



MN11/IB/SO/01 Twinning Light "Support to the Operating Structure of the Operational Programme "Human Resources Development" to ensure its preparation to fulfilling the functions and responsibilities related to the management of the Operational Programme"

Final Event

14th March 2014

Podgorica - Montenegro

Ivana Šućur, Beneficiary Country Project Leader



EU and Montenegro: together we can reach more!
EU i Crna Gora: zajedno možemo postići više!

Twinning Light Project

**Contract
signed on
12th
September
2013**

**First experts
mission
30th
September
2013**

**Kick-off
meeting
held on
8th
September
2013**

**First SC
meeting
held on
2nd
December
2013**

**Duration of
the project
was 6
months**



BEFOR

New challenges OS is facing with

Need for improvement of knowledge

Need for acquiring relevant skills

DURING

On –the- job training

Seminars

Workshops

Study visit

Recommendations

Consultations and advices

AFTER

Prepared project documentation

Improved knowledge and skills

New experience gained

CAP prepared



➤ **Result 1.1.** The capacities of the OS trained and strengthened to implement their responsibilities related to the management and implementation of IPA OP HRD 2012-2013 in compliance with the sound financial management and IPA IR regulation.

➤ Result achieved through:

- **1. training needs analysis**
- **2. tailor-made training programme**
- **3. seminars and workshops:**
 - on Launching Calls for Proposals;
 - on Tendering of Services and Supplies;
 - on Monitoring of Grant Project Implementation;
 - on Programme monitoring (Annual and final reports on implementation)



4. On the Job Training:

- Prepared ToRs for all measures under OP HRD 2012-2013;
- Prepared Application for Direct grant under Measure 4.2
- Prepared Guidelines for Applicants (Grant scheme) under Measure 2.2

5. Study visit of 10 OS staff members to Croatian institutions

- Presentations and active discussion in the premises of various Croatian institutions
- In-depth case analysis and practical examples
- Participation in IPA OP Human Resources Monitoring Committee meeting as observers
 - One visit on the site (Zagreb Rehabilitation Centre)



➤ **Result 1.2.** - IPA IV Monitoring Committee established

⇨ Result achieved through:

- **1. recommendations for composition of the Sectoral Monitoring Committee**
- **2. elaborated procedures necessary for the functioning of the Sectoral Monitoring Committee**



- **Result 2.1** - Draft Communication Action Plan prepared

➤ Result achieved through:

1. six workshops for relevant (publicity & visibility) officers in the OS on developing the draft Communication Action Plan
2. practical experience, advice on how to spread the word on OP HRD to general public and potential applicants



Lessons learned





An EU funded Twinning light project / Twinning Light projekat finansira Evropska unija

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Thank you for your attention!

