



CEPOL
in brief

STAY AHEAD OF CRIME



2023 in numbers

OVERVIEW

- ✓ More than 46,000 officials trained
- 🎓 490 training activities
- 👍 96% overall satisfaction rate
- ▶ CEPOL Strategy 2023-2027 implementation

REINFORCING LAW ENFORCEMENT CAPABILITIES

- 🚨 **79 activities** on serious and organised crime
- 👁️ **44 activities** on cybercrime
- ⚖️ **19 activities** on fundamental rights protection
- 🎯 **22 activities** on counter-terrorism

DIFFERENT LEARNING OPPORTUNITIES

📍 **81 onsite activities**
organised in EU Member States

167 e-Learning activities ((o))
organised via LEEd

👮 ↔️ 👤 **More than 130**
exchanges

STRENGTHENING COLLABORATION BEYOND EU BORDERS



More than 4,200 officials
trained in 235 activities delivered
by our capacity-building projects
in the EU's neighbourhood region

Focus on EU crime priorities

In **2023**, CEPOL's training offer continued to **focus on EU crime priorities**, while different initiatives were introduced, such as new diploma courses and extended blended and train-the-trainer learning approaches.

50% of our onsite and online training activities addressed operational and training gaps identified by the European Multidisciplinary Platform Against Criminal Threats (EMPACT), which are relevant to EU policy priorities to tackle organised crime.

As coordinator of the **EMPACT Common Horizontal Strategic Goal 6**, CEPOL explored a more systematic training approach to better equip EU law enforcement against serious and organised crime. The agency delivered training across main crime priorities. It supported member state operations and gained valuable insights into capacity building needs.



We always aim to link our training to operational outcomes and adopt the latest training delivery methods: In 2023 we successfully implemented a comprehensive blended learning programme in the area of **Trafficking in Human Beings (THB)**. It combined webinars, onsite, and online courses. The first fully virtual reality training course on **drug trafficking** was also delivered.

3 workshops in a newly designed format

In **June 2023**, we organised a workshop on Environmental crime in a newly designed format: it placed participants at the forefront of the learning process, featuring fully interactive sessions, involving academics. Attendees presented their own research findings and received feedback from both their peers and the academic experts facilitating the sessions.



Building upon this successful new format, in **October** we held our first workshop for Heads of law enforcement training institutes. One of the positive outcomes of this CEPOL activity was the creation of an informal network of professionals which is expected to grow in the future.

In **November**, we applied the same approach for our workshop for Heads of Riot Units. It inspired the establishment of a European Network on Crowd Control.

With this **newly designed activity format**, we offered unique learning and networking opportunities to law enforcement practitioners, academics, and researchers.

By connecting law enforcement practices with research findings, technologies and tools, we can step up our common efforts to prevent and combat serious and organised crime.

Fundamental Rights, a central pillar in our training

In 2023, the **protection of fundamental rights** remained a central pillar in all CEPOL training activities.

In light of recent political developments on the world stage which affect security in the EU, it is important to include fundamental rights as a horizontal topic in law enforcement training. This is especially relevant for hate crime and migration, both of which have seen a rise during the past period.

Cooperation with ethnic communities and other disciplines outside of law enforcement, as well community policing must come to the fore in CEPOL's training activities.

In 2023, every single CEPOL onsite training activity contained post-course materials (selection of webinars) **on fundamental rights topics**: law enforcement and data protection, hate crime reporting, new technologies, etc. Additionally, links to **additional training resources** on hate crime, racism, discrimination, domestic violence, victim protection, and gender issues were always provided.



Webinar 3077/2023/WEB
Lawful and unlawful profiling - police stops and predictive policing

FRA
EUROPEAN UNION AGENCY FOR FUNDAMENTAL RIGHTS
leed.cepola.europa.eu

14 June 2023
10:00 CEST

CEPOL
EUROPEAN UNION AGENCY FOR LAW ENFORCEMENT TRAINING



Webinar 3076/2023/WEB
Unaccompanied children in return procedures and fundamental rights

FRA
EUROPEAN UNION AGENCY FOR FUNDAMENTAL RIGHTS
leed.cepola.europa.eu

25 May 2023
10:00 CEST

CEPOL
EUROPEAN UNION AGENCY FOR LAW ENFORCEMENT TRAINING



Webinar 3075/2023/WEB
Policing Hate Crime against LGBTI people

leed.cepola.europa.eu

7 Nov 2023
14:00 CET

CEPOL
EUROPEAN UNION AGENCY FOR LAW ENFORCEMENT TRAINING

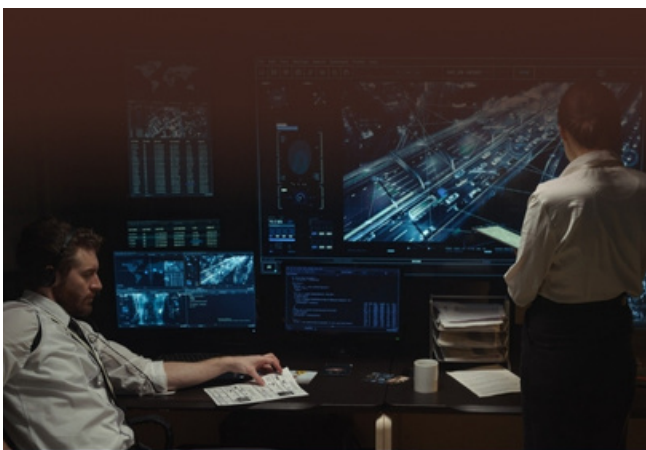
CEPOL CKCs deliver 44 specialised training activities

CEPOL Knowledge Centres (CKCs) are a crucial aspect in our agency's planning and implementation of training activities, as they cover **topical subjects beyond the EMPACT framework**.

CEPOL's two Knowledge Centres, on Counter-terrorism (CKC CT) and on Law Enforcement Cooperation, Information Exchange and Interoperability (CKC INT), consist of experts from the Member States, the Justice and Home Affairs Agencies and the European Commission. They plan the training portfolio for the coming years and draft the curricula. They also support the implementation of training activities, and at the same time they do quality assessments.

The results of the CKC training activities and webinars in 2023 were beyond expectations. Both topics gained importance in the context of recent developments concerning international conflicts which have an impact on the safety of EU citizens.

CKC CT organised six onsite training activities, three online courses, and 10 webinars. **CKC INT** organised six onsite training activities, two online courses and 17 webinars.



CKC Counter-terrorism



CKC Interoperability

EU-STNA 2022-2025 mid-term review

CEPOL designs its training portfolio by building on the outcomes of operational level training needs analyses and in line with the priorities for the next 4-year cycle set by the European Multidisciplinary Platform Against Criminal Threats (EMPACT).

In November 2023, CEPOL published the CEPOL European Union Strategic Training Needs Assessment (EU-STNA) mid-term review.



The mid-term review report confirmed the validity of the EU-STNA 2022-2025 findings, showing that the core capability gaps remained fully relevant in the context of the EU's current security landscape. Reflecting also the changes in the different crime areas, it suggested **a slight update on the EU-level training priorities** in terms of priority order and content of the thematic training areas.

EDUCATE, INNOVATE, MOTIVATE

4 OTNA reports published

CEPOL also released four **Operational Training Needs Analysis (OTNA)** reports, responding to the need to identify training gaps in the following topics: Cyber-attacks, Leadership and Management, Online Fraud Schemes, High-Risk Criminal Networks.

Stay ahead of crime campaign

In 2023 we launched the “Stay ahead of crime” online campaign, to highlight the importance of the **CEPOL EU Strategic Training Needs Assessment (EU-STNA) report**, as a key planning tool at EU level for law enforcement training, while fostering a sense of collective responsibility among EU training providers .

We developed a dynamic webpage, accessible via our website, that harnesses the power of storytelling, visual design, and data visualisation. With this interactive experience we want our readers to understand the value of the CEPOL EU-STNA and how, by defining the strategic level training priorities in the area of internal security, it helps law enforcement officials **stay ahead of crime**.



**CRIMINALS
MOVE FAST
WE NEED TO STAY AHEAD**

We also invited our readers to give us feedback and recommendations about our latest EU-STNA report, by filling in an online questionnaire. The results of this survey will help us further improve the upcoming editions of this report.

CEPOL Exchange Programme

To ease the application and matching process for CEPOL Exchange Programme (CEP) participants, in 2023 we launched a novelty feature in our Law Enforcement Education Platform (LEEd), the 'Exchange plugin'. With this new tool, we received a total of **683 applications**. Under the General, CEPOL-EJTN Joint Exchange Programme and the Pilot Tutoring Exchange Programme, we successfully implemented **131 exchanges**, thereby achieving an implementation rate of 109%.



E033/2023/EXB CEPOL Exchange-bite on EU Cooperation Tools and Mechanism

Activity

15 DEC 2023



E008/2023/EXB CEPOL Exchange-bite on High Risk Criminal Networks

Activity

27 NOV 2023



E026/2023/EXB CEPOL Exchange-bite on Corruption

Activity

23 NOV 2023

We also introduced **blended learning elements** to our CEP curriculum. Our 2023 edition included a mandatory pre-assignment, and post-exchange participation in our newly designed online training activity, the CEPOL Exchange Bites. With the active support of the programme's participants, **35 Exchange Bites** were delivered.

Exchange Bites had an average duration of 45-60 minutes, and **focused on specific thematic areas**, sharing best practices from the experience of participants. The recorded versions were accessible in LEEd so that registered users of the platform could learn at their own pace.

Higher Education, Research & Knowledge management

CEPOL research saw a surge in 2023 with increased researcher engagement. Our Research and Science Correspondents (R&SC), co-authored a report aligned with EU-STNA/EMPACT priorities and provided valuable research consultations.

R&SC are CEPOL's dedicated network of research professionals in the EU Member States. Established in 2008, it helps develop channels of communication exchange and collaboration between scientists and researchers, with trainers, lecturers, and course organisers.

In 2023 we actively participated in **the European Union Agencies Network on Scientific Advice (EU-ANSA)**, in preparation of chairing the network in 2024. The network set the scene of the 'science-policy' interface from the perspective of EU Institutions and built upon the idea of European science-for-policy ecosystems and interactions, especially enhancing the role of scientific advice that can support concrete and robust policy making.

Our CEPOL Research team increased its **focus on AI and other innovations**, such as assessing the development of an AI research project and attending high-level scientific AI and criminology conferences.

In 2023, we brought further the idea of **higher education in law enforcement**. We established the Expert Group on Higher Education, which explores various alternative solutions to bring us closer to developing a new CEPOL Higher Education product. As a result of these discussions, we initiated the design of two diploma courses to be further granted as micro-credentials.

Higher Education, Research & Knowledge management

In 2023 we revamped the strategy of the European Law Enforcement Research Bulletin. Our new editorial board focused on thematic paper editions, while the general edition went digital and gained publication frequency. Research data sharing via templates boosted collaboration, leading to a joint research report.

A **total of 36 articles** were published: A selection of the 24 best presentations were included as contributions to the sixth Special Conference Edition of the Bulletin. The remaining 10 articles and productions were published in our issue 22 of the Bulletin.



International cooperation projects

Throughout 2023, **more than 4,200 law enforcement officials from third countries** received specialised training within the scope of **CEPOL's externally funded projects**:

TOPCOP - Training and Operational Partnership against Organised Crime

CT INFLOW - Enhancing Information Exchange and Criminal Justice Response to Terrorism in the Middle East and North Africa

EUROMED Police - Enhancing institutional capacity in the EU South Neighbourhood countries to fight organised crime

WB PaCT - Partnership against Crime and Terrorism

Together with our network of training providers, and in cooperation with other EU partners, we promote **international law enforcement cooperation** instruments, help widen networks of law enforcement specialists, and transfer third countries' professional experience to Europe.



In 2023, TOPCOP, EUROMED Police, and WB PaCT training activities became an integrated part of EMPACT. To ensure appropriate bridging between EMPACT priorities and the implemented activities, we took the Action Leader role under the External Dimension Common Horizontal Strategic Goal 8 and contributed to the development of the Operational Action Plans.

International cooperation projects

We aim to enhance not only the individual knowledge and skills of national law enforcement officials, but also to provide the needed framework for the creation of institutional capacities, facilitating the ownership of the delivered results.

In 2023, the **CEPOL mentoring programme** played a crucial role in this respect, as a key element for sustained inter-institutional cooperation. Our training activities helped establish strong professional networks between law enforcement services of EU Member States (mentors) and the partner countries from the neighbourhood region. Furthermore, the programme led to the establishment of a memorandum of understanding between Tunisia and Italy.



EU4SECMoldova project kicks off in November 2023

CEPOL's latest externally funded project, EU4SECMoldova kicked-off in November 2023, with a duration of three years.



During this period, the **EU4Security Moldova** project will improve the operational capacities of law enforcement personnel, focusing on the security/migration service in the Republic of Moldova. This initiative will strengthen national capabilities – human resources, institutions, operations, and societal awareness – to bolster stability and territorial integrity in a challenging regional security environment.

In its early strides, the project was laying the groundwork to maintain sustainable and effective partnerships with the Moldovan authorities. The project implemented the first national assessment mission in late 2023 and will build on previous CEPOL actions in the country, enhancing their long-term impact.



CEPOL 2023 – in brief

Find CEPOL on:



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