

Training Needs Analysis

The impact of the war in Ukraine

Training Needs Analysis (TNA) on the impact of the war in Ukraine

2022

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List of abbreviations

AI – Artificial Intelligence
ALDO - Advanced Level Document Officers
BCP – Border Control Post
CBRN-E - Chemical, Biological, Radiological, Nuclear Substances and Explosives
CEPOL – European Union Agency for Law Enforcement Training
CNU – CEPOL National Unit
CSDP – Common Security and Defence Policy
CQB - Close-quarter battle
DDoS - Distributed denial-of-service
DG HOME - Directorate-General for Migration and Home Affairs
DVI – Disaster Victim Identification
EC – European Commission
ECHR - European Court of Human Rights
EFCA – European Fisheries Control Agency
EIGE – European Institute for Gender Equality
EOD – Explosive Ordnance Disposal
EMPACT - European Multidisciplinary Platform Against Criminal Threats
EU – European Union
EUAA - European Union Agency for Asylum
Eurodac - European Asylum Dactoscopy
eu-LISA - European Union Agency for the Operational Management of Large-Scale IT Systems in the Area of Freedom, Security and Justice
EU-STNA – European Union Strategic Training Needs Assessment
Eurojust - European Union Agency for Criminal Justice Cooperation
Europol – European Union’s Law Enforcement Agency
FRA – European Union Agency for Fundamental Rights
Frontex - European Border and Coast Guard Agency
GDPR – General Data Protection Regulation
Genocide Network - European Network for investigation and prosecution of genocide, crimes against humanity and war crimes
HRCN - High-Risk Criminal Network
HVT - High Value Target
ID – Identity Document
IOM - International Organisation for Migration
IoT – Internet of Things
IPC – Intellectual Property Crime
IT – Information Technology
JHA – Justice and Home Affairs
JIT – Joint Investigations Team
LEA – Law Enforcement Agencies
LMS - Learning Management System
MS – Member State
NFT - Non-fungible token
NGO – Non-Governmental Organisation
NPS – New Psychoactive Substances
OAP - Operational Action Plan
OCG – Organised Crime Group

OSINT – Open Source Intelligence
OTNA – Operational Training Need Analysis
PCC – Police Cooperation Convention
PNR – Passenger Name Record
RAN - Radicalisation Awareness Network
RDI - Research Development and Innovation
SIENA - Secure Information Exchange Network Application
SIRENE - Supplementary Information Request at the National Entries
SIS – Schengen Information System
TNA – Training Needs Analysis
UAV – Unmanned Aerial Vehicle
UXO – Unexploded Ordnance
VIS – Visa Information System
VPN – Virtual Private Network

Executive summary

As a follow-up action to the initiative of the French Presidency of the European Council and the European Commission (EC) activating the European Multidisciplinary Platform Against Criminal Threats (EMPACT) community to assess, anticipate, prevent and counter existing or emerging serious and organised crime threats linked to or entailed by the war in Ukraine, the European Union Agency for Law Enforcement Training (CEPOL) launched an ad hoc Training Needs Analysis (TNA). In total, 345 respondents from 14 different EU MS¹, three Justice and Home Affairs (JHA) agencies², one other Union body³ and two representatives of the EC contributed to this process through a comprehensive survey study. In terms of MS participating in CEPOL regulation⁴, this sample indicates a 54 % response rate. It should be noted that all EU MS having a land border with Ukraine submitted their contributions.

On the basis of the core capability gaps revealed in the EU's Strategic Training Needs Assessment (EU-STNA) 2022-2025^{5,6} and constituting the main areas in which LE officials need capacity building through training, the survey presented ten cross-cutting topics. Largely following the findings of the EU-STNA, the popularity of the horizontal aspects took the following order⁷:

- Digital skills and the use of new technologies
- High-risk criminal networks
- Financial investigations
- Cooperation, information exchange and interoperability
- Crime prevention
- Document fraud
- Forensics
- Fundamental rights
- Victims' rights
- Data protection

Based on the crime area(s) addressed by the survey participants⁸, they were then able to communicate topic-specific training needs on the array of 26 main topics⁹ presented in the circulated TNA. While

¹ Belgium, Czech Republic, Estonia, France, Germany, Hungary, Latvia, Netherlands, Poland, Portugal, Romania, Slovakia, Spain and Sweden

² The European Union Agency for Law Enforcement Cooperation (Europol), the European Union Agency for the Operational Management of Large-Scale IT Systems in the Area of Freedom, Security and Justice (eu-LISA) and the European Border and Coast Guard Agency (Frontex)

³ European Fisheries Control Agency (EFCA)

⁴ Referring to all EU MS, excluding Denmark

⁵ Victims' rights was added as an additional topic, and the topics of fundamental rights and data protection were presented as standalone topics, unlike the EU-STNA 2022-2025 that treats them as a combined core capability gap

⁶ Available on: <https://www.cepola.europa.eu/sites/default/files/EU-STNA-2022-CEPOL.pdf>

⁷ Percentage (%) indicates the representation of the survey population (N=345) and the 'n' number after the percentage refers to the sample size, meaning the number of respondents indicating training needs in each training area

⁸ Please note that the choice of main topic in this survey was not a matter of ranking, but mainly reflects the sector that the respondent represents

⁹ Responses mainly reflect the sector which respondents represent.

not yet constituting a final ranking order or prioritisation, the list below (in a descending order) presents the quantity of training needs communicated for the different main topics:

- Public order
- Migrant smuggling
- Counterterrorism
- Drug trafficking
- Trafficking in human beings
- Cyberattacks
- Criminal finances
- Firearms trafficking
- Leadership and management
- Organised property crime
- Emergencies requiring LE response
- Border management
- English language
- Child sexual exploitation
- EU funding and project management
- Stress and conflict management
- Disaster victim identification
- Corruption
- Intellectual property crime
- Environmental crime
- Core international crimes
- Excise fraud
- Online fraud schemes
- Training of service dog handlers
- External dimension of European security
- Missing trader intra-community fraud


Overall, **the survey data confirms that the war in Ukraine has transformed the regional security landscape and impacted the general public order in Europe. In general, responses indicate that most crime areas have been impacted by the war, concerning both crime patterns and operations.** Since Russia's invasion, European LE authorities have faced challenges in simultaneously responding to the situation while maintaining the day-to-day law and order in the MS.

A common view arising from the data is that noticeable changes and impact in both crime and operations are dictated by the fluctuation of the refugee influx from the war zone, the facilitation of their safe entry and the provision of protection. The mass influx of incoming war refugees has also led to the need of increased efforts for securing the Union's external borders from the illicit movement of people and goods, as well as the smuggling of undeclared assets, which is only expected to increase. In line with the initial analysis of the EMPACT community, the TNA confirms that the war impact on crime patterns has been already witnessed in several crime areas. The survey responses indicated changes and further concerns related to trafficking of human beings, exploitation of people in a situation of vulnerability, increased use and the challenge of detection of false documents, as well as trafficking of all kinds of illegal goods, in particular, firearms and drugs. The findings of this analysis on the impact of the war in Ukraine on crime patterns are in line with the results of the threat

assessments conducted by the European Union Agency for Law Enforcement Cooperation (Europol)¹⁰ and the European Border and Coast Guard Agency (Frontex).¹¹

It is worth noting that in this survey, even if not based on the quantitative data but on the narratives of the responding LE professionals, the attention to the different aspects related to fundamental rights gained higher attention than in the regular Operational Training Needs Analyses conducted by CEPOL in different crime areas, hence, confirming further recognition of the related challenges that the EU countries need to address and suggesting the presence of this theme to be strengthened in the LE training offer.

Public order, as the most addressed main topic, gained the highest number of knowledge, skill or competency development needs. However, further analysis revealed that the needs related to this training dimension exist among operational-level professionals in a limited number of MS¹². Based on further analysis of the overall data obtained through the survey, **Table 1** below provides a summary of the main training needs¹³ emerging particularly from the impact of the war on relevant to broader European LE audiences (for full details, please refer to the later chapters of this report). All training activities across the EU should include elements concerning the horizontal aspects, which are presented in a priority order in the first column. Further details of training needs on horizontal aspects, applicable to all thematic areas, are provided in a separate subchapter of this report.

Horizontal aspects	Thematic training areas	Main training needs
 <p>Digital skills and the use of new technologies</p> <p>High-risk criminal networks</p> <p>Financial investigations</p>	Drug trafficking	<p>Training should respond to the changing drug markets by addressing the following:</p> <ul style="list-style-type: none"> ▪ Latest crime patterns and criminal behaviour discovered in the area of drug trafficking; ▪ Shifts of trafficking activities and new routes used for smuggling of illegal drugs to Europe; ▪ Synthetic and/or other new types of drugs arriving to the EU markets; ▪ Detecting and countering the increased online trade
	Firearms trafficking	<p>Training should respond to the identified increased risk of illegal weapons' flow from the conflict areas to the EU's territories by addressing the following:</p> <ul style="list-style-type: none"> ▪ Latest information on the ways the criminals involved in firearms

¹⁰ Impact of the Russian war of aggression against Ukraine on crime and terrorism in the EU - Follow-up assessment June 2022, Brussels, 30 June 2022, 10601/22, Limited

¹¹ Implications of the war in Ukraine on cross-border criminal activities, Threat Assessment, Warsaw, 1 June 2022, Ref. Ares(2022)4110559 - 02/06/2022, Limited

¹² Primarily Romania and Czech Republic, but also Estonia, Hungary and Poland in a limited manner

¹³ Topics for the presentation were selected based on the criteria that >50 % of responding MS addressed the main topic and the training needs rate within each topic was >50 %; please see further details on p. 29)

Horizontal aspects	Thematic training areas	Main training needs
<ul style="list-style-type: none"> • Cooperation, information exchange and interoperability • Crime prevention • Document fraud • Forensics • Fundamental rights • Victims' rights • Data protection 		<p>trafficking operate (e.g. routes, places of concealment);</p> <ul style="list-style-type: none"> ▪ Knowledge on military firearms, ammunition and other weapons; ▪ Tactics and equipment used during border checks (technical, K9, standard operational procedures)
	Trafficking in human beings	<p>Training should respond to the human trafficking crisis and increased risk of exploitation generated by the conflict by addressing the following:</p> <ul style="list-style-type: none"> ▪ Provision of information on the risks of trafficking and the behaviour of human trafficking networks taking advantage of the mass exodus of citizens from Ukraine; ▪ Awareness-raising among the LE professionals likely to come into contact with potential victims of human trafficking and/or the different forms of exploitation (early detection, assistance and support) with strong emphasis on protecting children, women and vulnerable groups; ▪ Detecting and investigating the use of forged or altered documents; ▪ Prosecuting human trafficking cases
	Cyberattacks	<p>Training should support the EU MS preparedness against cyber threats by addressing the following:</p> <ul style="list-style-type: none"> ▪ Advanced knowledge on cybersecurity to ramp up the cyber defence capabilities and infrastructure; ▪ Efficient cyber resilience and prevention of cyberattacks; ▪ Technical developments relevant to the fight against cybercrime; ▪ Cyber terrorism with particular focus on state actors as players in cyberspace
	Organised property crime	<p>Training should consider the new trends in the area of organised property crime by addressing the following:</p> <ul style="list-style-type: none"> ▪ Knowledge on criminals operating in the area of organised property crime, including structures of Russian speaking organised crime groups;

Horizontal aspects	Thematic training areas	Main training needs
		<ul style="list-style-type: none"> ▪ Motor vehicle crime, e.g. identification of possible stolen/misappropriated vehicles from the EU in direction to Ukraine; ▪ Art crime, potentially increasing flow of illegal property, as a consequence of the looting of art and cultural property during the war; ▪ Preventing, detecting and investigating the evasion of economic sanctions
	Child sexual exploitation	<p>Training should equip the LE professionals with further knowledge and skills required for the provision of protection for displaced children seeking shelter and safety in the EU by addressing the following:</p> <ul style="list-style-type: none"> ▪ Awareness raising among LE professionals in contact with children, notably child victims and witnesses of sexual abuse, on the recognition and prevention of the risk of sexual exploitation and abuse of migrant and refugee children; ▪ Technical knowledge and operational capacities for the provision of appropriate support and assistance to child victims of sexual violence and exploitation; ▪ Information on recent criminal trends; ▪ Investigations and criminal proceedings concerning acts of sexual exploitation and sexual abuse of children
	Criminal finances, money laundering and asset recovery	<p>Training should consider the war impact to the fight against criminal finances, money laundering and asset recovery by addressing the following:</p> <ul style="list-style-type: none"> ▪ Economic sanctions and their avoidance, new means used for transferring assets to the EU, e.g. the use of crypto currencies; ▪ Links between Russian and Ukrainian companies and organised crime (tax crimes, money laundering, etc.); ▪ Money laundering, including currencies and non-fungible tokens (NFT);

Horizontal aspects	Thematic training areas	Main training needs
		<ul style="list-style-type: none"> ▪ Asset tracing, using appropriate tools to identify beneficial owners
	Migrant smuggling	<p>Training should strengthen the LE capabilities for preventing and combatting the smuggling of migrants by addressing the following:</p> <ul style="list-style-type: none"> ▪ General preparedness for the management of situations involving large numbers of migrants; ▪ Strengthened abilities for detecting fraudulent documents (e.g. falsified Ukrainian identity and residence documents to third country nationals) used for smuggling
	Counterterrorism	<p>Training should consider the changing terrorism landscape by addressing the following:</p> <ul style="list-style-type: none"> ▪ Hybrid threats and cyber dimension of terrorism with strong emphasis on prevention; ▪ Countering the information war, in particular fake news/disinformation; ▪ Understanding the terrorist use of the internet (particularly social media platforms) for terrorist purposes, monitoring, detecting and investigating terrorist content; ▪ Practical tools, tactical procedures and counterterrorism measures for practitioners dealing with terrorism; ▪ Foreign fighter flow to Ukraine and challenges upon their return

Table 1. Summary of main training needs generated by the war situation

With more details given in the following chapters, this report summarises the outcomes of the TNA process, expected to contribute to the development of training activities that can enhance the knowledge and skills of officials to best address the new operational challenges in different crime areas. This TNA report is intended to serve as a guideline not only for CEPOL as an EU agency, with a dedicated mandate to implement and organise training for the police and other LE officials, but also for other bodies of the EU, as well as strategic partners and organisations operating in the area of LE training. By providing an overview of war impacted training needs on a variety of topics, as communicated by 345 European LE professionals, representing 14 different MS, the report complements the EU-STNA and provides further guidance for adjusting the portfolios of the different parties involved in the EU training provision. The report aims to further support the development and coordination of joint activities that can best utilise the unique expertise of each agency, making a meaningful contribution, overall, to the European internal security and the joint EU response to

Russia's invasion of Ukraine. Also, by giving indications on the nationally and regionally weighted training needs, the report can benefit national LE training institutions and regional cooperation. Furthermore, the findings of the TNA can be relevant for e.g. national or European level training providers engaged in upskilling LE and other professionals who work in fields related to the external dimensions of European internal security. It can also offer interesting insights to relevant initiatives in the EU and beyond, working on e.g. research, development and innovation (RDI) projects with the focus on generating results contributing to a safer Europe.

Introduction

As defined by Article 3 of the Regulation 2015/2219¹⁴, CEPOL shall support, develop, implement and coordinate training for LE officials. CEPOL holds the responsibility of coordinating a multi-annual EU Strategic Training Needs Assessment (EU-STNA) exercise defining strategic and EU-level training priorities for the LE community for the next EMPACT cycle, as well as regularly conducting training needs analyses on the operational level on the priority topics defined by the EU-STNA. While a structured procedure and a standard methodology have been established for the OTNAs¹⁵, on demand, training needs analyses are complemented by extraordinary TNAs, which are conducted by applying different methodologies.

On 24 February 2022, the Russian armed forces launched a large-scale invasion of Ukraine. As a part of the EU's response to the situation, on 15 March 2022, the French Presidency of the European Council and the European Commission took the initiative to apply the EMPACT mechanism to address the threats related to the war in a real and tangible way. The EU MS and bodies¹⁶ were informed that the situation is likely to influence the EMPACT policy as well, hence, activating the community to assess, anticipate, prevent and counter existing or emerging serious and organised crime threats linked to or entailed by the war.

As a first training response addressing the situation and keeping the LE officials up to date, in March 2022, CEPOL in collaboration with other European and international partners¹⁷ designed and implemented a series of ad hoc webinars that facilitated awareness raising on the challenges and risks generated by the current crisis, and established a forum for the sharing of good practices in relation to different emerging topics. To further support the joint EU efforts, CEPOL launched the ad-hoc TNA in April 2022. In order to collect the relevant data on the changing crime and investigation patterns and training needs emerging among the European LE community, a comprehensive online survey was designed. It was addressed to both strategic and operational level respondents in the EU MS, such as the Directorate-General for Migration and Home Affairs (DG HOME), JHA agencies, EMPACT groups, National EMPACT Coordinators, CEPOL National Units (CNUs) and the Radicalisation Awareness Network (RAN).

The overall structure of the report takes the form of four main chapters. It begins with the present introductory part (**chapter one**) that lays out the methodological and procedural dimensions of the study and provides an overview of the pool of respondents contributing to this TNA. **Chapter two** establishes the analytical core of the report by presenting the analysis of the narratives that were collected concerning change and impact in different crime areas and operations. Including a section dedicated to the knowledge, skills and competence development indicated by the respondents, chapter two also communicates the related needs arising from the changed situation and provides details on the themes and topics that would require short-, medium- or long-term attention. **Chapter three** consolidates the results of the TNA process and communicates the key findings for further consideration by the users of this report. Finally, the last part of this report (**chapter four**) discusses the way forward in terms of training to be provided as a follow-up to this analysis.

¹⁴ Available on: <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32015R2219&from=EN>

¹⁵ As adopted by the Management Board (MB) decision 32/2017/MB (15/11/2017) and 09/2020/MB (29/05/2020)

¹⁶ Available on: <https://www.statewatch.org/media/3204/eu-council-empact-ukraine-war-priorities-7375-22.pdf>

¹⁷ Romanian and Polish Border Police, the International Organisation for Migration (IOM) and the European Union Agency for Asylum (EUAA)

Methodology

The methodology used in this TNA was based on a mixed approach,, combining elements of quantitative and qualitative research. It took the form of a survey study, with data being gathered via an online questionnaire, programmed and delivered through a web-based survey tool, Qualtrics®. The questionnaire consisted of six main sections with single, multiple-choice and open-ended questions.

Covering all thematic priority areas identified in the EU-STNA 2022-2025, the survey presented 26 main topics and 10 cross-cutting areas.

Main topics	Cross-cutting topics
1. Cyberattacks	1. Digital skills and the use of new technologies
2. Criminal finances, money laundering and asset recovery	2. High-risk criminal networks
3. Counterterrorism	3. Financial investigations
4. Trafficking in human beings	4. Cooperation, information exchange and interoperability
5. Drug trafficking	5. Crime prevention
6. Migrant smuggling	6. Document fraud
7. Child sexual exploitation	7. Forensics
8. Organised property crime	8. Fundamental rights
9. Border management and maritime security	9. Victims’ rights
10. Firearms trafficking	10. Data protection
11. Missing trader intra-community fraud	
12. Corruption	
13. Excise fraud	
14. Intellectual property crime, counterfeiting of goods and currencies	
15. Environmental crime	
16. External dimensions of European security	
17. Online fraud schemes	
18. Leadership and management	
19. English language	
20. Public order	
21. Emergencies requiring law enforcement response	
22. EU funding and EU project management	
23. Core international crimes	
24. Stress management, conflict management and communication	
25. Disaster victim identification	
26. Training of service dog handlers	

Table 2. Topics presented in the survey

Through the survey, the responding professionals were invited to express their opinion on whether the war in Ukraine has had an impact on crime patterns and/or operations in the crime area, as well as to indicate their needs to improve knowledge, skills or competencies to tackle these changes.

Aiming to collect responses from individuals representing both strategic and operational levels, the survey was addressed to DG Home, JHA agencies, EMPACT groups, National EMPACT Coordinators, CNU's and the RAN. Data collection took place between 30 April and 31 May 2022 and resulted in 345 responses fit for analysis. Collected material consists of both quantitative and qualitative data, which was first transferred from the online survey platform Qualtrics® to Microsoft Excel, and then processed by applying a combination of quantitative and qualitative approaches. In order to investigate and demonstrate how the war has impacted crime patterns, operations and capacity development needs, simple statistical procedures have been applied for testing the relationships of different variables. While not fully applicable with the complex survey design used and the analysis requirements established for this TNA, where possible, the standard OTNA methodology-based analysis approach was also used for alternative testing of e.g. training needs rates. Written narratives provided by the respondents were approached manually¹⁸ and analysed by using basic procedures of text analysis, including reading and recording keywords, themes, or concepts arising from the data that indicate changes, challenges and future expectancy (in crime areas and operations) and the related capacity development needs.

While analysing the results, assessments conducted and analytical reports released by the other JHA agencies were consulted and the survey data was compared with their findings, including e.g. the war in Ukraine - Fundamental rights implications within the EU (Bulletin 1) published by the European Union Agency for Fundamental Rights (FRA)¹⁹.

Participants

The collected data consisting of 345 responses represents 14 different EU MS²⁰ (all EU countries with a land border with Ukraine responded to the questionnaire), three JHA agencies²¹, one other Union body²² and two EC representatives, which in terms of the EU MS participating in the CEPOL regulation²³, represent a 54 % response rate. With 195 individual inputs, the greatest contribution to the survey came from LE professionals based in Romania, accounting for a 56.5 % share of the overall responses. The second-largest contributor was the Czech Republic (17.4 %), followed by Hungary (8.7 %).

¹⁸ Meaning without using any qualitative analysis software

¹⁹ Available on <https://fra.europa.eu/en/publication/2022/ukraine-bulletin-1-2022>

²⁰ Belgium, Czech Republic, Estonia, France, Germany, Hungary, Latvia, The Netherlands, Poland, Portugal, Romania, Slovakia, Spain and Sweden

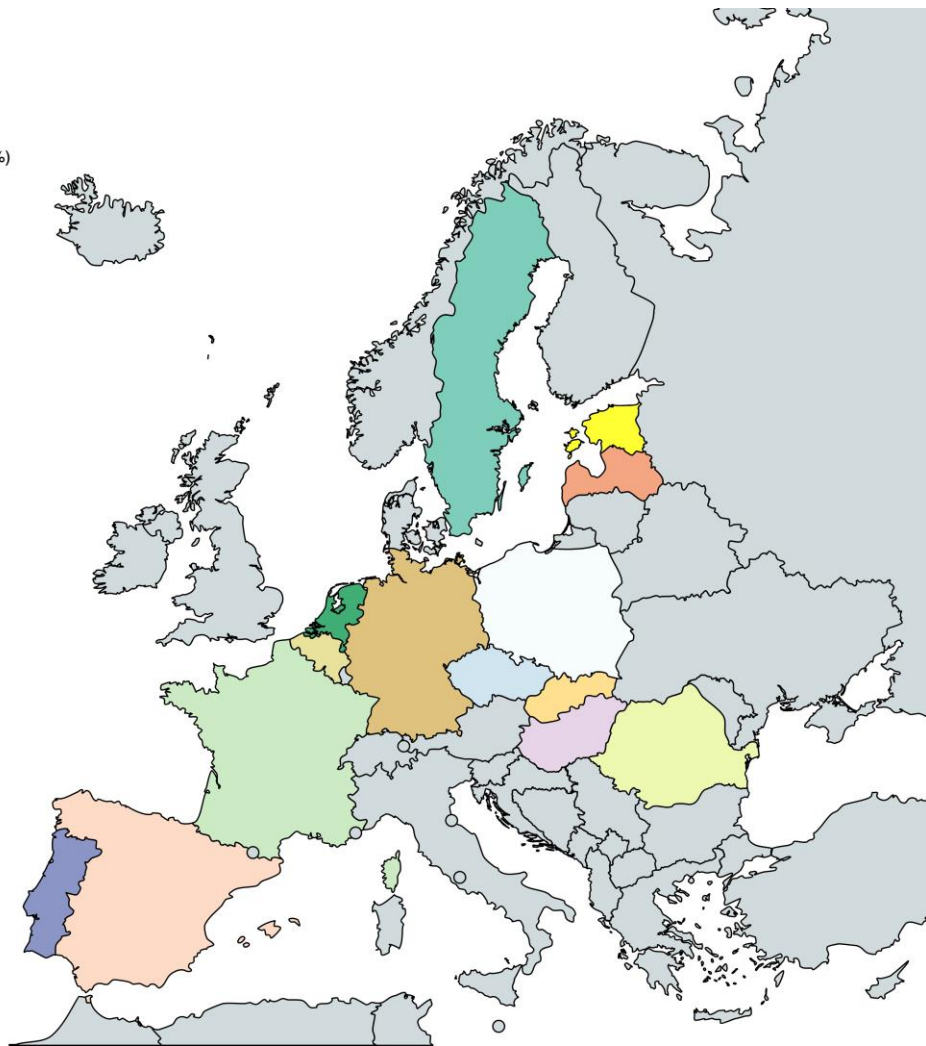
²¹ The European Union Agency for Law Enforcement Cooperation (Europol), the European Union Agency for the Operational Management of Large-Scale IT Systems in the Area of Freedom, Security and Justice (eu-LISA)

²² European Fisheries Control Agency (EFCA)

²³ Referring to all EU MS, excluding Denmark

Responding countries

Romania: 195 (56,5%)
Czech Republic: 60 (17,4%)
EU institutions: 12 (3,5%)
Hungary: 30 (8,7%)
Poland: 15 (4,3%)
Slovakia: 9 (2,6%)
Estonia: 6 (1,7%)
Latvia: 5 (1,4%)
Portugal: 4 (1,2%)
Spain: 3 (0,9%)
France: 2 (0,6%)
Sweden: 2 (0,6%)
Belgium: 1 (0,3%)
Germany: 1 (0,3%)
Netherlands: 1 (0,3%)



Picture 1. Overview of responding countries²⁴

As demonstrated in the following chart (Chart 1), the majority of respondents represent the police (58 %), followed by other organisations (26 %) that in most cases are institutions with specialised LE duties²⁵, border police/border guard (9 %), customs (2%), judiciary (2 %) and EU institutions (2 %).

²⁴ Created with mapchart.net

²⁵ Such as the Romanian Gendarmarie

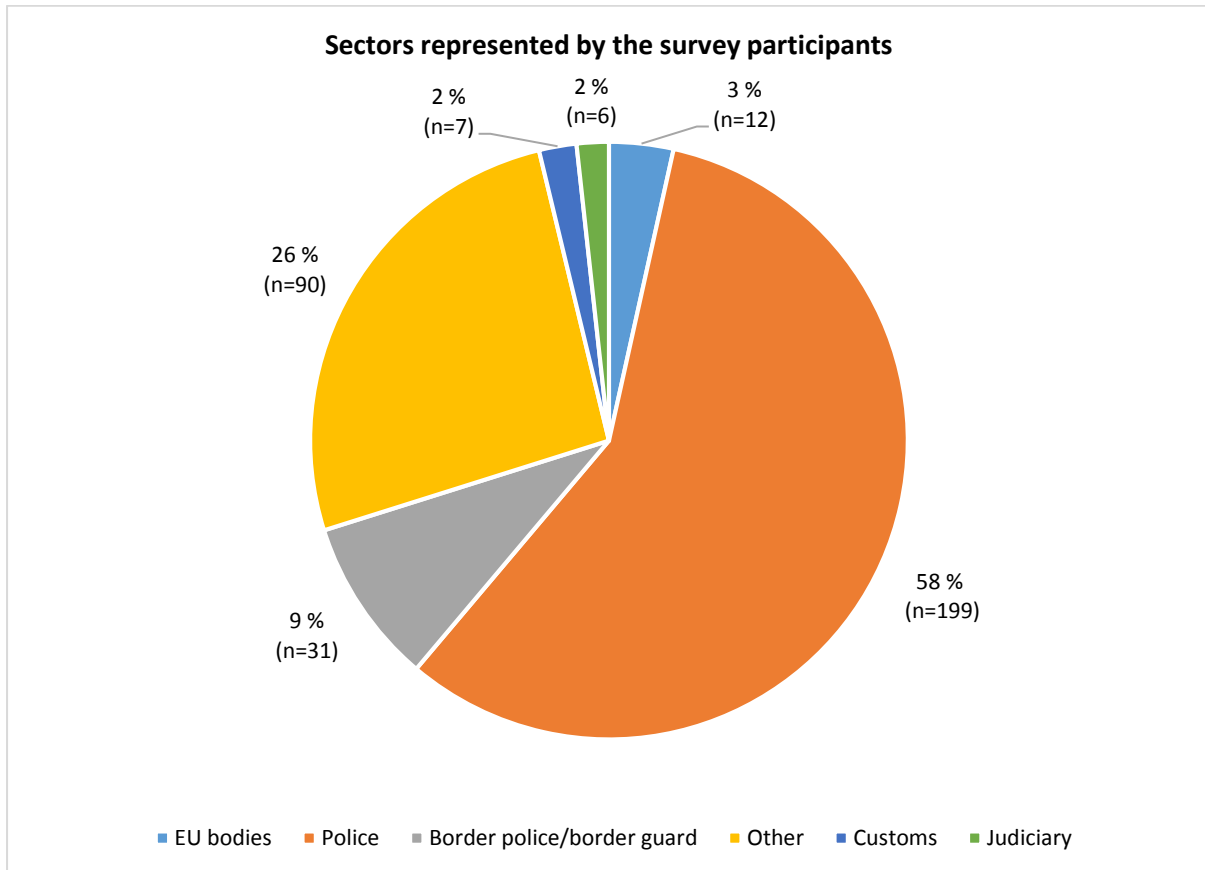


Chart 1. Distribution of responding sectors²⁶

Categorised based on the criteria of whether the respondent is involved either in EMPACT or the RAN, the majority of respondents represent (80 %, n=276) operational and 20 % (n=69) strategic level actors. This division of respondents was considered in the data analysis process as well, meaning that for the analysis, the dataset was divided into two analysis groups, strategic and operational. The following two charts (charts 2 and 3) provide further details on the data received from the responding countries²⁷, the division of responses submitted by strategic and operational level representatives and their representation in the professional networks.

²⁶ Respondent group “EU bodies” refers to those responding individuals representing Europol, eu-LISA, Frontex, EFCA and the EC, which in the analysis process are considered as an analysis group/segment equivalent to the MS

²⁷ Representatives of the EU Institutions (Europol, eu-LISA, Frontex, EFCA and the EC) are included as an analysis group/segment equivalent to the MS

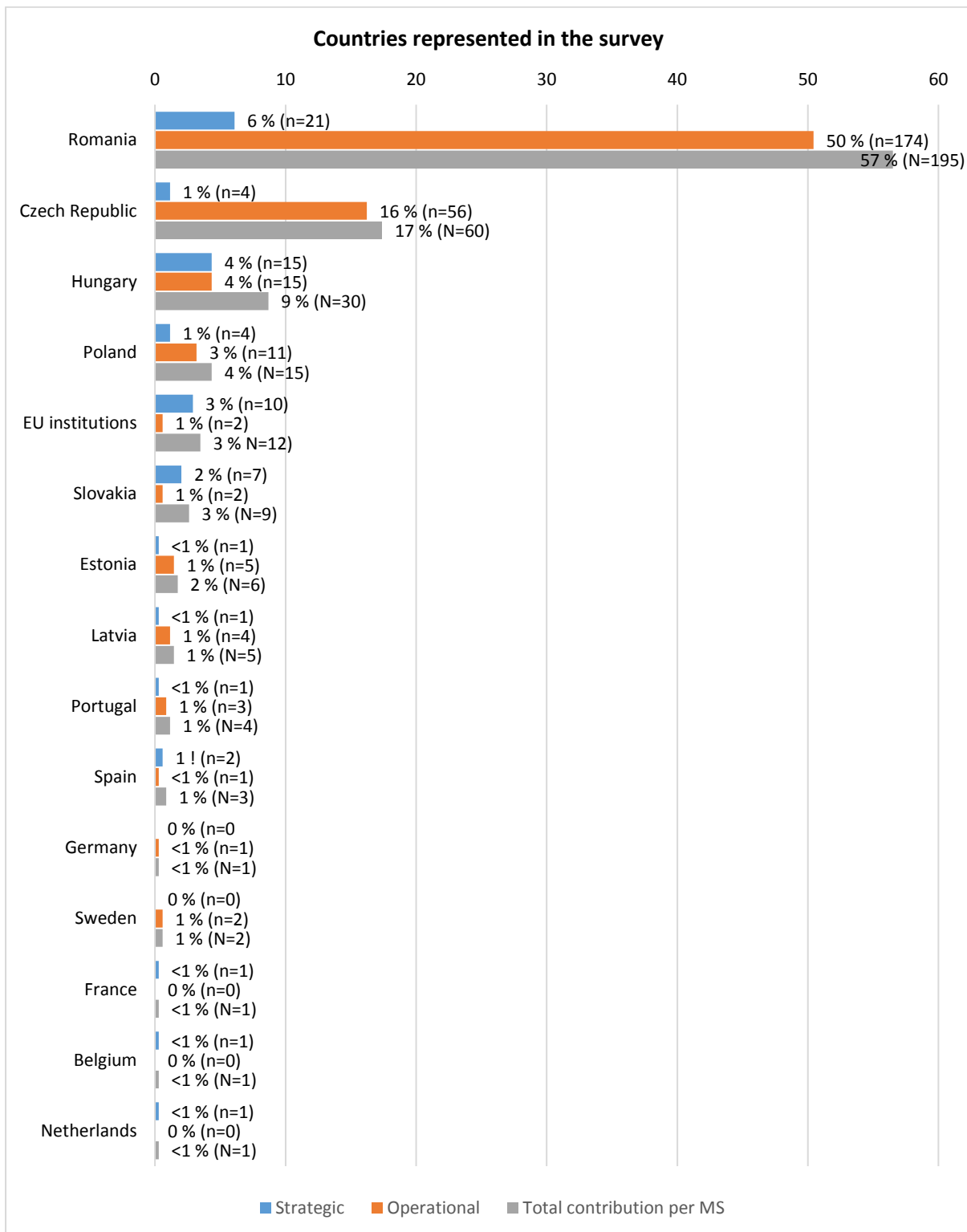


Chart 2. Countries represented in the survey^{28,29}

²⁸ Respondent group “EU institutions” refers to those responding individuals representing Europol, eu-LISA, Frontex, EFCA and the EC, which in the analysis process are considered as an analysis group/segment equivalent to the MS.

²⁹ Please note that the axis scale of the chart has been limited to 60 % (instead of 100 %) for visual purposes, allowing for more space to display the data

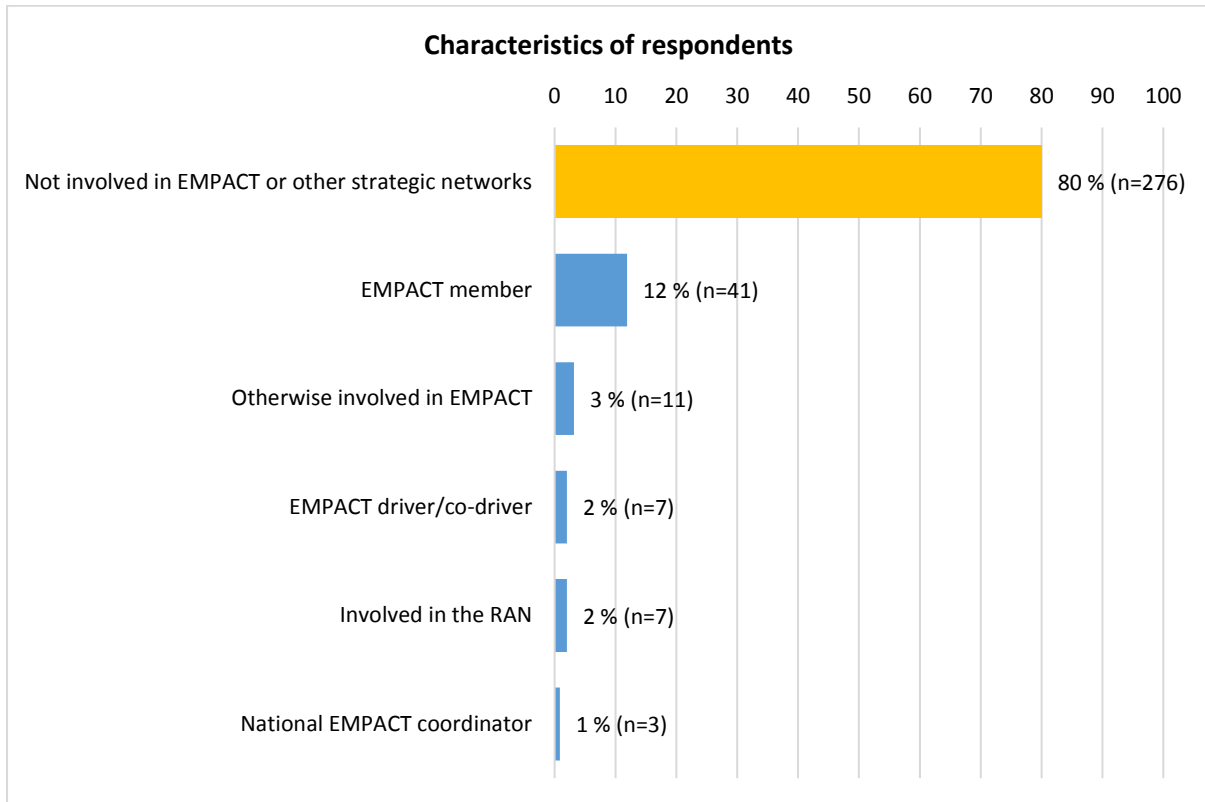


Chart 3. Characteristics of respondents

In more detail, **Chart 4** on the following page describes the different crime areas (main topics) addressed by the survey respondents. While the 'N' value after the topic name indicates the total number of observations in each category, the blue and orange variables illustrate the number of responses from strategic and operational sectors. With nearly 47 % (n=151) of all respondents addressing the topic, public order was the most addressed area of the survey, with notable distance to the other main topics (please see a complete list of topics on page 14). After public order, migrant smuggling (n=44) was the second most addressed main topic, followed by many other topics (leadership and management, drug trafficking, counterterrorism, trafficking in human beings) that were close to equal to each other in terms of the number of respondents.

In terms of MS, Romania, Poland, Hungary and the Czech Republic addressed the largest variety of topics presented in the survey. As the biggest contributor to the survey overall, Romanian respondents addressed most of the topics. Strategic level respondents addressed over 80 % (21) and operational level actors even more, 92 % (24) of all main topics, the latter group only excluding the topics of EU funding and project management, and missing trader intra-community fraud. The Czech Republic was the only MS from where one of the analysis groups, namely operational-level respondents addressed all main topics. However it should be noted that at the same time, their strategic-level respondents only highlighted four topics (public order, drug trafficking, emergencies requiring law enforcement response and English language). From both Poland and Hungary, strategic-level respondents addressed more topics compared to the groups of operational respondents. Concerning these countries, it is interesting to note the correlation of the responses received from the different analysis groups, indicating certain differences in the views of strategic and operational level representatives.

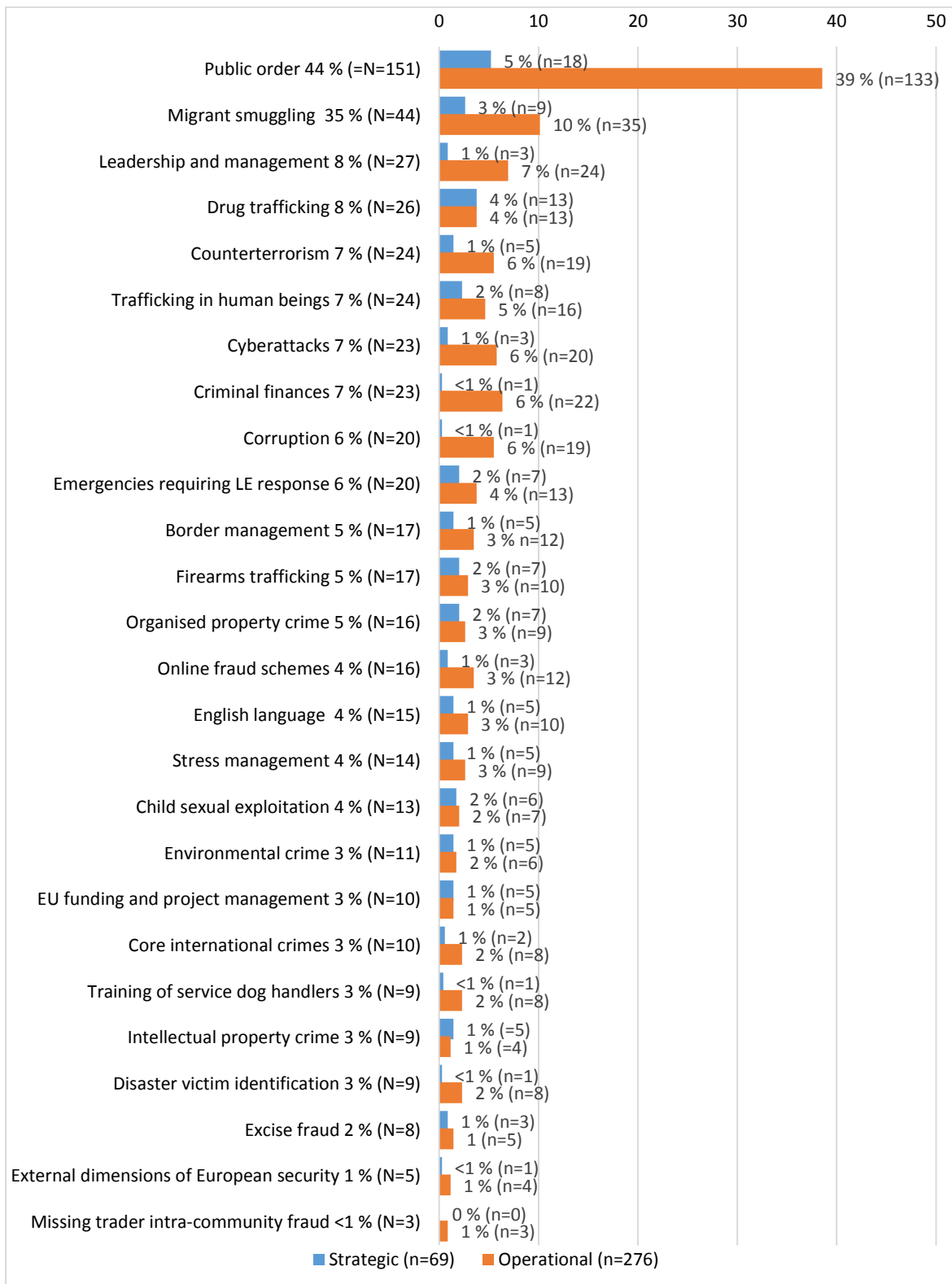


Chart 4. Ranking of main topics addressed in the survey³⁰

³⁰ Please note that the axis scale of the chart has been limited to 50 % (instead of 100 %) for visual purposes, allowing for more space to display the data

Analysis

This chapter presents the core analysis conducted on topics included in the TNA survey. The first part focuses on the respondents' assessments and narratives on the experienced and expected war impact in crime areas and operations. The second part of the analysis is concerned with the emerging training needs, presenting more details on areas where the LE professionals would potentially need new skills or knowledge to be better equipped to tackle the changes in crime and operations.

Change in crime areas

In order to collect data on changes in the EU crime landscape, the survey respondents were asked to indicate whether the war in Ukraine has had an impact on crime patterns in the area they are dealing with. The survey also offered an opportunity for respondents to reflect on whether they find that the Ukraine crisis has impacted investigations, prevention, intelligence, community policing and other fields of LE work. An indicative impact rate (percentage) per each crime area was identified by calculating the number of responses indicating changes in crime patterns and the impact on operations, divided by the total number of responses submitted on the topic. Sorted by a calculated average impact rate³¹, the below bar chart (**Chart 5**) illustrates an indicative overview of the impact in each crime area, including a comparison between the views expressed by strategic and operational level respondents. In general, responses indicate that most crime areas have been affected by the war. However, since the number of opinions expressed on different crime areas and the calculation method relies on actual values (without a weighting factor), the calculation does not represent a generalisable opinion of the whole survey population. While the data points are not entirely comparable with each other, these impact figures should be interpreted more as a direction indication rather than an ultimate trendline.

³¹ Strategic and operational level responses on both crime patterns and operations summed up, divided by four and multiplied by 100

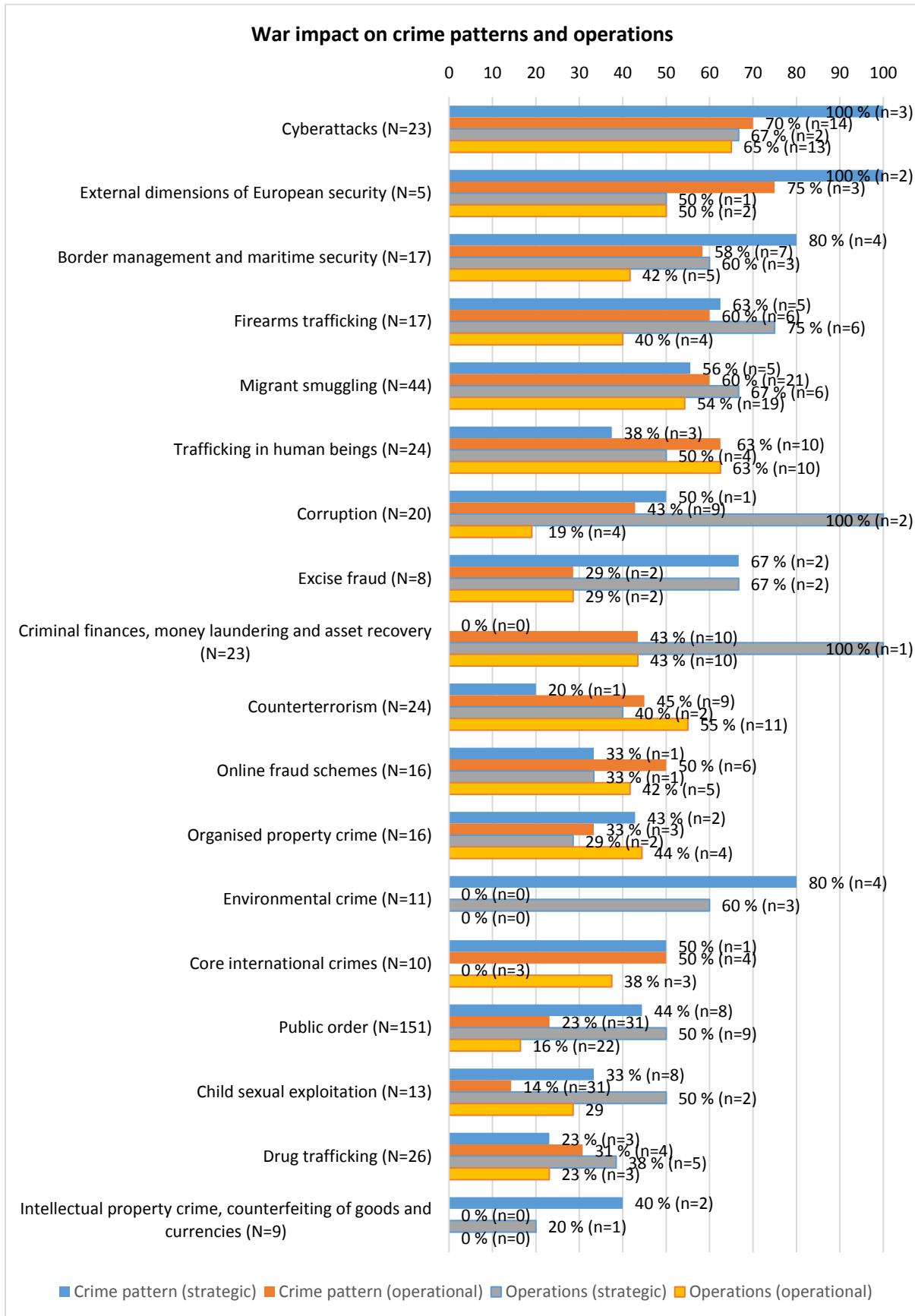


Chart 5. Overview of the impact on crime patterns and operations in different crime areas

Crime patterns and trends

The survey gave the respondents an option to elaborate on the changes they experienced in a free text format, including: what has changed, describe the types of crimes that have potentially increased or decreased, communicate new crime patterns you have witnessed. The majority of the provided narratives mentioned the increase of all sorts of border crimes and the growing volume of trafficking and smuggling activities. Concerns were expressed about the Organised Crime Groups (OCGs) and traffickers intending to exploit the crisis. Especially at the eastern external land borders, the non-Ukrainian population representing a very broad range of nationalities intending to cross the borders as refugee impostors have been encountered, suggesting new sophisticated smuggling networks being developed taking advantage of the war. The current situation with masses of people being in a vulnerable situation favours the objectives of criminal movements. The survey responses indicated signs of new OCGs being established during the crisis, as well as the settlement of members of OCGs from Ukraine in the EU. Furthermore, a considerable amount of the data indicated the situation of women, children and unaccompanied minors without protection (either internally displaced or at the borders) that became or were at an increased risk of becoming victims of sexual or labour exploitation.

The war has resulted in a significant increase of the number of firearms in Ukraine, raising concerns related to the possible uncontrolled flow of (military) firearms, ammunition and explosives from Ukraine to the EU, potentially supplying the EU-based criminal networks in demand of firearms. Taking into account trafficking and smuggling activities in general, the responding LE professionals estimated that the war has drastically changed the overall situational picture. The effect on trafficking routes has been already witnessed, either considerably slowing them down or entirely closing some of them. These route changes have potentially reduced the movement of illegal goods; observations were made related to environmental crime (e.g. increased smuggling of endangered species) and vehicle crime, in particular mentioning a trend of transporting private (and stolen) vehicles towards the conflict zones to be potentially used as fighting units.

It comes without saying that the war has not only changed the situation regarding physical security, but has also impacted the cyber landscape and potential threats. The number and intensity of cyber-attacks and phishing attacks have increased, also targeting a continuously wider audience. Distributed denial-of-service (DDoS) attacks, referring to malicious attempts to disrupt normal traffic to a web property, have increased. and according to the current trend, particularly targeting private businesses and financial institutions. There has been a shift in target countries as well, with the focus now being either pro-Ukraine cyber-attacks carried out against Russian infrastructure or on the other hand, contra-Ukraine attacks from the Russian side. The respondents assessed that since the war started, the modus operandi has changed in those crime areas that can be usually linked to Ukrainian actor groups (e.g. online fraud). However, the online fraud originally committed from Ukraine being stopped, now indicates that the criminals continue operating from new locations.

Finally, the responding LE professionals communicated that certain types of crime have developed deriving from the need to relocate the population or, on the other hand, from the perspective of misinformation and dissemination of false information. Survey data indicated that, for example, strikes supporting one of the war parties are used for spreading fake news.

Future forecast

While the war in Ukraine has already transformed the complete regional security landscape and impacted the EU's internal security, a common view of the respondents was that the situation is expected to have long-lasting and widespread consequences. Hence, in addition to the changes

already witnessed, the survey collected data on the expected medium- and long-term impact on the different crime areas. A common view is that the general public order has decreased and many forms of crime have started increasing. There is an expectancy of criminality becoming more public (petty street crimes, fighting, prostitution), growing volumes of (undeclared) public gatherings such as protests, street demonstrations and riots (with a risk of turning violent), as well as the growing presence and volume of serious forms of organised crime (including OCGs originating from Ukraine/Russia) in the EU countries.

The most common view arising from the data is that noticeable changes will be dictated by the fluctuation of the refugee influx from the war zone and the potential challenges in law and order caused by the new situation. While the collected narratives emphasised the need to provide protection in both the short and long term, respondents brought up the risk of developing social contradictions and cultural tensions impacting everyday safety and security. Even the change of European solidarity and a gradual shift in the attitudes towards the migrant population was forecasted, expecting an increase in discrimination, racism, hate crime and hate speech. As a preventive measure and establishing grounds for peaceful coexistence and strong civil societies, the responses brought up the importance of ensuring equal treatment and preventing discrimination, as well as providing the required integration support that recognises specific and gender-differentiated needs.

The respondents acknowledged that the situation is likely to be unstable for a lengthy period, hence, expecting an increase in cross-border crime. A general expectation was that human trafficking and exploitation (sexual, labour) will continue to increase, hence, calling for monitoring, preventive activities and cooperation to be further reinforced, and in particular, paying attention to the protection of people in a situation of vulnerability (especially women and children) that could be targeted by organised crime. Respondents expressed concerns regarding the risks of radicalisation and the fact that members of terrorist organisations could infiltrate the territory of the EU as war refugees. In general, the responses indicated an expectancy towards the increase in irregular migration and the related use of false documentation.

As already reflected earlier, one of the most notable concerns of the respondents was related to the potential increase in smuggling Ukrainian and/or Russian-origin military firearms and large stockpiles of diverted weapons. Weapons dropped in the war zone could easily become available on the so-called black market, increasing the engagement of criminal groups in this crime area and the proliferation of illegal firearms and explosives in the EU. Also, the increased availability of illegal firearms could potentially equip more criminals, increasing the potential for hostile acts and the risk of terrorism in the EU. Related to environmental crime, concerns were expressed about the potential increase of CBRN-E materials trafficking from Ukraine to the EU. The uncontrolled release of radioactive materials in nuclear reactors, research facilities and industrial and medical radioactive material production units occupied by the Russian armed forces, was considered to pose a security risk for the EU, e.g. in the form of dirty bombs or the use of such materials on their own to commit terrorist acts.

Related to the movement of all kinds of illegal goods, in particular firearms and drugs, the respondents evaluated that the conflict continues deriving new routes and changing the modus operandi of criminals. In the area of drug trafficking, the overall change expectancy was considerable, indicating drastic market transformations, including the arrival of new kinds of substances to the European markets. What stands out is the high expectancy towards a growing transfer of goods flow to online markets. The increase of online trade results in a high demand to keep up with the use of technologies to cover up the actions of criminal groups. Related to online aspects, it was expected that the volume

of cybercrime, in particular its financially motivated forms and cyberattacks in general will increase significantly. This increases the need for further knowledge on cyber security, new technologies and protection options, detection of cybercriminals. An overall wider awareness of cybercrimes was considered central among the respondents addressing this crime area in the survey. In terms of online fraud, the general expectancy seemed to be that while some criminal networks (that used to operate from Ukraine) might remain disrupted for a while, criminal activity in this area will be reactivated once the situation stabilises. While banking data security was an area at potential risk, the use of cryptocurrencies as part of criminal schemes (e.g. for money laundering, fraud and trade of illicit goods and services) is also foreseen to be growing further. While not so frequently, some of the respondents addressed the cultural goods that have disappeared from e.g. museums destroyed in the war zone, indicating a potential increase in art crime and the illegal trade of artwork and artefacts.

Impact on operations

It became evident from the survey data that the most concrete impact of the war on law enforcement operations, regardless of the field, is the fact that forces and resources have been redirected to help Ukrainian citizens fleeing the war. In particular, those front-line MS at the EU's eastern borders have had to adapt to the immediate humanitarian crisis. Therefore, opportunities to focus on criminality have been diminished. At least in certain regions, the overall focus has shifted from the responsibility to maintain public order for the community to providing assistance and protection to those arriving in the EU.

The survey responses indicated that the efforts required for investigating cases of migrant smuggling and human trafficking, as well as implementing humanitarian support and protection measures in order to prevent the (vulnerable) displaced Ukrainian population from becoming victims and/or committing any type of crime, have increased. Based on the data collected, a similar scenario seems to be applicable in multiple areas of LE work, such as intensified border patrols aimed at counteracting human trafficking, and information and prevention activities. Moreover, border operations have been challenged by people arriving without proper documentation, including a lack of (or handwritten) educational records of children entering the EU. In line with the EMPACT agenda established to guarantee the safe movement of children among the MS, some MS have put in place additional measures like the registration of people or entities offering transportation and accommodation to those fleeing the war.

Considering the day-to-day work of European LE authorities, the situation overall has tested the LE professionals' abilities to cope with stress and work under pressure and has resulted in the need to communicate in foreign languages more than before. The high flow of Ukrainians and the emergence of refugee camps in certain European countries have established a specific challenge for maintaining public order due to e.g. language barrier and the need to use translators for conducting the day-to-day work. It was strongly emphasised that the current operational environment is truly challenging, let alone the required leadership and management skills, that also appeared as the third most addressed areas among the respondents. Adapting to the new situation has required taking quick and correct decisions, prioritisation, and in many cases, making changes to the organisation of the services (e.g. increasing multi-authority cooperation).

In terms of experience on change of operations in particular crime areas, drug trafficking was mentioned as one with the most needed training topics in order to adapt to and learn about the new situation (e.g. routes, changing markets, new substances), as well as to obtain intelligence on criminal organisations that operate in and take advantage of this situation. The same statement concerns many, even most of the crime areas: due to the fast-changing security landscape, difficulties in data

collection and analysis have been experienced. While the authorities suffer a lack of resources, at the same time, the role of reconnaissance, prevention and information activities has become more central. Hence, the responding LE professionals emphasised the need to receive and exchange information, continuously monitor and collect intelligence about the new operating environment, as well as continuously develop skills, knowledge, innovation and capacities to keep up with change. Counterterrorism appeared as another concrete area where the number of cases has reportedly increased and the overall focus has changed, now giving more importance to the information war and reinforcing the importance of the fake news/disinformation issue, as well as social networks' monitoring for preventative purposes (radicalisation and other criminal offences). Concerning the cyber dimension, not only the volume of cyberattacks, but also Pro-Russian disinformation activities in cyberspace and Russian propaganda spreading by unknown actors and citizens have an impact on the work of cybercrime units.

Furthermore, some respondents reflected that the current crisis has enhanced the role of certain professional groups and their expertise, such as forensics, with knowledge, skills and preparedness in the area of disaster victim identification (DVI) and documentation of genocide,. Also, multi-authority cooperation plays an important role in assisting a large number of people with basic needs in a short time. As a future forecast, the need for reorganisation of preventive actions and the centrality of community policing were also mentioned.

Knowledge, skills and competence development needs

In most areas surveyed, the respondents indicated a need for knowledge, skills and competence development, as a consequence of the war impacting the different crime areas and operations. By calculating the ratio of survey respondents that addressed training needs in horizontal aspects and dividing the needs score by the total number of individuals participating in the survey, the ranking of training needs in cross-cutting topics was identified as follows:

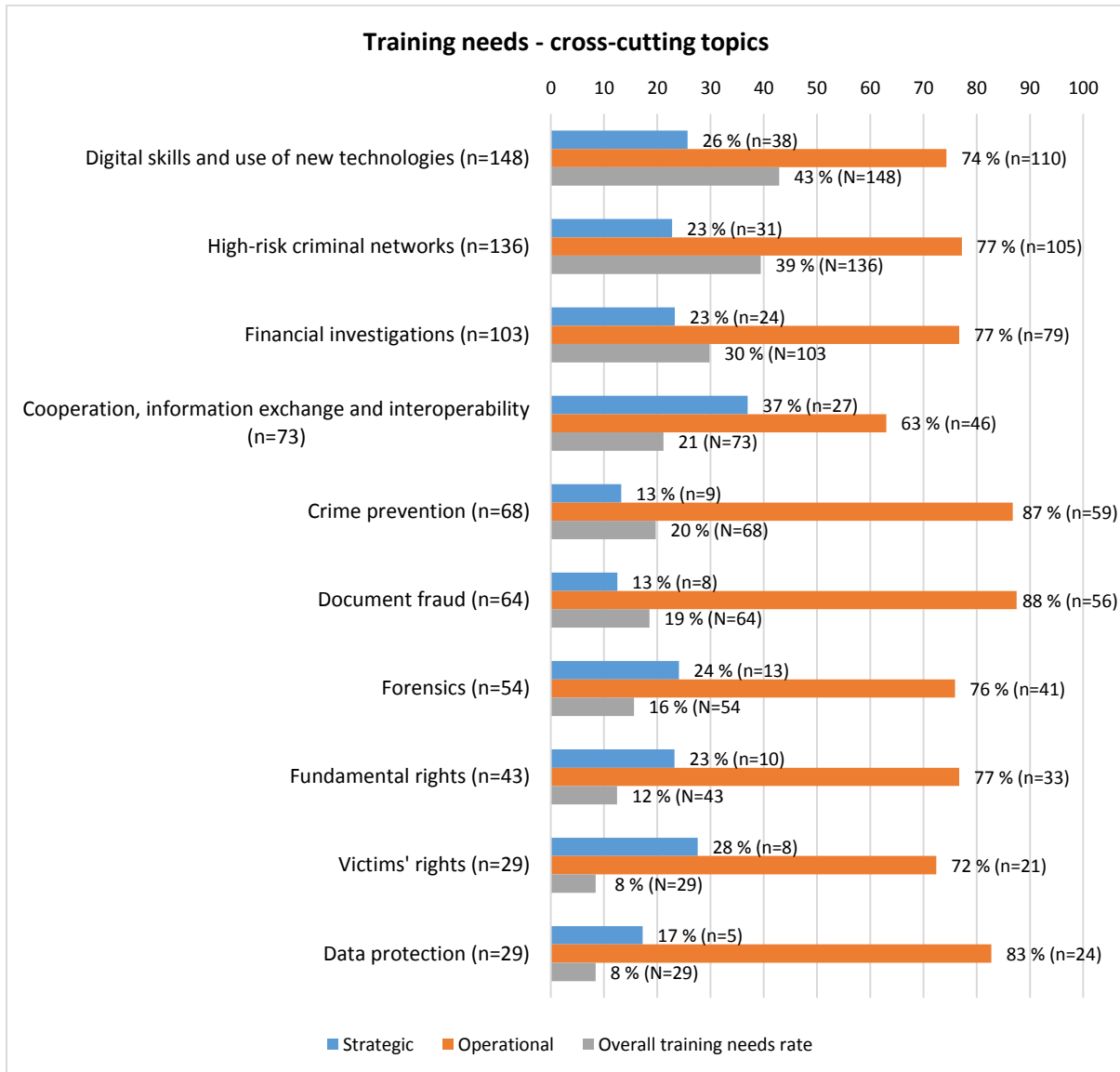


Chart 6. Training needs in cross-cutting topics (ranked based on needs rate %)

Similar to cross-cutting topics, the main topics' training needs rate was calculated by summing up the number of respondents that expressed training needs but divided by the total number of respondents that addressed the different crime areas. Based on this method of calculation, the level of training needs in main topics is as presented in Chart 7 below.

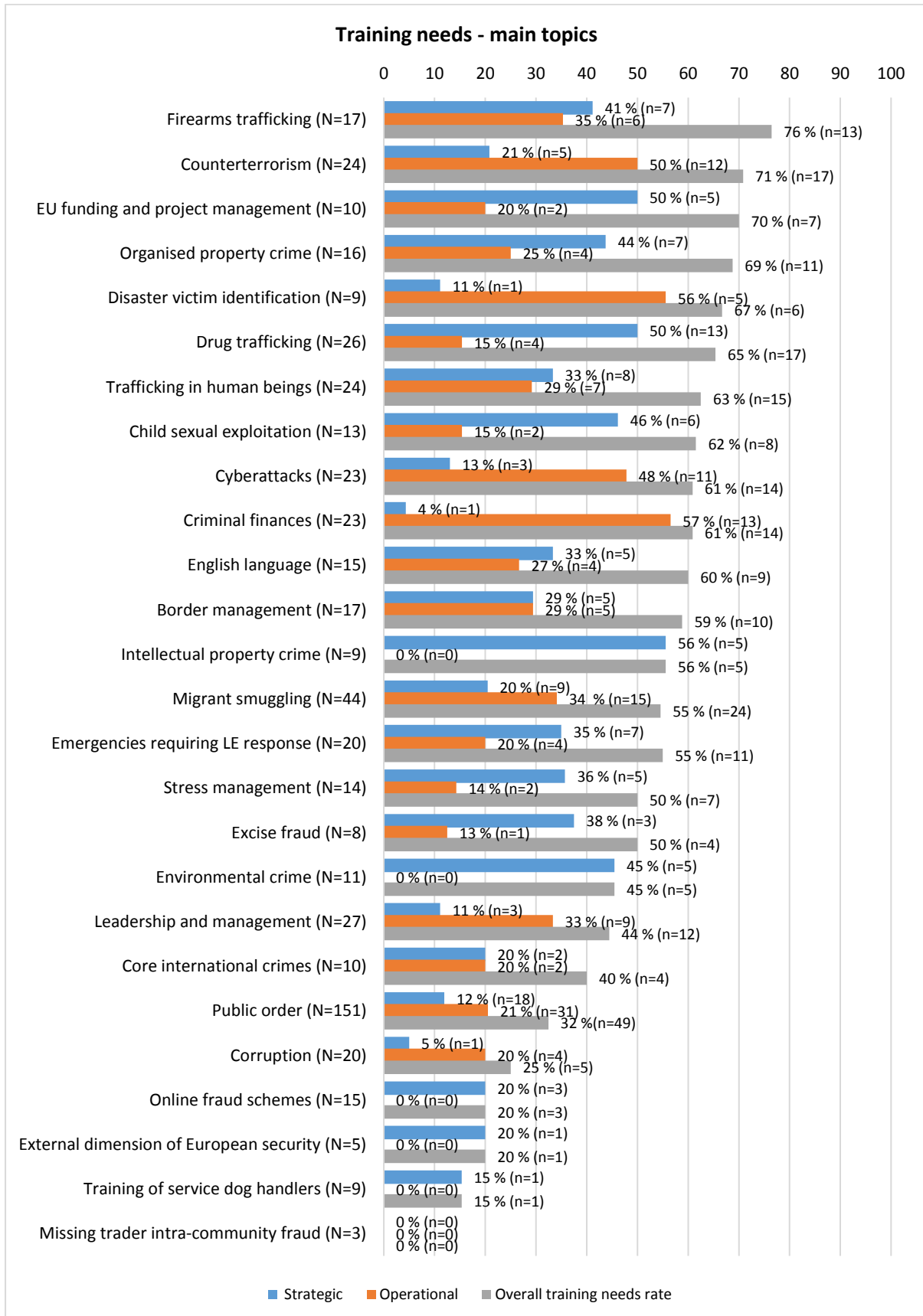


Chart 7. Training needs in main topics (ranked based on the overall needs rate %)

In order to factor in multiple layers of data (such as the popularity of main topics addressed as an uncontrollable survey factor), a weighted scoring model was used as a prioritisation technique for further identification of training priorities, considering the correlation between the different variables. The overall representation in the survey (number of individual respondents), the number of MS represented (>50 % addressed the topic) and the level of training needs expressed by the pool of respondents in each area were factored in the analysis. As a result of this exercise, migrant smuggling, drug trafficking, trafficking in human beings, cyberattacks, criminal finances, firearms trafficking, organised property crime and child sexual exploitation constitute the training priorities, while counterterrorism was also suggested to be included regardless of the fact that the topic was addressed by only six MS (<50 %):

Main topic	No of responses	No of MS ³²	% of all (N=345)	N:o of training needs	% training needs
Public order	151	5	44 %	49	32 %
Migrant smuggling	44	9	13 %	24	55 %
Counterterrorism	24	6	7 %	17	71 %
Drug trafficking	26	11	8 %	17	65 %
Trafficking in human beings	24	10	7 %	15	63 %
Cyberattacks	23	10	7 %	14	61 %
Criminal finances, money laundering and asset recovery	23	9	7 %	14	61 %
Firearms trafficking	17	10	5 %	13	76 %
Leadership and management	27	6	8 %	12	44 %
Organised property crime	16	9	5 %	11	69 %
Emergencies requiring law enforcement response	20	5	6 %	11	55 %
Border management and maritime security	17	6	5 %	10	59 %
English language	15	5	4 %	9	60 %
Child sexual exploitation	13	9	4 %	8	62 %
EU funding and EU project management	10	5	3 %	7	70 %
Stress management, conflict management and communication	14	3	4 %	7	50 %
Disaster victim identification	9	6	3 %	6	67 %
Intellectual property crime, counterfeiting of goods and currencies	9	7	3 %	5	56 %
Corruption	20	6	6 %	5	25 %
Environmental crime	11	5	3 %	5	45 %
Core international crimes	10	5	3 %	4	40 %
Excise fraud	8	7	2 %	4	50 %
Online fraud schemes	15	8	4 %	3	20 %
Training of service dog handlers	9	4	3 %	1	15 %
External dimensions of European security	5	5	1 %	1	20 %
Missing trader intra-community fraud	3	3	<1 %	0	0 %

Table 3. Training needs in main topics (weighted score card)

Public order gained the highest attention, as a main topic, and the highest number of respondents expressing training needs. However, the training needs rate was <50% (32 %) and the overall area reflected mainly the opinion of operational-level respondents from two MS³³. It was thus concluded that the particular training needs potentially express more national-level needs. Hence, with the weighted prioritisation the topic did not gain a top ranking score as an EU-level training priority.

The following section of this report provides further details on training needs communicated for each topic. Starting with the horizontal aspects, the topics are presented in a descending ranking order

³² In the analysis, EU bodies are considered equal to the responding countries, hence included in the total number of responding MS

³³ Mainly from Romania and the Czech Republic. In addition, Estonia, Hungary and Poland addressed the topic of public order less frequently.

based on the calculated needs rate (as explained above and presented in Charts 8-9). Under each topic, a brief description of the data collected is provided, summarising the key characteristics of the sample (e.g. overall number of responses, level of knowledge/skills/capacity development needs indicated by the respondents, the responding MS and the division of strategic and operational level respondents). A separate horizontal bullet list displays the training needs in three different categories based on their urgency (short-, medium- and long-term) as requested by the respondents. Training needs enlisted in the tables below stem from the responses to the survey. Respondents might have indicated the same need under different categories. A summary of all needs is provided in the Conclusions chapter of this report.

Cross-cutting areas

Digital skills and the use of new technologies

Response data	
Total number of responses	148 (43 %)
Division of responses	38 (26 %) strategic, 110 (74 %) operational level
Responding countries	Czech Republic, Estonia, EU institutions, Germany, Hungary, The Netherlands, Poland, Portugal, Romania, Slovakia, Spain

Table 4. Characteristics of sample on digital skills and the use of new technologies

Chart 8 below provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> • 3D-printed weapons • Open source intelligence (OSINT) • Digital skills and technologies relevant to excise fraud and Intellectual property crime (IPC) • Social media/networks awareness raising (e.g. Telegram, Whatsapp, Facebook) • Databases; awareness on new possibilities • Darkweb; data processing, fake news • Webscraping • Digital evidence • Online patrolling tools • Creating and managing spreadsheets and online documents • Data analytics • Cryptocurrencies tracking (Altcoin) • Blockchain 	<ul style="list-style-type: none"> • Cybersecurity knowledge • Cyber patrol and covert operations • Data analytics, the use of databases and analysis software • Fake news detection tools and methods • Investigating social media • Cybercrime investigation techniques • OSINT updates and standardisation • Social Networks • Artificial Intelligence (AI) • Digital skills and technologies relevant to excise fraud and IPC • Digital platforms as a whole • New software • Dark web and fake news • Online patrolling tools • Cryptocurrencies; tracing crypto transactions • Webscraping tools 	<ul style="list-style-type: none"> • Digital skills and technologies relevant to excise fraud and Intellectual property crime • Identification of OCGs operating in a digital environment to advertise criminal services • Train the trainers on new software • Online patrolling tools • Cryptocurrencies • Cybersecurity • Cyberattacks • Investigating websites • Social Networks • Creating and managing spreadsheets and online documents • Data analytics • Decision-making for leaders • Digital skills and technologies relevant to excise fraud and IPC

Chart 8. Overview of training needs on digital skills and the use of new technologies

High-risk criminal networks

Response data	
Total number of responses	136 (39 %)
Division of responses	31 (23 %) strategic, 105 (77 %) operational level
Responding countries	Belgium, Czech Republic, Estonia, EU institutions, France, Hungary, Poland, Portugal, Romania, Slovakia, Spain

Table 5. Characteristics of sample on high-risk criminal networks

Chart 9 below provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> • Trafficking in human beings • Smuggling, in particular on firearms and ammo; networks involved • Awareness of high-risk criminal networks (HRCN), the related EMPACT Operational Action Plans (OAP) • Knowledge on organised crime groups (OCGs), e.g. new operations and activities of international OCGs and change in criminal modus operandi • Basic knowledge of Ukraine and Russia based organised crime • Russian OCGs and their structures (e.g. the so-called Thieves-in-Law) • High-value targets (HVT) • Measures helping in identification and prevention against activities of high-risk criminal networks • Understanding encrypted channels • Trafficking of drugs and non-controlled new psychoactive substances (NPS) • Darknet, Telegram • Joint Investigation Teams (JIT) • Detection connection between suspects, recognize members of OCGs • New crime trends, war-related criminal networks • Timely topics related to excise fraud and IPC 	<ul style="list-style-type: none"> • Knowledge of main OCGs, routes and modus operandi • New criminality trends • Networks in the field of firearms trafficking pattern on how to tackle OCGs - intergal approach - focus on HVT • Darknet, Telegram, Deanonymising Virtual Private Networks (VPN), exploiting techniques of perpetrator websites • Analysing the criminal trends, foster the exchange of police officers, prosecutors and experts working in JITs • Monitoring of criminal groups related to smuggling • Hawala system 	<ul style="list-style-type: none"> • Knowledge of main OCGs, routes and modi operandi • Networks in the field of firearms trafficking • Proactive detection of HRCN • International intelligence on high profile criminal groups operating on both sides of the border • Design a specific curriculum for Senior Officers from a strategic viewpoint on fight against OC and other crimes from an operational approach • Darknet, Telegram, Deanonymising VPN, exploiting techniques of perpetrator websites

Chart 9. Overview of training needs on high-risk criminal networks

Financial investigations

Response data	
Total number of responses	103 (30 %)
Division of responses	24 (23 %) strategic, 79 (77 %) operational level
Responding countries	Czech Republic, Estonia, EU institutions, Germany, Hungary, Poland, Portugal, Slovakia, Spain, Sweden

Table 6. Characteristics of sample on financial investigations

Chart 10 below provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> • Asset recovery and beneficial ownership • Monitor financial flows, prove that specific suspects send money • Basics of money laundering • Securing the proceeds of crime abroad • Displacement of investment fraud, money laundering, illegal fundraising • Asset/funds tracing • General awareness of financial investigations • International sanctions • Search for illicit profit • Cooperation with third countries related to money laundering 	<ul style="list-style-type: none"> • Advanced knowledge on money laundering • Monitoring of financial flows, cooperation with banks and financial institutions • Seizure of property • Cryptocurrencies • Crowdfunding fraud of financial investigations • Asset/funds tracing • Search for illicit profit • Strengthening the cooperation with private sector (Revolut, Wise, PayPal) 	<ul style="list-style-type: none"> • Monitoring of financial flows, cooperation with banks and financial institutions • Intelligence sharing • Cryptocurrencies • Crowdfunding fraud of financial investigations • Financing of terrorism • Asset/funds tracing • Search for illicit profit • Direct cooperation with foreign authorities via the Secure Information Exchange Network Application (SIENA) channel more effectively and swiftly

Chart 10. Overview of training needs on financial investigations

Cooperation, information exchange and interoperability

Response data	
Total number of responses	73 (21 %)
Division of responses	27 (37 %) strategic, 46 (63 %) operational level
Responding countries	Czech Republic, Estonia, EU institutions, Germany, Hungary, Latvia, Poland, Portugal, Romania, Slovakia, Spain, Sweden

Table 7. Characteristics of sample on cooperation, information exchange and interoperability

Chart 11 below provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> •VIS, Eurodac •Victim identification •More training explaining the current instruments of cooperation, information exchange and interoperability, for general knowledge (even online or webinar) •Intelligence collecting and sharing (need to know vs need to share) •Interoperability (foundational, structural and semantic) •Cooperation at all levels; establishing and delimiting the attributions and competencies of the relevant authorities •Information about the powers of the national authorities involved in order to improve cooperation •Joint exercises with different LE organisations, exchange of experience 	<ul style="list-style-type: none"> •Asset recovery and beneficial ownership •New (EU) large- scale Information Technology (IT) systems •Platforms for the info exchange between the MS •Multi-agency approach •Interoperability assessment; the same as for border guards after finishing basic training •Financial safe havens •Ukrainian crime structures •Information exchange with neighboring countries LE agencies and/or contacts for assigned police officers •Information exchange tools, legal framework of the EU for multinational data exchange •Identity documents issuance processes •Background checks •International crime •Crowd and riot control best practices across EU MS 	<ul style="list-style-type: none"> •Best practise sharing, e.g. on Ukrainian criminal structures, citizens integration •Continuous training on indentity documents issuance processes background checks •Cooperation, exchange of information and interoperability •Information about the powers of the national authorities involved in order to improve cooperation •Enlarge the traditional training and online training with practical phase, e.g. Supplementary Information Request at the National Entries (SIRENE), Passenger Name Record (PNR), Schengen Information System (SIS), Police Cooperation Convention (PCC) etc.

Chart 11. Overview of training needs on cooperation, information exchange and interoperability

Crime prevention

Response data	
Total number of responses	68 (20 %)
Division of responses	9 (13 %) strategic, 59 (87 %) operational level
Responding countries	Czech Republic, Estonia, EU institutions, Hungary, Poland, Portugal, Romania, Slovakia, Spain

Table 8. Characteristics of sample on crime prevention

Chart 12 below provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> • Measures taken at the borders • Awareness on motor vehicle crime • New drug routes, modus operandi • Risk analysis • Armed robbery awareness • Rape prevention and sexual assault awareness • Neighbourhood crime watch • Information on Ukrainian criminal trends/behaviour • Preventing information criminality • Comprehensive analysis of current crime trends and preventive actions (e.g. the role of community policing in the prevention and reduction of crime) • Exchange of international best practises in crime prevention • Cooperation between LE structures • General crime awareness • Prevention of corruption related crime • Common information platforms • Tactical police measures 	<ul style="list-style-type: none"> • Measures at the borders and profiles of possible victims • Pilot projects for cooperation between different law enforcement agencies (LEA,) cooperation with EU/EMPACT framework • Advanced risk analysis (digitalisation, machine learning, big data) • Armed robbery, rape prevention and sexual assault awareness • Information on the criminal behavior of Ukrainian people preventing informatic criminality • Targeting the crime threats and specific fight techniques for each one • Active shooter training • EU-wide mapping and use of public register for background checks • Cooperation between organised crime structures from eastern Europe • Crime prevention in the field of public order • Improved crime awareness skills • Preventing corruption • Consolidating information exchange • Crime developments (methods, tactics, strategies) • Use of police measures 	<ul style="list-style-type: none"> • Risk analysis (digitalisation, machine learning, big data) • EU-wide mapping and use of public register for background checks • International LE cooperation; information exchange, sharing of best practices • Corruption crimes • Improvement of crime awareness skills • Increasing capacity to adapt to the dynamic of criminality • New crime prevention methods based on lessons learned and best practices

Chart 12. Overview of training needs on crime prevention

Document fraud

Response data	
Total number of responses	64 (19 %)
Division of responses	8 (13 %) strategic, 56 (88 %) operational level
Responding countries	Czech Republic, Estonia, EU institutions, France, Hungary, Latvia, Poland, Portugal, Romania, Spain, Sweden

Table 9. Characteristics of sample on document fraud

Chart 13 below provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> • Debit cards and similar payment methods • New trends of document fraud, modus operandi • Identification of Ukrainian documents; passports, other identity documents (ID) • Misuse of real Ukrainian passports by third country citizens • Counterfeiting • Detection of fraudulent documents • Fake documents to receive long-stay visas in Europe • Ukrainian identity document abuse by 3rd country nationals, and by those wishing to avoid conscription • New technologies, advanced courses for document experts 	<ul style="list-style-type: none"> • EU countries' passports and ID cards • Confirmation of residence for a purpose of social support • Debit cards and similar payment methods • Identity documents issuance processes • Document fraud detection software • Forgery • Import/export of goods to and from Russia • Detection of false documentations (to be used for VISA applications) • EU residence permits misused by nationals who have sought sanctuary in EU • Awareness of relevant EU financed projects such as FIEDS, ProFID 	<ul style="list-style-type: none"> • EU countries passports and ID cards • Debit cards and similar payment methods • Continuous training on identity documents issuance processes • Document fraud detection software • Virtual cooperation with other border police forces

Chart 13. Overview of training needs on document fraud

Forensics

Response data	
Total number of responses	54 (16 %)
Division of responses	13 (24 %) strategic, 41 (76 %) operational level
Responding countries	Czech Republic, Estonia, Hungary, Latvia, Poland, Romania, Slovakia, Spain

Table 10. Characteristics of sample on forensics

Chart 14 below provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> • First responder training • More training for all forensics techniques, not only for experts • Investigating data and finance flows for evidence use • Extracting data from mobile devices • Explosive ordnance disposal (EOD) and/or unexploded ordnance (UXO) and activities at the crime scene • New techniques and best practices • Forensics following cyber-attacks • Document fraud 	<ul style="list-style-type: none"> • War crimes • Server forensics • European victims identification standard procedures in forensic investigation techniques • Investigating data and financial flows for evidence use • Big data analysis • EOD/UXO • Cooperation • Document fraud • New technologies • DVI process 	<ul style="list-style-type: none"> • War crimes and genocide • Decryption tools and techniques • Investigating data and financial flows for evidence use • Use of new technologies and the latest technology trends in the field of forensics, e.g. Internet of Things (IoT) and virtualised devices • EOD/UXO • Forensic archaeology • Cooperation • Document fraud

Chart 14. Overview of training needs on forensics

Fundamental rights

Response data	
Total number of responses	43 (16 %)
Division of responses	10 (23 %) strategic, 33 (77 %) operational level
Responding countries	Czech Republic, EU institutions, Hungary, Latvia, Poland, Portugal, Romania, Spain

Table 11. Characteristics of sample on fundamental rights

Chart 15 below provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> • Citizen rights • Awareness on fundamental rights • Fundamental rights compliance • Promoting equal opportunities • The right to be correctly informed • Human rights in LE • International fundamental rights • Humanitarian law • Protection of vulnerable groups • General knowledge about FRA 	<ul style="list-style-type: none"> • Citizen rights • Awareness on fundamental rights • Fundamental rights compliance • Promoting equal opportunities • Freedom of speech • Protection of Civilians • Migrants' rights • Protection of vulnerable groups • Develop training more specific on protection for specific rights, eg. refugees, hate crime, gender equality, etc. 	<ul style="list-style-type: none"> • Promoting equal opportunities • Mandatory enforcement of the European Court of Human Rights (ECHR) decisions • Fair trial • Post-conflict reconstruction • After the completion of specific training on fundamental rights, participation in study visits to European Institutions like FRA, European Institute for Gender Equality (EIGE), etc.

Chart 15. Overview of training needs on fundamental rights

Victims' rights

Response data	
Total number of responses	29 (8 %)
Division of responses	8 (28 %) strategic, 21 (72 %) operational level
Responding countries	Czech Republic, Estonia, EU institutions, Hungary, Latvia, Poland, Romania, Spain

Table 12. Characteristics of sample on victims' rights

Chart 16 below provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> • Protection of vulnerable groups (women, children) • Respect and recognition • Secondary victimisation • Use of force in applying the law • Legal framework in the EU • European vs national approach; comparative analysis, case studies • Victims of war crimes, current problems • General human rights • Victims' rights compliance • Refugee rights • Humanitarian law 	<ul style="list-style-type: none"> • Advanced training on protection of vulnerable groups, respect and recognition, use of force, secondary victimisation • Share best practices and application of national regulations in specific nationals victims' protection systems (e.g. study visits, Seminars) • Possibilities of cooperation with relevant Non-Governmental Organisations (NGO) • Rights and assistance of victims of war crimes • Hearing techniques • Civil-military cooperation • Legal protection of refugees • Prevent and sustain the human rights • Counseling victims 	<ul style="list-style-type: none"> • Advanced training on protection of vulnerable groups, respect and recognition, use of force, secondary victimisation • Design training containing a wider european catalogue of victims' rights protection systems in each MS, (terrorism, gender violence, trafficking in human beings, after serving a prison term, etc.) • Exchange of information between relevant EU institutions and agencies and member states • Strengthening the rights and assistance of victims of war crimes, analysis of practice

Chart 16. Overview of training needs on victims' rights

Data protection

Response data	
Total number of responses	29 (8 %)
Division of responses	5 (17 %) strategic, 24 (83 %) operational level
Responding countries	Czech Republic, Estonia, EU institutions, Hungary, Latvia, Poland, Portugal, Romania, Spain

Table 13. Characteristics of sample on data protection

Chart 17 below provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> • Legislation and practice in different countries, In-depth training about the EU's General Data Protection Regulation • Best practices in data protection • Identity fraud • Protecting the data of vulnerable people • Handling variants of encryption • Advanced password policy and authentication technologies • Ransomware attacks • Payment methods • Criminality through the internet • Protecting witness information 	<ul style="list-style-type: none"> • Techniques for encrypted user data analysis • Computer network security • Payment methods • Preventing identity fraud • Data protection • Witness information • Specific training for different operational fields, e.g. border control, customs, personal identification, digital investigations, etc. 	<ul style="list-style-type: none"> • Legislation and practices in different countries, cooperation and implementation of best practices • Applying data protection procedures • Payment methods • Higher Education Certification on data protection at European level

Chart 17. Overview of training needs on data protection

Main topics

Public order

Response data	
Total number of responses	151 (44 %)
Average training demand	32 % (49)
Division of responses	18 (12 %) strategic, 133 (88 %) operational level respondents
Responding countries	Czech Republic, Estonia, Hungary, Sweden, Poland, Romania

Table 14. Characteristics of sample on public order

Chart 18 below provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> •Registration of refugees, the related records procedures •Communication and language skills •Procedures in managing public gatherings/protests •The use of lethal and non-lethal force •Adapted training for close-quarter battle (CQB) •Police cooperation •Knowledge on Ukrainian crime mentality and methods •Legal training •Data collection •Recogniton of forged ID 	<ul style="list-style-type: none"> •Cooperation, information exchange and interoperability •Advanced communication skills •Management of public riots •Ukrainian language •Psychological training •Training on small team tactics, suited for a militarised police force that has a specific role to play in case of armed conflict •Aerial surveillance with Unmanned Aerial Vehicles (UAVs) •New technologies •Specific crime methods 	<ul style="list-style-type: none"> •Crowd and riot control •Professional communications skills •Intelligence collection related to public crimes •All kinds of courses in international conflict domains •UAVs aquisition and specific training on how to operate them •Close combat •Cross-border crime prevention

Chart 18. Summary of training needs on public order

Migrant smuggling

Response data	
Total number of responses	44 (8 %)
Average training demand	55 % (24)
Division of responses	9 (20 % strategic), 35 (80 %) operational level
Responding countries	Czech Republic, Hungary, Poland, Romania, Slovakia, Spain, Sweden

Table 15. Characteristics of sample on migrant smuggling

Chart 19 below provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> • Document fraud • Substitution of persons • General topics on refugees and asylum thematics • Management of situations involving a large number of migrants/refugees • Knowledge on possible routes and means used by criminal organisations • Use of new technologies 	<ul style="list-style-type: none"> • Management of situations involving a large number of migrants/refugees • Joint exercises with other LE authorities • Cooperation, establishment of a common guide to good practices 	<ul style="list-style-type: none"> • Preparing staff for the management of situations involving a large number of migrants/refugees • Aquisitions of materials for sustaing the intervention in cross-border areas, organising joint exercises to identify shortcomings and establishing a common guide to good practices • Forensics

Chart 19. Summary of training needs on migrant smuggling

Counterterrorism

Response data	
Total number of responses	24 (7 %)
Average training demand	71 % (17)
Division of responses	5 (21 % strategic), 19 (79 %) operational level
Responding countries	Czech Republic, EU institutions, Hungary, Portugal, Poland,

Table 16. Characteristics of sample on counterterrorism

Chart 20 below provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> • EOD/UXO and working at the crime scene • International law, crimes against humanity and war crimes • Digital skills and the use of new technologies • Prevention of cyberattacks • Social media monitoring • Language skills 	<ul style="list-style-type: none"> • EOD/UXO and working at the crime scene • Use of new technologies in prevention of cyberattacks • Social media monitoring in the area of counterterrorism • Knowledge of weapons, ammunitions, military items • Knowledge of perpetrators and methods of perpetration • Returning fighters • Relevant (infected) areas and routes • Urban combat, CQB • Shooting training 	<ul style="list-style-type: none"> • International law, crimes against humanity and war crimes • Returning fighters • The use of new technologies, prevention of cyberattacks, social media monitoring • Tactical procedures for neutralising activities related to terrorism • Further technology awareness • Joint exercises

Chart 20. Overview of training needs on counterterrorism

Drug trafficking

Response data	
Total number of responses	26 (8 %)
Average training demand	65 % (17)
Division of responses	13 (50 % strategic), 13 (50 %) operational level
Responding countries	Czech Republic, Estonia, EU institutions, Hungary, Latvia, Poland, Portugal, Romania, Spain, Slovakia, Sweden

Table 17. Characteristics of sample on drug trafficking

Chart 21 below provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> • Information on the modus operandi of Ukrainian OCGs • Experience-based information on the use of military background to criminal organisations (e.g. comparison with other military conflicts) • Knowledge about synthetic drugs popular in the western countries and chemical forms (to hide drugs) of drugs prepared for smuggling from western countries • The latest crime patterns and criminal behaviour discovered in the area of drug trafficking • Crime prevention 	<ul style="list-style-type: none"> • Knowledge about synthetic drugs, chemical forms (to hide drugs) of drugs prepared for smuggling from western countries 	<ul style="list-style-type: none"> • General awareness with all types of drug trafficking • Evolution of routes and modus operandi • OCG operations (e.g. new actors operating in the area) • Interlinkages with other related offenses (money laundering, document fraud, corruption, violence) • Operational information gathering, analysis and information exchange • New forms of drugs

Chart 21. Overview of training needs on drug trafficking

Trafficking in human beings

Response data	
Total number of responses	24 (7 %)
Average training demand	63 % (15)
Division of responses	8 (33 % strategic), 16 (67 %) operational level
Responding countries	Czech Republic, Estonia, EU institutions, Hungary, Poland, Portugal, Romania, Slovakia, Spain, Sweden

Table 18. Characteristics of sample on trafficking in human beings

Chart 22 below provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> • Investigating smuggling and document fraud • Intel collecting and sharing • Knowledge on the latest procedures used by criminal organisations dedicated to this crime area • Information exchange regarding criminal networks involved in human trafficking • Potential travel patterns of victims • Child abuse • International cooperation in combatting human trafficking 	<ul style="list-style-type: none"> • Advanced training on identifying victims of human trafficking and prosecuting these cases • Intelligence information, collecting and sharing • General awareness on topics related to trafficking in human beings 	<ul style="list-style-type: none"> • Intelligence collecting and sharing

Chart 22. Overview of training needs on trafficking in human beings

Cyber-attacks

Response data	
Total number of responses	23 (7 %)
Average training demand	61 % (14)
Division of responses	3 (13 % strategic), 20 (87 %) operational level
Responding countries	Czech Republic, Estonia, Hungary, Latvia, Poland, Portugal, Romania, Slovakia, Spain, Sweden

Table 19. Characteristics of sample on cyberattacks

Chart 23 below provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> • Broader knowledge of cybersecurity and technical capabilities for advanced ability to advise people • State actors and terrorism 	<ul style="list-style-type: none"> • State actors and terrorism • Technical developments that contribute to the fight against cybercrime • Wider knowledge on cyberattacks • Analysis and the use of data • Prevention 	<ul style="list-style-type: none"> • State actors and terrorism • Technical developments • Cooperation, data exchange

Chart 23. Overview of training needs on cyberattacks

Criminal finances, money laundering and asset recovery

Response data	
Total number of responses	20 (6 %)
Average training demand	61 % (14)
Division of responses	1 (5 %) strategic, 19 (95 %) operational level
Responding countries	Czech Republic, Estonia, EU institutions, Hungary, Latvia, Poland, Romania, Spain, Sweden

Table 20. Characteristics of sample on criminal finances, money laundering and asset recovery

Chart 24 below provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> •Asset tracing •The use of identification tools •Investigation methods • Money laundering, including currencies and non-fungible tokens (NFT) •Revealing new ways of hiding assets and money •Facilitation of illegal immigration •Illicit firearms and explosives trafficking •Links between Russian and Ukrainian companies and organised crime (tax crimes, money laundering, etc.). •International cooperation 	<ul style="list-style-type: none"> •Asset tracing, using appropriate tools to identify beneficial owners •International cooperation in this field •Investigations •Major trends in and fight against criminal finances, money laundering and asset recovery •Revealing new ways of hiding assets and money •Facilitation of illegal immigration •Illicit firearms and explosives trafficking •Use of crypto currencies as a means to move assets abroad 	<ul style="list-style-type: none"> •Major trends in and fight against criminal finances, money laundering and asset recovery •Revealing new ways of hiding assets and money •Criminal finances

Chart 24. Overview of training needs on criminal finances, money laundering and asset recovery

Firearms trafficking

Response data	
Total number of responses	17 (5 %)
Average training demand	76 % (13)
Division of responses	7 (41 %) strategic, 10 (59 %) operational level
Responding countries	Czech Republic, EU institutions, Hungary, Latvia, The Netherlands, Poland, Portugal, Spain, Sweden

Table 21. Characteristics of sample on firearms trafficking

Chart 25 below provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> • Modus operandi in firearms trafficking through land borders, e.g. border control posts (BCP) and green areas, including most used places of concealment • Webscraping, Darknet and data processing • Surveillance methods e.g. using drones and UAVs • Intel collecting and sharing • Knowledge of military firearms, ammunitions, other weapons • Links with transnational organised crime • Interoperability • Latest procedures in the trafficking of firearms 	<ul style="list-style-type: none"> • Intel collecting and sharing • Border controls; technical, K9 units, standard operational procedures • Knowledge of perpetrators (OCGs); methods of perpetration, relevant areas and routes, etc. • Information exchange 	<ul style="list-style-type: none"> • Tracing, prevention, investigation techniques focusing on Ukraine OCGs • Advanced knowledge of perpetrators (OCGs); methods of perpetration, relevant areas and routes, etc. • Information exchange • Intel collecting and sharing

Chart 25. Overview of training needs on firearms trafficking

Leadership and management

Response data	
Total number of responses	27 (8 %)
Average training demand	44 % (12)
Division of responses	3 (11 % strategic), 24 (89 %) operational level
Responding countries	Czech Republic, Estonia, Hungary, Latvia, Poland, Romania

Table 22. Characteristics of sample on leadership and management

Chart 26 below provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> • International (police) cooperation: organisations, instruments and their connections to national decision making processes • Planning and organising tactics • Facilitation of inter-unit cooperation • Detection of vulnerable persons • Installation of beam gates • System operation • Data analysis • Project management 	<ul style="list-style-type: none"> • Advanced knowledge on international (police) cooperation organisations and instruments, connections to national decision making processes, targeted to national management and leadership structures • System-wide operation of beam gates, continuous data analysis, maintenance of cooperation. • Stress management 	<ul style="list-style-type: none"> • Emergency situations • Information analysis

Chart 26. Overview of training needs on leadership and management

Organised property crime

Response data	
Total number of responses	16 (5 %)
Average training demand	70 % (11)
Division of responses	7 (44 %) strategic, 9 (56 %) operational level
Responding countries	Czech Republic, EU institutions, France, Hungary, Poland, Portugal, Romania, Spain, Sweden

Table 23. Characteristics of sample on organised property crime

Chart 27 below provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> • Use of new technologies • Economical sanctions • Knowledge on possible new criminal procedures • Identification of possible stolen/misappropriated vehicles from EU in direction to Ukraine, especially related to those transported with the intention to be used in the war • Knowledge on criminal trends and procedures, including structures of Russian speaking criminal groups 	<ul style="list-style-type: none"> • Economical sanctions • Follow-up on the measures implemented during the conflict; e.g. changes in entry conditions for refugees, monitoring of passenger flows, identification of travelers 	<ul style="list-style-type: none"> • Prevention mechanisms • Consequences of the war (people traveling from and back to the conflict zone), including foreigners fleeing Ukraine and travelling to different EU MS • Monitoring and analysis of the changes in criminality patterns in the EU

Chart 27. Overview of training needs on organised property crime

Emergencies requiring law enforcement response

Response data	
Total number of responses	23 (6 %)
Average training demand	55 % (11)
Division of responses	7 (35 %) strategic, 13 (65 %) operational level
Responding countries	Czech Republic, Hungary, Poland, Romania, Sweden

Table 24. Characteristics of sample on emergencies requiring law enforcement response

Chart 28 below provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> • Emergency situations related to the state of war • Communication and persuasion techniques 	<ul style="list-style-type: none"> • Inter-institutional cooperation in the field of emergency situations related to the state of war • Advanced crowd control techniques • Cyber-security defensive training 	<ul style="list-style-type: none"> • Elaboration of a coherent and realistic strategy regarding the development of all activities for the preparation of institutions for war

Chart 28. Overview of training needs on Emergencies requiring law enforcement response

Border management and maritime security

Response data	
Total number of responses	17 (5 %)
Average training demand	51 % (10)
Division of responses	5 (29 %) strategic, 12 (71 %) operational level
Responding countries	Czech Republic, EU institutions, Hungary, Poland, Romania, Sweden

Table 25. Characteristics of sample on border management and maritime security

Chart 29 below provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> • Document knowledge; fraud detection at border crossing points • International (and local) law • Cross-border criminal networks • Information exchange • Interactive training on the protection of vulnerable groups • Use of border management IT systems • Cash smuggling in connection to money laundering • English language use for customs officers • Customs seals training • Information exchange for risk areas 	<ul style="list-style-type: none"> • Crime prevention • Migrant smuggling • Training on new EU large-scale IT systems for border management • English language use for customs officers • Data security • Information exchange for risk areas 	<ul style="list-style-type: none"> • Data security • Information exchange for risk areas

Chart 29. Overview of training needs on border management and maritime security

English language

Response data	
Total number of responses	15 (4 %)
Average training demand	69 % (9)
Division of responses	5 (33 %) strategic, 10 (67 %) operational level
Responding countries	Czech Republic, Germany, Hungary, Poland, Romania

Table 26. Characteristics of sample on English language

Chart 30 below provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> • Beginner and intermediate English • Specific terminology, English for police and customs, as well as acquisition of professional terminology in the fields of CBRN-e and DVI 	<ul style="list-style-type: none"> • Continuous language learning offer designed for LE audiences, including specific terminology • Specific terminology for different fields 	<ul style="list-style-type: none"> • Advanced English courses with terminology related to LE operations

Chart 30. Overview of training needs on English language

Child sexual exploitation

Response data	
Total number of responses	13 (4 %)
Average training demand	62 % (8)
Division of responses	6 (46 %) strategic, 7 (54 %) operational level
Responding countries	Czech Republic, Estonia, EU institutions, Hungary, Latvia, Poland, Romania, Slovakia, Spain

Table 27. Characteristics of sample on child sexual exploitation

Chart 31 below provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> • Knowledge on possible new criminal procedures or detected trends related to child sexual exploitation • General knowledge and awareness raising • International exchange of information • Collection of information • Initiation of criminal proceedings • Provision of assistance to victims 	<ul style="list-style-type: none"> • No medium-term training needs communicated by the survey respondents. 	<ul style="list-style-type: none"> • No long-term training needs communicated by the survey respondents.

Chart 31. Overview of training needs on child sexual exploitation

EU funding and project management

Response data	
Total number of responses	10 (3 %)
Average training demand	70 % (7)
Division of responses	5 (50 %) strategic, 5 (50 %) operational level
Responding countries	Czech Republic, Hungary, Poland, Romania, Slovakia

Table 28. Characteristics of sample on EU funding and project management

Chart 32 below provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> •How to apply for funding, latest forms, possibilities 	<ul style="list-style-type: none"> •No long-term training needs communicated by the survey respondents. 	<ul style="list-style-type: none"> •No long-term training needs communicated by the survey respondents.

Chart 32. Overview of training needs on EU funding and project management

Stress management, conflict management and communication

Response data	
Total number of responses	14 (4 %)
Average training demand	50 % (7)
Division of responses	5 (36 %), strategic 9 (64 %) operational level
Responding countries	Czech Republic, Poland, Romania

Table 29. Characteristics of sample on stress management, conflict management and communication

Chart 33 below provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> •Refugee care •Crime prevention and raising awareness of possible cyber attacks 	<ul style="list-style-type: none"> •Crime prevention and knowledge of humanitarian law, basic information about security 	<ul style="list-style-type: none"> •No long-term training needs communicated by the survey respondents.

Chart 33. Overview of training needs on stress management, conflict management and communication

Disaster victim identification

Response data	
Total number of responses	9 (3 %)
Average training demand	67 % (6)
Division of responses	1 (11 %) strategic, 8 (89 %) operational level
Responding countries	Czech Republic, Estonia, Hungary, Romania, Slovakia

Table 30. Characteristics of sample on disaster victim identification

Chart 34 below provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> • Best practices and cooperation opportunities from different countries, practical training activities and joint exercises • Basic knowledge on e.g. collapsed structures, CBRN-E materials • How to carry out safe police operations in war environment (life hazards) • Working with immigrants 	<ul style="list-style-type: none"> • Advanced preparedness to work e.g. with collapsed buildings, CBRN-E materials • Police operations in war environment (identifying risks and how to mitigate them) • Cooperation, sharing and development of best practices between the MS 	<ul style="list-style-type: none"> • Cooperation, sharing best practices and developing them further

Chart 34. Overview of training needs on disaster victim identification

Corruption

Response data	
Total number of responses	20 (6 %)
Average training demand	25 % (5)
Division of responses	1 (5 %) strategic, 19 (95 %) operational level
Responding countries	Czech Republic, Estonia, EU institutions, Hungary, Latvia, Poland, Portugal, Romania, Spain

Table 31. Characteristics of sample on corruption

Chart 35 below provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> • Risk management, Information exchange about risks • BCPs, immigration, weapons regime 	<ul style="list-style-type: none"> • Risk management, information exchange about risks • BCPs, immigration, weapons regime 	<ul style="list-style-type: none"> • BCPs, immigration, weapons regime

Chart 35. Overview of training needs on corruption

Intellectual property crime, counterfeiting of goods and currencies

Response data	
Total number of responses	9 (3 %)
Average training demand	56 % (5)
Division of responses	5 (56 %) strategic, 4 (44 %) operational level
Responding countries	Czech Republic, EU institutions, Hungary, Poland, Romania, Slovakia

Table 32. Characteristics of sample on intellectual property crime, counterfeiting of goods and currencies

Chart 36 provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> •Excise fraud, IPC •Latest modus operandi/trade routes •Counterfeit recognition 	<ul style="list-style-type: none"> •Excise fraud, IPC 	<ul style="list-style-type: none"> •Excise fraud, IPC

Chart 36. Overview of training needs on intellectual property crime, counterfeiting of goods and currencies

Environmental crime

Response data	
Total number of responses	11 (3 %)
Average training demand	45 % (5)
Division of responses	5 (45 %) strategic, 6 (55 %) operational level
Responding countries	Czech Republic, EU institutions, Hungary, Romania, Sweden

Table 33. Characteristics of sample on environmental crime

Chart 37 provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> •Latest methods/modus operandi/trade routes relevant to environmental crime •CBRN-E risk analysis, reconnaissance 	<ul style="list-style-type: none"> •CBRN-E risk analysis, reconnaissance 	<ul style="list-style-type: none"> •CBRN-E risk analysis, reconnaissance

Chart 37. Overview of training needs on environmental crime

Core international crimes

Response data	
Total number of responses	10 (3 %)
Average training demand	40 % (4)
Division of responses	2 (20 %) strategic, 8 (80 %) operational level
Responding countries	Belgium, Czech Republic, Portugal, Romania, Sweden

Table 34. Characteristics of sample on core international crimes

Chart 38 below provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> • Information exchange and coordination • Awareness of EMPACT 2022-2025 OAPs, the concept of HVTs • HRCN and their operations 	<ul style="list-style-type: none"> • Investigating and resolving cases arising from new types of fraud • Pattern on how to tackle OCGs using an integral approach 	<ul style="list-style-type: none"> • Development of strategies for preventing new types of fraud • How to detect proactively OCGs and HVTs

Chart 38. Overview of training needs on core international crimes

Excise fraud

Response data	
Total number of responses	8 (2 %)
Average training demand	50 % (4)
Division of responses	3 (38 %) strategic, 5 (63 %) operational level
Responding countries	Czech Republic, EU institutions, Hungary, Poland, Romania, Spain

Table 35. Characteristics of sample on excise fraud

Chart 39 below provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> • General need for training on topics related to excise fraud and IPC (no specific training topics communicated by the survey respondents) 	<ul style="list-style-type: none"> • Excise fraud, IPC 	<ul style="list-style-type: none"> • Excise fraud, IPC

Chart 39. Overview of training needs on excise fraud

Online fraud schemes

Response data	
Total number of responses	20 (3 %)
Average training demand	38 %
Division of responses	3 (20 %) strategic, 12 (80 %) operational level
Responding countries	Czech Republic, Hungary, Latvia, Poland, Portugal, Romania, Spain, Sweden

Table 36. Characteristics of sample on online fraud schemes

Chart 40 below provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> • Knowledge on possible new criminal procedures or detected trends related to online fraud schemes 	<ul style="list-style-type: none"> • No medium-term training needs communicated by the survey respondents. 	<ul style="list-style-type: none"> • No long-term training needs communicated by the survey respondents.

Chart 40. Overview of training needs on online fraud schemes

Training of service dog handlers

Response data	
Total number of responses	9 (3 %)
Average training demand	15 % (1)
Division of responses	1 (11 %) strategic, 8 (89 %) operational level
Responding countries	Czech Republic, Hungary, Poland, Romania

Table 37. Characteristics of sample on training of service dog handlers

None of the respondents indicated specific training needs on the topic of training of service dog handlers.

External dimensions of European security

Response data	
Total number of responses	5 (1 %)
Average training demand	20 % (1)
Division of responses	1 (20 %) strategic, 4 (80 %) operational level
Responding countries	Czech Republic, Hungary, Poland, Romania, Spain

Table 38. Characteristics of sample on external dimensions of European security

Chart 41 provides an overview of the training needs submitted on the topic:

Short-term	Medium-term	Long-term
<ul style="list-style-type: none"> •How to avoid the possibility of bribery/extortion coming from criminal groups 	<ul style="list-style-type: none"> •Terrorism •Trafficking of firearms and explosives •Document fraud •Common Security and Defence Policy (CSDP) Missions •Information exchange and interoperability •Cybercrime 	<ul style="list-style-type: none"> •Terrorism •International traffic of firearms and explosives •Organised crime •CSDP Missions •Cybercrime

Chart 41. Overview of training needs on external dimension of European security

Missing trader intra-community fraud

Response data	
Total number of responses	3 (0 %)
Average training demand	0 % (0)
Division of responses	0 (0 %) strategic, 1 (100 %) operational level
Responding countries	EU institutions, Czech Republic, Hungary

Table 39. Characteristics of sample on missing trader intra-community fraud

None of the respondents indicated any training needs on the topic of missing trader intra-community fraud.

Conclusions

This TNA was designed to collect European LE officials' perspectives on the changes in crime trends and operations as a consequence of the war in Ukraine. Also, to analyse the related needs to enhance the knowledge and skills required for responding to the new situation and the operational challenges. Data was collected via an online survey that presented 26 main topics and 10 cross-cutting aspects, covering all thematic priority areas identified in the EU-STNA. This report represents the voice of 345 LE professionals, both at operational (80 %) and strategic (20%) level, from 14 EU countries (including all EU-Ukraine land border countries) and Union bodies.

The Russian invasion of Ukraine is an existential crisis and constitutes a direct challenge not only to the current security order in the EU, but also to the future of European security. Out of all topics surveyed, public order gained the most attention among the respondents, indicating general instability in this central area that is expected to respond to the citizens' desire for security and reflect the values of freedom and justice to which the Union is committed. While the rate of war impact on both crime patterns and operations was notable in most areas surveyed, a common view arising from the data is that the changes and impact in both crime trends and operations are largely dictated by the fluctuation of the refugee influx from the war zone. In particular, the MS at the EU's eastern borders have faced challenges on the operational level as a consequence of the war, with the focus of LE work shifting from other areas to the facilitation of safe entry and the provision of assistance to those fleeing the war.

Regardless of the generally high attention received, the topic of public order itself was not statistically among the most addressed ones in terms of the changes in crime patterns, operations or operational needs. However, the related needs seemed to be interlinked with many other main topics. Challenges and changes related to the protection of vulnerable groups, trafficking and exploitation (sexual, labour) were among the most addressed areas coming with needs to improve knowledge, skills or competencies to tackle the situation. In general, the findings of this TNA confirmed the need for urgent attention in this area, as already indicated by FRA's first Bulletin³⁴ on the war in Ukraine that analysed the challenges related to fundamental rights EU countries need to address. On these aspects, overarching themes for short-term development needs most commonly addressed by the respondents were related to improving general-level awareness on migration and asylum topics, gaining up-to-date information on the behaviour and change in the pattern of criminals operating in the area of human trafficking and migrant smuggling, the related document fraud and investigating this type of crime, as well as child protection.

Otherwise, the data reflected a considerable focus on the change and potential increase on the movement of illegal goods. In particular, emphasising the transforming drug markets (new routes, substances, growing online trade) and expressing concerns on the increasing flow of illegal firearms and explosives to the Union's territories. The topic of firearms trafficking gained relatively high attention and needs to keep up with the developments in the area and mitigate the potential risks related to the flow of illegal firearms and explosives entering the EU. The areas of cybercrime and counterterrorism, like other topical areas, indicate that a notable change of focus has already happened because of the war. Counterterrorism operations are now in need of particular attention to tackle the disinformation and propaganda campaigns playing a role in the hybrid war. Monitoring of social networks is required for preventative purposes (radicalisation, victims of other criminal activity).

³⁴ Available on: https://fra.europa.eu/sites/default/files/fra_uploads/fra-2022-ukraine-bulletin-1_en.pdf

As a general trend, cross-cutting aspects presented in the survey reached more popularity than the main topics. The centrality of digital skills and the use of new technologies became evident across the different crime areas, especially as a mandatory response to countering the information war, the expectedly growing online trade of illegal goods and increasing volume of (financially motivated) cybercrime and cyberattacks. Similarly, countering serious organised crime and mafia-style groups and their operations both online and onsite, especially the need to become familiar with Ukraine and/or Russian origin OCGs and their operations stood out from the data, suggesting that the short-term training should intend to address the changes in crime patterns and modi operandi in the different crime areas.

One central statement emerging from the data is that the war and the fast-changing security landscape have further highlighted the need for cooperation, information exchange and interoperability. As a general trend, the responding LE professionals emphasised the need to receive and exchange information, continuously monitor and collect intelligence about the new operating environment and are in the short-term required to have a more general awareness on the available instruments of cooperation, information exchange and interoperability.

In light of these findings, the current EMPACT priorities, the EU-STNA core capability gaps and the related EU training priorities set for the 2022-2025 cycle are generally well fit for addressing the changing regional security landscape. However, as already forecasted, the LE community expects the war in Ukraine to have further consequences on the crime scene in the EU, hence, putting particular emphasis on trafficking in human beings, migrant smuggling, child (sexual) exploitation, drug trafficking, cyberattacks, firearms trafficking, and the fight against high-risk criminal networks. Also, on the use of new technologies, cooperation, information exchange and interoperability, as well as fundamental rights. Taking into consideration two recent CEPOL OTNAs (on Fundamental rights and Digital skills and the use of new technologies), the findings of this ad-hoc TNA suggest adding more emphasis on topics related to fundamental rights (general awareness, rights of children and minors, victims' rights and hate crime/speech), as well as disinformation and fake news, as a part of the digital skills training portfolio, regardless of the findings based on the data collected prior to the war.

In most cases, many of the medium- or long-term training needs mentioned concern the same topics, however, usually evoking the need for advanced level or otherwise deeper capacity development. As a general trend, most of the short-term training needs came with more general or basic-level topics with the assumed requirement for rapid awareness-raising, potentially amongst large volumes of LE officials calling for training provided in light and easily accessible (online) format. The longer-term needs identified indicate a demand for more comprehensive programmes, on-site training, joint exercises, and the facilitation of exchanging experiences. Considering the short-term training needs, one response could be to continue building upon the series of tailor-made online webinars initiated by CEPOL that have been well-received by the European audiences. Another approach could be to design new products and/or promote a selection of training activities from the already existing online training offer that meet the needs that have now been identified.

Way forward

This chapter has been added after sharing the draft report with the Expert Group, followed by a validation workshop that took place on 21 June 2022, with the primary aim to corroborate the outcomes of the analysis and decide what training opportunities should CEPOL provide as a response to the needs generated by the war in Ukraine.

Overall, this extraordinary TNA process assessing the impact of war in Ukraine on training needs of LE officials confirmed the need to both promote and disseminate the already existing learning resources, as well as to design new training activities targeted to respond to the operational changes caused by the ongoing crisis. The validation workshop and the related follow-up discussions confirmed that several of the key outcomes of the TNA process have also been identified by other JHA agencies through analysis, assessment of processes and stakeholder dialogue, e.g. initial analysis by EMPACT³⁵, Frontex Threat Assessment³⁶. The first actions to address the emerging training needs have been taken, both within the scope of the individual mandate of each agency, and as a multi-agency cooperation; however, further efforts will be needed. Responding to the capacity development needs of the European LE professionals' through training should be part of the assistance to the MS³⁷, as agreed in the EU JHA agencies joint statement on Ukraine³⁸, as the best results can be achieved by coordinated efforts and by utilising each agency's particular expertise.

The broader EU training response to the emerging training needs was also discussed during the validation workshop, which facilitated a fruitful exchange of views on potential cooperation avenues and how to best utilise and promote the already existing training offer of the agencies. As an outcome of the validation workshop, and continuing the well-received practice of CEPOL-led ad hoc webinars, a joint initiative has been taken, between CEPOL and the European Network for investigation and prosecution of genocide, crimes against humanity and war crimes (Genocide Network) hosted by the European Union Agency for Criminal Justice Cooperation (Eurojust), to arrange a webinar on core international crimes.

Considering that the war in Ukraine is having a strong regional impact, meaning that it is mostly affecting the EU countries in the central and eastern parts of Europe that are geographically closest to the ongoing conflict, the TNA identified different layers of training needs (country-specific-regional-EU level). The EU-level training providers portfolios and learning products are generally designed to address needs of all MS and not to respond to specific needs of particular countries. The validation workshop sparked a conversation that in the current situation, available learning resources could be customised and/or training could be delivered with a higher intensity to the audiences that need it the most. This has been already done to some extent (e.g. Frontex has adjusted its training offer on border management and coast guarding to the countries affected). As a general trend, the emerging needs (especially from the most affected MS) tend to have a strong emphasis on awareness-level

³⁵ Available on <https://www.statewatch.org/media/3204/eu-council-empact-ukraine-war-priorities-7375-22.pdf>

³⁶ Document is restricted to the audience by the originator (EU LIMITED)

³⁷ In terms of humanitarian support, respect for fundamental rights, management of EU external borders, visa measures, anticipation of hybrid threats, and reception of people fleeing the war

³⁸ Issued on 7 March 2022 by CEPOL that holds the Presidency of the network, on behalf of the network of nine EU Agencies working on freedom, security and justice in the EU. The statement goes line with the measures agreed at the Justice and Home Affairs Council meeting on 3-4 March 2022, as well as with the outcomes of the extraordinary Justice and Home Affairs Council meeting on 27 February 2022 in response to Russia's military aggression over Ukraine

training, which can be explained by e.g. the considerable changes in terms of operational arrangements. While the responsibility for providing basic-level training remains at national level, in line with the EU-STNA conclusions and taking into account the emerging challenges, trends and impact to the EU's internal security caused by this extraordinary situation, the EU training providers should also try to find more resources for awareness-raising activities. During the validation workshop, it was discussed that the European Union Agency for the Operational Management of Large-Scale IT Systems in the Area of Freedom, Security and Justice (eu-LISA) training offer on the technical use of large-scale IT systems (in particular Eurodac and SIS) in the JHA domain could be further promoted, especially activities available for self-paced learning via CEPOL's Learning Management System (LMS). It would also be beneficial to have some of the core learning resources translated from EN into other EU official languages. Promoting the EU training providers' resources relevant to the emerging needs (such as the Handbook on Firearms for Border Guards and Customs³⁹ developed by Frontex with the support of European and international partners⁴⁰), should be a collective effort, in order to ensure that the learning resources are reaching out to a wider audience.

In terms of next steps, the validation workshop and consultations with the readers of the report suggest several action points, including a swift response to training needs related to migration management. Millions of refugees from Ukraine have crossed the borders into neighbouring countries in the EU, and e.g. organising an eLesson on managing situations involving a large number of migrants would be required as a short-term response. As a part of the response to the identified and forecasted challenges related to illicit trafficking, distribution and use of firearms, Frontex reiterated the need for development of MS capacities for detection of firearms at the border (e.g. border guard training activities and training of dogs). Also, while this TNA placed the most emphasis on developing practical measures in countering illicit trafficking, the overall analysis indicates that the LE training providers should maintain readiness to address the broader changes that the growing presence of weapons and likely increasing gun violence could cause in the European LE environment. Also, the importance of preventing human trafficking and helping victims by providing training to frontline officers to identify victims, (as highlighted in the EC's 10-Point Plan for stronger European coordination on welcoming people fleeing the war from Ukraine⁴¹ and in the Operational Guidelines⁴² to support MS in applying the Temporary Protection Directive (Directive 2001/55/EC)⁴³), was further emphasised. Related to the risks associated with identity and document fraud, a substantial need is foreseen for Advanced Level Document Officers (ALDO) with specialised knowledge of different levels of security features of travel documentation, capable to support the national authorities by performing checks of travel and identification documents of incoming migrants. Also, the validation workshop highlighted the need of putting an increased emphasis on the use of technology wherever needed, e.g. on training on border management and coast guarding delivered by Frontex. In line with the EU Statement delivered at the

³⁹ International version of the document is currently being accomplished, envisaged to be followed by translations into Romanian and Ukrainian languages

⁴⁰ The EC, both DG HOME and DG TAXUD, and co-led by the European Firearms Expert Group, Poland, Slovenia and Romania. Other European and international organisations which supported the creation of the handbook include the Customs Cooperation Working Party, Europol, Cepol, Interpol, United Nations Office on Drugs and Crime, World Customs Organisation, OSCE, SEESAC and the EU's Border Assistance Mission to Moldova and Ukraine.

⁴¹ Available on: https://ec.europa.eu/commission/presscorner/detail/en/IP_22_2152

⁴² Available on: <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52022XC0321%2803%29&qid=1647940863274>

⁴³ Available on: [https://www.europarl.europa.eu/thinktank/en/document/EPRS_BRI\(2022\)729331%23:%257E:text=The%2520EU%2520Temporary%2520Protection%2520Directive,mass%2520arrivals%2520of%2520displaced%2520persons](https://www.europarl.europa.eu/thinktank/en/document/EPRS_BRI(2022)729331%23:%257E:text=The%2520EU%2520Temporary%2520Protection%2520Directive,mass%2520arrivals%2520of%2520displaced%2520persons)

Ninth session of the Working Group on the Smuggling of Migrants (UNTOC) on 27 June 2022⁴⁴, recalling for specialised training to be provided to LE and the judiciary, attention is needed for crimes committed through online platforms and related technologies, financial investigations / asset recovery, and document fraud, with a particular focus on combating the digital dimension of migrant smuggling.

Altogether, the findings of this ad hoc TNA suggest a three-tiered approach for responding to the situation through LE training, specifying the short- medium- and long-term needs.

While the war has impacted the European security landscape overall, in the **short-term** particularly those EU countries neighbouring Ukraine, namely Poland, Hungary, Slovakia, and Romania, should be provided with prioritised capacity building support in relation to central topics such as border crossing and the related procedures, smuggling of goods and trafficking in human beings. Additionally, the finding suggest strengthening efforts across the EU on training needs emerging among the European LE community, with a strong emphasis on countering hate crime and addressing secondary movements, among others.

In the **medium to long-term** horizon, the EU LE training providers' specialised expertise should also play a role, coordinated with other EU actors and instruments, in the Union's joint efforts to support the advancement of structural reforms in Moldova and Ukraine, both granted with EU candidate status since 23 June 2022⁴⁵, which is required for their accession to the EU. Considering the EU's recent commitment to its comprehensive support package to Moldova, and in line with the newly launched EU Support Hub for Internal Security and Border Management⁴⁶, prioritising training to support the capacity building of Moldovan LE authorities should be also considered, particularly on the Hub's focus areas⁴⁷. While Russia's aggression continues and the overall needs for the reconstruction of Ukraine are not yet known, in the longer term, the EU level LE training providers should contribute to the EU's platform for the reconstruction of Ukraine⁴⁸, providing capacity building support in e.g. overall rebuilding its LE ecosystem after the war damage, but also to continue the EU support in specific areas, such as in preventing and fighting corruption, as well as in investigating and prosecuting war crimes.

⁴⁴ Available on https://www.eeas.europa.eu/delegations/vienna-international-organisations/eu-statement-ninth-session-working-group-smuggling_en

⁴⁵ <https://www.europarl.europa.eu/news/en/press-room/20220616IPR33216/grant-eu-candidate-status-to-ukraine-and-moldova-without-delay-meps-demand>

⁴⁶ Available on: https://ec.europa.eu/commission/presscorner/detail/en/IP_22_4462

⁴⁷ Namely firearms trafficking, migrant smuggling, trafficking in human beings, preventing and countering terrorism and violent extremism, cybercrime and drug trafficking

⁴⁸ Available on: <https://www.consilium.europa.eu/en/policies/eu-response-ukraine-invasion/eu-solidarity-ukraine/>