Annex 3　List of residential activities 2015

No	Category	Topic	Title	Days	Partici-pants	Budget Course	Budget Flights	Budget Both	Target Group	Aim	Learning outcomes	Justification
1	*EU Policy Cycle (2014-2017)*	EU Policy Cycle (Presidency Conference)	Safer Europe - together against organised and serious international crime	2	75	33,000	33,750	66,750	Highest law enforcement representatives, judiciary, and experts from relevant agencies outside LE	To improve multi-agency approach and investment into EU priorities 2014-2017	• Recognise the synergies in combating international organised crime in cooperation with other MS; • Identify the potential for more effective response to prevention of organised crime when engaging with relevant players outside the law enforcement; • Discuss and revise the choice of law enforcement and non-law enforcement partners for applying targeted approach for some EU priorities; • Assed their engagement in the EU Policy Cycle 2014-2017 and re-arrange the allocation of resources, if appropriate;	In line with CEPOL training role as stated in the Council' s EMPACT Terms of Reference (14518/12/3 October 2012) - a CEPOL conference is to be considered as a part of continuous CEPOL portfolio to Policy Cycle. In 2015 an Interim SOCTA is expected.
2	*EU Policy Cycle (2014-2017)*	Illegal Immigration	Illegal Immigration	3	28	18,480	12,600	31,080	Senior police and expert officers involved in combating illegal immigration and/or related crimes	To enhance participants' knowledge and competences by means of study OSGs cases, the main transnational investigation techniques as well as of developments and initiatives taken at the European Union level to combat illegal immigration.	- analyse the complexity of the activities carried out by OSGs and their modus; - increase the knowledge of EU initiatives in this field so as to enable the improvement of the law enforcement; - evaluate and define more precisely the routes used between the source countries and those of destination of illegal immigration; - examine repatriation possibilities; - identify trends relating to the abuse of legal channels for migration including the use of fraudulent documents; - increase the knowledge of types of international cooperation that can be provided, as defined by the Organized Crime Convention.	One of EU Priorities for 2014-2017; Will be aligned with Operational Action Plan 2015
3	*EU Policy Cycle (2014-2017)*	Trafficking in Human Beings	Trafficking in Human Beings - labour exploitation	3	28	18,480	12,600	31,080	Law enforcement officials - experts on THB, policy developers within Home Affairs in the area of THB	To improve multiagency approach to THB, and specifically labour exploitation tackled via labour inspectors	• Distinguish labour exploitation from other types of exploitation and outline its contemporary modus operandi; • Provide an overview of national legislation and relevant European and International legislation on labour exploitation; • Explain the opportunities for close cooperation with EU agencies; • Identify and build profiles of both the victims and traffickers; • Show the possible routes and destinations used by traffickers; • Identify relevant means and actors for cooperation.	One of EU Priorities for 2014-2017; Will be aligned with Operational Action Plan 2015; EU Strategy towards the Eradication of THB 2012-2016, in priority D "Enhance coordination and cooperation among key actors and policy coherence" - Action 6, is tasking CEPOL to continue the training in this field.

No	Category	Topic	Title	Days	Parti-cipants	Budget Course	Budget Flights	Budget Both	Target Group	Aim	Learning outcomes	Justification
4	*EU Policy Cycle (2014-2017)*	Counterfeit goods	Goods and intellectual properties counterfeiting	4	28	24,640	12,600	37,240	Senior law enforcement officers (police, customs), judiciary (prosecutors) and non-law enforcement state officials with inspective functions leading the investigation/detection (e.g. criminal investigation/administrative inspection) of counterfeit goods.	To recognise European criminal patterns on counterfeiting, share good practices on inter-agency and public-private cooperation, and identify the best investigative and administrative measures in the anti-counterfeit combat. To focus on counterfeiting in general with a specific module on fake pharmaceutical products and one on food fraud, these being particularly perilous forms of counterfeiting.	• identify traditional and emerging patterns of counterfeiting in the EU; • understand the advantages/weaknesses of the measures available to combat counterfeiting (e.g. criminal investigation, licensing, administrative inspections related to food, health and quality standards etc.) • identify the potential points of intervention/disruption in the life cycle of counterfeit goods (manufacturing, online advertising, shipping, exporting/importing, warehousing, distribution, payment) • recognise the most effective methods in the fields of prevention, detection and repression; • become familiar with guiding examples of public-private partnership in the field • acknowledge initiatives on enhanced international cooperation in the field	One of EU Priorities for 2014-2017; Will be aligned with Operational Action Plan 2015
5	*EU Policy Cycle (2014-2017)*	Excise Fraud and Missing Trader Intra Community Fraud	Excise Fraud	4	28	24,640	12,600	37,240	Law enforcement and excise experts from Member States who have working experience in the field of analysis.	To provide operational analysis with an in-depth understanding of operational intelligence analysis and its context	• Describe criminal intelligence analysis in an excise context • Explain the difference between reactive and proactive control • Use the concepts of intelligence and intelligence cycle • Describe a collection plan for an analytical assignment • Understand and apply critical thinking: in deductive and inductive logic, hypotheses development, when constructing conclusions and intelligence requirements • Practise different data integration techniques • Understand and apply analyst – customer relationship	One of EU Priorities for 2014-2017; Will be aligned with Operational Action Plan 2015

No	Category	Topic	Title	Days	Parti-cipants	Course	Flights	Both	Target Group	Aim	Learning outcomes	Justification
						Budget						
6	*EU Policy Cycle (2014-2017)*	Excise fraud	Cigarette smuggling	3	28	18,480	12,600	31,080	Senior police and customs officers having leading role in anti-contraband departments/units	To improve the knowledge of senior police and customs officers on the combat against illicit tobacco trafficking discussing modern prevention, control and investigation techniques with particular emphasis on tracking and tracing, cooperation possibilities with the industry, the impact of technological innovations and the European dimension of the anti-smuggling struggle.	• Distinguish the main forms of illicit trafficking of tobacco in the EU and understand the range of challenges law enforcement faces due to the diverse modus operandi of cigarette smugglers. • Explain the importance of the Cooperation Agreements between European Commission (OLAF) and the leading multinational tobacco companies with particular focus on tracking and tracing, due diligence and supplementary payments. • Recognise the significance of EU law enforcement instruments and actions combatting cigarette smuggling such as the Eastern Border Action plan, Focal Point SMOKE in Europol, Joint Customs Operations. • Compare the efficiency of contemporary anti-contraband measures of EU law enforcement agencies discussing key aspects of prevention, integrated border control, mobile control, investigation, inter-agency cooperation and anti-corruption. • Describe emerging possibilities to enhance the supply chain security in the view of the requirements set by the WHO sponsored Framework Convention on Tobacco Control. • Explore how technological innovations facilitate control and investigation possibilities in the field of counter-smuggling.	One of EU Priorities for 2014-2017; Will be aligned with Operational Action Plan 2015 Communication from the Commission to the Council and the European Parliament on Stepping up the fight against cigarette smuggling and other forms of illicit trade in tobacco products - A comprehensive EU Strategy; Brussels, 6.6.2013 COM(2013) 324 final Commission Staff Working Document on Anti-smuggling Action Plan; Brussels, 6.6.2013, SWD(2013) 193 final Council conclusions on stepping up the fight against cigarette smuggling and other forms of illicit trade in tobacco products in the EU, Economic and Financial Affairs Council meeting, Brussels, 10 December 2013
7	*EU Policy Cycle (2014-2017)*	Excise Fraud	Container Shipment trafficking	3	28	18,480	12,600	31,080	Senior and middle ranking police officers responsible for combatting smuggling of illicit commodities in containers arriving to seaports, as well as customs officers dealing with risk assessment on pre-arrival/pre-departure manifests.	To strengthen the multi-agency approach to detection and investigation of trafficking of illicit goods in container shipments, in particular by encouraging pro-active sharing of information and intelligence detected by customs during risk assessment on pre-arrival and pre-departure manifests, with police or other relevant law enforcement agencies. Europol's support shall be requested by organisers.	• Identify possibilities for police derived from information discovered during the risk assessment on pre-arrivals/pre-departure manifests performed by customs (e.g. intelligence regarding car trafficking or drug smuggling in containers) • Apply knowledge on inter-agency cooperation as presented during the port visit • Gain efficient understanding of services provided by Europol regarding crimes committed via smuggling in container shipments (e.g. tobacco products), • Gain efficient understanding of pre-arrival and pre-departure risk assessment procedures at seaports, and the common risk assessment framework stipulated in the COM Regulation NOTE: Training should be provided in a police facility and participants must have relevant security clearance.	One of EU Priorities for 2014-2017; Will be aligned with Operational Action Plan 2015

No	Category	Topic	Title	Days	Parti-cipants	Course	Flights	Both	Target Group	Aim	Learning outcomes	Justification
						Budget						
8	*EU Policy Cycle (2014-2017)*	Excise Fraud and Missing Trader Intra Community Fraud	Missing Trader Intra Community fraud (MTIC)	3	28	18,480	12,600	31,080	Law enforcement officers investigating economic crimes, particularly VAT fraud	To enhance knowledge on the instruments and techniques in the fight against MTIC	• Describe the crime and the use of the "good practice guide" on tackling MTIC • Summarise the need and the way to provide Europol with information on high level suspects • Identify ways to exchange information under different legal systems •Explain third country cooperation areas and use of liaison possibilities.	One of EU Priorities for 2014-2017; Will be aligned with Operational Action Plan 2015
9	*EU Policy Cycle (2014-2017)*	Synthetic drugs	Illicit laboratory dismantling - advanced	10	28	35,000	12,600	47,600	Law enforcement officers and forensic experts who deal with this form of drugs phenomenon (especially synthetic drugs), on a regular basis.	To train of law enforcement officers and forensic personnel, how in safe and secure way dismantling the illicit drug laboratories, and how in proper way conduct crime scene investigation of these sites	1. recognise the production methods of drugs, especially synthetic ; 2. identify the production equipment; 3. implement precautions and safety measures to protect themselves during raid operations on illicit drugs laboratories, including decontamination process; 4. to plan and organise future raids as well as the collection of evidence 5. explain and utilise all Europol expert systems, which can be practically used during live investigations; 6. explain how the Early Warning System on new psychoactive substances works in the European Union	One of EU Priorities for 2014-2017; Will be aligned with Operational Action Plan 2015
10	*EU Policy Cycle (2014-2017)*	Synthetic drugs	Illicit laboratory dismantling - follow-up	3	28	18,480	12,600	31,080	Law enforcement officers and forensic experts who deal with this form of drugs phenomenon (especially synthetic drugs), on a regular basis.	To refresh and deepen knowledge and understanding of methods of detecting and dismantling laboratories	1. demonstrate a sound knowledge of methods, current trends and developments concerning the production and trafficking of synthetic drugs and precursors; 2. apply more independently all procedures concerning crime scene management of dismantling of illicit drug laboratory (raid planning, execution, collection of evidence, dismantling, removal and storage etc.); 3. practise in a more advanced way the knowledge and expertise gained during the 2-weeks training, providing evidence of being prepared to work in these crime scene incidents in real life; 4. recognise best practises and approaches, which will ensure in the first instance the safe and protection for law enforcement and forensic personnel entering the illicit drug laboratories	One of EU Priorities for 2014-2017; Will be aligned with Operational Action Plan 2015

No	Category	Topic	Title	Days	Parti-pants	Course	Flights	Both	Target Group	Aim	Learning outcomes	Justification
						Budget						
11	*EU Policy Cycle (2014-2017)*	Synthetic drugs	Synthetic drugs	3	28	18,480	12,600	31,080	LE officers involved in combating drug-related crime. Must be planned and organised in cooperation with Policy Cycle EMPACT Driver, Europol and EMCDDA.	To enhance police cooperation and the fight against production and trafficking of synthetic drugs and the newest synthetic drugs, including NPS. In cooperation with EMCDDA	1. Differentiate between synthetic drugs and new psychoactive substances; 2. Describe the newest developments on new psychoactive substances and synthetic drugs; 3. Discuss EU's early warning system; 4. Explain the EU-level strategies; 5. Give examples of online availability; 6. Identify psychoactive substance guidance methods; 7. Identify the used production methods, the equipment and the chemicals.	One of EU Priorities for 2014-2017; Will be aligned with Operational Action Plan 2015
12	*EU Policy Cycle (2014-2017)*	Cocaine and heroin trafficking	Cocaine rip-off	3	28	18,480	12,600	31,080	Law enforcement officers (including customs) detecting cocaine smuggled in containers or targeting cocaine supply chain and involved OCGs	To increase MS engagement in targeting cocaine rip-off deliveries	• Identify capability for cooperation with customs risk assessment teams responsible for risk assessment on container shipments; • Recognise intelligence potential of information contained in customs related documents (e.g. bill of lading, pre-arrival and pre-departure manifest) and explore this when working with the customs; • Establish contact to counterparts from other EU MS and non EU MS with experience on OCGs acting internationally as brokers within the EU with direct contact to suppliers; • Analyse the possibility of executing more container controls in their MS targeting the rip-off deliveries, using the experience of other MS (e.g. Rotterdam port); hence increase the number of detection of cocaine concealed among legal cargo without knowledge of its owner (rip off), in container ports of Europe; • Utilize the products and services offered by Europol, mainly for information exchange and analytical support with regard to cocaine smuggling;	One of EU Priorities for 2014-2017; Will be aligned with Operational Action Plan 2015
13	*EU Policy Cycle (2014-2017)*	Cocaine and heroin trafficking	Heroin smuggling - new criminal opportunities	3	28	18,480	12,600	31,080	Law enforcement officers (including customs) detecting heroin smuggled to EU and targeting OCGs involved in supply chain	To increase MS engagement capacity to tackle new modus operandi in heroin supply chain	• Identify opportunities for coordinated approach with global partners – UNODC, Interpol, Paris Pact Initiative; • Explore intelligence potential with regard information via customs – Balkan Information System and other; • Examine intelligence potential of information contained in customs related documents (e.g. bill of lading, pre-arrival and pre-departure manifest) • Assess cooperation with private sector regarding heroin smuggled in postal parcels; • Collect experience on use of untraditional modus operandi, specifically an anonymizing network (darknet) and software anonymising Internet traffic (Tor), for heroin trafficking; share knowledge on use of undercover investigation techniques; • Analyse investigation opportunities arising from interface between the untraceable (darknet) and traceable environment (financial transactions); • Utilize the products and services offered by Europol.	One of EU Priorities for 2014-2017; Will be aligned with Operational Action Plan 2015

No	Category	Topic	Title	Days	Parti-pants	Course	Flights	Both	Target Group	Aim	Learning outcomes	Justification
						Budget						
14	*EU Policy Cycle (2014-2017)*	Cyber Crime - child sexual exploitation	Combating child sexual exploitation on the internet through undercover activities	4	28	24,640	12,600	37,240	Specialised police officers and officers from law enforcement institutions that are engaged in the fight against sexual exploitation of children and production and dissemination of child abuse material in Internet. Must be organised in consultation with Policy Cycle EMPACT Driver and Europol particularly European Cybercrime Centre.	To enhance cooperation between law enforcement institutions from the EU Member states, the Associate countries and the Candidate countries dealing with countering crimes on the level of sexual exploitation of children and the production and dissemination of child abuse material on the internet also through organised crime groups.	1.describe the fundamentals of covert operations on the internet 2.list the main types of undercover operations to be done on the internet 3.identify the most vulnerable aspects of undercover operations over the internet 4.list the international co-operation possibilities for undercover operations 5.collect, preserve, analyse electronic evidence 6.present reports related to the undercover activity	One of EU Priorities for 2014-2017; Will be aligned with Operational Action Plan 2015 Cybersecurity Strategy of the European Union: An Open, Safe and Secure Cyberspace. 7.2.2013 JOIN (2013) 1final, par.2.2.
15	*EU Policy Cycle (2014-2017)*	Cyber Crime - child sexual exploitation	Train the Trainers to combat child sexual exploitation on the internet	3	28	18,480	12,600	31,080	Senior Police Officers and specialists who are involved in the coordination, investigation and training regarding the fight against the sexual exploitation of children over the internet. Must be organised in consultation with Policy Cycle EMPACT Driver and Europol particularly European Cybercrime Centre.	To create skill and competences, to enhance cooperation and to harmonise investigative methods between law enforcement agencies from the EU Member states, the Associate countries and the Candidate countries dealing with countering crimes on the level of sexual exploitation of children and the production and dissemination of child abuse material in the internet also through organised crime groups	1.describe the use of internet and its tools to gather relevant information during online investigations against child sexual abuses 2.describe techniques and the use of tools to improve the identification of children and child offenders 3.describe new trends and techniques in online investigations and forensics 4.use international channels and organisations to improve the effectiveness on the fight against online child sexual exploitation 5.understand the criminal profile of child sexual offenders and their approach to groom children	One of EU Priorities for 2014-2017; Will be aligned with Operational Action Plan 2015 Cybersecurity Strategy of the European Union: An Open, Safe and Secure Cyberspace. 7.2.2013 JOIN (2013) 1final, par.2.2. In line with OAP 2015

No	Category	Topic	Title	Days	Parti-cipants	Course	Flights	Both	Target Group	Aim	Learning outcomes	Justification
						Budget						
16	*EU Policy Cycle (2014-2017)*	Cybercrime - cyber attacks	First responders and cyber forensic	4	28	24,640	12,600	37,240	Law enforcement experts - first cybercrime responders. Must be organised in consultation with Policy Cycle EMPACT Driver and Europol particularly European Cybercrime Centre.	To enhance cooperation and to harmonise investigative methods between law enforcement institutions from the EU Member states, the Associate countries and the Candidate countries on how to intervene on the crime scene in case of cyber incident and deal with electronic evidences.	1.identify electronic evidence 2.search, collect and preserve electronic evidence on the crime scene 3.make a report related to the collection and preservation of electronic evidence 4.use international channels to exchange information packages related to electronic evidences within cross border cases	One of EU Priorities for 2014-2017; Will be aligned with Operational Action Plan 2015 Cybersecurity Strategy of the European Union: An Open, Safe and Secure Cyberspace. 7.2.2013 JOIN (2013) 1final, par.2.2. In line with OAP 2015
17	*EU Policy Cycle (2014-2017)*	Cybercrime - cyber attacks	Cybercrime - strategic	3	28	18,480	12,600	31,080	Heads of Specialised Units and their deputies who are involved in dealing with cross-border cybercrime cases. Must be organised in consultation with Policy Cycle EMPACT Driver and Europol particularly European Cybercrime Centre.	To enhance cooperation and to harmonise investigative methods between law enforcement institutions from the EU Member states, the Associate countries and the Candidate countries dealing with cross-border cases involving cyber-attacks perpetrated by organised crime groups.	TO BE DETERMINED	One of EU Priorities for 2014-2017; Will be aligned with Operational Action Plan 2015 Cybersecurity Strategy of the European Union: An Open, Safe and Secure Cyberspace. 7.2.2013 JOIN (2013) 1final, par.2.2. In line with OAP 2015

No	Category	Topic	Title	Days	Partici-pants	Course	Flights	Both	Target Group	Aim	Learning outcomes	Justification
						Budget						
18	*EU Policy Cycle (2014-2017)*	Cybercrime card fraud	Combating card fraud	4	28	24,640	12,600	37,240	Specialised LE officers engaged in fight against card frauds. Must be organised in consultation with Policy Cycle EMPACT Driver and Europol particularly European Cybercrime Centre.	To enhance cooperation and to harmonise investigative methods between LE institutions from the EU MS, the Associate countries and the Candidate countries dealing with crimes in the field of forensic on the skimming devices and non-cash payment fraud investigations.	1.describe investigative methods on how to investigate credit card frauds on internet 2.describe forensic methods on how to collect and preserve electronic evidences from on-line investigation and from physical devices which contain relevant data related to credit cards (e.g. skimming devices)	One of EU Priorities for 2014-2017; Will be aligned with Operational Action Plan 2015 Cybersecurity Strategy of the European Union: An Open, Safe and Secure Cyberspace. 7.2.2013 JOIN (2013) 1final, par.2.2. In line with OAP 2015
19	*EU Policy Cycle (2014-2017)*	Firearms trafficking	Firearms trafficking - managers	3	28	18,480	12,600	31,080	Senior law enforcement officers (managerial position) with decision making power in the area of firearms	To enhance police and judicial cooperation in the area of firearms trafficking	• Recognise differences in legal situation in individual MS; • Discuss ways of preventing diversion of legal firearms deliveries; • Analyse possible steps for unification of deactivation standards in order to avoid illegal re-activation; • Compare tools for prevention in various MS(keeping records/ control on a legal firearm during its lifecycle); • Utilise and develop contacts to specific regions and source countries; • Plan building of working relations with other departments (traffic police) and beyond LE (administrative authorities, contacts with legal dealers) at national level;	One of EU Priorities for 2014-2017; Will be aligned with Operational Action Plan 2015 Moreover, the Communication from the Commission COM(2013) 716 final, 21.10.2013 'Firearms and the internal security of the EU: protecting citizens and disrupting illegal trafficking' calls on CEPOL with requirement 'targeting law enforcement training where it is most needed'.
20	*EU Policy Cycle (2014-2017)*	Firearms trafficking	Firearms trafficking - investigations	4	28	24,640	12,600	37,240	Law enforcement officers with advanced experience on combatting international firearms trafficking	To prevent illegal use of firearms and enhance police cooperation in this field	• Examine possibilities for firearms tracing as a routine procedure at national level for each seized item, with standardised debriefing and further information input into EU information systems (e.g. Europol Information System); • Promote use of controlled deliveries as a tool for firearms related investigation (simulation displaying the role of Europol and Eurojust); • Compare the de-activation standards in various MS as a crime enabling factor for illegal re-activation (compare which parts of firearms are crucial in different MS) • Describe the use of anonymised internet communication for firearms trafficking (internet trade on darknet); • Promote EU intelligence gathering exploiting the information flow via EU channels (Europol, Eurojust) • Analyse the most important partners in specific regions and in source countries.	One of EU Priorities for 2014-2017; Will be aligned with Operational Action Plan 2015 Moreover, the Communication from the Commission COM(2013) 716 final, 21.10.2013 'Firearms and the internal security of the EU: protecting citizens and disrupting illegal trafficking' calls on CEPOL with requirement 'targeting law enforcement training where it is most needed'.

No	Category	Topic	Title	Days	Parti-pants	Budget Course	Budget Flights	Budget Both	Target Group	Aim	Learning outcomes	Justification
21	*EU Policy Cycle (2014-2017)*	Organised property crime	Special law enforcement techniques to efficiently tackle Organised Property crime committed by major European and Eurasian MOCGs	3	28	18,480	12,600	31,080	Experienced Law enforcement officers dealing with organised property crime on cross border scale	To share knowledge and modus operandi including countermeasures related to major European and Eurasian Mobile Organised Crime Groups.	• Understand major European and Eurasian Mobile Organised Crime Group structures; • Discuss application of the special law enforcement techniques on cross border scale; • recognise various modus operandi and social dimension of European Organised Property Crime (e.g. organised burglaries, vehicle thefts, property crimes against elderly people, metal/copper thefts damaging infrastructure, etc.); • detect organised crime elements in property crimes appearing as local level problem; • explain capacities offered by Europol, to be used for information exchange and analytical support in order to tackle the cross-border dimension of the organised property crime; • understand the EU Policy Cycle steps and prioritisation on EU level resulting from SOCTA 2013	One of EU Priorities for 2014-2017; Will be aligned with Operational Action Plan 2015
22	*Other Organised International Crime*	Environ mental crime	Environ mental and wildlife trafficking crime	4	28	24,640	12,600	37,240	Senior Police Officers and experts directly involved in combating and investigating environmental and wildlife trafficking	To improve the fight against environmental and organised wildlife trafficking	• raise awareness of the different types of crimes concerning the environment at national, EU and international level; • describe the trafficking of illicit waste and the illegal trades of special waste, electronic waste, flora & fauna, including timber trafficking; • identify the types of wildlife trafficking crime through the use of case studies; • improve the ENVICRIME.NET – the European Network for Environmental Crime launched in May 2011;	Document of the EU Council nr. 10291/11 dated 20 May 2011 inviting CEPOL to create a common curriculum on minimum training standard for all senior law enforcement staff engaged in countering environmental crime and the network between experts called ENVICRIME.NET. ENFOPOL 152. Env. 368 Commission recommendation 425/EC - 13/6-2007 actions related to Council Regulation 338/97 on protection of wildlife.
23	*Other Organised International Crime*	EU anti corrupt ion	Investigating and preventing corruption	4	28	24,640	12,600	37,240	Senior law enforcement officers involved in investigation and prevention of corruption	To improve professional skills in the fight against corruption.	• explain roles of the police in fighting against corruption; • provide an overall view of corruption enablers, transparency standards and legislation in the fight against corruption; • describe investigative tools and techniques of investigation and prevention; • discuss large scale investigation of corruption/corrupt practices i.e. public procurement: experience-sharing workshops/seminars and training of police. • discuss small scale corruption/corrupt practices i.e. abuse of official power and its impact on public institution credibility.	The Communication from the Commission COM(2013) 172 final, Establishing a European Law Enforcement Training Scheme in Strand 3: "EU thematic policing specialism "tasks CEPOL to organise training on specific themes such as corruption. This topic is a top priority for COM, according to Commission opinion of 25.04.2012 within the framework of Council Decision 681/JHA/2005, relating to CEPOL Work Programme 2013, par. 14.

No	Category	Topic	Title	Days	Parti-pants	Budget Course	Budget Flights	Budget Both	Target Group	Aim	Learning outcomes	Justification
24	*Other Organised International Crime*	Economic crime	Money Laundering	5	28	30,800	12,600	43,400	Financial crime experts and/or criminal investigation team leaders.	To enhance knowledge and competences in financial crime investigations, money Laundering in particular as well as transnational investigation techniques.	• explore common approaches to investigate money laundering and organised financial crime issues; • provide an overview of the role of EUROPOL and other European and worldwide agencies in the fight against money laundering; • recognise the prevention work made by the competent authorities – FIUs, bank system, insurance companies, etc.; • utilise the existing international networks to trace, freeze and seize assets and the use of forensic financial analysis; • identify patterns on money laundering criminal investigations; • work on best practices for teams investigating money laundering and organised financial crime.	Council of the EU on the JHA meeting at Luxemburg, 06-07.06.2013, calls for considering disrupting OCGs involved in money laundering. This topic is a priority for CEPOL, according to Commission opinion of 25.04.2012 within the framework of Council Decision 681/JHA/2005, relating to CEPOL Work Programme 2013, par. 17.
25	*Other Organised International Crime*	Asset recovery	Asset recovery	4	28	24,640	12,600	37,240	Senior law enforcement officers investigating organised crime with a transnational asset dimension.	To enhance the ability through financial investigations to seize, freeze and confiscate assets of organised crime groups	• examine and compare national and EU legal approaches to identifying, tracing and confiscating proceeds of crime; • analyse legislative regulations of seized assets administration in EU countries; • describe non-conviction based confiscation • administrative approach to identification, freezing and confiscation of assets; • best practice of seized assets administration; • discuss asset declarations institute; • describe best practices in this field in EU countries. • confiscated asset management	Council of the EU on the JHA meeting at Luxemburg, 06-07.06.2013, calls for considering asset recovery and this should be addressed as priority by CEPOL; The Communication from the Commission COM(2013) 172 final, Establishing a European Law Enforcement Training Scheme in Strand 3: "EU thematic policing specialism" is tasking CEPOL to organise training on specific themes such as confiscation of criminal assets, and financial investigations.
26	*Other Organised International Crime*	Financial crime	Financial investigations	3	28	18,480	12,600	31,080	Senior Law Enforcement and expert officers responsible for organised crime investigations with financial crime links	To enhance knowledge on gathering proof of crime through financial Investigations including forensic financial analysis	• Identify options for financial investigations • Understand forensic financial analysis • Discuss income management, asset identification, valuation and investigative measures • Explain structures in place for financial investigation assistance • Understand Risk analysis and profiling • Formulate administrative and multidisciplinary approaches • Demonstrate non-conviction measures	JUSTICE and HOME AFFAIRS Council Conclusions Luxembourg, 6 and 7 June 2013 setting out the EU's priorities for the fight against serious and organised crime between 2014 and 2017 The Communication from the Commission COM(2013) 172 final, Establishing a European Law Enforcement Training Scheme in Strand 3: ""EU thematic policing specialism"" is tasking CEPOL to organise training on specific themes such as confiscation of criminal assets, and financial investigations. Manual of Best Practices in Fight against Financial Crime, 9741/13 of 04.06.2013

No	Category	Topic	Title	Days	Partici-pants	Budget			Target Group	Aim	Learning outcomes	Justification
						Course	Flights	Both				
27	*Other Organised International Crime*	EU - Western Balkans Organised Crime Links	EU - Western Balkans Organised Crime Links	3	28	20,000	12,600	32,600	Senior Police officers and experts from the EU and Western Balkan countries	Improve knowledge on organised crime links on specific Policy cycle topics between EU and Balkan Countries. Support creation of common law enforcement culture among professionals from Western Balkans and EU MS. Strengthen professional contact of officer fighting THB, drug, stolen vehicles and firearms trafficking linked to Western Balkans.	Upon completion of the activity the participants will be able to: ▪ Use newly established professional contact for further investigations, contribute to trust building during the seminar, get used to working with international colleagues and share your information with them in a safe manner. ▪ Gain efficient understanding of services provided by EU agencies, mainly regarding support for investigations combatting THB, drug , stolen vehicles and firearms trafficking linked to WB ▪ Gain efficient understanding of some on-going EU funded projects relevant for the area in subject. ▪ Identify possibilities for using liaison officers for communication.	Organised Crime Groups originated from the Western Balkan area have consistently been active in the EU and form a serious threat to the internal security of the Community. OCGs in the region are usually specialised on facilitating illegal immigration, heroin smuggling, contraband of firearms, synthetic drugs or counterfeit goods however they are increasingly active in the fields of MTIC fraud and money laundering as well. These OCGs exploit their close links to their ethnic diaspora living in the EU, their geographical proximity to the Community, the existing EU visa liberalisation policy and the less developed structures of rule of law in the Western Balkan countries. WB criminal groups are often multinational or closely cooperate with other ethnic/clan based groups. More and more OCGs become multi-crime, operating in different fields, make use of the opportunities that modern technology in particular transport systems and e-commerce provides. Therefore the enhancement of the practical cross-border cooperation with the law enforcement authorities of the Western Balkan countries is vital for EU.

No	Category	Topic	Title	Days	Parti-cipants	Budget Course	Budget Flights	Budget Both	Target Group	Aim	Learning outcomes	Justification
28	*Counter Terrorism*	Passenger Name Record (PNR) analysis	Passenger Information analysis – Train the trainers.	3	28	18,480	12,600	31,080	Analysts working in a national Passenger Information Unit (PIU's)	To train analysts in the processing of PNR data with assessment criteria in order to identify persons who may be involved in a terrorist offence or serious transnational crime.	• use and update assessment criteria for the automated processing of passenger name record (PNR) data; • create pre-defined, targeted, specific, proportionate and fact-based assessment criteria that are founded on experience and criminal intelligence • analyse data in order to identify persons who may be involved in a terrorist offence or serious transnational crime and who may require further examination; Summarize standardization and certification of training and monitoring procedures; • ensure that the assessment criteria are not based on sensitive data (a persons' race or ethnic origin, religious or philosophical belief, political opinion, trade union membership, health or sex life).; • compare "Train the trainers " methods; • Reduce the vulnerabilities of the air freight process; • Contribute to write a "best practices guidelines" to lead an EU "Airport security and counter terrorism in civil aviation - Train the trainers" project.	COM 654/2007 and Council document 11304/07 on PNR data exchange with USA. New Commission Directive proposal COM 32/2011
29	*Counter Terrorism*	Radicalisation	Threats and trends	4	28	24,640	12,600	37,240	Intelligence officers/special service personnel	To understand radicalisation and how extremists use Internet	• Identify the signs of radicalisation that the police can detect • explain how police can identify Internet use for radicalisation purposes. • describe recruiting methods • demonstrate police role in prevention and possible ways to prevent people joining crisis zones abroad to (foreign fighters' phenomenon) • summarise a multi-actor approach	Council strategy combating radicalisation doc 14781/1/05 disrupting network activity ensuring mainstream voices securing FSJ to all. To prevent public violent attacks in accordance with EU Counter-Terrorism Strategy (doc no. 14469/4/05 November 2005), The EU Strategy for Combating Radicalisation and Recruitment to Terrorism (doc no. 14781/1/05 November 2005).
30	*Counter Terrorism*	Counter Terrorism	Seminar on ATLAS network (Special Intervention Units)	4	28	24,640	12,600	37,240	senior officers and experts from intervention/anti-terrorist units being part of the Atlas network	To facilitate information sharing and trust building and contribute to the identification of best practice and up to date knowledge	o Discuss the newest technologies in the field; o Identify best practice; o describe training possibilities in the area; o recognise effective strategies. o compare crises response scenarios	Council Decision 2008/617/JHA on the improvement of cooperation between the special intervention units of the EU-MS in crisis situations

No	Category	Topic	Title	Days	Parti-pants	Budget Course	Budget Flights	Budget Both	Target Group	Aim	Learning outcomes	Justification
31	*Counter Terrorism*	Counter Terrorism	European Explosive Ordnance Disposal; 1. CBRN 2. Explosives 3. Training	5	56	50,000	25,200	75,200	Senior Police Officers or experts specifically involved in CBRN and Explosives as well as trainers in the field All planning and organisational measures shall be conducted in cooperation with Europol	To facilitate information sharing and trust building and contribute to the identification of best practice and up to date knowledge	• Discuss the newest tendencies; • Identify best practice; • have awareness on the Protocols; • describe training possibilities in the area; • recognise effective strategies.	Annual report on the implementation of the EU Counter-Terrorism Strategy (doc.16471/12 ADD 1 REV 1, pag.21) submitted on 7 December 2012 to the Council by the EU Counter-Terrorism Coordinator (CTC) states that CEPOL, as from 2013, will start to contribute to the organisation of EEODN's conferences and training courses. It should be noted that the Commission is currently working on new proposals on Chemical, Biological, Radiological, Nuclear and Explosives (CBRN-E) security at EU level.
32	*Counter Terrorism*	Counter Terrorism	Counter-Terrorism Special Techniques	3	28	18,480	12,600	31,080	Police Officers or experts specifically involved in Counter-Terrorism activities within their organisations.	To share experience in Counter-Terrorism and develop new skills and techniques against future threats.	• Recognise the different counter-terrorism special techniques to control areas. • Compare different ways to integrate uniformed counter-terrorist units and intelligence/information services. • Design training programs in counter-terrorism for third countries. • Review different counter-terrorism special techniques against future threats.	The European Counter-Terrorism strategy stresses the importance of sharing know-how between the states and improving the technical procedures. This activity will fill a training gap in a specialized police theme (counter-terrorism special techniques to control areas and the integration between uniformed units and intelligence/information services). It will also enhance us to help third countries about this issue
33	*Special Law Enforcement Techniques*	Social network analysis	Social network analysis training	5	30	33,000	13,500	46,500	Law enforcement analysts specialised on Social Network Analysis (SNA).	To map and measure network relationships, interactions or behaviour and handle large complex volumes of data in order to explore criminal structures.	• explain the importance of network thinking and applications • present a conceptual analytical framework consisting of Centrality, Sub-groups, Components, Cut points and Key Player measures • identify various sources and types of network data in operational projects • analyse various network data sets using SNA tools (e.g., NetDraw, Ucinet, Key Player and Analysts' Notebook 8)	European Commission "COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS: An open and secure Europe: making it happen" SWD(2014) 63 final, Brussels, 11.3.2014, COM(2014) 154 final
34	*Special Law Enforcement Techniques*	Forensic Science	Forensic Science including DNA and Policing Challenges	4	28	24,640	12,600	37,240	Police officers and forensic experts who are involved in aspects of the crime scene investigation.	To increase awareness of modern forensic techniques, their deliverance and impact on policing as well as of developments and initiatives taken at the European Union level in harmonising approaches.	• discuss application of Prüm instruments; • identify peculiarities of the validation of matches, near-matches and "wild-cards" in the DNA profiles exchange process; • recognise physiognomic comparison techniques • examine ways of acquiring digital evidence • familiarise with application process of the EN ISO/IEC 17025 standard's requirements in the forensic laboratories; • discuss current forensic science finding and challenges in policing.	European Commission "COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS: An open and secure Europe: making it happen" SWD(2014) 63 final, Brussels, 11.3.2014, COM(2014) 154 final

No	Category	Topic	Title	Days	Parti-pants	Course	Flights	Both	Target Group	Aim	Learning outcomes	Justification
						Budget						
35	*Special Law Enforcement Techniques*	Social Media	Social Media implications in Law Enforcement	4	28	24,640	12,600	37,240	Senior law enforcement officials interested in sharing concepts and best practice in how social media can be applied for investigations and other law enforcement procedures.	To inform participants about the options of how various forms of social media (e.g. Twitter, Facebook, YouTube etc.) can be applied for law enforcement purposes and to share good professional practice.	• demonstrate sufficient theoretical and empirical knowledge about most relevant social media channels • comprehend the effects of various Social Media on law enforcement procedures and operations • identify best procedure and architecture to acquire digital evidence. • describe physiognomic comparison possibilities • reflect on new investigative opportunities as well as legal, ethical and professional limits • understand the impact of social media for cross-border and transnational police cooperation	European Commission "COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS: An open and secure Europe: making it happen" SWD(2014) 63 final, Brussels, 11.3.2014, COM(2014) 154 final
36	*Special Law Enforcement Techniques*	Informant handling	Informant handling advanced level	4	28	24,640	12,600	37,240	Experienced Law Enforcement informant controllers	To improve knowledge on existing informant practices. To enhance cross-border cooperation and build on mutual understanding of national legal practices related to informants. To increase use of Europol products as the basis for good informant handling practices across the EU and beyond.	• recognise the need for a comprehensive risk assessment to be adopted for the management of informants, protection of staff and proceedings • recognise the importance of a national codification system in order to organise national coordination • cooperate with EU partners and third countries regarding informants • utilise Covert Human Intelligence Sources in a cost effective way • apply trust building and cooperate when handling the informants	European Commission "COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS: An open and secure Europe: making it happen" SWD(2014) 63 final, Brussels, 11.3.2014, COM(2014) 154 final
37	*Special Law Enforcement Techniques*	Undercover Operations	Undercover Operations	4	28	24,640	12,600	37,240	Senior Police Officers who use undercover techniques in their investigation.	To improve knowledge, cross border cooperation and understanding of the implications and requirements for undercover operations	• describe the fundamentals of covert operations; • summarise the legislation of the use of undercover officers in Europe; • list the main types of undercover operations; • identify the most vulnerable aspects of undercover operations; • list the international co-operation possibilities for undercover operations • Identify best practice	European Commission "COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS: An open and secure Europe: making it happen" SWD(2014) 63 final, Brussels, 11.3.2014, COM(2014) 154 final

No	Category	Topic	Title	Days	Parti-cipants	Budget Course	Budget Flights	Budget Both	Target Group	Aim	Learning outcomes	Justification
38	*Special Law Enforcement Techniques*	Operational integrated analysis	Operational integrated analysis training	5	30	33,000	13,500	46,500	Law enforcement officials who have knowledge and working experience in the field of criminal analysis	To provide an in-depth understanding of operational intelligence analysis and its context.	• use the concepts of intelligence and intelligence cycle • describe and use available sources of criminal intelligence • describe a collection plan for an analytical assignment • explain and use the 4 x 4 information evaluation model and assess the source in terms of its intelligence value • understand and apply critical thinking: in deductive and inductive logic, hypotheses development, when constructing conclusions and intelligence requirements • explain and apply criminal case mapping • apply database model in criminal intelligence analysis • use written and oral reporting formats in analysis	European Commission "COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS: An open and secure Europe: making it happen" SWD(2014) 63 final, Brussels, 11.3.2014, COM(2014) 154 final
39	*Special Law Enforcement Techniques*	Witness Protection	Witness Protection advanced level	4	28	24,640	12,600	37,240	Senior police officers and experts who have experience in witness protection programmes and operations.	To enhance participants' existing knowledge and expertise in the operational arena of Protected Persons, establishing a network of experts to promote European Police Cooperation	• examine and analyse the psychological impact experienced by protected persons; • examine and analyse case studies; • establish awareness of the advantage of creating credible and realistic legends for protected persons; • assess and examine longer term risk management issues affecting protected persons. • iscuss entry and exit strategies including handling non-compliance issues.	European Commission "COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS: An open and secure Europe: making it happen" SWD(2014) 63 final, Brussels, 11.3.2014, COM(2014) 154 final

No	Category	Topic	Title	Days	Parti-cipants	Budget			Target Group	Aim	Learning outcomes	Justification
						Course	Flights	Both				
40	*EU Police and Judicial cooperation and networks*	Master Programme	European Joint Master programme			138,000	42,000	180,000	Senior Officers with minimum of 180 ECTS credits aiming at a Master Degree in "Policing in Europe"	In a two year part time study to provide a Master Diploma with 60 ECTS credits aiming to provide added value at an academic level enabling participants to carry out (comparative) research into particular and international aspects of policing and transforming academic findings into operational recommendations, scenarios, projects plans or job devices and to provide an opportunity for participants to analyse practices or cases in the light of academic findings.	1. Understand the new challenges of the European society; analyse differences between the Member States 2. Recognise real and potential tensions and conflict situations in the diverse European society 3. Plan adequate law enforcement responses in different societal scenarios and apply shared good practices 4. Understand and accept the necessity of the common European law enforcement culture	According to it's mandate established by Council Decision 681/JHA/2005, par. 5 and 7 (c), CEPOL is tasked to develop a European approach to the main problems facing Member States and to provide specialist training for police officers playing a key role in combating cross-border crime, with a particular focus on organised crime.
41	*EU Police and Judicial cooperation and networks*	JIT's	Joint Investigation Team leadership	4	28	24,640	12,600	37,240	Senior law enforcement officials, prosecutors including potential leaders of JIT's	To enhance the competences and deepen the understanding of leading, set- up and functioning of Joint Investigation Teams	• understand team leadership • apply the concept of JITs; • compare JIT with other forms of criminal investigations; • identify legal practice and procedural issues in JITs; • illustrate in general terms how to set up and operate a JIT; • select appropriate services offered by the European Union to support JITs; • differentiate the roles of the different actors in a JIT; • complete and submit applications for JIT funding; • draft a JIT agreement based on the model agreement available in the JITs Manual; evaluate a JIT based on the evaluation template from CEPOL JIT Online Learning Module / the JITs Network Secretariat.	Framework Decision 2002/465/JHA on Joint Investigation Teams (OJ L 162 20.06.2002) and Council Resolution of 26 February 2010 on a Model Agreement for setting up a Joint Investigation Team (JIT)

No	Category	Topic	Title	Days	Parti-cipants	Course	Flights	Both	Target Group	Aim	Learning outcomes	Justification
						Budget						
42	*EU Police and Judicial cooperation and networks*	JIT's	Joint Investigation Teams	4	28	24,640	12,600	37,240	Senior law enforcement officials and prosecutors	To enhance the competences and deepen the understanding of the participants of the set-up and functioning of Joint Investigation Teams	• apply the concept of JITs; • compare JIT with other forms of criminal investigations; • identify legal practice and procedural issues in JITs; • illustrate in general terms how to set up and operate a JIT; • select appropriate services offered by the European Union to support JITs; • differentiate the roles of the different actors in a JIT; • complete and submit applications for JIT funding; • draft a JIT agreement based on the model agreement available in the JITs Manual; evaluate a JIT based on the evaluation template from CEPOL JIT Online Learning Module / the JITs Network Secretariat.	Framework Decision 2002/465/JHA on Joint Investigation Teams (OJ L 162 20.06.2002) and Council Resolution of 26 February 2010 on a Model Agreement for setting up a Joint Investigation Team (JIT)
43	*EU Police and Judicial cooperation and networks*	Schengen	Train the trainers SIS II	3	20	13,200	9,000	22,200	Senior SIRENE officers who have participated in internal or European SIRENE courses as trainers at least once or intend to become a trainer	To provide information to the trainers on the most recent developments in the interpretation of the SIS II legal instruments and the related national procedures and practices.	The participant will have up-to-date knowledge about the recent development in relation to the SIS II in the legal as well as in the technical sense. They will become familiar with the most effective training methods and case studies which they could be able to implement at national/European level. It will also give an overview of the enhanced functionalities of the SIS II Central System. It also allows the trainers to exchange experiences about the national training methods and develop best practices for training activities. Trainers can develop case studies together.	The regular training activities of SIRENE officers are required by 1.17.4 the SIRENE Manual. It has been an established practice to organise courses at European level at least once a year as, in addition to enhancing the knowledge of SIRENE officers it fosters the good cooperation between SIRENE Bureaux
44	*EU Police and Judicial cooperation and networks*	Schengen	Training for SIRENE Officers	4	28	24,640	12,600	37,240	SIRENE operators, defined as persons using primarily the SIRENE channel of communication and working currently, or are in process to work with SIRENE forms according to provisions of the SIRENE Manual.	To enhance legal and operational competences related to SIRENE cooperation	• present main legal provisions and documents related to SIRENE tasks; • outline main tasks of the eu-LISA • give an overview of main technical aspects of SIS II • describe different categories of the SIS II; • explain main rules and practices used in work of SIRENE bureaux; • discuss relevant issues concerning the daily communication of the SIRENE bureaux	Schengen Information System - Convention implementing the Schengen Agreement of 14 June 1985, OJ L 239, 22.9.2000;

No	Category	Topic	Title	Days	Partici-pants	Budget Course	Budget Flights	Budget Both	Target Group	Aim	Learning outcomes	Justification
45	*EU Police and Judicial cooperation and networks*	Schengen	Training for SIRENE Officers (Advanced)	4	28	24,640	12,600	37,240	Experienced SIRENE operators with at least 2 years' experience of operational work within SIRENE.	To enhance the knowledge of SIRENE officers on SIS II and SIRENE operations facilitating analytical approach to handling everyday procedures and their improvement	• Explain the SIS II legal basis, the SIS II SIRENE Manual and the related new SIRENE procedures and SIS II forms • Use the relevant elements of the SIS II SIRENE Manual as a common point of reference for application within the framework of national procedures • Have an overall understanding of the role of the European Agency for the Operational Management of Large Scale Information Systems (eu-LISA) • Recognise how other countries apply the specific procedures; • Apply general rules as well as country-specific exceptions within the context of specific cases; • Analyse, draft and propose within the scope of their work remit, national work procedures in order to improve them based on the information provided in the SIRENE Fact Sheets; • Give an overview about the technical aspects of SIS II • Define SIS II related data protection matters	Schengen Information System - Convention implementing the Schengen Agreement of 14 June 1985, OJ L 239, 22.9.2000;
46	*EU Police and Judicial cooperation and networks*	Schengen	Schengen Evaluation	4	20	17,600	9,000	26,600	Leading experts and evaluators participating in the Schengen Evaluation Missions in the field of police cooperation and SIS/SIRENE	To prepare leading experts and evaluators for Schengen Evaluation Missions in the field of police cooperation and SIS/SIRENE	• summarise the key principles of a Schengen Evaluation, its stages and key players' roles; • discuss leadership and management issues including cultural awareness, conflict management and cross-cultural competences; • describe how an evaluation mission is prepared and carried out including drafting the final report; • outline preparation of a practical evaluation.	Regulation of the European Parliament and of the Council on the establishment of an evaluation and monitoring mechanism to verify the application of the Schengen acquis (COM(2011) 559 final - 16.9.2011; Schengen Governance legislative package - Council of the European Union (doc. 10239/13/0 May 2013).
47	*EU Police and Judicial cooperation and networks*	Schengen	Train the technical trainer SIS	2	56	24,640	25,200	49,840	First line: National SISII system operators (medium and senior level users), two participants per Member States (future trainers of the national IT operators) Second line: National IT operators managing the SISII system on national level (number differ between the MS)	To support MS in unified use of SIS II and enhance the knowledge on good practices	Introduction to technical aspects and use of the SISII System and creation of the group of Trainers on SISII System at National level. Topics: -Train the trainer course -Functionalities and correct use of SISII System from the Technical point of view. -Best practices	SIS II (facilitates the exchange of information on persons and objects between national border control authorities, police, customs, visa and judicial authorities throughout the Schengen Area). The use of SIS II concerns all end users of the system (Police and SIRENE officers included). Consequently, a correct functioning of the system at national level is essential.

No	Category	Topic	Title	Days	Partici-pants	Budget Course	Budget Flights	Budget Both	Target Group	Aim	Learning outcomes	Justification
48	*EU Police and Judicial cooperation and networks*	Schengen	Train the technical trainer EURODAC	2	56	24,640	25,200	49,840	First line: EURODAC National system operators, medium and senior level users, two participants per Member States (future trainers of the national IT operators) Second line: National EURODAC IT operators managing the system on national level (number differ between the MS)	To support MS in unified use of EURODAC and enhance the knowledge on good practices	Introduction to technical aspects and use of the EURODAC System and creation of the group of Trainers on EURODAC System at National level. Topics: -Train the trainer course -Functionalities and correct use of EURODAC System from the Technical point of view. -Best practices	EURODAC (it is an information system for comparing the fingerprints of asylum seekers and irregular border-crossers. It facilitates the application of the Dublin II Regulation). Each Member State has its own institutional setup for the management of those systems. Consequently, a correct functioning of the system at national level is essential.
49	*EU Police and Judicial cooperation and networks*	EU networks	ENFAST (European Network on Fugitive Active Search Teams)	3	28	18,480	12,600	31,080	Police officers within the ENFAST Network and officers dealing with wanted persons	To promote cooperation and enhance the knowledge on innovative methods and techniques of the field	• Describe the European Arrest Warrant; • Enhance European cooperation on fugitives; • discuss the main dangers and precautionary measures via case studies; • Identify cooperation and legislative measures and investigation techniques.	Council Resolution on ENFAST - European Network on Fugitive Active Search Teams (doc. 15382/10 of 27 October 2010) is also tasking CEPOL to organise training activities in this field.
50	*EU Police and Judicial cooperation and networks*	EU networks	EMPEN (European Medical and Psychological Experts' Network for law enforcement)	3	28	18,480	12,600	31,080	Senior police medical experts and psychologists	To understand healthcare, medical protection and psychological aid for Law Enforcement officers. To improve psychological assessment for recruitment of Law Enforcement officers and personnel in units with special demands.	• discuss the core areas related to the healthcare for officers, e.g. health prevention and education, handling stress, rehabilitation, mental health; • compare and suggest protection of Law Enforcement officers against illnesses from immigrants and animals crossing the borders; • explain how to detect the need for psychological aid, how to discover drug/alcohol addiction within the police community; • share different practices for recruitment and compare the effectiveness of psychological assessment. • ensuring psychological resilience within Law Enforcement	Council Resolution on the creation of EMPEN - the European medical and psychological experts' network for law enforcement (doc. 9044/11 of 15 April 2011) is tasking CEPOL to organise training for EMPEN.

No	Category	Topic	Title	Days	Parti-cipants	Budget Course	Budget Flights	Budget Both	Target Group	Aim	Learning outcomes	Justification
51	*External dimension of the area of Freedom, Security and Justice*	CSDP and External Aspects of Internal Security	CSDP/ FSJ nexus, structures and instruments	2	28	12,320	12,600	24,920	Official deployed or to be deployed on missions	To improve the knowledge of officials deployed/to be deployed to missions on the link between the EU internal (Freedom Security and Justice - FSJ) and external (Common Security and Defence Policy - CSDP) security in order to enhance the exchange of intelligence.	• discuss CSDP and FSJ concepts as well as the EU security architecture. • explain the strengthened ties between CSDP and FSJ in accordance with the Council implementation road map (council doc 14130/12). • evaluate the developments and efforts to enhance the interaction between CSDP and FSJ, with a particular focus on the role of Europol and other agencies in intelligence sharing and criminal analysis.	European External Action Service - Strengthening Ties between CSDP and FSJ road map implementation, Area 5, action no. 3 is tasking CEPOL to implement training activities in this field, particularly Training Package on the CSDP/FSJ nexus, structures and instruments, Training Package on Security Sector Reform and Training Package on Mentoring, Monitoring and Advising (MMA) tasks for Police Officers in CCM contexts; Also the Communication from the Commission COM(2013) 172 final, Establishing a European Law Enforcement Training Scheme in Strand 4: "Civilian missions and capacity-building in third countries" tasks CEPOL to include training in this field in future programmes;
52	*External dimension of the area of Freedom, Security and Justice*	Crisis Management	"SPOPCOP" - Senior Police Officer Planning and Command Course for Crisis Management	19	28	60,000	12,600	72,600	Senior LE officers, likely to be deployed to a civilian crisis management mission, or to relevant EU bodies dealing with crisis management, with positions on the level of high management, planning or command. Also EU Police planning personnel and National Heads of Non-Military Crisis Management Training.	To provide planning and command training to senior Law Enforcement officers eligible for high level positions within EU crisis management missions and operations.	• to explain the planning and decision making processes involving political and other stakeholders, including the relevant documents; • to draft an OPLAN and manage programmes and command,; • to lead and manage a multicultural workforce; • to build/maintain cooperation with local and international partners.	European External Action Service - Strengthening Ties between CSDP and FSJ road map implementation, Area 5, action no. 3 is tasking CEPOL to implement training activities in this field, particularly Training Package on the CSDP/FSJ nexus, structures and instruments, Training Package on Security Sector Reform and Training Package on Mentoring, Monitoring and Advising (MMA) tasks for Police Officers in CCM contexts; Also the Communication from the Commission COM(2013) 172 final, Establishing a European Law Enforcement Training Scheme in Strand 4: "Civilian missions and capacity-building in third countries" tasks CEPOL to include training in this field in future programmes;

No	Category	Topic	Title	Days	Partici-pants	Budget Course	Budget Flights	Budget Both	Target Group	Aim	Learning outcomes	Justification
53	*External dimension of the area of Freedom, Security and Justice*	Crisis Management	Security Sector Reform (in cooperation with ESDC)	2	28	12,320	12,600	24,920	Primarily Police Officers working on Institution Building with a particular focus on Police Services.	To understand the SSR concept developed for CSDP Missions and the internal/external security nexus for officials deployed on missions with a view to enhance knowledge of instruments for the exchange of information.	• Apply EU SSR principles: International Human Rights Standards, respect of local ownership, coherence with other areas of EU external action; • Explain Police assistance in EU SSR and good practice; • Compare with other SSR approaches i.e.. United Nations, African Union, NATO; • Discuss the EU SSR concept in the framework of the general mission's mandate, understanding its meaning with reference to its basic principles; • Formulate practical problems and challenges related to the implementation of SSR police missions; • Understand the meaning of Institution building and how to manage mentoring, monitoring and advising as effective tools for its achievement;	European External Action Service - Strengthening Ties between CSDP and FSJ road map implementation, Area 5, action no. 3 is tasking CEPOL to implement training activities in this field, particularly Training Package on the CSDP/FSJ nexus, structures and instruments, Training Package on Security Sector Reform and Training Package on Mentoring, Monitoring and Advising (MMA) tasks for Police Officers in CCM contexts; Also the Communication from the Commission COM(2013) 172 final, Establishing a European Law Enforcement Training Scheme in Strand 4: "Civilian missions and capacity-building in third countries" tasks CEPOL to include training in this field in future programmes;
54	*External dimension of the area of Freedom, Security and Justice*	Crisis Management	Mentoring, Monitoring and Advising (MMA) tasks	3	28	18,480	12,600	31,080	Official deployed or to be deployed on missions	To strengthen skills to carry out the MMA efficiently	• Identify, describe and summarise and compare MMA methods • Explain the MMA relationship process for the formal and informal transmission of knowledge • Demonstrate the development of handbooks and manuals and the use of presentation techniques • MMA best practices • Formulate successful MMA in line with mission mandate. • Evaluate action plans and achievement of local host nation ownership.	European External Action Service - Strengthening Ties between CSDP and FSJ road map implementation, Area 5, action no. 3 is tasking CEPOL to implement training activities in this field, particularly Training Package on the CSDP/FSJ nexus, structures and instruments, Training Package on Security Sector Reform and Training Package on Mentoring, Monitoring and Advising (MMA) tasks for Police Officers in CCM contexts; Also the Communication from the Commission COM(2013) 172 final, Establishing a European Law Enforcement Training Scheme in Strand 4: "Civilian missions and capacity-building in third countries" tasks CEPOL to include training in this field in future programmes;

No	Category	Topic	Title	Days	Partici-pants	Budget Course	Budget Flights	Budget Both	Target Group	Aim	Learning outcomes	Justification
55	*External dimension of the area of Freedom, Security and Justice*	Crisis Management	Train the Civilian Crisis Management Mission trainers	5	20	22,000	9,000	31,000	Officials who are to be used as trainers for staff to be deployed on missions or officials who are deployed as trainers in missions	To prepare trainers for mission learning situations and organise appropriate learning environments using modern adult training methods and blended learning techniques.	• Define the different phases for the planning of a mission course • Summarise the theories, factors and processes of learning in challenging situations • Identify the different methods and techniques of learning • Distinguish the different methods and techniques of learning and skills in their specific use, to bring the trainees to achieve the training objectives established • Prepare and conduct one theoretical and one practical training session. • Justify the importance of ethical behaviour and cultural sensitivity in the training and in the relationship with the other international partners and trainees in missions • Demonstrate the capacity to use presentation techniques	According to his mandate established by Council Decision 681/JHA/2005, par.7 (e), CEPOL is tasked to develop and provide training to prepare police forces for participation in non-military crisis management.
56	*External dimension of the area of Freedom, Security and Justice*	CSDP missions	Intelligence Led Policing related to Common Security and Defence Policy (CSDP)	2	28	12,320	12,600	24,920	Senior law Enforcement officers and experts to be deployed on missions	To understand the concept and guidelines of ILP (Intelligence Led Policing) related to CSDP missions	• describe Intelligence Led Policing (ILP) concepts • explain mission related use of ILP • demonstrate the use of the ILP Toolbox • summarise the guidelines for development of the ILP in CSDP missions	European Security Strategy- to enhance consistency between the internal and external dimensions of security. Political and Security Committee (PSC) and the Standing Committee on Internal Security (COSI) to implement the roadmap on strengthening ties between the Common Security and Defence Policy and actors dealing with Freedom, Security and Justice (doc. 15562/11 from 17 October 2011) where in Area 5 (Capabilities: Human Resources and Training) under item 3 CEPOL was tasked to establish proposals for new training courses for police to be deployed in the wider Rule of Law operations within the CSDP framework and FSJ external activities.
57	*Maintenance of law and order and public security*	Public order	Crowd Management	4	28	24,640	12,600	37,240	Police officers in charge of command during major events operations	To deepen the knowledge and increase the competences of participants on the level of security requirements for large scale events and of cross-border cooperation in that context, in line with EU recommendations	• understand the reference framework in different countries • assess specific security issues linked to major events • analyse the relevance of setting up joint (international) teams during major events • use relevant technologies to facilitate crowd management • integrate community policing/ Intelligence Led Policing approach in his/her crowd management plans • organise the coordination between public order and judiciary police tasks • exchange intensively with European experts in the field	According to its mandate established by Council Decision 681/JHA/2005, art. 5 – CEPOL is tasked to support and develop a European approach in the maintenance of law and order and public security.

No	Category	Topic	Title	Days	Parti-pants	Budget Course	Budget Flights	Budget Both	Target Group	Aim	Learning outcomes	Justification
58	*Maintenance of law and order and public security*	Football security	Pan European Football Security training	5	56	61,600	25,200	86,800	Police football commanders/ NFIP contacts/ football intelligence officers	To enhance safety and security by increasing the effectiveness and harmonisation of the policing of football matches with an international dimension within Europe.	• Discuss Football handbook and recognise best practices; • Identify UEFA, NFIP and supporter's structure and Law Enforcement roles; • Be familiar with risk assessment; • Ensure better planning;	At the last meeting of the EU Think-Thank on football security CEPOL was requested to deliver training on this issue.
59	*Maintenance of law and order and public security*	Public order	Public Order and Crowd Management (HOUSE - EUSEC III) - Step 1	4	28	24,640	12,600	37,240	Senior Police Officers and Police Staff working in planning, tactical direction and evaluating large scale public order operations.	In line with EU recommendations to deepen the knowledge and increase the competences of participants on the level of security requirements for large scale events and of cross-border cooperation in that context.	• identify areas of planning and deployment strategies affected by national requirements (legal, operational, practical); • examine national, EU and international guidance in respect of security for international summits; • exchange good practice in preventative measures; • discuss methods of EU cross border police cooperation large scale events; • describe the required security measures during large scale events, especially international summits improving international Police cooperation during large scale events; • discuss common problems and comparing solutions for commanding and training Public Order Units.	According to his mandate established by Council Decision 681/JHA/2005, par.5, CEPOL is tasked to support and develop a European approach in the maintenance of law and order and public security.
60	*Maintenance of law and order and public security*	Public order	Public Order - Security During Major events/Public -Private Partnerships (HOUSE EUSEC III) - Step 2	4	28	24,640	12,600	37,240	Senior Police Officers and Police Staff working in planning, tactical direction and evaluating large scale public order operations.	In line with EU recommendations to improve and exchange knowledge regarding the process of risk analysis leading to conclusions and measures.	• discuss the concept and the need for thorough risk analysis before major events; • analyse various cases of public order management during major events and summarise relevant lessons learned; • formulate more efficient police measures and operations during major events. • examine Public Private partnership possibilities.	According to his mandate established by Council Decision 681/JHA/2005, par.5, CEPOL is tasked to support and develop a European approach in the maintenance of law and order and public security.
61	*Leadership, Learning, Training and Language development*	EU Leadership development	EU Law Enforcement Leadership	tbd	tbd	100,000	37,000	137,000	Senior law enforcement leaders	To develop strong joint EU leadership culture	To be specified after the work of the expert group finishes; could have two segments - leadership & language development	According to his mandate established by Council Decision 681/JHA/2005, par. 6 (2), par. 7 (a) and (i), CEPOL is tasked to provide training sessions for senior police officers and to enable them to acquire relevant language skills.

No	Category	Topic	Title	Days	Parti-cipants	Course	Flights	Both	Target Group	Aim	Learning outcomes	Justification
						Budget						
62	*Leadership, Learning, Training and Language development*	Train the Trainers	Train the Trainers Step 1	4	20	17,600	9,000	26,600	Nationally competent trainers/experts and police officers who want to increase their competences towards training, group working and understanding diversity in a multicultural training/working environment.	To train trainers in order to enable them to implement modern delivery methods and blended learning techniques and to ensure good quality of police training in the EU MS and in the CEPOL activities.	• organise effective European/CEPOL learning environments; • identify and clarify the benefits of diversity in CEPOL and in European learning communities as well as to organise the learning process • facilitate and moderate learning processes by implementing appropriate learning methods and coaching; • review opportunities for continuous quality improvement during the course. • analyse their applicability in the learning environment and make use of it, and encourage participants to access and contribute to the European Learning Network.	According to its mandate established by Council Decision 681/JHA/2005), par. 7 (b), (i) and (h), CEPOL is tasked to provide training for trainers.
63	*Leadership, Learning, Training and Language development*	Train the Trainers	Train the Trainers Step 2	4	20	17,600	9,000	26,600	Nationally competent trainers/experts and police officers who want to increase their competences towards training, group working and understanding diversity in a multicultural training/working environment.	To train trainers in order to enable them to implement modern delivery methods and blended learning techniques and to ensure good quality of police training in the EU MS and in the CEPOL activities.	• organise effective European and CEPOL learning environments, especially regarding the multicultural environment; • identify and clarify the benefits of diversity in CEPOL and in European learning communities as well as to organize the learning process; • evaluate opportunities for continuous quality improvement during the course; • use CEPOL's Learning Management System and knowledge bases.	According to its mandate established by Council Decision 681/JHA/2005), par. 7 (b), (i) and (h), CEPOL is tasked to provide training for trainers.
64	*Leadership, Learning, Training and Language development*	Language development	ENGLISH Language Development: Instruments and Systems of European Police Cooperation	19	28	70,000	12,600	82,600	Senior police officers and senior police staff who are, or will be involved in cross border work or international police co-operation in either operational or educational arenas.	Via language abilities to improve operational cooperation between law enforcement authorities and increase participants' knowledge of European police systems and instruments of cooperation.	• compare and contrast at least three different policing systems within the European context; • demonstrate increased use of police terminology especially the use of legal and technical terms; • Demonstrate increased knowledge of at least three European Union institutions.	According to its mandate established by Council Decision 681/JHA/2005), par. 7 (i), CEPOL is tasked to enable the senior police officers to acquire relevant language skills.

No	Category	Topic	Title	Days	Parti-pants	Budget Course	Budget Flights	Budget Both	Target Group	Aim	Learning outcomes	Justification
65	*Leadership, Learning, Training and Language development*	Language development	ENGLISH Language Development : Instruments and Systems of European Police Cooperation	19	28	70,000	12,600	82,600	Senior police officers and senior police staff who are, or will be involved in cross border work or international police co-operation in either operational or educational arenas.	Via language abilities to improve operational cooperation between law enforcement authorities and increase participants' knowledge of European police systems and instruments of cooperation.	• compare and contrast at least three different policing systems within the European context; • demonstrate increased use of police terminology especially the use of legal and technical terms; • Demonstrate increased knowledge of at least three European Union institutions.	According to its mandate established by Council Decision 681/JHA/2005, par. 7 (i), CEPOL is tasked to enable the senior police officers to acquire relevant language skills.
66	*Leadership, Learning, Training and Language development*	E-learning	Training of webinar educators	4	15	13,200	6,750	19,950	Police educators and training developers, who are competent Internet users and who wish to increase their learning and training toolbox using online webinars.	To train webinar educators to enable them to prepare, implement and organise webinars with expert presenters.	• Identify topics suitable to be delivered in webinars; • Set up a webinar using CEPOL services; • Embed measures to ensure webinar attendees active participation; • Coach experts and presenters preparing and running their contribution; • Run a webinar and monitor experts' and attendees' online activities; • Evaluate webinars; • Report webinars products and outcomes.	According to its mandate established by Council Decision 681/JHA/2005, par. 7 (h), CEPOL is tasked to develop electronic network in order to provide back-up for CEPOL.
67	*Research and Science and crime prevention*	Police Research and Police Science	CEPOL Annual European Police Research and Science Conference	3	100	66,000	45,000	111,000	Police academies and academics from universities and research institutions. Senior Police Officers engaged in police practice, science, research, training and transfer of scientific knowledge into police practice; Scholars and practitioners from various disciplines contributing to police science from a European perspective	To facilitate and foster a stimulating intellectual environment focusing on new scientific findings, ongoing research projects and challenges for police and policing lying ahead.	• findings of new specific research projects and the latest developments in police science with an emphasis of the European dimension • methods of analysis of emerging police issues and relevant trends in society • international standards of knowledge production and distribution in the field of police science and research. With a (non-exclusive) emphasis on European issues, projects and insights, sharing of new evidence-based knowledge is as well as part of the event as the invitation of new perspectives and encouragement of critical debate. To serve as an established forum of bringing together ideas and perspectives of police practitioners and academic scholars alike	According to it's mandate established by Council Decision 681/JHA/2005, par. 7 (d), CEPOL is tasked to disseminate best practice and research findings.

No	Category	Topic	Title	Days	Parti-cipants	Course	Flights	Both	Target Group	Aim	Learning outcomes	Justification
						Budget						
68	*Research and Science and crime prevention*	Community Policing	Community policing	3	28	18,480	12,600	31,080	Senior police and expert officers involved in organizing missions of prevention and communication. To oversee the implementation of a strategy of reconciliation between police and population.	To improve the dialogue through prevention devices developed by the police for the benefit of population.	Understand and control all existing systems and their interaction with local partners.	To strengthen mutual trust between police and population.
69	*Fundamental Rights*	Hate crime	Management of Hate Crimes	4	28	24,640	12,600	37,240	Law enforcement officials involved in hate crime / hate speech investigation.	To provide law enforcement officials with up-to-date information in identifying hate crimes / hate speech and in taking appropriate actions to investigate these crimes.	• realise that hate crime victimisation is a serious problem • identify the unique features of hate crimes and understand the devastating trauma of hate crimes • use critical thinking skills to synthesise historical information and relate it to their own culture's ethnic/gender perception • identify the typically target groups: African, Jews, new immigrants, lesbians, gay • identify options they can take to reduce and prevent hate crimes • discuss the investigative strategies and collection and preservation of evidence • examine the types of hate speech listed in the EU Framework Decision on racism and xenophobia and their constituent elements in the light of freedom of expression	The Council Framework Decision 2008/913/JHA of 28 November 2008 on combating certain forms and expressions of racism and xenophobia by means of criminal law, defines a common EU-wide criminal law and criminal justice approach to combating racism and xenophobia, as well as the anti-discrimination. The Justice and Home Affairs Council adopted conclusions on combating hate crime in the EU at its meeting on 6 December 2013. The Council invited CEPOL to continue its efforts to counter hate crime and highlighted the importance of training for practitioners coming into contact with victims of hate crime in order to increase their awareness of the needs of victims of hate crime and to enable them to deal with these victims in a respectful and professional manner, inter alia with a view to facilitate reporting of this type of crime.
70	*Fundamental Rights*	Fundamental Rights	Fundamental Rights and Police Ethics - Step 1	4	28	24,640	12,600	37,240	Senior police officers and trainers involved in the practice, training and/or promotion of integrity, ethics and fundamental rights in policing and managing diversity.	To raise awareness about the importance of ethical behaviour in day to day police work and to enhance the integration of diversity issues into police management.	• explain the importance of a personal integrity in policing; • describe the scientific approach to measuring personal integrity and awareness of the importance of integrity within the police; • explain the relation between integrity, ethics and human rights; • discuss experiences within the European police services and police education	Based on communication from the Commission - Strategy for the effective implementation of the Charter of Fundamental Rights by the European Union (COM(2010) 573 final - 19.10.2011) CEPOL should address training in tit's field. According to it's mandate established by Council Decision 681/JHA/2005, par.6 (3), CEPOL is tasked to provide appropriate training with regard to respect for democratic safeguards.

No	Category	Topic	Title	Days	Parti-pants	Budget Course	Budget Flights	Budget Both	Target Group	Aim	Learning outcomes	Justification
71	*Fundamental Rights*	Fundamental Rights	Management of Diversity - Step 2	4	28	24,640	12,600	37,240	Senior police officers and trainers involved in the practice, training and/or promotion of integrity, ethics and fundamental rights in policing as well as managing diversity.	To raise awareness about the importance of ethical behaviour in day to day police work and to enhance the integration of diversity issues into police management.	• compare and compare police approaches and policies among Member States; • identify and analyse the risks, dilemmas, challenges and advantages of managing diversity within and outside of Police; • define the key role of the police in managing diversity; • reflect on professional duty and role in managing diversity	Based on communication from the Commission - Strategy for the effective implementation of the Charter of Fundamental Rights by the European Union (COM(2010) 573 final - 19.10.2011) CEPOL should address training in tit's field. According to it's mandate established by Council Decision 681/JHA/2005, par.6 (3), CEPOL is tasked to provide appropriate training with regard to respect for democratic safeguards.
72	*EU Policy Cycle (2014-2017)*	Trafficking in Human Beings	Presidency conference (Luxembourg)	3	45	31,050	19,800	50,850	TBD	TBD	TBD	TBD
73	*Maintenance of law and order and public security*	Public order	Mons, European Capital of Culture 2015 – Urban Security Challenges	4	30	27,600	13,200	40,800	Police officers in charge of command during major events operations	To deepen the knowledge and increase the competences of participants on the level of security requirements for large scale events and of cross-border cooperation in that context, in line with EU recommendations	• understand the reference framework in different countries • assess specific security issues linked to major events • analyse the relevance of setting up joint (international) teams during major events • use relevant technologies to facilitate crowd management • integrate community policing/ Intelligence Led Policing approach in his/her crowd management plans • organise the coordination between public order and judiciary police tasks • exchange intensively with European experts in the field	EU Internal Security Strategy states that progress should be made the development of cooperation framework to improve security and safety at major and mass international events. Large scale events require the police to adapt their behaviour to specific issues and challenges of different type of crowds. This training will provide a unique opportunity to actively observe and take part in the policing aspects of the event "Mons, European Capital of Culture 2015". The event boasts a successful collaboration between the Belgian Police and the French gendarmerie public order services and will concretely illustrate the efficiency of joint interventions.
74	*Counter Terrorism*	Airport Security	Airport Security	3	30	20,700	13,200	33900	Senior Officers with responsibility for security at major airports and international hubs	Raise awareness on security and best practice	• Discus strategy modules of security at Airports and major hubs; • Identify threat assessment models and measures; • recognise best practice in the EU; • describe cooperation possibilities with private partners; • recognise effective planning strategies.	According to its mandate established by Council Decision 681/JHA/2005, art. 5 – CEPOL is tasked to support and develop a European approach in the maintenance of law and order and public security. ▯ Council resolution on the creation of a European network of airport law enforcement services (AIRPOL) – Resolution following the Justice and Home Affairs Council meeting held in Brussels on the 2nd and 3rd December 2010

No	Category	Topic	Title	Days	Parti-cipants	Budget			Target Group	Aim	Learning outcomes	Justification
						Course	Flights	Both				
75	*Research and Science and crime prevention*	Dealing with victims	Developing a policing system for effective work with victims	3	30	20,700	13,200	33,900			Withdrawn as per Decision 21/2015/GB	
76	*Leadership, Learning, Training and Language development*	Intelligence-led policing	Strategic Intelligence Analysis	4	30	27,600	13,200	40,800			Withdrawn as per Decision 21/2015/GB	
87	*Special Law Enforcement Techniques*	False documents	Detecting false documents – new trends and technologies	3	28	18,480	12,600	31,080	Law enforcement specialists for detecting false documents	Improve the capacities for sharing expertise how to detect falsified documents	• Recognise the recent trends in the field of false documents • Analyse new technologies entering in the document manufacturing and in the document control • Identify new technologies such as biometry or other specials security features • Discuss traditional security features, electronic features • Identify and promote best practice and expertise;	Proposal from Italy: New technologies applied for all types of documents have huge impact on the area of false documents; including its link to illegal immigration which is an EU Policy Cycle priority for 2014-2017. The importance of the topic has accelerated due to the illegal migration crisis in the second half 2015.

No	Category	Topic	Title	Days	Parti-pants	Course	Flights	Both	Target Group	Aim	Learning outcomes	Justification
						Budget						
88	*Special Law Enforcement Techniques*	Victim identification	Disaster victim identification – practical pilot workshop	5	28	45,800	12,600	58,400	Law enforcement practitioners (investigators or forensics) with experience on dealing with human remains and identification process, and knowledge of Interpol DVI Forms	Harmonise and enhance knowledge on disaster victim identification	• Define DVI main duties and core tasks and explain its principles; • Recognise the investigative process that needs to take place in the scene, in any place of interest outside of the scene and in the mortuary following an incident that results in fatalities; • Define team roles and responsibilities as well documentation including administration and national / international coordination for all personnel involved in the operation; • Apply the Interpol Identification Standards; • Identify the risks of misidentification and to distinguish any errors made by any persons involved in the identification process; • Display an awareness of the sensitivities required when dealing with relatives and friends and to communicate information to relatives and friend in an appropriate way;	Proposal from Belgium and in line with expert group recommendation (to be implemented as a pilot course): Major disasters or terrorist attacks require coordinated effort by the international community in order to speed up the victim recovery and identification process. Proposal is in line with recommendations made by the CEPOL DVI expert group. The importance of the topic accelerated due to the terrorist attacks during 2015 and humanitarian aspect of the ongoing migration crisis (victims).
89	*EU Policy Cycle (2014-2017)*	Illegal immigration	Policing the impact of migration	4	28	24,640	12,600	37,240	Law Enforcement Officials involved in illegal immigration area	Transfer the conclusions of the ministerial meeting /high level conference on migration into practice for the police forces	• Share the knowledge of EU initiatives in the area of migration • Discuss the recent trends and changes in legislations • Distinguish between different forms of migration, its causes and consequences • Recognise the routes used for migration on the EU external borders • Evaluate the measures taken in order to diminish the migratory pressure along the EU's external borders • Understand how to deal with the high-volumes of arrivals and examine relocation, repatriation and resettlement possibilities • Identify the latest trends related to migration and policing challenges on operational level	Proposal from CEPOL: During the second half 2015 the migration management has emerged as a critical political, humanitarian and economic issue. Following the high-level European Union conference on migration organised by Hungary, CEPOL on the basis of the outcomes of the Conference was tasked to implement a 2 steps Workshop on operational implementation of political guidelines as far as they relate to the policing.
90	*EU Policy Cycle (2014-2017)*	Illegal immigration	Migration flows – high level seminar with WB focus	3	40	26,400	18,000	44,400	High level (senior) law enforcement officers responsible for police response to migration pressure	Improve coordinated response to migration flow and collaboration between the police forces of the EU and non EU countries	• Analyse the possibilities and practices of police forces to handle high volumes of migrants within their territories • Discuss the opportunities for close cooperation between the countries prior to entering the Schengen area • Evaluate the ways of tackling the migrant groups on their route to the destination countries, before and after entering the EU	Proposal from CEPOL: During the second half 2015 the migration management has emerged as a critical political, humanitarian and economic issue. There is a dynamic political development having impact on policing in the EU.

No	Category	Topic	Title	Days	Parti-pants	Budget Course	Budget Flights	Budget Both	Target Group	Aim	Learning outcomes	Justification
91	*EU Policy Cycle (2014-2017)*	Illegal immigration	Organised crime groups behind illegal immigration – seminar with WB focus	3	40	26,400	18,000	44,400	Investigators dealing with cross-border OCGs facilitating illegal immigration	Improve operational cooperation in fighting OCGs facilitating illegal migration	- Analyse the investigation opportunities linked to various routes for facilitation of illegal migration - Identify further potential for improvement of cross-border investigations on OCG involved in illegal migration - Share information about the recent modus operandi and smuggling of migrants - Identify potential for cooperation with countries outside the EU - Establish contact to counterparts from Thirds Parties, particularly to neighbouring countries - Utilize the products and services offered by Europol and Eurojust, mainly for information exchange, analytical support and JITs	Proposal from CEPOL: During the second half 2015 the migration management has emerged as a critical political, humanitarian and economic issue. There is a dynamic political development having impact on policing in the EU.
92	*EU Policy Cycle (2014-2017)*	Illegal immigration	Migration flows – seminar with Mediterranean focus	3	28	19,800	12,600	32,400	Law enforcement officers responsible for police response to migration pressure	Improve coordinated response to migration flow and collaboration between the police forces of the EU and non EU countries	- Analyse the possibilities and practices of police forces to handle high volumes of migrants within their territories - Discuss the experiences applying multi-agency and administrative approaches - Effective communication on policing actions - Evaluate the ways of tackling the migrant groups on their route to the destination countries, before and after entering the EU	Proposal from CEPOL: During the second half 2015 the migration management has emerged as a critical political, humanitarian and economic issue. There is a dynamic political development having impact on policing in the EU.

Annex 4   List of webinars for 2015: Outcomes of the Webinar Needs Analysis 2015

Ref. No	Title	Aim	Target Group	Organiser	Proposed by
	EU Policy Cycle				
1	EU Financial Support to EMPACT – up-date on the process no. 1	Advice EMPACT participants in general and applicants/beneficiaries in particular on implementing the EMPACT Grants awarded under the EMPACT Delegation Agreement with particular reference to rules, reporting and audit.	Restricted to experts involved in EMPACT (law enforcement only)	Europol	Europol
2	EU Financial Support to EMPACT – up-date on the process no. 2	Advice EMPACT participants in general and applicants/beneficiaries in particular on implementing the EMPACT Grants awarded under the EMPACT Delegation Agreement with particular reference to rules, reporting and audit.	Restricted to experts involved in EMPACT (law enforcement only)	Europol	Europol
	Illegal immigration				
3	Illegal Immigration	Following OAP 2015	Following OAP 2015	CEPOL	EMPACT
	Trafficking in Human Beings				
4	Cooperation Between THB Investigators and Specialists on Money Flows	To contribute to the specific focus of the EMPACT group on the enhancement of cooperation between THB investigators and specialists on money flows.	THB investigators and money flow specialists	CEPOL	EMPACT
5	Child Trafficking	T.b.c.	T.b.c.	CEPOL	EMPACT
6	EU Anti-Trafficking Coordinator	T.b.c.	T.b.c.	CEPOL	CEPOL
	Counterfeit goods				
7	Fake Pharmaceutical Products	Following OAP 2015	Following OAP 2015	CEPOL	EMPACT
8	Provisional title: Use of Asset Recovery Tools in Investigations of Counterfeiting (Title t.b.c.)	Following OAP 2015	Following OAP 2015	CEPOL	EMPACT
9	Counterfeit Food: Investigation Tools	To raise awareness on investigation tools against the counterfeit food.	Investigators involved in the field of fight against counterfeit food.	IT	IT
	Excise Fraud				
10	Excise Fraud	Following OAP 2015	Following OAP 2015	CEPOL	EMPACT
	MTIC fraud				
11	MTIC fraud	Following OAP 2015	Following OAP 2015	CEPOL	EMPACT
	Synthetic drugs				
12	Introduction to Synthetic Drugs and Illicit Synthetic Drug Laboratories	To raise awareness on dismantling of illicit drug laboratories.	Police and law enforcement officers in the EU, specifically targeting on prospective participants to the CEPOL residential activities 'Illicit Laboratory Dismantling: Advanced' (09/2015) and 'Illicit Laboratory Dismantling: Follow-Up' (10/2015).	CEPOL	CEPOL/Europol

Ref. No	Title	Aim	Target Group	Organiser	Proposed by
13	Provisional title: New Psychoactive Substances / Precursors and Pre-precursors (Title t.b.c.)	To enhance awareness amongst EU LE officers of the effects and availability of NPS; or Percursors / Pre-precursors in Europe and the implications for police work	Law enforcement officers working in the field of drugs	CEPOL	EMPACT
	Cocaine and Heroin				
14	Cocaine	Following OAP 2015	Following OAP 2015	CEPOL	EMPACT
15	Heroin	Following OAP 2015	Following OAP 2015	CEPOL	EMPACT
	Cybercrime - card fraud				
16	Provisional title: Cybercrime Card Fraud 1 (Title t.b.c.)	Following OAP 2015	Following OAP 2015	CEPOL	EMPACT
17	Provisional title: Cybercrime Card Fraud 2 (Title t.b.c.)	Following OAP 2015	Following OAP 2015	CEPOL	EMPACT
	Cybecrime - Child sexual expoitation				
18	Provisional title: Sexual Exploitation Children Online 1 (Title t.b.c.)	Following OAP 2015	Following OAP 2015	CEPOL	EMPACT
19	Provisional title: Sexual Exploitation Children Online 2 (Title t.b.c.)	Following OAP 2015	Following OAP 2015	CEPOL	EMPACT
	Cyber attacks				
20	Cyber Attacks	Following OAP 2015	Following OAP 2015	CEPOL	EMPACT
21	Cybercrime: Actual Trends	To raise awareness on new trends and aspects of cybercrime, share information about cyber- attacks and about LEA procedures & steps to fight cybercrime.	Police officers dealing with cybercrime & teachers, trainers and educators at police colleges/academies/schools.	CZ	CZ
	Firearms				
22	Firearms	Following AOP 2015	Following AOP 2015	CEPOL	EMPACT
	Organised property Crime				
23	Organised property Crime	Following AOP 2015	Following AOP 2015	CEPOL	EMPACT
	Other Organised Crime				
24	Mobile Organised Crime Groups (in French)	To provide a general overview of the operating procedures of mobile organised crime groups and to emphasise European police cooperation about MOCG's on a national level.	Investigators involved on fight against MOCG, police officers facing the growth of MOCG related crimes and cadets of police academies and police colleges	FR	FR
25	Illegal Waste Shipment Countermeasures	Tp provide an overview on illegal waste shipment alongside possible development of counterstrategies and their EU wide relevance.	Police and law enforcement officers in the EU.	CEPOL	DE
26	Tackling OMCG (Outlaw Motorcycle Gangs): Integrated Approach	To provide an overview on Outlaw Motorcycle Gangs, law enforcement counterstrategies and their EU wide relevance.	Police and law enforcement officers in the EU.	CEPOL	DE

Ref. No	Title	Aim	Target Group	Organiser	Proposed by
27	Fraud and Money Laundering	Raise awareness and exchange of information, experience, good practices on different modi operandi of the topic of fraud and money laundering. Objectives are following: 1. Analyse and exchange information, experience, good practices on different modi operandi. 2. Cooperation with experts between different countries 3. Provision of up-to-date information on Economic crime: criminal picture, organised criminal groups.	Authorities responsible for economic crime (prevention) such as like customs, banks, prosecutors, police departments on an operational level.	GR	GR
28	Financial Investigations	T.b.c.	T.b.c.	CEPOL	DK
28	Protected Species and Mistreatment of Animals	Raise awarenes of the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES).	Police officers and constables involved in the prevenction and investigations against environmental crimes	IT	IT
30	Wildlife Trafficking	T.b.c.	T.b.c.	CEPOL	European Commission
31	Illegal Gambling and Organised Crime	To share knowledge and documents collected during the Italian Presidency seminar of 2014 as well as to to disseminate and discuss the guidelines adopted by the European Council.	Experts involved in investigations on illegal gambling and organised crime.	IT	IT
	Counter Terrorism				
32	Foreign Fighters and Islamic State (IS)	T.b.c.	T.b.c.	CEPOL	UK
	Special Law Enforcement Techniques				
33	Practical Implementation of Swedish Initiative	T.b.c.	T.b.c.	CEPOL	CEPOL
34	Social Media in Law Enforcement	Raise awareness on how to use social media for law enforcement focusing on caution about possible dangers or problems regarding its use.	T.b.c.	FR	FR
35	Facebook as a Tool for Investigations	T.b.c.	T.b.c.	CEPOL	CEPOL
36	Fingerprint as a Means of Identification.	Raise awareness on fingerprints as a means of identification and to point out the different aspects and fields in which it can be applied.	Every police officer involved either in fingerprinting or generally in combating crime.	GR	GR
37	Collecting Biological Evidence from a Crime Scene	Raise awareness on the tools and methods used for collecting biological evidence from a crime scene with the following objectives: 1. distinguish methods and rules that apply in the investigation of a crime scene; 2. compose an overview of tools and appliances used to detect biological material such as blood and sperm on a crime scene; 3. examine methods to collect samples destined for DNA analysis, such as swabing and taping; 4. select of samples as well as identify the most efficient sampling approach to help solve a case.	Crime scene investigators involved in the collection of DNA samples as well as DNA experts	GR	GR

Ref. No	Title	Aim	Target Group	Organiser	Proposed by
38	Suggestibility and False Confessions: Potential Risks in Investigative Interviewing	The webinar will reveal psychological aspects of suggestibility in human memory and false confessions. Objectives: given a webinar's presentation, the participants will identify the factors that makes human memory vulnerable to suggested recollections; they will be introduced with the psychology of false confessions to the criminal acts; they will be able to consider the possible risks of suggested memories and false confessions in investigative interviewing of crime victims, eyewitnesses or suspects.	Criminal police officers	LT	LT
	EU Police and Judicial cooperation and networks				
39	Follow-up on Foreign Fighters	T.b.c.	SIS II users, SIRENE officers, police officers and border police	CEPOL	European Commission
40	Biometrics in SIS	T.b.c.	SIS II users, SIRENE officers, police officers and border police	CEPOL	European Commission
41	Refusal of Entry Alerts and Related Procedures	T.b.c.	SIS II users, SIRENE officers, police officers and border police	CEPOL	European Commission
42	Provisional title: Joint Investigation Teams and JITS Network Secretariat (Title t.b.c.)	T.b.c.	Police officers and magistrates from EU Member states involved in the investigation of serious crime who can potentially become involved in a JIT.	CEPOL	Eurojust / JITs Network Secretariat
	External dimension of the area of Freedom, Security and Justice				
43	Police Cooperation Convention for Southeast Europe (PCC SEE)	To raise awareness of the PCC SEE, its provisions and operationalization as a tool for operational police cooperation.	Police and other law enforcement officers; top and middle level law enforcement management; prosecutors, legal experts and advisers, data protection agencies; educators, trainers and teachers working in law enforcement education/training	CEPOL	DCAF Ljubljana / PCC SEE
	Maintenance of law order and public security				
	Leadership, learning, training and language development				
44	Police Human Resources Management in a Diverse Society	The aim of the activity is to raise awareness on human resource management processes and sharing of good practices in the police, aiming at assisting in the building of modern human capital.	Representatives of Human Resource Departments and executives from the Police of European countries.	CEPOL	PL
45	Training Methods in the 21st Century	The aim of the webinar is to present new methods in training of police officers, new trends of education of new police officers.	Target audience are police instructors at all levels of police structures, police officers dealing with training and education at police schools.	CZ	CZ

Ref. No	Title	Aim	Target Group	Organiser	Proposed by
46	Integrative Practice of Language Skills and Schengen Related Policing Concepts	Raise awareness on the application of the four-skills-method as an integrative approach to teach English for Specific Puposes (ESP).	Police officers, police english language trainers	RO	RO
47	Use of CEPOL's Online Learning Modules	Raising awareness on CEPOL's online learning modules and their use in training activities. Objectives: 1. Identify suitable topics and target audiences for modules. 2. Identify knowledge landscapes with content experts. 3. Assess the added value of incorporating modules into existing training.	Police educators and training developers, who are competent Internet users and wish to increase their learning and training toolbox using online learning modules.	GR	GR/DCAF
48	Organising CEPOL Webinars	To give information about organising CEPOL webinars and on how to deliver them in the most effective way. The webinar also informs the attendees about webinar application procedures and available supporting tools, templates and resources.	Police and Law Enforcement, JHA agencies, Universities, Trainers, Educators, Researchers, Judicials.	CEPOL	CEPOL
49	LMS use for CEPOL residential activities: Course Image 7.0	To raise awareness about CEPOL's online support to residential courses through the Moodle Learning Management System (LMS) in general and the course template 'Course Image vesrion 7.0' in particular. Each stage of the course (preparation, pre-course, course implementation, post-course) will be covered in detail as well as where additional support can be found for course managers, trainers, e-Net managers and other educators.	Course Managers and prospective trainers for CEPOL 2015 residential activities, e-Net Managers of Member States and partner JHA Agencies, educators/LMS administrators on national/organisational level.	CEPOL	CEPOL
50	Leadership and Police Performance	To raise awareness on the relation between different leadership styles and the performance of a police organisation.	Senior Police Officers in Members States of CEPOL	CEPOL	DE
	Research and science, prevention				
51	Collecting DNA Samples for Analysis	Raise awareness on the tools and methods used for collecting samples from items for analysis at a Forensic DNA Lab. Objectives: 1. Analyse Methods and Rules that apply in the handling of evidence 2. Compose an overview of tools and appliances used to detect biological material such as blood, sperm and maybe epithelial cells. 3. Examine methods to collect samples destined for DNA analysis, such as swabing, taping, vacuuming. 4. Identify the most efficient sampling approach to help solve a case.	Scientific lab personel and technicians involved in the collection and analysis of DNA samples	GR	GR
52	Fight Against Drug Addiction	Provide information about tackling of drug addiction and the psychoactive effects.	Law enforcement officers and experts involved in the fight against drugs	FR	FR
	Fundamental Rights				
53	Police Ethics and Fundamental Rights	To raise awareness on the importance of ethical behaviour in police work, To promote integrity, ethics and integration of diversity into police management	Police officers involved in the practice, training and/or promotion of integrity, ethics and human rights in policing as well as managing diversity.	FR	FR/PL
54	Victim Protection in Practice	To raise awareness about the EU level standards for victim support and protection, exchange promising practices in the field; and to discuss how law enforcement can work together with victim support services providing essential help to victims of crime at the earliest stage possible.	Police and law enforcement officers in Europe.	FR/CEPOL	FRA

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55	Hate Crime Indicators: How to Recognise Bias Motives in Practice	To discuss concrete steps how hate crimes can be recognised in practice, thereby ensuring that bias motive is taken into account in the process of investigation. Raise awareness on reasons why victims of hate crime often do not report the most serious cases of violence and what can be done to build victims' trust and encourage reporting.	Police and law enforcement officers in Europe.	CEPOL	FRA
56	Effective Strategies to Address Violence Against Women	To raise awareness about different forms of gender based violence - from physical violence to sexual harassment and stacking - and exchange promising practice examples on how violence against women can be addressed at the level of law enforcement.	Police and law enforcement officers in Europe.	FR/CEPOL	FRA/MT
57	Diversity and Non-Discrimination	To raise awareness about different forms of discrimination, discuss challenges within police services and exchange promising practices.	Police and law enforcement officers in Europe.	CEPOL	FRA
58	LGBTI and Law Enforcement	To raise awareness about the violence and discrimination experiences by gay, lesbian, bisexual, transgender and intersex (LGBTI) persons and discuss how these can be better addressed in the police work	Police and law enforcement officers in Europe.	CEPOL	FRA
59	Child Protection Systems and What This Means for Police Work	To inform about key components of child protection systems, with particular focus on child victims of trafficking in human beings; and discuss challenges for law enforcement	Police and law enforcement officers in Europe.	CEPOL	FRA
60	Apprehension of Irregular Migrants: Dos and Don'ts	To raise awareness about fundamental rights safeguards that should be considered when apprehending irregular migrants	Police and law enforcement officers in Europe.	CEPOL	FRA
61	Roma Integration and Challenges for the Police Work	To raise awareness about challenges experienced by Roma communities in different EU Member States and discuss how these can be best taken into account in the police work	Police and law enforcement officers in Europe.	CEPOL	FRA
62	Severe Forms of Labour Exploitation	To raise awareness about criminal exploitation of the work of EU and non-EU migrants; and discuss how these crimes can be effectively addressed by law enforcement, ensuring that these crimes are detected and reported, and victims' have effective avenues to access justice	Police and law enforcement officers in Europe.	CEPOL	FRA