



INDEED

Evidence - Based Model for Evaluation of
Radicalisation Prevention and Mitigation

Deliverable No. 5.7

D5.7 List of trainers including persons that was trained under ToT training

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Abstract:

This deliverable presents a comprehensive list of trainers who participated in the INDEED Training of Trainers (ToT). Additionally, the report outlines the methodology used for preparing and qualifying INDEED trainers, including the trainee selection process, the development of the ToT curriculum, and the execution of the training itself.



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List of Acronyms

Acronym	Definition
AB	Advisory Board
PATRIR	Sheffield Hallam University
CT	Counter-Terrorism Unit
DoA	Description of Action
DPO	Data Protection Officer
EBE	Evidence-based evaluation
EBEM	Evidence-based Evaluation Model
INDEED	Strengthening a comprehensive approach to prevent and counteract radicalisation based on a universal evidence-based model for evaluation of radicalisation prevention and mitigation
MoJ	Ministry of Justice and Constitutional Affairs Bremen
PVE/CVE/DeRad	Preventing violent extremism/ countering violent extremism and de-radicalisation





INDEED Project 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

This deliverable outlines the extensive efforts undertaken to develop and implement a specialized training designed to equip trainers with the skills and knowledge necessary to train others about theoretical and practical knowledge and know-how on how to design, organize and deliver trainings utilizing the INDEED Training Curriculum for:

- Designing, Implementing and Utilizing Effective Evaluation of PVE /CVE /De-radicalisation initiatives, and
- the INDEED Training Curriculum for Designing Evidence Based PVE /CVE /De-radicalisation Initiatives.





The development of the curriculum for this training was a collaborative process that involved a diverse range of stakeholders. Academic experts, field practitioners, and policy makers worked together to ensure that the curriculum was both evidence-based and practical, making it adaptable to various contexts. The curriculum covers an array of important topics, such why evaluation matters, evidence-based evaluation, policy and practice, designing evidence-based evaluation, training preparation session, training delivery sessions, tailoring training to the contexts and more.

Selecting the right individuals to become trainers was a critical step. The selection process was designed to be rigorous, evaluating candidates on their professional experience, educational background, and proven ability to engage with complex issues related to radicalisation and counter-terrorism. Only those who demonstrated exceptional qualifications and a strong commitment to the goals of the INDEED project were chosen. These trainers were experts / practitioners in their fields with demonstrable capacity to adapt to either specific (own sector) or varied learning environments and to meet the professional and competency development needs of their trainees.

Once selected, these trainers participated in a comprehensive "Training of Trainers" (ToT) program (as reported under D 5.6). This program was designed to thoroughly prepare them for their roles, combining both theoretical and practical elements. The training was both theoretical and experiential, provided them with key knowledge and understanding on adult professional training and the INDEED Tool and Model. Designed to prepare trainers for delivery of training, the training methodology was practical, participatory and extensively exercise based, hands-on activities to design, plan and prepare trainings, mini-case studies, and actual training delivery, feed-back and coaching sessions. This integration of theory/knowledge and practice/application was designed to better prepare trainers to deliver the curriculum effectively. Additionally, the training program was iterative, allowing trainers to continually refine their skills and adapt to new challenges as they arise. A key feature of the training was its participatory approach, which encouraged trainers to share their own experiences, insights and expertise, enriching the learning process and helping to foster a 'community of practice' for all involved. Beyond the Training of Trainers, participant trainees also had direct one-on-one coaching and follow-up backstopping and technical assistance and support made available to them for their own training deliveries. A SharePoint resource spot was created and all participants had access to it to provide them with the full training support package and resource materials needed.

The successful implementation of D 5.7 has created a cadre of trainers who can now continue to utilise the INDEED training materials both during and after the end of the INDEED Project. Many INDEED trainers and their institutions have also committed to the continuing use of INDEED materials and further delivery of trainings either for their specific sector or for professionals and practitioners more widely in the field. The Community of Practice begin during the INDEED Project will also be continued beyond the duration of the project.

INDEED Trainers have expressed and shown a strong interest to continue to implement INDEED trainings to further enhance knowledge, awareness and expertise on evidence-based evaluation and evidence-based initiative design within their agencies and more widely across the professional fields for PVE / CVE and Deradicalisation. Positively, agencies including the OSCE and UN have also held meetings with INDEED Trainers to see how to further utilise INDEED training results in other contexts and globally, seeing the value of application of these materials more widely.

The achievements of this deliverable set a strong foundation for future initiatives aimed at enhancing evidence-based evaluation and evidence-based initiative design (including policies and practice) to prevent and counter violent extremism and combat radicalisation, helping to contribute to strengthening the safety and stability of communities throughout the EU.



1 INTRODUCTION

This report is part of INDEED's Work Package (WP) 5, titled "Strengthening Practitioners' and Policy Makers' Field Competencies for Evidence-Based Practice." WP5 is central to the overall aim of the INDEED project, which seeks to enhance the effectiveness of preventing and countering violent extremism (PVE), countering violent extremism (CVE), and De-radicalisation initiatives through the development of robust training and evaluation frameworks.

The objectives of WP5 are multifaceted, focusing on the identification and mapping of training and capacity-building needs, best practices, and user-centered solutions. These efforts are crucial for laying the groundwork for the development of INDEED's comprehensive training materials. Key goals include engaging trainers, training institutions, policymakers, and frontline practitioners in a collaborative effort to address the evolving needs of the field. WP5 also aims to foster a community of practice around evaluation, integrating these insights into a cohesive training suite that includes both in-person and online learning components.

This report specifically addresses Deliverable 5.7, which is closely linked to the broader objectives of WP5. Deliverable 5.7 provides a list of trainers, including those who have undergone the "Training of Trainers" (ToT) sessions. These trainers are instrumental in ensuring the successful dissemination and uptake of the training programs developed under the INDEED project. The work done in Deliverable 5.7 builds directly on previous analyses, such as those found in Deliverable 5.1, which identified and explored gaps, needs, and standards in training and evaluation design for PVE, CVE, and De-radicalisation initiatives.

Furthermore, this report complements other key deliverables under WP5, such as D5.6, the Training Validation Report for onsite sessions, and D5.6, the Training Validation Report for online training. These reports collectively evaluate the effectiveness of the curricula and training materials developed, ensuring they meet the high standards.

In this context, Deliverable 5.7 plays a critical role in supporting the broader aim of WP5: to improve and strengthen the capacity of practitioners and policymakers to implement effective evaluations and evidence-based PVE, CVE, and De-radicalisation initiatives. By focusing on the training of trainers and their subsequent impact, this report highlights the essential role of education and capacity-building in combating radicalisation across the European Union.





2 METHODOLOGY FOR PREPARING AND QUALIFYING INDEED TRAINERS

2.1 TRAINEE SELECTION PROCESS

The selection and preparation of trainers for the INDEED project followed a carefully structured and multi-faceted approach. This process was designed to identify professionals with the necessary expertise and commitment to effectively disseminate the project's training modules and contribute to its overarching goals of preventing and countering violent extremism (PVE), countering violent extremism (CVE), and supporting De-radicalisation initiatives. In line with the INDEED model and approach, a proactive commitment was made to include participants from across diverse backgrounds and professional sectors of the P/CVE and De-Radicalisation field, including law enforcement agencies, civil society organisations, evaluators, researchers, youth workers and others addressing key areas of practice and expertise.

Selection Process

The process of selecting participants for the INDEED Training of Trainers (ToT) began with a comprehensive [call for applications](#), which was disseminated across relevant networks, institutions, and organisations engaged in PVE/CVE and De-radicalisation. In addition to wide-spread dissemination across the field, targeted outreach and promotion was done specifically to INDEED SMART Hub members. This was done to strengthen the value-added and support which the project brought to SMART Hub members and to increase impact of the project's efforts overall to strengthen awareness, understanding and commitment to engage with evidence-based evaluation and evidence-based initiative design amongst key agencies and institutions in the field.

The announcement outlined the objectives of the INDEED project, the nature of the training sessions, and the specific profiles of participants sought for the ToT. This included professional evaluators, academics, and practitioners actively involved in the field, particularly those with access to practitioners who would benefit from subsequent cascade trainings.

Dissemination was carried out through:

- Direct / targeted outreach to relevant institutions
- A specific email recruiting participants to the INDEED Trainings to SMART Hub and INDEED Consortium Members
- A wide-spread social media campaign on relevant professional channels and platforms to promote and increase visibility of the trainings.

Applicants were required to complete a detailed application form, which assessed their professional background, experience in PVE/CVE and De-radicalisation initiatives, and their motivation for participating in the training. In many cases, applicants were also further recommended by INDEED partners and/or SMART Hub members. This was an important criterion to ensure participants would be able to use their expertise later, following the completion of their trainings.

A key criterion, where applicable, was the applicant's prior experience in designing or implementing evidence-based evaluations within the field, as this would ensure they could effectively engage with the advanced concepts covered in the training. If participants had not themselves been involved in designing or implementing evidence-based evaluation, they should:

- Be directly involved in initiative implementation;





- Be experts/practitioners who wish to learn more about evidence-based evaluation and to integrate evidence-based evaluation and evidence-based initiative design into the work of their institutions/agencies/consultancies or into their further training work in the field.

Additionally, applicants needed to demonstrate proficiency in English. The INDEED Trainings were designed to be able to be delivered in 10 European-languages, participation in the initial training deliveries and Training of Trainers required ability to use English in professional contexts, as the training was conducted in this language. The ability, including opportunity, capacity and commitment, to deliver INDEED trainings to others in their respective contexts was also crucial for selection to the Training of Trainers.

The application process also required candidates to confirm their ability to conduct follow-on trainings in their home countries or regions. This included detailing their access to potential participants and outlining a plan for how they intended to implement the training locally. This requirement ensured that the trainers not only gained knowledge from the ToT sessions but also had the capacity and commitment to apply and multiply this knowledge within their professional environments.

Importantly, candidates for the Training of Trainers were required to have first participated in the two, 2-day in-person INDEED Trainings on “Designing, Implementing and Utilizing Effective Evaluation of PVE/CVE/DeRad Initiatives” and the “Designing Evidence-Based PVE/CVE/DeRad Initiatives” in Bremen (26-27 February 2024 and 28-29 February 2024) and Madrid (12-13 March 2024 and 14-15 March 2024). Through participation in these trainings participants were both exposed to and experienced the INDEED training content and training methodologies. These trainings should be understood as preparatory / foundation content for the later Training of Trainers, where those participants selected for the ToT were then further trained – and gained experiential practice – in delivery of the INDEED Trainings. This process also enabled us to prevent potential ToT participants by seeing how they performed in the INDEED Trainings. Some exceptions were made to this rule to enable participants who had not taken part in the previous INDEED trainings to join the ToT where:

1. They showed exceptional commitment and motivation to take part in the training.
2. They had, from previous experience, extensive background and well-developed expertise in the field, and
3. They were committed to carrying out further “cascade” trainings in their contexts.

2.2 CURRICULUM DEVELOPMENT

[The Training of Trainers Curriculum](#) was developed to meet the needs of diverse training groups and contexts and to ensure trainers would be able to transmit the INDEED Curricula for either or both of the “Designing, Implementing and Utilizing Effective Evaluation of PVE/CVE/DeRad Initiatives” and the “Designing Evidence-Based PVE/CVE/DeRad Initiatives” INDEED Trainings.

The INDEED Training of Trainers Curriculum was developed in collaboration with the INDEED team of experts involved in the creation of the INDEED Curriculum and training content for the two on-site courses. The curriculum was designed in collaboration with experts in adult education and competency-based training, as well as experts in PVE/CVE focusing on evidence-based evaluation methods, designing effective initiatives. The curriculum was tailored to ensure that trainers could effectively deliver content that was both practical and grounded in the latest research, and have the ability to develop, plan, design and deliver trainings for specific target groups and tailored to the needs of participants and their contexts. For this reason, the training included training in the content of the INDEED training, training in adult education and andragogy, and practice sessions both for the delivery of training and quality training preparation, planning and post-training follow-through.





2.2.1 TRAINING OF TRAINERS (ToT) SESSIONS

Preparation of Trainers

Once selected, the trainers underwent a comprehensive preparation process designed to equip them with the skills and knowledge necessary to deliver the INDEED training modules effectively. This preparation was not limited to the theoretical content; it also emphasized the development of practical training skills tailored to the specific needs of adult learners in the PVE/CVE field.

The preparation began with the dissemination of pre-training materials, including key INDEED deliverables and training materials. These materials were intended to provide a foundational understanding and ensure that all participants entered the ToT sessions with a baseline level of knowledge. Individual one-on-one preparatory calls were also held with several participants, to support their preparation for the programme and to help tailor the training delivery to meet their professional development needs as trainers.

The preparation process also included the development of personalized action plans, where each trainer outlined how they would implement the INDEED training in their professional contexts. This plan included identifying potential participants, tailoring the content to local needs, and scheduling the follow-on training sessions. Trainers were encouraged to consider the specific cultural and organizational contexts in which they would be working, ensuring that the training would be relevant and impactful.

The selected trainers then participated in the intensive "Training of Trainers" (ToT) sessions, which were crucial in qualifying them as INDEED trainers. These sessions were carefully designed to provide an immersive learning experience. The training combined both theoretical and practical components, creating a comprehensive environment and 'community of practice' where trainers could acquire and apply new knowledge. The theoretical instruction covered key topics integral to the INDEED project's objectives, such as evidence-based evaluation, the INDEED Evidence-Based Evaluation Model (EBEM), and adult learning principles. These sessions were enriched with extensive discussions on the importance of integrating these principles into real-world PVE/CVE and De-radicalisation initiatives.

During the ToT sessions themselves, trainers were exposed to and engaged in a blend of instructional methods that emphasized both theoretical knowledge and practical application. The training was structured around core topics such as the INDEED Evidence-Based Evaluation Model (EBEM), the repository of risk and protective factors, and GELSA (Gender, Ethical, Legal, and Societal Aspects) principles. These sessions were designed to deepen the trainers' understanding of the critical elements of effective PVE/CVE and De-radicalisation initiatives and how to address these through INDEED Trainings.

Interactive and participatory methods were central to the training approach. Trainers engaged in simulation exercises that simulated real-world challenges they might face when delivering training to practitioners. These exercises were complemented by case studies that illustrated both successful and unsuccessful interventions, allowing trainers to critically analyze different approaches and learn from past experiences.

A significant component of the preparation process involved practical exercises where trainers were required to design and deliver their own training modules. These sessions provided a hands-on opportunity to apply the knowledge gained during the theoretical portions of the training. Trainers were tasked with developing sessions that incorporated the INDEED tools and methodologies, followed by delivering these sessions to their peers. This not only reinforced their understanding but also allowed for the refinement of their presentation and facilitation skills. Trainers were also required to work in groups to prepare their training materials for their delivery sessions, to gain experience working with trainers / training teams from different multi-sectoral backgrounds and areas of expertise.





Feedback and peer review played a crucial role in the preparation process. After each practical session, trainers received detailed feedback from both their peers and the lead instructors, focusing on areas such as content delivery, engagement techniques, and the effective use of training materials. This iterative process of delivery, feedback, and improvement was essential in helping trainers build confidence and ensure they were fully prepared to lead future trainings.

The training methodology emphasized interactive and participatory methods, recognizing that adult learners benefit most from active engagement rather than passive listening. Trainers were encouraged to engage in role-playing exercises that simulated real-world challenges they might face in their professional environments. These scenarios were carefully designed to be as realistic as possible, incorporating common obstacles and diverse cultural contexts that trainers would likely encounter.

Group work and group discussions were another key component of the training, allowing participants to share their experiences and insights with peers from different countries and professional backgrounds. This collaborative approach not only enhanced the learning experience but also built a network of professionals who could support each other in their future roles as INDEED trainers. The diversity of participants, who came from law enforcement agencies, academic institutions, NGOs, and municipal authorities across Europe, ensured that these discussions were rich with varied perspectives, leading to a more comprehensive understanding of the challenges and best practices in PVE/CVE.

During these sessions, trainers were also thoroughly exposed to the INDEED core results and tools, such as the repository of risk and protective factors and GELSA (Gender, Ethical, Legal, and Societal Aspects) principles. The repository served as a critical resource, offering a detailed compilation of factors that influence radicalisation and resilience. Trainers were trained not only to understand these factors but also to effectively utilize them in designing and delivering trainings. The GELSA principles were particularly emphasized, as they provide a framework for ensuring that training and interventions are ethically sound, legally compliant, and socially sensitive. Trainers were taught how to incorporate these principles into every aspect of their work, from the initial design of a training program to its delivery and evaluation.

The peer feedback process was structured to be constructive and supportive, allowing trainers to learn from their peers in a non-judgmental, collaborative and safe learning environment. Each trainer received detailed feedback on various aspects of their delivery, including their communication style, the clarity of their instructions, their ability to engage participants, and their use of the INDEED tools and principles. This iterative process of delivery, feedback, and refinement helped trainers to continuously improve their skills and gain confidence in their ability to deliver effective training.

Upon successful completion of the ToT sessions, trainers were required to further develop and deliver a 'live' training, in-person or on-line before being formally recognized as qualified INDEED trainers (when deemed eligible to all criteria). This certification was not merely symbolic; it indicated that they had demonstrated the competencies necessary to effectively deliver the INDEED training modules and to lead cascade trainings in their respective regions.

The certification process included assessments of both their theoretical knowledge and their practical skills. These qualified trainers are now equipped to conduct further trainings, ensuring the multiplication and sustainability of the INDEED project's outcomes across Europe.

By investing in the thorough preparation of trainers and providing them with the tools and resources they need to replicate INDEED Trainings, the INDEED project has worked to foster a sustainable model for the continued widespread dissemination of INDEED training materials to strengthen a culture and practice of evidence-based evaluation and evidence-based initiative design across Europe.



Finally, to ensure the continued effectiveness of the INDEED trainers, the project established a community of practice. This platform allows trainers to share experiences, discuss challenges, and access ongoing support as they implement the training in diverse contexts. The community of practice is designed to be an ongoing resource, providing trainers with access to updated materials, new research findings, and a network of peers and experts who can offer advice and support. This community is vital for maintaining the quality and consistency of the training program and for fostering a collaborative approach to PVE/CVE and De-radicalisation across Europe. The ongoing engagement within this community helps to ensure that trainers remain current with new developments in the field and continue to refine their skills over time.





3 TRAINER CERTIFICATION

3.1 VETTING PROCEDURE (CERTIFIED TRAINERS AFTER ToT)

Internal Selection Process for INDEED Trainers

The INDEED project, dedicated to the critical mission of preventing and countering violent extremism and supporting De-radicalisation initiatives through the advancement of evidence-based evaluation and evidence-based initiative design, worked to create a diverse group of qualified trainers from across relevant sectors and geographic regions of Europe. The selection of trainers was implemented with rigour to ensure that only those individuals who demonstrated maturity, commitment, expertise, and character, and were in positions where they could deliver further “cascade” trainings, were chosen to carry forward this important work.

Rigorous Evaluation of Trainer Candidates

Our internal selection process began with a review of each candidate’s application, focusing not only on their professional qualifications and experience but also on their personal characteristics and ethical grounding. This initial review was followed by in-depth discussions within our selection committee, composed of senior members of the INDEED project team. These discussions were aimed at assessing each candidate’s suitability from multiple perspectives, ensuring that every potential trainer was evaluated holistically.

The discussions were extensive and deliberate, with committee members bringing their diverse perspectives to bear on each candidate’s application. We considered factors such as the candidate’s previous experience in PVE/CVE, their demonstrated ability to engage with complex and sensitive issues, and their capacity for critical thinking and ethical decision-making. We also evaluated their interpersonal skills, particularly their ability to communicate effectively and empathetically with diverse groups of people, as these qualities are essential for trainers working in this field.

Emphasis on Maturity and Professionalism

A key criterion in our selection process was the candidate’s maturity. We defined maturity not only in terms of age or experience but also in terms of emotional intelligence, resilience, and the ability to handle difficult situations with composure and sound judgment. The work of an INDEED trainer involves engaging with topics that can be emotionally charged and challenging, such as radicalisation, extremism, and the impacts of violence. As such, we required trainers who could maintain a professional demeanour, even in the face of potentially distressing content or discussions. Importantly, however, INDEED had a commitment to also ensuring young professionals be included amongst the training pool, to ensure future leaders and experts in the field and those working specifically with youth programming in PVE/CVE / DeRad were also included.

We also placed a strong emphasis on ethical integrity. The nature of the INDEED project’s work requires trainers who can navigate the complexities of ethical dilemmas and make decisions that prioritize the well-being of participants and communities. Any indication of ethical ambiguity or a lack of commitment to the principles of the INDEED project was considered a disqualifying factor. We were unwavering in our belief that only those who could uphold the highest standards of ethical conduct were fit to be INDEED trainers.

In-Depth Discussion and Decision-Making

Each candidate’s suitability was discussed in detail during selection meetings. These meetings involved open and frank discussions among committee members, where we weighed the strengths and potential weaknesses of each candidate. We were particularly vigilant in identifying any red flags, such as a lack of experience with the subject matter, poor





communication skills, or indications of character flaws that could undermine the effectiveness or credibility of the training.

During these discussions, we also considered the broader context in which each candidate would be working. For instance, we took into account the cultural and institutional environments in their home countries, and how these might influence their ability to deliver the training effectively. We sought to ensure that each trainer would not only be capable of delivering the INDEED curriculum but also of adapting it to the specific needs and sensitivities of their audience.

The decision-making process was collaborative, with all members of the selection committee having a voice in the final decision. However, the process was also rigorous, with a clear focus on reaching consensus about each candidate's suitability. In cases where there were doubts about a candidate's readiness or fit, we opted for caution, preferring to select only those who unequivocally met all our criteria.

Commitment to Excellence

The outcome of this internal selection process was the identification of a group of trainers who exemplify the professionalism, maturity, and ethical integrity that the INDEED project requires. We are confident that these trainers will not only deliver high-quality training but also serve as role models and leaders in their respective fields.

By investing time and effort into this thorough selection process, we have ensured that the INDEED project is represented by individuals who are fully equipped to handle the serious and sensitive nature of the work. This commitment to excellence is reflective of the INDEED project's overarching goal: to make a meaningful and lasting impact on the prevention of violent extremism and radicalisation across Europe.

Our internal process was designed to eliminate any possibility of compromising on the quality or character of our trainers. We understood that the success of the INDEED project depends not only on the content of the training but also on the capabilities and integrity of those who deliver it. Therefore, we made it our priority to select trainers who are not only experts in their field but also individuals of the highest moral and ethical standards.

In conclusion, the INDEED project's internal selection process was rigorous, deliberate, and uncompromising, reflecting our commitment to the highest standards of professionalism. Through this process, we have ensured that our trainers are fully prepared to take on the serious responsibility of educating others in the fight against violent extremism and radicalisation. This approach guarantees that the training delivered under the INDEED project will be of the highest quality, carried out by individuals who embody the values and principles of the project. After thorough discussions the trainers as listed under 3.2 are officially acknowledged INDEED trainers.

3.2 OVERVIEW OF INDEED TRAINERS

Overview of INDEED Trainers: Composition and Geographic Distribution

The INDEED project has assembled a diverse and highly qualified group of trainers, drawn from various professional backgrounds and geographical regions across Europe. This diversity reflects the project's commitment to leveraging a wide range of expertise and perspectives in its efforts to prevent and counter violent extremism (PVE), countering violent extremism (CVE), and supporting De-radicalisation initiatives. Every successful ToT participant filled the Indeed Trainer Profile Template, which is accessible to the INDEED consortium.





Number and Professional Affiliation

The list of INDEED trainers includes 23 professionals who have been carefully selected based on their expertise and experience in relevant fields. These trainers come from a variety of institutions, including universities, law enforcement agencies, non-governmental organizations (NGOs), and government bodies. Their professional affiliations ensure that they bring a wealth of practical and theoretical knowledge to the training sessions, which is crucial for the effective dissemination of INDEED's methodologies.

Geographic Distribution

The trainers represent 11 different countries, underscoring the pan-European scope of the INDEED project. The countries represented include:

- **Greece:** Trainers from Greece include professionals affiliated with the Greek Ministry of Education (MoE) and the Hellenic Police. These individuals bring a strong focus on educational frameworks and law enforcement practices.
- **Netherlands:** The International Centre for Counter-Terrorism (ICCT) is represented by two trainers from the Netherlands, who contribute their expertise in research and counter-terrorism strategies.
- **Portugal:** A trainer from the Lisbon Police Department in Portugal is involved, adding valuable insights into community policing and local law enforcement tactics.
- **Germany:** Germany is represented by trainers from the City of Essen and i-unito, bringing a mix of municipal governance and academic research to the project.
- **Romania:** Romanian trainers, affiliated with the NGO Noi Orizonturi and PATRIR (The Romanian Peace Institute), provide a perspective focused on grassroots activism and peacebuilding initiatives.
- **Bulgaria:** Trainers from Bulgaria's General Directorate "Execution of Sentences" contribute their expertise in correctional services and the rehabilitation of offenders.
- **Finland:** Save the Children Finland is represented by two trainers, emphasizing the importance of child protection and social services in the broader PVE/CVE context.
- **Latvia:** Trainers from the Riga Police bring law enforcement perspectives from the Baltic region, adding to the diversity of policing approaches within the project.
- **Italy:** Italian trainers from Sapienza University of Rome and APG 23 (Association Comunità Papa Giovanni XXIII) provide academic insights and community-driven approaches to De-radicalisation.
- **France:** The French perspective is provided by a consultant from the Institute for Strategic Dialogue, who brings a focus on policy analysis and strategic communication.
- **Belgium:** Trainers from KU Leuven and GDG Inspire in Belgium contribute their expertise in academic research and community engagement.
- **Spain:** The Madrid Police is represented by two trainers, highlighting the Spanish approach to urban policing and security.



Figure 1 Geographical distribution of INDEED Trainers





NB. While trainers from Poland were not available to take part in the INDEED Training of Trainers due to schedules, INDEED Core Trainer was able to provide further cascade training in Poland, further ensuring comprehensive coverage of trainings across Europe.

Expertise and Collaboration

The trainers selected for the INDEED project represent a wide range of expertise, from academic research and policy analysis to practical experience in law enforcement and community outreach. This diverse mix ensures that the training provided under the INDEED project is comprehensive, addressing the various dimensions of PVE/CVE and De-radicalisation.

Moreover, the geographic diversity of the trainers allows for the inclusion of different cultural and national perspectives, which is critical for the development of training materials that are adaptable to various contexts across Europe. This approach not only enhances the relevance of the training but also ensures that it is sensitive to the specific needs and challenges faced by different regions.

The collaborative nature of the INDEED project is reflected in the interactions between these trainers, who bring their unique experiences and knowledge to the table. This collaboration is essential for the development of innovative and effective training strategies that can be applied across Europe to prevent and counter violent extremism.

3.3 LIST OF TRAINERS

Below is the complete list of trainers, categorised into two groups:

- INDEED Core Trainers:** These are the persons from the INDEED consortium who delivered training for practitioners in Bremen, Madrid, and the Training of Trainers in Cluj (7 persons in total).
- Training of Trainers Participants:** This group consists of individuals who completed the Training of Trainers (22 persons in total).

Name	Institution	Country	On "Our trainers" Tab
INDEED Core Trainers			
Marzena Kordaczuk-Wąs	Polish Platform for Homeland Security	Poland	Yes
Stephan Klose	Vrije Universiteit Brussels	Belgium	Yes
Irina van der Vet	University of Helsinki	Finland	Yes
Leena Malkki	University of Helsinki	Finland	Yes
Hannah Reiter	Vienna Centre for Societal Security	Austria	Yes





Norbert Leonhardmair	Vienna Centre for Societal Security	Austria	Yes
Kai Brand-Jacobsen	Peace Action Training and Research Institute of Romania	Romania	Yes
INDEED Training of Trainers Participants			
Konstantinos Karakouzidis	Greek Ministry of Education, University of Aegaen	Greece	Yes
Aileen Van Leeuwen	International Centre for Counter-Terrorism – ICCT	Netherlands	Yes
Antoine Baudon	International Centre for Counter-Terrorism – ICCT	Netherlands	Yes
Monica Diniz	Lisbon Municipal Police	Portugal	Yes
Juliane Kanitz	i-unito	Germany	Yes
Halil Simsek	City of Essen	Germany	Yes
Bianca Balea	Noi Orizonturi	Romania	Yes
Norina Herki	Peace Action Training and Research Institute of Romania	Romania	Yes
Anton Rangelov	General Directorate "Execution of Sentences", Bulgaria	Bulgaria	Yes
Emma Jouenne	Consultant - Institute for Strategic Dialogue	France	Yes
Asya Bankova	General Directorate "Execution of Sentences", Bulgaria	Bulgaria	Pending
Rosa Haavisto	Save the Children Finland	Finland	Pending
Annukka Kurki	Save the Children Finland	Finland	Pending
Ligita Pelmane	Riga Police	Latvia	Pending
Agnese Saburova	Riga Police	Latvia	Pending
Arije, Antinori	Sapienza University of Rome	Italy	Pending
Diletta Berardinelli	APG 23	Italy	Pending
Panagiotis Kouimtzidis	Hellenic Police	Greece	Pending





Giulia Dino Giacomelli	GDG Inspire	Belgium	Pending
Ana Milosevic	KU Leuven	Belgium	Pending
Augustin Constante Orrios	Madrid Police	Spain	Pending
Angel Noguero Salgado	Madrid Police	Spain	Pending

The trainers' profiles can be found on the [TOOLKIT page](#) presented in the Figure below under the "Our Trainers" tab. In the [Trainers' Portfolio](#) available in PDF in the same tab, more details about each trainer is included such as short bio, training areas, and LinkedIn contact information. The figures below illustrate the content of the "Our Trainers" tab and provide an example of what the portfolio looks like. The list of trainers provided in the table above and on the „Our Trainers" tab differs. Only those who provided final consent by the end of the project are listed online. While no one explicitly declined, several confirmations are still pending. In case of receiving confirmations after the end of the project, the portfolio will be updated accordingly.

Figure 2 INDEED Toolkit page and Our Trainers Tab





OUR TRAINERS

OUR TRAINERS



Marzena Kordaczuk-Wojs
Polish Platform for Homeland Security



Stephan Klose
Vrije Universiteit Brussel



Irina van der Vet
University of Natural



Leena Malkki
University of Helsinki



Hannah Reiter
Vienna Centre for Societal Security



Norbert Leonhardmair
Vienna Centre for Societal Security



Kai Brand-Jacobsen
PATRI



Mónica Diniz
Ubirio Municipal Police



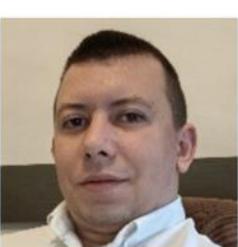
Aileen van Leeuwen
International Centre for Counter-Terrorism



Antoine Baudon
International Centre for Counter-Terrorism



Halil Şimşek
Independent Advisor



Anton Rangelov
General Directorate Execution of Sentences



Bianca Bălea
New Horizons Foundation Romania



Juliane Kanitz
Innisti



Konstantinos Karakouzidis
University of the Aegean



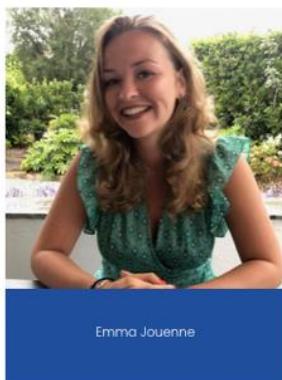
Norina Elvira Herki
Peace Action, Training and Research Institute of Romania





INDEED

Evidence - Based Model for Evaluation of Radicalisation Prevention and Mitigation



Emma Jouenne

D5.7 List of Trainers including persons that was trained under ToT training
Version: 1.0

Figure 3 Our Trainers Tab

Figure 4 INDEED Trainers' Portfolio available in PDF format in the 'Our Trainers' Tab



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3.4 CONCLUSION

The selection and preparation of trainers for the INDEED project were conducted with care, reflecting the critical importance of the work they are tasked with. Through a rigorous and participatory process, we worked to ensure that each trainer not only possessed the necessary expertise and experience in PVE/CVE and De-radicalisation but also demonstrated the maturity, ethical integrity, and professional commitment to handle the sensitive nature of these topics. The Training of Trainers (ToT) sessions further equipped these individuals with advanced skills, blending theoretical knowledge with practical application, and ensuring they are fully prepared to lead training sessions across Europe.

The diverse backgrounds and geographic distribution of the trainers enhance the project's ability to address a wide range of challenges in different contexts, ensuring that the training programs are both adaptable and impactful. By maintaining the highest standards throughout the selection and training process, the INDEED project has built a strong foundation for the successful dissemination of its methodologies, ultimately contributing to the broader goal of preventing and countering violent extremism across Europe. This strategic approach guarantees that the trainers are not only well-qualified but also deeply committed to the mission, ensuring the long-term sustainability and effectiveness of the INDEED initiatives.



Figure 5 INDEED Training of trainers, April 2024, Cluj