
DECISION No GB/2025/13
of
**The Governing Board of the European Cybersecurity Industrial, Technology and
Research Competence Centre on**
**The adoption of the individual Working Group Annexes to the standard Terms of
Reference for the Governing Board Working Groups**

THE GOVERNING BOARD,

Having regard to the Treaty on the Functioning of the European Union,

Having regard to Regulation (EU) 2021/887¹ of the European Parliament and of the Council of 20 May 2021 establishing the European Cybersecurity Industrial, Technology and Research Competence Centre and the Network of National Co-ordination Centres (hereinafter “the Regulation”), and in particular Art13(3)(n) thereof,

WHEREAS:

1. Whereas the standard Terms of Reference for the GB Working Groups have been adopted through DECISION No GB/2024/11.
2. Specific mandates for each GB Working Group shall be outlined in the respective Annexes.
3. To this end, adoption of the specific Annexes outlining the mandates of the GB Working Groups is required.
4. It is the intent of this Decision to be subject to future amendments in subsequent revisions, in order to incorporate the different Working Groups, which shall be added as Annexes of the current decision.

HAS DECIDED TO ADOPT THE FOLLOWING DECISION:

Article 1

Annex 1 for the GB Working Group 5 Cyber Skills are adopted. The Annex is attached to this Decision.

Article 2

Future Working Groups may be added as Annexes to this Decision through the means of a Governing Board Decision.

Article 3

¹ OJ L 202, 8.6.2021, p. 1–31

This Decision shall enter into force on the date of its adoption.

Done at Warsaw on 8th April 2025.

For the European Cybersecurity
Industrial, Technology and Research
Competence Centre

Pascal Steichen

Chairperson of the Governing Board

**ANNEX 1 TO THE TERMS OF REFERENCE OF
THE ECCC GOVERNING BOARD**

WORKING GROUP 5 CYBER SKILLS

Article 1
Subject matter

The WG shall advise the Governing Board on matters related to cybersecurity skills, in line with the Regulation. To this end, it shall support the ECCC and the Network in fulfilling their mission laid down in Article 3(1)(b) of the Regulation to support Union technological capacities, capabilities and skills in relation to the resilience and reliability of the infrastructure of network and information systems. To fulfil this mission, the ECCC adopted the Strategic Agenda², establishing priorities for the work of the ECCC notably in relation to the reinforcement of cybersecurity and technology skills and competence in industry, technology and research and at all relevant education levels, supporting gender balance, in accordance with Article 5(2)(b)(i)(3) of the Regulation. Article 5(3)(c) of the Regulation further entrusts the ECCC with supporting, where appropriate, the achievement of Specific Objective 4 – ‘Advanced Digital Skills’ as set out in Article 7 of Regulation (EU) 2021/694³, in cooperation with European Digital Innovation Hub.

Article 2
Objectives and tasks

1. The objectives of the WG shall be to:
 - a) Foster Collaboration: WG members shall find manners to collaborate with each other on the topics in Article 1 either through events, joint actions, sharing best practices or other similar collaboration efforts (trainings, conferences etc.)
 - b) Provide suggestions for implementation of relevant actions related to cybersecurity skills from the ECCC Strategic Agenda or in line with the Regulation.
 - c) Define the scope for and seek opportunities to contribute to the tasks on skills as identified in the communication on the Cybersecurity Skills Academy⁴.
 - d) Leverage on the outcomes of the tasks deriving from the communication on the Cybersecurity Skills Academy, ensuring the long-term impact of the activities.
2. Defining WG activities in a related WG Work Plan to support the WG in achieving its objectives, based on key tasks, milestones, deliverables and associated timeframes as laid down in the “WG5 Work Plan”.

These activities will be based on the key priorities of the WG, namely:

- 2.1 Support to the development and populate the repositories on trainings and certifications
- 2.2 Support the long-term collection of data on the already defined indicators on cybersecurity professionals
- 2.3 Support the development and pilot of an EU attestation scheme of cybersecurity skills
- 2.4 Continue mapping and information sharing on national Cyber campuses/ Academies
- 2.5 Maintain mapping of funds for cybersecurity skills across the EU and leverage its outcomes

² [20230224 - ECCC Strategic Agenda with cover.pdf \(europa.eu\)](#)

³ [Regulation \(EU\) 2021/694 of the European Parliament and of the Council of 29 April 2021 establishing the Digital Europe Programme and repealing Decision \(EU\) 2015/2240](#)

⁴ [Communication from the Commission to the European Parliament and the Council “Closing the cybersecurity talent gap to boost the EU’s competitiveness, growth and resilience](#)

3. The tasks of NCCs and the ECCC as proposed in the communication on a Cybersecurity Skills Academy in relationship to the Strategic Agenda (“SA”) shall be laid down in the WG Work Plan.
4. The WG shall work closely with relevant actors, such as ENISA, the NIS Cooperation Group, other ECCC GB WG and EU entities in order to avoid duplications and foster synergies.