



Best Practices in training of judges and prosecutors

Category of practice: **Training Needs Assessment (TNA)**

Type of practice: **Best Practice**

Institute: **Academy of European Law (ERA)**

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Title of practice	Training Needs, Evaluation and Impact Assessment
Key features:	<p>This Evaluation and Impact Assessment System was specially designed to evaluate the outcome of the workshops organised to implement the training modules in the area of EU family law for the European Commission.</p> <p>Two to three months before the implementation of each workshop, an <i>initial needs assessment questionnaire</i> is sent, together with the registration form, to interested (or registered) participants. Through this short questionnaire the applicants provide an overview of their professional background and their experience in the area of EU law in general, and, more concretely, in the area of EU family law.</p> <p>Questions are intended to investigate the reasons why judges and prosecutors have registered to participate, along with their training expectations when attending the workshops.</p> <p>Through the evaluation of this data, training organisers are able to gather important information on the professional profile of the applicants, their level of knowledge of the topics involved and, consequently, to define whose training priorities will best match the objectives of the programme.</p> <p>This preliminary training need assessment has a potential double effect on the efficiency of training in the areas of selection of registered applicants and the definition of applicants' individual training needs.</p>

<i>Institution contact details</i>	Academy of European Law (ERA) Metzer Allee, 4 54295 Trier Germany Phone: + 49 651 93737-0 Fax: + 49 651 93737-773 E-mail: info@era.int Website: http://www.era.int
<i>Other comments</i>	<p>Although every training institution for the judiciary in the EU has implemented its own system to assess training needs, some particularly interesting ideas were gathered while carrying out the current study.</p> <p>The mechanism described above represents a good example of the interconnection between training needs assessment and evaluation of training, since it has been built as a twofold process of immediate and mid-term evaluation of the effect of the training. It can be considered as a BEST PRACTICE.</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)