

Forging Ahead



Mahle Labour Adjustment Newsletter

January 2009

Heavy Equipment Operator Training Program

Free Seminar

Friday, February 20th, 9:00am
CAW Local 195,
3400 Somme Ave., Windsor

Your Community Labour Adjustment Centre has put together a free seminar at the Local to provide anyone who's interested in learning more about possibly changing their career and becoming a Heavy Equipment Operator. This is

a great opportunity to learn more about a career that has some real potential for growth in this area.

This seminar will be delivered jointly by Transport Training Centres of Canada Inc. and the Assessment Centre.

The Transport Training Centre will provide information about the course content which is basically made up of two components, the AZ license and the Heavy Equipment Operator license. The HEO portion consists of

training on four pieces of equipment. The backhoe, bulldozer, dump truck and grader.

The Assessment Centre will handle all the applications from those of you who are interested. They will process the applications to determine who qualifies for funding.

To register for this event please come to the Labour Adjustment Centre and sign up or call 519-256-2424 no later than February 13th, 2009.



Proposed Changes in Legislation

Labour Minister Peter Fonseca said the Employment Standards Act will be amended to deliver more fairness for low-income workers and workers who are seeking help with job placements with Temporary Agencies.

The Government has already passed a regulation that will ensure temp workers will have the same rights to public holiday

entitlements as other workers. This comes into effect on Jan 02, 2009

The proposed changes:

- * Ensure that temp workers are not unfairly prevented from accessing permanent jobs when employers want to hire them from the agencies
- * Prohibit temporary help agencies from

charging fees to workers for resume writing and interview preparation

* Guarantee that employees have the information they need about their assignments including pay schedules and job descriptions

* Ensure that employees have access to information about their rights under the Employment Standards Act

"Take a Walk in My Shoes" Program

A unique job shadowing experience

Wednesday, February 18, 2009
Thursday, February 19, 2009
Friday, February 20, 2009

The take a walk in my shoes program at Windsor Regional Hospital provides individuals with experiential learning opportunities designed to help them about various health career options as well as the skills that different occupations require. The program offers a four hour education and shadowing experience to students and staff who are interested in learning about a specific area in health care. Experiences can also be coordinated for individuals exploring a second career.

Program participants will have the opportunity to experience the workplace setting as well as the duties performed by the health care worker they are shadowing; however they will not be permitted to take part in any hands -on patient care. The Take a Walk in My Shoes program is available to those who are 18 years of age or older.

The goals of the Take a Walk in My Shoes program at Windsor Regional Hospital are to assist individuals in accomplishing the following:

-Observe the daily routines of healthcare workers.

-Begin to identify career interests in health-care.

-Gain awareness of the academic, technical and personal skills required in health-care professions.

-Developing an understanding of the critical connections between school, work and goal attainment.

To apply please visit their website at www.wrh.on.ca, the Take a Walk in My Shoes link can be found on the left hand menu.



Cut off date is Jan. 22/09 to register

NET SUCCESS

The InternetWorking Program is a free 50 hour program that shows all aspects of using technology in the job search. Every two weeks a group of 15 participants learns just about everything there is to know about using the Internet and email in your job search.

This includes creating an email box, setting up job alerts so that the job ads are emailed directly to you, creating an electronic resume that highlights the skills you have to offer employers and learning the best ways to send your resume to an employer or apply online. We also spend time on using search engines to explore the hidden job market on how tailor your resume and cover letter in ways that make you stand out from the competition. One

thing that we heard often during the program is that 70 to 90% of the jobs that are out there are not advertised. How many times do you hear "it's not what you know, it's who you know". Well, that comment is based on someone being in the right place at the right time - a convenient solution to a busy employer. So, how can you use the internet to tell that an employer is hiring and who are the employers who would hire people with your skills? The bottom line is what do you have to have in your resume and cover letter to get you out of the pile of 50 on an employer's desk and into the pile of 5 who get an interview? Then, once you have the interview, how do you prepare for it so of those 5 you are the one offered the job. We even did a class on how to answer those nerve-

wracking "tell me about a time" interview questions.

The InternetWorking Program is conducted at Net Success, just around the corner from Jose's Noodle Factory on Howard Avenue. The only requirement for the program is that you are eligible to work in Canada and have a resume. Computer skills are not required and the teachers are really patient! You'll be invited to attend a 30 minute briefing on the program conducted every Monday and Thursday afternoon and then registered into an upcoming session.

To learn more about the program or to register contact us at 519-256-2424

Ask Sue: EMPLOYMENT QUESTIONS & ANSWERS

Frequently I hear the same questions over and over. Maybe my answers will be of interest. If you have a question that you wish to see answered in this space feel free to call your Labour Adjustment Committee representative and submit your question.

QUESTION: I don't have to make a decision on a new career goal right now do I? (After all the courses that interest me at St Clair College don't start until Sept. 2009)

ANSWER: St Clair College has been advising people that if they want to be considered for a September 2009 course, they need to apply for their preferred course no later than 09 February 2009. Some of the courses have proven to be so much in demand that they must try to select 30 suitable candidates from literally hundreds of applicants. That is why you will see for a course like "Paramedic", a questionnaire is sent to all applicants to help the college in the selection process. This questionnaire outlines at least six further qualifications that the college considers when trying to narrow down the most suitable candidate.

QUESTION: What do I do between now and September 2009? My employment insurance may exhaust before then.

ANSWER: The sooner you

have a "plan of action" in place, the better it is for you. For one thing, you will feel more in control of your life and what will happen in your future. Secondly, the counsellors that you meet at The Assessment Centre will have more time to help those who really aren't sure what they want to do for a second career. They will also have time to assess how well thought out your plan is, and whether you have given enough consideration to what you want to do.

CONSIDERATION?

-Do you know what kind of wages you would earn in your newly chosen career?
-Do you know if your newly chosen career will continue to be "in demand" in the future?
-Are there jobs available locally, or will you need to consider relocating for this new career?

These considerations mean that you need to find some Labour Market Information that is supportive of your new career goal. After all you don't want to spend a lot of time, work and money to obtain a new career if it won't help you earn a suitable wage or provide steady employment in the future. The counsellors at the Assessment Centre as well as peer counsellors and myself, from the Community Labour Adjustment Services office can help you find this kind of informa-

tion.

The long gap between now and September 2009 may mean for some that their employment insurance will exhaust before they can start their course. These individuals will still qualify for funding of the tuition and a training allowance. If you do find another job before school starts and it is lower pay or temporary, you might even obtain enough hours worked to file for another EI claim. The Assessment Centre counsellor you are working with can authorize you to quit that job when your course starts. It is most helpful to have already established a good action plan with your counsellor.

For some it might even be a good idea to consider taking a lower paying job through a temporary employment agency. Although far from ideal, it will help minimize using all of the severance they may have received with their company's closure. If you qualify for second career funding for a school course, the Assessment Centre counsellor you are working with to create a suitable "plan of action", can authorize you to quit that job when the time comes to go to school.

What is the worst that could happen when job searching? You might find another job that is suitable and that you like. Yes...and then you wouldn't need to return to school.

Family Service Windsor-Essex County

Professional counselling is available when you need it.

Here are some of the ways counselling services can help:

*Anxiety
Critical Incident Stress Debriefing
Elder Care
Grief/Loss
Job Loss/Job Stress
Physical or Sexual Abuse Recovery
Re-settlement Adjustment
Self-esteem Revitalization
Stress Management
Addiction Referral
Coping with illness or Injury
Depression
Family Issues/Family of Origin Issues
Parenting
Personal Concerns
Retirement Issues
Separation and/or Divorce
Trauma Recovery
and other emerging issues.*

Counselling Can Help

When your problems are personal, or involve your marriage or family. Support individuals suffering from depression

region a desire to live a meaningful life. When you cannot work out the conflict with your partner or you want to improve the relationship.

Families and individuals with both the short and long term effects of being victims of violent crimes.

When there is family violence.

Mother and fathers who are single parents deal with the stresses of being a single parent.

When you find it difficult to talk to your children or get them to listen.

People who are overwhelmed by stress on the job find strategies to maintain their job or make a job change.

When you are separated and trying to establish a new life for yourself.

Families dealing with painful custody issues.

When the loss of a job turns your family's world upside down.

Individuals who are struggling to overcome the often debilitating effects of anxiety.

Some people think that to seek outside help for their personal problems is a sign of weakness or failure however it really is a sign of courage and wisdom. When you decide to come for counselling, you have faced the fact that you have to do something about your situation. People come

to see us from all walks of life, many cultures and faith groups, and with the virtually every circumstance imaginable. Whatever your situation.

Your Role

You can gain the most from counselling when: You recognize that talking about your feelings and your thoughts is important.

You understand that bringing about a change requires work on your part and will take time.

You are prepared to take responsibility for trying out new avenues as discussed during counselling.

You are willing to come regularly for your counselling appointments and participate actively.

You raise any concerns or dissatisfactions about the way things are going with your counsellor.

For more information you can visit: Family Service Windsor-Essex County at:

235 Eugène Street West, Suite 105A

Windsor, On N8X 2X7

Phone: (519) 256-1831

Fax: (519) 256-5258

Email: famserv@mnsi.net

Please note that we are changing our E-mail server. So to those of you who get a hold of us through this medium our new address is mahlepeerhelper@yahoo.ca or mahlelabouradjustment@yahoo.ca we hope this will improve our service to you. If you have any questions on this transition please do not hesitate to call us at 519-256-2424

MAHLE ADJUSTMENT COMMITTEE

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This Adjustment Committee is made possible through funding from the Province of Ontario