

Lead Nation



Norway

Other Contributors



Albania



Croatia



Greece



Luxembourg



Portugal



Turkey

Milestones

- 4 September 2014 Wales Summit Statement to initiate the Trust Fund
- June 2015 Start of the project (project duration 3 years)
- September 2015: project inception completed
- March 2016: stocktaking phase completed,
- July 2016: study tour to the UK Ministry of Defense as part of the design phase

Financial information

- Estimated budget 435,000 EUR. Project Funded.

Background

At the meeting of the North Atlantic Council on 5th of March 2014, Allies decided to intensify cooperation with Ukraine in the framework of NATO-Ukraine Distinctive Partnership. Foreign Ministers agreed on Measures to Support Ukraine in the Framework of the Distinctive Partnership on 1 April (NUC(C) D(2014)0003). These measures include “providing additional support to the retraining of released or retired military personnel and assisting Ukraine in managing with the socio-economic consequences of defence reform.”

A robust and effective system of career transition is recognized as a fundamental pillar of personnel support for the Armed

Forces. An effective approach of the career transition of military personnel, integrated in an overall human resources strategy, can be a significant factor in building the defence sector’s capacity to fulfill its missions.

The Ukraine Armed Forces, in its Personnel Policy, identified this topic as one of the four main priorities in the area of human resources management. Active operations in Eastern Ukraine generate a higher number of service leavers, including those discharged because of medical reasons. This further underlines the importance of an effective system to support re-integration of service leavers into civilian life.



Objectives

The objective of the NATO-Ukraine Military Career Transition Program is to assist in developing and implementing a sustainable, effective and integrated approach of resettlement of military personnel embedded in the UAF's personnel management function. The system will take into account existing laws, regulations and institutions, with a focus on vocational training. It also incorporates priorities and constraints generated by the rapidly changing environment.

Design

The project increases Ukrainian officials' understanding of the main organizational and managerial concepts of social adaptation systems, develop their professional skills, define parameters for the set up of the 1st and 2nd line of assistance for resettlement within the UAF through a combination of seminars, workshops, study tours and analytical surveys.

Implementation

At this stage, the project will detail concepts, material norms and procedures for new guidelines and assist in creating the curricula/manuals/guidelines of 1st and 2nd lines of resettlement assistance. A comparative study on existing social adaption models in selected NATO member states will support the formulation of recommendations applicable to the UAF. Expert assistance will back up the definition of tools and procedures for the definition of regulation at unit level. Training of trainers will prepare key staff members to roll out the system.

Adjusting the regulatory framework

The project will assist the AFU in analyzing and drafting regulatory texts or amendments, based on the assessment of the existing legislative framework, to provide an appropriate regulatory framework to the set up of a military career transition system. The project will also support the related legislative process, as appropriate.

Advising on the personnel management aspect of re-settling military personnel displaced from Crimea

The project also provided expert advice on the personnel management aspect of re-settling military personnel displaced from Crimea. This component will include the analysis of the organizational, structural and budgetary implications and consequences of re-allocation and re-settlement military personnel from Crimea to the Armed Forces. Analysis of the experience of successful transformation process in former Warsaw Pact countries joining the EU will provide relevant background in that regard.

Focus on service leavers due to medical discharge

Finally, the project focuses on advising the AFU on specific processes applicable to service leavers due to medical discharge. For this particular category of beneficiaries, the project will analyze international experience, organize capacity building trips and review existing rule to optimize support provided to disabled service leavers.



For further information

Emmanuel Huntzinger
Political Affairs and Security Policy Division - Divisional Support Section - Budget Officer
NATO HQ
+32 2 707 4162
huntzinger.emmanuel@hq.nato.int