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Requirements:

The ideal candidate has experience in digital prepress or print production, proficiency in Adobe Creative Suite (**InDesign, Illustrator, Photoshop, Acrobat**), and a strong understanding of colour management and print standards. Familiarity with RIP software and imposition tools (**Kodak Workflow preferred**) is an asset. Strong troubleshooting skills, attention to detail, and the ability to manage tight deadlines are essential.

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Specialized Programs from COSTI

Help Newcomers & Job Seekers Thrive



If you're a newcomer to Canada looking to sharpen your skills, improve your English or re-enter the workforce, COSTI is here to help with programs tailored to meet you where you are.

The Enhanced Language Training (ELT) program supports internationally trained professionals with Canadian Language Benchmark (CLB) levels 5–6 through focused training and personalized employment support. Registrations are ongoing for cohorts until March 2026.

- Offered in the Region of Peel, ELT courses are available in STEM, education, healthcare and Trades and Transportation.
- In the York Region, the ELT program is available online and supports those with experience in accounting and finance, teaching and education, healthcare, information technology, office administration and customer service. The next cohort begins July 16.

COSTI also offers a range of programs to support women newcomers in building foundational life and employment skills.

- Foundational Life Skills for Women helps improve reading, writing, numeracy skills and digital literacy, and offers mentoring and job support.
- EmpowerHER Horizons provides support in communication and life skills, employment readiness, wellness, parenting guidance, financial literacy and digital tools. For those looking to improve their English, the LINC for Women program offers language training focused on employment. It is open to Permanent Residents and Convention Refugees with CLB levels 3–5.

For individuals in Canada on a temporary basis, COSTI offers paid programs to improve English communication. The ESL for Visitors and Work Permit Holders course focuses on listening and speaking skills with an emphasis on employment and travel. The CELPIP Exam Preparation Course supports test takers preparing for Canada's general English test for immigration, citizenship and professional purposes.

COSTI's Youth Program provides a welcoming space for Toronto residents aged

12 to 25 to explore their interests and grow their social circles. Activities range from workshops in arts, cooking and photography to field trips, gaming and wellness sessions.

With in-person and online options, COSTI's programs are designed to be accessible, flexible and rooted in real-life goals. Whether you're settling in, changing paths or building toward something new, support is just a call away.

To register or learn more, visit www.costi.org or call:

- Peel ELT: 905-459-6700
- York ELT: 437-473-8620
- Women's Programs: 905-451-7147
- ESL & CELPIP: 416-244-9980
- Youth Program: 416-727-0746



Skills and Training Required for Security Guards

Security remains a significant challenge for Canadian businesses, with threats ranging from shoplifting and theft to physical confrontations. To address these risks, security guards play a vital role in safeguarding establishments and ensuring swift action when needed. Given the unpredictable nature of security threats, guards must always remain alert and possess a specific set of skills to perform their duties effectively.

Essential Skills and Qualities of a Security Guard

Surveillance and Vigilance

Security guards must always stay alert and attentive to their surroundings. Their keen observation skills enable them to detect disturbances early, assess potential threats, and respond appropriately.

Honesty and Integrity Security personnel are entrusted with protecting assets and ensuring building access control. Integrity and honesty are crucial in establishing trust with employers, colleagues, and the public.

Physical Fitness Maintaining physical health is essential, as security guards may need to react swiftly in dangerous situations. Their fitness level directly impacts their ability to manage conflicts

and protect individuals from harm. **Communication Skills** Effective communication is key, both in emergencies and routine interactions. Security guards must be able to convey instructions clearly, document incidents accurately, and maintain a professional demeanor when engaging with clients or the public.

Attention to Detail and Judgment Strong attention to detail helps security guards follow protocols, recall crucial information, and identify risks before they escalate. Sound judgment enables them to determine the best course of action under pressure.

Leadership and Teamwork While many security guards work independently, some must coordinate efforts in teams. Knowing when to take charge and when to collaborate ensures smooth operations and effective security enforcement.

Required Training for Security Guards

Security guards must undergo specialized training to prepare for the complexities of their role. Training programs cover:

- Basic Security Techniques – Learning how to assess threats, manage conflicts, and execute de-escalation strategies.

- Communication Skills – Understanding how to use a firm but professional tone when handling security-related matters.
- Legislation and Regulations – Understanding the law, security guard authorities and the security guard code of conduct.
- Observation and Documentation – Keeping accurate records of incidents and security concerns.
- Occupational Health & Safety – Ensuring

workplace safety by enforcing regulations and assisting during emergencies.

Qualified security professionals not only protect establishments but also contribute to a safer community. Interested in becoming a licensed security guard? Centre for Security Training & Management Inc. has a proven track record of producing highly qualified security officers. For information about our training course please visit our website – www.centreforsecurity.com





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Explore Careers in Construction with ACCES Employment



Looking to kickstart a rewarding career in construction? ACCES Employment’s newest program can get you there!

Ontario’s construction sector is experiencing unprecedented demand. With nearly 80,000 workers expected to retire by 2030 and a growing need for housing and infrastructure, the skilled trades are in urgent need of new talent. Our free, 16-week training program is designed to address this shortage—offering a supportive, hands-on path into the industry with no prior experience required.

About the Program

Connecting to Careers in Construction: Pre-Apprenticeship Training is a free program designed to set you up for success in the skilled trades. When you join the program you will:

- Explore careers and apprenticeship

- pathways in the construction trades
- Earn health and safety certifications needed for trades work (Working at Heights, WHMIS, Propane Handling, Forklift, Elevated Work Platform)
- Learn technical foundations for construction and building systems
- Gain hands-on training in areas like carpentry, sheet metalwork, brick and stone masonry
- Enhance soft skills with employability training
- Receive custom one-to-one career support
- Participate in a paid, 8-week job placement

To be eligible for this program, applicants must be 18 years of age or older, legally entitled to work in Canada, and able to travel throughout the Greater Toronto Area. No prior experience in the trades is required. If you are motivated and ready to commit to 16 weeks of training—including an 8-week paid work placement—we encourage you to apply.

Why Choose a Career in Construction?

Construction is a vital part of Ontario’s economy, employing over 596,000 people and contributing \$59.1 billion to the province’s GDP in 2023. With ongoing investment in infrastructure and residential development, the demand for skilled tradespeople continues to grow. By enrolling in ACCES Employment’s construction pre-apprenticeship training program, you’re not just gaining practical skills—you’re preparing for a stable

and rewarding career with long-term opportunities.

Get Started Today

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Caregiving? How to keep your financial goals on track

(NC) Women in the “sandwich generation” are used to putting others first. Whether it’s helping their parents navigate retirement or supporting their children through university, they often find their own financial goals taking a backseat.

But when you’re sandwiched between two generations, it’s crucial not to lose sight of your own financial future, says Louise Fry, a senior investment advisor at TD Wealth.

Caregiving still typically falls to women

According to Statistics Canada, 8.4 million women in the country are providing care to children or dependent adults, including 23 per cent who provide unpaid care to adults with long-term conditions and disabilities.

On top of that, children are staying home until they’re older and parents are living longer, so the length of time and the care required by these two groups continues to increase. The

best way to handle the stress that can accompany these years is to plan for them, says Fry.

“I think planning discussions are pretty much the foundation of what we do,” she explains. “I would encourage clients to not shy away from taking a deep dive into their financial picture. And, to the extent that older parents are willing to share, get a clear picture of their circumstances because so many things are coming down the pipeline.”

Talk it through, then act on that plan

Once you’ve had those initial conversations, it’s time to move into the concrete planning stage, which can involve accountants, lawyers and other professionals. Tax-efficient wealth transfers, proper estate planning and insurance needs are just some of the topics that are often top of the list in these planning discussions.

To get the most out of any planning

discussions, it’s helpful to come in with questions, which can come from all areas of life. Some common ones are: If my parents need sudden medical support, how will that impact my savings plan? Should I consider transferring ownership of certain assets now to minimize future tax burdens? What strategies can I use to financially support my

children without jeopardizing my own security?

It is also important to keep your own financial goals, like retirement, in mind. Make sure to schedule these discussions with your financial advisor annually to stay on track.

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- pathways in the construction trades
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Midlife career change: where can you take your skills?

(NC) People are living longer than ever before, and they're also spending more of that life in the workforce. So is it any wonder that the number of professionals starting a second career is at an all-time high? It can be a great way to take the skills and experience you've earned over the years and apply them in a new field or direction. Unsure where to take that earned expertise or where it can make a meaningful impact? Here's something you might not have considered:

International development

There's a growing movement to try and make the world a better place by addressing issues of poverty, discrimination, and injustice in developing nations that don't always have the resources or infrastructure to make a large-scale impact on their own.

As part of this movement,

Canada is starting to leverage one of its greatest resources—its people. Initiatives like the Technical Assistance Partnership (TAP) project are bringing Canadian experts in a diverse range of fields to partner nations.

You can apply your earned skills in unexpected places

After a 35-year career serving in the RCMP, one Canadian financial crime specialist brought his expertise to Paraguay's Economic Crimes and Anti-Corruption Unit. He's been providing them with training, as well as spreading education and awareness more broadly in the country. This helps fight back against corruption, money laundering and organized crime.

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From healthcare to hospitality: How certain jobs increase eczema risk

(NC) If you work in healthcare, food service or cleaning, where frequent handwashing and exposure to irritants are common, chances are you have a higher risk of a skin condition, like eczema.

Chronic hand eczema (CHE) is characterized by red, itchy and painful skin on the hands. It can be debilitating for professionals like Amy Wright, who’s a nurse practitioner, researcher and mother.

“While working as a nurse practitioner in the NICU, I have to carry around special hand soap,” she explains. “I need to have it on me at all times because of how many times I wash my hands in a shift. Thankfully, I can use the alcohol wash my hospital provides without too much of a reaction, but I need to use special soap when my

hands become soiled.”

CHE also impacts other professions requiring frequent handwashing or exposure to solvents and chemicals, such as cleaners and hairdressers. These workers often face a vicious cycle of irritation and discomfort, leading to sleepless nights, increased stress and even time off work. In fact, a recent survey reveals a quarter of people with chronic hand eczema have reduced their working hours or missed work due to their condition.

That’s why it’s important for employers and healthcare providers to take proactive measures to support affected workers. Providing access to fragrance-free cleansers, moisturizers and protective gloves can help with symptoms. Offering educational programs on

proper hand care can also make a significant difference.

If you think you may have chronic hand eczema, seeking medical advice and adhering to a skincare schedule that works well for you is crucial. Dermatologists can

recommend treatments such as topical steroids, emollients and barrier creams to manage the condition.

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Pros and cons of a home equity line of credit

(NC) With the warm weather finally here, maybe you're considering installing a pool or doing those home renovations you've been dreaming about. Perhaps you want to get away and an RV or a cottage are at the top of your wish list.

A home equity line of credit (HELOC) is a quick and easy way to pay for such big expenses. But the long-term risks of HELOCs can outweigh their up-front benefits if you don't manage the loan well.

How do HELOCs work?

HELOCs are secured by your home as a guarantee that you'll pay back the money you borrow. With a HELOC you can borrow money, pay it back and borrow it again up to a maximum credit limit. They use a variable interest rate, which means your payment amounts will change as the lender's prime interest rate goes up or down.

Advantages of HELOCs:

- They offer easy access to credit.

- They have lower interest rates than other types of credit, especially unsecured loans and credit cards.
- You can pay back the money you borrow at any time without a penalty.
- You can borrow as much as you want, up to your available credit limit.

Disadvantages of HELOCs:

- It takes discipline to pay off a HELOC because you're usually only required to pay the monthly interest charges.
- Large amounts of available credit can make it easier to over-spend and carry debt for a long time.
- You will have to pay off your entire HELOC if you sell your home or want to switch your mortgage to another lender.
- The amount you owe on your HELOC reduces the equity in your home.

- Your bank could take possession of your home if you miss payments.
- Before you take out a HELOC, make sure you consider the risks and have a repayment plan. If your lender is a federally regulated bank, they must offer and sell you products and services that are appropriate for you, based on your circumstances and financial

needs. They must also tell you if they assess that a product or service isn't appropriate for you. Don't hesitate to ask questions and make sure you understand the product offered to you.

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Employment Program for Youth




Program is provided at NO Cost to You!




Pre-Employment Training

- Resumes
- Job Search Support
- Mock Interviews




Financial Support

- Living Allowance
- Short-Term Training
- Certifications




Employment Opportunities

- Job Development
- Employer Outreach
- Job Retention



Eligibility:


- Youth aged 15-30
- Legally entitled to work in Canada
- Unemployed
- Not enrolled in school full-time




Contact Us!
☎ 416-297-9373 ext. 221
✉ YouthInfo@rncs.ca

Program Offered in Toronto, York and Peel Region.

Funded in part by the Government of Canada under the Youth Employment and Skills Strategy





EMPLOY - ABILITY

EMPLOYMENT PROGRAM TO SUPPORT INDIVIDUALS WITH DISABILITIES

- EMPLOYMENT FOCUSED WORKSHOPS
- JOB SEARCH GUIDANCE
- RESUME & COVER LETTER DEVELOPMENT
- INTERVIEW PREPARATION




- CAREER PLANNING & GOAL SETTING
- JOB DEVELOPMENT
- WORK OPPORTUNITIES WITH EMPLOYERS
- JOB RETENTION SUPPORTS




ELIGIBILITY

- IDENTIFY AS HAVING A DISABILITY
- LEGALLY ENTITLED TO WORK IN ONTARIO
- CANADIAN CITIZEN, PERMANENT RESIDENTS OR PERSONS GRANTED REFUGEE STATUS



employability@rncs.ca
416-297-9373 ext. 243
www.rncemploymentservices.ca



Funded in part by the Government of Canada



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Employment Services for You



Whether you're a Job Seeker or an Employer, RNC Employment Services in Aurora is your partner in success.

Looking for your next job or a fresh start in your career? RNC Employment Services in Aurora is here to help you succeed. For over 30 years, we've been empowering job seekers with the tools, training, and support they need to find meaningful employment.

We understand that every job seeker is unique. At our RNC Employment Ontario site, we offer Employment Services, funded in part by the Government of Canada and the Government of Ontario, that are personalized to meet your individual goals. Whether you're entering the workforce for the first time, re-entering after a break, or switching careers, our expert employment team

is ready to support you through one-on-one career guidance, customized employment action plans, and ongoing job search assistance.

Our services include professional resume development, interview coaching, facilitated workshops, access to exclusive job postings, job matching, and employment retention support for a period of 12 months. Employment related financial supports are also available for clients who meet eligibility. We proudly serve Ontario residents of legal working age who are not in full-time school, including youth, newcomers, individuals on social assistance, and persons with disabilities. Our inclusive, client-centered approach ensures you feel supported every step of the way.

Are You an Employer Looking to Hire?

RNC Employment Services also partners with local businesses to meet their hiring needs. We connect eligible employers with pre-screened, job-ready candidates and offer support with job postings, interviews, job fair hosting, wage

subsidies, and training incentives. We also facilitate employer applications for the Canadian Ontario Job Grant (COJG) program which provides financial support to employers for training their employees. Our overall goal is to make the hiring and training process easier, faster, and more effective, so you can focus on growing your business with the right people on your team.

Take the first step today and visit us at 222 Wellington Street East in

Aurora or contact us at 905-727-3777 or via email info@rncs.ca to register and find out more about our services.



SKILLED READY HIRED

Get job-ready in months with hands-on training in healthcare or skilled trades.

medixcollege.ca

nats.ca

FREE one-on-one Employment Support in York

We will help you:

- Explore your career goals
- Learn job search techniques
- Get access to job postings and job fairs
- Access trainings and workshops
- Understand labour market trends

Shine On Greater Toronto

Get FREE employment support if:

- You are unemployed or under-employed
- You are a resident of Ontario
- You are legally entitled to work in Canada

▼ Contact us today and ignite your potential!

Email: yorkjobs@ymcagta.org
Call: 905-780-9622
Visit: 10610 Bayview Avenue, Unit 12,
Richmond Hill

ymcagta.org/get-hired-york

Canada Ontario

This Employment Ontario service is funded in part by the Government of Canada and the Government of Ontario.