

Next steps on cross-border cooperation of training providers for prison staff

DG Justice and Consumers

Annual EPTA meeting – 15 November 2016

Overview

- **WHY cooperate across borders?**
- **HOW cooperate?**
- **Any HELP for cooperation?**

DG JUST training conference (May)

Necessary:

- **continuous training of prison staff to better fight radicalisation**
- **more regular cross-border exchange of information among training providers of prison and probation staff on**
 - **training needs and content**
 - **successful and unsuccessful ways of training (to avoid making mistakes twice and reinventing the wheel)**

Further reasons for regular cross-border cooperation of providers

Common tasks:

- **Ensure that prison staff respects the EU fundamental rights in prison (rule of law, condition for judicial cooperation in criminal matters)**
- **Prepare staff to tackle the same factual challenges (such as disabled persons in prison)**
- **Make secondary EU law known (transfer of prisoners)**

Enable to offer training in smaller Member States also on more specialised topics

Principles of good regular cross-border cooperation

- **Include all EU Member States for which the task is relevant**
- **Avoid duplications of cooperation**
- **Be visible as contact partner**

Methods of regular cross-border cooperation of tr. providers

- **Training committee of a body representing the national profession/institutions (*CCBE*)**
- **Series of joint training activities (*CNUE*)**
- **Start closer cooperation on a specific item of common interest (*EJTN*)**
- **Collection of good training practices (*RAN*)**

Content of regular cross-border cooperation of tr. providers

- **Exchange information on training curricula and methodology**
- **Exchange trainers/experts to experience prison staff techniques abroad (in groups or individually)**
- **Facilitate the participation of foreign participants in seminars for prison staff (invitations, financing, providing interpretation)**
- **Disseminate information on European developments interesting for training of prison staff (e.g. invitations to/reports from international conferences, funding programmes)**

Content of regular cross-border cooperation of tr. providers

- **Joint seminars for trainers, experts, prison management**
- **Facilitate to find cooperation partners for cross-border projects**
- **Joint e-learning tools on common topics (identify radicalisation)**

Example of a collection of good training practices



Example of a collection of good training practices

Procurement by DG JUST (100% financed)

Methodology:

- **Set up expert group and national contact points**
- **Define criteria for a good training practice**
- **Collect practices via questionnaire, additional questions and some study visits**

Examples of questions:

- **Which need addressed by the practice?**
- **Which problems solved during the development?**
- **What resources (time, people, money) needed?**
- **How long did implementation take? Resistance?**
- **Results achieved so far?**

Example of a collection of good training practices

- **Mark practices as best/good/promising**
- **Group practices in areas of the training cycle:**
 - **Training needs assessment**
 - **Training content**
 - **Training methodology**
 - **Training to favour application of EU law/cross-border cooperation**
 - **Evaluation of the training**
- **Dissemination/use of the practices:**
 - **available on EJTN webpage and e-justice portal**
 - **presented at EJTN and DG JUST conferences**
 - **installation of an EJTN working group on training methodology**

Example of a collection of good training practices



Best Practices in training of judges and prosecutors

Category of practice: **Innovative Training Methodology**

Type of practice: **Best Practice**

Country: **England and Wales**

April, 2014

Title of practice	Learning in Large Teams – The Snowball Methodology
Key features:	<p>This practice becomes increasingly used in England and Wales training programmes that involve larger groups. The form of the exercise and time taken will depend on the number of people involved.</p> <p>The methodology was designed to enable large groups to distil complex thinking or to collaborate to identify a common set of options or ideas. It has been adopted as a means of consolidating learning or to encourage collaboration in the development of new ideas, thus encouraging creativity and shared learning.</p> <p>The essential criteria are that the topics and the outcomes of the exercise need to be relevant to the groups. This way they can appreciate their role in making the exercise a success. The required time will depend on the size of the group and the complexity of the issues.</p> <p>As an example, for a group of 24 people, one would start with four groups of six participants. The four groups would discuss the topic and identify their thoughts on the subject.</p> <p>After 20-40 minutes (depending on the complexity of the subject), the four groups of six join together to form two groups of 12 and they collaborate for 15-30 minutes to share their ideas and come up with a collective view.</p> <p>The final stage sees the two groups of 12 joining together for up to 20 minutes to identify the common themes and/or a collective set of ideas. The final set of ideas is then reviewed in plenary.</p> <p>All stages of the exercise take place in one large room. Initially groups sit around tables, or gather around flip charts. As the groups expand, the participants find their own ways of gathering together and collecting their ideas. They are facilitated by one or two people who act as timekeepers</p>

	and manage the various stages of the exercise.
	A good facilitator will encourage the group to work collaboratively and will direct the three or four stages of the exercise and keep time. The participants will self-facilitate within their groups.
Institution contact details	<p>Judicial College Ministry of Justice, 102 Petty France London SW1H 9LJ United Kingdom Phone: + 44 203 334 0700 Fax: + 44 203 334 5485 Email: magistrates@judiciary.gsi.gov.uk Website: http://www.judiciary.gov.uk/training-support/judicial-college</p>
Other comments	<p>The exercise is also very cost-effective, as the participants in the group do the work themselves, with the aid of one or two facilitators. The logistical requirements are small – a room large enough for the groups to work together and materials for them to capture their ideas (flip charts, white boards, paper and pens).</p> <p>This methodology is easily transferable, may be applied to continuous or initial training alike and it may be considered a BEST PRACTICE.</p>

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)

Support by EU Commission

Information

- Training section of the e-justice portal
https://e-justice.europa.eu/content_european_judicial_training-120-en.do
 - Factsheets on good training practices
 - Factsheets on the structure of training for different professions of the justice sector (up-coming: and their contact data)
 - Training material (for trainers and/or practitioners)
 - Policy documents and studies on judicial training

Support by the EU Commission



Support by the EU Commission

Funding

- For RAN (DG HOME)
- Justice programme:
 - yearly training call (deadline ca. November)
 - consult Annual work programme in spring:
http://ec.europa.eu/justice/grants1/programmes-2014-2020/justice/index_en.htm
 - draft 2017: network of contact points of training providers for prison and probation staff
 - 80% financed by Commission, min. 50.000 €, max. 2.5 – 3 years, often cross-border partnership required



Support by the EU Commission

Yearly conference on a judicial training issue

Strategic policy paper (2011 Communication)

Expert group for special tasks

The way forward

- **Cooperation EPTA / Europris**
- **Cooperation on training for probation staff?**
- **How can DG JUST best support?**

“Coming together is a beginning.

Keeping together is progress.

Working together is success.” *(Henry Ford)*

Your comments/questions?

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