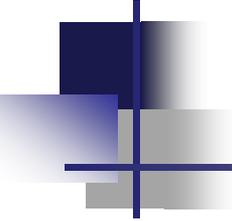


Learning More About the Emergency Management Professional

Exploring the Profession, Careers
& Advancement

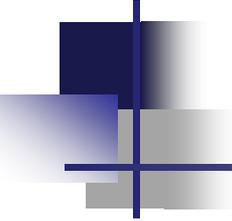


Preliminary Comments

- Emergency management is a relatively new and complex profession.
- It is common to have questions and important to explore answers when we have time to learn.
- This presentation provides important considerations to work effectively with or as an emergency management professional.

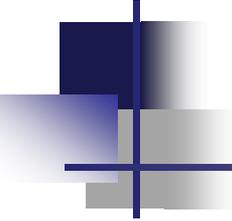
DOL Quick Facts (about Emergency Managers)

2016 Median Pay	\$70,500 per year (\$33.89 per hour)
Typical Entry-Level Education	Bachelor's Degree
Work Experience in a Related Occupation	5 years or more
On-the-job Training	None*
Number of Jobs, 2014	10,500
Job Outlook, 2014-24	6% (as fast as average)
Employment Change, 2014-24	700



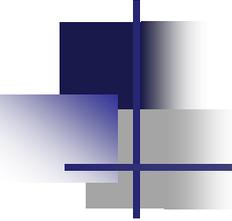
Questions to Consider

- What is emergency management?
- Who is an emergency manager professional and what do they do?
- What is a job in emergency management like?
- What career options exist?
- What do emergency management professionals make?
- How do I become an emergency management professional?
- How can I enter and advance my career in emergency management?



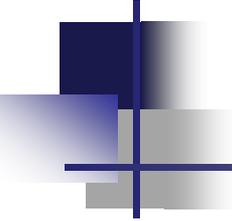
Emergencies and Disasters

- Natural, technological and anthropogenic hazards occur each day
- When these hazards interact with vulnerable people and fragile infrastructure, they result in injury, death, damage and disruption



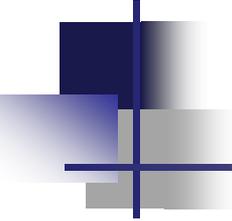
Important Terminology

- Emergencies
- Disasters
- Catastrophes/Calamities
- Natural Hazards
- Technological Hazards
- Anthropogenic Hazards



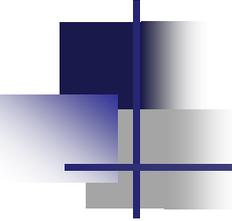
What is EM?

- “Emergency management is the discipline dealing with risk and risk avoidance.” (**Haddow and Bullock** 2003, 1).
- Emergency management “is the study of how humans and their institutions deal with hazards, vulnerabilities and the events that result from their interaction” (Jensen, 2013).



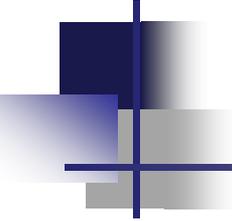
What is EM? (cont.)

- “In simplest terms, emergency management is the management of risk so that societies can live with environmental and technical hazards and deal with the disasters that they cause” (Waugh 2000, 3)
- “Emergency management is the . . . profession of applying science, technology, planning, and management to deal with extreme events that can injure or kill large numbers of people, do extensive damage to property, and disrupt community life” (Drabek and Hoetmer 1991, xvii).
- Emergency management is “An ongoing process to prevent, mitigate, prepare for, respond to, maintain continuity during, and to recover from, an incident that threatens life, property, operations, or the environment” (NFPA 1600).



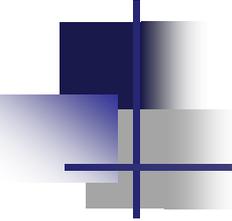
What is EM? (cont.)

- The FEMA Emergency Management Focus Group defines emergency management as “the managerial function charged with creating the framework within which communities reduce vulnerability to hazards and cope with disasters” (Blanchard et al., 2007, p. 4).



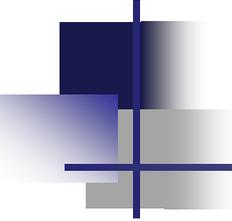
Mission and Vision

- “Emergency management seeks to promote safer, less vulnerable communities with the capacity to cope with hazards and disasters.”
- Emergency management “protects communities by coordinating and integrating all activities necessary to build, sustain, and improve the capability to mitigate against, prepare for, respond to, and recovery from threatened or actual natural disasters, acts of terrorism, or other man-made disasters.”



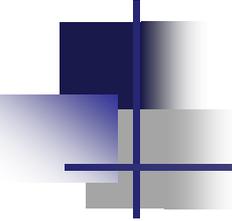
EM Phases

- Mitigation (prevention and protection)
- Preparedness
- Response
- Recovery



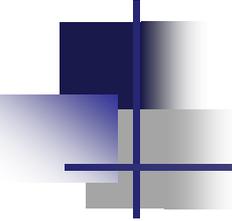
EM Functions

- Land-use planning
- Mitigation
- Planning
- Training
- Exercising
- Hazard detection and warning
- Evacuation
- Sheltering
- Search and rescue
- Medical care and triage
- Fatality mgmt.
- Crisis counseling
- Donations/volunteer mgmt.
- Damage assessment
- Disaster declarations
- Debris removal
- Disaster assistance



EM Principles

- Comprehensive
- Progressive
- Risk-driven
- Integrated
- Collaborative
- Coordinated
- Flexible
- Professional

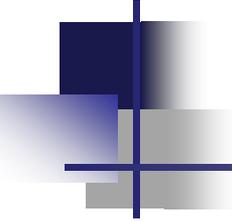


A Great Summary . . .

- Emergency Management Directors Career Video
(<https://www.careeronestop.org/videos/careeronestop-videos.aspx?videocode=11916100>)

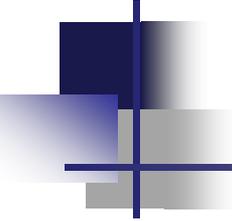
Who Are Emergency Management Professionals?

- An emergency manager is not the same thing as a Fire Fighter, a Police Officer, an Emergency Services Dispatcher, an EMT/Paramedic or Nurse (even though these individuals often become emergency managers later on in their career). In addition, an emergency manager is not necessarily an Emergency Services Coordinator or Risk Manager.



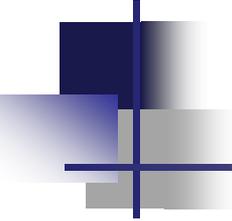
Who Are Emergency Management Professionals? (cont.)

- Emergency managers are professionals who are tasked with the responsibility of helping communities and organizations anticipate hazards and vulnerability, and undertake measures to more effectively deal with disasters (e.g., mitigate, prepare for, respond to and recover from them).



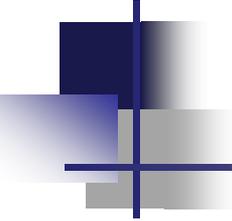
Who are Emergency Management Professionals? (cont.)

- Emergency Management Coordinator/Director
- Emergency Management Specialist
- Emergency Management Planner
- Other titles: EM Administrator, Emergency Operations Coordinator, Emergency Management Assistant, Business Continuity Managers, Disaster Specialists, Volunteer Coordinators, etc.



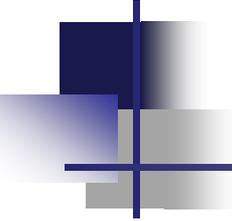
EM Titles

- Emergency Management Coordinator or Director
- Emergency Management Specialist
- Emergency Management Planner



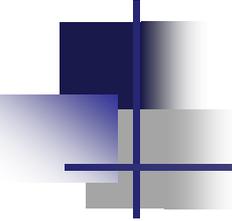
Titles (cont.)

- EM Administrator
- Emergency Operations Coordinator
- Emergency Management Assistant
- Business Continuity Planners/Managers
- Disaster Specialists
- Volunteer Coordinators



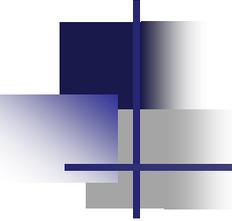
What are Their Duties?

- Simply put, Emergency Management Directors prepare plans and procedures for disasters
- But, there is so much more to their responsibilities



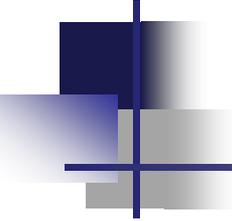
What are Their Duties? (cont.)

- Assess hazards and vulnerability
- Write Hazard Mitigation Plans
- Implement structural and non-structural mitigation measures



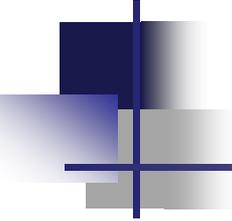
What are Their Duties? (cont.)

- Develop emergency response plans
- Research best practices and follow local, state and federal regulations and guidelines



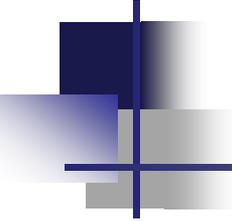
What are Their Duties? (cont.)

- Analyze resources, equipment and personnel available
- Coordinate with others
- Share information



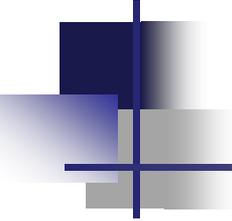
What are their Duties? (cont.)

- Meetings
- Training courses
- Disaster exercises
- Visit community groups



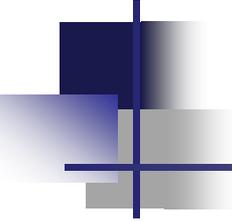
What are Their Duties? (cont.)

- Coordinate at the emergency operations center (EOC)
- Respond and make adjustments as needed
- Facilitate evacuations, rescue activities, open up shelters
- Conduct press conferences



What are Their Duties? (cont.)

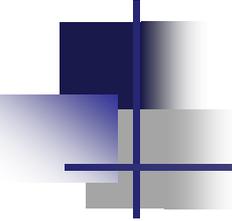
- Assess damage
- Apply or request additional help
- Coordinate assistance
- Review the disaster and revise plans



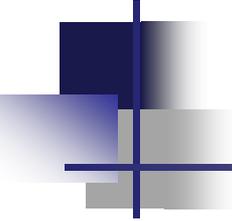
Nature of EM Employment

- Part-time/full-time
- Regular work schedule vs. evenings and weekends

Nature of EM Employment (cont.)

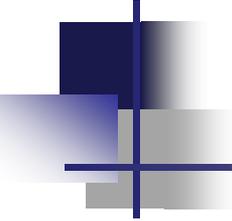


- Office setting vs. at the scene
- Located at the EOC
- Overtime and stressful situations



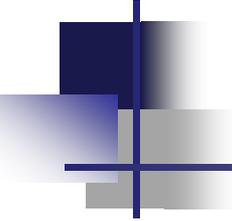
Career Options

- There are a number of exciting opportunities
- These are generally well-paid and have favorable growth projections



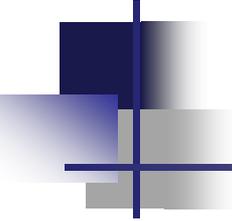
Career Options (cont.)

Local government, excluding education and hospitals	52%
State government, excluding education and hospitals	12
Hospitals; state, local, and private	9
Professional, scientific, and technical services	6
Colleges, universities, and professional schools; state, local, and private	4



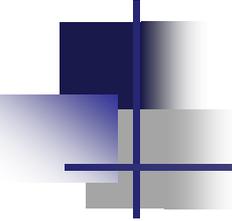
Career Options (cont.)

- Local emergency management offices
- State emergency management organizations
- FEMA
- International governmental organizations (e.g., OAS, UN, etc.)



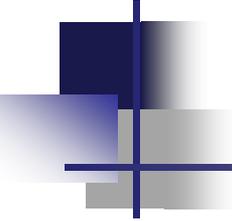
Career Options (cont.)

- Private sector positions
- Risk Managers, Business Continuity Specialists, Disaster Recovery Specialists



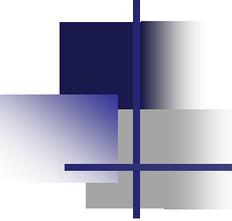
Career Options (cont.)

- Non-profit organizations
- E.g., Red Cross



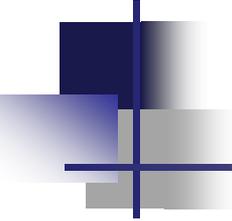
Career Options (cont.)

- Red Cross
 - Health services
 - Mental health services
 - Welfare inquiries
 - Family services
 - Mass care
 - Other services



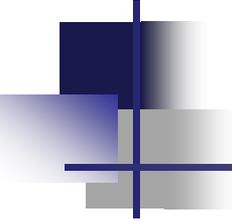
Career Options (cont.)

- National Voluntary Organizations Active in Disaster
- Other (faithbased)



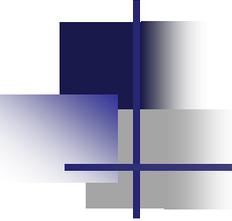
Career Options (cont.)

- Emergency management is a distributed function (i.e., those not emergency management professionals, but who also work in emergency management)



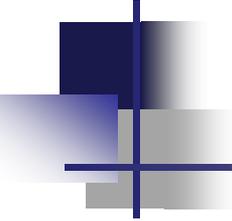
Career Options (cont.)

- EMT
- Firefighters
- Police Officers



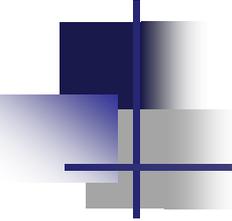
Career Options (cont.)

- Public Works
- Dept. of Transportation
- Dept. of Parks and Recreation
- Dept. of Public/Mental Health



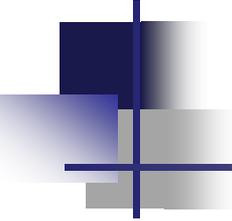
Career Options (cont.)

- Dept. of Housing
- Dept. of Engineering
- Chamber of Commerce
- Coroner's Office



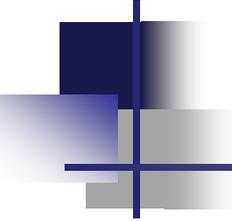
Career Options (cont.)

- Flood plain managers
- Development and redevelopment agencies
- Public information officer (PIO)
- City Manager
- Mayor/County Judge/County Commissioners



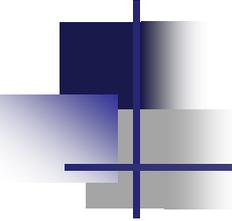
Career Options (cont.)

- State emergency management offices and departments
- Dept. of Public Safety
- Dept. of Transportation
- Dept. Of Public/Mental Health



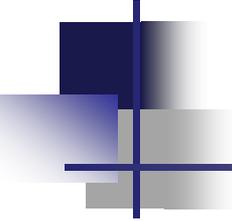
Career Options (cont.)

- Dept. of Housing
- Dept. of Environmental Protection
- National Guard
- Governor's Office



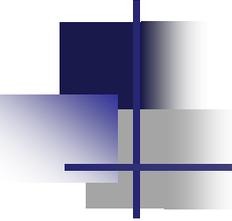
Career Options (cont.)

- Federal Agencies
 - USDA
 - DOC
 - DOD (including USACE)
 - DOED



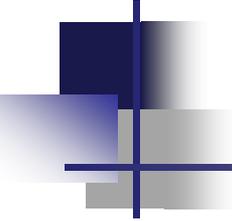
Career Options (cont.)

- DOE
- HHS
- DHS
- HUD
- DOI



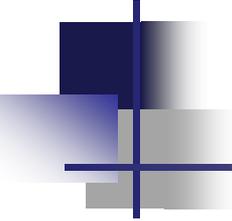
Career Options (cont.)

- DOJ
- DOL
- DOS
- DOT



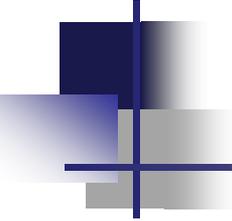
Career Options (cont.)

- TREAS
- VA
- EPA
- FCC



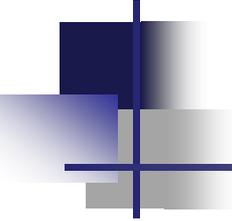
Career Options (cont.)

- GSA
- NASA
- NRC
- OPM



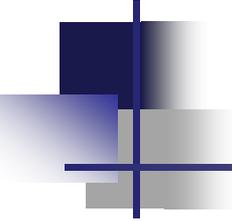
Career Options (cont.)

- SBA
- SSA
- TVA
- USAID
- USPS



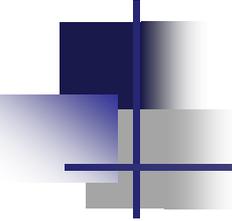
Career Options (cont.)

- Those associated with the NRF and NDRF
- FAA
- FBI
- Congress
- NOAA
- NTSB



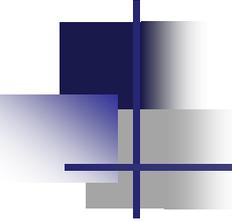
Career Options (cont.)

- NWS
- OSHA
- IG
- The President
- USGS
- Tribal government



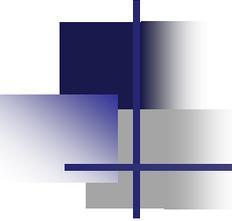
Career Options (cont.)

- Insurance
- Occupational health and safety
- Transportation and supply chain



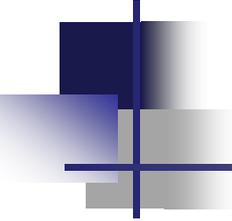
Career Options (cont.)

- Emergency medical care
- Media organizations
- Tourist industry
- Goods and services providers
- Consultants



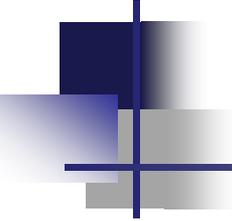
Career Options (cont.)

- United Way
- Rotary clubs
- Goodwill industries
- Refugee organizations
- Minority affiliations
- Women's and children's advocacy
- Faith based organizations



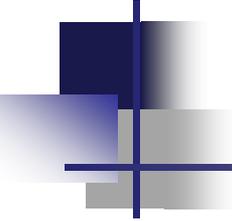
Salaries

- General management - \$100,790
- EM Directors - \$70,500
- All occupations - \$37,040



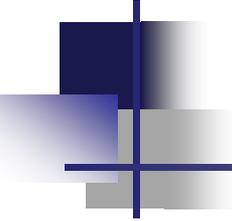
Salaries (cont.)

Colleges, universities, and professional schools; state, local, and private	\$88,150
Professional, scientific, and technical services	86,430
Hospitals; state, local, and private	78,380
Local government, excluding education and hospitals	64,470
State government, excluding education and hospitals	60,230



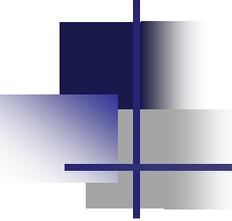
Employment Outlook

- Total, all occupations - 7%
- Emergency Management Director - 6%
- Management occupations - 6%



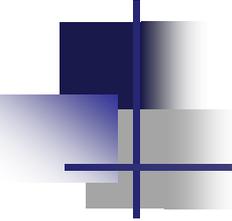
Employment Outlook (cont.)

- Statistics only include EM Directors
- Could be limited due to budgetary problems



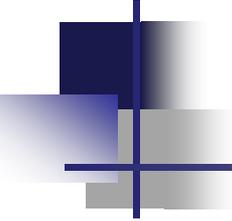
Employment Outlook (cont.)

- Growth may be fastest in the private sector
- Openings will be available in the non-profit sector, although at a slower pace
- Strong competition for jobs



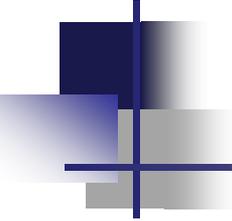
How to Enter/Advance Career

- In the past, anyone could work in EM
- Traditional employees came out of emergency services or the military
- New standards for employment exist today



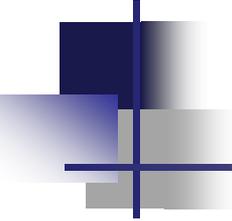
Education

- Academic degree is required
- Could be in emergency management or other disciplines
- Specializations may require unique degrees
- Bachelor's, Master's and PhD's



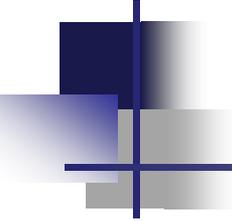
Education (cont.)

- No degrees in EM prior to 1983
- There are over 300 EM programs and over 600 programs that are EM or related listed on the [FEMA Higher Education College list](https://training.fema.gov/hiedu/collegelist/) (https://training.fema.gov/hiedu/collegelist/)
- Follow the [FEMA Higher Education Program](https://training.fema.gov/hiedu/) (https://training.fema.gov/hiedu/)



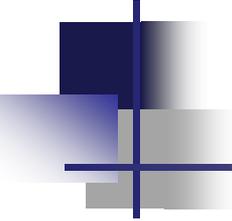
Education (cont.)

- Ask questions
- Seek mentorship from program directors, faculty, staff, advisors, etc.



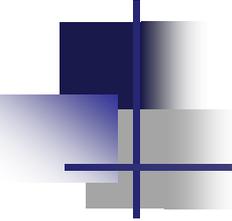
Portfolios and Membership

- Develop a binder of assignments, hazard and vulnerability analysis, disaster plan, exercise design, grant applications
- Join a professional organization like IAEM



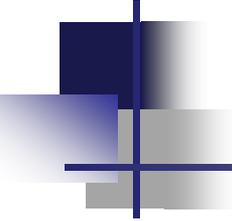
Internships

- May be paid or unpaid
- Reinforce theory
- Allow practical application
- Networking opportunities



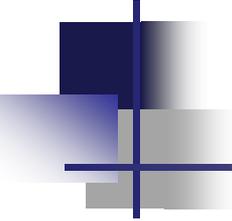
Other Experience

- Work experience is often required
- This can be frustrating
- Volunteer for the Red Cross
- Participate in CERT
- Find part-time work



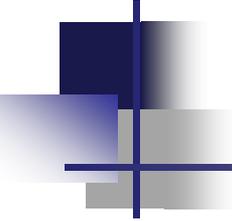
Certification

- Local and state requirements
- Certified Emergency Manager (IAEM)
- Certified Business Continuity Professional (DRII)



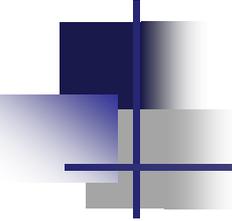
Ongoing Professional Development

- Participate in a professional organization
- Take training courses



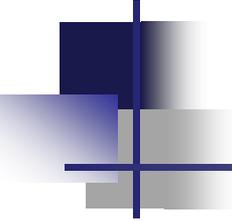
Ongoing Professional Development (cont.)

- Emergency Management Professional Program
 - National Emergency Management Academy
 - National Emergency Management Advanced Academy
 - Specialized and Technical Training



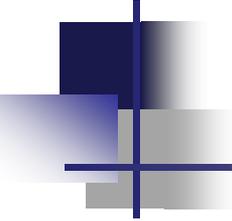
Ongoing Professional Development (cont.)

- National Emergency Management Academy is the entry point
- Goal is to nourish new careers
- It requires pre-requisite Independent Study courses



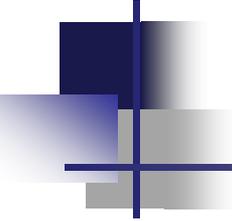
Ongoing Professional Development (cont.)

- National Emergency Management Advanced Academy is for mid-career professionals
- Focuses on management, communication, collaboration
- Pre-requisite and required courses



Ongoing Professional Development (cont.)

- Acquire knowledge, skills and abilities in other areas
- DOL stress the need for communication, critical thinking, decision making, interpersonal skills, and leadership skills



Conclusion

- You must understand the nature of EM, what EM professionals do, career options, compensation rates
- Pursue your education, assemble a portfolio, join an association, participate in an internship, volunteer, acquire experience, obtain certifications
- Good luck as you begin your career!