

➤➤ Emergency Management & Homeland Security Training Needs Assessment

A training needs assessment is the cornerstone of any training program, providing informed direction, intent, and purpose necessary to be effective and successful. EPS' training needs assessment uses the structure of **DHS' Core Capabilities** as a foundation as we identify the knowledge and skills needed by all audiences across the **Whole Community**. This approach has been used in both **large and small states** with great success. It can also be applied to territories and UASIs.

EPS conducts training needs assessments through a combination of three core activities:

1. Face to face interview assessments with key stakeholders to identify what knowledge and skills are important for each Core Capability, who the target audiences are for training, and what level they need to be trained to
2. Document reviews to identify needs and areas of improvement through training
3. Surveys to identify overall priorities

"Through the work completed by EPS, Vermont has been able to gain a clear picture of the training needs across the State, allowing us to develop a new training program to meet identified areas for improvement. EPS' staff was efficient and catered to the evolving project, changing direction mid-stream as parameters dictated."

Jessica Stolz, Homeland Security Section Chief

Vermont Division of Emergency Management and Homeland Security

Using the information gained we define the training gap and identify both currently existing courses as well as opportunities for custom instructional design that will meet the identified needs. We then create a plan for addressing these needs.

Emergency Preparedness Solutions, LLC

Be proactive, be prepared.

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EPS is highly experienced in both training and education as well as emergency management and homeland security. The results of our training needs assessment will help you meet the needs of all stakeholders and meet the requirements of the **Emergency Management Accreditation Program (EMAP)** accreditation. Because we use the Core Capabilities as our foundation, information obtained from the training needs assessment can also be easily applied to your **THIRA** and **State Preparedness Report**.

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