

Annex XIII: Training Plan 2022

Objective 1: Dedicated training for the standing corps:

Reference number	Activity / Objective	Description
B2	The basic training programme for the European standing corps CAT 1.	<p>The basic training for the European Border and Coast Guard standing corps CAT 1 shall ensure its members have the necessary competences to operate in a unitary manner in any particular operational area generating added value and fully respecting fundamental rights in all actions. It is harmonised with the CCC Basic.</p> <p>The Basic training programme is estimated to take 9-12 months.</p>

Reference number	Activity / Objective	Description
I. PROFILE RELATED SPECIALIZED TRAINING		
<p>In the consideration of the Management Board Decision no. 1/2020 and of its responsibilities in the area of training, Frontex will deliver to members of the standing corps categories 1, 2 and 3 specialized profile related training courses for border management and return, addressing specific operational elements relevant to their tasks and responsibilities and raising necessary awareness on the respect of fundamental rights, with emphasis on the protection of vulnerable persons, including children. In order to enable their operational readiness, these courses will be delivered prior to their deployment. In order to maintain proportionality with the lengths of their deployment, standing corps category 3 will be offered intensive versions of the specialized profile related courses delivered to their peers of category 1 and 2.</p> <p>The delivery of the profile related specialized training will depend on the operational needs.</p>		
A01	Course for Border Guard Officer	<p>The aim of this course is to promote a high and equal standard for Border and Coast Guards to acquire integrated skills and competences to perform first line border checks at the external borders of the European Union. The course will encompass several specialized modules focused on specific operational tasks as follows:</p> <ul style="list-style-type: none"> • Specialized module on land border surveillance • Specialized module on border checks • Specialized module for second line airport officer • Specialized module for maritime border surveillance <p>The officers assigned under the border guard profile will be offered the specialized modules according to the operational tasks assigned for their deployment.</p>
A02	Course for Information Officer	<p>The aim of this course is to support information collection relevant for situation monitoring, risk analysis and the execution of Eurosur.</p>

A03	Course for Debriefing Officer	A course in which participants learn how to debrief third country nationals by systematic extraction of information from persons willing to cooperate. The training course is designed to build practical skills and competences necessary for performing quality debriefing interviews. Participants learn how to prepare for a debriefing interview, how to select an interviewee and gain his/her trust. Collecting information for intelligence purposes and compilation of a comprehensive debriefing report is covered during simulated interviews. Understanding and proper application of cognitive interviewing techniques and psychological aspects is an essential part of preparation for the most challenging interviews.
A04	Course for Advanced Level Document Officer	<p>The aim of this course is to qualify the participants for acting as advanced level document officer in Frontex operational activities. The course is also used to train the trainers, thus providing the participants with an opportunity to act as multipliers at national level. The target group and the content of the course is defined by the “framework for harmonised programme for the training of document examiners in three levels” (Council Doc. No. 9551/07 and 16261/14)."</p> <p>The course provides the knowledge and the skills to identify genuine documents on the basis of primary and advanced security features and personalisation techniques and to refer suspicious documents to a higher level of expertise. Learners are expected to establish conclusively the status of the document under inspection/examination. The Advanced Level Document Officer course will also add an extra focus on latest technologies and perspectives in authentication of identities, documents and identity fraud.</p>
A05	Course for Cross-Border Crime Detection Officer	<p>The Cross Border Crime Detection Course aims to prepare officers to act as Cross-Border Crime Detection Officers in Frontex operations targeted at serious and organised crime with cross border dimension at EU external borders. The course is designed to prepare officers to be deployed flexibly at sea, land or air borders. The course will take place in authentic environment. The practical exercises will be carried out using vessels, containers, cars, trucks and trains, real documentations accompanying them, as well as technologies and equipment used to detect cross border crime. The participants will gain knowledge on identification of cross border crime, its modus operandi, persons suspected of being involved in various types of CBC (trafficking in human beings, drugs, weapons, excise goods, terrorism). Part of the course will be devoted to document fraud associated with various CBC and also to the recognition, preservation and interpretation of evidence (if requested by EU MS and within the chain of custody), support the collection of information concerning apprehension / seizure. Acquaintance and awareness of the possible harmonization with customs' tasks will also be part of the training.</p> <p>A specialized module on Counter-terrorism Efforts within the Border Dimension Course will aim to raise knowledge and awareness amongst officers deployed in Frontex coordinated operational activities on how to support counter-terrorism efforts. The module is designed to complement the identification of 'known' terrorists through crosschecks with the relevant databases. The module focus</p>

		is on how to support with the identification of the ‘unknowns’, i.e. those whose details are not to be found in SIS or other databases, and this by referring ‘subjects of interest’ for detailed checks. The online module will be provided as a part of specific profile training to selected profiles.
A06	Course for Motor Vehicle Crime Detection Officer	This course will equip the participants with the necessary knowledge and skills related to verifications of vehicles and their documents in order to establish possible vehicle theft and trafficking. The participants will gain the knowledge on: <ul style="list-style-type: none"> - recognition of stolen vehicles and related documents and further handling with the national authorities; - usage of relevant national and international databases; - recognition of new car theft patterns and reporting accordingly; - support for first-line border checks.
A07	Course for Dog Handler	The aim of this course is to provide specific knowledge and skills to the EBCGT members operating as part of border surveillance teams supported by a service dog. Dog handlers with previous experience in dog handling will be brought in line with the most recent set of knowledge, skills and competences required by the operational tasks and duties.
A08	Course for Frontex Tactical Support Officer	The aim of this course is to prepare Frontex Support Officers (FSO) for their role as key-players when it comes to the implementation of the operational goals during a joint operation between Frontex, the host Member State and the deployed members of the teams. The FSO has to support the Frontex Operational Coordinator (FOC) wherever necessary and possible. The training for the FSO reflects all demands and requirements he/she could face during deployment.
A09	Course for Forced Return Escort and Support Officer	<p>The course satisfies the requirements for adequate training to be provided for members of a pool of forced return escorts. It incorporates theoretical knowledge and practical skills required to participate in return operations and interventions. Currently, two types of courses are offered by Training Unit: Course for Forced Return Escort Leaders in Return Operations and Course for Readmission Officers.</p> <p>The Course for Forced Return Escort Leaders in Return Operations aims to enhance escort leaders’ competence and skills enabling them to perform the key role the escort leaders play in forced return operations. It covers task in pre-return and return phase, including in-flight phase and hand-over. The course is enriched with knowledge obtained from e-learning course.</p> <p>The Course for Readmission Officers prepares forced return escort officers for their tasks within readmission operations by ferries and by charter flights.</p> <p>Both courses are based mostly on practical scenarios in an airplane mock up and ferry boat. Learners benefit from various role plays and practical exercises, as well as simulations of various predictable and emergency situations.</p> <p>The further development of the Course for Forced Return Escort Officer will continue in 2020. The Course will be designed to meet</p>

		training requirements for national escort officers deployed to provide escort services in all kinds of forced return operations.
A10	Course for Return Specialists	The aim of this course is to prepare return specialists from national competent bodies to efficiently fulfil tasks in the area of pre-return activities, including “collection of information necessary for issuing return decisions” in line with the Article 48(1) of Regulation. The courses prepare return specialists to accomplish tasks required to issue a return decision, respecting the Regulation provision that the issuing of return decision shall remain a competence of the Member States.
A11	Course for European Coast Guard Functions Officer	This course focuses on tasks, mandate, role and responsibilities of coast guard function officers to prepare them to meet all demands they may face during their deployment in a Frontex Joint Maritime Operation. In a real working environment and supported by experts, participants will learn how to operate effectively in an ICC/LCC and/or on board of assets supporting the implementation of coast guard functions (e.g. EU agencies).
A12	Course for Air Crew Preparation for Joint Operations	The aim of this course is to provide participants with theoretical knowledge and practical skills for activities carried out by air crew members deployed in Frontex Joint Maritime/Land Operations.
A13	Fundamental Rights modules embedded in the advanced specialized profile related training courses	Frontex specialized modules on fundamental rights raise awareness and provide harmonised guidelines on respecting fundamental rights while performing border control or return-related tasks. These includes protection of children at the borders and other vulnerable persons, protection of victims of human smuggling, trafficking in human beings and of other forms of cross border crime. The goal of fundamental rights - related modules is to provide participants with a tailored training relevant to their tasks and powers.
A17	Course for Pool of Forced Return Monitors	The aim of this course is to provide members of Frontex pool of forced-return monitors with theoretical knowledge and practical skills required to comprehensive and transparent monitoring of forced return operations. The main focus is on monitoring respect for the applicable fundamental rights during return operation. Members of the Forced-return monitors’ pool are trained in a standardised course and regularly updated in “Annual lessons learnt meetings” conferences and thematic workshops together with experienced escort leaders to exchange knowledge and best practices.
A19	Pre-Deployment Induction Training Package for standing corps Cat 2 and 3	The Pre-Deployment Induction Training prepares participants in Frontex operations by providing them with a general awareness on the Frontex legal, organizational and operational environment and procedures, safety and security, fundamental rights. An additional objective is to contribute to creating a common European Border and Coast Guard professional culture amongst the participants, through different practical exercises, thus developing necessary skills in order to overcome cultural challenges, to understand conflicts and manage them, and to be aware of the stages of team development. Mainly designed for self-paced learning, this training package will be provided additionally to the specific profile related training courses

		to prepare the deployment in teams for the standing corps categories 2 and 3.
A20	Operational Leadership training	Some members of the standing corps will be chosen to attend Operational Leadership training to become supervisors or managers. The Operational Leadership training will be based on Common Core Curriculum for Border and Coast Guard Mid-level Management Training in the EU (CCC ML) and the SQF for Border Guarding.

Objective 2: Strengthening EBCG capacities:

II. SPECIALIZED TRAINING COURSES AND PRODUCTS IN IBM RELATED AREAS SUPPORTING THE IMPLEMENTATION OF FRONTEX MANDATE		
<p>Integrated Border Management related training products</p> <p>Frontex promotes a high and equal standard of border checks at the external borders of the European Union especially through providing training on the general European Integrated Border Management concept as well as for individual strategic components of European IBM such as intra-agency cooperation, state-of-the-art technology and quality control.</p>		
A21	Course on Integrated Border Management	The aim of this course is to support the harmonized implementation of the European IBM concept based on the European Border and Coast Guard Regulation at national level. The target group of the course are high-level experts from Member States/SACs involved in the implementation of a national IBM strategy and Action Plan in line with EU standards, especially with the Technical and Operational strategy for European IBM. Also, the training is tailored to the needs of partner non-EU countries and a special iteration of the course is delivered to them.
A22	Course on Schengen Evaluations (incl. Thematic Schengen Evaluation)	The aim of this course is to promote professional knowledge on how to carry out an objective evaluation mission in the fields of air, sea and land borders, as well as return. The training is based on the “learning by doing” method, meaning that the theoretical part of the training is limited. Knowledge is embedded through very practical exercises carried on in a real environment via on-site visit-simulations at real border crossing points and return facilities of selected Member States.

A23	Course on Advance Information (practitioner level)	The aim of this course is to facilitate harmonised capabilities of MS/SACs to use the advanced traveller information analysis to safeguard efficient and effective border management and to mitigate risks to internal security at the EU level. The course provides basic training for border guards performing tactical risk profiling and traveller targeting at national level.
A24	Course on Vulnerabilities of ABC Systems	The aim of this course is to promote a high and uniform standard of border checks at the external borders of the European Union, including by providing MS/SACs experts with the necessary knowledge, skills and competences in order to assess ABC systems vulnerabilities and take appropriate mitigations to reduce risk likelihood and impact on internal security.
A25	Course on Customs and Border Guard Cooperation - Advisers	The aim of Customs and Border Guard cooperation Advisers' course is to increase synergies and the tactical cooperation between border guards and customs officers working at the EU land, maritime and air external borders. Among the operational aspects covered by this course are: the legal basis for enhanced cooperation, the impact of border guard-customs cooperation and relevant mutual benefits, SOPs for the common border checks, solutions to be applied at the local, regional and national level for enhanced border guard-customs cooperation as well as the preventive anti-corruption measures at the external borders.
A26	Course on Entry-Exit-System	The aim of the course is to support Member States in preparing their border guards for the introduction of the entry-exit-system at the external borders. The target group of the course are multipliers from MS/SACs who will take the responsibility to spread the gained knowledge and skills at national level.
A27	Course on European Travel Information and Authorisation System (ETIAS)	The aim of the course is to support MS/SACs in building the capacity of their border guards for the introduction of the European Travel Information and Authorisation System at the external borders. Staff members of the ETIAS Central Unit are an additional target group.
Situational Awareness and Situation Monitoring related training products		
A28	Course on CIRAM	<p>European course for CIRAM risk analysts</p> <p>The strategic aim of this course is to develop competences and harmonise practices in the field of risk analysis at European level. Learners will develop competences in carrying out CIRAM-based risk analysis to support decision-making. These competences will enable them to become specialised members of staff with a high degree of independence and analytical thinking, performing professional tasks based on the Common Integrated Risk Analysis Model, within the scope of Integrated Border Management.</p> <p>The strategic aim of this course is to enhance Member States' awareness on CIRAM.</p> <p>The course is delivered on ad hoc basis, in order to support Member States upscaling national capacities in the area of CIRAM based risk analysis, including those that had to follow up on vulnerability assessment process.</p>

Document and Identity Fraud related training products		
A29	Basic Course on False Documents Detection I Roadshow	The format of the Roadshow caters for providing a hands on learning experience, thus allowing officers to respond to the regular operational front-line needs during the duration of the exercise. The training was developed to support MSs and SAC countries since based on the Council Doc. No. 9551/07 and 16261/14) this should not be responsibility of Frontex but of Member States.
A30	Train the Trainers Course on Facial Features for Imposter Detection	<p>This course was developed in order to have a universal systematic approach when deciding if the person who presents the document is actually the same person as in the photo and to combat the look alike fraud successfully.</p> <p>Due to the use of higher quality security features in identity documents it has become increasingly difficult to forge such a document. As a consequence, look alike fraud is more prevalent.</p>
A31	Basic Course on False Document Detection II- Consular Staff Training	This course is delivered in non-EU countries in cooperation with EU Delegation. The course encompasses learner-centred activities, including theoretical and practical sessions that are also adapted to the geographical needs.
A32	Course for Specialists on Identity and Security Documents	The aim of this course is to qualify the participants for acting as false document experts at specialist level. The content of the course is based on the Framework for the harmonised programme for the training of document examiners in three levels (Council Doc. No. 9551/07 and 16261/14) and takes into consideration the latest developments in the authentication process related to the identity chain.
A33	Document Specialist Board	FRONTEX, together with the Documents Expert Board will evaluate the content of the training programme. Based on the results of this evaluation, the Documents Expert Board will then decide whether any elements of the training programme, or the training tools used, should be revised. The Working Party on Frontiers/False Documents will be informed of all changes made.
Other training products		
A16	Ad Hoc Training in the field of Return	The ad hoc course is based on the Course for Forced Return Escort Officers and is tailored to the special needs and requirements of Member States or non-EU countries with special requests. The course focuses on forced return escort officers carrying out national return operations and collecting return operations and equips participants with knowledge on relevant international law, including fundamental rights and the proportionate use of means of constraints. Ad hoc courses do not include courses for forced return escort leaders.

A18	Operational Safety and Health E-learning tool for hotspots	Online self-paced learning tool focused mainly dedicated to officers who will be deployed in places with high migratory pressure and need extra competences related to operational safety and health of deployed officers. The tool will encompass knowledge and information on specific topics such as: people in migration process, contagious and non-infectious diseases, outbreaks, substance abuse, mental health, gender-based violence, occupational safety and health, intercultural communication and mediation. Once developed, this will be made available under the different profile dedicated courses.
A34	Inter-agency Cooperation Training	Area covering different training initiatives decided in the context of the inter-agency cooperation framework, based on specific needs assessments.
B4	European Joint Master's in Strategic Border Management (EJMSBM).	The European Joint Master's Programme is intended for mid- to high-level officers of agencies and organisations responsible for border security in the European Union. The programme reflects and supports Frontex strategic approach to border and coast guard education and training. It promotes a common EU approach to integrated border management that meets the organisational needs of border and coast guards. In 2021 the third iteration of the programme will be facing its dissertation writing period. The new consortium agreement is envisaged to be signed.
B5	Strategic Border and Coast Guard Management Training Course (SBCGM).	This course aims to address diverse professional development needs of senior border and coast guard officers offering a set of modules based on the EJMSBM and focused on strategic management of the EU border security and European cooperation for the Integrated Border Management (IBM). It will extend the accessibility of the master's valuable learning to a wider target of border and coast guard senior officers who cannot undergo the master's studies, but can selectively study the modules. It will also facilitate the cooperation, information exchange and sharing of good practices. The courses will be offered to the participants.
C9	English for Border and Coast Guarding	This activity integrates various actions related to English proficiency. English for Border and Coast Guarding online courses (basic and advanced) and manuals aim at enabling the border and coast guard officers to develop effective communication skills and a correct professional vocabulary in English for interaction with individuals and groups while performing border control tasks, in accordance with national and EU applicable legislation. In close connection with the QA processes, this activity also includes the management of the English proficiency assessment tool applied for the recruitment of the members of standing corps, as well as trainers and other learners.

Reference number	Activity / Objective	Description
C1	Course design in line with Bologna and Copenhagen principles using the Sectoral Qualifications Framework for Border Guarding	This course contributes to ensuring the operational relevance, standards and quality of training programmes and courses in the border and coast guard area. It develops specific skills and competences for the design and review of training, in line with the Sectoral Qualifications Framework for Border Guarding and European lifelong learning policies and best practices. The course aims to build Frontex capacity for designing high quality, effective and practical training and may be offered also to MS/SAC experts who contribute to designing border and coast guard courses at national level and for Frontex. This course is offered as part of the overall training skills package that includes Training Delivery methodology and Educational technology courses
C3	BCG Training Delivery Methodology	This course provides an opportunity for trainers' training, certification and continuing professional development. It enables subject matter /operational experts delivering Frontex courses to uphold the quality standards for training delivery in line with Frontex requirements and the European policies and good practice in education and training applicable nationally across EU. It also ensures the necessary training delivery capacity for the European standing corps training programme, all categories, through tailored courses and practical workshops designed to meet specific training delivery skills.
C3	Training Delivery Skills for standing corps Category 1	This course aims to equip the operational experts who will deliver the European standing corps - Category I Training Programme (EST I) with the necessary competences related to training delivery methodology.
C7	Introduction Educational Technology	This course is designed for practitioners in the field of training for Border and Coast Guards who would like to develop basic skills and competences in the area of Educational Technology.
C7	Tailored online delivery workshops	These ad-hoc workshops cover online training methodologies for internal and external stakeholders i.e. webinar delivery methodology and learning management system course design.