

## OFFICE OF THE WHITE HOUSE PRESS SECRETARY

THE WHITE HOUSE

REMARKS OF THE PRESIDENT  
AT  
SIGNING CEREMONY FOR EXECUTIVE ORDER  
ON  
PRESIDENTIAL MANAGEMENT INTERN PROGRAM

THE ROSE GARDEN

10:00 A.M. EDT

THE PRESIDENT: About a year ago at Syracuse University I espoused a proposal that had been made earlier by others, including Elmer Staats, to begin a Presidential Management Intern Program, bringing into our Government graduates of the public management programs.

We now have about 20,000 graduate students in public management in about 150 universities and colleges. I am sure we will have intense competition for these jobs in Government. Many of the people in the audience today in the educational institutions have been involved in the preparation of the program which I will initiate today by signing an executive order.

But equally important are the administrators of our Government agencies who are also in the audience, who will find very valuable, I am sure, these interns who will come in to serve for two years.

There won't be a special allotment of funds for this program. The billets are there and the normal budget processes will prevail, but we will have a chance to bring into our Government the finest graduates of our business management schools.

I think it is accurate to point out that those who serve in management positions in our Government now are also of superb quality, deeply dedicated, highly competent professionals in every way.

Quite often they are not adequately recognized, and I think it is accurate to say that these new interns in the program will undoubtedly be highly publicized, will help to reassure the American public about the high quality of all those who serve professionally in our Government itself.

I am very proud of this program. We will have about 250 men and women brought into the Government every year. They will serve for two years; we will have a maximum of 500 at any one time. And they will be offered a job at a good salary. At the conclusion of the two-year period, they can decide to stay permanently in the Government, or not -- we hope that many of them will -- and they will have the advantage of knowing Government at its finest.

I think that in the future it is likely we will expand this program. Alan Campbell is already working on some possible improvements to it. One might be a cooperative program for graduate students who are still in college, whereby they might work part-time in government and receive credit from the government and from the university both for this experimental work.

We have high hopes that this will meet all of our objectives and that it will be successful in every way. I think one other ancillary benefit will be that we can more directly tap the tremendous reservoir of innovation, education, experiment, advice and counsel that exists within our higher educational institutions that are not often used by government. And I think the intern program itself, because it has to be a shared program, will help to tie together much more closely our educational institutions and the government on a continuing basis.

I think at the same time the benefits will flow to the universities, because as a common assessment of the experiences of these interns is examined by government and the universities, I think the teaching institutions will then see some of the latest problems and achievements and challenges of the government itself.

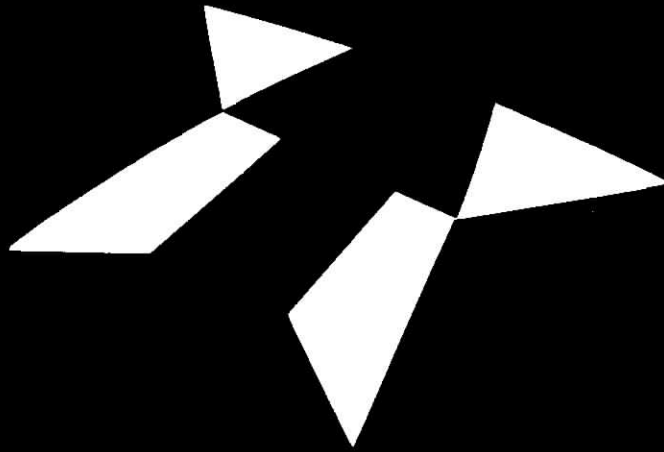
So for many reasons, I think this is one of the finest programs that I have had a part in, and I believe that all those assembled here today will insure the success of their efforts.

I would particularly like to express my thanks to Alan Campbell, who heads the Civil Service Commission, and who has been instrumental in bringing together these ideas. And it is with the greatest pleasure that I, as President of our country, sign an Executive Order to implement the President's Management Intern Program for the first time in the United States Government. (Applause) It will also be nice to have 250 other interns to join us newcomers to government. (Laughter)

MR. CAMPBELL: I believe the President has said it all. Those of us gathered here today are those who can make this program a success. I hope very much all of us will make every effort to do that. I can assure you you will have the full cooperation of the Civil Service Commission, both the chairman and the other commissioners who are here with us today. It is, I believe, the first step -- small, nonetheless significant -- in our effort to totally revitalize the personnel system of the Federal Government.

Mr. President, you have the appreciation of all of us.

END (AT 10:06 A.M. EDT)



**The  
Presidential  
Management  
Intern  
Program**



**U.S. Civil Service Commission**  
Bureau of Intergovernmental Personnel Programs

President Carter signs Executive Order establishing the Presidential Management Intern Program. With Carter, L to R, Charles Bonser, President of the National Association of Schools of Public Affairs and Administration; Alan Campbell, Chairman of the U.S. Civil Service Commission; and John Day, President of the American Assembly of Collegiate Schools of Business.



## from Executive Order 12008

*As President of the United States of America, it is hereby ordered as follows:*

*Section 1. There is hereby established the Presidential Management Intern Program, the purpose of which is to attract to Federal service men and women of exceptional management potential who have received special training in planning and managing public programs and policies.*

*Section 2. Outstanding individuals who have pursued a course of study oriented toward public management at a graduate level educational institution and who, at the time of the application, have recently received or will shortly receive an appropriate advanced degree, are eligible to apply for participation in the Program.*

*Section 3. The United States Civil Service Commission... shall develop appropriate procedures for the recruitment, screening, and selection of applicants... The procedures so developed shall provide for such affirmative action as the Commission deems appropriate to assure equal employment opportunity...*

*Jimmy Carter*

*The White House  
August 25, 1977*

## Background and Purpose

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On August 25, 1977, President Jimmy Carter signed Executive Order 12008 establishing the Presidential Management Intern Program.

The new Program represents a unique attempt to meet the government's need for competent administrators—a need that continues to grow as the responsibilities of government become more complex and specialized. The Program's goal is to match the interests of recent graduates specifically trained in public management with the high priority needs of Federal departments and agencies.

The Program, the President pointed out when signing the Order, will give the Federal Government the chance to attract top public management talent. He also noted several additional benefits: "We can more directly tap the tremendous reservoir of innovation, education, experiment, advice, and counsel that exists within our higher educational institutions that are not often used by government." The President explained, "At the same time the benefits will flow to the universities, because as a common assessment of the experiences of these interns is examined by government and the universities, I think the teaching institutions will then see some of the latest problems and achievements and challenges of the government itself."



This Program is one of the first innovations made by the President to improve the Federal personnel system. As U.S. Civil Service Commission Chairman Alan Campbell said at the signing ceremony, "It is, I believe, the first step—small but significant—in our effort to totally revitalize the personnel system of the Federal Government."

Under this Program, up to 250 outstanding public management graduates will enter the Federal service each year for two-year internships. Interns will represent the highest caliber students of their schools. They will be expected to possess a personal commitment to excellence, exceptional ability and achievement, strong leadership qualities, and demonstrated interest in a public service management career.

By drawing participants from the diverse student population of the country's graduate schools of public management, the Program will create a continuing source of highly trained and qualified men and women from a variety of social and cultural backgrounds to meet the challenges of governmental management.

Describing the various features of this Program, the President stated, "For many reasons, I think this is one of the finest programs that I have had a part in...."



## The Program

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The Presidential Management Intern Program provides for two-year appointments to developmental positions throughout the Executive Branch of the Federal Government. Interns will apply the special skills they acquired in graduate school and through any previous employment. At the successful completion of their internships, participants will be eligible for regular civil service appointments.

Interns will work at headquarters, regional offices, and other field installations of Federal departments and agencies. Plans are also being developed for interns to be employed in State and local governments in future years. The work of interns will fall into such categories as program planning and evaluation, policy analysis, financial management, labor relations, personnel management, program/management analysis, and administrative and management services. Specific work assignments will be based on the needs of employing agencies and the interests and capabilities of the interns.

Interns, for example, might work on an agency's budget request and justification, write speeches, review proposed legislation, answer Congressional inquiries, draft reports, or analyze organizational patterns and structures. Assignments will involve significant work on pending issues in such program areas as natural resources, community and human development, and inter-governmental relations, and will demand flexibility, a willingness to work hard, and the capacity to learn quickly.

A distinguishing feature of the Intern Program is its educational aspect. Participants will attend orientation sessions at the beginning of their assignment, and will, throughout their internships, attend special seminars and training programs. It is expected that agencies will prepare career development plans for each intern. Career counseling will also be available.



## General Information

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### *Eligibility*

Persons enrolled in graduate schools who will be receiving advanced degrees with a concentration in public management during the 1977-78 academic year are eligible to apply for the Program.

### *Application Process*

Application forms are available from the deans of graduate schools offering degrees in public management or from the Civil Service Commission. Students interested in being considered for the Program **must** be nominated by the deans of their schools. Applications, therefore, should be submitted to the deans, **not** to the Civil Service Commission. The number of nominations from any one school is limited.

### *Selection*

Nominations will be submitted to the Civil Service Commission, which will schedule regional screening panels to interview candidates. Panels will be composed of representatives from public agencies and other individuals concerned with improved public management. From the pool of applicants referred by the regional screening panels, the Civil Service Commission will select the finalists.

### *Placement*

Finalists will be referred to several Federal agencies for placement. Preferences as to agencies, geographical locations, and occupational fields will be honored to the extent feasible. Offers of employment will be made by the agencies.

### *Pay and Benefits*

Initial appointments will be made at Grade 9 of the General Schedule (approximately \$15,000). Interns may receive career promotions in accordance with existing promotion guidelines. Interns will also be eligible to participate in such benefit programs as health and life insurance and the Federal retirement system.

**Calendar 1977-1978**

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October 1977	Specific program guidance to deans and heads of agencies
	Application forms made available
Early January 1978	Submission of final agency hiring plans
Mid-January 1978	Deadline for submission of nominations by deans
February 1978	Finalists selected
February-April 1978	Finalists referred to agencies for placements
June 1978	Internships begin

**For Further Information . . .**

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For application forms and further information on the Presidential Management Intern Program, contact the dean of your graduate school of public management, the U.S. Civil Service Commission's Bureau of Intergovernmental Personnel Programs, 1900 E Street, N.W., Washington, D.C. 20415, or any of the Commission's ten Regional Directors, whose offices are located at:

- Atlanta Region  
1340 Spring Street, N.W.  
Atlanta, Georgia 30309
- Boston Region  
John W. McCormack Post Office and Courthouse  
Boston, Massachusetts 02109
- Chicago Region  
Federal Office Building, 29th Floor  
230 South Dearborn Street  
Chicago, Illinois 60604
- Dallas Region  
1100 Commerce Street  
Dallas, Texas 75242
- Denver Region  
Building 20  
Denver Federal Center  
Denver, Colorado 80225
- New York Region  
New Federal Building  
26 Federal Plaza  
New York, New York 10007
- Philadelphia Region  
William J. Green, Jr., Federal Building  
600 Arch Street  
Philadelphia, Pennsylvania 19106
- St. Louis Region  
1256 Federal Building  
1520 Market Street  
St. Louis, Missouri 63103
- San Francisco Region  
Federal Building, Box 36010  
450 Golden Gate Avenue  
San Francisco, California 94102
- Seattle Region  
Federal Building, 26th Floor  
915 Second Avenue  
Seattle, Washington 98174