National Incident Management System Training Program Refresh

National Engagement Webinar

National Preparedness Directorate / National Integration Center

Spring 2019

Learn more: www.fema.gov/national-incident-management-system
Send us e-mail: FEMA-NIMS@fema.dhs.gov
Agenda

- Housekeeping
- NIMS Overview
- NIMS Training Program Refresh
  - Methodology
  - Major Revisions
- Next Steps
- Q&A

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Housekeeping

- Audio issues? Press *0 to connect with a FEMA operator.
- During the presentation portion of the webinar, participant lines will be placed on mute to limit background noise.
- Questions? Use the Adobe Connect chat function.
  - Click on “Everyone” to send to the whole group.
  - Click on “Host” to send only to the speakers.

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National Incident Management System (NIMS) 2017 — Overview

- NIMS provides a consistent and common nationwide approach and vocabulary to enable the whole community to work together to manage all threats and hazards.
- NIMS applies to all incidents, regardless of cause, size, location, or complexity.

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FEMA is updating the NIMS Training Program to reflect the different training needs of all incident personnel

EMI is revising Core NIMS, ICS, and EOC courses based on the NIMS 2017 publication

Courses updated and released:
- Introduction to NIMS (IS-700)
- Introduction to ICS (IS-100)
- Basic ICS for Initial Response (IS-200)
- Intermediate ICS for Expanding Incidents (ELG 300)
- Advanced ICS for Complex Incidents (ELG 400)
- NIMS for Senior Officials (G 402)

Additional courses pending release summer 2019:
- ICS/EOC Interface (ELG 191)
- Basic EOC Functions (IS-2200)
- Intermediate EOC Functions (ELG 2300)
Objectives of the NIMS Training Program

- Describing the National approach to NIMS training;
- Defining minimum training for incident personnel;
- Providing guidance to individuals and organizations who wish to pursue advanced qualifications;
- Detailing components of an organizational training plan; and
- Defining roles and responsibilities at all levels to provide consistent NIMS training on a National scale.

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NIMS Training Program Overview

- Last published in 2011
- Defines a national NIMS training curriculum and personnel qualifications
- Provides training guidance for NIMS concepts and principles to incident personnel for developing their training plans
- Defines NIMS-related training requirements for preparedness grant recipients
- Defines the minimum personnel qualifications for deployable incident personnel on complex multijurisdictional incidents nationwide

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Methodology

- The refresh was a collective effort with subject matter experts, stakeholders, and FEMA
- Regional NIMS Training Coordinators leveraged for concepts
- EMI Preparedness Symposium conduit for socialization of document and input

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Major Content Revisions or Additions

- Defining Roles / Responsibilities for NIMS Training
- Incorporating Resource Typing and National Qualification System (NQS)
- Clarifying Training Requirements
  - Training Focus Areas (new concept)
  - Process for determining course equivalencies
  - Refresher training
- Guidance for organizational training plans
- Previous version was 77 pages, new version is 40 pages
Roles / Responsibilities

- **FEMA:**
  - Maintaining of NIMS documents
  - Defining *NIMS Implementation Objectives*
  - Defining minimum NIMS training for incident personnel
  - Lead the development and refinement of NIMS operational tools
  - Issuing FEMA course certificates
  - Verifying that recipients of preparedness grants are meeting NIMS implementation criteria in NOFOs
  - Defining minimum qualification criteria for deployable incident positions

- **Other Federal Departments:**
  - Ensuring NIMS implementation within their organization
  - Ensuring recipients of Federal preparedness grants administered by that agency are implementing NIMS
  - Identifying Emergency Support Function capabilities

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Roles / Responsibilities, cont.

- Authorities Having Jurisdiction:
  - Adding additional NIMS training requirements beyond the minimum standards
  - Establishing the standard (training and experience) for instructors
  - Certifying instructors
  - Determining refresher training
  - Issuing certificates for non-FEMA courses
  - Determining course equivalency of third-party training
  - Complying with the National Qualification System, if implementing in the jurisdiction

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Roles / Responsibilities, cont.

- Implementing Organizations:
  - Establishing guidance for additional training
  - Developing and maintaining an organizational training plan that identifies incident personnel and ensuring personnel are meeting the minimum training standards
  - Identifying the appropriate personnel to receive NIMS training based on level of incident responsibility
  - Communicating NIMS training requirements to personnel
  - Maintaining training records
  - Ensuring that courses delivered meet the minimum standards established by FEMA
  - Encouraging partner organizations to participate in NIMS training
Resource Typing / NQS

- The draft NIMS Training Program addresses the National Qualification System (NQS)
- NQS provides specific instructions on how to build a qualification system that aligns with personnel capabilities to national guidelines for sharing resources more seamlessly with other organizations
- Stakeholders are encouraged to participate and review the NIMS Guideline for the National Qualification System

<table>
<thead>
<tr>
<th>QUALIFICATION</th>
<th>CERTIFICATION</th>
<th>CREDENTIALING</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prerequisites Completed</td>
<td>Qualification Review and Certification/Recertification</td>
<td>Credentials Issued or Reissued</td>
</tr>
<tr>
<td>Position Task Book Completed</td>
<td></td>
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</tbody>
</table>

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Four Areas of Command and Coordination

- NIMS refresh includes the following areas of responsibility:
  - Incident Command System (ICS)
    - On-scene tactical activities
  - Emergency Operation Centers (EOC)
    - Incident support through operational and strategic coordination
  - Multiagency Coordination Group (MAC)
    - Policy guidance and senior-level decision making
  - Joint Information Systems (JIS)
    - Outreach and communication with the media and public
Clarifying Training Requirements

- Introduces NIMS Training Focus Areas based on the NIMS Four Areas of Command and Coordination
  - Incident Command System (ICS)
  - Emergency Operation Center (EOC)
  - Joint Information System (JIS)
    - JIS PIO
    - EOC PIO
  - Multiagency Coordination Group (MAC Group)
  - Training progression based on individual level of incident responsibility

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# Training Focus Areas

<table>
<thead>
<tr>
<th>Focus Areas</th>
<th>Entry Level Position</th>
<th>Mid-Level Position</th>
<th>Senior Level Position</th>
</tr>
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<tbody>
<tr>
<td>ICS</td>
<td>IS-100 IS-700</td>
<td>IS-800 IS-200</td>
<td>G0191 E/L/G0300 E/L/G0400</td>
</tr>
<tr>
<td>EOC</td>
<td>IS-100 IS-700</td>
<td>IS-800 IS-2200 G0191</td>
<td>E/L/G2300</td>
</tr>
<tr>
<td>JIS-ICS</td>
<td>IS-100 IS-700 IS-29 or IS-702 or G0289</td>
<td>IS-800 IS-200 G0290</td>
<td>G0191 E/L/G0300 E/L/G0400</td>
</tr>
<tr>
<td>JIS-EOC</td>
<td>IS-100 IS-700 IS-29 or IS-702 or G0289</td>
<td>IS-800 IS-2200 G0290</td>
<td>G0191 G0291 E/L/G2300</td>
</tr>
<tr>
<td>MAC Group</td>
<td>N/A</td>
<td>N/A</td>
<td>G0402</td>
</tr>
</tbody>
</table>

Additional advanced training is available for all Focus Areas but is not necessary for FEMA preparedness grant eligibility. Jurisdictions may have additional requirements.
Levels of Responsibility – Defined

- **Entry Level:** All incident personnel, except MAC Group members
  - Provides foundational knowledge to non-supervisory incident personnel to understand where they fit in the bigger incident structure

- **Mid-Level:** Front line supervisors, middle managers, incident personnel with authority or personnel working toward supervisory positions
  - Provides additional background on external incident management systems for personnel that may have responsibility for establishing the initial incident command for an incident

- **Senior Level:** Command Staff, General Staff, EOC managers/directors
  - Courses designed for leaders to enhance knowledge and increase their comfort using NIMS structures and processes

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Focus Area: ICS Training

Entry Level
All Incident Personnel
- IS-100: An Introduction to ICS
- IS-700: An Introduction to NIMS

Mid-Level
Incident Personnel with Leadership Responsibilities
- IS-800: National Response Framework
- IS-200: Basic ICS

Senior Level
Leaders/ Supervisors
- G0191: EOC/ICS Interface
- E/L/G0300: Intermediate ICS
- E/L/G0400: Advanced ICS

Additional Advanced Training
- E/L0950-0987: ICS All-Hazards
- 0-0305: National Fire Academy All-Hazards IMT

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Focus Area: EOC Training

Entry Level
All Incident Personnel
- IS-100: An Introduction to ICS
- IS-700: An Introduction to NIMS

Mid-Level
Incident Personnel with Leadership Responsibilities
- IS-800: National Response Framework
- IS-2200: Basic EOC Functions
- G0191: EOC/ICS Interface

Senior Level
Leaders/Supervisors
- E/L/G2300: Intermediate EOC Functions

Additional Advanced Training
- EMI Integrated Emergency Management EOC Courses
- Emergency Management Professional Program (EMPP)

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Focus Area: JIS Training (ICS PIO)

Entry Level
All Incident Personnel
- IS-100: An Introduction to ICS
- IS-700: An Introduction to NIMS
- IS-29 or IS-702 or G0289: PIO Awareness

Mid-Level
Incident Personnel with Leadership Responsibilities
- IS-800: National Response Framework
- IS-200: Basic ICS
- G0290: Basic Public Information Officer

Senior Level
Leaders/Supervisors
- G0191: EOC/ICS Interface
- E/L/G0300: Intermediate ICS
- E/L/G0400: Advanced ICS

Additional Advanced Training
- E/L0952: ICS All-Hazards PIO
- O-0305: National Fire Academy All-Hazards IMT

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Focus Area: JIS Training (EOC PIO)

**Entry Level**
All Incident Personnel

- IS-100: An Introduction to ICS
- IS-700: An Introduction to NIMS
- IS-29 or IS-702 or G0289: PIO Awareness

**Mid-Level**
Incident Personnel with Leadership Responsibilities

- IS-800: National Response Framework
- IS-2200: Basic EOC Functions
- G0290: Basic Public Information Officer

**Senior Level**
Leaders/Supervisors

- G0191: EOC/ICS Interface
- E/L/G2300: Intermediate EOC Functions
- G0291: JIS/JIC for Local PIO

**Additional Advanced Training**

- E0388: Advanced PIO
- EMI Integrated Emergency Management EOC Courses

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Focus Area: MAC Group

Entry Level
All Incident Personnel

Mid-Level
Incident Personnel with Leadership Responsibilities

Senior Level
Leaders/Supervisors

Additional
Advanced Training

N/A
N/A

G0402: NIMS/ICS Overview for Senior Officials
Briefing from emergency management director

G0191: EOC/ICS Interface
IS-100: An Introduction to ICS
IS-700: An Introduction to NIMS
EMI Integrated Emergency Management EOC Courses

Senior Leader Toolkit:
https://www.fema.gov/media-library/assets/documents/179047

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Audience for ICS-300 & ICS-400

- NIMS Focus Area Training describes individuals that should complete advanced training, reducing overtraining
- Personnel in leadership / supervisory / decisional / potential leaders are encouraged to complete

Individual Level of Incident Responsibility

*NIMS Training Program* training guidelines are based on an individual’s level of incident responsibility rather than on agency, rank, or specific discipline. This is because of variations in position responsibilities across different organizations. An individual’s level of incident responsibility includes both the position within the incident management structure and the incident’s complexity.

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Course Equivalencies

- Authorities Having Jurisdiction determine if a specific course or training meets the training requirement. Factors that should be considered include:
  - Do the training requirements align with the appropriate PTB?
  - Do the course objectives match?
  - Is the time allocated on objectives similar to what is outlined in the NIMS Training Program?
  - Is there a valid post-course assessment to determine whether desired student outcomes were achieved?
Refresher Training

- Authorities Having Jurisdiction determine if there is a requirement to take revised NIMS courses (no FEMA requirement to re-take courses)
- FEMA *recommends* retaking courses every 3 years
- Organizations have the authority to adjust, based on need and resource limitations
Organizational Training Plan Guidance

- Can be combined with the multi-year Training and Exercise Program
- Suggested components for a basic Training Plan:
  - Audience
  - Requirements by incident position
  - Training priorities and how they are maintained
  - Tracking course completion
  - Refresher trainings
- Expanded Training Plans could include:
  - Needed capabilities and gaps
  - Methods for requesting, scheduling, and hosting trainings
  - Jurisdictional training priorities

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NIMS / ICS Instructor Qualifications

- Individual agencies are responsible for certifying instructors
  - Experience in emergency management
  - Certification as instructors from a recognized program of study

- Specific course instructor recommendations and requirements are found in the National Preparedness Course Catalog
  [https://training.fema.gov](https://training.fema.gov)
Tribal Curriculum

- Detailed Tribal curriculum to meet the emergency management needs of these Sovereign Nations
- Tribal courses are to supplement but not replace the NIMS training such as IS-100 and IS-700
- 5 courses
  - Emergency Management Framework for Tribal Governments
  - Emergency Operations for Tribal Governments
  - Mitigation for Tribal Governments
  - Emergency Management Overview for Tribal Leaders
  - Continuity of Operations for Tribal Governments
Next Steps

 Complete national engagement at 5:00 p.m. (EDT) June 21st.
  ➢ To provide feedback, visit the website below and download the comment matrix.
    https://www.fema.gov/implementation-guidance-and-reporting
  ➢ Submit comments to FEMA-NIMS@fema.dhs.gov.

 Finalize NIMS Training Program
Continue Your Involvement

- Explore NIMS Training [https://training.fema.gov](https://training.fema.gov)
- If you have any questions, please contact your FEMA Regional NIMS Coordinator. To find contact information for your region visit: [https://www.fema.gov/fema-regional-nims-contacts](https://www.fema.gov/fema-regional-nims-contacts).
Questions?

Have Questions or Side Conversations?
- Use the Connect chat function.
- E-mail FEMA-NIMS@fema.dhs.gov.
Thank you for your participation!

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