



## Workshop on Transition of Military Personnel

- Hosted by the Federal Ministry of Defence of the Federal Republic of Germany -

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<b>Dates</b>	2 - 4 September 2009
<b>Venue(s)</b>	Federal Ministry of Defence, Fontainengraben 150, 53123 Bonn Metal and Technology Centre of thee Chamber of Crafts, Koblenz Berufsfoerungsdienst (Vocational Advancement Service) Koblenz, Ellingshohl 69-75, D-56076 Koblenz
<b>Background</b>	Designed as an expert forum, Working Group 1 (WG1) evolved in accordance with the RACVIAC introduced paradigm of separated military personnel career transition as the permanent function of any human resources management system. This approach enabled full spectrum of case studies dealing with always-different aspects of the process itself. Equally, WG1 continues to apply the real-time support modality, which means that the members are in a position to present directly their own requirements in accordance with the latest defence system development needs. This principle became particularly critical during the last two years in the context of ongoing defence system modernization processes, including the omni-present creation of all-volunteer forces (professionalization). One of the frequently repeated requests for RACVIAC is to provide WG1 members with the opportunity to study a specific example of well-established advanced system in one of the Western European countries. The joint WG1 member countries' conclusion is that the Federal Republic of Germany presents the best choice for this purpose.
<b>Purpose &amp; Objectives</b>	The purpose of the WG1 workshops is to enable faster, more transparent and efficient defence reform in the region. Objectives supporting this purpose are as follows: <ul style="list-style-type: none"><li>▪ To enable efficient "real time" exchange of expertise and lessons learned primarily among the permanent members of the WG 1 and the international partners in the field of separated military personnel career transition (also known as retraining and resettlement of military personnel);</li><li>▪ To support development of new separated military personnel transition programs/systems and/or continuous improvement and modernization of the existing separated military personnel transition programs in the region by providing relevant expertise and technical assistance;</li><li>▪ To establish specific clearinghouse and avoid duplication of efforts, hence enabling a more integrated donors' approach for contributing partners;</li><li>▪ To encourage additional bilateral and multilateral cooperation among WG1 members and observers;</li><li>▪ To support internal processes of social integration for the national armed forces;</li><li>▪ To indirectly support social and economical stability of every regional country member of the WG1;</li><li>▪ To support modernization of the existing military personnel management systems by introducing the new paradigm of military personnel transition as the standard element of the personnel management life cycle.</li></ul>
<b>Participants</b>	<u>Number of participants (estimated):</u> 18-22 Two participants per permanent member country: AL, BA, BG, HR, MK, MD, ME, RO and RS. <u>Participation Criteria:</u> Participants should have extensive experience in the field of military personnel transition processes, holding middle or high management/operational positions in corresponding organizations, and they should be able to identify, share and apply the best practices. <u>Required English Language Proficiency:</u> NATO STANAG 6001 level 2. Participants are expected to be familiar with the corresponding subject matter terminology.
<b>Methodology</b>	The event is designed as an expert forum, organized around permanent Working Group 1 members and conducted in English language. The activity is to be conducted primarily as a study field trip to one of the German Vocational Advancement Service Centres (BFD). All academic materials presented or produced during the activity will be distributed in electronic form on CD.
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