

## **Panel Executive Brief: Integrated Education & Training for Stabilization**

Education and training of key implementers, employees, and other actors are essential to the successful implementation of the SAR; no policy survives a leader or policymaker that is uneducated or untrained. Moreover, we cannot have training without first having education. Many questions require informed solutions in order to properly integrate education and training programs that will make the SAR effective: Why has there been no staying power for similar, successful stabilization policies? How can we be most effective in preparing USG for stabilization environments? What can we do to make the SAR more effective? Who is the audience for this training and who do we want to be carrying out this training? What is the right content on which to conduct education and training?

### **Speakers**

COL William Flavin – *(Ret.) Assistant Director, PKSOI*

LTC Arnel David – *COS, Army Future Studies Group*

Angela Kochukudy – *Foreign Affairs Officer Director, (DOS/CSO)*

*Moderator:* COL John Agoglia – *(Ret.) Director, Trinity Planning & Investments*

### **Key Issues/Problems discussed:**

- A major challenge is the institutionalization of training and education programs.
- Too often, training and education programs are personality and/or relationship-based, so progress ceases when transitions of power occur.
- Experience does not always equate to an increased level of competency; experienced people often make mistakes.
- In Bosnia and Kosovo, a successful training regime was established within a few years; but when USG entered Iraq and Afghanistan, implementers had forgotten the success in the Balkans –how can we institutionalize effective training programs across stabilization projects?

### **Key Recommendations:**

- Establish tailorable content and delivery methods; these types of programs are crucial to the success of education and training initiatives.
- Training and education should occur at all levels of the stabilization process; although the intensity and content varies at different levels.
- Collaboration among agencies and experts is paramount to sustained success.
- Repeatedly reinventing the wheel is unhelpful and often counterproductive, so establishing tailorable, consistent, and institutionalized content is key.
- Working with local NGOs and CSOs is vital to the continued success of these programs.

### **Significance of SAR:**

Integrated education and training programs directly contribute to the implementation of stabilization initiatives. If such programs are ineffective, then the SAR will prove to be a failure. Establishing unity and striving for collaboration among the wide array of actors involved in the implementation of the SAR will go a long way toward institutionalizing the education and training methods that are so vital to success within the stabilization process.