

NATO DEEP eAcademy Education & Training Portfolio

2025 Edition

Foreword

Dear NATO DEEP Community,

I want to emphasize the crucial importance of continuous learning and professional development within NATO and its partnerships. In an era of rapid technological advancements and security challenges, the ability to adapt, innovate, and apply knowledge effectively is paramount to NATO's success.

The NATO Defence Education Enhancement Programme (DEEP) plays a central role in cultivating this culture of learning by providing educational resources and innovative training methodologies within the Professional Military Education (PME) institutions of NATO partner countries.

This Education and Training (E&T) portfolio outlines the NATO DEEP eAcademy's mission, vision, and key principles, guiding its efforts to enhance the skills and competencies of PME employees.



NATO DEEP Coordinator

Mr. Mariusz SOLIS

Introduction

The aim of this document is two-fold:

- 1. To familiarize the NATO DEEP Community with the idea of NATO Defence Education Enhancement (DEEP) eAcademy, its mission, vision and focus areas.
- 2. To present the Training & Education Portfolio for Summer 2025, including explanation of our training approach and formats offered.

The document is structured in a way that goes from overview information, to details. That's why at the beginning, we focus on the essence of the NATO DEEP and other methodological considerations. In the second part of the document are details of our T&E portfolio.

How to apply?

Please contact the DEEP coordinator at your country / university. Due to the demand-driven nature of the Programme, we can offer our T&E opportunities for NATO Allies & Partners.

Where is the NATO DEEP eAcademy situated?

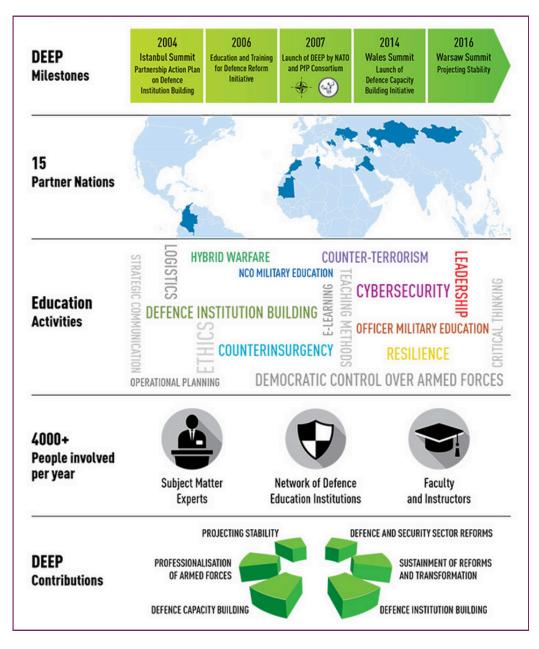
We are an online-primary institution.



Annex: ADL Courses Available

NATO Defence Education Enhancement Programme (DEEP)

The Defence Education Enhancement Programme (DEEP) is a vehicle for reform, providing tailored practical support to individual countries in developing and reforming their professional military education institutions. Through faculty development, curriculum development and peer-to-peer activities and engagements, NATO's DEEP programme fosters defence capacity and institution building. By enhancing democratic institutions, it makes an important contribution to NATO's efforts to project stability in the Euro-Atlantic area and beyond.



NATO DEEP eAcademy

Mission

The mission of the NATO Defense Education Enhancement Programme (DEEP) eAcademy is to provide accessible, high-quality online education and training to Professional Military Education (PME) institutions of the NATO Partner countries. By leveraging cutting-edge technology and innovative teaching methodologies, the eAcademy aims to enhance the capabilities of military personnel, defense officials, and academic institutions, supporting them in addressing the evolving challenges of modern security landscapes.

Vision

We strive be the premier virtual hub for innovative learning experiences within the NATO Alliance, empowering Partner personnel with the knowledge, skills, and competencies necessary to excel in a dynamic and interconnected security environment.

NATO DEEP Partner countries:



NATO DEEP eAcademy **Education & Training Principles**

The NATO DEEP eAcademy is guided by a set of four core principles that underpin all of our training & education activities:

Personalization

Online learning should be tailored to individual learner needs, preferences. Personalized learning paths and flexible pacing options empower learners to take ownership of their education.

Practical learning

Focus on real-world applications, case studies, and simulations to bridge the gap between theory and practice.



(DEEP) eAcademy

Networking

Networking opportunities allow learners to connect with other professionals, expand their professional networks, and gain valuable insights from their peers.

Continuous improvement

We regularly evaluate and refine online learning programs based on learner feedback, performance data, and emerging best practices.

NATO DEEP eAcademy **Ecosystem**

The NATO DEEP eAcademy primarily operates on open-source software solutions, allowing for full customization to meet the specific needs and objectives of its programs. Key tools include BigBlueButton, a dynamic video-conferencing platform, and ILIAS, a avflexible Learning Management System (LMS), both tailored to support the Academy's educational goals effectively.



NATO DEEP Advanced Distributed Learning (ADL) Portal

The Portal serves as a central hub for sharing resources, best practices, and collaborative tools among NATO member and partner nations. It offers a range of electronic resources, including access to the ILIAS Learning Management System, multimedia content, and publications aimed at enhancing professional military education. It is based on LMS ILIAS but highly customised to the needs of NATO DEEP community.

NATO DEEP Video-Conferencing (VC) Portal

BigBlueButton is virtual classroom software that has been designed around the real-world needs of teachers, students, and schools. We have been using this tool for several years now as NATO DEEP. It provides us with a safe environment that we can freely customise and intuitive system to continue our work online.

NATO DEEP eAcademy **Education & Training Portfolio 2025**

The NATO DEEP eAcademy strives to offer well-structured, practical and up-to-date education & training activities. Our portfolio features the below formats in the current year:



Format details

On-site Bootcamp (1-3 weeks): An intensive, short-term training program conducted in a physical location, typically focused on developing specific skills or knowledge through hands-on exercises, workshops, and mentorship.

Online Course (3-6 months): A structured learning program delivered entirely online that provides access to course materials, lectures, quizzes, and assignments through a digital platform.

Online Masterclass (3-10 weeks): a cohort-based learning event. While we could just name it a blended learning solution, the masterclass is oriented for interaction between participants, sharing ideas and projects.

Online Workshop (1-2 weeks): a series of meetings dedicated to a single problem. Typically, our online workshops offer both synchronous and asynchronous content.

Online 2025-Focus Workshop (1-2 weeks): a special "focus" workshop answers the current needs of DEEP Partner countries. Due to increased interest in a particulat subject-matter, we offer increased availability of our SMEs. This year's focus is Artificial Intelligence (AI).

Education & Training Portfolio 2025 Overview list



Online Teaching Fundamentals Course (DEEP_ADL_01C)

Online Masterclass

ADL Development Masterclass (DEEP_ADL_02M)

ILIAS for Academic Teachers Masterclass (DEEP_ADL_03M)

Online 2025-Focus Workshop

Al Tools for Education & Training (DEEP_ADL_10FW)

Al-Powered Information and Knowledge Management (DEEP_ADL_11FW)

Online Workshop

Running Effective Virtual Meetings (DEEP_ADL_04W)

Multimedia Tools for Educators (DEEP_ADL_05W)

Micro-learning Design with H5P (DEEP_ADL_06W)

Social Media & Virtual Reality in Education & Society (DEEP_ADL_07W)

ADL Development with Articulate Rise (DEEP_ADL_08W)

Graphic Design for Educators with Canva (DEEP_ADL_09W)

On-site Bootcamp

Artificial Intelligence (AI) in Education Bootcamp (DEEP_ADL_12B)

ILIAS for Administrators (DEEP_ADL_13B)

Online Teaching Fundamentals Course

Reference code: DEEP_ADL_01C Next opportunities:

Duration: 6 months **Edition 3:** October 2025 **Synchronous meetings:** 18 **Edition 4:** February 2026

Seats: 30 / Edition

Overview

This Course presents a curated learning journey that provides a holistic overview of the knowledge and skills required for effective teaching delivery. It is planned as a blended learning activity with activities and resources available through the Learning Management System (LMS) and synchronous meetings on Saturdays.

The general aims of the Online Teaching Fundamentals Course (OTFC) are to:

- 1. Prepare civilian and the military faculty in Professional Military Education (PME) institutions to become fully operational in an e-learning environment.
- 2. Provide practical knowledge on how to design, plan and conduct remote classes and courses.

The subjects of the Online Teaching Fundamentals course are tailored to accommodate learners at all levels, whether they are new to online education or have prior experience. The curriculum is structured to start with foundational topics that introduce the core concepts of online teaching. These initial subjects provide a broad overview and essential understanding, which are later expanded.

Course Modules

- MO1: Course Orientation
- M02: Introduction to Online Teaching
- MO3: Methodology of Online Teaching
- MO4: Introduction to Learning Management Systems (LMS)
- M05: Active Learning Techniques
- M06: Synchronous Teaching: Planning and Development
- M07: Evaluation and Assessment in Online Teaching
- MO8: Multimedia in Online Teaching (Videocast, Podcast)
- MO9: Emerging Technologies in Online Teaching
- M10: Professional Development and Lifelong Learning

Point of Contact (POC)

ADL Development Masterclass

Reference code: DEEP_ADL_02M **Next opportunities:**

Duration: 10 weeks **Edition 1:** March 2025 **Synchronous meetings:** 10 **Edition 2:** October 2025

Seats: 30 / Edition

Overview

We believe that this 10-week masterclass will help you gain necessary information and hand's on practice to kick off your ability to create ADL modules.

The overall objectives:

- Equiping participants with technical knowledge and skills required to create ADL content (Authoring tools, graphic design, multimedia producation).
- Ensure that created ADL content follows pedagogical principles and project management standards.
- Create a network of ADL specialists within NATO DEEP eAcademy.
- Provide opportunities (projects) for participants to test their ADL skills in practice.

Masterclass Modules

- M01: Introduction to ADL Development
- MO2: Introduction to Authoring tools
- M03: Graphic Design Basics
- MO4: Multimedia production
- M05: Individual Project

Point of Contact (POC)

ILIAS for Academic Teachers Masterclass

Reference code: DEEP_ADL_03M Next opportunities:

Duration: 10 weeks **Edition 1:** October 2025

Synchronous meetings: 10

Seats: 30 / Edition

Overview

This 10-week masterclass is designed to provide academic educators with the skills and hands-on experience needed to effectively use ILIAS. Participants will gain practical knowledge on structuring courses, creating interactive learning materials, and managing assessments, all while following best practices.

The overall objectives:

- Develop technical proficiency in managing and customizing courses within ILIAS.
- Learn how to create interactive e-learning content.
- Understand the principles of digital course design.
- Provide hands-on opportunities for participants to apply their knowledge in a practical learning environment.

Masterclass Modules

- MO1: Introduction to ILIAS and LMS Fundamentals
- MO2: Structuring and Organizing Digital Courses
- M03: Creating Interactive Learning Materials
- MO4: Managing Assessments and Learner Progress
- M05: Individual Project Building a Complete ILIAS Course

Point of Contact (POC)

Al Tools for Education & Training

Reference code: DEEP_ADL_10FW Next opportunities:

Duration: 2 weeks Currently running 2 editions / month **Synchronous meetings:** 5 Ask the POC (below) for details.

Seats: 8 / Edition

Overview

This 2-week online workshop aims at enhancing AI integration in education and training. It focuses on familiarizing educators from NATO Partner Nations with the growing applications of AI within instructional settings, offering practical insights into AI's role in transforming traditional teaching methodologies.

The overall objectives:

- Understand the growing role of AI in education.
- Recognize the importance of Al literacy for educators.
- Define Al and its applications in education.
- Analyze the benefits and challenges of AI in education.
- Explore generative AI for education and training.
- Utilize AI for learner support.
- Investigate AI in course design and development.
- Apply knowledge through project work and presentations.

Point of Contact (POC)

Justyna Kowalczys / justyna@deepeacademy.com

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Al-Powered Information and Knowledge Management

Reference code: DEEP_ADL_11FW Next opportunities:

Duration: 2 weeks Currently running 2 editions / month **Synchronous meetings:** 4 Ask the POC (below) for details.

Seats: 8 / Edition

Overview

Al-Powered Information & Knowledge Management is a 2-week workshop designed to equip participants with tools and techniques essential for efficient data collection, analysis, and organization in research contexts. Participants will use the power of Al through practical applications and case studies focused on real-life problems.

During the course of this workshop, participants will use WhisperAl, Notion and many other applications.

By the end of this workshop, participants will be able to:

- Understand the Basics of Al
- Explore Al Applications in Research and other
- Evaluate Al Tools for Information Management
- Learn how to organize the Information Effectively

Point of Contact (POC)

Marcin Jóźwiak / marcin@deepeacademy.com

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Running Effective Virtual Meetings

Reference code: DEEP_ADL_04W **Next opportunities:**

Duration: 1 week Ask the POC (below) for details.

Synchronous meetings: 3

Seats: 3 / Edition

Overview

This workshop equips participants with the skills and techniques to effectively and interactively conduct, and manage virtual meetings in today's online environment. Leveraging features of BigBlueButton, participants will learn how to use and navigate virtual conferencing tools to engage participants, foster collaboration, and achieve meeting objectives.

By the end of this workshop, the participants will be able to:

- Manage presentations: upload, change, delete.
- Manage users: mute, create breakout rooms, assign roles.
- Use the whiteboard.
- Use the greenlight interface.
- Create polling questions.
- Share an external video.
- Engage their students with given tools

Point of Contact (POC)

Magdalena Stabla / magdalena@deepeacademy.com

Multimedia Tools for Educators

Reference code: DEEP_ADL_05W Next opportunities:

Duration: 2 weeks Ask the POC (below) for details.

Synchronous meetings: 5

Seats: 8 / Edition

Overview

This 2-week online workshop provides a practical, interactive approach to creating and implementing podcasts and videocasts for educational and training purposes within the military environment. Through breakout sessions, hands-on activities, and collaborative learning, participants will develop digital media skills, receive personalized guidance, and present their podcasting and videocasting projects while exploring best practices for content creation and distribution.

The overall objectives:

- Familiarizing participants with the principles of creating and implementing podcasts and videocasts.
- Using the ability to create audio and video materials in didactic and training work, as well as for brand-building.
- Acquiring digital competencies in creating engaging multimedia content for educational and professional purposes.
- Developing skills in podcast and videocast production using available tools.
- Enhancing participants' ability to leverage digital media for personal and professional brand-building.

Point of Contact (POC)

Justyna Kowalczys / justyna@deepeacademy.com

Micro-learning Design with H5P

Reference code: DEEP_ADL_06W Next opportunities:

Duration: 2 weeks Ask the POC (below) for details.

Synchronous meetings: 4

Seats: 8 / Edition

Overview

Participants will explore various H5P content types, including interactive videos, quizzes, and presentations, to create engaging, bite-sized learning modules that enhance knowledge retention and learner engagement. Participants will also learn how to integrate H5P into Learning Management Systems (LMS).

By the end of this workshop, participants will be able to:

- Create interactive content using H5P.
- Design and structure effective micro-learning modules.
- Integrate H5P activities into an LMS.
- Use adaptive learning techniques to personalize learning.
- Develop self-paced, engaging content for learners.
- Enhance student interaction through gamification and multimedia elements.

Point of Contact (POC)

Magdalena Stabla / magdalena@deepeacademy.com

Social Media & Virtual Reality in Education & Society

Reference code: DEEP_ADL_07W **Next opportunities:**

Duration: 2 weeks Ask the POC (below) for details.

Synchronous meetings: 5

Seats: 8 / Edition

Overview

This 2-week online workshop aims to boost participants' digital literacy and skills by examining cutting-edge technologies for teaching and training in a military context. WEEK1 explores the effective use of social media platforms for education and training, while WEEK2 focuses on the integration of VR and AR technologies into learning environments. Through both synchronous and asynchronous sessions, participants will gain hands-on experience, apply their knowledge in practical projects, and receive expert feedback.

The overall objectives:

- Familiarizing participants with social media channels and exploring the opportunities they present for/in training and education.
- Familiarizing participants with Virtual Worlds, VR and AR, and examining the opportunities they provide for/in training and education.
- Developing digital competences and SWAT analysis strategies to create effective approaches for using social media and VR/AR technologies in educational, informational, or promotional content.

Point of Contact (POC)

Justyna Kowalczys / justyna@deepeacademy.com

ADL Development with Articulate Rise

Reference code: DEEP_ADL_08W Next opportunities:

Duration: x Ask the POC (below) for details.

Synchronous meetings: X

Seats: x

Overview

This workshop introduces educators to Articulate Rise, a powerful web-based authoring tool for creating responsive, interactive ADL modules. Participants will learn how to structure, design, and publish online learning experiences without advanced programming knowledge. The workshop emphasizes practical application, ensuring that educators leave with a fully functional e-learning module by the end.

By the end of this workshop, participants will be able to:

- Create ADL modules in Articulate Rise.
- Use interactive elements such as quizzes, scenarios, and multimedia.
- Customize themes and layouts,
- Publish courses for LMS compatibility (SCORM).
- Optimize learning experiences for mobile and desktop devices.
- Develop and present a complete ADL learning unit.

Point of Contact (POC)

Graphic Design for Educators with Canva

Reference code: DEEP_ADL_09W Next opportunities:

Duration: 2 weeks Ask the POC (below) for details.

Synchronous meetings: 4

Seats: 8

Overview

This workshop provides educators with the fundamental principles and tools of graphic design to create ADL materials. Participants will learn how to apply design best practices, choose appropriate color schemes, and structure educational graphics. Using Canva, they will develop the skills to enhance e-learning modules, presentations, and course materials.

By the end of this workshop, participants will be able to:

- Create ADL modules in Articulate Rise.
- Use interactive elements such as quizzes, scenarios, and multimedia.
- Customize themes and layouts,
- Publish courses for LMS compatibility (SCORM).
- Optimize learning experiences for mobile and desktop devices.
- Develop and present a complete ADL learning unit.

Point of Contact (POC)

Magdalena Stabla / magdalena@deepeacademy.com

Artificial Intelligence (AI) in Education Bootcamp

Reference code: DEEP_ADL_12B Next opportunities:

Duration: 5 days Ask the POC (below) for details.

Seats: TBD

Overview

This offline bootcamp will equip Professional Military Education (PME) educators with the knowledge and skills to effectively integrate Artificial Intelligence (AI) tools into their teaching and research practices. Participants will explore the potential and limitations of AI, develop critical thinking skills around AI, and learn practical strategies for using AI to enhance student learning and improve their own workflow.

Overall objectives:

- Understand the fundamental concepts of AI, including machine learning, deep learning, and natural language processing.
- Identify and evaluate AI tools relevant to PME: productivity tools, plagiarism detection and administrative tasks.
- Develop practical strategies for integrating AI tools into teaching and research.
- Critically examine the impact of AI on teaching, learning, and assessment practices.

Point of Contact (POC)

Danuta Pietraszkiewicz / danuta@deepeacademy.com

ILIAS for Administrators

Reference code: DEEP_ADL_13B Next opportunities:

Duration: x Ask the POC (below) for details.

Synchronous meetings: X

Seats: TBD

Overview

This ILIAS Administrator Bootcamp is designed to empower technical staff, IT administrators, and education technologists with the knowledge and skills necessary to install, configure, and effectively manage an ILIAS environment. During the bootcamp, participants will gain a solid understanding of core ILIAS components—such as user management, course creation, assessment setup, and security measures—and will learn how to tailor the platform to meet specific institutional needs.

Overall objectives:

- Understand Core ILIAS Concepts: Grasp the system's architecture, essential components, and installation fundamentals.
- Explore Key Administrator Features: Examine user management, role assignments, and the most critical administrative tools.
- Develop Configuration & Customization Skills: Learn to tailor ILIAS settings, create course structures, and integrate plugins effectively.
- Ensure Security & Compliance: Implement best practices for data protection, user permissions, and regulatory requirements (e.g., GDPR).
- Plan for Long-Term Maintenance: Acquire strategies for updates, troubleshooting, performance monitoring, and continuous improvement.

Point of Contact (POC)

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Your education can start **now!**

Don't hesitate to contact us.

NATO DEEP eAcademy



ADL Courses Available Q1 2025



NATO DEEP ADL Portal

The NATO Defence Education Enhancement Programme (DEEP) eAcademy offers multiple subportals to facilitate online learning, collaboration, and knowledge sharing. With a growing community of approximately 8,000 active users, the portal serves as a hub for professional military education. Available dedicated areas include:

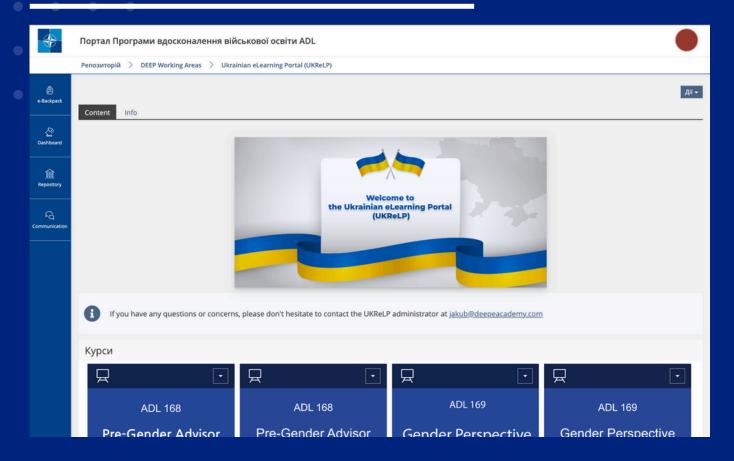
- 1. Iraqi eLearning Portal (IeLP)
- 2. Ukrainian eLearning Portal (UKReLP)
- 3. Tunisian eLearning Portal (TUNeLP)
- 4. SHAPE Partnership Directorate Portal
- 5. NATO Learning & Technology Interoperability Group Portal
- 6. NATO Resilience Portal
- 7. Nordic Centre for Gender
- in Military Operations Portal
- 8. Baltic Defence College Portal

Dedicated platforms serve as unique solutions for higher military education institutions, fostering knowledge exchange and bridging the e-gap.

IeLP - Interface in Arabic language



UKReLP - interface in Ukrainian language



Certificate of Completion with individual QR Code



NATO DEEP eAcademy ADL Course List

Courses in English language

1. ADL 037 Introduction to NATO

2. ADL 039 English Language Training Enhancement Course (ELTEC)

3. ADL 076 Cyber Defence

Awareness Training

4. ADL 116 NATO Resource

Management Education

Programme (RMEP) Course

5. ADL 154 Blooms Taxonomy

6. ADL 164 Accreditation

Programme for Managers (APM)

7. ADL 168 Pre-Gender Advisor

8. ADL 169 Gender Perspective In

Military Operations

9. ADL 171 Pre-Gender Focal Point

Course

10. ADL 300 Introduction to

Military Cooperation and OCC E&F

Course

11. ADL 335 Cyber Awareness

Course for System Administrators

12. ADL 336 NATO Building

Integrity Awareness Course

13. ADL 353 Introduction to

Stability Policing

14. ADL 376 Crowd Riot Control

Awareness (CRC) in NATO

Operations

15. ADL 407 NSPA Training on the

Prevention, Detection,

Investigation & Sanction of All

Types of Misconduct

16. ADL 417 Identifying, Preventing

and Responding to Sexual

Exploitation and Abuse in NATO

17. ADL 435 Introduction to NATO

Wargaming

18. But, Will It Work Online?

19. Yes, It Does Work Online!

20. e-Counter Terrorism Reference

Curriculum (e-CTRC)

21. Law of Armed Conflict (LOAC)

22. Ten Principles of Cybersecurity

Courses in Arabic language

- 1. ADL 037 Introduction to NATO
- 2. ADL 076 Cyber Defence

Awareness Training

3. ADL 336 NATO Building Integrity
Awareness Course - in progress

Courses in Ukrainian language

- 1. ADL 037 Вступ до НАТО
- 2. ADL 076 Тренінг з підвищення обізнаності кіберзахисту
- 3. ADL 116 Навчальний курс українською мовою Освітня програма НАТО з управління ресурсами (англ. RMEP)
- 4. ADL 164 Курс професійної підготовки керівників (КПП)
- 5. ADL 168 Радник з гендерних питань
- 6. ADL 169 Гендерна концепція у військових операціях
- 7. ADL 171 Підготовка координатора з ґендерних питань

- 8. ADL 336 Курс НАТО з основ з виховання доброчесності
- 9. ADL 353 Вступ до Кваліфікації Поліцейських
- 10. ADL 376 Ознайомлення Із Заходами Контролю Натовпу Та Протидії Масовим Заворушенням (англ. CRC)
- 11. ADL 407 Навчального Електронного Курсу Агенції Нато 3 Підтримки Та Постачання (англ.

NSPA)

- 12. ADL 435 Знайомство з Військовими Іграми НАТО
- 13. Типової навчальної програми НАТО з протидії тероризму (е-СТRC)

Courses in French language

- 1. ADL 037 Introduction à l'OTAN 2. ADL 336 Formation OTAN – Sensibilisation au développement de l'intégrité
- 3. Droit international des conflits armés (LOAC)
- 4. Programme de référence de l'OTAN sur le contre-terrorisme (e-CTRC) in progress

Courses in other languages

- ADL 076 Cyber Defence
 Awareness Training in Bosnian
 ADL 336 NATO Building Integrity
 Awareness Course in Georgian,
 Romanian, Russian, and Spanish
- 3. Law of Armed Conflict (LOAC) in German