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## SECOND ASSESSMENT OF USAID WILDLIFE ASIA LAW ENFORCEMENT TRAINING SUPPORT REPORT

Bangkok, Thailand  
February 25, 2021

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USAID WILDLIFE ASIA

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ENFORCEMENT TRAINING SUPPORT  
REPORT

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Contract Number:	AID-468-I-16-00001, TO AID-486-To-16-00003
Activity Start and End Date:	August 31, 2016 to August 30, 2021
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Cover Photo: Thai law enforcement officials participated in the Counter Transnational Organized Crime training in Bangkok.  
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## ABBREVIATIONS

ASEAN	Association of Southeast Asian Nations
CITES	Convention on International Trade in Endangered Species of Wild Fauna and Flora
COVID-19	Coronavirus Disease of 2019
CTOC	Counter Transnational Organized Crime
CWT	Counter Wildlife Trafficking
GPS	Global Positioning System
INTERPOL	International Criminal Police Organization
IWT	Illegal Wildlife Trade
Lao PDR	Lao People’s Democratic Republic
LQ	Learning Question
MOU	Memorandum of Understanding
UNODC	United Nations Office on Drugs and Crime
USAID	United States Agency for International Development
UWA	USAID Wildlife Asia
WIRE	Wildlife Inter-Regional Enforcement





## EXECUTIVE SUMMARY

USAID Wildlife Asia (UWA) is a counter wildlife trafficking project funded by the United States Agency for International Development (USAID) to strengthen law enforcement of wildlife crimes, reduce demand for illegally traded wildlife, and foster regional and international cooperation. The project began in August 2016 and will close at the end of August 2021. USAID Wildlife Asia targets counter wildlife trafficking law enforcement officers and agencies, including police, customs authorities, wildlife and forestry authorities, prosecutors, and financial crime investigators, in Cambodia, the Lao People's Democratic Republic (PDR), Thailand, Vietnam, and their relevant counterparts in Africa as part of a process to bridge law enforcement responses between Asia and Africa.

USAID Wildlife Asia supports law enforcement collaboration in the region and brings together authorities in Asia and Africa to promote intelligence sharing and collaboration in dismantling transcontinental trafficking syndicates. Activities that foster interagency cooperation are integrated into capacity-building interventions, and chief among these is the Counter Transnational Organized Crime (CTOC) Course that builds the capacity and skills of investigators to disrupt wildlife crime syndicates while also increasing transnational multiagency coordination.

After 18 months of implementing training activities, USAID Wildlife Asia conducted an initial assessment to examine the skills, knowledge, and competencies learned and applied at the individual and agency levels in the targeted countries. The assessment also explored the degree of interagency, regional, and transcontinental collaboration in practice and used the Kirkpatrick Method and outcome capacity-building mapping as evaluation approaches. The findings of the initial assessment led to adjustments in the project and its cooperation activities. This was followed by the current assessment, with the aim of identifying recommendations to improve law enforcement training and capacity building on counter wildlife trafficking (CWT) interventions. The second evaluation used an online survey and in-depth interviews with USAID Wildlife Asia's former training participants.

The online survey involved 142 respondents (aged 33–57 years) from Thailand (35.9 percent), Cambodia (27.5 percent), Vietnam (19.7 percent), Lao PDR (12.0 percent), Mozambique (2.1 percent), Malaysia (1.4 percent), the Republic of Congo (0.7 percent), and Ivory Coast (0.7 percent). In-depth interviews were conducted to obtain insights into their current activities as well as recommendations on how to improve future training and capacity-building events. A qualitative discussion guide was used to interview a total of 22 respondents: six in Cambodia, five in Lao PDR, six in Thailand, and five in Vietnam.

The survey respondents' impressions of the training activities organized by USAID Wildlife Asia and its partners indicate predominantly positive views: A large proportion (84.5 percent) said they learned new information, and an even greater percentage (90.1 percent) reported they had applied the skills and knowledge gained through the training within their work. The top three skills and competencies the survey respondents learned through the training events were: (i) investigative techniques (58.5 percent); (ii) source development (50 percent); and (iii) interception of illegal wildlife trade (40.1 percent).

Most of the survey respondents (80 percent) agreed that the training events helped them improve their unit's or agency's ability to combat wildlife trafficking. A significant proportion of the survey respondents (71.8 percent) also claimed their offices contacted other agencies in their country more frequently to discuss illegal wildlife trade cases and exchange information. More than half of the respondents (60.6 percent) suggested that, as a result of the training, they now undertake joint investigations to tackle illegal wildlife trade cases more frequently.

Survey respondents acknowledged they learned about the importance of cooperative law enforcement actions mostly in relation to planning, consultation, or information sharing (33.1 percent), followed by investigation (20.4 percent), seizure or arrest (14.1 percent), and prosecution, conviction, and sentencing (2.1 percent). These cooperative actions were conducted during the period 2018–2020, and were slightly more often related to domestic activities (52.1 percent). The focal species related to these law enforcement actions covered pangolins (3.5 percent), followed by elephants for their ivory (2.8 percent), and rhino for their horns (2.8 percent). The survey respondents cited customs officers as the most cooperative agency in general across the targeted countries.

A large proportion of the survey respondents, 78.1 percent, agreed that markets and shops selling parts, products, or live wild animals for consumption pose a serious risk of spreading diseases that can affect human health, such as the coronavirus. Similarly, 78.1 percent strongly or somewhat agreed that these markets should be completely shut down because they are dangerous to human health. A majority of the survey respondents, 72.5 percent, agreed that markets and shops selling exotic pets pose a serious risk of spreading diseases that can affect human health. When asked separately whether these markets should be shut down because they are dangerous to human health, 64.1 percent strongly or somewhat agreed. On the farming of wild animals, 61.3 percent agreed that these establishments should be banned because of the high risk to human health and safety.

The assessment results revealed that only 66.9 percent of the survey respondents agreed that the job of frontline enforcement officers to counter wildlife trafficking could be risky in terms of contracting dangerous diseases from exposure to the animals they confiscate. Most respondents (73.2 percent) noted that frontline law enforcement officers need training on the handling and caring of wild animals that have been confiscated or seized from traffickers to avoid exposure to zoonotic diseases. A large majority (84.5 percent) highlighted that they need training to better understand the laws, regulations, and policies relating to the illegal wildlife trade, and a similar portion (80.3 percent) said that they need more support, equipment, and tools to increase their safety in handling animals confiscated from the illegal wildlife trade.

The results of the second assessment indicate that the training events organized by USAID Wildlife Asia and its partners were useful to a majority of the respondents because of the knowledge and skills they acquired and have used to improve the performance of their roles and responsibilities. Interview respondents, however, suggested that the training offered by USAID Wildlife Asia should ensure the transfer of know-how or allow for cascade learning. For example, the Environmental Police in Lao PDR used the knowledge and skills they learned from having attended capacity building event organized by USAID Wildlife Asia and used this to organize their own training events reaching an additional 120 people. This illustrates the importance and impact of designing and organizing events that allow for this type of knock-on effect or cascade learning.

They added that training events or workshops should be conducted in local languages so operational staff members (who do not speak English) could participate. Further suggestions included the need for the training curriculum to be shared with relevant agencies in local languages so they can train others at the national, provincial, and district levels. Also, training packages should be guided by the training needs of participants as determined by a needs assessment ahead of a training activity. Regular follow-up assessments of trainees' knowledge and skills should be conducted to ensure that what was learned in the trainings continues to be practiced. Refresher training events would help strengthen the previously learned skills and allow former training participants to share their experiences with applying what they learned for feedback.

Finally, under the “new normal” created by the COVID-19 pandemic, a recommendation was included for USAID Wildlife Asia to consider modifying the training modules into a blended learning curriculum involving both in-person and virtual components. Under this platform, training would be more economical, although simulated exercises could be done face to face on a limited scale.

## SUMMARY OF RESULTS

For ease of reference, a table of the key survey parameters and findings is presented below.

Table 1: Summary of survey results

Description	Result (%)
<b>Respondent Profiles</b>	
<b>Gender</b>	
Male	79.6
Female	20.4
<b>Online survey respondents per country</b>	
Cambodia	27.5
Lao PDR	12.0
Thailand	35.9
Vietnam	19.7
Other countries (Republic of Congo, Ivory Coast, Malaysia, Mozambique, and Vietnam)	4.9
<b>Management levels</b>	
Officer	66.2
Mid-level management	29.6
Senior management	4.2
<b>Law enforcement sector</b>	
Customs	27.5
Wildlife and forestry	23.9
Financial crimes	22.5
Police	19.0
Prosecutorial	4.9
Training institution	2.1
<b>Reactions to USAID Wildlife Asia Training Activities</b>	
Agreed that information from the training was new to them	84.5
Said they gained more knowledge from the training events	96.5
Found training events to be relevant to their work and responsibilities	90.1
Thought they had improved the way they do their job	89.5
Shared knowledge and skills gained from the trainings with their colleagues	88.7
Expressed interest in attending future training events	88.7
<b>Value of training elements</b>	
Training lessons	87.3
Trainers	66.2
Collaboration with other agencies and countries	62.0
Opportunities for career advancement	36.6
<b>Training topics that survey respondents applied in their work</b>	
Investigation technique	58.5
Source development	50.0
Document exploitation	43.7
Interception of illegal wildlife trade	40.1

<b>Description</b>	<b>Result (%)</b>
Communication exploitation	39.4
Acquisition/handling of evidence	39.4
Increased understanding of transnational organized crime and supply chains	36.6
Interview techniques	35.9
International collaboration	30.3
Crime scene investigation	28.9
Anti-money laundering/financial investigations	25.4
Surveillance and tracking devices	25.4
Open-source intelligence	23.9
Covert operation	20.4
Digital forensics and i2	19.7
Prosecution	16.9
Using USAID Wildlife Asia's pangolin species identification materials	15.5
Other	0.7
<b>Topics that helped survey respondents improve their agency's CWT ability</b>	
Investigative techniques	52.8
Source development	47.9
Document exploitation	39.4
Communication exploitation	36.6
Acquisition/handling of evidence	33.8
<b>Impacts of COVID-19 on law enforcement CWT efforts</b>	
<b>Markets – Consumption</b>	
Markets/shops selling wildlife for consumption pose a serious risk of spreading diseases	78.1
Markets/shops selling wildlife for consumption should be completely shut down because they are dangerous to human health	78.1
Markets/shops selling wildlife do not need to be shut down, but must be properly regulated and managed	49.3
<b>Markets – Pets</b>	
Markets/shops selling exotic pets pose a serious risk of spreading diseases	72.5
Markets/shops selling exotic pets should be shut down as they are dangerous to human health	64.1
Markets/shops selling exotic pets do not need to be shut down, but must be properly regulated and managed	45.8
<b>Farming of wild animals</b>	
Farming of wild animals should be banned because the risk to humans is too high	61.3
Farming of wild animals should be allowed only if properly regulated and managed	53.8
<b>Description</b>	<b>Result</b>
<b>Zoonotic diseases and enforcement</b>	
Being a frontline enforcement officer is at risk of catching dangerous diseases from the animal confiscated	66.9
Training is required to handle/care for confiscated wildlife to ensure that I do not catch and spread zoonotic diseases	73.2
Training is required on the laws, regulations and policies related to wildlife enforcement	84.5

Description	Result (%)
More support, equipment and tools required to help increase safety in handling animals confiscated from the illegal wildlife trade	80.3

This next section is presented using mean scores because the aim is to compare and better illustrate the difference in the level of law enforcement capacity improvement between the first and second assessments.

Improved law enforcement response (mean score on a scale of 1 to 5)	1 <sup>st</sup> Assessment	2 <sup>nd</sup> Assessment
Ability and performance of my agency has improved	4.17	4.09
Agency contacts other agencies in-country more frequently to discuss cases and exchange information	4.11	4.05
Agency more frequently contacts agencies in neighboring countries to discuss cases and exchange information	3.77	3.84
Agency contacts other agencies in Africa more frequently to discuss cases and exchange information	3.43	3.61
Agency more frequently undertakes joint counter wildlife trafficking investigations	3.85	3.89



## I. INTRODUCTION

The massive volume of illegal wildlife trade in Southeast Asia continuously challenges the enforcement of the legal and sustainable wildlife trade and interagency cooperation among affected countries in this region. Elephants (ivory), rhino (horn), tigers, and pangolins are among the top species affected by the illegal trade worldwide in parts of Southeast Asia and in China. Reports reveal that transcontinental organized wildlife crime is decimating wildlife populations and thus destroys opportunities for community wildlife-based livelihoods without contributing to national revenues. Wildlife trafficking undermines the rule of law, supports corruption and money laundering, facilitates the spread of zoonotic diseases, and has links to terrorism.<sup>1</sup>

USAID Wildlife Asia is a counter wildlife trafficking project funded by the United States Agency for International Development (USAID) to address wildlife trafficking as a transnational crime. The project works with partner countries in Southeast Asia and China to reduce consumer demand for wildlife parts and products; strengthen law enforcement response; enhance policy, legislation and jurisprudence; and improve regional action on reducing wildlife crime. The project began in August 2016 and will end in late August 2021. One of the project's objectives is to strengthen regional law enforcement capacity and coordination.

The targeted audiences under this objective are counter wildlife trafficking law enforcement officers and agencies, including customs, police, wildlife and forestry authorities, prosecutors, and financial crime investigators in Cambodia, the Lao People's Democratic Republic (PDR), Thailand, Vietnam, and relevant counterparts in Africa. The aim is to bridge law enforcement responses between Asia and Africa through two strategic approaches described below.

### ***Institutionalization of capacity building for effective enforcement***

Through training and coaching activities, USAID Wildlife Asia works to strengthen the ability of law enforcement officers and agencies to effectively locate, apprehend, and prosecute illegal wildlife traffickers. The training is further supported through the introduction of new technologies, such as species identification and smartphone applications (apps). Activities include national training to address country-specific needs and international training to respond to the transnational nature of wildlife crime and to foster cooperation among countries involved. Institutionalization involves working with law enforcement academic institutions and helping agencies tailor and integrate counter wildlife trafficking curricula into their capacity building, mentoring, coaching, and supervision programs.

### ***Strengthening of regional, international, and interinstitutional law enforcement cooperation and coordination***

The project supports law enforcement collaboration in the region. It brings together authorities in Asia and Africa to encourage the sharing of intelligence on active investigations and to collaborate in dismantling transcontinental trafficking syndicates. Specific activities to foster interagency cooperation are integrated into the training and capacity-building interventions. For example, the Counter Transnational Organized Crime (CTOC) Course trains investigators to identify and disrupt wildlife crime syndicates and includes support activities that increase and sustain transnational multiagency coordination and information-sharing.

## **TRAINING ACTIVITIES**

USAID Wildlife Asia and its partners designed and provided training to personnel from law enforcement agencies across the region and to African counterparts. The various USAID Wildlife Asia training activities have different objectives and different approaches, as explained in the sections below.

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<sup>1</sup> See [www.usaidwildlifeasia.org/](http://www.usaidwildlifeasia.org/)

## 1.1 International training

**1.1.1 Counter Transnational Organized Crime Course:** The course was designed to strengthen law enforcement capacity and coordination to combat transnational organized crime groups effectively. It provides a model and demonstrates the necessity and effectiveness of a multiagency and multinational approach to tackling transnational organized crime. The primary objective of the training course is to increase and sustain transnational multiagency coordination and information-sharing. Operationally, the training:

- helps law enforcement investigators understand the nature and complexity of transnational organized crime; and
- equips the appropriate enforcement chain with the knowledge and skills required to identify and disrupt organized, cross-border wildlife trafficking supply chains moving pangolin, elephant ivory, rhino horn, and big cats.

The six-day course consists of three main training components: two days of theoretical instruction, three days of interactive hands-on practical exercises, and one day of team-building through activities and field visits.

**1.1.2 Risk Profiling Training to Enhance Interception of Illegal Wildlife Trade:** This training was conducted in Cambodia, Lao PDR, and Vietnam separately to enhance the interception activities of illegal wildlife trade. The training includes:

- lectures and practical demonstrations of why the illegal trade of wildlife should always be thought of in transnational organized crime terms and how a simple seizure and controlled delivery can result in a major and complex investigation;
- demonstrations of proven best practices in risk assessment and profiling in areas of cargo documentation for wildlife smuggling, which allow participants to practice using these skills in real-world practical exercise scenarios;
- skill development for searching cargo with simple but effective camera equipment (endoscope) that enables the preservation of the packaging and thus a controlled delivery; and
- demonstrations of the use of global positioning system (GPS) trackers for assisting controlled deliveries and electronic surveillance.

**1.1.3 Cross-Border Cooperation Training for China and Vietnam Frontline Wildlife Law Enforcement Officers:** The training components:

- demonstrate why the illegal commercial wildlife trade should always be thought of as transnational organized crime;
- demonstrate proven best practices when conducting Internet investigations, seizing electronic evidence, and performing a controlled delivery;
- demonstrate how to conduct covert surveillance and electronic surveillance using a GPS tracking device; and
- promote cross-border cooperation to apprehend smugglers working for transnational organized crime on both sides of the Vietnam–China border at Hekou–Lao Cai and Pingxiang–Lang Son provinces.

## 1.2 Country-specific training

**1.2.1 Crime Scene and Other Investigation Techniques for Wildlife Crime** in Cambodia.

**1.2.2 Training for the Natural Resources and Environmental Crime Suppression Division** in Thailand to strengthen the investigative skills needed by police officers to combat wildlife crime and to improve the Division’s law enforcement capacity.



**1.2.3 Yieow Dong Task Force<sup>2</sup> Investigation Training** to coach the interagency members to identify and address the Internet-based illicit trade in wildlife in Thailand. It consisted of two components:

- **Covert Operator Course.** This course provided a basic introduction to the role of a covert operator or investigator and the skills and responsibilities required to conduct effective and proactive covert investigations.
- **Open-Source Intelligence Training.** This course provided insights into the intelligence cycle, approaches to research (including search methods), the vast available sources, grading information, and documenting searches and results.

**1.2.4 i2 Analyst Notebook Training for the Anti-Money Laundering Office of Thailand** for its computer specialists and financial investigators to develop skill in using the I2 Analyst software and to strengthen capacity of the agency to effectively utilize the software in support of its current investigations.

**1.2.5 Pangolin Care Workshop.** This training enabled:

- law enforcement investigators to learn how to minimize stress and maximize survival rates among confiscated pangolins; and
- wildlife veterinarians and their staff to learn how to care for, rehabilitate, and ultimately release confiscated pangolins back into the wild.

See Annex A for the time line of training activities by country.

A total of 389 past trainees representing counter wildlife trafficking law enforcement agencies including customs, police, wildlife and forestry authorities, prosecutors, and financial crime investigators in Cambodia, Lao PDR, Thailand, Vietnam (n=309), and Malaysia (n=5), as well as participants from African law enforcement (n=75) attended the training events.

To evaluate the achievements of the training activities, USAID Wildlife Asia conducted two assessments: The first one in 2018 focused on examining the skills, knowledge, and competencies learned and their application at the individual and agency levels in the targeted countries (Cambodia, Lao PDR, Thailand, and Vietnam) 18 months after initiating the training. The analysis also explored the degree of interagency, regional, and transcontinental collaboration. The first assessment used the Kirkpatrick Method<sup>3</sup> to guide the evaluation. In 2020, the second assessment looked to determine changes in law enforcement capacity, responses, and collaboration and to draw out recommendations for future counter wildlife trafficking capacity-building activities.

This report highlights the findings of the second assessment.

## **2. ASSESSMENT OBJECTIVES**

### **2.1 MAIN OBJECTIVE**

The findings from the second assessment will be used to adjust the project's capacity building and cooperation activities and to shape future counter wildlife trafficking capacity-building programs.

### **2.2 SPECIFIC OBJECTIVES**

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<sup>2</sup> The Thailand Department of National Parks, Wildlife and Plant Conservation established the Yieow Dong Task Force in 2017 to counter the threat posed by Internet-based wildlife crime. Staffed by officers from the Department, the Task Force is assisted by police officers from the Natural Resources and Environmental Crime Suppression Division.

<sup>3</sup> Kirkpatrick, J. and Kirkpatrick, W. (2015). *An Introduction to the New World Kirkpatrick Model*. Newman, GA: Kirkpatrick Partners, LLC. Available at: [www.kirkpatrickpartners.com/Portals/0/Resources/White percent20Papers/Introduction percent20to percent20th e percent20Kirkpatrick percent20New percent20World percent20Model.pdf](http://www.kirkpatrickpartners.com/Portals/0/Resources/White%20papers/Introduction%20to%20the%20Kirkpatrick%20New%20World%20Model.pdf).

The assessment had two aims:

2.2.1 Gain greater understanding of the effectiveness of USAID Wildlife Asia's law enforcement support in response to these assessment questions:

- a. Have law enforcement officers and agencies improved their knowledge and skills in counter wildlife trafficking due to the USAID Wildlife Asia's technical assistance?
- b. To what extent have law enforcement officers and agencies applied the counter wildlife trafficking competencies gained from the USAID Wildlife Asia's training package?
- c. To what extent have law enforcement institutions and agencies institutionalized the counter wildlife trafficking competencies gained from USAID Wildlife Asia?
- d. Has interagency collaboration in counter wildlife trafficking law enforcement improved due to USAID Wildlife Asia's technical assistance? How was the improvement in interagency collaboration achieved?

2.2.2 Answer the project's learning questions (LQ):

- e. How have USAID Wildlife Asia's capacity-building programs contributed toward improving or making effective positive changes in counter wildlife trafficking law enforcement responses in terms of quality and frequency? (LQ 2.1)
- f. What are the key factors and challenges or barriers that are important for improving and sustaining interagency collaboration as well as sharing information among intercontinental, regional, and national law enforcement authorities? (LQ 2.2)

## 2.3 EXPECTED OUTCOMES FROM THE SECOND ASSESSMENT

The second assessment was designed to collect data on three law enforcement performance indicators:

- a. The number of cooperative law enforcement actions on counter wildlife trafficking taken due to USAID Wildlife Asia assistance.
- b. The number of people who apply improved conservation law enforcement practices due to the United States Government's assistance.
- c. The number of units, agencies, organizations, and institutions adopting improved law enforcement competencies.

## 3. ASSESSMENT METHODOLOGY

This assessment used a mixed-method approach: (i) desk review of secondary data, (ii) a quantitative online survey, and (iii) qualitative data collection through in-depth interviews.

### Desk review

USAID Wildlife Asia's background materials and relevant project reports were reviewed to understand the various dimensions of the law enforcement support and activities as well as previous assessment results. The desk review results were also used to adapt the data collection tools used in the first assessment.

### Quantitative online survey

A quantitative online survey targeted past training participants in the activities organized by USAID Wildlife Asia and its partners. The survey, in five languages (English, Khmer, Lao, Thai, and Tieng Viet), was sent to 337 counter wildlife trafficking law enforcement officers in relevant agencies, including customs, police, wildlife and forestry authorities, prosecutors, and financial crime investigators, in Cambodia, Lao PDR, Thailand, and Vietnam (n=309) as well as past Malaysian and African participants (n=28). The trainees were contacted (through e-mail, Facebook Messenger, LINE, WhatsApp, or Telegram) and provided with the link to the online survey. Of the 337 former trainees, 142 responded to the online survey, for a 42.1 percent response rate.

### Qualitative data collection using in-depth interviews

The team employed in-depth interviews with heads of agencies or senior officers across the four target countries (Cambodia, Lao PDR, Thailand, and Vietnam). USAID Wildlife Asia identified the potential interviewees, and once contacted, they were informed of the objectives and procedure and asked for their consent to be interviewed.

The interviews were then conducted using a convenient communication channel, such as face to face, by telephone, Skype, Facebook Messenger, LINE, or WhatsApp. A total of 22 interviews were conducted.

### **3.1 DATA COLLECTION TOOLS**

#### **Quantitative online survey**

The quantitative online survey design was based on the desk review results and the previous assessment's findings. The quantitative survey questionnaire included ten sections that required up to 45 minutes to complete. The survey was launched via SurveyMonkey (see Annex B for the questionnaire).

#### **In-depth interviews**

The discussion guide for the interviews was based on the desk review results and the previous assessment's findings. It was pre-tested with persons at two representative agencies in Lao PDR and Thailand to refine the questions before data collection began (see Annex C for the discussion guide in English).

### **3.2 DATA ANALYSIS**

#### **Quantitative data**

Once the survey was completed, the dataset was cleaned and analyzed, in line with the assessment's objectives. Descriptive statistics (frequencies and percentages) were determined on the overall sample and each country sample, and then compared with the results of the first assessment.<sup>4</sup>

#### **Qualitative data**

All interviews were audio-recorded if the respondents gave permission. All notes and recorded interviews were summarized, and quotes were extracted. The data were analyzed using thematic analysis related to the evaluation objectives and applying the Kirkpatrick Method<sup>5</sup> and outcome mapping approaches. The results from both the quantitative and qualitative data analyses were triangulated to generate relevant and targeted recommendations for the project.

### **3.3 ETHICAL CONSIDERATIONS**

#### **Consent**

Participation in the assessment was strictly voluntary. Written informed consent was obtained from all online survey and interview respondents before proceeding. Consent was sought for recording interviews after explaining the purpose of collecting accurate data. Respondents were assured that their responses would not be shared by the researchers and would be kept entirely confidential. Respondents received information about whom to contact if they had questions about the assessment.

#### **Confidentiality**

The identity of all participants in the assessment was treated with the utmost discretion and confidentiality to prevent leakage of personal information and to ensure their safety.

#### **Informed-consent procedures**

The researchers obtained consent from each respondent before any information was collected. They also informed all respondents of the assessment's purpose, the benefits and risks, and that their participation was voluntary. Respondents were also assured that all information they provided to the research team would be confidential and that no names or identifiable information would be used in any report. Respondents were asked to sign an informed-consent form for the interviews or to click the "I agree" button for the online survey.

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<sup>4</sup> USAID Wildlife Asia (2018). *Capacity Building Assessment Counter Wildlife Trafficking Trainings*. Bangkok.

<sup>5</sup> Kirkpatrick, J. and Kirkpatrick, W. (2015). *An Introduction to the New World Kirkpatrick Model*. Newman, GA: Kirkpatrick Partners, LLC. Available at: [www.kirkpatrickpartners.com/Portals/0/Resources/White percent20Papers/Introduction percent20to percent20th e percent20Kirkpatrick percent20New percent20World percent20Model.pdf](http://www.kirkpatrickpartners.com/Portals/0/Resources/White%20papers/Introduction%20to%20the%20New%20World%20Kirkpatrick%20New%20World%20Model.pdf).

### 3.4 DATA COLLECTION LIMITATIONS AND CHALLENGES

Under the COVID-19 pandemic situation, most of the in-depth interviews, especially with the Lao and Thai respondents, were conducted by telephone or online communication channels, such as LINE, Facebook Messenger, or WhatsApp.

The initial response rate to the survey was low. To increase the response rate to the survey, significant follow-up correspondence via phone, e-mail, and social media was required, and the fieldwork period also had to be extended from one to two months to bring the response rate to more than 40 percent. The research team, however, was mindful that too much follow-up may jeopardize the existing relationships with many of the officers.

The possibility exists that survey respondents and the people interviewed provided responses that they thought researchers wanted to hear. Also, past participants who had positive experiences in training programs might have been more likely to participate in the assessment than past participants with negative experiences. Additionally, USAID Wildlife Asia has ongoing relationships with many of the agencies and departments covered in this evaluation exercise. Thus, key points of contact, heads of agencies, and past participants might have considered future opportunities for training and other potential support activities when responding to questions.

### 3.5 RESPONDENT PROFILES

A total of 142 respondents were contacted by via e-mail, phone calls, WhatsApp, or Facebook Messenger and participated in the online survey. The response rate was 42 percent of all 337 past trainees who were contacted. The online respondents were mainly from Thailand (51), followed by Cambodia (39), Vietnam (28), Lao PDR (17), Mozambique (3), Malaysia (2), Republic of Congo (1), and Ivory Coast (1) (Table 2). While the second assessment had more survey respondents (n2=142) than the first one (n1=98), 36 respondents of the first assessment also participated in second assessment.

Table 2: Number of online survey respondents per country

Countries	No. of Respondents	Percentage
Cambodia	39	27.5
Republic of Congo	1	0.7
Ivory Coast	1	0.7
Lao PDR	17	12.0
Malaysia	2	1.4
Mozambique	3	2.1
Thailand	51	35.9
Vietnam	28	19.7
<b>Total</b>	<b>142</b>	<b>100</b>

Of the 142 online survey respondents, 113 were men (79.6 percent) and 29 were women (20.4 percent), with an average age of 41.1 years. Of the women, 18 were from Thailand (62.1 percent), seven from Vietnam (24.1 percent), two from Cambodia (6.9 percent), and two from Lao PDR (6.9 percent). Most respondents had professional-level officer positions (66.2 percent), followed by mid-level managers (29.6 percent), and senior managers (4.2 percent). Of the six senior management respondents, three were from Cambodia, two were from Lao PDR, and one from Thailand (Table 3).

The respondents were affiliated with agencies with mandates related to counter wildlife trafficking, including wildlife or forestry enforcement, police, customs, prosecution, and financial crime. There were also three respondents from the People’s Police Academy of Vietnam, which is a law enforcement institution.

*Table 3: Profile of the respondents in the first and second assessments*

Characteristics		First assessment		Second assessment	
		No.	%	No.	%
<b>Sex</b>	Male	86	87.8	113	79.6
	Female	12	12.2	29	20.4
<b>Country</b>	Cambodia	22	22.4	39	27.5
	Lao PDR	14	14.3	17	12.0
	Thailand	42	42.9	51	35.9
	Vietnam	0	0.0	28	19.7
	Other countries (Republic of Congo, Ivory Coast, Malaysia, and Mozambique)	0	0.0	7	4.9
<b>Management level</b>	Officer	55	56.1	94	66.2
	Mid-level management	34	34.7	42	29.6
	Senior management	9	9.2	6	4.2
<b>Law enforcement sector</b>	Customs	37	37.8	39	27.5
	Wildlife and forestry	36	36.7	34	23.9
	Financial crime	9	9.2	32	22.5
	Police	14	14.3	27	19
	Prosecutor	0	0	7	4.9
	Training institution	2	2	3	2.1
<b>Total</b>		<b>98</b>	<b>100</b>	<b>142</b>	<b>100</b>

The in-depth interviews were conducted to obtain respondents’ insights, suggestions, and recommendations towards improving the training courses. A qualitative discussion guide was used to interview the respondents (aged 33–57) in Cambodia (six people), Lao PDR (five people), Thailand (six people), and Vietnam (five people). Of them, five were women (three in Vietnam and two in Lao PDR). They were in middle to senior management positions and had been working in their agency for 1–34 years.

### 3.6 EXPERIENCE FROM PAST TRAINING EVENTS

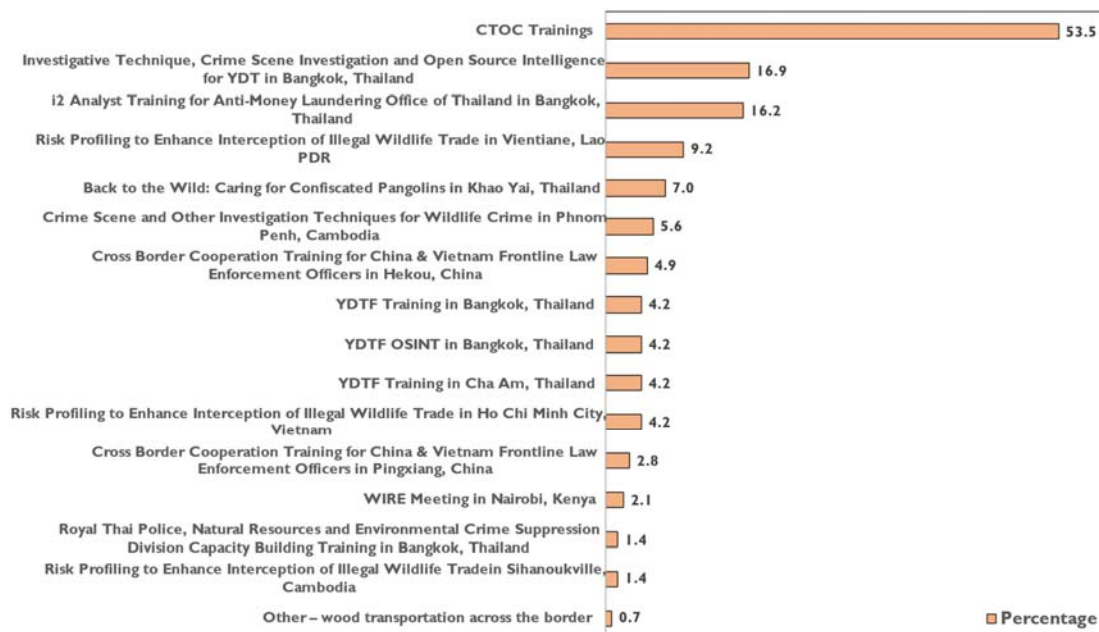
Most of the survey respondents attended at least one of the following three training events:

1. Investigative Techniques, Crime Scene Investigation, and Open-Source Intelligence (16.9 percent)
2. i2<sup>6</sup> Analyst Training for Anti-Money Laundering Office of Thailand (which was a series of three training events) (16.2 percent),
3. Counter Transnational Organized Crime Course (53.5 percent)

See Figure 1 for the training detail numbers and percentages.

<sup>6</sup> i2 is a law enforcement database used by INTERPOL.

Figure 1: Assessment of involvement in training events (percent)



Note: When responding, survey respondents could refer to more than one training event.

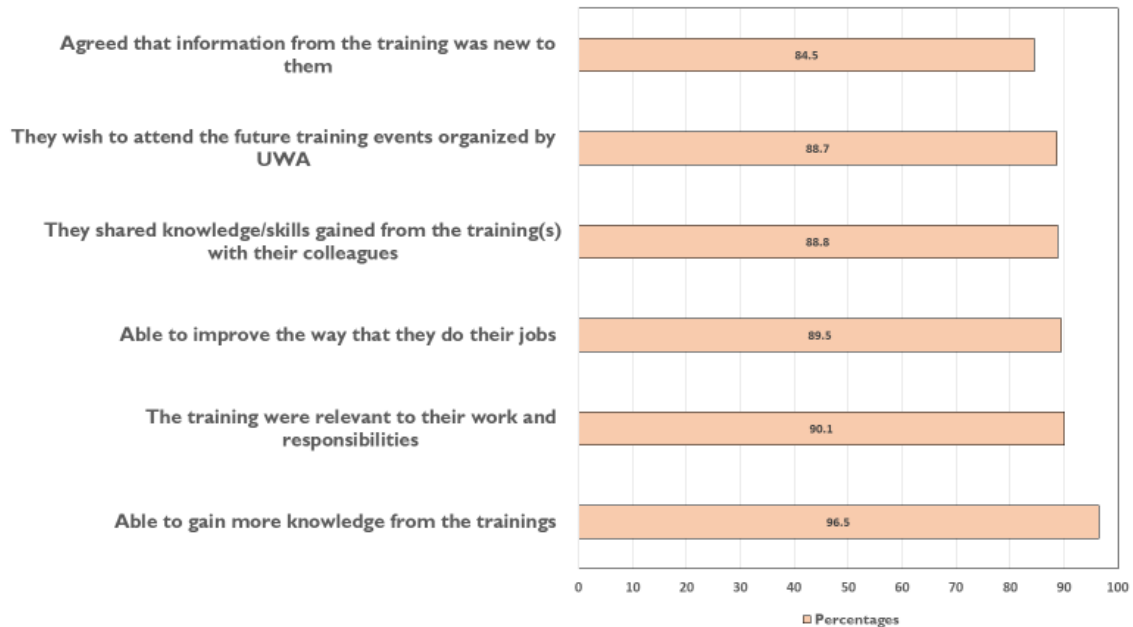
The interview respondents reported that they participated in the various training events for one or more of the following reasons:

- They were selected because of their direct role and responsibilities on counter wildlife trafficking and investigation.
- They had been working in international cooperation on counter wildlife trafficking.
- They could speak and understand English, while most of their colleagues had limited English language skills.
- Their superiors were not available because training events took too much time and required long-distance traveling.
- They had attended USAID Wildlife Asia’s training events before and learned a great deal. This made them want to attend more trainings.
- They were invited to attend as a presenter at one of the events.

### 3.7 REACTIONS TO USAID WILDLIFE ASIA TRAINING ACTIVITIES

Respondents provided feedback on their impressions and observations of the various trainings based on their individual experiences. The overall results have shown that the respondents have positive experiences on USAID Wildlife Asia’s training programs, for example, 84.5% agreed that information from the training was new to them, 96.5% said they gained more knowledge from the training events, 90.1% found the training events to be relevant to their work and responsibilities. (See Figure 2 below for more details.)

Figure 2: Feedback regarding past experiences with training events (percent)



The interview respondents reported that before the training support from USAID Wildlife Asia and other partners, there were no clear structures and procedures to combat wildlife crime. This was especially true for counter wildlife trafficking capacity, collaboration with other agencies, and law enforcement response to wildlife crime due to limited understanding and knowledge about how to counter wildlife trafficking. A Vietnamese interview respondent noted lectures on environmental crimes, including wildlife trafficking, are provided in universities, but political leaders pay little attention to these issues. Another respondent highlighted that even though he has worked for his agency for many years, no mechanism exists to assess its capacity to combat wildlife crime.

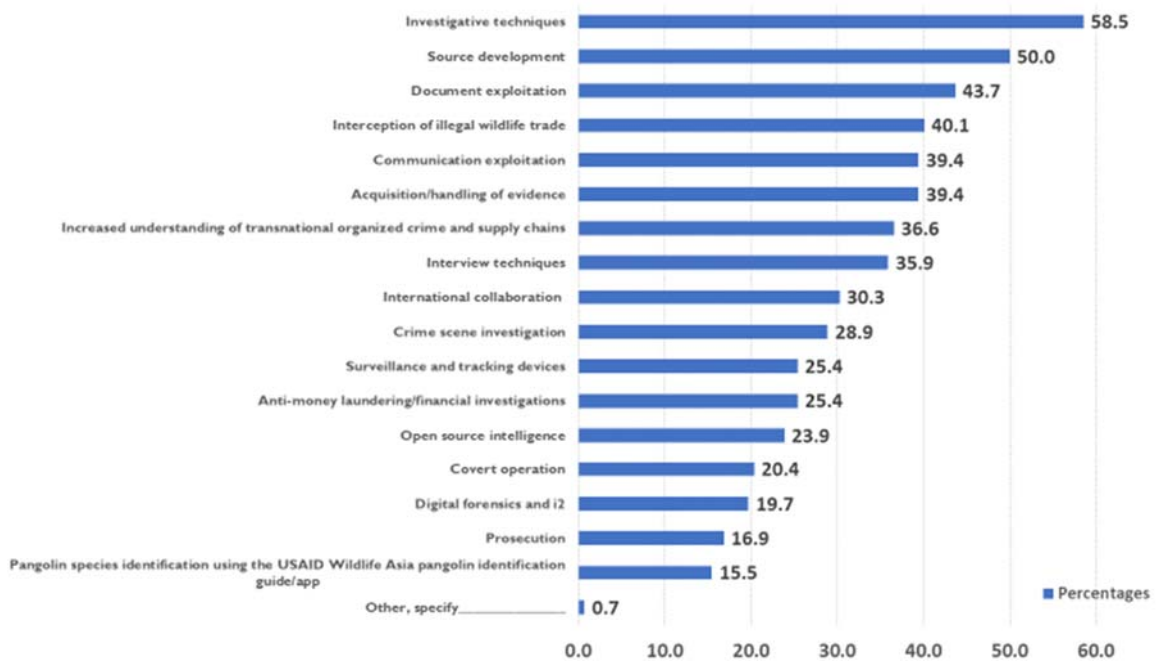
*“This is a good project that has assisted the countries to be aware of the law enforcement regulations and activities.” – Lao respondent*

## 4. LEARNING AND APPLICATION OF LAW ENFORCEMENT PRACTICES

### 4.1 LEARNING AND TRAINING APPLICATION AT THE INDIVIDUAL LEVEL

Most of the survey respondents (90.1 percent) reported they had applied the skills and knowledge learned from the trainings in their work, while only a small portion (8.5 percent) indicated they had not applied any skill or knowledge learned (Figure 3).

Figure 3: Skills and competencies that the survey respondents reported learning from the USAID Wildlife Asia training events (percent)



Note: Respondents could refer to more than one training event.

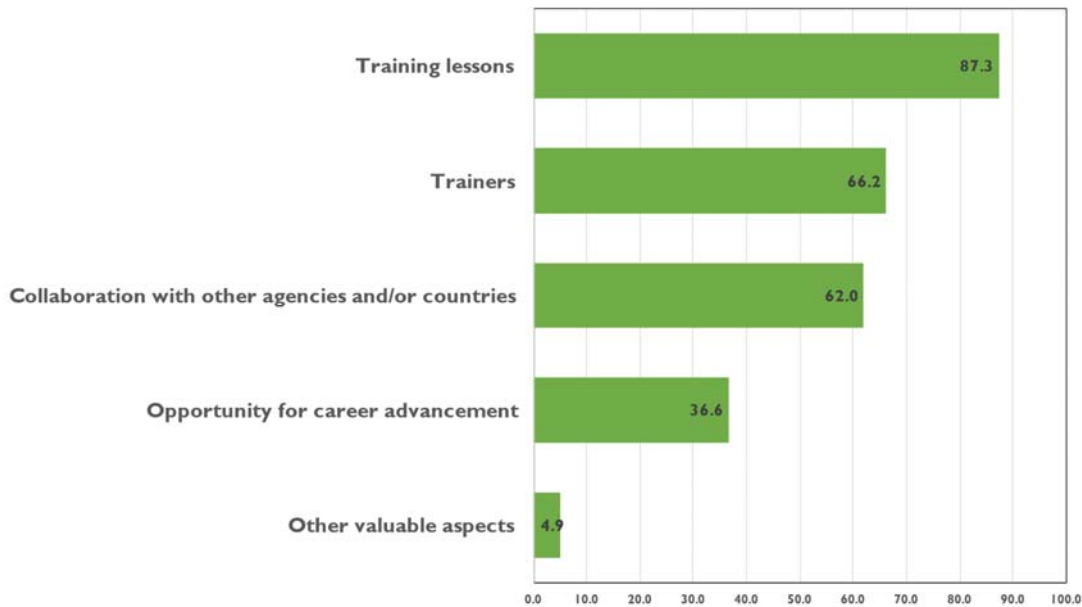
As shown in Figure 3, the top-three skills and competencies the survey respondents reported learning from the training events were (i) investigative techniques (58.5 percent), (ii) source development (50.0 percent), and (iii) document exploitation (43.7 percent). The three subjects that the fewest respondents reported learning from included pangolin species identification (15.5 percent, although there was only one workshop on this subject in the early stages of the program and no further training provided in this regard), prosecution (16.9 percent), and digital forensics and i2 (19.7 percent).

Among the Cambodian respondents, more of them reported applying skills and competencies in source development (30, or 21.1 percent), followed by investigative techniques (26, or 18.3 percent), interview techniques (26, or 18.3 percent), and document exploitation (23, or 16.2 percent). Of the Lao respondents, more of them cited applying skills and competencies in investigative technique (9.2 percent), followed by interception of illegal wildlife trade (7.8 percent), and source development (7 percent). More of the Thai respondents reported learning investigative techniques (16.2 percent), followed by anti-money laundering and financial investigations (13.4 percent), and digital forensics and i2 (12.7 percent). More of the Vietnamese respondents benefited from document exploitation (15.5 percent), followed by investigative techniques (11.9 percent), international collaboration (11.3 percent), and then interception of illegal wildlife trade (11.3 percent).

In ranking the training elements in terms of “value”, most of the survey respondents first cited training lessons (87.3 percent), followed by trainers (66.2 percent), then collaboration with other agencies or countries (62 percent), opportunity for career advancement (36.6 percent), and other, such as learning from visuals that were easy to understand, increased awareness, expanded network, and understanding the country situation of smuggling (4.9 percent) (Figure 4).



Figure 4: Survey respondents' value ranking of the training elements (percent)



Note: Respondents could refer to more than one training event.

Cambodian, Thai and Vietnamese respondents valued the training content the most (24.6 percent; 30.3 percent; and 17.6 percent, respectively), while the trainers received the top ranking among the Lao respondents (9.2 percent).

The three survey respondents from the People's Police Academy of Vietnam each found the training events valuable, especially the course design and organization, delivery methods and approaches, as well as the scenarios and exercises.

Similarly, most of the interview respondents reported they had applied the various skills and knowledge learned in their work, including new concepts relating to investigation techniques. A Cambodian respondent working for Customs, for example, highlighted how this helped lead to the seizure of about one ton of elephant ivory. Vietnamese respondents remarked on learning new trends on topics, such as smuggling and the use of red flags to scan incoming shipments, and also how to check commodities from suspicious departure locations.

*A Cambodian respondent working for Customs highlighted how applying new skills and knowledge gained from USAID Wildlife Asia law enforcement training helped lead to the seizure of approximately one ton of elephant ivory.*

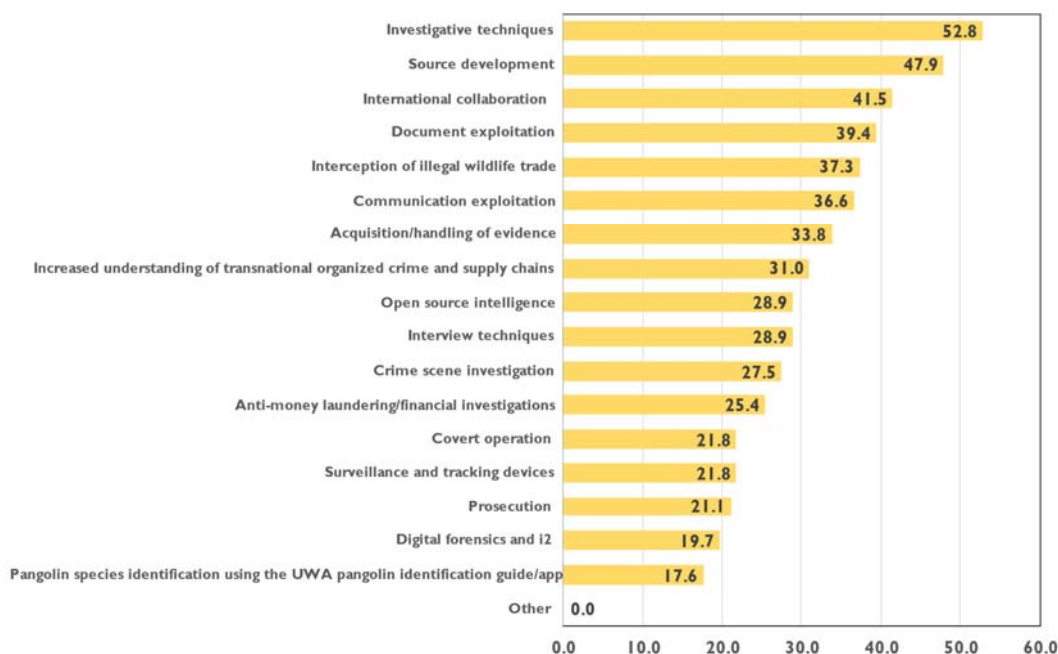
The training, however, was not beneficial to everyone. An interview respondent from the Anti-Money Laundering Office of Thailand remarked, for example, that the training did not relate to their scope and responsibilities. Another Thai interview respondent commented the training related to international law did not match the situation in Thailand and other countries in the region, and thus offered little benefit to the participants. A Cambodian respondent suggested the need for more training on species and specimen identification because it is challenging to identify wild meat, bones, and teeth of certain species (such as tiger or leopard).

## 4.2 LEARNING AND TRAINING APPLICATION AT THE AGENCY LEVEL

The online survey respondents reported the training events helped them to improve their unit’s or agency’s ability to combat wildlife trafficking (81 percent). These respondents consisted of 37 Cambodians (26.1 percent), 30 Thais (21.1 percent), 24 Vietnamese (16.9 percent), 17 Laotians (11.9 percent), 3 Mozambicans (2.1 percent), 2 Malaysians (1.4 percent), and one person each from the Republic of Congo and from Ivory Coast (1.4 percent).

Investigation techniques (52.8 percent), followed by source development (47.9 percent), and international collaboration (41.5 percent) emerged as the top-three training topics the respondents considered as helpful toward improving agency-level counter wildlife trafficking capacity (Figure 5).

Figure 5: Ranking of training topics cited by the survey respondents as improving their unit’s or agency’s ability to combat wildlife trafficking (percent)



Note: Respondents could be referring to more than one training event.

Most of the interview respondents praised the training as useful to their work and agency. Some respondents used the knowledge and skills gained from the training to teach and coach their staff or colleagues in academic institutions. Also, the training assisted with the improvement of their English skills. The topics that were considered particularly useful to their work included:

- international laws and regulations related to counter wildlife trafficking;
- cross-border product trafficking;
- controlled delivery techniques;
- interception and transportation of wildlife and animals;
- collaboration with local and international organizations;
- use of technology and applications for investigation;
- use of tools to detect ivory DNA;
- documentation processes;
- crime suppression, surveillance, and tracking techniques;
- interview techniques and evidence-handling procedures; and
- dealing with environmental crimes.

The interview respondents reported they integrated relevant actions into their work after attending training events and shared the new knowledge or skills with colleagues. Respondents emphasized that the knowledge

and skills would be sustained even after the departure of staff who had attended a training. They also reported sharing knowledge and skills from the trainings in the following ways.

#### **Cambodia**

- Interview respondents shared both knowledge and documents (handouts) with their colleagues and other collaborating agencies, such as the armed forces, so that their teams would have the same understanding of operations, such as species identification, and awareness of concepts, new techniques, and strategies to do their work effectively.
- A representative highlighted that they had shared the newly acquired knowledge with law enforcement colleagues during national workshops and meetings. It was also shared with the 17 border liaison offices established and supported by the United Nations Office on Drugs and Crime (UNODC). They also shared knowledge and experiences on transnational crime investigation with the Forestry Administration and armed forces to build capacity and forge relationships.
- Interview respondents said they shared training handouts and reports within their offices. However, because these documents were written in English, they were not always easily understood by everyone.

#### **Lao PDR**

- A respondent from the Environmental Police explained that they had conducted follow-up training to share the knowledge and experiences they had gained from the training with colleagues. The follow-up training was organized four times for a total of 120 persons who were monitored and evaluated twice in the year after the training. They also developed a website to inform the public against the trafficking of wildlife.
- Training participants from the Department of Forestry Inspection shared knowledge and skills with colleagues across their agency.
- An interview respondent reported discussing knowledge learned from the training with participants in other relevant meetings in the country.

#### **Thailand**

- An interview respondent from the Natural Resources and Environmental Crime Suppression Division reported that colleagues who had participated in trainings initiated a task force among relevant local and international organizations to foster collaboration.
- Respondents and their organizations organized workshops or knowledge management meetings to share knowledge and experiences. They did so by applying the newly learned theoretical concepts to their real-work situations.
- The Customs Department organized meetings with staff to discuss relevant knowledge and skills gained in the trainings.
- Another respondent published a Thai and English article in an ASEAN Community Attorney pamphlet to share within the Office of the Attorney General and similar agencies in ASEAN countries. This respondent also talked with colleagues about wildlife trade and trafficking.
- The Anti-Money Laundering Office invited an expert from USAID Wildlife Asia to train staff on how to use tools and applications. These staff members were then found to be applying the knowledge and skills they had learned.
- One Thai interview respondent gave a lecture at the police academy on what was learned in the training event.

*“At the agency level, we have significantly arrested more criminals, which helps to reduce crime. Officers now use various tools and knowledge to investigate illegal products. In addition, we can now intercept evolving criminal networks that are currently avoiding main routes by smuggling products through provincial airports before transporting them to Bangkok.”*  
–Thai respondent

## Vietnam

- Respondents reported sharing training handouts and reports within their office or division, but also noted that the English handouts and documents were difficult for some colleagues to understand. They also highlighted that some of the training materials were not suited for knowledge sharing.
- The respondents thought that the knowledge and skills acquired would endure in their unit or agency because staff are retrained at least once a year, but they noted that training events tend to support individual development rather than the broader development of an organization.

## 5. IMPROVED LAW ENFORCEMENT RESPONSES AND INTERAGENCY COORDINATION

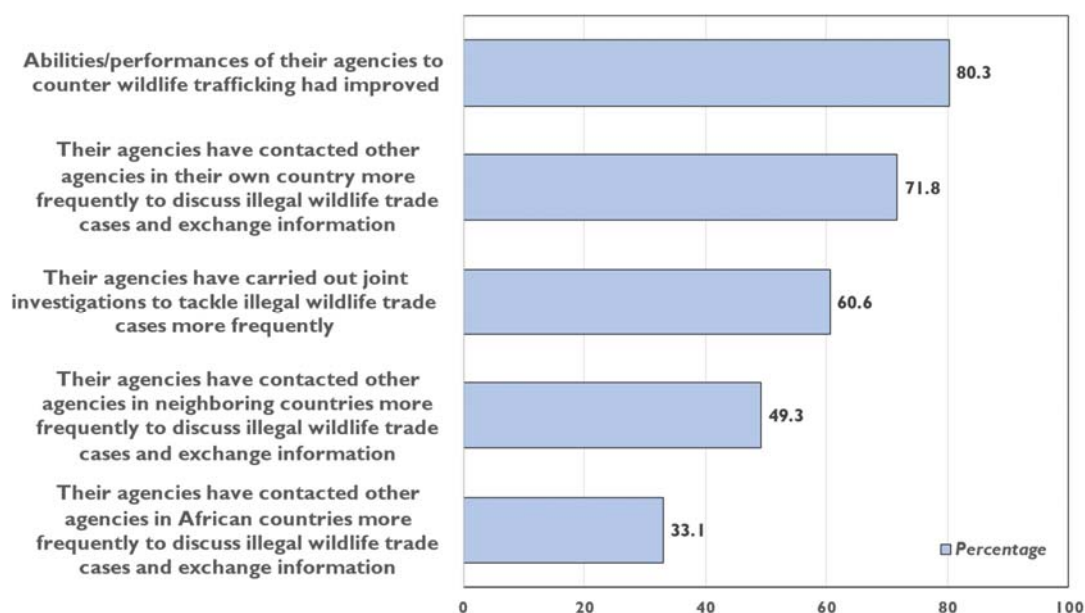
*LQ 2.1: How have USAID Wildlife Asia’s capacity-building programs contributed toward improving or making effective positive changes in counter wildlife trafficking law enforcement responses in terms of quality and frequency?*

As a result of USAID Wildlife Asia’s support, most of the respondents saw improved law enforcement in their country, such as application of improved counter wildlife trafficking technologies and practices, increased cooperation, strengthened policies and regulations, interagency collaboration nationally and internationally, and greater government attention and prioritization. Respondents noted that they had improved investigative and surveillance skills and techniques and shared more information on cases. A Cambodian senior officer explained the General Department of Customs and Excise had revised its risk indicators after a training event. An anti-smuggling officer from Vietnam reported his agency now prioritized an interagency cooperation approach in dealing with wildlife trafficking cases.

Despite general agreement that the trainings contributed to agency-level capacity improvement, a few interview respondents did not find any distinct organizational changes. When asked what changes in counter wildlife trafficking capacity had been observed, a senior officer with the Thai Office of the Attorney General said he could not identify any thing because he did not know the level of capacity his agency had before the project’s support. A senior Lao police officer said that he saw some capacity improvement but could not attribute it directly because the training had focused on Asia–Africa collaboration, which, to him, was too broad. He suggested support be first emphasized for ASEAN countries, which already has official collaboration and supervision mechanisms. Similarly, a Lao public prosecutor mentioned he had observed some level of capacity improvement, but could not attribute the changes to USAID Wildlife Asia alone because there had been similar funding support and training from other organizations, such as the UNODC and the United Nations Development Program, the Japan International Cooperation Agency, and the U.S. Embassy.

Survey respondents were asked to identify their level of agreement with statements related to USAID Wildlife Asia’s contribution on: (i) overall agency performance, (ii) domestic interagency collaboration, (iii) ASEAN interagency collaboration, (iv) African interagency collaboration, and (v) implementation of joint investigations (Figure 6). Overall, the highest rated responses were related to improvement in performance, national level inter-agency cooperation, and joint investigations. There were significantly lower levels of agreement related to cooperation with neighboring countries and with agencies in Africa. More information is provided in Figure 6 below.

Figure 6: Survey respondents' agreement with statements on USAID Wildlife Asia's contribution to performance and collaboration improvements (percent)



Note: Respondents could refer to more than one training event.

Survey respondents were asked to select examples of cooperative actions related to wildlife crime in which their agency had used technical support from USAID Wildlife Asia. These actions were categorized and sorted by the statements most frequently selected:

1. Planning, consultations, or information sharing (33.1 percent);
2. Investigations (20.4 percent);
3. Seizures or arrests (14.1 percent);
4. Prosecutions, convictions, and sentencing (2.1 percent).

These responses are in line with the criminal law enforcement chain in wildlife trafficking, whereby there is a preponderance of planning and investigation but few cases that go through prosecution, conviction, and sentencing.

Most of the cooperative actions reported took place domestically (52.1 percent).<sup>7</sup> Species coverage related to these actions varied but included USAID Wildlife Asia focal species—pangolin (3.5 percent), elephant ivory (2.8 percent), and rhino horn (2.8 percent). Among the agency types, respondents working with the police and customs authorities reported the most cooperative action.

### 5.1 IN-COUNTRY COORDINATION

In-country interagency coordination improved in several ways:

- **Enhanced coordination within national wildlife enforcement networks:** According to the Lao and Thai interview respondents, national wildlife enforcement networks are important for coordination and information sharing. They highlighted that officers who had participated in USAID Wildlife Asia's training helped improve collaboration.

<sup>7</sup> A cooperative law enforcement action is defined as an action taken by two or more agencies that includes, but is not limited to, joint planning exercises, consultation sessions, information sharing, investigations, controlled deliveries, seizures, arrests, prosecutions, convictions, and sentencing.

- **Improved informal communications and data-sharing channels:** Interview respondents from all four Southeast Asian countries reported that USAID Wildlife Asia brought together personnel from different countries to meet one another and develop relationships. The training events helped them to gain trust in working together, facilitate information-sharing between organizations, and improve personal relationships through informal channels. Respondents reported that formal channels exist but are time-consuming. Now that counter wildlife trafficking-related agencies are familiar with each other, informal communication expedites the case process, such as through regular updates in messaging apps such as LINE and WhatsApp. A senior Lao police officer noted that changes he saw from the project’s support is the informal information sharing among officers who attended a training.
- **Increased trust:** Opportunities to become familiar with each other, learn various agencies’ mandates, and establish communication channels have helped to increase trust. A Thai prosecutor mentioned that, previously, relevant agencies requested information from each other, but without trust, what was shared was not meaningful and beneficial to the case in question. As interagency collaboration grows, trust also increases.

*“In the past, agencies minded their own business. Now if there is a case, all relevant agencies will investigate together using each other’s intelligence to connect the whole picture of the criminal chain, from the beginning to the end.” –Thai Customs officer on in-country coordination*

- **Expanded collaboration and scope with other agencies to enhance counter wildlife trafficking:** An interview respondent with the Thai Anti-Money Laundering Office has observed increased use of the Anti-Money Laundering Act by other agencies, resulting in more information sharing and collaboration between them. The Anti-Cyber Crime Department in Cambodia is increasingly sought out for support by counter wildlife trafficking agencies (Customs, the police and the Forestry Administration) for cases involving cyber-crime investigations. However, as an instructor from the People’s Police Academy in Vietnam highlighted, there remain agencies and institutions that are not yet involved but should be. He cited the Institute for Forest Ecology and Environment and the courts in Vietnam as examples.

*“The USAID Wildlife Asia event contributed to strengthening our connections, especially [creating] points of contacts at the Anti-Smuggling Investigation Department.” – Vietnamese Environmental Police officer*

### **Barriers to and important factors for interagency coordination**

Lao and Thai respondents reported a number of barriers and important factors related to interagency coordination:

- **Sustainability of informal relationships:** Although improved informal communication channels have contributed greatly to counter wildlife trafficking efforts, a Thai police officer questioned the sustainability of these relationships. For example, the transfer of a key collaborator to another unit or agency affects interagency collaboration. He suggested that a national counter wildlife trafficking committee be established to ensure the sustainability of collaboration regardless of changes in personnel.
- **Formal coordination channels remain crucial but are slow and cumbersome:** Sometimes, even after a long wait, requested information is not granted because of legal or mandate limitations.
- **Political will:** The cumbersome formal communication structures could be alleviated if higher-level authorities collaborate. Political will can help minimize bureaucracy; for example, more interagency collaboration on human trafficking evolved in Thailand once it was deemed a top priority by the Government.

- **Trust still needs more work:** Although respondents saw improvements in trust among agencies whose personnel attended trainings, it remains an issue, especially with provincial authorities. According to a Thai police officer, central agencies can be wary of local-level units and agencies in terms of their (or an individual within an agency) possible engagement in some illegal wildlife trade cases. Yet, local authorities might have more detailed information or important intelligence.
- **Willingness and capacity of provincial authorities:** As mentioned under the trust issue, improvements have been seen at the central level but not yet at the local and provincial levels, especially among agencies that do not have a mandate on counter wildlife trafficking. A Lao respondent noted that sometimes counter wildlife trafficking-related agencies would like to follow the legal procedure on a case but provincial-level authorities might not be willing to collaborate out of fear of ruining the reputation of their province.
- **Insufficient technologies and systems for collaboration:** A Lao respondent pointed out that the lack of technology and systems results in slow intelligence-sharing and imprecise information.

## 5.2 COORDINATION AMONG SOUTHEAST ASIAN COUNTRIES

The interview respondents reported on coordination activities among Southeast Asian countries in the following ways:

- **Coordination mechanism:** A respondent noted that coordination mechanisms exist through platforms such as the Customs Regional Intelligence Liaison Office for Asia and the Pacific, and the ASEAN Working Group on CITES and Wildlife Enforcement. Each has national focal points who come together every year to share information and follow up on the work that the countries have implemented. In addition, the World Customs Organization is considered a coordinator of various aspects through customs procedures, such as trade, investigation, news, law enforcement, and terrorism. Coordination in Southeast Asia mostly occurs among the Mekong countries, such as between Lao PDR and Thailand, between Myanmar and Thailand, and between Lao PDR and Vietnam. There were also reports on coordination among Cambodia, Lao PDR, Malaysia and Thailand on pangolin and wildlife trafficking.
- **Communication platforms:** Informal channels, such as WhatsApp, are used to expedite information-sharing among respondents. For the formal channels, communication between countries is directed through certain agencies, such as the National Coordination Bureau in Lao PDR or the International Criminal Police Organization (INTERPOL). For Cambodia, an interview respondent noted that informal collaboration among ASEAN countries has been more convenient since USAID Wildlife Asia’s training events helped establish informal contacts; for example, with Lao PDR via Telegram and WhatsApp; with Thailand via WhatsApp, Viber, and LINE; and with Vietnam via WhatsApp, LINE, and Telegram.
- **Coordination activities:** Relevant coordination activities include meetings of officers from countries that have shared borders, for example, from Lao PDR and Thailand and from Lao PDR and Vietnam. In these meetings they share information on the management of wildlife trafficking cases involving both countries. An ASEAN senior law officials meeting has been used to follow up on activities on various topics, including the development of an extradition treaty and the transfer of prisoners between ASEAN countries.
- **Coordination plans:** There is a plan for initiating a memorandum of understanding (MOU) between Lao PDR and Thailand on illegal wildlife trade information-sharing, although it has been postponed due to COVID-19. A Lao interview respondent mentioned that without that MOU, he must use informal channels through the Thai police contacts he met in the Counter Transnational Organized Crime Course.

### Barriers to and important factors for interagency coordination

The interview respondents reported the following barriers to coordination:

- **Responses and sensitivity of shared information:** Responses can be delayed due to countries’ regulations and different communication systems.
- **Difficulties in communication via online channels:** Some countries, such as Lao PDR, have an unstable Internet connection, which can delay communication via online channels.
- **Discontinuation of information-sharing:** Although no cause was cited, the end of information-sharing might be due to internal issues in a country or because of limited coordination activities.
- **Language barriers:** This occurs in when communication is required in English and staff have limited English language ability.

- **Different laws and regulations of each country, especially on approval procedures:** Each country has different laws and regulations that delay the sharing of information.

*“I observed some improvement and more responsive actions taken by our counterparts at the Thai Royal Police and Customs on some cases but not related to the wildlife issue. This is because the USAID Wildlife Asia event provided us with chances to set up points of contact in those agencies. For any issues, I know whom to contact via informal messaging apps, such as LINE, WhatsApp.”*  
*– Vietnamese police officer*

### 5.3 AFRICAN COUNTRY COORDINATION

The interview respondents reported the following coordination with African countries:

- **Coordination mechanisms and platforms:** While the outcomes of the interviews suggested that there are no clear coordination mechanisms with African countries, especially in Lao PDR and Thailand, the results did indicate that information-sharing is now more frequent between Cambodia and Africa regarding the investigation of confiscation cases. Information sharing via WhatsApp between Mozambique or South Africa and Vietnam was also reported on suspects operating in Mozambique, although it was emphasized that their official communication channel is through INTERPOL. Respondents from Thailand reported that coordination with African countries is through the Egmont Group of Financial Intelligence Units, which spearheads international cooperation in the fight against money laundering and the financing of terrorism.
- **Previous distinguished coordination activities:**
  - In 2014, Thailand seized more than two tons of ivory from Kenya. The Thai authorities used the Mutual Legal Assistance Treaty to coordinate with Kenya for the investigation and case management. Between 2014 and 2019, the Kenya team visited Thailand to collect samples of the ivory to test the DNA. Likewise, Cambodia coordinated with African countries in 2018 to bring a team over to learn about the Cambodian Government’s experiences and confiscation cases, especially of tiger skin. Regular communication with Africa was facilitated through non-governmental organizations, such as Wildlife Alliance, as well as trainings and workshops.
  - Cambodia has communicated with the Government of the Republic of Congo on ivory cases and with other African countries on illegal wood (Chanfuta) via e-mail.

#### Barriers to and important factors for interagency coordination

Interview respondents reported the following main barriers to coordination with African countries:

- **Lack of a clear mechanism for sharing information:** There is no mechanism for sharing information with African countries, especially in Lao PDR and Thailand.
- **Language limitations:** Some African countries speak French, which causes difficulty for communication and case management for personnel in Southeast Asia.
- **The long distance between this region and African countries and lack of trust.** A respondent from Vietnam mentioned that Vietnamese law enforcement officials have more limitations in sharing information with African counterparts due to security concerns. Also, a Thai respondent thought lack of trust is the main factor for not sharing information with African counterparts.

### 5.4 FACTORS AND SUGGESTIONS FOR IMPROVING INTERAGENCY COORDINATION

*LQ 2.2: What are the key factors and challenges or barriers that are important for improving and sustaining interagency collaboration as well as sharing information among intercontinental, regional, and national law enforcement authorities?*



The interview respondents cited the following factors and suggestions for improving coordination.

**Factors:**

- Countries need to trust and feel comfortable with each other to share information.
- Issues need to be presented as national and international priorities.

**Suggestions:**

- **Use of informal communication channels:** Various informal communication channels, such as Telegram or WhatsApp, were suggested for sharing information between the Southeast Asian and African countries.
- **Establishment of mechanisms or an MOU to formalize information-sharing and collaboration procedures:** Such a mechanism could be a national wildlife enforcement network. The Special Investigation Group is a good channel through which government personnel and other officers can maintain communication.
- **Appoint a lead organization or country to be responsible for specific topics:** This would help move activities along faster.
- **Organize meetings and workshops more frequently with personnel from different countries:** Among the ASEAN countries, meetings and workshops should be organized for personnel to share information and experiences, such as case management. A forum should be established to exchange Asia–Africa issues for discussion and joint solutions. If funding is available, the frequency of meetings and coordination between Asia and Africa should be increased to promote collaboration.
- **Improve language skills:** Because English language capability is one of the barriers, English language training should be included.
- **Initiate research to understand and improve interagency coordination within countries and international coordination:** Countries in Southeast Asia should conduct research on how to improve national-, regional- and international-level interagency coordination.

## 5.5 PANGOLIN SPECIES IDENTIFICATION MATERIALS

Fewer than a quarter of the survey respondents (23.2 percent) were aware of USAID Wildlife Asia’s pangolin identification materials, which include a mobile phone app, a guidebook, and a poster. Among those who reported being aware of them, 93.9 percent found the materials to be useful in their work. They used them for identifying pangolin species, which provided information needed for related activities and next steps, such as coordinating with relevant authorities to confirm the species that had been seized and confiscated.

Interview respondents from Lao PDR and Thailand reported that they and their organizations had distributed USAID Wildlife Asia’s English and local language pangolin identification posters to key border areas in the country.

## 5.6 SUGGESTIONS FOR USAID WILDLIFE ASIA’S TRAINING AND COLLABORATION-BUILDING EVENTS AND OTHER TECHNICAL SUPPORT

The interview respondents provided the following suggestions for future training and collaboration-building events and other types of technical support.

### 5.6.1 Training content

- Ensure that the content of the training is neutral and applicable to any country context and situation.
- Illuminate the concept of investigation by providing case scenarios that use real experiences. Limitations, laws, and regulations of specific countries should be provided for group discussions.
- Provide more opportunities for training participants to ask questions and hear feedback during a training.
- Add the topic of DNA identification of species.
- Assess whether participants have gained enough knowledge or skills from the training event.
- Conduct trainings in local languages so that personnel who do not speak English can attend.
- Employ interpreters who are familiar with technical terminology.
- Conduct a capacity needs assessment before a training.

- Organize field visits, cultural exchanges, and on-the-job training to learn how wildlife laws and policies are enforced in each country.
- Due to language barriers, the training should be delivered slowly and clearly, with more graphics and pictures.
- Conduct follow-up training or increase the intensity of some topics, such as surveillance, risk profiling, and risk analysis.
- Reduce the amount of theoretical lessons and provide more time for practice.
- Increase sessions on tracking techniques, including software application.

#### **5.6.2 Length of training events**

- Respondents generally thought the length of training events is suitable. A few respondents suggested 3–10 days to cover all topics and practice activities.

#### **5.6.3 Trainers' expertise**

- One Thai respondent suggested inviting international experts who have more of an international perspective to help increase the attention of the participants.
- Trainers should have actual experience with the topics—they should not be employed just because they are senior management staff.

#### **5.6.4 Training approaches (field visits, hands-on experience, on-the-job training activities)**

- The case scenario exercise used in one of the training events seemed highly effective because it easily conveyed the theoretical concepts and allowed the participants to practice such concepts. Thus, each training should include a case scenario to review and practice.

#### **5.6.5 Tools and curricula<sup>8</sup>**

- Although interview respondents commented on the suitability of the Counter Transnational Organized Crime and the Open-Source Intelligence training packages, and also the pangolin identification tools, a respondent from Thailand advised that species identification materials should be produced both as a hard copy manual and also made available digitally.
- The training modules should be distributed to participants so that they can be reviewed and used to train colleagues.
- A Vietnamese respondent advised that a list of endangered and valuable wildlife should be published with clear photos and names (both scientific and local names). The respondent added that it should be promoted through the media and other channels where local people can see them, highlighting that this would assist law enforcement and local people in species identification and investigations.

#### **5.6.6 Logistical arrangements (pre-training briefing, length, venue)**

- Venues and countries for the training events were difficult to access due to travel restrictions, for example, the need for yellow fever vaccination for some African countries, and also because in these countries training was, in some instances, provided in languages other than English.
- The organizers should send training materials to the participants ahead of time so they can prepare prior to the training event.
- Field visits should be included because classroom training alone is stressful.

#### **5.6.7 Countries and agencies that should be invited**

- Invite personnel who have the capacity and experience to work on the issue.
- Invite at least two persons from each organization so they can later assist each other when sharing information with their respective organizations.

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<sup>8</sup> Since the online survey was administered and following the completion of the in-depth interviews, USAID Wildlife Asia has disseminated the Counter Transnational Organized Crime Course training package in English, Khmer, Lao, Thai and Vietnamese. The pangolin identification materials have been available as a digital download since late 2018, and local language versions of the guide and posters were distributed at least a year prior to releasing this report. It is possible that some of the respondents may not have been aware of this.

- USAID Wildlife Asia always selects high-ranking staff to attend the training events, although they often do not have enough time to attend the whole event. Junior staff who have worked in the field should be included, which would allow them to gain more knowledge and experience.
- Invite participants from INTERPOL to every event because the topics relate to international crimes.
- Invite staff from various organizations equally, for example, from customs, the police, and the forestry department.
- Chinese personnel should be invited.
- Invite personnel from criminal police departments, investigation police units, border defense forces and forestry agencies because they are all involved in investigations.

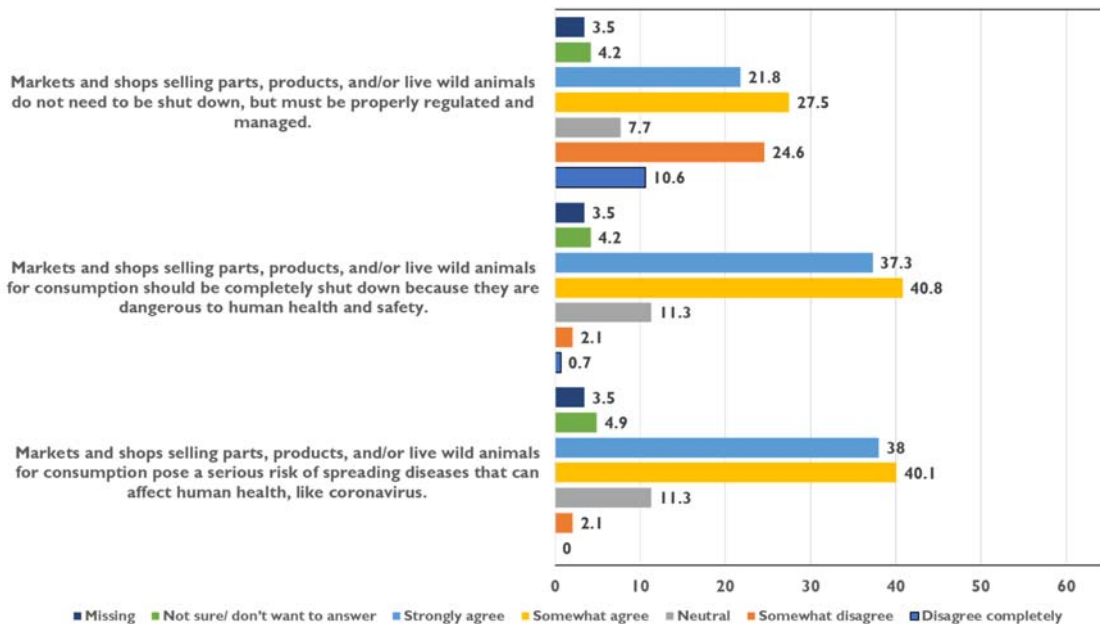
## 5.7 VIEWS OF LAW ENFORCEMENT AND COVID-19

COVID-19, suspected to be a result of trade in wild animals, has spread around the globe and severely impacted the health and well-being of millions of people and the economies of most countries. The disease has significant bearing on the efforts of law enforcement in countering wildlife trafficking. Survey and interview respondents were asked for their opinion relating to COVID-19 and a number of key areas related to law enforcement. Their responses are provided below.

### 5.7.1 Markets – Consumption

A majority of the survey respondents, 78.1 percent, strongly or somewhat agreed that markets and shops selling parts, products, or live wild animals for consumption pose a serious risk of spreading diseases that can affect human health. Similarly, 78.1 percent strongly or somewhat agreed that these markets should be completely shut down because they are dangerous to human health. A further question regarding whether these markets should instead be properly regulated suggested if market closure was not possible, a more managed approach was acceptable with approximately half of the respondents (49.3 percent) agreeing to this statement. See Figure 7 below for more a more detailed breakdown of the responses.

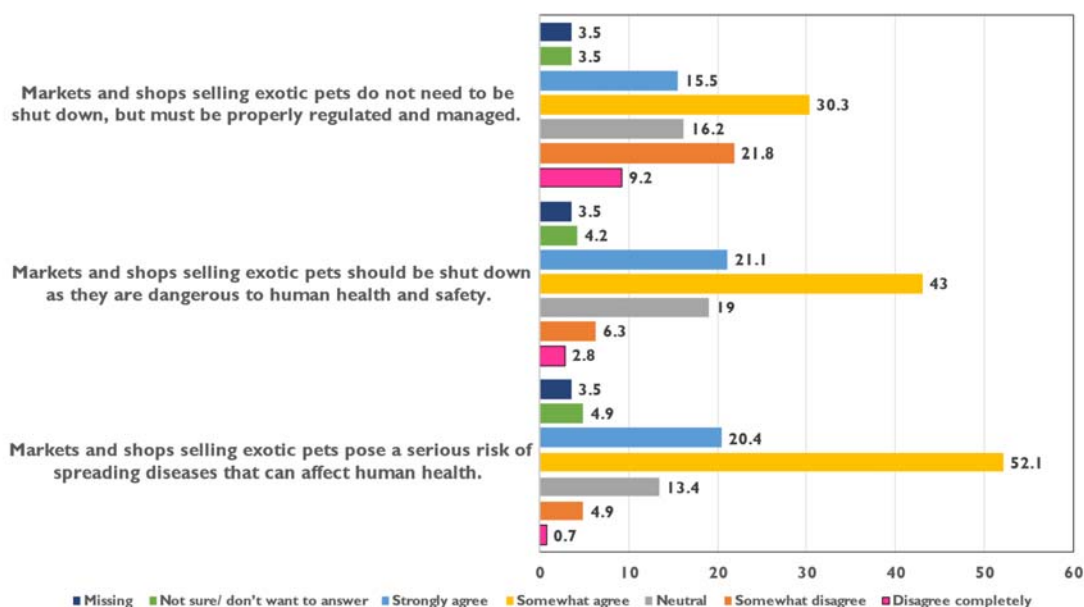
Figure 7: Percentage of respondents’ agreement with statements regarding wildlife markets for consumption and the spread of zoonotic diseases



### 5.7.2 Market – Pets

A majority of the survey respondents, 72.5 percent agreed that markets and shops selling exotic pets pose a serious risk of spreading diseases that can affect human health. When asked separately whether these markets should be shut down because they are dangerous to human health, 64.1 percent strongly or somewhat agreed. However, when asked to choose between shutting down the markets and better regulating them, a higher number (45.8 percent) favored better regulation over shutting them down (31 percent). While there seems to be some mixed opinions among the respondents between shutting down markets and better regulating them, overall, more seem to be in favor of shutting them down. See Figure 8 below for more a more detailed breakdown of the responses.

Figure 8: Percentage of respondents' agreement with statements regarding wildlife pet markets and the spread of zoonotic diseases



The interview respondents from Thailand reported that exotic pet markets should be shut down primarily because they believe that animals should live their life in nature, and also because it's hard to verify whether or not the animals being sold are of legal origin. Another Thai respondent, however, said that markets and shops selling exotic pets were acceptable as the animals were likely to have come from foreign countries and that were likely being imported in compliance with CITES. He also noted that there are currently no detailed studies proving that COVID is spread due to contact with wildlife. A Lao interview respondent mentioned that the selling of exotic pet in Lao PDR is not really an issue, but other Lao respondents suggested that relevant government agencies should monitor markets more carefully. Most of the Cambodian respondents reported that the pet markets and shops should be shut down, although one respondent mentioned that shutting down these establishments would not be necessary if existing laws were enforced to control these businesses.

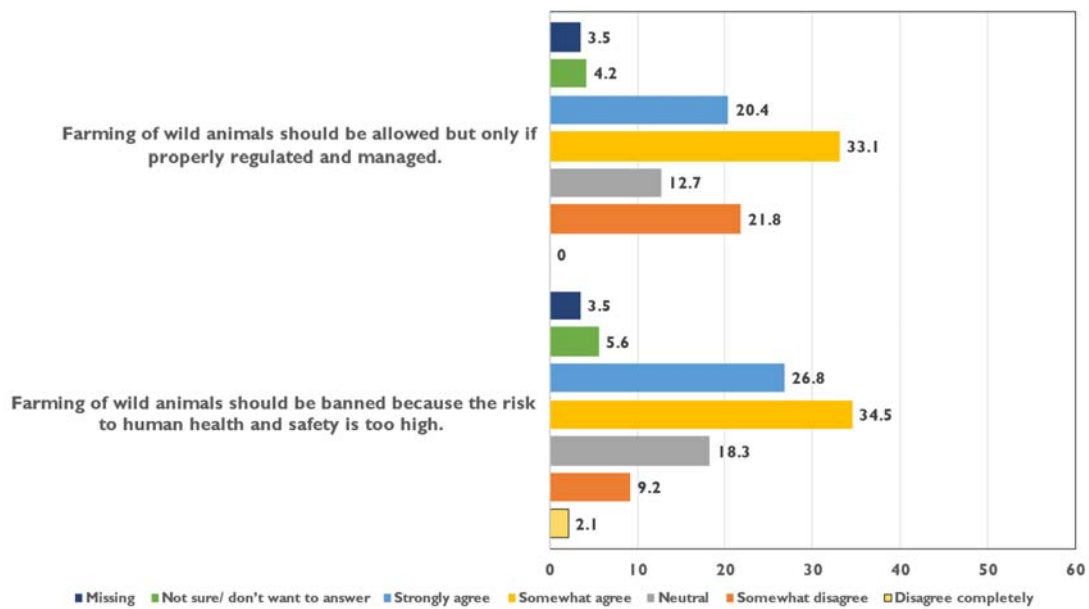
### 5.7.3 Farming of wild animals

A majority of the survey respondents (61.3 percent) agreed that the farming of wild animals should be banned because the risk to human health and safety is too high. However, in responding to whether or not these farms should instead be allowed, but only if properly managed, the result showed that just over half of the respondents were agreement. This suggests that there are some mixed views in terms of whether it would actually be better to ban or better regulate these farms, or it is also possible that some of the respondents feel that if the farms cannot be banned then they should at the very least be properly managed. It is worth noting, however, that a significant number (21 percent) expressed they were generally not supportive of better regulated farms suggesting they felt more strongly supportive of shutting down the farms altogether due to the high risk to

human health. See Figure 9 for a more detailed breakdown of the percentages. See Figure 9 below for more a more detailed breakdown of the responses.

Thai respondents think that while farms help to maintain wild populations, they should be controlled and monitored closely. Lao and Vietnamese interview respondents reported farms used for research and production should be under the management of the government, while private farms should be inspected to ensure they do not have illegal wildlife. In Cambodia, interview respondents agreed farming should be banned, but they noted that the farming of long-tailed macaques and other species may complicate matters. One Cambodian interview respondent thought that farms should not be shut down because the law allows them for economic and conservation purposes, but they should be closely monitored by the government. He added that farming can contribute to less hunting of wild animals to meet local and international demand for meat. One of the Vietnamese interview respondents disagreed with shutting down the farms because there is no scientific evidence that they are sources of zoonotic diseases.

Figure 9: Percentage of respondents' agreement with statements regarding the farming of wild animals



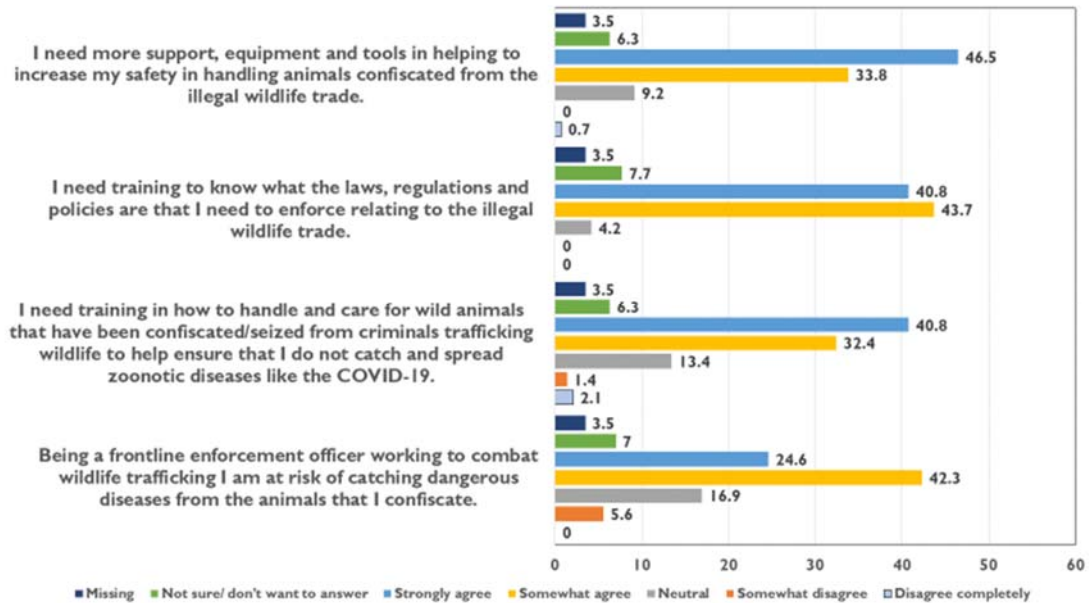
#### 5.7.4 Zoonotic diseases and enforcement

A majority (66.9 percent) of survey respondents agreed that being a frontline enforcement officer working to combat wildlife trafficking is at risk of catching dangerous diseases from the animals they confiscate. A significant majority (73.2 percent) further agreed that officers need training on how to handle and care for confiscated or seized wild animals to help ensure they do not catch and spread zoonotic diseases like COVID-19. An even larger majority (84.5 percent) said they need training on the laws, regulations, and policies relating to the illegal wildlife trade they must enforce, while 80.3 percent said they need more support, equipment, and tools to help increase their safety in handling animals confiscated from the illegal wildlife trade. See Figure 10 below for more a more detailed breakdown of the responses.

Most of the interview respondents indicated they would like to learn more about the relationship between zoonotic diseases and law enforcement. They suggested more research on wildlife and its relationship to zoonotic diseases should be conducted, stating that the results should be shared with all relevant organizations. It was further suggested by the interview respondents that frontline enforcement officers should have sufficient knowledge and tools to protect themselves from possible zoonotic infections, especially among those working at checkpoints and airports as well as in quarantine areas. They added that training on zoonotic diseases and prevention methods should be implemented, and funding support should be provided to assist these officers

deal with the confiscation and care of wild animals. A Cambodian interview respondent suggested that USAID Wildlife Asia should collaborate with the U.S. Centers for Disease Control and Prevention to develop activities on how to ensure safety from zoonotic diseases during law enforcement activities, including developing a set of health guidelines.

Figure 10: Percentage of respondents' agreement with statements regarding law enforcement and the threat of zoonotic diseases



### 5.7.5 Fines and punishments of illegal hunters, traders, wild meat restaurants, and consumers

Some of the interview respondents from Thailand commented that the current fines for wildlife trafficking are suitable, while others said the fines are low and thus people are not afraid of committing wildlife crimes. Most of the respondents from Lao PDR noted the fines are suitable, especially because the Government had recently revised them to be compatible with other countries. Likewise, all the Cambodian and Vietnamese interview respondents agreed the fines and punishment in their country are adequate.

### 5.7.6 Understanding the laws, regulations, and policies for enforcement against the illegal wildlife trade

While it is expected that enforcement officers should understand the laws, regulations, and policies relating to the illegal wildlife trade, interview respondents in Lao PDR noted they were not confident about their knowledge of the legal framework because the laws had been revised several times. Some respondents said they would like training on the wildlife trade generally and on wildlife crime, investigation techniques and approaches, how to use technology to search for information, and also on international laws and regulations.

## 6. COMPARISONS BETWEEN THE TWO ASSESSMENTS

### 6.1 PROFILES OF THE RESPONDENTS

As noted earlier, 98 and 142 former training participants completed the online survey questionnaire of the first and second assessments, respectively, and 36 respondents of the first assessment also participated in second assessment. Of these, 10 were from Cambodia, 4 were from Lao PDR, 16 were from Thailand, and 6 were from

Vietnam. The first and second assessments included interviews with 23 and 22 former training participants, respectively.

## 6.2 REACTIONS OF THE RESPONDENTS

The first assessment showed almost all survey respondents either “agreed” (46.2 percent) or “strongly agreed” (46.2 percent) that the trainings they attended were relevant to their work. Likewise, for the second assessment, the survey respondents reported that they gained more knowledge from the training events (96.5 percent), which improved the way they do their job (89.5 percent).

## 6.3 LEARNING AND TRAINING APPLICATION AT INDIVIDUAL/ORGANIZATION LEVEL

When asked whether the training attended was valuable to them, the respondents in both assessments broke down their responses by content, trainers, collaboration, and career advancement (Table 4). The only noticeable difference relates to collaboration, with a slight increase in the findings from the second assessment.

*Table 4: The value of training elements, according to survey respondents in both assessments*

Rank No.	Items	First assessment (percent)	Second assessment (percent)
1	Training lessons	87.8	87.3
2	Trainers	61.0	66.2
3	Collaboration with other agencies and countries	51.2	62.0
4	Opportunities for career advancement	36.6	36.6

The survey respondents have applied the skills and knowledge learned through a training in their work (93.4 percent and 90.1 percent for the first and second assessments, respectively). Of the top-five ranking topics applied to their work, investigation techniques scored highest in both assessments, although the scoring was lower in the second evaluation (Table 5).

*Table 5: Ranking of training topics that survey respondents applied in their work, in both assessments*

Rank No.	Items	First assessment (percent)	Items	Second assessment (percent)
1	Investigative techniques	62.6	Investigative techniques	58.5
2	Communication exploitation	56.0	Source development	50.0
3	Acquisition and handling of evidence	48.4	Document exploitation	43.7
4	Document exploitation	46.2	Interception of the illegal wildlife trade	40.1
5	Increased understanding of transnational organized crime	44.0%	Acquisition/handling of evidence and communication exploitation	39.4 and 39.4

More survey respondents in the first assessment than in the second assessment reported sharing what they had learned with their colleagues, at 91.8 percent and 88.8 percent, respectively. The training events improved their unit’s or agency’s ability to combat wildlife trafficking nearly equally, at 88.8 percent in the first assessment and 80.3 percent in the second assessment. Investigative techniques topped the list in both assessments, although the scoring was lower in the second evaluation (Table 6).

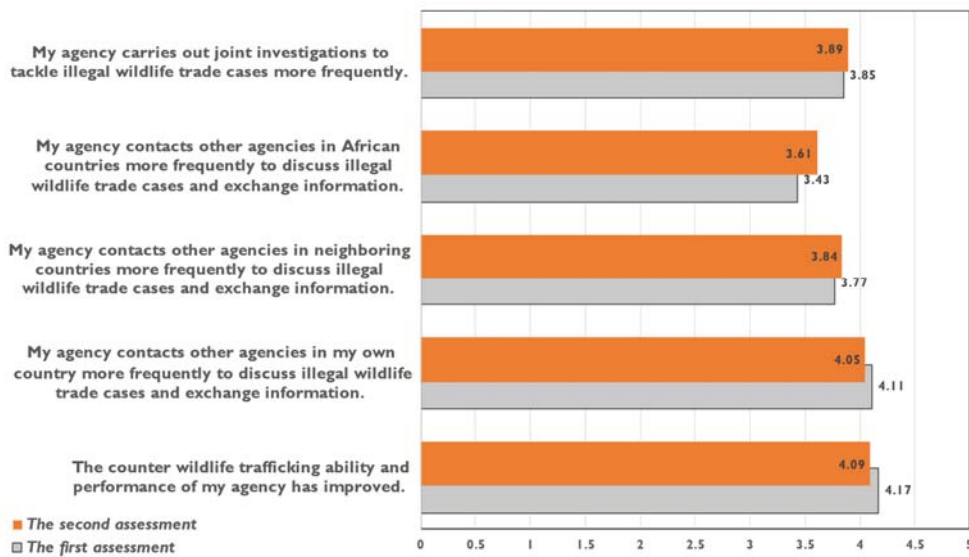
*Table 6: Ranking of training topics that helped survey respondents improve their unit’s or agency’s ability to combat wildlife trafficking, in both assessments*

Rank No.	Items	First assessment (percent)	Items	Second assessment (percent)
1	Investigative techniques	58.2	Investigative techniques	52.8
2	Communication exploitation	46.9	Source development	47.9
3	The inception of illegal trade	43.9	Document exploitation	39.4
4	Document exploitation	41.8	Communication exploitation	36.6
5	Handling of evidence	40.8	Acquisition/handling of evidence	33.8

## 6.4 IMPROVED LAW ENFORCEMENT RESPONSE

The mean scoring of the survey respondents' agreement with statements on the impact of training in terms of law enforcement and collaboration indicate above-average improvement, although the scores only slightly increased from the first to the second assessment, for example, the mean score has increased from 3.43 (first assessment) to 3.61 (second assessment) has presented that "their agency has contacted other agencies in African countries more frequently to discuss IWT cases and exchange information." As well as the mean score has increased from 3.77 to 3.84 for "their agency has contacted other agencies in neighboring countries more frequently to discuss IWT cases and exchange information." (See Figure 11 below further details).

Figure 11: Survey respondents' agreement on the impact of training in the two assessments (mean score on a scale of 1 to 5)



## 7. CONCLUSIONS AND RECOMMENDATIONS

The following conclusions and recommendations emerged through the second assessment.

### 7.1 PROGRAMMATIC RECOMMENDATIONS

#### Conduct training needs assessment

Based on the results of the second assessment, it can be concluded the training events organized by USAID Wildlife Asia and its partners were useful to a majority of law enforcement officers. They reported gaining knowledge and skills they have since used to improve the performance of their roles and responsibilities. There



were, however, respondents who claimed they did not gain any new knowledge or had not improved their performance after participating in a training, with one interview respondent noting the training was not useful. These responses might have been more positive had needs assessment been conducted before the training, which may have allowed for the delivery of more targeted training. While acknowledging that USAID Wildlife Asia did in fact undertake needs assessments for some of its training course, the recommendation is to ensure that potential participants are more closely profiled and assessed in terms of their specific training needs before a training course is organized.

### **Institutionalize capacity and skills**

USAID Wildlife Asia must ensure that its training programs are designed to effectively transfer appropriate knowledge and skills and that there are mechanisms that allow or support the cascading of this information and know-how to others who were not able to attend the capacity-building event. While there are good examples of this having occurred such as with the Environmental Police in Lao PDR passing on the knowledge and skills they learned by organizing their own in-country training events, USAID Wildlife Asia should explore what type of support is necessary to ensure this happens more systematically and regularly across its focus countries. This will help ensure a greater level of institutionalization and impact as a result of the training. Where appropriate, this could further be enhanced by conducting training events or workshops in local languages so that the participants are better able to grasp and apply the training content. In addition, training materials or packages should be shared with counterpart organizations and agencies both in English and in local languages so they can more easily be reviewed, adapted, used, and integrated at the national, provincial, and district levels.

To support institutionalization, USAID Wildlife Asia has produced versions of the CTOC training package in Khmer, Lao, Thai, and Vietnamese. A password-protected link containing the local language versions of the CTOC training package was sent to over 160 government counterpart agencies, international organizations, and NGO representatives encouraging them to tailor the materials to support their efforts in combatting wildlife crime. Similarly, the OSINT training package has also been translated into Khmer, Lao, Thai, and Vietnamese. To strengthen and sustain the process of institutionalizing its law enforcement training tools and materials, USAID Wildlife Asia is work with key partners such as the Vietnam People's Police Academy, ASEANAPOL, INTERPOL, USFWS, USDOJ, and Freeland to help champion, promote and expand access to the CTOC training package and model, as well as support government counterpart law enforcement agencies in target countries such as Vietnam's Environmental Police Department and Thailand's Yieow Dong Task Force tailor and institutionalize the materials.

To further help raise the profile, access and impact of these tools, USAID Wildlife Asia together with Freeland is developing a password protected law enforcement training portal that will house the CTOC and OSINT training packages, the CTOC online course, and include links to the pangolin identification materials and Thailand's online Rapid Reference Guide which is being designed to live on beyond the life of the program.

## **7.2 MONITORING AND EVALUATION**

To ensure the application of skills and capacity continues within agencies, USAID Wildlife Asia should conduct regular assessments of former participants' knowledge and skills. Refresher training events should be initiated to advance their skills, and follow-up assessments would allow them to share their experiences in how they have been applying the new knowledge and skills in their work. In addition, the training evaluation assessment should be conduct before and after each training as well as the individual development plans of trainees could be initiate and follow up by the project team to ensure that the past trainees had applied their knowledge and skills to their routine work.

## **7.3 IMPACT OF COVID-19 ON THE PROJECT**

Under the "new normal" created by the COVID-19 pandemic, USAID Wildlife Asia should consider modifying the training modules in a blended curriculum involving both virtual and in-person learning scenarios. This approach will be more economical, although case scenario exercises would still need to be done in-person but on a more limited scale.

## ANNEX A: TRAINING EVENTS IN EACH COUNTRY

Training events organized by USAID Wildlife Asia and its partners between 2017 and early 2020 in the countries targeted in both assessments.

### Cambodia

Training events	Location	Date
Counter Transnational Organized Crime (CTOC) Course	Lusaka, Zambia	June 2017
CTOC Course (Cambodia and Thailand)	Bangkok, Thailand	August 2017
CTOC Course	Brazzaville, Republic of Congo	February 2018
Crime Scene and Other Investigation Techniques for Wildlife Crime (organized with UNODC)	Phnom Penh, Cambodia	June 2018
CTOC Course	Hua Hin, Thailand	June–July 2018
Risk Profiling to Enhance Interception of Illegal Wildlife Trade	Sihanoukville, Cambodia	August 2018
Wildlife Inter-Regional Enforcement (WIRE) Meeting	Nairobi, Kenya	November 2018
CTOC Course	Hanoi, Vietnam	March 2019
CTOC Course	Yaoundé, Cameroon	September 2019

### Lao PDR

Training events	Location	Date
CTOC Course	Lusaka, Zambia	June 2017
Risk Profiling to Enhance Interception of Illegal Wildlife Trade (organized with UNODC)	Vientiane, Lao PDR	October 2017
CTOC Course	Brazzaville, Republic of Congo	February 2018
CTOC Course	Hua Hin, Thailand	June–July 2018
Wildlife Inter-Regional Enforcement (WIRE) Meeting	Nairobi, Kenya	November 2018
CTOC Course	Hanoi, Vietnam	March 2019
CTOC Course	Yaoundé, Cameroon	September 2019

### Malaysia and African countries

Training events	Location	Date
CTOC Course	Lusaka, Zambia	June 16–17, 2017
CTOC Course	Brazzaville, Republic of Congo	February 5–10, 2018
CTOC Course	Hua Hin, Thailand	June 25–July 1, 2018
Wildlife Inter-Regional Enforcement (WIRE) Meeting	Nairobi, Kenya	November 19–21, 2018
CTOC Course (Asia–Africa)	Hanoi, Vietnam	March 25–30, 2019
CTOC Course	Yaoundé, Cameroon	September 16–21, 2019

## Thailand

Training events	Location	Date
CTOC Course	Lusaka, Zambia	June 2017
Yieow Dong Task Force Training	Bangkok, Thailand	August 2017
CTOC Course (Cambodia and Thailand)	Bangkok, Thailand	August–September 2017
CTOC Course	Brazzaville, Republic of Congo	February 2018
i2 Analyst Training for Anti-Money Laundering Office of Thailand (a series of three trainings)	Bangkok, Thailand	February–March 2018
Back to the Wild: Caring for Confiscated Pangolins	Khao Yai, Thailand	April 2018
Yieow Dong Task Force Investigative Technique, Crime Scene Investigation, and Open-Source Intelligence Training	Bangkok, Thailand	May 2018
CTOC Course	Hua Hin, Thailand	June–July 2018
Wildlife Inter-Regional Enforcement (WIRE) Meeting	Nairobi, Kenya	November 2018
CTOC Course	Hanoi, Vietnam	March 2019
CTOC Course	Yaoundé, Cameroon	September 2019
Royal Thai Police, Natural Resources and Environmental Crime Suppression Division Capacity Building training	Bangkok, Thailand	September 2019
Yieow Dong Task Force Training	Cha Am, Thailand	October 2019
Yieow Dong Task Force Open-Source Intelligence Training	Bangkok, Thailand	January 2020

## Vietnam

Training events	Location	Date
CTOC Course	Lusaka, Zambia	June 2017
Risk Profiling to Enhance Interception of Illegal Wildlife Trade (organized with UNODC)	Ho Chi Minh City, Vietnam	September 2017
CTOC Course	Brazzaville, Republic of Congo	February 2018
CTOC Course	Hua Hin, Thailand	June–July 2018
Wildlife Inter-Regional Enforcement (WIRE) meeting	Nairobi, Kenya	November 2018
CTOC Course	Hanoi, Vietnam	March 2019
CTOC Course	Yaoundé, Cameroon	September 2019
Cross-Border Cooperation Training for China and Vietnam Frontline Wildlife Law Enforcement Officers	Hekou and Pingxiang, China	June 2019

## ANNEX B: ONLINE SURVEY QUESTIONNAIRE IN ENGLISH

### USAID Wildlife Asia: Online questionnaire on past training experiences

#### Introduction

Hello, from USAID Wildlife Asia! As you have participated in one or more of our past training events, we want your opinion to improve our training and better serve you moving forward. All your answers will be treated in strict confidentiality, and your name, while required, will not appear in any reports using the findings.

#### Section 1

##### 1. Screening and sociodemographic information

No.	Questions	Answer choices	Notes to researchers
1.1	Please confirm that you agree to participate in this survey.	1. I agree [Continue to next question] 2. I don't agree [Stop this survey]	
1.2	Name	_____ [TEXT]	
1.3	Age	_____ [NUMBER]	
1.4	Sex	1. Male 2. Female 3. Other	
1.5	Country of residence	_____ [TEXT]	
1.6	Professional title	_____ [TEXT]	
1.7	The level of your position?	1. Officer 2. Mid-level management 3. Senior management	
1.8	Office name and department	_____ [TEXT]	

#### Section 2: Participation in USAID Wildlife Asia's trainings and support

##### 2. Did you attend the following training events? (select all that apply)

Training	Place	Date
2.1 Counter Transnational Organized Crime Course	Lusaka, Zambia	June 2017
2.2 Yieow Dong Task Force Training	Bangkok, Thailand	August 2017
2.3 Counter Transnational Organized Crime Course	Bangkok, Thailand	August–September 2017
2.4 Risk Profiling to Enhance Interception of Illegal Wildlife Trade (organized with UNODC)	Ho Chi Minh City, Vietnam	September 2017
2.5 Risk Profiling to Enhance Interception of Illegal Wildlife Trade (organized with UNODC)	Vientiane, Lao PDR	October 2017
2.6 Counter Transnational Organized Crime Course	Brazzaville, Republic of Congo	February 2018
2.7 i2 Analyst Training for Anti-Money Laundering Office of Thailand (a series of three trainings)	Bangkok, Thailand	February–March 2018
2.8 Back to the Wild: Caring for Confiscated Pangolins	Khao Yai, Thailand	April 2018
2.9 Investigative Technique, Crime Scene Investigation and Open-Source Intelligence for Yieow Dong Task Force	Bangkok, Thailand	May 2018
2.10 Crime Scene and Other Investigation Techniques for Wildlife Crime (organized with UNODC)	Phnom Penh, Cambodia	June 2018

Training	Place	Date
2.11 Counter Transnational Organized Crime Course	Hua Hin, Thailand	June–July 2018
2.12 Risk Profiling to Enhance Interception of Illegal Wildlife Trade (organized with UNODC)	Sihanoukville, Cambodia	August 2018
2.13 Wildlife Inter-Regional Enforcement (WIRE) Meeting (organized with UNODC)	Nairobi, Kenya	November 2018
2.14 Counter Transnational Organized Crime Course	Hanoi, Vietnam	March 2019
2.15 Counter Transnational Organized Crime Course	Yaoundé, Cameroon	September 2019
2.16 Royal Thai Police, Natural Resources and Environmental Crime Suppression Division Capacity-Building Training	Bangkok, Thailand	September 2019
2.17 Yieow Dong Task Force Training	Cha Am, Thailand	October 2019
2.18 Yieow Dong Task Force Open-Source Intelligence Training	Bangkok, Thailand	January 2020
2.19 Cross-Border Cooperation Training for China and Vietnam Frontline Law Enforcement Officers (organized with UNODC)	Hekou, China	June 2019
2.20 Cross-Border Cooperation Training for China and Vietnam Frontline Law Enforcement Officers (organized with UNODC)	Pingxiang, China	June 2019
2.21 Other, identify...		

**THE FOLLOWING QUESTIONS FOCUS ON YOUR INDIVIDUAL EXPERIENCE**

**Section 3: Overall feedback on USAID Wildlife Asia’s training programs**

3. Please select the response that best describes your agreement with the following statements related to USAID Wildlife Asia training.

Question No.	Statements	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not sure/ don’t want to answer
3.1	The information from the training was new to me.	1	2	3	4	5	DK
3.2	I gained more knowledge from the trainings that I attended.	1	2	3	4	5	DK
3.3	The trainings I attended were relevant to my work and responsibilities.	1	2	3	4	5	DK
3.4	As a result of the trainings, I have been able to improve the way I do my job.	1	2	3	4	5	DK
3.5	I shared the knowledge and skills gained from the trainings with my colleagues.	1	2	3	4	5	DK
3.6	I would like to attend future training events organized by USAID Wildlife Asia.	1	2	3	4	5	DK

**Section 4: Application of knowledge and skills imparted by USAID Wildlife Asia**

**4.1 Have you applied the skills and knowledge you learned during the training in your work?**

- 1) Yes
- 2) No (skip to Section 5)

**4.2 Select the relevant skills and competencies that you have applied (select all that apply).**

Question No.	Skills or competencies
4.2.1	(a) Source development
4.2.2	(b) Document exploitation
4.2.3	(c) Investigative techniques
4.2.4	(d) Acquisition and handling of evidence
4.2.5	(e) Communication exploitation
4.2.6	(f) Interview techniques
4.2.7	(g) Anti-money laundering and financial investigations
4.2.8	(h) International collaboration
4.2.9	(i) Prosecution
4.2.10	(j) Interception of illegal wildlife trade
4.2.11	(k) Digital forensics and i2
4.2.12	(l) Pangolin species identification using the USAID Wildlife Asia pangolin identification guide and app
4.2.13	(m) Increased understanding of transnational organized crime and supply chains
4.2.14	(n) Crime scene investigation
4.2.15	(o) Surveillance and tracking devices
4.2.16	(p) Open source intelligence
4.2.17	(q) Covert operations
4.2.18	Other, specify

**Section 5: What aspects of the training were valuable to you? (select all that apply)**

Question No.	Training events
5.1	(a) Training content
5.2	(b) Trainers
5.3	(c) Collaboration with other agencies and/or countries
5.4	(d) Opportunity for career advancement
5.5	(e) Other valuable aspects? Identify

**THE FOLLOWING QUESTIONS FOCUS ON YOUR AGENCY AS A WHOLE**

**Section 6: Has the training by USAID Wildlife Asia helped to improve your unit's or agency's ability to combat wildlife trafficking?**

- 1) No (skip to Section 7)
- 2) Yes, please select the competencies that have been improved (select all that apply)

Question No.	Training topics
6.1	(a) Source development
6.2	(b) Document exploitation
6.3	(c) Investigative techniques
6.4	(d) Acquisition and handling of evidence
6.5	(e) Communication exploitation
6.6	(f) Interview techniques
6.7	(g) Anti-money laundering and financial investigations
6.8	(h) International collaboration
6.9	(i) Prosecution
6.10	(j) Interception of illegal wildlife trade
6.11	(k) Digital forensics and i2
6.12	(l) Pangolin species identification using the USAID Wildlife Asia pangolin identification guide and app
6.13	(m) Increased understanding of transnational organized crime and supply chains

Question No.	Training topics
6.14	(n) Crime scene investigation
6.15	(o) Surveillance and tracking devices
6.16	(p) Open source intelligence
6.17	(q) Covert operations
6.18	Other, specify _____

**Section 7: Select the response that best describes your agreement with the following statements related to your involvement with USAID Wildlife Asia’s trainings.**

Question No.	Statements	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not sure/ don’t want to answer
7.1	The ability and performance of my agency to counter wildlife trafficking has improved.	1	2	3	4	5	DK
7.2	My agency contacts other agencies in <u>my country more frequently</u> to discuss illegal wildlife trade cases and exchange information.	1	2	3	4	5	DK
7.3	My agency contacts other agencies in <u>neighboring countries more frequently</u> to discuss illegal wildlife trade cases and exchange information.	1	2	3	4	5	DK
7.4	My agency contacts other agencies in <u>African countries more frequently</u> to discuss illegal wildlife trade cases and exchange information.	1	2	3	4	5	DK
7.5	My agency carries out joint investigations to tackle illegal wildlife trade cases more frequently.	1	2	3	4	5	DK

**Section 8: Cooperative law enforcement actions**

8. Can you give specific examples of “cooperative” action related to wildlife crime (such as planning, consultation, investigations, arrests, seizures) in which your agency used technical support from USAID Wildlife Asia? *Note: This is to obtain the number of actions indicator.*

	Type of action	MM/YY	Domestic or international?	What species?	What agency or agencies did you cooperate with?
8.1	(a) Planning, consultation, or information-sharing (b) Investigation (c) Seizure or arrest (d) Prosecution, conviction or sentencing	___/___	(a) Domestic (b) International		

8.2	(a) Planning, consultation, or information-sharing (b) Investigation (c) Seizure or arrest (d) Prosecution, conviction or sentencing	___/___	(a) Domestic (b) International		
8.3	(a) Planning, consultation, or information-sharing (b) Investigation (c) Seizure or arrest (d) Prosecution, conviction or sentencing	___/___	(a) Domestic (b) International		
8.4	(a) Planning, consultation, or information-sharing (b) Investigation (c) Seizure or arrest (d) Prosecution, conviction or sentencing	___/___	(a) Domestic (b) International		

**Section 9: Pangolin species identification materials**

9.1 Are you aware of the USAID Wildlife Asia's pangolin identification materials, which include a mobile phone app, a guidebook, and poster?

- 1) Yes
- 2) No (skip to Section 10)

9.2 Have any of these materials been useful in your work?

- 1) Yes  
Please provide some examples of how they were useful \_\_\_\_\_
- 2) No

**Section 10: COVID-19**

COVID-19, suspected to be a result of trade in wild animals, has spread across the globe and severely impacted human health and well-being and economies. As an enforcement officer involved in combating wildlife trafficking, please indicate how much you agree or disagree with the statements outlined in the table below. Please rate using a scale from 1 to 5, where 5 means strongly agree and 1 means completely disagree.

Statements	Disagree completely	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not sure/ don't want to answer
<b>A. Markets – Consumption</b>						
10.1 Markets and shops selling parts, products, or live <b>wild</b> animals for consumption pose a serious risk of spreading diseases that can affect human health, like coronavirus.	1	2	3	4	5	6
10.2 Markets and shops selling parts, products, or live <b>wild</b> animals for	1	2	3	4	5	6



Statements	Disagree completely	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not sure/ don't want to answer
consumption should be completely shut down because they are dangerous to human health and safety.						
10.3 Markets and shops selling parts, products, and/or live wild animals do not need to be shut down but must be properly regulated and managed.	1	2	3	4	5	6
<b>B. Markets – Pets</b>						
10.4 Markets and shops selling exotic pets pose a serious risk of spreading diseases that can affect human health.	1	2	3	4	5	6
10.5 Markets and shops selling exotic pets should be shut down because they are dangerous to human health and safety.	1	2	3	4	5	6
10.6 Markets and shops selling exotic pets do not need to be shut down but must be properly regulated and managed.	1	2	3	4	5	6

<b>C. Farming of Wild Animals</b>						
<i>Note: This includes the farming of all animals that are from the wild and are therefore not considered domesticated such as chickens, pigs, cows, etc. Wildlife farming involves the raising of non-domesticated animals whereby the parent stock originates from the wild. It commonly includes porcupines, turtles, snakes, tigers, crocodiles, etc.</i>						
10.7 Farming of wild animals should be banned because the risk to human health and safety is too high.	1	2	3	4	5	6
10.8 Farming of wild animals should be allowed but only if properly regulated and managed.	1	2	3	4	5	6
<b>D. Zoonotic Diseases and Enforcement</b>						
10.9 Being a frontline enforcement officer working to combat wildlife trafficking, I am at risk of catching dangerous diseases from the animals that I confiscate.	1	2	3	4	5	6
10.10 I need training on how to handle and care for	1	2	3	4	5	6

wild animals that have been confiscated or seized from criminals trafficking wildlife to help ensure that I do not catch and spread zoonotic diseases, like COVID-19.						
10.11 I need training to know the laws, regulations, and policies relating to the illegal wildlife trade.	1	2	3	4	5	6
10.12 I need more support, equipment, and tools in helping to increase my safety in handling animals confiscated from the illegal wildlife trade.	1	2	3	4	5	6

**Thank you for your kind cooperation!**

## ANNEX C: IN-DEPTH INTERVIEW DISCUSSION GUIDE IN ENGLISH

### USAID Wildlife Asia: Interview questions for law enforcement officers

#### Background

USAID Wildlife Asia is a counter wildlife trafficking project funded by the United States Agency for International Development (USAID). It works to strengthen law enforcement of wildlife crimes, reduce demand for illegally traded wildlife, and foster international cooperation. The project has an implementation period from August 2016 to August 2021. One of its objectives is to strengthen regional law enforcement capacity and coordination. The target audience under this objective is law enforcement officers and agencies, including customs, police, wildlife and forestry authorities, prosecutors, and financial crime investigators, in Cambodia, Lao PDR, Thailand, and Vietnam.

As part of USAID Wildlife Asia's Law Enforcement Training Validation Process, the data collection team will conduct 20 in-depth interviews to gather information about the effectiveness of its law enforcement capacity-building efforts and explore the successes and challenges of the agency being highlighted, particularly in their engagement in training programs with USAID Wildlife Asia.

#### Assessment objectives

The research objectives of the interviews are:

1. Gather responses for two main learning questions:
  - How have our capacity-building programs contributed to changes in counter wildlife trafficking law enforcement responses?
  - What factors are important for improving and sustaining interagency collaboration and information sharing among intercontinental, regional, and national law enforcement authorities?
2. Explore the effectiveness and usefulness of USAID Wildlife Asia's training and collaboration-building activities.
3. Offer recommendations on how to improve law enforcement capacity and collaboration-building to counter wildlife trafficking more broadly.

#### Discussion guide

- *Explain that the interview will take about 1–1.5 hours in total.*
  - *The discussion or interview is completely confidential, and any information will only be reported at the aggregate level, not on an individual level.*
  - *Ensure that the respondent has signed the consent form before starting the interview.*
- *Explain that there are no right or wrong answers, and different opinions are accepted. We would like to hear everyone's opinions. Make sure to ask if respondents have any questions regarding the interview.*

### INTRODUCTION (5 mins)

- Could you please tell me briefly about yourself?

### TRAINING AND TECHNICAL ASSISTANCE BY USAID WILDLIFE ASIA (15 mins)

You or officers from your agency have participated in the USAID Wildlife Asia's training events previously. Could you please tell me the name of the training events you attended in the past?

- When did you attend the training events you mentioned?
- Why did you attend the training events?
- Has your organization received other technical assistance from USAID Wildlife Asia as well?
- Were the training contents relevant or useful to your organization's mandate?

### APPLICATION OF LAW ENFORCEMENT COMPETENCIES AS A RESULT OF USAID WILDLIFE ASIA'S TRAINING PROGRAMS (30 mins)

- Have you shared any knowledge or skills you learned from the training events you attended with your colleagues?
- Have you personally applied new knowledge and/or skills imparted through USAID Wildlife Asia's trainings and technical support? If so, in what way. Can you provide examples?
- What about your agency? Has your unit or agency applied new knowledge and/or skills imparted through USAID Wildlife Asia's trainings and technical support?
- Do you think the application of the knowledge and skills will sustain in your unit or agency even after officers trained by USAID Wildlife Asia have left or transferred to another unit?
- Can you explain the situation of your organization's capacity to combat wildlife crime before it received the training and support from USAID Wildlife Asia? (counter wildlife trafficking capacity, connections with other agencies, law enforcement response to wildlife crime, etc.)
- What about now?
- As a result of USAID Wildlife Asia's support, do you think that your organization has improved its law enforcement response to combating wildlife trafficking?

### IMPROVED INTERAGENCY COORDINATION (30 mins)

In addition to the training component, USAID Wildlife Asia also focuses on building law enforcement interagency coordination, for example, through counter transnational organized crime, **wildlife inter-regional enforcement**, and other bilateral training events. We would like to learn your thoughts about any changes in interagency collaboration as a result of USAID Wildlife Asia's support.

- As a result of USAID Wildlife Asia's support, do you think that your agency has conducted more collaborative interagency actions (investigations, arrests, prosecutions) to combat wildlife trafficking?
- As a result of USAID Wildlife Asia's support, do you see any changes in your unit or agency sharing information or coordinating with other agencies in your country in combating wildlife trafficking?
- As a result of USAID Wildlife Asia's support, do you see any changes in your unit or agency sharing information or coordinating with other agencies in Southeast Asia or your neighboring countries in combating wildlife trafficking?
- As a result of USAID Wildlife Asia's support, do you see any changes in your unit or agency sharing information or coordinating with other agencies in African countries in combating wildlife trafficking?
- What would help to further improve domestic, regional (Southeast Asia) and global (Africa and others) interagency coordination?

### SUGGESTION FOR USAID WILDLIFE ASIA'S TRAINING AND COLLABORATION-BUILDING EVENTS AND OTHER TECHNICAL SUPPORT (5 mins)

- If USAID Wildlife Asia organizes more training events in the future, do you have any suggestions for improving their training activities? (*Suggestions can refer to any stage from planning to after a training event.*)

#### COVID-19 SITUATION (5 mins)

COVID-19 is a new type of coronavirus that is suspected to be a result of trade in wild animals. It has spread to almost every country in the world and has severely impacted the health, well-being and economies of populations across the globe. Because you are a senior law enforcement officer involved in combating wildlife trafficking, we would like to learn your opinion about law enforcement responses.

- Do you think the current fines and punishments are adequate for illegal hunters, traders, wild meat restaurants, consumers, etc.? If not, do you think they should be increased or decreased?
- Do you have a clear understanding of what the laws, regulations, and policies are that you need to enforce regarding the illegal wildlife trade? If not, what do you recommend is needed to improve this?
- Do you think markets and shops selling parts, products, or live wild animals for consumption or as pets should be shut down because they are dangerous to human health and safety? Why or why not?
- Should farming of wild animals also be shut down? Why or why not?
- What support would your agency need if it were to implement prevention measures for zoonotic disease transmission?

#### CLOSING SESSION (5 mins)

- Before closing this discussion, tell the interviewee to please feel free to ask any questions.

**THANK YOU!**

## ANNEX D: RESULTS

Table A1: Past experiences attending training events

Training events	Frequency	Percent
Counter Transnational Organized Crime Course in Lusaka, Zambia	6	4.2
Yieow Dong Task Force Training in Bangkok, Thailand	6	4.2
Counter Transnational Organized Crime Course in Bangkok, Thailand	13	9.2
Risk Profiling to Enhance Interception of Illegal Wildlife Trade (organized with United Nations Office on Drugs and Crime, UNODC) in Ho Chi Minh City, Vietnam	6	4.2
Risk Profiling to Enhance Interception of Illegal Wildlife Trade (organized with UNODC) in Vientiane, Lao PDR	13	9.2
Counter Transnational Organized Crime Course in Brazzaville, Republic of Congo	7	4.9
i2 Analyst Training for Anti-Money Laundering Office of Thailand (a series of three trainings) in Bangkok, Thailand	23	16.2
Back to the Wild: Caring for Confiscated Pangolins in Khao Yai, Thailand	10	7.0
Investigative Technique, Crime Scene Investigation and Open Source Intelligence Training for Yieow Dong Task Force in Bangkok, Thailand	24	16.9
Crime Scene and Other Investigation Techniques for Wildlife Crime (organized with UNODC) in Phnom Penh, Cambodia	8	5.6
Counter Transnational Organized Crime Course in Hua Hin, Thailand	23	16.2
Risk Profiling to Enhance Interception of Illegal Wildlife Trade (organized with UNODC) in Sihanoukville, Cambodia	2	1.4
Wildlife Inter-Regional Enforcement (WIRE) Meeting (organized with UNODC) in Nairobi, Kenya	3	2.1
Counter Transnational Organized Crime Course in Hanoi, Vietnam	11	7.7
Counter Transnational Organized Crime Course in Yaoundé, Cameroon	16	11.3
Royal Thai Police, Natural Resources and Environmental Crime Suppression Division Capacity-Building Training in Bangkok, Thailand	2	1.4
Yieow Dong Task Force training in Cha Am, Thailand	6	4.2
Yieow Dong Task Force Open-Source Intelligence Training in Bangkok, Thailand	6	4.2
Cross-Border Cooperation Training for China and Vietnam Frontline Law Enforcement Officers (organized with UNODC) in Hekou, China	7	4.9
Cross-Border Cooperation Training for China and Vietnam Frontline Law Enforcement Officers (organized with UNODC) in Pingxiang, China	4	2.8
Other—wood transportation across the border	1	0.7
<b>Total</b>	<b>142</b>	<b>100.0</b>

Note: Respondents could refer to more than one training event.

Table A2: Feedback on past experiences in training events (percent)

Statements	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not sure/ don't want to answer	Missing
The information from the training was new to me. (3.1)	0.0	4.2	9.2	57.7	26.8	0.7	1.4
I gained more knowledge from the training(s) that I attended. (3.2)	0.7	0.7	0.0	59.2	37.3	0.7	1.4
The training(s) I attended were relevant to my work and responsibilities. (3.3)	0.0	2.1	5.6	54.9	35.2	0.7	1.4
As a result of the training(s), I have been able to improve the way I do my job. (3.4)	0.0	0.7	8.5	62.7	26.8	0.0	1.4
I shared the knowledge and skills gained from the training(s) with my colleagues. (3.5)	0.0	1.4	7.7	60.6	28.2	0.7	1.4
I would like to attend future training events organized by USAID Wildlife Asia. (3.6)	0.0	0.7	6.3	38.7	50.0	2.8	1.4

Table A3: Skills and competencies that online survey respondents learned during USAID Wildlife Asia training events

Skills or competencies	Frequency	Percent
(a) Source development (4.1.1)	71	50
(b) Document exploitation (4.1.2)	62	43.7
(c) Investigative techniques (4.1.3)	83	58.5
(d) Acquisition and handling of evidence (4.1.4)	56	39.4
(e) Communication exploitation (4.1.5)	56	39.4
(f) Interview techniques (4.1.6)	51	35.9
(g) Anti-money laundering and financial investigations (4.1.7)	36	25.4
(h) International collaboration (4.1.8)	43	30.3
(i) Prosecution (4.1.9)	24	16.9
(j) Interception of illegal wildlife trade (4.1.10)	57	40.1
(k) Digital forensics and i2 (4.1.11)	28	19.7
(l) Pangolin species identification using the USAID Wildlife Asia pangolin identification guide and app (4.1.12)	22	15.5
(m) Increased understanding of transnational organized crime and supply chains (4.1.13)	52	36.6
(n) Crime scene investigation (4.1.14)	41	28.9
(o) Surveillance and tracking devices (4.1.15)	36	25.4
(p) Open-source intelligence (4.1.16)	34	23.9
(q) Covert operations (4.1.17)	29	20.4
Other, specify _____ (4.1.18)	1	0.7

Note: Respondents could refer to more than one training event.

Table A4: Valuable perceptions toward the training events by the online survey respondents

Training elements	Frequency	Percent
(a) Training lessons (5.1)	124	87.3
(b) Trainers (5.2)	94	66.2
(c) Collaboration with other agencies and/or countries (5.3)	88	62.0
(d) Opportunity for career advancement (5.4)	52	36.6
(e) Other valuable aspects? Identify _____ (5.5)	7	4.9
Course design and organization (Vietnam People’s Police Academy) (5.5)	3	2.1
Delivery methods and approaches (Vietnam People’s Police Academy) (5.6)	3	2.1
Scenarios or exercises (Vietnam People’s Police Academy) (5.7)	3	2.1

Note: Respondents could refer to more than one training event. Please also to note that the questionnaire for the People’s Police Academy included different questions from the main questionnaire due to their specific role as an academic institution.

Table A5: Topics that training events helped the online survey respondents to improve their unit’s or agency’s ability to combat wildlife trafficking

Training topics	Frequency	Percent
(a) Source development (6.1)	68	47.9
(b) Document exploitation (6.2)	56	39.4
(c) Investigative techniques (6.3)	75	52.8
(d) Acquisition and handling of evidence (6.4)	48	33.8
(e) Communication exploitation (6.5)	52	36.6
(f) Interview techniques (6.6)	41	28.9
(g) Anti-money laundering and financial investigations (6.7)	36	25.4
(h) International collaboration (6.8)	59	41.5
(i) Prosecution (6.9)	30	21.1
(j) Interception of illegal wildlife trade (6.10)	53	37.3
(k) Digital forensics and i2 (6.11)	28	19.7
(l) Pangolin species identification using the USAID Wildlife Asia pangolin identification guide and app (6.12)	25	17.6
(m) Increased understanding of transnational organized crime and supply chains (6.13)	44	31.0
(n) Crime scene investigation (6.14)	39	27.5
(o) Surveillance and tracking devices (6.15)	31	21.8
(p) Open source intelligence (6.16)	41	28.9
(q) Covert operations (6.17)	31	21.8
Other, specify _____ (6.18)	0	0.0

Note: Respondents could refer to more than one training event.



Table A6: Perceptions toward involvement with USAID Wildlife Asia’s training events (percent)

Statements	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not sure/ don't want to answer	Missing
The ability or performance of my agency to counter wildlife trafficking has improved. (7.1, 12.1) <b>Mean score 4.09</b>	0.7	0.0	12.7	60.6	19.7	4.9	1.4
My agency contacts other agencies <u>in my own country more frequently</u> to discuss illegal wildlife trade cases and exchange information. (7.2, 12.2) <b>Mean score 4.05</b>	0.7	1.4	17.6	52.8	19.0	7.0	1.4
My agency contacts other agencies <u>in neighboring countries more frequently</u> to discuss illegal wildlife trade cases and exchange information. (7.3, 12.3) <b>Mean score 3.84</b>	1.4	7.7	28.2	35.9	13.4	12.0	1.4
My agency contacts other agencies <u>in African countries more frequently</u> to discuss illegal wildlife trade cases and exchange information. (7.4, 12.4) <b>Mean score 3.61</b>	2.1	14.1	31.0	24.6	8.5	16.2	3.5
My agency carries out joint investigations to tackle illegal wildlife trade cases more frequently. (7.5, 12.5) <b>Mean score 3.89</b>	0.7	2.8	21.8	48.6	12.0	10.6	3.5

Table A7: Impact of COVID-19 toward wildlife market and consumption (percent)

Statements	Disagree completely	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not sure/ don't want to answer	Missing
10.1 Markets and shops selling parts, products, or live wild animals for consumption pose a serious risk of spreading diseases that can affect human health, like the coronavirus. <b>Mean score 4.18</b>	0.0	2.1	11.3	40.2	38.0	4.9	3.5
10.2 Markets and shops selling parts, products, or live wild animals for consumption should be completely shut down because they are dangerous to human health and safety. <b>Mean score 4.14</b>	0.7	2.1	11.3	40.8	37.4	4.2	3.5
10.3 Markets and shops selling parts, products, or live wild animals do not need to be shut down but must be properly regulated and managed. <b>Mean score 3.28</b>	10.6	24.6	7.7	27.5	21.8	4.2	3.5

Table A8: Impact of COVID-19 toward market and pets (percent)

Statements	Disagree completely	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not sure/ don't want to answer	Missing
10.4 Markets and shops selling exotic pets pose a serious risk of spreading diseases that can affect human health. <b>Mean score 3.91</b>	0.7	4.9	13.4	52.1	20.5	4.9	3.5
10.5 Markets and shops selling exotic pets should be shut down because they are dangerous to human health and safety. <b>Mean score 3.71</b>	2.8	6.3	19.0	43.0	21.2	4.2	3.5
10.6 Markets and shops selling exotic pets do not need to be shut down but must be properly regulated and managed. <b>Mean score 3.21</b>	9.2	21.8	16.2	30.3	15.5	3.5	3.5

Table A9: Impact of COVID-19 toward farming of wild animals (respondents and percent)

Statements	Disagree completely	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not sure/ don't want to answer	Missing
10.7 Farming of wild animals should be banned because the risk to human health and safety is too high. <b>Mean score 3.81</b>	2.1	9.2	18.3	34.5	26.9	5.6	3.5
10.8 Farming of wild animals should be allowed but only if properly regulated and managed. <b>Mean score 3.46</b>	4,2	21.8	12.7	33.1	20.5	4.2	3.5

Table A10: Impact of COVID-19 toward zoonotic diseases and enforcement (respondents and percent)

Statements	Disagree completely	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not sure/ don't want to answer	Missing
10.9 Being a frontline enforcement officer working to combat wildlife trafficking, I am at risk of catching dangerous diseases from the animals that I confiscate. <b>Mean score 3.97</b>	0.0	5.6	16.9	42.4	24.6	7.0	3.5
10.10 I need training on how to handle and care for wild animals that have been confiscated or seized from criminals trafficking wildlife to help ensure that I do not catch and spread zoonotic diseases, like COVID-19. <b>Mean score 4.17</b>	2.1	1.4	13.5	32.4	40.8	6.3	3.5

Statements	Disagree completely	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not sure/ don't want to answer	Missing
10.11 I need training to know the laws, regulations, and policies relating to the illegal wildlife trade that I am to enforce. <b>Mean score 4.38</b>	0.0	0.0	4.2	43.8	40.8	7.7	3.5
10.12 I need more support, equipment and tools to increase my safety in handling animals confiscated from the illegal wildlife trade. <b>Mean score 4.34</b>	0.7	0.0	9.2	33.8	46.5	6.3	3.5