**Interview with the representative of NGFG, Aramis Jean Pierre**

**30 March 2018**

1. **Does your organisation provide some training on the GDPR now? If not, are you planning to develop training packages in the future? If yes, please describe the proposed structure and main elements of the packages.**

We have a program running for 1,5 years now and preparing our organization on the GDPR. The training consists of awareness training. My organization is from the department of education. We are trying to give the awareness training to every single employee of the organization. This means we have sections focusing on awareness training and other sections focusing on getting answers to “how you have to implement the privacy by design principles”. We are talking to the management and explaining responsibilities of the management towards the GDPR. There are 6-7 forms we have to see that the colleagues have enough information about the GDPR to do their work. Our main actions at the moment is the training regarding awareness-raising.

1. **Does your organisation offer that training to everyone in your organisation? If not, who is the target audience (please define the audience and the reasons thereof)?**

In general, every colleague of the organization gets a training about e.g. privacy by design or how to make contracts.

1. **Please describe the type of training with special attention to its attributes, such as form of contact (online, face-to-face, etc.), size of groups, length of sessions, length of the whole training, evaluation process, further trainings, etc.**

We have divided the selected groups who are more in contact with the general public. They get a special training focusing on awareness. The length of the training is 4 hours and focuses on the principles of the GDPR but also they have to do tasks to engage with each other and discuss why do they have to apply the specific rules of the GDPR in specific situations. Further on the training tackles topics like privacy by design or forms with contracts are made for specific groups. These trainings are face to face. The size of groups varies between 20-100. Trainings are in every day, for different groups. Participation is voluntary for some groups, for others are obligatory. Every training has an evaluation form which participants are requested to fill in. After 25 May, there will be a big audit. The frequency of the training also depends on the audience. Those who are engaged with the public get multiple trainings which will be repeated after a year.

1. **What is the scope of the training you provide? What topics or issues do you cover?**

The scope is – beside “how to be an organization who can be seen as a reliable organization” - our students (and their parents) who are our customers and who must be aware of the fact that their personal data is treated as it should be. We cover all kind of topics. We are especially aiming at the students (and their parents) and their data protection related issues (storage, access, etc.), what they are interested in or how are they affected.

1. **What are three topics you consider most important for trainees?**

in general, the awareness. Being aware of the fact that your personal data can be used for other purposes that they are meant to be and personal data isn’t kept for a long time.

1. **What kind of materials do you currently use for your training activities (slides, brochures, essays, books, case studies, legal materials etc.)? Would you be willing to share with us some of your current training materials for best-practices-identification purposes (even materials addressing the directive)?**

At the moment we use power point. We also have a wiki and other information on our network including our publications. We have some studies regarding privacy by design. We would be willing to share but they are only in Dutch.

1. **Do you gather feedback on your training courses or training materials? How do you gather such feedback (e.g. online questionnaires, paper questionnaires, e-mail)? Based on the feedback you’ve received, what do you think would be the most effective way to provide training (e.g. webinars, videos, workshops, online courses, etc.) What types of materials would you create?**

in most of the trainings we have a short evaluation form. After the whole project (i.e. after 25 May) there will be an audit about the implementation of the GDPR. Most of the trainees prefer personal contact - a trainer who helps them, gives guidelines, etc. Trainees don’t like the way of information if it is written or digital because they don’t have the time to read it. The personal approach is the best. It would be nice to have tutorials which cover the whole EU implementation of the GDPR.

1. **What variety of training level do you consider appropriate (e.g., general overviews vis a vis specialised training on selected issues, etc.)? Why?**

Both, because in the beginning a general overview is necessary to have a feeling about what the GDPR means. But you also realise that specialised groups need specialised training - how to apply the GDPR to meet their specific goals. Not only GDPR should be considered but also national/regional legislation as well because those are also affecting the GDPR - e.g. the law of telecom, or other sector-specific provisions.

1. **How long do you think training sessions should last (e.g. an hour-long webinar or a half-day workshop)?**

For our training we cover most general aspects of the GDPR in 4 hours. If it is only awareness 1 hour is enough. But in that case you can’t expect employees work actively on and with the GDPR.

1. **Are you aware of any other organisations offering training on the GDPR? Is it free or does it cost?**

Nowadays there are numerous commercial organizations who are giving the trainings. Now it’s a way of earning a lot of money. In terms of quality, if you are an experienced DPO you can very easily recognise and differentiate between the good organisations and more money-lusted organisations who have a worse product.

1. **According to your observations and expertise what would you suggest keeping in mind when preparing the STAR training materials?**

First, I would say to not only put it on English but translate it also to other EU languages. Own language would be much easier.

1. **Would you be willing to test the training materials in actual training sessions (in later stages of the project)?**

Yes.

1. **Do you have contacts with DPO association in other Member States? If yes, could you please provide us their contact?**

I don’t have but I can get you some contact info.

1. **Would you be willing to participate in further interviews, should they be necessary?**

Yes.

1. **Would you like to suggest someone whom we should interview in particular?**

Not at the moment but I will share later.

1. **As I mentioned at the beginning, the EU is funding the STAR project the aim of which is to develop training materials that DPAs and DPOs can use in providing training to their stakeholders. To what extent would DPAs need or could benefit from harmonised training materials?**

We can’t do anything but harmonizing the activities because we need to have the same understanding of the law. Sector-specific laws should be dealt with within the countries however attendees should have a clear perception about the general rules, why the sector-specific laws exist. The goal would be to convince both lawyers and non-lawyers to consider and apply the GDPR and help them understand why the GDPR is important.

1. **Do you wish to add anything?**

Will send the contacts I referred to earlier.