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 core task

2. is as realistic as possible
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   - Clear strategic priorities
   - Staff from districts

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   - Clear strategic priorities
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2. is as realistic as possible

   - Trainers = the best prosecutors
   - Real criminal cases used in all training
   - Mimic everyday challenges
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3. is anchored in the organisation

4. is deliberately designed
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- Train the trainers
- Target different learning styles
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- 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: