PeaceTraining.eu

STRENGTHENING THE CAPABILITIES AND TRAINING CURRICULA OF CONFLICT PREVENTION AND PEACE BUILDING PERSONNEL WITH ICT-BASED COLLABORATION AND KNOWLEDGE APPROACHES

D6.1

Collection of CPPB Training Providers and Trainers

Project

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Executive summary

PeaceTraining.eu develops a web-based platform and sustainable information approach to foster transfer of the project's research results and other outputs to relevant peace training stakeholders and users. Under WP6 the Centres Catalogue and Trainers Search will be elaborated and launched. The first step to create this search engine is the collection of CPPB training centres and trainers providing their services in Europe and beyond. To this aim and in order to trace and categorize the information, we first defined our target, namely training centres and trainers in this field. Second, we searched and filtered the information according to the type of training provided through a thematic division based on the CPPB curriculum elaborated under WP3. Finally, we have established a strategy to reach individual trainers and encourage their engagement with the platform through the registration of their profiles.

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1   Introduction

The European peace training landscape is populated by diverse providers with different backgrounds, areas of expertise, target audiences, institutional development and capabilities. This leads to a myriad of training methods, approaches and styles that tries to respond to the evolving needs and challenges of the conflict prevention and peacebuilding field. This institutional diversity requires a careful mapping of European capabilities, and calls for the creation of a tool able to systematise available information to make it better accessible to practitioners, future trainees and sending institutions.

Previous PeaceTraining.eu research has allowed for the categorisation and analysis of current CPPB training thematic areas and teaching methods, understanding formative gaps, and exploring novel frontiers and the roles of ICT and e-approaches in the field. The goal now is to identify the training centres and trainers available in the EU and beyond, and match their expertise with training demands in the CPPB field.

This collection of CPPB training centres is the starting point of an ambitious database, featuring a search engine, which aims to unify in one database all the relevant information about existing training institutions, trainers and courses in this field. A one stop source to cover the training and capacity building needs of all actors engaged in conflict prevention and peacebuilding missions, whether civilians, military or police personnel. The aim of this brief report is to document the process of detection and selection and explain the scope and the limits of this search.

2   Scope of CPPB training providers collection

To determine the scope of the search, clarification of the features defining CPPB training centres and providers is needed. One issue necessary to address is the distinction between **education** and **training**. Indeed, while there are a large – and increasing – number of institutions providing CPPB and CPPB-related *education*, these are not all *training* providers. As the purpose of the project is to focus on CPPB training, we have tried to draw a distinction between the two aware of their multiple overlaps and commonalities.

Understanding the relationship between education and training: a brief discussion

Identifying and understanding the distinctions and differences between *education* and *training* is a discussion across several learning fields. As academic and degree programmes increasingly focus on *skills-based training* and professionals engage in *life-long learning*, and a substantial number of training providers deliver trainings for professionals that can also be used for degree accreditation, the 'line' between the two is not always a clear one.

For the purposes of the PeaceTraining.eu project and to support the future categorisation system of the PeaceTraining.eu platform, it is useful to identify some aspects of the relationship between the two. Firstly, *training* is itself a *form* of education. **Education** can be understood as processes which facilitate the learning or acquisition of knowledge, skills, values and beliefs. Education can include and be implemented through a wide-range of methods including (but not limited to): experiential learning; course study; storytelling; desk-based research; apprenticeships and mentoring; case learning; simulations, enactments, immersion learning and role-plays; field placements; discussion; directed learning and much more.

Training is generally understood as being more directly oriented towards professional development and the acquisition of *specific* competencies and skills needed for or related to *operational performance* in a professional role. It can also be delivered by a wider-range of institutions than those accredited for degree granting – though here too the field is shifting as more and more fields of 'training' require accreditation and adherence to professional standards and quality and performance criteria.

The difference between education and training is often principally one of **timing** and duration, specificity of **objectives** and desired learning **outcomes**, and **accreditation**. **Trainings** though they may be sequential, staggered or implemented with repeated interactions and modules over time, normally take place in more condensed, short time-bound, contexts ranging from a few days to, at maximum, a few months – in contrast to university education programmes which extend over 3 – 5 or more years. Trainings may provide a certificate at the end – of attendance or of competence, depending on the level of evaluation and testing, whereas degree programmes will generally provide a final diploma.

Traditionally, **education** in a university or higher-learning institutions required a more extensive engagement with written source materials and lecture-delivered learning or 'knowledge content'. With evolutions in teaching methodologies and improved understanding of the need to support development of actual *performance competencies* and *skills*, this is gradually evolving to also include greater focus on *competency* – including *skills* and *performance capabilities*.

For PeaceTraining.eu categorisation of CPPB *training* providers we are focusing upon:

- Institutions which provide *skills and competency-based courses* identified by them and the field as 'trainings';
- Designed programmes primarily for *practitioners* in the field or those wishing to become practitioners or to enter professional practice in the field;
- Addressing *competencies* related to in-mission or in-the-field professional performance, tasks and responsibilities;
- Designed to meet the needs of practitioners and sending agencies or to improve the skills and capabilities of individuals in key positions engaging with / addressing conflict issues

Universities and other academic centres, where they are involved specifically in organisation of trainings which meet the above criteria, may be listed and included as *training providers*. [1] Where their programmes are provided over longer-duration and towards the provision of a *degree* they will be classified as 'degree providers' rather than 'training providers'. Given the importance of higher education in the field and the interest of many practitioners in pursuing further graduate studies, the PeaceTraining.eu web-platform will also enable registration of degree programmes and their inclusion in the search engine – however the parameters of the search engine and categories on the site will be created to enable users to distinguish clearly between 'trainings' and 'degree' programmes.

Another relevant distinction in the definition of our target is the difference between training institutions providing training *on* CPPB and CPPB-related fields and competencies, and the much larger field of trainers providing training to stakeholders and sectors engaging *in* conflict and war contexts, but not necessarily *addressing CPPB*. There are many providers of training to military, police, diplomats, and civilians addressing a range of competencies related to i. their professions or ii. working in conflict contexts, but which may in no way address, engage with, or even be aware of the broad spectrum of competencies, roles and functions/capabilities involved in CPPB, or do it very succinctly. Understanding this distinction, however, is important. One reason for this is that there is still today a profound lack of understanding, awareness, and recognition across much of the field of stakeholders engaging in conflict settings of the actual *existence* of CPPB relevant and specific skills, knowledge and competencies. In this sense, one of the aims of the PeaceTraining.eu project is to *increase professional and policy-level recognition and understanding of the competencies required for CPPB and how these competencies can best be trained and developed through CPPB training.*

In terms of geographical scope, PeaceTraining.eu collected information on centres providing CPPB training in 'larger Europe'. During the mapping of CPPB ecosystem for deliverable 3.1 the search was extended to stakeholders throughout 'larger Europe' defined as including EU, EEA and pre-accession non-EU European countries. This allowed the inclusion of providers in countries such as Switzerland and Norway, which are strongly engaged in CPPB training; and other countries which have experienced conflicts more recently including Bosnia and Herzegovina, Serbia and Ukraine (Wolter & Leiberich, 2017, p. 11). Additionally, several training centres appearing in the list, while based in Europe, also provide training beyond the European borders, in regions affected by armed conflicts, engaged in peace processes and in relevant troop contributing countries in Africa, America and Asia.

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[1] Universities appearing in Annex I are amongst those currently providing CPPB training to practitioners.

3   Collection and categorisation process

A total number of 167 training centres with relevance to the CPPB field were identified during the extended search and review of today's European CPPB ecosystem. These were located in 33 countries.[2] Training providers were found through the examination and review of the membership lists of existing training networks (ESDC, IAPTC, UNOY, ENTRi, etc.); desk research in every country; and consultation with established networks and contacts of PeaceTraining.eu consortium members and experts in the field.

In spite of the intensive search and proactive engagement to ensure comprehensiveness and quality of results, this collection should not be seen as final or inclusive of all institutions which might bear reference. Instead, it is intended as an initial 'base-line' from which the PeaceTraining.eu database can be developed, but requiring further measures to ensure it is comprehensive and accurate. For this reason, the PeaceTraining.eu project includes a dedicated further outreach process to training institutions across Europe in order to enable additional institutional registration, following the launch of the PeaceTraining.eu search engine and web platform.

As the results of the search indicate, diversity is the word that best defines the CPPB training landscape. New and old, public and private, big and small entities are engaged in responding to training needs in the field and improving the quality of EU CPPB training and practice. Parameters of the search led to the inclusion of training providers with dedicated programmes on CPPB and CPPB related topics for practitioners and sending agencies, including those institutions created to provide training for key stakeholders liable to deployment in conflict settings – i.e. diplomatic, military and police academies, staff colleges, and others – either currently providing courses relevant to CPPB or who have missions or national mandates relevant to CPPB training.

Following an initial mapping and review of the field, PeaceTraining.eu has developed the following categorization of CPPB centres into four types, according to their function:

1. **Training suppliers** – direct providers designing and/or delivering courses and programmes (Folke Bernadotte, PATRIR, SWISSPEACE).
2. **Training hubs** – spaces specially designed to host training from other institutions but which are not direct providers of training (Barcelona International Peace Centre).
3. **Hybrid centres** – centres offering both, their own in-house training and a space for other institutions to deliver their courses (ZIF, Helsinki España).
4. **Network colleges** – sectorial or regional training institutions, or collective initiatives promoting the standardisation of CPPB training, developing standard curricula and training programmes (ENTRi, ESDC, NORDEFCO, CEPOL). Usually their trainings are implemented by centres associated with, and accredited by, these networks.

Categorisation and indexing of CPPB training providers

The project required the collection and categorisation of training centres in Europe according to the areas defined in the multidimensional CPPB curricula – matching actors and services. During the completion of 3.1 Baseline Analysis a first collection of training centres was conducted and relevant

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[2] Find the CPPB training centres collection in Annex I**.**

data was systematically selected and filtered to later serve as an input to the planned search engine of CPPB training providers, trainers and courses. Information about training topics, target audiences, location (on-site, blended, e-learning), institutional character (public, private, sectorial) and finance models was compiled, together with contact details and training networks membership.[3]

In order to organise the information, PeaceTraining.eu generated a framework to build the search engine and set up utilities, proposing a searchable index of training providers and trainers.[4] This framework discriminates and categorizes information according to the following essential tags:

- **Professional target group** – allows for a search based on the target group of training, following the three profiles found in CSDP missions: civilians, military and police.
- **Thematic** – facilitates the identification of training centres' and trainers' capabilities according to the CPPB topics identified in curricula categories in WP3.[5]
- **Career stage** – shows the information categorised by practitioners level of experience in the field: early, mid and senior
- **Institutional type** – discriminates training centres information according to the institutional character of the entity (public, private, governmental, intergovernmental, NGO, academic, etc.)
- **Location** – allows for the search of trainers, training centres and courses according to their geographical location, including also online and blended training (mix of online and onsite training) options

The search engine will allow for single and combined searches, using one or more of these essential tags. This means that a user of the web platform, who is for example looking for a training on conflict transformation for civilians can **select these tags in a filter of the search engine** and be provided with a list of courses on the theme 'conflict transformation' (tag thematic) and target group 'civilian' (tag target group).

Notwithstanding its usefulness, the thematic essential tag represents a challenge in terms of the comprehensiveness of the topics listed. Following the identification and collection of information, the list of topics was extended to include tailor-made/customized trainings, mission observation, CPPB media/journalism, good governance, or crisis management.

The definition of target groups for training offers the possibility to classify the information along professional categories, mainly civilian, police and military, and subcategories (policy makers, local authorities, civil servants, NGO personnel, media, researchers, women, and youth). In addition, during the research we found some training **courses restricted to seconded** staff only, and not open to general applications. It was decided to include this type of courses in the search engine and clearly identify the application criteria.

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[3] See section 6 in Wolter et alt. (2017) Existing Peacebuilding and Conflict Prevention Curricula, for further clarification on this process.

[4] See Curran et alt. (2017) Generic Multidimensional CPPB Curricula Framework p. 21.

[5] See Wolter and Tunney (2017) Integrated Assessment Report on EU's CPPB Capacities p. 13.

4   Trainer outreach & engagement strategy

PeaceTraining.eu aims to create a complete catalogue of training centres and individual trainers. To date the project has focused on the institutional level of CPPB training providers. In order to engage individual trainers, and to encourage them to register their services and profile in our platform, we are developing concrete measures to ensure the web platform is relevant and attractive to trainers - including through the creation of specific features and services for trainers, and a profile template where trainers may register and feature their expertise, courses and capabilities in the field. The proposal additionally includes a dissemination strategy involving existing networks and training institutions, and active collaboration with professional training institutions and platforms to ensure effective outreach and engagement with the professional field of trainers in Europe. Specific features and measures to foster trainer inclusion and participation on the platform will include:

Call for trainers

The 'call for trainers' is a system that provides the opportunity to training and sending institutions to search for trainers that fit their training needs. After registration, these institutions will be able to recruit training professionals through the creation of a specific call on the PeaceTraining.eu web platform, and would receive expressions of interest from trainers registered within our database. The calls could be used for the development and delivery of a training activity and/or the creation of training tools or handbooks, and other services related to training, capacity building and professional development. Calls should be completed with a clear definition of the task and the expected results, the required training competencies, the working conditions, and information about application and selection procedures. This can be presented in the form of Terms of References (ToR) or calls for trainers with templates that can be filled in on-line on the platform. Trainers registered on the database will receive the calls and increase their employment opportunities.

Trainers' online community of practice

Once PeaceTraining.eu reaches a significant number of registered trainers - a critical mass - we are studying the possibility to offer trainers the opportunity to engage with PeaceTraining.eu online community of practice. This will become a space for peer-to-peer learning and collaboration, where trainers can share their thoughts, views, and questions about CPPB training, and ask for feedback from other professionals in the field. Questions and comments will be redirected to other trainers with common interests to start a discussion that could promote learning built on experience, and the improvement of CPPB training practice.

Engagement of CPPB training networks and training centres for dissemination

PeaceTraining.eu will contact all training institutions collected during this process and invite them to join our database through online registration. Through them, the invitation will be extended to their own individual trainers, providing information about the multiple resources and tools they could find at their disposal. In addition, we will contact the European Association of Peace Operations Training Centres (EAPTC), EPLO, ENTRi, ESDC, PCDNet and other relevant CPPB (training) networks to present the PeaceTraining.eu platform and request for support in the dissemination of this new resource, highlighting its potential to support, strengthen and improve the quality of CPPB training in Europe and beyond.

5 Conclusion

The result of this process of research, collection and categorisation will be a list of conflict prevention and peacebuilding training providers, institutions and individuals, operating in the European space. This resource, systematized through the PeaceTraining.eu Catalogue and Search Engine, will allow for improvement of CPPB training in many ways, enabling visualization of the diverse training landscape, offer and approaches in the field; facilitating communication and engagement among practitioners, sending institutions, training centres and individual trainers in order to meet and address the demand for training; and, by extension, supporting the role of Europe in improving prevention and peace stabilisation and consolidation worldwide. A step in the right direction to enhance European CPPB training.

References

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Annex I: CPPB Training Centres Collection

Country	Organization
Armenia	Civic Forum
Armenia	Eurasia Partnership Foundation Armenia
Armenia	Regional Studies Center
Armenia	Society Without Violence
Austria	Austrian Armed Forces International Centre
Austria	Austrian Study Centre for Peace and Conflict Resolution
Austria	Federal Ministry of Interior - Austria
Austria	Federal Ministry of Interior - Austria, Security Academy
Austria	Human Rights and Research Centre for Human Rights and Democracy
Austria	OSCE POLIS
Azerbaijan	Karuna Center for Peacebuilding
Azerbaijan	NATO International School of Azerbaijan
Belgium	Egmont Royal Institute for International Relations
Belgium	European Centre for Electoral Support
Belgium	European Security and Defence College
Belgium	National Politieacademie (International Training Department)
Belgium	Protection International
Belgium	Royal Higher Institute for Defence
Belgium	International Center for Transitional Justice
Bosnia and Herzegovina	Peace Support Operations Training Centre
Bulgaria	Bulgarian Diplomatic Institute
Bulgaria	Centre for Peace Studies
Bulgaria	Crisis Management and Disaster Response Centre of Excellence
Croatia	The International Military Operations Centre
Croatia	United Nations Police Officers Cours
Czech Republic	Prague Summer Mediation Academy
Czech Republic	Training Command Military Academy
Denmark	Center for Konfliktloesninger
Denmark	Hjemmeværnet
Finland	The Finnish Defence Forces International Centre
Finland	Crisis Management Centre Finland
Finland	NORDEFCO
France	The École Nationale d'Administration
France	Institut des Hautes Études de Défense Nationale
France	Institut de Recherche et d'Enseignement sur la Négociation
Georgia	Creative developement center
Georgia	International center on conflict and negotiations
Georgia	The Academy for Peace and Development
Germany	Academy for International Cooperation (GIZ) / Akademie für Internationale Zusammenarbeit (GIZ)
Germany	Academy for Conflict Transformation /Akademie für Konflikttransformation
Germany	Academy for Crisis Management, Emergency Planning and Civil Protection / Akademie für Krisenmanagement, Notfallplanung und Zivilschutz
Germany	Aktionsgemeinschaft Dienst für den Frieden e.V.
Germany	Berghof Foundation
Germany	Berlin Center for Integrative Mediation
Germany	Bundesakademie für Sicherheitspolitik
Germany	Bundeswehr Command and Staff College
Germany	Center for International Peace Operations / Zentrum für Internationale Friedenseinsätze

Germany	Center for Peace Mediation
Germany	Crisis Simulation for Peace
Germany	Deutsche Institut für Menschenrechte e. V.
Germany	Europe's New Training Initiative for Civilian Crisis Management
Germany	Fränkisches Bildungswerk für Friedensdienst
Germany	Galtung-Institut for Peace Theory and Peace Practice
Germany	inmedio - Institut für Mediation, Beratung, Entwicklung
Germany	KURVE Wustrow Centre for Training and Networking in Non-Violent Action
Germany	Peace Mediation Germany
Germany	Planpolitik
Germany	Steps for Peace - Institut für Peacebuilding gGmbH
Germany	UN Training Centre of the German Armed Forces
Germany	Vivo International
Germany	Werkstatt für Gewaltfreie Aktion
Greece	Multinational Peace Support Operations Training Center
Hungary	Budapest Centre for Mass Atrocities Prevention
Hungary	Central European University, School of Public Policy
Hungary	Hungarian Defence Forces Peace Support Training Centre
Hungary	International Training Centre
Hungary	Police Education and Training Centre
Hungary	European Union Agency for Law Enforcement Training
Ireland	Centre for Peace and Development Studies (University of Limerick)
Ireland	Edward M. Kennedy Institute for Conflict Intervention (Maynooth University)
Ireland	Glencree
Ireland	Trocaire
Ireland	UNITED NATIONS TRAINING SCHOOL IRELAND
Italy	Italian Institute for International Political Studies
Italy	Carabinieri - Center of Excellence for Stability Police Units
Italy	Centro Studi Difesa Civile
Italy	Conference and Learning Centre in Brindisi
Italy	Croce Rossa Italiana
Italy	Europa 2010
Italy	International Institute of Humanitarian Law
Italy	Multinational CIMIC group
Italy	Sant'Anna School of Advanced Studies
Italy	United Nations System Staff College
Italy	Università degli Studi di Torino
Malta	Mediterranean Academy of Diplomatic Studies (University of Malta)
Netherlands	Centre for Safety and Development
Netherlands	Civil-Military Cooperation Centre of Excellence
Netherlands	Clingendael-Netherlands Institute of International Relations
Netherlands	Musicians without Borders
Netherlands	Politieacademie
Netherlands	Royal Marechausse (please, introduce information about training provided)
Netherlands	School for Peace Operations
Netherlands	The Hague Academy for Local Governance
Netherlands	United Network of Young Peacebuilders
Norway	Norwegian Defence International Centre

Norway	Norwegian Resource Bank for Democracy and Human Rights, within the NRC
Norway	The Oslo Centre for Peace and Human Rights
Poland	OSCE Office for Democratic Institutions and Human Rights
Portugal	Instituto Universitário Militar
Romania	Association for Nonviolent Communication
Romania	Institutul Diplomatic Roman (Romanian Diplomatic Institute)
Romania	National Defence University "Carol I"
Romania	National Intelligence Academy "Mihai Viteazul"
Romania	Peace Action Training Research Institute of Romania
Romania	Romanian Gendarmerie Application School for Officers "Mihai Viteazul"
Romania	Romanian Ministry of Foreign Affairs / United Nations Development Programme
Russia	RF MOI All-Russia Advanced Training Institute
Serbia	Centre for Nonviolent Action
Serbia	Committee for Human Rights Leskovac
Serbia	European Center for Peace and Development (ECPD)
Serbia	Nansen Dialogue Centre Serbia
Slovakia	Partners for Democratic Change Slovakia
Slovakia	Ministry of Interior, Department of Police Attache and Peace Keeping missions
Slovakia	Peace Support Operations trainnig Unit Martin (PSO TU)
Slovenia	International Trust Fund
Slovenia	Centre for European Perspective
Slovenia	Ministry of Interior Serbia
Slovenia	Police Academy Tacen
Slovenia	Police Training Centre Gotenica
Spain	Barcelona International Peace Centre/Centro Internacional por la Paz de Barcelona
Spain	Centro de Adiestramientos Especiales de la Guardia Civil
Spain	Centro Superior de Estudios de la Defensa Nacional
Spain	Escuela de Cultura de Paz
Spain	Escuela de Guerra del Ejército
Spain	Helsinki España
Spain	Instituto de Estudios para la Paz y la Cooperación
Spain	Instituto de Estudios sobre Conflictos y Acción Humanitaria
Spain	Instituto Universitario General Gutiérrez Mellado
Spain	Mando de Adiestramiento y Doctrina del Ejército de Tierra
Spain	Ministry of Foreign Affairs
Spain	Universitat Jaume I
Spain	University of Deusto
Sweden	Uppsala Universitet
Sweden	Folke Bernadotte Academy
Sweden	PeaceWorks
Sweden	Swedish Armed Forces International Centre
Sweden	Swedish Defence University
Switzerland	Ausbildungszentrum SWISSINT
Switzerland	Geneva Academy of International Humanitarian Law and Human Rights
Switzerland	Geneva Centre for Security Policy
Switzerland	Geneva Centre for the Democratic Control of Armed
Switzerland	Inclusive Peace & Transition Initiative
Switzerland	ICT4Peace Foundation

Switzerland	Institute for Peace and Dialogue
Switzerland	International Committee of the Red Cross
Switzerland	SAFESTAINABLE
Switzerland	Swiss Expert Pool for Civilian Peacebuilding (Swiss Federal Department of Foreign Affairs)
Switzerland	swisspeace
Switzerland	United Nations Institute for Training and Research
Turkey	Global Peace Workshop
UK	Belfast City Council Good Relations Unit
UK	Corrymeela Community
UK	Durham Global Security Institute
UK	Healing Through Remembering
UK	Holywell Trust
UK	International Alert
UK	Mediation Northern Ireland
UK	Rural Community Network
UK	Stabilisation Unit
UK	The Junction
UK	Tides
UK	Trademark Belfast
Ukraine	Alternatives to Violence Project in Ukraine
Ukraine	Institute for Peace & Common Ground
Ukraine	Institute of International Relations (National University of Kiev)
Ukraine	Ukrainian Partnership for Peace Training Centre
Ukraine	Ukrainian Peacebuilding School