



Best Practices in training of judges and prosecutors

Category of practice: **Assessment of Participants' Performance in Training and the Effect of the Training Activities**

Type of practice: **Best Practice**

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

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| Title of practice | Post-training Evaluation |
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| <p><i>Key features:</i></p> | <p>For EIPA the objective of this post-training evaluation is three-fold. It sets out to simultaneously assess:</p> <ul style="list-style-type: none"> • The extent to which participants had the opportunity to use the knowledge/know-how acquired during the training event • The extent to which the acquired knowledge/know-how helped them to perform their daily work more efficiently • Whether the training event attended could be improved. <p>This post-training evaluation normally takes place two-to-four months after the training event and is mostly carried out via a web-based survey tool. In case the number of answers obtained this way remains below the required standard, telephone interviews are used in order to achieve more in-depth feedback.</p> <p>In addition to its main goal – to control and improve the quality of training – this method is also used to identify current and potential future training needs and develop new training services.</p> |
| <p><i>Institution contact details</i></p> | <p>European Institute for Public Administration (EIPA) 2 Circuit de la Foire Internationale 1347, Luxembourg Luxembourg Phone: + 352 426 230-1 Fax: + 352 426 237 Email: info-lux@eipa.eu Website: http://www.eipa.nl/en/antenna/Luxembourg</p> |

Other comments

The above system completes the mechanism described under Training Needs Assessment and has been introduced as a post-training evaluation practice.

It performs Level 3 of Kirkpatrick's training evaluation model. It is also a good example of the inter-connection between training needs assessment and training evaluation. It can be considered as a **BEST PRACTICE** and transferability is recommended.

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)