



PROSECUTION SERVICE

Training and development in the Danish Prosecution Service

19th IAP Annual Conference and General Meeting,
Dubai, UAE, 23-27 November 2014



Setting the scene.....

MORE FOR LESS:

- Increased demands on public service organisations >< Same or less financial resources

THE TRAINING DILEMMA:

- Training is not a priority when production is under pressure – the caseload grows....



Setting the scene.....

15 - 70 - 15



Setting the scene.....

**> 15%
DID NOT TRY
IT AT ALL**

**< 70% >
TRIED IT TO SOME EXTENT BUT
GAVE UP**

**< 15%
TRIED IT AND
GOT POSITIVE
RESULTS**

Brinkerhoff et al



4 guiding principles to training that work (for us 😊):

We believe in training that:

1. supports the c♥re task

2. is as realistic as possible



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Close links to districts

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Links to districts

Clear strategic priorities

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4 guiding principles to training that work (for us 😊):

We believe in training that:

1. supports the c♥re task

Links to districts

Clear strategic priorities

Staff from districts

2. is as **realistic** as possible



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Trainers = the best prosecutors



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Trainers = the best prosecutors

Real criminal cases used in all training



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Links to districts

Clear strategic priorities

Staff from districts

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Trainers = the best prosecutors

Real criminal cases used in all training

Mimic everyday challenges

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We believe in training that:

3. is anchored in the organisation 

4. is **deliberately** designed



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The “right”
trainees

4. is *deliberately* designed



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The "right" trainees

Involve manager & other stakeholders

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Involve manager &
other stakeholders

Buddy teams &
networks

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Train the trainers



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Train the trainers

Target different learning styles



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Train the trainers

Target different learning styles

Before – during - after



Example of deliberate design

Basic training programme for young prosecutors



Design elements – basic training

- Short, concentrated modules interacting with
- Training "at home" – before and after
- Mentoring and feed-back and **EXAM**
- Tools include, learning log, Plan2Learn, Development Plan etc...



A few examples of the "in-between" activities:

