

Prendre le large...

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

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MAY 31 AGM

The Sectorial Committee's annual general meeting (AGM) was held on Tuesday, May 31 at the Yacht Club de Québec. In a magnificent setting and friendly atmosphere, the meeting enabled us to report on the year that has just ended.

The Sectorial Committee was pleased with the turnout of 35 representatives of members from some 25 different organizations. Thank you to those who attended. We also presented the financial statements and elected the Board of Directors.

To conclude the meeting on a positive note, we offered members a workshop on motivation at work, given by Pierre Côté, President of IRB. The activity ended with a closing cocktail party to thank participants.

2016-2017 BOARD OF DIRECTORS

Mr. Serge Auclair, Montreal Port Authority
Mr. Ernest Beaupertuis, V. Ships
Mrs. Valérie Bélanger, Quebec Stevedoring Company Ltd.
Mr. Patrice Caron, Seafarers' International Union of Canada
Mr. Guy Champagne, Croisières AML
Mr. Martin Fournier, St. Lawrence Shipoperators
Mr. Bruno Gagnon, Métallos, Local 9538
Mrs. Lucie-Marie Gauthier, Fednav Ltd.
Mrs. Geneviève Gauthier, Logistec
Mrs. Carole Goudreault, Ocean Group Inc.
Mr. Mario Lamy, Canadian Union of Public Employees, Québec
Mr. Pascal Lévesque, Groupe Desgagnés
Mr. Simon Mercier, Corporation of Lower St. Lawrence Pilots
Mr. Stéphane Morency, Maritime Employers Association
Mr. Stephen O'Brien, Unifor Québec, Local 4320
Mr. Marc Patenaude, St. Lawrence Seaway Management Corporation
Mr. Patrick Robitaille, Québec Port Authority
Mrs. Martine Rivard, Canada Steamship Lines
Mr. Georges Tousignant, NEAS (Nunavut Eastern Arctic Shipping Inc.)
Mr. Pierre Vallée, Corporation des pilotes du Saint-Laurent Central

2016-2017 EXECUTIVE COMMITTEE

Patrice Caron, Co-President, Workers' representative and Treasurer

Stéphane Morency, Co-President, Employers' representative and Treasurer

Bruno Gagnon, Vice-President, Workers' representative

Ernest Beaupertuis, Vice-President, Employers' representative and Secretary



TRIBUTE TO SEAFARERS!

Seafarer Day, instituted by the International Maritime Organization (IMO), will be celebrated the world over on June 25!

We would like to take the opportunity afforded by this special day to highlight the invaluable work done by the approximately 5000 people working on board Québec ships, who constitute Québec's seafaring community. Officers, sailors, cooks, pilots and service staff, men and women, permanent and seasonal workers, all contribute to our industry's vitality. It is only right that we pay tribute to them!

An enormous thank you!

Reminder: Sectorial Committee membership

It's not too late to renew your membership for 2016-2017!

Remember that membership is completely free of charge and gives you access to a great many advantages and services that are exclusive to members. In joining our ranks, you will be able to use our well-known Info-emplois maritimes job service. Made available to a basin of targeted candidates, your job offers will enjoy exceptional visibility, thereby facilitating your staffing efforts.

Membership also allows you to participate in our annual general meeting, or AGM, receive our newsletters and invitations to training sessions and workshops, use our turnkey training tools and much more.

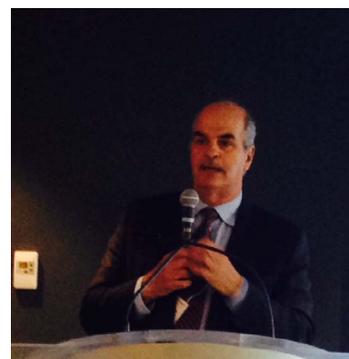
By becoming a Sectorial Committee member, you are making a concrete commitment to developing qualified, skilled human resources for the Québec maritime industry! If you haven't already done so, we invite you to complete [the online form](#) now!

FEEDBACK ON 2016 HRM CONFERENCE

The first-ever HRM conference specifically addressing maritime human resources was held on May 10 at the Port of Montréal. Organized by the Sectorial Committee on the theme "challenges and solutions", it attracted close to 70 participants from various organizations including ship operators, port operations and marine services.

The day was rich in information and new ideas, making this first edition a rousing success! The subjects discussed by the speakers gave participants an opportunity to identify the main human resources challenges encountered in the marine sector. The conference also provided a forum for reflecting on certain aspects of HR management, such as different mentalities and ways of operating from one generation to the next. The issue of the accountability of organizations, managers and workers with regard to health and safety-related decision-making and to various work-related aspects was also addressed. Finally, skills development was spotlighted, with an entire panel devoted to training supply and its evolution over the coming years as seen by the organizations responsible for disseminating it.

The Sectorial Committee would like to warmly thank the 16 speakers who agreed to meet the challenge of taking part in this new conference, moderator Nicolas Parent and our 5 partners—Port de Montréal, Fednav Ltd., DCH Inc., NEAS Group and the Réseau des services spécialisés de main-d'œuvre (RSSMO), without whom the event would not have been such a resounding success!



THE SECTORIAL COMMITTEE WILL BE ON HAND AT CAREERS DAY CARGOM IN MONTRÉAL!

Two Sectorial Committee representatives will be running an information kiosk at CargoM's Careers Day for the transportation and logistics industry to be held on Monday, June, 2016 from 10:00 a.m. to 6:30 p.m. at Cégep André-Laurendeau, in Montréal. The event will offer an excellent opportunity for the Sectorial Committee to meet new generation workers and promote our organization's mission and services. **Come see us there!**

SECTORIAL COMMITTEE TEAM TAKES PART IN 2016 DÉFI ENTREPRISES!

For the first time, the Sectorial Committee will participate in Défi Entreprises, to take place on June 12. Each one of us has agreed to train for a personal challenge, which we will try to meet that day!

Since its creation in Québec City in 2011, Défi Entreprises has helped more than 25 000 participants become more active, in addition to raising over \$250 000 in donations for non-profit organizations. For more information on Défi Entreprises, go to <https://defientreprises.com/quebec/>

Come cheer us on this June 12!

INSTITUT MARITIME DU QUÉBEC (IMQ) GALA MÉRITAS

The IMQ Gala Méritas was held on May 13 in Rimouski to recognize and reward a number of IMQ students. As in the past, the Sectorial Committee awarded four incentive scholarships of \$500 to students in the second year of their respective programs. This commitment is a direct extension of our human resources development mission. We warmly congratulate all recipients and wish them the best of success in continuing their studies!

2016 scholarship winners:

- Hanouka Brochu, Navigation student
- Thibaud Rousse, Naval Architecture student
- Jean-Sébastien Bolduc-Lebel, Marine Engineering student
- Kim Lafond, Transportation Logistics student



Exceptionally, the Sectorial Committee uses its newsletter to inform readers about a project of significant value in relation to the next generation of workers and other aspects related to its mandate. Here, we showcase Simon Paquin, Founder and CEO of ÉcoMaris, who tells us about introducing young people to life in the marine sector through a concrete experience of sailing on the St. Lawrence River.

ÉCOMARIS SEXTANT PROGRAM: INTRODUCING YOUNG PEOPLE TO MARINE-SECTOR JOBS!

Funded by Emploi-Québec, Fednav and the Port of Montréal, this program is for young people aged 18 to 35 who are wondering what direction their life should take. After a 3-day intensive on-land preparation session to create a cohesive group, participants board the ÉcoMaris sailing school vessel for 2 weeks, where they will give everything they have. On board, they will work hard, learn discipline, perseverance, teamwork and stress management, work on their relationship to authority, communication and leadership skills! They will learn the rules of the road, navigation bases, sailing manœuvres, and the St. Lawrence River's history and environment.

The goal of the Sextant program is to encourage young adults to become enthusiastic about something and to help them discover their strengths and interests through concrete, diversified maritime experiences. ÉcoMaris offers an adventure and an opportunity to surpass oneself while providing tools for finding a job or training adapted to their needs, in the marine sector or elsewhere. The real adventure begins after the experience on board ship! The ÉcoMaris team monitors participants' personal and professional development over one year! It takes time to implement all of this new learning and become real seafarers!

Next sessions: June 13 and June 30

For more information: <http://ecomaris.org/programme-sextant/>

