GETI
the Global Education & Training Initiatives
Directory

for landmine, explosive ordnance and small arms/light weapons
technical threat reduction

PREPARED BY THE
Mine Action Information Center
Center for International Stabilization & Recovery
James Madison University

OCTOBER 2008
Questions regarding the GETI Directory can be directed to:

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James Madison University
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Harrisonburg, VA 22807
USA

E-mail: maic@jmu.edu

Phone: +1 (540) 568-2718

Web site: http://maic.jmu.edu

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The Global Education and Training Initiatives Directory has been created through the generous funding of the U.S. Department of State, Office of Weapons Removal and Abatement (PM/WRA).

The Global Education and Training Initiatives Directory represents a first effort to document the collective training and education opportunities that span a range of technical activities within mine action, explosive ordnance disposal and small arms/light weapons control and destruction. Efforts to counter the threats of landmines, unexploded ordnance and small arms/light weapons have traditionally been treated as separate entities; however, this directory is an effort to bring them together.

Training and education opportunities included in the GETI Directory were volunteered by organizations that identified their courses as being associated with some aspect of the following activities:

- Landmine or explosive ordnance detection, clearance, handling, storage, destruction or disposal
- Small arms/light weapons control, storage, destruction or mitigation
- Weapons prevention, security or abatement
- Other training courses related to management of mines, ERW or SA/LW

The goal of the GETI Directory is to provide information on technical training and education within these different groups, and also to encourage synergy between mine action, explosive ordnance disposal and SA/LW control as information is available about training and education options among the oft-similar, but typically separated, efforts related to mines, UXO and SA/LW.

It is hoped that opportunities for collaboration, regional cooperation, and exchange of ideas and training may be furthered in the future between these entities. This Directory is one effort to encourage communication and awareness between groups working toward abatement of explosive threats.

For more information on this project’s findings, or to access the GETI Directory as a PDF, visit the Mine Action Information Center Web site at: http://maic.jmu.edu.
The GETI Directory lists organizational training and education opportunities by four categories of activity:

- **Technical Clearance/Disposal**: clearance, storage, disposal, and detection training opportunities for all explosives and explosive ordnance.
- **Security**: law enforcement, export-control, counter-terrorism, safety and other security training with an emphasis on mines, UXO, ERW and SA/LW.
- **Management and Policy**: management of mine, EOD, ERW or SA/LW programs and/or policy training, such as legal or political science education with an emphasis on SA/LW, ERW or mines.
- **Other**: additional related training, self-identified by submitting organizations.

The GETI Directory also offers an index of countries in which contributing organizations operate. Along with individual countries, you can search for organizations that have indicated they operate worldwide, as well as organizations that have indicated they operate in multiple regions or countries.

**Please note**: Because the GETI Directory is a one-time, static electronic publication, the MAIC and Department of State cannot guarantee that information will be correct as details change over time. Please check the MAIC Web site to see if updates are available for the GETI Directory at: http://maic.jmu.edu.
Table of Contents

i  Contact Information
ii  About the GETI Directory
iii  How to Use the GETI Directory
vi  Index by Country

I  Technical Clearance/Disposal
1  AM Risk Management
1  American Technologies Incorporated
2  AVS Mine Action Consultants
2  Azerbaijan National Agency for Mine Action
3  BACTEC International Limited
4  BORGATA Ltd.
4  C King Associates Ltd.
5  Center for EOD and Diving
5  Chilport UK Limited
6  Cranfield University
7  Croatian Mine Action Centre-Centre for Testing, Development and Training Ltd.
8  EOD Technology Inc.
9  Estonian Demining Center
9  Explosives Countermeasure Solutions International
10  French Army Engineer School (ESAG)/Training & Information Center for Mine Action
11  Golden West Humanitarian Foundation
11  International Mine Action Training Centre-East Africa
12  International School for Security and Explosives Education (ISSEE) Ltd.
12  Iraqi Kurdistan Mine Action Agency
14  Missouri University of Science and Technology
15  MUSTELA d.o.o.
15  Norwegian People’s Aid
16  RACVIAC–Centre for Security Cooperation
16  RONCO Consulting Corporation
19  Swiss Mine & Explosive Detection Dogs Society (SMEDDS)
20  The Mines Awareness Trust and the International Mine Action Training Centre
20  UK Mine Information Training Center–British Army
21  U.S. Army Environmental Command

22  Security
22  Centre for International Promotion of Security (CIPS)
22  Cranfield University
23  Emergency Film Group
24  Folke Bernadotte Academy
25  Karenswood (International) Ltd.
25  Pearson Peacekeeping Centre
26  RACVIAC–Centre for Security Cooperation
33  RedR UK
33  RONCO Consulting Corporation
34  Swiss Mine & Explosive Detection Dogs Society (SMEDDS)
Management and Policy

35 Cranfield University
41 Folke Bernadotte Academy
41 Geneva International Centre for Humanitarian Demining
42 Mine Action Information Center (James Madison University)
42 Norwegian People’s Aid
43 Qualissol Consultants
43 RONCO Consulting Corporation
44 Saferworld
44 Swiss Mine & Explosive Detection Dogs Society (SMEDDS)

Other

45 AVS Mine Action Consultants
45 Bonn International Center for Conversion (BICC)
46 C King Associates Ltd.
47 Chilport UK Limited
47 Estonian Demining Center
48 Explosive Capabilities Ltd.
48 French Army Engineer School (ESAG)/Training & Information Center for Mine Action (DFD)
49 Hazardous Devices School, EODTD, OMEMS
49 HPCR International
50 International Demining Center
50 International Mine Action Training Center (IMATC)
51 International School for Security and Explosives Education (ISSEE)
51 Karenswood (International) Ltd.
52 MECHEM (Pty) Ltd.
52 Missouri University of Science and Technology
53 Ordnance Munitions and Electronics Maintenance School
53 Pearson Peacekeeping Centre
54 Polus Center for Social & Economic Development
54 RONCO Consulting Corporation
56 Saferworld
57 UK Mine Information Training Center-British Army
57 UNICEF together with CDC
# Index by Location

## Country/Region

<table>
<thead>
<tr>
<th>Country/Region</th>
<th>Page(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Afghanistan</td>
<td>16, 17, 18, 19, 33, 43, 54, 55, 56</td>
</tr>
<tr>
<td>Africa</td>
<td>11, 44, 46, 50, 56</td>
</tr>
<tr>
<td>Angola</td>
<td>2, 9</td>
</tr>
<tr>
<td>Asia</td>
<td>44, 46, 56</td>
</tr>
<tr>
<td>Azerbaijan</td>
<td>2, 3</td>
</tr>
<tr>
<td>Canada</td>
<td>25, 50, 53</td>
</tr>
<tr>
<td>Colombia</td>
<td>45, 46</td>
</tr>
<tr>
<td>Croatia</td>
<td>6, 7, 8, 15, 16, 26, 27, 28, 29, 30, 31, 32</td>
</tr>
<tr>
<td>Czech Republic</td>
<td>4</td>
</tr>
<tr>
<td>Dem. Republic of Congo</td>
<td>9</td>
</tr>
<tr>
<td>Estonia</td>
<td>9, 47</td>
</tr>
<tr>
<td>Europe</td>
<td>44, 56</td>
</tr>
<tr>
<td>France</td>
<td>10, 48</td>
</tr>
<tr>
<td>Germany</td>
<td>45, 46</td>
</tr>
<tr>
<td>Ghana</td>
<td>46</td>
</tr>
<tr>
<td>Iraq/Iraqi Kurdistan</td>
<td>12, 13, 14, 16, 17, 18, 19, 33, 43, 54, 55, 56</td>
</tr>
<tr>
<td>Japan</td>
<td>46</td>
</tr>
<tr>
<td>Kenya</td>
<td>6, 11, 20, 46, 50</td>
</tr>
<tr>
<td>Lebanon</td>
<td>43, 50</td>
</tr>
<tr>
<td>Mozambique</td>
<td>9, 17, 18, 46, 54, 55</td>
</tr>
<tr>
<td>Namibia</td>
<td>9</td>
</tr>
<tr>
<td>South Africa</td>
<td>9, 52, 57</td>
</tr>
<tr>
<td>Spain</td>
<td>22</td>
</tr>
<tr>
<td>Sudan</td>
<td>17, 18, 45, 46, 54</td>
</tr>
<tr>
<td>Sweden</td>
<td>24, 41</td>
</tr>
<tr>
<td>Switzerland</td>
<td>19, 34, 41, 44</td>
</tr>
<tr>
<td>Turkey</td>
<td>1</td>
</tr>
<tr>
<td>UK</td>
<td>2, 3, 4, 5, 6, 11, 20, 22, 23, 25, 33, 35, 36, 37, 38, 39, 40, 44, 45, 46, 47, 48, 50, 51, 56, 57</td>
</tr>
<tr>
<td>USA</td>
<td>1, 5, 8, 14, 16, 17, 18, 19, 21, 23, 24, 33, 42, 43, 49, 52, 53, 54, 55, 56, 57</td>
</tr>
<tr>
<td>West Africa</td>
<td>45</td>
</tr>
<tr>
<td>Zambia</td>
<td>9</td>
</tr>
</tbody>
</table>

## Various/Global

<table>
<thead>
<tr>
<th>Various/Global</th>
<th>Page(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regional/Multiple Locations</td>
<td>1, 4, 5, 7, 8, 9, 11, 15, 16, 17, 18, 20, 21, 24, 25, 31, 33, 35, 36, 37, 38, 39, 40, 42, 44, 45, 46, 47, 48, 50, 51, 52, 53, 56, 57</td>
</tr>
<tr>
<td>Global/Worldwide</td>
<td>2, 3, 11, 19, 20, 22, 34, 43, 44, 45, 51</td>
</tr>
</tbody>
</table>
AM Risk Management

Mine Action Center/Demining Organization

**Weapons and Explosives Detection, Identification and Disposal Training**

Turkey

Technical Clearance/Disposal


Training Available on Request

1-2 Weeks

Cost Available on Request

Turkish, English

Civilian participants must belong to approved organizations and must present security background clearance for admission. Other admission requirements may apply. US DoS and ITAR regulations apply.

Ali Koknar

4836 Cloister Drive

Rockville, MD 20852

USA

+1 (301) 571-0501

+1 (301) 571-0501

akoknar@aol.com

http://hometown.aol.com/akoknar/myhomepage/business.html

American Technologies Incorporated

Corporate: Environmental Remediation is the focus of our U.S. Corporate Office. (The ATI Group consists of interrelated but independent companies providing innovative technologies and services worldwide to governments and industries.)

**American Technologies Center for Unexploded Ordnance (UXO) Training**

Tennessee, USA

Technical Clearance/Disposal

Varies

Quarterly, 2009 Schedule: Jan 19-March 6, March 23-May 8, June 1-July 17, and August 10-September 25

1-3 Months

7 Week Course $6,500 USD, 6 Week course $6,000 USD

English

Must be at least 21 years of age, High School graduate, able to hold a valid Tennessee Explosives Handlers Certificate, pass an OSHA medical screening examination in accordance with 29 CFR 1910.120, successfully pass a medically administered drug screening test within 30 days of attending training, cannot be claustrophobic or allergic to explosives. Cannot be color blind. Must sign an Indemnification/Hold Harmless Agreement.

Robert W. Cook, Director of UXO Training

733 Emory Valley Road

Oak Ridge, TN

USA

+1 (865) 481-8306

+1 (865) 481-4850

tech1school@atincorporated.com

www.uxotraining.com
Technical Clearance/Disposal

**AVS Mine Action Consultants**
Independent Consultants

**HMA Training resources at [www.nolandmines.com](http://www.nolandmines.com)**
Global

Technical Clearance/Disposal
Anyone
Anytime
The site introduces HMA and provides training materials. One entire course for deminers and MRE for Angola is online.

Free
Most resources are in English. Angola-specific course is in parallel English/Portuguese translation.

Please acknowledge source of materials used

**Contact Details**
Manager: Andy Smith
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Country: UK
Phone: +44 (0)1600 719993
Email: avs@nolandmines.com
Website: www.nolandmines.com

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**Azerbaijan National Agency for Mine Action**
Mine Action Center/Demining Organization

**Humanitarian Demining course**
Azerbaijan, ANAMA, Goygol Region Training Centre
Technical Clearance/Disposal: Manual demining and MDD integration
Personnel/Dogs from own organization, Civilians-National, Upon Special Request
12 May-18 June 2008
4-6 Months
ANAMA employing national deminers

Azerbaijani, Russian, English

**Contact Details**
Manager: Nazim Ismayilov
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City/State/Zip: Baku
Country: Azerbaijan
Phone: +994 124 973 851
Fax: +994 124 974 427
Email: nismayl@anama.baku.az
Website: www.anama.baku.az
Technical Clearance/Disposal

Azerbaijan National Agency for Mine Action
Mine Action Center/Demining Organization
UXO Operator course
Agstafa, Azerbaijan
Technical Clearance/Disposal
Civilians-National
Training Available on Request
1-3 Months, 1 Month
Free
Azeri

Nazim Ismayilov
Fizuli 65, 5th Floor, ANAMA
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+994 124 97 3851
faliyev@anama.baku.az
www.anama.baku.az

BACTEC International Limited
Privately owned international group of companies operating worldwide
EOD and mine action—we operate both on land and underwater and therefore carry out appropriate training for our own staff as required. Worldwide in required locations for our own project personnel, but have ability to expand to military and civilian personnel.
Personnel/Dogs from own organization, Civilians-National, Civilians-International, Military-National, Military-International, BACTEC project-related participants including projects set up to provide training to military, etc.
If requested and set up as part of a BACTEC project
According to client/project requirements
English, but can arrange others on request
Has to be as part of a BACTEC project, i.e., training for specific project or BACTEC client

G. Lucas
37 Riverside
Sir Thomas Longley Road
Rochester
United Kingdom
+44 (0) 1634 296757
+44 (0) 1634 226841
g.lucas@bactec.com
www.bactec.com
Technical Clearance/Disposal

BORGATA Ltd.
Corporate
UXO & UXB detection and clearance
Czech Republic
Technical Clearance/Disposal
Personnel/Dogs from own organization, Civilians-National, Military-National,
Personnel/Dogs from other organizations, Upon Special Request
Training Available on Request
Cost Available on Request
Czech, English
No, inside NATO countries

Contact Details
Manager: Jiri Chladek, Ass.Prof., Dr. M.Sc.
Address: Trnova 84
City/State/Zip: 252 10 Mnisek pod Brdy
Country: Czech Republic
Phone: +420 602 343 958
Fax: +420 257 922 907
Email: info@chladek.cz
Website: www.borgata.cz

C King Associates Ltd.
Specialist Consultancy
Various
Technical Clearance/Disposal
Civilians-National, Civilians-International, Military-National, Military-International
Training Available on Request
Varies
English only, unless client can provide translation
PowerPoint preferred

Contact Details
Manager: Colin King
Address: Wych Warren House; Forest Row
City/State/Zip: East Sussex
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Phone: +44 1342 824 665
Fax: +44 1342 825 961
Email: ck@ckingassociates.co.uk
Website: www.ckingassociates.co.uk
Technical Clearance/Disposal

Center for EOD and Diving
Military
Various EOD training courses, including underwater EOD training.
listing&listing=true
USA, Various sites, See: https://www.netc.navy.mil/centers/ceneoddive/default.
cfm?fa=trsites.sites
Technical Clearance/Disposal
Military-National
As listed in the Corporate Enterprise & Training Activity Resource System (CeTARS)
More Than 1 Year
Each of the U.S. Military Services (Navy, Army, Air Force, and Marines) provide instructors
based on student requirements.
Military Only. Quotas are managed through the Corporate Enterprise & Training Activity
main.cac_message.

Chilport UK Limited
Corporate; Canine training centre
REST or RASCO training & supply, proactive MDD
United Kingdom, for export or environmental deployment
Technical Clearance/Disposal
Personnel/Dogs from own organization, Civilians-International, Military-International,
Anyone, Supplier of manual deminers
Training Available on Request
1-2 Weeks, 1-3 Months, Varies, REST instruction
Cost Available on Request, Dependant upon types of training or supply requested
English
Student allocation restricted to 5 persons per course loading

Trevor Hutchinson
Chilport UK Limited, Southwell Business Park
Portland
Dorset DT5 2NB
UK
+44 1305 860 300
+44 1305 861 343
info@chilport.co.uk
www.chilport.co.uk
Cranfield University
Academic

**Mine Action Management Middle Managers**

IMATC (Nairobi, Kenya) and mine-affected countries
Technical Clearance/Disposal
Middle managers
Usually 4-6 courses are run each year
As a single 5-week course or in a modular format
Free to Students
Arabic, Cambodian, Dari/Pashto, English, Lao, Portuguese, Russian, Serbo-Croatian
Must be filling a middle-management position

Matthew Craig
Humanitarian Resilience Centre; Cranfield University
Shrivenham, Swindon, SN6 8LA
UK
+44 179 378 5034
+44 179 378 0340
m.p.s.craig@cranfield.ac.uk
www.cranfield.ac.uk/dcmt/humanitarianresilience

Cranfield University
Academic

**EOD Level 3**

IMATC (Nairobi, Kenya)
Technical Clearance/Disposal
Anyone
Training Available on Request
2-4 Weeks
Available on Request, Free to National Students
English
Students must be able to communicate effectively in English.

Matthew Craig
Humanitarian Resilience Centre; Cranfield University
Shrivenham, Swindon, SN6 8LA
UK
+44 179 378 5034
+44 179 378 0340
m.p.s.craig@cranfield.ac.uk
www.cranfield.ac.uk/dcmt/humanitarianresilience
Technical Clearance/Disposal

**Organization:** Croatian Mine Action Centre-Centre for Testing, Development and Training Ltd. (HCR-CTRO d.o.o.)

**Type of Organization:** Limited Liability Company owned by the government

**Programs/Courses:**
- **EOD Level 1-4**
- **Training Course for Deminers**

**Location:** Croatia and abroad

**Type of Training:**
- Technical Clearance/Disposal

**Who May Participate:**
- Training Available on Request
- 2-4 Weeks
- Cost Available on Request
- Croatian, English, other languages on request

**Manager:** Nikola Pavkovic

**Address:** Sortina 1 d

**City/State/Zip:** 10 020 Zagreb

**Country:** Croatia

**Phone:** +385 1 650 0020

**Fax:** +385 1 652 0301

**Email:** ctro@ctro.hr

**Website:** www.ctro.hr

**Contact Details**

**Organization:** Croatian Mine Action Centre-Centre for Testing, Development and Training Ltd. (HCR-CTRO d.o.o.)

**Type of Organization:** Limited Liability Company owned by the government

**Programs/Courses:**
- **Training Course for Deminers**

**Location:** Croatia and abroad

**Type of Training:**
- Technical Clearance/Disposal

**Who May Participate:**
- Training Available on Request
- 1-3 Months
- Cost Available on Request
- Croatian, English, other languages on request

**Manager:** Nikola Pavkovic

**Address:** Sortina 1 d

**City/State/Zip:** 10 020 Zagreb

**Country:** Croatia

**Phone:** +385 1 650 0020

**Fax:** +385 1 652 0301

**Email:** ctro@ctro.hr

**Website:** www.ctro.hr
Technical Clearance/Disposal

Croatian Mine Action Centre-Centre for Testing Development and Training Ltd. (HCR-CTRO d.o.o.)
Limited Liability Company owned by the government

Training on the Use of Metal Detectors
Croatia and abroad

Technical Clearance/Disposal
Personnel/Dogs from own organization, Civilians-National, Civilians-International
Military-National, Military-International, Personnel/Dogs from other organizations, Anyone

Training Available on Request
1 Week or Less
Cost Available on Request
Croatian, English, other languages on request

Nikola Pavkovic
Sortina 1d
10 020 Zagreb
Croatia
+385 1 650 0020
+385 1 652 0301
tcro@ctro.hr
www.ctro.hr

EOD Technology Inc.
Mine Action Center/Demining Organization: Critical Mission Support Services

IMAS Mine Action EOD Levels 1 thru 4
Various

Technical Clearance/Disposal
Clients

As required
Location, no cost to EODT employees
English, Arabic, Pashto
Security clearance

Terry M. Collins
2229 Old Highway 95
Lenoir City, TN 37771
USA
+1 (865) 228-3922
tcollins@eodt.com
www.eodt.com
Technical Clearance/Disposal

Estonian Demining Center
Mine Action Center/Demining Organization
Deminer’s Apprentice, Basic and Senior Technician
Northern Regional Bomb Group, Tallinn, Estonia

Technical Clearance/Disposal

Yearly, Other: On a Case by Case Basis, and/or as Required
1 Week or Less, 1-2 Weeks, 2-4 Weeks, Other
Varies, Free, $0-100 USD, Cost Available on Request, Other: approx. $50 USD per instructor/per hour

English, Estonian and Russian

Law Enforcement, Government Civilians, Military and Public Safety personnel

Manager: Stan Reber, Estonian Rescue Board
Address: Raua 2
City/State/Zip: 10124 Tallinn
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Phone: +372 628 2042
Fax: +372 628 2048
Email: stan.reber@rescue.ee
Website: www.rescue.ee

Explosives Countermeasure Solutions International
Independent Consultants

Explosives Countermeasure Training
South Africa, Angola, Mozambique, Namibia, Zambia, Democratic Republic of Congo

Technical Clearance/Disposal; Mine Risk Education and Mine Threat Awareness
Civilians-National, Civilians-International, Military-National, Military-International

Training Available on Request
Landmine Clearance: 4 Weeks, MRE: 1 Day, Mine Threat Awareness: 3 Days
Cost varies depending on total number of attendees and location

English, Portuguese

Manager: Niel Malan
Address: Postnet Suites 4115
City/State/Zip: Rustenburg, Northwest Province, 0300
Country: South Africa
Phone: +27 823 737 181
Fax: +27 866 726 462
Email: niel.malan@explodestop.com
Website: www.explodestop.com
Technical Clearance/Disposal

French Army Engineer School (ESAG)/Training & Information Center for Mine Action (DFD)
Military

**EOD Staff Officer Course**
Angers, France at the ESAG
Technical Clearance/Disposal: Advise, Concept, Conduct, Control BAC & EOD Operations
French (preferably), English or other language with translation
Available with French government agreement

**Contact Details**
LCL Francois Gombeaud
106 Rue Eble BP34125
49041 Angers Cedex 01
France
+33 241 248 227
+33 241 248 388
minex@esag.terre.defense.gouv.fr

French Army Engineer School (ESAG)/Training & Information Center for Mine Action (DFD)
Military

**Battlefield Area Clearance Squad or Platoon Leader Course**
Angers, France at the ESAG
Technical Clearance/Disposal
Military-National, Military-International, Upon Special Request
Academic Year, Training Available on Request
1-2 Weeks, 2-4 Weeks
Cost Available on Request
French (preferably), English or other language with translation
Available with French government agreement

**Contact Details**
LCL Francois Gombeaud
106 Rue Eble BP34125
49041 Angers Cedex 01
France
+33 241 248 227
+33 241 248 388
minex@esag.terre.defense.gouv.fr
Global Education & Training Initiatives Directory

Technical Clearance/Disposal

Golden West Humanitarian Foundation
Mine Action Center/Demining Organization

Trainings are tailored to suit client needs
Trainings available worldwide

Technical Clearance/Disposal
Upon Special Request
Training Available on Request

Varies
Cost Available on Request

English. Translators are deployed as needed.
Dependent upon nature of the training request

Contact Details
Manager: Roger Hess
Address: 6355 Topanga Canyon Blvd, Suite 517
Woodland Hills, CA 91367
United States
Phone: +1 (818) 703 0024
Fax: +1 (818) 703 1949
Email: info@goldenwesthf.org
Website: www.goldenwesthf.org

International Mine Action Training Centre East Africa (IMATC)
Government: International Centre of Excellence for Humanitarian and Peace Support Training

SALW Management, Security and Destruction Courses
Embakasi, Nairobi, Kenya or at external regional locations
Technical Clearance/Disposal, with courses tailored to individual clients at all levels

Upon Special Request, Policy and Law Enforcement
Quarterly, Training Available on Request, Bespoke courses available where capacity allows
1 Day, 1 Week or Less, 3-4 Weeks

Free, Cost Available on Request, Funding is available for certain courses through UK/US Governments

English

Technical course: participants must have good command of English

Contact Details
Manager: Colin Hill, MBE MIEpE SALW/EOD
IMATC E Africa; British Peace Support Team East Africa
PO Box 5
Karen, Nairobi 00502
Kenya
Phone: +254 7222 09830
Email: salaw@imatc-ea.com
Website: www.army.mod.uk/aroundtheworld/ken/imatc
Technical Clearance/Disposal

International School for Security and Explosives Education (ISSEE) Ltd
International Organization; Academically accredited training provider

Explosives training: EOD, IEDD, Storage, High Risk Search
Chilmark, Salisbury, UK

Type of Training:
Technical Clearance/Disposal: Use of live explosives. Academic accreditation through City and Guilds
Civilians-National, Civilians-International, Military-National, Military-International

Who May Participate:
Civilians-National, Civilians-International, Military-National, Military-International

When Course Runs:
Weekly, Training Available on Request

Length of Course:
1 Week or Less, 1-2 Weeks, 2-4 Weeks, 1-3 Months, 4-6 Months, Length of Course Varies: Dependent upon the customer and the training needs analysis

Cost of Course:
Varies, $1000-2000 USD

Contact Details
Manager: Anthony Malkin
Address: ISSEE Ltd
City/State/Zip: Chilmark, Salisbury, SP3 5DU
Country: UK
Phone: +44 (0) 1722 717 979
Fax: +44 (0) 1722 717 897
Email: admin@issee.co.uk
Website: www.issee.co.uk

Iraqi Kurdistan Mine Action Agency
Mine Action Center/Demining Organization

Basic Demining Course
Erbil, Iraq at Soran Training Center

Type of Training:
Technical Clearance/Disposal

Who May Participate:
Personnel/Dogs from own organization, Civilians-National, Civilians-International, Personnel/Dogs from other organizations, Upon Special Request

When Course Runs:
Training Available on Request

Length of Course:
2-4 Weeks

Cost of Course:
Cost Available on Request

Language(s):
Kurdish, Arabic and English

Requirements:
National & local mine action program personnel preferred.

Contact Details
Manager: Siraj Barzani
City/State/Zip: Erbil
Country: Iraqi Kurdistan
Email: info@ikmaa.org
Website: www.ikmaa.org
**Technical Clearance/Disposal**

**Irish Kurdistan Mine Action Agency**  
Mine Action Center/Demining Organization

**Demining Group Supervisors Course**  
Erbil, Iraq at Soran Training Center  
Technical Clearance/Disposal  
Personnel/Dogs from own organization, Civilians-National, Civilians-International, Personnel/Dogs from other organizations, Upon Special Request  
Training Available on Request  
1-2 Weeks  
Cost Available on Request  
Kurdish, Arabic and English  
National & local mine action program personnel preferred.

**Contact Details**  
Manager: Siraj Barzani  
City/State/Zip: Erbil  
Country: Iraqi Kurdistan  
Email: info@ikmaa.org  
Website: www.ikmaa.org

**Irish Kurdistan Mine Action Agency**  
Mine Action Center/Demining Organization

**Demining Team Leaders Course**  
Erbil, Iraq at Soran Training Center  
Technical Clearance/Disposal  
Personnel/Dogs from own organization, Civilians-National, Civilians-International, Personnel/Dogs from other organizations, Upon Special Request  
Training Available on Request  
1-2 Weeks  
Cost Available on Request  
Kurdish, Arabic and English  
National & local mine action program personnel preferred.

**Contact Details**  
Manager: Siraj Barzani  
City/State/Zip: Erbil  
Country: Iraqi Kurdistan  
Email: info@ikmaa.org  
Website: www.ikmaa.org
Iraqi Kurdistan Mine Action Agency
Mine Action Center/Demining Organization

Field Medics Course
Erbil, Iraq at Soran Training Center
Technical Clearance/Disposal
Personnel/Dogs from own organization, Civilians-National, Civilians-International,
Personnel/Dogs from other organizations, Upon Special Request
Training Available on Request
2-4 Weeks
Cost Available on Request
Kurdish, Arabic
National & local mine action program personnel preferred.

Siraj Barzani
Erbil
Iraqi Kurdistan
info@ikmaa.org
www.ikmaa.org

Missouri University of Science and Technology
Academic
Blasters' Training Seminar
St. Charles and Rolla, MO, USA
Technical Clearance/Disposal
Anyone
Academic Year, Training Available on Request
1 Week or Less
Exact Cost: $650 USD
English

Distance & Continuing Education
300 W 12th Street
216 University Center
Rolla, MO 65409-1560
USA
+1 (573) 341-6222
+1 (573) 341-4992
dce@mst.edu
http://dce.mst.edu/noncredit/facetoface/2008_Blasters_Training_Seminar.html
Technical Clearance/Disposal

**MUSTELA d.o.o.**
Corporate: Private Humanitarian Demining Company

**Explosive Detection Dogs, Dog Handlers Training**
Zagreb, Croatia

Technical Clearance/Disposal
Anyone

Training Available on Request
Depends on Client Request

Cost Available on Request
English

Health Certificate and Life Insurance for Candidate.

**Contact Details**
Boris Katic, dr.vet.med.
Planinska 7
Zagreb 10000
Croatia

Phone: +385 1 244 11 53
Fax: +385 1 230 66 72
Email: mustela@mustela.hr
Website: www.mustela.hr

---

**Norwegian People’s Aid**
Non-governmental organization/International NGO

Varies

Technical Clearance/Disposal, Survey and GIS
Personnel from NPA and staff from the national MAC

Annually or When Needed
From 1 Day to 5 Weeks Depending on Topic
Free for NPA staff

**Website:** [http://www.npaid.org/www/English/World/Land_mines/](http://www.npaid.org/www/English/World/Land_mines/)
Technical Clearance/Disposal

RACVIAC–Centre for Security Cooperation
International Organization
OSCE Contribution to Regional Security in SEE
Croatia, at RACVIAC
Technical Clearance/Disposal
Upon Invitation Only
2 Days
Upon the invitation through their respective countries
English
Participants are invited through POCs in the governmental institutions from their respective countries (MOD, MFA).

LtC Mario Stefano Riva
Stari hrast 53, Rakitje
10 437 Bestovje
Croatia
+385 1 3330 838
+385 1 3330 839
msriva@racviac.org
www.racviac.org

RONCO Consulting Corporation
Mine Action Center/Demining Organization
Basic Leadership and Operations Course
Afghanistan, Iraq
Technical Clearance/Disposal
Training Available on Request
1-2 Weeks
Cost Available on Request
Any

Bob Gannon
2300 N Street, NW
Suite 2100
Washington, DC 20037
USA
+1 (202) 785-2791
rgannon@roncowash.com
Global Education & Training Initiatives Directory

Technical Clearance/Disposal

RONCO Consulting Corporation

Corporate

**Improvised Explosive Device Defeat (IEDD) Course**

Iraq, Afghanistan

Technical Clearance/Disposal


Training Available Upon Request

Varies

Available Upon Request

Bob Gannon

2300 N Street, NW

Suite 2100

Washington, DC 20037

USA

+1 (202) 784-2791

rgannon@roncowash.com

---

RONCO Consulting Corporation

Corporate

**RONCO BAC Recognition Course**

Afghanistan, Iraq, Mozambique, Sudan

Technical Clearance/Disposal


Training Available Upon Request

1-2 Weeks

Cost Available on Request

Any

Bob Gannon

2300 N Street, NW

Suite 2100

Washington, DC 20037

USA

+1 (202) 785-2791

rgannon@roncowash.com
RONCO Consulting Corporation

**RONCO Basic Deminer Course**
Afghanistan, Iraq, Mozambique, Sudan
Training Available on Request 1-3 Months
Cost Available on Request Any

Manager: Bob Gannon
Address: 2300 N Street, NW Suite 2100
City/State/Zip: Washington, DC 20037 USA
Phone: +1 (202) 785-2791
Email: rgannon@roncowash.com
Website: www.roncoconsulting.com

**RONCO EOD Courses (Levels 2, 3, 4)**
Afghanistan, Iraq, Mozambique
Training Available Upon Request Varies
Costs Available Upon Request Any
Qualification in previous level of training

Manager: Bob Gannon
Address: 2300 N Street, NW Suite 2100
City/State/Zip: Washington, DC 20037 USA
Phone: +1 (202) 785-2791
Email: rgannon@roncowash.com
Website: www.roncoconsulting.com
Technical Clearance/Disposal

RONCO Consulting Corporation
Corporate
**RONCO Train the Trainer (T3)**
Afghanistan, Iraq
Technical Clearance/Disposal
Training Available on Request
1-2 Weeks
Cost Available on Request
Any

Bob Gannon
2300 N Street, NW
Suite 2100
Washington, DC 20037
USA
+1 (202) 785-2791
rgannon@roncowash.com
www.roncoconsulting.com

Swiss Mine & Explosive Detection Dogs Society (SMEDDS)
Mine Action Center/Demining Organization
**K9 Trainings, Awareness Trainings**
Worldwide/HQ in Switzerland
Technical Clearance/Disposal
Anyone
Training Available on Request
2-4 Weeks
Cost Available on Request
English, German, French

Kurt J. Schmid
P.O. Box 4628
CH-6002 Lucerne
Switzerland
+41 79 204 9291
+41 79 204 9826
kurt.schmid@smedds.org
www.smedds.org
The Mines Awareness Trust and the International Mine Action Training Centre

Non-governmental Organization/International NGO; In partnership with Military School (IMATC)

Field Technical Advisors (FTA)/EOD (IMAS) 2 Course & EOD 3 (IMAS) Course & EOD 4 (IMAS) Course

Training Centre in Nairobi, Kenya. Plus mobile training team as required worldwide.


Quarterly, Training Available on Request

2-4 Weeks, 1-3 Months

Varies, $5,000 & $6,750 USD

English

Read and write in the English language

Ben Remfrey
MAT
C/O SOG
La Villiaze, St Andrews, Guernsey, GY6 8YP
UK
Phone: +44 1481 233 780
Fax: +44 1481 239 337
Email: info@minesawareness.org
Website: www.minesawareness.org

UK Mine Information Training Center–British Army

Mine Action Center/Demining Organization

Mine Awareness Advisor Course

Gibraltar Barracks, Blackwater, Camberley, Surrey, UK

Technical Clearance/Disposal

Upon Request

English

Course is designed for UK MoD; External enrollment will be on a case by case basis.

UK Mine Information Training Centre
OIC UK Mine Information Training Centre; Gibraltar Barracks
Blackwater, Camberley / Surrey / GU17 9LP
UK
Phone: +44 1252 863 623
Email: rsmecht-bew-aimitc@combat-engineer-school.mod.uk
## Technical Clearance/Disposal

**Organization:** U.S. Army Environmental Command  
**Type of Organization:** Military  
**Programs/Courses:** Technology Transfer (Ranges)  
**Location:** Various  
**Type of Training:** Technical Clearance/Disposal; Range and Training Land Technology Transfer Brief  
**When Course Runs:** We visit specific military installations.  
**Language(s):** English  
**Requirements:** Installation Personnel  

### Contact Details

**Manager:** U.S. Army Environmental Command  
**Address:** Hoadley Road  
**City/State/Zip:** Aberdeen Proving Ground, USA  
**Country:** USA  
**Email:** Kimberly.Watts@us.army.mil
Security

Centre for International Promotion of Security (CIPS)
Private company

Security for Election Observation Missions
Worldwide

Type of Training: Security
Who May Participate: Anyone
When Course Runs: Training Available on Request
Length of Course: Tailored length
Cost of Course: According to the kind of training requested
Language(s): English, Spanish

Contact Details
Manager: Manuel Amarilla
Address: Apartado de Correos 2031
City/State/Zip: 28801 Alcala de Henares
Country: Spain
Phone: +44 775 610 5025
Email: manuel.amarilla@cips.eu.com
Website: www.cips.eu.com

Cranfield University
Academic

MSc Global Security
Shrivenham Campus, Cranfield University, UK

Type of Training: Security
Who May Participate: Anyone. Suitable for members of international organisations (UN agencies, NGOs, diplomats, civil servants, military officers, police, politicians) who need the capacity to analyse the complex interactions linking contemporary security issues and roles.
When Course Runs: Academic Year
Length of Course: 9-12 Months
Cost of Course: Available on request. Bursaries are available for managers from national mine action programmes.

Language(s): English
Requirements: Students should normally have a 1st or 2nd class honours degree or relevant professional equivalent. Non-graduates will need to make a case for acceptance. Students whose native language is not English must attain an IELTS score of 7.

Contact Details
Manager: Matthew Craig
Address: Humanitarian Resilience Centre; Cranfield University
City/State/Zip: Shrivenham, Swindon, SN6 8LA
Country: UK
Phone: +44 179 378 5034
Email: m.p.s.craig@cranfield.ac.uk
Website: www.cranfield.ac.uk/dcmt/humanitarianresilience
Security

Cranfield University
Academic

**MSc International Security (Part time)**
Shrivenham Campus, Cranfield University, UK

Security

Anyone. Suitable for members of international organisations who need the capacity to analyse the complex interactions linking contemporary security issues and roles.

Academic Year

More than 1 Year

Available upon request. Bursaries are available for managers from national mine action programmes for part time study.

English

Students should normally have a 1st or 2nd class honours degree or relevant professional equivalent. Non-graduates will need to make a case for acceptance. Students whose native language is not English must attain an IELTS score of 7.

Matthew Craig
Humanitarian Resilience Centre; Cranfield University
Shrivenham, Swindon, SN6 8LA
UK

+44 179 378 5034
+44 179 378 0340
m.p.s.craig@cranfield.ac.uk
www.cranfield.ac.uk/dcmt/humanitarianresilience

Emergency Film Group
Corporate

**IED Video Training Package** (IEDs, Suicide Bomber, Terrorism: Explosive & Incendiary Devices, Bomb Threat)

Video Training for Individuals or Groups

Security


On demand video and/or internet training

Half Day or Less

$1000-2000 USD, Exact: $1495 USD

English

Gordon Massingham
PO Box 1928
Edgartown, MA 02539
USA

+1 (508) 627-8844
+1 (508) 627-8863
gordon@efilmgroup.com
www.efilmgroup.com
### Security

#### Emergency Film Group
- **Type of Organization:** Corporate
- **Programs/Courses:** Improvised Explosive Devices
- **Location:** Video Training
- **Type of Training:** Security
- **When Course Runs:** On demand video and/or internet training
- **Length of Course:** Half a Day or Less
- **Cost of Course:** $100-500 USD, Exact: $450 USD
- **Language(s):** English

**Contact Details**
- **Manager:** Gordon Massingham
- **Address:** PO Box 1928
- **City/State/Zip:** Edgartown, MA 02539
- **Country:** USA
- **Phone:** +1 (508) 627-8844
- **Fax:** +1 (508) 627-8863
- **Email:** gordon@efilmgroup.com
- **Website:** www.efilmgroup.com

#### Folke Bernadotte Academy
- **Type of Organization:** Government
- **Programs/Courses:** Protection Against Risks and Threats in Conflict Areas
- **Location:** Sando, Sweden
- **Type of Training:** Security
- **Who May Participate:** Anyone
- **When Course Runs:** 2-3 Times per Year
- **Length of Course:** 1 Week or Less
- **Cost of Course:** Varies, $1000-2000 USD
- **Language(s):** English

**Contact Details**
- **Manager:** Ms. Lena Larsson
- **Address:** Sandovagen 1
- **City/State/Zip:** Sandoverken 872 64
- **Country:** Sweden
- **Phone:** +46 612 822 00
- **Fax:** +46 612 820 21
- **Email:** info@folkebernadotteacademy.se
- **Website:** www.folkebernadotteacademy.se
Karenswood (International) Ltd.
Non-governmental Organization/International NGO; Specialist Trained Dogs and Dog Handler Courses for Police, Customs and Military Purposes

Humanitarian and Military Demining, Counter Terrorism, Explosives, Detection, Narcotics Detection, Combat Tracking

Based in The United Kingdom with World Wide Operations


Quarterly, Training Available on Request; Much depends upon available capacity at time of request.

2-4 Weeks, 1-3 Months, 4-6 Months, Length of Course Varies: Catering for both novice and experienced handlers

Varies, Cost Available on Request

Physical and mental dexterity are prerequisites to mined area activities.

Alan Sims–Director, Amanda Rhodes–Company Secretary
Karenswood (International) Ltd
Ash Lane
Hopwood, Birmingham. B48 7BD
UK
+44 (0) 121 445 4135
+44 (0) 121 445 6010
mailbox@karenswood.co.uk
www.karenswood.co.uk

Pearson Peacekeeping Centre
Non-governmental Organization/International NGO

Civilian Safety and Security Seminar
Ottawa, ON, Canada

Security Personnel/Dogs from own organization, Civilians-National, Civilians-International, Personnel/Dogs from other organizations

Yearly, Training Available on Request, Can be tailored to fit different organizations

1 Week or Less
$475 to $795

English and French (if needed)

Major Jacques Tardivel
1125 Colonel By Dr.
Ottawa, ON K1S 5B6
Canada
+1 (613) 520 5617 ext. 5936
+1 (613) 520 3787
jtardivel@peaceoperations.org
titani@peaceoperations.org
dricher@peaceoperations.org
www.peaceoperations.org
RACVIAC-Centre for Security Cooperation
International Organization

**9th Workshop on Transition of Military Personnel**

Croatia, at RACVIAC

Security

Civilians-International, Military-International

Academic Year

2 Days

Free

English

Participants are invited through the POCs in the governmental institutions from their respective countries (MOD, MFA).

Col Mihajlo Mladenovic
Stari hrast 53, Rakitje
10 437 Bestovje
Croatia
+385 1 3330 812
+385 1 3330 834
mmladenovic@racviac.org
www.racviac.org

RACVIAC-Centre for Security Cooperation
International Organization

**A-CFE (CFE) Orientation Course**

Croatia, at RACVIAC

Security

Civilians-International, Military-International

Academic Year

4 Days

Free

English

Participants are invited through the POCs in the governmental institutions from their respective countries (MOD, MFA).

LtC Nemeth Kalman
Stari hrast 53, Rakitje
10 437 Bestovje
Croatia
+385 1 3330 827
+385 1 3330 829
knemeth@racviac.org
www.racviac.org
Security

RACVIAC-Centre for Security Cooperation
International Organization

**Berlin Seminars on Conventional Arms Control, Arms Control in Crisis Situations**
Croatia, at RACVIAC

Security

Civilians-International, Military-International
Academic Year
2 Days
Free
English

Participants are invited through the POCs in the governmental institutions from their respective countries (MOD, MFA).

Contact Details
Manager: LtC Nemeth Kalman
Address: Stari hrast 53, Rakitje
City/State/Zip: 10 437 Bestovje
Country: Croatia
Phone: +385 1 3330 827
Fax: +385 1 3330 829
Email: knemeth@racviac.org
Website: www.racviac.org

RACVIAC-Centre for Security Cooperation
International Organization

**Conflict Prevention Seminar**
Croatia, at RACVIAC

Security

Civilians-International, Military-International
Academic Year
2 Days
Free
English

Participants are invited through the POCs in the governmental institutions from their respective countries (MOD, MFA).

Contact Details
Manager: Col Omer Faruk Basturk
Address: Stari hrast 53, Rakitje
City/State/Zip: 10 437 Bestovje
Country: Croatia
Phone: +385 1 3330 830
Fax: +385 1 3330 839
Email: ofbasturk@racviac.org
Website: www.racviac.org
Security

**RACVIAC-Centre for Security Cooperation**
International Organization

**Human Resources Management in Armed Forces in Transition**
Croatia, at RACVIAC

Security
Civilian-International, Military-International

Academic Year

2 Days

Free

English

Participants are invited through the POCs in the governmental institutions from their respective countries (MOD, MFA).

**Contact Details**
Manager: Col Mihajlo Mladenovic
Address: Stari hrast 53, Rakitje
City/State/Zip: 10 437 Bestovje
Country: Croatia
Phone: +385 1 3330 812
Fax: +385 1 3330 834
Email: mmladenovic@racviac.org
Website: www.racviac.org

**Integrated Border Management Seminar**
Croatia, at RACVIAC

Security
Civilian-International, Military-International

Academic Year

2 Days

Free

English

Participants are invited through the POCs in the governmental institutions from their respective countries (MOD, MFA).

**Contact Details**
Manager: LtC Nemeth Kalman
Address: Stari hrast 53, Rakitje
City/State/Zip: 10 437 Bestovje
Country: Croatia
Phone: +385 1 3330 827
Fax: +385 1 3330 829
Email: knemeth@racviac.org
Website: www.racviac.org
Security

RACVIAC-Centre for Security Cooperation
International Organization
**Open Skies Treaty Arial Observation Course**
Croatia, at RACVIAC
Security
Civilians-International, Military-International
Academic Year
13 Days
Free
English
Participants are invited through the POCs in the governmental institutions from their respective countries (MOD, MFA).

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10 437 Bestovje
Croatia
+385 1 3330 827
+385 1 3330 829
knemeth@racviac.org
www.racviac.org

RACVIAC-Centre for Security Cooperation
International Organization
**Ottawa Convention Seminar**
Croatia, at RACVIAC
Security
Civilians-International, Military-International
Academic Year
4 Days
Free
English
Participants are invited through the POCs in the governmental institutions from their respective countries (MOD, MFA).

LtC Nemeth Kalman
Stari hrast 53, Rakitje
10 437 Bestovje
Croatia
+385 1 3330 827
+385 1 3330 829
knemeth@racviac.org
www.racviac.org
Security

RACVIAC-Centre for Security Cooperation
International Organization
Parliamentary Oversight over the Security Sector
Croatia, at RACVIAC
Security
Civilians-International, Military-International
Academic Year
2 Days
Free
English
Participants are invited through the POCs in the governmental institutions from their respective countries (MOD, MFA).

Col Omer Faruk Basturk
Stari hrast 53, Rakitje
10 437 Bestovje
Croatia
+385 1 3330 830
+385 1 3330 839
ofbasturk@racviac.org
www.racviac.org

RACVIAC-Centre for Security Cooperation
International Organization
Promote SEE EU Integration
Croatia, at RACVIAC
Security
Civilians-International, Military-International
Academic Year
3 Days
Free
English
Participants are invited through the POCs in the governmental institutions from their respective countries (MOD, MFA).

Col Omer Faruk Basturk
Stari hrast 53, Rakitje
10 437 Bestovje
Croatia
+385 1 3330 830
+385 1 3330 839
ofbasturk@racviac.org
www.racviac.org
RACVIAC-Centre for Security Cooperation
International Organization
**Promote SEE Euro-Atlantic Integration**
Croatia, at RACVIAC
Security
Civilians-International, Military-International
Academic Year
2 Days
Free
English
Participants are invited through the POCs in the governmental institutions from their respective countries (MOD, MFA).

Col Omer Faruk Basturk
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10 437 Bestovje
Croatia
Phone: +385 1 3330 830
Fax: +385 1 3330 839
Email: ofbasturk@racviac.org
Website: www.racviac.org

RACVIAC-Centre for Security Cooperation
International Organization
**Regional Co-operation Council’s Impact on Regional Security in SEE**
Croatia, at RACVIAC
Security
Civilians-International, Military-International
Academic Year
2 Days
Free
English
Participants are invited through the POCs in the governmental institutions from their respective countries (MOD, MFA).

Col Omer Faruk Basturk
Stari hrast 53, Rakitje
10 437 Bestovje
Croatia
Phone: +385 1 3330 830
Fax: +385 1 3330 839
Email: ofbasturk@racviac.org
Website: www.racviac.org
RACVIAC-Centre for Security Cooperation
International Organization

**Seminar on Control Measures To Prevent and Combat Trafficking of SALW**
Croatia, at RACVIAC
Security
Civilans-International, Military-International
Academic Year
3 Days
Free
English
Participants are invited through the POCs in the governmental institutions from their respective countries (MOD, MFA).

LtC Grigore Chirica
Stari hrast 53, Rakitje
10 437 Bestovje
Croatia
+385 1 3330 870
+385 1 3330 834
gchirica@racviac.org
www.racviac.org

RACVIAC-Centre for Security Cooperation
International Organization

**Vienna Document ’99 Orientation Course**
Croatia, at RACVIAC
Security
Civilans-International, Military-International
5 Days
Free
English
Participants are invited through the POCs in the governmental institutions from their respective countries (MOD, MFA).

LtC Nemeth Kalman
Stari hrast 53, Rakitje
10 437 Bestovje
Croatia
+385 1 3330 827
+385 1 3330 829
knemeth@racviac.org
www.racviac.org
Security

RedR UK
Non-governmental Organization/International NGO

**Personal Security in Emergencies**
Moreton-in-Marsh, Gloucestershire, UK


Anyone
4 days
From £225-£760 GBP
English

Contact Details
Manager: Selina Chu
Address: 250a Kennington Lane
City/State/Zip: London
Country: UK
Phone: +44 (0) 20 7840 6000
Fax: +44 (0) 20 7582 8669
Email: training@redr.org
Website: www.redr.org.uk

RONCO Consulting Corporation
Corporate

**RONCO Counter-Improvised Explosive Device Course**
Afghanistan, Iraq, USA

Security

Available upon Request
Varies
Available upon Request
Any

Contact Details
Manager: Bob Gannon
Address: 2300 N Street, NW
City/State/Zip: Washington, DC 20037
Country: USA
Phone: +1 (202) 785-2791
Email: rgannon@roncowash.com
Security

Swiss Mine & Explosive Detection Dogs Society (SMEDDS)
Mine Action Center/Demining Organization

**K9 Trainings, Awareness Trainings**
Worldwide/HQ in Switzerland

Security
Anyone

Training Available on Request
2-4 Weeks
Cost Available on Request

English, German, French

**Contact Details**

Kurt J. Schmid
P.O. Box 4628
CH-6002 Lucerne
Switzerland

+41 79 204 9291
+41 79 204 9826
kurt.schmid@smedds.org
www.smedds.org
Cranfield University

**Defence Leadership**
Shrivenham Campus, Cranfield University, UK

Management; Leadership and Management in the Defence Environment

Suitable for those in the defence and broader security sector (including staff involved in managing mine action and SALW programmes) who wish to enhance their knowledge of and skills in leadership.

**Academic Year**
Available as a full-time (12 months) or part-time (3-5 years) course

**Available upon Request. Bursaries are available for managers from national mine action programmes for part time study.**

**English**

Students should normally have a 1st or 2nd class honours degree or relevant professional equivalent. Non-graduates will need to make a case for acceptance. Students whose native language is not English must attain an IELTS score of 7.

**Contact Details**
Manager: Matthew Craig
Address: Humanitarian Resilience Centre; Cranfield University
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Country: UK
Phone: +44 179 378 5034
Fax: +44 179 378 0340
Email: m.p.s.craig@cranfield.ac.uk
Website: www.cranfield.ac.uk/dcmt/humanitarianresilience

Cranfield University

**Introduction to Quality Management**
Mine-affected countries

Management

Anyone

**Available upon Request**

**1-2 Weeks**

**Free to national students**

**English, Dari/Pashto and Portuguese**

Must be able to communicate effectively in either English, Dari/Pashto or Portuguese.

**Contact Details**
Manager: Matthew Craig
Address: Humanitarian Resilience Centre; Cranfield University
City/State/Zip: Shrivenham, Swindon, SN6 8LA
Country: UK
Phone: +44 179 378 5034
Fax: +44 179 378 0340
Email: m.p.s.craig@cranfield.ac.uk
Website: www.cranfield.ac.uk/dcmt/humanitarianresilience
Global Education & Training Initiatives Directory

Management and Policy

Cranfield University
Academic

**Logistics Planning for Mine Action Managers**

Mine-affected countries
Management

Senior and middle managers from NMAAs, MACCs and national mine action NGOs who need to understand the principles of logistics planning and their application to mine action.

Training Available upon Request
1-2 Weeks

Free to national students

English, Dari/Pashto and Portuguese

**Contact Details**

Matthew Craig
Humanitarian Resilience Centre; Cranfield University
Shrivenham, Swindon, SN6 8LA
UK
+44 179 378 5034
+44 179 378 0340
m.p.s.craig@cranfield.ac.uk

www.cranfield.ac.uk/dcmt/humanitarianresilience

Cranfield University
Academic

**MBA (Defence)**

Cranfield Campus, Cranfield University, UK
Management, in the defence environment

Suitable for military officers, civil service and agency managers, defence industrial executives, as well as others in the broad defence and security community.

Academic Year
9-12 Months
Available upon Request

English

Students should normally have a 1st or 2nd class honours degree or relevant professional equivalent. Non-graduates will need to make a case for acceptance. Students whose native language is not English must attain an IELTS score of 7.

**Contact Details**

Matthew Craig
Humanitarian Resilience Centre; Cranfield University
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UK
+44 179 378 5034
+44 179 378 0340
m.p.s.craig@cranfield.ac.uk

www.cranfield.ac.uk/dcmt/humanitarianresilience
Cranfield University
Academic

Medical Coordinators course
IMATC (Nairobi) and mine-affected countries
Management
 Civilians-National
Training Available on Request
1-2 Weeks
Free to students
English

Must be filling (or due to fill) the position of medical coordinator; students will usually will be trained doctors or paramedics.

Matthew Craig
Humanitarian Resilience Centre; Cranfield University
Shrivenham, Swindon, SN6 8LA
UK
+44 179 378 5034
+44 179 378 0340
m.p.s.craig@cranfield.ac.uk
www.cranfield.ac.uk/dcmt/humanitarianresilience

Cranfield University
Academic

MSc Resilience (Part time)
Shrivenham Campus, Cranfield University, UK
Management
Suitable for practising professional, mid-career managers from the UK and overseas who need to improve their organisation's resilience to disruptive challenges.

Academic Year
3-5 years
Available upon Request. Bursaries are available for managers from national mine action programmes; for part-time study.
English

Students should normally have a 1st or 2nd class honours degree or relevant professional equivalent. Non-graduates will need to make a case for acceptance.
Students whose native language is not English must attain an IELTS score of 7.

Matthew Craig
Humanitarian Resilience Centre; Cranfield University
Shrivenham, Swindon, SN6 8LA
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+44 179 378 0340
m.p.s.craig@cranfield.ac.uk
www.cranfield.ac.uk/dcmt/humanitarianresilience
Management and Policy

Cranfield University
Academic
Programme Management for Senior Mine Action Managers
IMATC Nairobi (and other locations as required)
Management; Includes the development and implementation of long term (strategic) plans, primarily for the mine action sector
Senior managers of NMAAs and MACCs
On Request of NMAAs and MACCs
2-4 Weeks
Free to students
English
Participants should already have attended a Mine Action Middle Managers Course.

Contact Details
Manager:
Matthew Craig
Humanitarian Resilience Centre; Cranfield University
Address:
Shrivenham, Swindon, SN6 8LA
City/State/Zip:
UK
Country:
Phone: +44 179 378 5034
Fax: +44 179 378 0340
Email: m.p.s.craig@cranfield.ac.uk
Website: www.cranfield.ac.uk/dcmt/humanitarianresilience

Cranfield University
Academic
Project Management for Practitioners
Mine-affected countries
Management; Students will graduate with an internationally recognised PM qualification
Anyone
Available upon Request
1-2 Weeks
Free to national staff
English
Must have already attended Introduction to Project Management course, followed by six-months’ experience.

Contact Details
Manager:
Matthew Craig
Humanitarian Resilience Centre; Cranfield University
Address:
Shrivenham, Swindon, SN6 8LA
City/State/Zip:
UK
Country:
Phone: +44 179 378 5034
Fax: +44 179 378 0340
Email: m.p.s.craig@cranfield.ac.uk
Website: www.cranfield.ac.uk/dcmt/humanitarianresilience
Cranfield University

**Quality Management for Practitioners**
Mine-affected countries
Management
Anyone
Available upon Request
1-2 Weeks
Free to national students
English, Dari/Pashto and Portuguese

Students must be able to communicate effectively in English, Dari/Pashto or Portuguese.

Contact Details
Manager: Matthew Craig
Address: Humanitarian Resilience Centre; Cranfield University
City/State/Zip: Shrivenham, Swindon, SN6 8LA
Country: UK
Phone: +44 179 378 5034
Fax: +44 179 378 0340
Email: m.p.s.craig@cranfield.ac.uk
Website: www.cranfield.ac.uk/dcmt/humanitarianresilience

Cranfield University

**Responding to RFPs** (Requests for Proposal)
Mine-affected countries
Management
Anyone
Training Available on Request
1-2 Weeks
Free to national students
English

Must be able to communicate very well in written English.

Contact Details
Manager: Matthew Craig
Address: Humanitarian Resilience Centre; Cranfield University
City/State/Zip: Shrivenham, Swindon, SN6 8LA
Country: UK
Phone: +44 179 378 5034
Fax: +44 179 378 0340
Email: m.p.s.craig@cranfield.ac.uk
Website: www.cranfield.ac.uk/dcmt/humanitarianresilience
Management and Policy

Cranfield University

Academic

**Security Sector Management**
Shrivenham Campus, Cranfield University, UK

Management

Anyone: Suitable for those who work in any security or development-related organisation—as a policymaker or practitioner—or wish to enhance knowledge and skills based on a related first degree.

Academic Year
Available as full-time course (12 months) or part-time (3-5 years)

Available upon Request. Bursaries are available for managers from national mine action programmes for part time study.

English

Students should normally have a 1st or 2nd class honours degree or relevant professional equivalent. Non-graduates will need to make a case for acceptance. Students whose native language is not English must attain an IELTS score of 7.

Matthew Craig
Humanitarian Resilience Centre
Shrivenham, Swindon, SN6 8LA; Cranfield University

UK

+44 179 378 5034
+44 179 378 0340
m.p.s.craig@cranfield.ac.uk
www.cranfield.ac.uk/dcmt/humanitarianresilience

Cranfield University

Academic

**Service Support for Mine Action Managers**

Mine-affected countries

Management

Anyone: Senior and middle managers from NMAAs, MACCs and national mine action; NGOs who need to understand the principles of service support and their application to mine action

Available upon Request

1-2 Weeks

Free to students

English, Dari/Pasto and Portuguese

Matthew Craig
Humanitarian Resilience Centre; Cranfield University
Shrivenham, Swindon, SN6 8LA

UK

+44 179 378 5034
+44 179 378 0340
m.p.s.craig@cranfield.ac.uk
www.cranfield.ac.uk/dcmt/humanitarianresilience
Global Education & Training Initiatives Directory

Management and Policy

Folke Bernadotte Academy
Government
Security Management in Hazardous Environments
Sando, Sweden
Management
Anyone
2 Times per Year
English

Contact Details
Manager:
Ms. Lena Larsson
Address:
Sandovagen 1
City/State/Zip:
Sandoverken 872 64
Country:
Sweden
Phone:
+46 612 822 00
Fax:
+46 612 820 21
Email:
info@folkebernadotteacademy.se
Website:
www.folkebernadotteacademy.se

Geneva International Centre for Humanitarian Demining
Mine Action Center/Demining Organization
IMSMA Hands-on Training
On-site for Mine Action Programmes using current release of IMSMA
Management; IMSMA system and Information Management tailored to local needs
By invitation, coordinated through Mine Action Programmes using IMSMA
No published schedule. Coordination through Mine Action Programmes using IMSMA.
1 Week or Less, 1-2 Weeks, Tailored to local needs
Free
Arabic, English, French, Portuguese, Spanish, others

Contact Details
Address:
Avenue de la Paix 7 bis P.O. Box 1300
City/State/Zip:
1211 Geneva 1
Country:
Switzerland
Phone:
+41 (0) 22 906 16 84
Fax:
+41 (0) 22 906 16 90
Website:
www.gichd.org
Management and Policy

**Mine Action Information Center (James Madison University)**
Academic
**UNDP Mine Action Senior Management Training Course**
Harrisonburg, Virginia USA, JMU Campus
Management of Mine-Action Programs
Upon Special Request, National Mine Action Program Senior Managers
Usually once a year; Contingent upon UNDP funding
1-3 Months
Cost is covered by UNDP via a donor government
English
Must be in senior senior management position and have adequate English language skills.

Dennis Barlow
Mine Action Information Center
MSC 4902, James Madison University
Harrisonburg, VA 22807
USA
+1 (540) 568-2718
+1 (540) 568-8176
barlowdc@jmu.edu
http://maic.jmu.edu

**Norwegian People’s Aid**
Non-governmental organization/International NGO
Varies
Management and Leadership
Personnel from NPA and staff from the national MAC
Annually or When Needed
From 1 Day to 5 Weeks depending on topic
Free for NPA staff

http://www.npaid.org/www/English/World/Land_mines/
Qualissol Consultants
Private Consultancy

**Quality, Health and Safety, and Environmental Management of Mine Clearance Organisations**

**Management**; Development, Implementation, and Monitoring of Quality, Health and Safety, and Environmental Management Systems within Landmine Clearance and the ERW Environments

Project Managers, Operations Managers, Field Supervisors, Quality, Health and Safety Managers and Other

Training Available on Request

1-2 Weeks and Other

$2000 USD or more

English primarily, but translators can be used for any language

**Contact Details**
Manager: Mark Craig
Address: P.O. Box 40-232
Libanpost
Baabda
Lebanon
Phone: +961 3 50 5994
Email: mark.craig@qualissol.com

RONCO Consulting Corporation
Corporate

**RONCO Mine Action Management Course**

Afghanistan, Iraq

Management


Training Available Upon Request

1-2 Weeks

Available upon Request

Any

**Contact Details**
Manager: Bob Gannon
Address: 2300 N Street, NW
Suite 2100
Washington, DC 20037
USA
Phone: +1 (202) 785-2791
Email: rgannon@roncowash.com
Management and Policy

**Saferworld**
Non-governmental Organization/International NGO Organization

**SALW Control**
Europe, Africa, Asia

Policy


Training Available on Request, Ad hoc, and as part of longer term programmes.

1 Week or Less

Varies; Courses provided to certain institutions for a negotiated cost or as part of longer term programmes for which external support is provided and therefore courses are free to participants.

English

Angus Urquhart, SALW and Transfer Controls Advisor
Safeworl, Grayston Centre
28 Charles Square
London, N1 6HT
UK
+44 20 7324 4646
general@saferworld.org.uk
www.saferworld.org.uk

**Swiss Mine & Explosive Detection Dogs Society (SMEDDS)**
Mine Action Center/Demining Organization

**Management & Surveys**
Worldwide/HQ in Switzerland

Management

Anyone

Training Available on Request

2-4 Weeks

Cost Available on Request

English, German, French

Kurt J. Schmid
P.O. Box 4628
CH-6002 Lucerne
Switzerland
+41 79 204 9291
+41 79 204 9826
kurt.schmid@smedds.org
www.smedds.org
**Other**

**AVS Mine Action Consultants**

Independent consultants

**Learning from accidents in humanitarian demining:** www.ddasonline.com

Global

Lessons in Safety Requirements and the Consequences of Failure

Anyone

Work through the training on the website at your own speed, or use the material as training aids in other courses

To cover safety in demining appropriately should take one week at least. Discrete aspects, such as the lessons for Medics, may be covered in one day.

Free

English

No publication of resources for sale or in media.

**Contact Details**

Manager: Andy Smith

Address: 14 Old Dixton Road

City/State/Zip: Monmouth NP25 3DP

Country: UK

Phone: +44 (0)1600 719 993

Email: avs@nolandmines.com

Website: www.ddasonline.com, www.nolandmines.com

---

**Bonn International Center for Conversion (BICC)**

Non-governmental Organization/International NGO; Applied Research Center on Violent Conflict

**SALW control courses (various)**

South Sudan, West Africa, Colombia

SALW Control via community action; Stockpile management and control; Courses for journalists, policy makers, government organisations


Training Available on Request

1 Day, 1 Week or Less, 1-2 Weeks. It may vary depending on objectives and audience.

Free

English, French, Spanish, German

Depends on subject and scope of course.

**Contact Details**

Manager: Dr. Michael Ashkenazi

Address: Bonn International Center for Conversion

An-der-Elisabethkirche 25

City/State/Zip: 53113 Bonn

Country: Germany

Phone: +49 228 91 1960

Fax: +49 228 24 1215

Email: ashkenazi@bicc.de

isikozlu@bicc.de

Website: www.bicc.de

www.tresa-online.org
Other

Bonn International Center for Conversion (BICC)
Non-governmental Organization, International NGO; Applied Research Center on Violent Conflict

TRESA (Training and Education on Small Arms)
Sudan, Germany, Ghana, Kenya, Mozambique, Colombia, Japan (all training at location agreed on with requester)

Hands-on, localized training including simulations and TOT on all aspects of SALW control (see free TRESA publications on website)


Training Available on Request. Agreement between requester and BICC

1 Day, Varies: 1 Week or Less, 1-2 Weeks (for various audiences), 1 Day courses (e.g., for diplomats and legislators)

Varies, Cost Available on Request. Instructor time + material costs. Support by donors available in Africa, Asia, and Latin America. We generally assist the course requester in securing support from donors including foundations and the German government.

English, German, French, Japanese, Spanish

Depends on nature of course. Our courses are bespoke courses based on the TRESA series of training manuals. Specific courses are tailored for audiences and locales.

Dr. Michael Ashkenazi
BICC
An-der-Elisabethkirche 25
53113 Bonn
Germany
+49 228 911 9648
+49 228 241 215
ashkenazi@bicc.de
isikozlu@bicc.de
www.bicc.de
www.tresa-online.org

C King Associates Ltd.
Specialist Consultancy

Various

Ordnance characteristics and identification

Civilians-National, Civilians-International, Military-National, Military-International

Training Available on Request

½ Day or Less, 1 Day, 1 Week or Less, Varies: As required for specified subject

Varies

English only, unless client can provide translation

PowerPoint preferred

Colin King
Wych Warren House; Forest Row
East Sussex
UK
+44 1342 824 665
+44 1342 825 961
ck@ckingassociates.co.uk
www.ckingassociates.co.uk
Global Education & Training Initiatives Directory

Other

Chilport UK Limited
Corporate; Canine training centre

**REST or RASCO training & supply, proactive MDD**
United Kingdom, for export or environmental deployment
MDD supply, resources, and equipment
Personnel/Dogs from own organization, Civilians-International, Military-International,
Anyone, supplier of manual deminers
Training Available on Request
1-2 Weeks, 1-3 Months, Varies, REST Instruction
Cost Available on Request, Dependant upon types of training or supply requested
English
Student allocation restricted to 5 persons per course loading

**Contact Details**
Manager: Trevor Hutchinson
Address: Chilport UK Limited, Southwell Business Park
Portland
City/State/Zip: Dorset DT5 2NB
Country: United Kingdom
Phone: +44 1305 860 300
Fax: +44 1305 861343
Email: info@chilport.co.uk
Website: www.chilport.co.uk

Estonian Demining Center
Mine Action Center/Demining Organization

**Deminer’s Apprentice, Basic and Senior Technician, Northern Regional Bomb Group**
Tallinn, Estonia

Explosive Detection Dog Handler
Personnel/Dogs from own organization, Civilians-National, Civilians-International,
Military-National, Military-International, Personnel/Dogs from other organizations,
Public Safety, Fire and Rescue, Humanitarian Organizations
Yearly, Other: On a case by case basis, and/or as required
1 Week or Less, 1-2 Weeks, 2-4 Weeks, Other
Exact Cost, Free, $0 USD-100 USD, Cost Available on Request,
Other: approx. $50 USD per instructor/per hour
English, Estonian and Russian
Law Enforcement, Government Civilians, Military and Public Safety personnel.

**Contact Details**
Manager: Stan Reber, Estonian Rescue Board
Address: Raua 2
City/State/Zip: 10124 Tallinn
Country: Estonia
Phone: +372 628 2042
Fax: +372 628 2048
Email: stan.reber@rescue.ee
Website: www.rescue.ee
**Global Education & Training Initiatives Directory**

### Other

**Explosive Capabilities Limited**

**Type of Organization:** Corporate

**Programs/Courses:** Explosive Management, Storage and Safety. Training in Ammunition Demilitarization

**Location:** Various (Client Location Available)

**Who May Participate:** Civilians-National, Civilians-International, Military-National, Military-International, Upon Special Request

**When Course Runs:** Training Available on Request

**Length of Course:** 1-2 Weeks

**Cost of Course:** Available on Request

**Language(s):** English

**Requirements:** All languages through interpreter

**Contact Details**

- Manager: Director, Explosive Capabilities Limited
- Address: The New Barn, Mill Lane
- City/State/Zip: Eastrey, Sandwich
- Country: UK
- Phone: +44 7912 501162
- Email: director@explosivecapabilities.com
- Website: www.explosivecapabilities.com

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**French Army Engineer School (ESAG)/Training & Information Center for Mine Action (DFD)**

**Type of Organization:** Military

**Programs/Courses:** IMSMA User Course

**Location:** Angers, France at the ESAG

**Type of Training:** Information Management System for Mine Action, with protocol agreement of Geneva International Center for Humanitarian Demining since 2003

**Who May Participate:** Military-National, Military-International, Upon Special Request

**When Course Runs:** Training Available on Request

**Length of Course:** 1-2 Weeks

**Cost of Course:** Available with French government agreement

**Language(s):** French

**Requirements:** Available with French government agreement

**Contact Details**

- Manager: LCL Francois Gombeaud
- Address: 106 Rue Eble BP34125
- City/State/Zip: 49041 Angers Cedex 01
- Country: France
- Phone: +33 241 248 227
- Email: minex@esag.terre.defense.gouv.fr
- Website: minex@esag.terre.defense.gouv.fr
Hazardous Devices School, EODTD, OMEMS
Joint FBI/US Army Program
**Hazardous Devices Course**
Redstone Arsenal, AL, USA
Public Safety Bomb Technician Training
Civilians-National, Certified
12 Courses per Year
1-3 Months
Free
English only
Must be a member of accredited civil bomb squad. School quotas controlled by FBI; Training conducted by U.S. Army.

Contact the U.S. special agent bomb technician in your local FBI office for more information.

USA

HPCR International
Nonprofit organization
**Advanced Principles of Humanitarian Law and Policy**
International Law and Humanitarian Access
Law
Mid-career professionals working in humanitarian affairs
See website for training schedule at: http://www.hpcr.org
3-Day Core Trainings, 2-Day Thematic Workshops
900 Euro for core trainings, 600 Euro for thematic workshops
English
Interested applicants should apply online.

Ms. Elizabeth Holland
1033 Massachusetts Ave.
Cambridge, MA 02138
USA
+1 (617) 496-3730
ihlforum@hpcr.org
http://www.hpcr.org
**International Demining Center**

International Organization; The Centre is a division of IDC Canada Ltd.

**Tech Advisor Mine Action Procedures**

Taybe, Bekaa Valley, Lebanon

Technical Survey and Clearance Procedures

Civilians-National, Civilians-International, Military-National, Military-International,

Persons sponsored by mine action centers

Quarterly, Training Available on Request

1-2 Weeks

Varies, $500-1000 USD, Course is free but students must cover the cost of room and board

English

Mr. Victor Thackwray

Taybe

Bekaa Valley

Lebanon

+961 (0) 386 2709

IntDemCen1@aol.com

---

**International Mine Action Training Center (IMATC)**

International Organization; Joint UK, US, and East African Civil-Military Training Center

**Mine Action, Peace Support Operations, Disaster Management and Response**

Nairobi, Kenya

Three Training Wings: Mine Action/EOD, Peace Support Operations, and Disaster Management and Response


Quarterly for Mine Action, On request for PSO and DMR

Course length depends on MA mission and location; MILOB and CIVPOL are 1-2 weeks, DMR are 1 week courses

Cost Available on Request, Other: $55USD per student per day not including any special materials

English, French, Swahili

LtCol Mark Daubney

Embakasi Garrison

PO Box 3396

00200 Nairobi

Kenya

+254 735 339 036

+254 23 47 115

comdt@imatc-ea.com

http://www.operations.mod.uk/africa/imatc.htm
Other

International School for Security and Explosives Education (ISSEE)

Academic
All Courses are accredited through UK City and Guilds Academic Institute
Worldwide
All explosives-related training, from Explosives Foundation and Storage and Management through EOD 1, 2, 3, and 4 to full IEDD
Weekly, Quarterly, Yearly, Training Available on Request
1 Day, 1 Week or Less, 1-2 Weeks, 2-4 Weeks, 1-3 Months, 4-6 Months, Varies
Varies, $500-$1000 USD, $1000-$2000 USD, $2000 USD or More, Cost Available on Request
Any language through interpreters. English language training also available.
Students must all be security vetted.

Professor Alan Hatcher
ISSEE, The UK Centre for Homeland Security; Chilmark, Salisbury
Wiltshire
UK
+44 17 2271 7979
+44 17 2271 7897
md@issee.co.uk
www.issee.co.uk

Karenswood (International) Ltd.

Non-governmental Organization/International NGO; Specialist Trained Dogs and Dog Handler Courses for Police, Customs and Military Purposes
Humanitarian and Military Demining, Counter Terrorism, Explosives, Detection, Narcotics Detection, Combat Tracking
Based in The United Kingdom with Worldwide Operations
Post-conflict Development
Quarterly, Training Available on Request, Much depends upon available capacity at time of request
2-4 Weeks, 1-3 Months, 4-6 Months, Length of Course Varies: Catering for both novice and experienced handlers
Varies, Cost Available on Request
English where possible, otherwise translators are provided for non-English speaking peoples
Physical and mental dexterity are prerequisites to mined area activities.

Alan Sims-Director, Amanda Rhodes-Company Secretary
Karenswood (International) Ltd.
Ash Lane
Hopwood, Birmingham B48 7BD
UK
+44 12 1445 4135
+44 12 1445 6010
mailbox@karenswood.co.uk
www.karenswood.co.uk
**MECHEM (Pty) Ltd.**  
Commercial Demining Company  
**Basic Demining Training**  
Pretoria, South Africa  
Basic Demining techniques including Level 1 EOD  
Quarterly, Training Available on Request  
2-4 Weeks, Varies  
Varies, $1000-2000 USD  
English  
Price excludes travel, accommodation, meals, etc  

Theo (Tallies) Taljaard  
MECHEM (Pty) Ltd.  
PO Box 14864 Lyttelton  
Centurion, Pretoria, 0140  
South Africa  
+27 12 620 3389  
+27 12 664 3528 / +27 12 620 3046  
talliest@dlsys.co.za  
www.mechemdemining.com

**Missouri University of Science and Technology**  
Academic  
**Explosives Engineering Graduate Certificate**  
Distance education  
Graduate Certificate  
Academically qualified applicants  
Academic Year  
Students may take the courses in either two semesters or spread over several years. Available on Request  
English  
The Explosives Engineering Certificate Program is open to all persons holding a B.S., M.S., or Ph.D. degree and who have a minimum of 12 months of post-B.S. professional employment experience.

Department of Mining and Nuclear Engineering  
226 McNutt Hall  
1870 Miner Circle  
Rolla, MO 65409  
USA  
+1 (573) 341-4753  
mining@mst.edu  
http://dce.mst.edu/credit/certificates/explosives_engineering.html
Global Education & Training Initiatives Directory

Other

Ordnance Munitions and Electronics Maintenance School
Military
Tactical Post Blast
Redstone Arsenal, Alabama
Post explosion first responder training for a non-permissive environment
Military-National, Military-International, Other
Limited to EOD qualified service members, and US Federal Agents who are graduates of the Hazardous Devices School and are deploying to a combat theater.
Training Available on Request, Course runs multiple times/countinously throughout the year.
1 Week or Less
Varies, Cost Available on Request
English
Security Clearance: Secret or higher.

Contact Details
Address: Redstone Arsenal, AL 35757
Country: USA

Pearson Peacekeeping Centre
Non-governmental Organization/International NGO
Disarmament, Demobilization and Reintegration
Ottawa, Canada
UN-integrated mission
Personnel/Dogs from own organization, Civilians-National, Civilians-International, Military-National, Military-International, Personnel/Dogs from other organizations, Upon Special Request, Any organization that wishes to receive training
Yearly, Training Available on Request, Semi-annual
One Week or Less
Exact Cost, Varies: $990 early bird fee, $1190 regular fee (tax included)
English and French (if needed)

Contact Details
Manager: Major Yvan Pichette
Address: 1125 Colonel By Dr.
City/State/Zip: Ottawa, ON K1S 5B6
Country: Canada
Phone: +1 (613) 520-5617 ext. 5940
Fax: +1 (613) 520-3787
Email: ypichett@peaceoperations.org
dricher@peaceoperations.org
Website: www.peaceoperations.org
Other

**Polus Center for Social & Economic Development**

Mine Action Center/Demining Organization

**A Social Approach to Landmine Victim Assistance**

USA; On-site

Victim assistance training

Geared toward administrators involved in mine action planning, district officers and other Ministry of Health Staff working in regions affected by landmines. It would also be relevant for staff from international, governmental, and local organizations instrumental in planning services for people affected by landmines.

This is a series of six, ½ to 1-day modules that can be delivered independently or together. Each 1-day module is $5000 + course materials and trainer travel expenses. There is a 5% discount for those ordering the entire course. There is an additional fee for course customization and/or materials translation.

English (with translators as needed)

Advance notice needed for travel availability

**Contact Details**

Manager: Maggie Emery
Address: 240A Elm Street
City/State/Zip: Somerville, MA 02144
Country: USA
Phone: +1 (617) 591-1276
Fax: +1 (978) 368-4237
Email: memery@poluscenter.org
Website: www.poluscenter.org

**RONCO Consulting Corporation**

Corporate

**RONCO Basic/Advanced Trauma Life Support Course**

Afghanistan, Iraq, Mozambique, Sudan

Medical


Training Available Upon Request

1 Week or Less, 1-3 Months

Costs Available Upon Request

Any

**Contact Details**

Manager: Bob Gannon
Address: 2300 N Street, NW
Suite 2100
City/State/Zip: Washington, DC 20037
Country: USA
Phone: +1 (202) 785-2791
Email: rgannon@roncowash.com
## RONCO Consulting Corporation

**Organization:**
RONCO Consulting Corporation

**Type of Organization:**
Corporate

**Programs/Courses:**
RONCO Canine Handler Courses (MDD, EDD, NDD)

**Location:**
Afghanistan, Iraq, Mozambique

**Type of Training:**
Canine Detection

**Who May Participate:**

**When Course Runs:**
Training Available on Request

**Length of Course:**
1-3 Months

**Cost of Course:**
Cost Available on Request

**Language(s):**
Any

**Contact Details**

<table>
<thead>
<tr>
<th>Manager</th>
<th>Address</th>
<th>City/State/Zip</th>
<th>Country</th>
<th>Phone</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paul Brown</td>
<td>2300 N Street, NW Suite 2100</td>
<td>Washington, DC 20037 USA</td>
<td>+1 (202) 785-2791</td>
<td><a href="mailto:pbrown@roncowash.com">pbrown@roncowash.com</a></td>
<td></td>
</tr>
</tbody>
</table>
Other

**RONCO Consulting Corporation**

**Type of Organization:** Corporate

**Programs/Courses:** RONCO Veterinarian Technician Course

**Location:** Afghanistan, Iraq

**Type of Training:** Canine Detection

**Who May Participate:** Personnel/Dogs from own organization, Civilians-National, Civilians-International, Military-National, Military-International

**When Course Runs:** Training Available on Request

**Length of Course:** 1-3 Months

**Cost of Course:** Cost Available on Request

**Language(s):** Any

**Contact Details**

Manager: Paul Brown

Address: 2300 N Street, NW

City/State/Zip: Washington, DC 20037

Country: USA

Phone: +1 (202) 785-2791

Email: pbrown@roncowash.com


**Saferworld**

**Type of Organization:** Non-governmental Organization/International NGO Organization

**Programs/Courses:** SALW Control

**Location:** Africa, Europe, Asia

**Type of Training:** Post-conflict Development


**Courses usually organised as part of longer term programmes, or to specific institutions/bodies where these fit with the organisation’s mission and strategy.**

**When Course Runs:** Ad hoc, usually as part of longer term programmes

**Length of Course:** 1 Week or Less

**Cost of Course:** Varies: Training provided either to specific institutions for a mutually negotiated cost, or as part of longer term programmes with external financial support, which enables free participation

**Language(s):** English

**Contact Details**

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UK Mine Information Training Center - British Army
Mine Action Center/Demining Organization

**Mine Awareness Advisor Course**
Gibraltar Barracks, Blackwater, Camberley, Surrey, UK
Mine Awareness Training for Unit Instructors
Upon Request
English
Course is designed for UK MoD; External enrollment will be on a case by case basis.

UNICEF together with CDC
International Organization

**Field Epidemiology for Mine Action Training Course (FEMAC)**
Johannesburg, South Africa
Victim/Injury Surveillance and Data Collection in Mine Action
Civilians-National, Civilians-International, Upon Special Request
Yearly
1-2 Weeks
Free
English
Candidates applying must be working in mine action sector and be able to demonstrate a clear link between the course and their current jobs or work plans.