



a New Day for Federal Service



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Presentation for Academic Institutions (2013 Version, Updated 10-19-2012)

Presidential Management Fellows (PMF) Program – Class of 2013



Historical Background

- Executive Order 12008 in 1977 created the Program
- Executive Order 12364 in 1982 opened the Program to non-public policy students
- Executive Order 13318 in 2003 substantially enhanced the Program
- Executive Order 13562 in 2010 reinvigorates the Program
 - Creates the Pathways Programs, which includes the PMF Program (www.opm.gov/hiringreform/pathways)
 - New regulations effective July 10, 2012
 - New PMF Program changes and requirements in full effect for Class of 2013



PMF Opportunities

- Two-year, paid, benefits-eligible, full-time position
- Appointed 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
- Typical career path with limited experience (or equivalent):
 - Appointment - GS-9, step 1
 - 1-year anniversary - GS-11, step 1
 - Program completion - GS-12, step 1



PMF Program Overview

- Updated Program Requirements
 - Posting of positions: A new Talent Acquisition System (TAS) for applying to the PMF Program and for agencies to post appointment opportunities
 - Participant Agreement: Finalists and agencies to enter into an agreement upon appointment in identifying roles, program and agency-specific requirements
 - Assigned a Mentor: All Fellows to be assigned a mentor
 - 80 hours of *interactive* training per year, for a total of 160 hours
 - Rotational opportunities expanded
 - Eligible for non-competitive conversion to a permanent or term position upon successful completion



Career Fields

Program is open to all disciplines.

For the 2013 cycle, agencies have a particular need for STEM disciplines (Science, Technology, Engineering, and Mathematics), in addition to the following:

- Accounting/Finance/MBA
- Information Technology/
Cybersecurity
- International Affairs/Policy
- Health/Medical Sciences
- Business Administration
- Public Policy
- Human Resources
- Public Administration
- Environmental Sciences
- Statistics
- Federal Acquisitions



Attorney Positions

- Attorney positions are hired under a different appointing authority; a separate excepted service appointment
- The PMF Program is not designed to give training and experience to compete for an attorney position
- Positions that may be considered for a PMF appointment:
 - Paralegal Specialist
 - Hearing & Appeals Specialist
 - Labor Relations Specialist
 - Contract Specialist
 - Estate Tax Examiner
 - Policy Analyst



Federal Benefits

To name a few:

- Student Loan Repayment Programs
- Flexible Spending Accounts
- Health and Dental Insurance
- Paid Vacations and Sick Leave
- Life Insurance
- Long-Term Care Insurance
- Retirement Plan
- Additional benefits can be found on the PMF website and at:
www.opm.gov/insure/new_employ/index.asp



Student Loan Programs

- Federal Student Loan Repayment Program:
www.opm.gov/oca/pay/StudentLoan/index.asp
- Finalists should inquire with agencies directly when interviewing for a PMF appointment regarding this optional recruitment and retention incentive
- Public Service Loan Forgiveness Program:
<http://studentaid.ed.gov/>



Eligibility

Eligibility has been expanded to two options:

- Graduate students from all academic disciplines who expect to complete an advanced degree (masters or professional) from a qualifying* college or university during the academic year (September 1, 2012 - August 31, 2013) are eligible to apply.
- Individuals who completed an advanced degree from a qualifying* college or university no more than 2 years prior to the opening date of the PMF Program's announcement are eligible to apply (e.g., November 5, 2010 – November 2012)

* Generally, the institution must be accredited by an accrediting body recognized by the Secretary of the U.S. Department of Education or must have acquired "pre-accreditation" or "candidate for accreditation status" recognized by the Secretary of the U.S. Department of Education



Application Process

- **The 2013 application dates are November 5-19, 2012**
- Individuals submit an on-line application – “Applicant”
- Applicants to upload their resume and transcript
- Applicants complete an on-line assessment and 3 essays
- Selection of “Semi-Finalists”
- Semi-Finalists are invited to an in-person assessment center – selection of “Finalists”
- Finalists announced in early 2013
- Finalists secure positions with a Federal agency – upon appointment, status changes to “Fellow”
- Approximate timelines on PMF website



Assessment Process

- Applicants and Semi-Finalists are evaluated on the following during the on-line and in-person assessments:
 - Problem Solving
 - Interpersonal Skills
 - Oral Communication
 - Written Communication
 - Public Service Motivation
 - Personal Accountability
 - Adaptability
- A “2013 Assessment Preparation Guide” can be found under the “Become a PMF\Assessment Process” section at www.pmf.gov



Assessment Process: On-line, Un-proctored

- Eligible applicants take an on-line assessment during the application process
- On-line assessment includes:
 - Situational Judgment Test
 - Requires applicants to indicate how they would respond in given situations
 - Personality Test
 - Requires applicants to respond to behavioral questions
- All applicants complete 3 essays during the application process which is taken into consideration during the in-person assessment
- OPM selects Semi-Finalists based on applicant's eligibility, complete application, and their on-line assessment results



Assessment Process: In-Person Assessment

- Semi-Finalists will participate in an in-person assessment consisting of competency-based questions
- Semi-Finalists participate at his/her own expense
- The in-person assessment is expected to be a half-day process, consisting of:
 - An individual interview
 - A group exercise
 - An individual exercise, and
 - A proctored written exercise
- Assessment centers will be located in Atlanta, GA; Chicago, IL; Houston, TX; Los Angeles, CA; Miami, FL; and, Washington, DC Metro Area (to include Baltimore, MD)
- Scores are factored in the selection of Finalists



Placement Process

- Agencies notified shortly after Finalists are selected
- Finalists invited to attend PMF Job Fair
- Finalists can search for agency positions on-line via the PMF website
- Available positions change throughout the year
- Finalists have 12 months from the date they are selected as Finalists to be appointed to agency positions as Fellows
- Employment policies and incentives determined by individual agencies
- Finalists who are current graduate students must complete advanced degree requirements prior to onboarding



PMF Listserv

Interested individuals should join the PMF Listserv to receive important information such as application and eligibility information, newsworthy events, program changes, etc.

- Email listserv@listserv.opm.gov using plain text formatting (without signature or attachments)
- In the body of the email enter:
 - Subscribe PMF
 - Subscriber will receive a confirmation after joining
- Or subscribe instantly on-line at
 - <http://listserv.opm.gov/wa.exe?SUBED1=PMF&A=1>



Contact Information

Presidential Management Fellows Program

U.S. Office of Personnel Management
1900 E Street NW, Room 6500
Washington, DC 20415

Application Inquiries: pmfapplication@opm.gov *

Facebook Page: www.facebook.com/PMFProgram

Website: www.pmf.gov

*** NOTE:** Please use the pmfapplication@opm.gov mailbox for all inquiries regarding the application cycle. Applicants should follow the *Help* instructions provided during the application process for any technical assistance.