Towards Global Peace and Stability

"an independent, Eastern African research and training and education centre that is responsive to peace operations training and education requirements of the African Peace and Security Architecture"
As the director of this esteemed organization, it gives me great pleasure to present the International Peace Support Training Centre (IPSTC) 2010 courses prospectus.

It has been a decade since the centre was established and I am proud to say that we have developed a training and education framework that is forward-looking, internationally focused and employs applied research to ensure up to date and relevant programmes. The centre prides itself for having provided training and education to personnel being deployed on peace operations from the military, police and civilian components coming from every part of the world.

At the regional level, the IPSTC is committed to continued service to the UN, AU and the Regional Economic Communities and being a focal point for the African Standby Force (ASF) in the Eastern Africa sub-region. As a result 60% of the current students attending courses at IPSTC are from Member States of the Eastern Africa Standby Force (EASF); while the other 40% are drawn from the rest of Africa and the world.

The International character of IPSTC has led to the essential support and collaboration with partners from all over the world, key among them being the United Kingdom, Germany, Canada, the United States of America and Japan. Their contribution has been fundamental in the enhancement of training, infrastructural development, technical support, financial support and institutional capacity development.

IPSTC combines well researched information with practical training that foster capacity for peace operations workforce development. Our Training and Education framework includes training for military, United Nations/African Union Police, and UN/AU civilian staff. At our two schools, the Humanitarian Peace Support School (HPSS) and the Peace and Conflict Studies School (PCSS), we endeavor to address the whole spectrum of conflict beginning with a conflict prevention programme, moving into a conflict management one and finally a post conflict recovery programme bridging from the tactical to the strategic/political level.

IPSTC provides an innovative peace operations curricular that addresses practical conflict prevention, management and post conflict recovery issues. In this prospectus you will find a wide selection of courses taught by highly qualified staff that have experience in a wide range of peace operations activities. I hope that you will find courses that will suit your requirements and that you will strongly consider attending our courses.

Brigadier Robert K. Kibochi
Director of the International Peace Support Training Centre
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Since its birth in 1945 the United Nations (UN) has proved to be a unique organization for the world community of nations. Born as an “embodiment of the will of the peoples of the world”, the UN has served as a repository of collective wisdom and platform for joint action for a better, safer, healthier and more prosperous existence.

Kenya became a member of the UN on 16 December 1963 as member number 112. As an independent member of the UN, Kenya has been a firm supporter of the purposes and principles of the UN and has made significant contributions to the furtherance and implementation of these noble aims as well as the evolution and functioning of its various specialized programmes. Kenya is also a strong supporter of the African Union (AU).

Time and again Kenya has placed at risk the lives of her soldiers and civilian police on UN and AU Peace Support Operations (PSO), not for any strategic gain, but in the service of an idea. Kenya’s ideal was, and remains, strengthening the world body, and international peace and security. Kenyan troops have taken part in some of the most difficult operations and have suffered a number of casualties in the service of the UN and AU. Kenya Armed Forces’ participation in UN and AU PSO missions spans more than two decades, covering 28 PSO missions in which over 16,050 Kenyan officers, men and women have already served and endured hardships in many places to bring peace and hope to victims of violence.

Overall Kenya’s wide participation in PSO missions gives us a sound foundation in both experience and expertise that has not only developed our PSO capabilities but has also earned Kenya international respect and recognition.

International Peace Support Training Centre has undergone a series of structural adjustments by the Kenyan Ministry of State for Defense (KMOSD). More specifically PSTC-Karen, IMATC-Embakasi have been merged. In addition to this merge a Peace and Security Research Department has been established with the specific goal of providing intellectual input into the IPSTC system. This input is to inform development of training and education products; to contribute to regional peace and security policy making. Training for PSO is therefore not new to our Armed Forces. In past years we have undertaken pre-deployment training, short courses and seminars.

Today the IPSTC boasts of two campuses. The Karen campus with the Peace and Conflict Study School (PCSS) focusing on training and education of “decision makers”, is located in the picturesque environment of Karen in the outskirts of Nairobi town, and the Embakasi campus with the Humanitarian and Peace Support School (HPSS), situated in the savanna grassland region of Nairobi is ideal for training and education for “enablers”. Strategic level training and education takes place at Karen while tactical training is undertaken in Embakasi.
Integrity, Accountability, Professionalism, Excellence and Trust
**IPSTC Vision, Mission, Goals and Objectives**

**Motto.** Towards Global Peace and Stability.

**Vision.** To be an independent Eastern African research and training and education centre that is responsive to peace operations training and education requirements of the African Peace and Security Architecture.

**Mission.** To conduct applied research into and the training and education of military, and civilian personnel in all aspects of peace operations in order to help improve the effectiveness of the international response to complex emergencies.

**Values.** Integrity, Accountability, Professionalism, Excellence and Trust.

**Goals.** To attain the mission and vision, IPSTC has centered its development on the following goals:

1. Ownership of a comprehensive programme of training and education addressing conflict in Eastern Africa.
2. Establishment of IPSTC as a leading research, training and education centre in the African Peace and Security Architecture.
3. The achievement of an integrated internal Management and Support System (Internal Resource Management)
4. The ability to provide intellectual inputs into the African Peace and Security Architecture.
5. The centre becomes autonomous.

**Objectives.** To achieve the above mission, the objectives of the centre are as follows:

1. To promote PSO efficiency through training and through establishing a balanced profile of professionalism for elements and individuals selected for PSO missions.
2. To provide a better understanding of the planning and conduct of PSOs.
3. To provide a working knowledge and understanding of Military Observer duties.
4. To provide an understanding of the operational, logistics and administrative procedures of UN PSOs.
5. To conduct seminars and fora on selected subjects to enhance the knowledge and understanding of international PSO efforts.
6. To provide professional training and advice to all Kenya Armed Forces and Police training institutions in matters that pertain to PSO.
7. To provide a forum for peace partners acting as components of PSOs (i.e. civil, military and humanitarian agencies) to interact and understand each other’s role, and thereby better integrate their efforts on PSOs in the future.
8. To provide an understanding of conflict dynamics, its prevention and management and post conflict reconstruction activities.
**IPSTC Organization**

At the present time, the Centre is organized into two Schools and three Departments as shown in the diagram below:

The Schools and Departments

**Headquarters.** The organization which commands the Centre and includes the office of the Director and administration.

**Operations and Plans.** The organization which is charged with the day-to-day planning for and support of training and education.

**Administration and Finance Department.** The organization which is responsible for the management of all financial and administrative aspects within the Centre and the respective schools.

**Peace and Conflict studies School.** The organization that is responsible for the conduct of “decision maker” training and education.

**Humanitarian Peace Support School.** The organization that is responsible for the conduct of “enabler” training and education.

**Peace and Security Research Department.** The organization which determines training and education content and is mandated with the longer-term perspective of training and education requirements in the region and abroad. The department further conducts applies research into peace and security in the Eastern Africa.
IPSTC Training and Education Framework

IPSTC has engaged in a thematic analysis of the various training and education requirements within the Eastern Africa region in an attempt to develop a comprehensive framework for the delivery of products. As opposed to a traditional approach where particular “courses” are identified, the analysis indicated that there was a requirement to address the issues from a “programme” perspective. A program perspective groups requirements thematically with a view to generating capacity within particular swath of knowledge and skills. This capacity is then used to determine what specific training and education events are required within that swath of knowledge and skills with the full recognition that these requirements may evolve over time. What remains constant is the program thematic concentration.

Based on the results of the requirements analysis, the IPSTC training and education framework is divided into “core” and “reinforcing” programmes. The core programmes of IPSTC reside within the respective Schools and the reinforcing programmes reside within the Peace and Security Department. The core programmes represent the focus of effort for IPSTC and the reinforcing programmes support these through the provision of relevant applied research products.

Enhancing the IPSTC programs are the “fundamental components” to the training and education framework. These fundamental components are cross cutting in nature and apply at to all programs and all training and education events.

IPSTC recognizes that the “need” associated with the programs may vary, and as such, there is the appreciation that some programs may evolve with time. The purpose of detailing a training and education framework is to provide a point of departure for development initiatives and future training and education events. A graphical depiction of the IPSTC training and education framework and examples of programs specifics is found below.
IPSTC TRAINING AND EDUCATION FRAMEWORK

Peace and Conflict Studies School
Core Programmes:
- Conflict Prevention Programme:
  - Conflict Analysis and Prevention
  - Dialogue, Negotiations and Mediation
  - Preventive Diplomacy
- Conflict Management Programme:
  - Senior Mission Leader
  - Peace Operations Planning
  - Peace Operations Senior Staff Course
  - Peace Operations Staff Course
- Post Conflict Recovery Programme:
  - Peace Operations Logistics Course
  - Basic Civil Military Cooperation
  - Rights Issues on Peace Operations
- Fundamental Components:
  - Human Rights
  - Rule of Law
  - Humanitarianism
  - HIV/AIDS
  - The Environment
  - Child Rights
  - Media Relations
  - Gender
  - Social and Economic Wellbeing
- Reinforcing Programme (Applied Research):
  - Research Department
  - Conflict Prevention Research Programme
  - Conflict Management Research Programme
  - Post Conflict Recovery Research Programme
  - Regional Security Studies Research Programme

Humanitarian Peace Support School (HPSS)
Core Programmes:
- Mine Action and Disarmament Programme:
  - Humanitarian Demining
  - Mine Risk Education (Awareness)
  - Explosive Ordinance Disposal
- Pre-Deployment Programme:
  - Military Observer
  - UN/AU Police
  - Civilian Pre-Deployment Training
  - Battalion/Company Pre-Deployment Training
- Disaster Management Programme
  - Incident Command Systems
  - Military Disaster Response
- Fundamental Components:
  - Human Rights
  - Rule of Law
  - Humanitarianism
  - The Environment
  - Media Relations
  - Gender
  - Social and Economic Wellbeing
**IPSTC TRAINING AND EDUCATION FRAMEWORK**

**Peace and Security Research Department**

**Reinforcing Programmes:**

- Conflict Prevention Research Programme
- Conflict Management Research Programme
- Post Conflict Recovery Research Programme
- Security Studies Research Programme

**Fundamental Components:**

- Human Rights
- Humanitarianism
- The Environment
- Media Relations
- Social and Economic Wellbeing
- Rule of Law
- HIV/AIDS
- Child Rights
- Gender
- Democracy

**Symposia:**

- Workshops
- Country Profiles
- Occasional Papers
- Discussion Papers
- Issue Briefs
- Briefing Portfolios

**Reinforcing Programme (Applied Research):**

- Research Department
  - Conflict Prevention Research Programme
  - Conflict Management Research Programme
  - Post Conflict Recovery Research Programme
  - Regional Security Studies Research Programme

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EASBRIG Foundation Course in session
The IPSTC Systems Approach to Training

IPSTC aspires to deliver training and education products that are relevant to contemporary peace operations. The process that will guide the development and delivery of these products will be the IPSTC “systems approach to training” (SAT). IPSTC is recognized as a regional “centre of excellence”, and therefore has adopted the SAT as a means to accommodate inputs from multiple stakeholders and strive towards continuous improvement of training and education. While many definitions and interpretations of the term centre of excellence (CoE) exist, as it relates to a training and education institution, IPSTC believes that a CoE is an institution that has resident expertise and capability in a particular field that is unparallel by other institutions in that domain and/or region. Additionally, within that particular field, a CoE is an institution that is capable of assessing the requirements for training and education, design and developing appropriate training and education models to meet those requirements and has an internal and external feedback mechanism that ensure continuous improvement of products and processes. The SAT provides for this requirement.

IPSTC SAT includes four stages:

(1) Training and Education Analysis and Design. Following a consultation with the partner to determine the training and education need/gap, the Peace and Security Research Department would develop a proposal for the course aim, and a framework of potential learning objectives. This then leads to the convening of a Writing Board which would be comprised of adult education experts, subject matter experts and the partner. The outcome of this effort is a Learning Plan which clearly outlines the aim of the training and education, the learning objectives, a concept of course strategy and methodology, and any limitations that are required to be imposed upon the resulting model. The conduct of the training analysis and design stage is done in a collaborative manner, where a rigorous analysis of the learning objectives and development of suitable training and education models is done.

(2) Training and Education Development. The development stage is initiated upon receipt of the Learning Plan. Typically, this stage is conducted in relative isolation by a subject matter expert(s) resident at the respective School. It is at this point, the Learning Plan is reviewed with a view to determining the most feasible manner of translating the details and guidelines into concrete training and education delivery. More specifically, the learning objectives, modules, and teaching points are researched and the results of the research are recorded in the form of lesson plans and training and education aids (videos, Power Point presentations, etc). Subject matter is compared to the target audience and the most effective method of instruction is selected.

(3) Training and Education Conduct. It is during this stage that the course package is delivered. The course may be conducted at one of the two schools at IPSTC or delivered externally. This stage will be conducted by the subject matter experts from one of IPSTC’s Schools or from the IPSTC network of experts.

(4) Training and Education Evaluation and Validation. This stage is conducted during and immediately following the delivery of the course. An evaluation is primarily an internal mechanism which has as its purpose to ensure that the training and education being delivered is done so in an efficient and effective manner. The evaluation process will be divided into two focal areas: conduct of the course and content of the course. The purpose is to assess learner achievement; content and delivery; and costs. Validation on the other hand is external to the extent that this sub-process occurs after the conduct of training and education and typically during or following a participant’s employment within the given field. The purpose of this effort is to ensure that the training and education delivered has accommodated the performance/knowledge gap between the initial participant level and that of the learning objectives articulated during the training analysis and design stage.
OVERVIEW OF THE PEACE AND CONFLICT STUDIES SCHOOL

The Peace and Conflict Studies School (PCSS) is situated in Karen about 35 kilometers from the Jomo Kenyatta International Airport (JKIA). The campus is located in a scenic and peacefully quiet part of Nairobi. The environment provides an excellent training facility for training of participants at the decision making level. It is ideal for training, meetings and events in one of the most beautiful areas in Nairobi. The School is equipped for all training needs with computers; wireless broadband internet; photocopiers; digital projectors; DVD players; whiteboards & flip charts.

The Peace and Conflict Studies School promotes the use of applied research in its training and education programmes. These programmes are developed along three levels of the conflict spectrum namely; conflict prevention, conflict management and post conflict recovery. The emergence of the Africa Peace and Security Architecture has greatly influenced the focus of PCSS peace operations training towards the enhancement of decision-making capability of the various International Organisations in Eastern Africa; and as such, the School has committed itself to provide multi-dimensional peace operations training to address the Region’s strategic and operational level training requirements.

The School’s facilities include multiple-purpose, small-size instruction rooms, usually used to accommodate a small number of people within close proximity, large-size rooms designed for lecture-style instruction and training. All rooms are equipped for audio/visual and Internet-based instruction. The accommodation area houses 50 self contained rooms and has informal, multi-purpose recreation and social gathering space or Dining Hall. Catering is tailored to requirements. The School runs its own courses tailored for clients in the peace and security field but also hires out its facilities to institutions with goals similar to its own.
CONFLICT PREVENTION PROGRAMME

Conflict Prevention is the object of a wide array of strategies and initiatives that aims to avoid the violent escalation of a dispute. Conflict Prevention includes; monitoring and/or intervening to stabilize a potentially violent conflict before its outbreak by initiating activities that address the root causes as well as the triggers of a dispute; establishing mechanisms that detect early warning signs and record specific indicators that may help to predict impending violence; using planned coordination to prevent the creation of conflict when delivering humanitarian aid and in the process of development and institutionalizing the idea of preventing conflict at the local, regional, and international levels.

The IPSTC sees the need to emphasis conflict prevention as a crucial step in dealing with conflict on the African continent. Mechanisms need to be set up to address this and hence the development of this training and education programme.

Courses Currently Offered.

i. Conflict Analysis and Prevention
ii. Dialogue, Negotiation and Mediation
iii. Preventive Diplomacy
Conflict Analysis and Prevention Course

**Aim of Course.** To increase participants ability to analyze conflict situations with a view to prescribing effective and efficient prevention mechanisms.

**Course Objectives.** The course shall have five Learning Outcomes as follows:

1. To understand the concept of conflict and its theoretical foundations.
2. To understand the concepts of conflict specifically related to Africa and the issues that have shaped conflict dynamics on the continent since independence.
3. To understand the foundations of conflict prevention theory and conflict prevention initiatives in Africa.
4. To understand the importance of conflict analysis, the issues and the tools of conflict analysis and apply the same to their office work and daily life.
5. To apply conflict analysis skills and tools in the development of a “conflict prevention plan”.

**Eligibility.** The target audience for this course is comprised of “practitioners” who are working with peace and security issues in general and conflict prevention more specifically. Potential participants should be working in this field on a daily basis and occupy positions as “desk officers” that provide input into the overall decision making process of their respective organizations.

**Duration.** 10 days.

**Vacancies.** Up to 24 participants.

*Visit to IPSTC by EAC Defence Expert Working Group*
Dialogue, Negotiation and Mediation Course

Aim of Course. To increase the participant’s effectiveness of response and resolution of conflict. More specifically participants will be exposed to a variety of skills associated with dialogue, negotiations and mediation processes as conflict prevention and/or resolution tool.

Course Objectives. The course shall have five Learning Outcomes as follows:

(1) To understand the foundations of conflict and the conduct of conflict analysis as it may relate to a peace operation.

(2) To increase the effectiveness of communication skills in an intercultural context.

(3) To understand the responses to conflict and the requirements of each of those responses.

(4) To apply skills associated with negotiations on peace operations.

(5) To apply skills associated with mediation on peace operations.

Eligibility. Individuals selected for this course should be conducting work, or identified to conduct work, related to peace operations (preference given to those working in fields related to conflict prevention). Additionally, these individuals should occupy positions where there is a high likelihood of interaction with and or between conflicting parties. As an indication, potential groups/positions which would benefit from this type of training may include, however, are not limited to, Civil Affairs, Political Affairs, Military Observers, Early Warning and Conflict Prevention Specialists, Election Monitors, Humanitarian Affairs, etc.

Duration. 10 days.

Vacancies. Up to 24 participants.
Preventive Diplomacy Course

Aim of Course. To enhance the participants’ understanding of the contemporary diplomatic environment and to provide skills that will enable their effective participation in a conflict situation.

Course Objectives. At the end of the course the participants should be familiar with:

1. The “art” of diplomacy.
2. The ‘science” of diplomacy.
3. Multilateral policies on peace and security.
4. National policies on peace and security.
5. Bilateral negotiations.
7. Mediation and peace processes.
8. Intercultural communications.
9. Project management.
10. Conflict analysis.

Eligibility. Selected members of Eastern African regional organizations (EASBRIG, EAC, IGAD), and member states.

Duration. 10 days.

Vacancies. Up to 24 participants.
CONFLICT MANAGEMENT PROGRAMME

Violent conflict and instability occurs when efforts of conflict prevention fail. It then becomes incumbent on the United Nations and regional organisations to intervene to restore stability in the given conflict situation. This would usually be through deployment of peacekeeping forces of a multi-dimensional nature to ensure conflict does not recur. The conflict management programme focuses on the various multi-dimensional peacekeeping activities in this phase of conflict with a view to developing knowledge and skills that will lead towards effective management of conflict. IPSTC has therefore developed a series of training and education products that are designed to enhance capacity in this area.

Courses Currently Offered.

i. Senior Mission Leader
ii. Peace Operations Planning
iii. Mid-Level Leadership and Management
iv. Peace Operations Staff Officer
v. Basic Civil Military Cooperation
vi. Rights Issues on Peace Operations
Vii. Peace Operations Logistics Course

Regional Senior Mission Leaders Course Participants
Senior Mission Leader Course

Course Aim. To enhance a better understanding of tasks and challenges associated with peace mission leadership and management with a view to increasing the overall effectiveness of peace missions.

Course Objectives. Participants should be familiar with:

(1) Tasks and challenges associated with peace mission leadership and management.

(2) Questions regarding the leadership dimension of a multinational and integrated peace mission, including strategic thinking, sensible ways of decision-making and the ability to engage all competencies available within the staff and among co-workers in the solving of upcoming problems.

(3) Issues related to the coordination and management of an integrated mission.

(4) The negotiation and maintenance of good relations with leading parties in the host country, such as ministries, government agencies and the media.

(5) The conflict cycle and the various interventions that may assist with conflict prevention and management.

(6) The frameworks associated with Security Sector Reform efforts.

Eligibility. Selected members of Eastern African regional organizations (EASBRIG, EAC, IGAD), and member states.

Duration. 10 days.

Vacancies. Up to 24 participants.
Peace Operations Planning Course

Course Aim. To enable participants to be effectively employed as a planner for peace missions at operational level with a view to ensuring the conditions are set for the successful deployment of a peace operation.

Course Objectives. At the end of the course the participants should be familiar with:

(1) The Integrated Mission Planning Process and the products and process that will create the conditions for an effective and efficient deployment of a peace operation.

(2) Pre-planning activities related to identifying crisis requiring rigorous analysis with a view to determining possible UN/AU intervention.

(3) UN/AU “strategy” development for a specific intervention/mission including aim, role and concept of operations and approach.

(4) Description of integrated functional strategies, identification of senior management and leadership and to assess and prioritize options.

(5) The products and processes associated with the development of mission plans.

(6) Mandate implementation including transitioning of mission planning responsibilities to the HOM and mission headquarters.

Eligibility. Selected staff officers who may be serving in a mission level planning capacity within EASBRIG or other AU/UN organs.

Duration. 10 days.

Vacancies. Up to 30 participants.
Mid-Level Leadership and Management Course

Course Aim. To enhance participants understanding of the principles of leadership and the application of management tools in order to increase the efficiency and effectiveness of their respective organizations.

Course Objectives. At the end of the course the participants should be able:

1. To demonstrate the Principles of leadership
2. To identify the effects of culture on leadership
3. To state and analyse the Small group dynamics
4. To demonstrate an understanding of Critical thinking
5. To demonstrate competent skills in Team building
6. To effectively apply skills in Creative thinking and decision making
7. To effectively illustrate Project management skills (to include planning principles)
8. To competently demonstrate and apply skills in Human resource management (including performance management)
9. To carry out meeting facilitation
10. To detect and observe Time management
11. To demonstrate an understanding of Workplace conflict resolution
12. To demonstrate recognition of Communication theory

Eligibility. Selected members of regional organizations with portfolios dealing with peace and security (EASBRIG, EAC, IGAD, ECOWAS, SADC, etc), and member states.

Duration. 5-10 days

Vacancies. Up to 24 participants.
Peace Operations Staff Officer Course

Course Aim. To enable participants to be effectively employed within a unit level headquarters and to allow them to support the decision making framework by contributing successfully to the Operational Planning Process.

Course Objectives. At the end of the course the participants should:

1. Be familiar with operational staff skills and have enhance knowledge of Command Post operations at the Sector Brigade level.
2. Have the ability to function in a multi-national peace support operations environment.
3. Have the basic skills necessary to effectively participate in headquarters operations in a mid to high intensity environment.
4. Be familiar with the Operational Planning Process including:
   a. Intelligence Preparation of the Battlefield.
   b. Mission Analysis.
   c. Briefings.
   d. Orders.
   e. Execution.
5. Be familiar with:
   a. AU/EASBRIG organizations and functions.
   c. Peace Operation Logistics.
   d. Doctrine.
   e. Organization and Function of an Operations Centre.
   f. Standard Operating Procedures.
   g. Time Management.
   h. Law of Armed Conflict
   i. Human Rights.
   j. Gender issues in PSO.
   k. Child Rights.
   l. HIV/AIDS issues.
   m. Media relations.
   n. UN Code of Conduct.

Eligibility. Selected staff officers who may be serving in a Brigade level headquarters within EASBRIG or other AU/UN missions.

Duration. 15 days.

Vacancies. Up to 40 participants.
Basic Civil Military Cooperation Course

Course Aim. The aim of the CIMIC course is to provide students with the necessary knowledge and skills to perform the functions of Civil-Military coordination and liaison in PSO.

Course Objectives. At the end of the course the participants should:

(1) Be familiar with the principles, concepts and activities of PSO Civil-Military coordination and liaison.

(2) Be familiar with CIMIC frameworks, processes and tasks with a view to preparing them to participate in CIMIC operations. To do so, this event will focus on the following:

(a) CIMIC concepts and terminology.
(b) CIMIC structures and organizations.
(c) CIMIC planning.
(d) Mission support.
(e) Community support.
(f) Quick impact projects.
(g) CIMIC as a part of integrated peace operations

Eligibility. Military and civilian officers of the ranks of Major and Lieutenant Colonel or their civilian equivalents likely to serve in PSO as Civil-Military liaison officers.

Duration. 15 days.

Vacancies. Up to 40 participants.
Rights Issues on Peace Operations Course

Course Aim. To enable participants to enhance their understanding of the various rights issues and how these influence the planning and conduct of a peace operation.

Course Objectives. At the end of this course the participants should be familiar with issues related to Human Rights, Humanitarianism, Gender Rights, Child Rights, and The Law of Armed Conflict issues or Peace Operations.

(1) Human Rights Learning Objectives:
   (a) Definition of Human Rights
   (b) Human Rights and conflict
   (c) Legal basis for Human Rights and International Humanitarian Law
   (d) Examples of Human Rights
   (e) Human Rights violations
   (f) The application of Human Rights considerations in the planning and conduct of a peace operation

(2) Humanitarianism Learning Objectives:
   (a) The definition of humanitarian assistance.
   (b) The delineation of the humanitarian space.
   (c) Basic principles of humanitarian action.
   (d) Humanitarian actors.
   (e) Military support to humanitarian action.
   (f) Humanitarian consideration in planning.

(3) Gender Rights Learning Objectives:
   (a) UN Security Council Resolution 1325.
   (b) Definition of Gender.
   (c) The “Gender Perspective”.
   (d) Gender discrimination and violence.
   (e) Gender and Human Rights.
   (f) Gender and the cycle of conflict.
   (g) Gender mainstreaming in peace operations.
(4) Child Rights Learning Objectives:

(b) Definition of a “Child”.
(c) Obligations in accordance with international conventions and agreements.
(d) Sexual Abuse.
(e) Child Soldiers.
(f) Activities designed to protect children’s rights.
(g) Monitoring, reporting and protection of children’s rights.
(h) Child’s rights considerations for the planning and conduct of peace operations.

(5) Law of Armed Conflict Learning Objectives:

(a) Purpose, components and sources of LOAC.
(b) Basic principles of LOAC.
(c) Status of “Combatants” and “Non-Combatants”.
(d) LOAC and the conduct of land warfare.
(e) Chain of Command legal obligations.
(f) Individual legal obligations.
(g) War crimes.
(h) Treatment of wounded, prisoners of war and civilians.

Eligibility. Selected members of regional organizations with portfolios dealing with peace and security (EASBRIG, EAC, IGAD, ECOWAS, SADC, etc), and member states.

Duration. 10 days.

Vacancies. Up to 20 participants.
Peace Operations Logistics Course

Course Aim. To provide selected officers with the relevant knowledge and skills they need to be more effective logisticians in traditional or complex peace operations, as support officers in their national headquarters, logisticians within a deployed unit, or as mission headquarters logistics staff officers.

Course Objectives. At the end of the course the participants should:

1. Be familiar with the logistic operations of the UN and the AU.
2. Understand the rationale behind PSO logistics.
3. Understand Contingent Owned equipment (COE).
4. Be familiar with logistics planning required for deployments.
5. Understand the different components that make up integrated logistics support in a field mission.
6. To do so, the course will address the following:
   a. United Nations Headquarters and DPKO and DFS organization and functions.
   b. Mission planning; deployment, RSOI, sustainment, redeployment.
   c. United Nations field mission logistic and administrative support organization.
   d. Contingent Owned Equipment (COE), finance, procurement, and contracting.
   e. National operational and logistic functions in peacekeeping missions.
   f. Current operational and logistic experiences/realities in peacekeeping missions.
   g. Role of civilian police, military observers in peace support operations.

Eligibility. Selected officers of the rank of Captain to Lieutenant Colonel or civilian/police equivalent employed as logisticians in their national forces or civilian component expectant of being deployed in a peacekeeping mission.

Duration 10 days.

Vacancies. Up to 40 participants.
POST CONFLICT RECOVERY PROGRAMME

Over the last few years, increasing importance has been placed on post-conflict situations, which include recovery and peace building. It is generally accepted that efforts of conflict management are rendered useless if nations coming out of conflict are not given adequate support to enable them set up institutions (be they social, political, military, police or economic) that are stable enough to guarantee sustainable peace and security. IPSTC has therefore developed training and education products that give attention to this crucial phase of conflict.

Courses Currently Offered.

i. Security Sector Reform

ii. Disarmament, Demobilization and Reintegration

iii. Regional Security Studies
Security Sector Reform Course

Course Aim. To enable participants to enhance their understanding of Security Sector Reform objectives, frameworks, and processes in order to increase their understanding of how their specific efforts in a peace operation contributes to this larger effort.

Course Objectives. At the end of the seminar the participants should:

1. Be familiar with the various issues related to the reform and governance of the security sector.

2. Be able to initiate a focused discussion on subject matters of particular relevance and applicability to the African context. To do so, this event will focus on the following issues:
   a. Security issues of contemporary relevance (extremism, organized crime, weapons of mass destruction, etc).
   b. Security Sector Reform conceptual frameworks.
   c. Security Sector Governance conceptual frameworks.
   d. Regional Security Cooperation.
   e. Security Strategies.
   f. Security Policy.
   g. Post conflict environment and the Rule of Law and transitional justice.
   h. The development of security structures.
   i. Principles of modern policing.

Eligibility. Selected individuals who are intended to be employed in a peace operation that is functioning within the context of a Security Sector Reform effort. Participants may include individuals from the military, civilian and/or police components.

Duration. 10 days.

Vacancies. Up to 30 participants.
Disarmament, Demobilization and Reintegration Course

**Course Aim.** To enable participants to be effectively employed in or support the operation of the DDR function in a peace operation.

**Course Objective.** At the end of the course the participants should be able to contribute to a DDR program in an integrated mission. To do so, this event will focus on the following issues:

1. UN Integrated DDR standards.
2. Conflict cycle.
4. Participants and beneficiaries.
5. DDR plans and planning.
6. Disarmament.
7. Arms Control, Security & Development.
8. Demobilization.
10. Conflict resolution.

**Eligibility.** Selected individuals who are intended to be employed in either a direct or supporting capacity to the DDR function of a peace operation. Participants may include individuals from the military, civilian and/or police components.

**Duration.** 15 days.

**Vacancies.** Up to 40 participants.
Regional Security Studies Course

Course Aim. To enable participants to analyze the impacts on associated sub-regional organizations and member states of security arrangements with a view to enhancing mutual understanding of areas of potential cooperation and increasing the effectiveness and efficiency of decision making in the emerging Eastern African Peace and Security architecture.

Course Objectives. At the end of the course the participants should be able to:

1. Identify the components of national and regional security and the elements of national power.

2. To develop individual and collective perspectives on both the philosophical (aims and values) and tangible (structural and economic) components of the emerging regional security concept. To do so, this event will focus on the following:

   a. The geo-strategic environment and analysis and its effects on the development of regional and national security, foreign, and defense policy.

   b. The specific regional dynamics of conflict.

   c. Current regional peace and security arrangements.

   d. The processes of the associated federal governments and analysis and their impacts on the management of national armed and security forces and the specific regional dynamics of conflict.

   e. Associated national and regional economic policy within the international context.

   f. Current regional legal, social and environmental issues.

   g. Associated national interests, objectives, and the factors that influence formation of regional security policy.

Eligibility. Selected military, police and civilian members of various sub-regional organizations and member states and MFA’s and MOD’s (Director level).

Duration. 10 days.

Vacancies. Up to 24 participants.
OVERVIEW OF THE HUMANITARIAN PEACE SUPPORT SCHOOL

The Humanitarian Peace Support School (HPSS) formally known as the International Mine Action Training Centre, (IMATC), dates back to February 2005. It developed as a joint military venture between the UK and Kenya. This was as a result of a previous successful partnership between the two nations in preparing Kenyan Military personnel for deployment on humanitarian demining operations in support of UN Missions. However, the pursuance of humanitarian demining as the sole output at the Centre became untenable and this created the need for diversification to include tactical Peace Support Operations, Small Arms and Light Weapons, and Disaster Management and Response training.

The focus of HPSS is the training and education of “enablers” of peace operations and thus concentrates at the tactical level. Today the HPSS is fully engaged in preparing personnel deploying in Peace Support Operations (PSO) with keen adherence to the United Nation’s multidimensional nature. As such the School provides pre-deployment training for military, civilian and police components. In a continuing effort to provide the trainee with a state-of-the-art training facility which offers the most practical and efficient training available, the Center is in the process of constructing its new PSO village complete with human settlements, PSO Headquarters, Military Observer team sites, UN troops camps, etc. On completion this will provide a close to reality pre-deployment training facility unmatched on the continent.

Apart from its own courses, the School also allows agencies and institutions with similar interest to hire its facilities. Less than 15 minutes from the Jomo Kenyatta International Airport (JKIA), HPSS provides the ideal venue for training and conferencing and residential and non-residential day meetings. It is set on over 100 acres of open land ideal for outdoor training. There are 200 rooms of which 66 are self contained. The School also has a dining hall and kitchen that serves delicious menus. Our conferencing/training venues serve groups from as small as 10 to as large as 200 people. The location is serene and distraction free.
MINE ACTION DISARMAMENT PROGRAMME

The courses at HPSS are mainly short technical courses. They are normally conducted immediately prior to the deployment of peace operations. Explosive Ordnance Disposal (EOD) or Explosive Remnants of War (ERW) or Unexploded Objects (UXO) clearance training can be designed and conducted at the request of any state or organization with the knowledge.

Courses Currently Offered.

i. Humanitarian Demining

ii. Explosive Ordinance Disposal
Humanitarian Demining Course

Course Aim. The course is designed to train EOD/UXO clearance operators up to International Mine Action Standards (IMAS) Level 3 capability.

Course Objectives. The objective is to train selected personnel in the skills of UXO, ERW and mine detection using manual or physical methods, electronic metal detection equipment and the deployment of mine Detection Dogs. It trains them in the explosive disposal of single items up to 84mm in calibre and bulk demolitions of small stockpiles. To do so, this event will focus on the following issues:

(1) Disposal of UXO and mines using explosives.
(2) Reporting systems (Information Management System Mine Action (IMSMA) database and form completion).
(3) Technical survey of suspected mined areas or danger areas.
(4) Electronic detection techniques.
(6) UXO recognition.
(7) Render Safe Procedures for UXO and mines.
(8) Stockpile and single item disposal using explosives.
(9) Battle Area Clearance.

Eligibility. Members of the Kenyan Engineers or other national equivalents qualified as Combat Engineers are eligible to attend the training. Civilians working with demining agencies as deminers also qualify for the course.

Duration. 20 days.

Vacancies. Up to 30 participants.

Demining Exercise
Explosive Ordinance Disposal Course

Course Aim. The course is designed to train EOD/UXO clearance operators up to International Mine Action Standards (IMAS) Level 3 capability.

Course Objectives. At the end of the course the participants should be able:

1. To demonstrate the skills of UXO, ERW and mine detection using manual or physical methods, electronic metal detection equipment and the deployment of mine Detection Dogs.

2. To determine the explosive disposal of single items up to 84mm in calibre and bulk demolitions of small stockpiles.

Eligibility. Members of the Kenyan Engineers or other national equivalents qualified as Combat Engineers are eligible to attend the training. Civilians working with demining agencies as deminers also qualify for the course.

Duration. 20 days with weekend study if required.

Vacancies. Up to 50 participants.
PRE-DEPLOYMENT PROGRAMME

The Pre-deployment programmes was established with the view of ensuring that individuals posted to a peacekeeping operation were done so with a minimum level of skills and knowledge. The baseline for this training is the United Nations standards and HPSS build up these to ensure a cohesive and relevant product. While initially a military focused programme this has been expanded to include civilians and police. The UN/AU Police (UNPOL) Course is conducted at the Humanitarian and Peace Support School (HPSS), Embakasi, Nairobi, preparing individuals for Police appointments in either UN or AU PSO missions. The Bn/Company Pre-deployment, prepares individuals of the ranks of Lt to Col, to serve as contingent or staff officers both at Battalion and Sector, in any Peace Support Operations (PSO) mission. The Military Observers’ (MILOB) Course, prepares individuals of the ranks of Capt to Lt Col, for MILOB appointments in either UN or AU PSO Missions.

Courses Currently Offered.

i. Military Observer

ii. UN/AU Police

iii. Civilian Pre-Deployment Training

iv. Bn/Company Pre-Deployment Training

Essential Items for a MILOB

Hostage Taking...

Maneuvering Out of Sticky Situation...

UN/AU Police in Syndicate Discussion
Military Observer Course

Course Aim. The aim of the course is to equip selected officers with the relevant knowledge and skills to enable them serve as Military Observers in any PSO Mission.

Course Objectives. At the end of the course the participants should be able:

(1) To demonstrate an understanding of the structures and procedures of the UN and the AU.

(2) To recognize the multifunctional nature and principles of PSO, and the organization and functions of different branches and agencies in a PSO Mission, and the roles of other actors, such as humanitarian agencies and the Media.

(3) To demonstrate an understanding of the historical and geo-political backgrounds, mandates and organizations of relevant current UN and AU PSO missions.

(4) To state the duties and tasks of a Military Observer.

(5) To develop personal skills to improve operational effectiveness in a PSO Mission area, such as, but not limited to:

(a) Observation skills.
(b) Negotiation and mediation techniques.
(c) Use of language assistants.
(d) Briefing skills.
(e) Search techniques
(f) Logging and reporting.
(g) Communication
(h) Crater analysis.
(i) Map reading.
(j) Driving skills including cross-country driving and maintenance/fault-finding.
(k) Health, hygiene and emergency first aid.
(l) Mine awareness.
(m) Security and survival skills, including hostage survival skills.

Eligibility. Junior commissioned officers of the rank CAPT and senior officers, Foreign students are invited through EASBRIGCOM, UN DPKO, HQ AU/ASF and the Nairobi diplomatic network.

Duration. 15 days.

Vacancies. Up to 40 participants.
UN/AU Police Course

Course Aim. To equip selected police and correctional service officers (CU) and non-commissioned officers (NCOs) with the relevant knowledge and skills to enable them to serve as Civilian Police (CIVPOL) or CU personnel in any PSO mission.

Course Objectives. At the end of the course the participants should:

(1) Be familiar with the structures and procedures of the UN and AU.
(2) Be familiar with the multifunctional nature and principles of PSO, and the organization and functions of different branches and agencies on a PSO mission.
(3) Have knowledge of the organization and challenges of current PSOs.
(4) Be familiar with duties of CIVPOL and CU personnel, and to develop the relevant tasks, techniques and procedures required to fulfill these duties.
(5) Have personal skills to improve operational effectiveness and increase survivability in a mission area such as, but not limited to:
   (a) Negotiating techniques
   (b) Use of language assistants
   (c) Search techniques
   (d) Communications
   (e) Map reading
   (f) Driving skills including maintenance/fault-finding and emergency repairs
   (g) Pistol skill at arms
   (h) Health, hygiene and emergency first aid
   (i) Mine awareness
   (j) Security and survival skills, including hostage survival skills.

Eligibility. The following are the priorities on which basis vacancies on the courses are granted:

(1) Priority One: EASBRIG regional African personnel nominated for UN and AU missions expected to be deployed within three months of training.
(2) Priority Two: EASBRIG regional African personnel nominated for the EASBRIG CIVPOL roster.
(3) Priority Three: Non regional African personnel nominated for employment on UN or AU missions within three months of training.
(4) Priority Four: Non African personnel nominated for employment in AU or UN missions in Africa within six months of training.
(5) Priority Five: Any other personnel nominated for PSO missions worldwide within 12 months of training.

Duration. 10 days.

Vacancies. Up to 45 participants.
Civilian Pre-Deployment Training Course

Course Aim. To enable participants to effectively cope with the rigors associated with field conditions in contemporary peace operations.

Course Objective. To provide participants with the knowledge and skills required to live and work in an austere environment (field conditions akin to UN and AU field missions). To do so, this event will focus on the following issues:

1. Peace support operations: meaning and legal context.
3. Conflict analysis.
4. Humanitarian assistance.
5. Civil-military cooperation.
7. Code of conduct.
8. Reporting Techniques.
9. General field skills: map reading, use of a compass, radio communication.
10. Security skills; mine awareness; arms recognition; techniques of survival in a hostile environment.
11. First aid.
12. Stress management.
13. Conflict resolution.

Eligibility. Selected individuals who are intended to be employed in a field mission (AU, UN etc). Individuals are to be civilians from organization who might not otherwise have a chance to receive pre-deployment training.

Duration. 10 days.

Vacancies. Up to 30 participants.
**Course Aim.** The aim of the Course is to equip selected officers with relevant knowledge and skills to enable them to serve as contingent or staff officers either at Battalion or Sector, in any PSO mission.

**Course Objectives.** At the end of the course the participants should be able:

1. To demonstrate an understanding of the UN system, UN structure, and PSO.
2. To familiarize on the Legal framework under which the UN operates.
3. To acquire knowledge on stress, HIV/AIDS and malaria management.
4. To familiarize on the Code of Conduct and Rules of Engagement as applicable to PSO.
5. To demonstrate an understanding of cultural diversity and operate effectively in a multidimensional environment.
6. To familiarize the participants on the prevention of sexual exploitation and abuse and its impact.
7. To familiarize with security awareness, Unexploded Ordinance (UXOs) and landmines.
8. To demonstrate an understanding of Human Rights and Gender Equality.
9. To familiarize with the various agencies related to the UN.
10. To operate and conduct Demobilization, Disarmament and Reintegration (DDR).
11. To apply the UN Log system especially Country Owned Equipment (COE).

**Eligibility.** Officers, men and women of military contingent.

**Duration.** 10 days.

**Vacancies.** Up to 60 participants.
DISASTER MANAGEMENT PROGRAMME

The Disaster Response Programme provides an overview of Military Support to Civil Authorities in time of disaster and is suitable for middle to senior level personnel in the military as well as other ministries, departments, and agencies involved in disaster management. Students will achieve a basic knowledge of military response methods and capabilities with a focus on commanding and controlling a military response that is integrated with the civilian interagency response. The courses includes a series of practical exercises that reinforce the teaching points made in the classroom portion of the course.

Courses Currently Offered.

i. Incident Command Systems

ii. Military Disaster Response

Practicing Essential First Aid Skills
Incident Command System Course

Introduction  The Basic Incident Command course provides an overview of the Incident Command System in times of a disaster and is suitable for middle level personnel in the military as well as other ministries, departments and agencies involved in disaster management and responses. Students will achieve a basic knowledge of how ICS works during small incidents. The course includes a simple table top exercise that strengthens the knowledge gained during the classroom instruction.

Course Aim. To provide students with the basic knowledge of the Incident Command System (ICS) and there after serve as a basis for ICS 02.

Course Objectives. At the end of the course the participants should be able:

1. To demonstrate an understanding of incident management skills.
2. To identify and explain basic components of ICS.
3. To competently perform the duties of various staff in ICS at all levels.
4. To demonstrate an understanding of structures and procedures in ICS.

Eligibility. The under listed requirements are mandatory:

1. Junior commissioned officers of the rank of LT – CAPT and SNCO/ WO in the military or civilian middle level managers in agencies or ministries involved in disaster response.
2. Be proficient in English.
3. Be proficient in radio communication (defined as being proficient in voice procedure and being able to operate any police VHF radio system).

Duration. 3 days.

Vacancies. Up to 30 participants.
Advanced Incident Command System Course

**Introduction.** The Advanced Incident Command course expands on the knowledge gained in ICS 01. Students will achieve knowledge of how to employ ICS during small or large incidents. The course includes a table top exercise that validates the knowledge gained during the classroom instruction.

**Course Aim.** To equip selected students on employment of ICS in expanding incidents.

**Course Objectives.** At the end of the course the participants should be familiar with:

1. Demonstration of Leadership, Command and Management of resources.
2. Indicate competent ability to, communicate effectively both orally and written within the incident.
3. Demonstrate a deep understanding of the roles, organization and command structure in an incident.

**Eligibility.** The under listed requirements are mandatory:

1. Junior commissioned officers of the rank Capt and SNCO/ WO with specialized trade such as ambulance drivers, firemen, plant operators, paramedics in the military or civilian supervisors and managers in agencies or ministries involved in disaster response.
2. Be proficient in English (orally and written).
3. Be proficient in radio communication (defined as being proficient in voice procedure and being able to operate any police VHF radio system).

**Duration.** 3 days.

**Vacancies.** Up to 30 participants.
Incident Command Course for Managers

Aim of Course. To familiarize course participants on integration of ICS and National Disaster Management Institutions at various levels of incident.

Course Objectives. At the end of the course the participants should be able:

(1) To illustrate and plan integration between ICS and National Disaster Management Institutions.

(2) To employ ICS during incident.

(3) To demonstrate usage of ICS from management perspective.

(4) To gain overall management skills.

Eligibility. The under listed requirements are mandatory:

(1) Senior commissioned officers of the rank of Major – Lt Col or senior civilian personnel in agencies or ministries involved in disaster response.

(2) Be proficient in English.

(3) Be proficient in map reading (military personnel).

Duration. 4 days.

Vacancies. Up to 30 participants.
Military Disaster Response Course

Introduction. The Military Disaster Response course provides an overview of Military Support to Civil Authorities in time of disaster and is suitable for middle to senior level personnel in the military as well as other ministries, departments, and agencies involved in disaster management. Students will achieve a basic knowledge of military response methods and capabilities with a focus on commanding and controlling a military response that is integrated with the civilian Inter-agency response. The course includes a series of practical exercises that reinforce the teaching points made in the classroom portion of the course.

Course Aim. To provide military officers and senior enlisted personnel with the skills to command and control military forces supporting civilian authorities in times of disaster.

Course Objectives. At the end of the course the participants should be able:

1. To identify and explain the categories and types of military support to civil authorities.
2. To state and clarify the roles of the military in Civil Support.
3. To demonstrate skills in analyzing civilian requests and determining how to best support them.
4. To employ and perform a Military coordination element to process requests and task military forces during disaster response.

Eligibility. EASBRIG Region for personnel nominated for UN and AU missions, EASBRIG ASF, personnel from the rest of Africa nominated for employment on UN or AU missions within three months of training and Senior enlisted warrant officer or commissioned officer in the military or senior civilian personnel in agencies or ministries involved in disaster response.

Duration. 5 days.

Vacancies. Up to 30 participants.
IPSTC is capable of providing customized training and education products related to peace operations across the spectrum of conflict. IPSTC is ready to work with partners to develop products that meet the specific needs of that organization. To do so, IPSTC will employ the systems approach to training.

This process would normally begin with the Peace and Security Research Department consulting with the organization to determine the details of the training and education need. The consultation would include definition of current status of the organization and articulation of the desired level of skills/knowledge in the respective subject area. Once the “need” has been delineated, a writing board would be convened with participation from the end users, subject matter experts and specialists in adult education. The output of this board would be a “learning plan” which would be used for the basis for the delivery of the course.

At each stage, IPSTC would work closely with the partner organization to ensure that their specific requirements are met. For more information on the possibility of customized training and education products please contact the IPSTC Peace and Security Research Department (research@ipstc.org).
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