



European Asylum Support Office

# EASO Annual Training Report 2015

May 2016

SUPPORT IS OUR MISSION





European Asylum Support Office

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May 2016

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## Introduction

**Note:**

*This report draws upon data provided by the EASO Training Cockpit from 2010 onwards. Its purpose is to measure progress in the implementation of the EASO Training Curriculum and does not intend to provide any data on any other national training available in EU+ States and by other stakeholders <sup>(1)</sup>.*

*At the current stage, the EASO Training Cockpit is only counting training participants. This means that an individual attending several training sessions will be counted several times.*

*Data is generated from the registration list of participants in the EASO Training Curriculum (national trainings and train-the-trainers' sessions) provided by EU+ States and other stakeholders.*

*The EASO Training Cockpit only records participants who have completed a full training session (e-learning session and the face-to-face session). Therefore divergence of data between the EASO Training Cockpit and the Member States' records may result when EASO has not been informed that a participant did not complete a full training session (no update in the registration list).*

*Reference to the date of a session is made in the beginning of the online training course. Therefore, two online training sessions with two different online start dates but with the same face-to-face dates and the same trainers will be counted as two sessions. Moreover, a national training session with an online session starting in December 2015 followed by a face-to-face session in January 2016 will be included in the 2015 records.*

---

<sup>(1)</sup> All trainings delivered in non-EU+ States and/or by external partners (Office of the United Nations High Commissioner for Refugees – UNHCR, Austrian Centre for Country of Origin and Asylum Research and Documentation – ACCORD, Prague Process, Quality Initiative in Eastern Europe and South Caucasus – QIEE, etc.).

# 1. Progress in the implementation of the EASO Training Curriculum, EU+ States and other stakeholders

Progress in the implementation of the EASO Training Curriculum is monitored and analysed on the basis of the following data:

- the number of participants who have completed the EASO training modules,
- the number of participants per module,
- the number of train-the-trainers' sessions and national trainings,
- the number of train-the-trainers' sessions and national trainings per module,
- the evolution in the top 5 EASO training modules.

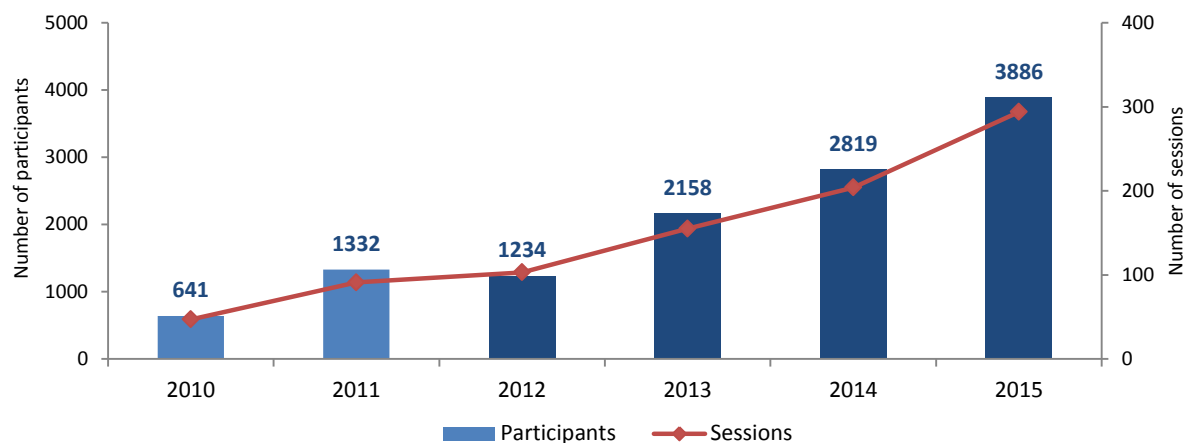
It is important to note that the records only take into account the absolute number of training participants. The graphs do not take into account the relative size of each national authority. This means that some Member States appear as low-ranking in absolute number even if a significant amount of staff therein has undergone training in the EASO Training Curriculum.

## 1.1. Trends in participation in the EASO Training Curriculum

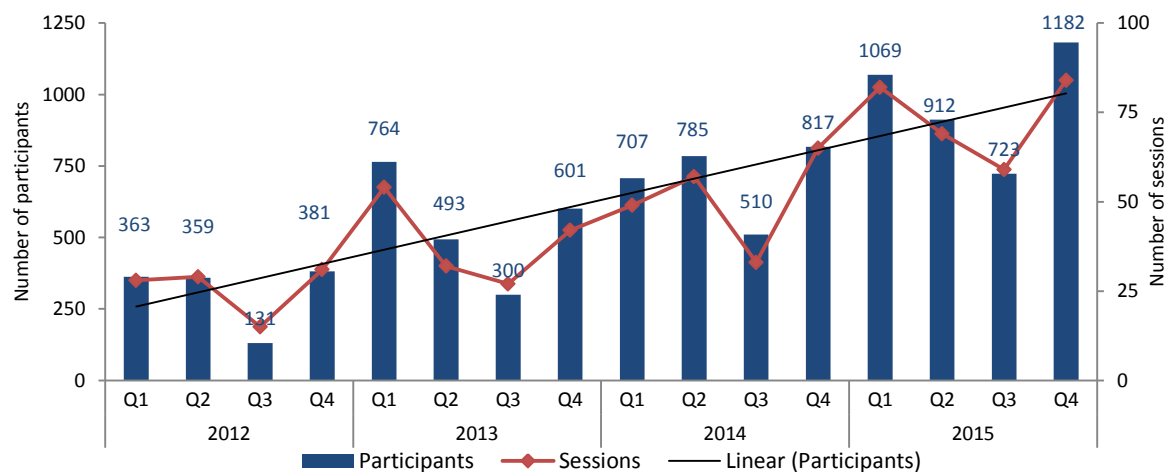
- The steady increase in the implementation of the EASO Training Curriculum in the EU+ States has been observed since 2010 and confirmed in 2015 with a rise of 38 % in participation in the EASO training modules compared to 2014.
- In 2015, 3,886 asylum officials from EU+ States were trained in the EASO Training Curriculum compared to 2,819 in 2014 (+38 %).
- 275 asylum officials have been trained in 2015 to become national trainers, representing a slight decrease of 4 % in comparison with 2014.
- The overall increase in the implementation of the EASO Training Curriculum is also confirmed by the number of national training sessions (271 sessions organised in 2015 compared to 179 sessions in 2014) and the number of participants in national trainings (3,611 participants in 2015 compared to 2,533 in 2014).
- In 2015 every trainer who completed a train-the-trainers' session in the EASO training module has trained on average 13.1 participants at national level (so-called multiplier effect), marking a notable increase when compared to 8.8 participants in 2014.
- Between 2012 and 2015 the multiplier effect amounted to 10.8 participants trained at Member States' level by every person who completed the train-the-trainers' session in the EASO Training Curriculum.

The following graphs give a more detailed picture of this analysis.

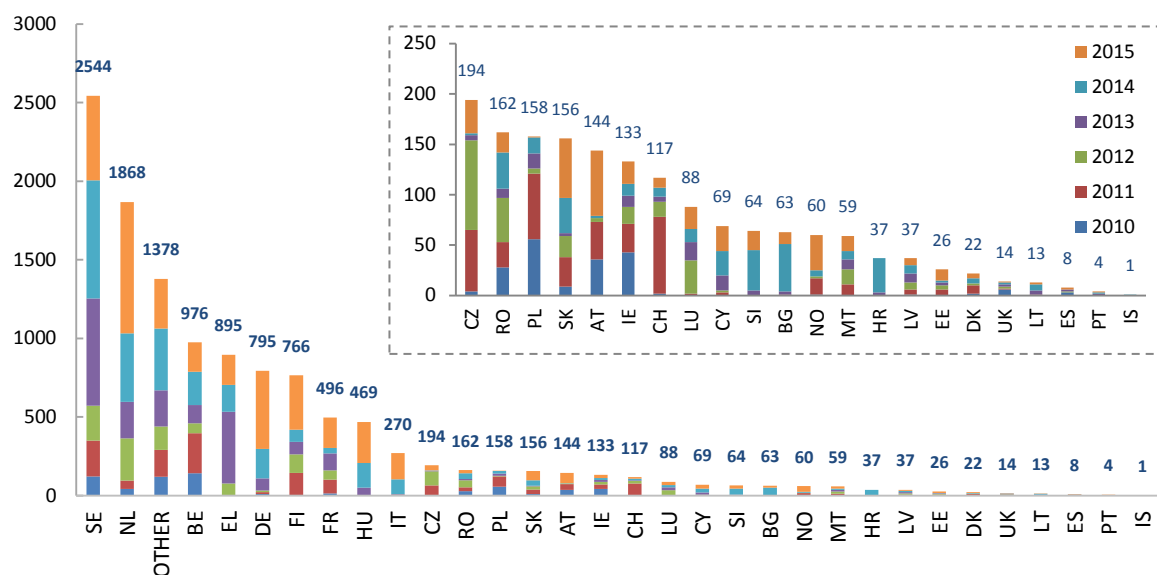
**Graph 1: Implementation of the EASO Training Curriculum 2010-2015 (number of participants to national trainings and EASO's train-the-trainers' sessions, as well as the number of national training sessions)**



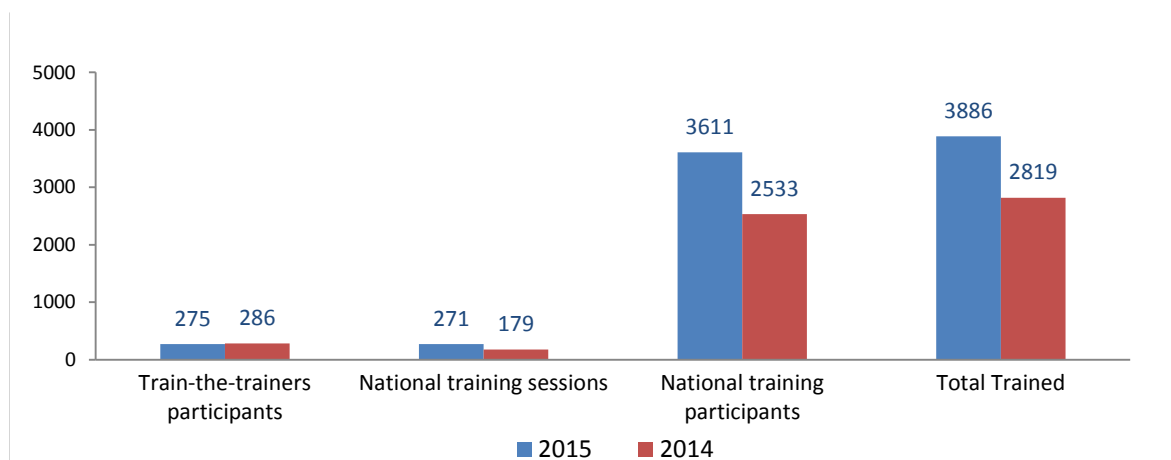
**Graph 2: Implementation of the EASO Training Curriculum by quarter, 2010-2015 (number of participants to national trainings and EASO's train-the-trainers' sessions, as well as the number of national training sessions)**



**Graph 3: Implementation of the EASO Training Curriculum 2010-2015 (number of participants to national trainings and EASO's train-the-trainers' sessions).**

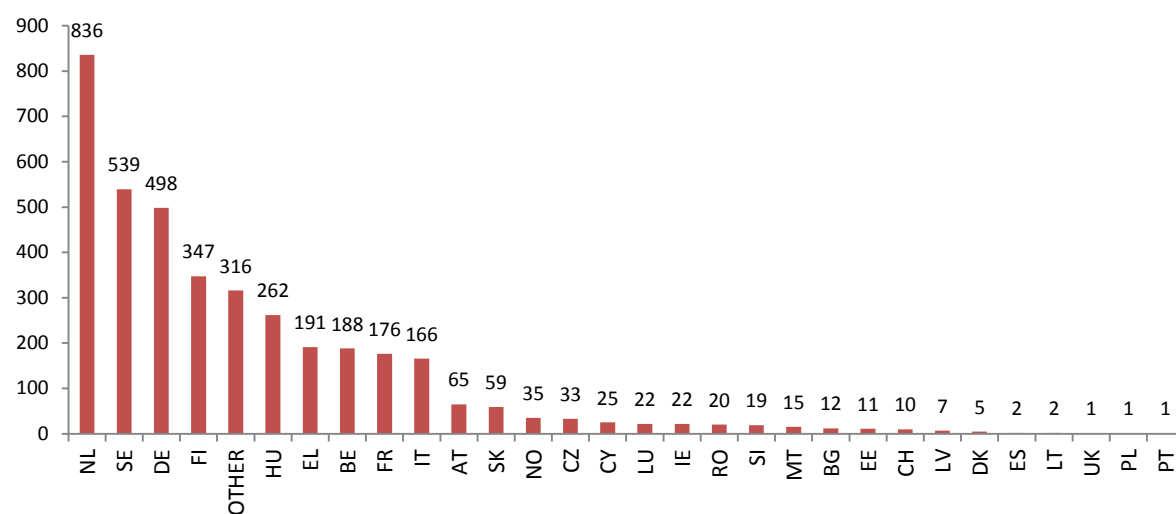


**Graph 4: Training progress 2015 vs 2014**





**Graph 5: Implementation of the EASO Training Curriculum in 2015 (number of participants to national trainings and EASO's train-the-trainers' sessions)**



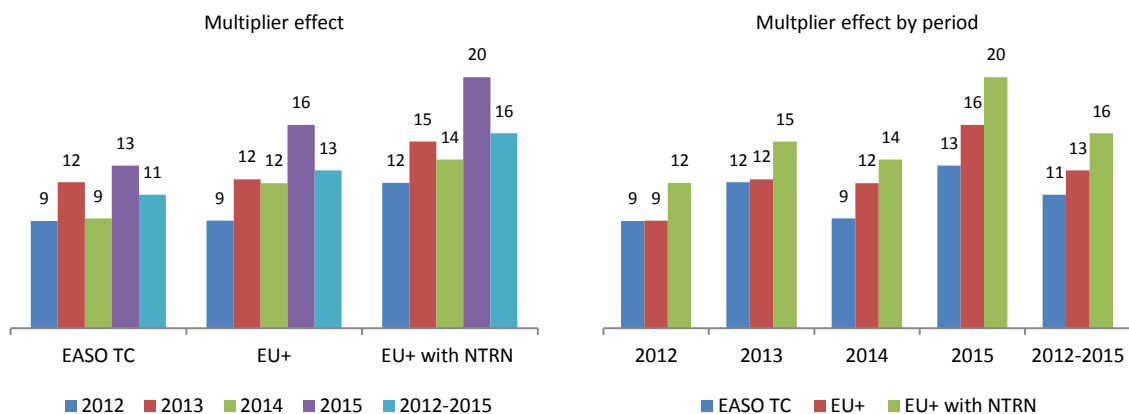
## Multiplier effect of EASO Training Curriculum 2012-2015

The multiplier effect of the EASO Training Curriculum (2012-2015) amounts to 11 participants trained at the national level by a trainer who followed one of EASO's train-the-trainers' session (ratio 1:11)

The ratio of the multiplier effect amounts to 1:15.7 (this means that on average one trainer following EASO's train-the-trainers' session trained approximately 16 trainees nationally).

The Interviewing Vulnerable Persons is the module with the highest multiplier effect (21 participants per trainer in general terms and 29 participants for EU+ States who have implemented the EASO Training Curriculum at the national level).

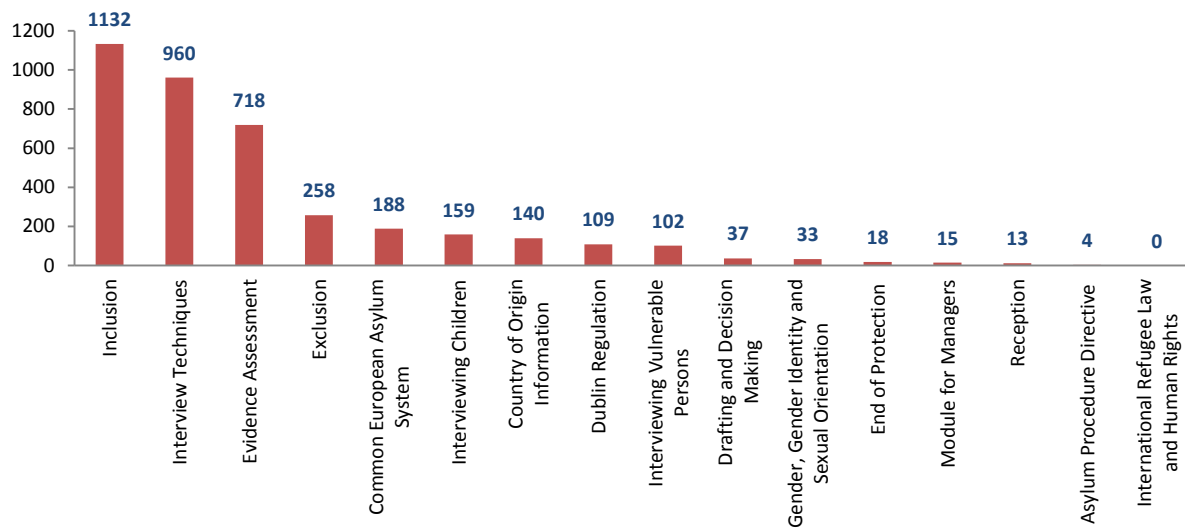
Modules	EASO Training Curriculum	EU+ States	EU+ States who organised national training session
Interviewing Vulnerable Persons	20.5	24.5	28.6
International Refugee Law and Human Rights	17.9	22.4	38.4
Inclusion	16.4	20.8	24.8
Exclusion	13.5	18.1	19.9
Interview Techniques	12.5	16.3	21.3
Evidence Assessment	12.3	14.9	17.9
Country of Origin Information	11.4	7.9	10.1
Interviewing Children	10.1	10.6	15.3
Drafting and Decision Making	9.3	8.5	10.1
End of Protection	4.7	5.0	6.4
Dublin Regulation	4.0	4.2	5.5
Common European Asylum System	3.2	5.6	7.5
Gender, Gender Identity and Sexual Orientation	0.6	0.9	0.9
Module for Managers	0.0	0.0	0.0
Asylum Procedure Directive	0.0	0.0	0.0
Reception	0.0	0.0	0.0
<b>Total</b>	<b>10.8</b>	<b>12.7</b>	<b>15.7</b>



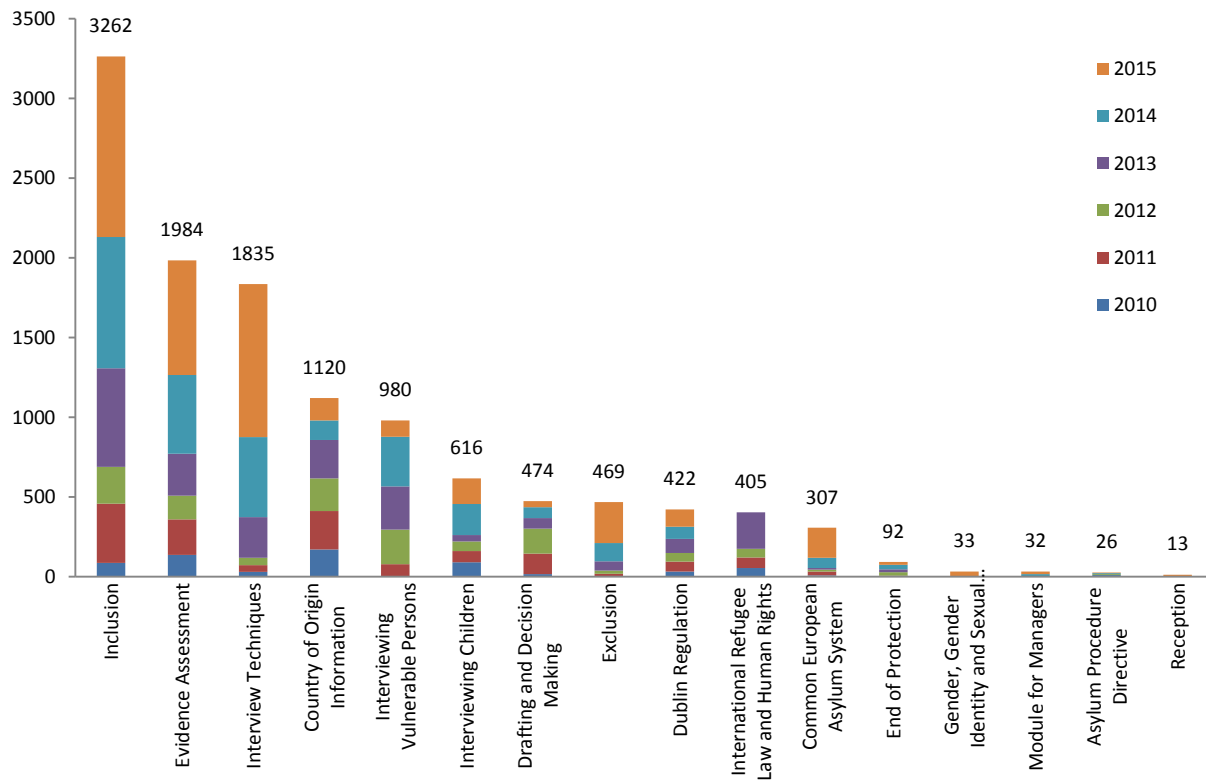
## 1.2. Trends in usage of the EASO training modules

- The three mostly used modules in 2015 were Inclusion, Interview Techniques and Evidence assessment, confirming that the learning path for asylum case officers with three core modules, adopted by EASO at the end of 2013, has been successfully implemented by Member States. In 2015, 72% of the participants followed one of the core modules compared to 65% in 2014.
- The Inclusion module was the most used module in 2015, and 29 % of the total number of participants in the EASO Training Curriculum have completed this module. The number of participants who completed the Inclusion module increased by 38 % compared to the previous year.
- The Interview Techniques was the second most used module in 2015, and 25 % of the total number of participants to the EASO Training Curriculum have completed this module. The number of participants who completed the Interview Techniques module increased by 91 % compared to 2014 (almost doubled).
- The Evidence Assessment module was the third most used module in 2015 with an increase of 45 % in the number of participants trained in 2015 compared to 2014.
- The Exclusion Modules ranked fourth in 2015 (258 participants) followed by the Module on the Common European Asylum System (188 participants).
- The strongest progression in the number of people trained was observed with regard to the Common European Asylum System module (+194 %) and the Exclusion module (+124 %).
- The Gender, Gender Identity and Sexual Orientation module and the Reception module were delivered for the first time in 2015.
- Due to the fact that the upgraded version of the Evidence Assessment Module will incorporate relevant elements of the module on Drafting and Decision Making, EASO has made a decision not to organise any new training sessions in the Drafting and Decision Making module.
- The module on End of Protection has been updated throughout the second half of 2015.

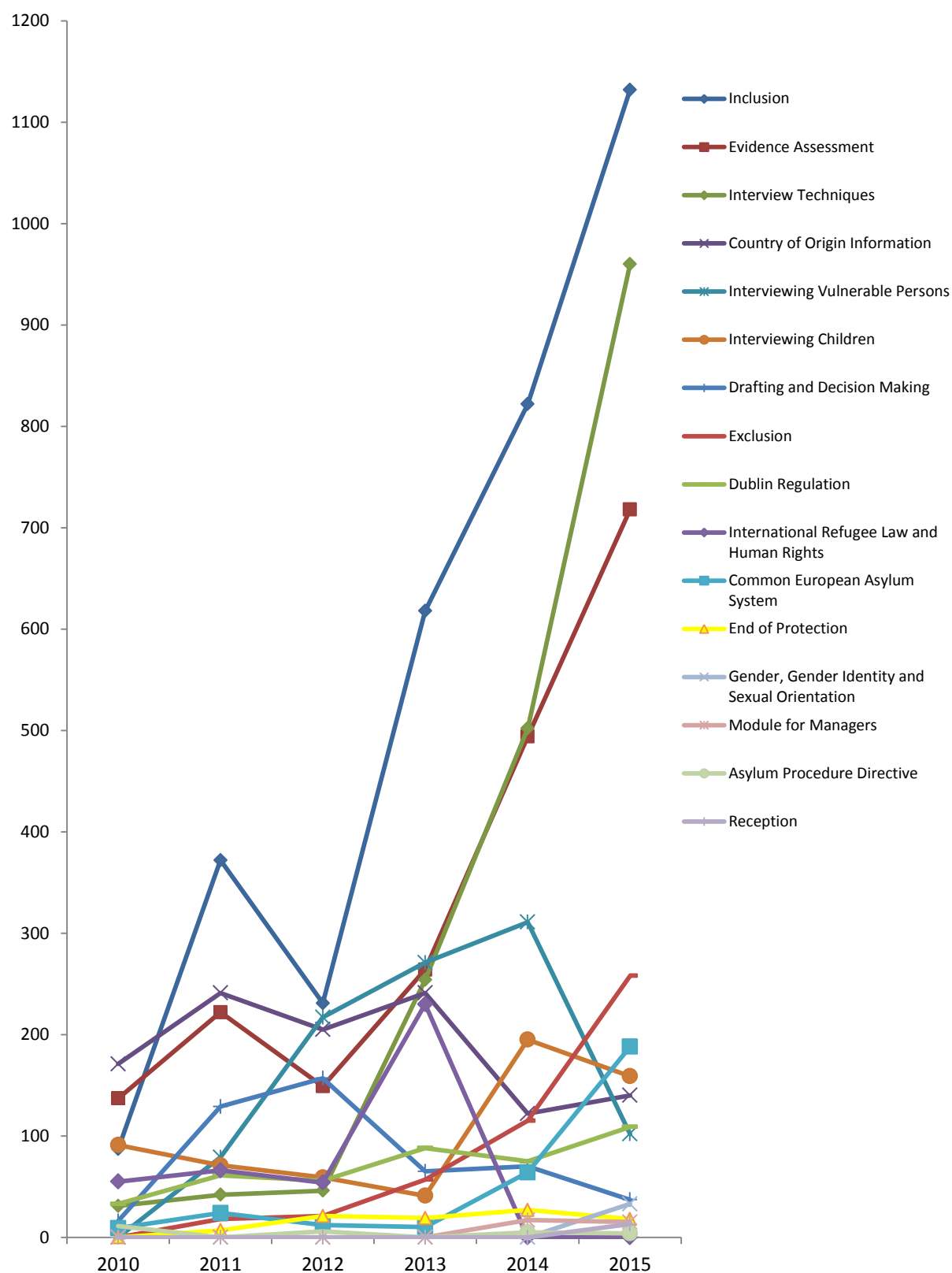
**Graph 6: Training progress in 2015 by module (number of participants to national trainings and EASO's train-the-trainers' sessions)**



**Graph 7: Training progress by module, 2010-2015 (number of participants to national trainings and EASO's train-the-trainers' sessions)**

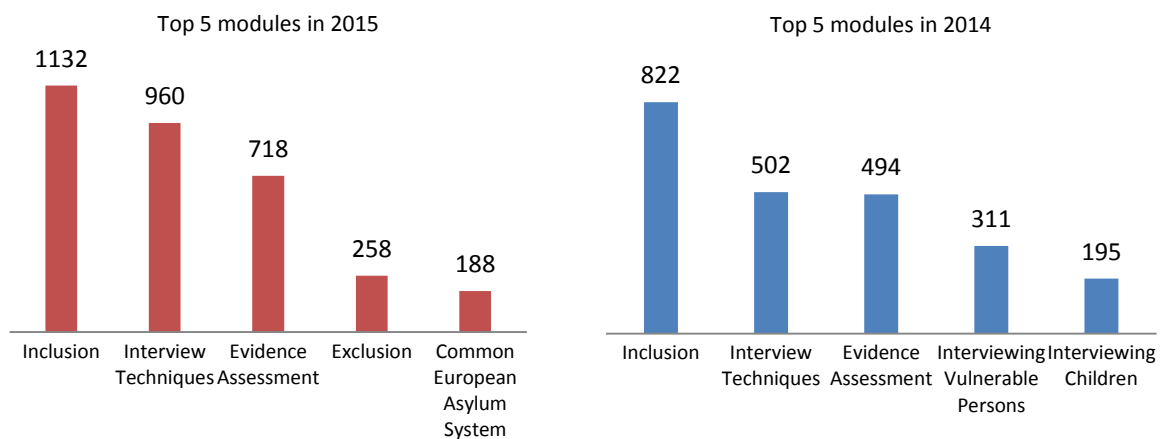


**Graph 8: Trends in participation in the EASO Training Curriculum by module, 2010-2015 (national trainings and train-the-trainers' sessions)**



**Table 1: Evolution in the number of participants in the EASO Training Curriculum 2015 vs 2014**

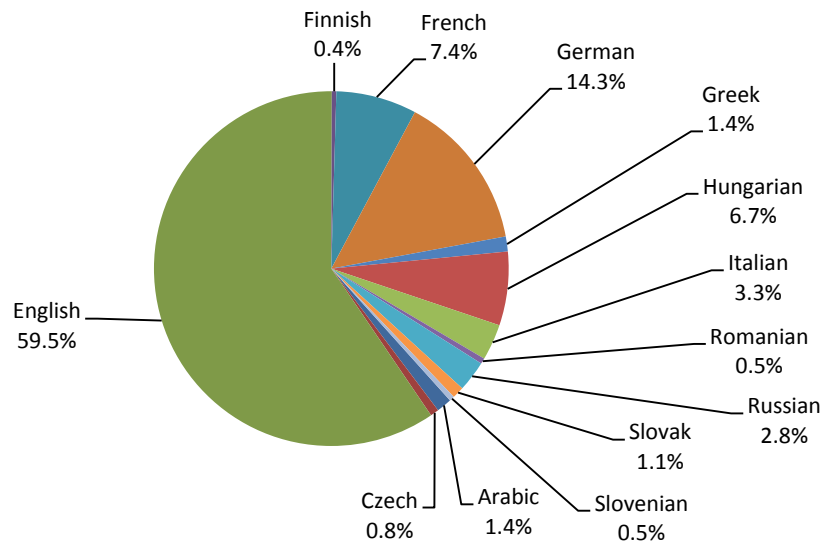
Module	Participants				Sessions	
	2015	2014	Evolution		2015	2014
Inclusion	1132	822	↗	38%	86	55
Interview Techniques	960	502	↗	91%	70	33
Evidence Assessment	718	494	↗	45%	47	35
Exclusion	258	115	↗	124%	18	9
Common European Asylum System	188	64	↗	194%	14	6
Interviewing Children	159	195	↘	-18%	15	16
Country of Origin Information	140	122	↗	15%	10	8
Dublin Regulation	109	75	↗	45%	14	7
Interviewing Vulnerable Persons	102	311	↘	-67%	9	24
Drafting and Decision Making	37	70	↘	-47%	2	6
Gender, Gender Identity and Sexual Orientation	33	0	↗	/	3	0
End of Protection	18	27	↘	-33%	3	3
Module for Managers	15	17	↘	-12%	1	1
Reception	13	0	↗	/	1	0
Asylum Procedure Directive	4	5	↘	-20%	1	1
International Refugee Law and Human Rights	0	0	→	/	0	0
<b>Total</b>	<b>3886</b>	<b>2819</b>	<b>↗</b>	<b>38%</b>	<b>294</b>	<b>204</b>

**Graph 9: Evolution in the top 5 modules 2015 vs 2014**

### 1.3. Language versions by module available on the EASO Training Platform (update on 15/04/2016)

Module					Languages online				Updated version				Outdated version							
Inclusion					15	EN v. 4	BG v. 4	DE v. 4	EL v. 4	FR v. 4	HR v. 4	HU v. 4	IT v. 4	PL v.4	SL v. 4	SK v. 4	AR v. 4	RO v. 2	RU v. 2	TR v. 3
Evidence Assessment					13	EN v. 4	FR v. 3.5	HU v. 3.5	IT v. 3.5	PL v. 3.5	RO v. 3.5	SL v. 3.5	BG v. 3	DE v. 3	EL v. 3	FI v. 3	AR v. 3.5	RU v 3		
Interview Techniques					11	EN v. 3.1	BG v. 3.1	CZ v. 3.1	DE v. 3.1	FR v. 3.1	HR v. 3.1	HU v. 3.1	IT v. 3.1	RU v. 3.1	AR v. 3.1	EL v. 1.1				
Drafting and Decision Making					8	EN v. 3.1	DE v 3.1	HU v. 3.1	LT v. 3.1	RU v. 3.1	CZ v. 1.1	EL v.1	RO v. 1.1							
Interviewing Vulnerable Persons					7	EN v. 3	BG v. 3	DE v 3	FR v. 3	HU v. 3	RO v. 3	SK v. 3								
Exclusion					3	EN v. 4	RU v. 4	FR v. 1.1												
Country of Origin Information					3	EN v. 4.1	HU v.4	CZ v. 1.2												
International Refugee Law and Human Rights					3	EN v. 2.1	CZ v. 1.5	EL v. 2.1												
Interviewing Children					3	EN v. 3.1	DE v. 3.1	FR v. 3.1												
Dublin III Regulation					2	EN v. 4.1	DE v. 3													
Common European Asylum System					2	EN v.1.1	FR v 1.1													
Asylum Procedures Directive					2	EN v. 3.1	FR v. 1.1													
Module for Managers					1	EN v. 0.9														
Gender, Gender Identity and Sexual Orientation					1	EN v. 1														
Reception					1	EN v 1														
End of Protection					1	EN v. 3														
Introduction to Didactics					1	EN v 0.9														

Languages online	EN	FR	DE	HU	RU	EL	CZ	RO	BG	AR	IT	SK	SL	PL	HR	FI	LT	TK	Total
Number of translated versions online	17	8	7	6	5	5	4	4	4	3	3	2	2	2	2	1	1	1	77

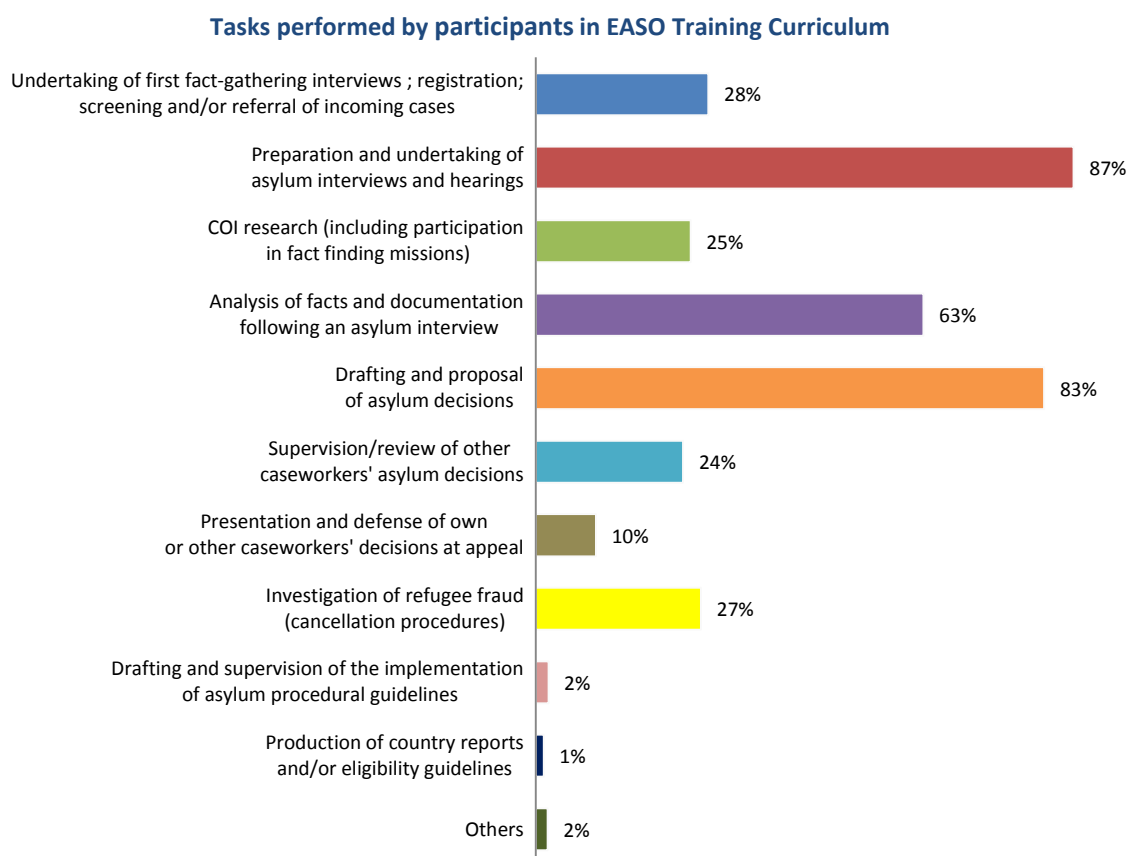
**Graph 10: Distribution of participants by language in the EASO Training Curriculum in 2015**

- The EASO training modules are available in a total of 18 language versions. Only five modules (Gender, Gender Identity and Sexual Orientation; End of Protection; Reception; Module for Managers and Introduction to Didactics) have not been translated and are only available in English.
- In 2015, 60% of the participants completed training sessions in the EASO Training Curriculum in English language, followed by German (14%) and French (7%).



## 2. Profile of participants from EU+ States and other stakeholders in the EASO Training Curriculum <sup>(2)</sup>

- Most of the participants who have completed one or more modules of the EASO Training Curriculum are responsible for preparing and undertaking asylum interviews (87 %). The second most common profile relates to drafting asylum decisions (83 %), while 63 % of the participants deal with analysis of facts and documentation following an asylum interview. These profiles correspond to the core tasks which are most commonly shared by asylum case officers across the EU+ States confirming that the EASO Training Curriculum is reaching its primary target audience.
- The lowest percentage of participants represents persons who are responsible for drafting and supervising the implementation of asylum procedural guidelines (2 %) and for producing country reports and/or eligibility guidelines.



**Reading example:** 87% of participants registered in the EASO Training Curriculum performed the task 'Preparation and undertaking of asylum interviews and hearings'.

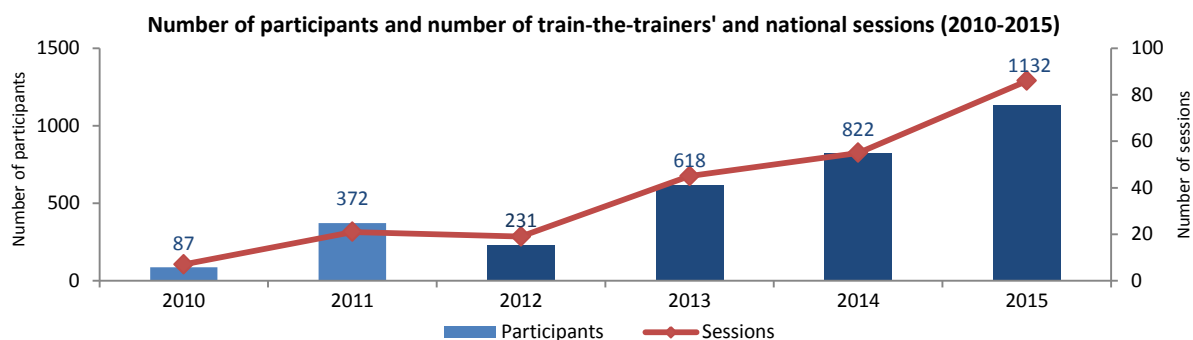
*Please note that one asylum officer may perform several tasks.*

<sup>(2)</sup> Profile has been prepared on the basis of information available since June 2013, i.e. since the beginning of the collection of data regarding the task description of participants in the EASO Training Curriculum.

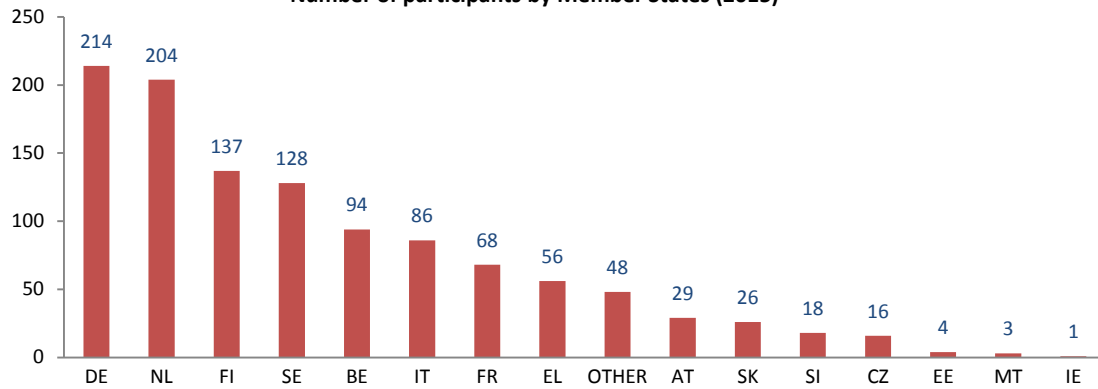
### 3. Progress in the EASO Training Curriculum in EU+ States and other stakeholders: Analysis by module

#### 3.1. Inclusion module

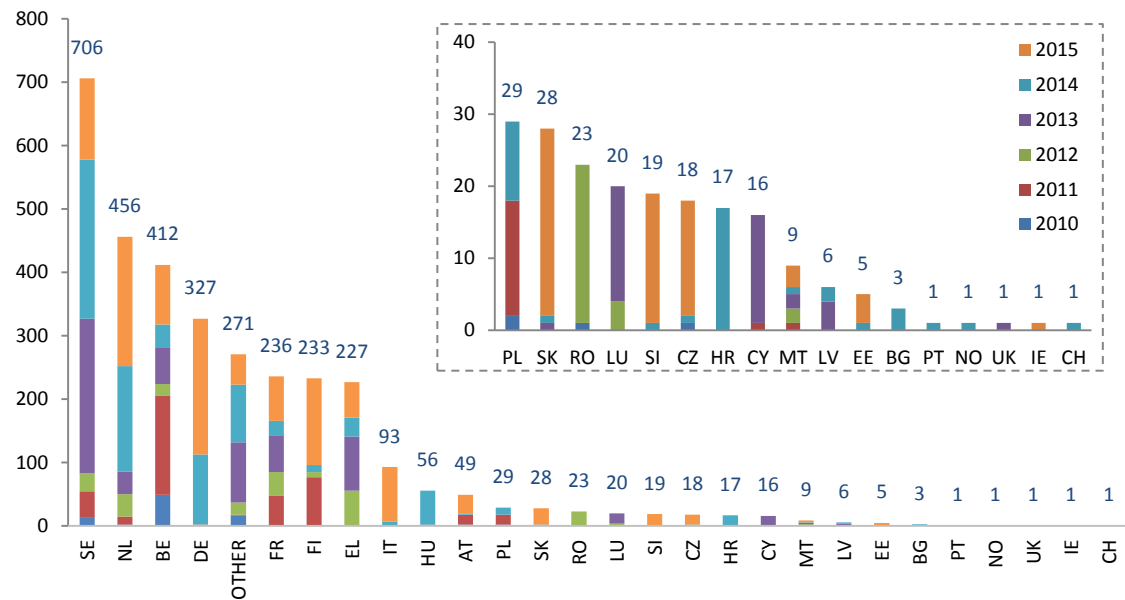
- The Inclusion module has been the most popular EASO training module since 2011. In 2013 EASO included this module as one of three core modules for asylum case officers.
- The latest update of the module took place in 2013. The next update is foreseen for 2016/2017.
- Significant progress in the implementation of the Inclusion module has been observed since its update in 2013. In 2014 the module was followed by 822 asylum officials, while in 2015 the overall number of participants increased to 1132 (+28 %).
- The vast majority of participants in the Inclusion module are responsible for interviewing applicants for international protection (95 %), and draft asylum decisions (83%).
- In 2015, 86 training sessions (national trainings + EASO's train-the-trainers' sessions) were organised in the module, compared to 55 sessions in 2014.
- In 2015, 1132 participants representing 15 EU+ States and other stakeholders have been trained in the Inclusion module.
- Since 2010, 3262 participants from 25 Member States, Norway, Switzerland and other stakeholders have been trained in the Inclusion module.
- The Inclusion module is available in 15 languages.
- In 2013 the Handbook on the Inclusion module was developed. The handbook is available in 19 language versions.



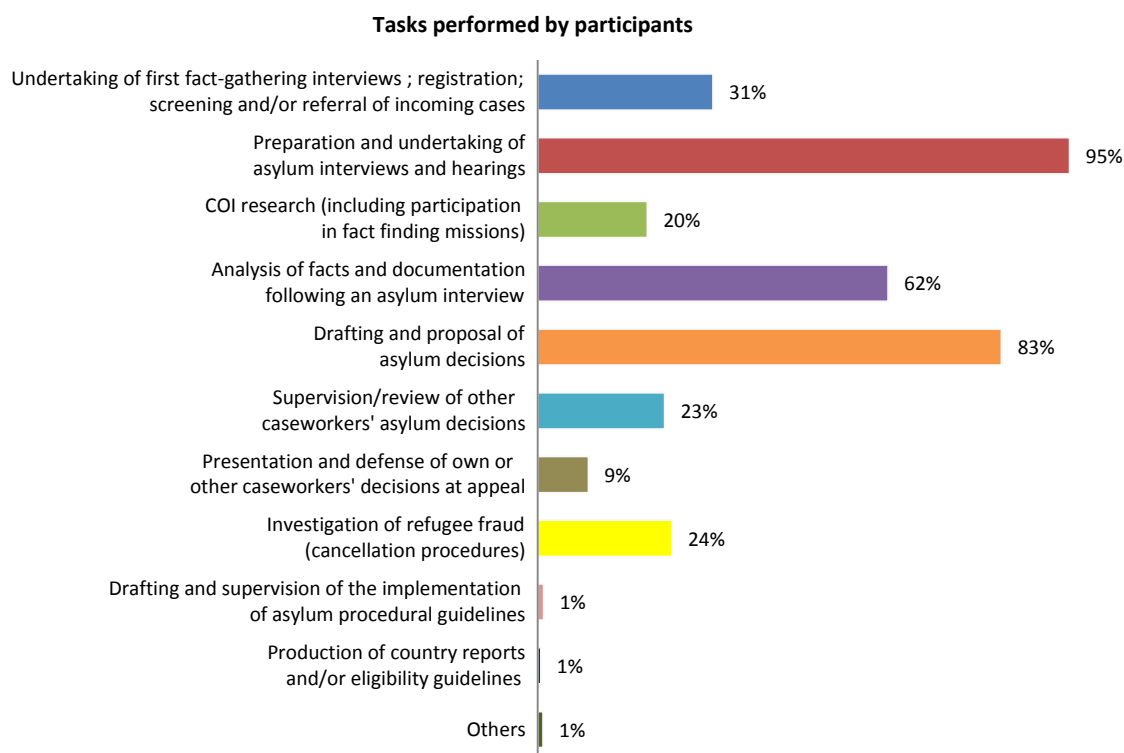
Number of participants by Member States (2015)



Number of participants by Member States (2010 - 2015)



## Profile of participants in the Inclusion module

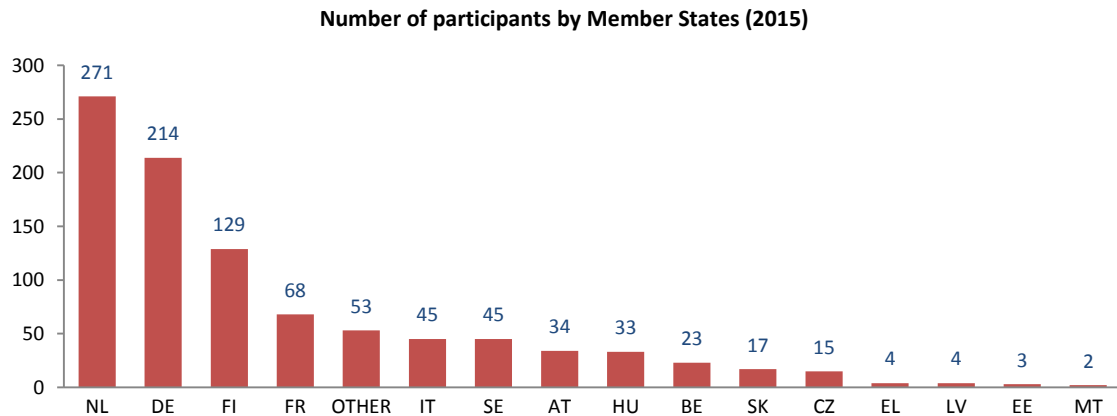
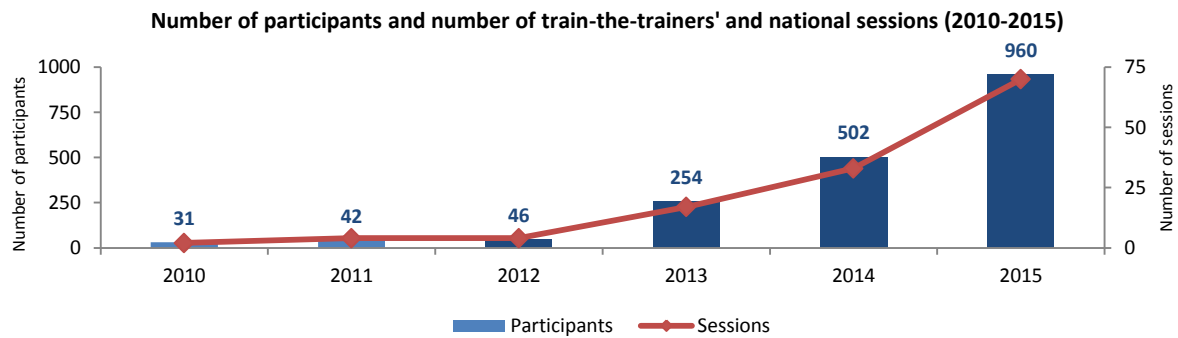


**Reading example:** 95 % of participants registered in the Inclusion module performed the following task: 'Preparation and undertaking of asylum interviews and hearings' as stated in the registration forms. Please note that one asylum officer may perform several tasks.

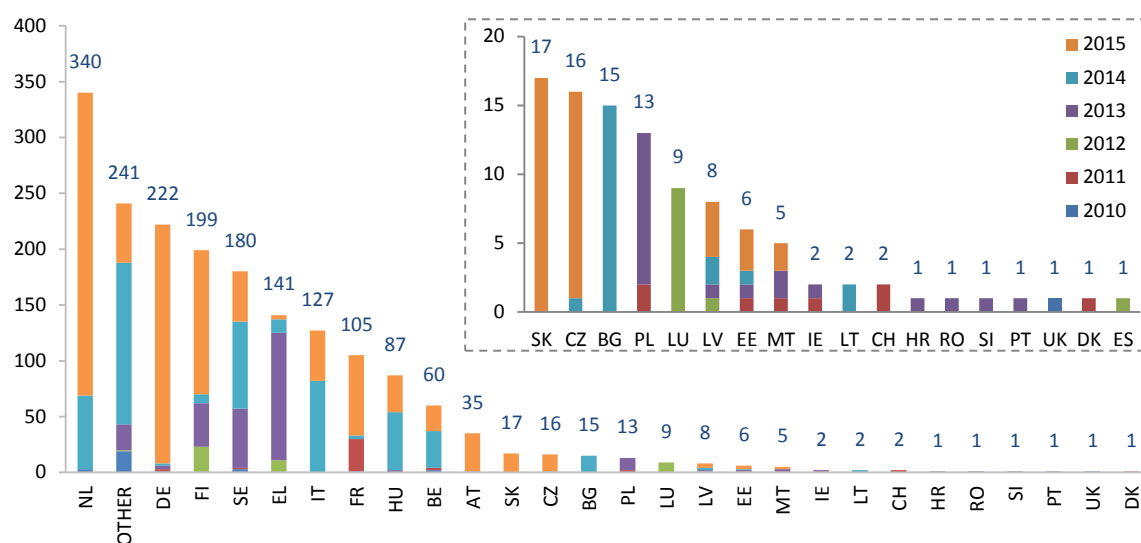
## 3.2. Interview Techniques module

- The Interview Techniques module was the second most popular EASO training module in 2015 with a rise of 91 % in the number of participants compared to 2014. The 960 participants in the Interview Techniques training in 2015 represent 54 % of all participants trained in this module since 2010. Since 2013 the Interview Techniques modules is one of the core modules for asylum case officers.
- This significant increase in the number of participants in the Interview Techniques module is a result of its update, which took place in 2013. The next upgrade of the module is scheduled to commence in 2016.
- The vast majority of participants in the Interview Techniques module have the responsibility of interviewing applicants for international protection (94 %), draft asylum decisions (86%) and analysing facts and documentation following an asylum interview (66%).
- A significant increase was also observed in the number of national and train-the-trainers' sessions organised in the Interview Techniques module. In 2015, 70 sessions were held compared to 33 in 2014.

- In 2015 the Interview Techniques module was followed by 960 participants representing 15 Member States and other stakeholders.
- Since 2010, 1835 participants from 26 Member States, Switzerland and other stakeholders have been trained in the Interview Techniques module.
- The Interview Techniques module is available in 11 language versions.
- The Handbook on the Interview Techniques module was developed in 2014. The handbook is available in 17 language versions.

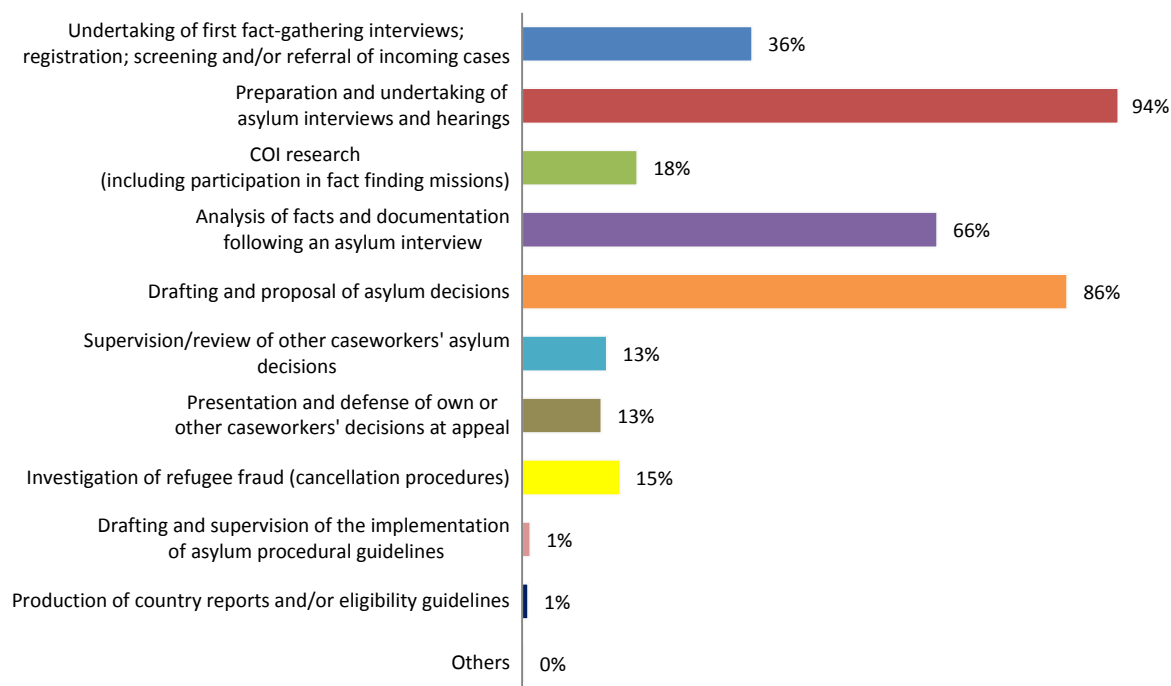


Number of participants by Member States (2010 - 2015)



## Profile of participants in the Interview Techniques module

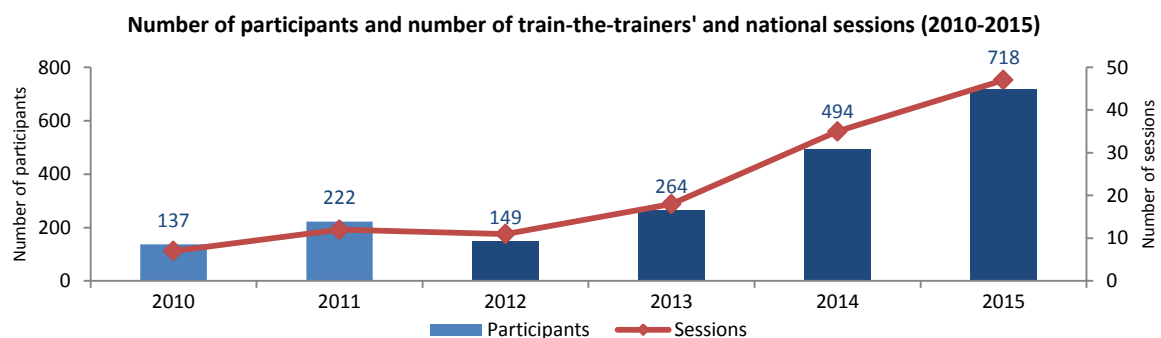
Tasks performed by participants



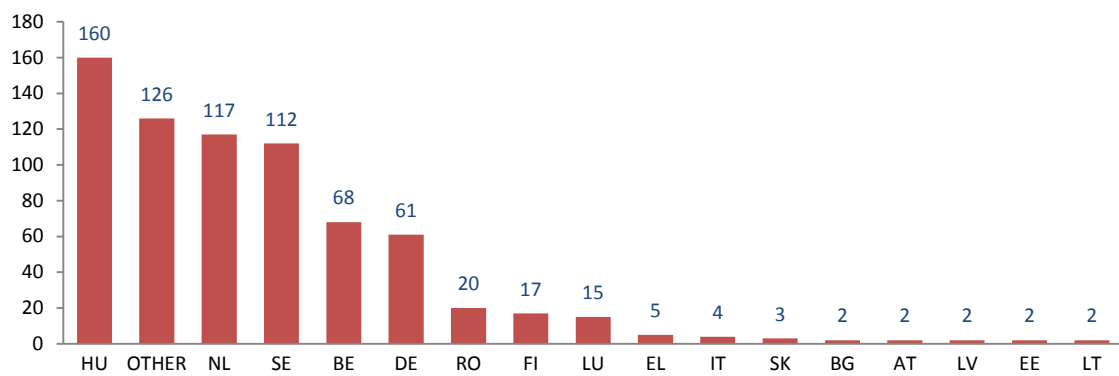
**Reading example:** 94 % of participants registered in Interview Techniques module performed the task 'Preparation and undertaking of asylum interviews and hearings' as stated in the registration forms.  
*Please note that one asylum officer may perform several tasks.*

### 3.3. Evidence Assessment module

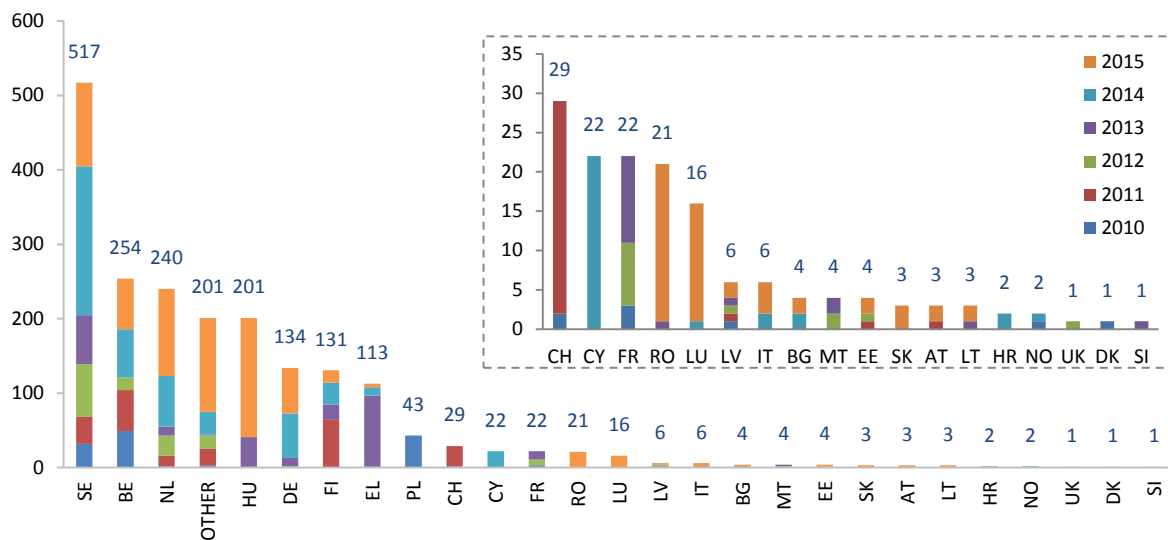
- Progress in the implementation of the Evidence Assessment module in EU+ States has been observed since 2010, with a slight decrease only in 2012. In 2013 the module was followed by 264 asylum officials, in 2014 by 494 participants, while in 2015 the overall number of trainees increased to 718 (+45 %).
- The Evidence Assessment was the third most popular EASO training module in 2015. Since 2013 the module is one of three core modules recommended by EASO for asylum case officers.
- In 2015 the upgrading process for the Evidence Assessment module has started and some elements of the EASO module on Drafting and Decision Making have been incorporated to the module. The pilot train-the-trainers's session in the upgraded version is scheduled for the first half of 2016.
- The vast majority of participants in the Evidence Assessment module are responsible for interviewing applicants for international protection (91%), preparation of drafts of asylum decisions (82%), and analysis of facts and documentation following an asylum interview (69%).
- In 2015, 47 training sessions (national trainings + train-the-trainers' sessions) were organised in the Evidence Assessment module compared to 35 sessions in 2014.
- In 2015 the Evidence Assessment module has been followed by 718 participants from 16 Member States and other stakeholders.
- Since 2010, 1984 participants representing 24 Member States, Switzerland, Norway and other stakeholders have been trained in the Evidence Assessment module.
- The Evidence Assessment module is available in 13 language versions.



Number of participants by Member States (2015)

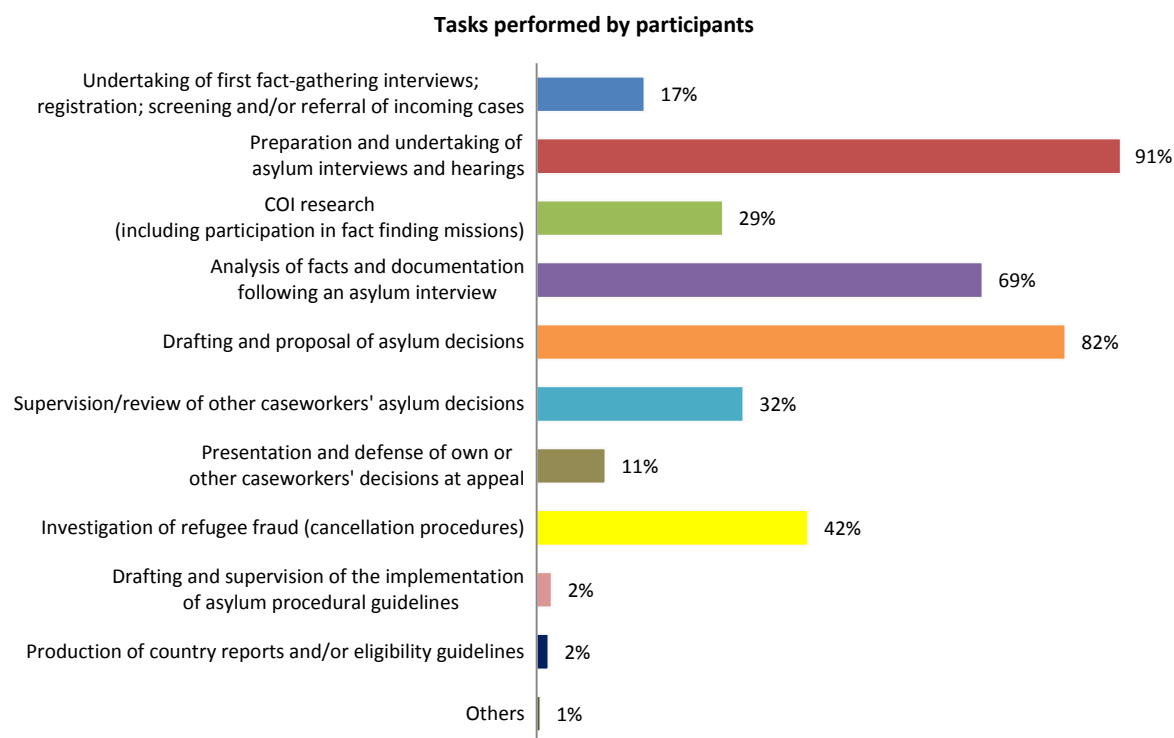


Number of participants by Member States (2010 - 2015)





## Profile of participants in the Evidence Assessment module

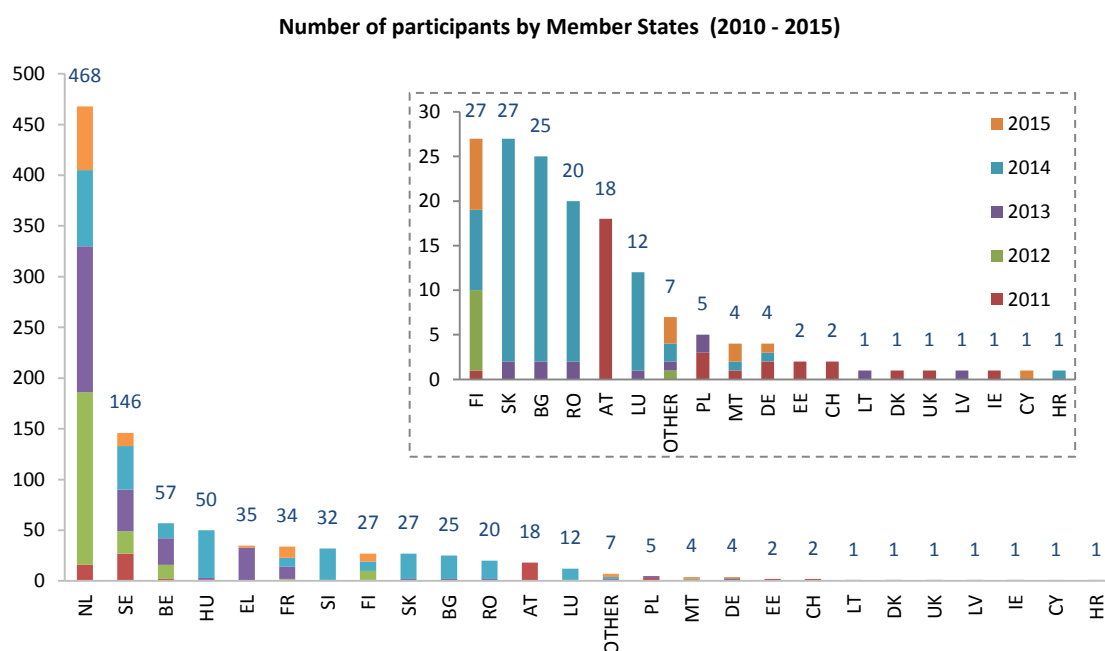
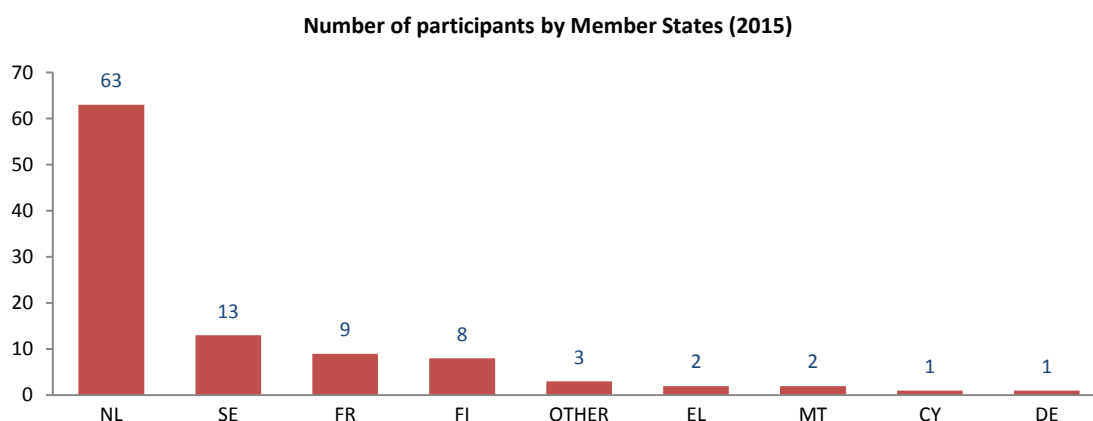
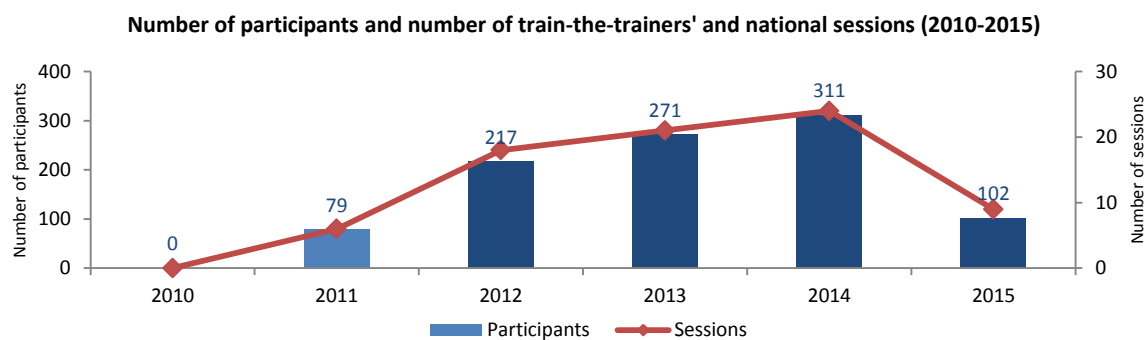


**Reading example:** 91 % of participants registered in Evidence Assessment module performed the task 'Preparation and undertaking of asylum interviews and hearings' as stated in the registration forms.  
*Please note that one asylum officer may perform several tasks.*

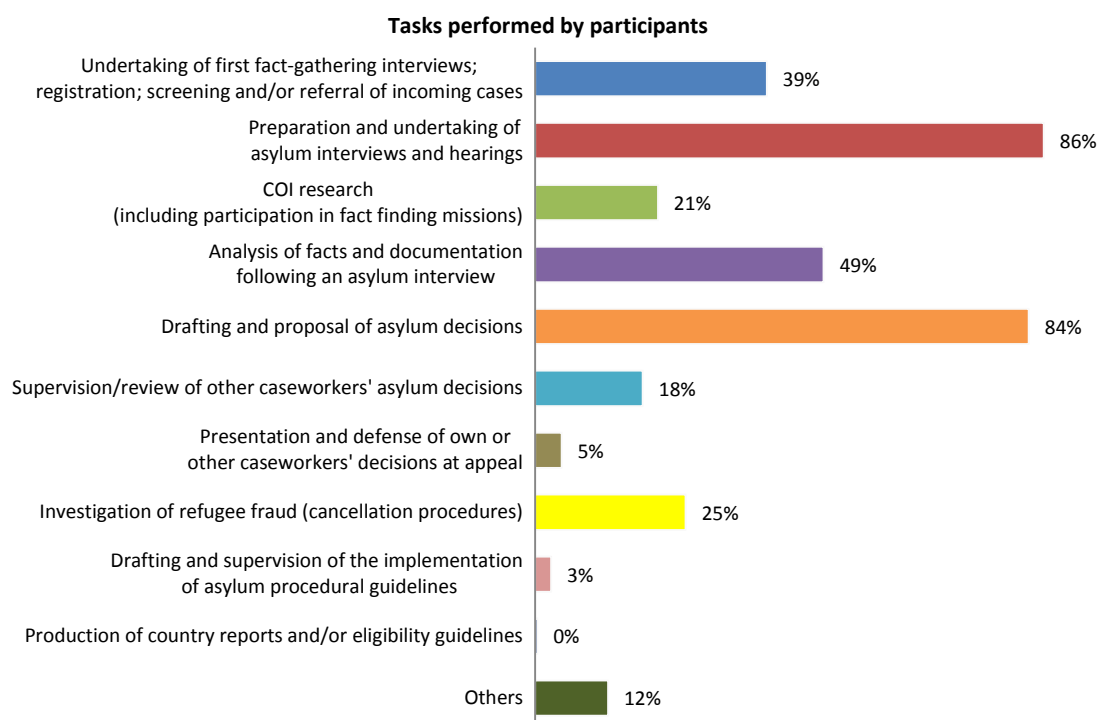
### 3.4. Interviewing Vulnerable Persons module

- Following a steady increase in the implementation of the Interviewing Vulnerable Persons module in the EU+ States since 2011, in 2015 a significant decrease in the use of the module has been observed. While in 2014 the module was followed by 311 asylum officials, in 2015 the overall number of participants decreased to 102 (-67%).
- The latest update of the module took place in 2013 and the upgrade of the module will commence in 2016.
- The majority of participants in the Interviewing Vulnerable Persons module (86 %) are responsible for interviewing applicants for international protection. 84% of the trainees are drafting decisions on international protection while 49% analyse facts and documentation following an asylum interview.
- In 2015, nine training sessions (national training + train-the-trainers' sessions) were organised in the module, compared to 24 sessions in 2014.
- In 2015 the Interviewing Vulnerable Persons module was followed by 102 participants representing 8 Member States and other stakeholders.

- Since 2010, 980 participants from 24 Member States, Switzerland and other stakeholders have been trained in the Interviewing Vulnerable Persons module.
- The Interviewing Vulnerable Persons module is available in seven language versions.
- Since 2015 the Handbook on the Interviewing Vulnerable Persons module is available in English version.



## Profile of participants in the Interviewing Vulnerable Persons module



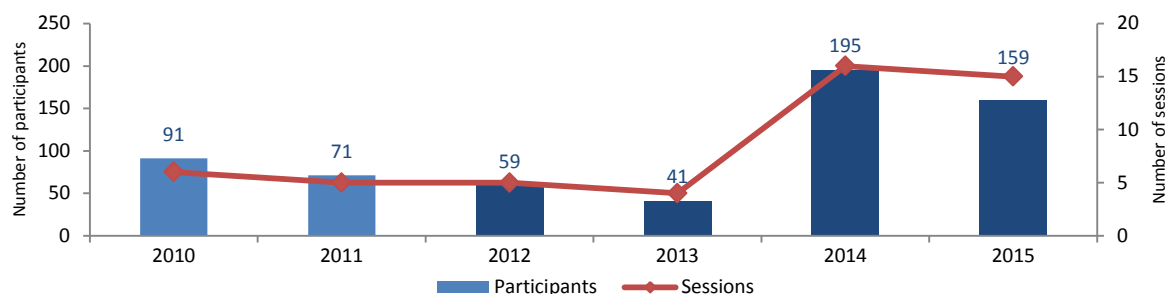
**Reading example:** 86 % of participants registered in Interviewing Vulnerable Persons module performed the task 'Preparation and undertaking of asylum interviews and hearings' as stated in the registration forms. *Please note that one asylum officer may perform several tasks.*

### 3.5. Interviewing Children module

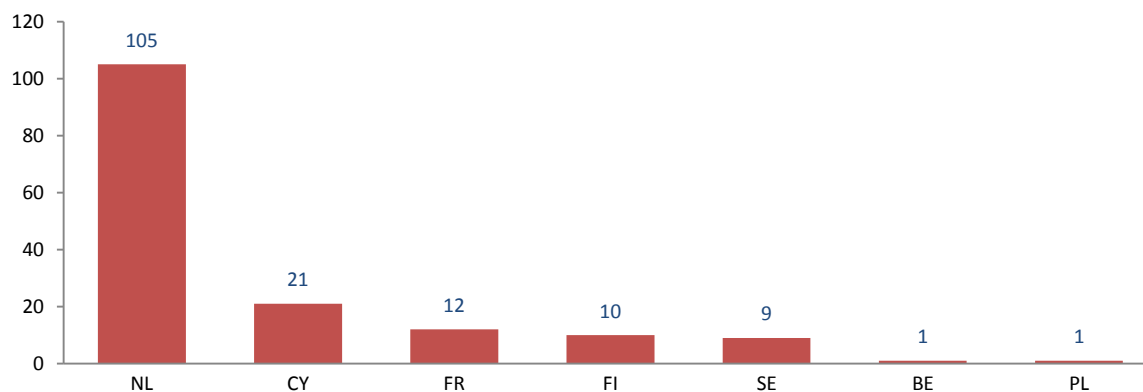
- Following a peak in the implementation of the Interviewing Children module in 2014, in 2015 a slight decrease in the use of the module has been noted. While in 2014 the module was followed by 195 asylum officials, in 2015 the overall number of participants decreased to 159 (-18 %).
- The upgrade of the module will commence in 2016, along with the modules on Interview Techniques and Interviewing Vulnerable Persons.
- The vast majority of participants in the Interviewing Children module (91 %) are responsible for interviewing applicants for international protection, draft asylum decisions (83%), and analyse facts and documents following an asylum interview (48%).
- In 2015 almost 15 training sessions (national training + train-the-trainers' sessions) were organised in the module, compared to 16 sessions in 2014.
- In 2015, the Interviewing Children module has been followed by 159 participants from 7 Member States.
- Since 2010, 616 participants representing 20 Member States, Norway and other stakeholders have been trained in the Interviewing Children Module.

- The Interviewing Children module is available in three languages (English, German and French).

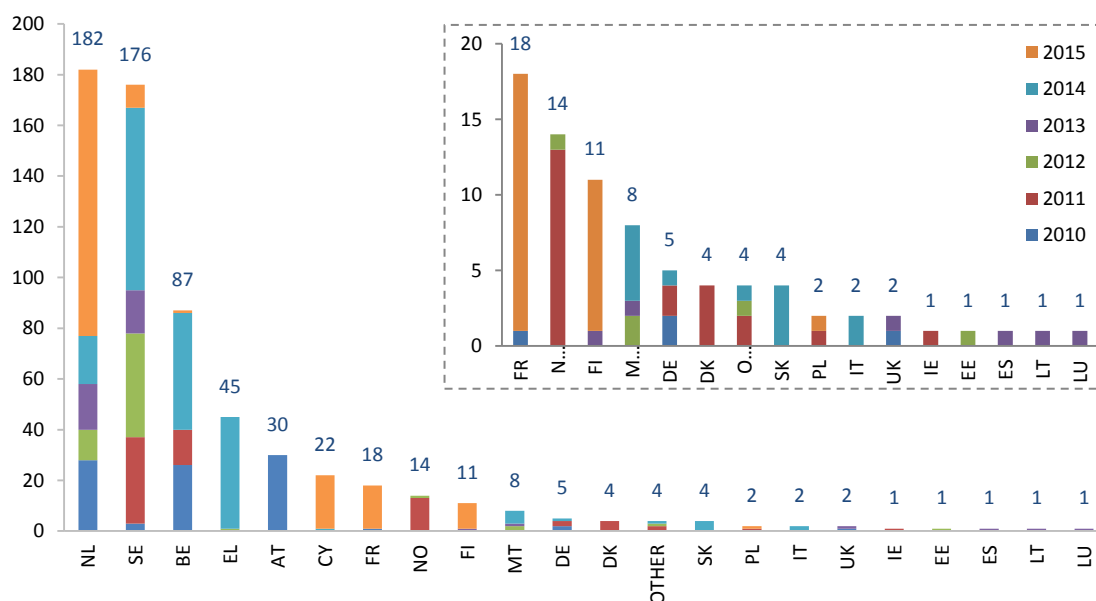
**Number of participants and number of train-the-trainers' and national sessions (2010-2015)**



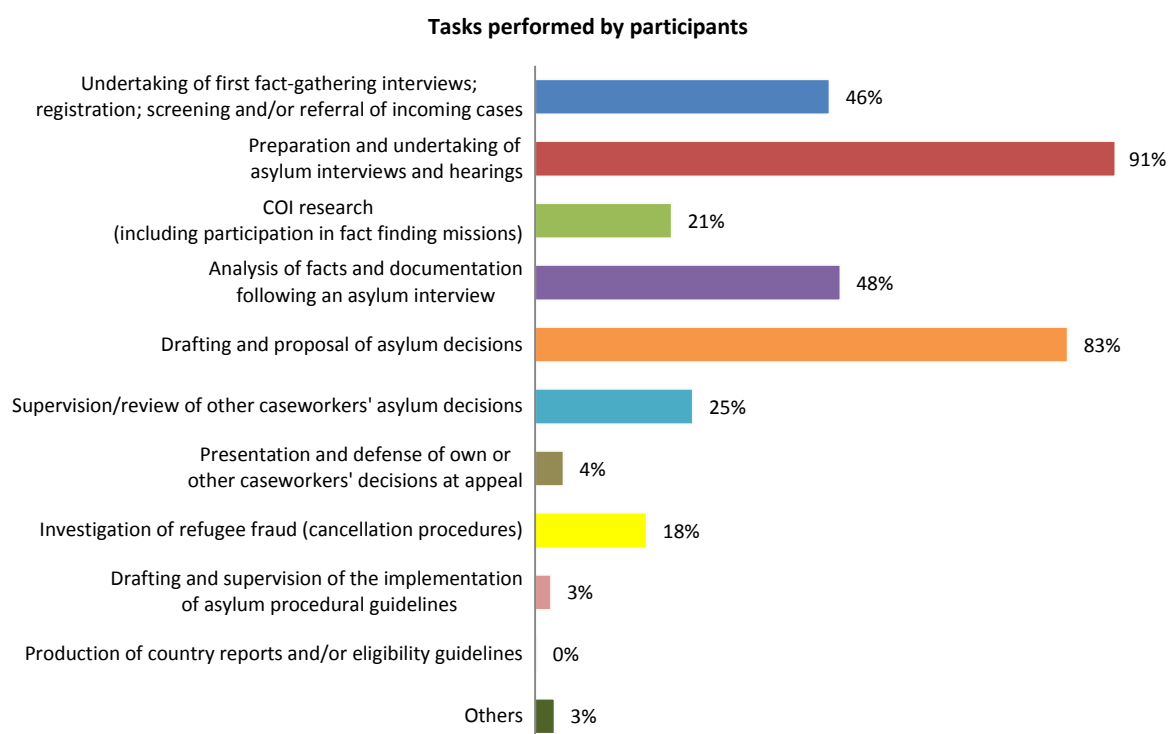
**Number of participants by Member States (2015)**



**Number of participants by Member States (2010 - 2015)**



## Profile of participants in the Interviewing Children module



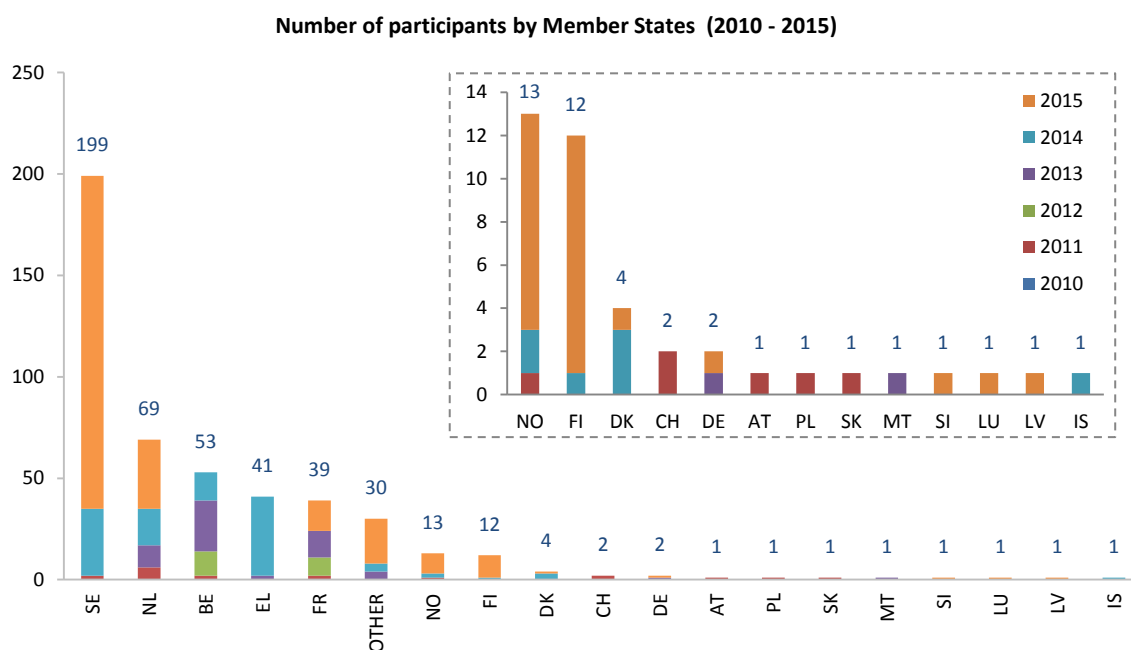
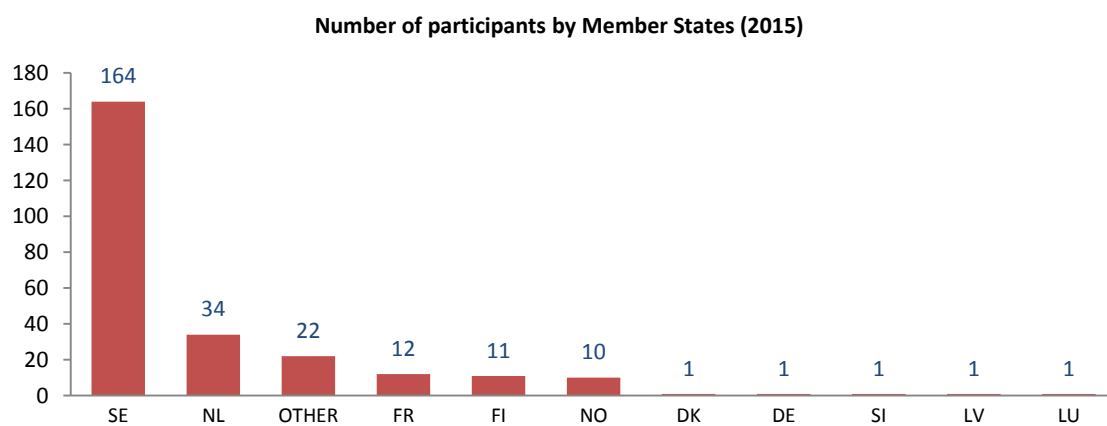
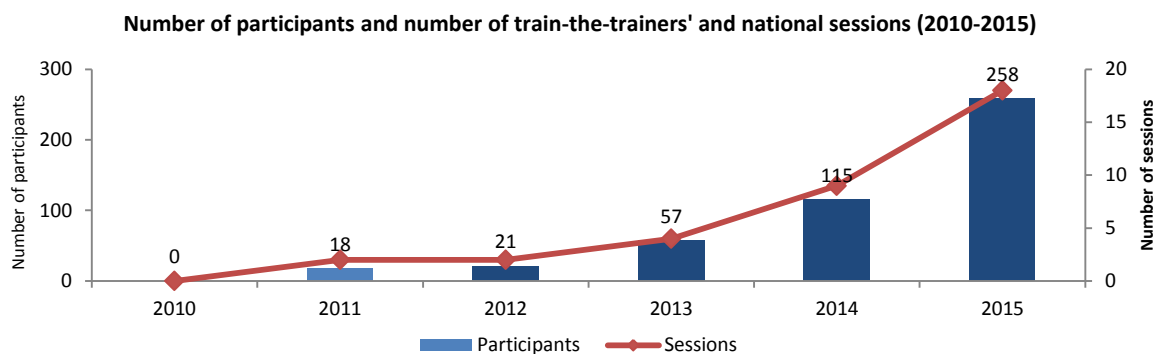
**Reading example:** 90 % of participants registered in Interviewing Children module performed the task 'Preparation and undertaking of asylum interviews and hearings' as stated in the registration forms.

*Please note that one asylum officer may perform several tasks*

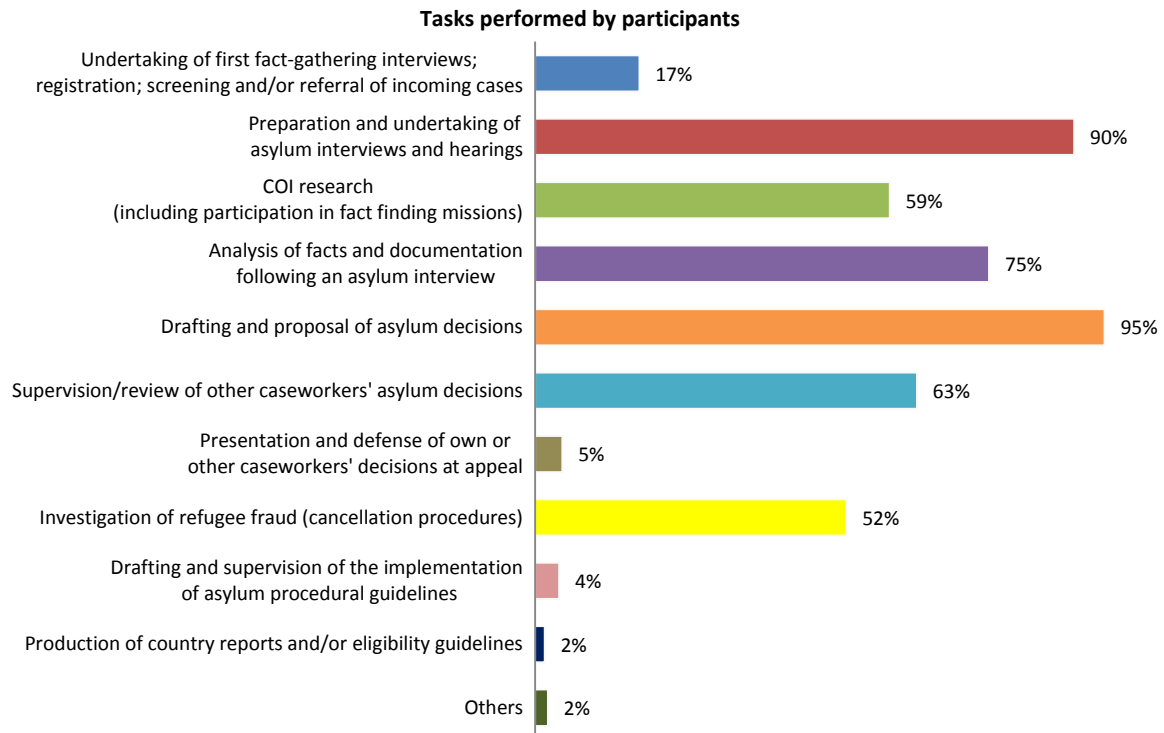
### 3.6. Exclusion module

- An increase in participation in the Exclusion module has been observed since 2011, with a significant rise in the number of participants in 2015. While in 2014 the module was followed by 115 asylum officials, in 2015 the overall number of participants increased to 258 (+124 %).
- The latest update of the module took place in 2014.
- The majority of participants in the Exclusion module are responsible for drafting asylum decisions (95 %), interviewing applicants for international protection (90 %), and analysing facts and documentation after an asylum interview (75%).
- In 2015, 18 training sessions (national trainings + train-the-trainers' sessions) were organised in the module compared to 9 sessions in 2014.
- In 2015, the Exclusion module was followed by 258 participants from nine Member States, Norway and other stakeholders.
- Since 2010, 469 participants from 15 Member States, Norway, Switzerland, Island and other stakeholders have been trained in the Exclusion module.

- The Exclusion module is available in two language versions (English and French).



## Profile of participants in the Exclusion module



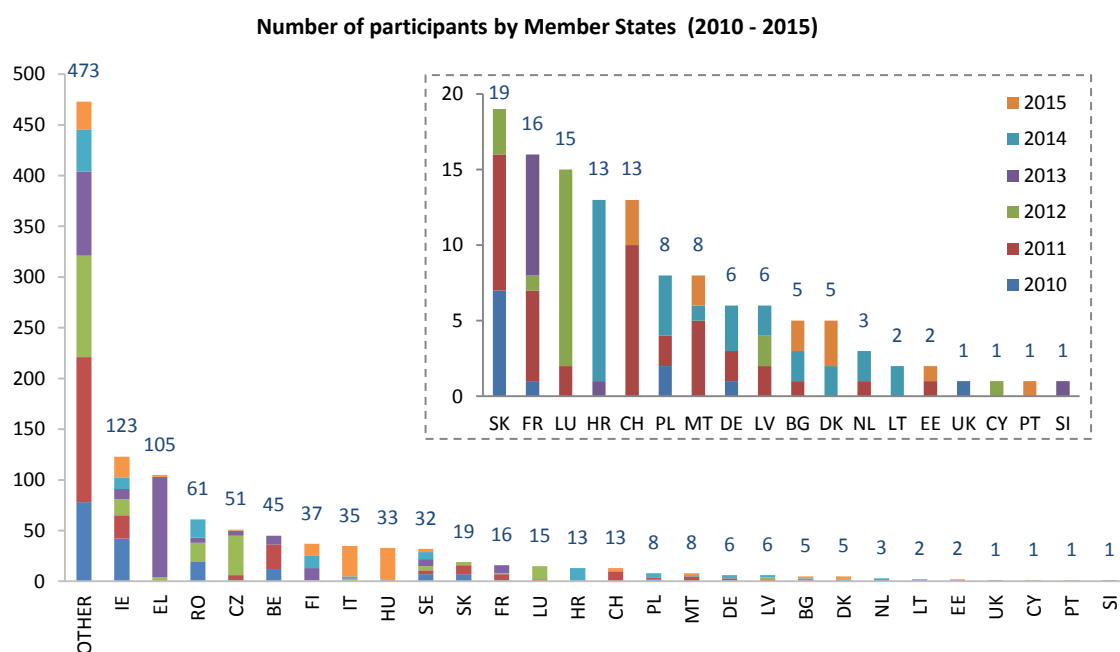
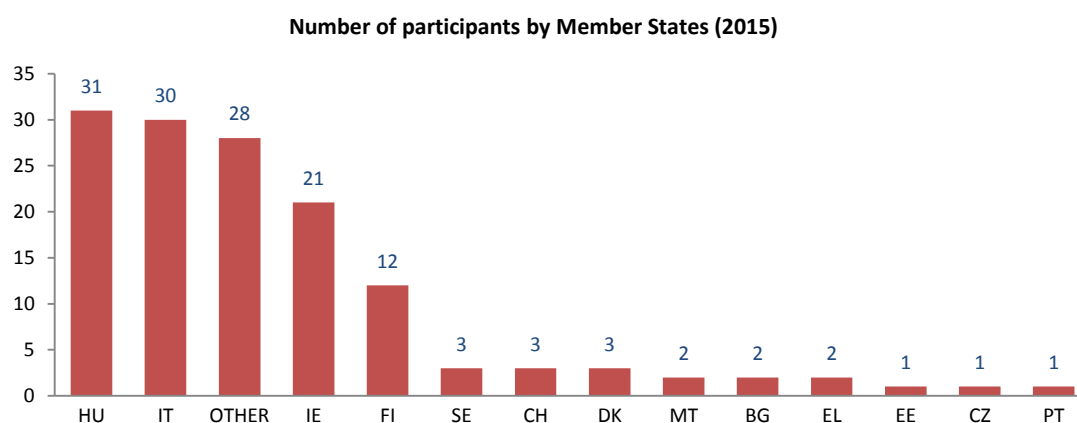
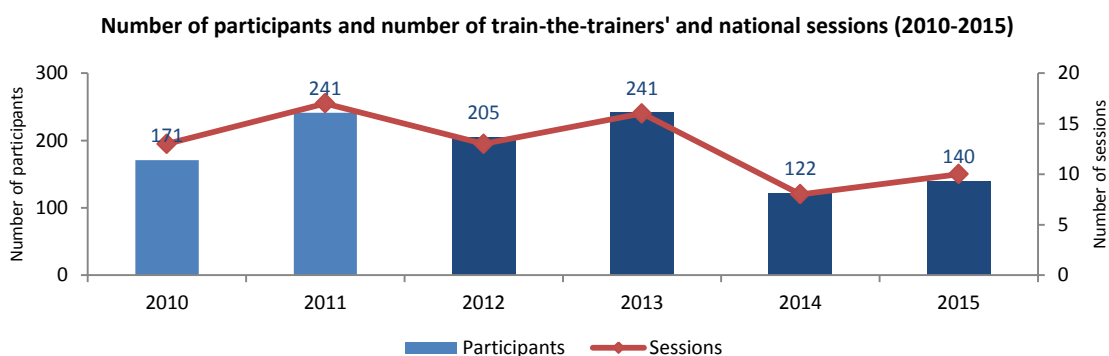
**Reading example:** 89 % of participants registered in Exclusion module performed the task 'Preparation and undertaking of asylum interviews and hearings' as stated in the registration form.

*Please note that one asylum officer may perform several tasks.*

### 3.7. Country of Origin Information module

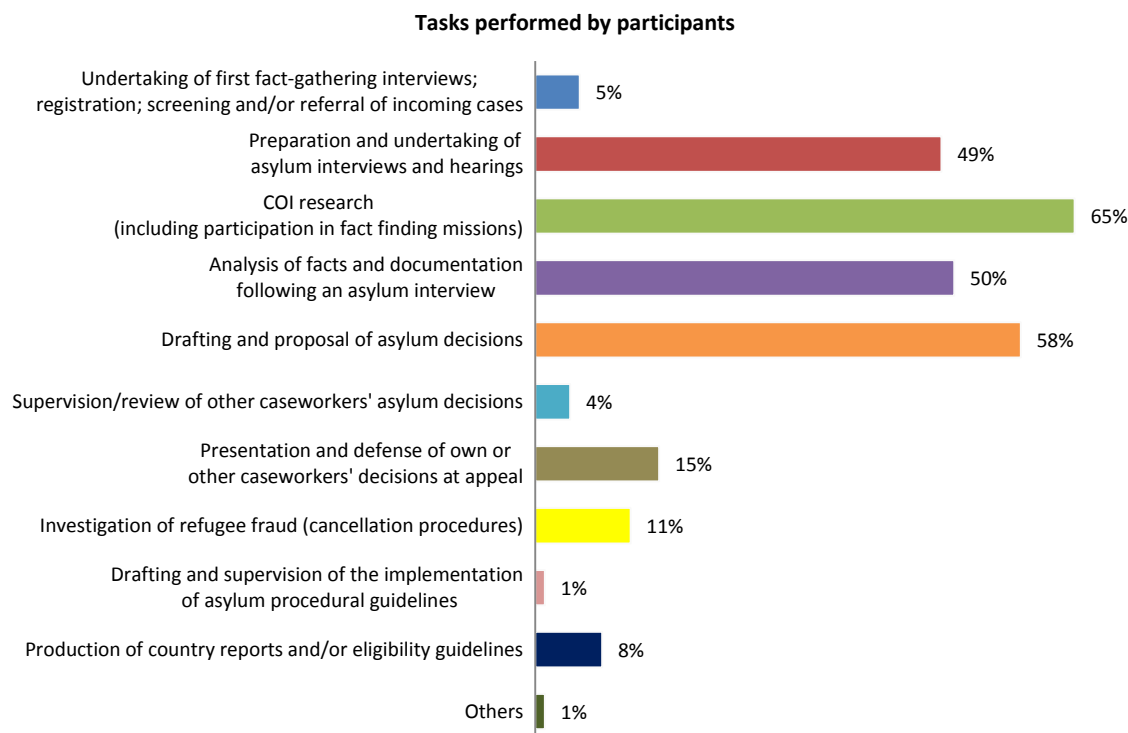
- The trend in the implementation of the Country of Origin Information module has varied over time. In 2014 the module was followed by 122 asylum officials, while in 2015 the overall number of participants increased to 140 (+15 %). The increase in the number of participants in 2015 might be explained by the fact that the Country of Origin Information module has been updated throughout 2014.
- The majority of participants in the Country of Origin Information module are responsible for COI research (65 %), draft asylum decisions (58 %) and analyse facts and documentation following an asylum interview (50 %).
- In 2015, 10 training sessions (national training + train-the-trainers' sessions) were organised in the module compared to 8 sessions in 2014.
- In 2015, the Country of Origin Information module was followed by 140 participants representing 12 Member States, Switzerland and other stakeholders.
- Since 2010, 1120 participants from 26 Member States, Switzerland and representing other stakeholders have been trained in the Country of Origin Information module.

- The Country of Origin Information module is available in three language versions (English, Hungarian and Czech).





## Profile of participants in the Country of Origin Information module

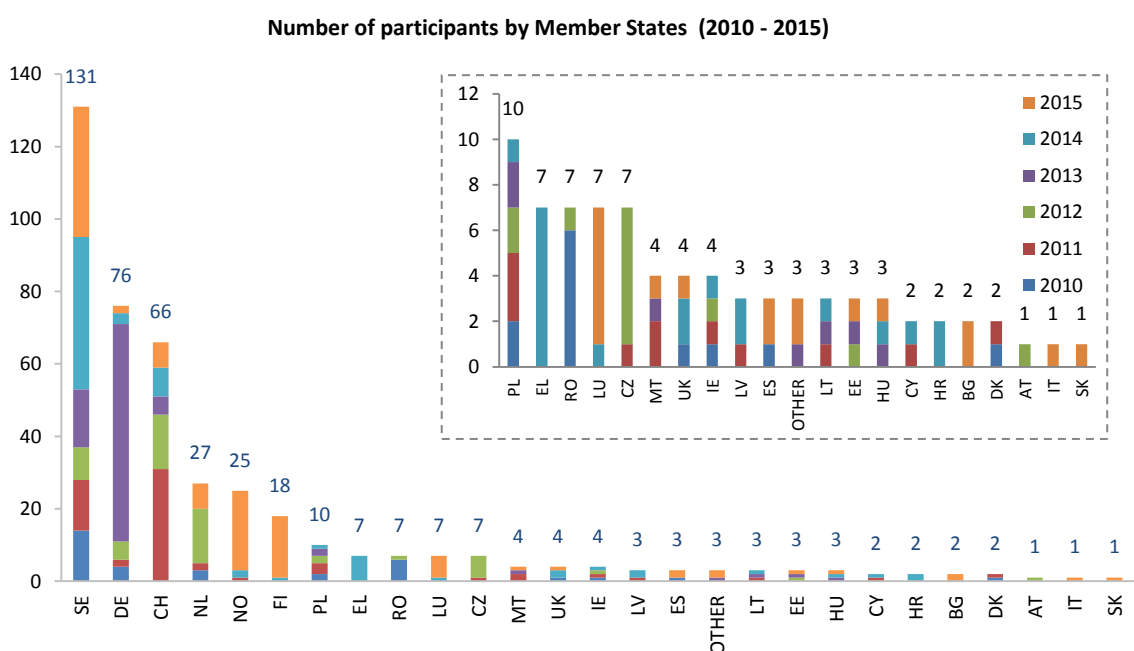
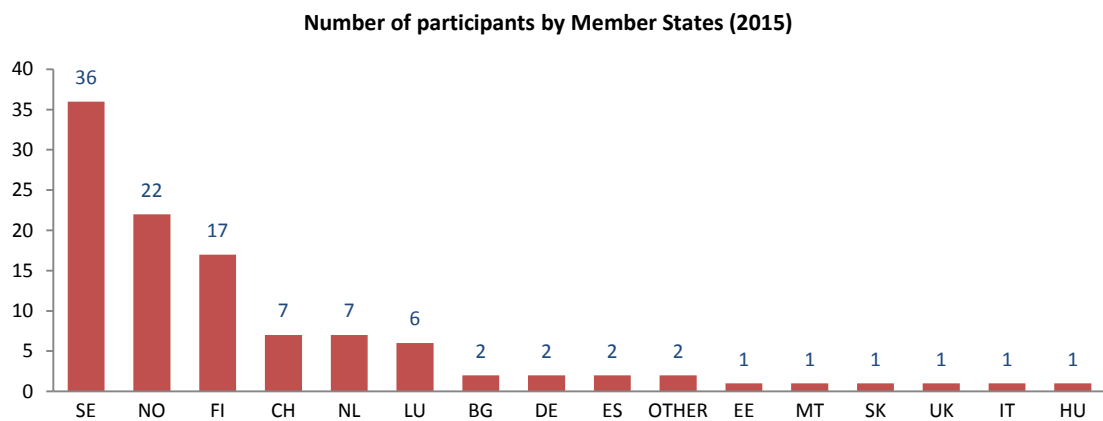
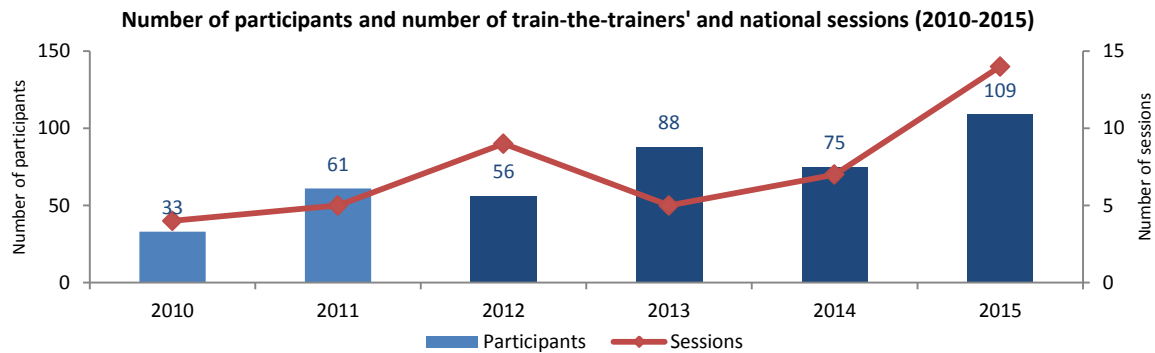


**Reading example:** 65 % of participants registered in Country of Origin Information module performed the task 'COI research (including participation in fact-finding missions)' as stated in the registration forms. Please note that one asylum officer may perform several tasks.

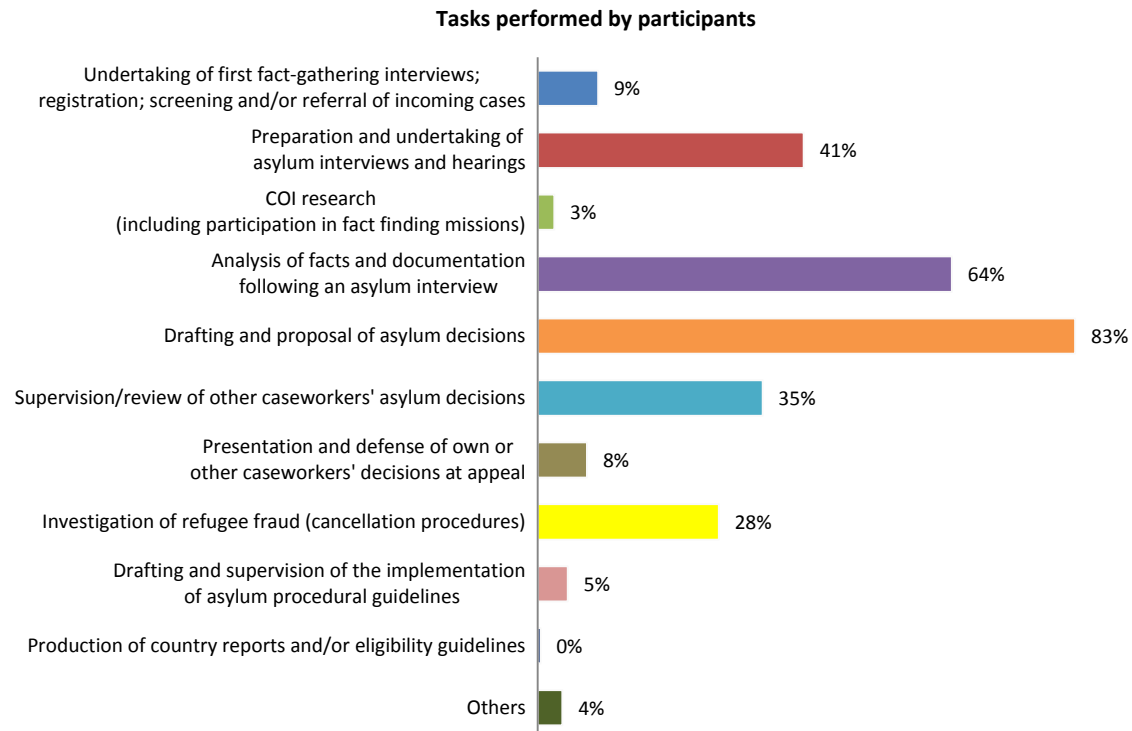
### 3.8. Dublin III Regulation module

- Trend in implementation of the Dublin III Regulation module in the EU+ States has varied over time. Significant progress has been observed in 2015 with 109 participants trained compared to 75 participants in 2014 (+45%).
- The module on Dublin III Regulation has been upgraded throughout 2015 and the pilot train-the-trainers' session in the upgraded version of the module is scheduled for the first half of 2016.
- The vast majority of participants in the Dublin III Regulation module are responsible for drafting asylum decisions (83 %), analysing facts and documentation following an asylum interview (64 %) and interviewing applicants for international protection (41%).
- In 2015, 14 training sessions (national training + train-the-trainers' sessions) were organised in the module compared to seven sessions in 2014.
- In 2015 the Dublin III Regulation module was followed by 109 participants representing 13 Member States, Norway, Switzerland and other stakeholders.

- Since 2010, 422 participants from 24 Member States, Switzerland, Norway and other stakeholders have been trained in the Dublin III Regulation module.
- The Dublin III Regulation module is available in two language versions (English and German).



## Profile of participants in the Dublin III Regulation module



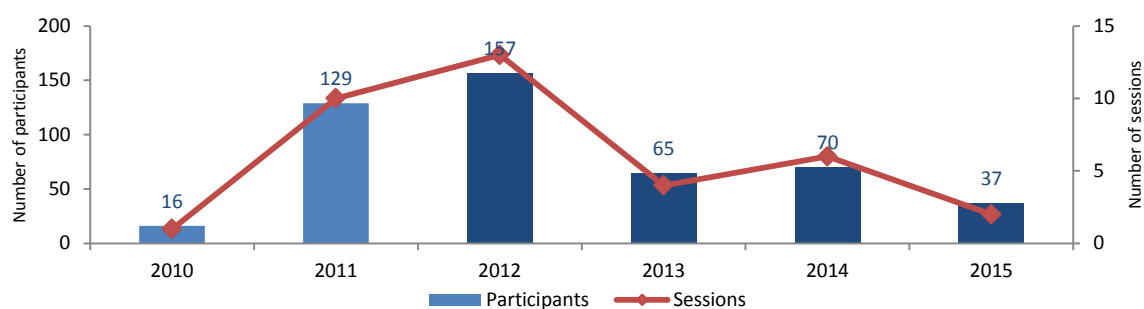
**Reading example:** 41 % of participants registered in Dublin III Regulation module performed the task 'Preparation and undertaking of asylum interviews and hearings' as stated in the registration forms.

*Please note that one asylum officer may perform several tasks.*

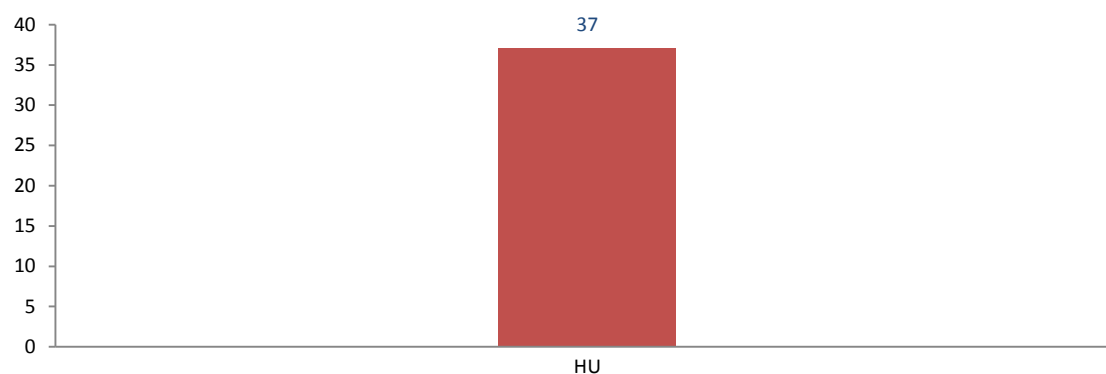
### 3.9. Drafting and Decision Making module

- It is to be noted that the decrease in participation in the Drafting and Decision Making module might be related to the introduction of the learning path for asylum case officers in 2013, with the core modules being Inclusion, Interview Techniques and Evidence Assessment. EASO has also acknowledged the fact that in terms of content, the training module on Drafting and Decision Making has similar elements to the modules on Evidence Assessment as well as Inclusion. In 2014 EASO further discussed this matter with Member States and agreed upon a course of action where the availability of this module would eventually be suspended while elements of it would be integrated in other modules in the Training Curriculum (Inclusion and Evidence Assessment).

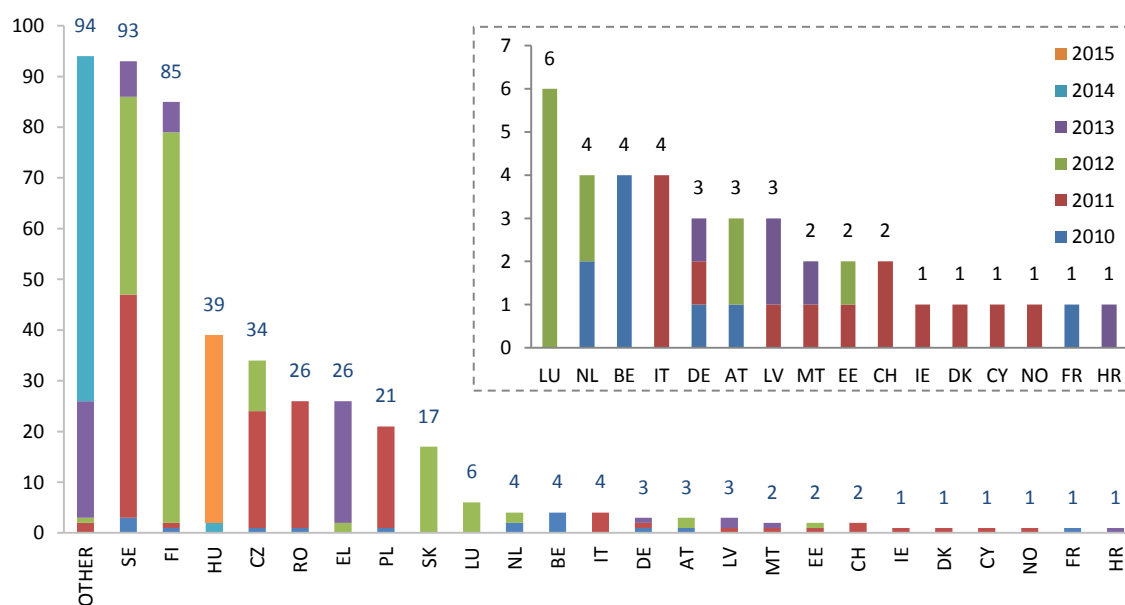
Number of participants and number of train-the-trainers' and national sessions (2010-2015)



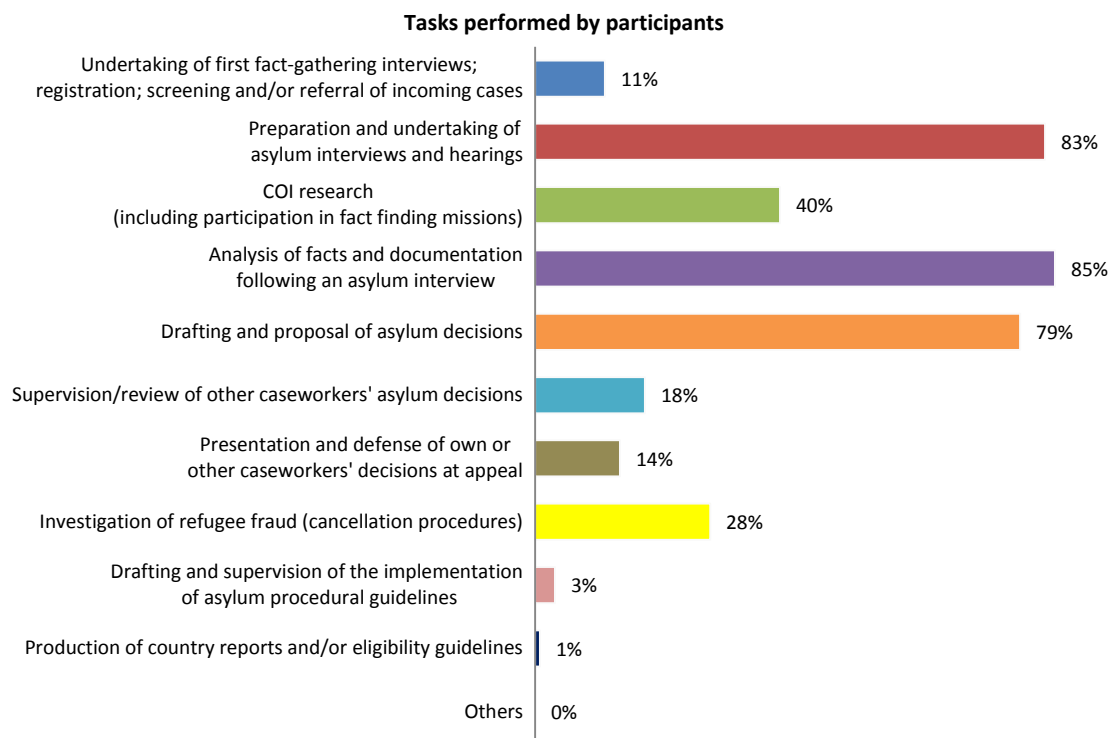
Number of participants by Member States (2015)



Number of participants by Member States (2010 - 2015)



## Profile of participants in the Drafting and Decision Making module



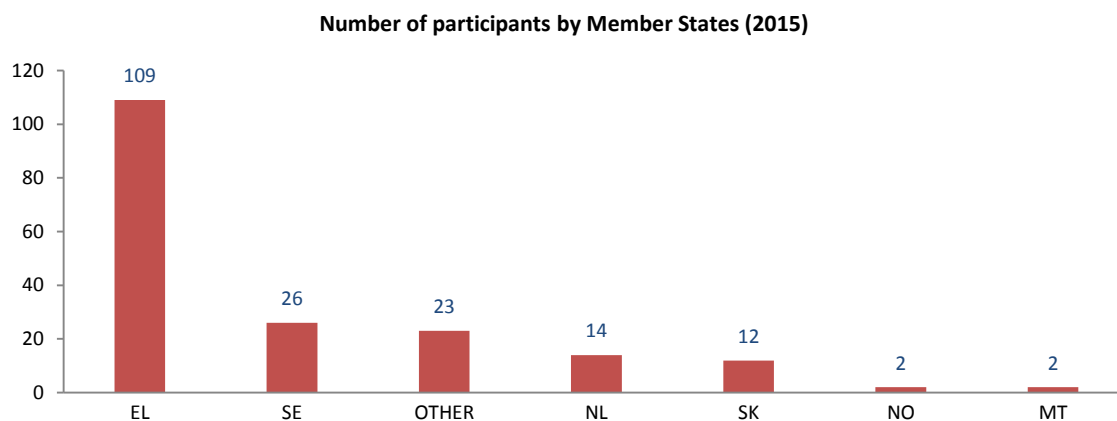
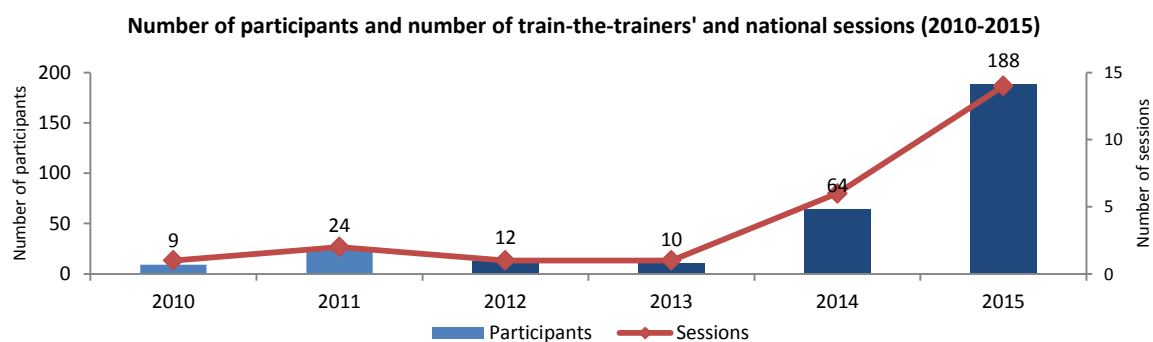
**Reading example:** 83 % of participants registered in Drafting and Decision Making module performed the task 'Preparation and undertaking of asylum interviews and hearings' as reported.

*Please note that one asylum officer may perform several tasks.*

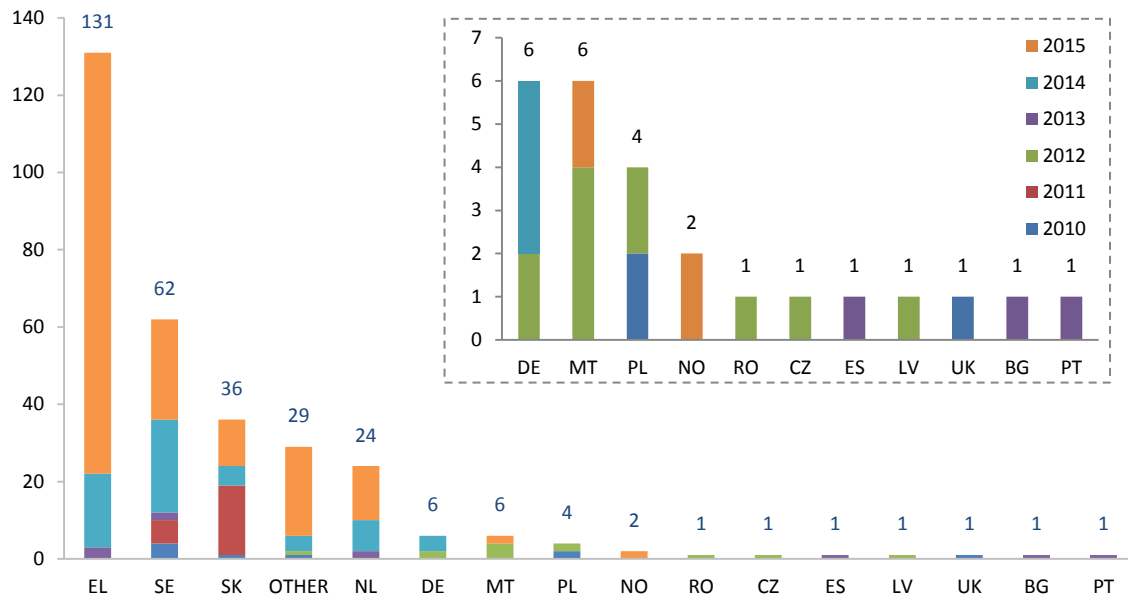
### 3.10. Common European Asylum System module

- The Common European Asylum System module was developed in 2012-2013 with the pilot train-the-trainers' session held in December 2013. The module replaced the EU Asylum Law and Policy. The update of the Common European Asylum System module is foreseen for 2017.
- Significant progress in the implementation of the Common European Asylum System module has been observed since its development in 2013. During the pilot train-the-trainers' session in 2013 the module was followed by 10 asylum officials, while in 2014 the overall number of participants increased to 64. In 2015, 188 participants have been trained in the Common European Asylum System module (+194 %).
- The majority of participants in the Common European Asylum System module are responsible for drafting asylum decisions (64 %), analysing facts and documentation following an asylum interview (52 %) and interviewing applicants for international protection (33 %).
- In 2015, 14 training sessions (national training and train-the-trainers' sessions) were organised in the module compared to 6 sessions in 2014.
- In 2015, the Common European Asylum System module was followed by 188 participants representing five Member States, Norway and other stakeholders.

- Since 2010, 307 participants from 14 Member States, Norway and other stakeholders have been trained in training sessions in the EU Asylum Law and Policy module and then the Common European Asylum System module.
- The Common European Asylum System module is available in two language versions (English and French).
- In 2013 the Handbook on the Common European Asylum System module was developed. The handbook is available in 19 language versions.

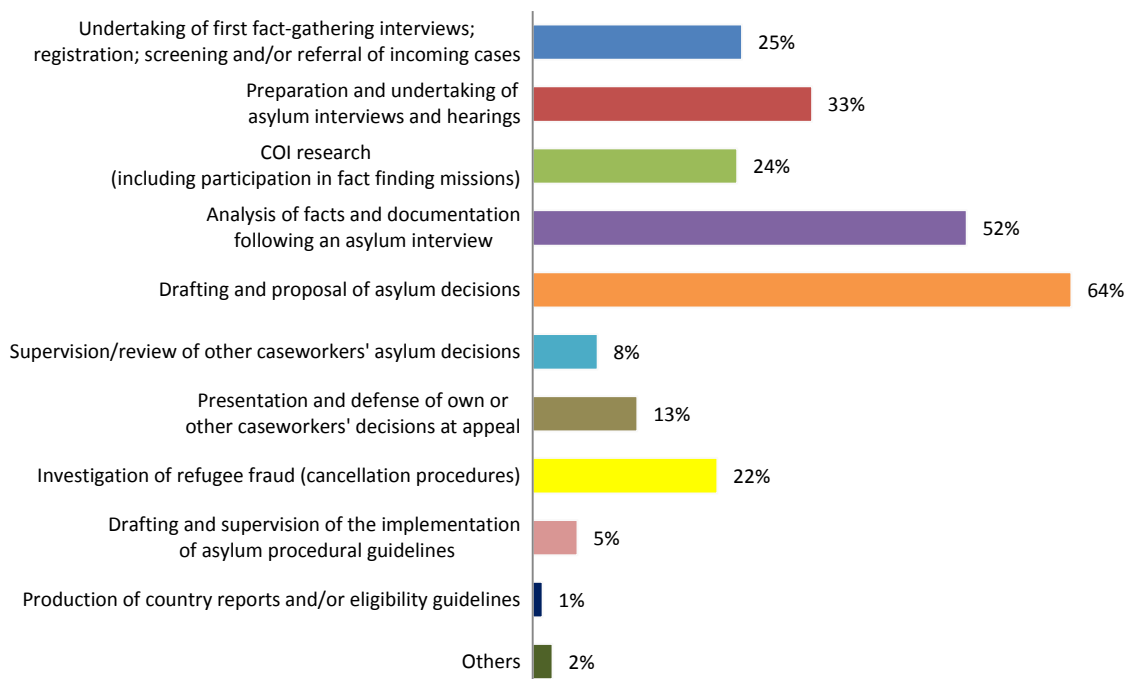


Number of participants by Member States (2010 - 2015)



## Profile of participants in the Common European Asylum System module

Tasks performed by participants

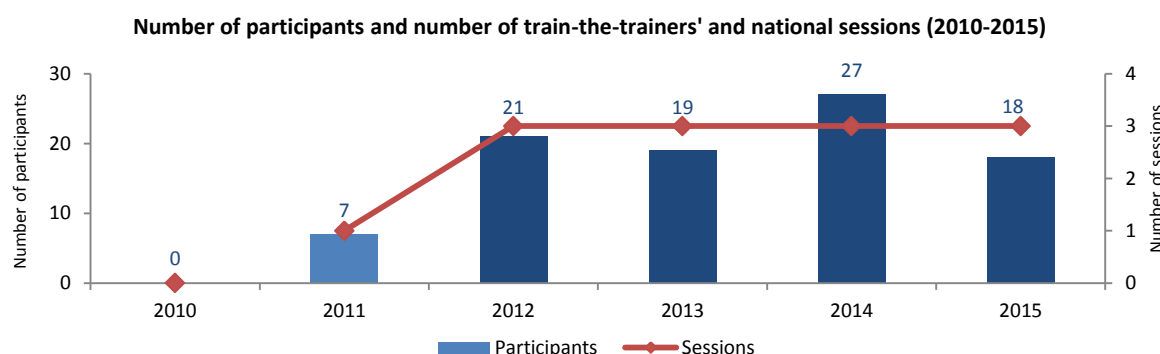


**Reading example:** 33 % of participants registered in Common European Asylum System module performed the task 'Preparation and undertaking of asylum interviews and hearings' as reported.

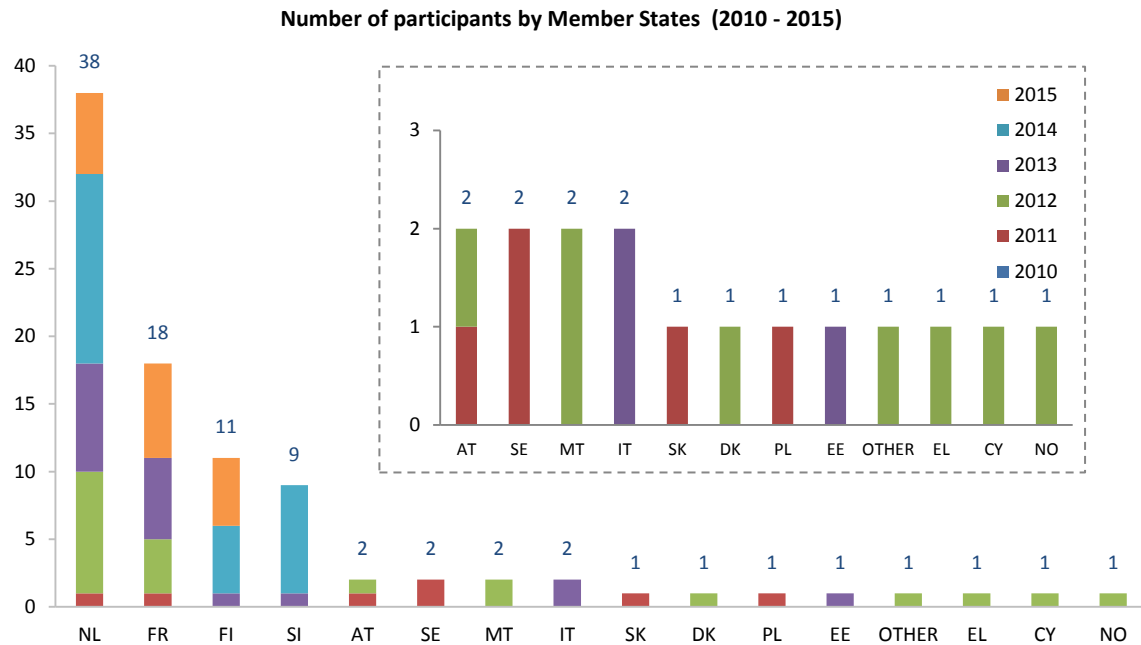
*Please note that one asylum officer may perform several tasks.*

### 3.11. End of Protection module

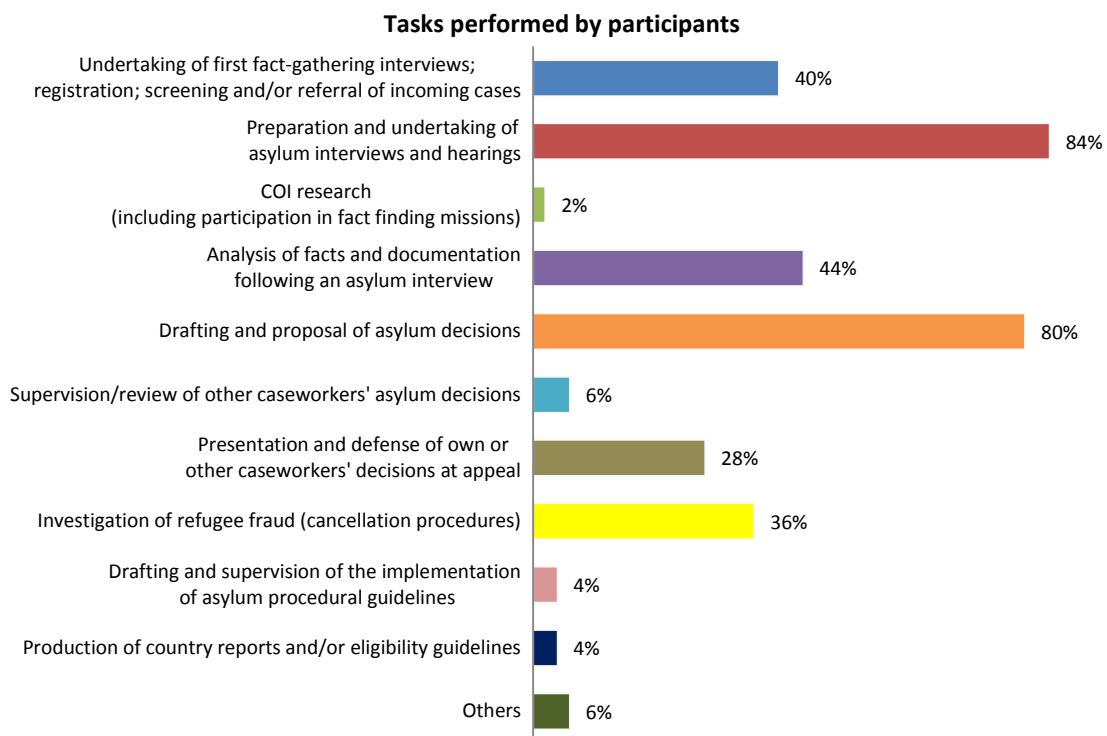
- The trend in the implementation of the End of Protection module has varied over time, with a decrease of 33 % in 2015 compared to 2014 (18 participants in 2015 vs 27 participants in 2014). The decrease might have been caused by the fact that the module has been updated throughout the second half of 2015. The pilot training in the updated version of the module is scheduled for 2016.
- The vast majority of participants in the End of Protection module are responsible for interviewing applicants for international protection (94 %) and drafting asylum decisions (80 %). At the same time only 36 % of trainees who completed the training investigate refugee fraud/work on cessation.
- Throughout 2012, 2013, 2014 and 2015 three training sessions (national trainings + train-the-trainers' sessions) were organised in the module every year.
- In 2015 the End of Protection module was used by 3 Member States.
- Since 2010, 92 participants representing 14 Member States, Norway and other stakeholders have been trained in the End of Protection module.
- The End of Protection module is only available in English.







## Profile of participants in the End of Protection module

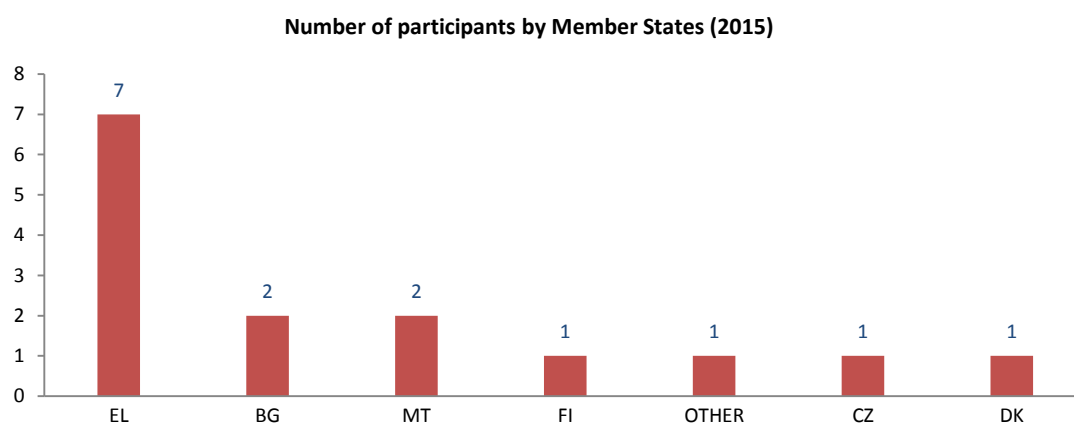
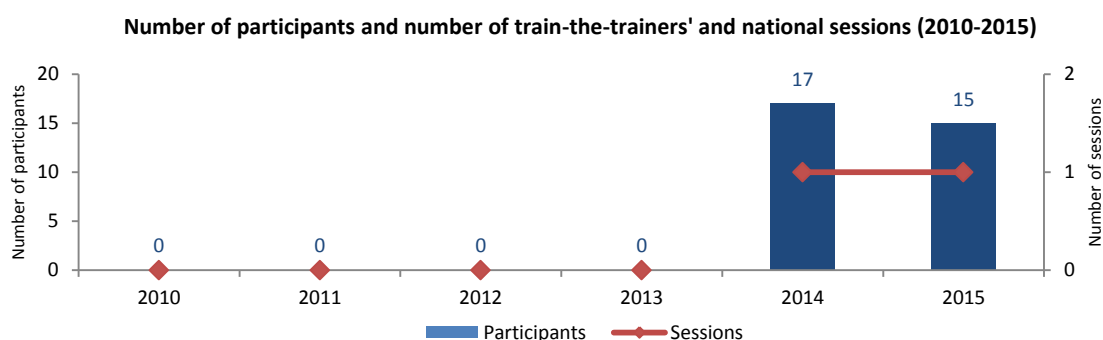


**Reading example:** 84 % of participants registered in End of Protection module performed the task 'Preparation and undertaking of asylum interviews and hearings' as reported.

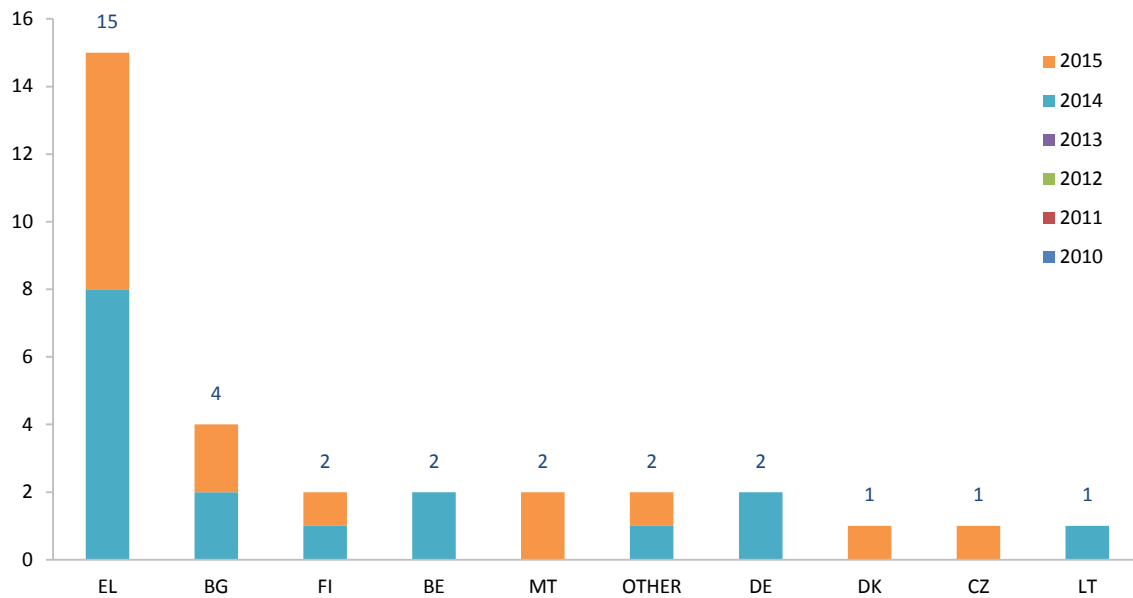
*Please note that one asylum officer may perform several tasks.*

### 3.12. Module for Managers

- The Module for Managers had been developed throughout 2013 and 2014 with the pilot train-the-trainers' session organised in the second semester of 2014. The second train-the-trainers' session was organised in 2015 with 15 participants from 6 Member States.
- Since 2014, 32 participants from 9 Member States have been trained in the Module for Managers.
- No national training session has been organised in the Module for Managers in 2015.
- The vast majority of participants in the Module for Managers (70 %) supervise/review other caseworkers' decisions.
- The Module for Managers is available in English only.

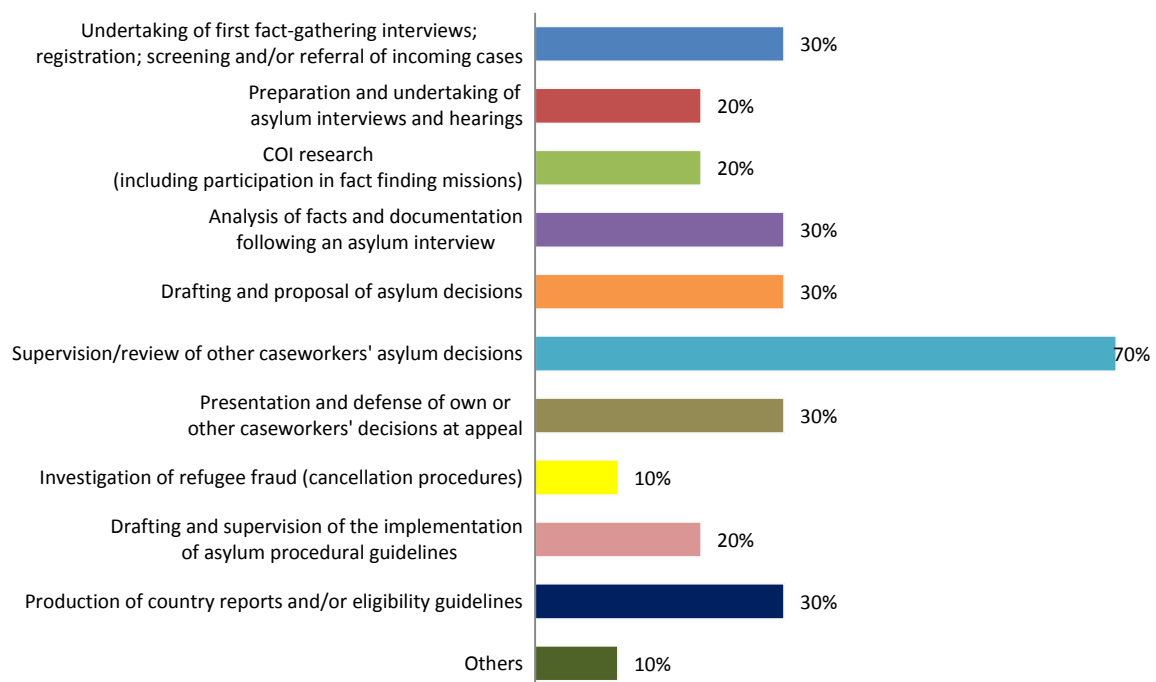


Number of participants by Member States (2010 - 2015)



### Profile of participants in the Module for Managers

Tasks performed by participants

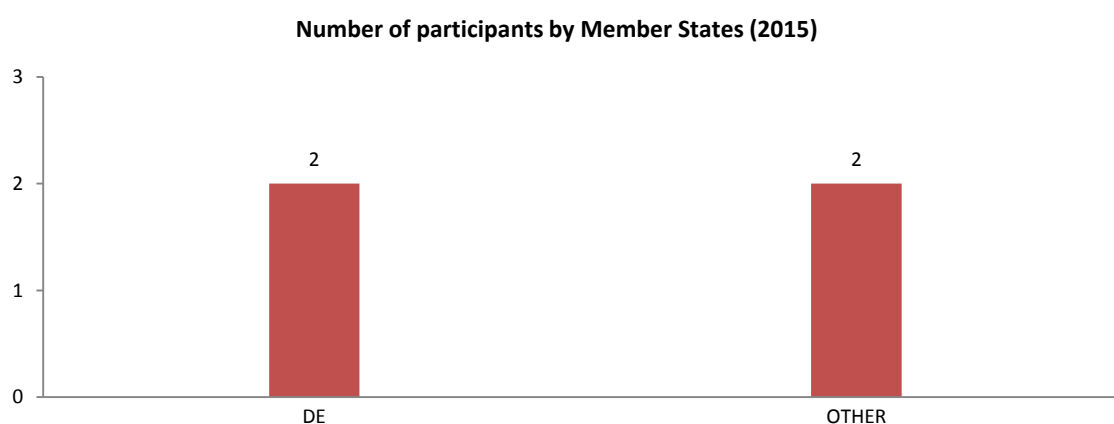
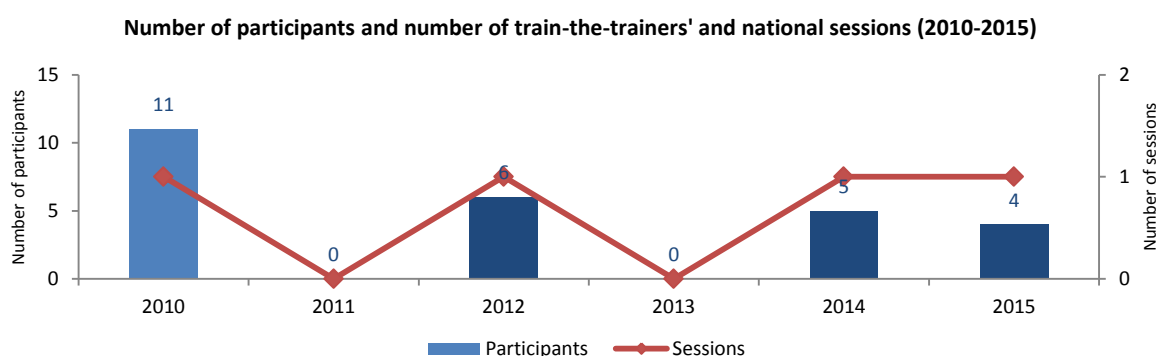


**Reading example:** 20 % of participants registered in Module for Managers performed the task 'Supervision/review of other caseworkers' decisions at appeal' as stated in the registration forms.

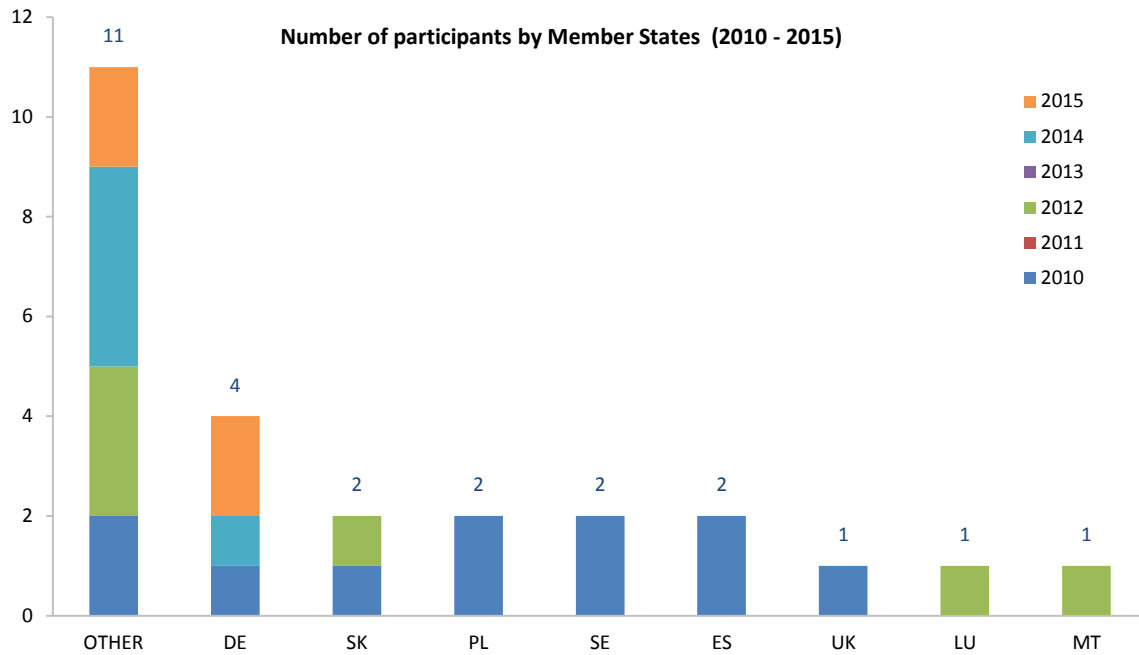
*Please note that one asylum officer may perform several tasks.*

### 3.13. Asylum Procedures Directive module

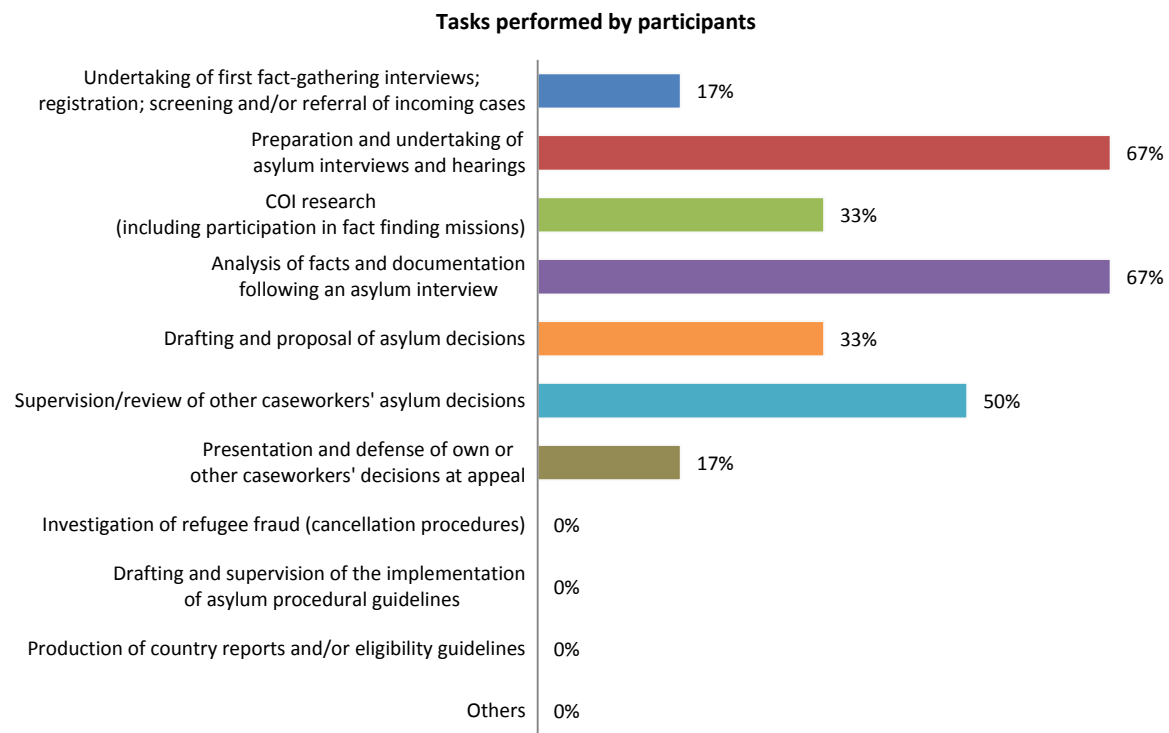
- The trend in the implementation of the Asylum Procedures Directive module has varied over time, with no participants in 2013, 5 participants in 2014 and 4 participants in 2015. Limited use of the module in 2013 and 2014 was mainly due to the adoption of the recast Asylum Procedures Directive <sup>(3)</sup> and the necessary update of the module which followed. The update was finalised in 2014 with the pilot train-the-trainers' session held in November 2014.
- All participants in the Asylum Procedures Directive module are responsible for preparing and undertaking interviews with applicants for international protection. Additionally, some of them analyse facts and documentation following an asylum interview (67 %) or supervise/review other caseworkers' asylum decisions (67 %).
- In 2015 the Asylum Procedures Directive module was followed by four participants representing one Member State and other stakeholders (law company).
- Since 2010, 26 participants from eight Member States and other stakeholders have been trained in the Asylum Procedures Directive module.
- The Asylum Procedures Directive module is available in English only.



<sup>(3)</sup> Directive 2013/32/EU of the European Parliament and of the Council of 26 June 2013 on common procedures for granting and withdrawing international protection (recast)



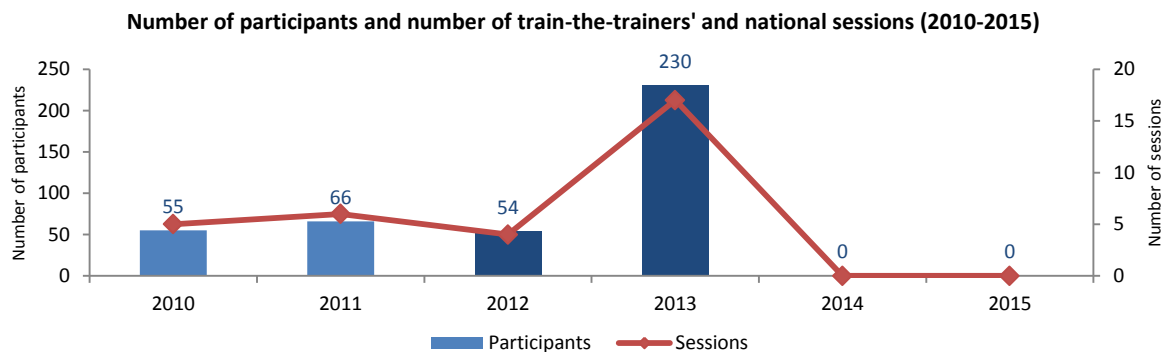
## Profile of participants in the Asylum Procedures Directive module



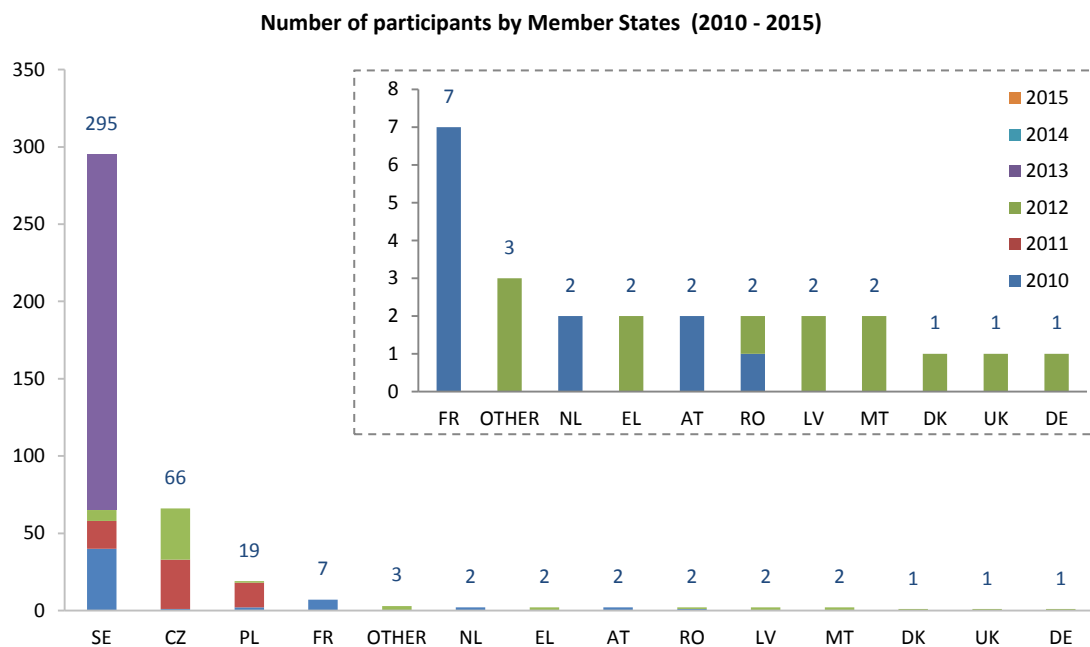
**Reading example:** 67 % of participants registered in Asylum Procedures Directive module performed the task 'Preparation and undertaking of asylum interviews and hearings' as reported.  
*Please note that one asylum officer may perform several tasks.*

### 3.14. International Refugee Law and Human Rights

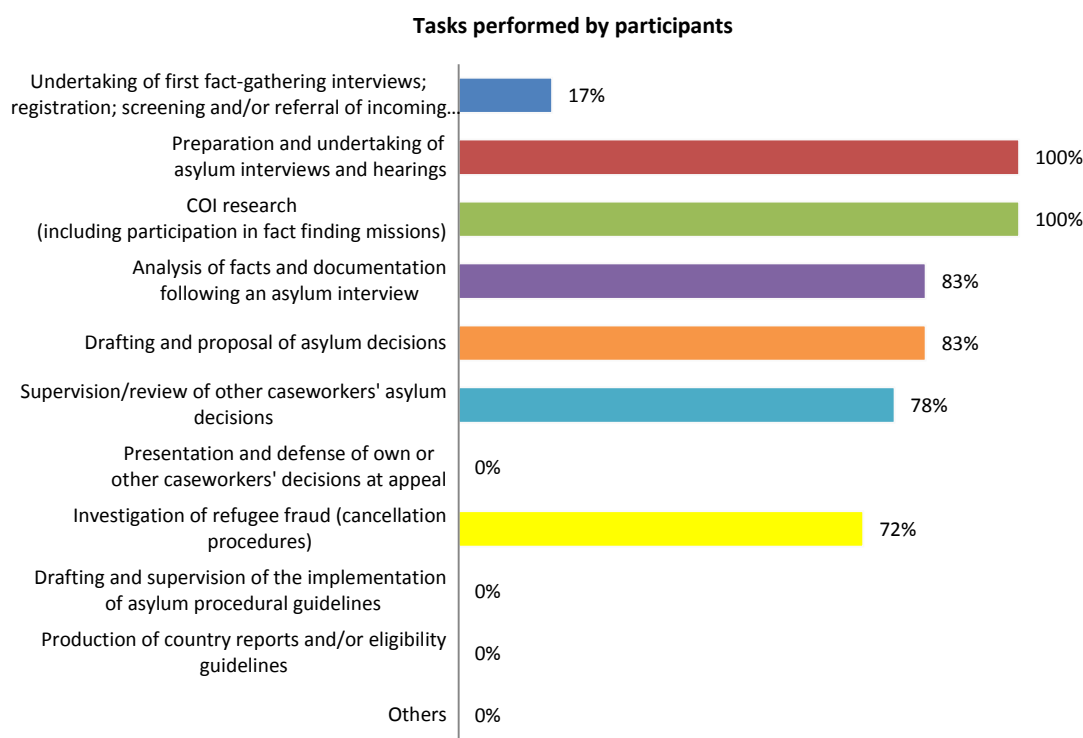
- Since 2014, following the EASO plan to develop a new module on fundamental rights and international protection in the EU, Member States have not been making use of the International Refugee Law and Human Rights module. A new module on Fundamental Rights and International Protection in the EU, replacing the International Refugee Law and Human Rights module, will be developed in 2016.



#### No session organised in 2015



## Profile of participants in the International Refugee Law and Human Rights module



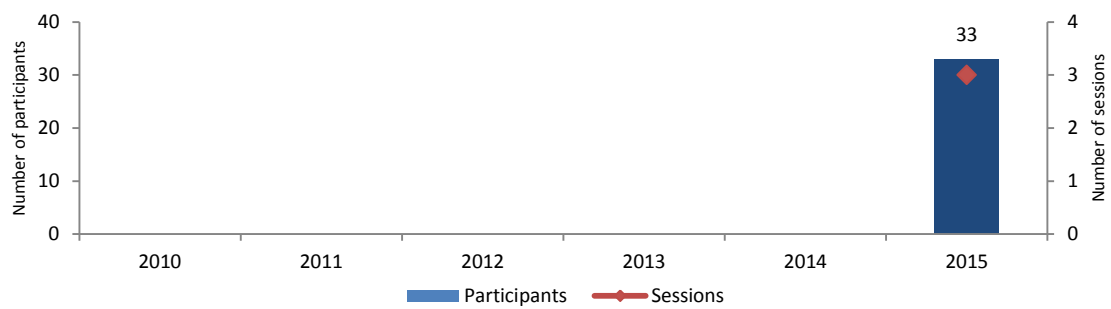
**Reading example:** 100 % of participants registered in International Refugee Law and Human Rights module performed the task 'Preparation and undertaking of asylum interviews and hearings' as reported.

*Please note that one asylum officer may perform several tasks.*

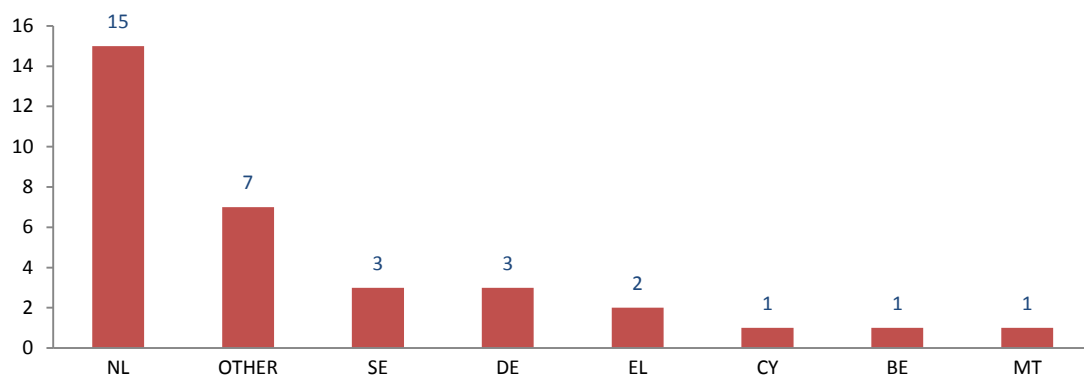
### 3.15. Gender, Gender Identity and Sexual Orientation module

- The Gender, Gender Identity and Sexual Orientation module was developed in 2013-2014 with the pilot train-the-trainers' session held in June 2015. The pilot session was attended by 14 participants, while a second train-the-trainers' session organised in November 2015 by 7 participants.
- The Netherlands was the first and only Member State to organise a national training session in the module on Gender, Gender Identity and Sexual Orientation in 2015.
- In 2015, 33 participants from seven Member States and other stakeholders have been trained in the Gender, Gender Identity and Sexual Orientation module.
- The vast majority of trainees in the Gender, Gender Identity and Sexual Orientation module (93 %) are responsible for interviewing applicants for international protection, drafting asylum decisions (89 %) and undertake first fact-gathering interviews (54 %).
- The Gender, Gender Identity and Sexual Orientation module is available in English only.
- In 2015 the Handbook on Gender, Gender Identity and Sexual Orientation module was developed. The handbook is available in English only.

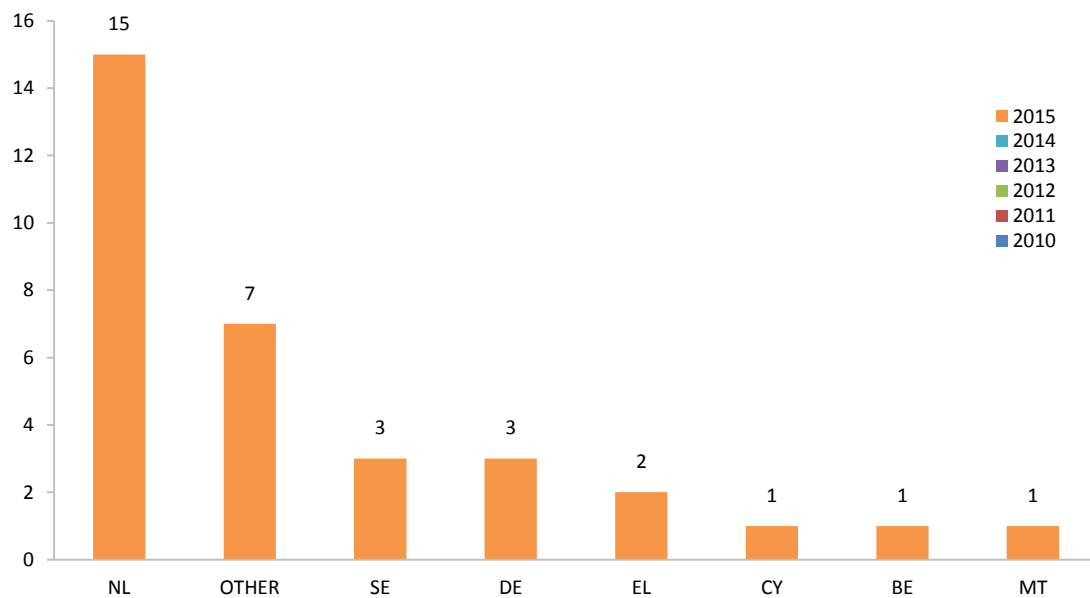
Number of participants and number of train-the-trainers' and national sessions (2010-2015)



Number of participants by Member States (2015)

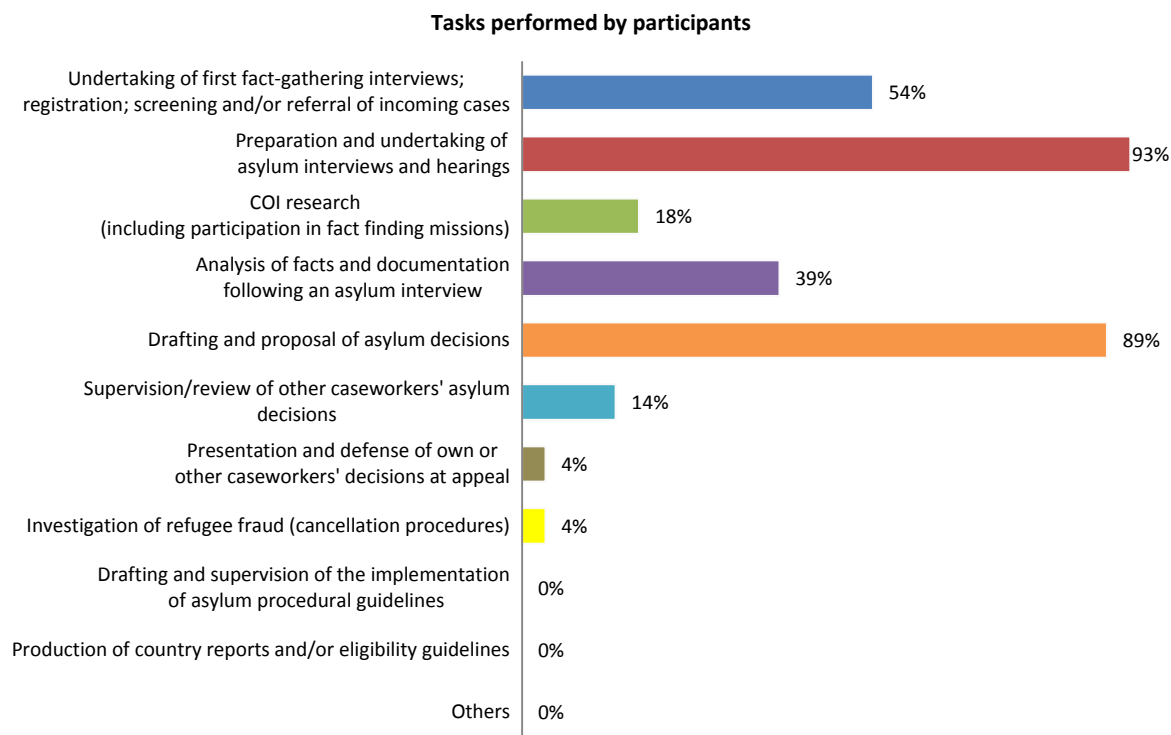


Number of participants by Member States (2010 - 2015)





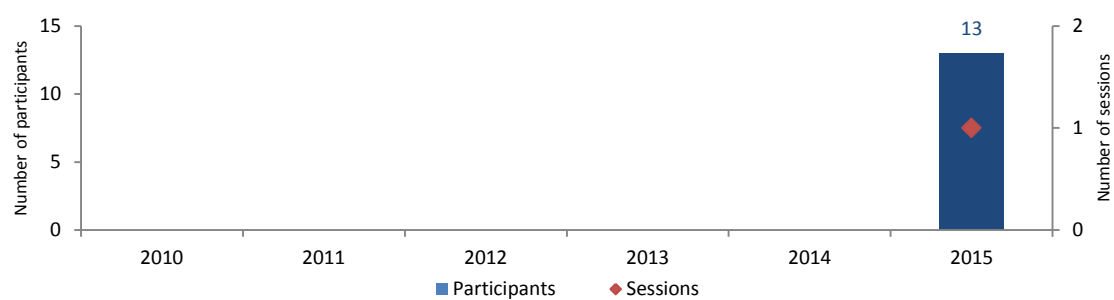
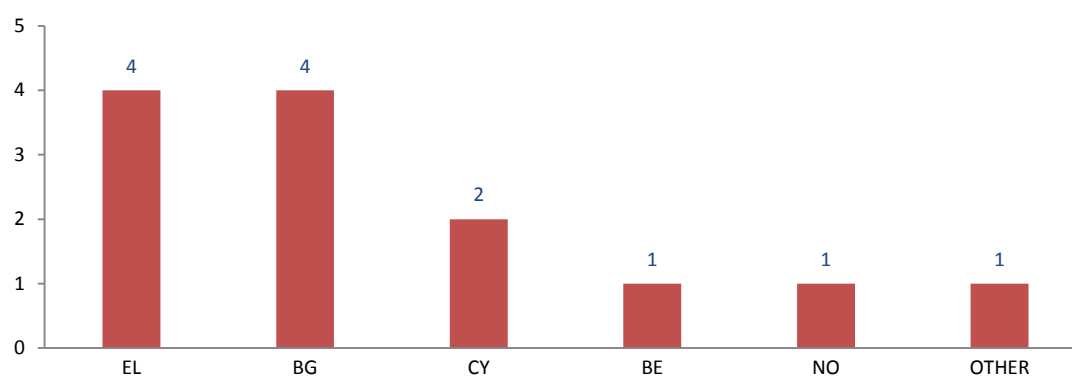
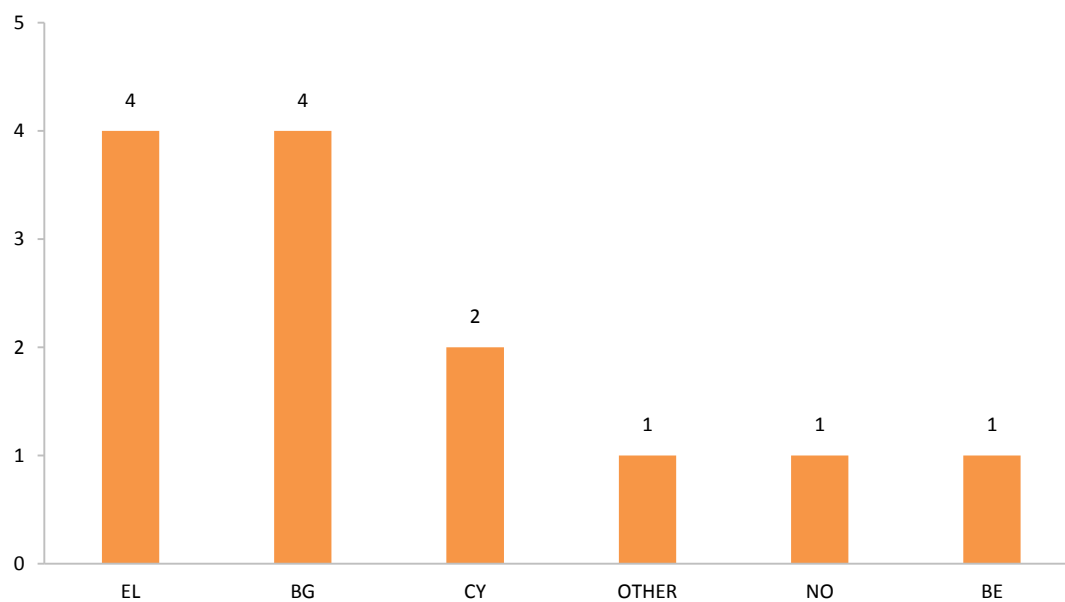
## Profile of participants in the Gender, Gender Identity and Sexual Orientation module



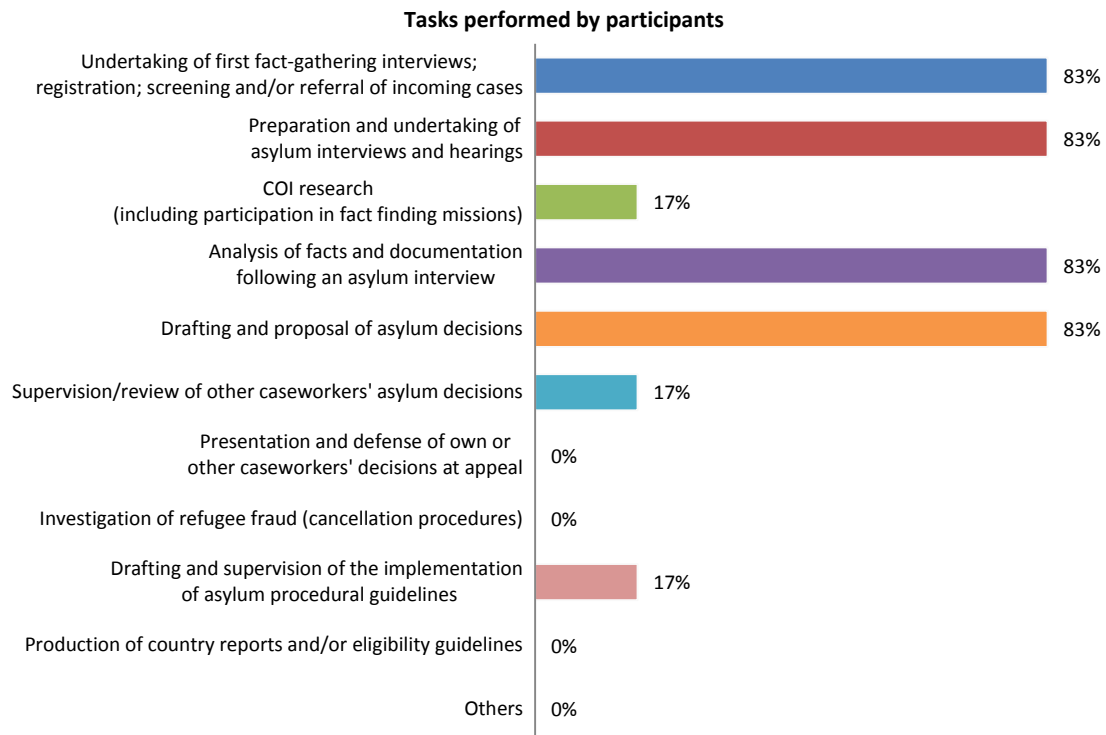
**Reading example:** 93 % of participants registered in Gender, Gender Identity and Sexual Orientation module performed the task 'Preparation and undertaking of asylum interviews and hearings' as reported.  
*Please note that one asylum officer may perform several tasks.*

### 3.16. Reception module

- The Reception module was developed in 2014-2015 with the pilot train-the-trainers' session held in November 2015. The pilot training was attended by 13 participants from 4 Member States, Norway and other stakeholders.
- The vast majority of participants in the Reception module (83%) are responsible for undertaking first fact-gathering interviews, interviewing applicants for international protection, drafting asylum decisions and analysing facts and documentation following an asylum interview.
- No national training session in the Reception module has been organised in 2015.
- The Reception module is available in English only.

**Number of participants and number of train-the-trainers' and national sessions (2010-2015)****Number of participants by Member States (2015)****Number of participants by Member States (2010 - 2015)**

## Profile of participants in the Reception module



**Reading example:** 83 % of participants registered in Reception module performed the task 'Preparation and undertaking of asylum interviews and hearings' as reported.

*Please note that one asylum officer may perform several tasks.*

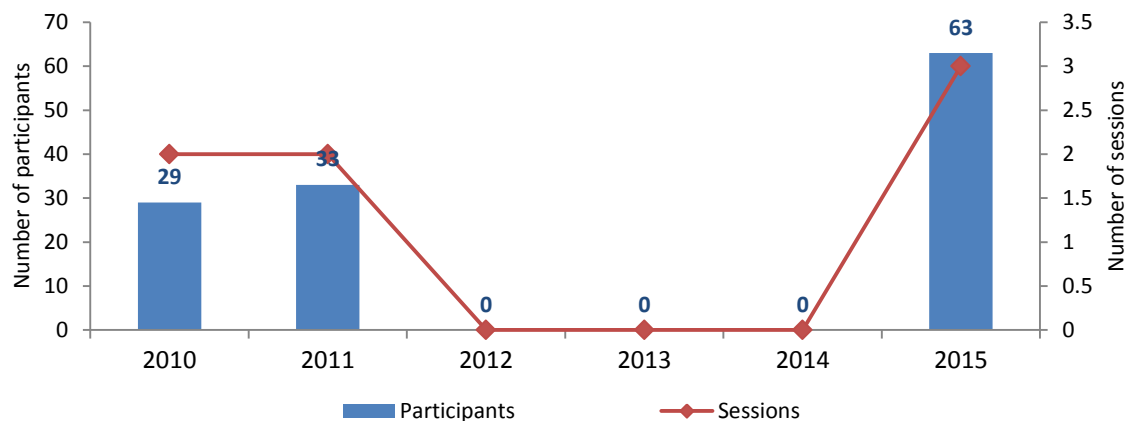
## 4. EASO training factsheets for EU+ States, 2015

### 4.1. Austria

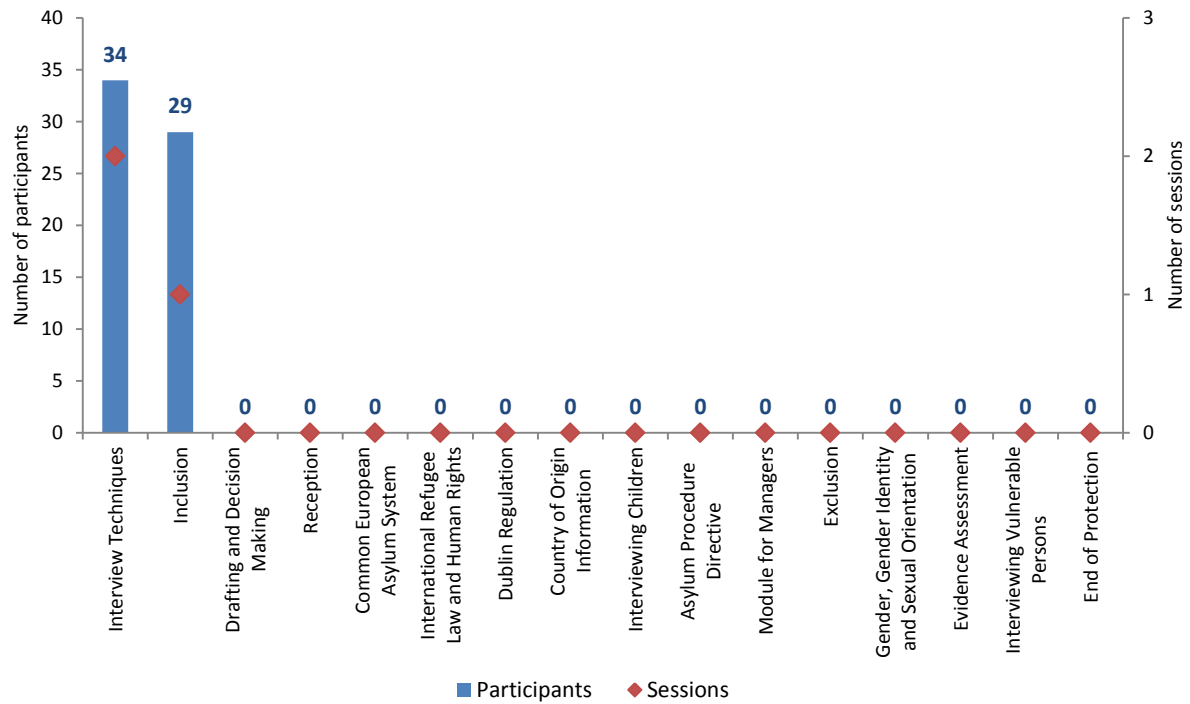
#### Section I, Progress in the EASO Training Curriculum: Austria 2015

The implementation of the EASO Training Curriculum in Austria is presented according to the following data:

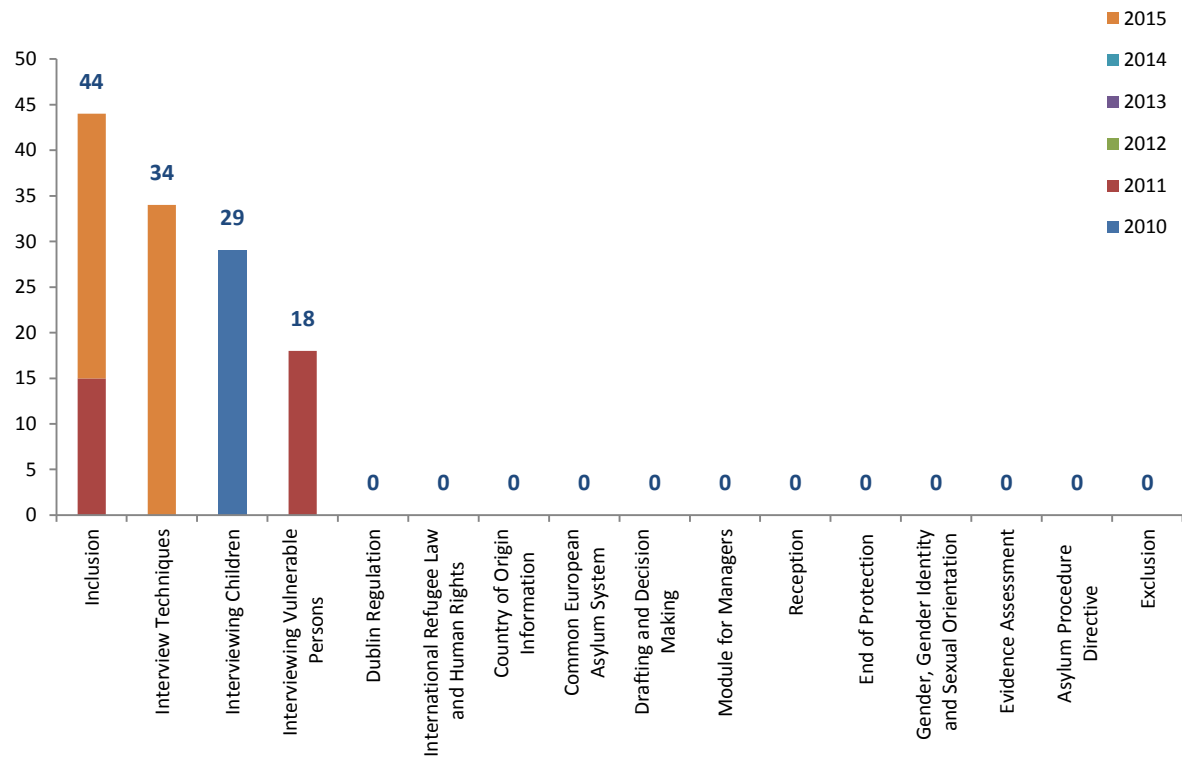
- number of participants and number of national training sessions organised in the EASO Training Curriculum,
  - number of participants and number of national training sessions organised by module,
  - number of participants to the train-the-trainers' sessions,
  - participation in the train-the-trainers' sessions by module,
  - comparison between participation in the train-the-trainers' sessions and delivery of the national training sessions (so-called multiplier effect).
- 
- Graph 1: Training progress in the EASO Training Curriculum in Austria from 2010 to 2015 (number of participants and number of national training sessions)



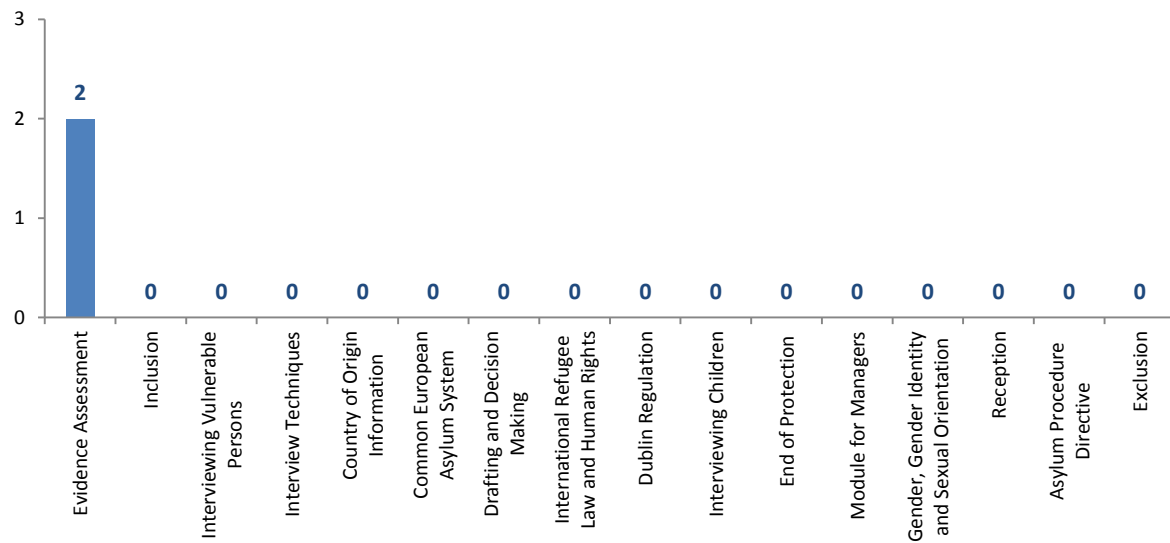
■ Graph 2: National training sessions in Austria by module (2015)



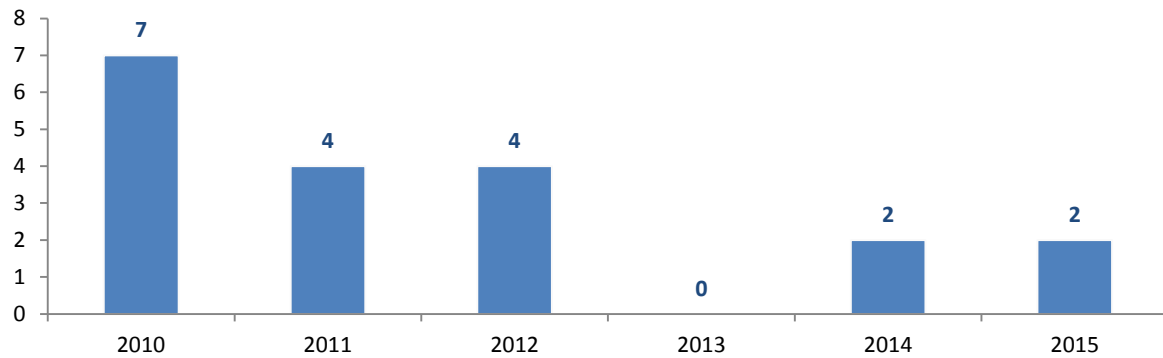
■ Graph 3: Participants in national training sessions in Austria by module (2010-2015)



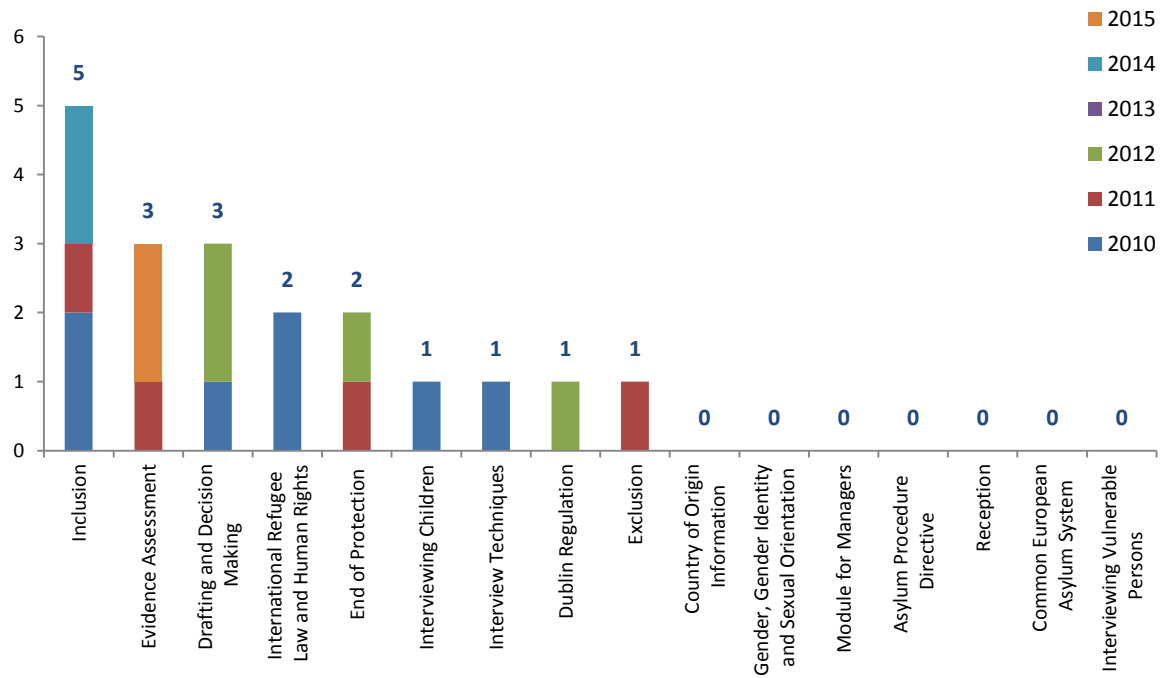
■ Graph 4: Participants from Austria in train-the-trainers' sessions by module (2015)



■ Graph 5: Participants from Austria in train-the-trainers' sessions (2010-2015)



■ Graph 6: Participants from Austria in train-the-trainers' sessions by modules (2010-2015)



- Graph 7: Multiplier effect - Participation in train-the-trainers' sessions compared to national trainings delivered in Austria (2010-2015)

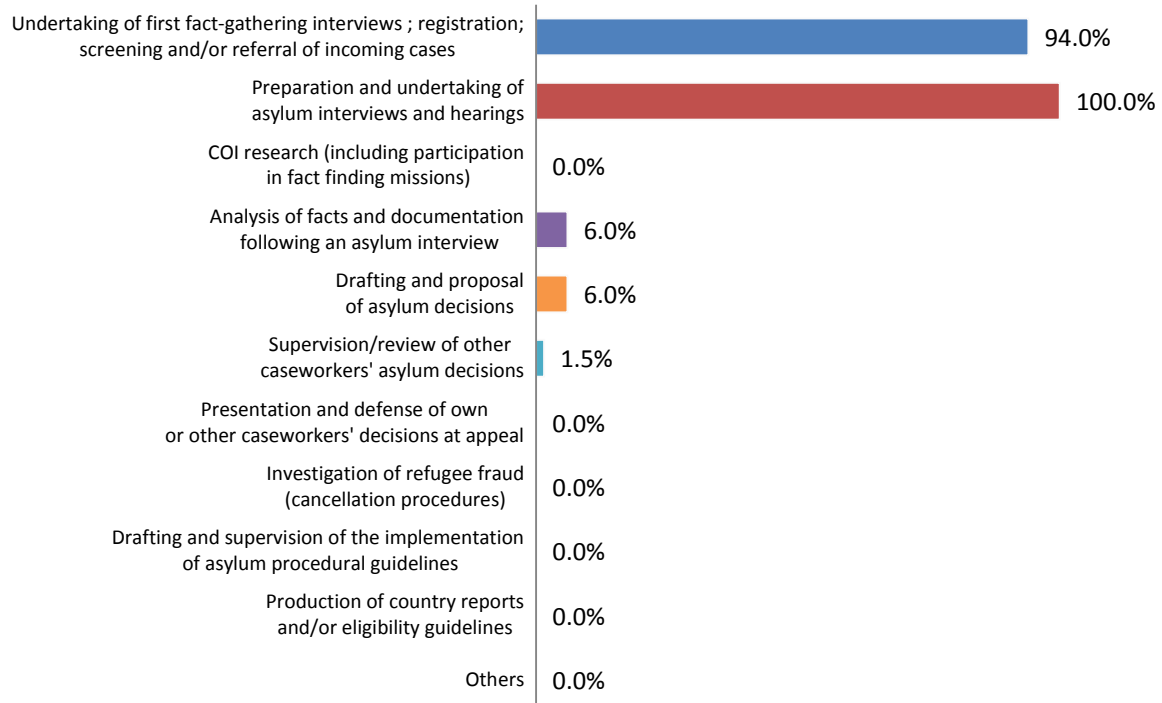
Module	Total number of participants in train-the-trainers' sessions	Total number of participants in national training sessions	Multiplier effect
Inclusion	5	44	9
Interview Techniques	1	34	34
Interviewing Children	1	29	29
Interviewing Vulnerable Persons	0	18	/
Drafting and Decision Making	3	0	0
Evidence Assessment	3	0	0
International Refugee Law and Human Rights	2	0	0
End of Protection	2	0	0
Dublin Regulation	1	0	0
Exclusion	1	0	0
Reception	0	0	/
Module for Managers	0	0	/
Common European Asylum System	0	0	/
Country of Origin Information	0	0	/
Asylum Procedure Directive	0	0	/
Gender, Gender Identity and Sexual Orientation	0	0	/
<b>Total</b>	<b>19</b>	<b>125</b>	<b>7</b>

Note: data provided from EASO training registration lists



## Section II, Profile of participants from Austria in the EASO Training Curriculum

### Tasks performed by participants in EASO Training Curriculum as reported in registration since July 2013



Reading example: 100% of participants registered in national trainings by Austria performed the task “Preparation and undertaking of asylum interviews and hearings” as reported since July 2013.

*Please note that one asylum officer may perform several tasks.*

#### Data Sample:

- Reporting period: July 2013 – December 2015
- 67 participants from Austria with data regarding tasks performed
- Modules: Inclusion, Interview Techniques, Evidence Assessment

## Section III, EASO Training and Experts Pool: content experts and trainers nominated by Austria

Modules	Content Expert nominated	Trainers nominated
Country of Origin Information	2	2
Didactic	3	--
Drafting and Decision Making	--	2
End of Protection	--	2
Evidence Assessment	--	1
Exclusion	--	1
Inclusion	--	4

Modules	Content Expert nominated	Trainers nominated
Interview Techniques	2	4
Interviewing Children	2	3
Interviewing Vulnerable Persons	1	1
IRL&HR	--	2
Reception	2	--
Total number of nominations	12	22

## Summary

- After an initial implementation of the EASO Training Curriculum in Austria in 2010 and 2011, training in the EASO training modules had not been organised until 2014. However a significant increase in the number of participants in the EASO Training Curriculum has been observed in Austria in 2015.
- In 2015 three national training sessions have been organised in Austria (no training session in 2014) with 63 participants trained.
- The Interview Techniques module ranked first in Austria in 2015 (34 participants) followed by the Inclusion module (29 participants).
- The Interview Techniques module has been used for the first time in Austria in 2015.
- Between 2010 and 2015, 35% of the Austrian participants in national sessions of the EASO Training Curriculum have been trained in the Inclusion module, 27% in the Interview Techniques module and 23% in the Interviewing Children module.
- In 2015 two participants from Austria completed EASO's train-the-trainers' sessions. The participants have been trained to become national trainers in the Evidence Assessment module.
- Between 2010 and 2015, 19 participants from Austria attended train-the-trainers' sessions while 125 participants have been trained in national training sessions.
- Since 2012 the multiplier effect in Austria amounts to 7 participants trained at the national level by a trainer who followed one of EASO's train-the-trainers' session. In more details, the most significant multiplier effect can be observed on the basis of the following modules:
  - ✓ Interview Techniques, with 1 participant trained within the train-the-trainers' session to become national trainer who delivered national training sessions with 34 participants (34 trainees per trainer);
  - ✓ Interviewing Children, with 1 participant trained within the train-the-trainers' session to become national trainer who delivered national training sessions with 29 participants (29 trainees per trainer);
  - ✓ Inclusion, with 5 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 44 participants (9 trainees per trainer).
- In terms of the profile of participants in the EASO Training Curriculum it shall be noted that in their daily work 100% of the trainees are responsible for interviewing applicants for international protection. In addition, 94% of them are undertaking first fact-gathering interviews, registration, screening and/or referral of incoming cases.
- Experts and trainers nominated by Austria cover 34 positions in the EASO Training and Expert Pool.

### Analytical context provided by Member State

Due to the increasing number of employees over the past two years, especially case workers, the Austrian Federal Office for Immigration and Asylum had to adjust its training program, focusing on basic training courses instead of previous (mainly) advanced trainings.

For this, EASO training modules offer an excellent foundation.

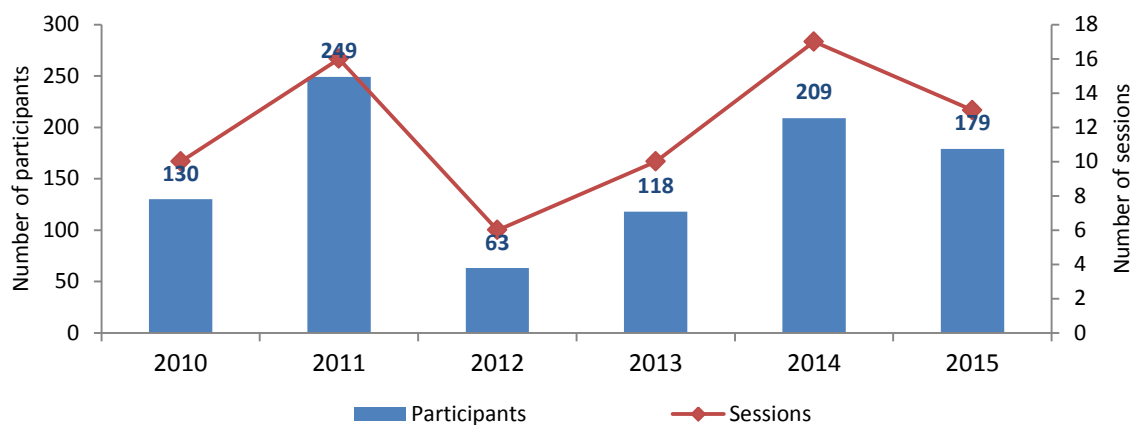
In 2016 and 2017 this trainings' model is supposed to be continued, mainly regarding the core modules.

## 4.2. Belgium

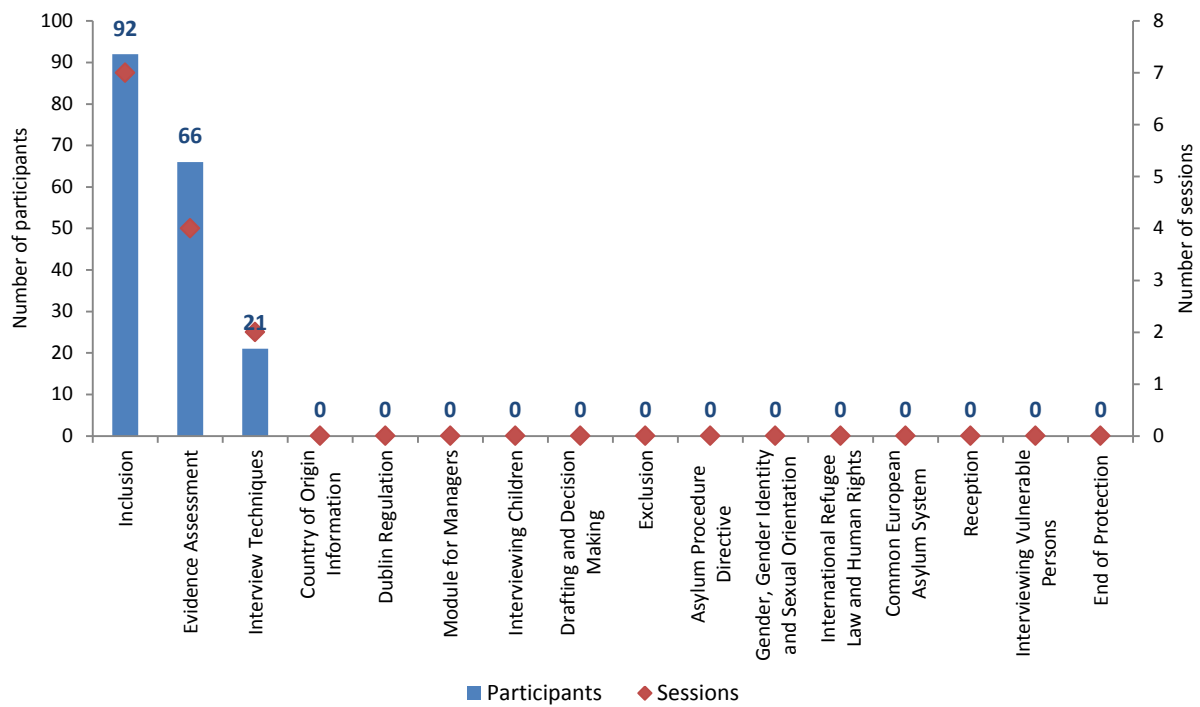
### Section I, Progress in the EASO Training Curriculum: Belgium 2015

The implementation of the EASO Training Curriculum in Belgium is presented according to the following data:

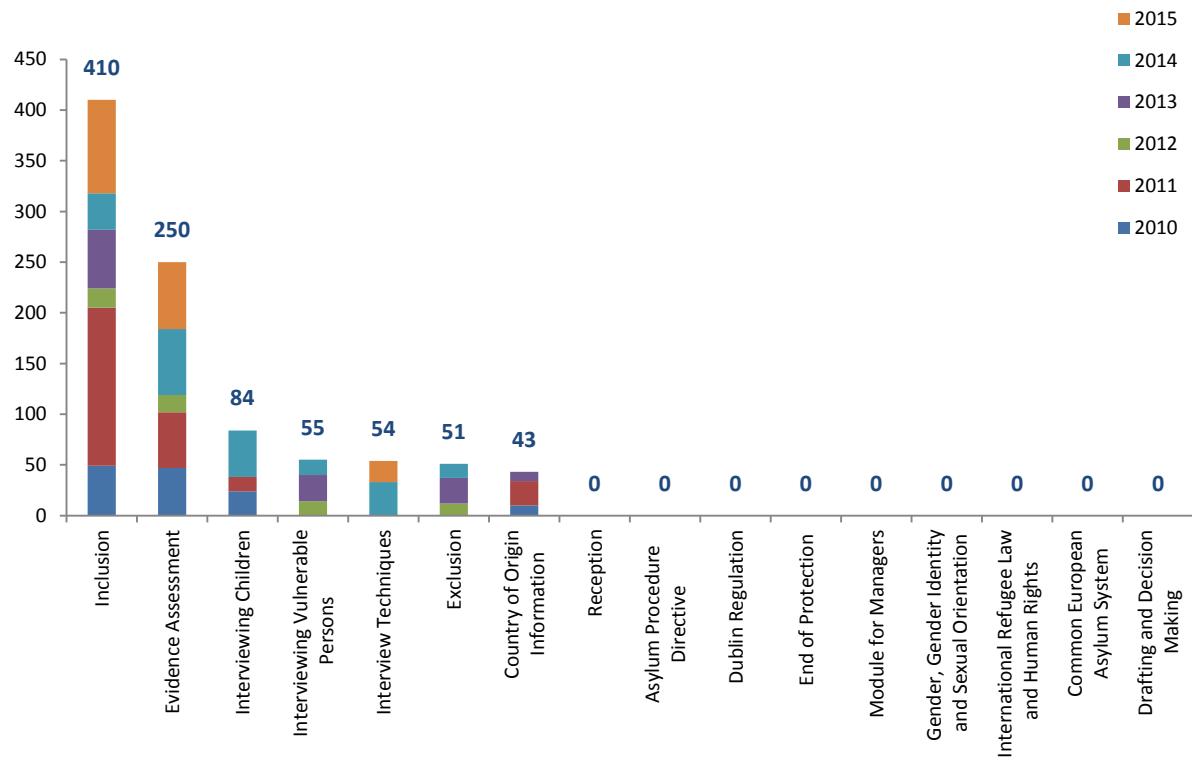
- number of participants and number of national training sessions organised in the EASO Training Curriculum,
  - number of participants and number of national training sessions organised by module,
  - number of participants to the train-the-trainers' sessions,
  - participation in the train-the-trainers' sessions by module,
  - comparison between participation in the train-the-trainers' sessions and delivery of the national training sessions (so-called multiplier effect).
- Graph 1: Training progress in the EASO Training Curriculum in Belgium from 2010 to 2015 (number of participants and number of national training sessions)



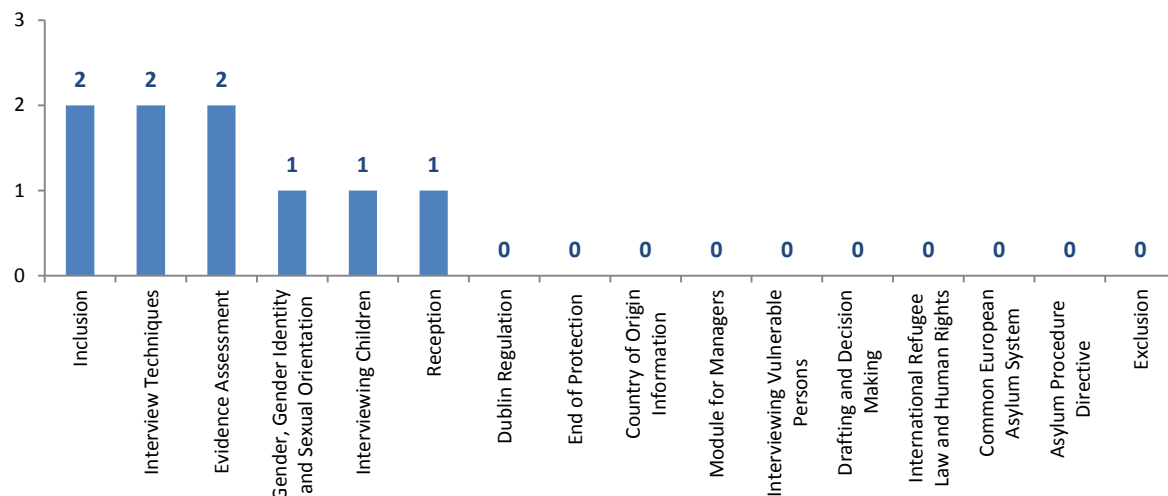
■ Graph 2: National training sessions in Belgium by module (2015)



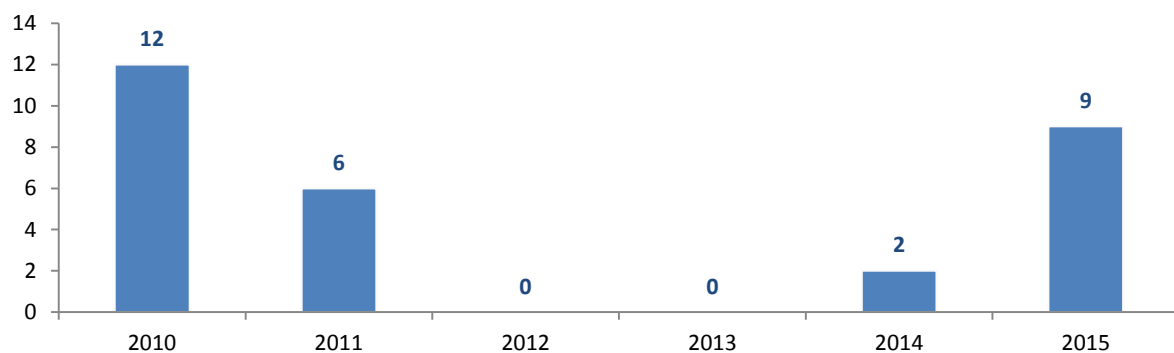
■ Graph 3: Participants in national training sessions in Belgium by module (2010-2015)



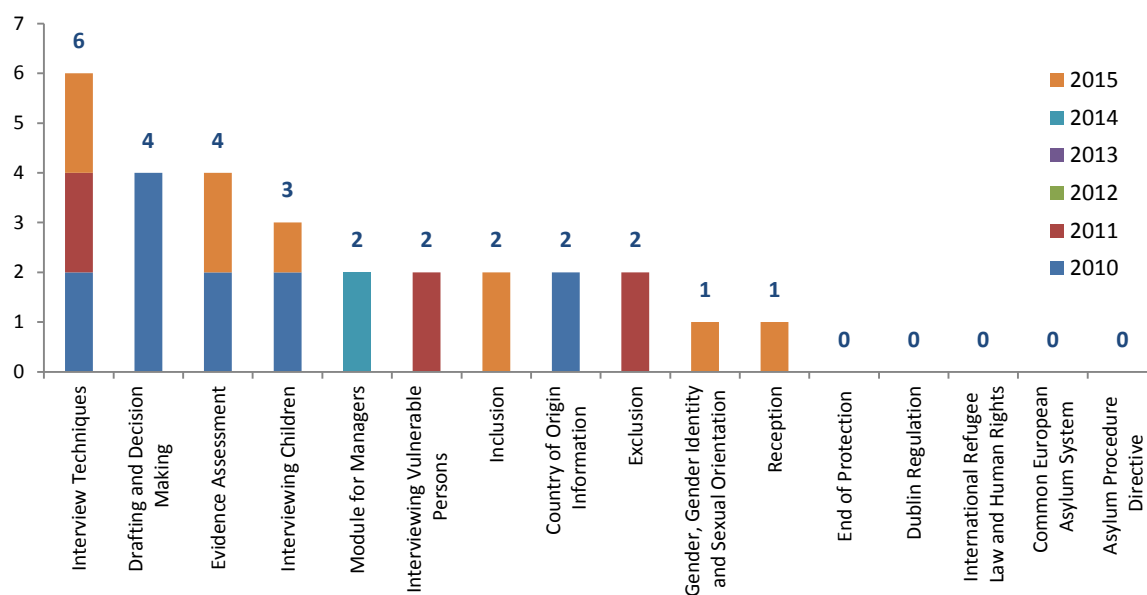
■ Graph 4: Participants from Belgium in train-the-trainers' sessions by module (2015)



■ Graph 5: Participants from Belgium in train-the-trainers' sessions (2010-2015)



■ Graph 6: Participants from Belgium in train-the-trainers' sessions by module (2010-2015)



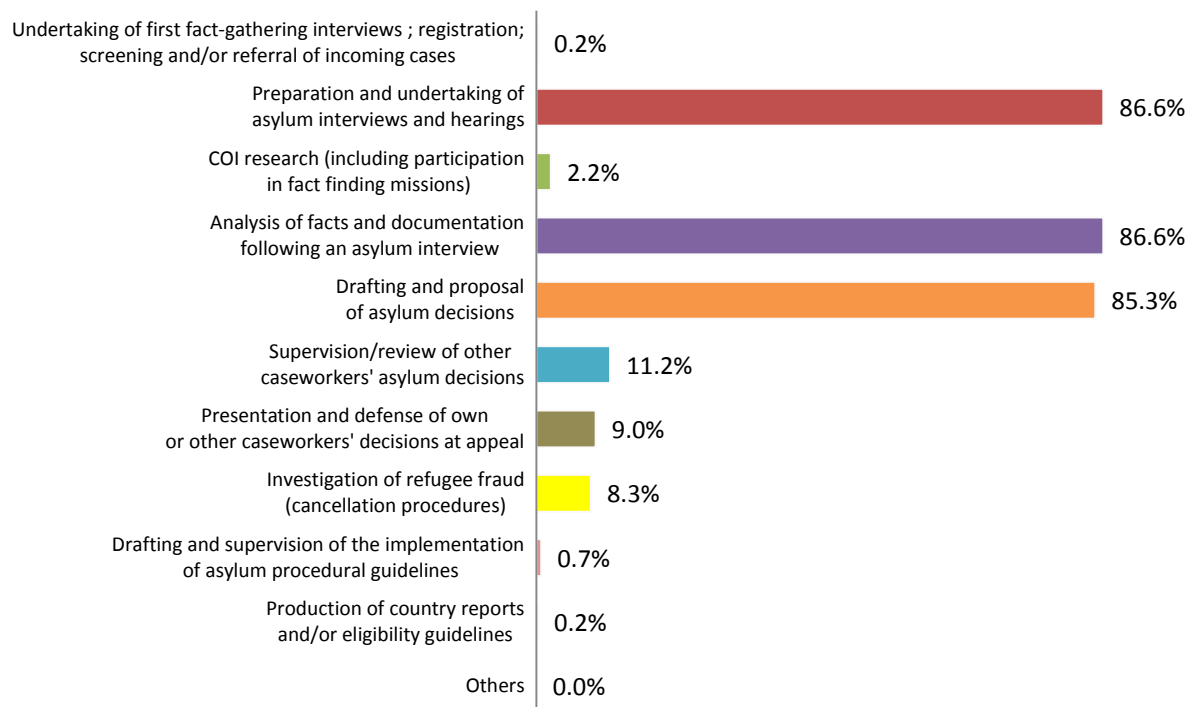
- Graph 7: Multiplier effect - Participation in train-the-trainers' sessions compared to national trainings delivered in Belgium (2010-2015)

Module	Total number of participants in train-the-trainers' sessions	Total number of participants in national training sessions	Multiplier effect
Inclusion	2	410	205
Evidence Assessment	4	250	63
Interviewing Children	3	84	28
Interviewing Vulnerable Persons	2	55	28
Interview Techniques	6	54	9
Exclusion	2	51	26
Country of Origin Information	2	43	22
Drafting and Decision Making	4	0	0
Module for Managers	2	0	0
Reception	1	0	0
Gender, Gender Identity and Sexual Orientation	1	0	0
Dublin Regulation	0	0	/
International Refugee Law and Human Rights	0	0	/
End of Protection	0	0	/
Common European Asylum System	0	0	/
Asylum Procedure Directive	0	0	/
<b>Total</b>	<b>29</b>	<b>947</b>	<b>33</b>

Note: data provided from EASO training registration lists

## Section II, Profile of participants from Belgium in the EASO Training Curriculum

### Tasks performed by participants in EASO Training Curriculum as reported in registration since July 2013



**Reading example:** 87% of participants registered in national trainings by Belgium performed the task “Preparation and undertaking of asylum interviews and hearings” as reported since July 2013.  
*Please note that one asylum officer may perform several tasks.*

#### Data Sample:

- Reporting period: July 2013 – December 2015
- 409 participants from Belgium with data regarding tasks performed
- Modules: Inclusion, Exclusion, Country of Origin Information, Interview Techniques, Interviewing Children, Interviewing Vulnerable Persons, Evidence Assessment, Gender, Gender Identity and Sexual Orientation

## Section III, EASO Training and Experts Pool: content experts and trainers nominated by Belgium

Modules	Content Expert nominated	Trainers nominated
Asylum Procedure Directive	1	--
Common European Asylum System	1	1
Didactic	2	2
Drafting and Decision Making	--	1
Evidence Assessment	1	3



Modules	Content Expert nominated	Trainers nominated
Exclusion	1	1
Inclusion	1	3
Interview Techniques	2	3
Interviewing Children	2	2
Module for Managers	1	1
Reception	4	--
Total number of nominations	17	15

## Summary

- The trend in the implementation of the EASO Training Curriculum in Belgium has varied since 2010, with a peak in 2011 and 2014 and a slight decrease observed in 2015.
- In 2015 13 national training sessions have been organised in Belgium (-24% compared to 2014) with 179 participants trained (-14% compared to 2014).
- The Inclusion module ranked first in Belgium in 2015 (92 participants) followed by the Evidence Assessment module (66 participants) and the Interview Techniques module (21 participants).
- Between 2010 and 2015, 44% of the Belgian participants in national sessions of the EASO Training Curriculum have been trained in the Inclusion module, 26% in the Interview Techniques module and 9% in the Interviewing Children module.
- In 2015 nine participants from Belgium completed EASO's train-the-trainers' sessions. The participants have been trained to become national trainers in the following modules: Inclusion, Interview Techniques, Evidence Assessment, Gender, Gender Identity and Sexual Orientation, Interviewing Children and Reception.
- Between 2010 and 2015, 29 participants from Belgium attended train-the-trainers' sessions while 974 participants have been trained in national training sessions.
- Since 2010 the multiplier effect in Belgium amounts to 33 participants trained at the national level by a trainer who followed one of EASO's train-the-trainers' session. In more details, the most significant multiplier effect can be observed on the basis of the following modules:
  - ✓ Inclusion, with 2 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 410 participants (205 trainees per trainer);
  - ✓ Evidence Assessment, with 4 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 250 participants (63 trainees per trainer);
  - ✓ Interviewing Children, with 3 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 84 participants (28 trainees per trainer).
- In terms of the profile of participants in the EASO Training Curriculum it shall be noted that in their daily work 87% of the trainees are responsible for interviewing applicants for international protection and analysing facts and documentation following the interview. In addition, 85% of them are responsible for drafting asylum decisions.
- Experts and trainers nominated by Belgium cover 32 positions in the EASO Training and Expert Pool.

## Analytical context provided by Member State

From September 2015, the Belgian authorities involved in asylum matters have employed a large number of new case workers.

For the induction training for new caseworkers, which consists of one month training and integration, CGRS used some modules of the EASO Training Curriculum: Inclusion and Evidence Assessment. With regard to the interview techniques, a special training was given based on the content of the EASO module on Interview Techniques. CGRS had a large pool of trainers and offered places in training sessions to other Belgian authorities involved in asylum matters. This means that some modules were used in an extensive manner. The participants were very happy to follow EASO modules and to share their experience and good practices with other colleagues.

Throughout 2015, Belgium had a total of 31 active trainers and continued to train new case officers. Belgium has also sent trainers for different train-the-trainers' sessions in Malta and for the regional training sessions. Furthermore, Belgium was very active in sending experts for the development of new modules.

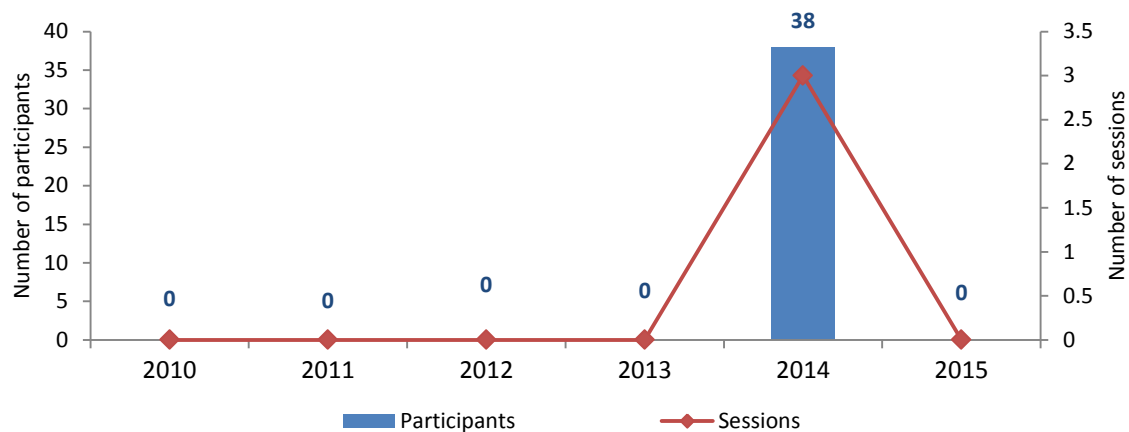
In Belgium the EASO Training Curriculum is more and more used and very appreciated by the participants.

### 4.3. Bulgaria

#### Section I, Progress in the EASO Training Curriculum: Bulgaria 2015

The implementation of the EASO Training Curriculum in Bulgaria is presented according to the following data:

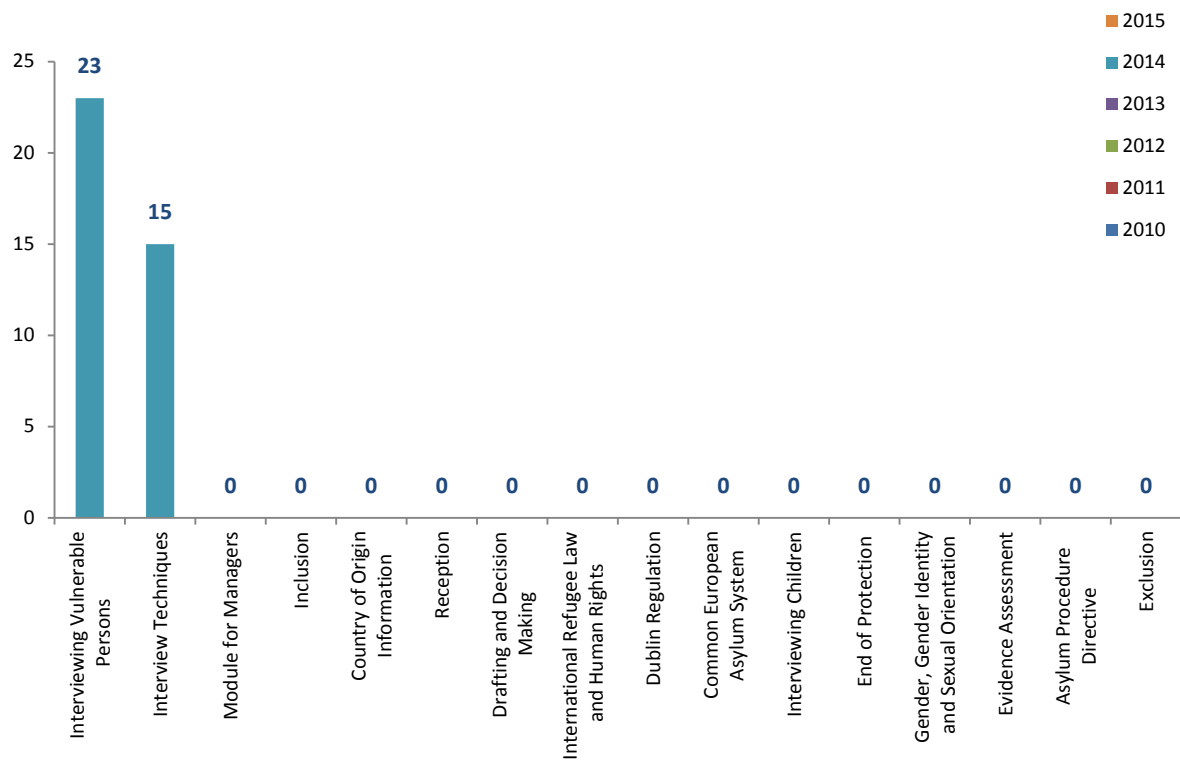
- number of participants and number of national training sessions organised in the EASO Training Curriculum,
  - number of participants and number of national training sessions organised by module,
  - number of participants to the train-the-trainers' sessions,
  - participation in the train-the-trainers' sessions by module,
  - comparison between participation in the train-the-trainers' sessions and delivery of the national training sessions (so-called multiplier effect).
- Graph 1: Training progress in the EASO Training Curriculum in Bulgaria from 2010 to 2015 (number of participants and number of national training sessions)



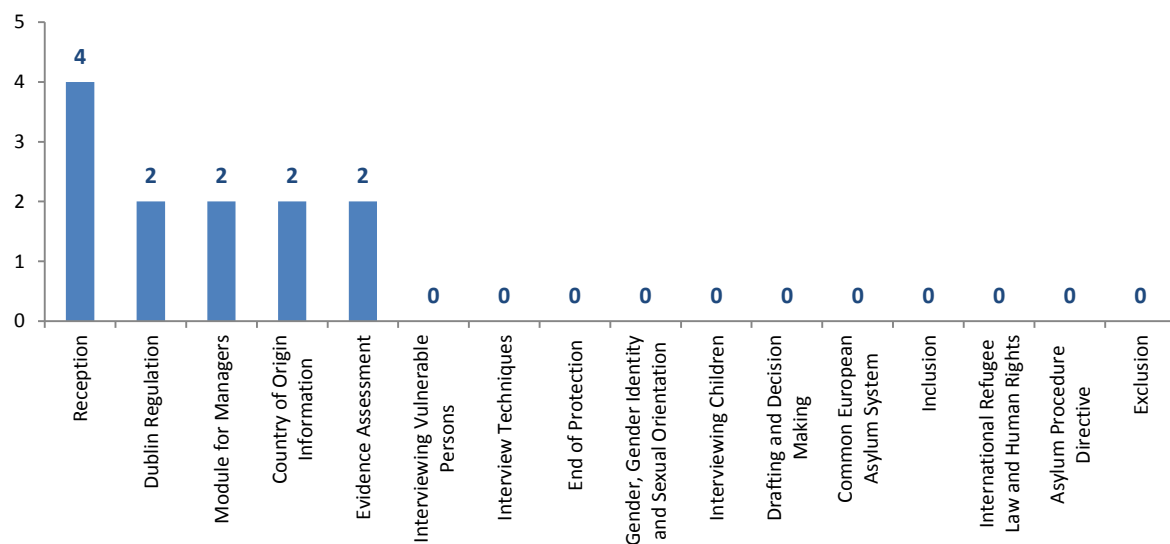
- Graph 2: National training sessions in Bulgaria by module (2015)

No national training in the EASO Training Curriculum has been organised in Bulgaria in 2015.

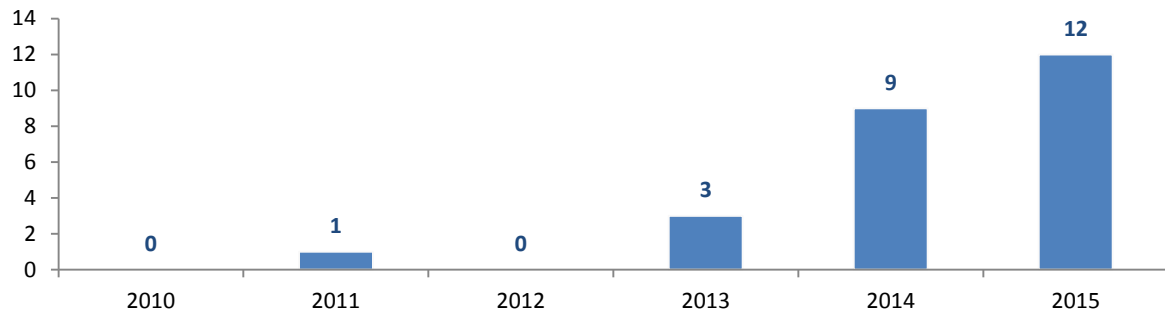
■ Graph 3: Participants in national training sessions in Bulgaria by module (2010-2015)



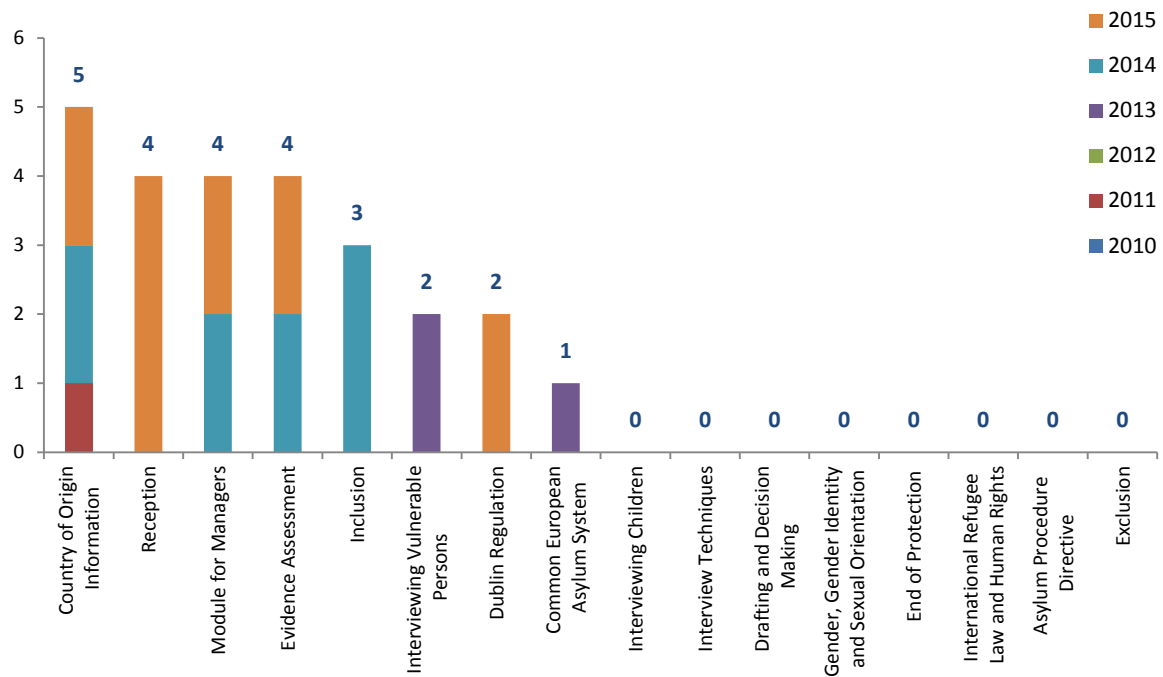
■ Graph 4: Participants from Bulgaria in train-the-trainers' sessions by module (2015)



■ Graph 5: Participants from Bulgaria in train-the-trainers' sessions (2010-2015)



■ Graph 6: Participants from Bulgaria in train-the-trainers' sessions by module (2010-2015)



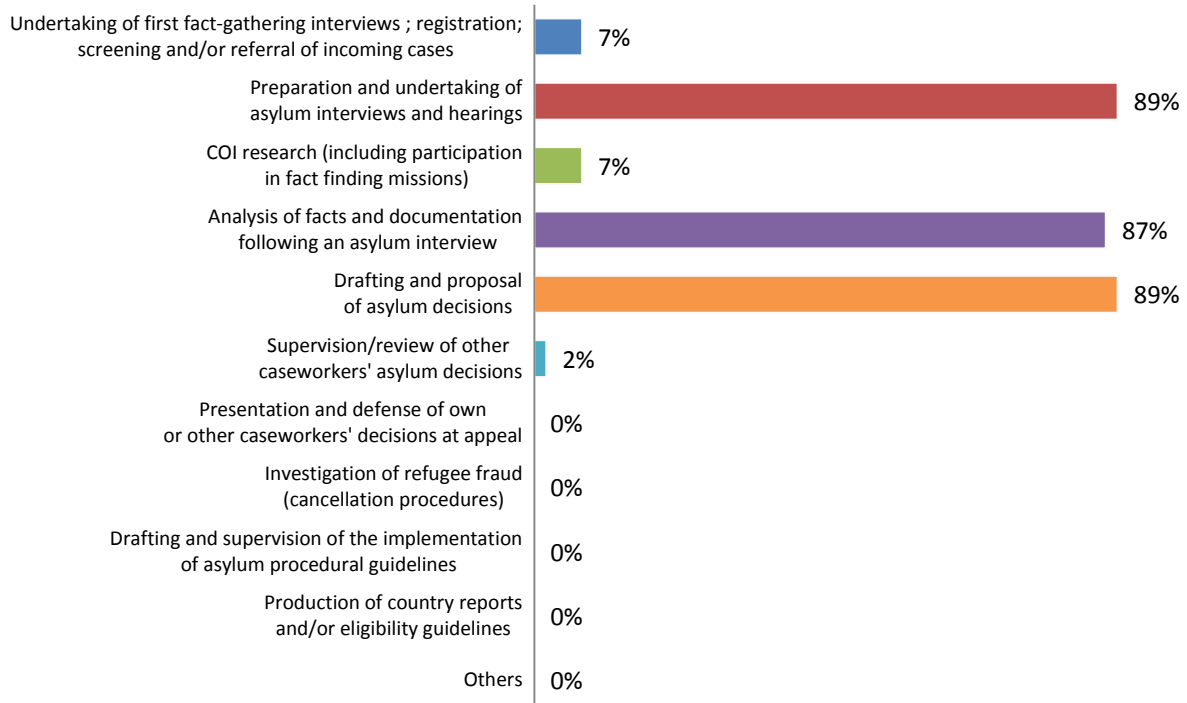
- Graph 7: Multiplier effect - Participation in train-the-trainers' sessions compared to national trainings delivered in Bulgaria (2010-2015)

Module	Total number of participants in train-the-trainers' sessions	Total number of participants in national training sessions	Multiplier effect
Interviewing Vulnerable Persons	2	23	12
Interview Techniques	0	15	/
Country of Origin Information	5	0	0
Module for Managers	4	0	0
Reception	4	0	0
Evidence Assessment	4	0	0
Inclusion	3	0	0
Dublin Regulation	2	0	0
Common European Asylum System	1	0	0
International Refugee Law and Human Rights	0	0	/
End of Protection	0	0	/
Interviewing Children	0	0	/
Asylum Procedure Directive	0	0	/
Exclusion	0	0	/
Drafting and Decision Making	0	0	/
Gender, Gender Identity and Sexual Orientation	0	0	/
<b>Total</b>	<b>25</b>	<b>38</b>	<b>2</b>

Note: data provided from EASO training registration lists

## Section II, Profile of participants from Bulgaria in the EASO Training Curriculum

### Tasks performed by participants in EASO Training Curriculum as reported in registration since July 2013



Reading example: 89% of participants registered in EASO Training Curriculum by Bulgaria performed the task “Preparation and undertaking of asylum interviews and hearings” as reported since July 2013.

*Please note that one asylum officer may perform several tasks.*

#### Data Sample:

- Reporting period: July 2013 – December 2015
- 55 participants from Bulgaria with data regarding tasks performed
- Modules: Dublin Regulation, Inclusion, Country of Origin Information, Interview Techniques, Interviewing Vulnerable Persons, Evidence Assessment, Reception

## Section III, EASO Training and Experts Pool: content experts and trainers nominated by Bulgaria

Modules	Content Expert nominated	Trainers nominated
Didactic	2	--
Dublin III Regulation	1	1
Module for Managers	1	1
Total number of nominations	4	2

## Summary

- The implementation of the EASO Training Curriculum in Bulgaria started in 2014.
- In 2015 Bulgaria did not organise any national training session compared to three national training sessions with 38 participants in 2014.
- In 2014, 23 participants from Bulgaria attended the national training sessions on Interviewing Vulnerable Persons module and 15 participants the national training sessions on Interview Techniques.
- In 2015 12 participants from Bulgaria completed EASO's train-the-trainers' sessions. The participants have been trained to become national trainers in the following modules: Reception, Dublin Regulation, Module for Managers, Country of Origin Information and Evidence Assessment.
- Between 2010 and 2015, 25 participants from Bulgaria attended train-the-trainers' sessions and 38 participants have been trained in national training sessions.
- The multiplier effect in Bulgaria amounts to 2 participants trained at the national level by a trainer who followed one of EASO's train-the-trainers' session. In more details, the most significant multiplier effect can be observed on the basis of the Interviewing Vulnerable Persons module, with 2 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 23 participants (12 trainees per trainer).
- In terms of the profile of participants in the EASO Training Curriculum it shall be noted that in their daily work 89% of the trainees are responsible for interviewing applicants for international protection and drafting asylum decisions. In addition, 87% of them analyse facts and documentation following the interview.
- Experts and trainers nominated by Bulgaria cover six positions in the EASO Training and Expert Pool.

## Analytical context provided by Member State

Participation in the EASO Training Curriculum modules during 2015 contributed to the achievement of sustainable capacity building, which is of utmost importance to further develop a national training plan and increase the number of national trainers with 12 new trainers on core modules with key importance for the activities of the State Agency for Refugees relating to the process of granting an international protection. At the end of 2015, the pool of national trainers in SAR consists of 25 trainers on core modules and at least two national trainers per module. This ensures stability and facilitates opportunities for delivering national trainings in the respective modules.

Due to the increased migration pressure in Europe, and particularly on the Balkan Peninsula, the crisis situation regarding asylum seekers and the high workload, the national trainings at SAR planned for 2015 were postponed. In order to overcome this gap in the national training strategy, at least two national trainings on core modules of the EASO Training Curriculum have been planned for 2016, namely "Inclusion" and "Evidence Assessment" or "Dublin III Regulation" modules, which are translated into Bulgarian.

In order to ensure the long-term sustainability of training, the professional development of SAR staff and the harmonization of asylum practices in accordance with the instruments of the CEAS, SAR should continue working on a national training plan, including national trainings in Bulgarian in other modules of the EASO Training Curriculum (Interview Techniques, Reception Module, CEAS) and others. SAR has several national trainers who have been trained by EASO in Malta.



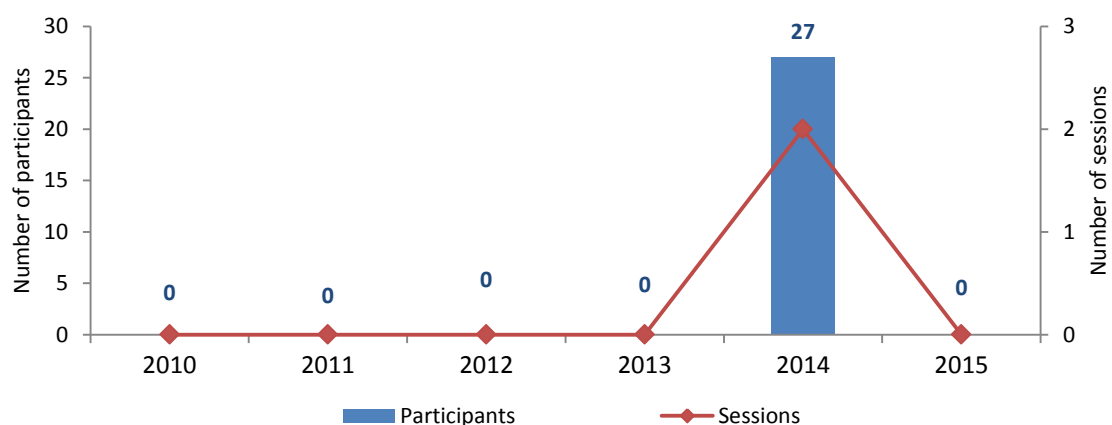
However, this pool could be expanded in order to guarantee the availability of qualified trainers.

#### 4.4. Croatia

##### Section I, Progress in the EASO Training Curriculum: Croatia 2015

The implementation of the EASO Training Curriculum in Croatia is presented according to the following data:

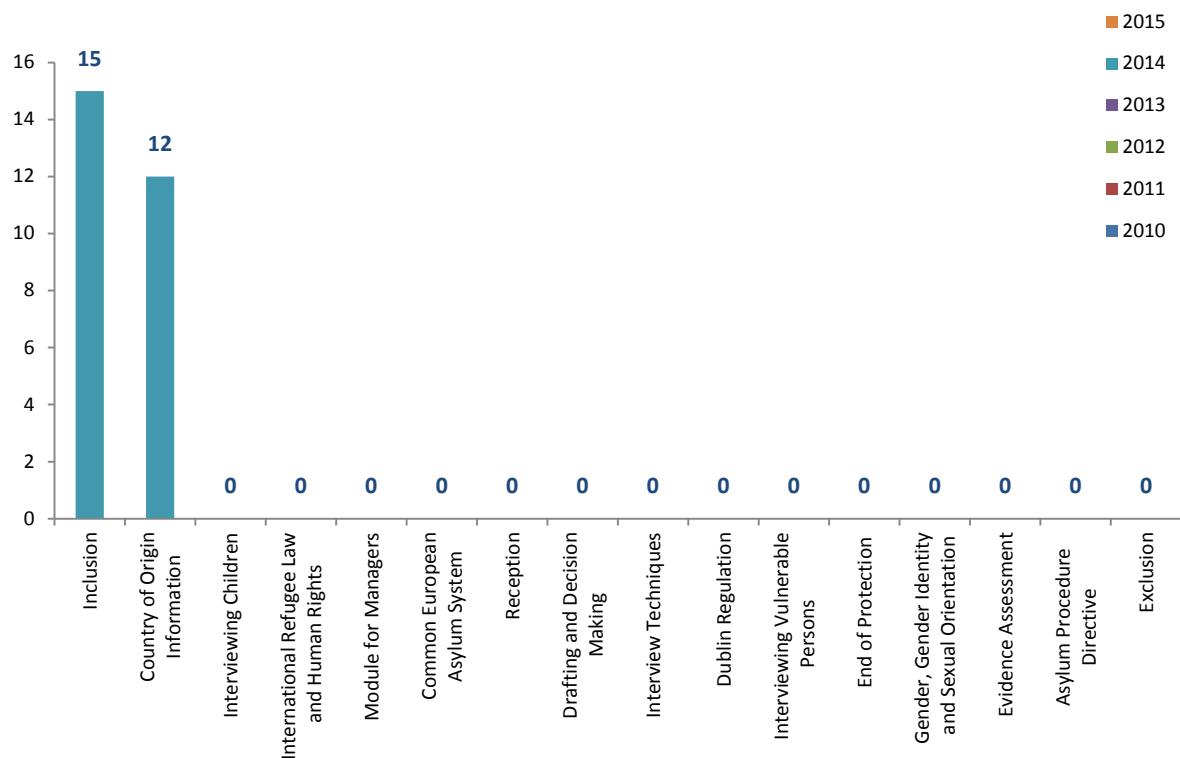
- number of participants and number of national training sessions organised in the EASO Training Curriculum,
  - number of participants and number of national training sessions organised by module,
  - number of participants to the train-the-trainers' sessions,
  - participation in the train-the-trainers' sessions by module,
  - comparison between participation in the train-the-trainers' sessions and delivery of the national training sessions (so-called multiplier effect).
- 
- Graph 1: Training progress in the EASO Training Curriculum in Croatia from 2010 to 2015 (number of participants and number of national training sessions)



- Graph 2: National training sessions in Croatia by module (2015)

No national training in the EASO Training Curriculum has been organised in Croatia in 2015.

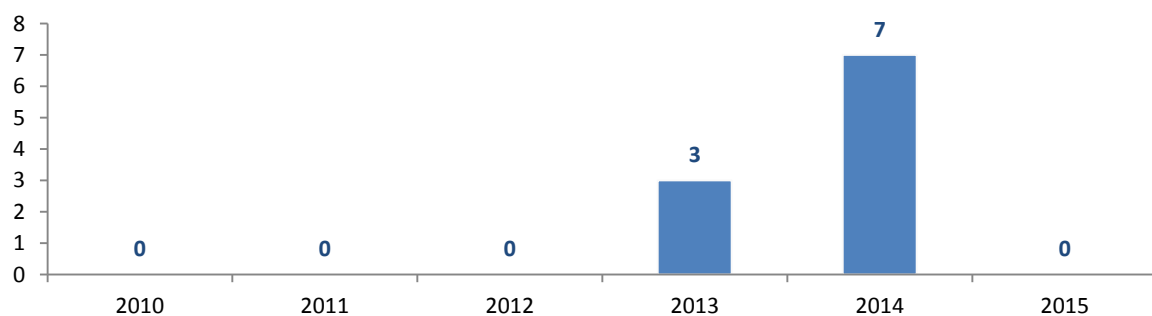
■ Graph 3: Participants in national training sessions in Croatia by module (2010-2015)



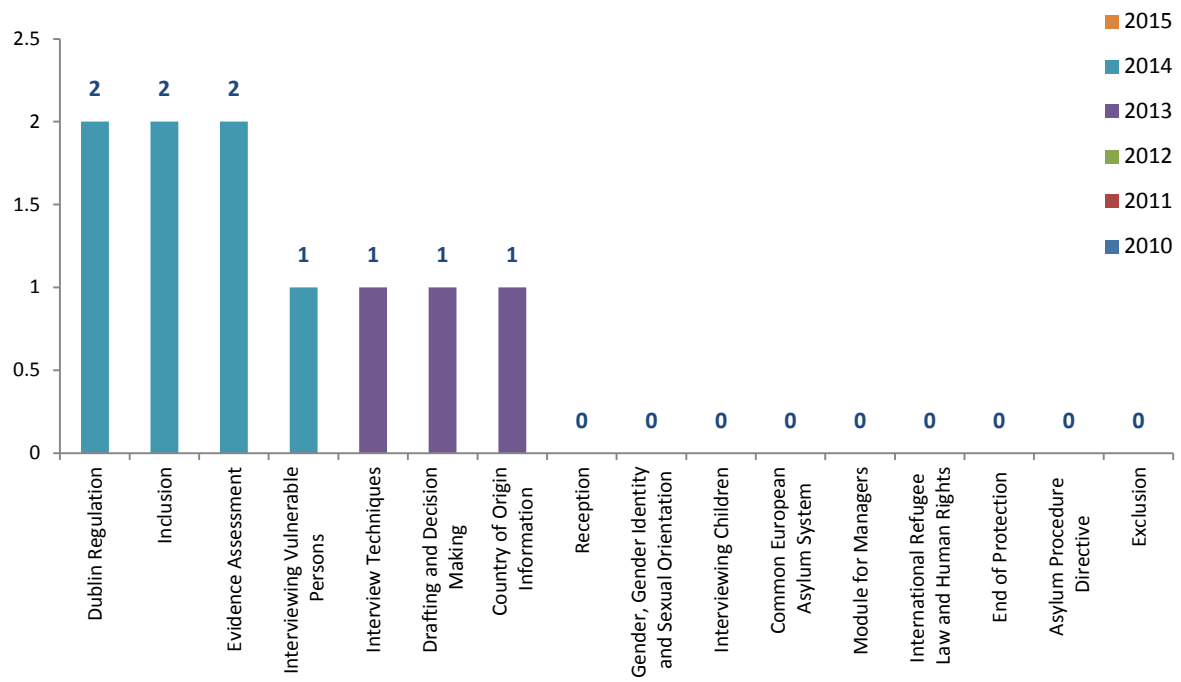
■ Graph 4: Participants from Croatia in train-the-trainers' sessions by module (2015)

No participant from Croatia attended train-the-trainers' sessions in 2015.

■ Graph 5: Participants from Croatia in train-the-trainers' sessions (2010-2015)



■ Graph 6: Participants from Croatia in train-the-trainers' sessions by module (2010-2015)



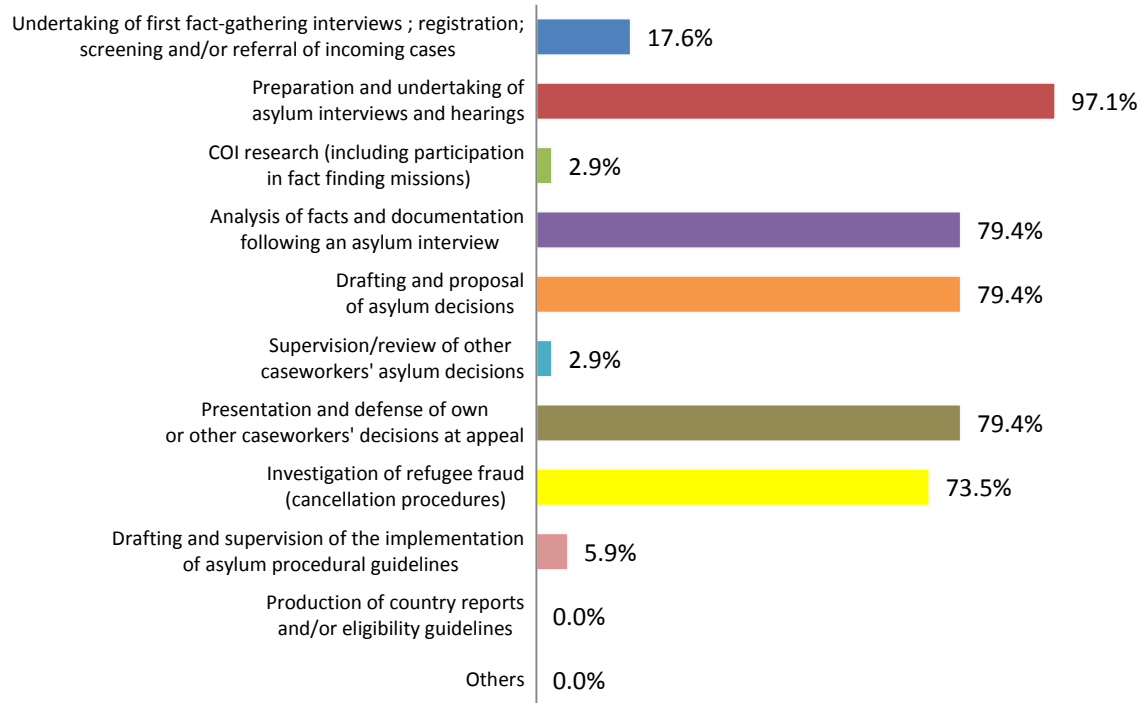
- Graph 7: Multiplier effect - Participation in train-the-trainers' sessions compared to national trainings delivered in Croatia (2010-2015)

Module	Total number of participants in train-the-trainers' sessions	Total number of participants in national training sessions	Multiplier effect
Inclusion	2	15	8
Country of Origin Information	1	12	12
Dublin Regulation	2	0	0
Evidence Assessment	2	0	0
Interviewing Vulnerable Persons	1	0	0
Drafting and Decision Making	1	0	0
Interview Techniques	1	0	0
Common European Asylum System	0	0	/
Interviewing Children	0	0	/
International Refugee Law and Human Rights	0	0	/
Module for Managers	0	0	/
Asylum Procedure Directive	0	0	/
End of Protection	0	0	/
Reception	0	0	/
Exclusion	0	0	/
Gender, Gender Identity and Sexual Orientation	0	0	/
<b>Total</b>	<b>10</b>	<b>27</b>	<b>3</b>

Note: data provided from EASO training registration lists

## Section II, Profile of participants from Croatia in the EASO Training Curriculum

### Tasks performed by participants in EASO Training Curriculum as reported in registration since July 2013



Reading example: 97% of participants registered in national trainings by Croatia performed the task “Preparation and undertaking of asylum interviews and hearings” as reported since July 2013.

*Please note that one asylum officer may perform several tasks.*

#### Data Sample:

- Reporting period: July 2013 – December 2015
- 34 participants from Croatia with data regarding tasks performed
- Modules: Dublin Regulation, Inclusion, Country of Origin Information, Interviewing Vulnerable Persons and Evidence Assessment

## Section III, EASO Training and Experts Pool: content experts and trainers nominated by Croatia

Modules	Content Expert nominated	Trainers nominated
Asylum Procedure Directive	1	--
Common European Asylum System	1	--
Dublin III Regulation	1	--
Evidence Assessment	1	--
Inclusion	1	--
International Refugee Law and Human Rights	1	--
Interview Techniques	1	--
Total number of nominations	7	0

## Summary

- The implementation of the EASO Training Curriculum started in Croatia in 2014 with the organisation of two national training sessions with 27 participants.
- In 2015 Croatia did not organise any national training in the EASO training modules.
- In 2015 no participant from Croatia completed EASO's train-the-trainers' session.
- Between 2010 and 2015, 10 participants from Croatia attended train-the-trainers' sessions and 27 participants have been trained in national training sessions.
- Since 2012 the multiplier effect in Croatia amounts to 3 participants trained at the national level by a trainer who followed one of EASO's train-the-trainers' session. In more details, the most significant multiplier effect can be observed on the basis of the following module:
  - Country of Origin Information, with 1 participant trained within the train-the-trainers' session to become national trainer who delivered national training session with 12 participants (8 trainees per trainer).
  - Inclusion, with 2 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training session with 15 participants (8 trainees per trainer).
- In terms of the profile of participants in the EASO Training Curriculum it shall be noted that in their daily work 97% of the trainees are responsible for interviewing applicants for international protection. In addition, 79% of them analyse facts and documentation following an asylum interview, draft decisions on international protection and/or defend asylum decisions at the appeal.
- Experts and trainers nominated by Croatia cover seven positions in the EASO Training and Expert Pool.

## Analytical context provided by Member State

Until September 2015 the Croatian Asylum Office had 30 staff responsible for all stages of the procedure on international protection, including reception, registration, Dublin procedure, interviewing and taking decisions. Most of those staff was trained in previous years in CARDS Projects "Reform of Asylum I" and "Reform of Asylum II". Also, trainings were organized by various actors e.g. UNHCR, Judicial Academy, Croatian Red Cross, Croatian Law Centre etc.

In 2014 most of our staff were trained through two national trainings.

In the first half of 2015, our Service was in charge for drafting new International and Temporary Protection Act (which entered into force on 2 July 2015) and corresponding laws.

Also, in the middle of September 2015 Croatia faced with a huge migration pressure.

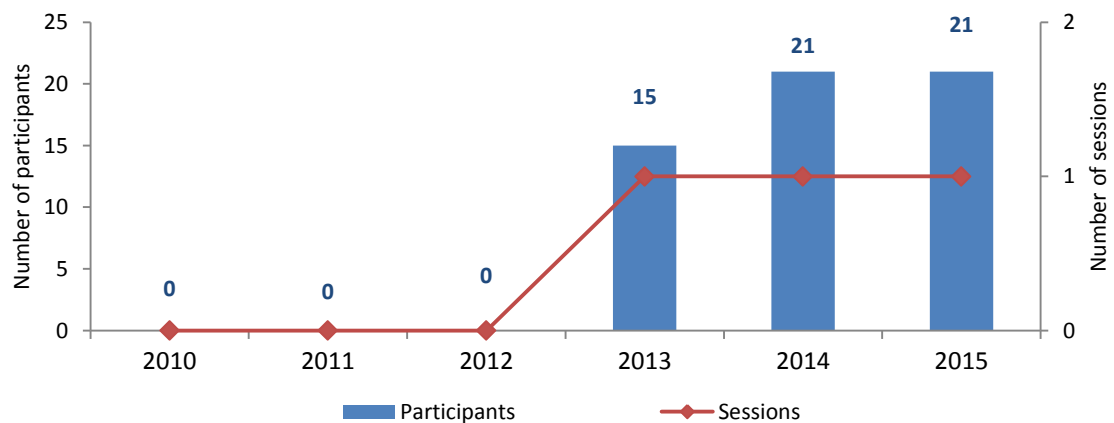
As we did not have any changes in the numbers of staff, and we had other duties which should be done the decision was made to postpone organization of national trainings.

## 4.5. Cyprus

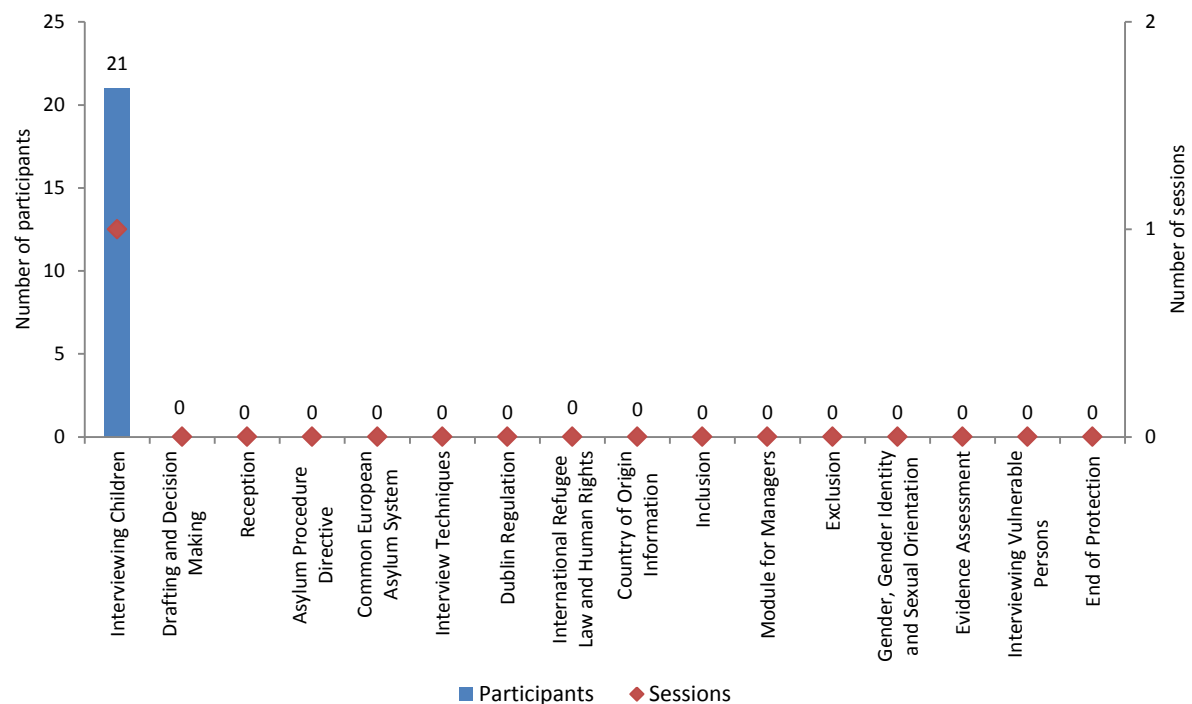
### Section I, Progress in the EASO Training Curriculum: Cyprus 2015

The implementation of the EASO Training Curriculum in Cyprus is presented according to the following data:

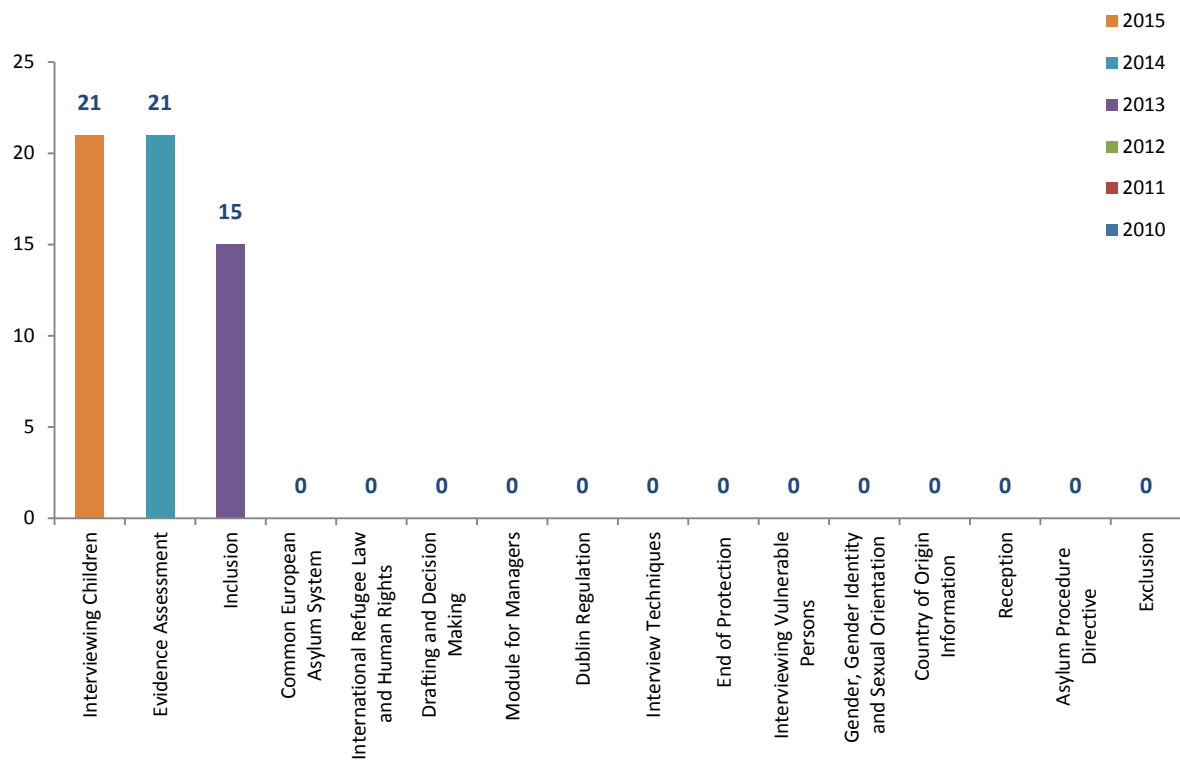
- number of participants and number of national training sessions organised in the EASO Training Curriculum,
  - number of participants and number of national training sessions organised by module,
  - number of participants to the train-the-trainers' sessions,
  - participation in the train-the-trainers' sessions by module,
  - comparison between participation in the train-the-trainers' sessions and delivery of the national training sessions (so-called multiplier effect).
- Graph 1: Training progress in the EASO Training Curriculum in Cyprus from 2010 to 2015 (number of participants and number of national training sessions)



■ Graph 2: National training sessions in Cyprus by module (2015)

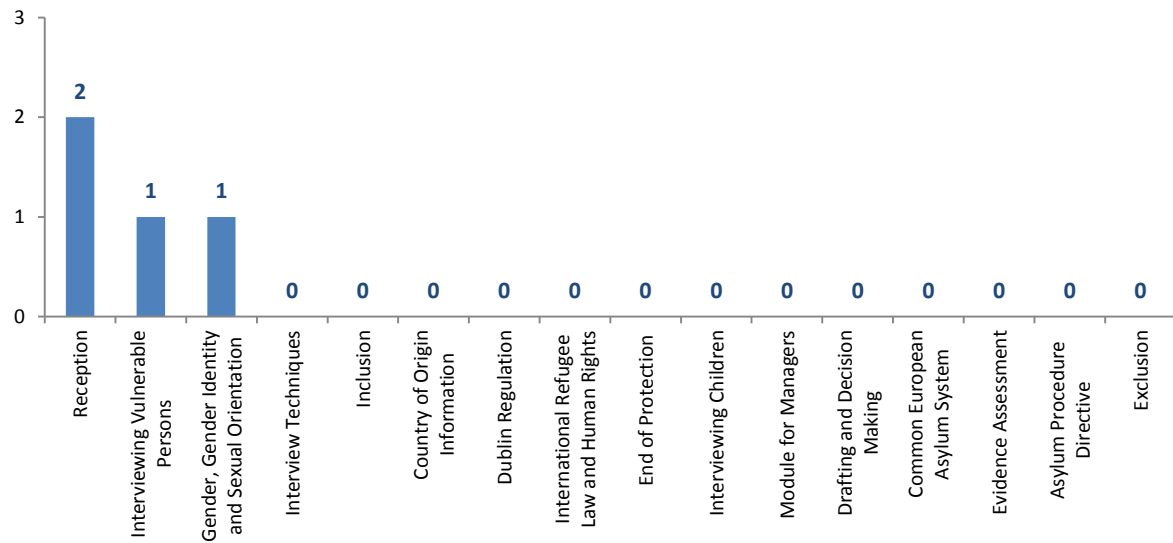


■ Graph 3: Participants in national training sessions in Cyprus by module (2010-2015)

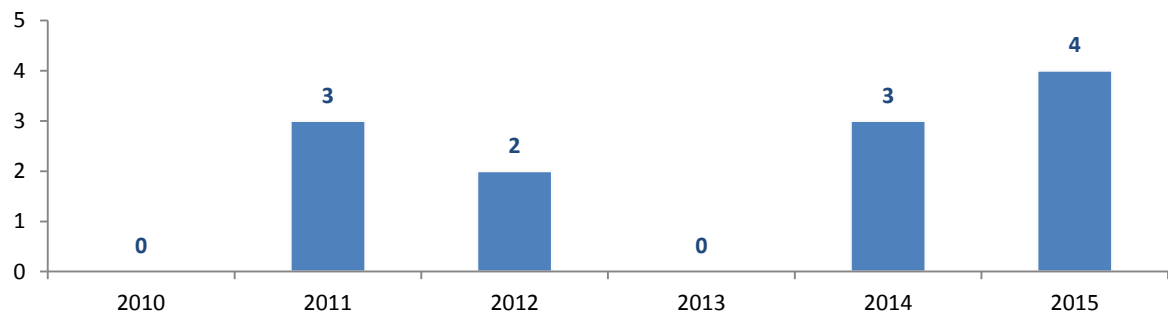




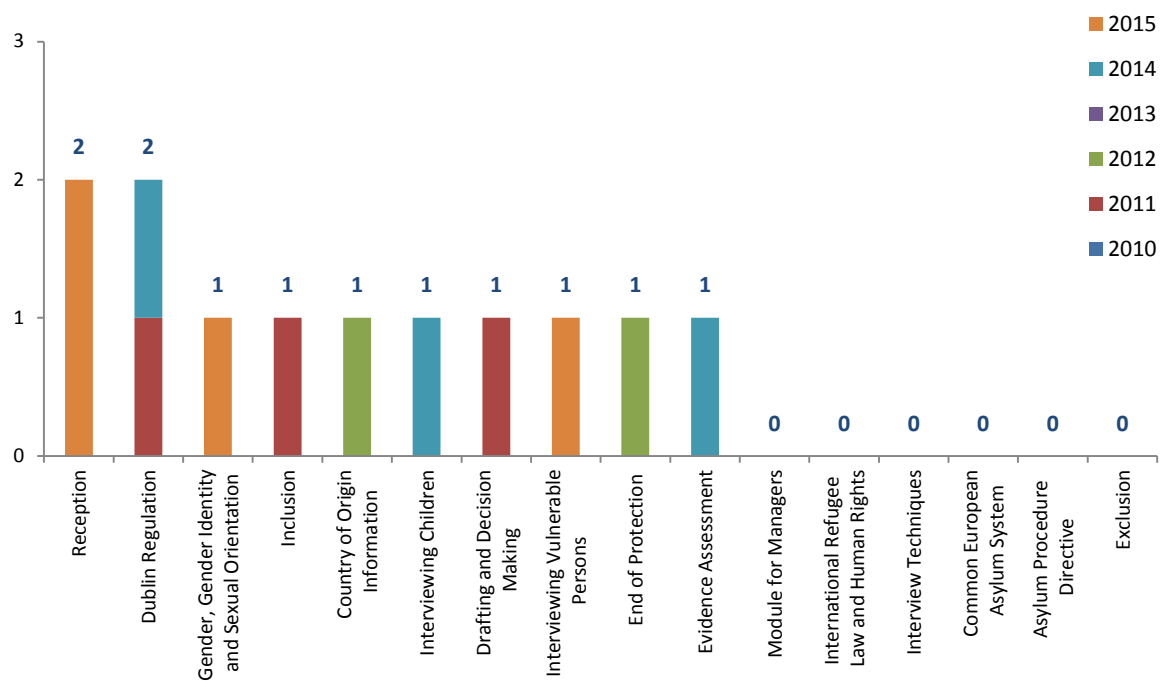
■ Graph 4: Participants from Cyprus in train-the-trainers' sessions by module (2015)



■ Graph 5: Participants from Cyprus in train-the-trainers' sessions (2010-2015)



■ Graph 6: Participants from Cyprus in train-the-trainers' sessions by module (2010-2015)



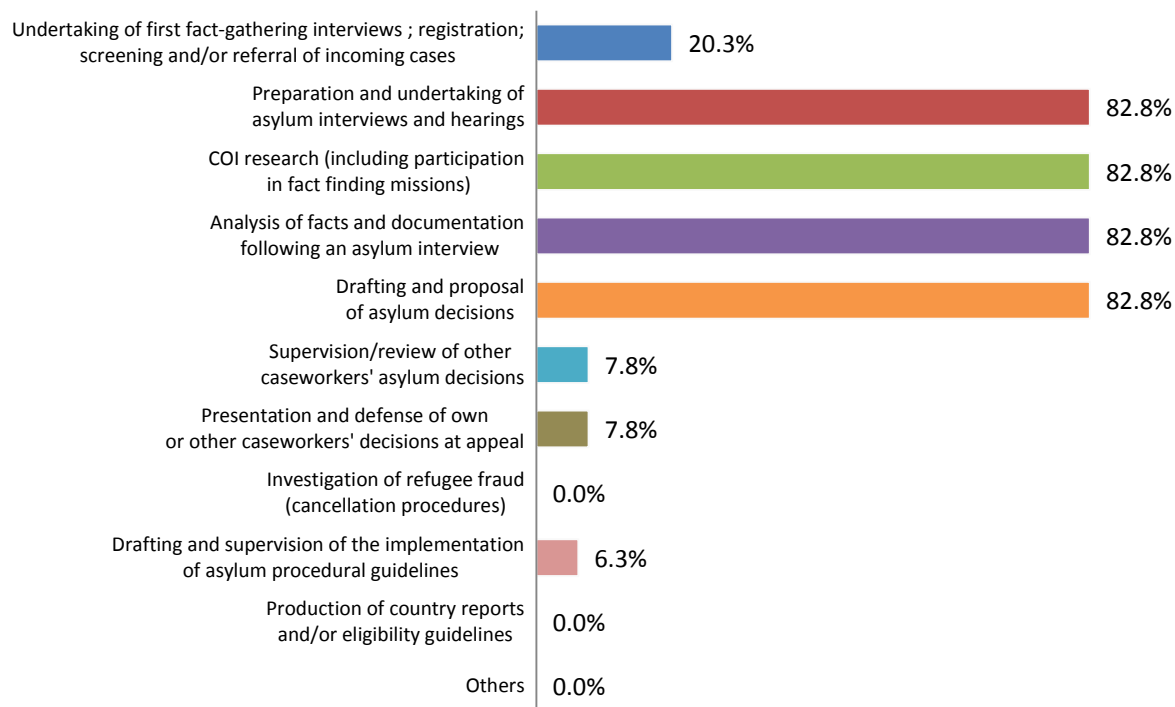
- Graph 7: Multiplier effect - Participation in train-the-trainers' sessions compared to national trainings delivered in Cyprus (2010-2015)

Module	Total number of participants in train-the-trainers' sessions	Total number of participants in national training sessions	Multiplier effect
Interviewing Children	1	21	21
Evidence Assessment	1	21	21
Inclusion	1	15	15
Reception	2	0	0
Dublin Regulation	2	0	0
Gender, Gender Identity and Sexual Orientation	1	0	0
Interviewing Vulnerable Persons	1	0	0
Drafting and Decision Making	1	0	0
Country of Origin Information	1	0	0
End of Protection	1	0	0
Exclusion	0	0	/
Asylum Procedure Directive	0	0	/
Module for Managers	0	0	/
International Refugee Law and Human Rights	0	0	/
Common European Asylum System	0	0	/
Interview Techniques	0	0	/
<b>Total</b>	<b>12</b>	<b>57</b>	<b>5</b>

Note: data provided from EASO training registration lists

## Section II, Profile of participants from Cyprus in the EASO Training Curriculum

### Tasks performed by participants in EASO Training Curriculum as reported in registration since July 2013



**Reading example:** 83% of participants registered in national trainings by Cyprus performed the task “Preparation and undertaking of asylum interviews and hearings” as reported since July 2013.  
*Please note that one asylum officer may perform several tasks.*

#### Data Sample:

- Reporting period: July 2013 – December 2015
- 64 participants from Cyprus with data regarding tasks performed
- Modules: Dublin Regulation, Inclusion, Interviewing Children, Interviewing Vulnerable Persons, Evidence Assessment

## Section III, EASO Training and Experts Pool: content experts and trainers nominated by Cyprus

Modules	Content Expert nominated	Trainers nominated
Asylum Procedure Directive	1	--
Common European Asylum System	1	1
Country of Origin Information	1	--
Didactic	6	--
Drafting and Decision Making	1	--
Dublin III Regulation	--	1

Modules	Content Expert nominated	Trainers nominated
Evidence Assessment	--	1
Exclusion	--	1
Inclusion	1	1
Interview Techniques	--	2
Interviewing Children	--	2
Interviewing Vulnerable Persons	--	1
IRL&HR	1	--
Reception	1	2
Total number of nominations	13	12

## Summary

- The trend in implementation of the EASO Training Curriculum in Cyprus remains stable since 2014.
- In 2015, one national training session has been organised in Cyprus (stable compared to 2014) with 21 participants trained (stable compared to 2014).
- The Interviewing Children module was the only module delivered in Cyprus in 2015.
- Between 2010 and 2015, 38% of the Cypriot participants in national sessions of the EASO Training Curriculum have been trained in the Interviewing Children module and the Evidence Assessment module, followed by 26% trainees in the Inclusion module.
- In 2015 four participants completed EASO's train-the-trainers' sessions (+33% compared to 2014). They have been trained to become national trainers in the following modules: Reception, Interviewing Vulnerable Persons and Gender, Gender Identity and Sexual Orientation.
- Between 2010 and 2015, 12 participants from Cyprus attended train-the-trainers' sessions and 57 participants have been trained in national training sessions.
- Since the beginning of the implementation of the EASO Training Curriculum in Cyprus in 2013, the multiplier effect amounts to 5 participants trained at the national level by a trainer who followed one of EASO's train-the-trainers' session. In more details, the most significant multiplier effect can be observed on the basis of the following modules:
  - ✓ Interviewing Children, with one participant trained within the train-the-trainers' sessions to become national trainer who delivered national training session with 21 participants (21 trainees per trainer);
  - ✓ Evidence Assessment, with one participant trained within the train-the-trainers' sessions to become national trainer who delivered national training session with 21 participants (21 trainees per trainer);
  - ✓ Inclusion, with one participant trained within the train-the-trainers' sessions to become national trainer who delivered national training session with 15 participants (15 trainees per trainer).
- In terms of the profile of participants in the EASO Training Curriculum it shall be noted that in their daily work 83% of the trainees are responsible for interviewing applicants for international protection, COI research, analysing facts and documentation following the interview and drafting asylum decisions.
- Experts and trainers nominated by Cyprus cover 25 positions in the EASO Training and Expert Pool.

**Analytical context provided by Member State**

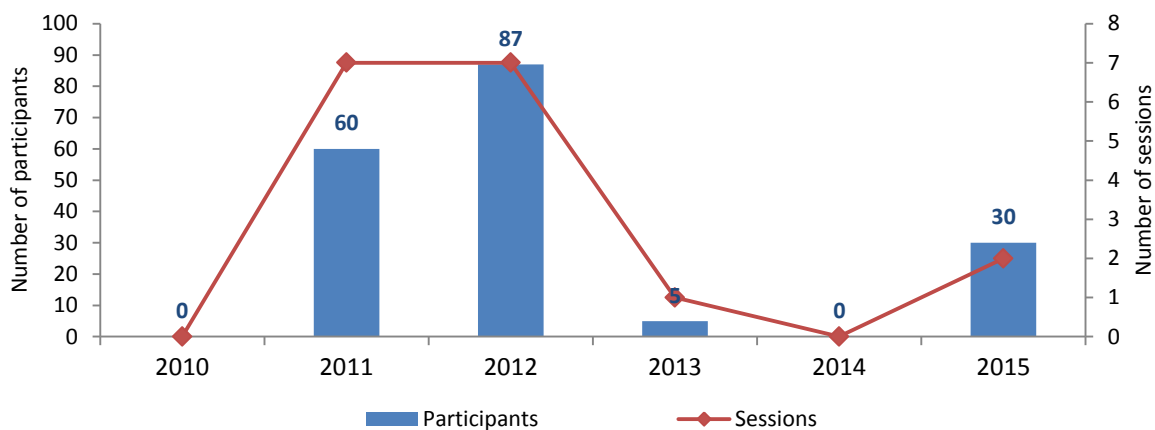
As mentioned above the number of training sessions which took place in 2014 and 2015 remained stable. It has also been our conclusion that more national trainings could have taken place, given the fact that national trainers are available; however this has not been possible mainly due to shortage of staff in relation to the increase of workload. We should mention that we try to make our trainers available for train-the-trainers' sessions taking place in Malta when requested. For 2016 we plan to participate in at least one train-the-trainer session in Malta (as trainees) and organise at least two national trainings (reception module and interviewing vulnerable persons). Furthermore, we should mention that there is no national training strategy in place and therefore we rely on the EASO Training Curriculum in order to cover our training needs.

## 4.6. Czech Republic

### Section I, Progress in the EASO Training Curriculum: Czech Republic 2015

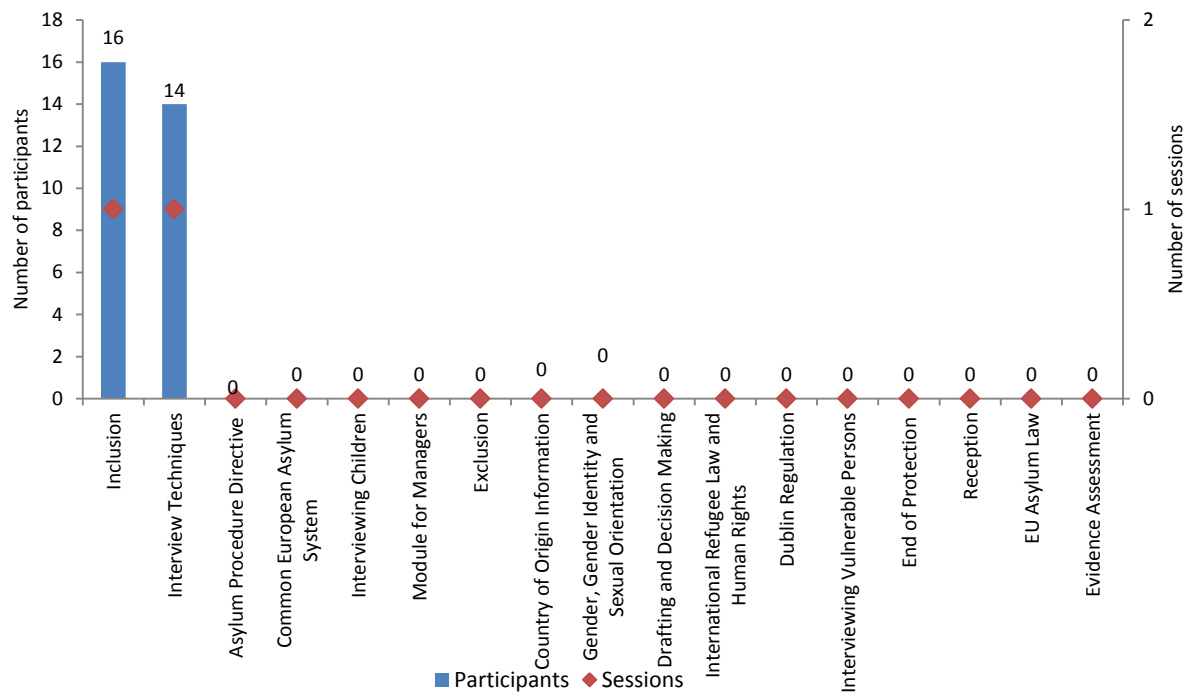
The implementation of the EASO Training Curriculum in the Czech Republic is presented according to the following data:

- number of participants and number of national training sessions organised in the EASO Training Curriculum,
  - number of participants and number of national training sessions organised by module,
  - number of participants to the train-the-trainers' sessions,
  - participation in the train-the-trainers' sessions by module,
  - comparison between participation in the train-the-trainers' sessions and delivery of the national training sessions (so-called multiplier effect).
- Graph 1: Training progress in the EASO Training Curriculum in Czech Republic from 2010 to 2015 (number of participants and number of national training sessions)

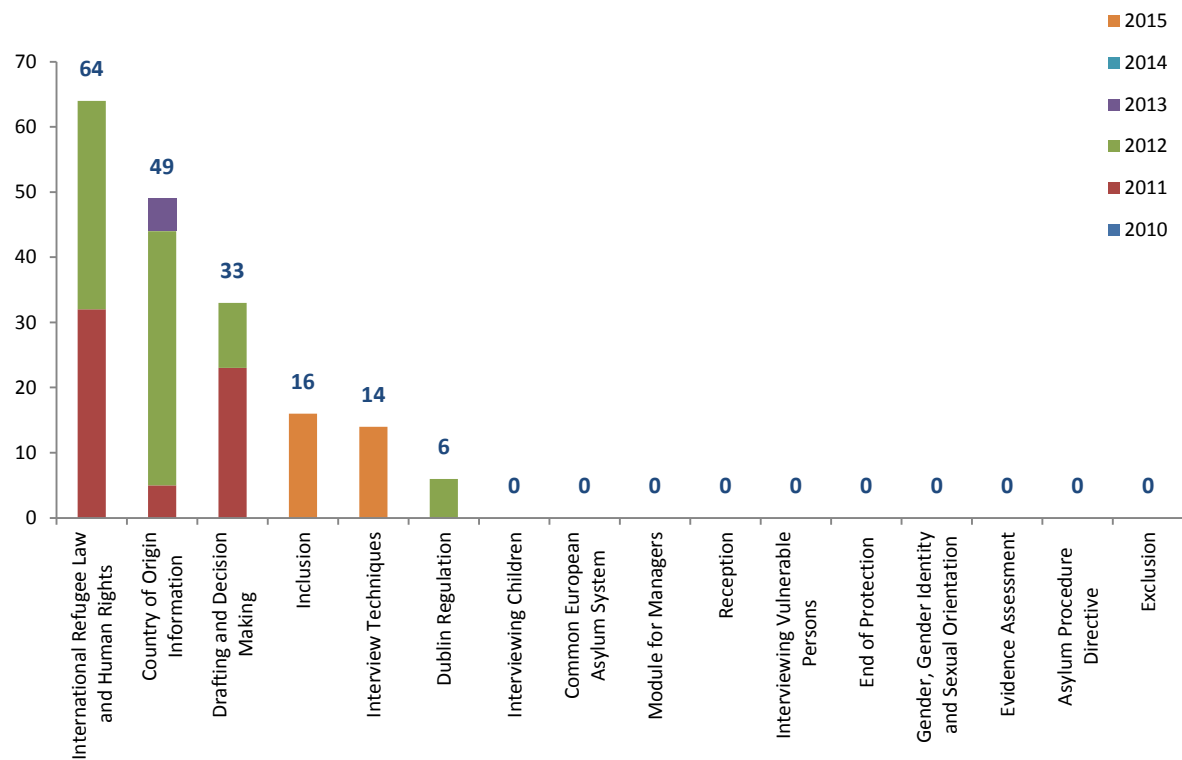


*It shall be noted that the Czech Republic and Slovakia organised joint national trainings in 2015. The Czech Republic organised a common national training in the Interview Techniques module in the Czech language (14 participants from the Czech Republic and 16 participants from Slovakia). In addition, 16 participants from the Czech Republic attended a joint training on Inclusion module organised by Slovakia in the Slovak language.*

■ Graph 2: National training sessions in Czech Republic by module (2015)

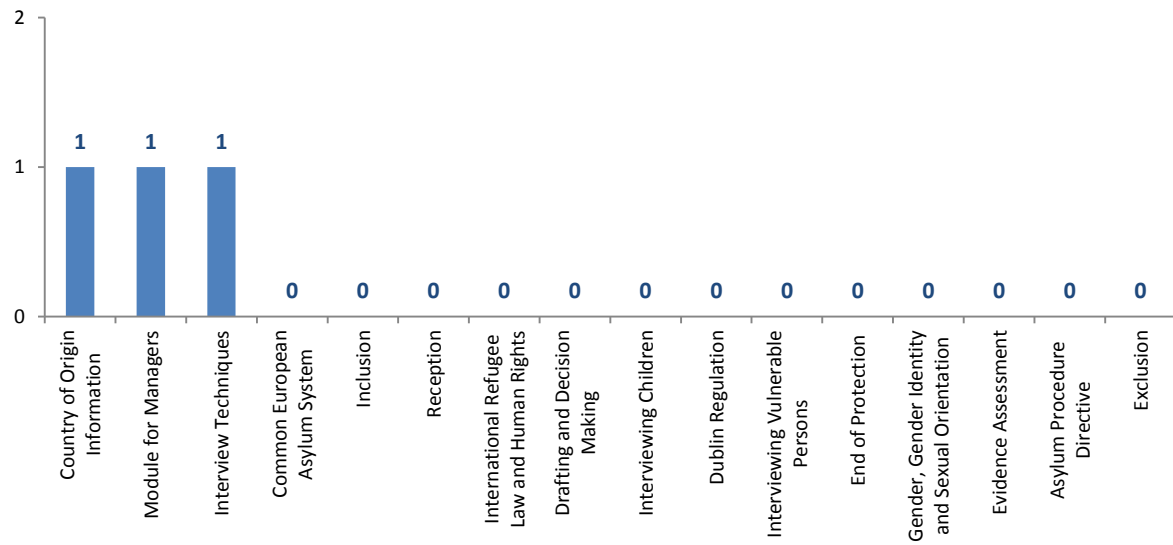


■ Graph 3: Participants in national training sessions in Czech Republic by module (2010-2015)

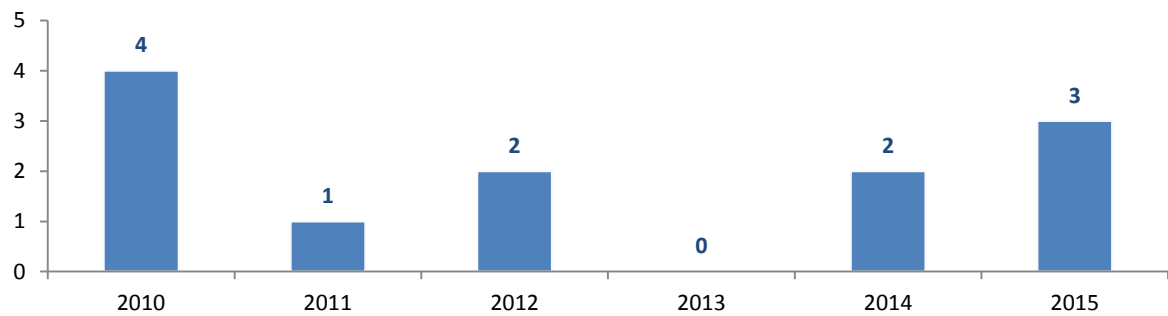




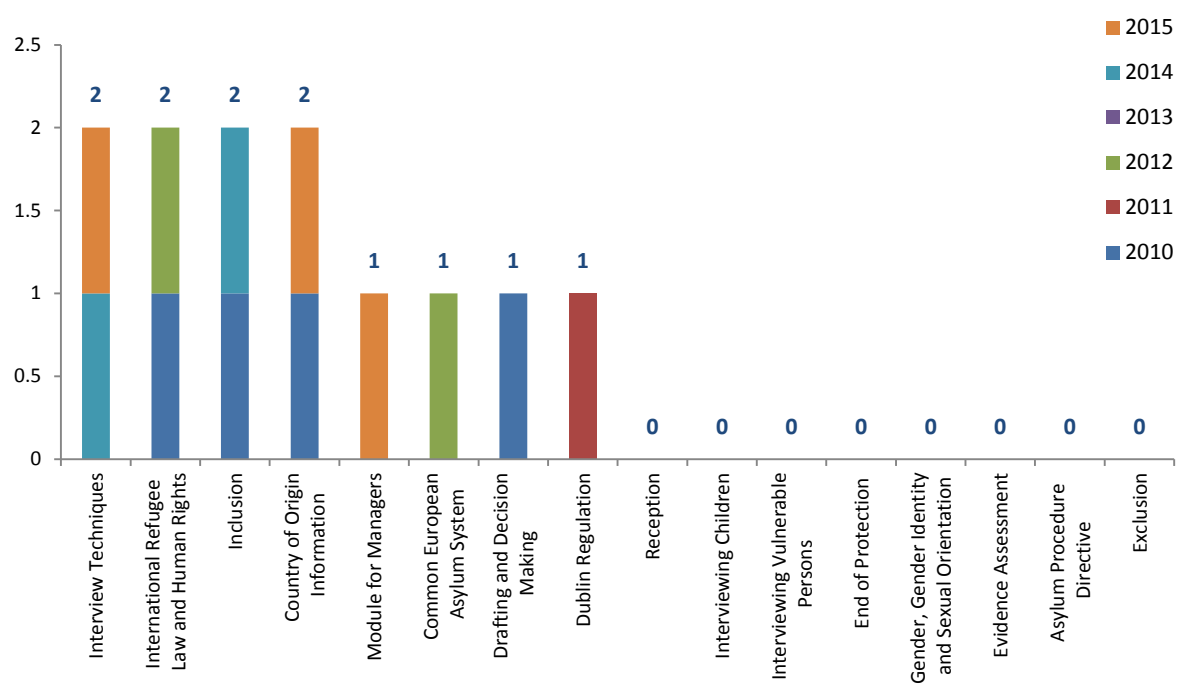
■ Graph 4: Participants from Czech Republic in train-the-trainers' sessions by module (2015)



■ Graph 5: Participants from Czech Republic in train-the-trainers' sessions (2010-2015)



■ Graph 6: Participants from Czech Republic in train-the-trainers' sessions by module (2010-2015)



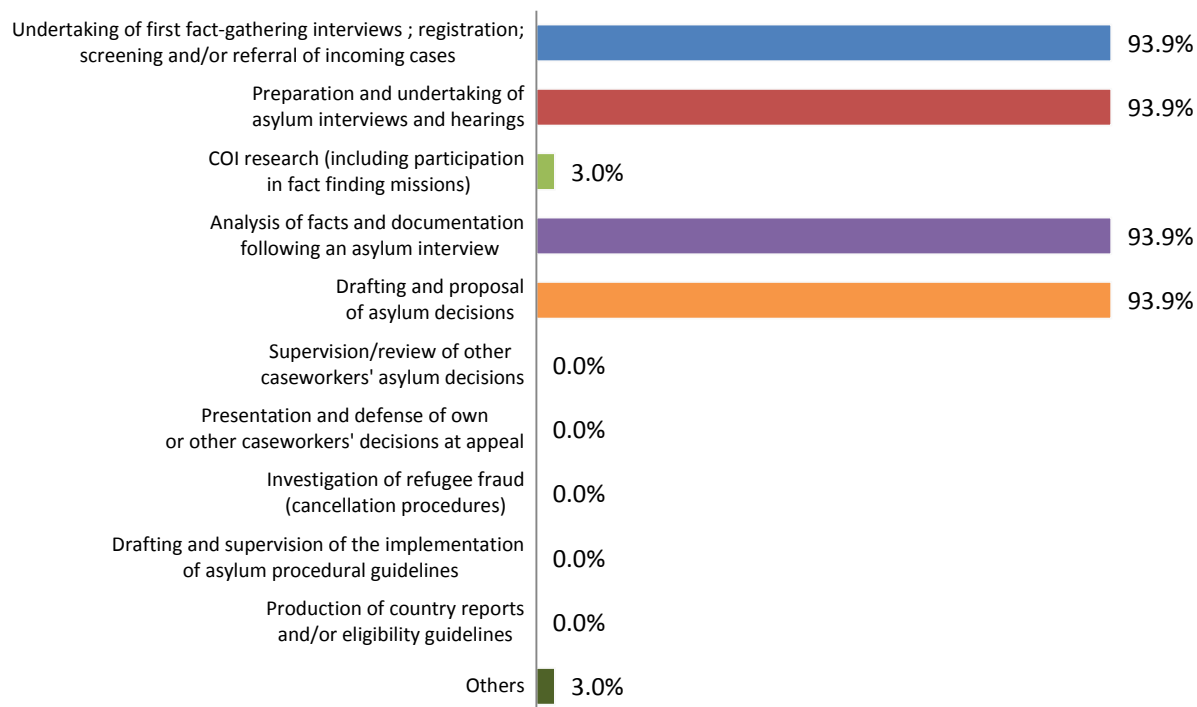
- Graph 7: Multiplier effect - Participation in train-the-trainers' sessions compared to national trainings delivered in the Czech Republic (2010-2015)

Module	Total number of participants in train-the-trainers' sessions	Total number of participants in national training sessions	Multiplier effect
International Refugee Law and Human Rights	2	64	32
Country of Origin Information	2	49	25
Inclusion	2	16	8
Interview Techniques	2	14	7
Drafting and Decision Making	1	33	33
Dublin Regulation	1	6	6
Common European Asylum System	1	0	0
Module for Managers	1	0	0
Asylum Procedure Directive	0	0	/
Interviewing Vulnerable Persons	0	0	/
Interviewing Children	0	0	/
End of Protection	0	0	/
Reception	0	0	/
Exclusion	0	0	/
Gender, Gender Identity and Sexual Orientation	0	0	/
Evidence Assessment	0	0	/
<b>Total</b>	<b>12</b>	<b>182</b>	<b>15</b>

Note: data provided from EASO training registration lists

## Section II, Profile of participants from Czech Republic in the EASO Training Curriculum

### Tasks performed by participants in EASO Training Curriculum as reported in registration since July 2013



Reading example: 94% of participants registered in national trainings by Czech Republic performed the task “Preparation and undertaking of asylum interviews and hearings” as reported since July 2013.

*Please note that one asylum officer may perform several tasks.*

#### Data Sample:

- Reporting period: July 2013 – December 2015
- 33 participants from Czech Republic with data regarding tasks performed
- Modules: Inclusion, Country of Origin Information, Interview Techniques

## Section III, EASO Training and Experts Pool: content experts and trainers nominated by Czech Republic

Modules	Content Expert nominated	Trainers nominated
Reception	2	--
Total number of nominations	2	0

## Summary

- The trend in the implementation of the EASO Training Curriculum in the Czech Republic has varied over time. After the initial implementation in 2011 and 2012, a decrease in the use of EASO training modules was observed in 2013 and no training session was organised in 2014. Further on, a significant increase in the implementation of the Curriculum has been observed in 2015.
- In 2015 two national training sessions have been organised in the Czech Republic (no training in 2014) with 30 participants trained.
- It shall be noted that the Czech Republic and Slovakia organised joint national trainings in 2015. The Czech Republic organised a common national training in the Interview Techniques module in the Czech language with a total of 30 participants (14 participants from Czech Republic and 16 participants from Slovakia). In addition, 16 participants from the Czech Republic attended a joint training in the Inclusion module organised by Slovakia in the Slovak language.
- The Inclusion module ranked first in the Czech Republic in 2015 (16 participants) followed by the Interview Techniques module (14 participants).
- The Inclusion module and the Interview Techniques module have been used for the first time in the Czech Republic in 2015.
- Between 2010 and 2015, 35% of the Czech participants in national sessions of the EASO Training Curriculum have been trained in the module on International Refugee Law and Human Rights, 27% in the Country of Origin Information module and 18% in the Drafting and Decision Making module.
- In 2015 three participants completed EASO's train-the-trainers' sessions (no participant in 2014). They have been trained to become national trainers in the following modules: Country of Origin Information, Module for Managers and Interview Techniques.
- Between 2010 and 2015, 12 participants from Czech Republic attended train-the-trainers' sessions and 182 participants have been trained in national training sessions.
- Since 2010 the multiplier effect in the Czech Republic amounts to 15 participants trained at the national level by a trainer who followed one of EASO's train-the-trainers' session. In more details, the most significant multiplier effect can be observed on the basis of the following modules:
  - ✓ Drafting and Decision Making, with 1 participant trained within the train-the-trainers' session to become national trainer who delivered national training sessions with 33 participants (33 trainees per trainer);
  - ✓ International Refugee Law and Human Rights, with 2 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 64 participants (32 trainees per trainer);
  - ✓ Country of Origin Information, with 2 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 49 participants (25 trainees per trainer).
- In terms of the profile of participants in the EASO Training Curriculum it shall be noted that in their daily work 94% of the trainees are responsible for undertaking first fact-gathering interviews, interviewing applicants for international protection, drafting and/or proposing asylum decisions and analysing facts and documentation following the interview.
- Experts and trainers nominated by Czech Republic cover two positions in the EASO Training and Expert Pool.

**Analytical context provided by Member State**

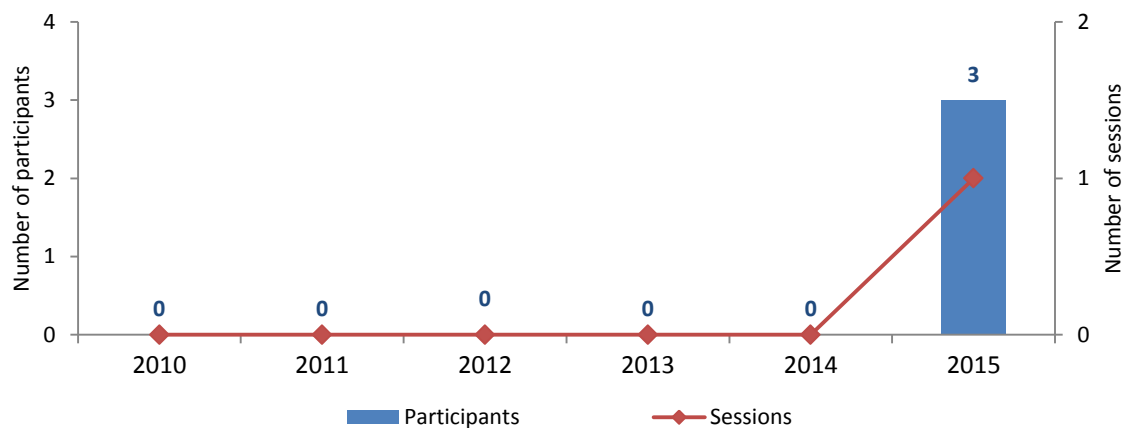
In 2015 the Czech Republic focused on providing training to its asylum officials (decision makers) on the core EASO modules – Inclusion and Interview Techniques, by piloting regional training initiative with Slovakia. The regional training proved to be extremely effective with the added value of increased possibility for good practice sharing and networking between the two countries. The number of decision makers trained reflects the overall number of staff working in the area of decision making on international protection in the Czech Republic.

## 4.7. Denmark

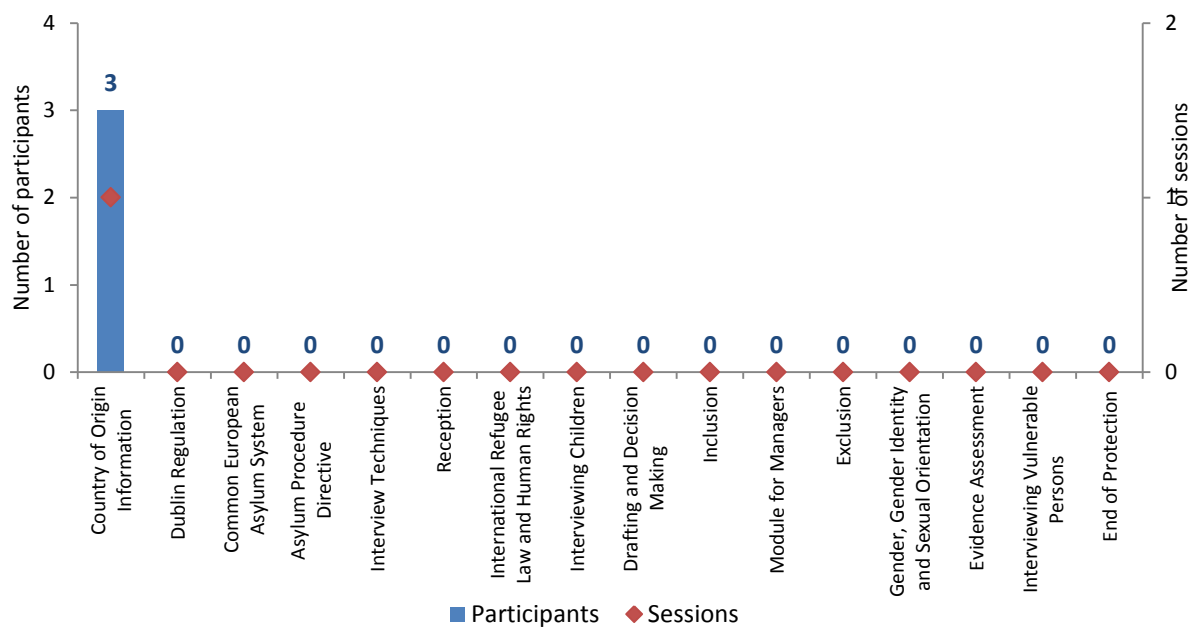
### Section I, Progress in the EASO Training Curriculum: Denmark 2015

The implementation of the EASO Training Curriculum in Denmark is presented according to the following data:

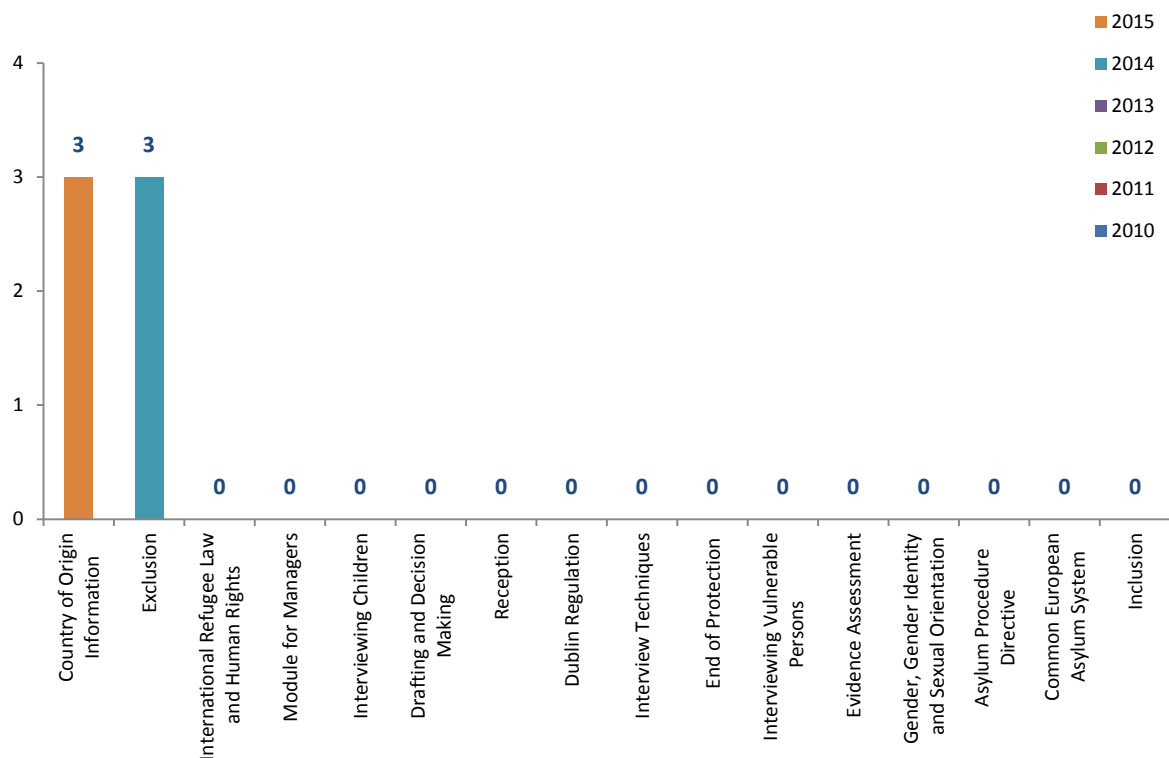
- number of participants and number of national training sessions organised in the EASO Training Curriculum,
  - number of participants and number of national training sessions organised by module,
  - number of participants to the train-the-trainers' sessions,
  - participation in the train-the-trainers' sessions by module,
  - comparison between participation in the train-the-trainers' sessions and delivery of the national training sessions (so-called multiplier effect).
- 
- Graph 1: Training progress in the EASO Training Curriculum in Denmark from 2010 to 2015 (number of participants and number of national training sessions)



■ Graph 2: National training sessions in Denmark by module (2015)



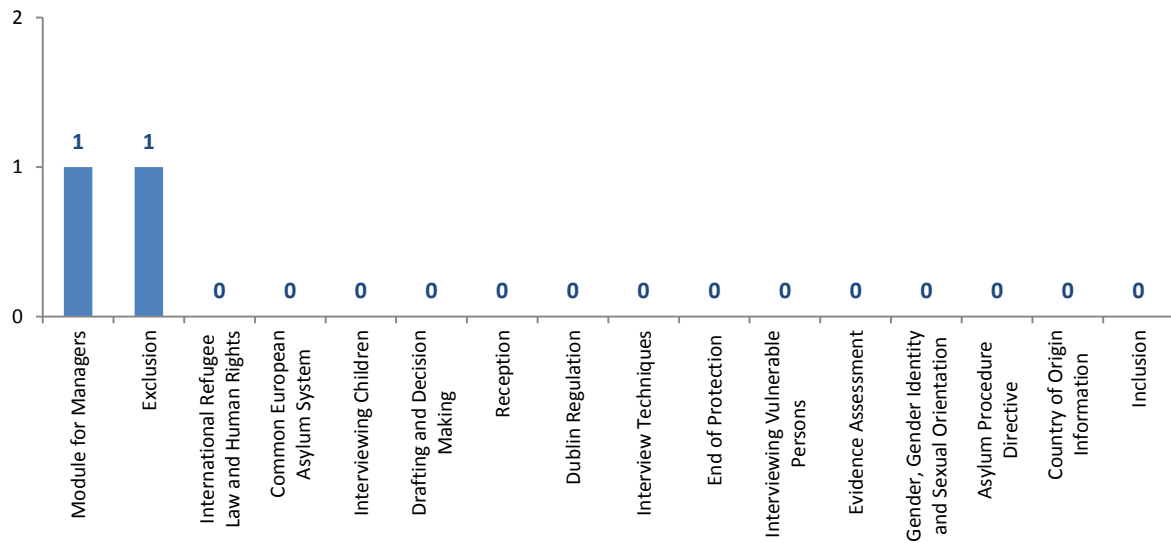
■ Graph 3: Participants in national training sessions in Denmark by module (2010-2015)



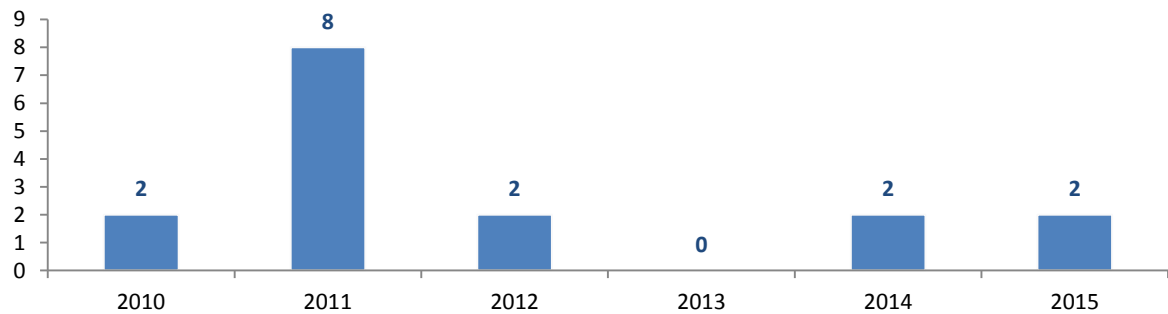
Please note that three participants from Denmark were trained in a 'Joint Nordic' session in the Exclusion module, which was organised by Sweden in 2014.



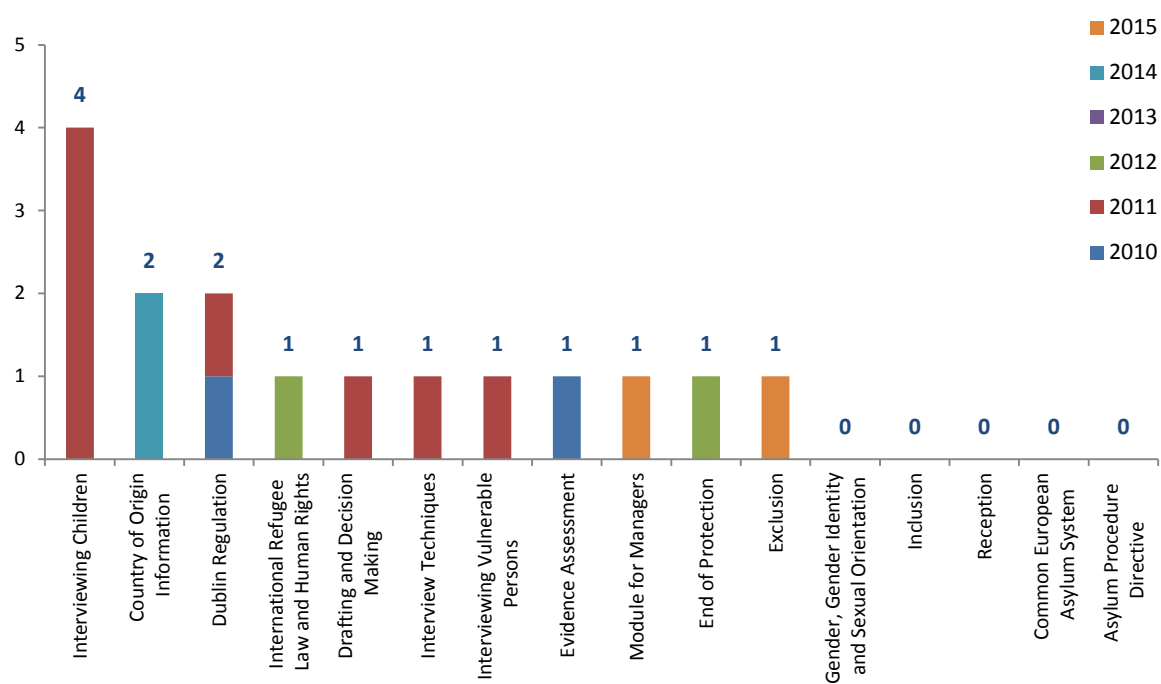
■ Graph 4: Participants from Denmark in train-the-trainers' sessions by module (2015)



■ Graph 5: Participants from Denmark in train-the-trainers' sessions (2010-2015)



■ Graph 6: Participants from Denmark in train-the-trainers' sessions by module (2010-2015)



- Graph 7: Multiplier effect - Participation in train-the-trainers' sessions compared to national trainings delivered in Denmark (2010-2015)

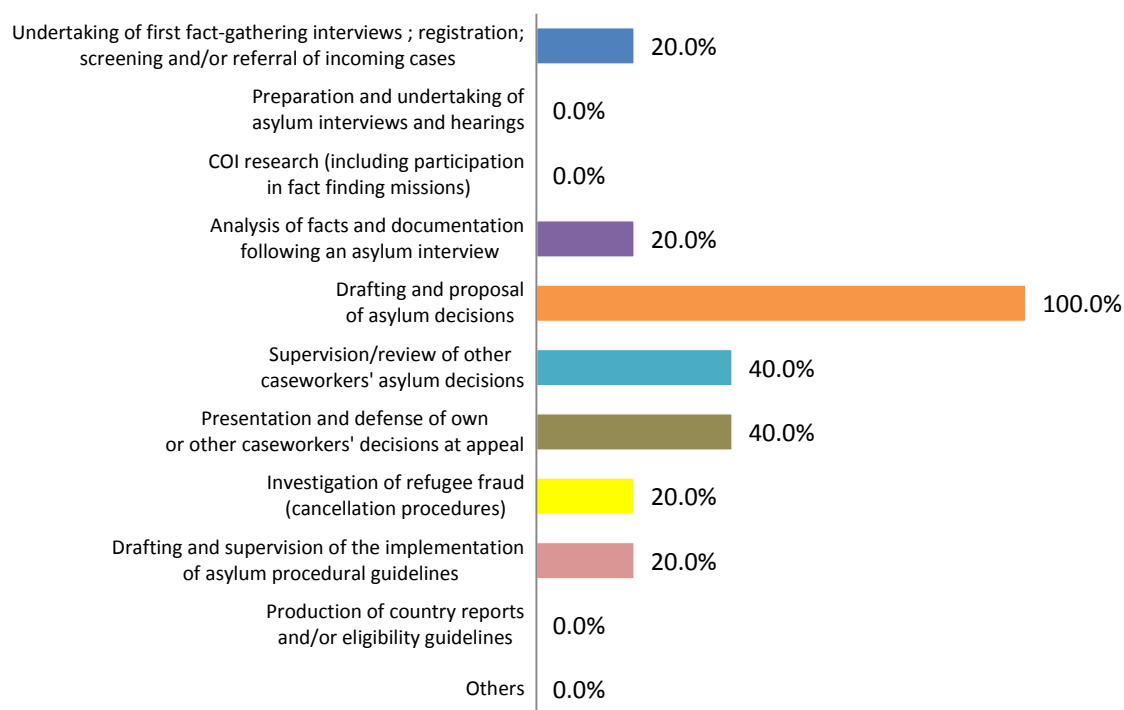
Module	Total number of participants in train-the-trainers' sessions	Total number of participants in national training sessions	Multiplier effect
Country of Origin Information	2	3	2
Exclusion	1	3*	0
Interviewing Children	4	0	0
Dublin Regulation	2	0	0
Drafting and Decision Making	1	0	0
International Refugee Law and Human Rights	1	0	0
Interviewing Vulnerable Persons	1	0	0
Interview Techniques	1	0	0
Module for Managers	1	0	0
End of Protection	1	0	0
Evidence Assessment	1	0	0
Inclusion	0	0	/
Asylum Procedure Directive	0	0	/
Reception	0	0	/
Common European Asylum System	0	0	/
Gender, Gender Identity and Sexual Orientation	0	0	/
<b>Total</b>	<b>16</b>	<b>6</b>	<b>0</b>

Note: data provided from EASO training registration lists

\* Three participants from Denmark were trained in a 'Joint Nordic' session in the Exclusion module, which was organised by Sweden in 2014.

## Section II, Profile of participants from Denmark in the EASO Training Curriculum

### Tasks performed by participants in EASO Training Curriculum as reported in registration since July 2013



Reading example: 100% of participants registered in national trainings by Denmark performed the task “Drafting and proposal of asylum decisions” as reported since July 2013.

*Please note that one asylum officer may perform several tasks.*

#### Data Sample:

- Reporting period: July 2013 – December 2015
- 5 participants from Denmark with data regarding tasks performed
- Modules: Exclusion, Module for Managers

## Section III, EASO Training and Experts Pool: content experts and trainers nominated by Denmark

As of the end of 2015, Denmark did not nominate any content experts or trainers to the EASO Training and Expert Pool.

## Summary

- The implementation of the EASO Training Curriculum in Denmark started in 2015 with the organisation of one national training session with three participants who were trained in the Country of Origin Information module. While comparing with the previous year it shall be noted that in 2014 three participants from Denmark have been trained in the Exclusion module during a 'Joint Nordic' session organised by Sweden.
- In 2015 two participants from Denmark completed EASO's train-the-trainers' sessions (stable compared to 2014). They have been trained to become national trainers in the following modules: Module for Managers and Exclusion.
- Between 2010 and 2015, 16 participants from Denmark attended train-the-trainers' sessions and 6 participants have been trained in national training sessions.
- In total the multiplier effect in Denmark amounts to 0.4 participants trained at the national level by a trainer who followed one of EASO's train-the-trainers' session.
- In terms of the profile of participants in the EASO Training Curriculum it shall be noted that in their daily work 100% of the trainees are responsible for drafting asylum decisions.
- As of the end of 2015 Denmark did not nominate any content experts or trainers to the EASO Training and Expert Pool.

## Analytical context provided by Member State

No further input provided

## 4.8. Estonia

### Section I, Progress in the EASO Training Curriculum: Estonia 2015

The implementation of the EASO Training Curriculum in Estonia is presented according to the following data:

- number of participants and number of national training sessions organised in the EASO Training Curriculum,
  - number of participants and number of national training sessions organised by module,
  - number of participants to the train-the-trainers' sessions,
  - participation in the train-the-trainers' sessions by module,
  - comparison between participation in the train-the-trainers' sessions and delivery of the national training sessions (so-called multiplier effect).
- 
- Graph 1: Training progress in the EASO Training Curriculum in Estonia from 2010 to 2015 (participants + sessions)

No national training session in the EASO Training Curriculum has been organised in Estonia since 2010.

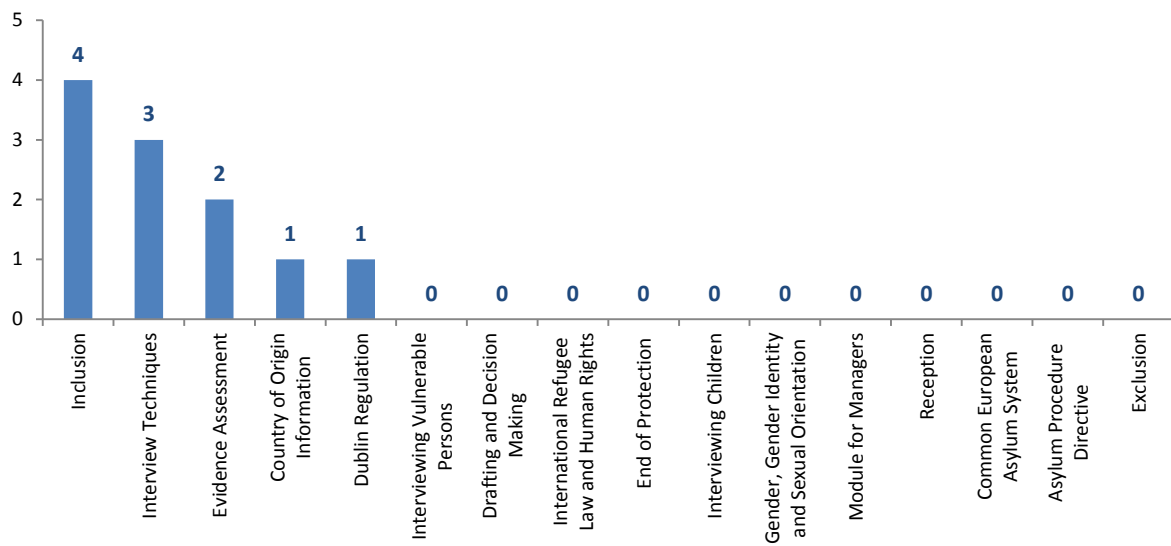
- Graph 2: National training sessions in Estonia by modules (2015)

No national training in the EASO Training Curriculum has been organised in Estonia in 2015.

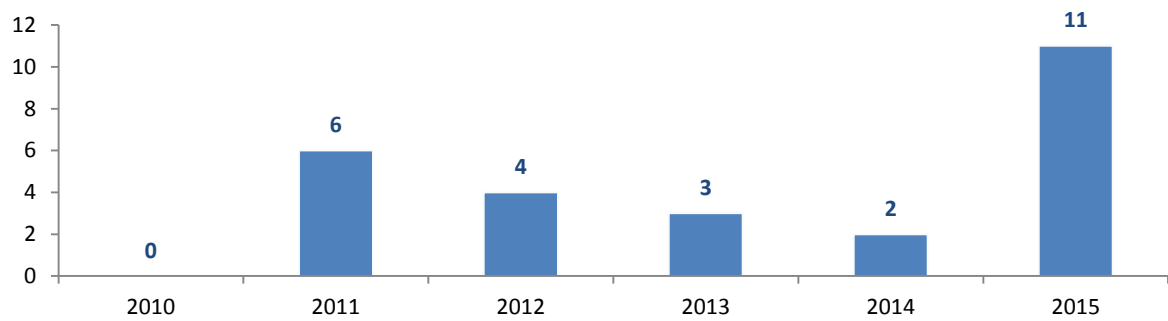
- Graph 3: Participants in national training sessions in Estonia by modules (2010-2015)

No national training session in the EASO Training Curriculum has been organised in Estonia since 2010.

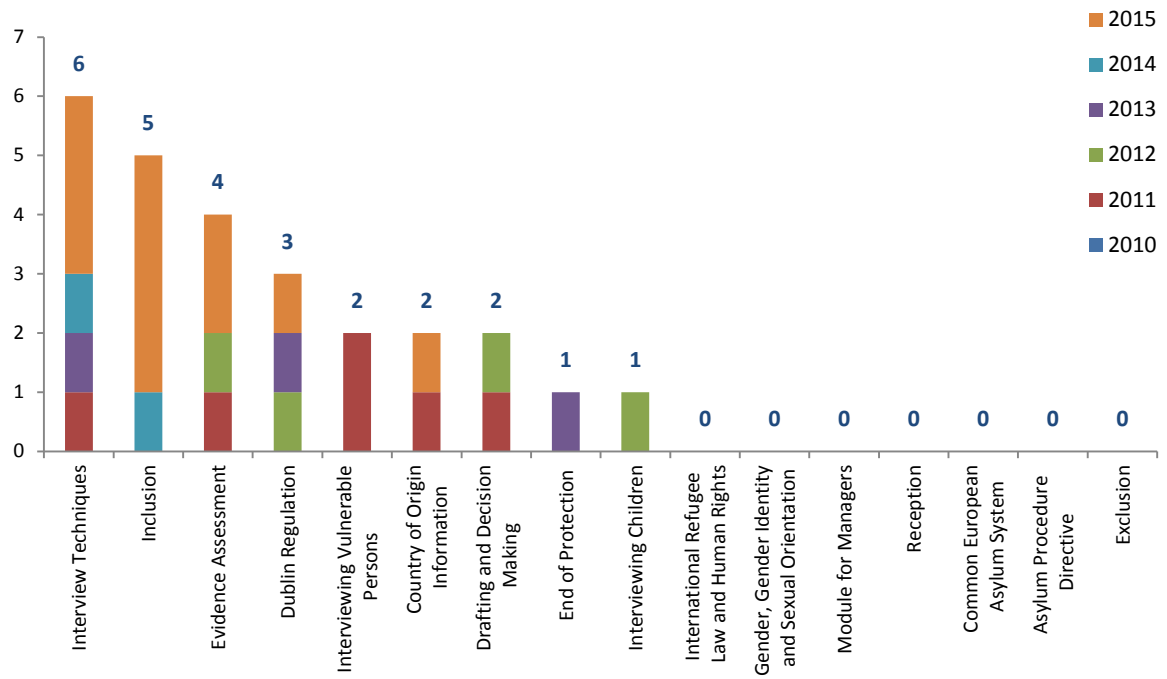
- Graph 4: Participants from Estonia in train-the-trainers' sessions by module (2015)



■ Graph 5: Participants from Estonia in train-the-trainers' sessions (2010-2015)



■ Graph 6: Participants from Estonia in train-the-trainers' sessions by modules (2010-2015)





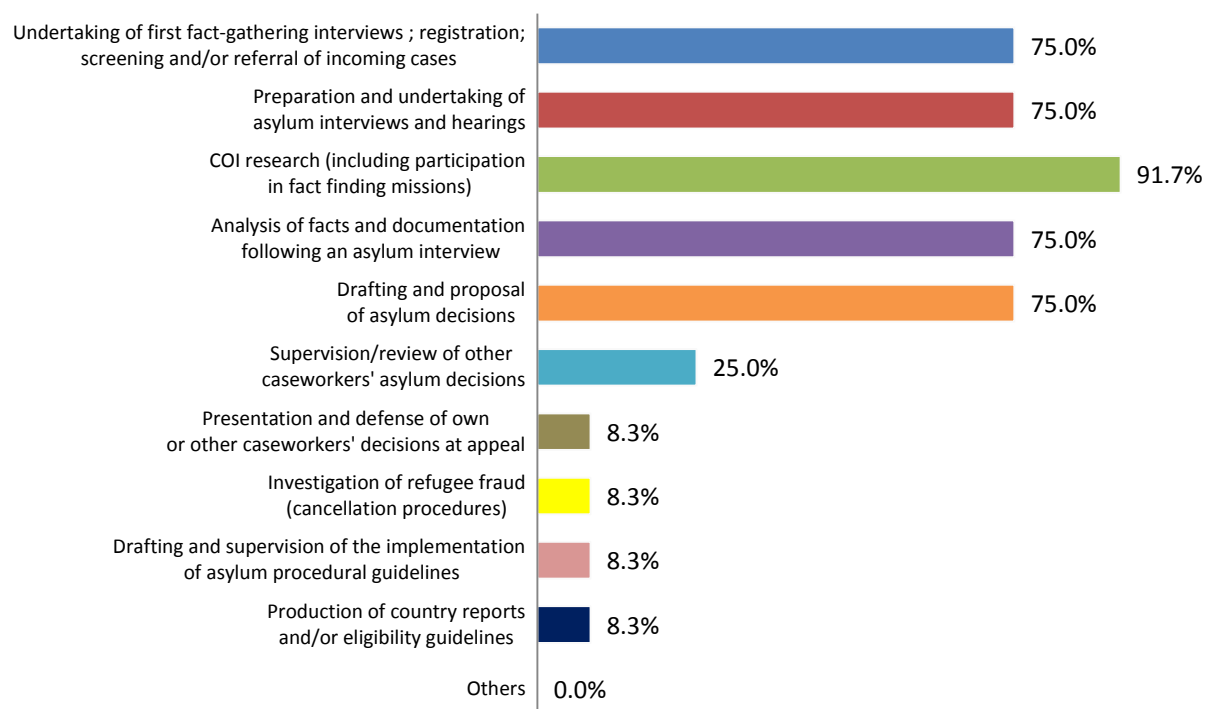
- Graph 7: Multiplier effect - Participation in train-the-trainers' sessions compared to national trainings delivered in Estonia (2010-2015)

Module	Total number of participants in train-the-trainers' sessions	Total number of participants in national training sessions	Multiplier effect
Interview Techniques	6	0	0
Inclusion	5	0	0
Evidence Assessment	4	0	0
Dublin Regulation	3	0	0
Country of Origin Information	2	0	0
Drafting and Decision Making	2	0	0
Interviewing Vulnerable Persons	2	0	0
Interviewing Children	1	0	0
End of Protection	1	0	0
Module for Managers	0	0	/
International Refugee Law and Human Rights	0	0	/
Common European Asylum System	0	0	/
Asylum Procedure Directive	0	0	/
Reception	0	0	/
Exclusion	0	0	/
Gender, Gender Identity and Sexual Orientation	0	0	/
<b>Total</b>	<b>26</b>	<b>0</b>	<b>0</b>

Note: data provided from EASO training registration lists

## Section II, Profile of participants from Estonia in the EASO Training Curriculum

### Tasks performed by participants in EASO Training Curriculum as reported in registration since July 2013



Reading example: 75% of participants registered in EASO Training Curriculum by Estonia performed the task “Preparation and undertaking of asylum interviews and hearings” as reported since July 2013.

*Please note that one asylum officer may perform several tasks.*

#### Data Sample:

- Reporting period: July 2013 – December 2015
- 12 participants from Estonia with data regarding tasks performed
- Modules: Dublin Regulation, Inclusion, Country of Origin Information, Interview Techniques, Evidence Assessment

## Section III, EASO Training and Experts Pool: content experts and trainers nominated by Estonia

Modules	Content Expert nominated	Trainers nominated
Country of Origin Information	2	--
Didactic	1	--
Drafting and Decision Making	1	--
Evidence Assessment	2	--
Gender, Gender Identity and Sexual Orientation	1	--
Interview Techniques	2	--

Modules	Content Expert nominated	Trainers nominated
Interviewing Children	1	--
Interviewing Vulnerable Persons	1	--
IRL&HR	1	--
Total number of nominations	12	0

## Summary

- No national training session in the EASO Training Curriculum has been organised in Estonia since 2010.
- Estonia has been using the EASO training Curriculum mainly in the framework of train-the-trainers' sessions. In 2015 11 participants from Estonia completed EASO's train-the-trainers' sessions (compared to 2 participants in 2014). The participants have been trained to become national trainers in the Evidence Assessment module.
- Between 2010 and 2015, 26 participants from Estonia attended EASO train-the-trainers' sessions.
- In terms of the profile of participants in the EASO Training Curriculum it shall be noted that in their daily work 92% of the trainees are responsible for COI research. In addition, 75% of them register incoming cases, interview applicants for international protection, analyse facts and documentation following the interview and draft asylum decisions.
- Experts and trainers nominated by Estonia cover 12 positions in the EASO Training and Expert Pool.

## Analytical context provided by Member State

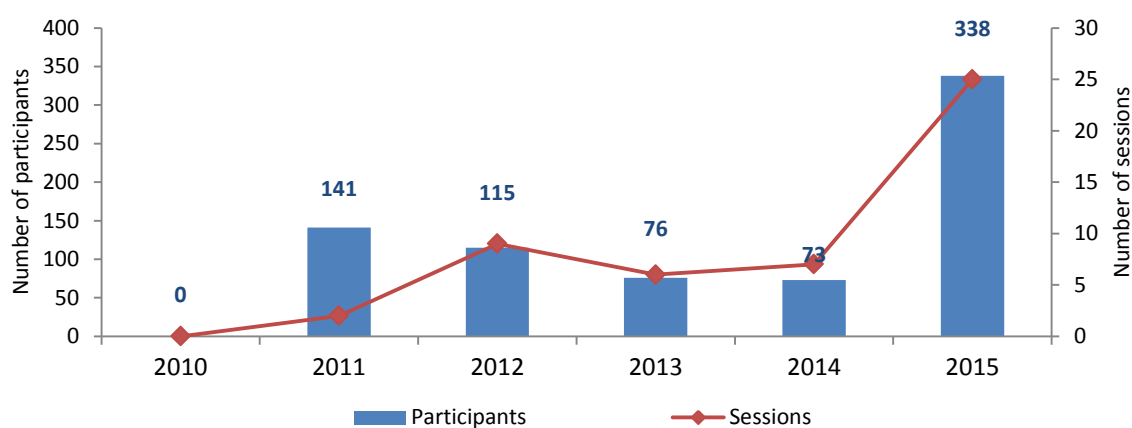
Due to the fact that the case workers of the Estonian Police and the Border Guard have been primarily involved in all stages of the asylum procedure, including COI research, the statistics show that 92% of the trainees are responsible for COI research. However this is caused by the fact that Estonia did not have a separate COI unit until mid-2015. In fact it might be outlined that all experts who are dealing with asylum applications have participated in the EASO Training Curriculum and in the future new employees and COI experts shall also be actively involved in training activities.

## 4.9. Finland

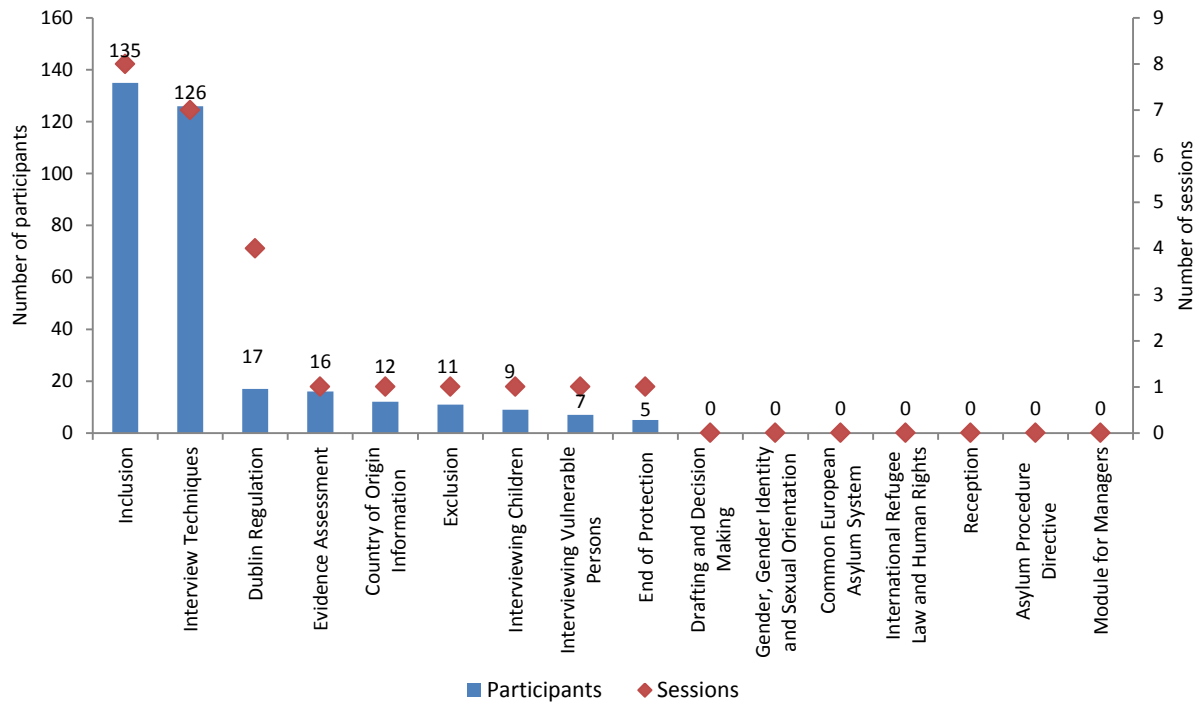
### Section I, Progress in the EASO Training Curriculum: Finland 2015

The implementation of the EASO Training Curriculum in Finland is presented according to the following data:

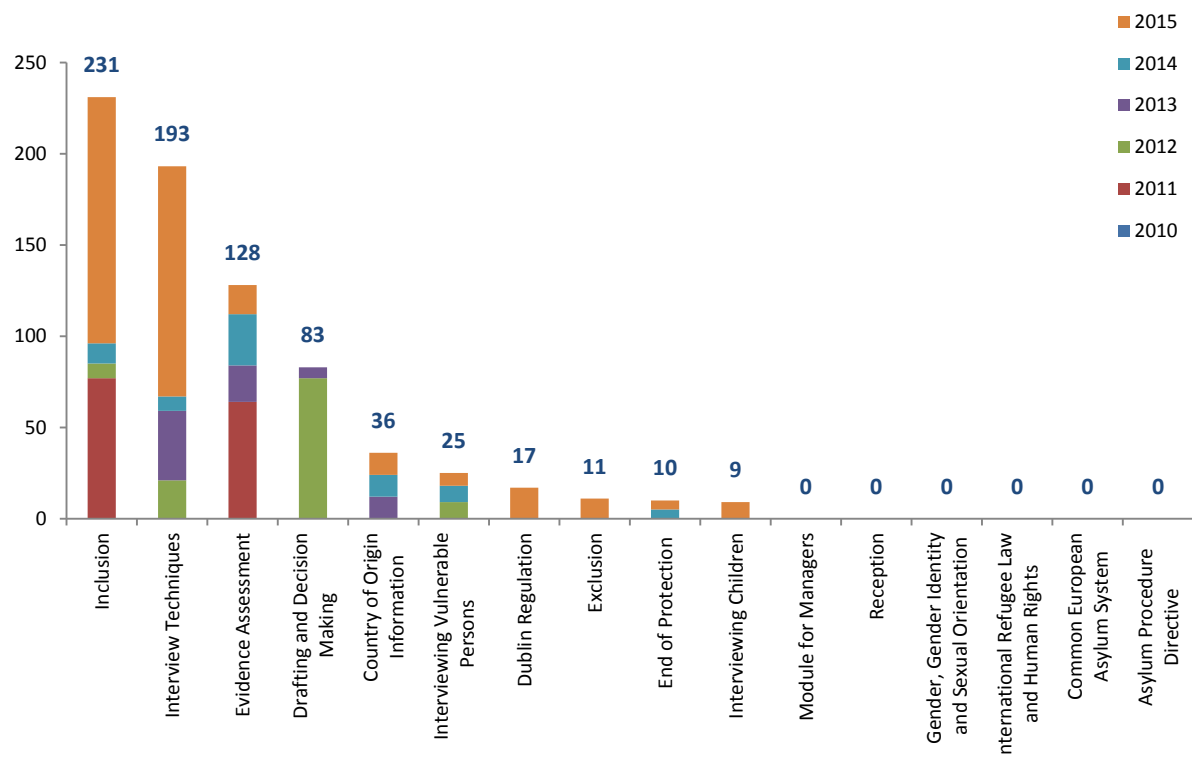
- number of participants and number of national training sessions organised in the EASO Training Curriculum,
  - number of participants and number of national training sessions organised by module,
  - number of participants to the train-the-trainers' sessions,
  - participation in the train-the-trainers' sessions by module,
  - comparison between participation in the train-the-trainers' sessions and delivery of the national training sessions (so-called multiplier effect).
- Graph 1: Training progress in the EASO Training Curriculum in Finland from 2010 to 2015 (number of participants and number of national training sessions)



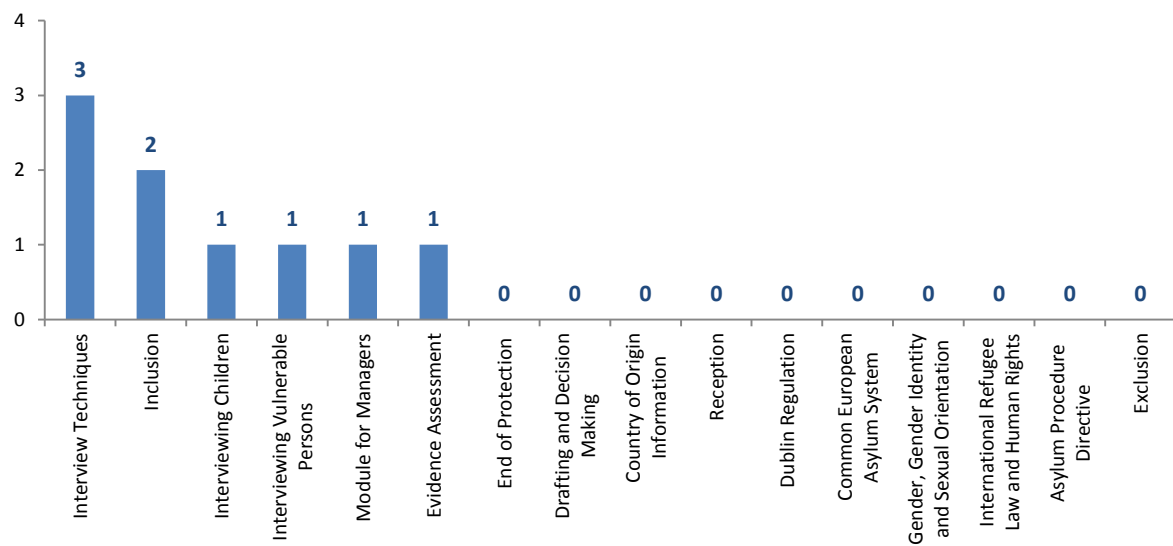
■ Graph 2: National training sessions in Finland by modules (2015)



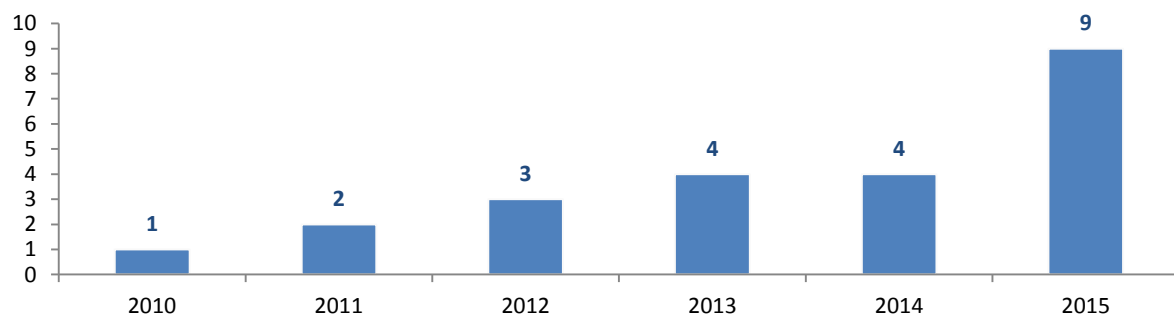
■ Graph 3: Participants in national training sessions in Finland by module (2010-2015)



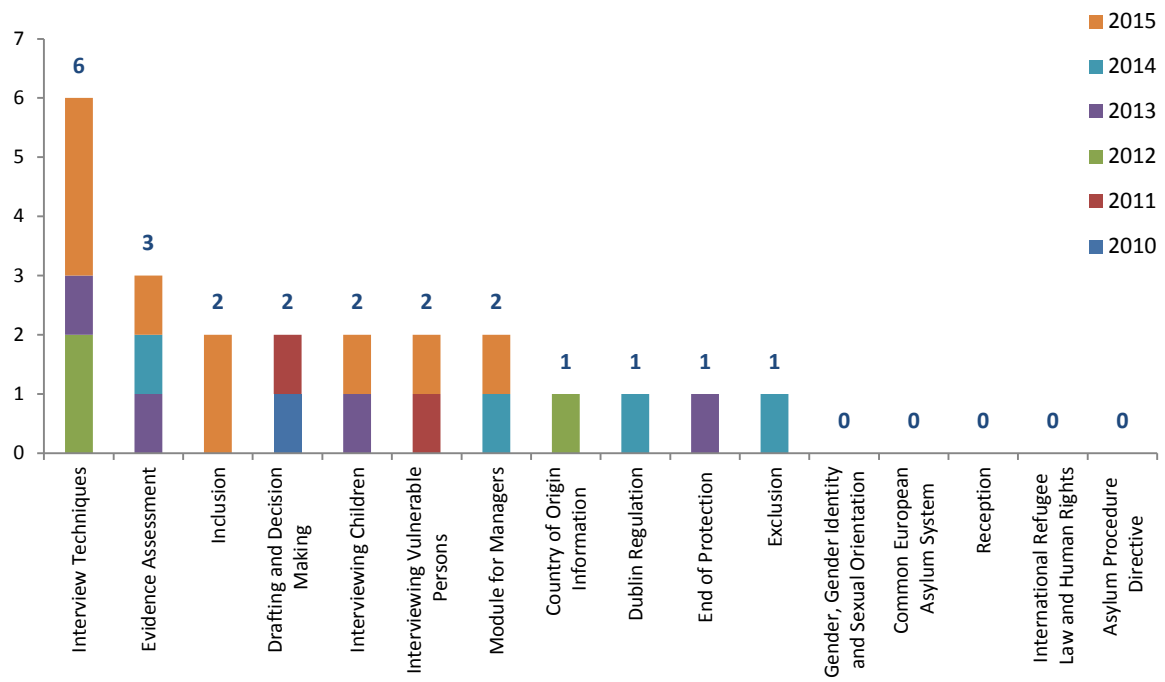
■ Graph 4: Participants from Finland in train-the-trainers' sessions by module (2015)



■ Graph 5: Participants from Finland in train-the-trainers' sessions (2010-2015)



■ Graph 6: Participants from Finland in train-the-trainers' sessions by module (2010-2015)



- Graph 7: Multiplier effect - Participation in train-the-trainers' sessions compared to national trainings delivered in Finland (2010-2015)

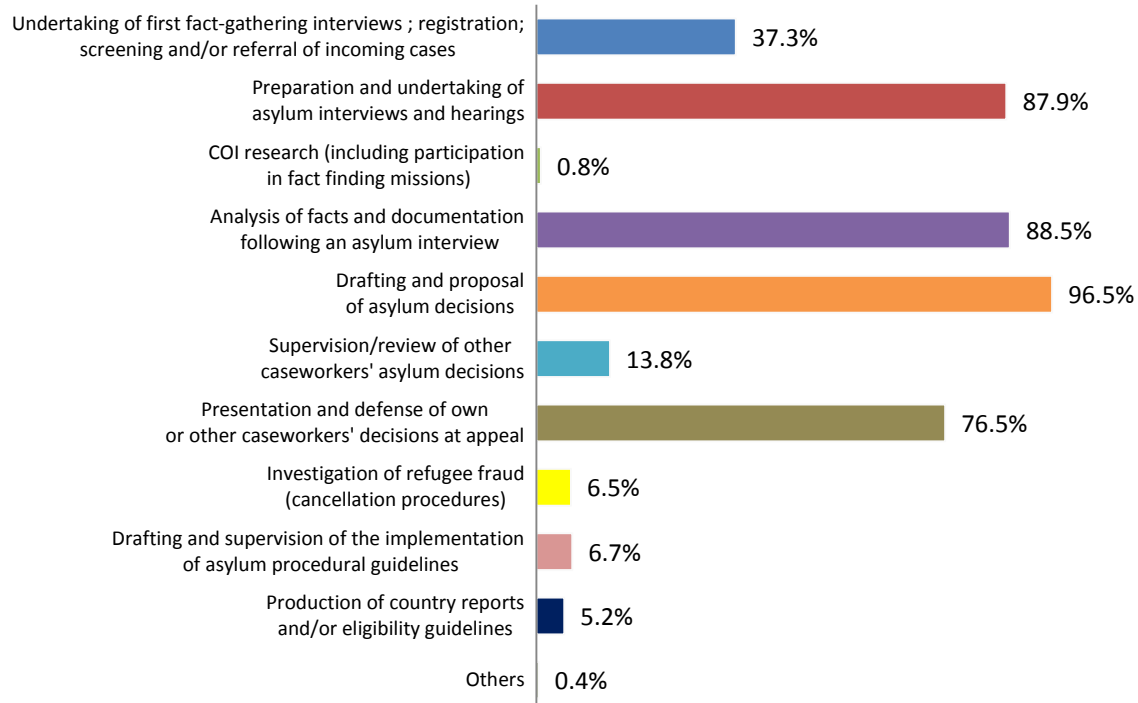
Module	Total number of participants in train-the-trainers' sessions	Total number of participants in national training sessions	Multiplier effect
Interview Techniques	6	193	32
Evidence Assessment	3	128	43
Inclusion	2	231	116
Interviewing Vulnerable Persons	2	25	13
Interviewing Children	2	9	5
Drafting and Decision Making	2	83	42
Country of Origin Information	1	36	36
Dublin Regulation	1	17	17
Exclusion	1	11	11
End of Protection	1	10	10
Module for Managers	2	0	0
Asylum Procedure Directive	0	0	/
International Refugee Law and Human Rights	0	0	/
Reception	0	0	/
Common European Asylum System	0	0	/
Gender, Gender Identity and Sexual Orientation	0	0	/
<b>Total</b>	<b>23</b>	<b>743</b>	<b>32</b>

Note: data provided from EASO training registration lists



## Section II, Profile of participants from Finland in the EASO Training Curriculum

### Tasks performed by participants in EASO Training Curriculum as reported in registration since July 2013



Reading example: 88 % of participants registered in national trainings by Finland performed the task “Preparation and undertaking of asylum interviews and hearings” as reported since July 2013.

*Please note that one asylum officer may perform several tasks.*

#### Data Sample:

- Reporting period: July 2013 – December 2015
- 480 participants from Finland with data regarding tasks performed
- Modules: Dublin Regulation, Inclusion, Exclusion, End of Protection, Country of Origin Information, Interview Techniques, Interviewing Children, Interviewing Vulnerable Persons, Evidence Assessment, Module for Managers

## Section III, EASO Training and Experts Pool: content experts and trainers nominated by Finland

Modules	Content Expert nominated	Trainers nominated
Common European Asylum System	1	--
Country of Origin Information	--	1
Dublin III Regulation	1	1
End of Protection	1	1
Evidence Assessment	--	2
Exclusion	--	1

Modules	Content Expert nominated	Trainers nominated
Inclusion	--	1
Interview Techniques	--	2
Interviewing Vulnerable Persons	--	1
Introduction to International Protection	1	--
Reception	1	--
Total number of nominations	5	10

## Summary

- After an initial implementation of the EASO Training Curriculum in Finland in previous years, a significant increase in the number of participants has been observed in Finland in 2015.
- In 2015 25 national training sessions have been organised in Finland (+257% compared to 2014) with 338 participants trained (+363% compared to 2014).
- The Inclusion module ranked first in Finland in 2015 (135 participants) followed by the Interview Techniques module (126 participants) and the Dublin III Regulation module (17 participants). The rest of participants have been trained in the Evidence Assessment, Country of Origin Information, Exclusion, Interviewing Children, Interviewing Vulnerable Persons and End of Protection.
- The modules on Dublin III Regulation, Exclusion and Interviewing Children have been used for the first time in Finland in 2015.
- Between 2010 and 2015, 31% of the Finnish participants in national sessions of the EASO Training Curriculum have been trained in the Inclusion module, 26% in the Interview Techniques module and 17% in the Evidence Assessment module.
- In 2015 nine participants from Finland completed EASO's train-the-trainers' sessions. The participants have been trained to become national trainers in the following modules: Interview Techniques, Inclusion, Interviewing Children, Interviewing Vulnerable Persons, Module for Managers and Evidence Assessment.
- Between 2010 and 2015, 23 participants from Finland attended train-the-trainers' sessions and 743 participants have been trained in national training sessions.
- Since 2010 the multiplier effect in Finland amounts to 32 participants trained at the national level by a trainer who followed one of EASO's train-the-trainers' session. In more details, the most significant multiplier effect can be observed on the basis of the following modules:
  - ✓ Inclusion, with 2 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 231 participants (116 trainees per trainer);
  - ✓ Evidence Assessment, with 3 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 128 participants (43 trainees per trainer);
  - ✓ Country of Origin Information, with 1 participant trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 36 participants.
- In terms of the profile of the participants in the EASO Training Curriculum it shall be noted that 97% of trainees are responsible for drafting asylum decisions. In addition, 89% of them analyse facts and documentation following an asylum interview and 88% are responsible for preparations and undertaking of these interviews.
- Experts and trainers nominated by Finland cover 15 positions in the EASO Training and Expert Pool.

### Analytical context provided by Member State

During year 2014 Finland received 3651 asylum applications, approximately 250- 410 applications per month.

During 2015 the number of applications rose to 32 476. At the beginning of the year the average number of applications was 350 applications/month. In May the number rose to 518 and kept rising rapidly to the highest point in September with 10 836 applications.

During the summer of 2015, the Finnish Immigration Service started the process of recruiting and training new employees. At the beginning of year 2015 we had 107 people working in the Asylum Unit. By November the number had risen to 242. In February 2016 it was 515. Most of these are Senior Advisers, all of whom need to be trained to do their job.

All new Senior Advisers attend the Inclusion module as soon as possible after coming to work. The module on Interview Techniques can only be attended after a couple of months, so that they already have interviewed applicants and they have some experience on which to build the new knowledge on. The module on Evidence Assessment will follow them, after the schedules are arranged and new trainers have had their train-the-trainers' sessions in Malta. We're planning to start those during the summer for the ones recruited in November, following immediately with the new ones recruited this year.

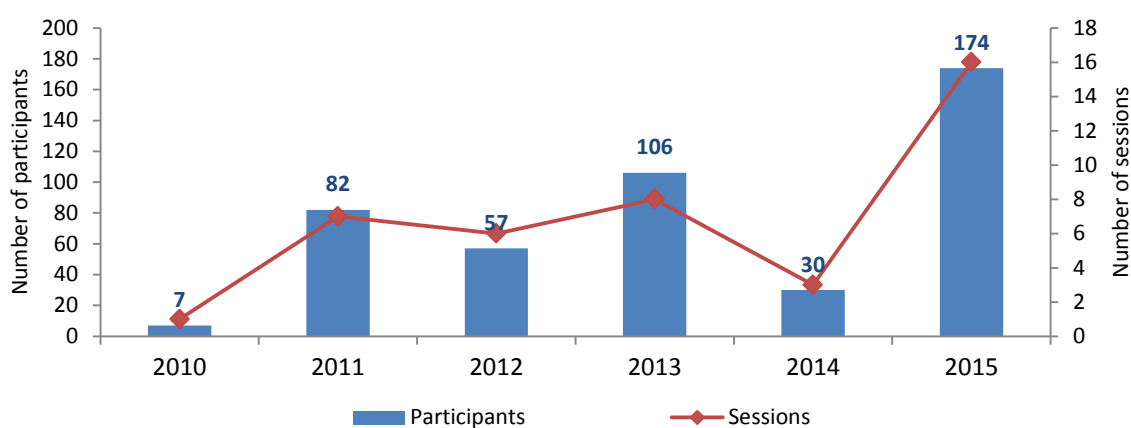
Very few trainers have worked hard to train the masses of new case-workers, partly due to the fact that in the annual EASO Training Plan train-the-trainers' session in each module is scheduled only once per year. Partly we were late to realize how difficult the situation would become in a very short period of time and missed the deadlines for registering to a training. Also due to significant changes in our processes and structure, people have been rotating from one position to another, and as a consequence we have lost some of our trainers to other duties.

## 4.10. France

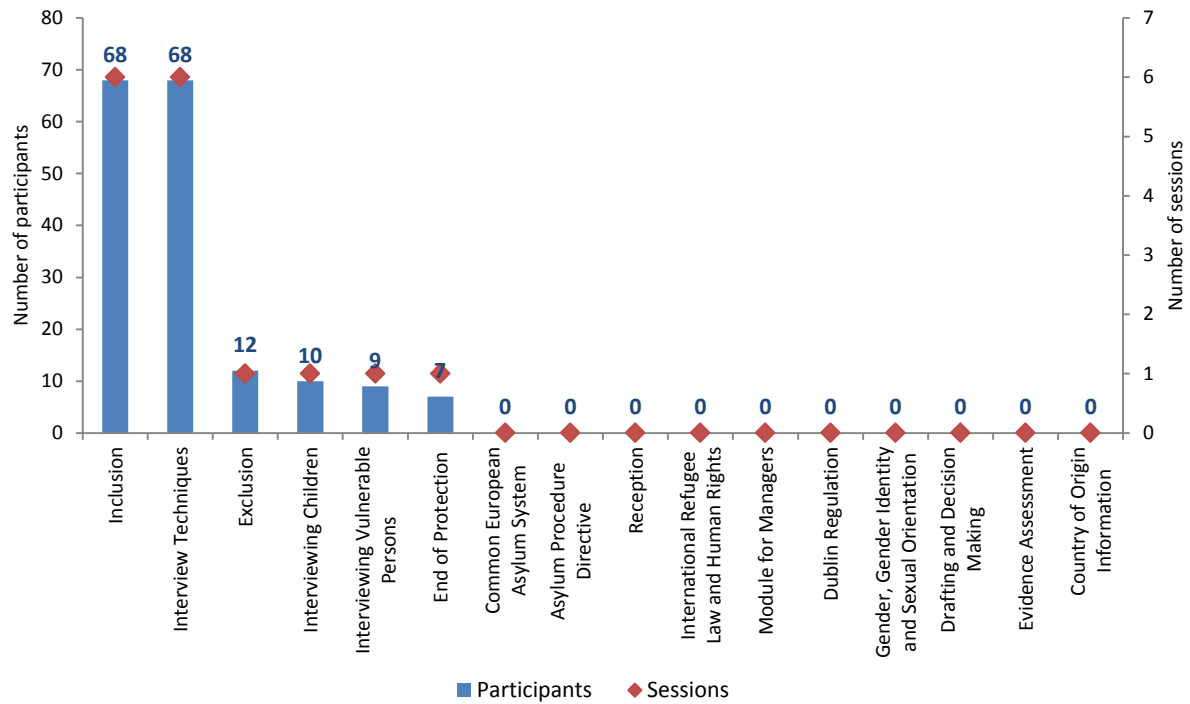
### Section I, Progress in the EASO Training Curriculum: France 2015

The implementation of the EASO Training Curriculum in France is presented according to the following data:

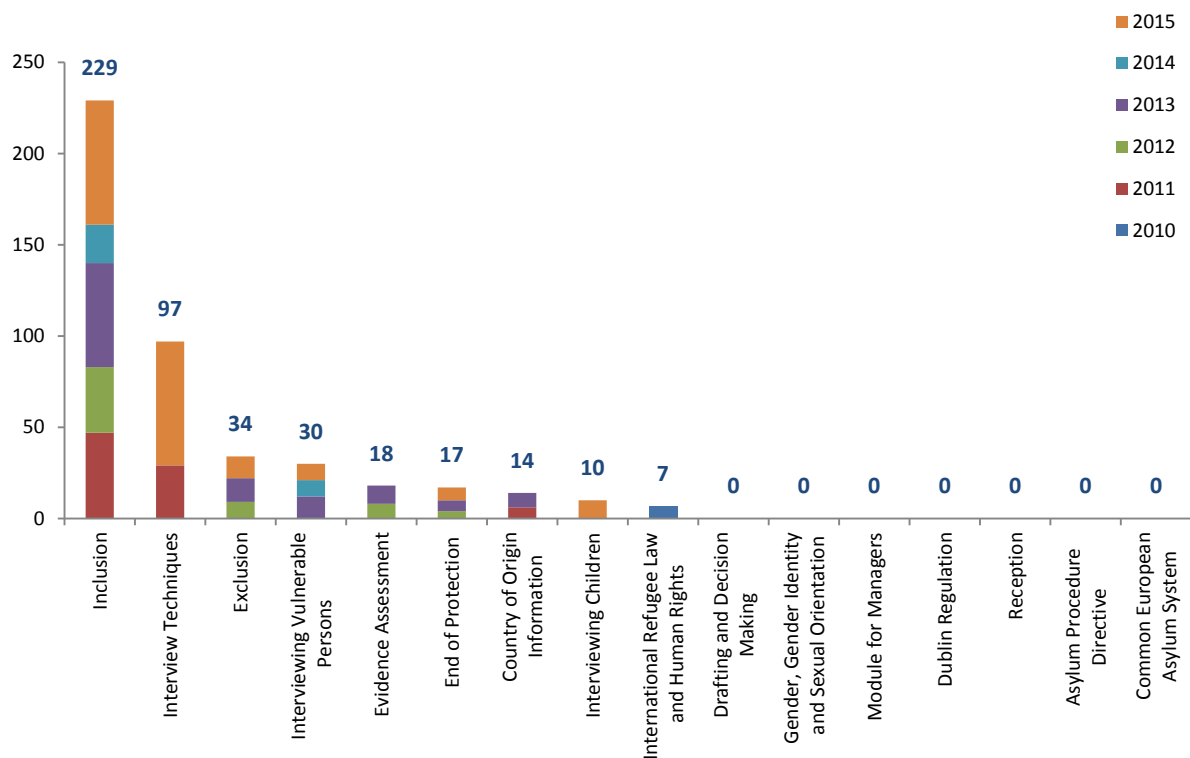
- number of participants and number of national training sessions organised in the EASO Training Curriculum,
  - number of participants and number of national training sessions organised by module,
  - number of participants to the train-the-trainers' sessions,
  - participation in the train-the-trainers' sessions by module,
  - comparison between participation in the train-the-trainers' sessions and delivery of the national training sessions (so-called multiplier effect).
- 
- Graph 1: Training progress in the EASO Training Curriculum in France from 2010 to 2015 (number of participants and number of national training sessions)



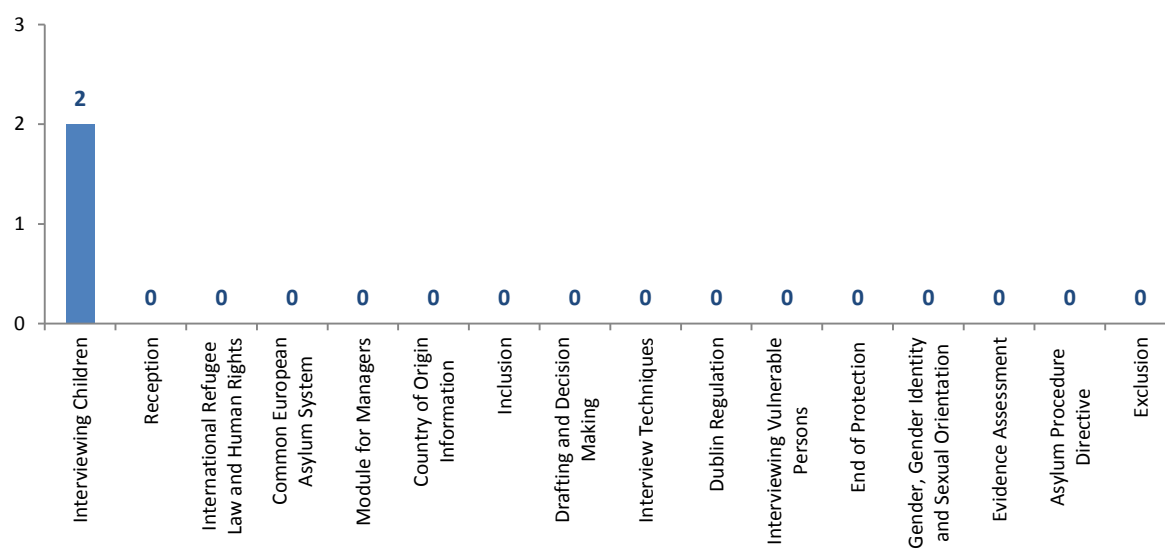
■ Graph 2: National training sessions in France by module (2015)



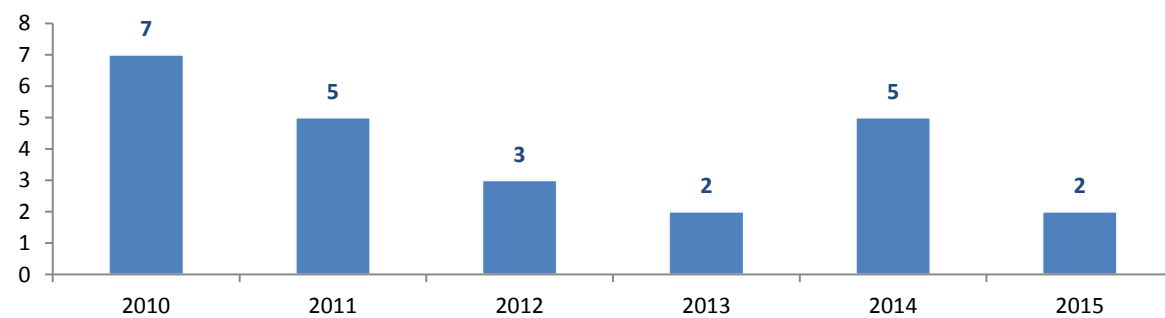
■ Graph 3: Participants in national training sessions in France by module (2010-2015)



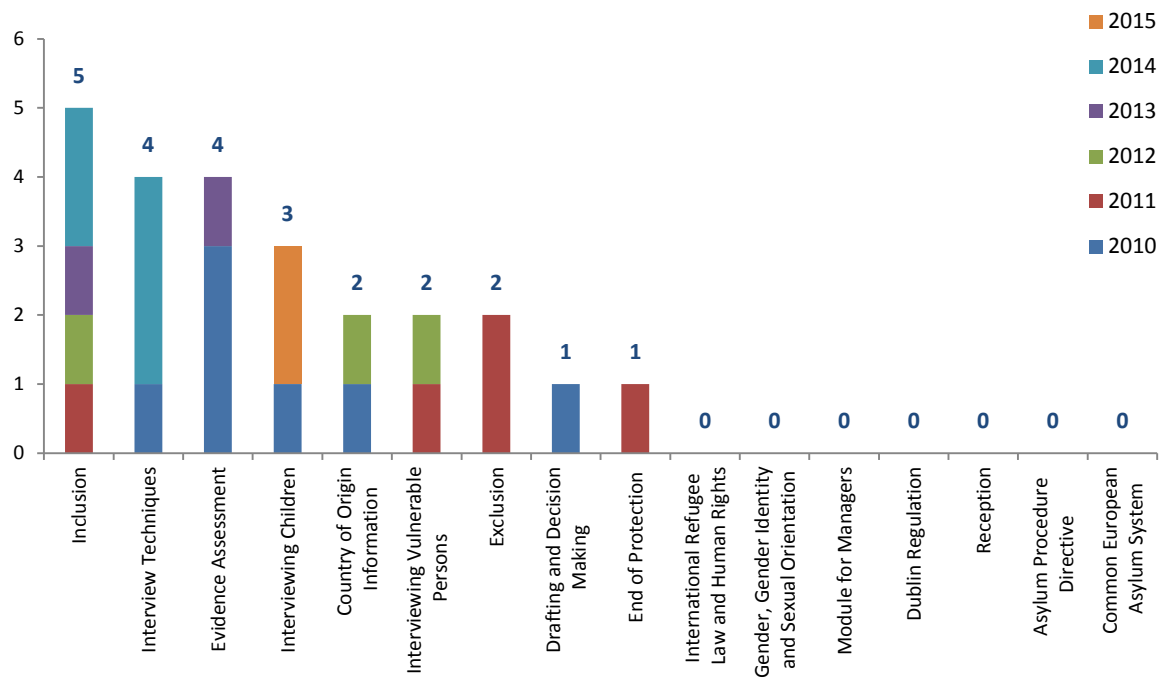
■ Graph 4: Participants from France in train-the-trainers' sessions by module (2015)



■ Graph 5: Participants from France in train-the-trainers' sessions (2010-2015)



■ Graph 6: Participants from France in train-the-trainers' sessions by module (2010-2015)



- Graph 7: Multiplier effect - Participation in train-the-trainers' sessions compared to national trainings delivered in France (2010-2015)

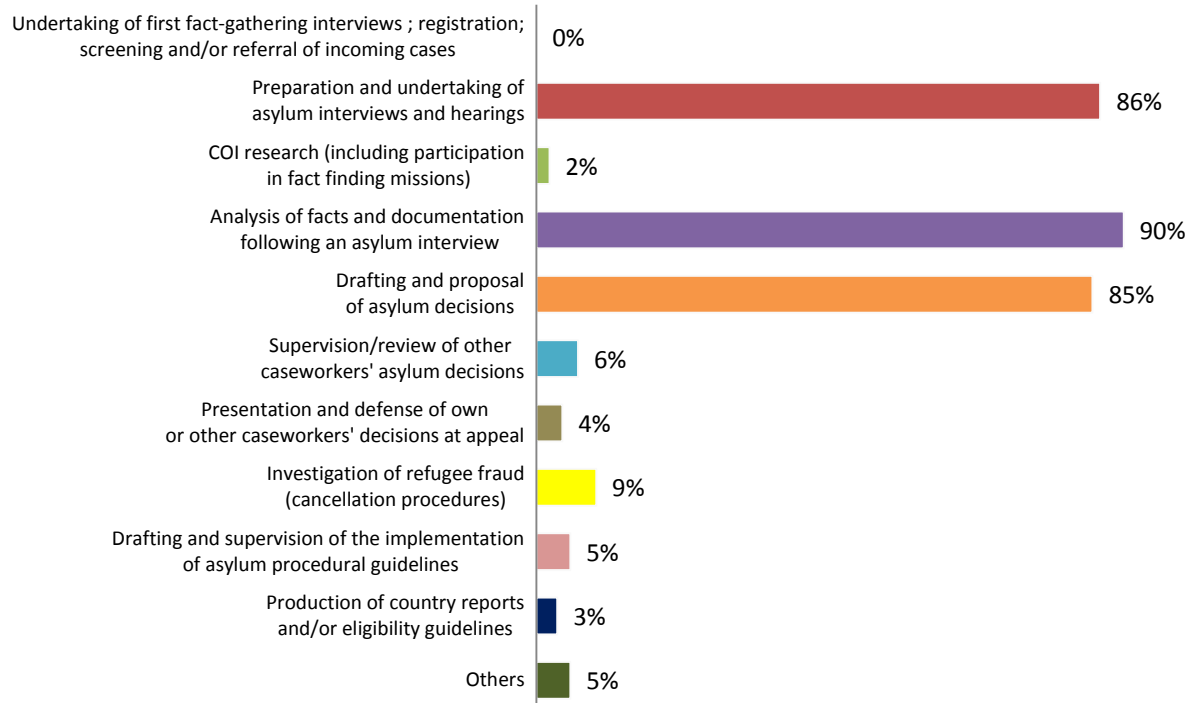
Module	Total number of participants in train-the-trainers' sessions	Total number of participants in national training sessions	Multiplier effect
Inclusion	5	229	46
Interview Techniques	4	97	24
Evidence Assessment	4	18	5
Interviewing Children	3	10	3
Interviewing Vulnerable Persons	2	30	15
Country of Origin Information	2	14	7
Exclusion	2	34	17
End of Protection	1	17	17
Drafting and Decision Making	1	0	0
International Refugee Law and Human Rights	0	7	/
Dublin Regulation	0	0	/
Reception	0	0	/
Module for Managers	0	0	/
Asylum Procedure Directive	0	0	/
Common European Asylum System	0	0	/
Gender, Gender Identity and Sexual Orientation	0	0	/
<b>Total</b>	<b>24</b>	<b>456</b>	<b>19</b>

Note: data provided from EASO training registration lists



## Section II, Profile of participants from France in the EASO Training Curriculum

### Tasks performed by participants in EASO Training Curriculum as reported in registration since July 2013



Reading example: 86% of participants registered in national trainings by France performed the task “Preparation and undertaking of asylum interviews and hearings” as reported since July 2013.

*Please note that one asylum officer may perform several tasks.*

#### Data Sample:

- Reporting period: July 2013 – December 2015
- 252 participants from France with data regarding tasks performed
- Modules: Inclusion, Exclusion, End of Protection, Country of Origin Information, Interview Techniques, Interviewing Children, Interviewing Vulnerable Persons

## Section III, EASO Training and Experts Pool: content experts and trainers nominated by France

Modules	Content Expert nominated	Trainers nominated
Common European Asylum System	1	--
Didactic	2	--
Evidence Assessment	1	--
Exclusion	1	1
Interview Techniques	--	1
Total number of nominations	5	2

## Summary

- The trend in implementation of the EASO Training Curriculum in France has varied over time. A significant increase in the number of participants in the EASO training modules was observed in France in 2015.
- In 2015 16 national training sessions have been organised in France (+433% compared to 2014) with 174 participants trained (+480% compared to 2014).
- The modules on Inclusion and Interview Techniques ranked first in France in 2015 (68 participants each) followed by the Exclusion module (12 participants) and the Interviewing Children module (10 participants).
- The Interviewing Children module has been used for the first time in France in 2015.
- Between 2010 and 2015, 50% of the French participants in national sessions of the EASO Training Curriculum have been trained in the Inclusion module, 21% in the Interview Techniques module and 7% in the Exclusion module.
- In 2015 two participants from France completed EASO's train-the-trainers' sessions. The participants have been trained to become national trainers in the Interviewing Children module.
- Between 2010 and 2015, 24 participants from France attended train-the-trainers' sessions and 456 participants have been trained in national training sessions.
- Since 2010 the multiplier effect in France amounts to 19 participants trained at the national level by a trainer who followed one of EASO's train-the-trainers' session. In more details, the most significant multiplier effect can be observed on the basis of the following modules:
  - ✓ Inclusion, with 5 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 229 participants (46 trainees per trainer);
  - ✓ Interview Techniques, with 4 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 97 participants (24 trainees per trainer);
  - ✓ Exclusion, with 2 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 34 participants (17 trainees per trainer).
- In terms of the profile of participants in the EASO Training Curriculum it shall be noted that in their daily work 90% of the trainees are responsible for analysing facts and documentation following an asylum interview. In addition, 86% of them interview applicants for international protection and 85% draft asylum decisions.
- Experts and trainers nominated by France cover seven positions in the EASO Training and Expert Pool.

## Analytical context provided by Member State

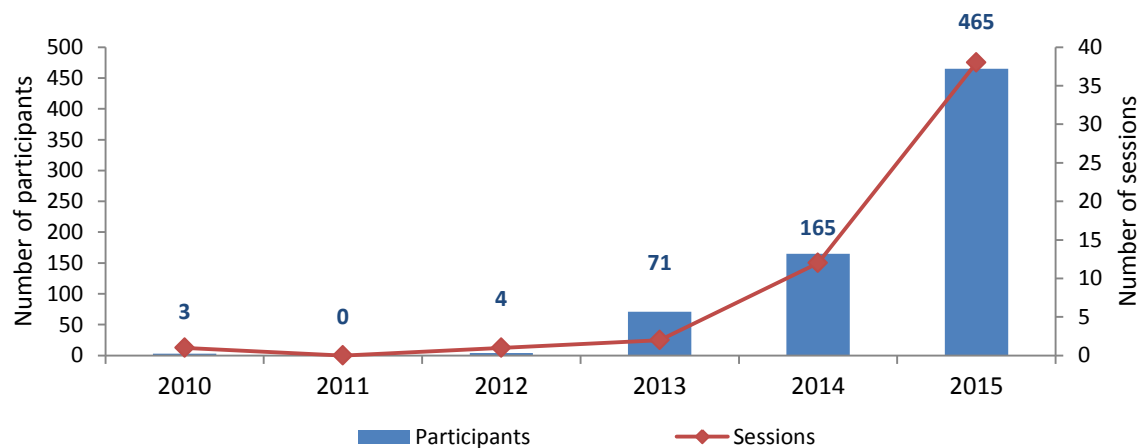
No further input provided

## 4.11. Germany

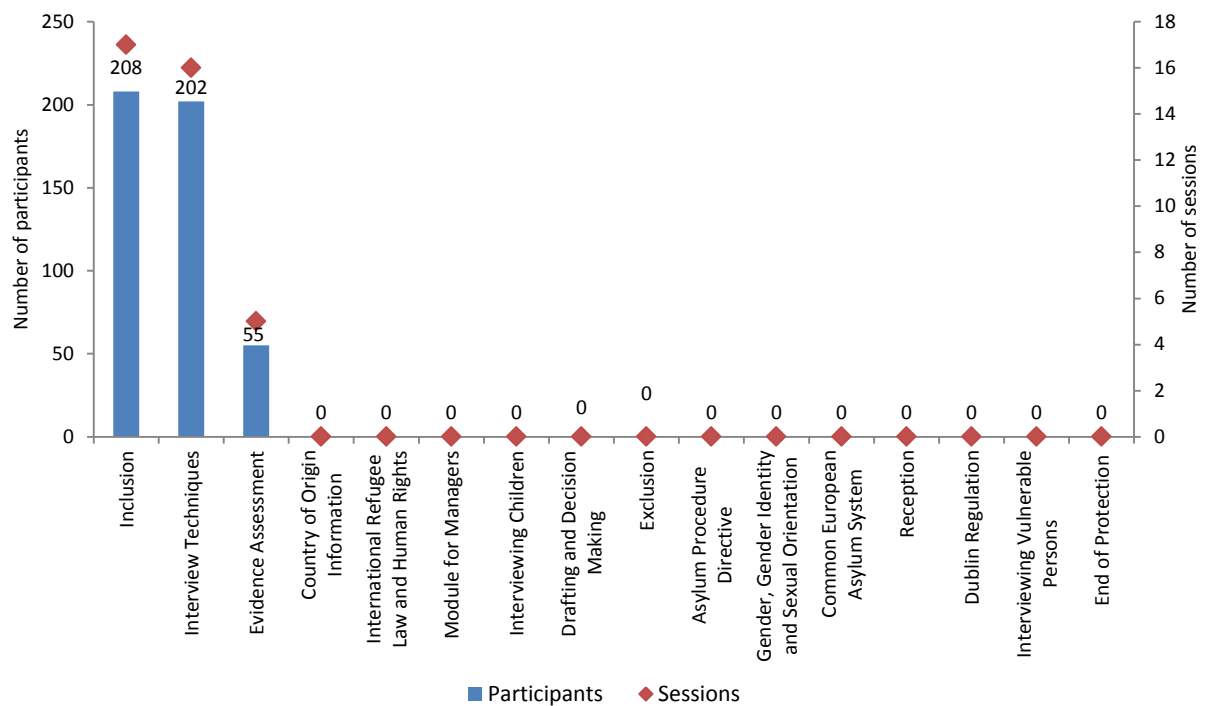
### Section I, Progress in the EASO Training Curriculum: Germany 2015

The implementation of the EASO Training Curriculum in Germany is presented according to the following data:

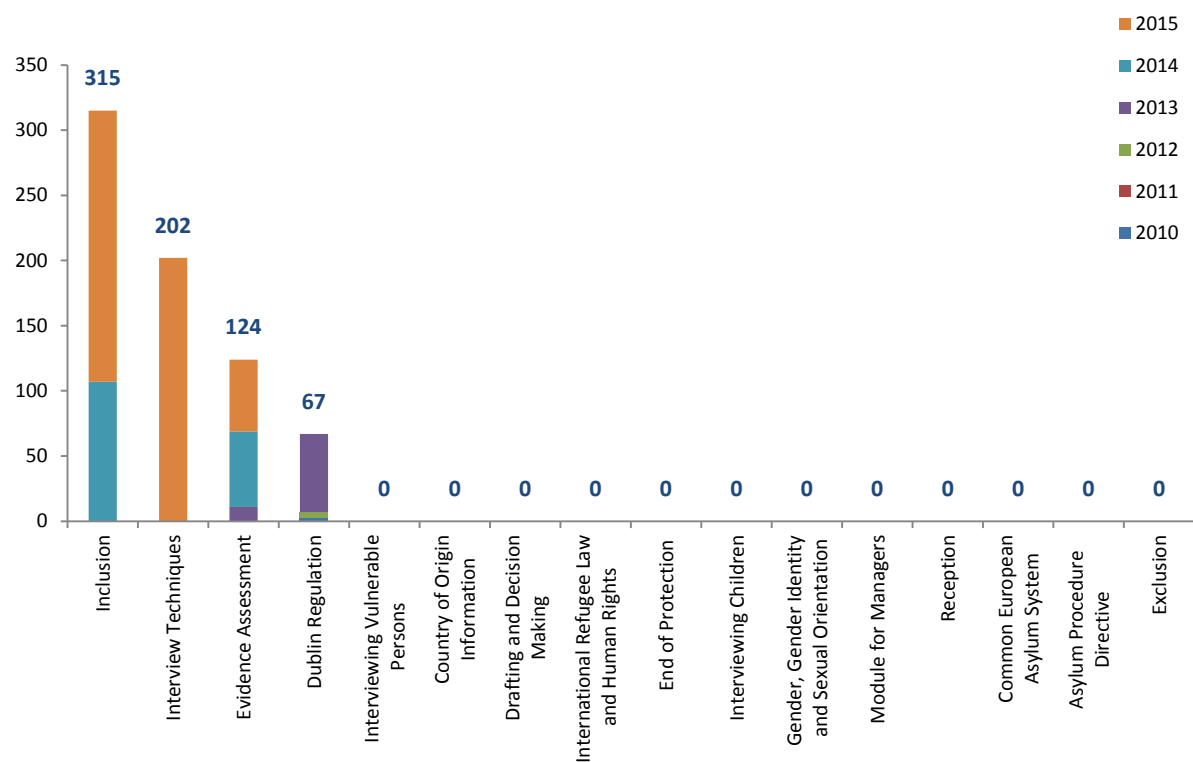
- number of participants and number of national training sessions organised in the EASO Training Curriculum,
  - number of participants and number of national training sessions organised by module,
  - number of participants to the train-the-trainers' sessions,
  - participation in the train-the-trainers' sessions by module,
  - comparison between participation in the train-the-trainers' sessions and delivery of the national training sessions (so-called multiplier effect).
- Graph 1: Training progress in the EASO Training Curriculum in Germany from 2010 to 2015 (number of participants and number of national training sessions)



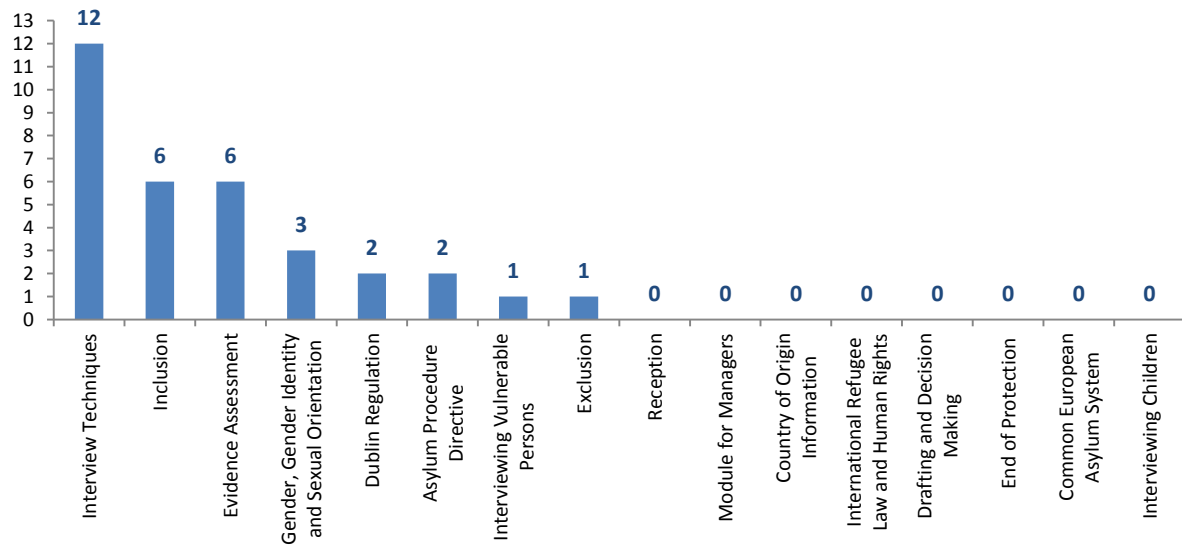
■ Graph 2: National training sessions in Germany by module (2015)



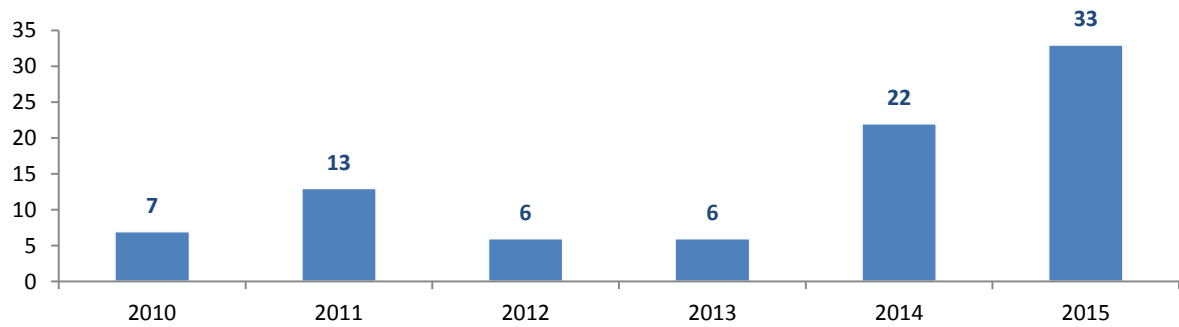
■ Graph 3: Participants in national training sessions in Germany by module (2010-2015)



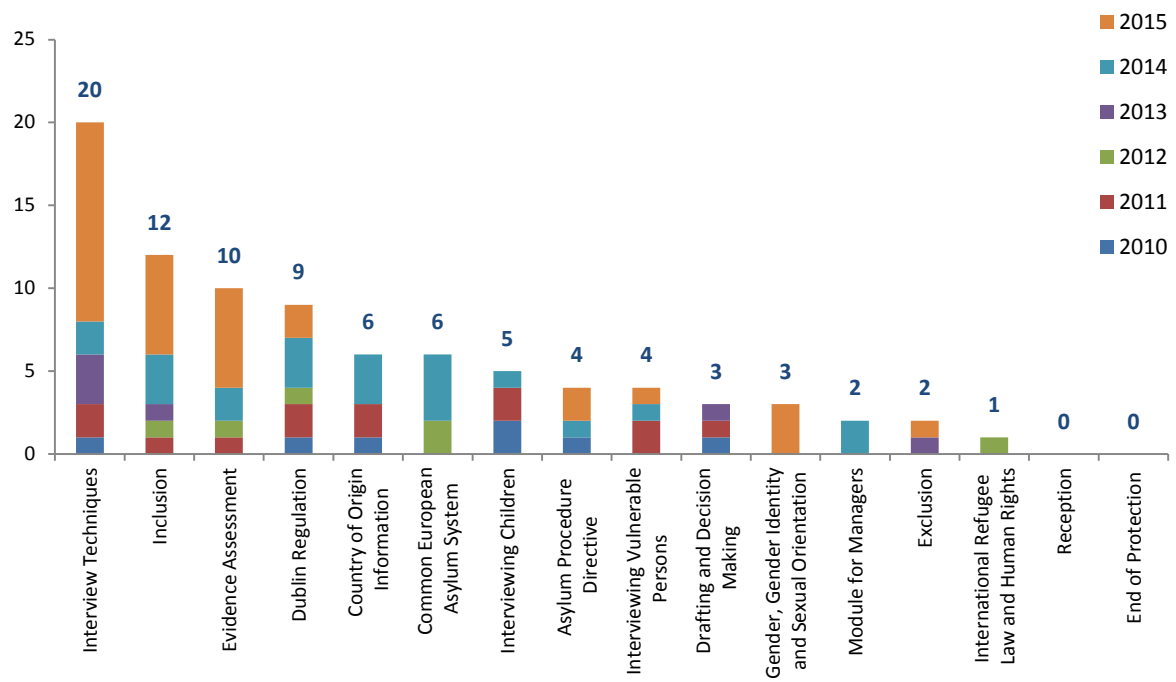
■ Graph 4: Participants from Germany in train-the-trainers' sessions by module (2015)



■ Graph 5: Participants from Germany in train-the-trainers' sessions (2010-2015)



■ Graph 6: Participants from Germany in train-the-trainers' sessions by module (2010-2015)



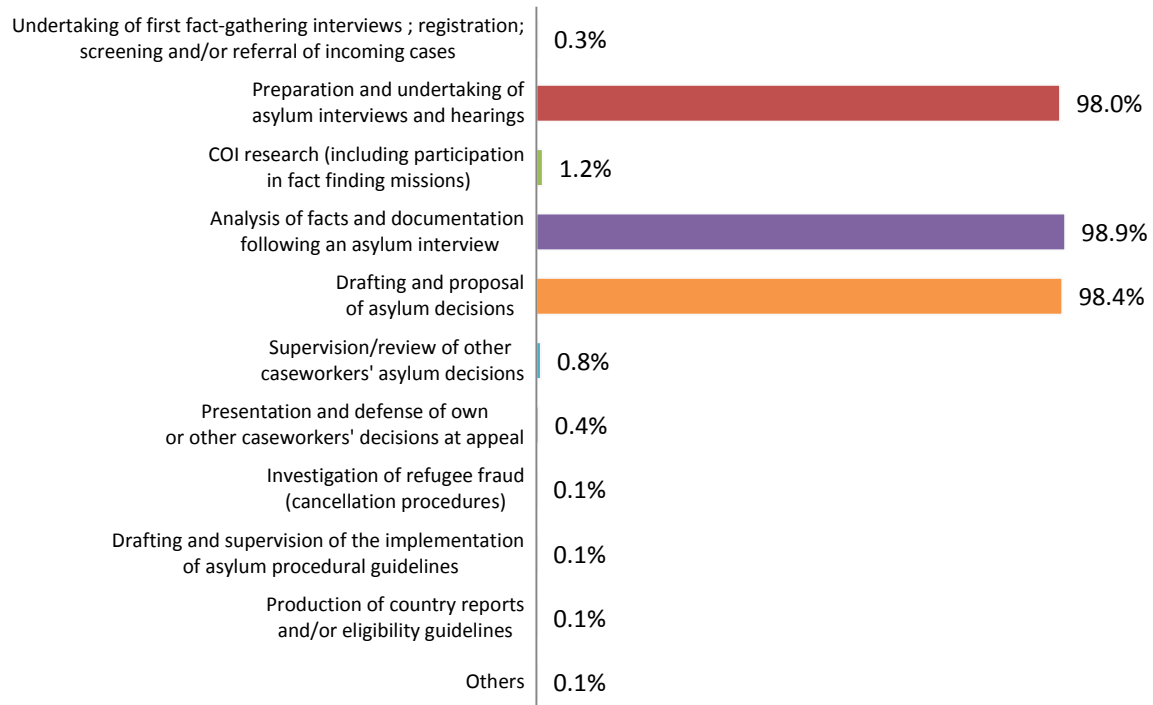
- Graph 7: Multiplier effect - Participation in train-the-trainers' sessions compared to national trainings delivered in Germany (2010-2015)

Module	Total number of participants in train-the-trainers' sessions	Total number of participants in national training sessions	Multiplier effect
Interview Techniques	20	202	10
Inclusion	12	315	26
Evidence Assessment	10	124	12
Dublin Regulation	9	67	7
Common European Asylum System	6	0	0
Country of Origin Information	6	0	0
Interviewing Children	5	0	0
Interviewing Vulnerable Persons	4	0	0
Asylum Procedure Directive	4	0	0
Drafting and Decision Making	3	0	0
Gender, Gender Identity and Sexual Orientation	3	0	0
Module for Managers	2	0	0
Exclusion	2	0	0
International Refugee Law and Human Rights	1	0	0
Reception	0	0	/
End of Protection	0	0	/
<b>Total</b>	<b>87</b>	<b>708</b>	<b>8</b>

Note: data provided from EASO training registration lists

## Section II, Profile of participants from Germany in the EASO Training Curriculum

### Tasks performed by participants in EASO Training Curriculum as reported in registration since July 2013



Reading example: 98% of participants registered in national trainings by Germany performed the task “Preparation and undertaking of asylum interviews and hearings” as reported since July 2013.

*Please note that one asylum officer may perform several tasks.*

#### Data Sample:

- Reporting period: July 2013 – December 2015
- 746 participants from Germany with data regarding tasks performed
- Modules: Common European Asylum System, Dublin Regulation, Inclusion, Exclusion, Asylum Procedures Directive, Country of Origin Information, Interview Techniques, Interviewing Children, Interviewing Vulnerable Persons, Evidence Assessment, Module for Managers, Gender, Gender Identity and Sexual Orientation.

## Section III, EASO Training and Experts Pool: content experts and trainers nominated by Germany

Modules	Content Expert nominated	Trainers nominated
Common European Asylum System	2	1
Country of Origin Information	2	3
Didactic	3	
Drafting and Decision Making	1	1



Modules	Content Expert nominated	Trainers nominated
Dublin III Regulation	1	1
End of Protection	1	1
Evidence Assessment	4	4
Exclusion	1	1
FR&IPEU	1	--
Gender, Gender Identity and Sexual Orientation	4	3
Inclusion	5	5
Interview Techniques	6	6
Interviewing Children	4	4
Interviewing Vulnerable Persons	4	4
IRL&HR	--	1
Total number of nominations	39	35

## Summary

- An increase in implementation of the EASO Training Curriculum has been observed in Germany since 2013, with a peak in 2015. While in 2012 only four participants took part in the national training session, this number increased to 71 in 2013, 165 in 2014, and 465 participants in 2015 (+182% compared to 2014).
- In 2015 38 national training sessions have been organised in Germany (+217% compared to 2014).
- The Interview Techniques module has been delivered at national level for the first time in Germany in 2015.
- The Inclusion module ranked first in Germany in 2015 (208 participants) followed by the Interview Techniques module (202 participants) and the Evidence Assessment module (55 participants).
- Between 2010 and 2015, 45% of the German participants in national sessions of the EASO Training Curriculum have been trained in the Inclusion module, 29% in the Interview Techniques module and 18% in the Evidence Assessment module.
- In 2015 33 participants completed EASO's train-the-trainers' sessions (+50% compared to 2014). They have been trained to become national trainers in the following modules: Interview Techniques, Inclusion, Evidence Assessment, Gender, Gender Identity and Sexual Orientation, Dublin III Regulation, Asylum Procedures Directives, Interviewing Vulnerable Persons and Exclusion.
- Between 2010 and 2015, 87 participants from Germany attended train-the-trainers' sessions and 708 participants have been trained in national training sessions.
- Since 2010 the multiplier effect in Germany amounts to 8 participants trained at the national level by a trainer who followed one of EASO's train-the-trainers' session. In more details, the most significant multiplier effect can be observed on the basis of the following modules:
  - ✓ Inclusion, with 12 participants trained within train-the-trainers' sessions to become national trainers who delivered national training sessions with 315 participants (26 trainees per trainer);
  - ✓ Evidence Assessment, with 10 participants trained within train-the-trainers' sessions to become national trainers who delivered national training sessions with 124 participants (12 trainees per trainer);
  - ✓ Interview Techniques, with 20 participants trained within train-the-trainers' sessions to become national trainers who delivered national training sessions with 202

participants (10 trainees per trainer).

- In terms of the profile of participants from Germany in the EASO Training Curriculum it shall be noted, that in their daily work 99% of trainees are responsible for interviewing applicants for international protection, analysing the facts and documentation following the asylum interview and/or drafting decisions on international protection.
- Experts and trainers nominated by Germany cover 74 positions in the EASO Training and Expert Pool.

### **Analytical context provided by Member State**

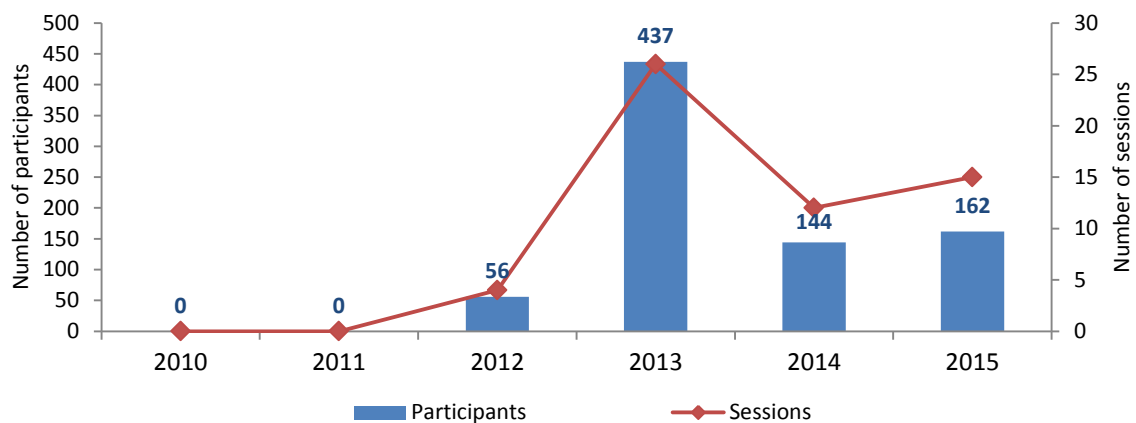
The response to the high influx of asylum seekers was a large increase in hiring employees for the German Federal Office for Migration and Refugees. The consistent training of both newly recruited staff and newly recruited national trainers by use of the modules of the EASO training Curriculum is causative for the large increase of operated trainings in 2015.

## 4.12. Greece

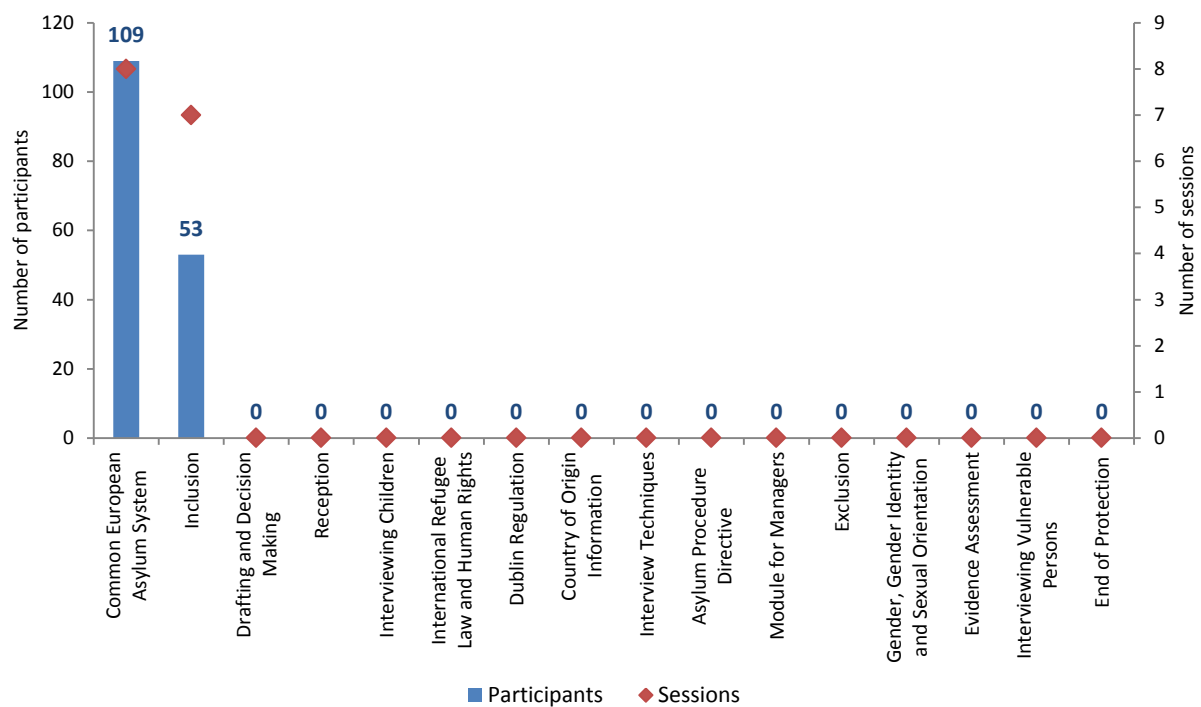
### Section I, Progress in the EASO Training Curriculum: Greece 2015

The implementation of the EASO Training Curriculum in Greece is presented according to the following data:

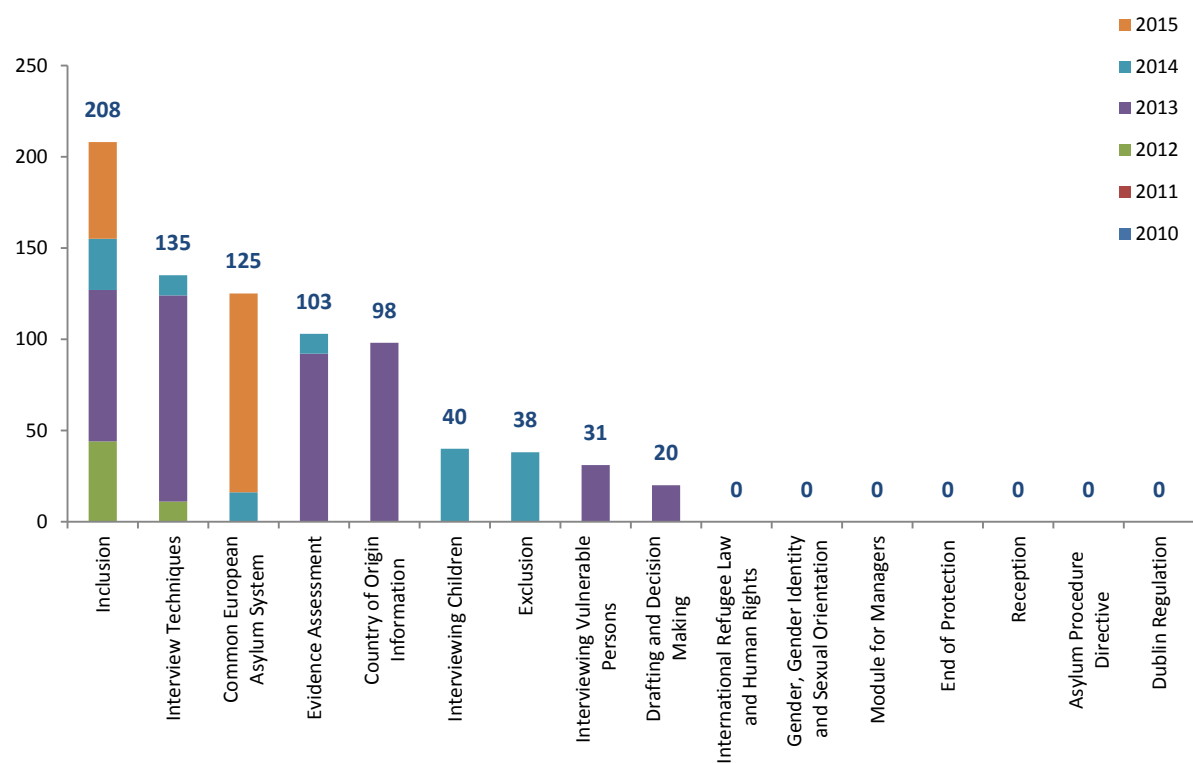
- number of participants and number of national training sessions organised in the EASO Training Curriculum,
  - number of participants and number of national training sessions organised by module,
  - number of participants to the train-the-trainers' sessions,
  - participation in the train-the-trainers' sessions by module,
  - comparison between participation in the train-the-trainers' sessions and delivery of the national training sessions (so-called multiplier effect).
- 
- Graph 1: Training progress in the EASO Training Curriculum in Greece from 2010 to 2015 (number of participants and number of national training sessions)



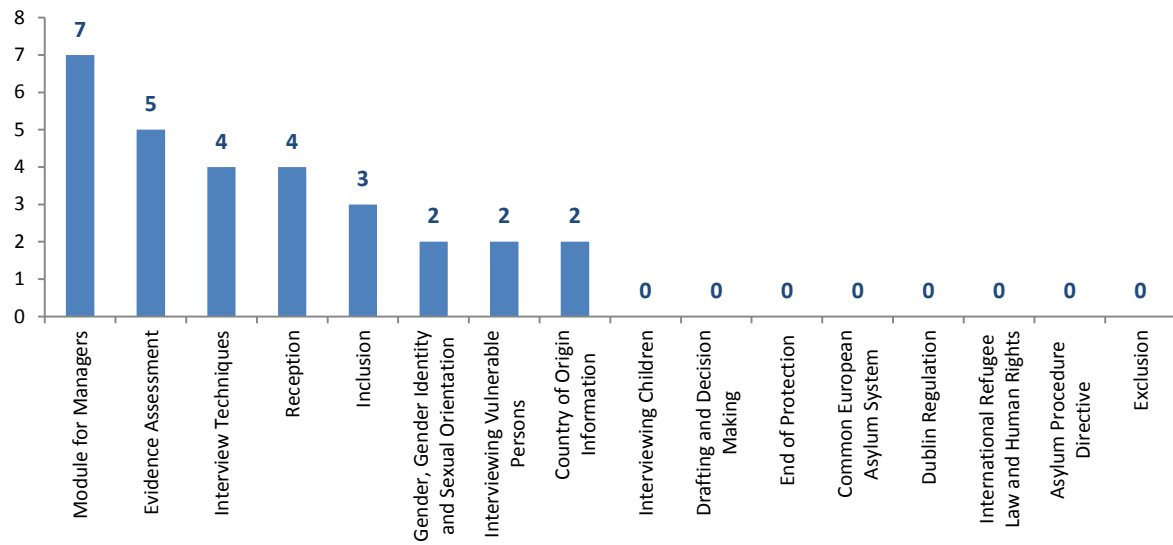
■ Graph 2: National training sessions in Greece by module (2015)



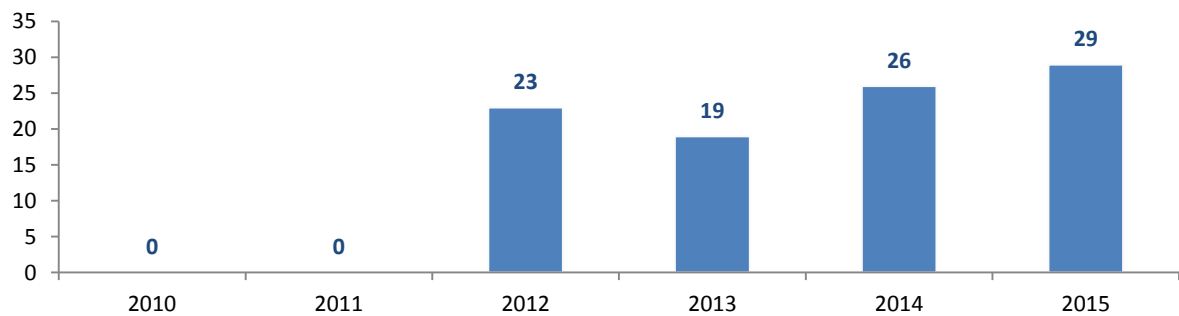
■ Graph 3: Participants in national training sessions in Greece by module (2010-2015)



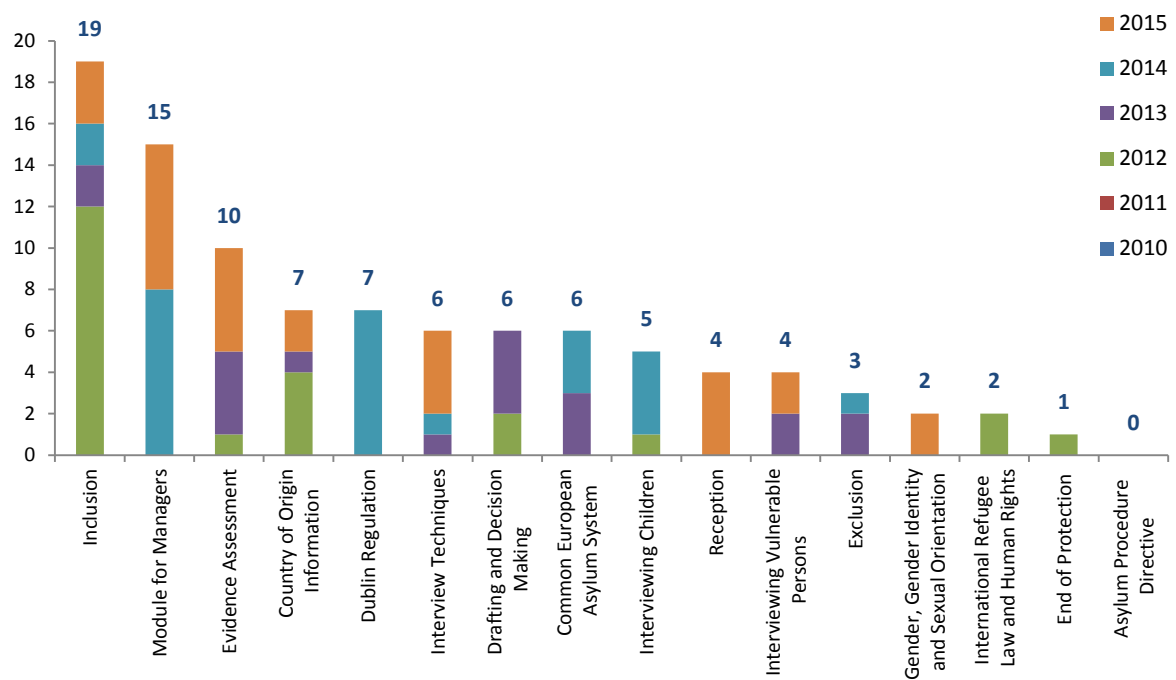
■ Graph 4: Participants from Greece in train-the-trainers' sessions by module (2015)



■ Graph 5: Participants from Greece in train-the-trainers' sessions (2010-2015)



■ Graph 6: Participants from Greece in train-the-trainers' sessions by module (2010-2015)



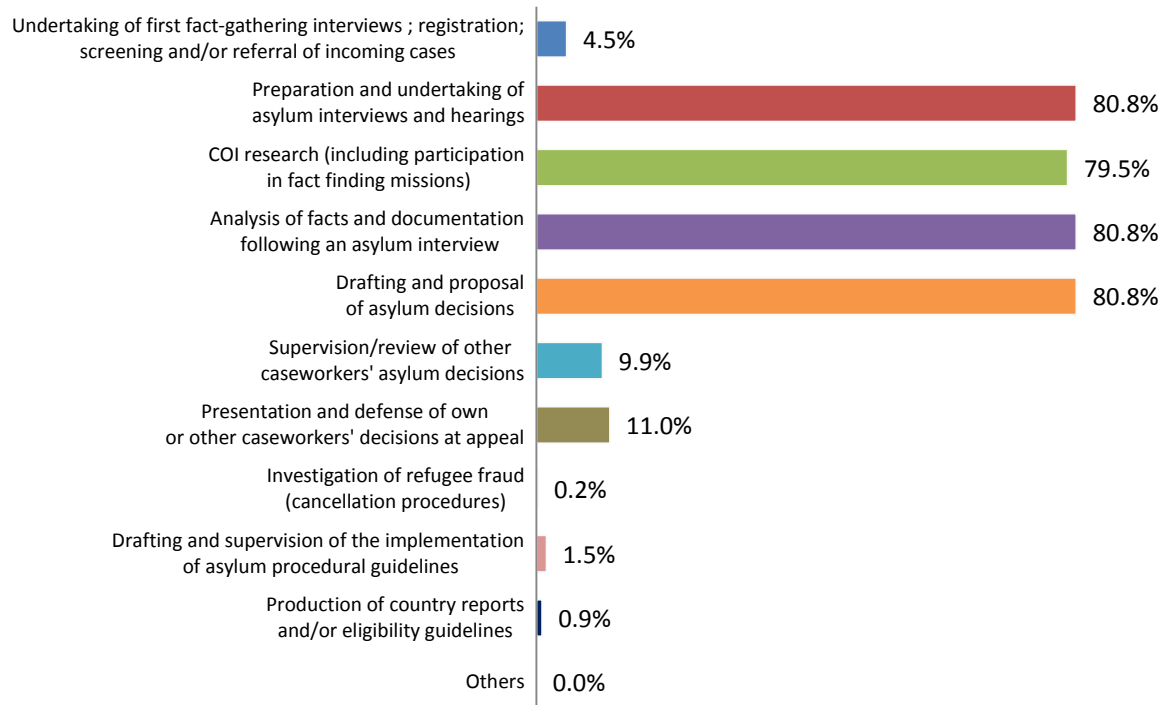
- Graph 7: Multiplier effect - Participation in train-the-trainers' sessions compared to national trainings delivered in Greece (2010-2015)

Module	Total number of participants in train-the-trainers' sessions	Total number of participants in national training sessions	Multiplier effect
Inclusion	19	208	11
Evidence Assessment	10	103	10
Country of Origin Information	7	98	14
Interview Techniques	6	135	23
Common European Asylum System	6	125	21
Drafting and Decision Making	6	20	3
Interviewing Children	5	40	8
Interviewing Vulnerable Persons	4	31	8
Exclusion	3	38	13
Module for Managers	15	0	0
Dublin Regulation	7	0	0
Reception	4	0	0
International Refugee Law and Human Rights	2	0	0
Gender, Gender Identity and Sexual Orientation	2	0	0
End of Protection	1	0	0
Asylum Procedure Directive	0	0	/
<b>Total</b>	<b>97</b>	<b>798</b>	<b>8</b>

Note: data provided from EASO training registration lists

## Section II, Profile of participants from Greece in the EASO Training Curriculum

### Tasks performed by participants in EASO Training Curriculum as reported in registration since July 2013



Reading example: 81% of participants registered in national trainings by Greece performed the task “Preparation and undertaking of asylum interviews and hearings” as reported since July 2013.

*Please note that one asylum officer may perform several tasks.*

#### Data Sample:

- Reporting period: July 2013 – December 2015
- 464 participants from Greece with data regarding tasks performed
- Modules: Common European Asylum System, Dublin Regulation, Inclusion, Exclusion, Country of Origin Information, Interview Techniques, Interviewing Children, Interviewing Vulnerable Persons, Evidence Assessment, Module for Managers, Gender, Gender Identity and Sexual Orientation

## Section III, EASO Training and Experts Pool: content experts and trainers nominated by Greece

Modules	Content Expert nominated	Trainers nominated
Inclusion	--	1
Total number of nominations	0	1



## Summary

- A trend in the implementation of the EASO Training Curriculum in Greece has varied over time. A peak in the implementation was observed in 2013, followed by a decrease in number of participants to the EASO training modules in 2014 and an increase in 2015.
- In 2015 15 national training sessions have been organised in Greece (+25% compared to 2014) with 162 participants trained (+13% compared to 2014).
- The Common European Asylum System module ranked first in Greece in 2015 (109 participants) followed by the Inclusion module (53 participants).
- Between 2010 and 2015, 26% of the Greek participants in national sessions of the EASO Training Curriculum have been trained in the Inclusion module, 17% in the Interview Techniques module and 16% in the Common European Asylum System module.
- In 2015 29 participants from Greece completed EASO's train-the-trainers' sessions. The participants have been trained to become national trainers in the following modules: Module for Managers, Evidence Assessment, Interview Techniques, Reception, Inclusion, Gender, Gender Identity and Sexual Orientation, Interviewing Vulnerable Persons and Country of Origin Information.
- Between 2010 and 2015, 97 participants from Greece attended train-the-trainers' sessions and 798 participants have been trained in national training sessions.
- Since 2012 the multiplier effect in Greece amounts to 8 participants trained at the national level by a trainer who followed one of EASO's train-the-trainers' sessions. In more details, the most significant multiplier effect can be observed on the basis of the following modules:
  - ✓ Interview Techniques, with 6 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 135 participants (23 trainees per trainer);
  - ✓ CEAS, with 6 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 125 participants (21 trainees per trainer);
  - ✓ COI, with 7 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 98 participants (14 trainees per trainer).
- In terms of the profile of participants in the EASO Training Curriculum it shall be noted that in their daily work 81% of the trainees are responsible for interviewing applicants for international protection, drafting asylum decisions and analysing facts and documentation following the interview. In addition, 80% of them are dealing with COI research.
- Experts and trainers nominated by Greece cover one position in the EASO Training and Expert Pool.

## Analytical context provided by Member State

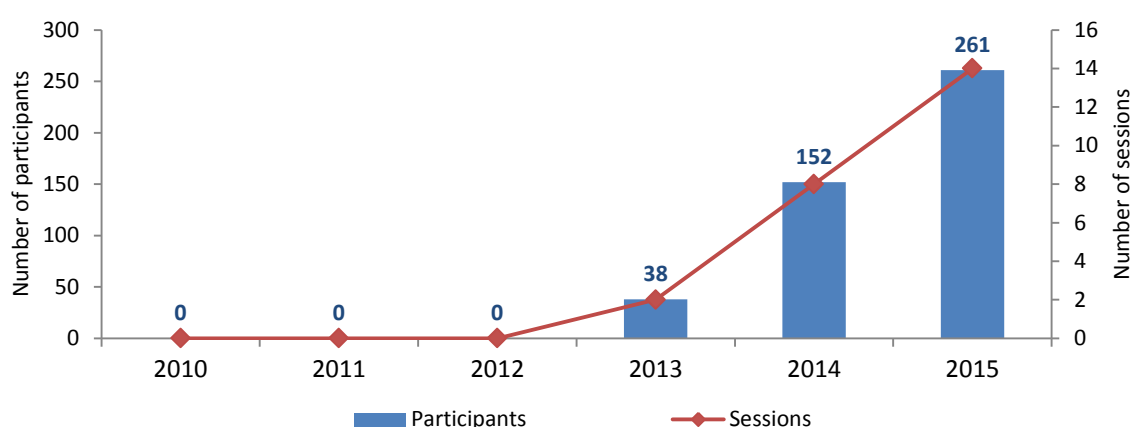
No further input provided

## 4.13. Hungary

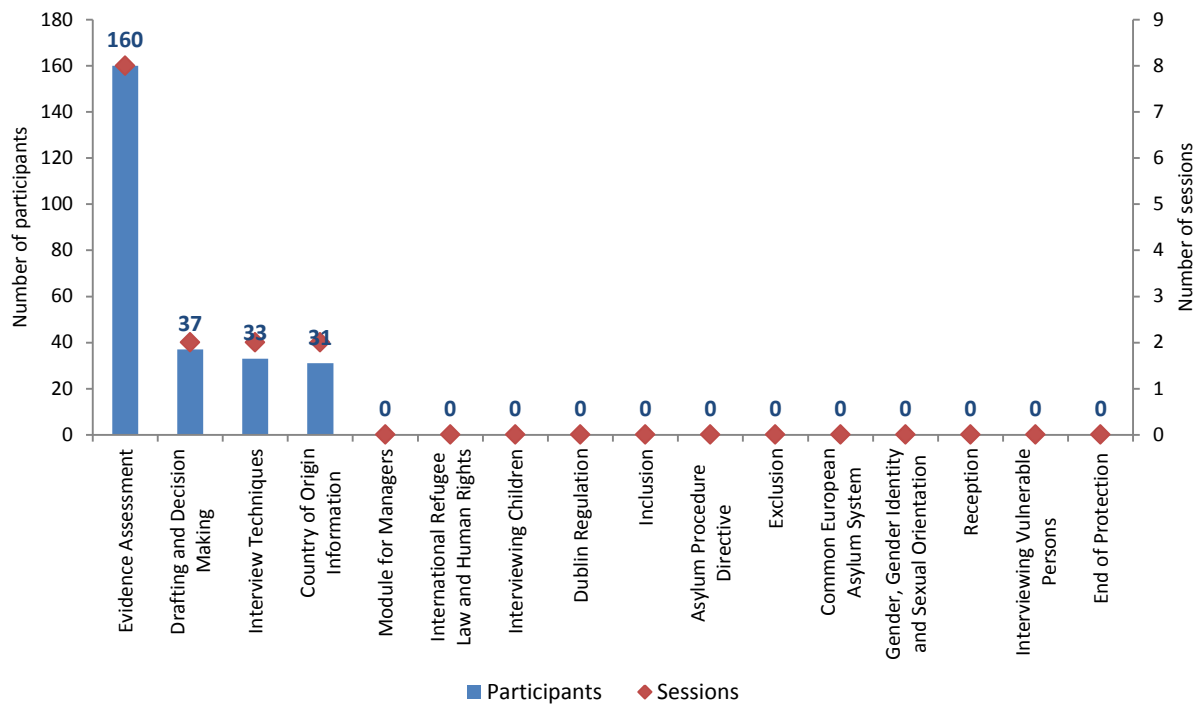
### Section I, Progress in the EASO Training Curriculum: Hungary 2015

The implementation of the EASO Training Curriculum in Hungary is presented according to the following data:

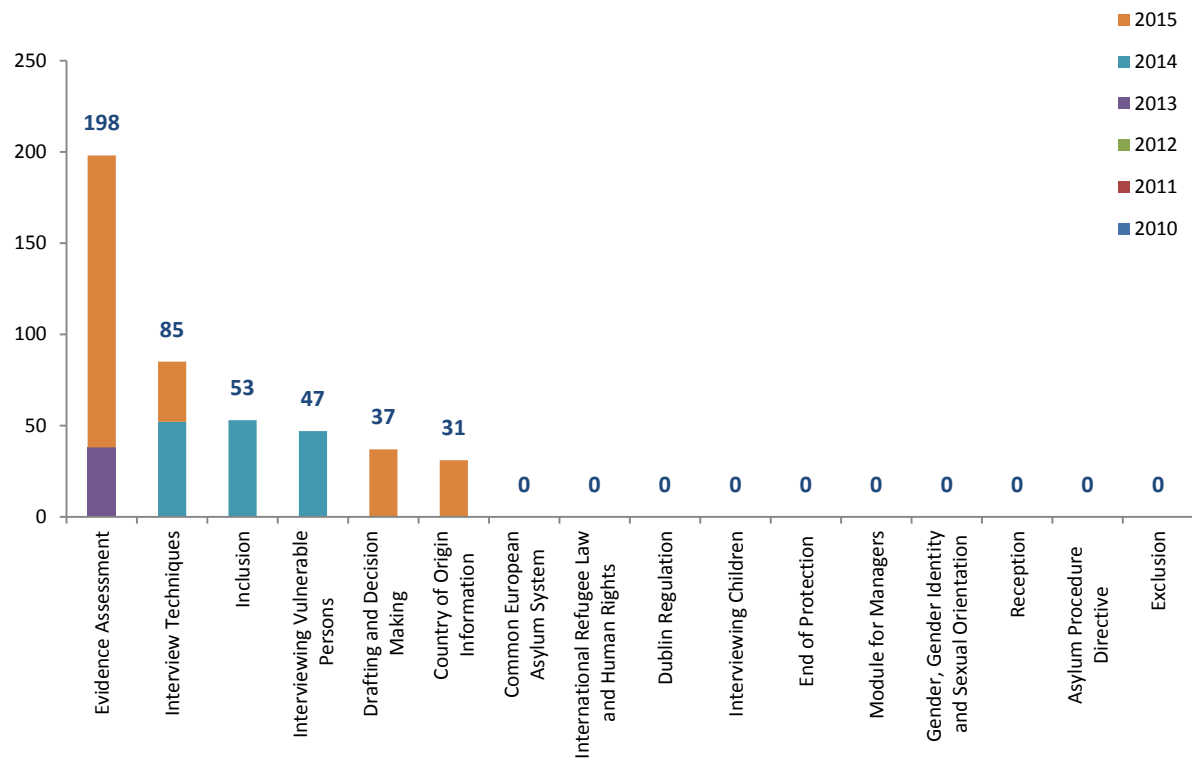
- number of participants and number of national training sessions organised in the EASO Training Curriculum,
  - number of participants and number of national training sessions organised by module,
  - number of participants to the train-the-trainers' sessions,
  - participation in the train-the-trainers' sessions by module,
  - comparison between participation in the train-the-trainers' sessions and delivery of the national training sessions (so-called multiplier effect).
- Graph 1: Training progress in the EASO Training Curriculum in Hungary from 2010 to 2015 (number of participants and number of national training sessions)



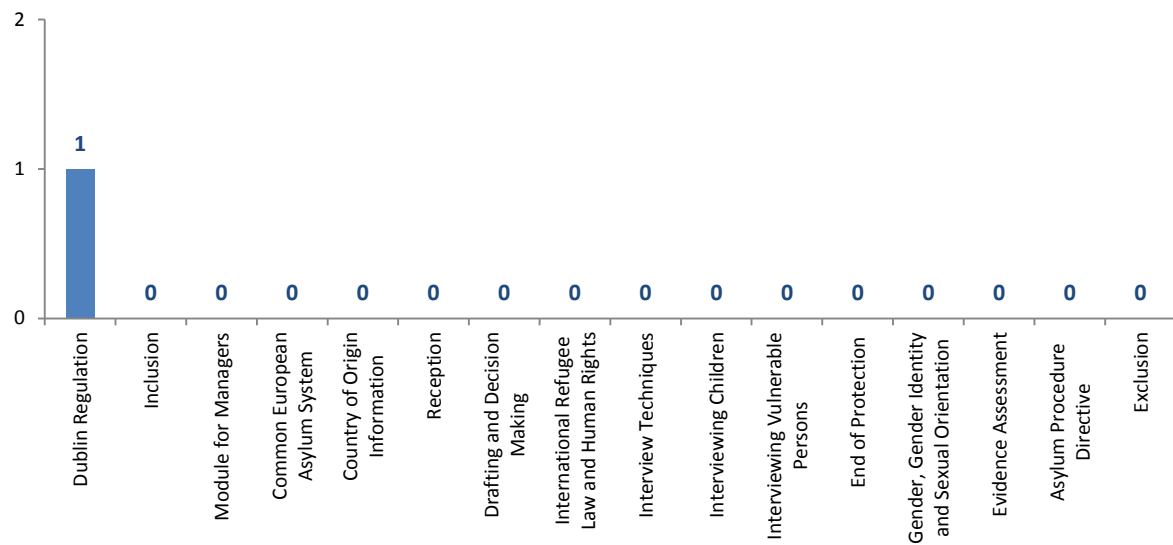
■ Graph 2: National training sessions in Hungary by module (2015)



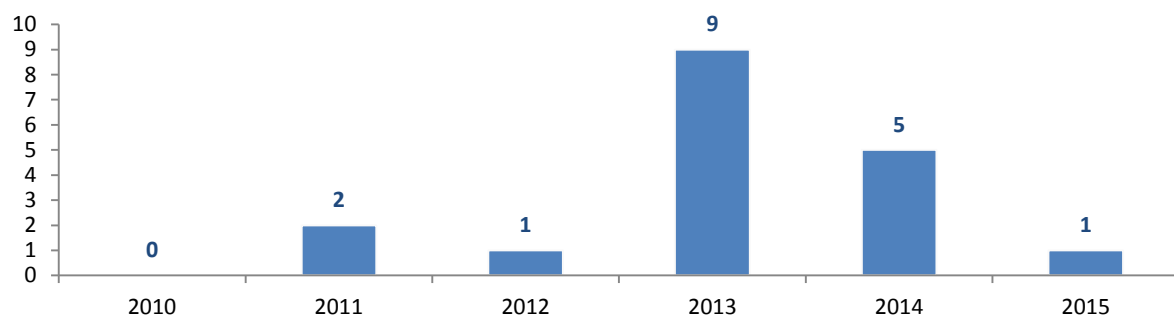
■ Graph 3: Participants in national training sessions in Hungary by module (2010-2015)



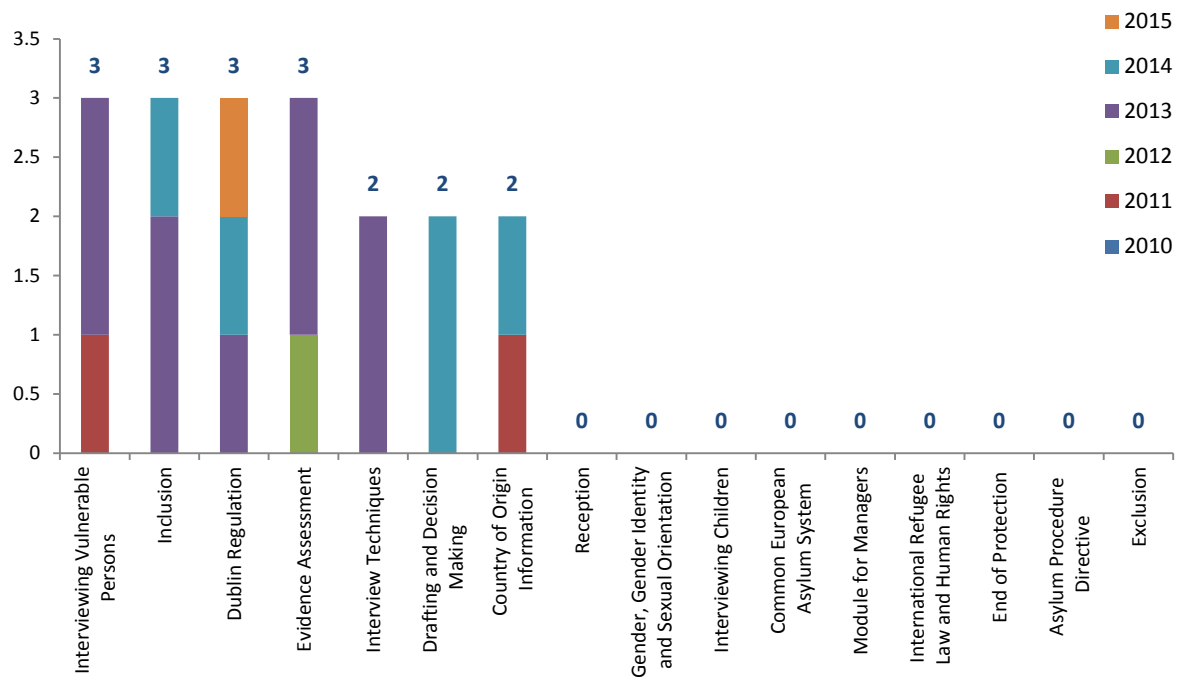
■ Graph 4: Participants from Hungary in train-the-trainers' sessions by module (2015)



■ Graph 5: Participants from Hungary in train-the-trainers' sessions (2010-2015)



■ Graph 6: Participants from Hungary in train-the-trainers' sessions by module (2010-2015)

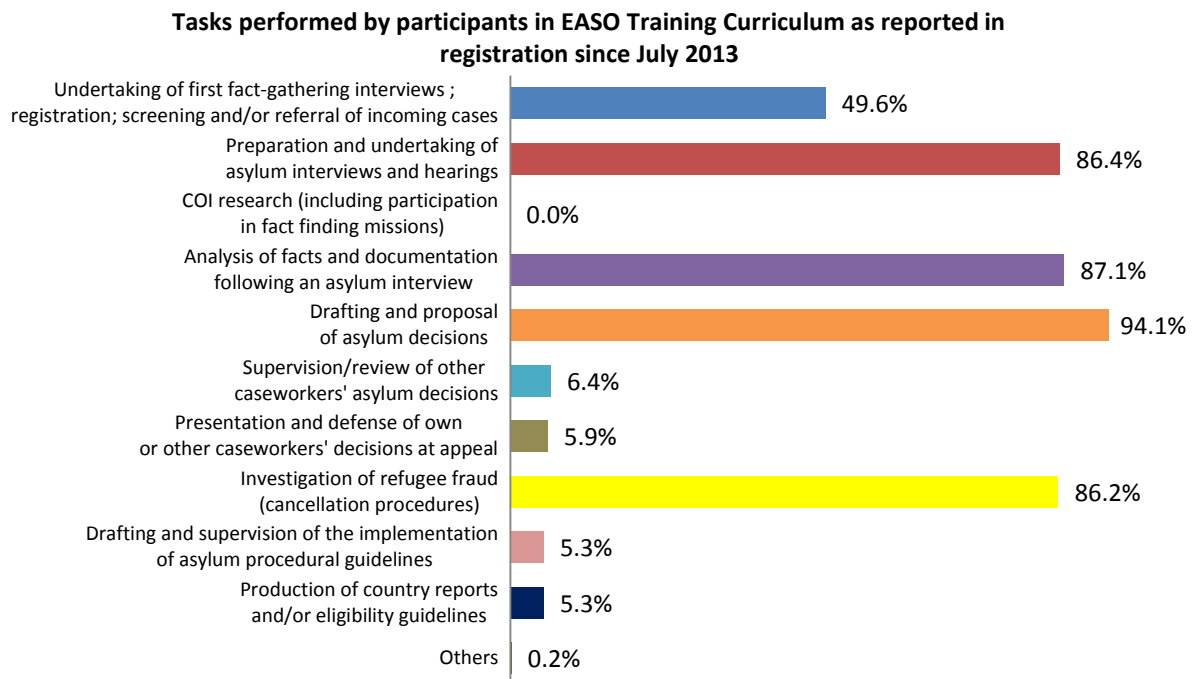


- Graph 7: Multiplier effect - Participation in train-the-trainers' sessions compared to national trainings delivered in Hungary (2010-2015)

Module	Total number of participants in train-the-trainers' sessions	Total number of participants in national training sessions	Multiplier effect
Evidence Assessment	3	198	66
Inclusion	3	53	18
Interviewing Vulnerable Persons	3	47	16
Dublin Regulation	3	0	0
Interview Techniques	2	85	43
Drafting and Decision Making	2	37	19
Country of Origin Information	2	31	16
Module for Managers	0	0	/
Interviewing Children	0	0	/
International Refugee Law and Human Rights	0	0	/
Exclusion	0	0	/
End of Protection	0	0	/
Reception	0	0	/
Asylum Procedure Directive	0	0	/
Common European Asylum System	0	0	/
Gender, Gender Identity and Sexual Orientation	0	0	/
<b>Total</b>	<b>18</b>	<b>451</b>	<b>25</b>

Note: data provided from EASO training registration lists

## Section II, Profile of participants from Hungary in the EASO Training Curriculum



Reading example: 86% of participants registered in national trainings by Hungary performed the task “Preparation and undertaking of asylum interviews and hearings” as reported since July 2013.

*Please note that one asylum officer may perform several tasks.*

### Data Sample:

- Reporting period: July 2013 – December 2015
- 456 participants from Hungary with data regarding tasks performed
- Modules: Dublin Regulation, Inclusion, Country of Origin Information, Interview Techniques, Interviewing Vulnerable Persons, Evidence Assessment, Drafting and Decision Making

## Section III, EASO Training and Experts Pool: content experts and trainers nominated by Hungary

Modules	Content Expert nominated	Trainers nominated
Evidence Assessment	1	1
Total number of nominations	1	1

### Summary

- The implementation of the EASO Training Curriculum in Hungary had started in 2013 and the use of the EASO training modules is constantly increasing.
- In 2015 14 national training sessions have been organised in Hungary (+75% compared to

2014) with 261 participants trained (+72% compared to 2014).

- The Evidence Assessment module ranked first in Hungary in 2015 (160 participants) followed by the Drafting and Decision Making module (37 participants) and Interview Techniques module (33 participants).
- The modules on Interviewing Vulnerable Persons and Drafting and Decision Making have been used for the first time in Hungary in 2015.
- Between 2010 and 2015, 44% of the Hungarian participants in national sessions of the EASO Training Curriculum have been trained in the Evidence Assessment module, 19% in the Interview Techniques module and 12% in the Inclusion module.
- In 2015 one participant from Hungary completed EASO's train-the-trainers' sessions and has been trained to become national trainer in the Dublin III Regulation module.
- Between 2010 and 2015, 18 participants from Hungary attended train-the-trainers' sessions and 451 participants have been trained in national training sessions.
- Since 2013 the multiplier effect in Hungary amounts to 25 participants trained at the national level by a trainer who followed one of EASO's train-the-trainers' sessions. In more details, the most significant multiplier effect can be observed on the basis of the following modules:
  - ✓ Evidence Assessment, with 3 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 198 participants (66 trainees per trainer);
  - ✓ Interview Techniques, with 2 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 85 participants (43 trainees per trainer).
  - ✓ Drafting and Decision Making, with 2 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 37 participants (19 trainees per trainer).
- In terms of the profile of participants in the EASO Training Curriculum it shall be noted that in their daily work 94% of the trainees are responsible for drafting asylum decisions and analysing facts and documentation following the interview. In addition, 87% of them analyse facts and documentation following the asylum interview and 86% are responsible for interviewing applicants for international protection and investigating fraud.
- Experts and trainers nominated by Hungary cover two positions in the EASO Training and Expert Pool.

### Analytical context provided by Member State

As it is seen from the figures the popularity and the number of participants of the EASO Training Curriculum modules have increased for the last few years in Hungary, however the relatively high rate of personnel fluctuation derogated the proportion of trained officers. As for the participants of train-the-trainers' session, currently there are 9 trainers of 5 modules who are still employed at the Office of Immigration and Nationality out of the above referred 18 trainers of 7 modules. Similar tendency can be observed among officers trained at national level of the EASO Training Curriculum modules.

The Office of Immigration and Nationality plans to further increase the pool of national trainers to replace those who left OIN as well as to increase the number of available modules of the EASO Training Curriculum.

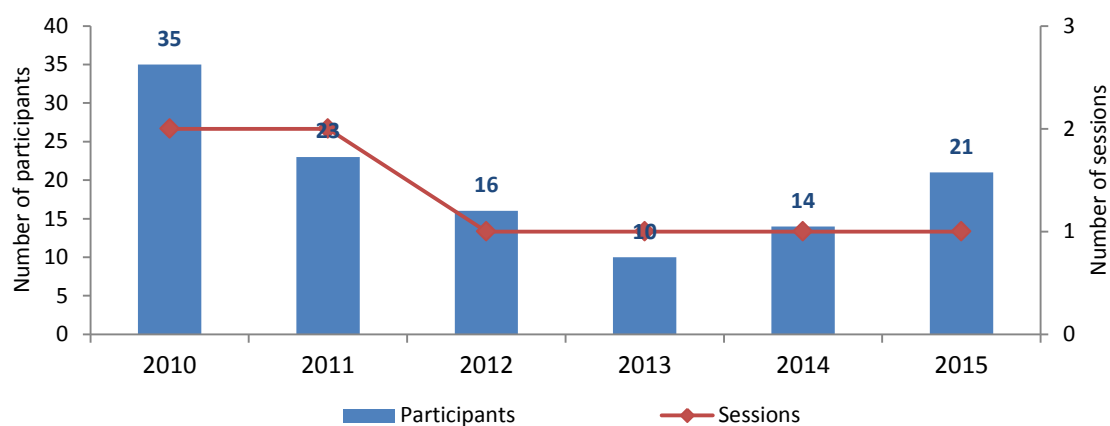


## 4.14. Ireland

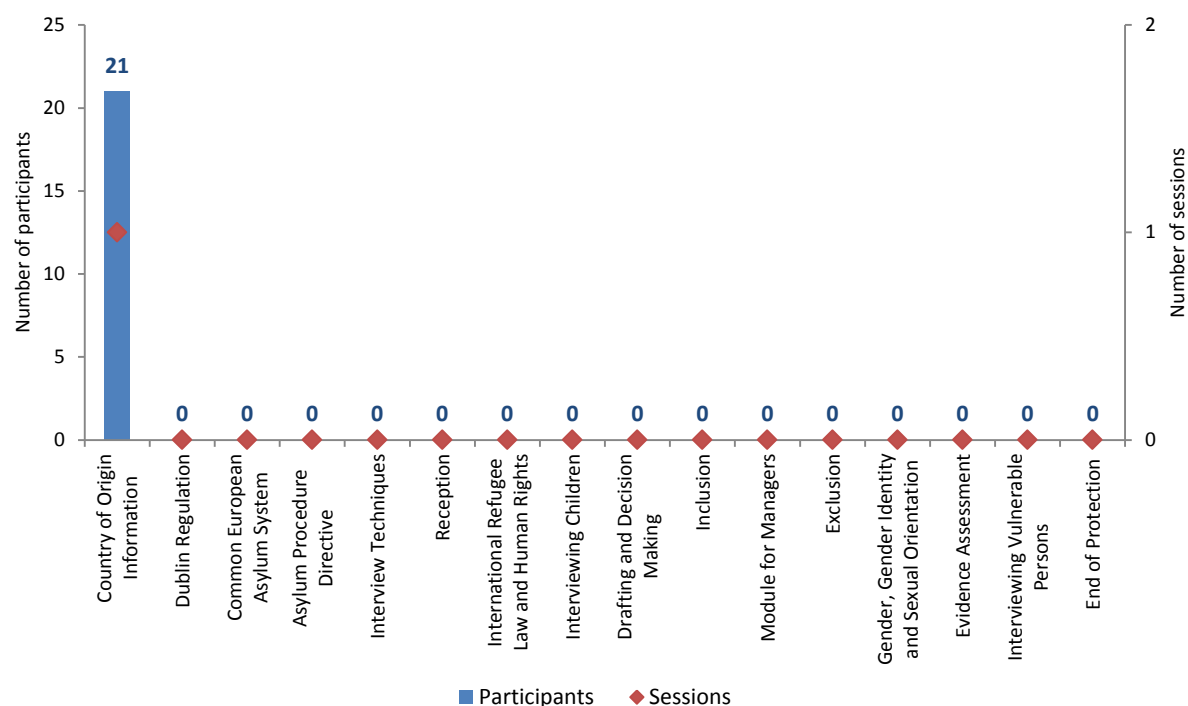
### Section I, Progress in the EASO Training Curriculum: Ireland 2015

The implementation of the EASO Training Curriculum in Ireland is presented according to the following data:

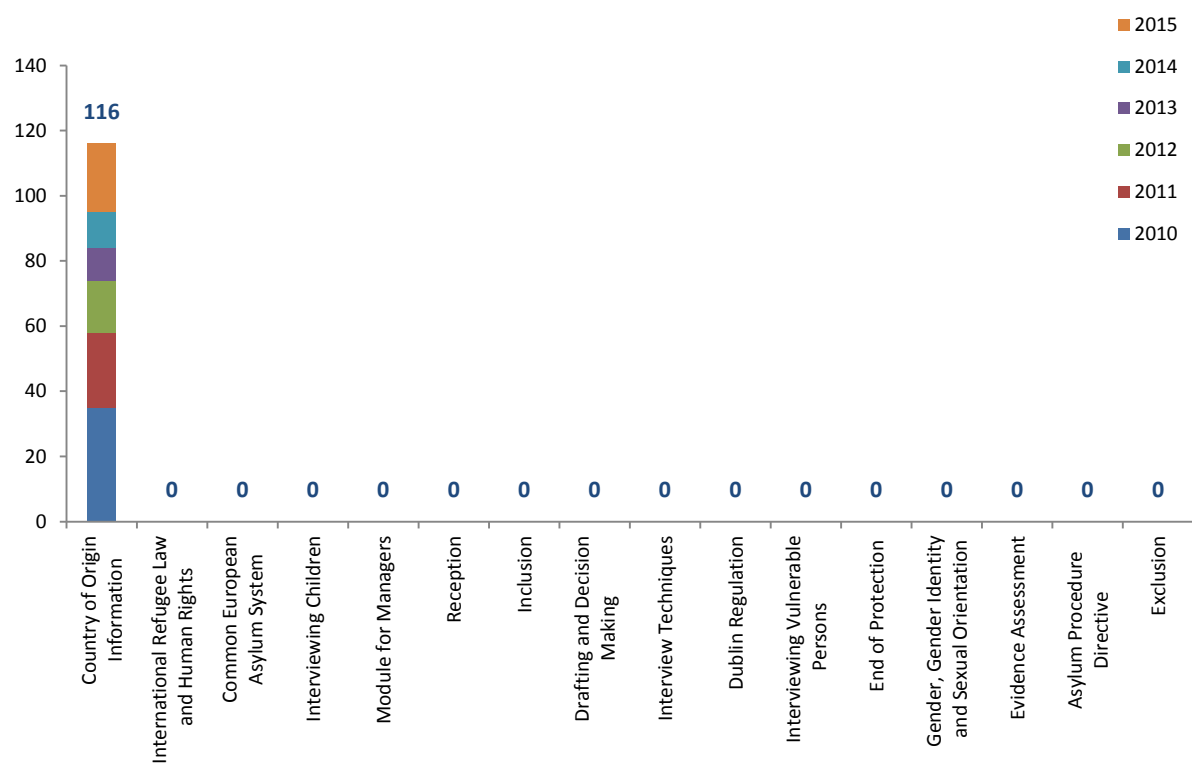
- number of participants and number of national training sessions organised in the EASO Training Curriculum,
  - number of participants and number of national training sessions organised by module,
  - number of participants to the train-the-trainers' sessions,
  - participation in the train-the-trainers' sessions by module,
  - comparison between participation in the train-the-trainers' sessions and delivery of the national training sessions (so-called multiplier effect).
- 
- Graph 1: Training progress in the EASO Training Curriculum in Ireland from 2010 to 2015 (number of participants and number of national training sessions)



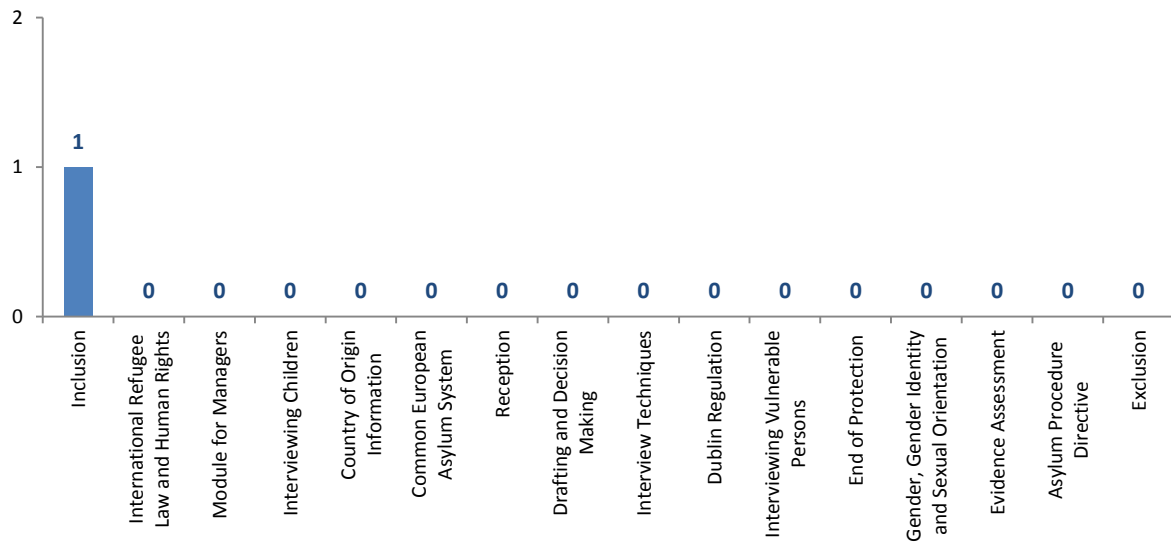
■ Graph 2: National training sessions in Ireland by module (2015)



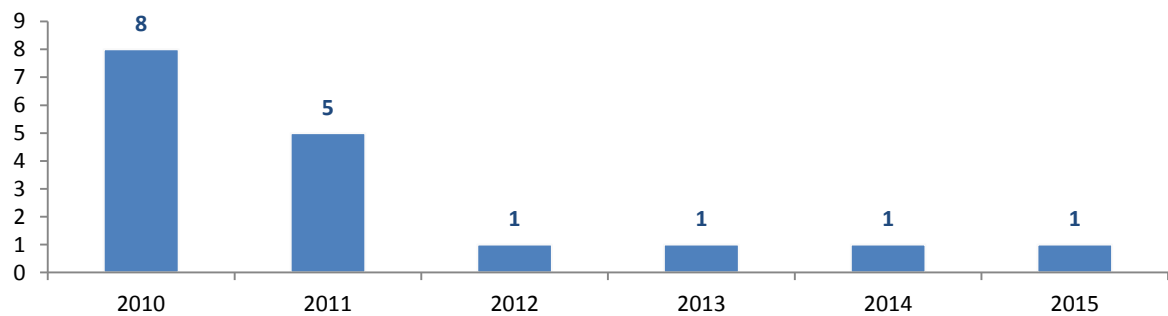
■ Graph 3: Participants in national training sessions in Ireland by module (2010-2015)



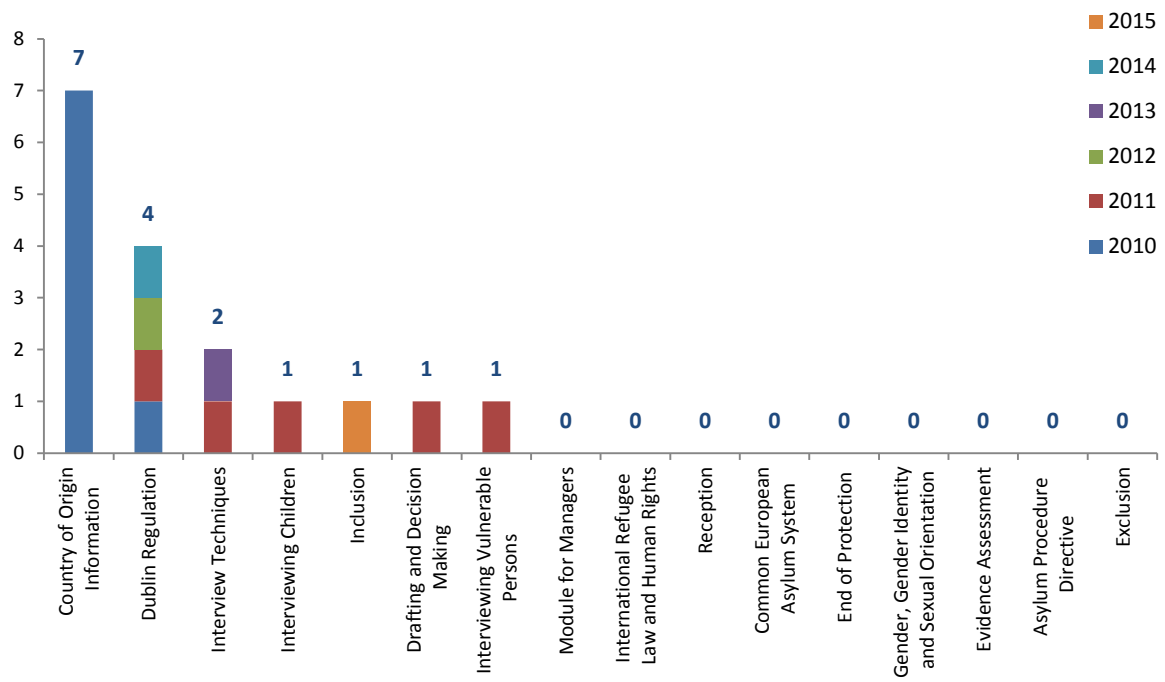
■ Graph 4: Participants from Ireland in train-the-trainers' sessions by module (2015)



■ Graph 5: Participants from Ireland in train-the-trainers' sessions (2010-2015)



■ Graph 6: Participants from Ireland in train-the-trainers' sessions by module (2010-2015)



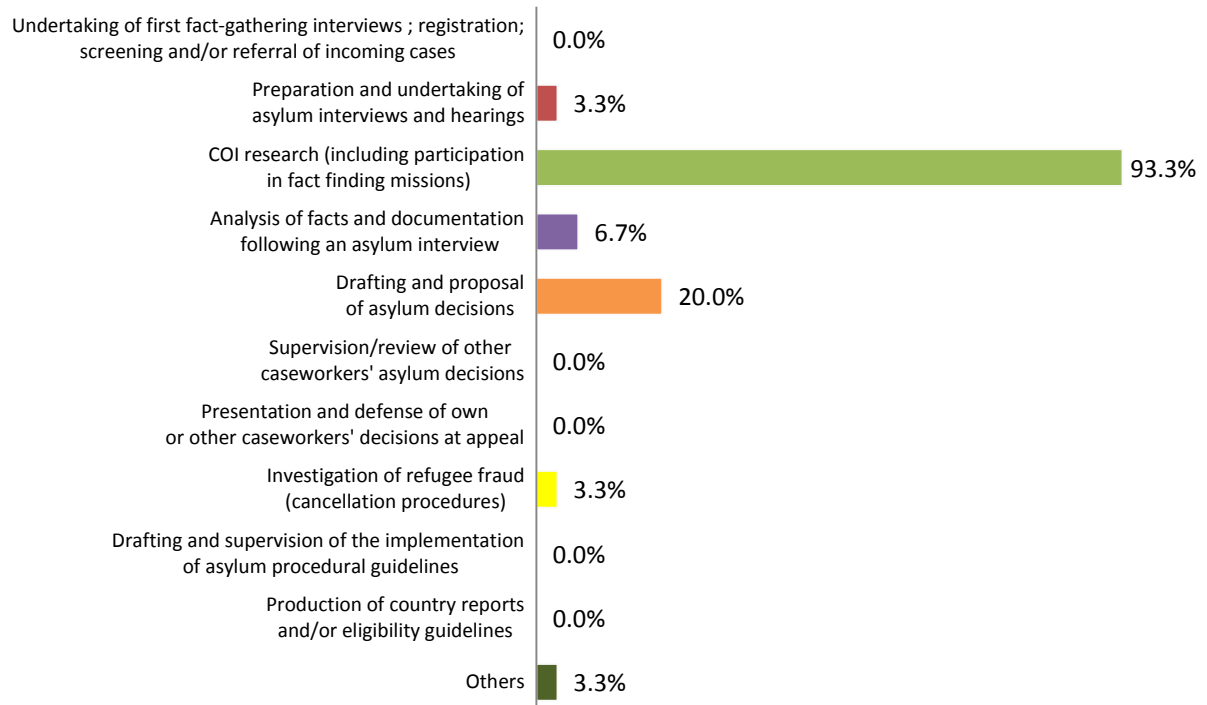
- Graph 7: Multiplier effect - Participation in train-the-trainers' sessions compared to national trainings delivered in Ireland (2010-2015)

Module	Total number of participants in train-the-trainers' sessions	Total number of participants in national training sessions	Multiplier effect
Country of Origin Information	7	116	17
Dublin Regulation	4	0	0
Interview Techniques	2	0	0
Inclusion	1	0	0
Interviewing Children	1	0	0
Drafting and Decision Making	1	0	0
Interviewing Vulnerable Persons	1	0	0
End of Protection	0	0	/
Common European Asylum System	0	0	/
International Refugee Law and Human Rights	0	0	/
Module for Managers	0	0	/
Gender, Gender Identity and Sexual Orientation	0	0	/
Reception	0	0	/
Asylum Procedure Directive	0	0	/
Exclusion	0	0	/
Evidence Assessment	0	0	/
<b>Total</b>	<b>17</b>	<b>116</b>	<b>7</b>

Note: data provided from EASO training registration lists

## Section II, Profile of participants from Ireland in the EASO Training Curriculum

### Tasks performed by participants in EASO Training Curriculum as reported in registration since July 2013



Reading example: 86% of participants registered in national trainings by Ireland performed the task “Preparation and undertaking of asylum interviews and hearings” as reported since July 2013.

*Please note that one asylum officer may perform several tasks.*

#### Data Sample:

- Reporting period: July 2013 – December 2015
- 30 participants from Ireland with data regarding tasks performed
- Modules: Dublin Regulation, Inclusion, Country of Origin Information

## Section III, EASO Training and Experts Pool: content experts and trainers nominated by Ireland

Modules	Content Expert nominated	Trainers nominated
Country of Origin Information	--	1
Didactic	1	--
Inclusion	--	1
Interview Techniques	--	1
Interviewing Children	1	1
Total number of nominations	2	4

## Summary

- An implementation of the EASO training Curriculum has been observed in Ireland since 2010. In 2014 and 2015 constant increase in the use of the EASO training modules was observed.
- In 2015 one national training session was organised in Ireland with 21 participants (compared to one training session with 14 participants in 2014).
- The Country of Origin Information module was the only module delivered in Ireland in 2015.
- Between 2010 and 2015, 116 Irish participants have completed national training sessions in the EASO Training Curriculum. All training sessions were delivered in the Country of Origin Information module.
- In 2015 one participant from Ireland completed EASO's train-the-trainers' sessions. The participant has been trained to become national trainer in the Inclusion module.
- Between 2010 and 2015, 17 participants from Ireland attended train-the-trainers' sessions and 116 participants have been trained in national training sessions.
- Since 2010 the multiplier effect in Ireland amounts to 7 participants trained at the national level by a trainer who followed one of EASO's train-the-trainers' session. In more details, the most significant multiplier effect can be observed on the basis of the following module:
  - ✓ Country of Origin Information, with 7 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 116 participants (17 trainees per trainer).
- In terms of the profile of participants in the EASO Training Curriculum it shall be noted that in their daily work 93% of the trainees are responsible for COI research and 20% of them are responsible for drafting asylum decisions.
- Experts and trainers nominated by Ireland cover six positions in the EASO Training and Expert Pool.

## Analytical context provided by Member State

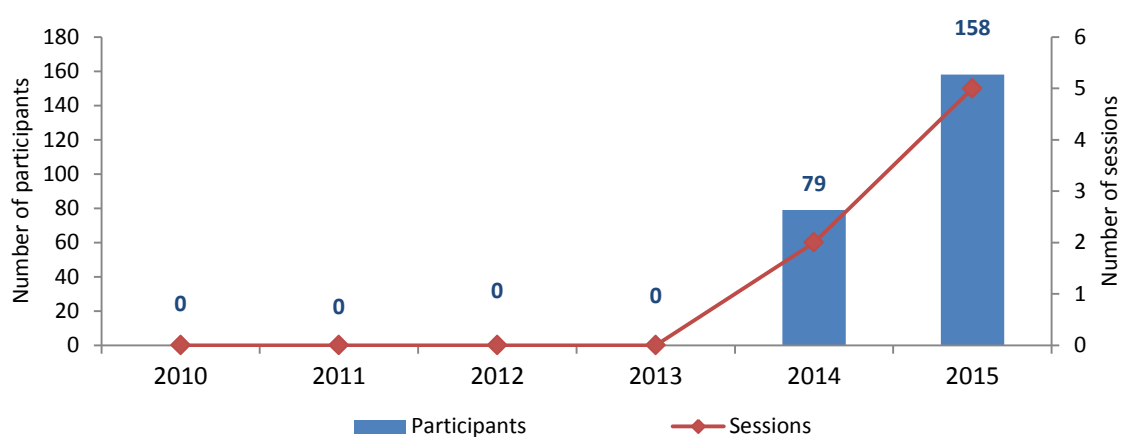
No further input provided

## 4.15. Italy

### Section I, Progress in the EASO Training Curriculum: Italy 2015

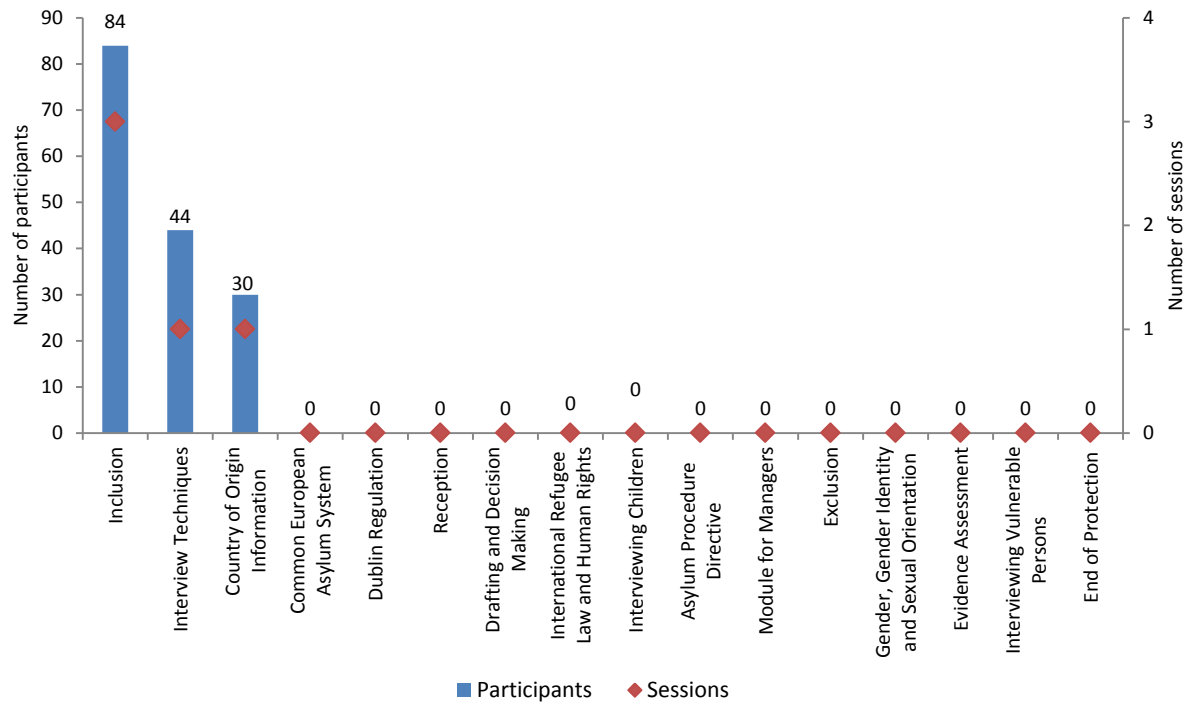
The implementation of the EASO Training Curriculum in Italy is presented according to the following data:

- number of participants and number of national training sessions organised in the EASO Training Curriculum,
  - number of participants and number of national training sessions organised by module,
  - number of participants to the train-the-trainers' sessions,
  - participation in the train-the-trainers' sessions by module,
  - comparison between participation in the train-the-trainers' sessions and delivery of the national training sessions (so-called multiplier effect).
- 
- Graph 1: Training progress in the EASO Training Curriculum in Italy from 2010 to 2015 (number of participants and number of national training sessions)

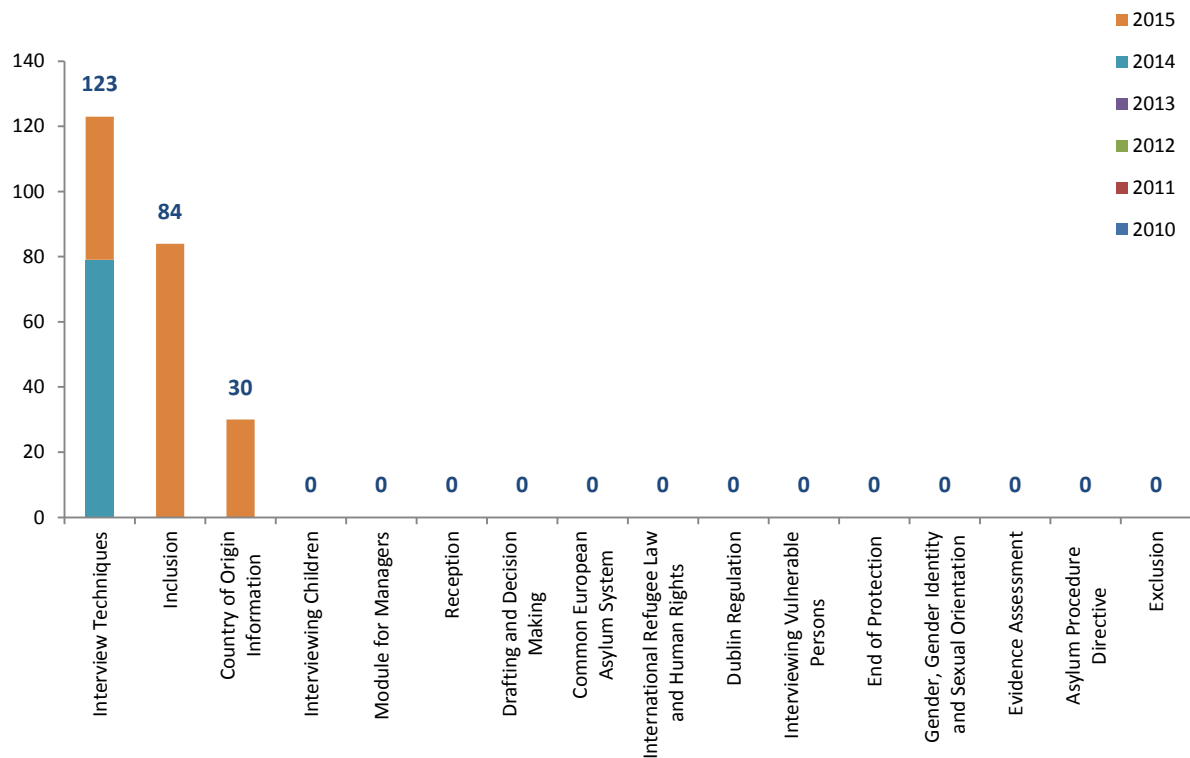




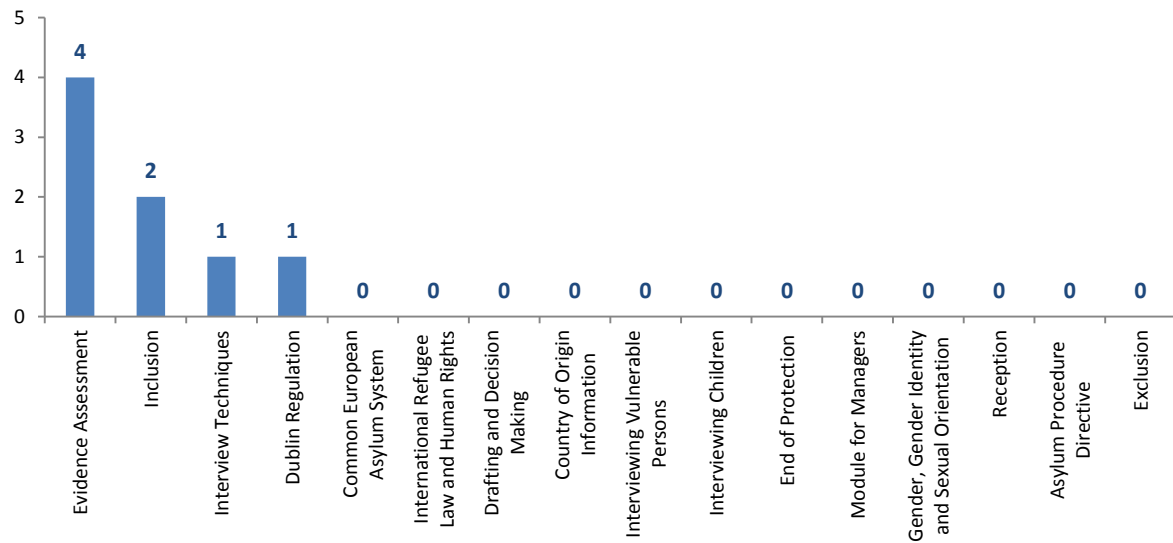
■ Graph 2: National training sessions in Italy by module (2015)



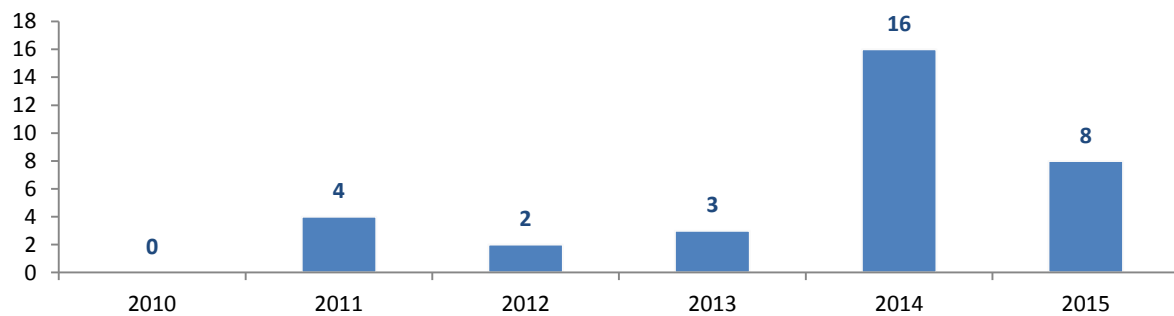
■ Graph 3: Participants in national training sessions in Italy by module (2010-2015)



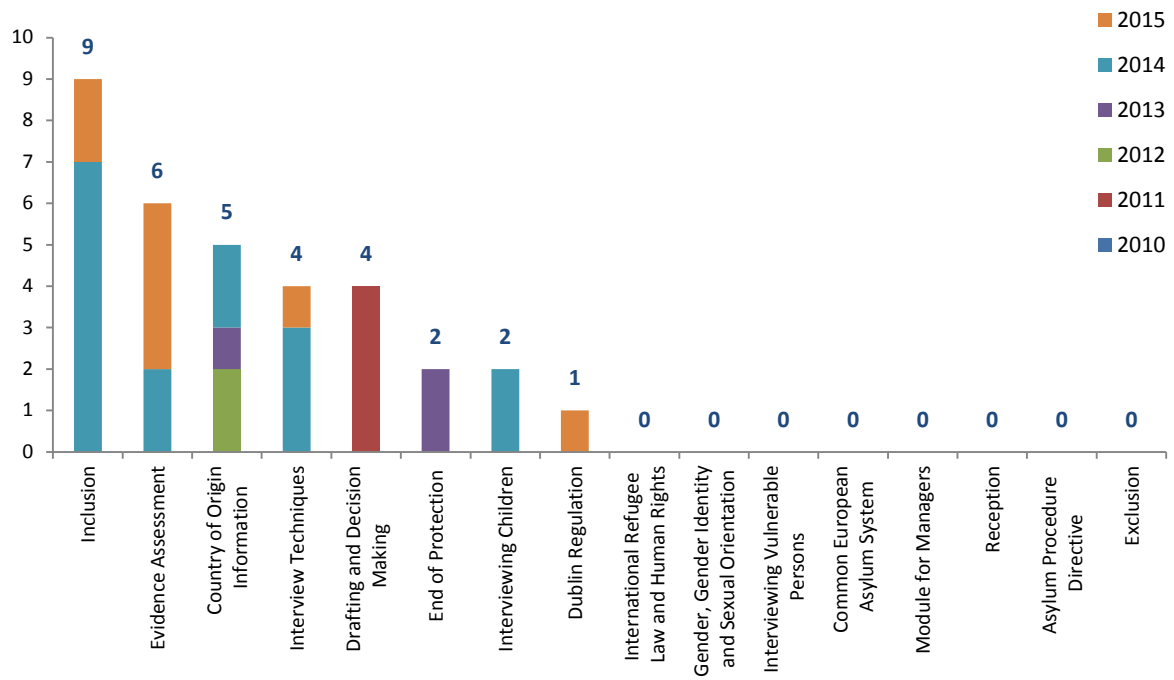
■ Graph 4: Participants from Italy in train-the-trainers' sessions by module (2015)



■ Graph 5: Participants from Italy in train-the-trainers' sessions (2010-2015)



■ Graph 6: Participants from Italy in train-the-trainers' sessions by module (2010-2015)



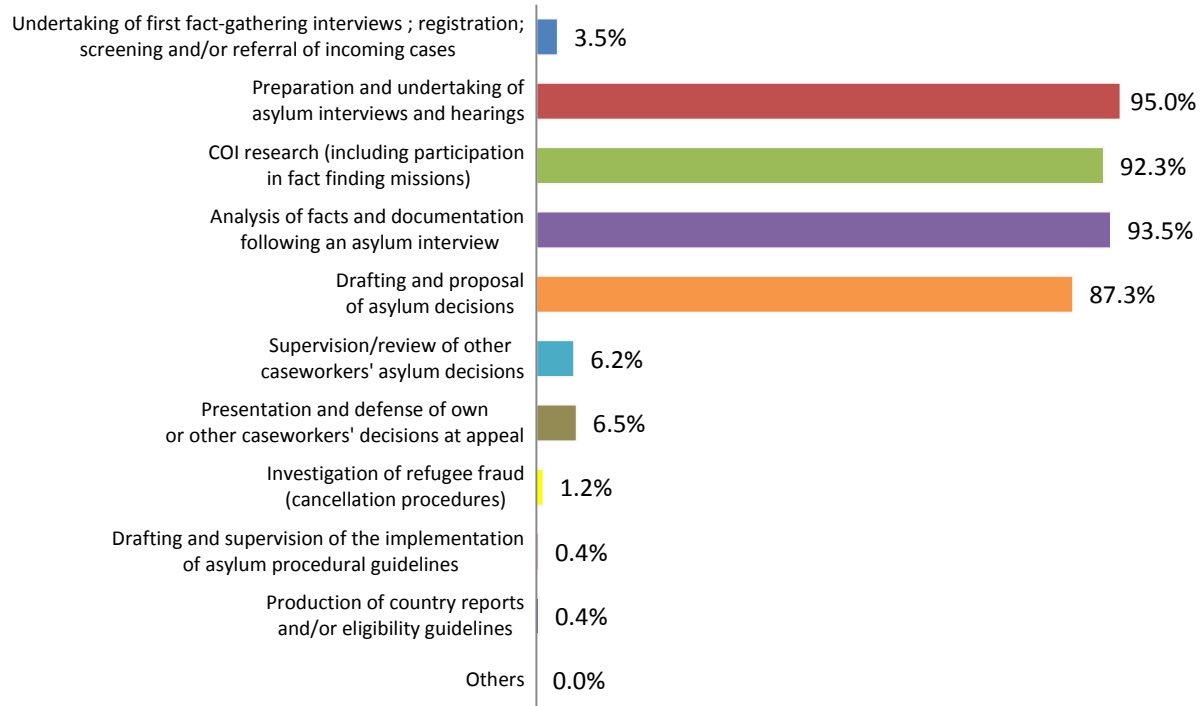
- Graph 7: Multiplier effect - Participation in train-the-trainers' sessions compared to national trainings delivered in Italy (2010-2015)

Module	Total number of participants in train-the-trainers' sessions	Total number of participants in national training sessions	Multiplier effect
Inclusion	9	84	9
Country of Origin Information	5	30	6
Interview Techniques	4	123	31
Evidence Assessment	6	0	0
Drafting and Decision Making	4	0	0
Interviewing Children	2	0	0
End of Protection	2	0	0
Dublin Regulation	1	0	0
Asylum Procedure Directive	0	0	/
International Refugee Law and Human Rights	0	0	/
Module for Managers	0	0	/
Interviewing Vulnerable Persons	0	0	/
Reception	0	0	/
Gender, Gender Identity and Sexual Orientation	0	0	/
Common European Asylum System	0	0	/
Exclusion	0	0	/
<b>Total</b>	<b>33</b>	<b>237</b>	<b>7</b>

Note: data provided from EASO training registration lists

## Section II, Profile of participants from Italy in the EASO Training Curriculum

### Tasks performed by participants in EASO Training Curriculum as reported in registration since July 2013



Reading example: 95% of participants registered in national trainings by Italy performed the task “Preparation and undertaking of asylum interviews and hearings” as reported since July 2013.

*Please note that one asylum officer may perform several tasks.*

#### Data Sample:

- Reporting period: July 2013 – December 2015
- 260 participants from Italy with data regarding tasks performed
- Modules: Dublin Regulation, Inclusion, Country of Origin Information, Interview Techniques, Interviewing Children and Evidence Assessment

## Section III, EASO Training and Experts Pool: content experts and trainers nominated by Italy

Modules	Content Expert nominated	Trainers nominated
Didactic	1	--
FR&IPEU	1	--
Inclusion	--	1
Interview Techniques	--	2
Total number of nominations	2	3

## Summary

- The implementation of the EASO Training Curriculum in Italy started in 2014 and the increase in the use of the EASO training modules was further observed in 2015.
- In 2015 five national training sessions have been organised in Italy (+150% compared to 2014) with 158 participants trained (+100% compared to 2014).
- The Interview Techniques module ranked first in Italy in 2015 (123 participants) followed by the Inclusion module (84 participants) and Country of Origin Information module (30 participants).
- The Inclusion module and the Country of Origin Information module have been used for the first time in Italy in 2015.
- Between 2010 and 2015, 52% of the Italian participants in national sessions of the EASO Training Curriculum have been trained in the Interview Techniques module, 35% in the Inclusion module and 13% in the Country of Origin Information module.
- In 2015 8 participants completed EASO's train-the-trainers' sessions (-50% compared to 2014). They have been trained to become national trainers in the following modules: Evidence Assessment, Inclusion, Interview Techniques and Dublin III Regulation.
- Between 2010 and 2015, 33 participants from Italy attended train-the-trainers' sessions and 237 participants have been trained in national training sessions.
- Since 2014 the multiplier effect in Italy amounts to 32 participants trained at the national level by a trainer who followed one of EASO's train-the-trainers' session. In more details, the most significant multiplier effect can be observed on the basis of the following modules:
  - ✓ Interview Techniques, with 4 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 123 participants (31 trainees per trainer);
  - ✓ Inclusion, with 9 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 84 participants (9 trainees per trainer);
  - ✓ Country of Origin Information, with 5 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 30 participants (6 trainees per trainer).
- In terms of the profile of participants in the EASO Training Curriculum it shall be noted that in their daily work 95% of the trainees are responsible for interviewing applicants for international protection. In addition, 94% of them analyse facts and documentation following the asylum interview and 92% are responsible for COI research.
- Experts and trainers nominated by Italy cover 5 positions in the EASO Training and Expert Pool.

## Analytical context provided by Member State

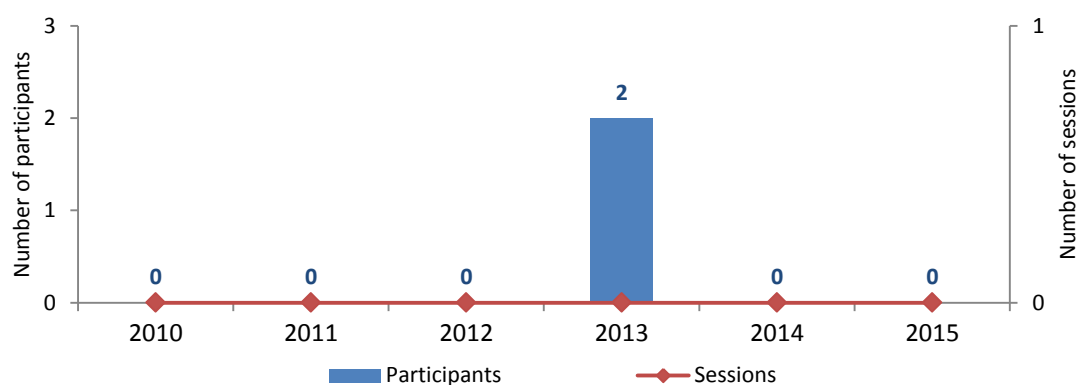
No further input provided

## 4.16. Latvia

### Section I, Progress in the EASO Training Curriculum: Latvia 2015

The implementation of the EASO Training Curriculum in Latvia is presented according to the following data:

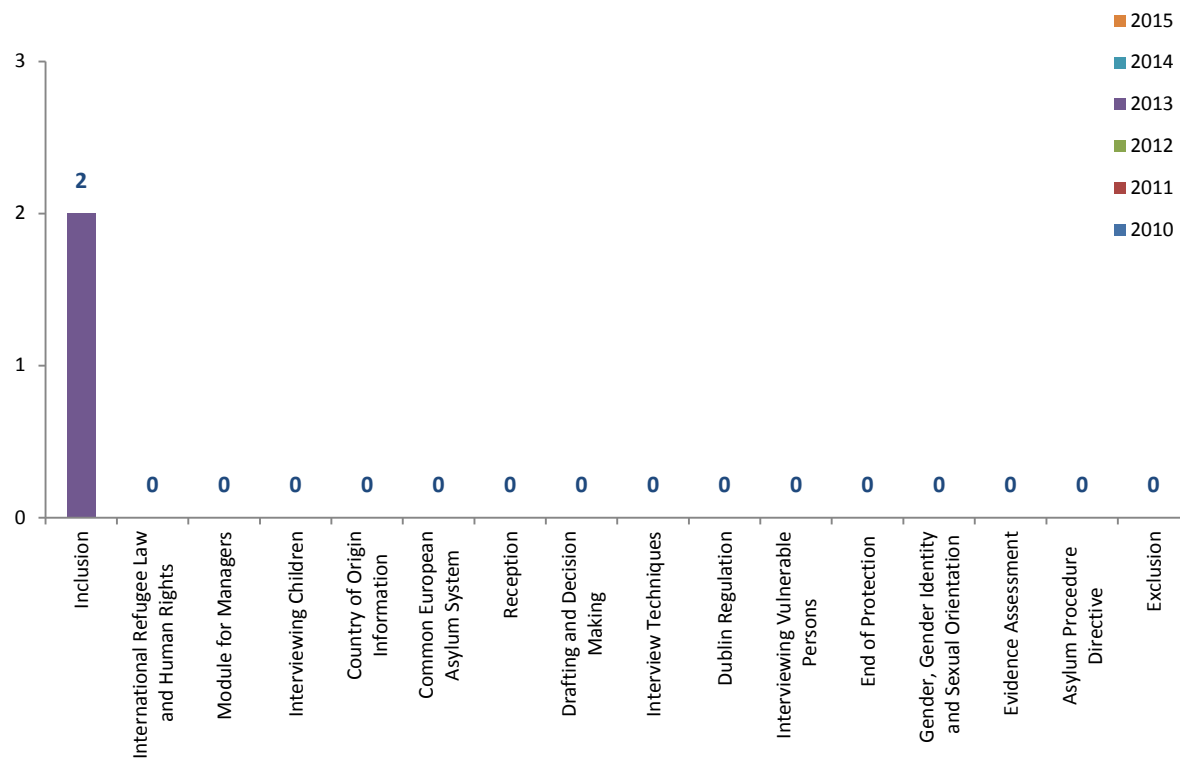
- number of participants and number of national training sessions organised in the EASO Training Curriculum,
  - number of participants and number of national training sessions organised by module,
  - number of participants to the train-the-trainers' sessions,
  - participation in the train-the-trainers' sessions by module,
  - comparison between participation in the train-the-trainers' sessions and delivery of the national training sessions (so-called multiplier effect).
- Graph 1: Training progress in the EASO Training Curriculum in Latvia from 2010 to 2015 (number of participants and number of national training sessions)



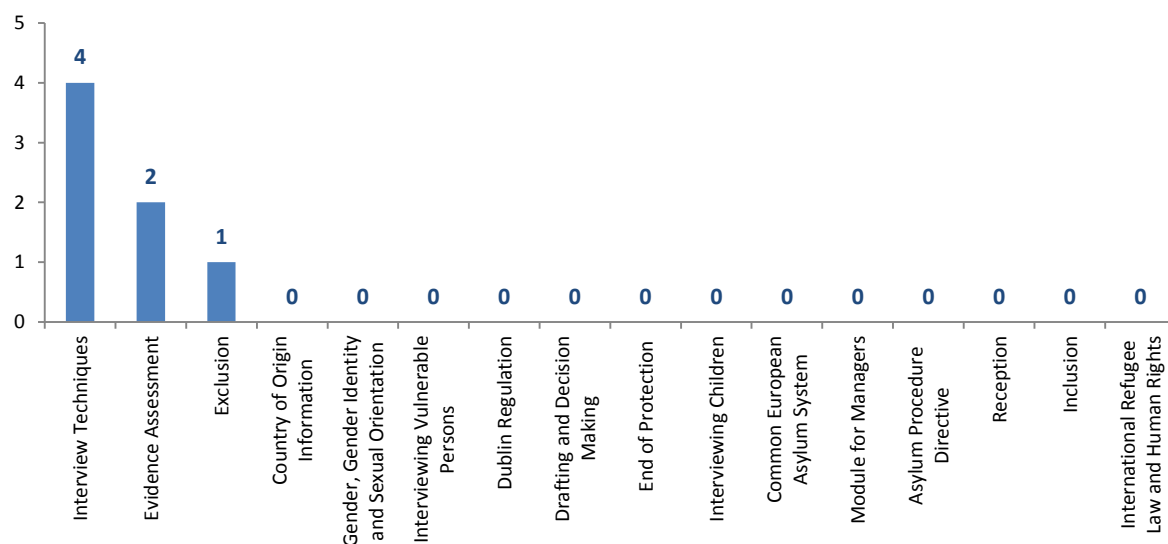
- Graph 2: National training sessions in Latvia by module (2015)

No national training in the EASO Training Curriculum has been organised in Latvia in 2015.

■ Graph 3: Participants in national training sessions in Latvia by module (2010-2015)

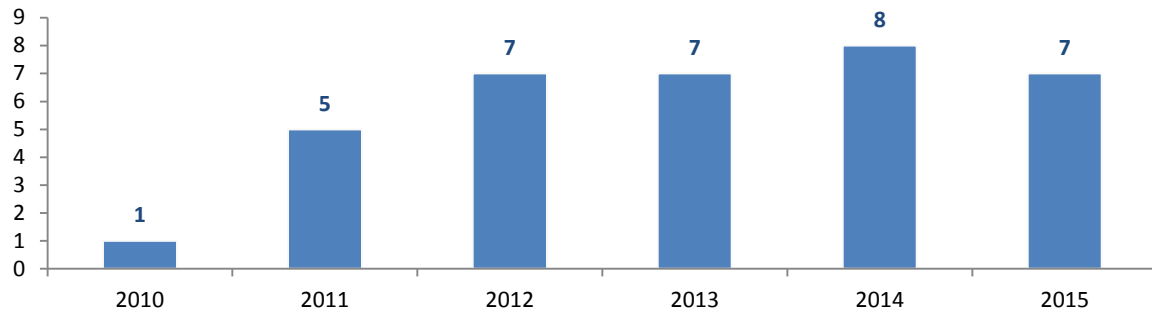


■ Graph 4: Participants from Latvia in train-the-trainers' sessions by module (2015)

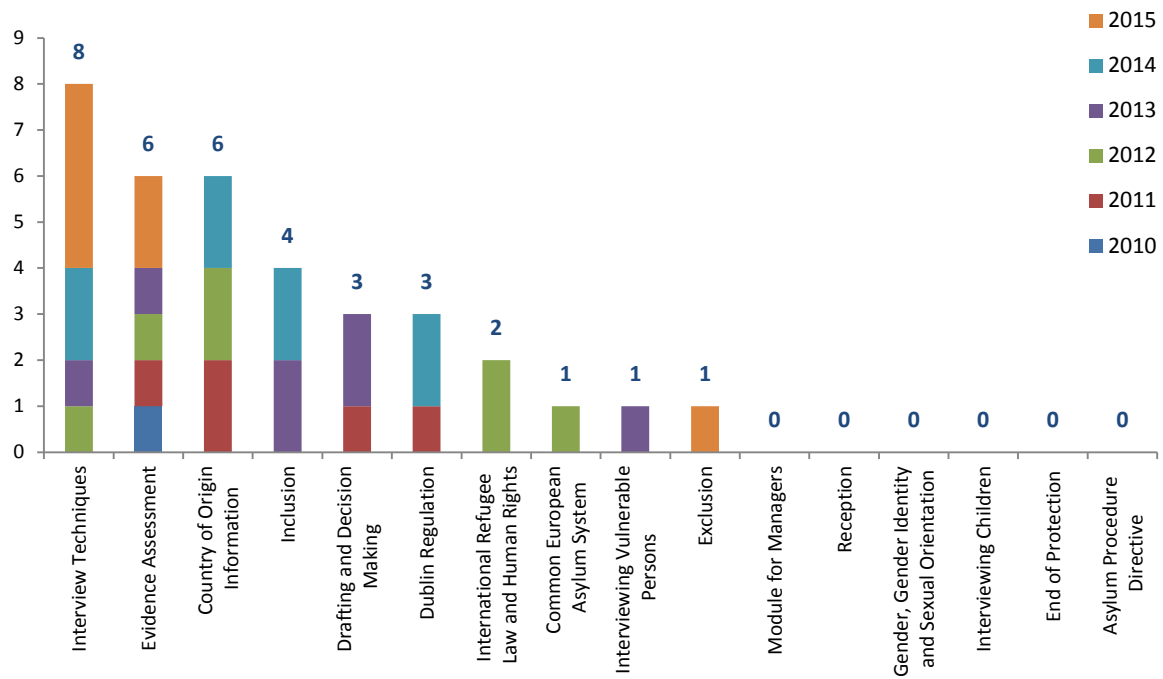




■ Graph 5: Participants from Latvia in train-the-trainers' sessions (2010-2015)



■ Graph 6: Participants from Latvia in train-the-trainers' sessions by module (2010-2015)



- Graph 7: Multiplier effect - Participation in train-the-trainers' sessions compared to national trainings delivered in Latvia (2010-2015)

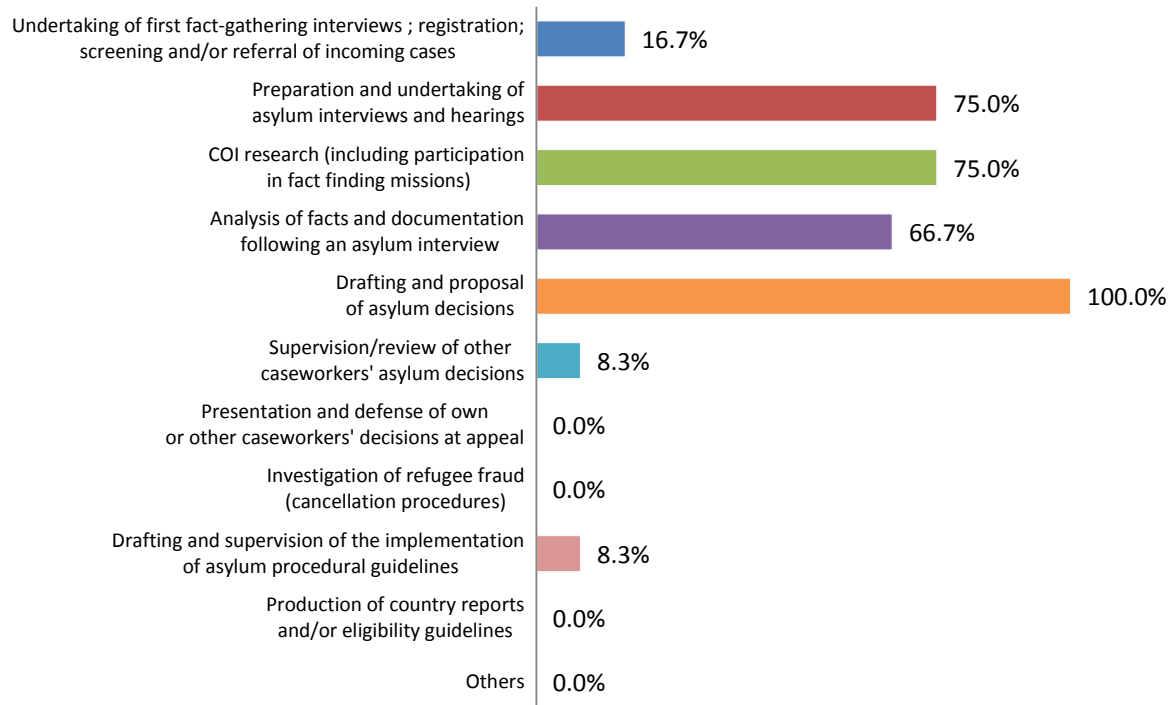
Module	Total number of participants in train-the-trainers' sessions	Total number of participants in national training sessions	Multiplier effect
Interview Techniques	8	0	0
Country of Origin Information	6	0	0
Evidence Assessment	6	0	0
Inclusion	4	2*	0*
Drafting and Decision Making	3	0	0
Dublin Regulation	3	0	0
International Refugee Law and Human Rights	2	0	0
Common European Asylum System	1	0	0
Interviewing Vulnerable Persons	1	0	0
Exclusion	1	0	0
Asylum Procedure Directive	0	0	/
End of Protection	0	0	/
Module for Managers	0	0	/
Reception	0	0	/
Interviewing Children	0	0	/
Gender, Gender Identity and Sexual Orientation	0	0	/
<b>Total</b>	<b>35</b>	<b>2</b>	<b>0</b>

Note: data provided from EASO training registration lists

\* Two Latvian participants attended a training session in the EASO Training Curriculum in Inclusion module organised within the "Prague Process" project in Warsaw January 2013.

## Section II, Profile of participants from Latvia in the EASO Training Curriculum

### Tasks performed by participants in EASO Training Curriculum as reported in registration since July 2013



Reading example: 75% of participants registered in EASO Training Curriculum by Latvia performed the task “Preparation and undertaking of asylum interviews and hearings” as reported since July 2013.

*Please note that one asylum officer may perform several tasks.*

#### Data Sample:

- Reporting period: July 2013 – December 2015
- 12 participants from Latvia with data regarding tasks performed
- Modules: Dublin Regulation, Inclusion, Exclusion, Interview Techniques, Evidence Assessment

## Section III, EASO Training and Experts Pool: content experts and trainers nominated by Latvia

Modules	Content Expert nominated	Trainers nominated
Common European Asylum System	1	--
Evidence Assessment	1	--
Total number of nominations	2	0

## Summary

- No national training session in the EASO Training Curriculum has been organised in Latvia since 2010.
- Two participants from Latvia attended a training session in the EASO Training Curriculum in the Inclusion module organised within the “Prague Process” project in January 2013 in Warsaw.
- Latvia has been using the EASO training Curriculum mainly in the framework of train-the-trainers’ sessions. In 2015 seven participants from Latvia completed EASO’s train-the-trainers’ sessions (compared to 8 participants in 2014). The participants have been trained to become national trainers in the following modules: Interview Techniques, Evidence Assessment and Exclusion.
- Between 2010 and 2015, 35 participants from Latvia attended train-the-trainers’ sessions.
- In terms of the profile of participants in the EASO Training Curriculum it shall be noted that in their daily work 100% of the trainees are responsible for drafting proposal of asylum decisions. In addition, 75% of them interview applicants for international protection and perform COI research.
- Experts and trainers nominated by Latvia cover two positions in the EASO Training and Expert pool.

## Analytical context provided by Member State

No further input provided

## 4.17. Lithuania

### Section I, Progress in the EASO Training Curriculum: Lithuania 2015

The implementation of the EASO Training Curriculum in Lithuania is presented according to the following data:

- number of participants and number of national training sessions organised in the EASO Training Curriculum,
  - number of participants and number of national training sessions organised by module,
  - number of participants to the train-the-trainers' sessions,
  - participation in the train-the-trainers' sessions by module,
  - comparison between participation in the train-the-trainers' sessions and delivery of the national training sessions (so-called multiplier effect).
- Graph 1: Training progress in the EASO Training Curriculum in Lithuania from 2010 to 2015 (number of participants and number of national training sessions)

No national training session in the EASO Training Curriculum has been organised in Lithuania since 2010.

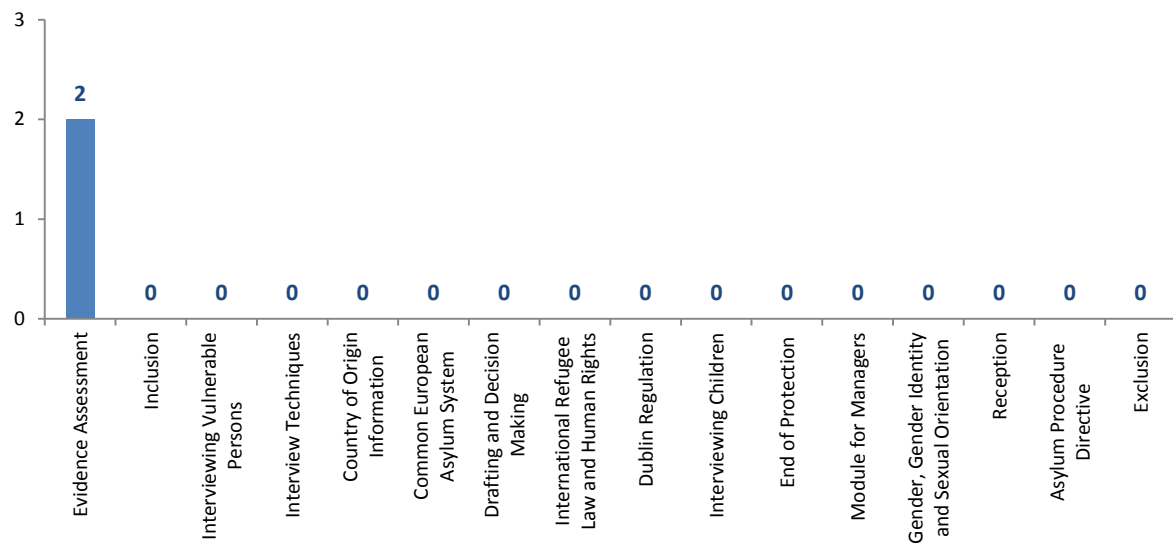
- Graph 2: National training sessions in Lithuania by module (2015)

No national training in the EASO Training Curriculum has been organised in Lithuania in 2015.

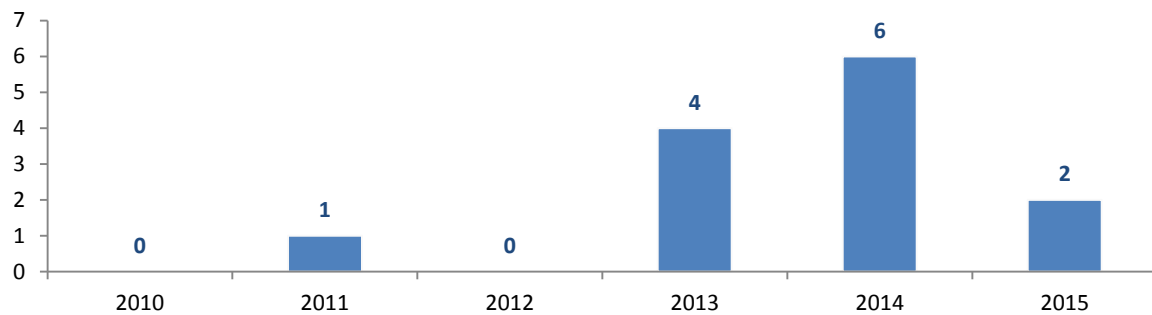
- Graph 3: Participants in national training sessions in Lithuania by module (2010-2015)

No national training session in the EASO Training Curriculum has been organised in Lithuania since 2010.

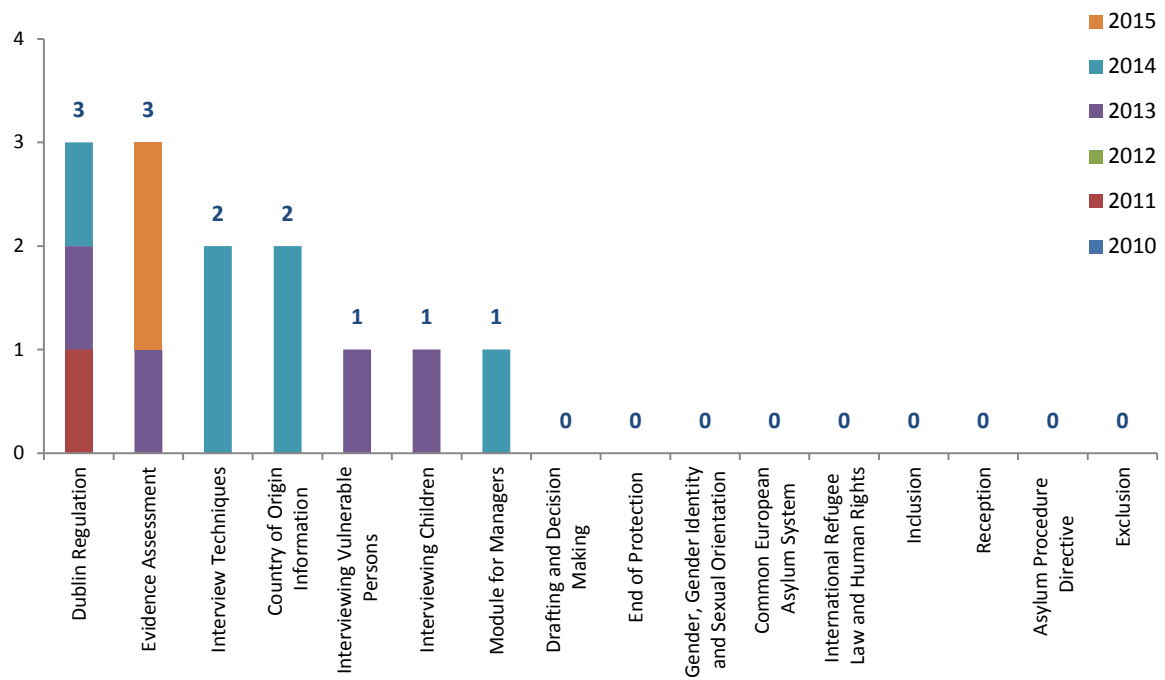
■ Graph 4: Participants from Lithuania in train-the-trainers' sessions by modules (2015)



■ Graph 5: Participants from Lithuania in train-the-trainers' sessions (2010-2015)



■ Graph 6: Participants from Lithuania in train-the-trainers' sessions by module (2010-2015)



- Graph 7: Multiplier effect - Participation in train-the-trainers' sessions compared to national trainings delivered in Lithuania (2010-2015)

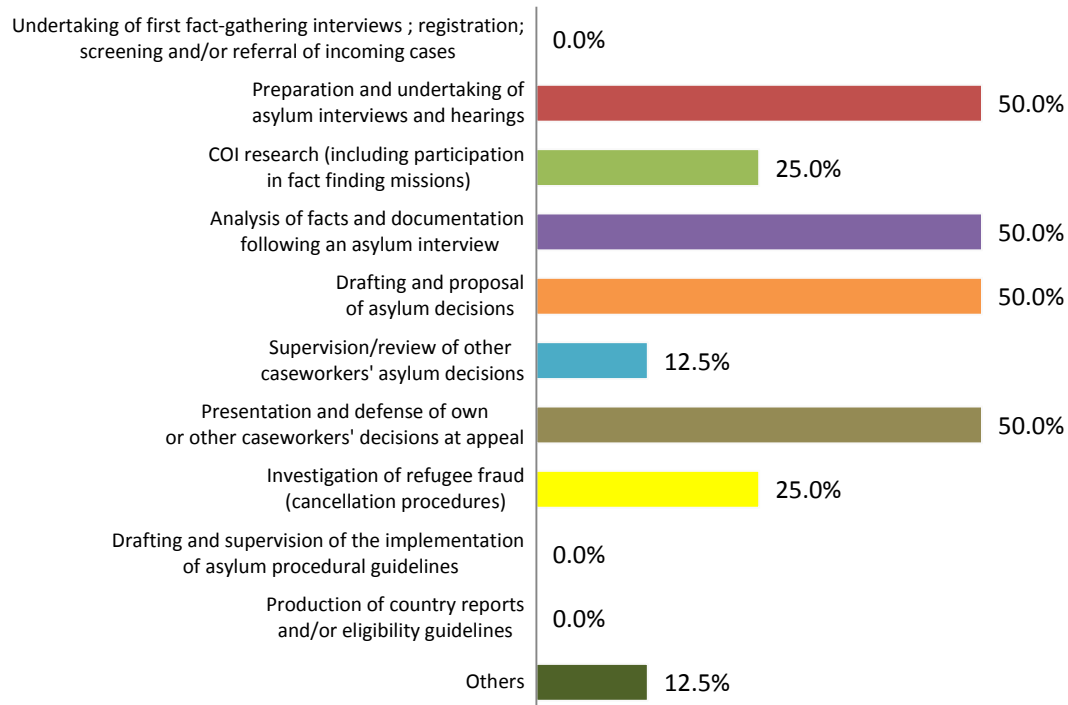
Module	Total number of participants in train-the-trainers' sessions	Total number of participants in national training sessions	Multiplier effect
Dublin Regulation	3	0	0
Evidence Assessment	3	0	0
Country of Origin Information	2	0	0
Interview Techniques	2	0	0
Interviewing Children	1	0	0
Interviewing Vulnerable Persons	1	0	0
Module for Managers	1	0	0
Inclusion	0	0	/
Asylum Procedure Directive	0	0	/
International Refugee Law and Human Rights	0	0	/
End of Protection	0	0	/
Gender, Gender Identity and Sexual Orientation	0	0	/
Drafting and Decision Making	0	0	/
Reception	0	0	/
Common European Asylum System	0	0	/
Exclusion	0	0	/
<b>Total</b>	<b>13</b>	<b>0</b>	<b>0</b>

Note: data provided from EASO training registration lists



## Section II, Profile of participants from Lithuania in the EASO Training Curriculum

**Tasks performed by participants in EASO Training Curriculum as reported in registration since July 2013**



Reading example: 50% of participants registered in EASO Training Curriculum by Lithuania performed the task “Preparation and undertaking of asylum interviews and hearings” as reported since July 2013.

*Please note that one asylum officer may perform several tasks.*

### Data Sample:

- Reporting period: July 2013 – December 2015
- 8 participants from Lithuania with data regarding tasks performed
- Modules: Dublin Regulation, Country of Origin Information, Interview Techniques, Evidence Assessment, Module for Managers

## Section III, EASO Training and Experts Pool: content experts and trainers nominated by Lithuania

Till the end of 2015 Lithuania has not nominated any content experts or trainers to the EASO Training and Expert Pool.

## Summary

- No national training session in the EASO Training Curriculum has been organised in Lithuania since 2010.
- Lithuania has been using the EASO Training Curriculum only in the framework of train-the-trainers' sessions. In 2015 two participants from Lithuania completed EASO's train-the-trainers' sessions (compared to 6 participants in 2014). The participants have been trained to become national trainers in the Evidence Assessment module.
- Between 2010 and 2015, 13 participants from Lithuania attended EASO's train-the-trainers' sessions.
- In terms of the profile of participants in the EASO Training Curriculum it shall be noted that in their daily work 50% of the trainees are responsible for interviewing applicants for international protection, analysing facts and documentation following the interview, drafting proposal of asylum decisions and presenting as well as defending their and other caseworkers' decisions at appeal.
- Till the end of 2015 Lithuania has not nominated any content experts or trainers to the EASO Training and Expert Pool.

## Analytical context provided by Member State

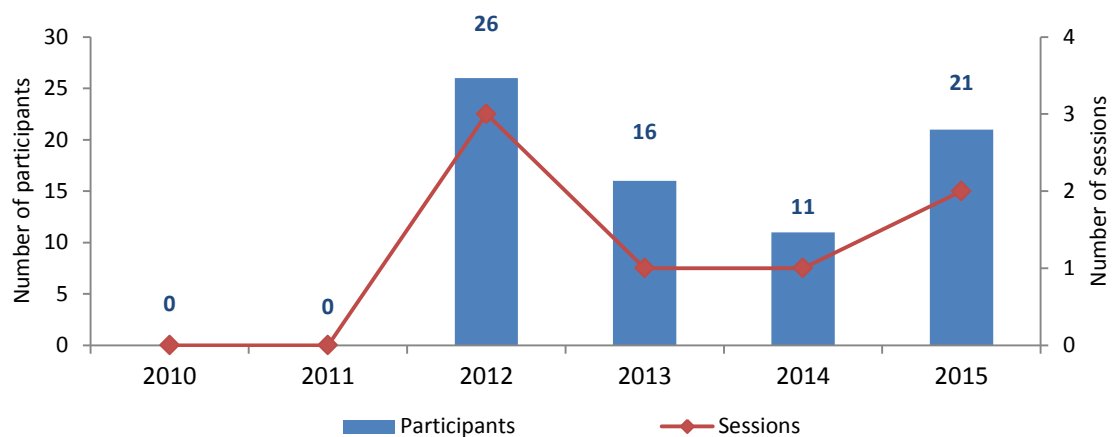
No further input provided

## 4.18. Luxembourg

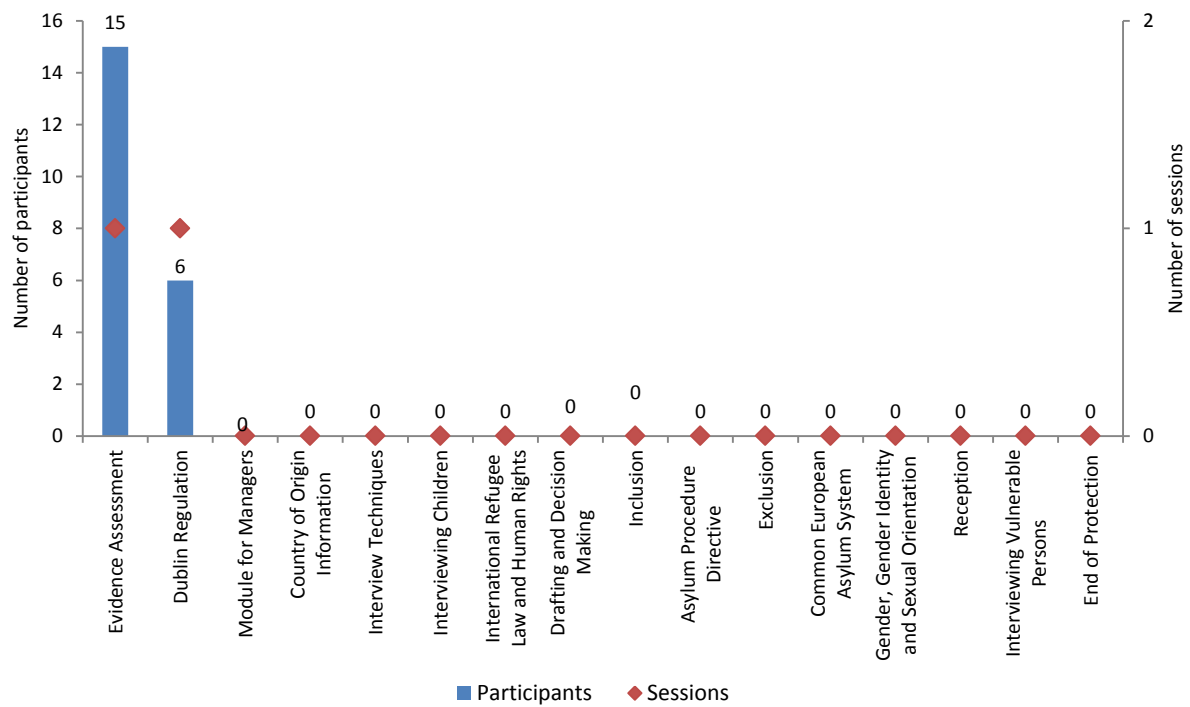
### Section I, Progress in the EASO Training Curriculum: Luxembourg 2015

The implementation of the EASO Training Curriculum in Luxembourg is presented according to the following data:

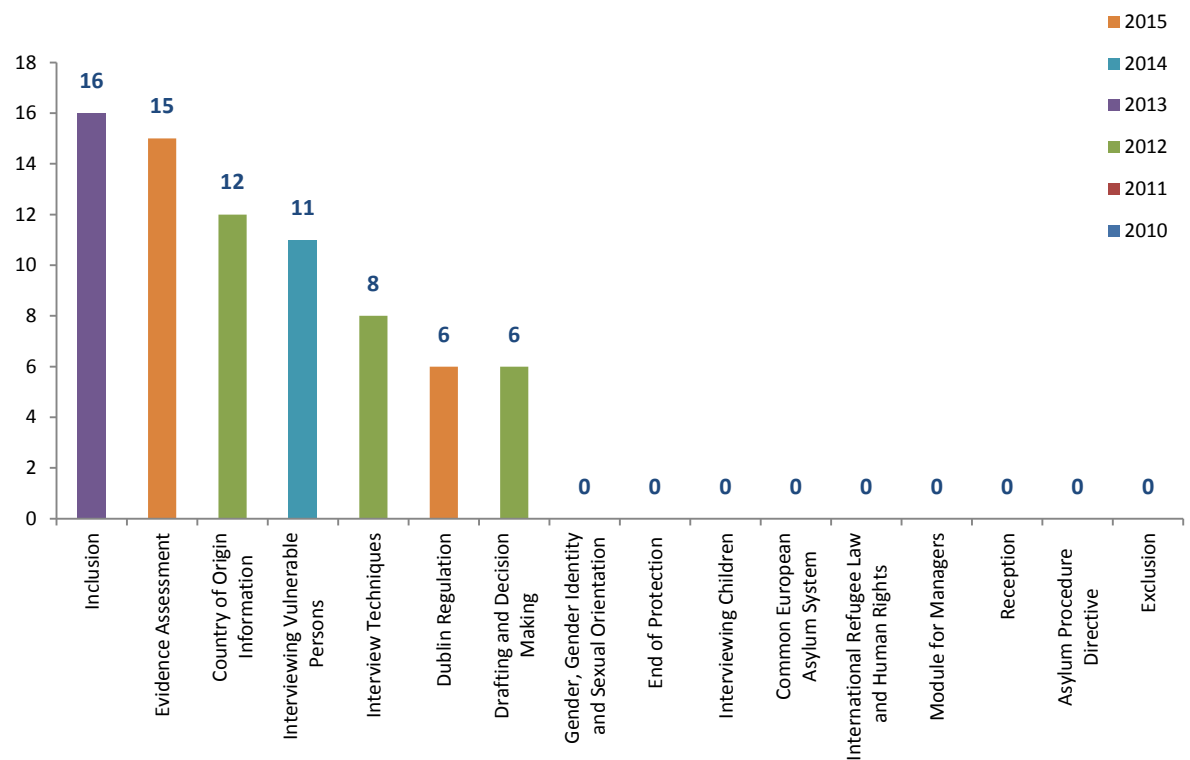
- number of participants and number of national training sessions organised in the EASO Training Curriculum,
  - number of participants and number of national training sessions organised by module,
  - number of participants to the train-the-trainers' sessions,
  - participation in the train-the-trainers' sessions by module,
  - comparison between participation in the train-the-trainers' sessions and delivery of the national training sessions (so-called multiplier effect).
- 
- Graph 1: Training progress in the EASO Training Curriculum in Luxembourg from 2010 to 2015 (number of participants and number of national training sessions)



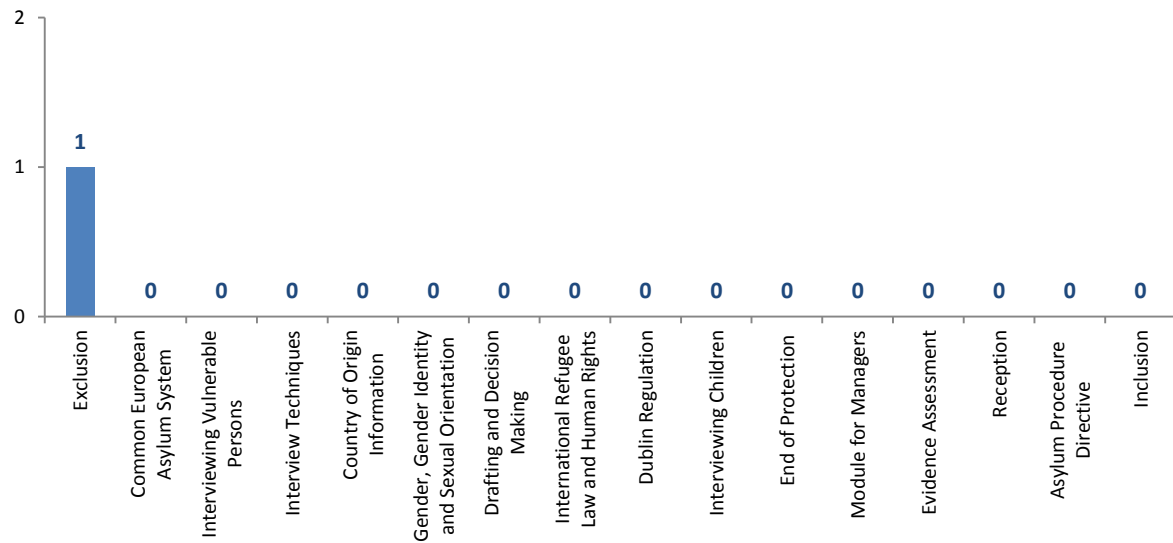
■ Graph 2: National training sessions in Luxembourg by module (2015)



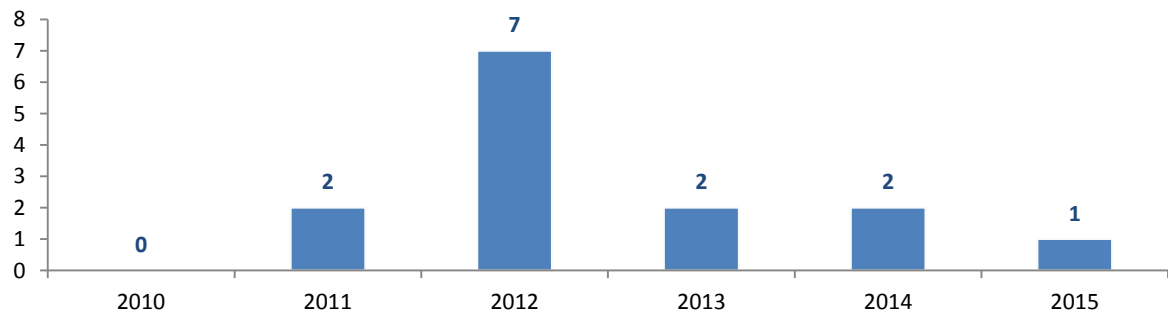
■ Graph 3: Participants in national training sessions in Luxembourg by modules (2010-2015)



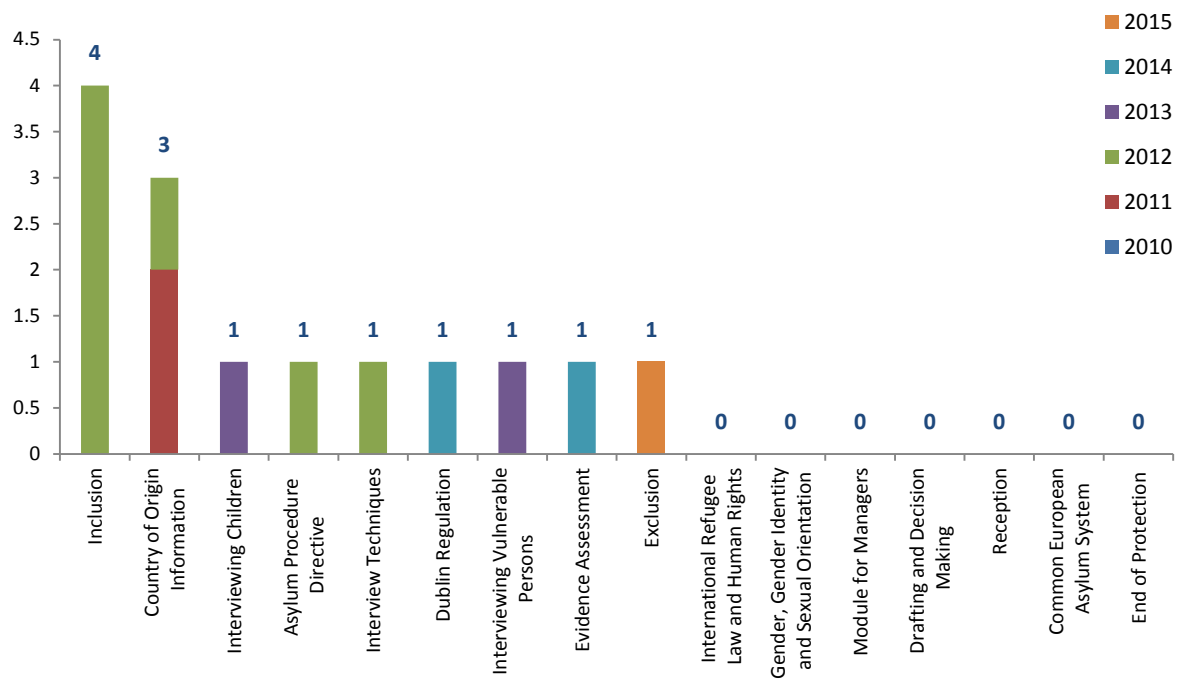
■ Graph 4: Participants from Luxembourg in train-the-trainers' sessions by module (2015)



■ Graph 5: Participants from Luxembourg in train-the-trainers' sessions (2010-2015)



■ Graph 6: Participants from Luxembourg in train-the-trainers' sessions by module (2010-2015)



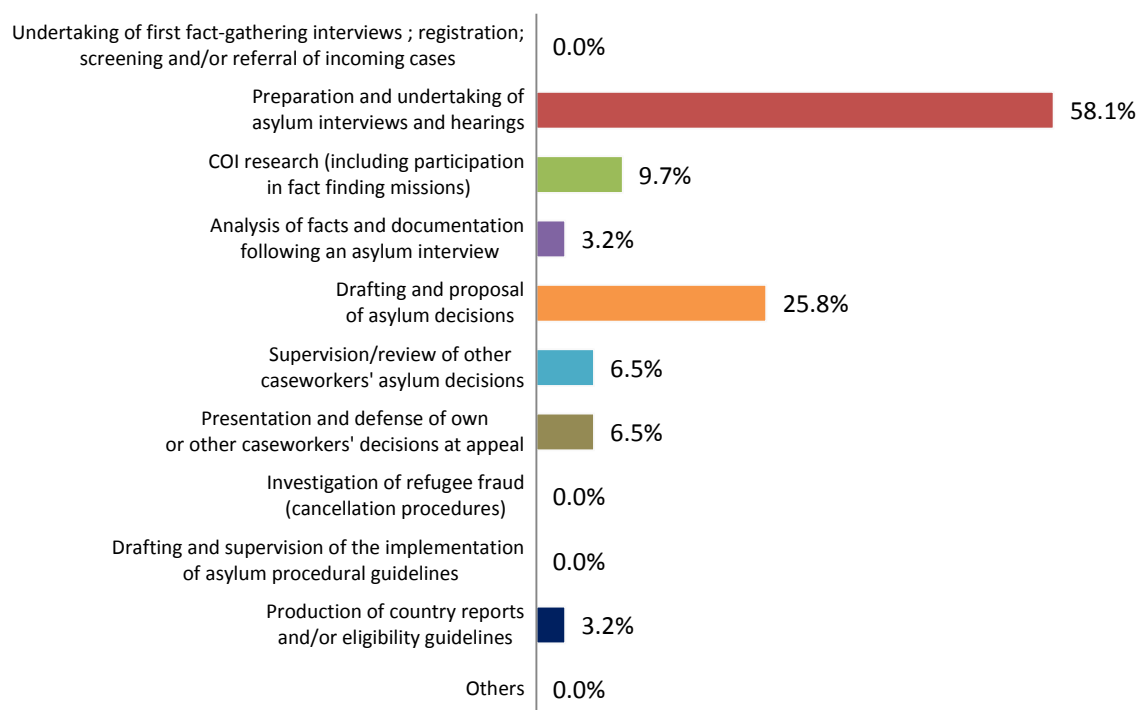
- Graph 7: Multiplier effect - Participation in train-the-trainers' sessions compared to national trainings delivered in Luxembourg (2010-2015)

Module	Total number of participants in train-the-trainers' sessions	Total number of participants in national training sessions	Multiplier effect
Inclusion	4	16	4
Country of Origin Information	3	12	4
Evidence Assessment	1	15	15
Interviewing Vulnerable Persons	1	11	11
Interview Techniques	1	8	8
Dublin Regulation	1	6	6
Exclusion	1	0	0
Asylum Procedure Directive	1	0	0
Interviewing Children	1	0	0
Drafting and Decision Making	0	6	/
Gender, Gender Identity and Sexual Orientation	0	0	/
Module for Managers	0	0	/
Common European Asylum System	0	0	/
End of Protection	0	0	/
Reception	0	0	/
International Refugee Law and Human Rights	0	0	/
<b>Total</b>	<b>14</b>	<b>74</b>	<b>5</b>

Note: data provided from EASO training registration lists

## Section II, Profile of participants from Luxembourg in the EASO Training Curriculum

### Tasks performed by participants in EASO Training Curriculum as reported in registration since July 2013



**Reading example:** 58% of participants registered in national trainings by Luxembourg performed the task “Preparation and undertaking of asylum interviews and hearings” as reported since July 2013. *Please note that one asylum officer may perform several tasks.*

#### Data Sample:

- Reporting period: July 2013 – December 2015
- 31 participants from Luxembourg with data regarding tasks performed
- Modules: Dublin Regulation, Exclusion, Interviewing Vulnerable Persons and Evidence Assessment

## Section III, EASO Training and Experts Pool: content experts and trainers nominated by Luxembourg

Luxembourg has not nominated any content experts or trainers to the EASO Training and Expert Pool.



## Summary

- After an initial implementation of the EASO Training Curriculum in Luxembourg in 2012, a decrease in the use of the EASO training modules was observed in 2013 and 2014, followed by increase in 2015.
- In 2015 two national training sessions have been organised in Luxembourg (+100% compared to 2014) with 21 participants trained (+91% compared to 2014).
- The Evidence Assessment module ranked first in Luxembourg in 2015 (15 participants) followed by the Dublin III Regulation module (6 participants).
- Between 2010 and 2015, 22% of the participants from Luxembourg attending national sessions of the EASO Training Curriculum have been trained in the Inclusion module, 20% in the Evidence Assessment module and 16% in the Country of Origin Information module.
- In 2015 one participant completed EASO's train-the-trainers' session in the Exclusion module (-50% compared to 2014).
- Between 2010 and 2015, 14 participants from Luxembourg attended train-the-trainers' sessions and 74 participants have been trained in national training sessions.
- Since 2012 the multiplier effect in Luxembourg amounts to 5 participants trained at the national level by a trainer who followed one of EASO's train-the-trainers' session. In more details, the most significant multiplier effect can be observed on the basis of the following modules:
  - ✓ Evidence Assessment, with 1 participant trained within the train-the-trainers' sessions to become national trainers who delivered national training session with 15 participants (15 trainees per trainer);
  - ✓ Interviewing Vulnerable Persons, with 1 participant trained within the train-the-trainers' sessions to become national trainers who delivered national training session with 11 participants (11 trainees per trainer);
  - ✓ Interview Techniques, with 1 participant trained within the train-the-trainers' sessions to become national trainers who delivered national training session with 8 participants (8 trainees per trainer).
- In terms of the profile of participants in the EASO Training Curriculum it shall be noted that in their daily work 58% of the trainees are responsible for interviewing applicants for international protection. In addition, 26% are them draft decisions on international protection.
- Till the end of 2015 Luxembourg has not nominated any content experts or trainers to the EASO Training and Expert Pool.

## Analytical context provided by Member State

No further input provided

## 4.19. Malta

### Section I, Progress in the EASO Training Curriculum: Malta 2015

The implementation of the EASO Training Curriculum in Malta is presented according to the following data:

- number of participants and number of national training sessions organised in the EASO Training Curriculum,
  - number of participants and number of national training sessions organised by module,
  - number of participants to the train-the-trainers' sessions,
  - participation in the train-the-trainers' sessions by module,
  - comparison between participation in the train-the-trainers' sessions and delivery of the national training sessions (so-called multiplier effect).
- Graph 1: Training progress in the EASO Training Curriculum in Malta from 2010 to 2015 (number of participants and number of national training sessions)

No national training session in the EASO Training Curriculum has been organised in Malta since 2010.

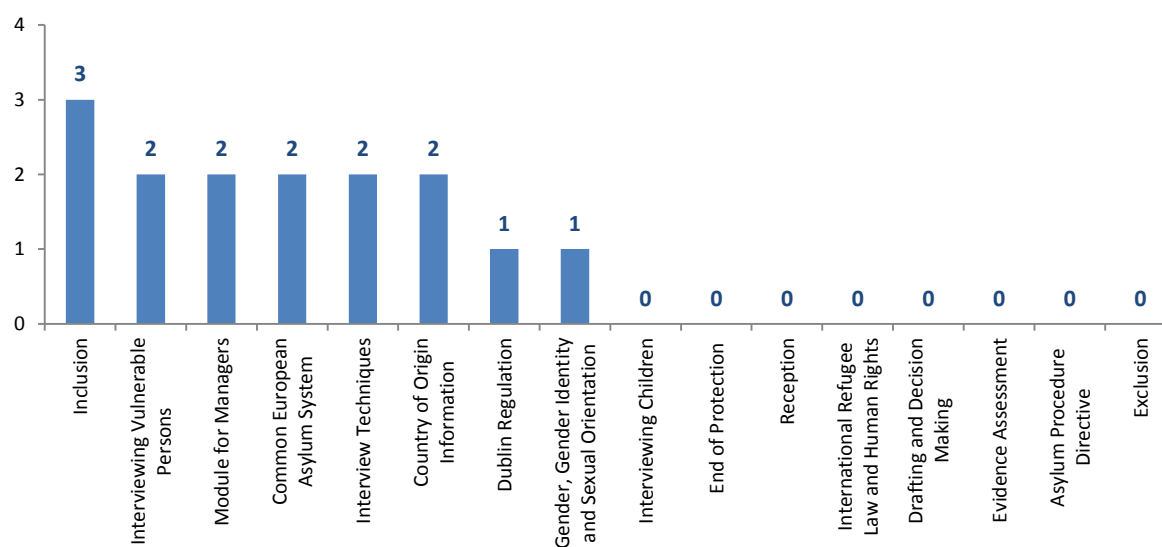
- Graph 2: National training sessions in Malta by module (2015)

No national training in the EASO Training Curriculum has been organised in Malta in 2015.

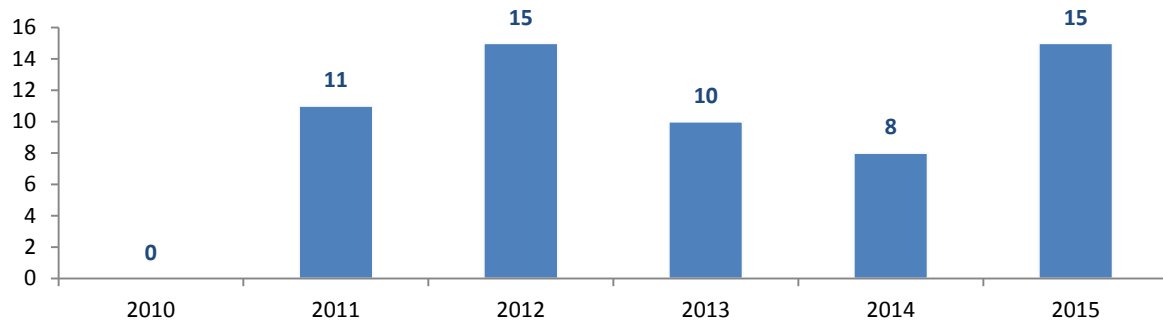
- Graph 3: Participants in national training sessions in Malta by module (2010-2015)

No national training session in the EASO Training Curriculum has been organised in Malta since 2010.

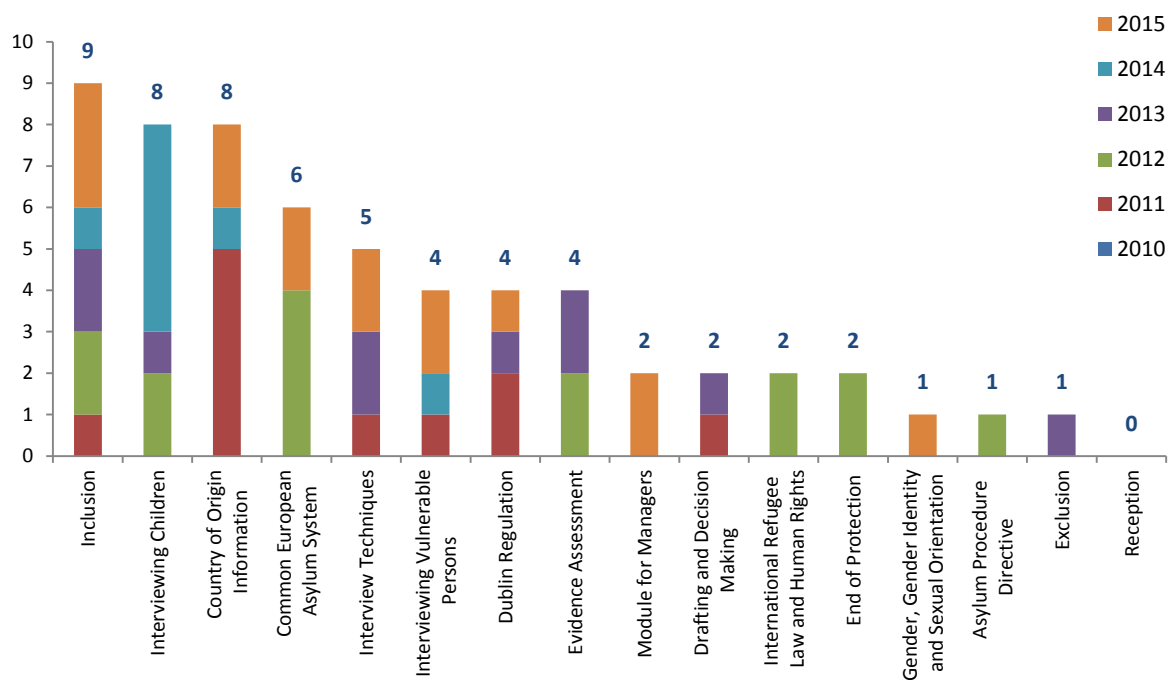
- Graph 4: Participants from Malta in train-the-trainers' sessions by module (2015)



■ Graph 5: Participants from Malta in train-the-trainers' sessions (2010-2015)



■ Graph 6: Participants from Malta in train-the-trainers' sessions by modules (2010-2015)



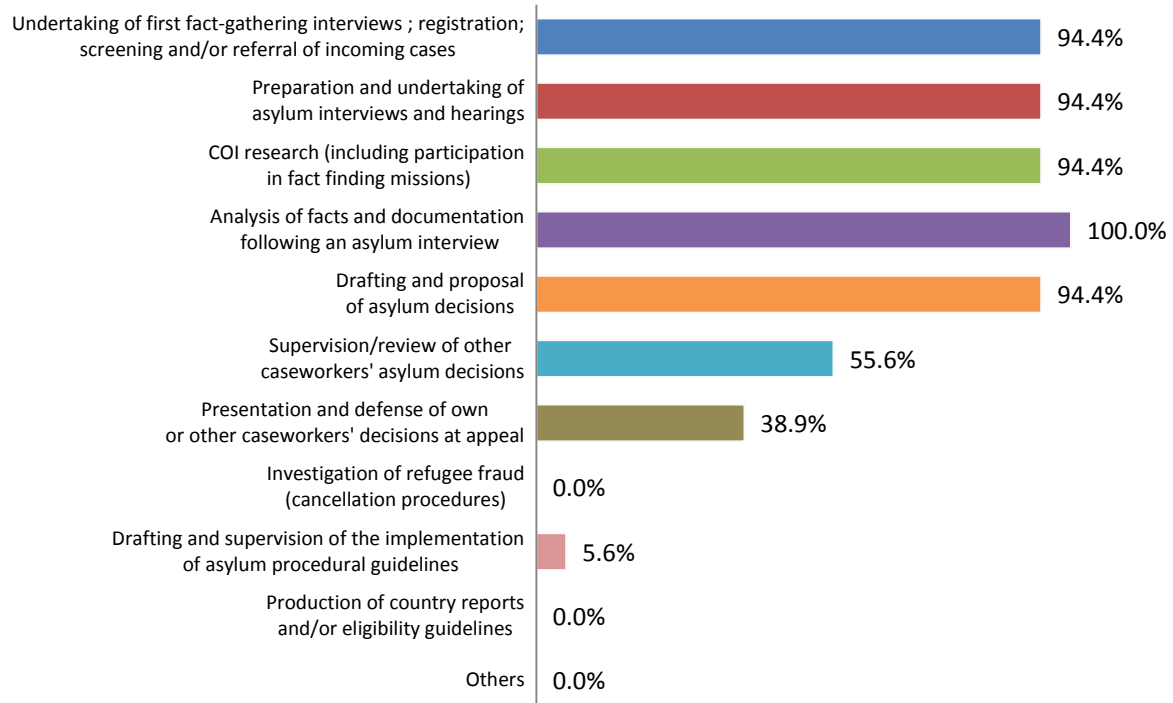
- Graph 7: Multiplier effect - Participation in train-the-trainers' sessions compared to national trainings delivered in Malta (2010-2015)

Module	Total number of participants in train-the-trainers' sessions	Total number of participants in national training sessions	Multiplier effect
Inclusion	9	0	0
Interviewing Children	8	0	0
Country of Origin Information	8	0	0
Common European Asylum System	6	0	0
Interview Techniques	5	0	0
Interviewing Vulnerable Persons	4	0	0
Dublin Regulation	4	0	0
Evidence Assessment	4	0	0
Module for Managers	2	0	0
Drafting and Decision Making	2	0	0
End of Protection	2	0	0
International Refugee Law and Human Rights	2	0	0
Gender, Gender Identity and Sexual Orientation	1	0	0
Exclusion	1	0	0
Asylum Procedure Directive	1	0	0
Reception	0	0	/
<b>Total</b>	<b>59</b>	<b>0</b>	<b>0</b>

Note: data provided from EASO training registration lists

## Section II, Profile of participants from Malta in the EASO Training Curriculum

### Tasks performed by participants in EASO Training Curriculum as reported in registration since July 2013



Reading example: 94% of participants registered in EASO Training Curriculum by Malta performed the task “Preparation and undertaking of asylum interviews and hearings” as reported since July 2013.

*Please note that one asylum officer may perform several tasks.*

#### Data Sample:

- Reporting period: July 2013 – December 2015
- 18 participants from Malta with data regarding tasks performed
- Modules: Common European Asylum System, Dublin Regulation, Inclusion, Country of Origin Information, Interview Techniques, Interviewing Children, Interviewing Vulnerable Persons, Module for Managers, Gender, Gender Identity and Sexual Orientation

## Section III, EASO Training and Experts Pool: content experts and trainers nominated by Malta

Modules	Content Expert nominated	Trainers nominated
Asylum Procedure Directive	1	1
Total number of nominations	1	0

## Summary

- No national training session in the EASO Training Curriculum has been organised in Malta since 2010.
- Malta has been using the EASO training Curriculum mainly in the framework of train-the-trainers' sessions. In 2015 15 participants from Malta completed EASO's train-the-trainers' sessions (compared to 8 participants in 2014). The participants have been trained to become national trainers in the following modules: Inclusion, Interviewing Vulnerable Persons, Module for Managers, Common European Asylum System, Interview Techniques, Country of Origin Information and Dublin III Regulation.
- Between 2010 and 2015, 59 participants from Malta attended train-the-trainers' sessions.
- In terms of the profile of participants in the EASO Training Curriculum it shall be noted that in their daily work 100% of the trainees are responsible for analysing facts and documentation following an interview. In addition, 94% of them undertake first fact-gathering interviews and/or registrations, interview applicants for international protection, perform COI research, and draft asylum decisions.
- Experts nominated by Malta cover one position in the EASO Training and Expert Pool.

## Analytical context provided by Member State

In Section 1 (on 'Progress in the EASO Training Curriculum'), it is pertinent to note that, since 2010, a significant number of Malta's target group has participated in EASO Train the Trainer (TtT) sessions. Since the TtT sessions are being held at the EASO headquarters in Malta, Malta prefers sending its staff members to these sessions instead of organizing national training sessions.

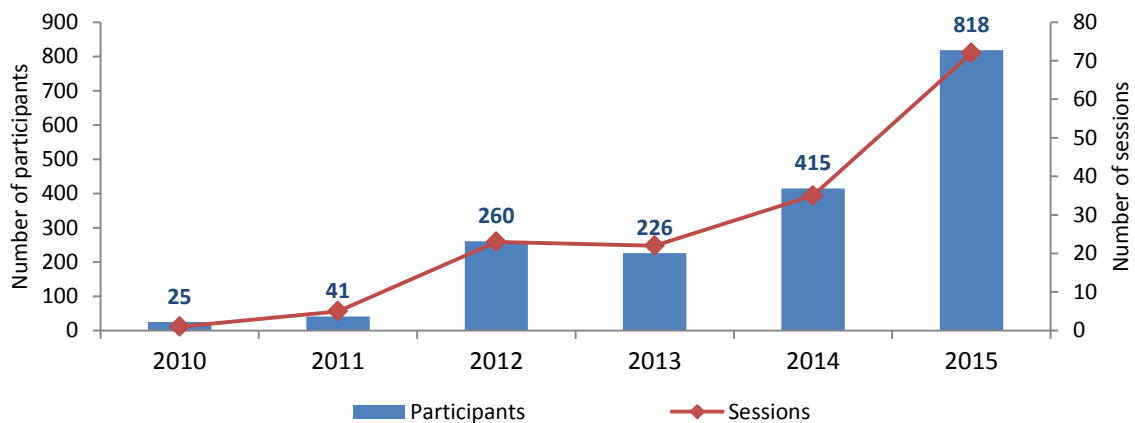
The number of Maltese participants throughout the years show that Malta has trained a significant number of its staff in the EASO Training Curriculum. The number of participants in Graphs 4 to 7 in Section 1 should be read in conjunction with the relative number of potential participants or the size of the asylum office.

## 4.20. Netherlands

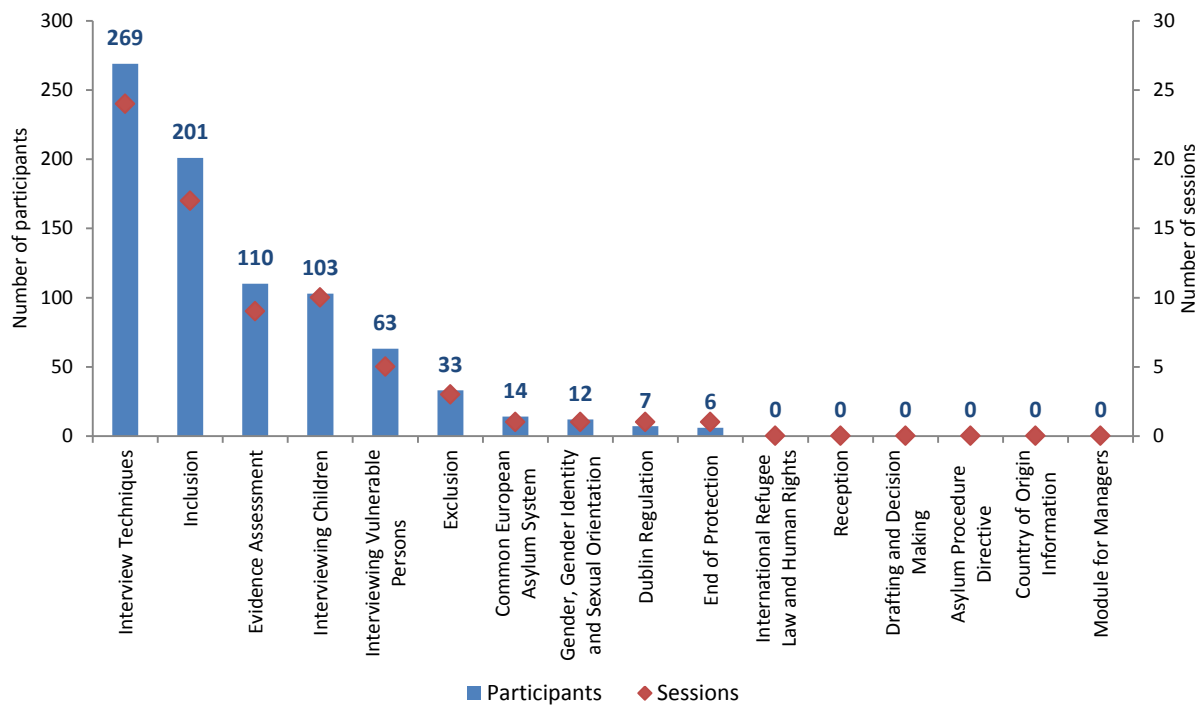
### Section I, Progress in the EASO Training Curriculum: Netherlands 2015

The implementation of the EASO Training Curriculum in the Netherlands is presented according to the following data:

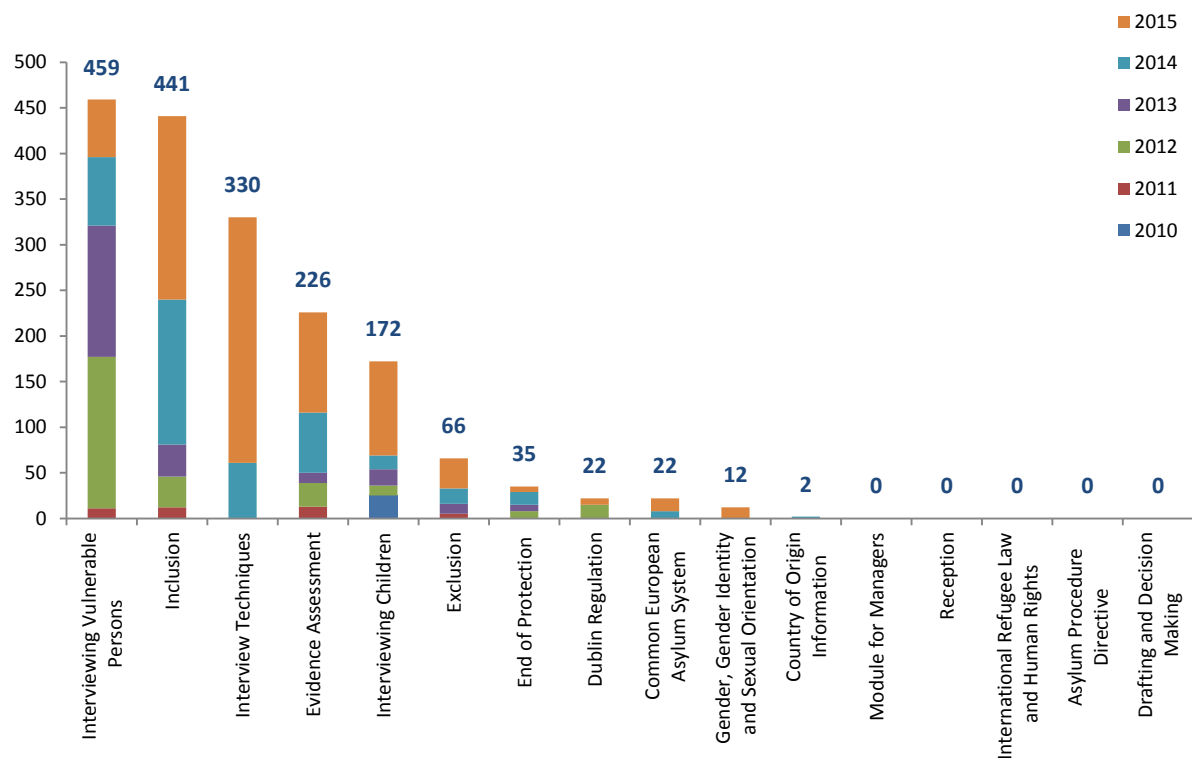
- number of participants and number of national training sessions organised in the EASO Training Curriculum,
  - number of participants and number of national training sessions organised by module,
  - number of participants to the train-the-trainers' sessions,
  - participation in the train-the-trainers' sessions by module,
  - comparison between participation in the train-the-trainers' sessions and delivery of the national training sessions (so-called multiplier effect).
- Graph 1: Training progress in the EASO Training Curriculum in the Netherlands from 2010 to 2015 (number of participants and number of national training sessions)



■ Graph 2: National training sessions in the Netherlands by module (2015)

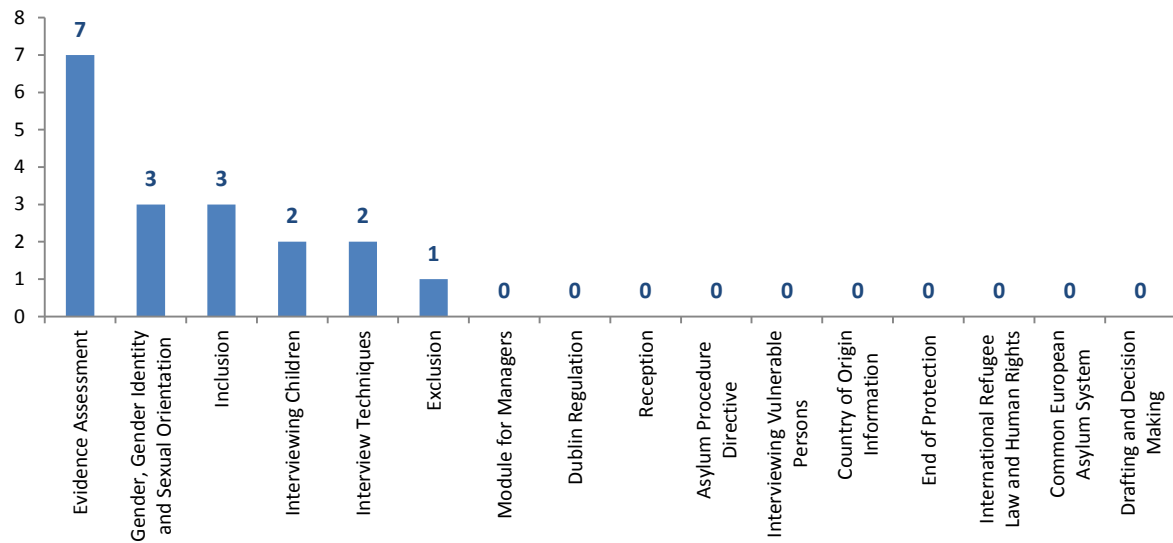


■ Graph 3: Participants in national training sessions in the Netherlands by module (2010-2015)

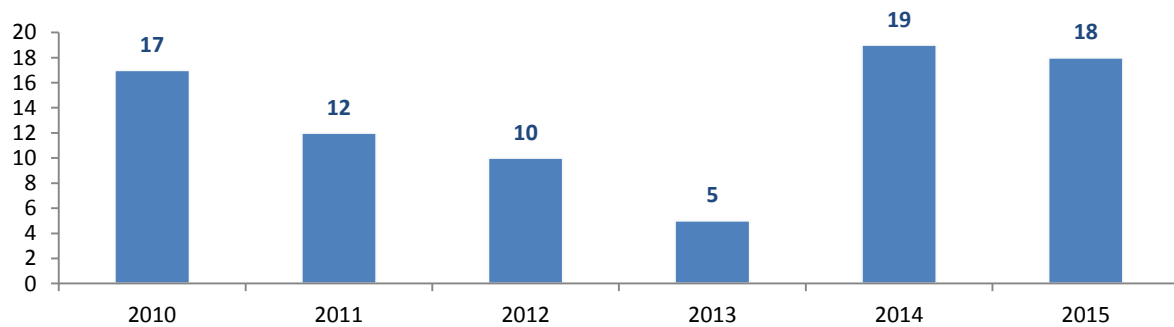




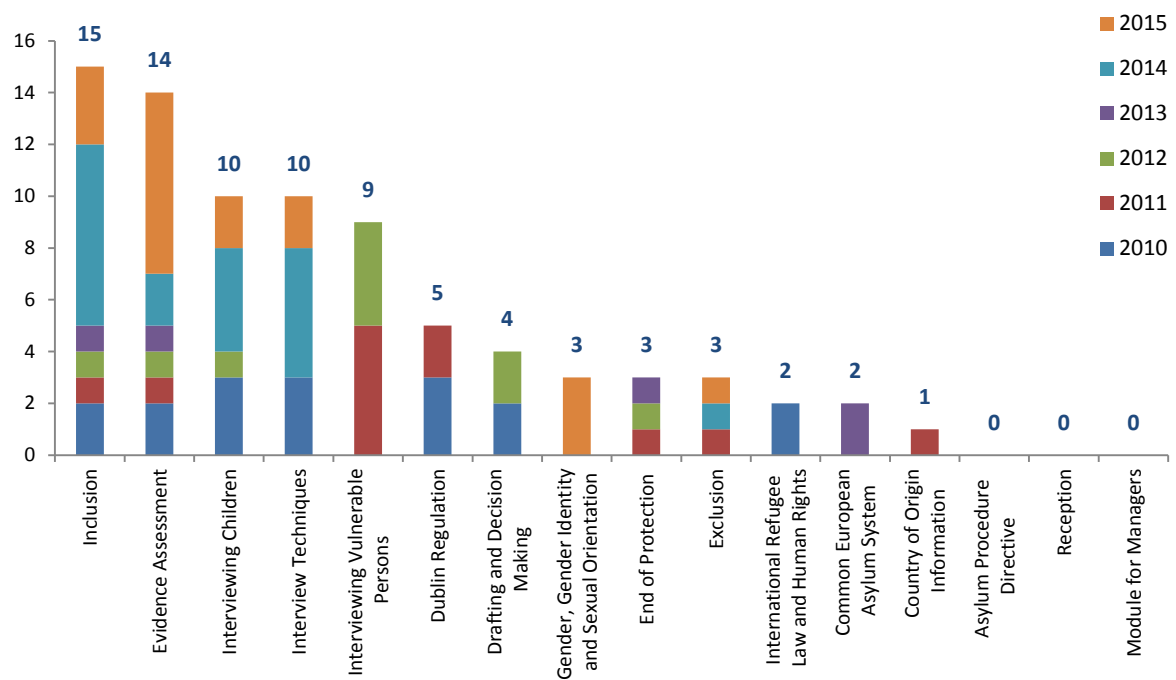
■ Graph 4: Participants from the Netherlands in train-the-trainers' sessions by module (2015)



■ Graph 5: Participants from the Netherlands in train-the-trainers' session (2010-2015)



■ Graph 6: Participants from the Netherlands in train-the-trainers' sessions by module (2010-2015)



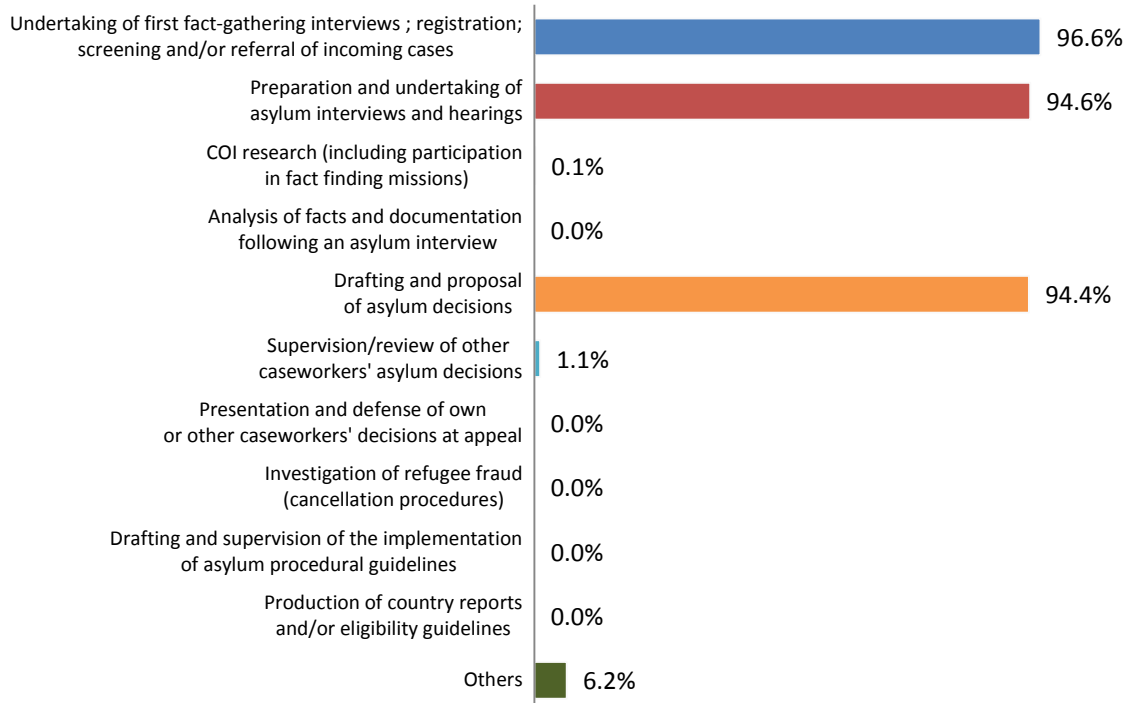
- Graph 7: Multiplier effect - Participation in train-the-trainers' sessions compared to national trainings delivered in the Netherlands (2010-2015)

Module	Total number of participants in train-the-trainers' sessions	Total number of participants in national training sessions	Multiplier effect
Inclusion	15	441	29
Evidence Assessment	14	226	16
Interview Techniques	10	330	33
Interviewing Children	10	172	17
Interviewing Vulnerable Persons	9	459	51
Dublin Regulation	5	22	4
Exclusion	3	66	22
End of Protection	3	35	12
Gender, Gender Identity and Sexual Orientation	3	12	4
Common European Asylum System	2	22	11
Country of Origin Information	1	2	2
Drafting and Decision Making	4	0	0
International Refugee Law and Human Rights	2	0	0
Asylum Procedure Directive	0	0	/
Reception	0	0	/
Module for Managers	0	0	/
<b>Total</b>	<b>81</b>	<b>1787</b>	<b>22</b>

Note: data provided from EASO training registration lists

## Section II, Profile of participants from the Netherlands in the EASO Training Curriculum

### Tasks performed by participants in EASO Training Curriculum as reported in registration since July 2013



Reading example: 95% of participants registered in national trainings by Netherlands performed the task “Preparation and undertaking of asylum interviews and hearings” as reported since July 2013. *Please note that one asylum officer may perform several tasks.*

#### Data Sample:

- Reporting period: July 2013 – December 2015
- 1361 participants from Netherlands with data regarding tasks performed
- Modules: Common European Asylum System, Dublin Regulation, Inclusion, Exclusion, End of Protection, Country of Origin Information, Interview Techniques, Interviewing Children, Interviewing Vulnerable Persons, Evidence Assessment, Gender, Gender Identity and Sexual Orientation

## Section III, EASO Training and Experts Pool: content experts and trainers nominated by Netherlands

Modules	Content Expert nominated	Trainers nominated
Didactic	2	1
Drafting and Decision Making	1	1
Dublin III Regulation	3	2
End of Protection	1	1
Evidence Assessment	1	1

Modules	Content Expert nominated	Trainers nominated
Exclusion	1	2
Gender, Gender Identity and Sexual Orientation	1	1
Inclusion	1	1
Interview Techniques	1	1
Interviewing Children	1	1
Interviewing Vulnerable Persons	2	2
Module for Managers	1	--
Total number of nominations	16	14

## Summary

- The trend in implementation of the EASO training Curriculum in the Netherlands has been constantly increasing with a peak observed in 2015.
- In total in 2015 72 national training sessions have been organised in the Netherlands (+106% compared to 2014) with 818 participants (+97% compared to 2014).
- The Interview Techniques module ranked first in the Netherlands in 2015 (269 participants) followed by the Inclusion module (201 participants) and the Evidence Assessment module (110 participants).
- The Gender, Gender Identity and Sexual Orientation module has been used for the first time in the Netherlands in 2015.
- Between 2010 and 2015, 26% of the Dutch participants in national sessions of the EASO Training Curriculum have been trained in the Interviewing Vulnerable Persons module, 25% in the Inclusion module and 19% in the Interview Techniques module.
- In 2015 18 participants from the Netherlands completed EASO's train-the-trainers' sessions. The participants have been trained to become national trainers in the following modules: Evidence Assessment; Gender, Gender Identity and Sexual Orientation; Inclusion; Interviewing Children, Interview Techniques and Exclusion.
- Between 2010 and 2015, 81 participants from the Netherlands attended train-the-trainers' sessions and 1787 participants have been trained in national training sessions.
- Since 2010 the multiplier effect in the Netherlands amounts to 22 participants trained at the national level by a trainer who followed one of EASO's train-the-trainers' session. In more details, the most significant multiplier effect can be observed on the basis of the following modules:
  - ✓ Interviewing Vulnerable persons, with 9 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 459 participants (51 trainees per trainer);
  - ✓ Interview Techniques, with 10 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 330 participants (33 trainees per trainer).
  - ✓ Inclusion, with 15 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 441 participants (29 trainees per trainer);
- In terms of the profile of participants in the EASO Training Curriculum, it shall be noted that 96% of the trainees are responsible for undertaking the first fact-gathering interview, registration and/or screening/referral of incoming cases. In addition, 95% of them interview applicants for international protection, and/or draft decisions on international protection.

- Experts and trainers nominated by Netherlands cover 30 positions in the EASO Training and Expert Pool.

### **Analytical context provided by Member State**

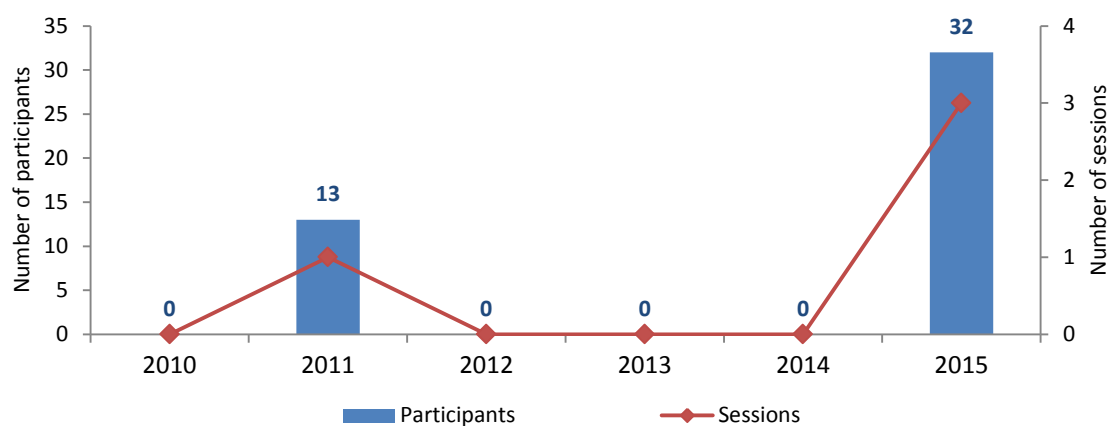
The peak in training courses observed in 2015 can be explained by the fact that we hired a lot of new asylum caseworkers in order to keep up with the increased asylum influx. Newly hired employees who start with decision making must follow the module on Inclusion and those who start with interviewing the module on Interview Techniques.

## 4.21. Norway

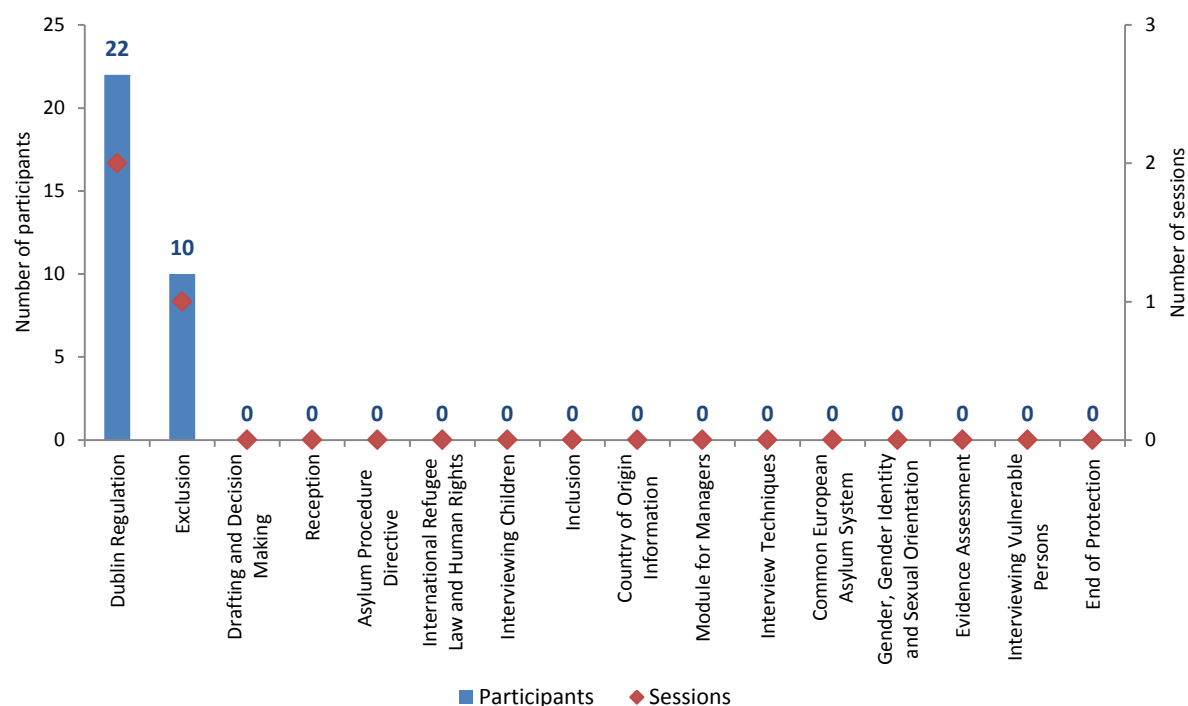
### Section I, Progress in the EASO Training Curriculum: Norway 2015

The implementation of the EASO Training Curriculum in Norway is presented according to the following data:

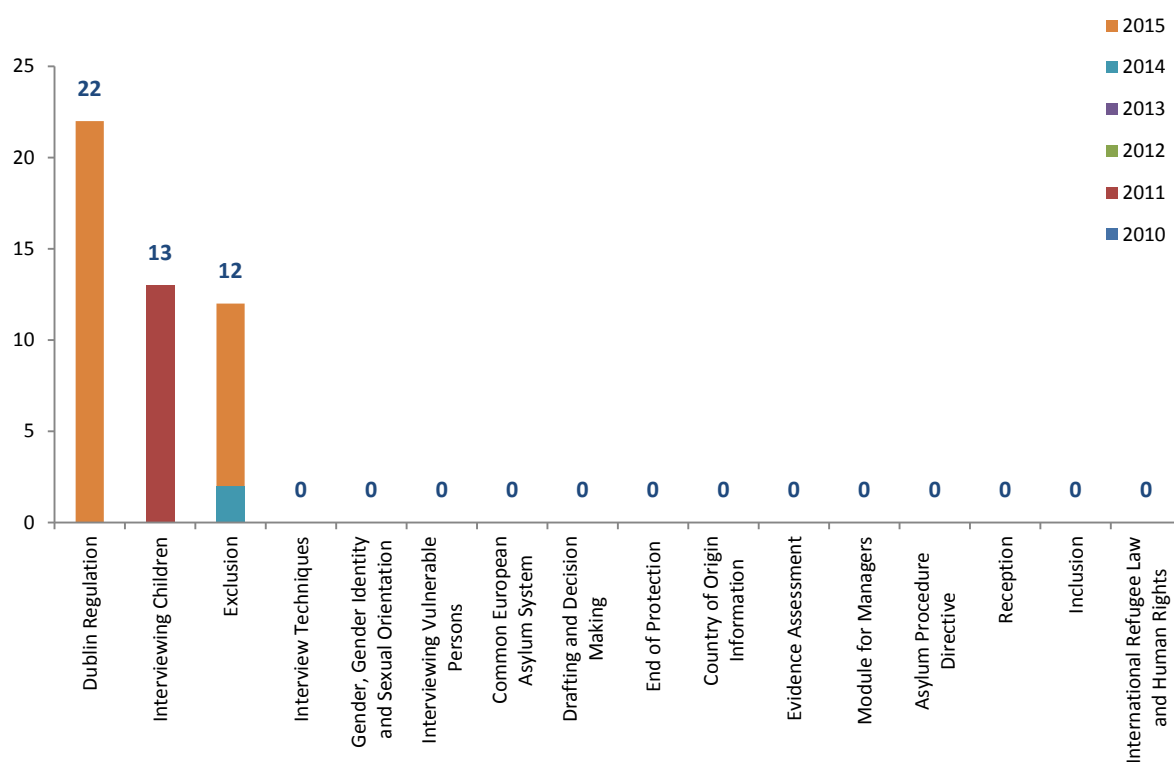
- number of participants and number of national training sessions organised in the EASO Training Curriculum,
  - number of participants and number of national training sessions organised by module,
  - number of participants to the train-the-trainers' sessions,
  - participation in the train-the-trainers' sessions by module,
  - comparison between participation in the train-the-trainers' sessions and delivery of the national training sessions (so-called multiplier effect).
- 
- Graph 1: Training progress in the EASO Training Curriculum in Norway from 2010 to 2015 (number of participants and number of national training sessions)



■ Graph 2: National training sessions in Norway by module (2015)

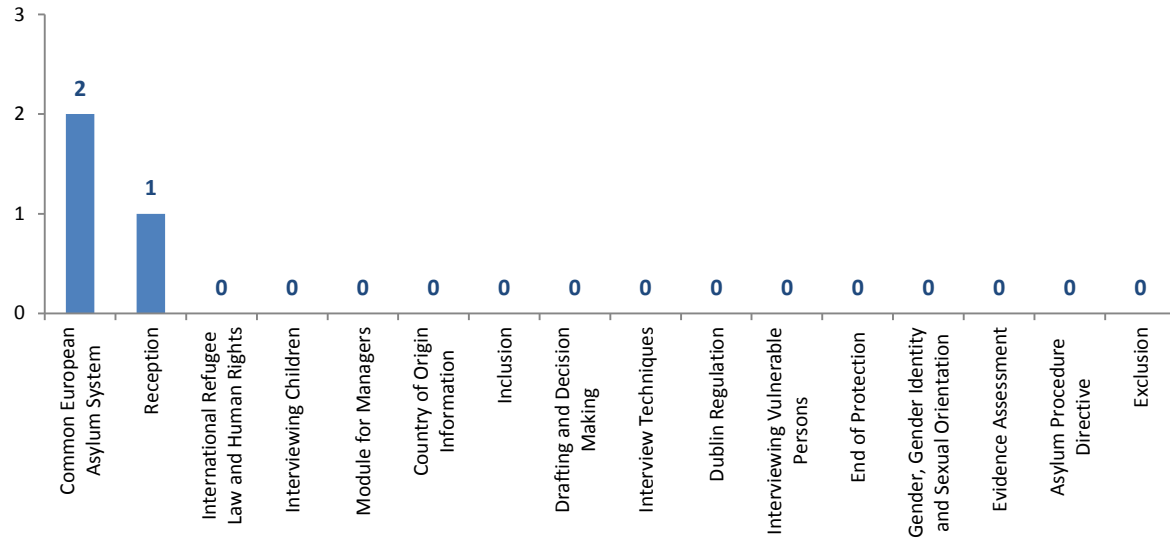


■ Graph 3: Participants in national training sessions in Norway by module (2010-2015)

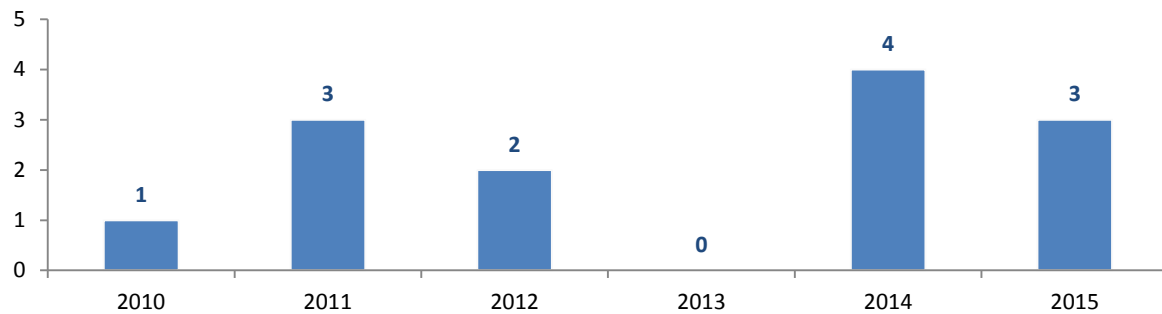




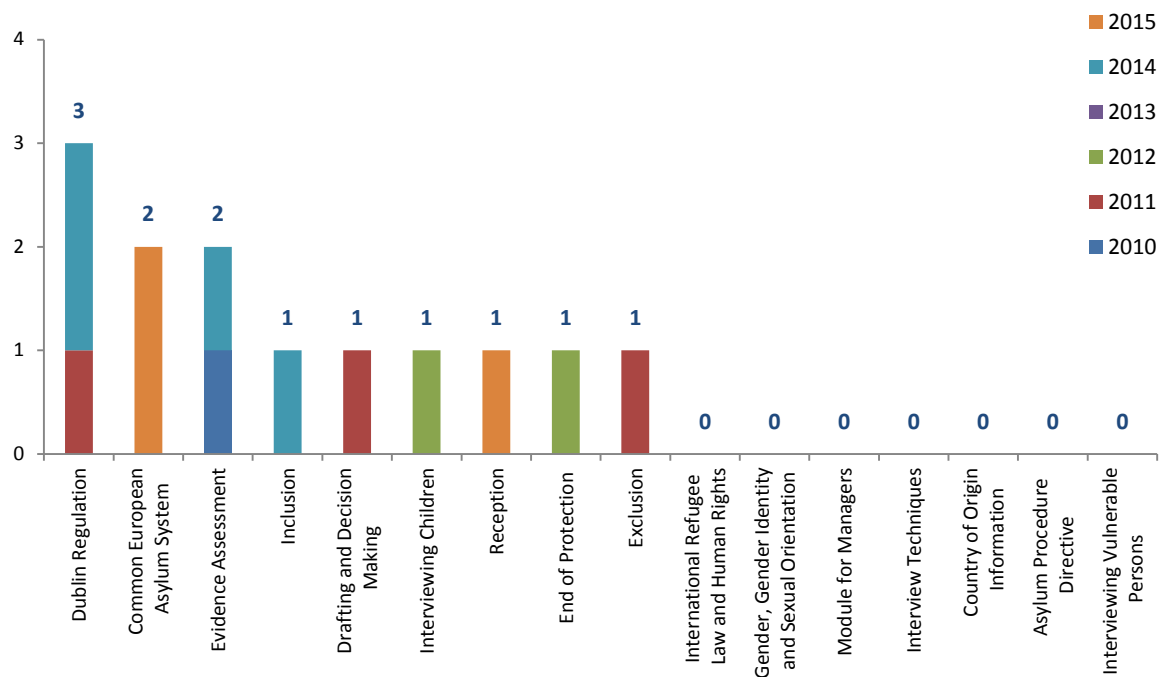
■ Graph 4: Participants from Norway in train-the-trainers' sessions by module (2015)



■ Graph 5: Participants from Norway in train-the-trainers' sessions (2010-2015)



■ Graph 6: Participants from Norway in train-the-trainers' sessions by modules (2010-2015)



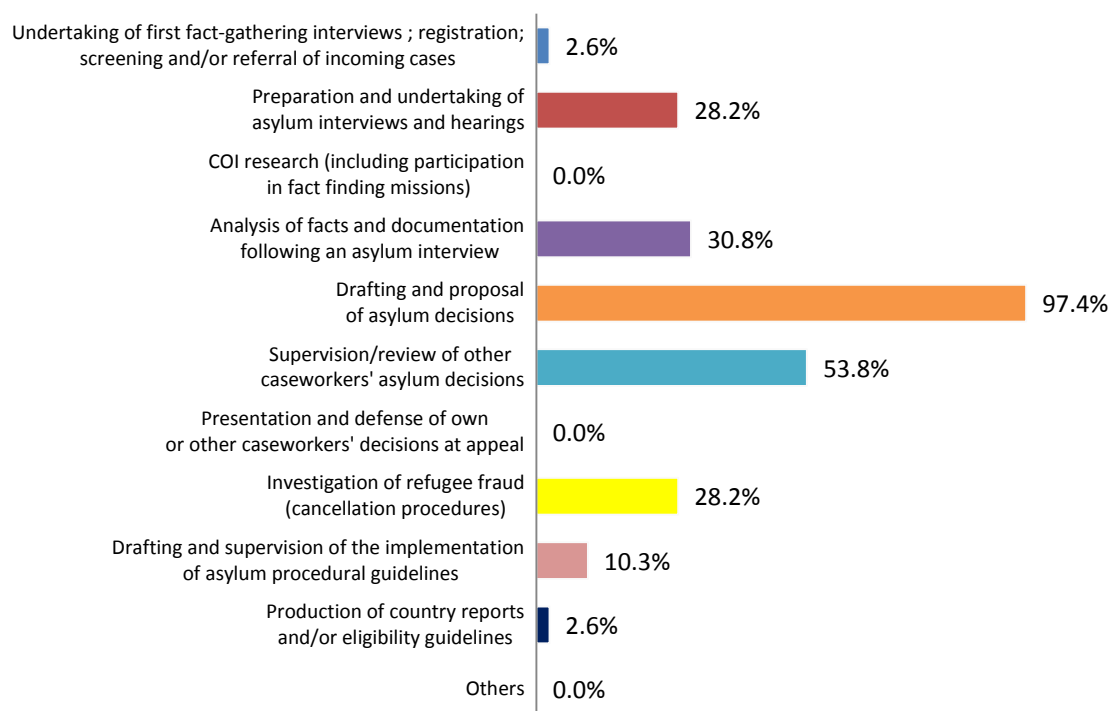
- Graph 7: Multiplier effect - Participation in train-the-trainers' sessions compared to national trainings delivered in Norway (2010-2015)

Module	Total number of participants in train-the-trainers' sessions	Total number of participants in national training sessions	Multiplier effect
Dublin Regulation	3	22	7
Interviewing Children	1	13	13
Exclusion	1	12	12
Common European Asylum System	2	0	0
Evidence Assessment	2	0	0
Reception	1	0	0
Inclusion	1	0	0
Drafting and Decision Making	1	0	0
End of Protection	1	0	0
Asylum Procedure Directive	0	0	/
Module for Managers	0	0	/
Interviewing Vulnerable Persons	0	0	/
Interview Techniques	0	0	/
Country of Origin Information	0	0	/
International Refugee Law and Human Rights	0	0	/
Gender, Gender Identity and Sexual Orientation	0	0	/
<b>Total</b>	<b>13</b>	<b>47</b>	<b>4</b>

Note: data provided from EASO training registration lists

## Section II, Profile of participants from Norway in the EASO Training Curriculum

### Tasks performed by participants in EASO Training Curriculum as reported in registration since July 2013



Reading example: 28% of participants registered in national trainings by Norway performed the task “Preparation and undertaking of asylum interviews and hearings” as reported since July 2013.

*Please note that one asylum officer may perform several tasks.*

#### Data Sample:

- Reporting period: July 2013 – December 2015
- 39 participants from Norway with data regarding tasks performed
- Modules: Common European Asylum System, Dublin Regulation, Inclusion, Exclusion, Evidence Assessment

## Section III, EASO Training and Experts Pool: content experts and trainers nominated by Norway

Modules	Content Expert nominated	Trainers nominated
Didactic	1	--
Drafting and Decision Making	1	1
Dublin III Regulation	2	1
Evidence Assessment	1	1
FR&IPEU	1	--
Gender, Gender Identity and Sexual Orientation	1	--
Inclusion	1	1
Interview Techniques	4	4

Modules	Content Expert nominated	Trainers nominated
Interviewing Children	4	3
Interviewing Vulnerable Persons	1	1
Reception	1	--
RST	1	--
Total number of nominations	19	12

## Summary

- The initial implementation of the EASO Training Curriculum was observed in Norway in 2011. From 2012 to 2014 no national training session was organised in Norway in the EASO training modules. This trend changed in 2015, when three national training sessions have been organised in Norway with a total of 32 participants.
- In 2015, the Dublin III Regulation module ranked first in Norway (22 participants) followed by the Exclusion module (10 participants).
- Between 2010 and 2015, 47 participants from Norway have completed national training sessions in the EASO Training Curriculum. 22 participants followed the Dublin Regulation module, 13 participants completed the Interviewing Children module and 12 participants the Exclusion module.
- In 2015 three participants from Norway completed EASO's train-the-trainers' sessions. The participant has been trained to become national trainers in the Common European Asylum System and Reception modules.
- Between 2010 and 2015, 13 participants from Norway attended train-the-trainers' sessions and 47 participants have been trained in national training sessions.
- Since 2012 the multiplier effect in Norway amounts to 4 participants trained at the national level by a trainer who followed one of EASO's train-the-trainers' session. In more details, the most significant multiplier effect can be observed on the basis of the following modules:
  - ✓ Interviewing Children, with 1 participant trained within the train-the-trainers' session to become national trainer who delivered national training sessions with 13 participants (13 trainees per trainer trained);
  - ✓ Exclusion, with 1 participant trained within the train-the-trainers' session to become national trainer who delivered national training sessions with 12 participants (12 trainees per trainer trained);
  - ✓ Dublin III Regulation, with 3 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 22 participants (7 trainees per trainer trained).
- In terms of the profile of participants in the EASO Training Curriculum it shall be noted that in their daily work 97% of the trainees are responsible for drafting asylum decisions. In addition, 54% of them are responsible for supervision/review of other caseworkers' asylum decisions.
- Experts and trainers nominated by Norway cover 31 positions in the EASO Training and Expert Pool.

## Analytical context provided by Member State

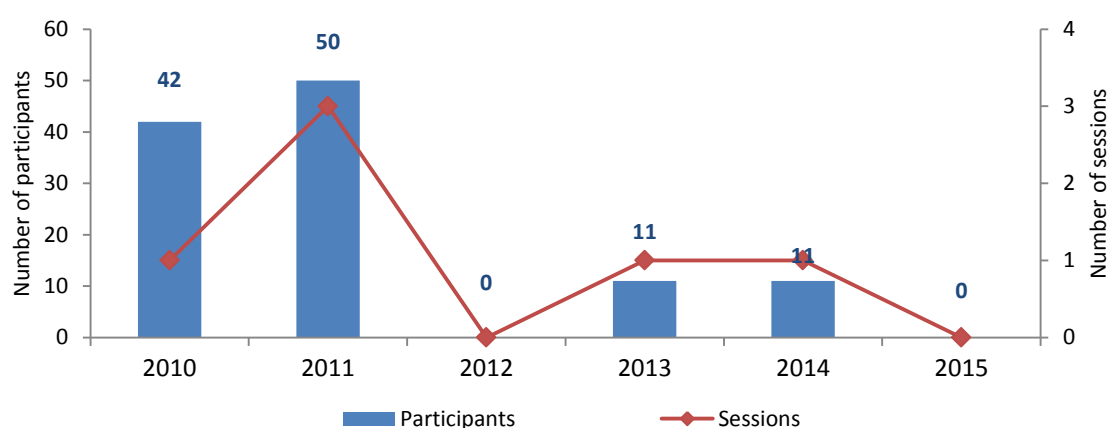
No further input provided

## 4.22. Poland

### Section I, Progress in the EASO Training Curriculum: Poland 2015

The implementation of the EASO Training Curriculum in Poland is presented according to the following data:

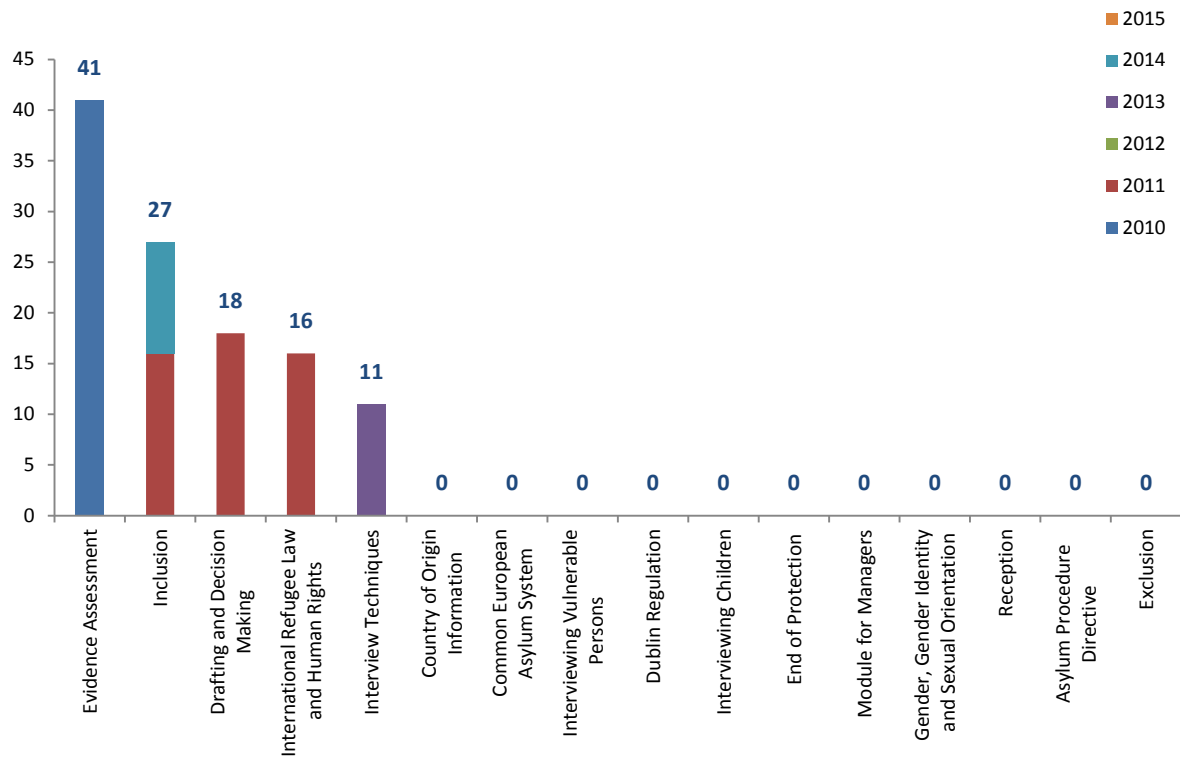
- number of participants and number of national training sessions organised in the EASO Training Curriculum,
  - number of participants and number of national training sessions organised by module,
  - number of participants to the train-the-trainers' sessions,
  - participation in the train-the-trainers' sessions by module,
  - comparison between participation in the train-the-trainers' sessions and delivery of the national training sessions (so-called multiplier effect).
- Graph 1: Training progress in the EASO Training Curriculum in Poland from 2010 to 2015 (number of participants and number of national training sessions)



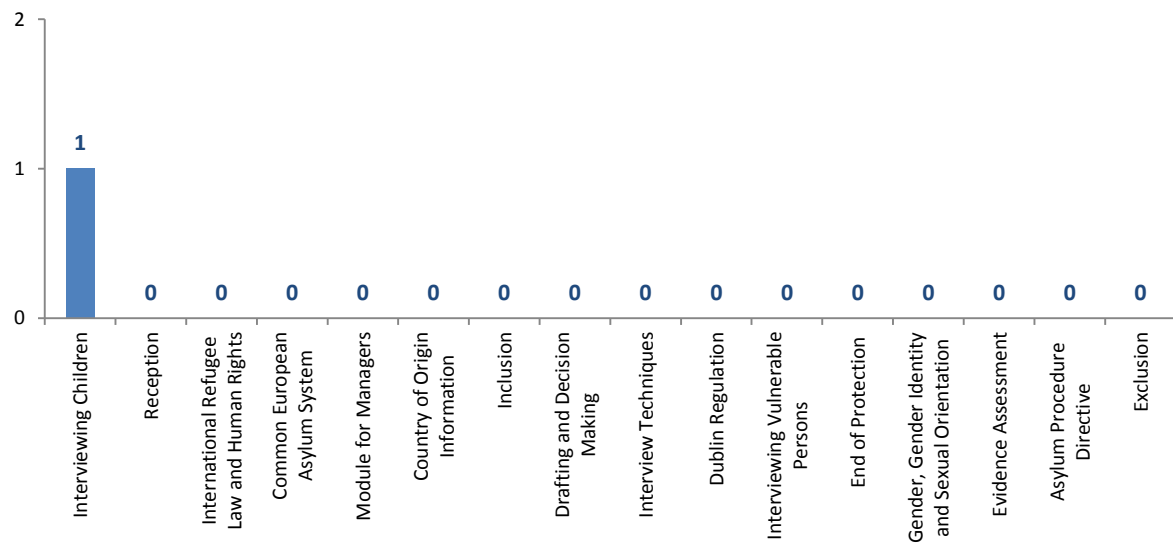
- Graph 2: National training sessions in Poland by module (2015)

No national training in the EASO Training Curriculum has been organised in Poland in 2015.

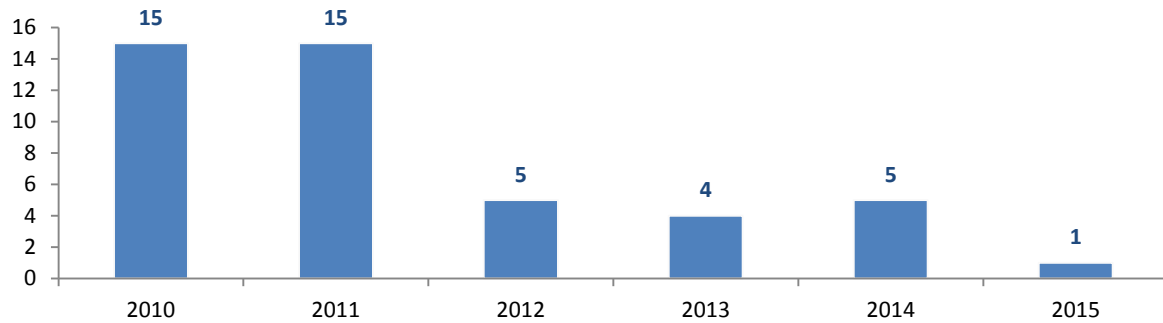
■ Graph 3: Participants in national training sessions in Poland by modules (2010-2015)



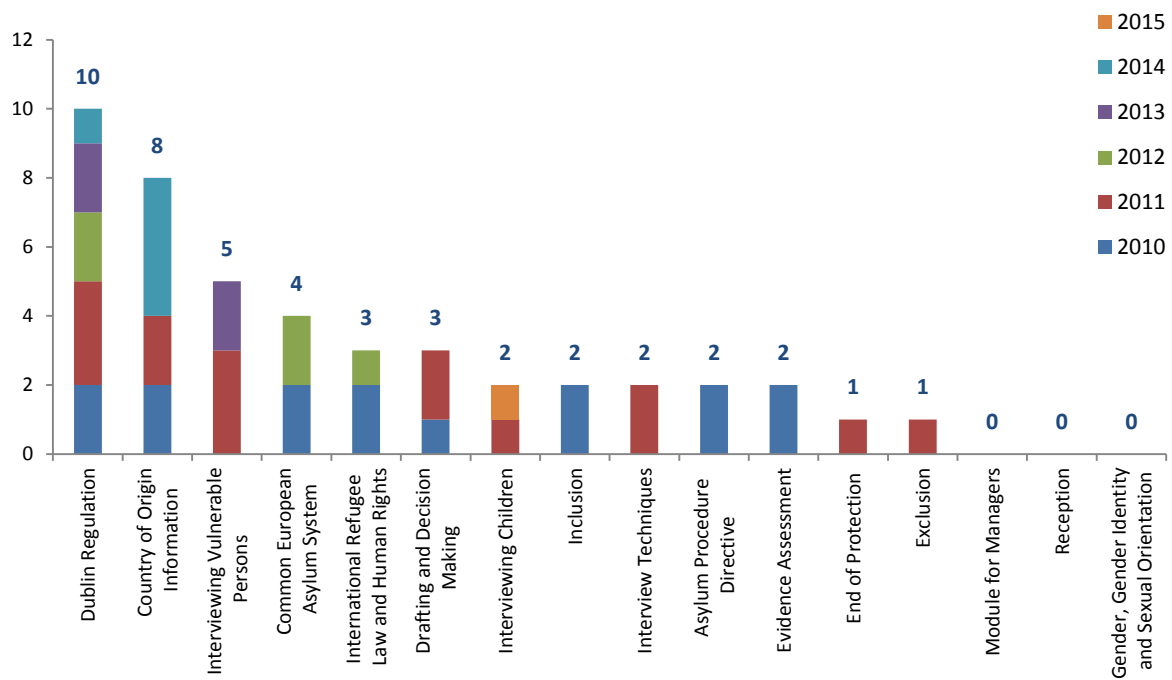
■ Graph 4: Participants from Poland in train-the-trainers' sessions by module (2015)



■ Graph 5: Participants from Poland in train-the-trainers' sessions (2010-2015)



■ Graph 6: Participants from Poland in train-the-trainers' sessions by modules (2010-2015)





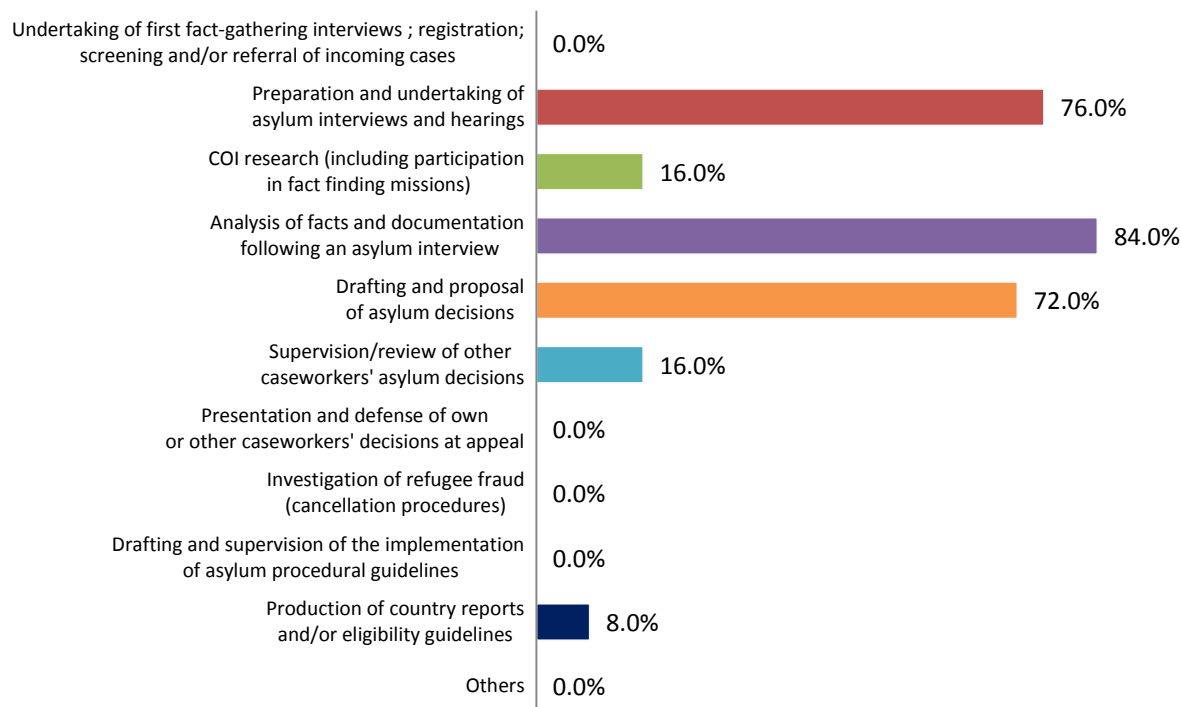
- Graph 7: Multiplier effect - Participation in train-the-trainers' sessions compared to national trainings delivered in Poland (2010-2015)

Module	Total number of participants in train-the-trainers' sessions	Total number of participants in national training sessions	Multiplier effect
Evidence Assessment	2	41	21
Inclusion	2	27	14
Drafting and Decision Making	3	18	6
International Refugee Law and Human Rights	3	16	5
Interview Techniques	2	11	6
Dublin Regulation	10	0	0
Country of Origin Information	8	0	0
Interviewing Vulnerable Persons	5	0	0
Common European Asylum System	4	0	0
Interviewing Children	2	0	0
Asylum Procedure Directive	2	0	0
Exclusion	1	0	0
End of Protection	1	0	0
Gender, Gender Identity and Sexual Orientation	0	0	/
Reception	0	0	/
Module for Managers	0	0	/
<b>Total</b>	<b>45</b>	<b>113</b>	<b>3</b>

Note: data provided from EASO training registration lists

## Section II, Profile of participants from Poland in the EASO Training Curriculum

### Tasks performed by participants in EASO Training Curriculum as reported in registration since July 2013



Reading example: 76% of participants registered in national trainings by Poland performed the task “Preparation and undertaking of asylum interviews and hearings” as reported since July 2013. Please note that one asylum officer may perform several tasks.

#### Data Sample:

- Reporting period: July 2013 – December 2015
- 25 participants from Poland with data regarding tasks performed
- Modules: Dublin Regulation, Inclusion, Country of Origin Information, Interview Techniques

## Section III, EASO Training and Experts Pool: content experts and trainers nominated by Poland

Modules	Content Expert nominated	Trainers nominated
Asylum Procedure Directive	1	1
Country of Origin Information	4	1
Drafting and Decision Making	4	2
Dublin III Regulation	4	1
Evidence Assessment	4	2
Inclusion	4	2
Interview Techniques	1	1

Modules	Content Expert nominated	Trainers nominated
Reception	1	--
Total number of nominations	23	10

## Summary

- Following the initial implementation of the EASO Training Curriculum in Poland in 2010 and 2011, the trend remained stable over 2013 and 2014. In 2015 no national training session in the EASO training modules was organised.
- Between 2010 and 2015, 6 national training sessions have been organised in Poland with 114 participants.
- In 2015 one participant from Poland completed EASO's train-the-trainers' sessions. The participant has been trained to become a national trainer in the Interviewing Children module.
- Between 2010 and 2015, 45 participants from Poland attended train-the-trainers' sessions and 114 participants have been trained in national training sessions.
- Since 2010 the multiplier effect in Poland amounts to 3 participants trained at the national level by a trainer who followed one of EASO's train-the-trainers' session. In more details, the most significant multiplier effect can be observed on the basis of the following modules:
  - Evidence Assessment, with 2 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 41 participants (21 trainees per trainer);
  - Inclusion, with 2 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 27 participants (14 trainees per trainer);
  - Drafting and Decision Making, with 3 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 18 participants (6 trainees per trainer).
- In terms of the profile of participants in the EASO Training Curriculum it shall be noted that in their daily work 84% of the trainees are responsible for analysing facts and documentation following an asylum interview. In addition, 76% of them interview applicants for international protection and 72% draft asylum decisions.
- Experts and trainers nominated by Poland cover 33 positions in the EASO Training and Expert Pool.

## Analytical context provided by Member State

No further input provided

## 4.23. Portugal

### Section I, Progress in the EASO Training Curriculum: Portugal 2015

The implementation of the EASO Training Curriculum in Portugal is presented according to the following data:

- number of participants and number of national training sessions organised in the EASO Training Curriculum,
  - number of participants and number of national training sessions organised by module,
  - number of participants to the train-the-trainers' sessions,
  - participation in the train-the-trainers' sessions by module,
  - comparison between participation in the train-the-trainers' sessions and delivery of the national training sessions (so-called multiplier effect).
- 
- Graph 1: Training progress in the EASO Training Curriculum in Portugal from 2010 to 2015 (number of participants and number of national training sessions)

No national training session in the EASO Training Curriculum has been organised in Portugal since 2010.

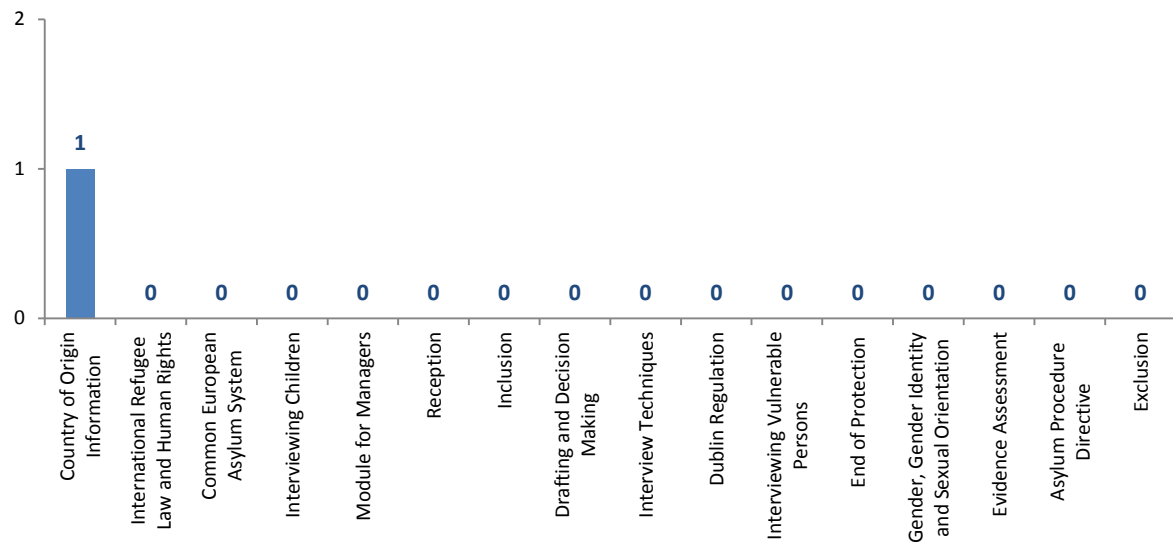
- Graph 2: National training sessions in Portugal by module (2015)

No national training in the EASO Training Curriculum was organised in Portugal in 2015.

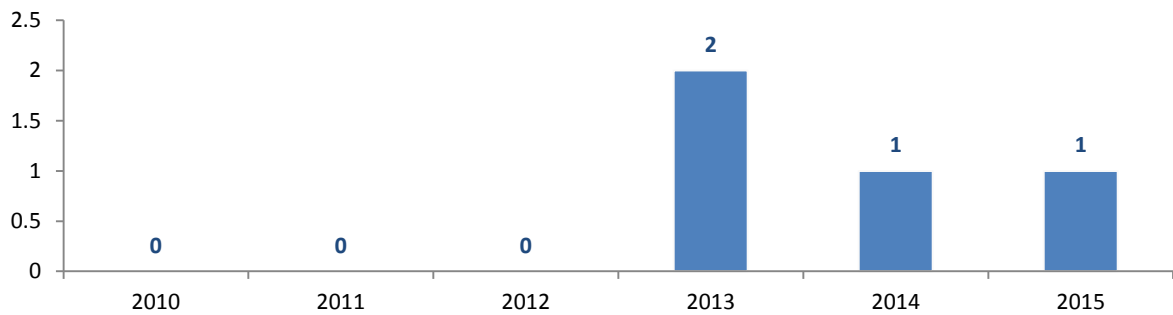
- Graph 3: Participants in national training sessions in Portugal by modules (2010-2015)

No national training session in the EASO Training Curriculum has been organised in Portugal since 2010.

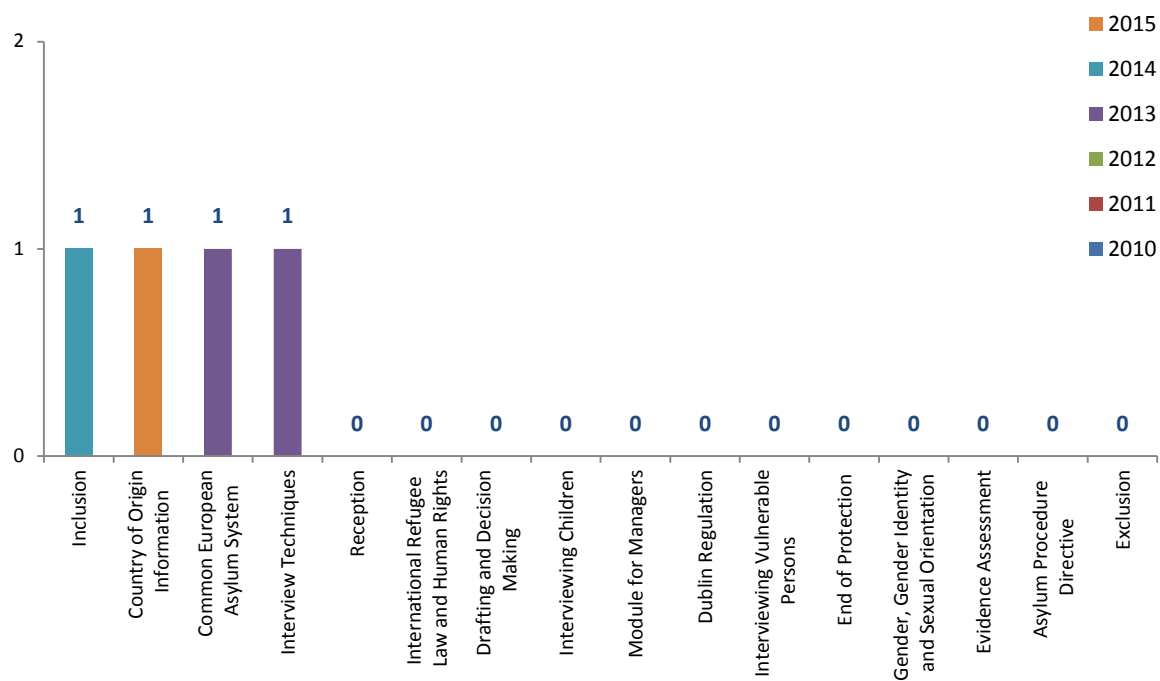
■ Graph 4: Participants from Portugal in train-the-trainers' sessions by module (2015)



■ Graph 5: Participants from Portugal in train-the-trainers' sessions (2010-2015)



■ Graph 6: Participants from Portugal in train-the-trainers' sessions by module (2010-2015)



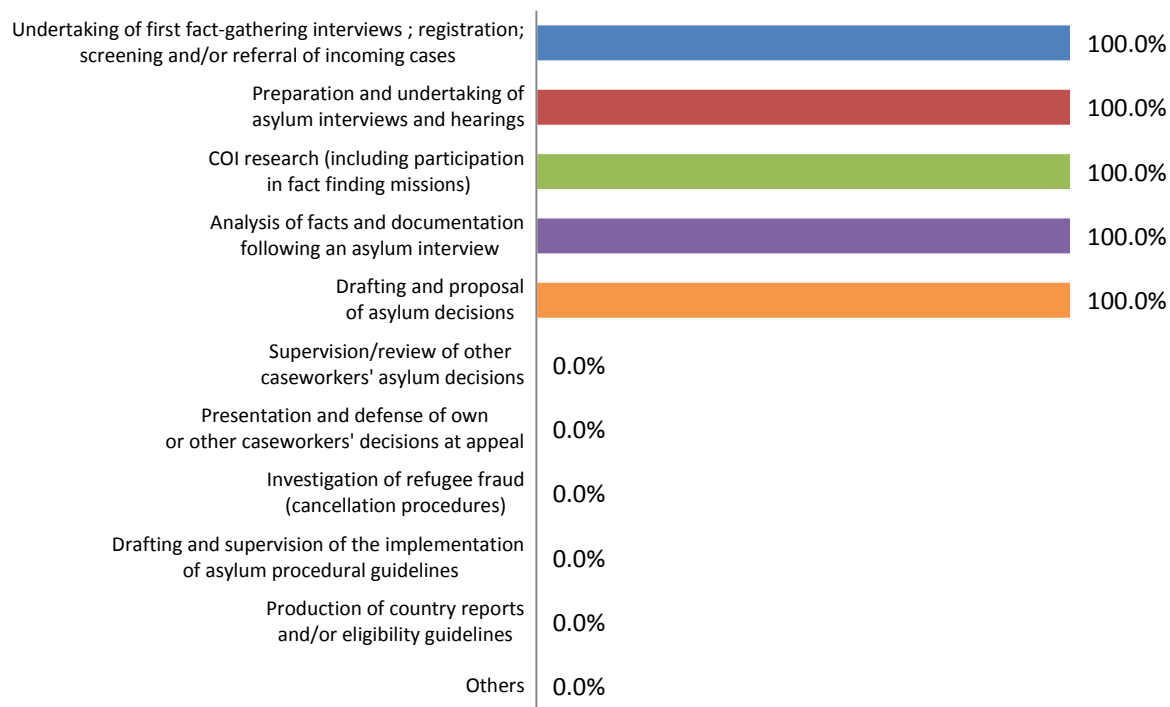
- Graph 7: Multiplier effect - Participation in train-the-trainers' sessions compared to national trainings delivered in Portugal (2010-2015)

Module	Total number of participants in train-the-trainers' sessions	Total number of participants in national training sessions	Multiplier effect
Inclusion	1	0	0
Country of Origin Information	1	0	0
Common European Asylum System	1	0	0
Interview Techniques	1	0	0
International Refugee Law and Human Rights	0	0	/
Drafting and Decision Making	0	0	/
Interviewing Vulnerable Persons	0	0	/
Dublin Regulation	0	0	/
Asylum Procedure Directive	0	0	/
End of Protection	0	0	/
Interviewing Children	0	0	/
Reception	0	0	/
Module for Managers	0	0	/
Exclusion	0	0	/
Gender, Gender Identity and Sexual Orientation	0	0	/
Evidence Assessment	0	0	/
<b>Total</b>	<b>4</b>	<b>0</b>	<b>0</b>

Note: data provided from EASO training registration lists

## Section II, Profile of participants from Portugal in the EASO Training Curriculum

### Tasks performed by participants in EASO Training Curriculum as reported in registration since July 2013



Reading example: 100% of participants registered in EASO Training Curriculum by Portugal performed the task “Preparation and undertaking of asylum interviews and hearings” as reported since July 2013.

*Please note that one asylum officer may perform several tasks.*

#### Data Sample:

- Reporting period: July 2013 – December 2015
- 1 participant from Portugal with data regarding tasks performed
- Modules: Country of Origin Information

## Section III, EASO Training and Experts Pool: content experts and trainers nominated by Portugal

Modules	Content Expert nominated	Trainers nominated
Country of Origin Information	1	--
Drafting and Decision Making	1	1
Dublin III Regulation	1	1
Evidence Assessment	1	1
Inclusion	1	1
Total number of nominations	5	4



## Summary

- No national training session in the EASO Training Curriculum has been organised in Portugal since 2010.
- In 2015 one participant from Portugal completed EASO's train-the-trainers' session (stable compared to 2014). The participant has been trained to become national trainer in the Country of Origin Information module.
- Between 2010 and 2015, four participants from Portugal attended train-the-trainers' sessions.
- In terms of the profile of participants in the EASO Training Curriculum it shall be noted that in their daily work 100% of the trainees are responsible for undertaking first fact-gathering interviews and/or registrations, interviewing applicants for international protection, conducting COI research, analysing facts and documentation following the interview and drafting asylum decisions.
- Experts and trainers nominated by Portugal cover nine positions in the EASO Training and Expert Pool.

## Analytical context provided by Member State

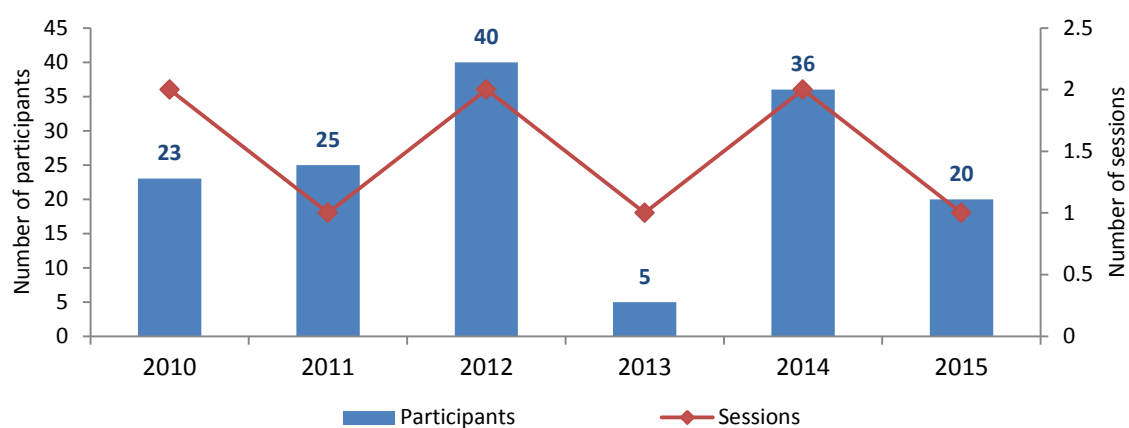
No further input provided

## 4.24. Romania

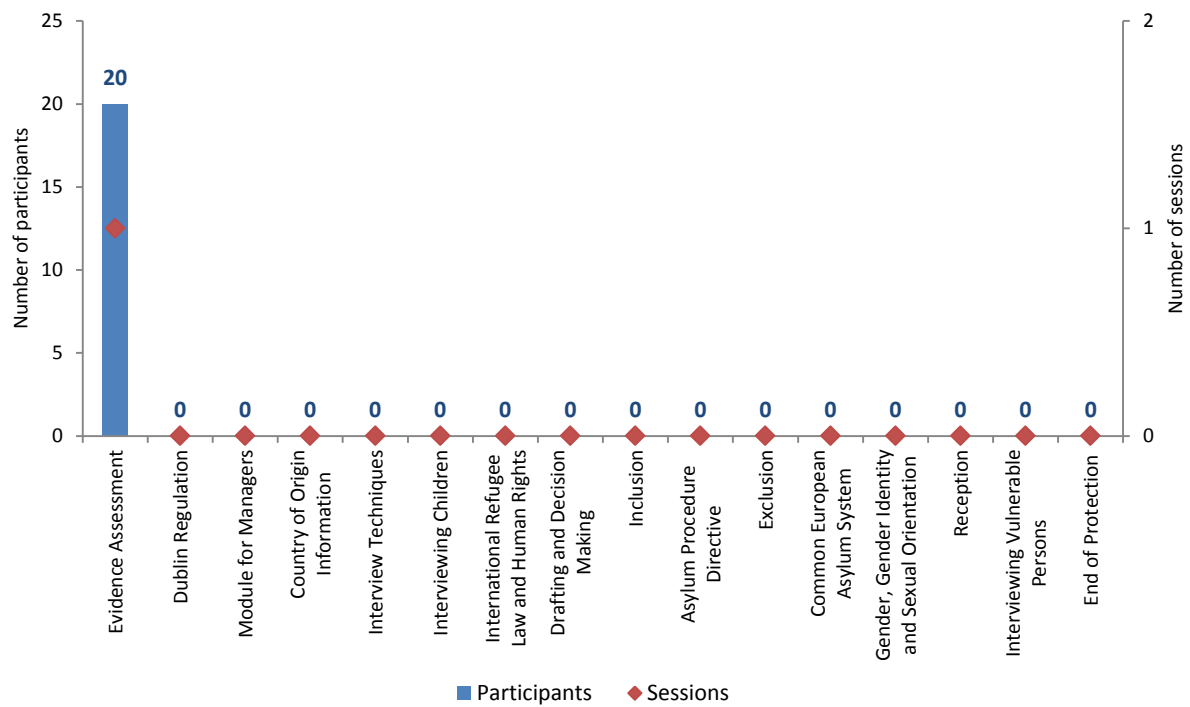
### Section I, Progress in the EASO Training Curriculum: Romania 2015

The implementation of the EASO Training Curriculum in Romania is presented according to the following data:

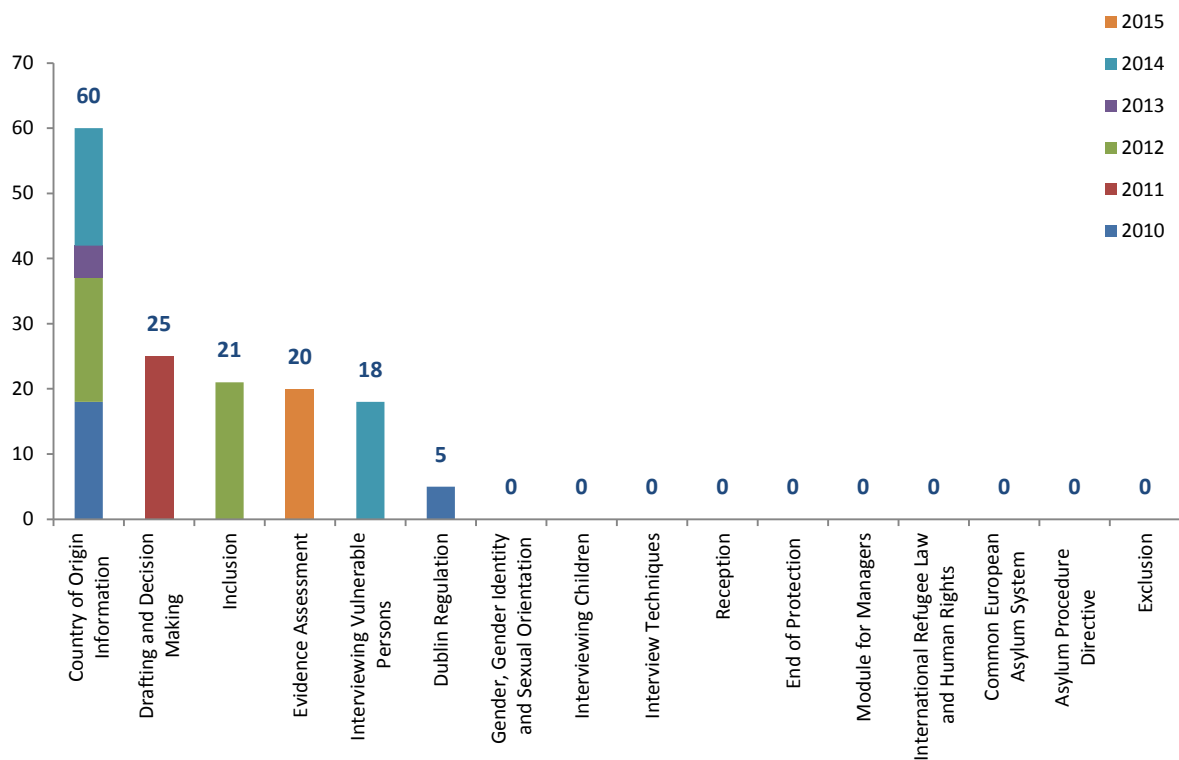
- number of participants and number of national training sessions organised in the EASO Training Curriculum,
  - number of participants and number of national training sessions organised by module,
  - number of participants to the train-the-trainers' sessions,
  - participation in the train-the-trainers' sessions by module,
  - comparison between participation in the train-the-trainers' sessions and delivery of the national training sessions (so-called multiplier effect).
- 
- Graph 1: Training progress in the EASO Training Curriculum in Romania from 2010 to 2015 (number of participants and number of national training sessions)



■ Graph 2: National training sessions in Romania by module (2015)



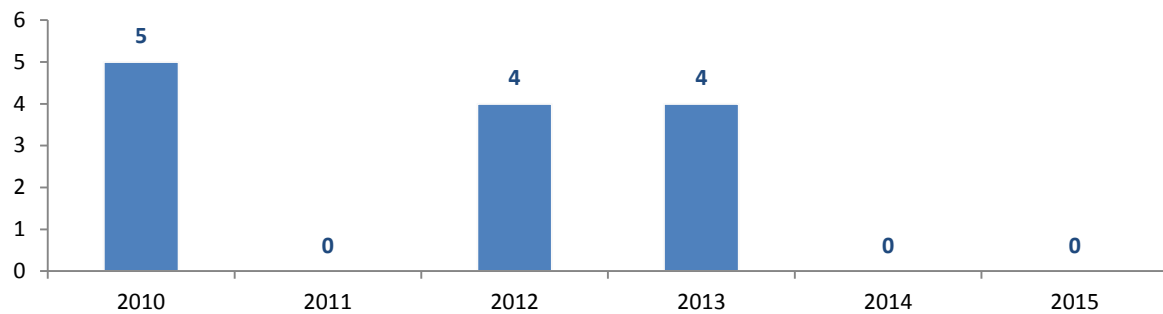
■ Graph 3: Participants in national training sessions in Romania by module (2010-2015)



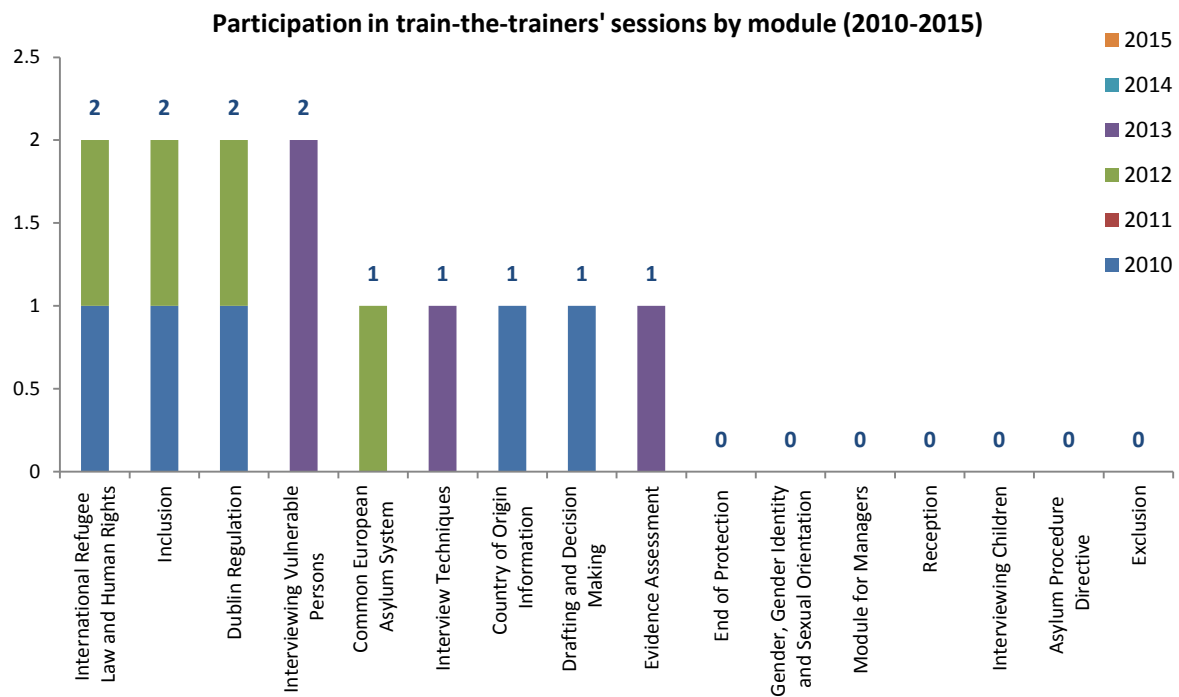
■ Graph 4: Participants from Romania in train-the-trainers' sessions by module (2015)

No participants from Romania took part in train-the-trainers' sessions in 2015.

■ Graph 5: Participants from Romania in train-the-trainers' sessions (2010-2015)



■ Graph 6: Participants from Romania in train-the-trainers' sessions by module (2010-2015)



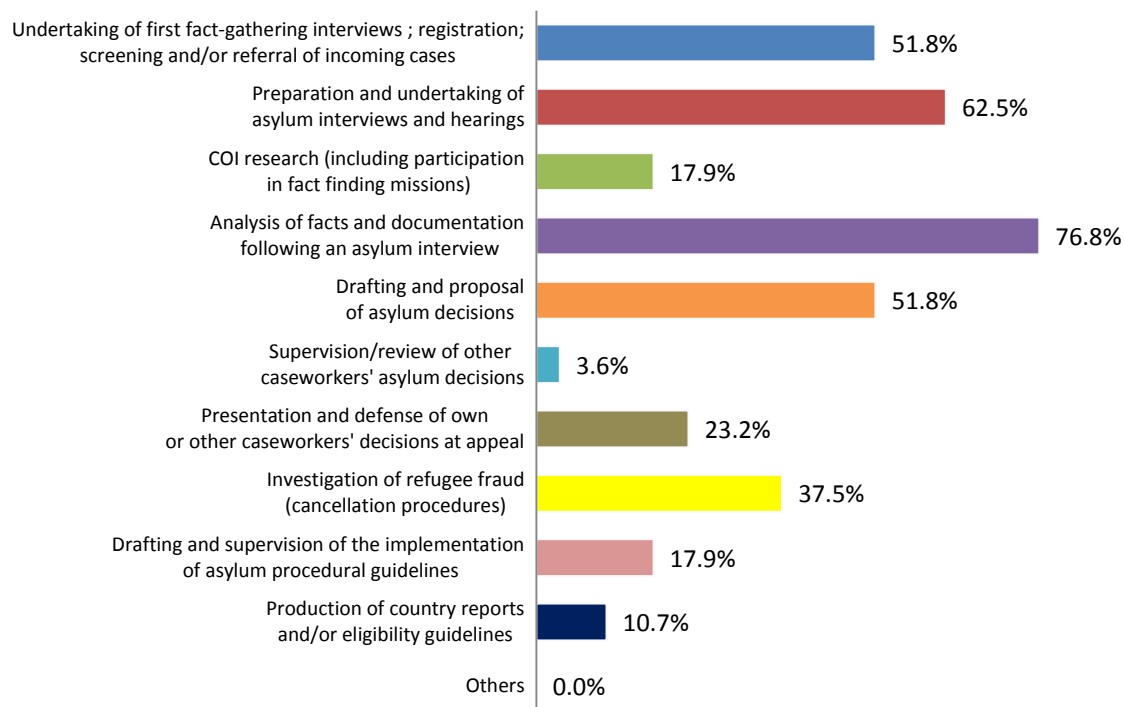
- Graph 7: Multiplier effect - Participation in train-the-trainers' sessions compared to national trainings delivered in Romania (2010-2015)

Module	Total number of participants in train-the-trainers' sessions	Total number of participants in national training sessions	Multiplier effect
Inclusion	2	21	11
Interviewing Vulnerable Persons	2	18	9
Dublin Regulation	2	5	3
Country of Origin Information	1	60	60
Drafting and Decision Making	1	25	25
Evidence Assessment	1	20	20
International Refugee Law and Human Rights	2	0	0
Common European Asylum System	1	0	0
Interview Techniques	1	0	0
Gender, Gender Identity and Sexual Orientation	0	0	/
Module for Managers	0	0	/
Exclusion	0	0	/
End of Protection	0	0	/
Reception	0	0	/
Asylum Procedure Directive	0	0	/
Interviewing Children	0	0	/
<b>Total</b>	<b>13</b>	<b>149</b>	<b>11</b>

Note: data provided from EASO training registration lists

## Section II, Profile of participants from Romania in the EASO Training Curriculum

### Tasks performed by participants in EASO Training Curriculum as reported in registration since July 2013



Reading example: 63% of participants registered in national trainings by Romania performed the task “Preparation and undertaking of asylum interviews and hearings” as reported since July 2013. Please note that one asylum officer may perform several tasks.

#### Data Sample:

- Reporting period: July 2013 – December 2015
- 56 participants from Romania with data regarding tasks performed
- Modules: Country of Origin Information, Interviewing Vulnerable Persons, Evidence Assessment

## Section III, EASO Training and Experts Pool: content experts and trainers nominated by Romania

Modules	Content Expert nominated	Trainers nominated
Country of Origin Information	2	1
Drafting and Decision Making	1	--
Evidence Assessment	1	1
Inclusion	--	1
Interview Techniques	--	1
Interviewing Vulnerable Persons	--	2
Introduction to International Protection	1	--
Total number of nominations	5	6

## Summary

- The trend in the implementation of the EASO Training Curriculum in Romania has varied over time with a decrease in 2015.
- In 2015 one national training session has been organised in Romania with 20 participants trained (-44% compared to 2014).
- The Evidence Assessment module has been used for the first time in Romania in 2015 (20 participants).
- Between 2010 and 2015, 40% of the Romanian participants in national sessions of the EASO Training Curriculum have been trained in the Country of Origin Information module, 17% in the Drafting and Decision Making module and 14% in the Inclusion module.
- In 2015 no participant from Romania completed EASO's train-the-trainers' sessions.
- Between 2010 and 2015, 13 participants from Romania attended train-the-trainers' sessions and 149 participants have been trained in national training sessions.
- Since 2010 the multiplier effect in Romania amounts to 11 participants trained at the national level by a trainer who followed one of EASO's train-the-trainers' session. In more details, the most significant multiplier effect can be observed on the basis of the following modules:
  - ✓ Country of Origin Information, with 1 participant trained within the train-the-trainers' session to become national trainer who delivered national training sessions with 60 participants (60 trainees per trainer).
  - ✓ Drafting and Decision Making, with 1 participant trained within the train-the-trainers' session to become national trainer who delivered national training sessions with 25 participants (25 trainees per trainer);
  - ✓ Evidence Assessment, with 1 participant trained within the train-the-trainers' session to become national trainer who delivered national training sessions with 20 participants (20 trainees per trainer).
- In terms of the profile of participants in the EASO Training Curriculum it shall be noted that in their daily work 77% of the trainees are responsible for analysing of facts and documentation following the interview. In addition, 63% of them interview applicants for international protection and 51% undertake first fact-gathering interviews.
- Experts and trainers nominated by Romania cover 10 positions in the EASO Training and Expert Pool.

## Analytical context provided by Member State

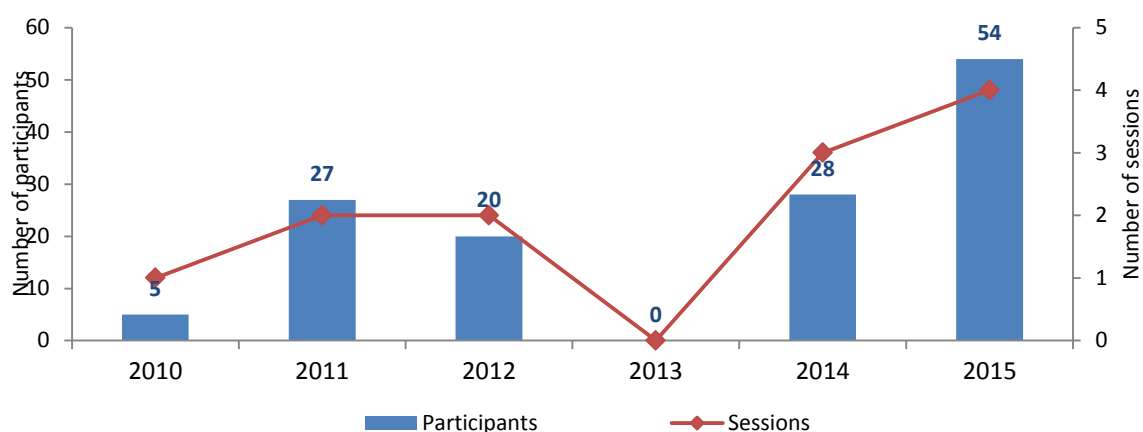
The general decreasing trend of the implementation of the EASO Training Curriculum is due to a shortage of funds for the face-to-face training sessions at national level, combined with the operational situation generated by the refugee crisis all across EU. As a matter of fact most of the last F-t-F events have been supported by UNHCR Romania. However, RO-GII is involved with two content experts for drafting the new modules (Introduction to International Protection and Advanced Module on Inclusion), and one junior trainer for IVP training session starting in 2016. All along 2015 RO-GII contributed with expertise to the Certification and Accreditation Working Group.

## 4.25. Slovakia

### Section I, Progress in the EASO Training Curriculum: Slovakia 2015

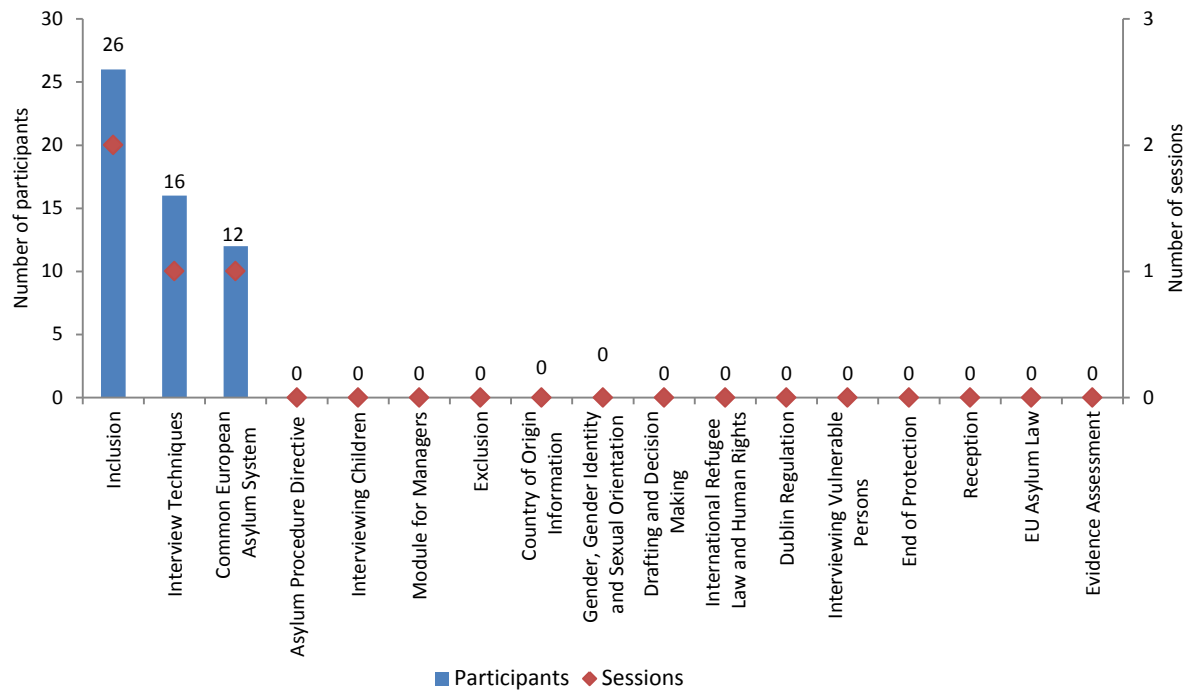
The implementation of the EASO Training Curriculum in Slovakia is presented according to the following data:

- number of participants and number of national training sessions organised in the EASO Training Curriculum,
  - number of participants and number of national training sessions organised by module,
  - number of participants to the train-the-trainers' sessions,
  - participation in the train-the-trainers' sessions by module,
  - comparison between participation in the train-the-trainers' sessions and delivery of the national training sessions (so-called multiplier effect).
- 
- Graph 1: Training progress in the EASO Training Curriculum in Slovakia from 2010 to 2015 (number of participants and number of national training sessions)

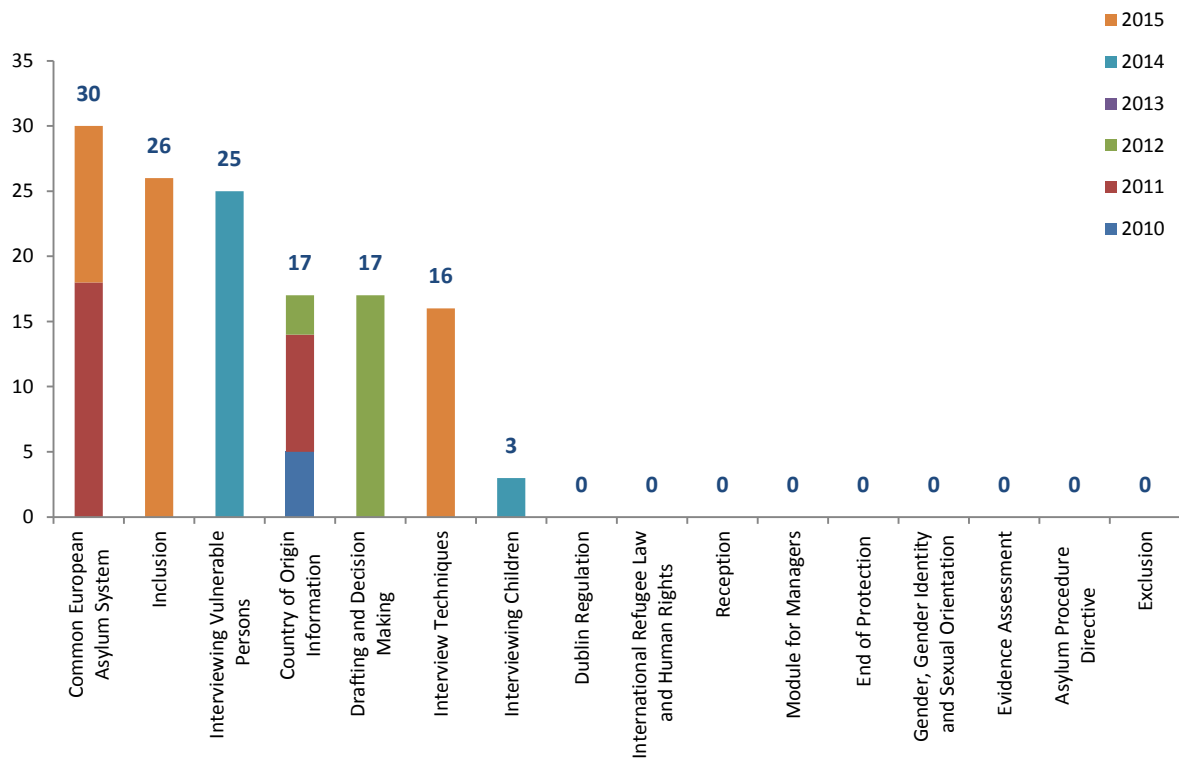




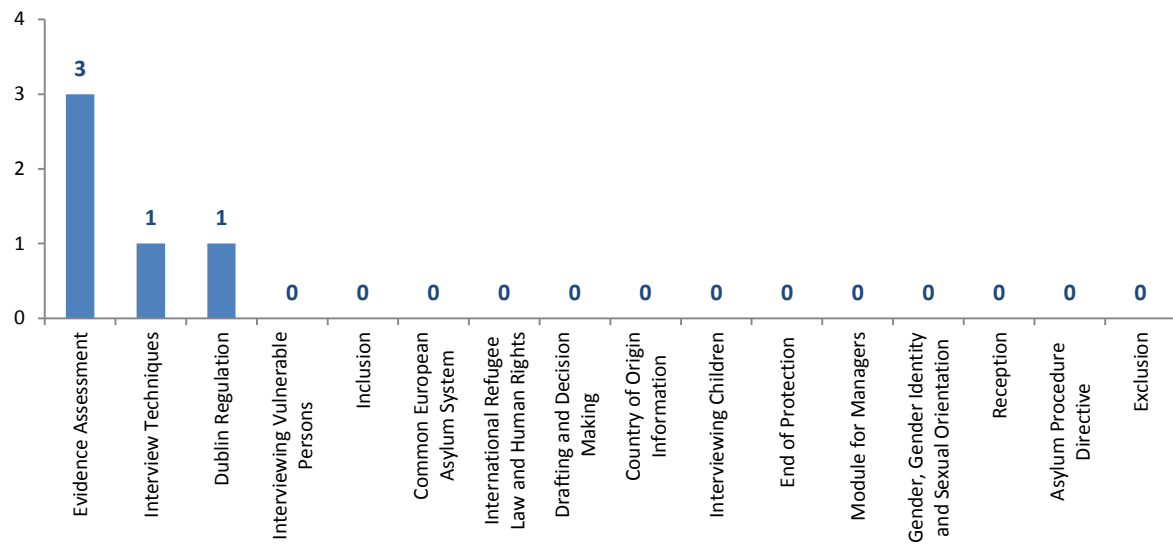
■ Graph 2: National training sessions in Slovakia by module (2015)



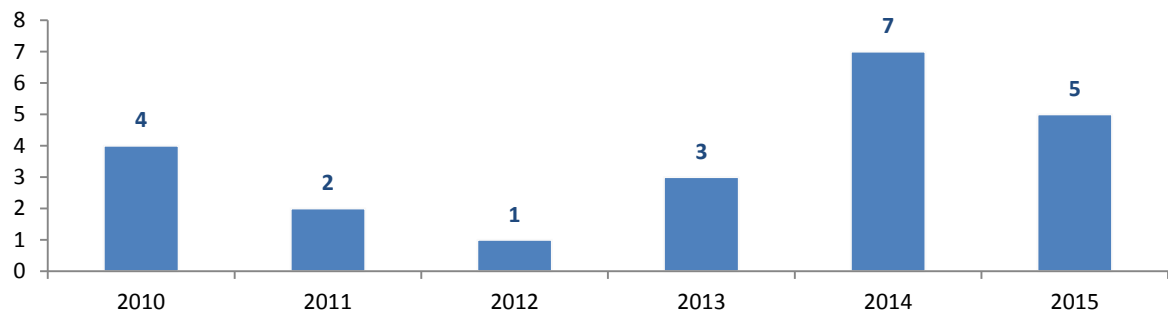
■ Graph 3: Participants in national training sessions in Slovakia by module (2010-2015)



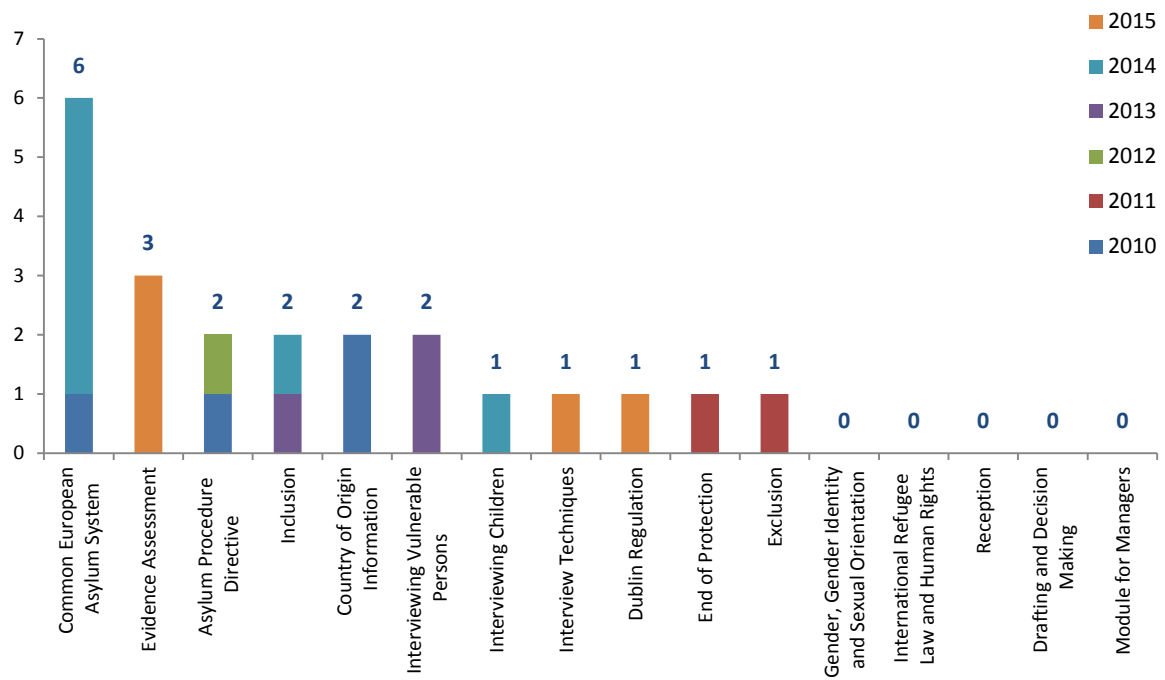
■ Graph 4: Participants from Slovakia in train-the-trainers' sessions by module (2015)



■ Graph 5: Participants from Slovakia in train-the-trainers' sessions (2010-2015)



■ Graph 6: Participants from Slovakia in train-the-trainers' sessions by module (2010-2015)



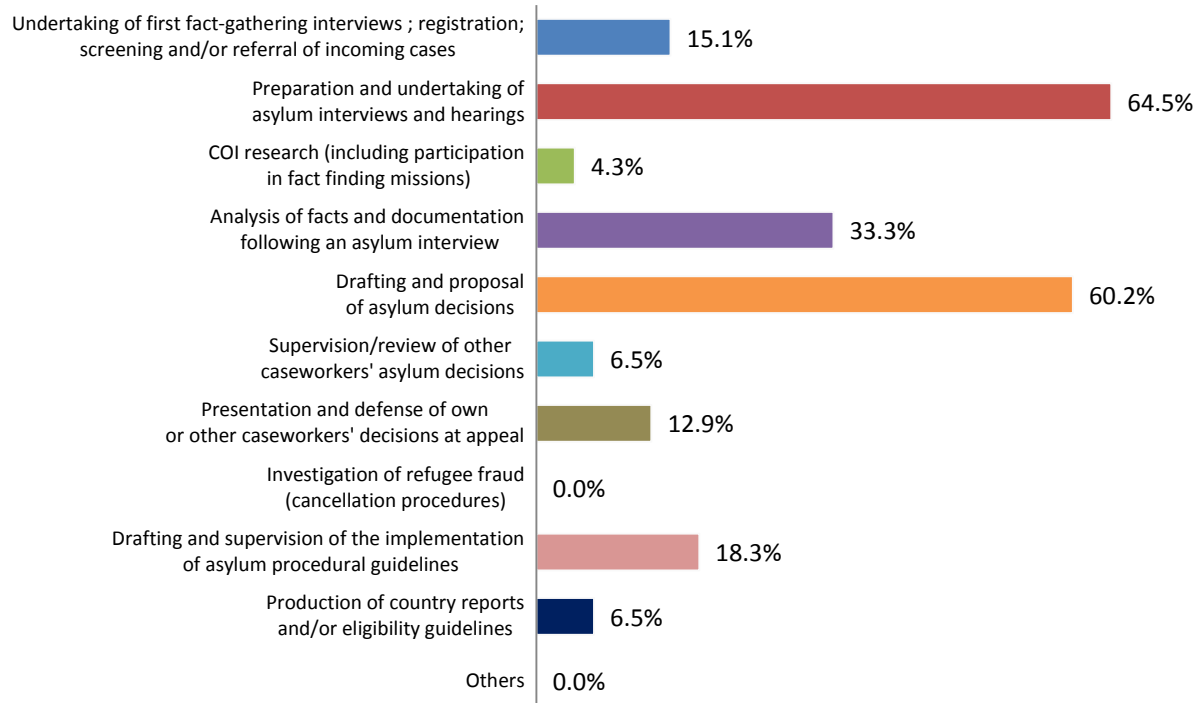
- Graph 7: Multiplier effect - Participation in train-the-trainers' sessions compared to national trainings delivered in Slovakia (2010-2015)

Module	Total number of participants in train-the-trainers' sessions	Total number of participants in national training sessions	Multiplier effect
Common European Asylum System	6	30	5
Inclusion	2	26	13
Interviewing Vulnerable Persons	2	25	13
Country of Origin Information	2	17	9
Interview Techniques	1	16	16
Interviewing Children	1	3	3
Evidence Assessment	3	0	0
Asylum Procedure Directive	2	0	0
Dublin Regulation	1	0	0
End of Protection	1	0	0
Exclusion	1	0	0
Drafting and Decision Making	0	17	/
Module for Managers	0	0	/
International Refugee Law and Human Rights	0	0	/
Reception	0	0	/
Gender, Gender Identity and Sexual Orientation	0	0	/
<b>Total</b>	<b>22</b>	<b>134</b>	<b>6</b>

Note: data provided from EASO training registration lists

## Section II, Profile of participants from Slovakia in the EASO Training Curriculum

### Tasks performed by participants in EASO Training Curriculum as reported in registration since July 2013



**Reading example:** 87% of participants registered in national trainings by Slovakia performed the task “Preparation and undertaking of asylum interviews and hearings” as reported since July 2013.

*Please note that one asylum officer may perform several tasks.*

#### Data Sample:

- Reporting period: July 2013 – December 2015
- 93 participants from Slovakia with data regarding tasks performed
- Modules: Common European Asylum System, Dublin Regulation, Inclusion, Interview Techniques, Interviewing Children, Interviewing Vulnerable Persons and Evidence Assessment

### Section III, EASO Training and Experts Pool: content experts and trainers nominated by Slovakia

Modules	Content Expert nominated	Trainers nominated
Country of Origin Information	2	--
Evidence Assessment	--	1
Inclusion	--	1
Interviewing Children	1	--
Interviewing Vulnerable Persons	1	--
Module for Managers	1	1
Reception	1	--
Total number of nominations	6	3

### Summary

- The trend in implementation of the EASO Training Curriculum in Slovakia has been variable since 2010. After an initial implementation of the EASO training modules from 2010 to 2012, in 2013 no national training session was organised in Slovakia. However since 2014 the trend in implementation has been increasing.
- In 2015 four national training sessions have been organised in Slovakia (+33% compared to 2014) with 158 participants trained (+93% compared to 2014).
- In 2015 Slovakia and the Czech Republic organised joint national trainings:
  - ✓ Slovakia organised a common national training in the Inclusion module in Slovak language with a total of 33 participants (17 participants from Slovakia and 16 participants from the Czech Republic);
  - ✓ 16 participants from Slovakia attended the joint training in the Interview Techniques module organised by the Czech Republic in Czech language.
- The Inclusion module ranked first in Slovakia in 2015 (26 participants) followed by the Interview Techniques module (16 participants) and the Common European Asylum System module (12 participants).
- The Inclusion module and the Interview Techniques module have been used for the first time in Slovakia in 2015.
- Between 2010 and 2015, 22% of the Slovak participants in national sessions of the EASO Training Curriculum have been trained in the Common European Asylum System module, while 19% in the Inclusion module and the Interviewing Vulnerable Persons module.
- In 2015 five participants completed EASO's train-the-trainers' sessions (-29% compared to 2014). They have been trained to become national trainers in the following modules: Evidence Assessment, Interview Techniques and Dublin Regulation.
- Between 2010 and 2015, 22 participants from Slovakia attended train-the-trainers' sessions and 134 participants have been trained in national training sessions.
- Since 2010 the multiplier effect in Slovakia amounts to 6 participants trained at the national level by a trainer who followed one of EASO's train-the-trainers' session. In more details, the most significant multiplier effect can be observed on the basis of the following modules:
  - ✓ Interview Techniques, with 1 participant trained within the train-the-trainers' session to become national trainers who delivered national training session with 16 participants (16 trainees per trainer);

- ✓ Inclusion, with 2 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 26 participants (13 trainees per trainer);
- ✓ Interviewing Vulnerable Persons, with 2 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 25 participants (13 trainees per trainer).
- In terms of the profile of participants in the EASO Training Curriculum it shall be noted that in their daily work 65% of the trainees are responsible for interviewing applicants for international protection. In addition, 60% of them draft decisions on international protection and 33% analyse facts and documentation following an asylum interview.
- Experts and trainers nominated by Slovakia cover 9 positions in the EASO Training and Expert Pool.

### Analytical context provided by Member State

The national training system in the field of migration and asylum is very complex, comprising both national and the EASO training programmes.

The EASO Training Curriculum plays an important role in a national vocational training system, with regard to the implementation of art. 4(3) of the Asylum Procedure Directive (2013/32/EU), and its transposition to a national law.

The EASO Training Curriculum has been progressively implemented in Slovakia since 2010.

At the first stage we used the appropriate training modules taking into account the language skills of asylum practitioners, and thus we could easily implement such modules as the Common European Asylum System, Country of Origin Information and Interviewing Children (in English).

Since 2014 we have got access to national (or close to national) language versions of some modules, including the core modules as the Inclusion and Interview Techniques, which facilitated application of the training programme to a larger group of case workers.

In addition, the language similarities allowed us to conduct joint trainings with the Czech Republic, giving the training session added value in terms of face-to-face contact of participants from both countries, as well as exchange of experience, skills and best practices in assessing asylum cases.

The promotion of the EASO training programme has also been ensured through the participation of our experts in developing, or updating/upgrading specific modules.

Regarding the participants' profile, it's important to say that the ratio of participation of specific target groups in their respective core modules is very high in Slovakia. As an example we can give a full (100 %) participation of case workers in modules on Inclusion and Interview Techniques, 100 % of COI researches have been trained in the Country of Origin Information module, and 100 % of policy officers have been trained in the module on Common European Asylum System.

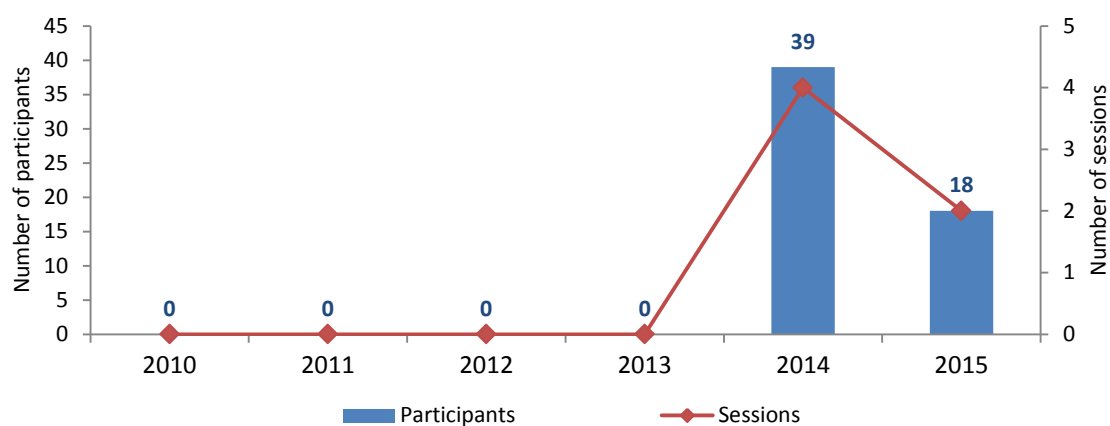
In future we plan to continue in progressive implantation of the EASO Training Curriculum and to conduct new national trainings for both senior asylum workers as well as for newcomers. Also, we would like to keep in close cooperation with the Czech counterparts in training activities.

## 4.26. Slovenia

### Section I, Progress in the EASO Training Curriculum: Slovenia 2015

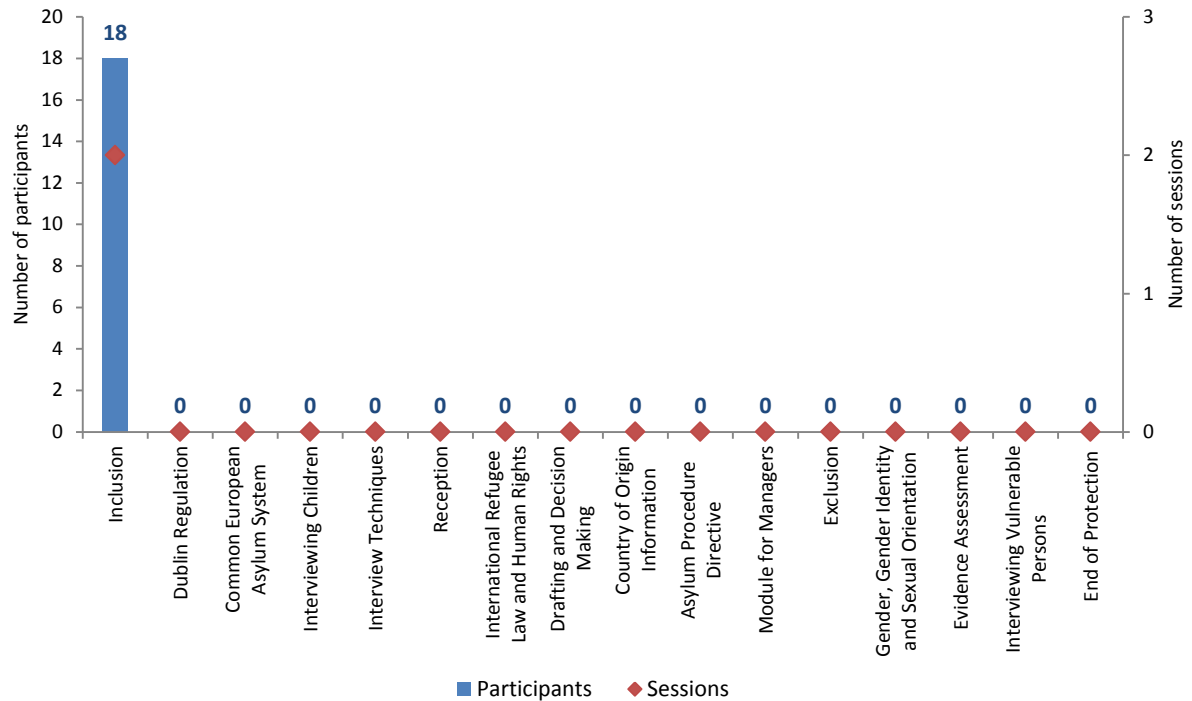
The implementation of the EASO Training Curriculum in Slovenia is presented according to the following data:

- number of participants and number of national training sessions organised in the EASO Training Curriculum,
  - number of participants and number of national training sessions organised by module,
  - number of participants to the train-the-trainers' sessions,
  - participation in the train-the-trainers' sessions by module,
  - comparison between participation in the train-the-trainers' sessions and delivery of the national training sessions (so-called multiplier effect).
- 
- Graph 1: Training progress in the EASO Training Curriculum in Slovenia from 2010 to 2015 (number of participants and number of national training sessions)

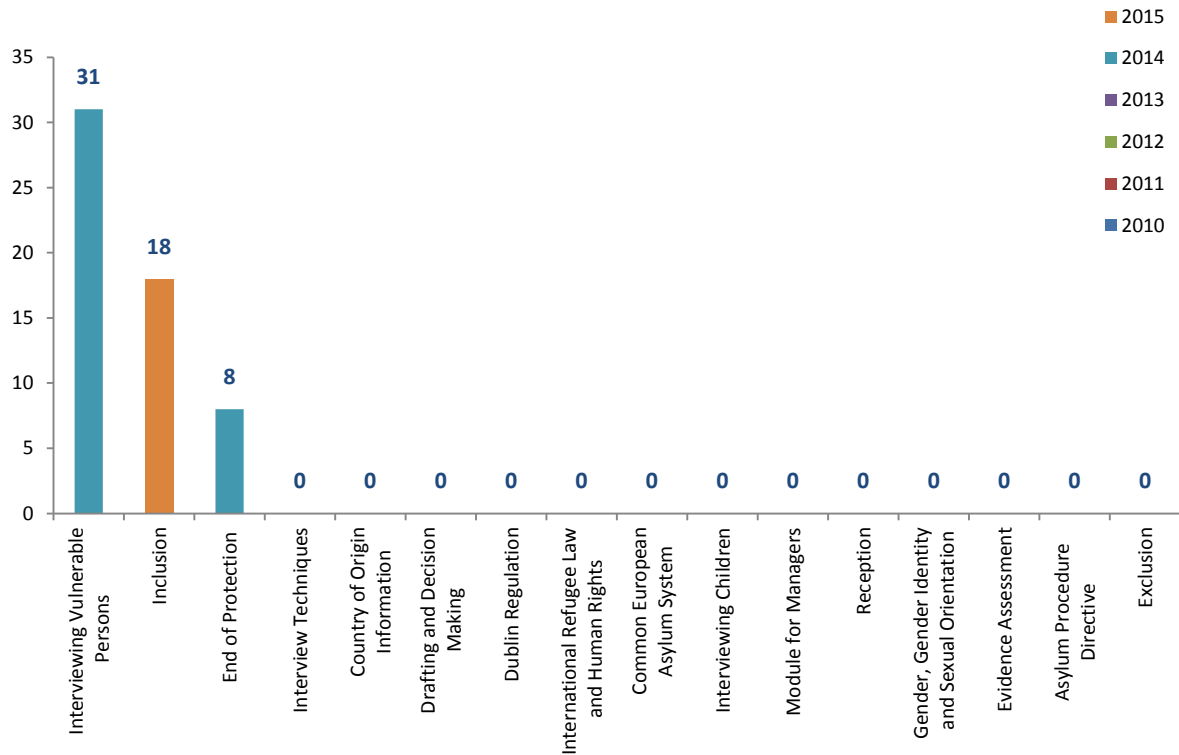




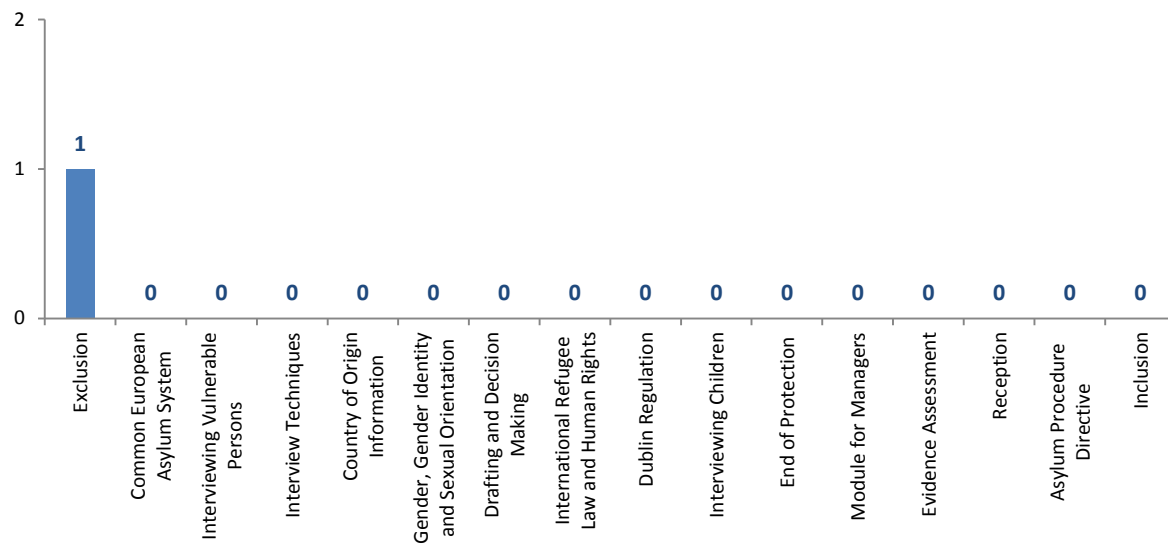
■ Graph 2: National training sessions in Slovenia by module (2015)



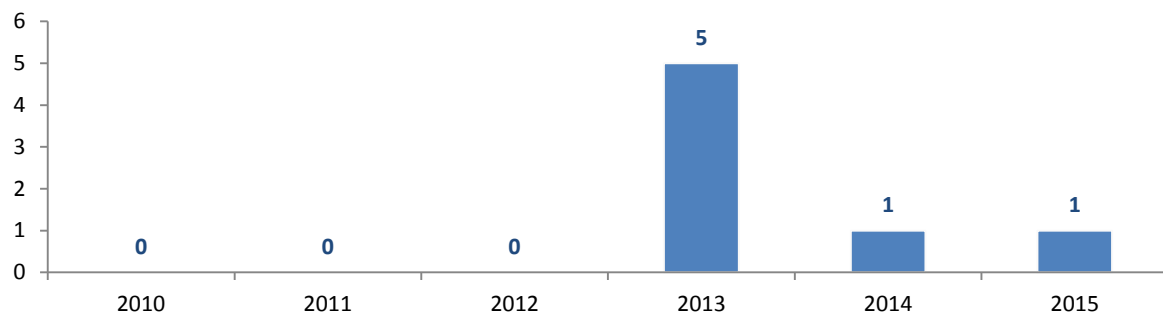
■ Graph 3: Participants in national training sessions in Slovenia by module (2010-2015)



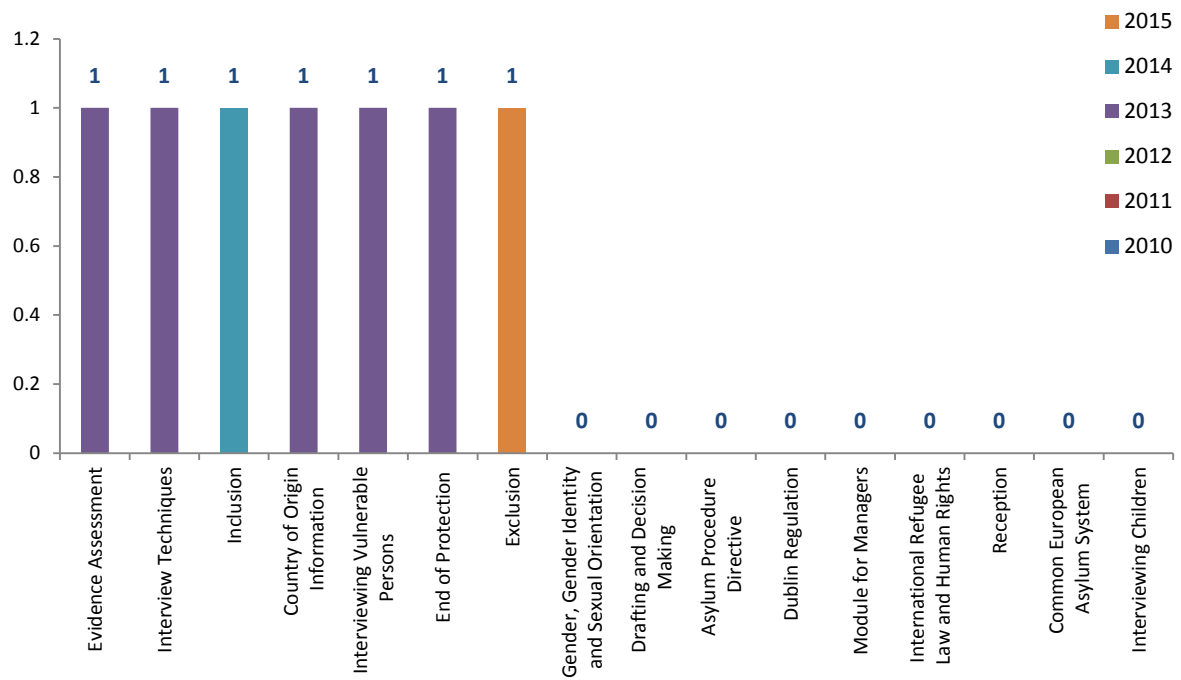
■ Graph 4: Participants from Slovenia in train-the-trainers' sessions by module (2015)



■ Graph 5: Participants from Slovenia in train-the-trainers' sessions (2010-2015)



■ Graph 6: Participants from Slovenia in train-the-trainers' sessions by modules (2010-2015)



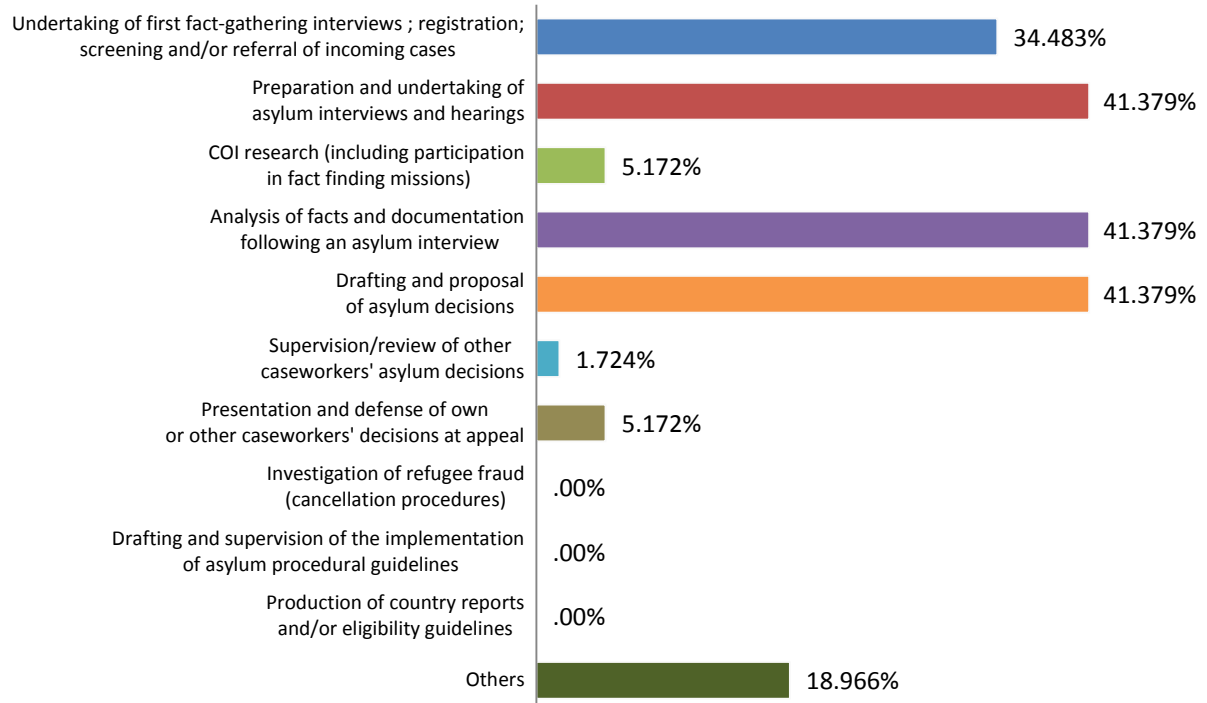
- Graph 7: Multiplier effect - Participation in train-the-trainers' sessions compared to national trainings delivered in Slovenia (2010-2015)

Module	Total number of participants in train-the-trainers' sessions	Total number of participants in national training sessions	Multiplier effect
Interviewing Vulnerable Persons	1	31	31
Inclusion	1	18	18
End of Protection	1	8	8
Interview Techniques	1	0	0
Exclusion	1	0	0
Country of Origin Information	1	0	0
Evidence Assessment	1	0	0
Module for Managers	0	0	/
Interviewing Children	0	0	/
Asylum Procedure Directive	0	0	/
Drafting and Decision Making	0	0	/
Common European Asylum System	0	0	/
Gender, Gender Identity and Sexual Orientation	0	0	/
Reception	0	0	/
Dublin Regulation	0	0	/
International Refugee Law and Human Rights	0	0	/
<b>Total</b>	<b>7</b>	<b>57</b>	<b>8</b>

Note: data provided from EASO training registration lists

## Section II, Profile of participants from Slovenia in the EASO Training Curriculum

### Tasks performed by participants in EASO Training Curriculum as reported in registration since July 2013



Reading example: 35% of participants registered in national trainings by Slovenia performed the task “Preparation and undertaking of asylum interviews and hearings” as reported since July 2013.

*Please note that one asylum officer may perform several tasks.*

#### Data Sample:

- Reporting period: July 2013 – December 2015
- 58 participants from Slovenia with data regarding tasks performed
- Modules: Inclusion, Exclusion, End of Protection and Interviewing Vulnerable Persons

## Section III, EASO Training and Experts Pool: content experts and trainers nominated by Slovenia

Modules	Content Expert nominated	Trainers nominated
Asylum Procedure Directive	2	--
Country of Origin Information	1	--
Drafting and Decision Making	1	--
Dublin III Regulation	1	--
Reception Conditions	1	--
Total number of nominations	6	0

## Summary

- The implementation of the EASO Training Curriculum in Slovenia has started in 2014 and in 2015 a decrease in the use of the EASO training modules has been recorded.
- In 2015 two national training sessions have been organised in Slovenia (-50% compared to 2014) with 18 participants trained (-54% compared to 2014).
- The Inclusion module has been used for the first time in Slovenia in 2015 and was the only module delivered in 2015.
- Between 2010 and 2015, 54% of the Slovenian participants in national sessions of the EASO Training Curriculum have been trained in the Interviewing Vulnerable Persons module, 32% in the Inclusion module and 14% in the End of Protection module.
- In 2015 one participant completed the EASO's train-the-trainers' session in the Exclusion module (stable compared to 2014).
- Between 2014 and 2015, seven participants from Slovenia attended train-the-trainers' sessions and 57 participants have been trained in national training sessions.
- Since 2014 the multiplier effect in Slovenia amounts to 8 participants trained at the national level by a trainer who followed one of EASO's train-the-trainers' session. In more details, the most significant multiplier effect can be observed on the basis of the following modules:
  - ✓ Interviewing Vulnerable Persons, with one participant trained within the train-the-trainers' session to become national trainer who delivered national training sessions with 31 participants (31 trainees per trainer);
  - ✓ Inclusion, with one participant trained within the train-the-trainers' session to become national trainer who delivered national training session with 18 participants (18 trainees per trainer);
  - ✓ End of Protection, with one participant trained within the train-the-trainers' session to become national trainer who delivered national training session with 8 participants (8 trainees per trainer).
- In terms of the profile of participants in the EASO Training Curriculum it shall be noted that in their daily work 41% of the trainees are responsible for interviewing applicants for international protection, analysing the facts and documentation after the interview and/or drafting decisions on international protection.
- Experts and trainers nominated by Slovenia cover 6 positions in the EASO Training and Expert Pool.

## Analytical context provided by Member State

Due to several staff changes (trainer for two modules stopped working for the Ministry for the Interior in 2015) all planned training activities were not implemented, hence the lower number of trained persons in 2015 (especially compared to 2014).

## 4.27. Spain

### Section I, Progress in the EASO Training Curriculum: Spain 2015

The implementation of the EASO Training Curriculum in Spain is presented according to the following data:

- number of participants and number of national training sessions organised in the EASO Training Curriculum,
  - number of participants and number of national training sessions organised by module,
  - number of participants to the train-the-trainers' sessions,
  - participation in the train-the-trainers' sessions by module,
  - comparison between participation in the train-the-trainers' sessions and delivery of the national training sessions (so-called multiplier effect).
- 
- Graph 1: Training progress in the EASO Training Curriculum in Spain from 2010 to 2015 (number of participants and number of national training sessions)

No national training session in the EASO Training Curriculum has been organised in Spain since 2010.

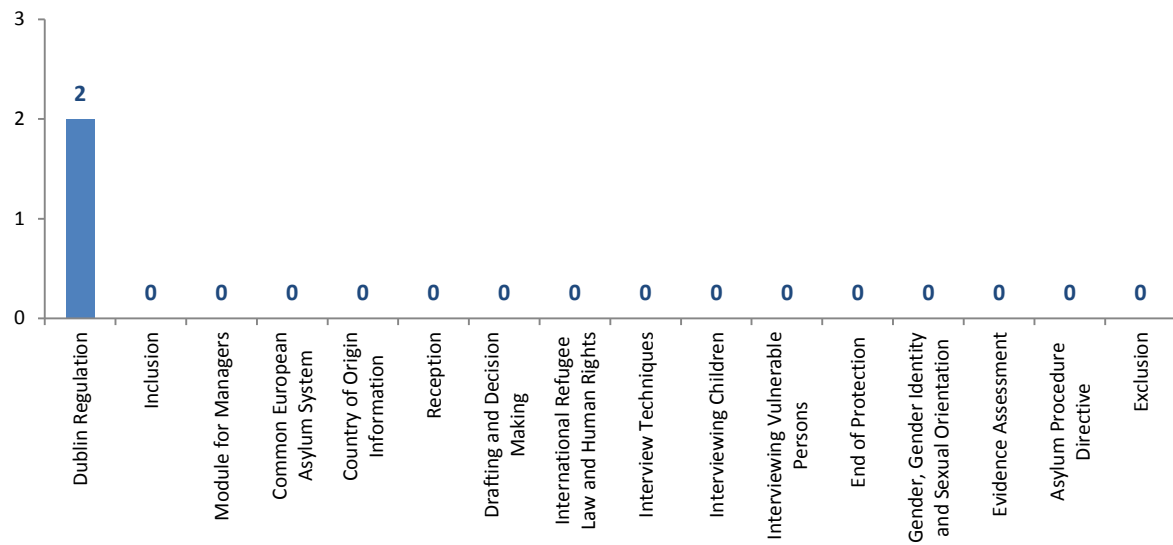
- Graph 2: National training sessions in Spain by module (2015)

No national training in the EASO Training Curriculum has been organised in Spain in 2015.

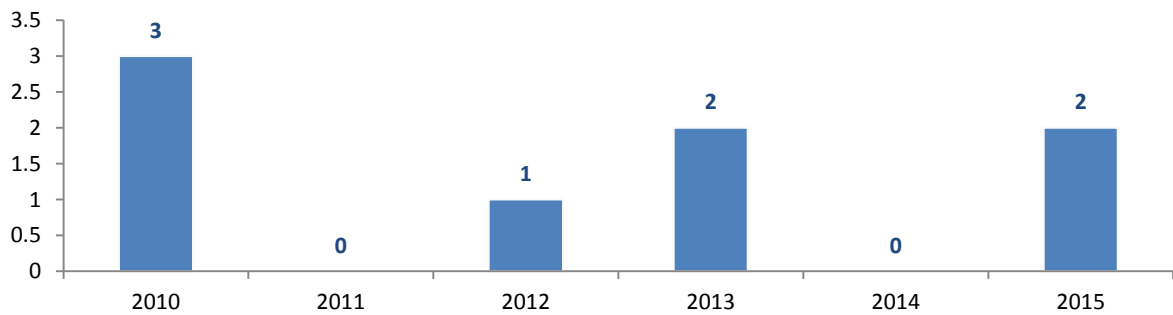
- Graph 3: Participants in national training sessions in Spain by module (2010-2015)

No national training session in the EASO Training Curriculum has been organised in Spain since 2010.

■ Graph 4: Participants from Spain in train-the-trainers' sessions by module (2015)

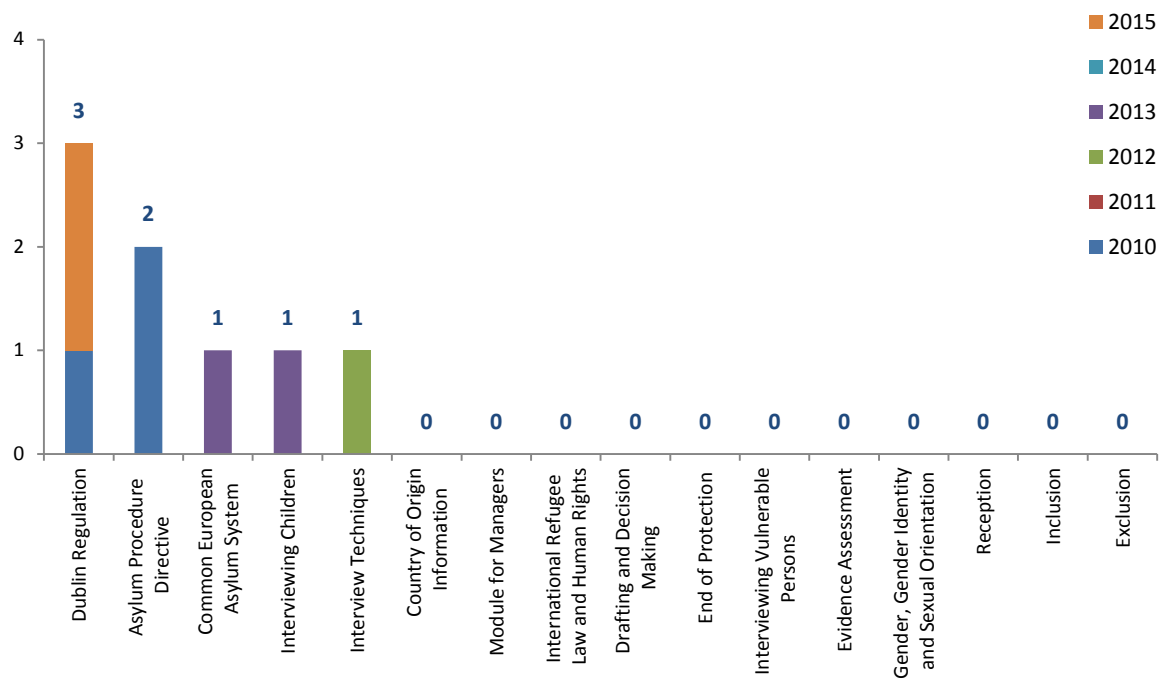


■ Graph 5: Participants from Spain in train-the-trainers' sessions (2010-2015)





■ Graph 6: Participants from Spain in train-the-trainers' sessions by module (2010-2015)



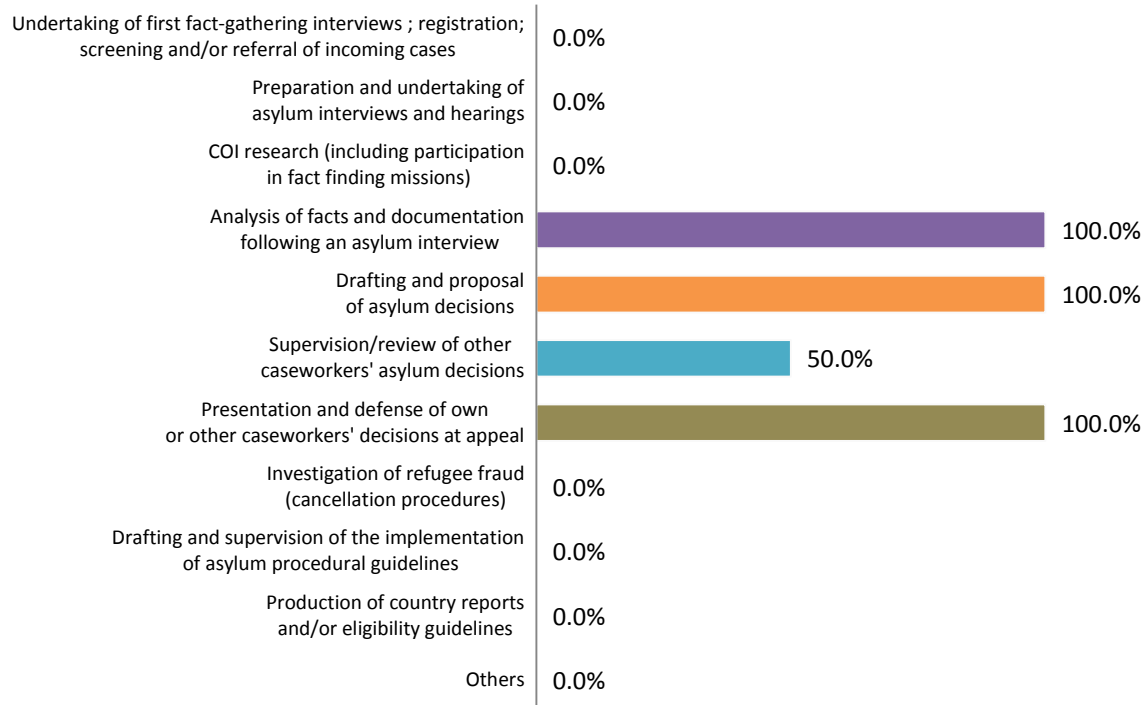
- Graph 7: Multiplier effect - Participation in train-the-trainers' sessions compared to national trainings delivered in Spain (2010-2015)

Module	Total number of participants in train-the-trainers' sessions	Total number of participants in national training sessions	Multiplier effect
Dublin Regulation	3	0	0
Asylum Procedure Directive	2	0	0
Interviewing Children	1	0	0
Common European Asylum System	1	0	0
Interview Techniques	1	0	0
Drafting and Decision Making	0	0	/
Inclusion	0	0	/
Module for Managers	0	0	/
End of Protection	0	0	/
International Refugee Law and Human Rights	0	0	/
Reception	0	0	/
Interviewing Vulnerable Persons	0	0	/
Exclusion	0	0	/
Country of Origin Information	0	0	/
Gender, Gender Identity and Sexual Orientation	0	0	/
Evidence Assessment	0	0	/
<b>Total</b>	<b>8</b>	<b>0</b>	<b>0</b>

Note: data provided from EASO training registration lists

## Section II, Profile of participants from Spain in the EASO Training Curriculum

### Tasks performed by participants in EASO Training Curriculum as reported in registration since July 2013



**Reading example:** 100% of participants registered in EASO Training Curriculum by Spain performed the task “Analyse of facts and Preparation and undertaking of asylum interviews and hearings” as reported since July 2013.

*Please note that one asylum officer may perform several tasks.*

#### Data Sample:

- Reporting period: July 2013 – December 2015
- 2 participants from Spain with data regarding tasks performed
- Modules: Dublin Regulation,

## Section III, EASO Training and Experts Pool: content experts and trainers nominated by Spain

Modules	Content Expert nominated	Trainers nominated
Asylum Procedure Directive	1	1
Total number of nominations	1	1

## Summary

- No national training session in the EASO Training Curriculum has been organised in Spain since 2010.
- In 2015 two participants from Spain completed EASO's train-the-trainers' sessions (no participants in 2014). The participants have been trained to become national trainers in the Dublin III Regulation module.
- Between 2010 and 2015, eight participants from Spain attended EASO train-the-trainers' sessions.
- In terms of the profile of participants in the EASO Training Curriculum it shall be noted that in their daily work 100% of the trainees are responsible for analysing facts and documentation following an asylum interview, drafting asylum decisions, presenting and defending their or other caseworkers' decisions at appeal.
- Experts and trainers nominated by Spain cover two positions in the EASO Training and Expert Pool.

## Analytical context provided by Member State

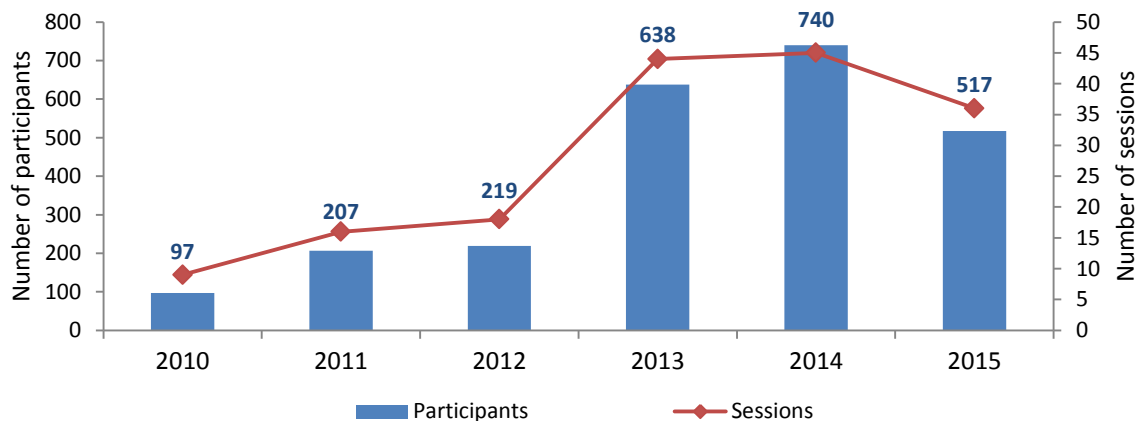
No further input provided

## 4.28. Sweden

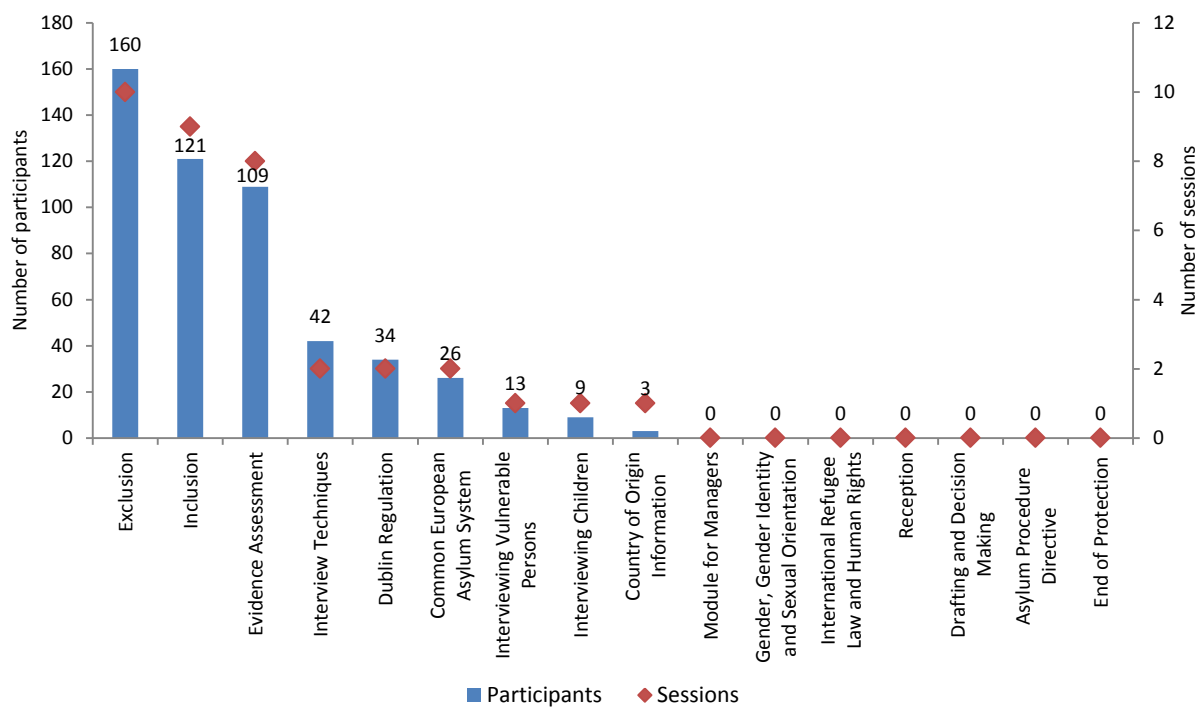
### Section I, Progress in the EASO Training Curriculum: Sweden 2015

The implementation of the EASO Training Curriculum in Sweden is presented according to the following data:

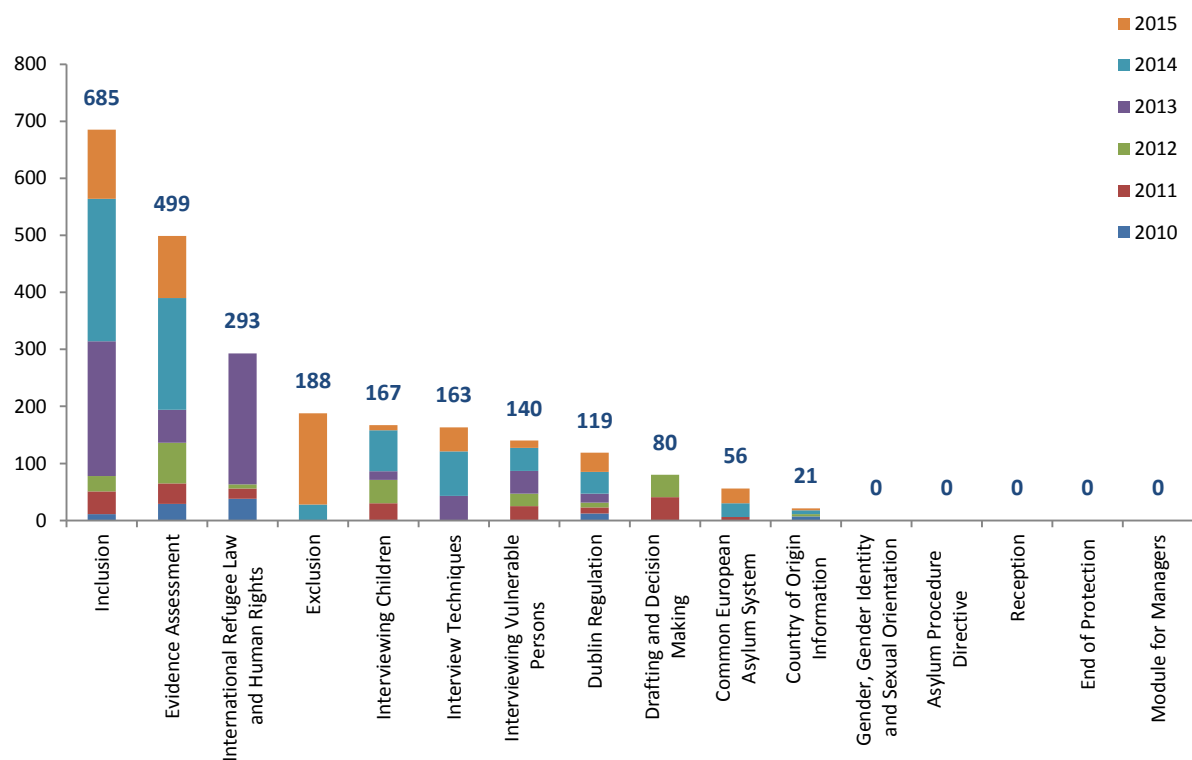
- number of participants and number of national training sessions organised in the EASO Training Curriculum,
  - number of participants and number of national training sessions organised by module,
  - number of participants to the train-the-trainers' sessions,
  - participation in the train-the-trainers' sessions by module,
  - comparison between participation in the train-the-trainers' sessions and delivery of the national training sessions (so-called multiplier effect).
- 
- Graph 1: Training progress in the EASO Training Curriculum in Sweden from 2010 to 2015 (number of participants and number of national training sessions)



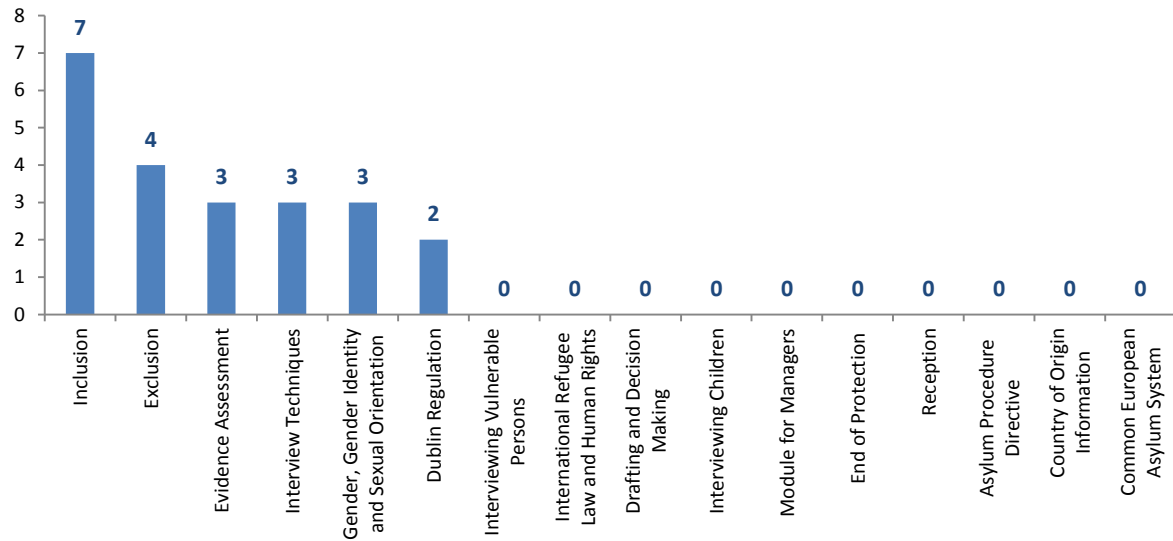
■ Graph 2: National training sessions in Sweden by module (2015)



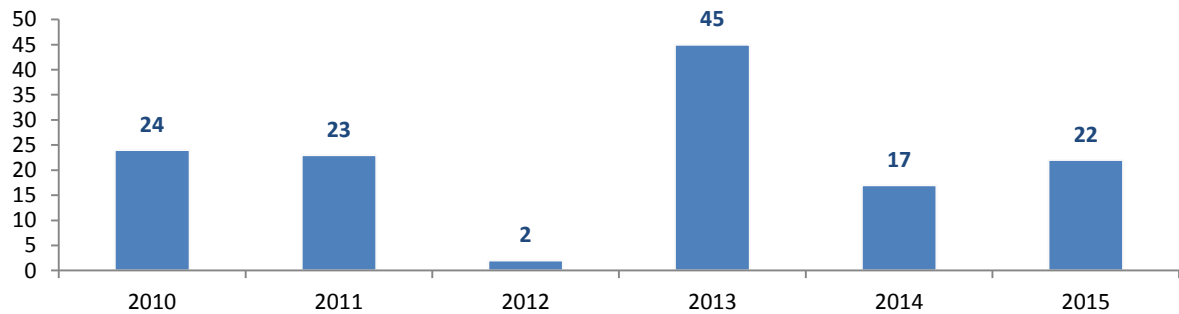
■ Graph 3: Participants in national training sessions in Sweden by module (2010-2015)



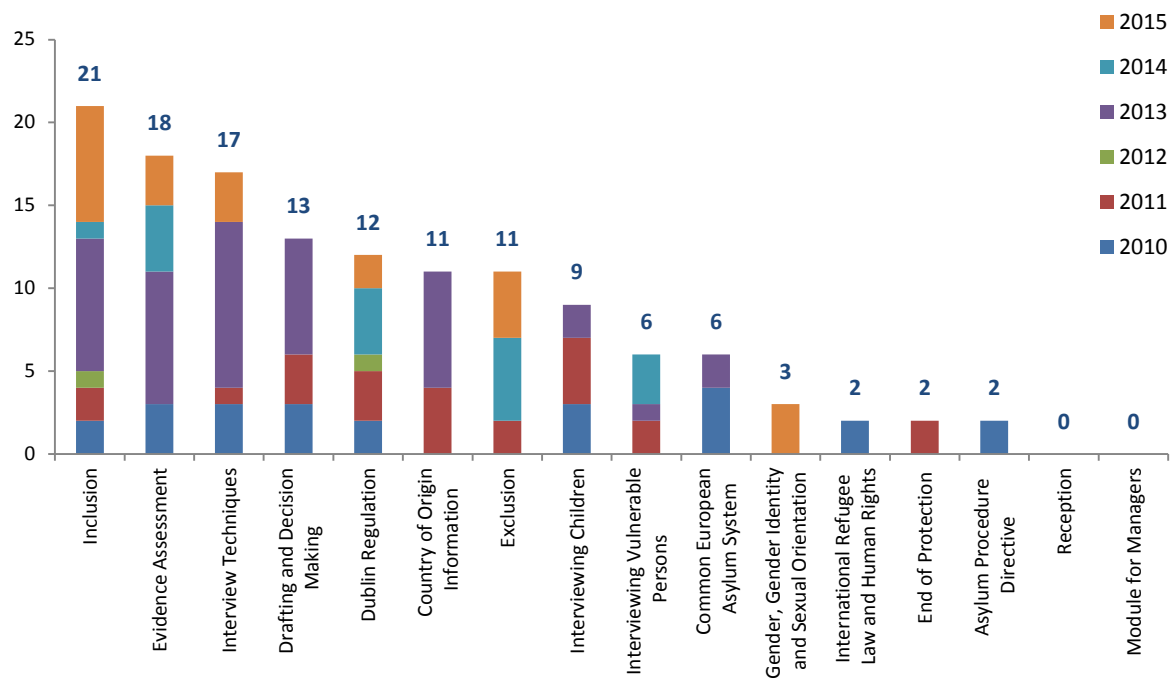
■ Graph 4: Participants from Sweden in train-the-trainers' sessions by modules (2015)



■ Graph 5: Participants from Sweden in train-the-trainers' sessions (2010-2015)



■ Graph 6: Participants from Sweden in train-the-trainers' sessions by modules (2010-2015)





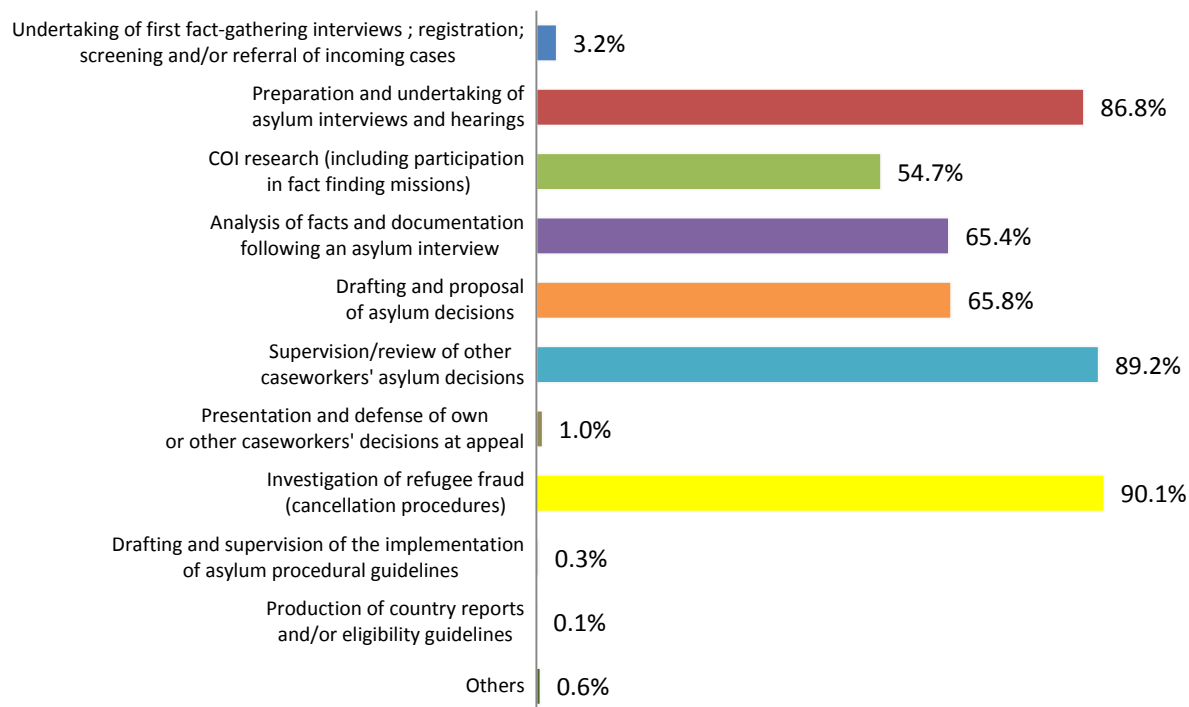
- Graph 7: Multiplier effect - Participation in train-the-trainers' sessions compared to national trainings delivered in Sweden (2010-2015)

Module	Total number of participants in train-the-trainers' sessions	Total number of participants in national training sessions	Multiplier effect
Inclusion	21	685	33
Evidence Assessment	18	499	28
Interview Techniques	17	163	10
Drafting and Decision Making	13	80	6
Dublin Regulation	12	119	10
Exclusion	11	188	17
Country of Origin Information	11	21	2
Interviewing Children	9	167	19
Interviewing Vulnerable Persons	6	140	23
Common European Asylum System	6	56	9
Gender, Gender Identity and Sexual Orientation	3	0	0
International Refugee Law and Human Rights	2	293	147
Asylum Procedure Directive	2	0	0
End of Protection	2	0	0
Reception	0	0	/
Module for Managers	0	0	/
<b>Total</b>	<b>133</b>	<b>2411</b>	<b>18</b>

Note: data provided from EASO training registration lists

## Section II, Profile of participants from Sweden in the EASO Training Curriculum

### Tasks performed by participants in EASO Training Curriculum as reported in registration since July 2013



Reading example: 87% of participants registered in national trainings by Sweden performed the task “Preparation and undertaking of asylum interviews and hearings” as reported since July 2013.

*Please note that one asylum officer may perform several tasks.*

#### Data Sample:

- Reporting period: July 2013 – December 2015
- 1429 participants from Sweden with data regarding tasks performed
- Modules: International Refugee Law and Human Rights, Common European Asylum System, Dublin Regulation, Inclusion, Exclusion, Interview Techniques, Interviewing Children, Interviewing Vulnerable Persons, Evidence Assessment

## Section III, EASO Training and Experts Pool: content experts and trainers nominated by Sweden

Modules	Content Expert nominated	Trainers nominated
Inclusion	1	--
Interview Techniques	1	--
Evidence Assessment	1	1
Gender, Gender Identity and Sexual Orientation	1	1
Reception	--	1
Total number of nominations	4	3

## Summary

- Following the constant implementation of the EASO Training Curriculum in Sweden, with a yearly increase in the number of participants trained and the number of training sessions organised, and a high point being in 2014 with 740 participants trained, 2015 was a first year when a decrease was recorded.
- In 2015 36 national training sessions have been organised in Sweden (-20% compared to 2014) with 517 participants trained (-30% compared to 2014).
- The Exclusion module ranked first in Sweden in 2015 (160 participants) followed by the Inclusion module (121 participants) and the Evidence Assessment module (109 participants).
- Between 2010 and 2015, 28% of the Swedish participants in national sessions of the EASO Training Curriculum have been trained in the Inclusion module, 21% in the Evidence Assessment module and 12% in the International Refugee Law and Human Rights module.
- In 2015 22 participants completed EASO's train-the-trainers' sessions (+29% compared to 2014). They have been trained to become national trainers in the following modules: Inclusion, Evidence Assessment, Interview Techniques, Dublin Regulation, Exclusion and Gender, Gender Identity and Sexual Orientation.
- In total, between 2010 and 2015, 133 participants from Sweden attended train-the-trainers' sessions and 2411 participants have been trained in national training sessions.
- Since 2010 the multiplier effect in Sweden amounts to 18 participants trained at the national level by a trainer who followed one of EASO's train-the-trainers' session. In more details, the most significant multiplier effect can be observed on the basis of the following modules:
  - ✓ Inclusion, with 21 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 685 participants (33 trainees per trainer);
  - ✓ Evidence Assessment, with 15 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 499 participants (28 trainees per trainer);
  - ✓ International Refugee Law & Human Rights, with 2 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions with 293 participants (147 trainees per trainer).
- In terms of the profile of participants in the EASO Training Curriculum it shall be noted that 90% of trainees investigate refugee fraud (cancellation procedures). In addition, 89% of participants supervise other case workers' asylum decisions and 87% are responsible for interviewing applicants for international protection.
- Experts and trainers nominated by Sweden cover 7 positions in the EASO Training and Expert Pool.

### Analytical context provided by Member State

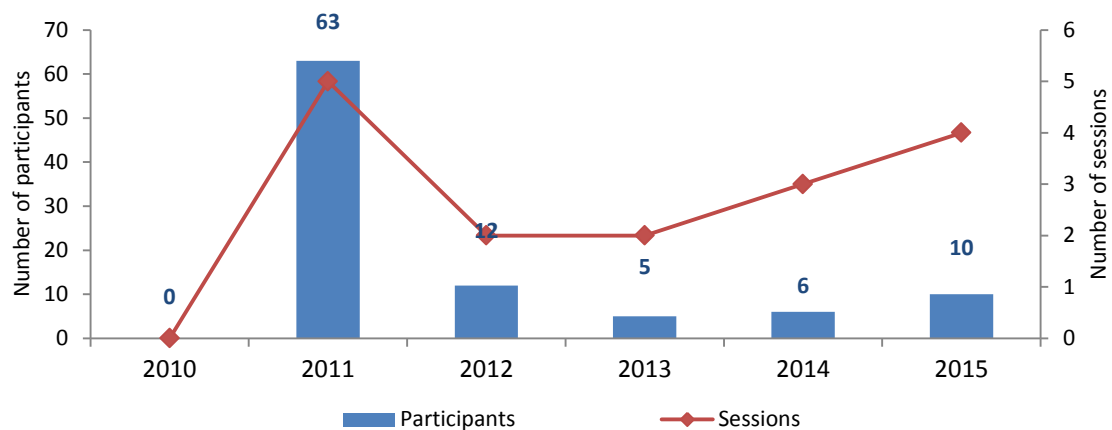
- In 2015 the Swedish Migration Agency (SMA) cancelled all training activities due to the pressing situation and urgent demand for staff within the organisation. The decision included not to send any staff for trainings in Malta or to the regional trainings.
- At the same time, as the SMA activities increased with the up-scaling of the organisation, it became clear that the SMA was in need of more trainers. During the years, some of the trainers had passed on to other positions and the demand for new trainers was clear. As we speak, the SMA is involved in creating a new batch of EASO-certified trainers and we are currently planning ahead for the training of all the new staff that has started to work with the SMA during the year.
- Both the training on Inclusion as well as that one on Evidence Assessment belong to the core trainings and are essential for the further development of the SMA staff. Since some of the SMA staff changed positions last year, it is a natural process to train new trainers.

## 4.29. Switzerland

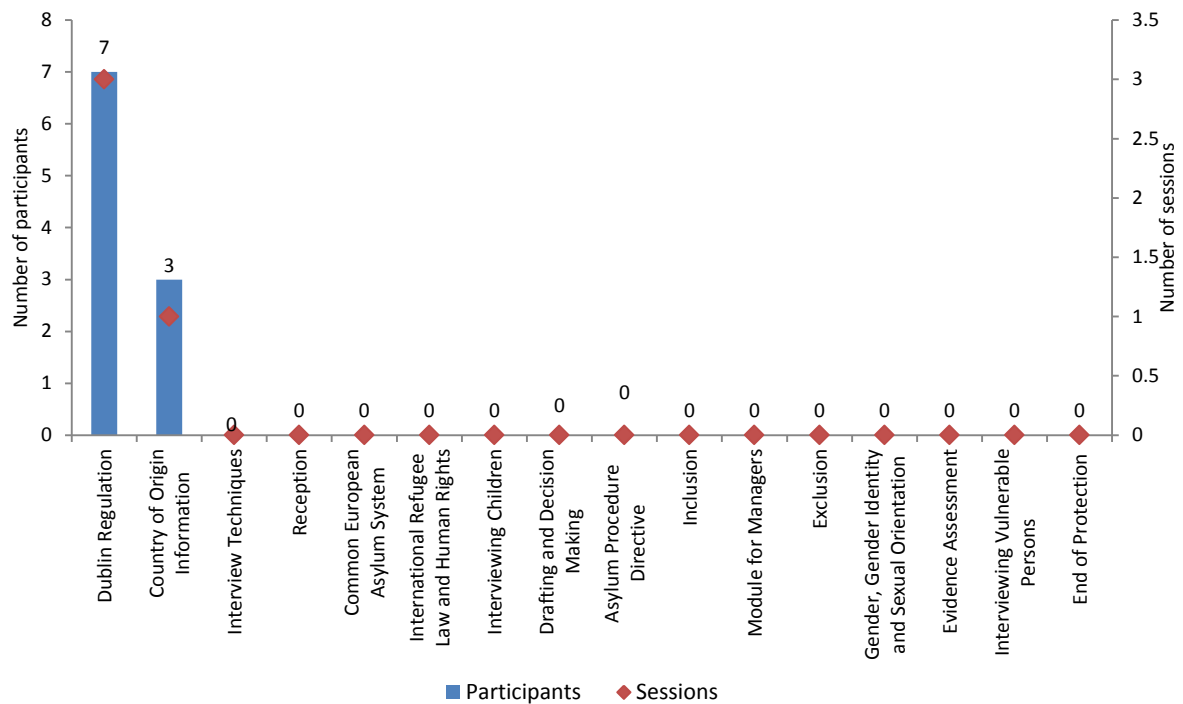
### Section I, Progress in the EASO Training Curriculum: Switzerland 2015

The implementation of the EASO Training Curriculum in Switzerland is presented according to the following data:

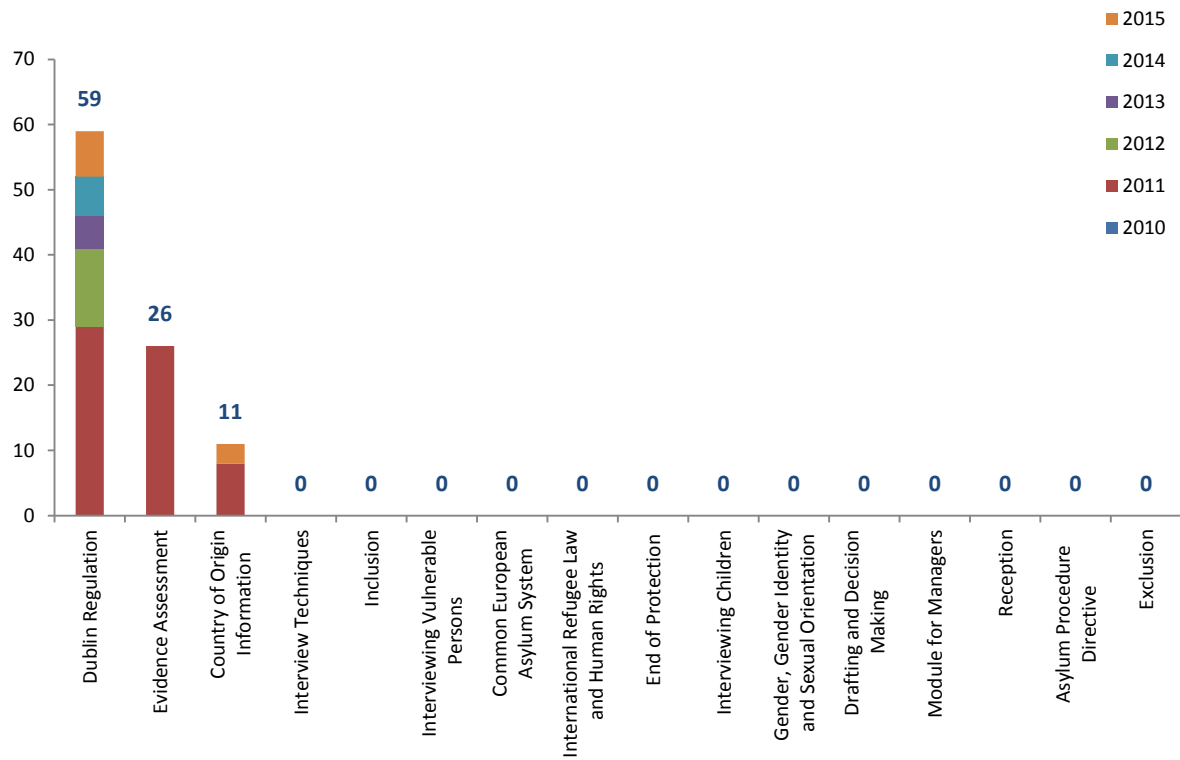
- number of participants and number of national training sessions organised in the EASO Training Curriculum,
  - number of participants and number of national training sessions organised by module,
  - number of participants to the train-the-trainers' sessions,
  - participation in the train-the-trainers' sessions by module,
  - comparison between participation in the train-the-trainers' sessions and delivery of the national training sessions (so-called multiplier effect).
- 
- Graph 1: Training progress in the EASO Training Curriculum in Switzerland from 2010 to 2015 (number of participants and number of national training sessions)



■ Graph 2: National training sessions in Switzerland by module (2015)



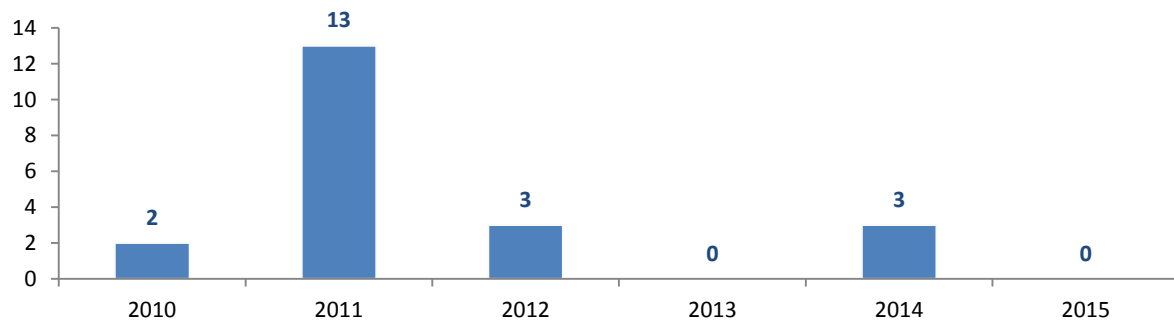
■ Graph 3: Participants in national training sessions in Switzerland by module (2010-2015)



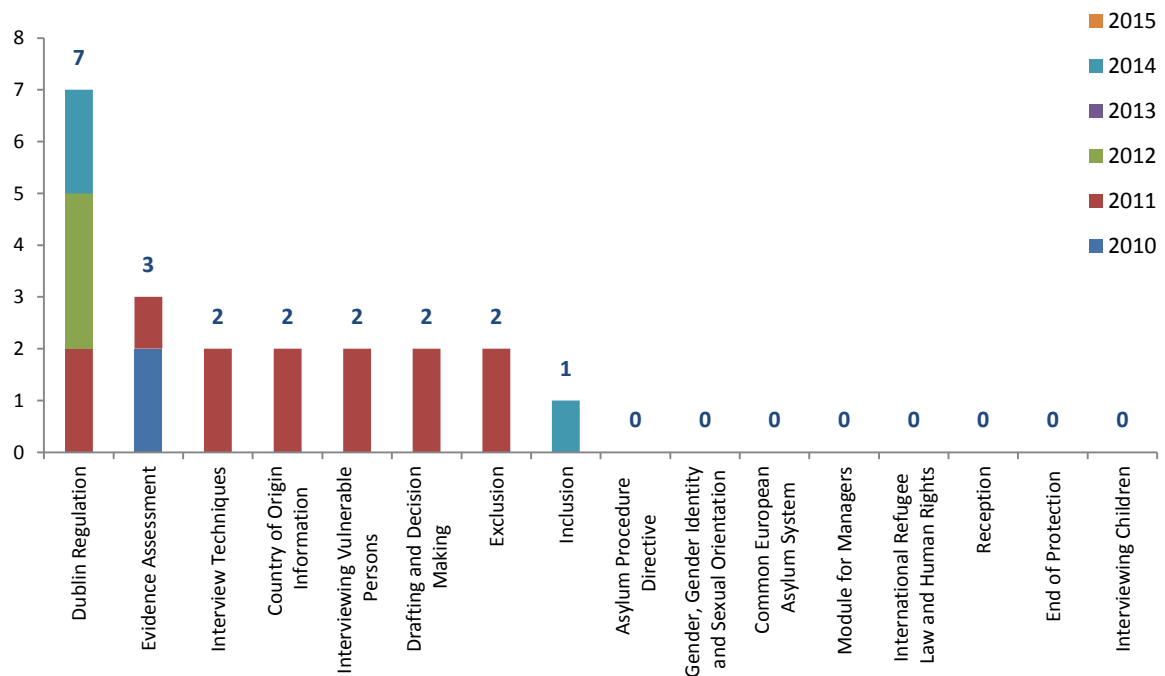
■ Graph 4: Participants from Switzerland in train-the-trainers' sessions by module (2015)

No participant from Switzerland took part in train-the-trainers' sessions in 2015.

■ Graph 5: Participants from Switzerland in train-the-trainers' sessions (2010-2015)



■ Graph 6: Participants from Switzerland in train-the-trainers' sessions by module (2010-2015)



- Graph 7: Multiplier effect - Participation in train-the-trainers' sessions compared to national trainings delivered in Switzerland (2010-2015)

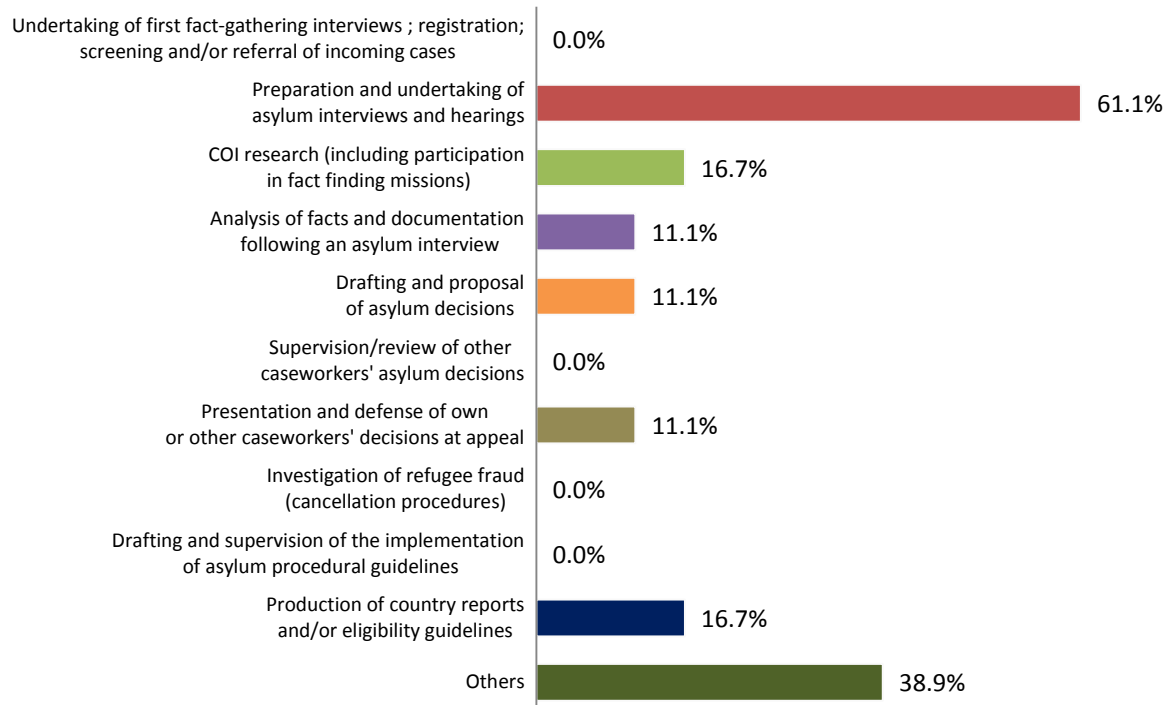
Module	Total number of participants in train-the-trainers' sessions	Total number of participants in national training sessions	Multiplier effect
Dublin Regulation	7	59	8
Evidence Assessment	3	26	9
Country of Origin Information	2	11	6
Interview Techniques	2	0	0
Drafting and Decision Making	2	0	0
Interviewing Vulnerable Persons	2	0	0
Exclusion	2	0	0
Inclusion	1	0	0
Common European Asylum System	0	0	/
End of Protection	0	0	/
Interviewing Children	0	0	/
Gender, Gender Identity and Sexual Orientation	0	0	/
Module for Managers	0	0	/
Reception	0	0	/
Asylum Procedure Directive	0	0	/
International Refugee Law and Human Rights	0	0	/
<b>Total</b>	<b>21</b>	<b>96</b>	<b>5</b>

Note: data provided from EASO training registration lists



## Section II, Profile of participants from Switzerland in the EASO Training Curriculum

### Tasks performed by participants in EASO Training Curriculum as reported in registration since July 2013



Reading example: 61% of participants registered in national trainings by Switzerland performed the task “Preparation and undertaking of asylum interviews and hearings” as reported since July 2013. *Please note that one asylum officer may perform several tasks.*

#### Data Sample:

- Reporting period: July 2013 – December 2015
- 18 participants from Switzerland with data regarding tasks performed
- Modules: Dublin Regulation, Country of Origin Information

## Section III, EASO Training and Experts Pool: content experts and trainers nominated by Switzerland

Modules	Content Expert nominated	Trainers nominated
Country of Origin Information	1	2
THB Training Tool	1	--
Total number of nominations	2	2

## Summary

- The implementation of the EASO Training Curriculum in Switzerland started in 2011, when a peak in the use of the Curriculum was recorded. After a decrease in implementation, a slight increase has been observed yearly since 2013.
- In 2015 four national training sessions were organised with 10 participants (+67% compared to 2014).
- The module on Dublin III Regulation ranked first in Switzerland in 2015 (7 participants) followed by the Country of Origin Information module (3 participants).
- Between 2010 and 2015, 61% of the Swiss participants in national sessions of the EASO Training Curriculum have been trained in the Dublin III Regulation module, 27% in the Evidence Assessment module and 12% in the Country of Origin Information module.
- No participant from Switzerland completed EASO's train-the-trainers' sessions in 2015.
- Between 2010 and 2015, 21 participants from Switzerland attended train-the-trainers' sessions and 96 participants have been trained in national training sessions.
- Since 2010 the multiplier effect in Switzerland amounts to 5 participants trained at the national level by a trainer who followed one of EASO's train-the-trainers' session. In more details, the most significant multiplier effect can be observed on the basis of the following modules:
  - ✓ Evidence Assessment, with 3 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions to 26 participants (9 trainees per trainer);
  - ✓ Dublin III Regulation, with 7 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions to 59 participants (8 trainees per trainer);
  - ✓ Country of Origin Information, with 2 participants trained within the train-the-trainers' sessions to become national trainers who delivered national training sessions to 11 participants (6 trainees per trainer).
- In terms of the profile of participants in the EASO Training Curriculum it shall be noted that in their daily work 61% of trainees are responsible for preparing and conducting interviews of applicants for international protection. In addition, 16% of participants are dealing with COI research, while 39% are responsible for other tasks than those specified in the registration forms.
- Experts and trainers nominated by Switzerland cover four positions in the EASO Training and Expert Pool.

## Analytical context provided by Member State

No further input provided

## 4.30. United Kingdom

### Section I, Progress in the EASO Training Curriculum: United Kingdom 2015

The implementation of the EASO Training Curriculum in the United Kingdom is presented according to the following data:

- number of participants and number of national training sessions organised in the EASO Training Curriculum,
  - number of participants and number of national training sessions organised by module,
  - number of participants to the train-the-trainers' sessions,
  - participation in the train-the-trainers' sessions by module,
  - comparison between participation in the train-the-trainers' sessions and delivery of the national training sessions (so-called multiplier effect).
- 
- Graph 1: Training progress in the EASO Training Curriculum in the United Kingdom from 2010 to 2015 (number of participants and number of national training sessions)

No national training session in the EASO Training Curriculum has been organised in the United Kingdom since 2010.

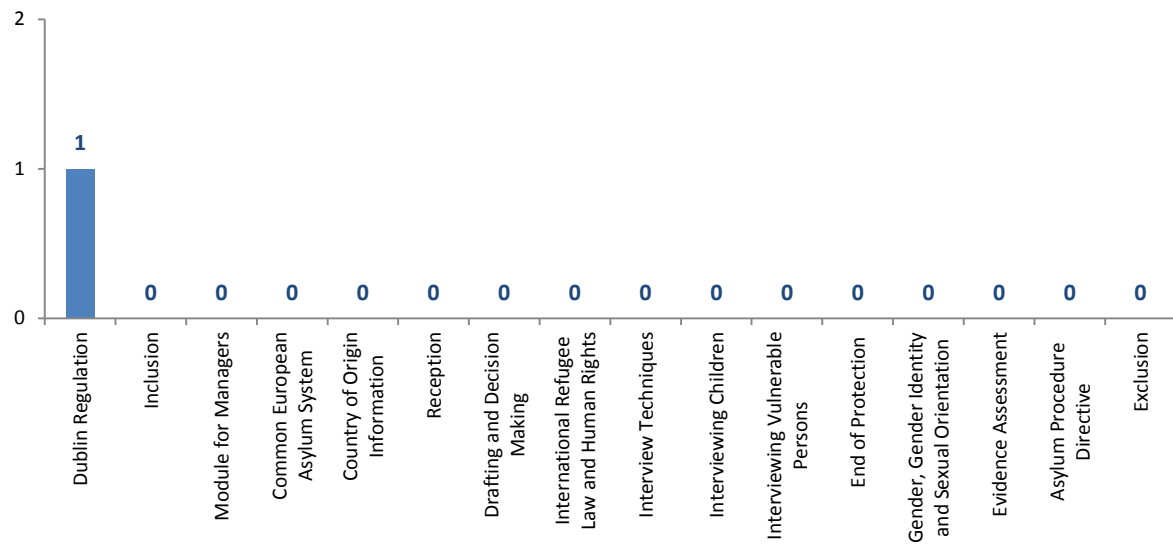
- Graph 2: National training sessions in the United Kingdom by module (2015)

No national training in the EASO Training Curriculum has been organised in the United Kingdom in 2015.

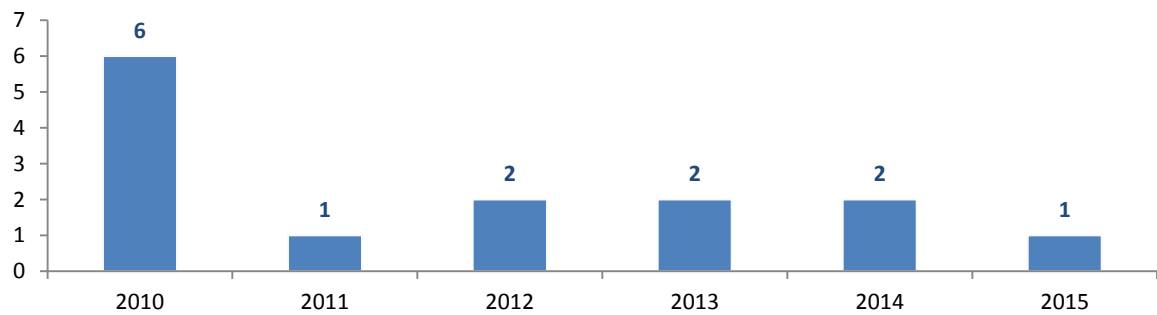
- Graph 3: Participants in national training sessions in United Kingdom by module (2010-2015)

No national training session in the EASO Training Curriculum has been organised in the United Kingdom since 2010.

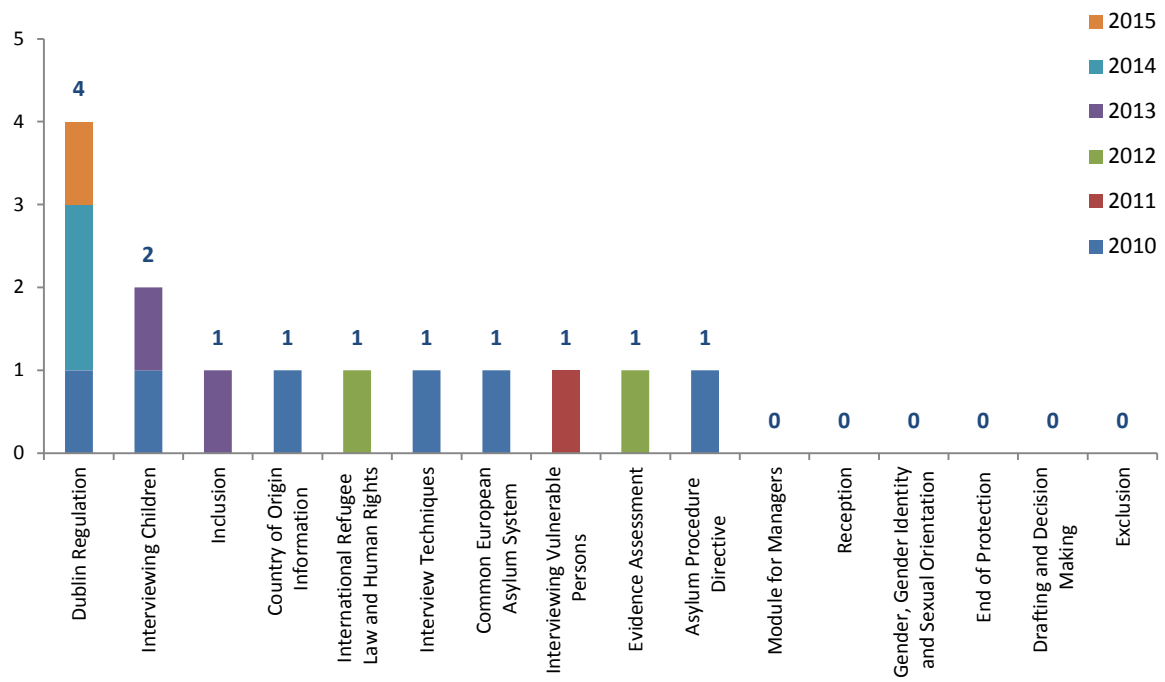
■ Graph 4: Participants from the United Kingdom in train-the-trainers' sessions by module (2015)



■ Graph 5: Participants from United Kingdom in train-the-trainers' sessions (2010-2015)



■ Graph 6: Participants from United Kingdom in train-the-trainers' sessions by module (2010-2015)



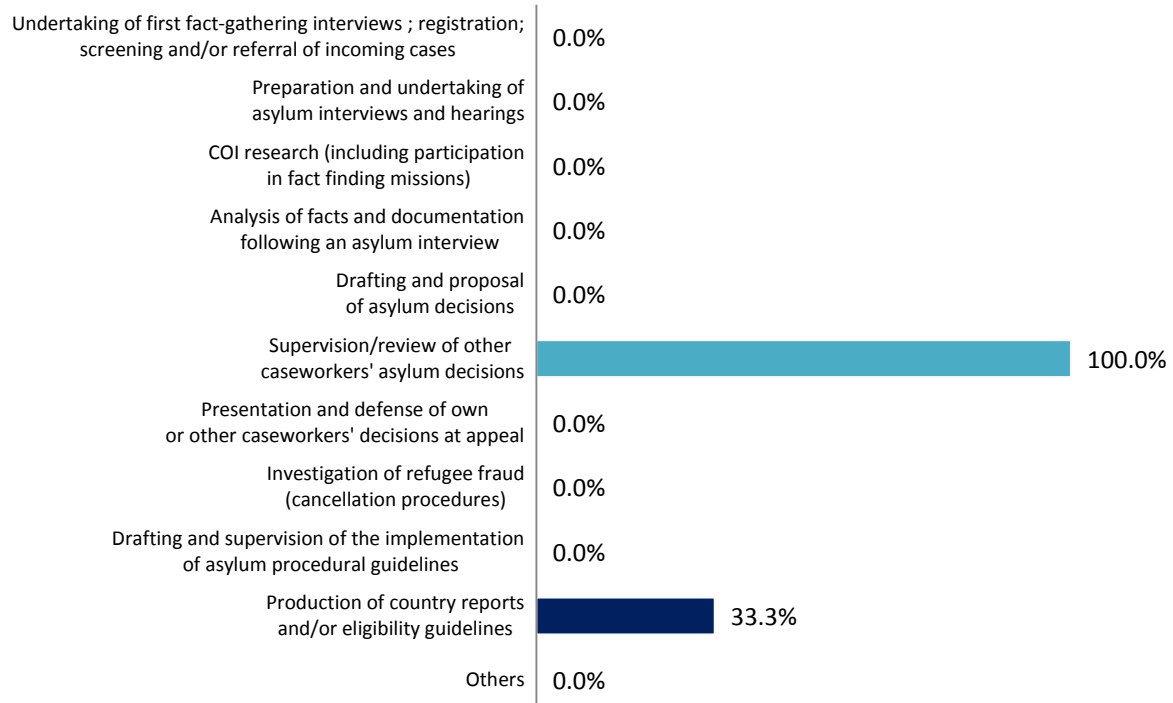
- Graph 7: Multiplier effect - Participation in train-the-trainers' sessions compared to national trainings delivered in the United Kingdom (2010-2015)

Module	Total number of participants in train-the-trainers' sessions	Total number of participants in national training sessions	Multiplier effect
Dublin Regulation	4	0	0
Interviewing Children	2	0	0
Inclusion	1	0	0
Interview Techniques	1	0	0
Common European Asylum System	1	0	0
International Refugee Law and Human Rights	1	0	0
Country of Origin Information	1	0	0
Asylum Procedure Directive	1	0	0
Interviewing Vulnerable Persons	1	0	0
Evidence Assessment	1	0	0
Gender, Gender Identity and Sexual Orientation	0	0	/
Reception	0	0	/
Module for Managers	0	0	/
Drafting and Decision Making	0	0	/
End of Protection	0	0	/
Exclusion	0	0	/
<b>Total</b>	<b>14</b>	<b>0</b>	<b>0</b>

Note: data provided from EASO training registration lists

## Section II, Profile of participants from the United Kingdom in the EASO Training Curriculum

### Tasks performed by participants in EASO Training Curriculum as reported in registration since July 2013



Reading example: 100% of participants registered in EASO Training Curriculum by United Kingdom performed the task “Supervision/review of other caseworkers' asylum decisions” as reported since July 2013.

*Please note that one asylum officer may perform several tasks.*

#### Data Sample:

- Reporting period: July 2013 – December 2015
- 3 participants from United Kingdom with data regarding tasks performed
- Module: Dublin Regulation

## Section III, EASO Training and Experts Pool: content experts and trainers nominated by United Kingdom

Modules	Content Expert nominated	Trainers nominated
Asylum Procedure Directive	1	--
Country of Origin Information	1	--
Drafting and Decision Making	1	1
Dublin III Regulation	1	1
End of Protection	1	1
Evidence Assessment	1	1

Modules	Content Expert nominated	Trainers nominated
Gender, Gender Identity and Sexual Orientation	2	1
Inclusion	--	1
Interview Techniques	1	1
Interviewing Vulnerable Persons	1	1
THB Training Tool	1	--
Total number of nominations	11	8

## Summary

- No national training session in the EASO Training Curriculum has been organised in United Kingdom since 2010.
- In 2015 one participant from United Kingdom completed EASO's train-the-trainers' sessions (compared to two participants in 2014). The participant has been trained to become national trainer in the Dublin III Regulation module.
- Between 2010 and 2015, 14 participants from United Kingdom attended train-the-trainers' sessions.
- In terms of the profile of participants in the EASO Training Curriculum it shall be noted that in their daily work 100% of the trainees are responsible for supervision/review of other caseworkers' asylum decisions. In addition, 33% of them prepare country reports and/or eligibility guidelines.
- Experts and trainers nominated by United Kingdom cover 19 positions in the EASO Training and Expert Pool.

## Analytical context provided by Member State

The Home Office does not currently deliver EASO modules to UK based asylum staff. However, our experienced business expert trainers have been active in engaging with EASO colleagues in the development of EASO modules for use in other member states.

For example:

- In 2015 the Home Office designed and delivered training in Georgia. This follows the Prague Process visit in 2014.
- We also assisted with the face-to-face session in Brussels on the Gender & SOGI module in November 2015.
- One of our trainers is currently involved in the development of an 'Introduction to International Protection' module within EASO.





