

Shohna *ba Shohna*

Shoulder to Shoulder



*Special Edition:
Afghan National
Police*

*Service
Security
Community*



Lt. Gen. William B. Caldwell, IV
 Commanding General,
 NATO Training Mission-Afghanistan
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As the summer draws to an end, the Afghan National Army, Air Force, and Police continue to make great strides. In July, Afghan Army and Police in seven geographic areas assumed lead security responsibility from NATO. This is a significant milestone for Afghanistan and the broad coalition that is supporting the training and development of the Afghan National Security Force. With 33 countries supporting NATO Training Mission-Afghanistan, we will continue to support the transition process by building a force that is enduring and self sustaining. Key to this transition from a coalition-led effort to greater Afghan security responsibility will be the ability of the Afghan National Police to serve and protect the Afghan people.

This edition of *Shohna ba Shohna* is dedicated to the ongoing efforts to build the foundation of professionalism in the ANP. Over the past year, the ANP grew from 110,000 to 130,000. The quality of the force continues to improve and is on track to meet the internationally approved force size of 157,000 by October 2012. With more than 2,500 Afghans reporting for ANP training every month, there is no clearer sign to us that Afghans want to be responsible for their own security. Their bravery and commitment are evident; international polling data show the Afghan people increasingly approve of their police forces and have confidence that they can control crime.

Critical to the growth and quality improvements over the last year is the strength of the partnership between the Ministry of Interior and NTM-A. For the last year, leading police development was Lieutenant General (Canada) Stu Beare, who forged a strong bond with Minister of Interior Mohammadi, EUPOL, and the German Police Project Team. Under Stu's leadership, NTM-A also increased the number of civilian police officers who continue to make significant contributions to the growth and professionalism of the ANP and the Ministry of Interior. Of note, the basic police training program will expand by two weeks incorporating more human rights and gender training, additional literacy training, and new transparency and accountability material. Stu's infectious enthusiasm touched all around him and we know that he'll continue to excel as the Commander, Canadian Expeditionary Forces Command.

Succeeding Stu is Maj. Gen. (US) Wally Golden. Wally has quickly taken the reins of the police mission and is continuing to support Afghan police development. He continues to support the Ministry of Interior's goal to add 1,000 women to the force every year over the next five years. Additionally, he and his team oversaw the launch of an ANP officer candidate school in Turkey. These efforts will go a long way to support leader development and support the ANP's gender integration efforts.

To all those who are working in our police training mission, we extend our heartfelt appreciation for your untiring efforts to build an Afghan National Police Force that earns the respect of those it protects and serves those who call Afghanistan their home.

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Inside

- 4 Engaging the ANP Training Organization** By Maj. Gen. Walter M. Golden, Jr., NTM-A Deputy Commanding General-Police
- 6 Born and Bred: The Developing Generation of ANP** By Senior Airman Katie Lynn Justen, NTM-A Public Affairs
- 8 Afghan Policewomen Share Experiences** By Petty Officer 2nd Class Ernesto Hernandez-Fonte, DCOM-Police Public Affairs
- 9 Uniformed Women Behind the Wheel** By Tech. Sgt. Mike Andriacco, NTM-A/RSC-North Public Affairs
- 10 Police Learn Elements of COIN** By Master Sgt. Quinton Burris, NTM-A/RSC-East Public Affairs
- Afghan Trainers Take the Lead** By Tech. Sgt. Mike Andriacco, NTM-A/RSC-North Public Affairs
- ANCOP Commander Stands Up Training Force** By Tech. Sgt. Mike Andriacco, NTM-A/RSC-North Public Affairs

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Photo - Cover: Afghan National Police recruits engage in quick reaction security drills during basic training. (Photo by Senior Airman C.J. Hatch, NTM-A/DCOM-P Public Affairs)

Photo - Top: Afghan National Civil Order Police recruits form a line during anti-riot training. (Photo by Petty Officer 2nd Class Ernesto Hernandez-Fonte, NTM-A/DCOM-P Public Affairs)

Photo - Back Cover: Members of the Afghan National Police Academy Honor Guard stand by before drill practice. (Photo by Senior Airman C.J. Hatch, NTM-A/DCOM-P Public Affairs)

Policing the Training:

Engaging the Afghan National Police Training Organization



Maj. Gen. Walter M. Golden Jr.
Deputy Commanding General-Police

After six weeks on the job as the Deputy Commanding General for Police, I'd like to offer my initial impressions on our mission to recruit, train, advise and equip the Afghanistan National Police.

My duties include focusing our efforts on the four main police pillars: the Afghan Uniformed Police; the Afghan National Civil Order Police; the Afghan Border Police; the Afghan Anti-Crime Police; and two emerging pillars, the Afghan Public Protection Force; and the Afghan Local Police. Each of these pillars plays a critical role in the success of the ANP and the transition process.

- The Afghan Uniformed Police are the regular police that patrol villages, provinces and roads. The AUP is in all 34 provinces and has 90,500 members.
- The Afghan National Civil Order Police is a national level response force, used for counter-insurgency and civil order. ANCOP has 11,700 members and just stood-up the 5th Brigade in Helmand Province.
- The 20,000 member-strong Afghan Border Police provide border security with posts and customs operations around the nation.
- The Afghan Anti-Crime Police investigate

crimes and functions as police intelligence. The AACP has over 3,400 members.

- The Afghan Public Protection Force protects key facilities, construction projects, infrastructure and personnel. The APPF has 6,200 members.
- The Afghan Local Police is a temporary local police force requested by the villages they serve and protect. There are 7,539 community-selected ALP members in 43 validated ALP districts.

Our team also has the important mission of working with the Afghan Ministry of the Interior providing advice and assistance to key ministry leaders. Working shoulder to shoulder with the MoI will ensure that police forces meet the needs of the people of Afghanistan.

Almost immediately upon my arrival, I was taken with the exceptional professionalism, hard work, and dedication of the police teams within NTM-A, Coalition Forces and our international partners.


Since NTM-A was founded two short years ago, significant strides have been made to recruit, train, advise and equip the Afghan National Police. In 2009 there were 95,000 members of the ANP. Today that number has grown to over 135,000. This incredible growth in only

two years is due to the exemplary cooperation between the Afghanistan MoI and their coalition partners in NTM-A.

Impressive as these statistics appear, so are the challenges to be tackled in the near and long term. We must continue to make strides to grow the ANP in quality and quantity, enabling it to be stronger and more capable, ready to assume full ownership of the policing mission in Afghanistan. We will empower the ANP to meet these challenges at the police training sites located throughout the country. These training sites are currently educating over 9,000 ANP trainees on a daily basis, and will continue to expand to their full capacity of 20,000 trainees per day by April of 2013. As we move forward, we will also focus on building the critical support skills required to sustain the ANP in the future.

I am particularly impressed with the diversity, skill and professionalism of our advisors and mentors from the international community. Through their continued effort we will, shohna ba shohna, attain our objective of having Afghan leaders and instructors assume responsibility for every training facility by 2014. In fact, as of today, almost all ANP sites have Afghan instructors leading the training with advisors in overwatch, only assisting when necessary.

Making the ANP an enduring institution requires a professional force that is capable and determined to succeed. Since over 86 percent of our new police recruits are illiterate and innumerate, improving literacy through focused training is essential to achieve our objective—and we are succeeding. Currently over 30,000 ANP members have passed a literacy skill test at the first level, over 18,000 have passed the second level, and over 9,000 have passed the third level making them functionally literate. As we progress towards transition and self-sustained trainers and leadership within the ANP, our goal is to have every member of the ANP functionally literate.

It is obvious to me, even after only six weeks on the ground, that our partnerships have resulted in great progress so far. We will continue to capitalize on our collective successes while developing innovative and creative solutions to the challenges that lie ahead. What is also obvious is that as we approach transition and the upcoming transition of authority, NTM-A will remain engaged with the ANP and the MoI to provide the support and assistance required to develop the professional police force that GIROA and the people of Afghanistan deserve. 



Above: Afghan National Police recruits practice safe weapon handling during a sidearm familiarization course. (Photo by Petty Officer 2nd Class Ernesto Hernandez-Fonte, NTM-A Public Affairs)

Opposite: Afghan National Police recruits drill on security positions from the rear of a standard ANP patrol truck. (Photo by Staff Sgt. Sarah Brown)





A group of Afghan National Police recruits sit in a classroom at the National Police Training Center – Wardak. The nearly completed training center will soon be the premiere police training site in the country. (Photo by Senior Airman Katie Lynn Justen, NTM-A Public Affairs)

Wardak Born and Bred: The Developing Generation of Afghan National Police

By Senior Airman Katie Lynn Justen,
NTM-A Public Affairs

A piece of history unfolded as NTM-A leadership, along with international ambassadors and advisors, converged to witness the growing success Afghan trainers are making toward bolstering the ranks of their security forces.

A cadre of visitors, including Afghan Minister of Interior Bismillah Khan Mohammadi; French Ambassador Bernard Bajolet; Czech Deputy Ambassador Stepanka Litecka; Lt. Gen. William B. Caldwell IV, NTM-A commander; and an entourage of Romanian, French, Portuguese, Czech Republic, American and Afghan personnel and security officers visited the premier police training facility in Afghanistan, National Police Training Center Wardak. The visit was intended to show strong support toward international mentors and Afghan trainers and students.

The \$106 million facility is nearly three-fourths

of the way toward a completed target of eight classrooms, 23 guard towers, 23 barracks, three headquarters buildings, fitness center, training compound, medical center and fire department. Soon, the facilities would be filled with their goal of 3,000 ANP students, making NPTC-Wardak the premiere police training center in Afghanistan.

In a brand new classroom, roughly 30 ANP students sat stoically in their steel-blue uniforms against a backdrop of freshly painted white. A pen and spiral pad of paper bearing the hooks and slashes of each recruit's newly learned Dari and Pashto script sat at the tables before them. The trainees urged their pads toward their guests, proud of what they'd willed their pen to put to paper.

The distinguished visitors were informed the first officer cadet school at Wardak started July 9

with 300 students in class and a second NCO to OCS course with 200 Afghans began the following week.

"A new generation of Afghan National Security Forces is critical to our mission and will underpin the professional force that will transition into the lead by the end of 2014," Lt. Gen. Caldwell explained to his companions during a conversation about transition and police capabilities.


International instructors are advising and mentoring Afghan trainers, who are solely responsible for the direct training of recruits at Wardak. This Afghan training takeover is well ahead of NTM-A's goals of having all trainers Afghan by 2012.

"The development of quality Afghan trainers and instructors, who are capable of leading and training their force and eventually assuming responsibility for the training base, are the essential

building blocks for institutional self-reliance and eventual transition," Caldwell further explained during the tour.

At the end of the day, in a motivational speech to leadership, Minister Mohammad introduced the new Afghan Police training commander. He charged him with taking care of his people by providing them with quality food, ensuring they are paid properly and maintaining the facilities they have been given.

"Give your soldiers gold and they will make sacrifices for you," he said.

Wardak leadership succinctly illustrated the Afghan trainer's capabilities to continue to successfully develop quality police forces to protect and uphold the law for Afghanistan and its citizens. 

Afghan National Police recruits march through National Police Training Center - Wardak under the watchful eye of their lead instructor. (Photo by C.J. Hatch, NTM-A/DCOM-P Public Affairs)



Afghan Policewomen Share Experiences

By Petty Officer 2nd Class
Ernesto Hernandez-Fonte,
DCOM-Police Public Affairs

Even though women make up half the population of Afghanistan, they represent a small portion of the police. As of July, 1,173 of the 130,622 personnel serving in the Afghan National Police are women. Many of the women who do choose to serve face a cultural stigma from a male dominated society.

Their pool of talent is generally an untapped resource and more women are needed to meet manning requirements.

“During the war [against the Soviet Union], I was a refugee living in another country where I saw males and females working together to help their country,” said one policewoman who did not want to give her name. “So when I came back, I decided to join the police force and help my people as well as financially support my family. I enjoy doing my job. I want to keep learning more, study more, receive more training and serve.”

Women can serve in most specialties of the police, but policewomen are in demand for culturally important reasons. Separation of men from women in Islamic tradition means that a sufficient number of policewomen are required throughout the police force to deal with female offenders, victims and other special sensitivities.

“Older and younger females always give me a positive response,” she said. “They say thank god that now there is a female to search them.”

During the course, the women learned about customer service, conducting patrols, manning checkpoints, common crimes, terrorism and tactics including weapons handling.

“Don’t worry about people. Don’t worry about society,” said Shafiqa Yousify, a mother of three

who works in the supply department of her police station. “If you want to make the decision to become a police officer, then you have to do it. Don’t worry about what people are saying. The only issue is that you wear this uniform hand-in-hand with your brothers and help your society and your people. Don’t worry about if people say you are good or bad. Just do your job the right way.”

Yousify currently has a ninth grade education and hopes to continue her studies to become an officer. She encourages other women to join the police corps.

All the women, with one exception, wore civilian clothes to and from the course at a guarded compound in Kabul. Most do this because of fear and to avoid confrontation.

“I love my uniform and I always want to be dressed in my uniform,” said Hanifa Nayebeaba who openly wore her uniform while in transit to the class. “There are people that say bad things and there are those that say good things. Most of the people say god bless you, god keep you safe and keep doing what you are doing. I ignore those people that say bad things and just keep going on my way.”

Nayebeaba’s favorite part of the class was learning tactics, including hand to hand combat, handcuffing and baton techniques.

“Families, let your daughters join the police force. Sisters, step up to help and wear the uniform,” advises Nayebeaba to women thinking about joining the police.

The goal of the Ministry of Interior is to add 1,333 women to police ranks every year. 

An Afghan national police woman qualifies on the AK-47 rifle. The women also study the Afghan constitution and human rights in addition to two weeks of weapons and tactical training. (Photo by Staff Sgt. Sarah Brown, NTM-A Public Affairs)



In addition to driving skills on a variety of terrains, the women also learned some basic preventive vehicle maintenance. (Photo by Tech. Sgt. Mike Andriacco, RSC-North/NTM-A Public Affairs)

Breaking Taboos

Uniformed Women Behind the Wheel

For a team of female Afghan Border Police officers, progress in Afghanistan can now be measured in a new way—their ability to drive and accomplish their mission.

The past decade in Afghanistan has seen women step into governmental and security roles, including leadership positions as high as general officer in the Afghan National Security Force and even seats in Parliament. The ABP is no exception, with women serving in critical roles, interacting with female citizens and searching female suspects when necessary.

The ability to drive—a taboo under the Taliban regime—is another tool the policewomen can add to their skill sets used to successfully patrol and safeguard the borders of Afghanistan.

The policewomen’s class was taught by Afghan National Army driver training instructors at the ANA Regional Military Training Center on Camp Shaheen near Mazar-e-Sharif, Afghanistan, under the guidance of a Marine mentor team assigned to Regional Support Command-North.


“At first the women were a little nervous about learning to drive,” said U.S. Marine Sgt. Blas Martinez, the NCOIC of the Marine driver training mentor team. “But as the week went on, they became more excited about the training, especially when they got behind the wheel. By the end of the week I was highly impressed with the way they drove.”

The idea to host the training started in February, when a Coalition Female Engagement Team met with ABP women and the latter expressed a need to drive. The FET began to investigate how the women might learn to drive, providing planning and manpower support for the project.

“It’s important for the policewomen to learn these skills,” said U.S. Army Sgt. Grace Altaya, the NCOIC of the FET. “This will help them in their job by eliminating the need for a male driver,” and puts them on the path to someday achieve self-sufficiency and gender-equal rights.

The training took place in both the classroom and on the road, and covered driving on paved roads, gravel roads, river crossing, driving off the beaten path and minor vehicle maintenance. Each participant was given a certificate upon completion of the first week of the three-and-a-half-week course. The ABP women will continue their training after Ramadan to become officially certified to drive.

The women viewed the opportunity as an example for women everywhere in Afghanistan, regardless of profession.

“It is right that the male and female rights are equal and this shows it,” said one of the students through an interpreter. “I hope other women can join us and realize that they can do anything they want to do.” 

By Tech. Sgt. Mike Andriacco
NTM-A RSC-North Public Affairs

Police trainees learn elements of COIN ►

By Master Sgt. Quinton T. Burris
NTM-A RSC-East Public Affairs

Members of NTM-A's counterinsurgency (COIN) mobile training team trained 60 Afghan National Police trainees on multiple COIN elements and benefits at National Police Training Center-Wardak.

Over the course of three days members of the training team covered the fundamentals of insurgency, the fundamentals of counterinsurgency, COIN tactical posture and force protection, and partnering and information operations.

"Some students discussed their personal experiences of dealing with the insurgency and of the frustrations of the Afghan population," said U.S. Army Capt. Michael Smith, one of the COIN trainers. "The individuals we are training and those that they will train play a vital role in

advancing Afghanistan's future. They hold a distinct advantage when it comes to disseminating information to the Afghan people amid this population-centric war."

Although for many of the trainees in attendance this was their first formal COIN training course, some of the students began class with some first-person insurgency experience and looked forward to using what they learned.

The COIN program, like many training efforts being conducted throughout Afghanistan, is a part of NTM-A's mission to "train the trainers," teaching Afghan police and soldiers how to conduct training themselves for the next generation of recruits.

Photo by Sgt. Ruth Pagan, 2nd Brigade Combat Team, 4th Infantry Division



◀ Afghan trainers take the lead

Photo by Senior Airman Katie Lynn Justen, NTM-A Public Affairs

Afghan National Security Force personnel are now assisting in the instruction at the Regional Training Center-Sheberghan in northern Afghanistan.

A recently graduated class of Afghan National Police officers heralded a significant mark of progress with Afghan-training-Afghan efforts expanding as the ANP instructors took the lead at Sheberghan. In order to be certified as instructors, the Afghan National Police teachers must first teach a class while being graded by the NTM-A mentors.

"We have a new group of Afghan ANP instructors that have student-taught their first course,"

said U.S. Army Maj. Don Davidson, the Regional Support Command-North ANP operations officer for NTM-A. "This is a definite step forward for this site, although coalition advisers will still be on hand to support as needed."

During training, the students learned basic tactics, civil law, patrolling as a group and other basic police and weapons skills. Fielding a strong ANSF is an important part of ISAF's strategy for a steady, gradual, conditions-based transition process.

The ultimate goal by 2014 is to have all training accomplished by Afghan National Security Forces personnel nationwide.

By Tech. Sgt. Mike Andriacco
NTM-A RSC-North Public Affairs

ANCOP Commander stands up training force ►

By Tech. Sgt. Mike Andriacco
NTM-A RSC-North Public Affairs

Today, because of the leadership of its Afghan commander, Regional Training Center-Methar Lam in Laghman province is ready to stand on its own.

"The training centers were established not just to train recruits but also the Afghan instructors and staff," said ANCOP Col. Janat Mir Zazy, the Afghan commander of the training center. "All of the classes are based on the current situation of Afghanistan, and instructors make topics relevant to students."

Zazy who has commanded the center since its establishment two years ago, believes the role of instructors is to correct any deficiencies within the ANP. Instructors must adapt to the evolving challenges of an insurgency and a maturing police force

using problem solving skills. With a police force that is responsible and competent, Zazy believes Afghanistan's problems will be solved.

"Most issues are Afghan in the sense that they are cultural things, language barriers and other things that advisors just don't understand," said U.S. Army 1st Lt. William Andrew, Methar Lam Training Site Commander for NTM-A. "But if I can teach you how to problem solve then you will be able to figure it out."

The pillars of transition are ownership and competency, and the Afghans at Methar Lam have taken complete ownership of their training center, program and reputation, says Andrew.

Photo by Petty Officer 2nd Class Ernesto Hernandez-Fonte, NTM-A Public Affairs



