



CSDP Annual Training and Education Conference 2019

Fostering the EU Policy and cooperation on CSDP Training

19 – 20 November 2019, Brussels

Summary:

The CSDP Annual Training and Education Conference 2019 (ATEC 2019) took place under the heading "*Fostering the EU Policy and cooperation on CSDP Training*". The ATEC 2019 gathered the CSDP training community in Europe, enabling training experts, training providers and policy makers to expand their network at the EU level and with other partners in Member States.

During two days, EU officials and members of the ESDC network took the floor to recap the main changes and activities occurred during the past year, to reflect on the main policy developments and lessons learnt and to define the main working areas for the next year. The panels proposed specific actions aiming at updating the training requirements and curricula in line with the EU Policy on Training. The ATEC also identified lessons and specific actions to ensure closer synergies between CSDP policy developments and the needs in missions. It also highlighted the next steps to further develop a more joined-up action between the EUCTG and the EUMTG and stressed the need to improve human resources management and capabilities for current civilian missions.

The conference programme was broadly divided into three sections: 1. Developments around the EU Global Strategy on Security and Defence; 2. The implementation of the EU Policy on training for CSDP: State of play of the EU Civilian Training Group and the EU Military Training Group; and, 3. Key challenges, insights and recommendations from CSDP training providers in the area of Crisis Management, Capacity Building and Conflict Prevention.

The European Security and Defence College (ESDC) led the organisation of the Conference in a close collaboration with CSDP-CR ISP.1, CPCC and the EUMS.

Detail:

Mr Dirk Dubois, Head of European Security and Defence College, kicked off the conference emphasising that ATEC serves as a starting point to capture for the members of ESDC network the main reflections and lessons learnt for the next year. He recalled the legal ground set by a Council Decision to hold this Conference and recalled that ATEC represents an important contribution to the implementation of the priorities and goals laid down in the EUGS.

The keynote speaker, **EEAS MD for CSDP and Crisis Response Mr. Pawel Herczynski** highlighted the increasingly more diverse and broad nature of the CSDP work. Complex challenges such as hybrid threats, climate change, space and defence and artificial intelligence require EU leadership. The EU's strength lies in its ability to cover the entire conflict cycle from early warning and mediation to crisis response, reconstruction and development.

Opening remarks:

LtGen Esa Pulkkinen, Director of European Union Military Staff (EUMS) highlighted that the new PESCO projects and the Coordinated Annual Review on Defence (CARD) are the main recent initiatives from military CSDP perspective. He announced that the MPCC will be exercised and evaluated in the second semester of 2020 and mentioned that the Single Intelligence Analysis Capability (SIAC) is an example of functional civil-military cooperation. Furthermore, he announced that Cyber Defence will be integrated into all military CSDP activities.

Mr. Vincenzo Coppola, Civilian Operations Commander and Director of the Civilian Planning and Conduct Capability (CPCC) stressed the role of training as an essential part of the development of CSDP capabilities. He underlined that not only quantity but also quality matters with regard to personnel provided for the Missions by the MS and recalled that CPCC considers training a priority. Mr Coppola stressed that training is an essential part in developing capabilities and the CPCC fully supports the ongoing CSDP training requirements analysis. Mr. Coppola emphasised the importance of civilian-military cooperation as reflected among others in JSCC and the ongoing planning for civilian CSDP engagement in CAR.

Mr. Stefano Tomat, Director of Integrated Approach for Security and Peace Directorate recalled the importance of the ongoing training needs analysis, which would orient the drafting, by the EEAS, of the first EU CSDP Training Programme. Mr. Tomat stressed the importance of learning from the experts how training on CSDP could help the EU in responding to the changing security and defence environments. He furthermore emphasised the need to capitalise on the acquired knowledge in the different areas where the EU is active.

H.E. Ambassador Hanna Lehtinen, Finland's Representative to the Political and Security Committee stressed the shared values such as Rule of Law, gender equality and human rights that should be in the core of the CSDP. Strengthening the EU's role as security provider involves strong partnerships, in particular with NATO. Areas such as cyber security, hybrid threats, climate change and mediation are furthermore among the Finnish presidency's priorities.

EUISS – Yearbook of European Security

Dr. Daniel Fiott, European Union Institute for Security Studies (EUISS) recalled the preface to the Yearbook by the former HR/VP Federica Mogherini, where she states that the major certainties relevant to the EU external action are slowly crumbling away and that the geopolitical competition between the US and China continues with the EU caught in the middle. He synthesized some of the important issues raised in the Yearbook, notably the Nuclear Agreement in Iran, the differences of positions of the EU and the US on climate change and the uncertainties related to international trade, in particular between the US and China. Considering that multilateralism is at the core of the EU, these trends affect it even more intensively than other partners.

Expert Panel – (Planned) Developments around the EU Global Strategy on Security and Defence

Mr. Arnout Molenaar, Head of Division Security and Defence Policy (SECDEFPOL.1) stressed the main working areas in security and defence for the next year. The implementation of the Civilian CSDP Compact is the number one priority among the multiple initiatives launched. On the defence side, he emphasised the importance of the Coordinated Annual Review on Defence (CARD), the Defence Fund developed by the Commission and the Permanent Structure Cooperation (PESCO), including the first PESCO strategic review next year. He furthermore stressed the progress made with regard to military mobility, and considered that climate change and migration have an increasingly important impact in the operational environment of CSDP missions and operations. Lastly, he mentioned hybrid threats and artificial intelligence, in particular on how to cover these aspects from a security perspective and from the international dialogue on common norms.

Mr. Staffan WESTFAHL, Horizontal Coordination Division at Civilian Planning and Conduct Capability (CPCC) emphasised the need to move towards a more structured, strategic cooperation between the ESDC network and the CPCCC for the next CSDP training in 2020. CPCC has created an internal working group to define short-term training needs and training requirements. Furthermore, he mentioned that CPCC designated focal points within the CPCC civilian missions and established a training strategy to guide the interaction with EUCTG with a view to interacting in a more peer-to-peer basis. In this line, CPCC will conduct a training requirement analysis to update, review and better define the actual needs in missions as no training requirement analysis has been done since 2016.

Capt. (N) Lars SCHUMAN, Concepts Branch Chief within the EUMS European Union Military Staff stressed that the current planning conducted by the EUMS is very much focusing on the traditional military CSDP aspects. He proposed to put more emphasis on the new perspectives emerging from the military side to respond to hybrid threats and cyber defence challenges. The introduction of these debates could provide new avenues for the ongoing discussions referred to in the Articles 42.7 and 222 of the Treaties. In that regard, the meaning of the Strategic Autonomy could be further discussed, also to proceed further with shared strategic culture. Lastly, climate change and gender issues are high on the political agenda and therefore they have to be included in the forward thinking and future planning. From a military perspective, interoperability and digitalisation are the top priorities.

EU Policy on training for CSDP: State of Play – EUCTG & EUMTG

Mr. João BARBEDO, Deputy Head of Division ISP.1 Concepts, Knowledge Management and Programmes and Chair of ESDC Steering Committee highlighted that the EU policy on training has now moved from its initial founding policy debates to a quasi-delivery stage with the conduction of the Training Requirement Analyses (TRA). These TRA will be at the basis of the first ever “Training Programme for CSDP” that will outline training priorities and orientations to fill the gaps, thus becoming the “driver” of an iterative cycle. He also highlighted that the CSDP training architecture is relatively recent and the EUCTG is completing just the first year. The EUCTG and the EUMTG together with EUPCST and the new project emerging out of the ENTRi make up an architecture that has a great potential in reinforcing the links within the CSDP training community in Europe.

LtCol Sterian BUMBARU, from the Exercises, Training and Analysis Branch / European Union Military Staff presented the state of play for the EU Military Training and Education System. The EU Military Training Group (EUMTG) meets on a regular basis, and progress has been made in managing the training requirements, with support from the Discipline Leaders (DLs). Member States were committed and had taken the lead for eleven disciplines so far. He encouraged the training institutions from the Member States to take the lead for the disciplines with no committed DL. He presented the TRA reports which were finalised and the steps to be taken after the reports are agreed at EU level. He outlined the new courses which were developed based on the agreed requirements. He put a particular focus on the Advanced Modular Training (AMT) and the EU Military Logistics courses.

Ms. Daphne LODDER, Operational Planning and Horizontal Issues Section (CPCC) presented the state of play for the definition of the Civilian Coordinators for Training (CCT's) that would carry out Training Requirement Analyses (TRA) for the EU Civilian Training Group (EUCTG). She highlighted the 17 work plans endorsed by EUCTG with a view to defining TRA in various training areas organised in six capability clusters. The clusters cover relevant aspects of missions: Leadership and Management, Engage and Implement, Inform, Set up and Sustain, Duty of Care and Policy development. The training areas of the clusters derive from the Generic Task List for CSDP, lessons learnt process from missions, analysis of Lines of Operations and OPLANs and the new challenges laid down by current policy developments.

Voices from the field (Missions & Operations)

Ms. Anita JANASSARY, Head of Human Resources, EULEX Kosovo (Representative from Civilian Mission) stressed that most of the mandatory training courses in CSDP missions deal with security and safety. Considering some of the conditions on job security in missions, she emphasised the importance of keeping up the moral and the motivation of the staff, including local staff. The recruited personnel represent the institutional memory of the missions and a crucial asset to their reputation and efficiency. She suggested that training courses should aim at identifying lessons learnt, good practices and bad practices, in particular regarding in-mission training. She proposed to put the human dimension at the centre of the fight against corruption or fraud, thus creating synergies and avoiding duplication among civilian CSDP missions.

Mr. Frank BORCHERS, Head of Human Resources EUAM Iraq (Representative from Civilian Mission) highlighted the difficulties related to the recruitment of personnel as senior advisors for the mission. He recalled that courses for mission personnel in the Member States should cover both the operational and the strategic levels to meet the needs of the mission. He mentioned that HEAT training is mandatory before deployment in Iraq, which represents an additional constraint when recruiting people. He recognised that ESDC provides courses in line with the mission needs but that the general lack of courses represents an inconvenience. He identified online courses as an alternative and reminded that EUAM Iraq provides training for the mission personnel on a regular basis on human rights and sexual harassment. Medical advanced training and first aid courses are also provided.

Col. Jose Ramon RIBAS DE REYNA GAY, Military Planning and Conduct Capability recalled that the birth of the MCCP was marked by lack of funds, staff and infrastructure, for which reason it was embedded in the Operations Directorate of the EUMS. He reminded that the

MPCC was expected to improve the Military and Civilian synergies through the Joint Support Coordination Cell. He underlined the gap between the political will of MS and the lack of capabilities in missions. Pre-deployment training for Military CSDP missions and operations is non-mandatory not to discourage the engagement of MS when seconding personnel. However, for some key-posts it should be mandatory. HEAT training would be beneficial for military personnel before deployment in countries such as Iraq or Somalia.

Capt. Alberto Maria MANCINI, CJ7 ACOS, to EUNAVFOR MED Operation SOPHIA stressed the importance of identifying the right Libyan counterparts for training. A committee of experts from Libya had been formed for that purpose. The Libyan Coast Guard and the Navy were identified as the main target groups for the training activities of the operation. Over the years the Libyan authorities had considerably increased their capacity to rescue migrants at sea. Nevertheless, there was an urgency to reorient training activities within the operation. A new concept will be submitted to the MS and will reinforce the civil-military interaction in capacity building.

Insights and recommendations from CSDP training providers in the area of Crisis Management, Capacity Building and Conflict Prevention

Ms. Kirsi Henriksson, Director of Crisis Management Centre (CMC) Finland stressed that the duty of care is the basis of pre-deployment training for a mission and remarked the importance of being operational from day one to deliver the mandate. She explained that Finland has established a career path to offer specialised courses to seconded staff after a mission, in order to send them back in higher positions, thus establishing prospects for professional development. She stressed the importance of defining quality standards at MS and the training community levels to deliver appropriate, standardised courses in line with the requirements of the missions.

Professor Andrea DE GUTTRY, Deputy Rector and Director of the International Training Programme for Conflict Management (Scuola Superiore Sant'Anna) remarked that most of the CSDP training, at least for the civilian component, does not include assessments by the participants. Assessments allow training providers to measure how far the desired training objectives (related to knowledge, skills, aptitude and behaviour) have been achieved. Assessing learning helps the trainees to see the benefits of the training received and to verify to what extent the trainees have been appropriately equipped to perform in difficult environments. Furthermore, he stressed that sending organisations have an interest in knowing how their participants perform to orient deployment decisions.

Col. Frans VAN VEENENDAAL, Chair, European Union Police and Civilian Services Training (EUPCST) lamented the lack of funds, staff and training capability in missions. According to him most of the mission staff is not sufficiently trained. However, he recalled that most of the trainees are very qualified and exchange knowledge to allow becoming operational from day one of their deployment. He stressed the importance that training providers keep up the moral of their trainees.

Key challenges for CSDP Training for 2020 and proposals to address them

Ms. Birgit LOESER, Deputy Civilian Operations Commander / Chief of Staff (CPCC) stressed that the past year had been very intensive with regard to civilian training due to the creation of the EUCTG, the appointment of national training focal points and the Civilian Training Coordinators to work on the definition of training requirements. She underlined that CPCC is fully dedicated to training and highlighted that human resources is at the heart of this business as laid down in the Civilian CSDP Compact. She remarked that CPCC will continue to deliver lessons learnt drawn from missions and recognised that a more systematic approach is needed in defining pre-deployment and induction training needs. She reminded that major progress was done in e-training and stressed the importance of training in leadership for stressing environments on missions.

Col. Anselmo MARTIN SEGOVIA, Branch Chief Exercises, Training and Analysis (EUMS) delineated the responsibilities in CSDP military training between Member States and EU bodies. He explained the key challenges for 2020 in CSDP Military Training: preparation for CSDP operations and missions through exercises, enhancement of interoperability by identifying training requirements and shared opportunities in 22 disciplines, and improvement of the military contribution to the EU Integrated Approach, including civ-mil cooperation and interaction with NATO. He furthermore remarked the MPCC participation and evaluation in the Exercise EU Integrated Resolve, the likely agreement with NATO on a new Parallel and Coordinated Exercise series, the consolidation of the Advanced Modular Training and Logistics Courses and a new interdisciplinary training for non-commissioned officers.

Mr. João BARBEDO, Deputy Head of Division ISP.1 Concepts, Knowledge Management and Programmes and Chair of ESDC Steering Committee summarised some of the stages to follow for the next year by stressing that the updating of the training requirements for CSDP will be the result of the ongoing preparation of the first "Training Programme for CSDP". This level of ambition in training CSDP will amplify the pooling and sharing of resources within the EU and increase the quality and the standards of training delivered. He recalled that this process results from the commitment of the MS and the training institutes to foster collaboration on CSDP training, and remarked that the EEAS aims at promoting collaboration across the EU. The EEAS works to define the training priorities for CSDP, taking in consideration the gaps and overlaps, in addition to the new security challenges.