International Peace Support Training Centre
Nairobi, Kenya

COURSE PROSPECTUS

Enhancing Capacity for Regional Peace and Security through Peace Operations Training
Welcome to this new edition of the International Peace Support Training Centre (IPSTC) Course prospectus which details the various programmes and activities the Centre runs, the audiences targeted and the kind of facilities that may be enjoyed while at the Centre.

Over the years, the IPSTC, Kenya has positioned itself as a regional Centre of excellence in research, education and training in peace support operations.

The unique feature of the Centre is that it approaches issues of peace and security holistically and has consequently developed programmes that cover the entire spectrum of conflict; prevention, management and recovery. The Center’s education and training programmes are directed towards preparing police, military and civilian personnel for Peace Support Operations. Currently, IPSTC runs thirty six (36) courses in its two training campuses. The Centre also undertakes research in a wide range of areas related to regional peace and security.

The IPSTC has actively assisted in building capacity for the African Union’s Peace and Security Architecture through training personnel for the Eastern Africa Standby Force, one of the five regional components of the African Standby Force currently under development.

Within this context, the development of a network of experts and learning partnerships continues to be an important component of the research, education and training conducted by the Centre. The Centre has engaged a wide range of experts from the region and beyond, in the research, design, development and delivery of its programmes. Hence, IPSTC has developed a niche in the field of regional peace and security and Peace Support Operations research and training. IPSTC has gained recognition and is now a member of the Africa Peace Support Trainers’ Association (APSTA) and the International Association of Peacekeeping Training Centres (IAPTC).

Two of the core values of IPSTC are professionalism and excellence. To guarantee these, the Centre provides peacekeeping training in accordance with the United Nations Training Standards and employs the Systems Approach to Training which ensures that new ideas are incorporated into our products in order to remain relevant.

These gains have been made with the support from IPSTC partners, the United Kingdom, The government of Japan through UNDP, the United States of America, the Government of Canada, Germany, Belgium, the Nordic countries, the European Union, Kenya and so many more. I would like to express my appreciation to them for supporting our course to bring about global peace and security.

Robert Kabage
Brigadier
Director 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 ideal. 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 Defence Forces’ participation in UN and AU PSO missions spans more than two decades, covering 28 PSO missions in which over 16,000 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 it 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 Defense (KMOSD). In 2009, the Centre was restructured into two training platforms and Peace and Security Research Department (PSRD). PSRD was 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.

Today, the IPSTC boasts of two campuses. The Karen campus with the Peace and Conflict Studies 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 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.
Introduction and Background

IPSTC Vision, Mission and Strategic 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, Training and Education of military, police 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.

**Strategic Objectives.** To attain the mission and vision, IPSTC has centered its development on the following strategic objectives:

1. To establish sustainable resource mobilization mechanisms.
2. To develop active collaborative mechanisms with relevant actors/partners.
3. To broaden and optimize the use of training infrastructure.
4. To establish a long term training plan.
5. To develop an efficient and effective institutional research capacity.
6. To enhance consistency with customer needs.
7. To develop updated and relevant curricula.
8. To optimize human resources management.
9. To enhance financial resources management.
10. To optimize the functioning of IPSTC’s structures.
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 headquarters manages the Centre. It includes the office of the Director and administration.

**Plans and Programs.** The branch which is charged with the day-to-day planning and support of training and education.

**Administration and Finance Department.** The department 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 School which is responsible for the conduct of "decision maker" training and education.

**Humanitarian Peace Support School.** The School which is responsible for the conduct of "enabler" training and education.

**Peace and Security Research Department.** The department 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 applied 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 the 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” programs. The core programs of IPSTC reside within the respective Schools and the reinforcing programs reside within the Peace and Security Research Department. The core programs represent the focus of effort for IPSTC and the reinforcing programs 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 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 the 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.
Introduction and Background

IPSTC Training and Education Framework

Peace and Conflict Studies School (PCSS)
Core Programmes:

Conflict Prevention Programme:
- Conflict Analysis and Prevention
- Dialogue, Negotiations and Mediation
- Preventive Diplomacy

Conflict Management Programme:
- Senior Mission Leaders Course
- Peace Operations Planning Course
- Middle Level Leadership and Management Course
- Peace Operations Staff Officers Course
- Civil Military Coordination Course
- Child Protection Course
- Human Rights in Peace Operations Course
- Peace Operations Logistics Course
- Sexual and Gender Based Violence Course
- Media In Peace Support Operations Course
- Protection of Civilians Course
- AMISOM Multinational Force Headquarters Command and Staff Training
- Operational Management of Prisons Course

Post Conflict Recovery Programme:
- Security Sector Reform Course
- Disarmament, Demobilization and Reintegration Course
- Regional Security Studies Course
- Rule of Law Course
- Exercise Design, Development and Delivery Course
- Election Monitoring and Management Course

Humanitarian Peace Support School (HPSS)
Core Programmes:

Mine Action and Disarmament Programme:
- Humanitarian Demining Course
- Explosives Ordnance Disposal Course
- Mines and Small Arms Awareness Course
- Counter Improvised Explosive Devices Course
- Small Arms and Light Weapons Course

Pre-Deployment Programme:
- Military Observer Course
- UN/AU Police Course
- Civilian Pre-Deployment Training Course
- Contingent Pre-Deployment Training Course

Disaster Management Programme:
- Incident Command Systems Course
- Advanced Incident Command Systems Course
- Incident Command Course for Managers
- Military Disaster Response Course
- Search and Rescue Course
- Disaster Response and Management Course

Peace and Security Research Department (PSRD)
Reinforcing Programmes

Conflict Prevention Research Programme
Conflict Management Research Programme
Post Conflict Recovery Research Programme
Security Studies Research Programme
- Symposia
- Seminars
- Workshops
- Country Profiles
- Occasional Papers
- Discussion Papers
- Issue Briefs
- Briefing Portfolios
- Amani Lectures
- Curriculum Design
- Writing boards
- Exercise Design Writing boards
- Mobile Evaluation Exercises
- Training Needs Assessment Exercises
The IPSTC Systems Approach to Training

IPSTC aspires to deliver training and education products that are relevant to contemporary peace operations. The process that guides the development and delivery of these products is the IPSTC “Systems Approach to Training” (SAT). Since IPSTC is recognized as a regional “Centre of Excellence”, it 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) exists, as it relates to training and education institutions, IPSTC believes that a CoE is an institution that has resident expertise and capability in a particular field that is unparalleled 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, designing 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/guidelines into concrete training and education delivery. 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, among others). 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 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 it 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.
Introduction and Background

Systems approach to Training
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 in the facility is conducive for training participants at the decision making level. It is ideal for training, meetings and events since it is located 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. As such, the School strives 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 and also hires out its facilities to institutions with goals and mandates similar to its own.
General Courses

- IPSTC Professional Development Programme
- Exercise Design, Development and Delivery (EX-3D)

IPSTC Professional Development Programme

Course Aim: To equip participants with foundational knowledge and skill in the development and delivery of training using best commonly accepted practices in accordance with the IPSTC training methodology and practices.

Course Objectives: At the end of the course, the participant should be able to:

1. Demonstrate an understanding of the concepts of learning as it applies to training and education fundamentals and be able to identify the factors that contribute to effective learning in adults.

2. Demonstrate an enhanced ability to plan and develop courseware in support of an approved Learning Plan.

3. Demonstrate the ability to deliver training in accordance with the IPSTC Training Delivery Guidelines, methodology and practices.

4. Demonstrate an enhanced understanding of how to design, plan, and conduct evaluation as an integral part of training delivery.

Eligibility: The target audience for this course is comprised of members of the IPSTC, regional and national training centres/organizations who could be called on to develop and/or deliver training, and briefings in support of PSO.

Duration: 5 days.

Vacancies: Up to 25 participants.
Exercise Design, Development and Delivery Course (EX3D)

Course Aim: To enable participants to design, develop and deliver exercises to complement and enhance training objectives.

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

1. The conduct of a needs assessment to assist in defining the problems, establishing the need for the exercise and identifying the functions that need to be exercised.

2. The process of producing customized scenarios related to real-world events.

3. The utilization of vignettes and case studies to analyze relevant strategic, operational and tactical issues incorporating role players to enhance realism.

Eligibility: Selected staff officers who may be serving in training development and delivery capacity in IPSTC, EASF or other AU/UN organs.

Duration: 5 days.

Vacancies: Up to 30 participants.
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 developing and institutionalizing the idea of preventing conflict at the local, regional, and international levels.

The IPSTC has identified 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

(1) Conflict Analysis and Prevention.
(2) Dialogue, Negotiation and Mediation.
(3) Early Warning and Preventive Diplomacy.
Aim of Course: To enhance participants understanding of conflict and to equip them with analytical tools and skills to identify and interpret key issues and dynamics of conflict systems and to apply these skills in a manner appropriate to their respective organization. The purpose of these conflict analysis tools and skills are to develop inputs with a view to enhancing organizational decision making processes.

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 comprises “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.
Dialog, 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, negotiation and mediation processes as conflict prevention and/or resolution tools.

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 should be 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, but are not limited to, Civil Affairs, Political Affairs, Military Observers, Early Warning and Conflict Prevention Specialists, Election Monitors, Humanitarian Affairs, among others.

Duration: 10 days.

Vacancies: Up to 24 participants.
Early Warning and Preventive Diplomacy Course

**Aim of Course:** Equip participants with relevant knowledge and skills in Early Warning and Preventive Diplomacy and enable them to effectively participate in conflict prevention and other peace initiatives in the region.

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

1. Demonstrate an understanding of the concepts of early warning, preventive diplomacy and conflict.
2. Understand early warning and preventive diplomacy in the context of armed conflict.
3. Understand the importance of early warning and armed conflict in Peace Support Operations.
4. Identify and examine the role of international organizations in early warning and preventive diplomacy.
5. Demonstrate skills in application of early warning.
6. Identify and examine the challenges and opportunities in the practice of Early Warning and Preventive Diplomacy in Africa.

**Eligibility:** Top and middle level “practitioners” who are working with International, Regional and Sub-regional Organizations and PSO in general. Potential participants should be decision makers on a daily basis and occupy positions as diplomats and special envoy officers that provide input into the overall decision making process of their respective organizations.

**Duration:** 10 days.

**Vacancies:** Up to 24 participants.
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 focus on the various multi-dimensional peacekeeping activities in this phase of conflict with a view to developing knowledge and skills that will contribute to 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.**

1. Senior Mission Leader.
3. Mid-Level Leadership and Management.
4. Peace Operations Staff Officer.
5. Basic Civil Military Cooperation.
7. Civil—Military Coordination Course.
9. Protection of Civilians Course,
10. AMISOM Multinational Force Headquarter Command and Staff Course.
11. Sexual and Gender Based Violence Course.
Senior Mission Leaders 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 and efficiency of peace missions.

Course Objectives: At the end of the course, 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 (EASF, 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 which require rigorous analysis with a view to determining possible UN/AU intervention.

(3) UN/AU “strategy” of developing 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 assessing 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 Head of Mission and mission headquarters.

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

Duration: 10 days.

Vacancies: Up to 30 participants.
Middle 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 analyze 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 Work Place Conflict Resolution.
12. To demonstrate recognition of Communication Theory.

Eligibility: Selected members of regional organizations with portfolios dealing with peace and security (EASF, 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 enhanced 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 intelligence preparation of the battlefield, mission analysis, briefings orders and execution.
5. Be familiar with AU/EASF organizations and functions
6. Be familiar with the integrated mission planning process and peace operation logistics
7. Be familiar with peace operation doctrine, standard operating procedures and the organization and functions of an operations centre.
8. Be familiar with legal issues in PSO including Law of Armed conflict, Human Rights, UN code of conduct and child rights.
9. Be familiar with Media relations in PSO environment.
10. Be familiar with HIV/AIDS issues in peace support operations
11. Be familiar with Gender issues in Peace operations.

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

Duration: 15 days.

Vacancies: Up to 40 participants.
Child Protection Course

Course Aim: To enhance the participant understanding of child protection issues for the effective prevention and protection of children in Peace Support Operations.

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

1. Demonstrate an understanding of who a child is, his/her needs, rights and responsibilities and what determines child protection.
2. Have knowledge of the legal instruments defining child rights.
3. Have an understanding of the Impact of conflict on children.
4. Be familiar with structures and mechanisms for child protection in a PSO environment.
5. Understand the measures necessary to guarantee protection of children.
6. Cascade child protection issues to lower level personnel.

Eligibility: The target audience for this course is comprised of participants who are to (could be potentially) be deployed in PSOs and act as trainers. These include:

- Military officers of the ranks from Major to Colonel.
- High and middle level management humanitarian personnel.
- Gazetted Police officers.
- Probation Officers.
- Senior Corrections Officers.
- Inter-religious organizations.
- Civil society representatives.

Duration: 10 Days.

Vacancies: Up to 24 participants.
Civil Military Coordination 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:
   - CIMIC concepts and terminology.
   - CIMIC structures and organizations.
   - CIMIC planning.
   - Mission support.
   - Community support.
   - Quick impact projects.
   - CIMIC as a part of integrated peace operations.

Eligibility: Military and Civilian Officers with the equivalent ranks from Major and Lieutenant Colonel who are likely to serve in PSO as Civil-Military liaison officers.

Duration: 15 days.

Vacancies: Up to 40 participants.
Human Rights in 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 the course the participants should be able:

1. To demonstrate an understanding of the historical background of Human Rights and define and examine the key concepts informing rights issues in situations of armed conflict.
2. To examine Human Rights within the international legal framework and to enable participants to engage different stakeholders to respect, protect, promote and fulfil Human Rights.
3. To demonstrate an understanding of the International Humanitarian Law, its interaction with other areas of International Law and its applicability in Peace Support Operations (PSOs).
4. To demonstrate an understanding of humanitarianism and humanitarian assistance, challenges and factors in integrated humanitarian planning.
5. To demonstrate an understanding of gender roles and relations and how they are impacted in situations of armed conflict. To equip participants with knowledge of violations of women rights, strategies and mechanisms for equitable and appropriate response to women’s rights violations.
6. To develop requisite knowledge and skills to improve the protection of children in situations of armed conflict as they respond to violations of children’s rights.
7. To illustrate an enhanced understanding of Human Rights Issues and their centrality in planning, analysis and conduct of PSO/interventions in response to emerging issues/situations.

Eligibility: Selected members of regional organizations with portfolios dealing with peace and security (EASF, EAC, IGAD, ECOWAS, SADC, among others) and member states.

Duration: 10 days.
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:
   - United Nations Headquarters and DPKO and DFS organization and functions.
   - Mission planning; deployment, Reception, Staging and Onward Movement (RSOM), sustainment, redeployment.
   - United Nations field mission logistic and administrative support organization.
   - Contingent Owned Equipment (COE), finance, procurement, and contracting.
   - National operational and logistic functions in peacekeeping missions.
   - Current operational and logistic experiences/realities in peacekeeping missions.
   - Role of civilian, police and military observers in peace support operations.

Eligibility: Selected officers from the ranks of Captain to Lieutenant Colonel or civilian/police equivalent who are employed as logisticians in their national forces or civilian component expecting to be deployed in a peacekeeping mission.

Duration: 10 days.

Vacancies: Up to 40 participants.
Sexual and Gender Based Violence Course

Course Aim: To enhance participants understanding of the International legal standards and mechanisms for the prevention and response of SGBV and to ensure its centrality in planning, implementation and conduct in peace support operations (PSO) with a view to significantly reducing its prevalence.

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

1. To understand the Contemporary PSO and How Gender issues fit in its structure.
2. To demonstrate an understanding of the concepts of Gender and Sex, Male and Female roles. Frame types and forms of GBV and SGBV.
3. To demonstrate an understanding of the causes of SGBV in an armed conflict situation, vulnerable groups and contributing factors.
4. To examine SGBV within the international, regional and national legal frameworks and to enable participants to engage different stakeholders to prevent and respond to SGBV.
5. To equip participants with tools to prevent and respond to GBV and SGBV.
6. To equip participants with knowledge of strategies and mechanisms for appropriate prevention and response to SGBV.

Eligibility: Military officers from the ranks Majors to Colonel, police officers from the ranks of AGSP to SSP and the corresponding civilian equivalent who are to be deployed as planning officers, training officers, CIMIC officers, Operations officers and Legal officers.

Duration: 10 days.

Vacancies: Up to 24 participants.
Media in Peace Support Operations Course

Course Aim: To equip participants with relevant skills and knowledge to competently handle media related matters in peace support operations.

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

1. To identify and discuss the key media concepts and tools.
2. To demonstrate an understanding of media and conflict.
3. To outline and explain the impact of media in peace support operations.
4. To identify and examine the roles and challenges of Public Information Officers in peace support operations.
5. To demonstrate an understanding of the host country’s geopolitical social, cultural and geographical environment.
6. To demonstrate ability to plan, develop and execute an effective PSO media strategy of media related events, which may include, but is not limited to:
   - Plan and conduct media interviews.
   - Public relations and image.
   - Media campaigns.
   - Press conferences.
   - Media reports.
   - Media briefs and releases.
   - Information analysis.
   - To demonstrate an enhanced understanding of the roles of and use of media in PSO.

Eligibility: Selected individuals who are potential peace support operations practitioners who are working in peace operations environment and related organizations in general as below:

- Military Officers at the company level, battalion level, sector HQs and Military Experts/Military Observer (Warrant Officers, Captain - Colonel).
- Civilians with equivalent rank as above who are serving or potentially to serve in the field of PSO as Public Information officials. These could be civilians from political and civil affairs, local and international regional organizations (UN/AU missions and EASF, AMISOM, UNMIS, UNAMID, NGOs and other UN humanitarian agencies).
- Police with equivalent rank as above serving or potentially to serve in the field of PSO as Public Information officers.

Duration: 10 days.

Vacancies: Up to 24 participants.
Protection of Civilians Course

Course Aim: To enhance participants understanding of the importance of protection of civilians in peace support operations with a view to ensuring effective identification of the legal instruments that relate to the protection of civilians in peace operations and the operational framework for protection.

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

(1) To demonstrate an enhanced understanding of the concept of Protection of Civilians in peace support operations.
(2) To identify the legal frameworks for Protection of Civilian.
(3) To discuss the various ways to protect civilians in armed conflict.
(4) To discuss how to protect civilians in the context of UN peacekeeping operations.
(5) Identify and develop guidance to prevent and respond to widespread or systematic attacks against civilian.
(6) Identify the need for a Protection of Civilians plan, implementing and evaluating a Protection of Civilians plan.

Eligibility: Selected individuals who are serving or will be serving in staff positions with regional organizations (EASF, IGAD, ICGRL and EAC) and missions (AMISOM, MONUSCO, UNAMID and UNMISS). Participants may be military, police, and/or civilian and be of the equivalent rank of Colonel to Brigadier.

Duration: 10 days.

Vacancies: Up to 24 participants.
Multinational Force Headquarter Command and Staff Training Course

Course Aim: The Aim of AMISOM Multinational Force Headquarter Command and Staff Training Course is to produce AMISOM Multinational Staff Officers who understand contemporary Peace Support Operations and who can employ the Military Decision Making Process to successfully plan and successfully accomplish the AMISOM Multinational Force Headquarter level Peace Support Operations Mission.

Course Objectives: AMISOM Force Headquarter Command and Staff Training Course teaches international field grade officers of the Common Staff, Primary Staff duties/ responsibily and Military Decision Making Process to plan a AMISOM Multinational Force Headquarter level Peace Support Mission. Its objectives are:

1. Multinational Force Headquarter Training.
2. Enable the mission operate as part of a legally constituted Multi-National Force implementing an agreement negotiated by a legitimate international political organization.
3. Enable supervise and separation of Former Warring Factions (FWF) by creating and maintaining a zone of separation.
4. Enable protection non-governmental distribution of relief supplies by safeguarding convoys.
5. Enable protection non-governmental medical treatment of civilians within the organization’s sector.
6. Enable safeguard of personal and public property through the use of checkpoints and patrolling.

Eligibility: To be determined by ACOTA.

Duration: 20 days.

Vacancies: Up to 49 participants.
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.**

1. Security Sector Reform.
2. Disarmament, Demobilization and Reintegration.
3. Elections Monitoring and Management Course.
4. Rule of Law course.
5. Operational Management of Prisons Course.
Security Sector Reform Course

**Course Aim:** To enhance participants’ understanding of Security Sector Reform objectives, frameworks and processes in order to contribute effectively to Security Sector Reform initiatives in Peace Operations.

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

1. To demonstrate an enhanced understanding of the concepts context and evolution of the Security Sector Reform.
2. To demonstrate an enhanced understanding of the United Nations and African Union Principles and governance in the security sector.
3. To identify key steps in implementation of Security Sector Reform.
4. To identify and discuss the Security Sector Reform interventions.

**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.** Participants to demonstrate an understanding of the principles and procedures involved in planning, implementing and supporting DDR programme in PSO.

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

1. To demonstrate an enhanced understanding of the background knowledge on the transition from conflict to peace and the role of DDR in the peace operation process.
2. To examine and develop an understanding of concepts policies and strategies of IDDRs to effectively apply them in DDR programmes during peace operations.
3. To demonstrate an understanding of the structures and processes of DDR planning and programming in peace operations.
4. To develop professional competencies to effectively operate in DDR programmes and support in peace operations.
5. To identify, develop an awareness and precision of specific needs challenges and considerations in the cross-cutting issues to be given to the different social groups during the DDR process in peace operations.

**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.
Rule of Law Course

Course Aim: To equip and expose participants to the various aspects of the Rule of Law in peace operations and the associated factors for both the planning and conduct of a peace operation.

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

1. To identify and explain the purpose, components and sources of Rule of Law in peace support operations.
2. To identify and discuss the basic principles of the Rule of Law.
3. To differentiate Rule of Law and Human Rights in peace support operations.
4. To demonstrate an understanding of concepts in Rule of Law.
5. To be able to define and discuss aspects of Human Security.
6. To demonstrate necessary skills required in practicing Rule of Law and the conduct of land operations.
7. To identify and discuss the relationship between Rule of Law associated legal obligations.
8. To identify and analyze the existing PSO Rule of Law initiatives and challenges.

Eligibility: Selected individuals who are serving or will be serving in staff positions with EASF, peace operations and RECS/REMS and missions. Participants may be military, police, and/or civilian and be of the equivalent rank from Captain to Colonel. While the selection of participants will be focused on those originating from the EASF countries, a select number of positions will be offered to other candidates from the ASF.

Duration: 10 days.

Vacancies: Up to 24 participants.
Election Monitoring and Management Course

Course Aim: To enable participants to understand the various aspects of Elections Monitoring and Management and the associated factors for both the planning and conduct of a peace operation.

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

1. Have an enhanced awareness of the factors associated with Elections Monitoring and Management
2. To have an enhanced capacity to carry out elections monitoring and Management.
3. To have improved recognition of problems associated with elections monitoring and Management and how to deal with them.

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.
Operational Management of Prisons

Course Aim: To provide an enhanced understanding of good prisons management to enable trainers, train according to the International Human Rights Standards that govern the management of prisons and treatment of prisoners and detainees.

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

(1) To demonstrate an understanding of the concepts and principles related to prisons management.
(2) To demonstrate an understanding of the prisons legal frameworks, related human rights approaches and challenges.
(3) To demonstrate an understanding of the prisons administrative skills and practices.
(4) To demonstrate an understanding of the prisons security and related risks and challenges.
(5) To demonstrate an understanding of the coordination and cooperation mechanisms related to prisons.

Eligibility: Selected staff officers who are serving as prisons/corrections officers in South Sudan and AU/UN missions.

Duration: 10 days.

Vacancies: Up to 24 participants.
The Humanitarian Peace Support School (HPSS) formally known as the International Mine Action Training centre (IMATC), dates back to February 2005. It initially started as a joint military venture between the United Kingdom and Kenya. This was the result of a previous successful partnership between the two nations in repairing 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. It, therefore, concentrates on tactical level training. 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 Centre constructed a new PSO village complete with human settlements, PSO Headquarters, Military Observer team sites, UN troops camps, among others. This is meant to provide a close as possible reality of pre-deployment training. For now, the facility is 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 166 self contained rooms and a facility that can accommodate a formed contingent of up to about 600 personnel. The School also has a dining hall and kitchen that serves delicious menus. The conferencing/training venues and serves groups from as small as 10 to as large as 200 people. Its location is serene and distraction-free.
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.

1. Humanitarian Demining.
2. Explosive Ordnance Disposal.
5. Small Arms and Light Weapons Course.

Mines and Demining Awareness Session

Practice Session on Demining
Humanitarian Demining Course

Course Aim: To train EOD/UXO clearance operators up to International Mine Action Standards (IMAS) Level 3 capability.

Course Objectives: 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.

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.
Explosive Ordnance Disposal Course

**Course Aim:** 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.
Mines and Small Arms Awareness Course

Course Aim: To enhance the participant’s understanding of the various aspects of mines and Small Arms/Light Weapons and the associated factors for effective planning and conduct of a peace operations.

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

1. To identify types of mines and Unexploded Ordnance.
2. To demonstrate necessary skills required in the UXO Clearance.
4. To identify the UN policies and involvement in Demining in Peace Support Operations.
5. To prepare and apply necessary skills require for Demining.
6. To demonstrate an enhanced understanding of Demining Procedures.
7. Outline and explain the impact Small Arms and Light Weapons in peace support operations.
8. Identify and discuss factors that caused proliferation of SALW in PSO.

Eligibility: Selected individuals from civil, military and police with the rank or equivalent of Captain to Colonel, who are serving or will be serving in various positions within EASF, EAC, IGAD, ICGLR, AMISOM, UNAMID, UNMIS and IPSTC.

Duration: 10 days.

Vacancies: Up to 24 participants.
Counter Improvised Explosive Devices Course

Course Aim: To enhance participants understanding on various aspects on Counter Improvised Explosive Devices (IED), the Law of Armed Conflict and associated factors for effective planning and conduct of a peace operation.

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

1. To demonstrate understanding of the factors associated with IEDs for the planning of a peace operation.
2. To identify and describe the different types of IEDs and their impact.
3. To demonstrate an understanding on how to adequately deal with an IED detection/explosion situation.
4. To demonstrate an enhanced understanding of bomb event management procedures.
5. To apply necessary skills in conducting IED risk assessment and develop an IED reactionary plan.

Eligibility: Selected individuals who are serving or will be serving in staff positions with, INGOs, Regional Organizations (EASF, IGAD, EAC and ICGRL) and peacekeeping missions (AMISOM, UNAMID, UNMISS and MONUSCO). Participants could be military, police, and/or civilian and be of the equivalent rank from Captain to Colonel.

Duration: 10 days.

Vacancies: Up to 24 participants.
Small Arms and Light Weapons Course

Course aim: To provide capacity in small arms and light weapons control and management in accordance with international and regional standards.

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

1. Be able to define SALW and understand the international, regional and national obligations.
2. Be able to understand the various factors that contribute to SALW proliferation and related impact.
3. Be acquainted with the various institutions and approaches to prevent the flow of illicit SALW in accordance with International and regional obligations.
4. Be familiar with standards for appropriate physical security and stockpile management of SALW.
5. Be able to understand the process of identifying, documenting and tracing of SALW.
6. Be able to appreciate the various strategies of disarmament.
7. Be able to understand the nexus between SALW and Peacekeeping/Peace Support Operations (PKO/PSO).

Eligibility: The target audience for this course comprises participants who are (or could be) potential trainers from training branches/units consisting of Project/Program Managers, Senior Military/Police Officers (National Training Centres), Mid level Management and Mission-Integral training staff.

Duration: 5 days.

Vacancies: Up to 24 participants.
Pre-deployment Programme

The Pre-deployment programmes was established with the view of ensuring that individuals posted to a peacekeeping operation would be equipped with necessary level of skills and knowledge. The baseline for this training is the United Nations standards which HPSS build on 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, for preparing individuals for Police appointments in either UN or AU PSO missions. The Bn/Company Predeployment, prepares individuals of the ranks of Lieutenant to Colonel, to serve as contingent or staff officers both at Battalion and Sector Levels, in any Peace Support Operations (PSO) mission. The Military Observers’ (MILOBS) Course, prepares individuals of the ranks of Captain to Lieutenant Colonel, for MILOB appointments in either UN or AU PSO Missions.

Courses Currently Offered.

(1) Military Observer.
(2) UN/AU Police.
(3) Civilian Pre-Deployment Training.
(4) Contingent Pre-Deployment Training.
Military Observer Course

**Course Aim:** 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:
   - Observation skills.
   - Negotiation and mediation techniques.
   - Use of language assistants.
   - Briefing skills.
   - Search techniques.
   - Logging and reporting.
   - Communication.
   - Crater analysis.
   - Map reading.
   - Driving skills including cross-country driving and maintenance/fault-finding.
   - Health, hygiene and emergency first aid.
   - Mine awareness.
   - Security and survival skills, including hostage survival skills.

**Eligibility:** Military Officers from the rank of Captain to Lieutenant Colonel, Foreign students are invited through EASFCOM, 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:
   - Negotiating techniques.
   - Use of language assistants.
   - Search techniques.
   - Communications.
   - Map reading.
   - Driving skills, including maintenance/fault-finding and emergency repairs.
   - Pistol skill at arms.
   - Health, hygiene and emergency first aid.
   - Mine awareness.
   - Security and survival skills, including hostage survival skills.

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

Priority One: EASF regional African personnel nominated for UN and AU missions expected to be deployed within three months of training.
Priority Two: EASF regional African personnel nominated for the EASFCIVPOL roster.
Priority Three: Non regional African personnel nominated for employment on UN or AU missions within three months of training.
Priority Four: Non African personnel nominated for employment in AU or UN missions in Africa within six months of training.
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 similar 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.
8. Reporting techniques.
9. General field skills: map reading, use of a compass, radio communication.
11. First aid.
12. Stress management.
13. Conflict resolution.

Eligibility: Selected individuals who are intended to be employed in a field mission (AU, UN among others). Individuals are to be civilians from organization who might not otherwise have a chance to receive predeployment training.

Duration: 10 days.

Vacancies: Up to 30 participants.
Contingent Pre-Deployment Training Course

Course Aim: To equip selected officers with relevant knowledge and skills to enable them to serve as contingent or staff officers either at Battalion or Sector Level, 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 with the Legal framework under which the UN operates.
3. To acquire knowledge on stress, HIV/AIDS and malaria management.
4. To familiarize with 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 with 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 Logistics 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.

1. Incident Command Systems.
2. Military Disaster Response Course.
3. Disaster Response and management Course.
4. Search and Rescue Course.
Incident Command System Course

Introduction: The Basic Incident Command course provides an overview of the Incident Command System (ICS) 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 tabletop 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 an advanced course, 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:

- Junior commissioned officers from the rank of Lieutenant to Captain, Senior Non Commissioned Officer/ Warrant Officer in the military or civilian middle level managers in agencies or ministries involved in disaster response.
- Be proficient in English.
- 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 consolidates 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 in-depth knowledge of the roles, organization and command structure in an incident.

Eligibility: The under listed requirements are mandatory:

- Junior commissioned officers from the rank of Lieutenant to Captain, Senior Non Commissioned Officer/Warrant Officer in the military or civilian middle level managers in agencies or ministries involved in disaster response.

- Be proficient in English.

- 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 an integration between ICS and National Disaster Management Institutions.
(2) To employ ICS during incidents.
(3) To demonstrate usage of ICS from management perspective.
(4) To gain overall management skills in incident command.

Eligibility: The under listed requirements are mandatory:

- Senior commissioned officers from the rank of Major to Lieutenant Colonel or senior civilian personnel in agencies or ministries involved in disaster response.
- Be proficient in English.
- 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 session 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: EASF Region for personnel nominated for UN and AU missions, EASF, 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.
Disaster Response and Management Course

Course Aim: To enhance participant’s knowledge, skills and attitude in order to effectively contribute to disaster management programmes in various disaster situations and interventions.

Courses objectives: At the end of the course the participants will be able to:

1. Demonstrate an understanding of concepts of disaster management framework.
2. Identify and discuss the phases of the disaster management cycle and their relationships.
3. Appreciate the importance and demonstrate the ability to develop and implement a disaster management plan.
4. Demonstrate an understanding and appreciation of psycho-social effects of disaster and apply the critical incidence stress management (crisis intervention programme).
5. Identify and describe tools and methods for monitoring and evaluating disaster management programmes.

Eligibility: Military, police and/or civilian – Middle-level managers of the equivalent rank from the rank of Major to Colonel, from the following departments:

- Ministry of Defense.
- Local Government.
- Ministry of Health.
- Internal Security.
- Provincial administration.
- UN Agencies.
- NGOs/INGOs.
- National organizations.
- Religious Institutions/CBOs.

Duration: 10 days.

Vacancies: Up to 32 participants.
Search and Rescue Course (SAR)

**Course Aim:** To enhance the participants ability to carry out search and rescue by equipping them with the “basic skills and knowledge” for emergency response, whether the environment is wilderness, rural, urban, or disaster.

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

1. Identify the various actors in Disaster response.
2. Identify Types of Search and Rescue- Urban Search and Rescue, Ground Search and Rescue, Combat Search and Rescue, Air-Sea Search and Rescue and Mountain Search and Rescue.
3. Discuss Specific SAR Environment Problems.
4. Navigate during the day and night.
5. Describe Incident Management and its Organizational Structure.
6. Handle evidence and external Influences.
7. Understand the following:
   - Anatomy of a SAR incident.
   - Lost Person Behavior.
   - Search Probability Theory.
   - Communications, Tracking Search and Rescue Dog
   - Psychological and Stress Problems in SAR.
   - Legal Issues and Trends.
   - Preventive SAR Education.
   - Foot Travel for the SAR Worker and Travel Skills.
   - Survival and Body Management and Survival First-Aid.

**Eligibility:** The course is generally tailored to meet the geographic needs of regional; it therefore concentrates on regionally specific skills and knowledge that will provide the best combination of attributes for SAR responders. The selected participants should be from the ranks of CPL –WOs, LT-CAPT.

**Duration:** 15 Days.

**Vacancies:** Up to 24 participants.
The Peace and Security Research Department (PSRD) is located in the Karen campus of the International Peace-Support Training Centre. The Department contributes to the production of knowledge for peace operations in Eastern Africa. Its primary responsibilities include: the delivery of Applied Research products; Curriculum Design and Evaluation, and Library Services.

In terms of Applied Research, the Peace and Security Research Department focuses on policy issues related to Conflict Prevention, Conflict Management and Post-Conflict Recovery initiatives and contributes knowledge to the emerging Eastern African Peace and Security Architecture. In terms of Curriculum Design and Evaluation, the Department is responsible for institutionalizing the IPSTC “Systems Approach to Training” as a mechanism that ensures continuous improvement of IPSTC products. In an effort to sustain IPSTC’s relevance, the Department has built and continues to strengthen relationships between, and among key partners, stakeholders and like-minded institutions. Having contributed to the development and maintenance of a Training Management System database, the Department is able to track information on participants, facilitators, event contents, as well as lessons learned and best practices. The Department also maintains a library collection of products which is aligned with the IPSTC Training and Education Framework, as well as publishing a Quarterly Newsletter.

The responsibilities of the Peace and Security Research Department include:
- Definition of the Training and Education standards for all events conducted at IPSTC.
- Conduct of the External Evaluation and Validation of all Training and Education events and requirements.
- Maintenance of institutional linkages with partners for the development and delivery of Applied Research products and Training and Education events.
- Management of a relevant Library collection related to the IPSTC Training and Education Framework.

The Department is divided into two sections: the Applied Research section and the Curriculum Design and Evaluation section. Through Applied Research, the Department produces ‘demand-led’ research products and contributes to Eastern African country profiles. Applied Research focuses on issues across the spectrum of conflict through the conduct of field research and the convening of academic related seminars and symposiums. The Curriculum Design and Evaluation section convenes workshops for the development of products related to the tactical, operational and strategic levels of training and education at IPSTC. As a whole, the Department liaises with relevant academic and research institutions, International Organizations, the Civil Society and NGOs with a view to increasing IPSTC’s network of experts. An example of this effort is the quarterly “Amani Lectures” which bring together members of the Nairobi area peace and security community.

The Department aims to contribute to the continuous improvement of IPSTC products through the institutionalization of the IPSTC “Systems Approach to Training”. This system includes four major stages: Design, Development, Delivery and Evaluation and Validation. The Department contributes to this process by leading in the Design, Evaluation and Validation stages. This is enhanced by “IPSTC Lessons Learned” system which is based on “Fact Finding Trips” to peace operations within the region.
Applied Research Section

Applied Research section in PSRD at IPSTC provides intellectual input to inform training, and regional policy on peace and security. The aim is achieved through publishing Occasional papers, Issue Briefs, Workshops and Symposiums:

**Occasional Papers:** These are demand led applied research products aimed at informing the IPSTC training aswell as policy on regional peace and security. In 2013, six occasional papers are scheduled to be published. Issue Briefs. These are short discussion papers which are also demand led aimed and are aimed at shedding more light on current peace security issues in the region. They do not employ the same amount of academic rigor as occasional papers. In 2013, sixteen Issue Briefs are scheduled to be published.

**Workshops:** Serves as a forum for the Research Department to share its proposed Research Agenda for the year.

**Symposiums:** These are forums aimed at:

- Serving as a platform for dissemination of the results of the research conducted.
- Strengthening networks of collaborations with different organizations, institutions and partners in peace and security.
- Brainstorming on the initial research findings of the occasional papers.
Curriculum Design and Evaluation

The Section is responsible for designing and developing courses conducted in both Peace and Conflict Studies School (PCSS) and Humanitarian Peace Support School (HPSS). It designs these courses within the IPSTC Training and Education Framework which focuses on peace support operations and the African peace and security architecture, specifically addressing the Eastern Africa Region needs and field validation of the courses offered.

The IPSTC Curriculum design is a collaborative approach which analyses the learning needs and takes a form of a “Writing Board” which is typically 4-5 days in duration. The exercise includes subject matter experts from IPSTC and external institutions and organizations.

**Writing Boards Objective.** All the Writing Boards follow a three step methodology (WHY, WHAT and HOW). First it determines WHY there is a requirement for such a training and education product. Second, it will outline WHAT subject matter is required in order to fulfill the requirement. Finally, it will outline HOW the instruction is to be conducted.

The board has the following objectives:

1. Determination of Course Aim.
2. Identification and Analysis of Target Audience
3. Determination of Course Learning Outcomes.
4. Determination of Modules to the Learning Outcomes.
5. Drafting of Module Specifications Sheets.
7. Identification of Instructional Methodologies.
8. Identification of Facilitator Requirements.

Each of these elements are described in a specific course learning program that collectively describes the teaching, learning, and assessment materials available for a given course of study (Course Learning Plan).
Customized Training and Education

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 employs 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 requirements. 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 as a 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).
The IPSTC is located at the Westwood Park, Karen, in the Southwest of Nairobi, just off the Ngong Road (marked as the C60 on some maps). It is about 32 km from Jomo Kenyatta International Airport.

The turn-off is along Ngong Road into Westwood Park Road (marked Westwood Road on the map below) and is marked by the sign for the Kenya Defence Staff College. At the end of this road is a security barrier. Immediately after this barrier and before you enter the Defence Staff College main gate, you turn left into the IPSTC and BPST(EA) grounds. The BPST(EA) compound is on the left and the IPSTC is on the right. HQ IPSTC is in the grey and beige stone building after Amani Hall.

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International Peace Support Training Centre
Westwood Park
PO Box 24232
Karen - 00502
Nairobi, Kenya

Landline: +254 (0) 20 3883157/8
Fax: +254 (0) 3883159
E-mail: info@ipstc.org
Website: www.ipstc.org