



Presidential Management Fellows (PMF) Program

The Opportunity for Applicants: 2022

Application dates: 9/28/2021-10/12/2021
Opening and closing at Noon (Eastern Time)



PMF PRESIDENTIAL
MANAGEMENT
FELLOWS PROGRAM

U.S. OFFICE OF PERSONNEL MANAGEMENT



What is the PMF Program?



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"A call to lead, a call to serve"

The Presidential Management Fellows (PMF) Program is the Federal Government's premier leadership development program at the entry level for advanced degree holders across all academic disciplines. It is a two-year fellowship leading to a career in Federal service.

- Visit us <https://www.pmf.gov>
- Subscribe to the PMF listserv from homepage or here (select "PMF" from the dropdown): <http://go.usa.gov/xHcuP>
- Review "Become a PMF" section on PMF website
- Application Inquiries: pmfapplication@opm.gov

PMF Program Mission: To recruit and develop a cadre of future government leaders from all segments of society.



The PMF Program Has a Rich History of Presidential Leadership and Commitment

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



EO 12008 (1977)

- Presidential Management Intern (PMI) Program
- Attract exceptional management potential
- Public management/policy backgrounds

EO 12364 (1982)

- Maximum of 200 PMIs selected yearly
- Colleges and universities nominate
- Opened to non-public policy students

EO 12645 (1988)

- Maximum of 400 PMIs selected yearly

EO 13318 (2003)

- Changed name to Presidential Management Fellows (PMF) Program
- Expanded training and development requirements

EO 13562 (2010)

- Placed PMF within Pathways Programs
- Schedule D Appointing Authority
- Extended eligibility to include recent graduates
- Eliminated nomination process

EO = Presidential Executive Order



PMFs Make a Positive Impact on Our Nation



Sean O'Keefe

- PMF at Office of Management and Budget
- Secretary of the Navy
- Administrator of NASA
- CEO of Airbus
- Current Professor Syracuse University



Dr. Suzanne Rivera

- PMF at Department of Health and Human Services
- Former Vice President for Research Administration, University of Texas Southwestern Medical Center
- Current President of Macalester College



Ambassador Bonnie Jenkins

- PMF at Department of Defense and State Department
- Former Ambassador
- Founder of Women of Color Advancing Peace and Security and Conflict Transformation (WCAPS)
- Current Under Secretary of State for Arms Control and International Security Affairs



Heather Dawn Thompson

- PMF at Department of Justice
- Former Director of Government Affairs for the National Congress of American Indians
- Current Director of the Office of Tribal Relations at USDA



PMF Program Overview

- Pipeline for Future Leaders in Federal Government
- Involves a very competitive and rigorous application and assessment process
- Solicits eligible individuals annually (Applicants)
- Selection of Finalists
- Finalists seek appointments as Fellows
- Two-year fellowship with full salary and benefits, training and development, with potential to be converted to a permanent position
- Initial appointment at the GS-9/11/12 (or equivalent)
- Promotion potential to the GS-13
- Succession Planning for Federal Agencies



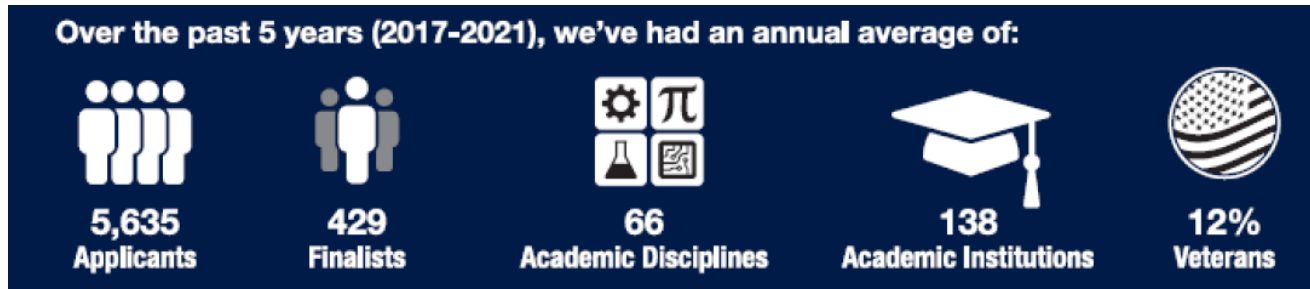
Fellowship Components

- Onboarding with your fellowship class
- Rigorous Leadership Development & **Individual Development Plan**
- **160 hours** of formal interactive **training**
- At least one 4-6 month **Developmental Assignment**
- Optional **Rotational Opportunities**
- Assignment of senior-level **Mentor**
- Potential other **Benefits** such as Public Transportation Subsidies, Telework, Student Loan Repayment, Thrift Savings Plan (TSP)
- Opportunity to **noncompetitively convert** to a term or permanent Federal position upon successful completion of program requirements



PMF Snapshot

Backgrounds:



Where PMFs work:



Over the past five years, here is a sampling of where Fellows have been placed:

- Over 160 at the Department of State
- Over 240 at the Department of Health and Human Services (including CDC, NIH, CMS, and others)
- Over 130 at the Department of Agriculture
- Over 70 at the U.S. Agency for International Development (USAID)
- Over 60 at the Department of the Treasury
- And many others at the Department of Education, Department of Justice, Environmental Protection Agency, and more



Eligibility

- Current and Recent graduates with Advanced Degrees (e.g., Masters, PhD, JD, etc.) from accredited institutions worldwide
 - Graduates from foreign schools who are selected as Finalists will be required to use a credential evaluation service to deem U.S. equivalency
- May apply within the last year of study OR up to 2 years after completing advanced degree
- **2022 Application will take place Sept 28, 2021 - Oct 12, 2021**
 - Degree requirements completed by August 31, 2022, or
 - Degree completed between September 28, 2019 and September 28, 2021
 - *Full range of eligibility dates: Completed or expect to complete your advanced degree between 09/28/2019-08/31/2022*
- No waivers or deferrals
- Either a U.S. Citizen OR have the ability to legally be able to work in the U.S.



Application Process & What to Expect

- Announcement is posted on www.USAJOBS.gov on opening day
- Applicants apply on the PMF Talent Management System (TMS)
- Applicants submit an online application which includes:
 - Resume; ***this document can be in any format as long as it includes all the required elements***
 - Transcript (and/or alternative); ***this document is meant to provide proof that the applicant either has earned or is going to earn an advanced degree within the appointment eligibility timeframe***
 - Supporting documentation for any claims to Indian preference, veterans' preference, and/or reasonable accommodations
 - An Online Assessment
- Finalists are typically announced six weeks after application closes (Nov)
- As a Finalist you have 12 months of appointment eligibility
- Upon securing position with a participating Federal agency → Fellow



What's New for the Class of 2022 Application?

- Changes to the Online Assessment
- PMF Applicant Handbook
 - This handbook details the annual application process, explains eligibility requirements, required documentation, and provides an overview of the assessment process. In addition, effective for 2022 and forward, the previous separate *PMF Assessment Preparation Guide* has been integrated into the Handbook to prepare prospective applicants for the online assessment, including sample questions, and how to request a reasonable accommodation. This Handbook, along with other resources, are available under the [Become a PMF\Resources](#) section for applicants.
- Applicants are able to access their application to upload new or updated documents up until the application closes. Those applicants who are claiming veterans' preference will have up to two weeks after the application closes to submit supporting documentation for their claim.



Transcript Requirements

- The transcript (and/or alternative) must identify:
 1. Applicant's Name
 2. College/University Name and/or Official Logo
 3. Qualifying Advanced Degree Program
 4. **Date of Degree Completed or Anticipated**
- Transcript may be an unofficial transcript
- Some online transcript systems do not show all required elements
 - An alternative is a letter from the appropriate school official (career services, registrar's office, dean, counselor, etc.) with their contact information, identifying all required elements (or missing transcript items), on school letterhead, and signed by the official
- Documents must be in English and legible for consideration
- Not password projected, scripts/macros, or photos



2022 Online Assessment Parts

Assessment Part	Number of Items	Time Allowed
Part 1: Situational Judgment	54	60 minutes
Part 2: Life Experience	40	30 minutes
Part 3: Writing	1	25 minutes

The online assessment is designed to identify evidence of the following competencies that are critical to success on the job across all PMF occupations:

- Flexibility
- Integrity
- Interpersonal Skills
- Public Service Motivation
- Problem Solving
- Written Communication

PMF Applicant Handbook (including information on the online assessment) is published prior to application opening under the [Become a PMF\Resources](#) webpage at www.pmf.gov



Selection Criteria

All applicants are judged on the same criteria. There are only three criteria as to whether an applicant becomes a Finalist:

1. An applicant's ability to meet eligibility requirements;
2. An applicant's online assessment score; and
3. The total number of Finalists authorized for each year.

For example, if 400 Finalists are authorized then the top 400 scoring applicants who meet eligibility requirements are then selected as Finalists.



Avoid Common Mistakes

1. Transcript issues:

- Applicant name
- College/University name
- Advanced degree program (completed or pursuing)
- Degree completion date for recent graduates or anticipated degree completion date for current graduate students
 - NOTE: This is the most common mistake

2. Insufficient documentation

3. Waiting until the last minute to apply



Tentative 2022 Timeline

September 28-October 12, 2021:	Application opens and closes at Noon (Eastern Time); Applicants submit materials and complete an online assessment
Late-October\Mid-November 2021:	Adjudicate Applicants for eligibility, school accreditation, claims for veterans' preference and Indian Preference
Week of November 22, 2021:	Based on assessment scores, agency workforce planning estimates, previous program statistics and trends, select and announce Finalists
Early-December 2021:	Informational Webinars for 2022 Finalists
Throughout FY'2022:	PMF Class of 2022 Hiring Events and Agency Webinars
August 31, 2022:	Deadline to Complete Degree Requirements for 2022 Finalists who are Current Graduate Students (if applicable)

NOTE: The above timeline is subject to change. Please monitor the “Become a PMF\2022 Application” and “News & Events” sections on the PMF website at <https://www.pmf.gov> for any updates.



Current PMF & Alumni Perspectives

**Fellows & PMF Alumni
who have launched a
career in public service
through the PMF Program**



Resources for Applicants

- The **PMF Applicant Handbook**, which can be found under the “Become a PMF\Resources” webpage at <https://www.pmf.gov/become-a-pmf/resources/>
 - **This is the “go-to” resource for applicants.** This Handbook details the annual application process, explains eligibility requirements, required documentation, and provides an overview of the assessment process.
- Applicants are also strongly encouraged to visit the **“Become a PMF” section of our website** at <https://www.pmf.gov> for additional details on the application process, selection of Finalists, FAQs, and other resources
- **PMF Ambassadors:** A volunteer network of current PMFs and PMF Alumni who are available to engage academic institutions and prospective applicants about the program
 - Interested in engaging a PMF Ambassador? Visit the “PMF Ambassadors” page on the PMF website to view the PMF Ambassadors Directory: <https://www.pmf.gov/current-pmfs/pmf-ambassadors/>



Learn More

Presidential Management Fellows Program

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



PMF website: <https://www.pmf.gov>

PMF Applicant Handbook, found under the “Become a PMF\Resources” webpage of the PMF website: <https://www.pmf.gov/become-a-pmf/resources/>

Subscribe to PMF listserv from homepage

Application and Assessment Inquiries: pmfapplication@opm.gov



Thank you!



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