



# Best Practices in training of judges and prosecutors

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

Type of practice: **Best Practice**

Institute: **European Institute for Public Administration (EIPA)**

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Title of practice	Individual Learning Need Assessment
<b>Key features:</b>	<p>This system may be considered as part of an Individual Learning Need Assessment.</p> <p>Once a given topic is identified as matching a general training need and a training programme is designed to meet that need, the programme is opened for the registration of participants. Two-to-four weeks before the training starts the registered participants are asked to complete a <i>tailor-made questionnaire</i> with a two-fold objective:</p> <ul style="list-style-type: none"><li>▪ To assess the participants' current level of knowledge and experience on the topic</li><li>▪ To investigate specific issues of their interest/concern.</li></ul> <p>If proper feedback is given on the answers provided in the above questionnaire, the practice will be adequate to increase the efficiency of training in several ways:</p> <ul style="list-style-type: none"><li>▪ Training becomes fine-tuned to the audience's average level of knowledge of the subject</li><li>▪ The initial training plan may be redesigned in order to meet specific and/or unforeseen individual needs</li><li>▪ Practical information of immediate interest to the participants is provided and</li><li>▪ Individualised answers to pre-asked questions relating to the daily work of participants may also be given.</li></ul>

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<p><i>Other comments</i></p>	<p>Although every training institution for the judiciary in the EU has implemented its own system to access training needs, some particularly interesting ideas were gathered while carrying out the current study.</p> <p>EIPA has argued that this method also represents a good example of the interconnection between training needs assessment and evaluation of training since it is coupled with a mid-term evaluation on the effects of training through the use of a web-based survey tool or direct telephone interviews. Currently, EIPA is considering the possibility to have these questionnaires available as online surveys.</p> <p>It can be considered as <b>a BEST PRACTICE</b>.</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)