



a New Day for Federal Service

Presidential Management Fellows(PMF)Program

Agency PMF Coordinators' Meeting July 29, 2013

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Student Programs Team

- Latonia Page, Student Programs Manager
- Aubrey Whitehead, PMF Program Team Lead
- Rob Timmins, PMF Overall Program Guidance
- Deidre Sexton, PMF Training and Development
- Todd Hewell, PMF IT and Job Fair
- Neil Singh, PMF IT
- Andrew Grebe, PMF Financials

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Student Programs Team

- Rachel Dorman, Pathways Programs Policy
- Kamille Smith, Pathways Programs
- Cassie Castro, Pathways Programs
- Malik Walker, Pathways Programs
- Keita Coppedge, Urban Alliance Intern

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Topics

- Class of 2014 Application/Assessment Overview
- PMF-STEM
- Operations Manual
- Virtual Job Fair
- Talent Acquisition System

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2014 PMF Application Cycle

- Application launch: **Late September 2013**
- Application
- On-Line Assessment
- In-Person Assessment (Semi-Finalists only)
 - Washington DC
 - Assessors

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PMF-STEM

- In late 2013, the Office of Personnel Management (OPM) will pilot a new PMF track for STEM graduates
- The program will groom potential Federal STEM leaders
- Will seek out high caliber STEM candidates
- Leverages the infrastructure and prestige of the PMF program
 - PMF program's assessment tools will be tailored to support identification and placement of STEM candidates
- Approach to address federal STEM skills gaps
 - Partnership between OPM, the White House, Office of Science Technology and Policy (OSTP), and the Chief Human Capital Officers Council

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PMF-STEM

Applicant to Finalist Ratio by Degree

Category	STEM	Other	Public Admin	Law
Applicants (total: ~16K)	14%	52%	9%	25%
Finalists (total: 663)	6%	59%	12%	23%

2,260 (Applicants) and 40 (Finalists) are indicated in callouts.

KEY POINTS

- In 2013, there were only 40 STEM PMF Finalists out of 2,260 applicants
- Traditional PMF assessment does not credit technical expertise
- STEM candidates are disadvantaged when competing against non-STEM candidates in written parts of assessment

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Why Should My Agency Hire PMF-STEM Fellows

- To achieve the President's Cross-Agency Priority Goal of "Closing Skills Gaps" in mission critical occupations
- Existing STEM-oriented fellowship programs are not sufficient to meet Federal needs in this area
- Proven PMF assessment approaches will provide very high-caliber, motivated STEM candidates
- Fellowship experiences mold the participants to your agency's needs
- As with PMF, conversion to permanent employment will be contingent upon your satisfaction with the graduating Fellows

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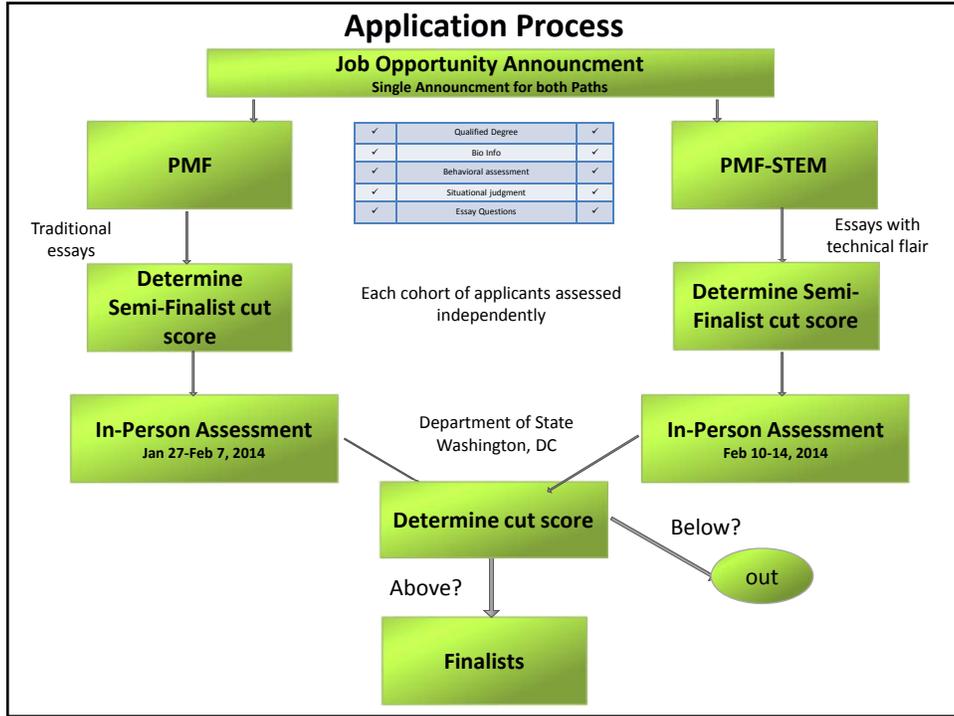


What is Needed from PMF-STEM Pilot Agencies

- Early identification of an estimated number of PMF-STEM Fellow hires
- Reach out to agency networks of universities and associations to publicize PMF-STEM and generate applicant interest
- Support the candidate assessment process
- Provide meaningful work assignments for each Fellow
 - Provide experiences, mentoring and development that enable Fellows to meet minimum requirements for program completion
 - Fund salary, travel, and training costs of Fellows
- Consider conversion of Fellows to permanent employment upon successful completion of the Fellowship

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PMF Program Operations Manual

- PMF Guide for Agencies
- Grandfathered Fellows
- Exceptions
- 2013 and Forward
- Stakeholders
- Tips and Templates

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Virtual Job Fair

- Class of 2013 Finalists
- May 1 – 3, 2013
- Online tool
 - Integrator - Intelligent Technologies Lab (ITL)
 - Tool - On24

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Virtual Job Fair

- Initial account established for primary Agency PMF Coordinators.
- Coordinators assigned permissions to set-up virtual booth and add additional staff users
- ITL staff provided up to 4 hours of support for each agency
- Agencies could have a single booth for their entire agency or a booth for each sub-agency

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Virtual Job Fair

VJF Statistics

- Participants
 - 597 day 1
 - 524 day 2
 - 466 day 3
- 55 booths
- 8,092 chats and 10,943 messages
- 12,274 content items were accessed
- Booth and private chats were the most important communication features

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Virtual Job Fair

- Benefits
 - Cost savings for Finalists and agencies
 - Flexible hours
 - Participation by non-participating agencies
 - Environment remained opened after job fair closed
 - Possibility of doing additional job fair sessions

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Virtual Job Fair

- Disadvantages
 - Loss of in-person face-to-face interaction
 - Some agencies use opportunity to show case their campuses
 - Some agencies could not work within the parameters of VJF

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PMF TAS



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PMF TAS

- Replaces on-line systems
 - Projected Positions System
 - Rotational opportunities postings
 - Agency reports
 - Update coordinator profiles
 - Agency System for Automated Processing (ASAP)

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PMF TAS

- Search and appoint Finalists
- Post opportunity announcements (vacancy, rotations, and training)
- Appointment information
- Program management
- ERB certification and conversion
- Status changes
- Capture coordinator information

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PMF TAS

- Issues
 - IP Addresses
 - Agency Access and Permissions
 - Updating Resumes
 - Class of 2011 and 2012 access
 - Intent versus reality
- Stakeholder satisfaction important

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Contact Information


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