

Prendre le large...

► HUMAN RESOURCES SECTORIAL COMMITTEE OF THE MARITIME INDUSTRY (CSMOIM) NEWSLETTER

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CHANTAL ST-LOUIS

APPOINTED

ADMINISTRATIVE ASSISTANT

We are pleased to announce that our office agent, Chantal St-Louis, has been promoted to the position of Administrative Assistant with a weekly work schedule of 21 hours.

Congratulations Chantal!



SAVE THE DATE : UPCOMING REGULATORY WORKSHOPS!

We are very pleased to inform you that our regulatory workshops will be back in winter 2024! Mark the following dates in your planners:

- **Regulatory workshop on health and safety (OHS) in the maritime industry: January 17, 2024 – Virtual training session**

[Click here](#) to register for this workshop!

- **Regulatory workshop – Marine Personnel Regulations (MPR): February 21, 2024 Québec City (L'Hôtel Québec)**

Full details will be added on our [training and events calendar](#) in the coming weeks. To make sure not to miss anything, sign up for our training and events newsletter **Formations et événements** by clicking on [Sign up for our newsletter](#) on our website.

FEEDBACK ON FALL TRAINING SESSIONS

Fall was very busy for the Sectorial Committee team in terms of training sessions offered. Five *General Shipping Knowledge* training sessions were held (public and private sector) as well as two *Introduction to Navigating Personnel Certification* training sessions. Both of our online training sessions – *Understanding the Québec Maritime Industry* and *Psychological and Sexual Harassment: Awareness and Training Adapted to the Reality of Maritime Sector Personnel* (currently in French only) – were also given throughout the fall. Finally, four Grands déjeuners RH (HR business breakfasts) were held in October and November.

We would like to thank our trainer, Nicolas Parent, our partners who gave conferences during the training sessions, Marc Dussault, coach and professional trainer (HR business breakfasts), and the other 10 sectorial committees that participated in organizing the HR business breakfasts.

Consult our [training and events calendar](#) so as not to miss anything with regard to upcoming activities!

100% USE OF FUNDING BUDGETS

The budgets available for funding Québec marine personnel training for fiscal 2023-2024 – from Services Québec and the Ministère des Transports et de la Mobilité durable – have been used in their entirety.

The next budgets will cover the period April 1, 2024 - March 31, 2025. The training needs survey (regulatory training) will be sent out in early 2024. We invite you to complete it to be able to benefit from the funding offered by Services Québec for the coming year.

Should you have any questions in this regard, please contact Susan Falkner at sfalkner@csmoim.qc.ca.

2024-2027 STRATEGIC PLAN

This fall, your Sectorial Committee team began working on the next strategic plan, which will cover action plans for 2024 to 2027.

An initial meeting with the Executive Committee took place on September 11. The permanent Sectorial Committee team then met on September 22 for a work session with Groupe DDM, which had been mandated to accompany us in the planning process. Finally, on November 23, our Board of Directors and certain partners met for a retreat at the [Port of Québec](#). Here, we were pleased to welcome Mario Girard, Port of Québec President and CEO, who spoke to our guests, sharing tips and recommendations for an effective strategic planning process. Our directors and partners then took part in workshops targeting, among others, important elements and priority issues for our next strategic plan. We would like to warmly thank the Port of Québec for welcoming us in its offices.



Work will continue until the end of 2023. The results and findings will guide our actions for the coming years so as to offer our members services that meet their needs.

FEEDBACK ON GUIDANCE COUNSELLORS' INFORMATION ACTIVITY

Another edition of our maritime careers information activity ran on November 28 (on Teams) to introduce 77 participants to the exciting careers our industry offers and to the training programs available. The half-day activity was much appreciated by participants whose takeaways included useful tools and links to pass on to our potential next generation of workers!

We would like to warmly thank our presenters: Jimmy Bédard ([Institut maritime du Québec](#)), Manou Bernard ([Human Resources Sectorial Committee of the Maritime Industry](#)), Mark Harney ([Canada Steamship Lines](#)), Jean-Philippe Pelletier ([Maritime Employers Association](#)) and Carl Sarrazin ([Corporation of Lower St. Lawrence Pilots / Maritime Simulation and Resource Centre](#)).

QUÉBEC MARINE DAY REPORT

Québec Marine Day (QMD), organized by the St. Lawrence Economic Development Council (SODES), ran on October 24 under the banner “Supply chain fluidity, competitiveness and stability”. We took part in the various discussions marking this very important day for our industry.

The Human Resources Sectorial Committee of the Maritime Industry (CSMOIM) was pleased to head a QMD delegation.

We would like to express our heartfelt thanks to SODES for organizing the event with CSMOIM and the following partners: Green Marine, St. Lawrence Shipoperators and the Québec government. Thanks also to the Port of Québec for hosting a participants’ and partners’ cocktail at the end of the day.

CURRENT AND UPCOMING PROJECTS

Your Sectorial Committee is currently working on several projects - some already well under way and others in the development stage.

The following is a quick overview:

Green transition conference: In collaboration with the St. Lawrence Economic Development Council (SODES), the Sectorial Committee will offer its members a conference on the green transition in March 2024. Further details and official invitations will be available in early 2024.

Training needs survey – training for non-regulated maritime sector trades and occupations (land-based and navigating personnel): Work on this project, which was recently approved, will run from December 2023 to June 2024. The survey will make it possible to produce a portrait of our industry’s non-regulatory training needs. An advisory committee will be set up to monitor the work’s progress.

Personnel retention study: The Sectorial Committee is working with the Université de Montréal to conduct a study on personnel retention to enable organizations to meet in-house challenges. In addition to the personalized reports that each participating organization will receive, the overall results that are representative of our industry’s current situation will be released in January 2024.

Leadership training: This project is being developed with the Cégep de Sainte-Foy, which was chosen to develop and dispense Leadership training adapted to the maritime industry.

High voltage and electrotechnics: This project will help create training related to high voltage and electrical technician training (ETO).

Maritime and maritime-related career progression – Phase 1: Phase 1 of this project – which targets adapting 22 training courses – is currently 50% complete. Work with the Collège de Rimouski is progressing well.

For further information on our projects, please contact Hélène Gaucher at hgaucher@csmoim.qc.ca.

CFMU WINTER TRAINING CALENDAR AVAILABLE

We would like to point out that the Centre de formation aux mesures d’urgence (Emergency measures training centre - CFMU) [Winter 2024 training calendar](#) is now available. We invite you to contact the CFMU with requests for further information.

TAKE PART IN THE JOURNÉES QUÉBEC EUROPE

Interested in recruiting European talent in various fields? Don't miss the Journées Québec Europe.

Dozens of Greater Montréal area companies will take part in the Journées Québec Europe in June 2024 to recruit qualified workers in various fields, including the marine transportation sector. This hiring mission will take place virtually.

We invite you to consult the website of [Talent Montréal](#), a Montréal International initiative, for further details.

HAPPY HOLIDAYS!

Over the holidays, our offices will be closed **December 23 to January 7 inclusively**. We will be back on **January 8, 2024!**

We wish all of our members, partners and readers a very happy holiday season.

We look forward to seeing you again in January for new projects!

PARTICIPATION IN PARTNERS' EVENTS

As usual, this fall, your Sectorial Committee participated in various activities and events organized by maritime industry partners.

Great Canadian Marine Careers Expo

On October 6, we took part in the [Great Canadian Marine Careers Expo](#) tour. Stopping at Quai Paquet in Lévis, the GCMCE provided a terrific opportunity for organizations and marine industry affiliated employers and institutions to connect with the Québec maritime community and to introduce visitors to the careers available in our industry. The Sectorial Committee was on hand to promote land- and sea-based careers and training available.



Québec Shipbuilding Supply Chain Meeting

On November 6 and 7, the Sectorial Committee attended the [Québec Shipbuilding Supply Chain Meeting](#), which ran at the Lévis Convention Centre. Various discussions and conferences caught our interest, especially the panel on human resources and promoting the development of new training programs to support current and future needs.

During the Meeting, an agreement in principle between the Collège de Rimouski and Université de Toulon was announced. This agreement aims to develop their relations with regard to training, research, monitoring and development of training programs linked to the maritime and naval fields. We would like to congratulate the Collège de Rimouski on signing this agreement and invite you to consult the [press release](#).

CargoM Career Day

The 10th [CargoM Career Day](#) took place on November 15 at the Port of Montreal's Grand Quay. The Sectorial Committee team was on hand to talk to job hunters about transportation logistics-related career opportunities in the maritime industry. Many thanks to the CargoM team and congratulations on organizing this event!

