

# Prendre le large...

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

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NOVEMBER 2014

## North Shore information tour

From September 29 to October 3, Caroline Majeau, the Sectorial Committee's Human Resources Training and Development Coordinator, organized a series of promotional meetings with marine companies on the North Shore.

The purpose of the tour was to consolidate local marine-sector players' and employability agents' knowledge about the Sectorial Committee while offering support services to maritime organizations in order to better determine their training requirements.

The activity also helped better define different regional maritime realities so as to orient the Sectorial Committee's future training-related actions.

By the end of this week, 24 marine-sector organizations in various areas (cruises-excursions, port and marine services companies, port authorities, ship owners and operators, etc.) and local employment centres will have been visited.

## MARINE INDUSTRY TRAINING REQUIREMENTS SURVEY

The 2014-2015 training requirements survey exercise was completed in mid-October, when the last forms were received. After the results were compiled, a recommended breakdown of the funding available for marine-sector businesses for regulated training was forwarded to Emploi-Québec.

In the coming days, organizations that are eligible for funding will receive a letter from the IMQ (*Centre de Saint-Romuald*) explaining the procedure to follow to benefit from funded spots.

Based on training requests that could not be granted in the first round, the Sectorial Committee will make a reserve list for each type of regulated training.

The list will be used to fill the spots not used to avoid losing the available funding.

### Non-regulated training

In analyzing the survey results, we also paid careful attention to compiling needs for and interest in non-regulated training. This category covers training in seamanship, safety and security, the environment, human resources management and others.

In the coming weeks, we will analyze these requests in greater detail to ensure that the training currently offered appropriately meets your requirements.

## THE CONTINUING EDUCATION WORKING GROUP SUBMITS ITS REPORT TO THE BOARD OF DIRECTORS

At the October 23 Board of Directors meeting, Board members ratified the Continuing education working group's report, including the recommendations it contains.

These recommendations will be included in their entirety in the Sectorial Committee's next action plan which will be presented to Board members in January 2015.

Assigned to analyze the challenges involved in recruiting navigation officers and marine engineers with regard to the difficulties marking continuing education, the working group recently carried out a consultation of Québec marine officers (all certification levels) and managers of navigating personnel.

This perception survey made it possible to gather the views of those directly concerned by the issue and underpin the Sectorial Committee's proposals in the context of the Québec government's Maritime Strategy.

We would like to take this opportunity to express our heartfelt thanks to the working group's members, who ensured that its work ran smoothly:

- Mr. Ernest Beupertuis, V. Ships;
- Mr. Bruno Gagnon, *Section locale 9538 des Métallos*;
- Mr. Pascal Lévesque, *Groupe Desgagnés*;
- Mr. Nicolas Parent, *Institut maritime du Québec* (observer).

Note that the report will be available for consultation on our website within the next few weeks.

## "PORTRAITS OF WOMEN" SERIES EXPANDS!

Be sure to look for the "Portraits of Women" series' third report, which features Chantal Chagnon, Navigation Officer for the Canadian Coast Guard!





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## Claude Mailloux, special collaborator for Maritime Magazine's fall issue

In relation to the recent work of the Continuing education working group and the pending implementation of the Québec government's Maritime Strategy, in the latest issue of Maritime Magazine, Claude Mailloux authored an editorial spotlighting human resources' shortages in control positions.

The article discusses the causes and solutions envisaged, and cites marine officers' comments regarding changes and developments in their occupation, as reported in the wake of the perception survey conducted in summer 2014.

To read the article, [click here](#) and go to pages 4 and 5.



## SECTORIAL COMMITTEE CALENDAR

**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 or [register online](#).

## PROMOTING CAREERS AND REPRESENTING THE INDUSTRY: A BUSY MONTH FOR THE SECTORIAL COMMITTEE!

Over the past month, the Sectorial Committee actively represented the Québec marine industry's interests in terms of human resources development and careers promotion at various public and specialized events.

### October 19: Port of Québec open house

At an exhibition at *Espace Dalhousie*, the Sectorial Committee greeted the public, alongside the Québec maritime community, and highlighted the exceptional career opportunities that the sector offers.



Above : Claude Mailloux, the Sectorial Committee's Executive Director, is meeting and talking with visitors.

### October 22-25: Salon Carrière Formation de Québec (trade fair), Centre de foires d'ExpoCité

Alongside the Ocean Group, the Maritime Employers Association, *Groupe Desgagnés* and NEAS, the Sectorial Committee took advantage of this event to reach

out to young workers-to-be to introduce them to a wide range of exciting careers. This year, the trade fair posted more than 13 000 visits.



Above : Marie-Ève Lessard, Coordinator - Planning and Control - Chartering with *Groupe Desgagnés* and former navigation officer, discusses her professional path and her passion for maritime trades.



Above : Alex Bouthillier, Advisor - manpower training with the Maritime Employers Association, is inviting young people to take up the crane simulator challenge.





## October 24: Groupe des responsables en mathématiques au secondaire (GRMS) convention, UQAR (Lévis)



Groupe des responsables en mathématiques au secondaire

41<sup>e</sup> SESSION DE PERFECTIONNEMENT

23-24 octobre 2014  
UQAR CAMPUS DE LÉVIS  
1595, boul. Alphonse-Desjardins  
Lévis QC G6V 0A6

At the GRMS convention, Sectorial Committee Training Coordinator Caroline Majeau and Navigation Officer Maryse Camirand gave a hands-on workshop attended by about 30 Secondary School Cycle Two Mathematics teachers from throughout Québec.

During the activity, they presented a project developed by Caroline Majeau entitled "Introduction to marine cartography - application of vectors", which covers concepts included in the Secondary V curriculum.



In addition to constituting a hands-on tool for teaching Math, the project is an innovative way to promote marine-sector careers.

## October 28: 14<sup>th</sup> Québec Marine Day, National Assembly of Québec

In keeping with tradition, the Sectorial Committee's Executive Director took part last Tuesday in a major gathering that brought together elected officials and close to 200 marine industry players.

The event provided an opportunity to establish a common, overall vision for implementing a promising maritime strategy. We are very pleased with the importance accorded to human resources issues among the day's key themes.

## SECTORIAL COMMITTEE MEMBERSHIP GROWING STEADILY

Following the Sectorial Committee's North Shore tour, our membership increased significantly, with 10 marine-sector organizations joining as active members or renewing their membership.

Welcome one and all!

- ▶ Bouchard et Blanchette Marine Ltée
- ▶ Cargill
- ▶ Cliffs Natural Resources
- ▶ Corporation de l'Île aux Perroquets
- ▶ Corporation Développement Local Rivière-au-Tonnerre/Sheldrake
- ▶ Les croisières Neptune
- ▶ Les écumeurs du St-Laurent
- ▶ Port of Havre-St-Pierre
- ▶ Resolute Forest Products (Baie-Comeau pulp and paper mill)
- ▶ Mingan Island Cetacean Study

We also welcome a new associate member.

- ▶ Canadian Shipowners Association

## INTRODUCTION TO THE MARINE TRANSPORT SECTOR

On October 15, the Sectorial Committee, in conjunction with *Technopole maritime du Québec* and the *Institut maritime du Québec*, gave a day-long training session on marine transport, in Rimouski.

Intended for anyone wishing to become familiar with the sector, the activity was greatly appreciated by the 11 participants.

Thanks to instructor Nicolas Parent and to speakers Bruno Gagnon (*Services Bruno Gagnon inc.*) and Robin Kelleher (*Relais Nordik*) for their valuable collaboration!



2014-2015  
PORTRAIT N° 3

## Chantal Chagnon

Let's get to know these women who've had the courage and desire to take a different path by choosing a non-traditional marine career... women who dove headfirst into a world traditionally reserved for men and who, today, are our industry's pride and joy.

**Make way for our female ambassadors!**

*"[Navigating] is the best job in the world!"*



► Since completing her studies at the *Institut maritime du Québec (IMQ)*, in 1999, Chantal Chagnon has worked as a navigator. She started briefly on a gas carrier for a Belgian company and then sailed the Canadian Arctic on board the *M/V Lucien-Paquin*. Since 2000, she has been a Navigation Officer with the Canadian Coast Guard (CCG).

Although she has always loved the sea, the road leading Chantal to this career choice had its twists and turns. It began, at age 12, when she decided to join the Royal Canadian Navy cadets.

Chantal immediately became a diehard fan of navigation and everything related to it: "Every year, I couldn't wait for the weather to get warmer so I could go back to the cadets. I stayed with them seven summers in a row." She first heard of the IMQ when talking with the training officers.

Before choosing a career with the merchant marine, Chantal thought of joining the Navy, but, in the end, decided to become a medical records administrator. "I soon realized my heart wasn't in it and, after a few years on the job market, I decided to come back to my first love: navigation", she told us.

Her friends and family were sceptical about her plans to go back to school. Fortunately, they soon came round and, today, Chantal knows she made the right decision. "It's the best job in the world!", she says without hesitation.

What she loves most is that every day is different, there's always action and the seascapes and views are breathtaking.

Recently, she took up new duties as Captain of the CCGS *A. LeBlanc*, one of the CCG's newest patrol vessels. Her mission is to patrol the Gulf of St. Lawrence to ensure compliance with commercial fishing regulations and permits.



On the picture : CCGS A. LeBlanc  
Credit : Michel Tremblay ([www.shipspotting.com](http://www.shipspotting.com))

With 15 years as a Navigator under her belt, Chantal obtained her papers as a fully-licensed Captain in 2012. Very few women can pride themselves on achieving this high-level certification. To succeed, Chantal had to show exceptional determination and discipline, rising up the CCG ladder one rung at a time.



2014-2015  
PORTRAIT N° 3

Her newest assignment brings her even closer to her ultimate career goal: Captain of a CCG icebreaker. It's a long-term project! Candidates for this position must log sea time as a Senior Ship's Officer and also have commanded smaller ships.

To date, Chantal has worked on the Amundsen, the F.C.G. Smith and, more recently, the Martha L. Black, one of the CCG fleet's most versatile vessels. On board the latter, Chantal could kiss routine goodbye!

Her duties changed with the seasons: the ship carried out icebreaking missions in the winter and performed navigation aid maintenance when spring came. As Senior Ship's Officer, Chantal had a very busy schedule, on duty 12 hours a day, 7 days a week. Her duties included steering the ship and managing the crew.



On the picture : NGCC Martha L. Black  
Credit : Canadian Coast Guard

It's a full-time job and then some...often demanding, but very rewarding! Chantal experienced this firsthand when she left her mandate as captain on the F.C.G. Smith, a vessel mandated to measure the water's depth: "The team had organized a goodbye supper for me. This was a tremendous mark of recognition! I had succeeded in earning the seamen's trust."

Despite the difficulties, all are unanimous in saying that working at sea affords lifelong memories. Chantal Chagnon is an eloquent example highlighting the accessibility of these careers for today's women. Are you up to the challenge?

## OPINIONS

### Women marine workers and you

Within its mandate, the Human Resources Sectorial Committee of the Maritime Industry (CSMOIM) accords particular importance to planning for the new generation of workers. The current labour situation in Québec's marine sector shows that women are under-represented in non-traditional job categories, more specifically navigating. We wanted to get Chantal Chagnon's views on this major challenge to debunk any myths surrounding the phenomenon...

► **Sectorial Committee: Do you believe there are biases against women navigators? If so, what are they and how can they be eliminated?**

CC : Yes. Very often, when I tell people I work on a ship, they assume I'm a cook. Old stereotypes die hard. Then there are those that think that women get promoted just because they're women.

On board some international vessels, crew members can be very sexist. To dispel these preconceived notions, we have to work hard to succeed in having the crew accept us.

► **Sectorial Committee: What advice would you give to a woman who is thinking about a career in the marine industry?**

CC : I would tell her to take a good, hard look at herself. If she tends to miss her friends and family, it might not be for her.

To navigate, you have to be able to go far away while maintaining a balance between your personal and professional life.

**Par Dominique Labbé**  
**Communications Officer**  
**Human Resources Sectorial Committee**  
**of the Maritime Industry**