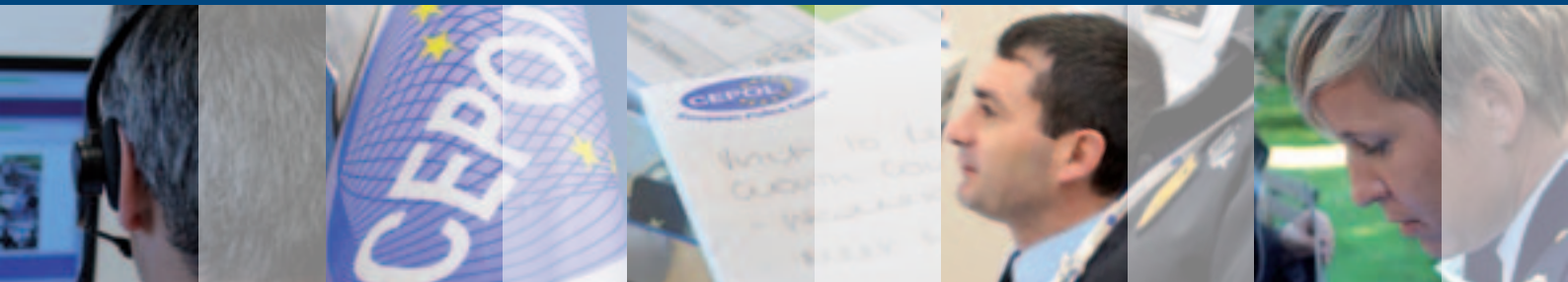


Summary of the annual report 2012

QUALITATIVE THINKING, QUALITATIVE EDUCATION: DELIVERING THE WORK PROGRAMME 2012



In 2012, the European Police College (CEPOL) organised 112 activities, including residential and online training. This comprehensive catalogue contributed to CEPOL fulfilling its goal that the CEPOL network function as a European law enforcement education platform on the highest level of international excellence.

Compared with previous years, the number of categories was reduced, with a view to providing more depth and sustainability. For most categories, CEPOL was also able to offer a portfolio of activities comprising classroom activities (courses, seminars and conferences), e-learning (online seminars and e-learning modules), common curricula and the European police exchange programme.

The 2012 work programme was carefully developed by CEPOL with the input of its stakeholders. As a result, many new activities, mostly connected to the European policy cycle, were implemented in 2012. In fact, in 2012, almost one third of all activities stemmed from the policy cycle. The balance of activities was identified according to the needs of Member States and other stakeholders, such as EU agencies. Courses related to fundamental and human rights are included as one core element of a common European law enforcement culture.

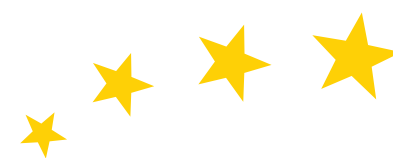
Certain areas of activity saw significant development during 2012. These included e-learning and the European police exchange programme, where there was an increase in both participation and the number of activities on offer.

As part of its efforts to provide Member States with learning tools, CEPOL coordinated updates to six

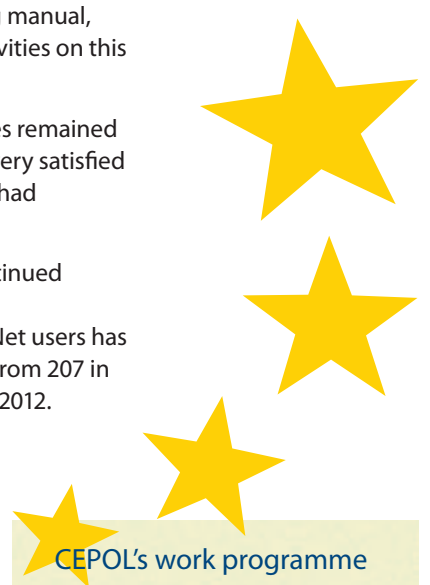
of its common curricula. CEPOL also completed the development of the SIRENE training manual, which was used in train-the-trainer activities on this subject.

Overall satisfaction with CEPOL activities remained high, with 93 % stating that they were very satisfied or satisfied with the activities that they had participated in.

CEPOL's electronic network (e-Net) continued as a platform to support an ongoing learning experience. The number of e-Net users has grown significantly since its inception, from 207 in 2007 to more than 13 000 at the end of 2012.



Key figures 2012	
6 019	participants
842	trainers
112	courses, seminars, conferences and online seminars
93 %	satisfaction



CEPOL's work programme

Training activities comprise:

- courses
- seminars
- conferences
- online seminars
- e-learning modules.

In addition, CEPOL provides common curricula to train experts in Member States and virtual knowledge bases to foster communities of practice to facilitate the exchange of information.

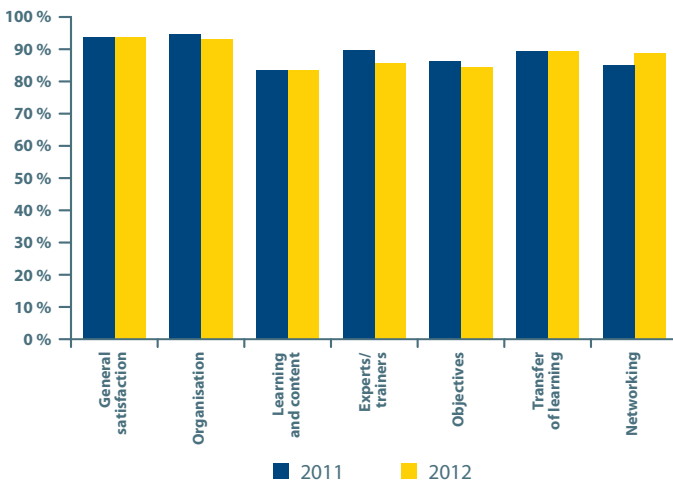
FOCUS ON LEARNING

CEPOL delivered 112 training and learning activities in 2012, organised with and by framework partners in the Member States.

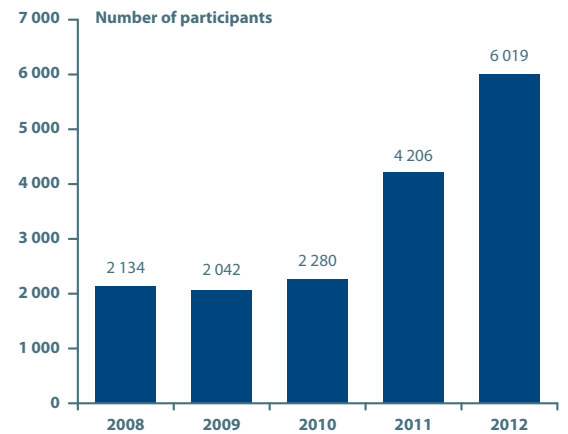
Training was delivered across 12 categories, to more participants than in previous years, whilst maintaining satisfaction rates in excess of 90 %.

Areas of study
Policy cycle activities
Other organised crime
Counter-terrorism
Economic crime
Special law enforcement techniques
EU cooperation
Management
Human rights issues
Crime prevention
Learning and training
Research and science

Satisfaction levels measured at the end of classroom-based courses



Participation in CEPOL activities



E-learning

E-learning enables CEPOL to broaden access to knowledge on key issues in law enforcement cooperation. Following its successful launch in 2011, a key objective of the 2012 work programme was to further develop and enhance CEPOL's e-learning supply, in line with the agency's strategic objective to develop further and easier access to e-learning systems. By the end of 2012, CEPOL's e-learning offering was made up of online modules, webinars and online communities of practice. During 2012, more participants took part in e-learning activities than in classroom activities (3 628 e-learning participants versus 2 098 classroom-based learning participants).



E-learning modules available:

- Cybercrime
- Europol
- Gender-based violence
- Schengen
- English language for police officers: a virtual tour of a police station
- English language for police officers: ethics and preventing corruption
- Lisbon Treaty

- Joint investigation teams
- SIRENE
- European police exchange programme knowledge landscape
- CEPOL's approach to online learning and training
- Community policing and the prevention of radicalisation and terrorism (CoPPRa).

Communities of practice

CEPOL supports the following platforms for communities of practice:

- platform for SIRENE operators
- platform for educators
- platform with police knowledge bases and access to CEPOL webinars
- platform for national contact points
- platform for e-Net managers
- platform for common curricula.

Research and science

CEPOL is committed to raising the profile of police science in Europe and bridging the gap between operational policing and academic study and analysis. In recognition of the increasing role that science and research has to play in training, education and policing — including law enforcement cooperation — the agency has embraced the strategic goal that CEPOL be developed into a law enforcement knowledge base, where cutting-edge scientific research findings have an impact on policing strategies and researchers are informed about the demands of police practitioners across Europe.

Two issues of the *European Police Science and Research Bulletin* were published in 2012. In addition, the 10th annual European Police Research and Science Conference was hosted by the École Nationale Supérieure de la Police with the support of the Spanish Ministry of Interior, the German and Austrian police academies and Interpol, attracting more than 100 police researchers, scientists, practitioners and educators.

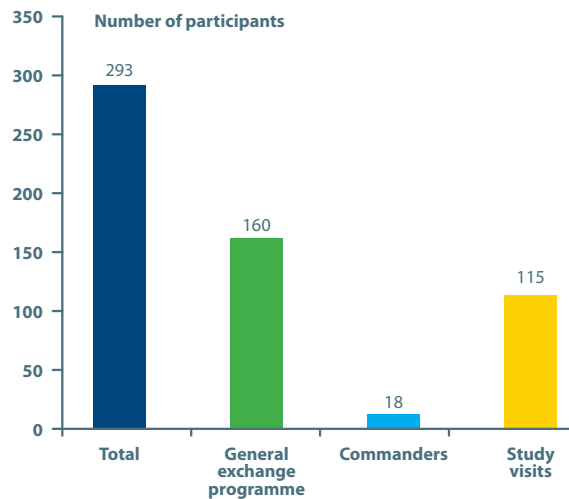
European police exchange programme

The European police exchange programme was launched in 2011 as a 4-year pilot programmed to run from 2011 to 2014. Funded entirely from CEPOL's budget, in 2012 a total of 293 police officers and experts from 25 Member States and seven from

eastern European neighbourhood policy (ENP) countries and the western Balkans were able to participate in the programme. Overall satisfaction with the programme in 2012 was 92 %.

The exchange programme is made up of bilateral exchanges between senior police officers, experts, trainers and commanders, as well as group study visits. The programme fulfils one of CEPOL's key objectives in developing a European police culture, as exchanges increase the appreciation of different cultures, remove biases and break down barriers.

2012 exchange programme: breakdown by activity



Key facts

From 21 Member States:

160 participants in the general exchange programme.

From 12 Member States:

18 participants in the commanders programme.

From 25 Member States and

7 countries with ENP and western Balkans:

115 participants to seven study visits.

92 % satisfaction.

ORGANISATIONAL ISSUES

CEPOL continued its change management programme to ensure streamlined and effective governance, the most important results of which are lower governance costs and more resources dedicated to delivering the agency's core business.

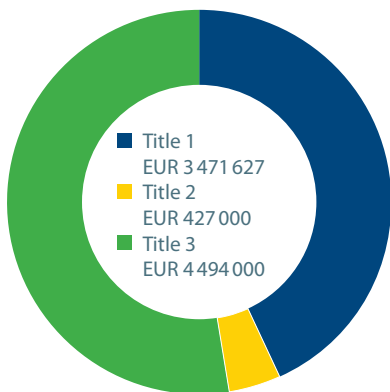
Management of resources

In a clear acknowledgement of CEPOL's improved performance in recent years, the agency was granted additional posts in 2012, enabling the agency to establish three units which further strengthened the agency's organisational capacity.

Budget execution and management

CEPOL's operating budget in 2012 was EUR 8.45 million.

2012 budget expenditure allocation per title

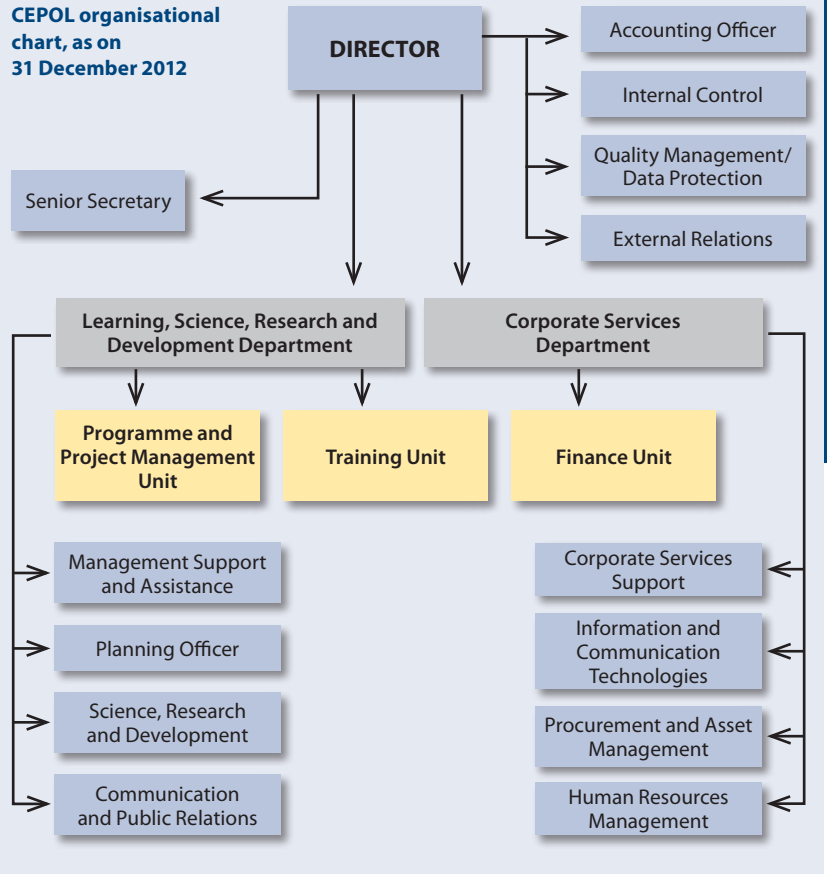


Total budgetary consumption, expressed as a percentage (*)



(*) The percentage for 2012 is based on the provisional data as per 31 December 2012; this percentage is expected to gradually increase following spending the carry-forward money by the end of 2013, when the final consumption rate will be available.

CEPOL organisational chart, as on 31 December 2012



Maintaining and monitoring quality

During 2012, CEPOL underwent four main audits. There were no major findings with any of the audits.

For the third year, the agency followed its balanced scorecard system, linking performance results with strategic objectives and the implementation of the multiannual strategy plan 2010–14. Key performance indicators were identified for 2012 and reviewed regularly, with reports provided to the agency's senior management and Governing Board. During 2012, most targets were successfully reached, demonstrating positive progress in comparison to the 2011 results.

Key performance indicators 2012	Target 2012	Performance 2012	Performance 2011
Overall customer satisfaction (with activities)	91 %	93 %	93 %
Implementation of planned activities (annual work programme)	95 %	99 %	N/A
Aggregated data: • common curricula adopted • activities implemented • e-learning modules adopted • strategic initiatives launched • justice and home affairs scorecard implemented			
Consumption of annual budget (Titles 1, 2 and 3)	T1: 95 % T2: 95 % T3: 80 %	T1: 100 % T2: 99 % T3: 91 % (Total: 95 %)	T1: 97 % T2: 96 % T3: 79 % (Total: 88 %)