

February 2024 Newsletter

From The Executive Director

***“Children are not a distraction from more important work.
They are the most important work.”***

~C.S. Lewis



Memphis Hospital NICU Baby

According to The Center for American Progress, childcare supports children’s health and economic outcomes, providing massive returns over time.

It also acts as a family stabilizer and indirect economic driver, enabling parents to work or go to school and directly employing hundreds of thousands of providers and early childhood educators.

Childcare is an essential component of workforce development, and investing in childcare can have significant economic benefits. Providing affordable and high-quality childcare can lead to increased workforce participation, a more educated and skilled workforce, and job creation. (B. Hernandez 3/12/23)

Let’s remember to support our workforce and employers by caring for children and their well-being!

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ANNOUNCEMENTS

Governor Walz, Lieutenant Governor Flanagan Open DEED's Largest-Ever Round of Child Care Grants and new Office of Child Care Community Partnerships



DEED is issuing a Request for Proposals (RFP) for Child Care Economic Development grants for local units of government and other eligible communities and non-profit organizations to create new child care slots to meet the needs of working families. This program provides funding to communities to invest in new or expanding child care businesses, including facility improvements, worker training, attraction, retention, and licensing, among other strategies to reduce the child care shortage.

This round of Child Care Economic Development grants will be the largest so far at \$6.2 million — nearly as much as has been distributed during all previous such grant rounds combined. Grants will be available up to \$600,000, which DEED expects to deliver to dozens of communities across Minnesota, impacting thousands of the new child care slots in communities in which access is needed most.

Minnesota communities or organizations interested in submitting a proposal for a Child Care Economic Development grant are invited to attend a ***virtual informational meeting on Feb. 8 at 11 a.m.***

The RFP application and additional information ***can be found here.***

MORE INFO



Becoming a Child Care Provider in Wright County

You've decided to open a child care business in your home, so what do you do next?

1. Contact Wright County's child care licensing department:

In Minnesota, you are licensed by the state through the county office. First, you must either call 763-682-7485 or send an email to discuss the licensing process. Please include your complete mailing address and phone number. A packet of information about starting child care will then be e-mailed to you.

2. Read the Child Care Licensing Rule, 245A, 245C, and the Guide to Becoming a Family Care Provider:

This document contains the rules and regulations you must follow in order to receive and maintain a child care license. The rule will outline Physical Environment, such as fire exits in your home, stairways, outlet covers, etc.; Sanitation and Health, such as reporting illness, transporting children, household pets, etc.; Caregiver Qualifications, such as training requirements, age requirements, etc.; and much more.

3. Attend Orientation:

Plan to attend an orientation meeting where you will learn more about becoming licensed and the resources and services available for child care providers. The rule must be read before attending the orientation.

For the remaining steps click Learn More!

» LEARN MORE

UPCOMING EVENTS



**CENTRAL MINNESOTA
Jobs & Training Services**



Central Minnesota Career Fair

Wednesday, March 27 from 2 - 6pm
Monticello High School, 5225 School Blvd, MN 55362

Registration cost is \$150.00 per booth.

Registration includes one table, two chairs, limited electricity,
Wi-Fi and advertising for the event.

**** Remember you must complete your registration online by Feb 24th to be included in the employer directory given to job seekers attending the career fair.**

[Register by clicking HERE](#)



Customized Training Solutions

- Customized courses and workshops designed to meet organizations' specific needs for achieving performance improvement and accomplishing strategic plan objectives
- Proven, effective delivery systems and instructional methods
- Quality educational experiences with efficient pricing structures

Ridgewater College's Customized Training and Continuing Education (CTCE) provides comprehensive workplace training solutions to businesses and organizations. Each year, we deliver over 80,000 hours of training to over 17,000 class participants.

- Open enrollment courses designed to meet industry licensure requirements
- Courses for professional skill enhancement
- Personal and professional growth opportunities

Courses can be held at your location!

customized.training@ridgewater.edu

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ANNOUNCEMENTS



Workforce Training Available for Minnesota Employers

Need Help Training or Retraining Your Workforce? We Can Help!

The state of Minnesota Job Skills Partnership (MJSP) program offers grants to help train or retrain your workforce. We've helped train thousands of workers in the state.

MJSP works with a broad range of businesses, educational institutions and nonprofit organizations to:

- train or retrain workers
- expand work opportunities
- keep high-quality jobs in the state

Your business may qualify for one of our training grant programs that help offset training-related expenses.

[MORE INFO](#)



Jerome, Restaurant Owner Invests In Two Downtown Delano Locations



A restaurant owner from the Twin Cities recently made a major investment in downtown Delano, buying the Jerome Event Center along Bridge Avenue and leasing the C.P. Schaffer Building along River Street.

Dale and Lynn Graunke sold the Jerome to Mike Mulrooney and moved to Colorado, the couple said in an email to tenants. The deal closed Jan. 16

"It's time for a new adventure in Colorado," the Graunkes said. "Thank you all for being part of our little community upstairs. It's been a fun chapter in our lives."

They invested a significant amount of time and money renovating the building and named it in honor of a previous owner.

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BUSINESS NEWS



Want to learn more about state employment taxes and other employer responsibilities? The Minnesota Business Tax Education Partnership is holding in-person seminars for employers and their representatives with experts from these agencies:

- [Minnesota Department of Revenue](#)
- [Minnesota Unemployment Insurance Program](#)
- [Minnesota Workers' Compensation Insurers Association](#) (full-day seminars only)

What does this seminar cover?

This seminar includes information on:

- Worker status (independent contractor vs. employee)
- Employment tax basics (withholding, depositing, and reporting)
- Unemployment Insurance (tax rates, wage reporting, and managing your UI cost)
- Workers' Compensation requirements (full-day seminar only)

Who should attend?

Business owners, tax and payroll professionals, bookkeepers, and accountants.



BUSINESS NEWS

How To Find Employees In 2024

By. Jeff White, Reviewed by Rob Watts, Forbes Advisor, 5-4-2023.

One of the most important things you will ever do in your business is hire employees. They are the most important asset and expense that any business has. There have never been as many tools available as there are today to find potential employees, but that doesn't mean that it's easier than ever. It can be hard knowing where to find the right employees for your business.

Here are the best methods you can use to find the right employees in 2024:

- [1. Job Boards](#)
- [2. Social Media](#)
- [3. Your Network](#)
- [4. Colleges and Universities](#)
- [5. Professional Associations](#)
- [6. Physical Signage](#)



More Information, tips, and FAQ's click [READ MORE](#)

TIMELINE OF NEW LAW IMPLEMENTATION

When will new policies impact your business?

The Minnesota legislature passed many bills this legislative session. Here is a timeline of when those bills become a reality for your business.



ALREADY IN EFFECT

- Hair texture and styles added to the definition of race
- Ban on restrictive franchise agreements (“no-poach” or “nonsolicitation” agreements)
- State Building Code process/rules change to require adult-size changing facilities
- Cumulative impact reporting on state air permits
- Odor management oversight
- Air toxics reporting criteria to obtain a permit
- Additional public meetings for nonexpiring air permits

In effect as of July 1, 2023

- Noncompete agreements banned
- Lactating employees, pregnancy accommodations, unpaid leave updates and small business exemptions removed
- Human Rights Act updated with new definitions of sexual orientation and gender identity
- New and increased OSHA penalties, classification of citation data; authority to inspect employer exclusion
- Ergonomics Grant program
- New ergonomics reporting requirements
- New agriculture and food processing worker standards
- Nursing Home Workforce Standards Board established to set new employment standards
- Motor vehicle sales tax increases

In effect as of August 1, 2023

- Restrictions on employer-sponsored meetings and communications (captive audience)
- New protections in place for warehouse distribution centers
- Stricter construction worker wage protections
- Fees increase for groundwater appropriation permits
- Recreational marijuana legal

In effect as of October 1, 2023

- 1% metro area sales tax for transit and housing



January 1, 2024

- Sick and safe time mandated
- New ergonomics standards in effect for warehouse, meatpacking, health care workers
- New safety standards for meatpacking
- New worker standards for meat and poultry processing
- Ban established on asking about pay history
- Tab fee increases
- Gas tax indexed to inflation

July 1, 2024

- New 50 cent per-delivery fee on retail deliveries over \$100

October 1, 2024

- Minnesota OSHA fines/penalties indexed to inflation

January 1, 2025

- Minnesota Secure Choice Plan - retirement savings program launched
- PFAS ban in 11 products begins

January 1, 2026

- New Paid Family and Medical Leave mandate
- New reporting requirements for all PFAS products

[↓ DOWNLOAD](#)

BUSINESS NEWS



Workforce Pathways

Mission

Identify and assist Wright County businesses with their workforce needs to create a long-term vibrant community through education, training, marketing and collaboration.

Objectives:

- Create a database of major employers and manufacturers in Wright County.
- Enlighten people of all ages and backgrounds to the quality businesses and jobs that exist in Wright County.
- Utilize and help connect the existing assets in Wright County including MN Career Force Center, Wright Tech Center, and regional high schools.
- Identify skill sets in demand from Wright County employers and collaborate with educational partners to offer training (in Wright County) that match.***

WE WANT TO KNOW...

What skills are most needed for your employees here in Wright County!

Efforts though collaboration with regional higher education facilities are hopeful to bring needed courses our way!

Contact Us Today with the specific skill courses your business desires.

Jolene Foss - jolenef@wrightpartnership.org

or

Missy Meidinger - missym@wrightpartnership.org

Do YOU want your business added to the Workforce Pathways Wheel for potential employees to be able to look at your career opportunities?

Go to- <https://wrightpartnership.org/business-resources/>



NOW HIRING

Why Moore Engineering

Strong Communities - START FROM WITHIN

As an employee-owned company, Moore Engineering is committed to sustaining a family culture, coupled with sustainable business practices that create long-term value for employees and clients.

Employees Share - IN THE COMPANY'S SUCCESS

Moore employees know that the work they do every day makes a difference. They're not working for someone else, because they're contributing to the success of a company they own. That dynamic creates a higher level of accountability and achievement.

Giving Back

Strong communities are also built by being involved and engaged. Employees are encouraged and given the opportunity to be leaders in the community outside the workplace. Our employees hold leadership positions in local, state and professional organizations. They volunteer, delivering Meals on Wheels, ringing Salvation Army bells, planting trees and contributing money to worthy organizations.

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Our Mission

Working in partnership with the community to empower residents to improve their physical, social and economic well-being.

Wright County Community Action (WCCA) was founded and has been in continuous service to the community since 1965. We are a private, 501(c)3 non-profit corporation and the designated Community Action Agency serving residents of Wright County.

We are dedicated to employing staff that are community-driven and passionate about serving others.

Open Positions Include

- Fiscal Director
- Classroom Aide - Howard Lake
- Head Start Teacher
- Head Start Substitute Teacher
- Head Start Substitute Assistant Teacher

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Join our team of professionals who are passionate about serving the community, building relationships, and making a positive impact.

Discover rewarding career paths, growth prospects, and a supportive work culture that values collaboration, integrity, and personal development.

Open Position:

Customer Service Representative - Annandale

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NOW HIRING



Join our team and discover your purpose

At Allina Health, we believe our purpose is to help people flourish. As a member of our team, you'll make a personal impact on the lives of others.

When you join our team, your voice will be valued, and your expertise will help us fulfill our nonprofit mission.

Featured jobs

- Cardiology (CV)
- Diagnostic Imaging
- Nursing – Emergency Department
- Nursing – Inpatient
- Nursing – Urgent Care
- Nursing Support
- LPN
- Surgical Services
- Home Health
- Laboratory
- Customer Experience Center

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If you want to be part of a warm, patient- and family-centered environment with top-notch clinical care and comprehensive benefits, Ridgeview may have the career opportunity for you.

Ridgeview's rewarding career opportunities are available in a variety of positions: medical, professional, administrative and more.

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Change lives and improve health through rewarding opportunities that inspire you to be your best.

We want every employee to be their best, both at work and at home. That's why we established a culture-building program called Our Best Begins with Me, which gives people the tools and resources to do just that. Every employee at CentraCare has an opportunity to experience this program and you will feel its impact through how we listen, embrace curiosity and appreciate one another. All employees get to experience the culture through innovative ways employees connect with one another through shared stories and inspiration, opportunities to collaborate and access to resources that support their journey.

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