



Meeting Agenda

February 5, 2018 (7:00 P.M.)

Please call 507-479-3219 if you are unable to attend.

- I. **Call meeting to order (7:00 P.M.)**

- II. **Agendas & Minutes:**
 1. Consider 2/5/2018 agenda
 2. Consider 1/10/2018 minutes

- III. **Bills and Communications:**
 - A. **EDA Fund Balances**
 - B. **Periodic Financial Reports**

- IV. **Monthly Reports/Updates:**
 1. Mayor's report
 2. Council liaison report
 - i. Mark Wentzlaff
 - ii. Diane Brown

- V. **Unfinished Business:**
 1. 2018 Goals and Objectives
 - Samples of economic profiles
 2. Water meters
 3. Christmas lights

- VI. **New Business:**
 1. Approve/deny loan to Wade Scott, \$15,100 at 6% interest, 10 year term.
 2. Update on First Children's Finance Child Care initiative
 3. Facebook policy
 4. Consider listing 34.0037.000 with Coldwell Banker Commercial Fisher Group

- VII. **Adjournment**



January 10, 2018
6:30 P.M.

I. CALL TO ORDER

Pursuant to due call and notice thereof, Green Isle EDA President Randal Bruegger called the Green Isle Economic Development Authority meeting to order at Green Isle City Hall at 6:40 P.M.

Members present: Randal Bruegger (President), Mark Wentzlaff, Scott Vos, Mark Miller, Jason Mackenthun, Diane Brown

Members absent:

Staff present: Amy Newsom (EDA Director)

Staff absent: None

Guests present: Joe Kreger, ex-officio, Mike Westphalen, Ryan Voss

II. Oath of Office – Diane Brown and Jason Mackenthun

III. Election of Officers

1. President – motion by Brown to elect Randal Bruegger, second by Vos, motion carried.
2. Vice President – motion by Bruegger to elect Mark Wentzlaff, second by Brown, motion carried.
3. Secretary – Motion by Vos to appoint Newsom as Secretary, second by Miller, motion carried.

IV. MINUTES & AGENDA –

1. 12/4/2017 and 12/12/2017 EDA minutes
2. 1/10/18 EDA agenda – Request by Newsom to add an email from Shannon Schrecengost in regards to the Green Isle Community School to the agenda. Motion by Bruegger, second by Wentzlaff to approve minutes and updated agenda. Motion carried.

V. BILLS & COMMUNICATIONS

A. EDA Fund Balances:

B. Periodic Financial Reports:

VI. MONTHLY REPORTS/UPDATES

1. **Mayor's report** – Mayor Kreger reported that the City might have funds left from 2017 to be added to the 2018 EDA budget. He will speak to AEM. Kreger also reported that the City has received a call from Malnow Trucking. Newsom returned the call, but got an answering machine. Bryan Malz informed Mayor Kreger that there would be no more progress on the Timberline site until the end of January.
2. **Council liaison reports (Mark Wentzlaff and Diane Brown):** None.

VII. UNFINISHED BUSINESS

1. **USDA Rural Development Grant approved:**
 - a. Newsom reported she is still waiting on the application for the revolving loan funds and will give the applicant a call.
2. **2018 Goals and Objectives:**
 - Create/use an EDA bank account
 - Attract businesses to Green Isle
 - Promote the City of Green Isle
 - Complete an economic profile
 - Create a City of Green Isle Facebook page
 - Identify areas of need/improvement in the community
 - a. Bruegger requested to see a couple of examples of economic profiles for the next EDA meeting. The EDA Board would like to move forward with a Facebook page. Newsom will prepare a social media policy for the next EDA meeting. Motion by Vos, second by Bruegger to approve the 2018 EDA Goals and Objectives.
3. **Review 2017 Annual Report:**
 - a. Motion by Bruegger, second by Wentzlaff to move the Annual Report forward for presentation to the City Council.
4. **Water meters:**
 - a. Mayor Kreger that the cost for the software and 2 dozen meters will be approximately \$15,000. Mayor Kreger also mentioned the possibility of sharing with Arlington and will talk to PeopleService. Newsom also presented information on a USDA grant Water & Waste Disposal Loan & Grant Program. Kreger reported that the City would like to wait to make a decision on the water meters until after the 1st Quarter report is out.
 - b. 5. Christmas Lights – Newsom is waiting to hear from Trisha Rosenfeld at Xcel Energy on grant and rebate programs.

VIII. NEW BUSINESS

1. **Housing and Commercial Lots for Sale (Mike Westphalen) :**
 - a. Guest speaker and local realtor Mike Westphalen spoke on some of the trends in housing in Sibley County. The most in demand type of home is a one story, average sale prices in 2016 was \$162,000, the average sale price in 2017 was \$176,000 (a 9 percent increase), average days on the market in 2016 were 84 and in 2017 it was down to only 65 (down 23 percent). The typical buyer for 2018 is a family, and the buyers and sellers are balanced.
2. **Succession Planning Event in Arlington :**

- a. Newsom reported the Sibley County will be hosting a succession planning event "Successfully Selling Your Business" at the Arlington Community Center on January 23rd from 5:30 to 7:30 pm. The event is free and open to anyone in Sibley County looking for more information on buying or selling a business.
- 3. One-on-One Facebook and Websites:**
 - a. Newsom reported that Sibley County is offering one-on-one assistance to residents and business owners who need assistance with basic computer help or creating or updating their Facebook and/or website.
- 4. Charter School Capital (Shannon Schrecengost):**
 - a. Newsom received an email from Shannon Schrecengost of Charter School Capital. Charter School Capital is interested in exploring the sale of the Green Isle School. The EDA recommended moving this request forward to the City Council.

IX. ADJOURNMENT: At 7:36 P.M.

Amy Newsom, EDA Director

Randal Bruegger, EDA President

RESOURCE PROFILE FOR ECONOMIC GROWTH
CITY OF GAYLORD, MN



"The Hub of Sibley County"

Gaylord Economic Development Authority



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For additional details and information, contact:

Kevin McCann, City Administrator

City of Gaylord

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507-237-2338

kmccann@exploregaylord.org

■ Overview on the City of Gaylord

Gaylord is a progressive city located in south central Minnesota along the shore of Lake Titlow. Low crime rates, low cost of living and easy access to major roadways have aided Gaylord's population to grow by 19% in the past 25 years.

Located in the heart of Minnesota's prime agricultural area, fertile soil and a strong work ethic have helped the agricultural based community grow and prosper. As the County seat and largest city in Sibley County, Gaylord is the leader in governmental, commercial and industrial business in the area.

With three state highways passing through, Gaylord offers easy access to other larger markets while still offering a friendly small town feel. A revitalized short line railroad and soon to be completed fiber-optic to the home and business network position Gaylord to be an area leader for years to come.

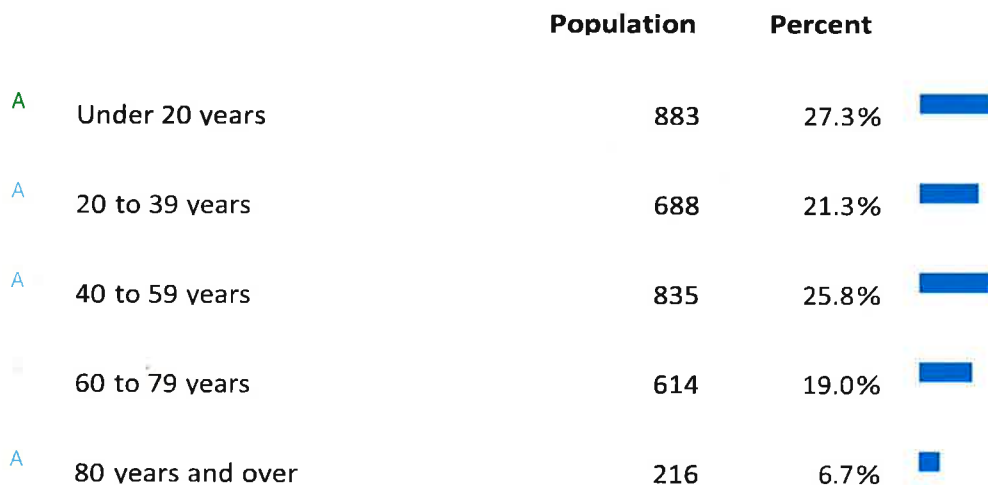


"The Gaylord area offers employees with an excellent work ethic and dedicated long-term employees. Gaylord was a great choice for our headquarters with a nearby hotel, restaurants, grocery store, hardware stores and other shops which meet all of our needs to run a business. Gaylord has an excellent location that is close to the Twin Cities and Mankato areas, but still rural at the same time. Gaylord is a strong community that has more advantages than other rural communities."

- Steve Langhorst, Owner and CEO – Wakefield Pork

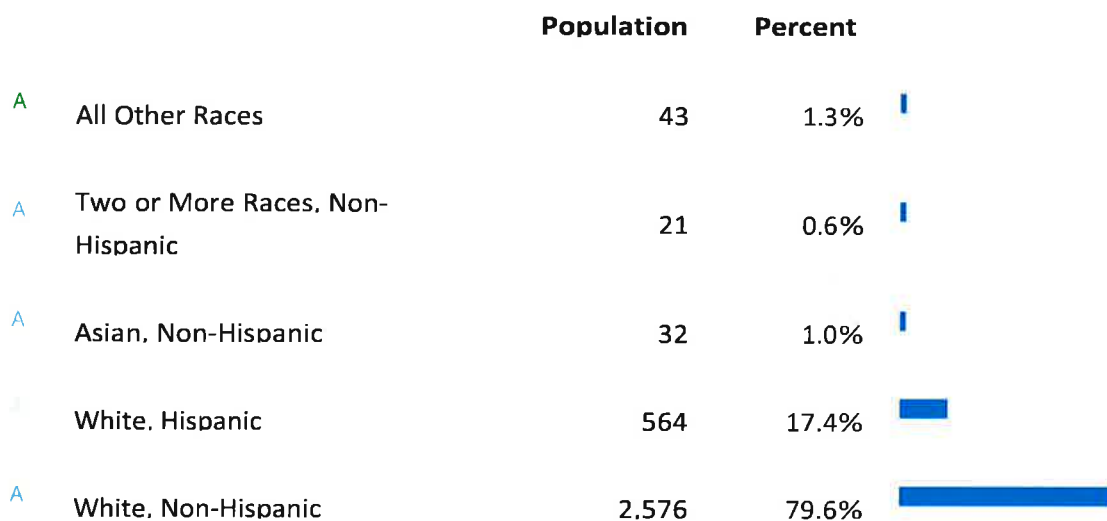
Community Demographics, Industry and Educational Resources

Age Demographics



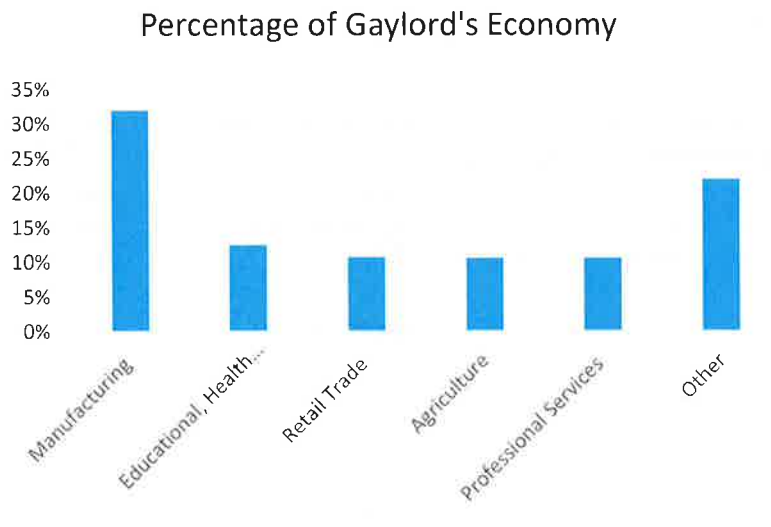
Source: The Minneapolis Saint Paul Regional Economic Development Partnership
 GREATER MSP

Race Demographics



Source: The Minneapolis Saint Paul Regional Economic Development Partnership
 GREATER MSP

Gaylord's Top Five Industries



Gaylord's top five industries and their percentage of Gaylord's economy.

Cost of Labor Comparison

Job Title	Region 9*	MN	US
(51-3099) Food Processing	\$12.71/hr	\$11.83/hr	\$11.46/hr
(45-2093) Farmworkers	\$11.05/hr	\$10.47/hr	\$11.02/hr
(47-2061) Construction Laborers	\$15.75/hr	\$19.59/hr	\$14.81/hr
(41-2031) Retail Salesperson	\$9.92/hr	\$9.83/hr	\$10.24/hr
(31-1014) Nursing Assistants	\$11.24/hr	\$13.00/hr	\$12.06/hr
(49-9043) Maintenance Workers	\$19.61/hr	\$19.77/hr	\$20.36/hr
(51-2092) Team Assemblers	\$13.00/hr	\$14.55/hr	\$13.76/hr
(51-9198) Production Workers	\$12.24/hr	\$10.88/hr	\$11.31/hr

Notes: *Region 9 includes the counties of Blue Earth, Brown, Faribault, Le Sueur, Martin, Nicollet, **Sibley**, Waseca and Watonwan. The average hourly wage within Sibley County is \$15.09 versus the average hourly wage in Minnesota of \$17.56.

Source: <http://mn.gov/deed/data/data-tools/col/> (2014)

Educational Resources



There are four 4-year universities or colleges within 35 miles of Gaylord including: Minnesota State University-Mankato in Mankato, Gustavus Adolphus College in St. Peter, Martin Luther College in New Ulm and Bethany Lutheran College in Mankato.

	Minnesota State University - Mankato	Gustavus Adolphus – St. Peter	Martin Luther College – New Ulm	Bethany Lutheran College - Mankato
Total Enrollment	15,000	2,434	700	600
Undergraduate Programs	140	72	3	19
Graduate Programs	80		1	
Areas of Study	Allied Health and Nursing Arts and Humanities Education Extended Education Graduate Studies and Research Engineering, Science and Technology Social and Behavior Sciences	Communications Computer Science Elementary / Secondary Education Nursing Political Science	Education Pre-Seminary Staff Ministries Masters of Education	Business Administration Communications Engineering Health Communications History

Gaylord is also in close proximity to several technical colleges including: Rasmussen in Mankato, Ridgewater College in Hutchinson and South Central College in Mankato.

	Rasmussen - Mankato	Ridgewater - Hutchinson	South Central College - Mankato
Total Enrollment	650	1,416	3,588
Programs	41	96	36
Areas of Study	Accounting Business Management Healthcare Management Human Resources Marketing	Accounting Farm Business Management Nursing - Associate Degree Legal Administrative Assistant Marketing and Design	Accounting Business Management Nursing Health Unit Coordinator Marketing Management

▪ **Overview on the Local Economy**

The local economy is fairly diverse with a strong presence in agriculture, healthcare, manufacturing and retail. Gaylord is the County seat and Sibley County employs 187 people. Independent School District #2310 Sibley East is also a large employer employing 125 people.

Select Major Non-Government Employers

Employer	Product/Service	Number of Employees
Michael Foods, Inc.	Egg Production/Processing	600
Wakefield Pork	Pork Production	250
Extron/Control Assembly	Manufacturing	140
Oak Terrace Health Center	Skilled Nursing Care Facility	130
Unidoor Company	Manufacturing	40
Jerry's Home Quality Foods	Retail	30
T.E. Ibberson	Construction/Manufacturing	25



Aerial View of Michael Foods, Inc.

Why Gaylord?

Why should companies choose to locate in Gaylord?

“Gaylord area workers are hardworking, dedicated, take pride in their work, and are very knowledgeable with a wealth of experience. Gaylord has good highway access to gain access to the Twin Cities very easily. We take pride in being in Gaylord.”

- Marc McCann, Operations Manager – Michael Foods

Three attributes separate us from the rest: People. Location. Infrastructure.

1. **People:** The Gaylord area provides employees that have a wealth of experience, are dedicated to their employers, and have an outstanding work ethic. City staff, business friendly elected officials, and EDA members are here to serve you and help you address your business needs for your next project. Everybody works together to make Gaylord a strong, welcoming community.
2. **Location:** While the “Hub of Sibley County”; Gaylord is actually the hub for southern Minnesota. Gaylord is conveniently located an hour west of Minneapolis, 30 minutes from Hutchinson, and 35 minutes from Mankato. Gaylord also offers the benefits of being a rural city, but at the same time is considered a part of the Twin Cities metro area. This offers less expensive building options and much lower taxes than you would find in other metro cities. Building options include: downtown commercial properties, industrial park properties, and a 9.77 acre shovel ready site.
3. **Infrastructure:** Gaylord has three major highways converging in downtown Gaylord. The City is also served by the Twin Cities and Western Railroad through the Minnesota Prairie Line. Gaylord is part of a rural cooperative bringing a fiber-optic to the home and business network to Gaylord and the surrounding areas beginning in 2015. The City offers great restaurants, lodging options and various shops to meet your needs.

“Gaylord is a perfectly fine City with good employees to hire, a welcoming atmosphere, and low taxes.”

- Mark Converse, Operations Manager – Control Assemblies

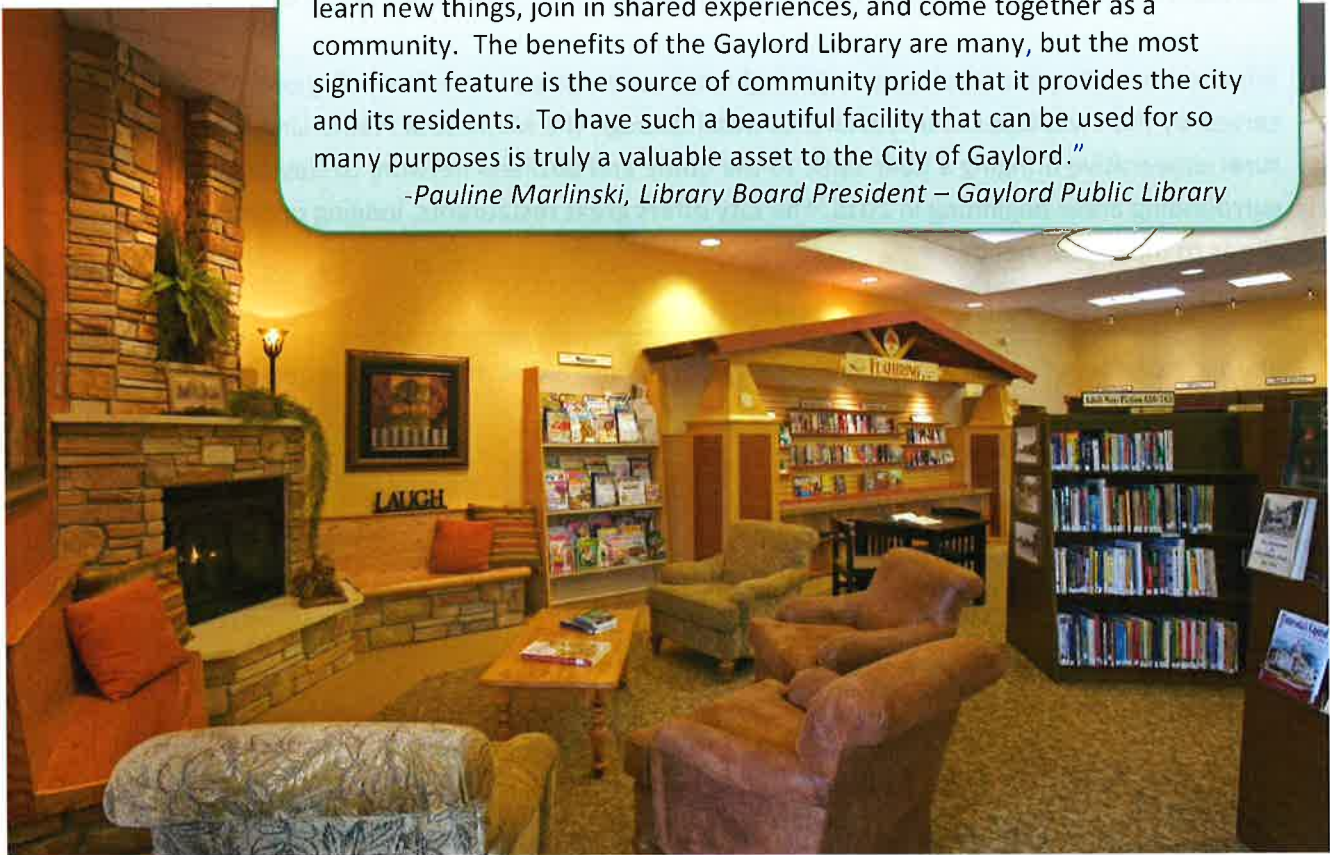
"Gaylord offers a unique location with three major highways meeting in the downtown. This is a good spot for small retailers to be located. The Gaylord area offers dedicated employees and a dedicated customer base."

- Jerry Hahn, Owner/Manager – Jerry's Home Quality Foods



"We are so lucky to have such a wonderful library in Gaylord! It is a place to learn new things, join in shared experiences, and come together as a community. The benefits of the Gaylord Library are many, but the most significant feature is the source of community pride that it provides the city and its residents. To have such a beautiful facility that can be used for so many purposes is truly a valuable asset to the City of Gaylord."

-Pauline Marlinski, Library Board President – Gaylord Public Library



■ Transportation Access

Ground:

U.S. Highways 14, 169 and 212 are within easy access and less than 25 miles from Gaylord. These major routes provide access to the Twin Cities of Minneapolis and St. Paul, as well as to southern Minnesota. Access to the interstate highway system, both N-S and E-W, is less than one hour away.



Air:

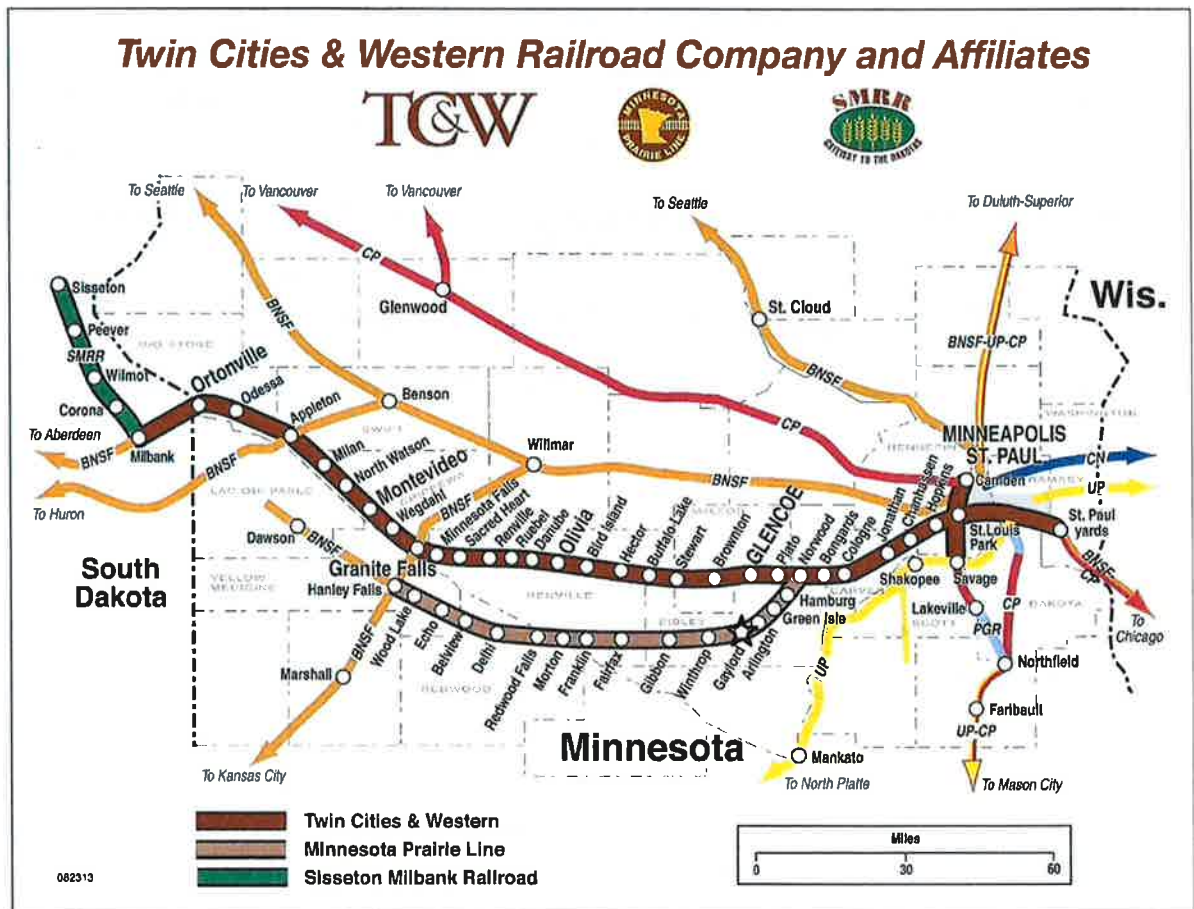
The Mankato Regional Airport is 35 miles southeast of Gaylord. Its primary runway is 6,600 feet long and can accommodate up to a Boeing 757. The Minneapolis-St. Paul International Airport is 60 miles from Gaylord. Municipal general aviation airports less than 25 miles from Gaylord include Hutchinson to the north and New Ulm to the southwest.

Rail:

The Minnesota Prairie Line of the Twin Cities and Western Railroad provides regular freight rail service to Gaylord. This short line railroad runs from eastern South Dakota to the Twin Cities where it connects to the four major rail carriers: Canadian Pacific, Union Pacific, Burlington Northern and Canadian National.

“We are a small door and millwork manufacturer with a dedicated workforce within a 25 mile radius. Our location offers great access to the railroad and the highway. Gaylord is centrally located to our customers and the City is great to work with.”

- Ken Garman, Operations and Sales Manager – Unidoor Corporation



▪ **Quality of Life**

The City of Gaylord enjoys an exceptional quality of life that provides access to outstanding parks and recreation, business opportunities in a vibrant, revitalized downtown commercial district and a wide variety of housing opportunities.

“The City of Gaylord has been great to work with. The elected officials listen and are willing to help out. There is a good work ethic and longevity from the staff. The location is less expensive to build than other areas and provides excellent clientele and staff within a 25 mile radius.”

- Dennis Hood, Owner/Manager – Oak Terrace Retirement Campus

Community Arts, Nature and Recreation

Many cultural and nature opportunities exist in the area including college and community theatre groups, community concerts such as the Music on Main series and park and outdoor recreation facilities. Gaylord’s beautiful city park is located on the south shore of Lake Titlow.



The park features the new Gaylord Area Aquatic Center, baseball fields, children’s playgrounds, picnic shelters and the historic band shell and roller rink. The Gaylord Game Protective League provides camping opportunities and a variety of outdoor activities throughout the year at its Pow-Wow grounds located two miles northeast of the City.

The Gaylord Area Chamber of Commerce sponsors many business and community events each year, including the annual “Eggstravaganza” celebration held the second weekend in August. Other Chamber activities include the Farmer’s Market, business recognitions, Music on Main and the Chamber Coffee Hour.



Classic Car parade during Eggstravaganza

“The City of Gaylord has a lot to offer with its Parks, Trails and Aquatic Center. Gaylord's downtown business district offers large sidewalks with seating areas and a Public Library which invites shoppers and business owners alike. Gaylord takes pride in being a clean and welcoming community for all to enjoy. Gaylord works hard to be diverse in all areas with maintaining its country atmosphere.”

-Don Boeder – Mayor of Gaylord

Investment in Education

One of the three communities in the Sibley East School District, Gaylord continually strives to improve the quality of K-12 education. The community recently approved a bond referendum to construct a new pre-K through grade 5 elementary school in Gaylord. In addition to the public school, Immanuel Lutheran, a new pre-K through grade 8 parochial school was completed in 2013.

Sibley East's high school graduation rate is substantially higher than both the U.S. and Minnesota's graduation rates.

High School Graduation Rates:

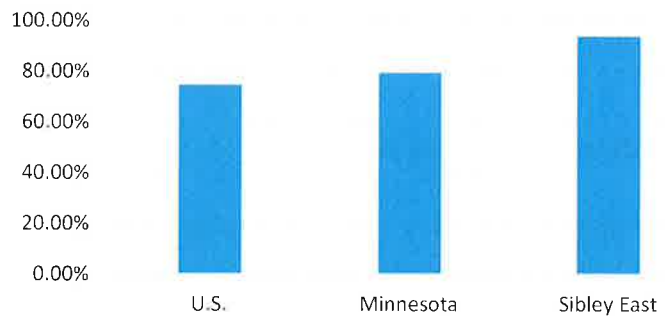
U.S.: 74.7%

Minnesota: 79.5%

Sibley East: 93.8%

Source: Minnesota Department of Education, 2013

High School Graduation Rates



Investment in Gaylord

The City has recently undertaken a number of projects to better the City. The City is half-way through a significant street project to improve auto and pedestrian access throughout the town. The City is also undertaking projects to improve the overall aesthetic appeal of Gaylord.





Rendering of future Fourth Street

Cost of Living and Housing Availability

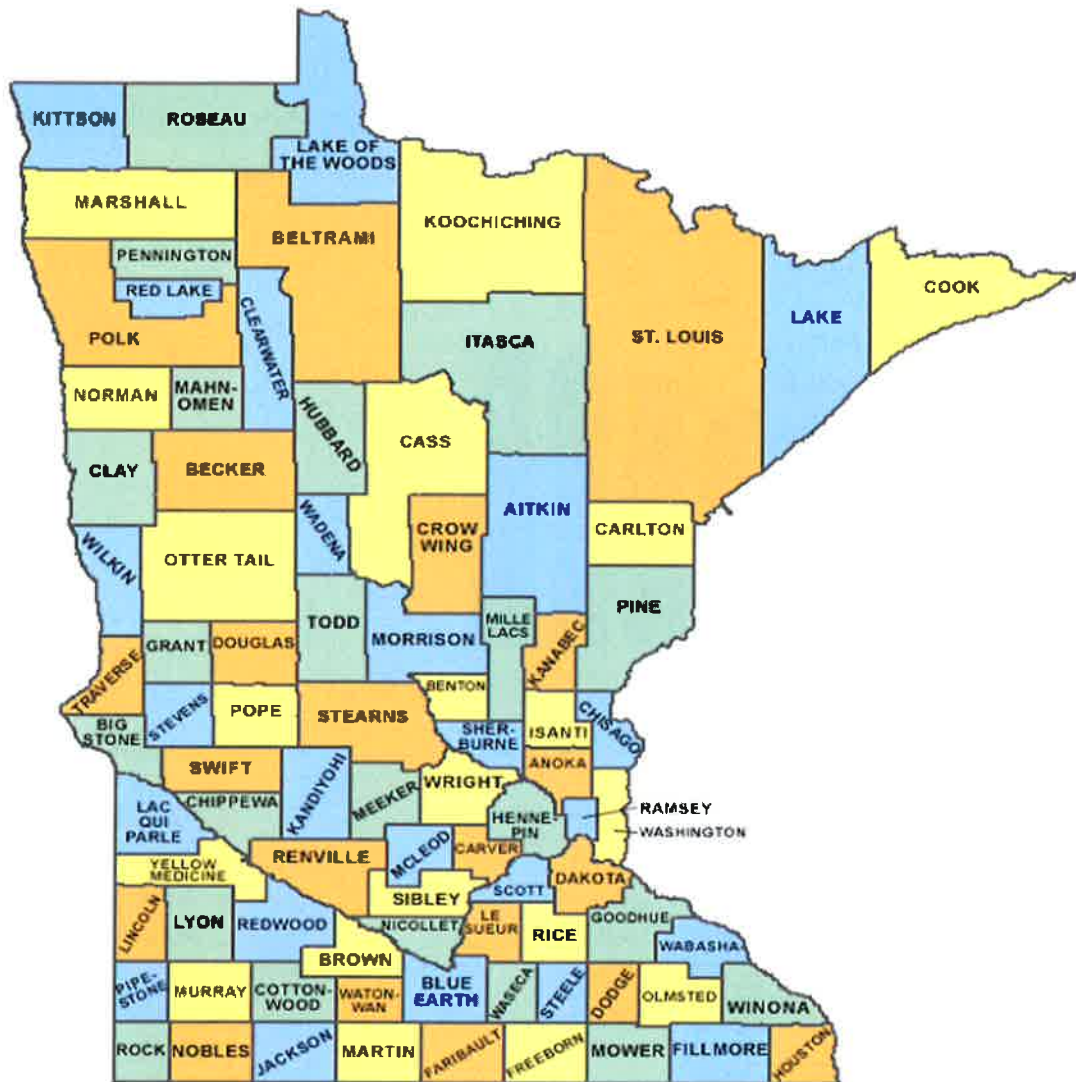
The cost of living in Sibley County is below the State average. The chart below shows the comparison for a family of four according to the Minnesota Department of Employment and Economic Development (DEED).

Minnesota Cost of Living

Location	Yearly Cost	Child Care	Food	Health Care	Housing	Transportation	Other	Taxes
Sibley County	\$62,776	\$666	\$975	\$350	\$960	\$1,434	\$310	\$536
Minnesota	\$73,068	\$1,300	\$976	\$417	\$1,203	\$1,142	\$349	\$702

Source: <http://mn.gov/deed/data/data-tools/col/> (2014)

The Gaylord area has an excellent supply of affordable single family homes and buildable lots as well as rental units available. The median sale prices of homes in Gaylord between October 2013 and September 2014 was \$75,000, well below the median sale price of \$177,900 for the Midwestern region of the United States.



Sibley Co.

Economic Development Region: Region 9

Planning Region: Southwest

Updated on: 7/1/2017

Mark Schultz

Regional Analyst, Southeast & South Central

Minnesota Department of Employment & Economic Development

Winona WorkForce Center

1250 Homer Road, Suite 200

Winona MN 55987

Office: 507-205-6068

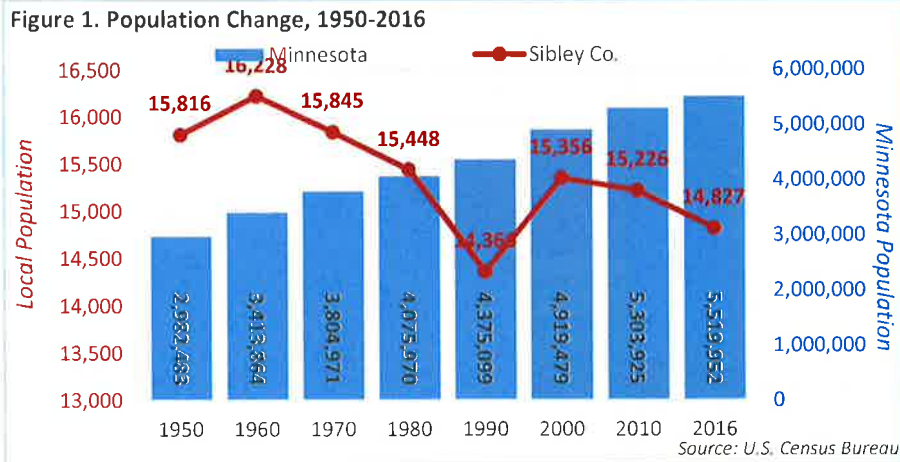
E-mail: mark.schultz@state.mn.us

Website: <http://www.mn.gov/deed/data/>

DEMOGRAPHICS

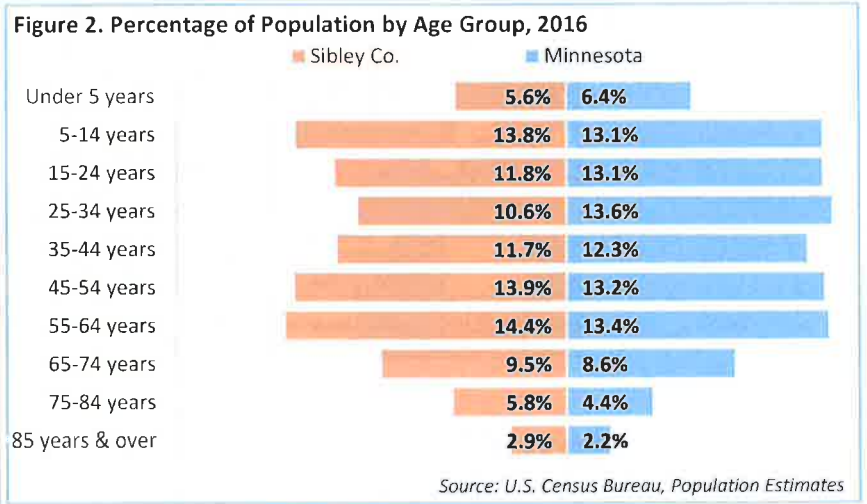
	1960	1970	1980	1990	2000	2010	2016	2000-2016	
	Population	Population	Population	Population	Population	Population	Estimate	Numeric	Percent
Sibley Co.	16,228	15,845	15,448	14,366	15,356	15,226	14,827	-529	-3.4%
Minnesota	3,413,864	3,804,971	4,075,970	4,375,099	4,919,479	5,303,925	5,519,952	600,473	12.2%

Source: U.S. Census Bureau



Sibley Co.	2016 Population by Age Group	
	Number	Percent
Under 5 years	837	5.6%
5-14 years	2,048	13.8%
15-24 years	1,753	11.8%
25-34 years	1,576	10.6%
35-44 years	1,735	11.7%
45-54 years	2,057	13.9%
55-64 years	2,131	14.4%
65-74 years	1,403	9.5%
75-84 years	863	5.8%
85 years & over	424	2.9%
Total	14,827	100.0%

Source: U.S. Census Bureau, Population Estimates



Sibley Co.	2000-2016 Pop. Change by Age Group		2000-2016 Population Change	
	2000	2016	Numeric	Percent
Under 5 years	1,020	837	-183	-17.9%
5-14 years	2,440	2,048	-392	-16.1%
15-24 years	1,950	1,753	-197	-10.1%
25-34 years	1,734	1,576	-158	-9.1%
35-44 years	2,422	1,735	-687	-28.4%
45-54 years	1,884	2,057	173	9.2%
55-64 years	1,384	2,131	747	54.0%
65-74 years	1,260	1,403	143	11.3%
75-84 years	868	863	-5	-0.6%
85 years & over	394	424	30	7.6%
Total	15,356	14,827	-529	-3.4%

Source: U.S. Census Bureau, Population Estimates Program

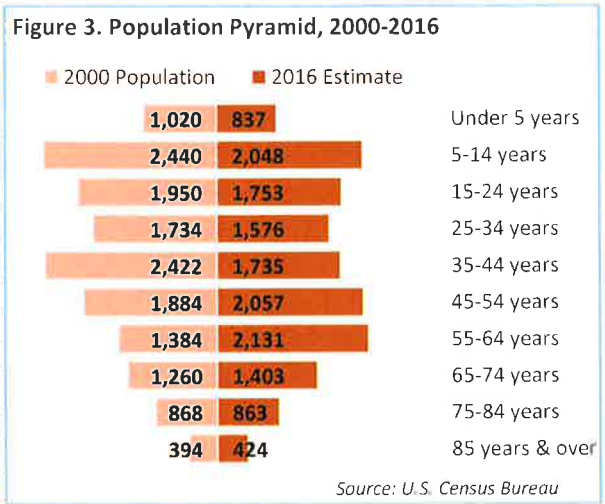


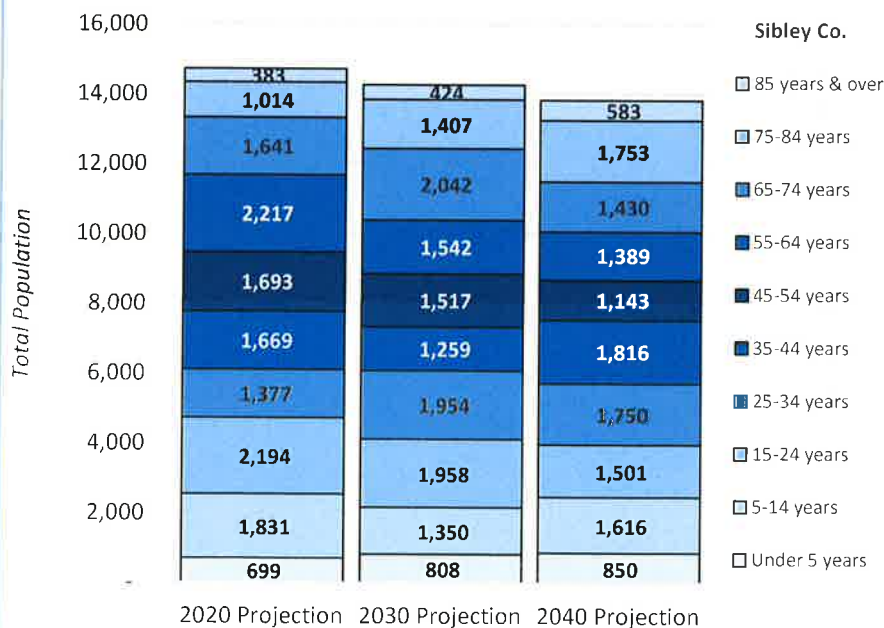
Table 4. Race and Hispanic Origin, 2015	Sibley Co.			Minnesota	
	Number	Percent	Change from 2000-2015	Percent	Change from 2000-2015
Total	15,021	100.0%	-2.2%	100.0%	10.2%
White	14,537	96.8%	-0.9%	84.8%	4.4%
Black or African American	60	0.4%	215.8%	5.5%	74.2%
American Indian & Alaska Native	24	0.2%	-40.0%	1.0%	2.9%
Asian & Other Pac. Islander	94	0.6%	84.3%	4.5%	68.6%
Some Other Race	156	1.0%	-67.2%	1.5%	24.7%
Two or More Races	150	1.0%	57.9%	2.7%	74.3%
Hispanic or Latino origin	1,228	8.2%	47.2%	5.0%	89.0%

Source: U.S. Census Bureau, 2011-2015 American Community Survey

Table 5. Population Projections, 2020-2040	2020-2040 Change				
	2020 Projection	2030 Projection	2040 Projection	Numeric	Percent
Sibley Co.					
Under 5 years	699	808	850	151	21.6%
5-14 years	1,831	1,350	1,616	-215	-11.7%
15-24 years	2,194	1,958	1,501	-693	-31.6%
25-34 years	1,377	1,954	1,750	373	27.1%
35-44 years	1,669	1,259	1,816	147	8.8%
45-54 years	1,693	1,517	1,143	-550	-32.5%
55-64 years	2,217	1,542	1,389	-828	-37.3%
65-74 years	1,641	2,042	1,430	-211	-12.9%
75-84 years	1,014	1,407	1,753	739	72.9%
85 years & over	383	424	583	200	52.2%
Total	14,718	14,261	13,831	-887	-6.0%

Source: Minnesota State Demographic Center

Figure 4. Population Projections by Age Group, 2020-2040



Source: Minnesota State Demographic Center

LABOR FORCE

Table 6. Employment Characteristics, 2015

	Sibley Co.			Minnesota	
	In Labor Force	Labor Force	Unemp. Rate	Labor Force	Unemp. Rate
Total Labor Force	8,326	70.7%	5.5%	70.0%	5.6%
16 to 19 years	439	55.6%	18.0%	51.9%	16.1%
20 to 24 years	627	86.5%	8.3%	82.8%	9.2%
25 to 44 years	3,124	91.5%	5.2%	88.1%	5.0%
45 to 54 years	2,035	89.8%	4.8%	87.2%	4.3%
55 to 64 years	1,615	81.3%	3.7%	72.1%	4.2%
65 to 74 years	384	29.8%	1.8%	26.9%	3.6%
75 years & over	108	8.3%	4.6%	6.0%	3.5%
Employment Characteristics by Race & Hispanic Origin					
White alone	8,124	70.9%	5.6%	70.0%	4.8%
Black or African American	26	63.4%	7.7%	68.8%	14.7%
American Indian & Alaska Native	8	88.9%	0.0%	58.6%	16.3%
Asian or Other Pac. Islanders	23	38.3%	0.0%	70.4%	6.4%
Some Other Race	106	86.9%	3.8%	77.4%	9.4%
Two or More Races	41	47.7%	7.3%	71.0%	11.5%
Hispanic or Latino	569	76.1%	15.5%	75.0%	9.1%
Employment Characteristics by Veteran Status					
Veterans, 18 to 64 years	341	84.4%	5.9%	77.6%	5.7%
Employment Characteristics by Disability					
With Any Disability	375	62.6%	8.5%	51.3%	12.7%
Employment Characteristics by Educational Attainment					
Population, 25 to 64 years	6,772	88.3%	4.7%	84.0%	4.6%
Less than H.S. Diploma	472	78.4%	4.9%	65.4%	6.5%
H.S. Diploma or Equivalent	2,580	86.1%	2.6%	78.8%	3.9%
Some College or Assoc. Degree	2,432	91.0%	3.9%	85.2%	4.7%
Bachelor's Degree or Higher	1,287	92.1%	3.5%	89.3%	2.7%

Source: 2011-2015 American Community Survey, 5-Year Estimates

Table 7. Labor Force Projections, 2020-2030

Sibley Co.	2020	2030	2020-2030 Change	
	Labor Force Projection	Labor Force Projection	Numeric	Percent
16 to 19 years	497	380	-117	-23.5%
20 to 24 years	932	954	22	2.4%
25 to 44 years	2,786	2,939	153	5.5%
45 to 54 years	1,520	1,362	-158	-10.4%
55 to 64 years	1,801	1,253	-548	-30.4%
65 to 74 years	489	609	119	24.4%
75 years & over	116	152	36	31.1%
Total Labor Force	8,142	7,649	-492	-6.0%

Source: calculated from Minnesota State Demographic Center population projections

and 2011-2015 American Community Survey 5-Year Estimates

Table 8. Total Available Labor Force Estimates

	Sibley Co.	Minnesota
2001 Annual Avg.	9,007	2,845,202
2002 Annual Avg.	9,038	2,859,601
2003 Annual Avg.	9,028	2,874,663
2004 Annual Avg.	8,899	2,880,427
2005 Annual Avg.	8,874	2,879,759
2006 Annual Avg.	8,731	2,887,831
2007 Annual Avg.	8,694	2,906,389
2008 Annual Avg.	8,650	2,925,088
2009 Annual Avg.	8,892	2,941,976
2010 Annual Avg.	8,506	2,938,795
2011 Annual Avg.	8,500	2,946,278
2012 Annual Avg.	8,418	2,946,355
2013 Annual Avg.	8,311	2,955,266
2014 Annual Avg.	8,236	2,961,331
2015 Annual Avg.	8,446	2,975,533
2016 Annual Avg.	8,495	3,003,576

2001-2016		
Numeric Change	-512	158,374
Percent Change	-5.7%	5.6%

Source: DEED LAUS program

Table 9. Annual Unemployment Rates

	Sibley Co.	Minnesota
2001 Annual Avg.	3.9	3.8
2002 Annual Avg.	4.4	4.5
2003 Annual Avg.	4.9	4.9
2004 Annual Avg.	5.0	4.7
2005 Annual Avg.	4.2	4.1
2006 Annual Avg.	4.2	4.0
2007 Annual Avg.	5.0	4.6
2008 Annual Avg.	6.3	5.4
2009 Annual Avg.	7.9	7.8
2010 Annual Avg.	7.9	7.4
2011 Annual Avg.	6.9	6.5
2012 Annual Avg.	6.0	5.6
2013 Annual Avg.	5.5	5.0
2014 Annual Avg.	4.6	4.2
2015 Annual Avg.	4.2	3.7
2016 Annual Avg.	4.3	3.9

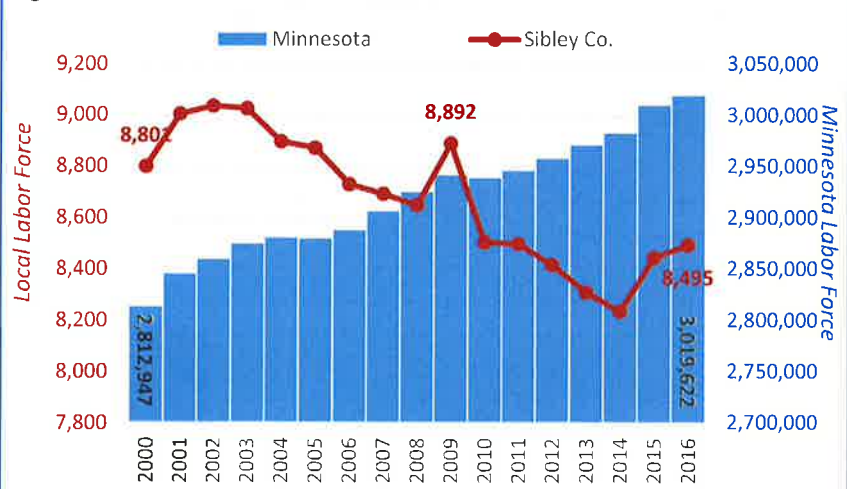
Source: DEED LAUS program

Table 10. Jobseekers Per Vacancy

	Q2 2016
Region 9 Unemployed	4,772
Region 9 Vacancies	4,253
Jobseekers per Vacancy	1.12

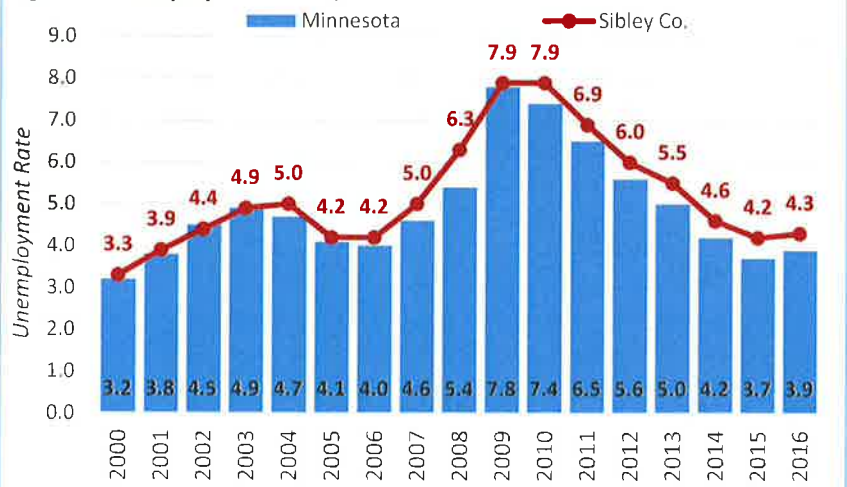
Source: DEED Job Vacancy Survey, LAUS

Figure 5. Annual Labor Force Estimates



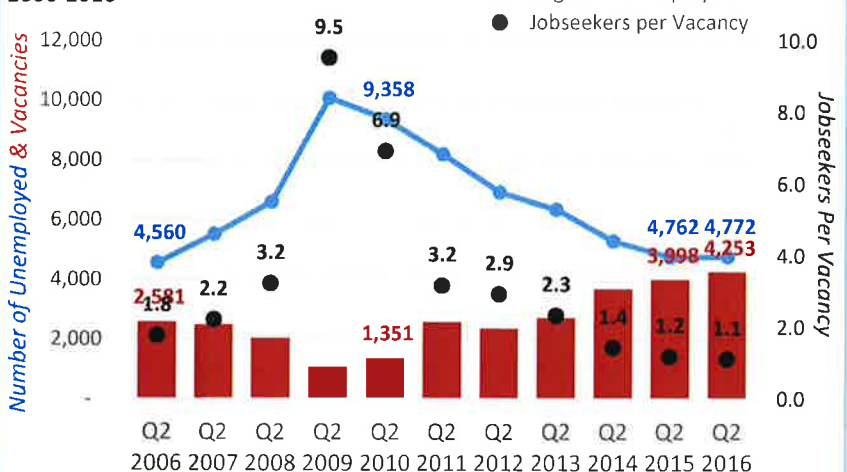
Source: DEED Local Area Unemployment Statistics (LAUS) program

Figure 6. Unemployment Rates, 2000-2016



Source: DEED Local Area Unemployment Statistics (LAUS) program

Figure 7. Jobseekers Per Vacancy, 2006-2016



Source: DEED Job Vacancy Survey, LAUS program

Table 11. Educational Attainment for the Population Aged 18 years &	Sibley Co.		Minnesota
	Number	Percent	Percent
Total, 18 years & over	11,323	100.0%	100.0%
Less than high school	1,290	11.4%	8.2%
High school graduate (incl. equiv.)	4,595	40.6%	26.1%
Some college, no degree	2,458	21.7%	24.5%
Associate's degree	1,257	11.1%	10.2%
Bachelor's degree	1,362	12.0%	21.2%
Advanced degree	361	3.2%	9.9%

Source: 2011-2015 American Community Survey, 5-Year Estimates

Table 12. Educational Attainment for the Population Aged 25 years &	Sibley Co.		Minnesota
	Number	Percent	Percent
Total, 25 years & over	10,262	100.0%	100.0%
Less than high school	1,090	10.6%	7.6%
High school graduate (incl. equiv.)	4,187	40.8%	26.1%
Some college, no degree	2,150	21.0%	21.9%
Associate's degree	1,164	11.3%	10.7%
Bachelor's degree	1,310	12.8%	22.5%
Advanced degree	361	3.5%	11.2%

Source: 2011-2015 American Community Survey, 5-Year Estimates

Table 13. Educational Attainment by Age Group, 2015	Sibley Co.		Minnesota
	Number	Percent	Percent
18 to 24 years	1,061	9.4%	12.2%
Less than high school	200	18.9%	12.7%
High school graduate (incl. equiv.)	408	38.5%	26.2%
Some college, no degree	308	29.0%	42.7%
Associate's degree	93	8.8%	6.3%
Bachelor's degree	52	4.9%	11.6%
Advanced degree	0	0.0%	0.4%
25 to 44 years	3,415	30.2%	34.1%
Less than high school	300	8.8%	6.7%
High school graduate (incl. equiv.)	1,092	32.0%	19.2%
Some college, no degree	707	20.7%	21.6%
Associate's degree	576	16.9%	13.1%
Bachelor's degree	611	17.9%	27.6%
Advanced degree	129	3.8%	11.7%
45 to 64 years	4,254	37.6%	35.5%
Less than high school	302	7.1%	5.7%
High school graduate (incl. equiv.)	1,905	44.8%	26.9%
Some college, no degree	934	22.0%	23.3%
Associate's degree	456	10.7%	11.3%
Bachelor's degree	525	12.3%	21.4%
Advanced degree	132	3.1%	11.4%
65 years & over	2,593	22.9%	18.2%
Less than high school	488	18.8%	12.8%
High school graduate (incl. equiv.)	1,190	45.9%	37.3%
Some college, no degree	509	19.6%	19.8%
Associate's degree	132	5.1%	5.1%
Bachelor's degree	174	6.7%	15.2%
Advanced degree	100	3.9%	9.8%

Source: 2011-2015 American Community Survey, 5-Year Estimates

Table 14. Family Yearly Cost, Worker Hourly Wage, and Family Monthly Costs, 2017

	Family Yearly Cost of Living	Hourly Wage Required	Monthly Costs						
			Child Care	Food	Health Care	Housing	Transportation	Other	Taxes
Sibley Co.	\$46,580	\$14.93	\$217	\$763	\$396	\$672	\$923	\$420	\$491
Minnesota	\$55,200	\$17.69	\$468	\$763	\$472	\$936	\$788	\$496	\$677

Source: DEED Cost of Living tool

Table 15. Household and Family Incomes, 2015

	Median Household Income	Average Household Income	Median Family Income	Average Family Income
Sibley Co.	\$56,990	\$67,462	\$66,870	\$78,908
Minnesota	\$61,492	\$80,444	\$77,055	\$96,258

Source: 2011-2015 American Community Survey, 5-Year Estimates

Table 16. Household Incomes, 2015

	Less than \$25,000	\$25,000-\$49,999	\$50,000-\$74,999	\$75,000-\$99,999	\$100,000-\$149,999	\$150,000 or more
Sibley Co.	18.5%	25.2%	22.4%	15.9%	12.7%	5.4%
Minnesota	18.7%	21.9%	19.0%	14.1%	15.4%	10.9%

Source: 2011-2015 American Community Survey, 5-Year Estimates

Figure 8. Household Incomes, 2015

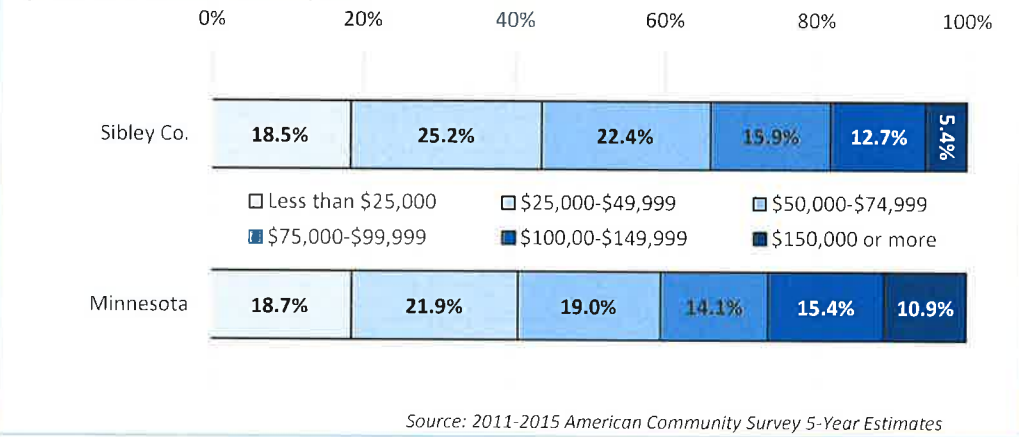
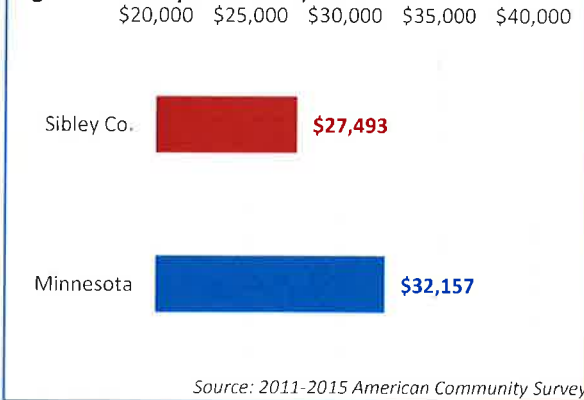


Table 17. Per Capita Income, 2015

	Sibley Co.	Percent of State	Minnesota
Per capita income in the past 12 months (in 2015 inflation-adjusted dollars)	\$27,493	85.5%	\$32,157

Source: 2011-2015 American Community Survey, 5-Year Estimates

Figure 9. Per Capita Income, 2015



WAGES AND OCCUPATIONS

	Median Hourly Wage	Estimated Regional Employment
Region 1 - Northwest	\$17.59	38,070
Region 2 - Headwaters	\$16.80	30,860
Region 3 - Arrowhead	\$17.25	141,910
Region 4 - West Central	\$16.94	85,410
Region 5 - North Central	\$15.70	61,170
Region 6E - Southwest Central	\$17.07	47,410
Region 6W - Upper MN Valley	\$15.93	16,600
Region 7E - East Central	\$17.78	48,990
Region 7W - Central	\$17.48	184,510
Region 8 - Southwest	\$16.17	50,360
Region 9 - South Central	\$16.99	114,470
Region 10 - Southeast	\$18.53	259,060
Region 11 - 7-County Twin Cities	\$21.55	1,751,580
State of Minnesota	\$19.62	2,810,400

Source: DEED Occupational Employment Statistics, Qtr. 1 2017

	Median Hourly Wage	Estimated Regional Employment
Central Minnesota	\$17.45	280,910
Northeast Minnesota	\$17.25	141,910
Northwest Minnesota	\$16.71	215,520
Southeast Minnesota	\$18.53	259,060
Southwest Minnesota	\$16.58	181,430
Twin Cities Metro Area	\$21.55	1,751,580
State of Minnesota	\$19.62	2,810,400

Table 19. Occupational Employment Statistics, 2017

Occupational Group	Region 9				State of Minnesota		
	Median Hourly Wage	Estimated Regional Employment	Share of Total Employment	Location Quotient	Median Hourly Wage	Estimated Statewide Employment	Share of Total Employment
Total, All Occupations	\$16.99	114,470	100.0%	1.0	\$19.62	2,810,400	100.0%
Office & Administrative Support	\$16.40	16,200	14.2%	1.0	\$18.26	404,120	14.4%
Production	\$17.29	12,120	10.6%	1.3	\$17.46	220,570	7.8%
Healthcare Practitioners & Technical	\$26.64	8,200	7.2%	1.2	\$32.85	174,230	6.2%
Sales & Related	\$11.41	11,390	10.0%	1.0	\$13.48	275,740	9.8%
Transportation & Material Moving	\$16.49	8,740	7.6%	1.2	\$17.06	178,270	6.3%
Education, Training & Library	\$21.93	8,540	7.5%	1.3	\$23.33	164,560	5.9%
Food Preparation & Serving Related	\$9.97	6,900	6.0%	0.7	\$10.05	236,820	8.4%
Healthcare Support	\$13.04	3,830	3.3%	1.1	\$15.11	84,730	3.0%
Management	\$38.50	5,610	4.9%	0.8	\$49.20	168,370	6.0%
Personal Care & Service	\$12.21	7,080	6.2%	1.3	\$11.77	129,490	4.6%
Business & Financial Operations	\$28.11	4,040	3.5%	0.6	\$31.83	164,180	5.8%
Installation, Maintenance & Repair	\$21.09	3,960	3.5%	1.0	\$22.41	95,700	3.4%
Computer & Mathematical	\$28.06	2,210	1.9%	0.6	\$39.75	97,680	3.5%
Building, Grounds Cleaning & Maint.	\$12.22	3,490	3.0%	1.0	\$13.68	83,180	3.0%
Construction & Extraction	\$23.78	3,190	2.8%	0.8	\$26.55	98,730	3.5%
Community & Social Service	\$21.93	1,670	1.5%	0.8	\$21.32	53,060	1.9%
Protective Service	\$19.92	2,220	1.9%	1.3	\$19.80	42,740	1.5%
Architecture & Engineering	\$31.25	1,770	1.5%	0.8	\$35.96	54,400	1.9%
Arts, Design, Entertainment & Media	\$17.91	1,310	1.1%	0.9	\$22.39	37,290	1.3%
Life, Physical & Social Science	\$25.32	870	0.8%	0.9	\$30.59	24,230	0.9%
Legal	\$38.02	280	0.2%	0.4	\$40.36	18,640	0.7%
Farming, Fishing & Forestry	\$14.15	320	0.3%	2.1	\$15.31	3,680	0.1%

Source: DEED Occupational Employment Statistics, Qtr. 1 2017

Table 20. Job Vacancy Survey Results, Qtr. 4 2016

Region 9	Number of Total Vacancies	Percent Part-time	Percent Temporary or Seasonal	Requiring Post-Secondary Education	Requiring 1 or More Years of Work Exp.	Requiring Certificate or License	Median Hourly Wage Offer
Total, All Occupations	3,799	32%	3%	26%	28%	26%	\$12.56
Management	80	5%	0%	68%	88%	20%	\$24.98
Business & Financial Operations	44	2%	1%	74%	83%	27%	\$22.88
Computer & Mathematical	20	0%	0%	81%	73%	0%	\$19.43
Architecture & Engineering	75	0%	0%	97%	86%	31%	\$30.26
Life, Physical & Social Sciences	47	57%	0%	35%	35%	23%	\$11.74
Community & Social Service	29	33%	0%	71%	81%	55%	\$14.39
Legal	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A
Education, Training & Library	157	33%	8%	96%	41%	36%	\$16.46
Arts, Design, Entertainment & Media	89	64%	10%	12%	63%	2%	\$11.89
Healthcare Practitioners & Technical	237	33%	0%	96%	45%	94%	\$25.81
Healthcare Support	129	62%	0%	30%	4%	77%	\$12.30
Protective Service	37	49%	26%	24%	40%	50%	\$13.56
Food Preparation & Serving Related	543	49%	2%	0%	10%	6%	\$10.81
Building, Grounds Cleaning & Maint.	63	54%	5%	0%	22%	9%	\$11.85
Personal Care & Service	608	22%	1%	9%	7%	6%	\$10.48
Sales & Related	639	28%	3%	3%	39%	1%	\$12.20
Office & Administrative Support	280	21%	1%	42%	21%	58%	\$15.82
Construction & Extraction	13	0%	0%	66%	69%	71%	\$21.64
Installation, Maintenance & Repair	113	5%	0%	75%	74%	63%	\$20.29
Production	309	15%	3%	17%	27%	4%	\$12.95
Transportation & Material Moving	228	67%	13%	1%	9%	71%	\$10.10
Internships	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A

Source: DEED Job Vacancy Survey, Qtr. 4 2016

Figure 10. Job Vacancies by Industry, Qtr. 4 2016

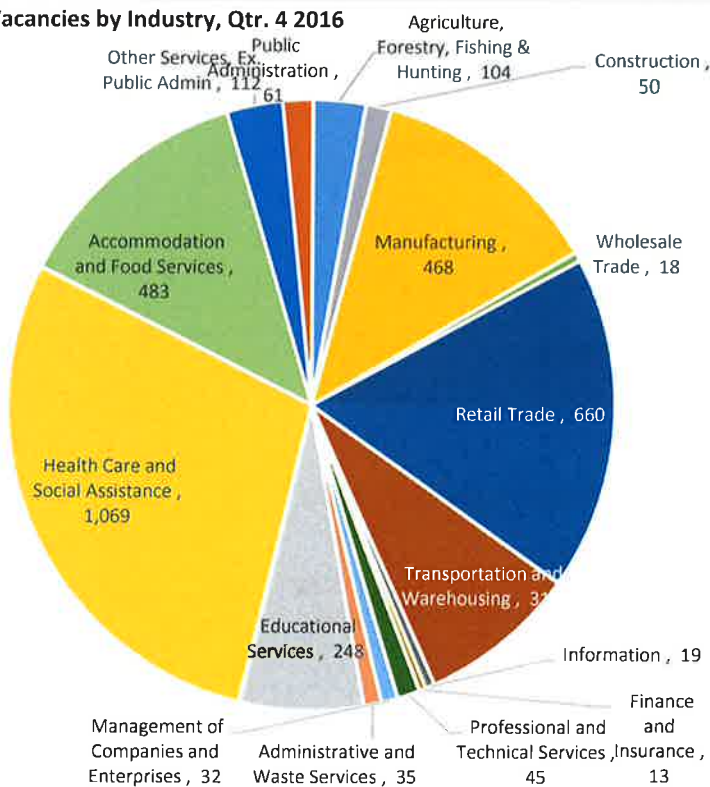
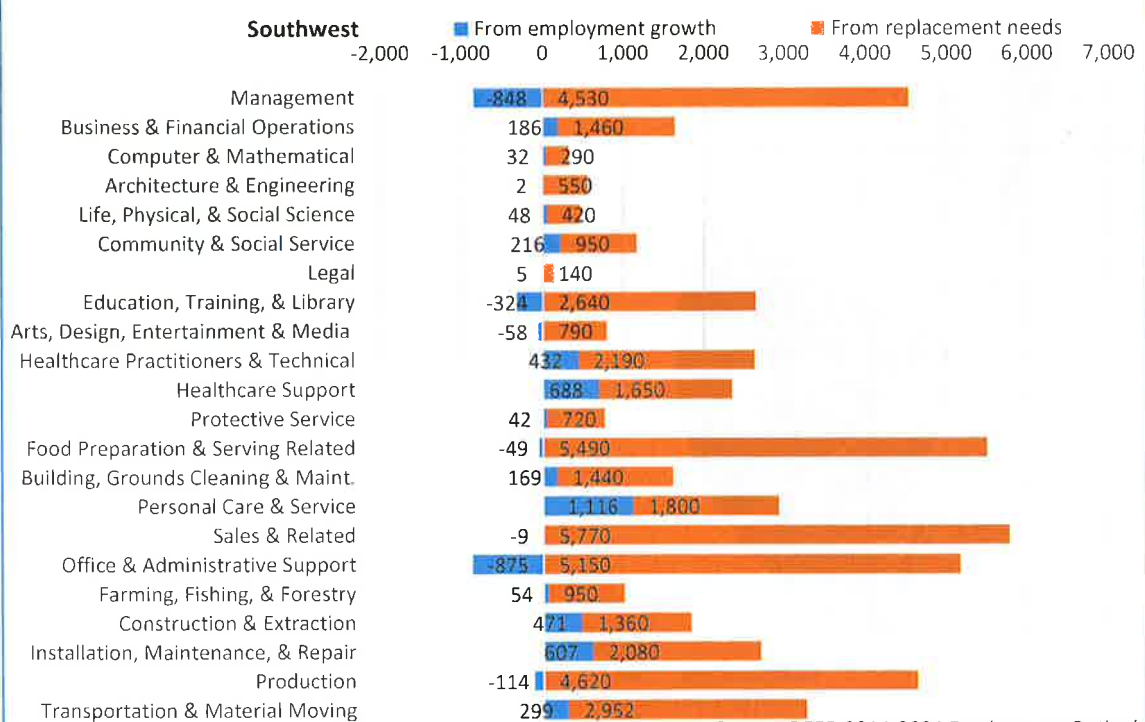


Table 21. Regional Employment Projections, 2014-2024

Occupational Group	Southwest Planning Region					
	2014 Estimate	2024 Projection	2014-2024 Percent Change	2014-2024 New Jobs	Replacement Openings	2014-2024 Total Openings
Total, All Occupations	208,555	210,669	1.0%	2,114	48,070	55,090
Management	23,411	22,563	-3.6%	-848	4,530	4,740
Business & Financial Operations	7,075	7,261	2.6%	186	1,460	1,720
Computer & Mathematical	1,974	2,006	1.6%	32	290	350
Architecture & Engineering	2,283	2,285	0.1%	2	550	610
Life, Physical, & Social Science	1,393	1,441	3.4%	48	420	490
Community & Social Service	4,513	4,729	4.8%	216	950	1,180
Legal	811	816	0.6%	5	140	150
Education, Training, & Library	11,965	11,641	-2.7%	-324	2,640	2,710
Arts, Design, Entertainment, & Media	3,092	3,034	-1.9%	-58	790	870
Healthcare Practitioners & Technical	9,964	10,396	4.3%	432	2,190	2,670
Healthcare Support	7,393	8,081	9.3%	688	1,650	2,370
Protective Service	2,661	2,703	1.6%	42	720	790
Food Preparation & Serving Related	15,322	15,273	-0.3%	-49	5,490	5,730
Building, Grounds Cleaning & Maint.	7,157	7,326	2.4%	169	1,440	1,610
Personal Care & Service	9,726	10,842	11.5%	1,116	1,800	2,950
Sales & Related	18,526	18,517	0.0%	-9	5,770	6,060
Office & Administrative Support	25,342	24,467	-3.5%	-875	5,150	5,410
Farming, Fishing, & Forestry	3,658	3,712	1.5%	54	950	1,070
Construction & Extraction	8,751	9,222	5.4%	471	1,360	1,850
Installation, Maintenance, & Repair	8,833	9,440	6.9%	607	2,080	2,740
Production	21,004	20,890	-0.5%	-114	4,620	5,470
Transportation & Material Moving	12,990	13,289	2.3%	299	2,952	3,250

Source: DEED 2014-2024 Employment Outlook

Figure 11. Regional Employment Projections, 2014-2024



Source: DEED 2014-2024 Employment Outlook

Table 22. Regional Occupations in Demand, 2016

Region 9

Less than High School	High School or Equivalent	Some College or Assoc. Degree	Bachelor's Degree or Higher
Personal Care Aides \$25,098	First-Line Supervisors of Retail Sales Workers \$34,209	Nursing Assistants \$25,136	Sales Managers \$95,718
Food Prep & Serving Workers \$19,090	Welders, Cutters, Solderers, & Brazers \$37,964	Heavy & Tractor-Trailer Truck Drivers \$37,196	Accountants & Auditors \$60,471
Home Health Aides \$22,896	Secretaries & Administrative Assistants \$35,541	Registered Nurses \$55,837	Industrial Engineers \$72,620
Cooks, Restaurant \$19,930	Office Clerks, General \$30,173	Licensed Practical & Licensed Voc. Nurses \$41,577	Elementary & Secondary School Teachers \$48,572
Stock Clerks & Order Fillers \$21,830	Customer Service Representatives \$31,269	Computer User Support Specialists \$42,052	Network & Computer Systems Administrators \$62,067
Janitors & Cleaners \$24,723	Bus Drivers, School or Special Client \$27,018	HVAC Mechanics \$47,356	Financial Managers \$95,820
Laborers & Freight, Stock & Material \$28,992	Light Truck or Delivery Services Drivers \$33,533	Teacher Assistants \$26,098	Physician Assistants \$102,714
Waiters & Waitresses \$18,606	Team Assemblers \$30,567	Hairdressers, Hairstylists, & Cosmetologists \$24,062	Child, Family, & School Social Workers \$51,702
Retail Salespersons \$20,298	Social & Human Service Assistants \$40,679	Industrial Engineering Technicians \$45,750	Industrial Production Managers \$78,204
Cashiers \$19,248	Maintenance & Repair Workers, General \$38,534	Computer Network Support Specialists \$54,577	Clinical, Counseling, & School Psychologists \$59,020

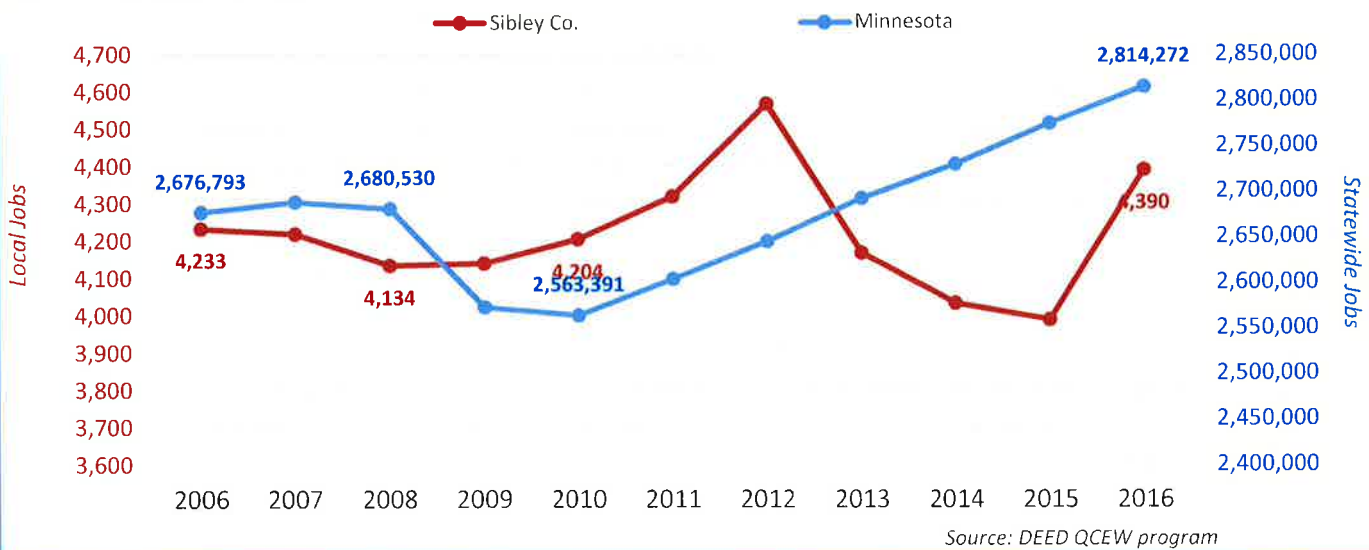
Source: DEED Occupations in Demand

Table 23. Industry Employment Statistics, 2016

	2016 Annual Data				2011-2016		2015-2016	
	Number of Firms	Number of Jobs	Total Payroll	Avg. Annual	Change in Jobs	Percent Change	Change in Jobs	Percent Change
Sibley Co.	381	4,390	\$167,062,108	\$38,055	71	1.6%	402	10.1%
State of Minnesota	161,520	2,814,272	\$152,795,190,643	\$54,293	210,746	8.1%	39,864	1.4%

Source: DEED Quarterly Census of Employment & Wages (QCEW) program

Figure 12. Industry Employment Statistics, 2006-2016



Source: DEED QCEW program

Table 24. Industry Employment Statistics, 2016

Sibley Co.	2016 Annual Data				2011-2016		2015-2016	
NAICS Industry Title	Number of Firms	Number of Jobs	Total Payroll (\$1,000s)	Avg. Annual Wage	Change in Jobs	Percent Change	Change in Jobs	Percent Change
Total, All Industries	381	4,390	\$167,062	\$38,055	71	1.6%	402	10.1%
Agriculture, Forestry, Fish & Hunt	31	760	\$38,871	-	174	29.7%	-19	-
Mining	#N/A	#N/A	#N/A	-	#N/A	-	#N/A	-
Construction	58	255	\$15,240	\$59,766	5	2.0%	4	1.6%
Manufacturing	19	620	\$24,447	\$39,431	-201	-24.5%	306	97.5%
Utilities	#N/A	#N/A	#N/A	-	#N/A	-	#N/A	-
Wholesale Trade	20	193	\$9,782	-	-60	-	-7	-
Retail Trade	49	296	\$4,478	\$15,130	2	0.7%	-14	-4.5%
Transportation & Warehousing	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A
Information	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A
Finance & Insurance	16	86	\$3,188	\$37,065	-8	-8.5%	-8	-8.5%
Real Estate & Rental & Leasing	6	26	\$783	\$30,099	14	116.7%	8	44.4%
Professional & Technical Services	17	55	\$2,091	-	5	-	-1	-
Management of Companies	4	132	\$9,910	-	70	-	6	-
Admin. Support & Waste Mgmt. Svcs.	10	38	\$962	\$25,320	0	0.0%	-1	-2.6%
Educational Services	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A
Health Care & Social Assistance	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A
Arts, Entertainment, & Recreation	5	33	\$238	\$7,145	24	270.4%	-4	-10.7%
Accommodation & Food Services	21	177	\$2,129	\$12,029	37	26.4%	19	12.3%
Other Services	31	98	\$1,764	\$17,997	17	21.0%	6	6.5%
Public Administration	26	370	\$11,592	\$31,330	13	3.6%	1	0.3%

Source: DEED Quarterly Census of Employment & Wages (QCEW) program

Table 25. Regional Industry Employment Projections, 2014-2024

Southwest Planning Region	Estimated Employment 2014	Projected Employment 2024	Percent Change 2014-2024	Numeric Change 2014-2024
Total, All Industries	208,555	210,669	1.0%	2,114
Agriculture, Forestry, Fish & Hunt	5,335	5,360	0.4%	25
Mining	391	408	4.3%	17
Construction	7,613	8,164	7.2%	551
Manufacturing	31,340	30,844	-1.5%	-496
Utilities	813	760	-6.5%	-53
Wholesale Trade	8,104	8,457	4.3%	353
Retail Trade	20,285	19,570	-3.5%	-715
Transportation & Warehousing	5,377	5,583	3.8%	206
Information	2,839	2,673	-5.8%	-166
Finance & Insurance	6,131	6,399	4.3%	268
Real Estate & Rental & Leasing	1,225	1,376	12.3%	151
Professional & Technical Services	4,301	4,458	3.6%	157
Management of Companies	1,822	1,625	-10.8%	-197
Admin. Support & Waste Mgmt. Svcs	4,200	4,566	8.7%	366
Educational Services	1,950	1,920	-1.5%	-30
Health Care & Social Assistance	25,914	29,025	12.0%	3,111
Arts, Entertainment, & Recreation	2,556	2,784	8.9%	228
Accommodation & Food Services	12,038	12,106	0.5%	68
Other Services	8,056	7,901	-1.9%	-155
Public Administration	31,816	30,682	-3.5%	-1,134

Source: DEED 2014-2024 Employment Outlook

Table 26. Employers by Size Class, 2015

Number of Employees	Sibley Co.		Minnesota
	Number of Firms	Percent of Firms	Percent of Firms
1-4	232	66.7%	53.7%
5-9	50	14.4%	17.7%
10-19	33	9.5%	13.3%
20-49	21	6.0%	9.3%
50-99	7	2.0%	3.2%
100-249	3	0.9%	1.9%
250-499	1	0.3%	0.5%
500 or more	1	0.3%	0.3%
Total Firms	348	100.0%	100.0%

Source: U.S. Census, County Business Patterns

Table 27. Nonemployer Statistics, 2015

	2015		2005-2015	
	Number of Firms	Receipts (\$1,000s)	Change in Nonemps.	Percent Change
Sibley Co.	1,055	\$44,712	20	1.9%
State of Minnesota	397,378	\$18,435,244	23,959	6.4%

Source: U.S. Census, Nonemployer Statistics program

Table 28. Census of Agriculture, 2012

	Number of Farms	Market Value of Products Sold	State Rank (of 87)	Change in Mkt. Value,
Sibley Co.	949	\$377,027,000	21	54.5%
State of Minnesota	74,542	\$21,280,184,000		61.5%

Source: 2012 Census of Agriculture



Welcome!

SIBLEY COUNTY IMPLEMENTATION MEETING



Agenda

1. Program Update - Review Community Work
2. Summary of Work Today
3. Review Projects to Move Forward
4. Define Initial Action Steps for Each Project



Program Update

1. May 2017 – RCCIP Program Launched – Applications Accepted
2. June 2017 - Core Team Kick-Off Meeting
3. July 2017 – Core Team Planning Meeting
4. August 2017 – October 2017 – Information Gathering by Core Team
5. November 2017 – Town Hall Meeting
6. December 2017 – Project Team Implementation Meeting
7. 2018 – 2019 – Implementation Activities



Goal of Implementation Meeting

*Define and move forward
implementation of activities that
address the local child care
challenges.*



Identified Projects – Sibley County

Community Education

- Develop a campaign that supports both providers and parents by providing basic information about child care so there is better understanding
- Help the community understand about the existing list of providers they can use to inquire about child care

New Care Options and Supports

- Utilize existing space to create a place for existing providers to run their businesses outside of their homes
- Develop a formal area network to help support parents find available care and for providers to leverage to understand who might otherwise have openings
- Develop a new child care center
- Identify grants and subsidies to support new and existing child care providers
 - Develop and operate a one-stop shop for child care providers to find information on start-up, incentives/grants, and other information
- Create a location that can provide care for parents that work non-traditional child care hours



Identified Projects – Sibley County

Licensing & Regulation

- Identify ways to reduce regulations for family child care providers

Provider Supports

- Provide incentives for existing providers to take on capacity for infants and toddlers
- Identify ways to increase benefits to providers and increase business longevity
- Explore ways to create and provide health insurance for child care providers
- County to provide access for family child care providers to access substitutes so they don't have to close for appointments and other family events



Ideas to Move Forward

SIBLEY COUNTY

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Ideas to Move Forward

Ideas that support existing providers:

1. **Develop a formal area network to help support parents find available care and for providers to leverage to understand who might otherwise have openings**
 - Develop a campaign that supports both providers and parents by providing basic information about child care so there is better understanding
 - Help the community understand about the existing list of providers they can use to inquire about child care
2. **Provide incentives for existing providers to take on capacity for infants and toddlers**
3. **Identify ways to increase benefits to providers and increase business longevity**

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Ideas to Move Forward

Ideas that support new licensed child care supply:

4. Utilize existing space to create a place for existing providers to run their businesses outside of their homes
5. Develop a new child care center
Create a location that can provide care for parents that work non-traditional child care hours
6. Identify grants and subsidies to support new and existing child care providers
Develop and operate a one-stop shop for child care providers to find information on start-up, incentives/grants, and other information



How Do We Achieve Goals?

Consider SMART Goals...

What makes a goal SMART?



How Are SMART Goals Defined?

Specific

- What makes my goal specific?
- *Is it focused on something that is tangible?*

Measurable

- Can my goal be measured?
- *Can the outcome be determined without question?*

Assignable

- Who owns the goal?
- *Are there are additional people that can help with the goal?*

Realistic

- Is the scope of my goal reasonable?
- *With available resources, environment, is it realistic to find success?*

Timely

- Is my goal time-specific?
- *Does the goal meet a needed time-frame and fit within that time-frame?*



SMART Goal Example

In the next six months, identify five vacant spaces available in the community to be utilized by start-up family childcare providers to run their business.

What are the activities/action steps?	Who is the responsible person?	Deadline	What are the measurable indicators/desired results/benchmarks?	Who do you report to?
1. Reach out to business owners, social clubs, church leaders, elected officials to identify spaces available to be used by family childcare providers	1. Core Team Member A	January 10th, 2018	Summarize conversations and outcomes of conversation in a brief report/document	Core Team Lead and FCF
2. Evaluate the options with county licensor, contractors	2. Community Member B	February 20th, 2018	Evaluation report	Core Team Lead and FCF
3. Identify the most available options to be used by FCCs	3. Community Member C	March 15th, 2018	Evaluation report	Core Team and FCF
4. Conduct Feasibility Study	4. First Childrens Finance	March 30th, 2018	FCF produces a Feasibility Study	Core Team

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Specific results/outputs	Outcomes	What are the risks associated with achieving our goal?
Create 50 new slots for infants, toddlers and preschoolers	Increased quality of early childcare education opportunities that contributes to overall economic development	No spaces available
		Spaces available are too expensive
		Providers would not want to move out of the house
		Can not find new providers to utilize the new locations



Let's Get to Work

1. Sign Group Roster
2. Define SMART Goal for Project
3. Complete the Action Plan for SMART Goal
4. Turn In Action Plans and Rosters
5. Prepare for Next Steps Outlined in Action Plan



Next Steps

1. Finalize Community Solution Action Plan
2. Implementation of Ideas
3. Set-up check meetings with project team leads

Sibley County RCCIP Project Management Grid
Updated 1/10/18

SMART Goals	Interested Parties	What are the Activities/Action Steps	Who is the Responsible Person?	Deadline	How do we measure success?	Who to Report to?	Risks/Assumptions	
2	CORE TEAM LEAD - TBD TBD	Identify working team to help support development and planning for a new child care center	TBD	2/1/2018	Team identified	Core Team	No interested parties identified	
3		Identify potential operator or partner to run child care program	TBD	4/1/2018	Operating partner or group identified	Core Team	Not enough supporting resources	
4		Identify location or locations for potential center location	TBD	5/1/2018	Preliminary site identified	Core Team	Project not feasible	
5		Conduct initial feasibility study	FCF	6/1/2018	Completed feasibility study that shows positive outcome	Core Team		
6		Make identification of final location	Working committee and operating partner	6/15/2018	Identified location for new child care offering	Core Team		
7		Identify financial resources and other supports available to further support development of center	Core Team	7/1/2018	Full list of available supporting resources	Core Team		
8		Next steps TBD		7/1/2018				
12								
13								
14								

W. 2

Sibley County RCCIP Project Management Grid
Updated 1/10/18

	SMART Goals	Interested Parties	What are the Activities/Action Steps	Who is the Responsible Person?	Deadline	How do we measure success?	Who to Report to?	Risks/ Assumptions
29	Expected Results	New child care center serving children and families opens in Arlington, MN						
30	Expected Impact	Net increase of child care slots by 50						

Sibley County RCCIP Project Management Grid
Updated 1/10/18

	SMART Goals	Interested Parties	What are the Activities/Action Steps	Who is the Responsible Person?	Deadline	How do we measure success?	Who to Report to?	Risks/Assumptions
15	SMART Goal 2	CORE TEAM LEAD -	Identify locations where space exists and could be used for family child care	TBD				No spaces appropriate for family child care operations
16	REVIEW with Core Team	TBD	Nursing Home - Gaylord Former FSA Building					No willing providers to work 2nd/3rd shift
17	In the next 12 months, work to identify and locate spaces available for family child care to operate outside of their primary homes.		Identify support partners	TBD				Parents unwilling to leave children during 2nd/3rd shift work
18			Financing / Building Renovations / Grants					
19			Conduct initial feasibility study	FCF				
20			Next steps TBD	TBD				
21								
22								
23								
24								
25								
26								
27								
28								
29	Expected Results	Non-traditional spaces aligned to provide space for family child care providers to run their business						
30	Expected Impact	Increase available care for 2nd / 3rd shift families and a new increase of 30 child care slots						

Sibley County RCCIP Project Management Grid
Updated 1/10/18

SMART Goals	Interested Parties	What are the Activities/Action Steps	Who is the Responsible Person?	Deadline	How do we measure success?	Who to Report to?	Risks/Assumptions
31	CORE TEAM LEAD - TBD TBD	Identify working team to help support development and planning	TBD	2/15/2018			Also leverage new offering from Think Small for providers to have own websites with current information
32	Leverage partnership between the County and providers to identify content / layout for new website page highlighting local child care	Determine technical requirements and limitations	TBD	TBD			
33		Develop wireframe layout of information to be included	TBD	TBD			
34		Build list of required provider information to be included	TBD	TBD			
35		Development steps TBD	TBD	TBD			
36							
37							
38							
39							
40							
41							
42	Residents in the county will have better access to provider information and child care resources						
43	Metric TBD. <Use number of website page hits>						
44							

Sibley County RCCIP Project Management Grid
Updated 1/10/18

SMART Goals	Interested Parties	What are the Activities/Action Steps	Who is the Responsible Person?	Deadline	How do we measure success?	Who to Report to?	Risks/ Assumptions
SMART Goal 4	CORE TEAM LEAD - TBD	Identify working team to help support development and planning					Examples - This fund might cover licensing fees for providers or provide start up funds for a new FCC provider
REVIEW with core team	TBD						
In the next 12 months, develop and launch a community fund to support new and existing family child care providers							
45							
46							
47							
48							
49							
50							
51							
52							
53							
54							
55							
56							
57	Expected Results						
58	Expected Impact						
59							

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The City reserves the right to delete any and all comments within its sole discretion, including but not limited to comments that:

- contain vulgar language
- are personal attacks of any kind
- are offensive
- are prejudiced or hurtful remarks made toward any person or entity, including any ethnic, racial or religious group
- are spam
- include sales/promotion of goods or services, or links to other sites
- advocate illegal activity
- promote services, products or political organizations
- infringe on copyrights or trademarks
- disclose data in violation of state and federal public records and data practices laws
- violates the Discrimination and Harassment prevention policy, conduct rules, or any policy regarding confidential information or defamation of others.

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The City of Green Isle has made every effort to ensure the accuracy of the information provided on its social networking pages. However, several factors that are beyond the City's control (including unauthorized modification of electronic data, transmission errors, browser incompatibilities, information that has been cached on the local computer or storage device, or other aspects of electronic communication) can affect the quality of the information displayed on this site. For that reason, the City does not guarantee the accuracy of the information provided on its social networking sites and is not liable for reliance on this information.

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Amy Newsom - RE: Commercial Lot in Green Isle

From: April Femrite <april.femrite@cbcfishergroup.com>
To: Amy Newsom <AmyN@co.sibley.mn.us>
Date: 1/8/2018 10:31 AM
Subject: RE: Commercial Lot in Green Isle

Hi Amy:

James Halbur, a commercial real estate agent in our office said he may have a few buyer prospects. Coldwell Banker Commercial Fisher Group charges a 6% commission fee of the sale price on land transactions.

Thanks,
 April

From: Amy Newsom [AmyN@co.sibley.mn.us]
Sent: Friday, January 05, 2018 9:29 AM
To: April Femrite <april.femrite@cbcfishergroup.com>
Subject: Commercial Lot in Green Isle

Hi April - The City of Green Isle has a commercial lot (zoned business) for sale in Green Isle they would like to list with a Realtor. Is this something you could do and what would your fees be? I'd like to present something to the EDA on Monday night if it's an option. I've attached a picture, the lot is outlined in light blue.

Thanks, Amy

Amy R. Newsom

Community Development Program Manager

Sibley County

PO Box 256

Gaylord, MN 55334

[507-237-4117](tel:507-237-4117)

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