

2025
Annual Report

Creating Opportunity, Building Futures





Closing the Skilled Trades Gap

Across the country, the **Lowe's Foundation** is helping people find meaningful work, stable careers and community through the skilled trades. Together with our partners, we are creating a connected network with clear pathways to opportunity and paving the way for a stronger, more sustainable workforce.

The **2025 Annual Report** captures our first two years of progress toward addressing America's skilled trades labor shortage. Here you will find stories of the investments and partnerships fueling a nationwide movement to make these rewarding, in-demand careers accessible to all.

Inside the Report

- 03 A Letter From Board Chair
Janice Dupré
- 04 A Foundation for the Trades
- 05 From Investment to Impact
- 06 Stories From the Field
- 08 Gable Grants Recipients
- 09 Breaking New Ground
- 10 Beyond the Grant
- 11 Challenge Accepted: G2 Summit
- 12 National Momentum
- 13 Partners in the Trades
- 14 By the Numbers
- 15 Foundation Leadership

A Letter from Board Chair Janice Dupré

Dear Partners,

America has always been built by skilled hands. Today, ensuring those hands are ready for the future is one of the most urgent challenges before us.

Demand for skilled tradespeople continues to outpace supply. Nine in 10 contractors struggle to hire the electricians, plumbers, carpenters, HVAC technicians and other skilled workers who keep our communities running. This historic labor shortage puts the future of America's infrastructure and national readiness at risk. This isn't just a workforce challenge: it is an inflection point for our nation's prosperity.

Gable Grants recipients are creating a ripple effect felt on jobsites across the country. Over the last two years, we have invested more than \$43 million across 60 institutions, empowering tens of thousands of learners to gain hands-on experience and begin life-changing careers.

This momentum is powered by collaboration and Lowe's vendor support. In 2025, we convened educators, employers and innovators from more than 50 organizations at the inaugural Gable Grants (G2) Summit, sharing ideas and solving real-world challenges. We also launched the Gable Grants Network, a digital community where partners can build connections and learn from one another.

This growing network is shaping the future of skilled trades in America.

As our country approaches its 250th birthday, we will help close the skilled trades labor gap and open doors for the next generation of Pros. Together, we are proving that when businesses, nonprofits and communities move in the same direction, remarkable things happen.

And we are just getting started.

With gratitude,

Janice Dupré



Janice Dupré

Chair, Lowe's Foundation
Executive Vice President,
Human Resources, Lowe's

A Foundation for the Trades

Investing in the Nation's Skilled Trades Workforce.

The Lowe's Foundation is helping solve the critical skilled trades labor shortage and fulfill dreams for the next generation of Pros.

We are committed to building the workforce in the most urgent moment for America by bringing together innovative partners and changing the narrative about skilled trades careers. Our goal is simple: **to help the construction professionals of tomorrow see a career in the trades as an obvious first choice.**

As an independent 501(c)(3) organization founded by Lowe's, we carry forward a longstanding commitment to community and opportunity. By investing in people and the organizations that support them, we help ensure every learner has a pathway into a rewarding trades career and every community has the strong, resilient workforce it needs to thrive.

Why the Skilled Trades Matter More Than Ever

Demand for skilled tradespeople is growing at the same time the workforce is shrinking, resulting in real consequences for communities, employers and the national economy.

- **Nearly 349,000 workers** are needed in 2026 alone to meet demand in construction, according to Associated Builders and Contractors (ABC).
- **More than 40% of the construction workforce** is expected to retire by 2031, based on research from the National Center for Construction Education (NCCER).
- The skilled labor gap is driving an estimated **\$10 billion annual economic** loss in the housing industry, as reported by the National Association of Home Builders (NAHB).

Training capacity often falls short of industry needs. Learners face access barriers, and employers struggle to find job-ready candidates. The Lowe's Foundation exists to help close this gap by investing in the future of the trades.



Launched in 2023, the Gable Grants program is the cornerstone of our mission. Through this initiative, we partner with community and technical colleges, community-based nonprofits and national organizations with deep local reach. Together, these partners form a connected, nationwide ecosystem that aligns training with employer needs, expands wraparound learner supports and builds pride and purpose around the trades.

Grant Recipient Focus Areas



Construction/
Carpentry



Electrical



HVAC



Plumbing



Property
Maintenance

From Investment to Impact

Around the country, Gable Grants recipients are turning commitment into careers by expanding training programs, modernizing classrooms and connecting people to high-quality workforce opportunities.



60
Organizations

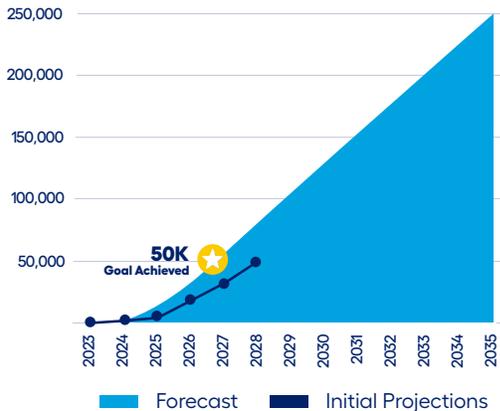
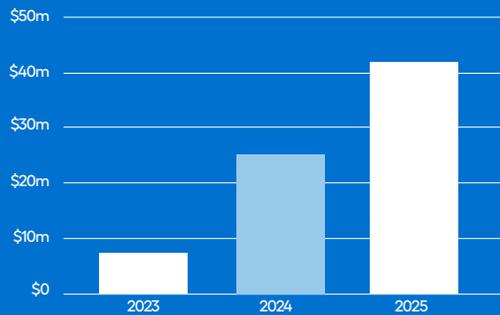
28
States

ONE NATIONAL MOVEMENT

From community and technical colleges to community-based nonprofits and national workforce partners, Gable Grants recipients are expanding access to high-quality skilled trades training in every corner of the country. Together, they are building the infrastructure, pathways and support needed to strengthen America's workforce for the long term.

\$43 million committed...
AND COUNTING

Since 2023, we have invested \$43 million to help Gable Grants recipients create state-of-the-art labs, modern equipment suites, mobile training units and expanded learner supports that mirror today's real-world work environments. These investments help establish high-quality training programs that will serve many cohorts of learners over time. The facilities and program capacity developed through Gable Grants represent long-term, future-ready assets built for the communities they serve.



Early Results:

12,000+ Careers Launched

In just two years, we have helped prepare more than 12,000 individuals for in-demand careers, from plumbing and electrical work to HVAC, carpentry and construction. Each newly trained individual gains a pathway to family-sustaining wages and stronger communities.

These results reflect early outcomes of a growing national investment. We are tracking ahead of initial projections, with robust infrastructure now in place across our network of Gable Grants recipients. Over the coming years, that infrastructure will increase our reach exponentially.

Stories From the Field

From coast to coast, Gable Grants recipients are opening career pathways for all, including working parents seeking flexibility, women breaking into traditionally male fields, rural communities gaining local access and justice-involved individuals pursuing second chances. These are just a few of their stories.



With support from the Lowe's Foundation, **Valencia College** launched a new plumbing training program to address Central Florida's growing workforce shortage and expand access to hands-on learning and high-demand credentials.

One of its first students, Yve Servius, enrolled while living in his car. Upon graduation, **Yve received three job offers**—a powerful example of how opportunity, access and support can transform someone's life.



The Master's Apprentice used Gable Grant funding to expand its tuition-free, six-week pre-apprenticeship program that offers exposure to trades including plumbing, electrical, HVAC and carpentry.

One of its participants, Elizabeth Silva, a single mother, became the **first female plumbing apprentice hired** at her Denver plumbing company, demonstrating the ripple effect of opportunity and training.



Along with nine other Gable Grants recipients, **Accelerate Montana** is **removing the transportation barrier** for aspiring tradespeople from tribal nations and rural communities. The nonprofit's Gable Grant-funded Jobsite Ready mobile classroom brings hands-on training to individuals who previously lacked access to formal programs.

"Two-thirds of Montanans don't live within commuting distance of a two-year college or university, so we're bringing the training to them."

Katherine Booher,
Director of Workforce Partnerships
at Accelerate Montana



Columbus Technical College, located in Columbus, Georgia, used its Gable Grant to **build a mobile classroom**.

In 2024, the mobile unit educated inmates at the Harris County Prison, and in three short weeks, all students graduated with a certificate allowing them to enter the workforce upon release.



West Virginia Women Work used its grant to **transform an abandoned schoolhouse** into a permanent home for its Step Up for Women in Construction & Manufacturing Program, which offers training in welding, carpentry and electrical work. The renovation was completed by pre-apprenticeship participants and is serving as a launchpad to place more women into skilled trades careers.



Maricopa County Community College District and its Gable Grant were recognized by Arizona Governor Katie Hobbs as a pivotal instrument benefiting the entire state. The success inspired the Office of Economic Opportunity to allocate **additional statewide funding for construction apprenticeships**.



Miami Dade College, one of the largest and most diverse institutions in the U.S., launched new programs in construction, HVAC and electrical through its **Construction Trades Institute**.

"I'm incredibly grateful to the Lowe's Foundation for their unwavering support in helping us launch our program. It truly feels like we've gained a family that shares our vision and is committed to our success."

Sunyen Lee,
Director, Continuing Education
at Miami Dade College



Gable Grants Recipients

Through the Gable Grants program, the Lowe's Foundation has invested in 60 organizations nationwide offering innovative and scalable skilled trades training.

Community and Technical Colleges

- Baton Rouge Community College
- Blue Ridge Community College
- Cape Fear Community College
- Central Maine Community College
- Central Piedmont Community College
- Coconino Community College*
- Columbus Technical College*
- Community College of Baltimore County
- Community College of Rhode Island
- Florida State College at Jacksonville
- Germanna Community College
- Howard College*
- Ivy Tech Community College
- J.F. Ingram State Technical College
- Johnson College
- Los Angeles Community College District
- Madisonville Community College*
- Maricopa County Community College District (Mesa Community College, South Mountain Community College, Rio Salado College)

- Miami Dade College*
- Midlands Technical College
- MiraCosta College*
- Mississippi Gulf Coast Community College
- Mountwest Community College
- Palm Beach State College
- Seattle Colleges*
- Southeast Community College
- Southside Virginia Community College*
- Texas State Technical College
- Valencia College
- Wilkes Community College
- Wiregrass Georgia Technical College

Community-Based Organizations

- Accelerate Montana
- Alaska Works Partnership
- Chicago Women in Trades
- Elevate Utah
- Florida Trade Academy
- Goodwill Industries of the Southern Piedmont
- Hope Renovations

- Latino Academy of Workforce Development
- Moore Community House
- Next Step of West Michigan
- Nontraditional Employment for Women
- North Alabama Homebuilding Academy
- Positive Workforce
- SER Metro-Detroit Jobs for Progress
- She Built This City
- The Master's Apprentice
- Trade Institute of Pittsburgh
- unCommon Construction
- West Virginia Women Work

National Nonprofit Partners

- All Within My Hands Foundation
- Boys & Girls Clubs of America
- Goodwill Industries International
- Hiring Our Heroes
- Local Initiatives Support Corporation (LISC)
- National Center for Construction Education and Research (NCCER)
- SkillsUSA

* = Completed Two-Year Grant Cycle in 2025

Honoring Two Years of Progress and Partnership

2025 marked an important milestone for the Lowe's Foundation: the completion of the first two-year Gable Grants cycle for the inaugural cohort of community and technical colleges.

Since 2023, these partners have demonstrated what is possible when targeted investment, deep employer engagement and cross-sector collaboration come together to strengthen the skilled trades pipeline.

The Gable Grants journey is not over for these institutions. To support their momentum and amplify their success, we launched the **Gable Grants Alumni Program**.

Through the Alumni Program, former Gable Grants recipients receive additional funding and continue to participate in our digital community of practice. This ongoing engagement helps sustain momentum and ensures alumni have continued access to the tools, visibility and partnerships needed for long-term success. The result is a network that grows stronger over time, with impact that compounds year after year.

Breaking New Ground

Visibility drives demand. For the skilled trades to be viewed as a first-choice career path, that story must be told consistently and credibly. In 2025, the Lowe's Foundation expanded its national reach through targeted media engagement, sharing stories of skilled trades success and highlighting pathways to high-quality careers. The coverage below reflects growing momentum fueling a national workforce movement.



FOX BUSINESS

Lowe's launches skilled trades academy for military members and spouses - Fox Business




HOMEPROS

Lowe's pumps \$43 million into the trades - Home Pros




NEWS 6 GETTING RESULTS.

From homeless to hopeful: Valencia College graduate part of 1st graduating class in plumbing program - News 6 Orlando



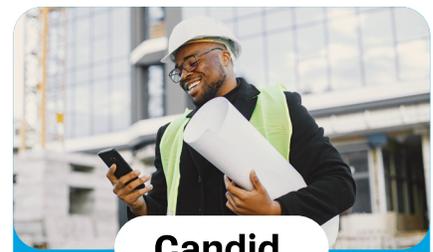

HBS DEALER

Lowe's Foundation lends a (\$9 million) hand - HBS Dealer




GoodNewsNetwork

Lowe's Invests \$9M to Address Skilled Trades Shortage as Wages Rise Amid Worker Shortage - Good News Network

Candid.

Lowe's Foundation skilled trades investment grows to \$43 million - Philanthropy News Digest



SPOTLIGHT

SkillsUSA National Signing Day

In May 2025, the Lowe's Foundation joined National Nonprofit Partner SkillsUSA in celebration of students across the country as they officially committed to careers in the trades. The inspiring program elevated skilled professions and spotlighted the next generation of Pros.

Five Lowe's stores across the nation rolled out blue-carpet to honor these students alongside their families, future employers and NFL quarterback Sam Darnold. To make the day even more special, Lowe's Foundation partner DEWALT, a Stanley Black & Decker Brand, donated combo kits to the student signers at all five stores.



Beyond the Grant

Building a Learning Network That Multiplies Impact

Our commitment to grant recipients extends far beyond funding. We believe lasting impact comes from collective learning and the ability to measure and share the story of change.

That is why every Gable Grants recipient benefits from powerful layers of support, including a measurement framework that helps partners document and demonstrate their impact and our new Lowe's Foundation website that elevates the stories of skilled trades success.



Connecting Our National Network

In 2025, we evolved our approach to peer learning with the launch of the **Gable Grants Network**, a nationwide digital community hosted on **Cultivate Impact** that brings together educators, nonprofit leaders and workforce partners to learn from one another and solve shared challenges.

The community of practice focuses on three main learning objectives: addressing barriers to grant and program implementation, fostering connection and peer learning, and building momentum toward a collective goal.

Measuring What Matters

The Lowe's Foundation invests in tools that help grant recipients capture and communicate results. Through our partnership with **Impact Genome**, Gable Grants recipients measure and verify outcomes like training completion, job placement and growth with clarity and credibility.

By combining storytelling with data, organizations turn their work into measurable, fundable results that support long-term sustainability and growth.



IMPACT GENOME
REGISTRY®



Elevating Success Stories

In 2025, we also launched a refreshed digital presence. Our new website serves as a dynamic platform for sharing the stories of how individuals, organizations and communities build careers and pathways in the trades. The site highlights the real people and proven programs making skilled trades more accessible and attainable.

Challenge Accepted: G2 Summit

The Gable Grants community of practice comes to life through in-person convenings like the Gable Grants “G2” Summit, offering grant recipients an opportunity to learn from peers, solve shared problems and build deeper alignment with the mission of the Gable Grants program.



In May 2025, more than 50 Gable Grants recipients and partners gathered in Charlotte, NC, for the inaugural G2 Summit, a two-day convening that advanced shared workforce priorities and elevated sector-wide insights. Sessions featured grant recipients and workforce leaders, including a fireside chat with Lowe’s Chairman and CEO Marvin Ellison.

The 2025 theme, **“Challenge Accepted,”** recognized both the complexity and promise of expanding access to skilled trades careers, reflecting a shared commitment among all grant recipients to meet this moment with solutions and collective action.



“The event went above and beyond in fostering collaboration and sharing best practices to achieve our goals. It truly provided meaningful time for connection and problem-solving, helping to identify and remove barriers to success.”

- 2025 G2 Summit Attendee

National Momentum

Mobilizing Business, Education and Community Leaders

In 2025, the Lowe's Foundation, our vendor partners and grant recipients helped elevate the skilled trades as a national priority through events and cross-sector engagement.



Business Roundtable

In June 2025, the Business Roundtable (BRT) launched a new workforce initiative to strengthen talent pipelines for skilled trades. Co-championed by Lowe's Chairman and CEO Marvin Ellison and Carrier Global Corporation's Chairman and CEO David Gitlin, the Skilled Trades for America Initiative involves over 150 companies representing millions of employees nationwide. The initiative focuses on trades most closely associated with the growth of America's production economy through work that emphasizes the use of tools and materials to build, move or repair products and structures.

Workforce Development Forum

The Lowe's Foundation hosted a Workforce Development Forum in Washington, D.C., in September 2025 with more than 100 key stakeholders from the business, nonprofit and government sectors to discuss skilled trades innovation and workforce solutions. Speakers included representatives from the Business Roundtable, Department of Labor, National Conference of State Legislatures and Lowe's Foundation Gable Grants recipients Midlands Technical College, Central Piedmont Community College and the Local Initiatives Support Corporation.



Building Futures Events



As part of Building Futures, a fundraiser that benefits the Lowe's Foundation, volunteers from Lowe's and its supporters donate their time and skills to build quality beds for children in need of a bed to call their own. Through events across the country, vendor partners and volunteers completed and distributed over 2,636 beds with local chapters of Sleep in Heavenly Peace, one of Lowe's national nonprofit partners.

Partners in the Trades

We deeply appreciate the collaboration of the Lowe's Foundation's vendor partners who share our commitment to strengthening the future of the skilled trades and empowering the next generation of trades professionals. Thank you to all our partners for your lasting impact.

Premier Sponsors



Sapphire Sponsors



To see a complete list of all our vendor partners including gold, silver and bronze sponsors, visit <http://lowesfoundation.org/vendor-partners>

By the Numbers

In fiscal year 2025 (February 2024-January 2025), the Lowe's Foundation deployed resources strategically to strengthen the skilled trades, support community-based solutions and steward funds responsibly.

Scope of Grantmaking

The Lowe's Foundation provided charitable support in the following areas:

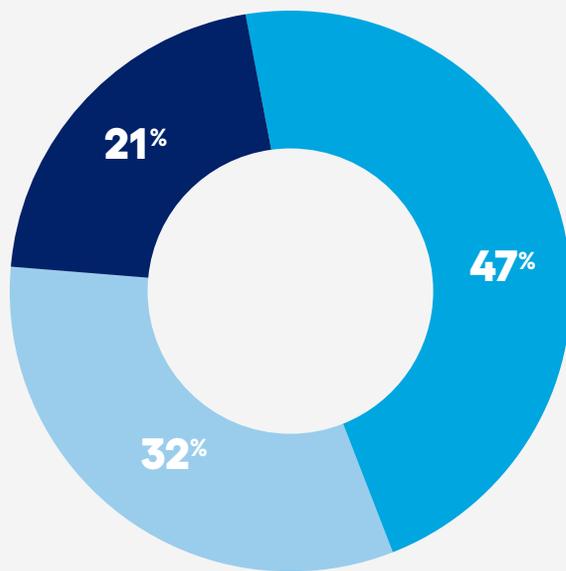
\$17.8 million

Total grant dollars invested in FY2025



Gable Grants Investment by Organization Type

This balanced portfolio reflects a dual focus on strengthening local delivery while supporting national systems and scale.



- Community and technical college funding focuses on enhancing:**
 - Skilled trades training capacity
 - Facilities, equipment and credentials
 - Employer-aligned career pathways
- Community-based nonprofit funding focuses on delivering:**
 - Direct workforce training
 - Pre-apprenticeships and wraparound supports
 - Community-rooted pathways into skilled trades careers
- National nonprofit funding focuses on developing:**
 - Workforce system infrastructure
 - Industry standards and credentials
 - Scale, innovation and cross-regional collaboration

Financial Overview

The Lowe's Foundation is committed to investing funds efficiently and transparently. Nearly nine out of every ten dollars go directly to program and grantmaking expenses that advance our mission.

Program Services Expenses	\$20.3 million
Operational Support (Management & General and Fundraising)	\$2.5 million
TOTAL EXPENSES	\$22.8 million
TOTAL REVENUE	\$25.3 million

Financial figures are rounded to the nearest tenth of a million. Detailed financial information is available in the Lowe's Foundation 2024 IRS Form 990.

Foundation Leadership

The Lowe's Foundation's impact is powered by the people behind the work. These team members advance the mission, and the board of directors provides strategic oversight and guidance. Together, they support a growing network of grant recipients and help expand pathways to rewarding careers in the skilled trades.

Board of Directors



Janice Dupré

Executive Vice President, Human Resources
Lowe's Foundation Chair



Margi Vagell

Executive Vice President, Supply Chain
Lowe's Foundation Vice Chair



David Green

Vice President, Tax
Lowe's Foundation Treasurer



Erica Irvin

Senior Vice President, Commercial and Innovation Law
Lowe's Foundation Secretary



Jana Barresi

Vice President, Government Affairs
Lowe's Foundation Board Member



Javi Cano

Vice President, Global HR Strategy and Operations
Lowe's Foundation Board Member



Kyle Guenther

Vice President, Merchandising
Lowe's Foundation Board Member



Brad Hardy

Vice President, Services
Lowe's Foundation Board Member



Nick Masi

Senior Director, Store Operations
Lowe's Foundation Board Member



Steffani McLean

Vice President, Lowe's Pro Supply
Lowe's Foundation Board Member



Donna Neale

Vice President, Contact Center Operations
Lowe's Foundation Board Member



Jason Rutherford

Vice President, Pro Fulfillment
Lowe's Foundation Board Member and Subcommittee Chair



Gerardo Soto

Vice President, Media and Sports Marketing
Lowe's Foundation Board Member and Subcommittee Chair



Brian Glover

Senior Director, Merchandising Field Execution
Lowe's Foundation Subcommittee Member



Thomas Dulski

Director, Quality Assurance Engineering
Lowe's Foundation Subcommittee Member



Michael Piper

Senior Manager, Early and Emerging Talent Recruiting
Lowe's Foundation Subcommittee Member



Michael Owens

Regional Vice President, Region 14
Lowe's Foundation Subcommittee Member

Team Members

- **Betsy Conway**, Lowe's Foundation Director
- **Lauren Norman**, Senior Manager, Grants
- **Nicole Taylor**, Senior Manager, Events
- **Sebastian Hale**, Manager, Communications
- **Saima Akter**, Assistant Marketing Manager
- **Cerys Smits**, Senior Analyst, Grants
- **Sydney Ross**, Senior Analyst, Grants
- **Camden Osborne**, Senior Analyst, Events
- **Casey Lambert**, Director, Events
- **J. T. Jablonski**, Senior Manager, Programs
- **Dana Elliott**, Senior Accountant
- **Nicole Brown**, Manager, Events
- **Courtney Wegel**, Assistant Communications Manager
- **Isaac Oyer**, Senior Analyst, Grants
- **Jordan Gervasi**, Senior Analyst, Events



Our mission to strengthen America's skilled trades is gaining momentum in every corner of the country.

Together with our partners, we are expanding opportunity and building a workforce that will shape the future.

Sign up for our newsletter
to stay connected and join us in
closing the skilled trades gap.

