



*a New Day for Federal Service*



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# Presidential Management Fellows (PMF) Program

## Academia Stakeholder Webinar

September 19, 2012



# Agenda

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- Welcome
- Pathways Programs
- PMF Program Overview
- Eligibility
- Application Process
- Assessment Process
- Placement Process
- Resources
- PMF Campus and PMF Listservs
- Questions and Dialogue



# Welcome

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## PMF Program Office Team

- Latonia Page, Student Programs Manager
- Aubrey Whitehead, Team Leader
- Rob Timmins, Policy and Guidance
- Deidre Sexton, Training, Development, ERB Process
- Elda Muco, Application and Assessment Process
- Todd Hewell, Website and IT Systems
- Andrew Grebe, Financials
- Cassie Castro, Program Support



# Pathways Programs

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- Pathways consists of three programs:
  - Internship Program - formerly the Student Career Experience Program (SCEP) and Student Temporary Employment Program (STEP)
  - Recent Graduates Program
  - Presidential Management Fellows Program
- Streamlined programs for students and recent graduates to get started in the Federal workforce and for Federal Agencies to recruit, hire, develop and retain these individuals.
- Additional information, along with fact sheets, can be found at [www.opm.gov/hiringreform/pathways](http://www.opm.gov/hiringreform/pathways)



# PMF Program Overview

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## What's New for the PMF Program

- Two-year applicant eligibility window for Class of 2013 applicants and beyond
- Elimination of nomination process
- Senior-level mentor for each PMF
- Eliminated mandatory conversion
- Federal Agencies enter into an MOU with OPM



# PMF Program Overview

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## Historical Background

- Executive Order 12008 in 1977 created the Program
- Executive Order 12364 in 1982 opened the Program to non-public policy students
- Executive Order 13318 in 2003 substantially enhanced the Program
- Executive Order 13562 in 2010 reinvigorates the Program
- Pathways Programs regulations effective July 10, 2012



# PMF Program Overview

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## Features

- Two-year, paid, full-time position with benefits
- Initially appointed at the GS-9, 11, or 12 (or equivalent), based on applicant qualifications and agency need
- Promotion potential up to the GS-13 during fellowship
- Typical career path with limited prior experience:
  - Appointment - GS-9, step 1 (or equivalent)
  - 1-year Anniversary - eligible for GS-11, step 1
  - Program Completion - eligible for GS-12, step 1



# PMF Program Overview

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## Updated Program Requirements

- Posting of positions
- Participant Agreement
- Individual Development Plans
- Assigned a Mentor
- 80 hours of interactive training per year
- Rotational opportunities
- Eligible for non-competitive conversion to a permanent or term position upon successful completion



# Eligibility

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Eligibility has been expanded to two options:

- Graduate students from all academic disciplines who expect to complete an advanced degree (masters or professional) from a qualifying\* college or university during the academic year (September 1, 2012 - August 31, 2013) are eligible to apply.
- 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 announcement are eligible to apply.

\* Generally, the institution must be accredited by an accrediting body recognized by the Secretary of the U.S. Department of Education or must have acquired "pre-accreditation" or "candidate for accreditation status" recognized by the Secretary of the U.S. Department of Education.



# Application Process

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- **The 2013 application dates are November 5-19, 2012**
- Individuals submit an on-line application – “Applicant”
- Applicants to upload their resume and transcript
- Applicants complete an on-line assessment and 3 essays – selection of “Semi-Finalists”
- Semi-Finalists are invited to an in-person assessment center – selection of “Finalists”
- Finalists announced in early 2013
- Finalists secure positions with a Federal Agency – upon appointment, status changes to “Fellow”
- Approximate timelines on PMF website



# Assessment Process

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- Applicants and Semi-Finalists are evaluated on the following during the on-line and in-person assessments:
  - Problem Solving
  - Interpersonal Skills
  - Oral Communication
  - Written Communication
  - Public Service Motivation
  - Personal Accountability
  - Adaptability
- A “2013 Assessment Preparation Guide” will be posted on the PMF website prior to the application launching



# Assessment Process: On-line, Un-proctored

- Eligible applicants take an on-line assessment during the application process
- On-line assessment includes:
  - Situational Judgment Test
    - Requires applicants to indicate how they would respond in given situations
  - Personality Test
    - Requires applicants to respond to behavioral questions
- OPM selects Semi-Finalists based on applicant's eligibility, complete application, and their on-line assessment results



# Assessment Process: In-Person Assessment

- Semi-Finalists will participate in an in-person assessment consisting of competency-based questions
- Semi-Finalists participate at his/her own expense
- The in-person assessment is expected to be a full-day process, consisting of:
  - An individual interview
  - A group exercise
  - A individual exercise, and
  - A proctored written exercise
- Assessment centers will be located in Atlanta, GA; Chicago, IL; Houston, TX; Los Angeles, CA; Miami, FL; and, Washington, DC Metro Area (to include Baltimore, MD)
- Scores are included in the selection of Finalists



# Placement Process

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- Agencies notified shortly after Finalists are selected
- Finalists invited to attend PMF Job Fair
- Finalists can search for agency positions on-line via the PMF website
- Available positions change throughout the year
- Finalists have 12 months from the date they are selected as Finalists to be appointed to agency positions as Fellows
- Employment policies and incentives determined by individual agencies
- Finalists who are current graduate students must complete advanced degree requirements prior to onboarding

A vertical strip of an American flag is positioned on the left side of the slide. It features a blue field with white stars and a red and white striped field.

## 2013 Enhancements

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- Streamlined application process
- Increased eligibility = increased opportunity for alum
- Reduced administrative burden to graduate schools
  - Schools no longer have to conduct a competitive nomination process
- PMF Program Office pushes messages through social media and listservs to ensure most up-to-date information to all audiences



# Resources

- Program eligibility and how to apply instructions can be found under the “Become a PMF” section at [www.pmf.gov](http://www.pmf.gov)
- Information and resources for Academia can be found under the “Academia” section at [www.pmf.gov](http://www.pmf.gov)
- Federal Benefits:  
[www.opm.gov/insure/new\\_employ/index.asp](http://www.opm.gov/insure/new_employ/index.asp)
- Presidential Management Alumni Group: [www.pmag.org](http://www.pmag.org)
- Pathways for Students and Recent Graduates (to include a copy of the regulations and fact sheets):  
[www.opm.gov/HiringReform/Pathways/](http://www.opm.gov/HiringReform/Pathways/)
- Bi-weekly Coffee Chats with Academia for application cycle



# PMF Campus Listserv

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Join the PMF Campus Listserv for academic official to receive important program updates through this periodic newsletter

- Email [listserv@listserv.opm.gov](mailto:listserv@listserv.opm.gov) using plain text formatting (without signature or attachments)
- In the body of the email enter:
  - Subscribe PMFCampus
  - College/University Name
  - First and Last 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>



# PMF Listserv

Interested individuals should join the PMF Listserv to receive important information such as application and eligibility information.

- Email [listserv@listserv.opm.gov](mailto:listserv@listserv.opm.gov) using plain text formatting (without signature or attachments)
- In the body of the email enter:
  - Subscribe PMF
- Subscriber will receive a confirmation after joining.
- Or subscribe instantly on-line at <http://listserv.opm.gov/wa.exe?SUBED1=PMF&A=1>



# Questions and Dialogue

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## **Presidential Management Fellows Program**

U.S. Office of Personnel Management

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Phone: (202) 606-1040

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Application Inquiries: [pmfapplication@opm.gov](mailto:pmfapplication@opm.gov) \*

Website: [www.pmf.gov](http://www.pmf.gov)

**\* NOTE:** Please use the [pmfapplication@opm.gov](mailto:pmfapplication@opm.gov) mailbox for all inquiries regarding the application, assessment, and selection process (this applies to students and school academia).