



Presidential Management Fellows (PMF) Program

PMF Class of 2022 Application Cycle Briefing for Academic Stakeholders

Class of 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?



PMF PRESIDENTIAL
MANAGEMENT
FELLOWS PROGRAM
U.S. OFFICE OF PERSONNEL MANAGEMENT

"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.

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



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 of 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



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



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



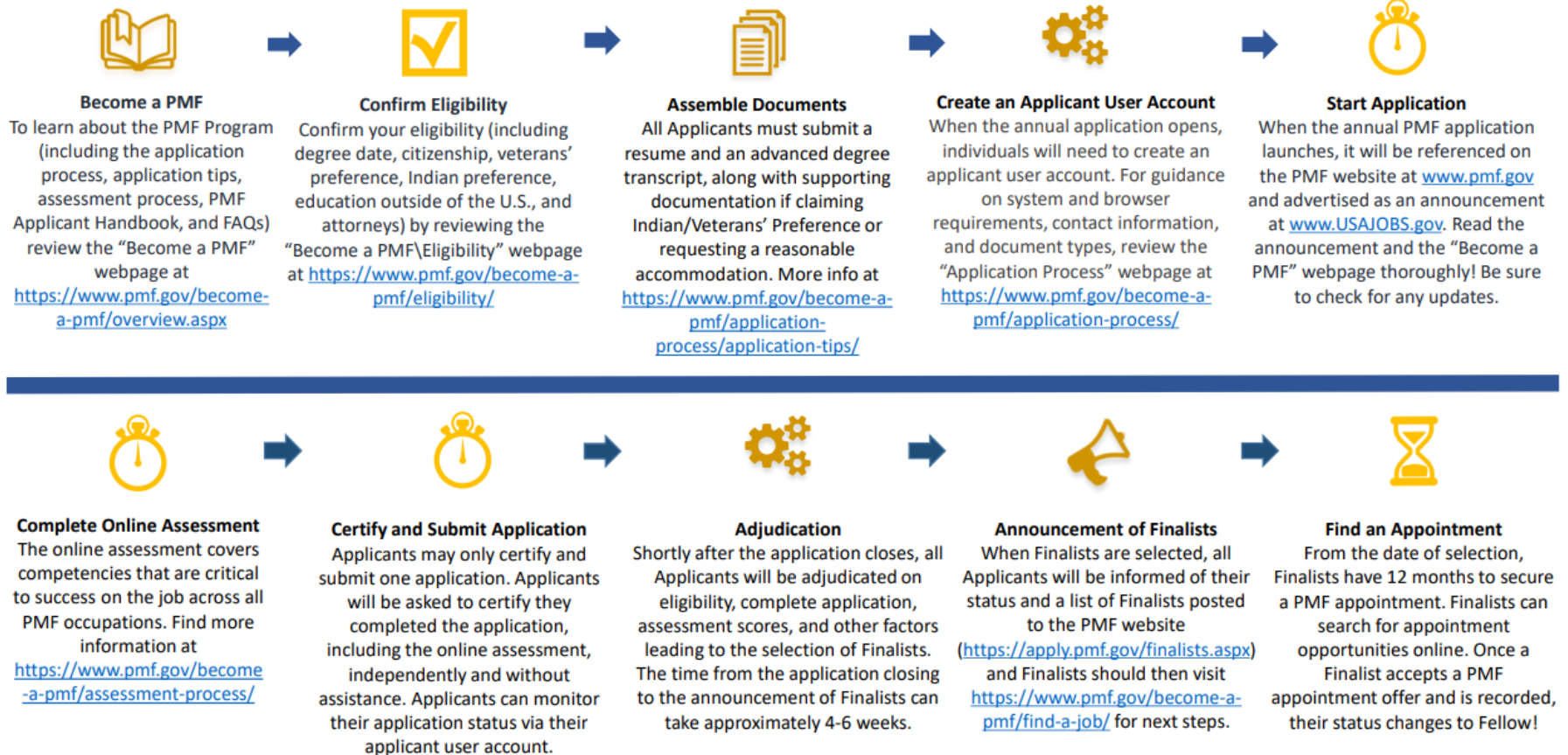
Fellowship Components

- **Onboarding** with a 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 Appointment **Benefits** such as Public Transportation Subsidies, Telework, Student Loan Repayment
- Opportunity to **non-competitively convert** to a term or permanent Federal position upon successful completion of program requirements



PMF Application Timeline

NOTE: Whether or not selected as a Finalist, there is no appeal process and assessment scores are not provided. Finalists are not guaranteed a PMF appointment.



UPDATED: 07-02-2021



Applicant Eligibility

- Advanced degree holders from accredited institutions worldwide:
 - Degree requirements completed by August 31st of the following year from applying (i.e., 08/31/2022), or
 - Completed advanced degree in the two years **prior to** the opening date of the PMF application period (i.e., 09/28/2019-09/28/2021)
- Advanced degree is defined as an academic degree conferred for completion of requirements beyond the undergraduate college level (e.g., master's, professional, or doctorate)
- Completion of degree requirements includes the successful defense/completion of any required thesis/dissertation
- A Finalist cannot onboard as a Fellow until all degree requirements are met
- Either a U.S. Citizen OR have the ability to legally be able to work in the U.S.



Application Process

- Application takes place annually in the fall for a two-week period:
 - **The PMF Class of 2022 Application will be held Tuesday, Sept 28 through Tuesday, Oct 12, 2021**
- Announcement is posted on www.USAJOBS.gov during the open period
- Applicants submit an online application to include:
 - Resume
 - Advanced Degree 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
 - Complete an Online Assessment



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.) 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



2022 Online Assessment

- 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
- The online assessment consists of three parts (next slide)
- 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



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



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.



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” sections on the PMF website at <https://www.pmf.gov> for any updates.



Materials to Review & Prepare in Advance of the Application

Review:

- The “PMF Applicant Handbook,” which can be found under the [Become a PMF\Resources](#) webpage at www.pmf.gov
- The announcement and the “Become a PMF” section 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



Avoid Common Mistakes

1. Transcript issues
2. Insufficient documentation
3. Waiting until the last minute to apply



Informational Webinars

The following informational webinars are scheduled **throughout September 2021** for prospective students and applicants for the PMF Class of 2022 application. *All sessions are open to all disciplines:*

1. Thursday, September 2, 2021, from 2:00-3:00pm (Eastern Time)
 - This session is open to all disciplines
2. Tuesday, September 7, 2021, from 4:00-5:00pm (Eastern Time)
 - This session is open to all disciplines, and will have a specific focus on Scientific, Technical, Engineering, and Mathematics (STEM) fields
3. Tuesday, September 14, 2021 from 3:00-4:00pm (Eastern Time)
 - This session is open to all disciplines, and will have a specific focus on Public Health and Finance-related degrees
4. Thursday, September 16, 2021 from 4:00-5:00pm (Eastern Time)
 - This session is open to all disciplines, and will have a specific focus on Diversity, Equity, Inclusion, and Accessibility (DEIA)
5. Tuesday, September 21, 2021 from 2:00-3:00pm (Eastern Time)
 - This session is open to all disciplines, and will have a specific focus on Cybersecurity
6. Thursday, September 23, 2021 from 3:00-4:00pm (Eastern Time)
 - This session is open to all disciplines
7. Monday, September 27, 2021, 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. 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:
<https://www.pmf.gov/become-a-pmf/2022-application/>.



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.



If an Applicant Becomes a PMF Finalist

- Finalists search for PMF appointment opportunities through the PMF TMS (Talent Management System)
 - Finalists electronically notified of each posted appointment opportunity
- Available positions change throughout the year
- PMF Program Office sponsors a 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 paid position with 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 non-competitively convert to a term or permanent position
- Typical career path with limited experience (or equivalent):
 - Appointment - GS-9, \$60,129 - \$78,167
 - 1-year Anniversary - GS-11, \$72,750 - \$94,581
 - Program Completion - GS-12, \$87,198 - \$113,362

NOTE: The salaries shown are based on a range covering the Washington, DC, metro area for 2021. Salary tables are typically adjusted annually in January and based on geographic location.



Potential Appointment Benefits

- Student Loan Repayment Program
- Public Service Loan Forgiveness Program
- Flexible Spending Accounts
- Health, Vision, and Dental Insurance
- Paid Vacations, Holidays, and Sick Leave
- Public Transportation Subsidy
- Life Insurance
- Long-Term Care Insurance
- Retirement Plan and Thrift Savings Plan
- Telework and/or Flexible Work Schedules

NOTE: Some benefits are at the discretion of the Federal agency.



PMF Snapshot

Backgrounds:



Where PMFs work:





PMFs by the Numbers

Class of 2020:

- 402 Finalists, 67% placement
- Top Appointing Agencies:
 - Department of Health & Human Services
 - CDC, CMS, NIH
 - Department of State
 - U.S. Agency for International Development (USAID)
 - Department of Homeland Security
 - FEMA
 - Department of Agriculture
 - Forest Service

Class of 2021 (**ongoing**):

- 551 Finalists, 50% placement (as of 08/18/2021)
- Top Appointing Agencies (to date):
 - Department of Health & Human Services
 - CDC, CMS, NIH
 - Department of State
 - Department of Labor
 - Department of Veterans Affairs
 - Department of Agriculture
 - Forest Service
 - Food and Nutrition Service



Resources for Academia

- General Guidance on Advising Students
- Publicizing PMF on Campus via flyers, information sessions (with suggested slides), and info on PMF Ambassadors (next slide)
- Join the PMF Campus Listserv
- Academia Checklist
- PMF Applicant Handbook
- Required Application Documents and Alternative Letter
- PMF Apply Brochure
- Flyer on 2022 Application Informational Webinars
- Timelines: Participant, Applicant, and Fellowship
-and more!



PMF Ambassadors

- A volunteer network of current PMFs and PMF Alumni who are available to engage academic institutions and prospective applicants about the program
 - Ambassadors are available for a wide variety of activities, such as conducting information sessions, serving on career panels, hosting brown bags, or serving as mentors for graduate students.
- 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/>
 - 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, 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.



Workforce Planning Survey Insights

Top Degrees/Disciplines

1. Administration/Management Process
2. Accounting/Finance/Budget
3. International Development/Studies
4. Public Health
5. Business Management/Administration
6. Human Resources
Development/Policy
7. Data Science/Analysis
8. Policy Analysis
9. Public Policy
10. Cybersecurity-Related

Top Skills

1. Critical Thinking
2. Analytical Skills
3. Problem Solving
4. Communications
5. Program Management



Asks for Academia

1. Is PMF on your institution's website?
 - If not, do you have a Fellowships page or Career Center page it can be added to?
2. Share about the 2022 Application and Informational Sessions in September
 - Information on the above can be found in the following places:
 - 2022 Application page: <https://www.pmf.gov/become-a-pmf/2022-application/>
 - PMF Class of 2022 Application "News" post: <https://www.pmf.gov/news-events/pmf-class-of-2022-application-dates-pmf-applicant-handbook-and-resources-for-applicants-and-academia/>
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 28th?



Contact Information

Presidential Management Fellows Program

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



- Website: <https://www.pmf.gov>
- Subscribe to the PMFCAMPUS or PMF listservs from homepage or here (select “PMFCAMPUS” and/or “PMF” from the dropdown):
https://www.opm.gov/listerv_apps/
- Review “Become a PMF” section on PMF website
- Application and Assessment Inquiries: pmfapplication@opm.gov