



US Army Corps of Engineers®

Professionalization in Emergency Management: US Army Corps of Engineers

Overview

USACE has taken several important steps toward professionalizing the Emergency Management profession within the Directorate of Contingency Operations by identifying key initiatives that are designed to establish the leadership cadre and formally elevate individuals to positions of leadership. A systematic process of defining a curriculum that is responsive to the current needs of the organization has established clarity and focus of USACE intent and vision for its EM leadership. This credentialing plan addresses educational and training needs for specific positions of leadership. University collaborations have been initiated to sustain the USACE programs through joint research and development projects. A key University partnership with George Washington University was launched in 2009 to cultivate emerging talent in the EM community to enable selected candidates to develop a comprehensive Emergency Management base. The two year graduate level certificate program at the University's School of Engineering also allows the opportunity for selected candidates to earn a Masters Degree in Emergency Management. To complete the professionalization process of the USACE Emergency Management cadre, an independent analysis of the USACE Emergency Management programs has been initiated to evaluate each Division and District's EM programs in light of minimum national standards as have been identified through the Emergency Management Accreditation Program (EMAP). USACE is the first of three federal entities that are piloting the program's assessment and accreditation process.

Credentialing

The Corps has instituted a systematic credentialing plan that focuses on the professional series cadre of Emergency Managers. These include District and Division EMs, Local Government Liaisons, Assistant Team Leaders, Team Leaders, Subject Matter Specialists, Subject Matter Experts, COCOM and Agency Liaisons, and Permanent Cadre ESF#3 members. Initial credentialing focused on awareness training and team specific tasks. This program for contingency responders has reached maturity. The professional series credentialing builds upon this base with a focus on leadership positions. A systematic process of identifying existing training and educational programs that augment formal elevation appropriate for these positions has been completed and is contained in the plan. A formal educational program has also been adopted to support the Emergency Manager of the Future initiative that targets aspiring talent and provides the environment to reach and exceed standards of excellence in knowledge and skills development. This program plan was adopted in June of 2009.

Collaborations

USACE has expanded its MOU with George Washington University to include an Emergency Management Certificate program. The previous MOU only dealt with student co-op relationships. The certificate program allows for a higher education experience in emergency management with the potential of continuing to the Masters Degree program. The program consists of 6 courses taken over two years. USACE has further added developmental projects and field components to this program to add value to the entire experience. Currently 25 USACE students are enrolled, with another 25 students to start in 2010. In addition to this collaboration, USACE has been working with University of Central Florida graduate students on simulation and modeling tools for the Readiness community. The initial reception to these products has



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including GIS and research labs to create the optimum tools for preparedness and response activities.

been extremely popular with immediate applicability for disaster preparedness through simulated environments. Proponents and sponsors are FEMA, the National Guard, Microsoft, and the US Chamber of Commerce in addition to the USACE EM contingency operations directorate. The program also incorporates USACE expertise across a diverse spectrum

Accreditation and EMAP

The Corps has begun a pilot program that seeks to evaluate the EM programs across the Corps in light of National Standards for EM programs. The Emergency Management Accreditation Program (EMAP) has previously existed as a mechanism to assist states and local entities to improve their programs through a thorough analysis conducted by peers and the EMAP adjunct staff. EMAP has developed a set of 66 standards of compliance needed to achieve minimum standards for EM programs. The Corps is one of three piloted federal entities that are working with EMAP to establish a similar program for federal organizations. Three pilots are set for 2009.

