# Hazard Mitigation Training Objectives

*Note: The following training objectives were developed in 2025 in conjunction with a research project that involved hazard mitigation practitioners in the South Central region. The objectives represent the topics about which local and regional practitioners need training. They are listed in the order of priority as defined by the research participants.*

Objective 1: Learn the best practices that are necessary to produce a locally-useful hazard mitigation plan that will be approved by FEMA.

Additional details or subtopics to include in training:

- Learn how to reduce the need for a state agency to preemptively return plans to locals in anticipation of how FEMA reviewers will respond
- Define the term regulation

Objective 2: Learn hazard mitigation messaging techniques that are effective for various stakeholders, including elected officials, high level decision makers, and public stakeholders.

Additional details or subtopics to include in training: Tailored messaging for elected officials (e.g. mayors, county commissioners, state representatives and senators), high level decision makers (city/town staff, city managers), organizations and businesses, and vulnerable populations (e.g., elderly, disabled, hearing/vision impaired, daycares, senior centers, non-English speaking).

Objective 3: Learn how to address the hazard mitigation plan future conditions requirement in a way that is acceptable to FEMA, scientifically accurate, and useful to a local community.

Additional details or subtopics to include in training:

- Examples of future conditions
- Examples of scientifically accurate
- Example language from approved plans.
- The planning timeframe that needs to be considered (e.g., 10 years, 50 years)
- Resources that could be used to help fulfill the requirement

- The metrics FEMA uses to determine whether the requirement is met

Objective 4: Learn the best practices that are necessary to produce a successful FEMA grant application.

Additional details or subtopics to include in training: A spreadsheet or webpage that summarizes all FEMA grant opportunities, eligibilities, funding ceilings, match requirements, deadlines, etc.

Objective 5: Learn strategies that will maximize the benefit-cost analysis in rural communities that have a lack of publicly-funded infrastructure.

Additional details or subtopics to include in training:

- Basic training on how to calculate a benefit-cost analysis (BCA), including the various cost elements that must be included
- Whether using FEMA's BCA tool is required
- Types of data that a local jurisdiction could benefit from recording when disasters or extreme events occur (e.g., damages, power outages, costs incurred due to staff overtime)

Objective 6: Learn how to navigate the Hazard Mitigation Action Database resource.

Additional details or subtopics to include in training:

- Modules for each hazard that include example actions
- Passive vs. active mitigation strategy examples
- Mitigation strategies that are relevant to rural and urban jurisdictions, or label relevance by jurisdiction size

Objective 7: Learn how to fulfill the monitoring and evaluation hazard mitigation plan requirement.

Additional details or subtopics to include in training:

- Why monitoring and evaluation is important
- Specific language relevant to rural communities, such as key phrases to include
- Strategies for completing it, such as a timeline with rough checkpoints and/or annual check-ins
- Metrics that can be used to measure progress and are acceptable to FEMA

- Opportunities to include monitoring and evaluation within other existing planning mechanisms (e.g., at an emergency operation planning meeting, during a comprehensive planning cycle)

Objective 8: Learn the best practices that are necessary to successfully manage a FEMA grant.

Additional details or subtopics to include in training: Details to consider depending on whether project is funded by the hazard mitigation grant program (HMGP), hazard mitigation assistance program (HMA), building resilient infrastructure and communities program (BRIC), etc.

Additional training topics of interest: Dam and levee emergency response, hazard-specific trainings that are more difficult to address (dams, expansive soils, landslides, drought), and grant management systems (may be state-dependent).