

# *THE PEACE OPERATIONS TRAINING INSTITUTE*

## *2024 ANNUAL REPORT*



# FEEDBACK FROM THE INSTITUTE'S STUDENTS

"As a student who took this course, I [had] **a transformative learning experience.** Also, I gained a deeper understanding of the complexities surrounding violence against women and the importance of promoting gender equality within peace operations. The course's use of case studies and real-world examples help students to contextualize the lessons and understand the practical implications of the strategies discussed."

"My main work was protection of civilians, especially the women and children, applying impartiality in executing my duties, and the respect for diversity to the local traditions and norms. **All of this I learned from POTI.**"

"POTI courses are extensive and... very well-thought and covered almost all the aspects from practical point of views. From my past experiences from Ivory Coast and the Mali Mission, **I found most of the issues discussed in the courses are very relevant and useful for peacekeepers.**"

"**The training materials demonstrated a clear commitment to promoting human rights, gender equality, and community-based policing.** The emphasis on these critical topics is essential for effective and responsible policing in peacekeeping operations."

"My experience with this course has been highly informative and enriching. **The material provided a comprehensive understanding of the various aspects of UN peacekeeping operations, including the principles, strategies, relevant documents and challenges involved. The questions were well-structured and prompted critical thinking.**"

"**Studying [with] POTI made me more confident in my functions and responsibilities as an UNMO, staff, and peacekeeper.** I am grateful to the prestigious POTI leadership and staff for this platform."

"The reading material for the course was very comprehensive. **The inclusion of videos and case studies made the learning experience worthwhile.**"

"I found this course is very useful for me **to gain more understanding for my future deployment in the UN mission.**"

"**Great, informative course that is pushing my career forward.**"

Cover Photo: UN Photo/JC McIlwaine

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# MESSAGE FROM THE EXECUTIVE DIRECTOR

2024 was a treacherous year for conflict and a divisive one for the United Nations system. According to Armed Conflict Location & Event Data (ACLED), one in eight people worldwide was estimated to have been exposed to conflict in 2024.<sup>1</sup>

Fifty countries suffered some level of conflict, with Palestine ranking highest in the diffusion of conflict and danger to civilians. In the past five years, conflict levels worldwide have almost doubled, which is a concerning trend that does not show signs of reversing. According to Save the Children, nearly one in 27 people worldwide needed urgent humanitarian assistance in 2024.<sup>2</sup> Those delivering this assistance have increasingly come under threat. Much of that humanitarian need has been because of conflict, such as in Sudan. Sudan represents both the largest and fastest displacement crisis in the world and one of the largest humanitarian crises the world has ever seen. Through treaties overseen by multilateral observers and peace operations personnel, stability, safety, and security can be achieved. A better world is possible, and our students are at the forefront of this work.

We were able to meet the demand for nearly 96,000 enrolments from tens of thousands of students thanks to our partners, authors, and donors. We achieved this feat through the Partnership for E-Learning on Peace Operations, a group of Member States of the United Nations that oversees, funds, and advocates for our work. Our thanks to the Permanent Mission of Canada for hosting and chairing the group in 2024.

We spent the year focusing on our bilateral relationships with the nations that deploy peace operations personnel, refining our curriculum, and planning for the future as peace operations evolve. We thank our partner institutions for working with us to distribute accessible e-learning to those interested in serving on humanitarian and peace operations, as well as those interested in related topics.

We introduced new videos, short interactive modules, and audiobooks into our curriculum, but we remain committed to low-tech offerings that are accessible to those without reliable high-speed internet access.

I hope current and former POTI students feel comfortable reaching out to us to tell us their thoughts, how we can improve, what they want to see from us, and what topics they're most interested in. We exist to serve those who risk their lives for the betterment of humanity, and we can only do that with your input. I am honoured to work with you all.

With gratitude,

*Ramona Taheri*

**Ramona Taheri**  
**Executive Director**



<sup>1</sup> "Conflict Index: December 2024." ACLED (Armed Conflict Location and Event Data). ACLED, Accessed March 13, 2025, <https://acleddata.com/conflict-index/>.

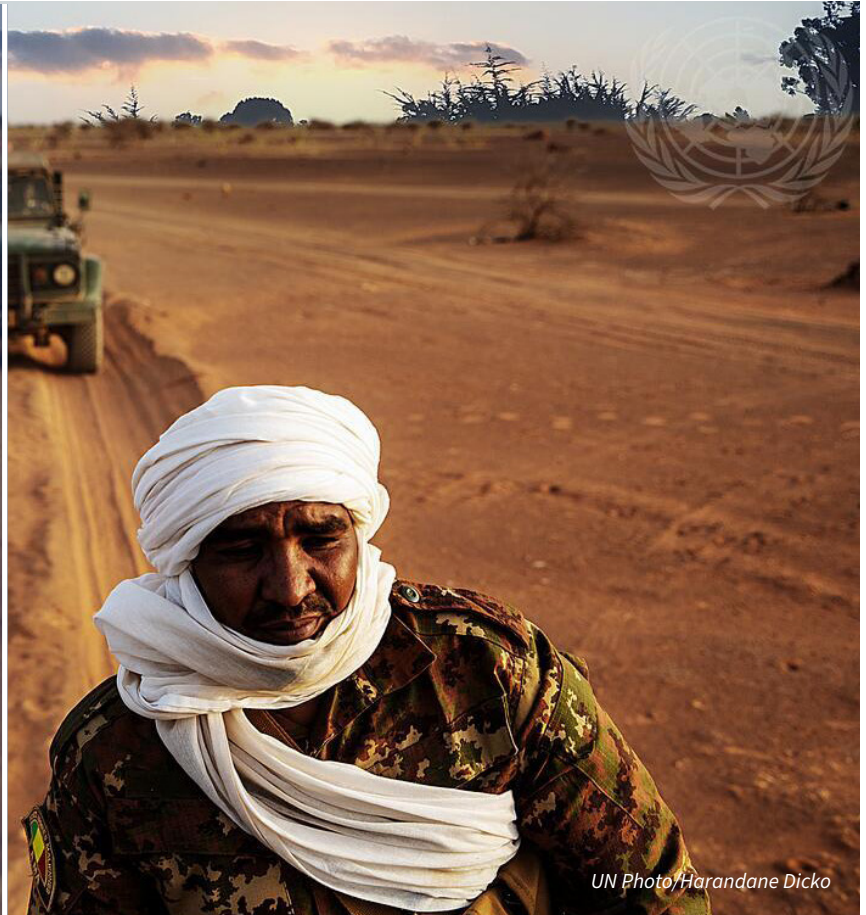
<sup>2</sup> "10 Humanitarian Crises That Demand Our Attention Now." Save the Children. Save the Children Federation, Accessed March 13, 2025, <https://www.savethechildren.org/us/charity-stories/humanitarian-crises-you-need-to-know-about>.





IN 2024,  
THE INSTITUTE MET  
THE DEMAND FOR

**95,793**  
**COURSE**  
**ENROLMENTS**



AND  
SERVED  
STUDENTS  
ACROSS

**169**  
**COUNTRIES**

UN Photo/Harandane Dicko



# THE INSTITUTE'S PURPOSE

The Peace Operations Training Institute (POTI) provides globally accessible, self-paced, online courses at little to no cost to the student. The Institute brings impartial, essential, and practical knowledge to civilian, police, and military personnel worldwide. Throughout its 16-year history, it has met the demand for over 1,717,283 course enrolments.

The Institute's 30+ course curriculum focuses on essential topics related to peace, humanitarian relief, and security operations. Its offerings include courses on human rights, ethics, health of peace operations personnel, technology in peace operations, sexual and gender-based violence in conflict and post-conflict settings, the protection of civilians, and child protection. Each course is self-paced and downloadable, allowing students to study from anywhere in the world at any time. Engaging course supplements such as audiobooks, interactive modules, videos, and virtual flashcards enhance students' e-learning experiences. The Institute's curriculum fulfils many training needs, including preparing personnel for deployment to a peace or humanitarian relief operation, increasing effectiveness, and complementing in-person training at peacekeeping training centres.

POTI is the largest online provider of training for peace operations personnel before and during deployment. Each year, tens of thousands of dedicated individuals from virtually every nation in the world expand their skills and knowledge with POTI e-learning. The Institute's alumni, including peacekeeping and international crisis mission personnel, academics, diplomats, and high-ranking officials, serve in the interest of peace all over the world.

SERVING

**33,952**  
**students**  
IN 2024

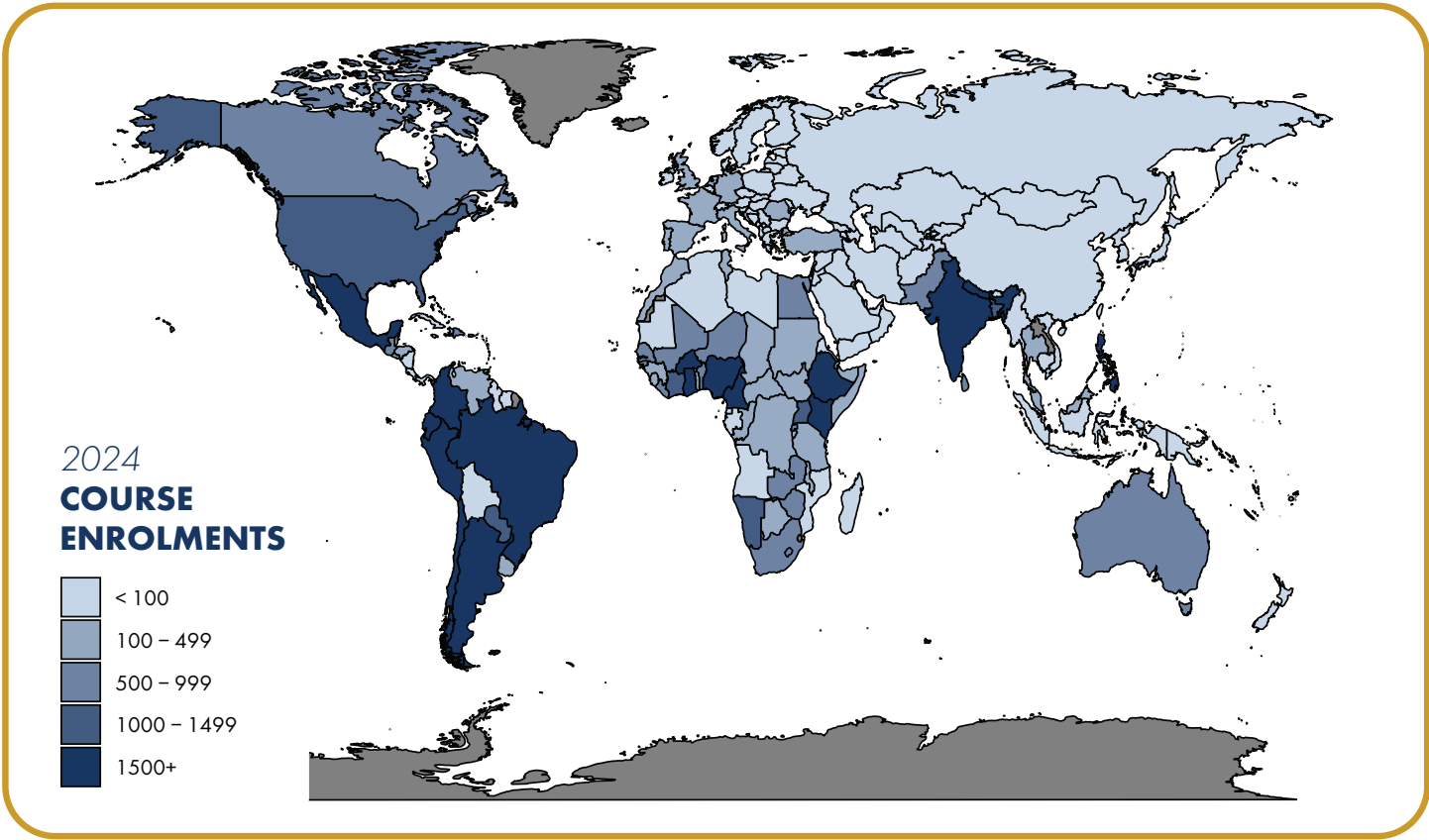


Birendra Peace Operations Training Centre (BPOTC)



The Peace Operations Training Institute (POTI) is an independent nongovernmental organization (NGO) recognized by the United States Internal Revenue Service as a 501(c)(3) tax-exempt nonprofit public charity based in Richmond, Virginia, USA. POTI is governed by an international Board of Directors in accordance with approved by-laws and is managed by the Executive Director.

# THE INSTITUTE SERVES





# THE INSTITUTE'S TEAM



**Ramona Taheri**  
*Executive Director*



**Elisabeth Rosenbaum Maurer**  
*Deputy Director/Senior Editor*



**Robin Lang**  
*Chief of Content*



**Christopher Leber**  
*Chief of Technology*



**Abram Clear**  
*Communications and Student  
Support Manager*



**Emily Neal**  
*Financial and  
Office Administrator*



**Jeffrey Baxter**  
*Software Engineer*



**Georgia Richardson**  
*Chief of Institutional Relations  
and Registrar*



**Nazira Shozoda**  
*Grants Specialist*



**Michael O'Shea**  
*Programme Assistant*



**Ivan Moore**  
*Copy Editor and Course  
Designer*

## CONTRACTORS

The Institute would like to extend a special thanks to its contractors:

Gemma Ruffino, *Copy Editor*  
Abubakar Sadiq Aliyu, *African  
Programmes-UN Mission Coordinator*  
Colonel Jesus Gil Ruiz, *Curriculum  
Reviewer and Gender Specialist*  
Sebastian Reyes, *Videographer*  
Sandra Cifuentes Dowling, *Spanish  
Translator*  
Mirella Naumburg, *French Translator*



**Marianne Wrightson**  
*Chief of Programme  
Services*

## HONORING OVER TWO DECADES OF SERVICE

Marianne Wrightson retired from her role as the Chief of Programme Services in February 2024. A member of the Institute's team since 2002, Marianne made an indelible mark on the organization. Her dedication to student success helped facilitate learning and professional development for countless students worldwide. As an advocate and guide for the Institute's students, she created an e-learning environment where every individual could thrive. The Institute thanks Marianne for her years of service and wishes her the best in her future endeavours.



Screenshot from the interactive module for Implementation of the UN Security Council Resolutions on the Women, Peace, and Security Agenda in Africa

In war-torn regions, gendered divisions of labour often emerge or are reinforced in the interest of serving a war economy.

# NEW COURSES & FORMATS

In 2024, the Institute expanded its curriculum by introducing new and updated courses, adding translations in French, Spanish, and Portuguese, and incorporating new multimedia resources.

The Institute released *United Nations Specialised Training Materials on United Nations Police*, which is sourced directly from the United Nations Peacekeeping Resource Hub under a revocable license issued by the Integrated Training Service. The course prepares officers for United Nations peace operations, including strategic guidance, United Nations policing concepts, protection of civilians, and human rights.

POTI also released *Security Sector Reform & Governance: Leadership Engagement*, available in English, French, and Spanish. Based on the United Nations “CROSSROADS” guidance, this brief module provides an overview of the basic principles underscoring the United Nations approach to security sector reform and governance.

An updated version of *Civil-Military Coordination in Peace Operations* builds on earlier editions and overviews the theory and practice of civil-military coordination within the full spectrum of peace operations.

The Institute’s most popular course, *An Introduction to the UN System and Its Role in International Peace and Security*, is now available in Portuguese. This expands the course’s availability to four languages, with an audiobook, e-publication, and interactive module also provided as supplemental learning tools.

POTI released French and Spanish translations of *Sexual and Gender-Based Violence and International Peace and Security*. Developed in partnership with the International Peace Institute, this invaluable course offers strategies to prevent and respond to sexual and gender-based violence (SGBV) in peace operations contexts.

POTI expanded its multimedia library with the release of two new audiobooks: *Technology and Innovation in United Nations Peace Operations* and *Protection of Cultural Property: Online Course for the Military, Police, and Law Enforcement*. Additionally, an interactive module was released for *Implementation of the UN Security Council Resolutions on the Women, Peace, and Security Agenda in Africa*. These releases support students with diverse learning styles, offering fresh and engaging ways to learn. The Institute looks forward to expanding both its multimedia and traditional text-based offerings in 2025.

# 2024 RELEASES

## TRANSLATIONS



### FRENCH

- Violences sexuelles et fondées sur le genre et paix et sécurité internationales
- Réforme et gouvernance du secteur de la sécurité : engagement des hauts responsables

### SPANISH

- Violencia sexual y de género y la paz y la seguridad internacionales
- Reforma y gobernanza del sector de la seguridad: participación de los actores líderes

### PORTUGUESE

- Uma introdução ao sistema ONU e seu papel na paz e segurança internacionais

## NEW & UPDATED COURSES



### Civil-Military Coordination in Peace Operations

- United Nations Specialised Training Materials on United Nations Police
- Security Sector Reform & Governance: Leadership Engagement

## AUDIOBOOKS



- Technology and Innovation in United Nations Peace Operations
- Protection of Cultural Property: Online Course for the Military, Police, and Law Enforcement

## INTERACTIVE MODULE



- Implementation of the UN Security Council Resolutions on the Women, Peace, and Security Agenda in Africa



# TRAINING ELIGIBILITY PROGRAMMES

POTI e-learning courses are available through various eligibility programmes. After registering online, students are automatically sorted into the eligibility programme they qualify for. Individuals from Africa, Latin America and the Caribbean, and many nations in South Asia and the Asia-Pacific region who belong to one of the following categories are eligible for free access to all POTI courses:

PROGRAMMES FOR  
FREE COURSE ACCESS

## NTCELP

*National Training Centre  
E-Learning Platform*

Students and staff of  
national or regional  
peacekeeping training  
centres partnered with POTI

## ELMS

*E-Learning for Mission  
Staff*

Personnel actively serving  
on an African Union,  
European Union, and United  
Nations mission (military,  
police, and civilian)

## IELP

*Individual E-Learning for  
Peacekeepers from  
Select Regions*

Military, police, and  
gendarmerie in the regions  
indicated above.

This was made possible thanks to generous funding from Global Affairs Canada's Peace and Stabilization Operations Programme, the Kingdom of the Netherlands, and the United Kingdom's Foreign, Commonwealth & Development Office.

## NTCELP *National Training Centre E-Learning Platform*



Through the National Training Center E-Learning Platform (NTCELP) programme, POTI partners with **48 peacekeeping training centres worldwide** to provide e-learning that can be used as prerequisites to in-person training or supplemental training opportunities. In 2024, NTCELP garnered **25,296 enrolments from 4,356 students** worldwide. POTI e-learning is intended to blend seamlessly into in-person training instruction at national and regional peacekeeping training centres. Our courses are designed to reduce in-person instruction time and allow students to study topics not available onsite.

The NTCELP programme enhances instructors' ability to make the most of in-person training by providing students with a strong foundation in key topics. It also supports instructors in strengthening their own knowledge of the subjects they teach and can serve as a refresher for students on critical topics between training at the centre and deployment.

*Comando Regional de Entrenamiento de Operaciones de  
Mantenimiento de Paz (CREOMPAZ) in Guatemala*



## NTCELP PARTNERS USE POTI E-LEARNING IN A VARIETY OF WAYS

Birendra Peace Operations Training Centre (BPOTC) in Nepal has made certain courses mandatory for all and other courses mandatory depending on the student's position. The centre has stated **POTI courses help enhance an individual's knowledge without the need to travel.**

**Birendra Peace Operations Training Centre (BPOTC) in Nepal**

The International Peace Support Training Centre (IPSTC) in Kenya informs students about POTI on their first day at the centre and strongly recommends students take POTI courses. **Gender courses are recommended for all, and additional courses that align with a student's specialty are also recommended.** Students take courses while at the centre before they deploy, after they leave, and to use as refresher training.

Centro Conjunto para Operaciones de Paz de Chile (CECOPAC) in Chile has made *An Introduction to the UN System and Its Role in International Peace and Security* **mandatory for all students** before they can begin training at the centre. Other courses, such as gender awareness courses, are highly recommended.

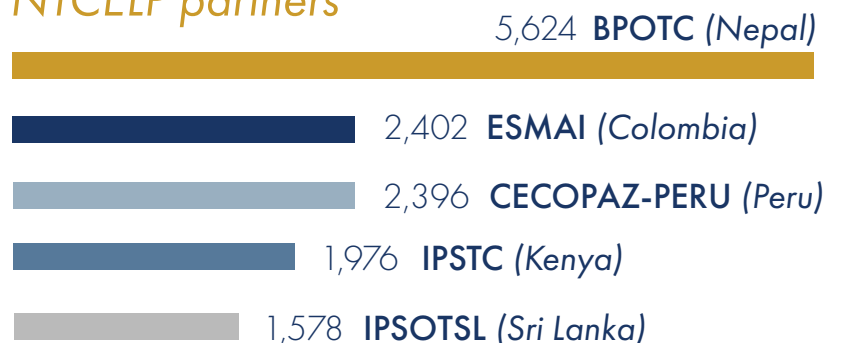
Kofi Annan International Peacekeeping Training Centre (KAIPTC) in Ghana uses POTI courses to **complement their in-person training**, and certain courses are required prerequisites that students must complete before coming on-site.



**International Peace Support Training Centre (IPSTC) in Kenya**

## POTI PARTNERS WITH 48 PEACEKEEPING TRAINING CENTRES

### HIGHEST ENROLLING NTCELP partners



# ELMS

## E-Learning for Mission Staff

Through the E-Learning for Mission Staff (ELMS) programme, POTI offers the **full curriculum free of charge to anyone (civilian, military, or police) serving on a UN, AU, and EU peace mission or in a peace office**. When a student registers and indicates they are currently serving on a mission, they are automatically able to access all courses for free. In 2024, POTI met the need for **10,989 total ELMS enrolments across 44 missions**.

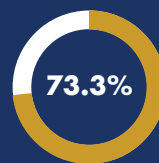
“ As a peacekeeper, taking courses from the Peace Operations Training Institute (POTI) has specifically impacted my work with UNMISS in several significant ways. POTI courses helped me to prepare for deployment by offering insights into the complexities of peacekeeping missions, including conflict analysis, early warning systems, and post-conflict peacebuilding. The courses on cultural awareness and gender issues have been particularly beneficial in fostering respectful and effective interactions with local communities and colleagues from different backgrounds. The availability of a wide range of courses allowed me to continuously update my knowledge and skills, staying current with the latest developments and best practices in peace operations. Overall, e-learning is an invaluable tool for equipping peacekeepers with the knowledge and skills they need to perform their duties effectively and safely.



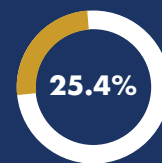
**Capt. Dr. Wondalem Misganaw Golie**  
ETHBATT-II, Sector East,  
UNMISS



How **valuable** was this POTI course in preparation for your peacekeeping mission?”



**Very Valuable**



**Valuable**



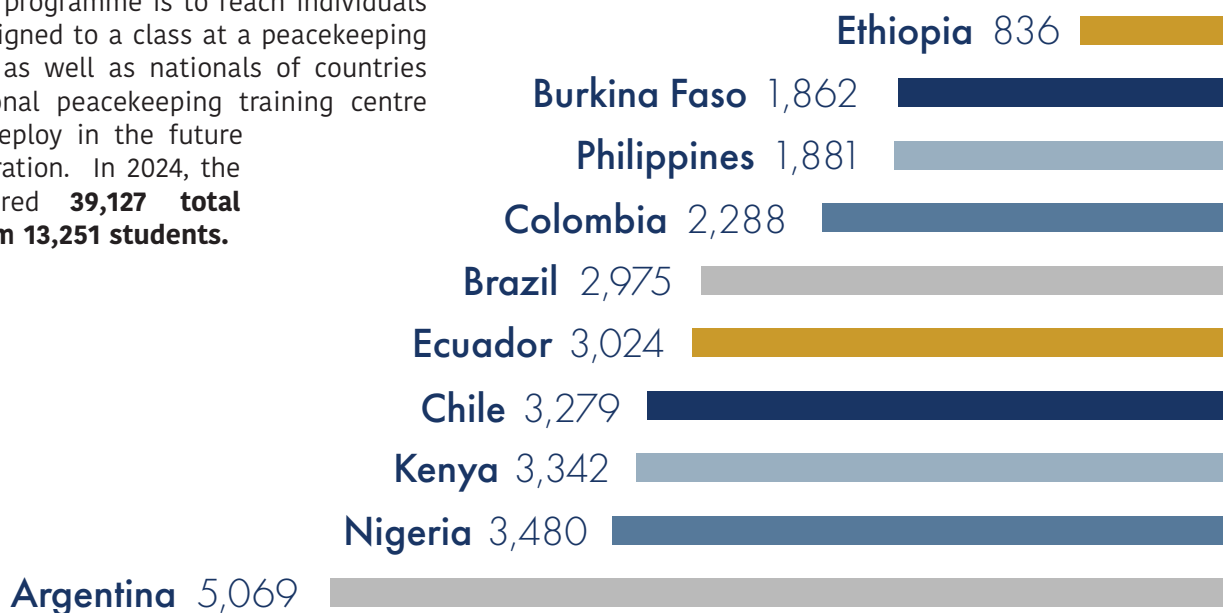
**Somewhat or not valuable**



Individual E-Learning for Peacekeepers (IELP) offers the **full curriculum free of charge to all military and police personnel in Africa, Latin America, and most nations in the Asia-Pacific and South Asia**. The goal of this programme is to reach individuals who are not assigned to a class at a peacekeeping training centre, as well as nationals of countries without a national peacekeeping training centre but who may deploy in the future on a peace operation. In 2024, the Institute garnered **39,127 total enrolments from 13,251 students**.

## HIGHEST IELP ENROLMENTS

*By country*



# 13,251 students

were granted free access to the POTI curriculum  
through the **IELP eligibility programme**

UN Photo/Nektarios Markogiannis

# SUPPORTING WOMEN IN PEACE OPERATIONS

**“ Women in peace operations embody the principles of gender equality and inclusivity that are essential for transforming militarized security paradigms into those that prioritize human security.**



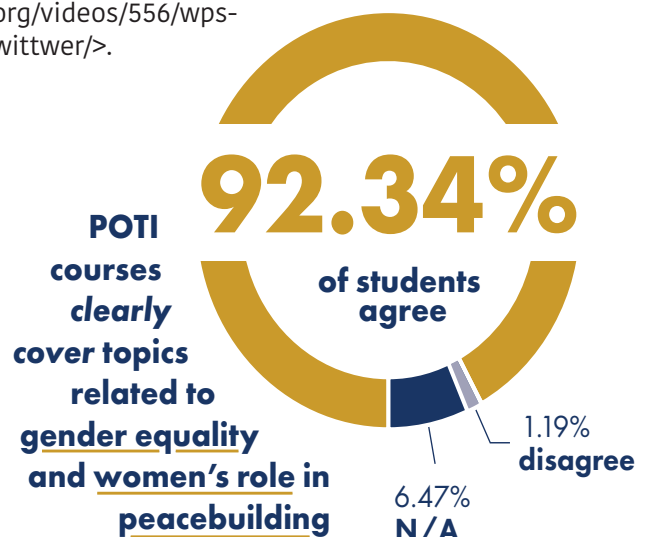
**Jen Wittwer, CSM, FCPHR**  
On the Implementation of the Women, Peace, and Security Agenda in Peace Operations

For this year’s webinar, POTI was honoured to have Captain (Retired) Jen Wittwer, CSM, FCPHR, share her extensive experience in the military and peace operations and expertise as an international gender, peace, and security consultant.

In the webinar, Wittwer highlights the critical importance of women’s participation in the historically male-dominated field of peace operations. She explains that peace operations can only be effective if the peacekeepers serving on those operations represent the diverse perspectives, needs, and concerns of the communities they serve. Wittwer also discusses the multifaceted challenges women serving on peace operations may face. Learn more by viewing the full webinar, available at: <https://www.peaceopstraining.org/videos/556/wps-wittwer/>.

Gender is a core area of focus in the Institute’s curriculum. Gender awareness and gender equity are covered in many POTI courses.

The Institute partners with the Geneva Centre for Security Sector Governance (DCAF), the International Peace Institute (IPI), and UN-Women to ensure our courses provide the most updated and intersectional approaches to gender awareness and gender equality. Additionally, POTI hosts an annual webinar series highlighting women in peace operations.







# WPS COURSES **FEEDBACK**

In August 2024, the Peace Operations Training Institute (POTI) hosted a focus group to gather **feedback on three Implementation of the UN Security Council Resolutions on the Women, Peace, and Security Agenda (WPS) courses**. Created in collaboration with UN-Women, the three region-specific WPS courses (Africa, Asia and the Pacific, and Latin America and the Caribbean) are available at no cost to all POTI students.

The focus group was intended to assess the courses' strengths, weaknesses, and practical application in peace operations contexts. The Institute invited 50 students who had completed at least one WPS course since August 2023 to participate. Eleven students (three women and eight men) joined the focus group. Reflecting the diversity of our students, the participants included UN mission staff, military personnel, humanitarian NGO employees, civil servants, and NTCELP training centre alumni.

“ Women are also active agents of peace in armed conflict, yet their roles as key players and change agents of peace have been largely unrecognized. **Acknowledging and integrating the different understanding, experiences, and capabilities of women into aspects of UN peace operations is essential for the success of every mission.**

*POTI Focus Group Participant*

“ We used [course concepts] to educate the whole community and **encourage women and children to also be part of bringing and maintaining peace** at [the] household level or community level.

*POTI Focus Group Participant*

The group was hosted on Facebook, and participants were asked to provide feedback via three multiple-choice polls and five short answer questions. All responses received were positive. Six participants noted they often use the knowledge gained from the course in their work, stating, “The topics are of paramount importance in the mission area for both the civilian and military personnel.” Citing their UN mission experience as a police officer and military observer, two participants observed that the course content is “very important and very applicable in conflict areas.”

Beyond affirming the practical application of course concepts, participants mentioned the courses' impacts on their personal lives and perspectives. They described changing their views of gender equity and issues related to women in conflict. The courses shifted participants' perspectives and encouraged a broader commitment to gender equality.



# PARTNER ENGAGEMENT

POTI connected with partners and stakeholders working in peace operations throughout 2024. **Institute staff discussed themes in peace operations training at key conferences, held meetings with representatives from numerous Permanent Missions to the United Nations to gather feedback on e-learning in peace operations, and connected with partners through various in-person and virtual sessions.** These efforts strengthened ongoing partnerships, deepened the Institute's understanding of the community's needs, and created valuable opportunities to gather feedback and adapt accordingly.



The **International Association of Peacekeeping Training Centres (IAPTC) annual conference** provides an invaluable opportunity for POTI to engage stakeholders in the peace operations field from across the globe. POTI met with partners at this year's IAPTC, which was hosted by the Center for Internal Peace and Stability (CIPS) in Islamabad, Pakistan.

POTI Chief of Institutional Relations and Executive Director pose with the former Malaysian Peacekeeping Centre (MPC) Commandant at the Institute's IAPTC Ideas Bazaar booth.

POTI presented at the **2024 Latin American Association of Peacekeeping Operations Training Centers (ALCOPAZ) annual conference** hosted by the Centro Conjunto para Operaciones de Paz de Chile (CECOPAC) in Santiago, Chile. The Institute shared with the plenary information on POTI courses on the protection of civilians, child protection, and gender awareness, among others, and discussed the Institute's versatile training curriculum with Latin American partners.



POTI Deputy Director presents the Institute's versatile curriculum to the ALCOPAZ General Assembly.



POTI engaged in meetings, panel discussions, interactive dialogues, and ministerial round tables at the sixty-eighth session of the **Commission on the Status of Women (CSW68)** at the United Nations Headquarters in New York. The session focused on addressing women's poverty, strengthening institutions, and increasing investment to accelerate progress on gender equality.



The former POTI Chief of Content met with partners in the Asia-Pacific region while at APTC.

POTI connected with peacekeeping training entities at **the Association of Asia-Pacific Peace Operations Training Centres (AAPTC) annual conference** in Dhaka, Bangladesh. The conference focused on developing multi-dimensional peace operations training using new technologies. POTI took the opportunity to learn more about the technologies currently utilized in peace operations and discuss effective training methods with partners.

## PARTNERSHIP FOR E-LEARNING ON PEACE OPERATIONS (PELP)

As the importance of e-learning on peacekeeping topics grows increasingly recognized, the Partnership for E-Learning on Peace Operations (PELP) plays a pivotal role in shaping how it can best serve the needs of the peace operations community. **PELP provides advocacy and funding for POTI, offering strategic guidance and recommendations on course content.** PELP is open to any nation invested in effective e-learning for peace operations personnel.

In 2024, the Permanent Mission of Canada chaired and hosted the biannual PELP meetings in January and July. These sessions generated valuable feedback and suggestions for future course topics, as well as insights into how POTI can better meet the needs of its students. PELP meetings are also an excellent forum to ensure what POTI creates complements, and does not duplicate, training that already exists for peace operations personnel.

In addition to the PELP meetings, the Institute held discussions with Military Advisers and Permanent Representatives from numerous Permanent Missions to the United Nations. These meetings helped gather information about how peace operations training is conducted and served as a platform to identify training gaps and evolving needs within the peace operations community.



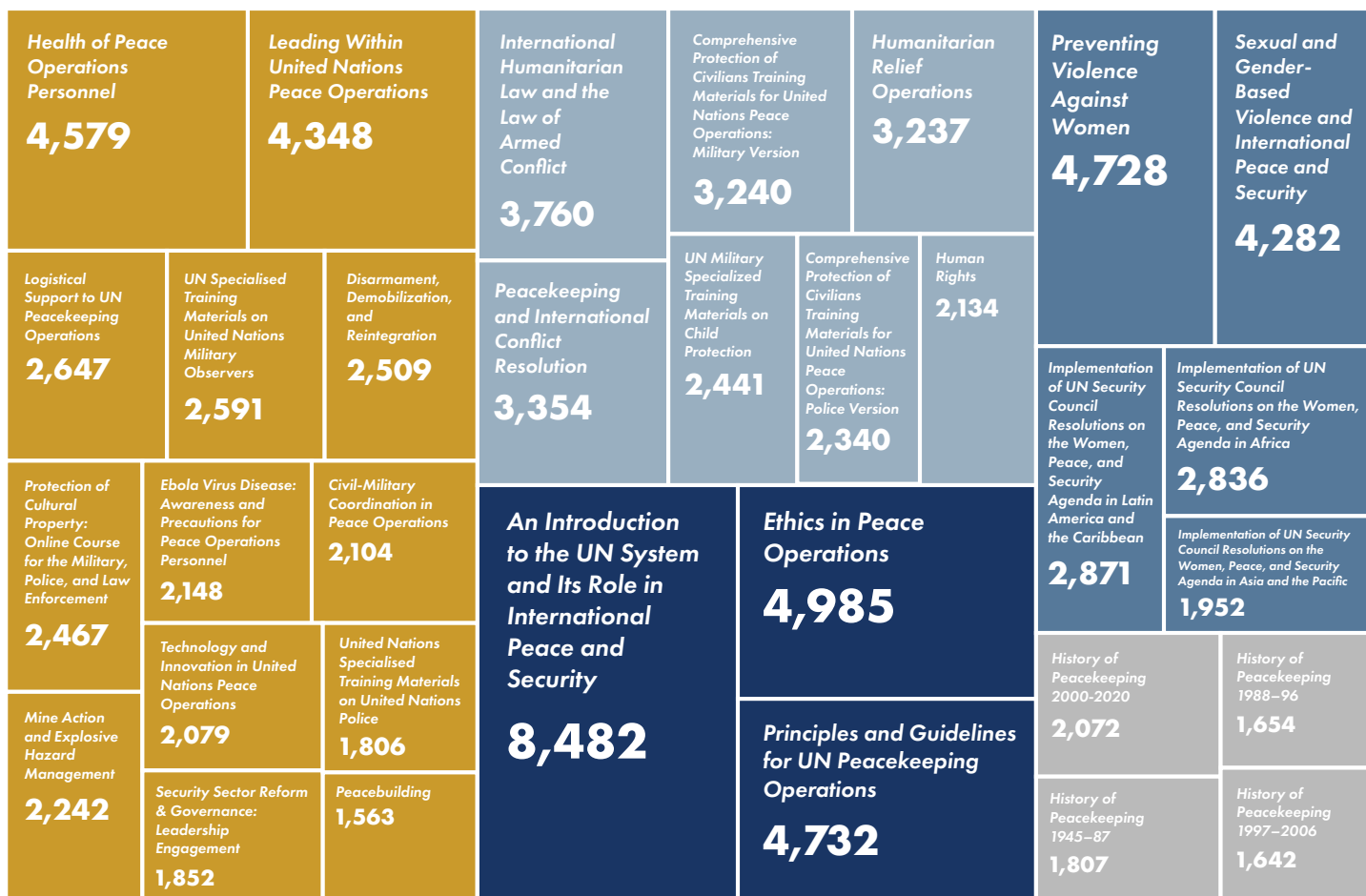
Furthermore, the Institute actively engaged with the global peace operations community through in-person conferences, virtual meetings, and email exchanges. This ongoing, proactive, global engagement fosters strong partnerships, facilitates collaboration with subject-matter experts, and ensures that POTI remains responsive to the changing demands of peace and security.

# COURSE ENROLMENTS

## MISSION COMPONENTS, OPERATIONS, AND PROCEDURES

## HUMANITARIAN CONCEPTS & HUMAN RIGHTS

## GENDER AWARENESS

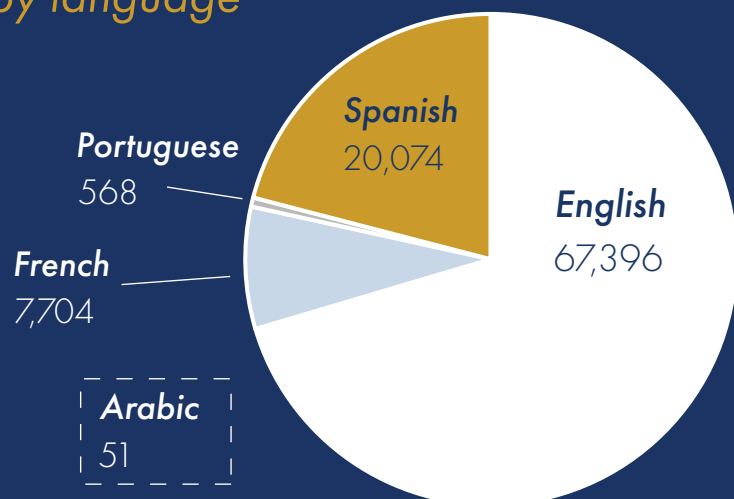


\*enrolment data is combined across course translations

## COMMON CORE

## HISTORY OF PEACE OPERATIONS

## COURSE ENROLMENTS by language



To increase accessibility and improve comprehension, the Institute offers course translations in French, Spanish, Portuguese, and Arabic. **Of its 32 courses, 24 are available in a language other than English.** The Institute's translated courses include:

- 24 French courses
- 18 Spanish courses
- 3 Portuguese courses
- 1 Arabic course



# ENROLMENTS BY NATION

Nation	Students	Enrolments
Afghanistan	55	73
Albania	5	18
Algeria	50	102
Andorra	1	0
Angola	28	56
Antigua and Barbuda	9	9
Argentina	2,361	6,699
Armenia	6	18
Australia	128	382
Austria	17	13
Azerbaijan	7	17
Bahamas	7	11
Bangladesh	254	1,094
Barbados	17	13
Belarus	1	0
Belgium	20	51
Belize	110	294
Benin	279	575
Bhutan	11	64
Bolivia, Plurinational State of	87	326
Bosnia and Herzegovina	15	29
Botswana	90	298
Brazil	1,665	4,950
Brunei Darussalam	3	15
Bulgaria	6	7
Burkina Faso	951	2,609
Burundi	122	194
Cambodia	40	239
Cameroon	587	1,372
Canada	256	604
Central African Republic	155	324
Chad	187	309
Chile	2,065	3,883
China	21	73
Colombia	2,082	5,425
Comoros	15	10
Congo	109	189
Costa Rica	13	52
Côte d'Ivoire	614	975
Croatia	6	1
Cuba	7	71
Cyprus	5	6
Czechia	8	9
Democratic People's Republic of Korea	3	1
Democratic Republic of the Congo	346	416
Denmark	10	27
Djibouti	34	112
Dominica	6	8
Dominican Republic	70	120
Ecuador	1,600	3,792
Egypt	163	424
El Salvador	89	139

Nation	Students	Enrolments
Equatorial Guinea	1	3
Eritrea	5	2
Estonia	2	1
Eswatini	14	25
Ethiopia	478	2,129
Fiji	138	597
Finland	20	18
France	136	292
Gabon	27	36
Gambia, the	68	283
Georgia	8	19
Germany	80	182
Ghana	613	1,900
Greece	43	174
Grenada	5	5
Guatemala	260	1,213
Guinea	108	250
Guyana	9	4
Haiti	156	123
Honduras	169	623
Hungary	7	4
India	628	2,940
Indonesia	190	1,184
Iran, Islamic Republic of	46	67
Iraq	40	129
Ireland	33	45
Israel	7	0
Italy	192	596
Jamaica	8	6
Japan	20	56
Jordan	49	142
Kazakhstan	58	260
Kenya	2,026	6,999
Kiribati	3	3
Kosovo, Republic of	4	29
Kyrgyzstan	4	31
Lao People's Democratic Republic	2	2
Latvia	4	32
Lebanon	34	70
Lesotho	22	42
Liberia	93	304
Libya	7	6
Lithuania	3	2
Madagascar	65	109
Malawi	79	216
Malaysia	101	264
Maldives	3	17
Mali	475	725
Malta	2	0
Mauritania	21	13
Mauritius	4	0
Mexico	1,029	1,893

# ENROLMENTS BY NATION

Nation	Students	Enrolments	Nation	Students	Enrolments
Micronesia	1	16	Seychelles	1	0
Moldova	8	4	Sierra Leone	67	344
Mongolia	27	117	Singapore	24	99
Montenegro	1	1	Slovakia	6	36
Morocco	188	302	Slovenia	4	3
Mozambique	25	42	Solomon Islands	1	0
Myanmar	27	23	Somalia	200	347
Namibia	126	323	South Africa	397	1,210
Nepal	1,059	6,314	South Sudan	157	230
Netherlands	50	139	Spain	140	326
New Zealand	17	51	Sri Lanka	251	2,037
Nicaragua	5	3	Sudan	173	380
Niger	209	377	Suriname	2	11
Nigeria	1,991	5,949	Sweden	21	57
North Macedonia	4	5	Switzerland	20	17
Norway	8	21	Syrian Arab Republic	20	2
Oman	2	37	Taiwan	14	113
Palau	1	0	Tajikistan	4	0
Pakistan	408	1,257	Tanzania	181	606
Panama	11	22	Thailand	35	61
Papua New Guinea	11	1	Timor-Leste	1	0
Paraguay	375	718	Togo	215	402
Peru	1,111	2,887	Trinidad and Tobago	6	15
Philippines	642	2,790	Tunisia	116	365
Poland	22	65	Türkiye	61	162
Portugal	63	136	Uganda	250	583
Qatar	1	0	Ukraine	32	66
Republic of Guinea-Bissau	1	1	United Arab Emirates	3	0
Republic of Korea	42	28	United Kingdom of Great Britain and Northern Ireland	123	327
Republic of Moldova	10	39	United States of America	468	1,146
Romania	97	202	Uruguay	172	566
Russian Federation	17	101	Uzbekistan	2	3
Rwanda	236	902	Vanuatu	1	0
Saint Kitts and Nevis	6	5	Venezuela, Bolivarian Republic of	63	169
Saint Lucia	9	8	Viet Nam	15	38
Saint Vincent and the Grenadines	7	41	Yemen	82	145
Samoa	2	16	Zambia	167	328
Saudi Arabia	14	70	Zimbabwe	198	1,180
Senegal	223	739	Unknown/Not Listed	813	56
Serbia	20	73			
			<b>Total</b>	<b>33,952</b>	<b>95,793</b>



# COURSE MONITORING & EVALUATION

The Institute maintains an extensive monitoring and evaluation (M&E) system to measure the effectiveness of its curriculum. To understand the quality, relevance, and practicality of its course materials, the Institute compares student feedback and performance before, during, and after course completion.

Students complete Pretests and End-of-Course Examinations to gauge comprehension and measure learning outcomes. After completing their exams, students submit course feedback questionnaires, participate in focus groups, and respond to follow-up surveys. These provide insight into the student learning experience, including the navigability of the online classroom, the

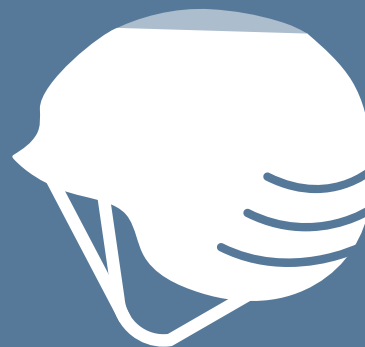
ease of account creation and the enrolment process, and the effectiveness of supplemental learning materials. Students can also rate and review courses using a five-star rating system.

All feedback is essential to the continuation of the Institute's mission. To offer valuable and practical knowledge to civilian, police, and military personnel worldwide, the Institute must understand contemporary students' needs and evolve to meet them. The M&E system provides the Institute with quantifiable results that guide curriculum additions, supplemental learning creation, and programme outreach. By providing crucial insights, student feedback maximizes student success.

of **24,000+**  
student  
respondents:



were  
**"Very Likely" or  
"Likely"**  
to recommend POTI  
courses to others



**97%**

had completed a  
mission, were serving  
on a mission, or  
hoped or planned to  
serve on a  
mission



**99%**  
rated their course  
as **"Excellent,"  
"Very Good,"  
or "Good"**



# PERSONNEL SPOTLIGHT



POLICE FIRST SERGEANT  
**RENITA RISMAYANTI**

UN Photo/Evan Schneider

THE  
YOUNGEST-  
EVER  
RECIPIENT  
OF THE  
UNITED  
NATIONS  
WOMAN  
POLICE  
OFFICER OF  
THE YEAR  
AWARD

In 2023, Police First Sergeant Renita Rismayanti of Indonesia made history as the youngest-ever recipient of the prestigious United Nations Woman Police Officer of the Year Award. Presented at the UN Headquarters in November of that year, this honour recognizes her exceptional contributions as a Crime Database Officer with the United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA).

In her role, Sgt. Rismayanti leveraged data analysis to map and identify crime hotspots, enabling UN Police and local security forces to conduct more effective operations. Her innovative efforts significantly enhanced security for vulnerable communities, particularly women and girls, in the conflict-affected region.

The Institute thanks Sergeant Renita Rismayanti for sharing her insights and expertise with the Institute and our students, as well as the Permanent Mission of Indonesia to the United Nations in New York for their guidance in facilitating the interview.

**What key professional moments and accomplishments led to you receiving the United Nations Woman Police Officer of the Year Award? What does this award mean to you?**

“Receiving this award was an incredible honour, but I see it as a recognition of the collective efforts of the teams I’ve worked with. One key accomplishment was leading pilot projects for the MINUSCA Police Commissioner, which included building a criminal database for the Central African Republic’s Internal Security Forces and integrating UNPOL criminal database to the UN’s Unite Aware platform. This initiative helped improve crime analysis in the real-time and decision-making processes.

What this award means to me is a validation of the value of persistence, innovation, and teamwork. It’s not just about the title — it’s a reminder of the impact we can make, even in challenging environments, when we work towards a shared goal of peace and security.”

When **women** are part of the process, **peace operations are stronger and more effective** because they **reflect the realities** of the people we’re trying to help.”

**What do you think about the role of education for all peace operations personnel to enable and bolster women's participation in peace efforts?**

“Education is key to supporting women's participation in peace operations. When all peacekeepers are trained to understand the importance of gender equality, they can work better together and create more inclusive solutions. It's about making sure everyone – regardless of gender – has the knowledge and tools to contribute to peacebuilding effectively.”

**What training did you undergo before deploying to MINUSCA? How did this training benefit you when on mission?**

“Before deploying to MINUSCA, I went through a thorough pre-deployment training program in my home country. The training focused on important areas like the UN core values, survival skills, leadership, teamwork, and managing stress – all essential for handling the challenges of a mission environment. I also completed all the required e-learning certifications, which helped me understand UN policies, operational guidelines, and the specific tasks I'd be working on. This preparation gave me the confidence and tools I needed to perform effectively once I arrived on the mission.”

**“ Women's participation in peace operations is absolutely vital. We bring unique perspectives and approaches that often help connect with communities on a deeper level. Women are often better positioned to engage with vulnerable groups like women and children, building trust and understanding their specific needs. It's not just about having more women for the sake of diversity – it's about ensuring that the solutions we create are truly inclusive and represent everyone. ”**



*United Nations Police Adviser and Director of the Police Division Faisal Shahkar and the Under-Secretary-General for Peace Operations Mr. Jean-Pierre Lacroix present Sgt. Rismayanti with her award.*

**Can you share an experience or a memory that shows the importance of women taking on key roles in peace operations? Have you had experiences on mission when you felt that being a woman was a distinct strength?**

“During my deployment as the Chief of Criminal Database in the Central African Republic, I witnessed the critical role women can play in peace operations. Many of the victims of crime were women and children, and women were able to engage with them. Women in conflict zones are often more comfortable sharing their experiences and concerns with female peacekeepers, which allowed us to gather crucial information that informed our security strategies.”

**What message or advice would you like to share with our students who hope to serve on or who will soon be deployed to a peace operation?**

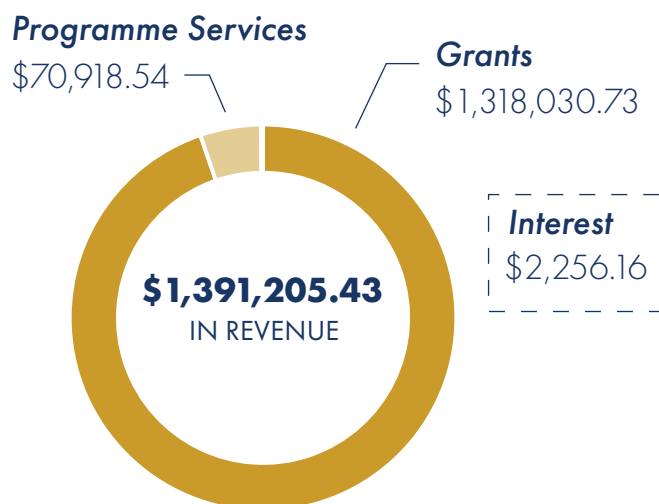
“Remember, it's not just about the tasks you're given or the mission you're on; it's about making a real, lasting difference in people's lives. Keep in mind that every effort, no matter how small, contributes to the bigger picture of peace and security. And don't be afraid to embrace change and innovation – especially with the growing role of data in peace operations. This is a dynamic and exciting field that's continually evolving, and being part of that transformation is both challenging and rewarding.”

# 2024 FINANCES

\*These are audited numbers from an external Certified Public Accountant.

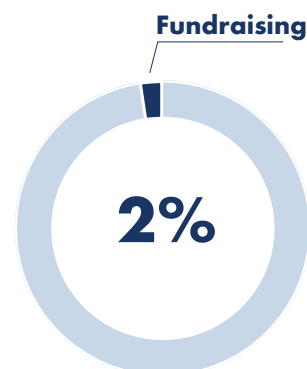
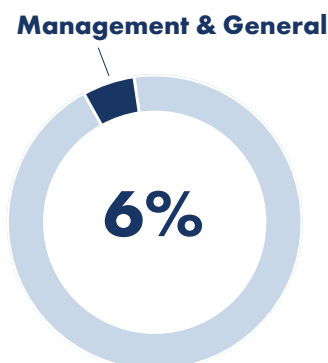
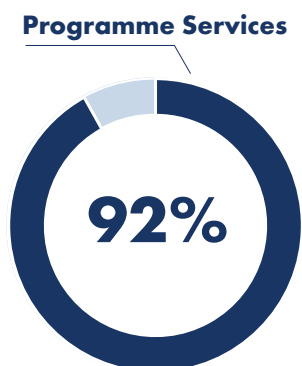
## REVENUE

Source	Amount in USD
Grants	1,318,030.73
Programme Services	70,918.54
Interest	2,256.16
<b>TOTAL in USD</b>	<b>1,391,205.43</b>



## EXPENSES

Item	Programme Services	Management and General	Fundraising	Amount in USD
Training and Curriculum Development	859,399	41,409	26,187	926,995
Professional Services	102,257	8,156	1,664	112,077
Printing and Shipping	7,365	383	184	7,932
Office and Occupancy	42,134	3,718	591	46,443
Information Technology	32,394	3,428	-	35,822
Travel, Conferences, Meals	18,825	1,346	646	20,817
Insurance	29,513	1,686	10	31,209
Taxes and Licenses	-	1,256	-	1,256
Dues and Subscriptions	16,878	1,786	-	18,664
Bank and PayPal Service Charges	-	3,677	-	3,677
<b>TOTAL in USD</b>	<b>1,108,765</b>	<b>66,845</b>	<b>29,282</b>	<b>1,204,892</b>





# BOARD OF DIRECTORS



**Mr. Moustapha Soumaré (Chair)** retired from the United Nations with more than 40 years of experience in peace operations, development, and leadership. He served as

the Deputy Special Representative of the Secretary-General (DSRSG) for the United Nations Mission in the Republic of South Sudan (UNMISS) and the DSRSG for the United Nations Organization Stabilization Mission in the Democratic Republic of the Congo (MONUSCO). Prior to that, he was a DSRSG for the United Nations Mission in Liberia (UNMIL).



**Brigadier General (Retired) Gabriel Guerrero** served in the Argentine Army until his retirement in 2015. He was involved in several United Nations peace operations, first serving in the United Nations

Operation in Mozambique (ONUMOZ) as a military observer. He was later the Logistic Officer of the United Nations Stand-by Forces High-Readiness Brigade (SHIRBRIG) Planning Element in Denmark. In 2003, he was appointed the Chief Military Personnel Officer of the United Nations Stabilization Mission in Haiti (MINUSTAH). In 2012, he became Deputy Force Commander of MINUSTAH. He currently teaches peace operations at various institutions.



**Mr. Michel Rentenaar** is the Ambassador of the Netherlands to the Palestinian Territories. He has served as the Netherlands Deputy Permanent Representative to the North Atlantic Treaty

Organization (NATO) and the Civil-Military Interface Advisor at the NATO Supreme Headquarters Allied Powers Europe. He co-commanded the Task Force Uruzgan VII in Afghanistan, and served at the Netherlands embassies in the Democratic Republic of the Congo (DRC), Egypt, Lebanon, the State of Palestine, Uganda, and Yemen.



**Mr. Kevin Kennedy (Vice-Chair)** began his service in the United Nations Secretariat in 1977. He has served in many United Nations field missions, including the United Nations

Observer Mission in the Democratic Republic of the Congo (MONUC), the United Nations Observer Mission in South Africa (UNOMSA), and as a member of the start-up team at the United Nations Interim Administration Mission in Kosovo (UNMIK). He has also completed a variety of assignments at United Nations Headquarters. In 2011, he became Chief of the Integrated Training Service, and from 2013 to 2014, he served as Officer-in-Charge of the Policy, Evaluation and Training Division.



**Ms. Ameerah Haq** is the former United Nations Under-Secretary-General for the Department of Field Support. She has over 39 years of United Nations experience, including 19 years of field experience. She was the last Special

Representative of the Secretary-General (SRSG) for the United Nations Integrated Mission in Timor-Leste. She has also held the positions of Deputy SRSG and Resident Coordinator in Sudan and Deputy SRSG and Resident Coordinator in Afghanistan. She has held senior positions with the United Nations Development Programme and has served as Resident Coordinator in Malaysia and Lao.



**Ms. Ramona Taheri** is the Executive Director at POTI. She is responsible for managing the Institute in keeping with its mission and has enjoyed more than ten years in the peace operations

training field. She received a BA in Foreign Affairs from the University of Virginia and an MA in Political Science from Columbia University.



**Colonel (Retired) Roberto Gil de Vargas** completed 40 years of active military service in the Uruguayan Armed Forces. During his career, he performed command and

administration duties in Uruguay and abroad, including positions as a troop commander, staff officer, academic administrator, and instructor. Colonel Gil also deployed on several international peace operations in Africa, Asia, and Latin America and the Caribbean. He has written several publications and articles on peace operations and the methodology and evaluation of education and training. He has more than 35 years of experience in the education and training of military, police, and civilian personnel.



**Brigadier General (Retired) Riana Paneras** currently serves as the Head of Institutional and Operational Partnership Service at the United Nations Office to the African Union (UNOAU). She retired from the South African

Police Service with the rank of Brigadier General after 37 years of service. General Paneras also served in the African Union-United Nations Hybrid Operation in Darfur (UNAMID) as Police Commissioner. She has been a member of the African Union Police Strategic Support Group since 2014.



**Special Adviser to the POTI Board of Directors Dr. Harvey J. Langholtz** is the founding director of POTI.

During a full career with the US Coast Guard, he served on the US Delegation to the United Nations and represented the US in the Special Committee on Peacekeeping Operations. He retired from the Coast Guard with the rank of Commander and joined the College of William & Mary as Professor of Psychological Sciences.

# INSTITUTIONAL PARTNERSHIPS

To ensure the Institute offers high-quality courses that align with current peace operations doctrine and standards, POTI collaborates with United Nations agencies, NGOs, and universities. This meaningful collaboration and support make certain that the Institute's curriculum reflects significant topics in contemporary peace operations and recommends best practices. The Institute proudly partners with these entities:

DCAF Geneva Centre  
for Security Sector  
Governance



KING'S  
*College*  
LONDON



UN  
WOMEN



## MEMBER STATES SUPPORTING POTI IN 2024

The Institute sincerely thanks its 2024 funders for their support in an increasingly complex international landscape for peace, security, and humanitarian relief. Thanks to these nations' support, POTI provides its curriculum at no charge for students who meet the eligibility programme requirements. Additionally, this support allows some of the Institute's courses to be free for all. Without this generosity, the Institute would have been unable to achieve the scope and scale of its 2024 accomplishments. These nations' continued prioritization of peace, security, humanitarian relief, gender equality, and the protection of civilians deserves the highest regard.



Canada



Denmark



The Kingdom of  
the Netherlands



United Kingdom

CORPORATE GIFTS IN KIND 

## COMMON CORE COURSES

An Introduction to the UN System and Its Role in International Peace and Security	✓		✓	✓	✓
Principles and Guidelines for UN Peacekeeping Operations	✓		✓		
Ethics in Peace Operations	✓		✓		✓

## HUMANITARIAN CONCEPTS AND HUMAN RIGHTS

Humanitarian Relief Operations	✓		✓	✓	✓
UN Military Specialised Training Materials on Child Protection	✓				
Human Rights	✓		✓		
Peacekeeping and International Conflict Resolution	✓		✓		✓
International Humanitarian Law and the Law of Armed Conflict	✓		✓	✓	✓
Comprehensive Protection of Civilians Training Materials for United Nations Peace Operations: Military Version	✓				
Comprehensive Protection of Civilians Training Materials for United Nations Peace Operations: Police Version	✓				

## MISSION COMPONENTS, OPERATIONS, AND PROCEDURES

Protection of Cultural Property: Online Course for the Military, Police, and Law Enforcement	✓	✓	✓		✓
Civil-Military Coordination in Peace Operations	✓		✓		
Leading Within United Nations Peace Operations	✓		✓		✓
United Nations Specialised Training Materials on United Nations Police	✓				
Disarmament, Demobilization, and Reintegration (DDR): A Practical Overview	✓		✓		✓
Technology and Innovation in United Nations Peace Operations	✓				
Security Sector Reform & Governance: Leadership Engagement	✓		✓		✓
Health of Peace Operations Personnel	✓		✓		✓
Ebola Virus Disease: Awareness and Precautions for Peace Operations Personnel	✓		✓		
Mine Action and Explosive Hazard Management	✓		✓		
Peacebuilding	✓		✓		
UN Specialised Training Materials on United Nations Military Observers	✓				
Logistical Support to UN Peacekeeping Operations: An Introduction	✓		✓		✓

## GENDER AWARENESS

Sexual and Gender-Based Violence and International Peace and Security	✓		✓		✓
Preventing Violence Against Women and Promoting Gender Equality in Peace Operations	✓		✓		✓
Implementation of the UN Security Council Resolutions on WPS in Africa	✓		✓		
Implementation of the UN Security Council Resolutions on WPS Asia and the Pacific	✓				
Implementation of the UN Security Council Resolutions on WPS in Latin America and the Caribbean	✓				✓

## HISTORY OF PEACEKEEPING OPERATIONS

The History of United Nations Peacekeeping During the Cold War: 1945 to 1987	✓		✓		✓
The History of United Nations Peacekeeping Following the Cold War: 1988 to 1996	✓		✓		✓
The History of United Nations Peacekeeping: 1997 to 2006	✓		✓		✓
The History of UN Peacekeeping Operations from 2000–2020	✓		✓		✓



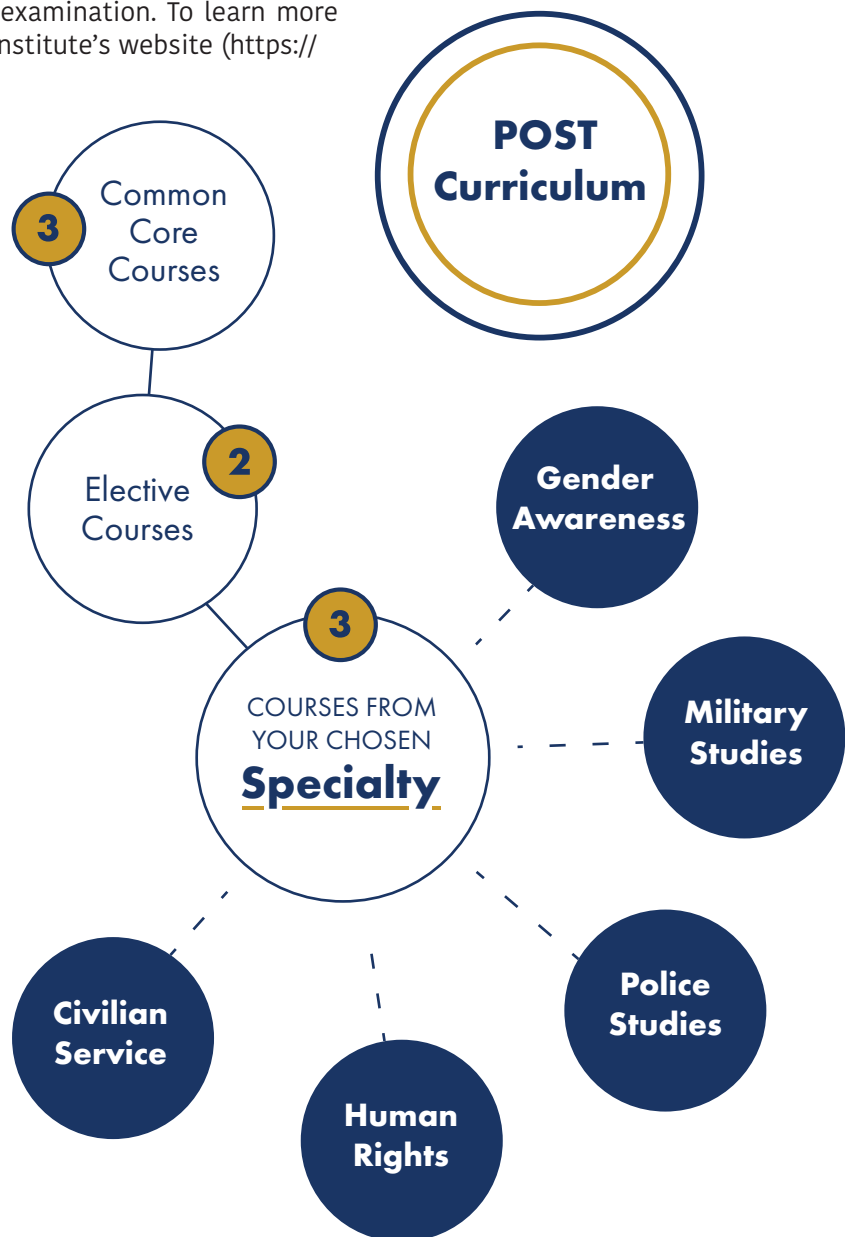
# PEACE OPERATIONS SPECIALIZED TRAINING (POST) CERTIFICATE

The POST Certificate programme allows POTI students to **demonstrate their professional competency in one or more specialty areas** by completing a series of courses and passing a comprehensive examination. To learn more about the POST Certificate programme, visit the Institute's website (<https://www.peaceopstraining.org/post-cert/>).

- 5 Specialties**  
TO CHOOSE FROM
- 8 Total courses**  
PER POST CERTIFICATE
- 1 Comprehensive examination**  
PER POST CERTIFICATE

**A student who completes a POST Certificate earns:**

- A certificate for each completed course
- A POST Certificate listing the specialty
- An official letter of congratulations
- An official Institute transcript



OFFICIAL POST CERTIFICATE IN HUMAN RIGHTS

# POST CERTIFICATE COURSE REQUIREMENTS

## COMMON CORE COURSES

COMPLETE ALL

*An Introduction to the UN System*

*Ethics in Peace Operations*

*A Women, Peace, and Security (WPS) Course*

## ELECTIVE COURSES

COMPLETE TWO

*Leading Within United Nations Peace Operations*

*Health of Peace Operations Personnel*

*Protection of Cultural Property*

*History of UN Peacekeeping Operations from 2000-2020*

## SPECIALTY COURSES

COMPLETE THREE FROM A CHOSEN SPECIALTY

### Civilian Service

*International Humanitarian Law*

*Preventing Violence Against Women*

*Disarmament, Demobilization, and Reintegration*

*Civil-Military Coordination in Peace Operations*

*Humanitarian Relief Operations*

### Gender Awareness

*Sexual and Gender-Based Violence*

*Preventing Violence Against Women*

*Humanitarian Relief Operations*

*UN Military STM on Child Protection*

*Comprehensive Protection of Civilians: Military OR Police*

### Human Rights

*International Humanitarian Law*

*Preventing Violence Against Women*

*Humanitarian Relief Operations*

*Human Rights*

*Peacekeeping and International Conflict Resolution*

### Military Studies

*International Humanitarian Law*

*UN STM on United Nations Military Observers*

*Disarmament, Demobilization, and Reintegration*

*Civil-Military Coordination in Peace Operations*

*Comprehensive Protection of Civilians: Military*

### Police Studies

*International Humanitarian Law*

*Preventing Violence Against Women*

*Disarmament, Demobilization, and Reintegration*

*United Nations Specialised Training Materials on United Nations Police*

*Comprehensive Protection of Civilians: Police*



## Peace Operations Training Institute

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