

The USIA also supports such projects as the American People Ambassador Program, a program of people to people international. This program arranges face-to-face professional, scientific, technical, and community exchanges between Americans and their counterparts around the world. Each one explores a different topic, but all share the personal exchange of information, ideas, goals, and experiences with leading public and provide sector citizens of foreign countries.

One such program in my State is the torch of Birmingham Award Program, which seeks to honor Russian companies and those in the Newly Independent States who are succeeding despite difficult economic conditions. In September, over 400 Russian business and government leaders will be coming to Birmingham to participate in this event. They will represent every imaginable segment of the Russian economy, and will network with leading Alabama business, political, and community leaders. The USIA and its resources are essential to organizations like the American People Ambassador Program which operate exchanges around the world.

All of us are keenly aware of the budgetary constraints we face. But we must not be short sighted by eliminating investments in our Nation's future and security. Who can say whether or not educational and cultural exchange programs will be maintained if they are placed in a department with a significantly different mission, set of priorities, and official purpose?

The world remains just as dangerous as it has ever been. New threats have replaced some of those which ended with the cold war. But they are just as real and threatening to international peace and stability. The world looks to us for leadership—leadership with a strong voice. I applaud Senator LIEBERMAN's efforts to ensure that America continues to have that strong voice through an independent USIA, and look forward to working with him on this issue when the State Department reauthorization bill is again brought before the Senate.●

THE INCREASING AND IMPORTANT ROLE OF PRIVATE TRAINING FACILITIES IN WORK FORCE TRAINING

● Mr. GORTON. Mr. President, today I bring to the attention of my colleagues an industry that is growing almost unnoticed in this country, an industry that demonstrates the ability of the private sector to meet the challenges posed by our expanding and technologically advanced economy. I am speaking of the hundreds of private professional firms across the Nation that provide job training to American workers. Since the early 1980's, a new breed of high-quality private sector training providers have proliferated in response to the need of business and industry for highly skilled workers. This

is especially true of providers who train people who train people in the information-technology sector of the American economy.

Each year, American employers wisely spend billions of dollars to train and educate their employees. This training enhances the skills of those workers and often enables them to assume new, more challenging positions. The training market in information technology alone—which is one of the fastest growing and most promising sectors of our economy—totaled \$2 billion in 1994, and almost all of this need was met with private sector resources. Private professional firms have developed extensive programs and nationwide networks to serve the huge and growing needs of large and small businesses in this field. Many of these firms, although often small enterprises, work in partnerships with large employers who demand that they provide only the highest quality training and who require that they teach skills that conform to industry-based benchmarks and standards.

Today, training providers, which include both public education institutions and private training companies, are using skill standards as benchmarks to develop their courses and to prepare professional workers for exams that will certify them as qualified to perform certain high-skill jobs. Skill standards in this context are not rigid definitions of "jobs," but rather a large comprehensive set of well articulated, competency-based skill statements that are industry driven and nationally recognized. By reflecting the true and detailed needs of the workplace, and by being used in the hiring, promotion, and training of the work force, these become de facto standards at the national level, and they transcend national borders as do businesses in today's global economy. In short, private sector training providers in the information-technology field reflect developments in the marketplace and prepare individuals to handle the jobs of the future.

According to Training magazine, U.S. organizations with 100 employees or more spent \$48 billion on training in 1993, and it is likely that the total increased in 1994 and will again in 1995. Employers are recognizing the need to train the individuals they hire in order to keep pace with rapidly evolving technology and to remain competitive in the global economy. Nowhere is training more important than in the information-technology industries, where technological innovations and product upgrades that require new or enhanced skills are coming to market everyday.

Within the information-technology industry it is clear that private sector training providers are one of the main resources to turn to for training. For example, most of the large American software companies use what is known as a leveraged training mode, wherein independent training providers develop

courses that teach individuals how to operate the application or systems of a given software company. In turn, the software company will denote the training provider as one that is authorized to award certification in the operation or maintenance of that company's products. This is just one of many examples of how corporations and smaller businesses are using the resources of private training providers.

Whether individuals are updating their skills to improve performance on the job or are unemployed and seeking new skills, by completing training and receiving an industry recognized credential they are improving their own career prospects as well as keeping the American work force competitive.

These training centers must meet the demands of industry and of the market that will eventually employ their students; therefore they must provide only the highest quality training. And while the information-technology market demands quality, it also demands more and more qualified individuals each year. For example, the software and computing industry grew at an annual rate of over 28 percent between 1980 and 1992, while the GDP for that time averaged 2.4-percent growth. Not only is the number of jobs in this field increasing, but those jobs pay wages that are significantly higher than wages in many other industries. In addition, given that the information-technology companies have no geographic-specific resource requirements, they contribute to the economy of virtually every State in the country.

Mr. President, it is quite apparent that the individuals with high-technology skills are in great demand throughout the Nation, and it is apparent that the demand will only increase. Private training providers have been rising to this challenge, and they have done so with entrepreneurial vigor and a commitment to quality. As the number of people in need of training increases, and as the number of people that organizations intend to train outstrips their capability to train them in house, private sector providers of training services will become an ever more important part of the American economy.

It has been my pleasure today to recognize and share with my colleagues the merits of this growing American industry.●

UNLV'S WOMEN'S SOFTBALL TEAM

● Mr. BRYAN. Mr. President, I rise today to recognize the achievements of the women's softball team at the University of Nevada-Las Vegas. This outstanding group of women and their coaching staff have set a standard of excellence in 1995 which is worthy of merit.

The team results for the 1995 season are the best in the history of the university. UNLV softball finished their season ranked fourth in the Nation by both a USA Today poll and the NCAA.

This is the second straight year that the Rebels have finished in the top five. They were the champions of various regional conferences and tournaments as well.

Individual players also received special awards for their performances on the field. Five of the women were voted All-Americans, and others were selected for special recognition teams. Individual players were recognized by the Big West Conference for their athletic talent in their respective positions.

Off the field, the players also achieved academically; six of the women were named Scholar-Athletes by UNLV, and four were given the same honor by the Big West Conference. The women's softball coach, Shan McDonald, was selected Big West Conference Coach of the Year; she is assisted by Carol Spanks and Jenny Conden.

The team will be honored at a tea hosted by UNLV President Carol Harter on Sunday, September 17 at 2 p.m. in the Tam Alumni Center. I am pleased to congratulate the women's softball team for their outstanding accomplishments in the 1995 season.●

PBS' "THE AMERICAN PROMISE" AND THE WOMEN SELF-EMPLOYMENT PROJECT

● Ms. MOSELEY-BRAUN. Mr. President, I call on all my colleagues to congratulate the producers of the new PBS documentary, "The American Promise."

"The American Promise" chronicles the fact that grassroots democracy is still alive and well in this country.

I am particularly pleased that the producers have chosen to highlight the Chicago Women Self-Employment Project [WSEP] which acts as a lending circle for microenterprises. This highly successful program helps women through rotating access to capital.

Specifically designed to provide access to capital for low and moderate income women in America's cities, WSEP has helped thousands. In addition to its revolving loan fund, responsible for short-term loans of \$100 to \$25,000, WSEP provides entrepreneurial training and technical assistance. The training has proven indispensable as many participants come to WSEP with little or no formal business background.

WSEP participates as an intermediary in the Small Business Administration's [SBA] Microloan Program. By doing so, it receives loan funds to be re-lent to micro-businesses. In addition, it receives SBA grants to provide technical assistance to its borrowers.

The results have been impressive. WSEP has helped start over 500 businesses. Of these, over 85 percent are still operating. Time and time again WSEP has proven that access to capital and access to training is a formula for success.

More important than the numbers, however, is the impact WSEP has had on women's lives. In one case, a woman who used to live on oatmeal and barter for her rent now designs and sells upscale jewelry in Chicago, New York and St. Louis.

Everyday WSEP makes a difference in the lives of its participants. But that's only part of the story. Because WSEP stimulates private investment in America's cities, local economies benefit. As program participants succeed, they give back to the program, and back to the community. Often, this comes in the form of new jobs. As many as 20 percent of WSEP businesses report hiring additional paid employees. This, at a time when some urban neighborhoods have less than 1 percent private sector employment.

The United States Senate is currently poised to make widespread changes in our welfare system. As we examine reform and what does and does not work, I think we could all benefit by studying the WSEP example. It is a program that gets results. The project has been so successful, I invited organizers to serve on my welfare reform advisory panel and authored an amendment which made permanent the Job Opportunities for Low Income individuals [JOLI] program. JOLI helps create job opportunities for welfare recipients and low income individuals by giving federal grants to private non-profit corporations to make investments in local business enterprises that will result in the creation of new jobs. SEP is positive proof that JOLI works.

The Women Self-Employment Project's approach is distinctly grassroots success story. There is an old saying, give a man a fish, and he can eat for a day, teach a man to fish and he can eat for a lifetime. WSEP provides the fishing pole and the training. It makes success and self sufficiency possible.

The American Promise reminds us that positive efforts are not only possible, but successful. In so doing, it provides a beacon of hope for us all.●

APPOINTMENT OF VARIOUS CHAIRMEN FOR THE 104TH CONGRESS

Mrs. HUTCHISON. Mr. President, I ask unanimous consent that the Senate proceed to the immediate consideration of Senate Resolution 170, submitted earlier today by the majority leader, Senator DOLE.

The PRESIDING OFFICER. The clerk will report.

The legislative clerk read as follows:

A resolution (S. Res. 170) to appoint various chairmen for the 104th Congress.

The PRESIDING OFFICER. Is there objection to the immediate consideration of the resolution?

There being no objection, the Senate proceeded to consider the resolution.

Mrs. HUTCHISON. Mr. President, I ask unanimous consent that the reso-

lution be considered and agreed to; that the motion to reconsider be laid upon the table; and that any statements relating to the resolution appear at the appropriate place in the RECORD.

The PRESIDING OFFICER. Without objection, it is so ordered.

So the resolution (S. Res. 170) was agreed to, as follows:

S. RES. 170

Resolved, That the following Senators are named Chairmen of the following committees for the 104th Congress, or until their successors are appointed: William Roth, of Delaware, Finance Committee; Ted Stevens, of Alaska, Government Affairs Committee; and John Warner, of Virginia, Rules and Administration Committee.

ORDERS FOR WEDNESDAY, SEPTEMBER 13, 1995

Mrs. HUTCHISON. Mr. President, I ask unanimous consent that when the Senate completes its business today, it stand in recess until the hour of 9 a.m. on Wednesday, September 13, 1995; that following the prayer, the Journal of proceedings be deemed approved to date, the time for the two leaders be reserved for their use later in the day, and the Senate then immediately resume consideration of H.R. 4, the welfare reform bill, as under the previous order.

I further ask unanimous consent that an additional 10 minutes of debate be allotted tomorrow on the Domenici amendment No. 2575, with that time equally divided between Senator DOLE and Senator DASCHLE, or their designees.

The PRESIDING OFFICER. Without objection, it is so ordered.

PROGRAM

Mrs. HUTCHISON. Mr. President, for the information of all Senators, the Senate will resume consideration of the welfare reform bill tomorrow morning. Under a previous consent agreement, there will be a rollcall vote at 9:10 a.m. on or in relation to the Moseley-Braun amendment No. 2471. Following that vote, there will be a lengthy series of rollcall votes on amendments with a minimal amount of debate time between each vote. All Members, therefore, can expect a large number of rollcall votes during Wednesday's session of the Senate beginning at 9:10 a.m.

RECESS UNTIL 9 A.M. TOMORROW

Mrs. HUTCHISON. Mr. President, if there is no further business to come before the Senate, I now ask unanimous consent that the Senate stand in recess under the previous order.

There being no objection, the Senate, at 10:21 p.m., recessed until Wednesday, September 13, 1995, at 9 a.m.