



## National Training and Education System Talking Points

- The National Training and Education System (NTES) is in response to the Post-Katrina Emergency Management and Reform Act (PKEMRA) requirement for a “National Training System” and is a critical component of the National Preparedness System.
- The purpose of the National Training and Education System (NTES) is to build and sustain the knowledge and skills of homeland security professionals.
- The NTES is designed to align course offerings with capability gaps and to ensure the right course for the right student.
- FEMA has established three primary objectives for the NTES:
  1. Continuously improve the knowledge and core capabilities of homeland security professionals;
  2. Build and sustain a community of practice for homeland security training and education; and
  3. Establish a defined career path, and associated training and education requirements, for emergency management professionals.
- FEMA will use existing preparedness assessment data to identify core capabilities for which training and education can be better targeted to meet stakeholder needs.
- NTES Working Group will use findings to develop Courses of Action (COA) for addressing identified gaps and shortfalls:
  - Example COAs may include changing course delivery methods; adding new courses or modules; revising curricula; or coordinating with other agencies or academic institutions to develop or modify degree programs.
- FEMA will lead efforts to collaborate with relevant training and educational institutions and organizations, within the structure of a community of practice, to identify innovations and efficiencies that strengthen National Preparedness.
- Lastly, FEMA will engage emergency management agencies, organizations, and subject-matter experts to begin to define a formal emergency management career path and the associated training and education needed to succeed at every step along that path.
- Together, these efforts will foster both a stronger homeland security training and education community and the development of professionals.

**Date:** 3/6/14  
**Purpose:** NAC Presentation  
**Topics:** Emergency Management Academies and overall Emergency Management Institute (EMI) updates

### **Emergency Management Professional Program (EMPP)**

- By establishing an Emergency Management Professional Program (EMPP), we aim to strengthen the profession through application of national standard training and education programs.
- The EMPP provides a structured and progressive framework for acquiring the knowledge, skills, and abilities to enter and progress through the field of emergency management and to meet the challenges of a dynamic and complex environment.
- Taken progressively, the EMPP curriculum is designed to provide a lifetime of learning for a career in emergency management.
- Imbedded in the EMPP are sets of established emergency management core competencies.
- FEMA's EMI worked collaboratively with professional associations such as the National Emergency Management Association (NEMA), the International Association of Emergency Managers (IAEM) and other senior leaders and officials from across the emergency management community to tie training, education, and professional development to these core competencies.
- The EMPP includes three progressive Academies and will establish Specialized and Technical certificate programs in the future:
  - National Emergency Management Academy.
  - National Emergency Management Leaders Academy.
  - National Emergency Management Executive Academy.

Specialized and Technical Certificate (program) will be the next milestone for the EMPP once the Academies are implemented.

### **National Emergency Management Academy**

- The National Emergency Management Academy is intended to be the entry-point for individuals pursuing a career in emergency management. It is designed to be similar to basic academies operated by the fire and law enforcement communities.
- The goal of the Academy is to nourish the early careers of emergency managers by providing a training experience combining:
  - knowledge of all fundamental systems, concepts and practices of cutting-edge emergency management.
  - a shared classroom of adult learners and skillful instructors.
  - a sound basis for students to build further studies and make good career choices.

- an opportunity for students to build camaraderie, establish professional contacts, and gain a common understanding of the roles, responsibilities, and legal boundaries of an emergency management program.
- The target audience is intended to be representative of whole community: including persons new to the field or transferring in from another profession from state, local, Federal, tribal, private sector, higher education, voluntary and non-governmental agencies, and military.
- Prerequisite Requirements: 4 Independent Study Courses
  - IS-100 Introduction to the Incident Command System.
  - IS-700 National Incident Management System (NIMS), An Introduction.
  - IS-800 National Response Framework, An Introduction.
  - IS-230c Fundamentals of Emergency Management.
- Classroom Courses: 5 National Emergency Management Academy Courses:
  - E/L101 Foundations of Emergency Management.
  - E/L102 Science of Disaster.
  - E/L103 Planning: Emergency Operations.
  - E/L 104 Homeland Security Exercise Evaluation Program.
  - E/L105 Public Information and Warning.
- Train the Trainer (TTT) courses:
  - E/L110 Foundations TTT.
  - E/L111 Planning, Exercises and Public Information TTT.
  - TTT's will:
    - Help increase the number of qualified instructors.
    - Provide a resource to help states initiate programs.
    - Make it easier for states with their own professional programs to instruct the EMI materials.
- National Emergency Management Academy – American Council on Education (ACE) Review (February 20-21, 2014):
  - Four Academy courses were recommended for a total of ten college credit hours:
    - Seven Upper Division college credits in 2 courses (Foundations - 6, Public Information and Warning - 1).
    - Three Lower Division college credits in 2 courses (Science of Disaster - 2, Planning: Emergency Operations - 1).
    - E/L 104 Homeland Security Exercise Evaluation Program is pending review.
  - Evaluators were particularly impressed with the Foundations of Emergency Management course:
    - Recommended it be the cornerstone for a certificate or major in associate's Emergency Management degree
    - It was noted that EMI could consider licensing it for use by institutes of higher education.
    - Evaluators expressed a desire to fold materials into their existing Emergency Management degree programs.

### **Specialized and Technical Training Program**

- The Specialized and Technical Training Courses of the EMPP will consist of curriculums on similar topics leading to a Certificate of Completion or recognition for completion of a series in a recognized area.
- Current Certificate Programs Include:
  - Continuity Excellence Series—Level 1 and 2
  - Master Trainer Program
  - Master Exercise Practitioner Program
  - HAZUS (Hazards United States)
  - Other groups of courses are under consideration as the basis for additional specialized programs.
- The target audience for these kinds of programs is personnel from state, local, Federal, tribal, private sector, higher education, voluntary and non-governmental agencies, and military organizations who are seeking to deepen their skills in one or more particular area of emergency management (did not yet define disciplines within EM).

### **National Emergency Management Leaders Academy**

- The Leaders Academy provides the essential skills needed for emergency managers to lead programs and tactical operations in their jurisdictions and organizations.
- Bringing emergency management leaders together to share their experiences and networking which builds working relationships, establishes trust, and advances the community of practice.
- The goal of the Leaders Academy is to provide emergency management leaders skills critical to performing leadership responsibilities, such as program management and oversight, effective communication, integrated collaboration, and strategic thinking.
- Through a guided Leadership Action Project, participants are given the opportunity to demonstrate their ability to think critically about the key learning concepts of the program relative to their own strengths and weaknesses and their organizations, and apply learning to their own performance environment.
- Acceptance to this Academy is competitive.
- The target audience for the Leaders Academy encompasses current and emerging leaders who have demonstrated their capabilities from state, local, Federal, tribal, private sector, higher education, voluntary and non-governmental agencies, and military organizations.
- National Emergency Management Leaders Academy Courses
  - E0451 Leadership I: An Overview of Leadership in Emergency Management.
  - E0452 Leadership II: Application of Personal Leadership in Emergency Management.
  - E0453 Leadership III: Leadership in the Emergency Management Organization (Under development).
  - E0454 Leadership IV: Emergency Management Leadership in the Community and Profession (Under development).
- Current status:
  - Three Cohorts totaling 79 participants are currently in the Leaders Academy
  - Cohort #4, 21 participants, will begin March 3-6, 2014.

- E0452 Leadership II: Application of Personal Leadership in Emergency Management was piloted January 6-9, 2014.
- The 2nd Pilot of E0452 will be conducted March 31-April 3, 2014, with 25 participants.
- E0453 Leadership III: Leadership in the Emergency Management Organization is on schedule to be piloted May 12-15, 2014, at EMI.
- The first Cohort in the Leaders Academy is expected to graduate 1st Quarter FY 2015.

### **National Emergency Management Executive Academy**

- EMI, in collaboration with prominent national programs at higher education institutions, has created the National Emergency Management Executive Academy to produce a comprehensive and cutting-edge curriculum that supports the advancement of the emergency management profession at strategic and policy levels for executive leadership.
- The program hones strategic leadership and critical thinking for senior executives involved with multi-jurisdictional, national, and international homeland security and emergency management policy development and decision making responsibilities.
- Throughout the Executive Academy meta-leadership, negotiation and conflict resolution skills are developed and then applied to real-world, complex, and catastrophic problems.
- Executives explore how they can leverage science, technology, engineering, and data analysis to make better decisions and policies.
- The target audience includes executives at the policy level in their organizations who may be called on to serve in a multi-regional catastrophic disaster. They represent organizations from state, local, Federal, tribal, private sector, higher education, voluntary and non-governmental agencies, and military organizations. Responsibility for policy and guidance, organizational span of control, and/or real world tactical experience are considered when reviewing applicants to this program.
- National Emergency Management Executive Academy Courses
  - E680 Emergency Management: A Leadership Challenge.
  - E682 Emergency Management in the 21st Century.
  - E684 Integrating Science into Emergency Management Policies and Decisions.
  - E686 Exercising Emergency Management Executive Policy and Decision-making.
- Executive Academy Cohort II breakdown
  - 3 Academia (institutions of higher education).
  - 5 FEMA.
  - 8 other federal agencies.
  - 2 private sector.
  - 19 state, local, tribal and territorial government.
- Cohort II scheduled to graduate on September 11, 2014.

## Overall EMI Updates

- **Training statistics:**

- FY 2014 YTD to 3/6/14
  - Online Independent Study - 810,000
  - Resident Classroom (E) - 2,489
  - Resident Off Campus (L,K,S,B,V) - 4,692
  - TOTAL - 817,181
- FY 2013
  - Online Independent Study - 1,974,123
  - Resident Classroom (E) - 7,295
  - Resident Off Campus (L,K,S,B,V) - 26,037
  - TOTAL - 2,007,455

- **National Preparedness System (NPS) training**

- Presidential Policy Directive 8 (PPD-8) describes the nation's approach to national preparedness. The NPS outlines an organized process for the whole community to move forward with their preparedness activities and to achieve the National Preparedness Goal (NPG). The NPG is the cornerstone for the implementation of PPD-8; and identifies the nation's core capabilities across five mission areas: Prevention, Protection, Mitigation, Response, and Recovery.
- EMI's online Independent Study (IS) courses are part of the newly defined IS-2000 series that supports the NPG and the NPS. Since the National Response Framework was revised in 2013, the online course material was updated to reflect those changes. As a result, some of the course numbers also changed. To make it easier for students to locate the new courses, they can now be found in the new IS-2000 course series online on the Independent Study section of EMI. For students interested in these training courses, the training and IS course numbers are listed below:
- IS 2000 National Preparedness System - to be released March 10, 2014
  - The course familiarizes students with the components of the NPS, identifies the purposes of PPD-8 and the NPG, describes core capabilities and mission areas, and outlines the intent and components of the NPS.
  - Objectives:
    - Identify the purpose of Presidential Policy Directive 8 and the National Preparedness Goal
    - Describe the purpose of core capabilities.
    - Identify the five mission areas
    - Describe the intent of the National Preparedness System
    - Identify the six components of the National Preparedness System
- IS 2800 National Response Framework (replaces the former IS 800b) – to be released March 10, 2014
  - The course introduces the NRF and outlines how response doctrine is established, the roles and responsibilities of entities specified in the NRF, actions that support national response, what response organizations are

used for multiagency coordination and how planning is related to national preparedness.

- Objectives:
  - Describe the purpose of the National Response Framework
  - Explain the response doctrine established by the National Response Framework
  - Describe the Roles and responsibilities of entities as specified in the National Response Framework
  - Identify actions that support national response
  - Identify the response organizations used for multiagency coordination
  - Describe how planning relates to national preparedness
- IS 2001 Threat Hazard Identification Risk Assessment (THIRA) – released 1/2/14
  - The course introduces the THIRA process and its purpose, describes the relationship between the NPS and THIRA, identifies the five mission areas, the intent of core capabilities and the process for threat and hazard identification and risk assessment.
- IS 2900 National Disaster Recovery Framework – released 11/1/13
  - The course provides a foundation for NDRF, why it was developed, outlines recovery roles and key responsibilities, reviews state, tribal and federal leadership roles and explains the mission of the Recovery Support Function.
- **Virtual Table Top Exercise (VTTX) Program:**
  - EMI conducts a series of monthly VTTXs using a video teleconference platform to reach whole community emergency management partners across the nation. Each VTTX offering provides connected sites with an opportunity to review hazard specific policies, plans, procedures, and resources while improving national preparedness capabilities through information sharing and assessment.
  - EMI's VTTX Program won an Administrator's Innovation Award February 2014.
  - To date in FY 2014, the EMI VTTX Program conducted 12 exercises and virtually reached 123 community based groups and trained 1,797 participants.
  - In FY 2013, the EMI VTTX program conducted 24 exercises and virtually reached 231 community based groups and trained 3,645 participants.
  - To date since the VTTX program debuted in September 2012, we have partnered with 344 communities and trained 5,336 participants.
- **Higher Education Residential Symposium**
  - Scheduled for June 2-5, 2014.
  - Theme – "20 Years of Emergency Management Education – The Past, The Present, The Future."
- **National Training and Exercise Residential Symposium**
  - April 29 – May 1, 2014
  - Attending – state, tribal, territorial, Federal.
  - E235 New State, Tribal, and Territorial Training Officer/State, Tribal, and Territorial Exercise Officer Orientation Course
    - New course for training and exercise officers will be held April 28 at NETC.

- 1 day course being held for first time before the symposium.
  - Meets identified needs of new training and exercise officers.
- **NETC Update**
  - Cafeteria on schedule for completion by the end of April 2014.
  - Campus wireless on schedule for completion by the end of March 2014.