

# TRAINING CATALOGUE 2020

Call for Proposals for Grant Agreements for the Implementation of CEPOL **Residential Training Activities** in 2020 restricted to CEPOL Framework Partners

04 July 2019

The Training Catalogue has been developed in accordance with CEPOL's Preliminary Work Programme 2020<sup>1</sup> for the purpose of providing applicants of the Grant Application Procedure with the relevant information and requirements concerning the residential training activities for 2020.

The catalogue includes the activities falling into the thematic categories approved by the CEPOL Management Board in the 6<sup>th</sup> CEPOL Management Board Meeting 21-22 May 2019 in Bucharest, Romania<sup>2</sup>.

Emphasis is given to the main themes and key security challenges in accordance with the objectives of CEPOL<sup>3</sup>, priorities<sup>4</sup> formulated by the Council of the European Union for the fight against serious and organised crime (2018-2021), as well as with the key documents such as the European Law Enforcement Training Scheme (LETS)<sup>5</sup>, read in conjunction with the European Agendas on Security<sup>6</sup> and Migration<sup>7</sup> respectively, the European Union Counter-Terrorism Strategy<sup>8</sup>, and the Cybersecurity Strategy<sup>9</sup> considered as *de facto* a new European law enforcement training policy framework.

## DESCRIPTION OF EACH ACTIVITY:

The training catalogue provides a description of each residential activity. For each activity the catalogue includes the following details:

**Number and Title** of the activity

**Category and sub-category** – the category reflects the objectives of CEPOL, whereby the sub-category further specifies the area.

**Specific provisions** of the call:

1. **SET** – Some activities are offered as a set (group of two activities), thus they are not available as single activities. These sets are established to ensure continuity and a common approach to implementation. Consortia are encouraged to apply for the sets which will be given a common grant.

<sup>1</sup> Management Board Decision 33/2018/MB on the CEPOL Single Programming Document 2020-2022 adopted by the Management Board on 20/11/2018

<sup>2</sup> Written procedure on the "Proposed CEPOL Residential Activities in 2020", approved on 26 June 2019.

<sup>3</sup> Regulation (EU) 2015/2219 of the European Parliament and of the Council on the European Union Agency for Law Enforcement Training (CEPOL) and replacing the repealing Council Decision 2005/681/JHA

<sup>4</sup> Council conclusions 9450/17 on setting the EU's priorities for the fight against serious and organised crime between 2018 and 2021

<sup>5</sup> Communication from the Commission to the European Parliament, The Council, the European Economic and Social Committee and the Committee of the Regions "Establishing a European Law Enforcement Training Scheme", COM(2013) 172 final, Brussels, 27.03.2013

<sup>6</sup> Communication from the Commission to the European Parliament, The Council, the European Economic and Social Committee and the Committee of the Regions 'The European Agenda on Security', COM(2015) 185 final, Strasbourg 28.04.2015

<sup>7</sup> Communication from the Commission to the European Parliament, The Council, the European Economic and Social Committee and the Committee of the Regions 'The European Agenda on Migration', COM(2015) 240 final, Brussels 13.05.2015

<sup>8</sup> Council of the European Union, 14469/4/05 REV 4, Brussels, 30 November 2005

<sup>9</sup> Joint Communication to the European Parliament, The Council, the European Economic and Social Committee and the Committee of the Regions 'Cybersecurity Strategy of the European Union: An Open, safe and Secure Cyberspace', JOIN/2013/01 final, Brussels, 7.2.2013

2. **JOINT ACTIVITY** – Certain activities CEPOL jointly implements and finances with other EU Agencies such as Europol, eu-LISA and EUIPO. In these activities, specific provisions and application rules apply in terms of content design, implementation and financing. For details please see the Annex 4 Application form section “Notes – specific circumstances”. Please also see the red notes on the course description pages.
  3. **IMPACT** – EU Policy Cycle activities represent CEPOL’s contribution to the Operational Action Plans 2020 and complement other operational actions in the OAPs by addressing the training needs within each priority. It is imperative to ensure smooth and efficient cooperation with the respective Drivers of the EU Policy Cycle priority (IMPACT Driver).
- CURRICULLUM** – a curriculum approved by the CEPOL Management Board must be followed when designing the activity.
4. **COOPERATION** – specific external partners as mentioned (ENFSI, EJTN) who shall be approached at the stage of application to offer them their involvement in the design and delivery of the training activity. In case of COOPERATION the applicant Framework Partner remains fully responsible for content development and implementation however the cooperating partner (EJTN, ENFSI) offered support shall be – as much as reasonable – utilised.
  5. **SUPPORT** – CEPOL external partners will be invited to express their availability to provide support in terms of expertise in line with their mandates. An overview will be provided to all Framework Partners by 27 September 2019. It is obligatory to involve them in the activity in accordance with the specification provided by the external partner, usually in the format of supporting the activity with suitable experts.
  6. **RESERVE ACTIVITIES** – 6 residential activities are offered as reserve activities. Training activities in the reserve list shall be applied in the same manner as normal grant activities. These activities will be implemented only if financial resources are available in 2020. If financial resources are available, CEPOL will contact the winners of the grant application procedure and offer a grant.
  7. **TESTING** – testing shall be applied as a mandatory measure in indicated activities. The test (formative or summative) shall be designed and implemented by the activity manager. Testing of activities consisting of two steps may be combined by activity managers; however, in this case, it is paramount to ensure that testing covers both steps of the training activities. Application of testing is mandatory only in those cases where it is specifically indicated in the training catalogue.

In non-mandatory cases activity managers decide whether to apply testing or not. Nevertheless CEPOL encourages the application of testing as an educational measure.

**Duration** – this indicates the requirement for the minimum number of training days for residential activities, whereby a regular training day starts at 09:00 and finishes at 17:00, except of the last day which may be shortened for the purpose of return travel. The arrival day is not counted in the number of training days.

**Minimum number of participants** – this indicates the requirement for the minimum number of participants for the residential activity for which the applicant shall propose the budget. Participants shall come from various law enforcement agencies (police, customs, border

guards, etc.) in order to provide for the expanded target group. In addition to the minimum number of participants for which the costs are covered by CEPOL grant, the applicant shall allow participation of self-payers to be invited from entities with whom CEPOL has a cooperation agreement or working arrangement (candidate countries, associated countries, etc.), EU bodies can benefit from training activities at their own cost on the basis of provisions of CEPOL Regulation, particularly article 2.1.

A limited number of participants from certain third countries can benefit from residential training activities at CEPOL cost<sup>10</sup>. Those, third country participants, are not supposed to be included in the initial financial proposal of the call (Annex 7).

**Maximum budget** - this indicates the amount in EUR offered by CEPOL as a grant, thus 95% of eligible costs. This is the maximum offered amount of a grant. Applicant may benefit from budget flexibility clause up to 10 % of the maximum budget as described under the awarding criteria of the Call for Proposals.

### Target Group, Aim and Learning Outcomes<sup>11</sup>

**Technical requirements**, if relevant.

## IMPORTANT NOTES

- 1) **Fundamental Rights and gender equality** must be addressed in all activities as an integrated part of training for Law Enforcement officers though they have not been included in the aim/learning outcomes of the individual activities. Particular attention shall be dedicated to:
  - a. Protection of victims of crime
  - b. Protection of vulnerable groups

When developing an application the applicant should include an explanation how Fundamental Rights are taken into consideration.

- 2) **Prevention** shall be addressed as a horizontal element for relevant activities. Reactive and preventive aspects shall be integrated into the content proposals.
- 3) In this training catalogue only activities offered for grant applications are listed. Please note that the description of the activities directly implemented by CEPOL are not given in this catalogue:
  - Cybercrime activities (25-41/2020)
  - Non-cyber ISO activities (05/2020, 13/2020, 20/2020)

Activities related to **Counter-Terrorism** and **Union Missions** are planned to be designed by the respective pilot CEPOL Knowledge Centres.

- Counter-Terrorism activities - to be designed by the CEPOL Knowledge Centre Counter-terrorism

<sup>10</sup> Decision of the Executive Director 32/2017/DIR on the participation of certain Third Countries at CEPOL residential activities.

<sup>11</sup> Target group, aim learning outcomes/objectives can be refined by the applicant in its application (see Annex 5 Application Guide).

- Planning and command of Union Missions activities - to be designed by the CEPOL Knowledge Centre Missions
- 4) All training activities shall be organised in a **suitable, secure training environment**, attendants shall be **accommodated in adequate facilities meeting international standards**. Moreover, it is the responsibility of the successful applicant to indicate in the invitation package if classified documents will be used during the activity, whereby the level of security clearance of participants shall be indicated. It is the responsibility of the sending authority to ensure the compliance.

## CATEGORIES:

### **1-Serious and organised crime**

- EU Policy Cycle in general
- Trafficking in Human Beings
- Drug Crimes
- Facilitation of Illegal Immigration
- Trafficking and Illicit Use of Firearms and Explosives
- Document Fraud
- Criminal Finances and Money Laundering
- Excise and MTIC Fraud
- Environmental Crime
- Organised Property Crime
- Other crime areas

### **2 – Cyber related crime**

### **3 – Counter-terrorism**

### **4 – Fundamental rights**

### **5 - EU Information Systems & Interoperability**

- Schengen Information System
- Entry-Exit System
- PNR
- Other (e.g. Information exchange)

### **6 - Leadership and other skills**

- Leadership
- Language Development
- Train-the-Trainers
- Other

### **7 - Higher Education and Research**

- Research and Science
- European Joint Master Programme

### **8 - Public order and Prevention**

- Public Order
- Prevention

### **9 - LE Technologies, Forensics and other Specific Areas**

- Forensics
- JITs
- Intellectual Property Rights
- Others (e.g. Analysis, ATLAS)

### **10 – Union Missions**

List of CEPOL residential activities 2020 – available for grant applications					
Ref No 2020	Category		Sub-category	Title	Remark
01/2020	1		Facilitation of Illegal Immigration	Combating facilitation of illegal immigration – EU External border	EMPACT Cooperation EJTN (tbc)
02/2020	1		Facilitation of Illegal Immigration	Organised crime facilitating illegal migration - links to terrorism threat	EMPACT
03/2020	1		Facilitation of Illegal Immigration	Financial investigation linked to facilitation of illegal immigration	EMPACT
04/2020	1		Facilitation of Illegal Immigration	Integrated approach to migration management - policing impact, managing migration challenges together	EMPACT Mandatory testing
06/2020	1		Trafficking in Human Beings	Financial investigations related to Trafficking in Human Beings	EMPACT Cooperation EJTN
07/2020	1		Trafficking in Human Beings	Trafficking in Human Beings - labour exploitation	EMPACT
08/2020	1		Criminal Finances and Money Laundering	Financial investigations	EMPACT Cooperation EJTN
09/2020	1		Criminal Finances and Money Laundering	Money laundering	EMPACT
10/2020	1		EU Policy Cycle - Crim Finance	Financial intelligence and analysis of financial data	EMPACT
11/2020	1		Criminal Finances and Money Laundering	International Asset Recovery	EMPACT
12/2020	1		Criminal Finances and Money Laundering	Cash collectors in money laundering	EMPACT
14/2020	Set	1	Drug crimes	Illicit Laboratory Dismantling – advanced	EMPACT Joint with Europol Mandatory testing
15/2020	Set	1	Drug crimes	Illicit laboratory dismantling - follow up	EMPACT Joint with Europol

List of CEPOL residential activities 2020 – available for grant applications					
Ref No 2020	Category		Sub-category	Title	Remark
16/2020	1		Drug crimes	Synthetic drugs and new psychoactive substances	EMPACT
17/2020	1		Drug crimes	Cannabis, Cocaine, Heroin – production and smuggling	EMPACT
18/2020	1		Trafficking and Illicit Use of Firearms and Explosives	Firearms - strategic aspects inside and with impact on EU	EMPACT
19/2020	1		Organised Property Crime	Organised property crime	EMPACT
21/2020	1		Excise and MTIC Fraud	Missing Trader Intra Community fraud	EMPACT
22/2020	1		Environmental Crime	Environmental crime	EMPACT
23/2020	1		Excise and MTIC Fraud	Excise fraud - investigation	EMPACT
24/2020	1		Excise and MTIC Fraud	Excise fraud – analysis	EMPACT
42/2020	Set	4	Fundamental rights	Fundamental Rights - Police Ethics - Step 1	Mandatory testing
43/2020	Set	4	Fundamental rights	Fundamental Rights - Management of Diversity - Step 2	Mandatory testing
44/2020	5		Schengen	Schengen evaluation - Police cooperation	Cooperation DG HOME Mandatory testing
45/2020	5		Schengen	Schengen evaluation – SIS and SIRENE	Cooperation DG HOME Mandatory testing



List of CEPOL residential activities 2020 – available for grant applications					
Ref No 2020	Category		Sub-category	Title	Remark
46/2020	Set	5	Information exchange	SIRENE Officers – level 1	
47/2020	Set	5	Information exchange	SIRENE Officers – level 2	
48/2020	5		Information exchange	Train the trainers – SIS II, VIS, EURODAC – IT operators	Joint with EU-LISA
49/2020	5		Information exchange	SIS II for SIRENE staff with technical knowledge of SIS II	Joint with EU-LISA Course must be implemented in Strasbourg, France
50/2020	5		Entry/Exit System	Entry/Exit system - train the trainers	
51/2020	5		Information exchange	Training on police information exchange for SPOC	
52/2020	5		Information exchange	International law enforcement cooperation and information exchange	
53/2020	Set	6	Train the Trainers	Train the trainers – Step 1	Mandatory testing
54/2020	Set	6	Train the Trainers	Train the trainers – Step 2	Mandatory testing
55/2020	Set	6	Leadership	EU Law enforcement leadership development - Future leaders - module 1	Curriculum to be followed Mandatory assignment
56/2020	Set	6	Leadership	EU Law enforcement leadership development - Future leaders - module 2	Curriculum to be followed Mandatory assignment
57/2020	6		Language Development	Language development - Instruments and systems of European police cooperation in English (1 <sup>st</sup> )	Mandatory testing

List of CEPOL residential activities 2020 – available for grant applications					
Ref No 2020	Category		Sub-category	Title	Remark
58/2020	6		Language Development	Language development - Instruments and systems of European police cooperation in English (2 <sup>nd</sup> )	Mandatory testing
59/2020	8		Prevention	Unmanned aerial vehicles (drones) - threats & opportunities for law enforcement	
60/2020	8		Prevention	Prevention of juvenile crime and domestic violence	
61/2020	8		Public order – Football security	Pan-European Football security	In close cooperation with the EU Think Tank on football security  Mandatory testing
62/2020	8		Public order	Public order and crowd management - security during major events	
63/2020	8		Public order	Violent attacks against public - amok shootings	
64/2020	Set	9	JIT	Joint Investigation Team – Implementation	Cooperation EJTN, Eurojust
65/2020	Set	9	JIT	Joint Investigation Team – Leadership	Cooperation EJTN, Eurojust
66/2020	9		Analysis	Operational intelligence analysis	Joint with Europol Mandatory testing
67/2020	9		Analysis	Passenger Name Record (PNR) information analysis	Joint with Europol
68/2020	9		Analysis	Social network analysis	Mandatory testing
69/2020	9		Analysis	Intelligence-led policing	

<b>List of CEPOL residential activities 2020 – available for grant applications</b>				
<b>Ref No 2020</b>	<b>Category</b>	<b>Sub-category</b>	<b>Title</b>	<b>Remark</b>
<b>70/2020</b>	9	Analysis	Strategic Intelligence Analysis	
<b>71/2020</b>	9	EEODN	European Explosive Ordnance Disposal Network	Joint with Europol
<b>72/2020</b>	9	Forensics	Forensic investigation in CBRN contaminated environment	Cooperation ENFSI (tbc) Mandatory testing
<b>73/2020</b>	9	Forensics	Chip-off and ISP to recover data from damaged or protected devices	Cooperation ENFSI (tbc)
<b>74/2020</b>	9	IPR	Intellectual Property Rights – Counterfeiting and Piracy	Joint with EUIPO Mandatory testing
<b>75/2020</b>	9	Special law enforcement techniques	Informant handling – advanced	Joint with Europol
<b>76/2020</b>	9	Special law enforcement techniques	Witness Protection	Joint with Europol Mandatory testing
<b>77/2020</b>	9	Specific areas	Disaster victim identification, management and joint operations	Curriculum to be followed
<b>78/2020</b>	9	Anti-Corruption	Investigating and preventing corruption	Cooperation EJTN
<b>79/2020</b>	9	Specific areas	Social Media Implications in Law Enforcement	Mandatory testing

**RESERVE activities – available for grant applications**

Training activities in the reserve list shall be applied in the same manner as normal grant activities. The reserve activities will be implemented via grants only if financial resources are available in 2020 and valid grant applications are received from Framework Partners for these activities during the grant application procedure.

Ref No 2020	Category	Sub-category	Title	Remark
<b>Reserve 01/2020</b>	1	EU Policy Cycle - general	Mafia organised crime	
<b>Reserve 02/2020</b>	4	Fundamental rights	Hate Crime	Mandatory testing
<b>Reserve 03/2020</b>	5	Schengen Information System	SIS recast	
<b>Reserve 04/2020</b>	9	ATLAS	ATLAS Network - Special Intervention Units	Cooperation ATLAS Mandatory testing
<b>Reserve 05/2020</b>	9	Specific areas	Crisis hostage negotiation and crisis communication	
<b>Reserve 06/2020</b>	9	Analysis	Big data analysis	

<b>01/2020:</b> Combating facilitation of illegal immigration – EU External border	<b>Cat. 1</b>	<b>Facilitation of Illegal Immigration</b>
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Duration	4 days
Minimum number of participants	35
Maximum budget	EUR 33,600

## EMPACT – OAP 2020

### Cooperation EJTN (tbc, see note below)

#### Aim

To improve the response related to illegal immigration flows into the European Union, with a special focus on the prevention policy and ongoing rescue activities carried out by EU MS on the EU external border.

#### Target Group

Law enforcement officers and prosecutors tackling organised crime of facilitating illegal immigration and law enforcement practitioners dealing with illegal migrants (e.g. decision makers, experts in immigration, external borders management and/or fundamental rights).

#### General Learning Outcomes - upon completion of the activity the participants will be able to:

1. Identify the trends in migrant smuggling and analyse the impact of measures taken by the European Union, including prevention policy and rescue activities carried out T the EU external border
2. Understand the relevant European and international legal provisions on the EU External border policy
3. Engage in cooperation with various actors at national and international level. Understand the roles of relevant EU agencies, in particular Europol, Frontex and EASO
4. Understand the EU Incentives/disincentives policy to prevent irregular migration
5. Understand how to process the registration of migrants without identification documents
6. Understand operational possibilities of European and international information systems, in particular Schengen Information System (SIS II), Europol Information System (EIS), Stolen and lost travel documents (SLTD), Visa Information System (VIS), EURODAC, European Criminal Records Information System (ECRIS)
7. Collect and share operational information efficiently through the relevant channels
8. Identification of suspects of migrants' smuggling and trafficking in human beings
9. Tackle the business model of Migrant smuggling OCGs
10. Identify vulnerable groups within the economic migration flow

Note: There is a possibility that EJTN will finance prosecutor (12-14) participants. In that case the budget will need to cover only CEPOL / law enforcement participants. This is to be confirmed until 27 September by CEPOL.

<b>02/2020:</b> Organised crime facilitating illegal migration - links to terrorism threat	<b>Cat. 1</b>	<b>Facilitation of Illegal Immigration</b>
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Duration	4 days
Minimum number of participants	35
Maximum budget	EUR 33,600

## IMPACT – OAP 2020

### Aim

To distinguish and identify terrorism related features in organised crime facilitating illegal migration. To promote the use of international police/judiciary investigation tools and powers in combatting illegal immigration networks. To foster greater cooperation between judiciary and law enforcement/intelligence services at the national level, and with EU agencies and relevant third countries at international level.

### Target Group

Law enforcement including intelligence services and judges/prosecutors entrusted with cases of illegal immigration.

### General Learning Outcomes - upon completion of the activity the participants will be able to:

1. Identify the trends in migrant smuggling and analyse the impact of measures taken by the EU
2. Detect potential links with terrorist activities and ensure the follow-up
3. Apply appropriate tools for gathering and exchange of information and intelligence with partners inside and outside the EU specially to follow up on leads about the detection of travel movements of possible terrorists
4. Use EU and international judicial and police support tools and services, in particular, via Europol, Frontex, and Eurojust
5. Apply the concept of Joint Investigation Teams (JITs) and compare JITs with other forms of criminal investigations (e.g. EIOs )
6. Understand the possibilities of available European and international information systems, in particular, Schengen Information System (SIS II), Europol Information System (EIS), Stolen and lost travel documents (SLTD), Visa Information System (VIS), EURODAC, European Criminal Records Information System (ECRIS)
7. Recognise financial crimes' indicators and money laundering techniques to tackle the business model of smugglers

<b>03/2020:</b> Financial investigation linked to facilitation of illegal immigration	<b>Cat. 1</b>	<b>Facilitation of Illegal Immigration</b>
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Duration	4 days
Minimum number of participants	26
Maximum budget	EUR 24,960

## EMPACT – OAP 2020

### Aim

To promote the integration of financial investigations and asset recovery in investigations of migrant smuggling. To enhance cooperation between the specialists in the area of migrant smuggling and financial investigations in order to tackle illegal immigration. To exchange good practices and experience in the field.

### Target Group

Law enforcement officials investigating migrant smuggling cases, as well as specialists on financial investigation/money laundering possessing professional knowledge and experience on organised crime and/or migrant smuggling cases.

### General Learning Outcomes - upon completion of the activity the participants will be able to:

1. Describe the international legal framework in the context of financial investigations and asset recovery, the function of FIUs / Europol and OLAF and the relevant networks for financial investigators
2. Understand the business model of migrant smugglers and identify ways in which financial investigative methods can be utilised to break the business model
3. Outline all the steps in the process of identifying, investigating, seizing and confiscating the proceeds of migrant smuggling
4. Recognise indicators and techniques of financial crimes for money laundering
5. Identify how law enforcement agencies and financial institutions can work together and strengthen the cooperation with the FIU and tax services at the national level
6. Use of information sources including operational sources as well as the private sector, tax authorities, banks
7. Convert intelligence into evidence
8. Describe the possibilities to involve Eurojust and Europol by setting up a JIT in this context
9. Initiate or contribute to cross-border cooperation in the context of migrant smuggling financial investigations and asset recovery and explain the opportunities and challenges of these procedures
10. Plan a pro-active / reactive investigation and integrate it into a migrant smuggling case including parallel/integrated financial investigations and asset recovery

<b>04/2020:</b> Integrated approach to migration management - policing impact, managing migration challenges together	<b>Cat. 1</b>	<b>Facilitation of Illegal Immigration</b>
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Duration	5 days
Minimum number of participants	35
Maximum budget	EUR 42,000

## IMPACT – OAP 2020

### Aim

To enhance the quality of policing the migration influx by use of law enforcement – civilian - military cooperation as an integral task of the EU's external migration policy, in particular with regard to keeping the public order and safety and to gather and handle information/intelligence in order to prevent other kinds of crimes.

### Target Group

Law enforcement officials, advanced practitioners, border police managers involved in policing challenges linked to influx of high numbers of illegal immigrants, in particular tackling the consequences on public order dealing with the order and security of migrant camps, crime prevention, the integration or return of migrants.

### General Learning Outcomes - upon completion of the activity the participants will be able to:

1. Evaluate law enforcement strategies and practice in terms of policing mass migration in transit and destination countries
2. Distinguish different types of third-country nationals in the migration flow, recognise enforcement issues and security threats
3. Address the current root causes of migration with a special emphasis on the MENA Region and Africa and also integrate the European migration policies in the broader framework on interventions under the Global Strategy of Foreign and Security Policy for the European Union
4. Highlight specifically the use of civilian – military cooperation as an integral task of EU's external migration policy in order to respond to the root causes of migration movements in the aforementioned regions by taking into account the respective national competences and capabilities
5. Identify all measures to be taken in a – migration - crisis situation including civil-military cooperation in order to support integrated border management in a collaborative framework with the existing border management policies, mechanism and tools especially for countries in need of support
6. Transfer EU recommendations and decisions into practice within the law enforcement community
7. Discuss cooperation possibilities with NGOs, social services for the purpose of the integration of migrants

Note on mandatory testing: Formative or summative test assessing the gained knowledge of participants shall be conducted in the framework of the course as a mandatory measure. Test shall be designed and implemented by the activity manager.



<b>06/2020:</b> Financial investigations related to Trafficking in Human Beings	<b>Cat. 1</b>	<b>Trafficking in Human Beings</b>
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Duration	4 days
Minimum number of participants	26 (CEPOL) + 12-14 (EJTN)
Maximum budget	EUR 24,960

## **EMPACT – OAP 2020**

### **In cooperation with EJTN**

#### **Aim**

To incorporate financial investigations into THB investigations by improving the cooperation between THB investigators and specialists on financial investigations. To describe the benefits of the application of financial investigative methods in the context of THB through concrete case studies.

#### **Target Group**

Law enforcement officers (26 funded by CEPOL) and judges/prosecutors (12-14 funded by the EJTN) entrusted with the treatment of THB cases and/or the related financial investigations.

#### **General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Demonstrate the importance of and benefits from financial investigations in the context of THB as a predicate offence
2. Outline all the steps in the process of identifying, investigating, seizing and confiscating the proceeds of THB crimes with particular attention on cross-border cooperation
3. Convert intelligence into evidence; Recognise the need for hard evidence in addition to victim statements for the successful prosecution of THB cases
4. Describe the international legal framework in the context of THB, financial investigations and asset recovery
5. Use of information sources including operational sources as well the private sector, NGO's, tax authorities, banks
6. Identify how the law enforcement agencies and financial institutions can work together and strengthen the cooperation with the FIU and tax services at the national level
7. Describe the possibilities of using Europol and Eurojust to support a JIT in this context
8. Plan pro-active / reactive investigations

<b>07/2020:</b> Trafficking in Human Beings - labour exploitation	<b>Cat. 1</b>	<b>Trafficking in Human Beings</b>
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Duration	4 days
Minimum number of participants	26
Maximum budget	EUR 24,960

## EMPACT – OAP 2020

### Aim

To enhance the investigation capacity on labour exploitation and reinforce the cooperation between law enforcement and labour inspectorates. To demonstrate successful examples of a multi-agency approach through concrete case studies.

### Target Group

Law enforcement officers, prosecutors specialised in labour exploitation, as well as labour inspectors.

### General Learning Outcomes - upon completion of the activity the participants will be able to:

1. Outline the specific features of THB for the purpose of labour exploitation, including causes, effects and contemporary modus operandi
2. Discuss examples of domestic measures implemented in different EU Member States to combat THB for the purpose of labour exploitation
3. Cooperate with labour inspectorates and other government agencies and formulate key factors for successful cooperation between law enforcement and labour Inspectorates
4. Plan multidisciplinary and multiagency cooperation related to combating THB for the purpose of labour exploitation
5. Summarise methods for effective and successful detection and investigation of labour exploitation cases
6. Convert intelligence into evidence and share knowledge on good practices of evidence gathering, recognise the need for further evidence in addition to victim statements for the successful prosecution of THB cases
7. Understand the benefit of EU/international cooperation instruments, share intelligence via the relevant international cooperation channels
8. Compare national, EU and international legislation relating to THB for the purpose of labour exploitation
9. Discuss THB victim protection schemes

<b>08/2020: Financial investigations</b>	<b>Cat. 1</b>	<b>Criminal Finances and Money Laundering</b>
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Duration	4 days
Minimum number of participants	26 (CEPOL) + 12-14 (EJTN)
Maximum budget	EUR 24,960

## **EMPACT – OAP 2020**

### **In cooperation with EJTN**

#### **Aim**

To strengthen multidisciplinary cooperation about financial investigations and develop cooperation between law enforcement and judicial authorities; to enhance knowledge on gathering proof of crime through financial investigations; to improve asset tracing, recovery and management capability.

#### **Target Group**

Law enforcement officials (26 funded by CEPOL) and judges/prosecutors (12-14 funded by the EJTN) involved in financial investigations.

#### **General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Understand the impact of underground banking, the use of virtual currencies and other emerging technologies on financial investigations
2. Exchange best practices on law enforcement and judicial cooperation in cross-border financial investigations, through the review of concrete practical cases.
3. Identify opportunities for financial investigations,
4. Explain the national and international structures in place for financial investigation assistance
5. Assess good practices on forensic financial analysis, risk analysis and profiling
6. Discuss asset identification, tracing, recovery, valuation and management measures
7. Understand the role of various international actors, such as Europol, Eurojust, OLAF and networks such as FIU, CARIN, the Egmont Group and ALEFA

<b>09/2020: Money laundering</b>	<b>Cat. 1</b>	<b>Criminal Finances and Money Laundering</b>
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Duration	4 days
Minimum number of participants	26
Maximum budget	EUR 24,960

## **EMPACT – OAP 2020**

### **Aim**

To improve the understanding of money laundering schemes and enhance competencies in transnational financial investigation techniques. To develop prevention of money laundering.

### **Target Group**

Financial crime experts and/or criminal investigation team leaders, members of Financial Intelligence Units.

### **General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Identify crime patterns on various forms of money laundering (cash-based, electronic, underground banking, virtual currency)
2. Recognise the role of the competent authorities – FIUs, police, tax and customs agencies, the financial sector in the prevention/control mechanisms.
3. Understand the importance of money laundering investigations independently or alongside investigations of the predicate offence, both from the administrative and judicial point of view
4. Compare features related to the various types of predicative offences, such as different forms of serious organised crime, economic crimes or tax fraud
5. Explore common approaches to investigate money laundering and organised financial crime
6. Discuss the role of professional crime enablers (solicitors, notaries, financial service providers, real estate agents etc.) that knowingly or unwittingly provide essential support to money laundering
7. Describe roles of various actors, such as Europol, Eurojust and networks such as FIU, CARIN, the Egmont Group and ALEFA

<b>10/2020:</b> Financial intelligence and analysis of financial data	<b>Cat. 1</b>	<b>Criminal Finances and Money Laundering</b>
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Duration	4 days
Minimum number of participants	26
Maximum budget	EUR 24,960

## IMPACT – OAP 2020

### Aim

To enhance the use of financial intelligence in criminal investigations. To collect, evaluate, collate, and analyse financial data and transactions efficiently in order to disseminate related intelligence products and to guide and support serious organised crime and counterterrorism investigations.

### Target Group

Financial intelligence analysts with focus on the serious organised crime or terrorism.

### General Learning Outcomes - upon completion of the activity the participants will be able to:

1. Identify and improve knowledge on the use of modern analytical techniques
2. Analyse financial intelligence and draw conclusions, build a workable hypothesis for the ongoing investigation (financial environment, key players, phase of money laundering)
3. Identify patterns of various forms of money laundering (cash based, electronic, underground banking, virtual currency)
4. Exploit different sources of financial information
5. Understand the characteristics of financial intelligence related to terrorism financing, the different forms of serious organised crime, economic crime or tax fraud
6. Apply specific methods and techniques of managing, analysing and evaluating financial data

<b>11/2020:</b> International Asset Recovery	<b>Cat. 1</b>	<b>Criminal Finances and Money Laundering</b>
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Duration	4 days
Minimum number of participants	26
Maximum budget	EUR 24,960

## **IMPACT – OAP 2020**

### **Aim**

To enhance the ability to seize, freeze and confiscate assets of organised crime groups. To provide practical information about asset tracing, seizure, management and confiscation.

### **Target Group**

Investigators and/or asset recovery specialists dealing with transnational organised crime

### **General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Examine and compare national practices of identifying, tracing and confiscating proceeds of crime
2. Analyse the legislative framework and the practice concerning the administration/management of seized and confiscated assets in the EU countries
3. Describe the tools for domestic and international cooperation (AROs, AMOs or CARIN)
4. Describe recent evolutions of the legal framework in the field and the impact on investigations (e.g. discussions revolving around centralised bank account registers, reshuffling of directives on freezing and confiscation, non-conviction based confiscation)
5. Assess the opportunities offered by open source intelligence
6. Review the impact of emerging technologies to asset recovery (e.g. cryptocurrencies) and discuss law enforcement responses

<b>12/2020:</b> Cash collectors in money laundering	<b>Cat. 1</b>	<b>Criminal Finances and Money Laundering</b>
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Duration	4 days
Minimum number of participants	26
Maximum budget	EUR 24,960

## **EMPACT – OAP 2020**

### **Aim**

To exchange strategic and operational knowledge as well as good practices concerning cash collection networks and, money mules. To strengthen the intelligence and operational capacities of law enforcement targeting cash collector syndicates that provide crucial money laundering services to organised crime groups.

### **Target Group**

Law enforcement and judiciary officers specialised in financial and money laundering investigations.

### **General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Examine and analyse the role of cash collectors and money mules in the money laundering cycle by demonstrating criminal *modus operandi*
2. Assess, develop and build intelligence on cross-border cash smuggling patterns
3. Compare intelligence and investigative experience regarding organised money laundering in order to recommend good practices
4. Outline the use of EU and international cooperation instruments and summarise relevant procedures
5. Review contemporary asset recovery practice to support more effective and efficient asset seizure and confiscation proceedings; diagnose the difficulties in collaboration with third countries

**Set of activities: 14/2020 and 15/2020 – to be awarded together**

<b>14/2020: Illicit Laboratory Dismantling - advanced</b>	<b>Cat. 1</b>	<b>Drug crimes</b>
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Duration	10 days
Minimum number of participants	30
Maximum budget	EUR 37,000

**EMPACT – OAP 2020**

**Joint activity with Europol. The content of the activity will be developed by Europol. All planning and organisational measures must be conducted in cooperation with Europol.**

**Aim**

To train participants on how to dismantle illicit drug laboratories in a safe and secure way and how to conduct a crime scene investigation of these sites.

**Target group**

Law enforcement officers, including customs officials and forensic experts directly involved in investigation and dismantling of illicit drug production laboratories, predominantly synthetic drug facilities.

**General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Identify the synthesis/production methods of synthetic drugs and precursors
2. Identify the production equipment/chemicals found in the production units
3. Identify and assess hazards/threats whilst dismantling the illicit laboratories
4. Apply various safety measures to prevent hazards which may appear during raid operations on illicit drug laboratories, including the decontamination process
5. Plan and execute raids as well as collect evidence in a safe and secure way
6. Explain all Europol expert systems, which can be practically used when dealing with drug investigations
7. Describe the role and tools used by Europol and EMCDDA in identifying and combating synthetic drugs
8. Explain how the Early Warning System on new psychoactive substances works in the European Union
9. Describe in general terms the modus operandi of drug operations in different countries across Europe

The course belongs to a set of multi-step training activities on dismantling illicit laboratories. Step 1 is completion of relevant webinars and the online module 'Synthetic Drugs'; Step 2 is the course 14/2020 'Illicit Laboratory Dismantling – advanced'; Step 3 is the course 15/2020 'Illicit Laboratory Dismantling – follow up' (organised for the same participants who completed the advanced training two years ago).

Note on mandatory testing: a formative or summative test assessing the gained knowledge of participants shall be conducted in the framework of the course as a mandatory measure. The test shall be designed and implemented by the activity manager.



**Set of activities: 14/2020 and 15/2020 – to be awarded together**

<b>15/2020:</b> Illicit laboratory dismantling - follow up	<b>Cat. 1</b>	<b>Drug crimes</b>
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Duration	4 days
Minimum number of participants	30
Maximum budget	EUR 28,800

**EMPACT – OAP 2020**

**Joint activity with Europol. The content of the activity will be developed by Europol. All planning and organisational measures must be conducted in cooperation with Europol.**

**Aim**

To refresh and deepen knowledge and understanding of methods of detecting and dismantling illicit drug laboratories and to be able to work more independently during crime scene investigation of these sites

**Target Group**

Law enforcement officers and forensic experts directly involved in investigation and dismantling of illicit drug production laboratories, predominantly synthetic drug facilities who deal with this form of phenomenon on a regular basis and successfully finished the 2-week course Illicit Laboratory Dismantling - advanced in 2019 (or in exceptional cases earlier).

**General Learning Outcomes - upon completion of the activity the participants will be able to:**

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. Perform in a more advanced way the knowledge and expertise gained during the advanced 2-week training, providing evidence of being prepared to work in these crime scene incidents in real situations
4. Use good practises and approaches, which will ensure in the first instance the safety and protection for law enforcement and forensic personnel entering the illicit drug laboratories

The course belongs to a set of multi-step training activities on dismantling illicit laboratories. Step 1 is completion of relevant webinars and the online module 'Synthetic Drugs'; Step 2 is the course 14/2020 'Illicit Laboratory Dismantling – advanced'; Step 3 is the course 15/2020 'Illicit Laboratory Dismantling – follow up' (organised for the same participants who completed the advanced training two years ago).

<b>16/2020:</b> Synthetic drugs and new psychoactive substances	<b>Cat. 1</b>	<b>Drug crimes</b>
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Duration	3 days
Minimum number of participants	26
Maximum budget	EUR 18,720

## **EMPACT – OAP 2020**

### **Aim**

To increase law enforcement capacity to dismantle organised crime groups involved in synthetic drug production and trafficking, including new psychoactive substances and to enhance law enforcement and judicial cooperation, in particular tackling new trends and modus operandi.

### **Target Group**

Law enforcement officers, including Customs officials specialised on combating synthetic drug production and trafficking.

### **General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Describe the intelligence picture and latest trends and developments in the area of synthetic drugs and new psychoactive substances
2. Use operating guidelines for the EU early warning system on new psychoactive substances
3. Explain the EU-level strategies addressing synthetic drug issues
4. Give examples of online selling of synthetic drugs and new psychoactive substances
5. Describe synthetic drug production methods and trafficking routes, including (pre) precursors
6. Apply information exchange tools and illustrate the importance of gathering of information regarding mislabelling and trafficking through parcel/mail system
7. Use relevant forensic services and determine the possibilities and limitations of forensic science
8. Apply financial investigative techniques in drug cases

<b>17/2020:</b> Cannabis, Cocaine, Heroin - production and smuggling	<b>Cat. 1</b>	<b>Drug crimes</b>
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Duration	4 days
Minimum number of participants	35
Maximum budget	EUR 33,600

## EMPACT – OAP 2020

### Aim

To increase law enforcement capacity to dismantle organised crime groups involved in cannabis, cocaine and heroin production/conversion and trafficking and to enhance law enforcement and judicial cooperation, in particular tackling new trends and modus operandi.

### Target Group

Law enforcement officers, , including customs officials specialised in targeting organised crime groups involved in cannabis, cocaine and heroin related crimes.

### General Learning Outcomes - upon completion of the activity the participants will be able to:

1. Describe the intelligence picture and latest trends and developments in the area of cannabis, cocaine and heroin-related crimes (e.g. trafficking routes, modus operandi, concealment methods)
2. Explain the EU-level strategies addressing drug issues
3. Give examples of online selling of drugs
4. Apply information exchange tools and good intelligence, criminal analysis and investigative practices linked to drug trafficking cases
5. Use relevant forensic services and determine the possibilities and limitations of forensic science
6. Apply financial investigative techniques in drug cases

<b>18/2020:</b> Firearms – strategic aspects inside and with impact on EU	<b>Cat. 1</b>	<b>Firearms</b>
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Duration	4 days
Minimum number of participants	32
Maximum budget	EUR 30,720

## **IMPACT – OAP 2020**

### **Aim**

To enhance police and judicial cooperation in order to reduce firearms related crimes.

### **Target Group**

Law enforcement officials (managerial position) with decision making power in the area of firearms policy at the national level. (26 from EU + 6 officers from Western Balkan countries are to be invited. WB officers' participation is also fully financed by CEPOL)

### **General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Recognise differences in a legal situation between the EU MS
2. Discuss ways of preventing a diversion of legal firearms deliveries
3. Analyse possible steps for the unification of deactivation standards in order to avoid illegal re-activation
4. Compare tools of prevention in various MS (e.g. keeping records/ control of a legal firearm during its lifecycle, prevent conversion of blank firearms, etc.)
5. Share good practices in the EU Member States for providing real-time mobile access for practitioners to certain information sources, in particular SIS II, iARMS, EIS, PNR, SLTD, VIS, EURODAC, ECRIS
6. Ensure an efficient sharing/collecting of information about the detection of firearms/ explosives trafficking, especially to follow up on leads on the movements of possible terrorists

<b>19/2020:</b> Organised property crime	<b>Cat. 1</b>	<b>Organised Property Crime</b>
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Duration	4 days
Minimum number of participants	26
Maximum budget	EUR 24,960

## EMPACT – OAP 2019

### Aim

To achieve a better understanding of organised property crime to ensure it is investigated as organised crime. To improve the efficiency of prevention, intelligence collection, investigation and other law enforcement operations linked to organised property crime.

### Target Group

Experienced law enforcement officials dealing with organised property crime on cross-border scale, including its prevention.

### General Learning Outcomes - upon completion of the activity the participants will be able to:

1. Recognise various modi operandi and detect organised elements in property crime appearing as a local level problem
2. Discuss new trends and preventive measures, most common modi operandi and techniques to tackle this type of crimes in particular regarding organised thefts and domestic burglaries and mobile organised crime groups
3. Understand capacities offered by Europol to be used for information exchange and analytical support in order to tackle cross-border dimension of organised property crime
4. Explore opportunities for financial investigations
5. Identify companies/natural persons involved in fencing stolen properties
6. Make use of existing networks of the EU and regional initiatives in the area of countering organised property crime
7. Improve the exchange of experience on strategic issues and raise awareness of the phenomenon of transnational organised crime by creating/making use of the European list of national contact points
8. Apply a multidisciplinary approach to tackle the threat by strengthening burglary prevention and taking administrative measures to supplement actions under criminal law and improve cooperation with the private sector
9. Intensify the cooperation with the countries of origin (Member States and third states) in order to effectively combat organised gangs

<b>21/2020: Missing Trader Intra Community fraud</b>	<b>Cat. 1</b>	<b>Excise and MTIC Fraud</b>
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Duration	4 days
Minimum number of participants	30
Maximum budget	EUR 28,800

## EMPACT – OAP 2020

### Aim

To increase the protection of the financial interests of the Member States and EU against Missing-Trader Intra-Community fraud by exchanging knowledge on fraud schemes, criminal modus operandi and latest crime patterns. To improve knowledge of contemporary intelligence and evidence collection methods instrumental for the detection and investigation of MTIC/tax fraud in particular in the area of electronic evidence. To enhance the related inter-agency cooperation and multidisciplinary approach.

### Target Group

Law enforcement officers and tax officials, prosecutors investigating economic crimes, particularly VAT fraud.

### General Learning Outcomes - upon completion of the activity the participants will be able to:

1. Interpret and discuss the recent crime trends in MTIC carousel fraud
2. Facilitate cooperation among the Member States by identifying ways to exchange information under different legal systems and discuss practical solutions
3. Demonstrate good inter-agency cooperation examples through concrete cases especially between law enforcement and tax administrations
4. Summarise the benefits and weaknesses of administrative or criminal procedures. Choose between the criminal/administrative methods in accordance with the needs/circumstances by identifying the vulnerability of crime groups
5. Understand the modus operandi in customs abuses specially in excise duty suspensions abuse and CP4200 procedures
6. Identify the latest updates of the VAT administrative cooperation
7. Summarise the added value of Europol and international cooperation instruments
8. Understand judicial challenges and asset recovery issues in MTIC fraud
9. Recognise cooperation methods with the private/financial sector

<b>22/2020:</b> Environmental crime	<b>Cat. 1</b>	<b>Environmental crime</b>
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Duration	4 days
Minimum number of participants	35
Maximum budget	EUR 33,600

## **EMPACT – OAP 2020**

### **Aim**

To improve the effectiveness of investigations and other enforcement actions in the field of environmental crime. To reinforce international cooperation in the fights against cross-border environmental crime

### **Target Group**

Law enforcement officers and prosecutors dealing with cross-border environmental crime.

### **General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Understand the latest crime patterns of cross-border environmental crime (waste, wildlife trafficking, illegal logging etc.)
2. Recognise effective enforcement methods to address the cross-border angle of the threat and corruption that enables to circumvent administrative controls
3. Identify good national practices in tackling the environmental crime and effective strategies to deal with a potential increase of activities in the environmental crime area
4. Share best practices how to obtain operational information from the local communities, private sector, administrative authorities and collect open source intelligence and convert that to evidence
5. Apply financial investigations in environmental crime cases
6. List the existing EU cooperation instruments and initiatives in the area of environmental crime, such as Europol, IMPEL, ENPE, EUFJE, EnviCrimeNet
7. Discuss EU actions against wildlife trafficking, illicit waste trafficking, illegal fishing, illegal logging and other forms of environmental crime

<b>23/2020:</b> Excise fraud - investigation	<b>Cat. 1</b>	<b>Excise and MTIC Fraud</b>
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Duration	4 days
Minimum number of participants	30
Maximum budget	EUR 28,800

## EMPACT – OAP 2020

### Aim

To enhance knowledge of the existing patterns of excise fraud in general, to exchange good practices of excise investigations and to facilitate the use of financial investigative techniques in excise cases. The course aims to discuss all forms of excise fraud while paying particular attention to cigarette smuggling.

### Target Group

Law enforcement experts and prosecutors specialized in fighting excise fraud, in particular cigarette investigations.

### General Learning Outcomes - upon completion of the activity the participants will be able to:

1. Interpret and discuss the recent crime trends and modi operandi of alcohol, tobacco and mineral oil fraud
2. Discuss good practices with regard to the investigation of cross-border alcohol, tobacco and mineral oil and the related intelligence exchange
3. Assess the use of advanced criminal intelligence analysis tools and techniques such as network analysis, communication analysis, geospatial analysis and financial analysis at strategic, tactical and operational level concerning excise fraud
4. Understand the roles and responsibilities of Europol and OLAF as the main EU cooperation instruments in the fight against excise fraud, discuss the use of various EU wide datasets (e.g. Customs Information System, Ciginfo)
5. Recognise the vital importance of integrating financial investigations in excise fraud cases
6. Acknowledge cooperation possibilities with the compliance sector of the excise industry



<b>24/2020:</b> Excise fraud - analysis	<b>Cat. 1</b>	<b>Excise and MTIC Fraud</b>
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Duration	4 days
Minimum number of participants	26
Maximum budget	EUR 24,960

## EMPACT – OAP 2020

### Aim

To enhance knowledge on the application of criminal intelligence analysis and financial investigative techniques in combating excise fraud. To improve prevention, detection and investigation of alcohol, tobacco and mineral oil fraud by enhancing transnational and multidisciplinary cooperation and facilitating the exchange of information, experience and best practices between the Member States enforcement authorities.

### Target Group

Law enforcement officials (e.g. police, customs) specialised in excise related criminal investigations and intelligence analysis.

### General Learning Outcomes - upon completion of the activity the participants will be able to:

1. Discuss and demonstrate the use of advanced criminal intelligence analysis tools and techniques such as network analysis, communication analysis, geospatial analysis and financial analysis at strategic, tactical and operational level concerning excise fraud
2. Understand indications of fraudulent excise movements in the Excise Movement Control System
3. Discuss the use of various EU wide datasets (e.g. Customs Information System, Ciginfo)
4. Discuss good practices with regard to the investigation of cross-border alcohol, tobacco and mineral oil and the related intelligence exchange
5. Recognise the essential financial investigative steps contributing to the successful investigation of in excise fraud cases
6. Collect intelligence for asset recovery
7. Distinguish the role of Europol and other European/International cooperation instruments in the fight against excise fraud

**Set of activities: 42/2020 and 43/2020 – to be awarded together**

<b>42/2020:</b> Fundamental Rights - Police Ethics - Step 1	<b>Cat. 4</b>	<b>Fundamental rights</b>
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Duration	4 days
Minimum number of participants	26
Maximum budget	EUR 24,960

**Aim**

To facilitate the embedding of ethical behaviour in day to day police work and to enhance the integration of diversity issues into police management. To enhance the capacity of law enforcement personnel to take ethics concerned decisions and promote integrity with emphasis on common standards recognized at European and international level.

**Target Group**

Law enforcement officials and trainers involved in the practice, training and/or promotion of integrity, ethics and fundamental rights in policing as well as managing diversity.

**General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Explain the importance of a personal integrity in policing
2. Describe the scientific approach to measuring personal integrity and awareness of the importance of integrity within the police
3. Explain the relation between integrity, ethics and human rights
4. Discuss experiences within the European police services and police education
5. Explain the relation between integrity, ethics, and human rights

Note on mandatory testing: Formative or summative test assessing the gained knowledge of participants shall be conducted in the framework of the course as a mandatory measure. Test shall be designed and implemented by the activity manager. Testing of the two steps maybe combined.

**Set of activities: 42/2020 and 43/2020 – to be awarded together**

<b>43/2020: Fundamental rights - Management of Diversity - Step 2</b>	<b>Cat. 4</b>	<b>Fundamental rights</b>
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Duration	4 days
Minimum number of participants	26
Maximum budget	EUR 24,960

**Aim**

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. To prepare law enforcement personnel for interactions with persons from different cultures

**Target Group**

Law enforcement officials and trainers involved in the practice, training and/or promotion of integrity, ethics and fundamental rights in policing as well as managing diversity.

**General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Compare police approaches and policies among Member States
2. Identify and analyse the risks, dilemmas, challenges and advantages of managing diversity within and outside Law Enforcement
3. Define the key role of the police in managing diversity
4. Reflect on professional duty and role in managing diversity
5. Engage in the cooperation in the field in particular with regard to human rights protection of vulnerable groups
6. Analyse conflict escalation patterns in inter-cultural relations
7. Explain good intervention practice towards persons from different cultures in the situations of: passive/active resistance, assault

Note on mandatory testing: Formative or summative test assessing the gained knowledge of participants shall be conducted in the framework of the course as a mandatory measure. Test shall be designed and implemented by the activity manager. Testing of the two steps maybe combined.

<b>44/2020:</b> Schengen evaluation - Police cooperation	<b>Cat. 5</b>	<b>Schengen</b>
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Duration	5 days
Minimum number of participants	20
Maximum budget	EUR 24,000

**In cooperation with the European Commission – DG HOME.**

**The content of the activity shall be developed by the Framework Partner in close cooperation with the European Commission – DG HOME. All planning and organisational measures must be conducted in cooperation with the European Commission.**

**Aim**

To prepare leading experts and evaluators for Schengen Evaluation Missions in the field of police cooperation.

**Target Group**

Leading experts and future evaluators participating in the Schengen Evaluation Missions in the field of police cooperation.

**General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Identify the significance of the Schengen Evaluation and divergence of its phases
2. Summarise the key principles of a Schengen Evaluation, its stages and key players' roles
3. Describe how an evaluation mission is prepared and carried out including drafting the final report
4. Prepare the outline of a practical evaluation
5. Address leadership and management issues, including cultural awareness, conflict management and cross-cultural competencies
6. Define applicable data protection rules

Note on mandatory testing: Formative or summative test assessing the gained knowledge of participants shall be conducted in the framework of the course as a mandatory measure. Test shall be designed and implemented by the activity manager.

<b>45/2020: Schengen evaluation – SIS II and SIRENE</b>	<b>Cat. 5</b>	<b>Schengen</b>
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Duration	5 days
Minimum number of participants	20
Maximum budget	EUR 24,000

**In cooperation with the European Commission – DG HOME.**

**The content of the activity shall be developed by the Framework Partner in close cooperation with the European Commission – DG HOME. All planning and organisational measures must be conducted in cooperation with the European Commission.**

### **Aim**

To prepare leading experts and evaluators for Schengen Evaluation Missions in the field of SIS II and SIRENE. To identify the points of interest on Schengen evaluation of a MS.

### **Target group**

Leading experts and evaluators participating in the Schengen Evaluation Missions in the field of SIS II and SIRENE.

**General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Summarise the key principles of a Schengen evaluation, its stages and the key players' roles; Employ and manage evaluation principles, methodology, procedures and techniques
2. List and explain elements to be evaluated and particularities of SIS/SIRENE evaluations
3. Assess the implementation of the Schengen acquis in the area of SIS/SIRENE in a country
4. Provide an effective output during the Schengen evaluation in the SIS/SIRENE area
5. Act in a capacity of the leading expert during the Schengen Evaluation visit, Prepare the outline of a practical evaluation
6. Address leadership and management issues, including cultural awareness, conflict management and cross-cultural competencies.
7. Describe how an evaluation mission is prepared and carried out, including the drafting of the final report

Note on mandatory testing: Formative or summative test assessing the gained knowledge of participants shall be conducted in the framework of the course as a mandatory measure. Test shall be designed and implemented by the activity manager.

**Set of activities: 46/2020 and 47/2020 – to be awarded together**

<b>46/2020: SIRENE Officers – level 1</b>	<b>Cat. 5</b>	<b>Information exchange</b>
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Duration	4 days
Minimum number of participants	26
Maximum budget	EUR 24,960

**Aim**

To support the effective functioning of SIRENE cooperation on the basis of the SIS II legal instruments, the SIRENE Manual, the Best Practice Catalogue and the document “Data Exchange Between SIRENE (DEBS)” in order to make information exchange more efficient.

**Target Group**

SIRENE operators with at least 6 months’ work experience in the SIRENE bureaus, who have knowledge of the SIS II legal instruments as well as the SIRENE Manual, and who apply the relevant articles within their national legislation.

**General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Summarise the main procedures for all relevant articles in the SIS II legal instruments
2. Apply the SIRENE Manual as well as the articles of the SIS II legal instruments
3. Select the appropriate SIRENE forms and complete them in the correct way, following the instructions given in DEBS
4. Utilise the Fact Sheets following the recommendations provided by the Catalogue on Best Practice in SIS/SIRENE and use the SIRENE Platform in the CEPOL Learning Management System (LMS) in the daily work
5. Describe the general procedures at the level of each MS
6. Identify methods of cooperating more efficiently and effectively

**Set of activities: 46/2020 and 47/2020 – to be awarded together**

<b>47/2020: SIRENE Officers – level 2</b>	<b>Cat. 5</b>	<b>Information exchange</b>
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Duration	4 days
Minimum number of participants	26
Maximum budget	EUR 24,960

**Aim**

To support the effective functioning of cooperation on the basis of the SIS II legal instruments, the SIRENE Manual and the Catalogue of Recommendations and Best Practice for SIS/SIRENE in order to enhance security within the Schengen Area.

**Target Group**

Advanced Practitioners: Experienced SIRENE operators with sound knowledge of the legal framework and operational practice, including national procedures. Furthermore, their level of experience and knowledge should enable them to generate creative solutions within this complex environment.

**General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Identify and explain country-specific procedures and their reasons
2. Use the relevant elements of the SIS II legal instruments and SIRENE Manual as a common point of reference for application within the framework of national procedures
3. Cooperate in a more efficient and effective way following a common practical approach as far as possible
4. Analyse, 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
5. Draft and propose, within the scope of their work remit, new/improved internal work procedures based on the SIRENE fact sheets, and also in the cooperation with other law enforcement and other relevant institutions
6. Describe and promote the use of SIRENE fact sheets and the SIRENE Platform in the CEPOL Learning Management System (LMS) in the daily work

<b>48/2020:</b> Train the trainers – SIS II, VIS, EURODAC – IT operators	<b>Cat. 5</b>	<b>Information exchange</b>
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Duration	2 days
Minimum number of participants	26
Maximum budget	EUR 12,480

**Joint activity with eu-LISA. The applicant Framework Partner is responsible for content design and implementation (to be applied in regular way).**

### **Aim**

To support the MS in unified use of SIS II, VIS and EURODAC and enhance the knowledge on good practices. To acquire knowledge and practical skills to carry out effective professional learning activities.

### **Target Group**

SIS II, VIS and EURODAC national system operators, medium and senior level users and/or nationally competent trainers/experts who want to increase their competences towards adult training and understanding of ICT supported learning in professional learning. Participants shall serve as trainers of national IT operators.

### **General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Identify the characteristics of adult learning
2. Organise effective learning environments for adult learners
3. Recognise different approaches to learning
4. Explain the basics of writing objectives of teaching and learning. Define and identify relevant training contents
5. Comprehend ICT supported learning in professional education given a learning situation (e.g. lecture, simulation, discussion, exercise)
6. Facilitate learning processes by implementing appropriate blended learning methods, discuss opportunities for peer review, coaching and other forms of personal development
7. Review opportunities for continuous quality improvement during residential/online courses by applying Kirkpatrick's evaluation methodology
8. Make use of opportunities for continuous quality improvement during the training (e.g.: evaluation, reflection, peer review)



<b>49/2020:</b> SIS II for SIRENE staff with technical knowledge of SIS II	<b>Cat. 5</b>	<b>Information exchange</b>
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Duration	2 days
Minimum number of participants	26
Maximum budget	EUR 12,480

**Joint action with eu-LISA – the content is provided by eu-LISA**

**Course must be implemented in Strasbourg, France!**

### **Aim**

To provide an overview of eu-LISA and SIRENE relations, the legal background, SISII technical topics relative to SIRENE, of the escalation procedure for SIRENE and the role of the SIRENE in eu-LISA change management procedure. To provide an update on SIRENE topics and enhance the course participants' ability to cascade the acquired knowledge to national administrators/operators.

### **Target Group**

SIRENE operators with potential for cascading gained knowledge (train-the-trainer approach).

### **General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Outline legal aspects of SIS II and SIRENE
2. Discuss the SIS II architecture and operations including technical relationship with SIRENE
3. Describe the functionalities and implications of the SIS II-AFIS solution
4. Apply effective data quality measures
5. Recognise the different legislation and technical approaches of the MS for the Identity confirmation process
6. Activate the eu-LISA process for change request.
7. Describe the future evolution of SIS
8. Draw the future high-level picture of the new EU systems
9. Recall and Apply training concepts

<b>50/2020: Entry/Exit system - train the trainers</b>	<b>Cat. 5</b>	<b>Entry/Exit System</b>
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Duration	2 days
Minimum number of participants	26
Maximum budget	EUR 12,480

### Aim

To strengthen the understanding on the planned functionalities of the Entry/Exit System and facilitate the preparation of future national trainers of Central Access Points and End Users

### Target Group

Future national trainers of Central Access Points and End Users of the Entry/Exit System

**General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Describe the requirements set by Regulation (EU) 2017/2226 of the European Parliament and of the Council of 30 November 2017 establishing an Entry/Exit System (EES)
2. Discuss Entry/Exit system planned architecture and functionalities
3. Apply the Entry/Exit System Handbook
4. Discuss training needs at the national level for Central Access Points and End Users and offer solutions

<b>51/2020:</b> Training on police information exchange - for SPOC	<b>Cat. 5</b>	<b>Information exchange</b>
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Duration	4 days
Minimum number of participants	26
Maximum budget	EUR 24,960

### Aim

To improve information exchange between Member States' law enforcement authorities. To promote co-operation and exchange of knowledge on innovative methods and techniques regarding daily information exchange in law enforcement information exchange via SPOC.

### Target Group

Experienced senior police officers of the Single Points of Contact who have sound knowledge of the legal framework, operational practice and national procedures. Single Points of Contact (SPOC) operators.

### General Learning Outcomes - upon completion of the activity the participants will be able to:

1. Exchange good practice models – SPOC in each Member State as a 'one-stop shop' for international police cooperation, operating 24/7
2. Analyse difficulties/challenges faced by countries when using the SPOCs
3. Share experience regarding the Manual on Law Enforcement Information Exchange and SPOC Guidelines for international law enforcement information exchange (see 10492/14 and doc 6721/14)
4. Develop/introduce effective case management and workflow solutions specifically for SPOCs in view of mutual legal assistance cooperation
5. Gain experience and facilitate practical cooperation covering training/study visits
6. Acquire skills in managing comprehensive cases in a short time
7. Establish professional contacts/ network between SPOC operators in various countries
8. Manage the information flow between designated contact points, serving various units at national and international level

<b>52/2020:</b> International law enforcement cooperation and information exchange	<b>Cat. 5</b>	<b>Information exchange</b>
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Duration	4 days
Minimum number of participants	26
Maximum budget	EUR 24,960

### Aim

To intensify contacts with European counterparts in order to improve law enforcement cooperation and information exchange related to serious crime and counter terrorism and international cooperation. To enhance the use of the EU information exchange mechanisms, channels and instruments. To improve the use and feeding of relevant EU information systems by the customs. To strengthen customs contribution/involvement in the EU Policy cycle and increase the knowledge on the added value of JHA Agencies.

### Target Group

Law enforcement officials deployed at international law enforcement cooperation and information exchange channels and units operating internationally for specific organised crime and counter-terrorism topics.

### General Learning Outcomes - upon completion of the activity the participants will be able to:

1. Understand procedures and services for international information exchange, in particular with regard to Interpol and Europol
2. Facilitate cross-border communication and information exchange on cross-border investigations and intelligence activity
3. Follow modern leadership and communication principles
4. Actively participate in the EU Policy cycle/EMPACT mechanism
5. Cover the international dimension of investigations and intelligence gatherings
6. Understand information exchange mechanisms with EU and non-EU countries
7. Gather knowledge in specific areas (as terrorism, THB, organized crime etc.) and exchange information about certain topics
8. Be aware of different models for LE cooperation and information exchange
9. Exchange practical experience in applying procedures for the exchange of information among LEAs (e.g. Prüm Decisions, Swedish Initiative)
10. Identify and explain specific procedures in individual countries and their reasons
11. Understand how data protection is related to the information exchange concerning police cooperation (e.g. data protection on PNR)

**Set of activities: 53/2020 and 54/2020 – to be awarded together**

<b>53/2020: Train the trainers – Step 1</b>	<b>Cat. 6</b>	<b>Train the trainers</b>
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Duration	4 days
Minimum number of participants	26
Maximum budget	EUR 24,960

**Aim**

To train trainers in order to enable them to implement modern delivery methods and blended learning techniques and to ensure good quality of police/law enforcement training in the EU MS and in the CEPOL activities.

**Target Group**

Trainers, lecturers and educational experts and law enforcement officers registered in the CEPOL Lecturers, Trainers, Researchers (LTR) database, who wish to increase their competences towards training, group work in a multicultural training/working environment.

**General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Identify the characteristics of adult learning
2. Organise effective learning environments for adult learners
3. Recognise different approaches to learning
4. Know the basics of writing objectives of teaching and learning. Define and identify relevant training contents
5. Organise effective European and CEPOL learning environments, especially regarding the multicultural environment
6. Identify and clarify the benefits of diversity in CEPOL and in European learning communities
7. Facilitate learning processes by implementing appropriate blended learning methods, discuss opportunities for peer review, coaching and other forms of personal development
8. Review opportunities for continuous quality improvement during residential/online courses by applying Kirkpatrick's evaluation methodology
9. Disseminate and harmonise European training styles
10. Use CEPOL's Learning Management System and knowledge bases
11. Engage "Z generations" audience effectively

Note on mandatory testing: Formative or summative test assessing the gained knowledge of participants shall be conducted in the framework of the course as a mandatory measure. Test shall be designed and implemented by the activity manager. Testing of the two steps maybe combined.

**Set of activities: 53/2020 and 54/2020 – to be awarded together**

<b>54/2020: Train the trainers – Step 2</b>	<b>Cat. 6</b>	<b>Train the trainers</b>
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Duration	4 days
Minimum number of participants	26
Maximum budget	EUR 24,960

**Aim**

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.

**Target Group**

Trainers, lecturers and educational experts and law enforcement officers registered in the CEPOL Lecturers, Trainers, Researchers (LTR) database, who wish to increase their competences towards training, group work in a multicultural training/working environment.

**General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Identify the characteristics of adult learning
2. Organise effective learning environments for adult learners
3. Recognise different approaches to learning
4. Know the basics of writing objectives of teaching and learning. Define and identify relevant training contents
5. Organise effective European and CEPOL learning environments, especially regarding the multicultural environment
6. Identify and clarify the benefits of diversity in CEPOL and in European learning communities
7. Facilitate learning processes by implementing appropriate blended learning methods, discuss opportunities for peer review, coaching and other forms of personal development
8. Review opportunities for continuous quality improvement during residential/online courses by applying Kirkpatrick's evaluation methodology
9. Disseminate and harmonise European training styles
10. Use CEPOL's Learning Management System and knowledge bases
11. Engage "Z generations" audience effectively

Note on mandatory testing: A formative or summative test assessing the gained knowledge of participants shall be conducted in the framework of the course as a mandatory measure. The test shall be designed and implemented by the activity manager. Testing of the two steps maybe combined.

**Set of activities: 55/2020 and 56/2020 – to be awarded together**

<b>55/2020:</b> EU Law enforcement leadership development - Future leaders - module 1	<b>Cat. 6</b>	<b>Leadership</b>
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Duration	5 days
Minimum number of participants	26
Maximum budget	EUR 37,200

**Curriculum approved by the CEPOL Management Board must be followed.**

**The mandatory curriculum is attached to the Call.**

**Aim**

Enhance leadership competencies of future law enforcement decision makers in terms of strategy formulation, implementation and change management with particular emphasis on international/EU dimension of enforcement.

Foster the network of future leaders in EU law enforcement, encourage international partnership, address future challenges of law enforcement and assess the training needs in relation to leadership development.

**Target Group**

Potential future law enforcement leaders of the EU Member States, Associated Countries and JHA Agencies. Executive Leadership position in law enforcement (e.g. head of crime unit, station/county police chief etc.) at the minimum rank of Superintendent/Lieutenant-Colonel.

**General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Recognise the critical factors of a successful change or innovation
2. Assess how to bring EU instruments/ legislation into police practice
3. Apply efficient motivation tools and techniques in a multicultural environment
4. Apply efficient time and resources management
5. Employ efficient communication with internal and external audience in a multinational context
6. Analyse task, assemble information and recommend solutions
7. Assess how to bring EU instruments/ legislation into police practice and employ the possibilities for joint approach within the EU
8. Evaluate possibilities for proactive working with political level
9. Estimate options for interaction with private sector
10. Diagnose the potential public response to police action influenced by social inequality
11. Prioritise in a way enabling to foster the "value for money" approach
12. Identify needs of a police leader with European perspective (training gaps)

Note: During the course personal leadership coaching shall be provided. Participants are expected to undertake a written assignment on a pre-determined subject following the second module.

**Set of activities: 55/2020 and 56/2020 – to be awarded together**

<b>56/2020:</b> EU Law enforcement leadership development - Future leaders - module 2	<b>Cat. 6</b>	<b>Leadership</b>
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Duration	5 days
Minimum number of participants	26
Maximum budget	EUR 37,200

**Curriculum approved by the CEPOL Management Board must be followed.**

**The mandatory curriculum is attached to the Call.**

**Aim**

Enhance leadership competencies of future law enforcement decision makers in terms of strategy formulation, implementation and change management with particular emphasis on international/EU dimension of enforcement.

Foster the network of future leaders in EU law enforcement, encourage international partnership, address future challenges of law enforcement and assess the training needs in relation to leadership development.

**Target Group:**

Potential future law enforcement leaders of the EU Member States, Associated Countries and JHA Agencies. Executive Leadership position in law enforcement (e.g. head of crime unit, station/county police chief etc.) at the minimum rank of Superintendent/Lieutenant-Colonel.

**General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Recognise the critical factors of a successful change or innovation
2. Assess how to bring EU instruments/ legislation into police practice
3. Apply efficient motivation tools and techniques in a multicultural environment
4. Apply efficient time and resources management
5. Employ efficient communication with internal and external audience in a multinational context
6. Analyse task, assemble information and recommend solutions
7. Assess how to bring EU instruments/ legislation into police practice and employ the possibilities for joint approach within the EU
8. Evaluate possibilities for proactive working with political level
9. Estimate options for interaction with private sector
10. Diagnose the potential public response to police action influenced by social inequality
11. Prioritise in a way enabling to foster the "value for money" approach
12. Identify needs of a police leader with European perspective (training gaps)

Note: During the course personal leadership coaching shall be provided. Participants are expected to undertake a written assignment on a pre-determined subject following the second module.



<b>57/2020:</b> Language development - Instruments and systems of European police cooperation in English (1 <sup>st</sup> )	<b>Cat. 6</b>	<b>Language development</b>
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Duration	19 days
Minimum number of participants	26
Maximum budget	EUR 69,000

### Aim

To improve operational cooperation between law enforcement authorities by increasing language abilities and increase participants' knowledge of European law enforcement systems and instruments of cooperation.

### Target Group

Law enforcement officers from EU member states involved in cross-border work or international police cooperation in either operational or educational arenas.

### General Learning Outcomes - upon completion of the activity the participants will be able to:

1. Communicate in English more efficiently in professional environment
2. Demonstrate increased use of police terminology especially the use of legal and technical terms
3. Compare at least three different policing systems within the European context
4. Demonstrate increased knowledge of at least three European Union institutions
5. Compare at least three different law enforcement related topics within the European context in the EU JHA priority areas
6. Use functional language in various policing contexts and environments
7. Correctly use the professional vocabulary
8. Formulate concrete and precise statements in a foreign language
9. Establish better contact with foreign partners

Note on mandatory testing: Language test assessing the gained knowledge of participants shall be conducted in the framework of the course. Test shall be designed and implemented by the activity manager. CEPOL aims to offer additional testing with British Council.

<b>58/2020:</b> Language development - Instruments and systems of European police cooperation in English (2 <sup>nd</sup> )	<b>Cat. 6</b>	<b>Language development</b>
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Duration	19 days
Minimum number of participants	26
Maximum budget	EUR 69,000

### **Aim**

To improve operational cooperation between law enforcement authorities by increasing language abilities and increase participants' knowledge of European law enforcement systems and instruments of cooperation.

### **Target Group**

Law enforcement officers from EU member states involved in cross-border work or international police cooperation in either operational or educational arenas.

### **General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Communicate in English more efficiently in professional environment
2. Demonstrate increased use of police terminology especially the use of legal and technical terms
3. Compare at least three different policing systems within the European context
4. Demonstrate increased knowledge of at least three European Union institutions
5. Compare at least three different law enforcement related topics within the European context in the EU JHA priority areas
6. Use functional language in various policing contexts and environments
7. Correctly use the professional vocabulary
8. Formulate concrete and precise statements in a foreign language
9. Establish better contact with foreign partners

Note on mandatory testing: Language test assessing the gained knowledge of participants shall be conducted in the framework of the course. Test shall be designed and implemented by the activity manager. CEPOL aims to offer additional testing with British Council.

<b>59/2020:</b> Unmanned aerial vehicles (drones) - threats & opportunities for law enforcement	<b>Cat. 8</b>	<b>Prevention</b>
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Duration	4 days
Minimum number of participants	26
Maximum budget	EUR 24,960

### Aim

To improve the efficient response of the law enforcement regarding the criminal use of drones. To enhance use of aerial vehicles systems for law enforcement purposes, such as for border control and police operations.

### Target Group

Law enforcement officials with professional interest in use/misuse of drones for purposes related to committing and tackling of organized crime.

**General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Review capabilities of existing unmanned aerial vehicle technology
2. Recognise the legislation context in the EU
3. Identify legal practice and procedural issues in using unmanned aerial vehicle in law enforcement practice
4. Increase the knowledge of the use of unmanned aerial vehicle in border control, protection of public events, searching of missing persons, traffic control, searching of fugitives and other operational law enforcement activities
5. Get acquaintance with the security threats posed by the use of drones
6. Better understand the market situation and recognise the advantages and risks of cooperation with the industry
7. Analyse the potential impact of further technological developments for law enforcement
8. Have an overview of cost-efficient UAV with the weight of up to 25 kg

<b>60/2020:</b> Prevention of juvenile crime and domestic violence	<b>Cat. 8</b>	<b>Prevention</b>
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Duration	4 days
Minimum number of participants	26
Maximum budget	EUR 24,960

### Aim

To exchange good practices on the fight against juvenile crime and domestic violence and to strengthen prevention, detection and enforcement work in daily operation.

### Target Group

Law enforcement officials dealing with juvenile crime/domestic violence cases.

**General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Draft prevention strategies related to various types of juvenile crime and domestic violence cases
2. Discuss the importance of relevant community policing practice
3. Identify and describe best practice in EU countries
4. Transfer good investigative practices to daily work
5. Engage with other relevant services to tackle crisis situation and offer holistic approach with the engagement of social services, NGOs etc.

<b>61/2020: Pan-European Football Security</b>	<b>Cat. 8</b>	<b>Public order – Football security</b>
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Duration	5 days
Minimum number of participants	52
Maximum budget	EUR 62,400

**Content of the activity shall be developed in close cooperation with the EU Think Tank on Football Security, including all planning and organisational measures following the concept of the Pan European Football Policing Training Project / PE – FFTP**

**The training shall be organised around an international football match.**

### **Aim**

To enhance safety and security by increasing the effectiveness and harmonisation of the policing of football matches with an international dimension within Europe. A practical part within an international match (timetables published in the European and Champions League) should be a part of the programme, if feasible.

### **Target Group**

Police football commanders/NFIP contacts/football intelligence officers (commanders – silver and gold level, intelligence officers, spotters – monitors).

**General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Strengthen the international partnerships between the delegations regularly involved in fixtures discuss, critically evaluate and learn from the latest knowledge, research and good practice from across Europe
2. Expand the philosophy of safety-oriented public order management and intelligence-based policing
3. Develop and enhance international good practice by creating a platform for understanding the links between local practices, existing policy, evidence and theory
4. Gain an understanding of current crowd dynamics theory, and how it applies to active policing during football events
5. Identify and describe type of data which is required for exchange of information in terms of preparing international policing operation
6. Assure possibility of acting with armed police forces from abroad in the host country
7. Increase the knowledge and make the best use of existing agencies, organisations and networks of the EU as well as regional initiatives in the area of policing football games

Note on mandatory testing: Formative or summative test assessing the gained knowledge of participants shall be conducted in the framework of the course as a mandatory measure. Test shall be designed and implemented by the activity manager.

<b>62/2020:</b> Public order - crowd management and security during major events	<b>Cat. 8</b>	<b>Public Order</b>
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Duration	4 days
Minimum number of participants	26
Maximum budget	EUR 24,960

### Aim

To deepen the knowledge and increase the competences on the level of security requirements for large scale events and of cross-border cooperation in that context.

To improve the threat assessment and management of major public events in order to prevent/effectively contain attacks carried out by lone-actor terrorists or violent lone criminals.

### Target Group

Senior and chief specialists of law enforcement staff working in planning, tactical direction and evaluation of large-scale public order operations and police operations of securing major mass events or public assemblies.

### General Learning Outcomes - upon completion of the activity the participants will be able to:

1. Understand the principles of safety-oriented public order management and intelligence-based policing
2. Discuss effective threat and risk assessment practices for a major events
3. Identify areas of planning and deployment strategies affected by national requirements (legal, operational, practical)
4. Describe the required security measures during large scale events, especially international summits improving international law enforcement cooperation during large scale events
5. Discuss issues related to the commanding and training of public order units
6. Develop and enhance international good practice by creating a platform for understanding the links between local practices, existing policy, evidence and theory
7. Describe crowd dynamics theory and describe type of data, which is required for exchange of information in terms of preparing international policing operation
8. Increase the knowledge and make the best use of existing agencies, organizations and networks of the EU and regional initiatives in the area of policing major events
9. Discuss methods of EU cross border police cooperation large scale events
10. Improve the knowledge on identification of the links between the public order and other types of crime
11. Improve the threat assessment and management of public violent attacks to prevent and respond to terrorist threats and attacks

<b>63/2020:</b> Violent attacks against public - amok shootings	<b>Cat. 8</b>	<b>Public order</b>
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Duration	4 days
Minimum number of participants	26
Maximum budget	EUR 24,960

### **Aim**

To identify the individual who is on a pathway to violent attack and learn about the possibilities how to manage the threat of public violent attacks. To improve threat assessment and management of the public violent attacks carried out by lone-actor terrorists or violent loners.

### **Target Group**

First line law enforcement officers, senior and chief specialists, investigators from various law enforcement agencies responsible for the public security (police, dignitaries, protection, etc.).

### **General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Increase the knowledge of a public violent attacks' phenomenon
2. Analyse the risk factors of the severe targeted violence
3. Evaluate and define warning behaviours prior the violent attack
4. Identify individuals who may be at the risk group
5. Increase the knowledge of means to minimise the risk of severe targeted violence
6. Examine inter-institutional collaboration in preventing public violent attacks
7. List good models of law enforcement intervention and training initiatives

**Set of activities: 64/2020 and 65/2020 – to be awarded together**

<b>64/2020:</b> Joint Investigation Team – Implementation	<b>Cat. 9</b>	<b>JIT</b>
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Duration	4 days
Minimum number of participants	26 (CEPOL) + 12-14 (EJTN)
Maximum budget	EUR 24,960

**In cooperation with EJTN and EUROJUST****Aim**

To enhance the competences and deepen the understanding of the participants on the set-up and functioning of Joint Investigation Teams.

**Target Group**

Law enforcement officers (26 funded by CEPOL) and judges/prosecutors (12-14 funded by the EJTN).

**General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Apply the concept of JITs
2. Compare JIT with other forms of criminal investigations
3. Identify legal practice and procedural issues in JITs
4. Illustrate in general terms how to set up and operate a JIT
5. Recognise the appropriate services offered by the European Union to support JITs
6. Differentiate the roles of the different actors in a JIT
7. Complete and submit applications for JIT funding
8. Draft a JIT agreement based on the model agreement available in the JITs Manual;
9. Evaluate a JIT based on the evaluation template



**Set of activities: 64/2020 and 65/2020 – to be awarded together**

<b>65/2020:</b> Joint Investigation Team – Leadership	<b>Cat. 9</b>	<b>JIT</b>
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Duration	4 days
Minimum number of participants	26 (CEPOL) + 12-14 (EJTN)
Maximum budget	EUR 24,960

**In cooperation with EJTN and EUROJUST****Aim**

To enhance the competences and deepen the understanding of leading, set-up and functioning of Joint Investigation Teams.

**Target Group**

Law enforcement officers (26 funded by CEPOL) and judges/prosecutors (12-14 funded by EJTN) in particular potential leaders of Joint Investigation Teams.

**General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Understand Joint Investigation Team leadership principles
2. Recognise management challenges of Joint Investigation Teams through the review of practice
3. Apply the concept of JITs
4. Compare JIT with other forms of criminal investigations
5. Identify legal practice and procedural issues in JITs
6. Illustrate how to set up and operate a JIT
7. Select appropriate services offered by the European Union to support JITs
8. Differentiate the roles of the different actors in a JIT
9. Complete and submit applications for JIT funding
10. Draft a JIT agreement based on the model agreement available in the JITs Manual;
11. Evaluate a JIT based on the evaluation template

<b>66/2020: Operational intelligence analysis</b>	<b>Cat. 9</b>	<b>Analysis</b>
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Duration	5 days
Minimum number of participants	26
Maximum budget	EUR 31,200

**Joint activity with Europol - content is provided by Europol. Experts' costs are covered by Europol.**

### **Aim**

Enhance operational intelligence analysis capacities in European law enforcement.

### **Target Group**

Law enforcement investigators and analysts, specialised in organised crime or/and counterterrorism, who want to develop their knowledge in the field of criminal intelligence analysis.

**General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Describe the purpose of intelligence analysis in three different policing contexts
2. Outline the concept of intelligence and explain minimum of four steps in the intelligence cycle
3. Explain the main principles of a collection plan for an analytical assignment
4. Define minimum of 6 different sources in criminal intelligence
5. Assess the information and the source in terms of its intelligence value by using the standardised 4 x 4 evaluation model
6. Use minimum of 4 different analytical techniques when conducting intelligence analysis
7. Apply critical thinking in hypotheses development, when constructing conclusions and intelligence requirements
8. Deliver analytical findings through a standardised oral reporting format
9. Identify links between suspects and their involvement in organised crime or terrorism

Note on mandatory testing: Formative or summative test assessing the gained knowledge of participants shall be conducted in the framework of the course as a mandatory measure. Test shall be designed and implemented by the activity manager.

<b>67/2020:</b> Passenger Name Record information analysis	<b>Cat. 9</b>	<b>Analysis</b>
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Duration	3 days
Minimum number of participants	26
Maximum budget	EUR 18,720

**Joint activity with Europol - content is provided by Europol. Experts' costs are covered by Europol.**

### **Aim**

To enhance capability to understand, interpret and analyse PNR data and to develop the presentation of results; to improve, update and share knowledge on the functionalities of the systems connected to PNR data, to promote partnership with the industry in the PNR domain, to reinforce operational and strategic cooperation between PIU's.

### **Target Group**

Passenger Information Unit (PIU) staff working with PNR data or foreseen to be working with PNR data.

**General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Describe the legal implementation of the EU PNR Directive
2. Identify a PNR-data/PNRGOV message, explain its content and extract the most relevant components
3. Use PNR data for operational analysis, encompassing the use of different analytic techniques and methods, and with different sources of information
4. Understand the use of historical searches in support of competent authorities' requests/investigations
5. Explain rule-based targeting, including its limitations, the methodology and theory behind rule-based targeting as well as develop targeting rules from intelligence
6. Create pre-defined, targeted, specific, proportionate and fact-based assessment criteria that are based on experience and criminal intelligence
7. Summarize monitoring procedures
8. Increase the knowledge and make the best use of cooperation partners for PIUs, standards for cooperation and the channels that can be used for cooperation between PIUs and relevant stakeholders

<b>68/2020:</b> Social network analysis	<b>Cat. 9</b>	<b>Analysis</b>
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Duration	4 days
Minimum number of participants	26
Maximum budget	EUR 24,960

### Aim

To improve criminal analysis capacity through Social Network Analysis.

To map and measure network relationships, interactions or behaviour; To handle complex and large volumes of data; To develop working assumptions to be tested through fieldwork; To explore criminal structures; To develop intelligence and enforcement priorities to support investigations more efficiently and effectively.

### Target Group

Experienced law enforcement analysts.

**General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Explain the importance of network thinking and applications
2. Discuss challenges and opportunities for law enforcement arising from social networks
3. Present a conceptual analytical framework consisting of Centrality, Sub-groups, Components, Cutpoints and KeyPlayer measures
4. Identify various sources and types of network data in operational projects
5. Analyse various network data sets using SNA tools (e.g., NetDraw, Ucinet, KeyPlayer and Analysts' Notebook)

Note on mandatory testing: Formative or summative test assessing the gained knowledge of participants shall be conducted in the framework of the course as a mandatory measure. Test shall be designed and implemented by the activity manager.

<b>69/2020:</b> Intelligence-led policing	<b>Cat. 9</b>	<b>Analysis</b>
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Duration	4 days
Minimum number of participants	26
Maximum budget	EUR 24,960

### **Aim**

To encourage and support the Member States in the implementation of their national intelligence models and to promote the intelligence-led policing model as an effective strategy in order to determine crime reduction tactics that concentrate on the enforcement and prevention of criminal offender activity.

### **Target Group**

Law enforcement officials with tasks related to intelligence cycle and Intelligence-Led Policing implementation processes.

### **General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Understand the concept of intelligence-led policing and evaluate the way this is applied
2. Apply the intelligence-led policing model for effective prevention or suppression of crime
3. Compare various strategic policing models
4. Promote the cooperation between intelligence and law enforcement agencies of the EU
5. Clarify certain law restrictions in the implementation of intelligence-led policing model
6. Use technical and analysis tools (e.g. crime mapping) for the intelligence management and analysis
7. Apply and develop new investigation and analytical methods and techniques

<b>70/2020: Strategic Intelligence Analysis</b>	<b>Cat. 9</b>	<b>Analysis</b>
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Duration	4 days
Minimum number of participants	26
Maximum budget	EUR 24,960

### Aim

To increase the capability of law enforcement officers to collect, evaluate, collate and analyse strategic information and intelligence related to serious and organised crime and submit their results to decision-makers for further exploitation. Enhance the capacities for producing strategic analysis and share effective techniques in order to improve the intelligence-led policing.

### Target Group

Law enforcement officials possessing knowledge or officers to be prepared to conduct strategic analysis and work experience in the field of strategic criminal analysis particularly with regard to organised crime and terrorism.

### General Learning Outcomes - upon completion of the activity the participants will be able to:

1. Establish the direction of a strategic intelligence analysis project and plan in accordance with expectations of the decision maker
2. Analyse strategic intelligence, submit the results of analysis to decision-makers in order to improve the policing policies and programmes
3. Use the concepts of intelligence and intelligence cycle; Describe and use available sources of criminal intelligence
4. Describe collection plan for an analytical assignment
5. Collect and evaluate information, determine collation methods suitable for different types of data
6. Utilise risk and/or threat assessment techniques
7. Analyse quantifiable and non-quantifiable data using various analytical techniques
8. Produce valid and actionable strategic intelligence product which meets the needs of a client, as a result of planning, collecting, evaluating, collating, analysing and reporting information
9. Understand and apply critical thinking: in deductive and inductive logic, hypotheses development, when constructing conclusions and intelligence requirements
10. Use written and oral reporting formats in analysis

<b>71/2020:</b> European Explosive Ordnance Disposal Network	<b>Cat. 9</b>	<b>EEODN</b>
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Duration	4 days
Minimum number of participants	52
Maximum budget	EUR 49,920

**Joint activity with Europol – content is provided by Europol. Experts` costs are covered by Europol.**

### **Aim**

To facilitate information sharing and trust building and contribute to the identification of best practices and up to date knowledge on CBRN and Explosives domains. To create awareness within Counter Terrorism Senior Law Enforcement Officials in order to generate and improve possible operations to support the fully implementation of the Regulation EU 98/2013 on the marketing and use of explosives precursors.

### **Target Group**

Bomb Data Centres Senior Police Officers, Forensic Units Experts, Bomb Technicians, Post Blast Investigators and other experts related to the explosives field. CBRN Experts, CBRN Intervention/First Response Units Experts, CBRN Investigation Units, Forensic Units and CBRN Data Centres – from law enforcement agencies as well as military units, which are considered national competent authorities according to national regulations and laws.

**General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Discuss the newest tendencies involving the use of explosives and CBRN materials
2. Identify best practice relevant for explosives and CBRN, bomb data centres, post-blast investigations
3. Have awareness on the Protocols
4. Increase exchange of information/intelligence
5. Describe training possibilities in the area
6. Recognise effective strategies and promote mutual cooperation
7. Identify new trends on the illicit use of explosives and CBRN materials
8. Develop trust and strengthen mutual understanding

Note: Activity consist of two back-to-back parts: 2 days seminar for lectures and best practice exchange + 2 days field exercise

<b>72/2020:</b> Forensic investigation in CBRN contaminated environment	<b>Cat. 9</b>	<b>Forensics</b>
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Duration	5 days
Minimum number of participants	26
Maximum budget	EUR 31,200

**In cooperation with ENFSI (tbc)**

### **Aim**

To enhance use of deliverables of several recently finished EU projects, including EDEN (the EDEN market) and GIFT-CBRN, which include novel detection systems, procedures and software for risk analysis and lab management (knowledge base).

To reinforce the cooperation between intervention experts in CBRN incidents and forensic specialists in laboratories. To focus on integrating the work of all first responders and forensic specialists, while taking into account the already existing CBRN intervention protocols.

### **Target Group**

Forensic specialists (reporting officers as well as lab and crime-scene operators) who deal with terrorist-related crime, CBRN specialists who analyse CBRN samples in the laboratories (profiling and provenance), as well as police first responders active in the hot-zone areas

### **General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Understand the theory and current practices regarding CBRN risks and the first responder's approach to a CBRN-contaminated incident scene (risk analysis, decontamination and evacuation approaches)
2. Understand the specific CBRN-related problems involved in forensic investigation under CBRN crime-scene conditions (use of protective gear, prioritization)
3. Understand the different state-of-the-art approaches to forensic investigation of items seized at CBRN incidents, as developed by EU projects (EDEN and GIFT)
4. Describe best practices in relation to the use of forensic procedures and tools available for the forensic investigation of items seized at CBRN incidents
5. Use of software tools that are used in the forensic investigation of items seized at CBRN incidents such as the GIFT Toolbox deliverable
6. Write court going expert statements, taking into account the CBRN aspects of the investigation and their influence on the forensic findings and conclusions
7. Describe the limitations of methods used both in the field and in the lab
8. Cascade training at a national level using the tools supplied, incorporating the new material and methods into the existing standard emergency procedures

Note: Applicant shall cooperate with ENFSI action group responsible for Education and Training. The training shall be preferably organised in a forensic institute.

Note on mandatory testing: Formative or summative test assessing the gained knowledge of participants shall be conducted in the framework of the course as a mandatory measure. Test shall be designed and implemented by the activity manager.



<b>73/2020:</b> Chip-off and ISP to recover data from damaged or protected devices	<b>Cat. 9</b>	<b>Forensics</b>
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Duration	4 days
Minimum number of participants	26
Maximum budget	EUR 24,960

### In cooperation with the ENFSI (tbc)

#### Aim

To enhance capability to investigate on damaged or protected devices containing crucial data. To read memory components by removing them from the board (chip off) or by reading them directly on the board.

#### Target Group

Law enforcement forensics technicians or engineers of a forensic laboratory or forensic group with basic knowledge in computer sciences and electronics and previous experience in handling evidences such as smartphones.

#### General Learning Outcomes - upon completion of the activity the participants will be able to:

1. Remove a memory component from a board, clean it and read it
2. Solder wires on specific location on a board in order to use an In-Circuit reader
3. Chip off memory devices from a board
4. Read the component
5. Use an In-Circuit Programmer device
6. Understand when they can use these methods to process evidences.

#### Technical requirements:

Following equipment is needed for this training: hot-air gun, solder iron, memory reader, component programmer and in circuit boxes. Estimated costs:

- Hot-air gun : 100€ (x4)
- Nano soldering station : 1500€ (x4)
- ISP : 150€ (x4)
- memory programmer : 2500€ (x2)
- Flux, flux remover, stain, small soldering equipment

Number of participants correlates to the number of equipment needed. Thus, if 4 pieces of equipment are bought, it serves 4 groups of 3 people. Two sessions could be held in order to train 26 participants.

<b>74/2020: Intellectual Property Rights - Counterfeiting and Piracy</b>	<b>Cat. 9</b>	<b>Intellectual Property Rights</b>
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Duration	5 days
Minimum number of participants	26 (financed by CEPOL) + 26 (financed by EUIPO)
Maximum budget	EUR 31,200

**Joint activity with EUIPO, to be applied in regular way. Content shall be provided by the applicant Framework Partner in close cooperation with EUIPO. Experts costs are shared (half of experts are provided by FP/CEPOL side, other half by EUIPO).**

### Aim

To recognize European criminal patterns on counterfeiting, share good practices on inter-agency and public-private cooperation, and identify the best investigative and administrative counter-measures. To focus on counterfeiting in general with a specific modules on how to combat the illicit traffic of counterfeit goods on the internet and how to proceed with financial investigative/asset recovery measures following successful investigation of cases counterfeiting.

### Target Group

For CEPOL: Senior law enforcement officers (police, customs), judiciary (prosecutors);  
For EUIPO: Non-law enforcement public officials with inspective functions leading the investigation/detection (e.g. criminal investigation/ administrative inspection) of counterfeit or pirated goods.

### General Learning Outcomes - upon completion of the activity the participants will be able to:

1. Identify traditional and emerging patterns of counterfeiting and other IPR infringements in the EU
2. 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.)
3. Identify the potential points of intervention/disruption in the life cycle of counterfeit goods (manufacturing, online advertising, shipping, exporting/ importing, warehousing, distribution, payment)
4. Recognise the most effective methods in the fields of prevention, detection and repression concerning online sales of counterfeit goods
5. Become familiar with guiding examples of public-private partnership in the field of Intellectual Property Rights
6. Acknowledge the added value of international cooperation instruments
7. Recognise the necessity of the application of financial investigative and asset recovery measures and cooperation with tax administrations

Note on mandatory testing: Formative or summative test assessing the gained knowledge of participants shall be conducted in the framework of the course as a mandatory measure. Test shall be designed and implemented by the activity manager.

<b>75/2020:</b> Informant handling – advanced	<b>Cat. 9</b>	<b>Special law enforcement techniques</b>
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Duration	4 days
Minimum number of participants	26
Maximum budget	EUR 24,960

**Joint activity with Europol – content is provided by Europol. Experts' costs are covered by Europol.**

### Aim

This training activity aims to pursue the harmonisation and standardisation of procedures in informant handling; to improve knowledge on existing informant related practice; to enhance cross-border cooperation and build mutual understanding of national legal practices related to informants; to build up expertise in the handling of Covert Human Intelligence Sources (CHIS), especially in the crime area of organised property crime.

### Target Group

Experienced informant handling practitioners (informant controllers and/or managers of dedicated informant handling units).

**General Learning Outcomes - upon completion of the activity, the participants will be able to:**

1. Recognise the need for a comprehensive risk assessment to be adopted for the management of informants, protection of staff and proceedings
2. Recognise the importance of a national codification system in order to organise national coordination
3. Cooperate with EU partners and third countries regarding informants and enhance the network between colleagues in a similar area
4. Utilise Covert Human Intelligence Sources in a cost-effective way
5. Apply trust building and cooperate internationally when handling the informants while respecting their human rights

<b>76/2020: Witness Protection</b>	<b>Cat. 9</b>	<b>Special law enforcement techniques</b>
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Duration	5 days
Minimum number of participants	26
Maximum budget	EUR 31,200

**Joint activity with Europol – content is provided by Europol. Experts' costs are covered by Europol.**

### Aim

This training activity aims to disseminate the European witness protection standards in particular in international cooperation and international relocation.

### Target Group

Experienced witness protection practitioners.

**General Learning Outcomes - upon completion of the activity, the participants will be able to:**

1. Identify good practice, legislation, legal issues and policies, procedures relating to the International relocation of protected persons associated with the chosen country
2. Identify appropriate covert working practices and considerations for officers operating in foreign jurisdictions
3. Develop appropriate strategies to accommodate the cultural and psychological needs of the clients involved in international relocation balanced against the procedural variances that exist between countries
4. Identify the risks associated with the use of IT communications for officers and clients when involved with international relocations
5. Consider resettlement needs, diversity issues, the duty related to human rights and impact these can have on the successful management of protected persons' cases
6. Recognise and prioritise the impact of international displacement on children and the importance of 'hearing' their voice
7. Develop credible and sustainable legends for clients and children that are robust and stand up to scrutiny giving due regard to cultural origins and diversity
8. Recognise the psychological impact that international displacement may have on a protected person and those responsible and consider appropriate control measures to reduce the risk of compromise

Note on mandatory testing: Formative or summative test assessing the gained knowledge of participants shall be conducted in the framework of the course as a mandatory measure. Test shall be designed and implemented by the activity manager.

<b>77/2020:</b> Disaster Victim identification, management and joint operations	<b>Cat. 9</b>	<b>Specific areas</b>
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Duration	4 days
Minimum number of participants	26
Maximum budget	EUR 24,960

**Curriculum approved by the CEPOL Management Board must be followed.**

**The mandatory curriculum is attached to the Call.**

### **Aim**

To establish enhanced coordination and management of national and international DVI operations and to enhance and harmonise the level of knowledge of law enforcement personnel in the different countries involved in coordinating and managing Disaster Victim Identification as well as in the identification of all types of victims.

### **Target Group**

Disaster Victim Identification (DVI) trained personnel with coordinating and management tasks. Participants must have experience and knowledge on DVI work based on their work experience or of their participation in a basic DVI course; this training activity can also be useful for DVI Commanders or Head of DVI Units to attend.

**General Learning Outcomes - upon completion of the activity, the participants will be able to:**

1. Set up a DVI Team or improve the DVI capabilities in their country
2. Provide an overview of the different tasks and requirements within all stages of the DVI process, with a specific focus on the multidisciplinary dimension
3. Maintain a high level of quality assurance across the entire operation
4. Apply the Interpol DVI Standards
5. Manage political and media pressure
6. Organise and coordinate a methodical recovery of human remains and personal belongings as well as scene management
7. Handle human remains and / or personal belongings in a dignified way and take care of their release
8. Organise and coordinate the ante-mortem investigative process, the post-mortem investigative process, the reconciliation investigative process as well as the Identification Board and the subsequent release of human remains and personal belongings

<b>78/2020:</b> Investigating and preventing corruption	<b>Cat. 9</b>	<b>Anti-corruption</b>
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Duration	4 days
Minimum number of participants	26 (CEPOL) + 12-14 (EJTN)
Maximum budget	EUR 24,960

### In cooperation with EJTN

#### Aim

To improve law enforcement capacity in fight against corruption. To exchange knowledge on effective anti-corruption measures

#### Target Group

Law enforcement officers (26 funded by CEPOL) and prosecutors/judges (12-14 funded by the EJTN) specialised in investigation of corruption, implementation of anti-corruption measures as well as in deployment of preventive instruments.

#### General Learning Outcomes - upon completion of the activity the participants will be able to:

1. Discuss corruption investigations of various scale such as corruption in public procurement, abuse of official power etc.
2. Share experience regarding integrity testing practices for the control of law enforcement officials' ethical behaviour
3. Cooperate efficiently with international stakeholders, understand the EU cooperation instruments on information/intelligence exchange
4. Identify opportunities of cooperation with NGOs and share practice on the handling of whistle-blowers
5. Define measures to prevent corruption by targeting the main facilitators and enablers of corruption, analyse the corruption facilitators and enablers, develop transparency standards and legislation in the fight against corruption
6. Apply financial investigative techniques in corruption cases
7. Deploy tools available for identification and seizure of assets obtained through corruption, including international mutual legal assistance or JITs
8. Evaluate challenges for efficient anti-corruption strategies and policies
9. Utilize effective risk assessment techniques

<b>79/2020: Social Media implications in Law Enforcement</b>	<b>Cat. 9</b>	<b>Specific areas</b>
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Duration	5 days
Minimum number of participants	26
Maximum budget	EUR 31,200

### Aim

To enhance the use of social media for law enforcement purposes and the law enforcement capability to handle threats on social media with cross-border features. To improve the effectiveness of the gathering and exchange of information found on social media, which could also enhance the capability to prevent the phenomena of radicalization.

### Target Group

Law enforcement officials interested in sharing concepts and best practice in how social media can be applied for gathering of relevant information to prevent crime and to conduct investigations and other law enforcement actions.

### General Learning Outcomes - upon completion of the activity the participants will be able to:

1. Demonstrate sufficient theoretical and empirical knowledge about most relevant social media channels
2. Comprehend the effects of various social media on law enforcement procedures and operations
3. Reflect on new investigative opportunities as well as legal, ethical and professional limits
4. Understand the impact of social media for cross-border and transnational police cooperation
5. Discuss how to intervene in practical situations (e.g. with regard to bullying via social media, online sexual abuse, use of social media in public riots, combat radicalisation through social media, etc.)
6. Explore possibilities for cooperation with private sector in order to motivate the service providers to preventive measures and interventions avoiding misuse of their platforms for crime
7. Use various forms of social media (e.g. Twitter, Facebook, YouTube etc.) for law enforcement purposes and to share good professional practice

Note on mandatory testing: Formative or summative test assessing the gained knowledge of participants shall be conducted in the framework of the course as a mandatory measure. Test shall be designed and implemented by the activity manager.

# **TRAINING CATALOGUE 2020**

## **Reserve list**

Training activities in the reserve list shall be applied in the same manner as normal grant activities. The reserve activities will be implemented via grants only if financial resources are available in 2020 and if valid grant applications are received from Framework Partners for these activities during the grant application procedure.



This activity will be implemented only if financial resources are available in 2020.

<b>Reserve 01/2020: Mafia organised crime</b>	<b>Cat. 1</b>	<b>EU Policy Cycle - general</b>
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Duration	4 days
Minimum number of participants	26
Maximum budget	EUR 24,960

## EMPACT – OAP 2020

### Aim

To enhance skills and competencies for fighting modern mafia style organised crime in particular view of complexity and evolution of these criminal organisations. To strengthen comprehensive and multi-dimensional investigative approaches, strategies, methodologies at national and European level.

### Target Group

Law enforcement officers, analysts, prosecutors and judiciary with operational experience in investigating, prosecuting and adjudication of mafia style organised crime both at national and transnational level.

### General Learning Outcomes - upon completion of the activity the participants will be able to:

1. Develop strategies for effective investigation and prosecution of Mafia style organised crime,
2. Review Mafia sub-cultural roots and evolution,
3. Apply investigative methodologies and special techniques to prevent and counter Mafia style organised crime,
4. Identify and detect Mafia style organised crime members, roles and adaptive behaviour,
5. Explore the impact of ICT in Mafia style organised crime and how members/groups exploit internet and social media for criminal purposes,
6. Follow the money to understand Mafia criminal financing and conduct Anti-Mafia financial investigations and actions, discuss mafia infiltration into the legitimate economy

This activity will be implemented only if financial resources are available in 2020.

<b>Reserve 02/2020: Hate Crime</b>	<b>Cat. 4</b>	<b>Fundamental rights</b>
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Duration	5 days
Minimum number of participants	26
Maximum budget	EUR 31,200

### Aim

To enhance response to hate crime in general and online hate speech in particular as a specific form of delinquency with special motives, as well as identifiable social and psychological basis. To encourage application of specific investigation methods and law enforcement cooperation in the field of hate crime.

### Target Group

Law enforcement officials and specialists responsible of tackling hate crime and online hate speech

### General Learning Outcomes - upon completion of the activity the participants will be able to:

1. Analyse the legal framework that regulates and penalizes hate crime and online hate speech in the EU
2. Plan adequate police measures for the effective prevention, detection and investigation of hate crime
3. Involve society in prevention of hate crimes, discuss treatment of victims
4. Discuss issues concerning hate speech vs the freedom of speech
5. Exchange knowledge on the effective techniques and tools used for combating online hate speech in view of the latest technological developments
6. Develop multidisciplinary cooperation with non-law enforcement stakeholders such as internet service providers, social media, NGOs in terms of prevention, early detection, investigation

Note on mandatory testing: Formative or summative test assessing the gained knowledge of participants shall be conducted in the framework of the course as a mandatory measure. Test shall be designed and implemented by the activity manager.

This activity will be implemented only if financial resources are available in 2020.

<b>Reserve 03/2020: SIS recast</b>	<b>Cat. 5</b>	<b>Schengen Information System</b>
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Duration	4 days
Minimum number of participants	26
Maximum budget	EUR 24,960

### **Aim**

To enhance the competences and deepen understanding of the participants on the latest changes introduced to the Schengen Information System, specifically focusing on the technical and operational improvements that reinforce the law enforcement aspect of the SIS

### **Target Group**

SIRENE operators with sound knowledge of the legal framework and operational practice, including national procedures

### **General Learning Outcomes - upon completion of the activity the participants will be able to**

1. Summarise the substantive amendments made to the legal framework as a result of the latest revision of SIS
2. Describe the stages of the implementation of the new functionalities in SIS
3. Describe the upgraded features and added functionalities of SIS to better fight terrorism and cross-border crime
4. Summarise the changes that will entail enhancements in the areas of biometrics, counter-terrorism, vulnerable persons, irregular migration and enhanced access for EU Agencies
5. Apply the new SIS provisions

This activity will be implemented only if financial resources are available in 2020.

<b>Reserve 04/2020: ATLAS Network - Special Intervention Units</b>	<b>Cat. 9</b>	<b>ATLAS</b>
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Duration	5 days
Minimum number of participants	37
Maximum budget	EUR 44,400

### In cooperation with the ATLAS Executive Bureau

Contact via [Renate.Lanzenbacher@bmi.gv.at](mailto:Renate.Lanzenbacher@bmi.gv.at)

### Aim

To enhance response in situations requiring special interventions by strengthening the cooperation between ATLAS Special Intervention Units (SIU) and the ability to work with the Standard Operation Procedure (SOP) and the Standard Manual of Guidance (MOG) for all ATLAS SIU.

### Target Group

Special police officers on the level of head of section, operation or commanders of an ATLAS Special Intervention Units

### General Learning Outcomes - upon completion of the activity the participants will be able to:

1. Act upon briefing on emerging incidents
2. Apply the "Manual of Guidance - Command and Control" (MoG C2) and the ATLAS "Special Operations Procedures" (SOP) on the occasion of incidents
3. Develop and present solutions in line with MoG C2, such as Mission Planning C2 Command Relationship, Communication Plan, Risk Assessment and Execution checklist for operations
4. Identify challenges and share good practices at C2 issues , as well as facilitate international cooperation among ATLAS SIU and counter terrorism tactics in critical infrastructure
5. Demonstrate adequate decision-making while planning an intervention;
6. Apply relevant tactics for the optimal outcome of the intervention;
7. Apply the standardized ATLAS tactical language
8. Identify possibilities for using liaison officers for communication
9. Understand the procedures and organisational structures in C2 issues, as well as facilitate international cooperation among ATLAS SIU
10. Identify best practice in terms of joint ATLAS counter terrorism operations

Note on mandatory testing: Formative or summative test assessing the gained knowledge of participants shall be conducted in the framework of the course as a mandatory measure. Test shall be designed and implemented by the activity manager.

This activity will be implemented only if financial resources are available in 2020.

<b>Reserve 05/2020:</b> Crisis hostage negotiation and crisis communication	<b>Cat. 9</b>	<b>Specific areas</b>
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Duration	4 days
Minimum number of participants	26
Maximum budget	EUR 24,960

### Aim

To address the fundamental pre-requisites for a successful hostage negotiation in combination with crisis communication management. To improve crisis communication reflecting current increased digitization and use of social media on international scale and therefore keep the integrity of law enforcement communication to public.

### Target Group

Law enforcement officials working in crisis hostage units and/or law enforcement officials in leadership functions in the field of communication strategy formulation, also spokespersons or social media teams.

### General Learning Outcomes - upon completion of the activity the participants will be able to:

1. Analyse the several stages of a crisis hostage negotiation process
2. Discuss on new models/practices developed by the several countries on crisis hostage negotiation
3. Identify the most important psychological factors involved on a crisis hostage negotiation
4. Compare communication theories and techniques based on psychological and sociological principles known to help diffuse emotional and instrumental crises
5. Recognize different stages of a crisis
6. Raise the awareness and the abilities to improve the embedding of social media in law enforcement work and the usage of different crisis communication concepts (e.g. towards scenario planning, dark sites)
7. Apply strategic organizational communication skills
8. Organise and plan different communication channels efficiently,
9. Analyse and manage different media inputs and outputs
10. Assign and distribute responsibilities
11. Set clear communication rules for a consistent content and an argumentative uniformity
12. Have a unified understanding of how media should be involved in the resolution of the crisis or conflict

This activity will be implemented only if financial resources are available in 2020.

<b>Reserve 06/2020: Big data analysis</b>	<b>Cat. 9</b>	<b>Analysis</b>
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Duration	4 days
Minimum number of participants	26
Maximum budget	EUR 24,960

### **Aim**

Use advanced methods, approaches and technologies for processing and analysing of large text-based datasets from various sources.

### **Target Group**

Law enforcement experts specialised in intelligence analysis.

**General Learning Outcomes - upon completion of the activity the participants will be able to:**

1. Discuss opportunities for big data analysis
2. Describe collection plan for an analytical assignment
3. Exchange experience in the preparation of data for analysis
4. Review useful commercial tools of text analysis and their applicability for law enforcement purposes
5. Demonstrate techniques to evaluate, compare, analyse and visualize large datasets from various sources
6. Utilise evaluation techniques to assess the reliability and usability of gathered intelligence
7. Compare law enforcement initiatives and technical solutions in the field of big data analysis

## TRAINING CATALOGUE 2020

### List of acronyms and abbreviations

AMON	Anti-Money Laundering Operational Informal Network
AR	Asset Recovery
ARO	Asset Recovery Office
ATLAS	European Network of Special Intervention Units
ATM	Automated Teller Machine
C2	Command and Control
CARIN	Camden Asset Recovery Interagency Network
CBRN	Chemical, Biological, Radiological and Nuclear
CEPOL	European Union Agency for Law Enforcement Training
CHIS	Covert Human Intelligence Sources
CIS	Customs Information System
CigInfo	Cigarette Information System (part of Mutual Assistant Broker)
CITES	Convention on International Trade in Endangered Species
CNP	Card Not Present
COM	European Commission
CSDP	Common Security and Defence Policy
CSE	Child Sexual Exploitation
CSV	Comma-Separated Values
CT	Counter Terrorism
DEBS	Data Exchange Between SIRENE
DVI	Disaster Victim Identification
EASO	European Asylum Support Office
EC3	European Cybercrime Centre
ECRIS	European Criminal Records Information System
ECTEG	European Cybercrime Training and Education Group
EDEN	End-user driven DEMO for cbrNe (project by COM)
EEODN	European Explosive Ordnance Disposal Network
EIGE	European Institute for Gender Equality
EIS	European Europol Information System
EJMP	European Joint Master Programme
EJTN	European Judicial Training Network
EMCDDA	European Monitoring Centre for Drugs and Drug Addiction
EMPACT	European Multidisciplinary Platform Against Criminal Threat
ENFAST	European Network of Fugitive Active Search Teams
ENFSI	European Network of Forensic Science Institutes
ENPE	European Network of Prosecutors for the Environment
EnviCrimeNet	European Network for Environmental Crime

esFAT	Extended File Allocation Table
EUFJE	European Union Forum of Judges for the Environment
eu-LISA	European Agency for the operational management of large-scale IT systems in the area of freedom, security and justice
EURODAC	European Union asylum fingerprints database
Eurojust	The European Union's Judicial Cooperation Unit
Europol	European Union Agency for Law Enforcement Cooperation
EXIF	Exchangeable Image File Format
FI	Financial Investigations
FIU	Financial Intelligence Unit
FIU.net	Financial Intelligence Unit Network
FRA	European Union Agency for Fundamental Rights
Frontex	European Border and Coast Guard
GIFT	Generic Integrated Forensic Toolbox
iARMS	INTERPOL Illicit Arms Records and tracing Management System
ICSE	INTERPOL's International Child Sexual Exploitation database
ICT	Information and Communication Technology
IMPEL	European Union Network for the Implementation and Enforcement of Environmental Law
ISP	Internet Service Provider
JHA	Justice and Home Affairs
JITs	Joint Investigation Teams
JSON	JavaScript Object Notation
LE	Law Enforcement
LEA	Law Enforcement Agency
LETS	The European Law Enforcement Training Scheme
LMS	Learning Management System
LTRdb	CEPOL Lectures, Trainers and Researchers Database
MB	Management Board
MENA	Middle East and North Africa
ML	Money Laundering
MO	Modus Operandi
MOG	Standard Manual of Guidance
MoG C2	Manual of Guidance - Command and Control
MTIC	Missing Trader Intra-Community (Fraud)
NGO	Non-Governmental Organisation
NPS	New psychoactive substances
NTFS	New Technology File System
OAP	Operational Action Plan
OC	Organised Crime
OCG	Organised Crime Group
OLAF	European Anti-Fraud Office
OPC	Organised Property Crime
OSINT	Open Source Intelligence
OSP	Online Service Provider
PCC SEE	Police Cooperation Convention for Southeast Europe



PNR	Passenger Name Record
SIRENE	Supplementary Information Request at the National Entries
SIS	Schengen Information System
SIU	Special Intervention Units
SLTD	Stolen and Lost Travel Documents
SNA	Social Network Analysis
SOCMINT	Social Media Intelligence
SOP	Standard Operation Procedure
SPOC	Single Point of Contact
THB	Trafficking in Human Beings
TOR	The Onion Router
ToR	Terms of Reference
UNODC	United Nations Office on Drugs and Crime
VC	Virtual Currencies
VIS	Visa Information System
WB	Western Balkans