



Comité sectoriel
de main-d'œuvre
de l'industrie maritime

BULLETIN

PRENDRE LE LARGE

Vol. 20 – bulletin n°179 | SEPTEMBER-OCTOBER 2026



NEW

Training Program in ARTIFICIAL INTELLIGENCE for the Maritime Sector

The CSMOIM, in partnership with Vooban—an expert in artificial intelligence and digital transformation—has launched a new AI training program tailored to Quebec's maritime sector. The training aims to develop practical AI skills, identify opportunities for optimization, and adopt best practices in governance, ethics, and cybersecurity.

The program is designed to enable executives, managers, human resources professionals, project teams, and all other staff members to derive tangible benefits in both organizational and operational contexts. Accessible to all levels of AI knowledge, the program is fully customizable and offers the option to enroll in a single course or combine several.

The introductory video module (asynchronous) is already available, and the next training sessions (synchronous) begin on November 10. **Spots are filling up quickly.** Is the course you want already full? Sign up for the winter 2027 waitlist.

REGISTRATION

FUNDING FOR the Training of MARITIME PERSONNEL

Companies that received funding from Services Québec following the 2026-2027 survey of regulated training needs must use the funds allocated to them by November 11, 2026. **After that date, any unused funds will be redistributed** and made available to all employers in the sector.

Questions? Contact us at maritime@csmoim.qc.ca.



Training Course in MARITIME LEADERSHIP

The **Maritime Leadership** training course will be offered in person in Quebec City on December 2-3, 2026. Tailored to the maritime context, the course includes two hours of individual coaching and is designed to help senior officers aboard ships, as well as foremen and managers at port facilities, strengthen their leadership, communication skills, managerial courage, and change management abilities.

A few spots are still available. Register now!

REGISTRATION

NEW

Specialized TRAINING COURSE in SHIPBOARD COOKING



The CSMOIM announced the completion of a 70-hour specialized training program in shipboard cooking.

The result of close collaboration between the CSMOIM, culinary training experts from the ITHQ, and experienced ship's cooks, this program is designed to equip participants with skills directly tailored to the realities of working at sea, and will reflect the daily challenges faced aboard ships. It will target ship's cooks currently employed at sea and individuals with training or experience in institutional kitchens who wish to make the transition to the maritime sector.

Questions? Contact us at maritime@csmoim.qc.ca.

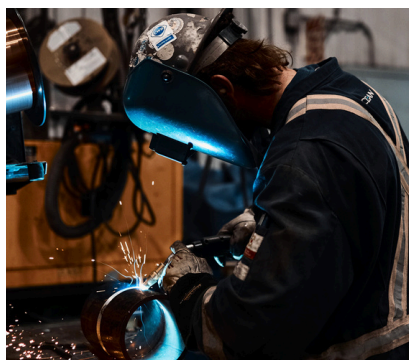


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NEARLY ONE IN FOUR POSITIONS to be Filled in SHIPYARDS

Unveiled at Naval Québec's **Annual Supply Chain Conference** on October 20 in Lévis, the study on job-training alignment and recruitment prospects in the shipbuilding industry in Quebec revealed that the labor shortage is the main obstacle to the sector's development. The results show that 24.1% of positions at shipyards are currently unfilled and that nearly 10,000 skilled workers will be needed by 2028.

The study's sponsors—the CSMOIM and PERFORM, with the support of numerous public and private partners—emphasized that it is essential to attract more talent, strengthen training offerings, and mobilize all stakeholders in the ecosystem around a shared vision for skills development in order to seize the growth opportunities available to the sector.

FULL REPORT

SODES's QUEBEC MARITIME DAY

Each year, the **Quebec Maritime Day** provides an opportunity for representatives of the maritime industry to engage with public policymakers to raise awareness of the sector's realities and strengthen the dialogue between the industry and government agencies.

On October 27, a delegation lead by Manou Bernard, Executive Director of the CSMOIM, met with representatives from the MTESS. Discussions focused on several workforce-related issues, including attracting and retaining talent, access to continuing education, the role of immigration, and the challenges associated with a highly mobile workforce.

Participants also emphasized the importance of greater predictability in government programs, better coordination with the industry, and continued efforts to publicize the many career opportunities in the maritime sector.



FNHRDCQ's KARÁHKWA RECOGNITION PROGRAM

The CSMOIM is proud to have been awarded the FNHRDCQ's Karáhkwa program's seal of recognition, which attests to our commitment to supporting initiatives that promote the development of the First Nations workforce and help them discover career opportunities in the maritime industry.

We thank the FNHRDCQ for this fruitful collaboration, which helps build a maritime sector that is more inclusive and representative of Quebec's communities.

CFMU's TRAINING CALENDAR

The CFMU's training schedule for winter 2027 is now available. Plan your upcoming continuing education courses!

TRAINING CALENDAR



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EXPLORING CAREERS in the MARITIME INDUSTRY

The CSMOIM has partnered with Academos and Desgagnés for the **DON'T MISS THE BOAT!** campaign to introduce young people exploring career options to five professions in the maritime industry.

Through immersive video clips, helmsman and crane operator Danny, marine engineering officer Roxanne, crew management coordinators Judy, Kim and Kristine, occupational health and safety advisor Rémy-Gaël, and beachmaster Joshua take us into the heart of their daily lives, where we learn more about their career paths, responsibilities, and work environments.

In addition to participating in this initiative, these passionate professionals have agreed to serve as mentors on the Academos platform to engage directly with young people, answer their questions, and support them in their career exploration and decision-making.

[YOUTUBE CHANNEL @CSMOINDUSTRIEMARITIME](#)

HOW TO BECOME A SEAFARER: Pathways to a Career at Sea

Do you dream of a career at sea? Becoming a seafarer is more accessible than you might think. Transport Canada highlights the minimum requirements, the documents you need to provide, the criteria for obtaining certifications, recognized training institutions, and the training you need to complete in order to work aboard a Canadian ship.

HOW TO BECOME A SEAFARER



When Sailing MEANS FREEDOM

The most recent logbook entry, published in September on the embarque.ca website, highlights Alexis's inspiring journey.

After a career change, Alexis became a navigation officer at Desgagnés. From June to November, he sails the Arctic waters and then enjoys several months of leave, during which he travels, spends time with his loved ones, and pursues his personal projects. Alexis's journey shows that a maritime career is much more than just a job—it's a way of life!

WHEN SAILING MEANS FREEDOM



MANQUE PAS LE BÂTEAU!

GET ON BOARD AND DISCOVER MARITIME TRADES

[EMBARQUE.CA](https://embarque.ca)



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SHIPOWNER'S CONFERENCE

and Tradeshow

February 17-19, 2027

The St. Lawrence Shipoperators association invites you to the **Shipowner's Conference and Tradeshow**, on February 17-19, 2027, at the Port of Québec. The event will bring together shipowners, ports, shipyards, suppliers, and decision-makers, and will foster networking and the discovery of new prospects and development opportunities. The program includes: an exhibitor fair where you can showcase your products and services, and build partnerships with new business partners; conferences and panel discussions aimed at exploring key industry issues and sharing expertise; and B2B meetings that will allow you to engage directly with maritime transport stakeholders and develop lasting connections.

[REGISTRATION](#)



COCKTAIL RECEPTION

of the

IMQ FOUNDATION

November 5, 2026



The CSMOIM is proud to sponsor the first edition of the IMQ Foundation's cocktail reception, a unifying event that will bring together stakeholders and partners in the maritime sector around a common goal: supporting the future of maritime and maritime-related education in Quebec. On November 5, this evening will provide an opportunity to come together and network with members of the maritime community, and to offer tangible support for an initiative that contributes to the development of the next generation of professionals, the promotion of maritime careers, and the vitality of our industry.

[REGISTRATION](#)

WEBINAR

on the

INCLUSION OF PEOPLE WITH DISABILITIES

December 3, 2026

To overcome workforce challenges, employers would benefit from expanding their talent pool and rethinking their recruitment strategies.

On December 3, from 10:00 a.m. to 11:30 a.m., executives and human resources professionals in the maritime sector are invited to attend the **Inclusion of People With Disabilities: Changing Perspectives and Enriching Teams** webinar, a presentation by the CCPh, conducted in partnership with 23 CSMOs, including the CSMOIM.

[REGISTRATION](#)