

Prendre le large...

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

VOL. 19 – BULLETIN N° 171
SEPTEMBER-OCTOBER 2024



“Naval Québec Annual Conference”: Recruitment & skills development at the heart of a competitive & resilient shipbuilding industry

On September 16, 2024, [CSMOIM](#) Executive Director Manou Bernard was a panelist at the “Naval Québec Annual Conference”, addressing challenges related to recruitment, requalification and skills upgrading in the naval and maritime industry. Discussions targeted concrete strategies designed to drive action towards a more robust, competitive industry through adapted, proactive training programs, developed in collaboration with companies. A better understanding of the links between shipbuilding, industrial metal manufacturing and end users is essential for developing solid, competitive expertise. Thanks to [Naval Québec](#), the [Collège de Rimouski](#), the [Institut maritime du Québec \(IMQ\)](#) and the [Emergency Measures Training Centre \(CFMU\)](#) for taking part in these constructive discussions!

[Read the press release](#)



A memorable 4th edition of the “Maritime Family Fair”

On Saturday, September 7, 2024, the [Human Resources Sectorial Committee of the Maritime Industry \(CSMOIM\)](#) and the [St. Lawrence Economic Development Council \(SODES\)](#) were very pleased to take part in the “Maritime Family Fair” at the [Port of Québec](#).

Visitors of all ages were able to explore our industry’s diversity, speak with enthusiastic professionals and have fun joining in entertaining, educational activities spotlighting the richness of our sector.

A warm thanks to those who participated in the event and congratulations to the [Port of Québec](#)’s organizing committee. See you at the 5th edition!

Port of Montreal’s “Port Day” – A highly successful 1st edition

On Sunday, September 22, 2024, the [CSMOIM](#) and the [SODES](#) joined in the festivities marking the 1st edition of the [Port of Montreal](#)’s “Port Day”, an outstanding event that provided an opportunity to meet families and [Port of Montreal](#) workers, and to offer the public privileged access to the maritime sector.



This unique, unprecedented event allowed participants to discover the [Port of Montreal](#) by getting a behind-the-scenes look at its activities, meeting with presenters representing various maritime-sector trades and occupations, and taking part in entertaining, enriching activities.

Thanks to all who helped make this event a great success and bravo to the [Port of Montreal](#) team.

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

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**Comité sectoriel
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LE 6 NOVEMBRE 2024
DE 8H30 À 12H00
EN VIRTUEL

LES GRANDS DÉJEUNERS RH
Une collaboration de votre comité sectoriel de main-d'œuvre

**HARCÈLEMENT AU TRAVAIL :
LÉGISLATION ET SOLUTIONS POUR UN
CLIMAT POSITIF**

CONFÉRENCIÈRES :

Me MARIE-CLAUDE RIOU :
AVOCATE, VAILLANCOURT RIOU
& ASSOCIÉS

MARYSE AUDET :
AUTEURE, CONFÉRENCIÈRE ET
FORMATRICE

Conference on workplace harassment – Take part in the “HR Breakfasts” event

The next edition of the “HR Breakfasts” event will run virtually on November 6, 2024 from 8:30 a.m. to 12:00 p.m. Attorney Marie-Claude Riou will kick off the conference, informing us about the impact of the update of the compulsory employer’s psychological and sexual harassment policy, which took effect on September 27, 2024. Then, author-speaker-trainer Maryse Audet will give a presentation on toxic workplace climate and its repercussions. [Register](#)

SAVE THE DATE

Journée maritime québécoise

22 OCTOBRE 2024

Pour plus d'informations :
sodes@st-laurent.org
www.st-laurent.org

Organisée par En collaboration avec Québec

D-14 before the “Quebec Maritime Day” – Join us on October 22!

On October 22, 2024, the [SODES](#), in collaboration with [Green Marine](#), the [St. Lawrence Shipoperators](#) and the [CSMOIM](#), is organizing the must-attend maritime industry event “Quebec Maritime Day”. This year’s theme: strengthening the St. Lawrence’s strategic position.

Join us to network and discuss with decision-making authorities, and to explore the new socioeconomic and climate-related realities shaping our sector. Elementary and secondary school students will also have the opportunity to become immersed in the maritime industry in collaboration with the [IMQ](#) and the [CSMOIM](#).

[Registration](#)

NEW TRAINING SESSION – Ready to propel your “Maritime Leadership” skills?

Ready to propel your leadership skills to new heights? Sign up for our new exclusive training session on “Maritime Leadership”, developed with the [Cégep de Ste-Foy](#) and its [Continuous training and services to companies](#) service.

This 14-hour training course is intended for foremen and senior officers on board vessels and in port facilities. Learn how to optimize your human resources (HR) management practices, train the younger generation of workers effectively, retain your talents and consolidate an engaging leadership culture! Register quick! **Registration deadline: October 9, 2024**

[Registration](#)

FORMATION LEADERSHIP MARITIME

Québec 10-11 octobre 2024 Montréal 4-11 février 2025

Personnel navigant & portuaire

14 h – 2 jours en présentiel

2 h de coaching individuel

Test psychométrique Profil NOVA

9 octobre 2024 (date limite d'inscription)

Inscription [www.csmoim.qc.ca](#)

Québec FORMATION CONTINUE ET SERVICES AUX ENTREPRISES Cégep Ste-Foy Comité sectoriel de main-d'œuvre de l'industrie maritime

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“2024 Imagine Marine Conference” – Resolving the talent crisis

On October 2-3, 2024, our executive director Manou Bernard traveled to Ottawa to take part in the “2024 Imagine Marine Conference”, where she presented the [CSMOIM](#)'s services. National in scope, the event brought together maritime sector stakeholders, speakers and HR and Equity, Diversity and Inclusion (EDI) experts and resources to share best practices, inspire new ideas and develop strategies and solutions for improving recruitment and retention in the maritime sector. The conference was an excellent opportunity to network with the Canadian maritime community, while participating in a valuable sharing of knowledge on the recruitment and retention challenges essential to meeting the needs of our members and ensuring the success of our mission.

FORMATION CONNAISSANCES GÉNÉRALES

TRANSPORT MARITIME

7 novembre 2024

Trois-Rivières, QC

- Introduction au transport maritime
- Acteurs clés du transport maritime
- Exploitation des navires
- Le transport maritime au Canada

Formation de :

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

En collaboration avec :

PORT
TROIS-RIVIÈRES

Association
des entreprises
maritimes
du Québec



Inscription
www.csmoim.qc.ca

Avec la participation financière de
Québec

TRAINING SESSION – Enhance your “General Knowledge on Maritime Transport”!

The [CSMOIM](#) is delighted to announce that a “General Knowledge on Maritime Transport” training course will take place on November 7, 2024 in Trois-Rivières. Designed to offer participants a comprehensive overview of the maritime industry, the training will touch on key aspects of shipping and contemporary issues surrounding it. The training course will include an introduction to shipping and the role it plays in international trade, the different types of vessels and their functions, exploration of shipping routes, the roles of the main industry stakeholders, shipping specifics in Canada, the supply chain, etc.

Whether you are a professional working in the industry wishing to enhance your expertise or are simply curious and wish to broaden your knowledge, the “General Knowledge on Maritime Transport” training promises to immerse you in the world of maritime transport.

Registration

2024-2025 events & trainings calendar

Looking to plan your next training session? Want to know about our future events? We invite you to consult the [CSMOIM](#) 2024-2025 events and trainings calendar for information on upcoming activities!

2024-2025 calendar

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Display your job offers on the *Info-Emplois maritimes*!

Looking to hire the maritime sector's top talents?

The *Info-Emplois maritimes* job posting service allows you to maximize your job offer visibility among our vast network of industry professionals.

Take advantage of our members-only offer: get two (2) postings free of charge. It's simple and easy! Just complete the [membership form](#), and then the [posting form](#).

For more information, go to our website's *Info-Emplois maritimes* section or contact us at maritime@csmoim.qc.ca.

You are invited to the “Thematic Day on Maritime Skills Development Issues Related to the Green Transition”

The [CSMOIM](#), in collaboration with the [SODES](#), invites you to the “Thematic Day on Maritime Skills Development Issues Related to the Green Transition”, on November 2024 at the Quai du Cap Blanc room, [Port of Quebec](#), from 8:30 a.m. to 3:30 p.m.



Contribute to stimulating reflection on the challenges, approaches and needs of the industry in terms of the green transition, and determine the actions to be taken in order to align the training offer with the skills in demand; and learn more about the decarbonization of the maritime industry, the anticipated changes in maritime professions and government orientations.

[Registration](#)

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Keep up to date with maritime information with the *Maritime Information System (MIS)*



The *Maritime Information System (MIS)*

is a joint *SODES-Innovation maritime (IMAR)* initiative aimed at collating, analyzing and disseminating value-added information about the maritime industry. By providing quality, up-to-the-minute data taken from various sources, including the *Canadian Coast Guard*, the port authorities and the *Canadian Hydrographic Service*, the *MIS* meets the needs of industry players: ship owners/operators, pilots, port workers, researchers, civil servants, etc. It features analyses accompanied by detailed graphs and indicators, quarterly bulletins and the annual report on the state of shipping in Quebec.

[*Maritime Information System \(MIS\)*](#)

The IMQ's CFMU winter training calendar soon available

Good news! The IMQ's CFMU winter training calendar will be available on October 21, 2024!

Companies that have completed the 2024 training needs survey can use their remaining funds for training courses taking place before March 21, 2025. Please note: as of November 15, 2024, unused funds will be available to all eligible maritime businesses.

Hurry! Consult the [complete list](#) of training courses and register now.

If you have any questions, please contact our Training and Events Coordinator, Susan Falkner, at sfalkner@csmoim.qc.ca.

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