



Defence Education Enhancement Programme (DEEP)

FACTSHEET UKRAINE

Origin

DEEP Ukraine was initiated by the Ukrainian Minister of Defence's letter dated 29 October 2012 requesting NATO to assist in improving Ukraine's professional military education system. Specifics of the programme were agreed upon in March 2013, and implementation started in July 2013. The focus is on building capacity through defence education with three pillars: a) *Peer-to-peer Mentoring*; b) *Curriculum Development (What to Teach)*; and c) *Faculty Development (How to Teach)*.

Stakeholders

DEEP has a real impact on transforming the mindsets in Ukraine due to the implementation of 30 workshops and seminars within first year that involved 122 NATO experts and targeted some 900 faculty and students. Also, the programme is led and executed by Ukraine's neighbours (Bulgaria, Czech Republic, Hungary, Latvia, Lithuania, Poland, Romania and Slovakia) with others in support (Canada, Denmark, France, Germany, Slovenia, UK, US, and Switzerland). Both the targeted institutions' faculty and MOD have proved eager to reform and become intellectually interoperable with the NATO peers.

Programme

DEEP's initial activities focused on Ukraine's eight main higher military education institutions. After the Majdan revolution and Russian aggression in the beginning of 2014 and in response to NATO Ministerial tasking on Measures to support Ukraine, DEEP extended its support to twelve institutions. These are comprised of training centres and additional higher military education institutions. Also, based on a May 2014 programme review and the Deputy Minister of Defence's requests, a high level advisory team was established to assist the MOD's efforts to reform the military education system. After Ukrainian MOD's request, the programme was extended by the NATO DSG until 2020.

The DEEP programme in Ukraine is based on three main tracks of support:

1. Officers' level – Main focus is/was on institution building. This includes restoring some Navy Academy capacity in Odessa. Additionally, DEEP advises on management of the academies and universities, including supporting faculty on how to teach and development of courses on leadership and decision-making processes. Support also focused on building e-learning capacity and improving the English language skills of military professors. These efforts expanded to other areas such as organising simulation exercises and courses for demining instructors. Starting with 2017, we have shifted our assistance into curriculum development in the areas of: civilian democratic control, personnel managements, strategic communication, leadership, quality management and NATO operational planning. We are also working to set up the support for naval department, special operations dep. and e-learning centre at the NDU.

2. Non-Commissioned Officers' level (NCO) – Training and professionalization of Ukrainian Armed Forces (UAF) enlisted soldiers and NCOs is critically important for the success of overall reform in the UAF and a successful outcome of the Anti Terrorist Operation. As a result of the December 2014 assessment visit to Ukraine's NCO training centres, DEEP identified four gap areas in which it now facilitates Allied bilateral support: a) Basic Combat Training Program b) Train the trainers for UAF Instructors c) Development of a Professional NCO Career System d) and Creation of a Professional Military Education for NCOs, for which much of the assistance draws from the similar experiences of Poland and Lithuania.

In 2017, 23 events were organized and 223 Allied experts were involved in the delivery of courses, seminars or peer-to-peer mentoring to Armed Forces of Ukraine (AFU) reaching the audience of ca. 790 students, faculty and NCO cadets. The implementation of the General Staff-approved NCO Corps Development 2020 Concept is about to finish its initial phase and to move into the second phase. The new 4-level NCO training system, and 3-level instructors' development and recognition program are being implemented at Training institutions. The 197th NCO Training Centre (TC) in Desna is preparing instructors for a 3-months Basic Military Training Course that is to be launched in the 3rd quarter of 2018 for contractors and Army-wide in the 4th quarter. Navy and Air Force NCO Training Centres have been created in May, and have been given an initial assessment conducted by the DEEP team. All three NCO Centres, including the 197th NCO TC, are under development, and initial funding from AFU has been appropriated (classrooms equipment). New intermediate leadership and advanced instructors courses have been launched by AFU instructors in the 2nd quarter of 2017. NATO educational institutions continue to provide training to AFU personnel, but switching to a more advanced level of instructions. Allied instructors and mentors from Canada and Lithuania are switching their effort from the delivery-only of training to the mentoring of Ukrainian instructors. New programs of instruction for advanced levels of leadership, instructors and specialists training (snipers, EOD, medicine, battle staff NCO, etc.) are under development with support from Canada, Lithuania, the U.S. and other Allies. Substantial effort from the Allied Advisory community has been made to initiate very important changes into the support of NCOs, that is critical in development of Professional NCO System Corps, and initial success has been achieved in triggering proposed changes into legislation for an allowance system and housing support, but it needs more engagement from high-level leadership to initiate critical change.

3. Diplomatic Academy (*discontinued*) – Created in 2014, the new institution will train and educate a new generation of Ukrainian diplomats and high level officials. Main activities focused on tailoring courses in the area of European security from the perspective of NATO and the EU, as well as press officer courses to effectively counter the false propaganda.

Events in Numbers

2014: (executed): 33 METT's* involving 30 Allies and 127 Ukrainians travelled.

2015: (executed): 57 METT's with 68 Allied experts and 299 Ukrainians travelled.

2016: (executed): 77 METT's with 157 Allied experts and 204 Ukrainians travelled.

2017: (executed): 91 METT's with 219 Allied experts and 216 Ukrainians travelled.

2018: (planned&executed): 97 METT's with 172 Allied experts and 276 Ukrainians travelled.

*METT – Mobile Education Training Team

General audience exposed to NATO standards: ca. 3700 faculty and students.