a New Day for Federal Service
Presidential Management Fellows (PMF) Program

Academia Stakeholder Webinar

September 19, 2012
Agenda

- Welcome
- Pathways Programs
- PMF Program Overview
- Eligibility
- Application Process
- Assessment Process
- Placement Process
- Resources
- PMF Campus and PMF Listservs
- Questions and Dialogue
Welcome

PMF Program Office Team
• Latonia Page, Student Programs Manager
• Aubrey Whitehead, Team Leader
• Rob Timmins, Policy and Guidance
• Deidre Sexton, Training, Development, ERB Process
• Elda Muco, Application and Assessment Process
• Todd Hewell, Website and IT Systems
• Andrew Grebe, Financials
• Cassie Castro, Program Support
Pathways Programs

- Pathways consists of three programs:
  - Internship Program - formerly the Student Career Experience Program (SCEP) and Student Temporary Employment Program (STEP)
  - Recent Graduates Program
  - Presidential Management Fellows Program
- Streamlined programs for students and recent graduates to get started in the Federal workforce and for Federal Agencies to recruit, hire, develop and retain these individuals.
- Additional information, along with fact sheets, can be found at www.opm.gov/hiringreform/pathways
PMF Program Overview

What’s New for the PMF Program

- Two-year applicant eligibility window for Class of 2013 applicants and beyond
- Elimination of nomination process
- Senior-level mentor for each PMF
- Eliminated mandatory conversion
- Federal Agencies enter into an MOU with OPM
PMF Program Overview

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
• Pathways Programs regulations effective July 10, 2012
PMF Program Overview

Features

• Two-year, paid, full-time position with benefits
• Initially appointed at the GS-9, 11, or 12 (or equivalent), based on applicant qualifications and agency need
• Promotion potential up to the GS-13 during fellowship
• Typical career path with limited prior experience:
  • Appointment - GS-9, step 1 (or equivalent)
  • 1-year Anniversary - eligible for GS-11, step 1
  • Program Completion - eligible for GS-12, step 1
PMF Program Overview

Updated Program Requirements

• Posting of positions
• Participant Agreement
• Individual Development Plans
• Assigned a Mentor
• 80 hours of interactive training per year
• Rotational opportunities
• Eligible for non-competitive conversion to a permanent or term position upon successful completion
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.

* 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” will be posted on the PMF website prior to the application launching
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.

- 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 full-day process, consisting of:
  - An individual interview
  - A group exercise
  - A 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 included 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
2013 Enhancements

- Streamlined application process
- Increased eligibility = increased opportunity for alum
- Reduced administrative burden to graduate schools
  - Schools no longer have to conduct a competitive nomination process
- PMF Program Office pushes messages through social media and listservs to ensure most up-to-date information to all audiences
Resources

• Program eligibility and how to apply instructions can be found under the “Become a PMF” section at www.pmf.gov

• Information and resources for Academia can be found under the “Academia” section at www.pmf.gov


• Presidential Management Alumni Group: www.pmag.org

• Pathways for Students and Recent Graduates (to include a copy of the regulations and fact sheets): www.opm.gov/HiringReform/Pathways/

• Bi-weekly Coffee Chats with Academia for application cycle
PMF Campus Listserv

Join the PMF Campus Listserv for academic official to receive important program updates through this periodic newsletter

- Email listserv@listserv.opm.gov using plain text formatting (without signature or attachments)
- In the body of the email enter:
  - Subscribe PMFCampus
  - College/University Name
  - First and Last Name
  - Title
- Subscriber will receive a confirmation after joining.
- Or subscribe instantly on-line at http://listserv.opm.gov/wa.exe?SUBED1=PMFCAMPUS&A=1
Interested individuals should join the PMF Listserv to receive important information such as application and eligibility information.

- 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
Questions and Dialogue

Presidential Management Fellows Program
U.S. Office of Personnel Management
1900 E Street NW, Room 6500
Washington, DC 20415
Phone: (202) 606-1040
Fax: (202) 606-3040

Application Inquiries: pmfapplication@opm.gov *

Website: www.pmf.gov

* NOTE: Please use the pmfapplication@opm.gov mailbox for all inquiries regarding the application, assessment, and selection process (this applies to students and school academia).