

# Summary of the Annual Report 2015

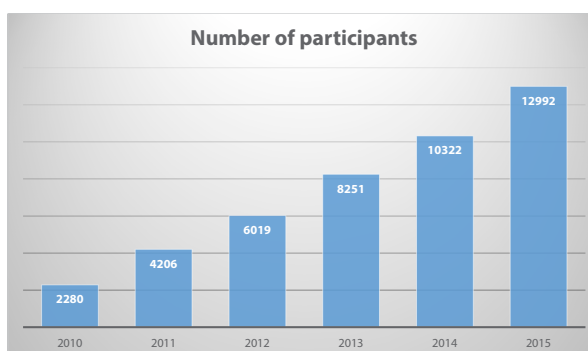
2015 was a year of preparation in view of the implementation of CEPOL new legal mandate planned for mid-2016. CEPOL worked on a change management plan that was approved by the Governing Board and put in place in 2015.

The agency had an increased visibility in 2015. CEPOL organised many courses in-house, but also hosted high-level conferences and events. CEPOL not only successfully implemented all training activities from its Work Programme 2015, but, for the fifth year in a row, the agency increased its outreach while remaining within a stable budget. 12 992 law enforcement officers were trained by CEPOL in 2015, which represents an increase of over 25% in comparison with the previous year.

## Implementing 2015 Work Programme

In 2015, CEPOL's training portfolio encompassed 151 training activities (85 residential activities and 66 webinars), 428 exchanges in the frame of the European Police Exchange Programme, 24 online modules, one online course, and nine common curricula. For the fifth year in a row the outreach

of the agency has increased: CEPOL trained 12 992 law enforcement professionals in 2015 (vs. 10 322 in 2014). Overall satisfaction with CEPOL activities was high, with close to 94 % of the participants stating that they were very satisfied or satisfied with the activities (93% for residential courses, 94% for webinars and 94% for the EPEP).



## Courses, Seminars and Conferences

CEPOL implemented a total of 85 residential activities (courses, seminars and conferences), exceeding the planned target (80). Residential activities have brought together 3 073 law enforcement participants, representing a 12 % increase from the originally forecasted number (2 755). Attendance rate (attendance vs. seats planned) was high (112 %). In total, 58 activities were awarded grants in 2015 and they were all implemented. 25 activities were implemented in house by CEPOL staff. In 2015, € 1 345 274 was budgeted for grant activities and € 1 146 810 was spent.

### Courses in figures

- 85 residential activities implemented
- 3 073 participants
- 93% satisfaction rate

## E-learning

Demand for online learning has once again risen in 2015. CEPOL implemented 66 webinars, attracting a total of 6 731 participants. The overall participant satisfaction for the 2015 webinars was high, rating at 94 %. Moreover, since July 2015, participants can retrieve webinar attendance certificates after attending webinars. The 24 CEPOL online learning modules were visited by 2 709 users. In addition to its webinars, online modules and online course, CEPOL also provides online platforms for communities of practice. In 2015, 3 231 participants used the platforms. The first CEPOL online course 'Police English Language' was implemented in 2015. The course lasted five weeks and was attended by 51 participants.



In 2015, a total of 9 491 users took part in e-learning activities (see table).

2015 CEPOL e-learning users per activity	Number of users
Webinars	6 731
Online Modules	2 709
Online Course	51
Total	9 491

## European Police Exchange Programme (EPEP)

In 2015, CEPOL received a record number of applications to the programme (541) and was able to implement 428 exchanges within the available budget. The overall satisfaction of the participants reached 94% (vs. 91% in 2014).

### EPEP in figures

- 428 participants
- 94% satisfaction rate

## Common Curricula

In 2015, CEPOL conducted a survey on the implementation of its Common Curricula within Member States. The objective was to collate information to use as a basis to revise its Common Curriculum policy. Moreover, two new curricula were developed and will be made available early 2016: Disaster Victim Identification (with a pilot course implemented end 2015 based on this curriculum) and EU CSDP Police Command and Planning.

## Research and science

In 2015, CEPOL focused its activities in the field of research and science on the organisation of its annual 'European Police Research and Science Conference', on the publication of two new issues of the 'European Science and Research Bulletin' (no 12 and 13) and on the further development of its Lecturers, Trainers and Researchers Database (LTRdb – in 2015, the number of experts rose to 359) and access to scientific e-journals on e-net.

CEPOL European Police Research and Science Conference 2015 was met with a wide interest and success. Organised in Lisbon, it convened 235 participants and experts and successfully brought academics and practitioners closer together to reflect on global security challenges.

#### R & S in figures

- 359 enlisted experts in the LTRdb
- 235 participants to the 2015 R&S conference

#### External relations

In 2015, CEPOL continued to invest extensively in maintaining and enhancing its partnerships. CEPOL supported the development and coordinated the implementation of working arrangements and developed cooperation with candidate countries and potential candidates.

Throughout 2015, CEPOL liaised closely with the co-legislators (European Parliament and Council) and the European Commission to constitute CEPOL new legal basis. CEPOL also worked on a Change Management Plan to integrate the changes stemming from the new legal basis to its workflow. CEPOL was granted a € 2 500 000 project to be implemented in four countries of the MENA region, making CEPOL the only EU agency operating in that region at that time.

#### European Joint Master Programme (EJMP)

The first edition of the Master (2015-2017) is conducted under the leadership of the German Police University. It consists of seven modules to be implemented by the following seven EU Member States: module one by Hungary (12 – 15 October 2015), module two by Finland (18 – 22 January 2016), module three by Spain (18 – 22 April 2016), module four by France (12 – 16 September 2016), module five by Bulgaria (5 – 9 December 2016), module six by Germany (Spring 2017) and module seven by Portugal (Autumn 2017).

The programme is accredited by the Spanish accreditation institute ANECA and the Master diploma will be awarded by the Spanish University UNED.

30 Students are participating to this Master programme: 28 students come from 20 different EU Members States and 2 students are nominated by Europol.

#### External relations in figures

- 5 Working Arrangements in force
- 6 Working Arrangements under negotiation
- 1 Working Arrangement in preparatory phase
- 10 cooperation Agreements in force
- 2 Memorandum of Understanding in force
- 4 Informal Cooperation agreements in force
- 1 new legal basis
- 1 CT project in the MENA region (€2.5M)



## Successful in delivery

In the course of 2015, CEPOL was able to react to evolving political priorities built upon political developments with topical residential activities and online trainings.

### Courses on counter terrorism (CT)

To respond to the challenges related to terrorism, CEPOL implemented in 2015 a portfolio of activities comprising one common curriculum, one online module, six residential courses, two webinars and several exchanges in the frame of the EPEP, training 761 participants on this issue (courses: 296, webinars: 344, online module: 100, EPEP: 21). Topics covered airport security, threat assessment methodologies, and different aspects of terrorism (such as Islamic State, Foreign Fighters, terrorism financing, etc.).

#### CT in figures

- 6 residential activities
- 2 webinars
- 21 exchanges
- 761 participants

### Courses on migration

CEPOL answered to the migration flows by organising residential activities and online trainings on migration. Activities focused on migration management, human smuggling and countering illegal immigration. CEPOL was able to train in 2015 over 224 law enforcement officers on migration and will pursue its efforts on this topic at the beginning of 2016 with the implementation of four additional residential activities.

### Courses on the EU Policy Cycle

EU Policy Cycle topics have made a significant proportion of CEPOL's training activities in 2015 – 28% of CEPOL activities. All 13 priorities of the EU Policy Cycle have been addressed throughout the whole range of CEPOL's training portfolio. CEPOL managed 21 residential activities that were attended by 710 participants, organised 22 webinars followed by 2,322 participants, made available three online modules used by 597 participants and provided the opportunity to 136 officers to participate in an exchange in the frame of the EPEP. In total, CEPOL trained 3 765 law enforcement officers in EU Policy Cycle matters.

#### EU Policy Cycle in figures

- 28% of all CEPOL's activities
- 21 residential activities
- 22 webinars
- 136 exchanges
- 3765 participants

### European Leadership Development Programme

The European Leadership Development Programme was successfully launched in 2015. It consisted of four activities: a workshop for police chiefs, two modules for future leaders and a course on EU CSDP command and planning. In 2015, CEPOL trained 113 participants during its leadership package.

### Prepared for the future

To prepare for the future and maintain its position as a top innovative EU agency, CEPOL implemented in 2015 several projects.

- **CEPOL rebranding** - CEPOL has been working on a rebranding exercise through 2015 to ensure it maintains the closest possible relations with its current stakeholders, but is also able to embrace the new ones. The objective of this project was to create a corporate identity for CEPOL, to prepare for the change of name of the organization and for the new responsibilities deriving from the new legal mandate that will be enforced in July 2016. The aim was to allow the agency to build and maintain a consistent corporate image, where internal and external communications procedures are standardized according to a frame of rules on which to rely on.

- **Lecturers, Trainers and Researchers database (LTRdb)** – In 2015, CEPOL has been working on the digitalisation of its database that shall become operational in 2016.

- **Justice and Home Affairs Training Matrix** - In the course of 2015, CEPOL managed the Justice and Home Affairs (JHA) Training Matrix project, a tool aimed at providing an overview of law enforcement training in the EU. The tool aims at facilitating a more efficient planning, implementation and evaluation of training activities both on the policy and operational level.



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