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PMF PRESIDENTIAL
MANAGEMENT
FELLOWS PROGRAM

U.S. OFFICE OF PERSONNEL MANAGEMENT

2018 PMF Application Cycle Briefing For Academic Stakeholders



Agenda

- Why the PMF Program
- What's New
- How to Apply
- Call to Action: Help us Deliver the Message



PMF Program: Purpose

Executive Order (EO) 13562 of December 27, 2010

The PMF Program ... aims to attract to the Federal service outstanding men and women from a variety of academic disciplines at the graduate level who have a clear interest in, and commitment to, the leadership and management of public policies and programs.



The PMF Program Builds on a Rich History of Presidential Leadership & Commitment

Celebrating a 40 year legacy of developing high potential graduate degree holders into visionary leaders who transform government



President Carter
EO 12008 (1977)

- Presidential Management Intern (PMI) Program
- Attract exceptional management potential with special training in planning/ managing public programs & policies

President Reagan
EO 12364 (1982)

- Candidates with a commitment/ interest in analysis and management of public programs

EO 12645 (1988)

- Maximum of 400 PMFs selected yearly

President Bush
EO 13318 (2003)

- Presidential Management Fellows (PMF) Program
- Senior PMF for those with degree plus experience

President Obama
EO 13562 (2010)

- Places PMF within Pathways Programs
- Revokes Senior PMF
- Optional for Agencies to convert



PMFs Make a Positive Impact On Our Nation



Sean O'Keefe

- PMI at OMB
- Secretary of the Navy
- Administrator of NASA
- Professor of Public Administration
- CEO of Airbus



Dr. Colleen Hartman
NASA Science and Exploration Directorate

- PMI at Capitol Hill
- NASA Program Manager
- Distinguished career at NOAA, the White House and academia



Sen. Jeff Merkley

- PMI at DoD
- Oregon House of Representatives
- Committee on Appropriations
- Committee on Banking, Housing, and Urban Affairs



Derek Kan

- Under Secretary of Transportation for Policy (DOT)
- PMF at Office of Mgmt. and Budget
 - Board member of Amtrak
 - General Manager of Lyft
 - Advisor At Elliott Management Corp.



The Opportunity

PMF Appointment:

- Two-year, full-time paid position with benefits
- Initial appointment at the GS-9, 11, or 12 (or equivalent), based on applicant qualifications and agency needs
- Promotion potential up to the GS-13 (or equivalent) during fellowship
- May non-competitively convert to a term or permanent position
- Typical career path with limited experience (or equivalent):
 - Appointment - GS-9, \$54,972 - \$71,467
 - 1-year Anniversary - GS-11, \$66,510 - \$86,460
 - Program Completion - GS-12, \$79,720 - \$103,639

NOTE: Salaries based on a range covering the Washington, DC, metro area for 2017. Salary tables are typically adjusted annually in January and based on geographic location.



How the PMF Program Works

- Eligible graduate students complete an online application and assessment.
- Highest-scoring, qualified applicants are placed into the “Finalist” pool.
- Agencies advertise opportunities to the Finalists, who can apply and interview for specific positions.
- Finalists who accept a job offer are placed into a two-year, temporary appointment to the Federal government as “Fellows”.
- Fellows learn leadership skills through a rigorous two-year developmental program provided by OPM.
- Fellows can supplement their leadership development with other training to fulfill the 160-hours of training required over their two-year appointment.
- Fellows are required to complete a 4-6 month rotation to another agency, and may complete additional rotations.
- Fellows successfully completing all program requirements can apply for non-competitive conversion to a permanent civil service position.



Applicant Eligibility

- Advanced degree holders from accredited institutions:
 - Degree completed by August 31, 2018, or
 - Conferred within the two years **prior to** the opening date of the PMF application period
- Advanced degree is defined as an academic degree conferred for completion of requirements beyond the undergraduate college level (e.g., master's or doctorate)



Federal Employee Benefits

Federal Benefits:

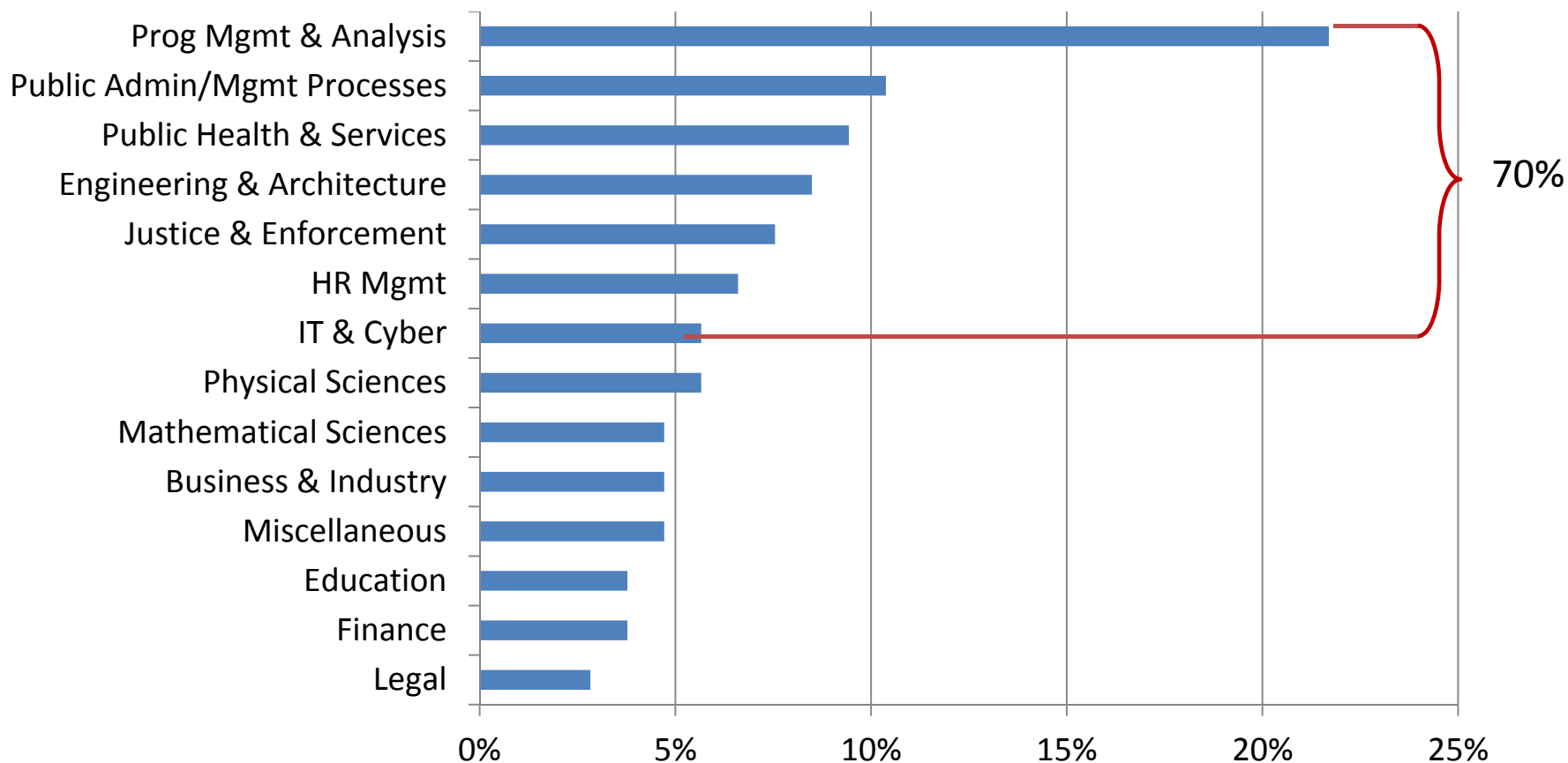
- Flexible Spending Accounts
- Health, Vision, and Dental Insurance
- Paid Vacations, Holidays, and Sick Leave
- Life Insurance
- Long-Term Care Insurance
- Retirement Plan and Thrift Savings Plan
- Additional information can be found at: <http://www.opm.gov/healthcare-insurance/Guide-Me/New-Prospective-Employees/>

Potential Other Federal Benefits that may be Available:

- Student Loan Repayment Program
- Public Service Loan Forgiveness Program
- Public Transportation Subsidy
- Telework
- Flexible Work Schedules



Who are we targeting for 2018?





Enhancing the PMF Program to Sustain Its Legacy

Recruit

- Agencies accurately project leadership succession needs
- Use innovative recruitment strategies to identify students who might support these needs
- Communicate to secure the most promising talent for Civil Service

Assess

- assessment designed with rigor and quality to focus on talents and skills necessary for government work
- Designed to be fully automated and to reduce barriers to access
- Assessments electronically scored to provide feedback and placement in a timely fashion

Place/Manage

- Virtual Hiring Fair to increase Finalist access and conduct interviews leading to job offers in real time
- PMF Talent Management System automates tracking of entire process for the program office and to provide feedback to applicants and Agencies

Develop

- Onboarding week launches Fellows' leadership development, assuring Fellows understand the program; and to create a cohort experience
- Assessments, IDPs, coaching and quarterly leadership development programs
- PMF office facilitates Fellows' job rotations

Convert

- Enhance recognition of Fellows' accomplishment
- Build strong alumni relations for future networking and ongoing support



2018 Timeline

- October 23, 2017:** Application opens at noon EST; Applicants submit materials and complete an online assessment
- November 1, 2017:** Application closes at noon EST (12:00:00pm EST)
- Early November 2017:** Applicants adjudicated for eligibility; school accreditation; claims for veterans' preference and Indian Preference
- Mid November:** Based on assessment scores, agency workforce planning estimates, previous program statistics, and trends, select and announce Finalists
- December 2017:** PMF Class of 2018 Hiring Events and Agency Webinars
- Late August 2018:** Deadline to Complete Degree Requirements (if applicable)

NOTE: The above timeline is subject to change. Please monitor the "Become a PMF\2018 Application" and "News" sections on the PMF website at www.pmf.gov for any updates.



How to Apply

Website: <https://www.pmf.gov>

An Official Web Site of the United States Government



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U.S. OFFICE OF PERSONNEL MANAGEMENT

the OPPORTUNITY BECOME A PMF CURRENT PMFs AGENCIES ACAD

- Overview
- Eligibility
- Application Process
 - Application Tips
- Assessment Process
- 2015 Application
- 2016 Application
- 2017 Application
- Find a Job
- Current Finalists
- Resources
- FAQs

BECOME A PMF
Application Process

Applying is only the first step

The PMF Program accepts applications annually. When the application window opens, you will find an announcement on USAJOBS at www.USAJOBS.gov. We strongly encourage you to review the entire Become A PMF section of this website, including the Frequently Asked Questions.

Applying to the Program is only the first step in becoming a PMF. Individuals who meet the eligibility requirements apply in the fall. During the application process, you must take an on-line assessment, submit a resume and transcript, and complete an essay. Within a few weeks after the application closes, we will review applicants for eligibility, school accreditation, complete applications, and assessment scores.

Top performing applicants will be selected as Finalists. Finalists are eligible for appointment as a Fellow with a participating Federal agency.

For technical difficulty *during* the application process, please select the "Help" link in the upper right-hand corner (on the blue menu bar). You will be redirected to the Application Help webpage. There are separate methods for contacting in in regards to general information and technical support during the application and assessment process.

System and Browser Requirements

The browser requirements for the systems used during the application and on-line assessment process the recommended browsers and settings. To prevent inconsistencies and any technical problems, applying using other browsers not supported.

It is recommended that you clear your cache by deleting your browser history under your Tools/Internet Options menu before creating a user account and applying to the program.



PMF PRESIDENTIAL MANAGEMENT FELLOWS PROGRAM
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Seeking Recent and Current Graduate Students
for the Presidential Management Fellows (PMF) Program

This highly selective, rigorous leadership program recruits recent graduates (who completed an advanced degree two years prior to the application opening date) and current graduate students (who will complete an advanced degree by August 31st the following year) annually in the fall.

Here is a sampling of degrees and disciplines for which the Federal Government has projected a need:

- Accounting/Finance
- Aeronautics and Space
- Science
- Computer Science
- Economics
- Engineering (all disciplines)
- Environmental Sciences
- Health/Medical Science
- Human Resources
- Information Technology
- International Affairs
- Public Administration and Public Policy
- Public Health
- Statistics

In addition, the Federal Government has a specific need for degrees and discipline related to Cybersecurity and Privacy

Fellows receive: Two-year paid fellowships, Competitive Pay and Benefits, and Training and Development

Program and application information can be found at <https://www.pmf.gov>.



PATHWAYS FOR STUDENTS & RECENT GRADUATES IN FEDERAL CAREERS

PMF1504, 11/2014



Application Tips

General tips for applicants when preparing to apply:

- Read the announcement and the “Become a PMF” section on the PMF website
 - Avoid relying on third-party information
- Assemble application documents, especially the transcript (and/or alternative)
- Avoid applying late; entire process can take 3+ hours to complete
- Add the following email addresses to the “safe list”: pmf@opm.gov and pmfapplication@opm.gov; some school servers may block email delivery
- Applicants (including Finalists and Fellows) and academia should use the pmfapplication@opm.gov email address; whereas, Federal agencies and general public should use pmf@opm.gov for program inquiries
- When creating an applicant user account, recommend using a personal email address versus .edu email address
- Follow system and browser requirements for application and on-line assessment



Assessment Process

- Applicants assessed on the following competencies:
 - Problem Solving
 - Interpersonal Skills
 - Motivation to Serve
 - Adaptability
 - Critical Thinking
 - Integrity
 - Written Communication
- Prior to the annual PMF application launching, an *Assessment Preparation Guide* is posted under the “Become a PMF\Assessment Process” section of the PMF website for applicants.



Assessment Process (continued)

- The PMF website and Guide are the only sources explaining process in detail
- Timed and un-proctored, applicants complete on their own
- Applicants take an On-Line Assessment during the application process
- Independent work (applicants certify during application)
- On-Line Assessment
 - Situational Judgment Test: Applicants indicate how they would respond in given situations
 - Life Experience Assessment: Applicants respond to questions involving work- and education-related experiences
 - Critical Thinking: Applicants respond to multiple-choice questions designed to assess critical thinking skills and abilities
 - Online Essay: Applicants provide a written response to a question or topic
- There is no In-Person Assessment



Selecting Finalists

- Factors considered when selecting Finalists:
 - Estimated projections from Federal agencies
 - Assessment scores
- Applicants notified via email
- No appeal process and no score requests
- List of Finalists posted to PMF website
- Announce Finalists to participating agencies
- Notify academia via posting to PMFCampus Listserv
- Post announcement on PMF website's "News & Events"
- Finalists are not guaranteed a PMF appointment



Placement Process

- Finalists invited to attend Virtual PMF Hiring Fair
- Finalists search for PMF appointment opportunities on PMF website
- 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
- Finalist must meet the qualifications of the PMF position
- All degree requirements must be completed prior to onboarding
 - Deadline to complete degree requirements , including the successful defense/completion of any required thesis/dissertation, by August 31st of the year after applying
- No regulatory provision for waivers/deferrals



Help Us Deliver the Message and Bring the Best and Brightest into Federal Service

The PMF program is the Federal government's premier leadership development program that recruits highly skilled individuals to transform government through solving the current and future challenges of our Nation.



Resources for Academia

- Several resources are provided under the “Academia” section on the PMF website:
 - General guidance for academia
 - Flyers to post throughout campus
 - PMFCampus Listserv for academia to subscribe (NOTE: This listserv is intended for academia only. A separate PMF Listserv exists for all others.)
 - Frequently Asked Questions (FAQs) for Academia
- We can also provide you with a presentation geared toward your students that you can use for informational briefings



Contact Information

Presidential Management Fellows Program
U.S. Office of Personnel Management
1900 E Street NW, Room 2469
Washington, DC 20415



- Subscribe to PMF listserv:
<http://listserv.opm.gov/wa.exe?SUBED1=PMFCAMPUS&A=1>
- Application and Assessment Inquiries: pmfapplication@opm.gov
- Website: <https://www.pmf.gov>
- Apply Site: <https://apply.pmf.gov>



Stay Connected

Interested academia should join the PMF Campus Listserv to receive program information. To subscribe:

- Send an email to listserv@listserv.opm.gov using plain text formatting (without signature or attachments). In the body of the email enter:
 - SUBSCRIBE PMFCampus
 - School Name
 - First and Last Name
 - 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
- Review “Academia” section on PMF website



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Developing leaders for tomorrow's challenges