





# Sectoral Qualifications Framework for Border Guarding

SETTING STANDARDS FOR TRAINING EXCELLENCE

Harmonization of qualifications and training standards in border guard sector across EU

Drs. Anemona Peres, Frontex CEPOL Research & Science Conference 2016





#### European Border and Coast Guard Agency

- provide integrated border management at the external borders
- ensure the effective management of migration flows and a high level of security for the EU
- help safeguarding free movement within the EU and respect fundamental rights
- establish an operational strategy for border management and the coordination of assistance from all member states
- promote operational cooperation between member states and third countries on border management





Vulnerability assessment

Return OPs

Urgent action response

Joint Ops Rapid Interventions Support teams migratory pressure

Search and rescue

Reserve pool of 1500 BG

Liaison officers

Risk Analysis

Technical & operational asst

Information sharing & systems

Research & Development



## TRAINING AND EDUCATION

#### **EDUCATIONAL STANDARDS**

CCC basic border and coast guarding
Mid Level Management Course and CCC
Strategic Border Management Master's
Quality Assurance and Certification
SQF for Border Guarding, Exchange/
Mobility

Fundamental Rights, Anti-Trafficking, Schengen Evaluation, False Documents, EUROSUR operators, 3rd ctrs capacity building, IBM, Risk Analysis, SBC, Air Crew, Canine Teams

THEMATIC SUPPORT

#### EBGT PROFILES TRAINING

Screeners, Debriefers, Second Line Interview, Second line airport of Land and Maritime Border Surveillance Advance Document Expert, Return, Escort, Operational briefings, Crisis response, Awareness interpreters

Needs assessment
National Training Coordinators,
Partnership Academies, E-learning

**INFRASTRUCTURE** 

## Common Culture, Ethics and FR EU dimension





Development

Common Core Curricula, courses, training tools

Support to national integration of CCC

Exchange - Mobility Programmes

Delivery

Direct training for national bg

Train the trainers, instructors, multipliers

Monitor the implementation of standards



#### Frontex

Interoperability Harmonisation **Joint Operations** Mobility Exchange **Capacity Building Common Standards** Representativeness **Inclusiveness** Cooperation **Performance** 

# Bologna & Copenhagen

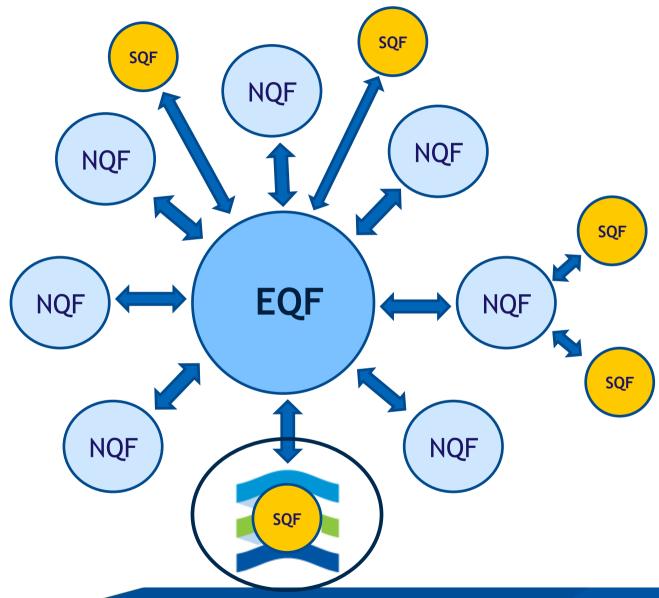
Harmonisation
Convergence
Mobility
Deployability
Common Standards
Comparability
Quality Assurance
Cooperation



#### **FRAMEWORK EU OBJECTIVES AND INTERESTS COUNCIL COPENHAGEN BOLOGNA PROCESS PROCESS EQF** 2001 1999/2012 European vocational European higher education and training education framework framework • Harmonization / Common standards Transparency Mobility Quality assurance

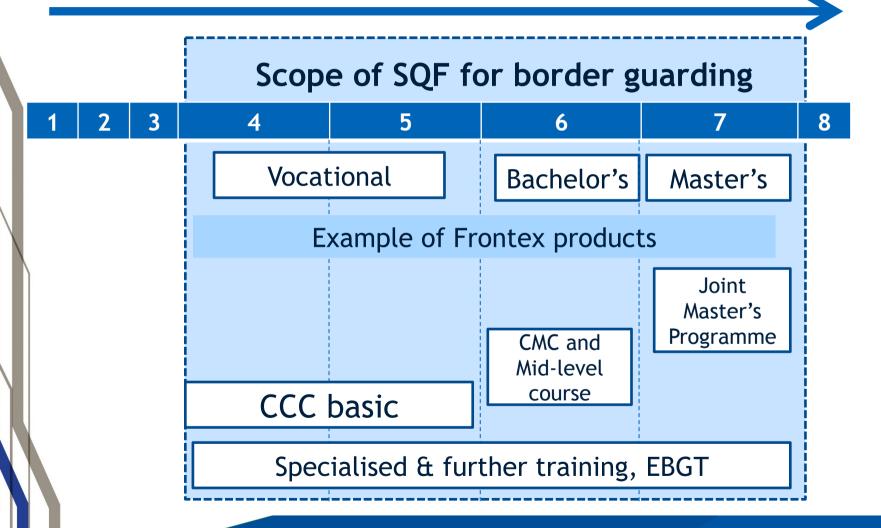
#### EUROPEAN, NATIONAL AND SECTORAL QUALIFICATIONS FRAMEWORKS







#### General levels of EQF







- The European reference framework for all border guard occupational profiles and learning requirements at all levels and in all areas
- A strategic approach to border guard training that ensures the operational relevance of the training
- Quality assurance and training certification: learning outcomes, the common currency
- Common language for describing the border guard job competences and qualifications, accepted and validated across EU (knowledge, skills and competences)
- rule "professional learning": training has to be relevant for the job



#### What is the SQF?

What SQF is not!!

SQF

A strategic approach to Border Guard training development and quality assurance

A high level set of reference points for all Border Guard curricula

A European benchmark for Border Guard occupational profiles

A set of common standards for Border Guard learning

A tool to support course design

A Voluntary Framework

Is NOT a mandatory framework

Is NOT prescriptive to Border Guard organisations

Is NOT a set of obligatory requirements

> Does NOT dictate to national training

Does NOT aim at reforming education

Is NOT a curriculum

#### **SQF PROCESS**



**Job Profiles** 

**Learning Outcomes** 

**Development phase** 

Job mapping







40 operational and training experts

Validation phase

Review, compare



30 Organisations: NTC's - Operational & Training

**Evaluation phase** 

Panel of designated Bologna Experts



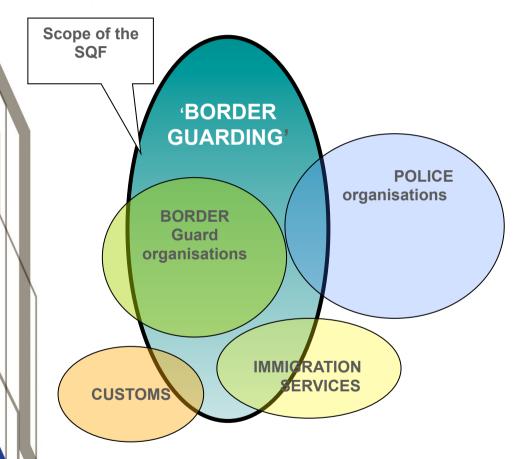
Adoption and implementation



Management Board, National authorities

#### SQF principles Ethos of Frontex training





Operational relevance BG specific Professional learning Inclusive, not prescriptive

Representativeness Cooperative Integrative Fundamental rights RPL

#### The SQF Package

1110																	
					Knowledge				Skills				Competence				
	Learning Outcomes	k	knowledge and understanding of:			ability to:											
Learning Area (high level	Level 4	Level 5							RIC BORDER GUARDING				·				
description of activities)				ned range of national, EU and ational legislation, policies and			Uphold and enforce a range of relevant National, EU and International law, policies and procedures				Act autonomously recognising the scope of the individual role and level of personal competence						
		BORDER CONTROL	P	rocedure	25			policies and	procedures			personard	ompetence				
Facilitation of cross border movements	Apply quality service procedures to border control activities to facilitate the legitimate movement across borders	Identify components of a quality service and selectively apply them to border control activities to facilitate the legitimate movement across	Facilitate moveme free mov responsi	Jai 1	d		:1					Don on the co				_	
movements		borders	the cross	Ethical codes, values and professional standards			Communicate effectively with individuals and groups in predictable				Promote organisational values and act within professional standards and code						
Border Surveillance	Demonstrate border surveillance tactics and techniques to gather information, prevent and detect illegal border crossing, cross-border criminality and irregularity	Selectively apply surveillance tactics and techniques to proactively survey the borders and gather information, maximizing prevention and detection	Select, co					and unpredictable border guarding contexts			of conduct guidelines						
B				A range of relevant processes, rules and procedures for interacting with			Resolve problems within the scope of the role				Ensure facilitation of the legitimate movement of people across borders						
		of illegal border crossing, cross-border criminality and irregularity		cooperative agencies and other				therote				within the scope of the role					
Border Check	Assess eligibility for admission and residence within the EU, and travelling across borders, recognising the necessity to refer cases  Operate specific equipment and technology available for border control and assess the results according to defined guidelines	Review and establish eligibility for	Mariage L	organisations			Assist and suppost a seed to the see				Exercise the appropriate level of						
		admission and residence within the EU and trave	and take	A range of cultures and customs of other			Assist and support people in their  SECTORAL 0			Exercise the appropriate level of QUALIFICATIONS FRAMEWORK							
Border control technology		Effective equipme COMPETENCE for borde Level		Ensure protection and respect for the fundamen of all persons	onal and ethical standards acros: ; activities	Define and explain a broad range of national, El nternational legislation relevant to border guan activities and appreciate the implications for mplementation in the national context	exercise the appropriate level of autonomy in thapplication of a broad range of legal and proceed rameworks	ional activities in the context of ensuring the operational implement partnerships and cooperation proce	Demonstrate advanced communication skills inc negotiation, conflict resolution, and ensure implementation of effective communication str a broad range of border guarding contexts	Ortically evaluate information/data managemer systems and ensure data protection compliance	te national and global trends tha ity	initiative to identify, assess and addres and professional development requirer others utilising a range of learning contr	: cross-border movements by baland movement with the responsibility to ne cross border irrecularity frifrine	d critica	Manage border crossing procedures and take de complex situations related to border checks	Critically evaluate the tactics and implementation	
Management of border		Plan and control t		Ensure protection of all persons	Ensure professional border guarding act	Define and explain international legisl activities and appr implementation in	Exercise the appropriate leve application of a broad range frameworks	Assess operational cooperation ensuri agreements, partn	Demonstrate ad negotiation, cor implementation a broad range o	Critically evalua	Critically evaluate national on border security	Take the initiative to identify, personal and professional dev self and others utilising a rang	Facilitate the cre right to free mo and detect the c	Select, coordinate and surveillance activities	Manage border complex situatic	Critically evaluate the ta	
SC	QF Guide to	GENERIC BORDER GUARD KNOWLEDGE	ING														
		Advanced knowledge and															
Integrating		national, EU and internation	A critical understanding of a broad range of national, EU and international legislation, policies and procedures		x	х	x	x		x			x	x	x	x	
Fundamental Rights		SKILLS															
		Ability to : Employ advanced communication skills		х					x						x		
			Manage complex and sensitive situations  Model, monitor and encourage the application		x				х				х	$\Box$	x		
		•	of athical and professional standards in all we		v	v	v	v	v	v	v	v	v	v	v	v	
		wri	te foot text	here								\$		16.7	EV		

**BORDER GUARD COMPETENCE PROFILES** 

**LEVEL 5** 



#### EUROPEAN SQF FOR BORDER GUARDING



Common standards for BG training

Set of

Reference points for BG Common Curricula

Common Core Curricula Integration



Exchange/Mobility programmes

Operationally relevant course design

Review of
Occupational Standards

Develop courses that can be Accredited and Recognised

Training Needs Assessment and Prioritisation

Strategic management of training & resources, RPL

Support for Bologna and Copenhagen implementation



Comparability & Compatibility of training - Harmonisation

Synergies and cooperation within the LETS, other SQFs





#### What do we do with the SQF?

Review all Frontex curricula and courses

Review of courses, exchange - mobility, EBGT profiles

Develop new courses based on SQF

Review occupational standards and job profiles

Develop a Quality Assurance system

Institutional accreditation and validation of qualifications

Train the MS experts in curriculum design

National integration and accreditation



#### Course Design principles

1. Select Job Competences from Competence Profiles and adjust them

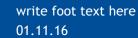
2. Identify learning outcomes using Cross Reference Tables and adjust them

3. Determine the Level of the course using the SQF

4. Develop learning & assessment strategies

5. Develop course content ('curriculum') to meet the learning outcomes

Course design in 5 steps using the SQF







European Joint Master's in

Strategic Border Management

Excellency in Border Guard Leadership

SQF Job Competences & Learning
Outcomes Level 7



# What can MS do with the SQF? What can the SQF do for MS?



- Review of job competence profiles and occupational standards (EBGT, UK, FR, NL, EE, RO)
- Review, validation and/or reaccreditation of training programmes
   credit for learning (FI, ES, FR, RO, NL, PL, EE LV LT, IT, IE)
- Develop compatible courses through European partnerships for exchange and mobility (DE - MT - AU - EE - SW, BE, EJMSBM)
- Design operationally relevant courses based on the SQF (Risk analysis, IBM, MLC, Stolen vehicles, Maritime border srvllnc)
- Integration of fundamental rights principles into all border guard learning - FI MS, RO, EL
- Development of national (organisational) sectoral frameworks, international cooperation (PL, NL, EDA, EFCGA NET)







#### Sectoral Qualifications Framework for Border Guarding

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If you want to go fast, go alone.

