

## **Bob Hosenfeld Issues a New Call to Action for the Federal Human Resources Profession**

*Expert on federal Human Capital argues for a shift in industry priorities and the benefits of outsourcing*

**Alexandria, VA – August 26, 2009** - Right now, every function and job description in the federal government is held under the microscope and there is a multifaceted debate regarding insourcing vs. outsourcing of human resource services. Bob Hosenfeld, who has been on both sides as a former Chief Human Capital Officer (CHCO) for the U.S. Customs and Border Control, and now as the Vice President of Strategic Initiatives at STG International, is declaring a much needed call to action for the federal human resources profession.

In his paper, "A New Call to Action," Hosenfeld references a paper written nearly 10 years ago by two other industry thought leaders titled "Call to Action." Using the issues and recommendations in that paper as a benchmark for how far the government has come, his paper examines where the industry has been, where it is now, and its future. He notes that the federal HR profession has indeed changed in the past decade since his two peers authored the other paper in ways they could not have foreseen due to advances in technology, new federal agencies, and new regulatory frameworks.

Mr. Hosenfeld believes that "A New Call to Action" will bring some important issues into conversation and encourage his peers to come together by making the right changes - or risk seeing the profession dissolve.

"Now is the time to decide what HR in the federal space is going to be, create a roadmap, and support it," writes Hosenfeld. "There is a shortage of trained individuals who can execute HR tasks at a high level within the federal government. Since 2000, technology has evolved and the government has established new departments and passed new regulations. All the while, there has been a lack of focus on improving the competencies and skills of HR professionals, as well as training new individuals entering the field."

To learn more of Bob Hosenfeld's new call to action for the federal HR industry, download the paper [here](#). Also, click on the audio file [here](#) to listen to Mr. Hosenfeld address key issues raised in his latest paper and his recommendations on how to address these challenges.

After you have read the paper, you are encouraged to respond to and engage with Mr. Hosenfeld regarding the federal human resources profession. Contact him at [BHosenfeld@STGInternational.com](mailto:BHosenfeld@STGInternational.com).





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