

Preliminary phase

For both experienced and inexperienced trainee judges. Participants will discover their own learning style in a stimulating environment and work on the learning plan. This phase will be completed partly in a jurisdictional workteam and partly at the trainee judges' own court. Starts at least 2 and at most 4 times a year.

Induction week

All trainee judges together:

- Getting to know the organisation
- Corporate identity
- Building a network
- Inventory of knowledge/talent/learning needs
- Start of learning plan

Subsequently:

- At own court (blue)
- Discovering – in a practical environment – what remains to be discovered
- Writing draft judgements
- Attending court sessions

In a work-team environment (yellow)

- Where do I stand? (what knowledge and talent do I offer?)
- How do I learn best?
- How can I give direction to my learning process?
- What is it like to be a magistrate? (Brief Public Prosecution Service internship)
- Frequent court-session simulations

Personal Learning Plan (PLP)

- Which work-training environments?
- In what order?
- Duration of work-training environments
- Which phases and duration of phases

Self-evaluation

- Is this the right professional field for me?

Main phase

Work-training environments (blue)

Working and learning in the workplace for each field of law or theme (e.g. 'youth')

- Two work-training environments is sufficient, even for longer programmes
- Three work-training environments are possible if duration of the programme is 3 years and 3 months or more
- Alternation between court and appellant body possible
- Trainee judges of criminal law complete an internship at the Public Prosecution Service (duration: between 1 week and six months)
- All other work-training environments also involve socially oriented internships (duration: between 1 week and six months)
- Brief internship at the corresponding appellant body/lower court
- At the same time, discipline-related courses will be conducted

Jurisdictional: the learning professional (orange)

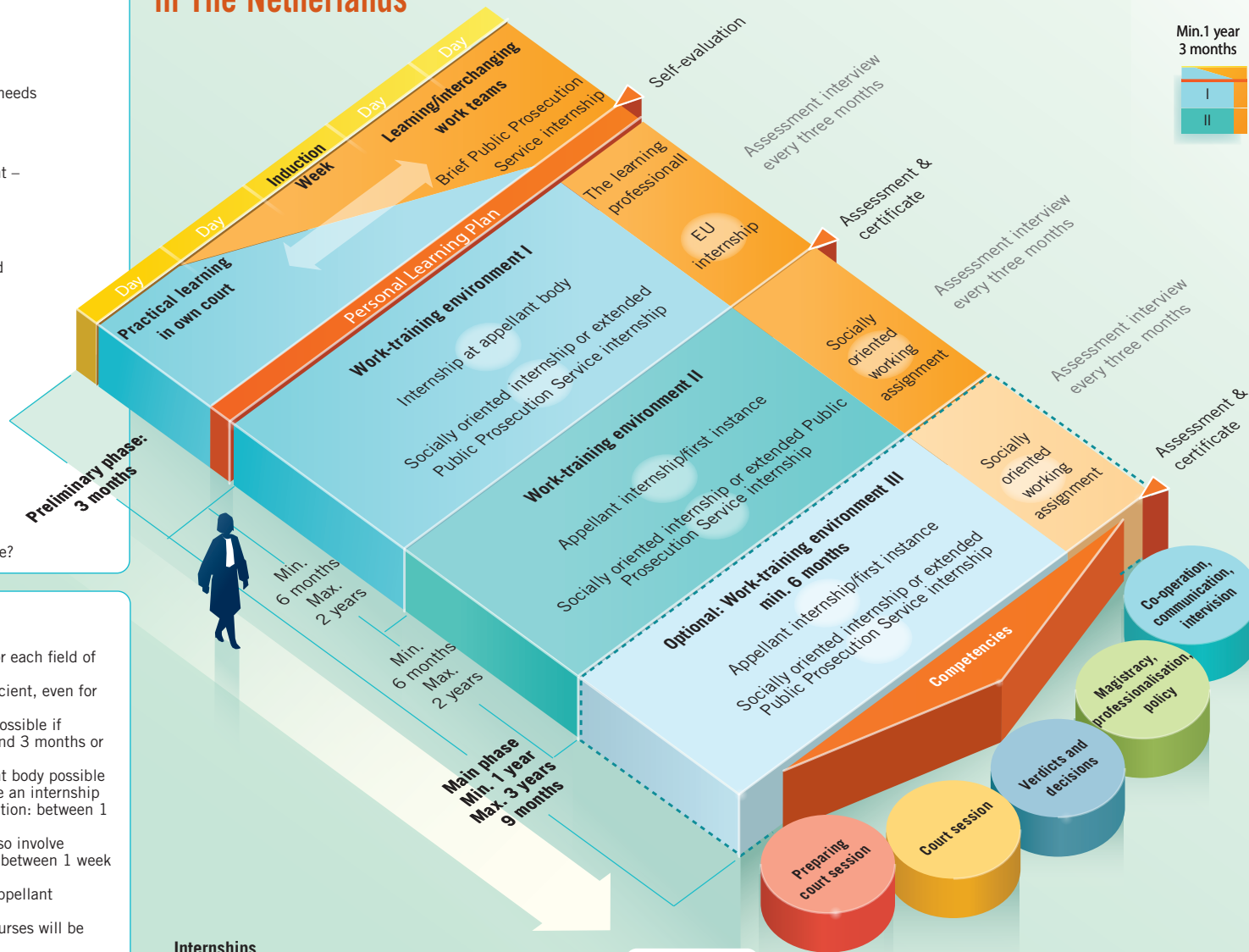
One day a week throughout the entire programme

- Sharing experiences and knowledge in work teams.
- Practising skills such as reflection, ethics, intervention, integrity, dealing with the media etc.
- Work assignments/improvement proposals for the organisation
- Working on the portfolio and PLP
- Space to address learning needs
- Brief EU internship

Initial Judicial Programme in The Netherlands

Work-training environment

Work-team environment



Internships

- Duration of at least one week, at most six months
- For every field of law, there is an internship at a higher institution, and vice-versa for the courts
- Various internships at the Public Prosecution Service
- Compulsory national/international internships (EU)
- Social orientation consists of an internship or assignment

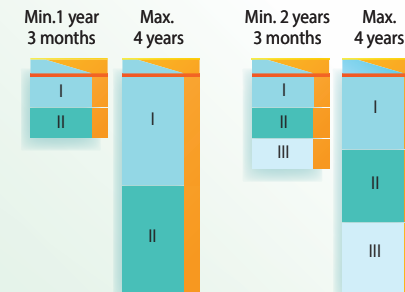
Trainers

The practical trainers work in the blue section

- Must be trained asap in the new role within the learning philosophy
- In the preliminary stage, they operate as practical supervisors
- In the main phase they teach within the work-training environment (within the profession)
- They no longer bear final responsibility for the assessment, though they do give input regarding the portfolio

Flexibility

Duration of programme: at least one year three months, at most four years, depending on the knowledge and experience of the trainee judges. Possibly in two or three work-training environments.



Assessments

- Take place after six months in the first work-training environment and always at the end of the programme, conducted by assessment committees set up for each jurisdiction. The assessments are based on the portfolio (test results, draft judgements, work-team assignments, feedback, intervention reports etc.)
- Possible extra interim assessment when appropriate
- When duration of the programme is 3 years or more, there will always be an extra assessment halfway through the remaining programme
- An evaluation interview takes place every three months (unless assessment is taking place), in which discussion is held regarding whether everything is in accordance with the PLP
- After completing a work-training environment a certificate can be awarded