

agencies do requires a workforce that is sophisticated in new technologies, flexible, and open to continuous learning. The present federal workforce is aging. The baby boomers, with their valuable skills and experience, are drawing nearer to retirement and will be replaced by new employees who have different employment options and different career expectations from the generation that preceded them.

These new employees place a great premium on opportunities to learn, a work life personal life balance, independence and creativity, and flexible work arrangements. The relative security offered by federal jobs is no longer an important factor for many Generation X'ers who expect to change jobs frequently to learn new skills, earn a higher salary, and make a variety of contributions.

Continuing education and training is critical in today's marketplace, where job skills are changing rapidly and global competition demands world-class and ever-improving productivity. The federal Government must equip its employees with the skills and knowledge required of a high performance workforce. The Federal Workforce Digital Access Act allows the Government to take steps to do just that.

The Federal Workforce Digital Access Act (FWDA) provides that permanent employees in the executive, legislative, and judicial branches of the federal Government, who complete one year of employment, will be eligible to receive a computer, and Internet service at home at no charge. The benefit provides that federal agencies make use of, primarily, Internet Based Training (IBT) and on-site training to enhance the technological skills of their employees. The benefit provided for under the FWDA is called the "digital access benefit." The employee has the option of declining the digital access benefit package or choosing Internet service only.

In order to promote greater technological proficiency within the Government's workforce, the General Services Administration (GSA) and the Office of Personnel Management (OPM) will work together to establish and operate the digital access benefit program. GSA will be responsible for negotiating the digital access benefit contract. OPM will be responsible for general oversight of the program. To evaluate the program's operation, agencies will submit a report to the Office of Management and Budget on cost efficiencies, organizational performance, increased productivity, and training opportunities realized from the implementation of the Act. The report, which must be submitted to Congress in the fourth year of the program's operation, will help Congress assess whether the program should be reauthorized.

Agencies will be appropriated the funds to execute the Act and will deposit those funds in the Employees' Digital Access Fund. The Fund is available for all payments for goods and services under the Act, including GSA's and OPM's administrative costs.

FWDA is an imperative for those Federal employees across the country who work in mail rooms or who serve in the field as law enforcement officers, who have limited contact with a computer. It is also an imperative for those employees who daily underutilize computers by using them for simple word processing and e-mail functions. Providing federal employees with computers at home will expose employees to computer technology on a

daily basis and IBT will broaden their knowledge and application of new technologies.

Internet or web-based delivery of educational content, supplemented by numerous online tools, is an inexpensive, flexible and convenient way to empower Federal employees to become technologically proficient. IBT provides a hands-on approach to technology education. It permits employees to access content from inside and outside brick and mortar training facilities, to learn at their own pace, view video and other visual explanation of technology, and allows them to test themselves online to assess comprehension and retention. IBT takes the fear and intimidation out of learning new and emerging technologies. The result is a technologically savvy and creative employee that can not only support e-Government, but can help to create and develop it.

The FWDA gives the Federal government and its future and current workforce, the tools it needs to better serve the citizenry and be a leader in a knowledge-based economy.

TRIBUTE TO THE LATE KEITH J. DAVIS

HON. GEORGE RADANOVICH

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 11, 2000

Mr. RADANOVICH. Mr. Speaker, today I pay tribute to Keith J. Davis, a longtime friend, who passed away on January 23, 2000. He was 77. Mr. Davis was a Veteran as well as an upstanding member of the community.

Mr. Davis was born on August 31, 1923 in Salt Lake City, Utah. He graduated from the University of Utah with a degree in engineering. Mr. Davis joined the United States Army in 1942 and retired in 1978 with the rank of Colonel.

Throughout his life Mr. Davis held many positions in his community. He was a member of the Mariposa Veterans of Foreign Wars Post #6042. He was also a member of the Elks Lodge, a member of the Operating Engineers Union, and a past president of the Mariposa County Republicans Central Committee. He was a private pilot and an avid hunter, as well.

Mr. Davis is survived by his daughters, Kathleen Saz of Citrus Heights and Kristi Smith of Sacramento; son James Subisaretta of Texas; sisters Miriam Hurley of Davis and Dorothy Hendrickson of Oregon; eight grandchildren and one great-grandchild.

Mr. Speaker, I pay tribute to Keith J. Davis for his dedication to his community and his service to this country. His family members, and those who knew him, will remember Mr. Davis for his integrity, honesty, and hard work. I urge my colleagues to join me in extending my condolences to the Davis family.

TRIBUTE TO GROVER ROBINSON III AND SANDRA LOWREY ROBINSON

HON. JOE SCARBOROUGH

OF FLORIDA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 11, 2000

Mr. SCARBOROUGH. Mr. Speaker, the citizens of Escambia and Santa Rosa Counties

and the State of Florida have been blessed with two people who have dedicated their careers to the pursuit of excellence in all aspects of life. These fine people have distinguished themselves as community leaders and the models of honesty and integrity in public service. The couple that I speak about today is Grover Robinson III and Sandra Lowrey Robinson.

Most of the residents of Northwest Florida remember and admire Grover for his years of public service, during which he served as the District 3 Representative in the Florida House. However, what I admire most about Grover is that he always went above and beyond the call of duty to help others. At a time when our nation calls out for principled leadership from public officials, it is fitting that today we honor a true gentleman who always went the extra mile to represent the under-represented and to promote excellence within the community, the State of Florida, and the nation. During his distinguished career. Grover never forgot how important the little guy is to the American way of life. It is little wonder that Grover Robinson III is known as one of the most popular elected officials in Escambia County history.

When he ended his political career in 1986, he joined his wife, Sandra, in putting new life into community and church life, serving the people of Northwest Florida with compassion and loving care.

Grover was active in the Pensacola Jaycees, the March of Dimes, the Pensacola Chamber of Commerce, the United Way, and most especially Christ Episcopal Church.

His wife, Sandra Lowrey Robinson, was made from the same cloth as Grover. She was active in the Northwest Florida community and a member of the Pensacola Junior College Foundation Board, and Baptist Hospital Foundation Board, the Junior League of Pensacola, and Episcopal Church.

Mr. Speaker, the lives of these two people were cut tragically short earlier this year. But as we celebrate the accomplishments and the lives of Grover and Sandra, we can take pride in knowing they have influenced so many people in a positive way. As a fellow elected official and as a friend, I appreciate the importance of dedication and devotion to public office and the community. Their legacy will be a constant reminder that together, two people can make an extraordinary difference in the lives of many.

BACK TO HEALTH WEEK

HON. SUE W. KELLY

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 11, 2000

Mrs. KELLY. Mr. Speaker, today is the first day of "Back to Health Week," a national campaign created to increase awareness of back pain as well as possible causes and prevention. Sponsored by the North American Spine Society, this week is designed to educate Americans about their spine and how they can prevent common back pain.

The facts of back pain speak for themselves. Did you know that at some point in their lives, more than 80% of American adults experience back pain? Or, that 1 out of 14 adults will visit a physician this year due to back or neck pain and that back pain is the