

Statement of Senator George V. Voinovich

**Committee on Homeland Security and Governmental Affairs
Subcommittee on Oversight of Government Management, the Federal Workforce,
and the District of Columbia**

“National Security Reform: Implementing a National Security Workforce”

April 30, 2009

Good afternoon. As you know, Mr. Chairman, reforming the federal government’s human capital management has been one of my highest priorities as Chairman and now Ranking Member of this Subcommittee. I am thankful for the partnership we have forged to tackle these issues which affect the federal government’s most critical asset – its people.

In preparing for today, I was reminded of the March 2001 hearing I chaired on the national security implications of the human capital crisis. The panel of distinguished witnesses that day included former Defense Secretary James Schlesinger, a member of the U.S. Commission on National Security in the 21st Century. Secretary Schlesinger concluded:

“As it enters the 21st century, the United States finds itself on the brink of an unprecedented crisis of competence in government. The maintenance of American power in the world depends on the quality of U.S. government personnel, civil and military, at all levels. We must take immediate action in the personnel area to ensure that the United States can meet future challenges...it is the Commission’s view that fixing the personnel problem is a precondition for fixing virtually everything else that needs repair in the institutional edifice of U.S. national security policy.”

Eight years later, a great deal of action has been taken to improve human capital management for our national security agencies, and we are daily building momentum for future reform. In response to the terrorist attacks of September 11, 2001, we re-assigned personnel, re-distributed resources, and re-organized agencies in order to make the security of our homeland our top national priority. We created the Department of Homeland Security, overhauled the Intelligence Community, and implemented many recommendations from the 9/11 Commission.

The dangers and opportunities of our international environment require us to renew our human capital efforts. Creating a more secure, democratic, and prosperous world for the benefit of the American people depends on a highly-skilled national security workforce held accountable for their individual performance.

The Bush Executive Order establishing the National Security Professional Development program provides us with a roadmap for improving collaboration between our national security agencies

through individual development, better enabling our government to carry out what I like to refer to as the Obama doctrine of Smart Power.

I look forward to hearing the initial results of the National Security Professional Development Program from our witnesses. It is essential that federal agencies have all the tools necessary to recruit, hire, train, and promote individuals with the right competencies. The new administration gives us the opportunity to find solutions that reinforce our commitment to the individual employee. I look forward to an engaging discussion with our witnesses as we consider whether additional workforce reform is necessary to meet our national security mission.