



WSEMA

Washington State Emergency Management Association

Overview

In March of 2025, a working group within the Washington State Emergency Management Association (WSEMA) issued a poll to members asking their opinion on a state-wide emergency management certification program. Of the multiple paths to certification offered, members indicated that there is value in a statewide certification that is as simple as, but not affiliated with, the Associate and Certified Emergency Management certifications offered by the International Association of Emergency Managers.

Below is the stated value for all stakeholders, next steps, and risks. The most pragmatic step towards making the will of the members' a reality without overburdening the board, is to establish a permanent certification committee to design and administer the program.

Summary

Date	April 11, 2025
Value Proposition	WSEMA ○ Increased membership demand ○ Increased conference attendance with test hosting ○ Increased revenue from certification fees ○ Collaboration with SLTTs to set hiring standards ○ Deeper member engagement ○ Positive press ○ Improve state-wide emergency management

	Members ○ More affordable and accessible certification ○ Skill alignment with hiring authorities ○ Increased credibility ○ Competitive advantage Hiring Authorities ○ Higher quality candidates ○ Agency to inform certification standards ○ Employees who are engaged in professional development
Blockers & Risks	○ Time commitment from board members and committee ○ Need to amend the bylaws to formalize the certification program, administrative processes, and certification committee. ○ A potential “no” vote from members ○ Sustainability - lack of administrative support ○ Administrative costs out strip certification fees
Next Steps	○ April - Members vote on whether the association pursues its own certification program ○ April-Sep – further develop framework, administrative processes and run pilot with identified members ○ Sep - Vote to adopt the program and amend the bylaws to establish a certification committee to; ▪ Determine certification naming convention ▪ Determine certification requirements and framework ▪ Issue a press release
Support Needed	○ Official membership vote to move forward with proposed concept ○ Bylaw amendment to establish a program, administrative requirements and certification committee ○ Members to support and maintain a certification committee ○ Buy-in from hiring authorities to adopt a state-wide certification