

**Opening Statement**

**Hearing before the Regulatory Affairs and**

**Federal Management Subcommittee**

**Thursday, March 1st at 10:00 AM**

**“Examining Federal Managers’ Role in Hiring.”**

Good morning and welcome to today’s Subcommittee hearing titled “Examining Federal Managers’ Role in Hiring.” In the 115th Congress, this Subcommittee continues to look to find bipartisan solutions to the broadly recognized challenges which prevent the federal workforce from more effectively serving the American people.

We are here today to address the hiring crisis in federal government—it takes too long to fill vacancies left by a growing number of retiring federal employees.

This strain on agencies hinders their ability to accomplish their core missions and to serve the American people.

In order to begin to solve this problem, we must recognize the role that managers play in the hiring process and identify the ways they can be empowered to cut the time to hire a new employee.

The hallmark of the American civil service has always been that we are able to draw the best and the brightest to serve our country.

As we sit here this morning, I am concerned that this is no longer the case.

The federal government is facing a hiring crisis: In 2013, the government-wide average time to hire a new federal employee was an unsatisfactory 90 days.

However, the number has steadily risen to 105.8 days in 2017.

This is not sustainable.

The American economy continues to improve and jobs are becoming easier and easier to find.

For the American civil service to continue to recruit the best and brightest American talent, a vacancy cannot wait 105.8 days.

The best and the brightest candidates will not wait around for three and a half months and our strategy cannot rely on hoping that they do.

So that's why we're here today—to answer a simple question: where can we cut days?

What do agencies need to do to drive down the time to hire a new employee? What bottlenecks can be removed?

What can we do to ensure that managers have the competence and resources they need to quickly bring the best and the brightest on board?

What can agencies do to prioritize this issue and ensure that they aren't losing great candidates to government inefficiency?

We have here, today, three federal agencies—the Office of Personnel Management, the Department of Homeland Security and the Department of Commerce—which are on the front line of these issues.

I look forward to discussing with our participants ideas to improve the way agencies manage personnel and thus better enabling them to deliver a more effective federal workforce for the American people.

With that, I recognize Ranking Member Heitkamp for her opening remarks.