

Youth NAs Network SNACs ACTION PLAN

16. 1. 2023

At SNACs level

What action should be taken	Who is in charge	Until when	Comments to (maybe) take onboard
Find own way for managing 'your' SNAC but in cooperation with partners (NAs) in the SNAC (learn from others, but avoid the pressure to 'do it like other projects').	SNAC coordinator	ongoing	
Define (with NAs involved in SNAC together) clear roles, expectations and the levels of commitment (allowing for different degrees) in each SNAC (including minimum level of involvement)	SNAC coordinator for each SNAC	ASAP on meeting of SNAC	Focus that we tackle types of partnerships (who can do what), how all NAs can benefit from the SNACs, and make sure that it is not only about making the whole network aware of the projects, but also of the opportunities (what NAs can do and get when sending, etc.). We also need to ensure clarity about who is responsible for what (who is the person representing the NA in the SNACs) and remain sustainable at that as much as possible.
Rethink and remind yourselves (and partners) on how the initial need/topic of the SNAC emerged in the first place and write it down in SNACs mission statement. Make SNACs objectives clear internally and externally and not forget linking it to programmes implementation (support for applicants/beneficiaries on one hand and (if) link to policy developments; increase awareness of the connections between the SNAC topic and the larger policy context).	SNAC coordinator	Until the next BM Sweden (April 2023) as it is linked to other action point under Network level.	
Regular and clear communication towards NAs (and partners) in each SNAC by coordinators of SNACs what NAs can expect if being / joining as partners. What	SNAC level: SNAC coordinator	Internally on the first meeting of SNAC;	The SNAC concept note / commonly agreed action plan would need to highlight what is expected.

roles can they have. Especially for NAs not so active in SNACs every BM.	Network level by Co-Group/KMST WG	for Network first time on BM in Sweden (April 2023), after that every BM.	Information on SNAC's should be developed and conveyed through the letter to (new) heads of NA's.
<p>Establish the mechanism for inter-coordination between the SNACs coordinators should be established as a self-governing mechanism, with rotating pairs as facilitators and established meetings</p> <ul style="list-style-type: none"> - need for a joint e-mail group of the SNAC coordinators - meetings for SNAC coordinators to exchange and look for the synergies and to make sure that coordinators know about each other's work - 'self-aid support group' initiated between a few SNACs (Sports, Volunteering, Mental Health and Europeans): - use each other's communication channels, support mutual learning between the SNACs 	SNACs coordinators	Will be further explored and agreed by Heads of NAs hosting SNACs, after the TCA/NET WG will revise its initial proposal and Co-Group external support will be chosen.	
<p>SNACs planning WP</p> <ul style="list-style-type: none"> - on time planning of activities in advance need to be secured for NAs to be able to plan their work (linked to WP planning) - share Work Plans between the SNACs in order to avoid overlaps - ensure better efficiency of meetings during the SNACs implementations - coordinators of SNACs can in time of planning next activities (for 2024 - 2025) of SNACs share their plans and look for synergies and avoiding overlaps... - establishing of pool of experts (Create a shared approach to involve experts, To make it efficient, clustering expertise, ...) - make sure that the communication to the outside world is part of the role of the SNAC coordinators (and 	<p>Coordinator of SNAC – for each SNAC</p> <p>Will be further explored and agreed by Heads of NAs hosting SNACs, after the TCA/NET WG will revise its initial proposal and Co-Group external support will be chosen.</p>	TBD	

explore together with all coordinators needs for skills building)			
SNACs should be part of the TCA/NET planning process SNACs must organize their project planning in line with the TCA/NET planning	TCA/NET WG	TBD	
SNACs state of play; padlet needs to be updated regularly	SNAC coordinator	Regularly, but at least every time before BM.	
Build in the outreach strategy in your SNAC that will allow for reaching the new target groups for the Programmes. Encourage the SNACs partners, not just coordinators to share about SNACs in their countries. Use more strategically NA Communication officers for communication about the SNACs	SNAC coordinator with the involvement of all SNACs partners	Up to SNAC coordinator	Have in mind, that SNACs are different, this in particular to the 1 st sentence.
Clear communication/link to network/programmes needs to be developed to have branding per SNAC, RAY or SALTO, BUT there always needs to be a clear and coherent link to the NA network and programmes. We need to reinforce that link (not go off and develop 15 different brand that are not connected)	Co-group and Network Communication expert	After when external support for Youth NAs Network is set up.	

At National Agency level

What action should be taken	Who is in charge	Until when	Comments to (maybe) take onboard
Review and reassess your involvement and commitment in SNAC project: each NA needs to secure active participation with motivated NA staff members representing NA as partners in SNACs that steer the work of SNACs and do the work.	Head of NA, but put forward on BM by Co-Group.	Communicated to Heads of NA by Co-Group, put on agenda again on BM Sweden	There is a need to respect the requirements by SNAC, i.e. an NA would need to commit itself e.g. for 2 years meaning work wise and financially, also as these are development projects it is not advisable to change the core partnership during that period. Other NAs can benefit from the work without being part of the SNAC.
Allocate enough resources for the SNAC implementation through better planning and rethinking staffing policy in your NA. NAs internal organization needed to participate in SNACs; NAs internally need to organize their work in a way, that NA staff members can work/participate/steer SNACs in which they are participating.	Head of NA	ASAP	
<p>NA ways of work and Multi-annual NAs plans should:</p> <ul style="list-style-type: none"> - Take stock of benefits and learning through involvement in a SNAC (e.g. building longer term perspective, outsourcing...), capacity building of NA staff; - Consider the SNAC as additional tool for reaching to new target groups and new beneficiaries beyond the regular 'bubble'; - make better links between the SNAC and other working areas inside the NA (linking SNACs activities to programme implementation (approving projects and policy developments) - raise awareness of the connection between the SNAC and the larger policy context (at national and European levels) 	Head of NA	Up to each NA	

At Network level

What action should be taken	Who is in charge	Until when	Comments to (maybe) take onboard
<p>Prevent risk of SNAC getting detached from NAs/network by providing clear expectations from the Network towards SNACs</p> <ul style="list-style-type: none"> - mapping of the SNACs and how their connect to the KAs, to the programmes 'priorities, to the thematic years (e.g. European Year of Skills), to the policy/political processes and beyond that, to trends that can be seen at society level. Important to go beyond the SNACs. - map the links between SNACs, SALTOs and other relevant processes/actors; CrossSNACtoriality: synergies or overlaps of SNAC between SNACs, between SNACs and SALTOs, between SNACs and other Youth NAs Network projects - creating an internal memorandum of understanding about the SNACs and how we want to use them. Securing, that SNACs not living their own life, not linked to programmes implementation. NAs/Network need to have "control" of SNACs and their developments... 	Co-Group		<p>Connecting with or underlining the links with policies/priorities is also about providing means or tools for transparency. We need to be attentive to the fact that mapping/links and developing a MoU are two different processes. The actions proposed might be in the hands of that SNAC facilitator/support person (or that person can support the co-group).</p> <p>We consider that this part was already part of the initial description of the SNACs. We should also be honest and consider that SNACs are projects with a start and an end. SNACs should not become structures themselves.</p>
<p>Visibility of SNACs</p> <ul style="list-style-type: none"> - Communication expert hired by the Network should include the communication about the SNACs internally and externally in accordance with developed plan: - continue developing the Cooperation platform will serve the internal communication and reporting from the SNACs - develop the internet portal that should serve to share the information about SNACs and their results to the 'outside world' – check possibility to create a page on SALTO website for SNACs and SNACs should 	<p>Co-Group and Network Communication expert</p> <p>SNACs coordinators</p> <p>TCA/NET WG</p>		

link their pages to that page or under Youth NAs Network page that needs to be developed			
<p>Invest in the capacity building of NAs for strategic approach through KMST activities and within TCA/NET meetings</p> <ul style="list-style-type: none"> - SNACs should be part of TCA/NET meeting/planning - info on SNACs (and SALTO) should be part of every NA staff training - reinforced training, support and coaching for TCA/NET officers in SNAC management with exploring and sharing different models for managing the SNACs within an NA - training for NA communication and information staff on SNACs communication 	KMST WG and TCA/NET WG		
<p>Regular information to NAs on state of play</p> <ul style="list-style-type: none"> - to Heads on BM, - to TCA/NET officers/coordinators on TCA/NET meetings; - by organizing the “Annual Info Market” about SNACs for the whole Network , linked to already planned events (for example YouthLab) which should not become a side TCA/NET planning meeting, but it could be seen as a yearly enlarged TCA/NET meeting. 	Co-Group TCA/NET WG Co-Group		
Proposal to install a support person for SNACs to be revised. A job description of a support person for SNACs would be needed and a thorough discussion on it, if this function is needed.		Decision needs to be agreed by Heads of NAs hosting SNACs, before the next TCA/NET meeting	TCA/NET WG will revise its initial proposal

Monitoring and evaluation proposal should be revised

Decision needs to be agreed by Heads of NAs hosting SNACs, latest on the next BM.