



# TRAINING OUTLINE AND SELECTED TRAINERS

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University of Nis



**Strengthening of master curricula in water resources management  
for the Western Balkans HEIs and stakeholders**

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## List of abbreviations

AUTh	Aristotle University of Thessaloniki
BOKU	University of Natural Resources and Life Sciences, Vienna
CBHE	Capacity Building in Higher Education
EACEA	Education, Audiovisual and Culture Executive Agency
EHEA	European Higher Education Area
EQF	European Qualification Framework
HE	Higher Education
HEI	Higher Education Institution
NEO	National Erasmus Office
NMBU	Norwegian University of Life Sciences, Norway
PWMC VV	Public Water Management Company “Vode Vojvodine”
SWARM	Strengthening of master curricula in water resources management for the Western Balkans HEIs and stakeholders
UACEG	University of Architecture, Civil Engineering and Geodesy, Bulgaria
UNI	University of Nis, Serbia
UL	University of Lisbon, Portugal
UoM	University of Montenegro
UNIRIFCE	University of Rijeka, Croatia
UNMO	Dzemal Bijedic University of Mostar
UNS	University of Novi Sad
UNSA	University of Sarajevo
UPKM	University of Pristina in Kosovska Mitrovica
TCASU	Technical College of Applied Sciences Urosevac with temporary seat in Leposavic
WB	Western Balkan
WRM	Water Resources Management

## 1. Introduction

### 1.1 About the training

Sustainable management of water resources and access to safe water is essential for improving economic growth and productivity. Drivers such as urbanization, demographic and climatic changes increase stress on water resources. Instead of the traditional approach, a more holistic approach to water management is essential. This training is designed to aid in the management of water resources in a more efficient, equitable and sustainable ways.

### 1.2 Target audience

This training is addressed to:

- various experts in the water sector,
- decision makers working with people in local governments,
- NGOs oriented to Water Resources Development programs,
- staff working in higher education,
- scientific and technical staff of laboratories in water companies such as water supply companies,
- all those who wish or deem it necessary for their professional and scientific development to acquire knowledge of EU water policy and application of innovative solutions in the water sector.

In general, the SWARM project does not address issues related to the involvement of people with fewer opportunities (migrant, refugees, internal displaced people, people with disabilities, ...). People with fewer opportunities are recognized within the content of the trainings' being developed and have featured within the training opportunities.

### 1.3 Selection of participants

The returns from investing in training depend crucially on the quality, motivation and appropriateness of the participants. Specific requirement criteria will be defined in advance, to attract the right participants. They will be clear and unambiguous, and promote the prospects of maximising activity benefits and achieving sustainable impacts. Including the right participants will improve the impact of training.

The requirement criteria for participants of this training have been defined carefully. This activity will help the trainer to deliver the training in the interest of the target participants. Defined requirement criteria includes

- the completion of a previous module(s) in the field of WRM,
- a certain job position,
- participants are in a position to use the skills when they return to their organizations (priority for committed personnel who will stay in the WRM field).

The selection criteria are based on the need an individual to apply new knowledge and skills on the WRM topic. Also, planned trainings will strengthen organisation's collaboration.

Previous defined criteria will help trainers to compile the group in a manner so that they can achieve the biggest outcome. It will be insisted that participants attend the whole training rather than coming and going.

The organizers will be faced with the following challenges:

- Invited participants only confirm participation at the last minute.
- After confirming they will attend, fail to show up. This wastes a place that could have been allocated to another person.
- Participants attend some but not all sessions in training. This undermines the utility of the training not only for the individual, but also for the group. This is because an effective training builds knowledge in steps, module by module.

#### 1.4 Learning needs analysis

Learning needs analyses will be undertaken to determine the gap between the existing skills, knowledge and abilities and those desired. Once this gap is determined, decisions will be taken as to the planned training required.

Meetings (roundtables) with a non-academic sector from which we expect future participants will be used as a method of learning needs analysis. This analysis will be implemented in order to have an effective training with the target groups.

Learning needs analyses are conducted in order to find out about:

##### **Participants**

- What are their roles and responsibilities?
- What degree of understanding do they already have of water resources management in relation to their work?
- To what extent are participants already involved in developing WRM work practices?
- What kind of motivation do participants have to attend the SWARM training?
- What are their expectations of the training?

##### **Participants' Organisations/Departments**

- What monitoring procedures are there?
- Have any checklists and guidelines been developed?
- Are there staff incentives to work in a WRM way?

- How will the training be followed up?

## 1.5 Time and duration

This 3-day training (8 hours per day) are scheduled for December 2020 or January 2021.

## 1.6 Location

Seven cities in the Western Balkan Countries: Mostar, Sarajevo, Podgorica, Kosovska Mitrovica, Leposavić, Novi Sad and Niš.

## 1.7 Language

The training is held in the Western Balkan mother tongues (Serbian, Bosnian, and Montenegrin).

## 1.8 Main objectives

This training is intended to increase the participants' understanding about climate change and to explore possible solutions. The most important immediate action concerns the way we manage our water resources. Improving our management of water today will prepare us to adapt tomorrow. Improved understanding of our water resources will allow more efficient and flexible allocation systems and better investment in infrastructure, both to improve access to water and reduce risks from climate change.

Thanks to this training the participants will:

- Learn concepts in water resource management and water policy.
- Gain skills in managing the quality of stormwaters.
- Gain skills on water quality, its components, and interventions.
- Understand the causes of water resource conflicts and resolution measures.
- Gain skills on water supply waste management techniques.
- Gain skills in using IT tools in the water resources management.

The trainees will have the following knowledge:

- To be introduced to the climatic changes;
- To understand the International Policy on Climate;
- To be aware of the water scarcity;
- To be introduced with EU policies on floods and droughts risk;
- To have knowledge on advanced techniques for water and waste water treatments;

The trainees will have the following skills:

- To analyse the climatic change impact to the water resources;





- To apply the measures for adaptation to the climate change in the given political framework;
- To apply the best practices in water saving and water use;
- To apply advanced techniques for water and waste water treatments;
- To analyze water, waste water management with using advanced software packages.

The trainees will have the following competencies:

- To decide on application of infrastructure systems;
- To develop sustainable water resource management for the specific region of interest;
- To develop a Strategic plan for floods and droughts risk management;
- To interpretate the results of analysis for water resources management by using IT tools.

## 1.9 Training outline

### Session 1: Water management and climate change adaptation

- Water and climate change – policy framework
- Climate Change and European Water Dimension
- Climate change and impacts on water
- Contributing to better water management: Experiences from case studies across Europe

### Session 2: Water – scarce resource

- Water resources in the world, Europe and Western Balkans
- Water demand
- Impact of urbanization on water use and management
- Managing Water Resources
- Water conservation measures-individual approach

### Session 3: Flood and drought risk management

- European policies influencing the management of floods
- Flood risk management, climate change adaptation and disaster risk reduction
- Challenge from water scarcity and droughts
- Good practices and learned lessons across Europe in preventing and managing water scarcity, flood and drought situations

### Session 4: Managing the quality of stormwaters

- Issue of quality of stormwater runoff
- Protection strategy
- Stormwaters' treatment
- Methods for controlling quality and quantity of stormwater runoff

### Session 5: Wastewater treatment and reuse of treated wastewater

- Wastewater Processes
- Advances on wastewater treatment and reclamation

- Objectives and requirements of wastewater reuse regulations
- The transition to a circular economy

#### Session 6: IT tools in the water resources management

- HEC-SSP (Statistical Software package)
- HEC-HMS (Hydrologic Modeling System)
- HEC-RAS (River Analysis System)
- HEC-WAT (Watershed Analysis Tool)
- Hydrus
- Epanet
- SWMM (Storm Water Management Model)
- WEAP (Water Evaluation and Planning)

#### Session 7: Innovation in the water sector

- Model of managing a process of water Supply network repair using fuzzy logic and fuzzy inference

### 1.10 Standard daily programme

Our standard program comprises 3 days of training.

#### First day

- Participant registration
- Project introduction
- Training introduction
- Competences ex-ante evaluation
- Session 1: Water management and climate change adaptation
- Session 2: Water – scarce resource
- Session 3: Flood and drought risk management

#### Second day

- Session 4: Managing the quality of stormwaters
- Session 5: Wastewater treatment and reuse of treated wastewater
- Session 6: IT tools in the water resources management

#### Third day

- Session 7: Innovation in the water sector
- Guided tour to laboratory
- Space for discussion of future cooperation and planning follow up activities
- Training roundup and final evaluation
- Validation of learning outcomes and certification ceremony

### 1.11 Training Approach

This training is delivered by the SWARM trainers who have vast experience as expert professionals in the respective fields of practice. The training is taught through a mix of practical activities, theory, group works and case studies.

Training handbook and additional reference materials are provided to the participants.

### 1.12 Training material

University of Pristina in Kosovska Mitrovica (UPKM) has printed 420 copies of the handbooks in the mother tongue that will be used for trainings. The handbooks were distributed to the WB partners on the projects. The handbooks will be promoted during the organized dissemination activities such as roundtables with the non-academic sector.

### 1.13 Certification

Upon successful completion of this training, each participant will be awarded a certificate of attendance including a description of training content and its starting and end date.

We experienced that education organizations may require additional documents to certify the components learned or the presence in the training. Upon request we can provide additional certification and reporting documents as well as we provide photos of the training and a sum-up video that can be used for visibility and dissemination purposes.

### 1.14 Training fee

Our training is tailored to be co-funded by Erasmus+ i.e. covers the course tuition and training materials.

All participants will additionally cater for their travel expenses, accommodation, visa application, insurance, and other personal expenses. Organisers will also provide invitation letters should it be necessary.

For more information on training, please refer to the SWARM official website [www.swarm.ni.ac.rs](http://www.swarm.ni.ac.rs).

### 1.15 Training evaluation

The main purpose of evaluating a training program is to gain knowledge about whether it has achieved or failed its objectives. Analysing the training event by using appropriate evaluation tools can improve the outcome of future trainings to a considerable extend. Even if the evaluation process

of training is essential, it must always be incorporated within the available framework of time and cost. Defining the appropriate questions is the key starting point of every evaluation.

Training will incorporate an evaluation process in order to analyse and to learn which elements have successfully achieved their objectives and which have failed their purpose. Evaluation will be considered under activity A4.4 Self-evaluation of trainings for professionals in the water sector as an important process of a training event in order to reflect, analyse and improve its effectiveness and efficiency.

The following key questions will be covered within the evaluation process:

- Have the participants achieved the training objectives?
- Have the participants learned what they were supposed to learn?
- What unexpected positive outcomes have occurred that can be incorporated in future trainings?
- What are the training strengths and weaknesses?
- Has the job performance improved after training?

### 1.16 Training follow-up

Follow-up is essential in this training situation as it provides participants with further support and skill development. Also, follow-up will improve existing trainings as well as future training plans. The lecturers will get a feedback on what the participants actually learned during the training, whereas the participants have the opportunity to reflect on their learning a second time.

In order to have a successful training, it will integrate follow-up to provide further support, skill development, and continuous improvement to promote new practice. Trainers responsible for the training plans will benefit from this discussion of the need for a connection between new learning and a process of ongoing learning and feedback. This is important especially for further development of solid teaching practice and approaches to supervision. Whereas evaluation of the training course takes place during the training itself, follow-up on trainings will come after the training and will be combined with quality control assessment.

The follow-up on trainings will be organized in the following manner:

Each participant will be asked to email organisers a brief summary of the three most important points they learned in the training. Let a few weeks pass and then email the responses to the group, along with any additional feedback that has occurred in the meantime. This will give the SWARM project team an opportunity to reinforce what was learned a second time.

## 2. Trainers

Table 1 presents the list of trainers per Western Balkan HEI.

Table 1 List of trainers

No.	Name	HEI
1	Srđan Kolaković	UNS
2	Igor Peško	UNS
3	Dejan Ubavin	UNS
4	Nemanja Stanisavljević	UNS
5	Maja Petrović	UNS
6	Srđan Kovačević	UNS
7	Slobodan Kolaković	UNS
8	Goran Jeftenić	UNS
9	Danilo Stipić	UNS
10	Milan Gocić	UNI
11	Slaviša Trajković	UNI
12	Dragan Milićević	UNI
13	Mladen Milanović	UNI
14	Emina Hadžić	UNSA
15	Hata Milišić	UNSA
16	Naida Ademović	UNSA
17	Suvada Šuvalija	UNSA
18	Suada Džebo	UNSA
19	Ammar Šarić	UNSA
20	Đurica Marković	UPKM
21	Jelena Đokić	UPKM
22	Ljiljana Anđelković	UPKM
23	Marjan Mitić	UPKM
24	Goran Sekulić	UoM
25	Ivana Čipranić	UoM
26	Mili Selimotić	UNMO
27	Merima Šahinagić-Isović	UNMO
28	Suad Špago	UNMO
29	Mirjana Galjak	TCASU

## 2.1 Srđan Kolaković

Name: Srđan Kolaković

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Srđan Kolaković is Full Professor and Vice Dean at the Faculty of Technical Sciences, University of Novi Sad. His field of research is water resources management and he is a member of different water related associations such as Secretary of the Serbian Association for Hydraulic Research, State Commission for professional examination in the field of hydraulic engineering, Serbian Chamber of Engineers, Republic Building Technical control Commission for expert control of technical documentation for buildings and facilities of importance for the Republic of Serbia.

He was coordinator or member of more than 10 water related national and international projects such as "Integrated management of selected river basin complying with European water framework directive" and "Regional Water Resources investigations in the scope of sustainable development".

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## 2.2 Igor Peško

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Igor Peško is Assistant Professor and Deputy Head of Department of Civil engineering and Geodesy at the Faculty of Technical Sciences, University of Novi Sad (Serbia).

His field of research is construction and project management in construction industry. As author and co-author he published more than 70 scientific papers in international and national journals and conferences. Also, Igor has participated in several projects founded by Serbian Ministry of Sciences.

His involvement has primarily been with the delivery of lectures in the field of Construction and Project Management and Organization and Technology of Construction Works at University of Novi Sad. Also, his involvement as an Consultant/Expert Associate has been with projects delivering for clients in various sectors. This mostly includes feasibility and pre-feasibility studies, bills of quantities, cost analysis and planning and scheduling in construction industry.

Familiar with new technologies such as BIM (Building Information Modeling), AI (Artificial Intelligence) in construction industry and also Lean Construction and Agile Project management.

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Dejan Ubavin is Associate Professor and Head of Department of environmental engineering at the Faculty of Technical Sciences, University of Novi Sad (Serbia). His field of research is designing and development of waste management systems, designing of landfills, landfill gas utilization systems, landfill closure and remediation, MSW collection systems and bio waste treatments. As author and co-author he published more than 50 scientific papers in international and national journals and conferences. Also, Dejan has participated in several interantional and national project such as TEMPUS, IPA, CEEPUS, Serbian Ministry of Sciences projects, projects from provincial secretariat for science of autonomous province of Vojvodina, and Department for Environmental Protection of Novi Sad City project. In previous professional work he was engaged in more than 40 national and international projects in the field of waste and water management, including consultancy as a short-term waste management expert contracted by GIZ, UNDP, SCS, etc.

### References (max. 5 relevant references)

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## 2.4 Nemanja Stanisavljević

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Nemanja Stanisavljevic is an Assistant Professor in the Department of Environmental Engineering, Faculty of Technical Sciences, University of Novi Sad in Serbia. He finished his PhD at University of Novi Sad with cooperation of Vienna University of Technology (2013) and his postdoctoral research at North Carolina State University in USA (2015). His professional interests focus on, decision support in waste management, waste policy support, material flow analysis and assessment methods, waste management scenario analysis, evaluation of different treatment options (waste-to-energy, recycling, bio waste treatment) and packaging waste management, environmental system analysis, developing of waste management systems in transition and developing countries. He was engaged in more than 50 national, regional and international waste management projects. Dr. Stanisavljevic is visiting lecturer at Vienna University of Technology.

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## 2.5 Maja Petrović

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Dr Maja Petrovic is assistant professor at the Faculty of Technical Sciences, University of Novi Sad and she is engaged in development and realization of the following subjects: Environmental Monitoring, Designing a Quality Control System in the field of Environmental Engineering, Monitoring and Managing of Systems, Methodology of instrumental analysis of water and air, Technical Chemistry, Engineering Chemistry, Chemical Principles in Environmental Engineering.

From January 2012., Dr. Maja Petrovic is a Head of Accredited Laboratory for Monitoring of Landfills, Wastewater and Air within the Department of Environmental Engineering, Faculty of Technical Sciences, University of Novi Sad.

Dr. Maja Petrovic is author and co-author of more than 120 scientific papers and she has been participated in more than 15 national and international projects.

Dr. Maja Petrovic is the lead auditor for ISO 14001, OHSAS 18001 and ISO 9001 standards. As an external evaluator for all three standards, she is registered within TUV SUD.

Research interest: Environmental Monitoring, Monitoring of Working Environment, Environmental Risk Assessment, Human Risk Assessment, Detection of residual level of the toxic hazardous pollutants in environmental compartments, Wastewater monitoring, Wastewater treatment, Packaging, storage and handling of hazardous substances, Chemical properties of the toxic substances, Chemical properties of communal and hazardous waste, Evaluation of environmental and working environment aspects, Methodologies for environmental and occupational risk assessment and evaluation, Laboratory accreditation process, Management practice in chemical laboratories, Ensuring confidence in the quality of laboratory, test results QA/QC principles, Method validation, Measurement uncertainty, Landfill monitoring, Landfill pollution management, Air pollution, Water pollution, Persistent organic pollutants.

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## 2.6 Srđan Kovačević

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PhD Srđan Kovačević is author and co-author of more than 70 scientific papers and he has been participated in more than 10 national and international projects.

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The present scientific and research work is focused on analysis of groundwater use and protection, using conceptual model of river bank filtration in alluvial aquifers. More general scientific and research work is focused on water management systems development in the field of wastewater treatment (especially material and substance flow analysis), drinking water treatment and protection of groundwater resources and systematic impact evaluation on environment. .

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IPA European Union (2013)  
Project: WB5-BIH-ENV-17\_PC974.1
3. Flood Risk Management of the Republika Srpska: Raising of Sava Dyke Level, Lokation PS Domuz Skela, Semberija  
IPA European Union (2013)  
Project: WB5-BIH-ENV-17\_PC968
4. Tisza River Modelling on the common interest section of Hungary and Serbia and developing of the measuring equipment-TRMODELL  
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**Milan Gocic**, PhD, assistant professor at the University of Nis (Faculty of Civil Engineering and Architecture), has research experience in hydroinformatics, data mining and analysis of hydrological hazards. He is the author of more than 100 papers in the field of hydroinformatics, of each 26 were published in international journals with impact factor. He worked as a Guest Editor for the Special Issue in *Advances in Meteorology* (“Hydrological Hazards in a Changing Environment: Early Warning, Forecasting, and Impact Assessment”) and as a reviewer for twenty international scientific journals. He took part in three international projects: COST, TEMPUS SCM, CEI Cooperation Activities and six scientific projects financed by the national Ministries. He was a coordinator of one international and three national projects oriented to cluster development in Serbia. He was a member of organization and scientific committees of four international conferences. Currently, he is a member of the national project supported by the Serbian Ministry of Education, Science and Technological Development entitled “Development of hydro-information system for monitoring and early drought warning” and member of the Management Committee of the ICT COST Action IC1408 supported by the EU Framework Programme Horizon 2020 entitled “Computationally-intensive methods for the robust analysis of non-standard data (CRoNoS)”. He is one of the inventors of new drought index titled “Water Surplus Variability Index”.

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<p>References (max. 5 relevant references)</p> <p><b>Milanovic, M.,</b> Gocic, M., Trajkovic, S., 2015. Analysis of trend in annual precipitation on the territory of Serbia. Proceedings of the Third International conference on Contemporary Achievements in Civil Engineering, 24 April 2015, Subotica, Serbia, 535-541.</p> <p><b>Milanovic, M.,</b> Gocic, M., Trajkovic, S., 2015. Residual analysis of annual precipitation for Serbia during the period 1948-2012. Proceedings of the ninth international conference on Assessment, maintenance and rehabilitation of structures and settlements, 25-29 May 2015, Zlatibor, Serbia, 377-382.</p> <p><b>Milanovic, M.,</b> Gocic, M., Trajkovic, S., 2015. A maximum entropy spectral analysis of precipitation for the territory of Serbia, 17<sup>th</sup> Conference of Serbian Association of Hydraulic Research (SDHI) and Serbian Association for Hydrology (SDH), Vrsac, Serbia, 5-6 October 2015, 923-929.</p> <p><b>Milanovic, M.,</b> Gocic, M., Trajkovic, S., 2014. Effect of anti-hail nets on design of irrigation systems, Journal of Faculty of Civil Engineering, International Conference Contemporary Achievements in Civil Engineering, Subotica, Serbia, 619-624.</p> <p><b>Milanovic, M.,</b> Gocic, M., Trajkovic, S., Blagojevic, B., 2013. Analysis of hydrologic drought in the Southeast Serbia for the period 1961-2011, Proceedings of International Conference Climate Change Impacts on Water Resources, Belgrade, Serbia, 146-151.</p>	

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She was participant of some academic staff exchange/mobility programs through Erasmus Bazileus – Lund University (2011), Mevlana – Marmara University (2016), and CEEPUS – Sofia University (2017 and 2018).

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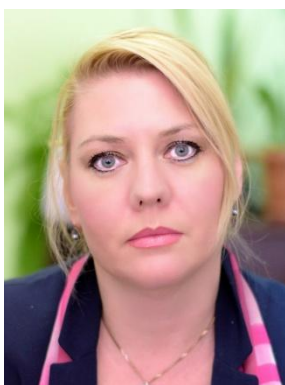
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She is taking a part in the international project FLORIS (Innovative tools for improving Flood risk reduction strategies). The project aims at studying innovative approaches for the development of integrated **flood risk** scenarios considering the specific critical issues of areas at risk and the consequences of high frequency/low damage events that affect them.

In addition, she is researcher, teaching staff and Project leader (B&H) of the Project ERASMUS+ BESTSDI, Western Balkans Academic Education Evolution and Professional's Sustainable Training for Spatial Data Infrastructures“.

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