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May 3, 2025 – June 7, 2025

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are available to support jobseekers in finding work that aligns with their past experience. Each program provides customized sector specific training, covering industries like healthcare, engineering, agri-tech, etc.

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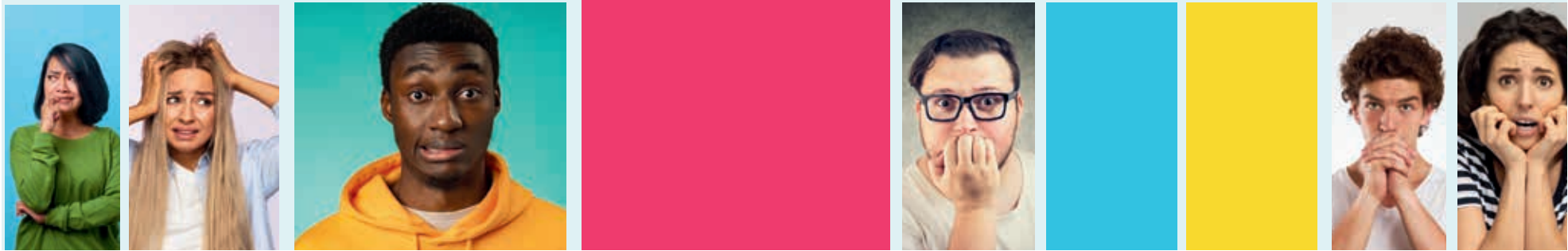
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Parents: Do you know what your

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(NC) The teenage years are a mix of hormones, self-discovery and transitioning from childhood to adulthood. If you have teens – or soon-to-be teens – you may be feeling a sense of growing separation as they become more comfortable on their own.

The growing technology gap doesn't help that feeling, either. As any parent knows, if you need to figure out how to set up a new electronic device or debug an old one, ask a teenager. They've grown up surrounded by technology and are usually among the first to adopt new devices or tools.

They're also experts at using social media. Unfortunately, some social media content creators – or "influencers" – do questionable things to gain those all-important "likes" and "shares." And their followers often mimic their risky behaviour. For example, there's a social media challenge where people are dared to record and share videos

of something dangerous happening near a moving train or on railroad tracks.

As past generations have learned, it doesn't take social media to inspire teens to take risks. Railway tracks have been seen as quick shortcuts for young people for years. There have also been reports of people climbing onto moving trains.

There are countless dangers around tracks and trains that can lead to injuries or even death. It endangers the risk-takers as well as passengers and crews on trains. Flying debris could injure bystanders or damage property, and sparks from sudden braking can start fires.

Any of these incidents can create delays which in turn can disrupt crucial supply chains. So, if anyone sees someone on or near train tracks or railway equipment, they should contact the authorities.

Parents who are concerned that their safety advice may fall on deaf ears might find that appealing to

their teenagers' interests is more effective.

For example, if your child has shown an interest in protecting the environment, point out how passenger trains are a great way to reduce emissions, instead of people using individual cars.

Another option could be to explain how their part-time job relies on the

supply chain, which might hit home for them.

Learn more about the security of Canada's railways at tc.canada.ca/en/rail-transportation.

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

How to set up a mentorship program at work

(NC) From small businesses to major corporations, having a mentorship program offers many benefits. Employees get a chance to connect with leaders, develop new skills and receive tangible career advice. Meanwhile, employers get to develop promising talent.

But in 2025, the way mentorship works is changing, with a shift away from structured programs that are mentee-led. The trend towards self-directed mentorship, with employees taking the initiative to seek out a mentor and establish a connection, is growing, and offers mentees more ownership in the process.

“If I went back a decade, as an HR practitioner I probably would have seen far more HR department-organized mentoring programs,” shares Helen Davies, senior vice president of talent at TD. “In the past, the mentor was more of the one determining the relationship

or making the match. Now what we’re seeing is a shift to the mentee generating and driving the request.”

This self-directed approach has also led to the rise of mentorship networks within employee resource groups, with a focus on levelling the playing field and creating more equitable development opportunities. Employees are even forming their own mentorship and sponsorship programs.

If you’re interested in creating a mentorship program at your organization, or improving the one currently in place, check out Davies’ tips below.

Position mentorship as a core responsibility for leaders

Communicate to leaders that mentoring others is part of their accountability to employees. Set the tone from the top to reinforce accountable leadership across the organization.

Build mentorship into company culture

Encourage employees to make time in their workday for mentorship conversations, providing dedicated time and access for employees to prioritize these relationships. Reinforce that these conversations are key to their development and growth at work.

Ensure mentorship opportunities are accessible to all

To drive greater equity, organizations should evolve how they structure their mentorship programs to put greater emphasis on tapping into diverse voices.

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Improve your oral health in two simple steps

(NC) We all know on some level how important our oral health is to our overall well-being. But the truth is, most of us are also balancing so much that it's easy to let things slide. Maintaining an oral hygiene routine within a busy lifestyle can be challenging, so start off simple with these two crucial habits:

Stay hydrated

Your saliva does more to keep you healthy than you might think. It helps wash your teeth and gums through the day and can even neutralize the acids that bacteria produce. It also contains minerals that help keep your teeth healthy, like calcium and fluoride.

But when you're dehydrated, your saliva production drops, and you lose all those benefits. Dry mouth can even lead to worse things than

bad breath: it increases your risk of mouth infections, sores and tooth decay. Make sure to drink plenty of water throughout the day; your mouth and your whole body, will thank you for it.

Stay proactive

Remember, an ounce of prevention is worth a pound of cure. Regular cleanings and checkups can head off small problems before they become real threats. Plan a dentist visit every six months and make it easier for yourself by booking your next visit on your way out of the dentist's office.

Prevention makes a difference at the bathroom sink, too. Consider using a toothbrush, toothpaste and mouthwash combo that's formulated to fight bacteria, like Colgate Total Active Prevention

System. When used together twice daily, the system fights the root cause of common oral health issues such as gingivitis, plaque and tartar. Remember to floss once a day to get a more effective clean and further disrupt harmful germs.

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Top 10 tips to prevent car theft

NC) Car theft is on the rise and costs Canadians more than \$1 billion annually.

Car thieves are prioritizing easy marks – convenient, low-risk opportunities to steal. By making it inconvenient, you can protect yourself against vehicle theft. Here are 10 simple precautions recommended by Co-operators to help ensure your vehicle is waiting for you when you step outside.

1. Make sure your vehicle isn't left running unattended, even for just a few minutes.
2. Make sure to lock your vehicle and close the windows.
3. Keep your keys or keyless fob away from doors and windows. If your car has a keyless ignition, use a Faraday bag that blocks the signal from your key fob and prevents it from being hacked by thieves to gain entry to your vehicle.

4. Use after-market deterrents such as steering-wheel or brake-pedal locks, or alarm systems.
5. Add a vehicle tracking device.
6. Talk to your mechanic about installing an immobilizing device to prevent hotwiring.
7. Park in well-lit, populated areas or in secured garages.
8. Don't keep personal identification or valuables in your vehicle. Ensure your possessions are stowed out of sight and in your trunk if you are away from home.
9. Before purchasing a vehicle, do some research and request all required documentation from the seller. If a deal feels too good to be true, be sure to listen to your instincts. Wait to get the verification you need before proceeding.

10. To avoid theft while selling your vehicle, ensure you meet in a safe, well-lit, third-party location such as a busy parking lot or outside your local police precinct. When it's time to receive payment, do so at a physical bank so you can verify the payment method used.

theft prevention through your insurance advisor or at cooperators.ca. Depending on what vehicle you drive, and what theft prevention steps you take, you might even be able to secure a discount on your premiums.

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6 ways to start and stick to a fitness routine

(NC) Starting and sticking to realistic fitness goals can transform your health and well-being. The key is to begin with clear, achievable goals and create a plan that fits into your lifestyle. Here's how to do it:

Set specific goals

Large and vague goals can quickly become daunting. Instead, set clear objectives and break them down into manageable milestones. For example, steer clear of aims such as 'be healthier' and 'get fit' and instead set specific targets such as running 5 kilometers without stopping or being able to do 50 push-ups in a row.

Make it convenient and enjoyable

When it comes to sticking to a fitness routine, convenience and enjoyability are important. Creating an at-home workout space will help keep you on target and allow you to incorporate fitness into your day without a commute and with

minimal costs. Invest in equipment that is conducive to your goals and that you find enjoyable to use. This doesn't need to be costly - online marketplaces such as Temu offer a variety of budget-friendly workout equipment, from weights, to skipping ropes, workout mats and more.

Create a schedule

As with anything, consistency is key. Set aside specific times for your workouts, block them out on your calendar and treat them as non-negotiable appointments.

Track your progress

Keep a journal or use a fitness planner to track your workouts and progress. This not only keeps you accountable but also motivates you by showing how far you've come.

Make it social and fun

Working out doesn't have to be limited to the gym. Diversify your

fitness routine by signing up for recreational sports or grab some friends and gear and try out a new one. You don't have to break the bank on equipment though, you can find affordable gear such as frisbees, pickleball rackets or portable badminton sets online at places like Temu.

Stay flexible

Life can be unpredictable. If you miss a workout, don't give up. Adjust your plan as needed and keep going.

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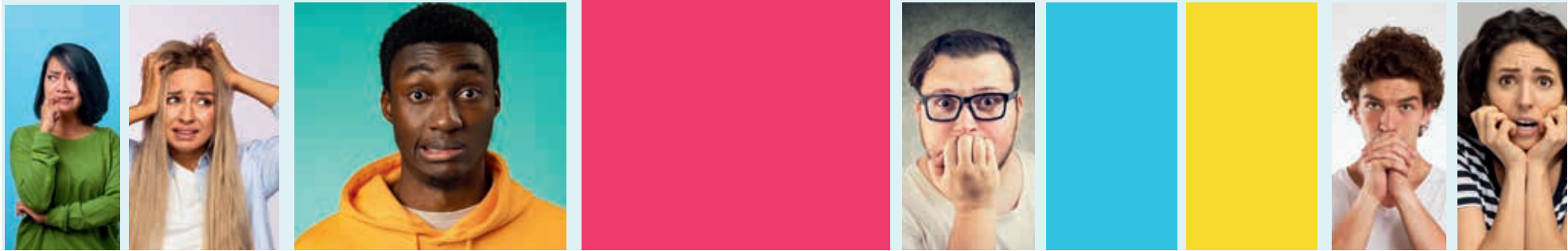


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