

ASK THE Experts

Dental

Dr. Jasmin Fitch



Q I bet you didn't think dentistry could be fun, but here's a few facts that I'm sure will get you to think "Wow that's interesting!"

- 60% of people don't know that a sore jaw, when combined with chest pain, can signal a heart attack.
- George Washington's dentures were made from walrus, hippopotamus and cow's teeth, as well as elephant tusks.
- The average number of days a person will spend brushing their teeth? 38.5.
- The first toothbrush in 1498 had bristles from hogs, horses and badgers.
- People drinking 3+ sugary drinks daily have 62% more dental decay, fillings and tooth loss.
- 32% of people cite bad breath as the least attractive trait of their co-workers.
- 50% of people consider the smile the first facial feature they notice.

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Personal Trainer

Kevin Selwood



Q How are nuts healthy when they are so high in fat?

Truth is nuts are high in calories and fat, but they also contain numerous health benefits as well, the key being not to eat too many at a time. Nuts are a good source of natural protein, fibre, and antioxidants, as well as omega-3's (good fats). Another benefit is that nuts increase metabolism, by improving the amount of energy used while resting. One way to incorporate nuts into a diet targeting weight loss, is to replace carbs with a healthy serving (1-1.5 ounces).



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Jeweller

Scott Silver



Q What determines a diamond's value?

When it comes to determining a diamond's quality and value, there is a universally accepted standard known as the four C's.

CUT: The cut of a diamond determines its ultimate beauty. A diamond cut to correct proportions will give off an unrivalled radiance. Cut a diamond too shallow or too deep, and the light will escape through the bottom or the sides.

COLOUR: As a general rule, the less colour a diamond has, the brighter the appearance. Truly colourless gems are extremely rare.

CLARITY: Refers to the number of imperfections in the diamond, known as inclusions. Most diamonds have inclusions; the fewer the inclusions the more rare and valuable the stone.

CARAT WEIGHT: Diamonds are sold by weight in carats. The heavier the diamond, the more valuable it is. But bigger doesn't necessarily mean better. Quality is found in diamonds of all sizes.

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LABOUR SHORTAGE BY THE NUMBERS

▶ The largest labour shortages indicated in the survey are found in skilled and technical jobs, followed by clerical and administrative jobs;

▶ 81 per cent of local businesses expect critical shortages in the next five years, particularly with computer and engineering skills. Sales and general help positions are also facing shortfalls;

▶ 45 per cent of companies have a year or less notice that an employee plans to retire;

▶ Reduced days or hours is the most common method of phased retirement, but only 18 per cent of employers offer any kind of phased program; and,

▶ Only 43 per cent of medium to large businesses have a dedicated human resources staff to assist with strategic planning and other personnel issues.

Retirement age still dropping

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per cent of the population, will call York home.

At the same time, the region faces a compounded challenge since the number of jobs here is expected to grow from 480,000 to 780,000 in less than 25 years, meaning, the region could have more jobs than it does workers to fill them.

We are just starting to see the impact of that demographic shift, Ms Williams said. While we've known it has been coming for some time, she praised the region for providing the hard numbers and giving employers tools to deal with the issue.

CHATS is already doing little things to make it easier for workers, including offering more flexible hours and volunteer opportunities.

"If people are going to stay with us, it has to meet their need," Ms Williams said.

The retirement age has been steadily dropping over the years, but nearly 12 per cent of the population aged 65 to 69 continue to work, a Human Resources and Skills Development Canada report states.

Some keep working because they don't have a pension plan while others simply enjoy their job or want to contribute in other ways.

'If people are going to stay with us, it has to meet their need.'

The latter is a factor for many CHATS workers who want to give back to their communities, Ms Williams said.

The region's study found many employers are out of sync with employees in many respects, however.

While the majority of boomers said flexibility was a key factor for them, a minority of businesses saw flexibility as important.

The \$500,000 study is being funded by the provincial Ministry of Training, Colleges and Universities and it launched last summer with a survey of 1,000 youth, 1,000 seniors and 200 employers to forecast trends, including likely gaps in the workforce.


The data provided already is critical to workforce planning, Ms Williams said.

The data also revealed 80 per cent of businesses are aware changes are coming, but few are preparing.

The same was true when employers were asked about retention incentives or benefits for those approaching retirement age.

Despite having vacancies and an aging workforce, most businesses don't consider labour supply an issue, the survey found.

Following this month's workshops, a final report, including best practices and other information, will be tabled in February.



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