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D5.4 – Training plan

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Statement of originality

This deliverable contains original unpublished work except where indicated otherwise. Acknowledgment of previously published material and of the work of others has been made through appropriate citation, quotation or both.

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1. INTRODUCTION

Training is any planned activity to transfer or modify knowledge, skills, and attitudes through learning experiences. Learners may require training for a variety of reasons, including the need to improve the employability opportunities, maintain levels of competence and respond to the demands of changing circumstances and new approaches.

SETOF project defined **the increased education of local self-governments for soil erosion and torrential flood protection** as one of the specific project objectives.

In order to share project results and tools developed by the project under WP3 and WP4 with potential end-users and to educate them further on soil protection and flood control issues in the Balkan region, trainings for professionals employed in the public companies in the water and forestry sectors in Balkan region will be organized in Chamber of Engineers and companies identified in this Training plan.

1.1. Goals of the Training Plan

The objective of the Training Plan is to define the strategies, tasks, and methods that will be used to meet the training requirements. The goals of the training plan are:

- To define and address common issues across the project partners regarding the training and dissemination of project results;
- To provide the framework for appropriate training and professional development opportunities for practitioners, both in the government and real economy sectors;
- To promote best practice and policy solution regarding the torrential floods protection;
- To provide the framework for the dissemination of information on newly developed and accredited study program “Soil Erosion and Torrential Floods Protection”.

1.2. Overview of the Training Plan

This document defines the Training Plan for the “Soil Erosion and Torrential Flood Prevention: Curriculum Development at the Universities of Western Balkan Countries (SETOF)” project. The Training plan in the project represents the strategic vision of the Consortium in view of sharing and therefore exploiting the open knowledge gathered and generated within the project, both by the scientific community and by professionals in varied sectors.

The training activities will contribute to the dissemination and therefore exploitation of the project results, contributing to raising awareness and providing novel competencies in the current and next generation of scientists and professionals in the domains of urban and spatial planning, soil protection, forestry and climate change adaptation.

UNI-Serbia as the WPL for WP5, together with the other participants on the Project from Serbia and B&H, prepared a training plan to be implemented at chambers of engineers, enterprises and local governments. The Training Plan is to be adopted by the PMC and the SC.

The Training Plan is a working document. The plan details audiences and topics and is validated through expert consultation. It is revised on a continuous basis as decisions are made and issues are resolved.

The development of this plan was progressed through a series of three stages:

- Desk research to establish a wider baseline of training practice in and near the concerns of torrential floods issues in changing climate;
- Consultation with the WP leaders and project partners of the SETOF project regarding specific needs that may arise from project developments. Consultations were questionnaire – based, followed with detailed analysis and the discussion within the PMC;
- Creation of the training plan framework. All options are reported and detailed in the training plan to make staff members, trainers and learners aware about the operational tasks and facilities to arrange for their programme.

The document is organized as follows:

1. Training Scope. Clearly states a list of the objectives and goals of the training, as well as a list of assumptions.
2. Training Offerings. Describes the offerings that define the training, including the training groups, types of training, training approach, training curricula, training schedule, and logistical information.
3. Roles and Responsibilities. Presents the roles and responsibilities of the staff responsible for preparing, conducting, and evaluating the training, and includes a clear definition of the resources and a work plan.
4. Contingency Plan. Identifies anticipated contingencies and details a plan for each contingency.
5. Training Material Design, Standards, and Guidelines. A copy of the Training Material Design, Standards, and Guidelines that will be used to prepare the training materials.

2. TRAINING SCOPE

2.1 Training Goals and Objectives

Training will implement learning on soil erosion and torrential floods protection along the following two dimensions:

- Inform, make aware & disseminate to selected industrial and communal utility sectors about
 - the achievements of recent state and trends in soil erosion and torrential floods, and
 - the potential of actual and future research in soil erosion and torrential floods.
- Inform & make aware selected societal stakeholders, specifically decision makers and planners in local self-government in Serbia and B&H about the importance of soil erosion and torrential floods protection applications in local communities for sustainability and quality of life.

The objectives of the training are:

- Increase skills, knowledge and competences about the soil erosion and torrential floods protection;
- Improve attitudes about the importance of planning and implementing activities on torrential floods protection at the local level, thus improving the climate change adaptation;
- Build and strengthen skills in the specific tasks to be completed for efficient functioning of torrential floods protection.

To achieve these objectives, the following goals are established:

- Create open-source training material for educational purpose, based on the results of WP2 – WP4, aimed to publish and exploit research results and best practices in cooperation with the scientific community, industry, and general public;
- Educate and train decision makers and professionals employed in 13 local self-governments (9 in Serbia and 4 in B&H) on soil erosion and torrential floods protection, thus enhance the planning and implementing activities at the local level;
- Educate and train 120 engineers employed in the enterprises in the water and forestry sectors in Serbia and B&H to face the future challenges in soil erosion torrential floods protection in changing climatic circumstances, and enhance their career prospects by training them in a multi-sector cross-country environment;

2.2 Assumptions and risks

This training plan and all drafted activities are predicated upon the following assumptions:

- There is a strong motivation of engineers and local communities for capacity building activities and awareness on soil erosion and torrential floods methodological and technical issues;

- Stakeholders that do not actively participate in the project activities can clearly see benefits of increased capacities for planning and implementation of measures and activities covered by training (including better preparedness of local communities for upcoming hazardous events and climate change impacts; familiarization with improved methodologies for planning and best practices; improved career opportunities for individuals, etc);
- Project partner institutions have demonstrated potential to design, organize, and deliver training events, including ability to use already established links and connections with stakeholders, specifically at the local level in Serbia and B&H.

However, the times when training activities have to be organized and delivered bring the substantial risk of failure, mostly triggered by COVID-19 pandemic. Current situation in the Western Balkan region include the significant risk of possible lockdowns and/or inability to hold training due to the limited number of people who can stay in the enclosed space, difficulties in travel, etc.

3. TRAINING OFFERINGS

3.1. Training methodology and types of training

Currently, numerous challenges occur due to the current situation mostly connected with the COVID 19 epidemics. The following questions emerged as the most important for the development of the Training plan:

- How to organize dissemination in the COVID era? (Face-to-face, or online, or something else?)
- What to cover for a different audience?

Possible approaches include:

- To proceed with activities originally planned within the project document (training organized through expert lectures in the Chamber of Engineers and companies - Training for employees in 13 local authorities [Serbia 9, B&H 4]; training for companies in the water and forestry sectors [120 engineers in enterprises and Chamber of engineers]):
- To proceed with planned activities, shifting to the on-line by using Zoom or another platform;
- To re-plan the dissemination, by changing the dissemination channel.

	Possibility of realization	Challenges	Preconditions
Proceed with activities originally planned	Extremely low due to the pandemics and possible lockdown	There is a chance that the planned activities cannot be implemented in scheduled time; might be problems in re-scheduling;	
Proceed with planned activities by shifting to the on-line	Possible, but limited	It will be difficult to provide an adequate number of stakeholders;	
Change dissemination channel – dissemination through drafted manuals for stakeholders	High	Extended time and efforts for preparation; It is necessary to get approval from Brussels for changes in the project;	Brussels approval (project coordinator, as soon as possible); Urgent agreement on details;

3.1.1. Approach 1: Proceed with activities originally planned

Dissemination at the local level will be organized as face-to-face training. Two types of training will be offered:

- Workshops for engineers and practitioners
- Training in local communities.

3.1.1.1. Workshops for engineers

Trainees group will consist of the engineers employed in the public and private companies, active in the water and forestry sectors.

Workshops will be organized through expert lectures in Chamber of Engineers and companies, and delivered in Serbian and Bosnian language.

3.1.1.2. Training in local communities

Trainees group will encompass representatives of local authorities (high- and mid-level officials dealing with natural resources, urban, spatial and/or environmental planning). Training for employees will be organized for the representatives of local communities from 13 local self governments (at least 9 in Serbia and 4 in B&H). Training will be organized as **one-day events**.

The organisation of the training will be done in three distinguished phases:

- Planning and preparation: the core topics, place, venue and time will be defined. Target audiences will be identified. Announcement and invitation will be drafted and sent out. Training material will be prepared and made available to the participants.
- Delivery: the training takes place.
- Evaluation and Follow-up: participants will be asked to evaluate the training. Contact with participants will be continued even after the training has taken place, to keep momentum and work towards the creation of an SETOF community.

Training approach. The training agenda will be a mix of keynotes, presentations and hands-on. For reasons of practicality, similar content will be used for all of the training sessions; however it is proposed to tailor these sessions to meet the specific needs of the main stakeholder groups. Training agenda will be tailored for each training separately and will cover by case the following themes:

- Torrential flood prevention
- Soil erosion control
- Prevention measures for soil erosion and torrent control – experience of EU countries
- Role of local self government in torrential flood protection
- Higher education on soil erosion and torrential floods

The individual sessions will be conducted by the SETOF academic partners (**two trainers per training event**) who will pay attention to explain and present the concepts, but also to allow participants to test the gained knowledge. In general, the hands-on dimension will be an important element of the training.

SETOF partners will carefully evaluate the whole process and its outcomes after each of training and examine the success factors, such as the participants' feedback, the satisfaction rate, the quality of discussions, the number of the attendees, and other.

During the training, a printed promotional material for the master program will be shared with the participants.

Training will be delivered in Serbian and Bosnian language.

Tentative schedule of training

	Scheduled for	Host city-municipality		Leading partner for training	Participating partner institution(s)	Leading partner for logistics
Training 1	IV week of January 2021 (18-22.01.2021)	Belgrade	Serbia	P1	P6	P1
Training 2	I week of February 2021 (01-05.02.2021)	Niš	Serbia	P1	P3, P6	P3
Training 3	I week of February 2021 (01-05.02.2021)	Banja Luka	Serbia	P4	P5,P1	P4
Training 4	III week of February 2021 (15-19.02.2021)	Valjevo	Serbia	P1	P6	P1
Training 5	IV week of February 2021 (22-26.02.2021)	Kraljevo	Serbia	P1	P6	P3
Training 6	II week of March 2021 (08-12.03.2021)	Požarevac	Serbia	P1	P6	P1
Training 7	II week of March 2021 (08-12.03.2021)	Bijeljina	B&H	P4	P5, P1	P4
Training 8	III week of March 2021 (15-19.03.2021)	Novi Sad	Serbia	P2	P1	P2
Training 9	I week of April 2021 (29.03-02.04.2021)	Zrenjanin	Serbia	P2	P6	P2
Training 10	I week of April 2021 (29.03-02.04.2021)	Sarajevo	B&H	P5	P4,P1	P5
Training 11	I week of April 2021 (29.03-02.04.2021)	Vranje	Serbia	P1	P3	P3
Training 12	II week of April 2021 (05.04-09.04.2021)	Užice	Serbia	P1	P6	P1
Training 13	II week of April 2021 (05.04-09.04.2021)	TBC (Federation of B&H)	B&H	P5	P4,P1	P5
P1	University of Belgrade					
P2	University of Novi Sad					
P3	University of Nis					
P4	University of Banja Luka					
P5	University of Sarajevo					
P6	Institute of Forestry					

3.1.2. Approach 2: Shifting to the on-line webinars

Depending on the epidemic situation and prospective in winter 2020/21, **the Steering Committee will decide in December 2020 on the most suitable approach in training delivery.**

In case the on-line training is chosen, it will be organized and delivered as the **lecture-based training**, which involves mostly one-way communication, where the trainer presents to attendees. However, the trainer will allow time throughout and at the end for Q&A.