



Best Practices in training of judges and prosecutors

Category of practice: **Innovative Training Methodology**

Type of practice: **Best Practice**

Country: **The Netherlands**

April, 2014

Title of practice	Blended e-Learning
Key features:	<p>In the Netherlands a blended e-Learning course consists of a self-study component and a face-to-face meeting that normally lasts one day.</p> <p>The self-study part of the course is accessible to participants via the Digital Learning Environment of the training institution. This digital module consists of several 'lessons' (e.g. preparatory assignments, self-assessment quizzes, short lectures, possibly with self-testing questions, materials to be read before the face-to-face meeting, background information either on paper or in an audio/video support and a forum where questions are asked in order to be answered during the face-to-face meeting).</p> <p>This practice has a number of advantages. It ensures that participants will have the same average level of knowledge on the topic before the face-to-face meeting. While participants gather the more theoretical knowledge 'at their own pace', the trainer can focus during the face-to-face meeting on the more practical application of that knowledge through the use of exercises and the stimulation of discussions on the exchange of experiences. This considerably enhances the effectiveness of the contacts between trainer and participants.</p> <p>Materials for the digital learning environment will remain accessible for a standard period of two years for the subsequent use of participants.</p> <p>The practice enhances the flexibility for participants of the training in terms of time management, as part of the course is done only when and where participants are available. Moreover, as various kinds of learning activities are introduced, these are always suitable for a range of different learning styles.</p>

	<p>Travel time is reduced, as part of the course can be done at home or at the workplace (but it does not necessarily reduce the time required for learning).</p>
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<i>Other comments</i>	<p>Such a BEST PRACTICE may imply considerable expense in its preparation. Nevertheless, since the majority of materials produced can be used in following years, the initial cost may be considered a good investment.</p> <p>The experience only requires the availability of very basic IT tools which should be familiar to every European judge or prosecutor. It offers very specialised and detailed content, something that is less easy to achieve in a normal face-to-face training activity.</p> <p>The methodology has been successful so far, as it combines online learning and face-to-face sessions. The latter allows a more in-depth approach to some subjects, along with answering questions and, most importantly, sharing personal experiences.</p>

Source: Pilot Project - European Judicial Training: "Lot 1 - Study on best practices in training judges and prosecutors", carried out by the European Judicial Training Network (EJTN)