

Operational Training Needs Analysis on Counterterrorism



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List of abbreviations

- CKC CEPOL Knowledge Centre
- CNU CEPOL National Unit
- EU European Union
- EU-STNA European Union Strategic Training Needs Assessment
- LE Law enforcement
- LETS Law Enforcement Training Scheme
- MB Management Board
- MS Member State
- OTNA Operational Training Need Analysis



Executive Summary

As defined by the Article 3 of the Regulation 2015/2219, CEPOL shall support, develop, implement and coordinate training for law enforcement officials. The **OTNA methodology** (as adopted by the MB decision 32/2017/MB (15/11/2017)) establishes a structured training needs analysis procedure taking into account deliverables of the EU-STNA process.¹ The methodology is being piloted as from November 2017 with limited number of thematic priorities for CEPOL training portfolio planning 2019, namely CSDP Missions and Counterterrorism. This report describes training priorities in the area of Counterterrorism for 2019 based on the analysis of the data received from law enforcement agencies and CEPOL National Units.

In October 2017, CEPOL approached CNUs in 26 Member States² to provide direct contact points in law enforcement agencies (dealing with the subject of the OTNA) of their respective countries; 21 MS responded this initiative. Further on, the questionnaire was sent to these nominated contact points (law enforcement agencies and CEPOL National Units). This resulted in 44 completed answers from different LE agencies from 21 Member States indicating a **relatively high response rate: 80.76% of Member States representing 42 601 law enforcement officials³ across Europe expressed their training needs in the field of Counterterrorism.**

In the questionnaire, potential training needs were presented in four categories: a) CEPOL-relevant EU-STNA outcomes – based on EU-STNA desk research, b) existing training offer, c) emerging EU-level training needs identified by Member States not captured by the EU-STNA and that relates to strands 3 and 4 of the Law Enforcement Training Scheme (LETS) and d) training needs pertaining to strands 1 and 2 of the LETS with a view to CEPOL's possible supporting role as detailed in the LETS.

The **most relevant main topic** for law enforcement officials in this area is related to *foreign terrorist fighters* (85.71% of MSs found it relevant) followed by *financing terrorism, radicalisation and open source intelligence (80.95%)* (Table 1.). The least relevant training need was about *hostage taking* (47.62%).⁴

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

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

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

³ Number of officials, as indicated by the respondents, performing their duties in the area related to Counterterrorism..

⁴ Main topics related to Counterterrorism were defined on the basis of document analysis and expert discussions in the framework of the EU-STNA pilot project.



Table 1. Relevance and urgency rates of main topics

Main tanin	Relevance	Urgency	
Main topics	rate	rate	
			Relevant and
Foreign terrorist fighters	85.71%	85.00%	urgent
			Relevant and
Radicalisation	80.95%	88.00%	urgent
			Relevant and
Financing terrorism	80.95%	84.00%	urgent
			Relevant and
Open source intelligence	80.95%	76.00%	urgent
			Relevant and
Terrorism/Firearms trafficking	71.43%	92.00%	urgent
			Relevant and
Covert Human Intelligence Sources	66.67%	80.00%	urgent
			Relevant and
Protection of soft targets	66.67%	72.00%	urgent
			Relevant and
Critical infrastructure protection	61.90%	68.00%	urgent
			Relevant and
Encryption technologies used to facilitate terrorism	57.14%	76.00%	urgent
			Relevant and
Aftermath of attack	57.14%	72.00%	urgent
			Relevant and
CBRN, CBRNE	57.14%	68.00%	urgent
			Less relevant
Hostage taking	47.62%	64.21%	and urgent
			Less relevant
E-evidence	42.86%	61.18%	and urgent
			Less relevant
De-radicalisation	33.33%	54.48%	and urgent

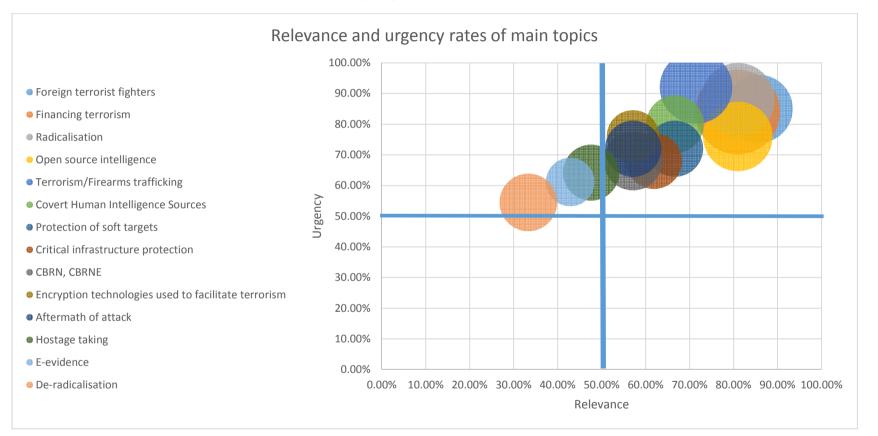
Training topics where more than 50% of MS indicated a relevant training need were considered for further analysis in terms of their content, urgency, proficiency level and number of participants. Furthermore the Eisenhower decision method⁵ was applied to highlight topics that might not reach that threshold but found urgent by respondents (Chart 1.).

⁵ The Eisenhower Decision Principle evaluates tasks using the criteria important/unimportant and urgent/not urgent and places in according quadrants in an Eisenhower Matrix. The order of implementation of tasks should be 1. Important/Urgent 2. Important/Not Urgent 3. Unimportant/Urgent 4. Unimportant/Not Urgent



Chart 1. Relevance and urgency rate of main topics

Size of the bubble indicates number of trainees indicated by respondents.⁶



⁶ Number of trainees requiring awareness, practitioner, advanced practitioner, expert and train-the-trainer level training.



With the aim of better understanding training needs of LE officials various **horizontal aspects** were presented for the assessment of respondents under each topic. While their relevance varies from topic to topic, the overall assessment demonstrated that training should put emphasis on prevention, cross border exchange of information, evidence and criminal intelligence as well as cooperation with non-EU countries. At the same time protection of personal data, knowledge of cultural aspects and history as well as fundamental rights were given less priority. According to CEPOL's mandate "in its training activities, CEPOL should promote common respect for, and understanding of, fundamental rights in law enforcement"⁷ therefore, in-spite of its low ranking, fundamental rights should be given priority when designing the training portfolio on Counterterrorism.

Horizontal aspects	Relevance
•	rate
Prevention	41.46%
Cross border exchange of evidence	40.86%
Cross border exchange of information	40.69%
Cooperation with non-EU countries	39.72%
Cross border exchange of criminal intelligence	37.38%
Better use of EU instruments	36.54%
Information exchange,	34.53%
Undercover operations	33.88%
Common definitions	33.65%
Common sanctions	29.96%
Protection of personal data	29.42%
Knowledge of cultural aspects and history	28.26%
Fundamental rights	25.72%

Table 2. Relevance rate of horizontal aspects

In addition to topics arising from the EU-STNA process and their horizontal **aspects, training activities offered by CEPOL were assessed** by respondents. Most of CEPOL training activities implemented in the field of Counterterrorism were rated relevant (Table 3). Among the residential courses *Fighting terrorism and its financing* (79.97%) and *Foreign fighters, radicalisation and violent extremism - common risk indicators* (74.93%) head the list while *Explosive, security, equipment standards in different environments* was rated with the lowest relevance rate (44.18%). *Identification of Radicalisation* leads the relevance list of webinars (68.39%) followed by topics also rated high among residential courses such as *Foreign fighters and capacity building* (66.47%) or *Financial sources of terrorism* (63.96%).

Table 3. Relevance of CEPOL training activities

CEPOL Residential Course	Relevance rate
Fighting terrorism and its financing	79.97%

⁷ REGULATION (EU) 2015/2219 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 25 November 2015 on the European Union Agency for Law Enforcement Training (CEPOL) and replacing and repealing Council Decision 2005/681/JHA, Art. 4.



Foreign fighters, radicalisation and violent extremism - common risk indicators	74.93%
Identify and discover foreign fighters	72.95%
Terrorism - profiling and prevention	72.82%
Radicalisation, violent extremism - prevention	69.51%
Radicalisation - Opportunities for prevention	68.25%
Passenger Name Record (PNR)	67.45%
Radicalisation in prison facilities	65.05%
Airport security: airport soft target protection	60.71%
Preventing attacks on critical infrastructure	58.02%
De-radicalisation of foreign fighters	52.58%
Radicalisation - Prevent maritime terrorist threat	45.61%
Explosive, security, equipment standards in different	
environments	44.18%

	Relevance
CEPOL exchange programme on Counterterrorism	rate
CEPOL exchange programme on Counterterrorism	66.01%

	Relevance
CEPOL Webinars	rate
Identification of Radicalisation	68.39%
Foreign fighters and capacity building	66.47%
Financial sources of terrorism	63.96%
Cyberterrorism: Threat for the European Union and its	
response	63.23%
Counter terrorism: Managing risks of critical infrastructure	54.30%
Counter violent extremism and radicalisation: the human	
rights perspective	50.17%
Combating the Financing of Terrorism. Experiences of the	
Republic of Poland	50.00%

Respondents indicated that **3477 participants would need training in 2019 from the 21 responding Member States** which means 9256 potential trainees from 26 MSs of the European Union⁸. The highest need is indicated in the proficiency levels of practitioners and experts, while awareness level training is lower on the priority scale (Table 4.). Please find the details of training dimensions in the Analysis section of this report.

Table 4. Proficiency levels and number of participants

Proficiency level	Number of participants	Number of participants, EU (26)
Awareness	178	1118
Practitioner	1162	2938

⁸ Median of number of indicated participants was calculated in order to be able to calculate the potential number of attendees should 26 MS be interested in training.



Total	3477	9256
Train-the-trainer	228	1430
Expert	1096	2340
Advanced practitioner	813	1430

In addition, questionnaire respondents recommended some **new topics and training courses** to be considered for implementation in the areas related to migration, financing terrorism and CBRNE threats.

The outputs of the pilot Operational Training Needs Analysis on Counterterrorism shows that most of the main topics are highly relevant and urgent for law enforcement officials. Foreign terrorist fighters, financing terrorism, radicalisation and open source intelligence should be given priority in training activities. Among the horizontal aspects, the aspect of Prevention across all topics should be emphasized when designing the training portfolio. Furthermore the relevance of areas such as exchange of information, evidence and intelligence together with cooperation with EU institutions should be reflected in the training activities.



Background

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

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

The OTNA methodology (as adopted by the MB decision 32/2017/MB (15/11/2017)) is being piloted as from November 2017 with limited number of thematic priorities for CEPOL training portfolio planning 2019, namely CSDP Missions and Counterterrorism.

The methodology consists of a series of 7 steps encompassing close and dynamic cooperation with the MS, in particular the CEPOL National Units, and LE agencies, and involving CEPOL Knowledge Centres (CKC) in the design of training portfolio. The overall OTNA process entails data collection and analysis, conducted via and corroborated by introductory surveys, detailed questionnaires and expert interviews. The target group referred to in this methodology is law enforcement officials, as defined in Article 2 (1) of Regulation 2015/2219⁹.

In course of January 2018 CEPOL National Units provided contact points to law enforcement agencies in their respective countries through filling out an introductory survey. A questionnaire was developed by CEPOL with the purpose of identifying specific training needs under particular topics, their LETS categorisation, their urgency, proficiency requirements and envisaged number of trainees. The questionnaire was required to be completed for each law enforcement service by the respondent who has the relevant knowledge or access to the relevant knowledge on training matters. The questionnaire was prepared in on-line (Limesurvey) and Microsoft Word versions following the structure suggested in the adopted methodology.

The questionnaire was completed in February 2018, analysis was carried out during March and April, 2018. The OTNA report, together with the proposal for the thematic prioritisation and the targeted number of LE officials to be trained shall be approved by CEPOL Management Board. Following its adoption, CEPOL Knowledge Centres in their respective thematic areas will be tasked to design the training portfolio accordingly.

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



Analysis

Consolidation of data

Data was processed from Limesurvey to Microsoft Excel. In case of France, Italy and Spain CNUs coordinated the data collection, therefore the Microsoft Word version of the questionnaire was used. Furthermore the Polish Border Guard also provided answers in Microsoft Word format. The data from the Microsoft Word questionnaires, after necessary clarification with respondents, was added to the Microsoft Excel sheet.

Response rate

CEPOL approached 26 Member States¹⁰ to provide contact points in law enforcement agencies of their respective countries. The questionnaire was sent to contact points (law enforcement agencies involved in the area of the OTNA and CEPOL National Units) in 21 Member States of the European Union. This resulted in 44 completed answers from different LE agencies from 21 Member States indicating a **relatively high response rate: 80.76% of Member States representing 42 601 law enforcement officials¹¹ across Europe** expressed their training needs in the field of Counterterrorism. Most of responses (65.91%) represented Police followed by officials of a Public order institutions and Financial Intelligence Units (20.45%).

 Border Police
 • Customs

Chart 2. Distribution of responding institutions

Relevance of topics

Main topics

Potential training needs were presented in four categories in the questionnaire:

1. CEPOL relevant EU-STNA outcomes (not all EU-STNA outcomes will fall within CEPOL's remit). CEPOL developed the list of topics based on the preliminary EU-STNA desk research and in cooperation with Europol's Counterterrorism Centre.

¹⁰ The terminology `Member States` refers to 26 Member States of the European Union participating in the CEPOL Regulation, i.e. all Member States excluding Denmark and the United Kingdom.

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



2. Existing training offer, i.e. CEPOL training catalogue 2017 and 2018;

In addition MS were asked to express:

- 3. Emerging EU level training needs identified by the MS not captured by the EU-STNA and that relates to strands 3 and 4 of the LETS.
- 4. Additionally, where explicitly asked by Member States they were provided with the possibility of including training needs pertaining to strands 1 and 2 of the LETS with a view to CEPOL's possible supporting role as detailed in the LETS.

Respondents were asked whether they find a main topic arising from the EU-STNA outcomes relevant for the performance of the LE service. Relevance rate of a given main topic was calculated by summing up how many Member States found each topic relevant. Where several LE agencies submitted identic answers from the same MS entries were consolidated. The ratio of relevance was calculated by dividing the sum of MS that found the topic relevant by the number of responding MSs. In case the relevance rate reaches 50%, i.e., 50% or more of responding MSs found a certain topic relevant then the topic is considered relevant and is processed for further analysis.

Topics that were found relevant (50% or more of MSs found it relevant) – 11 topics out of 14 (topics listed in descending order):

- a. Foreign terrorist fighters
- b. Radicalisation
- c. Financing terrorism
- d. Open source intelligence
- e. Terrorism/Firearms trafficking
- f. Covert Human Intelligence Sources
- g. Protection of soft targets
- h. Critical infrastructure protection
- i. Encryption technologies used to facilitate terrorism
- j. Aftermath of attack
- k. CBRN, CBRNE

Topics that were found less relevant (listed in descending order):

- I. Hostage taking
- m. E-evidence
- n. De-radicalisation

Table 1. Relevance rate of main topics

Main topics	Relevance rate
Foreign terrorist fighters	85.71%
Radicalisation	80.95%
Financing terrorism	80.95%
Open source intelligence	80.95%
Terrorism/Firearms trafficking	71.43%
Covert Human Intelligence Sources	66.67%
Protection of soft targets	66.67%
Critical infrastructure protection	61.90%



Encryption technologies used to facilitate terrorism	57.14%
Aftermath of attack	57.14%
CBRN, CBRNE	57.14%
Hostage taking	47.62%
E-evidence	42.86%
De-radicalisation	33.33%

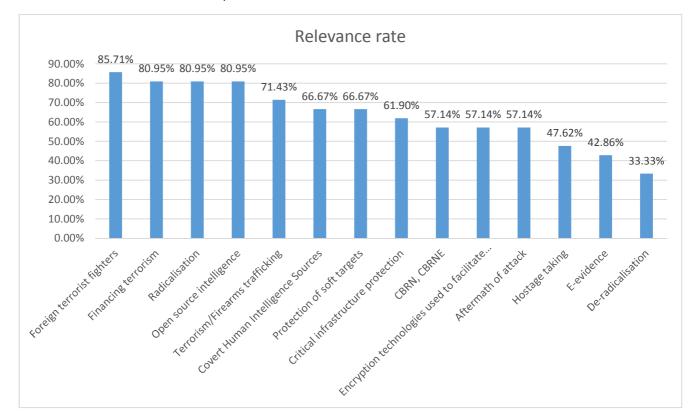


Chart 3. Relevance rate of main topics

CEPOL Training catalogue

The questionnaire listed all CEPOL courses from 2017 and 2018 from the field of Counterterrorism. Respondents were asked to rate the relevance of each training activity on a four-item Likert-type scale: Not relevant at all – Somewhat relevant – Relevant –Very relevant. In case they do not dispose of information about a training activity the option `I can`t judge` was offered.

Answers `I can't judge` were not given any value when calculating averages. The scale Not relevant at all – Somewhat relevant – Relevant –Very relevant was converted to a scale 0-2-4-6 The minimum value is 0 because `not relevant at all` means zero relevance. The relevance score of each course was calculated by drawing the sum of the responses. Where several LE services gave answers from the same country the average given by LE services for each course was calculated and used as the relevance level indicated by that particular country. In case the relevance score (i.e. the sum of scores given by each country) reaches 50% of the maximum score (6*21 i.e. Very relevant multiplied by the number of responding MSs), the course is found relevant. Data on training activities that did not reach 50% of relevance rate was not processed further.



Relevant CEPOL residential courses are (listed in descending order):

- a. Fighting terrorism and its financing
- b. Foreign fighters, radicalisation and violent extremism common risk indicators
- c. Identify and discover foreign fighters
- d. Terrorism profiling and prevention
- e. Radicalisation, violent extremism prevention
- f. Radicalisation Opportunities for prevention
- g. Passenger Name Record (PNR)
- h. Radicalisation in prison facilities
- i. Airport security: airport soft target protection
- j. Preventing attacks on critical infrastructure
- k. De-radicalisation of foreign fighters

Less relevant CEPOL courses are listed below, in descending order:

- I. Radicalisation Prevent maritime terrorist threat
- m. Explosive, security, equipment standards in different environments

Most of CEPOL residential courses (11 out of 13) courses were found relevant by responding Member States. All webinars offered by CEPOL on Counterterrorism as well as CEPOL's Exchange Program on Counterterrorism reached at least 50% of relevance rate.

The residential course titled Terrorism – profiling and prevention reached a high relevance rate (72.82%) while the content of the course is not featured under any of the main topics. Therefore, the course was listed under the section *Further training needs*.

Table 2. Relevance of CEPOL training activities

CEPOL Residential Course	Relevance
	rate
Fighting terrorism and its financing	79.97%
Foreign fighters, radicalisation and violent extremism - common risk indicators	74.93%
Identify and discover foreign fighters	72.95%
Terrorism - profiling and prevention	72.82%
Radicalisation, violent extremism - prevention	69.51%
Radicalisation - Opportunities for prevention	68.25%
Passenger Name Record (PNR)	67.45%
Radicalisation in prison facilities	65.05%
Airport security: airport soft target protection	60.71%
Preventing attacks on critical infrastructure	58.02%
De-radicalisation of foreign fighters	52.58%
Radicalisation Prevent maritime terrorist threat	45.61%
Explosive, security, equipment standards in different	
environments	44.18%

	Relevance
CEPOL exchange programme on Counterterrorism	rate



CEPOL exchange programme on Counterterrorism	66.01%
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	Relevance
CEPOL Webinars	rate
Identification of Radicalisation	68.39%
Foreign fighters and capacity building	66.47%
Financial sources of terrorism	63.96%
Cyberterrorism: Threat for the European Union and its	
response	63.23%
Counter terrorism: Managing risks of critical infrastructure	54.30%
Counter violent extremism and radicalisation: the human	
rights perspective	50.17%
Combating the Financing of Terrorism. Experiences of the	
Republic of Poland	50.00%

Fine-tuning of topics for further analysis

The list of relevant main topics and relevant CEPOL courses was cross-checked with the aim of identifying further training needs that might not be covered by the EU-STNA outcomes. The residential course titled Terrorism – profiling and prevention reached high relevance rate (72.82%) while the content of the course is not featured under any of the main topics. Therefore, the course was listed under the section *Further training needs*.

All other CEPOL courses are covered by the main topics. Further analysis of the content of main topics can be found under the section *Training dimensions*.

Training dimensions

Respondents were asked to indicate the proficiency level of training needed under each main topic. The levels of proficiency were the following: Awareness, Practitioner, Advanced practitioner, Expert and Train-the-trainer. (Please find detailed description of proficiency levels in Annex 1.) Each proficiency level under each main topic has related data such as urgency level and the number of requested participants.

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

The Likert-type scale of urgency levels (Training need is low –not urgent at all, Training need is secondary – not urgent, Training need is moderate – somewhat urgent, Training need is urgent, Training need is crucial – very urgent) was converted into numerical scale from 1-5, five meaning Training need is crucial – very urgent. The highest urgency score under each proficiency level was taken into account. Please find the detailed description of urgency levels in Annex 2.

Number of participants was calculated as the sum of the participants indicated by each MS. Median of number of participants was calculated in order to be able to calculate the potential number of



attendees should all MS¹² take part in the training. As 29% of (26) MSs did not fill in the questionnaire and several LE agencies could not estimate the number of potential participants, there might be further interest in a certain training than indicated under the total number of participants.

Proficiency level	Number of participants	Number of participants, EU (26)
Awareness	178	1118
Practitioner	1162	2938
Advanced		1430
practitioner	813	
Expert	1096	2340
Train-the-trainer	228	1430
Total	3477	9256

Table 4. Proficiency levels and number of participants

Identification of horizontal aspects

With the aim of better understanding training needs various horizontal aspects were presented for assessment under each topic. Respondents could rate the relevance of each horizontal aspect on the following scale: Not relevant at all – Somewhat relevant – Relevant –Very relevant – Extremely relevant. This scale was converted into a numerical scale 0-2-4-6-8. The minimum value is 0 because `not relevant at all` means zero relevance. The relevance score of each horizontal aspect was calculated by drawing the sum of the responses. Where several LE services gave answers from the same country the average given by LE services for each horizontal aspect was calculated and used as the relevance level indicated by that particular country. In case the relevance score (i.e. the sum of scores given by each country) reached 50% of the maximum score (8*X, i.e. Extremely relevant multiplied by the number of responding MSs that found that particular main topic relevant), the aspect is found relevant.

While their relevance varies from topic to topic, the overall assessment demonstrated that training should put emphasis on prevention, cross border exchange of information, evidence and criminal intelligence as well as cooperation with non-EU countries. At the same time protection of personal data, knowledge of cultural aspects and history as well as fundamental rights were given less priority. According to CEPOL's mandate "in its training activities, CEPOL should promote common respect for, and understanding of, fundamental rights in law enforcement"¹³ therefore, in-spite of its low ranking, fundamental rights should be given priority when designing the training portfolio on Counterterrorism.

Table 5.	Relevance	rate of h	norizontal	aspects
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Horizontal aspects	Relevance rate
Prevention	41.46%

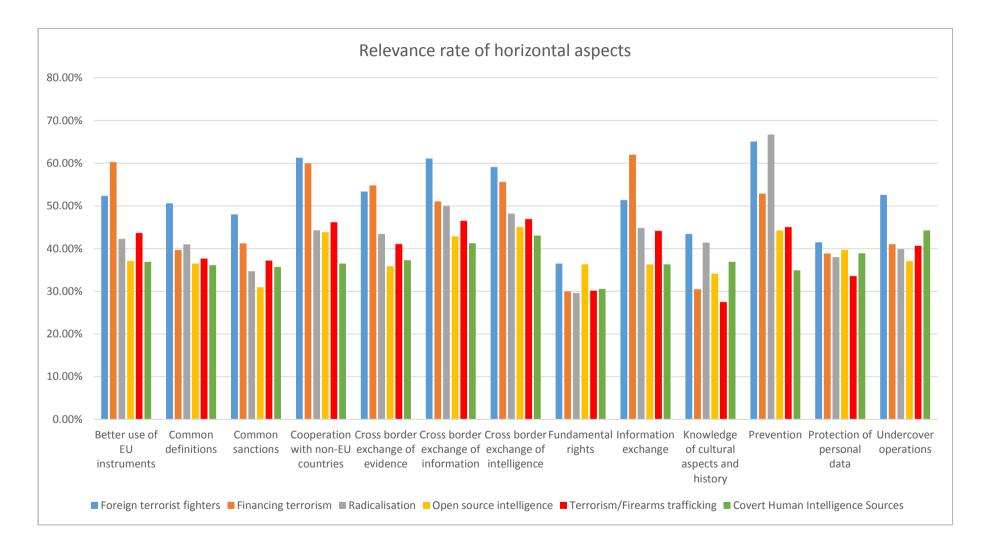
¹² All EU member States not including Denmark and the UK.

¹³ REGULATION (EU) 2015/2219 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 25 November 2015 on the European Union Agency for Law Enforcement Training (CEPOL) and replacing and repealing Council Decision 2005/681/JHA, Art. 4.

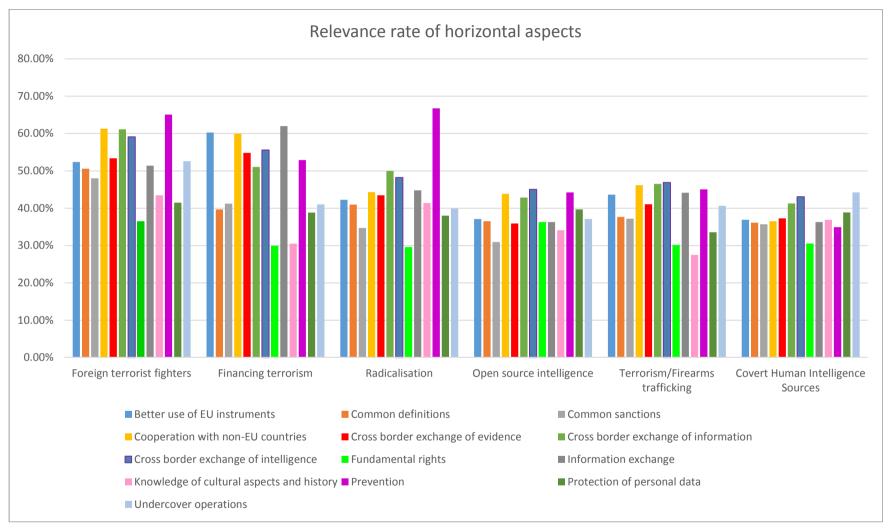


36%
5070
59%
72%
38%
54%
53%
38%
55%
96%
42%
26%
72%

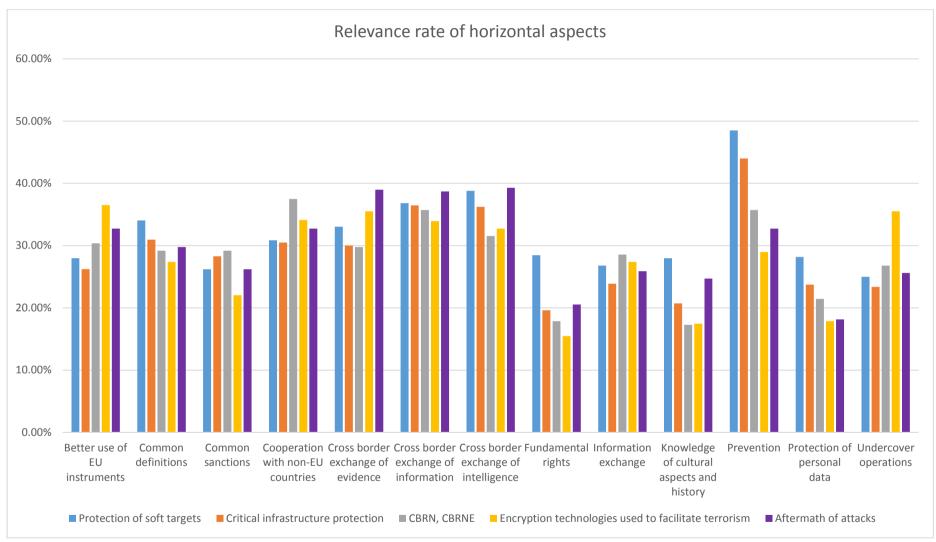




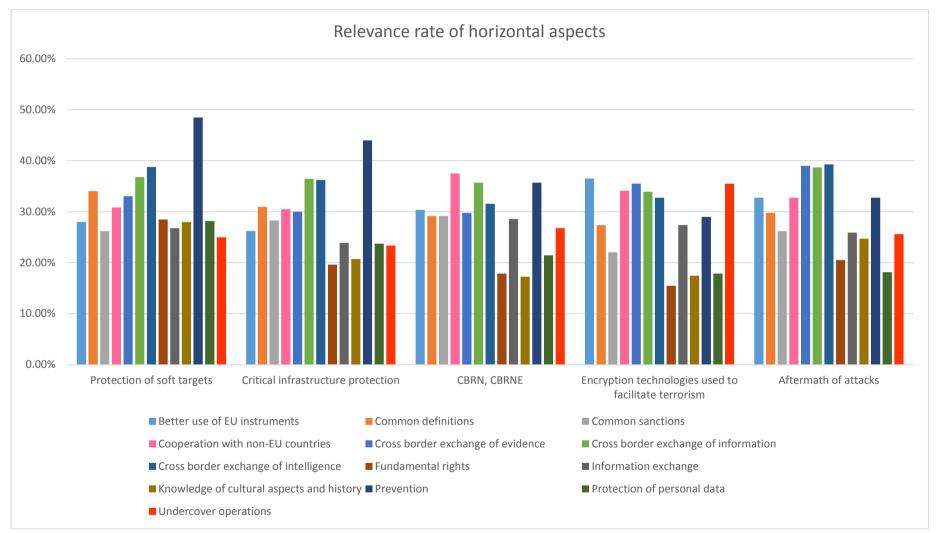














Further training needs

Emerging EU level training needs identified by the MS not captured by the EU-STNA and that relate to strands 3 and 4 of the LETS could be indicated under `Further training needs`. Additionally, respondents were offered the option of indicating training needs related to strands 1 and 2 of the LETS with a possibility of including them with a view to CEPOL's possible supporting role as detailed in the LETS.

The following training needs were identified in addition to the analysis above.

1) CEPOL course: Terrorism – profiling and prevention

This topic was not covered by the preliminary EU-STNA outcomes, but respondents rated the relevance of the concerning CEPOL course high, therefore it should be taken into consideration when designing the training portfolio.

Related to Strand 3.of LETS

 Advanced practitioner's seminar on counterterrorism Suggestion from Czech Republic Related to Strand 3.of LETS

Proficiency	Urgency	Number of participants		
level	level	Total	Median	Extrapola tion for all MSs
Advanced practitioner	3	6	6	156

 Basic information about refugees and illegal immigrants. Amount of refugees, routes they use, nationality etc.
 Suggestion from Finland

Related to Strand 1.of LETS

Proficiency	Urgency	Number of participants		
level	level	Total	Median	Extrapola tion for all MSs
Awareness	2	50	50	1300

 4) Electronics Design and Defeat (EOD/IED Suggestion from Lithuania Related to Strand 2. of LETS

Proficiency	Urgency	Number of participants		
level	level	Total	Median	Extrapola tion for all MSs
Advanced practitioner	3	2	2	52



5) Operational management during a terrorist crisis (informational flow, competent agencies cooperation, the role of the civil society/community and local administration etc). Suggestion from Romania Related to Strand 3. of LETS

Proficiency	Urgency	Number of participants		
level	level	Total	Median	Extrapola tion for all MSs
Expert	3	20	20	520

6) IED Disposal/CBRN Threats Suggestion from Poland Related to Strand 3. of LETS

Proficiency	Urgency	Number of participants		
level	level	Total	Median	Extrapola tion for all MSs
Train-the trainer	4	15	15	390

- 7) Strengthen multidisciplinary cooperation on financial investigations Suggestion from Spain, no further information was provided
- 8) Vehicular Semi-automated and Autonomous Systems, Security Threats Suggestion from Germany, please find justification in Annex 3.
- 9) Crime Control and Traffic Safety Suggestion from Germany, please find justification in Annex 3.
- 10) Counter financing Terrorism and Terrorism Tracking Financing program Suggestion from Italy Related to Strand 3. of LETS

Proficiency	Urgency	Number of participants		
level	level	Total	Median	Extrapola tion for all MSs
Expert	3	10	10	260



Training dimensions for main topics

Each main topic was analysed in terms of level of proficiency. Levels of proficiency are: Awareness, Practitioner, Advanced practitioner, Expert and Train-the-trainer. For each level of proficiency respondents indicated the potential number of participants and the urgency of level of training. Training need is low –not urgent at all, Training need is secondary – not urgent, Training need is moderate – somewhat urgent, Training need is urgent, Training need is crucial – very urgent) was converted into numerical scale from 1-5, five meaning Training need is crucial – very urgent. The highest urgency score under each proficiency level was taken into account.

With the aim of better understanding training needs various horizontal aspects were presented for assessment under each topic. Respondents could rate the relevance of each horizontal aspect on the following scale: Not relevant at all – Somewhat relevant – Relevant –Very relevant – Extremely relevant. This scale was converted into a numerical scale 0-2-4-6-8. The minimum value is 0 because `not relevant at all` means zero relevance. The relevance score of each horizontal aspect was calculated by drawing the sum of the responses. Where several LE services gave answers from the same country the average given by LE services for each horizontal aspect was calculated and used as the relevance level indicated by that particular country. In case the relevance score (i.e. the sum of scores given by each country) reaches 50% of the maximum score (8*X, i.e. Extremely relevant multiplied by the number of responding MSs that found that particular main topic relevant), the aspect is found relevant.

Furthermore, under broader main topics, respondents were asked to rank the relevance of several subtopics. Relevance rate was calculated by the same method as under horizontal aspects.

This chapter presents detailed training needs related to each main topic. The first table of each main topic shows the proficiency levels and their related urgency rate and number of participants. The median of number of participants was calculated in order to be able to assess how many potential participants can be expected at a certain proficiency level from the 26 Member States that fall in the scope of this analysis. The column titled `Extrapolation for all MSs` contains the potential number of participants from 26 Member States.

The second table indicates the relevance rating of horizontal aspects while the third table displays the relevance rates of subtopics.

Respondents were offered to indicate further training needs within the given main topic. In case there were suggestions of further topics, they are listed in the last section of each main topic.

1. Foreign terrorist fighters

Proficiency level	Urgency level	Number of participants	Median	Number of participants, 26 MS
Awareness				
Practitioner	5	89	8	208



Advanced				
practitioner	5	137	7.5	195
Expert	4	116	10	260
Train-the-				
trainer	3	7	3.5	91
Total		349		754

Relevance rate of horizontal aspects:

Horizontal aspects	Relevance rate
Prevention	65.08%
Cooperation with non-EU countries	61.31%
Cross border exchange of information	61.11%
Cross border exchange of intelligence	59.13%
Cross border exchange of evidence	53.37%
Undercover operations	52.58%
Better use of EU instruments	52.38%
Information exchange	51.39%
Common definitions	50.60%
Common sanctions	48.02%
Knowledge of cultural aspects and history	43.45%
Protection of personal data	41.47%
Fundamental rights	36.51%

Relevance rate of subtopics

Subtopics	Relevance rate
Returnees, their profiling, risk indicators.	74.40%
MSs to provide data to Europol on all known and suspected FFs	67.66%
Movement of FFs (filter at borders, strengthen external borders	
control)	65.87%

In addition respondents indicated the following training needs:

- How foreign fighters that are not jihadist or ISIS members (opposed to Assad Regime) can be handled?
- FTF trends and exchange of Intel, knowledge and good practices trainings
- 2. Financing terrorism



Proficiency level	Urgency level	Number of participants	Median	Number of participants, 26 MS
Awareness	4	42	2	52
Practitioner	5	94	10	260
Advanced practitioner	4	176	3	78
Expert	3	124	10	260
Train-the-trainer	5	103	7.5	195
Total		539		845

Relevance rate of horizontal aspects:

Horizontal aspect	Relevance rate
Information exchange, better use of PNR; Information	
exchange; SIENA; ECRIS; Visa Information System,	
EURODAC, Entry-Exit System, ETIAS	62.00%
Better use of EU instruments: Joint investigation teams;	
Better use of EU instruments; Agencies: Europol and	
Eurojust; freezing and confiscation orders	60.27%
Cooperation with non-EU countries	59.97%
Cross border exchange of information	55.61%
Cross border exchange of criminal intelligence	54.81%
Prevention	52.88%
Cross border exchange of evidence	51.04%
Common sanctions	41.22%
Undercover operations	41.02%
Common definitions	39.68%
Protection of personal data	38.84%
Knowledge of cultural aspects and history	30.51%
Fundamental rights	29.96%

Relevance rate of subtopics

Subtopic	Relevance rate
New payment methods (virtual currencies, prepaid	
instruments)	65.87%
Exchange of best practices on investigation techniques of	
financing terrorism	63.39%
Terrorist Financial Tracking Program	58.78%
Freezing measures	54.37%
Recognition of criminal assets freezing and confiscation	
orders	54.27%
Financial Intelligence Units	53.82%



Centralised bank and payment account registers and	
central data retrieval systems	53.37%
Money laundering	53.03%
Cash payment	52.18%
Related crimes drug smuggling, trafficking of weapons,	
infiltration of financial markets, illegal wildlife trafficking,	
smuggling of cultural goods	51.74%
Better cooperation between Financial Intelligence Units	51.44%
Blacklist of high-risk third countries	47.77%

In addition respondents indicated the following training needs:

- Future developments, Hawala-Banking
- According to already mentioned financing trainings: virtual payment/dark web, bitcoin etc. payments.
- According to other types of terrorism awareness, exchange of good practice/advanced trainings, etc.
- Cryptocurrencies

3. Radicalisation

Training dimensions

Proficiency level	Urgency level	Number of participants	Median	Number of participants, 26 MS
Awareness	3	23	2	52
Practitioner	5	104	10	260
Advanced				
practitioner	5	89	10	260
Expert	5	158	7.5	195
Train-the-				
trainer	4	33	5	130
Total		407		897

Horizontal aspect	Relevance rate
Prevention	66.75%
Cross border exchange of information	50.00%
Cross border exchange of intelligence	48.21%
Information exchange	44.81%
Cooperation with non-EU countries	44.30%
Cross border exchange of evidence	43.45%
Better use of EU instruments	42.26%
Knowledge of cultural aspects and history	41.41%



Common definitions	40.99%
Undercover operations	39.88%
Protection of personal data	38.01%
Common sanctions	34.69%
Fundamental rights	29.59%

Relevance rate of subtopics

Subtopic	Relevance rate
Terrorist propaganda, on-line hate speech	69.05%
Extremism (left, right wing), jihadism, IS, xenophobia, racism,	
discrimination.	66.58%
Exchange of best practices	63.61%
Cooperation with institutions: Internet Referral Unit, EU Internet Forum,	
Radicalisation Awareness Networks, European Counterterrorism Centre,	
Europol, Eurojust, CEPOL	58.50%
Information exchange: Share information on released radical convicts,	
Better use of ECRIS, Protection of personal data	44.13%
Cooperation: Cross-sectoral cooperation, UNESCO, OECD, CoE, NGOs,	
civil society, Policymakers, academia, private sector, Between MS judicial	
authorities	42.94%
Radicalisation in prisons	26.19%

In addition respondents indicated the following training needs:

- Already mentioned trainings, cooperation and aspects
- Training: basic advanced
- Cross-border cooperation with LE agencies and intelligent services
- RAN, First Line projects etc.
- Analysing of practical cases/investigations in MS regarding prevention of radicalization

4. Open source intelligence

Proficiency level	Urgency level	Number of participants	Median	Number of participants, 26 MS
Awareness	4	33	6	156
Practitioner	4	142	10	260
Advanced practitioner	4	76	5	130
Expert	4	102	10	260
Train-the-trainer	3	9	4.5	117
Total		362		923



Horizontal aspects:

	Relevance
Horizontal aspect	rate
Cross border exchange of intelligence	45.04%
Prevention	44.25%
Cooperation with non-EU countries	43.85%
Cross border exchange of information	42.86%
Protection of personal data	39.68%
Undercover operations	37.10%
Better use of EU instruments	37.10%
Common definitions	36.51%
Fundamental rights	36.31%
Information exchange	36.31%
Cross border exchange of evidence	35.91%
Knowledge of cultural aspects and history	34.13%
Common sanctions	30.95%

In addition respondents indicated the following topics:

- Open Source Intelligence and fighting terrorism
- Automated information gathering
- Information gathering on blogs
- Analysing comments on webpages
- OSINT influence on public opinion
- Information gathering on Deep Web
- Social media analysis
- Analyse and use of open source Intel.
- Practical cases showing what different tools can be used in order to analyse open sources, how to retrieve reliable information

5. Terrorism/Firearms trafficking

Proficiency level	Urgency level	Number of participants	Median	Number of participants, 26 MS
Awareness	3	7	2	52
Practitioner	5	198	10	260
Advanced practitioner	5	73	5	130
Expert	5	107	10	260
Train-the-trainer	5	10	3	78
Total		395		780



Horizontal aspects:

	Relevance
Horizontal aspect	rate
Cross border exchange of intelligence	46.91%
Cross border exchange of information	46.51%
Cooperation with non-EU countries	46.17%
Prevention	45.04%
Information exchange	44.13%
Better use of EU instruments	43.65%
Cross border exchange of evidence	41.07%
Undercover operations	40.65%
Common definitions	37.67%
Common sanctions	37.22%
Protection of personal data	33.56%
Fundamental rights	30.16%
Knowledge of cultural aspects and history	27.49%

Relevance rate of subtopics

Subtopics	Relevance rate
Access to firearms, explosives and precursors	47.99%
Reactivation of firearms	46.60%
Firearms, Explosives	45.95%
Explosive precursors	43.85%
Traceability and destruction of prohibited weapons	43.23%
Better information exchange	49.09%

In addition respondents indicated the following training needs:

- A high-key area requiring EU cooperation is the improvement of good practices in profiling terrorist threats.
- Cooperation at sea is particularly important as well as during operations under cover (including activities among illegal refugees). The catalogue should include the needs of practical exercises of related services of the EU.
- 6. Covert Human Intelligence Sources

Proficiency level	Urgency level	Number of participants	Median	Number of participants, 26 MS
Awareness	3	7	3.5	91



Practitioner	4	85	5	130
Advanced				
practitioner	5	62	4.5	117
Expert	4	82	10	260
Train-the-				
trainer	4	13	5	130
Total		249		728

Horizontal aspects:

	Relevance	
Horizontal aspects	rate	
Undercover operations	44.25%	
Cross border exchange of intelligence	43.06%	
Cross border exchange of information	41.27%	
Protection of personal data	38.89%	
Cross border exchange of evidence	37.30%	
Better use of EU instruments	36.90%	
Knowledge of cultural aspects and history	36.90%	
Cooperation with non-EU countries	36.51%	
Information exchange	36.31%	
Common definitions	36.11%	
Common sanctions	35.71%	
Prevention	34.92%	
Fundamental rights	30.56%	

In addition respondents indicated the following training needs:

• Source recruitment in the world of encrypted communication

7. Protection of soft targets

Proficiency level	Urgency level	Number of participants	Median	Number of participants, 26 MS
Awareness	3	21	5.5	143
Practitioner	4	56	5	130
Advanced				
practitioner	3	49	3.5	91
Expert	4	91	6.5	169
Train-the-				
trainer	4	20	10	260
Total		237		793



Relevance rate of horizontal aspects:

Horizontal aspects	Relevance rate
Prevention	48.51%
Cross border exchange of intelligence	38.79%
Cross border exchange of information	36.81%
Common definitions	34.03%
Cross border exchange of evidence	33.04%
Cooperation with non-EU countries	30.85%
Fundamental rights	28.47%
Protection of personal data	28.17%
Better use of EU instruments	27.98%
Knowledge of cultural aspects and history	27.98%
Information exchange	26.79%
Common sanctions	26.19%
Undercover operations	25.00%

Relevance rate of subtopic

Subtopic	Relevance rate
Public spaces	53.67%

In addition respondents indicated the following training needs:

- Advanced trainings with practical cases/good practices
- Major events (sportive, cultural, social etc.)

8. Critical infrastructure protection

Training dimensions

Proficiency level	Urgency level	Number of participants	Median	Number of participants, 26 MS
Awareness	1	0	0	0
Practitioner	4	100	10	260
Advanced				
practitioner	4	64	7	182
Expert	4	63	1	26
Train-the-				
trainer	4	8	4	104
Total		235		572



Horizontal aspects	Relevance rate
Prevention	44.01%
Cross border exchange of information	36.47%
Cross border exchange of intelligence	36.23%
Common definitions	30.95%
Cooperation with non-EU countries	30.48%
Cross border exchange of evidence	30.00%
Common sanctions	28.29%
Better use of EU instruments	26.23%
Information exchange	23.89%
Protection of personal data	23.73%
Undercover operations	23.37%
Knowledge of cultural aspects and history	20.71%
Fundamental rights	19.60%

Relevance rate of subtopics

Subtopic	Relevance rate
Airport security	52.86%
Road and transport sector	51.07%
Maritime security	39.33%
Identification and designation	38.53%

In addition respondents indicated the following training needs:

- IT infrastructure. electricity infrastructure
- 9. CBRN, CBRNE

Training dimensions

Proficiency level	Urgency level	Number of participants	Median	Number of participants, 26 MS
Awareness	2	23	10	260
Practitioner	4	131	30	780
Advanced				
practitioner	3	29	4	104
Expert	4	67	2.5	65
Train-the-				
trainer	4	9	4.5	117
Total		259		1326



Horizontal aspects	Relevance rate
Cooperation with non-EU countries	37.50%
Prevention	35.71%
Cross border exchange of information	35.71%
Cross border exchange of intelligence	31.55%
Better use of EU instruments	30.36%
Cross border exchange of evidence	29.76%
Common definitions	29.17%
Common sanctions	29.17%
Information exchange	28.57%
Undercover operations	26.79%
Protection of personal data	21.43%
Fundamental rights	17.86%
Knowledge of cultural aspects and history	17.26%

In relation to this area no additional topics were identified.

10. Encryption technologies used to facilitate terrorism

Training dimensions

Proficiency level	Urgency level	Number of participants	Median	Number of participants, 26 MS
Awareness	4	20	10	260
Practitioner	4	63	5	130
Advanced				
practitioner	4	18	3.5	91
Expert	4	99	10	260
Train-the-				
trainer	3	7	3.5	91
Total		207		832

	Relevance
Horizontal aspects	rate
Better use of EU instruments	36.51%
Undercover operations	35.52%
Cross border exchange of evidence	35.52%
Cooperation with non-EU countries	34.13%
Cross border exchange of information	33.93%



Cross border exchange of intelligence	32.74%
Prevention	28.97%
Common definitions	27.38%
Information exchange	27.38%
Common sanctions	22.02%
Protection of personal data	17.86%
Knowledge of cultural aspects and history	17.46%
Fundamental rights	15.48%

In addition respondents indicated the following training needs:

- Exchange experiences on how to decrypt information.
- 11. Aftermath of attack

Training dimensions

Proficiency level	Urgency level	Number of participants	Median	Number of participants, 26 MS
Awareness	3	2	2	52
Practitioner	4	100	10	260
Advanced				
practitioner	4	40	2	52
Expert	3	87	12.5	325
Train-the-				
trainer	4	9	4.5	117
Total		238		806

Horizontal aspects	Relevance rate
Cross border exchange of intelligence	39.29%
Cross border exchange of evidence	38.99%
Cross border exchange of information	38.69%
Prevention	32.74%
Better use of EU instruments	32.74%
Cooperation with non-EU countries	32.74%
Common definitions	29.76%
Common sanctions	26.19%
Information exchange	25.89%
Undercover operations	25.60%
Knowledge of cultural aspects and history	24.70%
Fundamental rights	20.54%



Protection of personal data	18.15%
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Relevance rate of subtopics

Subtopics	Relevance rate
Communication	47.02%
Risks	46.43%
Negotiations	42.26%

In addition respondents indicated the following training needs:

- Exchange of experiences and best practice from recent attacks in different European countries.
- Operational control transfer between the competent agencies.



Annexes

Annex 1. Proficiency levels

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



Annex 2. Urgency levels

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

Please see the levels below:

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



Annex 3. Justification of courses on *Vehicular Semi-automated and Autonomous Systems, Security* and *Threats and Crime Control Traffick Safety*

In recent practice it occurred that the use of the traffic infrastructure and the use of motor vehicles (trucks, vans, cars etc.) as terrorist means of attacks has become the most convenient, cheapest and best available method of choice and common practice in carrying out terrorist attacks. Amongst other reasons the overall-availability at any time of vehicles and the simplicity of turning vehicles into terror weapons makes it necessary to take a closer look at the developments regarding autonomous systems related to traffic and vehicles.

To emphasize this point of view below is listed the terrorist attacks Europe had to face in the last 2 years in this context:

- Nice, 14 July 2016: An assassin drives a truck through a crowd on the Promenade des Anglais. 86 people were killed and more than 400 were injured, some of them seriously.
- **Berlin, December 19, 2016:** A truck is driving into a crowd. Eleven people die at the Christmas market on Breitscheidplatz in the heart of Berlin.
- **Stockholm, 7 April 2017:** An assassin drives a truck through the pedestrian zone of the Swedish capital. Five people die.
- London, 3 June 2017: Two assassins drive a small truck into a crowd on London Bridge. Seven people die.
- **Barcelona, 17 August 2017:** An assassin drives a small truck through a crowd on Boulevard La Rambla in the centre of Barcelona. 14 people die.

There might be some good reason in practice and also in training and further training not to lose sight of or not to neglect the traffic sector in the line of terrorism counter strategies. As a matter of fact there are good reasons to take a closer look at crime/terror control and the connection to traffic safety work.

Speaking of connectivity: This also counts for the data management of social media platforms that traffic vehicles represent already and in the future will be about to become. The generated data can be used as evidence and clues in the line of terror investigation measures. In vehicle data informs investigators on who drove a vehicle or when it was driven from where to where and what exactly happened with the vehicle is used as a terror weapon.

Vehicles could be set in motion but also be stopped by wireless remote-controlled technology. The proper use and the knowledge of the very existence of this technology could probably not completely prevent all terrorist attacks along the lines of Nice or Barcelona but the terrorists could possibly be stopped after just a few metres.

In many areas listed in Europol's current report on cross-border serious and organized crime (SOCTA 2017), the vehicle is either a means of action or, in the pre-offence and post-offence phases, a necessary means of transport, approach or escape, particularly in the areas of trafficking of drugs, illicit waste, endangered species, firearms and human beings and organized property crimes.



In addition, the increasing automation of motor vehicles which in the near future will function as a social media communication platforms is leading to new forms of crime, from hacking, spoofing and jamming to other conceivable cyber attacks.

Finally, the opinion of the Scientific Advisory Board on the SOCTA 2017 report can be quoted, according to which there is a "need to ensure that areas of criminal activity (including terrorism) are looked at as a whole" (Source, No. 2).

And this holistic view also includes the consideration of transport routes and means, which makes serious and organized cross-border and international crime in the above-mentioned forms possible in the first place.