

Question one

Jack-

I recently put in new garden beds and I wondering what so amendments I should add.

The new bed is a total of 41 square feet . It's in a horse shoe shape and measures only 27" across so reach is a non issues. The fill is roughly 2/3 shredded mulch on the bottom and 1/3 soil which is roughly 10" deep. The soil I used is a combo of soil from my old beds and garden soil in bulk. The old soil had the same mulch as a lower filler and has now mostly composted so it's loose soil. I want to grow tomatoes, cucumber, peppers, zucchini, cabbage, radish's and carrots. Here's a picture of the bed from the outside. The sides are all chicken wire, 8-12 hours of full unshaded sunlight.

Question two

Is filling raised garden beds in this order acceptable? Fabric cloth, rotten and decomposing logs, wood chipped buckthorn and Lily pads, inoculated BioChar, dirt

The neighbors and I are going to do a shared garden. They want to do raised beds. We are in Minnesota. The garden is on a slight slope and gets full sun from 9am to 6pm. We have water to the garden. We are trying to determine the best height for the raised beds and then the proper ratios for filling the beds. If 2 ft high should I do 6 inches of logs, 6 inches of chips, 1 inch of BioChar 6 to 10 inches of dirt? Or just not all together. We have a skid loader and can have a local place mix dirt and sand or other things together in their pulverizer.

Question two - A

What ratio of Lily pads to chipped buckthorn trees should I use for making compost?

I am in Minnesota. I have acres of buckthorn and a pond overgrowing with lily pads. I have a small 3" wood chipper that has the leaf hopper also. The buckthorn is smaller and most will fit through the chipper. Is the wet wood and leaves enough for compost or should I add Lily pads in removing. Trying to figure out a ratio or how to know when I've achieved the right ratio. I'll be throwing some wet raw BioChar into the chipper to mix into the pile.

IBM AI Lay Offs

- IBM laid off 8,000 employees in 2023, mainly in HR.
- They aimed to replace routine HR tasks with AI (AskHR).
- AskHR automated 94% of HR inquiries successfully.
- However, AI lacked empathy and complex judgment.
- IBM began rehiring — around 8,000 people total.
- Most new hires were not in HR but in core areas.
- Rehired roles focused on software, marketing, and sales.
- These areas need creativity, people skills, and nuance.
- Only a portion of rehired staff returned to HR roles.
- The shift freed up capital for business-critical functions.

Using cross platform battery adapters

Votech and Trade School Comeback

- High school juniors are getting job offers up to \$70K/year.
- Companies face skilled labor shortages as boomers retire.
- Employers recruit directly from vocational high school programs.
- Students learn welding, plumbing, and HVAC — often earning credit.
- Tech skills are increasingly needed in modern trades.
- Programs like “Heavy Metal Summer” help funnel students into trades.
- National events like SkillsUSA attract hundreds of hiring companies.
- Some jobs, like submarine welding, pay \$75K+ straight out of high school.
- Many employers now offer part-time work and internships to 16–17 year olds.
- Focus is shifting from “college-for-all” to diverse career path options.

More College Lay Offs

- Penn State plans to close 7 campuses by 2027 due to financial and demographic issues.
- Bacone College was forced into Chapter 7 bankruptcy and will liquidate assets.
- Bastyr University is selling its campus but says it is not closing.
- Harvard is allocating \$250M to offset lost federal research funding.
- NIH cuts in early 2025 eliminated over 715 grants, totaling \$815M.
- Major universities are facing steep research funding losses — UVA alone lost \$85M.