

2ND EDITION

JOB SKILLS' COMPASS MAGAZINE

Spring 2023

Prepare
Your Garden
For Spring

MEET THE
DAYE
FAMILY

SPRING CLEAN YOUR SOCIAL
MEDIA FOOTPRINT

Make Your Space
Bloom

Getting Sauced
BBQ SEASON
IS BACK

Smoked pork side ribs recipe

BBQ EXPERT & CURATOR OF
'GETTING SAUCED' RYAN LINDLEY

PG. 15





Signs



Promotional Marketing



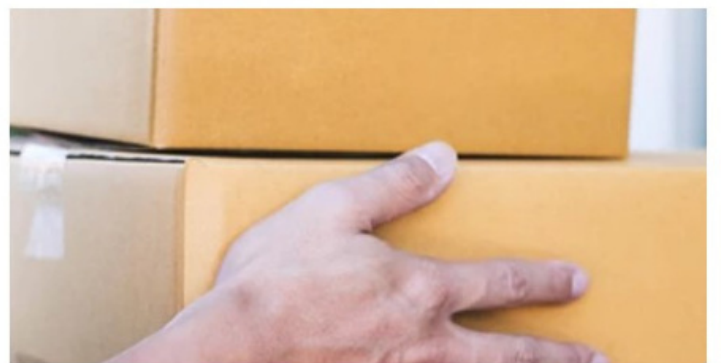
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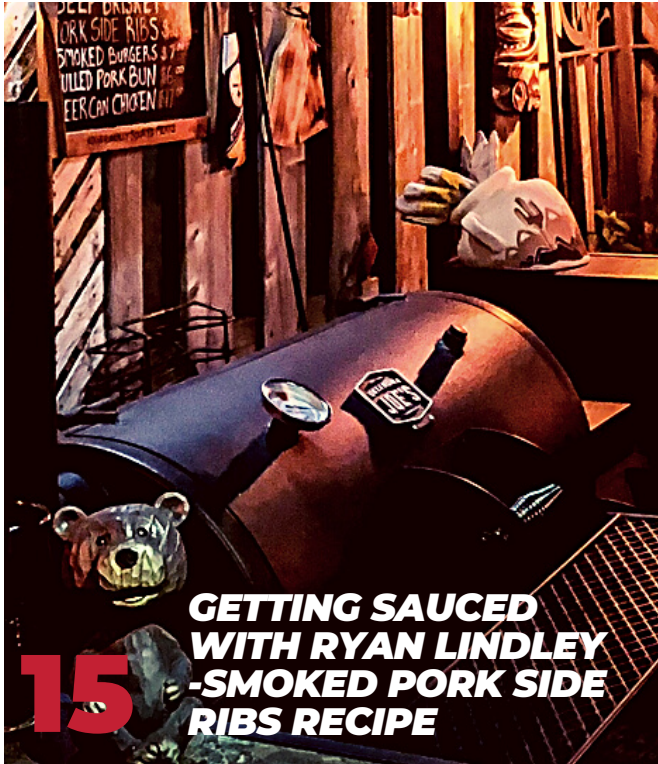


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by: Alice Sowannaphily



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Job Skills' Compass Magazine Spring Edition

Dear Friends,

Community. What is community? Some say it is a unit of commonality of a particular area or nationality or social group. Then there is the “sense of community” that denotes a friendly, warm and fuzzy feeling. Job Skills thinks of community as a very powerful concept that embodies togetherness, solidarity and comfort; and that is what this magazine is all about. A community magazine that is fun and friendly to read; something for everyone. The curator of 'Getting Sauced' Ryan Lindley gets us ready for spring barbecuing with his smoked pork side ribs recipe. Ray Rauth says it's time to spring clean your social media and learn about the power of a Job Search strategy. Job Skills' Compass Magazine is filled with fun helpful articles for gardening, decorating, employment, and so much more. We hope you enjoy the spring issue of Job Skills' Compass Magazine.

Bethany Obermayer | Editor in Chief

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A Conversation with Richard Obermayer: Is Stretching Good For You?

Do you think being able to touch your toes defines flexibility? Or is there another way we can start to think about retaining or gaining flexibility? Often a new client will come in and tell me that they'd like to regain their flexibility and they will give me the example of being able to touch their toes. They could do it when they were younger, but have lost some of that ability.

I used to major in dance and gymnastics at summer camp. I literally used to sit in the splits for hours to try and become more flexible, but now my approach to flexibility has changed. I would say I am a fan of dynamic stretching (moving in and out of a stretch where the muscles both shorten & lengthen to create a feeling of being limber or maintaining elasticity in the body) vs. static stretching (holding a stretch until you feel a release). Since entering the world of fitness, stretching has always been a heated topic between fitness professionals – to stretch or not to stretch? I will see clients with long & weak muscles who continue to stretch, but in actuality they need stability and strength to tackle their body's asymmetries. I have had real success with clients who have used a combination of dynamic stretching and muscle conditioning. I sat down with Richard Obermayer, Practitioner of Osteopathic Manual Practice and Certified Canadian Athletic Therapist to ask him...

Is Stretching Good For You?

RICHARD: *Stretching is good for you...in some cases. To stretch or not to stretch? The answer is not yes or no. The answer lies somewhere in-between. There are many different factors that influence the necessity of stretching. First, we need to explain a few terms. Flexibility refers to the ability of muscles to extend fully and mobility refers to the ability of a joint to go through its full range of movement. Flexibility will affect mobility.*

It also helps to understand the anatomy and the physiology of the body. We know muscle tissue is contractile tissue. It is designed with contractibility (the ability to shorten) and extensibility, (the ability to stretch). If you are constantly shortening the muscle, and don't encourage the lengthening part, the muscle gets shortened down. The other thing is: due to the nature of training and performing, we are often creating micro-trauma. When you are sore after your workout you get lactic acid build-up, but also, often there is micro-tearing within muscle groups – especially if you do maximal muscle training. So, when you get micro tearing, you cause fibrotic changes to the muscles. This produces scar tissue – little adhesions within the muscles. Stretching overworked muscles will increase lactic acid removal and will help lessen the extent of micro-tearing from your workout. These are examples where gentle stretching is therapeutic because you are restoring back the muscle's natural qualities – it's supposed to shorten and lengthen.

Now who has the need for this kind of restoration? We can all benefit somewhat, but some individuals are naturally more inflexible and therefore need to stretch more than others.



Age is a factor. *In general, due to the elasticity and high mobility characteristics of children, they have so much natural flexibility, they often need less stretching and sometimes can be guilty of stretching too much. In contrast, someone middle-aged or older may have lost a lot of tissue elasticity. They may need stretching to maintain joint mobility and prevent muscle injury.*

People may have certain diseases or conditions where stretching is necessary. *For example: Parkinson's. A characteristic of Parkinson's is to have stiff and tightened-down, muscle groups and so it's vital that they do lots of stretching. By staying active and stretching, the rate of deterioration in functional activity is slowed down.*

Another example is those with advanced disc deterioration in their spine. If the spine deteriorates there is a decrease in joint mobility and now muscle groups can become shortened. Again, stretching has a role in maintaining functional movement.

A final example is people with tendonitis. Tendonitis is often related to overuse, poor mechanics and muscle imbalances. Weaker muscles need strengthening and over tight muscle groups need stretching.

JULIE: Are there any people who should avoid or limit their stretching?

RICHARD: *In contrast, if an individual tends to be hypermobile — stretching is contraindicated. A hypermobile person is often described as "loose jointed." These individuals have excessive mobility in most of their joints. A contortionist would be an example. Do not excessively stretch people who are hyper mobile. This population requires more stability (strengthening) to enable them to function optimally.*

There are different types of stretching techniques: Static stretching involves gradually taking a muscle to its end-range of motion and holding it there. If this is too aggressive (pain or shaking) there is a reflex safety mechanism within the muscle that will engage. As it engages, a nerve receptor within the muscle triggers the muscle to tighten. In this instance the stretch becomes useless.

However, a gentle and sustained stretch for 20-30 seconds prevents this trigger mechanism. Now, when the stretch is repeated a second and third time, the muscle flexibility improves.

Dynamic stretching is a repeated movement that involves both lengthening and shorting a muscle towards its full range. The stretch is not held. Dynamic stretching is more functional because it's sport specific. When we are doing sports we are asked to do a specific movement pattern. For example the backswing in golf. No one holds that position. They have to have dynamic flexibility to get there comfortably.

JULIE: I see a lot of people who do static stretching and that will be the bulk of their “at-home” program to stay flexible.

RICHARD: I would not discourage static stretching as any home regimen, however it may be inefficient. Once the person has obtained some initial benefit, they need to now turn that into more dynamic stretching that reflects their goal. For example: Someone may come to me and say I'm a tennis player and I cannot get around to do a two-handed backhand swing. The end goal is to have enough flexibility to get the swing. If you are just doing static stretching it won't help you to improve your backswing. Dynamic stretching should reflect the person's ultimate and functional goals.

JULIE: Ok, what about someone who sits at their computer all day – rounded forward through their spine and hunched over their desk? If they go home and do a back bend (arch their back – the opposite of what they are doing all day), do you think that's enough?

RICHARD: To improve flexibility in the front of the shoulders we need to do upper back strengthening that encourages them to hold upright posture more effectively. They need some stretching to open them up a little bit. Then, 80% of the focus needs to be towards strengthening. You can use strengthening techniques to mobilize people. Mobility can be improved through dynamic and specific strengthening.

I am thinking from a therapy point of view — we get very specific to the nature of different tissues and what they need to improve or get better. As a pilates teacher, you are thinking of things more from a performance point of view, where mobility is far more improved using more dynamic strengthening techniques. You're talking about dynamic functional strength training which gets people looser and more limber – which I am all for!

JULIE: Yes and with pilates, there is a strong focus on postural alignment. When I am working one-on-one with someone, I am not choosing arbitrary exercises for them. I take a look at what muscles are locked long, which are locked short and what exercises are good choices to help restore muscles to their optimal length so their posture is upright. A balanced pilates program will incorporate both stabilizing and mobilizing the joints.

RICHARD: I am a huge fan of pilates training. It is a safe and effective method of training the whole body, however, it emphasizes strength and control from the core outward. The core is like a foundation in a house. On a solid foundation a wonderfully functional structure can be created! Remember you need to be strong to be flexible but you need to be flexible to be strong!

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Richard Obermayer is a graduate of Brock University with a degree in physical education (registered Kinesiologist), Sheridan College with a degree in Sports Injury Management and the Canadian College of Osteopathic Medicine. Richard has over 30 years of clinical experience in treating athletes and non-athletes.

<http://www.dsathletictherapyservices.com/osteopathy.html>



Julie Michaels

Julie is a former dancer, actress and filmmaker. She established Ray Pilates in 2009 after completing her Pilates Mat Work and Equipment Intensive certifications at Body Harmonics in Toronto. RayPilates.com

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The Ultimate Guide to Getting Your Resume Past the ATS

When it comes to job hunting, having an impressive resume is essential. It's the first thing a potential employer sees and can be the difference between getting an interview or being forgotten. Unfortunately, many people don't realize that a majority of employers use an Applicant Tracking System (ATS) to process and assess resumes before even reading them. This means that simply having a good resume is no longer enough - you must also make sure it is properly structured and written in order to get past the ATS.

To help you maximize your chances of success, we have created this ultimate guide to getting your resume past an ATS. Here are a few key tips to remember:

- Make sure your resume is in the correct format. Most ATS prefer resumes that are formatted as a Microsoft Word document (.doc).
- Be sure to include relevant keywords and phrases in your resume. This can help the ATS identify important skills, qualifications, and experience that match with the job description and make it easier for the employer to find your resume.
- Use a simple, easy-to-read font and layout when creating or updating your resume. Most ATS cannot read fancy fonts and complex layouts, so make sure to use something basic like Times New Roman or Arial.
- Proofread your resume thoroughly before submitting it. ATS can often miss errors in spelling or grammar, so it's important to review your resume and make sure everything is correct.
- Use a unique file name for each version of your resume. This will help the ATS distinguish between versions when you apply for different jobs and make it easier to keep track of them.

- Customize your resume for each job application, highlighting specific skills and experiences that are relevant to the position. This will help employers easily identify the qualities that make you the perfect candidate for the job.
- Include clear section headings and make sure your resume is easy to scan through. ATS are programmed to pick up on these structures, so use them to your advantage by breaking down your experience into specific categories like "Work Experience" or "Education."
- Double check that any links or URLs you include in your resume are working properly. ATS may not be able to detect broken or outdated links, so make sure they're up-to-date before submitting your resume.
- Finally, don't forget to save a copy of your resume as a PDF. This will ensure that the formatting stays intact no matter which device it is opened on.

These simple tips can help you maximize your chances of getting your resume past the ATS and into the hands of potential employers. Good luck with your job search!

Lisa Pace | Staff Writer

ASK THE HIRING MANAGER

I can't convince my teenager to get off their phone and look for a job. Help!!

Parenting is hard - even when they're young adults! Rather than being the 'heavy', why not invite him/her out for coffee and have a conversation to find out if there is a reason they're resisting working? It's been a long two years - social anxiety, fear of failure, and confusion about what they want to do or where to start could be factors.

Take the time to listen and be an advocate for the benefits of working; like financial independence and self-confidence. Pointing out that they're not alone and that there are great resources like the employment counselors at Job Skills to help them transition into a job that is a good fit is a positive way to start.



Have any job-seeking concerns?
Send your questions to
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Meet The Daye Family

As an Employment Consultant at Job Skills, clients have trusted me with the amazing privilege of sharing their personal journeys. While I have met with many wonderful people along the way, there is one story I would like to share that I will never forget.

In 2017 I met with Jefferson Daye who registered with Job Skills seeking support in obtaining his first job after arriving in Canada as a Protected Refugee. Jefferson received support with job search techniques including, identifying marketable skills and strengths, researching labour market information and hiring employers, as well as assistance with creating a resume to highlight his relevant skills and experience. At that time, Jefferson was referred to an Employer Relations Specialist at Job Skills for support in marketing his skills to employers within the Georgina community, and Jefferson was able to obtain employment with a local employer.

Jefferson spoke fondly of the Georgina/East Gwillimbury Refugee Welcome (GEG). GEG sponsored Jefferson for his first twelve months in Canada providing care, lodging, settlement assistance and support for the duration of the sponsorship period. It was during this conversation Jefferson disclosed the brutality he and his family suffered. The Daye family has given permission to share their story.

In the 1980s Jefferson witnessed his father (a local politician in Liberia) being tortured and killed at the start of a civil war that lasted more than a decade. The Daye family made their way to the Ivory Coast, hiding during the day and moving through the jungle at night for survival. Jefferson disclosed he and his family lived in several refugee camps where Jefferson supported other victims working and volunteering as a teacher, social worker and cook to support Liberian victims requiring safety, housing, education and financial and medical support. Jefferson disclosed in 2010 their village was bombed in the middle of the night and as everyone ran for safety Jefferson and his family became separated. For six long years, Jefferson did not know whether his wife Frances and his children survived. For six long years, Frances and the children thought Jefferson was dead. Jefferson then described the absolute joy when the Daye family discovered that each other survived and reunited through social media after six years had passed.

Although Jefferson successfully obtained employment with a local employer in 2017 the Daye family's heartbreaking story had not been forgotten. Jefferson and his family captured the hearts of many staff at Job Skills; front line staff, managers and the senior management team have shared local news articles and social media updates throughout the years.

In September 2022 after twelve years apart, the GEG group sponsored and welcomed Jefferson's wife Frances, their son, Daniel, and Daniel's young son, Gideon, for a joyful family reunion. Jefferson's son Daniel is now 21 years old, Daniel was 9 years old the last time Jefferson saw his son in person.



The Daye Family Reunion

Jefferson gave a heartfelt speech that left staff teary eyed, "I am speechless because I am so overwhelmed by Job Skills generosity. Your generosity is just unimaginable. I haven't been to other Western Countries, but the past six years from my experience in Canada, Canadians are extra ordinarily hospitable including you (Anita), and your sense of sympathy and empathy. I want to say on behalf of my family, we are humble to receive this gift, and I know it came from the bottom of your heart. You remembered us! And I am sure God will replenish whatever you have given to this family".

While the Daye family are currently enjoying their family reunion, their journey is far from over. As Jefferson and Frances speak, there is no way for me to describe the intense grief, pain and worry visible in their eyes as they talk about the family they had to leave behind.

Children and grandchildren that are still in Ivory Coast, subjected to extreme/harsh living condition including unprovoked persecution, harassment, intimidation, social discrimination, restricted freedom of movement and speech, amongst other oppressive and depressive treatments. Working long labour intensive hours earning \$1.00 per day, if they are lucky enough to get paid. With little or no food, often going to bed hungry.

Jefferson spoke about the sadness and guilt felt each time the family sits down for a meal, the unbearable reminder of the children and grandchildren helplessly left behind with no resources. Jefferson said "Our prayer is for the rest of our children and grandchildren. Our hearts are with them because we have lived the life they are currently still living. When day breaks you have nothing to start your day. Nothing. No food. Nothing. And they are still going through that same experience, and it beaks our hearts and I want to appeal to you to help us in any way possible. So that our children and grandchildren can live this life we are living too. If I explain to you the details I will start to shed tears".

It was not long after when Job Skills reached out to Mary Baxter from the GEG group via email to discuss sponsoring the Daye family for the holidays and received a wonderful welcome email from Mary, “What a serendipitous email! I was talking to someone at the community lunch yesterday about all that Job Skills has to offer, and just today sent Jefferson, Frances, and Daniel your webpage link (unaware that you already have a relationship with Jefferson).”

In December 2022 Job Skills staff invited the Daye Family to the office in Keswick for a holiday celebration brunch and with excitement provided the Daye Family with their gift basket full of family game night goodies, gift cards and \$820.00 cash for the Daye family. Jefferson gave a heartfelt speech that left staff teary eyed and Frances sent two lovely emails, “Good morning Anita. Thanks very much for your concern, love and care for us. May the Almighty God bless you and make your dreams come true in Jesus name, much love ♥ Frances Daye.” The Daye family is so grateful for staying connected with Job Skills and the community.

While the Daye family is currently enjoying their family reunion, their journey is far from over. As Jefferson and Frances speak, there is no way for me to describe the intense grief, pain and worry visible in their eyes as they talk about the family they had to leave behind. Children and grandchildren that are still in Ivory Coast are subjected to extreme/harsh living conditions including unprovoked persecution, harassment, intimidation, social discrimination, and restricted freedom of movement and speech, amongst other oppressive and depressive treatments. Working long labour-intensive hours earning less than \$1.00 per day, with little or no food, often going to bed hungry. Jefferson spoke about the sadness and guilt felt each time the family sits down for a meal, the unbearable reminder of the children and grandchildren helplessly left behind with no resources. Jefferson disclosed two recent life-altering surgeries, the first on his spine, the second on his neck; Injuries that are a stark reminder of the severe brutalization he endured.

As I listen to the Daye family’s story and look into their eyes, I promised Jefferson I would ask permission to include information on sponsorship in their story. While the GEG Group will retire their sponsorship in 2023. The Daye family is desperately searching for new sponsors so that their family may unite together and heal.

Anita McNamara | Staff Writer

Letter of Gratitude and Appeal *by Jefferson Daye*

The Daye family wishes to extend their heartfelt gratitude to the Government of Canada, the United Nations High Commissioner for Refugees (UNHCR), the Anglican United Refugee Alliance (AURA), and the Georgina/East Gwillimbury Refugee Welcome (GEG), as well as the Canadian public for offering resettlement opportunities to some of our family members here in Canada. We are so grateful to everyone who helped.

Cognizant of the above, and in pursuant of the status quo with our remaining children and grandchildren presently living in the Ivory Coast, compelled us by reason of thought and sober reflection to make this SOS call to save their lives because they are subjected to extreme/harsh living condition including unprovoked persecution, harassment, intimidation, social discrimination, restricted freedom of movement and speech, amongst other oppressive and depressive treatments. This SOS call is directed to, but not limited to the followings; our national and local MPs, Humanitarian and Philanthropic Organizations, Religious Organizations, not-for-profit organizations, and the public to help sponsor our remaining children and grandchildren who are still living in deplorable and vulnerable conditions in Ivory Coast.

How to Sponsor a Refugee

The Private Sponsorship of Refugees (PSR) program lets private groups sponsor eligible refugees abroad. As the private sponsor, you’ll support a refugee for the sponsorship period, usually up to one year. The support you provide will include:

- Start-up costs, such as furniture and clothing
- Ongoing monthly costs for basic necessities, including housing, food, and public transportation
- Supporting refugees socially and emotionally

Groups That Can Sponsor Refugees

You can’t sponsor a refugee on your own. You must be part of one of the following groups in Canada:

- Sponsorship Agreement Holders (SAH) sign agreements with the Government of Canada to help support refugees when they come to Canada
- Constituent Groups are groups who work with SAH to sponsor refugees under the SAH’s agreement
- Groups of Five are groups consisting of five or more Canadian citizens or permanent residents who sponsor refugees to settle in their communities
- Community Sponsors are organizations, associations or corporations that sponsor refugees

For more information please visit:
<https://www.canada.ca/en/immigration-refugees-citizenship/services/refugees/help-outside-canada/private-sponsorship-program.html>



The Daye family + JS' Keswick team

If you're like me, waiting to get your hands in the dirt and start your garden is top of mind as winter winds down. Whether flowers, vegetables or both, planting a garden is a win-win. You get to both enjoy the outdoors and enjoy the 'fruits' of your labour!

Whether you are just thinking about this year's garden or getting ready to plant, keep these six tips in mind:

1. Create a planting calendar

I've spent hours trying to remember what week or month I planted a particular seed so I made a planting/harvesting log in a trusty notebook; not sophisticated or high-tech but there are certainly online ones available. It helps note when you planted, your successes and harvest dates.

2. Purchase and organize seeds

For me, this is the most fun part of gardening – selecting seeds. You can buy just about anything online, including heirlooms, or purchase locally as well as from other gardeners that save seeds. We have a great annual 'seed exchange' in our town! Pay attention to maturing dates as planting too late can result in immature plants.

3. Sow long-season seeds

Starting plants indoors is a great way to start vegetables. You can use lots of different containers to start like old egg cartons, leftover plant containers from last year or buy biodegradable seedling pots. Some of the easiest seeds to start indoors are broccoli, cabbage, peppers, tomatoes, marigolds and micro greens.

When it's time to transplant your seedlings outside, the soil will finally be warm enough and you'll be a step ahead to support their needs.

4. Start collecting rainwater

Climate change is real and our summers are getting hotter! Investing in a rain barrel after the last frost is a great way to supplement those long, hot stretches that can parch the soil and kill your plants. Too much sun may require you to create shade in your garden for the hottest parts of the day, and you'll need to irrigate at the best possible time of day. Hint: it pays to wake up early!

5. Do a general garden clean-up

As soon as the last snow is gone and the ground has dried up, start preparing your garden for planting. Pull any early weeds, remove debris from last season, pull dead annuals, remove branches and leaves from perennials and divide those that need to be transplanted. Don't forget to wash out all of your planting pots to prevent diseases from spreading from one season to the next.

6. Sharpen and clean garden tools

If you didn't do this in the fall, now is the time to sharpen pruners, spades and shovels, oil metal parts and apply linseed oil to any wooden handles to keep them in great condition for years. Check your trimmers to make sure you have enough line and check the lawnmower to see if it needs any service.

Getting into the mindset that 'spring is just around the corner' is a great way to banish the end of winter blahs and be ready for the new season!

Catherine Turner | Senior Staff Writer

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TIPS TO PREPARE YOUR GARDEN FOR SPRING



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MAKE YOUR SPACE BLOOM

Simple Tricks to Brighten Up Your Home This Spring

Spring Cleaning!

The cold season is on its way out and that means it's time to freshen up our spaces for the warmer months ahead.

In the winter, I always bring out my dark blankets, cozy rugs, and every candle I can get my hands on. But with all of this additional decor, come March I find that my space has gone through the wringer from the hustle and bustle of the holiday season and it begins to feel a bit too heavy and crowded for my liking. Now before you add anything to your space, remember to declutter first. The question remains, what do I get rid of and where do I start?

In the words of organization extraordinaire, Marie Kondo, discard everything that does not spark joy. A disorganized space is a disorganized mind, so try to give yourself a clean slate and tackle the hard part before you dive into redecorating. Donating these items could bring joy to somebody else in a way you weren't able to appreciate.

It's difficult to not fall into what I call "influenced purchasing" – I see you my fellow online shoppers. Not to say online shopping isn't incredibly useful, but try to be mindful of what you are spending your hard-earned money on.

Take a moment to reflect on your home and aim to simplify the space - remove what's unnecessary to create an uplifting environment that reflects the best version of yourself. Implementing this regularly will act as a subconscious reminder to put your best foot forward every day.

When redecorating for the spring season, try to imagine brightening the space you're in as you say goodbye to the dark and dreary blues of winter.

Add a touch of spring to every room in your home with these four tips:

Neutral Colour Palettes:

Your spring decor doesn't necessarily need to be neon pink and green to scream, "It's Spring!" Don't get me wrong, this is stunning when it's executed with cohesiveness, but if you're unsure where to start, stick to neutral colours when decorating. Whites, creams, and pastels are all very easy options to incorporate using items like throw pillows, patio cushions and table runners.

Bring In Nature:

Not everybody is a fan of flowers but some kind of greenery can bring life back into the room you're redecorating. Whether it be a golden pothos or mum for purifying the air or even a bamboo plant which doesn't need any sunlight to thrive, there's an option no matter what level of nature lover you are.

Low-maintenance Gardens:

Not everybody is an all-star gardener – including myself – and that's okay! Similar to my last point, if you can get your hands on the right plants I bet you'll discover a newfound skill about yourself. For example, I grow herbs in my window box each spring since they're practically foolproof to grow. This is a convenient choice since now you have your very own herb supply for cooking. (If you're really underestimating yourself, you can likely buy the plant already started from your local grocery store). Poof! Now you're a gardener too.

DIY Time:

Do-it-yourself projects can be a lot of work, but they can also be cost-efficient and rewarding activities to incorporate into your home design.

Pinterest.com has a plethora of creative ideas to inspire you – have fun with it! Garage sales will be in full swing as well since many are on the same train of purging unwanted items this time of year. You can find great pieces of furniture at these that may only need a small amount of TLC to be transformed. Give that dresser a fresh coat of paint, switch out the knobs and voila! You've got yourself a new piece of furniture for a fraction of the price.

Spring is a fresh start – a new beginning and a wonderful chance to invigorate all areas of our lives. It might seem frivolous to some, but putting in that small bit of extra effort into the choices of your home is a great first step to establishing a healthy mindset and jumpstarting a successful year ahead.

Chantal Beauchamp | Editorial Assistant



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Chantal has worn many hats over the years with experience in roles from sales to staging to management.

In 2022, Chantal shifted her career focus to an area where she could highlight her passions in the workplace. Her customer service expertise and eye for detail beautifully collided to land her in her current position at Job Skills as a Quality Assurance Service Specialist.

The Power of a Job Search Strategy:

How to Be More Organized and Focused During Your Job Search

A job search strategy is important because it will enable job seekers to be more organized and focused during a job search. Having a strategy will help identify the right job and target potential employers, increase the chances of obtaining employment, and create a timeline for completing the job search process.

Job Skills' employment consultants can help people find a job in a variety of ways. Job Skills provides job search advice and assistance, such as resume and cover letter writing, job search strategies, and interview techniques. They may also offer job related skills training to help make individuals more successful in their job search. In addition, they provide career exploration and guidance, to help people assess their skills and interests and explore careers that may best suit their needs.

People often feel better after meeting with a Job Skills employment consultant because they have received advice and guidance in their job search. Job Skills staff have an intimate knowledge of job market trends and the skills needed for particular types of work, so they can provide specific, tailored advice to help clients find the right job for their skills and experience.

Job Skills offers individualized services to all unemployed job seekers including youth, women, newcomers, and those receiving income assistance. Working with employment consultants, job seekers can create a personalized employment service plan, access career exploration services, employment coaching, and job development. Referrals to specialized support services beyond their employment search needs can be made for persons with disabilities, francophones, and indigenous individuals. Services are also available to individuals who wish to job search independently.

Job Skills is working to get you working. To learn more or to book an appointment with a Job Skills employment specialist, visit www.jobskills.org, call 1-866-592-6278, or email info@jobskills.org.

Job Skills | Staff Writer

Spring Cleaning Tip

Start small. Begin by organizing one area at a time. If you start with a larger task, you may become overwhelmed and discouraged. Additionally, having smaller, achievable tasks can be more motivating. Make sure to give yourself breaks in between tasks and reward yourself after completing a task.

How can I ensure I don't end up in a toxic work environment again?

Let me ask you... Were you part of the problem or part of the solution? Not everyone is going to play nice in the sandbox. You may not be responsible for the toxic work environment, but you are responsible for how you respond.

Speak to your manager; speak to your coworkers; set boundaries; and advocate for yourself. Asking the right questions in an interview is essential to determine if the company culture is suitable for you. Job Skills can help you do just that.



Have any job-seeking concerns?
Send your questions to
compass@jobskills.org



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Our mission is to encourage and develop complete individuals who can serve as leaders of tomorrow and can thrive in any environment.

WEATHERING THE STORM

Keeping stress from taking over your body

We all go through stressful times but it is how we cope with them that can greatly impact our overall health. To help keep your body strong during difficult times, follow these three tips:

Keep your Thoughts Positive:

While it may seem impossible to stay positive during stressful times, researchers have shown that individuals who can see the brighter side of their stress fare better than those who are mostly negative. Finding ways to increase positive thoughts and feelings, perhaps even seeing the positives in a stressful situation (e.g. loss of a job leading to a positive career change), can minimize detrimental effects caused by stress. If it seems impossible to find the good in your situation, try to infuse positivity into your life by participating in joyful activities like enjoying nature, watching an uplifting movie, meditating, getting a massage and doing what you enjoy.

Up Your Nutrients:

While it's always important to eat a healthy diet, certain nutrients can help us weather stormier times. Some include:

- **Magnesium**
Decreased magnesium levels can make stress harder to handle. Increase your magnesium levels by eating more nuts and seeds, beans, spinach, Swiss chard, potatoes (with skin!), brown rice, fish and meat.
- **B-vitamins**
These are crucial for us during stressful times as our bodies use them to make feel-good brain chemicals. Try eating more salmon, leafy greens, eggs, milk, whole grains, legumes, and nutritional or brewer's yeast.
- **Vitamin D**
Touted for its ability to improve mood and better the immune system, some experts believe that every Canadian should be supplementing with vitamin D every day of the year. Get some sun (in safe quantities) or consider supplementing with D3.
- **Amino Acids**
(From dietary proteins) Are building blocks for hormones, including those involved in managing stress. Try upping your protein intake with lean meats, eggs, legumes (paired with a grain), and tofu.



• Green Tea

This natural tea is loaded with antioxidants that can help protect the body from the by-products of stress. Green tea also contains L-theanine, an amino acid that promotes mental calming properties alongside alertness.

*Always contact your physician before introducing any new vitamins into your regimen.

Shake Your Body:

Partaking in daily physical activity can greatly improve your mental outlook. Exercise is said to increase the brain chemical, serotonin, which is responsible for making you feel happy and calm. Finding activities that you enjoy doing will also help increase your feelings of joy!

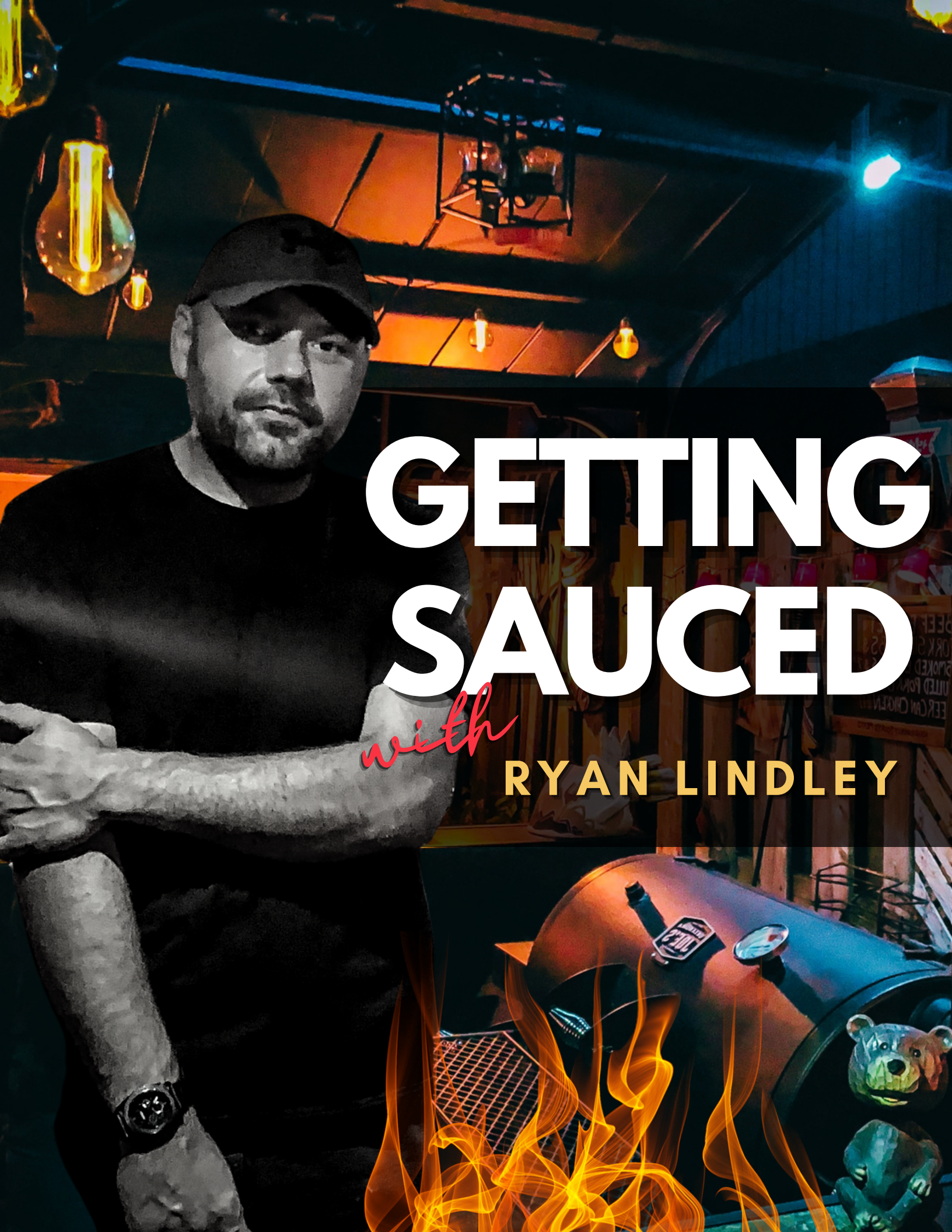
Patty Stalteri | Staff Writer



1 877 494 WSPS (9777)

www.wsps.ca

If you find that stress is overwhelming you, don't be afraid to seek help from a trusted friend, family member or health care practitioner. Try these tips mentioned to weather the storm.



GETTING SAUCED

with

RYAN LINDLEY

SMOKED PORK SIDE RIBS

WITH NIAGARA WHISKY & PEACH SAUCE

Warmer weather in Southern Ontario means many things. The best thing by far, has to be the fruits, vegetables and proteins Ontario farmers and orchard tenders give us. We have such a unique climate and soil composition here in Ontario that provides brilliant harvests year after year. This recipe includes all main ingredients sourced from Ontario producers. Including the whisky! Forty Creek is from the Niagara Region.

1

RIBS TO ASK FOR FROM YOUR BUTCHER/GROCER:

Ontario Pork Side Ribs - Breast Bone Removed.
Trimmed "St. Louis Style" if possible.

2

DRY RUB FOR RIBS:

- 1/2c Kosher Salt
- 1/2c Coarse Black Pepper
- 1/4c Brown Sugar
- 4Tbsp Granulated Garlic (not powder)
- 3Tbsp Granulated Onion (not powder)
- 2Tbsp Spanish Paprika (the bright red one)
- 1Tsp Cayenne Pepper
- 1Tsp Mustard Powder
- 1/2Tsp Ground Cumin

Combine all of the above ingredients in a bowl and set aside.

3

NIAGARA WHISKY PEACH SAUCE (CHEAT MODE ACTIVATED)

This is a cheater's way to make a decent sauce. We aren't here to make you work at mastering a from-scratch BBQ sauce here today. Trust me. It can go south really fast, so let's just take it easy here. You can find my from-scratch BBQ sauce base recipe later on and give it a shot.

- 2 large Fresh Ontario Yellow Peaches - Peeled and diced
- 1.5 cups of Brown Sugar
- 1 cup of Forty Creek Copper Bold Whisky
- 620ml jar of sweetened apple sauce
- 2 bottles of Diana's Honey Garlic Sauce (no liquid smoke!)

- 2Tbsp Chopped Garlic
- 2Tbsp Chopped Shallots (onion will work)
- 2Tbsp Olive Oil
- 1Tsp of Cayenne, Ancho or Chipotle powder. (Your choice. We like Ancho).
- Salt & Pepper to taste

Mix the chopped peaches and whisky in a bowl. Cover and let sit for at least an hour at room temp. Strain and reserve 2oz of the liquid to finish the sauce with. The remainder is the Chef's prize. It goes incredibly well over rocks with Ginger Ale, or as a sipping whisky.

Heat the olive oil in a saucepan and sweat off the onion and shallots until translucent. Reduce heat to MEDIUM-LOW and add the apple sauce, chili powder, brown sugar and Diana's honey garlic sauce. Stir constantly until the sugar is dissolved. Reduce heat again to LOW and simmer the sauce until it is reduced to a thick, syrup-like consistency. DO NOT increase the heat or you'll burn the sugar. Remove from the heat, add the peaches and the reserved whisky and stir. Leave uncovered and set aside.

Preheat Your Grill **or** Smoker to 250°F

Applewood or Pecan are great hardwood smoke profiles for these ribs. If you're using a gas grill, make a pouch out of aluminum foil, fill with wood chips and poke some holes in the top. This will sit on the live flame side of your grill. The ribs will be cooking indirectly on the other side. Heat consistency is key to great ribs. You need to allow science to do its thing here and break down all the tough connective tissues and melt the fats and collagen into pure liquid gold.

4

PREPARE THE RIBS

Remove the membrane from the back of the rib rack, and trimming excess hanging fat pieces. Coat the ribs in plain yellow mustard (this binds the rub but doesn't impart any flavour.) Evenly sprinkle and press your rub on both sides of the rack. Allow to set for 30-45 minutes at room temp.

TIP: Use a butter knife to lift a corner of the membrane and a paper towel to grip it, and pull evenly across to remove. YouTube has lots of videos to show you how!

6

WHAT IS THE 3-2-1 METHOD:

3 - hours of open INDIRECT cooking on the BBQ/Smoker grate.

2 - hours of INDIRECT cooking while wrapped in butcher paper or tin foil (NO wax paper)

1 - hour INDIRECT unwrapped back on the grate while painting the rack with your sauce and allowing it to reduce and get sticky.

Indirect: Turn the burners on the left side only and place your smoke pouch on the grill between the flames. Put the ribs on the right side with no flame under them. You just turned your gas grill into a smoker! This method also works with charcoal kettles. Keep an eye on the temp!

5

THE 3-2-1 RIB COOKING METHOD

The failsafe way to reach a consistent, fall off the bone pork side rib every time. If you like a little more "tug" to the meat, 3-1-1 works well, and you still end up with tender, flavourful ribs. If you want to have the same mouth-watering crowd pleasers every time you have friends over, consistency in your cooking is key.

7

SIDE SUGGESTIONS:

Rustic Cole Slaw with Green Apple, Red Onion & Dried Cranberry

Jalapeno Cheddar Cornbread

Maple Baked Beans with Red Bell Pepper, Onion and Garlic



About Ryan



CHEF AND POLITICAL COMMENTATOR, RYAN LINDLEY AIMS TO INFORM, ENTERTAIN, AND MAKE YOU VERY HUNGRY WITH HIS WIDE RANGE OF CONTENT.

IF CRIER MEDIA HAD A HUMAN SWISS ARMY KNIFE, IT WOULD BE RYAN. RYAN IS ONE OF THE MOST VERSATILE DIGITAL CONTENT CREATORS IN THE NETWORK. TRYING TO MESH COMEDY, CREATIVE WRITING, POLITICS, AND COOKING.

A FORMER WEBER'S BBQ AMBASSADOR, RYAN IS THE CURATOR OF RYAN LINDLEY'S "GETTING SAUCED"

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GIG ECONOMY? SIDE HUSTLE? FREELANCE? WHAT'S THE DIFFERENCE?



These buzzwords are hot in the new world of work and all essentially mean the same thing. If you're looking for extra income to supplement your full-time job, or you're looking to create your own job, the gig economy provides great employment opportunities, flexibility and a way to create alternate work and gain experience.

Gig, side hustle and freelance are all terms of self-employment - a work environment consisting of short-term jobs for a variety of customers. Some people do it on a full-time basis, while others have a side hustle to supplement working for an employer.

Side hustle work tends to be doing things you're passionate about or have specific skills around, rather than your day job to pay the bills. Do you work in an office? Your side hustle could be writing a vegan cooking blog since that's what you enjoy doing while at home!

Your experience working with dogs could turn into your side hustle of running puppy training classes during nights and weekends. Do you design custom clothing? An Etsy shop is a great way to sell your products. The opportunities are endless. Freelancers often work on contract, on-call, or on a part-time basis for one or more companies. Doing part-time bookkeeping or creating web content for a few small businesses could generate that extra income you need.

Social media and online web communities are great ways to find gigs and promote your services or products. Some digital applications have created entire industries of service gig work that rely on these apps. Do you use a ride-sharing app or get food delivered? These are perfect examples of app-based gigs. These types of gig workers operate as independent contractors and can set their own rates and hours, rather than being full-time employees of any one employer. They also handle their own benefits and taxes.

Remember, you need to keep track of any extra income and all invoices and receipts from gigs to accurately represent your business spending and earnings on your taxes.

So what's the benefit of a side hustle?

- The opportunity to pursue your dream job, without sacrificing the steady pay check of a day job.
- Flexibility in the workplace and working hours including when and for how long you'll work.
- Most are done remotely and you set your own time so you can take on one, two or as many side jobs as you can manage.
- Financial freedom that can help pay debts, save for larger purchases or just add extra money to your monthly budget.
- Many side hustles typically don't require a large investment, formal education or specialized skills. Most are roles selling services or acting as resellers.

BUT...

Be sure to find out what your company's policy is regarding outside work to avoid any potential conflicts or problems with your employer. You don't want to sacrifice your regular paycheck.

Don't over-commit yourself. Taking on more work than you can realistically handle will result in disappointed clients and hinder your ability to secure additional work.

Having a side hustle means giving up some of your free time. Only you can decide if it's worth it but many find that the pros definitely outweigh the cons. Some side hustles are successful enough to turn into full-time businesses!

Do you already have a side hustle but are looking for a full-time job? Job Skills specialists are there to answer any of your employment questions. Job Skills staff offer solutions to all job seekers, including youth, newcomers, mature workers, persons with disabilities, and entrepreneurs.

Job Skills' knowledgeable team can help you make educated decisions, set goals, and create a strategy to help you become happier in your career. Job Skills works with local employers creating employment opportunities for clients.

Thanks to government funding, Ontario Trillium Foundation and United Way Greater Toronto, Job Skills' programs and services are free to all users. Job Skills has employment office locations in Keswick, Markham, Brampton, and Mississauga. Job Skills also offers virtual services for community members unable to attend our offices for in-person activities.

Find your employment solution today! Visit www.jobskills.org.

Catherine Turner | Senior Staff Writer

The 6 Biggest Challenges Newcomers Face

When Entering the Canadian Workforce

Newcomers to Canada face multiple challenges to overcome when they enter the Canadian workforce for the first time.

Language barriers:

Many newcomers to Canada face language barriers when attempting to enter the Canadian workforce. Language can be a hurdle to advance one's career due to the large number of employer requirements relating to language preferences.

Lower levels of Canadian job experience:

Newcomers may have difficulty competing with local Canadian residents who typically have higher levels of Canadian job experience than newcomers.

Lack of local contacts or networks:

Networking is often critical to job searches. Newcomers may not have networks of contacts and mentoring relationships to help them break into the Canadian workforce.

Education credentials:

Newcomers may find that their educational credentials are either not accepted by employers in Canada or are considered less-than-adequate for certain positions.

Requirements and preferences by employers:

Due to the diverse background of newcomers, employers may have certain requirements or preferences which are not met by newcomers.

Social and cultural differences:

Newcomers may face differences in expected workplace manners and expectations, as well as discrimination, in certain cultural circles.

The good news is, there are programs available to assist newcomers. Employment programs can help newcomers find a job in a variety of ways. They provide job search advice and assistance, such as resume and cover letter writing, job search strategies, and interview techniques. They may also offer job related skills training to help make individuals more successful in their job search.

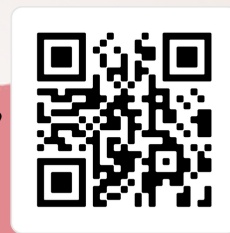
In addition, they provide career exploration and guidance, to help people assess their skills and interests and explore careers that may best suit their needs. They can also provide information about potential employers and jobs in the local area.

The Simpart Practice Firm takes it another step further enabling newcomers to build networks, practice hands-on skills, gain confidence with workplace language through practical exercises/projects, learn about Canadian workplace norms and engage with guest speakers, including CMHA and sector-specific experts, to assist them with their employment and wellness goals.

The Practice Firm is a safe and supportive environment designed to assist Ukrainian and Newcomer clients with learning what is required to integrate seamlessly into the Canadian workplace. Clients will interact and build relationships with others, settling into a new environment and having a shared experience.

The York & Durham Region Welcome Centres are ready to assist Newcomers to Canada with all of their settlement needs.

To learn more or to book an appointment visit www.welcomecentre.ca or call 1-877-761-1155.



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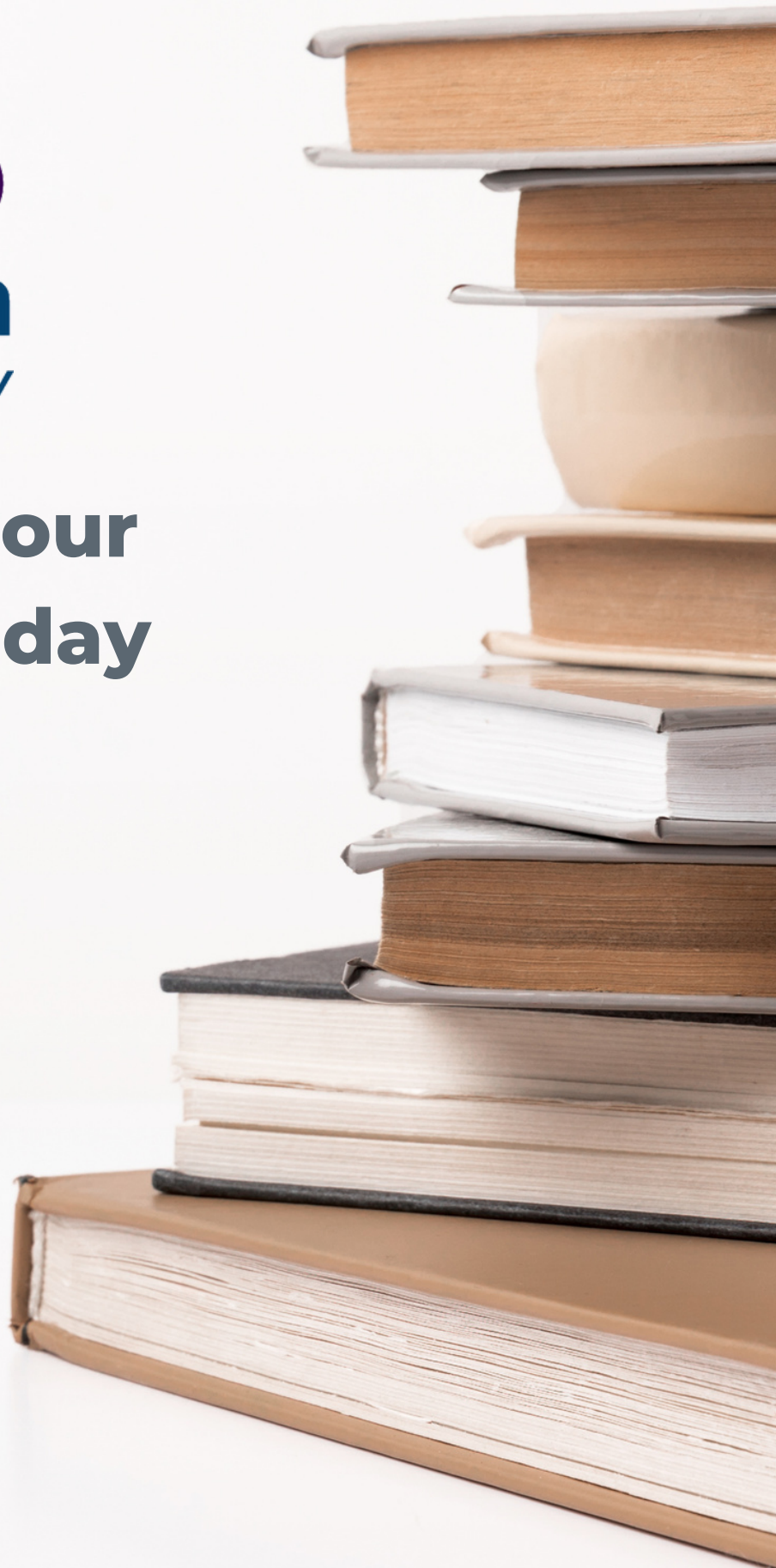
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SPRING CLEAN YOUR SOCIAL MEDIA FOOTPRINT

Social media is a powerful tool because it enables people to instantly share information and connect with their peers, whether they be individuals or businesses. It is a powerful tool that has broken down communication barriers, enabling people to connect and engage with audiences that would have been virtually impossible to reach otherwise. It allows for the promotion of products, services and ideas on a global scale, with the potential to reach hundreds of millions of people around the world.

Additionally, it allows for businesses to directly interact with their target audiences and respond to user inquiries quickly. Social media is also a great way to stay up to date on news, developments, and trends in any field.

People use social media to vent because it offers an easy outlet for their stress, frustrations, and upset feelings. It can also help diffuse the emotion and offer an anonymous outlet where people don't need to worry about how others will react or judge them, as well as offering instant feedback from other people's reactions which can be cathartic in its own way.

However, with great power comes great responsibility. For as many positives social media has created, social media can also have a negative effect on your image as well.

A social media fingerprint is an individual's unique online presence, which is composed of the posts, comments, likes, interests, and other data points left behind on various social media platforms. It includes all of the online activities a person has done and provides a way to identify one person from another.

Keeping a clean social media presence is important because what you post on social media can have lasting consequences. For example, potential employers, admissions officers for schools, and even landlords may be looking at social media to determine a person's character. Therefore, having a clean social media presence is important to ensure those entities judge you positively.

It can be difficult to know what is appropriate to post on social media and what topics should be avoided. Generally speaking, it is best to avoid topics that may be considered divisive, offensive, or prone to elicit strong emotions.

These topics may include politics, religious beliefs and views, personal attacks, anything involving discrimination, and anything that could be taken as offensive or disrespectful. In short, it is best to avoid topics that could spark a heated debate or cause conflicts with other people.

To remain professional, it is best to avoid over-sharing personal details, such as extremely intimate stories of struggles or successes. Posting too often or excessively can also be viewed as an issue. It may also be a good idea to avoid posting any content that advertisers or programmers may deem inappropriate for a younger audience.

Overall, it is imperative to be mindful of the topics being posted on social media in order to remain respectful and professional.

Having a clean and efficient social media account is key to presenting your best self online. Here are some tips on how to clean up your social media accounts and improve your online presence.

First, delete any posts that are irrelevant, outdated, or that could be considered offensive. Double check to ensure removal of any unwanted posts, as well as any comments or tags that are associated with the posts.

Next, consider your profile photo and bio. Update your profile photo to one that reflects positively on you and your work. Make sure to keep it professional and friendly. Similarly, write a succinct yet informative bio that summarizes your professional identity.

Finally, remove any applications or websites that are linked to the account and abstain from connecting your profiles to too many third-party applications. Whenever possible, manually approve any post-shares from external applications.

By following these simple steps you can easily clean up your social media accounts, improving your online presence and giving you more control over the content shared with your followers.

When it comes to social media, we can often be afraid to share and engage with the world online. But social media can be a very beneficial tool to connect with many things we are interested in. It's important to remember to be mindful of what we post and the potential consequences, but there is no need to be afraid of it.

We have to know how to protect ourselves when it comes to social media. Be aware of who can see your posts, use privacy and security settings, and be careful of what type of personal information and photos you are willing to share. It's also important to be aware of cyber bullying, scams, and other malicious activities that can occur through social media.

At the same time, social media can bring many positive opportunities and connections. By using it in a responsible and thoughtful way, you can take advantage of the benefits. It can open up a wide range of possibilities for discovery, inspiration, friend-making and even connecting with influential people.

Social media does not need to be scary, but caution and responsibility are key. Know your boundaries when using social media and you can find plenty of positive experiences out of it.



Unlocking my Identity



Growing up, the Georgina community was nowhere near as diverse as it is today. During my time in elementary school, I often wondered why I didn't look like my friends, fellow students, and even teachers. I remember wanting to fit in and wishing I was born with more "Western" features; blonde hair, fair skin, blue eyes... I remember asking my mom to stop packing me the delicious Filipino and Asian-style lunches I loved so much. Instead, I requested a plain sandwich or a Lunchable to avoid the dirty looks and questions I would get from my classmates about my "foreign" food. Even being out and about in the community of Georgina, I often wondered why I didn't see people who looked like myself in my neighbourhood, at stores and community events, etc. I wondered why I was at the receiving end of an odd glance that lingered a few seconds longer than others.

"When we learn how to become resilient, we learn how to embrace the beautifully broad spectrum of the human experience."
— Jaeda DeWalt

It was not until my first year at Toronto Metropolitan University (formerly known as Ryerson University), where I was able to find myself and fully embrace and accept my Asian heritage. There, I felt like I finally belonged to a community. I was able to see people who looked like me, represented through professors, school faculty, other students, and my new friends. There was an abundance of diversity in the faces I saw, as well as at the restaurants and stores around me. I was no longer embarrassed to be different. I no longer had to shrink myself to "fit" in. I could now buy delicious lunches from all different cultures without anyone batting an eye.

I am proud to watch Georgina as it grows in diversity and culture. I definitely have felt more at ease with my identity and who I am, and no longer feel so out of place. Representation allowed me to feel less alone and to embrace my entire identity. I was able to let go of the fear of not fitting in with what seemed to be "normal". While working with such a diverse organization, I am proud to be part of the social services network that continues to serve a multitude of diverse cultures and dynamic communities. It is a comforting and empowering feeling to see yourself and others who share similar identities represented in both the communities we belong to and our support networks.

Kimberly Carless | Staff Writer



Spring is here,
with blooms so fair,

Brighter days and
scents so rare;

The sun is shining
with a bright look,

A new season filled
with endless hope.

— Jasper Jefferies



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Who we are:

We are the bereaved helping the bereaved learn how to live with grief. All of our staff and volunteers are trained Grief Facilitators with diverse personal experiences of loss. We do not provide clinical counselling or therapy. We do listen, share, educate and support you as you learn how to live with and navigate your own personal journey of loss.

Supports we offer:

We provide grief healing support groups and individual one-on-one support sessions utilizing a peer-support model; creating safe space for individuals to express their grief, share their story of loss and support others who are also learning how to navigate their own journey of loss.

Want to volunteer?

Please contact Katherine at programs@bfoyr.com
All of our Grief Healing Peer Supports are FREE of CHARGE due to the financial support of Corporate and Private Donations and the generous Funding Support from:



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SPRING GREEN VEGETABLES WITH GARLIC AIOLI

Ingredients

- 1 Russet potato, chopped
- Small clove of garlic
- 2 egg yolks
- 1 tsp. lemon juice
- 1 tsp. dijon mustard
- ½ - ¾ cup Organic Olive Oil
- Salt and pepper to taste
- 1 lb. each of green beans, asparagus, and snap peas
- Fresh grated parmesan cheese to garnish

Instructions

1. Boil potato with garlic until soft... if chopped finely, only about 5 minutes. Drain and mash.
2. In a food processor, add potato, garlic, yolks, lemon juice, dijon and mix until smooth. With motor on, slowly add the olive oil to emulsify until texture of mayonnaise. Add more salt and lemon as desired. Put this garlic aioli into the fridge.
3. Clean and prepare green beans, asparagus, and snap peas.
4. Blanch the vegetables in very cold water to maintain a bit of crispness. It takes about 3 minutes to boil, on full boil. This will help to keep the bright green colour.
5. Pour garlic aioli over vegetables and add salt, pepper and shaved parmesan cheese. Careful not to over-salt, as parmesan is salty!



SPRING GREENS CARBONARA

Ingredients

- 2½ tbsp olive oil
- 200g pancetta cubes
- Small bunch of parsley, roughly chopped
- 2 small bunches of basil, leaves picked
- 4 egg yolks
- 50g parmesan, grated, plus extra to serve
- 350g spaghetti
- 125g asparagus, woody ends removed, cut into 3-4cm pieces
- 125g long-stemmed broccoli, trimmed and cut into 5cm pieces
- 125g fresh or frozen peas (shelled if fresh)

Instructions

1. Heat ½ tbsp oil in a large frying pan over a low-medium heat and sizzle the pancetta until crisp, about 5 mins. Once crisp, reduce the heat to low.
2. Add the parsley, basil, and remaining oil in a small food processor and finely chop. Whisk the egg yolks and parmesan together in a separate bowl.
3. Fill a large saucepan with boiling water, season with salt and bring to a boil on the stove. Cook the spaghetti for 10 mins until al dente. Add the asparagus and broccoli for the final 3 mins of cooking time, and the peas for the final 30 seconds.
4. Lift the spaghetti into the pan with the pancetta using tongs, allowing a little water to be added with each addition of pasta. Drain the boiled veg but reserve a mug of the cooking water, then add the veg to the pan with the spaghetti and pancetta. Ensure there is a small puddle of the pasta cooking water in the bottom of the pan. This will prevent anything catching and help loosen the sauce.
5. Scrape the herb mixture, egg and cheese over the warm spaghetti and toss everything together, ensuring each strand of spaghetti is well-coated. Continue tossing the pasta in the sauce for a few minutes, turning the heat up slightly if needed until the sauce thickens. Add splashes of the reserved pasta cooking water if the sauce becomes too thick – the spaghetti should be glossy and shiny when ready.
6. Top with extra parmesan and season to taste.



The Effects of Being Unemployed

Studies have shown that being unemployed not only affects an individual's income but can also cause health issues including mental health challenges.

Often individuals who are working think about how nice it would be to quit their job, get temporarily laid off or win the lottery and travel the world. The freedom of not having to go to work each day sounds very enticing. However, the effects of long-term unemployment on your physical and mental well-being can be monumental. It is important to note that each individual's experience with unemployment varies.

Unemployed individuals are often stigmatized; this can have a negative impact on the individuals' social and emotional well-being. Individuals who are experiencing unemployment often feel that others look down on them, feel shame and worthlessness, and sometimes choose to withdraw from their networks and social circles.

Being unemployed can cause stress-related health issues such as headaches, high blood pressure, diabetes, heart disease, back pain and insomnia. Unemployment may increase an individual's risk for depressive symptoms, anxiety and lower self-esteem. Individuals may also experience a personality change, making them less conscientious, agreeable and open, which may hinder their job search goals. According to the Society for the Psychological Study of Social Issues, unemployment can also affect family and marital satisfaction with individuals experiencing increased family challenges.

The Canadian Mental Health Association reports that unemployment is one of many factors that greatly influence health. Positive changes—like meaningful employment—can help add to a livable income, decent housing and good social support. These changes can promote health and well-being, help people recover from mental health problems, and support individuals to avoid substance-related harms. Finding meaningful employment will not solve all problems, but it is a very important part of the bigger picture for many individuals.



There is a lot of research showing how working can be an important part of well-being. Some of the benefits of work include the achievement of income and financial stability, which are important parts of realizing a better quality of life. Establishing a daily routine and a sense of structure that includes social activities and social supports is also part of establishing a high quality of life. Securing work helps establish a sense of purpose, status, identity and pride in your personal achievements.

Permanent full-time employment may not be a goal for everyone. Individuals may find meaning in part-time work or through unpaid activities like volunteer work. What is important is the choice you make for yourself. Everyone's end goal and journey are unique. Job Skills recognizes that many people who want to work have a hard time finding meaningful work, and we are here to help you navigate that journey when you are ready.

Deborah Tracy | Staff Writer

Did you know?

The phrase "April showers bring May flowers" is believed to have originated in the United Kingdom in the 1700s, when farmers used the rainfall in April to nourish their crops for the summer months. The phrase is frequently attributed to English poet Thomas Tusser, who in 1573 wrote, "Sweet April showers do spring May flowers."

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The Reality of the Job Market for Young People

In the current job market, many employers are accustomed to hiring workers who have extensive experience and skills, leaving little room for entry-level positions. Furthermore, many employers prefer to hire experienced workers who can contribute to their businesses soon whereas young people are often still developing their skills and lack the experience to make an impact.

Moreover, young people are often disadvantaged in the job market because of their lack of work experience and the necessary skills to compete for jobs. Many employers are reluctant to invest in training young workers who do not have the required skills and experience yet. Another factor is the lack of resources for skills development and internships, which can make it more difficult for young job seekers to gain the necessary experience to land a job.

The lack of information and access to job networks are major barriers to employment for many young job seekers. The majority of young people rely on printed publications, online job postings and social media as sources of job leads, but these are often not enough to gain access to the best job opportunities. Additionally, many employers are hesitant to hire young people due to their lack of commitment and reliability, which further hampers their chances of getting a job.

Job Skills' Youth Job Connection (YJC) program is designed to provide valuable pre-employment training, mentorship and work opportunities for youth who experience multiple or complex barriers to employment.

Through YJC, youth will clarify their employment goals and develop employment service plans, using activities and services designed to meet those goals. Youth will have the ability to participate in pre-employment workshops designed to improve job readiness and life skills and paid job placements that range from a few days to a maximum of six months.

Young job seekers face a number of obstacles when it comes to finding work. With the right resources and support, however, these individuals can learn the skills and gain the experience needed to excel in the job market.

Job Skills is working to get you working. To learn more or to book an appointment with a Job Skills employment specialist, visit www.jobskills.org, call 1-866-592-6278, or email info@jobskills.org

Job Skills | Staff Writer



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Springtime is a Special Time Of Year for Any Baseball Fan



Ah, springtime—the grass turns a lush shade of green, the birds start to chirp, and baseball season is just around the corner.

Springtime signals the start of the new season, bringing with it hope and excitement as teams gear up to compete.

Baseball season is a great time to get outdoors and enjoy the beautiful weather. From outdoor picnics and neighbourhood games of catch to Major League baseball games, there are plenty of ways to take part in the fun. It's also a time for fans to connect with their teams and come together to cheer on their favourite players.

Baseball season is a rite of passage for many sports fans. During this time, lifelong bonds are formed between friends, families, and teams as they come together to support their favourite clubs. It's also an opportunity to learn more about the history of the game. From baseball card collecting to reading up on the greats of the game, there are countless ways to get to know this beloved pastime.

High school, college, and professional baseball players look forward to springtime all year. As they take the field, they can feel the energy of the spectators and reconnect with the joy of the game. Whether they're playing in the World Series or a local Little League game, this is the time of year where they can finally show off the hard work they've put into their sports training.

Springtime is a special time of year for any baseball fan, and signals the start of a new and exciting season. So go ahead, head outside, put on your cap, and get ready for some good old-fashioned pastime action. After all, there's no better way to celebrate the start of baseball season than with a good game of catch!

Jeffrey Jeeves | Staff Writer

Did you know?

The phrase "boys of summer" was first coined by writer Roger Kahn in his 1972 book of the same name, which deals with the lives and careers of the Brooklyn Dodgers.


The phrase is evocative of long summer days spent playing the game and is meant to evoke the sense of innocence and optimism of childhood summers.

It is also a reminder of the feeling of joy and excitement one gets from watching baseball in the sunshine.



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What Inspires Me

The Great Escape



The young couple were grateful to see that there was a health center and immigration services that could answer questions and address their concerns. They applied for refuge to every country they could as they were told it could take months before receiving a response. In the meantime, the couple had no choice but to wait, hoping that any day they might receive the good news.

Between the late 1970s and the 1980s, many families from the country of Laos (a landlocked country between Vietnam, Cambodia, and Thailand) were fleeing because of the 1975 takeover of the communist party. The country they loved, once with promise and a bright future, no longer existed.

The year was 1978 when a young married couple with big dreams questioned their future. The country was going through significant political changes and civil war, resulting in the displacement of its own people and the once-respected monarchy. The following year, the couple learned that they were expecting their first child. With a growing family, they were now faced with a difficult decision. Contemplating the future, they no longer saw promise or positive changes in the country of Laos. After lengthy discussions with the immediate and extended family, the couple made the very difficult decision to plan an escape to the neighbouring country of Thailand to seek refuge from the oppressive regimes brought on by the communist party. They were looking for freedom and opportunities for future generations. The peaceful country they once knew was now toxic and unsafe. The journey would not be easy but it was better than the chaos they were experiencing at the time.

On the night of the planned escape from the country, the couple met up with a man who would bring them across the 1.5km wide rushing Mekong River to Thailand, for a fee. The man was introduced to them through a secret word-of-mouth network that also helped many others escape by boat. During this journey, the couple faced many moments of anxiousness, excitement, and extreme fear as they slowly made their way across to the Thai border. What would typically be a short ten-minute trip, now felt like an eternity as the couple feared for their lives; struggling to remain hidden. The soldiers were known to commit all sorts of brutal acts against those who were caught trying to flee. It was overwhelming for the couple to see so many of their own countrymen trying to get across the river under the cover of night. Some attempted to swim, some held tire tubes or garbage bags filled with air to stay afloat, and some were fortunate enough to go by boat. Not everybody made it... they tried their very best to keep on moving forward while hearing gunshots and the struggles of people drowning. Finally, they reached the Nong Khai refugee camp with a sense of relief and achievement as they found safety.

They had left their entire lives in Laos; carrying with them only what they could wear, some family heirloom jewelry and pocket money. The refugee camp was not exactly what they had envisioned. There was not enough room for the 20,000 displaced individuals who had come in search of a new life. The facilities and resources could not handle the extreme amount of refugees, leading to poor health and sanitary conditions.

In September 1979, the couple welcomed a baby girl to their family. Six weeks after the birth of their child, the new family received a notice of acceptance from Canada. They had fears about their ability to adapt to the language and understand the new culture, but they held onto their dream of a new life with the promise of a brighter future.

This is a partial recap of my parent's immigrant story that was shared with me recently. There are still lots of unrecalled events and gaps of knowledge that have not yet been completely pieced together. Like many family stories, it is a work in progress.

My childhood memories and recollection all begin here in Canada. I never knew of the struggles my parents went through and how my sense of identity was not fully shaped until I was able to understand where my own journey began. As I proudly reflect on being a child of immigrant parents, I have a great appreciation for the life I have been given, the memories created, experiences, and opportunities available to me. There is still so much to learn about my Lao heritage and culture. Now as an adult with a family of my own, I am doing my best to navigate parenting and have come to realize the value of preserving my cultural roots. My parents did the very best they could to adapt to living in Canada, but they always made sure we ate Lao food, learned and practiced cultural norms, and would only speak our native language Lao at home. Growing up, I would often struggle with my identity and where I fit in. At certain times in my life, I felt it was best to blend in, remain low-key and go unnoticed. Over the years, I have grown to have more interest in my heritage and culture. I love to learn new things and hear new stories, and I am fortunate to be able to experience the rich cultures of both Laos and Canada. My parents have sacrificed a lot to bring me to Canada, and they continue to inspire me to face my fears, work hard, and dream big.

Alice Souvannakhily | Staff Writer

ASK THE HIRING MANAGER

I use public transit so my work options are limited.

What can I do?

Contrary to popular belief... you do not need to travel to the city to find a good job. There are plenty of fantastic jobs right here in York Region. But, you are also not limited. York Region has transportation options you may not be aware of! Talking to an Employment Consultant at Job Skills may uncover ways to help you get to work you'd never considered. Staff will help you understand the transit system and programs available to assist you. There are plenty of ways to get you to the right job!

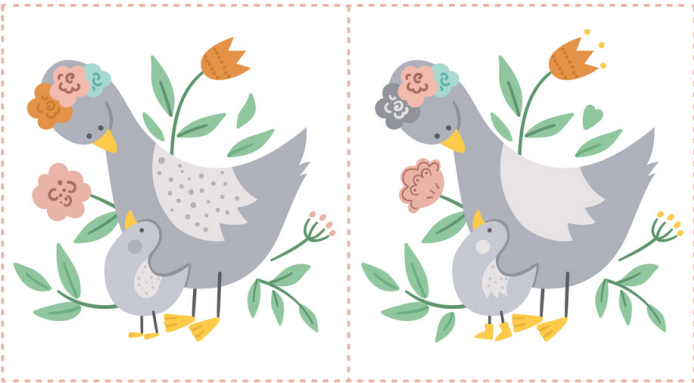


Have any job-seeking concerns?
Send your questions to compass@jobskills.org

Spring Break

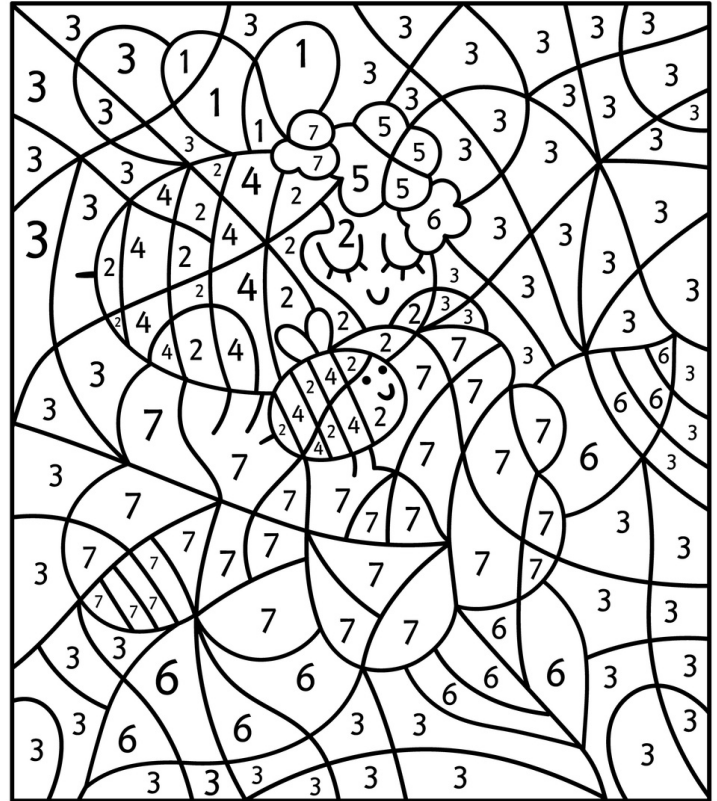
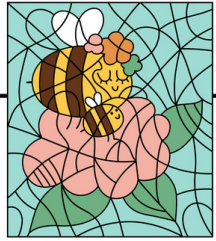


Spot 10 differences



COLOR BY NUMBER

1	2	3	4	5	6	7
white	yellow	blue	brown	orange	green	pink



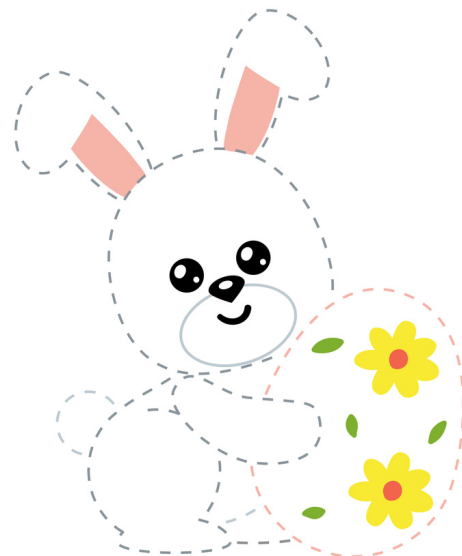
WORDSEARCH

G R J E R I C H O A M A
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 B R A M P T O N G S T A
 I I L O I A C I L R A G

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 GREENWORKS
 RECIPE
 JERICHO

GARLIC AIOLI
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 EMBRACE

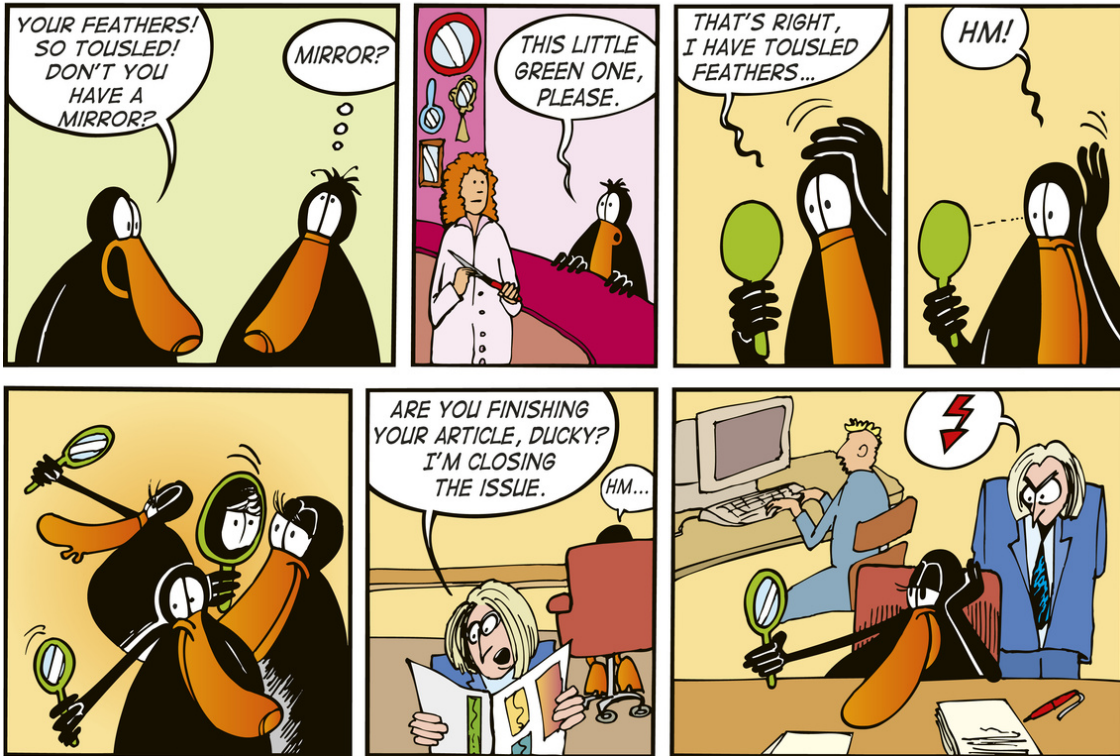
CONNECT THE DOTS



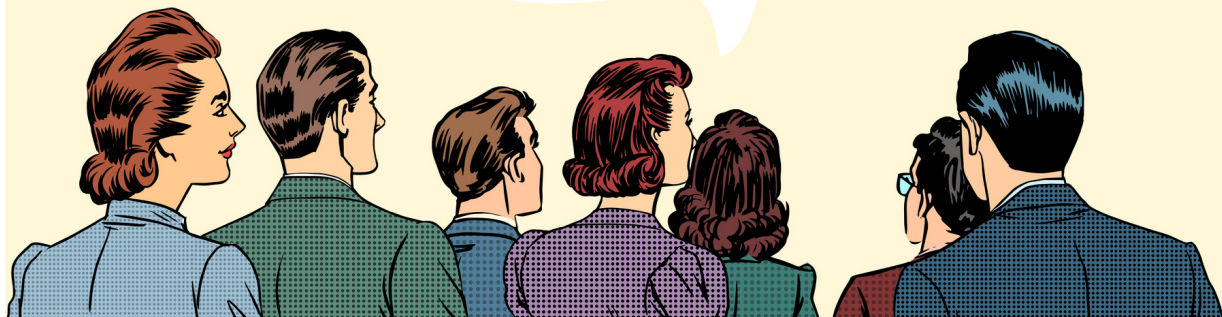
Spring Break

BLACK DUCKS

BY
IGOR
ZAKOWSKI



**Team work
makes the
dream work**



Embrace Equity, Diversity & Inclusion

March 2023

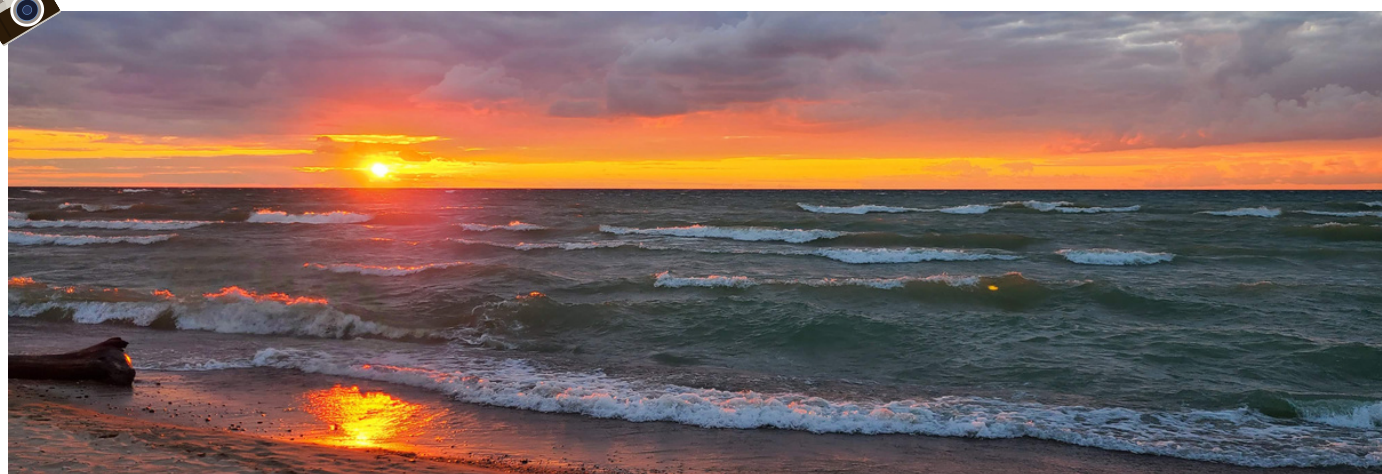
- 01** Ayyám-i-Há Ends
Zero Discrimination Day
19 Day Fast Begins
Saint David's Day
- 02** World Teen Mental
Wellness Day
- 03** World Birth Defects Day
World Hearing Day
- 04** World Obesity Day
- 06** Purim
World Lymphedema Day
- 08** International Women's Day
Holi
Hola Mohalla begins
- 09** World Kidney Day
- 10** Hola Mohalla ends
Harriet Tubman Day
- 11** Canadian Women
Physicians Day
- 12** Daylight Saving Time Starts
- 17** St Patrick's Day
World Sleep Day
- 19** St Joseph's Feast Day
- 20** International Day of Happiness
World Oral Health Day
- 21** Bahá'í Naw-Rúz
World Down Syndrome Day
International Day for the Elimination of Racial
Discrimination
World Social Work Day
- 22** World Water Day
Navratri begins
Ramadan begins
- 24** World Tuberculosis Day
International Day for the Right to the
Truth Concerning Gross Human Rights
Violations and for the Dignity of
Victims
- 25** International Day of Remembrance of
Slavery Victims and the Transatlantic
Slave Trade
Earth Hour
- 26** Purple (Epilepsy) Day
- 31** National Indigenous Languages Day
Navaratri ends

April 2023

- 01** April Fool's Day
- 02** World Autism Day
Palm Sunday
- 04** Mahavir Jayanti
UN Mine Awareness Day
- 05** Passover begins
- 06** International Day of Sport for Development and Peace
Theravada
- 07** Good Friday
World Health Day
Day of Remembrance of the Victims of the Rwanda
Genocide
- 08** Holy Saturday Day
- 09** Easter Sunday
Virmy Ridge Day
- 10** Easter Monday
- 12** International Day of Pink
- 13** Passover ends
FND Awareness Day
Mimouna
- 14** Vaisakhi
Orthodox Good Friday
Day of Silence
- 15** Father Damien Day
- 16** Feast of Divine Mercy
Orthodox Easter
- 17** World Hemophilia Day
- 18** International Day for Monuments and Sites
- 20** Last Day of Ramadan
- 21** Eid al-Fitr begins
International Creativity and Innovation Day
- 22** Eid al-Fitr ends
Earth Day
- 23** Saint George's Day
- 28** National Day of Mourning

May 2023

- 01** Mental Health Week
National Physician's Day
- 05** Cinco de Mayo
Vesak
- 07** National Child & Youth Mental
Health Day
- 08** Lag B'Omer (May 8-9)
World Ovarian Cancer Day
- 10** World Lupus Day
National Receptionist Day
- 11** International Nurses Day
- 14** Mother's Day
- 16** International Day of Light
- 17** International Day Against Homophobia,
Transphobia and Biphobia
World Hypertension Day
- 18** Ascension Day
- 21** World Day for Cultural Diversity for
Dialogue and Development
- 22** Victoria Day
International Day for Biological Diversity
- 24** World Schizophrenia and Psychosis Day
- 26** Buddha's Birthday
- 28** Pentecost
- 29** International Day of United Nations
Peacekeepers
- 30** World Multiple Sclerosis (MS) Day



Sept 2022 - 'Pinary Provincial Park'

Photography by Alex Arrobo



Mission Statement

Many of our traditions were lost, but we are in the process of re-vitalizing our traditional ways of knowing. We follow the principles of the Seven Grandfather Teachings to live a good life.

'Bemaudiziwin' in our traditional language: Respect, Courage, Honesty, Wisdom, Humility, Truth, and Love. Anishinaabe people of Georgina Island have a vision of well-being for the next seven generations.

This includes economic prosperity; safe and convenient travel; a healthy environment; and language and culture revitalization. Our hope is that all people who walk with us on these lands, the traditional lands of the Anishinaabe, share in this vision as we all strive for and enjoy that good life - 'Bemaudiziwin'.

Literacy program

"The Ontario Literacy and Basic Skills (LBS) program helps adults in Ontario to develop and apply communication, numeracy, interpersonal and digital skills to achieve their goals. The LBS program serves learners who have goals to successfully transition to employment, postsecondary, apprenticeship, secondary school, and increased independence. The program includes learners who may have a range of barriers to learning." <https://www.tcu.gov.on.ca/eng/eopg/programs/lbs.html>

Our programming is available for those 19+, or 18+ for those who have been out of school for at least 6 months. Our goal at each type of session is to include a cultural component, to incorporate our traditional ways of knowing. We aim for all of the knowledge in our community to be accessible to all community members

For more information on the literacy program, please contact Brianna Big Canoe at 705-437-4327

www.georginaisland.com

(705) 437-1337