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
- 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

Emergency Management
- 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

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

Principles of Emergency Management

- 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*

**Let's 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/](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

Local Training

Additional Training & Experience

- Local Emergency Management Offices
  - Sponsors State DHSES Training
  - State Training Schedule/Multi County & Agency based:

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/](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?