

Prendre le large...

► THE NEWSLETTER OF THE HUMAN RESOURCES SECTORIAL COMMITTEE OF THE MARITIME INDUSTRY

VOL. 20 - BULLETIN N° 174
MARCH-APRIL 2025

CSMOIM's Events & Training Calendar

Schedule your next training sessions and stay on top of our upcoming events by consulting the [CSMOIM's Events & Training Calendar](#).

Maritime Jobs Info



Post your job offers on the [Maritime Jobs Info](#) and maximize the visibility of your postings by reaching our vast network of industry professionals.

[Become a member](#) and get two free postings! Fill in the [posting form](#).



The CSMOIM is pleased to announce the publication of the 5th edition of the *Maritime Employers Directory*

This guide, which aims to facilitate job hunting and highlight the diversity of our work environments, brings together 50+ employers who drive the Quebec maritime industry everyday.

We would like to thank our members who contributed to the 5th edition, as well as our advertisers:

Croisières AML, CSL, Desgagnés, MSC, Navark, NEAS, Océan, Oceanex, QSL, SIMC, Société Terminaux Montréal Gateway, SOS Marine, STQ and Traverse Rivière-du-Loup/St-Siméon.

Looking for a first or new career opportunity? Check out the [Maritime Employers Directory](#)!



The CSMOIM launches the **DON'T MISS THE BOAT** promotional campaign for maritime careers

The CSMOIM is delighted to announce the launch of its new maritime careers promotional campaign **DON'T MISS THE BOAT!** Following on from the [EMBARQUE](#) initiative, this campaign aims to highlight the many exciting and diverse career opportunities available in the maritime industry.

We invite you to discover the resources we've developed at [embarque.ca](#), where you will find testimonials from professionals, job descriptions, videos, articles and tools to assist future sailors in preparing for their professional futures.

Want to explore maritime career opportunities, both at sea and ashore? Go to [embarque.ca](#) to see all that the maritime industry has to offer.

To take advantage of the benefits of membership (it's free!), contact us or visit our website: www.csmoim.qc.ca.

Follow us on [Facebook](#), [Instagram](#) and [LinkedIn](#)!



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Automatic renewal of the membership

Good news! The CSMOIM is glad to announce that membership is now automatically renewed.

Following the adoption of our new general regulations at the Board meeting of April 16th, 2025, we invite you to consult the [new guidelines](#) on our website.

As a member, you benefit from many advantages, such as exclusive access to customized training and resources, networking opportunities and events, financial assistance, and more!

We have also reset the [Maritime Jobs Info](#) freebies, so every active member gets two free postings until March 31st, 2026.

IMPORTANT

Please notify us of any changes to your organization's contact details, logo, etc. by e-mail at maritime@csmoim.qc.ca.

If you would like to know the status of your membership, please write to us.

Become a member by filling in the [membership form](#)!



The CSMOIM invites you to its **AGA & EGA**—June 12th, 2025

The **AGA** and **EGA** of the CSMOIM will be held on June 12th, 2025 at the Hôtel Alt in Quebec City.

This event is a unique opportunity to hear about the past year's achievements, discuss future projects and take part in important decisions concerning our organization. Your presence and participation are essential to the success of this meeting.

Although the event is public, only active members in good standing will be able to use their right to vote.

If you would like to become a member, please complete the [membership form](#). If you wish to check the status of your membership, please contact us at maritime@csmoim.qc.ca.

Register for free now! [AGA & EGA 2025](#)



The CSMOIM announces the dates of the next **Maritime Leadership** training

Ready to take your leadership skills to new heights? Two new cohorts

of the **Maritime Leadership** training will be held in Quebec City on Tuesday, November 18th and Wednesday, November 19th, and in Montreal on Tuesday, December 2nd and Wednesday, December 3rd, 2025.

Developed in collaboration with the Cégep de Ste-Foy's Formation continue et services aux entreprises, the training program explores key themes such as leadership development, mobilizing communication strategies, managerial courage and the rigor of change.

Register today!

[Maritime Leadership \(Quebec City\)](#) [Maritime Leadership \(Montreal\)](#)

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NEW—Share your latest headlines in the *Prendre le large* newsletter!

You have a project, an initiative or a piece of workforce-related news to share with the maritime industry?

Share your latest developments on our newsletter!

Send your updates by June 12th, 2025 to maritime@csmoim.qc.ca.



Innovation maritime & the Sodes present the *State of Maritime Transport in Quebec—3rd edition*

Innovation maritime presented, in partnership with the Sodes, the 3rd edition of the *State of Maritime Transport in Quebec*, a must-read document that provides a better understanding of the dynamics and challenges affecting our sector, as well as an in-depth look at the evolution of maritime transportation.

The 3rd edition was achieved through the mobilization of numerous industry players and the financial support of the

Ministry of Transport and Sustainable Mobility and the Réseau Québec Maritime, as well as the collaboration of the CIRANO.

Consult the publication: *State of Maritime Transport in Quebec—3rd edition*.

The Sodes invites you to the 5th edition of the *Quebec Maritime Sector Conference*



The 5th edition of the Sodes' *Quebec Maritime Sector Conference* will take place on May 13th–14th, 2025 at the Centre des congrès de Lévis. This not-to-be-missed event will bring together 300+ decision-makers, experts and senior maritime industry executives from Quebec, Canada and abroad.

Join us to discuss the issues and challenges affecting Quebec's maritime ecosystem:

- The strategic positioning of the St. Lawrence River
- Data sharing
- ESG principles
- And more!

Register now: *Quebec Maritime Sector Conference—5th edition*.

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CSMO Digital Guide

The [CSMOIM](#) is glad to announce the latest update of the CSMO Digital Guide.

Listing the 29 employment sectors served by the CPMT, this guide presents workforce resources and solutions tailored to the specific needs of businesses.

Information is organized into themes common to all CSMOs, i.e. labour market information, skills development and HR management.

We invite you to discover page 38, dedicated to the [CSMOIM](#). You will find a wealth of resources, tools and videos to help you better understand how we support companies in the maritime industry.

Consult the [CSMO Digital Guide](#).

Reminder—The [CSMOIM](#) launches the **Preventing Psychological & Sexual Harassment** training in English

In February, the [CSMOIM](#) announced the launch of the English version of the **Preventing Psycho-logical & Sexual Harassment** training.



Less than two months after the launch, the training has already attracted nearly 50 registrations, proving a concrete commitment to building healthy and safe work environments.

Tailored to the realities of ground and sea staff, the training enables participants to:

- Understand the key concepts of harassment
- Identify problematic behaviours and know how to react effectively
- Learn about the responsibilities of employers and employees
- Foster a culture of respect and inclusion

Register today:

[Prévention du harcèlement psychologique & sexuel \(français\)](#)

[Preventing Psychological & Sexual Harassment \(English\)](#)



The [CSMOIM](#) will be at the **Eureka! Festival**—May 30th–31st & June 1st, 2025

On May 30th–31st, and June 1st, 2025, at the Parc Jean-Drapeau, in Montreal, the [CSMOIM](#) will participate in the **Eureka! Festival**, a unique opportunity to discover the latest scientific and technological innovations while having fun!

Have your kids always dreamed of building their own ship? Bring the whole family to our booth to play our game, generously and specially designed by CPBSL pilot Carl Sarrazin, and meet APL supervisor-dispatcher Mhattieu Coutu.

Pass on your passion to your youngsters by immersing them in the world of the **[Eureka! Festival](#)**.

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Retrospective—Pointe-Lévy School Visit

On February 20th, 2025, the [CSMOIM](#) had the privilege of visiting the Pointe-Lévy School, in the company of IMQ ambassadors Klébert Chermanne, captain, and Louis-Olivier Dumont, 2nd engineer at CSL.



We had the opportunity to chat with Secondary 3, 4 and 5 students who chose to sign up for our activity to discover the exciting study programs and careers in the maritime industry as part of their personal orientation project.

It was an enriching moment of exchange, during which these motivated and curious young people learned more about the various and promising career possibilities in our sector.

Retrospective—MPR Regulatory Workshop



On February 19th, 2025, the [CSMOIM](#) held its annual **MPR Regulatory Workshop**, during which we spoke with nearly 70 participants on a host of topics related to seafarer training and certification, maritime safety and more, in the company of representatives from Transport Canada and the CFMU.

We were able to witness the companies' interest in the regulations surrounding their crews, and their commitment to sailing in full compliance.

We thank our participants and presenters:

- Hugues Thibault, Transport Canada
- Bernard Leclerc, Transport Canada
- Mario Lavoie, Transport Canada
- Irma-Nancy Sully, Transport Canada
- Bruno Duguay, Transport Canada
- Daniel Cloutier, Transport Canada
- Geneviève Vézina, CFMU

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