



# EU support to training challenges for probation officers

**7<sup>th</sup> Conference for Directors General of Probation  
Creating Public Value: Organisational Strategy in  
Governmental Agencies**

Plenary 3: How external factors drive organizational change

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**DG Justice and Consumers**

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# Support to organisational change

*Training, learning and development as support to organisational change*

*The importance of a learning organisation*

**How do we learn?**

- **70% on the job by doing**
- **20% from feedback from colleagues**
- **10% from classroom training**



# Training, learning and development

*A variety of tools*

- **"On shelf": E-learning, videos, podcasts**
- **Communities of practice, Tips & tricks**
- **Literature**
- **Classroom training**
  - National training
  - Cross-border training
- **Coaching**

*Supported by the management*



# EU support to training of justice professionals, incl. probation officers: the European judicial training policy

## *Legal basis:*

- **Art. 17 TEU:**
  - The European Commission is the "Guardian of the treaties"
- **Art. 81.2.h & 82.1.c TFEU:**
  - Judicial cooperation in civil and criminal matters supported by measures aimed at ensuring "support for the training of the judiciary and judicial staff"
- **Communication COM(2011)551: "Building trust in EU-wide justice – a new dimension to European judicial training"**
  - "Development of Union law must be coupled with effective implementation, which guarantees legal security and uniform interpretation. To train judges and legal practitioners in Union law is one of the key recommendations " to reach that aim.



# The European judicial training policy

## *Objectives*

- **Correct and coherent implementation of EU law in the European Union**
- **Mutual trust between legal practitioners in cross-border judicial proceedings**

*Means: training of justice professional on EU law*



# The European judicial training policy

## *"Justice professionals"*

- **Judges, prosecutors, court staff, bailiffs**
- **Lawyers, notaries, mediators, legal interpreters and translators, court experts, prison staff, probation officers**

## *"EU law"*

- **EU legislation and case-law, fundamental rights**
- **National law implementing EU directives**
- **Legal systems of other Member States**



# Sharing of competences

## A national responsibility

*Training of legal practitioners:  
a national competence*

- **Training of judges and prosecutors: national judicial training entity (school, academy, supreme court, ministry department, etc.)**
- **Training of court staff: ministries and courts**
- **Training of probation officers: training academies, probation organisations, etc.)**
- **Training of self-organised professions like lawyers, notaries and some bailiffs: the professions and/or the private sector**



# Sharing of competences

## A European support competence

*Horizontal support and advice:*

- **Relationships with the legal professions and their training providers, including the European Judicial Training Network**

*European e-Justice Portal, in all EU languages:*

- **Training material for self-learning of legal practitioners and for trainers, including e-learning, best training practices for trainers**
- **In future: European training platform**
- **<https://e-justice.europa.eu>**



# Sharing of competences

## A European support competence

*Financial support:*

- **EU financial support for cross-border training activities: "action grants"**
  - Future calls:  
<http://ec.europa.eu/research/participants/portal/desktop/en/opportunities/just>



# Sharing of competences

## A European support competence

*2018: Evaluation of the 2011 European judicial training strategy and adoption of a new 2019-2025 strategy*

- **Roadmaps published on 8/11/2017**  
**Possible feedback for 4 weeks**  
<http://ec.europa.eu/info/law/better-regulation/initiatives>
- **Open public consultation from December 2017**  
**Online questionnaire available for 12 weeks**  
[https://ec.europa.eu/info/consultations\\_en](https://ec.europa.eu/info/consultations_en)



**Any questions?**

**Thank you for your attention**

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