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## MCH Innovations Database Practice Summary & Implementation Guidance









# PATCH Teen Consultant Program

A Replicable Model to Support & Engage Young People in  
Community/State Adolescent Health Conversations



\*When we say community, we truly mean any size of community. We work closely with any replication partners to help them identify their program scope to ensure effective planning and implementation.

		
Location	Topic Area	Setting
Wisconsin	Family/Youth Engagement	Community*
		
Population Focus	NPM**	Date Added
Adolescent Health	NPM 10: Adolescent Well-Visit NPM 12: Transition	October 2020

\*\*This model is designed to elevate youth voice in local and state-based adolescent health initiatives. Thus, it is transferrable across all strategies and activities addressing adolescent health (e.g., 7.2: Injury Hospitalization – Ages 10-19; 8.2: Physical Activity – Ages 12-17; and 9: Bullying). To date, PATCH, at large, has partnered to address these measures in the state of Wisconsin.

## Contact Information

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# Section 1: Practice Summary

## PRACTICE DESCRIPTION

As an initiative of PATCH (Providers and Teens Communicating for Health), the PATCH Teen Consultant Program provides a foundation for integrating youth voice into adolescent health related programs, projects, policies, curricula, campaigns, and more! This program is designed to prioritize regular engagement of a small team of youth. It can be implemented in communities of any size and has options for virtual, in-person, or hybrid delivery.

PATCH complements existing adolescent health initiatives by providing youth perspectives, insight, and feedback to ensure these efforts are effectively meeting youth needs.

## CORE COMPONENTS & PRACTICE ACTIVITIES

Core Components & Practice Activities		
Core Component	Activities	Operational Details
Program Coordinator	<p><b>Coordinator Training</b> Before programming begins the Coordinator (with relevant support people) is required to participate in a 14-hour training led by PATCH. Training type (in-person or virtual) depends upon how replication programs intend to run youth programming (in-person, virtual, or hybrid).</p> <p><b>Ongoing Coaching &amp; Mentorship</b> All replication programs will work closely with a PATCH-assigned Coach to help support all aspects of program planning, implementation, and evaluation.</p>	<p>All PATCH Teen Consultant Programs must hire an adult Coordinator at a range between 0.5 - 1 FTE. This Coordinator should be from the community and will commit to at least one year with the program. The Coordinator is responsible for executing all PATCH programming efforts. They are advised by a local support team and their PATCH Coach and may work in partnership with an intern. They are a direct supervisor to the team of Teen Consultants.</p>
Teen Consultants	<p><b>Youth Training</b> Each program year begins with in-person or virtual training for all Teen Consultants. This sets the foundation for the year and ensures they gain the knowledge &amp; skills to do their job.</p> <p><b>Enrichment Meetings</b> Throughout the year, Teen Consultants participate in regular, topic-focused meetings that provide knowledge and skills to help support healthy growth and development.</p>	<p>Each program year, Teen Consultants, ages 13-19, are hired by the Coordinator and trained to develop comfort and expertise sharing their own unique ideas, perspectives, and concerns, while also representing those of their peers. PATCH intentionally brings diverse youth voices together – representing various identities, such as those related to age, race, ethnicity, socioeconomic status, geographic location, family life, religion, ability, gender, and sexual identity.</p>



<p><b>PATCH Model for Youth Engagement</b></p>	<p><b>Youth-Driven Programming</b> All aspects of PATCH programming center on youth and allied adults working together toward a common goal. Youth provide input and share in decision making, ultimately shaping the program over time with their creativity, insight, and ideas.</p> <p><b>Youth-Adult Partnerships</b> The success of PATCH programming relies heavily on a supportive and dynamic relationship between youth and their PATCH Coordinator. Coordinators are available to youth as both coworkers and mentors, providing a variety of supports from logistical and practical to social and emotional.</p> <p><b>Employment</b> Supporting job readiness models, youth apply, interview, and then are hired, trained, and paid for their work.</p> <p><b>Education</b> Through training and ongoing enrichment youth gain knowledge and skills to help support healthy growth and development. They are offered opportunities to explore their own values and attitudes related to their change-making work with PATCH.</p> <p><b>Empowerment</b> The PATCH model ensures youth are meaningfully engaged in spaces that typically only include adult perspectives, lending youth voice to programs, policies, and practices that affect them directly.</p>	<p>All replication partners are trained in the PATCH Model for Youth Engagement and are expected to maintain fidelity to the key elements through ongoing coaching and mentorship.</p> <p>The PATCH Model for Youth Engagement is rooted in theories related to Positive Youth Development and Social Connectedness.</p> <p>While youth must be paid for their work, programs can work to employ youth in a variety of ways to ensure the structure works for their organization.</p>
<p><b>Consulting Sessions</b></p>	<p>Teen Consultants, with support and supervision from their PATCH Coordinator, offer consulting sessions for a variety of clients to ensure youth voice is included in the decisions that impact them.</p>	<p>Coordinators schedule consulting sessions with a variety of clients (individuals, organizations, or systems) working to improve adolescent health and wellbeing. These 60-90-minute sessions provide an opportunity for community partners to gather insight from well-trained youth who are prepared to provide honest and useful feedback. We want youth and organizations alike to grow in their knowledge, confidence, and ability to partner and ensure youth voice is incorporated into the decisions that affect them.</p>

## HEALTH EQUITY

The PATCH Teen Consultant Program cultivates a space for youth from all walks of life to participate and share their insights. The representation and blending of diverse backgrounds, experiences, and perspectives enhances PATCH's relevance and innovation in addressing health equity.

We encourage programs to place an emphasis on hiring and engaging youth that experience the highest health disparities including youth of color, LGBTQ+ youth, youth with special health care needs, and youth from rural areas. The activities in the program also provide youth with the knowledge and support to understand the impacts



of health equity. Young people have the ability to be incredible advocates for the health of their generation if given the space and tools to do so.

## EVIDENCE OF EFFECTIVENESS

There is a clear recognition of the value and importance of engaging with youth to ensure that programs, policies, and projects truly meet the needs of young people. Furthermore, our ongoing evaluations of the PATCH Teen Consultant Program emphasize the strong desire among individuals, organizations, and systems to obtain authentic youth input and feedback without having to organize and engage their own youth advisory groups or councils. PATCH Teen Consultant Programs have become a cornerstone and reliable, timely source for youth input. After participating in sessions with Teen Consultants, clients are better able to incorporate youth experiences to the design of their programs, policies, and projects, leading them to be more effective and relevant to youth in their community.

Youth who participate in PATCH report a variety of noteworthy impacts related to positive youth development, workforce development, and adulthood preparation. They show significant personal growth across areas like, health-related behaviors and skills, job readiness, relationships, advocacy, and self-worth. The PATCH Program is proud to share PATCH’s evidence, impact, and lessons learned through various mediums. For impact reports, publications, and presentations visit [www.patchprogram.org](http://www.patchprogram.org).

# Section 2: Implementation Guidance

## COLLABORATORS AND PARTNERS

You will likely have many stakeholders invested in your program’s success who provide guidance, financial support, or programmatic opportunities, such as being a guest speaker or promoting consulting sessions.

Practice Collaborators and Partners		
Partner & Collaborator	How are they involved in decision-making throughout practice processes?	Does this stakeholder have lived experience/come from a community impacted by the practice?
<b>PATCH Coach</b>	A coach is assigned to each Teen Consultant Program by the PATCH Program to assist in program planning, implementation, and evaluation. PATCH Coaches mentor each Coordinator in ways to cultivate strong and meaningful youth-adult partnerships and prioritize youth-driven programming.	The coach is responsible for creating a community of practice among replication partners. They also guide any adaptation to ensure quality programming that better meets local needs.
<b>Coordinator Support Team Members</b>	Formally convening a support team of stakeholders can help ensure ongoing community collaboration and support for your Coordinator. With their support, Coordinators are often able to expand	These individuals work and/or live within the community. They should come from all sectors touched by PATCH programming like public



	<p>their professional network and/or community connectedness to PATCH, while also building up Coordinator capacity to run effective programming. Support team members often participate in youth recruitment, consulting session promotion &amp; scheduling, connection to guest speakers, content experts, and community-based resources for youth, in-kind resources like materials, space, and food, and general championship of the work.</p>	<p>health departments, schools, health care systems, and community-based organizations. It should also include youth. The support team should be representative of the general diversity of the community.</p>
<b>Guest Speakers</b>	<p>Guest speakers are content experts who provide youth with new adolescent health perspectives, resources, connections, and information at Teen Consultant Training and Enrichment Meetings.</p>	<p>These individuals work and/or live within the community. As experts, they come from a variety of fields and may have lived experiences related to a particular health topics.</p>
<b>Organizations and Community Partners</b>	<p>Teen Consultants, with support and supervision from their PATCH Coordinator, offer consulting sessions for a variety of clients to ensure youth voice is included in the decisions that impact them.</p> <p>Consulting Clients, in turn, implement programs, policies, and projects that work to improve health among the broader community of youth being served.</p>	<p>These partners are often located within your community. By providing them a platform to genuinely connect with and hear from youth in the community, they are able to design programs, policies, and projects that are more effective and relevant to youth.</p>

## REPLICATION

PATCH has been working closely with partners replicating its programming since 2014, ensuring that programs align with the needs and priorities of youth in their respective areas. We work to provide a solid programmatic foundation and robust mentorship throughout all aspects of program planning, implementation, and evaluation. This ranges from providing the actual programmatic materials and resources to training to answering questions to real-time troubleshooting to cultivating a community of practice amongst all our various partners...and everything in between. PATCH replication partners have varied in geography (rural and urban), organizational structure (government and non-profit), capacity, and overall reach.

To date, we've primarily supported the replication of our firstborn initiative, the PATCH Teen Educator Program which is listed as a Best Practice in this database. That practice is a replicable, youth-driven intervention to improve the way adolescents receive, experience, and utilize health care.

However, since the launch of the PATCH Teen Consultant Program (previously referred to as the PATCH Youth Advocacy Fellowship) in 2016, we have supported over ten cohorts of Teen Consultants and have piloted different implementation strategies to assess continued effectiveness and possible adaptations of the program, such as a condensed summer program model.

While we haven't yet supported full replication of the PATCH Teen Consultant Program outside of our home state of Wisconsin (hence its recognition as a Promising Practice), we would be thrilled to bring our decade worth of coaching, mentorship, and replication expertise to support its expansion and success.

## INTERNAL CAPACITY

At a minimum, PATCH Teen Consultant Programs must hire a Coordinator and a Teen Consultant Team. Programs may choose to also bring on an intern (paid or unpaid) for programmatic support.



- **Coordinator:** A Coordinator is required to implement the PATCH Teen Consultant Program and may range from 0.5 – 1 FTE depending on program size and reach. This Coordinator is employed by the organization replicating the PATCH Teen Consultant Program. The Coordinator must work well with various populations to be successful due to the diversity in roles and responsibilities (i.e., building authentic relationships with teens, maintaining meaningful connections with community stakeholders, and working with a variety of public health professionals). Coordinators should be committed for at least one program year, though continuation past one year is encouraged for program growth and sustainability.
- **Teen Consultant Team:** The replication partner, via their Coordinator, will hire team of 7-14 youth (recommended ages 13-19) from the community to participate in consulting sessions and ensure youth voice is included in efforts that impact them. Each Teen Consultant is expected to fulfill a commitment to one program year.

## PRACTICE TIMELINE

PATCH runs on a July 1st – June 30th program year and highly recommends that all PATCH programming run on a complementary 9-month programming timeline that aligns with the school year.

On this timeline, youth typically begin their program year with PATCH Teen Consultant Training in August and wrap up with a celebration in May. Start and end dates can be adjusted based on community needs, funding, etc. The Coordinator utilizes the summer months for planning, preparation, and preparing for new Teen Consultants.

Phase: Planning/Pre-Implementation		
Activity Description	Time Needed	Responsible Party
<p><b>Determine programmatic fit &amp; secure needed resources.</b></p> <p>PATCH Staff is happy to discuss its history, development, theory, and model with interested parties. For those looking to replicate, these initial conversations also help determine community need, community readiness, organizational capacity, and funding. Prior to beginning programming, replication partners will need to lay a foundation for support within their local community.</p>	Varied	<p>Replication Partner / Host Organization Leadership</p> <p>Support provided by PATCH</p>
<p><b>Enter into agreement with PATCH.</b></p> <p>Parties ready to replicate will sign a licensing agreement to initiate a transparent, collaborative, and personal mentorship with PATCH.</p>	Varied	PATCH & Replication Partner /Host Organization Leadership
<p><b>Develop a staffing &amp; support structure.</b></p> <p>Prior to Coordinator Training, replication partners are expected to identify and/or hire a Coordinator to lead the PATCH Teen Consultant Program efforts in their community. PATCH Coaches will provide job descriptions and duties to help aid in this process.</p>	1-3 months	Replication Partner/Host Organization Leaderships



		Support provided by PATCH
<p><b>Coordinator Training</b></p> <p>A Coordinator Training helps lay the foundation for successful implementation and for effective coaching and mentorship between the PATCH Coach and locally employed Coordinator. Coordinators are required to attend training in full, additional support people are also invited to attend. Training should ideally be schedule at least 1 month prior to implementation.</p>	14 hours over 3 days	PATCH Coaches lead training on-site in-person OR virtually for the Coordinator & additional supporters. Training structure depends on planned method of youth engagement (in-person, virtual, or hybrid).

**Phase: Implementation**

Activity Description	Time Needed	Responsible Party
<p><b>Youth Recruitment, Interviews, &amp; Hiring</b></p> <p>Typically, applications for youth stay open for anywhere between 2 weeks - 2 months, depending on the community. Once applications close, youth are invited to interview, usually over a 2-week period, and then youth are invited to join the program (or not) and sent a welcome packet with necessary onboarding paperwork.</p>	1-3 months	Program Coordinator
<p><b>Teen Consultant Training</b></p> <p>PATCH provides a training curriculum for Coordinators to follow, but there will be additional preparation and decision making needed to adapt it to local community needs. All hired youth are required to attend training. Training dates and times should be set and shared with youth as part of the application process. We suggest beginning 2-3 weeks after youth are notified of their acceptance.</p>	16 hours, usually over a weekend but can be spread out in 4 hours segments.	Program Coordinator
<p><b>Teen Consultant Enrichment Meetings</b></p> <p>Following training, Teen Consultants will participate in twice-monthly enrichment meetings that are organized by the Coordinator and feature a guest speaker and content expert to focus on a specific health topic. These meetings are usually 2 hours long and begin within 2-weeks of training and wrap up prior to the end of students' school year.</p>	2 hours, 2 times per month for 8-9 months	Program Coordinator
<p><b>Consulting Session Promotion &amp; Delivery</b></p> <p>Following training, Teen Consultants are ready to participate in consulting sessions with various clients. The Coordinator will work to</p>	8-9 months, simultaneous	Program Coordinator





schedule 2-3 consulting sessions per month starting after training. These happen alongside the enrichment meetings.	with enrichment	
<b>Ongoing Coaching &amp; Mentorship</b> The PATCH Coach will host 1 hour coaching calls each month. In addition to these required calls, Coordinators will be invited to shorter, focused coaching calls and other community of practice opportunities to connect with fellow coordinators. The Coach will also provide support for all activities outlined above.	1+ hour(s) each month	PATCH Coach with participation from the Coordinator
<b>Evaluation</b> PATCH provides a robust evaluation plan that begins during Teen Consultant Training and continues throughout the year. There are a handful of required evaluations for key activities and even more optional evaluations available to collect ongoing process and quality improvement information.	Ongoing	Local Program Coordinator, with support from PATCH Coach & PATCH Evaluation Team

**Phase: Sustainability**

Activity Description	Time Needed	Responsible Party
<b>Monitor, Learn From, and Improve Implementation</b> PATCH Coaches will help Coordinators & program leadership consider sustainability in a variety of domains. All parties will have access to evaluation data and coaches will maintain regular check-ins.	Ongoing	Replication Partner / Host Organization & PATCH
<b>Begin Second Year Programming</b> Because PATCH operates on program year cycles, activities from the implementation phase are repeated annually, based on the local programming calendar.	8-9 months	Local Program Coordinator with support from PATCH Coach.

**PRACTICE COST**

The contractual cost to launch a PATCH Teen Consultant Program is \$12,000. This includes the licensing fee, initial implementation materials, Coordinator Training, and one year of PATCH Coaching.

Additional funds are needed to cover travel for in-person Coordinator Training (if applicable) as well as staff salaries and youth stipends, office and meeting space (if applicable), technology (as needed), supplies, transportation, lodging, meals, and materials. In subsequent years, program start-up costs no longer apply and the cost to maintain a PATCH Teen Consultant Program varies based on programmatic goals, reach, and capacity. Existing PATCH Teen Consultant Programs have utilized different approaches to cover program costs, including grants, sponsorships, partnerships, and in-kind space and/or materials.



## Budget

Activity/Item	Brief Description	Quantity	Total
<b>Program Start-up Costs (Year 1 Only)</b>			
PATCH Teen Consultant Program Replication License	Required to replicate the PATCH Teen Consultant Program. License covers implementation of one PATCH Teen Consultant Team. Multi-team license is available upon request	1	\$5,000
PATCH Teen Consultant Program Coordinator Training	Includes 14-hours of in-person or virtual Coordinator Training and all related materials: up to 5 PATCH Training Manuals.	1	\$2,000
Travel Expenses for Coordinator Training	Transportation, lodging, and meals for two PATCH Coaches to lead Coordinator Training	1	Varies based on training location and travel options.
<b>Average Start-Up Cost = \$7,000-\$10,000</b>			
<b>Annual Coaching Costs (vary by year)</b>			
PATCH Coaching	Level of coaching is determined by the primary Coordinator's experience with PATCH. Coaching costs are standard across programs and calculated based on typical support needed from PATCH. It is communicated annually in a Licensing Agreement between PATCH and the replication partner.	N/A	Year 1 - \$5,000 Year 2 - \$3,500 Years 3+ - \$2,000
<b>Annual Coaching Cost: between \$2,000-\$5,000</b>			
<b>Estimated Annual Implementation Costs (will vary based on program size and reach)</b>			
Salary & Benefits for Staff	A PATCH Coordinator is required to implement programming and may range from 0.5 – 1 FTE. Staff time required will vary based on program size and reach.	0.5 - 1 FTE	Varies based on replication partner. PATCH encourages fair



			and just compensation.
Youth Payments	Teen Consultant should be compensated fairly for their expertise. We suggest a generous training stipend followed by a minimum of \$12/hr. based on cost of living. Estimated at 6-8 hours/month per youth.	Average 7-14 Teen Consultants	\$6,500 - \$15,000
Guest Speaker Payments	Guest speakers and content experts are key to Teen Consultants' learning, growth, and connections and should be compensated for their contributions. While you may bring in as many as 20 speakers throughout the year, this is estimated at 5-10 paid speakers at \$100-\$200 per session.	Average 5-10 paid speakers	\$500 - \$3,200
Teen Consultant Shirts	Official PATCH Teen Consultant shirts should be provided to all Teen Consultants to be worn during work-related events. \$22-\$26 each	Average 7-14 Teen Consultants	\$200 - \$400
Operational Funds	Funds for day-to-day implementation such as transportation, food, supplies, space rental, mailing, swag, technology, additional workshop materials, etc.	N/A	\$2,500 - \$7,000
<b>Annual Implementation Cost: \$32,000 - \$75,000</b>			

## LESSONS LEARNED

The program has evolved significantly since its launch in 2016, with numerous adaptations aimed at quality improvement. Initially, youth were hired and trained to grow as leaders and activists. Over the years, we refined our implementation processes, including experimenting with different models such as summer programs and topic-specific approaches, all aimed at better supporting young people.

Yet, continued implementation highlighted the critical need for a structured program that can serve as a trusted outlet for youth engagement, connection, and feedback. The PATCH Teen Consultant Program emerged as a solution, providing a structured framework and support system for seamlessly integrating youth input and feedback into programs, services, and policies. This approach has enabled many organizations to gather youth feedback without the need to create their own structures, systems, or processes. By ensuring that young people's voices are heard and valued in decision-making processes, we have seen more impactful outcomes and solutions in youth-related initiatives.

We have learned so many incredible lessons in youth engagement, program implementation, and other areas over the years and love coaching and supporting others in their endeavors. Our PATCH Coaches have a plethora of lessons learned, which is why we actively coach replication partners seeking to replicate our programs. Additionally, we foster a community of practice where programs can learn from each other in real-time.



## NEXT STEPS

PATCH is continuously learning and striving to apply the most advanced information and research to be a revolutionary leader in public health. We value integrity and actively assess the program's alignment with evidence, guidelines, standards, and emerging trends. Recognizing that youth evolve, we celebrate the need for our programming and efforts to adapt accordingly, ensuring relevance in an ever-changing society and meeting the growing demands of today's youth.

PATCH utilizes a variation of the Plan-Do-Study-Act cycle for quality improvement, informed by our ongoing collection of process, outcome, and impact data. We conduct annual reviews and revisions of the program's strategic plan, programming, and materials to ensure effectiveness.

Our original Wisconsin-based PATCH communities serve as a model for ongoing adaptation, pilot initiatives, and continuous improvement. Moving forward, we aspire to contribute to the published evidence base with support from field experts. Additionally, we eagerly anticipate encouraging, supporting, and collaborating with others interested in similar efforts, with a vision to expand Teen Consultant Programs to new communities.

## RESOURCES PROVIDED

- PATCH Youth Programs Planning Guide

## APPENDIX

- N/A

