



Maritime Industry Training requirements survey

2020-2021



Human Resources
Sectorial Committee
of the Maritime Industry



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Introduction

About CSMOIM

Founded in 2001, the Human Resources Sectorial Committee of the Maritime Industry (CSMOIM) is a centre for consensus-building and action, aimed at developing skilled human resources in order to contribute to the Québec marine industry's viability and growth. Composed of company and worker representatives, CSMOIM supports the marine sector by implementing projects linked to training, human resources management, sector-based knowledge and human resources renewal-related planning.

Marine industry training requirements survey

To carry out its mandate, CSMOIM needs to know the industry's training needs for navigating and Non-navigating personnel. The annual marine industry training requirements survey is the tool that best enables us to help Québec's marine-sector organizations in this area.

Further on is the 2020-2021 survey form. Your participation is essential and will allow us to influence the training offered so as to better meet the needs of Québec marine-sector companies in terms of both land and sea personnel. The survey also allows CSMOIM, in close collaboration with the Centre de formation aux mesures d'urgence (CFMU), to draw up a plan for distributing the amounts available for regulated training eligible for financial assistance from Emploi-Québec.

For further information, contact

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Training and Development

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or phone: 418 694-9059 extension 225



FAQs

What is meant by regulated marine-sector training?

This refers to training related to the application or implementation of an act or regulation, which requires workers to provide a regulatory body with an attestation issued by a recognized training establishment and certifying that they have completed the required training. The goal is to ensure that workers are eligible for obtaining or maintaining certification, skills or papers issued by the regulating authority.

What are the eligibility criteria for financial assistance from Emploi-Québec?

To receive financial assistance for regulated training, candidates' eligibility must be assessed at least four weeks before the course begins. Financial assistance applications must be sent to the CSMOIM by marine-sector organizations, which are responsible for recommending candidates and ensuring that they are eligible.

The eligibility criteria for Emploi-Québec financial assistance are:

- Candidates must have a termination of employment issued by a Québec marine-sector organization in the 12 months preceding the date CFMU admits them to a training session and must not be employed by a marine-sector organization when taking the training;

OR

- Candidates must have a job offer from a marine-sector organization (provided by the employer);

AND

- Candidates must have entered the job market at least two years ago (proof provided by the employer).

What is the amount of funding allocated annually by Emploi-Québec?

In a normal year, the financial envelope is approximately \$200,000. Due to the pandemic and the decrease in the number of training sessions offered this past spring, Emploi-Québec has adjusted the 2020-2021 envelope to \$100,000. If, however, we notice in the coming months that the demand for regulated training in the Industry is strong, there is the possibility of requesting that the amount be increased. We will be monitoring the situation closely with the CFMU. We will notify you of changes in due course.

How is the available funding allocated?

The plan for distributing Emploi-Québec financial assistance is prepared by CSMOIM staff with the collaboration of the IMQ's Centre de formation aux mesures d'urgence (CFMU). The planning is based on the applications received in the requirements survey. We apply strict criteria based on effectiveness and fairness. The criterias are approved by the Executive Committee.

When are you informed of the funding granted to your company?

After Emploi-Québec approves the distribution of the funding slated for financial assistance for regulated training, IMQ's Centre de formation aux mesures d'urgence (CFMU) staff contact the companies in early November to inform them of the funding for which they are eligible.

How long does my company have to use the funding granted?

The funding to which companies are entitled is guaranteed until January 15, 2021. However, you cannot reserve a spot unless you register an eligible candidate (online at <http://sidel.cegep-rimouski.qc.ca/cours.aspx?entite=cfmu>). Spots are available on a first come, first served basis.

After January 15, 2021, unused funding becomes available to all marine-sector companies who have eligible candidates and who have completed the training needs survey.

As a result, companies that have used all of the funding to which they were entitled will be able to receive additional funding unless the total budgetary envelope has been used up.

Is there a financial assistance program that encourages career advancement for officers?

Yes there is financial assistance slated for seamen's professional development and managed by the CSMOIM and the CFMU on behalf of the Ministère des Transports (MTQ) offers seafarers financing for advancing in their careers. An amount of \$60 000 annually is available for this program.

This funding pays up to 50% of eligible candidates' costs for training leading to Navigation Officer or Marine Engineer certificates. Candidates holding certificates issued in another country, who are in the conversion process to obtain Canadian certificates, can also apply for this financial assistance.

To benefit from this funding, candidates must apply for it when they register with the CFMU. Unlike the Emploi-Québec funding envelope reserved for regulated training, applications must be filled by the individuals (not the marine-sector organizations) via the approved form available at the CFMU upon registration in order to determine their eligibility.

How many Maritime schools are there in Quebec?

IMQ's Centre de formation aux mesures d'urgence (CFMU) naturally occupy an important place in the Québec Maritime Industry's training, particularly for marine personnel. However, there are two other centers in Quebec that also have a vocation for maritime training. These are:

MARITIME EMPLOYERS ASSOCIATION (MEA)

The Montreal Harbour Training Center (MHTC) of the MEA offers the maritime sector, a range of training services of various machinery and equipment as well as a simulator. The training centre also offers consulting services for developing the skills of the workforce.

For more information: <http://www.mea.ca/en.html>

MARITIME SIMULATION AND RESOURCE CENTRE (MSRC)

The Maritime Simulation and Resource centre (MSRC) provides training and development programs to marine pilots from Canada, the United States and several South American countries. It also hosts other navigators eager to learn new or perfecting techniques. The MSRC is also called upon to realize port development projects. The MSRC is a division of the Corporation of Lower St. Lawrence Pilots.

For more information: <http://www.sim-pilot.com/en/index.php>

Identification

Maritime industry training requirements survey

Please complete this form and e-mail it to Susan Falkner at sfalkner@csmoim.qc.ca before Friday, **October 9, 2020**. If you have trouble e-mailing us or prefer to complete the form manually, you can return it to us by fax at 418-694-9401 or mail to:

Human Resources Sectorial Committee of the Maritime Industry
271, rue de l'Estuaire, Québec (Québec) G1K 8S8

USER ID SECTION

Company name:

Address:

Contact person:

E-mail:

Second contact person (if applicable):

E-mail:

Phone:

Fax:

Number of employees of the company:

ACTIVITY CATEGORY

(More than one category of activity can be indicated, if applicable. Please highlight the main category.)

Port authority

Equipment supplier

Representation of marine interests: Association

Marine agency

Service supplier

Representation of marine interests:

Stevedoring

Marine management

Marine personnel/Union

Insurance and maritime law

Handling and storage

Rescue - Navigation service

Naval architecture

Pilotage

Port services or facilities

Cruises and tours

Underwater diving

Passenger transport

Dredging

Research and training

Goods transport

Ship maintenance and repair

Towing

Other, specify:

Does your company have subsidiaries?

Yes

No

If so, please indicate their name:

If so, please indicate whether you have included the data for each subsidiary on this form or whether a subsidiary director will complete a separate form:

NOTE

The Human Resources Sectorial Committee of the Maritime Industry (CSMOIM) certifies that the information gathered in this survey will be kept confidential.

Regulated training

(Eligible for financial assistance from Emploi-Québec)

This section includes training usually offered to navigating personnel.

Regulated training relates to the application or enforcement of a law or regulation that requires a worker to provide a training certificate issued by a recognized training establishment. * *Not all courses listed are available in English.*

NAVIGATING PERSONNEL

	COURSE NAME	COST PER PERSON AND DURATION*	ESTIMATED NO. OF PARTICIPANTS	DO YOU REQUIRE FINANCIAL ASSISTANCE? (Y/N)
MED - MEDICAL EMERGENCY DUTIES	Small Seasonal Passenger Vessel Safety (Non-Certificated Personnel) MED-SSPV-NCP	\$260 6 hours		Yes No
	Domestic Passenger Vessel Safety MED DVS (equivalence MED-A1 / A2)	\$945 26 hours		Yes No
	Small Non-pleasure Domestic Vessel Basic Safety MED SDV-BS (equivalence MED-A3)	\$540 12 hours		Yes No
	STCW Basic Safety MED STCW-BS	\$1,740 50 hours		Yes No
	Proficiency in Survival Craft and Rescue Boats other than Fast Rescue Boats MED PSC (APTITUDE)	\$855 31 hours		Yes No
	Advanced Fire Fighting MED AFF (TALI)	\$1,085 35 hours		Yes No
	MED - Refresh officers REF-O STCW Basic Safety + Proficiency in Survival craft and rescue Boats other than Fast Rescue Boats + advanced Fire Fighting	\$1,060 32 hours		Yes No
	MED - Refresh Ratings REF-M STCW Basic Safety + Proficiency in Survival Craft and Rescue boats other than Fast Rescue Boats.	\$995 30 hours		Yes No

* The costs shown are those published by the Institut maritime du Québec. They are given for the information purposes only. A non-refundable administration fee is applicable.

* Prices are subject to change without notification and location and hours may vary.

Regulated training (Eligible for financial assistance from Emploi-Québec)

	COURSE NAME	COST PER PERSON AND DURATION	ESTIMATED NO. OF PARTICIPANTS	DO YOU REQUIRE FINANCIAL ASSISTANCE? (Y/N)
SIMULATORS	Propulsion Plant Simulator - Level I PPS-1	\$2,610 80 hours		Yes No
	Propulsion Plant Simulator - Level II PPS-2	\$2,000 60 hours		Yes No
	Simulated Electronic Navigation Operational level NES-0 (Replaces NES 1 A&B)	\$4,200 120 hours		Yes No
	Simulated Electronic Navigation Management level NES-G (Replaces NES 2)	\$4,200 120 hours		Yes No
	Simulated Electronic Navigation - Limited SEN-L	\$1,200 32,5 hours		Yes No
	Electronic Chart Display System ECDIS	\$1,475 40 hours		Yes No
COMMUNICATION	Leadership and teamwork training Level 1	\$745 25 hours		Yes No
	Leadership and management competency training Level 2	\$1,245 37 hours		Yes No
	Restricted Operator's Certificate - Maritime Radio Commercial ROC-MC	\$715 24 hours		Yes No
	Global Maritime Distress and Safety System GMDSS	\$2,050 70 hours		Yes No
	Global Maritime Distress and Safety System (limited) GMDSS-L	\$540 26 hours		Yes No

Regulated training (Eligible for financial assistance from Emploi-Québec)

	COURSE NAME	COST PER PERSON AND DURATION	ESTIMATED NO. OF PARTICIPANTS	DO YOU REQUIRE FINANCIAL ASSISTANCE? (Y/N)	
MEDICAL CARE	Ship security officer SSO	\$1,830 52 hours		Yes	No
	Marine medical care	\$645 31 hours		Yes	No
	Marine advanced first aid	\$190 16 hours		Yes	No
SECURITY AND SAFETY	Passenger Safety management GSP	\$490 12,5 hours		Yes	No
	Security awareness training for ship personnel with designated security duties SPWDSD	\$600 14 hours		Yes	No
	Oil and Chemical Tanker Familiarization Including Inert Gas Systems and Crude Oil Washing Systems Training	\$1,615 60 hours		Yes	No
OTHERS	Bridge Resource Management BRM	\$2,880 36 hours		Yes	No
	Basic training for personnel working on ships exploited in Polar waters	\$2,425 40 hours		Yes	No
	Advanced polar code navigation training	\$2,425 40 hours		Yes	No
	Small Vessel Machinery Operator SVMO	\$1,425 90 hours		Yes	No
	Small Vessel Operator Proficiency training SVO (When the amendments to the MPR come into force - forthcoming)				
	1. Basic training module Necessary for the SVO certificate	\$715 Approx. 34 hours		Yes	No
	2. Passenger vessels module and/or Tug boats module	Prices to be determined 6 hours per module		Yes	No

Training courses for Navigation Officers

To obtain higher certificates, candidates' files must be analyzed by Transport Canada, which will indicate the procedure to follow. After receiving these recommendations, candidates can register for the courses preparing them for the Transport Canada exams.

Eligible for financial funding from Emploi-Québec. Possibility of financial assistance from Ministère des Transports du Québec (MTQ).

COURSE NAME	COST PER PERSON AND DURATION	ESTIMATED NO. OF PARTICIPANTS
Chartwork and Pilotage (level 1) C & P1	\$1,800 80 hours	
Chartwork and Pilotage (level 2) C & P2	\$1,800 80 hours	
Navigation Safety (level 1) NS1	\$1,800 80 hours	
Navigation Safety (level 2) NS2	\$1,800 80 hours	
Meteorology (level 1) MET1	\$2,165 90 hours	



Training courses for Marine Engineers

Possibility of financial assistance from le Ministère des Transports du Québec (MTQ). These courses are of a duration of three (3) hours in distance tutoring over a period of three (3) months.

These courses are \$475 each.

ONLINE COURSES	COURSE NAME	ESTIMATED NO. OF PARTICIPANTS
	General Engineering knowledge 4 th class 4EKG	
	Engineering Knowledge of motor vessels 4 th class 4EKM	
	Engineering Knowledge of steamships 4 th class 4EKS	
	Engineering Knowledge of motor vessels 3 rd class 3EKM	
	Applied Mathematics 3MA	
	Applied Mechanics 3APM	
	Thermodynamic 2H-H and 3H-H	
	Electrotechnology 2ELC and 3ELC	

REGULATED TRAINING

Not eligible for financial assistance from Emploi-Québec.
Possibility of financial assistance from Ministère des Transports du Québec (MTQ).

The professional Institutes of Quebec and Neufchatel offer training session in order to obtain certificates for 4th Class Marine Engineers.

OTHERS	COURSE NAME	COST PER PERSON AND DURATION	ESTIMATED NO. OF PARTICIPANTS
	Electricity applied to marine engineers	30 hours	
	Welding applied to marine engineers	60 hours	
	Machining techniques applied to marine engineers	60 hours	
	These training sessions will be available in January and February 2021. Prices to be determined.		

Training courses for Sea Ratings

This section concerns training and tools to help obtain Transport Canada officer licences and certificates of competency. These courses are still available even if the DEP is available for the Industry.

SEA RATINGS

COURSE NAME	COST PER PERSON AND DURATION	ESTIMATED NO. OF PARTICIPANTS
Complete Rating program (Including MED training)	\$6,995 320 hours	
Bridge watch Rating, part 1	\$4,000 180 hours	
Bridge watch Rating, part 2	\$2,225 120 hours	
Complete Engine Room rating program (Including MED training)	\$7,575 360 hours	
Engine Room rating training	\$4,750 240 hours	
Preparation Training for Ratings	\$1,690 60 hours	

DIPLOMA OF VOCATIONAL STUDIES (DVS) FOR RATINGS

This program is offered jointly by the Quebec Marine Institute at the CFMU and the Commission scolaire des Navigateurs. With a duration of 735 hours, it covers the skills of the bridge and the engine room. For further information, please refer to: taformation.ca/matelotage



Training courses in development

Each course is determined on the basis of a specific examination required by Transport Canada.
To be determined: *price, *exact duration, *eligibility for financial assistance.

CAREER PROGRESSION TRAINING FOR NAVIGATION OFFICERS AND MARINE ENGINEERS

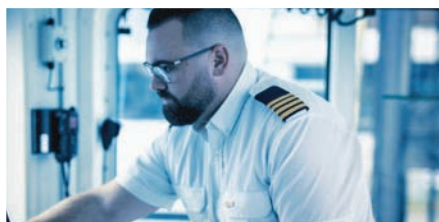
TRAINING COURSE	APPROXIMATE # OF HOURS	CREW MEMBER	ESTIMATION NO. OF PARTICIPANTS
Ship management # 3 (SM3)	90 hours	Chief Mate (UW and NC) * ¹	
Ship management # 4 (SM4)	90 hours	Captain (UW and NC)	
Cargo # 3 (CG3)	90 hours	Chief Mate (UW and NC)	
Construction and Stability # 5 (SCS 5)	90 hours	Captain (UW and NC)	
Mathematics revision	45 hours	3 rd class Engineer	
Applied mechanics (1APM)	120 hours	3 rd class Engineer * ²	
Thermodynamics (1H-H)	90 hours	3 rd class Engineer * ²	
Electrotechnology (1ELC)	120 hours	3 rd class Engineer * ²	
Naval Architecture (1NAR)	90 hours	2 nd class Engineer	
General Engineering Knowledge (Basic) (EK)	60 hours	3 rd class Engineer * ²	
General Engineering Knowledge (Advanced) (EK 2 + 3)	120 hours	2 nd and 3 rd class Engineer	
Electronic Positioning System	90 hours	Officers and Captains (NC & domestic)	
Ship Electrical technician training	To be determined	To be determined	
Security Visa in High Voltage Circuits	52 hours	Marine Engineers	
Stability (levels 3 & 4)	90 hours	Officers and Captains (NC & domestic)	

*1 - Unlimited Waters and Near Coastal voyages;

*2 - Coverage of skills up until the 2nd Class.

Maritime Officers: Career progression

To document the factors linked to the shortage of senior officers and better meet the industry's professional development needs, we would like to know the number of candidates working towards obtaining certification in 2020-2021 in your organization.



NAVIGATION OFFICERS AND MARINE ENGINEERS

(Indicate the number of candidates who will be obtaining the following certifications):

Please note that modifications for the Marine Personnel Regulations (MPR) will eventually be made in 2019-2020.

	NUMBER OF CANDIDATES WHO WILL BE OBTAINING THE FOLLOWING CERTIFICATIONS
Master Mariner	
Master, Near Coastal	
Master 3000 Gross Tonnage, Domestic or near coastal	
Master 500 Gross Tonnage, Domestic or near coastal	
Master 150 Gross Tonnage, Domestic	
Master, Limited for a Vessel of 60 Gross Tonnage or more	
Master, Limited for a Vessel of less than 60 Gross Tonnage	
Chief Mate STCW	
Chief Mate Inland waters	
Watchkeeping Mate STCW	
Watchkeeping Mate Inland waters	
* 1 st class engineer	
* 2 nd class engineer	
* 3 rd class engineer	
* 4 th class engineer	

**When the amendments to the RPM come into force - forthcoming*

Do you have any precisions/comments/interrogations to be noted in regards to the career advancement of your navigational personnel?

Tailor made training courses for maritime companies

Offered by le Centre de formation aux mesures d'urgences de l'Institut maritime (CFMU).

Possibility of a funding program with Emploi-Québec.

The number of hours and the price of these trainings will be established by the CFMU.

COURSE NAME	ESTIMATED NO. OF PARTICIPANTS
Self-contained breathing apparatus	
Fire fighting with APRIA	
Rescue techniques for confined spaces	
Spill response for hazardous materials	
Emergency Response Management	
Simulation of navigation and maneuvering of ships	
Simulation of operations in the engine room	
Basic training for personnel working on liquefied natural gas propelled vessels, including emergency measures	
Emergency measures exercises for seafarers working on vessels using liquefied natural gas as fuel.	

SECURITY

Not eligible for financial assistance.

This section contains standard administrative or Port personnel training.

COURSE NAME	COST PER PERSON AND DURATION	ESTIMATED NO. OF PARTICIPANTS
Company Security Officer CSO	\$1,290 21 hours	
Ship Security Officer SSO	\$1,290 21 hours	
Port Facility Security Officer PFSO	\$1,290 21 hours	

Other training courses

As stipulated in its action plan, the CSMOIM will publish this fall 2020 a calendar of events that will include workshops of an average of 1 to 2 days offered to Maritime Industry employees, especially land personnel.

To develop and deliver training that meets the industry's needs, we would like to know whether you are interested in the following training courses. Not eligible for financial assistance.



COURSE NAME	DURATION	ESTIMATED NO. OF PARTICIPANTS	COURSE NAME	DURATION	ESTIMATED NO. OF PARTICIPANTS
Introduction to Marine Regulations (including the comprehension of navigational certificates)	1 day		Introduction to the International Safety Management Code and Internal Audits (ISM-ISPS)	1 day	
Marine Regulations - Follow-up and Update (Workshop with Transport Canada)	1 day		Training on how to prepare for Internal and External Audits	1 day	
Health and Safety regulations in the Marine Industry (Workshop with Transport Canada)	1 day		Port State Control	2 days	
Maritime Transportation - General knowledge (for beginners) - Classroom training	1 day		Health and Safety training (Lock Out / Tag Out)	1 day	
Essential Maritime concepts and learning - Online	4 hours		Health and Safety training (Working aloft/height)	1 day	
Environmental management of Shipping	1 day		Familiarisation with Port Operations	1 day	
Port Facility Environmental management	2 days		Training and tools to promote better learning skills in organizations	1 day	
Eco-management (Introduction to Environmental Standards)	1 day		Energy efficiency on ships	1 day	

Please note your interest for any other training sessions that could be useful in your company:

Training tools

The Sectorial Committee has produced some health and safety training tools for the Maritime Industry. These tools have been designed for use by health and safety officers to train their operations personnel. The tools consist of different PowerPoint presentations including manuals for the trainer as well as for the employees. Please identify your needs for the different tools.

NAME OF THE TRAINING TOOL	COST	ESTIMATED NUMBER NEEDED
Working at heights In collaboration with the Centre de formation en montage de lignes	Free	
Principles of safety when mooring In collaboration with the Centre de formation aux mesures d'urgences de l'Institut maritime (CFMU)	Free	
Working in closed spaces In collaboration with the Centre de formation aux mesures d'urgences de l'Institut maritime (CFMU)	Free	
Safety techniques with lift equipment - For businesses (In collaboration with the Centre de formation en mécanique de véhicules lourds- Commission scolaire des Navigateurs)	\$250	
Safety techniques with lift equipment - Online	\$100 for 30 days (including 10 accesses) \$75 renewal	

Comments and suggestions

The knowledge of training needs of Maritime Industry's personnel is at the heart of the mandate of the Sectorial Committee. Thank you for participating in the 2020-2021 survey.

We work closely with the Maritime Institute of Quebec and other training facilities to coordinate the necessary training for the maritime industry.

To know your level of satisfaction and to help improve our services, please take a few minutes to complete this short questionnaire and give us your comments / suggestions and desired improvements.

	Excellent	Very well	Satisfac- tory	To be improved	Not acceptable
1. Is the survey document structured and easy to use?					
2. Does the survey help you determine and plan your training needs?					
3. Are you generally satisfied with the amount of financial funding you receive annually?					
4. Are you and your employees satisfied with the funding process? (inscriptions, Emploi-Québec, etc.)					

Comments/ suggestions/improvements that could be made:

Thank you for your participation!

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**Commission
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Québec 



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