

Prendre le large...

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

VOL. 11 - NEWSLETTER N° 98
DECEMBER 2014/JANUARY 2015

Sectorial Committee training calendar

We are very pleased to include our 2014-2015 training calendar (in French) with this newsletter. We encourage you to consult it now to determine the activities in which you would like to participate in the coming year and to mark them in your planners.

Invitations to register will be sent out a few weeks prior to each event.

This year, we will be offering a wide range of training options as well as some exclusive activities so that many of the workers in your organizations can benefit from our sessions.

We would like to take this opportunity to remind you that all of our training sessions are eligible expenditures under the 1% legislation.

Watch for our mailings to make sure not to miss anything! We hope you will join us for these activities and wish you an excellent training season!

[View the calendar.](#)

TRAINING NEEDS SURVEY: FOLLOW-UP ON PLACES AWARDED

In the wake of the training needs survey, we would like to inform you that, in November, the Centre de formation aux mesures d'urgence (CFMU) followed up on the financial assistance awarded to marine-sector organizations.

We would ask those organizations that received funding to register their eligible candidates as soon as possible to ensure that places are reserved and to maintain the funding available.

Given that the training sessions have a maximum number of participants and that some of them are offered only once a year, candidates must be registered by January 31, 2015. Failure to do so means forfeiting the places awarded.

After February 15, any unused funding will be made available to all marine enterprises with admissible candidates that have completed the training needs survey.

For the training timetable, please consult the [CFMU's online calendar](#).

MARINE PERSONNEL REGULATIONS WORKSHOP

Every year, the Sectorial Committee creates a special event to get all marine industry stakeholders together to discuss the regulation-related issues and requirements governing navigating personnel training and certification.

This key meeting will take place on February 18 in Québec City.

Invitations will be sent out after the holidays.

Upstream of this activity, we will incorporate a consultation component aimed at producing a list of themes and issues for the day's agenda.

Your participation is essential and will considerably affect the workshop's quality, relevance and usefulness for all involved.

Please forward your suggestions to Caroline Majeau (cmajeau@csmoim.qc.ca or 418-694-9059).

We would also like to inform you that a further dimension has been added to the 2015 regulatory workshop. The Sectorial Committee has reached an agreement with Transport Canada to have the main marine personnel regulation-related elements raised during the workshop presented at the Regional Marine Advisory Council meeting scheduled for March 11 in Québec City.

Under this agreement, the Transport Canada representatives in Québec will ensure that the questions raised and concerns expressed by workshop participants are forwarded to Transport Canada marine regulations authorities in Ottawa for the appropriate processing.

DIRECTORY OF TRAINING PROGRAMS LEADING TO MARINE-SECTOR CAREERS

Recently, the Sectorial Committee produced a new career-choice reference tool to make things easier for clients interested in the marine sector.

This guide lists the various programs (initial training and continuing education) leading to marine-sector careers.

Designed to introduce users to career paths allowing them to work in our sector, the publication contains extensive, relevant information on related courses and programs offered in various establishments throughout the province.

Port of Trois-Rivières' workers in the limelight

In recent weeks, we mandated photographer Éric Massicotte to conduct an industrial photo shoot showing marine-sector workers in action in the Port of Trois-Rivières' different terminals.

Mr. Massicotte has completed other photography contracts for the Trois-Rivières Port Authority.

Thanks to his extensive knowledge of the Port of Trois-Rivières, he was able to take outstanding snapshots that will help spotlight marine industry careers in the Sectorial Committee's various publications.

We would like to thank the Trois-Rivières Port Authority, Somavrac Group, Les Élévateurs des Trois-Rivières, Syndicat des débardeurs du Port de Trois-Rivières (CUPE, Local 1375) and their respective employees for their valuable cooperation.

SECTORIAL COMMITTEE CALENDAR

January 27-28: **Institut maritime du Québec Maritime Sector Career Fair - Sea Training and Employment**, Rimouski

January 29: **Board of Directors meeting**, Québec

***Check the calendar** attached to this newsletter for other important dates.

To consult the directory (in French), click on the image below.



CONTINUING EDUCATION WORKING GROUP NEWS

In recent editions of this newsletter, we informed you of the progress made by the Continuing education working group, which is mandated to analyze the challenges inherent in recruiting navigation officers and marine engineers related to continuing education difficulties.

In August, the working group surveyed Québec marine officers and navigating personnel managers to get their views on changes in their occupation. The survey findings feature prominently in the reflections and analyses contained in the final report.

This report provides an inventory of the issues related to the professions of navigation officer and marine engineer by addressing themes such as labour shor-

tages, career advancement and continuing education.

We invite you to consult the **working group's report** (in French) for a more comprehensive picture of its work.

For a quick look at the highlights of our analysis of the survey findings, **click here**.

PROJECT TO CREATE A DEP IN SEAMANSHIP

In June, in keeping with a decision made by its Board of Directors, the Sectorial Committee submitted an application to the Québec education department's national programs board for the creation of a Secondary School Vocational Diploma (DEP) in seamanship.

This request was reiterated in our brief responding to the Québec government's consultation on its Maritime Strategy project.

Since that time, the Ministère de l'Éducation has begun studying the application. The Committee has helped by providing the information requested to help department experts in their work.

A meeting was recently organized with representatives from the marine industry, including seamen, and representatives from the education department to enable the latter to learn more about the similarities and differences between the Engine Room Rating and Deckhand trades and to better understand the context and requirements of marine-sector employers and human resources.

Creation of a DEP in seamanship would constitute a very positive development, enhancing access to the trade while permitting the next generation of workers

Académie Dunton career day

On December 9, we were in Montreal to take part in Académie Dunton's career day. Throughout the day, secondary school students of all levels enjoyed a dynamic, participatory presentation on seafaring careers.

A quiz, marine emergency duties awareness session including wearing a life-jacket and immersion suit and video briefs are some examples of workshops through which we satisfied youngsters' curiosity.

This type of experience always proves highly productive due to the first-hand contact with the students.

A winning formula to be repeated time and again!



to be better prepared, more versatile and more mobile on entering the labour market.

We expect an answer from the Ministère de l'Éducation in the coming months.

ANALYSIS OF OBSTACLES AND GATEWAYS LINKED TO SEA FISHERMEN'S MOVING TO THE MERCHANT MARINE - SUMMARY TABLES

We are pleased to announce the results of the Sectorial Committee's analysis linked to documenting and expressing in lay terms the obstacles and gateways linked to sea fishermen's moving to the merchant marine.

These findings have been grouped into a **series of summary tables** illustrating the requirements and recognition of certain achievements applicable to holders of fishing master papers hoping to obtain commercial navigation certification.

The tables are available for consultation in the "Publications" section of our website.

WELCOME ABOARD! MONTRÉAL: PREPARATORY WORK GOING WELL!



As announced in a previous edition of our newsletter, the marine-sector careers day *Welcome Aboard!* will be back in spring 2015.

The entire Sectorial Committee team is currently working on preparing this key activity, which will run on March 26, 2015 at the Port of Montréal.

Essentially, the goal of this initiative is to introduce Secondary III, IV and V students to the marine industry and its

careers by setting up activities using a hands-on, discovery-oriented approach, including ship and port facility tours.

In the upcoming weeks, companies that might improve the event programming will be approached in order to coordinate the logistics aspect linked to organizing the tours.

Clearly, an activity like this one requires significant funding. So, we are asking you to consult our visibility options and to return the partnership agreement as soon as possible if you wish to be associated as a sponsor to the marine career day.

Download the partnership plan.

For further information, please contact Dominique Labbé at dlabbe@csmoim.qc.ca or 418-694-9059.

QUÉBEC MARITIME STRATEGY CONFERENCE PRESENTED BY LES ÉVÉNEMENTS LES AFFAIRES: PROSPECTS, ISSUES AND BUSINESS OPPORTUNITIES

The Sectorial Committee is proud to join *Les Événements Les Affaires* in inviting you to the **Québec Marine Strategy Conference** on February 10.

A key Liberal government project, the first Québec Maritime Strategy targets economic recovery, while stimulating job creation and investment. The St. Lawrence river's development commands significant interest.

Although major investments are expected, many questions remain as to the shape the strategy will take, the marine industry's enhanced competitiveness and the funding needed to develop infrastructures and logistics centres.

Minister for Transport and the Implementation of the Maritime Strategy Jean D'Amour will make a special presentation about the project's deployment, the 30 000 new jobs it expects to generate, private-sector investment of \$4 billion and tax impacts estimated at \$3.5 billion.

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The Government's first maritime strategy is becoming more and more concrete. Like the relaunching of the Plan Nord, the strategy will serve as a lever propelling the Québec economy forward.



Don't miss this opportunity to learn more about the impacts of the Québec maritime strategy.

Register now and get a 10% discount on rates available to Sectorial Committee members!

STUDENT BUSINESS, AN EDUCATIONAL PROGRAM TO PROMOTE STUDENT RETENTION AND PLANNING FOR THE "NEW GUARD"

The Sectorial Committee supports the Student Business program developed by Montréal Relève (for secondary schools in the Montréal area) to promote student retention and prepare the next generation of workers, or "new guard", for the labour market.

Dating from 2001, this initiative offers career exploration internships to Secondary III and IV students, who sign up voluntarily.

You are invited to participate by promoting marine industry careers to these young people by enabling them to experience concrete immersion in a sector-based business.

Help them succeed and share your expertise.

Offer a career exploration internship:

- For students aged 14 to 17;
- Pre-internship preparatory workshops;
- During the summer;
- One week long - 35 hours;
- Individually or in a group;
- Participants are guided by one or more mentors.



Stages d'exploration de carrières

For more information, contact:

Marie Letard

Advisor, Partnerships

mletard@montrealreleve.ca

514 270-3300, ext. 7

www.montrealreleve.ca



We wish you health and happiness for the holiday season! May the New Year bring success for all Québec marine-sector organizations!

Commission
des partenaires
du marché du travail

Québec



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www.csmoim.qc.ca

Follow us!



Comité sectoriel
de main-d'œuvre
de l'industrie maritime

CALENDRIER DES ACTIVITÉS ET FORMATIONS 2015

Organisées par le Comité sectoriel de main-d'œuvre de l'industrie maritime

NOM DE L'ACTIVITÉ	COÛT PAR PERSONNE	DATE	LIEU
Connaissances générales en transport maritime	195 \$	Mardi, 20 janvier 2015	Institut Multiinformation Québec
Dîner-conférence et réunion consultative en santé & sécurité au travail	Gratuit	Jeudi, 29 janvier 2015	Institut Multiinformation Québec
Atelier en gestion des ressources humaines THÈME Devenez un formateur efficace : l'exemple de l'outil sur le travail en hauteur	À confirmer	Mardi, 3 février 2015	Institut Multiinformation Québec
Connaissances générales en transport maritime	195 \$	Mercredi, 11 février 2015	Sept-Îles
Atelier de réglementation sur le personnel maritime Mise à jour et modalités d'application du Règlement sur le personnel maritime et les changements (en cours et à venir) apportés à la Convention STCW.	Gratuit	Mercredi, 18 février 2015	Québec
Gestion environnementale des navires THÈMES Incluant notamment la gestion des eaux de ballast, la prévention de la pollution et la réduction des émissions des navires.	À confirmer	Jeudi, 19 mars 2015	Montréal

N.B. : Les montants mentionnés dans ce calendrier n'incluent pas les taxes.

NOM DE L'ACTIVITÉ	COÛT PAR PERSONNE	DATE	LIEU
La journée des carrières maritimes <i>Bienvenue à bord!</i>	Gratuit	Jeudi, 26 mars 2015	Montréal
Atelier en gestion des ressources humaines THÈME Piloter et accueillir le changement : suis-je prêt?	À confirmer	Vendredi, 27 mars 2015	Trois-Rivières
Connaissances générales en transport maritime	195 \$	Mercredi, 15 avril 2015	Montréal
Introduction au Code ISM et aux audits internes (ISM et ISPS)	295 \$	Jeudi, 16 avril 2015	Montréal
Assemblée générale annuelle du Comité sectoriel de main-d'oeuvre de l'industrie maritime	Gratuit	Mardi, 26 mai 2015	Québec

FORMATIONS OFFERTES PAR D'AUTRES ORGANISATIONS

CENTRE DE FORMATION AUX MESURES D'URGENCE (CFMU)

Consultez le [calendrier en ligne](#) du CFMU (Institut maritime du Québec) pour connaître l'horaire des formations à venir.

NOMS DES COURS OFFERTS DANS LE CADRE DE LA FORMATION TECHNIQUE D'ENTRETIEN POUR LES CANDIDATS AU BREVET DE MÉCANICIEN 4 ^E CLASSE	DATES	LIEU	ÉTABLISSEMENTS DE FORMATION
Techniques d'usinage appliquées aux mécaniciens de navire	26 janvier 2015 au 6 février 2015	Québec	Les centres de formation professionnelle de Québec et de Neufchâtel Pour information et inscription : Sophie Langlois 418 686-4040 poste 7439 www.cfpquebec.ca
Soudage appliqué aux mécaniciens de navires	9 au 20 février 2015	Québec	
Électricité appliquée aux mécaniciens de navires	23 au 27 février 2015	Québec	