

# Prendre le large...

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

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Note that this edition of the *Prendre le large* newsletter is a little longer than usual due to the many projects we are currently working on and the fact that the next newsletter will be published only in September.

Happy reading and hope you all have an excellent summer!

## INFO-EMPLOIS SCHEDULE CHANGE

Please note that the *Info-emplois maritimes* job posting service, offered by your Sectorial Committee, will be slightly modified from the Québec National Holiday (June 24) to Labour Day (September 7).

Over the summer, the weekly mailing will go out **Thursdays at 12:00 noon**. The deadline for sending us your postings will therefore be 11:00 a.m. Thursday rather than Friday.

Thank you for your collaboration and happy summer holidays!

## TWO PACME PROJECTS (COLLECTIVE PROMOTERS COMPONENT) FOR THE MARITIME SECTOR

Your Sectorial Committee received positive replies for the two projects it presented in the context of the new PACME program (Programme d'actions concertées pour le maintien en emploi - Concerned employment maintenance action program) created by the Québec government in April.

The first project ensures the funding needed to create a distance learning version of our *General Shipping Knowledge* training. In the coming days, the Continuing Education Working Group, composed of maritime-sector organization representatives, will select an expert consultant to develop the project.

The second project be used to cover the cost of the various maritime-sector training sessions offered by the IMQ's Centre de formation aux mesures d'urgence. A calendar of the courses for July, August and September will be available very soon. All of the companies that answered the survey assessing interest distributed by the Sectorial Committee in May will have precedence in signing up their candidates. The program will cover all or part of the registration fee and also certain travel expenses and wages of employees taking the training (up to a maximum of \$25/hour).

If you have any questions regarding these two projects, contact us at [maritime@csmoim.qc.ca](mailto:maritime@csmoim.qc.ca) and we will be happy to answer them.

## REMINDER: IT'S NOT TOO LATE TO RENEW YOUR MEMBERSHIP!

Just a reminder that the Sectorial Committee list of members must be renewed every April. If your organization has not renewed its membership, we invite you to do so now! As in past years, membership is **free of charge** and gives you access to our various services, including the *Info-emplois maritimes* job postings. To become a member or renew your membership simply click [here](#) and complete the form. It only takes a minute.

Please note that both new members and those renewing their membership must complete the form. You will receive confirmation by email once your membership has been processed. Don't hesitate to write to [maritime@csmoim.qc.ca](mailto:maritime@csmoim.qc.ca) if you have any questions.

## TWO DEP IN SEAMANSHIP COHORTS HAVE FINISHED!

In May and June 2020, the students of two DEP in seamanSHIP cohorts finished the program offered at the Commission scolaire des Navigateurs school board's Centre de formation en véhicules lourds (CFMVL) in collaboration with the IMQ's Centre de formation aux mesures d'urgence (CFMU). Information regarding these two cohorts includes:

### First cohort:

- Dates: August 23, 2019 to May 12, 2020
- Number of graduates: 14 (including 3 women)

### Second cohort:

- Dates: October 10, 2019 to June 12, 2020
- Number of graduates: 15 (including 3 women)

Congratulations to all 29 graduates for this excellent achievement!



## NEW MARITIME INDUSTRY OCCUPATIONAL HEALTH AND SAFETY DISTANCE TRAINING – SAFE LIFTING EQUIPMENT AND TECHNIQUES

In collaboration with a working group comprising maritime-industry experts, the Sectorial Committee initiated and supervised the creation of a health and safety tool on safe lifting equipment and techniques adapted to the maritime environment. In 2018, the Commission scolaire des Navigateurs developed the training itself, which has been available for purchase on our website for almost two years now.

With the Cégep de Rimouski's corporate services, we have now completed Phase II of this project, which consisted in developing a distance training version. We are pleased to announce that it is now ready and available!

The training includes:

- Theoretical concepts accompanied by texts, tables and images
- Formative questions
- Evaluation after each module
- Final evaluation (*the passing grade has been set at 70%*).

The content of this online training is divided into several modules, identified by letters, that can be used in any order you wish. The training lasts three (3) to four (4) hours. Most of the exercises include association games or multiple-choice questions, rather than questions that participants have to answer in writing.

The training cost is \$100. You have 30 days to complete the training (maximum of 10 accesses). The Committee team will send you the instructions to access the online training, which is housed on the Institut maritime du Québec platform. After 30 days, you can purchase 30-day renewals for \$75 (for 10 accesses). A certificate will be issued to candidates who have succeeded in obtaining the 70% passing grade.

The training is still available in PDF format if you wish to purchase it in order to give a presentation in your organization. This version costs \$250 and offers the right to unlimited usage. After having purchased it, you will receive a trainer's manual, participant's manual and the presentation (PDF format).

The comments we received from focus group participants were very positive. If you are interested in purchasing this training, please complete the [form](#) on our website.

## CURRENT AND FUTURE SECTORIAL COMMITTEE PROJECTS AND FILES

The summer months, which are always quieter due to summer holidays, are ideal for making headway on the Sectorial Committee's various files and projects. For your information, we will be working on the following over the coming weeks:

- Preparing the next human resources training needs survey campaign
- Continuing the EMBARQUE maritime careers promotion campaign
- Reworking certain information documents offered by the Sectorial Committee and updating the website
- Continuing to offer members our services, such as the *Info-emplois maritimes* job postings, Prendre le large newsletter, social networks and our website
- Creating a distance learning version of our General Shipping Knowledge training.

Since the future remains uncertain as to assembling and holding events in person, we will continue to monitor the situation and determine what to do regarding our activities, such as Sectorial Committee training sessions and the regional tour of maritime-sector companies and employment centres.

## STUDY ON THE MARITIME POPULATION AND HIRING NEEDS

Due to COVID-19, the data processing phase was a little longer than anticipated, but the results of the study on Québec's maritime population are ready to be released. And they are interesting. As was to be expected after recent years of intense maritime activity, the number of direct jobs tied to maritime-sector establishments based in Québec is increasing, moving from 14 300 in 2016 (when the Sectorial Committee conducted its last study) to 15 600 in 2020. This 9% increase seems very consistent with the growth we can observe in many maritime organizations.

The online survey targeting maritime-sector companies, conducted from January to March 2020, showed that there were 5 541 navigating employees and 10 056 non-navigating employees. The study also shows that, over the next three years, Québec maritime-sector establishments plan to hire 1 025 non-navigating employees and 3 165 navigating employees.

These figures are impressive, reflecting maritime companies' significant human resources needs as well as their desire to expand in some cases. The study was conducted by the firm Ad hoc recherche, chosen through a call-for-tenders process supervised by a working group composed of 10 individuals from Québec maritime-sector organizations. The study was funded by the Ministère du Travail, de l'Emploi et de la Solidarité sociale.

It will be available on the Sectorial Committee website by late June 2020.

## FINANCIAL ASSISTANCE FOR OFFICER CAREER PROGRESSION

A financial assistance budget for further seafarer training exists and is managed by the Sectorial Committee and the IMQ's Centre de formation aux mesures d'urgence (CFMU). In 2018, a new five-year agreement was reached by the Sectorial Committee and the Ministère des Transports (MTQ). From 2018 to 2023, an annual amount of \$60 000 will be available under this program.

For eligible candidates, this funding will cover 50% of the cost of training leading to Navigation Officer or Engineer certification. Holders of certification issued in another country, who are in the process of converting it to obtain Canadian certification, are also eligible for this financial assistance.

The Sectorial Committee team has analyzed the results of the candidates who received this funding during the agreement's first year (2018). You can consult the results on our [website](#) (in French only).

For further information and to consult the eligibility criteria for this funding program, you can consult our website by clicking [here](#) (in French only for the time being).



## 2020-2021 BOARD OF DIRECTORS AND EXECUTIVE COMMITTEE

At the Sectorial Committee's June 4 AGM, the first ever held by videoconference, the Committee's Board of Directors was elected. The Board is composed of 22 members, representing employers and workers. Directors are elected for a two-year term and, this year, eight Board members' terms were renewed.

### Board of Directors

#### Employers' Representatives

**Serge Auclair**,  
Montreal Port Authority  
**Louise Bédard**,  
St. Lawrence Shipoperators  
**Josée Bergeron**, Montréal Gateway  
Terminals  
**Manou Bernard**, Ocean Group  
**Michel Brisebois**, Logistec  
**Lyne Caron**, Fednav Ltd.  
**Dominique Cyr**, Canada Steamship  
Lines  
**Christian Demers**, N.E.A.S.  
**Deric Hillman**, St. Lawrence Seaway  
Management Corporation  
**Sébastien Lambert**, Maritime Em-  
ployers Association  
**Pascal Lévesque**, Desgagnés  
**Patrick Robitaille**, Québec Port Au-  
thority  
**Nathalie Rousseau**, QSL  
**Mike Taylor**, Castalooop  
**Myriam Tremblay**, Croisières AML

#### Workers' Representatives

**Alain Arseneault**, Corporation des  
pilotes du Saint-Laurent central  
**Albert Batten**, International Longs-  
horemens' Association (ILA)  
**Patrice Caron**, Seafarers' Internatio-  
nal Union of Canada  
**Luc Laberge**, Syndicat des Métallos  
**Mario Lamy**, Syndicat des débardeurs  
du Port de Trois-Rivières, SCFP  
**Stephen O'Brien**, Unifor Québec, Lo-  
cal 4320  
**Yves Plourde**, Corporation of the  
Lower St. Lawrence Pilots

### Executive Committee

#### Co-President, Workers' Representa- tive and Treasurer

**Patrice Caron**, Seafarers' Internatio-  
nal Union of Canada

#### Vice-President, Workers' Representa- tive

**Mario Lamy**, Syndicat des débardeurs  
du port de Trois-Rivières, SCFP

#### Co-President, Employers' Represen- tative and Treasurer

**Serge Auclair**, Montreal Port Autho-  
rity

#### Vice-President, Employers' Represen- tative and Secretary

**Manou Bernard**, Ocean Group