



Summary of information about the new Dutch initial training programme

Below is a brief description of the new initial training programme from the perspective of the trainee judge:

Once they are given the green light by the selection committee, entrants to the initial judicial programme will complete an intake at the court where they will work. Here, in consultation with SSR, the length of the programme will be determined (at least one year and three months, at most four years, depending on knowledge and experience) and the work-training environment will be selected in which the trainee judge will work first.

Subsequently, the trainee judge, together with all other professional entrants in the country, will take part in a central induction week, which marks the start of the three-month preliminary phase. During the induction week, the trainee judge will be familiarised with the organisation and the profession.

The trainee judge will then get to work within his/her own court and jurisdiction. Throughout the rest of the preliminary phase, time will be devoted to the craft of writing drafts and practising court sessions via simulations. Furthermore, the trainee judge will take part in a work-training team in the jurisdiction in question, in which the trainee judge will develop his/her own direction and competencies, transcending the boundaries of the work-training environments. Furthermore, a brief internship at the Public Prosecution Service will be completed. At the end of the preliminary phase, the trainee judge will complete a self-evaluation and a personal learning plan.

Subsequently, the main phase of the programme will commence (minimum of one year, maximum of three years and nine months). The main phase will be completed within two or three work-training environments within the court, depending on the length of the programme and the personal learning plan. In this regard, it is possible to switch between courts and appellate bodies. The first work-training environment is the same as the work-training environment in the preliminary phase. This will be a work-training environment in which the focus is on writing (civil law, administrative law). Supervision will be provided by practical trainers.

Furthermore, on one day a week, under the supervision of a core trainer, attention will be paid to the learning process, the portfolio and the learning plan, as well as to research projects and the competencies that transcend the work-training environments. The supervision provided by the practical and core trainers focuses purely on learning, not assessment.

The trainee judge will also complete the following internships: society, European/international, courts/appellate bodies and a brief/extended internship at the Public Prosecution Service if a criminal-oriented work-training environment is selected.

Every three months, the core trainer, the practical trainer and the trainee judge will assess and update the personal learning plan. Upon completion of each work-training environment, a transfer evaluation will take place with the trainee judge, the core trainer and the practical trainer.

The assessments relating to legal status will take place six months after commencement of the main phase and at the end of the programme. In the meantime, an extra assessment can be added if necessary. The assessment will be carried out by an assessment committee based on the digital portfolio, which the trainee judge can use throughout his/her entire programme to maintain a record of his/her development. Certificates will be awarded for the successful completion of individual modules.

At the end of the programme, the trainee judge must comply with all final terms with regard to the five themes: 'preparing court session', 'court session', 'verdicts and decisions', 'magistracy, professionalization, policy' and 'co-operation, communication, intervision'.

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