



Training & Exercises

Supporting 200+ exercises and multiple training deliveries in the past five years, IEM designs and delivers innovative, client-driven exercises and hands-on training for responders and decision makers. By evaluating the difference between expected and actual capabilities, IEM pinpoints necessary changes to plans, procedures, policies, and equipment to ensure improvements in preparedness are made.

With first responder expertise and a thorough understanding of emergency management, IEM delivers:

- Exercises that are more realistic and more effective in testing participants, plans, and capabilities;
- A team that understands fire and rescue, law enforcement, and emergency management, ensuring the concerns of all participants are met; and
- Professionals who appreciate the capability differences between jurisdictions and their unique skillsets and levels.

Performance-based Methodology

IEM's exercise program applies a **performance-based methodology** that results in an objective assessment of preparedness and provides specific recommendations for improvement. Exercises are carefully structured to increase your capability to **mitigate, prevent, respond to, and recover** from a disaster.

HSEEP Focused

IEM exercises are consistent with the Department of Homeland Security's Homeland Security Exercise and Evaluation Program (HSEEP), fulfill requirements for FEMA grant funding, and are aligned with all current national initiatives and policies. Our exercises build capabilities for all hazards that are quickly adaptable to a variety of scenarios and incidents, including recent events or newly discovered threats. We also offer a multi-day, intermediate level **HSEEP Training** that incorporates exercise guidance and best practices in an **interactive format**. The training allows participants to create exercise documentation, conduct planning conferences and briefings, and practice exercise evaluations.

National Leaders in Training Support

For almost four decades, IEM has delivered high-quality custom learning and development solutions in emergency management, homeland security, national security, disaster response and recovery, public health, emergency technology solutions, and professional leadership skills. At IEM, we pride ourselves in implementing training and development programs that feature learning activities and instructional system designs that produce tangible performance-based outcomes to support our customers' long-term goals and objectives.

QUICK FACTS

Founded

1985

Woman- and Minority-Founded and Owned

Office Locations

Research Triangle Park, NC (HQ)
Washington, D.C. • Baton Rouge, LA • Tallahassee, FL • Bel Air, MD
• Pueblo, CO • Richmond, KY • Guaynabo, PR • Aguadilla, PR

Our Experts

The expansive IEM team includes emergency management, homeland security, disaster recovery, national security, and digital service professionals, former executives, and senior leaders from FEMA, DHS, HUD, DoD, as well as senior state and local officials from across the country.

Key Service Areas

- Disaster Recovery and Management
- Emergency Management and Homeland Security
- Grants and Public Benefits Management
- Public Health Response and Policy
- Defense and National Security
- Information and Emerging Technologies

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IEM Training & Exercise Services Include:

Exercise and Evaluation Program – IEM works with each customer to develop a comprehensive Exercise and Evaluation Program that clearly defines exercise goals, roles and responsibilities, and priorities that meet identified reporting requirements. This becomes a guide for exercise design and execution.

HSEEP Training Course – IEM provides intermediate-level training for federal, state, and local governments so that they have the tools and resources needed to build and maintain self-sustaining, capabilities-based exercise programs.

Response Modeling and Simulation – Using a suite of sophisticated tools developed specifically for modeling emergency response, we can build a full and realistic simulation of a response system to calculate the effectiveness of a plan or an exercise for a range of disasters. Improvements to the system can also be modeled and their impacts on protection calculated.

Custom Scenario Development – IEM develops realistic, credible scenarios that can be dynamically adjusted to increase or decrease the level of stress during exercise play, ensuring complete engagement in exercise events as they unfold.

Consequence Assessment – We use state-of-the-art tools and technologies to build credible consequence predictions for a given scenario. This information is most effective for driving scenario-based planning exercises.

Performance Measures Design – To measure the effectiveness of response, it is important to first define what outcomes are acceptable. IEM works with you to define and apply these outcomes as objective, quantitative measures of performance.

Master Scenario Events List (MSEL) Development – Relying on extensive knowledge of historical disasters as well as careful analysis of plans, procedures, and the local environment, IEM designs MSELs that enhance exercise realism.

Onsite Exercise Staffing – Experienced IEM personnel work onsite before and during the exercise to provide training to exercise players, set up and run the Simulation Cell (SIMCELL), and facilitate, manage, and evaluate the exercise.

Public Information – IEM provides support for Joint Information Centers (JICs), interfaces with media and stakeholder groups, creates press and social media injects, and develops media kits.

Exercise Evaluation and Reporting – IEM develops and provides easy-to-use evaluation forms that are used to collect objective, quantitative data during the exercise. The data collected is analyzed and compiled into an HSEEP-compliant After-Action Report and Improvement Plan (AAR/IP) that documents observed strengths and weaknesses and makes recommendations for future preparedness efforts.

Exercise Hot Wash – Immediately upon exercise completion, IEM gathers players together to discuss actions taken, problems encountered, and strengths and weaknesses of the plan and response. This allows us to capture not only factual information but also impressions and intent behind the actions taken.

CONTRACT VEHICLES

Through existing contract vehicles and rapid procurement, IEM is prepared to address your critical emergency and healthcare preparedness and response needs for any event.

MAS - General Purpose Commercial Information Technology Equipment, Software, and Services Rescue
Contract Number: GS-35F-679GA
Contract Period: Sept. 14, 2017 – Sept. 13, 2027

California Multiple Award Schedules
Contract Number: 4-22-07-1003
Contract Period: July 6, 2022-Sept. 13, 2027

Contract Number: 3-20-70-2296C
Contract Period: Aug. 11, 2020-Sept. 13, 2027

HGACBuy Cooperative
Contract Number: HP08-21
Contract Period: Aug. 1, 2021-July 31, 2024

Florida Department of Management Services
Contract Number: 80101500-20-1
Contract Period: March 1, 2021-Aug. 31, 2024

North Texas SHARE
Contract Number: 2023-028
Contract Period: Oct. 1, 2023-Sept. 30, 2024

Missouri Statewide Management Consulting Services
Contract Number: CS201311024
Contract Period: Apr. 1, 2020-Mar. 31, 2024

Massachusetts Statewide Contract
Contract number: PRF76
Contract Period: Oct. 27, 2022-Sept. 30, 2027