



**COUNTER IMPROVISED EXPLOSIVE DEVICES  
CENTRE OF EXCELLENCE**

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**Date:** 26 January 2023

**Subject:** WIT Training Developer Pilot Course 2022

**Related documents location (M-drive):** M:\05. EDUCATION & TRAINING\5.2. Individual Training\5.2.1. Internal COE\WIT TDC

1. Executive Summary.

WIT Training Developer Course (TDC) Pilot Course took place between 12 and 16 December 2022 at the C-IED CoE in Hoyo de Manzanares, Spain. A total of 15 trainees from 8 different nations participated in this course. The aim was to provide WIT course development education to enable nations to develop their own national WIT training. The training process consisted of understanding the standards and minimum requirements for organizing a WIT course, the tasks to be performed by a WIT, the minimum capability requirements and the equipment needed for WIT. And also, taking in to account the risk management, criteria factors for scenario selection, resources management and integration of vignettes.

2. C-IED COE Instructors.

Course Director – OF-3 Marco Ferreira

AtN - OF-4 Jose Rufas; OF-3 Daniel Moravec; OF-2 Juan Mancilla

PtF – OF-3 Peter Van Achtenberg; OF-3 Raffe Thein

DtD – OF-3 Efthymios Margaritis; OR-8 Miguel Zamorano

3. External Instructor(s).

HUN - OR-8 Zóltan Balázs

4. Event Participants.

NATIONALITY	SURNAME	NAME	NATO RANK (OFX/ORX)
ALB	GJOSHE	ELJONI	OF-3
BEL	VAN ACCOM	JUAN	OF-3
BEL	NOLLET	GLENN	OF-3
CZE	BURIAN	ZDENEK	OR-7
CZE	LÁLA	MICHAL	OR-5
DEU	TESCH	SVEN	OF-2
ESP	ROUCO MERINO	DAVID	OF-2
ESP	LÓPEZ	ÁLVARO	OF-1
ESP	LOPEZ GUERRERO	ARTURO	OF-1
ESP	VINUELA PRIETO	ENRIQUE	OF-1
ESP	CHAHIN GARCIA	JOSE	OR-9

LVA	ERNESTS	ELVIJS	OR-6
PRT	GUERREIRO	BRUNO	OF-2
TUR	KOCAMANOGLU	SERKAN	OF-4
TUR	POLAT	AKAN	OR-7

5. Purpose.

The aim of the course is to educate WIT Course Directors and Senior Instructors in WIT course development process by implementing updates on skills and standards, and creating WIT related vignettes. However, this was a pilot course with the objective of implementing the outcomes from the WIT T3 review and understanding if the course objectives, framework and training audience defined on the Course Control Documents were the most appropriate.

6. Program.

Most important topics to highlight:

- a. The schedule can be found on annex A.
- b. The schedule needed to be adapted mainly because of the practical exercises that took more time than expected. Moreover, it was introduced a nation's real life level 1 exploitation example that was not on the schedule.
- c. The course environment and direction provided excellent conditions for the participants to focus on the objectives defined in the beginning, allowing them to put all their expertise in favor of the improvement of the course.
- d. The expertise and knowledge of all the instructors was very important for the course's program to be put in place accordingly.
- e. Overall, the schedule was mostly fulfilled with the exception of Exercise IV Practical Training Development.

7. Outcome.

- a. C-IED COE received 30 applications, from eight (8) different countries, to 12 available seats. However, the final list had 15 students: one Albanian officer that just showed for the course without any confirmation; two Turkish officers that were not processed on the initial list because of some administrative misunderstanding. One German officer cancelled his participation after being selected for the course.
- b. It could be assessed that the number of students is a very important factor influencing directly schedule's fulfillment. The time allocated for each lecture or practical exercise needs to be reassessed in order to have a more realistic schedule. If needed, it should be considered, as an option, to have a double schedule, extending course's duration.
- c. The target audience was well defined on the calling letter, nevertheless there were a quite big percentage of the applicants that didn't fulfill the requirements. However, and since this was a pilot course, it was decided to confirm the target audience by having students that didn't had any WIT or Level 1 exploitation backgrounds. The assessment is that WIT or Level 1 exploitation backgrounds are really mandatory for the understanding of the course and specially to perform accordingly. Even though they were able to perform reasonably during the practical exercises, it was clear that the missing background would had set them to the desirable level of performance.
- d. All the instructors displayed high degree of professionalism. They have a comprehensive knowledge of Weapons Intelligence Process, up to date knowledge and experience. They always were cooperative, proactive and giving their best for the benefit of training and always taking in to consideration the objectives settled for the course. The instructor's comments and assessments for course improvement can be found on the following folder: **M:\05. EDUCATION & TRAINING\5.2. Individual Training\5.2.1. Internal COE\WIT TDC 22\2022\Instructors Comments.**

- e. The course was very well received by the students and instructors' commitment with the teaching process/mentoring was appreciated. The average rate was **4.5** from a maximum rate of 5.
- f. The Critique Questionnaires are available for consultation on the following folder: **M:\05. EDUCATION & TRAINING\5.2. Individual Training\5.2.1. Internal COE\WIT TDC 22\2022\Student's Critics\Questionnaires.**

From the Critique Questionnaires the more relevant comments were related with the time allocated for the lectures, some were too extend and others too short. Some proposals aiming to bring to the course nation's experience in Level 1 exploitation and to be included in the schedule. Good proposals on how the content of the lectures could be more useful if used in a different way or by changing some topics. It could be understood that there was a lack of guidelines on how the students should present their products on the practical exercises.

- g. Even though there is, without any doubt, room for improvement, I would like to expose one overall assessment from one very experienced Spanish NCO that has been dealing with Technical Exploitation for a long time, just to show the generically understand that I could get as a feedback from the students: "Outstanding course. I've attended similar courses in the past and this is the best with no doubt" – OR-9 José Chahin.

8. Contacts and relations established.

WIT T3 Networking (M-Drive): **M:\05. EDUCATION & TRAINING\5.2. Individual Training\5.2.1. Internal COE\WIT TDC**

9. Other Information

Being this a pilot course, it is important now to understand what should be the next actions to be taken into consideration for the improvement of the course. In this way, it should be considered the roadmap described on the annex B of this document.

10. Recommendations

- a. It is recommended that student's selection process follow strictly the target audience requirements.
- b. It is recommended to improve the course process taking in to consideration the process defined on the annex B.
- c. It is recommended to assess the way to achieve a realistic schedule according the objectives defined for the course.
- d. It is recommended to approve the WIT TDC improvement roadmap at the annex B.
- e. It is recommended to continue with the WIT TDC as the best course of action to fulfill the operational requirement.
- f. It is recommended to appreciate the effort, professionalism and availability of the external instructor with an Appreciation Letter.

11. Administrative Remarks.

Highlight the excellent and always available support from the Admin & Support Branch on providing all the reasonable aspects requested. Moreover, a special remark for the CIS section with their outstanding professionalism.

12. Newsletter article (&picture)

Between December 12th and 16th, 2022, the C-IED CoE successfully conducted the WIT Training Developer Course (Pilot Course) in Hoyo de Manzanares, Spain. A total of 15 trainees from 8 different nations took part in this course. The former WIT T3 was further developed into the WIT TDC due to the need for training in the nations identified at the NATO C-IED Annual Discipline Conference. The

aim was to provide WIT course development training to enable nations to develop and improve their own national WIT training along NATO standards. In addition to presentations on NATO standards and minimum WIT requirements, a key focus was on showing practice-oriented solutions in the area of risk management, the criteria factors for scenario selection, resource management and the integration of vignettes.

**Annexes:**

**Annex A – WIT TDC schedule**

**Annex B – WIT TDC roadmap**

**Hoyo de Manzanares, January the 26<sup>th</sup> of 2023**

**APPROVED**

**Javier Corbacho Margallo**

**DIRECTOR**

**Presented by**

**OF-3 Marco Ferreira**

**WIT TDC Course Director**

**C-IED Centre of Excellence**

**Director's Remarks**

**Agree with recommendations, go ahead with process depicted in Annex B.**

ANNEX A  
WIT TDC Schedule

	0830-0920	0930-1020	1030-1120	1130-1220	1230-1320	1330-1430	1430-1520	1530-1620	1630-1720	
MON 12/12/2022	Admin Opening Ceremony Ice Breaker Course Photo	00.Course Introduction	01.WIT Minimum Requirements	02.Updates WIT Pubs	03.Level 1 Reporting	BREAK	04.Updates on WIT skills		05.Level 2 Intro	
	A & S	CD	CD	CD	MARGARITIS		MARGARITIS	ZAMORANO		
TUE 13/12/2022	06.Functional Systems Analysis	07.NATO Systems Approach Training	08.Threat Update		09.Risk Management		10.Incident Package		11.Incident Types	
	RUFAS	ACTHENBERG	RUFAS		MARGARITIS		MORAVEC		MARGARITIS	
WED 14/12/2022	12.Practical Exercise I				13.Resources Managment		13.Resources Managment	14.Practical Exercise II		
	MORAVEC / MARGARITIS / EXTERNAL INSTRUCTOR				THEIN		THEIN / EXT INST	THEIN / EXTERNAL INSTRUCTOR		
THU 15/12/2022	14.Practical Exercise II	15.Integration of Vignettes		16.Practical Exercise III			16.Practical Exercise III	17.Practical Training Development		
	THEIN	MANCILLA		MANCILLA / EXTERNAL INSTRUCTOR			MANCILLA	CD + ALL		
FRI 16/12/2022	17.Practical Training Development						17.Practical Training Development	Closing Ceremony	TRAVEL	
	CD + ALL						CD + ALL	CD		

## ANNEX B

### WIT TDC's Improvement Roadmap

1. Aim.

After the pilot course, the aim of this document is to provide coordination and practical guidelines to improve the WIT TDC, taking in to consideration the inputs from the students and instructors along with an assessment related with the course's objectives.

2. Concept.

Assess the comments from the students and instructors and understand the updates that should be integrated or changed on the CCDs. Instructors are expected to support on the improvement with expertise and knowledge at a time given.

Analyze the objectives of the course and assess if they were accomplished during the pilot course. Change the CCDs to fulfill the optimum relation between the objectives and the instructional material.

The WIT TDC Course Director with the supervision of the PtF Branch Chief, will be responsible for the update process.

3. Execution.

Action	Deadline	POC	Remarks
1. Course's objectives assessment matrix.	MAR23	CD	If they were achieved and to what extension. Define CoA to improve and where.
2. Instructional material's assessment.	APR23	CD + Instructors	If they achieved the PO/ELO and to what extension. Define CoA to improve and where.
3. CCD's update.	MAY23	CD	Take in to consideration actions 1 & 2.
4. Evaluation plan.	MAY23	CD + Instructors	Take in to consideration action 1. Instructors need to be aware IOT update instructional materials
5. Schedule's update.	JUN23	CD	Take in to consideration action 3.
6. ETOC Upload.	JUN23	CD + PtF	First, define the condition of the course. Upload CCD and schedule.
7. Instructional materials' update.	SEP23	CD + Instructors	Take in to consideration actions 2, 3 & 4.
8. WIT Training VNCF Agreement's amendment.	NOV23	CD + PtF	Changing WIT T3 to WIT TDC. Coordinate with Mr. Sam Henze.
9. Course delivering	DEC23	CD + Instructors	Planned for 11-15DEC23.