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Norm Engineering Conference 2026

# Getting a GRIP on Norm Engineering



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# GETTING A GRIP ON NORM ENGINEERING

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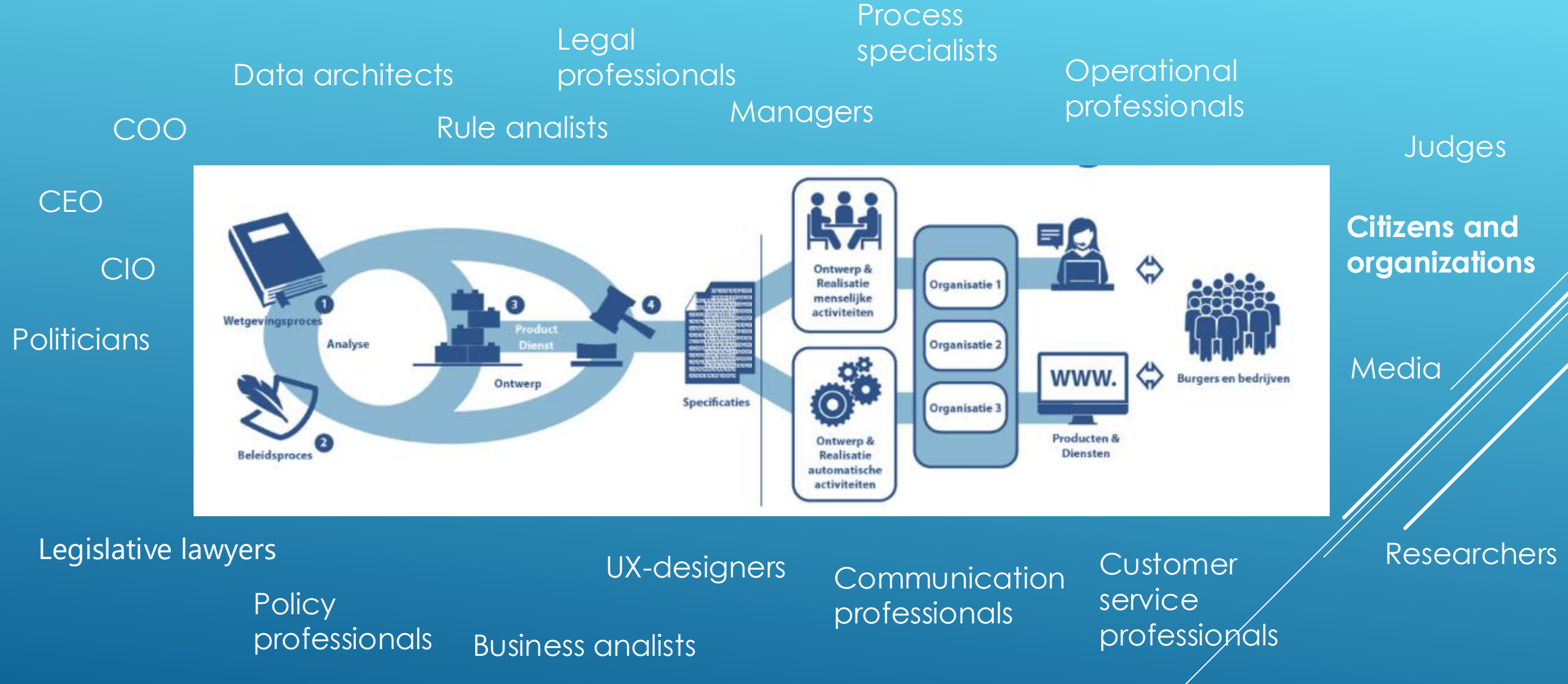
Expert group 'From law to implementation'

## GRIP on Agile law implementation

Common Framework for Training Interdisciplinary Professionals to  
Support Agile Law Implementation.

- ▶ For Agile Law Implementation, Norm Engineering and related 'Rules as Code-methodologies':
  - ▶ Organisational silos
  - ▶ Lack of awareness
  - ▶ Different 'professional languages'
  - ▶ Lack of adequate knowledge and skills
  - ▶ Ineffective communication and collaboration in the 'chain from law to implementation'
  
  - ▶ And various others.... ;)

## CHALLENGES

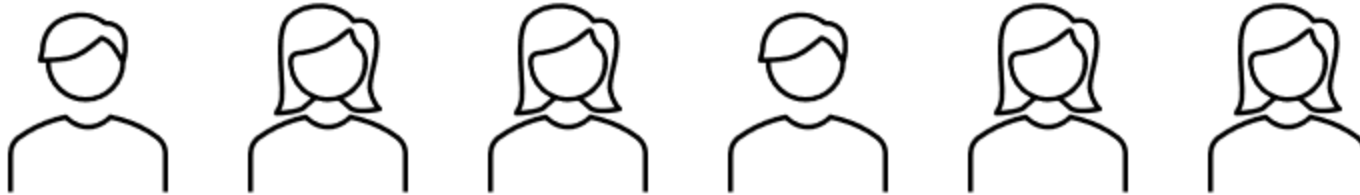


- ▶ Improving education of current and future professionals
- ▶ Promoting a 'common language': *Norm engineering Esperanto*
  
- ▶ GRIP: common framework of learning outcomes for interdisciplinary professionals
  - ▶ Focus on government, useful for private sector
  
- ▶ Based on interviews with professionals from a broad range of governmental organisations
- ▶ Created by an expert group of professionals from practice and academia
- ▶ Supported by the learning community Digital translations

GRIP

## Professionals in the chain from law to (digital) implementation

*Ranging from board and management, to legal, IV/ICT, policy, communication, implementation, and so on*



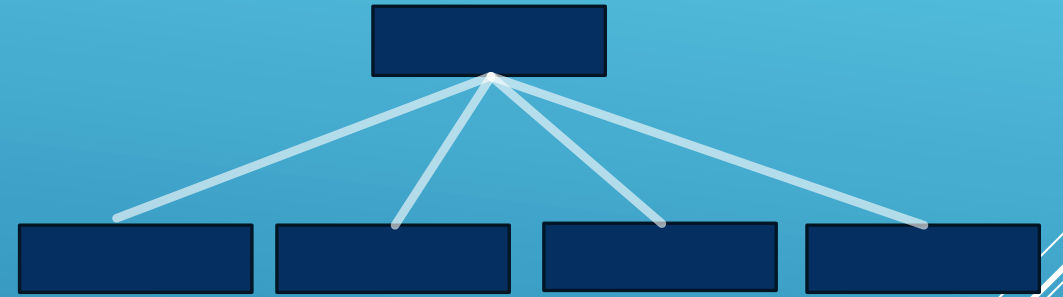
Current knowledge and skills

Interdisciplinary foundation Agile law implementation

Training courses based on GRIP: core, in-depth and specialist, tailored to professional roles and needs




- ▶ Goal: supporting development and harmonization of educational programs through validated learning outcomes
- ▶ Tuning model: active verb + type + subject + standard + context
- ▶ Based on EQF
  
- ▶ GRIP: high level
  
- ▶ Individual programs: detailed level
  
- ▶ Programs on the same learning outcomes may always be tailored to the target group



## LEARNING OUTCOMES (1)

- ▶ Core: relevant for every professional
  - ▶ Introduction: understanding goals, relevance and general principles of RaC-methodologies
    - ▶ Legally valid, transparent, 'traceable', explainable and citizen-centric
  - ▶ Understanding the need for an interdisciplinary approach
  - ▶ Basic insight into the interplay of law, rules, data and processes
- ▶ Suited for introduction
- ▶ Target group: starters and *'people who need to know, but don't have to do'*

## LEARNING OUTCOMES (2)

- ▶ The interdisciplinary professional can explain the interaction between processes, decision specifications and data in the chain from law to (digital) implementation on the basis of examples and identify how this takes shape in simple cases
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- ▶ In depth: the step to interdisciplinarity
  - ▶ Understanding the interplay between disciplines
  - ▶ Understanding the central subjects within each discipline, among which: legal analysis, process modelling, rule modelling, data modelling
  - ▶ Being able to make an effective contribution to RaC-methodologies from one's own expertise
  - ▶ Basic insight into relevant legal frameworks and ethical principles: administrative principles (motivation, authority, etc.), privacy, security, digital ethics
- ▶ Target group: all professionals who are actively involved in the chain
- ▶ *'You don't have to know everything, but know the skills of everybody in the chain'*

## LEARNING OUTCOMES (3)

- ▶ Specialist: advanced interdisciplinarity
  - ▶ Developing specialized knowledge and skills departing from GRIP
  - ▶ No learning outcomes, but an explanation and examples
  - ▶ E.g. specialized expertise on norm engineering
  - ▶ Advanced skills in e.g. process modelling, data architecture, legal analysis, communication, UX-design, etc.
  - ▶ Thorough knowledge of other disciplines
- ▶ Target group: key players

## LEARNING OUTCOMES (4)

- ▶ Open access courses through governmental digital academy: RADIO
- ▶ Courses in legal studies program and master Legal Tech at AUAS
- ▶ Courses for professionals by Open University
- ▶ Introductory courses and training material by Tax Agency
- ▶ Traineeship Data management, Ministry of Justice and Security
- ▶ And more to come....

## PROGRAMS: EXAMPLES



QUESTIONS?



Machine-translated version (English)