

# SP90 Training Summary and Recommendations

## Overview


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This session focused on required training (new employee, FEMA mandated, EMPG required, etc.) and opportunities to improve training as well as develop career pathways for promotion and professional growth both within our organization and external.

## Findings


The ODEM 90 Day Assessment revealed four (4) total lines of effort relative to Training and Leadership:

- 1) ODEM does not have a consistent hiring process or professional development program for managers to ensure they have training or experience in management and leadership before assuming a leadership role.
- 2) Appointment of team leaders without commensurate leader training is adversely impacting their ability to successfully perform at their assigned level.
- 3) The federal training requirements are onerous as applied across ODEM.
- 4) The EDO/SDO program needs to be replaced.

The EDO/SDO finding was not discussed in this listening session. It is being addressed by entity leadership in a  separate strategic effort.

These findings were not prioritized by participants as these findings are aligned with existing initiatives as well as Governor's priorities with existing deadlines.

## Goals

- 1) Establish a consistent onboarding program for new OEM employees.
- 2) Develop section and/or position specific onboarding programs that support employee  success and professional development in current and future roles of interest at OEM.
- 3) Implement the Oregon State Qualification System within the Emergency Coordination Center and internal OEM training pathways.
- 4) Incorporate training needs and requirements into the ODEM budget building process to establish annual or bi-annual training budgets.

## Objectives

- 1) Develop and, revise as needed, OEM onboarding program and associated materials.
- 2) Establish an OEM Leader development program.
- 3) Revise the OEM Staff and Program Training Plan.
- 4) Revise the OEM Basic Applied Practices Series.
- 5) Develop the Emergency Coordination Center Training Plan.
- 6) Establish a training request review and approval policy and process.

## Recommended Action Plans

- 1) Establish a regular interval to review and update the New Employee Orientation Slides.
- 2) Set a regular cadence for presenting the New Employee Orientation Slides to new and existing OEM employees.
- 3) Establish a workgroup internal to OEM to develop an OEM Leader development program and recommended trainings.
- 4) Assign revisions of the [OEM Staff and Program Training Plan](#), [OEM Basic Applied Practices Series](#), and Emergency Coordination Center Staffing Plan to the Training Specialist.

## Measurable Outcomes

- 1) 100% compliance with the revised OEM Training and Exercise requirements by July 1, 2026.
- 2) One staff member from each section completes the Leader development program by July 1, 2026.
- 3) Enough OEM staff are credentialed by the Oregon State Qualification System to staff and maintain a level 1 ECC Full activation for two weeks by July 1 2027.