

2024

in brief

Stay ahead of crime



CEPOL is an agency
of the European Union



2024 achievements

Key figures

Training
activities delivered
347

Participants
trained
22 000

Overall
satisfaction rate
97%

Strengthening law enforcement across Europe



28 activities
on cybercrime



63 activities
on serious and organised crime



12 activities
on counter-terrorism



21 activities
on LE cooperation, information
exchange and interoperability



10 activities
on fundamental rights protection

Expanding learning and exchange opportunities



63 onsite activities
organised in EU Member States



112 e-learning activities
organised in LEEd



**Almost 160
exchanges**

Building partnerships beyond EU borders



More than 3 200 officials
trained in 172 activities delivered by our capacity-building
projects in the EU's neighbourhood region

Achievements of the year



Focus on serious and organised crime training priorities

CEPOL, the training backbone of EMPACT

CEPOL is the training backbone of the EMPACT mechanism, the European Multidisciplinary Platform Against Criminal Threats. In 2024 it delivered 63 specialised training activities organised in the EU Member States to more than 7 300 law enforcement officials.

The EMPACT's training portfolio addressed crime priorities such as combatting high-risk criminal networks, drug trafficking, migrant smuggling, trafficking in human beings, economic and financial crimes, environmental crime, cyberattacks, online child sexual exploitation and online fraud schemes.

Basic learning packages on money laundering and fundamental rights were included in all onsite activities. The blended learning methodology was present in many training activities. For example, in cooperation with **EUDA and Europol**, CEPOL conducted modern e-learning activities on the production of methamphetamine, amphetamine, and MDMA (ecstasy) and the handling of dump sites, complementing the relevant onsite courses.

The launch for the first time of the **emerging training needs** initiative was a major step in 2024. It allowed for the successful implementation of three additional EMPACT activities in youth criminality, special investigations on **organised crime groups (OCGs)**, and the use of the administrative approach in countering them. The scheme was advertised in January 2024; applications were received until the end of February; the organisers were chosen in March while activities were implemented until November.

Total nr of activities

63



Total nr of participants

7 300

In June 2024, CEPOL delivered the **Drivers workshop EMPACT 2022+** with great success, contributing to the overall development of the EMPACT mechanism.

CEPOL also organised the **EU Law Enforcement Challenge**. This newly designed training activity aimed to enhance law enforcement officials' capabilities in tackling complex, cross-border cybercrime challenges by applying a practical simulation-based training format. Participants tested their digital forensic skills by solving realistic cybercrime scenarios in a Capture the Flag (CTF) format.

This competition-based workshop encouraged teamwork, learning, and sharing ideas to strengthen the team's ability to fight cybercrime.



Similarly, the implementation of the **virtual reality-based** "Combatting drug production crimes" course was also completed in late 2024. In addition to that, several drug courses were implemented in drug laboratories, fully exploiting the available online learning material on synthetic drug factories.

The agency also dedicated its efforts in coordinating the **EMPACT Common Horizontal Strategic Goal no.6** on "Capacity building through training, networking, and innovation."

In 2024, CEPOL delivered 26 EMPACT-related activities to more than 330 participants in third countries through its **international cooperation unit**.



EMPACT 2022+



EUROMED Police

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

EUROMED Police established the EMPACT Thematic Working Group as a structured and sustainable platform for cooperation between project partners and the EU's EMPACT community, enhancing cross-border cooperation and alignment with EMPACT priorities.

TOPCOP

Strengthening strategic and operational cooperation in the Eastern Partnership countries to fight against organised crime

Under the ESN, cooperation with EaP partners was further strengthened by enhancing their operational alignment with EMPACT and reinforcing a structured, sustainable platform for collaboration with the EU's EMPACT community.

WB PaCT

Enhancing the capacity of the Western Balkans' authorities to fight organised crime and terrorism

Through the EMPACT Support Network (ESN), WB PaCT strengthened partners' engagement in EMPACT – enhancing their ability to contribute to strategic discussions and deepening their operational capacity by improving understanding of JAD planning, coordination and execution.

EU4SEC Moldova

Strengthening law enforcement capacity for the benefit of Moldovan citizens

EU4SEC Moldova advanced the establishment of a National Firearms Focal Point (NFFP) by connecting Moldovan authorities with NFFP experts from the EU and EMPACT and by developing an EU best-practice-based handbook to guide national implementation.



Protection of fundamental rights at the core of our training

Fundamental rights' protection remained at the core of all our training activities. To ensure their integration into our learning products, **a dedicated Expert Group** designed a set of tools available for all activity managers organising law enforcement training activities in the field of fundamental rights.

Furthermore, CEPOL implemented online and onsite training activities focusing specifically on the **protection of fundamental rights**. Among these, a dedicated onsite activity addressed the social and psychological factors underlying hate crimes. In addition, this activity encouraged the use of specific investigative methods and law enforcement cooperation in combatting hate crime.

Online learning products on the prevention of gender-based violence, islamophobia, and supporting victims of terrorism were also available during the first half of the year on CEPOL's e-Learning platform, LEEd.

In April, a **one-day Conference on Hate Crime** was organised, in cooperation with the team on combatting hate speech and hate crime of the European Commission's Directorate-General for Justice and Consumers (DG JUST). The activity provided a unique opportunity for discussions between law enforcement officials, judicial staff and NGOs.



The conference was followed by the Joint meeting of the Working Groups on hate crime reporting and data collection, hate crime training and hate crime victims support under the umbrella of the **EU High-Level Group on combating hate speech and hate crime**.



CEPOL Knowledge Centres offered specialised and focused training

Our hubs for knowledge transfer and peer learning

The successful operation and improvement of the CEPOL Knowledge Centres on Counter-Terrorism (CKC CT) and on Law Enforcement Cooperation, Information Exchange and Interoperability (CKC INT) continued in 2024.

CKC CT delivered 10 training activities to almost 970 law enforcement officials. Counter-terrorism training addressed **radicalisation in penitentiary systems, protection of critical entities, soft targets, and countering extremism in law enforcement.**

CKC INT delivered 10 training activities to more than 630 law enforcement officials. Concerning information exchange, law enforcement cooperation and interoperability learning components centred around **SIRENE, Joint Investigation teams, Single Points of Contact, Schengen Evaluation and the Interoperability of EU Information Systems.**

The onsite course on **Schengen Evaluation**, a flagship yearly training activity of CKC INT, was delivered in Slovenia in the fall of 2024.

Total nr of activities

20

Total nr of participants

1 600



CEPOL Exchange Programme

towards a common EU law enforcement culture

Every year CEPOL offers law enforcement officials the possibility to participate in a European learning programme, facilitating the exchange of knowledge and experiences. CEPOL Exchange is a **two-way cross-border programme** allowing selected officials from another country to be hosted by different law enforcement institutions, giving them the chance to exchange insights and good practices face-to-face, build trust, initiate cooperation projects, and foster deep and long-lasting learning and networking opportunities. The programme fulfils one of CEPOL's key objectives -developing a common European law enforcement culture. Applications for the CEPOL Exchange Programme 2024 opened in January. By the end of the year 158 exchanges were successfully completed.

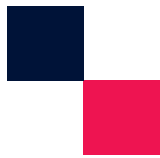
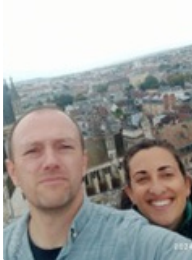
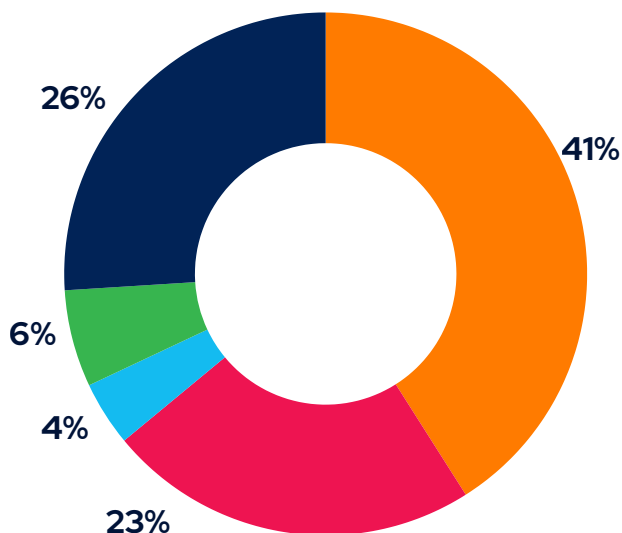
In 2024, CEPOL organised exchanges throughout the training range it offered, encompassing the general exchange, the **CEPOL-EJTN exchange**, and a pilot general mentoring programme. This was a cooperative partnership (as mentor and mentee) between law enforcement officials from EU Member State countries, associate countries and candidate countries. As a new initiative, a specialised **Female Law Enforcement Leadership** mentoring programme, was also offered. The exchange programme involved participants in different law enforcement topics.

In September 2024, the first-ever independent evaluation of the CEPOL Exchange Programme was completed. Evaluators confirmed that the programme is **in line with the European Union's priorities** and contributes successfully to the establishment of a common EU law enforcement culture.

- EMPACT
- LE techniques, forensics & leadership skills
- Counter-terrorism
- Cyber-related crime
- LE cooperation and interoperability

Total nr of exchanges

158



CEPOL Research and Science

brings new impetus to knowledge management

CEPOL Research Week

One of the major achievements in 2024 was the successful organisation in June of the first CEPOL Research Week. It brought together around hundred participants from diverse research backgrounds, institutions, and agencies, including representatives from the European Commission, Young Researchers, CEPOL Research & Science Correspondents, members of the **EU Agencies Network on Scientific Advice (EU-ANSA)** and chief scientists and members of the **EU Innovation Hub for Internal Security**.

The event featured a dynamic programme of overlapping hybrid meetings, parallel activities, and interactive discussions, offering participants valuable opportunities to learn, network, exchange ideas, and grow as a research community. During the Research Week, participants discussed the **implications of AI on law enforcement** with special regards to the ethical use of AI tools. Overall, the Research Week initiative proved to be highly successful and is now being adopted as a model by other agencies.

In 2024, **collaboration platforms** were established to facilitate networking among various stakeholder groups, including the Research and Science Correspondents, the European Law Enforcement Research Bulletin Editorial Board, the Young Researchers, the EU Innovation Hub for Internal Security and EU-ANSA members.

The CEPOL research team also strengthened its cooperation and professional ties with the relevant services of the European Commission's Directorate-General for Migration and Home Affairs (DG HOME), particularly in the field of the **EU Fight against Crime and Terrorism (FCT) security research**.

Throughout 2024, **the agency chaired the EU-ANSA network**, within the scope of the joint coordination of the EU Agencies Network (EUAN) by the European Institute of Innovation & Technology (EIT) and CEPOL.





Strategic training needs assessment

An efficient tool to identify EU-level training needs

The process and impact evaluation of the EU Strategic Training Needs Assessment (EU-STNA) 2022-2025 was completed. Evaluators confirmed that the EU-STNA is an efficient tool to identify strategic EU-level training needs. Findings of evaluators were incorporated to the EU-STNA methodology which was adopted by the CEPOL Management Board (19/2024/MB). The **new EU-STNA 2026-2029 was launched** in December 2024.

CEPOL completed Operational Training Needs Analyses (OTNA) in various areas (**Criminal finances, money laundering and asset recovery, Migrant smuggling, Trafficking in human beings and an assessment of Regional Training Needs**) and launched new OTNAs to analyse operational level training needs in Child sexual exploitation and in Law enforcement cooperation, information exchange and Interoperability. In 2024 CEPOL also launched an ad-hoc TNA on Artificial Intelligence.

Other achievements

in 2024

Training Portfolio Development: CEPOL established a Task Force on portfolio development and prioritisation to review and update its training portfolio for 2025, focusing on traditional and emerging needs considering diverse perspectives from its members (EU Member States, EU Justice and Home Affairs agencies, European Commission). The task force supported the early and effective harmonisation of the agency's training offer.

Training Quality Policy: The document was drafted in Q2 2024, to be approved by Management in Q1 2025. This outlines all the steps and components that contribute to and must be considered as well as followed up for training quality assurance.

Framework Partnerships, Grant Agreements: The Framework Partnership 2025–2028 call process was successfully completed in May, ensuring close partnerships in training implementation for the period 2025–2028 with 56 partners from 25 EU Member States. On 31 May 2024 the Call for Proposals for Grants 2025 was published offering 39 activities for implementation in the areas of serious crimes, law enforcement techniques, fundamental rights and leadership. CEPOL received 46 grant applications from 31 Framework Partners. Out of ten activities that did not receive grant applications, eight will be taken over by the agency while two were withdrawn from the work programme 2025.

**CEPOL framework
partners**

56

**Training activities
granted**

29

Sectoral Qualifications Framework (SQF): The mutual recognition of law enforcement training needs to be facilitated, and the developing of a sectoral qualifications framework (SQF) relevant to EU law enforcement training is necessary to ensure that training result and professional qualifications meet the career requirements and that training outcomes are uniform at EU level. The Management Board of CEPOL has approved the rollout of the pilot SQF on operational law enforcement cooperation in November (11/2024/MB). This pilot will take guidance from the Council recommendations on operational law enforcement cooperation. The SQF will lay down the groundwork for accreditation as an instrument of guiding comparison of training, ensuring coherence and a comprehensive approach at EU level.





Relocation to new headquarters in Budapest

In February 2024, CEPOL and Hungary signed a new headquarters agreement, laying down the provisions for the agency's new premises in Budapest.

The new building, which was provided by the Hungarian state, was fully refurbished to better respond to CEPOL's needs. The aim was to accommodate not only the current, but also the planned increase in the agency's training activities supporting the implementation of the EU Security Union Strategy.

In close cooperation with the Hungarian authorities, CEPOL adapted the new premises to its future requirements. While 2024 was a challenging year for the agency, the relocation project was successfully executed without any negative impact on business continuity so that CEPOL could start operating from its new premises as of January 2025.



Successfully resuming activities after a serious cyber incident

In May 2024, a cyber incident affected both CEPOL's ICT infrastructure on-premises as well as its e-learning platform, LEEd. The incident was immediately **reported to the competent Cybersecurity Service for the EU institutions, bodies, offices and agencies (CERT-EU)**. A comprehensive investigation was launched in full collaboration with CERT-EU, and mitigation measures were implemented to address the effects of the incident.

CEPOL effectively **communicated with data subjects** and ensured compliance with data protection standards. The **European Data Protection Supervisor (EDPS)** recognised these efforts, highlighting the agency's commitment to safeguarding the rights of affected individuals and upholding the highest standards of data protection.



The cyberattack had a significant **impact on CEPOL's Law Enforcement Education platform, LEEd**, as e-learning services became unavailable on 18 June 2024 and remained offline until the end of the year. The whole system had to be rebuilt and remigrated to ensure that no possible threat was moved accidentally to the LEEd infrastructure.

Despite the cyberattack, the Agency managed to **ensure continuity of its core business** and successfully implemented the majority of its planned activities, in accordance with the updated 2024 Work Programme and aligned with CEPOL's strategy 2023-2027. It conducted its operations in compliance with applicable rules and regulations, working in an open and transparent manner, and meeting the expected high level of professional and ethical standards.

In close cooperation with CERT-EU and the European Commission, in particular the Directorate-General for Digital Services (DG DIGIT), **CEPOL rebuilt a completely new and secure IT environment.**

New momentum

for international cooperation projects

Impactful capacity building in third countries

In its external cooperation portfolio, CEPOL further strengthened capacity-building with partner countries around the EU neighborhood by expanding targeted, practice-oriented support. A new mentoring programme was successfully concluded, creating a two-way platform for networking and knowledge sharing between EU and partner practitioners—an approach that helps build trust, deepen mutual understanding, and lay the groundwork for stronger operational cooperation. CEPOL also introduced a more complex and sustainable training cycle, combining independent learning, contact learning, Train-the-Trainer phases and national cascading to ensure long-term institutionalisation of knowledge.

TOPCOP | CT INFLOW | EUROMED Police | WB PaCT | EU4SEC Moldova

Total nr of activities

172

Total nr of participants

3 200

On 15 February 2024, the EU and CEPOL officially kicked-off **the EU4SEC Moldova project** with a high-level opening session attended by the Minister of Internal Affairs (MIA), the EU Commissioner for Home Affairs, and the Ambassador and Head of the EU Delegation to Moldova. The project supports the modernisation and professionalisation of the MIA by strengthening training systems, digital capacities and operational capabilities. It will establish a dedicated online learning platform, develop a cyber-lab to enhance digital investigation skills, and support the creation of a National Firearms Focal Point, while also promoting integrity, modern management practices and alignment with EU standards across the MIA.



A transition year for the projects' portfolio

2024 became a transition year for the projects' portfolio. All the follow-up phases were signed, showcasing **the trust of the contracting authorities** and the commitment towards the partners driven by the delivery of results. More specifically, CEPOL continued the implementation of five projects (CT INFLOW, EUROMED Police, WB PaCT, TOPCOP and EU4SEC Moldova) and kicked-off follow-up phases for those ending in 2024, thus covering the entire spectrum of the EU Enlargement and Neighbourhood policy areas.

The transition focused on **building new teams**, developing the multiannual **plans and the kick-off phases**, ensuring the administrative closure, while already enabling the delivery of operational results. CEPOL launched four new phases of multi-annual agreements (CT INFLOW II, TOPCOP II, EUROMED Police VI, and WB PaCT II) funded by the Union External Assistance to support non-EU partners in developing their law enforcement capacities.

Throughout the year, the project activities were conducted according to their implementation plans. Nevertheless, the recent **war in Ukraine and the developments in the Middle East** required some readjustments and fine-tuning in scheduling activities. While the cyberattack impacted the operational environment of CEPOL, the Agency continued to deliver its activities to partners, despite the challenges encountered. Only minor deliverables were postponed and the projects maintained a clear focus on the overall deliverables of their implementation plans.





Find the Consolidated Annual Activity Report

on our website

<https://www.cepola.europa.eu/about/key-documents>

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