

Prendre le large...

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

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INTERESTING MEETINGS AT THE CARGOM TRANSPORTATION AND LOGISTICS CAREER DAY

On October 27 and 28, our team met with visitors at the National Career Event in Montréal by participating in the *Transportation and logistics* section run by CargoM at the 6th edition of its Career Day. More than 3 500 visitors attended the event and we were able to speak with many of them to provide information on maritime occupations and training available in the industry.

Our Executive Director, Manou Bernard, also gave a presentation on maritime occupations, on land and at sea, on Day 2 of the event.

Thanks to all who came to visit our booth and thanks to CargoM for the initiative!

MARITIME HRM CONFERENCE 2021: A HUGE SUCCESS!

The *Maritime HRM Conference 2021 “Maritime Human Resources in Québec: Current and Future”* took place virtually on November 4. The 75 participants met on Zoom to discuss human resources management in the maritime industry, more specifically future worker and next generation hiring and retention. Discussions were productive and participants were able to get a better understanding of the needs and expectations of new generation employees. To consult the conference program, [click here](#).

The Sectorial Committee would like to warmly thank all who took part in this terrific conference, primarily our speakers and panelists for so generously taking the time to share their thoughts with us. A very special thanks to the members of the Board of Directors and working group. Thanks also to Groupe Conseils MCG for helping with the event’s organization. Finally, the conference would not have been possible without the support of our valuable partners and we would like to thank them again:

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REPLACEMENT AT THE SECTORIAL COMMITTEE

Laurence Jolicoeur, our Communications Advisor, will be leaving the Sectorial Committee temporarily at the end of January 2022 to go on maternity leave. On January 10, the Committee will welcome and train a new resource to take over Laurence's duties while she is gone.

NEW EDITION OF THE RÉPERTOIRE DES FORMATIONS MARITIMES

We are pleased to present the new edition of the *Répertoire des programmes et des formations menant à des carrières dans l'industrie maritime* (Directory of programs and training leading to careers in the maritime industry)! This practical guide groups together the Québec schools and training centres offering programs linked to our industry. To consult it, [click here](#).

FEEDBACK ON MARITIME EMPLOYMENT WEEK 2021

The third edition of *Maritime Employment Week* ran on October 18-25, 2021. Partnering with the St. Lawrence Economic Development Council (SODES), the Sectorial Committee once again offered an entirely virtual activity to promote our industry's maritime careers. This year, five questions were asked to confirm or dispel certain popular beliefs surrounding maritime occupations and the industry as a whole. This initiative enabled us to reach more than 71 000 people on various platforms (Facebook, LinkedIn, Twitter and Instagram). The TikTok video created especially for the occasion was also very successful and was viewed by more than 33 600 people!

We would like to thank the 34 maritime companies that joined in by sharing posts on their social networks. Thanks also to Croisières AML which, once again, provided the prize for the contest marking the end of *Maritime Employment Week*. Congratulations to prize-winner Karine Savard, who will have the opportunity to take a cruise on the *Grand Fleuve* (with access to the VIP walkway) and enjoy an overnight stay in a hotel in the Charlevoix region.

UPCOMING EVENTS: SAVE THE DATE

The Sectorial Committee is pleased to announce the dates of its upcoming events! More details to come. See [our calendar](#) so as not to miss anything.

Presentation of preliminary results – study: *Innovations et transformation de la main-d'œuvre maritime et portuaire* (Innovations and change in maritime and port human resources)

This free, virtual presentation will be given on December 8 (12:00 noon to 1:30 p.m.) by Claude Comtois, Geography professor, and Vicky Adam, Post-doctoral researcher, HEC Montréal. If you would like to take part, please write to maritime@csmoim.qc.ca so that we can send you the sign-in link.

Regulatory workshops

The regulatory workshops are back! This year, the workshop on Marine Personnel Regulations (MPR) and the workshop on maritime industry health and safety regulations (OHS) will take place at different times to allow more discussion and information-sharing on the various subjects. We would invite you to mark these dates on your calendar:

- February 23, 2022: Regulatory workshop – Marine Personnel Regulations (MPR) – In-person format (Québec City)
- March 23, 2022: Regulatory workshop – Maritime industry health and safety regulations (OHS) – Virtual format

Guidance counsellors' half-day

On February 8, the Sectorial Committee will hold virtual activities for guidance counsellors wishing to learn more about Québec maritime industry occupations and training available in the sector. This will be a good opportunity to demystify our industry and to give guidance counsellors information they can pass on to those interested in maritime careers before the school registration period in March!

CFMU WINTER 2022 COURSE SCHEDULE IS AVAILABLE

We are pleased to inform you that the IMQ's Centre de formation aux mesures d'urgence (CFMU) winter 2022 course schedule is available on the CFMU website. To consult it, [click here](#).

HAPPY HOLIDAYS!

Over the holiday period, our offices will be closed from Friday, December 24 to Monday, January 3 inclusively.

During this festive season, please accept our best wishes for health and happiness. We hope that 2022 is filled with success and interesting challenges for all of our members and readers!

Very happy holidays to all!

Happy Holidays!

RETURN TO IN-PERSON FALL TRAINING SESSIONS

Three in-person **General Shipping Knowledge** training sessions were given in November. On November 10, in Québec City, 5 participants learned more about the Québec maritime industry. On November 18, in Longueuil, 12 people attended the training session. Finally, in Rimouski, the November 29 session trained 9 participants from the region's maritime organizations.



In addition to these sessions, which were open to all, our Training Coordinator, Susan Falkner, met with two organizations to offer in-company training: **General Shipping Knowledge** (in Rimouski) and **Introduction to Navigating Personnel Certification** (in Québec City), adapted to the needs of the company in question. If you are interested in taking advantage of this service to private companies, please contact Ms. Falkner at sfalkner@csmoim.qc.ca.

Thanks to our training partner, Nicolas Parent, our guest speakers (Frédéric Lagacé – Québec Port Authority, Steve Quenneville – QSL, Jasmin Young – Montréal Port Authority and François Boulanger – Corporation des pilotes du Saint-Laurent Central) and all training session participants. Watch our [events calendar](#) for upcoming training dates!

PARTICIPATION IN UPCOMING CAREER DAYS

In the months to come, the Sectorial Committee will again take part in various career days that allow us to provide information on Québec maritime companies and organizations offering services to Institut maritime du Québec (IMQ) and DEP in Seamanship students. Our team will be on hand for the following activities:

- DEP in Seamanship career day – January 19, 2022 (virtual format)
- IMQ *Rendez-vous maritime* – February 2, 2022 (Rimouski)

These get-togethers are ideal to promote the Sectorial Committee's services available to students and maritime industry workers, including various types of funding, *Info-emplois maritimes* (job posting service), *Répertoire des employeurs maritimes* (Maritime employers' directory) and many more.

We look forward to talking to you at these events!