



Presidential Management Fellows (PMF) Program and Upcoming Application Briefing for Academic Stakeholders

Class of 2023 Application Dates: September 13-27, 2022
(Opening and Closing at Noon Eastern Time)



PMF PRESIDENTIAL
MANAGEMENT
FELLOWS PROGRAM

U.S. OFFICE OF PERSONNEL MANAGEMENT



What is the PMF Program?



“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 with full salary and benefits leading to a career in Federal service.

- Visit us <https://www.pmf.gov>
- Review “Academia” section on PMF website
- Sign up for the PMF Subscriber Lists from homepage or at <https://apply.pmf.gov>
- Application Inquiries: pmfapplication@opm.gov

PMF Program Mission: To recruit and develop the next generation of Federal Government leaders from all segments of society.



A Rich History of Presidential Leadership and Commitment

Celebrating a 45-year legacy of developing high potential advanced degree holders into visionary leaders who transform government



EO 12008 (1977)

- Presidential Management Intern (PMI) Program
- Attract individuals with exceptional management potential
- Public administration/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



PMFs Make a Positive Impact on Our Nation

Over 10,000 individuals have gone through the PMF Program over its 45-year history. Here are some of our notable alumni.



Sean O'Keefe

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



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



Dr. Kathleen Hicks

- PMF at the Department of Defense
- Former Principal Deputy Under Secretary of Defense for Policy
- Current Deputy Secretary of Defense



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
- Applicants → Semi-Finalists → Finalists → Fellows
 - Solicits eligible individuals annually (applicants)
 - Selection of Semi-Finalists
 - 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 at the conclusion of the fellowship
- Initial appointment at the GS-9/11/12 (or equivalent)
 - Potential initial salary range (DC Metro Area for 2022): \$61,947 - \$116,788
- Promotion potential to the GS-13



Fellowship Components

- 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**
- **Benefits** of a Federal employee, such as insurance plans (health, dental and vision, life, flexible spending accounts, etc.), paid holidays, leave, flexible work hours, Thrift Savings Plan
- Potential other **benefits** such as Public Transportation Subsidies, Telework, Student Loan Repayment
- Opportunity to **noncompetitively convert** to a term or permanent Federal position upon successful completion of program requirements



Where do Fellows Work?

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

- Over **580** at the Department of Health and Human Services (including CDC, NIH, CMS, and others)
- Over **350** at the Department of State
- Over **240** at the Department of Agriculture
- Over **150** at the U.S. Agency for International Development
- Over **150** at the Department of the Treasury
- And many others at the Department of Education, Department of Justice, Environmental Protection Agency, and more

<p>Where do Fellows Work?</p>	<p>Since 2014</p>  <p>over 100 Federal agencies 42 agencies and 122 sub-agencies</p>	<p>Since 2017</p>  <p>31 States</p>
--------------------------------------	---	--





Tentative Application Timeline for Class of 2023

Date/Timeframe	Description
August/September 2022:	Informational webinars for potential applicants will be held in August/September. See below for more details, including how to register.
September 13-27, 2022:	The PMF Class of 2023 Application opens at Noon (ET), Tuesday, September 13, 2022, and closes at Noon (ET), Tuesday, September 27, 2022
Approximately 3-4 weeks after application closes:	Semi-Finalists selected and notified
Anticipated to be conducted over 6-8 weeks after Semi-Finalists selected:	Fellows Structured Interviews (FSI) conducted for Semi-Finalists
Anticipated by mid-February 2023:	PMF Class of 2023 Finalists announced



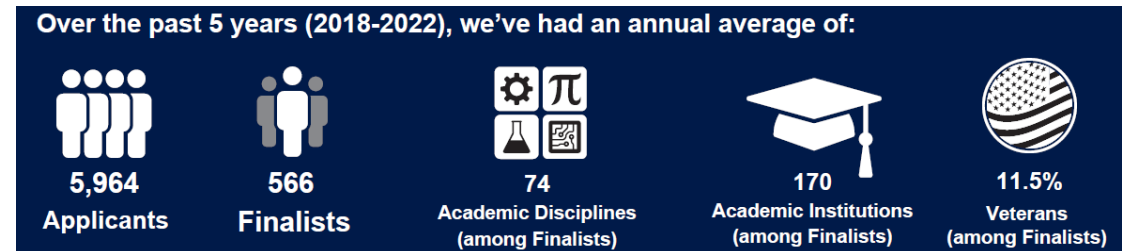
Who is Eligible to Apply?

- **Current and Recent graduates with Advanced Degrees** (e.g., Master's, Ph.D., or J.D.) 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
- **Class of 2023 Application will be open from 9/13-27/2022**
 - Current Graduates: All advanced degree requirements completed by August 31, 2023, or
 - Recent Graduates: Advanced degree completed between September 13, 2020-September 13, 2022
 - *Full range of eligibility dates: Completed or expect to complete your advanced degree between 09/13/2020 - 08/31/2023*
- 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 and What to Expect

- Application takes place annually in the fall for a two-week period:
 - **The PMF Class of 2023 Application will be held Tuesday, September 13 through Tuesday, September 27, 2022**
- Announcement is posted on www.USAJOBBS.gov on opening day
- Applicants apply on the Apply Site of the PMF Talent Management System (TMS)
- Applicants submit an application online 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 veterans' preference and/or reasonable accommodations for the assessment process
 - **An Online Assessment**
- Semi-Finalists are selected approximately 3-4 weeks after application closes
- Semi-Finalists participate in Fellows Structured Interview (FSI)
- Finalists are announced soon after the conclusion of structured interviews
- Finalists have 12 months of appointment eligibility
- Upon securing position with a participating Federal agency → Fellow





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. Degree Completion Date or Anticipated Degree Completion Date
- 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, faculty member, etc.) their contact information, identifying all the required elements, on school letterhead, and signed by the official
- Documents must be in English and legible for consideration



Assessment Process

- **The assessment process is designed to measure the following competencies that are critical to success in the PMF role:**
 1. Attention to Detail
 2. Flexibility
 3. Integrity/Honesty
 4. Interpersonal Skills
 5. Oral Communication
 6. Reasoning
 7. Self-Management
 8. Supporting Diversity
- **The assessment process will consist of three distinct parts:** (1) the Fellows Behavioral Assessment Tool (FBAT), (2) the Fellows Situational Assessment Tool (FSAT), and (3) the Fellows Structured Interview (FSI).
- **The assessment process will be carried out in two stages:**
 1. The Online Assessment stage (which includes the FBAT and FSAT), and
 2. The Semi-Finalist stage (which includes the FSI). Semi-Finalists will be determined based on eligibility, completeness of application, and results from the Online Assessment stage.

More information on each stage can be found on the following slides.



Assessment Process cont.:

Online Assessment

- The online assessment is administered in an un-proctored environment and includes two parts: (1) the Fellows Behavioral Assessment Tool (FBAT) and (2) the Fellows Situational Assessment Tool (FSAT).
 - The FBAT will ask applicants about behaviors related to competencies critical for PMF roles.
 - The FSAT will ask applicants to evaluate various courses of action in response to PMF work-related situations.
- Each part of the online assessment is timed. Across both online assessment parts, the approximate amount of time to complete is anticipated to be no more than 2 hours. Sample questions for each part are expected to be published in subsequent editions of the *PMF Applicant Handbook*. No special training or experience is required to answer the questions in the online assessment.

NOTE: An applicant may complete each of the online assessment parts at different times or all at once, as long as the applicant completes the entire online assessment and submits the application by the closing of the announcement (unless otherwise instructed). For example, an applicant can start and complete Part 1 and then start and complete Part 2 later. However, once an applicant starts a part, they must complete that part.



Assessment Process cont.:

Fellows Structured Interview

- **“Structured Interview” Definition:** A structured interview is an assessment method designed to measure job-related competencies of candidates by systematically inquiring about their behavior in past experiences and/or their proposed behavior in hypothetical situations.
- **Fellows Structured Interview (FSI) Description:** Applicants who are invited to the Semi-Finalist stage will receive an invitation to schedule a structured interview (FSI). Semi-Finalists will complete an approximate 30-minute audio interview with a live panel of assessors. During the interview, Semi-Finalists will be asked to respond to a series of questions related to critical competencies for the PMF role.
- For additional information on the assessment process, please refer to the *PMF Applicant Handbook*, found under the “[Academia/Resources](#)” and “[Become a PMF/Resources](#)” sections of the PMF website.



Selection Criteria

All applicants are evaluated on the same criteria. Finalists are chosen based on:

- (1) Ability to meet eligibility requirements,
- (2) Complete application,
- (3) Online assessment results,
- (4) Structured interview results (i.e., for Semi-Finalists), and
- (5) The total number of Finalists authorized for each year.

Finalists will be announced after the structured interviews conclude. We anticipate announcing the PMF Class of 2023 Finalists in February 2023.



How to Prepare/Materials to Review in Advance of the Application Launch

Review:

- The “PMF Applicant Handbook,” which can be found under the [Academia/Resources](#) and [Become a PMF/Resources](#) webpage at www.pmf.gov
- The announcement posted on USAJOBS on opening day, and the “Academia” and “Become a PMF” sections on the PMF website
 - Avoid third-party information

Prepare:

- Assemble and double check application documents, especially the transcript (and/or alternative); make sure they meet the criteria
 - Secure Alternative Letter if needed



Most Common Mistakes

- 1. Transcript issues** (this is the #1 most common mistake)
 - Specifically, not including the degree completion date or anticipated degree completion date
- 2. Insufficient documentation**
- 3. Waiting until the last minute to apply**



Informational Webinars for Applicants

The following informational webinars are scheduled throughout August/September 2022 for prospective students and applicants for the PMF Class of 2023 application. *All sessions are open to all disciplines:*

- 1) Saturday, August 20, 2022, from 12:00-1:00pm (Eastern Time): This session is open to all disciplines
- 2) Tuesday, August 23, 2022, from 3:00-4:00pm (Eastern Time): This session is open to all disciplines, and will have a **specific focus on Scientific, Technical, Engineering, and Mathematics (STEM) and Science Policy fields**
- 3) Thursday, August 25, 2022, from 4:00-5:00pm (Eastern Time): This session is open to all disciplines, and will have a **specific focus on Accounting, Finance, Economics, and Business Administration-related degrees**
- 4) Tuesday, August 30, 2022, from 4:00-5:00pm (Eastern Time): This session is open to all disciplines, and will have a **specific focus on Historically Black Colleges and Universities (HBCU), Hispanic-Serving Institutions (HSI), Minority-Serving Institutions (MSIs), and Diversity, Equity, Inclusion, and Accessibility (DEIA)**
- 5) Wednesday, August 31, 2022, from 3:00-4:00pm (Eastern Time): This session is open to all disciplines, and will have a **specific focus on Public Health and Social Work**
- 6) Thursday, September 1, 2022, from 4:00-5:00pm (Eastern Time): This session is open to all disciplines, and will have a **specific focus on Cybersecurity, Data Science/Analytics, Information Systems Management, and related disciplines**
- 7) Tuesday, September 6, 2022, from 1:00-2:00pm (Eastern Time): This session is open to all disciplines
- 8) Tuesday, September 6, 2022, from 4:00-5:00pm (Eastern Time): This session is open to all disciplines, and will have a **specific focus on First Generation students**
- 9) Monday, September 12, 2022, from 2:00-4:00pm (Eastern Time): This session, taking place the day before the application opens, **will serve as an open forum for questions only**. It will be open to all disciplines but will **not** include a presentation.

Advanced registration for the webinars is required. For more information, including how to register, visit the [2023 Application webpage](#).



What's New for the Class of 2023 Application? (Recap)

Below is a summary of the changes effective with the PMF Class of 2023 Application:

- **Updated Application and Assessment Process:** Changes are made to the application and assessment process periodically to more efficiently and effectively achieve the program goal of recruiting and identifying a qualified, diverse group of applicants who will become Finalists and Fellows. At a high level, these changes are outlined below:
 - **The assessment process will consist of three distinct parts:** (1) Fellows Behavioral Assessment Tool (FBAT), (2) Fellows Situational Assessment Tool (FSAT), and (3) Fellows Structured Interview (FSI).
 - **The assessment process will be carried out in two stages:** (1) the Online Assessment stage (which includes the FBAT and FSAT), and (2) the Semi-Finalist stage (which includes the FSI). Those applicants who are found eligible, submitted complete applications, and scored well may be selected as Semi-Finalists and invited to participate in the FSI.
 - **The competencies on which applicants will be evaluated consist of:** Attention to Detail, Flexibility, Integrity/Honesty, Interpersonal Skills, Oral Communication, Reasoning, Self-Management, and Supporting Diversity.
 - **Finalists will be selected from Semi-Finalists** based on assessment results and the total number of Finalists authorized.
- **Application Criteria:** We have added new degrees, additional skills, and Swahili to languages effective with this year's application. To see a full list, please refer to the [Application Criteria](#).
- **PMF Subscriber Lists:** The PMF Program has launched "Subscriber Lists" for individuals who would like to stay informed on the PMF Program. To learn more and to sign up, visit the [Apply Site](#).



If an Applicant Becomes a Finalist

- Finalists search for PMF appointment opportunities through the PMF TMS (Talent Management System)
 - Finalists may opt-in to be electronically notified of posted appointment opportunities
- Available positions change throughout the year
- PMF Program Office sponsors an annual hiring event
- Appointment eligibility of 12 months from the date selected as Finalists to secure a PMF appointment
- Employment policies and incentives determined by individual agencies
- Finalist must meet the qualifications of the PMF position
- Appointment Eligibility Extensions
 - If a Finalist has accepted a PMF appointment or applied to a position but cannot onboard by the deadline, an agency may request an extension



If a Finalist Gets Appointed as a PMF

- Two-year, full-time position at a Federal agency with full salary and benefits
- Initial appointment at the GS-9, 11, or 12 (or equivalent), based on applicant qualifications and agency needs
- Promotion potential up to the GS-13 (or equivalent) during fellowship
- May noncompetitively convert to a term or permanent position
- Typical career path with limited experience (or equivalent):
 - Appointment: GS-9, \$61,947 - \$80,532
 - 1-year Anniversary: GS-11, \$74,950 - \$97,430
 - Program Completion: GS-12, \$89,834 - \$116,788

NOTE: The salaries shown are based on a range covering the Washington, DC, metro area for 2022. Salary tables are typically adjusted annually in January and based on geographic location.



Resources for Academia

- Most resources for academia can be found under the [Academia](#) section of the PMF website, including:
 - General guidance on advising students
 - Publicizing PMF on Campus via flyers, information sessions (with suggested slides), and info on PMF Ambassadors (next slide)
 - Academia Checklist
 - PMF Applicant Handbook
 - Required Application Documents and Alternative Letter
 - PMF Brochure for Potential Applicants
 - Flyer on 2023 Application Informational Webinars for Potential Applicants
 - ...and more!
- Additionally, please be sure to join the PMF Subscriber List for Academic Stakeholders by going to the [Apply Site](#) and click on “Subscribe”
- The PMF Program has an active presence on Handshake; visit our [employer page](#) to learn more



PMF Ambassadors

- The PMF Ambassadors Program is an active volunteer network of current PMFs and PMF Alumni who support PMF recruitment and outreach activities. The PMF Program Office works closely with ambassadors and draws on this roster to match them with relevant opportunities to support PMF recruitment/outreach.
 - Opportunities may include participating in career fairs/information sessions, speaking on career panels, supporting Handshake efforts, or serving as mentors/guides for prospective applicants. Ambassadors are also provided with resources and training from the PMF Program Office in case they would like to conduct their own outreach activities.
- Interested in engaging a PMF Ambassador? Visit the [PMF Ambassadors](#) webpage on the PMF website to view the PMF Ambassadors Directory:
 - This directory includes the following information for PMF Ambassadors who provided us their consent to be listed: Name, Advanced Degree Background, Email, PMF Class Year, Advanced Degree Alma Mater, Undergraduate Degree Alma Mater, Agency/Sub-Agency, and Current Location/Duty Station.
 - Please note that the individuals listed here are volunteers and are sharing in their personal capacity as Fellows/PMF Alumni, and not on behalf of their respective agencies. The directory is subject to change and Ambassadors may opt-out at any time.



Asks for Academic Stakeholders

1. Most importantly, **help us spread the word about the PMF Program, upcoming application, and info sessions** among graduate students and colleagues
 - Information on the above can be found in the following places:
 - On the PMF website under the [2023 Application](#) webpage
 - PMF Class of 2023 Application [“News & Events” post](#) on the homepage
2. Is the PMF Program on your institution’s website?
 - If not, do you have a fellowships page or career center page it can be added to?
3. Cross-post the announcement once the application is live
 - Can you utilize your career center portal or Handshake account to post the link to the PMF application when it goes live on September 13th?



Learn More

Presidential Management Fellows Program

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



[PMF website:](#)

- Specifically, the “[Academia](#)” and “[Become a PMF](#)” sections of our website for additional details on the application and assessment process, selection of Finalists, advising students, publicizing PMF on campus, FAQs, and other resources

Sign up for the PMF Subscriber Lists from the [Apply Site](#)

Application and Assessment Inquiries: pmfapplication@opm.gov



Questions?



Still have questions?

Visit the “Academia/FAQs” and “Become a PMF/FAQs” pages
on the [PMF website](#)



Thank you!

