

MAY 2009

MAHLE LABOUR ADJUSTMENT COMMITTEE



Forging Ahead

CANADA'S TOP 10 JOBS

Canada's 10 hottest jobs: skilled trades, pharmacist, finance, dental hygienist and more

1. Financial manager Demand for money managers is increasing as the private and government sectors are looking for whizzes who know the complexities of financial management.

What to expect: An unemployment rate half that of the Canadian average.

Tip: If you have knowledge of foreign finance or are fluent in a foreign language, consider yourself doubly attractive -- and pack your bags for a potentially jet-set international career.

Getting started: Visit the international Financial Management Association's website at fma.org.

2. Skilled tradesperson If you don't want an office job, but do want a salary that pays above the national average, this is the sector for you. Unfortunately (or fortunately for you, depending on how you look at it), the skilled trades have suffered stigmatization for a generation. As a result, a shortage of trades' people is looming in the service (chefs, horticulturalists), construction (electricians, carpenters, plumbers), transportation (aviation technicians, automotive service technicians) and manufacturing (industrial mechanics, tool and die makers) sectors.

Tip: In the next two decades, 40 per cent of new jobs are supposed to be in the skilled trades and technologies.

Getting started: Visit careersintrades.ca for information on training (including paid apprenticeships).

3. College or vocational school teacher The boom in skilled trades means there's also a need for instructors at community colleges, Quebec's CEGEPs, technical institutes and other vocational schools.

What to expect: The number of job openings exceeds the number of candidates, especially with retirements expected over the years to come, plus increased government funding.

Tip: If your discipline is new technology or the skilled trades, your prospects are particularly good.

Getting Started: Go to Service Canada's website, jobfutures.ca, for more info.

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FUNDING FROM
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4. Dentist or dental hygienist Dentistry is a field you can really sink your teeth into, whether you've got the stamina to stick it out through three years of undergrad university studies plus four to five years of dentistry school or want to get working in this field sooner by becoming a dental hygienist. To obtain a diploma in dental hygiene, you can attend a private educational institution for a minimum of 16 months, or a 2 year program at a community college, or at the University of Manitoba and Dalhousie University. Also, dental hygiene degree programs are offered at the University of British Columbia and the University of Alberta. For more information on how to become a hygienist in your province, check out the Canadian Dental Hygienists Association's website.

What to expect: There are currently more job openings than there are qualified people to fill them, in both positions.

Tip: the industry will continue to grow as Canada's aging population requires more care, more Canadians enjoy dental coverage, and the booming demand for adult cosmetic dentistry continues (thank you, Hollywood!).

Getting started: The Canadian Dental Association's website has lots of info on the profession.

5. Computer and information systems managers The 2001 slowdown in the computer industry didn't put a dent in this field. Wage growth is still better than average, as are actual wages (almost double the national average), while the unemployment rate is well below the national average.

Looking ahead: Overall, our reliance on computers at home and at work will continue to grow, meaning job security and continuous opportunities for training and growth.

Getting started: If you have experience as a programmer and a bachelor's degree in computer science or a related, field, you're in the running. Visit the government's CanLearn website for more info.

6. University professor The Ivory Tower is also experiencing increased government spending on education and research, coupled with workplace demand for a highly trained and educated workforce.

What to expect: With below-average unemployment and above-average wages, plus a wave of retirements on the horizon, prospects are strong.

Getting started: Unless you've already got a Ph.D. in the closet, go online to research the post-grad university degree programs you'll need to embark upon if your heart is set on being a university professor.

7. Human resource specialist or manager Demand for human resources specialists and managers is increasing and expected to stay strong, as companies place greater emphasis than ever before on human resources issues such as recruitment, training, employee relations and retention.

What to expect: There are more job openings than job seekers in this field, so prospects are great. Just like you always thought, being a people person does pay off.

Getting started: HR.com has lots of industry information with a North American perspective. Visit the sites of business schools for MBA programs with a special focus on human resource management.

8. Pharmacist A growing and aging population means more prescriptions needing to be filled. From hospital pharmacists to your friendly local pharmacist, there's greater demand for them than there are qualified grads or trained immigrants to fill the positions.

What to expect: Good pay, and many pharmacists are self-employed -- they own the pharmacies they work in.

Getting started: You must attend pharmacy school at a Canadian university and hold a Bachelor of Science degree. Check out the Canadian Pharmacists Association website at pharmacists.ca for info.

9. Registered nurse Canada's aging population means this sector's a dynamic place to be. A combination of factors will ensure a wealth of opportunity for nurses with college or university nursing degrees.

Looking ahead: You'll be in high demand: there are more jobs than registered nurses due to retirement, enrollment in nursing programs is declining and there's a strong need for nurses internationally.

Tip: It's a great job if you love the idea of working in the U.S. or farther abroad, as well-paid international opportunities abound.

Getting started: Check out the Canadian Nurses Association website at cna-nurses.ca.

10. Retail manager OK, OK, we all remember doing a McJob. But as the retail sector continues to grow, consumer spending is holding strong, and because there are more openings than there are job seekers in this field, finding employment is still relatively easy.

What to expect: If you're not hung up on high wages (managerial positions pay only slightly above the national average) but like flexible hours and love helping people, and you have transferable skills but perhaps no post-secondary education, this is the field for you.

Getting started: Apply to stores you think you might like working at, stressing your team skills, practical computer skills and passion for retail.

Tip: It's a great job if you love the idea of working in the U.S. or farther abroad, as well-paid international opportunities abound.



ONLINE TUTORING FOR GRADES 9 TO 12

Do you have trouble helping your children with their homework? Or, maybe you have gone back to school to achieve your Grade 12 or GED and find that you need that little bit of extra help to give you a clearer understanding of the course material.

Then you must visit this website ilc.org

Online tutoring for grades 9 to 12 and their parents can get free homework help from experienced, certified teachers every Sunday to Thursday from 5:30pm to 9:30pm

Darlene Malcolm - Coordinator



C.I.N.O.T CHILDREN IN NEED OF TREATMENT

Expansion for the Children In Need of Treatment Program included in Ontario's Poverty Reduction Strategy

Ontario is moving forward with its Poverty Reduction Strategy by providing urgent and essential dental care free-of-charge to children in low-income families.

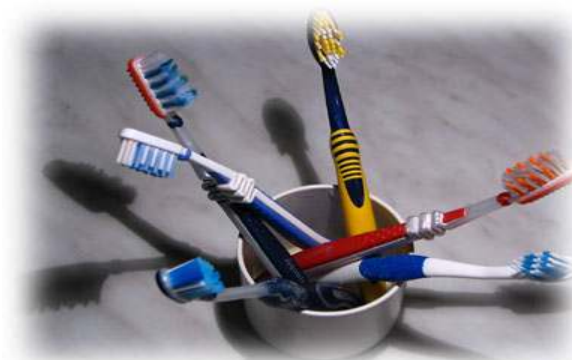
The Children in Need of Treatment (CINOT) program currently provides emergency dental care to low-income children from birth to age 13. As of Jan 1, 2009, the program will be expanded to reach children up to age 18. It will also provide out-of-hospital anesthetic coverage for children age five to 17.

The government is also working with Public Health Units, Community Health Centres, Dentists and Dental Hygienists to build community capacity and expand prevention and treatment services for low-income Ontarians, especially children. Services will be rolling out across the province over the next two years.

The government's total investment in low-income dental services will be \$45 million annually when fully implemented.

Ontario's Poverty Reduction Strategy is designed to build a stronger economy by creating more opportunity for all low-income families and children. The strategy sets a goal of reducing child poverty by 25 per cent in 5 years – lifting 90,000 children out of poverty.

[If you know a baby, child or teen age 17, and under that may require urgent dental care, please contact your local Public Health Unit for more information.](#)



Chatham-Kent Health Unit

P.O. Box 1136
435 Grand Avenue West
Chatham, ON N7M 5L8
Tel : 519-352-7270
Fax : 519-352-2166
Website : www.chatham-kent.ca

Windsor-Essex County Health Unit

1005 Ouellette Avenue
Windsor, ON N9A 4J8
Tel : 519-258-2146
Fax : 519-258-6003
Website : www.wehealthunit.org

SIX COMMON JOB-INTERVIEW QUESTIONS

Try These Sample Questions to Help Get Ready

"What are your strengths and weaknesses?"

Lindsay Olson, founder of Paradigm Staffing Solutions, a firm specializing in hiring public relations professionals, suggests tailoring your "strengths" answer to skills that will benefit the prospective employer. Though you may have a knack for building gingerbread houses, it might be of little value for the job at hand.

When it comes to weaknesses, or areas of growth, Olson recommends building on your answer to include "how you have improved, and specifics on what you have done to improve yourself in those areas."

"Why did you leave your last position?"

"Interviewers will always want to know your reasoning behind leaving a company? Particularly short stints," says Olson. "Be prepared to tell the truth, without speaking negatively about past employment."

"Can you describe a previous work situation in which you ...?"

This question comes in many forms, but what the interviewer is looking for is your behavior on the job. Your answer could focus on resolving a crisis, overcoming a negotiation deadlock, handling a problem coworker, or juggling multiple tasks on a project.



"What is your ideal work environment?"

This question is not about whether you prefer a cubicle or an office, so think broadly to include ideas about supervision, management styles, and your workday routine.

Bob Hancock, senior recruiter for video game publisher Electronic Arts, says that he uses this question with candidates because it can give "a sense of their work habits, how flexible they are with their schedules, and how creative they are."

"How do you handle mistakes?"

The best strategy for this general question is to focus on one or two specific examples in the past and, if possible, highlight resolutions or actions that might have relevance to the job you're interviewing for.

"Employers want to know they're hiring someone with the maturity to accept responsibility and the wherewithal to remedy their own mistakes," says Debra Davenport, a master professional mentor and columnist for the Business Journal in Phoenix.

"What is your most notable accomplishment?"

Paradigm Staffing's Olson suggests that candidates think of three or four accomplishments and quantify what their actions meant in terms of increasing revenues, saving resources, or improving resources.

"Being able to quantify your achievements in your career will launch you ahead of the rest," she says, "and demonstrate your ability to do the same as a future employee."

SECOND CAREER - RESEARCHING SCHOOLS?? HERE ARE SOME EXAMPLES THAT MAY HELP

As part of the Second Career application, individuals must research a minimum of one publicly assisted college of applied arts and technology (like St Clair College). If the applicant wants to take training at a private career college, he/she must research two schools including a publicly assisted college of applied arts and technology where feasible.

Example for:

Welding courses:

The Windsor Welding Institute	2710 Meighen Rd., Windsor	(519) 945-4423
St Clair College www.stclaircollege.ca	2000 Talbot Rd.W., Windsor	(519) 966-1656



Business, Health or Technology Courses:

St Clair College www.stclaircollege.ca	2000 Talbot Rd.W., Windsor	(519) 966-1656
CompuCampusCollege www.compucampus.com	1010 UniversityAve.West,	(519) 971-8066
Everest College www.visitcdi.com	875 Ouellette Ave., Windsor	1-800-965-7055
Trios College www.mytrioscollege.info	7610 Tecumseh Rd., E.,Windsor	1-866-212-9665
Academy of Learning www.academywindsor.com	3095 Forest Glade Drive,	(519) 979-4161
Canadian College www.cchst.net	1737 Walker Rd., Windsor	(519) 968-2407



Truck Driving AZ and DZ or Heavy Equipment Courses:

Ontario Truck Driving School	1333 College Ave., Windsor	(519) 258-9098
Northstar Truck Driving School	875 Foster Ave. Unit 116 Windsor	(519) 967-0444
5th Wheel Training Institute www.5thwheeltraining.com		1-888-647-7202
SPC Eagle Logistics Inc	4237 7th Concession Rd Unit 4A Windsor	(519) 966-7200
Transport Training Centre of Canada Inc.	6000 Rhodes Dr. Windsor	(519) 251-8222 Ext 222



ONTARIO DRUG BENEFIT : TRILLIUM DRUG PROGRAM

As you know we recently had a seminar at Local 195 on this subject. For those who couldn't make it, here is a brief overview of this great program

What?

The Trillium Drug Program (TDP) is intended for Ontario residents who have a valid Ontario Health Card and who have high prescription drug costs in relation to their net household income. :

TDP provides coverage for prescription drug products listed on the Ontario Drug Benefit Formulary/Comparative Drug Index (Formulary).

In addition, drug products that are not listed on the Formulary are also considered for coverage for TDP recipients through the ministry's Exceptional Access Program (EAP) on a case-by-case basis. (For more information refer to the EAP fact sheet.

Who?

You can register in the Trillium Drug Program if:

You have a valid Ontario health card and are a resident of Ontario; and you are not eligible for drug coverage as another category of recipient under the Ontario Drug Benefit (ODB) Program (i.e., you are not a senior over 65 years of age, you are not a social assistance recipient, you are not receiving professional Home Care services, or if you are not a resident of a Long-Term Care home or Homes for Special Care); and

You don't have private insurance coverage or if you're private insurance does not cover 100% of your prescription drug costs.

Deductible

The program runs from August 1 to July 31 of the following year. Before you will receive coverage for eligible prescription drug products through the TDP, your household must pay for a set amount of your prescription drug purchases, otherwise known as the "deductible", each year starting August 1. The deductible is paid in four installments over the program year and is calculated based on net household income and household size.



For example, a household with an annual deductible of \$500 will pay for the first \$125 of prescriptions purchased at the start of each quarter on August 1, November 1, February 1, and May 1. After the deductible is paid in each quarter, the household will be eligible to receive drug benefits for that quarter, and will be asked to pay up to \$2 per prescription each time they purchase an eligible drug product. Any unpaid deductible in a quarter will be added to the next quarter's deductible.



Drug Costs

Only eligible drug costs count towards your Trillium Drug Program deductible or are covered as program benefits. To ensure coverage under the program, check with your pharmacist or health care provider to make sure your prescriptions fit into one of the following categories:

- ✦ are listed in the ODB Formulary/Comparative Drug Index; or
- ✦ are on the Facilitated Access List of HIV/AIDS drugs; or
- have been approved for coverage through the ministry's Exceptional Access Program (EAP).

Where?

Trillium application kits are available at your local pharmacy, or by calling 1-800-575-5386. The application form and application guide are also available on-line :

Trillium recipients contact
P.O. Box 337, Station D
Etobicoke, Ontario
M9A 4X3
Tel : 416-642-3038
Fax : 416-642-3034
Toll-Free : 1-800-575-5386
E-mail : trillium@resolve.com

Darlene Malcolm - Coordinator

SLEEP - ARE YOU GETTING ENOUGH?

Sleep: Are you getting enough?

Here are some ways to determine your own optimum amount of sleep and tips on how you can get it.

For many of us it's a familiar scene: You hit the snooze button for the umpteenth time, and think to yourself, "I just need one more hour." Well, you're probably right. Many of us don't get the sleep we need and it can have a dramatic effect on how we think and feel. In fact, sleep deprivation can cause moodiness, lack of motivation, difficulty making decisions and general malaise. To feel your best, it's that simple.

How Much Is Enough?

So how much sleep do you need? According to sleep experts you're getting the right amount when you are able to get up easily, stay alert throughout the day and then go to sleep easily at night. But the amount of sleep required to accomplish that varies from person to person. Everyone is different - some people feel rested after six hours while others may need 10 to feel good.

One way to find out how much sleep you need is to simply wake up at the same time every morning and go to bed when you're tired. By following your body's signals, instead of your own schedule, you'll have a good idea of how much sleep you really need if you need an alarm clock to wake you, you probably aren't getting your ideal amount of sleep. "You're interrupting your natural sleep needs. So if you require an alarm clock you should go to bed earlier." Once you adjust the time you go to bed to suit your sleep requirements you may not need an alarm clock to wake you on weekdays.

Make It Count

But even when you've determined that say, eight hours is your magic number, those eight hours need to be quality, restful sleep. And that means having a sleep routine that works for you. The catchphrase the experts use is "sleep hygiene," which is basically a set of behaviours that gets your mind and body ready for slumber.



One of the most common causes of difficulty in getting to sleep, is worry. "If you start worrying in bed, get out of bed. You shouldn't associate bedtime with trying to solve problems. For example, if your bedroom is also your office, it may be all the more difficult to get your mind for sleep if you know that urgent report is sitting unfinished on your computer, only a few feet away.

No matter your routine once you get into bed, it's important to find activities that relax you before you climb between the sheets - maybe it's doing some soothing yoga, taking a warm bath, writing in a journal or having a warm drink.

Here are some ways to determine your own optimum amount of sleep and tips on how you can get it

Here are some more tips for getting the sleep you need:

- Don't drink caffeinated or alcoholic beverages within four to six hours of going to bed.
- A light snack may help you sleep, but avoid eating a large meal.
- Regular exercise helps promote sleep, but don't workout within six hours of bedtime. The energizing effects of a good workout will make it difficult to get to sleep.
- Make your bedroom as quiet and dark as possible - consider buying earplugs and blackout shades. And make sure the temperature is comfortable.
- Go to bed only when you're sleepy. Otherwise you'll lie in bed waiting for sleep to come and that can cause anxiety itself.
- If you can't fall asleep, get up and do something quiet, such as reading a book, outside the bedroom. Go back to bed only when you feel drowsy.
- Have a regular wake-up time - even on your days off.
- If you must nap, sleep for less than one hour and before 3 p.m.
- If worrying has been keeping you up, set aside some time earlier in the evening to think about your problems and come up with solutions. It may also help to make a to-do list so that you're not making one up in your mind while lying in bed.
- Turn your clock away from your line of vision - watching the clock can elevate your stress about getting to sleep.
- If you consistently have trouble sleeping, or if you feel sleepy during the day even with a reasonable amount of sleep, speak to your doctor.

211 - A COMMUNITY SERVICE FOR ALL

The following information is provided to any individual who has not been informed of this exceptional site that was created to assist people in their time of need.

211WindsorEssex.ca is a directory of over 3000 community, social, health and government services. You can access this service 24hrs a day. Some of the services include; Emergency and Crisis, Employment, Education, Training, Financial Assistance, Food Assistance and Housing. These are just a few of the number of services that are provided for you. Remember, there is help available at the touch of a button.

There are several ways to access this service.

- Call 211
- Visit their website at www.211WindsorEssex.ca
- Through the link on our website at www.labouradjustment.com

If you have any questions don't hesitate to call us at the Labour Adjustment Centre at 519-256-4597.

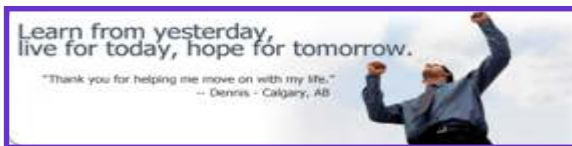
Jeff Desjardins - Peer Helper

CRIMINAL RECORD? - HAVE IT REMOVED

There are many Canadians who have been unable to move on with their lives in our society due to their criminal records.

Many Canadians are unaware of a service such as the one Pardon Granted provides.

If you are interested you may pick up an application form at our office: Community Labour Adjustment Services 1801 Walker Road, Suite 200 Windsor, ON N8W 3P3



Or apply online: www.PardonGranted.ca Telephone: 1-800-507-8043
Mon to Fri - 9am to 6pm.

Jeff Desjardins - Peer Helper

NEW LINKS ON OUR WEBSITE

Since our last newsletter we've spent some time adding links on to our website which makes it more informational and functional.

Here is a list of those links. As you know our website address is www.labouradjustment.com

1. Adjustment Centre services.
2. Website translations. Over 30 languages available.
3. New Careers section.
4. Training section.
5. CAW 195 website.
6. Other Labour Organizations
7. Newspapers. Links to newspapers from Canada and around the world

Obviously we'll continue to keep trying to make the website more interesting and packed with useful information as time moves on. If there is something you would like to see added please contact us and let us know.

Max Nimmo - Coordinator

MAHLE

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