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**NOTE**

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From: General Secretariat of the Council  
To: Standing Committee on operational cooperation on internal security (COSI)  
Subject: The JHA Training Matrix Report 2014

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Delegations will find in the annex the JHA Training Matrix Report 2014, which was sent by eu-LISA following the Heads of JHA Agencies meeting on 3-4 November 2015.

## **1 Executive Summary**

The Justice and Home Affairs (JHA) Training Matrix (TM) initiated in 2014 within the context of the JHA agencies' contact group functions as a basis for structured exchange of information and coordinated planning in the field of training activities provided by Migration and Home affairs agencies (CEPOL, EASO, EMCDDA, eu-LISA, Europol, FRONTEX) as well as the European Security and Defence College (ESDC).

The role of Justice Affairs agencies as training providers is not separately emphasized in the TM as training is not their main mandate, however the input and the support of Justice Agencies in training provided by Migration and Home Affairs Agencies is significant and remarkable. Justice Agencies contributed to various trainings provided by Migration and Home affairs agencies and are mentioned as supporting stakeholders in the Training Matrix.

The analysis of the document provides some key insights on the training activities reported and delivered by the agencies. While there is already a wide cooperation among the JHA agencies and most of the training needs are addressed, there is room for enhanced cooperation between agencies, especially in terms of joint activities or activities conducted in partnership with one or more agencies, as well as for a more structured needs analysis. It is recommended to improve the JHA TM as a tool that can be used for planning purposes and not only to provide a picture of who does what, and to extend its use to better respond to policy requirements.

## **2 Purpose of the Report**

The objective of this report is to facilitate agencies' cooperation, by:

- Providing a general overview of the agencies' training activities in 2014, to facilitate cooperation in the areas of common interest;
- Identifying areas of complementarity between the agencies;
- Serving as a source of information for gap identification between the EU policies and the JHA agencies' training activities, with the aim to further align agencies' training activities to policy requirements.

### 3 Background

The main purpose of the JHA TM is to enhance awareness and coordination of EU training measures by the EU law enforcement agencies.

CEPOL initiated with the JHA partner agencies the establishment of the Training Matrix in January 2014, as a first step towards the implementation of a European Law Enforcement Training Scheme in line with the Communication of the European Commission. In addition to the JHA agencies, the European Security and Defence College (ESDC) was also asked to provide their input, in order to provide a comprehensive overview of the JHA related training.

The process of the Training Matrix has been supported by the JHA Contact Group under the umbrella of the European Asylum Support Office (EASO) holding the chairmanship of the JHA contact group in 2014. The document has been incorporated in the JHA Scorecard. CEPOL distributed the first document to the training experts meeting of the JHA network in April 2014. Based on the remarks and recommendations received from the agencies, the Training Matrix was improved and kept up-to-date throughout 2014. For example, e-learning modules were added to the matrix, as well as various webinars. A first analysis was conducted by CEPOL in June 2014, which resulted in preliminary conclusions and recommendations. The Training Matrix was uploaded on the CEPOL website in August 2014, with a purpose of easing its update process. Read and write access was granted to the relevant staff of the agencies.

Various talks took place between CEPOL and the agencies. It was agreed that the document would need to be modified to take into account the specificities of the training provided by the agencies (e.g. FRONTEX, EASO etc.). CEPOL introduced its vision to develop the Training Matrix into a training planning, reporting, and management tool. Such vision has been shared with the partner agencies and will need to be discussed and found by common accord of all involved training providers to further fine tune the document for future use.

## 4 Analysis and Main Findings

This analysis shows that the Training Matrix enhances the understanding of partner agencies' actions and helps identification of internal security, border and asylum management and CSDP training needs and gaps. In the future this tool should facilitate more efficient planning, implementation and evaluation of training activities both on the policy and operational level.

All JHA agencies and ESDC were invited to contribute to the JHA TM. The table below shows the split of 319 training activities reported as offered by Migration and Home Affairs Agencies, as well as by the ESDC, which have been listed in the 2014 JHA TM, including residential (in-presence) as well as online/e-learning (distance learning) activities.

	Training activities			
	Residential	E-learning	Total	
CEPOL	71	77	148	
EASO <sup>1</sup>	23		23	
EMCDDA	10		10	
ESDC <sup>2</sup>	41		41	
eu-LISA	9	3	12	
Europol	20		20	
FRONTEX	56	9	65	
<b>TOTAL</b>	<b>207</b>	<b>23</b>	<b>89</b>	<b>319</b>

These figures could be put in perspective in future versions of the TM, by comparing them against the resources allocated to achieve those results.

<sup>1</sup> EASO trainings contain a part of online training, followed by a face-to-face training.

<sup>2</sup> The ESDC statistics refers to figures taking into account the academic year 2013-2014

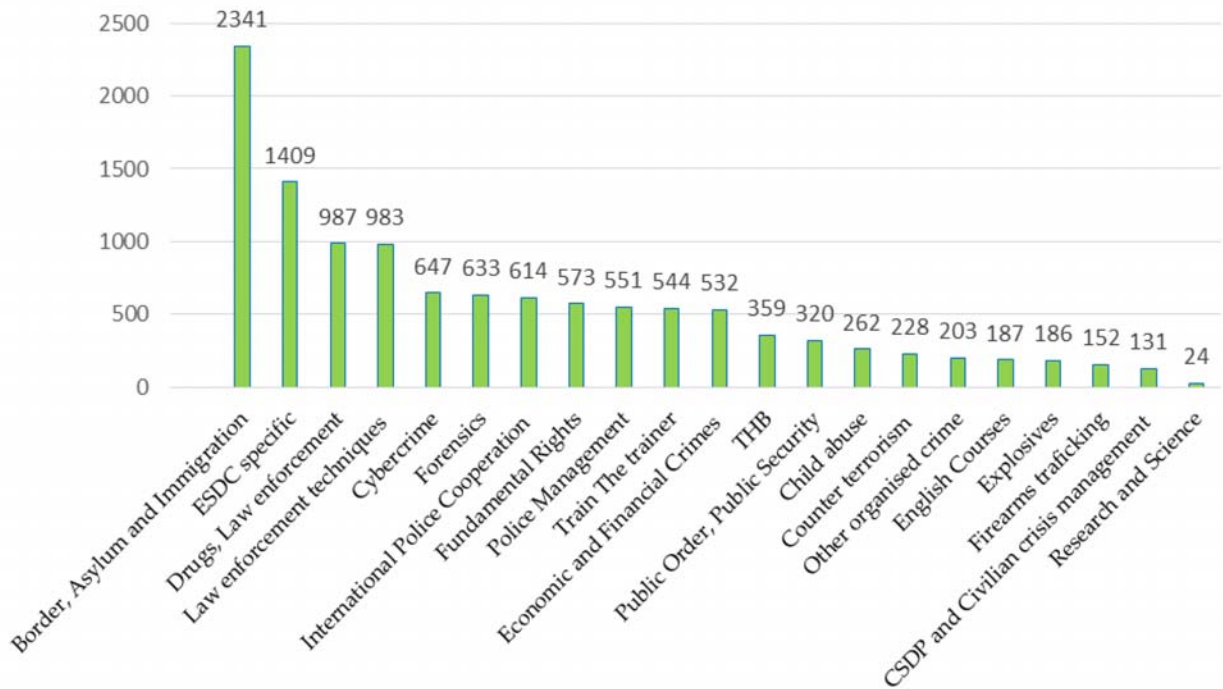
The agencies, in line with their respective mandates and tasks, implement international trainings on the widest range of thematic law enforcement fields. While existing training opportunities cover a wide spectrum of priorities, the number of beneficiaries is however limited when compared with the size of potential audiences/target groups.

The next table shows that 11866 law enforcement officers and other officials were trained in 2014 by the agencies and ESDC through residential activities or webinars (data related to e-Learning modules and common curricula were not gathered in 2014). Nearly half of those officers were attending CEPOL webinars; this particular tool gathered the largest audience in the law enforcement community. Whilst online learning cannot be considered as a substitute for in-presence training, it nevertheless shows the capacity to reach much wider audiences than residential activities. Though FRONTEX main's mandate is not training, their residential activities reach an important number of participants in residential activities. ESDC, a key training provider in CSDP, also reaches very high numbers of attendees to their residential activities.

	Participants	
	Residential Activities	Webinars
CEPOL	2098	5399
EASO	277	n/a
EMCDDA	289	n/a
ESDC	1409	n/a
eu-LISA	295	12
Europol	447	n/a
FRONTEX	1640	n/a
<b>TOTAL</b>	<b>6455</b>	<b>5411</b>

The range of topics is wide; priority is given to the most prominent security issues in the EU:

### Training activities' participants by topic



Migration, asylum and border issues are the topics which are most widely addressed in terms of participants, CEPOL, EASO, and FRONTEX are the biggest providers of those activities. The CSDP training figures are also important showing the combined role of ESDC and CEPOL. Besides law enforcement techniques and forensics, the main priorities of EMPACT (European Multidisciplinary Platform against Criminal Threats) are also addressed. However, with regard to the importance of topics such as counterterrorism or arms trafficking (firearms being one of the Policy Cycle priorities), the number of trained officers shows some room for improvement.

Some training activities cover similar or identical subjects, or target the same type of training audience. For example, both CEPOL and FRONTEX offer "Train the Trainer" and English language courses. Both CEPOL and FRONTEX are also offering a Master program for law enforcement officials. CEPOL, FRONTEX, eu-LISA and FRA provide/participate in Schengen evaluation training courses.

Figures related to inter-agency cooperation on training also give important indications. There are in fact already many training activities involving two or more JHA agencies. CEPOL has partner agencies collaborating in 65 activities (41 residential activities, 24 webinars). The main partner agency is Europol (48 activities), other activities were organised in cooperation with FRONTEX, eu-LISA, FRA, Eurojust and EMCDDA; EASO supported CEPOL in the elaboration of Common Curriculum on THB and in cooperation with FRONTEX organised a Joint Training on the Identification of Persons in need of International protection and Vulnerable Persons in mixed flows.

FRA has delivered training on fundamental rights, diversity, victims' underreporting, LGBTI hate crimes and hate crimes to CEPOL audience. FRA has cooperated on Schengen evaluation, fundamental rights and return monitoring training with FRONTEX.

Eurojust supported CEPOL in organising a seminar "Markets related to Illegal Immigration detecting/tackling/repatriating", a course on Child Abuse in Cyberspace, Cocaine smuggling, two courses on Joint Investigations for senior law enforcement officials potentially involved in Joint Investigation Teams and/or potential team leaders, etc., as well as various webinars were organised with the support of Eurojust experts.

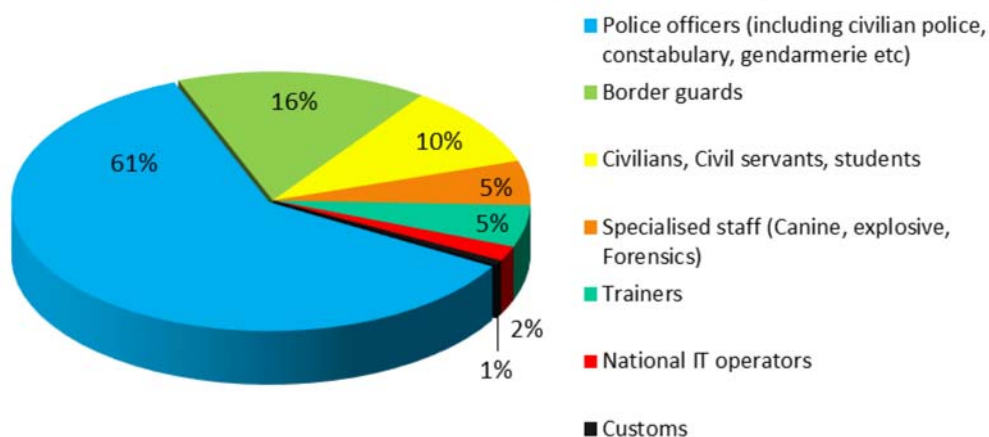
eu-LISA contributed to CEPOL's courses on SIRENE training (basic and advanced) and training for Schengen evaluators.

Figures provided on cooperation by other agencies are the following: FRONTEX involved JHA partners in 6 activities, EMCDDA - 4, eu-LISA - 3, EASO - 2.

EMCDDA pointed out it has a limited number of staff, which puts some limitations for contributing to joint training activities. EMCDDA has suggested using a pool of external experts who could replace their staff in the drug related trainings. The lecturers, trainers and researchers database maintained by CEPOL could be used to further enhance the use of European experts in the JHA training domain.

As far as the target groups are concerned, audiences range from senior police officers to border guards, national IT operators, national civil servants and students. However, Customs officers do not receive regular or systematic training from the JHA agencies. Their participation has been limited to the CEPOL courses on container shipment and cigarette smuggling.

## Training activities by target group



Several activities are provided to Candidate Countries, Potential Candidates (in particular those of the Western Balkans), the European Neighbourhood Policy and the Eastern Partnership Countries:

Agency	Activity	Title	Target group
CEPOL	Seminar	Western Balkan organised crime	Senior police officers and experts from the EU and Western Balkan countries
CEPOL	Seminar	Cocaine trafficking towards Europe through the Mediterranean Basin Conference	ENP/WB Countries
CEPOL	Webinar	Firearms Trafficking Following AOP 2014	Senior police officers and experts from the Western Balkan countries and MS
CEPOL	E-learning Modules	PCCSEE implementation	Senior police officers and experts from the Western Balkan countries
EASO	Training	Train the Trainers session on the Inclusion Module	Representatives of the External Dimension (Western Balkans, Ukraine, Turkey, Lebanon, Jordan, Tunisia)



EASO	Training	Train the Trainers session on the Interview Techniques Module	Representatives of the External Dimension (Western Balkans, Ukraine, Turkey, Lebanon, Jordan, Morocco)
Europol	Regional training	Fight against illicit trafficking of firearms and ammunition in Western Balkans	Balkan countries, law enforcement
EMCDDA	Training	Reitox regional academy: Drug law offences in Western Balkan region: from definition to monitoring	Experts on drugs and drug law offences from Albania, Bosnia and Herzegovina, the former Yugoslav Republic of Macedonia, Montenegro, Serbia, Kosovo* (funded through IPA)
EMCDDA	Training	Reitox regional academy: Prevention of drug use among young people	Practitioners involved in design, implementation and evaluation of drug prevention from Albania, Bosnia and Herzegovina, the former Yugoslav Republic of Macedonia, Montenegro, Serbia, Turkey, Kosovo* (funded through IPA)
EMCDDA	Seminar	Reitox Academy national seminar: Implementation of European standards in developing strategic guidelines in the field of drugs	Administrators from Bosnia and Herzegovina (funded through IPA)

EMCDDA	Training	Reitox academy: The European Union, the EU Drugs policy and the relations with European Neighbourhood Policy region'	Representatives from national authorities in charge of drug policy coordination and monitoring from Armenia, Azerbaijan, Georgia, Israel, Moldova, Morocco and Israel (funded through ENP)
EMCDDA	Training	Reitox academy training course: Contemporary approaches in drug monitoring	Representatives from national authorities in charge of drug policy coordination and monitoring from Armenia, Azerbaijan, Georgia, Israel, Moldova, Morocco and Israel (funded through ENP)
EMCDDA	Training	National Reitox academy: Estimating public expenditure in the field of drugs'	Representatives from national authorities in charge of drug policy coordination and monitoring from Israel (funded through ENP)

While there is room for improvement as to the figures related to residential activities, programmes such as the European Police Exchange programme implemented by CEPOL significantly involved Western Balkan participants (55).

## 5 Recommendations

1. Strategic Training Needs Analysis (STNA) and annual analysis (as envisaged in the principles underpinning the LETS) should be conducted to ensure a more efficient use of resources, and reduce overlaps or duplication;
2. Agree on and develop a method for STNA starting from existing best practices and already developed methods and agree on future areas of training priorities;
3. Share results of training needs assessments conducted by the JHA agencies;
4. Coordinate and improve the JHA agencies response to training needs of the Candidate Countries and the Potential Candidates, as well as those within the EU Neighbourhood Policy and the Eastern Partnership in the context of Strand 4 of LETS (civilian missions and capacity building in third countries); towards this end the formation of a JHA capacity building platform or group of experts comprising the JHA agencies as well as the Commission (DG HOME, DG NEAR, the Service for Foreign Policy Instruments – FPI) and the European External Action Service could be a useful mechanism for a more coherent and harmonised approach towards this important facet of the JHA policy area. Existing expert networks developed by the Agencies should be used as a starting point and integrated into a joint tool that will be commonly developed;
5. Agree on the scope of future development of the JHA Training Matrix, such as coming to a more accurate and shared definition of target audiences and thematic training areas, so to facilitate better planning;
6. Use the JHA Training Matrix as a point of reference for annual programming as a training planning, reporting and management tool to exploit possibilities for joint actions where possible, avoid duplication, and design new training activities. It is recommended that this process is conducted with a 2 year horizon;
7. Explore, together with the European Commission as policy driver, ways to enhance the use and harmonisation of qualification frameworks in the context of JHA training.