



**BEST PRACTICES ON
TRAINING NEEDS ASSESSMENT AND
INTERNATIONAL COOPERATION IN
TRAINING ACTIVITIES**
IGO-IFJ

JOS DE VOS

Regular Crimex Session nr.12

25-26 May 2021





Table of contents

- I. **Belgian Judicial Training Institute (IGO-IFJ):
some facts**
- II. **Training needs assesment**
- III. **IGO-IFJ : an active partner at EU and
international level**

I - Belgian Judicial Training Institute (IGO-IFJ): some facts

IGO-IFJ is a 'Parastatal sui generis'

- Independent from the Minister of Justice
- Independent from the High Council of Justice
- Independent from the college of Judges
- Independent from the college of Prosecutors

Founded in 2009

Target audience IGO-IFJ

Training for judicial trainees, magistrates and court staff

- Organisation of 'internal' training
- Funding and coordination of 'external' training
- Coordinating international training

The judicial training model

30 themes distributed over three axes

- Technical
- Administrative-organisational
- Social-communicative

II- How to detect training needs ?

Different ways :

- a. Scientific Committee IGO/IFJ (Belgian Judicial Training Institute)
- b. Individual training questions posed directly to the IGO/IFJ
- c. Workgroup meetings per course (bilingual)
- d. Evaluation of each training course
- e. Annual survey to detect the training needs**

a) Scientific Committee IGO/IFJ

- 24 members
- Different backgrounds
 - Magistrates (judges & prosecutors) or court staff
 - University Professors
 - Lawyers
 - Judicial Trainees
- **Advisory role** on the following topics
 - training policy
 - training programs
 - organization of training
 - pedagogical methods
 - knowledge management

b) Individual training questions posed directly to the IGO/IFJ

- IGO receives a training request
- Management / Scientific committee decides whether to organize this training or not
- Due to its organisational structure, IGO is very accessible, which results in fast decision making

c) Workgroup per course

- Experts of the matter
- Bilingual
- Aligning the content of the Dutch and French training
- Field experience
- Identify training needs
- Design the programme
- Propose trainers

d) Evaluation of the courses

- Each course is evaluated
- Online evaluation form
- Evaluation results are sent to the workgroup

e) Annual survey to detect the training needs

- Online tool
- Send to our complete target group
- May/June- 3 reminders
- Open en closed questions
- Similar survey every year
- Information topics from survey
 - Training needs
 - Profile of respondent

Annual survey to detect the training needs

Training needs: required input

- Indicate 3 training needs
- Categorized :
 - Legal / non-legal
 - Domain : Criminal, civil, economical,...
 - Theme : Drugs, terrorism, cybercrime,...
 - Motivation for training need

Annual survey to detect the training needs

- After evaluation of surveys: IGO/IFJ prepares its annual report on training needs
- Shared with all the stakeholders

Annual report on training needs

Contents

- Results per respondent profile
- Results per domain
- Analysis of the results in comparison with previous years
- Conclusion

Conclusions

IGO/IFJ uses different methods to identify training needs:

- **Top down / Bottom up input**
- **Complementary methods which are aligned**

III. IGO-IFJ : an active partner at EU and international level

IGO-IFJ is by law responsible for national and international cooperation on judicial training.

Organization of international training courses

IGO-IFJ is active in several international networks and projects

- a. EJTN (European Judicial Training Network)
- b. EAJTN (Euro-Arab Judicial Training Network)
- c. IOJT (International Organisation of Judicial Training)
- d. IGO-IFJ is an active partner of the Council of Europe in the HELP 28 programme
- e. Partnerships with partner countries and institutions
- f. EU projects

a) EJTN

IGO-IFJ is a member of EJTN and is represented in the Steering Committee and different working groups

- Convener of working group Exchange
- member of WG Judicial training Methods
- member of WG Programs

IGO-IFJ as an active member of EJTN

- Organization of the exchange activities
 - AIAKOS
 - Short term collective exchange
 - Specialised exchanges
 - Court presidents exchanges
 - Study visits

Organisation of EJTN seminars as activity coordinator

- For the subworking group criminal : Counter-terrorism
- For the subworking group criminal : webinar the recent case law of the ECJ on Brussels I recast

Opening national trainings for foreign participants in CAT or CAT+

- Cybercrime
- Seizure and confiscation

Hosting EJTN seminars

b) EAJTN

IGO-IFJ is a member of EAJTN (Euro Arab Judicial Training Network) and vice-president of the network at this moment.

- annual trainings are organized by the members and can be attended by the other members:
examples:
 - Palestine, on training methods
 - Paris, on corruption
 - The Netherlands, on labour exploitation

c. IOJT

IGO-IFJ is a member of IOJT

d. CoE

IGO-IFJ is an active partner of the Council of Europe in the HELP 28 programme

e) Several partnerships with partner countries and institutions

- IGO-IFJ cooperates with **judicial training schools** and organizations in and outside the EU
 - For instance with SSR (The Netherlands) :
protocol to host 5 magistrates free of charge
 - MoU with Ukraine

- Multi-twinning with schools in France, Spain and Morokko about the implementation of Morocco's King's Charter about judicial reforms
- Collaboration with NGO's and other institutions
 - RCN Democratie & Justice - genderbased violence
 - Caritas – trafficking in human beings
 - UNHCR- statelessness

f) EU projects

IGO-IFJ participates actively in European projects to provide high quality trainings to its target audience either as a main applicant or as a partner

IGO

Instituut voor
Gerechtelijke Opleiding

IFJ

Institut de Formation
Judiciaire

Judicial Training Institute

Avenue Louise 54

1050 Brussels

www.igo-ifj.be | info@igo-ifj.be

