

# Prendre le large...

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

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OCTOBER 2020

## HUMAN RESOURCES MANAGEMENT INFORMATION TOOLS IN A PANDEMIC CONTEXT

The Sectorial Committee is pleased to make human resources management information tools available to its members and subscribers to meet your needs and answer your questions in this pandemic context. The tools were developed by EnviroCompétences, in collaboration with seven other sectorial committees.

The themes addressed are (documents available in French only):

[Staffing in the pandemic context](#)

[Engagement and retention in times of uncertainty](#)

[Going back to work and legal challenges in times of crisis](#)

[Mental health in times of crisis](#)

[Teleworking in times of a public health crisis](#)

We hope these tools will be useful to you. Feel free to download them free of charge so you can consult them, if need be.

## TAKE PART IN MARITIME EMPLOYMENT WEEK!



We are pleased to inform you that the second edition of *Maritime Employment Week* will run November 9 to 14, 2020. This 100%-virtual initiative is designed to promote maritime seagoing and land-based careers through dynamic postings on social networks.

The Sectorial Committee and St. Lawrence Economic Development Council (SODES) began working on this weeks ago. An email has been sent to both organizations' members to invite them to take part in *Maritime Employment Week* by sharing the messages in their respective networks. We will have a significant impact and widespread visibility vis-à-vis potential future workers if many maritime companies participate.

If you are interested in taking part or would like to obtain further information, please contact Laurence Jolicoeur at [ljolicoeur@csmoim.qc.ca](mailto:ljolicoeur@csmoim.qc.ca).

Our new [LinkedIn page](#) came online in late September and will be even more active with *Maritime Employment Week*! Subscribe to our page now so you don't miss anything.

## ONLY A FEW DAYS LEFT TO COMPLETE THE MARITIME INDUSTRY TRAINING NEEDS SURVEY

On September 9, all Sectorial Committee member organizations received an email inviting you to complete the 2020-2021 training needs survey form. We have extended the deadline for returning the completed form to us to **Friday, October 16, 2020**.

You can download the form by clicking [here](#).

Please feel free to contact Susan Falkner at [sfalkner@csmoim.qc.ca](mailto:sfalkner@csmoim.qc.ca) for further information.

*Reminder: Applications for financial assistance for maritime training eligible under the concerted employment maintenance action program (PACME) are not processed in the context of the annual training needs survey.*



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## PARTICIPATE IN CARGOM CAREER DAY!



Are you looking for candidates for your company?

November 3 is CargoM Career Day, The Transportation and Logistics Career Day!

There will be more than 1 500 potential candidates for the positions you have to fill!

Reserve your virtual booth now.

## CAREERS-RELATED EVENTS AND CAREERS PROMOTION: IN VIRTUAL MODE!

Fall is traditionally very busy for the Sectorial Committee, which participates in various job fairs and training fairs to promote maritime careers and training available in the maritime sector.

Due to the pandemic, the organization of these fairs had to be completely reworked this year and we have received various invitations to take part in 100%-virtual fairs... a first for the Sectorial Committee!

Here is information about the fairs we will take part in remotely in the coming weeks:

- **Le Salon des exposants du Congrès du RCJEQ** (Québec youth employment centres exhibitors' fair), which will run October 19-20, 2020, will enable us to meet with more than 300 youth support workers throughout Québec to give them relevant information about maritime jobs and training available to young people interested in our industry.
- **CargoM Career Day**, which will run November 3, 2020, will give us an opportunity to talk to visitors looking for a job or an internship or wishing to learn more about training available in the maritime industry.

For further details on these virtual events, consult our [calendar](#).

## SPECIAL FUNDING PROJECT (PACME PROGRAM) FOR MARITIME-SECTOR TRAINING - NAVIGATING PERSONNEL

Good news! The project that was supposed to end on September 30 will now run until December 20. So, you can still register your employees for the training sessions offered by the IMQ's Centre de formation aux mesures d'urgence (CFMU), in Lévis, if you are a maritime employer. However, there are only a few places left. Several courses are already full. Be quick. See the [calendar](#) for further information. The subsidy covers training costs, travel expenses and wages (certain conditions apply). Find out more about the terms and conditions [here](#) (French only).

**Please note that if you have candidates enrolled in other financial assistance programs (Emploi-Québec or MTQ), you might consider changing the financial assistance for the PACME program if you are eligible. Find out more by contacting the CFMU or the Sectorial Committee.**

*This project is made possible through financial support from the Ministère du Travail, de l'Emploi et de la Solidarité sociale, allocated in collaboration with the Commission des partenaires du marché du travail.*

With financial assistance from:





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## OUR NEW DISTANCE TRAINING WILL SOON BE AVAILABLE!

We are working hard with our partner firm *Propulsion RH* to create a distance learning version of our general shipping knowledge training session, called *Notions et apprentissages maritimes essentiels* (Essential maritime concepts and learning) (in French only). We are using this opportunity to update and enhance the course contents.

Watch the [calendar](#) on our website, where the training will be indicated once it is available. A special mailing will also go out via our in-foletter *Formations et événements* (French only) to announce the distance training's official launch.

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With financial assistance from:

Québec 

Commission  
des partenaires  
du marché du travail

Québec 

# EMBARQUE

## A BUSY FALL FOR THE EMBARQUE CAMPAIGN

The third and final year of the maritime careers promotion campaign, EMBARQUE, is off to a great start! The following are the different activities we will be working on this fall:

### PHOTO CONTEST

Did you see it on our social networks? A photo contest is currently under way on our [Facebook](#) and [Instagram](#) pages and three winners will receive the following prizes: \$500 (1st prize), \$300 (2nd prize) and \$200 (3rd prize)! The public had one month (August 27 to September 27, 2020) to send us photos linked to the Québec maritime industry. A jury selected the best snapshots and people are now invited to vote for their favourite photo by October 22, 2020. The three winners will be announced on October 23. If you have not already done so, go to our Facebook page to vote for your favourite snapshot!

### VARIED INTERVIEWS AND CONTENT PRODUCTION

In October, our team was scheduled to meet with various maritime companies to create new material for the EMBARQUE campaign. A promotional video entitled *J'ai embarqué* was supposed to be produced to showcase the maritime industry's different occupations and workers. Capsules in the form of interviews were also supposed to be produced to present certain seagoing and land-based trades in greater detail. Unfortunately, with the evolution of the health situation and with Québec City and Montréal becoming red zones, we had to make the decision to cancel the filming. We would like to thank all of the maritime companies and workers who had agreed to work with us. We will come back to this project once the situation allows this type of activity again.

For the coming months, we will focus on actions that can be carried out remotely. Blogs will be written and added to our [EMBARQUE microsite](#) to enable readers to learn more about maritime industry workers' daily lives. Telephone interviews of numerous workers and stakeholders will also be conducted in the fall. Stay tuned!

### ONGOING SOCIAL NETWORK POSTINGS

In addition to these activities, we will maintain our ongoing presence on social networks in order to promote maritime careers. Our Facebook and Instagram pages are updated three times a week with a range of content providing concrete information for job hunters and people who are interested in the maritime industry.

To benefit from the advantages of CSMOIM membership, contact us or go to our website  
[www.csmoim.qc.ca/en](http://www.csmoim.qc.ca/en)

Follow us! 



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