

## Curriculum

To be reviewed by <i>February 2027</i>	Activity Number <b>33</b>	<b>Pre-deployment Training for CSDP Missions and Operations</b>	ECTS <b>2</b>
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CORRELATION WITH CTG / MTG TRAs	EQUIVALENCES
CTA 20: Generic Preparation for Missions	N/A

<p><u>Target Audience</u></p> <p>Seconded and international contracted civilian and military staff who have 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>Upon availability of seats the course is open for candidates in Member States working on CSDP mission or operations matters.</p> <p><u>Open to:</u></p> <ul style="list-style-type: none"> <li>EU member States / Institutions</li> <li>Third countries</li> <li>Candidate countries</li> </ul>	<p><u>Aim</u></p> <p>Following the 2024 EU Policy for CSDP Training, all staff recruited for CSDP missions or operations shall receive pre-deployment training as a prerequisite prior to deployment. This course aims to complement national mission preparatory training efforts. This course is to be considered as an absolute minimum prerequisite prior to deployment.</p> <p>The Pre-Deployment Training - <i>complemented by the Mission's induction training</i> upon arrival in the field - aims 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	<p>L01. Discuss the role of EU related to security and defence, in particular CFSP/CSDP</p> <p>L02. Identify the objectives of the EU Global Strategy and Strategic Compass</p> <p>L03. Describe the concept and list the main actors of the EU-integrated approach to external conflict and crisis</p> <p>L04. Explain organisational structures and decision-making processes in the EU in relation to CSDP</p> <p>L05. Describe the Crises Management Procedures in CSDP missions and operations</p> <p>L06. Explain the cooperation between civilian and military CSDP</p> <p>L07. Explain the role of EU delegation and relevant partners on the ground</p> <p>L08. Explain the principles of local ownership and the concept of sustainability</p> <p>L09. Define the Woman, Peace and Security (WPS)-agenda and the concept of Gender mainstreaming</p> <p>L010. Explain Human Rights mainstreaming in CSDP</p> <p>L011. Explain the impact of climate change, environmental degradation and exploitation on security and defence, and the concept of environmental mainstreaming in CSDP</p> <p>L012. Describe the information flow between HQ and the field as well as the purpose of different types of reports in CSDP missions</p> <p>L013. Explain the principles of duty of care</p> <p>L014. Explain the EU approach to Security Sector Reform (SSR)</p> <p>L015. Describe EU Commission and projects relevant for CSDP</p> <p>L017. Describe Protection of Cultural Heritage and its relevance in a CSDP context</p> <p>L018. Explain the strategic and operational partnerships between EU and other organisations</p> <p>L019. Understand the basic notion of hybrid threats in a CSDP context (including cyber and FIMI/disinformation)</p> <p>L020. Explain the CSDP medical support systems for (physical and mental health)</p> <p>L021. Explain the role of Rule of Law in CSDP missions</p> <p>L022. Understand the security structures in EEAS related to CSDP</p>
Skills	<p>L023. Apply the main principles of intercultural communication</p> <p>L024. Apply a gender analysis and youth-sensitive conflict analysis</p> <p>L025. Apply the basics of monitoring, mentoring and advising (MMA)</p> <p>L026. Apply mediation, negotiation and dialogue (MND) as a conflict resolution tool.</p>

Responsibility and Autonomy	L027. Analyse and formulate independent and well-informed opinions on why CSDP missions/operations are needed
	L028. Perform in an international and multi-cultural working environment
	L029. Integrate a gender perspective into all daily tasks and responsibilities
	L030. Implement the missions mandate in line with the integrated approach, addressing nexus internal/external security
	L031. Make use of the mission-planning documents
	L032. Comply with the safety and security regulations
	L033. Perform within a command and control structure and comply with the Standards of behaviour and Code of Conduct and Discipline

### Evaluation and verification of learning outcomes

The course is evaluated according to the Kirkpatrick model, using *level 1 evaluation (based on participants' satisfaction with the course)*.

In order to complete the course, participants have to accomplish all learning objectives, which are evaluated based on their active contribution in the residential module, including their syndicate session/practical activities, as well as on their completion of the eLearning phases: course participants must finish the autonomous knowledge units (AKUs) and pass the tests (*mandatory*), scoring at least 80% in the incorporated test/quiz. The course director/lead instructor actively observes the process and participants fill in a feedback questionnaire at the end of the course.

There is no formal verification of the learning outcomes; proposed ECTS credits are based on participants' workload only.

## Course Structure

*The residential module is designed to be held over five consecutive days.*

Main Topics	Suggested Residential Working Hours + (hours required for individual learning, e-learning etc)	Suggested Contents
<u>Conflict and Crisis Management:</u> The EU as a global player	2 + (2)	<ul style="list-style-type: none"> <li>International security context and the role of EU</li> <li>The evolving role of EU in security and defence</li> <li>The Common Foreign and Security Policy (CFSP)</li> <li>EU Global Strategy</li> </ul>
<u>Crisis Management Structures:</u> Political strategic planning	2 + (2)	<ul style="list-style-type: none"> <li>CSDP Missions and Operations as a foreign policy tool</li> <li>EU institutions relevant for CSDP</li> <li>EU decision-making process</li> <li>The role of EEAS</li> <li>EU policy framework: (Strategic Compass, Integrated Approach)</li> </ul>
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Crises Management Procedures in CSDP Missions	2 + (2)	<ul style="list-style-type: none"> <li>Strategic and operational mission planning and management documents and implementation tools (PFCA, CMC, CONOPS, OPLAN, SOMA, SOP, MIPS)</li> <li>Mandate delivery and strategic reviews</li> </ul>

Civilian CSDP	2	<ul style="list-style-type: none"> <li>· Role and mandate of CPCC</li> <li>· Civilian Compact</li> <li>· Current Civilian CSDP missions</li> <li>· Rule of Law</li> <li>· Protection of Cultural Heritage</li> <li>· Mission support</li> </ul>
Military CSDP	3	<ul style="list-style-type: none"> <li>· Role and mandate of EUMS</li> <li>· Role and mandate of MPCC</li> <li>· Command and control mechanisms</li> <li>· Current Military non-executive missions and executive operations</li> </ul>
Cooperation and coordination between civilian and military CSDP	1	<ul style="list-style-type: none"> <li>· Strategic and operational cooperation and coordination in headquarter and in the field.</li> </ul>
Reporting and information flow	1	<ul style="list-style-type: none"> <li>· Information flow and stakeholders</li> <li>· Reporting guidelines</li> <li>· Different types and purposes of mission reports</li> </ul>
Security Sector Reform (SSR) in CSDP missions	1	<ul style="list-style-type: none"> <li>· The role of SSR in CSDP missions and operations</li> <li>· Different fields of activities of SSR</li> <li>· Analysis tools in planning and implementing SSR activities</li> </ul>
Partnerships	1	<ul style="list-style-type: none"> <li>· Strategic and operational partnerships between EU and other organisations (UN, NATO, OSCE, AU)</li> </ul>
EU Commission DG's and projects	2	<ul style="list-style-type: none"> <li>· Different commission departments and their relation to CSDP (DG INTPA, DG ECHO, DG HOME, DG ENES)</li> <li>· EU Commission financial instruments in support of CSDP</li> </ul>
Role and function of the EU delegation and EUSR	1	<ul style="list-style-type: none"> <li>· The role and function of the EU Delegation</li> <li>· The role and function of EU Special Representatives</li> <li>· Co-operation with CSDP missions and operations</li> </ul>
Human Rights mainstreaming	1	<ul style="list-style-type: none"> <li>· The key EU/CSDP policy commitments on Human Rights</li> <li>· Human Rights Based Approach in a CSDP context</li> <li>· Children and Armed Conflict</li> <li>· Youth, Peace and Security</li> <li>· Human Rights Due Diligence</li> </ul>
Gender mainstreaming	1	<ul style="list-style-type: none"> <li>· Gender equality and Women, Peace and Security policies and frameworks</li> <li>· Integration of a Gender Perspective in Mission activities</li> </ul>
Environmental and climate aspects in CSDP missions	1	<ul style="list-style-type: none"> <li>· Impact of climate change, environmental degradation and exploitation on security and defence</li> <li>· The EU response, including framework documents, integrated approach and partnerships</li> <li>· The contribution of CSDP missions and operations.</li> </ul>
Mediation, Negotiation and Dialogue	1	<ul style="list-style-type: none"> <li>· Introduction to Mediation, Negotiation and Dialogue (MND) as a conflict resolution tool.</li> <li>· To raise audience interest in MND and how it can help them to implement the mission mandate.</li> <li>· To ensure a basic preparation of personnel to execute MND related activities in the CSDP mission environment</li> </ul>
Monitoring, Mentoring and Advising	2	<ul style="list-style-type: none"> <li>· Definitions of strategic, operational and tactical advice, monitoring and mentoring</li> <li>· The principles of local ownership &amp; sustainability</li> <li>· Factors affecting mentoring</li> <li>· Recognise resistance and stimulate motivation</li> <li>· Awareness of negotiation</li> </ul>

Cultural Awareness	2	<ul style="list-style-type: none"> <li>Contextualising the multitude of actors in the field (IOs, NGOs, GOs, etc.)</li> <li>Challenges of working in an international and multi-cultural mission environment</li> <li>Basic principles of intercultural communication and competence</li> </ul>
Safety and security	2	<ul style="list-style-type: none"> <li>Security structures and provisions within EEAS and CSDP</li> <li>The shared concept of Duty of Care at national level and Brussels HQ</li> <li>Basics of personal security awareness culture</li> <li>The role of Crisis Response Centre (CRC)</li> </ul>
Hybrid threats (Cyber Security, FIMI)	2	<ul style="list-style-type: none"> <li>Define the basic notions and concepts related to hybrid threats</li> <li>Define the basics of cyber-threats in the CSDP context</li> <li>Understand FIMI/disinformation related to CSDP missions and operations.</li> </ul>
Health Awareness	2	<ul style="list-style-type: none"> <li>CSDP mission medical support system</li> <li>Personal medical preparedness</li> <li>Mission Stressors and Coping Strategies</li> <li>CSDP peer support programme</li> </ul>
Code of conduct and generic standards of behaviour	2	<ul style="list-style-type: none"> <li>The Code of Conduct and implications of non-respect and misbehaviour</li> <li>How to deal with integrity and non-compliance issues</li> </ul>
Mission specific briefings by PoCs	2	<ul style="list-style-type: none"> <li>Missions specific briefing in terms of mandate, individual function and administrative issues to allow future staff for better preparation</li> </ul>
<b>TOTAL</b>	<b>36 + (6)</b>	

<u>Materials</u>	<u>Additional information</u>
<p>Relevant AKUs based on the agreement between Course Director and ESDC Training Manager</p> <p><u>Suggested mandatory E-Learning:</u></p> <ul style="list-style-type: none"> <li>- AKU 3 - Role of the EU institutions in the field of CSDP</li> <li>- AKU 4 - CSDP crisis management structures and chain of command</li> <li>- AKU 6 - CSDP decision shaping/making</li> </ul> <p><u>Suggested recommended E-Learning on voluntary basis:</u></p> <ul style="list-style-type: none"> <li>- AKU 01 – History and Context of ESDP/ CSDP Development</li> <li>- AKU 9 Security Implications of Climate Change and Environmental Degradation</li> <li>- AKU 11B - Gender aspects in missions and operations</li> <li>- AKU 23 - Introduction to Security Sector Reform</li> <li>- AKU 55 – Strategic Compass</li> <li>- AKU 200 - EU as a global player</li> <li>- AKU 300 - Inter-cultural Competence in Civilian Crisis Management (ENTRi)</li> <li>- AKU 301 - Stress Management (ENTRi)</li> <li>- AKU 42 – 1. The mission planning cycle</li> <li>- AKU 42 – 2. The Mission Implementation Plan (MIP) methodology</li> <li>- AKU 42 – 3. The benchmarking approach</li> </ul>	<p>In order to facilitate discussion between course participants and senior EU personnel, the <b>Chatham House Rule</b> 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>

<ul style="list-style-type: none"> <li>- AKU 42 – 4. The mission review process</li> </ul> <p><u>Recommended e-Learning (mandatory for CSDP missions)</u></p> <ul style="list-style-type: none"> <li>- SAFE = Security Awareness in fragile Environments</li> <li>- MISSIONWISE = General Security Module</li> <li>- COC = Code of Conduct</li> </ul> <p><u>In addition:</u></p> <ul style="list-style-type: none"> <li>- ESDC Handbooks</li> <li>- ENTRi Handbook “ In-Control”</li> <li>- FBA Manual: A Gender perspective in CSDP</li> </ul> <p>And specific relevant reading material relating to different modules</p>	
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