

# LEARNINGCURVES

CONTINUING EDUCATION | JOB TRAINING | LIFELONG LEARNING

PUBLISHING SINCE 1999

## ATTENTION ADULT LEARNERS, LEARN4LIFE PROGRAMS OF THE TDSB TO BE ELIMINATED!

The Toronto District School Board TDSB Finance, Budget, and Enrolment Committee has proposed: eliminating General Interest/Seniors' Programs Learn4Life calendar listing.

These program have been offered by the TDSB to adults for close to 160 years.

Call, email, your elected Trustee. or attend a TDSB elected Trustees Meeting: April 2nd 4:30PM held at 5050 Yonge Street Main floor, Board room. Google "TDSB Trustees" for elected trustee contact information.

Get your teacher, classmates, to call or email their elected trustee and tell them how important these classes are for them and others they know in Toronto. Come out on April 2nd. to show your support for General Interest/Senior's programs.



## PUT PEP INTO YOUR JOB SEARCH

BY LISA TRUDEL

**H**ave you ever heard of the PEP formula? It is a job search recipe that has led to success for many job seekers. If you combine it with a new spin on traditional job searching you might find it successful too.

First, start to think of job searching as "job researching". The Toronto workplace has changed dramatically during the past year due all sorts of reasons and it is more important than ever before to research the employer you want to apply with, research the credentials needed for the position you are aiming for, and research the best method of finding work.

In the past, many job seekers could just go online and do a mass-e-blast mailout with the hopes that one employer would respond. This method is not as successful as it once was and can often only lead to disappointment and

frustration. Instead, it is often better to research. For example, take the time to understand how AI technology has changed how employers screen out applications. In basic terms, this means that it is software that reads applications so you need to incorporate lots of keywords from the job posting into your cover letter and resume.

It is also important to understand that there are more scams and false job postings online than ever before. If you see a job posting on a general job board that sounds like your dream job and employer, do some research before applying. Go to the website of the employer and see if the job posting is also listed there. If the employer does not have a website, then the job posting is probably a scam. If the email listed is a Yahoo or Hotmail address, the job posting is probably

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# PUT SOME PEP INTO YOUR JOB SEARCH

BY LISA TRUDEL

a scam. If they text you and you instinctively wonder for a second how they got your phone number in order to text you, it is probably a scam. Your first instinct is usually correct. Become a detective and research, research, and research.

Traditional job searching by applying to jobs found online can seem to take less time however even though “job researching” can take longer it can end in better results. “Job researching” is a combination of different stages including gathering information about the employer, analyzing the information to ensure you have the requirements the employer wants, and then making a well-informed decision.

“Job researching” also includes keeping current with career trends. Learn what the high-demand jobs are including Personal Support Worker, Registered Nurse, Construction Worker, Security Guard, Correction Officer and Human Resources Professional with the CHRP designation.

Once you have a solid understanding of “job researching” use the the PEP formula. PEP stands for people, essential tools and positive thinking.

## 1) People

Applying to a job posting is the toughest way of securing a job interview. The #1 way is networking which means connecting to people. Employers like to hire people that they know so this means you need to attend events, conduct information interviews, find a mentor, volunteer at an organization that you eventually want to work at, and/or take an educational program that has a Coop or Internship component.

## 2) Essential Tools:

### This includes:

- Cover letter and resume: for every job you apply to, have a targeted cover letter and resume that will pass the software that is reading applications. In your application describe how your qualifications fit the requirements that the employer is demanding.
- Contact information: employers need to be able to contact you so you need voicemail and an email address. Some employers will text you so you can include this option in your cover letter. Most of all, read and answer your emails every day on a constant basis.

- References: If an employer interviews you and wants to hire you will be asked for 2 to 3 local references. These should be direct supervisors who can talk about what you are like on the job. If you have never worked in Canada then you ask the supervisor at your volunteer work if they can be your reference.

- LinkedIn: many job seekers use LinkedIn to find work however unless you have an impressive LinkedIn profile, employers will not respond to you. Always keep your profile up-to-date with an eye-catching photo and background banner.

- Elevator Pitch: since the #1 way of finding employment is through networking you need to be able to talk to others about who you are and what you are looking for. This means creating what is often referred to as an “Elevator Pitch” or a “30 Second Commercial”. Employers like to interview job seekers who can articulate who they are, what they want and how they can support the employer.

## 3) Positive Thinking:

Employers prefer to hire job seekers who have an upbeat and friendly attitude so find ways to keep yourself motivated. Everyone has an invisible aura around them and employers like to hire people who are optimistic, approachable and self-aware. Find ways to be kind to yourself when you are unemployed and never let being in between jobs, reduce your values of self-worth and confidence.

In summary, put PEP into your job research by connecting with people, checking company websites, finding out who is hiring and what occupations are in demand, preparing all of your essential ingredients and tools, acknowledging your barriers and finding solutions.

*This article was written by Lisa Trudel, Career Specialist with Achèv at 100 Lombard Street in downtown Toronto. Achèv is funded by Employment Ontario. If you want to find out if you are eligible to use the services offered at Achèv contact Lisa at [ltrudel@achev.ca](mailto:ltrudel@achev.ca)*

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**Adult Upgrading - Literacy and Basic Skills (MLITSD Funded)**  
**Night school, Summer school, E-Learning, Computer Courses**  
**Microsoft Office Specialist Training**

**Oshawa Campus 905 438-0570 & 905-626-6631**  
**Re-engagement Program Oshawa 905-438 0570**  
**Ajax Campus 905-683-7713 & 905-626-6631**  
**Reconnect Program - Ajax Campus 905-666-1146**  
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# LEARNINGCURVES

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# UNLOCKING OPPORTUNITIES: SHORT DIPLOMA COURSES FOR YOUR SUCCESS

BY IRYNA PALTSEVA

Toronto, a city known for its diverse opportunities, is witnessing a dynamic shift in its job market. As industries evolve, certain professions are gaining prominence, creating a demand for skilled individuals. If you're looking to capitalize on Toronto's thriving job landscape, here's a guide to the most sought-after professions and how you can quickly earn diplomas to seize these opportunities.

## Empowering Your Future: Short Diploma Courses

In the heart of Toronto's job scene is the technology sector, which continues to boom. Positions in software development, data analysis, and IT specialties are in high demand. As tech giants establish their presence in the city, those with specialized coding and software development skills find themselves at the forefront of promising career prospects. Discover career-focused programs at Toronto's popular private colleges like BrainStation and Lighthouse. These organizations offer short boot camps where students can gain quality education from people, who work in the field. While the courses traditionally come with a quite high price tag of around \$15,000, they are now eligible for Canadian government funding, so they offer some courses for free for eligible students. As a matter of fact, I just finished a Software Engineering course at BrainStation for free. It wasn't easy, but they put a lot of knowledge in my head. The government's support reflects a commitment to inclusive education, making these colleges key players in Toronto's dynamic job market.

Healthcare is another sector experiencing a renaissance in Toronto. The ongoing importance of healthcare has elevated the demand for professionals such as nurses, medical laboratory technicians, and personal support workers. For those passionate about making a difference in people's lives, the healthcare sector offers fulfilling career paths. In the current Canadian landscape, a pressing shortage of medical professionals is evident. While numerous courses are available to train individuals for various medical professions, not everyone is ready to embark on a medical career from scratch in Canada, especially considering that international diplomas are often invalid. Beyond the traditional path of becoming a physician, Canada offers opportunities to explore diverse healthcare-related specialties. For instance, there are free online courses that facilitate obtaining a Canadian certificate, presenting alternative routes for those seeking to contribute to the healthcare sector. Here are just some of them, available on Coursera or university websites:

- Introduction to Psychology (University of Toronto)
- Knowledge and Skills for Dementia Care (University of Toronto)
- Understanding the Canadian Healthcare System (McMaster University)
- Foundations of Epidemiology (McMaster University)
- Anatomy and Physiology (McMaster University)

Additionally, there is a significant surge in demand for the profession of personal support workers in elderly care homes. This role has become crucial, highlighting the increasing

need for compassionate caregivers to provide dedicated support to seniors in residential settings. For those unafraid of hard work, eager to contribute to society, and willing to complete short courses, the well-compensated profession awaits. This lucrative opportunity is ideal for individuals ready to embark on a fulfilling journey while making a positive impact.

Skilled trades are making a resurgence in Toronto as the city undergoes infrastructural developments. The demand for skilled trades in Toronto can vary based on economic trends and industry needs. However, historically, certain skilled trades have been consistently in demand:


- **Construction Manager:** With ongoing infrastructure projects and a booming real estate market, construction managers are crucial for overseeing and coordinating construction projects, ensuring they are completed on time and within budget.
- **Electrician:** Toronto's growing population and urban development result in a continuous demand for electricians. They play a key role in installing, maintaining, and repairing electrical systems in various settings.
- **Plumber:** The construction of new buildings and the maintenance of existing infrastructure require skilled plumbers to install and repair plumbing systems, ensuring proper water supply and sanitation.
- **HVAC Technician:** As Toronto experiences both hot summers and cold winters, HVAC technicians are essential for installing, maintaining, and repairing heating, ventilation, and air conditioning systems in residential, commercial, and industrial buildings.
- **Welder:** In a city with diverse industries, welders are needed for fabricating and joining metal components. This skill is valuable in construction, manufacturing, and infrastructure projects.

## Fast-Track Your Career

Toronto is home to renowned educational institutions that offer short diploma courses aligned with industry needs. Humber College, Seneca College, Ryerson University, and George Brown College provide a range of programs catering to diverse career paths, from technology to healthcare and beyond.

Don't want to depend on other's peoples' schedules? Online platforms like Coursera, Udacity, LinkedIn Learning, and edX offer targeted diploma programs designed to equip individuals with the skills and knowledge required for specific professions. These flexible courses allow individuals to upskill without compromising existing commitments.

Navigating Toronto's job market requires staying attuned to the evolving needs of industries. Whether you're aspiring to become a tech innovator, a healthcare professional, or a skilled tradesperson, short diploma courses present a swift and effective pathway to success. Explore the plethora of online platforms and local institutions offering short diploma courses, and invest in your future by acquiring the skills demanded by Toronto's dynamic job landscape.

This article was written by Iryna Paltseva. She is a Ukrainian copywriter and web developer who relocated to Canada under the CUAET program. You can contact her via email at: [irynapaltseva@gmail.com](mailto:irynapaltseva@gmail.com) 

# BEWARE, OLD AGE!

BY DR SATISH K KAPOOR

Old age,  
Do not come close,  
Yesterday, I was poetry,  
Today, I am prose.

Wrinkles on my face.  
Am I affected? No.  
My spine has shrunk,  
Not my brow.

My muscles are weak,  
But my will is strong.  
My hair is white  
But my heart has light.

My sight is dim  
But I have insight.  
My memory is short  
But I am wiser and smart.

I am a soul  
In two apparels.  
Time erodes my outfit  
But I am timeless.

GOODBYE  
One day I shall appear  
As tears in your eye.  
You will say, 'Stay',  
I will say, 'Goodbye'.  
About the author

*Dr Satish K Kapoor was formerly a British Council Scholar, Principal, Lyallpur Khalsa College and Registrar, DAV University, Jalandhar City (Punjab), India. He has to his credit, seven books, twenty chapters in scholarly publications, and nearly one thousand articles, research papers and book-reviews. He was Associate Subject Editor (Area O2) of Encyclopedia of Hinduism, a project of India Heritage Research Foundation (USA), and contributed to Encyclopedia of Sikhism (Vol. IV). He has broadcast about 400 programs on Radio and Television, and won accolades in India and abroad.*

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# LEARNINGCURVES



# REFLECTIONS ON OUR IMMIGRATION JOURNEY: LESSONS LEARNED AND ADVICE FOR OTHERS

BY VOLODYMYR KRAVCHUK

Immigrating to a new country is like stepping into the unknown, filled with excitement and challenges. For my family, moving to Toronto was a big decision, full of hope and a bit of worry. We've learned a lot along the way, and in this article, we want to share our story and the lessons we've picked up.

From doing our homework before the move to staying strong when things got tough, we've had our fair share of ups and downs. But through it all, one thing stood out: the importance of community. That's why we're here – to share our experiences and offer some advice to others who might be thinking about making a similar journey.

So, come along with us as we explore what it takes to start fresh in a new place. We'll talk about the things that helped us succeed and the challenges we faced along the way. And hopefully, by sharing our story, we can help others navigate their own path to a better life. Welcome aboard – let's dive in!

## Lesson 1: The Importance of Research and Preparation

Embarking on an immigration journey is akin to setting sail on uncharted waters; the more prepared you are, the smoother the voyage. This rings especially true for our family's experience in immigrating to Toronto.

Before we even packed our bags, we delved deep into research. We scoured through government websites, consulted immigration experts, and tapped into the vast reservoir of firsthand experiences shared by fellow immigrants. This groundwork not only equipped us with a comprehensive understanding of the immigration process but also helped us anticipate potential challenges that lay ahead.

Understanding the intricate web of immigration regulations and requirements proved to be invaluable. From gathering the necessary documentation to navigating visa applications, each step became less daunting as we gained clarity through our research. Armed with knowledge, we approached each task with confidence, knowing precisely what was required of us.

For prospective immigrants, I cannot stress enough the importance of thorough research. Start by familiarizing yourself with the immigration programs available to you, whether it's skilled worker programs, family sponsorship, or student visas. Dive into the specifics of eligibility criteria, documentation requirements, and processing timelines.

Reliable information is your compass in this journey. Seek guidance from official government websites, reputable immigration consultants, and online forums where fellow immigrants share their experiences. Additionally, don't underestimate the power of networking; connect with individuals who have already navigated the immigration process and glean insights from their firsthand experiences.

## Lesson 2: Embracing Flexibility and Resilience

Arriving in Toronto brought its share of challenges. From adjusting to a new culture to finding our footing in a foreign land, it felt like we were climbing mountains. But staying flexible

and bouncing back became our lifelines.

We had to adapt to everything – from paperwork delays to housing struggles. Instead of seeing setbacks as roadblocks, we saw them as chances to grow and find new solutions.

For instance, when job hunting hit a snag, we didn't give up. We explored new paths and learned new skills through networking and volunteering. Even when things got tough, we stayed positive, focusing on making connections and exploring the city.

If you're starting a similar journey, remember to stay strong and roll with the punches. Change is part of the journey, so keep an open mind and face challenges head-on. Every setback is a chance to learn and grow, and a positive attitude will see you through.

## Lesson 3: Building a Support Network

As we embarked on our immigration journey to Toronto, one of the most invaluable assets we discovered was the power of community and connection. Building a support network in our new community proved to be essential in not only helping us integrate but also in providing a sense of belonging and comfort during times of transition.

The importance of having a support network cannot be overstated. We found solace in sharing our experiences with those who could empathize with our journey, and in turn, learned from their insights and wisdom. Through community events, language exchange programs, and cultural celebrations, we forged meaningful connections that enriched our lives and broadened our perspectives.

For those embarking on their own immigration journey, I offer the following suggestions for finding support groups, community centers, or cultural associations:

1. **Online Platforms:** Explore social media groups, forums, and online communities catering to immigrants in Toronto. These platforms offer a wealth of resources, advice, and opportunities to connect with like-minded individuals.
2. **Local Community Centers:** Visit community centers in your neighborhood, where you can often find a range of programs and services tailored to newcomers. From language classes to job search assistance, these centers serve as hubs for building connections and accessing support.
3. **Cultural Associations:** Seek out cultural associations or ethnic communities representing your background. These organizations often host events, workshops, and social gatherings that provide opportunities to connect with others who share your heritage and experiences.
4. **Volunteer Opportunities:** Get involved in volunteer work within your community. Not only is volunteering a rewarding way to give back, but it also allows you to meet new people and expand your network of contacts.
5. **Language Exchange Groups:** Join language exchange groups or conversation clubs to improve your language skills while connecting with others from diverse backgrounds.

By actively seeking out opportunities to

connect with others and build a support network, you'll find that your transition to life in Toronto becomes not just manageable, but enriching and fulfilling. Remember, you're not alone on this journey – there are countless others who are ready to welcome you with open arms and walk alongside you every step of the way.

## Conclusion:

Our immigration journey to Toronto has been a testament to the power of preparation, resilience, and community. Through thorough research and preparation, we armed ourselves with the knowledge needed to navigate the complexities of immigration. Flexibility and resilience became our guiding principles, allowing us to adapt to challenges and setbacks with grace and determination. And perhaps most importantly, building a support network within our new community provided us with the strength and camaraderie needed to thrive in our new home. As we reflect on our experiences and share our lessons learned, we hope to inspire and guide others embarking on their own immigration journey. With determination, an open mind, and the support of the community, anything is possible.

Advice for Prospective Immigrants:


Thinking about moving to Toronto? Here's what we've learned from our journey and some tips to help you along the way.

First off, do your homework. Research immigration processes, requirements, and programs available to you. It's essential to know what you're getting into before you take the plunge.

Be flexible and resilient. Setbacks are part of the deal, but they're also opportunities to grow and find new solutions. Stay positive, even when things get tough – it'll make all the difference.

Build a support network. Connecting with other immigrants and local residents can provide invaluable support and guidance as you settle into your new home.

And lastly, approach your journey with optimism, determination, and an open mind. Toronto is a vibrant, diverse city full of opportunities – embrace it with enthusiasm and curiosity.

Remember, while the road may be challenging, the rewards of starting a new chapter in Toronto are boundless. Good luck on your adventure! 

*Volodymyr Kravchuk is a Marketing and Communication Manager in Toronto, he can be reached at 647-802-4066, volodymyrceo@gmail.com*

# The Ratatouille Effect

BY SAMANVITHA ORUGANTI

“Long, long way away from home, a gypsy's heart is on a quest for a trove. The burden of the past is left behind, and the travel is light, just like a tern on a flight. Days passed, followed by nights, right from warm, bright, piercing sunshine to chilly twilight skies. Embracing the fire within, the pursuit is still on, hoping it is not a mirage that has dawned on this soul because it is a journey to become someone new, someone who is not constantly caged within, too shy to come and say hi!”

As dramatic as it might sound, Grandma loves to start her narration that way. Now an octogenarian but once a 50-year-old, she challenged herself to move to a place that fostered her love for food and culinary arts. She grew up hiding her desires and ambitions to see men in her life conquer the world, while her talent was only witnessed by the four walls of the home's kitchen. Feeding her family gave her joy, but “Is seeking validation wrong?” she would ask me. I often find that question very controversial and subjective, but in her case, I would agree with all the life in me.

“If Julia Child were able to begin her food journey in her late 40s, so can I conquer the world with one dish at a time in my 50s,” she would add, smiling. But for me, her story is more than just a mere inspiration. She blessed our family by starting a two-time Michelin Star awardee restaurant and started this phenomenon that I fondly call “The Ratatouille Effect.”

Like the Pixar movie's main character, Remu, a housing rat, my grandma, a middle-aged woman, instilled in her entire clan faith in pursuing passions with harmony and kindness; this is probably why I do not mind her dramatic persona. After all, her life is no less than a movie (Just without Pixar animation)

*Samanvitha Oruganti is an avid storyteller who likes narrating stories about people, emotions, and places. She believes our world has innumerable tales, some hidden, some not, but all waiting to be told. She can be reached via email at samanvitha.krishna@gmail.com*

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# Peter H. Russell: University Professor Emeritus, UitC Friend.

Joanne Mackay-Bennett

The path to Peter Russell's door was a well-trod one. Leaders of provincial and federal governments, and First Nations, judges, prime ministers, scholars, university presidents, governors-general, members of task forces, tribunals, and royal commissions, all sought Peter's expert advice. They knew that his counsel could be counted on to be comprehensive, intelligent, and fair.

Since Peter's death in January 2024, many have written about his exemplary career as an esteemed scholar of political science and, more particularly, of Canada's unique interpretation of constitutionalism, democracy, federalism, and human rights.

Few, though, will know of Peter's unwavering support and mentorship of a small, non-profit program called University in the Community (UitC). A free, adult education outreach program for adults whose commitment to learning has remained constant in the face of life challenges, UitC - both the program and its students - were buoyed by Peter's steadfast belief in its purpose and in its provision of a forum for 'ordinary' voices to be listened to and heard.

From 2010 to November 2023, Peter was not only a regular UitC presenter at Innis College, he initiated a vital partnership between UitC, Senior College, and Innis College. Our in-person exchanges after the

Covid lockdown were limited and, now that I think of it, slightly skewed to UitC's benefit: we were invited guests to Senior College's annual all-day Symposium which included a splendid lunch at University of Toronto's Faculty Club; he graciously attended an untold number of our end of term parties and potluck suppers.

The rather unique relationship between UitC students and Peter was one of mutual pride and respect. The students revered Peter for his expertise and for the respect he showed them by taking each conversation seriously. And Peter, for his part, was unfailingly respectful of the life situation that may have precipitated an unusual question or a challenging opinion. He listened to every comment and answered every question with the same generous response that he did when conversing with experts whose lives were played out in the public eye.

Now, looking back on our long association, I am beginning to see each and every meeting we had with Peter as real-time practice of our constitutional right to freedom of thought, belief, opinion, and expression. By his example, Peter taught us that among the many responsibilities of being a citizen of a democracy, perhaps none was as important as listening to others.

At what turned out to be our last meeting with Peter on Zoom at the end of November,

Peter was a few minutes late joining us online. Apologizing profusely for his tardiness, he explained that the reason he was late was because he had been on the phone discussing a future project. 'I've just got too many things on my

plate' he exclaimed. 'That's my problem!'

We then moved on to our 'Ask Me Anything with Peter Russell' session. Grateful and honoured that day, and evermore, for his loyal mentorship and friendship.





# TURNING JOB SEARCH INTO A GAME CHANGER

BY GINNY RANA



Searching for a job can become a game changer for you. Read on, to find out how. If you recently lost your job or moved to a new country, you may be surprised by how exhaustive the job search process can turn out to be. At such times, it is hard to recall professional accomplishments and stay upbeat. When one job application after another fails to elicit a positive employer response, it is natural to feel confidence levels dipping. At times such as these, job search can translate into an uphill task. You may find yourself plagued by feelings of helplessness, as all you can do is just apply and wait to be contacted. If you're new to a country like Canada, whether the job market works differently than what you may be familiar with back home, the challenges get compounded. You may feel demotivated and spend a lot of time worrying about what is going wrong and being unsure how to fix it. Difficult as it may feel, some ways can help you turn the game around. Organization, SMART goal setting and diversification can help you translate this temporary phase to a career turning point.

## Organize Your Day

Just because you do not have a job, does not mean that you have no work to do. In fact, you have much more to accomplish to be able to move out of this stage. Get up as you would for going to work, organize your day, and set SMART (Specific, Measurable, Attainable/Achievable, Relevant and Time-bound) goals and sub-goals. As you organize your day, add diversified tasks to your calendar, such as job searching, networking, self-care, and learning. It can get monotonous if you are doing just one, repeatedly every single day. For instance, browsing job postings and applying to jobs for eight hours in a row or studying a course that takes up most of your time every day can become monotonous and demotivating. To add a little variety to your daily routine and get the best mix of all job search strategies, do a bit of each regularly.

## One Step At A Time

Take one step at a time. Avoid overwhelming yourself, break down into smaller and more tangible tasks that help you keep on track. When you accomplish a goal, no matter how small, even if it means adding one new connection on social media or applying to a job posting, celebrate your accomplishment.

## Update Your Resume & LinkedIn

Spend some time updating your resume. There may be changes from the time you last applied for a job. Maybe there are career successes or professional accomplishments that you want to add. Maybe there are new skills that you would like to incorporate into your skills inventory. You could be taking up a course – put it on your resume. Even if it is not completed, state “In Progress...” or “Pursuing.” Ensure that when you apply for job postings, you use your updated and current resume. Update your LinkedIn profile so that it matches your resume updates. Even though you may not be working at the moment, consider contacting former colleagues and requesting a recommendation to boost your LinkedIn profile.

## Learn About the Labour Market

If you are new to Canada or contemplating a career change, it may be useful to familiarize yourself with the labour market. You can browse through the job market trends and information by visiting the Canadian Job Bank ([www.jobbank.gc.ca](http://www.jobbank.gc.ca)) and Ontario's Labour Market ([www.ontario.ca/page/labour-market](http://www.ontario.ca/page/labour-market)). These are great resources to identify in-demand jobs, look for top employers by industry and learn about required skills and qualifications. Maybe you come across a certification or skill that you would like to add, and this could be the perfect timing to give your resume that extra certification that can improve employability. You can see the number of available and advertised jobs in your location, the description, typical job duties, median wages and prospects of the role. By reviewing labour market information, you can make better decisions about career, education, training, and employment.

## Goal-Setting

Make a job search plan and set weekly goals, break them down into daily sub-goals. For instance, I'll apply for 20 jobs per week and four jobs per day. Try to accomplish these small goals and maintain consistency. Do not apply for 10 jobs in a week and then not apply for any for the next two months. Keep track of all the jobs that you applied to.

## Networking

Your network is your net worth. Invest time in networking. Attend hiring fairs, webinars and workshops that help you connect with people in your field or industry of interest. Volunteering is another great way to build

connections in the community, keep yourself busy and stay connected with the job market.

## Take a Course

You'll never get this time back; use it to upskill yourself. Engage in professional development, and pursue some course or micro-credential that adds to your existing qualifications. Maybe some course that you wanted to do but could not pursue earlier due to time constraints. All learning is valuable, whether assisted, self-directed or free online learning. There may be a certification that you are working on which is a pre-requisite for a new position. Completing a course can open several, new avenues. Pursuing a course shows the employer that while you may not have been working, you were utilizing your time judiciously, in upgrading skills and/or qualifications and indicates a positive frame of mind.

## Self-Care

It is important to understand that this is only a temporary phase. It may seem like forever as you wait for an interview call. Do not let the wait hamper your sense of well-being. Optimize your mindset; avoid indulging in negative self-talk. Connect with family and friends and keep yourself energized and positive. You definitely don't want to walk into the interview room with a sense of dejection. Employers are more likely to

hire employees who display positive energy and are upbeat about upcoming assignments/projects. Indulge in self-care, and devote some time to yourself. Maybe a workout routine that you've been postponing or outdoor walks that you could not indulge in earlier; now is a good time. It is crucial that you stay optimistic and maintain a positive job outlook.

If you are new to Canada, enlist the support of employment settlement services to attune your resume to the expectations of Canadian employers.

Remember it's not about you. Others have been in a similar situation too. What can set you apart is how you turn the situation around to your advantage.

As you incorporate these micro steps into your job search routine, you will build up confidence and it will go a long way in reinstating your sense of self-belief. So, when the opportunity knocks on your door, you will be ready to embark on a brand-new chapter of your life with greater self-confidence, prepared for new challenges; fresh and rejuvenated by the break.

*Ginny Rana is studying Social Service Worker Diploma at Seneca College. She is currently doing her practicum at Achèv Employment Services and working as a volunteer with the Canadian Red Cross. She enjoys reading, writing, and traveling.*



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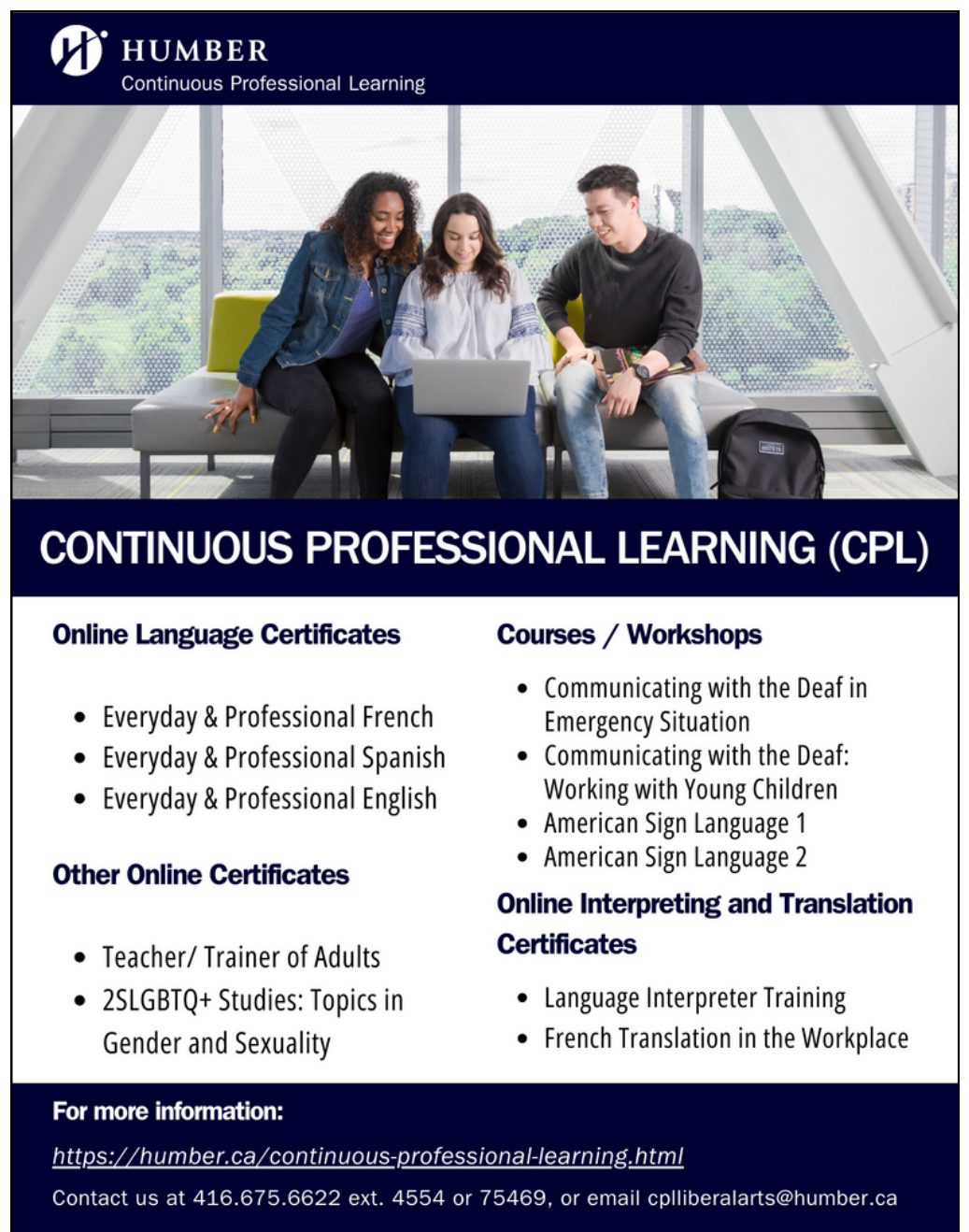


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# MOM, I WISH YOU HAD TOLD ME BEFORE...

BY OSMAN OZSOY (PROF.)

A relative of mine, who currently lives in Europe and had to leave Turkey illegally with her 5-year-old daughter, told me that when the regime in Turkey began to expel and imprison dissident intellectuals and academics from the university by inventing crimes, they had no choice but to escape with their little girl. Because her husband was also imprisoned for the same reasons.

One night, they had to cross the Evros River between Turkey and Greece by boat. Then, they had to walk for kilometers through thorny roads, reach the Greek police station and seek asylum without being caught. But crossing this river is not easy. Every year, many people die in this river by drowning because their boats tip over. The number of people who drowned while trying to reach Greece by crossing the Aegean Sea exceeds thousands.

But this mother hid from her daughter the fact that they had to flee the country. She said to his daughter: We will go on a very challenging adventurous journey with you tonight. Think of it like a game of hide and seek. We need to be careful and not talk as if our hiding place will be revealed when we talk. I have only one request from you. I will tell you that after a certain time, you can ask anything you want and talk as much as you want. But until then, you shouldn't ask me any questions about what we had to do and why. The daughter said okay to her mother.

As you know, Turkey is at the top of the list of countries where the most journalists are in prison. When a minibus full of people who

had to leave Turkey for similar reasons arrived at the riverside before sunrise, they were divided into two groups to cross in two separate boats. Among the people on their boat were journalists who had to flee for fear of being imprisoned in Turkey. Because most of their journalist colleagues have already been imprisoned. They had to escape before it was their turn.

The people in this group immediately moved by boat, but the people in the other group panicked. Some setbacks caused delays. As a matter of fact, those on that boat were caught before they could even move and they were all thrown into prison.

They reached the opposite shore after a very risky river crossing. Then, on the very hot days of August, the difficult trek that would last for many kilometers began. While the people in this group were walking and chatting, the girl's mother said that journalist Osman Ozsoy was also my neighbor. Some of the journalists said that we worked together with him at Samanyolu TV for a long time. When my name caused a mutual friendship to develop between them, they started to take turns carrying the five-year-old girl, who was tired of walking, on their backs.

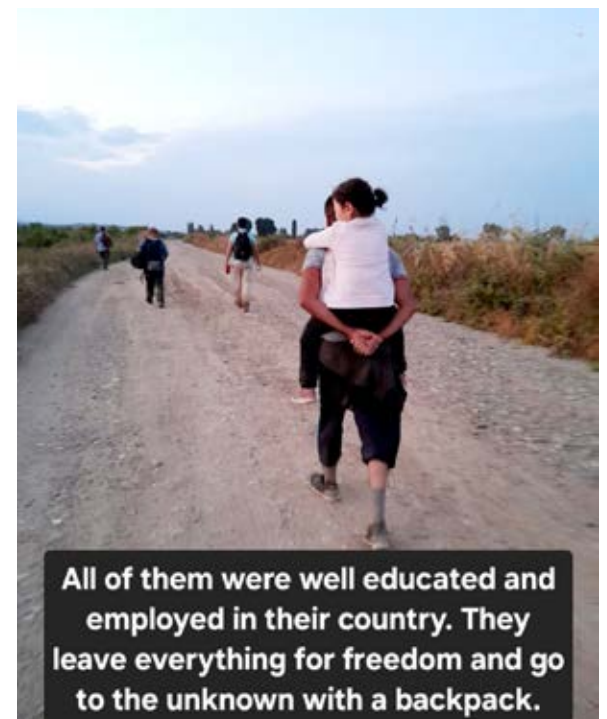
When they finally reached a safe place, the little girl asked her mother, "Can I ask you some questions?" Her mother explained one by one why they had to leave the country. If we had not escaped, they would have put us in prison like your father, who was a lawyer, and your grandfather, who was a professor. She said, "You would have to live in prison with me." She

explained the difficulties experienced by babies who stay with their mothers in prison. She said, "If I had told you these before you set off, you might have panicked, been afraid, and had more difficulties on the journey." But the answer the girl gave was something that will go down in history; "Mommy, if you had told me these before we set off, I would have helped you more, I would not have made any unnecessary requests, and I would have supported you," she said.

I am telling this true story for this reason: Even if you have to migrate alone, you are not alone. You have family, friends and neighbors you left behind. There are people who are curious about you and anxiously waiting for your news. There are broken and dispersed families. There are those who hope to be reunited and those who will never be reunited.

Every migration is difficult. Every asylum decision is a new milestone in the life of the person making that decision. It is an unknown phenomenon that goes to extinction or starts a new life. When you have to flee your country, abandoning everything, what you leave behind is not just your belongings. It is memories, emotions, and a homeland where you were born and raised.

Please don't hurt the immigrants. They are already deeply hurt by having to leave the places where they were born and raised. It is humanity's duty to help them as they establish a new life. I hope that one day the world will turn into a corner of paradise in every aspect. Peace will prevail over our entire planet. We can achieve it if we want, why not... **LC**



**All of them were well educated and employed in their country. They leave everything for freedom and go to the unknown with a backpack.**



# TRANSFORMING FUTURES: TIMES CHANGE LAUNCHES A NEW WEBSITE

BY WENDY TERRY



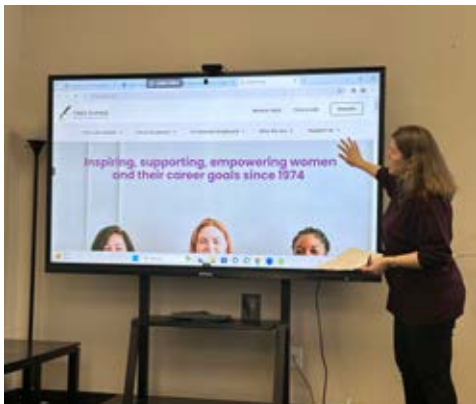
**O**n March 1, I attended the launch of Times Change Woman's Employment Service, a new web site Launch representing Learning Curves. The Ontario Trillium Foundation funded this redesign. It is common these days to have one's website redesigned given the changes in website design to create more user-friendly sites. Have a look at [www.timeschange.org](http://www.timeschange.org) to see just how easy it is to navigate.

Times Change is an Employment Service that has supported women in achieving their career goals since 1974. That is more than five decades!

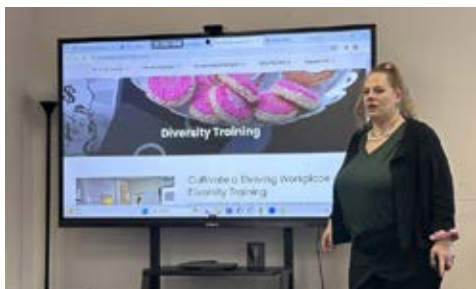
## The Launch

The pictures taken at this launch show this event. The group photo shows the counsellors, the clients, board members and all those who attended the launch. Kristyn Wong Tam, the member of provincial parliament for the riding where Times Change is located. They congratulated Times Change on the new website. Kristyn is second from the right in the front row of the group photo.

Kristyn noted how much the workforce has changed post COVID. More and more skills are needed. She noted the Times Change Computer Workshops are helpful.



Diana Baher is shown walking us through the new website, she is a Manager and Educational Counsellor for Times Change.



Pamela, a client of Times Change, is standing in front of the web site. She noted she did not have a laptop, but Times Change loaned her one. One of the issues she noted

was underemployment which being matched with a Times Change counsellor has helped her get matched to a job at her skills level.



Arlene, a client of Times Change, is standing in front of the group attending. She came from the Philippines some thirty years ago and has retired early. She is working with the online courses offered by Times Change to keep up to date with new technology. Like now she can use Instagram, Tik Tock, YouTube. As a senior learning all these she says, "She now has a different version of herself."

## The new Website

The Times Change website highlights three services. One is programs and employment services. Two, is Career Counselling, they match you up with a career counsellor. Three, is an employment service. Employers can hire Times Change women for their workforce at no cost

On this new website select Who We Are, then Impact Report then 2022-2023 Impact Report. On page 4 there is a chart showing that 1,400 connected with Times Change for support and 450 received comprehensive employment counselling as a result, 85% of women getting help from Times Change found employment or returned to school.

If you go to page 20 of the 2022-23 Impact Report, you can see a profile analysis of Times Change clients. I found this interesting and encouraging for those thinking there is no help for them. Like they are too old, have been out of the workforce too long, are not newcomers anymore and so on. One, 37 % of Times Change clients are over 45; 66.1% have been unemployed for over a year; 28.3% have been in Canada for over 5 years; 59% of the women were considered low income: 48% of the clients did not have English as a first language.

Contact Times Change at 2 Carlton St. Unit 1005 or Call 416-927-1900

# Adam, a firefighter

By HeeSun K

Today, I walked along the path I always take.  
The forest path, bathed in autumn hues,  
Was tranquil in the afternoon.  
A single apple in the clear blue sky,  
Dressed in a beautiful scarlet  
attire, captivated me.

Yet, this day was destined for  
an unexpected twist.  
I found myself veering onto  
an uncharted trail.  
As I embraced the novelty of this new route,  
The heavens stretched higher above me,  
The zephyr's whispers, cool and clear,  
mingled with the rustling of leaves.

Intriguingly, the forest remained  
shrouded from view,  
And I found myself entering a residential area,  
Where little houses adorned the streets.  
Soon, The Verobeach Parkette  
unveiled itself in the distance.  
Doubts began to mingle with worries –  
could this path lead me back home?

I inquired of a local resident  
standing by the roadside  
And I realized that this path  
led to an abrupt terminus.  
Retracing my steps, I trod the path  
that led to an expansive meadow.  
There were huge metal power poles lined up.  
I instinctively tried to avoid that path.

As I turned around and quickened my pace,  
A man emerged from the bushes  
with a German shepherd ahead.  
I asked if I could navigate my way  
Through the same forest path he had taken.  
He approached me, leaving his dog in  
a car with a slightly open window.

He was invoking the power of Google Maps,  
Deftly guiding me through the digital  
cartography, a 36-minute walk.  
As I strode forward along the path,  
Led by the unwavering arrow on my screen,  
The distant call of a car horn echoed.

Turning to the source, I was  
met by a generous offer:  
A swifter route through the forest,  
though more challenging.  
With gracious enthusiasm, he took the lead,  
Forging a path through the  
hidden, narrow way.  
I followed him until I stumbled upon a  
bridge that spanned the Humber River.

He instructed me to cross the  
bridge and turn right,  
Assuring me that my desired  
destination, my home, awaited.  
With a warm farewell, he retraced his steps.  
My gratitude flowed to the benevolent  
soul – a paragon of kindness.  
His name is Adam, a firefighter.

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Learning Curves along with many of its partners in education and community services, has been affected by COVID-19. Our Winter issue drop-sites continue to be affected. Unfortunately, we cannot effectively cover our usual distribution of the paper: a print run of over 16,000 located at over 650 sites in Toronto and the GTA.

We would be happy to send you hard copies of the Winter issue or drop them off. Simply contact us at [learningcurves@hotmail.com](mailto:learningcurves@hotmail.com).

We thank all our readers, and our advertisers without whose support Learning Curves could not have existed for the past 20+ years. Look for us in all the usual places as the province opens up. Many of our back issues are online at [www.learningcurves.org](http://www.learningcurves.org)

**LEARNINGCURVES**





# THE CRUCIAL ROLE OF CRITICAL THINKING

BY ANNA KARLOVA

Critical thinking is considered the primary skill of a person in the 21st century. The main problem we must understand is that when there is a lot of information, it becomes challenging to verify its reliability. Previously, writing something stupid could quickly and permanently deprive you of your professional reputation. Now, we read books to our children written by neural networks that do not have human consciousness, that is, the ability to distinguish fiction from the actual state of affairs. Every day, we are faced with the need to make some decisions and, accordingly, with analysis. But why, then, doesn't this work automatically? Why are so many people of our friends and relatives who publish outright fakes on social networks and retell false, unverified news to each other?

## Navigating the Age of Information Overload

Our brain doesn't like to make decisions. It all comes down to our brain consuming 25% of all calories. The brain consumes a quarter of all the energy that enters our body with food. It is a very energy-consuming organ of the human body, and from this point of view, optimization is required to supply energy to all other systems of our body.

The neocortex is responsible for mental activity - our most recent evolutionary acquisition, and in the process of evolution, our brain has developed various mechanisms that would allow it to spend less energy, including this reflected in the fact that people have significantly highly developed social intelligence. That is, the social orientation of our brain is that when a person is forced to make a decision, then with a high degree of probability, he will shift this decision to someone else rather than figure it out himself, engaging in critical thinking. It all comes down to energy costs rather than human stupidity.

Critical thinking is the ability to analyze a phenomenon or explain this concept from different angles. By asking ourselves questions—good-bad, necessary-not necessary, right-wrong—we balance two polarities, allowing us to take a sober look at the situation. A joke for media workers well illustrates this context: "If your mother said she loves you, don't believe it because a real journalist must have at least two sources of information."

The prefrontal cortex, which we developed over the last 200 million years, works in fragments in children. Suppose the body of girls more or less finishes growing by the age of 16, in boys by the age of 18. The brain continues to develop, and it is precisely critical thinking and the ability to make thoughtful decisions that are formed up to age 25. There is one advantage in fragmentary critical thinking - at this age,

it is effortless for us to make friends and love relationships. Because a 30-year-old person whose critical thinking is already functioning normally looks at a potential partner and critically thinks about whether I should go into some relationship with them. From 16 to 25 years old, when it's all still at the level of "he has cool sneakers and a cool hairstyle - probably he is a great option", we get closer to other people more quickly for biological and physiological reasons.

Without engaging in critical thinking, people become easy prey for scammers and followers of pseudoscience. That's why there are astrologers, homeopathic medicines, financial pyramids, and conspiracy theories: We have to force ourselves to think.

Our human brain is at a fork in the road. On the one hand, pseudoscience is engaging, spectacular, simple, and clear. On the other hand, there is science, which repels people with the need for evidence, which is always boring - formulas, long explanations, many letters, and limitations in its predictive power. That is, any science is bad at predicting the future. In comparison, pseudoscience attempts to easily predict the future and offer simple, ready-made solutions without evidence.

But if we are talking about usefulness, there is no proof of the benefit of at least some pseudoscience for humanity. Any science serves to benefit society, at least it declares it. Any pseudoscience is, at best, just entertainment or a money grab; at worst, there are consequences when people go to a healer for treatment of some severe diagnoses or take money to some pyramid because a tarot reader told them about it.

## Cracking the Code: Developing Critical Thinking Skills

How do you get around this trap of your lazy brain, which does not want to include critical thinking in the necessary circumstances, and when you need to make some important decision, make it qualitatively and carefully?

Firstly, you can only make important decisions if you are balanced emotionally. Any pseudoscience and any quackery are based on the thirst for human emotions. If you understand that you are now making some critical decisions, ensure you have an even emotional background. Moreover, both the negative and positive spectrums are bad. If you are madly in love with someone, this is not a reason to get married immediately. If you are in terrible need or despair, do not make rash financial decisions in this state.

Secondly, we remember that people change their opinions not under the influence of facts but under the influence of other people's views, and there are evolutionary reasons for this. If some person important

to you tells you something and is trying to involve you, remember their opinion may not be based on facts but on the fact that they have it from someone heard from another, so it makes sense only to them. If they are trying to convince you of something, then this is the opinion of this person, which may be based on who knows what, so this should cause you to think critically about the information yourself.

Thirdly, remember that if the majority believes in something, this does not mean this information is accurate. Most people in the Middle Ages believed in alchemy, the Inquisition, the geocentric model, and vampires. If some movement or opinion gains a majority, this does not mean that this opinion or this movement is genuine or has any plausible basis.

To summarize the above, learn to ask questions and doubt the information you hear, even if you want to believe it. In most cases, it is enough to ask a couple of clarifying questions, and the "verified information" turns out to be ordinary rumors. Double-check the information in other sources and look for official resources. Someone may have already written something about this.

Remember, fake news is almost always created around noisy and essential topics for people - war, health, money. When a person becomes scared, he analyzes even less than before. Do not rush to retell information and broadcast fakes; this helps to sow panic. An example of a pandemic is that people, frightened by hunger and rising prices, began to buy food in masse, and as a result, due to a shortage, the prices increased even faster. Unfortunately, our brains make mistakes simply because we were not designed by evolution for such a complex world and abstract thinking, where we are constantly surrounded by other people who are becoming increasingly difficult to understand, where the pace of life and its instability increases along with progress and technologies. Developing critical thinking becomes everyone's responsibility and a survival skill. And then, in the case of a phone call from a bank employee with a pleasant voice, you will ask the right questions instead of giving your credit card information.

*This article was written by Anna Karlova, who loves learning throughout her life and has a strong passion for Data Analytics.*

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# LEARNINGCURVES

# FINDING SERENITY IN TORONTO

A SHORT STORY BY MINA WONG

**A**lmira Hasan's newcomer story as told to Mina Wong  
I'm Almira Hasan originally from Tehrān. I've lived in Toronto since March 2023 with my son, Rustam (Rusty) and daughter-in-law, Darya (Dara).

When COVID restrictions were lifting a year ago, my 2 AM arrival at Toronto's airport was both confusing and exhilarating: Pearson was an enormous transport base where rules weren't the same everywhere, but where being able to speak English instantly helped me locate Dara and Rusty.

To tell a newcomer story, I'll first talk about my life and family in Iran.

Now retired, I was born in 1962 along with my twin brother, Kareem. Our parents were university librarians who raised us as self-disciplined, hard-working citizens. They also sent us to American international schools to learn English, and to gain a more global worldview.

My brother and I grew up in one of the most tumultuous periods in Iran's history. By 1978, we experienced social upheavals and political constraints like never before. Our parents also knew post-secondary education would become more restricted. Still, they encouraged Kareem and me to learn and achieve, wherever we could.

In 1980, Kareem studied pharmacy and worked for a hospital before launching his own dispensary. He married lovely Jasmine, a midwife, who later became his first assistant. They had their first child, Alexander (Alex) in 1987. As the pharmacy expanded in size and success, they were blessed with a daughter, Ava in 1989.

With a degree in Middle Eastern Civilizations, I taught Grade 4 Islamic studies at a girls' school for several years, but eventually joined Kareem's pharmacy as his second assistant.

I met Salman through Kareem when they were pharmacists at the same hospital. Our parents found Salman so desirable they urged me to marry him. Then Salman and I lived with his Mama until heart failure took her from us in 1991. Meanwhile, we had Rusty in 1988.

During this time, my parents retired to orchards outside Kīlān, but not too far from the rest of us.

I did know about Salman's remission from childhood leukemia since age fourteen. But no one imagined anything could be the matter with tall, burly Salman before his health declined when Rusty was in kindergarten. At first, he had nosebleeds, muscle spasms and fatigue, but later, the grim diagnosis of relapsed leukemia at age thirty-three. Kareem persuaded us to move into his house, so he and Jasmine could look after us. Then all of us cared for Salman until his last hour.

Despite his dad's illness, Rusty thrived in the company of Alex and Ava. Indeed, our three kids grew up together until post-secondary school took them to different parts of the world.

The first to go was Alex, for IT at Penn State in Philadelphia, followed by Rusty to study electrical engineering at Toronto's Ryerson Polytechnic. A year later, little Ava also left to pursue law at the UK's University of West London.

Soul searching in our empty nest, I wanted to properly mourn Salman's departure. With Jasmine's support, I did gain a better acceptance of our loss but only found peace much later – in Toronto of all places.

A couple of years before I came here, Jasmine and Kareem retired, sold their pharmacy chain, and went to Philadelphia to be with Alex and his wife, Joanna, a pediatrician from upstate New York. Now a lawyer, Ava was building her own corporate success in Leeds's entrepreneurial hub.

When they moved to the US, I looked after Kareem's acreage, Jasmine's greenhouse, and Bibi, our huge tabby who meowed insatiably for anchovies.

Our parents wanted me to join their pastoral life, but Rusty also invited me to visit Toronto. Not wanting to leave Bibi behind, I waited for a good family to adopt him. But grand old Bibi had other ideas. One morning, he was at rest after a ripe, long life.

With Bibi buried, I found two families to live on our estate and to look after the greenhouse, now fragrant with heirloom tomatoes, miniature orchids, and juicy figs. Well-trained by Jasmine to distribute her crops, I sent them to happy farmers before texting Rusty I'd soon make my way to Toronto.

Now that you know about my life in Tehrān, I'll continue with Toronto. On arrival, I was transported to Leaside where Rusty had designed and built his home just before marrying Dara. The house wasn't large by any standard, but the newlyweds were ecstatic with their solar-paneled urban lodge, where the front yard needed no maintenance, but where the backyard had majestic mature trees and the lushest grass underfoot.

Rusty's an aeronautical engineer and Dara's a junior high guidance counsellor. They usually come home between 5 and 6 PM when we'll cook together. In the evening, Dara and Rusty may have work-related activities; we also tend to personal hobbies, TV-watching, gardening, and homemaking.


Our midtown oasis is where I've let my hair down. Interestingly, Toronto's like Tehrān, but without the constant hazy smog and ear-piercing noises. Now I can sit under our trees for hours in perfect serenity. Leaside's nights are also very still as if traffic and people are all miles away.

Rusty and Dara are delighted I'm enjoying retirement; we even watch sitcoms and foreign films together. They make sure I can prepare or order my favorite foods; I certainly indulge myself in public libraries, museums, and shopping malls whenever I please.

Finding peace also means maturing into myself. I've chosen Toronto where Rusty and Dara just want me to be happy. When I told them a greenhouse like Jasmine's could be a nice environmental pastime, Rusty showed models that might appeal to me. Interested in seeds, seedlings, and saplings, Dara's also thrilled, but says, "It's your greenhouse to do what you like. I'll just help."

As sunrise gently realigns my thoughts, just remembering some of my best years with Salman is deeply comforting. Decades ago, I would've grieved, "Salman, where are you?", but now, I'd say tenderly, "I know where you are, Salman. You're always with me."

I stroll through sunny, kempt parks, venture leafy, misty ravines, and then climb winding, well-trodden trails that take me home. These nooks and crannies are spiritual: firmly on earth, I'm linked to a divine heaven and the creator. Reflecting on sixty-two years as a daughter, sister, wife, mother, aunt, teacher, pharmacy assistant, gardener, traveler, and mother-in-law, I feel boundless gratitude for a wonderful life even if I came to appreciate the riches only in the last while.

Rusty and Dara suggest driving to Philadelphia this summer. It's a novel idea that's already excited Kareem and Jasmine. But regardless of this trip, all of us know we're in a good space built on love, peace, health, joy, and remembrance -- discovered in each one's own time. Tranquility in Toronto connects me to a future larger than the sum of my years. I can wholly give thanks to life's mercy and generosity, and cherish inner peace for the rest of my days. 



## Dear Elcee

Dear Elcee is a feature written by Deborah Noel of Learning Curves. Send your questions about education, training, careers, and jobs to [deborahjnoel@gmail.com](mailto:deborahjnoel@gmail.com).

*Dear Elcee:*

*I am 55 years old, working in a good job but I am going to be made redundant within the next couple of years. I have been offered an opportunity to go back to school for training which will allow me to obtain a better paying and more secure job in my company. The problem is that the idea of going back to school terrifies me. Can an old dog learn new tricks?*

*Terrified in Toronto*

Dear Terrified:

I recently met a woman who learned to drive for the first time at the age of 65! I asked why she decided to learn to drive at that late age. She said she wanted a challenge. The famous folk artist Grandma Moses did her first painting at 76. Frank McCourt, author of *Angela's Ashes*, didn't take up writing until he was 65. Learning is different as you age but not in a bad way. Here are some key points to ponder; Midlife learners bring a level of understanding to learning where they are better able to apply new concepts to previous experience. You have already experienced workplace culture and may have encountered challenges that young learners have not and are therefore better able to incorporate and/or transfer these skills to their new workplace. Midlife learners are often more focussed than younger learners. They are more likely to have a stronger sense of purpose in choosing to return to school and therefore "own" their decision. Studies show that while a younger person may be able to learn new tasks more quickly an older person is able to integrate information more readily. Midlife learners may be more disciplined in their studies. While a young college student may seem, at times, all over the map in their studies (many of us remember "cramming" for exams!) the more mature student may

be entering studies already accustomed to managing a myriad of demands. They usually have developed abilities through work and personal life in setting priorities, especially in establishing time for study. Numerous recent scientific studies on neuroplasticity attest to how remarkable the brain is in being able to utilise various parts of the brain in learning new tasks and concepts. There is also scores of evidence on the positive effects on us on our mental and physical health by continuing to learn as we age. The good news is...you CAN teach a more mature dog new tricks. The methods may vary and the cleanup is way, way easier. (Very little shoe chewing and pillow ripping with mature dogs...). I like to think that while younger learners may have more energy and shorter sleep times, older workers gain in the areas of patience and wisdom. I choose patience and wisdom any day. So, go ahead! Enjoy! Your brain will thank you.

*Dear ELCEE is written by Deborah Noel, [deborahjnoel@gmail.com](mailto:deborahjnoel@gmail.com). Send her your questions.*

*We value your opinion. Please let us know what you think about this column. Send comments to [learningcurves@hotmail.com](mailto:learningcurves@hotmail.com).*





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