



## Operational Training Needs Analysis

### Trafficking in human beings

EDUCATE, INNOVATE, MOTIVATE

# **Operational Training Needs Analysis**

## **Trafficking in human beings**

**2020**

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## List of abbreviations

CKC - CEPOL Knowledge Centre

CNU – CEPOL National Unit

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

OTNA – Operational Training Need Analysis

SPD – Single Programming Document

THB – Trafficking in human beings

## 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.<sup>1</sup> The methodology was piloted in 2018 with a 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 Trafficking in human beings (THB) in 2019. Outcomes of the research will be used to define CEPOL's training portfolio in THB for 2021.

This report describes training priorities in the area of Trafficking in human beings for 2021 based on the analysis of the data received from law enforcement agencies and CEPOL National Units (CNUs). The main topics, subtopics and horizontal aspects 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 THB, 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 chapter of the EU-STNA Report is available in Annex 1.

In September 2019, CEPOL approached CNUs in 26 Member States<sup>2</sup> to provide direct contact points in law enforcement agencies (dealing with the subject of the OTNA) of their respective countries. 18 MSs and Europol responded to this initiative by nominating altogether 44 experts. The questionnaire was sent to these nominated contact points and to JHA agencies in January 2020. This resulted in 22 completed answers from different LE agencies from 16 Member States<sup>3</sup> and from Frontex, representing 22 901 law enforcement officials and indicating a 61.54% response rate among Members States.

The **most relevant main topic** for law enforcement training in this area is related to *Trafficking for sexual exploitation* (88.24% of MSs found it relevant), followed by *Trafficking for labour exploitation* (82.35%), and *Trafficking for forced begging and forced criminality* (76.47%). *Child trafficking* and *Trafficking for the purpose of organ removal* are still relevant topics (70.59%), while *Trafficking for forced and sham marriages* (52.94%) is considered the least relevant subject in terms of training by responding Members States (Table 1.).

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

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<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> Responding countries: Austria, Belgium, Croatia, Cyprus, Czech Republic, Finland, France, Germany, Hungary, Latvia, Lithuania, Netherlands, Poland, Portugal, Romania, Slovakia

Table 1. Relevance rate of main topics

Main topic	Relevance rate
Trafficking for sexual exploitation	88.24%
Trafficking for labour exploitation	82.35%
Trafficking for forced begging and forced criminality	76.47%
Child trafficking	70.59%
Trafficking for the purpose of organ removal	70.59%
Trafficking for forced and sham marriages	52.94%

As per methodology, training topics where more than 50% of MSs indicate the 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 55.66%, meaning that it would be advantageous to receive training within a year's period; it would improve the performance, however, not significantly.<sup>4</sup> The highest urgency rates are: 64.17% for the topic of *Trafficking for forced begging and forced criminality*, closely followed by *Trafficking for labour exploitation*. Training can be delivered in (predictable) 2-3 years' time, knowledge needs to stay updated in case of *Trafficking for forced and sham marriages (49.38%)* and *Trafficking for the purpose of organ removal (46.67%)*.

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

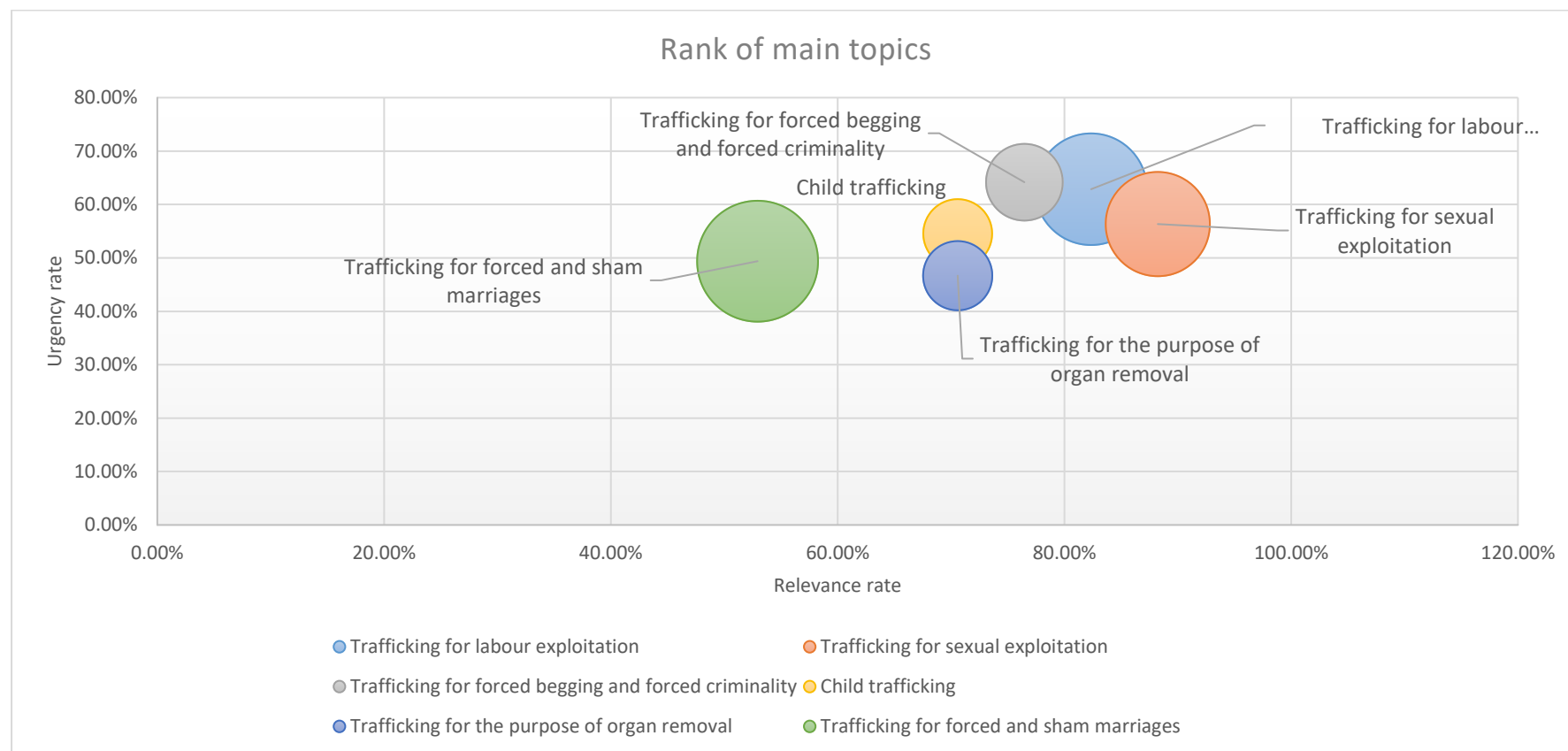
Main topic	Relevance rate	Urgency rate
Trafficking for sexual exploitation	88.24%	56.33%
Trafficking for labour exploitation	82.35%	62.86%
Trafficking for forced begging and forced criminality	76.47%	64.17%
Child trafficking	70.59%	54.55%
Trafficking for the purpose of organ removal	70.59%	46.67%

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 them 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.

<sup>4</sup> See explanation of Urgency levels in Annex 3.

Chart 1. Relevance and urgency rate of main topics

Size of the bubble indicates number of trainees indicated by respondents.<sup>5</sup>



<sup>5</sup> 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. While their relevance varies from topic to topic, the overall assessment demonstrated that training should put emphasis on *Financial investigations (banking, asset recovery)* and *Evidence collection*. *Modi operandi, structure of OCGs, Intelligence gathering* and *Online and social media monitoring* are important, but not crucial aspects of training. Respondents gave less priority to *Interlinkage with the topic of migrant smuggling, Business model (e.g. behavioural patterns of OCGs)* and *Investigation techniques*.

Table 3. Relevance rate of subtopics

Subtopics	Average
Financial investigations (banking, asset recovery)	78.17%
Evidence collection	74.24%
<i>Modi operandi, structure of OCGs</i>	73.06%
Intelligence gathering	72.96%
Online and social media monitoring	72.09%
Interlinkage with the topic of migrant smuggling	68.88%
Business model( e.g. behavioural patterns of OCGs)	67.99%
Investigation techniques	67.87%

Respondents indicated that **7 165 participants would need training in 2021 from the 16 responding Member States and Frontex, which means 29 133 potential trainees from 26 MSs of the European Union<sup>6</sup>**.

CEPOL's training addresses law enforcement officials of 26 EU Member States. The 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 at a certain proficiency level is calculated via identifying the central tendency or middle value (statistical median) <sup>7</sup>of the number of trainees per topic per proficiency level. The 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

<sup>6</sup> 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.

<sup>7</sup> 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 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>).



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 **awareness and practitioners**, 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	1 206	10 036
Practitioner	1 335	5 863
Advanced practitioner	1 079	4 784
Expert	1 049	3 471
Train-the-trainer	1 146	4 979
<b>Total</b>	<b>7 165</b>	<b>29 133</b>

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 training first. Lower priority was indicated for border guards and intelligence officers.

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 Trafficking in human beings mostly happens face-to-face in Member States. The principal target group of training is investigators. Besides investigators, Slovakia trains operative officers and Hungary provides training to prosecutors and judges too. Proficiency level of training varies with more focus on advanced practitioner and expert levels. Most frequently, trainings aim at developing knowledge, skills and competencies on victim and suspect identification. Investigations and awareness raising are also important subjects of training on national level.

## SUMMARY

The outcomes of the Operational Training Needs Analysis on Trafficking in human beings show that most of the main topics are highly relevant and moderately urgent for law enforcement officials. *Trafficking for sexual exploitation* and *Trafficking for labour exploitation* should be given highest priority when designing training activities, closely followed by *Trafficking for forced begging and forced criminality*. Among subtopics, LE officials need to improve their knowledge on *financial investigations* in the first place. *Evidence collection*, *Modi operandi*, *Intelligence gathering* and *Online and social media monitoring* should also be covered by training activities. Furthermore, **as identified in the EU-STNA, Document fraud, Links to other types of crime, Information exchange, tools of EU agencies, cross-border cooperation, Victim identification, Dealing with victims (rights, communication, specificities of age and gender, cultural differences) and Multidisciplinary approach, cooperation with relevant stakeholders, should be topics covered in each training activity** on Trafficking in human beings. Training should be provided to investigators, analysts and managers in the first place.

## Background

As defined by 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 a 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 (CKCs) in the design of the 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 2015/2219<sup>8</sup>.

In the course of October 2019, CEPOL National Units provided contact points to law enforcement agencies in their respective countries through filling in 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 Trafficking in human beings 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 the CEPOL training portfolio for 2021 in the topic of Trafficking in human beings.

## Analysis

### Consolidation of data

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

### Response rate

CEPOL approached 26 Member States<sup>9</sup> 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 18 Member States of the European Union and to JHA agencies. This resulted in 22 completed answers from different LE agencies from 16 Member States<sup>10</sup> and from Frontex. This indicates that **61.54% of Member States** representing **22 901 law enforcement officials<sup>11</sup> across Europe** expressed their training needs in the field of Trafficking in

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

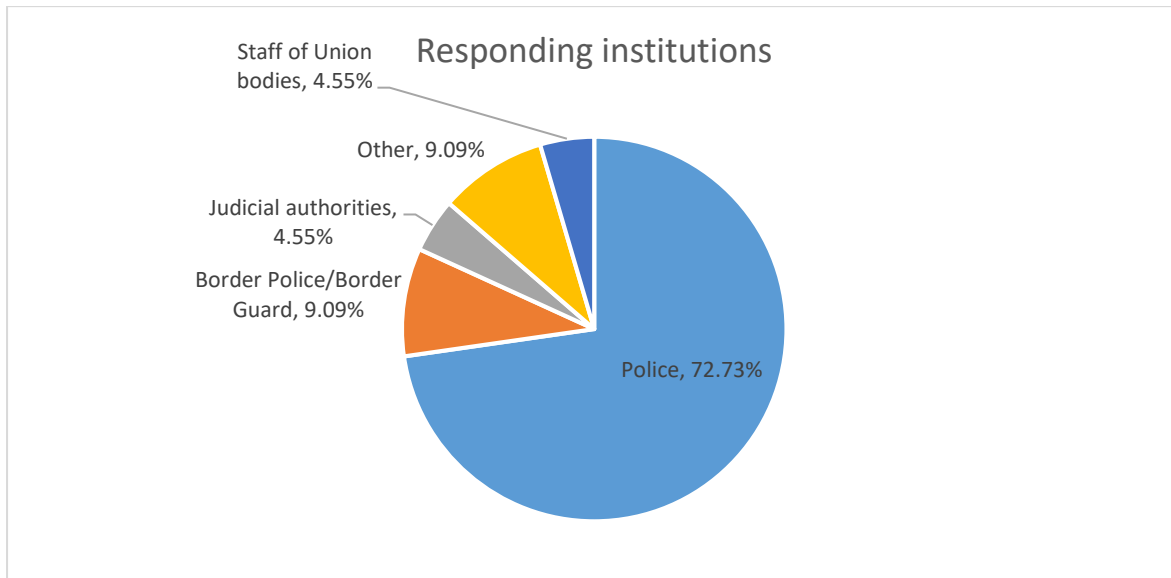
<sup>9</sup> The terminology 'Member States' refers to 26 Member States of the European Union participating in the CEPOL Regulation, i.e. all Member States excluding Denmark.

<sup>10</sup> Responding countries: Austria, Belgium, Croatia, Cyprus, Czech Republic, Finland, France, Germany, Hungary, Latvia, Lithuania, Netherlands, Poland, Portugal, Romania, Slovakia.

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

human beings. Most of responses (72.73%) represented Police, followed by officials of Border Police/Border Guard (9.09%).

Chart 2. Distribution of responding institutions



### Relevance of topics

Potential training needs were presented based on the outcomes of expert group discussions 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 Trafficking in human beings are as follows:

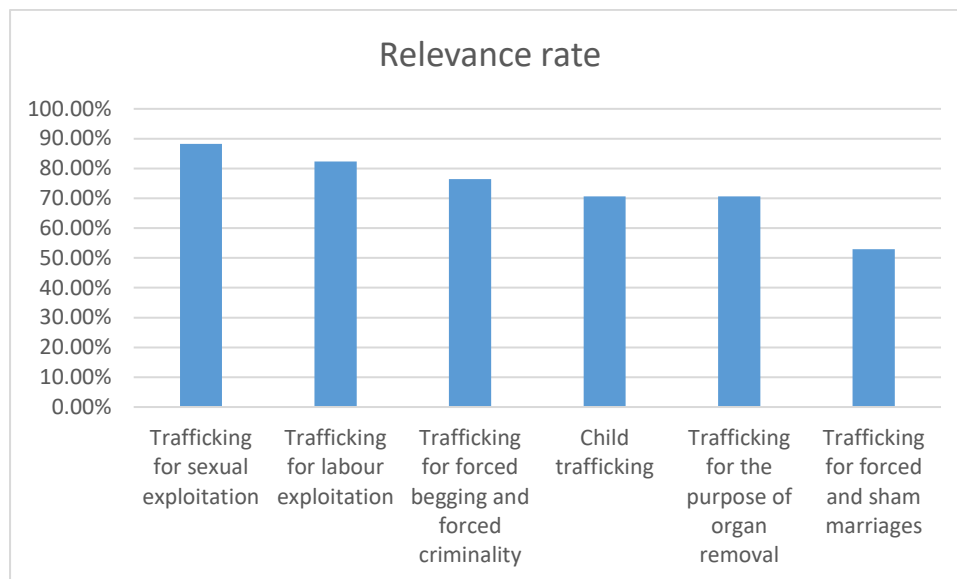
<i>Trafficking for sexual exploitation</i>
<i>Trafficking for labour exploitation</i>
<i>Trafficking for forced begging and forced criminality</i>
<i>Child trafficking</i>
<i>Trafficking for the purpose of organ removal</i>
<i>Trafficking for forced and sham marriages</i>

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. All main topics passed the 50% threshold of relevance rate.

Table 5. Relevance rate of main topics

Main topic	Relevance rate
Trafficking for sexual exploitation	88.24%
Trafficking for labour exploitation	82.35%
Trafficking for forced begging and forced criminality	76.47%
Child trafficking	70.59%
Trafficking for the purpose of organ removal	70.59%
Trafficking for forced and sham marriages	52.94%

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 MSs<sup>12</sup> take part in the training. As 38% of (26) MSs did not fill in the questionnaire,

<sup>12</sup> All EU member States, not including Denmark and the UK.

and 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 **7 165 participants would need training in 2021 from the 16 responding Member States and Frontex, which means 29 133 potential trainees from 26 MSs of the European Union<sup>13</sup>**. The highest need 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	1 206	10 036
Practitioner	1 335	5 863
Advanced practitioner	1 079	4 784
Expert	1 049	3 471
Train-the-trainer	1 146	4 979
<b>Total</b>	<b>7 165</b>	<b>29 133</b>

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

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<sup>13</sup> Median of number of indicated participants was calculated in order to be able to calculate the potential number of attendees should 26 MS be interested in training.

Table 7. Counts of profiles per main category

	Trafficking for sexual exploitation	Trafficking for labour exploitation	Trafficking for forced begging and criminality	Trafficking for forced and sham marriages	Child trafficking	Trafficking for the purpose of organ removal	Total
Investigator	16	14	11	8	10	8	<b>67</b>
Analyst	10	8	8	5	7	6	<b>44</b>
Manager	9	9	7	5	6	6	<b>42</b>
Border control	2	2	1	1	2	1	<b>9</b>
Intelligence officer	3	2	2	1	0	0	<b>8</b>
Leader-investigator	1	2	1	1	1	1	<b>7</b>
Operative police officer	2	1	1	1	1	1	<b>7</b>
Head of pre-trial investigation	2	1	0	2	1	0	<b>6</b>
Trainer	1	2	1	0	1	1	<b>6</b>
Administrator	1	1	1	0	1	1	<b>5</b>
Lecturer	1	1	1	0	1	1	<b>5</b>
Mediator	1	1	1	0	1	1	<b>5</b>
Detective	0	1	0	1	1	1	<b>4</b>
Financial analyst - investigator	1	1	0	0	0	0	<b>2</b>
Scientific researcher	0	0	1	0	0	0	<b>1</b>

## 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.

While their relevance varies from topic to topic, the overall assessment demonstrated that training should put emphasis on *Financial investigations (banking, asset recovery)* and *Evidence collection*. *Modi operandi*, *structure of OCGs*, *Intelligence gathering* and *Online and social media monitoring* are important, but not crucial aspects of training. Respondents gave less priority to *Interlinkage with the topic of migrant smuggling*, *Business model (e.g. behavioural patterns of OCGs)* and *Investigation techniques*.

Table 8. Relevance rate of subtopics

Subtopics	Average
Financial investigations (banking, asset recovery)	78.17%
Evidence collection	74.24%
<i>Modi operandi</i> , structure of OCGs	73.06%
Intelligence gathering	72.96%
Online and social media monitoring	72.09%
Interlinkage with the topic of migrant smuggling	68.88%
Business model( e.g. behavioural patterns of OCGs)	67.99%
Investigation techniques	67.87%

Chart 4. Relevance rate of subtopics per subtopic

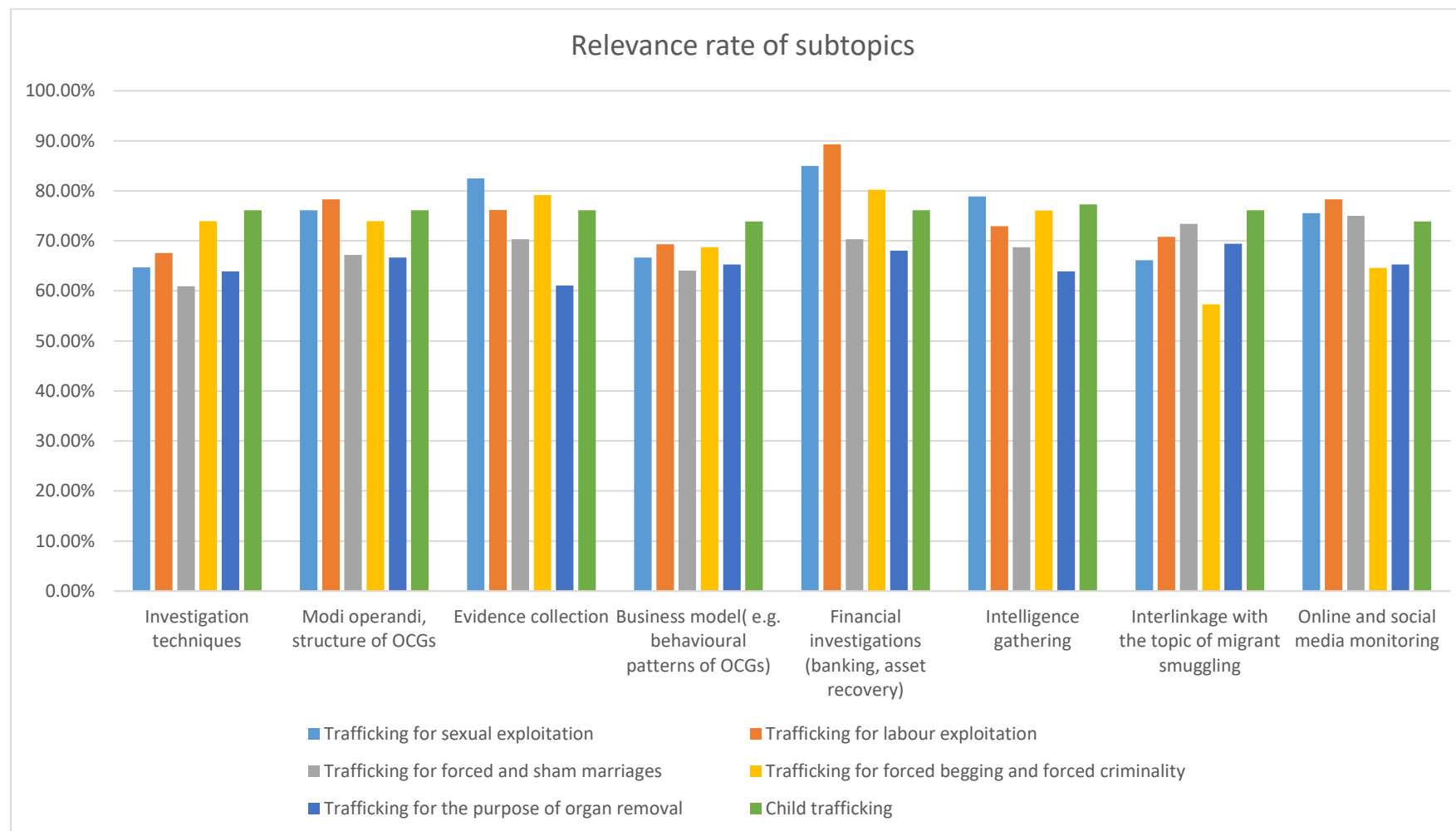
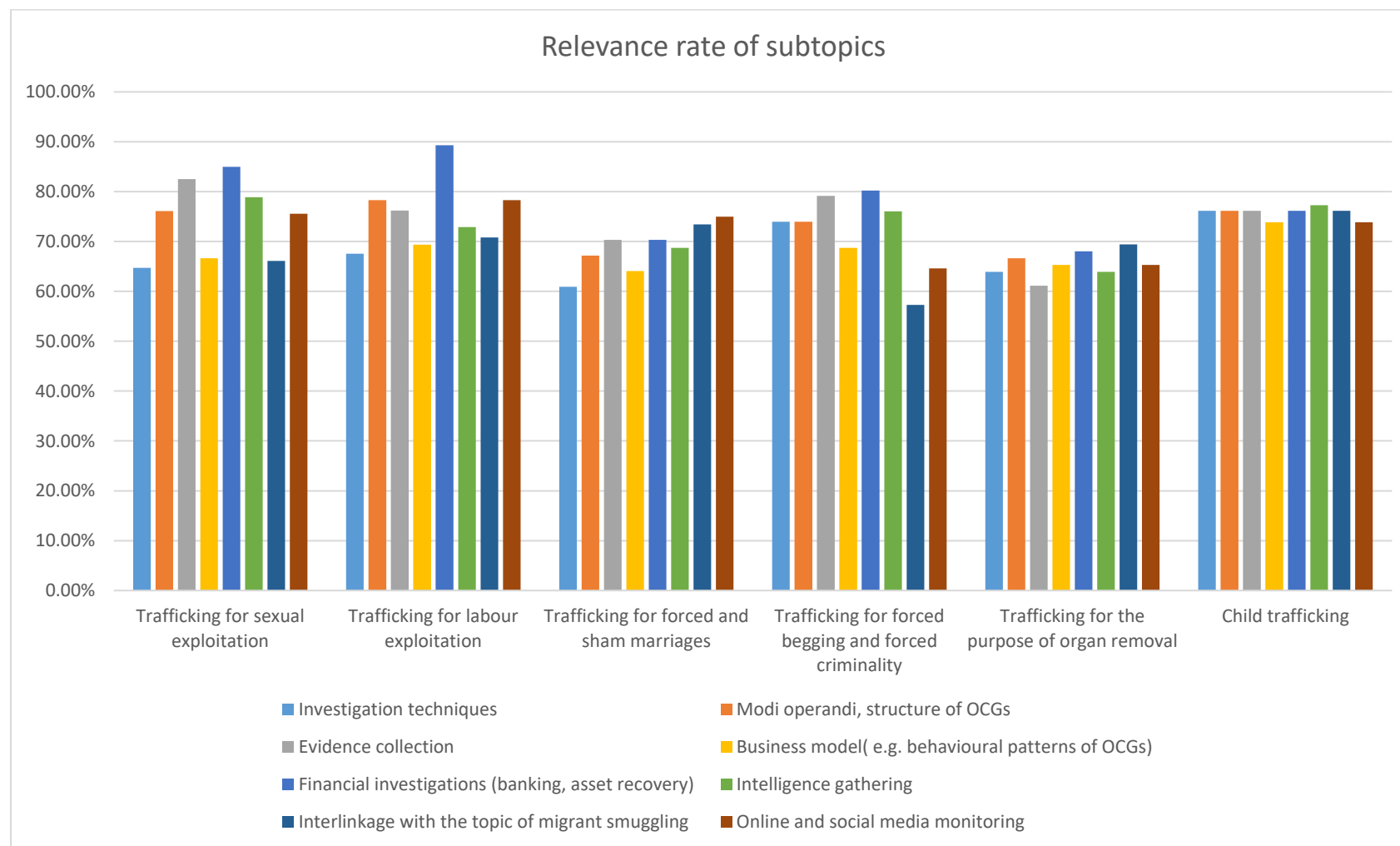




Chart 5. Relevance rate of subtopics per main topic



### 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 ten 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 Trafficking in human beings mostly happens face-to-face in Members States. The principal target group of training is investigators. Besides investigators, Slovakia trains operative officers and Hungary provides training to prosecutors and judges too. Proficiency level of training varies with more focus on advanced practitioner and expert levels. Most frequently, trainings aim at developing knowledge, skills and competencies on victim and suspect identification. Investigations and awareness raising are also important subjects of training on national level. See Table 9. for details.

Table 9. Training available on national level

Topic	Number of participants	Form	Proficiency level	Target group	Aim
Trafficking for sexual exploitation	240	Residential/Seminar	Mainly advanced practitioner and expert	Mainly investigators, in Hungary also prosecutors and judges, in Slovakia also operative officers	Investigation, <b>victim and suspect identification</b> , awareness raising and develop cooperation between different judicial organisations
Trafficking for labour exploitation	453	Residential/Seminar	All levels, including awareness	Investigators, in Slovakia also operative officers	Investigation, <b>victim and suspect identification</b> , awareness raising
Trafficking for forced and sham marriages	103	Residential/Seminar	Mainly advanced practitioner and expert	Investigators, in Slovakia also operative officers	Victim and suspect identification, awareness raising
Trafficking for forced begging and forced criminality	203	Residential/Seminar	Mainly advanced practitioner and expert	Investigators, in Slovakia also operative officers	Investigation, <b>victim and suspect identification</b> , awareness raising
Trafficking for the purpose of organ removal	30	Residential/Seminar	advanced practitioner	Investigators	Awareness raising
Child trafficking	160	Residential/Seminar	Mainly advanced practitioner and expert	Investigators, in Slovakia also operative officers	Investigation, victim and suspect identification, awareness raising
Document fraud	146	Residential/Seminar	Mainly advanced practitioner and expert	Investigators, train-the-trainer, border guards and specialists	Investigation, victim and suspect identification, awareness raising, advanced document examination
Links to other types of crime	148	Residential/Seminar	Mainly advanced practitioner and expert	Investigators	Financial investigation, awareness raising
<b>Total</b>	<b>1 483</b>				

## 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. In case the relevance score (i.e. the sum of scores given by each country) reaches 50% of the maximum score ( $4 \times X$ , i.e. Extremely relevant multiplied by the number of responding MSs that found that particular main topic relevant), the subtopic is found relevant.

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. Trafficking for sexual exploitation

Trafficking for sexual exploitation is the most relevant main topic, as indicated by 15 Member States. Within this main topic, training should focus on financial investigations, and evidence collection and include elements on intelligence gathering, *modi operandi*, structure of OCGs and online and social media monitoring. Sharing of new trends, presentation of concrete cases, problematic points, international cooperation, as well as open source intelligence were mentioned as additional training needs. The training need is moderately urgent. Respondents signalled training need for 1 455 LE officials, which would mean 5 161 officials to be trained across Europe. Respondents indicated 19 profiles of LE officials, out of which investigators, analysts and managers should be the primary target groups of training. On national level, mainly investigators are trained on advanced practitioner and expert level in the form of residential courses and seminars, with focus on victim and suspect identification in most countries.

*Relevance rate of subtopics in descending order*

Financial investigations (banking, asset recovery)	85.00%
Evidence collection	82.50%
Intelligence gathering	78.89%
<i>Modi operandi</i> , structure of OCGs	76.11%
Online and social media monitoring	75.56%
Business model( e.g. behavioural patterns of OCGs)	66.67%
Interlinkage with the topic of migrant smuggling	66.11%
Investigation techniques	64.72%

*Urgency and number of participants by proficiency level*

	Urgency	Number of participants	Extrapolated to EU
Awareness	51.67%	345	1 664
Practitioner	56.67%	371	1 118
Advanced practitioner	55.00%	259	845
Expert	63.33%	243	741
Train-the-trainer	55.00%	237	793
<b>Average/Total</b>	<b>56.33%</b>	<b>1 455</b>	<b>5 161</b>

*Count of profiles indicated*

Investigator	15
Analyst	10
Manager	6
Intelligence officer	3
Operative police officer	2
Head of pre-trial investigation	2
Administrator	1
Leader-investigator	1
Criminal investigator - in criminal proceeding	1
Financial analyst – investigator	1
First line supervisor	1
Mid management supervisor	1
Senior management	1

1 <sup>st</sup> line border checks border guards	1
2 <sup>nd</sup> line border checks border guards	1
Lecturer	1
Trainer	1
Mediator	1

*Number of participants per profile and proficiency level*

	Awareness	Practitioner	Advanced practitioner	Expert	Train the trainer	Total
Investigator	293	313	177	124	130	<b>1 037</b>
Analyst	20	20	26	36	36	<b>138</b>
First line supervisor	15	15	15	15	20	<b>80</b>
Mid management supervisor	10	10	10	10	15	<b>55</b>
Senior management	5	5	5	5	10	<b>30</b>
Operative police officer	0	0	0	30	0	<b>30</b>
Manager	0	0	0	1	19	<b>20</b>
Detective	0	5	5	2	2	<b>14</b>
Criminal investigator - in criminal proceeding	0	0	0	10	0	<b>10</b>
Head of pre-trial investigation	0	0	11	0	0	<b>11</b>
Financial analyst - investigator	0	0	0	8	0	<b>8</b>
Intelligence officer	0	1	5	0	0	<b>6</b>
Lecturer	1	1	1	1	1	<b>5</b>
Trainer	1	1	1	1	1	<b>5</b>
Leader investigator	0	0	0	0	3	<b>3</b>
Mediator	0	0	3	0	0	<b>3</b>
<b>Total</b>	<b>345</b>	<b>371</b>	<b>259</b>	<b>243</b>	<b>237</b>	<b>1 455</b>
<b>Extrapolated to EU</b>	<b>1 664</b>	<b>1 118</b>	<b>845</b>	<b>741</b>	<b>793</b>	<b>5 161</b>

*National level training*

Form	Residential/Seminar
Number of officials trained	240
Proficiency level	Mainly advanced practitioner and expert
Target group	Mainly investigators, in Hungary also prosecutors and judges, in Slovakia also operative officers
Aim	Investigation, <b>victim and suspect identification</b> , awareness raising and develop cooperation between different judicial organisations

## 2. Trafficking for labour exploitation

Trafficking for labour exploitation is the second most relevant main topic as indicated by 14 Member States. Within this main topic, training should focus on financial investigations and *modi operandi*, and should include elements on evidence collection and intelligence gathering. Sharing experience on police work with informants, increasing the connection between labour inspectorate and law enforcement, as well as open source intelligence were mentioned as additional training needs. The training need is moderately urgent. Respondents signalled training need for 1 665 LE officials, which would mean 5 941 officials to be trained across Europe. Respondents indicated 18 profiles of LE officials, out of which investigators, analysts and managers should be the primary target groups of training. On national level, mainly investigators are trained on all proficiency levels, in the form of residential courses and seminars, with focus on victim and suspect identification in most countries.

*Relevance rate of subtopics in descending order*

Financial investigations (banking, asset recovery)	89.29%
<i>Modi operandi</i> , structure of OCGs	78.27%
Online and social media monitoring	78.27%
Evidence collection	76.19%
Intelligence gathering	72.92%
Interlinkage with the topic of migrant smuggling	70.83%
Business model (e.g. behavioural patterns of OCGs)	69.35%
Investigation techniques	67.56%

*Urgency and number of participants by proficiency level*

	Urgency	Number of participants	Extrapolated to EU
Awareness	48.21%	392	2 483
Practitioner	69.64%	428	975
Advanced practitioner	69.64%	300	910
Expert	67.86%	297	663
Train-the-trainer	58.93%	248	910
<b>Average/Total</b>	<b>62.86%</b>	<b>1 665</b>	<b>5 941</b>

*Count of profiles indicated*

Investigator	14
Analyst	8
Manager	6
Leader-investigator	2
Intelligence officer	2

Trainer	2
Administrator	1
Operative police officer	1
Financial analyst - investigator	1
First-line supervisor	1
Mid-management supervisor	1
Senior management	1
Detective	1
1 <sup>st</sup> line border checks border guards	1
2 <sup>nd</sup> line border checks border guards	1
Head of pre-trial investigation	1
Lecturer	1
Mediator	1

*Number of participants per profile and proficiency level*

	Awareness	Practitioner	Advanced practitioner	Expert	Train-the-trainer	Total
Investigator	337	364	230	184	137	<b>1 252</b>
Analyst	23	23	27	31	38	<b>142</b>
First-line supervisor	15	15	15	15	20	<b>80</b>
Mid-management supervisor	10	10	10	10	15	<b>55</b>
Senior management	5	5	5	5	10	<b>30</b>
Operative police officer	0	0	0	27	0	<b>27</b>
Manager	0	0	1	10	11	<b>22</b>
Leader investigator	0	3	8	3	3	<b>17</b>
Detective	0	5	3	2	2	<b>12</b>



Administrator	0	0	0	0	10	<b>10</b>
Financial analyst - investigator	0	0	0	8	0	<b>8</b>
Lecturer	1	1	0	1	1	<b>4</b>
Trainer	1	1	0	1	1	<b>4</b>
Intelligence officer	0	1	1	0	0	<b>2</b>
<b>Total</b>	<b>392</b>	<b>428</b>	<b>300</b>	<b>297</b>	<b>248</b>	<b>1 665</b>
<b>Extrapolated to EU</b>	<b>2 483</b>	<b>975</b>	<b>910</b>	<b>663</b>	<b>910</b>	<b>5 941</b>

#### *National level training*

Number of participants	453
Form	Residential/Seminar
Proficiency level	All levels, including awareness
Target group	Investigators, in Slovakia also operative officers
Aim	Investigation, <b>victim and suspect identification</b> , awareness raising

### 3. Trafficking for forced begging and criminalities

Trafficking for forced begging and forced criminality is the third relevant main topic as indicated by 13 Member States. Within this main topic, training should focus on financial investigations and evidence collection and include elements on intelligence gathering, investigation techniques and *modi operandi*, structure of OCGs. The training need is moderately urgent. Respondents signalled a training need for 797 LE officials, which would mean 4 771 officials to be trained across Europe. Respondents indicated 14 profiles of LE officials, out of which investigators, analysts and managers should be the primary target groups of training. On national level, mainly investigators are trained on advanced practitioner and expert level in the form of residential courses and seminars, with focus on victim and suspect identification and awareness raising in most countries.

#### *Relevance rate of subtopics in descending order*

Financial investigations (banking, asset recovery)	80.21%
Evidence collection	79.17%
Intelligence gathering	76.04%
Investigation techniques	73.96%
<i>Modi operandi</i> , structure of OCGs	73.96%
Business model (e.g. behavioural patterns of OCGs)	68.75%
Online and social media monitoring	64.58%
Interlinkage with the topic of migrant smuggling	57.29%

*Urgency and number of participants by proficiency level*

	Urgency	Total	Extrapolated to EU
Awareness	56.25%	144	1 404
Practitioner	68.75%	174	1 235
Advanced practitioner	70.83%	155	832
Expert	70.83%	149	468
Train-the-trainer	54.17%	175	832
<b>Average/Total</b>	<b>64.17%</b>	<b>797</b>	<b>4 771</b>

*Count of profiles indicated*

Investigator	11
Analyst	8
Manager	4
Intelligence officer	2
Administrator	1
Leader-investigator	1
Operative police officer	1
First line supervisor	1
Mid-management supervisor	1
Senior management	1
Lecturer	1
Trainer	1
Mediator	1

*Number of participants per profile and proficiency level*

	Awareness	Practitioner	Advanced practitioner	Expert	Train-the-trainer	Total
Investigator	86	116	92	78	78	<b>450</b>
Analyst	23	23	25	32	36	<b>139</b>
First-line supervisor	15	15	15	15	10	<b>70</b>
Mid-management supervisor	10	10	10	10	15	<b>55</b>
Senior management	5	5	5	5	10	<b>30</b>
Leader-investigator	3	3	3	3	3	<b>15</b>
Manager	0	0	1	1	11	<b>13</b>
Administrator	0	0	0	0	10	<b>10</b>
Lecturer	1	1	0	1	1	<b>4</b>
Trainer	1	1	0	1	1	<b>4</b>
Mediator	0	0	3	0	0	<b>3</b>
Intelligence officer	0	0	0	2	0	<b>2</b>
Operative police officer	0	0	0	1	0	<b>1</b>
Head of pre-trial investigation	0	0	1	0	0	<b>1</b>
<b>Total</b>	<b>144</b>	<b>174</b>	<b>155</b>	<b>149</b>	<b>175</b>	<b>797</b>
<b>Extrapolated to EU</b>	<b>1 404</b>	<b>1 235</b>	<b>832</b>	<b>468</b>	<b>832</b>	<b>4 771</b>

#### *National level training*

Number of participants	103
Form	Residential/Seminar
Proficiency level	Mainly advanced practitioner and expert
Target group	Investigators, in Slovakia also operative officers
Aim	Victim and suspect identification, awareness raising

#### 4. Child trafficking

Child trafficking is a mid-relevant main topic as indicated by 12 Member States. Within this main topic, training should focus on intelligence gathering, followed by investigation techniques, *modi operandi*, structure of OCGs, evidence collection, financial investigations and interlinkage with the topic of migrant smuggling. The training need is moderately urgent. Respondents signalled a training need for 646 LE officials, which would mean 4 264 officials to be trained across Europe. Respondents indicated 14 profiles of LE officials, out of which investigators, analysts and managers should be the primary target groups of training. On national level, mainly investigators are trained on advanced practitioner and expert level in the form of residential courses and seminars, with focus on victim and suspect identification in most countries.

*Relevance rate of subtopics in descending order*

Intelligence gathering	77.27%
Investigation techniques	76.14%
<i>Modi operandi</i> , structure of OCGs	76.14%
Evidence collection	76.14%
Financial investigations (banking, asset recovery)	76.14%
Interlinkage with the topic of migrant smuggling	76.14%
Business model (e.g. behavioural patterns of OCGs)	73.86%
Online and social media monitoring	73.86%

*Urgency and number of participants by proficiency level*

	Urgency	Total	Extrapolated to EU
Awareness	50.00%	104	1 339
Practitioner	54.55%	121	871
Advanced practitioner	54.55%	120	910
Expert	65.91%	127	390
Train-the-trainer	47.73%	174	754
<b>Average/Total</b>	<b>54.55%</b>	<b>646</b>	<b>4 264</b>

*Count of profiles indicated*

Investigator	10
Analyst	7
Manager	3
Border control	2
Administrator	1
Leader-investigator	1

Operative police officer	1
First-line supervisor	1
Mid-management supervisor	1
Senior management	1
Detective	1
Head of pre-trial investigation	1
Lecturer	1
Trainer	1
Mediator	1
Scientific researcher	1

*Number of participants per profile and proficiency level*

	Awareness	Practitioner	Advanced practitioner	Expert	Train-the-trainer	Total
Investigator	45	54	54	54	62	<b>269</b>
Analyst	23	27	27	31	38	<b>146</b>
First-line supervisor	15	15	15	15	20	<b>80</b>
Mid-management supervisor	10	10	10	10	15	<b>55</b>
Senior management	5	5	5	5	10	<b>30</b>
Leader-investigator	3	3	3	3	3	<b>15</b>
Detective		4	4	4	2	<b>14</b>
Manager	0	0	1	1	11	<b>13</b>
Administrator	0	0	0	0	10	<b>10</b>
Lecturer	1	1	0	1	1	<b>4</b>
Trainer	1	1	0	1	1	<b>4</b>
Scientific researcher	1	1	0	1	1	<b>4</b>

Operative police officer	0	0	1	0	0	1
Head of pre-trial investigation	0	0	0	1	0	1
<b>Total</b>	<b>104</b>	<b>121</b>	<b>120</b>	<b>127</b>	<b>174</b>	<b>646</b>
<b>Extrapolated to EU</b>	<b>1 339</b>	<b>871</b>	<b>910</b>	<b>390</b>	<b>754</b>	<b>4 264</b>

#### *National level training*

Number of participants	160
Form	Residential/Seminar
Proficiency level	Mainly advanced practitioner and expert
Target group	Investigators, in Slovakia also operative officers
Aim	Investigation, victim and suspect identification, awareness raising

### 5. Trafficking with the purpose of organ removal

Trafficking for the purpose of organ removal is a less relevant main topic as indicated by 10 Member States. Within this main topic, training should focus on interlinkage with the topic of migrant smuggling, financial investigations and *modi operandi* and structure of OCGs, and include elements on business model and online and social media monitoring. The training need is not urgent; training can be delivered within 3 years. Respondents signalled a training need for 910 LE officials, which would mean 4 394 officials to be trained across Europe. Respondents indicated 14 profiles of LE officials, out of which investigators, analysts and managers should be the primary target groups of training. On national level, investigators are trained on advanced-practitioner level in the form of residential courses and seminars, with focus on awareness raising.

#### *Relevance rate of subtopics in descending order*

Interlinkage with the topic of migrant smuggling	69.44%
Financial investigations (banking, asset recovery)	68.06%
<i>Modi operandi</i> , structure of OCGs	66.67%
Business model (e.g. behavioural patterns of OCGs)	65.28%
Online and social media monitoring	65.28%
Investigation techniques	63.89%
Intelligence gathering	63.89%
Evidence collection	61.11%

*Urgency and number of participants by proficiency level*

	Urgency	Number of participants	Extrapolated to EU
Awareness	33.33%	99	1 534
Practitioner	50.00%	120	559
Advanced practitioner	50.00%	129	715
Expert	55.56%	126	676
Train-the-trainer	44.44%	178	910
<b>Average/Total</b>	<b>46.67%</b>	<b>652</b>	<b>4 394</b>

*Count of profiles indicated*

Investigator	8
Analyst	6
Manager	3
Administrator	1
Leader-investigator	1
Operative police officer	1
First-line supervisor	1
Mid-management supervisor	1
Senior management	1
Detective	1
Lecturer	1
Trainer	1

Mediator	1
Border control	1

*Number of participants per profile and proficiency level*

	Awareness	Practitioner	Advanced practitioner	Expert	Train-the-trainer	Total
Investigator	41	54	60	58	68	<b>281</b>
Analyst	23	27	30	30	38	<b>148</b>
First-line supervisor	15	15	15	15	20	<b>80</b>
Mid-management supervisor	10	10	10	10	15	<b>55</b>
Senior management	5	5	5	5	10	<b>30</b>
Leader-investigator	3	3	3	3	3	<b>15</b>
Manager	0	1	1	1	10	<b>13</b>
Administrator	0	0	0	0	10	<b>10</b>
Detective	0	2	3	2	2	<b>9</b>
Lecturer	1	1	0	1	1	<b>4</b>
Trainer	1	1	0	1	1	<b>4</b>
Operative police officer	0	1	1	0	0	<b>2</b>
Mediator	0	0	1	0	0	<b>1</b>
<b>Total</b>	<b>99</b>	<b>120</b>	<b>129</b>	<b>126</b>	<b>178</b>	<b>652</b>
<b>Extrapolated to EU</b>	<b>1 534</b>	<b>559</b>	<b>715</b>	<b>676</b>	<b>910</b>	<b>4 394</b>

*National level training*

Number of participants	30
Form	Residential/Seminar



Proficiency level	Advanced practitioner
Target group	Investigators
Aim	Awareness raising

## 6. Trafficking for forced and sham marriages

Trafficking for forced and sham marriages is the least relevant main topic, in terms of training as indicated by 8 Member States. Within this main topic, training should focus on online and social media monitoring and interlinkage with the topic of migrant smuggling, and include elements on evidence collection and financial investigations. The training need is moderately urgent.

Respondents signalled a training need for 780 LE officials, which would mean 4 602 officials to be trained across Europe. Respondents indicated 12 profiles of LE officials, out of which investigators, analysts and managers should be the primary target groups of training. On national level, mainly investigators are trained on advanced practitioner and expert level in the form of residential courses and seminars, with focus on victim and suspect identification in most countries.

### *Relevance rate of subtopics in descending order*

Online and social media monitoring	75.00%
Interlinkage with the topic of migrant smuggling	73.44%
Evidence collection	70.31%
Financial investigations (banking, asset recovery)	70.31%
Intelligence gathering	68.75%
<i>Modi operandi</i> , structure of OCGs	67.19%
Business model( e.g. behavioural patterns of OCGs)	64.06%
Investigation techniques	60.94%

### *Urgency and number of participants by proficiency level*

	Urgency	Number of participants	Extrapolated to EU
Awareness	40.63%	122	1 612
Practitioner	53.13%	121	1 105
Advanced practitioner	56.25%	116	572
Expert	53.13%	107	533
Train-the-trainer	43.75%	134	780
<b>Average/Total</b>	<b>49.38%</b>	<b>1 950</b>	<b>4 602</b>

### *Count of profiles indicated*

Investigator	8
Analyst	5
Manager	2
Head of pre-trial investigation	2
Leader-investigator	1
Operative police officer	1
First-line supervisor	1
Mid-management supervisor	1
Senior management	1
Intelligence officer	1
Detective	1
Border control	1

### *Number of participants per profile and proficiency level*

	Awareness	Practitioner	Advanced practitioner	Expert	Train-the-trainer	Total
Investigator	56	50	41	31	38	<b>216</b>
Analyst	33	33	35	37	45	<b>183</b>
First-line supervisor	15	15	15	15	20	<b>80</b>
Mid-management supervisor	10	10	10	10	15	<b>55</b>
Senior management	5	5	5	5	10	<b>30</b>
Leader-investigator	3	3	3	3	3	<b>15</b>
Detective	0	5	5	2	2	<b>14</b>
Manager	0	0	1	1	1	<b>3</b>
Operative police officer	0	0	0	3	0	<b>3</b>
Head of pre-trial investigation	0	0	1	0	0	<b>1</b>
<b>Total</b>	<b>122</b>	<b>121</b>	<b>116</b>	<b>107</b>	<b>134</b>	<b>600</b>
<b>Extrapolated to EU</b>	<b>1 612</b>	<b>1 105</b>	<b>572</b>	<b>533</b>	<b>780</b>	<b>4 602</b>

### *National level training*

Number of participants	103
Form	Residential/Seminar
Proficiency level	Mainly advanced practitioner and expert

Target group	Investigators, in Slovakia also operative officers
Aim	Victim and suspect identification, awareness raising

## Annex 1. EU-STNA Chapter on Trafficking in human beings

### *2.3.1. Environmental Challenges*

Human traffickers increasingly use the internet, including social media and the darknet, as a tool for recruitment monitoring and advertising the sexual services of victims. Still, cooperation between THB investigators and cyber-crime investigators is not yet everywhere part of standard procedures. Also, the lack of common tools for investigation and monitoring of social media, together with legal constraints (different per Member State) hamper this type of investigative work. Whilst cooperation with labour inspectors is generally good, international cooperation is partially hindered by the fact that inspections on workplaces such as construction, agriculture, catering, etc. sites take place at different frequencies in the individual Member States and that the mandates on labour inspection lie with different bodies. The cooperation between law enforcement agencies and NGOs in the case of child victims requires improvement. Cooperation with private companies is important, but it can be difficult as they are not always open to the disclosure of information.

In the case of forced as well as sham marriages, national marriage laws differ, which can lead to problems for prosecution. Nonetheless, a common definition and distinction of forced marriages from sham marriages would help, as well as the inclusion of the latter as a form of THB in relevant legislation in all countries. For gathering evidence, the investigators often focus on the victim's statement. In order to take the burden from the victim in this process, a change of the legal possibilities for obtaining other evidence should be made available, which would require a change of legislation.

The effectiveness of prevention campaigns is difficult to assess. A relevant question is whether THB investigators should be publicly known and therefore participate in preventive information sessions, e.g. at schools.

### *2.3.2 Challenges related to knowledge, skills and competences and related training needs*

#### **a) Challenges**

Typically, victims of labour exploitation are hard to identify as they are often not aware they are being exploited. A lack of knowledge of frontline officers and border guards on this phenomenon, as well as on the cultural background and language of the victims negatively impacts victim identification. With young children and minors, the communication and victim interviewing skills of law enforcement officials require improvement. Connections to other types of crimes also have relevance for victim identification, e.g. children and minors involved in petty theft instigated by groups engaged in Organised Property Crime. Cooperation with NGOs is lacking or sometimes completely absent.

The internet has become an important source of recruitment for all forms of exploitation, including sham marriages. A lack of qualified experts and of a common software tool for monitoring and investigating social media and other platforms is the great challenge here. Communication with cyber-experts is sometimes difficult due to the specific terminology they use and due to their separation from THB investigators in the organisational structures. Furthermore, focus is on child exploitation on the internet, not on THB.

Cooperation with financial investigators and Asset Recovery Offices (AROs) is not a common procedure everywhere, whilst with prosecutors and judges the problem is often that, where there is

no relevant legislation or a clear definition distinguishing between THB and migrant smuggling, they tend to not recognise cases as THB. Finally, international cooperation implies the need for means to share intelligence and the support by EU Agencies. Knowledge on such possibilities is often lacking.

## **b) Training needs**

### *Summary*

THB is very multi-faceted involving a large variety of victims, links with other types of (organised) crime and requiring attention from a multidisciplinary group of professionals. Therefore, training needs include labour exploitation, forced and sham marriages, child exploitation as specific types of THB. Next, links with other types of crime and consequently the cooperation with other investigation units feature as an important element, (financial and cyber-investigation, document fraud). In addition, investigation tools and methods as well as intelligence analysis, cooperation with NGOs and civil societies, and victims' rights are considered elementary for training of investigators. Exchange of good practices at EU-level would be beneficial.

### *Further details*

For this topic, contributors to the assessment place an emphasis on the importance of Train-the-Trainers' type of activity and training packages for THB experts on different sub-topics including victim identification, forced and sham marriages (including frontline officers), online investigation, financial investigation and asset recovery, links with other types of crime, and the difference between THB and human smuggling. Investigators working in other fields should be trained to recognise THB, in order to be able to identify victims and involve a THB expert.

The second issue highlighted is the need for a general EU-level training for prosecutors and judges, touching on the THB matters as listed below, or for joint THB courses aiming at investigators and prosecutors, with the purpose of strengthening cooperation. Other joint training was suggested with NGO staff, civil society (hospital staff, flight attendants etc.), labour inspectors, and cyber-crime and financial investigators.

Examples of existing training is the one-week theoretical and practical live exercise organised by the Organisation for Security and Cooperation in Europe (OSCE) in Italy in 2016 and 2017, which simulated practically all kinds of elements in such case work. Courses on labour exploitation are provided by CEPOL, whilst Frontex offers training for border guards on labour exploitation indicators. Austria and Latvia have indicated that they organise training on this topic involving experts from private companies and labour inspectorates. Frontex is developing a child protection course for first and second line border guards. Courses on cooperation with financial investigators are part of CEPOL's annual programme, and Europol has financial investigation skills training. Webinars on victim identification could also be useful.

Europol pointed out that sexual exploitation should be explicitly mentioned as a training priority area as still there are characteristics of the crime (for example the Voodoo method for Nigerians or the intra-EU trafficking) that demand to continue the efforts on training and awareness. Furthermore, human smuggling should feature among links to other types of crime, as migrants are a potential source for various forms of exploitation. European Institute for Gender Equality (EIGE) proposed to include the topic of victim protection among training priorities.

EU-level training is available concerning subjects like different types of THB, e.g. labour exploitation, child trafficking, links with other types of crime, like financial crime, cyber-crime, migrant smuggling





and document falsification offered by CEPOL and Frontex, whilst Frontex and EASO also provide Train-the-Trainers activities in this domain.

### *List of identified and prioritised training needs*

The following list evidences the prioritisation, as done by Member States, of subtopics in the area of Trafficking in Human Beings related training.

<b>1</b>	<i>Labour exploitation (training for frontline officers and border guards to identify potential labour exploitation victims; training on cultural differences; best practice for THB experts; involving labour inspectors.)</i>
<b>2</b>	<i>Child trafficking (training on communication with children, also for judges and prosecutors; identification of trafficked children; better cooperation with social NGOs, labour inspectorates; social media monitoring)</i>
<b>3</b>	<i>Victim identification (links and difference between THB and illegal immigration and human smuggling; evidence gathering, alternative evidence, victims' rights, also for prosecutors, judges and labour Inspectors; collecting evidence and interviewing techniques targeted at different forms of THB and different categories of victims; financial investigations/skills)</i>
<b>4</b>	<i>Intelligence analysis (joint training for the national points of contact in EU and international agencies; available tools; databases; services by international agencies; victim identification; awareness for THB as part of OCG crimes; connection with other crimes to which victims are forced)</i>
<b>5</b>	<i>Financial investigations and operations, and asset recovery (training on available EU tools; European Investigation Order; financial flows; dismantling of OCGs; banking; business models; behaviour patterns of OCGs; financial investigations and AROs; cross-border dimension on asset recovery; use of intelligence-led investigations including financial investigations, as this can provide a diversity of evidence to be used in addition to victims' testimonies; preferably Train-the-Trainers' type of activity.)</i>
<b>6</b>	<i>Rights of victims (need for training to ensure interests/rights of victims in criminal proceedings; interviewing techniques of victims [traumatised persons, children], victim identification and referral for support; finding alternative ways to evidence gathering instead of victims' testimony; need for national and EU-level training for law enforcement officials, prosecutors as well as judges as they safeguard victims' rights and interest during the proceedings)</i>
<b>7</b>	<i>Online and social media (Train-the-Trainers on online investigations; cyber-crime experts can be trained for THB indicators; available tools for internet monitoring and OSINT; cooperation with private companies, judges, prosecutors; communication with cyber-specialists; use of social media; prevention, awareness campaigns, exchange of practices. Information collection and exchange with non-EU countries, basic online investigative skills for THB investigators)</i>
<b>8</b>	<i>Prevention (exchange of good practices; common EU campaign; need to adapt campaign as traffickers' modus operandi changes; need to measure effectiveness; multi-agency/multidisciplinary approach)</i>
<b>9</b>	<i>Forced and sham marriages (general training , including for judges and prosecutors; establishment of indicators and specific methods for investigation focused on the features of sham and forced marriages and on social media in this context; general knowledge and understanding of the phenomena; how to raise awareness campaigns; how to teach social sectors; Train-the-Trainers to further conduct training in the national language at EU level for frontline officers; interlinkage with the topic of migrant smuggling is strongly needed as the method is also used for facilitated illegal immigration)</i>
<b>10</b>	<i>Document fraud (for frontline officers, prosecutors, investigators involved in THB)</i>
<b>11</b>	<i>Links to other crime types (drugs, firearms) for frontline officials (general training for frontline officers including indicators of other crime, in addition to victim identification; general/awareness training for investigators working in other crime areas)</i>

## 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.

<b>Current performance</b>					
<b>Urgency scale level</b>	1	2	3	4	5
<b>Training need is</b>	Low	Secondary	Moderate	Urgent	Crucial
<b>Training impact</b>	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.