

Annual report

# 23 24



**CARGO** 

LOGISTIC AND TRANSPORTATION  
METROPOLITAN CLUSTER OF MONTRÉAL



# The Year at a Glance

**69** members

**1,900**  
hours on volunteer  
work in 2023

**500+** publications  
on social media

Close to **1,000**  
participants  
at our events

**7,000+**  
people  
follow CargoM on social media,  
newsletter and media monitoring

CargoM presented or contributed  
to nearly **50** events  
and participated  
in over **100**

“CargoM plays a crucial role in the economic efficiency of Greater Montreal and the province. By making it easier for industry players to work together, CargoM stimulates innovation in logistics and strengthens competitiveness in the supply chain. The organization actively contributes to sustainable growth, to improving the sector’s environmental performance, and to promoting industry-related jobs and training. These efforts consolidate Montreal’s position as a major logistics hub, propelling the region to the forefront of the transportation and logistics industry.”

**Nathalie Drouin**

Executive Director and Professor, INFRA-S, ESG UQAM,  
School of Management Sciences

“Synergie Canada has been proudly affiliated with CargoM for over six years. It’s always a real pleasure for us to meet the different players in the Cluster, to learn more about their businesses and, above all, to find a shared interest in improving our sector’s image, both externally and internally. CargoM is a vital pillar of our industry with which we share many values, such as innovation, agility and fun at work. We are deeply grateful for the behind-the-scenes work of the entire CargoM team, which undeniably contributes to our sector’s outreach. In our commitment to raise awareness of our industry in as many people as possible, whether through partnerships with CEGEPs, organizations or neighbouring municipalities, our collaboration with CargoM is a natural fit in our approach.”

**Annie Dauphinais**

Vice-President, OTR Division, Synergie Canada

“WIPTEC and I are proud to actively participate in and contribute to the success of CargoM, whether as co-chair of Working Group 1 – Sector Development Opportunities or as a Board member. It’s crucial for us to promote and improve the efficiency of logistics and freight transport in Greater Montreal. Equally important, CargoM’s international reach makes it possible for our 3PL logistics sector to develop economically, increase opportunities, boost competitiveness and stimulate the region’s economic development.”

**Martin Ball**

President & CEO, WIPTEC



# Mission

CargoM's mission is to bring together all Greater Montreal logistics and freight transport stakeholders whose activities promote Montreal as an industry hub around common goals and concerted actions to increase its cohesion, competitiveness, growth and influence.

# Vision

CargoM's vision is to make Greater Montreal a multimodal platform recognized and sought after for its operational and environmental performance as well as its contribution to the competitiveness of its business partners and to the economic development of Greater Montreal and of Quebec.

Launched in 2012 and as part of Greater Montreal's economic development strategy, CargoM, the Montreal Metropolitan Logistics and Transportation Cluster, is one of 10 metropolitan clusters deployed since 2006.

Our actions are structured around 4 working groups, within which its members work collaboratively to develop and implement tools, projects and initiatives that participate in economic development, improve the fluidity of the supply chain, attract new companies, enhance jobs and training, and promote the Greater Montreal hub internationally.

CargoM's activities are financially supported by the Montreal Metropolitan Community (MMC), the Ministry of the Economy, Innovation and Energy (MEIE) and all its members.



## A word from the Ministers

# Transport and logistics: driving prosperity for Québec

Transporting goods is essential for Québec's prosperity and its population's quality of life. Transport logistics are key in ensuring the great majority of food supplies and delivering the goods and services that are part of everyday life. Moreover, in 2021, this industry provided work for 110,000 people and generated over 11 billion dollars in economic benefits.

Despite the turbulence of the last few years and a context of increased global competition, Québec remains competitive thanks to highly involved partners like CargoM. By bringing together all stakeholders in logistics and freight transport in the Greater Montreal region around common objectives and concerted efforts, CargoM fosters the cohesion, growth and international reputation of this strategic sector of the Québec economy.

As this annual report shows, CargoM completed several projects over the course of the year. We are proud that our government was able to contribute to their success, as much in terms of financial support as through participation in various working groups. Among these initiatives, we can point to the presentation of the Transport and Logistics Career Day, the improved version of the storage space registry developed during the COVID-19 pandemic, the development of the Cap Saint-Laurent virtual catalogue, which lists the Québec maritime and port sectors stakeholders and partners, as well as the continuing development of the Foreign trade zone sector.

Our government will continue to work with CargoM to meet the many challenges ahead, such as workforce shortages, rising costs and the growing complexity of supply networks, as well as green logistics. We want to acknowledge the CargoM Team's work and accomplishments and we want to encourage them to keep working to support decarbonation and to make the logistics chain more effective and resilient.



**Geneviève Guilbault**  
Deputy Premier  
and Minister of Transport  
and Sustainable Mobility



**Pierre Fitzgibbon**  
Minister of Economy,  
Innovation and Energy,  
Minister Responsible  
for Regional Economic  
Development and Minister  
Responsible for the Metropolis  
and the Montréal Region



**Kateri Champagne Jourdain**  
Minister of Employment  
and Minister Responsible  
for the Côte-Nord Region



## A word from the Mayor

# Montréal focuses on smart, sustainable mobility

Montréal is the gateway to North America and a veritable continental hub for freight transportation. Our metropolis is fortunate to have been able to count on CargoM, Montréal's metropolitan logistics and transportation cluster, for 10 years now, to continue its role as a leader in innovation and cutting-edge expertise in sustainable and intelligent mobility.

I would like to reaffirm the importance of logistics and transportation in Greater Montréal, an essential sector of economic activity that contributes to the entire Montréal economy. I'm also delighted with the recent investments in workforce training in the maritime sector, which represents a major challenge.

Sustainable and intelligent mobility, which includes low-carbon urban logistics, is an important lever for achieving several of the city's strategic objectives. These include the city's ecological transition, its accessibility and commercial vitality, as well as the safety and harmonious development of its living environments.

At the same time, the climate crisis represents a major and constantly evolving challenge. In this respect, I salute CargoM's commitment to adopting the best technological and environmental practices, while optimizing the cohabitation between freight transport activities and the population of Montréal.

Finally, I would like to acknowledge the departure of CargoM's General Manager, Mathieu Charbonneau, and thank him for his many years of loyal service. I would also like to congratulate the entire CargoM team for the work accomplished over the past year. These efforts contribute to maintaining a dynamic, fluid and efficient supply chain, which benefits both the industry and the entire Montréal community.



**Valérie Plante**  
Mayor of Montréal

**Montréal** 

Photo credits of  
Valérie Plante Mayor:  
Ville de Montréal,  
Sylvain Légaré

# Message from the Co-Chair




**Michael A. Grier**  
Co-Chair, CargoM  
Senior Vice-President of Administration  
*Dorel Industries Inc.*

Dear Cluster members and partners,

We are very pleased to share with you the results of CargoM's work over the past year, which was characterized by major changes. The end of the year was marked by several departures on the management team. On one hand, our Chairman of the Board, Mr. Martin Imbleau, left his position last September to join the VIA HFR team. On the other, Ms. Madeleine Paquin, such a key figure since the early days of the Cluster, stepped down as Director. She was one of the pioneers who built its reputation and helped extend its reach. We are extremely grateful for her unfailing support, tremendous generosity and dedication over the years. We are also marking the departure of our Executive Director, Mr. Mathieu Charbonneau, who helped set up the Cluster in 2012. With us right from the start, he leaves an important legacy to members, partners and the CargoM team. His involvement over the past 12 years and his contribution to the Cluster and the industry are remarkable on many levels. We wish Mathieu every success in his new career, where many exciting challenges await him. At the time of writing, recruitment is well underway, and we hope to announce the appointment of a new Executive Director in the near future. A wind of renewal will blow through CargoM, and we look forward to the coming year with confidence, enthusiasm and dynamic energy.

The CargoM team is continuing its mission to bring together the sector through concerted projects to improve the fluidity of our supply chain. In line with our 2023-2025 strategic plan, a number of initiatives, some developed in partnership with other companies, have been set in motion. These actions are designed to improve the performance, resilience and visibility of our important North American hub. One example is the Cap Saint-Laurent project, a directory of players and partners in the Quebec maritime and port sector, which serves as an international showcase and promotes the many advantages of our blue corridor. Similarly, we improved our storage space rental tool, making it easier for businesses to lease surplus space and meet the storage needs of organizations. With funding from partners, we continue our work to make the tool even more efficient and user-friendly.



Our industry is still grappling with workforce issues. This is why we are pursuing our projects to promote occupations and training in logistics and freight transport. For the eighth year running, we held our Transport and Logistics Career Day, which brought together about 40 companies and 400 participants. We also organized activities through our Trucking Career Immersion Program (TCIP), offering immersive days to discover all the facets of truck driving. Of course, we'd like to continue these initiatives next year. We seek contributors to help us make future editions a success.

CargoM also works as a transmission belt. Again this year, we brought together our members and stakeholders to discuss issues that largely affect fluidity. Through our working groups, we were able to present the progress on rehabilitating the Louis-Hippolyte-La Fontaine Bridge-Tunnel, as well as innovations affecting the operations of some of our members, including marine terminals.

The Cluster is also positioning itself as an international promoter of the Greater Montreal hub. We met on many occasions at home and abroad with foreign delegations, organizations and private companies in our sector, often facing the same issues. We were fortunate to take part in the German Federal Republic's visitors' program, a great opportunity to learn more about two smart cities, Berlin and Hamburg.

We invite you to read this report for details of CargoM's actions over the past year.

Our directors remain as committed as ever, for which we are very grateful. We are delighted to announce new appointments to our Board of Directors. We welcomed Ms. Julie Gascon, President and CEO of the Montreal Port Authority, taking over from Geneviève Deschamps, Vice-President, Finance, who acted in the interim following the departure of Mr. Martin Imbleau. The departure of Ms. Madeleine Paquin from Logistec Corporation Inc. led to the arrival of Mr. Rodney Corrigan, President of Logistec Stevedoring Inc. Lastly, we are delighted to welcome Mr. Jonathan Hébert, Director of Finance and Growth at Ray-Mont Logistics, who succeeds Mr. Charles Raymond. We would also like to acknowledge the contribution of the members of our four working groups, who remain actively involved in our success. In all, they have contributed almost 1,900 volunteer hours. Our members are mission-critical to fulfill our mandate, and we thank them for their participation and contributions to our success.

Funding from our donors is essential to implement our mission and projects. We take this opportunity to thank the Government of Quebec and the Montreal Metropolitan Community (MMC) for their support.

In closing, the members of the Board of Directors and I are proud of the team's work and achievements. Karine, Yves and Amy have brilliantly managed the transition, stayed the course and successfully advanced the Cluster's work. Many thanks for your dedication, consistency and tenacity.



# Executive Committee and Board of Directors

## Executive Committee\*

### Martin Imbleau

Chair  
(until September 2023)  
President and Chief Executive Officer  
Montreal Port Authority

### Michael Grier

Co-Chair  
Senior Vice President of Operations  
Dorel Industries Inc.

### Darren Reynolds

Treasurer  
Director, Sales and Marketing Business  
Development  
Canadian National

### Madeleine Paquin

Director  
(until January 2024)  
President and Chief Executive Officer  
Logistec Corporation Inc.

### Geneviève Deschamps

Director  
(from November 2023 to March 2024)  
Vice-President, Finance  
Montreal Port Authority

### Marc Cadieux

Director  
President and Chief Executive Officer  
Quebec Trucking Association

### Valérie Wells

Secretary And Observer  
Senior Director, Legal Affairs  
and Corporate Secretary  
Montreal Port Authority

## Board of Directors

### Martin Ball

President & CEO  
WIPTec

### Hugo Bisaillon

Director, Private Equity and Impact Investing  
- Aerospace, Infrastructure and Transportation  
Fonds de solidarité FTQ

### Mathieu Casey

Director, Cargo Revenue Management  
and Business Strategy  
Air Canada Cargo

### Stéphane Chevigny

President  
Intersand

### Rodney Corrigan

(since March 2024)  
President  
Logistec Stevedoring Inc.

### Domenico Costantino

Regional Vice President – Eastern Canada  
Kuehne + Nagel Ltd.

### Nathalie Drouin

Executive Director and Professor  
INFRA-S, ESG UQÀM, School of Science  
and Management

### Guillaume W. Dubreuil

Director, Government and External Affairs  
The CSL Group Inc.

### Julien Dubreuil

General Manager  
Termont Montreal Inc.

### Michael Fratianni

President and Chief Executive Office  
Montreal Gateway Terminals Partnership

### Julie Gascon

(since March 2024)  
President and CEO  
Montreal Port Authority

### Jonathan Hébert

(since March 2024)  
Chief Financial & Growth Officer  
Ray-Mont Logistics

### Jordan Kajfaz

AVP Sales and Marketing,  
International Intermodal and Automotive  
CPKC

### Stéphane Lapierre

Vice President, Air Operations  
and Air Services Development  
Aéroports de Montréal

### Maxime Laplante-Sauriol

Director of Operations  
Mediterranean Shipping Company (Canada) inc.

### Charles Raymond

(until March 2024)  
President and Chief Executive Officer  
Ray-Mont Logistics

### Michel Robert

President and Chief Executive Officer  
Groupe Robert

### Robert Roy

President  
Maritime Employers Association

### Michel Sawaya

Corporate Manager  
CMA CGM Canada Inc.

### Martin Trépanier

Director  
CIRRELT, Université de Montréal

### Patrick Turcotte

President  
TYT Group

## Observers

### Jennifer Côté

(until April 2023)  
Manager, Policy and Coordination, QC Region  
Transport Canada

### Marie-Pier Gagné

Logistics Coordinator,  
Department of Transportation and Logistics  
Ministry of the Economy and Innovation

### Sylvain Giguère

(until April 2023)  
Chief Economist and Head of  
Metropolitan Economic Development  
Montreal Metropolitan Community

### Valérie Lacasse

(until September 2023)  
Director of Operations and Partnerships,  
Secretariat for the Metropolitan Region  
Ministry of Municipal Affairs and Housing

### Catherine Lavoie

(since November 2023)  
Research Advisor – Metropolitan  
Economic Development  
Montreal Metropolitan Community

### Adam Szoo

(since April 2023)  
Regional International Manager  
– Coordination and Policy  
Transport Canada

### Marie-Loup Tremblay

(from May to September 2023)  
Research Advisor - Economic Development  
Montreal Metropolitan Community

## Staff

### Mathieu Charbonneau

(until January 2024)  
Executive Director  
CargoM

\* The members of the Executive Committee are also members of the Board of Directors.



# Team



**Karine Dudognon**  
Executive Assistant  
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**Yves Murray**  
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**Amy Lombard**  
Project Manager,  
Working Groups 1 and 3  
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514 508-2609, ext. 223



**Mathieu Charbonneau**  
Executive Director  
(until January 2024)



**Lynda Frenière**  
Accountant  
(until January 2024)

## Follow us!

[cargo-montreal.ca](http://cargo-montreal.ca)  
[zonefranchemontreal.ca](http://zonefranchemontreal.ca)  
[votrevoierapide.com](http://votrevoierapide.com)



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# Members

## Air Transport



## Rail Transport



## Transport And Shipping Terminals



## Committees And Associations



## Road Transport And Logistics Intermediaries



## Exporters — Importers



## Administrations, Ministries And Shared Transport Infrastructures



## Educational And Research Institutions





# Working Groups



## Working Group 1 Sector Development Opportunities

Increase our impact on the prosperity and economic development of the metropolitan area's logistics chain



## Working Group 2 Communication and Outreach

Promote Greater Montreal as an indispensable logistics infrastructure



## Working Group 3 Innovation and Fluidity

Optimize the hub's fluidity and leverage innovation to become the gateway to North America



## Working Group 4 Workforce

Work collaboratively with the associations on projects aimed at training, attracting and retaining talent

## Ad hoc committees

### Air Freight Committee

Co-chaired by Matthieu Casey, Senior Director, Cargo Global Sales and Revenue Optimization, Air Canada Cargo, and Stéphane Lapierre, Vice President, Air Operations and Air Services Development, Aéroports de Montréal

### Foreign Trade Zone Centre Advisory Committee

Coordinated by CargoM and made up of stakeholders who supported the launch of the Foreign Trade Zone Centre

### External committees

- Member of the Board of Directors of the Greater Montreal Climate Fund
- Member of the Mobility Montréal advisory committee
- Member of the food security table of the Montreal Metropolitan Community (CMM) and Chair of the Supply Chain Optimization Action Committee
- Member of the Maritime Group Committee of Quebec's Transport and Sustainable Mobility's (MTMD)
- Member of the Quebec government's follow-up committee on the Sustainable Mobility Policy — 2030
- Member of the Palais des Congrès de Montréal's multisector strategic taskforce
- Member of the Transportation Committee of the Chamber of Commerce of Metropolitan Montreal (CCMM)
- Member of the transportation committee of the South Shore Chamber of Commerce and Industry (CCIRS)
- Member of the industrial port zone (ZIP) committees
- Member of the inter-cluster committee on sustainable development
- Member of the Lean & Green Europe working committee



## Committee Co-Chairs



**Madeleine Paquin** (until January 2024)  
President and Chief Executive Officer  
Logistec Corporation Inc.



**Martin Ball**  
President & CEO  
WIPTec

## Mandate

Propose development perspectives and opportunities

Provide Greater Montreal's freight transport and logistics sector with tools and measures to improve their competitiveness and increase their contribution to the region's economic development

## Goals

Improve the efficiency of transportation and logistics in Greater Montreal

Identify the keys to success to attract new distribution centres and make Greater Montreal a recognized and sought-after hub for its competitiveness

## Ongoing key projects

The Collaborative Innovation Hub for Mobility (CIM) project:

- Implementing the incubator: development of three technology rollout projects, including two in decarbonized logistics, set to begin in 2024

Foreign Trade Zone Centre:

- Promoting the FTZ Centre and its certification to economic development players
- Planning conferences and webinars to present the services offered
- Providing updates on future actions and strategies

Promoting a condensed version of the report *Les enjeux liés aux règlements municipaux, à l'urbanisme et au développement durable du secteur de la logistique* (Issues related to municipal bylaws, urban planning and sustainable development in the logistics sector) by INFRA-S to elected municipal officials

Benchmarking the economic development practices of other clusters to support our respective sectors

## Achievements

Launch of the Cap St-Laurent Directory showcasing the maritime industry, in collaboration with the St. Lawrence Economic Development Council, funded by the Ministère des Relations internationales et de la Francophonie (MRIF) and the Ministry of the Economy, Innovation and Energy (MEIE)

INFRA-S report in partnership with the City of Montreal: *Issues related to municipal by-laws, urban planning and sustainable development in the logistics sector*

Participation in the visitors' program to the Federal Republic of Germany, presentation of the smart cities of Berlin and Hamburg

Foreign Trade Zone (FTZ) Centre:

- Design of the seal
- Presentation of the FTZ Centre to several companies through export acceleration programs
- Presentation of FTZ Centre services to the CCMM
- Webinar entitled *Unlocking Trade Success—Navigating Canada's foreign trade zone* organized in collaboration with the Port of Montreal (120 participants)

Consultation of CargoM and the sector (survey, interviews and workshops with members) by the City of Montreal in connection with its Land Use and Mobility Plan (PUM)

Collaborative Innovation Hub for Mobility (CIM) project:

- Implementation of the *Continuum Mobilité* referral program to support the growth of an initial group of 12 businesses
- Implementation of a support service for Canadian entrepreneurs to roll out EV charging infrastructure for Business Development Bank of Canada

Participation by CargoM in several events as a panelist, presenter or moderator:

- Strategic forum on challenges and solutions for enhancing mobility and traffic flow organized by the CCMM
- Presentation to a New Orleans delegation composed of the Port of New Orleans and the World Trade Center of New Orleans
- Meeting with the Consulate General of Panama in Montreal, in collaboration with the Embassy of Panama in Canada
- Participation in the Journal of Commerce Inland Distribution Conference (Inland23)







# WG2

# Communication and Outreach

## Committee Co-Chairs



**Marie-Chantal Savoy**  
Vice-President Strategy and Communications / *Logistec Corporation*



**Guillaume W. Dubreuil**  
Director, Government and External Affairs / *The CSL Group Inc.*

## Mandate

Build effective and dynamic communication between governments, the public and stakeholders on the positive impacts of the freight transport and logistics sector in Greater Montreal

Promote the Cluster's activities and ensure the industry's outreach to extend the freight transport and logistics community's outreach

## Goals

Promote the advantages and economic benefits of the freight transport and logistics sector for Greater Montreal to governments, the general public and stakeholders

Actively participate in the international outreach of the Cluster and Montreal's transportation and logistics hub

## Ongoing key projects

Lean & Green Canada:

- Supporting businesses in pilot projects

Lean & Green Europe:

- Holding monthly meetings with European partners
- Reviewing documents including the normative framework
- Reviewing European and local logos
- Updating the Lean & Green International website for partners

New Working Group 2 – Sustainable Transport and Logistics:

- Determining mandate and objectives
- Recruiting members and co-chairs for the working group
- Launch and communications
- Planning the first meeting of the committee

Creation of an Outreach and Communications Committee

## Achievements

Intermodal strategic monitoring and promotion of CargoM's activities, its members and its partners on various social media (LinkedIn, X, Facebook), monthly publication of newsletters and appearances in the media (go to *CargoM in the media* on page 21 for more details)

Press releases issued to mark the launch of Cap Saint-Laurent, CargoM's 10<sup>th</sup> anniversary, the launch of the storage space tool and the 8<sup>th</sup> edition of Transport and Logistics Career Day

Organization of celebrations marking the Cluster's 10<sup>th</sup> anniversary

During the strike between St. Lawrence Seaway Management Corporation and its employees, letter co-signed by CargoM, SODES and Canadian Manufacturers and Exporters sent to ministers Rodriguez, Champagne and O'Regan, urging them to take action to quickly settle the dispute

Wide-ranging promotional campaign in the sector for CargoM's 8<sup>th</sup> Career Day (radio, newspapers, social media, etc.)

Participation in several ad hoc committees, notably for Lean & Green, the Greater Montreal Climate Fund and the industry visit (see follow-up table)

Member visits: Synergie Canada, WIPTEC, Kuehne+Nagel, DC CanEst Transit Inc. and MSC

Organization of a networking activity with the Port of Antwerp-Bruges as guest, in collaboration with the Port of Montreal.

Lean & Green Canada: launch of the pilot project

- Logistec Corporation:
  - Submission of action plan and completion of audit
- Express Mondor:
  - Twice monthly meetings with energy efficiency company Econoler and CargoM
  - Preparation of necessary documents and GHG inventory for drafting and filing action plan
  - Drafting the action plan and calculation documents to file action plan







# WG3

# Innovation and Fluidity

## Committee Co-Chairs



**Marc Cadieux**  
President and Chief Executive Officer  
*Quebec Trucking Association*



**Julien Dubreuil**  
General Manager  
*Termont Montreal Inc*

## Mandate

Promote the development and implementation of projects that benefit as many supply chain users as possible in order to improve access and fluidity of truck transportation in Greater Montreal

Contribute to the implementation of advanced infrastructure and technology projects to optimize transport and logistics operations

Support best practices and promote the use of advanced technologies in the transportation and logistics industry to improve the competitiveness of companies in the sector

## Goals

Actively participate in committees to promote our industry and, if necessary, create consensus-building committees

Undertake complementary studies to support those underway and conduct specific pilot projects and measure their impact on Greater Montreal

Adopt, share and integrate industry best practices and leading-edge technologies while meeting sustainable development objectives

## Ongoing key projects

Storage space survey tool project:

- Securing funding under Transport Canada's National Trade Corridor Fund (NTCF) for phase two of the tool
- Completing phase two of the project with NTCF funding in collaboration with service provider Mely.ai
- Promoting the tool

Work on Success Stories related to the use of off-peak terminal hours at the Port of Montreal

Explore possibilities for collaboration on cargo-bike delivery projects using river shuttles

## Achievements

Storage space survey tool project:

- Web interface and table posted on CargoM website
- Official launch of the tool in September
- Promotion of the tool to CargoM members and partners
- Funding obtained from the MEIE's Program to support the development of strategic sectors and niches of excellence (PADS) for the first phase of the tool

Presentations by members and collaborators of Working Group 3:

- Update on the Louis-Hippolyte-La Fontaine Bridge-Tunnel project works
- Port of Montreal mobility plan
- Termont RDV system
- Presentation of MGTP's Project Mercury initiative
- Niosense presentation of a prospective project for CargoMobile

CargoM activities related to the working group on innovation and fluidity:

- Participation in the co-creation workshop on delivery issues and solutions along commercial arteries organized by the Agence de mobilité durable (AMD)
- Participation in the annual MTMD Sustainable Mobility Policy Forum and in a workshop on an integrated approach to freight transport
- Moderation of a roundtable in a consultation workshop with carriers operating in Greater Montreal organized by Coop Carbone
- Participation in a freight transport innovation working group organized by the Group of Recommendations and Actions for a Better Environment (GRAMÉ) and Lachine Borough Council
- Participation in HEC conference - Decarbonizing Long-Haul Trucking in Eastern Canada, roundtable, workshop
- Tour of the Deloitte smart factory organized by PME Mtl
- Participation in JOC Inland23 in Chicago and meeting with the Quebec delegation in Chicago
- Moderation of a procurement conference at Collège de Bois-de-Boulogne
- Membership and participation in meetings of the MTMD maritime group committee
- Meeting with Transport Canada to present CargoM and its collaborative projects related to innovation
- Weekly follow-up meeting with Coop Carbone and the City of Montreal to coordinate projects





# WG4

# Workforce

## Committee Co-Chairs



**Nathalie Drouin**

Executive Director and Professor / *INFRA-S, ESG UQAM, Écoles des sciences de la gestion*



**Chloé St-Amand**

Executive Director  
*Camo-Route*

## Mandate

Promote the sector to future workers by showcasing the opportunities this industry has to offer and accentuating training and employee retention policies in the industry's companies

## Goals

Fill the urgent need for new talent in this sector by focusing on concrete actions to attract new talent

Promote the opportunities offered by the industry to young people and people looking for a new career

## Ongoing key projects

Planning for the 9<sup>th</sup> edition of Career Day:

- Revising the original formula
- Finding alternative funding

Ongoing work on TCIP projects:

- Searching for funding and partnerships
- Organizing and promoting visits
- Holding discussions on the program's continuity when funding ends
- Making TCIP outreach possible to the rest of Quebec

## Achievements

Organization of CargoM's 8<sup>th</sup> Transportation and Logistics Career Day, held on November 15, 2023 at the Port of Montreal's Grand Quay:

- 36 businesses and educational institutions
- 900+ positions to be filled
- Close to 400 participants
- 3 simulators and a truck on display
- Services Québec Montréal presentation on services offered to businesses
- Presentation by PME MTL Centre-Est on the services they offer
- Attendance at the opening of the job fair of Mr. Pierre Fitzgibbon, Minister of the Economy, Innovation and Energy, Ms. Karine Boivin Roy, Assistant to the Cabinet of Ms. Kateri Champagne Jourdain, Minister for Employment, and Ms. Sophie Mauzerolle, City Councillor, Borough of Ville-Marie, member of the executive committee and responsible for transportation and mobility
- Networking activity in collaboration with the CITT

The Trucking Career Immersion Program (TCIP) is a one-day program that introduces participants to the various facets of truck driving. The program was funded by Conseil emploi métropole in partnership with Camo-Route and the Centre de formation du transport routier de Saint-Jérôme (CFTR):

- 3 visits planned and promoted (Groupe Robert, Simard Transport and GT Group)
- 56 applications received, 2 visits organized and 13 participants
- Final report and presentation of results to the board of directors of Conseil emploi métropole

Five employment and training newsletters issued over the course of the year

Submission of a report on the logistics and freight transport workforce at the request of the Ministry of the Economy, Innovation and Energy (in collaboration with Camo-Route and the Human Resources Sectorial Committee of the Maritime Industry (CSMOIM))

Participation in the working committee updating Camo-Route's freight transport sector diagnosis

Participation in the CSMOIM working committee on updating the maritime industry diagnostics study

Promotion of training courses offered by CargoM member educational institutions



# Financial Statements

Revenue	2023	2022
Contributions	\$382,000	\$410,000
Membership fees	\$340,390	\$312,941
Revenue from activities	\$182,586	\$222,020
Other	\$103,835	\$24,925
<b>Total</b>	<b>\$1,008,811</b>	<b>\$969,886</b>

Charges		
Payroll	\$500,733	\$462,600
Administrative expenses	\$234,529	\$203,317
Workshop fees	\$337,070	\$323,879
<b>Total</b>	<b>\$1,072,332</b>	<b>\$989,796</b>

<b>Excess of revenue over expenses (expenses over revenue) for the year</b>	<b>(\$63,521)</b>	<b>(\$19,910)</b>
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## Note - Allocation of net assets

During the previous year, by resolution of the Board of Directors, the sum of \$75,000 was allocated as a special projects reserve, from unrestricted net assets. Later in the year, another resolution designated a special projects expense of \$39,000 as a use of these allocated amounts. No amounts were allocated in fiscal 2023.

The financial information summarized above is derived from financial statements audited by MNP LLP as at December 31, 2023. If you wish to view CargoM's detailed financial statements, please contact us.



# Projects and Tools for our Sector

## Cap Saint-Laurent

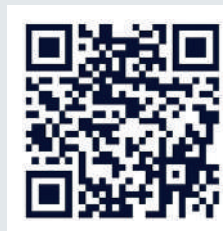
Cap Saint-Laurent is the leading directory of players and partners in the Quebec maritime and port sector. Beyond its role as a directory, Cap Saint-Laurent serves as a showcase for the achievements of the maritime sector.

Cap Saint-Laurent makes it possible to position the strategic advantages of Quebec expertise on the international stage, and to fast-track the globalization of its businesses, organizations and research centres. It also provides a range of business services and resources for North American and foreign partners using the great navigable artery that is the St. Lawrence River.

Cap Saint-Laurent is part of the Quebec government's maritime vision, *Advantage St. Lawrence*, which is focused on three priorities:

- Provide modern, competitive port facilities along the St. Lawrence
- Ensure efficient navigation that respects ecosystems
- Provide promising and sustainable development opportunities for communities along the St. Lawrence

The platform is funded by the Ministère des Relations internationales et de la Francophonie (MRIF) and the Ministry of the Economy, Innovation and Energy (MEIE).



**INSCRIVEZ VOTRE ORGANISATION  
À CAP SAINT-LAURENT !**  
**REGISTER YOUR ORGANIZATION  
WITH CAP SAINT-LAURENT !**

*Vitrine de l'expertise maritime québécoise vers le  
marché international.*  
*Showcase of Quebec's maritime expertise to the  
international market.*

**FAITES PARTIE DU RÉPERTOIRE ICI  
BE PART OF THE DIRECTORY HERE**

Québec

SOCIÉTÉ DE DÉVELOPPEMENT ÉCONOMIQUE  
DU SAINT-LAURENT

CARGO

# Storage Space Tool

Is your company looking for additional space, or does it have excess space? Either way, the CargoM storage space management tool is for you!

As a directory, it lets businesses post free of charge their excess space for rent, and people looking for space can consult the dashboard on our web interface to find those spaces. Using search criteria, businesses can find or post indoor and outdoor spaces. Initially developed for Greater Montreal, the directory also lists spaces elsewhere in Quebec and the rest of Canada.



The Tool already displays over 50 vacant space listings, totalling 18.7 million square feet, both indoor and outdoor. What's more, our tool is extremely user-friendly. Here's how to use it:

Storage space seekers:


- Log in to the Tool page using the password assigned to you by CargoM
- Select search criteria or use the interactive map to geolocate companies
- Directly contact the designated manager listed on the dashboard of the storage space that interests you

Storage space lessors:

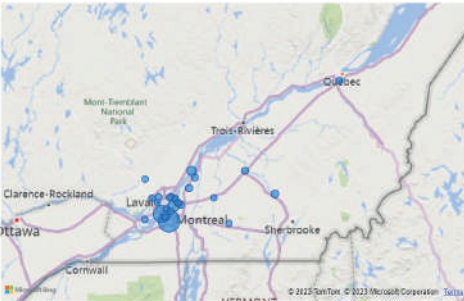
- Fill out the form on the CargoM website

Your data confidentiality is of paramount importance to us, and all information collected online through our interface is protected on a secure server.

To develop the first phase of the tool, CargoM obtained funding from the Ministry of the Economy, Innovation and Energy (MEIE) through its program to support the development of strategic sectors and niches of excellence (PADS). The second phase is being developed with funding from the Government of Canada through the National Trade Corridor Fund (NTCF). The project phases are being carried out by Mely.ai Solutions, a company that expedites the digitization of the supply chain.



**Espace Disponible / Space Availability**



Ville / City	Intérieur vs Extérieur / Indoor vs Outdoor	Quai de chargement / Loading dock									
AB	AB	AB									
Arrondissement	Sécurité de l'espace / Space Security	Autoroute(s) / Highways(s)									
AB	AB	AB									
Date du début de la disponibilité de l'espace / Space availability start date	Connectivité / Connectivity	Espace chauffé / Heated Space									
10/10/2022 - 01/09/2023	AB	AB									
	Type de surface / Surface types	Entreposage de conteneurs possible / Container storage possible									
	AB	AB									

Ref #	Nom de l'entreprise / Company Name	Adresse de l'entreprise / Company address	Ville / City	Prénom / First Name	Nom / Last Name	Titre / Business Title	Bureau / Office	Cellulaire / Mobile	Courriel / Email	Surface dispo (pi2) / Area of available space (ft2)	Date de début dispo / Availability start date	Date de fin dispo / Availability end date	Notes

# Ambassador and promoter of the Greater Montreal hub nationally and internationally

**May 29, 2023 in Montreal**

Premier Bulk Liquids Alliance Ltd.  
 ACS Logistics



**September 25 to 30, 2023 in Chicago**

Inland Distribution Conference  
 Journal of Commerce



**June 13, 2023 in Montreal**

Meeting of francophone entrepreneurs  
 Conseil du patronat du Québec



**September 29, 2023 in Montreal**

Meetings with a delegation from Panama  
 Embassy of Panama to Canada



**July 17 to July 21, 2023 in Montreal**

Young Researchers' Initiative (WCTRS-Y)  
 World Conference on Transport Research Society



**October 10 to 12, 2023 in Montreal**

World Trade Center New Orleans and Port of New Orleans Trade Mission  
 Ministère des Relations internationales et de la Francophonie du Québec (MRIF)



**July 21, 2023 in Montreal**

Reception of a delegation from the Georgia Department of Economic Development  
 Georgia Ports Authority



**October 27 to 30, 2023 in Berlin**

The Visitors Programme of the Federal Republic of Germany  
 Consulate General of Germany in Montreal and the Goethe-Institut Montreal



**September 11, 2023 in Montreal**

Networking event with the Port of Antwerp-Bruges  
 Port of Montreal and CargoM



**November 8, 2023 in Montreal**

Canada-Italy Business Forum on AI & Space Economy  
 Italian Chamber of Commerce in Canada



**September 13, 2023 in Montreal**

Reception of the Quebec-Flanders Joint Commission  
 Port of Montreal and CargoM





# In the media

Here are a few articles about CargoM and the transportation and logistics industry. To browse the complete press review, visit our website.

**May 13, 2023**

Journal de Montréal / CargoM la force du nombre

**June 2, 2023**

Transport Routier  
CargoM célèbre ses 10 ans



**September 6, 2023**

Transport routier  
CargoM lance son outil d'espace d'entreposage



**September 8, 2023**

Inside Logistics / CargoM expands storage space finder

**November 10, 2023**

Transport routier  
Journée carrières en transport et logistique de CargoM

**November 17, 2023**

Truckstop Québec  
CargoM : Un salon de l'emploi réunissant plus de 400 personnes à Montréal



**November 18, 2023**

The Canadian business Journal  
CargoM Career day : A unifying event for the logistics

**November 21, 2023**

Transport Routier  
La Journée carrières en transport et logistique de CargoM est devenue un incontournable de l'industrie

**November 23, 2023**

Transport Routier  
Le directeur général de CargoM, Mathieu Charbonneau, est nommé chevalier de l'ordre de la Couronne de Belgique

**December 4, 2023**

Transport Routier / Mathieu Charbonneau quitte CargoM



**January 24, 2024**

Maritime Magazine  
Le gouvernement du Canada investit dans des projets au Québec afin d'améliorer les chaînes d'approvisionnement

**January 24, 2024**

Transport Routier / Subventions d'Ottawa pour faire circuler l'information dans la chaîne d'approvisionnement d'ici



**February 7, 2024**

Le Grand Montréal économique  
Montréal : Plaque tournante du transport de marchandises

**February 23, 2024**

Transport Routier / Logistique et transport durable : CargoM a besoin de votre expertise