Letter to support PMF Program TALENTS Act (Updated 051625)
If you are a PMF Fellow or Alumni who would like to add your name as a signatory to this letter, please fill out this Google Form: https://forms.gle/89Giffry3joX61eh7

Congress: Bring back the Presidential Management Fellows Program

As current Fellows and alumni of the federal government's Presidential Management Fellows (PMF) Program, we urgently request your support for the "Training Aspiring Leaders Emerging Now to Serve" Act (S.1768) or TALENTS Act which would codify the PMF Program into federal law and support the essential pipeline of future leaders into our Federal government.

For almost 50 years, the merit-based PMF Program has served as the federal government's premier leadership development program and a highly successful tool for recruiting our nation's most talented individuals into the next generation of government leaders. The PMF Program was created in 1977 through Executive Order 12008 and has been expanded by both Republican and Democratic Presidents. This historically bipartisan program has relied on common-sense management best practices, mirroring similar programs across corporate America.

The goal of the PMF Program is simple: recruit, develop, and retain the nation's most talented individuals into federal service. It is intensely competitive and desirable for applicants; in 2024, the program had only an 11.5% acceptance rate following a rigorous application and assessment process. Once on board, Fellows serve the American people in full-time roles at nearly every federal agency, working on many of the most important and popular programs in the country. Fellows are required to participate in demanding developmental training and must complete a rotation outside of their home office to gain perspective on how to solve the challenges of today and tomorrow. As a result of the investment in the development of Fellows, the PMF Program has a proven track record as a pipeline for early career professionals to stay in federal service: 87% of PMFs took a permanent or term position in government following the completion of their two-year fellowship.

Despite its success, the PMF Program was never codified into law, and on February 19, 2025, President Trump terminated the program in his Executive Order Commencing the Reduction of the Federal Bureaucracy (E.O. 14217). This action was short-sighted: now more than ever, the Legislative and Executive Branches need the fresh perspectives and highly talented public servants the PMF Program provides to ensure our government is prepared to tackle the enormous challenges facing the American people today and in the future.

The benefits of reinstating the PMF Program are numerous, but three stand out:

1. **Fostering innovation in government**: With just over 7% of the federal workforce under the age of 30, the federal government is in dire need of young talent for which the PMF Program can continue to serve as a pathway to bring new ideas, approaches, and technologies to the federal workforce. Fellows have long been a source of fresh thinking within government and should remain a central tool in modernizing and improving government operations.

2. **Nurturing leadership and management competencies:** The PMF Program's reputation for excellence attracts candidates who may not otherwise consider federal service. Fellows receive intensive training and are significantly more likely to stay in government

compared to similarly motivated non-fellow finalists and become leaders who have the skills and knowledge to lead and adapt during transitions and drive the implementation of new goals. Alumni include well-respected leaders who are effective and efficient stewards of government programs.

3. **Delivering for all Americans:** The federal government will always need top talent to address its most pressing challenges. By making the PMF Program a permanent fixture of federal recruitment, Congress would ensure that future generations of leaders are trained to navigate complex policy challenges, work collaboratively, and serve with integrity and commitment to the security and prosperity of the American people. This would help maintain the competence and effectiveness of federal agencies as they address a wide range of issues, from economic recovery to national security to food safety.

You can hear directly from current and past Fellows about the impact of their work for the American people here: https://www.presidentialmanagementalumniassociation.org/stories

Finally, your support of the TALENTS Act to codify the Presidential Management Fellows Program into federal law will ensure the best and brightest can help tackle the most complex challenges facing our nation for generations to come. We encourage your strong support and advocacy for this legislation.