



# Presidential Management Fellows (PMF) Program



*Working for America*

Academia Stakeholder Meeting  
OPM Campbell Auditorium  
August 18, 2008

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



# Agenda

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- Welcome
- Presidential Management Fellows (PMF) Program Overview
- Program Goals: Statistics and Outcomes
- Eligibility and Selection
  - Application and Nomination Processes
  - Selection Process
  - PMF Placement Process
  - Key Dates
- PMF Campus Listserv
- Questions and Dialogue





# The PMF Program Office Team

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- Leslie Pollack, Succession Planning Programs Director
- Eric Brown, PMF Program Manager
- Rob Timmins, Senior Program Analyst
- Laura Pfeffer, 2007 PMF/Program Analyst
- Roz Whittaker, Administrative Assistant
- Heather Kehr, Business Operations Manager
- Mike Bostwick, Business Development Analyst



# The PMF Program Overview

- Administered by the Office of Personnel Management, a premier program for leadership development in the Federal civil service – at the direction of the President
- Provides two-year Federal Government paid fellowships to individuals who have completed a **graduate-level course of study** from an accredited college or university
- The PMF Program is a non-appropriated, full cost recoverable program
- The PMF Program is a cornerstone of the Federal Government's succession planning efforts to address its pending human capital challenges



# Historical Background

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- Created by Executive Order 12008 in 1977 to attract graduate students committed to public service
- Opened the Program to non-public policy students by Executive Order 12364 in 1982



# Executive Order 13318

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## The Executive Order

- Changed name from “Presidential Management Interns” to “Presidential Management Fellows”
- Authorized appointments at higher grades (GS-9 through 12 rather than only GS-9)
- Eliminated annual hiring cap (was capped at 400 positions)
- Enhanced program’s prestige and ability to attract top talent





# Program Components

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- Two-year, paid full-time position  
Salary Range: \$45,040 - \$84,913
- Appointed at the GS-9, 11, or 12 (or equivalent), based on qualifications and agency need
- Agency flexibility for accelerated promotions with potential to the GS-13
- 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



# Program Components

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- 80 hours *formal classroom* training per year
  - PMF Orientation (24 hours counted)
  - PMF Forums on specific topics (8 hours)
- Developmental opportunities:
  - One 4-6 month developmental assignment
  - Optional short-term rotations possible
- Non-competitive appointment to a full-time permanent position upon successful completion of the Program
- PMF network and support



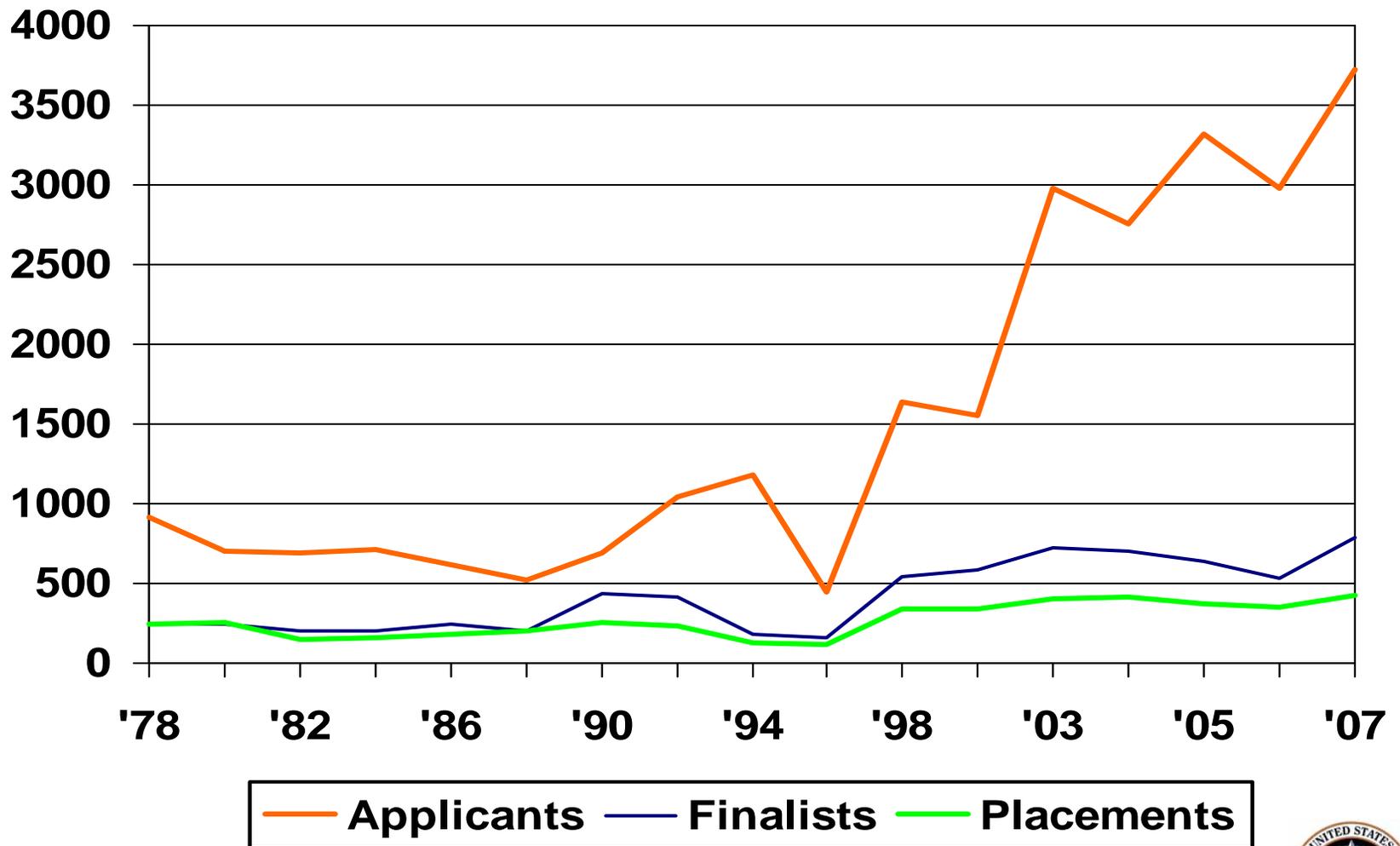
# Program Goals

- The Federal Government is undergoing an unprecedented human capital transition
- The PMF Program is the premier succession planning program in the Federal Government
- Nobody offers a wider variety of opportunities than the Federal Government
  - Accounting, Finance, Business, and Economics
  - Information Technology
  - Environmental Science
  - Engineering and Statistics
  - Health and Medical Science
  - Human Resources
  - Public Policy and Administration
  - International Affairs and Development



# PMF Statistics

## Placement Rates 1978 - 2007



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# PMF Statistics

## Placement Rates 2001 - 2008

Fiscal Year	Applicants	Finalists	Placements
FY 01	1,800	623	381
FY 02	2,250	606	367
FY 03	3,001	725	404
FY 04	2,754	700	412
FY 05	3,321	639	368
FY 06	2,982	535	355
FY 07	3,725	792	435
FY 08	3,628	754	Now Being Placed



# PMF Statistics

## PMF Retention Rates

Year of Graduation	3 Year Retention Rate	5 Year Retention Rate
1999	87%	63%
2000	83%	68%
2001	86%	68%
2002	88%	77%
2003	86%	69%
2004	87%	NA
2005	86%	NA



# Ongoing Evaluation

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The PMF Program will continue to monitor the PMF Assessment Process and will study

- Predictive Validity
  - Relationship between assessment scores and supervisor's ratings of job performance
- Quality Review of Assessment Sections
- Input from PMF Stakeholders



# Outcomes

- Agency satisfaction with the quality of Finalists at the last three job fairs
  - 2008 – 95%
  - 2007 – 96%
  - 2006 – 91%
- Agency placements in 2007 exceeded 2006
  - 2007 – 435
  - 2006 – 355
- Twice as many applicants assessed in less than half the time
- Costs reduced by more than 50%



# Eligibility and Selection

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- Students submit online application via USAJOBS – Their official status is “Applicant”
- Nominating Officials nominate applicants based on school criteria – Applicant’s official status changes to “Nominee”
- OPM invites Nominees to a proctored assessment site – If selected, Nominee’s official status changes to “Finalist”
- Finalists secure positions with a Federal Agency – Finalist’s official status changes to “Fellow”



# 2009 PMF Eligibility

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Graduate students from all academic disciplines who expect to complete an advanced degree (master's, law, or doctoral-level degree) from a qualifying\* college or university during the **2008-2009** academic year (**September 1, 2008 - August 31, 2009**) 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 and Nomination Process

- 2009 PMF Application open period:  
**Wednesday, October 1 – Wednesday, October 15, 2008**
- The application process consists of
  - Submission of a USAJOBS online resume

Applicants apply online using USAJOBS at [www.U.S.A.J.O.B.S.gov](http://www.U.S.A.J.O.B.S.gov) or via a link from the PMF website's "How To Apply\PMF Application" webpage

- Completion of a Qualifications Questionnaire
- Submission of Supporting Documents for Veterans' Preference (if any)
- Printing PMF Nomination Form and submitting to Nomination Official



# Application and Nomination Process

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Students are asked the following in the online Qualifications Questionnaire

- Contact Information
- Assessment Location and Special Accommodations
- Veterans' and Indian Preference
- Geographic Employment Preference
- Citizenship
- Languages (up to 3)
- College/University
- Nomination Official Data
- Graduate/Undergraduate Degrees (up to 2 each)
- Date of Meeting Graduate Degree Requirements
- How Did Student Hear About the PMF Program





# Application and Nomination Process

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**Applicants will be instructed to check with their Nomination Official (Dean, Chairperson, or Academic Program Director) to confirm the school's process and deadlines for nomination into the PMF Program; however, the deadline for the Nomination Official to submit approved nominations is October 31, 2008**



# Application and Nomination Process

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## Executive Order 13318

**Section 3.** The Director of OPM shall prescribe appropriate merit based rules for the recruitment, nomination, assessment, selection, appointment, placement, and continuing career development of fellows including rules that

- (b) provide for the nomination by universities and colleges, through competitive selection processes, of eligible individuals for consideration for appointment as PMFs



# Application and Nomination Process

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## **Presidential Management Fellows Program Regulations 362.202 (b)(2)(i)**

A school must first establish a competitive nomination process to ensure that all eligible graduate students are aware of the Presidential Management Fellows Program and know how to apply for nomination. The school must establish procedures to ensure that each candidate receives careful and thorough review and receives equal opportunity for nomination



# Application and Nomination Process

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- Nomination Officials publicize the program and the school's competitive process in a manner that ensures all eligible graduate students are aware of the PMF application and nomination process at their school
- Nomination instructions are provided on the PMF website and on the PMF Nomination Form
- Students completing an application will be required to print a PMF Nomination Form (OPM Form 1300) to submit to their Nomination Official for consideration
- Nomination Officials ensure applicants meet the Program's eligibility and nomination criteria



# Application and Nomination Process

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- Nomination Officials run a competitive process to determine which students they will nominate to the PMF Program
- Schools competitive process covers applicants'
  - Breadth and quality of accomplishments
  - Capacity for leadership
  - Commitment to excellence in leading and managing public policies and programs
- Students who are eligible for veterans' preference and qualify for school's competitive nomination process must be nominated



# Application and Nomination Process

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- Nomination Officials sign and fax the PMF Nomination Form **only** for students the school nominates to the program, following a competitive process
- The deadline for submitting nominations is **October 31, 2008**
- In 2008, approximately 23% of the nominees were selected as finalists



# Application and Nomination Process

School Rank by Number of Nominees	Number of Nominees	Number of Finalists	Percentage of Nominees Placed as Finalists
1	191	35	18%
2	169	52	31%
3	150	31	21%
4	123	27	22%
5	110	45	41%
6	84	27	32%
7	77	13	17%
8	76	17	22%
9	68	15	22%
10	59	10	17%

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# Selection Process

- The PMF applicant assessment process changed in 2007 from an assessment center to a proctored written assessment
  - 1996 – 2006 applicant assessment process designed for a few hundred applicants
  - In 1996 there were 446 applicants
  - In 2007 there were 3,725 Applicants
  - To sustain the 1996 – 2006 assessment process, the cost to agencies per Fellow would have increased 67%
- No major changes to the assessment process are planned for 2009



# Selection Process

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- The OPM assessment is objectively scored
- The assessment focuses on competencies linked to OPM's Executive Core Qualifications
- The OPM assessment includes three components
  - Life Experiences
  - Critical Thinking Skills
  - Writing Fundamentals
- Nominees are rated and ranked by score
- OPM identifies a cut-off score and selects finalists



# Selection Process

Top 2008 Degrees Selected as Finalists	Number of Nominees	Number of Finalists	Percentage of Nominees Placed as Finalists
Law	913	212	23%
International Affairs	444	137	31%
Public Administration	463	88	19%
Policy Analysis	245	75	31%
Other Subjects	288	49	17%
Environmental Science	114	37	32%
Health Administration	164	33	20%
Political Science	68	18	26%
International Development	76	15	20%
Business	71	13	18%

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# Placement Process

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- Finalists are invited to attend a Job Fair in the Spring, attended by participating Federal Agencies
- Finalists are able to submit updated resumes
- Finalists have access to the PMF Projected Positions System, which identifies available agency positions year round
- Finalists have 12 months from the date selected to be appointed to agency positions
- Approximately 60% of finalists are selected and placed as Fellows



# Hiring Attorneys

- Attorney positions are extremely limited in the PMF Program
- There are NO attorney positions in the competitive service
- Employment policies are determined by agencies
- While the PMF Program is not designed to give training and experience to compete for an attorney position, other positions may be considered
  - Paralegal
  - Tax Law Specialist



# Key Dates

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- Online application available Wednesday, **October 1, 2008**
- Students submit online applications by Wednesday, **October 15, 2008**
- Nomination Officials submit nominations by Friday, **October 31, 2008**
- Nominees complete assessments in **January/February 2009**
- Nominees notified of their selection as finalists by **late February to early March 2009**
- Job Fair in the **Spring 2009**
- All deadlines are 11:59:59 p.m. (Eastern Time) and dates are subject to change



# Resources

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- Presidential Management Fellows Program  
<https://www.pmf.opm.gov>
- How to Apply  
<https://www.pmf.opm.gov/HowToApply.aspx>
- Information for Academia  
<https://www.pmf.opm.gov/HAcademia.aspx>
- Federal Benefits  
[http://www.opm.gov/insure/health/new\\_employees.asp](http://www.opm.gov/insure/health/new_employees.asp)
- Presidential Management Alumni Group  
<http://www.pmag.org>



# PMF Campus Listserv

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- A listserv specifically for the academic community (e.g., Nomination Officials and Career Services staff)
- To subscribe
  - Using plain text formatting (without a signature in the body of the email or attachments), send an email to [listserv@listserv.opm.gov](mailto:listserv@listserv.opm.gov)
  - In the body of the email enter the following without quotes: “SUBSCRIBE PMFCampus School Name, First Name, Last Name, Title”
  - You are limited to 48 characters for your school’s name and your name.
  - Confirmation notice will be sent to the subscriber



# The PMF Program

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## Questions and Dialogue

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# Contact Information



## **Presidential Management Fellows Program**

1900 E Street NW, Room 1425, Washington, DC 20415

Phone: (202) 606-1040

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Website: <https://www.pmf.opm.gov>

## **Program Office Staff**

Leslie Pollack, *Succession Planning Programs Director*

Eric Brown, *PMF Program Manager*

Rob Timmins, *Senior Program Analyst*

Laura Pfeffer, *2007 PMF/Program Analyst*

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