

# Prendre le large...

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

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## Introducing our new training coordinator!

In July, we had the pleasure of welcoming a new colleague, Caroline Majeau, to the CSMOIM team as Coordinator, Human Resources Training and Development.

Caroline is already familiar with the maritime sector, having worked as navigating personnel in several Québec companies. And, we were able to come to an arrangement with her predecessor, Maryse Camirand, who agreed to help with the file transfer process.

Among Caroline's main duties are the annual marine industry training requirements survey, distribution of and follow-up on financial assistance for marine-sector training, coordination of training projects, studies and analyses, and development/distribution of human resources management tools.

For questions regarding these files, e-mail Caroline Majeau at [cmajeau@csmoim.qc.ca](mailto:cmajeau@csmoim.qc.ca) or call her at 418-694-9059.

## MARINE INDUSTRY TRAINING REQUIREMENTS SURVEY: A NEW FORMAT BUT AN ONGOING COMMITMENT!

For the CSMOIM team, the arrival of fall means the beginning of operation annual marine industry training needs survey.

As you know, CSMOIM'S mandate involves being aware of skills and training requirements. The annual survey allows us to draw up a list of Québec maritime organizations' needs and to meet them.

This year, we will be sending maritime organizations a fully revised, revamped form (visually and technically). To make things easier for you, we will supply you with an interactive form that you can complete directly on-screen and return to us with a simple click.

The document also contains more extensive information on regulated marine-sector training financial assistance eligibility criteria and on the latter's distribution process, among other things.

In mid-September, CSMOIM members will receive the 2014-2015 marine industry training needs survey form by email. Your participation is essential.

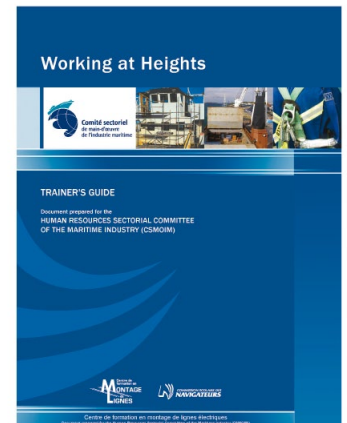
In addition to helping us tailor the training we offer to meet members' needs, survey results are important for regulated training financial assistance allocation.

Again this year, only survey respondents will be eligible for financial assistance.

Thanks in advance for returning the duly completed form no later than **Friday, October 10, 2014.**

## OUR "WORKING AT HEIGHTS" TRAINING TOOL: FINALIST FOR OCCUPATIONAL HEALTH AND SAFETY GRAND PRIX

In June, we announced that CSMOIM had entered the contest for the occupational health and safety Grand Prix.



Since then, we have learned that our project was selected as a finalist in the Innovation category (Public organizations). Run by the CSST, this competition spotlights the "faces" of prevention in Québec and offers an opportunity to applaud outstanding, proactive initiatives in this area. For more information, **click on "Grands Prix"** on the CSST French website home page.

Les Grands  
**PRIX**  
SANTÉ ET SÉCURITÉ DU TRAVAIL

The awards ceremony will be held in October. We are very eager to know the results and to see if our project will win! Keep your fingers crossed!

We would also like to take this opportunity to remind you that this tool is available to all CSMOIM members wishing to use it to train their personnel.

To request it, contact Caroline Majeau at [cmajeau@csmoim.qc.ca](mailto:cmajeau@csmoim.qc.ca).

## 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 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.

## SUCCESSFUL CONSULTATION OF MARINE OFFICERS

The continuing education working group (GTFC), whose creation we announced in the previous newsletter, successfully held a consultation of Québec's marine officers, as mandated by the CSMOIM Board of Directors.

The survey's goal was to get officers' opinions on issues facing their occupation, such as human resources shortages and career advancement. Thanks to the collaboration of many organizations, the working group was able to access a data base of more than 500 marine officers.

A total of 140 candidates completed the questionnaire distributed by Internet (20% response rate). B.I.P., the firm of consulting experts recruited by the working group, deems this result outstanding.

Respondents include Marine Engineers and Navigation Officers at all levels, thereby generating a representative portrait. Responses are being tabulated and the results will be incorporated into the working group's report to be submitted this fall.

## WELCOME TO OUR NEW MEMBER!

Goélette Grosse-Île

## ONGOING EDUCATION COURSES TIMETABLE

Please note that the 2014-2015 courses timetable for the Centre de formation aux mesures d'urgences (CFMU) is now online on IMQ's website. [Click here to consult it.](#)

## WORK IN PROGRESS: SPECIFIC CLIENTELES

CSMOIM is completing an analysis aimed at documenting barriers to seafarers' transition from the fishing industry to the shipping industry. Results will be announced in the coming weeks.

To follow up on recommendations arising from an analysis completed in 2013-2014, we are now finalizing two guides for integrating women and immigrants into the marine work environment (on-board ships). These guides will be delivered by late fall and made available to maritime organizations.

## "PORTRAITS OF WOMEN" SERIES EXPANDS!

In the next edition of our newsletter, be sure to look for the "Portraits of Women" series' third report, which features Chantal Chagnon, Navigation Officer for the Canadian Coast Guard!