

Emergency Management Careers for EMS Personnel

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Objectives



- List competencies required for positions in the field of emergency management
- List career options in the field of emergency management.
- List training and educational opportunities to achieve EM credentialing and/or a degree
- List options to gain experience and increase opportunities for employment

Agenda



- Introduction to EM
- Sectors for EM Opportunities
- Key Competences, Qualifications, Experience
- Transitioning from EMS to EM
- Formal Training and Educational Degrees
- The Job Search and Interview
- Resources

So you're thinking of going from this..



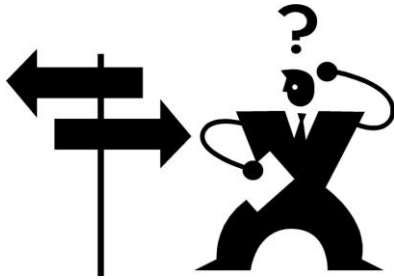
To This...



OK, if you say so....



Then Let's See How To Get There...



EMS vs. Emergency Management

- | Emergency Medical Services/EMT | Emergency Management |
|---|--|
| <ul style="list-style-type: none">• Public Trust• Assesses/quick decisions• Has a partner• Responds to patients• Responds to MCI's• Is a resource type• Requires mid basic –mid ICS• Knowledge of protocols• Has days off | <ul style="list-style-type: none">• Public Trust• Assesses/quick decisions• Has me, myself and I• Plans/responds for communities• Coordinates disaster response• Manages resource utilization• Requires advanced ICS levels• Knowledge of disaster laws• No such thing.... |

The Art of (ANY)Management

- Management is borne by the desire to lead
- Management starts with planning
- Good management starts with good planning
- And proper prior planning.....



Prevents this...



Definition: Emergency Management

- **Emergency Management** is the managerial function charged with creating the framework within which communities reduce vulnerability to hazards and cope with disasters.
- Formerly.....



A/K/A

- Disaster Management
 - Risk Management
 - Crisis Management
 - Business Continuity Management/COOP*
- *EM is a sub component.*



Common Approaches



Principles of Emergency Management

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

Emergency Management Competencies

- **Forecasting** (to foresee/anticipate/mitigate)
- **Planning** (make plans, prepare)
- **Validation** (Exercise/Evaluate)
- **Resource Management** (right people, right stuff, right objective)
- **COOP/Recovery** (maintain critical functions/return to normalcy)



Emergency Management Competencies

- **Organization** (to provide the functional structure for operations)
- **Communication** (disseminate/articulate)
- **Command** (to lead those employed)
- **Coordination** (to harmonize all actions to facilitate operational success)
- **Control** (to direct actions in accordance with defined plans, legal and accepted principles)



Common Job Description

- Identifies vulnerabilities, hazards, threats and impacts to community and/or organization
- Coordinates mitigation and risk activities
- Conducts all-hazards planning
- Monitors for events/situational awareness



Common Job Description

- Secures funding opportunities,
- Fulfills mandates and reporting requirements
- Collaborates/coordinates with stakeholders
- Responds timely and effectively
- Conducts/coordinates



Projected Job Growth?

- Emergency Management job growth in both the public and private sectors is expected to rise much faster than average (20%) from 2008-2018*

*U.S. Bureau of Labor Statistics in 2010



So Where Can I Work?

- **Public or Private Sector:**
 - ✓ Emergency Management Programs
 - ✓ Governmental branches or offices
 - County, state, feds, international
 - ✓ Agencies
 - ✓ Organizations
 - ✓ Multiple Industries
 - ✓ Consulting



Show Me The Money

- Salary range is from \$30,000-\$140,000 per year for mid-level management*
- \$\$ depends on the area of expertise, sector management level, certification, formal education, prior experience and location
- \$\$\$\$ with combined EM and business continuity training and **experience**

*USA jobs



Personal Attributes
So.. Which one are you?





THIS?



OR THIS?



My-way or the highway folks may exit now..
Thanks for coming and enjoy the rest of the
conference!



Characteristics of Success

- Professionalism
- Individual Qualities
- Activities and their visibility



Professionalism

- Public Trust (respect all)
- Mediator/facilitator (referee)
- Integrate and coordinate activities
- **Helping others make things happen**
- Balance conflicting challenges for common good
- Complete assignments (time sensitive) with limited resources



In other words...



Individual Qualities

- Communicative
- Interpersonal skills
- Organized
- Proactive
- Follows chain of command
- Selfless
- Empathetic
- Has self control in stressful situations



In other words...



Activities and Visibility

- Comprehensive Program Approach
 - All hazards planning
- Visibility and community outreach
 - Isolation and silos are not productive
 - Relationship building



In other words *just*....



Training, Education and





Most likely you'll need all 3,
especially some *experience*



Lets Get Started

- FEMA – Emergency Management Institute (EMI)
 - Independent Study Program: **FREE ONLINE**
 - Convert to college credit (info on site's FAQ)
 - Start with NIMS, 100,200, 700, 800 series
 - Then Professional Development Series (7 courses) Certification
 - Then take as many others as you can
- <http://training.fema.gov/is/>

Lets Get Started

- FEMA – Emergency Management Institute (EMI)
- Classroom/On Campus Programs (Maryland)
- Convert to college credit (info on site's FAQ)
- Yearly schedules posted on line
- Must have prerequisites & job related need
- Advanced Prof. Development Series Certificate
<http://training.fema.gov/EMICourses/index.asp>

Local Training

Additional Training & Experience

- Local Emergency Management Offices
 - Sponsors State DHS&ES Training
 - State Training Schedule/Multi County & Agency based:
<http://www.dhSES.ny.gov/training/find-training-exercises.cfm>

College Degree & Certificate Programs

- >180 EM & Homeland Security Programs
 - 100 more coming aboard
 - Distance learning and on-campus
- AS, BS, MS
- Certificate Programs
- <http://www.training.fema.edu/collegelist/dhscertificate/>





So when I graduate can I get a job right away?



Not Necessarily:

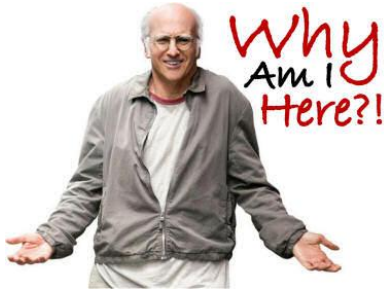
- As number of EM higher education programs grows so does number of graduates
- Expectations of EM & Homeland Security degrees are often overstated by schools
- Military professionals entering the EM marketplace with OJT experience and degrees

So when I graduate can I get a job right away?



- Small Counties can't afford dedicated EM Mgr.
- Often "additional duties" assigned to fire, law enforcement, public works and admin staff
- In small hospitals, it's the Safety Director
- You may have to start part-time

So....



Because you like this stuff and you may not want to ride a rig or be in a boring desk job your whole life



The Good News



- EMS personnel: good fit in the EM field
- High transition rates from EMS to EM
- "Relationships" already established
- Tendency to hire those with response experience
- Opportunities can vary but they exist
- You can do things to improve your chances

Gaining Experience & Networking

- Red Cross Disaster Response
- CERT
- SAR Teams
- DMAT
- EM and BC Chapters
- Online networking
- **Informational Interviews**



We EM's Appreciate Free Labor!

- Internship/Volunteer Opportunities
 - Hospitals
 - College EMS/Public Safety
 - Local OEM Offices
 - NFP/NGOs
 - Schools
 - Churches



Your EM resume

- List of formal Education, training and certs.
- EMS experience, especially leadership
- Include "major responses"
- EM Internships & projects
- List EM memberships
- References and referrals



Your Interview

- Don't try to fake it... a seasoned EM will know
- Limit the "war" stories, but try to focus on the "bigger picture" of the response
- Don't say you are "sick of EMS", rather that you want to take your career to a new level



Your Interview

- Remember: a lot of behind the scenes work
- Bring samples of report or plan writing
- Be willing to learn and display that
- Be ready for a scenario....





Questions?