

# RESPONSE CAPABILITY ON-SITE INCIDENT COMMAND

1. Establish command for the initial stages of an incident
2. Activate resources necessary to institute an incident management system consistent with NIMS and NFPA 1561
3. Sustain incident management operations over multiple operational periods
4. Manage an extended incident with coordination among all supporting entities
5. Coordinate command for the investigation of incidents that require inter-agency and multi-disciplinary coordination

## User Instructions

The Target Capabilities List (TCL) provides guidance on target outcomes, risk factors, and resource considerations for capability-based preparedness by helping determine: How prepared are we? How prepared do we need to be? What should we do to close the gaps?

- The **Classes** table groups jurisdictions/entities into appropriate Classes at the top row of the Target Capability based on primary and additional risk factors outlined on the left.
  - Locate your jurisdiction/entity's initial Class placement defined in Section A – Primary Risk Factors.
  - Additional risk factors identified in Section B may be considered for a jurisdiction/entity to increase its Class for the given capability.
  - Since each jurisdiction/entity is unique, any number or combination of risk factors may be considered to justify a Class designation.
- The **Performance Objective** table outlines the level of capability and target outcomes for each Class to build capabilities against.
  - Match your jurisdiction's Class for the capability with the corresponding column.
  - Use the Performance Measures found within your Class to assess your jurisdiction's ability to execute each Performance Objective.
  - The jurisdiction/entity/incident commander determines *how* to achieve target outcomes.
  - No jurisdiction or entity is expected to deliver a capability by itself – rather, capabilities may be met through mutual aid and regional collaboration.
- The **Resource Elements** table directs users to key resources and additional guidance for how Performance Objectives can be accomplished through plans, personnel/teams, equipment, training and exercises.
  - The *Planning Table* identifies Federal guidance, industry standards, Standard Operating Procedures (SOPs), or Emergency Operation Plan (EOP) guidance for a jurisdiction or entity's plans for delivering the capability during a major incident.
  - The *Personnel/Teams Table* identifies what baseline competencies and skill-sets personnel and teams delivering a capability should possess.
  - The *Equipment Table* identifies what equipment jurisdictions should have access to in quantities sufficient to meet the Performance Objective.
  - The *Training and Exercise Table* identifies the essential tasks/learning objectives, which should be able to be demonstrated.
  - A jurisdiction or entity may not require all resource elements to achieve the Performance Objectives for its appropriate Class.

\*This document is intended to provide guidance to jurisdictions for building and measuring capabilities, as well as to help integrate the performance of preparedness activities. It is not meant to prescribe how to perform operations or to be viewed as a standard\*

## RESPONSE CAPABILITY – ON-SITE INCIDENT COMMAND

The capability to effectively and efficiently direct and control a major incident by establishing a standardized, flexible system to organize and integrate a range of resources within a common organizational structure.

I. Classes: Lead jurisdiction or entity risk considerations for capability building (based on meeting one or more of the criteria listed in each column). Classes can be defined by individual jurisdictions and entities or through a grouping of multiple jurisdictions. *Intended for preparedness only - actual deployed incident management scheme depends upon event circumstances.*

Risk Factors	Class One	Class Two	Class Three	Class Four	Class Five
<b>A. Primary Risk Factors:</b> Jurisdictions, entities, or groups of jurisdictions may identify their initial class designation by their appropriate planned incident management scheme outlined in NIMS and NFPA 1561 (2008 Edition), and may adjust their class based on one or more additional risk factors set forth in B.					
Appropriate Incident Management Scheme	Jurisdictions or entities requiring a National (Type 1) scheme	Jurisdictions or entities requiring a State or National (Type 2) scheme, including inter-State regional schemes	Jurisdictions or entities requiring a Regional or State, Multi-Agency/Multi-Jurisdiction (Type 3) scheme	Jurisdictions or entities requiring a Local, Agency or Jurisdiction Specific (Type 4) scheme	Jurisdictions or entities requiring a Local, Discipline Specific (Type 5) scheme
<i>NIMS Incident Complexity Guidelines are under development and may be incorporated to help determine Class level.</i>					
<b>B. Additional Risk Factors:</b> Jurisdictions, entities, or groups of jurisdictions may move up in Class based on one or more additional risk factors. A jurisdiction may build on-site incident command capabilities at more than one Class based upon specific situations and levels of event. For example, an entity that qualifies within Class Two may plan for individual sections/divisions to maintain capabilities at Class Four.					
Population Density (may include tourist and commuter populations)	Jurisdictions or entities with a threatened hazard potentially resulting in consequences impacting a population <b>greater than 3 million</b>	Jurisdictions or entities with a threatened hazard potentially resulting in consequences impacting a population <b>between 1 million and 3 million</b>	Jurisdictions or entities with a threatened hazard potentially resulting in consequences impacting a population <b>between 500,000 and 1 million</b>	Jurisdictions or entities with a threatened hazard potentially resulting in consequences impacting a population <b>between 50,000 and 500,000</b>	Jurisdictions or entities with a threatened hazard potentially resulting in consequences impacting a population <b>less than 50,000</b>
Critical Infrastructure: DHS -Tiered Site		Jurisdictions or entities with a Tier I CI/KR site identified by HITRAC	Jurisdictions or entities with a Tier II CI/KR site identified by HITRAC		
Chemical Site			Jurisdictions or entities <b>with a Tier I chemical facility as determined by DHS</b>	Jurisdictions or entities <b>less than 10 miles</b> from a DOD Chemical Stockpile Facility	
Commercial Site		Jurisdictions or entities with major stadiums/arenas, amusement/ theme parks, commercial centers/public institutions	Jurisdictions or entities with major office buildings or hospitality facilities		
Energy Site		Jurisdictions or entities with major oil and/or gas refineries, pipelines, natural gas storage	Jurisdictions or entities with major power generation facilities, substations, or regional transmission centers		
Government Facility Site	National capital	State capitals	Jurisdictions or entities adjacent to major U.S. military bases		
National Monuments and Icons Site				Jurisdictions or entities with Monuments/Icons of National Significance	
Nuclear Site			Counties <b>less than 10 miles</b> from a nuclear reactor	Counties <b>less than 20 miles</b> from a nuclear reactor	
Transportation Site		Jurisdictions or entities with underground subway systems or major rail terminals	Jurisdictions or entities with rail yards containing large quantities of hazardous materials		
		Jurisdictions or entities with major seaports (passenger and freight)	Jurisdictions or entities with major airports (passenger and freight)		
Likelihood of Major Site			Jurisdictions or entities at risk of major natural disasters (e.g., hurricanes, tsunamis, earthquakes, major floods)		
Federal, State, Territorial Government Entities	Departments or components having response jurisdiction at the national level	Departments or components having response jurisdiction at the regional level	Departments or components with response jurisdiction for locations/facilities serving greater than 500,000 persons or 500,000 acres	Departments or components with response jurisdiction for locations/facilities serving greater than 50,000 persons or 50,000 acres	Departments or components having response jurisdiction at the local level or for all other locations/facilities

<b>II. Performance Objectives: Target outcomes and metrics are aligned by Class (Table I) and serve as guidance for capability building (outcomes are met through any combination of a jurisdiction or entity's resources, mutual aid, and other assistance)</b>						
	<b>Performance Objectives</b>	<b>Class One</b>	<b>Class Two</b>	<b>Class Three</b>	<b>Class Four</b>	<b>Class Five</b>
<b>1</b>	<b>Establish command for the initial stages of an incident</b>	Immediately establish an Incident Command Post with the ability to establish an Area Command led by a qualified Area Commander for three separate/simultaneous incidents.	Immediately establish an Incident Command Post with the ability to establish an Area Command led by a qualified Area Commander for two separate/simultaneous incidents.	Immediately establish an Incident Command Post led by a qualified incident command team for a single incident.	Immediately establish an Incident Command Post led by a qualified incident command team for a single incident.	Establish an Incident Command Post led by a qualified incident command team for a single incident in less than 30 minutes.
<b>2</b>	<b>Activate resources necessary to institute an incident management system consistent with NIMS and NFPA 1561 (2008 Edition)</b>	Ensure preparations to request, access, and incorporate one Type I Incident Management Team and two Type II or III Incident Management Teams to institute a national-level incident management system for three separate/simultaneous incidents within 12 hours of notification.	Ensure preparations to request, access, and incorporate one Type I Incident Management Team and one Type II or III Incident Management Team to institute a national or regional-level incident management system for two separate/simultaneous incidents within 12 hours of notification.	Ensure preparations to request, access, and incorporate one Type II Incident Management Team and one Type III Incident Management Team to institute a regional or State, multi-jurisdictional-level incident management system for an incident within 12 hours of notification.	Ensure preparations to request, access, and incorporate one Type II Incident Management Team to institute a local, agency, or jurisdiction-specific incident management system within 12 hours of notification.	Ensure preparations to request, access, and incorporate one Type III Incident Management Team to institute a local or discipline-specific incident management system for an incident within 12 hours of notification.
<b>3</b>	<b>Sustain incident management operations over multiple operational periods</b>	Sustain incident management operations for each of three separate/simultaneous incidents for 72 hours by ensuring that additional incident management personnel arrive to supplement the operations of two Type I Incident Management Teams and one Type II or III Incident Management Team during the second 12 hours of operation.	Sustain incident management operations for each of two separate/simultaneous incidents for 72 hours by ensuring that additional incident management personnel arrive to supplement the operations of one Type I Incident Management Team and one Type II or III Incident Management Team during the second 12 hours of operation.	Sustain incident management operations for an incident for 72 hours by ensuring that additional incident management personnel arrive to supplement the operations of one Type II Incident Management Team and one Type III Incident Management Team during the second 12 hours of operation.	Sustain incident management operations for an incident for 48 hours by ensuring that additional incident management personnel arrive to supplement the operations of one Type II Incident Management Team during the second 12 hours of operation.	Sustain incident management operations for an incident for 48 hours by ensuring that additional incident management personnel arrive to supplement the operations of one Type III Incident Management Team during the second 12 hours of operation.
<b>4</b>	<b>Manage an extended incident with coordination among all supporting entities</b>	Integrate supporting entities into an Area Command management scheme and accommodate the additional Type I and Type II or III resources for 72 hours.	Integrate supporting entities into an Area Command management scheme and accommodate the additional Type I and Type II or III resources for 48 hours.	Integrate supporting entities into the incident management scheme and accommodate the additional Type II and III resources for 48 hours.	Integrate supporting entities into the incident management scheme and accommodate the additional Type II resources for 48 hours.	Integrate supporting entities into the incident management scheme and accommodate the additional Type III resources for 48 hours.
<b>5</b>	<b>Coordinate command for the investigation of incidents that require inter-agency and multi-disciplinary coordination</b>	Manage the investigative response for each of three separate/simultaneous terrorist threats or incidents by immediately integrating responsible agencies/disciplines into the incident command structure.	Manage the investigative response for each of three separate/simultaneous terrorist threats or incidents by immediately integrating responsible agencies/disciplines into the incident command structure.	Manage the investigative response for a terrorist threat or incident by immediately integrating responsible agencies/disciplines into the incident command structure.	Manage the investigative response for a terrorist threat or incident by immediately integrating responsible agencies/disciplines into the incident command structure.	Manage the investigative response for a terrorist threat or incident by immediately integrating responsible agencies/disciplines into the incident command structure.
<i>Resource typed team or mission package may be developed and incorporated into this Performance Objective</i>						

All objectives shall be performed in compliance with NIMS, supporting annexes, and Resource Typing and Definitions.

### III. Resource Elements: Guidance for plans, personnel/teams, equipment, training, and exercises for meeting Performance Objectives (Table II) through any combination of a jurisdiction or entity's resources, mutual aid, and other assistance

*A jurisdiction or entity may not require all resource elements identified to achieve Performance Objectives.*

*Guidance on the resources to build a capability is applicable for use by a jurisdiction or entity in any Class unless otherwise indicated.*

#### PLANS

The *Planning Table* identifies industry standards, Standard Operating Procedures (SOPs), or Emergency Operation Plan (EOP) guidance to be met within a jurisdiction or entity's plans for delivering the On-Site Incident Command capability during a major incident.

EOPs should specify how a jurisdiction will obtain the personnel, teams, and equipment necessary to meet each On-Site Incident Command Performance Objective during a major incident.

#### Establish command for the initial stages of an incident

1. Comprehensive Preparedness Guide (101): Producing Emergency Plans (Interim) (p. D-15 – D-16) [link](#)
2. National Incident Management System – December 2008 (Component IV) [link](#)
3. National Response Framework (p. 48-50) [link](#)
4. Stafford Act 2007 (Sec. 509. National Integration Center (6 U.S.C. 319) [link](#)
5. NFPA 1561 Standard on Emergency Services Incident Management System, 2008 Edition (Ch. 5 p. 8-11, Ch. 7 p. 14) [link](#)
6. Title 40, Code of Federal Regulations, Part 300, "National Oil and Hazardous Substances Pollution Contingency Plan," July 1, 2008 [link](#)
7. Homeland Security Presidential Directive/HSPD-5, Management of Domestic Incidents, February 2003 [link](#)
8. Title 29, Code of Federal Regulations, Part 1910, Section 120 (q)(3), "Procedures for handling emergency response," April 3, 2006 [link](#)
9. NFPA 1600: Standard on Disaster/Emergency Management and Business Continuity Programs, 2007 Edition (Annex E ) [link](#)

#### Activate resources necessary to institute an incident management system consistent with NIMS and NFPA 1561

1. Comprehensive Preparedness Guide (101): Producing Emergency Plans (Interim) (p. D-15 – D-16) [link](#)
2. National Incident Management System – December 2008 (Component IV) [link](#)
3. Stafford Act 2007 (Sec. 509. National Integration Center (6 U.S.C. 319) [link](#)
4. All Hazards IMT Technical Assistance Program [link](#)
5. NFPA 1561 Standard on Emergency Services Incident Management System, 2008 Edition (Ch. 5 p. 8-11, Ch. 7 p. 14) [link](#)
6. Homeland Security Presidential Directive/HSPD-5, Management of Domestic Incidents, February 2003 [link](#)
7. Title 29, Code of Federal Regulations, Part 1910, Section 120 (q)(3), "Procedures for handling emergency response," April 3, 2006 [link](#)
8. NFPA 1600: Standard on Disaster/Emergency Management and Business Continuity Programs, 2007 Edition (Annex E ) [link](#)

#### Sustain incident management operations over multiple operational periods

1. Comprehensive Preparedness Guide (101): Producing Emergency Plans (Interim) (p. D-15 – D-16) [link](#)
2. National Incident Management System – December 2008 (Component IV) [link](#)
3. Stafford Act 2007 (Sec. 509. National Integration Center (6 U.S.C. 319) [link](#)
4. All Hazards IMT Technical Assistance Program [link](#)
5. NFPA 1561 Standard on Emergency Services Incident Management System 2008 Edition (Ch. 5 p. 8-11, Ch. 7 p. 14) [link](#)
6. Homeland Security Presidential Directive/HSPD-5, Management of Domestic Incidents, February 2003 [link](#)
7. Title 29, Code of Federal Regulations, Part 1910, Section 120 (q)(3), "Procedures for handling emergency response," April 3, 2006 [link](#)
8. NFPA 1600: Standard on Disaster/Emergency Management and Business Continuity Programs, 2007 Edition (Annex E ) [link](#)

#### Manage an extended incident with coordination among all supporting entities

1. Comprehensive Preparedness Guide (101): Producing Emergency Plans (Interim) (p. D-15 – D-16) [link](#)
2. National Incident Management System – December 2008 (Component IV) [link](#)
3. Stafford Act 2007 (Sec. 509. National Integration Center (6 U.S.C. 319) [link](#)
4. All Hazards IMT Technical Assistance Program [link](#)
5. NFPA 1561 Standard on Emergency Services Incident Management System 2008 Edition (Ch. 5 p. 8-11, Ch. 7 p. 14) [link](#)

## Pre-Decisional Draft

6. Homeland Security Presidential Directive/HSPD-5, Management of Domestic Incidents, February 2003 [link](#)
7. Title 29, Code of Federal Regulations, Part 1910, Section 120 (q)(3), "Procedures for handling emergency response," April 3, 2006 [link](#)
8. Title 40, Code of Federal Regulations, Part 300, "National Oil and Hazardous Substances Pollution Contingency Plan, " July 1, 2008 [link](#)
9. NFPA 1600: Standard on Disaster/Emergency Management and Business Continuity Programs, 2007 Edition (Annex E ) [link](#)

### Coordinate command for the investigation of incidents that require inter-agency and multi-disciplinary coordination

1. Comprehensive Preparedness Guide (101): Producing Emergency Plans \* (p. D-15 – D-16) [link](#)
2. National Incident Management System – December 2008 (Component IV) [link](#)
3. Terrorism Incident Law Enforcement and Investigation Annex (p. TER-3 – TER14) [link](#)
4. Stafford Act 2007 (Sec. 509. National Integration Center (6 U.S.C. 319) [link](#)
5. All Hazards IMT Technical Assistance Program [link](#)
6. NFPA 1561 Standard on Emergency Services Incident Management System 2008 Edition (Ch. 5 p. 8-11, Ch. 7 p. 14) [link](#)
7. Homeland Security Presidential Directive/HSPD-5, Management of Domestic Incidents, February 2003 [link](#)
8. Title 29, Code of Federal Regulations, Part 1910, Section 120 (q)(3), "Procedures for handling emergency response," April 3, 2006 [link](#)
9. NFPA 1600: Standard on Disaster/Emergency Management and Business Continuity Programs (Annex E ) [link](#)

### PERSONNEL/TEAMS

The *Personnel/Teams Table* identifies what baseline competencies and skill-sets personnel and teams delivering a capability should possess. FEMA recommends that jurisdictions follow the guidelines for baseline competencies on the [NIMS Resource Center](#) and established in [National Fire Protection Association \(NFPA\) 1026: Standard for Incident Management Personnel Professional Qualifications](#). Though the baseline competencies listed below reflect NFPA 1026 guidance, FEMA recommends that jurisdictions reference additional standards and guidance when reviewing baseline competency requirements. *Learning objectives will be updated as needed based upon the NIMS Guidelines for the Credentialing of Personnel and Qualifications Guides (under development)*

- [FEMA National Incident Management System \(NIMS\)](#)
- [FEMA: National Incident Management System \(NIMS\) Resource Typing – Incident Management Team](#)
- [Joint Field Office Field Operations Guide](#)
- [Terrorism Incident Law Enforcement and Investigation Annex](#)
- [NFPA 1561: Standard on Emergency Services Incident Management System](#)
- [FEMA All Hazards IMT Technical Assistance Program](#)

#### Establish command for the initial stages of an incident

**Area Command Team:** Acts in accordance with ICS organizational structures, doctrine, and procedures. Typically, an area command team includes the following personnel, all of whom must possess appropriate qualifications and certifications:

1. Area Commander
2. Area Command Logistics Chief
3. Area Command Planning Chief
4. Area Command Support Positions, activated as necessary (including area command critical resources unit leader, area command situation unit leader, area command public information officer, area command liaison officer, and area command aviation coordinator)

**Incident Command Team:** Comprised of the Incident Commander and additional Command Staff and General Staff members, as needed, including:

1. Public Information Officer
2. Safety Officer
3. Liaison Officer
4. Operations Section Chief
5. Planning Section Chief
6. Logistics Section Chief
7. Finance/Administration Section Chief

#### Manage an extended incident with coordination among all supporting entities

**Liaison Officer:** Command Staff position responsible for representing supporting entities (entities that are heavily involved in the incident but lack jurisdictional responsibility).

Activate resources necessary to institute an incident management system consistent with NIMS and NFPA 1561

Coordinate command for the investigation of incidents that require inter-agency and multi-disciplinary coordination

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**Incident Management Team:** A command team comprised of the Incident Commander and the following General Staff personnel:

1. Operations Section Chief \*
2. Planning Section Chief \*
3. Logistics Section Chief \*
4. Finance/Admin Section Chief \*
5. Specialized Functions (e.g. HazMat, Insurance, etc.) \*\*

\*Applies to Type 1, 2, and 3 Incident Management Teams

\*\*Applies to Type 1 Incident Management Team only

The Incident Commander should designate personnel with proper clearance and a “need-to-know” to ensure that information and intelligence are properly analyzed and shared between the incident command structure and appropriate agencies/disciplines.

This investigative function may be integrated into the incident command structure in the following ways:

1. Within the Command Staff
2. Within the Planning Section.
3. Within the Operations Section
4. As a Separate General Staff Section

### Sustain incident management operations over multiple operational periods

Section Chiefs may establish branches or units led by Branch Directors and Unit Leaders, respectively, to supplement the leadership components of the Type 1, 2, or 3 Incident Management Team.

### EQUIPMENT

The *Equipment Table* identifies what equipment jurisdictions should have access to in quantities sufficient to meet the Performance Objective targets for the On-Site Incident Command capability. The list does not include common equipment items that personnel or teams carry with them on a regular basis. Rather, it identifies items personnel may not generally carry for day-to-day operations. Equipment references are drawn from existing Federal guidance including the National Incident Management System (NIMS), Standardized Equipment List (SEL) and the Authorized Equipment List (AEL). The complete DHS Authorized Equipment List (AEL) provides specific equipment requirements and can be found at the Responder Knowledge Base (RKB) at [www.rkb.us](http://www.rkb.us).

#### Establish command for the initial stages of an incident

1. Management information systems (including geographical information systems, resource tracking systems, inventory management systems, and reporting systems)
2. Interoperable communications technologies (including gateways, shared channels, shared systems, and/or a cache of standby radios)
3. Information management equipment
4. Crowd control and public communications equipment (including barrier tape, traffic cones, megaphones, and Emergency Alert Systems)
5. Identification clothing (including vests, arm bands, and hats)
6. ICS forms (including ICS 201, ICS 202, ICS 203, ICS 204, ICS 205, ICS 206, and ICS 215)\*
7. Go Kits (which may include contact lists, cell phones, binoculars, laptop computers with alternate power sources, etc.)

#### Manage an extended incident with coordination among all supporting entities

1. Management information systems (including geographical information systems, resource tracking systems, inventory management systems, and reporting systems)
2. Interoperable communications technologies (including gateways, shared channels, shared systems, and/or a cache of standby radios)
3. Information management equipment
4. Crowd control and public communications equipment (including barrier tape, traffic cones, megaphones, and Emergency Alert Systems)
5. Identification clothing (including vests, arm bands, and hats)
6. ICS forms (including ICS 201, ICS 202, ICS 203, ICS 204, ICS 205, ICS 206, and ICS 215)\*
7. Go Kits (which may include contact lists, cell phones, binoculars, laptop computers with alternate power sources, etc.)
8. CBRNE-appropriate hazard PPE (including single-use emergency medical masks, hard hats, eye/face protection, and gloves)

#### Activate resources necessary to institute an incident management system consistent with NIMS and NFPA 1561

1. Management information systems (including geographical information systems, resource tracking systems, inventory management systems, and reporting systems)
2. Interoperable communications technologies (including gateways, shared channels, shared systems, and/or a cache of standby radios)
3. Information management equipment
4. Crowd control and public communications equipment (including barrier tape, traffic cones, megaphones, and Emergency Alert Systems)
5. Identification clothing (including vests, arm bands, and hats)
6. ICS forms (including ICS 201, ICS 202, ICS 203, ICS 204, ICS 205, ICS 206, and ICS 215)\*
7. Go Kits (which may include contact lists, cell phones, binoculars, laptop computers with alternate power sources, etc.)

#### Coordinate command for the investigation of incidents that require inter-agency and multi-disciplinary coordination

1. Management information systems (including geographical information systems, resource tracking systems, inventory management systems, and reporting systems)
2. Interoperable communications technologies (including gateways, shared channels, shared systems, and/or a cache of standby radios)
3. Information management equipment

### Sustain incident management operations over multiple operational periods

1. Management information systems (including geographical information systems, resource tracking systems, inventory management systems, and reporting systems)
2. Interoperable communications technologies (including gateways, shared channels, shared systems, and/or a cache of standby radios)
3. Information management equipment
4. Crowd control and public communications equipment (including barrier tape, traffic cones,

## Pre-Decisional Draft

megaphones, and Emergency Alert Systems)

5. Identification clothing (including vests, arm bands, and hats)
6. ICS forms (including ICS 201, ICS 202, ICS 203, ICS 204, ICS 205, ICS 206, and ICS 215)\*
7. Go Kits (which may include contact lists, cell phones, binoculars, laptop computers with alternate power sources, etc.)
8. CBRNE-appropriate hazard PPE (including single-use emergency medical masks, hard hats, eye/face protection, and gloves)

\*The listed forms may be found in Appendix A of [NIMS](#)

### TRAINING AND EXERCISES

The *Training and Exercise Table* identifies the essential tasks, or learning objectives, which personnel with On-Site Incident Command responsibilities must be able to complete. Learning objectives are consistent with the FEMA [Training and Exercise Integration/Training Operations](#) (TEI/TO) Training Frameworks, which will emphasize the need for jurisdictions to build their capacity in relation to the capabilities noted in the TCL. Learning objectives reflect skills and abilities that can be observed during an operation and do not represent all related awareness and pre-requisite course requirements.

*Learning objectives will be updated as needed based upon the NIMS Guidelines for the Credentialing of Personnel and Qualifications Guides (under development)*

Learning objectives form the foundation for exercise conduct. The learning objectives listed below should form the foundation for how jurisdictions conduct operations-based exercises. Jurisdictions should ensure that personnel have taken courses that teach the ability to perform each listed learning objective. The list enables course developers to align existing courses to each Performance Objective, or as a starting point for establishing new courses.

The Learning Objectives for each capability will be integrated into the National Homeland Security Training Program (currently under development), which will oversee and coordinate homeland security training programs, increase training capacity, and ensure standardization across programs. Homeland Security Exercise and Evaluation Program (HSEEP) and the Exercise Evaluation Guides (EEGs) will also be updated. Information on HSEEP, including the latest version of the *EEG Builder* Web-based tool and a template EEG for the On-Site Incident Command capability are at [www.hseep.dhs.gov](http://www.hseep.dhs.gov)

Suggested training for Response Personnel

FEMA IS 100: *Introduction to ICS*

FEMA IS 200: *ICS for Single Resources and Initial Action incidents*

FEMA IS 700: *NIMS*

Suggested training for Command Staff and General Staff (in addition to Response Personnel training)

FEMA ICS 300: *Intermediate ICS for expanding incidents*

FEMA ICS 400: *Advanced ICS*

USFA *All Hazards Technical Assistance Program*

FEMA ICS *JOC Operations*

#### Establish command for the initial stages of an incident

Per National Incident Management System (NIMS), all responders who may serve in command or general staff positions must take ICS-100, 200, 300, and 400; IS-700 and IS-800 (under revision); or a plan in place to train personnel to these levels.

1. Establish Incident Command/Area Command with manageable span of control
2. Establish communication with local EOC
3. Conduct initial assessment
4. Determine resource needs, request as appropriate.
5. Request assistance through mutual aid
6. Communicate the IAP verbally
7. Establish acceptable level of risk for responders
8. Conduct staff briefings
9. Establish demobilization procedures
10. Establish Joint Information Center
11. Establish Command Staff
12. Establish General Staff
13. Transfer command as appropriate
14. Establish radio communication

#### Activate resources necessary to institute an incident management system consistent with NIMS and NFPA 1561

All responders who may serve on Type 1 and Type 2 IMTs must complete the performance-based training regimen identified by the National Wildfire Coordinating Group (NWCG) in PMS 310-1, *Wildland Fire Qualification Guide*. All responders who may serve on Type 3 IMTs must take the 6-day team development course, *All Hazard IMT (O305)*. All responders who may serve on a Type 1, 2, or 3 IMT also must be trained in field mentoring, ICS position-specific professional development, and all courses listed in the previous two Performance Objectives.

1. Establish Command Structure with manageable span of control
2. Establish communication with local EOC
3. Support incident management policies and priorities
4. Determine resource needs, request as appropriate.
5. Request access to All Hazards Incident Management Team
6. Request assistance through mutual aid
7. Establish supervisory assignments
8. Direct tactical and operational responsibility for conducting incident management activities.
9. Coordinate interagency response
10. Establish Joint Information Center
11. Establish staging area(s)
12. Develop and Distribute IAP (verbally or written)
13. Establish Command Staff
14. Establish General Staff

#### Sustain incident management operations over multiple operational periods

## Pre-Decisional Draft

1. Establish Incident Command post with manageable span of control
2. Establish communication with local EOC/MAC, State EOC
3. Support incident management policies and priorities
4. Facilitate logistics support and resource tracking
5. Request access to All Hazards Incident Management Team
6. Request assistance through mutual aid
7. Establish Area Command

8. Establish Joint Information Center
9. Develop and approve IAP
10. Distribute and execute IAP
11. Transfer command as appropriate
12. Establish demobilization procedures
13. Establish Command Staff
14. Establish General Staff

### Manage an extended incident with coordination among all supporting entities

1. Establish Incident Command post with manageable span of control
2. Establish communication with local State EOC/MAC, RRCC, NRCC, JFO
3. Develop coordination and support objectives
4. Coordinate incident related information.
5. Request access to Regional/National Incident Management Team
6. Develop coordination plan
7. Provide support to incident commanders, area commanders and EOCs

8. Establish Joint Information Center
9. Develop and approve IAP
10. Distribute and execute IAP
11. Transfer command as appropriate
12. Establish demobilization procedures
13. Establish Command Staff
14. Establish General Staff

### Coordinate command for the investigation of incidents that require inter-agency and multi-disciplinary coordination

1. Establish Incident Command post with manageable span of control
2. Establish communication with local EOC/MAC
3. Support incident management policies and priorities
4. Coordinate incident related information.
5. Request assistance through mutual aid
6. Coordinate law enforcement priorities
7. Coordinate evidence collection

8. Coordinate with fusion center for intelligence information
9. Establish incident security plan
10. Establish safety and security zones
11. Implement air space closure and monitor compliance
12. Screen intelligence information for OPSEC/Security sensitive information (SSI) classification