2025-2027

Commonwealth of Pennsylvania Integrated Preparedness Plan

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PURPOSE

The purpose of the Pennsylvania Emergency Management Agency (PEMA) Integrated Preparedness Plan (IPP) is to document the process necessary to strengthen the core capabilities that are deemed essential in preventing, protecting against, mitigating the effects of, responding to, and recovering from threats and hazards. PEMA employs a progressive approach that combines all-hazards planning, trainings, and realistic exercises to enhance Pennsylvania's overall preparedness capabilities.

The IPP displays the preparedness activities of PEMA and its partners for 2025-2027. This plan reduces the duplication of efforts by promoting communication and coordination amongst partners between state agencies, in the counties, and throughout the region.

Maintenance and Review

PEMA is the primary agency responsible for providing direction and oversight of the Commonwealth's IPP. A major review and update to the IPP occurs annually during the Integrated Preparedness Plan Workshop (IPPW). The IPP is a dynamic document and is updated to reflect changing needs and priorities. PEMA has transitioned the IPP calendar to an online calendar, located on PEMA's website. This ensures that the most up-to-date information is available to all stakeholders at any given time.

Integrated Preparedness Plan Workshop (IPPW)

Each year, an IPPW is held to review and update PEMA's IPP. In 2024, the workshop was held on December 10. The IPPW provides a collaborative environment where Pennsylvania jurisdictional, non-profit, and private sector partners can meet and collaborate on plans to enhance the Commonwealth's preparedness. The review and update process for the IPP consists of the following three objectives:

1. Identify or validate the primary threats and hazards with the potential to impact Pennsylvania.

2. Identify the FEMA-designated and state leadership priority areas and core capabilities essential to combating the identified threats and hazards; and

3. Outline the cycle of preparedness activities that will provide the most value in strengthening the identified priority areas and core capabilities.

Top Threats and Hazards

As part of the review of the IPP for 2025-2027, the Integrated Preparedness Plan Planning Group (IPPPG) identified the top potential threats and hazards that have the ability to impact Pennsylvania. To identify the threats and hazards, the IPPPG considered many sources, including the Pennsylvania Hazard Mitigation Plan; the annual Threat and Hazard Identification and Risk Assessment (THIRA); and local, national, and global historical events.

Threat and hazard identification is important as it allows PEMA to focus its preparedness efforts on the incidents and events most likely to occur or be most severe. *Figure 1* below demonstrates the identified threats and hazards perceived to be a top priority for Pennsylvania (in no particular order).

Natural Hazards	
• Coastal Erosion • Drought • Earthquake • Extreme Temperature • Flood, Flash Flood, Ice Jam • Hailstorm • Hurricane, Tropical Storm, Nor'easter • Invasive Species	• Landslide • Lightning Strike • Pandemic, Emerging, Zoonotic, and Infectious Disease • Radon Exposure • Subsidence, Sinkhole • Tornado, Windstorm • Wildfire • Winter Storm
Technological	**Human - Caused Incident**
• Building and Structure Collapse • Dam Failure • Levee Failure • Nuclear Incident • Utility Interruption • Conventional Oil and Gas wells • Gas and Liquid Pipelines • Unconventional Oil and Gas Wells • Hazardous Materials Release	• Civil Disturbance • Cyber Incidents • Mass Food/Animal Feed Contamination • Substance Use Disorder • Terrorism/Domestic Violent Extremism • Transportation Accident • Urban Fire and Explosion • Coal Mining

Figure 1

Critical Infrastructure and Key Resources (CIKR)

PEMA is committed to preserving the physical, psychological, and economic safety and security of the Commonwealth, its residents, and its visitors. The IPPPG recognizes that Pennsylvania contains Critical Infrastructure and Key Resources (CIKR) that may be at greater risk of being targeted or harmed by threats and hazards. It is essential to incorporate CIKR into the planning, training, and exercise process. The vast majority of CIKR are privately owned and operated; therefore, the private sector must be included in the preparedness process to effectively manage real-world emergencies. *Figure 2* below displays both Critical Infrastructure and Mass Gatherings and Special Events specific to Pennsylvania that may be especially vulnerable to threats and hazards (in no particular order):

Critical Infrastructure	Mass Gatherings and Special Events
- Pipelines - Schools - Roads - Rail Roads - Levees/Dams - Marine Ports - Emergency Services Facilities - Other Government Facilities - Water/Waste-Water Treatment Facilities - Electric/Power Stations and Grids - Power Plants - Airports - Hospitals	- Groundhog Day – Punxsutawney, PA - Sporting Events in Pittsburgh, Philadelphia, and State College - Little League World Series – Williamsport, PA - Pocono Raceway - Tall Ships – Erie, PA 2025 FIFA Club World Cup – Philadelphia 2025 - Navy & Marine Corps 250th Flagship Weeklong Celebration - Philadelphia 2026 – United States Semiquincentennial 2026 FIFA World Cup – Philadelphia 2026 NFL Draft – Pittsburgh 2026 MLB All Star Game - Gubernatorial Inaugurations - Primary and General Elections - Political Conventions and Other Events - County Fairs and Music Festivals

Figure 2

Priority Areas and Core Capabilities

The *National Preparedness Goal* has established 32 core capabilities that are deemed critical elements necessary to achieve and maintain a comprehensive level of preparedness. The core capabilities are organized by the five emergency management mission areas: *prevention, protection, mitigation, response, and recovery*.

FEMA, as part of the Emergency Management Performance Grant (EMPG), has designated three national priority areas for improvement as they relate to emergency management capabilities. Each priority area has a list of associated core capabilities. It is recommended under the EMPG that training and exercise programs increase capability for high-priority core capabilities which currently have low capability levels, validate capability levels, and maintain and/or sustain current capabilities. Listed below are the three designated priority areas for 2024* with their associated core capabilities:

1. **Equity**
   - Health and Social Services
   - Mass Care Services
   - Public Health, Healthcare, and EMS
   - Housing
   - Logistics and Supply Chain Management
   - Critical Transportation
   - Public Info and Warning
   - Community Resilience
   - Economic Recovery
   - Planning
   - Long-Term Vulnerability Reduction
   - Risk and Disaster Resilience Assessment
   - Threats and Hazards Identification
2. **Climate Resilience**
   - Community Resilience
   - Infrastructure Systems
   - Long-Term Vulnerability Reduction
   - Planning
   - Risk and Disaster Resilience Assessment
   - Threats and Hazards Identification
3. **Readiness (Catastrophic Disaster Housing, Disaster Financial Management, Evacuation Planning, Distribution Management Planning, Resilient Communications)**
   - Planning
   - Operational Communications
   - Logistics and Supply Chain Management
   - Supply Chain Integrity and Security
   - Operational Coordination

- Critical Transportation
- Infrastructure Systems
- Risk Management for Protection Programs and Activities
- Long-Term Vulnerability Reduction
- Housing
- Situational Assessment
- Community Resilience
- Risk and Disaster Resilience Assessment
- Economic Recovery
- Cybersecurity

* FEMA has yet to release the EMPG priority areas for FFY 2025. These will be incorporated into the document once that information is released, usually in the February timeframe.

Commonwealth's Priority Core Capabilities

The IPPPG conducted an analysis of After-Action Reports (AARs) and the Threat and Hazard Identification and Risk Assessment and Stakeholder Preparedness Review (THIRA/SPR), and solicited input from counties, task forces, and state agencies during the IPPW to determine which core capabilities were most essential to focus on during the upcoming preparedness cycle. Figure 3 shows the most frequently identified core capabilities that will be the Commonwealth's focus for 2025-2027:
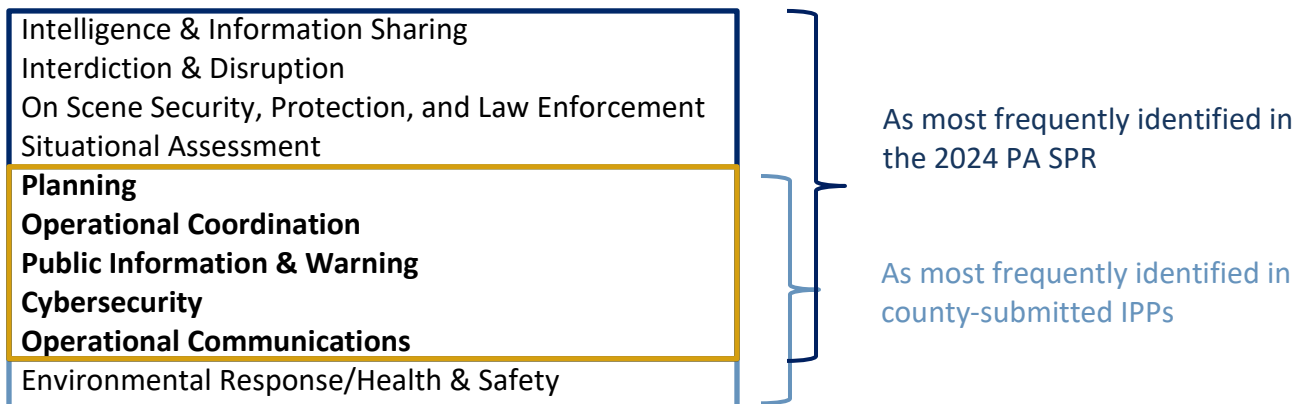
Intelligence & Information Sharing
Interdiction & Disruption
On Scene Security, Protection, and Law Enforcement
Situational Assessment

Planning
Operational Coordination
Public Information & Warning
Cybersecurity
Operational Communications

Environmental Response/Health & Safety

As most frequently identified in the 2024 PA SPR

As most frequently identified in county-submitted IPPs

Figure 3

The following section provides a brief description of these priority core capabilities and a number of identified preparedness activities that would support the strengthening of the associated capability. Some activities may support multiple core capabilities and may be listed as such. It is important to note that the preparedness activities identified are not an all-inclusive list, and there are other activities that may support the associated capabilities as well (i.e., additional training courses can be found on the National Training and Education Division catalog). Planned activities can be found on the Integrated Preparedness Calendar. For the purposes of this plan, "preparedness activities" encompass Planning, Organization, Equipment, Training, and Exercise (POETE) elements.

Planning

The *National Preparedness Goal* defines the core capability of Planning as conducting "a systematic process engaging the whole community, as appropriate, in the development of executable strategic, operational, and/or tactical-level approaches to meet defined objectives."

Supporting Preparedness Activities:
- AWR–330, Whole Community Emergency Management Planning
- AWR–356, Community Planning for Disaster Recovery
- E–103, Planning: Emergency Operations
- E–237, Planning Process Theory and Application
- E–962, NIMS ICS All-Hazards Planning Section Chief Course
- E–1301, Continuity Planning
- E–2304, Emergency Operations Center Planning Skillsets
- G–235, Emergency Planning
- G–271, Hazardous Weather and Flooding Preparedness
- IS–011.a, Animals in Disasters: Community Planning
- IS–235.c, Emergency Planning
- MGT–314, Enhanced All-Hazards Incident Management/Unified Command
- MGT–346, EOC Operations and Planning for All-Hazards Events
- MGT–360, Incident Command: Capabilities, Planning, and Response Actions for All Hazards
- MGT–418, Readiness: Training Identification and Preparedness Planning
- MGT–460, Planning for Disaster Debris Management
- Planning Practitioner Program (EMI)
- Develop and Sustain a Collaborative Planning Platform for Emergency Response Plans
- CEOP Update (every two years)
- ESF Annex Workshops (ongoing throughout the year)
- PEMA's Annual All Hazards Exercise for State Partners (annually in May)
- Election-Related Exercises and Planning Efforts (Statewide)
- Winter Weather and Road Closure/Ban Framework Workshop (State Agencies)
- Pennsylvania Response Incident Support Manual (PRISM) update (every two years)
- Special and Large Events Planning and Exercises (i.e., America's Semiquincentennial, 2026 FIFA World Cup, NFL Draft, MLB All Star Game, etc.)
- Ad-Hoc Workshops as New Threats Emerge

Operational Coordination

According to the *National Preparedness Goal*, the Operational Coordination core capability establishes and maintains "a unified and coordinated operational structure and process that appropriately integrates all critical stakeholders and supports the execution of core capabilities."

Supporting Preparedness Activities:
- G–191, ICS/EOC Interface
- G–402, National Incident Management System Overview for Senior Officials
- ICS–300, Intermediate ICS for Expanding Incidents
- ICS–400, Advanced ICS for Command and General Staff
- IS–100, Introduction to the Incident Command System (ICS)
- IS–200, ICS for Single Resource and Initial Action Incidents
- IS–700, Introduction to the National Incident Management System (NIMS)
- IS–800, Introduction to National Response Framework (NRF)
- IS–908, Emergency Management for Senior Officials
- IS–2200, Basic Emergency Operations Center Functions
- L–2300, Intermediate Emergency Operations Center Functions
- L–2302, EOC Leaders Skillset
- L–2304, EOC Planning Support Skillset
- L–2306, EOC Resource Support Skillset
- L–2308, EOC Ops and SA Support Skillset
- MGT–440, Enhanced Sports and Special Events Incident Management
- MGT–456, Integration of Cybersecurity Personnel into the Emergency Operations Center for Cyber Incidents
- O–305, Type 3 All-Hazards Incident Management Team
- PEMA's Annual All Hazard Exercise for State Partners (May annually)
- National Qualification System/ PEMA Qualification System Implementation
- ESF 13/Civil Unrest Annex Workshop (State Agencies)
- FEMA Virtual Tabletop Series (VTTX)
- Development and Sustainment of Rescue Task Forces
- WebEOC Use and Training

Public Information and Warning

The *National Preparedness Goal* defines the Public Information and Warning core capability as delivering "coordinated, prompt, reliable, and actionable information to the whole community through the use of clear, consistent, accessible, and culturally and linguistically appropriate methods to effectively relay information regarding any threat or hazard, as well as the actions being taken and the assistance being made available, as appropriate."

Supporting Preparedness Activities:
- AWR–209, Working with the Media: A Course for Rural First Responders
- E–105, Public Information Basics
- E–388, Advanced Public Information Officer
- E–389, Master Public Information Officer - Implementing Communications Strategies for Whole Community Leadership
- E–393, Master Public Information Officer - Applying Advanced Concepts in Public Information and Communications
- IS–029, Public Information Officer Awareness
- IS–042, Social Media in Emergency Management
- IS–247, Integrated Public Alert and Warning System (IPAWS) for Alert Originators
- IS–251.a, IPAWS for Alerting Administrators
- L–272, Warning Coordination
- L–290, Basic Public Information Officers Course
- MGT–318, Public Information in an All-Hazards Incident
- MGT–467, Sport and Special Event Public Information and Emergency Notification
- PER–304, Social Media Platforms for Disaster Management
- PER–343, Social Media Engagement Strategies
- PEMA's Annual All Hazards Exercise for State Partners (annually in May)
- Crisis Communications Workshop for State and County Partners
- Nuclear Powerplant Exercises
- Alert and Warning Officials Annual Conference
- FEMA Alert and Warning Originator Webinars

Cybersecurity

According to the *National Preparedness Goal*, the Cybersecurity core capability seeks to "protect against damage to, the unauthorized use of, and/or the exploitation of (and, if needed, the restoration of) electronic communication systems and services (and the information contained therein). Cybersecurity has become extremely important as many of our emergency functions rely on cyber systems, networks, and assets."

Supporting Preparedness Activities:
- AWR–136, Developing Cybersecurity Resiliency for Everyone
- AWR–169-W, Introduction to Cyber Incident Management

- AWR–366-W, Developing a Cyber Security Annex for Incident Response
- AWR–384-W, Cyber Identity and Authentication
- AWR–395-W, Cybersecurity in the Workplace
- MGT–303, Cybersecurity Vulnerability Assessment
- MGT–452, Physical and Cybersecurity for Critical Infrastructure
- MGT–465, Recovering from Cybersecurity Incidents
- PER–257, Cyberterrorism First Responder (CFR)
- PA Cyber Incident Annex to the CEOP
- PA Cyber Incident Annex Tabletop Exercise
- CyberCom Committee
- State and Local Cybersecurity Grant Program Initiatives
  - Implement a Vulnerability Management Solution or Service
  - Implement a Security Information and Event Management Solution or Service
  - Implement an Asset Intelligence Solution

Operational Communications

According to the *National Preparedness Goal*, the Operational Communications core capability seeks to "ensure the capacity for timely communications in support of security, situational awareness, and operations by all means available, among and between affected communities in the impact area and all response forces."

Supporting Preparedness Activities:
- AWR–329, Leveraging Tools for Coordinated Community Disaster Communications
- AWR–942-W, The Basics of WEBEOC
- E/L–969, NIMS ICS All-Hazards Type III Communications Unit Leader (COML)
- IS–242, Effective Communication
- IS–951 DHS Radio Interoperability
- Implementation of statewide ESInet and Next Generation 911 system
- Deployable Communications Equipment Upkeep and Maintenance (PCOM Trailers, SATCOM, MiniCRD, etc.)
- PEMA's Annual All Hazards Exercise for State Partners (annually in May)
- Emergency Support Function 2 Workshop – Communications
- PA Tactical Interoperable Communications Plan (TIC-P)
- PEMA Communications Plan
- PA Statewide Radio Network (PA-STARNet)
- SEVAN System Upgrade/Replacement
- NAWAS/PAWAS
- Communications exercises
- EOC Radio Drills

Intelligence and Information Sharing

According to the *National Preparedness Goal*, the Intelligence and Information Sharing core capability provides "timely, accurate, and actionable information resulting from the planning, direction, collection, exploitation, processing, analysis, production, dissemination, evaluation, and feedback of available information concerning physical and cyber threats to the United States, its people, property, or interests; the development, proliferation, or use of WMDs; or any other matter bearing on U.S. national or homeland security by local, state, tribal, territorial, Federal, and other stakeholders. Information sharing is the ability to exchange intelligence, information, data, or knowledge among government or private sector entities, as appropriate."

Supporting Preparedness Activities:
- AWR–144, Port and Vessel Security for Public Safety and Maritime Personnel
- AWR–315, Fundamentals of Criminal Intelligence
- IS–0060, The Homeland Security Geospatial Concept-of-Operations (GeoCONOPS) for Planners and Decision Makers
- MGT–473, Organizational Cybersecurity Information Sharing
- PER–201, Evidence Collection in a Hazardous Materials Environment
- PER–233, Medical Preparedness and Response to Bombing Incidents (MPRBI)
- PER–399.1, Instructor Development Threat Evaluation and Reporting Course
- PER–399-C, Basic Threat Evaluation and Reporting Course (B-TERC)
- PER–412, Cyber Threat Intelligence
- Regional Task Force Annual Symposiums

Interdiction and Disruption

The *National Preparedness Goal* defines Interdiction and Disruption as "delay, divert, intercept, halt, apprehend, or secure threats and/or hazards."

Supporting Preparedness Activities:
- AWR–313, Homemade Explosives: Awareness, Recognition, and Response
- AWR-341, Improvised Explosive Device Awareness and Safety Procedures
- AWR-348, Bombing Prevention Awareness Course
- AWR-349, Homemade Explosive and Precursor Chemical Awareness for Public Safety
- AWR-409, Detecting Domestic and Homegrown Violent Extremism
- AWR-426, Tactical Response to Suicide Bombing Incidents
- PER-200, Field Force Operations Refresher
- PER-395, Tactical Response to Suicide Bombing Incidents
- PER-934, Regional Security and Resilience

Situational Assessment

Situational Assessment, per the *National Preparedness Goal*, provides "all decision makers with decision-relevant information regarding the nature and extent of the hazard, any cascading effects, and the status of the response."

Supporting Preparedness Activities:
- E–142, Situational Awareness
- E–964, NIMS ICS All-Hazards Situation Unit Leader Course
- G–557, Rapid Needs Assessment
- IS–2901, Introduction to Community Lifelines
- K–2308, EOC Operations and Situational Awareness
- PER–344, Social Media Tools and Techniques
- Procurement of and Associated Training for Tethered UAVs
- WebEOC training and use
- PEMA CRCC Situational Awareness Section Training (PEMA staff only)
- PEMA's Annual All Hazards Exercise for State Partners (annually in May)
- Dataminr Software
- Keystone Emergency Management System (KEMS) Development
- SARCOP Software

On-Scene Security, Protection, and Law Enforcement

According to the *National Preparedness Goal*, the On-Scene Security, Protection, and Law Enforcement core capability ensures "a safe and secure environment through law enforcement and related security and protection operations for people and communities located within affected areas and also for response personnel engaged in lifesaving and life-sustaining operations."

Supporting Preparedness Activities:
- AWR–235, Initial Law Enforcement Response to Suicide Bombing Attacks
- AWR–333, Improvised Explosive Device (IED) Construction and Classification
- AWR–334, Introduction to the Terrorist Attack Cycle
- AWR–335, Response to Suspicious Behaviors and Items for Bombing Prevention VILT
- AWR–337, Improvised Explosive Device (IED) Explosive Effects Mitigation
- AWR–338, Homemade Explosive (HME) and Precursor Awareness
- IS–0906, Workplace Security Awareness
- PER–200, Field Force Operations
- PER–202, Field Force Extrication Tactics
- PER–264, Law Enforcement Protective Measures for CBRNE Incidents
- PER–265, Law Enforcement Response Actions for CBRNE Incidents
- PER–275, Law Enforcement Active Shooter Emergency Response (LASER)
- PER–339, Improvised Explosive Device (IED) Search Procedures Course
- PER–340, Active Threat Integrated Response Course (ATIRC)

- PER–367, Tactical Hazardous Materials Operations for Surface Transportation
- PER–384, Law Enforcement Active Shooter Emergency Response
- PER–922, Integrating Communication, Assessment, and Tactics
- Tactical Team and Bomb Team Support (Equipment, Training, Exercises, Planning)

Environmental Response/Health and Safety

According to the *National Preparedness Goal*, the purpose of the Environmental Response/Health and Safety core capability is to "conduct appropriate measures to ensure the protection of the health and safety of the public and workers, as well as the environment, from all-hazards in support of responder operations and the affected communities."

Supporting Preparedness Activities:
- Biological Incidents Awareness Course
- Hazardous Materials Awareness Course
- Personal Protective Equipment Considerations for Infectious Agents Course
- Hazardous Materials Technician Course
- Hazardous Materials Operations Course
- Wild Well Hazardous Materials Technician Course
- Pipeline Emergencies Operations Training
- Responding to Utility Emergencies – Natural Gas
- Transportation Rail Incident Preparedness & Response: Flammable Liquid Unit Trains
- Nuclear Power Plant Plume Exercises
- PEMA HAZMAT Exercises
- PA HAZMAT Technician's Association Annual Conference
- Equipment Purchases and Maintenance (Using PHMSA HMEP Funds, PA Hazardous Materials Response Funds, etc.)
- TransCAER Exercises
- Modular Emergency Response Radiological Transportation Training (MERRTT)

Methodology and Tracking

All preparedness activities adhere to the current guidelines and regulations of the EMPG wherever required. In addition, the Commonwealth exercise program seeks to be Homeland Security Exercise and Evaluation Program (HSEEP)-compliant to ensure a consistent approach to planning, conducting, and evaluating exercise activities as well as implementing improvement planning. According to HSEEP, exercise priorities and objectives should be designed with an increasing level of complexity over time. Figure 4 below demonstrates the HSEEP progressive approach.
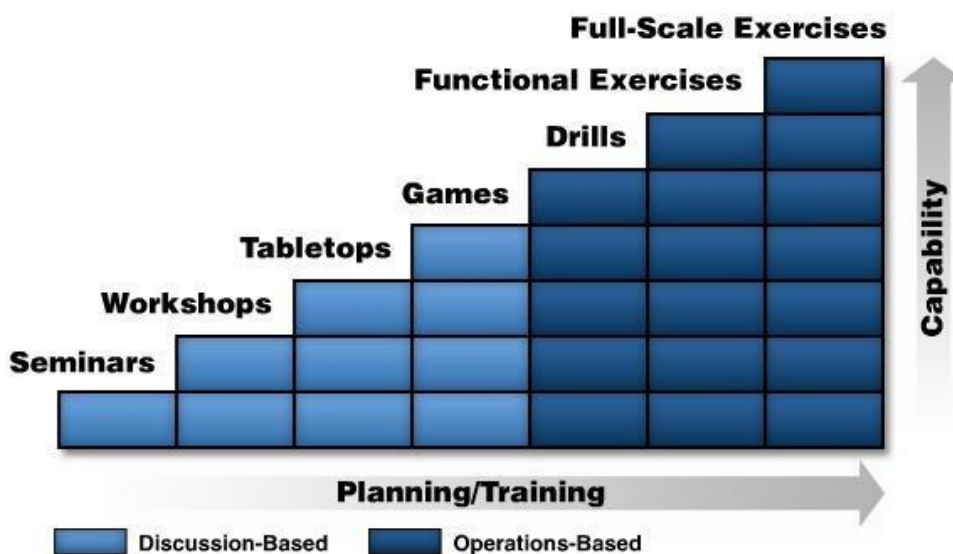

Figure 4

Federal EMPG Requirements

PEMA is a recipient of EMPG funding. FEMA requires recipients to prioritize grant funding to demonstrate how EMPG Program-funded investments support closing capability gaps or sustaining capabilities identified in the THIRA/ SPR process *and* other relevant information sources, such as: 1) AARs following exercises or real-world events; 2) audit and monitoring findings; 3) Hazard Mitigation Plans; and/or 4) other deliberate planning products. Each jurisdiction receiving EMPG funds must adhere to the following minimum training and exercise-related requirements, as outlined in the *FEMA Federal Grants Preparedness Manual (Appendix H)*:

1. EMPG-funded recipients and subrecipients are required to implement NIMS. EMPG-funded personnel must take the following NIMS courses: IS-100, IS-200, IS-700, IS-800 **AND** either the FEMA Professional Development Series (PDS) *or* the Emergency Management Professional Program Basic Academy.
2. Develop and maintain a progressive exercise program that aligns with the HSEEP.
3. Complete an Integrated Preparedness Plan, due by January 31 annually.
4. Complete a THIRA every three years and an SPR annually, each to be annually submitted by December 31.
5. Continue implementation of the National Qualification System (NQS) or NQS-based system.

Preparedness Activity Considerations

The IPP was developed through an extensive data gathering process to adequately capture the emergency management preparedness priorities of the Commonwealth. The preparedness priorities were compiled from many sources, including federal grant program priority areas; PEMA leadership priorities; the Commonwealth's and Task Forces' THIRA/SPR submissions; stakeholder input; and After-Action Reviews/Improvement Plans (AAR/IP) from previous exercises.

In 2023, Task Forces and state agencies identified their respective planning, organization, equipment, training, and exercise needs during the annual THIRA and SPR process.

Commonwealth of Pennsylvania Preparedness Priorities for 2025-2027

Based on the above-mentioned considerations, the Commonwealth has identified the following priorities as the focus for the multi-year cycle of preparedness (in no particular order):

✓ Incorporate the concept of climate adaptation into planning, preparedness, mitigation, and recovery activities to forecast and prepare for the impacts of future disasters and build a more resilient Commonwealth.

✓ Build capability and capacity across the emergency management workforce at the state and local levels to ensure needed surge capacity for future disasters and other emergencies and ensure a highly talented and capable workforce for the future.

✓ Align training and exercises to support personnel and resource readiness in accordance with the National Qualifications System (NQS), National Incident Management System (NIMS), or other nationally or state accepted guidelines and standards.

✓ Evolve planning, preparedness, and training efforts to respond to and recover from evolving threats and hazards such as those posed by cyberattacks, acts of mass violence, violence extremist groups, malign influence campaigns utilizing mis-, dis-, and malinformation, and the nefarious use of advanced technology such as Artificial Intelligence (AI).

✓ Hasten disaster recovery efforts by ensuring public officials and emergency management personnel at the state, county and local levels understand recovery process and can rapidly assess damages and impacts to support decision making and rapidly implement state and federal relief programs for affected residents.

✓ Leverage training and exercise opportunities to build operational coordination capacity with partner organizations across all emergency management mission areas to ensure a unified and effective approach to managing disasters regardless of size or complexity.

✓ Focus training and exercise opportunities on building collaborative (multiagency, multidiscipline) planning teams and operational plans to ensure operational readiness of all public safety and emergency management organizations for the various special events planned in 2025 and 2026 across the Commonwealth.

2025 PEMA Leadership Priorities

✓ Enhancing Cybersecurity
✓ Enhancing the Protection of Soft Targets/Crowded Places
✓ Enhancing Information and Intelligence Sharing and Analysis
✓ Combating Domestic Violent Extremism
✓ Enhancing Community Preparedness and Resilience
✓ Enhancing Election Security

HSGP National Priorities (2024)*±

- ✓ Maintaining and building capabilities with less funding
- ✓ Loss of organizational structure to support incidents due to trouble filling vacant positions and the continued decline of volunteers
- ✓ Finding qualified instructors and meeting the minimum requirements for training courses
- ✓ Staying up to date with constantly evolving threats (especially for DVE and cybersecurity)
- ✓ Planning and coordination for mass gatherings and other special events
- ✓ Continued development, improved utilization, and enhanced integration of knowledge management systems (i.e., WebEOC)
- ✓ Improved communication and messaging with internal response partners and with external stakeholders
- ✓ Integration and inclusion of the Whole Community in plans, processes, and procedures

Commonly Identified from 2024 SPR Submissions

- ✓ Whole Community Preparedness & Resilience
- ✓ Emergency Management Program Capacity Building
- ✓ Resilient Telecommunications
- ✓ Addressing Evolving Threats and Responsible Use and Misuse of Emerging Technologies

FEMA/PA Agreed-Upon EMPG Priorities (FY2025)

*HSGP National Priority Areas are updated based on the FY 2024 Notice of Funding Opportunity.
± Indicates no changes from the previous year's priorities

Appendix A - Acronyms

Abbreviation	Term
AAR	After Action Report
AHIMT	All-Hazards Incident Management Team
CBRNE	Chemical, Biological, Radiological, Nuclear, Explosives
CEOP	Commonwealth Emergency Operations Plan
CERT	Community Emergency Response Team
CIKR	Critical Infrastructure and Key Resources
CRCC	Commonwealth Response Coordination Center
EMPG	Emergency Management Performance Grant
EOC	Emergency Operations Center
FE	Functional Exercise
FSE	Full Scale Exercise
HazMat	Hazardous Materials
HHS	Health and Human Services
HSEEP	Homeland Security Exercise Evaluation Program
ICS	Incident Command System
IP	Improvement Plan
IPP	Integrated Preparedness Plan
IPPPG	Integrated Preparedness Plan Planning Group
IPPW	Integrated Preparedness Plan Workshop
IS	Independent Study
JIC	Joint Information Center
JIS	Joint Information System

LMS	Learning Management System
MAA	Mutual Aid Agreement
NIMS	National Incident Management System
NRF	National Response Framework
PEMA	Pennsylvania Emergency Management Agency
POD	Commodity Point of Distribution/Medical Point of Dispensing
RWE	Real World Event
THIRA/SPR	Threat and Hazard Identification and Risk Assessment/Stakeholder Preparedness Review
TTX	Tabletop Exercise
VTTX	Virtual Tabletop Exercise
UASI	Urban Area Security Initiative

Appendix B - Key Terms

Critical Infrastructure and Key Resources (CIKR) - Any system or asset vital to Pennsylvania whose incapacity or destruction would cause a devitalizing impact on physical, psychological, or economical security, public health or safety or any combination thereof.

Core Capabilities – Thirty-two (32) distinct critical elements necessary to achieve the National Preparedness Goal.

Exercise - An instrument to train for, assess, practice, and improve performance in prevention, protection, mitigation, response, and recovery capabilities in a risk-free environment. Exercises can be used for testing and validating policies, plans, procedures, training, equipment, and interagency agreements; clarifying and training personnel in roles and responsibilities; improving interagency coordination and communications; improving individual performance; identifying gaps in resources; and identifying opportunities for improvement.

Homeland Security Exercise and Evaluation Program (HSEEP) - A program that provides a set of guiding principles for exercise programs, as well as a common approach to exercise program management, design and development, conduct, evaluation, and improvement planning.

Improvement Plan (IP) - The IP identifies specific corrective actions, assigns them to responsible parties, and establishes target dates for their completion. The IP is developed in conjunction with the After-Action Report.

Incident Command System (ICS) – A management system designed to enable effective and efficient domestic incident management by integrating a combination of facilities, equipment, personnel, procedures, and communications operating within a common organizational structure.

Progressive Approach - A progressive approach designated by the Homeland Security Exercise and Evaluation Program that includes the use of various exercises aligned to a common set of exercise program priorities and objectives with an increasing level of complexity over time. (Progressive exercise planning does not imply a linear progression of exercise types).

National Incident Management System (NIMS) - The NIMS standard was designed to enhance the ability of the United States to manage domestic incidents by establishing a single, comprehensive system for incident management. It is a nationwide approach for Federal, State, local, tribal, and territorial governments; the private sector; and nongovernmental organizations to work effectively and efficiently together to prepare for, respond to, and recover from domestic incidents, regardless of cause, size, or complexity.

National Preparedness Goal - The National Preparedness Goal defines the core capabilities necessary to prepare for the specific types of incidents that pose the greatest risk to the security of the Nation. The Goal emphasizes actions aimed at achieving an integrated, layered, and

all-of-Nation preparedness approach that optimizes the use of available resources. Specifically, the Goal defines success as: "A secure and resilient Nation with the capabilities required across the whole community to prevent, protect against, mitigate, respond to, and recover from the threats and hazards that pose the greatest risk."

Appendix C – Integrated Preparedness Activity Calendar

The updated Pennsylvania Integrated Preparedness Calendar can be found on PEMA's website (a link to the calendar can be found below). This calendar is continually maintained and updated by PEMA's Training and Exercise Division and provides the most up-to-date picture of preparedness activities* statewide. An activity submission form is located on the webpage with the calendar.

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Activities that have been shared with PEMA Training and Exercise Division