

North Dakota Department of Emergency Services (NDDDES)

Integrated Preparedness Plan 2025



Date	Summary of Changes	Author (Initials & Title)
7 March 2024	Updated THIRA, Priorities, Training, and exercises for 2024 IPPW.	S. Helphrey
30 January 2025	Updated THIRA, Priorities, Training, and exercises for 2025 IPPW.	S. Helphrey

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PURPOSE

The purpose of the multi-year Integrated Preparedness Plan is to document the organization's overall preparedness program priorities for a specific multi-year time period. These priorities are linked to corresponding core capabilities (National Preparedness Goal, Second Edition, Sept. 2015), and, a rationale based on our Threat and Hazard Identification Risk Assessment (THIRA), State Preparedness Report (SPR), existing strategic guidance, corrective actions from previous exercises, needs assessment surveys, integrated preparedness planning workshop, and other factors. This Multi-year IPP identifies the training and exercises that will help the organization build and sustain the core capabilities needed to address its program priorities. Local, tribal, or state officials that identify a need for courses in addition to those included in this plan, may submit requests to the North Dakota Department of Emergency Services (NDDDES) training and exercise staff. Additional classes may be added to the training schedule as time and resources allow.

The Multi-year IPP lays out a combination of progressively building exercises – along with the associated training requirements – which address the priorities identified in the Integrated Preparedness Planning Workshop. A progressive, multi-year exercise program enables NDDDES to participate in a series of increasingly complex exercises, with each successive exercise building upon the previous one until mastery is achieved. Further, by including training requirements in the planning process, we can address known shortfalls prior to exercising capabilities.

Included in this Multi-year IPP is a training and exercise schedule, which provides a graphic illustration of the proposed exercises and training classes scheduled for January 1, 2025, through December 31, 2027.

Training Needs Assessment

The U.S. Department of Homeland Security (USDHS) Preparedness Directorate's Office of Grants and Training (G&T) requires that every State and Urban Area conduct a Multiyear Integrated Preparedness Planning Workshop (IPPW) annually. We have fully integrated our Preparedness planning process with the Hazard Mitigation Plan and THIRA process. A common group of stakeholders has historically been leveraged in the development of the ND Enhanced Hazard Mitigation Plan, Threat and Hazard Identification Risk Assessment (THIRA), development of the State Preparedness Report (SPR), and the Integrated Preparedness Planning Workshop.

North Dakota takes a coordinated approach by integrating THIRA and training assessments from key stakeholders to ensure valid and reliable input. Using data-driven decision-making, these assessments identify THIRA priorities, as well as training and exercise gaps, which inform the development of the Multiyear Integrated Preparedness Plan (IPP).

The Training Officer is responsible for the development and maintenance of the North Dakota Department of Emergency Services (NDDDES) Integrated Preparedness Plan. Officials from the ND Governor's Office, lead state agencies or their designee(s), the local emergency management community, emergency response personnel, local county and city officials, and other response and recovery partners are invited to participate in the planning process

through needs assessments and stakeholder meetings. The resulting plan is intended to address the common prioritized training and exercise needs of this group as well as the public. The plan is developed utilizing a structured planning process:

- Identify training priorities.
- Identify resources and resource limitations.
- Establish a training and exercise schedule.
- Evaluate and revise as needed.

Program Evaluation

The ND Department of Emergency Services Multi-year IPP is a living document that is updated and refined at least annually or more frequently as necessary. Updates/revisions will be based on tri-annual (or more frequently if determined beneficial) needs assessment, outcome stakeholder processes, class evaluations, exercise after action reports, state and federal legislative changes, policy/strategic plan changes, just in time training needs, and budgetary limitations.

The North Dakota Multiyear IPP is the roadmap for North Dakota to prepare for the mission areas described in the National Preparedness Goal. The State of North Dakota is pursuing a coordinated homeland security strategy that combines enhanced planning, new equipment purchases, innovative training, and realistic exercises to strengthen North Dakota's emergency prevention, protection, mitigation, response, and recovery capabilities. Training and exercises play a crucial role in this strategy, providing North Dakota with a means of attaining, practicing, validating, and improving new capabilities. For that reason, this IPP is based on the ND THIRA and enhanced Hazard Mitigation Plan. Key state agencies, local emergency management, non-governmental organizations, and private partners have invested many hours in these processes. The results of that activity, along with class evaluations, emergency management performance grant (EMPG) requirements, and NDDDES internal staff needs provide the basis of our integrated preparedness plan.

The State's training and exercise programs are administered by the North Dakota Department of Emergency Services, Division of Homeland Security, in coordination with the state agencies that are assigned in the State Emergency Operations Plan. The training and exercise agenda described in this plan is based on ND identified needs; however, training events are open to all personnel with emergency prevention, protection, mitigation, response, and recovery roles including internal and external stakeholders as well as neighboring jurisdictions*. It is recognized that throughout the course of time, priorities may change because of new threats and hazards or new direction from elected and appointed officials. These new or changed priorities will often result in changes to the training and exercise schedule. The plan helps prepare North Dakota to optimally address the natural, adversarial, and technological hazards that it faces. Engaging the whole community in training and exercises allows all parties to evaluate their capabilities and, therefore, improve on their level of preparedness. This plan considers the effects of natural and technological hazards, and adversarial threats, as identified in the State Emergency Operations Plan

(SEOP) and supporting documents. This plan analyzes the impacts of these hazards and threats, and actions required to continue essential services and ensure public safety.

The COVID-19 pandemic resulted in many cancelled training classes and exercise events, and the annual IPPW. As a result, NDDDES has offered virtual classes through our FEMA training partners, converted classes and tabletop exercises to a virtual format, and utilized alternate methods of assessment such as participation in regional meetings, surveys, and THIRA results in the development of this IPP. As of the Summer of 2021, in-person training has resumed, with precautions in place depending on the state of the pandemic. Hybrid in-person/virtual instructional formats are also being developed.

Maintenance & Revision

This document will be evaluated for accuracy of policies and procedures; and for continued applicability of the training and exercise schedule to current identified needs at least annually. The Training Officer is responsible for evaluating this training and exercise plan during the first quarter of each federal fiscal year.

Throughout the year the planned training and exercise schedule is maintained by the Training and Exercise staff. Prior to each scheduled event, the training and exercise staff determines the feasibility of providing planned events based on the occurrence of real emergency/disaster incidents and changing situations. At least annually, during the first quarter of each federal fiscal year, Training and Exercise staff will maintain the Integrated Preparedness Plan by reviewing the document, identifying any changes needed, and extending the contents to include the next calendar year, thus maintaining a three-year projection.

The review and revision process will reflect new needs, align with updated threat and hazard priorities, and address policy and procedures changes that may have occurred based on identified and implemented improvement actions. The updated plan will include a three-year period from the date of revision.

Upon completion, the revised Integrated Preparedness Plan is submitted for review in accordance with department Plan Development and Maintenance Policy for Emergency Management Plans. On approval, the updated Integrated Preparedness Plan is posted to the North Dakota Department of Emergency Services website and submitted to Region VIII training and exercise staff.

PREPAREDNESS ACTIVITY CONSIDERATIONS

We have fully integrated our Training and Exercise planning process with the Hazard Mitigation Plan and THIRA process. Identified stakeholders provide recommendations for the Hazard Mitigation Plan, Integrated Preparedness Plan and THIRA.

The most recent needs assessment was conducted during an Integrated Preparedness Plan Workshop (IPPW) held October 2024. Invited participants included key public officials which include Emergency Managers, National Weather Service, NDDDES Regional Coordinators, ND Emergency Management Association Board Members, FEMA Region VIII representatives, ND National Guard, state agency leaders, and the ND Governor's Office.

Participants were briefed on the State Preparedness Report outcomes, training & exercise events, and identified after action improvement plans from the previous year. Participants completed an in-depth survey to define hazards/threats, and priority core capabilities to be addressed through training and/or exercise events in the coming year. Workgroups also provided recommendations on exercise scenarios and specific training and exercise objectives.

Threats, Hazards, and Risks

Workgroups from the IPPW identified the following natural & technological hazards, and adversarial threats in order of frequency for North Dakota:

Cyber Attack

Increasing reliance on digital infrastructure and disparities in resources across jurisdictions.

Key risks include disruption of critical services, ransomware incidents, and gaps in cybersecurity awareness.

Hazardous Materials (HazMat) Incidents

Risks from transportation and storage of chemicals, agricultural materials, and oil.

Importance of training responders for HazMat awareness and managing industrial spills.

Flooding

Recurring flooding in areas such as the Red River Valley.

Key risks include infrastructure damage, agricultural loss, and displacement of residents.

Infectious Disease

Concerns about public health emergencies and their strain on medical resources and healthcare systems.

Transportation Incidents

Accidents involving mass transit or freight, including those carrying hazardous materials.

Challenges in coordination during large-scale accidents.

Medical Risk

Limited healthcare resources in rural areas to manage large-scale medical emergencies.

Fire (Including Wildfires)

Increasing wildfire frequency and intensity, exacerbated by drought conditions and volunteer firefighter shortages.

Importance of community fire protection plans and interagency coordination.

Drought

Significant impact on agriculture, water resources, and fire risk.

Terrorism

Potential for targeted attacks on critical infrastructure or public events.

Includes risks from domestic and international actors.

Election Security

Concerns about the integrity of voting systems and potential disruptions from cyber threats.

Geologic/Sloughing Hazards

Ground instability affecting infrastructure and transportation systems.

Space Weather

Risks include disruption of communications, power systems, and other critical services due to solar storms.

Dam Failure

Potential catastrophic flooding and downstream impacts from dam breaches.

Civil Disturbance

Risks related to large-scale protests, riots, or civil unrest that could impact public safety and critical infrastructure.

Capability Assessments, Corrective Actions, and Improvement Plans

Workgroups identified training and exercise gaps in following core capabilities:

1. Operational Communications**
2. Operational Coordination**
3. Planning**
4. Public Information and Warning**
5. Cybersecurity**
6. Community Resilience**
7. Environmental Response, Health and Safety

***Indicates a correlation to national priorities identified in the 2024 Emergency Management Performance Grant Program Notice of Funding Opportunity.*

External Sources and Requirements

The North Dakota Department of Emergency Services coordinates a training and exercise program to prepare emergency management and emergency responders [including, but not limited to, law enforcement, fire services, emergency medical services, public health, healthcare providers, volunteer organizations, NDDDES Reserve Corps Team, whole community partners providing critical infrastructure services, and other state agencies] to manage a variety of natural, technological, and adversarial threats throughout all five mission areas—prevention, protection, mitigation, response, and recovery. We strive to accomplish this goal with the following objectives:

- Maintain a constant state of evaluation of capabilities and assessment of training and exercise needs through regular needs assessment surveys, class evaluations, stakeholder processes, verbal feedback/training requests, internal and external requirements, mandates, and deficiencies identified in the corrective action process.
- Coordinate and facilitate training opportunities to address identified learning needs and capability gaps, utilizing on-line classes, state provided classes, bordering states' classes, and classes provided by National Domestic Preparedness Consortium and/or Rural Domestic Preparedness Consortium.
- Provide a standardized orientation program with job specific requirements for NDDDES employees.
- Provide exercises to regularly test the skills and abilities of state personnel, as well as the plans, policies, procedures, equipment, and facilities of state agencies.
- Manage an improvement process based on lessons learned in the evaluation of exercises and real events.
- Ensure state instructors are knowledgeable in principles of adult education and subject matter experts in the course content they are presenting.

Beginning in 2018 and continuing to the present, NDDDES is fully integrating Preparedness Section activities with the mitigation hazard identification and THIRA processes. A series of meetings with a core group of whole community stakeholders participate in multiple

meetings and group activities to identify and prioritize hazards, planning and operational gaps, and training and exercise needs.

How the Identified Training is aligned

The recommended training courses align with North Dakota's preparedness priorities by addressing specific skills and knowledge gaps identified in the THIRA and regional risk assessments.

For *Mass Casualty* scenarios, courses like MGT-348 and PER-211 enhance responder readiness for complex incidents, such as transportation accidents or CBRNE events, which are high-risk scenarios for the state.

Cyber Attack training focuses on building foundational knowledge (AWR-136) and advanced capabilities (MGT-385) for protecting critical infrastructure and responding effectively to evolving cyber threats.

Training for *Severe Storms* (e.g., G-271) and *Flooding* (e.g., L-273) equips emergency managers with tools to mitigate and respond to frequent weather-related emergencies while enhancing community resilience.

For *Wildfire*, courses like S-130/190 provide essential fire behavior and suppression training, addressing the increased wildfire risks in rural and urban-interface areas.

Finally, *Hazardous Material Incident* training, such as PER-211 and H-402, ensures responders are prepared to manage chemical spills and other hazardous events safely and effectively.

These courses collectively support the development of robust emergency management capabilities tailored to the unique challenges facing North Dakota.

How the Identified Exercises are aligned

Each exercise aligns with the FEMA Core Capabilities and the specific risks identified in North Dakota's THIRA and Preparedness Priorities. They were selected to test critical components of response and recovery plans, such as interagency coordination, resource allocation, and public communication, all tailored to address the unique threats and vulnerabilities in the region.

National Qualifications System (NQS) Implementation

As an Emergency Management Performance Grant (EMPG) post-award requirement, North Dakota is currently working through the phased implementation of the NQS, in accordance with National Incident Management System (NIMS) guidelines, as directed by the EMPG Program.

Accreditation Standards and Regulations

NDDES is accredited by the Emergency Management Accreditation Program (EMAP). The most recent accreditation was awarded in 2023 and this IPP is guided by the EMAP Emergency Management Standard.

The Emergency Management Standard is a rigorous yet scalable industry standard for Emergency Management Programs. The Standard is flexible in design so that programs of varying sizes, with different populations, risks, and resources, can use it as a blueprint for improvement and can attain compliance with the Standard. The Standard was collaboratively developed through a series of working groups of emergency management stakeholders from government, business, and other sectors, and continues to evolve to represent the best in emergency management.

PREPAREDNESS PRIORITIES

Overall, the key takeaways from this IPPW are the specific priorities and areas of improvement for each preparedness category, as well as the external sources and requirements that need to be considered for effective preparedness. These highlight the importance of coordination, training, and awareness in addressing various threats and hazards.

Workgroups from the IPPW identified a number of priority items to be considered in preparedness plan development. Based on the above-mentioned considerations, the participants determined the priorities that will be the focus for the multi-year cycle of preparedness via training and exercises conducted in North Dakota are:

- Mass Casualty
- Cyber Attack/Security
- Severe Storms
- Flooding
- Wildfire
- Hazardous Material Incident

Mass Casualty

Mass casualty incidents involve large-scale events that overwhelm local emergency services, such as transportation accidents, industrial disasters, or acts of terrorism.

Corresponding Capabilities:

- **Public Health, Healthcare, and Emergency Medical Services**
Essential for rapid medical response, triage, and treatment during large-scale emergencies involving mass casualties.
- **Fatality Management Services**
Required to handle human remains respectfully and efficiently while preserving evidence for legal and forensic purposes.
- **Operational Coordination**
Facilitates collaboration among EMS, hospitals, law enforcement, and other agencies to ensure a unified response.
- **Situational Assessment**
Provides real-time data on casualties, resource availability, and operational needs to inform decision-making.
- **Planning**
Ensures detailed protocols are in place for mass casualty events, including surge capacity and resource allocation.

Rationale:

North Dakota's vast rural areas present unique challenges in resource availability and rapid response times. The threat of large-scale transportation accidents or community events highlights the need for strong mutual aid agreements and regional partnerships to ensure effective response efforts.

Supporting Training Courses:

- **MGT-348: Medical Preparedness and Response to Bombing Incidents**
Focuses on preparedness and response strategies for incidents involving explosive devices, which align with the need for mass casualty incident management in scenarios such as terrorist attacks or industrial explosions.
- **PER-211: Medical Management of CBRNE Events**
Trains responders to manage chemical, biological, radiological, nuclear, and explosive incidents, which are often the cause of mass casualty situations.
- **MGT-439: Pediatric Disaster Response and Emergency Preparedness**

Addresses the unique needs of children in disasters, ensuring mass casualty plans account for vulnerable populations.

- **MGT-409: Community Healthcare Planning and Response to Disasters**
Emphasizes the integration of healthcare resources in disaster response, essential for managing casualties in large-scale emergencies.
- **PER-320: Personal Protective Measures for Biological Events**
Enhances responder safety during biological events that may result in mass casualties, such as pandemics or biological attacks.

Supporting Exercises:

- **Full-Scale Exercise: Mass Casualty Incident from a Transportation Accident**
Simulates a large-scale crash (e.g., bus or train), testing coordination between EMS, hospitals, law enforcement, and public health.
- **Tabletop Exercise: Community Event with Mass Casualty Implications**
Evaluates emergency response plans for public events (e.g., concerts or sports), focusing on crowd control and triage.
- **Functional Exercise: Regional Hospital Surge Capacity**
Tests hospital readiness to handle a sudden influx of patients.

Cyber Attack/Security

Involves evaluating current capability gaps, threat awareness, and exercise and training for continuity of operations. External sources and requirements for Cyber Security preparedness include compliance with CISA (Cybersecurity and Infrastructure Security Agency) standards and regulations.

Corresponding Capabilities:

- **Cybersecurity**
Directly addresses the prevention, detection, and mitigation of cyber incidents targeting critical infrastructure.
- **Intelligence and Information Sharing**
Facilitates the sharing of threat intelligence across jurisdictions and agencies to preempt cyber threats.
- **Operational Coordination**
Supports collaboration between IT teams, emergency managers, and leadership during incident response.
- **Risk Management for Protection Programs and Activities**
Helps prioritize and safeguard the most critical assets, ensuring continuity of operations.
- **Situational Assessment**
Provides a clear understanding of the impact of cyber incidents on services and infrastructure.

Rationale:

With increasing reliance on digital infrastructure, North Dakota's economy and services are highly vulnerable to cyber threats, particularly targeting large jurisdictions with more complex networks. Smaller jurisdictions face challenges due to limited financial and technical resources.

Supporting Training Courses:

- **MGT-384: Community Preparedness for Cyber Incidents**
Teaches communities to prepare for and recover from cyber disruptions, aligning with the priority to protect critical infrastructure from cyber threats.
- **AWR-136: Essentials of Community Cybersecurity**
Provides foundational knowledge of cybersecurity, essential for increasing awareness and preparedness at the local level.
- **MGT-385: Community Cybersecurity Exercise Planning**

Equips planners with tools to develop cyber-specific exercises, validating response capabilities and addressing gaps.

- MGT-456: Integrating Cybersecurity into Emergency Management

Guides emergency managers in incorporating cybersecurity into broader disaster preparedness plans.

- PER-371: Cybersecurity Incident Response for IT Personnel

Enhances technical response capabilities, crucial for mitigating and recovering from cyberattacks on critical systems.

Supporting Exercises:

- Tabletop Exercise: Ransomware Attack on Local Government

Evaluates incident response and recovery strategies for local governments and critical services.

- Functional Exercise: Cyber-Physical Attack on Critical Infrastructure

Tests response coordination between IT and operational teams for sectors like power or water.

- Cybersecurity Workshop: Localized Phishing Attack Simulation

Enhances local employees' ability to recognize and report phishing attempts.

- Simulation: Cyber Response Game

Interactive scenario demonstrating cascading impacts of cyber failures on essential services.

Severe Storms

Preparedness prioritizes community resilience and dam failure tasks. Key areas of improvement include communication trainings for Public Information Officers (PIOs), ICS (Incident Command System) trainings for flood responders, and exercises with various agencies. External sources and requirements for Flooding preparedness include coordination with NWS (National Weather Service), USGS (United States Geological Survey), and USACE (United States Army Corps of Engineers).

Corresponding Capabilities:

- **Community Resilience**
Builds local capacity to prepare for, respond to, and recover from severe weather impacts.
- **Infrastructure Systems**
Ensures that critical infrastructure like power, water, and transportation can withstand and recover from storm damage.
- **Mass Care Services**
Provides emergency shelter, food, and resources to displaced individuals during severe weather events.
- **Situational Assessment**
Offers a comprehensive view of storm impacts to prioritize response efforts effectively.
- **Operational Coordination**
Enables seamless cooperation among first responders, utility companies, and emergency managers.

Rationale:

North Dakota frequently experiences severe weather events that result in power outages, structural damage, and transportation disruptions. Rural and underserved populations, including those in manufactured homes, are particularly vulnerable.

Supporting Training Courses:

- **G-271: Hazardous Weather and Flooding Preparedness**
Provides training on severe weather hazards and response strategies, directly applicable to North Dakota's severe weather risks.
- **L-146: Homeland Security Exercise and Evaluation Program (HSEEP)**
Helps develop and evaluate exercises, ensuring preparedness for severe storms and associated impacts.

- **G-393: Mitigation for Emergency Managers**
Focuses on reducing the long-term risks associated with severe weather events, such as strengthening infrastructure resilience.
- **G-318: Local Mitigation Planning**
Guides local jurisdictions in creating plans to mitigate severe weather impacts, improving community resilience.

Supporting Exercises:

- **Tabletop Exercise: Tornado Response in Rural Communities**
Assesses the ability to alert and assist isolated populations effectively.
- **Full-Scale Exercise: Winter Storm with Prolonged Power Outage**
Tests sheltering capabilities and critical infrastructure recovery efforts.
- **Functional Exercise: Multi-Jurisdictional Debris Management**
Focuses on debris clearance coordination and resource sharing.

Flooding

Preparedness prioritizes community resilience and dam failure tasks. Key areas of improvement include communication trainings for Public Information Officers (PIOs), ICS (Incident Command System) trainings for flood responders, and exercises with various agencies. External sources and requirements for Flooding preparedness include coordination with NWS (National Weather Service), USGS (United States Geological Survey), and USACE (United States Army Corps of Engineers).

Corresponding Capabilities:

- **Natural and Cultural Resources**
Focuses on protecting and restoring ecosystems and cultural assets affected by flooding.
- **Community Resilience**
Strengthens community capacity to adapt to recurring flooding and reduce long-term impacts.
- **Infrastructure Systems**
Addresses the protection and restoration of critical systems like levees, roads, and water treatment facilities.
- **Risk and Disaster Resilience Assessment**
Informs floodplain management and mitigation planning by identifying vulnerabilities.
- **Operational Coordination**
Ensures effective collaboration between local, state, and federal entities during flood response.

Rationale:

Flood training is crucial as it prepares responders to effectively mitigate the impacts of flooding events, which can cause widespread damage and disruption. This training equips responders with the knowledge and skills needed to assess flood risks, implement flood preparedness measures, and respond swiftly and safely during flooding incidents. Understanding flood dynamics, such as river behavior and floodplain mapping, helps responders make informed decisions to protect lives and property. Additionally, flood training enhances coordination among agencies and organizations involved in flood response and recovery efforts, ensuring a cohesive and effective response to flood events. By investing in flood training, we can better prepare communities for flooding, reduce risks, and enhance overall resilience to flooding disasters.

Supporting Training Courses:

- L-273: Managing Floodplain Development through the NFIP

Provides tools to manage flood risks through effective floodplain management, directly reducing flooding impacts.

- **E-194: Advanced Floodplain Management Concepts**
Offers advanced strategies for flood mitigation, essential for reducing vulnerability in flood-prone areas.
- **MGT-381: Business Continuity Planning for Rural Communities**
Prepares rural areas to maintain operations during flooding, ensuring community resilience.
- **G-318: Local Mitigation Planning**
Teaches local jurisdictions how to reduce flood risks through planning and mitigation efforts.
- **PER-304: Social Media for Natural Disaster Response and Recovery**
Enhances public communication during flooding, critical for timely warnings and updates.

Supporting Exercises:

- **Tabletop exercises simulating dam failure/Flash Flood Evacuation in High-Risk Areas**
Tests evacuation protocols and public warning systems in flood-prone zones.
- **Functional Exercise: Levee Breach and Emergency Repairs**
Simulates rapid response efforts for levee failures.
- **GIS-Based Drill: Flood Damage Assessment**
Improves capability to collect and share flood impact data for recovery efforts.
- **Full-Scale Exercise: Community Shelter Activation for Flood Victims**
Validates sheltering plans, including resource allocation and staffing.

Wildfire

The key areas of improvement include the integration of regional Hazmat teams with CST (Chemical, Biological, Radiological, Nuclear, and Explosive) teams, training and awareness for rural volunteers, and public awareness of Hazmat risks. The external sources and requirements for Hazmat preparedness include compliance with OSHA, EPA, and NEPA regulations, as well as coordination with pipeline companies for exercises and training.

Corresponding Capabilities:

- **Fire Management and Suppression**
Provides the foundation for responding to wildfires, including extinguishment and containment.
- **Community Resilience**
Helps communities prepare for and mitigate wildfire risks, reducing the potential for loss.
- **Natural and Cultural Resources**
Ensures strategies are in place to protect wildlife habitats, forests, and cultural sites during wildfires.
- **Risk Management for Protection Programs and Activities**
Supports the identification and prioritization of wildfire-prone areas for mitigation activities.
- **Operational Coordination**
Brings together fire departments, emergency managers, and other stakeholders to manage wildfire response.

Rationale:

This training ensures that responders can quickly identify hazardous materials, assess risks, and implement appropriate control measures to protect themselves, the public, and the environment. By understanding how to properly handle, store, and dispose of hazardous materials, responders can mitigate the potential impacts of a hazmat incident, including injuries, environmental damage, and community disruption. Additionally, hazmat training promotes interagency coordination and collaboration, enabling FEMA and its partners to work together seamlessly in response to hazmat incidents, ultimately enhancing overall response capabilities and the ability to save lives and protect property response to hazmat incidents, ultimately enhancing overall response capabilities and the ability to save lives and protect property.

Supporting Training Courses:

- S-130/190: Basic Wildland Firefighter Training

Provides foundational knowledge for responding to wildfires, ensuring responders understand fire behavior and suppression tactics.

- **L-280: Followership to Leadership**
Develops leadership skills for those managing wildfire response teams, ensuring effective command and control.
- **MGT-381: Business Continuity Planning for Rural Communities**
Prepares communities to maintain essential functions during wildfires, minimizing economic and social disruption.
- **S-290: Intermediate Wildland Fire Behavior**
Expands on fire behavior concepts, improving strategic planning and tactical response.
- **G-290: Basic Public Information Officer Course**
Enhances communication capabilities during wildfire incidents, ensuring the public receives timely and accurate information.

Supporting Exercises:

- **Full-Scale Exercise: Wildland-Urban Interface Fire Evacuation**
Tests evacuation and resource deployment strategies in at-risk communities.
- **Tabletop Exercise: Wildfire Suppression Resource Allocation**
Evaluates decision-making processes for assigning firefighting resources during high-demand situations.
- **Functional Exercise: Firefighter HazMat Awareness in Oil Fields**
Addresses the risk of encountering hazardous materials during wildfire response in industrial areas.

Hazardous Material Incident

The key areas of improvement include the integration of regional Hazmat teams with CST (Chemical, Biological, Radiological, Nuclear, and Explosive) teams, training and awareness for rural volunteers, and public awareness of Hazmat risks. The external sources and requirements for Hazmat preparedness include compliance with OSHA, EPA, and NEPA regulations, as well as coordination with pipeline companies for exercises and training.

Corresponding Capabilities:

- **Environmental Response/Health and Safety**
Ensures responders can safely mitigate and manage hazardous material releases to protect public health.
- **Public Health, Healthcare, and Emergency Medical Services**
Provides medical care and monitoring for individuals exposed to hazardous substances.
- **Risk Management for Protection Programs and Activities**
Identifies and mitigates risks associated with the storage and transportation of hazardous materials.
- **Operational Coordination**
Ensures a unified response among fire, police, and HazMat teams during chemical incidents.
- **Situational Assessment**
Provides critical information on the type, scale, and impact of hazardous material releases to inform decision-making.

Rationale:

This training ensures that responders can quickly identify hazardous materials, assess risks, and implement appropriate control measures to protect themselves, the public, and the environment. By understanding how to properly handle, store, and dispose of hazardous materials, responders can mitigate the potential impacts of a hazmat incident, including injuries, environmental damage, and community disruption. Additionally, hazmat training promotes interagency coordination and collaboration, enabling FEMA and its partners to work together seamlessly in response to hazmat incidents, ultimately enhancing overall response capabilities and the ability to save lives and protect property response to hazmat incidents, ultimately enhancing overall response capabilities and the ability to save lives and protect property.

Supporting Training Courses:

- PER-211: Medical Management of CBRNE Incidents

Focuses on medical response to hazardous material releases, critical for protecting public health during such incidents.

- MGT-335: Event Security Planning for Public Safety Professionals

Includes considerations for hazardous materials in event planning, reducing risks at public gatherings.

- H-402: Hazardous Materials Incident Management

Provides responders with the skills to effectively manage HazMat incidents, ensuring public safety and environmental protection.

- PER-318: Preventive Radiological/Nuclear Detection Team Operations

Enhances capabilities for detecting and responding to radiological or nuclear threats, a subset of hazardous material incidents.

- PER-222: Public Safety CBRNE Response Sampling Techniques

Trains responders in safe and effective sampling techniques during hazardous material incidents, ensuring proper containment and analysis.

Supporting Exercises:

- Full-Scale Exercise: Pipeline Rupture and Hazardous Material Spill

Tests multi-agency coordination for containment, cleanup, and public safety.

- Functional Exercise: Shelter-in-Place Order Following a Chemical Spill

Assesses public communication strategies and compliance with sheltering directives.

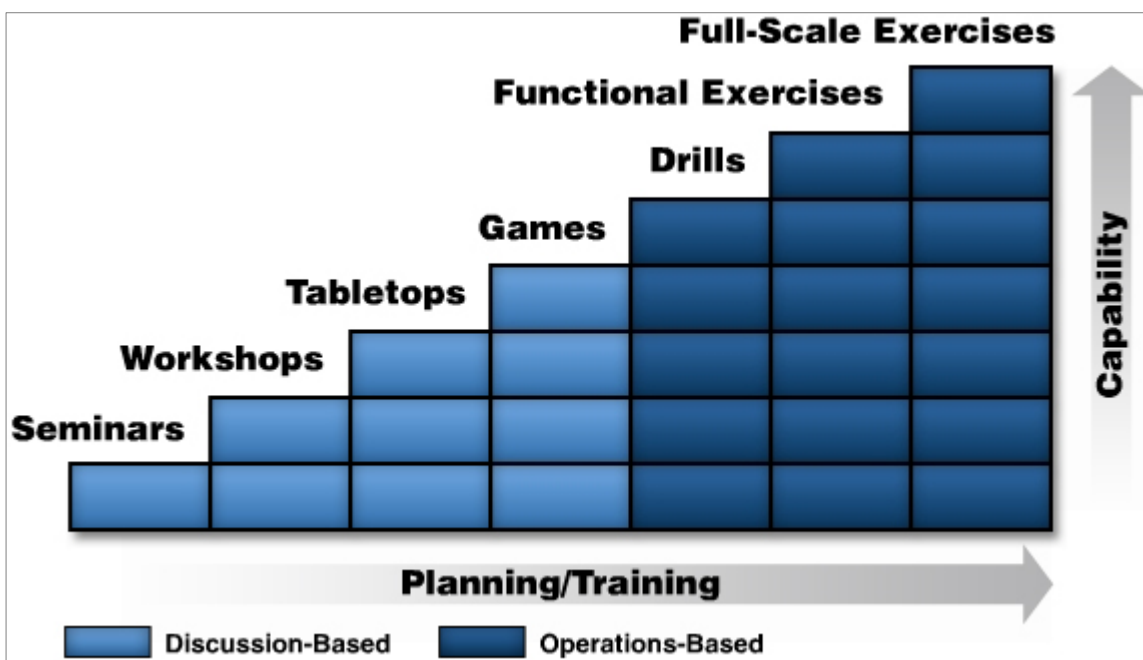
- Tabletop Exercise: Industrial Facility Chemical Leak

Focuses on decision-making for facility managers and emergency responders.

PROGRAM REPORTING

Methodology and Tracking

All planned exercises will be developed by using the priorities and core capabilities described in the Preparedness Priorities section. The building block method of exercise design will also be followed, as described in IS-120.c, An Introduction to Exercises.



Depending on the type and extent of each exercise, independent evaluators, and/or participants will provide exercise evaluations. When independent evaluators are used, they will fill out provided Exercise Evaluation Guides. Feedback from agency officials, evaluators, participant surveys, hot washes, and Exercise Evaluation Guides will then be compiled and collated. An After-Action Report/Improvement Plan will then be written and filed after each exercise, in accordance with HSEEP recommendations.

NDDDES POLICIES & PROCEDURES FOR TRAINING & EXERCISES

The NDDDES Training and Exercise Program prepares Emergency Management and Response personnel to manage a variety of natural, technological, and adversarial threats. To meet that mission, consistent and valid process are in place to ensure an equitable experience for everyone involved in our programs.

1. NDDDES will maintain records of all classes and exercises it sponsors. Class files include a class/course description, date of class, and roster of students successfully

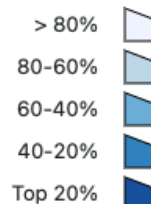
completing the training. In addition, NDDDES maintains a computer data base of individual student training records to include NDDDES sponsored classes and select FEMA Independent Study classes. Participants are encouraged to complete evaluations following every class and exercise. Copies of course evaluations are maintained in electronic files. Students and local emergency response agencies are expected to maintain their own training records. Training records for state sponsored classes are kept for a minimum of 6 years.

2. Exercise after action reports include an Improvement Plan. Improvement plan activities are identified as “high”, “medium” or “low” priority based on the impact on life safety, incident stabilization, and property protection; as well as the correlation to core capability priorities identified in the ND THIRA. Improvement plan progress is assessed and documented throughout the year. The Exercise Officer is responsible for monitoring the Improvement Plan.
3. Registration for ND Department of Emergency Services sponsored classes is available on our website at <https://des.nd.gov/training>
4. Registrations should be submitted at least two weeks prior to the start date to assure that printed materials are available for all participants. However, if space is available, ND Department of Emergency Services will be flexible in accepting late registrations.
5. Applications to the Emergency Management Institute, the Center for Domestic Preparedness, and other National Domestic Preparedness Consortium schools are accepted up to two weeks prior to the course start date, however; space may be limited, and courses often fill in advance. Therefore, applications should be submitted as soon as possible to ensure enrollment. Additional information on the National Domestic Preparedness Consortium schools is provided in subsequent sections of this document.
6. A FEMA Student Identification (SID) number is a unique number generated and assigned to anyone who needs or is required to take training provided by a FEMA organization. The FEMA SID uniquely identifies an individual throughout the FEMA organization and all its agencies. A FEMA SID is required to register for and participate in any training provided by FEMA agencies. Register for FEMA student ID at <https://cdp.dhs.gov/femasid/>. A FEMA SID will be required to register for any classes sponsored, hosted, or conducted by NDDDES.
7. Programs are scheduled to present the maximum amount of information in the shortest period of time. Participants must attend a minimum of 80% of the scheduled class time to be eligible to take the final exam and/or receive a certificate of completion. Participants who miss class time may be required to complete additional assignments to demonstrate knowledge or skills required for successful class completion.
8. The North Dakota Department of Emergency Services will obtain approval of select classes for education credit from The North Dakota Commission on Peace Officer Standards and Training (P.O.S.T.) and North Dakota Department of Health.

9. Every effort is made to provide courses that address the needs of emergency managers and emergency responders. However, a minimum number of participants may be required for courses. In addition, an active emergency response involving key training staff or expected participants will take precedence over training. Therefore, NDDDES reserves the right to cancel any event. All applicants will be notified promptly of any re-scheduled or cancelled courses.
10. Students that must cancel course attendance should notify NDDDES of the cancellation as soon as possible so that others may be admitted to the class.
11. Local, tribal, and state law enforcement, fire services, emergency medical services, public health, the NDDDES Reserve Corps, and other related local, tribal, and state government agencies are eligible to participate at no cost.
12. Eligible participants who live or work in North Dakota and travel more than 50 miles to attend training/exercise events may be reimbursed the cost of lodging and per diem at state rates. NDDDES does not reimburse mileage.
13. Participants from other organizations/private sector may be placed on a waiting list and allowed to attend at no cost if space permits after registration is closed. These participants will not be reimbursed for any costs associated with their attendance.
14. Electronic copies of course materials (student manuals, activity worksheets, etc.) will normally be provided, printed materials may be very limited in availability. Students should be prepared to use an appropriate electronic device to participate in classroom activities.
15. Class Rescheduling
 - a. Minimum Enrollment: If fewer than ten (10) students are registered thirty-six (36) hours before the scheduled class start time, the class may be postponed and rescheduled to a later date.
 - b. Weather-Related Rescheduling: In the event of inclement weather or hazardous conditions that could affect safe travel to the training site, a decision will be made thirty-six (36) hours prior to the class start time. If conditions warrant, the class may be postponed and rescheduled for the safety of all participants.
 - c. Efforts will be made to notify students promptly in all cases.

NDDDES PANDEMIC GUIDELINES FOR TRAINING & EXERCISES

NDDDES uses the Pandemic Vulnerability Index (PVI) by the National Institutes of Health for COVID-19 and identified risks in the county where the class is held. If the rank in the county location is within:



Top 20% - All NDDDES Training and Exercise activities will be canceled and rescheduled for a later date.

40 – 20% - All classes and exercises will be conducted virtually only.

- Classes and exercises that must be done in person (ex. drills, functional, and full-scale exercises) will be canceled and rescheduled for a later date.
- Microsoft Teams will be the preferred virtual/remote platform; however, other systems or methods may be used as needed.

60 – 40% - Classes and exercises will be conducted with a virtual option. Face-to-Face (F2F) participation will be allowed only if all below requirements can be met.

- Reasonable effort to conduct classes and exercises in the largest venue available.
- Registration is limited to 50% occupancy of the venue but no more than 30 persons.
- Students will be screened daily with temperature check and declaration of being symptom free. Students that exhibit respiratory symptoms may be dismissed.
- Students will be physically spaced 6 ft. apart.
- Hand sanitizer will be provided for each table and break area.
- High touch areas such as coffee dispensers will be frequently disinfected.

80 – 60% - Classes and exercises may be conducted with a virtual option. Face-to-Face (F2F) participation will be allowed only if all below requirements can be met.

- Reasonable effort to conduct classes and exercises in the largest venue available.
- Registration is limited to 75% occupancy of the venue but no more than 40 persons.
- Students will be screened daily with temperature check and declaration of being symptom free. Students that exhibit respiratory symptoms may be dismissed.
- Students will be physically spaced 6 ft. apart.
- Hand sanitizer will be provided for each table and break area.
- High touch areas such as coffee dispensers will be frequently disinfected.

>80% - Normal occupancy and activities may take place.

- Heightened cleaning, standard precautions, and awareness of health guidelines will be followed.
- Students that exhibit respiratory symptoms may be dismissed.

NDDES MULTI-YEAR TRAINING SCHEDULE 2025

Calendar Grant Quarter	Jan 1 - March 31 2 (FY 25)	Apr 1 - Jun 30 3 (FY 25)	July 1 - Sep 30 4 (FY 25)	Oct 1 - Dec 31 1 (FY 26)
Basic Academy	-L0101 Foundations of Emergency Management	-L0102 Science of Disasters: Feb 2024	-L0103/G0235 Planning: Emergency Operations -L0105 Public Information Basics	- L0146 (L0104) Exercise Design (HSEEP)
Critical Transportation	-AWR-347Emergency Transportation Operations			
Cyber Security		-MGT465 Recovering from Cybersecurity Incidents	-MGT 384 Community Preparedness for Cyber Incidents	
Economic Recovery	G 270.4 Recovery from Disaster—The Local Government Role			
Operational Coordination	- G191 Emergency Operations Center/Incident Command System Interface	- G-958 Operations Section Chief	-AWR-232: Planning for Hazmat Incidents	WebEOC Training: On-going upon request
Planning	-ICS 300: Intermediate Incident Command System for Expanding Incidents -ICS 400: Advanced Incident Command System for Command and General Staff Complex Incidents		-ICS 300: Intermediate Incident Command System for Expanding Incidents -ICS 400: Advanced Incident Command System for Command and General Staff Complex Incidents	
Mass Search and Rescue			PER 213 Wide Area Search and Rescue	
Public Information and Warning			L388 Advance Public Information Officer	
Environmental Response Health and Safety		PER 212 Operational Level Response to HazMat/WMD Incidents: May 2023		- Mail Handling Training and Exercise - PER 272 Emergency Responder Hazardous Materials Technician for CBRNE Incidents
Community Resilience		- L 213 Unified Hazard Mitigation Grant Assistance: Application Review and Evaluation	- L 214 Unified Hazard Mitigation Grant Assistance: Project Implementation and Closeout	-MGT 381 Business Continuity Planning

NDDES MULTI-YEAR TRAINING SCHEDULE 2026

Calendar Grant Quarter	Jan 1 - March 31 2 (FY 26)	Apr 1 - Jun 30 3 (FY 26)	July 1 - Sep 30 4 (FY 26)	Oct 1 - Dec 31 1 (FY 27)
Basic Academy	-LO101 Foundations of Emergency Management	-LO102 Science of Disasters: Feb 2024	-LO103/G0235 Planning: Emergency Operations -LO105 Public Information Basics	- L0146 (L0104) Exercise Design (HSEEP)
Environmental Response/Health and Safety				-Mail Handling Training and Exercise
Infrastructure Systems	-AWR-328: Pipeline Emergencies			
Operational Communications				
Operational Coordination		G-962: Planning Section Chief		-Group Facilitation -Introduction to ND Emergency Services
Planning	-ICS 300: Intermediate Incident Command System for Expanding Incidents -ICS 400: Advanced Incident Command System for Command and General Staff Complex Incidents	-ICS 300: Intermediate Incident Command System for Expanding Incidents -ICS 400: Advanced Incident Command System for Command and General Staff Complex Incidents	--L/G-131: Developing and Maintaining Emergency Operations Plans	
Public Information & Warning			--AWR-362: Opioid Overdose Response	--PER-304: Social Media for Natural Disaster Response & Recovery
Risk and Disaster Resilience Assessment				
Supply Chain Integrity & Security				

NDDES MULTI-YEAR TRAINING SCHEDULE 2027

Calendar Grant Quarter	Jan 1 - March 31 2 (FY 27)	Apr 1 - Jun 30 3 (FY 27)	July 1 - Sep 30 4 (FY 27)	Oct 1 - Dec 31 1 (FY 28)
Basic Academy	-L0101 Foundations of Emergency Management	-L0102 Science of Disasters: Feb 2024	-L0103/G0235 Planning: Emergency Operations -L0105 Public Information Basics	- L0146 (L0104) Exercise Design (HSEEP)
Environmental Response/Health and Safety		PER-320: Personal Protective Measures for Biological Events		-Mail Handling Training and Exercise
Operational Coordination	-Group Facilitation -ICS 300: Intermediate Incident Command System for Expanding Incidents -ICS 400: Advanced Incident Command System for Command and General Staff Complex Incidents	PER-294: Testing an Emergency Operations Plan in a Rural EOC	-ICS 300: Intermediate Incident Command System for Expanding Incidents -ICS 400: Advanced Incident Command System for Command and General Staff Complex Incidents	-Group Facilitation -Introduction to ND Emergency Services
Planning	G-318: Local Mitigation Planning	MGT-381: Business Continuity Planning for Rural Communities	MGT-409: Community Healthcare Planning and Response to Disasters	L-273: Managing Floodplain Development through the NFIP
Risk Assessment and Hazard Identification	MGT-384: Community Preparedness for Cyber Incidents		MGT-456: Integrating Cybersecurity into Emergency Management	

Training allocations and scheduling for many courses taught by outside partners can be challenging, many are scheduled well in a year in advance. Courses identified within the current IPP as potential candidates for updated/new priorities may not be available until 2026 or 2027, at which point the training calendar would be updated to reflect the schedule adjustments.

NDDES MULTI-YEAR EXERCISE SCHEDULE 2025

Core Capability	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
Cyber Security			Annual Flood Prep	Annual Flood Prep		Garrison Dam Breach/T						
Operational Communications	Dam Failure Shelterin											
Operational Coordination									Operation Chastise V TTX Emergency Traffic Re-			
Planning												
Public Information and Warning												
Environmental Response/Health and Safety												
Community Resilience												

NDDES MULTI-YEAR EXERCISE SCHEDULE 2026

Core Capability	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec		
Cyber Security			Annual Flood Prep	Annual Flood Prep		Operation Fujita VIII Damage Assessment functional		Aviation Accident MCI/Mass Fatality TTX						
Operational Communications														
Operational Coordination	Operation Fujita VI Urban SAR TTX													
Planning		FMAG Drill												
Public Information and Warning														
Environmental Response/Health and Safety														
Community Resilience														

NDDES MULTI-YEAR EXERCISE SCHEDULE 2027

Core Capability	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov
Cyber Security			Annual Flood Prep	Annual Flood Prep						Fraine Barracks Active Shooter Full Scale	
Operational Communications	Operation Voodoo Cadillac I Cyber TTX										
Operational Coordination						Community HazMat Evacuation TTX					
Planning											
Public Information and Warning											
Environmental Response/Health and Safety											
Community Resilience											