GAREA 2019-20

PROMOTING THE COMMON SECURITY AND DEFENCE CULTURE

EUROPEAN SECURITY AND DEFENCE COLLEGE

ESDC

COLLÈGE EUROPÉEN DE SÉCURITÉ ET DE DÉFENSE

CESD

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Acronyms

AMT	Advanced Modular Training
AKU	Autonomous Knowledge Unit
BOEI	Basic Officer Education Institution
CCOE	Civil-Military Cooperation Centre of Excellence
CCT	Civilian Coordinator for Training
CEPOL	European Union Agency for Law Enforcement Training
CFSP	Common Foreign and Security Policy
CIVCOM	Committee for Civilian Aspects of Crisis Management
CMPD	Crisis Management and Planning Directorate, /EEAS
CPCC	Civilian Planning and Conduct Capability, /EEAS
CSDP	Common Security and Defence Policy
CSDP DocSch	European Doctoral School on the Common Security and Defence Policy
DCAF	Geneva Centre for Security Sector Governance
EAB	Executive Academic Board
EC	European Commission
ECTS	European Credit Transfer and Accumulation System
EDA	European Defence Agency
EEAS	European External Action Service
eLSE	e-Learning and Software for Education
ENISA	European Union Agency for Cybersecurity
ENTRi	Europe's New Training Initiative for Civilian Crisis Management
ESDC	European Security and Defence College
ETEE	Education, Training, Evaluation and Exercise
EU	European Union
EUCTG	European Union Civilian Training Group
EUISS	European Union Institute for Security Studies
EUMSS	European Union Maritime Security Strategy
EUMSSF	European Union Military Secondary Schools Forum
EUMTG	European Union Military Training Group

EUPCST	European Union Police and Civilian Services Training
FPI	Foreign Policy Instrument
GAREA	General Annual Report on ESDC Activities
HLC	(CSDP) High-Level Course
IBM	Integrated Border Management
IG	Implementation Group in support of Military Erasmus
IHEDN	Institute for Higher National Defence Studies
ISP	Integrated approach for Security and Peace, / EEAS
IT	Information Technology
MS	Member State
NGO	Non-Governmental Organisation
NMIOTC	NATO Maritime Interdiction Operational Training Centre
OC	(CSDP) Orientation Course
PDT	Pre-Deployment Training
PSC	Political and Security Committee
SC	Steering Committee
SNE	Seconded National Expert
SOP	Standard Operating Procedure
SQF-MILOF	Sectoral Qualifications Framework for the Military Officer Profession
SSR	Security Sector Reform
ToT	Training of Trainers
TRA	Training Requirements Analysis
UNLOPS	United Nations Liaison Office for Peace and Security
WG	Working Group
WGMOT	Working Group on CSDP Missions and Operations-related Training
WPS	Women, Peace and Security

Foreword from the ESDC Head

True to its original purpose, this General Annual Report is the main document describing lessons learned from the European Security and Defence College's activities. Every year, it offers an opportunity to reflect on what we have accomplished, what should be maintained and consolidated as well as what should be adapted with a view to ensuring that future challenges are met with greater resilience.

Dirk Dubois,
Head of the ESDC

When this report is published, we will still be recovering from the SARS-CoV-2 pandemic. For the College, this means that this GAREA essentially covers two very distinct periods. Until February 2020, this academic year was a continuation of the success story of previous years. The number of training activities, network members and people trained continued to increase. We accepted several new challenges such as providing support for Civilian Coordinators for Training (CCT), using the Executive Academic Board configuration for Security Sector Reform (EAB.SSR) as a vehicle for the CCT work on SSR and many new aspects. The Cyber ETEE platform grew and started in a real sense to deliver on its mandate. At the same time, the success of the Doctoral School configuration exceeded expectations.

Then, in early 2020, the situation began to change. The city of Wuhan in China was locked down completely owing to the outbreak of an unknown disease. At first, we hoped that this would only affect the orientation course that we had planned in Beijing. However, on 13 March we closed the doors of our offices in Brussels. For the first time ever, the European Security and Defence College (ESDC) became a truly 'virtual college'! We reacted quickly and decisively in order to meet the challenge: we informed the Member States that our residential courses were cancelled or postponed; and we started planning the courses for the next academic year. Just when the situation was starting to look more promising, a second wave in the pandemic began to grow during the early summer, the impact of which remains to be seen.

Each of us started working from home. However, the intensity of the work we were doing did not decrease. Since 2008, the ESDC has had a resilient and well-functioning e-learning system. Nonetheless, we decided not to switch immediately to e-learning alone, as this would have meant compromising on some of the aspects that make our courses unique. In addition, the experience from our first internal video conferences clearly demonstrated that synchronous sessions would impact negatively on the quality of the course owing to challenges related to bandwidth and stability of the platforms. We took the conscious decision not rush into an experiment. Instead, we first carefully considered what we wanted and were able to achieve and do. We also recognised that there is only practical limited scope in monitoring who, in fact, attends such virtual classes. And even if a person is in the virtual classroom, is that person following the lecture or are they replying to their emails? Of course, there are ways in which to manage this, including through an increased use of testing or of additional interactive course activities. Unfortunately, however, most of our speakers, although highly expert in their field, are not professional trainers and have little if any experience in on-line training.

Meanwhile, the Secretariat identified those courses that should initially be put online. The choice fell on the Advanced Modular Training programme to be run as a pilot project comprising asynchronous e-learning and a residential module to be held after a return to the 'new normal'. As the crisis dragged on, we converted the Pre-Deployment Training programme into a blended course comprising asynchronous and synchronous elements. This was designed to ensure the continued training of new staff members for CSDP missions and operations. The decision was also taken to run the Advanced Modular Training programme in a similar and even more interactive fashion.

We remain convinced that residential courses continue to deliver comparatively greater benefits. Even so, we have been able to offer a limited number of activities in a fully virtual format, without losing too much quality. Of course, you can never replace the networking opportunities that are one of the cornerstones of the ESDC's success.

The crisis has also affected the decision-making procedure in the College with both the Steering Committee (SC) and EAB unable to meet other than in a virtual format. Desperate times call for desperate measures. Nevertheless, we should not expect such measures to become the norm. Written consultations and video calls indeed have their limitations and do not necessarily offer long-lasting solutions. In June, the Steering Committee returned to a more traditional meeting format in Brussels, whilst also offering video link participation.

In the end, we should not focus on current preoccupations alone. The SARS-COV-2 virus will probably remain with us for some time and the economic effects of the outbreak will also take their toll. Nevertheless, we need to look ahead and build further on the cost-effective solutions that the ESDC has developed over the past years. This is not just a matter of "business as usual". We need to come up with innovative solutions to new – and old – challenges. The ESDC continues to be an extremely versatile and adaptable organisation: it is able to react and adapt to new training requirements and challenges for the benefit of the Member States, the EU Institutions and the CSDP's missions and operations. In the next few months and years we have to open the discussion and consider how these competitive advantages can be safeguarded in a more robust, legal and organisational framework.

Brussels,

28 July 2020

ESDC mandate

The purpose of the European Security and Defence College (ESDC) is to provide EU-level training and education in the context of Common Security and Defence Policy (CSDP) in the wider field of the EU's Common Foreign and Security Policy (CFSP). It aims to develop and promote a common understanding of CSDP and CFSP among civilian and military personnel, and to identify and disseminate, through its training activities, best practice in relation to various CSDP and CFSP issues. The legal basis for the ESDC lies in Council Decision (CFSP) 2016/2382 and Council Decision (CFSP) 2018/712 amending Decision (CFSP) 2016/2382 establishing a European Security and Defence College (ESDC).

The ESDC is organised as a network bringing together civilian and military institutes, colleges, academies, universities, institutions and other organisations dealing with security and defence policy issues within the European Union. The College is embedded within the CMPD (Crisis Management and Planning Directorate) structures in the European External Action Service (EEAS). The College is governed and managed by the following bodies:

The Steering Committee (SC);

The Executive Academic Board (EAB);

The Head of the ESDC;

The ESDC Secretariat.

Functioning of the ESDC

The Steering Committee (SC)

The Steering Committee (SC) is chaired by Mr Joao Barbedo, an EEAS official, on behalf of the High Representative/Vice President Josep Borrel. It comprises a representative of each EU Member State. The SC is the ESDC's decision-making body and meets on a quarterly basis. Acting usually on proposals made by the Executive Academic Board, the SC decides on all relevant aspects of the functioning of the ESDC. This includes such matters as the admission of new members and partners into the network, the decision to adopt pilot courses as standard courses and the prioritisation of training activities.

Since 2019, and following a decision by the SC, the ESDC has supported the European Union Civilian Training Group (EUCTG), a CIVCOM configuration whose core mandate is the management of training requirements for civilian CSDP.

The Executive Academic Board (EAB)

The Executive Academic Board (EAB) is chaired by Dr Mircea Mindrescu (Romania). Its core task is to ensure the coherence and quality of the ESDC's training and education activities. The EAB comprises representatives of the institutions which are member or associated partners of the ESDC's academic network. The EAB meets on a quarterly basis, usually ahead of the SC's meetings. It makes recommendations to the SC on issues regarding the admission of new members, the evaluation of training activities, the updating of standard curricula and the development of new curricula for pilot courses.

Besides meeting in a plenary session, the EAB meets in the following six project-focused configurations:

- The Implementation Group (IG), which aims to support the European Initiative for the Exchange of Military Young Officers/Military Erasmus and is currently chaired by Colonel Dr Harald Gell (Austria). The European Union Military Secondary Schools Forum (EUMSSF), a separate subgroup, is currently chaired by Lt Colonel Symeon Zambas (Cyprus);

- The Working Group on CSDP Missions and Operations Training (WGMOT), chaired by Ms Irene EICH (Germany);
- The Board on Security Sector Reform training (EAB.SSR), chaired by Mr Kurt Meissner (Austria);
- The Working Group on the European Doctoral School on the Common Security and Defence Policy (CSDP DocSch), chaired by Professor Dr Foteini Asderaki (Greece);
- The EAB.Cyber platform, chaired by Professor Dr Stavros Stavrou (Cyprus);
- The Working Group on Sectoral Qualifications Framework for the Military Officer profession (SQF-MILOF WG) chaired by Colonel Gianluca Carriero (Italy).

Implementation Group (IG)

This year, despite the difficulties caused by the SARS-CoV-2 pandemic, the European Initiative for the Exchange of Young Officers inspired by Erasmus made significant headway, allowing the group to make progress and plan ahead with confidence.

The IG has met four times over the past academic year and for the first time an IG meeting was held as a video teleconference (VTC). Since the beginning of the European Initiative for the Exchange of Military Young Officers/Military Erasmus, 44 joint or "common" modules have been created, representing in total 122 European Credit Transfer and Accumulation System (ECTS) credits.

For the third consecutive year, 11 of the above modules had been run in the context of an international semester by the Hellenic Army Academy, the Military University of Land Forces (Poland) and the "Nicolae Bălcescu" Land Forces Academy (Romania). Unfortunately, however, these had to be cancelled because of the SARS-CoV-2 pandemic.

Following the GAREA 2018-19 recommendations, the IG promoted the creation of an international semester for naval and air force academies, military technical institutions and military medical academies. This was modelled on the semester created previously which was run with a focus on land forces. As a result, a new line of development (LoD) was set up during the 46th IG meeting, dedicated to the creation of an international semester for military technical institutions. In addition, the Hellenic Military Academy of Combat Support Officers (HMACSO) organised and ran the Common Module "Biosafety and Bioterrorism", the first such common module with a focus on the medical field.

Moreover, there was important progress in the Research & Development area. The Hellenic Air Force Academy (HAFA) proposed the establishment of an R & D LoD aiming to cover research activities related, but not limited, to simple research projects during undergraduate and postgraduate studies.

Security Sector Reform Board (EAB.SSR)

The EAB.SSR aims to improve the coherence and coordination of SSR training for EU and Member State personnel. In the 2019-2020 academic year, the EAB.SSR continued working to enhance SSR expertise through a training mechanism set up within the EU context. Through its meetings, seminars, courses and its close cooperation with the EU Task Force on SSR (security sector reform), the EAB.SSR continued to contribute to the implementation of the Joint Communication "Elements for an EU-wide Strategic Framework to Support Security Sector Reform". This formed part of the EU Integrated Approach to external conflicts and crises.

As part of the implementation of the EU Policy on Training for CSDP and as a follow-up on the implementation of the Civilian CSDP Compact, the EAB.SSR has taken on the role of Civilian Coordinator of Training (CCT) for the EU Civilian Training Group (EUCTG). In this capacity, the EAB.SSR has conducted a Training Requirements Analysis (TRA) for the training area Security Sector Reform. The results of the analysis will serve as a guide for future EAB.SSR initiatives, inform the EU SSR expert community and help training providers in terms of curricula development and course design.

In the 2019-2020 academic year the ESDC's EAB.SSR met on three occasions. The seminar and workshops series have focused on the ongoing TRA. The aim is to ensure a coherent, effective and well-informed approach.

EAB.Cyber

Following the creation of the Cyber ETEE platform on 6 February 2018, the Final Operational Capability was adopted during the 5th EAB.CYBER on September 2019.

Additional cyber activities were planned in all cyber domains and at all levels during the 2019-2020 academic year. These included tactical/technical activities involving high expertise. The activities were communicated to the Member States and to the EU

Institutions – Agencies and via on our web-page.

Further communication channels regarding cyber issues were opened within the EU Council and European Commission.

Furthermore, the Cyber ETEE Platform was involved in supporting both the European External Action Service during the Cyber DIPLO 2019 exercise and the European Military Staff during the MILEX 2019 exercise.

Progress has also been made on curricula development and training by placing network members in working groups based on their expertise or/and area of interest.

Currently, the specialised (non-awareness) courses are co-funded up to an amount of 10,000 EUR on a case-by-case basis. The measures taken on the preparation of new activities are ongoing and are being continuously updated.

Four specialised courses and eight awareness courses were initially planned for the 2019-2020 academic year. Unfortunately, owing to the SARS-CoV-2 crisis, four of these were cancelled. In addition, five new curricula were approved and four of them became part of the College's standard curricula (Annex V: Work Plan Overview).
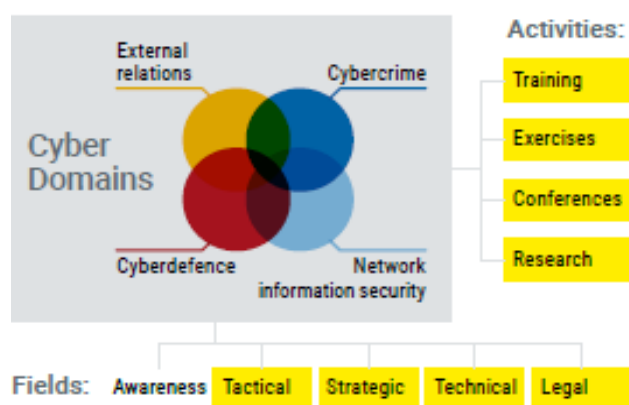
Figure 1: Chart of Cyber Domains.

The Cyber ETEE applies a "joint cyber approach" across the EU's cyber ecosystem (Network Information Security - NIS, Cybercrime, Cyber defence and External Relations). It contributes to the establishment of synergies in training with other entities that support the joint approach such as the Joint Cyber Unit and the European Cybersecurity Competence Network and Centre (ECCNC).

Working Group on CSDP Missions and Operations-related Training (WGMOT)

The WGMOT met four times (June & November 2019, February, and June 2020) in the academic year 2019/2020. It focused primarily on the implications of the creation of the EUCTG and the adoption of the Strategic Guidance on CSDP Civilian Training (10345/19) in June 2019. The ESDC and WGMOT are the pre-designated bodies tasked with developing CSDP-related course curricula and deliverables in accordance with common quality standards. In view of these new tasks, WGMOT revised its Rules of Procedure in September 2019.

The WGMOT is actively involved in the preparation of the annual networking conference of the European Association of Peace Operation Training Centres (EAPTC). The ESDC plans to host the conference in November 2020 in connection with the celebration of its 15th anniversary.

European Doctoral School on CSDP

The Doctoral School was officially inaugurated in November 2018. At the beginning of 2020, more than 50 full-member institutions from 17 Member States committed themselves to the initiative, including European Union agencies such as the European Defence Agency, the European Union Institute for Security Studies, the European Union Satellite Centre, as well as several universities and research centres. Most were institutions in the European Higher Education Area – the majority accredited to run doctoral-level curricula – and many were accredited to run ERASMUS+ programmes.

In order to match requests for scientific expertise and draw on the benefits of doctoral research, a database of potential supervisors and mentors was created and is being continuously updated.

Figure 2: Certificate ceremony at the end of the first CSDP Summer University (2019).

A updatable catalogue of education, training and research opportunities, mostly offered by the member institutions, has been developed. It lists the academic courses, vocational training modules, publication opportunities and scientific events which are open to CSDP fellows during their doctoral studies and research. Although the initiative has only been up and running for two years, it has already generated its own sub-initiative: a summer university CSDP programme. This flagship programme, the first edition of which was held in July 2019, is now an annual rendezvous for CSDP PhD fellows. It offers relevant expertise from the experts involved in the initiative and the CSDP's key stakeholders. Following each summer programme, the CSDP PhD fellows produce a joint publication under the supervision of high-level researchers.

A major effort has also been made to identify complementary opportunities for possible financial and non-financial support for Doctoral School fellows offered by scientific or other non-academic institutions that are, or are not, full members of the Doctoral School, including with EU agencies and bodies.

Finally, and in accordance with the procedures set out in the Charter, the Working Group has selected 10 new CSDP PhD fellows with different disciplinary backgrounds and research interests, using the quality of their scientific projects as the sole selection criterion.

Sectoral Qualifications Framework for the Military Officer Profession (SQF-MILOF)

In the 2019-2020 academic year, the SQF-MILOF working group (WG), set up in June 2018, continued to convene on a quarterly basis, to implement the objectives described by the work programme.

The focus of the group in 2019-2020 was the consolidation of the SQF-MILOF for the entire military officer career. In this context, at the invitation of the EU Military Committee and following a decision of the Steering Committee, the group extended the scope of the initiative and its work programme. This entailed adapting the ENABLING level of learning (corresponding to the "Entry" stage of the military career, which was initially developed by the Implementation Group in 2014) and the development of the SENIOR EXPERT level of learning (corresponding to the "Superior" stage of the military career).

The group agreed to the development by the ESDC of a Military Qualifications Database, which will accommodate the military qualifications in the MS, thus aiding transparency and facilitating comparison of qualifications.

The group also worked on the quality assurance of military training and education. Here the group recommended that MS that assign a SQF-MILOF level to their military qualifications ensure that those qualifications satisfy the quality assurance principles defined by the European Qualifications Framework.

In 2020-2021, the objective of the group will be to facilitate the external evaluation of the SQF-MILOF by competent experts and help MS implement this at national level.

The ESDC was invited to contribute to the Twinning Project between Italy and Israel "Establishment of the Israeli National Qualifications Framework (NQF) as a mechanism to fostering the development of Israeli human capital", funded by the European Union (1.9 million euro).

Impact of SARS-CoV-2 epidemic on ESDC activities

The outbreak of the SARS-CoV-2-virus, the pandemic it caused and the ensuing restrictive measures put in place within the European Union had a substantial impact on the College's activities. Almost all training activities were suspended in the period March-June 2020, with only a few distance learning courses run in June and July. In response to this situation, the College drew up a provisional list of training activities to be held in the remainder of the year. The list comprises

80 courses, which we hope to hold in a residential format, if the situation allows us to do do. The courses were prioritised on the basis of a number of criteria. Particular emphasis was placed on the possibility of running each activity in a distance learning format, subject to the nature of any future restrictions .

In addition, the College responded to this situation by building on the progress made over the past years to upscale and modernise its e-learning environment, both with regard to features and content. Since 2008, the ESDC has been developing a resilient and well-functioning e-learning system, designed to support the blended nature of its courses. It started with four Autonomous Knowledge Units (AKUs). The primary aim was to support the Orientation and High Level Course established at the time. Today, it hosts 42 AKUs (22 of which were added or updated during the 2019-2020 academic year). Another 15 are due to be completed by the end of 2020.

Finally, the College also invested in upscaling its synchronous engagement tools. This was done in close cooperation with Carol I National Defence University which currently hosts the College's LMS. It allowed the delivery of both the Advanced Modular and the Pre-Deployment courses run in distance learning format during the critical phase of the pandemic.

The impact of these initiatives on the ESDC's budget was minimised by reducing recourse to outsourcing, and by relying instead on in-house resources and engaging with the experts within our valued network.
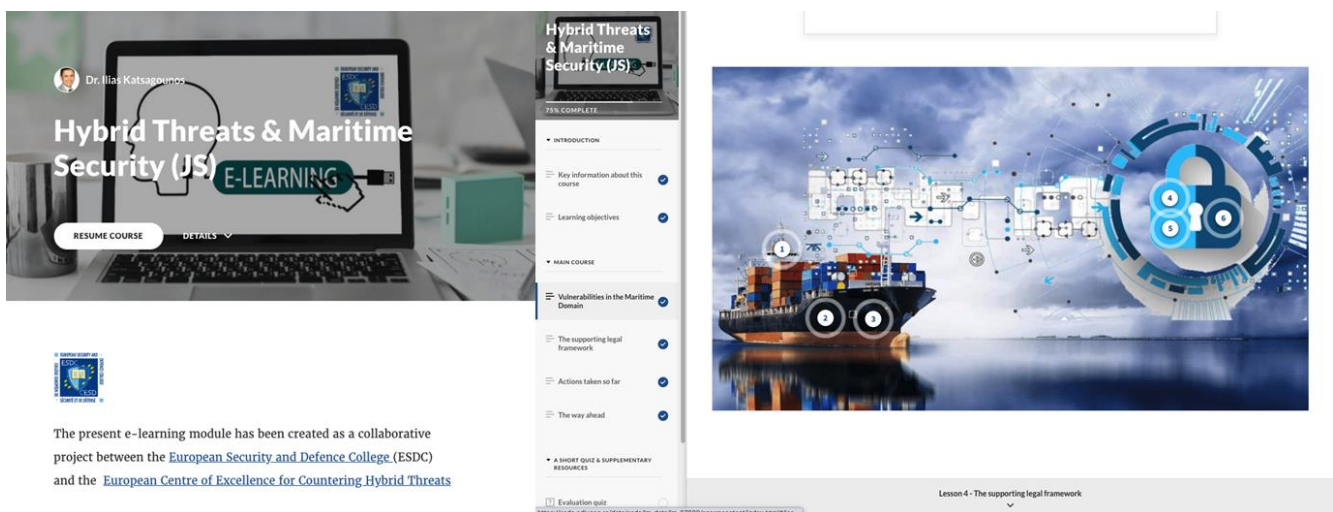
Figure 3: New AKU developed in Cooperation with the Hybrid CoE.

Core business: Implementation of the ESDC training concept

During the academic year 2019-2020, the ESDC offered more than 67 activities[1] (excluding military Erasmus activities). These do not included the Military Erasmus activities which focused on purely military subjects.

ESDC Evaluation cycle

The ESDC continues to run a double evaluation cycle, in line with the European Standards and Guidelines for quality assurance in the European Higher Education Area (EHEA). The evaluation process is based on the internationally recognised Kirkpatrick model and comprises of a short and a long cycle. In the short cycle, lessons drawn from each course are addressed and, where appropriate, are used to improve subsequent reruns of the course. In the long cycle, curricula are reviewed on a yearly basis. An assessment is made as to whether an existing course syllabus is still valid or needs to be updated.

As it is a network college and in view of the above quality assurance standards, the ESDC remains convinced that the training provider is the best suited to ensure the quality of the delivered training activity. At the same time, the Secretariat's members monitor the various training activities and work to ensure that best practices are shared between the different training providers.

Comparison between training priorities of ESDC, EUMS and CPCC

Currently, no formal process has been adopted to compare the results from the internal ESDC prioritisation exercise and the outcome of the Training Requirement analysis provided by EUMTG and EUCTG.

CSDP High Level Course

The 15th edition of the ESDC's flagship course CSDP High Level Course (HLC) 2019/2020 is named after Altiero Spinelli. This is a tribute to the Italian politician and for his work to promote European integration, his support for a European defence community and a more powerful

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[1] A consolidated overview of the ESDC academic activities can be found on Annex I.

European Parliament within the EU system.

The course is designed to broaden participants' knowledge and understanding of EU security and defence architecture, the integrated approach to the CSDP as a key CFSP tool and current and anticipated policy, missions and operations. The course also aims to increase participants' awareness and understanding of new threats and other horizontal issues. The 73 course participants are senior experts from the EU Member States, candidate countries and EU institutions (military and civilians, including diplomats and police officers). The participants work in key positions or are likely to take up positions of responsibility in the future, in particular in the CFSP/CSDP field.

The course consists of four residential one week modules, held in Belgium (Brussels), Germany (Berlin), Greece (Athens) and Bulgaria (Sofia). Each of the modules is preceded by an e-learning phase. As in previous years, the course drew on support from EUISS and EGMONT. Owing to SARS-CoV-2 restrictions, only two of the four modules could be run during the 2019-2020 academic year. Module 3 and 4 will be held in the coming academic year. As personal interaction is particularly important in this course, the decision was made not to run the HLC using a synchronous distance learning approach as this would have had a negative impact on learning.

CSDP Orientation Courses – the ESDC responds to a high demand for CSDP training

In recent years, participants in the CSDP Orientation Course have become increasingly EU-savvy as well as demanding in terms of the training received. In general, participants have demonstrated a sound understanding of the EU's relevant policies as well as a commitment to learning and sharing experience. For this reason, the ESDC makes every effort to target more accurately the learning needs of its audience.

EU Military Staff (30 September – 4 October 2019, 14 - 18 October 2019)

Figure 4: Group Activity during CSDP Orientation Course, organised by the EU Military.

In late September and early October 2019, the European Union Military Staff (EUMS) held two CSDP Orientation Courses in Brussels involving 40 female and 94 male participants. Although most of the participants were newcomers to EUMS and to the subject Military Planning and Conduct Capability (MPCC), or were due to take up posts in an EU body, they did also include diplomats, civilians, police personnel and experts from EU institutions and agencies. Third states contributing to CSDP missions and operations also sent representatives.

Austrian National Defence Academy and Bosnia and Herzegovina Peace Support Operations Training Centre (2–6 December 2019)

Figure 5: Mr Dirk Dubois - challenging participants on the future of the CSDP at the CSDP Orientation Course, organised by the Austrian National Defence Academy and Bosnia and Herzegovina Peace Support Operations Training Centre, 2- 6 December 2019.

The primary aim of this course was to accurately define CSDP's role within the complex EU external action toolbox. 30 participants from the Western Balkans, EU Member States (MS) and institutions and third states attended the course.

National Defence College of Romania (2-6 March 2020)

Figure 6: Mr Dirk Dubois - Closing the CSDP Orientation Course, organised by the National Defence College of Romania, 2-6 March 2020.

A key strategy, wherever possible, was to ensure that interactive activities accounted for up to 50 % of residential course time. The aim was to make training content more attractive and to promote effective learning. This approach was particularly successful in the "CSDP Orientation Course".

Accordingly, as much as 40 % of the total time spent in the classroom was interactive. On each of the five days the course was run, there was at least one interactive activity or working group session. As a result, course participants had ample opportunity to share their knowledge and experience on specific topics.

Figure 7: Group Activity during CSDP Orientation Course, organised by the National Defence College of Romania, 2-6 March 2020.

The challenge facing the ESDC is to meet the growing demand for this course. The ESDC also accepted participation requests from Serbia, Vietnam, Australia and the NATO command structure. This brought the total number of participants to 70.

Pre-Deployment Training (PDT)

The ESDC specifies that Pre-Deployment Training (PDT) complements and competes national preparatory training activities. PDT gives participants the latest relevant information and tools enabling them to contribute effectively to a mission. The PDT does not substitute national training efforts which remain the prerogative of Member States. This is clearly set out in the document "EU Policy on Training for CSDP".

PDT is held 9 times per year in Brussels. It provides a unique opportunity for future mission staff to meet their respective mission/operation Points of Contact (PoCs) as well as experts in the planning and managing of CSDP missions and operations. PDT also allows future mission staff to familiarise themselves with the Brussels EU Headquarters.

Figure 8: Course photo of PDT cpurse.

Because of the SARS-CoV-2 pandemic, two of the nine PDT courses could not take place in the 2019/2020 academic year. Nevertheless, 222 people were trained. This represents an increase of 30% as compared to the previous academic year and is the largest annual increase since the ESDC launched PDT in 2015. In total, 751 future mission/operation staff have so far taken part in Brussels PDT courses.

In line with the guidelines set out in the document "EU Policy on Training for CSDP" and to fulfil the EU's duty of care in preparing future mission staff, two courses were held in a virtual format in June and July on account of the SARS-CoV-2 pandemic. Course duration was extended from 4 to 7 days. In addition, course content and thematic clusters were rescheduled in order to adapt these to the new format. Some Autonomous Knowledge Units (AKUs) were added, and pre-recorded messages and video clips were produced.

Specialised courses

- The 9th annual ESDC **"Advanced Course for Political Advisors in EU Missions and Operations"** comprised three modules. These were held by the Belgian Egmont Institute, the Swiss Geneva Centre for Security Policy (GCSP) and the Austrian National Defence Academy (NDA) respectively. As planned, the course began with the first module held in Brussels from 24-28 February 2020. 27 high-level participants from nine nationalities, including diplomats, military officers and EEAS staff were given insights into the strategic and institutional context as well as the political framework in which any political adviser works. Because of the pandemic, however, modules II and III had to be rescheduled for the academic year 2020/2021.

- In conjunction with the ESDC, the "Centro Alti Studi per la Difesa" (CASD) in Rome ran its sixth course on **"Civilian Aspects of Crisis Management"** from 11-14 November 2019. There were 64 participants, including diplomats, civilian experts, police officers and military army, navy and air force personnel, as well as carabinieri.

- Tested as a pilot activity in 2018, the course **"Training of Trainers" (ToT)** was held for a second time as an integral part of the ESDC annual course portfolio in Brussels. It was held by the Department for International Police Missions (LAFP) in NRW (North Rhine-Westphalia) Germany from 25-29 November 2019 and drew ten participants. The course focus on "how" rather than on "what" to convey and transfer in terms of expertise and knowledge to specific target groups. Two courses were, in fact, planned for the 2019/2020 academic year. However, the in-Mission training course, which EUAM Ukraine had requested, was cancelled owing to the SARS-CoV-2 pandemic.

- **Advanced Modular Training (AMT)** Blended Learning. The AMT was held in two modules. The first module was entitled Integrated Approach & CSDP Crisis Management – AMT 1 (Distance Learning). The second module was entitled CSDP Crisis Management - AMT 2 (Residential Training). AMT1 was run on the ILIAS ESDC eLearning Platform from 1 to 25 June 2020. The sessions were in asynchronous and synchronous formats.

In-mission training

Figure 9: Screenshot of the ATM 2020.
Mr Dirk Dubois and former CEUMC Gen (Ret) Michael Kostarakos
closing the AMT1 session on-line.

- At the request of EULEX Kosovo Mission, the German Federal Police and the ESDC

Figure 10: Group photo in Kosovo.

ran an in-Mission-Training course entitled "mentoring and advising in EU crisis management" in Pristina from 9-13 September 2019. The course was adapted to the Mission's needs. The 12 course participants, included international and national staff members.

- The EUMM Georgia mission ran a "Hostile Environment Awareness Training" (HEAT) course in Tbilisi from 11-15 November 2019. Ten staff members from CSDP missions and operations and EU Delegations were trained on appropriate behaviour in high-risk situations and personal safety.

- ENISA ran the "Training on Information Security Management" course in Heraklion, Greece, from 12-13 September 2019. This is a high expertise technical course.

- The Austrian Institute of Technology (AIT) ran the "Infrastructures in The Context Of

Digitisation" course was held in Vienna, Austria, from 16-18 October 2019. This is a tactical level awareness course.

- The "Cyber Security awareness course" was held at the National University of Public Studies (NUPS) in Budapest, Hungary from 18-20 November 2019. This is a tactical level course.

- The" Practical Cyber Threat Intelligence and Information Sharing using MISP" course was run by the Computer Incident Response Centre Luxemburg (CIRCL) in Brussels in March 2020.

Pilot Courses

PM²: the EU's Project Management Methodology, in support of CSDP Missions and Operations

This course was run by the ESDC and the Landesamt für Ausbildung, Fortbildung und Personalangelegenheiten der Polizei Nordrhein Westfalen (LAFP).

The course curriculum used a blended approach bringing together the following elements:

1. The European Commission's training programmes on PM²;
2. General project management knowledge and best practices complementing the PM² methodology (with a main focus on tools and techniques);
3. Mission-/operation-specific elements.

Figure 11: Group photo PM² 2020.

The programme involved a number of EU contributors from various fields and with in-depth project management and mission experience. The teaching format encouraged active participation and drew on the participants' competencies and expertise.

After the delivery of the pre-pilot course, the course was finalised. The Steering Committee then endorsed the course curriculum. It is now part of the main course curriculum.

Train the Trainers: How to Deliver Gaming for Peace (GAP) in Your Organization

Trinity College Dublin and the ESDC jointly ran this 'single-shot' pilot course. The course is

Figure 12: Group photo of Train of the trainers.

designed to give participants all the necessary knowledge, skills and references to help them understand, adapt and effectively deliver GAP assessment and learning materials. On completion of the course, trainers were able to:

- understand the content and goals of GAP;
- deliver GAP assessment and learning materials where needed and in a blended learning classroom context;

plan and deliver a GAP module based on their organisation's needs (gender, culture, communication, etc.).

During the two-day residential training course, the critical success factors (CSFs) in gaming were discussed to ensure that participants understood how to use these efficiently and effectively.

EU Energy Security – Implications for CSDP

The course was held in a video conference format. There were 39 registered course participants.

Throughout the course, participants were able to benefit from the know-how of experts and professionals in the CSDP field. On the basis of specific examples, the course covered aspects of energy security. The course focus was on:

- understanding energy-related concepts;
- identifying the actors involved in energy security at European level (EU institutions and agencies, Member States) and their respective roles;
- assessing the defence and energy-related energy challenges at European level and current developments in this area.

Engaging with regional security organisations and strategic EU partners

The EU Global Strategy identified multilateral global governance as a strategic priority. In this regard, the ESDC has been stepping up its cooperation with international organisations and a number of non-EU countries, regional organisations and non-state actors. The ESDC has also been strengthening ties with a number of regional organisations. This is in keeping with the EU's support for multilateralism and cooperative regional orders. In this regard, the ESDC works in close partnership with the European External Action Service (EEAS) directorates, EU Delegations and other European Commission (EC) services.

Training programmes for the Western Balkans region and the Eastern Partnership countries

The ESDC continued to support activities in partner countries in the framework of the EU Neighbourhood policy. In particular, during 2019-2020 the ESDC and its network partners continued to provide training for our closest neighbours, namely the EU's Western Balkan partners (Albania, Bosnia and Herzegovina, Kosovo[2], North Macedonia, Montenegro and Serbia) and the countries of the Eastern Partnership (Armenia, Azerbaijan, Belarus, Georgia, Moldova and Ukraine).

South American countries and Mexico

After the success of the seminar held on two previous occasions in Madrid, , the ESDC and EEAS had planned to run the seminar in South America for the first time. However, the event

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[2] This designation is without prejudice to positions on status, and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo declaration of independence.

which was due to be held in Colombia in March 2020 had to be postponed until 2021 owing to the SARS-CoV-2. The event should be seen in the broader context of the EU-Latin America dialogue and partnership on issues of mutual concern such as global security, peace-keeping and crisis prevention. The seminar is designed to promote a better understanding of priorities on both sides and to identify opportunities for enhancing further cooperation.

EU- China CSDP Orientation Seminar

The Seminar was designed to promote mutual EU-China understanding between young and mid-career officers and promote exchanges and cooperation in the defence and security fields. The 4th edition of the seminar, which was due to be hosted in Beijing by the Chinese Ministry of Defence in March 2020, had to be cancelled until further notice because of the pandemic.

Cooperation with Japan and FPI Project "Enhancing Security Cooperation in and with Asia"

The EEAS and FPI invited the ESDC to take part in the European Commission funded project 'Enhancing Security Cooperation in and with Asia'. The project focuses on five pilot countries, namely India, Indonesia, Japan, the Republic of Korea and Vietnam. The aim is to further develop the successful cooperation established between the ESDC and some of these countries in the past few years. With the support of the EU Delegation in Japan, the ESDC has been exploring opportunities for further cooperation with the Japanese National Institute of Defence Studies. However, this has in practice been difficult as the Japanese Institute is mostly a think-tank and does not necessarily act as a training provider.

"Military Erasmus"-Activities

International Air Force Semester (IAFS)

We are pleased to inform you that the Hellenic Erasmus+ Agency has earmarked the IAFS for funding, following the call for proposals for Strategic Partnerships for Higher Education (Key Action 203) in 2020. The overall aim is to create a studies programme that will be part of the basic education for Air Force officers (a common semester) and to promote student exchanges between different European Air Force Institutions in the long term. The development of the project will last two years and the first exchanges between Air Force Institutions are expected to take place in

the 2022-2023 academic year. The Hellenic Air Force Academy (applicant organisation), the Air Force Academy 'Henri Coanda' in Romania and the Air Force Academy of Portugal are taking part in the project. The ESDC will be an associate partner and will provide expertise in the e-learning field.

European Military Secondary Schools Forum (EUMSSF)

On 15 October 2019, the ESDC hosted the launch meeting of the European Military Secondary Schools Forum (EUMSSF). The project is inspired by the successful European initiative for the exchange of young officers and is modelled on the Erasmus programme ("military Erasmus").

In line with the European Parliament resolution of 12 April 2016 and the Council Recommendation of 22 May 2018, the EUMSS Forum promotes the sharing of common European values and a European dimension in teaching.

The group has been met three times since its inception and has developed the draft curriculum for an ESDC Train the Trainer course entitled 'The European Union for Secondary Schools'. In this regard, the topics and details for the essay-writing Olympiad have been drawn up. The key aim is to give our young pupils an opportunity to express themselves on an EU-related topic: they can take part in a competition in which the ten best writers are invited to present their work at a residential event which, it is hoped, can be held on 9 May every year (to be confirmed). They will also have the chance to have their work published.

ESDC Outreach

Conferences and seminars

CSDP Annual Training and Education Conference (ATEC)

Figure 13: CSDP Annual Training and Education Conference 2019 (ATEC 2019).

The CSDP Annual Training and Education Conference 2019 (ATEC 2019) took place under the title "*Fostering the EU Policy and cooperation on CSDP Training*". There conference drew 140 participants from the European-based CSDP training community and offered training experts/providers and policy makers an opportunity to network with colleagues from other Member States. In this regard, the ESDC Network Conference, the Annual Meeting on Training of CSDP Missions & Operations Personnel and the EU Annual Military Training and Education Seminar were combined in one single activity. The ESDC ran the Conference, in close cooperation with the EEAS CSDP-CR ISP.1, CPCC and the EUMS.

During the two day conference, EU officials and members of the ESDC network discussed the main changes made and activities held over the past year. They also examined the main policy developments and lessons learnt, and identified the key areas on which to focus work in the coming year. The updating of training requirements and curricula in line with the EU Policy on Training were covered, too. ATEC identified the measures that were necessary to create a closer match between CSDP policy developments and mission needs. It highlighted how the EUCTG and the EUMTG could cooperate more closely and stressed that there was a need to improve human resources management and capabilities in view of lessons learnt from recent and current civilian missions.

ESDC Alumni Seminar and the ESDC Alumni Association

The ESDC and the EU Institute for Security Studies (EUISS) held the 8th edition of the annual ESDC Alumni Seminar in Brussels, under the auspices of the Croatian EU Presidency. This event provided a forum for discussions on the current challenges facing the European Union. The impact of training activities on the efficiency and effectiveness of the CSDP Missions and Operations was discussed, too..

Figure 14: ESDC Alumni Seminar 2020.

More than 30000 participants have taken part in the ESDC's training activities since the ESDC's establishment. Among such courses are the CSDP High-Level, the EU Senior Mission Leaders, LEGAD, the Advanced Modular Training, the Advanced POLAD courses. A large number of those people who have completed the leadership courses now hold positions of responsibility in the security and defence field at national and international level. The ESDC Alumni Seminar has also given participants the opportunity to network, brainstorm and exchange ideas on the current risks and threats Europe is facing, and to promote the values and the ESDC's work in the CSDP area.

SSR Seminars

Throughout the academic year 2019-2020, the ESDC EAB.SSR has continued to cooperate closely with the EU Task Force on SSR, specifically on seminars and workshops in relation to CCT TRA. The main focus has been on future training challenges and opportunities in the area of Security Sector Reform. These seminars and workshops were held together with the two main operational actors in the CCT TRA / Security Sector Reform area: Folke Bernadotte Academy (FBA) and the Geneva Centre for the Democratic Control of Armed Forces - International Security Sector Advisory Team (DCAF-ISSAT).

Annual conference on e-learning and software for education (eLSE)

Figure 15: Group screenshots of the participants in the Else 2020.

Under the auspices of Carol I National Defence University and the ESDC, the Romanian Advanced Distributed Learning Partnership Centre held the 2020 e-Learning and Software for Education Conference (eLSE). The purpose of this annual international scientific conference is to help academic, research and corporate entities develop technology-enhanced learning environments. The conference is a forum for the exchange of ideas and business-related experience, as well as updates on research outcomes and technical achievements.

On account of the pandemic, the conference was held this year in a virtual format, with 274 participants from 21 countries working in such areas as academia, research and business. There were as many as 185 presentations during the conference. And during the plenary sessions, four conference rooms hosted as many as 170 participants.

The virtual format was so designed as to enable participants to "attend" presentations that were of interest to them and to participate in related discussions. All those who were involved in drafting presentations were given open access to the conference. This meant that there was a relatively larger number of non-EU participants from representative institutions this year.

ESDC engaging in international fora?

ASEAN Regional Forum – Heads of Defence Universities, Colleges and Institutes meeting (ARF HDUCIM), Singapore

From 11 to 14 November 2019, the Head of the ESDC represented the EU at the 23rd ASEAN Regional Forum Heads of Defence Universities, Colleges, Institutions Meeting in Singapore. The meeting brought together flag officers and the senior representatives of military training and education institutes from 21 countries, including China, Russia, India, the US and ASEAN countries. The ASEAN secretariat was represented, too.

European Association of the Peace Training Centers (EAPTC) in Brussels

The ESDC has planned to hold the 8th Annual Conference of the European Association of Peace Training Centres (EAPTC) in 2020. The "EAPTC Group of Friends" working group was tasked with preparing the event as well as liaising with the previous host and the International Association of Peace Training Centres (IAPTC). Preparations for this event were launched in the second semester of 2019: a preparatory meeting was held at the CSDP Annual Training and Education Conference on 19 November 2019.

The aim is raise the awareness about the event and to create synergies and develop future perspectives on the EAPTC. Several joint ESDC and EAPTC "Group of Friends" working meetings were held during the second semester of 2019 in preparation for the conference in 2020.

European Organisation of Military Associations and Trade Unions (EUROMIL)

At the initiative of the EUROMIL, the Working Group on Space, Security & Defence on 18

Figure 16: Mr Dirk DUBOIS addressing the audience of the Lunch – Debate on the theme "Military Erasmus: An enabler for further Defence cooperation", organised by EUROMIL and Kangaroo Group, 18 February 2020.

February 2020, the Kangaroo Group held a lunch debate on the theme "Military Erasmus: An enabler for further Defence cooperation".

The aim of the event was to increase awareness among members about the Kangaroo Group's 'Military Erasmus' initiative and about the benefits of training and education exchanges in the defence sector. The debate also focused on how EU Institutions and Member States could better support education and training exchanges among members of the armed forces.

On 24 October 2019, the Head of the ESDC gave a presentation on training and its role in enhancing understanding of climate security at the "Climate-Security Nexus: Implications for Military Personnel" conference. The purpose of the conference was to raise awareness of how climate change affects security challenges and to highlight the defence community's role in assessing risks to stability and peace.

European Union Police and Civilian Services Training (EUPCST)

European Union Police and Civilian Services Training (EUPCST) is a coalition of 23 European gendarmerie forces, police forces and civilian parties working together to strengthen the EU's Member States and third countries' capacities to contribute to EU civilian Common Security and Defence Policy (CSDP1) missions, EU stabilisation actions and other international

stabilisation missions. One aim is to provide training opportunities in the area of current and evolving security challenges. The planning, as well as the curricula content of EUPCST activities and exercises are carried out in conjunction with the ESDC. The ESDC`s representatives actively participate at Steering Board and Steering Committee meetings. In addition, the ESDC provides the e-learning environment to support EUPCST training activities.

New ESDC initiative concerning police training institutions

A new ESDC initiative was launched in 2020 and was designed to increase the College's involvement with police training institutions and to encourage these to take an interest in CSDP/CFSP-related training. The new initiative concerns all EU Member State police training institutions dealing with initial / continuous training. A questionnaire will be to the Member States in the second half of 2020. Thereafter, an assessment will be made about the actual level of interest. Subsequently, the Executive Academic Board may meet in 2021 to take the project further.

Cyber projects

In response to the "EU HYBNET" project invitation, the ESDC accepted to a place on the project's Stakeholder Board. The project aims to strengthen the European cooperation network that disseminates information on hybrid influencing. The network is working to develop capability against hybrid threats over the next 5 years.

Implementing EU policy

EU Civilian Training Group (EUCTG)

The new training policy states that "The ESDC shall provide training and education in the CSDP field at EU level, in order to develop and promote a culture of excellence, a common understanding of CSDP among civilian and military personnel and to identify and disseminate, through its training activities, best practice in relation to various CSDP issues".

CSDP training is recognised as being part of the global training architecture. As such, it needs to be compatible with and complement training activities carried out by the UN, the OSCE, NATO, AU and other international organisations or individual partner countries.

The implementation of the new training policy will result in additional tasks for the ESDC. These include participation in or support for the newly established EU Civilian Training Group (EUCTG) and the EU Military Training Group (EUMTG).

EU Military Training Group (EUMTG)

The ESDC participated regularly in the EUMTG quarterly meetings providing information on its activities. In addition, it actively takes part in Training Requirements Analysis (TRA) workshops. As a facilitator of the implementation of CSDP civilian-military training requirements, the ESDC developed for the EUMTG and EUCTG a list of ESDC courses and their relevance to each military discipline/ civilian training area. The ESDC monitors MS requirements and develops proposals on suitable training solutions (e.g. Advance Modular Training, Logistic Courses, specific Cyber courses and Border management courses).

ESDC and EUMTG cooperation has also helped adapt SQF-MILOF so that this serves MS needs in the area of military training and education. The ESDC eLearning management system - ILIAS - also hosts the EUMTG information management system.

European Union Maritime Security Strategy (EUMSS)

In line with the European Union Maritime Security Strategy (EUMSS) Revised Action Plan, the ESDC has mainstreamed the Maritime Security Strategy and its corresponding Action Plan. In so doing, the ESDC has included this subject area within the syllabus of a number of basic courses. A specialised course on "The challenges of securing maritime areas for the European Union" is due to be held in early spring 2021.

In line with the provisions of the above EUMSS Action Plan and in the framework of Military Erasmus, a group of six naval academies is working on a project called "International Naval Semester". This also covers cybersecurity and includes a module on naval cyber threats.

Implementation of the Cyber Defence Policy Framework

In the context of the Cyber Defence Policy Framework (CDPF), the ESDC Cyber ETEE platform and EEAS/SECDEFPOL regularly provide updates to PMG on implementation and progress achieved. These include verbal updates in June/July and a written report in December.

The ESDC constantly is increasing its cyber capabilities / activities to support the actions identified by the Cyber Defence Policy Framework.

Link with International Organisations and EU agencies

North Atlantic Treaty Organization (NATO)

At the invitation of NATO International Staff, the ESDC contributed to the development of a NATO/Partnership for Peace (PfP) Consortium Reference Curriculum on the Officers - Non- commissioned Officers reference curriculum. In this regard, the ESDC took part in a workshop hosted by the US-based Non Commissioned Officer Leadership Center of Excellence (Fort Bliss, TX) from 22 to 25 January 2020.

Figure 17: The Head of the ESDC, Mr Dirk DUBOIS is welcomed by the Director of the Tunisian Ecole Supérieure de Guerre (War College), Navy Captain Major Imed ZAIER.

Building further on a year-long cooperation between the ESDC and the NATO Defence Education Enhancement Programme (DEEP), the Head of the ESDC gave a presentation on the EU global strategy and the future of CSDP. On 10 September 2019, he addressed an audience of more than 70 high-level participants and staff at the Tunisian Ecole Supérieure de Guerre. Participants included representatives from a number of African States and China. As requested by NATO, the topic was covered in an interactive session with a view to sharing best practices in education and training.

The Cyber ETEE interacted in several ways with NATO. NATO staff members participated in a number of EAB.Cyber meeting. And in December 2019 the ESDC participated in the EU-

NATO cyber staff talks. During the discussions, both parties agreed that joint activities should be based on the principle of reciprocity and that these should be open to all EU Member States and NATO countries. The ESDC also took part in the first EU-NATO Cyber Defence Education & Training Workshop at EEAS HQ in October 2019.

EU-NATO cooperation with maritime Centres of Excellence

In line with the EUMSS Action Plan and within the framework of the EU-NATO joint declaration-common set of proposals, the ESDC participated in a videoconference meeting with colleagues from NATO Centres of Excellence (Combined Joint Operation from the Sea, Confined and Shallow Water, Naval Mine Warfare) and with the NATO Maritime Interdiction Operational Training Centre (NMIOTC). NMIOTC participated in the specialised course 'Challenges of Securing Maritime Areas for the European Union', which IHEDN (France) held in Brussels from 19-21 November 2019. During the course, and in line with Article 5.6 of the EUMSS Action Plan, an overview of cyber threats awareness in the maritime domain was presented for first time.

European Union Institute for Security Studies (EUISS)

The College works hand in hand with the EUISS in various fields. In particular, the EUISS contributed to the ESDC's activities by providing experts/speakers, supporting and co-organising the annual ESDC alumni seminar, contributing to the development of new Autonomous Knowledge Units and co-editing the European Doctoral School's CSDP Scientific Publication.

European Defence Agency (EDA)

The European Defence Agency remains a valuable partner in the ESDC's residential training activities. Currently, an assessment is being made as regards the funding, under the CSDP DocSch, of doctoral research fellowships at the EDA. This is a follow-up to the exchange of letters between the EDA and the ESDC in 2019.

In cooperation with the EDA, the ESDC has also been monitoring the development of CD

TEXP[3], which will ultimately serve as the host platform for all Cyber ETEE training courses.

The ESDC's Cyber Team is involved in EDA's projects and activities. This relates, in particular, to the Cyber Defence Pilot Course Development Scheme and the CYBER Research & Technology ad-hoc Working Group (R&T AHWG). The Cyber Team is also involved in the preparation of the Cyber Senior decision-making (CC SDM) and CYBER PHALANX exercises.

In November 2019, the long-running cooperation between the ESDC and the EDA was formalised through an exchange of letters between the Agency's Director and the Head of the ESDC.

European Union Agency for Cybersecurity (ENISA)

Cooperation with the European Union Agency for Cybersecurity (**ENISA**) was further developed during the academic year. ESDC staff participated in various ENISA events. The first joint ENISA/ESDC training activity was held in Crete (Greece) in September 2019.

European Union Agency for Law Enforcement Training (CEPOL)

During the academic year 2019-2020, the ESDC strengthened its cooperation with the European Union Agency for Law Enforcement Training (CEPOL). The ESDC was involved in the work of the Steering Board in relation to the 'CEPOL Knowledge Centre (CKC) on CSDP Missions'. This provides relevant training for its target audience.

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[3] CD TEXP is a project undertaken and funded by EDA. It's currently at the build-2 phase, and it is anticipated to migrate under ESDC's administration once completed. The platform itself is currently, and will continue to be, hosted by Portugal.

European Union's law enforcement agency (EUROPOL)

EUROPOL regularly cooperates with the ESDC and provides speakers and participants for the CSDP High Level Course. Currently, the ESDC is keen to work with EUROPOL on training in the internal-external security nexus area. A high-level seminar on EU internal and external security was postponed on account of the SARS-CoV-2 pandemic.

European Border and Coast Guard Agency (Frontex)

The ESDC cooperates closely with Frontex in a number of projects, including those where the expertise and experience of partners plays a vital role. Some of the CSDP Missions relate to border control (e.g. EUBAM – EU Border Assistance Mission). EU Integrated Border Management (IBM) and Frontex SQF Compliant are involved, too, in the training of personnel on mission. In 2019, Frontex's training unit worked on the "Sectorial Qualifications Framework for the Military Officers Profession" project. Its focus was on SQF for Border Guards. Frontex staff also took part in a number of ESDC courses. For the coming period, the ESDC plans to intensify its cooperation with Frontex on EU IBM-related issues and on irregular migration affecting CSDP.

New Justice and Home Affairs (JHA) network

The Justice and Home Affairs (JHA) agencies' network was established in 2006 to boost cooperation in the migration and security fields as well as to develop synergies in areas of common interest, such as operational work, training and external relations. Since the EMCDDA and EIGE joined the network in 2011, the network has comprised nine agencies (CEPOL, EASO, EIGE, EMCDDA, eu-LISA, Eurojust, Europol, FRA and Frontex). In line with the European Council's mandate (Article 5.1(a) of Council Decision CSFP 2382/2016), the ESDC has been involving a number of EU agencies (CEPOL, euLISA, EUROJUST, FRONTEX) in various forms of cooperation. These include training activities, eLearning modules and Steering Committee participation. All network members recognise the key training role played by the ESDC.

Civil–Military Cooperation Centre of Excellence (CCOE)

On 16 January 2020, the decision was taken to invite the Civil-Military Cooperation Centre of Excellence (CCOE) in The Hague to join the ESDC network. The CCOE is a leader in the area of "civilian-military cooperation" and recently finalised the Training Requirements Analysis for this particular topic. In this context, CCOE investigates options to implement relevant training solutions as an ESDC member.

Resource management

The ESDC secretariat

The ESDC Secretariat staff supports the Head of the ESDC in the daily functioning of the College, as well as the Steering Committee and the EAB. Currently, it comprises 14 SNEs who serve as training managers, an SNE in charge of budgetary and financial issues, as well as an assistant contract agent. Since September 2019, an EEAS permanent official has been seconded to the ESDC as Senior Adviser and Deputy to the Head of College. The recruitment of SNEs has continued to prove challenging, leading to positions being left unfulfilled for protracted periods of time and gaps between rotations of training managers. The recruitment of paid interns has continued to be satisfactory.

During the last academic year, the team was expanded with four SNEs from Sweden, Greece, Italy and Romania following the end of the secondment of three SNEs from Sweden, Cyprus and Greece. The recruitment procedure for the final post dedicated to the Cyber ETEE platform has been successfully completed and the new colleague will join the cyber team before the end of 2020. The ESDC would thus like to thank the MSs in question for seconding these experts, as human capital is the organisation's most important asset. It should be highlighted that the 15 SNEs, currently seconded come from only six MSs; a wider geographical balance would be therefore most welcome.

Last but not least, during the last academic year the ESDC received 3 interns who contributed to various work strands, such as social media, data analysis and administrative support for training activities and events. The internship reports prove that the ESDC internship scheme provides great added value to both parties involved.

During the last year, it has become evident that the recruitment of an additional administrative and financial assistant is imperative. Indeed, the increase in activities and the College's involvement

in new areas of work justify an increase in staff numbers if the College is to continue carrying out its tasks successfully.

Financial management of the ESDC and its activities

The ESDC is financed via an operating grant from the CFSP budget managed by the FPI. It has the necessary legal capacity to carry out its tasks. The Head of the ESDC is responsible for its financial and administrative management.

In February 2020, an external financial audit was carried out on the previous financial year which demonstrated that the organisational and financial management set-up for the implementation of activities delivered the expected output. Subsequently, the ESDC Steering Committee granted budgetary discharge to the Head of the ESDC.

Publications

The ESDC produces both periodic and one-off publications of informative character that are made available to ESDC course participants and ESDC network members. All publications are available cost-free from the ESDC website.

The key periodic publication is bi-annual. It is titled: ''ESDC: What we are, what we do'', and provides a detailed overview of the College's functioning, the evolution of its network, and the courses being delivered per academic semester.
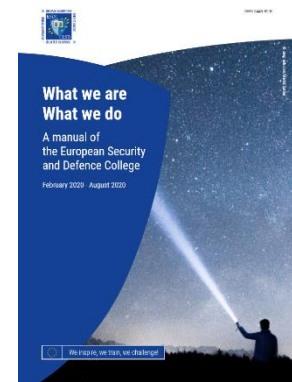
Since 2010, the ESDC has issued four handbooks on the Common Security and Defence Policy, published by the Austrian Ministry of Defence and Sports. Several thousand copies of these publications have been distributed to date, primarily to facilitate the College's various training activities. Unfortunately, the copyright holder of the Handbook series was unable to deliver the revision due in 2019, and has not yet been able to finalise this. As a result, the main Handbook on CSDP is slowly becoming obsolete, whilst the Handbooks on missions and operation and for decision makers are no longer usable.

Other publications are also being prepared in the context of the European Doctoral School on CSDP, the military Erasmus programme, as well as seminars and conferences. In addition, further publications are currently being prepared to add to the knowledge database. It should be noted that all the above publications have contributed greatly to both expertise development and the College's and its network's brand visibility.

Recommendations

General

- Revise the ESDC's prioritisation process, so that the priorities set out in the EUCTG and EUMTG can be better taken into account.

- Encourage MSs to distribute ESDC vacancy notices to interested staff to ensure a better geographic representation in the ESDC Secretariat, allowing seconded staff to stay in their positions for a sufficiently long time.

- Encourage Member States to consider gender balance when they nominate participants for ESDC courses and to include this in their national (gender) implementation plans.

- Whenever possible and in view of the measures taken to mitigate the effects of the SARS-CoV-2 pandemic, continue to organise residential training activities in a flexible way and be able to move swiftly to a hybrid or fully virtual format.

- In the light of the SARS-CoV-2 pandemic and the measures taken to mitigate its impact on the ESDC, foresee adequate financial and human resources to facilitate the effective use of synchronous and asynchronous distance learning.

Executive Academic Board (EAB)

- Encourage training providers to further develop their pedagogical skills and use modern adult training approaches, in particular when using on-line training as a result of the SARS-CoV-2 pandemic.

- Support the newly established EU Civilian Training Group (EUCTG) and the EU Military Training Group (EUMTG) in the development and implementation of the TRA.

- Continue to develop adequate training material for virtual and blended training courses and as complementary learning material to conventional classroom courses.

- Develop course curricula and deliver tangible results in accordance with common high quality standards and in close cooperation with the EUCTG and EUMTG.

WGMOT

- Promote in-mission-training courses as a cost effective option, since expenses arise only for trainers.

EAB.SSR

- Upon completion of TRA for SSR, implement recommended measures, develop additional curricula as appropriate and strengthen course structure and design.

- Continue to strengthen and promote SSR training in the context of conflict analysis and conflict sensitivity.

- Continue to support the implementation of the EU-wide strategic framework in support of SSR as part of the implementation of the EU Integrated Approach to conflicts and crises.

- In close cooperation with the EU Task Force on SSR, continue to organise seminars and workshops to further strengthen the SSR framework through EU-wide SSR training and seminars.

SQF-MILOF WG

- Support MSs in the implementation of SQF-MILOF at national level.
- Identify a possible permanent governance body (advisory group) responsible to assist and support, when required, the implementation of SQF.MILOF at national level.

EAB.Cyber

- Explore potential agreements with major stakeholders in the EU's and in the MSs' cyber ecosystem.

- Explore further funding opportunities.

- Establish quality assurance for cyber-related activities.

- Establish a self-assessment evaluation tool for participants after training.

- Establish synergies within the EU ecosystem in the training area with other entities

that support the joint approach.

- Establish synergies in operational research on cyber-elated topics within the ESDC network.

Implementation Group:

- Run on a regular basis at least one common module at each basic officer education institution.

- Develop international semesters for naval, air force, military technical and military medical institutions, preferably within the framework of ERASMUS+ Strategic Partnership Projects.

- Identify funding for short exchanges for cadets and students (e.g. for common modules).

- Apply for the European University Call and Strategic Partnership Projects, nurturing European basic officer education institutions.

- Encourage teachers and trainers to participate in medium- to long-term exchanges.

- Build a common database for institutional research, enabling the exchange of teaching/learning materials and for sharing ongoing information regarding project calls.

- Encourage all MSs to adopt the legal framework (created by the LoD-5) regulating exchanges for young military officers (cadets).

- Encourage all MSs, which have Military Secondary Schools, to become members of the European Union Military Secondary Schools Forum (Forum).

- Give the Forum the status of a separate EAB configuration.

EAB.DocSch

- Identify academic and scientific research experts who would be willing to supervise or mentor doctoral research on CSDP.

- Communicate on the Doctoral School to all stakeholders.

- Support efforts to identify and apply for external support opportunities, notably

funding opportunities.

- Promote the European Doctoral School in the MSs as an initiative contributing to the common strategic culture.

- Identify and share training and research opportunities offered within and outside the network of the Doctoral School on the CSDP for doctoral researchers.

- Create strong links with the Cyber ETEE platform and develop synergies focusing on the optimal exploitation of cyber-related PhD level research.

- Invest in the development of partnerships with other EU bodies, focusing on the PhD researcher internship scheme, such as the partnership already established with the European Defence Agency.

ESDC e-engagement

- Review and update existing Autonomous Knowledge Units, using a more modern, interactive pedagogical approach.

- Develop stand-alone e-Learning courses and modules supporting the Cyber ETEE platform.

- Support ESDC network members in the development of new e-learning content through the provision of instructional design and content development.

- Closely engage with the ESDC's network members and collaboratively develop new e-learning content to cover emerging needs.

- Further, promote content developed by third parties and hosted by the ESDC.

Annexes

Annex I – Chronology of the ESDC Activities

Training:

Activities 2019–2020	Activity	Type	Member State/ Institution	Training Actor	From	To	N° days	Location	Participants
1	EU Integrated Crisis Management	training	FI	FINCENT	08/09/2019	13/09/2019	6	Helsinki (FI)	22
2	Mentoring and Advising in EU crisis management	training	DE/EULEX KOSOVO	German Federal Police	09/09/2019	13/09/2019	5	Pristina (XK)	12
3	Information Security Management	pilot	ENISA	ENISA	12/09/2019	13/09/2019	2	Heraklion (GR)	25
4	CSDP Training Programme SAP Orientation Course	training	AT	MoD	23/09/2019	27/09/2019	5	Vienna (AT)	38
5	Migration flow, border management and CSDP	training	GR	KEMEA	23/09/2019	27/09/2019	5	Athens (GR)	40
6	15th CSDP High Level Course Mod 1 "Altiero Spinelli"	training	BE	RHID,EGMONT	23/09/2019	27/09/2019	5	Brussels (BE)	67
7	Integration of a Gender Perspective in CSDP	training	SE	FBA	24/09/2019	26/09/2019	3	Brussels (BE)	36
8	CSDP Orientation Course	training	EUMS	EUMS	30/09/2019	04/10/2019	5	Brussels (BE)	74
9	PM2:Project Management in support of CSDP missions and operations	pilot	DE	LAFP	30/09/2019	04/10/2019	5	Brussels (BE)	23
10	Pre-Deployment Training Course for CSDP missions 10	training	CPCC/CH	CPCC/GCSP	01/10/2019	04/10/2019	4	Brussels (BE)	40
11	EU Integrated Crisis Management	training	FR	IHEDN	01/10/2019	03/10/2019	3	Brussels (BE)	28
12	Course on European Armament Cooperation -awareness level	training	AT/EDA	Mod/EDA	01/10/2019	03/10/2019	3	Brussels (BE)	30
13	Security Sector Reform Core Course	training	AT	ASPR	02/10/2019	10/10/2019	9	Stadtschlaining (AT)	33
14	Investigating and Preventing Sexual and Gender Based Violence in Conflict Environments (ToT)	training	DE/SE	BADEN-WUERTTEMBERG STATE POLICE COLLEGE/	07/10/2019	18/10/2019	12	Böblingen (DE)	27

				Swedish National Courts Administrations					
15	CSDP Orientation Course	training	ESDC	EUMS	14/10/2019	18/10/2019	5	Brussels (BE)	66
16	CSDP Orientation Course	training	AT	MoD	14/10/2019	17/10/2019	4	Vienna (AT)	36
17	Infrastructures in the Context of Digitization Course	pilot	AT	AIT + AIES	16/10/2019	18/10/2019	3	Vienna (AT)	17
18	Climate Change and Security	training	DE/FR	DE FFO/FR IHEDN	21/10/2019	23/10/2019	3	Brussels (BE)	59
19	CSDP Orientation Course, (CSDP TP EaP 2019)	training	AT/UA	AT:MoD, UA: National Defence University	04/11/2019	08/11/2019	5	Kyiv (UA)	62
20	CSDP alumni seminar (CSDP TP EaP 2019)	training	AT/UA	AT:MoD, UA: National Defence University	04/11/2019	08/11/2019	5	Kyiv (UA)	136
21	CSDP conference (CSDP TP EaP 2019)	training	AT/UA	AT:MoD, UA: National Defence University	04/11/2019	08/11/2019	5	Kyiv (UA)	440
22	Pre-Deployment Training Course for CSDP missions 11	training	RO	NDC	05/11/2019	08/11/2019	4	Brussels (BE)	33
23	Comprehensive Protection of Civilians Course (The Protection of Civilians in Armed Conflict)	training	AT	ASPR	10/11/2019	15/11/2019	6	Vienna (AT)	32
24	Course on Civilian aspects of Crisis Management	training	IT	CASD	11/11/2019	14/11/2019	4	Rome (IT)	62
25	Hostile Environment Awareness Training (HEAT)	training	EUMM Georgia	EUMM Georgia	11/11/2019	15/11/2019	5	Tbilisi (GE)	10
26	International Contracting Course Mod 1-3	training	AT	MoD	11/11/2019	29/11/2019	19	Vienna (AT)	11
27	Course on Cyber Security from National University of Public Service (Budapest/Sep 2019)	pilot	HU	NUPS	18/11/2019	20/11/2019	3	Budapest (HU)	14
28	The Challenges of Securing Maritime Areas for the European Union	training	FR	IHEDN	19/11/2019	21/11/2019	3	Brussels (BE)	30
29	Training of the trainers (ToT 11 19)	training	DE	LAFP NRW (Police)	25/11/2019	29/11/2019	5	Brussels (BE)	10
30	Security Sector Reform Basic Course	training	IT	Post Conflict Operations Study Centre (PCOSC)	26/11/2019	28/11/2019	3	Turin (IT)	17

31	CSDP Orientation Course	training	AT/PSOTC	NDA/PSOTC	02/12/2019	06/12/2019	5	Sarajevo (BA)	36
32	EU Facing Hybrid Threat Challenges	training	FR	IHEDN	02/12/2019	04/12/2019	3	Brussels (BE)	65
33	Comprehensive Approach to Gender in Operations	training	ES,NL	MFA/MoD	02/12/2019	06/12/2019	5	The Hague	42
34	Cross Cultural Competence for CSDP Missions and Operations	training	GR	MPSOTC	02/12/2019	06/12/2019	5	Kilkis	26
35	Pre-Deployment Training Course for CSDP missions 12	training	SE	FBA	03/12/2019	06/12/2019	4	Brussels (BE)	14
36	CSDP Orientation Course (EaP)	training	RO/DG NEAR	DG NEAR/ National College of Home Affairs, Romanian Diplomatic Institute, Ministry of Foreign Affairs, West University of Timisoara	09/12/2019	13/12/2019	5	Timisoara (RO)	40
37	CSDP Conflict Analysis Course (CCAC)	training	AT	Austrian and Spanish MoDs, Maynooth University	13/01/2020	16/01/2020	4	Baku/Azerbaijan	35
38	15th CSDP High Level Course Mod 2 'Altiero Spinelli'	training	DE	Berlin (DE)	20/01/2020	24/01/2020	5	Berlin (DE)	Same as 1st module
39	Pre-Deployment Training Course 02-20	training	GR	Brussels (BE)	04/02/2020	07/02/2020	4	Brussels (BE)	26
40	Comprehensive Protection of Civilians (PoC) Course	training	AT	Vienna (AT)	09/02/2020	14/02/2020	6	Vienna (AT)	31
41	CSDP Orientation Course	training	GR	Thessaloniki (GR)	10/02/2020	14/02/2020	5	Thessaloniki (GR)	74
42	CSDP Course on Crisis Management Capability Development//*EU's civilian and military capability development*	training	FR	Brussels (BE)	11/02/2020	13/02/2020	3	Brussels (BE)	19
43	Advanced Course for Political Advisors in CSDP Missions and Operations Module 1	training	BE	Brussels (BE)	24/02/2020	28/02/2020	5	Brussels (BE)	27
44	CSDP Orientation Course	training	RO	Brussels (BE)	02/03/2020	06/03/2020	5	Brussels (BE)	64
45	Pre-Deployment Training Course 03-20	training	AT	Brussels (BE)	03/03/2020	06/03/2020	4	Brussels (BE)	26
46	GAP: Train the Trainers Workshop	training	IE	Dublin(IE)	04/03/2020	05/03/2020	2	Dublin(IE)	12
47	Practical Cyber Threat Intelligence and Information Sharing using MISP	pilot	LU	CIRCL	03/03/2020	05/03/2020	3	Brussels (BE)	41

48	Cyber Diplomacy modular course Module 1 /Cyber Diplomacy – tool for strategic security policy (only the e-learning part took place due to SARS-CoV-2 restrictions)	pilot	RO	Institute of Research and Development (RO)	11/03/2020	13/03/2020	3	Bucharest (RO)	48
49	Advanced Modular Training Mod 1-1	training	GR/EUMS	Brussels (BE)	01/06/2020	25/06/2020	30	Online	63
50	EU energy security: Implications for CSDP	training	BE		07/07/2020	09/07/2020	3	Online	39
51	Pre-Deployment Training Course 06-20	training	RO	Brussels (BE)	07/07/2020	10/07/2020	6	Brussels (BE)	33
52	Pre-Deployment Training Course 07-20	training	DE	Brussels (BE)	07/07/2020	10/10/2020	6	Brussels (BE)	47
						Total number of participants			**2,338**

Meetings:

Activities 2019–2020	Activity	Type	Member State/ Institution	From	To	N° days	Location
1	Implementation Group for the European Initiative for the Exchange of young Officers, inspired by Erasmus	board	ESDC	02/09/2019	04/09/2019	3	Brussels (BE)
2	WGMOT Meeting	board	ESDC	04/09/2019	04/09/2019	1	Brussels (BE)
3	5th EAB.Cyber meeting	board	ESDC	04/09/2019	04/09/2019	1	Brussels (BE)
4	EAB meeting	board	ESDC	05/09/2019	05/09/2019	1	Brussels (BE)
5	SQF MILOF	board	ESDC	17/09/2019	18/09/2019	2	Brussels (BE) Blended (residential and online)
6	ESDC EAB SSR board meeting	board	ESDC	18/09/2019	18/09/2019	1	Brussels (BE)
7	90th ESDC Steering Committee meeting	board	ESDC	27/09/2019	27/09/2019	1	Brussels (BE)
	EUMSSF	board	ESDC	15/10/2019	15/10/2019	1	Brussels (BE)
8	Doctoral School WG Meeting	board	ESDC	18/11/2019	19/11/2019	2	Brussels (BE)
9	6th EAB.Cyber meeting	board	ESDC	19/11/2020	19/11/2020	1	Brussels (BE)
10	WGMOT Meeting	board	ESDC	20/11/2019	20/11/2019	1	Brussels (BE)
11	EAB meeting	board	ESDC	21/11/2019	21/11/2019	1	Brussels (BE)
12	SQF MILOF	board	ESDC	26/11/2019	27/11/2019	2	Brussels (BE)
13	91st ESDC Steering Committee meeting	board	ESDC	29/11/2019	29/11/2019	1	Brussels (BE)
14	Implementation Group for the European Initiative for the Exchange of young Officers, inspired by Erasmus	board	ESDC	10/12/2019	11/122019	2	Bucharest (RO)
15	ESDC EAB SSR board meeting	board	ESDC	10/12/2019	11/12/2019	2	Brussels (BE)
16	EUMSSF	board	ESDC	15/01/2020	16/01/2020	2	Lisbon (PO)
17	Implementation Group for the European Initiative for the Exchange of young Officers, inspired by Erasmus	board	ESDC	18/01/2020	19/01/2020	2	Brussels (BE)

18	Doctoral School WG Meeting	board	ESDC	17/02/2020	18/02/2020	2	Brussels (BE)
19	WGMOT Meeting	board	ESDC	18/02/2020	18/02/2020	1	Brussels (BE)
20	EAB meeting	board	ESDC	19/02/2020	20/02/2020	2	Brussels (BE)
21	7th EAB.Cyber meeting	board	ESDC	19/02/2020	20/02/2020	2	Brussels (BE)
22	SQF MILOF	board	ESDC	18/03/2020	18/03/2020	1	Online
23	92nd ESDC Steering Committee meeting	board	ESDC	24/04/2020	24/04/2020	1	Online(written procedure)
24	ESDC EAB SSR board meeting	board	ESDC	29/04/2020	29/04/2020	1	Online
25	8th EAB.Cyber Meeting	board	ESDC	04/05/2020	04/05/2020	1	Brussels (BE)
26	Doctoral School WG Meeting	board	ESDC	18/05/2020	18/05/2020	1	Online
27	Implementation Group for the European Initiative for the Exchange of young Officers, inspired by Erasmus	board	ESDC	2/06/2020	18/06/2020	2	Online
28	EUMSSF	board	ESDC	3/06/2020	3/06/2020	1	Online
29	WGMOT Meeting	board	ESDC	10/06/2020	10/06/2020	1	Online
30	EAB meeting	board	ESDC	11/06/2020	11/06/2020	1	Online
31	93th ESDC Steering Committee meeting	board	ESDC	26/06/2020	26/06/2020	1	Brussels (BE) Blended (residential and online)
32	SQF MILOF	board	ESDC	2/07/2020	2/07/2020	1	Online
33	Doctoral School PhD Fellows coordination meeting	board	ESDC	6/07/2020	6/07/2020	1	Online

ESDC Seminars & Conferences:

Activities 2019–2020	Activity	Type	Member State/ Institution	Training Actor	From	To	N° days	Location	Participants
1	CSDP SAP Reflection Seminar , Alumni Seminar	seminar	AT	MoD	22/10/2019	25/10/2019	4	Podgorica (Montenegro)	28
2	Annual ESDC Network Conference (ATEc)	conference	CMPD, EUMS, CPCC	CMPD, EUMS,CPCC	19/11/2019	20/11/2019	2	Brussels (BE)	140
3	European Military Schools Forum (EUMSSF)	meeting	ESDC	ESDC	15/10/2019	15/10/2019	1	Brussels (BE)	18
4	Alumni Seminar	seminar	ESDC		21/02/2020	21/02/2020	1	Brussels (BE)	56
5	eLSE Conference (distant format)	conference	RO	Carol I National Defence University	30/04/2020	01/05/2020	3	Bucharest (RO)	274
						Total number of participants			516

Stand-alone e-learning activities on ILIAS platform

Description of activity	Participants
2019/2020 – EUMS Pre-joining Course for Newcomers	51
2019/2020 – EUPCST E-Learning Course	8
2019/2020 – POCO – EU CSDP Police Command and Planning Course hosted by CEPOL	31
Belgian Generic Training in Civilian Crisis Management v.2 (supported by Egmont Institute)	48
2019/2020 EU CSDP Police Command new Planning Course (CEPOL)	30
2020 EEAS/ISP-3 Learning Forum	14
Total number of participants	**182**

The total number of participants is calculated according to the following criteria:

- Participants in board meetings are not taken into account.
- Participants in modular courses are only taken into account for the first module.
- Participants for the common module are not taken into account.

Total Participants in activities under the ESDC aegis:	
Courses/Conferences/Seminars	2854
Stand-alone e-learning activities	182
Military Erasmus activities	2199
Grand Total	**5235**

Annex II – The ESDC Network

List of Institutes

MS / Seat	No°	Institute	ESDC Network	Military Erasmus	CSDP Doctoral
AT	143	National Defence Academy (Vienna)	Yes	-	-
	144	Austrian Study Centre for Peace and Conflict Resolution (ASPR)	Yes	-	-
	145	Austrian Institute for European and Security Policy (AIES)	Yes	-	-
	146	Theresian Military Academy (Wiener Neustadt)	-	Yes	-
	147	Austrian Police College (SIAK - Vienna)	Yes	-	-
	339	Austrian Institute of Technology	Yes	-	-
BE	148	Belgium - Egmont Institute	Yes	-	Yes
	149	Belgian Royal High Institute for Defence (RHID)	Yes	-	-
	150	Royal Military Academy	-	Yes	Yes
	152	University of Liege	-	-	Yes
	153	Belgian Federal Police Academy (Brussels)	Yes	-	-
	154	University of Ghent	-	-	Yes
	318	Catholic University of Louvain-La-Neuve	-	-	Yes
	358	European Citizens' Association*	Yes*	-	-
BG	157	Bulgarian Diplomatic Institute	Yes	-	-
	158	Crisis Management and Disaster Response Centre of Excellence (CDMR COE)	Yes	-	-
	159	G.S. Rakovski National Defence Academy (Bulgaria)	Yes	-	-
	160	Vasil Levski National Military University	-	Yes	-
	161	Bulgaria - Nikola Vaptsarov Naval Academy	-	Yes	-
	314	Bulgarian National Defence University	-	-	Yes
CY	164	Open University of Cyprus (Nicosia)	Yes	-	Yes
	165	University of Nicosia	Yes	-	-
	166	Security and Defence Academy of Cyprus (Nicosia)	Yes	-	-
	167	European University Cyprus*	Yes*	-	-
	283	Digital Authority of Cyprus (DSA)	Yes	-	-

	284	University of Central Lancashire Cyprus (UCLan Cyprus)/School of Social Sciences	-	-	Yes
	354	Department of Civil Engineering and Geomatics of the University of Cyprus	-	-	Yes
CZ	163	Czech Republic - University of Defence, Faculty of Economics and Management	-	Yes	-
	355	University of Economics and Law	-	-	Yes
DE	177	Federal Academy for Security Policy/Bundesakademie für Sicherheitspolitik/BAKS	Yes	-	-
	178	Centre for International Peace Operations (Berlin) / Zentrum für international Friedenseinsätze (ZIF)	Yes	-	-
	181	Command and Staff College of the German Armed Forces /Führungsakademie der Bundeswehr (Hamburg)	Yes	-	-
	182	German Federal Police Academy /Bundespolizeiakademie (Lübeck)	Yes	-	-
	183	Department for International Police Missions of the LAFP in NRW/ Landesamt für Ausbildung, Fortbildung und Personalangelegenheiten (NRW Brühl - Germany)	Yes	-	-
	184	Baden-Württemberg State Police College	Yes	-	-
	185	Helmut-Schmidt University (Hamburg)	-	Yes	-
	326	German Naval Academy	-	Yes	-
	327	German Air Force Officer School	-	Yes	-
	334	Bundeswehr Medical Academy Munich	-	Yes	-
DK	168	Denmark - Roskilde University Department for Society and Globalisation	Yes	-	Yes
EE	170	Estonian National Defence College	-	Yes	-
EE/LV/LT	169	Baltic Defence College	Yes	-	-
ES	231	Centro Superior de Estudios de la Defensa Nacional (CESEDEN)	Yes	-	-
	232	Spanish Naval Academy, Marãn, Pontevedra	-	Yes	-
	233	Spanish Air Force Academy, San Javier, Murcia	-	Yes	-
	234	Spanish Military Academy, Zaragoza,	-	Yes	-
	289	National Distance Education University	-	-	Yes

	319	University of Cádiz	-	-	Yes
	336	REY JUAN CARLOS UNIVERSITY	-	-	Yes
EU	292	European Gendarmerie Force (EUROGENDFOR)*	Yes*	-	-
FI	171	FINCENT - Finish Defence Forces International Centre (National Defence University)	Yes	Yes	-
	172	Crisis Management Centre (CMC Finland, Civilian Crisis Management Training, Research and Evaluation)	Yes	-	Yes
	173	Finland - Police University College	Yes	-	-
	174	Finland - University of Applied Sciences (LAUREA)	Yes	-	-
FR	175	Institute for Higher National Defence Studies (IHEDN)	Yes	-	-
	176	Ecoles de Saint-Cyr Coëtquidan	-	Yes	-
	294	French Air Force Academy	-	Yes	-
	295	IRSEM Institute for Strategic Research	-	-	Yes
	331	CRéA - French Air Force Academy	-	-	Yes
	349	The Institute for Intercultural Intelligence Training*	Yes*	-	-
	356	Université Paris 1 Panthéon-Sorbonne	-	-	Yes
GR	186	Hellenic Supreme Joint War College (HSJWC)	Yes	-	Yes
	187	Hellenic Army Academy	Yes	Yes	-
	188	Hellenic Naval Academy	Yes	Yes	-
	189	Hellenic Airforce Academy	Yes	Yes	Yes
	190	Hellenic Multinational Peace Support Operations Training Centre (MPSOTC)	Yes	-	-
	191	University of Macedonia	Yes	Yes	Yes
	192	University of Aegean	-	-	Yes
	193	Greece - University of Peloponnese, Dept. of Political Science and International Relations	-	-	Yes
	195	Institute of Research & Training on European Affairs (IRTEA, Greece)	Yes	-	Yes
	197	Center for Security Studies (KEMEA, Greece)	Yes	-	-

	198	Aegean Laboratory Memorandum of Diplomacy, Defence and Security (ALMODDS), University of the Aegean	Yes	-	-
	298	University of Piraeus (Athens)	Yes	-	Yes
	315	Institute of Continuous Education	-	-	Yes
	329	Hellenic Military Nursing Academy	-	Yes	-
	330	Hellenic Military Academy of Combat Support Officers	-	Yes	-
	340	Hellenic Foundation for European and Foreign Policy, ELIAMEP*	Yes*	-	-
	350	University of Thessaly*	Yes*	-	-
	357	Hellenic Joint Intelligence School*	Yes*	-	-
HR	162	Croatia - International Military Operation Centre (IMOC)	Yes	-	-
	328	Dr. Franjo Tudjman' Croatian Defence Academy*	Yes*	Yes	-
HU	199	Institute for International Studies National Public Service University (Hungary)	Yes	Yes	Yes
IE	200	Edward M. Kennedy Institute for Conflict Intervention at NUI Maynooth (Ireland)	Yes	-	Yes
	201	Ireland - Defence Forces Training Centre (J7 Training Education Branch)	-	Yes	-
	299	Trinity College of Dublin	Yes	-	-
IT	203	Centro Alti Studi per la Difesa (CASD)	Yes	?	-
	205	Post Conflict Operations Study Centre (PCOSC)	Yes	-	-
	206	Education and Training Command and School of Applied Military Studies, Italy	Yes	Yes	-
	207	Carabinieri Officers Academy	-	Yes	-
	208	Guardia di Finanza Academy	-	Yes	-
	209	Italian Air Force Academy	-	Yes	-
	210	University of Turin	-	?	Yes
	211	Italian Naval Academy	-	Yes	-
	346	Ecole Universitaire Internationale*	Yes*	-	-
	347	Link Campus University*	Yes*	-	Yes
LT	316	Military Academy of Lithuania	-	Yes	Yes
LU	341	Security made in Lëtzebuerg g.i.e. – SMILE (CIRCL, C-3, CASES), Luxembourg	Yes	-	-
LV	325	National Defence Academy of Latvia	-	Yes	-

NL	213	Netherlands Defence Academy Faculty of Military Science	-	Yes	Yes
	348	Civil-Military Cooperation Centre of Excellence (CCOE)*	Yes*	-	-
PL	214	War Studies University	Yes	-	-
	215	General Tadeusz Kosciuszko Military Academy of Land Forces, Wroclaw; Faculty of Management	-	Yes	-
	216	Polish Naval Academy	-	Yes	-
	217	Polish Air Force University	-	Yes	-
	218	Polish Military University of Technology	-	Yes	-
PT	219	National Defence Institute (Portugal)	Yes	-	-
	220	Directorate-General for National Defense Resources, Education and Qualification Division	*	?	Yes
	317	Military Academy - Research and Development Center CINAMIL	-	-	Yes
	322	Portuguese Naval Academy	-	Yes	-
	323	Portuguese Air Force Academy	-	Yes	-
	324	Portuguese Military Academy	-	Yes	-
	333	Portuguese Joint Command and Staff College	-	Yes	-
	343	Guarda Nacional Republicana (GNR)*	Yes*	-	-
RO	221	Defence National College (Romania)	Yes	-	-
	222	Alexandru Ioan Cuza Police Academy (Romania)	Yes	Yes	Yes
	223	Romanian National Defence University "Carol I"	-	-	Yes
	224	Land Forces Academy (Sibiu)	-	Yes	-
	225	Romanian Military Technical Academy "Ferdinand I"*	Yes*	Yes	Yes
	226	Mircea cel Batran Naval Academy (Constanta)	-	Yes	-
	227	Air Force Academy (Romania)	-	Yes	-
	228	Romanian Mihai Viteazu National Intelligence Academy	-	Yes	Yes
	302	Babes-Bolyai University of Cluj-Napoca	-	-	Yes
	303	Romanian Diplomatic Institute (RDI)	Yes	-	-

	304	Gheorghe Asachi Technical University of Iasi	-	-	Yes
	305	Polytechnic University of Bucharest*	Yes*	-	Yes
	306	West University of Timisoara	Yes	-	Yes
	313	National Institute for Development and Research in Informatics (ICI Bucharest)*	Yes*	-	-
	320	Alexandru Ioan Cuza Police Academy (National College of Internal Affairs)	Yes	-	-
SE	235	Folke Bernadotte Academy	Yes	-	-
	236	Swedish Defence University	-	Yes	-
	237	Swedish Armed Forces International Centre (SWEDINT)	Yes	-	-
	338	Sweden / Swedish National Courts Administration	Yes	-	-
SI	229	Centre for European Perspective	Yes	-	-
	332	Military Schools Centre	-	Yes	-
SK	230	Armed Forces Academy of General Milan Rastislav Štefánik	Yes	Yes	-
Total		**135**	**74**	**50**	**42**

* Acceding member

Associated Network Partners

MS / Seat	No°	Institute	ESDC Network	Military Erasmus	CSDP Doctoral
BH	243	Peace Support Operations Training Centre (PSOTC), Sarajevo	Yes	-	-
CH	239	Switzerland - Geneva Centre for Security Policy (GCSP)	Yes	-	-
	240	Switzerland - International Security Sector Advisory Team (DCAF/ISSAT)	Yes	-	-
CZ	241	Multinational Logistics Coordination Centre (MLCC-Prague)	Yes	-	-
DE	242	Transparency International (Berlin)	Yes	-	-
EU	286	Stability Policing Center of Excellence (NATO SP COE)	Yes	-	-
	312	RACVIAC - Centre for Security Cooperation*	Yes*	-	-
	359	PM2 ALLIANCE*	Yes*	-	-
FI	342	European Centre of Excellence for Countering Hybrid Threats*	Yes*	-	Yes
MK	351	Military Academy "General Mihailo Apostolski"*	Yes*	-	-
NATO	352	NATO Maritime Interdiction Operational Training Centre (NMIOTC)*	Yes*	-	-
UA	285	National Defence University of Ukraine	Yes	-	-
UK	345	Defence Academy of the United Kingdom	Yes	-	-
	353	University of Nottingham	-	-	Yes
Total		**14**	**13**	**0**	**2**

* Acceding member

Lifelong Network Members

MS / Seat		Institute	ESDC Network	Military Erasmus	CSDP Doctoral
AT	244	Austria - Federal Ministry of Defence (Vienna)	Yes	-	-
	245	Austria - Federal Ministry for European and International Affairs	Yes	-	-
	246	Austria - Federal Ministry of the Interior	Yes	-	-
	247	Austrian Military Representation (Brussels)	Yes	-	-
CY	251	Ministry of Defence (Nicosia) / Defence Policy and International Relations Directorate	Yes	-	-
DE	255	Permanent Representation of Germany to the EU	Yes	-	-
	288	Ministry of Defence (Germany) / Department for CSDP	Yes	-	-
	337	Federal Foreign Office (Germany)	Yes	-	-
EE	252	Ministry of Foreign Affairs (Estonia)	Yes	-	-
ES	269	Permanent Representation of Spain to the EU	Yes	-	-
	270	Ministry of Foreign Affairs Spain	Yes	-	-
	271	Ministry of Defences Spain	Yes	-	-
EU	272	European Commission/DEVCO	Yes	-	-
	273	European Commission/DG EDUCATION AND CULTURE	Yes	-	-
	274	European External Action Service/ Strategic comm & CPCC	Yes	-	-
	275	European Union Military Staff, European External Action Service (EEAS)	Yes	-	-
	276	EU ISS - European Union Institute for Security Studies	Yes	-	Yes
	277	EDA - European Defence Agency	Yes	-	Yes
	278	European Union Agency for Law Enforcement Training - CEPOL	Yes	-	-
	291	European Union Satellite Center	Yes	-	Yes
	310	European Union Agency for Network and Information Security (ENISA)	Yes	-	-
FI	253	Finland - Ministry of the Interior	Yes	-	-
FR	254	Permanent Representation of France to the EU	Yes	-	-
GR	256	Ministry of Foreign Affairs (Greece)	Yes	-	-

	257	Hellenic National Defence General Staff, Academic Training Directorate	Yes	-	-
	296	Hellenic National Defence College	Yes	-	-
HR	249	Ministry of Foreign Affairs of Croatia , DIRECTORATE FOR EUROPEAN AFFAIRS	Yes	-	-
	250	Ministry of Defence (Croatia)	Yes	-	-
IE	258	Permanent Representation of Ireland to the EU	Yes	-	-
LT	260	Ministry of Foreign Affairs of Lithuania	Yes	-	-
	261	Ministry of National Defence of Lithuania	Yes	-	-
LU	262	RP du Luxembourg, Représentation au COPS	Yes	-	-
LV	259	Ministry of Foreign Affairs Latvia	Yes	-	-
MT	301	Ministry for Home Affairs and National Security (Malta)	Yes	-	-
NL	263	Ministry of Foreign Affairs Netherlands	Yes	-	-
	264	Ministry of Defence Netherlands	Yes	-	-
PL	265	Ministry of National Defence Poland	Yes	-	-
PT	266	Ministry of Defence Portugal , National Defence Policy Directorate	Yes	-	-
	267	Permanent Representation of Portugal to the EU	Yes	-	-
SI	268	Ministry of Defence Slovenia	Yes	-	-
Total		**40**	**40**	**0**	**3**

*Acceding member

Institutes	ESDC Network	Military Erasmus	CSDP Doctoral
189	127	50	47

Annex III – Autonomous Knowledge Units –AKUs (e-Learning)

AKUs created in the reported period

No	Title	Created/Updated	Institute
	**CSDP Training**		
0	The contribution of ESDC on the e-Learning field	15/06/20	ESDC
1	History and Context of ESDP/CSDP development	05/11/2019	Geneva Centre for Security Policy European Security and Defence College
4	CSDP crisis management structures and the Chain of Command	22/07/2019	Austrian Ministry of Defence
5	EU crisis management capability development	(currently being updated)	Austrian Ministry of Defence
6	CSDP Decision Shaping/Making	15/07/2019	Austrian Ministry of Defence
23	Introduction to Security Sector Reform	20/06/20	DCAF/ISSAT and UNITAR
35	Project Portfolio Management	25/05/2020	ESDC – PM² Alliance
	CYBER / Hybrid/New technologies		
100	*The Cyber Defence Policy Framework (CDPF)*	*Under Development*	*ESDC-EEAS*

104	Information Security Management Implementation	*06/08/2019*	ENISA
106a	Adversarial Behaviour	24/02/2020	Hybrid Centre of Excellence – ESDC
106b	The Landscape of Hybrid Threats	24/02/2020	Hybrid Centre of Excellence – ESDC
106c	The changing Security Environment	24/02/2020	Hybrid Centre of Excellence - ESDC
106d	Introduction to Hybrid Deterrence	24/02/2020	Hybrid Centre of Excellence - ESDC
106e	Hybrid warfare	24/02/2020	Hybrid Centre of Excellence - ESDC
106f	Hybrid threats in the maritime field	24/02/2020	Hybrid Centre of Excellence - ESDC
Special Purpose e-Learning Units			
201	AMT - Crisis Management Scenario	01/05/2020	ESDC
202	AMT – EU Integrated Approach to conflict and crisis	01/06/2020	ESDC
203	AMT – Conflict Analysis	01/06/2020	ESDC
204	AMT – CSDP Crisis Management	01/06/2020	ESDC

205a	AMT – Crisis Management – Political - Strategic Level	01/06/2020	ESDC
205b	AMT – Crisis Management – Strategic Level	01/06/2020	ESDC
206	Get Blended with ILIAS LMS	5/05/2020	ESDC
207	BBB + ILIAS: Be Synchronous	10/05/2020	ESDC

New AKUs under development

No	Title	Description	Institute
1	EU Law Enforcement Emergency Response Protocol (EU LE ERP) for Major Cross-Border Cyber-Attacks	A joint EUROPOL / ESDC project on mutually identified training needs in the field of cyber attacks	EUROPOL/ESDC
2	An Introduction to the Civilian CSDP Compact	A joint EEAS / EUISS / ESDC project with a focus on the Civilian CSDP compact, a landmark towards a common drive to strengthen civilian CSDP	EEAS/EUISS/ESDC
3	Cyber Diplomacy	A joint EUISS / ESDC project on the following areas: definition of the threat landscape, vulnerabilities, countermeasures and risks, a description of the global cyber ecosystem	EUISS/ESDC

4	Key principles of the legal framework of defence related EU policy making	A joint German Federal Ministry of Defence / ESDC project, under the umbrella of the German Presidency of the Council, on the key principles of the legal framework of defence-related EU policymaking.	BMVG/ESDC
5	Selection of the appropriate legal basis for defence related EU policy making	A joint German Federal Ministry of Defence / ESDC project, under the umbrella of the German Presidency of the Council, on European Union legislation and its effect on the CFSP and CSDP, Member States' defence sectors, or their ability to make policy decisions impacting on civilian and military issues.	BMVG/ESDC
6	The legal framework of defence related EU policymaking	A joint German Federal Ministry of Defence / ESDC project, under the umbrella of the German Presidency of the Council, on the key principles of the legal framework of defence-related EU policymaking.	BMVG/ESDC
7	Framing EU defence cooperation	A joint German Federal Ministry of Defence / ESDC project, under the umbrella of the German Presidency of the Council, on EU defence cooperation. It covers topics such as: defence planning and force planning, capability development, conflict prevention and crisis management, mutual aid and assistance clause.	BMVG/ESDC
8	Permanent Structure Cooperation (PESCO)	A joint German Federal Ministry of Defence / ESDC project, under the umbrella of the German Presidency of the Council, on the PESCO legal framework, and the way towards establishing and implementing PESCO	BMVG/ESDC
9	The Cyber Diplomacy Toolbox	A joint project EEAS /ESDC project with a focus on the Cyber diplomacy toolbox	EEAS/ESDC
10	The Cyber Diplomacy Policy Framework	A joint project EEAS / ESDC project with a focus on the CDPF	EEAS/ESDC
11	Foresight and risk management : Contributing to the decision making process	A joint EUISS /ESDC project aiming to highlight the invaluable contribution of foresight and structured risk management in the decision making process	EUISS/ESDC
12	The EU Space policy	Joint project between EUISS and ESDC aiming to highlight the invaluable contribution of the EU space programmes Copernicus and Galileo towards	EUISS/ESDC

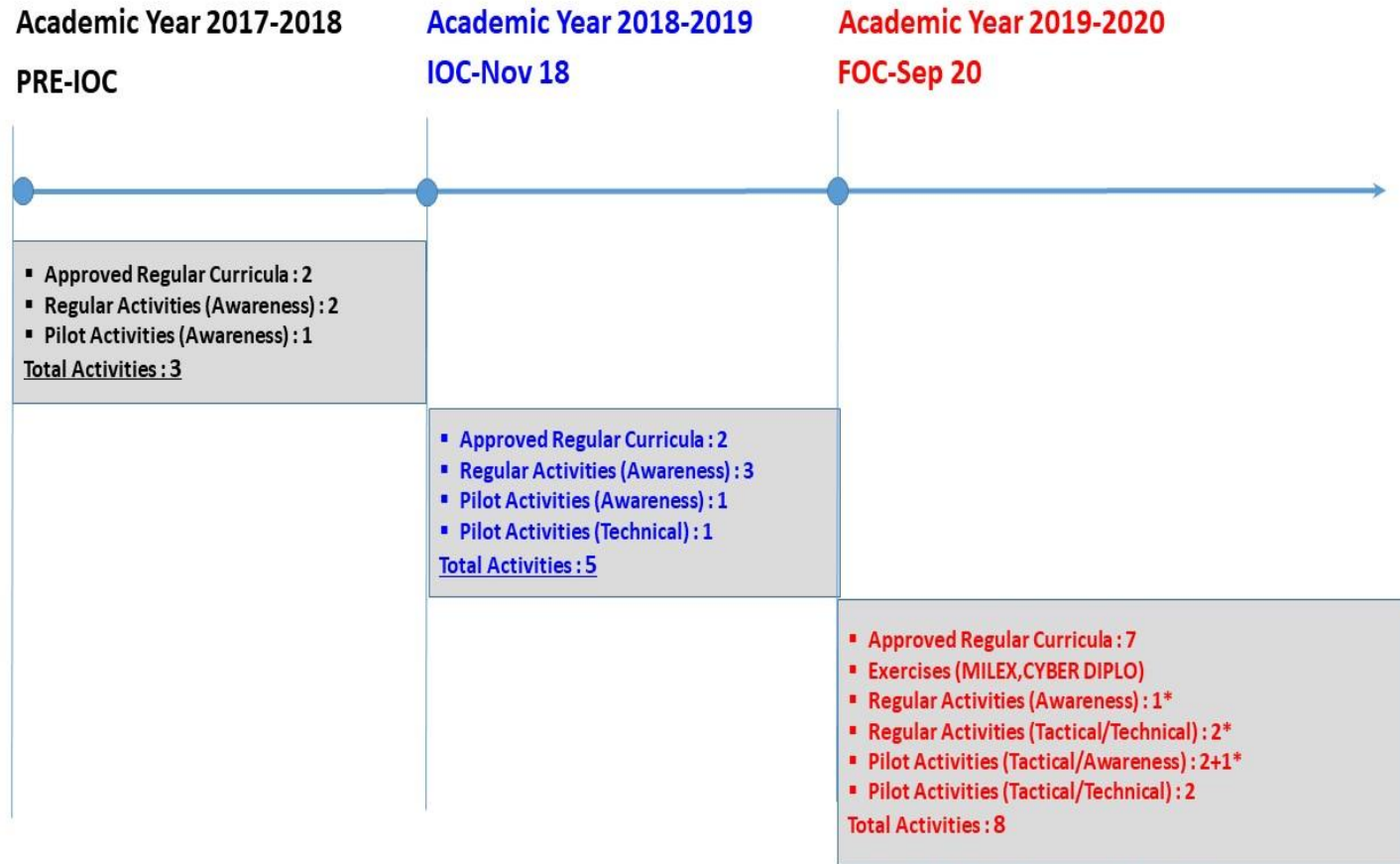|			
		supporting EU efforts in the area of disaster relief, connectivity as well as security and defence.	
13	Internal Market (Pillar 1 ½): Defence and Security Market Regulation	A joint University of Nottingham / ESDC project. This is complementary to the modules currently being developed in cooperation with BMVG, and will have a greater focus on the MS Internal Markets, when it comes to Security and Defence procurements.	University of Nottingham/ESDC
14	Medical Advisors preparatory course	A joint EEAS /ESDC project aiming to support the Medical Advisers course, planned to start in 2021, and to be run once every two years	EEAS/ESDC
15	Conflict Analysis	A joint EEAS /ESDC project with a focus on conflict analysis, designed to enable EU Delegations to carry out conflict analysis independently.	EEAS/ESDC

Annex IV – ESDC Standard Curricula

Activity Number	Title of the ESDC course in curriculum	ECTS	To be reviewed by	Approval of Steering Committee (SC)
1	16th CSDP High Level Course 2020-2021 'Jean REY'	8	Feb-21	24-Apr-20
2	Training of Trainers (ToT)	2	Feb-21	29-Mar-19
3	CSDP Orientation Course	2	Feb-21	29-Mar-19
3A	CSDP Training Programme (CSDP TP) and CSDP High Level Conference	5	Feb-21	17-Jun-20
3B	CSDP Training for Partnership			
4	Common Module – Erasmus Militaire			
5				
06A	Press and Public Information Officers	3	Feb-22	05-Mar-20
06B	PPIO in CSDP missions and operations	1	Feb-22	05-Mar-20
06C	Spokespersons in EU member states	1	Feb-22	05-Mar-20
7	Course on the Strategic Planning Process of CSDP Missions and Operations	2	Feb-21	29-Mar-19
8	CSDP Course on Capability Development for Crisis Management	2	Feb-21	19-Mar-20
9				
10	Basic Course on Security Sector Reform	1	Feb-21	29-Mar-19
11	Core Course on Security Sector Reform	2	Feb-21	29-Mar-19
11B	In-mission Course on Security Sector Reform 2019 03 29	1,5	Feb-21	29-Mar-19
12				
13				
14	Course on Recovery and Stabilisation Strategies	2	Feb-22	20-Feb-20
15	Course on International Law for Military Legal Advisers	6	Feb-21	29-Mar-19
16				
17	Civilian Aspects on EU Crisis Management	2	Feb-21	17-Jun-20
18	Advanced Course for Political Advisors in CSDP Missions and Operations	6	Feb-21	29-Mar-19

19				
20				
21	Comprehensive Approach to Gender in Operations	1,5	Feb-21	29-Mar-19
22				
23				
24				
25	Course on European Armament Cooperation	4	Feb-22	17-Jun-20
26				
27	The Challenges of Space for EU and CSDP	1	Feb-22	19-Feb-20
28	Mediation, Negotiation and Dialogue Skills for CSDP	2	Feb-21	17-Jun-20
29				
30	Comprehensive Protection of Civilians (PoC) Course	1,5	Feb-21	29-Mar-19
31	CDSP Course on Building Integrity/ Reducing Corruption in the Security and Defence Sector	2	Feb-22	17-Jun-20
32	Cross-Cultural Competence for CSDP Missions and Operations	2	Feb-21	29-Mar-19
33	Pre-deployment Training for CSDP Missions and Operations	2	Feb-21	29-Mar-19
34				
35				
36	The Challenges of Securing Maritime Areas for the European Union	1	Feb-21	29-Mar-19
37	EU Integrated Crisis Management	2	Feb-21	29-Mar-19
38				
39				
40	EU facing "hybrid threats" challenges	1	Feb-22	20-Feb-20
41	Integration of a Gender Perspective in CSDP	1	Feb-21	29 March 2019
42				
43	Mentoring and Advising in EU Crisis Management	2	Feb-21	17-Jun-20
44	Disaster Relief in CSDP Context	2	Feb-22	19-Feb-20

45	From Conflict Analysis to Integrated Action: Generating Strategies for Intervention	1	Feb-22	20-Feb-20
46	New Peace Operations as a stabilizing factor for European Union	1	Feb-22	19-Feb-20
47	International Contracting Course	4	Feb-21	17-Jun-20
48A	Hostile Environment Awareness Training (HEAT)	2	Feb-21	08-Mar-19
48B	Vehicle Safety and 4x4 Driving	1hr	Feb-21	15-Mar-19
49				
50				
51	Advanced Modular Training (AMT)	3	Feb-22	20-Feb-20
52	Climate Change and Security	2	Feb-21	29-Mar-19
53	Strategic Communication in the Context of Security and Defence	2	Feb-22	03-Mar-20
54-1	EU Logistics Fundamentals Course	2	Feb-22	20-Feb-20
54-2	EU Logistics in Operations Course	2	Feb-22	20-Feb-20
55	Investigation and Prevention of Sexual and Gender Based Violence in Conflict Environment	2,5	Feb-21	29-Mar-19
56	Improving Performance in the CSDP Missions			
57				
58	PM2: Project Management in support of CSDP missions and operations	2	2022	09-Jan-10
59				
60	Improving interviewing skills and the selection of staff for civilian CSDP Missions	1	Feb-22	20-Feb-20
200	Challenges of European Cyber Security	1	Feb-21	29-Mar-19
201	Cyber Security-Defence Training Programme	5	Feb-21	29-Mar-19
202	Critical Infrastructures in the Context Of Digitization	1	Feb-22	14-Feb-20
203	Cyber Security Basics for non-technical-experts	1	Feb-22	14-Feb-20
204	Cybersecurity Organizational, Defensive Capabilities	1	Feb-22	14-Feb-20

| 205 | Training on Information Security Management and ICT security | 2 | Feb-22 | 14-Feb-20 |
| 206 | The role of the EU cyber ecosystem in the global cyber security stability | 1 | Feb-22 | 14-Feb-20 |

Annex V – Cyber ETEE Workplan Overview 2017–2020

Academic Year 2017-2018

PRE-IOC

Academic Year 2018-2019

IOC-Nov 18

Academic Year 2019-2020

FOC-Sep 20

- Approved Regular Curricula : 2
- Regular Activities (Awareness) : 2
- Pilot Activities (Awareness) : 1

Total Activities : 3

- Approved Regular Curricula : 2
- Regular Activities (Awareness) : 3
- Pilot Activities (Awareness) : 1
- Pilot Activities (Technical) : 1

Total Activities : 5

- Approved Regular Curricula : 7
- Exercises (MILEX,CYBER DIPLO)
- Regular Activities (Awareness) : 1*
- Regular Activities (Tactical/Technical) : 2*
- Pilot Activities (Tactical/Awareness) : 2+1*
- Pilot Activities (Tactical/Technical) : 2

Total Activities : 8

* Cancelled due to the situation of corona virus

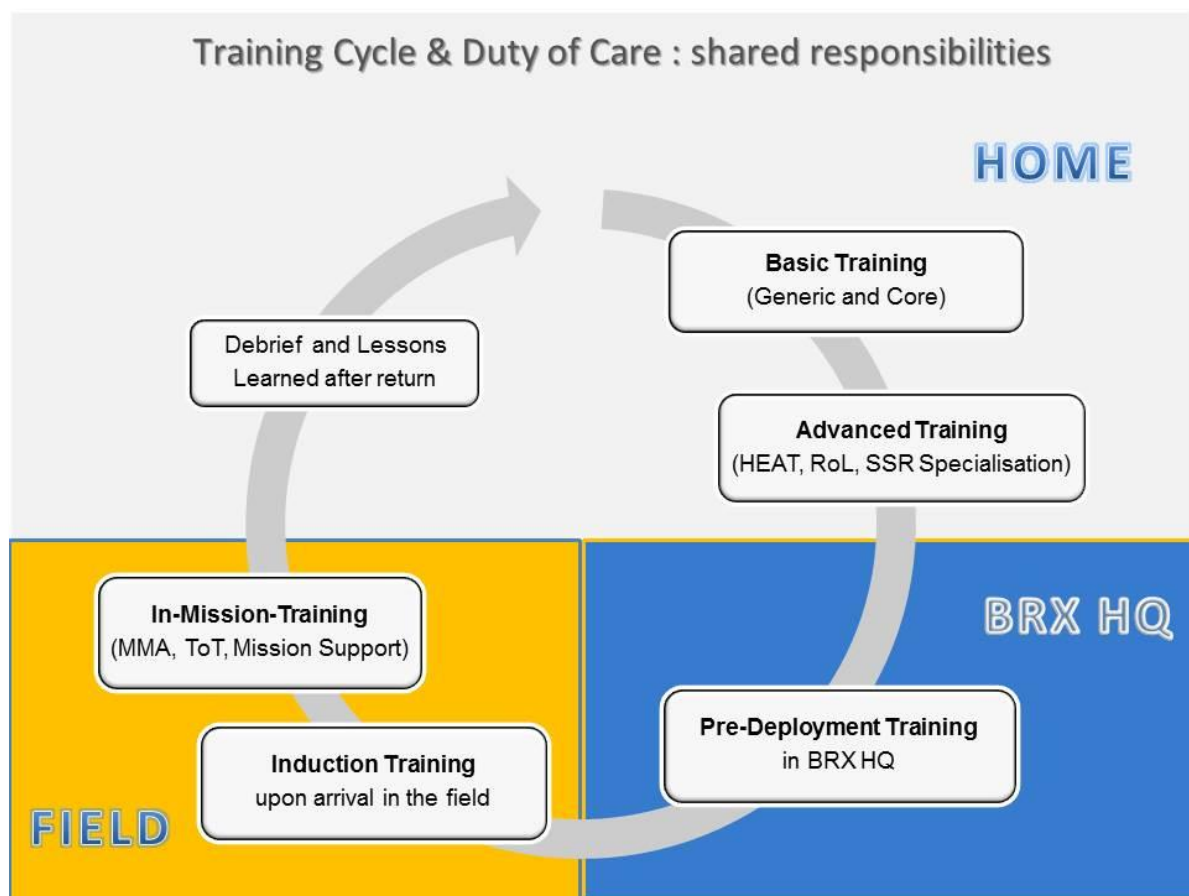## Annex VI – Training Cycle Division of labour between Member States, Brussels and the Field

Figure 18: Training Cycle & Duty of care: shared responsabilities.

Annex VII – The European Initiative for the Exchange of Young Officers

MS	Total	Military Male	Military Female	Civilian Male	Civilian Female
AT	654	614	32	4	4
BE	14	12	2	0	0
BG	49	35	10	2	2
CY	5	2	1	0	2
CZ	20	12	6	0	2
DE	28	3	1	13	11
DK	0	0	0	0	0
EE	4	3	1	0	0
EL/GR	52	23	12	8	9
ES	3	2	0	1	0
FI	2	2	0	0	0
FR	55	38	12	1	4
HU	11	10	1	0	0
HR	2	2	0	0	0
IE	0	0	0	0	0
IT	970	887	76	4	3
LT	15	14	1	0	0
LU	1	1	0	0	0
LV	42	42	0	0	0
MT	0	0	0	0	0
NL	19	18	1	0	0
PL	56	30	18	5	3
PT	8	8	0	0	0
RO	97	72	24	1	0
SE	1	1	0	0	0
SI	0	0	0	0	0
SK	3	2	1	0	0
UK	4	3	1	0	0
other	84	73	8	2	1
Total	**2199**	**1909**	**208**	**41**	**41**
%	**100.0**	**86.8**	**9.5**	**1.9**	**1.9**

Total Mil / Civ	2117	82
% Mil / Civ	96.3	3.7
Total Male / Female	1950	249
% Male / Female	88.7	11.3
Total Training Days	24360	

Annex VIII – Pre-Deployment Training

PDT-Deployment of course participants

Type of deployment of course participants of "Pre-Deployment Training for CSDP Missions and Operations" for the academic years 2014/15 – 2015/16 – 2016/17 – 2017/18 – 2018/19 – 2019/20
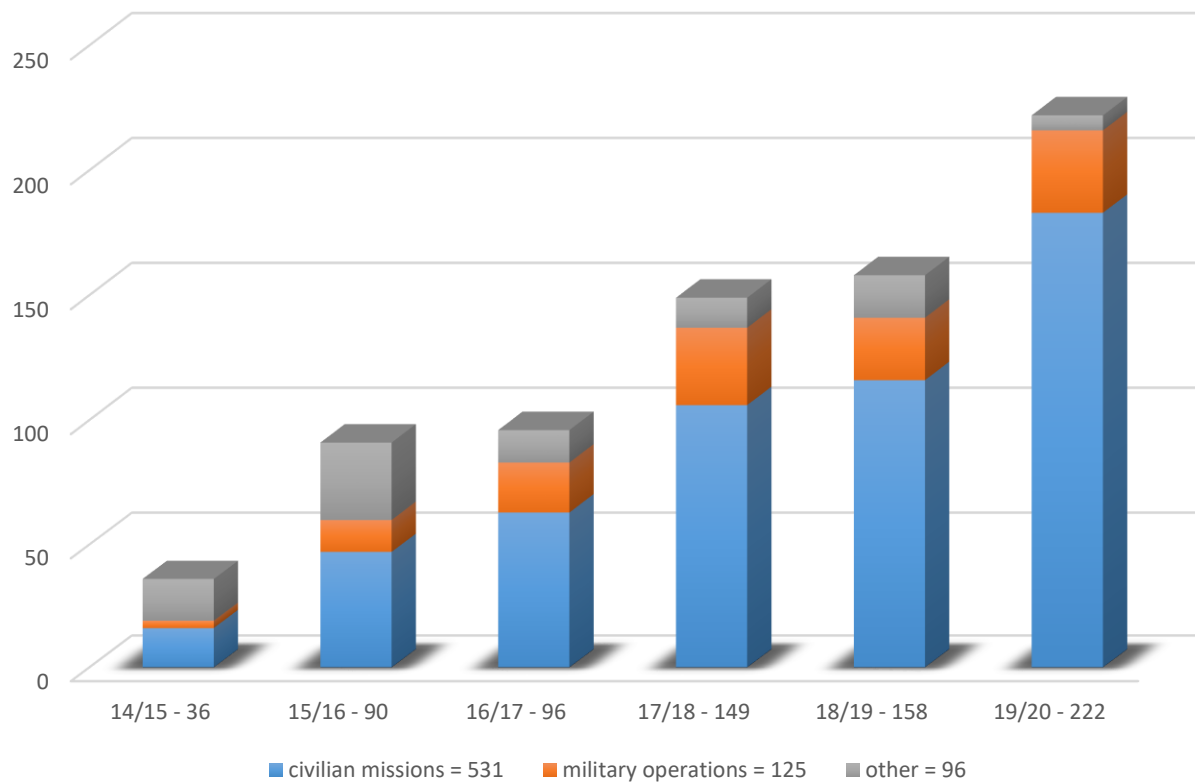

Figure 19: Type of deployment of course participants of "Pre-Deployment Training for CSDP Missions and Operations" for the academic years 2014/15 to 2019/20.

PDT participants overview since 2014/2015

Period	Courses	Participants	Seconded	Contracted
2014/2015	5	36	36	0
2015/2016	7	90	90	0
2016/2017	8	96	92	5
2017/2018	9	149	114	34
2018/2019	9	158	101	57
2019/2020	7	222	134	88
2020/2021	9			
Totals	**44**	**751**	**567**	**184**

Figure 20: Overview of participant's data "Pre-Deployment Training for CSDP Missions and Operations" for the academic years 2014/15 – 2015/16 – 2016/17 – 2017/18 – 2018/19 – 2019/20.
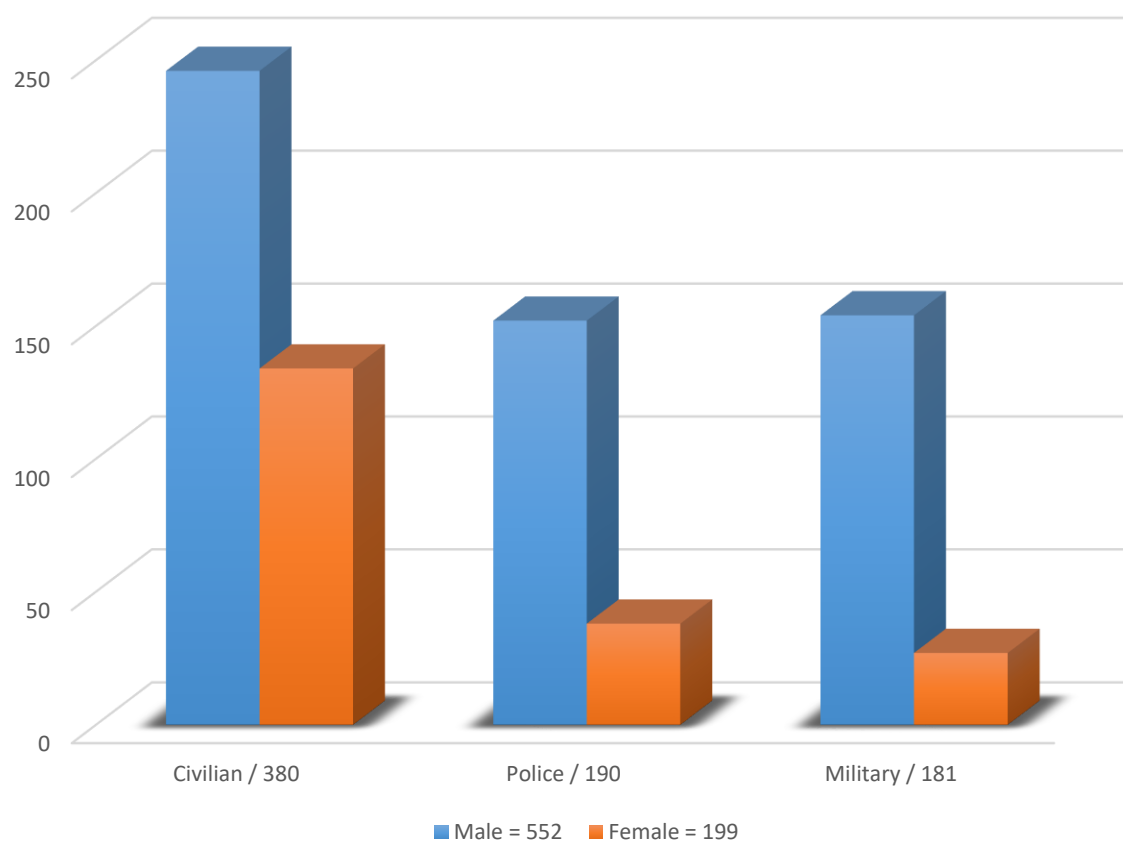
PDT gender distribution

Figure 21: Overall gender distribution including seconded and contracted staff in civilian and military CSDP missions and operations for the academic years 2014/15 to 2019/20.
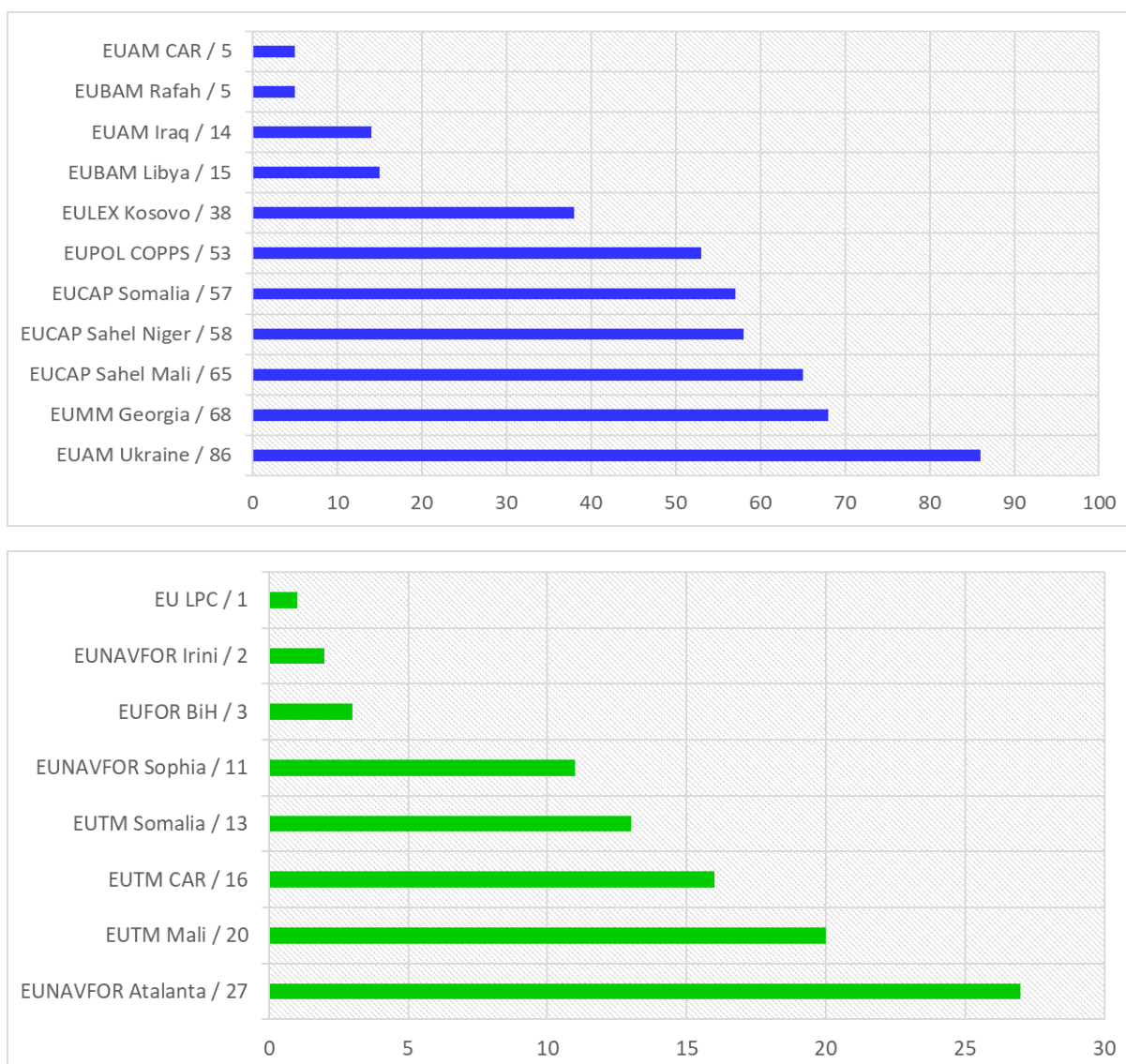
PDT Number experts deployed

Figure 22: Number of ESDC PDT trained experts deployed to civilian and military CSDP missions and operations for the period from 2015 to 2020.