Networks to spread cyber awareness: the Cyber Ambassadors Programme

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European Commission

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PART 1 · THE CYBERSECURITY TRAINING PROGRAMME

- Why the Cybersecurity Training Programme?
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- What do Cyber Ambassadors actually do?
- Best practices



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Part 1 – The Cybersecurity Training Programme

EC CYBERSECURITY

TRAINING PROGRAMME



TAKE UP THE CYBER CHALLENGE!

BE CYBER***AWARE***

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Why the Cybersecurity Training Programme ?

With the European Commission Digital Strategy, the Commission is evolving to be a truly digital administration. Cybersecurity threats to the Commission's network and information systems are constantly evolving. To respond to those threats and ensure the safety and security of their systems and their users, as well as business continuity, Regulation (EU, Euratom) 2023/2841 sets common cybersecurity rules for Union institutions, bodies, offices and agencies. It came into force on 7 January 2024.

It aims at improving the cyber resilience of all European Union entities, including the Commission, by setting measures to establish an internal cybersecurity risk management, governance and control framework for each Union entity. It entails that the necessary security mechanisms have to be in place to safeguard the Commission's IT infrastructure and IT services, to protect and preserve its information assets and to establish a cybersecurity culture amongst staff. Commission Decision 2017/46 together with its implementing rules and the Implementing Rules for article 6 of CD 46/2017, define the Commission wide IT security policy.

This requires skilled resources in cybersecurity in all departments of the Commission. The Cybersecurity Training Programme was created to directly address this strategic and regulatory need.

The programme was launched in 2020 with the endorsement of Commissioner Hahn and is supported by the Senior management of DIGIT and HR. Participants have the endorsement of their Heads of Unit, who acknowledge the value the training brings both for their colleague as for their Unit/DG. The certificate gained through completion of the programme is co-signed by the Directors-General of HR and DIGIT.

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What are the objectives ?



- Bridge the growing **cybersecurity skills gap** within the Commission
- Re-orient staff **from diverse backgrounds** into cybersecurity
- Promote a **multidisciplinary approach to cybersecurity**, combining technical, analytical, and human skills
- Encourage **diversity and inclusion**, by motivating women to enter the cybersecurity field and challenging existing stereotypes in IT security
- Create a **network of trained Cyber Ambassadors**
- **Embed cybersecurity awareness and responsibility** across all staff levels and all departments

For the Commission :

- a **strategic workforce transformation effort**
- fostering a **resilient, skilled, and diverse cybersecurity workforce**
- to ensure that cybersecurity becomes an **embedded capability across the institution**

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- ✓ 7 editions of the programme
- ✓ More than 370 applications
- ✓ 189 graduates
- ✓ 44 mentees

The Cyber learning journey

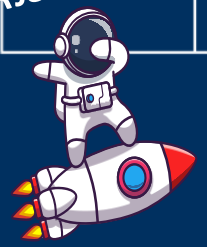
Management endorsment

All the training modules, assessments and cyber challenges are mandatory

Dates*	Mandatory modules		Hours
September 2026	Module 1: Programme introduction		4
From September 2026 to October 2026	Module 2: CompTIA Security + learning pathway		70
November 2026	Module 3: General security concepts	Cryptography at the EC	2
From November 2026 to December 2026	Module 4 – Security programme management & oversight	IT Security Risk and Compliance Management & Competence Center for Risk and Compliance (GRC)	4
		EC Tailored Cybersecurity Awareness Training	7
		AI & Cybersecurity	2
		Commission's outsourcing principles	2
January 2027	Module 5 - Threats, vulnerabilities & mitigations	Discover your Digital Footprint	2
January 2027	Module 6 – Security architecture	Data Protection & Cybersecurity	2
		EU digital sovereignty & Cloud Security	2
		Business continuity	2

Dates*	Mandatory modules		Hours
From February 2027 to April 2027	Module 7 – Security operations	What is the role of the Local Informatics Security Officer (LISO) in the Commission?	5
		IT Security Compliance & Security Assurance	5
		How do we protect the EC systems? Cyber hunting - A cyber incident at the EC - How does it work	5
		What's the role of CERT-EU?	4
		What is the role of HR.DS? Investigating a cyber case in the EC: forensic analysis, intro to cyber threat intel,...	5
May 2027	Module 8 – Certification Ceremony		5
Assessments tests			12
Cyber challenges			40

POWER CYBER JOURNEY



Total duration of the cyber learning journey: Approximately 22 days (180 hours)

The training programme – supported by mentors

- The training programme offers you the possibility to be part of a community and be supported by a mentor – an experienced cybersecurity expert in the Commission:

- Meet the mentors and ask advice (Cyber Experts working already in the field)
- Share information about career path



- Guidance, motivation and role modeling
- May assist you with exploring careers, setting goals, developing contacts and identifying resources

Quality time dedicated for the mentees…

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From mentee to Cyber Ambassador

Learning Pathway

Attend all the modules and training sessions.

Cyber assessments

After each module, the participants will take an assessment to ensure that they have acquired the necessary skills and knowledge.

Cyber challenge

With the cyber challenge, participants will develop a successful cyber activity and demonstrate that they are on their way to become a future Cyber Ambassador.

To **successfully graduate from the Cybersecurity Training Programme**, the participants need to meet all the mandatory requirements:

- Attend all the modules and training sessions.
- Complete on time all the assessments.
- Develop and present a cyber challenge.
- Commit to join the Cyber Ambassador Network.

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Part 2 – The Cyber Ambassadors Network

Our Cyber Ambassadors @ a glance

174 active Cyber Ambassadors

63% 37%

48 DGs/EAs

4 Union Entities







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Cyber Ambassadors: Diverse professional backgrounds beyond IT

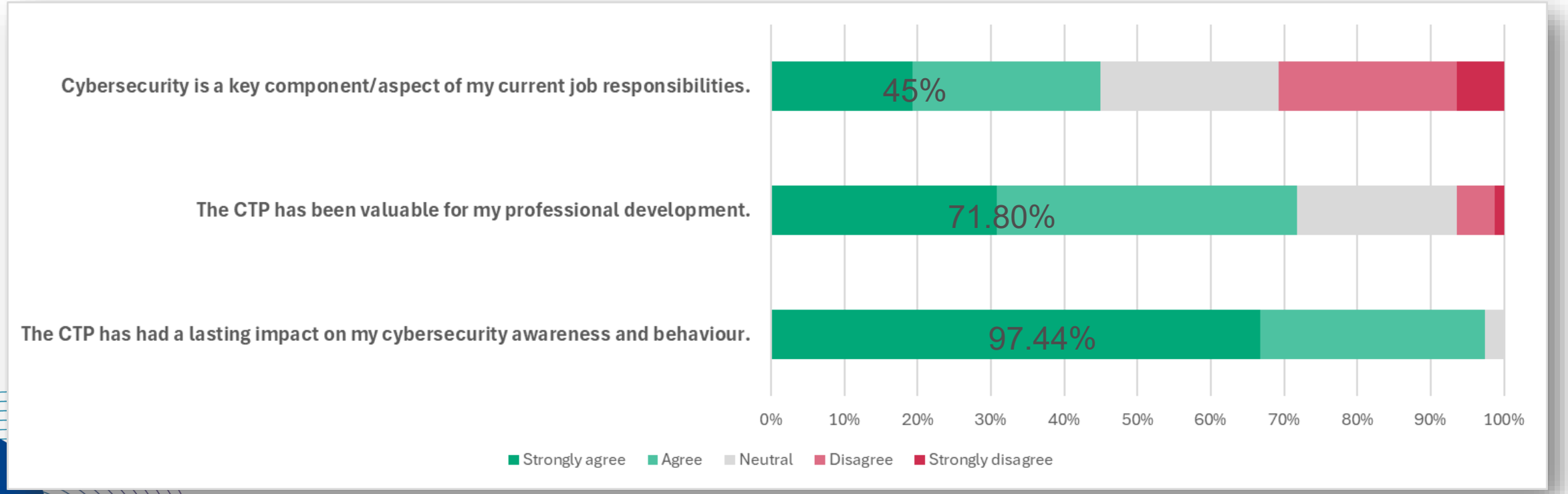
- Lawyer
- Translator
- Policy Officer
- Scientist
- Security
- Team Leader/HoU
- Administrative Assistant
- Data Protection Officer
- Document Management Officer
- Financial Officer
- External Auditor
- Information & Communication Manager
- Legal Officer

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Part 3 – The impact

What impact do we achieve?



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What do Cyber Ambassadors actually do?

- Most prominent activities

Activity	Scope	Frequency
Sharing cybersecurity tips or guidance with colleagues in their DG/EA	DG/EA	Most common
Promoting good cybersecurity practices through everyday interactions	DG/EA and Commission	Highly frequent
Acting as a point of contact for cybersecurity within their team/DG/EA	DG/EA	Common
Participating in the Cyber Ambassadors network activities	DG/EA	Frequent
Sharing cybersecurity tips or guidance with colleagues in the Commission	Commission-wide	Less frequent

Cyber Ambassadors in action!

🤝 Collaborating in cyber events





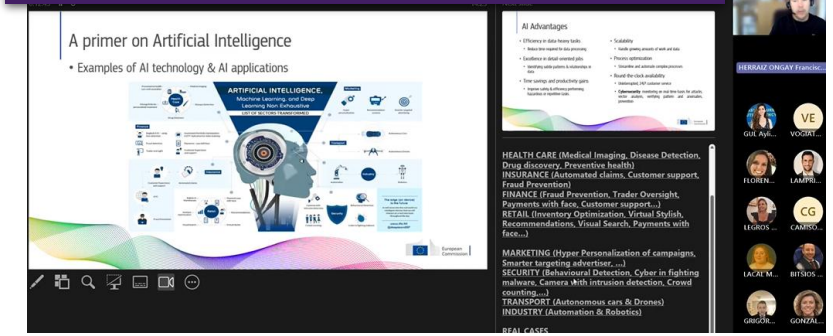




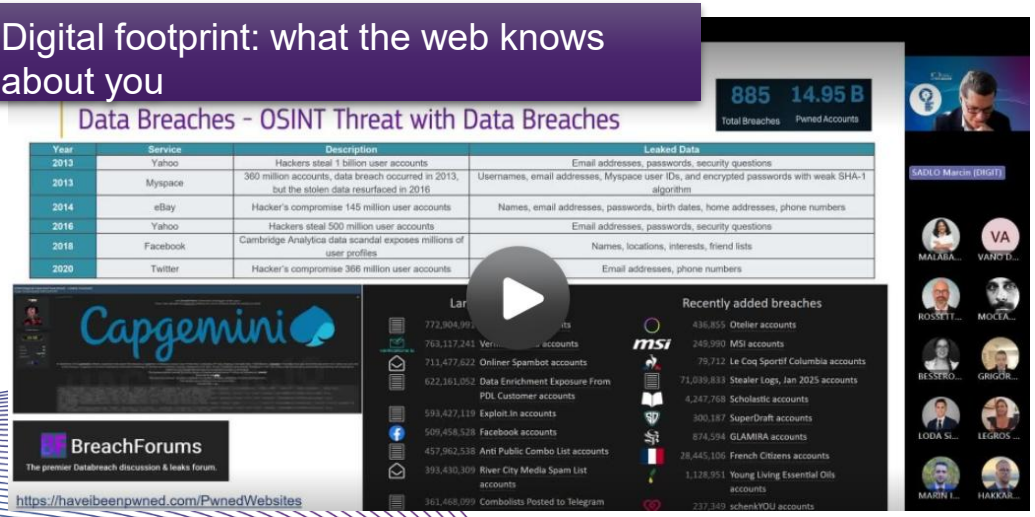


🎙️ Delivering cyber awareness sessions

Artificial Intelligence & Cybersecurity



Digital footprint: what the web knows about you



Cyber Ambassadors Network: Best Practices

- Meet regularly
- Keep communication flowing
- Make knowledge accessible
- Create opportunities to connect
- Encourage active participation
- Recognise contributions

How we stay connected

- **Dedicated Teams channel** – A central space managed by the CyberAware team to share information, updates and announcements.
- **Quarterly network meetings:** Share updates, news, upcoming plans and activities, welcome new members, discuss issues
- **Newsletter:** Bi-monthly Cyber Ambassadors newsletter featuring news, success stories, upcoming activities and community highlights
- **Resources:** Cyber Ambassadors resource toolkit with ready-to-use material. Access to platforms and ready-to-use materials to incorporate in
- **"Ask the CyberAware team"**: a dedicated 30-mins monthly session for questions, ideas and direct exchange

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Impact


Empowerment


Engagement


Recognition


"Subsidiarity"


Delegation


Multiplier

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Thank you!

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