job of the legislature to work with the business community to make Kentucky more competitive, while also ensuring policy improves the quality of life for all in the state.

Kentucky House Speaker David Osborne said his caucus is focused on building a workforce that supports Kentucky’s future and continuing to focus on education including historic investments in the state’s education system.

Senate President Robert Stivers said he is proud of the strong leadership in the House and the Senate that have worked on legislation changing the trajectory of people in communities that have been left behind.

“The future is very bright, best days are in front of us because of the policies we have implemented working with the Kentucky Chamber,” Stivers said in closing.



2023 Kentucky Chamber Executive Committee



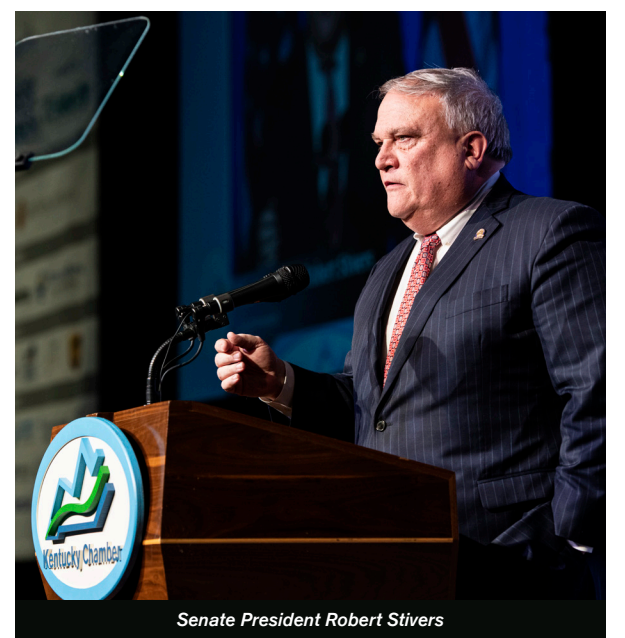
Kentucky Chamber 2023 Chair Kevin Smith, Vice President of Kentucky Bourbon Affairs at Beam Suntory



Speaker of the House David Osborne



Clearpath Mutual team members including Jeremy Walker, Nathan Deaton, Hilary Alvey, Kentucky Chamber Board Member Jeff Borkowski, Jillian Taylor, Felecia Itson, Melissa Brutscher, and Teri Ralston



Senate President Robert Stivers



Senate Minority Leader Gerald Neal



House Minority Leader Derrick Graham



Kentucky Chamber President and CEO Ashli Watts, HJI Supply Chain Solutions President Conrad Daniels, Fifth Third Bank Kentucky President Kim Halbauer, Baptist Health System Vice President of Human Resources Steve Rudolf, and Goodwill Industries of Kentucky President and CEO Amy Luttrell

KEY STRATEGIES TO ATTRACT AND RETAIN EMPLOYEES DURING TALENT SHORTAGE DISCUSSED AT 2023 Workforce Summit

PRESENTED BY **Kentucky Career Center**
Career Training Employer

As businesses strive to keep pace with the economic development announcements and fill job opportunities across the Commonwealth, the Kentucky Chamber hosted its 8th Annual Workforce Summit in February.

With this unprecedented economic growth, Kentucky Education and Labor Cabinet Secretary Jamie Link asked, "Why can't Kentucky be a leader in workforce development? We all have a mission to employ our people. It's incumbent on us to give people the tools they need to achieve gainful employment."

He pointed to key partners like the Kentucky Chamber Foundation and other leaders that are helping the Commonwealth build the talent pipeline starting early.

Kentucky Chamber Board Member Kim Halbauer, president of Fifth Third Bank Kentucky, said that 80,000 degrees were issued in Kentucky last year. "We have talent, but we have to figure out how to get the talent to stay in Kentucky and we have to reduce barriers for individuals," she said.

In order for Kentucky to compete for talent, a panel of key Chamber business leaders said the Commonwealth needs to do a better job of telling Kentucky's story and focus on its strengths.

“We have talent, but we have to figure out how to get the talent to stay in Kentucky and we have to reduce barriers for individuals.”
— Kim Halbauer, president of Fifth Third Bank Kentucky

Jeffrey Korzenik, chief economist of Fifth Third Bank, said, "We are experiencing a labor gap of five million workers. We have never seen anything like this before. That requires us in the business community to do things differently."

He said employers should be focused on eliminating unnecessary barriers, increasing flexibility for working parents, creating pathways for older workers, avoiding worker burnout, and establishing non-traditional talent pipelines.

Danny Nelms, CEO of The Work Institute, asked business leaders to think about how they are attracting new employees and reattracting current employees to their company. He shared other areas employers should focus on beyond pay, which includes employee development and progression, work-life integration and flexibility, fair and communicative culture, and more.

LEARN MORE

Read more at kychamberbottomline.com.



Kentucky Chamber Foundation Senior Vice President Beth Davisson, Kentucky Education and Labor Cabinet Deputy Secretary Beth Brinly, Kentucky Education and Labor Cabinet Secretary Jamie Link, and Kentucky Chamber Foundation's Workforce Center Executive Director LaKisha Miller



Workforce Summit keynote speaker Jeffrey Korzenik, chief economist of Fifth Third Bank



FAIR CHANCE HIRING PRIORITIZED AT THE *2023 Recovery in the Workplace Conference*

PRESENTED BY **Isaiah House**
Real Hope for Addiction

The Kentucky business, recovery, and education community gathered to discuss hiring, training, and retaining individuals in recovery from substance use disorder at the Kentucky Chamber's 5th Annual Recovery in the Workplace Conference in March.

Kicking off the event, Kentucky Chamber Foundation Workforce Center Executive Director LaKisha Miller discussed the many successes seen in the business community around programming through the Foundation including the Kentucky Transformational Employment Program, Fair Chance Academy, and much more.

Office of Drug Control Policy Executive Director Van Ingram touted the success of those programs and the partnership between the two entities to ensure individuals are being connected with open positions and also noted the incredible recovery programs Kentucky is home to.

"When today is over, we will have lost six more Kentuckians to this disease. And law enforcement, public health, treatment, recovery, and others cannot solve this problem alone. It takes all of us," Ingram said. "These are not bad people trying to do good. They are sick people trying to get well."

Matt Brown, chief administrative officer at Addiction Recovery Care (ARC), applauded the work of the Kentucky Chamber, calling the organization a champion on this issue for paving the way for how other states think about these issues.

ARC's Kentucky Market President John Wilson said science shows that the best chance for success hinges on successful treatment and employment following treatment which ARC has formed a model for with its Crisis to Career program.

During the keynote speech at the conference, best-selling author Sam Quinones discussed his research and journalism on the rise and spread of opioids in America, what has happened in recent years, and what is being done to help those struggling.

In the years after *Dreamland*, Quinones said he thought it had been covered because "what's worse than heroin?" But that question was answered quickly as he watched the rise of synthetic drugs like the fentanyl that is being seen as the cause of so many overdoses.



Recovery in the Workplace Conference keynote Sam Quinones, journalist and best-selling author

Quinones said it is encouraging to see communities and others coming together to address these issues and there are innovative solutions out there.

Approximately one in three adults have a criminal record and will likely face employment and legal hurdles. Declining labor force participation has been exacerbated by the pandemic, said Cumberland and South Central Workforce Development Board Director of Reentry Programming Jonathan Aaron Poynter, which has caused businesses to become more receptive to hiring these individuals.

The Kentucky Recovery Hall of Fame induction ceremony also happened at the conference, recognizing Van Ingram, executive director of the Kentucky Office of Drug Control Policy, Charlotte Wethington, founder of Casey's Law, Jeff Whitehead, former executive director of the Eastern Kentucky Concentrated Employment Program, and Toyotomi as employer of the year.

READ MORE

Read more at kychamberbottomline.com.



Les Fugate of Brown-Forman, Kentucky Chamber Chair Kevin Smith of Beam Suntory, Chamber Past Chair Diane Medley of MCM CPAs and Advisors, Ashli Watts of the Kentucky Chamber, Dr. Kim Schatzel of the University of Louisville, and Lawson Whiting of Brown-Forman



KEY BUSINESS LEADERS FROM LOUISVILLE WELCOME

UofL President Dr. Kim Schatzel

In March, Brown-Forman and MCM CPAs and Advisors held a reception for key business leaders from Louisville to welcome University of Louisville (UofL) President Dr. Kim Schatzel.



Thank you for your investment.

The following is a list of new members of the Kentucky Chamber. Please help us thank these companies for investing in the Chamber's mission by giving them your business.

ADVISOR

V-Soft Consulting

TRUSTEE

Blackhawk Mining LLC
CRG Automation

EQUITY PARTNER

Ale-8-One Bottling Company
Management Performance International,
MPI Consulting
Mirza
The Candleberry Candle Co.

CORNERSTONE

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STAKEHOLDER

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KENTUCKY CHAMBER NEWS

For address changes and subscription information, call **502-848-8723**.



Pictured above: Kentucky Chamber's 2023 Board of Directors.

Nominations FOR BOARD OF DIRECTORS DUE

The nomination process is now open for Kentucky Chamber Board of Directors seats beginning on Oct. 1, 2023. Nominations should contain name, title, organization, city and a brief statement of leadership activities.

For more information, or to nominate an individual, contact **Candy Keeton** at ckeeton@kychamber.com or **502-848-8741**.

Nominations are due by May 24, 2023.

Mark Your Calendars

- May 17-18, 2023** | 12th Annual Kentucky Energy Management Conference – Lexington
- May 25, 2023** | Navigating Sales and Use Tax in Kentucky – Louisville
- June 8, 2023** | 19th Annual Best Places to Work in Kentucky – Lexington
- June 13, 2023** | Strategies, Tips and Insights for the Safety Management Toolbox – Lexington
- June 14, 2023** | Navigating Sales and Use Tax in Kentucky – Lexington
- June 14, 2023** | OSHA Lockout/Tagout Train the Trainer – Lexington
- June 15, 2023** | An Inclusive Workforce: What It Is and Why It Matters to Kentucky webinar – Virtual
- June 20, 2023** | 23rd Annual Remaining Union Free – Lexington
- July 18, 2023** | 3rd Annual Women's Summit – Lexington
- August 9-10, 2023** | 26th Annual Ky. Environmental Permitting & Reporting Conference – Lexington
- August 15-16, 2023** | Supervising & Managing People Seminar – Louisville
- August 16-17, 2023** | OSHA Fall Protection Competent Person Certification – Louisville
- August 18, 2023** | OSHA Forklift: Train the Trainer – Louisville
- August 29-31, 2023** | 39th Annual KYSHRM Conference – Lexington
- September 13, 2023** | Inclusive Workforce Summit: Engaging the Talents of Kentuckians with Disabilities – Lexington
- September 20, 2023** | Kentucky Chamber 77th Annual Meeting Dinner – Louisville
- October 10, 2023** | 2nd Annual Kentucky Diversity, Equity & Inclusion Summit – Louisville
- November 2, 2023** | Kentucky Entrepreneur Hall of Fame – Lexington
- December 5-6, 2023** | OSHA 10 Hour Voluntary Compliance Course – Lexington
- December 5-8, 2023** | OSHA 30 Hour Voluntary Compliance Course – Lexington
- December 6-7, 2023** | Supervising and Managing People – Lexington
- February 8, 2024** | 29th Kentucky Chamber Day Dinner – Lexington



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REGISTER OR SPONSOR AN EVENT

To register for an event visit kychamber.com or contact **Lori Jo Goff** at **502-848-8727** or lgoff@kychamber.com.

Sponsorship opportunities are available for many of these events. To learn more, contact **Andrea Flanders**, Director of Sponsorship Relations, at **502-848-8786** or aflanders@kychamber.com.



19TH ANNUAL BEST PLACES TO WORK IN KENTUCKY Award Winners Announced

The Kentucky Chamber of Commerce, the Kentucky Society for Human Resource Management (KYSHRM) and ClearPath Mutual Insurance Company announce the 100 companies (in alphabetical order) that made the **19th Annual Best Places to Work in Kentucky** list. The winner rankings will be announced at an awards dinner **Thursday, June 8, 2023**, at the Central Bank Center.



Winners from across the state have been selected in three categories: small companies of 15-149 employees, medium companies of 150-499 employees and large companies consisting of more than 500 employees (categories based on number of U.S. employees, only Kentucky employees surveyed). The selection process, managed by Workforce Research Group, is based on an assessment of the company's employee policies and procedures and the results of an internal employee survey.

The competition is a multi-year initiative designed to motivate companies in the Commonwealth to focus, measure and move their workplace environments toward excellence. Numerous studies show a strong correlation between profitability and creating a good place to work.

VIEW 2023 WINNERS
View the complete list of winners at
bestplacestoworkkentucky.com/awards/winners.

Kentucky Chamber Key Investors

Commonwealth Partner



Chairman's Circle



Champion



Advisor



Trustee

- | | | | | |
|---|---|---|--|---|
| <ul style="list-style-type: none"> Addiction Recovery Care AdventHealth Manchester Amteck of Kentucky AppHarvest Atlas Air Avantor Performance Materials Bechtel Parsons Bluegrass Bellarmine University Big Ass Fans Blackhawk Mining Brenntag Brightview Health Cardinal Hill Rehabilitation Hospital CareSource Carespring Healthcare Management, LLC Century Aluminum of Kentucky, LLC CertainTeed | <ul style="list-style-type: none"> Citizens National Bank Clark's Pump N Shop Coca-Cola Consolidated Commonwealth Credit Union Community Trust Bancorp. Inc. Computer Services, Inc. DBA CSI Consoliplex Corning Incorporated Country Oven Bakery CRG Automation Dean Dorton Deloitte Consulting Diageo North America Dismas Charities Domtar Paper Company Dorman Double Kwik | <ul style="list-style-type: none"> EDF Renewables English Lucas Priest & Owsley, LLP Family Wealth Group Farmers National Bank of Danville Field & Main Bank Four Rivers Nuclear Partnership German American Bank Gray Construction Hyster-Yale Group Inc. Johnson & Johnson Services, Inc. Kentucky Community and Technical College System Kentucky League of Cities, Inc. Laurel Grocery Company Louisville Water Company Marwood Land Company Matrix Integration | <ul style="list-style-type: none"> McBrayer PLLC Merck & Co. Meritor-Florence Merrick Hardwoods, Inc Mississippi Lime Mubea North America National Grid Renewables NextEra Energy Resources, LLC Park Community Credit Union Partners for Rural Impact Pathways, Inc. Pinnacle Treatment Centers Piramal Pharma Solutions Planters Bank, Inc. Primary Care Centers of Eastern Kentucky Republic Bank Republic National Distributing Company | <ul style="list-style-type: none"> Restoration Systems Robert W. Baird Co. Incorporated Scotty's Contracting & Stone LLC ServPro of Madison, Rockcastle, Garrard & Lincoln Counties Stantec Consulting Services, Inc. Stock Yards Bank and Trust Sullivan University System Tennessee Valley Authority The Galt House Hotel Thoroughbred Engineering Tiffany & Co. Transit Authority of River City Verizon Washington Penn Plastic Co., Inc. Whitaker Bank Zillow Group |
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Kentucky Chamber
NEWS
APRIL 2023

CHANGING THE LANDSCAPE OF KENTUCKY'S WORKFORCE