Exploring the knowledge and learning landscape: The relation between career development and judicial training in Europe

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Brussels, 11 – 12 December 2014
the 70:20:10 model

70%
Learn & Develop through Experience

20%
Learn & Develop through Others

10%
Learn & Develop through Structured Courses & Programs
- Vivian Reding: 700,000 legal practitioners (50%); 1 week European education
- Totally: 1.4 mil. legal practitioners;
- Budget needed: €1500 x 1,400,000 = 2,100,000,000
The big wheel

- not a clear view of the needs of the various member states
- No real connection between national and European level
- huge diversity in needs between member states
- planning problems and money problems
- Not enough flexible, demand driven, various levels, quality
- EJTN must be the facilitator on European level
- Lack of training in digitalization
- Manuels and training materials who can be used when you do not follow activities
- Just in time learning, focused on practical use, to support judge in dealing with day-to-day cases
Roller coaster

- Risk: EU law seen as separate from national law, not integrated, even in competition
- Risk of implementing national law in disrespect of EU law
- Need for good managers: making superiors aware of the added value of European training for career development (not regarding it as a touristic trip/holiday).
- Need for a specific program for leaders of the courts (to fill the gap)
- Create (more) possibilities for judges to take part in international legal institutions
- Not all countries have supporting budget to participate
- Workload in courts and prosecution offices
- Rethinking law school: lack of knowledge in university. To be compensated in selection for judges?
- Ways of establishing and improving quality in training, also the selection of participants
- Need for continuous training because knowledge develops quickly
The climbing wall

Systematically sharing knowledge (EJTN Library of study materials)
More cross border courses on judicial skills countries have in common (judgecraft integrity, etc.)
Learning through experience
Set clear goals and selection criteria for European training (min. quality standards)
Language skills training (and including it in selection of judges)
More publications/manuals, study materials, in accessible language
Exchange Program also for initial training is very important
Money
EJTN must be flexible, demand driven, facilitator, various levels, quality, planning at least one year in advance;
Better connection with national needs; EJTN as facilitator;
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