

To me, another kind of reconciliation has always been the wonder of this place. How to effect peaceful social change? How to reconcile the views of a Paul Wellstone with those of a John McCain, giving each a fair hearing and then moving to decide what is best for democracy, best for America. That is the Senate I revere.

It is of surpassing importance that the Senate recruit, reward, and recognize its staff. We must have the best; we must pay them competitive wages; we must acknowledge their contribution to the legislative process.

All of this talk about limited terms—if they are enacted, power will flow to the staff as the source of memory and knowledge; if staff is cut too far; special interest groups will become the source of information and power. We can and should reduce staff; but we must be careful; they have become a key part of the process.

I am not too worried about all of this. Staff has been a part of Government for thousands of years. I know, because just the other day I read in the Bible, "And Joseph leaned on his staff, and he died."

My friends, I have gone on too long. I could have spared you all of this by reading a few lines of poetry. I have found poetry—the distillation of human emotion and experience—to be a great source of comfort, insight, and inspiration over the years. The poem which best sums up who I am—at this stage in my life—is Tennyson's "Ulysses." I will leave you with a few fragments from this great work.

Much have I seen and known; cities of men
And manners, climates, councils,
governments * * *

I am a part of all that I have met;
Yet all experience is an arch wherethrough
Gleams that untravelled world, whose margin
fades

For ever and for ever when I move.
How dull it is to pause, to make an end,
To rust unburnished, not to shine in use!
Some work of noble note, may yet be done
Tis not too late to seek a newer world
Though much is taken, much abides; and
though

We are not now that strength which in old
days
Moved earth and heaven; that which we are,
we are;

One equal temper of heroic hearts,
Made weak by time and fate, but strong in
will

To strive, to seek, to find, and not to yield.

Thank you my friends. Thank you for your friendship, your counsel, your encouragement. Thank you for your work, which made mine worthy.

THE RETIREMENT OF PHILIP A. HOLMAN, DIRECTOR OF THE DIVISION OF POLICY AND ANALYSIS IN THE OFFICE OF REFUGEE RESETTLEMENT

Mr. SIMPSON. Mr. President, I rise today to recognize a most distinguished public servant who is retiring this month after nearly 33 years of Federal service. Phil Holman, the Director of the Division of Policy and Analysis in the Office of Refugee Resettlement is a man that I and my fine staff on the Immigration Subcommittee have worked with for many years.

Phil Holman joined the Cuban Refugees Program in 1962, shortly after it

was established by President Kennedy. He spent virtually his entire Federal career in the refugee resettlement program: from the early 1960's Cuban refugee flow beginnings to the 1975 Indo-Chinese Refugee Assistance Program to the current domestic program established under the Refugee Act of 1980. Phil Holman's career has certainly come full circle as we struggle today with the current Cuban migration crisis.

Millions of refugees admitted to the United States in the past 33 years have had their new lives touched in some way by Phil Holman's work. His decades of service are deeply appreciated, and I would urge my colleagues to join me in expressing our gratitude for a fine job well done.

FATHER WILLIAM CUNNINGHAM AND FOCUS: HOPE

Mr. ABRAHAM. Mr. President, recently the Committee on Labor and Human Resources, on which I serve, held 3 days of hearings on reforming the Federal Government's system of job training programs.

Over the course of the hearings, the committee heard testimony from a wide array of interested parties: Clients of training programs; experts from academia and think tanks; businessmen, organized labor, and the General Accounting Office. Wisconsin Gov. Tommy Thompson appeared and testified about the laboratory the various States provide, where some of the most innovative reform ideas are already at work. In addition, Secretary of Labor Robert Reich and OMB Director Alice Rivlin presented the administration's perspective on what shape reform of the system should take.

However, this Senator thought the most interesting testimony came from the last panel to appear on the hearing's final day. Chairman KASSEBAUM wished to supplement the testimony of the usual array of witnesses with perhaps less conventional viewpoints. She selected individuals from around the country who have personally been involved in starting and administering innovative, community-based training and education programs. One of the individuals she invited to participate was Father Bill Cunningham, the executive director of the Focus: Hope Program in Detroit, MI.

Focus: Hope and Father Cunningham are certainly not strangers to the Labor Committee. Just last September, Father Cunningham appeared before the Labor Committee to testify about the Focus: Hope Program and its work in educating and training people. It is a testament to his dedication and success that Father Cunningham would be invited to testify by both Democrats and Republicans when each had control of the Labor Committee.

Mr. President, Focus: Hope is often described as unorthodox in its methodology. It is certainly unorthodox in one respect: Unlike the vast majority of

Federal job training programs, Focus: Hope actually works. It produces real and lasting results; of course, that might seem unorthodox in this town, which sometimes appears immune to outrage over wasted tax dollars and obsolete or ineffectual social programs.

Let me offer a glimpse of the mindset which makes "Focus: Hope so unique and—I believe—so successful. An article appearing in the March 1994 issue of "Ward's Auto World" noted that father Cunningham saw Focus: Hope's mission this way:

Focus: Hope remains at its core a civil rights organization, but [father Cunningham] cites [their] machinist training effort as simply a new approach. Father Cunningham says of 200 machine shops that hired graduates from the [Focus: Hope] machinists institute, all except two were hiring their first African-American or woman. We could have been suing them, he shrugs.

Mr. President, while some groups are obsessed with talking about expanding opportunities, Father Cunningham's approach is a breath of fresh air. He believes the best method for truly empowering people is to educate them, teach them a marketable skill, develop in them responsibility, motivation, and maturity—not simply to file a lawsuit on their behalf.

For the benefit of any of my colleagues who are not familiar with father Cunningham's work, let me offer a few quotes from his testimony:

I would emphasize advanced job skills representing new technologies, future technologies. In that vein, I would require that defense and commerce play a larger role in establishing national skills priorities * * * We must understand and balance the difference between providing jobs for the people—and everybody's hearts ought to be in that—and keep attention on providing capable and skilled persons for job demands. That is an entirely different picture.

The industry was changing so rapidly that the machinist of 1981 was completely inadequate for the machine tools of 1988, the computer and numerically controlled machines. * * * In 1993, the state of the art is already catapulting so rapidly in technology that—well, I will just give you one figure. A lathe in 1981 with 3,000 RPM is replaced by Ingersol, by a machining center, with 60,000 RPM.

The universities are still dealing with the engineering code of 1970. So what we are doing is very expensively putting all these kids through college, getting them engineering degrees, and then when they go to work for Ford Motor Co., they have to spend another 6 years training them.

Finally, let me highlight one observation that was agreed to by everyone on Father Cunningham's panel. Chairman KASSEBAUM inquired about the efficacy of requiring people to obtain employment first before receiving a voucher for further job training. It was noted that often the most effective training and education programs are those in which people both work and go to school either for education or to learn a particular skill. On that point, Father Cunningham offered his insight based on his work at Focus: Hope:

I am in total agreement with my colleagues up here. The masters program we