



Proposed Rule: Pathways for Students and Recent Graduates

Proposed Presidential Management Fellows (PMF) Program: Summary

Introduction

Bearing the Presidential moniker, the [PMF Program](#) is a flagship leadership development program at the entry level for advanced degree candidates. It was created more than three decades ago by Executive Order and has gone through many changes over the years. The Program attracts and selects the best candidates possible, but is really designed with a more narrow focus - developing a cadre of potential government leaders. The following summarizes some of the provisions of the proposed PMF Program. For a complete description, go to the [Proposed Regulations](#) webpage.

Eligibility

- Individuals who are completing, or have completed within the past two years, a qualifying advanced degree.
- Applicants go through a rigorous assessment process to determine Finalists.
- Finalists who obtain an appointment as a PMF serve in a two-year excepted service position.

Program Administration

- The PMF Program is centrally administered by the PMF Program Office within OPM.
- Agencies provide OPM with information on their PMF opportunities and can post PMF appointment opportunities for Finalists on the PMF website year-round.

Training and Development

- The PMF Program Office would provide newly hired PMFs an opportunity to participate in its Orientation and Training Program.
- Senior-level mentorship throughout the program.
- Individual Development Plan to create and track a PMF's career planning, professional development, and training activities.
- Developmental opportunities in the occupation or functional discipline the PMF would most likely be placed.
- At least 80 hours of formal, interactive training each year of the program, for a total of 160 hours.
- PMFs are placed on a performance plan and must obtain a successful rating each year.

After Program Completion

- After successful program completion and job performance, the PMF may be non-competitively converted to a full-time permanent position.
- In rare cases, agency may extend the two-year program period for up to an additional 120 days before deciding whether or not to convert.