



Feedback or Comments: [credentialcoord@caloes.ca.gov](mailto:credentialcoord@caloes.ca.gov)

# Professional Development

Emergency Management | Career Credentialing Track



**Cal OES**  
GOVERNOR'S OFFICE  
OF EMERGENCY SERVICES

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## VISION

The California Office of Emergency Services (Cal OES) in conjunction with the California Specialized Training Institute (CSTI) is proud to implement a new Career Credentialing Track to its Emergency Management Professional Development Program.

This track charts the path for the future of emergency management in California by establishing professional standards and reaffirming the competencies (knowledge, skills, and abilities) needed by all individuals in the field of emergency management (EM). It is the primary objective of this track to provide a comprehensive roadmap for individuals seeking a career in EM; experience practitioners looking to validate and advance their professional capability; and to provide hiring managers with a credentialing standard that they can easily understand and trust.

Features of this track include:

- **Progressive & Accelerated Approach:** Tailor for someone who is new to the field and wants to progressively validate their ability/proficiency to do the work of EM during different levels of a their career, but also for an experience or expert emergency manager who is looking to obtain accreditation/validation for their proficiency in the field.
- **Comprehensive Assessment:** While traditional testing is a component of this track, key distinguishing features include a scenario base approach and professional accomplishment/contribution requirement.
- **Mentorship:** Available for all candidates, and required for experience and expert levels.

The Emergency Management Career Credentialing Track is a user driven process, based on national standards and best practices. The process consists of several elements including:

- Training
- Education
- Work Experience
- Testing
- Validation
  - Professional Contribution

Emergency Management Career Credentials are valid for a period of 5 years and require annual continuing education and validation.

The Cal OES Emergency Management Career Credentialing track has been designed to align with several other State and Federal projects including:

- CalOES Professional Certification Programs
- The FEMA National Emergency Management Basic Academy
- California Incident Command Certification System
- Standardized Emergency Management System (SEMS)
- National Incident Management System (NIMS)
- California Emergency Services Association (CESA) Emergency Management Competency Framework

## OVERVIEW

The need to professionalize and provide standards of proficiency in the field of Emergency Management has become evident. As disasters leave their mark on communities, the public's expectations for the standard of performance of career emergency management personnel have increased. There is a need to ensure that those in the field of EM can lead the way and mitigate, prepare for, respond to and recover from all emergencies. Cal OES' Career Credentialing Track acknowledges this need and supports continual EM capability building in California by setting professional standards and ensuring that candidates vetted through this track are qualified and competent professionals.

## AUDIENCE

This program is relevant to all individuals who perform a role in emergency management in the State of California. This includes full-time, part-time, paid and unpaid personnel at all levels of operation, government, the private sector and non-governmental entities.

The program directly supports the responsibility of local, regional and State agencies in ensuring personnel involved in EM are adequately trained and competent. It provides professional standards, guidelines, reference materials, and recognizes the professional and personal development needs of EM stakeholders.

## PURPOSE

A statewide Career Credentialing Track provides job seekers, EM professionals, and hiring managers a way to identify measures for professional competencies and defines the basic criteria expected of emergency management personnel for effective conduct program management and response/recovery operations.

## FRAMEWORK

The EM Track Framework is made up of two components:

1. Knowledge (Need to know, legislations, theory, etc.)
2. Competencies (Skills and Abilities)

With the primary focus centering on eight integrated and evidence-based competencies that represent the core elements of EM in California. The eight competencies are: 1. Relationship Management 2. Information Management 3. Risk Management 4. Planning 5. Implementation 6. Communication 7. Capability Building 8. Leadership

Each competency is accompanied by observable and measurable indicators described in each of the three credentialing levels in this program. The three levels of proficiency or credentialing that make up this program are: practitioner (entry level), experienced, and expert.

This program framework also allows for the following:

### Learning Standardization

The comprehensive nature of the program allows for its application across a range of organizations. Core candidate competencies have been matched with corresponding and evidence-based training materials and unit standards.

### Career Development

This program details a range of roles common in California, and the knowledge and competencies related to those roles. An individual looking to advance professionally can use this track as a roadmap to identify the necessary competencies and indicators required to progress, either to a different role in a different organization or to a higher role within the same organization.

## Recruitment and retention

Hiring Managers can apply the track's framework to specific EM roles in their organization through the development of:

- Job profiles or descriptions
- Interview questions
- Personnel development plans
- Performance Management Systems
- And Career pathways to assist with recruitment and retention

## PROCESS



CALOES will review submission and follow-up with candidate to schedule a test date. 30 days after test date, candidate will receive a written notice on whether or not they have been awarded a credential. If awarded a credential, a copy of it will be included with award letter. If candidate has failed to demonstrate proficiency for the credentialing level, letter will include a list of improvement items and the name and contact of a mentor who can work with them. All candidates may only submit one application per year per credentialing level. If a candidate's proficiency cannot be validated during this submission, they must wait a year before submitting another application for the same credentialing level.

## POLICY

Participation in the Cal OES Career credentialing track is voluntary. However, credentialing career staff help ensure that personnel possess the minimum knowledge, skills, and ability necessary to execute emergency management activities safely and effectively.

### ***Documentation Standards***

Documentation (i.e. course certificates) submitted to the state Career credentialing track must be issued by any of the following agencies:

- FEMA/DHS
  - Center for Domestic Preparedness (CDP)
  - Emergency Management Institute (EMI)
  - National Training and Education Division (NTED)
  - National Disaster Preparedness Training Center (NDPTC)
- Cal OES

Initial documentation considered for this track must be within the past five (5) years. Equivalency requests may be submitted to CSTI for review and consideration.

### ***Recertification***

The recertification requirement is met via documenting annual training, response etc. activities conducted in the field of emergency management. While the official recertification timeline is 5 years, yearly continuing education and skills-based training must be done.

## GUIDANCE

### ***Professional Contribution***

Career Credentialing level candidates are required to accomplish a "Professional Contribution." This is the requirement complete his/her "Expert" level credentialing. A Professional Contribution should represent the high point or crowning achievement that the candidate has accomplished in his/her emergency management career. The following provides policy guidance and how it it's administration within the track.

A Professional Contribution is required of both Experienced and Expert. However for Expert level candidates, their contribution should be linked to one of the five appropriate "Focus Areas." A "Professional Contribution" differs in the "Experienced" level, because a professional achievement can simply be listed that was accomplishment within the last 5 years. For those experience level candidates who do not feel like they have noteworthy accomplish, there is a thesis paper option that can help them plan for their expert level "Professional Contribution" requirement (see below). An "Expert" level "Professional Contribution" is defined as "A *significant achievement* that the candidate has accomplished AND has *contributed* toward the *improvement* of the emergency management profession." The candidate is required to list and describe in sufficient detail what the achievement was, explain why its impact is significant AND identify how it has measurably contributed to the improvement of the field of emergency management. If there is a physical product associated with this contribution, applicant should submit for credit.

In describing the *achievement*, a candidate should coherently explain:

- What the achievement was,
- Why the achievement is a contribution to the emergency management profession,
- What Expert focus area the overall contribution is related to,
- When and where the contribution was successfully used,
- What role the applicant played in the contribution (sole contributor or major contributor/lead person within a larger group), etc.

In explaining *significance*, the candidate should explain what positive importance, impact or noteworthiness it had in one or more of the following key areas in emergency management, such as:

- Prevention,
- Protection,
- Response,
- Recovery,
- Mitigation, etc.

In identifying how it *contributed to the improvement* of emergency management, the applicant should specifically spell out:

- What the benefit was (saving lives, protecting public health and welfare, minimizing economic loss, improving continuity or sustainability of operations, enhancing preparedness and operational readiness, advancing communication and coordination, reducing capability gaps, hastening recovery, lessening potential loss, etc.).
- Who benefitted (e.g. an agency, a local, state, federal, tribal or territorial government, a private sector company, a non-government or volunteer organization, the public, etc.).

Specific examples related to the five Expert focus areas include, but are not limited to:

1. EMERGENCY MANAGEMENT: Taking a leadership role in developing or improving a jurisdiction's emergency plan, policy, procedure, etc., that was successfully used.
2. CRISIS COMMUNICATION: Developing an effective joint information system, public warning system, public education program, social media tracking system, etc., that was successfully used.
3. DISASTER RECOVERY: Creating a new local damage assessment team and/or procedures, identifying rapid needs assessment targets, creating standard user friendly forms, etc. that was successfully used.
4. HOMELAND SECURITY: Creating a successful joint terrorism intelligence sharing system, hardening a soft target, developing protective measures, preventing a terrorist act, etc. that was successfully used.
5. BUSINESS CONTINUITY: Developing or improving a continuity of operations or business plan, identifying alternate space locations or systems for critical operations, etc. that was successfully used.

Additional examples include, but are not limited to:

- Developing an innovative solution to improved communication and coordination between parts or "whole community."
- Creating a new emergency management program.
- Designing a valid mitigation program, procedure or device before or after a disaster.
- Taking a lead role in facilitating a successful multi-agency/jurisdiction "Workshop" that produced a tangible product, such as a Unified Command/Management policy.

- Taking the lead role in designing and conducting a successful multi-agency/jurisdiction "Full Scale Exercise" that has better prepared a jurisdiction to respond to a disaster.
- Designing and delivering a successful emergency management training.
- Taking an action or making a decision during response that saved lives.
- Developing a job aid that has simplified a complex area of response.
- Negotiating consensus on a joint policy that has enhanced planning for, responding to and/or recovering from an emergency.
- Developing a successful (and user friendly) emergency management technology.
- Starting or re-energizing an emergency management program.
- Publishing a book or paper related to emergency management.
- Doing anything that can be measured to improve emergency management, etc.

These examples are not meant to limit an applicant's achievement. If he/she feels the achievement is noteworthy and can justifiably be consider a Professional Contribution, then it should be put in writing and submitted for panel review. However, all submissions must demonstrate how their achievement was successfully implemented and has measurably contributed to the improvement of emergency management, either for the applicant's agency or jurisdiction (whole community concept).

To vet the Professional Contribution, the applicant must have at least one "Expert" mentor (inside or outside the agency) or three references (outside of the agency) verify in writing that the accomplishment has been implemented and has contributed to the improvement of emergency management; and the applicant's immediate supervisor must signed off on the accomplishment.

As an alternative, if an "Experienced" level applicant feels he/she has not yet accomplished a significant achievement in improving emergency management, he/she can write a "Thesis" on something specific that he/she believes will improve emergency management AND include how he/she will contribute to making it happen. The Thesis should be valid, logical, clear, well-organized and no more than twelve hundred words or four pages in length. Emphasis will be on the detailed process and steps that the candidate will take to ensure that the proposed contribution comes to fruition.

Submission of the Professional Contribution or Thesis must be submitted as an attachment (hard or soft copy), along with all the necessary documentation for the "Expert" level. Written submission should be specific and complete enough for a panel to determine validity. Submissions received by California Office of Emergency Services will be forwarded directly to the appropriate panel members for initial review.

A panel of at least three to five voluntary representatives (at the "Expert" Career level) will be formed by the California Office of Emergency Services to review Professional Contribution or Thesis submissions (at least on an annual basis - or sooner based on the rate of submissions). The panel will be chaired by a representative from the California Office of Emergency Services. The remaining panel members will represent a wide range of entities within the emergency management community. The Professional Contribution or Thesis will be objectively judged by the panel using this policy and their professional expertise. In the event that the panel cannot meet in person, the panel can will meet and confer on line via a conference call, Skype, etc.

The panel will review a submission and accept or reject by consensus, if possible. However, if no consensus is reached, a majority vote will be sufficient to accept a submission. For thesis paper submissions, a panel consensus for acceptance is required. The reason for this is that a thesis is only a proposed achievement has not been implemented and cannot be measurably quantified for its contribution.

Once the Professional Contribution or Thesis is accepted, and all other "Expert" level requirements have been met, the candidate will be notified and receive the applied for credential. If either the Professional Contribution or Thesis is rejected, the overall application will be rejected as well. Candidate will receive a rejection letter that provide a summary of panel's reasons for the rejection, or clarifications needed, within thirty days of review.

### ***Mentoring***

Mentoring offers an essential element to the success of any candidate seeking a credential through this track by providing him/her with the help, advice, guidance, instruction and/or coaching needed.

For the mentor, not only does his/her assistance help the candidate, but it provides them with an opportunity to assess and refine his/her knowledge, skills and abilities through the process of helping others. This section provides mentoring process requirements and guidance to mentors and candidates.

All mentors must be knowledgeable and experienced in the subject and skill area they are to mentor. They will possess effective teaching and interpersonal skills, as well as have a genuine desire to help candidate achieve their goals. Mentors and candidates who wish to credential through the Cal OES Professional Development Program must follow the requirements and guidance for the appropriate credentialing level.

All candidates can request a mentor. All candidates requesting a mentor will be matched with mentor to guide them through the professional development process for the "Professional Emergency Management Practitioner" (PEMP) and "Professional Emergency Management Experienced" (PEME) levels. Additionally, candidates in the "Professional Emergency Management Experienced" (PEME) and "Professional Emergency Management Expert" (PEME+) levels are required to serve as mentors before they can be credentialed. Mentoring for the Cal OES Professional Development Career Credentialing Track must adhere to the requirements listed below:

#### **Mentors MUST:**

- Apply to and be accepted by Cal OES as a State Mentor (mentor matching with a candidate will be initiated by Cal OES based on the candidate's request and availability of a mentor on the approved State Mentors List. Consideration will be given to candidate/mentor proximity or location).
- Mentors who meet the guidelines, requirements and standards listed in this document will be put on a State Mentor List to be used in the Professional Development Credentialing Program.
- Provide a current and valid resume that clearly lists appropriate education, knowledge and experience for the level to be mentored
- Be credentialed at least one level higher than the candidate to be mentored (except at the PEMP+ Level)
- Mentor at least three PEMP or PEME level candidates if pursuing the PEME+ level

- Mentor at least three PEMP level candidates if pursuing the PEME level
- Possess full understanding of the Career Track experience, education, training, testing and validation requirements, as well as the skills, knowledge and abilities required for a candidate to be successful at the level they are mentoring
- Possess in-depth experience in the field of emergency management
- Have demonstrated effective teaching and interpersonal skills
- Accept the candidate that Cal OES has matched with the mentor (however, acceptance must be mutual by all parties and either party can terminate the match with written notice)
- Make initial contact with the matched candidate and assess areas needing assistance
- Fill out and sign the mentor/candidate agreement; which identifies the terms of mentorship.
- Meet at least monthly (in person, phone, skype etc.) with candidate to assess how they are progressing in achieving her/his level of credentialing
- Provide advice, guidance, instruction, etc., as requested by the candidate (during normal business hours, unless after hours contact is agreed by the mentor and candidate)
- If the candidate has an opportunity to practice and demonstrate skills, knowledge and abilities, observe the candidate's performance and complete an evaluation form (or include proficiency in letter of recommendation).
- Provide any other help as needed

Candidates MUST:

- Request a mentor from Cal OES approved State Mentor List.
- Make initial contact with the mentor provided and identify potential areas of assistance that may be needed
- Fill out and sign the mentor/candidate agreement; which identifies the terms of mentorship.
- Meet and confer with the mentor at least monthly to review progress in achieving level of credentialing
- As needed, ask the mentor for advice, guidance, instruction, etc. regarding the requirements, skills, knowledge, abilities and training related to the candidate's level (during normal business hours, unless after hours contact is agreed by the mentor and candidate)

- Follow as best as possible appropriate instructions and/or guidance given by the mentor
- Identify opportunities to practice and apply the skills, knowledge and abilities related to credential level under the supervision of the mentor
- After mentoring has been completed, complete an evaluation form on the effectiveness of the mentoring process in general and the mentor themselves

REQUIREMENTS	Practitioner (PEMP or PEME-)	Experienced (PEME)	Expert (PEME+)
 Candidate	New to the field of EM; looking to support an EM Program.	Experienced PEMP or PEME- looking to validate KSA for growth and promotion opportunities in managing program areas of an EM Program or an EM Program.	Experienced PEME looking to validate KSA for growth and promotion opportunities in directing and leading an EM Program/Organization.
 Experience	<b>Minimum:</b> — 0 Year	<b>Minimum:</b> — 3 Years of Experience — 1 Tabletop & 1 Functional/Full Scale Exercise or — 1 Complex Incident or Planned Event — 1 Letter of Recommendation	<b>Minimum:</b> — 5 Years of Experience — 3 Tabletop & 3 Functional/Full Scale Exercise or — 3 Complex Incidents or Planned Events — 3 Letters of Recommendation (2 must be external)
 Education <sup>1</sup>	<b>Minimum:</b> — AA <b>or one of the following</b> — Youth Program — FEMA CORE — 3 Years of Experience	<b>Minimum:</b> — BA/BS with 3 Years of Experience <b>or the following</b> — AA with 4 Years of Experience	<b>Minimum:</b> — BA/BS with 5 Years of Experience <b>or the following</b> — MA+ with 4 Years of Experience
 Testing	— Test (25 Q's >70%)	— 1 Professional Accomplishment — Scenario (1)   World Application — Test (50 Q's > 70%)	— 1 Professional Contribution Per Track — Scenario (3)   World Applications Per Track — Test (100 Q's > 80%) Per Track
 Validation	— Application Form — Training/Education Certificates — Testing — CalOES to review, validate, accept/reject	— Application Form — Training/Education Certificates — Experience verification form — Letter of Recommendation — Testing — CalOES to review, validate, accept/reject	— Application Form — Training/Education Certificates — Experience verification form — Professional Contribution — Letters of Recommendation — Testing — CalOES to review, validate, accept/reject
Contribution <sup>2</sup>	No	Yes	Yes
Mentor <sup>3</sup>	Yes	Yes   Must mentor 3 PEMP Candidates	Yes   Must mentor 3 PEMP or PEME Candidates
Cost	\$25	\$50	\$100
Re-Certification	Every 5 Years	Every 5 Years	Every 5 Years
Documentation	Must be within the past 5 years	Must be within the past 5 years	Must be within the past 5 years

<sup>1</sup> A 5 year grace period educational equivalency is available for candidates that currently do not meet the listed educational requirement. Equivalency will only be available during the 5 year grace period. After this period, all candidates will be required to meet the education requirement as listed by the track and level, without exception. To learn more about the 5 year grace period education equivalency requirements, please review the "Experienced" and "Expert" application forms. Candidate must include a letter explaining why equivalency is needed; select 3 of the available listed equivalencies for the "Experience" level and 4 for the "Expert" level; as well as complete and submit 1 required essay.

<sup>2</sup> Please refer to Appendix B for Details.

<sup>3</sup> Please refer to Appendix C for Details.

REQUIREMENTS	Practitioner (PEMP or PEME-)	Experienced (PEME)	Expert (PEME+)
Focus Areas	No	No	Yes (5)
KNOWLEDGE	<b>Awareness</b>	<b>Knowledge</b>	<b>Understanding</b>
	<ul style="list-style-type: none"> <li>• Disasters</li> <li>• Applicable Laws, Authorities, Programs and Systems               <ul style="list-style-type: none"> <li>— State Emergency Services Act</li> <li>— Robert T. Stafford Act</li> <li>— Local Emergency Ordinances</li> <li>— NIMS, SEMS, ICS</li> </ul> </li> <li>• Principles and Phases of Emergency Management</li> <li>• Emergency Management Standards, Certifications, and Accreditation</li> <li>• Community Preparation</li> <li>• Training</li> <li>• Ethics</li> </ul>	<ul style="list-style-type: none"> <li>• Applicable Laws, Authorities, Programs and Systems               <ul style="list-style-type: none"> <li>— State Emergency Plan</li> <li>— State Hazards Mitigation Plan</li> <li>— State Disaster Assistance Act</li> <li>— National Response Framework</li> <li>— National Recovery Framework</li> <li>— Local Emergency Plans</li> <li>— Principles of comprehensive emergency management</li> </ul> </li> <li>• Threats, Hazards, Risks, and Capabilities</li> <li>• Emergency Management Functions, Roles and Responsibilities</li> <li>• Resource Management</li> <li>• Volunteer Management</li> <li>• Shelter Management</li> <li>• POD Management</li> <li>• Mutual Aid</li> <li>• Response Operations</li> <li>• Protective Actions and Protective Measures (Including PPE)</li> <li>• Technology (Communication, Notification, Information Management, Monitoring etc.)</li> <li>• Public Information, Mass Notification, Social Media</li> <li>• Principles of Risk Management</li> <li>• Evaluation and Critical Thinking</li> <li>• HSEEP</li> <li>• Community Organization, Inclusion and Capability Building</li> </ul>	<ul style="list-style-type: none"> <li>• Applicable Laws, Authorities, Programs and Systems               <ul style="list-style-type: none"> <li>○ Homeland Security Directives</li> <li>○ Continuity of Government</li> <li>○ Business Continuity</li> <li>○ NFPA 1600</li> </ul> </li> <li>• Principles of Leading and Directing an Emergency Management Program/Organization.</li> <li>• Key documented arrangements, such as MOU's, product and service contracts</li> <li>• Community Resilience/Capability Building</li> <li>• Budgeting, Contract Negotiations, Grant Administration</li> </ul> <p>Interpersonal</p> <ul style="list-style-type: none"> <li>• Strategic Leadership in Complex Environments</li> <li>• Leadership/Management Concepts and Styles</li> <li>• Motivation and Influence techniques</li> <li>• Technology and Innovation Management</li> <li>• Advancing and Implementing Local and National Policy</li> <li>• Organizational Structure and Design</li> <li>• Team Dynamics and Group Structures</li> <li>• Fostering Coordination and Collaboration</li> <li>• Sustainability</li> <li>• Program, Policies, Plan, Procedure, and System Integration, Analytics and Performance Measures</li> <li>• Human Resource Management</li> <li>• Strategic Planning and Budgeting</li> <li>• Change and Stress Management</li> <li>• Critical Thinking and Problem Solving</li> <li>• Crisis Decision Making</li> <li>• Organizational Ethics</li> </ul> <p>Specialty Tracks</p> <ol style="list-style-type: none"> <li>1 Emergency Management</li> <li>2 Crisis Communication</li> <li>3 Disaster Recovery</li> <li>4 Homeland Security</li> <li>5 Business Continuity</li> </ol>

REQUIREMENTS	Practitioner (PEMP or PEME-)	Experienced (PEME)	Expert (PEME+)
CAPABILITY	Support	Manage	Direct
	<p data-bbox="401 305 688 337"><b>Relationship Management</b></p> <ul data-bbox="401 380 877 537" style="list-style-type: none"> <li>• Establish and maintain cooperative and credible relationships.</li> <li>• Participate in activities with partners and public.</li> <li>• Use appropriate communication channels to reach target audiences.</li> </ul>	<ul data-bbox="898 380 1394 509" style="list-style-type: none"> <li>• Identify key stakeholders to be engaged.</li> <li>• Understand stakeholders/partner roles, beliefs, values, expectations, and barriers to entry.</li> <li>• Review and enhance engagement with stakeholders/partners.</li> </ul>	<ul data-bbox="1423 380 1913 613" style="list-style-type: none"> <li>• Seek/Identify solutions to overcome barriers to relationships.</li> <li>• Facilitates relationships; resolve differences where possible.</li> <li>• Generate interest and understanding of key issues, by encouraging ownership of problems and opportunities.</li> <li>• Formalize relationships via written agreements or Memorandum of Understanding (MOUs).</li> </ul>
	<p data-bbox="401 657 688 690"><b>Information Management</b></p> <ul data-bbox="401 732 877 1040" style="list-style-type: none"> <li>• Research information needs of different audience(s).</li> <li>• Support the selection and development of information systems.</li> <li>• Support the timely collection, development, update and dissemination of information.</li> <li>• Summarize information clearly and concisely.</li> <li>• Monitor and advise on partner and community response to information and/or rumor development.</li> <li>• Support the evaluation and improvement of information systems.</li> </ul>	<ul data-bbox="898 732 1394 1008" style="list-style-type: none"> <li>• Identify target audience(s) and their information needs.</li> <li>• Evaluate information systems for gaps, relevancy, reliability, and ability to meet needs.</li> <li>• Produce information that is fit for target audience and timely.</li> <li>• Monitor and evaluate information systems and processes.</li> <li>• Implement improvements to systems and processes based on new technologies, best practices and trends.</li> </ul>	<ul data-bbox="1423 732 1913 878" style="list-style-type: none"> <li>• Ensure that strategic goals and objectives are meet for systems and processes.</li> <li>• Promote information management and prioritization best practices.</li> <li>• Ensure continuous monitoring and evaluation is conducted.</li> </ul>
	<p data-bbox="401 1079 604 1112"><b>Risk Management</b></p> <ul data-bbox="401 1154 877 1300" style="list-style-type: none"> <li>• Promote community awareness of hazards and risks.</li> <li>• Support the research, development and update of risk profile.</li> <li>• Monitor and update information about known and emerging hazards and risks.</li> </ul>	<ul data-bbox="898 1154 1394 1365" style="list-style-type: none"> <li>• Conduct risk analysis and evaluation.</li> <li>• Develop a holistic risk profile that includes potential consequences, implications, and uses a whole-community approach.</li> <li>• Establish priorities and develops risk treatment options.</li> <li>• Evaluate trends, progress and effectiveness of risk reduction programs.</li> </ul>	<ul data-bbox="1423 1154 1913 1284" style="list-style-type: none"> <li>• Provide insights to others about the combined elements of risk, implications, and management.</li> <li>• Influence organization and partners to ensure effective, coordinated, multi-agency risk treatment programs.</li> </ul>

## REQUIREMENTS

Practitioner (PEMP or PEME-)	Experienced (PEME)	Expert (PEME+)
<b>Planning</b>		
<ul style="list-style-type: none"> <li>• Research and identify relevant legislation, strategies, policies, and supporting plans.</li> <li>• Collect information and support plan development process.</li> <li>• Support evaluation of plans to determine whether objectives have been met or revisions/updates are required.</li> </ul>	<ul style="list-style-type: none"> <li>• Identify and engage planning partners</li> <li>• Facilitate planning process.</li> <li>• Develop plans in accordance with current capabilities, legislation, guidelines, codes, technical standards, plans, and best practices.</li> <li>• Evaluate and update plans to incorporate changes in legislation etc. and lessons learned from exercises, emergencies, and research.</li> <li>• Evaluate trends, and assess their impacts on future planning and implementation processes.</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure that plans are developed in alignment with organizational goals/capabilities.</li> <li>• Provide direction and or session facilitation for issues where the planning team differs or is unsure.</li> <li>• Influences organizations and partners to ensure coordinated, integrated planning.</li> </ul>
<b>Implementation</b>		
<ul style="list-style-type: none"> <li>• Respond to an emergency with little or no notice.</li> <li>• Perform assigned EOC role(s) and functions as needed in accordance with standard operating procedures.</li> <li>• Work in a variety of locations, under strenuous conditions.</li> </ul>	<ul style="list-style-type: none"> <li>• Identify and assess the scale of incident, and the organization and actions needed.</li> <li>• Recall staff and assess capacity and capability to support operating structure.</li> <li>• Identify escalation points for resources requests to maintain capability.</li> <li>• Identify and address critical vulnerabilities and gaps in capability.</li> <li>• Manage response and recovery functions in accordance with plans and standard operating procedures.</li> </ul>	<ul style="list-style-type: none"> <li>• Monitor and adjust operating structure to reflect the scale of incident, escalating or de-escalating as necessary.</li> <li>• Direct operations in accordance with plan and procedures.</li> <li>• Interface with critical partners, community leadership, media, the public etc. to instill confidence in organizational response/recovery efforts.</li> </ul>
<b>Communication</b>		
<ul style="list-style-type: none"> <li>• Adapt communication style, content and channels according to targeted audience(s).</li> <li>• Express ideas clearly to individuals and groups, in both formal and informal settings.</li> <li>• Listen and be receptive to alternative viewpoints.</li> <li>• Summarize information clearly and concisely, whether verbal or written.</li> <li>• Develop public education/risk communication resources to meet the needs of target audiences.</li> <li>• Deliver effective EM public education/risk communication programs and resources.</li> <li>• Create messages that are clear, accurate, and timely.</li> </ul>	<ul style="list-style-type: none"> <li>• Compile and develop documents on complex/technical matters that are clear, concise, and easy to understand.</li> <li>• Engage with specific partners and communities in the development of EM public education programs.</li> <li>• Identify and implement effective public education/risk communication strategies and plans; that are consistent with research and best practice.</li> <li>• Manage flow of public information, day to day, and in an emergency.</li> <li>• Identify and mitigate communication risks.</li> <li>• Identify and develop key public information messages.</li> <li>• Brief spokespeople regularly.</li> <li>• Keep team and executive management informed.</li> </ul>	<ul style="list-style-type: none"> <li>• Communicate controversial or sensitive messages to organization and partners tactfully.</li> <li>• Clearly articulate the vision and direction in order to gain commitment for public education/risk communication programs.</li> <li>• Champion and drive EM public education/risk communication programs.</li> <li>• Participate in interviews and hold media conferences.</li> <li>• Represent the organization in front of local, state, and federal government, the media and the public.</li> <li>• Request the broadcast of an emergency announcement.</li> <li>• Develop and maintain effective relationships with media.</li> <li>• Engage with media to reinforce messages, and to correct misinformation</li> </ul>

REQUIREMENTS	Practitioner (PEMP or PEME-)	Experienced (PEME)	Expert (PEME+)
	<ul style="list-style-type: none"> <li>Check the validity of public information across all communication channels and update regularly.</li> </ul>		
	<b>Capability Building</b>		
	<b>Personnel</b>		
	<ul style="list-style-type: none"> <li>Identify professional development capability needs.</li> <li>Identify and participate in relevant training and education opportunities.</li> <li>Seek learning opportunities via emergencies and exercises.</li> <li>Develop and maintains personal readiness.</li> <li>Keep abreast of new developments in emergency management.</li> <li>Support needs analysis to identify gaps in knowledge and skills of ERO personnel.</li> <li>Support the delivery and evaluation of training, drills and exercises for EM organization, partners and the community.</li> </ul>	<ul style="list-style-type: none"> <li>Supports development of colleagues and peers.</li> <li>Conduct needs analysis to identify gaps in knowledge, skills and abilities of ERO personnel.</li> <li>Identify and develop a relevant and targeted training, drill and exercise program.</li> <li>Identify and develop a progressive approach to training, drills and exercises, so that one training builds on another; progressively increasing in difficulty and verifying competency and capability.</li> <li>Ensure training and education resources are aligned with current EM and professional development practices/standards.</li> <li>Evaluate and conduct corrective action planning for EM career staff and EOC professional staff.</li> <li>Identify and Appoint qualified and competent personnel to key roles to ERO or EM response and recovery operations.</li> </ul>	<ul style="list-style-type: none"> <li>Coach and mentor colleagues and peers.</li> <li>Champion capability development across the organization and with EM partners.</li> <li>Champion a culture of continuous learning and professional development.</li> <li>Inspire a culture of performance excellence by giving positive and constructive feedback to the team and partners.</li> </ul>
	<b>Physical</b>		
	<ul style="list-style-type: none"> <li>Support inventory, maintenance, upkeep and testing.</li> </ul>	<ul style="list-style-type: none"> <li>Secure funding for physical resources to meet requirements to ensure effective outcomes.</li> <li>Review currency and effectiveness of physical resources and makes recommendations for improvements or replacements.</li> </ul>	<ul style="list-style-type: none"> <li>Ensure strategic goals and objectives are considered when sourcing and allocating physical resources.</li> </ul>
	<b>Financial</b>		
	<ul style="list-style-type: none"> <li>Compile, organize, interpret and communicate accounting data.</li> </ul>	<ul style="list-style-type: none"> <li>Conduct general financial planning, budgeting and forecasting.</li> <li>Assess the costs and benefits of proposed resources and courses of action.</li> <li>Manage financial resources according to prescribed policies and procedures.</li> <li>Monitor and assess financial risks.</li> </ul>	<ul style="list-style-type: none"> <li>Seek opportunities to source funding and improve efficiency.</li> <li>Formulate long-term financial plans and resource allocations, ensuring alignment with organizations strategic goals.</li> <li>Ensure the appropriate allocation of financial resources to meet established goals and objectives.</li> <li>Manage financial risks.</li> </ul>

**REQUIREMENTS**

**Practitioner (PEMP or PEME-)**

**Experienced (PEME)**

**Expert (PEME+)**

**Leadership**

- Commit to, support, and align actions and behaviors to the EM vision and direction.
- Demonstrate innovation when seeking solutions.
- Contribute constructively to change by challenging assumptions and seeking solutions.
- Displays willingness and ability to review, reflect on, and adapt behavior.
- Monitors stress level and take appropriate action to minimize impact on self and others.
- Evaluate capability and identify areas for development.
- Operate in accordance with organizational and professional ethics.
- Represent the organization in a way, which maintains reputation and credibility.

- Commit to, support, and align actions and behaviors to the EM vision and direction.
- Foster a sense of responsibility in others.
- Delegate responsibilities as appropriate and required.
- Seek and develop the ideas of others.
- Think strategically.
- Encourage innovation when seeking solutions.
- Drive change by constructively challenging assumptions and seeking solutions.
- Make informed, decisive, and timely decisions.
- Display willingness and ability to review, reflect on, and adapt behavior.
- Monitor stress level and take appropriate action to minimize impact on self and others.
- Evaluate capability and identify areas for development.
- Operate in accordance with organizational and professional ethics.
- Represent the organization in a way, which maintains reputation and credibility.

- Clearly articulate the EM to organization, key EM partners and the public, to garner support and commitment.
- Help others see linkages between the organization's vision, values, systems and processes.
- Inspire and influence staff by leading by example.
- Steer negotiations successfully through complex issues.
- Coach and mentor colleagues and peers.
- Lead diverse groups towards a shared vision.
- Influence at the political governance level.
- Display willingness and ability to review, reflect on, and adapt behavior.
- Monitor stress level and take appropriate action to minimize impact on self and others.
- Evaluate capability and identify areas for development.
- Operate in accordance with organizational and professional ethics.
- Represent the organization in a way, which maintains reputation and credibility.

REQUIREMENTS	Practitioner (PEMP or PEME-)	Experienced (PEME)	Expert (PEME+)
TRAINING			

- Emergency Management Specialist
- Public Information Officer Specialist
- Terrorism & Homeland Security Specialist

Course #	Name	Time (Hrs)	Course #	Name	Time (Hrs)
IS-235.b	Emergency Planning	5	G290 / G291	Basic Public Information Officer	32
G270.4	Disaster Recovery	20		Joint Information Center / Joint Information System	
E	Essential Emergency Management Concepts	40	G393	Disaster Mitigation	20
CSTI	Emergency Management Professional Development Baseline Course	8	IS-10.a	Animals in Disasters: Awareness and Preparedness	3
IS-42	Social Media in Emergency Management	3	IS-240.b	Leadership and Influence	3
IS-100.b	Introduction to Incident Command System	3	IS-241.b	Decision Making and Problem Solving	2
G-606	SEMS Orientation	4	IS-244.b	Developing and Managing Volunteers	4
IS-700.a	National Incident Management System (NIMS), An Introduction	3	ICS-300	Intermediate ICS for Expanding Incidents	16
IS-701.a	NIMS Multiagency Coordination System (MACS)	5	ICS-400	Advanced ICS for Command and General Staff	16
IS-706	NIMS Intrastate Mutual Aid – An Introduction	2.5	IS-366.a	Planning for the Needs of Children in Disasters	6
IS-800.b	National Response Framework - An Introduction	3	IS-403	Introduction to Individual Assistance (IA)	1.5
SEMSNIMS*4	ICS/SEMS/NIMS Combined Course	8	IS-454	Fundamentals of Risk Management	2
			IS-650.a	Building Partnerships with Tribal Governments	10

**SELECT A FOCUS AREA**

**AREA 1 | Emergency Management**

Course #	Name	Time (Hrs)
E/L0101	Basic I - Foundations of Emergency Management	80
E/L0102	Basic II - Science of Disaster	24
E/L0103	Basic III -Planning: Emergency Operations	16
E/L0104	Basic IV - Exercise Design	16
E0451	Advanced I – A Survey of Advanced Concepts in Emergency Management	40
E0452	Advanced II – Assessment and Application of Professional Style in Emergency Management	40
E0453	Advanced III – Advanced Concepts and Issues in the Emergency Management Organization	40
E0454	Advanced IV - Advanced Concepts and Issues in the Emergency Management Community and Profession	40

<sup>4</sup> Equivalency: This course can be taken and counted as a equivalency for all of the following courses: IS-100, G606, IS-700.a, IS-706, IS-800.b

**REQUIREMENTS**

Practitioner (PEMP or PEME-)			Experienced (PEME)			Expert (PEME+)		
			IS 703.a	NIMS Resource Management	3.5	<b>AREA 2   Crisis Communication</b>		
IS-200.b	ICS for Single Resources and Initial Action Incidents	3	IS-794	External Affairs Program Liaison	1.75	<b>#</b>	<b>Name</b>	<b>Time (Hrs)</b>
IS-230.d	Fundamentals of Emergency Management	6	IS-906	Workplace Security Awareness	1	L0388	Advanced Public Information Officer	32
IS-120.a	An Introduction to Exercises	5	IS-922	Application of GIS for Emergency Management	3	Per-304	Social Media for Natural Disaster Response and Recovery	8
IS-242.b	Effective Communication	8	IS-2900	National Disaster Recovery Framework (NDRF) Overview	2	IS-250.a	Emergency Support Function 15 (ESF15) External Affairs	1
IS-660	Introduction to Public-Private Partnerships	2	G108	Community Mass Care Management	8	IS-702.a	National Incident Management System (NIMS) Public Information Systems	3
G191	ICS/EOC Interface	8	G557	Rapid Assessment Workshop	16	IS-802	Emergency Support Function (ESF) #2 – Communications	0.5
G235	Emergency Planning	16	G288	Volunteer and Donations Management	8	E/L0105	Basic IV - Public Information and Warning	16
G626	EOC Action Planning	20	EEDCE	Enhanced Exercise Design, Conduct, And Evaluation	32	<b>AREA 3   Disaster Recovery</b>		
G775	EOC Management and Operations	16	G197	Integrating Access and Functional Needs into Emergency Management	16	<b>#</b>	<b>Name</b>	<b>Time (Hrs)</b>
L-948	Situational Awareness and Common Operating Picture	32	SEMSCCTT	ICS/SEMS/NIMS Combined, G-775, G-191 TTT	24	IS-253.a	Overview of FEMA's Environmental and Historic Preservation Review	4
						IS-554	Emergency Planning for Public Works	3
						IS-556	Damage Assessment for Public Works	3

**REQUIREMENTS**

**Practitioner (PEMP or PEME-)**

**Experienced (PEME)**

**Expert (PEME+)**

IS-558	Public Works and Disaster Recovery	3
IS-559	Local Damage Assessment	2
IS-632.A	Introduction to Debris Operations	2
IS-772	IA PDA Orientation	1
IS-803	Emergency Support Function (ESF) #3 – Public Works and Engineering	0.5

**AREA 4 | Homeland Security**

#	Name	Time (Hrs)
T1	Terrorism I: International Terrorism	24
T2	Terrorism II: Domestic Terrorism	24
T3	Terrorism III: Advanced Counterterrorism Strategies	32
IS-907	Active Shooter	1
G386	Mass Fatalities	20
TIA	Terrorism Intelligence Analysis	24
Per-232	Initial Law Enforcement Response to Suicide Bombing Attacks	8

**REQUIREMENTS**

**Practitioner (PEMP or PEME-)**

**Experienced (PEME)**

**Expert (PEME+)**

AWR 219	Site Protection Through Observation Techniques (SPOT)	4
	Emergency Management: Terrorism Response / Consequences	
	WMD-Technical Specialist Terrorism	
	Surveillance Detection for Law Enforcement and Security Professionals	24
	Protective Measures Course	16

**AREA 5 | Business Continuity**

Course #	Name	Time (Hrs)
IS-520	Introduction to Continuity of Operations Planning for Pandemic Influenzas	1
IS-523	Resilient Accord – Exercising Continuity Plans for Cyber Incidents	3
IS-524	Continuity of Operations (COOP) Planner's Workshop	5
IS-526	Mission Essential Functions (MEF) Workshop	6
IS-546.a	Continuity of Operations Awareness Course	1
IS-547a	Introduction to Continuity of Operations	2

REQUIREMENTS	Practitioner (PEMP or PEME-)	Experienced (PEME)	Expert (PEME+)
			IS-548 Continuity of Operations (COOP) Program Manager 4
			IS-821.a Critical Infrastructure 1
			EMBI Emergency Management For Business And Industry 40

# APPLICATION FORM | PRACTITIONER CREDENTIAL

**CALOES  
USE ONLY**

Contact	<b>First Name:</b>	<b>Last Name:</b>	<b>Mailing Address</b> (please enter the address you want your credential card mailed to):	
	<b>Current Position:</b>	<b>Organization:</b>		
	<b>Email:</b>	<b>Phone Number:</b>		
	<b>Applicant Signature:</b>		<b>Date:</b>	
Education	<b>Select One:</b>	<b>Completion Date:</b>	<b>Certificate Attached:</b>	
	<input type="checkbox"/> AA		<input type="checkbox"/> Yes	
	<input type="checkbox"/> Youth Program		<input type="checkbox"/> Yes	
	<input type="checkbox"/> FEMA Corps		<input type="checkbox"/> Yes	
	<input type="checkbox"/> 3 Years of Experience		<input type="checkbox"/> Yes (Resume   In EM Field)	
Training	<b>Course:</b>	<b>Completion Date:</b>	<b>Certificate Attached:</b>	
	<input type="checkbox"/> EMPD Baseline		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-42		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-100.b		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-120.a		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-200.b		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-230.d		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-235.b		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-242.b		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-660		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-700.a		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-701.a		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-706		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-800.b		<input type="checkbox"/> Yes	
	<input type="checkbox"/> G191		<input type="checkbox"/> Yes	
	<input type="checkbox"/> G235		<input type="checkbox"/> Yes	
	<input type="checkbox"/> G270.4		<input type="checkbox"/> Yes	
	<input type="checkbox"/> G606		<input type="checkbox"/> Yes	
	<input type="checkbox"/> G626		<input type="checkbox"/> Yes	
	<input type="checkbox"/> G775		<input type="checkbox"/> Yes	
<input type="checkbox"/> NIMS/SEMS		<input type="checkbox"/> Yes		
<input type="checkbox"/> E		<input type="checkbox"/> Yes		
<input type="checkbox"/> \$25.00 Check   Payable to California Governor's Office of Emergency Services				



E-mail this form and all supporting documentation to: [Credentialcoord@caloes.ca.gov](mailto:Credentialcoord@caloes.ca.gov)

Mailing Address for Check: CSTI/Cal OES | Attn: Credential Coordinator  
Camp San Luis Obispo Bldg. 904  
10 Sonoma Avenue San Luis Obispo, CA 93405-7605

APPLICATION FORM   EXPERIENCED CREDENTIAL				CALOES USE ONLY
Contact	First Name:	Last Name:	Mailing Address (please enter the address you want your credential card mailed to):	
	Current Position:	Organization:		
	Email:	Phone Number:		
	Applicant Signature:		Date:	
Experience	<b>Item:</b>	<b>Applicable Dates:</b>	<b>Documentation Attached:</b>	
	<input type="checkbox"/> 3 Years of Experience		<input type="checkbox"/> Yes (Resume   In EM Field)	
	<input type="checkbox"/> 1 Tabletop		<input type="checkbox"/> Yes (Sign-In Sheet)	
	<input type="checkbox"/> 1 Functional/Full Scale Exercise		<input type="checkbox"/> Yes (Sign-In Sheet)	
	<input type="checkbox"/> 1 Complex Incident or Planned Event		<input type="checkbox"/> Yes (ICS-266)	
	<input type="checkbox"/> 1 Letter of Recommendation		<input type="checkbox"/> Yes (Letter Form)	
	<input type="checkbox"/> Professional Contribution (PC)		<input type="checkbox"/> Yes (PC Form and/or Thesis)	
<input type="checkbox"/> Mentorship		<input type="checkbox"/> Yes (3 Mentor Forms)		
Education	<b>Select One:</b>	<b>Completion Date:</b>	<b>Certificate/Documentation Attached:</b>	
	<input type="checkbox"/> BA/BS		<input type="checkbox"/> Yes	
	<input type="checkbox"/> AA with 4 Years of Experience		<input type="checkbox"/> Yes	
	<input type="checkbox"/> 5 Year Grace Period <b>EDUCATION EQUIVALENCY</b>		<input type="checkbox"/> Yes (Letter explaining why equivalency is needed)	
<b>If you selected the "EDUCATION EQUIVALENCY" option above you must also select 3 options below:</b>				
<input type="checkbox"/> AA Degree or Certificate		<input type="checkbox"/> Yes (Degree   Certificate)		
<input type="checkbox"/> Taken at least 15 upper division college credits/unit from accredited college/university		<input type="checkbox"/> Yes (Official Transcript)		
<input type="checkbox"/> Federal or equivalent "Certified Emergency Manager" Certificate, former Cal OES Emergency Professional Certificate or FEMA "Advance" Academy Certificate		<input type="checkbox"/> Yes (Certificate)		
<input type="checkbox"/> Achieved "Supervisory or Experienced" Level per CESA Standards		<input type="checkbox"/> Yes		
<input type="checkbox"/> Received a significant achievement award related to emergency management from a recognized emergency management association		<input type="checkbox"/> Yes		
<input type="checkbox"/> 50 page thesis related to an emergency management subject directly related to the knowledge and capability requirements for this level of credentialing. Be specific.		<input type="checkbox"/> Yes (Thesis Paper)		

APPLICATION FORM   EXPERIENCED CREDENTIAL			CALOES USE ONLY
Contact	<b>First Name:</b>	<b>Last Name:</b>	<b>Mailing Address</b> (please enter the address you want your credential card mailed to):
	<b>Current Position:</b>	<b>Organization:</b>	
	<b>Email:</b>	<b>Phone Number:</b>	
	<b>Applicant Signature:</b>		<b>Date:</b>
<b>If you selected the "EDUCATION EQUIVALENCY" option above you must also:</b>			
	<input type="checkbox"/> Write a paper explaining how you have continued your growth, education, and professional development in the field of emergency management; and as a result have kept apprised of current trends, challenges and developments in the field. Be specific in describing current trends and include 3 functional examples of how you have applied your continual education and knowledge of current trends, to solve a particular problem or improved a particular project or program. Minimum page length: 20 pages.		<input type="checkbox"/> Yes (Paper)
Training	<b>Course:</b>	<b>Completion Date:</b>	<b>Certificate Attached:</b>
	IS-10.a		<input type="checkbox"/> Yes
	IS-29		<input type="checkbox"/> Yes
	IS-240.b		<input type="checkbox"/> Yes
	IS-241.b		<input type="checkbox"/> Yes
	IS-244.b		<input type="checkbox"/> Yes
	ICS-300		<input type="checkbox"/> Yes
	ICS-400		<input type="checkbox"/> Yes
	IS-366.a		<input type="checkbox"/> Yes
	IS-403		<input type="checkbox"/> Yes
	IS-454		<input type="checkbox"/> Yes
	IS-650.a		<input type="checkbox"/> Yes
	IS 703.a		<input type="checkbox"/> Yes
	IS-794		<input type="checkbox"/> Yes
	IS-906		<input type="checkbox"/> Yes
	IS-922		<input type="checkbox"/> Yes
	IS-2900		<input type="checkbox"/> Yes
G288		<input type="checkbox"/> Yes	

APPLICATION FORM   EXPERIENCED CREDENTIAL			CALOES USE ONLY
Contact	First Name:	Last Name:	Mailing Address (please enter the address you want your credential card mailed to):
	Current Position:	Organization:	
	Email:	Phone Number:	
	Applicant Signature:		Date:
	G290		<input type="checkbox"/> Yes
	G364		<input type="checkbox"/> Yes
	G393		<input type="checkbox"/> Yes
	G557		<input type="checkbox"/> Yes
	SEMSCTTT		<input type="checkbox"/> Yes
	EEDCE		<input type="checkbox"/> Yes
<input type="checkbox"/> \$50.00 Check   Payable to California Governor's Office of Emergency Services			
 <b>Cal OES</b> <small>GOVERNOR'S OFFICE OF EMERGENCY SERVICES</small>		E-mail this form and all supporting documentation to: <a href="mailto:Credentialcoord@caloes.ca.gov">Credentialcoord@caloes.ca.gov</a>  Mailing Address for Check: CSTI/Cal OES   Attn: Credential Coordinator Camp San Luis Obispo Bldg. 904 10 Sonoma Avenue San Luis Obispo, CA 93405-7605	

APPLICATION FORM   EXPERIENCED CREDENTIAL (ACCELERATED)				CALOES USE ONLY
Contact	First Name:	Last Name:	Mailing Address (please enter the address you want your credential card mailed to):	
	Current Position:	Organization:		
	Email:	Phone Number:		
	Applicant Signature:		Date:	
Experience	<b>Item:</b>	<b>Applicable Dates:</b>	<b>Documentation Attached:</b>	
	<input type="checkbox"/> 3 Years of Experience		<input type="checkbox"/> Yes (Resume   In EM Field)	
	<input type="checkbox"/> 1 Tabletop		<input type="checkbox"/> Yes (Sign-In Sheet)	
	<input type="checkbox"/> 1 Functional/Full Scale Exercise		<input type="checkbox"/> Yes (Sign-In Sheet)	
	<input type="checkbox"/> 1 Complex Incident or Planned Event		<input type="checkbox"/> Yes (ICS-266)	
	<input type="checkbox"/> 1 Letter of Recommendation (LR)		<input type="checkbox"/> Yes (LR Form)	
	<input type="checkbox"/> Professional Contribution (PC)		<input type="checkbox"/> Yes (PC Form 1a and/or Thesis)	
<input type="checkbox"/> Mentorship		<input type="checkbox"/> Yes (3 Mentor Forms)		
Education	<b>Select One:</b>	<b>Completion Date:</b>	<b>Certificate Attached:</b>	
	<input type="checkbox"/> BA/BS		<input type="checkbox"/> Yes	
	<input type="checkbox"/> AA with 4 Years of Experience		<input type="checkbox"/> Yes	
	<input type="checkbox"/> 5 Year Grace Period <b>EDUCATION EQUIVALENCY</b>		<input type="checkbox"/> Yes (Letter explaining why equivalency is needed)	
<b>If you selected the "EDUCATION EQUIVALENCY" option above you must also select 4 options below:</b>				
	<input type="checkbox"/> AA Degree or Certificate		<input type="checkbox"/> Yes (Degree   Certificate)	
	<input type="checkbox"/> Taken at least 15 upper division college credits/unit from accredited college/university		<input type="checkbox"/> Yes (Official Transcript)	
	<input type="checkbox"/> Federal or equivalent "Certified Emergency Manager" Certificate, former Cal OES Emergency Professional Certificate or FEMA "Advance" Academy Certificate		<input type="checkbox"/> Yes (Certificate)	
	<input type="checkbox"/> Achieved "Supervisory or Experienced" Level per CESA Standards		<input type="checkbox"/> Yes	
	<input type="checkbox"/> Received a significant achievement award related to emergency management from a recognized emergency management association		<input type="checkbox"/> Yes	
	<input type="checkbox"/> 50 page thesis related to an emergency management subject directly related to the knowledge and capability requirements for this level of credentialing. Be specific.		<input type="checkbox"/> Yes (Thesis Paper)	

APPLICATION FORM | EXPERIENCED CREDENTIAL (ACCELERATED)

CALOES  
USE ONLY

If you selected the "EDUCATION EQUIVALENCY" option above you must also:

	<input type="checkbox"/> Write a paper explaining how you have continued your growth, education, and professional development in the field of emergency management; and as a result have kept apprised of current trends, challenges and developments in the field. Be specific in describing current trends and include 3 functional examples of how you have applied your continual education and knowledge of current trends, to solve a particular problem or improved a particular project or program. Minimum page length: 20 pages.		<input type="checkbox"/> Yes (Paper)	
Training	<b>Course:</b>	<b>Completion Date:</b>	<b>Certificate Attached:</b>	
	<input type="checkbox"/> EMPD Baseline Practitioner Req.		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-42 Practitioner Req.		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-100.b Practitioner Req.		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-120.a Practitioner Req.		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-200.b Practitioner Req.		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-230.d Practitioner Req.		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-235.b Practitioner Req.		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-242.b Practitioner Req.		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-660 Practitioner Req.		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-700.a Practitioner Req.		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-701.a Practitioner Req.		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-706 Practitioner Req.		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-800.b Practitioner Req.		<input type="checkbox"/> Yes	
	<input type="checkbox"/> G191 Practitioner Req.		<input type="checkbox"/> Yes	
	<input type="checkbox"/> G235 Practitioner Req.		<input type="checkbox"/> Yes	
	<input type="checkbox"/> G270.4 Practitioner Req.		<input type="checkbox"/> Yes	
	<input type="checkbox"/> G606 Practitioner Req.		<input type="checkbox"/> Yes	
	<input type="checkbox"/> G626 Practitioner Req.		<input type="checkbox"/> Yes	
	<input type="checkbox"/> G775 Practitioner Req.		<input type="checkbox"/> Yes	
<input type="checkbox"/> NIMS/SEMS Practitioner Req.		<input type="checkbox"/> Yes		
<input type="checkbox"/> E Practitioner Req.		<input type="checkbox"/> Yes		
<input type="checkbox"/> IS-10.a		<input type="checkbox"/> Yes		

APPLICATION FORM | EXPERIENCED CREDENTIAL (ACCELERATED)

CALOES  
USE ONLY

<input type="checkbox"/> IS-29		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-240.b		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-241.b		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-244.b		<input type="checkbox"/> Yes	
<input type="checkbox"/> ICS-300		<input type="checkbox"/> Yes	
<input type="checkbox"/> ICS-400		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-366.a		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-403		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-454		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-650.a		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS 703.a		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-794		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-906		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-922		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-2900		<input type="checkbox"/> Yes	
<input type="checkbox"/> G288		<input type="checkbox"/> Yes	
<input type="checkbox"/> G290		<input type="checkbox"/> Yes	
<input type="checkbox"/> G364		<input type="checkbox"/> Yes	
<input type="checkbox"/> G393		<input type="checkbox"/> Yes	
<input type="checkbox"/> G557		<input type="checkbox"/> Yes	
<input type="checkbox"/> SEMSCTTT		<input type="checkbox"/> Yes	
<input type="checkbox"/> EEDCE		<input type="checkbox"/> Yes	

\$75.00 Check | Payable to California Governor's Office of Emergency Services



E-mail this form and all supporting documentation to: [Credentialcoord@caloes.ca.gov](mailto:Credentialcoord@caloes.ca.gov)

Mailing Address for Check: CSTI/Cal OES | Attn: Credential Coordinator  
Camp San Luis Obispo Bldg. 904  
10 Sonoma Avenue San Luis Obispo, CA 93405-7605

APPLICATION FORM   EXPERT CREDENTIAL				CALOES USE ONLY
Contact	First Name:	Last Name:	Mailing Address (please enter the address you want your credential card mailed to):	
	Current Position:	Organization:		
	Email:	Phone Number:		
	Applicant Signature:		Date:	
Experience	<b>Item:</b>	<b>Applicable Dates:</b>	<b>Documentation Attached:</b>	
	<input type="checkbox"/> 5 Years of Experience		<input type="checkbox"/> Yes (Resume   In EM Field)	
	<input type="checkbox"/> 3 Tabletop		<input type="checkbox"/> Yes (Sign-In Sheets)	
	<input type="checkbox"/> 3 Functional/Full Scale Exercise		<input type="checkbox"/> Yes (Sign-In Sheets)	
	<input type="checkbox"/> 3 Complex Incident or Planned Event		<input type="checkbox"/> Yes (ICS-266s)	
	<input type="checkbox"/> 3 Letter of Recommendation		<input type="checkbox"/> Yes (LR Forms)	
	<input type="checkbox"/> Professional Contribution (PC)		<input type="checkbox"/> Yes (PC Form 1b)	
<input type="checkbox"/> Mentorship		<input type="checkbox"/> Yes (3 Mentor Forms)		
Education	<b>Select One:</b>	<b>Completion Date:</b>	<b>Certificate Attached:</b>	
	<input type="checkbox"/> BA/BS		<input type="checkbox"/> Yes	
	<input type="checkbox"/> MA+ with 4 Years of Experience		<input type="checkbox"/> Yes	
	<input type="checkbox"/> 5 Year Grace Period <b>EDUCATION EQUIVALENCY</b>		<input type="checkbox"/> Yes (Letter explaining why equivalency is needed)	
<b>If you selected the "EDUCATION EQUIVALENCY" option above you must also select 4 options below:</b>				
Education Equivalency	<input type="checkbox"/> AA Degree or Certificate		<input type="checkbox"/> Yes (Degree   Certificate)	
	<input type="checkbox"/> Taken at least 30 upper division college credits/unit from accredited college/university		<input type="checkbox"/> Yes (Official Transcript)	
	<input type="checkbox"/> Federal or equivalent "Certified Emergency Manager" Certificate, or FEMA "Executive" Academy Certificate		<input type="checkbox"/> Yes (Certificate)	
	<input type="checkbox"/> Achieved "Advanced Expertise or Significant Leadership" Level per CESA Standards		<input type="checkbox"/> Yes	
	<input type="checkbox"/> Received 2 significant achievement awards related to emergency management from a recognized emergency management association		<input type="checkbox"/> Yes (2)	
	<input type="checkbox"/> Hold a significant leadership position in a State or Federally recognized Board, Committee, or Association that directly impacts policy and continual improvements in the field of emergency management.		<input type="checkbox"/> Yes (Appointment Letter and Policy etc. you help develop/shape)	

APPLICATION FORM   EXPERT CREDENTIAL				CALOES USE ONLY
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	<b>Current Position:</b>	<b>Organization:</b>		
	<b>Email:</b>	<b>Phone Number:</b>		
	<b>Applicant Signature:</b>		<b>Date:</b>	
	<input type="checkbox"/> 100 page thesis related to an emergency management subject directly related to the knowledge and capability requirements for this level of credentialing. Be specific.		<input type="checkbox"/> Yes (Thesis Paper)	
<b>If you selected the "EDUCATION EQUIVALENCY" option above you must also:</b>				
	<input type="checkbox"/> Write a paper explaining how you have continued your growth, education, and professional development in the field of emergency management as it relates to program management, administration, and policy. Please explain how you have kept apprised of current trends, challenges and compliance requirements in the field and provide 3 functional examples of how you have applied your continual education, expertise in the field, and leadership ability, to solve compliance, policy, finance and programmatic challenges as they relate to a maintaining and building a compliant and comprehensive emergency management program. Minimum page length: 30 pages.		<input type="checkbox"/> Yes (Paper)	
Training	<b>Focus Area (Select One)</b>	<b>Completion Date:</b>	<b>Certificate Attached:</b>	
	<input type="checkbox"/> 1   Emergency Management			
	<input type="checkbox"/> E/L0101		<input type="checkbox"/> Yes	
	<input type="checkbox"/> E/L0102		<input type="checkbox"/> Yes	
	<input type="checkbox"/> E/L0103		<input type="checkbox"/> Yes	
	<input type="checkbox"/> E/L0104		<input type="checkbox"/> Yes	
	<input type="checkbox"/> E0451		<input type="checkbox"/> Yes	
	<input type="checkbox"/> E0452		<input type="checkbox"/> Yes	
	<input type="checkbox"/> E0453		<input type="checkbox"/> Yes	
<input type="checkbox"/> E0454		<input type="checkbox"/> Yes		

APPLICATION FORM | EXPERT CREDENTIAL

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	<b>Current Position:</b>	<b>Organization:</b>		
	<b>Email:</b>	<b>Phone Number:</b>		
	<b>Applicant Signature:</b>		<b>Date:</b>	
<b><input type="checkbox"/> 2   Crisis Communication</b>				
<input type="checkbox"/> IS-250.a		<input type="checkbox"/> Yes		
<input type="checkbox"/> IS-702.a		<input type="checkbox"/> Yes		
<input type="checkbox"/> IS-802		<input type="checkbox"/> Yes		
<input type="checkbox"/> L0388		<input type="checkbox"/> Yes		
<input type="checkbox"/> E/L0105		<input type="checkbox"/> Yes		
<b><input type="checkbox"/> 3   Disaster Recovery</b>				
<input type="checkbox"/> IS-253.a		<input type="checkbox"/> Yes		
<input type="checkbox"/> IS-554		<input type="checkbox"/> Yes		
<input type="checkbox"/> IS-556		<input type="checkbox"/> Yes		
<input type="checkbox"/> IS-558		<input type="checkbox"/> Yes		
<input type="checkbox"/> IS-559		<input type="checkbox"/> Yes		
<input type="checkbox"/> IS-632.A		<input type="checkbox"/> Yes		
<input type="checkbox"/> IS-772		<input type="checkbox"/> Yes		
<input type="checkbox"/> IS-803		<input type="checkbox"/> Yes		
<b><input type="checkbox"/> 4   Homeland Security</b>				
<input type="checkbox"/> IS-907		<input type="checkbox"/> Yes		
<input type="checkbox"/> TIA		<input type="checkbox"/> Yes		
<input type="checkbox"/> T1		<input type="checkbox"/> Yes		
<input type="checkbox"/> T2		<input type="checkbox"/> Yes		
<input type="checkbox"/> T3		<input type="checkbox"/> Yes		
<b><input type="checkbox"/> 5   Business Continuity</b>				
<input type="checkbox"/> IS-520		<input type="checkbox"/> Yes		
<input type="checkbox"/> IS-523		<input type="checkbox"/> Yes		
<input type="checkbox"/> IS-524		<input type="checkbox"/> Yes		
<input type="checkbox"/> IS-526		<input type="checkbox"/> Yes		
<input type="checkbox"/> IS-546.a		<input type="checkbox"/> Yes		
<input type="checkbox"/> IS-547a		<input type="checkbox"/> Yes		
<input type="checkbox"/> IS-548		<input type="checkbox"/> Yes		
<input type="checkbox"/> IS-821.a		<input type="checkbox"/> Yes		
<input type="checkbox"/> EMBI		<input type="checkbox"/> Yes		
<b><input type="checkbox"/> \$100.00 Check   Payable to California Governor's Office of Emergency Services</b>				

# APPLICATION FORM | EXPERT CREDENTIAL

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	<b>Applicant Signature:</b>		<b>Date:</b>



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10 Sonoma Avenue San Luis Obispo, CA 93405-7605

APPLICATION FORM   EXPERT CREDENTIAL (ACCELERATED)				CALOES USE ONLY
Contact	First Name:	Last Name:	Mailing Address (please enter the address you want your credential card mailed to):	
	Current Position:	Organization:		
	Email:	Phone Number:		
	Applicant Signature:		Date:	
Experience	<b>Item:</b>	<b>Applicable Dates:</b>	<b>Documentation Attached:</b>	
	<input type="checkbox"/> 5 Years of Experience		<input type="checkbox"/> Yes (Resume   In EM Field)	
	<input type="checkbox"/> 3 Tabletop		<input type="checkbox"/> Yes (Sign-In Sheets)	
	<input checked="" type="checkbox"/> 3 Functional/Full Scale Exercise		<input type="checkbox"/> Yes (Sign-In Sheets)	
	<input type="checkbox"/> 3 Complex Incident or Planned Event		<input type="checkbox"/> Yes (ICS-266s)	
	<input type="checkbox"/> 3 Letter of Recommendation		<input type="checkbox"/> Yes (LR Forms)	
	<input type="checkbox"/> Professional Contribution (PC)		<input type="checkbox"/> Yes (PC Form 1b)	
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	<input type="checkbox"/> BA/BS		<input type="checkbox"/> Yes	
	<input type="checkbox"/> MA+ with 4 Years of Experience		<input type="checkbox"/> Yes	
	<input type="checkbox"/> 5 Year Grace Period <b>EDUCATION EQUIVALENCY</b>		<input type="checkbox"/> Yes (Letter explaining why equivalency is needed)	
<b>If you selected the "EDUCATION EQUIVALENCY" option above you must also select 4 options below:</b>				
	<input type="checkbox"/> AA Degree or Certificate		<input type="checkbox"/> Yes (Degree   Certificate)	
	<input type="checkbox"/> Taken at least 30 upper division college credits/unit from accredited college/university		<input type="checkbox"/> Yes (Official Transcript)	
	<input type="checkbox"/> Federal or equivalent "Certified Emergency Manager" Certificate, or FEMA "Executive" Academy Certificate		<input type="checkbox"/> Yes (Certificate)	
	<input type="checkbox"/> Achieved "Advanced Expertise or Significant Leadership" Level per CESA Standards		<input type="checkbox"/> Yes	
	<input type="checkbox"/> Received 2 significant achievement awards related to emergency management from a recognized emergency management association		<input type="checkbox"/> Yes (2)	
	<input type="checkbox"/> Hold a significant leadership position in a State or Federally recognized Board, Committee, or Association that directly impacts policy and continual improvements in the field of emergency management.		<input type="checkbox"/> Yes (Appointment Letter and Policy etc. you help develop/shape)	

APPLICATION FORM   EXPERT CREDENTIAL (ACCELERATED)				CALOES USE ONLY
Contact	<b>First Name:</b>	<b>Last Name:</b>	<b>Mailing Address</b> (please enter the address you want your credential card mailed to):	
	<b>Current Position:</b>	<b>Organization:</b>		
	<b>Email:</b>	<b>Phone Number:</b>		
	<b>Applicant Signature:</b>		<b>Date:</b>	
	<input type="checkbox"/> 100 page thesis related to an emergency management subject directly related to the knowledge and capability requirements for this level of credentialing. Be specific.		<input type="checkbox"/> Yes (Thesis Paper)	
<b>If you selected the "EDUCATION EQUIVALENCY" option above you must also:</b>				
Education Equivalency	<input type="checkbox"/> Write a paper explaining how you have continued your growth, education, and professional development in the field of emergency management as it relates to program management, administration, and policy. Please explain how you have kept apprised of current trends, challenges and compliance requirements in the field and provide 3 functional examples of how you have applied your continual education, expertise in the field, and leadership ability, to solve compliance, policy, finance and programmatic challenges as they relate to a maintaining and building a compliant and comprehensive emergency management program. Minimum page length: 30 pages.		<input type="checkbox"/> Yes (Paper)	
Training	<b>Course:</b>	<b>Completion Date:</b>	<b>Certificate Attached:</b>	
	<input type="checkbox"/> EMPD Baseline Practitioner Req.		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-42 Practitioner Req.		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-100.b Practitioner Req.		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-120.a Practitioner Req.		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-200.b Practitioner Req.		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-230.d Practitioner Req.		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-235.b Practitioner Req.		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-242.b Practitioner Req.		<input type="checkbox"/> Yes		

# APPLICATION FORM | EXPERT CREDENTIAL (ACCELERATED)

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	<b>Current Position:</b>	<b>Organization:</b>		
	<b>Email:</b>	<b>Phone Number:</b>		
	<b>Applicant Signature:</b>		<b>Date:</b>	
<input type="checkbox"/> IS-660	Practitioner Req.		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-700.a	Practitioner Req.		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-701.a	Practitioner Req.		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-706	Practitioner Req.		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-800.b	Practitioner Req.		<input type="checkbox"/> Yes	
<input type="checkbox"/> G191	Practitioner Req.		<input type="checkbox"/> Yes	
<input type="checkbox"/> G235	Practitioner Req.		<input type="checkbox"/> Yes	
<input type="checkbox"/> G270.4	Practitioner Req.		<input type="checkbox"/> Yes	
<input type="checkbox"/> G606	Practitioner Req.		<input type="checkbox"/> Yes	
<input type="checkbox"/> G626	Practitioner Req.		<input type="checkbox"/> Yes	
<input type="checkbox"/> G775	Practitioner Req.		<input type="checkbox"/> Yes	
<input type="checkbox"/> NIMS/SEMS	Practitioner Req.		<input type="checkbox"/> Yes	
<input type="checkbox"/> E	Practitioner Req.		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-10.a	Experience Req.		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-29	Experience Req		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-240.b	Experience Req		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-241.b	Experience Req		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-244.b	Experience Req		<input type="checkbox"/> Yes	
<input type="checkbox"/> ICS-300	Experience Req		<input type="checkbox"/> Yes	
<input type="checkbox"/> ICS-400	Experience Req		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-366.a	Experience Req		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-403	Experience Req		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-454	Experience Req		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-650.a	Experience Req		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS 703.a	Experience Req		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-794	Experience Req		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-906	Experience Req		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-922	Experience Req		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-2900	Experience Req		<input type="checkbox"/> Yes	
<input type="checkbox"/> G288	Experience Req		<input type="checkbox"/> Yes	

# APPLICATION FORM | EXPERT CREDENTIAL (ACCELERATED)

**CALOES  
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Contact	<b>First Name:</b>	<b>Last Name:</b>	<b>Mailing Address</b> (please enter the address you want your credential card mailed to):	
	<b>Current Position:</b>	<b>Organization:</b>		
	<b>Email:</b>	<b>Phone Number:</b>		
	<b>Applicant Signature:</b>		<b>Date:</b>	
<input type="checkbox"/> G290	Experience Req		<input type="checkbox"/> Yes	
<input type="checkbox"/> G364	Experience Req		<input type="checkbox"/> Yes	
<input type="checkbox"/> G393	Experience Req		<input type="checkbox"/> Yes	
<input type="checkbox"/> G557	Experience Req		<input type="checkbox"/> Yes	
<input type="checkbox"/> SEMSCTTT	Experience Req		<input type="checkbox"/> Yes	
<input type="checkbox"/> EEDCE	Experience Req		<input type="checkbox"/> Yes	
<b>Focus Area (Select One)</b>		<b>Completion Date:</b>	<b>Certificate Attached:</b>	
<input type="checkbox"/> 1   Emergency Management				
<input type="checkbox"/> E/L0101			<input type="checkbox"/> Yes	
<input type="checkbox"/> E/L0102			<input type="checkbox"/> Yes	
<input type="checkbox"/> E/L0103			<input type="checkbox"/> Yes	
<input type="checkbox"/> E/L0104			<input type="checkbox"/> Yes	
<input type="checkbox"/> E0451			<input type="checkbox"/> Yes	
<input type="checkbox"/> E0452			<input type="checkbox"/> Yes	
<input type="checkbox"/> E0453			<input type="checkbox"/> Yes	
<input type="checkbox"/> E0454			<input type="checkbox"/> Yes	
<input type="checkbox"/> 2   Crisis Communication				
<input type="checkbox"/> IS-250.a			<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-702.a			<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-802			<input type="checkbox"/> Yes	
<input type="checkbox"/> L0388			<input type="checkbox"/> Yes	
<input type="checkbox"/> E/L0105			<input type="checkbox"/> Yes	
<input type="checkbox"/> 3   Disaster Recovery				
<input type="checkbox"/> IS-253.a			<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-554			<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-558			<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-559			<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-632.A			<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-772			<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-803			<input type="checkbox"/> Yes	
<input type="checkbox"/> 4   Homeland Security				

# APPLICATION FORM | EXPERT CREDENTIAL (ACCELERATED)

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	<b>Email:</b>	<b>Phone Number:</b>		
	<b>Applicant Signature:</b>		<b>Date:</b>	
<input type="checkbox"/> IS-907		<input type="checkbox"/> Yes		
<input type="checkbox"/> TIA		<input type="checkbox"/> Yes		
<input type="checkbox"/> T1		<input type="checkbox"/> Yes		
<input type="checkbox"/> T2		<input type="checkbox"/> Yes		
<input type="checkbox"/> T3		<input type="checkbox"/> Yes		
<input type="checkbox"/> 5   Business Continuity				
<input type="checkbox"/> IS-520		<input type="checkbox"/> Yes		
<input type="checkbox"/> IS-523		<input type="checkbox"/> Yes		
<input type="checkbox"/> IS-524		<input type="checkbox"/> Yes		
<input type="checkbox"/> IS-526		<input type="checkbox"/> Yes		
<input type="checkbox"/> IS-546.a		<input type="checkbox"/> Yes		
<input type="checkbox"/> IS-547a		<input type="checkbox"/> Yes		
<input type="checkbox"/> IS-548		<input type="checkbox"/> Yes		
<input type="checkbox"/> IS-821.a		<input type="checkbox"/> Yes		
<input type="checkbox"/> EMBI		<input type="checkbox"/> Yes		
<input type="checkbox"/> \$175.00 Check   Payable to California Governor's Office of Emergency Services				



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