

DEVELOPMENT STRATEGY OF THE PROSECUTOR'S TRAINING CENTER OF UKRAINE FOR 2024-2026

INTRODUCTION

Elaborating the Development Strategy of the Prosecutor's Training Center of Ukraine for 2024-2026 (hereinafter referred to as the Strategy) is due to the need for consistent strategic planning – defining clear priority areas for ensuring effective training and professional development of prosecutors, civil servants of prosecution authorities and prosecutors-trainees of district prosecutor's offices.

Strategic planning was based on evaluation of the results of implementing the Development Strategy of the Prosecutor's Training Center of Ukraine for 2020-2023, the provisions of the Strategy on European Judicial Training for 2021-2024 and the analysis of the existing achievements and developments of the Prosecutor's Training Center of Ukraine (hereinafter referred to as the PTCU).

The PTCU, which was launched in March 2020, has in a short time become one of the most effective results of the prosecution system reform. Currently, the PTCU is a reliable partner and assistant to the Prosecutor General's Office (hereinafter referred to as the PGO), regional and district prosecutor's offices, one of the leaders in implementing best international standards of training and developing the practitioners in the criminal justice area of Ukraine.

The PTCU has implemented:

- Applied interactive training system aimed at the development of practical skills;
- Offline and online training forms convenient for prosecutors, civil servants of prosecution authorities and prosecutors-trainees of district prosecutor's offices, as well as a 24-hour available distance learning on the "Moodle" platform;
- System for determining the urgent professional needs of prosecutors and civil servants of prosecution authorities for improving their qualifications; such a choice is oriented towards solving specific practical problems;
- Voluntary choice of training programs and registration for trainings and training courses necessary for prosecutors;
- Involvement of the best Ukrainian and foreign specialists-practitioners in trainings: prosecutors, judges, psychologists, journalists, experts, etc.

Every year, thousands of prosecutors and civil servants of prosecution authorities, as well as prosecutors-trainees of district prosecutor's offices, undergo training at the PTCU. The PTCU is actively developing and contributing to the comprehensive promotion of the specified categories of individuals.

Over the next three years, the PTCU plans to evolve as a leading national institution in implementing the best global practices in the field of training and developing prosecution staff both in Ukraine and globally. Consistent strategic planning will serve to achieve this goal.

The **purpose** of the Strategy is the further implementation of the PTCU mission within the established strategic priorities of prosecution authorities to create

conditions for effective qualification improvement and development of prosecutors and civil servants of prosecution authorities, training of prosecutors-trainees of district prosecutor's offices.

Objectives of the Strategy:

- Determine the PTCU vision, mission and values;
- Form the main strategic priorities of activities for the next three years;
- Establish strategic goals to enhance the professional development of prosecutors and civil servants of prosecution authorities.

1. MISSION, VISION, AND OBJECTIVES OF THE PROSECUTOR'S TRAINING CENTER OF UKRAINE

Mission

Maintaining and enhancing the professionalism of prosecutors, civil servants of prosecution authorities, as well as prosecutors-trainees of district prosecutor's offices through high-quality training, improving professional competencies, and disseminating best practices in criminal justice professional development.

Values

Human-centrism – orientation towards the priority of human dignity and the potential of the individual.

Focus on professional needs – studying, monitoring and developing training and other educational programs to maximize the capacity development needs of prosecutors, civil servants of prosecution authorities and prosecutors-trainees of district prosecutor's offices.

Integrity – adherence to high ethical standards and requirements, implementation of a zero-tolerance policy for all manifestations of corruption.

Professionalism – ensuring consistency, accessibility, effective performance, aimed at a positive result in all work processes, high quality training and compliance with the performance standards.

Innovation – implementing new technologies in all spheres and areas of activity, applying modern methods of designing and conducting trainings, other educational events.

Orientation towards national interests – approval of the promotion course and further development of an independent, democratic and legal state.

Vision

The PTCU is an innovative institution for high-quality and continuous professional practice-based development of prosecutors and civil servants of prosecution authorities.

The PTCU activities are based on the world's best practices for personal development.

2. STRATEGIC PRIORITIES FOR THE DEVELOPMENT OF THE PROSECUTOR'S TRAINING CENTER OF UKRAINE

2.1. Creating relevant conditions for the professional development of prosecutors, civil servants of prosecution authorities and prosecutors-trainees of district prosecutor's offices

2.1.1. Developing and implementing standards for the training of prosecutors, civil servants of prosecution authorities and prosecutors-trainees of district prosecutor's offices.

2.1.1.1. Developing standards for training, organization, holding of trainings and distance courses.

2.1.1.2. Developing standards for communication with the trainings' participants and subdivisions of prosecution authorities.

2.1.1.3. Monitoring the incorporation of standards.

2.1.2. Improving the system for determining priority topics for training of prosecutors and civil servants of prosecution authorities.

2.1.2.1. Enhancing and approving the methodology for identifying topics for training of prosecutors, including consideration of priority areas of the prosecutor's office.

2.1.2.2. Harmonizing the system for identifying priority topics for training with the quality assurance system for the prosecutor.

2.1.2.3. Considering personal development needs of prosecutors and civil servants of prosecution authorities when forming training topics (using the potential of HR system of the Prosecutor General's Office).

2.1.2.4. Assistance in learning English by prosecutors and civil servants of prosecution authorities.

2.1.3. Improving the content of existing trainings and training courses.

2.1.3.1. Periodic updating the content of trainings in accordance with the amendments to legislation and law enforcement practices.

2.1.3.2. Introducing the best national and international practices by integrating partner trainings into the PTCU educational process.

2.1.4. Creating a multi-level system of prosecutors' training.

2.1.4.1. Identifying priority areas and levels of a multi-level training system.

2.1.4.2. Introducing multi-level system of prosecutors' training into the educational process.

2.1.5. Formation of a platform/space for professional development of prosecution staff and the PTCU trainers.

2.1.5.1. Creating an online user profile for the employees of prosecution authorities.

2.1.5.2. Creating a convenient system for storing, searching and exchanging the PTCU and partners' useful developments (memoirs, guidelines, standards of prosecutor's work, recommendations, training fragments, checklists, samples of

procedural documents, analyses of judicial practice, successful foreign and national cases, etc.).

2.1.5.3. Holding professional experience sharing events (meetings with experts and opinion leaders, forums, conferences, professional development clubs, book presentations, etc.).

2.1.5.4. Creation of simulation and quest rooms for professional area.

2.1.5.5. Creating online constructor to determine the competencies recommended for users (prosecutor, civil servant of prosecution authority, trainer) for professional and personal development (with self-testing opportunities).

2.1.6. Improvement of the system for search, selection and training of trainers.

2.1.6.1. Improving the algorithm of interaction of PTCU structural units regarding the search and selection of trainers – the best specialists in certain topics.

2.1.6.2. Forming an extensive network of international experts (so-called trainers) / partner organizations in priority areas of the prosecutor's office activities.

2.1.6.3. Providing systemic coaching motivation and promoting coaching prestige in the PTCU.

2.1.6.4. Creating multi-level systems for training of trainers.

2.1.6.5. Developing and incorporating new forms and methods of training.

2.1.7. Improving the trainer/training assessment system.

2.1.7.1. Developing the existing trainer/training assessment system considering the experience of advanced training institutions in the world.

2.1.7.2. Coordinating the existing trainer/training assessment system with the systems for their selection and training.

2.1.7.3. Monitoring, developing and analyzing the trainer/training assessment system with the aim of its further improvement.

2.2. Improvement of the personnel management system

2.2.1. Enhancing the professional development system of the PTCU team.

2.2.1.1. Creating a PTCU personnel assessment system.

2.2.1.2. Improving the material and non-material PTCU personnel motivation system.

2.2.1.3. Creating an algorithm for improving the qualifications of the PTCU personnel.

2.2.2. Developing favorable socio-psychological climate in the PTCU team.

2.2.2.1. Improving the adaptation system of new PTCU employees.

2.2.2.2. Enhancing the communication system in the PTCU team.

2.2.2.3. Maintaining the cohesion and integrity of the PTCU team.

2.3. Institutional and organizational PTCU development

2.3.1. Improving the PTCU material and technical base.

2.3.1.1. Expanding modern training rooms for holding trainings, other training activities.

2.3.1.2. Arranging premises for the use of specialized technologies in training activities.

2.3.1.3. Ensuring comfortable stay in the PTCU premises.

2.3.1.4. Optimizing material resource management processes.

2.3.1.5. Improving energy efficiency measures.

2.3.2. Improving the PTCU security system.

2.3.2.1. Improving fire safety system.

2.3.2.2. Enhancing the PTCU internal security system.

2.3.2.3. Promoting the crisis response system.

2.3.3. Implementing digitalization in the PTCU activities.

2.3.3.1. Creating complex integrated information system of PTCU.

2.3.3.2. Improving electronic digital management tools.

2.3.3.3. Enhancing the information security system.

2.3.4. Creating regional departments.

2.4. Developing the external relations system

2.4.1. Developing cooperation with national and international partners.

2.4.1.1. Expanding cooperation with foreign institutions for training specialists in the field of prosecution activities to implement best international practices.

2.4.1.2. Increasing linkages with national state authorities, institutions, organizations, and civil society institutions. Promoting their use of the best PTCU practices.

2.4.1.3. Strengthening cooperation with the Qualification and Disciplinary Commission of the Prosecutor's Office.

2.4.1.4. Establishing cooperation with national and international institutions in the adult education area.

2.4.1.5. Creating a system for coordinating the PTCU needs with international and national partners.

2.4.2. Maintaining and promoting the positive image of the PTCU.

2.4.2.1. Developing the presence and recognition of the PTCU in social networks.

2.4.2.2. Finalizing and implementing the PTCU communication strategy to establish and maintain communications with prosecutors, civil servants of prosecution authorities, scientists, specialists in the criminal justice area, and national and international partners.

2.4.2.3. Creating a PTCU brand book.