Presenter: Denise Riebman
Director of Career Development and Alumni Services
Trachtenberg School of Public Policy and Public Administration
The George Washington University
PRESENTATION AGENDA

- Pathways Program Overview
- Three Pathways Programs:
  1. Internship Program
  2. Recent Graduates Program
  3. Presidential Management Fellows
Pathways Overview

- Pathways Program - effective on July 10, 2012
- Goals:
  1. Offer clear paths for paid student internships and careers for recent grads
  2. Provide training and career development for individuals starting their Federal careers
WHY IT MATTERS

Retiring Workforce
- 2012: 14% eligible
- 2017: 31% eligible
  - 42% in HUD and SBA!

Lack of Interest
- Only 2.3% of graduates planned to work for federal government
- Only 6% said federal service was an ideal career choice

Need for Innovation & New Ideas

Hard to find and land federal jobs
REALITY CHECK

- 86,689 new government hires since 2012
- 44.7% are veterans
- 16% have advanced degrees
- 3 out of 4 jobs are at defense and security related agencies

Pathways is one of the best ways into federal government!
Internship Program

"The neighbors are asking questions about your unpaid internships"
INTERNERSHIP PROGRAM

- Open to all students
  - Must be enrolled at least half-time
- Administered by each hiring agency
- Full or part time
- Hired at any GS level
- Participant Agreement
INTERNSHIP PROGRAM

- Where to find internships:
  - USAjobs.gov; agency websites
  - Search for Pathways Internships

- How to apply:
  - USAjobs.gov

- Conversion to a job:
  - Not guaranteed but if complete 640(ft)/320(pt) hours and degree requirement, increases chances
  - Must happen within 120 days of internship completion
Fishing, Hank?
No, I'm out yachting in a milk wagon.

Foolish Questions - No. 36.
CoachwhipBooks.com
Recent Graduates Program
**Recent Graduates Program**

- Goal is to provide recent grads opportunities to apply academic training and knowledge in a professional job
- Learn from an assigned mentor
- Participate in a Career Development Program
- 40 Hours of training and development
- Evaluated during their first year
Recent Graduates Program

- One year in length
- Apply within 2 years of graduation
  - EXCEPTION: Veterans unable to apply within two years of receiving their degree, due to military service obligation, have as much as six years after degree completion to apply.
- May be converted to a permanent position or time-limited position (1-4 years)
Recent Graduate Program

- Where to find positions:
  - USAjobs.gov; agency websites

- How to apply:
  - USAjobs.gov

- Conversion to a job:
  - Non-competitive conversion eligibility
“OK, I have time for just one more question. Anyone have anything other than why I’m not extinct?”
Presidential Management Fellows (PMF) Program
PRESIDENTIAL MANAGEMENT FELLOWS (PMF) PROGRAM

- Two year, paid, benefits-eligible, full time
- Open to all disciplines
  - Particular need for STEM focus
- Eligible for Non-competitive conversion
  - No longer mandatory
Public affairs/policy/admin: 20%
Law: 20%
International affairs: 13%
Business: 5%
# Agency Placements 2014

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<td>USDA</td>
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<td>Social Security</td>
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PRESIDENTIAL MANAGEMENT FELLOWS (PMF) PROGRAM

- Extensive training and development
  - Min 80 Hours of Training and Development (mandatory)
  - Individual Development Plan
  - Senior-level Mentor (mandatory)
  - At least one 4-6 month rotational/developmental assignment
  - Optional rotational opportunities (4-5 months)
  - Annual Performance Plan
PRESIDENTIAL MANAGEMENT FELLOWS (PMF) PROGRAM

- Open to individuals who have received an advanced degree within past two years.
- Individuals can apply multiple times during eligibility period.
- International students are eligible but must be able to obtain US Citizenship before end of PMF Program.
OPEN TO ALL DISCIPLINES

- 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
PMF Pay Scale

“We’re looking for someone with the wisdom of a 50-year old, the experience of a 40-year old, the drive of a 30-year old and the payscale of a 20-year old.”

© Randy Glasbergen for RapidBI.com
PMF Pay Scale

- Initial appointment at the GS-9, 11, or 12 (or equivalent), based on applicant qualifications and agency needs
- Typical career path with limited experience:
  - Appointment – GS-9, step 1
  - 1 year anniversary – GS-11, step 1
  - Program Completion – GS-12, step 1
- Promotion potential up to GS-13 (or equivalent) during fellowship
PMF Pay Scale

Rates were increased in January 2015. Had been frozen at 2010 levels until then. Washington DC Pay Scale:

- GS-9: $52,668 - $68,465
- GS-11: $63,722 - $82,840
- GS-12: $76,378 - $99,296
- GS-13: $90,823 - $118,069
Federal Benefits

- Student Loan Repayment Programs
  - Maximum repayment of $10,000 per employee per calendar year; $60,000 total, student loan repayment programs are at the discretion of the agency.
- Flexible Spending Accounts
- Health and Dental Insurance
- Paid Vacation and Sick Leave
- Life Insurance
- Long-term Care Insurance
- Retirement Plan
PMF ATTORNEY POSITIONS

- Law students eligible; however, Federal attorneys hired under a different appointing authority outside of the PMF Program
- PMF Program is not designed to provide 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
ELIGIBILITY SPECIFICS

- Graduate students who expect to complete an advanced degree by August 31, 2017
- Individuals who completed an advanced degree 2 years prior to the announcement of the PMF Program application
- Opportunities for non-U.S. citizens are extremely limited.
- Dual citizenship holders may have to renounce non-U.S. citizenship, depending on security clearances and the policies of individual agencies.
2017 APPLICATION DATES

?????
ASSESSMENT CRITERIA

- Competency Based Assessment:
  - Problem Solving
  - Interpersonal Skills
  - Oral Communication
  - Written Communication
  - Public Service Motivation
  - Personal Accountability
  - Adaptability
  - Technical Competence (STEM applicants)
APPLICATION PROCESS

- USAjobs.gov – on-line application
  - Resume (any format but limited to 3MB)
  - Transcript (official or unofficial)
    - Must either have Graduation Date on transcript OR obtain official university letter with date
    - School Name/Address
    - Advanced Degree Name & Degree Date
    - Contact information of school official/department
  - No letter of recommendation needed
  - Supporting documentation for any claims (Indian preference, veterans and/or reasonable accommodations)
  - Upload supporting document for any type of preference and/or reasonable accommodation
- Preferred browser: Internet Explorer
  - Disable your pop-up blocker
APPLICATION PROCESS

- All applicants complete on-line assessment and 3 essays
  - Estimated – 2-3 hours to completed
  - Use personal rather than university email address
  - Can complete application and assessment in different sessions
  - No time limit on assessment but must be finished in ONE session

- Semi-finalists selected based on eligibility, completed application and on-line assessment
ASSESSMENT PROCESS

- On-Line, Un-Proctored Assessment
  - Behavioral Questions
  - Video-based Situational Judgment Test
    - Requires applicants to indicate how they would respond in given situations
- Essays
  - Min 2,000 character; max 5,000 characters
  - Do in Word first, check spelling and word count
  - Factored into in-person assessment for semi-finalists
- Examples: Why are you interested in the PMF program? What are the advantages/disadvantages of public service careers?
ASSESSMENT PROCESS

- **In Person Assessment Overview**
  - January 2016 - February 2017?
  - Own expense
  - Approximately four hours
  - Assessment ONLY in Washington DC
  - Scores determine selection of Finalists

- **Assessment includes:**
  - Individual Behavioral Interview
  - Group Exercise
  - Previous exercises include group advocating on policy-related topics, with assessors evaluating problem solving, interpersonal communications, and oral communications
  - Proctored Written Exercise
ASSESSMENT PROCESS OVERVIEW

2014 Assessment Preparation Guide posted on PMF website:

GovLoop: Guide to Managing the PMF Application Process:
http://pathtopmf.com/pmf-application-process
ASSESSMENT PROCESS OVERVIEW

Finalists likely announced in late spring 2017
PLACEMENT PROCESS

- Finalists invited to attend PMF Job Fair (Spring 2017)
- Finalists encouraged to search for agency positions online, via PMF Talent Acquisition System (TAS) website and networking
- Available PMF positions change throughout year
  - Approximately 83% of Federal Jobs NOT in DC
- 12 months from selection date to be appointed at an agency
- Employment policies/incentive determined by individual agencies
RESOURCES

- Program eligibility/how to apply instructions in “Become a PMF” section at
  - pmf.gov

- PMF Listserve:

- Path to PMF – GovLoop
  - http://pathtopmf.com/

- Pathways Students and Recent Graduates (includes regulations and fact sheets):
  - opm.gov/HiringReform/Pathways
CONTACT INFORMATION

Presidental 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 and assessment process. Applicants should follow the Help instructions provided during the application process for technical assistance.
WHAT NOW?

I ❤️ my job