



MILITARY
SEALIFT
COMMAND

Seafarer's ADVISOR

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Letter from the Director

Dear Partners,

Summer is in full swing here and our recruitment goals remain a priority. We hope that your summer activities are enjoyable.

Currently, we are actively recruiting for fiscal year 2009 hiring needs and, like many organizations, we are specifically searching for experienced unlicensed engineering personnel to join our workforce.

As many of you in the maritime industry are aware, the U.S. Department of Transportation's Maritime Administration has recently released a report on the state of the hiring and retention needs of maritime employers. The results of their survey reinforced what many in the industry, including MSC, have been openly discussing – there is a significant problem in finding mariners, with the required skill sets, available for employment. Over the past year, seventy-one percent of maritime employers reported having problems with recruitment and half of the respondents indicated some degree of difficulty retaining mariners.

I am pleased to note that MSC hired over 650 mariners this fiscal year to date and our attrition is holding at 8% – which I understand is quite good for this sector.

In response to this survey and in light of our current hiring goals, we are developing an apprenticeship program to assist experienced welders, machinists and those with a knowledge of hydraulics to gain seetime while, concurrently, being employed and enjoying the benefits that MSC and the federal government

Job Fair Schedule

8/6/2008	MJF - Neptune	Neptune, FL
8/7/2008	Recruit Military	Savannah, GA
8/13/2008	MJF - St. Petersburg	St. Petersburg, FL
8/14/2008	Recruit Military	Milwaukee, WI
8/19/2008	NCOA Job Fair	Newport News, VA
8/21/2008	Recruit Military	Baltimore, MD
8/27/2008	MJF - Detroit	Detroit, MI
8/28/2008	Recruit Military	Charlotte, NC
9/2/2008	MJF - Pawtucket	Pawtucket, RI
9/4/2008	Recruit Military	Boston, MA
9/9/2008	MJF - New Orleans	New Orleans, LA
9/10/2008	MJF - Virginia Beach	Virginia Beach, VA
9/17/2008	Navy Tri-Base Job Fair	Jacksonville, FL
9/24/2008	MJF - Pensacola	Pensacola, FL
9/24/2008	Recruit Military	New York, NY
9/25/2008	Recruit Military	Norfolk, VA

See www.sealiftcommand.com for more information on upcoming events.

offer. The Deck Engineer Machinist Advancement Program is expected to seamlessly transfer shore-based skills to a maritime environment. Please keep this apprenticeship program on your radar and look for more news of this exciting opportunity in the future.

As always we value your relationship as a partner and thank you for your continued support.

Phyllis B. Spano
Director, Human Resources and
Manpower
MSFSC

MSC Positions

MSC is currently hiring
for the following positions:

DECK DEPARTMENT

Able Seaman

ENGINE DEPARTMENT

Deck Engineer Machinist
Unlicensed Junior Engineer
Pumpman

Success Story: Dominique Guilherme, First Assistant Engineer

After 30 years with MSC, First Assistant Engineer Dominique Guilherme has met a lot of people, all around the world. So many, in fact, that it led a colleague to remark, “Is there anywhere in this world that you don’t have friends or family?”

Guilherme’s life story does include adventures at all corners of the globe. He was born in Dakar, Senegal, spent five years as a youngster in France and today calls Chesapeake, VA home. Which explains why one of his favorite aspects of his job with MSC is the opportunity to travel.

But no matter how far he roams, Guilherme’s heart still stays close to home. He is married, and has two children: 20 year-old Amy and 18 year-old Fabrice. “The moral support of my wife and children is very important,” he said.

Despite the sacrifices he’s made, spending so much time away from home, Guilherme is extremely proud of his work. He recognized it’s not for everyone, but he also knows firsthand that the rewards and promotion opportunities are there. “And as a bonus,” Guilherme added, “you get to see the world!”

For evidence of just how proud Guilherme is to work for MSC, you need look no further than the fact he’s referred four family members to the command. His brother-in-law, Joe Debarros, is third engineer on *USNS Bighorn*, along with his nephew First Engineer Sidy Niang. Guilherme’s nephews Theo Niang and Bobby Niang both serve as boatswain mates, Theo aboard *USNS Saturn*. Bobby is currently on leave, celebrating the birth of a child.

The pride works both ways. “I was bored out of my mind after college,” Sidy Niang said. “And my uncle suggested I try MSC

for 6 months...20 years later, I’m still here. This job has exposed me to many great things, professionally, personally and financially. I’m thankful for the experience.”

“I am proud to have all of these members of my family working for MSC – and I’m proud to have brought them to work here,” Guilherme said.

Guilherme’s own path to MSC started in the Navy where he served from 1972 to 1975. Later, he spent two years on the commercial side of the business working for the



Massachusetts Steamship Authority as a wiper and fireman watertender.



Yearning for more, Guilherme asked his chief engineer how to advance. And the reply, of course, was to work for MSC. Later that year, he was employed by MSC and on board *USNS Kingsport* as a fireman watertender.

Thirty years and 21 tours later – not counting repeat assignments – Guilherme is serving as a temporary chief engineer on *USNS SIOUX*. He starts each day making a complete round of engine spaces, making sure things are running smoothly. After that, there’s a bit of paperwork and, of course, tending to any emergencies that are bound to arise.

“The best part of my job is the satisfaction and pride I get when I can solve problems,” Guilherme said.

When he’s not pouring over paperwork or tinkering with the mechanics of the ship, Guilherme enjoys reading, listening to music “from the old country” and watching movies.

He said although there’s nothing quite like home, the ships are very comfortable. “Some of our ships are referred to as USNS Floating Hiltons,” he joked. “Most of our ships are built to commercial standards.”

Surprisingly, the living and working conditions aren’t the most comfortable part of the experience. “I’ve formed so many life-long friendships onboard,” Guilherme said. “That’s so rewarding.”

Rewarding, too, has been Guilherme’s ability to fulfill childhood dreams of travel, in particular to Rome and Pompeii. “I also enjoyed going to Genoa, where I was able to travel to Pisa to see the leaning tower. And finally, Cartagena where I was able to see some old neighbors from the time I spent in France.”

Guilherme’s list of favorite experiences doesn’t stop there. True to form, this one involves his family. “I was on *USNS Mount Baker*, and we stopped in Dubai. My wife came to visit me, and we had an amazing time enjoying the local atmosphere with friends from the area,” he said.

With tentative plans in place to retire in 5 years, after 35 years with MSC, Guilherme looks back on his experience fondly. “I am now a better individual having been exposed to various cultures and ways of life. I am very grateful for my job and position,” he said.

See other MSC Success Stories at www.sealiftcommand.com

Recession-Proof Employment

It’s no longer news that America is on the brink of a recession – and that many Americans are financially stretched and unemployed. Add escalating prices for gas and food and the picture doesn’t get any prettier. The current U.S. unemployment rate has grown from 4.6 to 5.1 percent since 2006 and many analysts predict this number could hit 6 percent by early next year.

Military Sealift Command operations do not rely on the rise and fall of the U.S. economy, and because of that, the employment forecast at MSC has remained strong. MSC is part of a short list of U.S. employers that operate independently of the business sector and whose interests are not tied to the fluctuating economic outlook at any given moment. MSC hires civilians – non-military, government employees who will have secure jobs as

long as there is a U.S. Navy. Job security has become a stand-out benefit that current MSC employees appreciate and future employees will no doubt enjoy as well.

These are shaky times in the world and identifying unshakable organizations like Military Sealift Command will help individuals survive the impending recession and thrive independently of it.