



# Best Practices in training of judges and prosecutors

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

Type of practice: **Promising Practice**

Country: **Belgium**

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| Title of practice                  | Training Gap Analysis  |
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| <i>Key features:</i>               | <p>In <b>Belgium</b>, the Judicial Training Institute has developed a competences' matrix for use in training needs assessment at the operational level.</p> <p>Initially, the views of court presidents and chief prosecutors were gathered in relation to the current and future competences of judges, prosecutors and court staff working in their courts or offices.</p> <p>Subsequently the Belgian Ministry of Justice and the High Council of Justice were asked to assess those expected competency levels. Then, on the basis of these competence standards, the Judicial Training Institute compared the current competences with the required competences. The result of this analysis might reveal a gap which would determine in what particular fields training should be focused.</p> <p>The plan envisages that such analysis should be carried out during the next four-to-five years.</p> |
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### *Other comments*

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.

This could be considered as a **PROMISING PRACTICE** that deserves a close follow-up.

It has also been noted that the positive aspects of this practice relate to the higher level of involvement of the Presidents of the Courts and of the Chief Prosecutors in the process of assessing training needs which are now being placed at an organisational (courts and prosecution offices) systemic level.

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)