

# Prendre le large...

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

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## REMINDER: MEMBERSHIP RENEWAL

It is not too late to renew your membership for this year (April 2018 to March 2019).

Membership is free of charge and offers access to our various services, including Info-emplois.

To become a member or renew your membership, simply complete the [following form](#).

Note that it is important for both current members and new users to complete the form. You will receive confirmation by email.

## REMINDER: ANNUAL GENERAL MEETING

The Committee is very pleased to invite you to this year's Annual General Meeting (AGM) to be held at the Musée de la civilisation on June 7. All Committee members are welcome as of 1:00 p.m. The AGM will begin at 1:30 p.m. and be followed by a conference entitled The Impacts of Legalizing Marijuana on the Workplace, by Attorney Gary H Waxman, Holmsted & Associés and Attorney Jean-Sébastien Cloutier, Partner, Norton Rose Fulbright Canada.

The AGM will end with a cocktail party, hosted by the Committee, around 3:30 p.m.

Paid parking is available near the Musée de la civilisation.

For further information, see the [official invitation](#). (French only)

Register [here](#). (French only)

For information, you can contact us at [maritime@csmoim.qc.ca](mailto:maritime@csmoim.qc.ca) or 418-694-9059.

## THE COMMITTEE INITIATES A MARINE INDUSTRY CAREERS PROMOTIONAL CAMPAIGN

The marine industry is also feeling the effects of the human resources shortage marking Québec's industrial sector as a whole. Young workers are hard to find, especially since marine industry careers suffer from a significant lack of natural visibility.

To raise awareness in their regard, they absolutely must be promoted. So, the Sectorial Committee developed a promotional project, which has received significant funding under the Québec Maritime Strategy. The project is designed over a three-year horizon, including a series of activities intended to create a strategic sequence and generate a crescendoing impact on the target clientele.

A call for tenders was sent to six communications firms chosen by the Sectorial Committee, and a working group will assess each of the tenders received. The winning firm should be selected in June, allowing it to work on the campaign this summer. The Committee plans to launch the promotional campaign in fall 2018.

## COMMITTEE TO MEET WITH GUIDANCE COUNSELLORS

On May 31, the Sectorial Committee's Communications Officer and Coordinator, Human Resources Training and Development will participate in the Ordre des conseillers et conseillères d'orientation du Québec (OCCOQ - order of guidance counsellors) colloquium in Saint-Hyacinthe.

This will be an excellent opportunity to network with these individuals, who play such an important role in young people's career choices. Every two years, the colloquium is attended by some 650 guidance counsellors from throughout Québec.

The Sectorial Committee team will use this venue to promote marine-sector careers and to inform and equip these professionals.

## FINANCIAL ASSISTANCE FOR MARINE OFFICERS: GOOD NEWS!

We are very happy to announce that the Ministère des Transports, de la Mobilité durable et de l'Électrification des transports (MTMDET) recently confirmed that the financial assistance program for professional development of officers in career progression would be extended. The program allows candidates registering for training leading to navigation officer or marine engineering officer certification to receive financial assistance equalling 50% of the registration fee.

In response to the file requesting the program's renewal, submitted by the Sectorial Committee in June 2017, the MTMDET confirmed the program would be in effect over the next five years (2018-2023).

The annual amount available has increased to \$60 000, up from the previous \$50 000.

Along with the MTMDET, the Sectorial Committee is the signing party. As such, its role entails ensuring that program administrators comply with the program goals and conditions and proposing criteria to ensure better and fairest possible access to the funding available.

Clearly, this assistance will be extremely beneficial in encouraging marine officers to strive for higher echelons in their professions, which are faced with our industry's greatest recruitment challenges.

## GENERAL SHIPPING KNOWLEDGE TRAINING A ROUSING SUCCESS IN TROIS-RIVIÈRES

With a solid reputation in Québec City and Montréal, the General Shipping Knowledge training session's first Trois-Rivières edition was very successful!

An impressive 24 participants met on April 25 at the Boréal centre to learn more about the maritime industry. Nicolas Parent, Senior Consultant with CPCS and principal trainer, was accompanied by guest speaker Céline Schaldembrand from the St. Lawrence Economic Development Council (SODES).

The training session introduced participants to shipping and the shipping-related context, presented key marine-sector stakeholders and occupations, gave a short demonstration of the types of vessels navigating the St. Lawrence and explained the maritime transport system's overall organization (legislation, framework). Ms. Schaldembrand presented SODES' role and activities within the Québec marine industry.



## THE COMMITTEE ATTENDS THE CANADIAN MARINE ADVISORY COUNCIL (CMAC)

To keep informed of changes affecting the issues raised by its members with regard to marine regulations and their application, the Sectorial Committee participates actively in Canadian Marine Advisory Council (CMAC) meetings, held twice a year in Ottawa.

The last meeting of the Standing Committee on Personnel was held at the most recent CMAC session in early May. At it, the Sectorial Committee's Executive Director, Claude Mailloux, reported on the Marine Personnel Regulations Workshop that took place in February 2018.

Major changes will become official when the new Marine Personnel Regulations (MPR) take effect in spring 2019, including the new Small Vessel Operator (SVO/CPB) certification and ships' safety management systems (SMS).

The Sectorial Committee's existence has piqued the curiosity of the other provinces' representatives. Transport Canada is trying to encourage them to organize local activities like those related to our regulations workshop. This would make disseminating information and consultation between the regions and Ottawa much easier.

## MARINE-SECTOR OCCUPATIONAL HEALTH AND SAFETY TRAINING TOOLS: LIFTING DEVICES

The following is news on a project we announced in 2017, namely producing training modules to help marine-sector companies raise awareness among their workers and train them in the occupational health and safety dimension of their work with regard to lifting equipment and techniques.

Project development is being supervised by a working group composed of representatives of marine-sector companies and workers. Begun in 2017, the project receives funding under the Québec Maritime Strategy and enjoys the collaboration of the CNESST and Transport Canada, which validate the content to ensure it complies with state-of-the-art rules.

Following a call for tenders, the mandate to produce the training tools was awarded to the Commission scolaire des Navigateurs' Commercial Services. On March 31, the project was 85% complete. It is currently in the editing stage and very soon, Phase 1 will be finished. Phase 2 consists of adapting some of the tools for independent, distance learning and could begin in the coming months. Our usual channels will release a message as soon as the training modules are ready for distribution.

