Learning More About the Emergency Management Professional

Exploring the Profession, Careers & Advancement
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)

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

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Local government, excluding education and hospitals</td>
<td>52%</td>
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<tr>
<td>State government, excluding education and hospitals</td>
<td>12%</td>
</tr>
<tr>
<td>Hospitals; state, local, and private</td>
<td>9%</td>
</tr>
<tr>
<td>Professional, scientific, and technical services</td>
<td>6%</td>
</tr>
<tr>
<td>Colleges, universities, and professional schools; state, local, and private</td>
<td>4%</td>
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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 (faith-based)
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.)

<table>
<thead>
<tr>
<th>Category</th>
<th>Salary</th>
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<tbody>
<tr>
<td>Colleges, universities, and professional schools; state, local, and private</td>
<td>$88,150</td>
</tr>
<tr>
<td>Professional, scientific, and technical services</td>
<td>86,430</td>
</tr>
<tr>
<td>Hospitals; state, local, and private</td>
<td>78,380</td>
</tr>
<tr>
<td>Local government, excluding education and hospitals</td>
<td>64,470</td>
</tr>
<tr>
<td>State government, excluding education and hospitals</td>
<td>60,230</td>
</tr>
</tbody>
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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/)
- Follow the [FEMA Higher Education Program](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!