

DEPARTMENT OF DEFENSE BLOGGERS ROUNDTABLE WITH COLONEL CHADWICK CLARK,
FORMER DEPUTY COMMANDER, COMBINED TRAINING ADVISORY GROUP-POLICE (CTAG-
P), NATO TRAINING MISSION-AFGHANISTAN (NTM-A) SUBJECT: AFGHAN NATIONAL
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PETTY OFFICER WILLIAM SELBY (moderator): Hello. I'd like to
welcome you all to the Department of Defense's Bloggers Roundtable for
Wednesday, September 1st, 2010. My name is Petty Officer William Selby
with the Office of the Secretary of Defense Public Affairs, and I will be
moderating our call today.

A note to our bloggers on the line: Please remember to clearly
state your name and blog or organization in advance of your question, and
please respect our guest's time, keeping questions succinct and to the
point.

Today our guest is Colonel Chadwick Clark, deputy commander,
Combined Training Advisory Group-Police, NATO Training Mission-
Afghanistan/Combined Security Transition Command-Afghanistan. Colonel
Clark will provide an update on the progress of the Afghan National
Police training and the efforts being made in developing leaders. Sir,
with that, if you have any opening remarks, you can go ahead with those
now.

COL. CLARK: Well, thank you very much. Actually, my job
changed as of 10:00 last night, so I'm no longer the deputy commander for
Combined Training Advisory Group-Police. I'm actually the senior adviser
to Major General Pettang (ph). He is the newly appointed commanding
general of the Afghan national training general command. That commander
position just switched out today. And so we assigned a new mentor to
him, and so my job changed. But I'm perfectly capable of answering any
questions about police training.

So with that, we can go ahead and start.

PETTY OFFICER SELBY: Yes, sir. And Andrew Lubin, you were
first on the line, so you can go ahead with your questions.

Q Thanks. Colonel, good afternoon. Andrew Lubin here from Jane's Intelligence Review. Appreciate you taking the time, sir.

COL. CLARK: Good.

Q Good. Good. Colonel, could you talk just a bit about the incident last week where the ANP shot the two Spanish officers and killed the contractor? This happens to be -- this seems to be happening more and more and more.

Are you able to do any sort of backup checks on some of these people before they join the ANPs, or are they so badly Taliban-infiltrated now that you probably can't?

COL. CLARK: Well, let me see if I can answer each of the parts of your question. I don't have all the details of the incident that you're talking about. However, there have been incidents like that in the past, where people that have joined both the Afghan National Army and the Afghan National Police have turned their weapons on either fellow students or instructors or contractors.

I don't know if the frequency has increased or gone down. I can say that every person that joins the ANA and the ANP goes through a vetting process before they even go into training. They will report -- in the police, they'll report to their provincial headquarters. They will complete a contract and biological forms. They'll go through a health and medical screening. They'll be screened for any prior links to terrorist groups, any criminal records. We will do biometric -- we'll gather biometric data and cross-reference that. We'll also screen them for drugs. If they pass all of that screening, then they're given an ID card and then we schedule them for a training class.

And so I think with those incidents and those types of incidents, I think you really have to look at each one of them separately to really determine the cause of it. Is the guy -- did he infiltrate the unit with the intent on doing that or is there something else going on in his head? So I think you'd have to look at each one of those incidents, and I'm not really too familiar with the one that you're talking about.

So I hope I've answered your question adequately.

Q That was good. Thanks. Yeah, we've got time to come around. Thank you, sir.

PETTY OFFICER SELBY: All right. And Chuck, you were next.

Q Yeah. Colonel, Chuck Simmins from America's North Shore Journal. Wanted to ask about the training levels for the Afghan National Police. I realized many of them were hired without having gone through training. Where is the force now on trained versus untrained? And are you able to give any kind of numbers for noncommissioned and officer training? COL. CLARK: Okay. No, that's a good question. And that is something that we have been struggling with at least as long as I've been here. Prior to General Caldwell arriving in November of last year, there

was a problem of police recruits, and I'm just talking about enlisted at this point, police recruits -- they'd be recruited, they would go to a provincial headquarters, and before they were put into training class, they would be assigned. So instead of recruiting, training and assigning, they were recruiting, assigning, and then possibly they would go through training later.

So you had a bulk -- or you had a large number of the police force that was untrained. And some of the numbers that we had back when I arrived was as much as 50 or 60 percent of the force was untrained.

Since not that time but when the problem was identified, we've got a couple of different things. We've got the focused district development programs and other programs where we are going into areas and trying to train those untrained police force, either with the embedded unit providing that training or we'll just send one of the Afghan National Civil Order police kandaks or battalions to do kind of a relief in place for that police unit, and then we'll pull the police unit that was there and then we'll put them through training. So I think we're somewhere around -- and this is just a guess, because we don't have real accurate numbers, to the police officer -- I think we're somewhere around the police force being about 70 percent trained.

So what we've tried to go to now is a system where you will -- we will recruit them. They'll go through the vetting.

They'll go to a collection point, kind of like a MEPS station back in the States. And once a class becomes available, then we'll move them to the class site, and so they'll be trained and then assigned.

One of -- one of the other things that we're looking at also is, some of these police that have been in the police force a while but haven't been trained, do they have enough experience? Some of these folks have been, you know, four or five years in the police force. Do they need to go back through basic training, or can they just maybe go through some kind of a refresher course to get some of the things that they would have missed in the basic course, but over time and experience and on the job stuff that, you know, going through an entire six weeks' worth of training, it might be a waste of time for those folks?

So I think we've got to look at each one of the, you know, kind of the groups on an individual basis. Is it somebody that just got to a unit and we can provide training for them, or is this somebody that's been there for a while? So I guess kind of the bottom line, whether there's -- that was a problem for a while. That's something that we're addressing.

From a Combined Training Advisory Group perspective, what we're trying to do is, everybody that comes -- that we recruit, we want to immediately recruit them and train them before they get to the unit and not allow them to kind of slip by us and get assigned. But that is -- that is a problem, and we're trying to address it.

Q Thank you.

PETTY OFFICER SELBY: Thank you, sir.

COL. CLARK: You're welcome.

PETTY OFFICER SELBY: And did somebody else join us?

Q Yeah. Hello, this is Sean Waldman (sp) with Washington Times. I'm sorry I was late.

PETTY OFFICER SELBY: That's okay, Sean (sp). You were fifth.

And on to Anand. Q Hello, Colonel. I believe you mentioned that you're now senior adviser to ANATC, which is ANA Training Command, commanding Major General Patang.

COL. CLARK: That's ANP Training Command.

Q Oh, ANP Training Command.

COL. CLARK: But it's Major General Patang, yeah.

Q Okay. I was wondering, would it be -- could you ask him if he's willing to do a blogger briefing? Or if that's not practical, could you ask him if he's willing to do an interview in person near Kabul in Dari or Pashto?

COL. CLARK: I can do that. I'll ask him tomorrow.

Q Okay, thank you.

COL. CLARK: No problem.

Q And I'll wait for my follow-around.

COL. CLARK: You're welcome.

PETTY OFFICER SELBY: And, Gina, you were next on the line.

Q Yes, this is Gina DeNicolo with the Military Officers Association, Inside the Headquarters. I have a question on your trainers. Can you tell me the number --

COL. CLARK: Yes?

Q Can you tell me the number broken down by military, notably U.S., and if you can active Reserve, and the number of contractors and the annual cost of those contractors? And again, the cost for this year would be fine.

COL. CLARK: I don't have the cost of the contractors right off the top of my head. I can give you some numbers -- and I think this is going to be dated as of June -- of countries that are contributing and contractors that are contributing to the mission. And I'm just going to

read it straight across my spreadsheet: 150 U.S. military, 126 DynCorp, one MPRI, 85 Xe, 30 French gendarmerie and military, 124 Italian Carabinieri and Guardia di Finanza, 106 Germans, six Czechs, three New Zealanders, three Norwegians, two Dutch, seven U.K. and seven Turks. I apologize for not having the cost of the contractors.

Q Oh, no, that's fine. And there aren't -- with the four companies or so that you read, did you mention DynCorp? Or --

COL. CLARK: DynCorp, 126. Q Okay. Thank you.

COL. CLARK: Yes, ma'am.

PETTY OFFICER SELBY: All right, and on to Sean (sp). (Pause.)

Sean (sp), you still there?

Q Hello, sorry. I'm --

PETTY OFFICER SELBY: That's okay.

Q I'm having problems with the mute button here.

So from those numbers, unless I misheard them, there's more contractors doing this work than third-country (trainers ??)?

COL. CLARK: No, I think -- I think we're looking at probably -- I'm just going to swag (ph) this right now -- looking at 20 -- about a quarter, maybe 30 percent contracted, and the rest is a combination of military and police.

And if you break the uniformed folks down into two categories -- I would call them green and blue, green being the -- kind of the military folks, and blue being police -- and Italian carabinieri, French gendarmerie, polizei would fall into the blue category. And we've got about a -- not quite a 50-50 mix, but that is the mix that we're trying to get at the training site. We'll -- we're -- have a one-for-one kind of -- we'll have a military trainer that can focus on defensive and survivability skills for the police officers, and we'll have a blue trainer that can focus on more of the community policing skills.

And really what we're trying to do -- kind of the long-term thing is phase out the contracted folks that are over here, go to a more uniformed training adviser, and ultimately turn all of the training over to the Afghans. So at almost all of the sites right now, we have an advisory role in all of the training. The Afghans are doing the training; we're just -- we're assisting with the program of instruction development. We assist with some of the instruction, like the marksmanship instruction. But for most of the other classes it's the Afghans that are actually doing the teaching.

Q Thanks. Do you have a timeline for that phase-out?

COL. CLARK: The -- we'd like to get to 100 percent Afghan instructors within the next 6 months. There are some sites right now where we are doing the instruction. We probably will not phase out the contracted instructors. We'll work on that over the next 12 months. We will probably still use contractors in a support role. One of the toughest things to turn over to the Afghans right now is base support, how to support their own bases. So we'll probably maintain a small signature with -- or a small footprint of contractors to assist with base support over the next 12 months but eventually phase that out too and transition 100 percent over to the Afghans probably within the next three to five years.

PETTY OFFICER SELBY: Thank you, sir. And on -- back around to Andrew.

Q Sir, Andrew Lubin again. Sir, part of General Caldwell's program is teaching the -- bringing the Afghans, ANPs, ANAs, up to a third-grade educational level.

COL. CLARK: Yup. Q How is this working with your ANPs? And are they finishing the course? How many are passing in time, where -- (inaudible) -- after the two- or three-month time period, they've reached that level versus having to -- being put back again or starting it over?

COL. CLARK: You're talking about the literacy training that we're running?

Q Yes, sir.

COL. CLARK: The -- correct? Okay. The literacy training that we're running for the -- for the ANP is almost identical to what we're doing for the ANA. It's a problem for both the ANA and ANP across the board. But I would say about 90 percent of the recruits that we get are illiterate. And we will -- when they come -- when they go through their screening or the vetting process prior to training, we'll screen for -- to see who is literate.

There are some pillars of the police force that require them to have a third grade -- to beliterate to a third-grade level. In order for a recruit to join the Afghan National Civil Order Police, they have to be literate. So if they're illiterate, then that disqualifies them from that police force. There are some other special police forces that also require recruits to be literate.

For the other police forces -- AUP, namely, and the -- or the Afghan uniformed police and Afghan border police -- when the recruits go through their basic training, they get two hours of literacy training a night for the six weeks that they're there. Currently we have, what, 14 -- almost 14,000 people in the program, and we have 3,000 students that are -- that have graduated from the program. The program's going to go to 28,000 by November of this year.

And really, the goal is to get all of the police literate to a third-grade level. But it's quite a challenge, because some of these -- some of the recruits that we get have never seen the inside of a classroom.

So when we get them off the street, that we have -- there's a -- there's a big learning curve for these folks. They've never -- you know, it's not like getting a recruit in the United States, where you get somebody that has been through, you know, at least grade school, middle school, some high-school education, so they're familiar with a classroom environment. You're going to get -- you may get somebody that a classroom environment is completely foreign to them; sitting in a chair with a desk is foreign to them. So that's a brand new experience for them. So there are some challenges with literacy and education. We're trying to meet those things.

And let me see, the other part of your question was the percentage of folks that graduate, or the percentage of folks that pass. And I really don't have that information in front of me right now, but I might be able to get it to you.

Q If you could. Great if you can. I appreciate the time.

COL. CLARK: Okay. No problem.

Q Thank you.

PETTY OFFICER SELBY: And Chuck.

Q Yes. Going back to the incident that Andrew referenced involving the Spanish, I would assume that's a one-to-one contract between the Spanish and the Afghan government, rather than running through your agency. But my question goes to, can you tell us some of the one-to-one contracts for police training, that you're aware of, that don't go through your agency?

COL. CLARK: I'm sorry, I don't know if I really understand your question. Are you talking about a bilateral -- bilateral arrangements between --

Q Yeah, bilateral -- a bilateral training agreement.

COL. CLARK: Let me see --

Q Because you didn't talk about the --

COL. CLARK: For example, the Germans are running the Afghan national -- or the Afghan National Police Academy, the -- so that is a bilateral agreement between the Germans and the Afghan government. But all of the -- see, all these bilateral agreements, we really -- none of these folks are just out there doing their own thing. If it has to do with police training, they're -- we are connected in some way with those folks. We will coordinate, collaborate, cooperate with each one of those groups. So we talk to them. As a matter of fact, we have German liaison

officers working in DCOM-P (sp) and in CTAG-P that we can talk to if we want to talk to them about the curriculum that they're teaching at the -- at the police academy for the officers that come into the force.

So none of these -- none of the bilateral agreements are kind of off there, doing their own thing. All this stuff is coordinated with the folks that are managing the training. And I'm trying to think of a couple of others off the top of my head.

Q There's the -- (off mike) --

COL. CLARK: Maybe -- I think there was a bilateral agreement between Italy and the government of Afghanistan to provide Guardia di Finanza, subject-matter expertise to train up Afghan border police. But again, they've coordinated that with -- because we have a big -- the commander of CTAG-P, the training group, is an Italian Carabinieri guy, so we have good coordination with the Guardia di Finanza folks that are providing that training and the folks that coordinate training at CTAG-P.

So, you know, all those -- all those folks that have bilateral agreements, we have a pretty good working relationship with them.

Q Thank you.

PETTY OFFICER SELBY: And back around to Anand.

Q Hello again, Colonel. From just on -- at end-state -- not now, but at end-state, when 22,000 ANP are being trained at any given time, by March 2012, how many ANP officers will be trained at any given time? And could you break that down by those that are being trained in-country in Turkey, those that might be trained in-country in Georgia and the UAE, other bilateral arrangements, and maybe by academies? And could you perhaps consider giving a similar breakdown of NCOs? And again, this is not now; this is at projected end-state.

COL. CLARK: Okay, that's a very good question. And I'm going to have to -- I'm going to -- I can talk about what we're doing right now, because any of the numbers that I would provide to you in the future, there are too many variables that you would have to account for. And I'm just going to -- I'll list a couple of them, to give you some examples.

Right now, one of the things that we're working on is a high attrition rate in some of the police forces.

So units that have a high attrition rate -- the Afghan National Civil Order Police I think last month had an attrition rate -- an annual -- annualized attrition rate of 40 percent, which means that, you know, you're losing 40 percent of your force over the course of a year, which is unacceptable for any police or military force that's out there.

So we're doing things to mitigate those things like attrition. Well, we're still trying to build the Afghan National Civil Order Police. So right now there's probably a greater percentage of the Afghan National

Civil Order Police going through training to try and build that force than there would be if we were able to bring the attrition rate down.

So, you know, the goal in 2012 is to get the attrition rates down across the board and in the police force. And the acceptable rate is something less than 20 percent. A goal would be about 10 percent, and that would be due to -- you know, could be due to, you know, various reasons: you know, the natural life cycle of a patrolman or an officer getting out of the force, or some other reason why they would leave.

But right now we have 10,600 training seats, give or take 10. They're filled to 90 percent capacity. Sixty percent of the police force that we're training right now is AUP, 25 percent is Afghan National Civil Order Police, and the rest is Afghan Border Police. And there are small percentages of speciality police courses that we're running.

And I'm sorry, I can't remember the other part of your question. If you could repeat it for me, please.

Q Could you break it down, including the 600 being trained in Turkey right now and so on?

COL. CLARK: I'm not familiar with 600 police that are being trained in Turkey. I know that there's a plan to train police in Turkey, or -- and to the best of my knowledge, we're not training any in Jordan. There may be some ones and twos that there are being trained in other countries, but there aren't any larger numbers of police that are being trained out of country right now.

Q Thank you. COL. CLARK: You're welcome.

PETTY OFFICER SELBY: And Gina?

Q Hi, this is Gina DiNicolò again with Military Officers Association.

You were just talking about the number of different forces. And I was wondering, okay, how many police forces are you looking at training? And how -- of those, how many involve women -- that you're training female officers?

COL. CLARK: Well, females can hold any position in Afghan National Police. There are positions in the Afghan National Police that are coded specifically for women. We are running women's training courses in Kabul, and there's a women's training center in Jalalabad. We just finished a course last month in Mazar-e-Sharif. Most of the women that are going through those courses are in Afghan Uniformed Police, but we also are training women in the Afghan Border Police.

And as you know, when you're coming through especially a country like Afghanistan, if you are female either entering or exiting the country and you need to be searched, then a female Afghan Border Police policewoman is going to do that search. So I can't -- I don't really -- I don't have a number off the top of my head as to how many we're

training right now. I can get you that number, and I could probably also get you the number of women that are in the police force. I don't have that in front of me, either. So I apologize.

Q No, and that -- if you can, that will be -- that would be great.

COL. CLARK: Okay.

PETTY OFFICER: And we have some time for one more short question.

Shaun, if you could -- if you have another question.

Q Sure. Can you talk about what -- I mean, I'd also like to see those figures on women, if you can dig them out.

What are you doing to --

COL. CLARK: Absolutely.

Q -- mitigate corruption? Can you describe what measures you're taking? Obviously, it's a -- you know, it's a major problem in Afghan society and in the police forces that you're training. Could you characterize the extent of the problem and say what you're doing to mitigate it? Thank you. COL. CLARK: No, I mean, that is a big problem in Afghanistan right now.

From a training perspective, what we're -- what we're doing is, especially with respect to leader training as we're bringing countries like -- or companies like BIDE (sp) -- and I'm trying to remember what that acronym stands for -- that teach anti-corruption classes so that the leaders are aware of the negative effects of this.

It's kind of -- I mean, the corruption, we can inform. There's things -- measures that we can take. But the bottom line, what it is -- the government of Afghanistan is the only one that can really eradicate corruption. The Afghan people have to do this themselves, and it has to start at the top with the leadership. So, yeah, I apologize for not being able to get it going at any more depth, but I'd rather stick to the stuff that I actually know. So -- (laughs) --

PETTY OFFICER SELBY: Roger that, sir. And with that, I wanted to thank everybody for your questions and for your comments.

Sir, did you have any follow-up remarks that you'd like to make?

COL. CLARK: No, I don't. I appreciate the opportunity to be on here. This is the second time I've done a bloggers roundtable. And thank you very much for your questions.

PETTY OFFICER SELBY: Thank you very much, Colonel Clark. And thank you, again, to the bloggers and journalists that joined today.

Today's program will be available online at the bloggers link on

DODLive.mil where you'll be able a story based on today's call, along with source document such as the audio file and the print transcripts.

Again, thank you, Colonel Clark and our blogger participants. This concludes today's event.

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