

Prendre le large...

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

VOL. 10 - NEWSLETTER N° 94
JULY-AUGUST 2014

Reminder: CSMOIM membership

It's not too late to renew your membership for 2014-2015!

Membership is free of charge and gives you access to a range of "members-only" advantages and services, including our well-known *Info-emplois maritimes* (marine-sector jobs) service. Disseminated to a pool of targeted candidates, your job offers enjoy exceptional visibility, thereby facilitating your recruitment efforts.

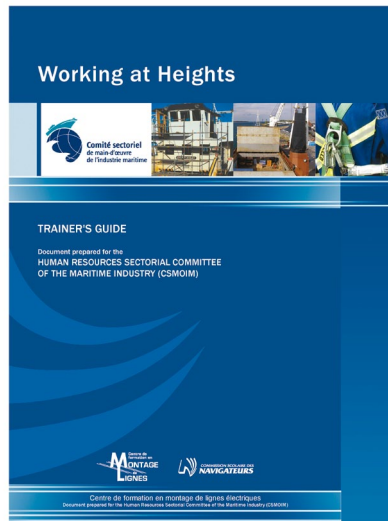
CSMOIM membership allows you to participate in our annual general meeting, receive our newsletters and invitations to training and workshops, use our turnkey training tools and much more.

By becoming a CSMOIM member, you are making a tangible commitment to developing qualified, skilled human resources for Québec's maritime industry.

If you haven't already done so, we invite you to **complete the form** and return it to us now.

OCCUPATIONAL HEALTH & SAFETY "WORKING AT HEIGHTS" TRAINING TOOL LAUNCHING

It's official... our "Working at Heights" training tool is now finished! We are pleased to make it available to all our members wishing to use it to train their personnel.



This turnkey training package (available in French and English) includes a trainee manual, trainer's manual, PowerPoint presentation and video briefs.

To get it, please contact the CSMOIM team by phone 418-694-9059 or e-mail maritime@csmoim.qc.ca.

DEPARTURE OF OUR TRAINING COORDINATOR

Maryse Camirand, Coordinator, Human Resources Training and Development, recently left CSMOIM. Maryse contributed many new ideas and innovative projects during her time with our team.

We thank her for the dedication and enthusiasm she showed in carrying out her job duties, and wish her every success in her future projects!

ANNUAL GENERAL ASSEMBLY

CSMOIM's AGM was held on June 19 at the *Centre d'interprétation de Place-Royale*. Marked by a warm, friendly atmosphere, the meeting recapped the past year. It was attended by 35 representatives of members from some 20 different organizations. Thank you for the excellent turnout!

In addition to adopting the financial statements and electing the Board of Directors, we released our **2013-2014 activity report** (in French).

The electronic version is available for consultation at www.csmoim.qc.ca and all member organizations will receive a copy by mail in the coming days.



ANNUAL GENERAL ASSEMBLY - JUNE 19, 2014



La cérémonie d'ouverture par l'Assemblée



TRAINING CALENDAR - FALL 2014

While waiting for the CSMOIM training calendar, here are some important dates to mark in your planners for fall 2014.

October 15: **General shipping knowledge training**, Rimouski

In collaboration with Technopole maritime du Québec and the Institut maritime du Québec

November 18: **Introduction to the ISM code and ISM/ISPS audits**, Saint-Romuald

In collaboration with the Institut maritime du Québec

In response to specific requests resulting from the marine-sector training needs survey, we would like to inform you that the Centre de formation aux mesures d'urgence de Saint-Romuald will offer introductory training on the IMDG (International Maritime Dangerous Goods) Code on November 19, 2014. For more information, please contact CFMU personnel at 418-835-1621.

At the AGM, we welcomed new Board member Serge Auclair, Vice-President, Strategy and Human Resources with the Port of Montréal. Welcome aboard, Serge! The list of Board members for 2014-2015 is [on page 3](#) of this newsletter.

To end the meeting on a positive note, members were treated to a dramatic, hands-on, conflict management workshop presented by TAC com Group, Communication with a human touch. Through humorous, instructive role-playing, participants were able to share experiences and solutions to help improve human resources management practices.

CREATION OF A CONTINUING EDUCATION WORKING GROUP

Recently, the following observations emerged from CSMOIM's marine-sector labour-market-related work and discussions: 1) demand for human resources for Marine Engineer and Navigation Officer positions remains high but the number of available candidates is insufficient; 2) admissions for regular training (initial) have reached a record-breaking high at the Institut maritime du Québec in Rimouski but enrolment in continuing education leading to higher certification levels has declined.

Many have noted waning interest in career advancement despite the fact that needs are significant.

The CSMOIM Board of Directors decided to create a new working group to tackle this problem. Composed of employer and worker representatives and an IMQ observer, the group has begun its work and, in the short term, is preparing a survey for seafarers and company managers.

The operation is designed to get a clearer picture of the situation and, especially, to get the views of those affected by continuing education. The working group is expected to submit its report in the fall along with recommendations to the Board of Directors.

We will keep you informed of developments.

ADDED VALUE FOR OUR INFO-EMPLOIS MARITIMES SERVICE

For a few months now, CSMOIM has had a Facebook page dedicated to promoting marine-sector labour market careers.

From now on, we will be using this page to offer our members' job offers additional visibility at no added cost!

WELCOME ABOARD! 2015

After a rousing success in Québec City last fall, *Welcome Aboard!* will run again on March 26, 2015 in Montréal. The registration period for schools is currently under way. Months from the actual acti-

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Tribute to seafarers!

On June 25, the International Maritime Organization's (IMO) Seafarer Day was celebrated worldwide. To highlight the important of seafarers' work, this year's theme was: "Seafarers brought me...".

We would like to take this opportunity to express our gratitude to the 1.5 million men and women the world over who work on board ships, contribute to world and national trade, and bring us many of the consumer goods, or their components, we use every day.



...vity, schools' enthusiasm for the event is already evident.

As of the fall, we will be contacting the maritime industry to complete the event's programming and create partnerships. In the meantime, please contact Dominique Labbé (dlabbe@csmoim.qc.ca) if you have any questions.



WELCOME TO OUR NEW MEMBER!

La traverse du Lac Témiscouata inc.

HAPPY SUMMER SEASON, ONE AND ALL!

The newsletter will take a break in August but be back with a September issue. Our offices will remain open during the summer.

2014-2015 BOARD OF DIRECTORS

- Mr. Serge Auclair, Montréal Port Authority
- Mr. Ernest Beupertuis, V. Ships
- Mrs Valérie Bélanger, Quebec Stevedoring Company Ltd
- Mr. Jean-François Belzile, Shipping Federation of Canada
- Mr. Patrice Caron, Seafarers' International Union of Canada
- Mr. Claude Dumais, Canada Steamship Lines
- Mr. Martin Fournier, St.Lawrence Shipoperators
- Mr. Bruno Gagnon, Section locale 9538 des Métallos
- Mrs Lucie-Marie Gauthier, Fednav Ltd
- Mrs Carole Goudreault, Ocean Group Inc.
- Mr. Marc Hébert, Croisières AML inc.
- Mr. Mario Lamy, Syndicat canadien de la fonction publique, Québec
- Mr. Pascal Lévesque, Transport Desgagnés Inc.
- Mr. Jack Meloche, St.Lawrence Seaway Management Corporation
- Mr. Simon Mercier, Corporation of Lower St.Lawrence Pilots
- Mr. Stéphane Morency, Maritime Employers Association
- Mr. Stephen O'Brien, Section locale 4320, Unifor Québec
- Mr. Patrick Robitaille, Québec Port Authority
- Mr. Georges Tousignant, NEAS (Nunavut Eastern Arctic Shipping Inc.)
- Mr. Pierre Vallée, Corporation of Mid St.Lawrence Pilots

2014-2015 EXECUTIVE COMMITTEE

- Mr. Patrice Caron, copresident, workers' representative
- Mr. Georges Tousignant, copresident, employers' representative
- Mr. Bruno Gagnon, vice president, workers' representative and treasurer
- Mr. Ernest Beupertuis, vice president, workers' representative and secretary
- Mr. Claude Dumais, member
- Mr. Stéphane Morency, member