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### NON-COMPETITIVE

#### An Importance-Performance Analysis of FEMA Next-Generation Core Competencies

Future investment in Emergency Management (EM) as a profession needs to include more champions and a clearly defined leading sponsor to (a) facilitate a review process to confirm existing core competencies, (b) implement a systematic or periodic review to ensure their relevancy and currency, and to (c) connect them with the proper audiences to serve the diverse frameworks of today's Emergency Managers appropriately. Research into this matter was premised upon determining if the current Next Generation Core Competencies (NGCC) for the Emergency Manager are relevant to the workforce of today and that of tomorrow. To construct this research, the team used a mixed-method approach to study the importance and performance of the current Federal Emergency Management Agency (FEMA) NGCC knowledge with (a) current practitioners, (b) higher education programs, and with (c) National Emergency Management Academy (NEMA) curriculums. A review of current related literature, interviews with key stakeholders and practitioners in the field, an evaluation of thirty (30) colleges and university programs

and the three (3) NEMA curricula, and a survey reflecting the participation of over 380 professionals in the field were conducted to identify if gaps exist in the current NGCC and what they need to be in 2023 and beyond. The survey validates the thirteen (13) NGCCs in Feldman et al. (2017) as vital to today's profession. Recommendations emerging from this study include (a) opportunities for further research on how to standardize the EM profession and (b) requiring a coordinated effort to ensure the involvement of various stakeholders, including higher education institutions, professional associations, accrediting bodies, and government agencies in the furtherance of this study's effort to assure programmatic accuracy and relevancy of the NGCC initiatives in the future.

**Presentation Theme:** Study of practitioner assessment of importance-performance regarding FEMA Next-Generation Core Competencies

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