

# How the FEMA Council Report Could Impact Your Future Training Strategy

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The emergency management profession stands at a pivotal moment.

The President's Council to Assess the Federal Emergency Management Agency (FEMA) has released recommendations that could fundamentally reshape how emergency management capabilities are developed, delivered, measured, and sustained across the United States. While much attention has focused on proposed changes to disaster declarations, public assistance, and mitigation funding, one recommendation deserves particular attention from state emergency management agencies, state departments of public safety, homeland security offices, and local fire and EMS agencies and academies.

**The report recommends shifting the execution and delivery of emergency management training from FEMA to states, tribes, and territories.**

If implemented, this recommendation could significantly increase state responsibility for training delivery, credentialing, workforce development, joint agency response exercises and management, compliance tracking, and readiness reporting over the next several years.

For state leaders, the question is no longer whether training modernization is important. The question is whether your agency is prepared to lead it.



## Executive Summary

The FEMA Review Council report outlines a future emergency management model built around a central doctrine:

“Disaster response should be locally executed, state or tribally managed, and federally supported.”

To support this shift, the Council recommends:

- ✓ Expanding state responsibility for emergency management training
- ✓ Building scalable state-level training resources
- ✓ Professionalizing emergency management careers
- ✓ Strengthening credentialing and qualification systems
- ✓ Standardizing training and competency outcomes and national capability standards
- ✓ Enhancing interoperability and readiness reporting
- ✓ Increasing state accountability for preparedness investments

These recommendations signal a future where state agencies must manage larger, more complex training ecosystems while demonstrating measurable readiness outcomes.

For many agencies, this will require moving beyond disconnected spreadsheets, paper records, standalone LMS platforms, and manual certification tracking toward an integrated readiness management strategy.

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“Currently, we’re juggling spreadsheets, Eventbrite registrations, email reminders, and hardcopy tests. Acadis gives us one place to track certifications, assign role-based training, and manage testing workflows—removing the risk of delays or data loss.”

— Training & Exercise Supervisor, Hawai’i Emergency Management Agency

## What the FEMA Council Is Recommending



### Build Scalable State Training Resources

One of the report's clearest recommendations is that states should assume responsibility for training delivery while the federal government shifts toward curriculum development and standards-setting.

The Council specifically recommends:

- States take responsibility for training execution
- FEMA focus on curriculum and outcome standards
- Expanded train-the-trainer programs
- Increased local delivery of emergency management training
- Consistent training aligned with national standards

*This represents a significant departure from the traditional model in which many agencies rely heavily on federally delivered training programs.*

### What This Means for States

States may need to:

- Deliver more courses
- Manage larger student populations
- Track more certifications
- Monitor instructor qualifications
- Coordinate training across agencies and jurisdictions
- Demonstrate compliance with national standards

As responsibilities expand, so does the need for systems capable of managing the entire training lifecycle.

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“Acadis meets all our training and licensing needs, start to finish.”

— Indiana State EMS Director, IDHS



## Professionalize Emergency Management

The report repeatedly emphasizes professional development, qualification management, and leadership readiness. It calls for:

- Advanced education pathways
- Executive development programs
- Leadership credentialing
- Strategic decision-making education
- Career-long professional development frameworks

*This reflects a growing trend across public safety: moving beyond simple course completion toward competency-based workforce development.*

The future emergency management workforce will likely require agencies to answer questions such as:

- Who is qualified?
- Who is deployable?
- Who has completed required training?
- Which certifications are expiring?
- Where are readiness gaps?

Organizations that cannot answer these questions quickly may struggle to meet future expectations.



“There were six or seven databases, depending on where you looked, and none of them talked to each other. You couldn’t just pull one record and know what you were looking at. Acadis centralizes all of the data in one place.”

— Deputy Fire Commissioner, Pennsylvania State Fire Academy



### Expand Credentialing and Qualification Management

The Council recommends modernizing credentialing systems and expanding the National Qualification System (NQS).

Among its recommendations:

- Enhance credentialing frameworks
- Improve interoperability of qualifications
- Create real-time visibility into personnel readiness
- Standardize qualification recognition across jurisdictions

*This signals a future where states must manage not only training records but also qualifications, deployments, competencies, and operational readiness.*



**By adopting Acadis**, the Hawai'i Emergency Management Agency is positioning itself in alignment with FEMA's National Qualification System (NQS) — managing 450+ responders and 15 instructors in a centralized platform built to meet federal credentialing standards.



## Link Funding to Readiness

The report repeatedly connects preparedness funding to measurable capability development.

Recommended capability performance factors include:

- Statewide preparedness programs
- Joint agency response exercises and management
- Resource inventories
- Capability assessments
- Training programs
- Hazard mitigation planning
- National preparedness standards compliance

*Future funding decisions may increasingly depend on a state's ability to demonstrate readiness with data.*

That requires more than attendance records.  
It requires visibility into workforce competency and capability.



**Indiana Department of Homeland Security EMS Office** uses Acadis to track training and certification records for more than 25,000 EMS personnel statewide, managing the full lifecycle of licensure, continuing education, testing, and renewals in a single platform since 2006.



**Kentucky Fire Commission** requires 20 annual training hours across 740+ fire departments and leverages Acadis to track training compliance across the state.



**Missouri Division of Fire Safety** tracks statewide certification and evaluator credentialing and has enabled AgencyConnect so that local TargetSolutions users can auto-report their training completions to meet credentialing requirements.



**All of these state agencies** rely on Acadis to centralize compliance data, generate real-time reports, and demonstrate readiness to state leadership.

## States May Need to Scale Training Faster Than Ever

The Council's recommendations create a potential reality where states inherit significantly more responsibility for:

- Training administration
- Compliance tracking
- Credentialing
- Qualification management
- Joint agency response exercise management
- Resource readiness
- Workforce reporting

Many agencies already struggle with:

- Disconnected databases
- Multiple training systems
- Manual reporting
- Decentralized records
- Limited visibility into readiness metrics

As training volume grows, those challenges will only become more significant.

The agencies that succeed will be those that can operationalize readiness—not simply track training.

Acadis integrates with Vector Solutions' local training management system, TargetSolutions, to provide state agencies a real-time view into first responder readiness at the local level.

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“[TargetSolutions Volunteer Edition] is 10x quicker, more efficient, and more user-friendly.”

— Fire Chief, Hamilton Township Volunteer Fire Department (Seymour, IN).

## Preparing Your Agency Today

While many of the report's recommendations will require legislative and policy action before implementation, agency leaders can begin preparing now.

1.

### **Assess Your Training Infrastructure**

Ask:

- Can we manage a significant increase in training volume?
- Can we support statewide training programs?
- Do we have real-time visibility into certifications and qualifications?
- Can we report readiness by agency, region, or discipline?

If the answer is no, modernization may be necessary.

2.

### **Centralize Readiness Data**

Training records, certifications, qualifications, and compliance information should live within a unified system rather than separate spreadsheets and databases.

This creates a single source of truth for readiness reporting.

3.

### **Prepare for Credentialing Expansion**

The Council's recommendations suggest that credentialing requirements may become more important over time.

Agencies should evaluate how they currently:

- Track qualifications
- Manage renewals
- Verify compliance
- Support deployment readiness

4.

### **Align Training with Outcomes**

Future success may depend less on course completions and more on measurable capability development.

Leading agencies are already shifting toward:

- Competency tracking
- Readiness measurement
- Workforce development pathways
- Credential-based progression

# How Vector Solutions Readiness Suite Helps Agencies Prepare

As states take on greater responsibility for training, qualifications, joint operations, and readiness management, technology becomes a strategic enabler.

**Vector Solutions Unified Readiness Platform** was built specifically for public safety and government organizations that manage complex training, certification, compliance, and workforce readiness requirements. State emergency management market research highlights the growing need for centralized systems capable of tracking NIMS compliance, certifications, qualifications, training mandates, and workforce readiness across large populations.

Vector's suite of readiness software and online content enables agencies to:



## Centralize Training Management

- Manage classroom, virtual, and blended training and certification compliance in one centralized system
  - Schedule and administer training at local and state levels
  - Track training and measure competency
  - Automate workflows, notifications, training assignments
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## Manage Certifications and Credentials

- Track certifications and expirations
  - Automate renewal processes
  - Maintain qualification histories
  - Real-time compliance reporting
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## Improve Readiness Visibility

- Monitor personnel competency and qualifications
- Identify readiness gaps
- Measure workforce capability
- Generate executive-level dashboards



## Support Statewide Programs

- Manage thousands of agencies across a state
  - Standardize training programs and skill assessments
  - Enable self-service learner access
  - Support enterprise-scale reporting
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## Strengthen Accountability

- Demonstrate compliance and skill competency
- Support grant reporting
- Provide audit-ready records
- Align training investments with readiness outcomes

In short, Vector's purpose-build training management solutions help agencies move from simply managing training to delivering readiness.



“We got rid of our inefficient methods and have streamlined our processes and procedures with Acadis. Having access to real data is big for the future of the Academy.”

— Connecticut Fire Academy

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“By adopting Acadis and updating our business processes, we were able to modernize our testing platform and improve customer service.”

— California State Fire Training

## The Bottom Line

The FEMA Council report may ultimately become one of the most influential emergency management reform efforts in decades.

While many recommendations focus on disaster assistance and recovery programs, emergency management leaders should pay particular attention to what the report says about training.

If states become the primary delivery mechanism for emergency management training, agencies will face new responsibilities for:

- Workforce development
- Credentialing
- Readiness measurement
- Qualification management
- Compliance reporting
- Capability and competency assessments

The states that thrive under this model will be those that invest early in scalable readiness technology and infrastructure.

Training is more than just course delivery. It is the foundation of operational readiness.

And readiness will increasingly determine which agencies are prepared to meet the challenges of the next decade.

