EU support to training challenges for probation officers

7th Conference for Directors Generals of Probation
Creating Public Value: Organisational Strategy in Governmental Agencies
Plenary 3: How external factors drive organizational change

16 November 2017
DG Justice and Consumers

Emmanuelle CRETIN-MAGAND
General criminal law and Judicial training Unit
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](https://e-justice.europa.eu)
Sharing of competences
A European support competence

Financial support:

- EU financial support for cross-border training activities: "action grants"
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
Any questions?

Thank you for your attention

Contact:
JUST-JUDICIAL-TRAINING@ec.europa.eu