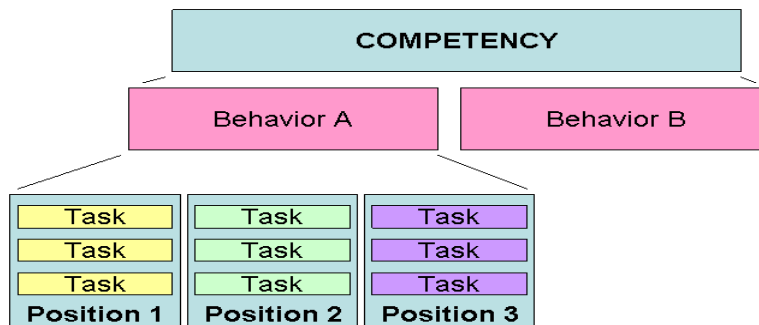


ICS Competency Change Management Board

Key Messages

August 2007

- The ICS Competencies and Behaviors are intended to serve as a set of minimum standards common to all hazards and disciplines. They can be used by any agency or jurisdiction with a role in emergency management or incident management. Their general nature is intentional.
- These Competencies and Behaviors are part of a performance-based system of professional qualifications. Agencies and jurisdictions are encouraged to supplement the Competencies and Behaviors with measurable, discipline-specific tasks to ensure that individuals can effectively perform in associated positions. These tasks should tie to the learning objectives and provide detail to behaviors within a position competency.
 - **Competency:** A broad description that groups core behaviors necessary to perform a specific function.
 - **Behavior:** A general description of an observable activity or action demonstrated by an individual in a particular context.
 - **Task:** The measurable application of a competency or behavior in a hazard environment with specific considerations.



- Training programs should aim to enhance individuals' proficiency in the Competencies and Behaviors that comprise their position. Tasks should be the yardstick by which progress toward these goals is measured. The end state goals of any training program should be proficiency during assignment.
- The above is a "systems approach" supported by the Five-Year NIMS Training Plan, which is slated for release on or around October 1, 2007.
- Position Task Book examples for the ICS positions are under development. They will be posted as soon as they are available.
- This Competency and Behavior list is not an end state product, but one which is meant to be constantly improved. The Board hopes to eventually be able to define key position specific tasks common to all hazard environments. The ICS Competencies will be updated every 3 years unless urgent changes are deemed necessary.
- The Master Competency List was developed through a process of examining the roles and responsibilities common to ICS positions in every hazard setting. Core Competencies were established and assigned to each ICS position, as appropriate. The Behaviors required to demonstrate the assigned competency, by position, were then defined. Behaviors are more

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position specific than Competencies. New Competencies and Behaviors may be added as needed to further refine the list. Please reference the Change Management Procedures for processes.

- The role of Technical Specialists, although they are part of the ICS system, is not defined as part of the Competencies. Technical Specialists are disaster-specific, generally originate from disciplines, and do not serve as “standards common to all hazards and disciplines”. Technical Specialist may be identified by IMSD discipline-specific teams or as otherwise needed.
- This framework is intended to enhance ICS and govern all deployments—national, regional, state, and local.
- ICS Core Competencies will work together with NFPA in a coordinated fashion in the promotion and consistency of personnel qualification standards.