

# Prendre le large...

► THE HUMAN RESOURCES SECTORIAL COMMITTEE OF THE MARITIME INDUSTRY'S INFORMATION NEWSLETTER

VOL. 20 - BULLETIN N° 175  
MAY-JUNE 2025

## CSMOIM Events and Training Calendar

Plan your next training sessions and stay on top of our upcoming events by consulting the [CSMOIM Events and Training Calendar](#)!

## Maritime Jobs Info



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

[Become a member](#) and get two free postings until March 31<sup>st</sup>, 2026! Already a member? Fill in the [posting form](#).

## Summer schedule

From June 23<sup>rd</sup> to August 29<sup>th</sup>, 2025, the deadline for sending job offers will be Thursday of each week at 11:00 am. The weekly campaign will be sent out every Thursday at noon.

## Annual General Assembly (AGA) & Extraordinary General Assembly (EGA)—June 12<sup>th</sup>, 2025



On June 12<sup>th</sup>, 2025, we welcomed 30 of our members to our *Annual General Assembly (AGA)* and our *Extraordinary General Assembly (EGA)*. It was an opportunity to present our activities of the past year and share our perspectives on the future of the maritime sector.

We would like to extend our warmest thanks to each one of our members, as well to those who attended the *AGA* and *AGE*, for their participation and commitment to our mission.

Let's look forward to a year full of exciting challenges and achievements!

## 2024-2025 Activity Report

## Board of Directors—New Nominations

At the 2025 *AGA* and *AGE*, the [CSMOIM](#) officers for 2025-2026 were officially nominated, marking the start of a new chapter. Our team is therefore pleased to announce the new appointments to our Board of Directors (BOD), strengthening our governance with renewed perspectives and expertise. Congratulations to:

- **Mr. Charles-Etienne Aubry**—Co-Chair, workers' representative
- **Ms. Carole Goudreault**—Co-Chair, employers' representative
- **Mr. Erik Lapointe**—Treasurer
- **Ms. Marie-Andrée Lemelin-Breton**—Vice-President, employers' representative
- **Mr. Stéphane Racine**—Vice-President, workers' representative

Finally, we would like to express our sincere gratitude to **Mr. Simon Doré**, departing member of the BOD. We thank him for his commitment and valuable contribution, and welcome **Mr. Vincent Lanouette** as our new workers' representative.

## Shipbuilding: Training-Jobs Alignment and Recruitment Prospects Study

On May 20<sup>th</sup>, 2025, the human resources sectorial committees of the industrial metal fabrication ([PERFORM](#)) and the maritime industry ([CSMOIM](#)) announced the joint launch of a call for tenders for an in-depth study of the workforce in the shipbuilding, maintenance and repair sector.

## Press release



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

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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 by the BOD on April 16<sup>th</sup>, 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, events, financial assistance, and more!

We've also reset the [Maritime Jobs Info](#) freebies, so every active member gets 2 free postings until March 31<sup>st</sup>, 2026.

### IMPORTANT

Please notify us of any changes to your organization's contact details, logo, etc. by email at [maritime@csmoim.qc.ca](mailto: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](#)!

## "Maritime Leadership" Training—November 18<sup>th</sup>-19<sup>th</sup>, 2025, in Quebec City | December 2<sup>nd</sup>-3<sup>rd</sup>, 2025, in Montréal



Ready to take your leadership skills to new heights?

Two new cohorts of the "Maritime Leadership" training will be held in Quebec City on November 18<sup>th</sup>-19<sup>th</sup>, 2025, and in Montréal on December 2<sup>nd</sup>-3<sup>rd</sup>, 2025.

Élaborée en collaboration avec

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

Register today!

**November 18<sup>th</sup>-19<sup>th</sup>, 2025 (Quebec City) 1 SPOT LEFT**

**December 2<sup>nd</sup>-3<sup>rd</sup>, 2025 (Montréal) 5 SPOTS LEFT**

## Quebec Maritime Sector Conference—5<sup>th</sup> edition, May 13<sup>th</sup>-14<sup>th</sup>, 2025

On May 14, 2025, at the 5<sup>th</sup> edition of the [SODES' Quebec Maritime Sector Conference](#), the Managing Director of the [CSMOIM](#) Manou Bernard had the pleasure of taking part in an enriching panel on the future of the maritime sector, alongside [Desgagnés](#), the [Port of Montreal](#) and the [Centre de services scolaire des Navigateurs](#).



At the heart of the discussions were workforce skills development, training strategies to meet the industry's current and future needs, the trades of tomorrow and the sector's energy/technology transition, collaborative initiatives between companies and educational institutions, and flexible, adapted training paths.

Thanks to the [SODES](#) and [Desgagnés](#), official partner and presenter of the event, for organizing this opportunity to reflect collectively on the future of the sector and how best to support the next generation of maritime workforce.

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## 2025 MariTech Conference—April 23<sup>rd</sup>, 2025: “Preparing the Maritime Industry for Tomorrow’s Challenges” Panel



On April 23<sup>rd</sup>, our Managing Director Manou Bernard participated as a panelist in the “Preparing the Maritime Industry for Tomorrow’s Challenges” panel at the **2025 MariTech Conference**. She and her co-panelists from the [Davie](#) shipyard, the [IMQ](#) and [CSL](#), and the moderator from [InnovMarine Inc.](#), discussed the evolution of skills and the alignment of training with the industry’s future needs with regard to new technologies, the collaboration between industry, training institutions and regulatory bodies, the demographic challenges and workforce attraction issues, knowledge transfer and the maritime industry’s opportuni-

ties in the face of tomorrow’s challenges.

## Inspiring Visit Aboard the EcoMaris Sailboat

On May 23<sup>rd</sup>, we had the privilege of boarding [Eco-Maris](#)’ social mission sailboat, an organization that uses navigation as a tool for social transformation and environmental education.

As part of their **A Bottle at Sea** fundraising campaign, and thanks to the Quebec government’s budget envelope, we donated \$1,500 to support their unique programs and, who knows, maybe inspire future seafarers to discover a passion for the sea!

[EcoMaris](#) offers sailing experiences that help people navigate life’s difficulties, activities to raise awareness of the St. Lawrence river’s richness, a program aimed at First Nations cohorts and mentoring stays at sea dedicated to female cohorts.

We wish them all the best as they pursue their mission and thank them for their warm welcome aboard!



## Eureka! Festival—May 30<sup>th</sup>–31<sup>st</sup> & June 1<sup>st</sup>, 2025

On May 30<sup>th</sup>–31<sup>st</sup> and June 1<sup>st</sup>, 2025, at the Parc Jean-Drapeau in Montreal, the [CSMOIM](#) participated in the **Eureka! Festival**, Montreal’s big science fair!

We had the chance to meet some curious youngsters and introduce them to the fascinating world of maritime transport. Thanks to pilot Mr. Carl Sarrazin of the [Corporation des pilotes du Bas Saint-Laurent \(CPBSL\)](#), who generously built our model ships, the children assembled their own boats, stacked containers and discovered the world of merchant ships with a sense of wonder.

A huge thank you to Nadia Dionne and Mhattieu Coutu from the [Laurentian Pilotage Authority \(LPA\)](#), our two [IMQ](#) ambassadors, who came to lend a hand during these 3 busy days!



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**Comité sectoriel**  
de main-d'œuvre  
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## Summer Schedule

From June 23<sup>rd</sup> to August 29<sup>th</sup>, 2025, our office will be open from 8:30 am to 4:00 pm.

### Maritime Jobs Info

During the same period, the deadline for sending job postings will be Thursday of each week at 11:00 am. The weekly campaign will be sent on every Thursday at noon.

### **“General Knowledge on Maritime Transport”—June 4<sup>th</sup>, 2025, Trois-Rivières**

On June 4<sup>th</sup>, 2025, in Trois-Rivières, 14 participants attended our **“General Knowledge on Maritime Transport”**. Coming from port authorities, shipowners, regulatory bodies and marine services companies, they had the chance to deepen their basic knowledge of marine transportation and benefit from a global perspective of the industry's main concepts, players and operations.

Our participants also had the opportunity to hear lectures by Mr. Étienne Landry, [LPA](#) Maritime Safety Consultant, and Anick Métivier, Vice-President—Strategic Development at the [Port of Trois-Rivières](#), who informed them about navigation, mandatory pilotage zones, systems used on board, etc., and about the activities and economic benefits of the [Port of Trois-Rivières](#).

Find out about our upcoming training courses by consulting the [CSMOIM's Events and Training Calendar](#).

## **DON'T MISS THE BOAT!**

**“People think that working in the maritime industry is nothing but a matter of...”** And that's where Vikie Pedneault comes in! Better known as Biolovik, our ambassador sets the record straight by introducing you to fast-paced jobs, dynamic environments and an action-packed industry.



### **Excursion to Grosse-Île Aboard the [Croisières La-chance](#)—June 6<sup>th</sup>, 2025**

On June 6<sup>th</sup>, 2025, we had the pleasure of boarding [Croisières La-chance](#) for an unforgettable day on Grosse-Île. Between a peaceful crossing and a fascinating historical tour, this escapade took us to the heart of an important part of our heritage.

A huge thank you to the crew for their warm welcome and for making this day such a wonderful experience.



### **OCCOQ Symposium—June 5<sup>th</sup>, 2025**

On June 5<sup>th</sup>, 2025, the [CSMOIM](#) and the [IMQ](#) co-participated in the **OC-COQ Symposium**, which brought together nearly 650 guidance counsellors from across Quebec, who showed a keen interest in the sector's programs and trades!



### Jobs on land



### Jobs at sea

Pour profiter des avantages d'être membre (c'est gratuit!), communiquez avec nous ou consultez notre site Internet : [www.csmoim.qc.ca](http://www.csmoim.qc.ca).

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