Curriculum

To be reviewed by **Feb. 2026**	Activity number **48.a**	**Hostile Environment Awareness Training (HEAT)**	ECTS **2** SQF-MILOF **N/A**

CORRELATION WITH CTG / MTG TRAs	EQUIVALENCES
Training Requirement Analysis (TRA) Report, CTA Safety & Security, February 2021	N/A

Target audience	Aim
Participants should be (preferably) persons deploying to CSDP high risk missions. *Priority is given to the personnel selected to the CSDP Missions and Operations.*	This course aims to contribute in sustaining front of mind security and situational awareness, reinforce a safety and security awareness mind-set, and develop confidence. In addition, to provide guidance on individual and team options to help **deter**, **detect** and **react** during and after threatening events thus increasing the overall personal safety and security of staff members while serving in Mission.
Open to: ▪ EU member States / Institutions ▪ Third countries ▪ International Organisations	

Learning Outcomes
The Learning Outcomes are listed below under each corresponding module. They are following the Blooms taxonomy learning levels and not suggested sequencing of the module.

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Evaluation and verification of learning outcomes

The course is evaluated according to the Kirkpatrick model: it makes use of *level 1 evaluation* (*based on participants' satisfaction with the course*) and *level 3 evaluation* (*assessment of participants' long-term change in behaviour after the end of the course*). *Evaluation feed-back* is given in the level 1 evaluation on the residential modules.

In order to complete the course, participants have to accomplish all learning objectives, which are evaluated based on their active contribution to the residential modules, including their syndicate sessions and practical activities. **However, no formal verification of the learning outcomes is foreseen; proposed ECTS is based on participants' workload only**.

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Course structure

*The residential module is held over five days (one week). It consists on eleven different modules. Further guidance are to be found in the **ESDC HEAT Course Concept.***

Main Topic	Minimum Working Hours (required for individual learning)	Learning Outcomes
1. MISSIONWISE & SAFE	(6)	1.1 Mandatory on-line courses on CSDP missions safety and security
2. Personal Security Awareness	5	2.1 Discuss the organisational security and duty of care framework 2.2 Discuss ways to manage stress working in a hostile environment 2.3 Understand most common risks in a hostile environment 2.4 Recall principles of compound/base security 2.5 Recognize personal risk profile and gender specific risks according to intersectionality 2.6 Recognise measures for personal health and hygiene 2.7 Recognise symptoms of stress in self and others, for example Post-Traumatic Stress Disorder (PTSD) 2.8 Demonstrate the correct usage of Personal Protective Equipment (PPE) and grab bags 2.9 Demonstrate situational awareness in most prevalent scenarios (eg. buildings, transportation, social gatherings, crowds, terror attacks). 2.10 Apply appropriate conduct in Actions under fire/Active shooter (Run, Hide, Fight) 2.11 Apply basic protective measures for information security and social media 2.12 Apply risk assessment and risk mitigation tools
3. Close Protection Team	3	3.1 Recognise close protection procedures and techniques 3.2 Recognise your role as a protected person 3.3 Recognise the usage, capabilities and limitations of armoured versus soft-skin vehicles 3.4 Demonstrate vehicle entry/exit procedures 3.5 Demonstrate movement and use of cover under fire
4. Basic Navigation	2	4.1 Recall the importance of knowing the location and direction of travel 4.2 Outline other aids to navigation, including smartphones and satellite phones 4.3 Recognise other types of emergency location beacons and trackers in use 4.4 Demonstrate navigation with a map and with GPS 4.5 Demonstrate navigation with a duty phone and offline map

5. Field Communication	2	5.1 Recall characteristics and basic communication principles of different types of radios (VHF, UHF) and satellite phones 5.2 Recall the potential impact of radio communications on personal security 5.3 Demonstrate standard radio operating procedures, for both sending and receiving 5.4 Demonstrate the use of phonetic (NATO) alphabets and pro-words 5.5 Demonstrate sending emergency message
6. Field Trip Planning	2	6.1 Identify journey-planning tools 6.2 Demonstrate how to check, prepare and pack a vehicle, including personnel and personal equipment 6.3 Apply relevant parameters in conjunction with planning and executing a field trip (coordination and communication with headquarters, contingency planning, Travel Risk Assessment)
7. Tactical Field Care	6	7.1 Describe the content and usage of the Individual First Aid Kit (IFAK) 7.2 Recognise symptoms of shock 7.3 Recognise care priorities in high-risk/hostile situations vs. care in a safe environment 7.4 Demonstrate Basic Life Support based on MARCH trauma protocol (*Massive Hemorrhage, Airway, Respiration, Circulation, Hypothermia/ Head injury*) 7.5 Demonstrate ability to manage catastrophic bleedings 7.6 Demonstrate 9-line casualty reporting (MEDEVAC) protocol 7.7 Apply tourniquet to oneself and others in different situations and positions 7.8 Apply wound-packing and bandaging in different situations and positions 7.9 Apply different transport techniques
8. Weapons, Explosives and CBRN Awareness	4	8.1 Identify different types of mines and UXO 8.2 Identify different types of arms and their ballistic capabilities 8.3 Identify good cover against firearms and understand the risk of firearms, stray bullets & ricochets 8.4 Recognise the threat of Improvised Explosive Devices (IED) mines and UXO 8.5 Recognise the different types and key components of an IED system, indicators and countermeasures 8.6 Recognise common indicators and markers for mines/minefields and UXOs 8.7 Recognise threats of working in environments where weapons are commonplace 8.8 Recognise the danger from Rocket, Artillery, Mortar (RAM) attacks, including missiles and drones and identify emergency procedures 8.9 Understand ballistic PPE (including helmet) capabilities and limitations. 8.10 Understand CBRN threats and the use of protective gear 8.11 Explain emergency procedures in the event of a mine accident 8.12 Apply self-protection procedures and the correct use of basic PPE
9. Checkpoints	2	9.1 Identify types of checkpoints – regular/irregular and their significance to safety (vehicle checkpoints, entry checkpoints) 9.2 Identify risks associated with bribery, corruption and gifts 9.3 Recognise the common features of checkpoints

		9.4 Display appropriate behaviour at different types of checkpoints 9.5 Demonstrate de-escalation techniques at hostile checkpoints
10. Conduct After Capture	5	10.1 Explain different types of capture scenarios, including kidnapping 10.2 Discuss lessons learned from examples of capture scenarios 10.3 Describe de-escalating techniques, coping strategies, and stress reducing techniques 10.4 Identify the different stages of kidnapping/ hostage taking 10.5 Identify physical and psychological challenges during and after captivity 10.6 Recognise stress indicators in oneself and others 10.7 Demonstrate Conduct After Capture tools 10.8 Demonstrate appropriate behaviour during an armed rescue, release or escape
11. Civil Unrest	2	11.1 Understand crowd dynamics and human behaviour with regard to the different types of civil unrest 11.2 Understand common procedures used by security forces/police during civil unrest 11.3 Explain precautions to avoid dangerous situations caused by civil unrest 11.4 Identify contingency plans and strategies when facing civil unrest
12. Field Exercise	7	12.1 Practical exercise in the field to demonstrate key lessons learned both as individual and as a team. This should include training scenarios in which groups of 4-5 are subjected to various hostile situations reflecting as many of the above scenarios as possible. This should be followed by a full debrief.
TOTAL	**40 (6)**	

Materials	Methodology
Required: *Mandatory e-Learning:* - SAFE - MISSIONWISE	Subject matter experts should impart skills and knowledge through structured presentations, practical sessions, realistic and immersive scenarios with strong emphasis on experiential learning where participants are provided the opportunity to put theory in to practice in a formative and safe learning environment. Emphasis shall be given to practical security skills taught by skilled and experienced quality trainers. The HEAT prepares future EU CSDP Mission members, respectively staff already working in mission, for security situations and threats at different levels. The theoretical input should be as brief as possible. The training should be based on the concept of adult learning and focus on interactive methods like group work, role plays and interactive exercises to encourage the participants reflecting on security scenarios with the aim of gaining a deeper understanding of security threats in EU CSDP missions and developing patterns of behaviour to cope with these security threats. A main focus should lay on the practical field exercise that should enable the participants to transfer the learned training contents into practice Additional information The Chatham House Rule is applied during all residential modules: "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".