

**Opening Statement of
Senator George V. Voinovich, Ranking Member
Subcommittee on Oversight of Government Management,
the Federal Workforce and the District of Columbia**

“Work-life Programs: Attracting, Retaining and Empowering the Federal Workforce”

May 4, 2010

Mr. Chairman, thank you very much for calling today’s hearing. As we commemorate Public Service Recognition Week, it is important that we examine the extent to which the federal government’s work-life policies support our need to recruit and retain highly qualified individuals to use their skills in service to our nation.

We have discussed for years the human capital crisis that will ensue when the baby boom generation begins to retire. By fall of 2012, the Partnership for Public Service estimates that the federal government will hire nearly 273,000 new workers for mission-critical jobs.

This year’s theme of Public Service Recognition Week, “Innovation and Opportunity,” reminds me of the golden opportunity we have in this economy to find some wonderful people who may not have previously considered federal service. While the economy has led some to extend their federal careers, others are in need of employment and it is our collective responsibility to make sure we attract the best and brightest at all career stages.

The Federal Hiring Process Improvement Act will help agencies and job applicants by eliminating the barriers to applying for federal employment. Once employees have entered on duty, however, the federal government must be innovative in its efforts give agencies and employees the tools needed to perform at work and to maintain a healthy work life balance.

One need only look at the Best Places to Work Rankings to see how flexibilities can improve employee satisfaction. As the Chairman knows well, we have worked together to provide human capital options for the NRC, the GAO, NASA, the Intelligence Community, and the Department of State. The fact that these agencies are ranked number 1 through 5 on the 2009 Best Places to Work Survey shows that flexibilities, when properly implemented and communicated to employees, improve employee satisfaction.

During his confirmation process, I challenged Director Berry to lead by example and make OPM an employer of choice among federal agencies. I look forward to learning from OPM how the Results Oriented Work Environment will improve individual employee performance while providing employees greater control over how they accomplish their daily work. This type of

strategic innovation is exactly what Senator Akaka and I hoped would result when we created the Chief Human Capital Officers Council eight years ago.

Thank you, Mr. Chairman.