Presidential Management Fellows (PMF) Program Presentation for Academic Institutions
Historical Background

• 1977: Executive Order (EO) 12008 created the Program
• 1982: EO 12364 opened to non-public policy students
• 2003: EO 13318 changed from Presidential Management Intern (PMI) to Presidential Management Fellows (PMF) Program
• 2010: EO 13562 reinvigorates the Program
  • Creates the Pathways Programs, which includes the PMF Program
  • Expands eligibility
PMF Opportunities

- Two-year, full-time paid position with benefits
- Initial appointments at GS-9, 11, or 12 (or equivalent), based on applicant qualifications and agency needs
- Promotion potential up to GS-13 (or equivalent) during fellowship
- Potential conversion to a permanent or term position
- Typical career path with limited experience (or equivalent):
  - Appointment - GS-9, step 1
  - 1-year anniversary - GS-11, step 1
  - Program completion - GS-12, step 1
Federal Benefits

- Student Loan Repayment Programs
- Flexible Spending Accounts
- Health and Dental Insurance
- Paid Vacations and Sick Leave
- Life Insurance
- Long-Term Care Insurance
- Retirement Plan
- Additional information can be found at: http://www.opm.gov/healthcare-insurance/Guide-Me/New-Prospective-Employees/
PMF Program Overview

- Very competitive and rigorous application and assessment process
- Solicits eligible individuals annually
- Finalists seek appointments as Fellows
- Two-year fellowship of training and development
Fellowship

• Program requirements consist of:
  • Minimum of 80 hours of formal training annually
  • At least one 4-6 month Developmental Assignment
  • Optional Rotational Opportunities
  • Assignment of Senior-level Mentor
  • Participant Agreement
  • Individual Development Plan
  • Annual Performance Plan
  • Agency-specific requirements, if any

• Training and development geared towards target position

• Upon successful completion, may be non-competitively converted to a permanent or term position
Career Fields

Open to all disciplines, including:

- Accounting/Finance/MBA
- Information Technology/Cybersecurity
- International Affairs/Policy
- Health/Medical Sciences
- Business Administration
- Public Policy
- Human Resources
- Public Administration
- Environmental Sciences
- Statistics
- Federal Acquisitions
Career Fields

Particular need for Science, Technology, Engineering, and Mathematics (STEM) disciplines, including:

- Aeronautical/Astronautical Engineering
- Animal Sciences/Veterinary
- Biology
- Biomedical Engineering
- Chemistry
- Civil Engineering
- Electronics Engineering
- Environmental Engineering
- Epidemiology
- Food Science
- Mathematics
- Nutrition/Nutritional Biology
- Oceanography
- Pharmacology
- Physics
- Structural Engineering
- Systems Engineering
- Toxicology
PMF STEM Track Pilot

- Disciplines in Science, Technology, Engineering, or Mathematics (STEM)
- Response to President’s challenge to address STEM skills gap within the Federal Government
- Grooms future Federal leaders who have demonstrated leadership potential and technology competency
- Leverages infrastructure and prestige of PMF Program
- Enables agencies to identify and hire high-caliber STEM candidates
The Ideal PMF STEM Candidate

- Aspires to leadership position in STEM field, such as directing a laboratory or leading large long-term research or development projects
- Seeks a two-year fellowship following completion of an advanced degree
- Welcomes opportunity to work with peers from variety of disciplines including Nobel Laureates
- Energized and committed to a career in STEM
- Motivated to inspire the next generation of STEM professionals
Attorney Positions

• Law students eligible; however, Federal attorneys hired under a different appointing authority
• PMF Program is not designed to provide training and development to compete for an attorney position
• Positions that may be considered for a PMF appointment:
  • Paralegal Specialist
  • Hearing & Appeals Specialist
  • Labor Relations Specialist
  • Contract Specialist
  • Estate Tax Examiner
  • Policy Analyst
Eligibility

- Graduate students from any academic discipline who expects to complete an advanced degree (masters or professional) from a qualifying* college or university during the academic year (September 1 of the application year through August 31 of the following year), or
- Individuals who completed an advanced degree from a qualifying* college or university no more than 2 years prior to the opening date of the PMF Program’s annual announcement

* Generally, the institution must be accredited by an accrediting body recognized by the Secretary of the U.S. Department of Education
Application Process

Application period is typically a 2-week period in the fall

- Submit an on-line application
- Upload resume and transcript
- Upload supporting documentation for any claims of Indian preference, veterans’ preference, and/or reasonable accommodations
- Complete on-line assessment and applicable essays
- Successful Semi-Finalists invited to in-person assessment
- Finalists selected and have 12 months for appointment eligibility
- Upon securing position with a Federal agency → Fellow
- Approximate timelines on PMF website
Assessment Process

- Applicants and Semi-Finalists assessed on the following:
  - Problem Solving
  - Interpersonal Skills
  - Oral Communication
  - Written Communication
  - Public Service Motivation
  - Personal Accountability
  - Adaptability
  - Technical Competence (for PMF STEM applicants)

- Each year, as the application period nears, an Assessment Preparation Guide is posted under the “Become a PMF\ Assessment Process” section at www.pmf.gov
Assessment Process: On-Line, Un-proctored

- Applicants take an on-line assessment during the application process
- Independent work (do not review, edit, assist in any way)
- On-line assessment
  - Situational Judgment Test
    - Applicants indicate how they would respond in given situations
  - Personality Test
    - Applicants respond to behavioral questions
- Essays completed during the application are taken into consideration during the in-person assessment
- Semi-Finalists selected based on eligibility, complete application, and on-line assessment results
Assessment Process: In-Person Assessment

- Semi-Finalists participate in an in-person assessment consisting of competency-based questions
- Participate at own expense
- Half-day process
  - Individual Behavioral Interview
  - Group Exercise
  - Proctored Written Exercise
- Conducted in Washington, DC
- Scores factored in the selection of Finalists
Placement Process

- Agencies notified shortly after Finalists are selected
- Finalists invited to attend PMF Job Fair shortly after Finalists are selected
- Finalists search for agency positions on-line via the PMF TAS (Talent Acquisition System)
- Available positions change throughout the year
- 12 months from the date selected as Finalists to secure appointment with agency → Fellows
- Employment policies and incentives determined by individual agencies
- All degree requirements must be completed prior to onboarding
Application Tips

- Successful application package consists of
  - Resume
  - Transcript (or alternative)
  - Supporting documents if claiming Indian preference, veterans’ preference, and/or reasonable accommodations
  - Completion of the on-line assessment
  - Completion of the applicable on-line essays
- Ensure system and browser requirements are met
- Sufficient time (~ 3 hours) to prepare, review, and submit prior to announcement closing
- Review all instructions and FAQs
- Additional details found under the “Become a PMF” section of the PMF website (www.pmf.gov)
Stay Connected

Interested academic individuals should join the PMFCampus Listserv to receive program information (e.g., application announcement, meetings for academic officials, etc.)

- Email listserv@listserv.opm.gov using plain text formatting (without signature or attachments). In the body of the email enter:
  - SUBSCRIBE PMFCampus
  - School Name
  - Full Name
  - Title
  - Subscriber will receive a confirmation after joining

- Or subscribe instantly on-line at
  - http://listserv.opm.gov/wa.exe?SUBED1=PMFCampus& A=1
  - Monitor “News & Events” section on PMF website
Contact Information

Presidential Management Fellows Program
U.S. Office of Personnel Management
1900 E Street NW, Room 6500
Washington, DC  20415

Application Inquiries:  pmfapplication@opm.gov *

Facebook Page:  www.facebook.com\PMFProgram

Website:  www.pmf.gov

* NOTE:  Please use the pmfapplication@opm.gov mailbox for all inquiries regarding the application cycle and assessment process. Applicants should follow the Help instructions provided during the application process for technical assistance.