

INDEED

Evidence - Based Model for Evaluation of
Radicalisation Prevention and Mitigation

Deliverable No. 5.6

D5.6 Training Validation Report which summarises and evaluates the effectiveness of the training curricula and trainings materials

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Abstract:

Deliverable 5.6 aims to report on the effectiveness of the training curricula and training materials developed in Task 5.3 and utilised in Task 5.5 to strengthen first-line practitioners' and policy makers' knowledge on evidence-based evaluation of PVE/CVE and De-radicalisation initiatives and designing initiatives with evidence, as addressed through INDEED's dedicated training and training materials. It builds directly on the training needs analysis (T5.1) and runs in parallel to the development of INDEED's training curricula and training support packages (T5.3) and the implementation of INDEED's Training courses and Training of Trainers (T5.5).



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List of Acronyms

Acronym	Definition
b-Learning	Blended learning (synchronous and a-synchronous sessions)
DeRAD	De-radicalisation
EBEM	Evidence-Based Evaluation Model
e-learning	Online learning
EUCPN	European Crime Prevention Network
F2F	Face to face/ in person event
MoJ	Bremen Ministry of Justice and Constitution, Germany
NLW	National Level Workshop
PPHS	Polish Platform for Homeland Security
PVE / CVE	Preventing and countering violent extremism
ToT	Training of Trainers
UNODC	United Nations Office on Drugs and Crime





INDEED Project's Overview

INDEED aims to strengthen the knowledge, capabilities and skills of PVE/CVE and De-radicalisation first-line practitioners and policy makers in designing, planning, implementation and in evaluating initiatives in the field, based on evidence-based approach. INDEED builds from the state-of-the-art, utilizing the scientific and practical strengths of recent activities – enhancing them with complementary features to drive advancements and curb a growing rise of radical views and violent behaviour threatening security.

The INDEED methodological framework is based on the '5I' approach i.e. 5 project phases: Identify; Involve; Innovate; Implement; Impact. At the core of INDEED's work methodology is an interdisciplinary and participatory approach, which includes the co-creation of individual project phases and implementing them with the close engagement of multi-sectoral stakeholders. The creation of SMART Hubs (Stakeholder Multisectoral Anti-Radicalisation Teams) as part of INDEED is intended to facilitate this process.

The selected results of the project are:

1. A universal Evidence-Based Evaluation Model (EBEM) for evaluating radicalisation prevention and mitigation initiatives.
2. A practical EBEM-based evaluation tool.
3. Professional e-guidebooks.
4. A collection of user-friendly repositories (repository of risk and protective factors, repository of evaluations and evidence-based practices) for practical use by practitioners and policy makers.
5. Targeted curricula and trainings (onsite/ online).
6. Lessons learnt and policy recommendations.

All results are integrated and openly accessible in the INDEED multilingual [Toolkit](#) for practitioners and policy makers in the field for the entire lifecycle of PVE/CVE and De-radicalisation initiatives, from design to evaluation.

INDEED promotes the EU's values and principles, heeding multi-agency and cross-sectoral methods, including gender mainstreaming, societal dimensions and fundamental rights.

Executive summary

Deliverable 5.6 (hereinafter D5.6) covers the three face-to-face (onsite) training activities organised in Task 5.5 (hereafter T5.5), and aims to summaries and evaluate the effectiveness of the training curricula and training materials developed under Task 5.3 (T5.3: 'Design of novel training curricula and Training Support Packages on Evaluation and Design, Planning and Implementation of PVE/CVE and De-radicalisation initiatives') and implemented at these events. This report serves to guide future, post-project iterations of INDEED's training activities and materials.

Three face-to-face activities were implemented under T5.5: Two of these focused on first line practitioners, and took place over four days in Bremen, Germany (T1, February 2024, hosted by MoJ) and Madrid, Spain (T2, March 2024, hosted by Madrid Police).

The third aimed to train INDEED trainers (ToT) and took place in in Cluj-Napoca, Romania (T3, April 2024, hosted by PATRIR). Those ToT trainers who participated were then invited to





complete 'Cascade Training' sessions in their local contexts, which was a requirement for ToT participants to become certified by the Consortium as INDEED Trainers.

The aims of these onsite training courses were to:

1. (T1 and T2) Raise awareness of participants on i. Evidence-based evaluations in the PVE/CVE and De-radicalisation fields and, in particular, the INDEED Evidence-Based Evaluation Tool and Model; and ii. How to design evidence-based initiatives in the PVE/CVE and De-radicalisation fields;
2. (T3) Train and certify a pool of trainers who have been exposed to and are able to use the INDEED Training Support Packages and deliver the INDEED Trainings in their countries (locally and nationally) and across the EU; and
3. Strengthen policy makers understanding of evidence-based evaluation and evidence-based policy and practice in PVE/CVE and De-radicalisation and strengthen their support for these. This aim was addressed through the INDEED Policy Seminar.
4. Evidence that training developed under WP5 in the INDEED project will increase practitioners' and policy makers' knowledge, skills and abilities in:
 - i. Evaluating PVE/CVE and De-radicalisation initiatives; and
 - ii. Designing evidence-based PVE/CVE and De-radicalisation initiatives, such as policies and strategies, long-term programmes, short-term actions and ad hoc interventions.

Positioned towards the end of the project, the face-to-face training courses were built directly on earlier Work Packages and Deliverables of the INDEED Consortium's work prior to WP5, and played an important role in supporting outreach and wider dissemination, engagement with and utilization of INDEED results. The training curricula and training materials, together with development of a cadre of trainers motivated and committed to continue INDEED trainings even after completion of the project, helps to support the project's sustainability and continued exploitation and use of project results.

T5.5 also drew on the participation of experts and trainers in the field of PVE/CVE and De-radicalisation already engaged in INDEED Smart Hubs (WP3), offering them a further added value through the INDEED Project from the trainings' competency and capacity development on evidence-based evaluation and designing initiatives with evidence.

Strengthening the sustainability of INDEED results through training practitioners and trainers to use the Evidence-based Evaluation Tool, E-Guidebooks, and additional training resources, and by certifying trainers in INDEED partner countries to deliver the curricula developed, and thereby pass on this knowledge to new implementers, was a key component of the INDEED projects plan for supporting sustainability and further exploitation of INDEED results.





1 INTRODUCTION

1.1 BACKGROUND AND OBJECTIVES

This report is part of INDEED's Work Package (WP) 5 "Strengthening Practitioners', Policy makers' Field Competencies for Evidence-based Practice", which aimed to identify and map training and capacity building needs, best practices, and solutions in user-based design in order to prepare the ground for the development of INDEED's training materials.¹ As such, the main objectives of WP5 were:

1. To directly engage trainers, training institutions, policy makers and first-line practitioners to identify and map training and capacity building needs, best practices and solutions in user-based design.
2. To support the development of a collaborative learning field and 'community of practice' on evaluation.
3. To create an integrated training suite, including a capacity-building tool, training activities and curricula – for both in-person training and online self-paced learning.
4. Improve and strengthen the capacity of practitioners and policy makers to implement effective evaluations and develop an improved evidence-based design of PVE/CVE and De-radicalisation initiatives.
5. To support the general uptake of the proposed solutions and training through train-the-trainer methods and cascade trainings.
6. And to create a one-stop, online multilingual Toolkit with e-learning suite that integrates the evaluation framework, all INDEED public deliverables and learning tools to maximise uptake and accessibility to the field.

D5.5 builds directly on the comprehensive analysis of identified and researched training tools, gaps, needs, and standards for initiative for initiative design and evaluation in PVE/CVE and De-radicalisation and other crime prevention fields provided by D5.1. and D5.5.

1.2 WAY OF IMPLEMENTATION IN BRIEF

T5.5 Improving Practice: Field Trainings, Train the Trainers and Trainers Community was led by MoJ under WP5 leader PATRIR, and the following partners participated in the dedicated tasks implementation: PPHS, VUB, UoH, EFUS, TRANSFORM, LPR, KWPG, CENTRIC, HP, RMP, KEMEA, IPS, GDES, PMM). The tasks were scheduled to take place between months 26 and 36 of the INDEED project.

Participants were carefully selected based on previously established and announced criteria and then took part in one of two editions of a 4-day training programme (for frontline practitioners) or a 4-day Train of Trainers programme (for trainers of frontline practitioners). Each of these training programs was divided into two separate curricula, covering:

¹ Including the INDEED Toolkit, e-learning suite, and Training Support Packages and Training Curricula





- Designing, Implementing and Utilising Effective Evaluation (2 days) and
- Improving Design of Evidence-Based Practices (2 days).

T5.5 training activities ran between February 2024 and June 2024, with the period from October 2023 to January 2024 used by MoJ with support from PATRIR to implement all organizational, preparatory, promotional and recruitment activities.

T5.5 activities, and subject of this report, were scheduled on the following dates:

- **4-day Training for Practitioners and policy makers:** Edition 1 (25 participants), Bremen (Germany).
- **4-day Training for practitioners and policy makers:** Edition 2 (25 participants), Madrid (Spain).
- **4-day Train the Trainer (ToT)** (22 participants), Cluj-Napoca (Romania).

Moreover, the aim of ToT activity was to create a pool of specialists who could cascade training utilizing the INDEED results and better multiply the impact in the field, and subsequently become endorsed as trainers by the INDEED Consortium. Therefore, the follow up activities from the ToT were:

- **7 cascade training activities** implemented in Poland, France, Belgium, Romania, Finland, Greece, Portugal. A total of 7 cascade trainings took place in various formats, in May, June and July 2024.

Finally, in order to ensure that policy makers (in authorities as well as institutes and organisations) had access to tailored learning opportunities from INDEED, the following activity was also organised under T5.5:

- **2-day Policy Seminar**, online (70 participants): Policy Makers were targeted to strengthen their knowledge in EBE and their influence as policy makers on evidence-based evaluation practices.

Deliverables for T5.5 are as follows:

- D5.6 Training Validation Report for each of the three face-to-face sessions, which summarises and evaluates the effectiveness of the training curricula and training materials.
- D5.7 List of Trainers including persons trained under ToT Training.





2 METHODOLOGY

To gather holistic insight into WP5.3's novel curricula, and identify further challenges and needs within training design and delivery in PVE/CVE and De-radicalisation fields, the curricula were delivered as two, distinct but consecutive events:

- Training course on Designing, Implementing and Utilising Effective Evaluation (2 days) (Annex 1), and
- Training course on Improving Design of Evidence-Based Practices (2 days) (Annex 2).

The implementation framework for T5.5 (Annex 3) was developed by MoJ as task leader and finalised in a review process with WP leaders and PPHS as Coordinator. The final implementation plan was published and circulated to the INDEED Consortium and Advisory Board Members on 12.10.2023.

Alongside the scheduled delivery dates for specific activities, the T5.5 Implementation Plan outlined:

- How participant profiles would be developed, and their individual training needs assessed.
- How participants would be invited, assessed and recruited, including effort required from partners in this task.
- F2F (onsite) training outlines for each session (full agendas would follow).
- Training material needed.
- How training instructors from the INDEED Consortium for the first line practitioner and policy makers iterations would be prepared.
- Necessary logistics for each F2F (onsite) session.
- How each training session would be evaluated, and how evaluations from one iteration would inform the next.

2.1 PARTICIPANT PROFILES

The first activity within T5.5 was conducted by MoJ and consisted of developing the participant profile for the first two practitioner-level training events, and for the ToT. This profile was based on training needs identified in T5.1, and with the guidelines for the novel curricula developed in T5.3. The first draft of the participant profiles also took INDEED's GELSA considerations into account, as well as promoting geographical and multiagency diversity, whilst maintaining a set criterion of experience and a B1 level of English to allow these diverse participants to get the most from their exchange. The draft of Participant Profile went through a review with the INDEED WP leaders and Coordinator, after which a final version was issued.

Participants' profiles in implemented activities:

- 1) **In two onsite training courses (held in Bremen and in Madrid):** PVE/CVE and De-radicalisation first-line practitioners dealing at some level with the design and evaluation of evaluation, but without direct experience of designing or implementing evaluations of initiatives. We specifically wanted to engage those practitioners already working with





INDEED partners in national level Smart Hub (WP3) activities, to offer them added value from the project.

- 2) **In one ToT event (held in Cluj-Napoca):** Trainers from training agencies, NGOs, staff colleges, LEA training academies (essentially all people working in this field who can train other people later).
- 3) **In Policy Seminar (held online):** PVE/CVE and De-radicalisation policy makers from local, regional, national and EU levels, from governments or from institutions.

2.2 TRAINER PROFILES AND PREPARATION

Trainers were selected by the INDEED Consortium according to the training needs outlined in T5.3's novel curricula, and according to subject expertise. Trainers from within the Consortium were approached to deliver insight sessions into specific topics, whilst PATRIR as WP5 leader retained the training overview and ensured cohesion between sessions.

It was important that the trainers confirmed their availability before the respective F2F (onsite) training courses hosts (MoJ for Bremen; Madrid Police for Madrid; PATRIR for ToT in Cluj) could confirm a date for the participant announcement. In November 2023, all prospective trainers responded to a Doodle poll to decide availability for the participant-level events in the first instance. The results of this were uploaded to the shared drive, so that the agendas could be prepared by PATRIR with the right presenters in mind.

On 4th January 2024, the selected presenters were sent logistical information about flights and accommodation for the Bremen iteration. On 22nd February 2024, trainers were sent condensed results from the Pre-Training Needs Analysis and a full Participant Biography list.

For the Madrid iteration, the trainers were notified the week of the Bremen training, so that any adaptation deemed necessary following the training course implemented in Bremen could be taken into account.

For the third training in Cluj-Napoca, which was the Training of Trainers (ToT) have been invited 22 participants from 11 different countries, covering Northern, Western, Central, and Southern Europe. The participants represented a diverse range of institutions, including law enforcement agencies (e.g., police departments from Madrid, Lisbon, and Riga), academic institutions (e.g., KU Leuven, University of Thessaly), NGOs (e.g., Save the Children, APG 23), municipal authorities (e.g., City of Essen), international organizations (e.g., ICCT), and correctional services (e.g., General Directorate "Execution of Sentences" in Bulgaria). This broad representation facilitated a rich exchange of perspectives and experiences.

2.3 PARTICIPANT RECRUITMENT AND SELECTION

Using the finalised participant profiles, criteria for selecting participants were established to recruit and select participants.

The first task was to develop application forms for the F2F (onsite) training courses, using the participant profiles as guides. Two application forms were drafted in November 2023, and





reviewed by WP Leaders and the Coordinator. The final versions of the two application forms (Annex 4a Practitioner-level application form, Annex 4b ToT Application form) were uploaded to the EU Survey Tool on 11.12.2023, and shared with the WP Leaders so that the results could be accessed by partners other than MoJ.

All INDEED Consortium partners and the advisory board were involved in the second recruitment and selection task. With the support of Deep Blue, on 29.11.2023, MoJ published announced a call for applicants on the INDEED website providing open information on the training dates and participant profile, and with links to both the practitioner-level and the ToT training application forms.



Call for application to the INDEED's Training Programmes for Practitioners and Experts in PVE/CVE and De-Radicalisation Initiatives



Figure 1 INDEED Training announcement on website: live from 30.11.2023

On November 30, 2023, a comprehensive announcement was disseminated to the entire INDEED Consortium and Advisory Board to initiate the process of identifying and recruiting suitable participants for the upcoming training events. This communication was strategically crafted to ensure clarity and provide all necessary information to facilitate the selection process. The announcement included several key components:

- **Participant Profile Guidance:** A detailed participant profile template was provided to assist consortium members in identifying potential candidates who would be the best fit for the training. This profile outlined the ideal characteristics and qualifications of participants, helping partners to target their outreach efforts effectively.
- **Training Event Descriptions:** The announcement contained a thorough description of the face-to-face (F2F) onsite training courses, distinguishing between practitioner-focused sessions and Training of Trainers (ToT) events. This differentiation was crucial in





helping potential participants understand the specific focus and intended outcomes of each training type.

- **Event Dates and Locations:** The precise dates and locations for the first two F2F (onsite) training courses were clearly outlined, providing participants with sufficient lead time to plan their attendance. Additionally, although the exact date for the ToT event was yet to be confirmed, it was communicated that this event would take place at a later stage, allowing participants to anticipate and prepare for it.
- **Digital Resources and Application Links:** The announcement included direct links to the official INDEED website, where the detailed announcement could be viewed, along with links to the individual application forms hosted on the EU Survey platform. These resources were designed to streamline the application process, making it as accessible and user-friendly as possible.
- **Selection Process Overview:** To manage expectations, the communication outlined the criteria and process for selecting applicants. This transparency was intended to reassure applicants about the fairness and objectivity of the selection process.
- **Notification Timeline:** The timeline for when selected applicants would be notified was clearly communicated, helping participants to manage their schedules and commitments accordingly.
- **Budgetary Considerations:** A reminder was included for consortium members to review the INDEED budget to confirm whether their organization had been allocated funds under WP5.5. This allocation was intended to cover the travel and accommodation expenses of participants from their organization or local jurisdiction. Additionally, we assured them that we would follow up individually with each affected partner organization to confirm the final selection of participants and provide a logistics information sheet relevant to each F2F (onsite) training course.
- **Alternative Training Opportunities:** Finally, the announcement highlighted that applicants who were not selected or were unavailable for these specific events would still could engage with INDEED training materials later via an online course. This ensured that all interested parties had a pathway to benefit from the training, even if they could not attend the F2F (onsite) training courses.

Through this multi-faceted communication approach, we ensured that all potential participants were well-informed, and that the recruitment process was conducted efficiently and inclusively.

Summary of Application Processes for INDEED Training Events

The application process for the INDEED training events was carefully managed to ensure a smooth selection and notification process for all interested participants. The application forms for the various training events were made available for specific durations, corresponding to each event's timeline:





Bremen Practitioner Level Training:

Application Period: The application form for the Bremen practitioner-level training was live until January 21, 2024.

Notification Date: Applicants were informed of the status of their applications by January 24, 2024.

Response Rate: This training event was part of the overall application process that garnered significant interest, contributing to the total number of applications received.

Madrid Practitioner Level Training:

Application Period: The application form for the Madrid practitioner-level training remained open until January 31, 2024.

Notification Date: Applicants were notified of their application status by February 4, 2024.

Response Rate: Similar to the Bremen event, this training also attracted considerable attention, with applicants eagerly awaiting confirmation.

Cluj-Napoca Training of Trainers (ToT):

Application Period: The application window for the Cluj-Napoca ToT training was open until March 5, 2024.

Notification Date: Successful applicants were informed by March 10, 2024.

Response Rate: This training course was designed for those seeking to expand their expertise in training delivery, adding to the overall pool of applications received during this period.

Overall Application Responses:

During the application periods for these three key training events, a total of 68 responses were received for the practitioner-level training sessions alone. This robust response highlights the interest and engagement from professionals across various sectors in participating in the INDEED training programs.

The structured application and notification process ensured that all applicants were kept informed in a timely manner, allowing them to plan their participation effectively. The clear deadlines and prompt notifications contributed to the efficient management of the selection process, ensuring that the training events were well-attended and that participants were well-prepared.

The project received 53 responses in this period to the ToT application form.

Responses to practitioner level training sessions were dealt with first. These were uploaded onto the shared drive, and circulated amongst the Selection Committee, consisting of the WP leaders, PPHS and MoJ as task leader. The first online meeting of the selection committee was held on 22nd January, from which a short list of prospective candidates for Bremen and Madrid training iterations were decided.





MoJ approached all prospective training participants to confirm their availability. Where there was a national-level partner with allocated budget for WP5.5, MoJ also approached them, to check they had all the information in the Info Booklet they needed to book for their allocated participant in Bremen or Madrid. Once the participant confirmed their availabilities, MoJ connected the participant with their national level partner to continue logistical arrangements. Where there was no national level partner, PPHS supported the travel and accommodation of selected participants. In this case, once the participant had confirmed their availability for the respective training, MoJ connected the participant and the INDEED Office to continue logistical discussions.

2.4 SELECTED PARTICIPANTS

Participants selected by the Selection Committee for the Bremen and Madrid iterations of the Practitioner-level training were notified according to the timeline that had been made public in the original training announcement. Where their plans had changed, or we were unable to accommodate their request for training (e.g. they could only attend 3 days not the full 4 working days), participants were offered to stay connected with the project via the newsletter, and to be update on the online learning in circa June 2024.

Participants selected by the Selection Committee for the Cluj-Napoca iteration of the ToT were selected either from the open list of applicants who responded to the training announcement, or from practitioner-level participants who had successfully completed the Bremen or Madrid training iterations and had decided that they would like to continue their development, to become a certified INDEED trainer. Again, those participants to whom it was not possible to offer a place at the ToT in Cluj-Napoca were offered to stay connected with the project and kept informed of forthcoming events.





Those participants who had been selected for training were sent two further surveys via the EU Survey tool:

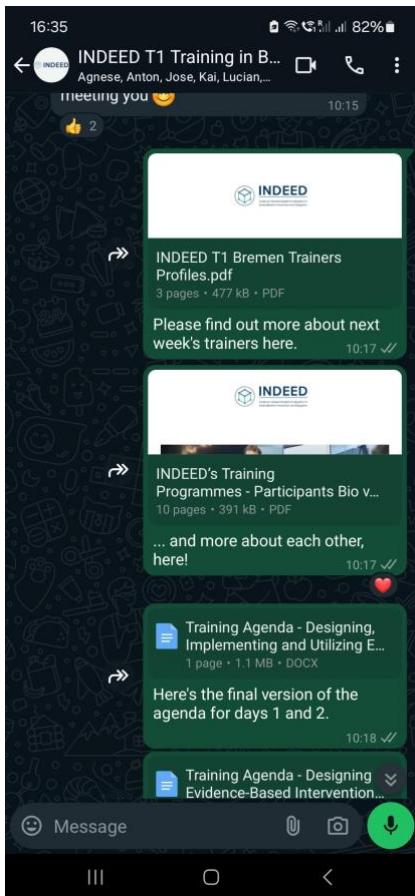


Figure 2 INDEED F2F WhatsApp Group

- A Check-In and Registration survey, dealing with logistical issues and collecting their personal data. At this point, participants were explicitly asked if we could use their mobile phone data to create a WhatsApp group for each F2F training course. All but one of the Bremen and Madrid participants consented, so that all further communications were sent both by email and by WhatsApp.
- A Biography and Pre-Training Needs Analysis to collate information on themselves to share with other participants, and with trainers prior to the event.

Using the details from the surveys, the following were prepared and circulated to participants and trainers for each session accordingly:

- Pre training needs analysis condensed results (sent to trainers for each session) (Annex 8)
- Participant biographies for Bremen (Annex 7a), Madrid (Annex 7b) and Cluj-Napoca (7c) sent to trainers and participants in the relevant session.

2.5 METHODOLOGICAL LIMITATIONS TO PARTICIPANT PROFILING, RECRUITMENT AND SELECTION

D5.6's key challenges were of coordinating 90 participants, 10 trainers and all the relevant contact points of INDEED partners in participant countries, and committees that oversaw selection and continued development of the D5.3 novel curricula implementation. Nonetheless, D5.6's results and findings validate that INDEED's F2F (onsite) training course implementation is up to date, responds to identified needs and is professionally useful from practitioners' perspectives. In this sense, it is well in-line with its proposed objectives and, in combination with this report, will be of added-value to the continuous development and improvement of training for the design and evaluation of PVE/CVE/De-radicalisation and other crime prevention initiatives.





3 BREMEN ITERATION: INDEED TRAINING FOR PRACTITIONERS

3.1 SUMMARY OF BREMEN PRACTITIONER LEVEL TRAINING

The Bremen Practitioner Level Training took place 26-29.02.2024 in Bremen, Germany. The first two days were hosted by Bremen Prison, in their dedicated training rooms with lunch served inside the prison. The second two days were hosted by Bremen Regional Parliament, with lunch delivered on site from a local caterer. Two of the prospective participants for the training (Jerome Disle (FR) and Klara Widowski (DE) unfortunately had to cancel last minute due to illness. Nonetheless, MoJ hosted a group of 24 participants and 6 trainers (signed participant list in Annex 11).

Lead trainer Kai Brand Jacobsen (PATRIR) carefully selected participants and groups to maximise potential exchange. The group bonded well, and each activity provided an opportunity to learn the content and to learn from each other. Presenters varied, giving the participants the opportunity to learn aspects of the curricula through different voices. Case studies were used extensively to provide real-world complex, and where possible those with a deeper knowledge of that case also provided details and responded to questions. Presenters also worked with groups during workshop activities, to give an even more profound understanding of how the INDEED tools and methods could be applied to specific case studies.

Each evening there was a social dinner organised by MoJ, and on the third evening, there was an opportunity to visit the UNESCO listed Bremen Town Hall in an English language tour group.

Within one week of the event, participants were sent the following as follow up:

- A personalised certificate for each of the two distinct curricula.
- All slides used in the training.
- PDF copies of case studies and guidelines referred to during the four days, either by the trainers or between participants.

3.2 EVALUATION OF BREMEN TRAINING

In the last session of the training, and via Email and WhatsApp after the training session had ended, participants were requested to complete and submit an INDEED T1 Post-Assessment, Evaluation & Feedback Form (Annex 9) via the EU Survey Tool. This was an anonymous survey, divided into three parts:

- Feedback on content on each of the two distinct curricula, both in terms of accessibility of the content and professional usefulness.
- Methodology.
- Feedback on each individual trainer.





- Feedback on the other participants, and networking opportunities (in line with findings from D5.1 that this is an important concern for training in this field).
- Feedback on general satisfaction and logistical concerns.
- Suggestions for future iterations.

Of the 24 potential responses from participants, 19 responded to the evaluation form for the first curriculum (Annex 10a) and 14 responded to the evaluation form for the second curriculum (Annex 10b).

Overall, those who responded to the evaluation found the content relevant, the methodology at good or very good, and were satisfied with the trainers. With these results the INDEED project is able to evidence that training developed under WP5 in the INDEED project will increase practitioners' and policy makers' knowledge, skills, and abilities, both in evaluating PVE/CVE and De-radicalisation initiatives and in designing evidence-based P/CVE and De-radicalisation initiatives.

Of the aspects of the training that worked well, respondents agreed that the courses managed to address the topic of evaluation in a systematic way, making assessment and evaluation clearer and with well-defined steps they could use for future implementation. Respondents clearly appreciated the opportunity to network and exchange with peers across Europe, to gain a deeper understanding of common issues in this field and the different approaches taken to address these. Respondents also appreciated the networking and exchange opportunity between the different disciplines of participants attending the training.

Those who suggested improvements for future iterations provided an opportunity for INDEED trainers to adapt and improve delivery for the second practitioner-level iteration in Madrid. These included having more concrete examples and less theory, with trainers instead providing participants with examples of how to implement the theory they are producing. Respondents also needed more time, enough for further in-depth study and application of the techniques presented. This feedback was effectively incorporated into both the Madrid, the ToT and the Online INDEED training activities.



4 MADRID ITERATION: INDEED TRAINING FOR PRACTITIONERS

4.1 SUMMARY OF MADRID PRACTITIONER LEVEL TRAINING

The Madrid Practitioner Level Training took place 12-15.03.2024 in Madrid, Spain, organised by Madrid Police. The venue was Centro Integral de Formación de Seguridad y Emergencias (CIFSE), Madrid Police's main training institution, and lunches were provided in the venue. Madrid Police hosted a group of 22 participants and 2 trainers (signed participant list in Annex 12).

Lead trainer Kai Brand Jacobsen (PATRIR) was supported by Norbert Leonhardmair (Vicesse, Austria). Again, groups were carefully put together in terms of multidisciplinary expertise and other factors, to maximise potential exchange. Learning from the Bremen iteration, greater emphasis was put on underlining all theoretical presentation with contextualised examples. Again, the group bonded well, and each activity provided an opportunity to learn the content and to learn from each other. Norbert Leonhardmair also worked with groups during workshop activities, to give a deeper understanding of how the GELSA INDEED tools and methods could be applied to specific case studies.

On the second evening there was a social dinner organised by Madrid Police.

Within one week of the event, participants were sent the following as follow up:

- A personalised certificate for each of the two distinct curricula.
- All slides used in the training.

PDF copies of case studies and guidelines referred to during the four days, either by the trainers or between participants.

4.2 EVALUATION OF MADRID TRAINING

In the last session of the training, and via Email and WhatsApp after the training session had ended, participants were requested to complete and submit an INDEED T2 Post-Assessment, Evaluation & Feedback Form (Annex 13) via the EU Survey Tool. As in the Bremen Training Evaluation, this was an anonymous survey, divided into the following areas of evaluation:

- Feedback on content on each of the two distinct curricula, both in terms of accessibility of the content and professional usefulness.
- Methodology.
- Feedback on each individual trainer.
- Feedback on the other participants, and networking opportunities (in line with findings from D5.1 that this is an important concern for training in this field).
- Feedback on general satisfaction and logistical concerns.





- Suggestions for future iterations.

Of the 22 potential responses from participants, 17 responded to the evaluation form for the first curriculum (Annex 13a) and 11 responded to the evaluation form for the second curriculum (Annex 13b).

Overall, those who responded to the evaluation found the content relevant, the methodology at good or very good, and were satisfied with the trainers. There is even a noted improvement on these results from the Bremen iteration. With these results the INDEED project is able to again evidence that training developed under WP5 in the INDEED project will increase practitioners' and policy makers' knowledge, skills, and abilities, both in evaluating and in designing interventions. We are also able to evidence having addressed some of the issues raised by participants at the Bremen iteration of the INDEED training.

Of the aspects of the training that worked well, respondents again said the courses took evaluation design and implementation step by step, allowing a systematic approach to training. The variety of approaches to evaluation were highlighted as positive by the respondents, giving clear examples of how to harvest evidence from previous initiatives, repositories, how to start implementing evaluation in present and future interventions. The practical application of theoretical approaches is highlighted in this Madrid iteration as more effective. Again, respondents found opportunity to network and exchange with peers across Europe valuable, and we know (also from the Bremen and Madrid WhatsApp groups) that these connections continued after the Madrid session ended.

Respondents suggested fewer recommendations for improvement this time, but these included:

- Ensuring that the participants had B1 levels of English (we had asked participants to self-assess this), and
- Making GELSA component more interactive and following up on this in the exercises and show expert example (as it's challenging to implement it meaningfully).



5 CLUJ-NAPOCA ITERATION: INDEED TRAINING OF TRAINERS

5.1 SUMMARY OF CLUJ-NAPOCA ToT TRAINING

The INDEED Training of Trainers (ToT) was conducted in Cluj-Napoca, Romania, from April 22 to April 25, 2024. This four-day, in-person workshop aimed to equip participants with both theoretical and practical knowledge on designing and delivering INDEED cascade trainings, focusing on evidence-based evaluation, and improving the design of PVE/CVE (Preventing and Countering Violent Extremism) initiatives.

Kai Brand-Jacobsen, a senior expert with extensive experience in peacebuilding and PVE/CVE, facilitated the training. The event saw participation from 22 professionals representing 11 different countries, including law enforcement agencies, academic institutions, NGOs, municipal authorities, and international organizations.

Participants were highly motivated to enhance their skills in adult training methodologies, particularly in the fields of PVE/CVE. The training program was tailored to meet the diverse needs of the participants, combining theoretical knowledge with practical, hands-on experience. Core topics included the INDEED Evidence-Based Evaluation Model (EBEM), adult learning principles, and the practical application of evaluation tools in PVE/CVE contexts.

Key activities included interactive knowledge sessions, team-based training simulations, peer review and coaching, and exercises for tailoring training content to different national contexts. By the end of the training, participants had developed action plans for implementing cascade trainings in their home countries, ensuring the multiplication of INDEED results across Europe.

5.2 EVALUATION OF CLUJ-NAPOCA ToT TRAINING

The Cluj-Napoca ToT was successful in achieving its objectives, equipping participants with the necessary skills to design and deliver effective training sessions on INDEED core knowledge areas. The diverse professional backgrounds of the participants enriched the training experience, fostering an exchange of best practices and innovative ideas.

Through the INDEED Training of Trainers (ToT) course, we have successfully developed a cohort of skilled trainers who are now well-equipped to lead future cascade trainings across Europe. This accomplishment stems from our comprehensive approach to training delivery, which provided participants with invaluable experience in facilitating training sessions. Through simulations and peer coaching, participants were able to practice and refine their skills, significantly boosting their confidence and effectiveness as trainers.





A key element of our success was the emphasis on tailoring training content to meet the specific needs of various national and professional contexts. This adaptability is crucial for the future cascade trainings, ensuring that the material resonates with and is applicable to diverse audiences. The ability of our trainers to customize content effectively positions them to deliver impactful and relevant training sessions in their respective regions.

Moreover, the development of 11 concrete action plans during the ToT course highlights the immediate impact and potential scalability of our training program. These action plans serve as clear, actionable strategies for implementing cascade trainings, demonstrating the practical application of the knowledge and skills gained during the course. The structured approach to action planning not only ensures the effective dissemination of INDEED methodologies but also lays the groundwork for sustained impact across multiple countries.

While the ToT course presented challenges, such as varying levels of expertise among participants and time constraints for preparation, the well-organized agenda and support provided helped to overcome these hurdles. The engagement and commitment of participants throughout the course were crucial in ensuring that the training objectives were met.

Feedback from participants has been overwhelmingly positive, with many appreciating the interactive methods and the opportunity to apply theoretical knowledge in practical settings. This reinforces our confidence in the quality of trainers we have developed through the ToT course.

As a result of this successful training program, we are now in a position to certify these trainers as official INDEED trainers. This certification not only acknowledges their proficiency in delivering INDEED training but also empowers them to contribute to the ongoing efforts in PVE/CVE across Europe. The certified trainers will play a pivotal role in multiplying the impact of the INDEED project, ensuring that evidence-based practices in PVE/CVE are effectively disseminated and implemented at local, national, and regional levels.

By equipping these trainers with the necessary skills and certification, we have established a robust foundation for the future growth and sustainability of the INDEED project, fostering a network of knowledgeable and skilled trainers who are committed to advancing PVE/CVE initiatives across Europe.

Strengths:

- **Training Delivery:** Participants gained valuable experience in delivering training sessions through simulations and peer coaching, which enhanced their confidence and facilitation skills.
- **Tailoring Content:** The training effectively addressed the need to adapt content to various national and professional contexts, a critical factor in the success of future cascade trainings.





- **Action Plans:** The development of 11 concrete action plans for cascade trainings demonstrates the immediate impact of the training and its potential for scalability across Europe.

Challenges:

- **Diverse Expertise Levels:** The varying degrees of expertise among participants in PVE/CVE/De-radicalisation and evaluation posed a challenge in ensuring a uniform foundation of knowledge.
- **Time Constraints:** Limited time for preparation and collaboration prior to training simulations was a challenge, although the structure provided by the agenda helped mitigate this.
- **Engagement:** Ensuring consistent engagement from all participants, particularly in a diverse group with varying levels of motivation and experience, was challenging.
- **Participant Feedback:** Overall, participants found the training relevant and valuable, particularly appreciating the interactive methods and the opportunity to apply theoretical knowledge in practical settings. Some participants felt that additional time for hands-on practice would have been beneficial, while others noted that the training could have been more focused on advanced topics for those already familiar with INDEED's foundational content (cf. Annex 15).
- **Impact and Sustainability:** The training has established a foundation for sustained impact, with participants now equipped to conduct cascade trainings in their respective regions. The success of these future trainings will depend on ongoing support and the continued commitment of participants to apply and disseminate the knowledge gained.