



**CUSTOMS
SEIZURES**

Operational Training Needs Analysis

Drugs trafficking

EDUCATE, INNOVATE, MOTIVATE

Operational Training Needs Analysis

Drugs trafficking

2020

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List of abbreviations

CKC - CEPOL Knowledge Centre

CNU – CEPOL National Unit

EMCDDA – European Monitoring Centre for Drugs and Drugs Addiction

EMPACT - European Multidisciplinary Platform Against Criminal Threats

EU – European Union

EU-STNA – European Union Strategic Training Needs Assessment

JHA – Justice and Home Affairs

LE – Law enforcement

MB – Management Board

MS – Member State

OCG – Organized Crime Group

OTNA – Operational Training Need Analysis

SPD – Single Programming Document

Executive Summary

As defined by the Article 3 of the Regulation 2015/2219, CEPOL shall support, develop, implement and coordinate training for law enforcement officials. The **Operational Training needs Analysis (OTNA) methodology** (as adopted by the Management Board (MB) decision 32/2017/MB (15/11/2017)) establishes a structured training needs analysis procedure taking into account deliverables of the EU Strategic Training needs Assessment (EU-STNA) process.¹ The methodology was piloted in 2018 with limited number of thematic priorities for CEPOL training portfolio planning 2019, namely CSDP Missions and Counter-terrorism. Building on the strategic training priorities defined by the EU-STNA and the experience gained from previous OTNA studies CEPOL launched the OTNA on Drugs trafficking in 2019. Outcomes of the research will be used to define CEPOL's training portfolio in Drugs trafficking for 2021.

This report describes training priorities in the area of Drugs trafficking for 2021 based on the analysis of the data received from law enforcement agencies and CEPOL National Units (CNU) and does not represent only partly the law enforcement community in the European Union. The main topics and subtopics of training that respondents rated by relevance are stemming from strategic training priorities defined in the EU-STNA. Training aspects identified in the EU-STNA were discussed, validated and finalised by a focus group of experts on Drugs trafficking comprised of representatives of the respective European Multidisciplinary Platform Against Criminal Threats (EMPACT) group, the European Commission, Justice and Home Affairs (JHA) agencies and CEPOL. The relevant chapters of the EU-STNA Report are available in Annex 1.

In September 2019, CEPOL approached CNUs in 26 Member States² to provide direct contact points in law enforcement agencies (dealing with the subject of the OTNA) of their respective countries. 20 MSs responded to this initiative by nominating altogether 50 experts. The questionnaire was sent to these nominated contact points and to JHA agencies in January 2020. This resulted in 37 completed answers from different LE agencies from 19 Member States³, representing 17 543 law enforcement officials and indicating 73% response rate among Members States.

The **most relevant main topics** for law enforcement training in this area are related to *Online markets and darknet* and *Cross-Border investigations for drugs and precursors* (89% of MSs found it relevant) followed by *Detection of illicit production sites of drugs and precursors* (84%). *Dismantling of illicit synthetic drugs labs and production sites of cannabis* (74%), *Prevention of drug crime* (74%). *Financial investigations in drugs cases* (68%) and *OSINT* (63%), are still relevant topics, while *Profiling and risk analysis at EU external borders* (47%) , *Document fraud, mislabelling practices and detection* (32%) and *Enhancing forensic expertise* (21%) are considered the least relevant subjects in terms of training by responding Members States (Table 1.).

¹ European Union Strategic Training Needs Assessment aims at identifying those EU level training priorities in the area of internal security and its external aspects to help build the capacity of law enforcement officials, while seeking to avoid duplication of efforts and achieve better coordination.

² The terminology 'Member States' hereinafter refers to 26 Member States of the European Union participating in CEPOL regulation, i.e. all EU Member States excluding Denmark.

³ Responding countries: Austria, Bulgaria, Czech Republic, Cyprus, Estonia, Finland, France, Germany, Greece, Hungary, Italy, Lithuania, Malta, Slovakia, Slovenia, Spain, Netherlands, Poland, Romania.

The distribution of training needs depending on the indicated relevance rate is as follows:

Table 1. Relevance rate of main topics

Main Topic	Relevance
Online markets and darknet	89%
Cross-Border investigations for drugs and precursors	89%
Detection of illicit production sites of drugs and precursors	84%
Dismantling of illicit synthetic drugs labs and production sites of cannabis	74%
Prevention of drug crime	74%
Financial investigations in drugs cases	68%
OSINT	63%
Profiling and risk analysis at EU external borders	47%
Document fraud, mislabelling practices and detection	32%
Enhancing forensic expertise	21%

As per methodology, training topics that where more than 50% of MSs indicate relevant training need are to be considered for further analysis in terms of their content, urgency, proficiency level and number of participants. In this report, we analyse all main topics in details.

All training needs are moderately urgent, the average urgency rate is 50% meaning that it would be advantageous to receive training within a year or earlier; it would improve performance, however, not significantly.⁴ Highest urgency rate is 65% for the topic of *Profiling and risk analysis at EU external borders* followed by *Online markets and darknet*. Training can be delivered in (predictable) 2-3 years' time, knowledge needs to stay updated in case of *Dismantling of illicit synthetic drugs labs and production sites of cannabis* (43%), *Cross-Border investigations for drugs and precursors* (43%) and *Enhancing forensic expertise* (37%).

The distribution of more relevant training needs depending on the indicated urgency rate is as follows:

Table 2. Relevance and urgency rate of main topics

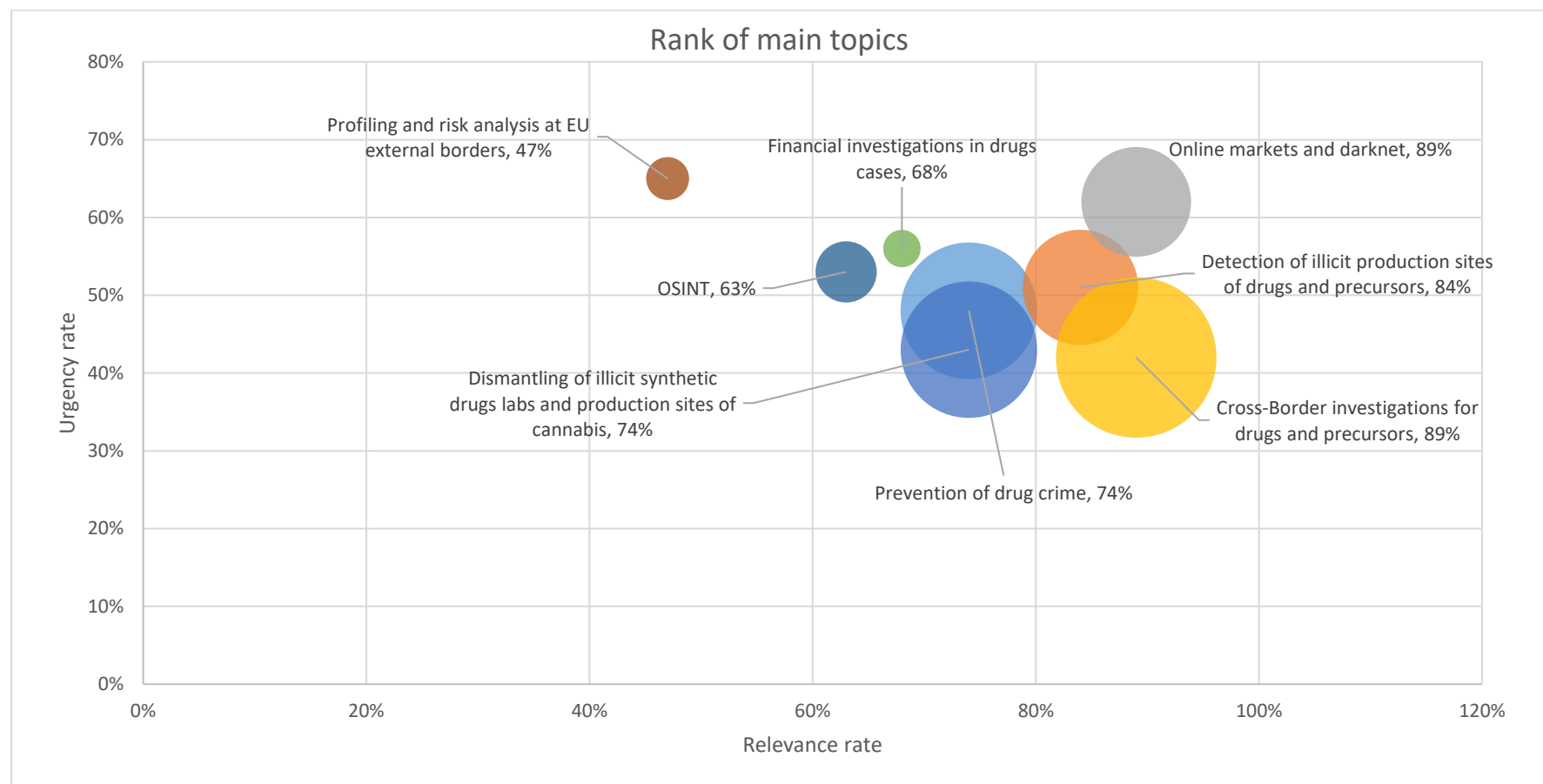
Main Topic	Relevance	Urgency rate
Online markets and darknet	89%	62%
Cross-Border investigations for drugs and precursors	89%	42%
Detection of illicit production sites of drugs and precursors	84%	51%
Prevention of drug crime	74%	48%
Dismantling of illicit synthetic drugs labs and production sites of cannabis	74%	43%
Financial investigations in drugs cases	68%	56%
OSINT	63%	53%
Profiling and risk analysis at EU external borders	47%	65%
Document fraud, mislabelling practices and detection	32%	43%
Enhancing forensic expertise	21%	37%

⁴ See explanation of Urgency levels in Annex 3.

The Eisenhower decision method was applied to demonstrate the distribution of main topics by urgency and relevance rate. The Eisenhower Decision Principle evaluates tasks using the criteria important/unimportant and urgent/not urgent and places in according quadrants in an Eisenhower Matrix. The order of implementation of tasks should be 1. Important/Urgent 2. Important/Not Urgent 3. Unimportant/Urgent 4. Unimportant/Not Urgent. Chart 1. displays main topics according to this logic giving a clear overview of priorities for training design.

Chart 1. Relevance and urgency rate of main topics

Size of the bubble indicates number of trainees indicated by respondents.⁵



⁵ Number of trainees requiring awareness, practitioner, advanced practitioner, expert and train-the-trainer level training.

With the aim of better understanding training needs of law enforcement (LE) officials various **subtopics** were presented for the assessment of respondents under each topic. Training should put emphasis on *New methods, tools and techniques; darknet (Online markets and darknet), cryptocurrencies (financial investigations in drug cases) and Production methods, production of drugs and precursors, instruments and tools (Detection of illicit production sites of drugs and precursors).*

Table 3. Relevance rate of most relevant subtopics from all main topics

Main topic	Subtopic	Relevance rate
Online markets and darknet	new methods, tools and techniques; darknet	79%
Financial investigations in drugs cases	cryptocurrencies	76%
Detection of illicit production sites of drugs and precursors	production methods, production of drugs and precursors, instruments and tools	74%
Profiling and risk analysis at EU external borders	techniques, software and equipment used for profiling and for control of selected	72%
Dismantling of illicit synthetic drugs labs and production sites of cannabis	exchange of good practices	69%
OSINT	tools and techniques	68%
Cross-Border investigations for drugs and precursors	structure of OCGs, <i>modi operandi</i> and high value targets	64%
Prevention of drug crime	prevention policy and techniques	63%
Enhancing forensic expertise	enhancing forensic expertise	60%
Document fraud, mislabelling practices and detection	international cooperation and cooperation with private sector	56%

Respondents indicated that **3 112 participants would need training in 2021 from the 19 responding Member States which means 28 288 potential trainees from 26 MSs of the European Union⁶.**

CEPOL's training addresses law enforcement officials of 26 EU Member States. Number of participants indicated in the responses to the survey are considered as the number of participants who would need training from answering Member States. The estimate total number of LE officials who would need training in a certain topic in a certain proficiency level is calculated via identifying the central tendency or middle value (statistical median)⁷ of the number of trainees per topic per proficiency level. The

⁶ Median of number of indicated participants was calculated in order to be able to calculate the potential number of attendees should 26 MSs be interested in training.

⁷ The median is a simple measure of central tendency, the 'middle value' of the list. The basic advantage of the median in describing data compared to the mean (often simply described as the "average") is that it is not skewed so much by extremely large or small values, and so it may give a better idea of a 'typical' value. For

estimate of number of participants on EU-level is calculated by multiplying the median with 26. Since the median excludes the extremes of the data set, it might happen that the rank of proficiency levels in a given topic is different on the EU level to the rank which is based on the responses given to the survey.

The highest need is indicated by respondents is in the proficiency levels of **practitioner** and **awareness**, while train-the-trainer level training is lower on the priority scale (Table 4.). Please find the details of training dimensions in the Analysis section of this report.

Table 4. Proficiency levels and number of participants

Proficiency level	Number of participants	Extrapolation to 26 MS
Awareness	872	12 714
Practitioner	1 166	10 140
Advanced practitioner	216	1 131
Expert	707	2 691
Train-the-trainer	151	1 612
Total	3 112	28 288

This year the standard OTNA questionnaire was complemented with an additional question to identify the profiles of LE officials who would need training in different topics. Most mentions were given to investigators, analysts and managers; these are the target groups that should be trained first. Lower priority was indicated for trainers and researchers.

Data on training provided on national level is scattered and not apt for drawing statistics. The general trend demonstrates that training of law enforcement officials in Drugs trafficking mostly happens face-to-face in Member States. The principal target group of training is police officers dealing with drug trafficking. Besides this, Lithuania trains border guards and prosecutors and Poland provides training to custom officers too. Proficiency level of training varies with more focus on expert and advanced practitioner levels. Most frequently, trainings aim at increasing law enforcement capacity to dismantle organised crime groups specialised in drugs trafficking.

SUMMARY

The outcomes of the Operational Training Needs Analysis on Drugs trafficking show that most of the main topics are highly relevant and moderately urgent for law enforcement officials. *Online markets and darknet* and *Cross-Border investigations for drugs and precursors* should be given highest priority when designing training activities closely followed by *Detection of illicit production sites of drugs and precursors*. Among subtopics, LE officials need to improve their knowledge on *New methods, tools and techniques; darknet (Online markets and darknet), cryptocurrencies (financial investigations in drug cases)* and *Production methods, production of drugs and precursors, instruments and tools (Detection of illicit production sites of drugs and precursors)*.

example, in understanding statistics like household income or assets which vary greatly, a mean (average) may be skewed by a small number of extremely high or low values. Median income, for example, may be a better way to suggest what a 'typical' income is (<https://en.wikipedia.org/wiki/Median>).

Furthermore, **as identified in the EU-STNA, detecting illicit drug manufacturing and the dismantling of illicit laboratories, safety and security procedures as well as data entry, Cooperation with FIUs and AROs including the latest financial trends such as cryptocurrencies and alternative banking, should be topics covered in each training activity** on Drugs trafficking, as well as *Investigation of drug crimes involving cannabis, cocaine and heroin* that is **considered a highly operational topic**. Training should be provided to investigators, analyst and managers in the first place.

Background

As defined by the Article 3 of the Regulation 2015/2219, CEPOL shall support, develop, implement and coordinate training for law enforcement officials, while putting particular emphasis on the protection of human rights and fundamental freedoms in the context of law enforcement, in particular in the areas of prevention of and fight against serious crime affecting two or more Member States and terrorism, maintenance of public order, international policing of major events, and planning and command of Union missions, which may also include training on law enforcement leadership and language skills.

The SPD 2019-2021 describes Operational Training Needs Analysis (OTNA) as a process to help to the realization of strategic goals through the implementation of operational training activities.

The OTNA methodology (as adopted by the MB decision 32/2017/MB (15/11/2017)) was piloted in 2018 with limited number of thematic priorities for CEPOL training portfolio planning 2019, namely CSDP Missions and Counter-terrorism.

The methodology consists of a series of 7 steps encompassing close and dynamic cooperation with the MSs, in particular the CEPOL National Units, and LE agencies, and involving CEPOL Knowledge Centres (CKC) in the design of training portfolio. The overall OTNA process entails data collection and analysis, conducted via and corroborated by introductory surveys, detailed questionnaires and expert interviews. The target group referred to in this methodology is law enforcement officials, as defined in Article 2 of Regulation 2015/2219⁸.

In the course of October 2019 CEPOL National Units provided contact points to law enforcement agencies in their respective countries through filling out an introductory survey. In November 2019 an expert group of representatives of the European Commission, respective EMPACT group, JHA agencies and CEPOL discussed the strategic training priorities identified by the EU-STNA in the topic of Drugs Trafficking and finalised the list of main topics and subtopics to be addressed in the survey. The training needs surveys were launched in January 2020 and were completed by February 2020. Analysis was carried out in February and March 2020. The OTNA report will be validated by the same expert group, which will design CEPOL training portfolio for 2021 in the topic of Drugs trafficking.

Analysis

Consolidation of data

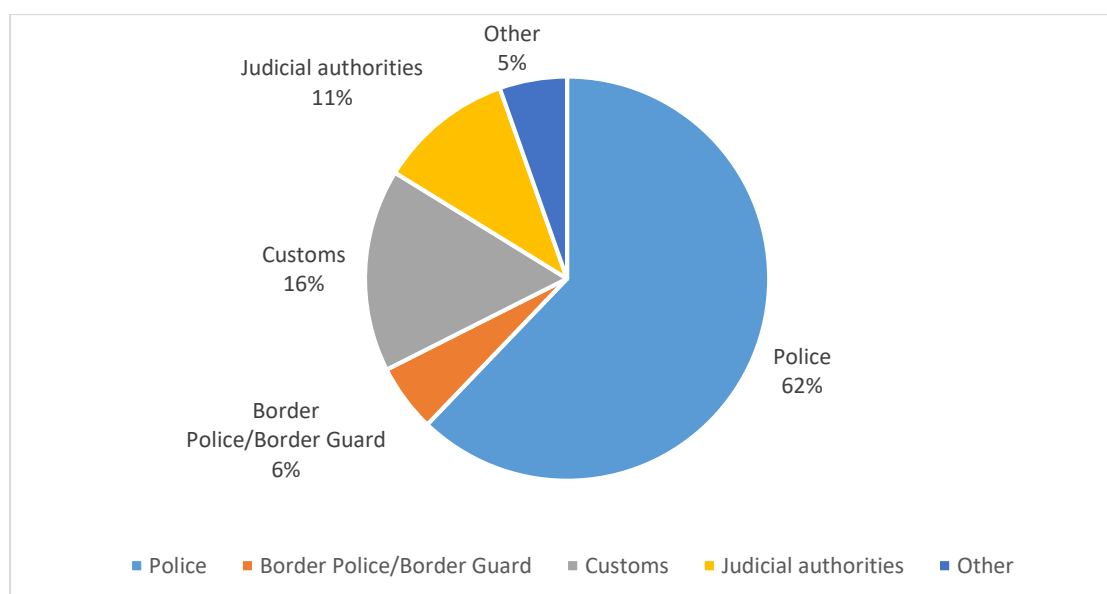
Data was processed from Limesurvey to Microsoft Excel. Only full responses were taken on board for analysis.

⁸ <https://publications.europa.eu/en/publication-detail/-/publication/c71d1eb2-9a55-11e5-b3b7-01aa75ed71a1/language-en>.

Response rate

CEPOL approached 26 Member States⁹ to provide contact points in law enforcement agencies of their respective countries. The questionnaire was sent to contact points (law enforcement agencies involved in the area of the OTNA and CEPOL National Units) in 26 Member States of the European Union and to JHA agencies. This resulted in 37 completed answers from different LE agencies from 19 Member States¹⁰. This indicates that **73.08% of Member States** representing **17 543 law enforcement officials**¹¹ across Europe expressed their training needs in the field of Drugs trafficking. Most of responses (62%) represented Police followed by Customs (16%).

Chart 2. Distribution of responding institutions



Relevance of topics

Potential training needs were presented based on the outcomes of expert group discussion held in November 2019 in line with the training priorities defined in the EU-STNA process. Respondents were asked whether they find a main topic arising from the EU-STNA outcomes relevant for the performance of the LE service. Main training topics in relation to Drugs trafficking are as follows:

Online markets and darknet
Cross-Border investigations for drugs and precursors
Detection of illicit production sites of drugs and precursors
Prevention of drug crime
Dismantling of illicit synthetic drugs labs and production sites of cannabis
Financial investigations in drugs cases

⁹ The terminology 'Member States' refers to 26 Member States of the European Union participating in the CEPOL Regulation, i.e. all Member States excluding Denmark.

¹⁰ Responding countries: Austria, Bulgaria, Czech Republic, Cyprus, Estonia, Finland, France, Germany, Greece, Hungary, Italy, Lithuania, Malta, Slovakia, Slovenia, Spain, Netherlands, Poland, Romania.

¹¹ Number of officials, as indicated by the respondents, performing their duties in the area related to Counterterrorism.

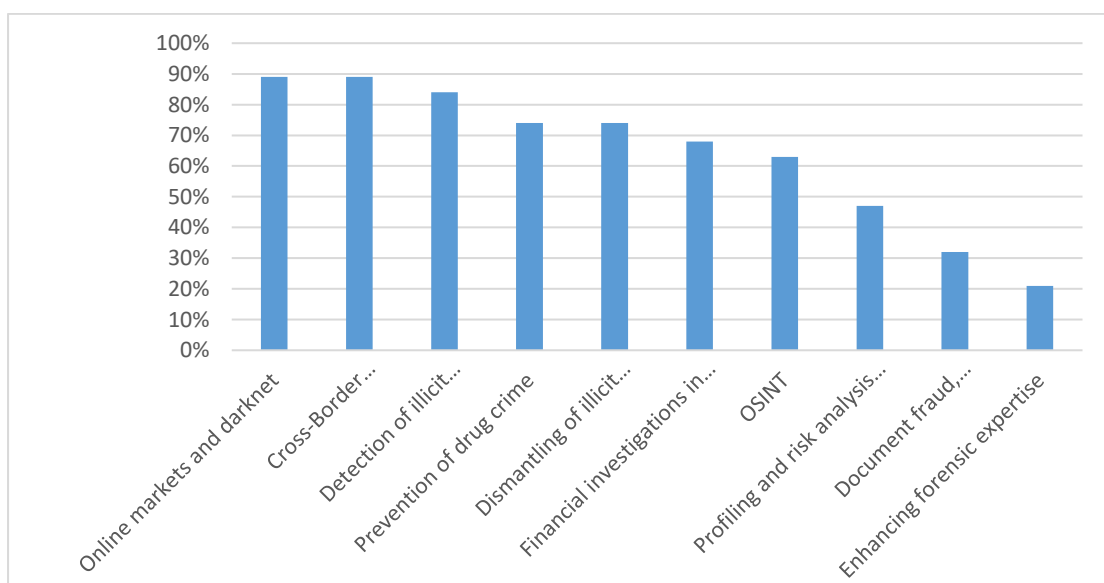
OSINT
Profiling and risk analysis at EU external borders
Document fraud, mislabelling practices and detection
Enhancing forensic expertise

The final relevance rate of a given main topic was calculated by summing up how many Member States found each topic relevant. Where several LE agencies submitted identical answers from the same MS entries were consolidated. The ratio of relevance was calculated by dividing the sum of MSs that found the topic relevant by the number of responding MSs. If more than 50% of MSs find a certain topic relevant, it is considered relevant and it will be processed for further analysis as per OTNA methodology. Seven of all main topics passed the 50% threshold of relevance rate, having the *Profiling and risk analysis at EU external borders* topic with 47% relevance, *Document fraud, mislabelling practices and detection* with 32% relevance and *Enhancing forensic expertise* with 21% relevance that will not be processed for further analysis.

Table 5. Relevance rate of main topics

Main topics	Relevance
Online markets and darknet	89%
Cross-Border investigations for drugs and precursors	89%
Detection of illicit production sites of drugs and precursors	84%
Prevention of drug crime	74%
Dismantling of illicit synthetic drugs labs and production sites of cannabis	74%
Financial investigations in drugs cases	68%
OSINT	63%
Profiling and risk analysis at EU external borders	47%
Document fraud, mislabelling practices and detection	32%
Enhancing forensic expertise	21%

Chart 3. Relevance rate of main topics



Training dimensions

Respondents were asked to indicate the proficiency level of training needed under each main topic. The levels of proficiency were the following: Awareness, Practitioner, Advanced practitioner, Expert and Train-the-trainer. (Please find detailed description of proficiency levels in Annex 2.) Each proficiency level under each main topic has related data such as urgency level and the number of requested participants per profile.

Where the same proficiency level was indicated by several LE agencies of the same MS the attributes of the training were calculated as follows. For urgency level, the highest rate indicated was taken into consideration and for number of participants the sum of the indicated numbers.

The Likert-type scale of urgency levels (Training need is low –not urgent at all, Training need is secondary – not urgent, Training need is moderate – somewhat urgent, Training need is urgent, Training need is crucial – very urgent) was converted into numerical scale from 1-5, five meaning Training need is crucial – very urgent. The highest urgency score under each proficiency level was taken into account. Please find the detailed description of urgency levels in Annex 3.

Number of participants was calculated as the sum of the participants indicated by each MS. Median of number of participants was calculated in order to be able to calculate the potential number of attendees should all MSs¹² take part in the training. As several LE agencies could not estimate the number of potential participants, there might be further interest in a certain training than indicated under the total number of participants.

Respondents indicated that **3 112 participants would need training in 2021 from the 19 responding Member States which means 28 288 potential trainees from 26 MSs of the European Union¹³**. The highest need that is indicated by respondents is in the proficiency levels of **awareness and practitioner**, while train-the-trainer level training is lower on the priority scale (Table 6.).

Please find the details of training dimensions in the Analysis section of this report.

Table 6. Proficiency levels and number of participants

Proficiency level	Number of participants	Extrapolation to 26 MS
Awareness	872	12 714
Practitioner	1 166	10 140
Advanced practitioner	216	1 131
Expert	707	2 691
Train-the-trainer	151	1 612
Total	3 112	28 288

The questionnaire this year offered the possibility of indicating the profiles of law enforcement officials who need training under each main category. This allows assessing the training need in terms of number of participants who need training per profile and per proficiency level providing a more detailed picture on target groups to be trained. Respondents could indicate profiles of LE officials as

¹² All EU member States not including Denmark and the UK.

¹³ Median of number of indicated participants was calculated in order to be able to calculate the potential number of attendees should 26 MSs be interested in training.

free text. During the analyses, profiles were unified and number of entries for each profile were summed up. See Table 7. for details.

Table 7. Counts of profiles per main category

	Detection of illicit production sites of drugs and precursors	Dismantling of illicit synthetic drugs labs and production sites of cannabis	Cross-Border investigations for drugs and precursors	OSINT	Profiling and risk analysis at EU external borders	Financial investigations in drugs cases	Prevention of drug crime	Enhancing forensic expertise	Document fraud, mislabelling practices and detection	Online markets and darknet	Total
Investigator	151	155	171	62		10	402	0	0	143	1 094
Detective	0	160	160	0	0	0	80	0	0	160	560
Analyst	130	96	123	11	17	30	40	0	0	41	488
Forensic Expert	50	105	105	0	0	0	0	0	0	0	260
Manager	50	40	45	0	15	0	16	0	0	10	176
Prosecutor	0	0	158	5	0	0	0	0	0	0	163
Examiners/Inspectors	0	0	0	37	37	0	22	0	26	0	122
Trainer	0	30	25	5	0	2	20	0	0	25	107
Customs officer	0	0	0	0	25	0	0	0	0	0	25
X-Ray Operators	0	0	0	0	0	0	0	0	20	0	20
Heads of Sections	0	0	0	0	0	0	8	0	8	0	16
Surveillance	0	0	15	0	0	0	0	0	0	0	15
Operational control	0	0	0	0	12	0	0	0	0	0	12
Heads of Intelligence and Risk Analysis Sections	0	0	0	3	3	0	0	0	0	0	6
Chemist	5	0	0	0	0	0	0	0	0	0	5

	Detection of illicit production sites of drugs and precursors	Dismantling of illicit synthetic drugs labs and production sites of cannabis	Cross-Border investigations for drugs and precursors	OSINT	Profiling and risk analysis at EU external borders	Financial investigations in drugs cases	Prevention of drug crime	Enhancing forensic expertise	Document fraud, mislabelling practices and detection	Online markets and darknet	Total
Head of research	0	0	3	0	0	2	0	0	0	0	5
Field unit coordinator	2	0	2	0	0	0	0	0	0	0	4
Operator of the precursors section	2	0	2	0	0	0	0	0	0	0	4
K9	0	0	0	0	0	0	0	0	4	0	4
Director of the precursors section	2	0	0	0	0	0	0	0	0	0	2
Director of the precursors section	0	0	2	0	0	0	0	0	0	0	2

Identification of subtopics

With the aim of better understanding training needs, various subtopics were presented for assessment under each topic.

Respondents could rate the relevance of each subtopic on the following scale: Not relevant at all – Somewhat relevant – Relevant – Very relevant – Extremely relevant. This scale was converted into a numerical scale 0-1-2-3-4. The minimum value is 0 because 'not relevant at all' means zero relevance. The relevance score of each subtopic was calculated by drawing the sum of the responses. Where several LE services gave answers from the same country the average given by LE services for each subtopic was calculated and used as the relevance level indicated by that particular country. If the relevance score (i.e. the sum of scores given by each country) reached 50% of the maximum score (4*X, i.e. extremely relevant multiplied by the number of responding MSs that found that particular main topic relevant), the subtopic was found relevant.

National level training

Reports on training provided on national level for law enforcement officials are hardly available, therefore this year the questionnaire had a section with questions referring to data on training available in Member States. Questions focused on the form, target group, proficiency level and aim of training as well as the number of participants trained on national level. We received answers from 13 countries with the remark that the data might not be precise. Therefore, data on training provided on national level is scattered and not apt for drawing statistics. However, we can still draw a general trend based on the answers received. It demonstrates that training of law enforcement officials in Drugs trafficking mostly happens residually in Member States. The expert and advanced practitioner are the most often trained proficiency levels, while the principal target groups of training are police officers dealing with drug trafficking. Besides these, Poland trains customs officers and Lithuania provides training to border guards and prosecutors. Most frequently, training activities aim at increasing law enforcement capacity to dismantle organised crime groups specialised in drugs trafficking. See Table 8. for details.

Table 8. Training available on national level

Topic	Number of participants	Form	Proficiency level	Target group	Aim
Detection of illicit production sites of drugs and precursors	19	Residential	Expert, awareness, practitioner	Mainly police officers dealing with drug trafficking	To increase law enforcement capacity to tackle cocaine trafficking and dismantle organised crime groups specialised in cocaine trafficking by understanding the modus operandi.
Dismantling of illicit synthetic drugs labs and production sites of cannabis	31	Residential/Seminar	Expert, awareness	Mainly police officers dealing with drug trafficking, Lithuania prosecutors	To increase law enforcement capacity to dismantle illegal drug labs and production sites.
Cross-Border investigations for drugs and precursors	598	Residential	Expert, advanced practitioner	Drug investigators, Lithuania prosecutors	To enhance the international information exchange and international cooperation. Get a better understanding for the legal status abroad.
OSINT	1	Residential/Seminar	Expert, advanced practitioner	Drug investigators, OSINT police officers	Enhance the use of OSINT and OSINF in every drug investigation
Online markets and darknet	106	Residential	Practitioner and expert	Drug investigators, police officers	Enhance a better understanding of illicit drug trafficking via TOR hidden services
Profiling and risk analysis at EU external borders	114	Residential/International	Expert, advanced practitioner	Mainly police officers dealing with drug trafficking, Lithuania border guards	Improvement of skills related to profiling and risk analysis from PNR data etc.
Financial investigations in drugs cases	12	Residential	Expert, advanced practitioner	Prosecutors, Lithuania	<i>No data</i>

Topic	Number of participants	Form	Proficiency level	Target group	Aim
Prevention of drug crime	52	Residential/Seminar	Expert, advanced practitioner	Mainly police officers dealing with drug trafficking, Poland customs officers	To increase law enforcement capacity to dismantle organised crime groups specialised in drug trafficking
Enhancing forensic expertise	32		Practitioner	Border guards, Lithuania	Increase level of knowledge
Document fraud, mislabelling practices and detection	0		Awareness		
Total	965				

Training dimensions for main topics

Each main topic was analysed in terms of level of proficiency. Levels of proficiency are: Awareness, Practitioner, Advanced practitioner, Expert and Train-the-trainer. For each level of proficiency respondents indicated the potential number of participants per profile.

With the aim of better understanding training needs various subtopics were presented for assessment under each topic. Respondents could rate the relevance of each subtopic on the following scale: Not relevant at all – Somewhat relevant – Relevant –Very relevant – Extremely relevant. This scale was converted into a numerical scale 0-1-2-3-4. The minimum value is 0 because ‘not relevant at all’ means zero relevance. The relevance score of each subtopic was calculated by drawing the sum of the responses. Where several LE services gave answers from the same country the average given by LE services for each subtopic was calculated and used as the relevance level indicated by that particular country.

This chapter presents detailed training needs related to each main topic. After a summary of training needs, the first table of each main topic shows the relevance rate of subtopics in descending order.

The second table demonstrates the number of participants who need training in different proficiency levels and different profiles and the urgency level of training to be delivered. The median of number of participants was calculated in order to be able to assess how many potential participants can be expected at a certain proficiency level from the 26 Member States that fall in the scope of this analysis. The column titled ‘Extrapolation for all MSs’ contains the potential number of participants from 26 Member States.

The third table shows the profiles of law enforcement officials who need training in the given main topic and the entries of respondents for each profile.

The fourth table summarises the number of officials who need training per profile.

The last table is a summary of answers on training available on national level.

1. Online markets and darknet

Online markets and darknet is the most relevant main topic as indicated by 17 Member States. Within this main topic, training should focus on new methods, tools and techniques; darknet. Further on, online and darknet markets investigations/ good practices and cooperation with other units was mentioned as additional training need. Training need is not urgent - training can be delivered within 3 years. Respondents signalled training need for 379 LE officials which would mean 2 210 officials to be trained across Europe. Respondents indicated 7 profiles of LE officials, out of which investigators, analyst and managers should be the primary target groups of training. On national level, mainly drugs investigators and police officers are trained on practitioner and expert level in the form of residential courses with focus on enhancing a better understanding of illicit drug trafficking via TOR hidden services.

Relevance rate of subtopics in descending order

Subtopics	Average
New methods, tools and techniques; darknet	79%
Online and darknet markets investigations/ good practices and cooperation with other units	75%
Monitoring online and darknet markets	72%
Cryptocurrency investigations	71%
Information exchange (EU and International Data Base instruments/ cooperation with private sector)	69%

Urgency and number of participants by proficiency level

	Urgency	Number of participants	Extrapolated to EU
Awareness	55%	166	1 521
Practitioner	68%	144	286
Advanced practitioner	74%	10	91
Expert	66%	45	169
Train-the-trainer	49%	14	143
Average/Total	62%	379	2 210

Count of profiles indicated

Analyst	16
Investigator	16
Manager	5
Trainer	2
Detective	1
Prosecutor	1
Researcher	1
Number of profiles	7

Number of participants per profile and proficiency level

	Awareness	Practitioner	Advanced practitioner	Expert	Train-the trainer	TOTAL
Detective	80	80	0	0	0	160
Investigator	65	62	8	4	4	143
Analyst	0	0	1	40	0	41
Trainer	11	2	1	1	10	25
Manager	10	0	0	0	0	10
TOTAL	166	144	10	45	14	379
Extrapolated to EU	1 521	286	91	169	143	2 210

National level training

Form	Residential
Number of officials trained	106
Proficiency level	Mainly practitioner and expert
Target group	Drugs investigator, police officer
Aim	enhance a better understanding of illicit drug trafficking via TOR hidden services; to identify criminal patterns regarding drug-related offences committed by means of mail deliveries and reinforce prevention by enhanced risk analysis.

2. Cross-Border investigations for drugs and precursors

Cross-border investigations for drugs and precursors has the same level of relevance as indicated by 17 Member States, being placed also on the first place. Within this main topic, training should focus on structure of OCGs, *modi operandi* and high value targets and should include elements on data and intelligence analysis. Data and intelligence gathering, as well as cooperation between EU MS and at International level (e.g. Joint Investigation Teams) were mentioned as additional training needs. Training need is secondary urgent. Respondents signalled training need for 811 LE officials which would mean 3 094 officials to be trained across Europe. Respondents indicated 15 profiles of LE officials, out of which investigators, analysts and managers should be the primary target groups of training. On national level, mainly drug investigators and prosecutors (in Lithuania) are trained on expert and advanced practitioner proficiency levels, in the form of residential courses with focus on enhancing the international information exchange, international cooperation and getting a better understanding for the legal status abroad.

Relevance rate of subtopics in descending order

Structure of OCGs, <i>modi operandi</i> and high value targets	64%
Data and intelligence analysis	62%
Data and intelligence gathering	59%
Cooperation between EU MS and at International level (e.g. Joint Investigation Teams)	58%
Data and intelligence sharing	56%
Controlled deliveries of drugs and precursor	56%
Cross-border surveillance	55%
Financial investigation in drug cases	55%
Strategic analysis of drug markets	53%
Multidisciplinary approach, i.e. Links to other crime areas	51%

Urgency and number of participants by proficiency level

	Urgency	Number of participants	Extrapolated to EU
Awareness	31%	144	559
Practitioner	46%	356	1 482
Advanced practitioner	56%	40	117
Expert	50%	244	468
Train-the-trainer	28%	27	468
Average/Total	42%	811	3 094

Count of profiles indicated

Analyst	15
Investigator	15
Manager	6
Trainer	3
Prosecutor	2
Detective	1
Director of the precursors section	1
Field unit coordinator	1
First line border guard	1
Forensic expert	1
Head of research	1

Intelligence officer	1
Operative officers	1
Operator of the precursors section	1
Surveillance	1
Number of profiles	15

Number of participants per profile and proficiency level

Profile	Awareness	Practitioner	Advanced practitioner	Expert	Train-the-trainer	Total
Investigator	15	127	6	21	2	171
Detective	80	80	0	0	0	160
Prosecutor	15	130	5	6	2	158
Analyst	4	4	22	92	1	123
Forensic expert	0	0	0	100	5	105
Manager	15	3	3	22	2	45
Trainer	10	3	1	1	10	25
Surveillance	5	3	3	2	2	15
Head of researcher	0	0	0	0	3	3
Director of the precursors section	0	2	0	0	0	2
Field unit coordinator	0	2	0	0	0	2
Operator of the precursors section	0	2	0	0	0	2
Total	144	356	40	244	27	811
Extrapolated to EU	559	1 482	117	468	468	3 094

National level training

Number of participants	598
Form	Residential
Proficiency level	Expert and advanced practitioner
Target group	Drug investigators, Prosecutors in Lithuania
Aim	To enhance the international information exchange and international cooperation; Get a better understanding for the legal status abroad.

3. Detection of illicit product sites

Detection of illicit product sites is the second most relevant main topic as indicated by 16 Member States. Within this main topic, training should focus on production methods, production of drugs and precursors, instruments and tools and include elements on chemical substances and equipment used in production. Training need is moderately urgent. Respondents signalled training need for 419 LE officials which would mean 8 203 officials to be trained across Europe. Respondents indicated 12 profiles of LE officials, out of which analyst, managers and investigators should be the primary target groups of training. On national level, mainly drug investigators and police officers are trained on awareness, practitioner and expert level in the form of residential courses with focus on increasing law enforcement capacity to dismantle organised crime groups specialised in drug production and trafficking, knowledge on criminal modus operandi and better understanding on the operation of the respective supply chain and raising awareness.

Relevance rate of subtopics in descending order

Production methods, production of drugs and precursors, instruments and tools	74%
Chemical substances and equipment used in production	71%
EU drug and precursors markets, structure of OCGs, modi operandi	70%
Information exchange (EU and International Data Base instruments/ cooperation with private sector)	67%
Potential signs of production illicit sites (suspicious indicators)	64%

Urgency and number of participants by proficiency level

	Urgency	Total	Extrapolated to EU
Awareness	40%	100	4 017
Practitioner	56%	155	2 873
Advanced practitioner	59%	26	273
Expert	62%	116	676

Train-the-trainer	40%	22	364
Average/Total	51%	419	8 203

Count of profiles indicated

Investigator	16
Analyst	13
Manager	6
Trainer	3
Chemist	2
Detective	1
Forensic expert	1
Intelligence officer	1
Head of researchers	1
Director of the precursors section	1
Operator of the precursors section	1
Field unit coordinator	1
Number of profiles	12

Number of participants per profile and proficiency level

	Awareness	Practitioner	Advanced practitioner	Expert	Train-the-trainer	Total
Investigator	25	125	1	0	0	151
Analyst	50	13	20	42	5	130
Forensic expert				50		50
Manager	15	15	0	20	0	50
Trainer	10	0	3	2	12	27

Chemist	0	0	0	0	5	5
Director of the precursors section	0	0	0	2	0	2
Field unit coordinator	0	2	0	0	0	2
Operator of the precursors section	0	0	2	0	0	2
Total	100	155	26	116	22	419
Extrapolated to EU	4 017	2 873	273	676	364	8 203

National level training

Number of participants	19
Form	Residential
Proficiency level	Awareness, practitioner and expert
Target group	Drug investigators, police officers
Aim	To increase law enforcement capacity to dismantle organised crime groups specialised in drug production and trafficking; To gain knowledge on criminal modus operandi and better understanding on the operation of the respective supply chain; Raising awareness

4. Prevention of drug crime

Prevention of drug crime is also a relevant main topic as indicated by 14 Member States. Within this main topic, training should focus on prevention policy and techniques. Training need is secondary urgent. Respondents signalled training need for 588 LE officials which would mean 3 367 officials to be trained across Europe. Respondents indicated six profiles of LE officials, out of which analysts, managers and investigators should be the primary target groups of training. On national level, law enforcement officials fighting against heroin trafficking, customs officers in Poland are trained on expert level in the form of residential courses with focus on increasing law enforcement capacity to dismantle organised crime groups specialised in drug trafficking.

Relevance rate of subtopics in descending order

Prevention policy and techniques	63%
Cooperation with NGOs and the private sector	59%

Urgency and number of participants by proficiency level

	Urgency	Total	Extrapolated to EU
Awareness	45%	251	2 379
Practitioner	55%	131	702
Advanced practitioner	45%	104	78
Expert	50%	57	130
Train-the-trainer	47%	45	78
Average/Total	48%	588	3 367

Count of profiles indicated

Manager	10
Investigator	8
Analyst	7
Examiners	1
Detective	1
Trainer	1
Heads of Sections	1
Number of profiles	6

Number of participants per profile and proficiency level

	Awareness	Practitioner	Advanced practitioner	Expert	Train-the-trainer	Total
Investigator	100	110	104	54	34	402
Detective	80	0	0	0	0	80
Analyst	40	0	0	0	0	40
Examiners	0	20	0	2	0	22
Trainer	10	0	0	0	10	20
Manager	13	1	0	1	1	16
Heads of Sections	8	0	0	0	0	8
TOTAL	251	131	104	57	45	588
Extrapolated to EU	2379	702	78	130	78	3 367

National level training

Number of participants	52
Form	Residential
Proficiency level	Expert
Target group	Law Enforcement Officers fighting against heroin trafficking, customs officers in Poland
Aim	To increase law enforcement capacity to dismantle organised crime groups specialised in drug trafficking

5. Dismantling of illicit synthetic drugs labs and production sites of cannabis

Dismantling of illicit synthetic drugs labs and production sites of cannabis is also a relevant main topic as indicated by 14 Member States. Within this main topic, training should focus on exchange of good practices and include elements on personal safety measures and evidence collection. Training need is secondary urgent. Respondents signalled training need for 586 LE officials which would mean 5 304 officials to be trained across Europe. Respondents indicated 6 profiles of LE officials, out of which investigators, analysts and managers should be the primary target groups of training. On national level, police officers and prosecutors in Lithuania are trained on awareness and expert level in the form of residential courses with focus on increasing law enforcement capacity to dismantle illegal drug labs and production sites.

Relevance rate of subtopics in descending order

Exchange of good practices	69%
Personal safety measures	66%
Evidence collection	63%
Production methods, production of precursors, instruments and tools	62%
OCGs	61%
Criminal facilitators	57%
Latest trends and developments	57%
Role and potential of the EU agencies	55%

Urgency and number of participants by proficiency level

	Urgency	Number of participants	Extrapolated to EU
Awareness	40%	160	2 093
Practitioner	52%	226	2 210

Advanced practitioner	52%	20	234
Expert	45%	170	468
Train-the-trainer	27%	10	299
Average/Total	43%	586	5 304

Count of profiles indicated

Investigator	12
Analyst	8
Forensic expert	5
Manager	5
Trainer	2
Detective	1
Chemist	0
Number of profiles	6

Number of participants per profile and proficiency level

	Awareness	Practitioner	Advanced practitioner	Expert	Train-the-trainer	Total
Detective	80	80	0	0	0	160
Investigator	20	125	5	5	0	155
Forensic expert	0	0	0	105	0	105
Analyst	40	1	15	40	0	96
Manager	10	10	0	20	0	40
Trainer	10	10	0	0	10	30
TOTAL	160	226	20	170	10	586
Extrapolated to EU	2 093	2 210	234	468	299	5 304

National level training

Number of participants	31
Form	Residential
Proficiency level	Awareness and expert
Target group	Police Officers and prosecutors in Lithuania
Aim	To increase law enforcement capacity to dismantle illegal drug labs and production sites; practical information, training

6. Financial investigations in drugs cases

Financial investigations in drugs cases is the fifth most relevant main topic in terms of training as indicated by 13 Member States. Within this main topic, training should focus on cryptocurrencies, international cooperation and asset recovery and include elements on modus operandi and alternative banking systems. Training need is moderately urgent. Respondents signalled training need for 44 LE officials which would mean 650 officials to be trained across Europe. Respondents indicated 6 profiles of LE officials, out of which investigators, analysts and managers should be the primary target groups of training. On national level, prosecutors are trained in Lithuania on advanced practitioner level in the form of residential courses.

Relevance rate of subtopics in descending order

Cryptocurrencies	76%
International cooperation and asset recovery	69%
Modus operandi	67%
Alternative banking systems	66%
Financial flows	64%
Cooperation with FIUs and AROs	64%
Money mules	63%
Offshore havens	63%
Hawala	55%

Urgency and number of participants by proficiency level

	Urgency	Number of participants	Extrapolated to EU
Awareness	42%	0	299
Practitioner	62%	0	26
Advanced practitioner	63%	1	104
Expert	71%	41	195
Train-the-trainer	42%	2	26
Average/Total	56%	44	650

Count of profiles indicated

Investigator	11
Analyst	8
Manager	3
Prosecutor	2
Researcher	1
Trainer	1
Number of profiles	6

Number of participants per profile and proficiency level

	Awareness	Practitioner	Advanced practitioner	Expert	Train-the-trainer	Total
Analyst	0	0	0	30	0	30
Investigator	0	0	0	10	0	10
Head of researcher	0	0	0	0	2	2
Trainer	0	0	1	1		2
Total	0	0	1	41	2	44
Extrapolated to EU	299	26	104	195	26	650

National level training

Number of participants	12
Form	Residential
Proficiency level	advanced practitioner
Target group	Prosecutors in Lithuania
Aim	Not mentioned

7. OSINT

OSINT is a topic that was found relevant by 12 Member States. Within this main topic, training should focus on tools and techniques and include elements on OSINT opportunities in drugs investigation. Training need is moderately urgent. Respondents signalled training need for 228 LE officials which would mean 2028 officials to be trained across Europe. Respondents indicated 8 profiles of LE officials, out of which investigators, analysts and managers should be the primary target groups of training. On national level, mainly drug investigators and law enforcement that deal with OSINT are trained on advanced practitioner and expert level in the form of residential courses with focus on enhancing the use of OSINT and OSINF in every drug investigation, better knowledge of OSINT possibilities, techniques, software and analysis.

Relevance rate of subtopics in descending order

Tools and techniques	68%
OSINT opportunities in drugs investigation	67%

Urgency and number of participants by proficiency level

	Urgency	Number of participants	Extrapolated to EU
Awareness	37%	31	572
Practitioner	60%	57	1 066
Advanced practitioner	65%	10	91
Expert	62%	12	169
Train-the-trainer	40%	8	130
Average/Total	53%	118	2 028

Count of profiles indicated

Investigator	11
Analyst	10
Manager	3
Examiners/ inspectors	1
Heads of Intelligence and Risk Analysis Sections	1
Prosecutor	1
Researcher	1
Trainer	1
Number of profiles	8

Number of participants per profile and proficiency level

	Awareness	Practitioner	Advanced practitioner	Expert	Train-the-trainer	Total
Investigator	24	22	8	4	4	62
Examiners/ inspectors	0	30	0	5	2	37
Analyst	4	2	1	2	2	11
Trainer	0	3	1	1	0	5
Heads of intelligence sections	3	0	0	0	0	3
Total	31	57	10	12	8	118
EU with median	572	1066	91	169	130	2 028

National level training

Number of participants	1
Form	Residential
Proficiency level	Expert and advanced practitioner
Target group	Drug Investigators and law enforcement officials who deal with OSINT
Aim	Enhance the use of OSINT and OSINF in every drug investigation; Better knowledge of OSINT possibilities, techniques, software and analysis

Annex 1. EU-STNA Chapters on Drugs trafficking

Production, trafficking and distribution of new psychoactive substances and synthetic drugs

2.9.1. Environmental challenges

In the area of synthetic drugs, a huge challenge is created by the differences in legislation in the different countries. Legislators cannot keep up with the rapid pace with which, for example, new psychoactive substances (NPS) are brought onto the market. Some countries now have a procedure that includes new drugs immediately as they appear; others do not. A further issue, as with many other topics, is the difficulty in exchanging data against the background of data protection laws, which also differ between Member States. At the level of cross-border cooperation, the exchange of forensic data is also difficult.

Prevention requires a focus on schools and parents, and some thought must be given to the question of how to raise awareness without increasing interest in experimenting with drugs. Law enforcement can be involved, but also medical staff and (former) drug users.

Cooperation with other sectors can meet with difficulties, such as, in the private sector, shipping and freight companies, glassware producers, airlines, fast package companies (e.g. UPS), etc., as they are not always willing to provide support. A further problem characteristic of international cooperation is the selection of HVTs, when the priorities of the Member States differ because of the available capacities in smaller and larger countries. Like cybercrime support in investigations, only some countries have darknet specialists in each team.

2.9.2. Challenges related to knowledge, skills and competences, and related training needs

(a) Challenges

The difficult cooperation with China in countering drug smuggling could be tackled by organising joint training activities with Chinese law enforcement officials. Other types of collaboration, e.g. interdepartmental with FIUs and cybercrime units, are not yet standard procedure. In addition, the support by private companies mentioned under section 2.9.1 could positively influence training or knowledge transfer, if representatives were invited to law enforcement training or through regular information sessions and meetings.

The lack of common databases, which are accessible by different types of law enforcement, and of knowledge of those that are indeed available, is a challenge in all types of crime. In this context the lack of regular data feeding into the common database with reference pictures that could help with the identification of mislabeling hampers investigations.

In the workflow of drug investigators, a problem arises when forensic examinations take a very long time. Forensics experts might be able to work faster, if their knowledge on synthetic drugs were enhanced.

(b) Training needs

Summary

Cooperation with financial investigators and the use of their tools are part of the training needs mentioned, as well as profiling and identification of psychoactive substances and precursors.

Furthermore, prevention and links to other types of crime, e.g. document fraud, are mentioned, but also more specialized training needs in the area of detecting illicit drug manufacturing and the dismantling of illicit laboratories. Safety and security procedures as well as data entry are important topics here. Cooperation with FIUs and AROs including the latest financial trends such as cryptocurrencies and alternative banking deserve attention. Criminal profiling courses should focus on container and cargo shipments, profiling of companies and natural persons and facilitator recognition.

Further details

Suggestions were made to invite representatives from private companies as experts in law enforcement training with the purpose of improving cooperation with them. The same is valid for investigators of other types of crime, e.g. financial crime and cybercrime, as they could obtain a general understanding of drug crimes. In addition the reverse is valid: drug investigators should learn at least the basics or even a bit more detail concerning financial and cyber-investigation. Estonia, Latvia, Poland and the Scottish Police College have started such training activities on financial investigations already, which can be used for benchmarking. Interpol and Europol have organised similar training activities. Darknet investigation is addressed in some national training (Belgium, Latvia, Austria).

The CEPOL 3-step training on the dismantling of illicit laboratories, in cooperation with Europol, is highly valued but should also include lab detection. Trainers, not just experts, should be engaged, who have first completed a train-the-trainers type of activity. Special weapons and tactics (SWAT) team training should include precautionary measures. Furthermore, an annual webinar on the latest trends and data sharing via SIENA would be welcomed.

Practical training supported by a webinar on the detection of mislabeling practices would help law enforcement officials, in particular customs officers and border guards, to perform better threat assessment. There are initiatives within the operational action plan of the related EMPACT group, Sweden offers training on this matter, and the webinar delivered by CEPOL on this topic in 2018 was successful and should be regularly repeated. Training on profiling of shipments should engage experts from source countries such as China.

Prevention training could focus on the personal safety of officers when dismantling an illicit lab, including protection measures and first aid. Besides the joint three step training of CEPOL and Europol, mentioned above, Poland provides such training, and in some countries the Ministry of Health is in charge of this.

Apart from CEPOL and Europol's joint three step training activity on dismantling illicit laboratories, at EU level there is also training on synthetic drugs and precursors, drug markets and strategic analysis in this domain, this last in cooperation with the EMCDDA.

List of identified and prioritized training needs

The following list evidences the prioritization, as done by Member States, of sub-topics in the area of training against the production, trafficking and distribution of new psychoactive substances and synthetic drugs.

1.	Intelligence, analysis and operations, including trafficking methods and routes (intelligence gathering and analysis; sharing cross-border; modus operandi; intelligence-led operational planning; cross-border surveillance; controlled delivery; multidisciplinary approach, i.e. links to other crime areas)
2.	Profiling and identification of new psychoactive substances/precursors (detection; profiling of shipments; techniques and equipment; international cooperation and cooperation with judiciary and private partners (chemical industry, pharmaceutical companies, post); cooperation with non-EU countries; darknet sales; involving customs and border authorities; profiling regarding natural persons; financial transactions; ways of payment; recognition of and approaching of facilitators)
3.	Detection and dismantling of illicit synthetic drugs labs (latest trends and developments; production methods, production of precursors, instruments and tools; role and potential of the EU agencies; personal safety measures; evidence collection; criminal facilitators; OCGs)
4.	OSINT and darknet (online investigations and investigations on the deep web and darknet, tools and techniques, role of EU agencies and their potential, best practices, cryptocurrency investigations, identification of high-value vendors)
5.	Investigations, including financial investigations (modus operandi; financial flows; money mules; alternative banking systems; hawala; cryptocurrencies; offshore havens; cooperation with FIUs and AROs; international cooperation and asset recovery)
6.	Prevention of drug crime (train-the-trainer on social prevention methods; best practices; personal safety; guidelines and standards; involvement of private sector)
7.	Document fraud, mislabelling practices and detection (cooperation with industry; risk created by mislabelling; exchange of experiences; cooperation with non-EU countries; detection equipment; container shipment controls)

Production, trafficking and distribution of cannabis, cocaine, heroin

2.12.1. Environmental challenges

For this specific topic, most environmental challenges identified were found in the area of legislation as well as the logistics or structuring of investigations. On the one hand, there are different definitions of drug crime in national jurisdictions; on the other, there is a lack of common standards or even common terminology. This also reflects itself in problems in the context of international cooperation, which at the beginning would require a better exchange about mutual requirements for securing evidence than is often the case now. Cooperation with other investigative areas, e.g. financial crime, cybercrime, is not yet a regular procedure everywhere; and collaboration with NGOs also requires reinforcement. Finally, similarly to other areas, a lack of time and human resources is mentioned as having a negative impact on performance.

2.12.2. Challenges related to knowledge, skills and competences, and related training needs

(a) Challenges

As in many other investigation areas, cooperation with cybercrime investigators is becoming increasingly necessary; however, drug investigators feel insecure about contacting them because they lack understanding of cyber-language and cyber-basics.

Concerning the detection of illicit manufacturing of drugs and dismantling labs, the challenges are mainly seen at the operational level, involving health and safety issues and technical skills. Links with

other areas, such as container shipments, glassware companies, chemical companies, DHL, etc., as well as with other types of crime, e.g. financial crime, document fraud, etc., are also relevant and not always explored sufficiently. There is, however, a lack of demonstration labs for training purposes in the EU.

International cooperation is elementary but frequently suffers from the lack of knowledge of the international instruments available.

(b) Training needs

Summary

Investigation of drug crimes involving cannabis, cocaine and heroin is considered a highly operational topic. Therefore, on the one hand, training needs in this area are related to poly-drug trafficking and poly-criminality as the major issue identified by the Serious and Organised Crime Threat Assessment (SOCTA). On the other hand, training needs are very much focused on practical issues such as cooperation with other investigative areas, including cybercrime, financial crime and forensics, but also with bodies outside the law enforcement sector, including glassware companies, the chemical industry, shipment and parcel services, etc. Topics such as *modi operandi* of OCGs, cyber- and financial investigation tools and methods, risk assessment and health and safety in the context of lab dismantling, profiling and detection of concealment methods, and the basics of document fraud are some examples of the content required.

Further details

It is considered highly important for every drug investigator to receive some basic training on cyber-investigation, whilst more specialized officers could then be trained in more depth on these matters. This will help improve their communication capacities with cybercrime investigators and their understanding of what they can expect from them. The same goes for cooperation with financial investigators and training on financial crime. As for availability of training at present, Germany and Ireland have advised that they offer training for first responders on online markets and the darknet.

Document fraud and prevention as horizontal issues deserve specific attention. In particular the first issue is rather vast, and it will be possible to include only elements of this in topic-related training, e.g. freight and air documents, mislabeling, false declarations. For more specialized training, customs officers should be the target group. Prevention, on the other hand, is considered more a national issue but exchange of good practice could be an element in EU-level training. Training on prevention is also the only topic that is not considered to be as urgent as the others. At present, the Netherlands has indicated that it offers regular training on prevention, and EMCDDA has prevention specialists.

International cooperation requires training on EU tools and instruments, e.g. support by Europol and Eurojust, JITs, SIENA, etc. Here, the importance of participation of managers as well as prosecutors in such training is highlighted in order for them to gain more awareness of the possibilities and requirements, when their staff embark on cross- border cooperation endeavors. Frontex suggested that cooperation with customs and border or coast guards should be reflected in training activities.

Topics such as the profiling of shipments, transportation routes and means, including vessels, as well as the use of modern technologies and services or tools, including those used for analysis, should be added to the training needs.

It was generally pointed out that every police official should receive some national basic training on OCGs and their *modi operandi*, and any EU-level training on such matters can be attended only as a next step towards higher specialization. In addition, this type of training, being largely operational, always needs to provide the latest trends and updates on the *modi operandi* and investigation methods.

Among EU-level training can be mentioned activities offered by CEPOL on the smuggling of cocaine and heroin; European reporting by Frontex on illicit cannabis production; and contributions by EMCDDA on monitoring drug supply indicators and drug seizures, recent trends, etc.





List of identified and prioritized training needs

The following list evidences the prioritization, as done by Member States, of sub-topics in the area of training against the production, trafficking and distribution of cannabis, cocaine and heroin.

1.	Online markets and darknet (cooperation and communication between drug investigation units and specialized cybercrime units; cybercrime, darknet, cryptocurrency, open net and social networks, OSINT; new methods, tools and techniques; manual on darknet; good practices; information exchange and cooperation with non-EU countries; multidisciplinary approach)
2.	Illicit manufacturing of drugs, detection (specialized training for first responders and new officers on risk assessment; indicators; chemical substances; production of chemicals; risk assessment of the infrastructure: travel, user facilities, surveillance; interpretation of data; identification of <i>modi operandi</i> ; precursors: new <i>modi operandi</i> methods, current trends and concealment methods; intelligence through International Narcotics Control Board and international cooperation)
3.	Detection and dismantling of illicit laboratories (personal protection; suspicious indicators (smell, products), including for prosecutors; data entry: information on <i>modi operandi</i> and new trends should be entered in a database with most recent examples of daily operations; exchange of good practices)
4.	Links to other types of crimes (firearms; THB; migrant smuggling; OPC; exchange of good practices at EU level about OCGs and their way of working; links to other crimes; organized motorcycle gangs, etc.)
5.	Prevention (training for prevention officials on communication methods and how to reach people on social media; good practice exchange with other countries; joint prevention campaigns; train-the-trainers: basic prevention elements of the drug use; cooperation with NGOs; profiling of parcels by DHL and other postal services; prevention of cannabis cultivation)
6.	Criminal profiling regarding legal and national entities (drugs; container shipments; profiling; company profiling (wittingly and unwittingly exploited) and cargo shipments; profiling regarding natural persons; financial transactions; ways of payment; recognition of facilitators and how to approach them)

7.	Investigations, including financial investigations (exposure techniques; concealment methods; new tools and methods for investigations; overview of legislation in different countries concerning financial investigations; cryptocurrencies and alternative banking; trends, modi operandi)
8.	Document fraud (specialized training for investigators and prosecutors; identification and sharing of knowledge and good practices)

Annex 2. Proficiency levels






	Level 1 – Awareness	Level 2- Practitioner	Level 3 – Advanced Practitioner	Level 4 - Expert	Level 5 – Train-the-trainer
Definition	Refers to those who only need an insight into the particular topic, they do not need specific skills, competences and knowledge to perform the particular tasks, however require general information in order to be able efficiently support the practitioners working in that particular field.	Refers to those who independently perform their everyday standard duties in the area of the particular topic.	Has increased knowledge, skills and competences in the particular topic because of the extended experience, or specific function, i.e. team/unit leader.	Has additional competences, highly specialised knowledge and skills. Is at the forefront of knowledge in the particular topic.	Officials who are to be used as trainers for staff
Description	Has a general factual and theoretical understanding of what the topic is about, understands basic concepts, principles, facts and processes, and is familiar with the terminology and standard predictable situations. Taking responsibility for his/her contribution to the performance of practitioners in the particular field.	Has a good working knowledge of the topic, is able to apply the knowledge in the daily work, and does not require any specific guidance in standard situations. Has knowledge about possible situation deviations and can practically apply necessary skills. Can assist in the solution development for abstract problems. Is aware of the boundaries of his/her knowledge and skills, is motivated to develop self-performance.	Has broad and in-depth knowledge, skills and competences involving a critical understanding of theories and principles. Is able to operate in conditions of uncertainty, manage extraordinary situations and special cases independently, solve complex and unpredictable problems, direct work of others. Is able to share his/her knowledge with and provide guidance to less experienced colleagues. Is able to debate the issue with a sceptical colleague, countering sophisticated denialist talking points and arguments for inaction.	Has extensive knowledge, skills and competences, is able to link the processes to other competency areas and assess the interface in whole. Is able to provide tailored advice with valid argumentation. Is able to innovate, develop new procedures and integrate knowledge from different fields. Is (fully or partially) responsible for policy development and strategic performance in the particular area.	Has knowledge and skills to organise training and appropriate learning environment using modern adult training methods and blended learning techniques. Is familiar with and can apply different theories, factors and processes of learning in challenging situations. Experienced with different methods and techniques of learning. Can prepare and conduct at least one theoretical and one practical training session for law enforcement officials.
Visualisation					
EQF equivalent	EQF Level 3-4	EQF Level 5	EQF Level 6	EQF Level 7	n/a

EQF levels – Descriptors defining levels in the European Qualifications Framework, more information is available at <https://ec.europa.eu/ploteus/en/content/descriptors-page>

Images from <https://askfortheworld.wordpress.com/levels/>

Annex 3. Urgency levels

Urgency in the context of this questionnaire refers to the criticality of timely training intervention and its impact to the operational performance.

Current performance					
Urgency scale level	1	2	3	4	5
Training need is	Low	Secondary	Moderate	Urgent	Crucial
Training impact	Training has a minor role in the performance boost, it would refresh the knowledge, officials could benefit from training, and however, it is not essential.	It would be useful if the training would be delivered, however, the need is not urgent. Training can be delivered in (predictable) 2-3 years' time, it is needed to stay updated.	It would be advantageous to receive training within a year's period, it would improve the performance, however, not significantly.	Training is essential, it is necessary to be delivered within a year's period, it is important to perform qualitatively.	Training is critical, it is necessary as soon as possible, it is crucial for the successful performance of duties.