



# EMERGENCE PROGRAM

## ABOUT THE PROGRAM

Emergence is a unique opportunity for homeland security/public safety professionals who are in the early stage of their careers. The program provides an educational forum and innovation lab for participants to explore “emerging” trends in the world around us (e.g., technology, social, and public threats). Participants will discuss both the challenges associated with these complex trends as well as the opportunities to rethink how we protect our communities and the nation. In addition, program sessions will assist participants in “emergence” strategies for implementing innovative ideas, being a leader, and for a successful homeland security career.

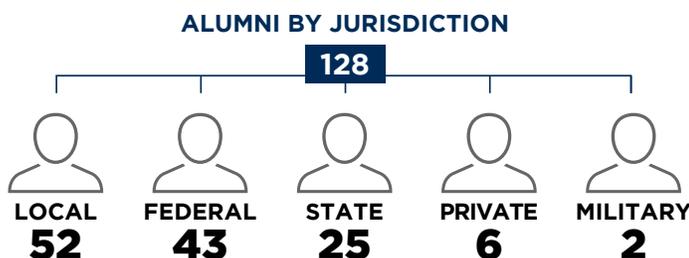
## PROGRAM OBJECTIVES

- Enhance the next generation of homeland security leaders’ understanding of the homeland security discipline and emerging trends.
- Facilitate participants’ homeland security perspectives and what they view as opportunities for change and contributions their generation can make to the evolving discipline.
- Emphasize and enhance critical inquiry, analysis, and evidence-based research to understand complex problems and to develop and implement new ideas.
- Develop and explore strategies for success in a changing work environment.
- Inspire participants to a career in homeland security/public safety.

COHORTS 2019/2020	SINCE INCEPTION 2017
<b>PARTICIPANTS</b> <b>64</b>	<b>COHORTS</b> <b>4</b>
<b>COHORTS</b> <b>2</b>	<b>ALUMNI</b> <b>128</b>

**ANNUAL APPLICATION DEADLINE**

**MAY 1st**  
APPLY NOW [chds.us/emergence](http://chds.us/emergence)



## PROGRAM STRUCTURE

- Six-month program with (2) one-week in-residence sessions and network-based learning prior to both in-residences. The in-residence sessions are held at the Naval Postgraduate School in Monterey, CA.
- The cohort of 32 participants is chosen from a national applicant pool and will reflect the variety of professional backgrounds and geographic areas that comprise the homeland security community.
- Sessions are a mixture of interactive and informative presentations, discussions, and group exercises.
- A significant part of the Emergence Program includes an innovation lab for participants to research and develop an idea for change within their organizations (e.g., new policy, approaches, program, procedure, system, use of technology, etc.). Participants will work collaboratively during the lab.
- CHDS staff will be available to assist with the drafting of individual innovation plans.
- As part of the program, participants will brief their “change initiative” to their agency leadership for consideration and feedback following the first in-residence session and will develop an action plan to guide its implementation.

## QUALIFICATIONS

- Full-time government employee of a local, state, tribal, territorial, or federal homeland security/public safety agency or a private sector employee with security/safety responsibilities.
- Preferred, but not required, less than 12 years total full-time work experience (including all non-homeland security/public safety full-time jobs but not counting high school, post high school temporary or college jobs), at least 1 year (approximately) with current agency or organization. (Interested applicants with considerably more than 12 years of full-time work experience should consider applying to the CHDS Master’s Degree Program or the Executive Leaders Program.)
- A demonstrated commitment to a career in homeland security/public safety.
- Applicants should have strong collaboration, creativity, critical thinking and problem-solving skills, and an appreciation for continuous education and professional growth.
- Applicants should enjoy learning through interactive activities (program includes a group walk on established outdoor trails).

## COST

All costs associated with participating – tuition, books and travel – are covered by CHDS through its sponsor, the U.S. Department of Homeland Security’s National Preparedness Directorate, FEMA.

## LEARN MORE ABOUT THE EMERGENCE PROGRAM

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