

ANNEX C1¹

STANDARD TWINNING PROJECT FICHE

1. Basic Information

- 1.1 Publication notice reference: EuropeAid/ 136-584/DAH/ACT/XK
- 1.2 Programme: Annual Action Programme for Kosovo¹2014
- 1.3 Twinning Number: KS 14 IB JH 01
- 1.4 Title: Further support to public safety education in Kosovo
- 1.5 Sector: Rule of Law, Justice and Home Affairs
- 1.6 Beneficiary country: Kosovo

2. Objectives

- 2.1 Overall Objective:

The overall objective is to strengthen the rule of law through improving the education of public safety agents.

- 2.2 Project purpose:

Provide high quality public safety and security education, research, and development in Kosovo.

- 2.3 Contribution to National Development Plan/Cooperation agreement/Association Agreement/Action Plan:

In order to further improve and better target the EU support under IPA II, based on the Conclusions of the Structured Dialogue for the Rule of Law (meeting was held on 16 January 2014), Kosovo has prepared a three year comprehensive Rule of Law Assistance Strategy and Action Plan 2016-2019. This strategy will allow the EU and other donors to provide strategically targeted assistance to Kosovo in the future and it should support and prepare Kosovo to gradually assume more rule of law – related responsibilities. Drafting of this strategy represents the first concrete step by the government of Kosovo to sector inclusiveness of rule of law institutions. This strategic approach is fully in line with EU sector approach, which is required for all areas of the administration of an aspiring state. This strategy will precede the sector strategy on the rule of law in Kosovo, the drafting of which is expected to take place in the coming years.

¹ This designation is without prejudice to positions on status, and is in line with UNSCR 1244 and the ICJ Opinion on the Kosovo Declaration of Independence.

Specifically the strategy mentions that “with regards to programs for increasing capacities of law enforcement agencies, which are mainly provided by the Kosovo Academy for Public Safety (KAPS) in Vushtrri/Vucitrn, it is important to note that progress has been made. Nevertheless, the academy is still missing necessary physical (advanced technical equipment) and professional capacities in order to provide specialised programmes in the field of prevention and fight against organized crime, money laundering, trafficking in human beings, terrorism, drug trafficking, and other aspects which affect not only Kosovo, but the wider region as well.” Further to this, the need for advanced trainings in the field of legal education is identified and therefore it foresees a series of actions including interventions in all legal education areas.

The **Indicative Strategy Paper 2014-2020 (Strategy Paper)** for Kosovo foresees IPA to support Kosovo's efforts through the provision of capacity building and equipment for police, customs, tax administration, and other rule of law institutions. Furthermore, through advising and monitoring in key institutions, EU assistance will aim to further increase capacities of the individual institutions as well as inter-institutional cooperation. According to the Strategy Paper, an independent judiciary that works in accordance with true democratic and professional standards is not only vital for the strengthening of the rule of law with immediate benefits for the public, but is also crucial for international cooperation and economic development, including attracting foreign investments.

Moreover, this action will directly contribute towards the achievement of Objective 2 of the **KAPS Development Strategy 2014-2018**: “Development of educational programs for all levels that are provided by KAPS”. In addition, the action addresses directly the needs for professional capacity building as foreseen in strategic documents of all public safety agencies.

3. Description

3.1 Background and justification:

Kosovo government has approved the necessary regulations deriving from the Law on KAPS, the organisational status and structure of the academy, including the role of the Institute of Research and Development within the academy, qualification requirements of teaching personnel and selection criteria for students fitted to higher education as well as the needed budget and human resources. Moreover, the academy has established the Development Strategy and Action Plan for the years 2014 – 2018. As foreseen in the strategy, KAPS established Bachelor level study programme in the field of public safety. A Curriculum for Bachelor in Public Safety was finalised and approved by the Academy Board which is designed to meet the EU requirements and Bologna Process standards. The KAPS Bachelor Program was accredited in July 2014 and started its implementation in October 2014. A total of 69 students were admitted for the academic year 2015/2015. As this is the first time of implementation of such a program, it will need a thorough assessment and gap analysis in its first years of implementation. This will enable its further improvements and strengthening

Furthermore, the Academy, together with other Public Safety Agencies, prepared the minimum criteria of basic training for each of the stakeholders². These minimum criteria were approved by the Board of KAPS, as responsible body for professional minimum standards³ in 2014. Based on the minimum criteria, the Academy together with all public safety agencies will develop harmonised vocational training curricula.

² Police, Correctional Service, Probation Service, Customs, Emergency Management and Police Inspectorate

³ Regulation No. 06/2013 for the Board of KAPS

As previously mentioned, not all vocational trainings for different public safety agencies are conducted within and by KAPS, as foreseen by the Law on KAPS. Nevertheless, strategically it is of all stakeholders' interest that these trainings are harmonised, standardised and centralised within the Academy, subject to fulfilment of all the necessary pre-conditions. Different public safety related curricula need to be harmonised based on developed minimum standards criteria. A pool of certified trainers needs to be established, representing all the public safety agencies that would enable the implementation of the vocational training.

Within the KAPS Development Strategy and Action Plan 2014 – 2018, the establishment of the Research and Development Institute is foreseen. KAPS has already allocated the necessary budget and human resources for the Institute. Together with the BA programme, this Institute is to be further developed and functionalised, involving both academic staff and students.

The Action is to further support the Board of KAPS as sustainable coordination mechanism for vocational training for the Public Safety Agencies. Harmonised vocational curricula will be developed for all public safety agencies. Furthermore, the action will aim at upgrading and advancing the KAPS Bachelor degree program, through assessment and gap analysis of the first BA programme academic years. Internship programme will be agreed with all public safety agencies and implemented as an integral part of the BA programme. Finally, through this action KAPS will be equipped with a fully functional Institute of Research and Development.

3.2 Linked activities (*other international and national initiatives*):

The KAPS' Development Strategy and the Action Plan for the years 2014-2018 is including the results of the EU twinning project and the European standards based on the best practices. According to the Strategy the Academy shall provide high quality services of education, research and development of the public safety agencies in Kosovo. The strategy is setting up the vision and the objectives that “by 2020, the Academy will be recognized by its stakeholders as national primary institution for all levels of education in public safety and security sectors. Its staff members will show high level of professionalism and will be entirely devoted to KAPS organizational values and the principle of the continuous improvement.”

Through the support of the recent EU twinning project the necessary legal framework, organisational status and structure of the Academy, including the role of the Institute for Research and Development is established. In addition, qualification requirements of teaching personnel and selection criteria of the students fitted to higher education were set up. Needed financial and human resources were allocated. Upon the successful accreditation process in July 2014, the Academy will be faced with the implementation period of all the above mentioned instruments and mechanisms. Although all basic procedural, legal and organisational tools were provided through the previous EU twinning project, the academy is facing a wide range of challenges in embarking the new road of the academic education in the public safety field.

The coordination related to vocational curricula with all public safety agencies and KAPS was identified as a key challenge during the implementation of the EU Twinning Project. Therefore, this action will focus on strengthening the Board of KAPS by applying a coordinated approach when developing and implementing the harmonised curricula on public safety. Cooperation with all public safety agencies will be done beyond project steering committee and different working groups, embedding a strong and sustainable coordination mechanism with all public safety agencies within KAPS.

3.3 Results:

1. Contribution to a sustainable vocational training structure for all Public Safety Agencies
2. Contribution to KAPS Bachelor degree program further upgraded and advanced
3. Contribution to KAPS institute of Research and Development becoming fully functional for the benefit of all public safety agencies in Kosovo

The following indicators aim at measuring the achievement of the main Action results:

1. Number of graduated students, representing all public safety agencies, as first generation (2014/2015) of KAPS Bachelor Program: at least 80% of students enrolled in 2014 graduated by 2018
2. Number of law enforcement officials attended vocational training in KAPS: 90% of planned law enforcement officials attending vocational training provided in KAPS in 2018
3. Contribution to the development of a vocational training curricula harmonised for all public safety agencies: harmonised and standardised vocational training curricula developed by 2016 and fully implemented as of 2017
4. Contribution to setting up a pool of trainers for vocational training programs on public safety established within KAPS by 2016
5. Assist the Institute for Research and Development in publishing at least two studies on public safety by the end of the project

3.4 Activities:

The proposal made by the MS should include the activities they propose to achieve the results listed in the fiche. The following list of activities is indicative.

Activities to achieve Result 1: Contribution to a sustainable vocational training structure for all Public Safety Agencies

- 1.1 Further support to the Board of KAPS as coordination mechanism for implementation of vocational trainings for all public safety agencies
- 1.2 Develop and harmonise vocational curricula for all public safety agencies, based on minimum criteria as per NQA quality assurance requirements and approved minimum criteria
- 1.3 Develop sustainable vocational training structures, representing all public safety agencies coordinated by KAPS
- 1.4 Further strengthening of quality assurance system within KAPS for vocational trainings.

Activities to achieve Result 2: Contribution to KAPS Bachelor degree program further upgraded and advanced

- 2.1 Assessment, gap analysis, with recommendations for improvement conducted for first years of implementation of the KAPS BA programme
- 2.2 Support KAPS in implementing recommendations as identified in 2.1
- 2.3 Support the successful implementation of the BA internship programme as per mutual agreements between KAPS and individual public safety agencies

- 2.4 Establish an e-learning platform within KAPS BA programme
- 2.5 Conduct a feasibility study on possibilities to establish a MA in public safety and security sector
- 2.6 Develop a student counselling system to ensure a student-centred approach

Activities to achieve Result 3: Contribution to KAPS institute of Research and Development becoming fully functional for the benefit of all public safety agencies in Kosovo

- 3.1 Strengthening the capacities of the Institute for research and development
- 3.2 Strengthening co-operation with national and International research organizations.
- 3.3 Conduct relevant studies in the field of public safety that would be beneficial for all public safety agencies in Kosovo and their policy making process

3.5 Means/ Input from the MS Partner Administration:

3.5.1 Profile and tasks of the Project Leader

Requirements:

- University level education or equivalent professional experience of minimum 10 years in the field of internal affairs, public safety and other relevant fields
- Minimum 3 years of professional experience in home affairs, public safety and similar areas
- Proven contractual relation to public administration or mandated body, as defined under Twinning manual 5.4.5
- Experience in project management
- Working level of English language
- Computer literacy

Assets:

- Experience in coordination activities among different institutional stakeholders
- Experience in institutional capacity building

Tasks of the Project Leader

- Overall responsibility, coordination and direction of the MS TW partner inputs
- Ensuring backstopping and financial management of the project in the MS
- Supervising and coordinating implementation of the project
- Mobilization of the short-term experts
- Project reporting
- Close cooperation with beneficiary institutions
- Participation in Steering Committee meetings.

3.5.2 Profile and tasks of the RTA

The Resident Twinning Advisor (RTA) is expected to be a senior civil servant from a similar institution of member states (i.e. Police or Public Safety Academy). Duration of the RTA secondment will be 36 months. The RTA will be assisted by EU MS short and medium-term experts.

RTA Profile:

- A University Degree in law, social science, public administration or other relevant area to the sector or equivalent professional experience of minimum 10 years in the field of internal affairs, public safety education and other relevant fields;
- At least 5 years of experience in education institute/academy in the field of public safety. Managerial position will be considered as an advantage;
- Fluency in both written and spoken English.

Assets:

- Professional experience in the development and/or provision of the training programmes for Police, Customs, Penitentiary, emergency services and/or similar institutions/agencies
- Experience in coordinating activities with various government institutions

Tasks of the Resident Twinning Adviser:

- Support and coordination of all activities in the BC
- Day to day management of the project
- Advising on EU policies and best practices, related legislation and regulations
- Coordination of the short-term experts activities for both components
- Monitoring project implementation and proposing corrective management actions, if required
- Organization of visibility events (kick-off, final event and thematic events)
- Networking with stakeholders of the project in Kosovo and in MS

3.5.3 Profile and tasks of the short-term experts

Short-term experts with experience and competence matching the project components should have relevant university degree, professional experience in the relevant field, experience with on-the-job-training and knowledge transfer, fluency in English, computer skills and ability to work in team.

Requirements:

- University level education or equivalent professional experience of 10 years in public administration work and similar fields
- At least 5 years of professional experience in the field of public safety training or other area relevant to the Action
- Experience in coordination of training activities among different public safety agencies Experience in provision of trainings

- Proven contractual relation to public administration or mandated body, as defined under Twinning manual 5.4.5
- Computer literacy
- Working level of English language

Assets:

- Experience in the field of public relations

Tasks of the Short-term experts will include but are not limited to the following:

- Support to Project Leader in the implementation of all project activities
- Close cooperation with beneficiary institution experts
- Analysis of existing public safety training activities organised within KAPS and other relevant institutions
- Preparation of report with recommendations for improvement and adaptation of existing KAPS Bachelor programme and vocational training curricula
- Supporting beneficiary institutions in developing the harmonised curricula for the vocational training
- Support the strengthening of the Institute for Development and Research within KAPS
- Prepare and support the implementation of the awareness raising events and products on KAPS education and training programme
- Organizing conference with intention of presenting project activities and results

4. Institutional Framework

The law No. 04/L-053 on Kosovo Academy for Public Safety (KAPS) entered into force in November 2011. According to the law the academy is an executive agency within the Ministry of Internal Affairs (MIA), providing training and higher education for all public safety institutions: Kosovo Police (KP), Kosovo Correctional Service (KCS), Kosovo Probation Service (KPS), Kosovo Customs (KC), Emergency Management Agency (EMA) and Kosovo Police Inspectorate of (KPI). Furthermore, the Law No. 04/L-076 on Kosovo Police mandates the General Directorate of Kosovo Police as the responsible entity for the training of KP officers. The Administrative instruction 07/2012 further defines the Division of Training within the KP as implementing body for all KP trainings. In addition and with the aim of regulating all training issues, the KP has adopted the KP Training Strategy 2014-2018 and its Action Plan. Kosovo Police Inspectorate applies similar approach to the KP, while Kosovo Customs implements the vocational (basic and advanced) training curricula within customs and KAPS structures and capacities, based on Administrative Instruction 82/2010 on Rules for Training and Staff Development. Vocational trainings for EMA, Correction and Probation service are conducted in KAPS.

The Academy is fully functional with set organisational status and structure, including the recently established Institute of Research and Development within the academy. The Bachelor programme started in October 2014. The Academy has also approves the

standards for the vocational training for the public safety agencies. These standards will be the bases during the drafting and harmonising the vocational training curricula for all the public safety agencies for which KAPS provides training.

The main institutional stakeholders benefiting from the Action are:

The Ministry of Internal Affairs (MIA) has a functional role in achieving the objectives set out in the project, based on the policies designed for all independent agencies such as: Kosovo Academy for Public Safety, Kosovo Police, Kosovo Police Inspectorate, and Emergency Management Agency. These agencies regularly hold meetings with the Minister of Internal Affairs and with the Cabinet of Minister, to discuss, coordinate and make any decisions for the agency developments.

The Kosovo Academy for Public Safety is responsible for the coordination of activities with the Public Safety Agencies in order to achieve strategic objectives of the project.

Other ministries and agencies which will participate in and benefit from the project are: Kosovo Police; Kosovo Police Inspectorate; Kosovo Correctional Service; Kosovo Customs; Kosovo Agency of Emergency Management; Ministry of Justice; Ministry of Education, Science and Technology; Ministry of European Integration; Kosovo Accreditation Agency.

5. Budget

<i>Title: Further support to public safety education in Kosovo</i>	IPA Contribution
Twinning Contract	100% 1,400,000.00 €

6. Implementation Arrangements

6.1 Implementing Agency responsible for tendering, contracting and accounting

The European Union Office in Kosovo will manage the procurement, implementation, quality control, reporting and coordination with other donors. A Project Steering Committee will be responsible for the overall direction of the project and comprise of representatives from the beneficiary institutions and the EU Office. Monitoring will be performed centrally by the European Commission. The project may be evaluated at the interim or ex-post stages under the supervision of the Commission's Evaluation Unit. The project may be audited by the Court of Auditors in line with the standard European Commission procedures.

6.2 Main counterpart in the BC

Avni Istrefi, KAPS (RTA counterpart)

Ismail Smakiqi, KAPS (BC Project Leader)

6.3 Contracts

One twinning contract in the amount of EUR 1,400,000.00

*Please note that the awarding of the twinning contract is subject to the conclusion of a financing agreement **between the European Commission and the Government of Kosovo** for the Annual Action Program for 2014, which does not modify the elements of*

the twinning procedure. If the precedent condition is not met, the contracting authority will cancel the call for proposal without the candidates being entitled to claim any compensation.

7. Implementation Schedule (indicative)

7.1 Launching of the call for proposals

December 2014

7.2 Start of project activities

September 2015

7.3 Project completion

September 2018

7.4 Duration of the execution period

The execution period of the project is 36 months.

8. Sustainability

Rule of law institutions are aware that to fulfil the expectations of this action, close interagency cooperation is required between various stakeholders, to further strengthen the rule of law sector in Kosovo. Moreover, the management of rule of law institutions is expected to increase its commitment, to enhance the knowledge and understanding of their staff, to strengthen the internal communication and coordination, in order to ensure effective policy decisions in the rule of law.

The Ministry of Justice, Ministry of Internal Affairs and all justice and law enforcement sector institutions in Kosovo have developed and matured over time a clear ownership of processes and actions implemented through EU funded projects. The institutions have been supported through their various stages of development, both through EU funds as well as bilateral assistance, and full engagement in each step of implementation has proved the most effective sustainability strategy.

The proposed action will ensure sustainability by institutionalising reforms in policies and practices amongst KJI, KAPS and the relevant governmental institutions in order to create a sustainable education program for judiciary and law enforcement agencies. Firstly, all existing and new training modules and curricula will be developed in a participatory manner involving all implicated institutions to ensure full buy-in and commitment for all actors. Second, training modules will be kept within education institutions such as KJI and KAPS in order to be able to replicate trainings to new staff or in the case of staff turnover.

9. Crosscutting issues

Environment and climate change (and if relevant disaster resilience)

The scope of the activities in this action does not involve any elements that could threaten, hazard, or endanger the environment. During all stages of the activities production of printed materials will be kept to the strictest minimum.

Engagement with civil society (and if relevant other non-state stakeholders)

The action has been designed in close cooperation with relevant international organizations with specific expertise in the field of the intervention. Such organizations will be also playing a critical role in providing technical inputs and guidance to ensure alignment with international standards and best practices. Besides the direct beneficiaries identified above in the action document, the cooperation should be sought with universities as organisations able to ensure the transfer of relevant knowledge.

Equal opportunities and gender mainstreaming

In the implementation of the project specific attention will be given to the need to reflecting gender balance and equal opportunities in the project. The action will ensure mainstreaming of gender and minority issues both within the target institutions and the operational activities. Trainers and experts, involved in the project could be equally represented of women and men but must have skills to ensure effective mainstreaming of gender equality based on the values and the Equal Opportunity Plan of the training institutions. The importance of this dimension is reflected in the Kosovo Civil Service Law, the Law on Gender Equality, and the Anti-Discrimination Law. This dimension is also reinforced in the European Partnership and the SAA Action Plan. The action will ensure mainstreaming of gender and minority issues both within the target institutions and the outputs (services provided by these institutions).

Effective gender mainstreaming will be taken into account at all stages and aspects during the implementation of the project. The action will ensure gender balance both amongst participants in working groups for development of new policies as well as amongst trainees benefitting from the various opportunities for attaining new skills. Furthermore, the specific needs of both women and men will be incorporated into the development of all training modules developed in order to ensure their accessibility to both target audiences. The data collected during the project implementation will, if possible, be disaggregated by gender and other elements for further analytical purposes.

Minorities and vulnerable groups

The action will actively encourage the participation of officials from minority communities to participate in the trainings and curricula to be implemented. Specific focus during the Action activities will be given to newly engaged law enforcement staff from Serb community and their training.

Beneficiaries' staff will have to be appropriately sensitized to the principles of fair treatment of minority communities in public sector employment policy and practice. The events organised under this project will ensure targeting all the minority communities in Kosovo, through provision of translation and producing print, visual and audio material in local languages. In the implementation of actions there will be no direct or indirect discrimination against any person based on gender, age, marital status, language, mental or physical disability, sexual orientation, political affiliation or conviction, ethnic origin, nationality, religion, race, social origin or any other status. The activities implemented should have impact on all territory of Kosovo. The activities should aim at improved participation of minorities and vulnerable groups both in service delivery throughout Kosovo as well as in consultation phases for potential new reforms.

10. Conditionality and sequencing

The following are the identified risks related to this action and its three components:

1. Willingness of all public safety agencies to coordinate with KAPS on professional training issue: currently this coordination is not fully functional. It will be still a risk for this action. The action will from the beginning focus on this particular issue and work closely with all public safety agencies and KAPS on development of sustainable coordination mechanisms for implementation of the professional/vocational trainings.
2. Academic education as well as the research and development in public safety are new areas for KAPS and Kosovo in general. There is a need of strong political will to take these processes forward and the lack of this will might affect the achievement of project results. The action will maintain a close cooperation and contact with the KAPS board which is comprised by the highest level management of all public safety institutions, including ministries.

The following are the preconditions to be met by the beneficiary institution:

- KAPS BA programme accredited by KAA;
- Planned number of students from all public safety agencies enrolled in BA programme;
- The Board of KAPS fully functioning as a decision making body for public safety professional trainings.

ANNEXES TO PROJECT FICHE

1. Logical framework matrix in standard format (compulsory)
2. List of relevant Laws, Regulations and Strategic Documents

Annex 1: Logical framework

OVERALL OBJECTIVE	OBJECTIVELY VERIFIABLE INDICATORS (OVI)	SOURCES OF VERIFICATION	
<p>The overall objective is to strengthen the rule of law through improving the education of public safety agents</p>	<p>The quality of basic and high-level education curricula of public safety in Kosovo increased</p> <p>At least 75% average satisfaction rate amongst the participants to all project activities</p>	<p>Regular MIA, KAPS, KP, Customs, EMA, KP inspectorate, Corrections and Probation services reports EC annual progress report Project progress reports</p> <p>Conclusions of SAPD meetings</p>	
SPECIFIC OBJECTIVE	OBJECTIVELY VERIFIABLE INDICATORS (OVI)	SOURCES OF VERIFICATION	ASSUMPTIONS
<p>Provide high quality public safety and security education, research, and development in Kosovo.</p>	<ul style="list-style-type: none"> - At least 80% students graduated, representing all public safety agencies, as first generation (2014/2015) of KAPS Bachelor Programme - At least 90% out of planned number of law enforcement officials attended vocational training in KAPS 	<ul style="list-style-type: none"> - Regular MIA, KAPS, KP, Customs, EMA, KP inspectorate, Corrections and Probation services reports - EC annual progress report - Project progress reports - Performance and evaluation reports of the agencies 	<p>KAPS BA programme accredited by KAA Political support for harmonised and coordinated education in public safety in Kosovo Necessary sustainable human and financial means allocated Sufficient number of students interested to</p>

			enrol and remain in the KAPS BA programme
RESULTS	OBJECTIVELY VERIFIABLE INDICATORS (OVI)	SOURCES OF VERIFICATION	ASSUMPTIONS
<p>Result 1: Contribution to a sustainable vocational training structure for all Public Safety Agencies</p> <p>Result 2: Contribution to KAPS Bachelor degree program further upgraded and advanced</p> <p>Result 3: Contribution to KAPS institute of Research and Development fully functional for the benefit of all public safety agencies in Kosovo.</p>	<ul style="list-style-type: none"> - Harmonised and standardised vocational training curricula developed by 2016 and fully implemented as of 2017 - Pool of trainers for vocational training programs on public safety established within KAPS by 2016 - At least two studies on public safety published by the Institute for Research and Development 	<ul style="list-style-type: none"> -Regular MIA, KAPS, KP, Customs, EMA, KP inspectorate, Corrections and Probation services reports -EC annual progress report -Project progress reports 	<ul style="list-style-type: none"> -KAPS BA programme accredited by KAA -Political support for harmonised and coordinated education in public safety in Kosovo -Necessary sustainable human and financial means allocated -Sufficient number of students interested to enrol and remain in the KAPS BA programme
ACTIVITIES	MEANS	OVERALL COST	ASSUMPTIONS
<p>Activities to achieve Result 1: Sustainable vocational training structure for all Public Safety Agencies ensured</p> <p>1. Further support to the Board of KAPS as coordination</p>	Twinning contract	1.4 M Euro	KAPS BA programme accredited by NQA Political support for

<p>mechanism for implementation of vocational trainings for all public safety agencies</p> <ol style="list-style-type: none"> 2. Develop and harmonise vocational curricula for all public safety agencies, based on minimum criteria as per NQA quality assurance requirements and approved minimum criteria 3. Develop sustainable vocational training structures, representing all public safety agencies coordinated by KAPS 4. Further strengthening of quality assurance system within KAPS for vocational trainings <p>Activities to achieve Result 2: KAPS Bachelor degree program further upgraded and advanced Assessment, gap analysis, with recommendations for improvement conducted for first years of implementation of the KAPS BA programme Support KAPS in implementing recommendations as identified in 2.1 Support the successful implementation of the BA internship programme as per mutual agreements between KAPS and individual public safety agencies Establish an e-learning platform within KAPS BA programme Conduct a feasibility study on possibilities to establish a MA in public safety and security sector Develop a student counselling system to ensure a student-centred approach</p> <p>Activities to achieve Result 3: KAPS institute of Research and Development fully functional for the benefit of all public safety agencies in Kosovo</p>			<p>harmonised and coordinated education in public safety in Kosovo</p> <p>Necessary sustainable human and financial means allocated</p> <p>Sufficient number of students interested to enrol and remain in the KAPS VA programme</p>
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| <p>3.4 Strengthening the capacities of the Institute for research and development</p> <p>3.5 Strengthening co-operation with national and International research organizations.</p> <p>3.6 Conduct relevant studies in the field of public safety that would be beneficial for all public safety agencies in Kosovo and their policy making process</p> | | | |
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Annex 2: List of relevant Laws, Regulations and Strategic Documents

1. Regulation No. 06/2013 for the Board of KAPS
2. KAPS Development Strategy 2014-2018
3. The law No. 04/L-053 on Kosovo Academy for Public Safety (KAPS)