

Course Curriculum - final

To be reviewed by <i>February 2023</i>	Activity Number 33	Pre-deployment Training for CSDP Missions and Operations	ECTS 2
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<p style="text-align: center;"><u>Target Audience</u></p> <p>Seconded and international contracted staff who has been selected to be deployed to a CSDP Mission/Operation.</p> <p>This includes staff from non-EU Member States and NATO contributing to CSDP missions and operations.</p>	<p style="text-align: center;"><u>Aim</u></p> <p>The Pre-Deployment Training - <i>complemented by the Mission's induction training</i> upon arrival in the field – is a 5-day course intended to increase the effectiveness of the mission/operation. PDT is designed to uniform the management culture of the CSDP missions and to ensure that participants are adequately prepared so that they can be integrate into mission life and be operational as soon as possible upon deployment.</p> <p>The course enhances participants' overall understanding of CSDP missions' functioning principles, provide an insight into the latest policies, instruments and tools available to fulfil the mandate, depict the mission environment and provide a sense of common EU identity and purpose.</p>
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Learning Outcomes	Knowledge	<ul style="list-style-type: none"> · Describe EU core values and principles and explain the aims and objectives as well as the basic functioning of its Common Foreign and Security Policy (CFSP) including the role of the main actors and basic decision making rules · Explain CSDP as an external policy instrument, its aims, principles and functioning including the competences of all stakeholders involved · Recognise the relevant documents (CONOPS, OPLAN, MIP) and SOPs pertaining to the mission set up and implementation · Explain Planning and Conduct principles, actors, factors, steps · Describe the concept of the so-called 'Integrated approach' and name the most relevant actors in a CSDP context · Recognise your place and role as a staff member in the mission/operation · Explain EU policies towards SSR and the 'how to' of capacity building · Explain the principles of local ownership and the concept of sustainability · Explain the concept of Duty of care and safety and security · Explain rules of behaviour/code of conduct/disciplinary procedures · Describe the policies regarding Human rights mainstreaming · Describe the policies regarding Gender mainstreaming, WPS and YPS · Recognise that the integration of a gender perspective in mission activities is the responsibility of all staff · Explain the information flow between HQ and the field as well as the purpose of the different types of reports in CSDP missions · Recognise the basic functioning of mission support at HQ level and in the field
	Skills	<ul style="list-style-type: none"> · Integrate a human rights and gender perspective into all daily tasks and responsibilities · Be culture sensitive and apply basic principles of intercultural communication · Apply the basic principles of capacity building (mentoring and advising)

Competences	<ul style="list-style-type: none"> · Perform perfectly knowing your tasks as well as rights and obligation in your mission/operation · Articulate the aims and objectives of EU CFSP and the role of your CSDP mission/operation · Know where to turn to for more information and guidance · Comply with the safety and security regulations · Comply with the Standards of Behaviour and Code of Conduct and Discipline
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Evaluation and verification of learning outcomes

The course is evaluated according to the Kirkpatrick model: it uses *level 1 evaluation* (based on a participant's satisfaction with the course). To complete the course, participants need to accomplish all learning objectives. The evaluation of these objectives is based on active contribution in the residential module - including the syndicate session/practical activities - and on completion of the eLearning phases. Course participants need to complete the autonomous knowledge units (AKUs) and pass the tests (*mandatory*), scoring at least 80% in the incorporated out-test/quiz. There will be active observation by the course director/lead instructor. Participants will be asked to complete a feedback questionnaire at the end of the course. **No formal verification of learning outcome is in place; proposed ECTS is based on participants' workload only.**

Course Structure

Main Topics	Recommended Working Hours (of that e-Learning)	Content
<u>Conflict and Crisis Management:</u> The EU as a global player	3 (2)	<ul style="list-style-type: none"> · The EU as a major actor in foreign and security policy · How to address new threats such as terrorism, organised crime, hybrid and cyber · Security and Defence (PESCO, CARD, Strategic Compass) · Internal/External security nexus with JHA link
<u>Crisis Management Procedures:</u> Political strategic planning	4 (2)	<ul style="list-style-type: none"> · CSDP as an EU foreign policy tool · EU structures (EUMS/MPCC, CPCC, ISP, SECDEVPOL) · CSDP mission decision-making process including PFCA and CMC
<u>CSDP Structures:</u> Civilian Planning and Conduct Capability (CPCC)	4 (2)	<ul style="list-style-type: none"> · Command and Control (C2) · Lessons, learning and knowledge management · Current civilian missions · Trends: Civilian Compact, Berlin Center of Excellence (CoE), latest developments (Hybrid and climate)
<u>CSDP Structures:</u> EU Military Staff (EUMS)	1	<ul style="list-style-type: none"> · Role and function of EUMS · Command and control (2C) · Differences between NATO and the EU
<u>CSDP Structures:</u> Military Planning and Conduct Capability (MPCC) within CSDP	1	<ul style="list-style-type: none"> · Role and function of MPCC · Command and control (C2) · The ATHENA financing mechanism · Co-operation with civilian CSDP missions
Current EU military operations	1	<ul style="list-style-type: none"> · Current executive and non-executive operations
<u>CSDP Missions and Operations:</u> Operational planning process, documents, staffing and finance	2	<ul style="list-style-type: none"> · Operational planning steps, considerations and parameters: CD, SOMA, CONOPS, OPLAN, force generation and recruitment · Notions of IOC and FOC
<u>The Mission Cycle:</u> Mandate delivery, command and control mechanisms, review	2	<ul style="list-style-type: none"> · Command and control (C2) · Mandate delivery: Benchmarking (MIP) and reporting · Multi-layered and scalable approach · Evaluation and mandate review
Reporting and information flow	1	<ul style="list-style-type: none"> · Information flow and stakeholders · Reporting guidelines · Different types and purposes of mission reports

<u>The integrated Approach in the Field:</u> The EU delegation and partners	4	<ul style="list-style-type: none"> · Role and function of the EU Delegation and the European Commission · Role and engagement of DG INTPA, ECHO and HOME · Relations with partners: UN, AU, NATO, OSCE
EU Commission financial instruments in support of CSDP	1	<ul style="list-style-type: none"> · IcSP, FPI, CBSD, Article 28 activities
<u>Inside the Mission/Operation:</u> Working in a multi-cultural mission environment	3 (1)	<ul style="list-style-type: none"> · Standard mission structure and respective roles and responsibilities · Individual rights and obligations · Contextualising the mission environment (IOs, NGOs, GOs, etc.) · Basic principles of inter-cultural awareness
<u>Capacity Building Approaches:</u> Mentoring, monitoring and advising	2	<ul style="list-style-type: none"> · Definitions of strategic, operational and tactical advice, mentoring and monitoring · The principles of local ownership & sustainability · Recognising resistance and stimulating motivation · Basic principles of negotiation
Mission Support	2	<ul style="list-style-type: none"> · Mission support functions, processes and organisation · Financial and procurement procedures · Recruitment: seconded versus contracted staff · The mission support platform (MSP)
Security Sector Reform (SSR) in CSDP missions	2 (1)	<ul style="list-style-type: none"> · EU approach to SSR · Different fields of SSR activities in CSDP missions and operations · Tools for planning and implementing SSR activities
Human Rights and gender mainstreaming in CSDP Missions and Operations	4 (2)	<ul style="list-style-type: none"> · EU/CSDP policy on Gender Equality and WPS-agenda and their relevance to CSDP missions and mandates · The concept of Human Rights, including IHL and Gender mainstreaming in the CSDP context · Integrating a Gender perspective in mission activities
Safety, security and health	6 (5)	<ul style="list-style-type: none"> · Security structures and provisions within EEAS/CSDP · Duty of Care at national level and Brussels HQ · Basics of personal security awareness culture · Medical and mental health · Stress management
Code of conduct and generic standards of behaviour	2 (1)	<ul style="list-style-type: none"> · The Code of Conduct and implications of non-respect and misbehaviour · How to deal with integrity and non-compliance issues
Mission specific briefings by PoCs	3	<ul style="list-style-type: none"> · Missions specific briefings in terms of mandate, individual function and administrative issues
TOTAL	48 (17)	

<u>Materials</u>	<u>Additional information</u>
<p><u>Essential e-Learning for CPCC</u> SAFE = Security Awareness in fragile Environments MISSIONWISE = General Security Module COC = Code of Conduct</p> <p><u>Mandatory E-Learning:</u> AKU 3 - Role of the EU institutions in the field of CSDP AKU 4 - CSDP crisis management structures and chain of command AKU 6 - CSDP decision shaping/making AKU 11A - Gender aspects of missions and operations</p> <p><u>Recommended E-Learning on voluntary basis:</u> AKU 23 - Introduction to Security Sector Reform AKU 200 - EU as a global player AKU 300 - Inter-cultural Competence in Civilian Crisis Management (ENTRi) AKU 301 - Stress Management (ENTRi)</p> <p><u>In addition:</u> ESDC Handbooks ENTRi Handbook “ In-Control” FBA Manual: A Gender perspective in CSDP</p> <p>EEAS produced videos and recorded contributions More relevant reading material relating to different modules</p>	<p>In order to facilitate discussion between course participants and senior EU personnel, the Chatham House Rule is used during all residential modules: <i>"participants are free to use the information received, but neither the identity nor the affiliation of the speaker(s), nor that of any other participant, may be revealed"</i>.</p> <p>A pre-course questionnaire on learning expectations and a possible briefing topic from the specific area of expertise may be used.</p> <p>All course participants have to prepare for the residential module by going through the relevant e-Learning preparatory phase, which is mandatory.</p> <p>The materials proposed for supplemental study (i.e. <i>compilation of relevant publications relating to topics in the course</i>) reflect current developments in the field of CSDP policies in general and CSDP Missions and Operations in particular. Mandates of CSDP mission/operations and/or Commission programmes should be included where relevant, as well as other documents from the EEAS, the Council Secretariat and the Commission.</p>