

Prendre le large...

▶ THE NEWSLETTER OF THE HUMAN RESOURCES SECTORIAL COMMITTEE OF THE MARITIME INDUSTRY

VOL. 19 – BULLETIN N° 173
JANUARY-FEBRUARY 2025

Events & Training Calendar of the CSMOIM

Schedule your next training sessions and stay on top of our upcoming events by consulting the [CSMOIM's Events & Training Calendar!](#)

Info-Emplois maritimes



Post your job offers on the [Info-Emplois maritimes](#) and maximize the visibility of your job openings among our vast network of industry professionals.

[Become a member](#) of the [CSMOIM](#) free of charge and benefit from two free postings! Already a member? Fill in the [posting form](#).

Maritime Employers Directory : The 5th Edition Soon Available

The [CSMOIM](#) is delighted to announce the upcoming release, in winter 2025, of the 5th edition of the Maritime Employers Directory.

The directory serves as a guide for students and job seekers, introducing them to the employers who are driving the maritime industry in Quebec, and highlighting the diversity of our workplaces.

The new edition will feature some fifty active [CSMOIM](#) members, who will benefit from privileged visibility in the eyes of the next generation of talent and professionals looking for a new opportunity.

Stay tuned!



Training course tailored to the realities of maritime industry personnel

PSYCHOLOGICAL & SEXUAL HARASSMENT

- Reflecting on our values & behaviours at work
- What is harassment?
- Harassment, myths & realities
- Employer & employee responsibilities
- Inclusive & safe work environment
- What to do as a victim/witness/alleged offender?
- Legal & legislative context
- Toolbox

Registration
www.csmoim.qc.ca

Québec   Formation continue 

The Psychological & Sexual Harassment Prevention Training Is Now Available in English!

Great news! Our highly acclaimed *Psychological & Sexual Harassment Prevention* training is now offered in English.

Designed specifically to meet the needs of the maritime sector, this training aims to raise awareness among employers and workers on how to prevent and manage harassment in the workplace.

Be proactive! Offer your teams a safe and healthy working environment.

[Get your training access packages](#)

2025-2026 Training Needs Survey: Complete It By February 14!

The 2025-2026 Training Needs Survey is now available! It covers the period from April 1st, 2025 to June 1st, 2026. Your contribution is crucial to adapting the training offer to your real needs.

[Become a member](#) of the [CSMOIM](#) free of charge to participate, and, if necessary, access financial assistance from [Services Québec](#).

N.B. You must save the document on your computer before completing it. If possible, use Adobe (Reader or Acrobat) to fill in the form. You can then click on the SEND button on page 16, or send the document in PDF format to maritime@csmoim.qc.ca.

If you have any questions, please contact us! Thank you for your valuable cooperation.

[Complete the survey by February 14](#)

RECENSEMENT DES BESOINS DE FORMATION

Formations réglementées pour le personnel navigant

2025-2026

Exprimez vos besoins de formation & aidez-nous à y répondre afin de soutenir le développement des compétences de la main-d'œuvre maritime!

To take advantage of the benefits of membership (it's free!), contact us or visit our website: www.csmoim.qc.ca/en.

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The [IMQ](#) Fall 2025 Admission Period is Underway!

The admission period for the [IMQ](#)'s Fall 2025 term is underway for the first round, which will close on March 1st.

As the only educational institution of its kind in the world and the only French-speaking maritime school in Canada, the [IMQ](#) welcomes students from all over Quebec and the world every year.

Those wishing to enroll in one of the technical programs offered at the [IMQ](#) can do so via the [SRACQ](#) portal.

ATELIER RÉGLEMENTAIRE RÈGLEMENT SUR LE PERSONNEL MARITIME (RPM)

Comité sectoriel de main-d'œuvre de l'industrie maritime
19 FÉVRIER 2025
9H30 À 16H00
INSCRIPTION OBLIGATOIRE
www.csmoim.qc.ca
HÔTEL QUÉBEC, QUÉBEC
Avec la collaboration de: Québec, Transport Canada, Transports Canada

Invitation—Regulatory Workshop: Maritime Personnel Regulations (MPR), February 19, 2025

The [CSMOIM](#), in collaboration with [Transport Canada](#) and the [CFMU](#), invites you to attend the *Regulatory Workshop: Maritime Personnel Regulations (MPR)*, on February 19, 2025 at Hôtel Québec, in Quebec City.

The purpose of the workshop is to inform the maritime industry about the application of as well as current and future changes to the MPR and the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW), to summarize and popularize the regulatory requirements affecting the training and certification of maritime personnel, to inform the maritime industry about training adaptation and development projects, and to offer privileged moments of exchange with [Transport Canada](#) representatives.

Registration is **mandatory**.

[Register today](#)

Mark your calendar—Quebec Maritime Industry Conference, May 13-14, 2025

Organisées par 40 SOCIÉTÉ DE DÉVELOPPEMENT ÉCONOMIQUE DU QUÉBEC
5e ASSISES QUÉBÉCOISES DU SECTEUR MARITIME
13 et 14 mai 2025
Ouverture des inscriptions
Présentées par IRESAQ

The 5th edition of the *Quebec Maritime Industry Conference* will take place on May 13-14, 2025 at the Centre des congrès de Lévis. Organized by the [SODES](#) in collaboration with official partner and presenter of the event [Groupe Desgagnés](#), this year's conference will celebrate the [SODES](#)' 40th anniversary.

Over the course of the two days, presentations and panels will outline the issues and challenges facing the maritime sector, and propose solutions to strengthen Quebec's maritime ecosystem.

Register now and join industry experts and stakeholders to help shape Quebec's maritime future. Plus, take advantage of

pre-sales rate valid until April 7, 2025!

[Become a partner](#) to support the [SODES](#),

[Register today](#)

To take advantage of the benefits of membership (it's free!), contact us or visit our website: www.csmoim.qc.ca/en.

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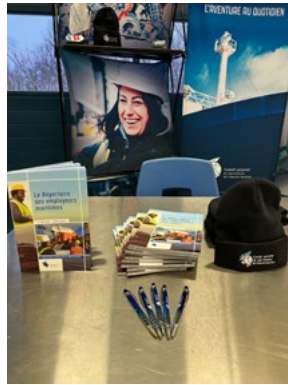
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Inclusion of People With Disabilities in the Workplace: New Technologies That Make a Difference! Forum, March 21st, 2025

The [CCPH](#) is organizing its first forum, entitled *Inclusion of People With Disabilities in the Workplace: New Technologies That Make a Difference!*

It will happen on March 21st, 2025 in Montreal at the head office of Air Canada, and will be an opportunity to discover new technologies that greatly facilitate the integration and job retention of people with disabilities while boosting the productivity of businesses.

[Register today](#)



Retrospective—Career Day of the Seaman-ship DPS, January 16, 2025

On January 16, the [CSMOIM](#) took part in the *Career Day of the Seaman-ship DPS* at the [Centre de formation en mécanique de véhicules lourds](#) of the [Formation professionnelle des Navigateurs](#).

This event, dedicated to bringing together future graduates and maritime companies, was a resounding success, highlighting the many internship and job prospects available to students on completion of their training.

The day not only strengthened the ties between the [CSMOIM](#) and the twenty or so other companies present, but also underscored the importance of training the next generation of skilled workers, ready

to meet the challenges of the maritime industry. The [CSMOIM](#) also reiterated its commitment to supporting the transition and sustainability of the sector by actively contributing to the training and integration of the new generation of seafarers.

Retrospective—Regulatory Workshop: Occupational Health & Safety (OHS), January 22, 2025

On January 22, some sixty members of the [CSMOIM](#) took part in the *Regulatory Workshop: Occupational Health & Safety (OHS)*. This enriching seminar was an opportunity to address key issues for the sector, with contributions from experts in the fields of regulation and training, including:

- Nicole Dubé, Manager—Maritime OHS, [Transport Canada](#)
- Danny Boulet, OHS consultant
- Jonathan Dupuis, Maritime Safety & Security Officer, [Transport Canada](#)
- Isabelle Rioux, Maritime Safety & Security Officer, [Transport Canada](#)
- Jean-François Synnott, Inspector, [CNESST](#)
- Marie-Stéphanie St-Laurent, Assistant Director & Coordinator—[Internship Department, IMQ](#)

The main themes addressed—prevention and diligence in maritime OHS, OHS regulations in the maritime environment, accident investigation and analysis techniques, and protection of trainees in the maritime workplace—reinforced and furthered knowledge of maritime OHS; promoted best practices in the application of regulations, precautions, foresight and prompt action in the event of an incident; fostered a better understanding of accident causes through analysis and investigation techniques; and highlighted the importance of ensuring the safety of trainees.

The [CSMOIM](#) thanks its member participants and the speakers for their commitment to the health and safety of maritime workers!

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Retrospective—IMQ's *Rendez-vous maritime*, January 29, 2025

On January 29, our Events & Training Coordinator Susan Falkner and our Communications Advisor Maggie Perron took part in the [IMQ's *Rendez-vous maritime*](#), where they had the pleasure of meeting the 1st, 2nd and 3rd year students as well as graduates to present the services and funding dedicated to the training of maritime personnel offered by the [CSMOIM](#).



The commitment, passion and seriousness of these young talents made a deep impression on our team, who is confident that the future of our industry is in very good hands.

We extend our warmest thanks to the [IMQ](#) for giving us the chance to participate in this wonderful opportunity to share and exchange with the next generation of maritime professionals!

Retrospective—*Maritime Leadership Training*, February 4-5, 2025

On February 4-5, seven participants attended the new exclusive *Maritime Leadership*, developed in collaboration with the [Cégep de Ste-Foy](#) and its [Formation continue et services aux entreprises](#) service.

The foremen and senior officers who participated in the training explored key themes such as leadership development, mobilizing communication strategies, managerial courage and the rigor of change. The training offered them a chance to get to know themselves better as managers by taking the “NOVA Profile” test, and to benefit from two hours of individual coaching, in order to support the improvement of their human resources (HR) management practices and strengthen their impact within their teams.

Stay tuned: two new cohorts of the *Maritime Leadership* training will be held in Quebec City on November 18-19, 2025, and in Montreal on December 2-3, 2025!

FORMATION LEADERSHIP MARITIME

ANNONCE
2 nouvelles cohortes

- Personnel navigant & portuaire
- 14 h – 2 jours en présentiel
- 2 h de coaching individuel
- Test psychométrique Profil NOVA

Québec
18-19 novembre 2025

Montréal
2-3 décembre 2025

Inscription www.csmoim.qc.ca

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Retrospective—*Recruiting Internationally in 2025* Information Webinar, February 6, 2025



On February 6, the [CSMOIM](#) organized a virtual information session on the [Talent Recruiting Cohort—Maritime & Naval Industries](#) program in collaboration with [Québec International](#). This initiative aimed to equip managers and HR professionals to integrate international recruitment into their hiring strategies.

During the hour-long exchange, participants were able to familiarize themselves with the steps, deadlines, costs and obligations involved in international recruitment, discover [Québec International](#)'s business support services, and explore the [Talent Recruiting Cohort—Maritime & Naval Industries](#) program in detail.

The webinar attracted a great deal of interest, and offered companies the chance to gain a better understanding of the opportunities and challenges of international recruitment.

Thanks to our members who took part in the event, and to our partner [Québec International](#), who provided us with yet another string to our bow in helping companies meet the workforce challenges of the maritime sector.

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