



**Vermont Emergency Preparedness Conference
September 4-5**

We are pleased to announce that the 2025 Vermont Emergency Preparedness Conference will be held on Thursday, September 4th, and Friday, September 5th, at Killington Resort.

The annual conference provides responders and other partners in emergency management tools to better prepare for, respond to, and recover from emergency events. It's also a chance to network with experienced responders, officials from other Vermont towns facing similar challenges, and VEM staff.



Registration is now open. VEM is also accepting proposals for speakers and exhibitors.

[Conference Registration](#)

[Speaker Proposal](#) (Deadline is Wednesday, June 18 at noon)

[Exhibitor Proposal](#) (Deadline is Wednesday, June 18 at noon)

[Conference Web Page](#)

EMD of the Year Nominations: Recognize the Good Work of Your Town EMD

[Nominations for the 2025 local Emergency Management Director of the Year](#) are now being accepted. Nominations must be received by noon on July 9th to be considered. The Emergency Management Director plays a critical role in a municipality's preparedness for, response to, and recovery from disasters big and small. EMDs are often volunteers; this award seeks to recognize their good work.

The recipient will be recognized at the Vermont Emergency Preparedness Conference for demonstrating excellence in the local Emergency Management Director role. To be eligible, a nominee must:

- Have been a duly [appointed Emergency Management Director](#) for their town/city at some point between July 1, 2024, and July 1, 2025.
- Be from a town/city with a current [Local Emergency Management Plan](#) on file with Vermont Emergency Management.
- Be enrolled in or completed trainings within the [Vermont EMD Certification Program](#).

If you have any questions, please contact the [Vermont Emergency Management Training Administrator](#).

Reminder: Local Emergency Management Plans Due June 1, 2025

Cities and towns have until June 1st to submit their new Local Emergency Management Plans to VEM. This year, the plan has updated requirements outlined in an article in our [March newsletter](#). VEM Regional Coordinators can support updating plans on a first-come, first-served basis, so [please contact your Regional Coordinator](#) now. Both virtual and in-person support is available for:

- Facilitating workshops to develop your plan
- Reviewing the draft plan
- Answering questions

EM Spotlight: REMC Designs Process to Speed Disaster Response

Article by VEM Regional Coordinator Zack Borst

What began as a simple contact list for Emergency Management Directors (EMDs) to share information during emergencies has grown into a regional coordination effort. Danville Emergency Management Coordinator (EMC) and VEM staff member Glenn Herrin took the initial communication plan concept discussed by the Caledonia-Essex Regional Emergency Management Committee (REMC) and developed a method where EMDs can support each other and request resources systematically and in an organized manner.

"This plan just extends the coordination neighboring communities have always done," said Herrin. "It's simply a matter of alerting each other quickly when something really big is happening and having a ready means for people a few towns over to help when a disaster hits one area really hard."

This approach creates a method to keep the region informed of what is happening and to quickly open pathways to start mutual aid support between towns and EMDs. The REMC and EMC Herrin have made this plan available to other REMCS in the state to encourage collaboration and coordination before a disaster strikes.

For more information about the coordination plan, contact VEM Regional Coordinator Zack Borst (zachary.borst@vermont.gov)

Upcoming Trainings

Most trainings require a Learning Management System(LMS) account. If you don't have an account, you can register for one on the [State LMS website](#).

For a complete listing of trainings, go to the [Events Calendar in the LMS](#).

VT- Alert Manager Training- This is now an anytime training in the LMS. Do not worry; we will still host the live virtual trainings. [You can take this training on the LMS](#)

May 2025

Effective Facilitation

This course will provide students with instruction and practice on facilitation techniques and meeting design, specifically focusing on facilitating Emergency Management meetings, trainings, and emergency exercises in both a physical and virtual environment. This class will first be open to locals. If you are a State of Vermont employee, you will be waitlisted until two weeks before the event.

LOCATION: DPS Headquarters, Waterbury, VT

DATE/TIME:

May 28-29, 2025, 8:00 a.m.- 4:30 p.m.

May 30, 2025, 8:00 a.m. - 12:00 p.m.

June 2025

Effective Facilitation

This course will provide students with instruction and practice on facilitation techniques and meeting design, specifically focusing on facilitating Emergency Management meetings, trainings, and emergency exercises in both a physical and virtual environment. This class will first be open to locals. If you are a State of Vermont employee, you will be waitlisted until two weeks before the event.

LOCATION: Vermont EMS Academy, Newfane, VT

DATE/TIME:

June 10-11, 2025, 8:00 a.m.- 4:30 p.m.

June 12, 2025, 8:00 a.m. - 12:00 p.m.

Vermont Local Emergency Management Director Course

This course will familiarize Local Emergency Management Directors (EMD) and Coordinators (EMC) with major roles, responsibilities, and "how to do it" guidance, across all four phases of Emergency Management.

LOCATION: Virtual

DATE/TIME:

Day 1: June 11, 2025, 1:00 p.m.- 5:00 p.m.

Day 2: June 12, 2025, 1:00 p.m.- 5:00 p.m.

Must attend both days to receive credit.

G0191- ICS/EOC Interface

This course provides an opportunity for participants to begin developing an effective interface between the Incident Command System (ICS) and the Emergency Operations Center (EOC) for their community by applying Incident Command System (ICS) principles. This course reviews ICS and EOC responsibilities and functions and depends heavily on exercises and group discussions to identify interface issues and develop solutions. As part of the course, these concepts are then applied to exercise situations.

LOCATION: Bennington Public Safety Building, Bennington, VT

DATE/TIME: June 19, 2025, 8:00 a.m.- 4:30 p.m.

PREREQUISITES: IS-100, IS-200, IS-700, and IS-800

HSEEP Bootcamp

The goal of this course, Exercise Bootcamp, is to reinforce prior exercise management training and to coach emergency managers through the planning, conduct, and evaluation of a tabletop exercise. The course is divided into four modules each focusing on a different aspect of the exercise management process, with a combination of classroom instruction and individualized engagement between students and instructors. The modules are:

- Module 1: Scoping
- Module 2: Design and Evaluation Planning
- Module 3: Preparing for Conduct
- Module 4: Post-Conduct (AAR and Beyond)

LOCATION: Virtual

DATE/TIME:

Day 1 - June 24, 2025, 8:30 a.m.- 12:30 p.m.

Day 2 - July 22, 2025, 8:30 a.m.- 12:30 p.m.

Day 3 - August 26, 2025, 8:30 a.m.- 12:30 p.m.

REQUIRED: Conduct your tabletop between August 10th and October 1st

Day 4 - October 26, 2025, 8:30 a.m.- 12:30 p.m.

PREREQUISITES: L0146 Homeland Security Exercise Evaluation Program (HSEEP), Previous participation in an exercise (as documented by a sign-in sheet and accompanying brief narrative describing the student's role in the exercise(s))

Must attend all four days to receive credit.

Mental Health First Aid Training

Mental Health First Aid (MHFA) teaches you how to identify, understand and respond to signs of mental health and substance use challenges among adults.

LOCATION: Hybrid- It will be virtual and at DPS Headquarters, Waterbury, VT

DATE/TIME: June 24, 2025, 8:30 a.m. – 4:00 p.m.

This course is only for participants from within the state of Vermont.

MGT - 417: Crisis Management for School-Based Incidents for Key Decision Makers

The purpose of this 2-day management/planning level course is to provide the operational-level details to support many of the topics covered in the U.S. Department of Homeland Security (DHS) approved AWR 148: Crisis Management for School-Based Incidents – Partnering Rural Law Enforcement and the Local School Systems awareness-level course. Rural schools, law enforcement, other emergency responders, and community stakeholders are often limited in their access to resources, so it is imperative that all potentially affected parties collaborate in planning, preparation, communication, response, and recovery in the event of a school-based incident. Moreover, these affected parties must come together to practice their interoperable skills through drills and exercises to ensure the strategies in place provide for effective crisis response and collaborative recovery. With the intent of building upon the foundation of the AWR 148 course and utilizing an all-hazards approach, this two-day course will provide content instruction, develop concept-specific skills, and provide opportunities for law enforcement, school personnel, and community stakeholders to collaboratively apply the course objectives in scenario-based applications.

LOCATION: Lamoille South Supervisory Union, Morrisville, VT

DATE/TIME: June 30, 2025, 8:00 a.m.- 4:00 p.m. & July 1, 2025, 8:00 a.m.- 3:30 p.m.

Must attend both days to receive credit.

July 2025

ICS 300- Intermediate ICS for Expanding Incidents

This course focuses on management of expanding incidents and is intended for those who will be serving in the following positions: command staff, section chiefs, strike team leaders, unit leaders, division and group supervisors, branch directors, multi-agency coordination system staff, and Emergency Operations Center staff. This course is for middle management, strike team leaders, task force leaders, unit leaders, division and group supervisors, branch directors, Emergency Operations Center staff.

LOCATION: CCV at Fairbanks Museum- St. Johnsbury, VT

DATE/TIME: July 22-24, 2025, 8:00 a.m. – 4:30 p.m. each day

PREREQUISITES: ICS-100 and ICS- 200

Must attend all three days to receive credit.

August 2025

PER-340: Active Threat Integrated Response Course

This course is designed to improve integration between law enforcement, fire, and emergency medical services (EMS) in active shooter events. The course provides law enforcement officers with key medical skills based on tactical emergency casualty care (TECC) guidelines that can be used to the point of injury (POI) to increase the survivability of victims. The course also provides a model framework for law enforcement, fire, and EMS to integrate responses during an active shooter event through the rescue task force concept.

LOCATION: Stowe High School, Stowe, VT

DATE/TIME: August 1-2, 2025, 8:00 a.m.- 4:00 p.m. & August 3, 2025, 8:00 a.m.- 3:30 p.m.

ACCESS CODE: NCBRT340

Must attend both days to receive credit.

September 2025

L0146 Homeland Security Exercise & Evaluation Program (HSEEP)

The Homeland Security Exercise and Evaluation Program (HSEEP) course provides a comprehensive overview of exercise design along with practical skill development. Using the same terminology and processes, this course will provide activities that will give participants an opportunity to interact with many of the templates and other materials that are provided by the National Exercise Division to ensure exercises are conducted in a consistent manner. Anyone who will be a member of an exercise design team or fulfill a role in one of the following areas of the exercise design process: design, development, conduct, evaluation or improvement process for exercise. The primary audience for the course is training officers, exercise managers, persons that will utilize the exercise and evaluation system and persons interested in becoming an HSEEP Evaluator for Vermont Emergency Management.

LOCATION: Virtual

DATE/TIME: September 15, 16, 17-19, 2025, 9:00 a.m.- 4:30 p.m.

PREREQUISITES: IS-120

Must attend both days to receive credit.

ICS 400- Advanced ICS for Command and General Staff

This course provides training for personnel who require advanced application of the Incident Command System (ICS). This course expands upon information covered in ICS 100 through ICS 300 courses, which are prerequisites for the ICS 400 course

LOCATION: CCV at Fairbanks Museum- St. Johnsbury, VT

DATE/TIME: September 23-24, 2024, 8:00 a.m. – 4:30 p.m. each day

PREREQUISITES: ICS-100, ICS- 200 and ICS- 300

October 2025

G0191- ICS/EOC Interface

This course provides an opportunity for participants to begin developing an effective interface between the Incident Command System (ICS) and the Emergency Operations Center (EOC) for their community by applying Incident Command System (ICS) principles. This course reviews ICS and EOC responsibilities and functions and depends heavily on exercises and group discussions to identify interface issues and develop solutions. These concepts are applied to exercise situations as part of the course.

LOCATION: Norwich Police Department, Norwich, VT

DATE/TIME: June 19, 2025, 8:00 a.m.- 4:30 p.m.

PREREQUISITES: IS-100, IS-200, IS-700, and IS-800