



How and Why You Should Become a Presidential Management Fellow (PMF)



Letters & Science
CAREER SERVICES
University of Wisconsin-Madison



Graduate School
UNIVERSITY OF WISCONSIN-MADISON



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PMF Program Overview

- Very competitive and rigorous application and assessment process
- Annual application process
- Finalists seek appointments as Fellows
- Two-year fellowship of training and development
- Succession Planning for Federal Agencies
- Future Leaders for Federal Government



PMF Appointment

- Two-year, full-time paid position at a federal agency
- 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)
- Training and development geared towards target position
- May non-competitively convert to a term or permanent position
- Typical career path with limited experience (or equivalent):
 - Appointment - GS-9, \$53,435 - \$69,460
 - 1-year Anniversary - GS-11, \$64,650 - \$84,044
 - Program Completion - GS-12, \$77,490 - \$100,736



Federal Benefits

- Student Loan Repayment Program
- Flexible Spending Accounts
- Health and Dental Insurance
- Paid Vacations, Holidays, and Sick Leave
- Life Insurance
- Long-Term Care Insurance
- Retirement Plan
- Additional benefit information for new Federal employees can be found at: <http://go.wisc.edu/8r84w8>



Fellowship

- Program requirements consist of:
 - Minimum of 80 hours of formal training each year of fellowship
 - At least one 4-6 month developmental assignment
 - Optional rotational opportunities
 - Assignment of senior-level Mentor
 - Participant Agreement
 - Individual Development Plan (IDP)
 - Annual performance plan
 - Agency-specific requirements, if any



General 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



Applicant Eligibility

- Graduate students who expect to complete an advanced degree (masters or professional) from a qualifying college or university during the academic year (September 1, 2017 -- August 31, 2018), 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
 - Degrees completed between Fall of 2015 and August 31, 2018
- You do not need to be a US citizen at the time of application, but do need to be authorized to work in the U.S. and must obtain citizenship by the time you finish your two years of service



Application Process

- Application period for 2017 is TBD (last year opened on 11/18 – later than usual)
- Announcement posted at www.USAJOBS.gov during open period
- Submit an on-line application to include:
 - Resume and Transcript (and/or alternative)
 - UW students will ALSO need letter from registrar w/expected date of degree.
 - Email certs@em.wisc.edu and ask for enrollment verification letter that includes your expected graduation date. Provide your campus ID# in the email.
 - See: <http://go.wisc.edu/789i49> for more information
 - Supporting documentation for any claims to Indian preference, veterans' preference, and/or reasonable accommodations
 - On-Line Assessment and essay



Application Process (continued)

General application steps:

- Create an applicant account
- Answer demographic questions (optional)
- Answer various bio-data questions (e.g., contact information)
- Answer eligibility questions
- Submit information about degree and school
- Submit documents
- Complete On-Line Assessment
- Complete essay about your accomplishments and experiences
- Answer questions on other degrees, foreign languages, and other skills\attributes (these become searchable for agencies)
- Certify responses and submit application



Assessment Process

- Each year, as the application period nears, an [Assessment Preparation Guide](#) is posted under the “Become a PMF\Assessment Process” section of the PMF website for applicants:
- PMF website and Guide are the only sources explaining process in detail
- Un-Proctored, applicants complete on their own
- Independent work (applicants certify during application)
- Online Assessment
 - Situational Judgment Test
 - Life Experience
 - Critical Thinking Skills
- Essay about your accomplishments and experiences



Placement Process

- Finalists invited to participate in PMF virtual career fair
- Finalists search for PMF appointment opportunities on PMF website
- 12 months from the date selected as Finalists to secure appointment with agency and become Fellows
- Employment policies and incentives determined by individual agencies
- All degree requirements must be completed prior to onboarding
- No regulatory provision for waivers/deferrals



Preparing for Application

General tips for applicants when preparing to apply:

- Resume can be in ANY format, but limited to 3MB in file size
- Leave sufficient time (~3 hours) to prepare, review, and submit
- Male applicants will be asked if registered for Selective Service (www.sss.gov)
- Read the announcement, the FAQs, and the “Become a PMF” section on website
 - Avoid relying on third-party information as these are often inaccurate
- Add the following email addresses to “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
- 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



PMF Class of 2017 Timeline

Fall 2017

- Application Opens

Approximately 1-2 Weeks After Opening

- Application Closes

2-4 Weeks After Announcement Closes

- Finalists are notified

Sometime after Finalists are Announced

- Virtual Job Fair

- Join the PMF Listserv to receive important information in a timely manner
 - Subscribe instantly on-line at <http://go.wisc.edu/f167mh>



Recent La Follette PMF Finalists

- [Don Eggert](#), 2015 MPA – US Department of Justice
- [Katherine Sydor](#), 2012 MPA – US Department of Education
- [Andrew Peppard](#), 2012 MIPA
- [Patrick Fuchs](#), 2011 MPA – Office of Management and Budget
- Rocio Sanchez-Moyana, 2010 MPA – US Department of Housing and Urban Development
- [Andria Hayes-Birchler](#), 2008 MIPA – Millennium Challenge Corporation
- Patti (Reis) Hollingsworth, 2008 MIPA – Social Security Administration
- Erik Johnson, 2007 MPA – Department of Homeland Security
- Chad Ruppel, 2004 MPA – US Housing and Urban Development
- [Laura Miner](#), 2002 MIPA – US Environmental Protection Agency



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
- Also good but NOT affiliated with the official PMF office: <http://pathtopmf.com/>

* **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.



Panelist Contact Information

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