

NIMS ICS Instructor Qualification

General ICS Instructor Guidelines

FEMA is responsible for establishing national guidelines for incident management training at all jurisdictional levels, including guidelines for ICS instructors.

The NIMS ICS core curriculum is composed of six courses that provide instruction on NIMS and ICS. FEMA recommends that all NIMS ICS core instructors complete E/L0449, Incident Command System (ICS) Curricula Train-the-Trainer (TtT) or a similar course in preparation to deliver the curriculum.

The NIMS ICS All-Hazards Position Specific (AHPS) curriculum is composed of 18 IMT position courses. EMI requires that all NIMS ICS AHPS instructors complete the TtT for the course they are slated to teach.

General Instructor Training

For state, territorial, tribal and local deliveries of the NIMS ICS core curriculum, Authorities Having Jurisdiction (AHJs) determine if their instructors' must have qualifications, certifications, or other requirements above those listed in the NIMS Training Program and this document.

For the AHPS courses, FEMA EMI, the certifying authority for the AHPS curriculum (i.e. FEMA EMI issues the training certificate), partners with AHJs to ensure compliance with FEMA instructor qualifications.

FEMA recommends that instructors hold certification from a recognized program of instruction or hold a recognized qualification in techniques of instruction and adult education methodologies. Some instructor qualifications and courses include:

- NFA educational methodology course
- National Wildfire Coordinating Group (NWCG) Facilitative Instructor course (M-410)
- Center for Domestic Preparedness (CDP) Instructor Training Course
- State-certified Level II (or higher) fire, rescue, or EMS instructor course (for example, NFPA 1041 Level II)
- FEMA EMI E/L0141, *Instructional Presentation and Evaluation Skills* or the state-delivered G0265, *Basic Instructional Skills Course*
- U.S. Army Small Group Instructor Training Course (SGITC), Basic Instructor Course (ABIC) (formerly called the Total Army Instructor Training Course (TAITC)), or other US Military Formal Instructor courses.
- State teaching certificate

- Advanced degree in education, educational psychology, technical education, or a related program

Instructor Levels

- Lead Instructors - must have sufficient experience in presenting all units of the course to be capable of last-minute substitution for unit instructors.
- Unit / Support Instructors - must be experienced in the lesson content they are presenting.
- Adjunct instructors - may provide limited instruction in specialized knowledge and skills at the discretion of the lead instructor. Adjunct instructors must be experienced, proficient, and knowledgeable of current issues in their field of expertise.

Instructor's Operational and Training Experience

You must refer to the specific operational experience requirements within the functional areas.

- ICS Core Instructor specifics found in Appendix A of this document.
- All Hazard Position Specific Instructor specifics found in Appendix B of this document.

The following are the general qualifications of instructors delivering NIMS ICS curriculum. Instructors must be experienced in emergency management, first responder or other related functional areas with expertise in the subject matter they are expected to instruct. Experience and prior learning may include:

- Prior completion of the course they will be teaching
- Recent, relevant and response focused service
 - Relevant - related to the course they will be instructing
 - Recent – preferably within the past five years
 - Response Focused – experience is during real-world incidents, planned events, or accredited exercises that required a written incident action plan (IAP) and/or went more than one operational period
- All instructors must possess a thorough knowledge and understanding of the ICS to include:
 - ICS Command, General Staff, and Unit Leader functions
 - National Incident Management System (NIMS)
 - National Response Framework (NRF) concepts and principles
 - Local, State, Tribal and Federal interagency cooperation and coordination
 - Incident Management Team organization, roles and responsibilities

Appendix A – NIMS ICS Core Instructor Qualifications

IS 100: An Introduction to the Incident Command System (ICS) (ICS 100) *(in addition to the General ICS Instructor Training)*

- Successful completion of ICS 100, ICS 200, and IS-700
- Service in a mid-level emergency management and incident response position within the past five years during real-world incidents, planned events, or accredited exercises.
- Recommended: E/L0449

IS-200: Basic Incident Command System for Initial Response (ICS 200) *(in addition to the General ICS Instructor Training)*

- Successful completion of ICS 100, ICS 200, IS-700, and IS-800
- Service in a mid-level emergency management and incident response position within the last five years during real-world incidents, planned events, or accredited exercises.
- Recommended:
 - Experience using ICS 100/200 principles and concepts in a real-world event or full-scale exercise
 - E/L0449

E/L/G-300: Intermediate Incident Command System for Expanding Incidents (ICS-300) *(in addition to the General ICS Instructor Training)*

- Successful completion of ICS-100, ICS-200, IS-700, and IS-800
- Lead instructor should have successfully completed ICS-400
- Unit instructors should have successfully completed ICS-300
- Service in an incident management position within five years in real-world incidents, planned events, or accredited exercises that required a written IAP or encompassed more than one operational period
- Recommended:
 - Experience using ICS 100/200/300 principles and concepts in a real-world event or full-scale exercise
 - G0191 and E/L0449

E/L/G-400: Advanced Incident Command System for Complex Incidents (ICS 400) *(in addition to the General ICS Instructor Training)*

- Successful completion of ICS 100 thru ICS 400, IS-700, and IS-800
- Service in an emergency management and incident response position within five years in real-world incidents, planned events, or accredited exercises that required a written IAP or encompassed more than one operational period. Recognized qualifications in techniques of instruction and adult education methodologies
- Recommended:
 - Experience using ICS 100/200/300/400 principles and concepts in a real-world event or full-scale exercise
 - G0191 and E/L0449

E/L449 ICS Curricula Train-The-Trainer (TtT) Course *(in addition to the General ICS Instructor Training)*

- Qualify as either a Lead or Unit instructor as noted in the NIMS Training Program
- The student must demonstrate a working knowledge of ICS principles. They must have worked as an Incident Commander, in a Command or General Staff position(s) on incidents, planned events, or exercises that went longer than one operational period or involved a written incident action plan and involved multiple agency and/or jurisdictional coordination.
- Successful completion of most current version of ICS 100 thru ICS 400, IS700, IS 800, and E/L/G0191

G0402: NIMS Overview for Senior officials (Executives, Elected & Appointed) *(in addition to the General ICS Instructor Training)*

- The instructor qualifications to teach this course will be defined by the Authority Having Jurisdiction (AHJ) that will issue the course completion certificate.
- It is recommended that instructors are mid- or senior-level emergency management and incident response practitioners with experience in utilizing ICS in real-world incidents, planned events, or accredited activities.
- It is recommended that AHJs utilize trained instructors that have successfully completed ICS 100 thru ICS 400, IS700, IS 800, and E/L/G0191
- Recommended: E/L0449

G0191 Emergency Operations Center/ Incident Command System Interface *(in addition to the General ICS Instructor Training)*

- ICS 100 thru ICS 400, IS700, and IS 800
- IS-0700, IS-2200, IS-702, and IS-706
- E/L/G0191 and E/L/G2300
- Served in the ICS Command Staff or in a General Staff (supervisory position)
- Served in a leadership position at an EOC
- Recommended: E/L0449

Appendix B – NIMS ICS AHPS Instructor Qualifications

In addition to the General ICS Instructor Training, instructors in the All Hazards Position-Specific (AHPS) program must:

- Be a fully qualified in the position they seek the TtT qualification and have completed Position Task Book (PTB)
- Lead instructors must have 5 years documented experience serving in the position on Type III, Type II or Type I Incident Management Team (IMT). Have completed the Train-the-Trainer (TtT).
- Unit / Support instructors must have 3 years documented experience serving in the position on Type III, Type II or Type I IMT. Note: Unit / Support instructors are not required to complete the TtT, but must be otherwise fully qualified in the position.

Prerequisites

Completed the course they desire to teach prior to applying for acceptance into the Train-the-Trainer program and the most current versions of:

- ICS 100 thru ICS 400
- IS-0700 and IS-0800