

# Training catalogue 2015



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# Foreword

Fundamental changes have occurred over the past 15 years in the European Union's security architecture: the Treaty of Lisbon, a new internal security strategy with renewed institutions and mechanisms, a policy cycle on international serious and organised crime, just to name a few. These developments are having a significant impact on how the EU tackles internal security and its external aspects via law enforcement training.

Today's diverse patterns of transnational crime can only be countered by more effective cross-border cooperation with police, customs, border guards and other authorities working closely together. Unless those authorities are properly trained and unless there is sufficient mutual trust, cooperation will not be as effective.

The challenges are great and should not be underestimated. This is the mission the European Police College (CEPOL) contributes to.

CEPOL is responsible for a large number of activities implemented primarily by the network of national training institutions of the EU Member States. Our collective commitment is the driving power and the guarantee that our courses, seminars, conferences or exchange programmes are characterised by qualitative learning. Thousands of participants have confirmed the high quality of our trainings year after year. In 2015, over 83 residential courses and 59 webinars will be implemented. The 2015 annual work programme has been built with input from the agency's network and stakeholders, resulting in topical and focused activities designed to meet the needs of Member States and the overall requirements stemming from the EU internal security strategy. The portfolio of activities developed for 2015 is aligned with priorities deriving from the EU Internal Security Strategy addressing public security threats including their external aspects. Activities will cover policing issues ranging from leadership to law enforcement techniques and EU cooperation to counter-terrorism. Learning products are designed to facilitate the development of competencies, the sharing of knowledge and good practices and to contribute to the development of a common European law enforcement culture... Furthermore, 2015 will see the launch of the European joint master programme (EJMP), the first EU academic programme aimed at addressing common challenges of police cooperation in the framework of internal security.

Details of the activities planned for 2015 can be found on the following pages. The most up-to-date information, including dates, locations and registration information can be found on CEPOL's website.

I hope that our training portfolio is of interest to you. CEPOL will continue to make learning more accessible to law enforcement officers. We would be delighted to welcome you to one of our activities this year.



**Dr Ferenc Bánfi**  
*Director*



# Approaches to learning

The European Police College has been working with national training institutes in the EU for more than 10 years, with the aim of strengthening police cooperation through learning.

CEPOL training and learning activities encourage development of competencies vital for the internal security of the Union, exchange of knowledge and experience and, most importantly, offer the opportunity for networking and the development of long-lasting professional networks.

CEPOL employs a multi-layered approach to learning, with different activities complementing one another. CEPOL's blended learning tools include:

- Residential courses and seminars;
- Webinars (online seminars);
- E-learning modules;
- Bilateral exchanges through the European police exchange programme;
- Common curricula.

To ensure quality of learning, CEPOL conducts a two-step evaluation of all residential activities, using a version of the Kirkpatrick model adapted to CEPOL's needs.

In addition to its residential activities, CEPOL offers several e-learning tools. Participants can choose from online modules, webinars and platforms for online communities. These tools allow law enforcement professionals to increase their knowledge, share their experiences and develop their competences. Whether applied in self-paced, individually directed learning or as a blended add-on to residential training, police officers can benefit from interactive learning and can easily access the learning content again at any time from any location. Demand for online learning has been steadily growing. In 2015, CEPOL will implement 62 webinars organised around nine priority topics for the security of the citizens in the European Union.

Residential activities are delivered for highly specialist training. Online learning supports these activities. It is used to raise awareness and to address ad hoc training needs (webinars).

As police training and education is fundamental for excellent policing, it is imperative to make sure that national police training on cross-border issues covers the same topics and ensures at least a similar level of instruction and training outcomes in all Member States. The objective of the common curricula is to contribute to the harmonisation of police training with the Member States while respecting national sovereignty with regard to the organisation and implementation of police training and education programmes. Within a wider scope, they aim at supporting the objectives of the Stockholm programme and its related actions.

The main objective of the programme is to enhance police cooperation on combating crime and increase cooperation on police training. It is based on enhanced mobility, mutual learning, exchange of experiences and good practices. The programme itself provides participants with

the opportunity to create a network of colleagues and to familiarise themselves with working methods of other countries.

All activities are supported by e-Net, CEPOL's online learning platform. Through e-Net, users have access to tools and resources that support and prolong the learning experience.

More information can be found at CEPOL's website, including the most up-to-date specifics concerning dates, location and registration modalities.

Details of the CEPOL activities planned for 2015 can be found on the following pages. The most up-to-date information, including dates, locations and registration information can be found on CEPOL's website



# Training activities 2015

## EU POLICY CYCLE 2014-2017

The EU policy cycle highlights the most severe threats to internal security faced by Member States: 'Serious and organised crime is an increasingly dynamic and complex phenomenon and remains a significant threat to the safety and prosperity of the EU. Transnational crime can only be countered by cross-border cooperation with police, customs, border guards and other authorities working together. Unless those authorities are properly trained, and unless there is sufficient mutual trust, cooperation will not be as effective. Against this background, the strategic and operational goals in the fight against organised and serious cross-border crime and terrorism need to be underpinned by coherent, recognised and high-quality training in specialised and centrally prioritised areas for EU law enforcement officers involved in transnational cooperation'.

In order to meet the training needs of law enforcement officers as highlighted by the EU serious and organised crime threat assessment (SOCTA), CEPOL will organise many activities in 2015 to assist Member States in contributing to the preparation of the full EU policy cycle 2014–17. These training activities will incorporate the expertise of key players, such as the Council of the EU, the European Commission, Europol and operational action plan (OAP) drivers of the current cycle.

### ■ EU policy cycle instrument

#### Residential activity

##### Conference 01/2015:

##### *Safer Europe — together against organised and serious international crime*

The conference aims to improving the multi-agency approach and investment into EU policy cycle priorities 2014–17.

<i>Target audience</i>	<i>Dates</i>	<i>Organiser</i>
<i>Highest law enforcement representatives, judiciary, and experts from relevant agencies outside law enforcement.</i>	<i>8–9 December</i>	<i>CEPOL</i>

#### Online learning

Log in to your E-Net account and find under "Webinar resources" the latest information about webinars (dates, registration, etc.)

##### Webinar 01/2015:

##### *EU financial support to EMPACT — up-date on the process No 1*

Date: 23 January 2015.

##### Webinar 02/2015:

##### *EU financial support to EMPACT — up-date on the process No 2*

Date: To be announced.

### ■ Priority: Illegal immigration

#### Residential activity

##### Course 02/2015:

##### *Illegal immigration*

This course will enhance participants' knowledge on organised crime groups facilitating illegal immigration, including an analysis of their activities and modus operandi. It will explore the latest investigation techniques used to tackle this issue, the most up-to-date developments and initiatives taken at EU level in this area and the different types of international cooperation available.

<i>Target audience</i>	<i>Dates</i>	<i>Organiser</i>
<i>Senior police officers and experts combatting illegal immigration and/or related crimes.</i>	<i>21–24 April</i>	<i>Slovakia</i>

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## Online learning

Log in to your E-Net account and find under "Webinar resources" the latest information about webinars (dates, registration, etc.)

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### **Webinar 03/2015: Illegal immigration**

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

### **Webinar 60/2015: Apprehension of irregular migrants: do's and don'ts**

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars

## ■ Priority: Trafficking in human beings

### Residential activity

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#### **Course 03/2015: Trafficking in Human Beings — labour exploitation**

This activity aims to improve the tackling of labour exploitation through close cooperation between EU agencies. Participants will be provided with an overview of relevant legislation and will learn how to identify profiles of victims and traffickers as well as potential routes and destinations used for trafficking in human beings.

<i>Target audience</i>	<i>Dates</i>	<i>Organiser</i>
<i>Law enforcement officers, labour inspectors, experts and policy developers in the area of trafficking in human beings (THB), in particular in labour exploitation.</i>	<i>2–4 June</i>	<i>Sweden</i>

#### **Conference 72/2015: Presidency conference (Luxembourg): Law enforcement challenges in fighting trafficking in human beings**

<i>Target audience</i>	<i>Dates</i>	<i>Organiser</i>
<i>Experienced law enforcement officers dealing with trafficking in human beings.</i>	<i>26 November</i>	<i>Luxembourg</i>

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## Online learning

Log in to your E-Net account and find under "Webinar resources" the latest information about webinars (dates, registration, etc.)

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### **Webinar 04/2015 Cooperation between THB investigators and specialists on money flows**

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

### **Webinar 05/2015**

#### **Child trafficking**

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

### **Webinar 06/2015**

#### **EU Anti-trafficking coordinator**

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars

### **Webinar 62/2015**

#### **Severe forms of labour exploitation**

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars

## **■ Priority: Goods Counterfeiting**

### **Residential activity**

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#### **Course 04/2015:**

#### **Goods and intellectual properties counterfeiting**

Participants in this course will gain better understanding of European criminal patterns in counterfeiting. They will also be able to share good practices in cooperation and partnership in this area and to identify the most effective methods in the fight against counterfeit. The activity will have a special focus on fake pharmaceutical products and food fraud.

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<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>Police and customs officers, prosecutors and non-law enforcement state officials leading the investigation and detection of counterfeit goods.</i>	<i>14–18 September</i>	<i>CEPOL in cooperation with OHIM</i>

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### **Online learning**

Log in to your E-Net account and find under "Webinar resources" the latest information about webinars (dates, registration, etc.)

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### **Webinar 07/2015**

#### **Fake pharmaceutical products**

Date: 16 April 2015

### **Webinar 08/2015**

#### **Counterfeit semi contractors**

Date: 21 April 2015

## Webinar 09/2015 Counterfeit food: investigation tools

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

### ■ Priority: Excise and MTIC fraud

#### Residential activity

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##### Course 05/2015: Excise fraud analysis

This course will allow participants to apply criminal intelligence analysis to investigations of excise fraud. Critical thinking as a scientific method will be explained, and different data integration techniques will be practised during the activity.

<i>Target audience</i>	<i>Dates</i>	<i>Organiser</i>
<i>Police, customs and excise experts from EU Member States with working experience in the field of criminal intelligence analysis.</i>	<i>15–19 June</i>	<i>Italy</i>

##### Course 06/2015: Cigarette smuggling

The aim of this course is to raise awareness on the challenges of combatting tobacco smuggling. Participants will learn about the importance of the cooperation agreements in force between the EU institutions and the industry, the impact of the latest technological innovations in the area of counter-smuggling and the EU instruments and measures in place against cigarette contraband.

<i>Target audience</i>	<i>Dates</i>	<i>Organiser</i>
<i>Senior police and customs officers with a leading role in anti-smuggling operations.</i>	<i>7–10 September</i>	<i>Hungary</i>

##### Course 07/2015: Container shipment trafficking

This activity will address the detection and investigation of trafficking of illicit goods in container shipments. It will encourage among agencies the sharing of information and intelligence detected by customs officers during risk assessment procedures at seaports.

<i>Target audience</i>	<i>Dates</i>	<i>Organiser</i>
<i>Senior and middle-rank police and customs officers combatting the smuggling of illicit commodities in containers arriving to seaports.</i>	<i>20–23 April</i>	<i>The Netherlands</i>

### **Course 08/2015:** **Missing trader intra community (MTIC) fraud**

The course aims to enhance participants' knowledge on the instruments and techniques used in the fight against missing trader intra community (MTIC) fraud. The need to provide Europol with information on suspects of this type of fraud and the different ways to exchange information in various legal systems will be highlighted.

<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>Law enforcement officers and tax officials investigating economic crimes, particularly VAT fraud.</i>	<i>27–30 April</i>	<i>Hungary</i>

### **Online learning**

Log in to your E-Net account and find under "Webinar resources" the latest information about webinars (dates, registration, etc.)

### **Webinar 10/2015** **Excise fraud**

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

### **Webinar 11/2015** **MTIC fraud**

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

## **■ Priority: Synthetic drugs**

### **Residential activity**

### **Course 09-10/2015:** **Illicit laboratory dismantling—advanced/follow-up**

This activity is divided in two parts: advanced training and follow-up. Both activities aim at training participants on how to dismantle illicit drug laboratories safely and securely and how to properly conduct crime scene investigation in this field. They are part of a series of training activities on dismantling illicit laboratories at different levels: step 1 is a webinar, step 2 is a ten-day advanced level course (09/2015) and step 3 is a three-day activity (10/2015) targeted to those who can prove a sound knowledge and have participated in previous activities in this area.

<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>Law enforcement officers and forensic experts regularly dealing with synthetic drugs.</i>	<i>Part I: 1–12 June</i>	<i>Part I: Poland</i>
	<i>Part II: To be announced (foreseen for Q3 2015)</i>	<i>Part II: Belgium in cooperation with Europol</i>

### Course 11/2015: Synthetic drugs

The course aims to improve the fight against the production and trafficking of synthetic drugs, including new psychoactive substances. Participants will be provided with examples of online availability of these drugs and will be trained to identify the methods, the equipment and the chemicals used for its production. An overview of the strategies developed at EU level to tackle this issue will also be given.

<i>Target audience</i>	<i>Dates</i>	<i>Organiser</i>
<i>Law enforcement officers involved in combatting drug-related crime.</i>	<i>29 September– 1 October</i>	<i>Lithuania</i>

### Online learning

Log in to your E-Net account and find under "Webinar resources" the latest information about webinars (dates, registration, etc.)

### Webinar 12/2015

#### *Introduction to synthetic drugs and illicit synthetic drug laboratories*

Date: 8 April 2015

### Webinar 13/2015

#### *Provisional title: New psychoactive substances/precursors and pre-precursors*

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

## ■ Priority: Cocaine and heroine

### Residential activity

### Course 12/2015: Cocaine smuggling

The aim of this activity is to increase the engagement in targeting cocaine deliveries hidden among legal cargo unbeknownst to its owner ('rip-off' deliveries). Participants will explore ways of cooperation with customs teams responsible for risk assessment on container shipments, and will be able to share experiences with counterparts from other Member States and non-EU countries.

<i>Target audience</i>	<i>Dates</i>	<i>Organiser</i>
<i>Law enforcement officers working in the detection of cocaine smuggled in containers or in targeting the cocaine supply chain and involved organised crime groups.</i>	<i>22–25 June</i>	<i>The Netherlands</i>

**Course 13/2015:**  
**Heroin smuggling — tackling new criminal opportunities**

The course aims to increase engagement in tackling new modus operandi and tools used in heroin trafficking. Topics such as the cooperation with the private sector on heroin smuggled in postal parcels or the use of anonymous networks (darknet) will be addressed. Participants will also assess the intelligence potential of information contained in customs-related documents to tackle this issue.

<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>Law enforcement officers working in the detection of heroin smuggled to the EU and in targeting organised crime groups involved in the heroin supply chain.</i>	<i>to be announced</i>	<i>CEPOL in cooperation with the Netherlands</i>

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**Online learning**

Log in to your E-Net account and find under "Webinar resources" the latest information about webinars (dates, registration, etc.)

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**Webinar 14/2015**  
**Cocaine extraction/conversion sites**

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

**Webinar 15/2015**  
**Heroin**

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

**Webinar 52/2015**  
**Fight against drug addiction**

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.



## ■ Priority: Cybercrime

### Residential activity

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#### Course 14/2015:

#### *Combatting child sexual exploitation on the Internet through undercover activities*

This activity will allow specialised law enforcement officers to develop their skills to operate undercover via Internet in the fight against child sexual exploitation of children. They will be able to identify the most vulnerable aspects of these operations and explore different ways of international cooperation in order to combat crimes in this area.

<i>Target audience</i>	<i>Dates</i>	<i>Organiser</i>
<i>Officers from law enforcement institutions engaged in the fight against the sexual exploitation of children and the production and dissemination of child abuse material on the Internet.</i>	<i>21–24 September</i>	<i>CEPOL</i>

#### Course 15/2015:

#### *Train the trainers to combat child sexual exploitation on the Internet*

The aim of this course is to develop participants' skills and competences on the use of the Internet to gather relevant information at online investigations against child sexual abuses. In addition, they will gain understanding on the criminal profile of child sex offenders and on the best use of international cooperation channels to improve the effectiveness of this fight.

<i>Target audience</i>	<i>Dates</i>	<i>Organiser</i>
<i>Senior police officers involved in the coordination and investigation of child sexual exploitation on the Internet who are also responsible for training experts at national level.</i>	<i>22–26 June</i>	<i>Belgium</i>

#### Course 16/2015:

#### *First responders and cyber forensics*

This activity is aimed at enhancing cooperation and harmonising methods on how to intervene in the crime scene in case of a cyber-incident and how to deal with electronic evidence, including the use of international channels to exchange information related to cybercrime cross-border cases.

<i>Target audience</i>	<i>Dates</i>	<i>Organiser</i>
<i>Cybercrime first responders and law enforcement experts in this area.</i>	<i>8–12 June</i>	<i>Estonia</i>

**Course 17/2015:**  
**Presidency conference: Cybercrime — strategic**

Participants in this course will be able to improve their investigative methods in cross-border cases related to cybercrime. They will also have the chance to discuss how to improve cooperation between EU and Eastern Partner countries and to share best practices and experiences working in projects related to this area.

<i>Target audience</i>	<i>Dates</i>	<i>Organiser</i>
<i>Heads and deputy heads of specialised law enforcement units, especially those involved in the coordination and investigation of cybercrime.</i>	<i>25–27 March</i>	<i>Latvia</i>

**Course 18/2015:**  
**Combatting card fraud**

The aim of this activity is to train participants on how to investigate credit card frauds on the Internet. They will also learn how to collect and preserve forensic evidence from online investigation and physical devices (i.e. skimming devices) containing relevant data related to credit cards.

<i>Target audience</i>	<i>Dates</i>	<i>Organiser</i>
<i>Law enforcement officers engaged in the fight against card fraud.</i>	<i>12–15 May</i>	<i>Romania</i>

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**Online learning**

Log in to your E-Net account and find under "Webinar resources" the latest information about webinars (dates, registration, etc.)

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**Webinar 16/2015**  
**Provisional title: Cybercrime card fraud 1**

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

**Webinar 17/2015**  
**Provisional title: Cybercrime card fraud 2**

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

**Webinar 18/2015**  
**Current child sexual exploitation issues**

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

**Webinar 19/2015**  
**Police judicial cooperation in the field of child and sexual exploitation**

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

## Webinar 20/2015 Cyber attacks

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

## Webinar 21/2015 Cybercrime: actual trends

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

## ■ Priority: Firearms

### Residential activity

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#### Course 19/2015: Combatting firearms trafficking — strategic level

The aim of this activity is to enhance police and judicial cooperation in the area of firearms trafficking. Different legal situations and preventive tools used within the EU will be analysed. Participants will also learn how to cooperate with other police departments, administrative authorities or legal dealers at national level and with other regions and countries in order to tackle this issue.

Target audience	Dates	Organiser
Senior law enforcement officers with decision-making power in the fight against firearms trafficking.	21–23 April	Lithuania

#### Course 20/2015: Firearms trafficking — investigations

This course aims at developing participants' skills on the prevention of illegal use of firearms and at enhancing police cooperation in this field. The use of joint investigation teams (JITs) and controlled deliveries as tools for firearms-related investigations, together with the gathering of intelligence via EU channels (such as Europol and Eurojust) will be promoted during the course.

Target audience	Dates	Organiser
Law enforcement officers with advanced experience in combatting international firearms trafficking.	6–10 July	Portugal

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### Online learning

Log in to your E-Net account and find under "Webinar resources" the latest information about webinars (dates, registration, etc.)

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## Webinar 22/2015 Firearms and Darknet

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

## ■ Priority: Organised property crime

### Residential activity

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#### *Course 21/2015:*

#### *Organised and cross-border nature of property crime*

This activity will enable participants to share their knowledge on modus operandi and countermeasures related to major European and Eurasian mobile organised crime groups. They will gain awareness on the social dimension of this type of crime and will be able to detect elements of cross-border crime in property crimes that might have the appearance of local issues.

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<i>Target audience</i>	<i>Dates</i>	<i>Organiser</i>
<i>Experienced law enforcement officers dealing with organised property crime at cross-border scale.</i>	<i>14–17 April</i>	<i>Finland</i>

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### Online learning

Log in to your E-Net account and find under "Webinar resources" the latest information about webinars (dates, registration, etc.)

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#### *Webinar 23/2015*

#### *Organised property crime*

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

#### *Webinar 24/2015*

#### *Mobile organised crime groups (in French)*

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

## OTHER ORGANISED INTERNATIONAL CRIME

CEPOL will organise several activities aimed at raising awareness on various types of crime and at improving knowledge on organised crime links on specific policy cycle topics between EU and Balkan countries.

### ACTIVITIES

#### Residential activity

##### **Course 22/2015: Environmental crime — wildlife trafficking**

This course aims at improving the fight against organised wildlife trafficking through the identification of serious organised crime groups involved. Participants in this activity will discuss the EU action in this area and will analyse the impact of illegal trade of flora and fauna.

<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>Police and customs specialists involved in combatting and investigating wildlife trafficking.</i>	<i>9–13 November</i>	<i>Italy</i>

##### **Course 23/2015: Investigating and preventing corruption**

Participants will be able to improve their skills in the fight against corruption. An overview of corruption enablers, transparency standards and relevant legislation will be provided, and both large and small-scale corrupt practices will be discussed.

<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>Senior law enforcement officers involved in the investigation and prevention of corruption.</i>	<i>1–5 June</i>	<i>Slovakia</i>

##### **Course 24/2015: Money laundering**

This activity will explore common approaches in the investigation of money laundering and organised financial crime issues. Participants will be able to identify criminal patterns during an investigation and will learn how to use international networks to trace, freeze and seize assets.

<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>Financial crime experts and/or criminal investigation team leaders.</i>	<i>30 March–3 April</i>	<i>Italy</i>

### **Course 25/2015:** **Asset recovery**

This course aims at enhancing participants' ability to seize, freeze and confiscate assets of organised crime groups in financial investigations. They will also be able to compare national and EU legal approaches to this task and will discuss best practices in the management of confiscated assets.

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<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>Senior law enforcement officers investigating organised crime with a transnational asset dimension.</i>	<i>5–8 May</i>	<i>Poland</i>

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### **Course 26/2015:** **Financial investigations**

This course will enable participants to gather proof of crime and to present non-conviction measures in financial investigations. They will also be able to identify opportunities for investigations in this area, such as large banking frauds or investment frauds, and will gain understanding on forensic financial analysis, among other related topics.

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<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>Law enforcement officers responsible for large-scale financial investigations other than VAT fraud.</i>	<i>3–6 November</i>	<i>CEPOL</i>

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### **Course 27/2015:** **Western Balkans organised crime links**

This seminar brings together senior law enforcement experts from the EU and Western Balkan countries in order to enhance the professional network of officers fighting Western-Balkan organised crime groups involved in illegal immigration, heroin smuggling, contraband of firearms, synthetic drugs or counterfeit goods, money laundering, etc.

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<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>Experienced law enforcement officers dealing with organised property crime at cross-border scale</i>	<i>20–22 October</i>	<i>CEPOL</i>

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### **Online learning**

Log in to your E-Net account and find under "Webinar resources" the latest information about webinars (dates, registration, etc.)

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### **Webinar 25/2015** **Illegal waste shipment countermeasures**

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

### **Webinar 27/2015** **Fraud and money laundering**

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

***Webinar 28/2015***  
***Financial investigations***

Date: 14 April 2015.

***Webinar 29/2015***  
***Protected species and mistreatment of animals***

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

***Webinar 30/2015***  
***Wildlife trafficking***

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

***Webinar 26/2015***  
***Tackling OMCG (Outlaw motorcycle gangs): integrated approach***

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

***Webinar 31/2015***  
***Illegal gambling and organised crime***

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

Preventing terrorism is a primary objective of the EU's security strategy and, across the EU, Member States work together to counter terrorist threats at a strategic level. Countering terrorism today is a complex endeavour. Heightened political turmoil, combined with socioeconomic pressures, creates conditions conducive to armed militant activity. Extremist groups are taking advantage of a steady supply of weapons, foreign fighters, porous borders and social media tools. Today's counter-terrorism efforts must understand the value and limits of recent experience, as terrorists have become an adaptive and highly motivated adversary.

In 2015, CEPOL's portfolio of activities in the field of counter terrorism included residential trainings, a webinar and an updated common curriculum. Topics covered threat assessment methodologies, different aspects of terrorism (such as terrorist financing), implications for border management, impact and use of media technologies, etc.

## ACTIVITIES

### Residential activity

#### Course 28/2015:

##### *Passenger information analysis—train the trainers*

This course aims to reduce the vulnerabilities of air transport by training analysts in processing passenger name record (PNR) data, a type of information that contributes to identifying people who may be involved in a terrorist offence or in serious transnational crime. Participants will also learn to ensure that data assessment criteria are not based on sensitive information.

<i>Target audience</i>	<i>Dates</i>	<i>Organiser</i>
<i>Analysts working in national Passenger Information Units.</i>	<i>10–12 November</i>	<i>CEPOL</i>

#### Course 29/2015:

##### *Radicalisation — threats and trends*

Participants in this course will be able to understand how extremists use the Internet for radicalisation purposes. They will also be able to identify signs of terrorist recruitment and to discuss methods to prevent the phenomenon of foreign fighters. In addition, the role of community policing in the detection of radicalisation will be explained during the course.

<i>Target audience</i>	<i>Dates</i>	<i>Organiser</i>
<i>Intelligence officers and special services staff.</i>	<i>11–15 May</i>	<i>Italy</i>

#### Seminar 30/2015:

##### *Seminar on ATLAS network — Special Intervention Units*

This seminar will allow participants to prepare for a joint and coordinated response in the event of an emerging terrorist incident. They will gain understanding of command and control challenges in these events, and of the best practices and procedures followed by ATLAS Special Intervention Units (SIU) in relation to hostage release operations.

<i>Target audience</i>	<i>Dates</i>	<i>Organiser</i>
<i>Leaders of assault teams from SIUs.</i>	<i>2–6 November</i>	<i>Finland</i>



### **Course 31/2015: European Explosive Ordnance Disposal**

This course will enable participants to gain knowledge of the latest trends and best practices in defeating CBRN and explosives threats. Participants will also gain an awareness of protocols, effective strategies and training possibilities in this area.

<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>Senior police officers and experts involved in CBRN and explosives as well as trainers in this field.</i>	<i>2–6 June</i>	<i>Spain in cooperation with Europol</i>

### **Course 32/2015: Counter terrorism special techniques**

This activity will allow participants to share experience in counter-terrorism and to develop new skills against future threats in this area. They will also learn to design training programmes on counter-terrorism for third countries. Discussions on the application of the SIS II Regulation to detect suspicious travels and on the issue of foreign fighters will also be addressed.

<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>Police officers and experts involved in the fight against terrorism.</i>	<i>15–17 July</i>	<i>Germany</i>

### **Course 74/2015: Airport security**

The activity aims to enhance the knowledge on the efficient airport security and the best practice in the EU Member States and beyond.

<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>Senior Officers with responsibility for security at major airports and international hubs.</i>	<i>To be announced</i>	<i>To be announced</i>

## **Online learning**

Log in to your E-Net account and find under "Webinar resources" the latest information about webinars (dates, registration, etc.)

### **Webinar 32/2015 Foreign Fighters and Islamic State (IS)**

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

### **Webinar 39/2015 Follow-up on Foreign Fighters**

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

## ACTIVITIES

### Residential activity

#### Course 33/2015:

#### *Social network analysis training*

The course will increase analysts understanding of network relationships, network interactions and behaviour and data handling. The acquired knowledge will foster participants to develop working assumptions to explore criminal structures and to develop intelligence and enforcement priorities to support investigations more efficiently and effectively.

<i>Target audience</i>	<i>Dates</i>	<i>Organiser</i>
<i>Law enforcement analysts specialised in social network analysis.</i>	<i>22–26 June</i>	<i>CEPOL in cooperation with Europol</i>

#### Course 34/2015:

#### *Forensic science including DNA and policing challenges*

The aim of this activity is to increase awareness of modern forensic techniques and their impact on policing, as well as of developments and initiatives taken at EU level towards a harmonised approach to forensics. Participants will examine different ways of gathering digital evidence and will gain awareness on the application of ISO standard requirements in forensic laboratories.

<i>Target audience</i>	<i>Dates</i>	<i>Organiser</i>
<i>Police officers and forensic experts involved in crime scene investigation.</i>	<i>26–30 October</i>	<i>Spain</i>

#### Course 35/2015:

#### *Social media implications in law enforcement*

The aim of this course is to improve the way social media are used for law enforcement purposes and for sharing good professional police practice. Participants will discuss on new opportunities for investigation offered by these media as well as on legal, ethical and professional limits. They will also have the chance to learn how to intervene in practical situations where social media are used.

<i>Target audience</i>	<i>Dates</i>	<i>Organiser</i>
<i>Senior law enforcement officers interested in sharing best practice on how social media can be applied to police investigations and other law enforcement procedures.</i>	<i>25–29 May</i>	<i>Finland</i>

### **Course 36/2015: Informant handling — advanced level**

Participants will improve their knowledge on informant handling practices during this course, which is also aimed at enhancing cross-border cooperation and trust building in this area. The need to adopt a comprehensive risk assessment for the management of informants will also be highlighted.

<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>Experienced law enforcement officers engaged in informant handling.</i>	<i>6–9 October</i>	<i>CEPOL in cooperation with Europol</i>

### **Course 37/2015: Undercover operations**

This course will describe the key principles of covert operations at international scale, including the European legislation concerning this field. Participants will be able to identify the most vulnerable aspects of undercover operations and to explore possibilities for cross-border cooperation.

<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>Police officers with expertise in the application of undercover techniques on investigations.</i>	<i>29 June–2 July</i>	<i>Croatia</i>

### **Course 38/2015: Operational intelligence analysis training**

This hands-on training activity will provide an in-depth understanding of operational intelligence analysis and its context. Particular emphasis will be paid to understanding of intelligence concepts, intelligence cycle, sources of intelligence, collection and evaluation of intelligence, application of critical thinking, criminal case mapping and reporting.

<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>Law enforcement officers who have knowledge and working experience in the field of criminal analysis.</i>	<i>28 September–2 October</i>	<i>CEPOL in cooperation with Europol</i>

### **Course 39/2015: Witness protection — advanced level**

The aim of this course is to enhance participants' existing knowledge and expertise in the operational arena of protected persons and to establish a network of experts to promote European police cooperation in the field at the same time.

<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>Senior police officers and experts who lead witness protection programmes and operations.</i>	<i>15–19 June</i>	<i>CEPOL in cooperation with Europol</i>

**Course 76/2015:**  
**Strategic intelligence analysis**

The activity will enhance the capacities for producing strategic analysis and share effective techniques in order to improve the JLP.

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<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>Law enforcement officers conducting strategic analysis and/or officers to be prepared to conduct strategic analysis within the law enforcement environment.</i>	<i>To be announced</i>	<i>To be announced</i>

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**Online learning**

Log in to your E-Net account and find under "Webinar resources" the latest information about webinars (dates, registration, etc.)

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**Webinar 34/2015**  
**Social media in law enforcement**

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

**Webinar 35/2015**  
**Facebook as a tool for investigations**

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

**Webinar 36/2015**  
**Fingerprint as a means of identification**

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

**Webinar 37/2015**  
**Collecting biological evidence from a crime scene**

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

**Webinar 38/2015**  
**Suggestibility and false confessions: potential risks in investigative Interviewing**

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

**Webinar 51/2015**  
**Collecting DNA samples for analysis**

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

CEPOL's activities in the field of EU cooperation cover a range of topics, from issues affecting the security of citizens to police and judicial cooperation, as well as law enforcement cooperation tools. The activities provide a deeper understanding of the structures, instruments and approaches available at the European level. In particular, CEPOL's seminars on Joint Investigation Teams (JITs) continue to attract very high interest among police, prosecutors and the judiciary because of their focus on practical issues arising from real case studies. These seminars aim to create synergies and at reinforce mutual trust and cooperation between prosecutors, judges and senior police officers involved in leading/operating JITs. The activities also look at the concept and the functioning of JITs from a leadership perspective. Lectures, panel discussions, workshops and case studies have supported the learning process.

Many of the activities in the field rely on the cooperation between EU agencies, in particular on the provision of expertise.

## ACTIVITIES

### Residential activity

#### *Master Programme 40/2015: European joint master programme*

As a 2-year part time study to provide a master diploma with 60 ECTS credits, the CEPOL Master is the first EU academic programme that aims to address common challenges of police cooperation in the framework of internal security. The programme is unique and complementary to the higher education programme and to existing master of policing programmes in the EU Member States. The programme fully complies with the Bologna Declaration for Higher Education and the Dublin descriptors. This alignment warrants the academic quality, coherence and consistency of the master programme. The European joint master programme will strongly contribute to the establishment of a European community of practice, in which highly educated professionals will have a lasting opportunity to participate in a professional network within which they can exchange information, knowledge and good practice about European police cooperation and related subjects within the EU area of freedom, security and justice (FSJ). Master students will achieve competences in applying creative and proactive strategic leadership skills to deal with international challenges of social and organisational change. Participants will carry out (comparative) research into particular and international aspects of policing and transforming academic findings into operational recommendations, scenarios, projects plans or job devices.

<i>Target audience</i>	<i>Dates</i>	<i>Organiser</i>
<i>Senior Officers with minimum of 180 ECTS credits aiming at a Master Degree in "Policing in Europe".</i>	<i>12-15 October</i>	<i>CEPOL</i>

### **Courses 41-42/2015:**

#### **Joint Investigation Team leadership / implementation**

These seminars aim to enhance competences and deepen understanding on the leading, setting up and functioning of JITs. Participants will learn about the different roles within a JIT and how to draft a JIT agreement, as well as how to complete and submit applications for funding, among other concepts related to this type of criminal investigation.

<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>Law enforcement officers and prosecutors, including potential leaders of JITs.</i>	<i>15–19 June (41/2015)</i>	<i>France (41/2015)</i>
	<i>5–9 October (42/2015)</i>	<i>Finland (42/2015)</i>

### **Course 43/2015:**

#### **Train the trainers SIRENE**

This course aims to provide trainers with information regarding the most recent developments in the interpretation of the SIS II legal instruments and the related national procedures and practices. An overview of the enhanced functionalities of the SIS II central system will be presented and participants will be able to exchange experience about national training methods and to support the development of good practice for training activities.

<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>Senior SIRENE officers currently working as trainers or expected to have this role in the future.</i>	<i>8–10 September</i>	<i>CEPOL in cooperation with the European Commission</i>

### **Courses 44-45/2015:**

#### **Training for SIRENE officers (basic / specialised)**

Both courses aim to support the effective functioning of SIRENE in order to make information exchange within this network more efficient. While the basic level will explore the application of the SIS II legal instruments, the use of the SIRENE manual, the 'Best practice catalogue' and the document 'Data exchange between SIRENE', participants in the specialised course should also be able to generate creative solutions within this complex environment.

<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>SIRENE operators with knowledge of the SIS II legal instruments and the SIRENE manual.</i>	<i>7–11 September (44/2015)</i>	<i>Finland (44/2015)</i>
	<i>16–20 March (45/2015)</i>	<i>France (45/2015)</i>

### **Course 46/2015: Schengen Evaluation**

This seminar will enable participants to summarise the key principles of a Schengen evaluation mission, learn how a mission is prepared and carried out and discuss leadership and management issues in this area (including cultural awareness, conflict management and cross-cultural competences).

<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>Leading experts and evaluators participating in Schengen evaluation missions.</i>	<i>To be announced</i>	<i>CEPOL in cooperation with European Commission</i>

### **Course 47/2015: SIS II for SIRENE**

This course will introduce technical aspects and best practices of the use of SIS II and will encourage the creation of a group of trainers of this system at national level.

<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>National operators and future trainers on the SIS II system..</i>	<i>2 day-long training on week 42</i>	<i>CEPOL in cooperation with eu-LISA</i>

### **Course 48/2015: Technical training on EURODAC**

This course will introduce technical aspects and best practices of the use of EURODAC and will encourage the creation of a group of trainers of this system at national level.

<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>National operators and future trainers on the EURODAC system.</i>	<i>2 day-long training on week 48</i>	<i>CEPOL in cooperation with eu-LISA</i>

### **Course 49/2015: European network on fugitive active search teams (ENFAST)**

Participants will discuss challenges and good practices related to the application of the European Arrest Warrant, together with the main security threats and precautionary measures taken in this area through case studies. They will also be able to enhance cooperation in the search for fugitives.

<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>Police officers within the ENFAST Network and staff dealing with the search of wanted persons.</i>	<i>28 September– 2 October</i>	<i>France</i>

### **Course 50/2015:**

#### ***European medical and psychological experts' network (EMPEN) for law enforcement***

This course aims to share information among participants on psychological and medical criteria and on selection methodologies applied in law enforcement staff recruitment at all levels (entry, promotion, top management positions and special forces).

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<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>Senior police medical experts and psychologists involved in law enforcement staff recruitment.</i>	<i>10–12 June</i>	<i>Latvia</i>

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#### ***Webinar 40/2015***

##### ***Biometrics in SIS***

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

#### ***Webinar 41/2015***

##### ***Alerts on missing persons (minors): state of play and challenges***

Date: 28 April 2015.

#### ***Webinar 42/2015***

##### ***Joint investigation teams and the JITs network secretariat (title To be announced)***

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.



# EXTERNAL DIMENSION OF THE AREA OF FREEDOM, SECURITY AND JUSTICE

External aspects of justice and home affairs at global level contribute to creating an area of freedom, security and justice within the EU. Promoting the rule of law outside the EU through cooperation is essential and contributes to sustainable development. Furthermore, societies founded on values, such as good governance and democracy, have the potential to better resist external threats that can also affect internal security.

During the last decade, the rapid growth of justice and home affairs as an internal policy-making domain of the EU has led to the emergence of the EU as an increasingly important international actor in this field. CEPOL activities in this field will cover the institutional and legal framework of the external dimension of EU justice and home affairs and issues of policy interaction, as well as specific challenges, policy responses and results in the fields of migration policy, judicial cooperation, counter-terrorism and cooperation with major international partners.

## ACTIVITIES

### Residential activity

#### *Course 51/2015: CSDP/FSJ nexus, structures and instruments*

This activity will enable participants to improve their knowledge on the area of Freedom, Security and Justice (FSJ) and the Common Security and Defence Policy (CSDP), as well as on the links between them in order to enhance the exchange of information among staff deployed at EU missions.

<i>Target audience</i>	<i>Dates</i>	<i>Organiser</i>
<i>Senior officers deployed or to be deployed in key operational positions at EU missions.</i>	<i>To be announced</i>	<i>To be announced</i>

#### *Course 52/2015:*

#### *Senior police officer planning and command course for crisis management (SPOPCOP)*

This course will provide training in planning and commanding to senior law enforcement officers eligible to work at high-level positions within EU crisis management missions and operations. Participants will also learn how to lead and manage a multicultural workforce and to cooperate with local and international partners to this end.

<i>Target audience</i>	<i>Dates</i>	<i>Organiser</i>
<i>Senior high-level law enforcement officers likely to be deployed to a civilian crisis management mission or to relevant EU bodies in this field. The activity is also open to police planning staff in the EU and to national heads of training in non-military crisis management.</i>	<i>26 October– 13 November</i>	<i>Portugal</i>

### **Course 53/2015: Security Sector Reform**

Participants in this course will be able to understand the concept of the EU Security Sector Reform (SSR) and its importance for officials deployed on missions. They will also be trained in institution building and how to efficiently manage mentoring, monitoring and advising in this field.

<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>Police officers working in the area of institution building with a particular focus on police services.</i>	<i>9–10 June</i>	<i>Italy in cooperation with ESDC</i>

### **Course 54/2015: Mentoring, monitoring and advising (MMA) tasks**

This activity will enable participants to identify and compare different methods for mentoring, monitoring and advising in missions through case studies. In addition, they will develop their skills to facilitate transitional processes by integrating local knowledge and traditions in action plans.

<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>Police officers deployed or to be deployed on missions.</i>	<i>27–29 May</i>	<i>Portugal</i>

### **Course 55/2015: Train the civilian crisis management mission trainers**

This course aims to prepare trainers to organise appropriate learning environments in missions by using modern adult training methods and blended learning techniques. Participants will learn how to conduct a training session (both theory and practice) and reinforce their presentation skills.

<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>Trainers of staff deployed or to be deployed on missions.</i>	<i>7–11 September</i>	<i>Portugal</i>

### **Course 56/2015: Intelligence-led policing (ILP) related to CSDP**

Participants in this course will be able to understand the concept of ILP. They will also be trained in the use of the ILP toolbox and on the guidelines to successfully work with on CSDP missions.

<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>Senior law enforcement officers and experts to be deployed on missions.</i>	<i>17–19 November</i>	<i>Finland</i>

### **Course 77/2015:**

#### **INTERPOL police development programme for national central bureaus (NCBs) in Europe**

The 7th INTERPOL police development programme for NCBs in Europe (IPDP/NCBs-EUR) is jointly organised by INTERPOL's Capacity Building and Training Directorate and CEPOL, in line with the Cooperation Agreement between INTERPOL and CEPOL.

The programme aims to develop participants' understanding of INTERPOL tools, services and international police cooperation, reinforce the use of I-24/7 systems and improve their presentation skills.

The objectives of the course are:

- to increase knowledge about INTERPOL's tools and services;
- to provide knowledge about INTERPOL's e-Learning Course on 'Information security awareness';
- to expand I-24/7 expertise in order to enable participants to give guidance and advice to national users, and to introduce new components of I-24/7 and I-link;
- to share best practices in international police cooperation, particularly in the handling of INTERPOL notices and the exchange of information;
- to provide better understanding of General Secretariat projects linked to regional countries and to local, regional and international institutions.

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<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>Law enforcement officials working at National Central Bureaus (NCBs) and/or law enforcement agencies (LEAs) using the I-24/7 systems.</i>	<i>16–20 March</i>	<i>INTERPOL and CEPOL</i>

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### **Online learning**

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### **Webinar 43/2015**

#### **Police Cooperation Convention for Southeast Europe (PCC SEE)**

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

The EU is a multicultural entity with much diversity related to national, social and economic factors. At any moment, tensions can arise and be translated into acts of protest and disturbance. Police forces across Europe are the sole responsible for maintaining law and order. Thus, EU police forces have to maintain a high level of operational readiness at all times.

## ACTIVITIES

### Residential activity

#### **Course 57/2015:** **Crowd management**

Participants in this course will gain an understanding on security requirements for large scale events and on cross-border cooperation in this field, in line with the EU recommendations. They will also learn the use of technologies and how to integrate community policing and the ILP approach in order to facilitate crowd management planning.

<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>Police officers in charge of commanding major events operations.</i>	<i>19–24 October</i>	<i>France</i>

#### **Course 58/2015:** **Pan-European football security training**

The aim of this seminar is to enhance safety and security in football matches by delivering a more effective, harmonised and European-focused policing during these events. Among other topics, participants will deal with the theory of crowd dynamics and how it can be applied to active policing.

<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>Police football commanders, NFIP contacts and football intelligence officers.</i>	<i>6–10 July</i>	<i>Germany in cooperation with the EU Think Tank on Football Security</i>

### **Courses 59-60/2015:**

#### **Public order and crowd management — Step 1/Public order — security during major events/public-private partnerships — Step 2 (HOUSE — EUSEC III)**

Participants in Step 1 of this activity will be able to increase their knowledge on security measures implemented in large-scale events and on cross-border cooperation in this context. Step 2 will engage participants in discussions around the concept of risk analysis before major events and will explore public-private partnership options in the field.

<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>Police officers working in planning and tactical direction of large-scale public order operations.</i>	<i>8–12 June (Step 1)</i>	<i>The Netherlands (Step 1)</i>
	<i>15-18 September (Step 2)</i>	<i>Poland (Step 2)</i>

### **Course 73/2015:**

#### **Mons, European Capital of Culture 2015—urban security challenges**

The course is going to deepen the knowledge and increase the competences of participants in the level of security requirements of large-scale events and of cross-border cooperation in that context. The training will directly reflect on the security challenges experienced at the event of European Capital of Culture 2015 hosted at Mons, Belgium.

<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
<i>Police officers in charge of command during major events operations.</i>	<i>28 May–2 June</i>	<i>Belgium</i>

# LEADERSHIP, LEARNING, TRAINING AND LANGUAGE DEVELOPMENT

Law enforcement executives need to understand the altering environment of policing and possess the relevant skillset to lead their agency through organizational change in order to accomplish their missions. CEPOL's leadership portfolio targets the current and the future police leaders preparing them to address current and future European internal security challenges.

Efficient day-to-day policing require flexible and open police educational structures that are capable to enhance the skills and the competency of police officers. Related CEPOL activities develop modern police training capacities through train the trainers' activities and improve the knowledge of key police personnel of languages and EU police cooperation instruments

## ACTIVITIES

### Residential activity

**Residential activities 61/2015:**  
**EU law enforcement leadership A (Police Chiefs and their deputies) and B (future leaders)**

<i>Target audience</i>	<i>Dates</i>	<i>Organiser</i>
<i>Police Chiefs and their deputies (A)</i>	<i>10–11 September (A)</i>	<i>CEPOL</i>
<i>Future police leaders (B)</i>	<i>26–30 October (Module 1) (B)</i> <i>16–20 November (Module 2) (B)</i>	

**Course 62-63/2015:**  
**Train the trainers–Steps 1 and 2**

This series of activities will enable trainers to implement modern delivery methods and blended learning techniques to ensure quality police training at national level and in the CEPOL activities. They will learn how to organise effective learning environments and processes taking the multicultural factor into account, as well as how to use CEPOL's learning management system (LMS) and its knowledge bases for training.

<i>Target audience</i>	<i>Dates</i>	<i>Organiser</i>
<i>Members of the CEPOL lecturers, trainers and researchers (LTR) database willing to increase their competences on training, group working and diversity in a multicultural training/working environment.</i>	<i>23–27 March (Step 1)</i>	<i>Poland (Step 1)</i>
	<i>12–15 May (Step 2)</i>	<i>Portugal (Step 2)</i>

### **Courses 64-65/2015:**

#### **Language development: instruments and systems of European police cooperation — English**

These courses will increase participants' English language skills and their knowledge of the different European police systems in order to improve cooperation among law enforcement authorities. They will learn to communicate in English in a more efficient way in a professional environment, including the use of police, legal and technical vocabulary in this language.

<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
Senior police officers involved in cross-border cooperation in operational or educational areas.	11–29 May (64/2015) 12–30 October (65/2015)	Ireland

### **Course 66/2015:**

#### **Training of webinar educators**

This activity is aimed at training educators to prepare, implement and organise webinars with expert presenters. Participants will be able to identify suitable topics, set up a CEPOL webinar, ensure active participation during the webinar and measure its success.

<b>Target audience</b>	<b>Dates</b>	<b>Organiser</b>
Police educators willing to add webinars to their learning and training tools.	5–8 May	Greece

### **Online learning**

Log in to your E-Net account and find under "Webinar resources" the latest information about webinars (dates, registration, etc.)

#### **Webinar 45/2015**

##### **Training methods in the 21st century**

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

#### **Webinar 46/2015**

##### **Integrative practice of language skills and Schengen-related policing concepts**

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

#### **Webinar 47/2015**

##### **Use of CEPOL's online learning modules**

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

#### **Webinar 48/2015**

##### **Organising CEPOL webinars**

Date: 12 February 2015

***Webinar 49/2015***

***LMS use for CEPOL residential activities: course image 7.0***

Date: 24 February 2015

***Webinar 50/2015***

***Leadership and police performance***

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.



## ■ Research and science

CEPOL's activities in the fields of research and science will be designed to facilitate knowledge sharing and to support the role of research on policing.

## ACTIVITIES

### Residential activity

**Conference 67/2015:**  
*CEPOL annual European police research and science conference: a European approach towards policing? New perspectives of cooperation between practice, education and police science*

This year, the conference aims to foster a stimulating intellectual environment where senior police officers, educational experts and scholars discuss new scientific findings, on-going research projects and policing challenges. Participants will be able to discuss the latest developments in police science, with an emphasis on its European dimension.

<i>Target audience</i>	<i>Dates</i>	<i>Organiser</i>
<i>Representatives from police academies, colleges and universities, including academics, senior police officers, scholars and practitioners contributing to police science from a European perspective.</i>	<i>5–8 October</i>	<i>Portugal</i>

## ■ Crime prevention

Effective crime prevention relies on the use of all available resources, including technology. Training has been proven to be a great catalyst for change. As a cost-effective and continually beneficial approach, education and training are amongst the most successful means we have of preventing and reducing crime in the EU.

In 2015, CEPOL will focus on training law enforcement officers to improve their knowledge in developing prevention strategies and to develop cooperation with international organisations and public and private partners. During the courses, participants will be able to exchange information and to share good practice on community policing projects and development in Member States, as well as ways to manage prolific offenders in the community policing context.

## ACTIVITIES

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### Residential activity

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#### **Course 68/2015:** **Community policing**

New approaches and methods in community policing, including the potential impact of their implementation in different countries and police organisations, will be discussed during this activity. Participants will learn, among other issues, how to integrate social media into new practices of preventing crime, violence, radicalisation and trust building.

<i>Target audience</i>	<i>Dates</i>	<i>Organiser</i>
<i>Senior police officers involved in the implementation and development of community policing.</i>	<i>2–5 June</i>	<i>Slovenia</i>

#### **Course 75/2015:** **Developing a policing system for effective work with victims**

The activity will facilitate the exchange of knowledge, research findings and experiences with regard to dealing with crime victims in order to improve policing in this field. The course will stress on the role of victim support, risk assessment and security measures in the investigation process.

<i>Target audience</i>	<i>Dates</i>	<i>Organiser</i>
<i>Decision-makers leading the investigation units and/or trainers providing training on criminal investigation with particular attention to efficient work with victims.</i>	<i>To be announced</i>	<i>To be announced</i>

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### Online learning

Log in to your E-Net account and find under "Webinar resources" the latest information about webinars (dates, registration, etc.)

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#### **Webinar 54/2015** **Victim protection in practice**

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

CEPOL's activities in the field of human rights are designed to further promote the respect for and understanding of fundamental and human rights, which are critical elements in a common police culture. In 2015, CEPOL will offer two courses and four webinars covering police ethics, hate crime, diversity and non-discrimination.

## ACTIVITIES

### Residential activity

#### Course 69/2015:

##### *Hate crimes*

This activity aims to provide law enforcement officers with competences to properly identify and investigate hate crimes. Participants will be able to discuss topics, such as EU legislation in this area, reasons of under-reporting of these crimes and the use of critical thinking.

<i>Target audience</i>	<i>Dates</i>	<i>Organiser</i>
<i>Police officers specialised in investigation and the prevention of hate crimes.</i>	<i>29 June–3 July</i>	<i>Hungary</i>

#### Courses 70-71/2015:

##### *Fundamental rights and police ethics — Step 1 & 2*

This series of courses aims to raise awareness of the importance of ethical behaviour in day-to-day police work and to enhance the integration of diversity in police management. The scientific approach to measuring personal integrity will be explored and participants will be able to compare different policies implemented within the European Union in this field.

<i>Target audience</i>	<i>Dates</i>	<i>Organiser</i>
<i>Senior police officers and trainers working in the area of integrity, ethics and fundamental rights in policing and in managing diversity.</i>	<i>30 March– 3 April (Step 1)</i>	<i>Slovenia (Step 1)</i>
	<i>24–28 August (Step 2)</i>	<i>Austria (Step 2).</i>

### Online learning

Log in to your E-Net account and find under "Webinar resources" the latest information about webinars (dates, registration, etc.)

#### Webinar 44/2015

##### *Police human resources management in a diverse society*

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

***Webinar 53/2015***  
***Police ethics and fundamental rights***

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

***Webinar 55/2015***  
***Hate Crime Indicators: how to recognise bias motives in practice***

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

***Webinar 56/2015***  
***Effective strategies to address violence against women***

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

***Webinar 57/2015***  
***Diversity and non-discrimination***

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

***Webinar 58/2015***  
***LGBTI and law enforcement***

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

***Webinar 59/2015***  
***Child protection systems and what this means for police work***

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

***Webinar 61/2015***  
***Roma integration and challenges for the police work***

Date: To be announced. Register on the Webinar resources section on e-Net to be notified about registration for CEPOL webinars.

# AD HOC WEBINARS

Webinars are an ideal opportunity to tackle ad hoc learning and training needs. Therefore as well as the ones identified in the annual programme, ad hoc webinars are implemented over the course of the year. For 2015, the following ad hoc webinar titles have already been identified:

- **Information on the European exchange programme 2015;**  
Dates 19 February 2015
- **Introduction of CEPOL (Greek);**  
Dates 11 March 2015
- **E-Net user registration for NeMs and NCPs;**  
Dates 27 March 2015
- **Introduction of CEPOL (Czech);**  
Dates 10 April 2015
- **Europol (Italian);**  
Dates TBA
- **Cocaine concealment methods;**  
Dates TBA
- **Firearms via fast parcels;**  
Dates TBA

Over the course of 2015 more ad hoc webinars may be expected. The open platform 'Webinar resources' on CEPOL's e-Net is the central place to keep up-to-date about the titles, aims, target audiences, dates of implementation and opening for registration of all CEPOL webinars. The Webinar resources can be found on the LMS of the e-Net.

For more information on available webinars, including dates and registration information, please check regularly CEPOL's website ([www.cepola.europa.eu](http://www.cepola.europa.eu)).



# ONLINE LEARNING MODULES

CEPOL offers the opportunity for police officers to undertake individual self-paced learning using e-learning modules. Each module offers an introduction to the topic and users can engage with content by providing comments, rating the content and sharing it. Users can also test their knowledge at any time during the module. Police trainers are able to embed the online modules in their curricula, allowing for a blended learning approach in which traditional training contexts are enriched with online learning opportunities.

The following 24 online modules are currently available:

## ***Official CEPOL online modules***

1. Police English language: police station;
2. Police English language: policing domains;
3. Cybercrime;
4. EU policy cycle for organised and serious international crime;
5. Europol;
6. Gender-based violence;
7. Joint Investigation Teams;
8. Treaty of Lisbon;
9. Money laundering;
10. Prüm Decision;
11. Schengen;
12. SIS II for SIRENE;
13. Trafficking human beings

## ***Other CEPOL online modules***

14. CEPOL approach to online learning;
15. EU police exchange programme narrative reports library;
16. How to write learning objectives;
17. LMS support to 2015 CEPOL courses: course image 7.0;
18. Quality in 13 questions (Q13): initiation, design, implementation and evaluation of training activities;
19. Webinars for educators

## ***Third party online modules***

20. CoPPRa: Community policing prevention radicalism and terrorism;
21. Project showcase: e-campus policing European Police College;
22. DCAF/PCCSEE: data and information exchange;
23. DCAF/PCCSEE: hot pursuits;
24. DCAF/PCCSEE: mixed patrols

Visit CEPOL's website to register for e-Net and find out more about e-learning.

# European Police Exchange Programme

The programme allows participants to spend a week with a counterpart in their hosting country. These exchanges promote trust and cooperation between law enforcement officers from across Europe and beyond.

The programme fulfils one of CEPOL's key objectives — developing a European police culture. Exchanges increase appreciation of different cultures, remove biases and break down barriers. The exchange programme is open to law enforcement officers and trainers from all EU Member States, EU candidate countries, Western Balkan and European Eastern Partnership countries. It is not only limited to police authorities, but also includes other law enforcement agencies under the 'inter-agency' segment.

In 2015, the programme has been further refined to better reflect requirements deriving from the Stockholm programme priorities, the EU policy cycle and requests from Member States. Thematic areas of study were better synchronised with CEPOL's overall training portfolio. This alignment of thematic areas enabled the exchange programme to complement CEPOL's other training options, contributing to the agency's multi-layered approach to learning.

2015 European police exchange programme features six segments:

- general segment for police officers;
- senior police leader segment;
- trainers segment;
- researchers segment;
- inter-agency segment;
- ENP-WB segment.

The European police exchange programme is fully financed from the general budget of CEPOL. Budget availability determines the ability of the European police exchange programme to meet a continuously increasing demand.

The exchange visits will be done on a bilateral basis and will last 6 days.

# Common curricula

Common curricula are offered to Member States to be used for national training purposes in accordance to their needs and in order to align the knowledge of national law enforcement staff with the existing knowledge throughout the European Union.

CEPOL has developed common curricula on the following topic:

- Counter terrorism (CC05A)
- Europol (CC05C)
- Police ethics and integrity (CC05D)
- Domestic violence (CC06A)
- Money laundering (CC06B)
- Trafficking in human beings (CC06C)
- Civilian crisis management (CC07A)
- Drug trafficking (CC07B)
- Eurojust (CC13A)

Common curricula are available on the LMS on the CEPOL website ([www.cepola.europa.eu](http://www.cepola.europa.eu) after login) under Educator's support–common curricula.

Each common curricula section provides a curriculum description, a trainers guide or manual and a study guide as well as (in some cases) references, case studies and other training material



# Administrative information

Thank you for your interest in CEPOL. Please read the important information below.

## ***Dates***

The most up-to-date information regarding all CEPOL activities can be found at [www.cepoleuropa.eu/education-training/what-we-teach](http://www.cepoleuropa.eu/education-training/what-we-teach). Here you will find the dates and organisers of all courses and seminars.

## ***Registration procedure***

For classroom-based activities, all applicants must register through their national CEPOL contact point. You can find details of national contact points on page 34 of this publication or on our website at [www.cepoleuropa.eu/contact](http://www.cepoleuropa.eu/contact). Registration generally opens 2 months before the planned start date.

For online seminars, please follow the instructions on CEPOL's website.

## ***e-Net***

e-Net is an online platform designed to support the learning process. Through e-Net, participants will have access to all course information as well as to online communities of practice that offer the opportunity to add depth and length to the learning experience.

To register at e-Net, follow the instructions that can be found at CEPOL's website: <https://enet.cepoleuropa.eu/index.php?id=login-apply>.

## ***Languages***

With the exception of language development activities, all instruction will be given in English. Participants are therefore expected to have a good command of the English language. Translation services for participants are not provided.

## ***Length of activities***

The length of the CEPOL activities varies. The most up-to-date information on each activity is available at [www.cepoleuropa.eu/education-training/what-we-teach](http://www.cepoleuropa.eu/education-training/what-we-teach).

## ***Location***

Activities take place at different locations across the EU, usually at the premises of the organiser. This information is provided once the activity is open for registration.

## ***Costs and accommodation***

In most cases, CEPOL will cover all travel and accommodation (full-board) costs.

# Contact information

For any further information, please contact CEPOL or your national contact point.

## **CEPOL**

CEPOL Training      [training@cepol.europa.eu](mailto:training@cepol.europa.eu)

## ***National contact points***

Austria	<a href="mailto:austria@cepol.europa.eu">austria@cepol.europa.eu</a>
Belgium	<a href="mailto:belgium@cepol.europa.eu">belgium@cepol.europa.eu</a>
Bulgaria	<a href="mailto:bulgaria@cepol.europa.eu">bulgaria@cepol.europa.eu</a>
Croatia	<a href="mailto:croatia@cepol.europa.eu">croatia@cepol.europa.eu</a>
Cyprus	<a href="mailto:cyprus@cepol.europa.eu">cyprus@cepol.europa.eu</a>
Czech Republic	<a href="mailto:czech.republic@cepol.europa.eu">czech.republic@cepol.europa.eu</a>
Denmark	<a href="mailto:denmark@cepol.europa.eu">denmark@cepol.europa.eu</a>
Estonia	<a href="mailto:estonia@cepol.europa.eu">estonia@cepol.europa.eu</a>
Finland	<a href="mailto:finland@cepol.europa.eu">finland@cepol.europa.eu</a>
France	<a href="mailto:france@cepol.europa.eu">france@cepol.europa.eu</a>
Germany	<a href="mailto:germany@cepol.europa.eu">germany@cepol.europa.eu</a>
Greece	<a href="mailto:greece@cepol.europa.eu">greece@cepol.europa.eu</a>
Hungary	<a href="mailto:hungary@cepol.europa.eu">hungary@cepol.europa.eu</a>
Ireland	<a href="mailto:ireland@cepol.europa.eu">ireland@cepol.europa.eu</a>
Italy	<a href="mailto:italy@cepol.europa.eu">italy@cepol.europa.eu</a>
Latvia	<a href="mailto:latvia@cepol.europa.eu">latvia@cepol.europa.eu</a>
Lithuania	<a href="mailto:lithuania@cepol.europa.eu">lithuania@cepol.europa.eu</a>
Luxembourg	<a href="mailto:luxembourg@cepol.europa.eu">luxembourg@cepol.europa.eu</a>
Malta	<a href="mailto:malta@cepol.europa.eu">malta@cepol.europa.eu</a>
The Netherlands	<a href="mailto:netherlands@cepol.europa.eu">netherlands@cepol.europa.eu</a>
Poland	<a href="mailto:poland@cepol.europa.eu">poland@cepol.europa.eu</a>
Portugal	<a href="mailto:portugal@cepol.europa.eu">portugal@cepol.europa.eu</a>
Romania	<a href="mailto:romania@cepol.europa.eu">romania@cepol.europa.eu</a>
Slovakia	<a href="mailto:slovakia@cepol.europa.eu">slovakia@cepol.europa.eu</a>
Slovenia	<a href="mailto:slovenia@cepol.europa.eu">slovenia@cepol.europa.eu</a>
Spain	<a href="mailto:spain@cepol.europa.eu">spain@cepol.europa.eu</a>
Sweden	<a href="mailto:sweden@cepol.europa.eu">sweden@cepol.europa.eu</a>
United Kingdom	<a href="mailto:united.kingdom@cepol.europa.eu">united.kingdom@cepol.europa.eu</a>

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### **Free publications:**

- one copy:  
via EU Bookshop (<http://bookshop.europa.eu>);
- more than one copy or posters/maps:  
from the European Union's representations ([http://ec.europa.eu/represent\\_en.htm](http://ec.europa.eu/represent_en.htm));  
from the delegations in non-EU countries  
([http://eeas.europa.eu/delegations/index\\_en.htm](http://eeas.europa.eu/delegations/index_en.htm));  
by contacting the Europe Direct service ([http://europa.eu/eurodirect/index\\_en.htm](http://europa.eu/eurodirect/index_en.htm)) or  
calling 00 800 6 7 8 9 10 11 (freephone number from anywhere in the EU) (\*).

(\*). The information given is free, as are most calls (though some operators, phone boxes or hotels may charge you).

### **Priced publications:**

- via EU Bookshop (<http://bookshop.europa.eu>).

### **Priced subscriptions:**

- via one of the sales agents of the Publications Office of the European Union  
([http://publications.europa.eu/others/agents/index\\_en.htm](http://publications.europa.eu/others/agents/index_en.htm)).

