

Prendre le large...

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

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REGULATORY WORKSHOP: MARINE PERSONNEL REGULATIONS (MPR) – SIGN UP NOW!

The Marine Personnel Regulations (MPR) regulatory workshop will run on February 21, 2024 at the Hôtel Québec (Québec City). Take this golden opportunity to talk with representatives from Transport Canada and the Collège de Rimouski!

For further details on this event, [click here](#). To register, [click here](#).

Note that lunch is included in the workshop fee and that free parking (indoor and outdoor) is available on-site. An end-of-day cocktail will also be served.

Hope you can join us!

THEME DAY: DEVELOPING GREEN TRANSITION-RELATED SKILLS AND COMPETENCIES IN THE MARITIME SECTOR

We are pleased to invite you to a ***Theme day on developing green transition-related skills and competencies in the maritime sector*** on March 12, 2024 at the Salle du Quai du Cap-Blanc (Port of Québec), organized by the Human Resources Sectorial Committee of the Maritime Industry (CSMOIM) with the collaboration of the [St. Lawrence Economic Development Council](#) (SODES).

The event will feature conferences and discussion panels, enabling Québec maritime industry players to report on the current situation, deliberate on integrating new skills and competencies into academic programs and identify government expectations with regard to developing skills and competencies linked to the green transition. Discussions between different Québec maritime-sector organizations and presentation of an international model will make it possible to define good practices as well as the issues surrounding this transition.

[Registration](#) is open now!

NEW GENERAL SHIPPING KNOWLEDGE TRAINING SESSIONS – MONTRÉAL

If you have recent hires who are new to the maritime industry, you're in luck.

Our **General Shipping Knowledge** training is back! The next training sessions will run on March 20 and 21, 2024 at the Port of Montréal.

To register :

[March 20 - Montréal](#)

[March 21 - Montréal](#)



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PSYCHOLOGICAL AND SEXUAL HARASSMENT TRAINING SESSION

We would like to remind you that our training session « *Harcèlement psychologique et sexuel : sensibilisation et formation adaptée à la réalité du personnel du secteur maritime* » (psychological and sexual harassment: awareness-raising and training adapted to maritime sector personnel) is available (French only) online 24/7. The training comprises 10 modules that trainees can complete at their own pace. Concrete examples related to the maritime industry are presented throughout the training session.

For more information on this training, [click here](#). To register, complete the [registration form](#).

This project is made possible through financial support from the CNESST under its Programme visant la lutte contre le harcèlement psychologique ou sexuel dans les milieux de travail (program to counter psychological and sexual harassment in the workplace).



HR BREAKFASTS: BOOST YOUR POTENTIAL AND THAT OF YOUR TEAMS

In collaboration with 10 other human resources sectorial committees, the Human Resources Sectorial Committee of the Maritime Industry is pleased to invite you to the **HR breakfasts** that will take place in March 2024.

The conference ***Propulsez votre potentiel et celui de vos équipes*** (Boost your potential and that of your teams) will be given four times this spring:

- March 19, 2024 in Québec City
- March 21, 2024 in Beloeil
- March 27, 2024 in Laval
- March 28, 2024 virtually

For complete conference details, [click here](#). To register, please complete the [registration form](#).

PARTICIPATION IN PARTNERS' EVENTS

As usual, the Sectorial Committee was on hand this winter, participating in various activities and events organized by maritime industry partners.

DVS Seamanship career day

On January 18, 2024, the DVS (Diploma of Vocational Studies) Seamanship career day ran at the Centre de formation en mécanique de véhicules lourds. The Human Resources Sectorial Committee of the Maritime Industry (CSMOIM) and a number of other maritime-sector organizations were on hand to meet the program's 28 graduates and to tell them about the services and tools CSMOIM offers. A heartfelt thanks to the whole DVS Seamanship team for organizing this terrific day-long activity!

Institut maritime du Québec careers fair

At the January 30 and 31, 2024 Institut maritime du Québec careers fair (*Rendez-vous maritime*), our team went to meet with IMQ students. Again this year, the event offered a wonderful opportunity to talk to the next generation of maritime industry workers and to present the Sectorial Committee's services they might find useful throughout their careers. Thanks to the IMQ for organizing this get-together!

Forum for dialogue on the St. Lawrence and Saguenay (Wendake)

On February 6 and 7, 2024, CSMOIM participated in the Forum for dialogue on the St. Lawrence and Saguenay held at the Hôtel-Musée Premières Nations in Wendake. The Government of Canada wishes to continue collaborating with the Indigenous people, the maritime industry, the provincial and territorial governments and other sector-based organizations on various maritime initiatives, including those of the Oceans Protection Plan, in addition to learning and discussing the best ways to work together.

To benefit from the advantages of CSMOIM membership (it's free!), contact us or go to our website www.csmoim.qc.ca/en

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REPORT ON MIFI WEBINAR

On Monday, February 5, 2024, a webinar ran on *Réforme des programmes d'immigration au Québec et les services aux entreprises* (Reform of immigration programs in Québec and services to businesses). It was organized by the Human Resources Sectorial Committee of the Maritime Industry (CSMOIM), the St. Lawrence Economic Development Council (SODES) and the Ministère de l'Immigration, de la Francisation et de l'Intégration du Québec (Québec Department of immigration, francization and integration, MIFI).

In this virtual session, the 37 participants explored recent reforms of immigration programs in Québec, highlighting changes in policies, skills recognition, and much more. Coaching and support services for businesses and individuals were also presented.

Many thanks to our special guests: Amélie Drewitt, Karine Baribeau and Jean-Christophe Lejeune.

Thank-you to all who took part in this webinar!

FEEDBACK ON 2024 THE OHS WORKSHOP

The regulatory workshop on occupational health and safety (OHS) ran virtually on January 17, 2024. Its 45 participants met to discuss various subjects related to OHS in the maritime industry, including regulatory changes to the Labour Program, work that involves risk of drowning, the multijurisdictional environment (eligible persons) and the processes governing in-house complaint resolution and the right to refuse work. Like last year, the Institut maritime du Québec gave a short presentation on the challenges and realities surrounding intern protection.

New this year: Two maritime organizations presented their good OHS practices. CSL and QSL shared their successes with workshop attendees.

Our heartfelt thanks to our collaborators, who made this day such a resounding success!

- Nicole Dubé and Justine Hébert, Transport Canada
- Jean-François Synnott, Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST)
- Isabelle Teolis and Isabelle Rioux, Labour Program
- Pascale Frey, QSL
- Normand Dubreuil, CSL
- Marie-Stéphanie St-Laurent, Institut maritime du Québec

See you next year!

REPORT ON BOARD MEETING

Your Sectorial Committee's Board of Directors met on January 24, 2024 at the Port of Québec.

At this first Board meeting of 2024, the new, 2024-2027 strategic plan that will guide Board actions for the coming three years was presented and adopted. To consult the summary document (French only), [click here](#). The 2024-2025 action plan and budget were also adopted.

At the meeting, the Board also confirmed the following appointment:

- **Marie-Claude Galarneau**, Port of Montréal, a new Board director.

Join us in welcoming Ms. Galarneau!

We would also like to thank the Port of Québec for having hosted this meeting in its offices.