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**COVER NOTE**

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From: European External Action Service (EEAS)  
To: Delegations  
Subject: CSDP Military Training Programme 2022-2023

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Delegations will find attached the CSDP Military Training Programme 2022-2023, as agreed by EUMC on 2 July 2021.

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<b>From</b> <b>To</b>	<b>European Union Military Committee (EUMC)</b> <b>European Union Military Committee (EUMC)</b> <b>CSDP/PSDC</b>
<b>Title / Subject</b>	<b>CSDP Military Training Programme 2022-2023</b>
<b>[Ref. prev. doc.]</b>	<b>EEAS(2021)269 REV5</b>

Delegations will find attached the *CSDP Military Training Programme 2022-2023*, as agreed by EUMC on 02 July 2021.

## CSDP MILITARY TRAINING PROGRAMME

### REFERENCES

- A. Framework Process for Managing CSDP Military Training Requirements (Council doc. 17087/14, dated 19 December 2014).
- B. EU Policy on Training for CSDP (Council doc. 7838/17, adopted by the Foreign Affairs Council on 3 April 2017).
- C. Implementing Guidelines for the EU Policy on Training for CSDP (Council doc. 5199/1/17 REV1, dated 17 January 2017).
- D. EU Military Training and Education Annual Report (Council doc. 9369/20, dated 03 July 2020).
- E. Guidelines for EU Military Training Discipline Leader (Council doc. 11192/15, dated 23 July 2015).
- F. Final Report Training Requirements Analysis - Operations Planning for CSDP (Council doc. 6546/16, dated 26 February 2016).
- G. Final Report Training Requirements Analysis - Military Contribution to EU Disaster Response, Humanitarian Assistance and Civil Protection (Council doc. 14792/16, dated 23 November 2016).
- H. Final Report Training Requirements Analysis – Multinational Logistic (Council doc. 7356/19, dated 11 March 2019).
- I. Final Report Training Requirements Analysis – Military role in Cyber Defence (Council doc. 7848/19, dated 7 June 2019).
- J. Final Report Training Requirements Analysis – Gender (Council doc. 6084/20, dated 27 February 2020).
- K. Final Report Training Requirements Analysis – Military role in Integrated Border Management (Council doc. 8506/20, dated 02 June 2020).
- L. EUMC Strategic Guidance on CSDP Military Training (Council doc. 7355/19, dated 11 March 2019).
- M. EEAS Information note – Process to develop the CSDP Training Programme (Council doc. 9541/21, dated 07 June 2021).
- N. Final Report Training Requirements Analysis – Maritime Security (Council doc. 9790/21, dated 14 June 2021).

### A. BACKGROUND

1. In accordance with the Policy at Reference B, the training of personnel for CSDP military missions and operations is primarily the responsibility of the Member States. In order to

support the training activities provided by Member States, and to facilitate and complement them, the EEAS provides basic guidelines and performance standards, descriptive materials and procedures covering the CSDP Training Cycle.

2. In addition, the Policy specifies that the more detailed functioning of the training architecture is defined in the accompanying CSDP Training Guidelines (Reference C) and CSDP Training Programme, which shall be kept under regular review.
3. Reference M outlines the process to develop in a coordinated manner the joint civilian-military CSDP Training Programme.

## **B. AIM AND SCOPE**

4. The aim of the CSDP Training Programme (military part) is to allow Member States and training providers to offer courses and training activities related to the agreed EU Military Training Disciplines, avoiding overlaps.
5. This document establishes the basis for a CSDP Training Programme (2022-23) starting at the beginning of 2022. It provides guidelines for planning, describes the state of play, training architecture, and main findings in the approved Training Requirement Analysis Reports, offers guidance to training providers and delineates a way ahead. It also incorporates lessons identified.
6. The annexes include training activities related to those Disciplines whose Training Requirements Analysis (TRAs) Reports have been agreed by the EUMC.

## **C. GUIDELINES FOR DEVELOPING THE CSDP TRAINING PROGRAMME**

7. According to the Guidelines at Reference C, the CSDP Training Cycle is an iterative sequence of activities aimed at supporting the achievement of CSDP Training Requirements. The CSDP Training Cycle is a continuous process composed of four phases: planning, conduct, evaluation and assessment.
8. At the beginning of the planning phase, an extensive Training Requirement Analysis (TRA) process is carried out by the Military Training Discipline Leaders<sup>1</sup> (DLs). The TRA is a structured process of identifying needs, gaps and overlaps, aiming to propose measures necessary to meet CSDP Training Requirements for a specific Discipline, including Common Core Curricula and training activities.

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<sup>1</sup> The role of the EU Military Training Discipline Leaders and Training Providers is described in the guidelines at Reference E.

9. THE main findings, lessons, conclusions and recommendations of the TRAs are to be agreed by the EUMC in the corresponding TRA Reports, which constitute the basis of the CSDP Training Programme.
10. Therefore, planning implies the identification, setting up and preparation of the training activities needed to meet the CSDP Training Requirements. Its main output is the CSDP Training Programme, which is the driver of the overall CSDP Training Cycle.
11. The DLs and EU Member States continue to have the responsibility to adjust the offer of courses in the CSDP Training Programme in accordance with the identified CSDP Training Requirements and priorities.
12. A global approach to training should be applied and all potential training providers are to be consulted and included in the CSDP Training Programme as appropriate (e.g. European Commission, UN, EDA, NATO...). Moreover, the principle of inclusiveness must be taken into consideration for potential trainings, meaning that training events that are not open to all EU Member States and bodies, cannot be considered as EU Training and Education opportunities and therefore, they cannot be included in the document's Annexes as training events.
13. The CSDP Training Programme can serve to provide a framework for pooling and sharing of civilian-military training resources. Indeed, to ensure better civilian and military coordination on CSDP training, at least one joint meeting of the EU Civilian Training Group (EUCTG) and EU Military Training Group (EUMTG) should be organised each year.
14. In summary, and in line with Reference M, the CSDP Training Programme will consist of an updated list of courses in Schoolmaster<sup>2</sup>, available to all EU Member States and EU actors to deliver on the identified CSDP training requirements.

#### D. CSDP TRAINING ARCHITECTURE

15. Key stakeholders in the CSDP Training Cycle are EEAS (Integrated Approach for Security and Peace Directorate - ISPD, Security and Defence Policy Directorate - SECDEFPOL, Civilian Planning and Conduct Capability - CPCC and the EU Military Staff - EUMS), Member States, DLs or civilian equivalents, relevant Council Working Groups (CIVCOM/EUCTG, EUMC/EUMTG), PSC, and the European Security and Defence

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<sup>2</sup> Schoolmaster is an online application with the overall objective to capture the information on training opportunities relevant to the EU Common Security and Defence Policy (CSDP): <https://goalkeeper.eeas.europa.eu/schoolmaster/about.do>. It will be updated in order to be ready to receive all the inputs for the upcoming CSDP Training Programme 2022/23.

College (ESDC). EEAS/ISP.1 is responsible to oversee the smooth running of the CSDP Training Cycle, in close cooperation with and supported by all others.

16. CSDP training programme should ensure a realistic picture of REQUIREMENTS, OPPORTUNITIES and GAPS. For this purpose, SCHOOLMASTER application, which now shows only OPPORTUNITIES, should be adapted to also accommodate the REQUIREMENTS and GAPS and show the corresponding links.
17. Requirements are uploaded in SCHOOLMASTER by the EUMTG and EUCTG in the form of Common Core Curriculum (from the TRA reports) or a high level learning outcomes and estimated number of participants for the next training cycle (from the same reports).
18. GAPS should be generated automatically by SCHOOLMASTER by showing how OPPORTUNITIES match REQUIREMENTS.
19. SCHOOLMASTER will have 3 generic operators:
  - a) EUCTG, EUMTG for uploading REQUIREMENTS
  - b) Training providers for uploading OPPORTUNITIES indicating the REQUIREMENTS they support.
  - c) ISP, as the owner of the CSDP Training programme can generate the CSDP Training programme, which is a snapshot of REQUIREMENTS, OPPORTUNITIES and GAPS.
20. The EUMTG, supported by EUMS and the DLs, is to prepare the TRA Reports, the military part of the biennial CSDP Training Programme and the Comprehensive Assessment Report on CSDP training. The military part of the CSDP Training Programme is to be approved by the EUMC and presented to PSC.

## E. STATE OF PLAY

21. The Framework Process for Managing CSDP Military Training Requirements (Ref. A) provides a list of preliminary 24 EU Military Training Disciplines on which further analysis is required in order to define CSDP Training Requirements. The list was updated in 2017<sup>3</sup>, including 21 Disciplines. In January 2019, the EUMC agreed Personnel Recovery as a new EU Military Training Discipline. Currently there are 23 agreed Disciplines.

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<sup>3</sup> See the EU Military Training and Education Annual Report 2016, doc. 8601/17, dated 28 April 2017.

22. In 6<sup>4</sup> of the 22 Disciplines, the TRA Reports were agreed by the EUMC. In 5 Disciplines, one or more Member States or multinational organisations / formations have been designated as DLs and a TRA has been launched and is ongoing. The TRA Report for the Discipline *Military Support to Maritime Security* is currently under approval process.
23. The EU Military Training and Education Annual Report 2020 (Ref. D), proposed that the DLs and EUMTG gradually increase their involvement in activities corresponding to the conduct<sup>5</sup>, evaluation and assessment<sup>6</sup> of the CSDP Training Cycle and in facilitating further civilian-military synergies in agreed Disciplines.

## F. MAIN FINDINGS AND CONCLUSIONS OF THE TRAINING REQUIREMENT ANALYSIS REPORTS

### F.1. DISCIPLINE OPERATIONS PLANNING FOR CSDP

24. The training requirements for "Operations Planning for CSDP" are well covered by the specific training activities conducted by the training providers at the national or supranational level (EU training actors or bodies).
25. There is no formal individual training activity on CSDP operations planning for the EU military decision-making personnel and the EU military personnel at the political-strategic level. The existing EUMS internal training satisfactorily covers training requirements for the members of the EUMS Crisis Planning Team.
26. Training requirements for the EU military personnel at the military strategic and operational levels are mainly addressed through national or NATO specific courses. Only one Member State organizes the "Operational Planning Courses" in accordance with the EU HQs Training Guide Council doc. 8649/20, dated 05 June 2020.
27. National educational programmes and courses cover training requirements for the EU military personnel at the tactical level.
28. The EUMC agreed on the Discipline Common Core Curriculum in the Report at Reference F to serve as the EU common military training requirements on CSDP operations planning.

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<sup>4</sup> Operations Planning for CSDP, Military contribution to EU Disaster Response, Humanitarian Assistance and Civil Protection, Multinational Logistics, Cyber Defence, Gender and Integrated Border Management.

<sup>5</sup> Conduct implies the execution of exercises, courses and other training events organised to meet CSDP Training Requirements and included in the biennial EU CSDP Training Programme.

<sup>6</sup> CSDP Training Programme is assessed on how well planned training activities met the Training Requirements, which informs the revision of the EU Training Requirements for the next Training Cycle.

29. The Advance Modular Training (AMT)<sup>7</sup>, organized since 2019 under the auspices of the ESDC, is not a formal operations planning course, nevertheless it provides to the civilian and military senior officers with the right skills and knowledge to perform their duties in the CSDP environment. AMT makes recourse to the EU crisis management procedures, operations planning procedures and tools as platforms for surfacing the relevant aspects of interaction among EU external action actors, as part of the EU Integrated Approach to conflict and crisis.

**F.2. DISCIPLINE MILITARY CONTRIBUTION TO EU DISASTER RESPONSE, HUMANITARIAN ASSISTANCE AND CIVIL PROTECTION (EU DR, HA and CP)**

30. In general, the training requirements for the Military Contribution to EU DR, HA and CP are well covered with training solutions conducted by the training providers at the national or supranational level (UN, EU...).

31. Some of the training requirements identified in the Report exceed in part the CSDP framework and may serve for other EU activities related to internal security tasks (e.g. civil protection).

32. The increased need to conduct disaster relief and/or humanitarian assistance operations will require that the military instrument complements and supports the civil authorities in preventing and protecting the population. This military role and tasks will need to be connected to the civilian training. With this in mind, ESDC was invited to consider the development of training activities in support of Military Contribution on EU DR, HA and CP.

33. Joint civilian-military training, individual and collective, must continue on regular basis (e.g. staff contributing to the Emergency Response Coordination Centre (ERCC) and EU Movement Planning Cell (EUMPC). Military support would be complementary to the overall civil protection measures facilitated by the ERCC in the framework of the EU Civil Protection Mechanism and Community Humanitarian Aid managed by DG ECHO.

34. Member States are encouraged to assign seats for their military personnel in the Commission-led Civil Protection Training Program.

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<sup>7</sup> AMT is composed of two modules: EU Integrated Approach (AMT 1) and CSDP Crisis Management (AMT 2). The latter is offered in two options: CSDP Crisis Management at the Political-Strategic Level (AMT 2a) and CSDP Crisis Management at the Strategic Level (AMT 2b). AMT covers Priorities of EU External Action in Security and Defence, the EU Integrated Approach to conflict and crisis, conflict analysis, Response options derived from conflict analysis, CSDP Advance and Crisis Response planning at the political – strategic level and transfer of planning authority to the military-strategic level.

35. At the military strategic and operational levels, personnel working on the situational awareness analysis and planning need to be trained in DR. The knowledge and skills to gather and analyse specific components, data, patterns and information related to the Military Contribution to DR and HA have to be enhanced in order to better perform an overall analysis and assessment.
36. DR training would be beneficial for practitioners and specialist engaged in Military Contribution to EU DR (e.g. Medical, Engineering, Logistics, CBRN, Search and Rescue, Transportation (air, sea, land), Maritime Support, CIMIC, etc.).
37. Developing required skills and competencies for the Military Contribution to EU DR, HA and CP would not be only achieved by classic individual and collective training. On-the-job training (e.g. job performance aid, SOPs, or self-study pack) and e-learning solutions should be exploited to maintain the required skills and competencies in the context of this Discipline.
38. The EUMC agreed on a Discipline Common Core Curriculum in the Report at Reference G to serve as the CSDP Military Training Requirements for the Military contribution to EU DR, HA and CP.

### **F.3. DISCIPLINE MULTINATIONAL LOGISTICS**

39. No EU specific Training and Education opportunities were identified by the DL (Multinational Logistics Coordination Centre) within the Member States to satisfy the requirements presented in the TRA (Reference H). To mitigate those gaps,
  - a. a Common Course Curriculum for a European Union Logistics Fundamentals Course was agreed in the TRA to provide basic knowledge of EU logistic policies, principles, concepts and SOPs applicable to CSDP military missions and operations, and
  - b. a Common Course Curriculum for a European Union Logistics in Operations Course was agreed in the TRA to provide comprehensive knowledge and understanding of logistic planning and execution in CSDP military missions and operations.
40. Both courses (each 5 days) were designed as stand-alone individual training events. Following the Principles of the EU Policy on Training for CSDP, gradual development of proficiency is achieved by the sequence first attending the European Union Logistics Fundamentals Course as a prerequisite to participate in the European Union Logistics in Operations Course.
41. The DL makes steady improvements and applies best practice on both courses.
  - a. Evaluation reports proposes recommendations to steering bodies of EUMS and ESDC.

- b. Essential feedback of students is achieved by room for discussions on each topics and via a final survey questionnaires.
- c. Both courses are using quizzes to sense the learning progress. Civil-military interaction is achieved especially using scenario based syndicate works with regard to EU crisis management planning process.

42. The EUMS and the Multinational Logistics Coordination Centre (MLCC) annually co-organise, under the auspices of the ESDC, the European Union Logistics Fundamentals Course and the European Union Logistics in Operations Course, focussing in multinational EU Logistics and emphasising on civil-military interaction.

**F.4. DISCIPLINE CYBER DEFENCE (CD)**

43. The main findings underlined in the TRA Report at Reference I are:

- a. Need of CD awareness for all Information and Communication Technology (ICT) users.
- b. Lack of CD specialists.
- c. Few CD training offers by the Member States, mainly technical courses.
- d. Lack of CD collective training.

44. The TRA Report offers a solution to overcome the above-mentioned findings that consists of a Cyber Competencies Career Path Matrix with an associated list of courses. Member States or EU bodies can conduct such courses in order to fill training gaps individually or collectively.

45. Opportunities for cooperation are available through existing tools, such as the two coordinated initiatives, the EU CD Training and Exercises coordination Platform (TEXP), led by the European Defence Agency (EDA), and the Education, Training, Exercise and Evaluation (ETEE) platform, led by the ESDC. CD TEXP has to be the central platform, where all the CD courses linked with CSDP should be registered.

46. European Security and Defence College, through the Cyber Education Training, Exercise and Evaluation Platform (Cyber ETEE), can act as a training facilitator, supported by its network, building activities, filling the gaps and addressing activities to the training needs identified in the TRA Report, at all levels – awareness, legal, strategic, tactical / operational and technical, following the ESDC modus operandi.

47. The EUMC agreed on the DLs proposal based on sixteen solutions and some new initiatives in four main areas (IT Communications, System Administration, Cyber Education and Cyber Logistics) to cover the identified training gaps, encompassing the whole CD Discipline

spectrum. The sixteen solutions cover the needs from of a simple ICT user to an expert level/CD specialist. They include an example of a Cyber Intel Course.

48. The Report underlines that CD is a rapidly moving environment and, because of that, Member States and EU bodies should develop innovative and appropriate processes to adapt to a new reality. An empiric approach applied on proposed initiatives should lead to a fast increase of EU capabilities.

#### **F.5. DISCIPLINE GENDER**

49. Most of EU Member States train their military personnel in Gender Mainstreaming during the educational stage. It is also very common that Member States train their military personnel in Gender during generic basic and pre-deployment training prior to joining UN, NATO or CSDP military missions and operations.
50. In general, military personnel receive sufficient gender training in generic Pre-Deployment Courses, but they get rather limited in-mission training. Gender issues in Pre-Deployment and in-mission training are to include CSDP regulations on Gender, be adapted to the Area of Operations and be oriented to solve practical problems. Both pre-Deployment and in-mission training are beneficial and complementary. CSDP Training in Gender must be standardized and mandatory in all Pre-Deployment training.
51. Gender advisors must be appointed for CSDP military missions and operations. These advisors should be trained in gender operational planning and lessons identified processes.
52. Exchange of experiences among experts, trainers and mentors are quite beneficial to the enhancement of training in Gender.
53. Training of senior leadership in Gender issues must be prioritized, if not Gender Mainstreaming could be seriously compromised.
54. Three curricula have been prepared by the DL and agreed in the Report at Reference J:
  - a. The first curriculum is oriented to gender advisors and gender focal points. It is likely recommended that staff officers, planners and, in summary, all the deployed staff directly related to gender mainstreaming or decision makers follow this training.
  - b. The second curriculum is oriented to force commanders and key leaders. It can also be done by staff officers and/or planners, if they are not included in the first type of training.
  - c. The third curriculum is oriented to enlisted personnel up to platoon leaders and all the deployed staff that do not have tasks directly related to gender.
55. The ESDC, in charge of “giving a training and education instrument that promotes a European security culture”, could further develop Gender Training and Education in EU bodies and Member States.

56. After the completion of the TRA, the Gender DL has prepared a set of presentation for the Key Leaders and Basic Curricula that EUMS has distributed among EU Member States and different EU Bodies. This allows to fill the training gaps in the subjects related in the TRA regarding the two referred curricula.

**F.6. DISCIPLINE INTEGRATED BORDER MANAGEMENT (IBM)**

57. The DL concluded that training in IBM remains an area predominantly civilian, with FRONTEX being the leading EU agency for providing this specialised training, and the military being in a supporting role.

58. On the other hand, there are Member States that use the military as the only instrument performing the IBM function. This diversity in the national approaches to IBM led the DL to propose a Common Core Curriculum in the Report at Reference K integrating all the initially identified modules at all levels (political-strategic, strategic, operational and tactical) in order to cover the potential needs of all the EU Member States.

59. More initiatives have to be taken towards a more unified and consolidated military training in IBM, especially in those EU Member States confronted with the problem of mass migration, which may raise security issues.

60. The Common Core Curriculum, consisting of nine modules, covers numerous areas<sup>8</sup>.

**F.7. DISCIPLINE MARITIME SECURITY<sup>9</sup>**

61. The TRA Report identifies twelve training modules, which were developed based on the specific Maritime Security Operations (MSO) tasks relating to the External Action of the Union, presented in the *EU Concept for Maritime Security Operations under CSDP*<sup>10</sup>.

62. Courses covering partially the objectives and content of eleven out of the twelve modules of the Training Discipline “Maritime Security” are available for all EU Member States.

63. A training gap for the module 9 “Maritime Security Sector Reform” has been identified, and no training Institution is providing any course related to this training area.

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<sup>8</sup> EU security policy, IBM doctrine, Political-Strategic Planning and Strategic Cooperation in IBM under CSDP concept. Operational planning and Organizational Development in IBM. International, EU and Member States Legal Framework. Crisis Management in IBM. Multi-dimension control approaching IBM. Cooperation and information sharing in IBM. Innovation and Technology in IBM. Cross-cultural approach of IBM. Best management practices, Evaluation and Research process in IBM. The ESDC, in charge of “giving a training and education instrument that promotes a European security culture”, could further develop IBM Training and Education in coordination with EU bodies and training institutions from Member States.

<sup>9</sup> See Ref. N

<sup>10</sup> EU Concept for Maritime Security Operations under CSDP, doc. 11401/17, dated 18 July 2017.

64. Two additional and complementary modules were proposed by EUMS for the next revision of the document (module 13 – *Maritime Search and Rescue (SAR) Operations*, and module 14 – *Maritime contribution to preventing and mitigating climate change, natural catastrophes and environmental disasters (including marine pollution)*).
65. The training institutions from four countries (France, Greece, Italy and Latvia) provide courses in accordance with the CSDP language regime for the training programmes, i.e. English and French without translation.
66. Several courses are conducted in different EU Member States in languages which are not in accordance with the aforementioned CSDP language regime.
67. Based on feedback from the Member States and EU Bodies, if a course mentioned in the TRA or the *Programme* is proven not to be open to all the EU Member States, the TRA report and the *CSDP Military Training Programme* will have to be amended accordingly.

#### **G. GUIDANCE TO TRAINING PROVIDERS**

68. CSDP training is to contribute to the EU Integrated Approach by supporting common civilian and military CSDP training. These CSDP training activities are to be conducted in a flexible, transparent and inclusive manner in order to encourage a widespread participation of EU actors and Member States and, in accordance with the security regulations and separate agreements, a valuable involvement of selected EU partners.
69. Member States should make use of the training opportunities under the auspices of the ESDC to implement training requirements for their military personnel working on CSDP matters at EU bodies or in Member States. This is particularly relevant for those courses that facilitate interaction with non-military EU bodies or actors and enhance knowledge of the EU Integrated Approach, the nexus between security and development, and internal-external nexus.
70. The CSDP Military Training Programme will include only training activities open to all EU Member States and EU bodies.
71. Training providers for CSDP Military Training are to comply with and adhere to relevant EU policies, concepts, guidelines, and Standard Operating Procedures (SOP).
72. The EUMS continues to investigate with NATO training authorities the accessibility by EEAS and all EU Member States to NATO training opportunities for EU Military training purposes in accordance with the principles of inclusiveness, transparency and reciprocity.

73. Extensive use of e-learning to complement residential modules, particularly as a prerequisite to initiate them, has proved to be an efficient tool to grant a minimum and common knowledge for participants in EU training activities.
74. Proper attention should be given to learning through social interaction as a means of maintaining and improving CSDP knowledge and skills. The use of web-based training portals for CSDP practitioners, where they can share their experience, is to be encouraged.
75. Development of the training and education web-based Portal will ensure transparent and easy access to all relevant information on training and education. Moreover, Member States and EU bodies are encouraged to cooperate in the development of the Schoolmaster tool to consolidate an accessible and comprehensive catalogue of courses offered by the EU and Member States.
76. Developing skills and competencies in Disciplines cannot be achieved only through formal training. Therefore, extending the time spent in classical training by practicing skills in exercises (simulating on-the-job training) should be considered a norm. Multi-Layer/Integrated Resolve Exercises, Military Exercises (MILEX) and national exercises offer excellent conditions for practicing these skills in a comprehensive context.

## H. WAY AHEAD

77. Joint meetings EUMTG-EUCTG are to be scheduled in order to define common civilian and military Training Requirements.
78. EEAS ISP Directorate will lead the development of guidance regarding the way ahead for the overarching CSDP training programme (civ-mil) and cycle, working closely with the other actors involved in training, for the benefit of Member States.
79. EUMS, in close cooperation with ISPD/EEAS, DLs and Member States, will upload the Common Core Curricula (from the agreed the TRA Reports) and the training activities and events included in the annexes of this document in the eventual CSDP Training Programme 2022/2023, based on Schoolmaster platform. The Curricula and the training activities and events will be updated on a regular basis, making the CSDP Training Programme 2022/2023 a living document.
80. CPCC is elaborating a similar analysis and way ahead for the civilian CSDP training requirements<sup>11</sup>.

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<sup>11</sup> In accordance with Ref. C, article 14: "*Distinct cycles may be conducted by civilian and military domains but they are consolidated in a continuous process in the EU CSDP Training Programme*".

Annexes:

- A. Training events for the CSDP Military Training Discipline *Operations Planning*
- B. Training events for the CSDP Military Training Discipline *Disaster Response, Humanitarian Assistance and Civil Protection*
- C. Training events for the CSDP Military Training Discipline *Multinational Logistics*
- D. Training events for the CSDP Military Training Discipline *Cyber Defence*
- E. Training events for the CSDP Military Training Discipline *Gender*
- F. Training events for the CSDP Military Training Discipline *Military Role In Integrated Border Management*
- G. Training events for the CSDP Military Training Discipline *Maritime Security*

**TRAINING EVENTS**  
**FOR THE CSDP MILITARY TRAINING DISCIPLINE OPERATIONS PLANNING**

CSDP MILITARY TRAINING DISCIPLINE	DISCIPLINE LEADER/ DATE	TRAINING REQUIREMENT ANALYSIS (TRA) REPORT MAIN CONCLUSIONS <sup>12</sup>	ASSOCIATED TRAINING PROVIDERS / ACTIVITIES / EVENTS 2022 - 2023	REMARKS
OPERATION S PLANNING	EUMS&MN JHQ ULM/ December 2014	<p>TRA report agreed by EUMC on 24 February 2016. Main findings and conclusions:</p> <p>01. Overall, the training requirements for "Operations Planning for CSDP" are well covered by specific training activities conducted by the training providers at the national (MS) or supranational level (EU training actors or bodies).</p> <p>02. There is no formal individual training on CSDP operations planning for the EU military decision making personnel (DG/DDG and directors EUMS; current, designated or potential EU O(F/M)HQ commanders and their deputies) and the EU military personnel at the political strategic level (EUMS branch chiefs, military assistants and all action officers).</p> <p>04. Training requirements for the EU military personnel at the military strategic and operational levels are mainly addressed through national or NATO specific courses. Only one MS organizes the "Operational Planning Courses" in accordance with the EU Training Guide. Hence, quantitative and qualitative gaps have been identified.</p> <p>05. Training requirements for the EU military personnel at the tactical level are covered by national programmes and courses. At this level (to include basic education as a component of national professional military education programmes) national operations planning (military</p>	<ol style="list-style-type: none"> <li>1. <u>AT National Defence Academy (ANDA)</u> <ul style="list-style-type: none"> <li>• AT OPINTRO - Operational Level Introduction module in training programme (for different courses)</li> </ul> </li> <li>2. <u>AT Military Academy/ESDC Military ERASMUS</u> <ul style="list-style-type: none"> <li>• AT MAPEX - Map Exercise (MAPEX) with topic Crisis management operations (CMO) -Sub-module B PSO – Common module</li> </ul> </li> <li>3. <u>AT Military Academy/ESDC Military ERASMUS</u> <ul style="list-style-type: none"> <li>• AT TEWT - Tactical Exercise without Troops (TEWT) in an CMO-Scenario Sub-module C PSO – Common module</li> </ul> </li> <li>4. <u>BE Royal Higher Institute for Defence</u> <ul style="list-style-type: none"> <li>• BE SENIOR - Candidate Senior Officer Course – Module on operational planning</li> </ul> </li> <li>5. <u>BE Royal Higher Institute for Defence</u> <ul style="list-style-type: none"> <li>• BE ADVANCED - Advanced Staff Course, Includes an Operational planning exercise</li> </ul> </li> <li>6. <u>BG "G.S.Rakovski" National Defence College (NDC)</u> <ul style="list-style-type: none"> <li>• BG STAFF - Staff officer professional development course</li> </ul> </li> <li>7. <u>DE Air Operations Command</u> <ul style="list-style-type: none"> <li>• DE AirC2 - Basic Air Command &amp; Control (AirC2) Training (standalone)</li> </ul> </li> <li>8. <u>DE Air Operations Command</u> <ul style="list-style-type: none"> <li>• DE AOPG - Specialty AirC2 Module STRATEGY (AOPG)</li> </ul> </li> <li>9. <u>DE Air Operations Command</u> <ul style="list-style-type: none"> <li>• DE AOD - Specialty AirC2 Module STRATEGY (AOD)</li> </ul> </li> <li>10. <u>DE Air Operations Command</u> <ul style="list-style-type: none"> <li>• DE ATO Specialty AirC2 Module COMBAT PLANS (ATO)</li> </ul> </li> </ol>	

<sup>12</sup> See the Final Report Training Requirements Analysis - Operations Planning for CSDP, doc. EEAS (2016) 74 REV 3, dated 26 February 2016. For more details for each identified activity/event, see Appendix 6 to Annex A of the Report. In the same Appendix are also presented the limitations in terms of capacity/seats available.

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CSDP MILITARY TRAINING DISCIPLINE	DISCIPLINE LEADER/ DATE	TRAINING REQUIREMENT ANALYSIS (TRA) REPORT MAIN CONCLUSIONS <sup>12</sup>	ASSOCIATED TRAINING PROVIDERS / ACTIVITIES / EVENTS 2022 - 2023	REMARKS
		<p>decision making process) within EU MS may differ from each other and the planning products (e.g. orders) differ too in sequence and content.</p> <p>06. Developing skills and competencies in the area of operations planning cannot be achieved only through formal training. Therefore extending the time spent in classical training by practicing skills in exercises (simulating on-the-job training) should be considered a norm. Multi Layer (ML) Exercises, Military Exercises (MILEX) and national level exercises offer excellent conditions for practicing these skills in a comprehensive context.</p>	<p>11. <u>DE German Federal Armed Forces Command and Staff College</u></p> <ul style="list-style-type: none"> <li>• DE BASIC OP - Seminar No. 4009, Basic training on Operation Planning (stand-alone course)</li> </ul> <p>12. <u>DE Bundeswehr CIMIC Centre</u></p> <ul style="list-style-type: none"> <li>• DE CIMIC OPP – Contribution to the Operational Planning Process</li> </ul> <p>13. <u>DE MN JHQ Ulm EU O/FQH</u></p> <ul style="list-style-type: none"> <li>• DE BST – Battle Staff Training (BST)_CJOC/Campaign Synchronisation JCO</li> </ul> <p>14. <u>EE, LV, LT Baltic Defence College Estonia</u></p> <ul style="list-style-type: none"> <li>• BDC JCGSC – Joint Command and General Staff Course (Operational Level)</li> </ul> <p>15. <u>EE, LV, LT Baltic Defence College Estonia</u></p> <ul style="list-style-type: none"> <li>• BDC HCSC – Higher Command Studies Course (Strategic Level, military and civilians)</li> </ul> <p>16. <u>EE, LV, LT Baltic Defence College Estonia</u></p> <ul style="list-style-type: none"> <li>• BDC CSC – Civil Servants Course (Operational Level, civilians only)</li> </ul> <p>17. <u>EL Hellenic Supreme Joint War College</u></p> <ul style="list-style-type: none"> <li>• EL IJOPC – International Joint Operations Planning Course (Stand Alone Course)</li> </ul> <p>18. <u>FR EU OHQ</u></p> <ul style="list-style-type: none"> <li>• FR EUHQ OPC - Operations Planning Course</li> </ul> <p>19. <u>LT Lithuanian Military Academy</u></p> <ul style="list-style-type: none"> <li>• LT ACSC – Army Command and Staff Course (Tactical Level)</li> </ul> <p>20. <u>LV National Defence Academy</u></p> <ul style="list-style-type: none"> <li>• LV NICSC – Baltic Naval Intermediate Command and Staff Course (NICSC)</li> </ul> <p>21. <u>SE EU FHQ – Swedish Defence College</u></p> <ul style="list-style-type: none"> <li>• SE MOPP – Multinational Operational Planning Process</li> </ul> <p>22. <u>SK Armed Forces Academy</u></p> <ul style="list-style-type: none"> <li>• SK ISOC – International Staff Officers Course</li> </ul> <p>23. <u>ES Joint Staff</u></p> <ul style="list-style-type: none"> <li>• ES CJEX – CEDESEN: Combined Joined European Exercise</li> </ul> <p>24. <u>ESDC</u></p> <ul style="list-style-type: none"> <li>• ESDC SMPC – ESDC Strategic (Civilian) CSDP Mission</li> </ul>	

CSDP MILITARY TRAINING DISCIPLINE	DISCIPLINE LEADER/ DATE	TRAINING REQUIREMENT ANALYSIS (TRA) REPORT MAIN CONCLUSIONS <sup>12</sup>	ASSOCIATED TRAINING PROVIDERS / ACTIVITIES / EVENTS 2022 - 2023	REMARKS
			<p>Planning Course</p> <ul style="list-style-type: none"> <li>• ESDC OC – ESDC Orientation Course</li> <li>• ESDC HLC – ESDC High Level Course</li> </ul> <p>25. <u>ESDC and SE FBA</u></p> <ul style="list-style-type: none"> <li>• EU SML – EU Senior Mission Leaders Course</li> </ul> <p>26. <u>ESDC AKUs</u> – online learning</p> <ul style="list-style-type: none"> <li>• Planning for CSDP Missions and Operations Autonomous Knowledge Unit (AKU) 6</li> <li>• Advanced Modular Training (preparatory e-learning):           <ul style="list-style-type: none"> <li>• AKU 201 - Crisis Management Scenario - Advanced Modular Training</li> <li>• AKU 202 EU Integrated Approach to Conflict and Crisis Advanced Modular Training</li> <li>• AKU 203 Conflict Analysis - Advanced Modular Training</li> <li>• AKU 204 CSDP Crisis Management - Advanced Modular Training</li> <li>• AKU 29 - Conflict Sensitivity (provided by EC/DG DEVCO)</li> <li>• AKU 37 Conflict Analysis Course</li> <li>• AKU17 - Fragility and Crisis Management</li> </ul> </li> </ul> <p>27. <u>EUMS and ESDC</u></p> <ul style="list-style-type: none"> <li>• Advanced Modular Training 2022 (TBC)</li> <li>• Advanced Modular Training 2023 (TBC)<sup>13</sup></li> </ul>	

<sup>13</sup> The Advanced Modular Training is organised annually by EUMS, in cooperation with voluntary Member States (e.g. in 2020 and 2021 EL, IT, SE, IR), under ESDC umbrella.

**TRAINING EVENTS**  
**FOR THE CSDP MILITARY TRAINING DISCIPLINE**  
**DISASTER RESPONSE, HUMANITARIAN ASSISTANCE AND CIVIL PROTECTION**

CSDP MILITARY TRAINING DISCIPLINE	DISCIPLINE LEADER/ DATE	TRAINING REQUIREMENT ANALYSIS (TRA) REPORT MAIN CONCLUSIONS <sup>14</sup>	ASSOCIATED TRAINING PROVIDERS / ACTIVITIES / EVENTS 2022 - 2023	REMARKS
DISASTER RESPONSE , HUMANITARIAN ASSISTANCE AND CIVIL PROTECTION	CMDR CoE (BG)/ December 2014	<p>TRA report agreed by EUMC on 16 November 2016. Main findings and conclusions:</p> <ol style="list-style-type: none"> <li>1. The increased need to conduct disaster relief and/or humanitarian assistance operations will require the military instrument to support civil authorities in preventing and protecting civilian population from such types of threats.</li> <li>2. Joint training (individual and collective) among civilian and military to continue on the regular bases (e.g. ERCC and EUMPC). Military support would be complementary to the overall coordination of civil protection measures facilitated by the ERCC in the framework of the EU's Civil Protection Mechanism and Community humanitarian aid managed by DG ECHO.</li> <li>3. There should be a closer link/cooperation between CSDP and the EU Civil Protection Mechanism on one hand, and the UN Civil-Military Coordination Section (within UN OCHA) on the other hand as both provide vital courses in this field.</li> <li>4. Due to the fact that the military planning for contribution to the overall EU Disaster Response is part of the Crisis response operations planning throughout the EU comprehensive crisis management process, as well as the key planning documents development, we consider that the overall findings during the operations planning for CSDP TRA could support the training for this</li> </ol>	<ol style="list-style-type: none"> <li>1. <u>BG Air Force</u> <ul style="list-style-type: none"> <li>• Course for Personnel appointed for civil protection activities.</li> </ul> </li> <li>2. <u>FI - Finnish Defense Forces International Centre</u> <ul style="list-style-type: none"> <li>• EU Integrated Crisis Management Course</li> <li>• CMI-CM-3557 United Nations Protection of Civilians Course</li> </ul> </li> <li>3. <u>DE - Germany Führungsakademie</u> <ul style="list-style-type: none"> <li>• Military Medical Support in the Humanitarian Arena</li> </ul> </li> <li>4. <u>SE - Swedish Armed Forces International Centre</u> <ul style="list-style-type: none"> <li>• JIA-IP-3201 United Nations Civilian Staff Officer Course</li> <li>• JIA-IP-2101 United Nations Child Protection Course</li> </ul> </li> <li>5. <u>DK - University of Copenhagen/ Denmark</u> <ul style="list-style-type: none"> <li>• Disaster Risk Management: From Theory to Practice</li> <li>• Preparedness and Response to Humanitarian Crises</li> <li>• Disaster Recovery Planning and Development</li> <li>• Preparedness and Response to Humanitarian Crises</li> </ul> </li> <li>6. <u>NL - University of Twente/ Netherland</u> <ul style="list-style-type: none"> <li>• Natural Hazards and Disaster Risk Reduction</li> </ul> </li> <li>7. <u>IT -The University of Milan/ Italy Summer School/ Lifelong Learning Programme/ European Union</u> <ul style="list-style-type: none"> <li>• EU Disaster Response Law in an International Context</li> </ul> </li> <li>8. <u>European Security and Defence College / CMDR COE / Bulgarian Diplomatic Institute</u> <ul style="list-style-type: none"> <li>• Disaster Relief Operations in CSDP Context Course</li> <li>• Climate Change and Security Course</li> </ul> </li> </ol>	As provided by the Discipline Leader on 16 June 2021.

<sup>14</sup> See the Training Requirements Analysis Report - Military Contribution to EU Disaster Response, Humanitarian Assistance and Civil Protection, doc. 14792/16, dated 23 November 2016.

CSDP MILITARY TRAINING DISCIPLINE	DISCIPLINE LEADER/ DATE	TRAINING REQUIREMENT ANALYSIS (TRA) REPORT MAIN CONCLUSIONS <sup>14</sup>	ASSOCIATED TRAINING PROVIDERS / ACTIVITIES / EVENTS 2022 - 2023	REMARKS
		<p>discipline.</p> <p>5. For better understanding and successful contribution in the comprehensive crisis management process it would be beneficial to insert an operations planning elements in a DR training solutions for practitioners and functional specialist.</p> <p>6. ESDC existing courses related to EU comprehensive crisis management and civil-military coordination could cover some of the requirements for the training on Military contribution on EU Disaster Response, Humanitarian Assistance and Civil Protection discipline.</p> <p>7. Training for decision makers is very limited. New training solutions should be considered for decision makers (working meetings, informal discussions etc.).</p> <p>8. Personnel working on the situational awareness analysis to be trained from the disaster response perspective, as well.</p> <p>9. More military involvement in civilian disaster response collective training is needed.</p> <p>10. EU Civil Protection Mechanism fundamentals should be considered as additional training for the military.</p>		

**TRAINING EVENTS**  
**FOR THE CSDP MILITARY TRAINING DISCIPLINE MULTINATIONAL LOGISTICS**

CSDP MILITARY TRAINING DISCIPLINE	DISCIPLINE LEADER/ DATE	TRAINING REQUIREMENT ANALYSIS (TRA) REPORT MAIN CONCLUSIONS <sup>15</sup>	ASSOCIATED TRAINING PROVIDERS / ACTIVITIES / EVENTS 2022 - 2023	REMARKS
MULTINATIONAL LOGISTICS	MLCC/ April 2017	<p>TRA report agreed by EUMC on 11 March 2019. Main findings and conclusions:</p> <ol style="list-style-type: none"> <li>1. No EU specific Training and Education opportunities for logistics that would satisfy the requirements presented in the TRA Report were identified within EU MS.</li> <li>2. Distinct Training and Education solutions should be developed and implemented within EU framework and across the EU MS.</li> </ol> <p>To mitigate analysed training and education gaps two curricula were proposed by the Discipline Leader and accepted by EU member states and the ESDC, focusing on multinational EU Logistics and emphasising the civil-military interaction.</p> <ol style="list-style-type: none"> <li>3. A first Common Course Curriculum for a European Union Logistics Fundamentals Course (EULFC) is presented in annex A of the report. The aim of this course is to provide students with basic knowledge of EU logistic policies, principles, concepts and SOPs in CSDP missions and operations.</li> <li>4. A second Common Course Curriculum for a European Union Logistics in Operations Course (EULOC) is presented in annex B of the report. The aim of this course is to provide participants with comprehensive knowledge and understanding of logistic planning and execution in CSDP missions and operations.</li> </ol>	<p>Since the TRA Report has been agreed, the Discipline Leader (MLCC) together with EUMS, organised and conducted both courses, under the auspices of the ESDC, on annual basis (except 2020 due to COVID-19):</p> <ol style="list-style-type: none"> <li>1. EU Logistics Fundamentals Course (EULFC)</li> <li>2. EU Logistics in Operations Course (EULOC)</li> </ol> <p>The Discipline Leader will continue to organise and to conduct both courses above in 2022 and 2023.</p> <p>EU institutions and Member States are invited to provide their support to both courses on EU Multinational Logistics.</p>	

<sup>15</sup> See the Training Requirements Analysis (TRA) Report on Multinational Logistics EU Military Training Discipline, doc. 7356/19, dated 11 March 2019.

**TRAINING EVENTS**  
**FOR THE CSDP MILITARY TRAINING DISCIPLINE CYBER DEFENCE**

CSDP MILITARY TRAINING DISCIPLINE	DISCIPLINE LEADER/ DATE	TRAINING REQUIREMENT ANALYSIS (TRA) REPORT MAIN CONCLUSIONS <sup>16</sup>	ASSOCIATED TRAINING PROVIDERS / ACTIVITIES / EVENTS 2022 - 2023	REMARKS
CYBER DEFENCE	PT and FR MoD/ December 2014  Since May 2019, only PT MoD <sup>17</sup>	<p>TRA report agreed by EUMC on 13 May 2019. Main findings and conclusions:</p> <ol style="list-style-type: none"> <li>CD Awareness for all Information and Communication Technology (ICT) users is identified as a "common need".</li> <li>Lack of specialists / SMEs, which increases the need for more T&amp;E. MS highlighted lack of training in their answers to the questionnaires. There were few training offers from the MS. The offers were mainly technical courses.</li> <li>There was a lack of collective training.</li> <li>Potential offers from MS are not shared or nonexistent.</li> <li>Opportunities for cooperation are available through existing tools, such as the two coordinated initiatives, the EU CD Training and Exercises coordination Platform (TEXP), led by the European Defence Agency (EDA), or the Education, Training, Exercise and Evaluation (ETEE) platform, led by the European Security and Defence College (ESDC).</li> <li>The solutions proposed by the DL are to be further developed, adapted or updated.</li> <li>The report underlines that Cyber is a rapidly moving environment and, because of that, MS and EU Institutions should develop innovative and appropriate processes to adapt to a new reality.</li> </ol>	<p>Discipline Leader, the Member States and the Cyber Defence training providers (at EU or at the national level) identified the following activities and events for 2022 and 2023:</p> <ol style="list-style-type: none"> <li>PT - Military University Institute <ul style="list-style-type: none"> <li>Cyber Operations Planning Course (TBC)</li> </ul> </li> <li>PT - National Defence Institute <ul style="list-style-type: none"> <li>Cybersecurity and Cyberspace Crisis Management Course (TBC)</li> </ul> </li> <li>PT - Instituto Superior Técnico and Naval Academy <ul style="list-style-type: none"> <li>Information Security and Cyberspace Law Master's Program</li> </ul> </li> <li>PT, FR - National Defence Institute, Institute of Advanced Studies in National Defence – IHEDN <ul style="list-style-type: none"> <li>Challenges of EU Cyber Security (Oct-Nov 2023)</li> <li>Advanced Level Cyber Diplomacy – Module 2 (TBC)</li> </ul> </li> <li>AT - Austrian Institute of Technology <ul style="list-style-type: none"> <li>Critical Infrastructures in Context of Digitization (Sep-Nov 2022)</li> </ul> </li> <li>HU - National University of Public Services <ul style="list-style-type: none"> <li>Cyber Security Basics for Non-Technical Experts (Sep-Nov 2022)</li> <li>Challenges of EU Cyber Security (Oct-Nov 2022)</li> </ul> </li> <li>CY - Digital Security Authority, National CERT of Cyprus <ul style="list-style-type: none"> <li>Cybersecurity Organisational Defensive Capabilities (Jan-Jun 2022, 2023)</li> </ul> </li> </ol>	

<sup>16</sup> See the Training Requirements Analysis Report on Military Role in Cyber Defence EU Military Training Discipline, Annex E, doc. 7848/19, dated 7 June 2019.

<sup>17</sup> Once the TRA Report was delivered and agreed by EUMC in May 2019, FR announced its withdrawal from the Discipline Leadership. Currently only PT is the Discipline Leader.

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			<p>8. CY - Cyprus MFA, Cyprus MoD</p> <ul style="list-style-type: none"> <li>• The role of the EU Cyber Ecosystem in the Global Cyber Security Stability - focus: Middle East and North African regions (TBC)</li> </ul> <p>9. EU - European Agency for Network Information Security – ENISA</p> <ul style="list-style-type: none"> <li>• Information Security Management and ICT Security (Jan-Jun, Sep-Nov 2022, 2023)</li> <li>• Cyber Threat Intelligence (2022 TBC)</li> </ul> <p>10. EE - Estonian MFA</p> <ul style="list-style-type: none"> <li>• The role of the EU Cyber Ecosystem in the Global Cyber Security Stability - focus: Eastern partnership (TBC)</li> </ul> <p>11. EE - Baltic Defence College</p> <ul style="list-style-type: none"> <li>• Cyber defence policy at national and international level (Jan-Jun 2022, 2023)</li> </ul> <p>12. GR, EU - Greek MFA, ENISA</p> <ul style="list-style-type: none"> <li>• The role of the EU Cyber Ecosystem in the Global Cyber Security Stability - focus: Western Balkans region (TBC)</li> </ul> <p>13. RO - National Institute for Research and Development in Informatics – ICI-RO</p> <ul style="list-style-type: none"> <li>• Cyber Diplomacy – Module 1 (Sept-Nov 2022, 2023)</li> <li>• Critical Infrastructures Protection – Module 1 (Sept-Nov 2022, 2023)</li> <li>• Cyber Influence in the Digital Society (2022 TBC)</li> </ul> <p>14. EU, RO, CY - Joint research Center / EU Commission, National Institute for Research and Development in Informatics – ICI-RO, Digital Security Authority Cyprus</p> <ul style="list-style-type: none"> <li>• Critical Infrastructures Protection – Module 2 (Nov-Mar 2022, 2023)</li> </ul> <p>15. EU - European Defence Agency - EDA and pMS</p> <ul style="list-style-type: none"> <li>• Cyber Implication to CSDP Mission and Operation Planning (2022 TBC)</li> <li>• Cyber Hybrid (working title) Course (2022 TBC)</li> </ul> <p>16. EU, DE - European Defence Agency, IT School of the DE Armed Forces</p> <ul style="list-style-type: none"> <li>• Cyber Awareness Train-The-Trainer (2022 TBC)</li> </ul>	

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			<p>17. GR, NATO - University of Pireus, NATO Maritime Interdiction Operational Training Center – NMIOTC</p> <ul style="list-style-type: none"> <li>• Cyber Security Tips &amp; Tricks that Every IT Should Know (2022 TBC)</li> </ul> <p>18. GR - Cyber Defence Directorate of the Hellenic National Defence General Staff</p> <ul style="list-style-type: none"> <li>• Cyber incident handling process (2022 TBC)</li> <li>• Penetration test with open-source tools (2022 TBC)</li> <li>• Open-Source Intelligence (OSINT) Advanced Level (2022 TBC)</li> </ul> <p>19. GR - Hellenic Joint Intelligence School (HJIS)</p> <ul style="list-style-type: none"> <li>• Basic Analysis Course (BAC) (2022 TBC)</li> <li>• Basic Image Intelligence (IMINT) Analyst Course (2022 TBC)</li> </ul> <p>20. GR - University of Thessaly</p> <ul style="list-style-type: none"> <li>• Cybersecurity and Smart City (2022 TBC)</li> </ul> <p>21. GR - University of Piraeus</p> <ul style="list-style-type: none"> <li>• Network (LAN) Security (2022 TBC)</li> <li>• Wireless Security (2022 TBC)</li> </ul>	

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**TRAINING EVENTS**  
**FOR THE CSDP MILITARY TRAINING DISCIPLINE GENDER**

ANNEX E

CSDP MILITARY TRAINING DISCIPLINE	DISCIPLINE LEADER/ DATE	TRAINING REQUIREMENT ANALYSIS (TRA) REPORT MAIN CONCLUSIONS <sup>18</sup>	ASSOCIATED TRAINING PROVIDERS / ACTIVITIES / EVENTS 2022 - 2023	REMARKS
GENDER	ES MoD/ August 2016	<p>TRA report agreed by EUMC on 20 February 2020. It proposes <b>three curricula</b>:</p> <p>8. Oriented to <u>Gender Advisors and Gender Focal Points</u>. It is recommended for Staff Officers, Planners and, in summary, all the deployed staff directly related to gender mainstreaming or decision makers. The main aim of the training is to provide knowledge to incorporate the gender perspective in all the phases of an operation, from the planning to the conduction and the evaluation.</p> <p>9. Oriented to <u>Force Commanders and Key Leaders</u>. It also can be done by Staff Officers and/or Planners if they are not included in the first type of training. The main aim of the training is to become Gender Sensitive Leaders by knowing all aspects of gender mainstreaming. Second aim is to be aware that the implementation of the Gender Perspective in an Operation or Mission enhance the operational efficiency.</p> <p>10. Oriented from <u>enlisted personnel up to Platoon Leaders</u> and all the deployed staff that do not have tasks directly related to gender. This is, all those who only need to know basic concepts and how to deal with the gender mainstreaming.</p>	<ol style="list-style-type: none"> <li>1. <u>Nordic Centre for Gender in the Military (NCGM)</u> <ul style="list-style-type: none"> <li>• Gender Advisor Course</li> <li>• Gender Training of Trainers Course</li> <li>• Gender Key Leader Seminar on Gender</li> <li>• Commanding Officers Seminar on Gender</li> <li>• Nordic Gender Focal Point Course</li> <li>• On line courses on Gender Perspective, Gender Focal Point, Improving Operational Effectiveness by Integrating Gender Perspective.</li> </ul> </li> <li>2. <u>Folke Bernadotte Academy (FBA)</u>.           <ul style="list-style-type: none"> <li>• Gender Advisor Course</li> <li>• Integrating a gender perspective in CSDP/ <u>European Security and Defence College</u></li> <li>• Gender sessions for pre-deployment training for civilian experts</li> <li>• Gender mainstreaming training for Gender Focal points</li> <li>• Gender mainstreaming training for CSDP management.</li> </ul> </li> <li>3. <u>Baden-Wuerttemberg State Police College</u> <ul style="list-style-type: none"> <li>• Women, Peace and Security</li> <li>• Investigating and Preventing Sexual and Gender Based Violence in Conflict Environments/ <u>European Security and Defence College</u></li> <li>• Inclusive Mediation in Peace Operations</li> </ul> </li> <li>4. <u>Bilateral Spanish Dutch Initiative (BSDI)</u> <ul style="list-style-type: none"> <li>• Comprehensive approach to Gender in Operations)/ European Security and Defence College.</li> </ul> </li> <li>5. <u>International University Centre for Peace Missions of Helsinki Espana</u>.           <ul style="list-style-type: none"> <li>• Gender mainstreaming in a cross cutting way in all its training.</li> </ul> </li> </ol>	

<sup>18</sup> See the Training Requirements Analysis Report on Gender EU Military Training Discipline, doc. 6084/20, dated 27 February 2020.

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CSDP MILITARY TRAINING DISCIPLINE	DISCIPLINE LEADER/ DATE	TRAINING REQUIREMENT ANALYSIS (TRA) REPORT MAIN CONCLUSIONS <sup>18</sup>	ASSOCIATED TRAINING PROVIDERS / ACTIVITIES / EVENTS 2022 - 2023	REMARKS
			<p>6. <u>Crisis Management and Disaster Response Centre. (CMDR) Sofia, Bulgaria.</u> <ul style="list-style-type: none"> <li>• Gender Focal Point Course</li> <li>• Gender modules / lectures within all CMDR courses</li> </ul> </p> <p>7. <u>Austrian Armed Forces International Centre (AUTINT). Vienna, Austria</u></p> <p>8. <u>International Military Operations Centre (IMOC). Rakitje, Croatia</u></p> <p>9. <u>International Institute of Humanitarian Law (IIHL). San Remo, Italy.</u></p> <p>10. <u>Peace Keeping Operational Training Centre at the Australian Defence Force Academy, (POTC ADF). Canberra, Australia.</u></p> <p>11. <u>Multinational Peace Support Operations Training Centre (MPSOTC), Kilkis, Greece.</u></p> <p>12. Cyprus MoD - Security and Defence Academy: <ul style="list-style-type: none"> <li>• Integration of a Gender Perspective in CSDP (under the auspices of ESDC), Sep 2022</li> </ul> </p> <p>13. Course "A Comprehensive Approach to Gender in Operations"</p> <p><b>Year 2022</b> (TBC 2 editions, one in the first semester and another one in the second semester): <ul style="list-style-type: none"> <li>• XXI Edition to be held in Madrid around beginning of June 2022</li> <li>• XXII Edition to be held in The Hague around the end of November 2022</li> </ul> </p> <p><b>Year 2023</b> (TBC 2 editions, one in the first semester and another one in the second semester): <ul style="list-style-type: none"> <li>• XXIII Edition to be held in Madrid around beginning of June 2023</li> <li>• XXIV Edition to be held in The Hague around the end of November 2023 (ES – Gender Discipline Leader)</li> </ul> </p>	

**TRAINING EVENTS**  
**FOR THE CSDP MILITARY TRAINING DISCIPLINE**  
**MILITARY ROLE IN INTEGRATED BORDER MANAGEMENT**

CSDP MILITARY TRAINING DISCIPLINE	DISCIPLINE LEADER/ DATE	TRAINING REQUIREMENT ANALYSIS (TRA) REPORT MAIN CONCLUSIONS <sup>19</sup>	ASSOCIATED TRAINING PROVIDERS / ACTIVITIES / EVENTS 2022 - 2023	REMARKS
INTEGRATED BORDER MANAGEMENT	EL (MPSOTC) November 2016	<p>TRA agreed by EUMC on 28 May 2020. It proposes <b>one curriculum, consisting of nine modules.</b></p> <ol style="list-style-type: none"> <li>1. DL concluded that training in IBM remains an area predominantly civilian, with FRONTEX being the leading agency for providing this specialised training. IBM remains one of the complex disciplines with the military being in a supporting role.</li> <li>2. Military is used in many ways in IBM, different from one MS to another</li> <li>3. More initiatives have to be taken towards a more unified and consolidated military training activities in IBM, especially from those EU-MS confronted with the problem of mass migration which raised security issues many times so far.</li> <li>4. A Common Core Curriculum has been elaborated by the DL and is included in Annex B of the report.</li> <li>5. This Curriculum, consisting of nine modules, covers the following areas: <ul style="list-style-type: none"> <li>• EU security policy, IBM doctrine, Political-Strategic Planning and Strategic Cooperation in IBM under CSDP concept</li> <li>• Operational planning and Organizational Development in IBM</li> <li>• International, EU and Member States Legal Framework</li> <li>• Crisis Management in IBM</li> <li>• Multi-dimension control approaching IBM</li> </ul> </li> </ol>	<p>The Discipline Leader presents the identified training opportunities in the section H of the TRA Report ("H. EU TRAINING OPPORTUNITIES FOR IBM")</p> <p>Very few opportunities were identified. DL concludes that "<i>overall the military training in IBM can be considered as non-existence.</i>"</p> <p>Here are the few training opportunities identified:</p> <ol style="list-style-type: none"> <li>1. Greece <ul style="list-style-type: none"> <li>• Conducts military training regarding Module 5 from CCC focusing on migration issues which is open to all EU-MS under the ESDC auspices.</li> <li>• MPSOTC: <ul style="list-style-type: none"> <li>• Integrated Border Management Course</li> </ul> </li> </ul> </li> <li>2. FRONTEX <ul style="list-style-type: none"> <li>• IBM strategy</li> </ul> </li> </ol>	

<sup>19</sup> See the Training Requirements Analysis Report on the EU Military Training Discipline - (Military Role in) Integrated Border Management, doc. 8506/20, dated 2 June 2020.

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		<ul style="list-style-type: none"> <li>• Cooperation and information sharing in IBM</li> <li>• Innovation and Technology in IBM</li> <li>• Cross-cultural approach of IBM</li> <li>• Best management practices, Evaluation and Research process in IBM.</li> </ul>		

**TRAINING EVENTS**  
**FOR THE CSDP MILITARY TRAINING DISCIPLINE**  
**MARITIME SECURITY**

CSDP MILITARY TRAINING DISCIPLINE	DISCIPLINE LEADER/ DATE	TRAINING REQUIREMENT ANALYSIS (TRA) REPORT MAIN CONCLUSIONS <sup>20</sup>	ASSOCIATED TRAINING PROVIDERS / ACTIVITIES / EVENTS 2022 – 2023 (TBC) <sup>21</sup>	REMARKS
MARITIME SECURITY	EL (NMIOTC) and ES (Navy HQ) January 2018	<p>TRA agreed by EUMC on 11 June 2021.</p> <ol style="list-style-type: none"> <li>1. The TRA Report identifies twelve training modules related to the EU Concept for Maritime Security Operations under CSDP.</li> <li>2. Courses covering partially the objectives and content of eleven out of the twelve modules of the Training Discipline "Maritime Security" are available for all EU Member States.</li> <li>3. A training gap for the module 9 "Maritime Security Sector Reform" has been identified, and no training Institution is providing any course related to this training area.</li> <li>4. Two additional and complementary modules were proposed by EUMS for the next revision of the document (module 13 – Maritime Search and Rescue (SAR) Operations, and module 14 – Maritime contribution to preventing and mitigating climate change, natural catastrophes and environmental disasters (including marine pollution).</li> <li>5. The training institutions from four countries (France, Greece, Italy and Latvia) provide courses in accordance with the CSDP language regime for the training programmes, i.e. English and French without</li> </ol>	<p><b>Module 1: Surveillance in the Global Maritime Domain</b></p> <ul style="list-style-type: none"> <li>• Organised by France - Centre d'Etudes Stratégiques de la Marine (CESM), for French-speaking trainees ;</li> <li>• Organised by Italy - Italian Navy Training Center - Centro Addestramento Aeronavale della Marina Militare. Maximum 15 seats are open to foreign participants.</li> </ul> <p><b>Module 2: Maritime Protection (Choke Points, SLOCs, Fisheries, Critical Infrastructures)</b></p> <ul style="list-style-type: none"> <li>• Organised by France - Centre d'Etudes Stratégiques de la Marine (CESM), for French-speaking trainees</li> <li>• Organised by Greece – through the NATO Maritime Interdiction Operational Training Center (NMIOTC). Maximum 24 seats are open to foreign participants.</li> <li>• Organised by Italy - Italian Navy Training Center - Centro Addestramento Aeronavale della Marina Militare. Maximum 15 seats are open to foreign participants.</li> <li>• Organised by Italy – Italian Naval Academy (TBD)</li> </ul> <p><b>Module 3: Maritime Interdiction / Control</b></p> <ul style="list-style-type: none"> <li>• Organised by France - Centre d'Etudes Stratégiques de la Marine (CESM), for French-speaking trainees</li> <li>• Organised by Greece – through the NATO Maritime Interdiction Operational Training Center (NMIOTC). Maximum 24 seats are open to foreign participants.</li> </ul>	

<sup>20</sup> See Ref. N

<sup>21</sup> The training activities and courses are inserted here from the agreed TRA report (June 2021). They will be updated by the co-DLs on a regular bases on the Schoolmaster platform. For more details, see Ref. N.

CSDP MILITARY TRAINING DISCIPLINE	DISCIPLINE LEADER/ DATE	TRAINING REQUIREMENT ANALYSIS (TRA) REPORT MAIN CONCLUSIONS <sup>20</sup>	ASSOCIATED TRAINING PROVIDERS / ACTIVITIES / EVENTS 2022 – 2023 (TBC) <sup>21</sup>	REMARKS
		<p>translation.</p> <p>6. Several courses are conducted in different EU Member States in languages which are not in accordance with the aforementioned CSDP language regime.</p> <p>The list of twelve training modules is as follows:</p> <ul style="list-style-type: none"> <li>Module 1 – Surveillance in the Global Maritime Domain</li> <li>Module 2 – Maritime Protection (Choke Points, SLOCs, Fisheries, Critical Infrastructures)</li> <li>Module 3 – Maritime Interdiction / Control</li> <li>Module 4 – Maritime Counter Terrorism / Cyber Terrorism and Counter WMD Proliferation</li> <li>Module 5 – Maritime Law Enforcement</li> <li>Module 6 – Maritime Border Control</li> <li>Module 7 – Maritime Contribution to Countering Hybrid Threats</li> <li>Module 8 – Maritime Presence</li> <li>Module 9 – Maritime Security Sector Reform</li> <li>Module 10 – Contribution to Operations and Missions Ashore</li> <li>Module 11 – Non-Combatant Evacuation Operations</li> <li>Module 12 – Illegal and Unregulated Archaeological Research an Pillage</li> </ul> <p>The two co-Discipline Leaders will assess the feasibility, for the next revision of the TRA Report, to elaborate two additional and complementary modules as follows:</p> <ul style="list-style-type: none"> <li>Module 13 – Maritime Search and Rescue (SAR) Operations.</li> <li>Module 14 – Maritime contribution to preventing and mitigating climate change, natural catastrophes and environmental disasters (including marine pollution).</li> </ul>	<ul style="list-style-type: none"> <li>Organised by Italy - Italian Navy Training Center - Centro Addestramento Aeronavale della Marina Militare. Maximum 15 seats are open to foreign participants.</li> </ul> <p><b>Module 4: Maritime Counter Terrorism / Cyber Terrorism and Counter WMD Proliferation</b></p> <ul style="list-style-type: none"> <li>Organised by France - Centre d'Etudes Stratégiques de la Marine (CESM), for French-speaking trainees</li> <li>Organised by Greece – through the NATO Maritime Interdiction Operational Training Center (NMIOTC). Maximum 24 seats are open to foreign participants.</li> <li>Organised by Italy – Italian Naval Academy (TBD)</li> </ul> <p><b>Module 5: Maritime Law Enforcement</b></p> <ul style="list-style-type: none"> <li>Organised by France - Centre d'Etudes Stratégiques de la Marine (CESM), for French-speaking trainees</li> <li>Organised by Greece – through the NATO Maritime Interdiction Operational Training Center (NMIOTC). Maximum 30 seats are open to foreign participants.</li> <li>Organised by Italy - Italian Navy Training Center - Centro Addestramento Aeronavale della Marina Militare. Maximum 15 seats are open to foreign participants.</li> </ul> <p><b>Module 6: Maritime Border Control</b></p> <ul style="list-style-type: none"> <li>Organised by France - Centre d'Etudes Stratégiques de la Marine (CESM), for French-speaking trainees</li> <li>Organised by Greece – through the NATO Maritime Interdiction Operational Training Center (NMIOTC). Maximum 30 seats are open to foreign participants.</li> <li>Organised by Latvia - State Border Guard College (TBC)</li> </ul> <p><b>Module 7: Maritime Border Control</b></p> <ul style="list-style-type: none"> <li>Organised by Greece – through the NATO Maritime Interdiction Operational Training Center (NMIOTC). Maximum 12 seats are open to foreign participants.</li> </ul> <p><b>Module 8: Maritime Presence</b></p> <ul style="list-style-type: none"> <li>Organised by France - Centre d'Etudes Stratégiques de la Marine (CESM), for French-speaking trainees</li> <li>Organised by Italy - Italian Navy Training Center - Centro Addestramento Aeronavale della Marina Militare. Maximum 15 seats are open to foreign participants.</li> </ul> <p><b>Module 9: Maritime Security Sector Reform</b></p> <ul style="list-style-type: none"> <li>Identified training gap (no courses available)</li> </ul>	

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			<p><b>Module 10: Contribution to Operations and Missions Ashore</b></p> <ul style="list-style-type: none"> <li>Organised by France - Centre d'Etudes Stratégiques de la Marine (CESM), for French-speaking trainees</li> </ul> <p><b>Module 11: Non-Combatant Operation Evacuation</b></p> <ul style="list-style-type: none"> <li>Organised by France - Centre d'Etudes Stratégiques de la Marine (CESM), for French-speaking trainees</li> </ul> <p><b>Module 12: Illegal and Unregulated Archeological Research and Pillage</b></p> <ul style="list-style-type: none"> <li>Organised by Italy – Italian Naval Academy (TBD)</li> </ul>	