Presidential Management Fellows Program

The Opportunity for Applicants

2018
Agenda

• About the PMF Program
• What is a PMF?
• How do I apply to become a PMF?
**PMF Program Overview**

**Historical Background:**

- **1977:** Executive Order (EO) 12008 created the Presidential Management Intern (PMI) Program
- **1982:** EO 12364 opened to non-public policy students
- **2003:** EO 13318 changed from PMI Program to Presidential Management Fellows (PMF) Program
- **2010:** EO 13562 reinvigorated the PMF Program
  - Created the Pathways Programs, which includes the PMF Program
  - Expanded eligibility
The PMF Program Has 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

EO 12008 (1977)
- Presidential Management Intern (PMI) Program
- Attract exceptional management potential with special training in planning/managing public programs & policies
- Schedule A 2-year appointments
- Public management backgrounds

EO 12364 (1982)
- Candidates with a commitment/interest in analysis and management of public programs
- Maximum of 200 PMIs selected yearly
- Universities nominate

EO 12645 (1988)
- Maximum of 400 PMFs selected yearly

EO 13318 (2003)
- Presidential Management Fellows (PMF) Program
- Senior PMF for those with degree plus experience
- Schedule A or any organization excepted from competitive service

EO 13562 (2010)
- Places PMF within Pathways Programs
- Schedule D Appointing Authority
- Revokes Senior PMF
- Optional for Agencies to convert
- Cap determined by OPM Director
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.
Federal Employee Oath of Office

- I, [name], do solemnly swear (or affirm) that I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely, without any mental reservation or purpose of evasion; and that I will well and faithfully discharge the duties of the office on which I am about to enter. So help me God.

5 U.S.C. §3331
The Opportunity and Reward of Civil Service

- Make a difference for our nation and the future
- A Federal career with full benefits
- Award winning leadership development
- Challenging work assignments
- Exposure to different Federal agency missions
- Network with Federal leadership
- Apply your skills, education and talents
PMF Program Overview

• Involves a very competitive and rigorous application and assessment process
• Solicits eligible individuals annually
• Finalists seek appointments as Fellows
• Two-year fellowship of training and development, with potential to be converted to a permanent position
• Succession Planning for Federal Agencies
• Future Leaders for Federal Government
PMF Fellowship Includes

- Onboarding with your Fellowship class
- Rigorous Leadership Development
- 160 hours of formal interactive training
- At least one 4-6 month Developmental Assignment
- Optional Rotational Opportunities
- Assignment of senior-level Mentor
- Individual Development Plan (IDP)
- Opportunity to convert non-competitively to a permanent Federal job upon successful completion of program requirements
Application Process

• Application typically takes place annually in the fall
• Announcement is posted on www.USAJobs.gov during the open period
• Applicants submit an on-line application to include:
  • Resume
  • Transcript (and/or alternative)
  • Supporting documentation for any claims to Indian preference, veterans’ preference, and/or reasonable accommodations
  • Complete an On-Line Assessment
• Finalists selected then have 12 months of appointment eligibility
• Upon securing position with a participating Federal agency → Fellow
• Approximate timelines on PMF website
The PMF Program is Highly Competitive

Applicants

Finalists

www.PMF.gov
Workforce Planning
The Federal Government Needs....

- Prog Mgmt & Analysis: 20%
- Public Admin/Mgmt Processes: 15%
- Public Health & Services: 10%
- Engineering & Architecture: 7%
- Justice & Enforcement: 5%
- HR Mgmt: 5%
- IT: 5%
- Physical Sciences: 5%
- Mathematical Sciences: 5%
- Business & Industry: 5%
- Miscellaneous: 5%
- Education: 5%
- Finance: 5%
- Legal: 2%
Who Can Apply?

Who Can Apply:

• Graduate Students world-wide
• Degree from an accredited institution
• Must have advanced degree completed by Aug 31st following the application year
• May apply within the last year of study OR up to 2 years after completing advanced degree

How to Apply:

• Review the “Become a PMF” section on the PMF website (www.pmf.gov) for the next annual application
• Follow instructions and link found in announcement posted at www.USAJobs.gov when the application opens
What to Expect

• Notified within 1 month following application if selected as a Finalist

• Finalists then attend a virtual hiring fair to interview for open PMF appointment opportunities at a Federal agency

• Finalists have 12 months from date selected to secure a position with an agency as a PMF

• 2 year fellowship with Federal career prospective
Presidentional Management Fellows Program
U.S. Office of Personnel Management
1900 E Street NW, Room 2469
Washington, DC 20415

- Website: [https://www.pmf.gov](https://www.pmf.gov)

- “Become a PMF” section on PMF website


- Application and Assessment Inquiries: [pmfapplication@opm.gov](mailto:pmfapplication@opm.gov)