



DEPARTMENT OF DEFENSE



Defense Civilian Personnel Advisory Service

Presidential Management Fellows (PMF) Program: Growing Tomorrow's Leaders

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Bottom Line Up Front

➤ BLUF:

- To inform and create awareness of the Presidential Management Fellows (PMF) Program
- To empower session participants to champion the use of the DOD PMF Program within their organizations





Agenda

- Background and Brief History
 - PMF Video
- PMF Purpose and Benefits
- Annual PMF Calendar
- Key Elements of the PMF Program
- DOD Agency Overview
- PMF Advantages/Considerations
 - PMF Video
- TAS: How to get a PMF
 - Breakout Session
- Benefits of a Rotational PMF
- DOD Agency PMF Coordinator Responsibilities
- Way Forward for the PMF Program





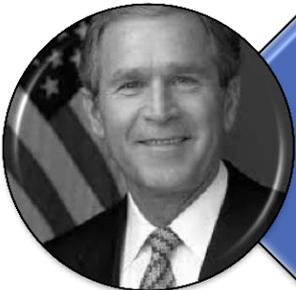
Background and Brief PMF History



- August 25, 1977: Established Presidential Management Intern (PMI) Program



- May 24, 1982: Emphasized focus on policy and management
- Limited PMI Program to only 200 interns per year
- July 12, 1988: Expanded the program to a maximum limit of 400 interns per year



- June 20, 2005: Removed the annual cap
- Changed the name to the current Presidential Management Fellows Program





Background and Brief History

- Under President Obama the Executive Order 13562 established
 - ✓ Pathway Internship and Recent Graduates Program
 - ✓ Magnitude of the PMF Program as the government's flagship program
 - ✓ PMFs are hired under Schedule D Excepted Service, which allows for non-competitive hiring for all PMFs

- Executive Order published on May 11, 2012
 - ✓ Effective July 10, 2012
 - ✓ Central PMF and Pathways Coordinators established

- Other key changes impacting CPP/DCPAS
 - ✓ DASD(CPP) signed original MOU with OPM on August 17, 2012 naming Larry Westberg, HRSPAS, LL&D as the first DOD Agency PMF Coordinator
 - ✓ MOU must be renewed every 2 years – updated August 2014





PMF Purpose and Benefits

- Provide a streamlined program for recent graduate students to get started in the Federal Workforce
- Provide Federal Agencies with a new generation of Federal Leaders
- Introduce new talent into the current work force, eager to contribute to supporting the warfighter
- Promote usage of fresh ideas into workforce, which can spark future developments DOD wide
- PMFs come in with advanced degrees
- PMFs are more mobile in their placements across the country





Annual PMF Calendar





Key Elements of the PMF Program

➤ PMF Program

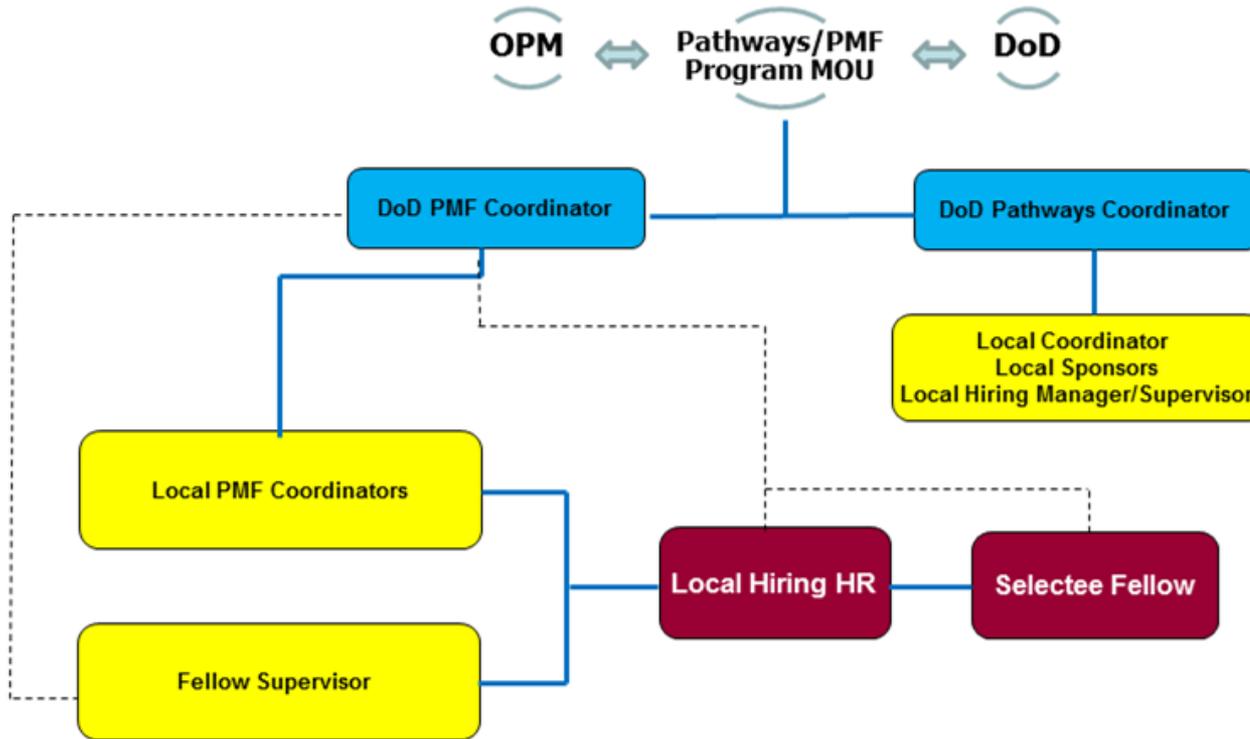
- OPM determines initial qualifications
- Recent graduate students with advanced degrees within previous 2 years are eligible
- Agencies appoint from the list of Finalists
 - Entry at GS-9, 11 or 12 grade levels
- OPM charges a \$7,000 fee for each Fellow selected by an agency
- 2 year full-time fellowship – salary paid by sponsoring organization
 - Fellow may convert to permanent position after certified completion of fellowship (Currently 100% conversion in DOD)
- Each PMF must be converted to career position or terminated
 - OPM requests at least a 30 day notice of terminations





DOD Agency Overview

Presidential Management Fellowship Chart



DoD PMF Coordinator: Larry Westberg

DoD Pathways Coordinator: Edie Olson





Advantages/Considerations

➤ Advantages

- Pre-qualified/vetted by OPM
- High-level talent with advanced degrees
- PMFs bring innovative ideas into the Department of Defense

➤ Considerations

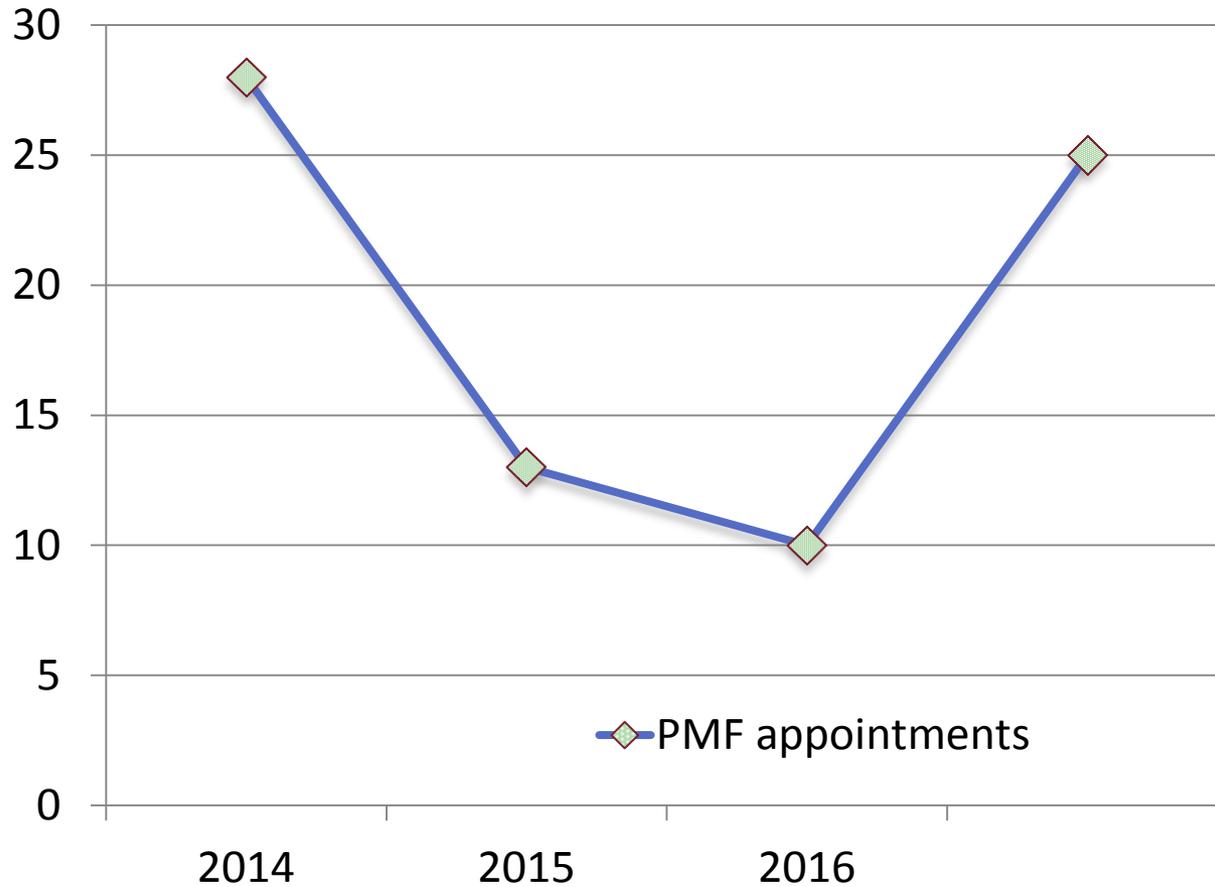
- \$7K fee to OPM
- To convert a PMF, a billet would need to be committed
- Need to provide 80 hours of training per year
- Need to develop the PMF for 4-6 months





PMF Appointments

PMF appointments



Recent Successes:

- 5 hires with Air Force
- DCAA
- AF NCR
- ARMY
- NIPO
- Hiring Vets*





TAS: How to get a PMF

- All info of Finalists are located in the Talent Acquisition System (TAS)
- Agency PMF Coordinators have full responsibility/authorization in TAS, and can assign user access
- Finalists have ability to see full-time jobs or rotational Opportunities posted in TAS by all participating agencies
- Once registered in TAS, you may review PMF Finalists, update PMF records, post full-time and rotational job opportunities and review PMF statistics
- Contact **Larry Westberg** (DOD Agency PMF Coordinator) to register for OPM's TAS
 - larry.a.westberg2.civ@mail.mil
 - 571-372-2063 @ DCPAS HRSPAS LL&D





Break out Session

- Exercise: Purpose is to engage the audience in the PMF Process

- Break out into teams and discuss:
 - **How can YOU promote the PMF program in your organization?**

WE WILL COLLABORATE AFTER, SO PICK A TEAM LEADER!!





Benefits of a Rotational PMF

- Interested PMFs will reach out to the hosting agency point of contact
- All agency coordinators must sign off on PMF's rotations
- No fees are required to bring on a rotating PMF, because home agency of fellow is paying their salary
- Duration of the rotational assignment is 4-6 months
 - 2-3 month option rotation can be approved by direct supervisor





DOD Agency PMF Coordinator Responsibilities

- The DOD Agency PMF Coordinator per OPM and MOU regulations must:
 - ✓ Administer DOD PMF Program
 - ✓ Serve as liaison to OPM
 - ✓ Submit PMF appointments and status changes
 - ✓ Coordinate PMF full-time and developmental opportunities
 - ✓ Oversee DOD users and accounts in OPM's Talent Acquisition System (TAS)
 - ✓ Coordinate with PMF customers and stakeholders on a daily basis across the DOD Enterprise
 - ✓ Coordinate monthly training for new PMFs, PMF Supervisors and PMF Coordinators with OPM Training Coordinator
 - ✓ Facilitate reimbursement of the PMF placement fees
- Contact your local PMF Coordinator if interested in either Permanent or Rotational PMF. Agency Coordinators can also help.





Way Forward for the PMF Program

- Broaden awareness of PMF program throughout DOD
- Encourage a stronger network of hiring officials to hire a larger number of full-time Presidential Management Fellows
- Encourage the continuation of developmental assignments/rotational PMF opportunities throughout DOD
- Continue to engage present and past PMFs in DOD to help build and improve the program





Questions

Questions/Contact?



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