



# JANUARY BUSINESS NEWSLETTER

Happy New Year and welcome to the Ace Monthly Business Newsletter!

We're thrilled to introduce a monthly newsletter designed to keep you informed, inspired, and ahead of the game. At The Ace Consulting Group, we're passionate about empowering businesses like yours to optimize talent, drive growth, and achieve excellence.

In each edition, you'll find:

- Industry insights to help you stay on top of trends.
- Practical tips to enhance hiring, onboarding, and talent development.
- Spotlights on success stories, partnerships, and new services from The Ace Consulting Group.

This newsletter is your exclusive resource for leveraging talent strategies that make a difference.



# THE FINE PRINT

Staying ahead of ever-changing laws and regulations is essential for employers.

In this section, we'll highlight key updates, compliance expectations, and important legal changes you need to know to keep your business on track and in the know.

Employers should consult with their legal department or counsel to discuss these laws in more detail.

## ILLINOIS EMPLOYERS

### **PAY TRANSPARENCY LAW**

The Illinois Department of Labor (IDOL) is reminding job seekers and employers that, effective January 1, 2025, all job postings made by employers with 15 or more employees will need to include pay scale and benefit information.

The amendment brings greater transparency to the hiring process by giving prospective employees the opportunity to learn about what compensation and benefits the employer will offer for an open job position.

Employers will also be required to extend transparency in opportunities by informing current employees about all open job postings, so that they might choose to apply.

### **FAMILY RESPONSIBILITY DISCRIMINATION**

House Bill 2161 says it will be a civil rights violation any employer to refuse to hire, to segregate, to engage in harassment, or to act with respect to recruitment, hiring, promotion, renewal of employment, selection for training or apprenticeship, discharge, discipline, tenure or terms, privileges or conditions of employment on the basis of family responsibilities.

The bill goes on to say it is a civil rights violation for a person, or for two or more persons, to conspire to retaliate against a person because he or she has opposed that which he or she reasonably and in good faith believes to be discrimination based on family responsibilities.

### **FREEDOM OF SPEECH IN THE WORKPLACE**

House Bill 3649 says an employer cannot discharge, discipline or otherwise penalize an employee if they decline to attend or participate in an employer-sponsored meeting.

Employers are prohibited from requiring employees to attend meetings or listen to communications where the employer's opinions on religious or political matters, including union representation, are discussed.

### **2025 ILLINOIS MINIMUM WAGE**

# \$15

# EAST COAST EMPLOYERS

## CONNECTICUT EXPANDED PAID SICK LEAVE

Effective Dates:

- Employers with 25 or more employees: January 1, 2025
- Employers with 11 or more employees: January 1, 2026
- Employers with at least one employee: January 1, 2027

## NJ TEMPORARY WORKERS' BILL OF RIGHTS

Effective Date: January 1, 2025

Key Provisions:

- Enhances protections for temporary workers, including equal pay for equal work.
- Requires clear notice of job assignments.
- Aims to improve working conditions and ensure fair treatment for temporary employees.

## RHODE ISLAND EQUAL PAY LAW

Effective Date: January 1, 2025

Key Provisions:

- Strengthens the state's equal pay law by prohibiting wage discrimination based on gender.
- Mandates equal pay for comparable work, ensuring fairness across job roles.

# MINIMUM WAGE INCREASES

## Delaware:

- Minimum wage increases to \$15.00 on January 1, 2025.

## Florida:

- Minimum wage increases to \$14.00 on September 30, 2025, as part of a gradual rise to \$15.00 by 2026.

## California

- Minimum Wage Increase: The statewide minimum wage will rise to \$16.50 per hour for all employers, regardless of size.

# WEST COAST EMPLOYERS

## DISCRIMINATION PROTECTIONS (CA)

Senate Bill 1100 amends the Fair Employment and Housing Act (FEHA) to prohibit employers from including a driver's license requirement in job advertisements unless driving is an essential job function that cannot be reasonably accommodated by alternative means.

## PAID LEAVE OREGON CLARIFICATION

Employees can now use Paid Leave Oregon benefits to attend legal proceedings related to foster care placement or adoption. Consequently, the Oregon Family Leave Act (OFLA) will no longer provide additional leave for these reasons.

## PAID FAMILY AND MEDICAL LEAVE (PFML) AMENDMENTS (WA)

Recent legislative changes expand the definition of "family member" under Washington's PFML program, allowing employees to take leave to care for additional relatives with serious health conditions. Employers should review and update their leave policies to ensure compliance with these expanded definitions.

# HIRING TRENDS

## Integration of Artificial Intelligence (AI) in Recruitment

Employers are increasingly adopting AI-driven tools to enhance recruitment processes. These technologies assist in candidate sourcing, screening, and matching, leading to more efficient and effective hiring decisions.

source: forbes



## Emphasis on Workforce Flexibility

The demand for flexible work arrangements continues to rise, with hybrid and remote work models becoming standard. Employees seek personalized work experiences that accommodate their lifestyles, prompting employers to adapt to these preferences to attract and retain talent.

source: forbes

## Focus on Skills Development and Adaptability

As the job market evolves, there is a growing emphasis on adaptability and continuous learning. Employers value candidates who demonstrate the ability to acquire new skills and adjust to changing work environments, ensuring resilience in a dynamic economy.

source: forbes







## LIVING THE ACE MISSION

At Ace, our mission is to **Accelerate** growth, **Create** opportunities, and **Empower** others—not just for our clients and candidates but also for the communities we serve. In this section, we'll spotlight how our team embodies the **ACE** values every day.

## IN DECEMBER...

In December 2024, we had the privilege of partnering with **Urban Alliance**, a remarkable nonprofit organization that provides paid internships and career preparation for high school and college students. We're especially proud that our very own Alex Rivera serves on their Board of Directors.

Adding a personal touch to the event, Ava Millan, the daughter of our very own Ashley Millan, generously donated beverages from her business, Stay Golden Lemonade, to support the celebration.

Together, we recognized and celebrated these rising leaders, reinforcing our commitment to creating opportunities and empowering the next generation.





# LET'S GET YOU READY FOR

# 2025



As we look ahead to 2025, several positions are anticipated to be particularly challenging to fill due to evolving industry demands and skill shortages.

Here are some of the hardest roles to recruit for:

## **Artificial Intelligence (AI) Specialists**

The rapid integration of AI across various sectors has led to a significant demand for professionals skilled in AI and machine learning. However, the specialized nature of these skills has resulted in a talent shortage, making AI specialists among the most difficult positions to fill. (source: Business Insider)

## **Skilled Trades Workers**

Industries such as manufacturing are experiencing a shortage of skilled trades workers, including electricians, machinists, and welders. Factors contributing to this shortage include an aging workforce approaching retirement and a lack of younger workers entering these fields. (source: Fast Company)

## **Cybersecurity Professionals**

With the increasing frequency and sophistication of cyber threats, the demand for cybersecurity experts has surged. Despite this growing need, there is a notable scarcity of qualified professionals, making cybersecurity roles some of the hardest to fill. (source: Index)

