



Providers And Teens Communicating for Health

PATCH YOUTH PROGRAMS ~ Planning Guide ~



Bring PATCH to YOUR Community!

www.patchprogram.org | [@thepatchprogram](https://www.instagram.com/thepatchprogram)

Dear Adolescent Health Champion,

We hear you're interested in bringing PATCH to YOUR community?! Hooray! We'd love to support you on that journey!

PATCH stands for Providers and Teens Communicating for Health. We work directly with young people to improve adolescent health and wellbeing and to ensure youth voice is included in decisions that affect them.

Because THEY are the experts. THEY are the ones who can provide authentic insight into the concerns, ideas, and preferences of their generation.

Our innovative, youth-driven programs, including the PATCH Teen Educator and PATCH Teen Consultant Programs, employ, educate, and empower youth to help create positive change. Our programs are designed to help YOU authentically engage youth from your community in meaningful ways.

Emerging evidence indicates that engaging and partnering with youth is mutually beneficial. Agencies and organizations often experience enhanced capacity, effectiveness, and relevancy by providing young people a meaningful experience that also supports healthy growth and development.

From our own Wisconsin hub to New York, Colorado, and the Northern Mariana Islands, we're incredibly proud of the continued impact these programs have had on youth and their communities. Our programs have spanned various geographies, from rural to urban, and have been implemented by a range of organizations, including government agencies, health systems, and nonprofits.

So, what are you waiting for? Get a program started in your community today! This Planning Guide provides an overview of what you need to know:

- The PATCH Model for Youth Engagement
- An overview of our youth program offerings
- Replication considerations
- Replication requirements
- And, next steps.



Please don't hesitate to reach out with questions or to move forward. We would love to work together!

staff@patchprogram.org
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Sincerely,
PATCH Staff

PATCH Model for Youth Engagement

HOW DOES IT WORK?

PATCH strives to bring authentic and diverse youth voice into important adolescent health conversations while also providing the necessary knowledge, resources, support, skills, and opportunities youth need to become **healthy, connected, and thriving** adults.

We do this through implementation of the PATCH Model for Youth Engagement. This model utilizes **youth-driven programming** that is centered on strong and meaningful **youth-adult partnerships**, and integrates the key components of **employment, education, and empowerment**.

YOUTH-DRIVEN PROGRAMMING

We believe that programs, policies, and practices should be developed with young people, not just for them. That's why 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. Youth are provided with clear opportunities for impact and are supported equitably by their PATCH Coordinator to ensure success.

YOUTH-ADULT PARTNERSHIPS

Youth-Adult partnerships are at the center of all we do. 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. They partner directly with youth on a variety of community change efforts and work side-by-side with transparency.

Our Ultimate Goal? Youth who are healthy, connected, and thriving!



HEALTHY: Youth are able to reach optimal health, safety, and well-being.

CONNECTED: Youth have strong connections to, and communication with, peers and trusted adults.

THRIVING: Youth have the knowledge, skills, and opportunities to flourish into adulthood.

EMPLOYMENT

Being part of PATCH is a job. Supporting job readiness models, youth apply, interview, and then are hired, trained and paid for their work. We are dedicated to showing youth the value of their voice and efforts by compensating them fairly for their time.

EDUCATION

Through training and ongoing enrichment education, youth gain knowledge and skills to help support healthy growth and development and are also offered opportunities to explore their own values and attitudes related to their change-making work with PATCH.

EMPOWERMENT

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. Their expertise is valued and the impact of their work is clearly shown, creating an outlet for the power they already hold.

As a replication partner, you get immediate access to our PATCH coaches who will support and guide you every step of the way to ensure meaningful and authentic youth engagement!

PATCH Youth Programs

In all PATCH youth programs, we strive to bring youth voice to the forefront of conversations around adolescent health, while also providing young people the knowledge, skills, and opportunities to thrive and flourish into adulthood. We have two replicable programs: The PATCH Teen Consultant Program and the PATCH Teen Educator Program.

PATCH TEEN CONSULTANT PROGRAM

The PATCH Teen Consultant Program provides a foundation for integrating youth voice into adolescent health related programs, projects, policies, curricula, campaigns, and more!

As part of this virtual OR in-person program, **Teen Consultants** are hired and trained to develop comfort and expertise sharing their unique ideas, perspectives and concerns and representing those of their peers.

They participate in ongoing **Consulting Sessions** for individuals, organizations, and systems working to improve adolescent health and wellbeing. They use their expertise as teens to ensure youth voice is included at all levels of decision making.

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.

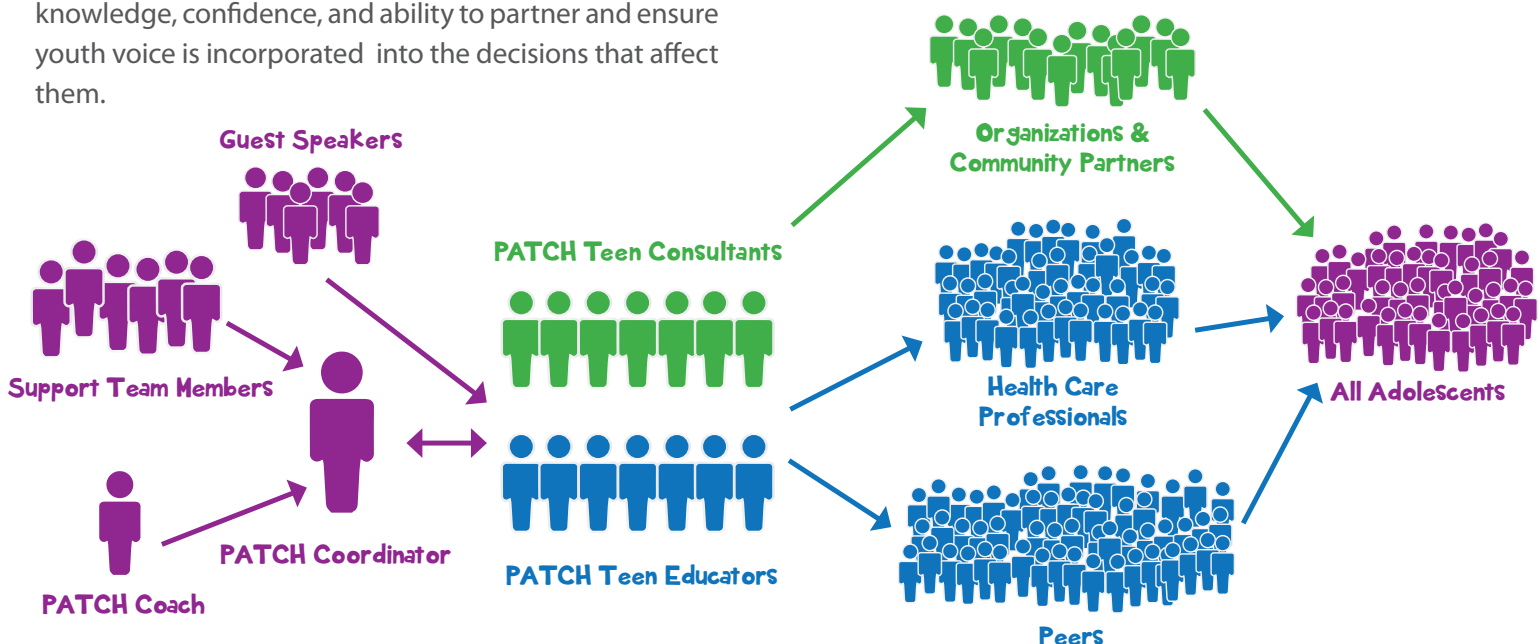
PATCH TEEN EDUCATOR PROGRAM

The PATCH Teen Educator Program offers communities a framework for improving overall health care experiences for young people. **Teen Educators** are hired and trained to facilitate the PATCH for Providers and PATCH for Teens: Peer-to-Peer Workshops within their local community. Both workshops are youth-facilitated.

The 90-minute **PATCH for Providers Workshop** helps health professionals understand the health care concerns, preferences, and realities of today's youth, offering better ways to connect with adolescent patients and ensure high-quality, youth-friendly services.

The 60-minute **PATCH for Teens: Peer-to-Peer Workshop** empowers young people to learn to manage their own health care and equips them with the knowledge and skills needed to navigate and advocate for youth-friendly services.

We want youth and health professionals alike to grow in their knowledge, confidence, and ability to access or provide youth friendly services.



WHAT IS THE IMPACT?

We know firsthand how youth stories, experiences, and perspectives help spark productive conversations, initiate fresh thinking, and create bold and lasting change for their generation and generations to come.

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.

Teen Educators have a notable impact on their workshop audiences. After attending a one-time PATCH workshop, both youth and health professional audiences report positive changes in knowledge, confidence, and intended behavior. Health care professionals are better equipped to engaged with youth and more teens feel empowered to manage their healthcare responsibility.

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.

We are proud to share PATCH's evidence, impact, and lessons learned through various mediums. For impact reports, publications, and presentations visit us online at www.patchprogram.org.

PATCH Youth

PATCH has helped me step out of my comfort zone, be more social, and explore different types of activism.

PATCH empowered me. It made me feel capable and ready to get what I need from the world.

I like that I never feel judged and can talk about sensitive topics in a mature manner and don't feel embarrassed or shy to ask questions that I couldn't ask in a different work or school setting.

PATCH Workshop Participants

After the PATCH workshop, I am more cognizant of the language I use when communicating about sensitive topics and am careful of phrasing when asking about sensitive subjects.

The most important thing I learned from PATCH is that I have the right to be involved in my health care.

PATCH Consulting Clients

The team's curiosity, energy, and perspective greatly helped us launch this project. It's always a joy to work with the PATCH team!

I really value the consultants' openness and awareness to challenging divisive topics. The PATCH Coordinators have created such a safe space for youth to be themselves - which makes it easier to come in and learn from them.



Replication Considerations

PROGRAMMATIC FIT

Is PATCH the right program for you?

It is important to think about your overall goals and intentions for implementing PATCH, and ensure they fit within the existing priorities and initiatives of your organization and community. Consider:

Community Need - What is the status of adolescent health in your community? What problems or barriers to youth experience when accessing health care or seeking health related information? What level of interest, support, and resources does the community have for youth engagement and feedback?

Community Readiness - What will be the acceptability of PATCH in the community? What barriers do you anticipate? Who are willing partners?

Organizational Capacity - Does your organization have the infrastructure, capacity, and resources to implement a PATCH program? Is PATCH compatible with your organizational priorities, initiatives, and culture?

STAFFING

Who will implement the program?

At minimum, all PATCH programs must hire an adult Coordinator and team of youth.

The Coordinator position may range from 0.5 – 1 FTE depending on programmatic goals. The actual number of hours worked from week to week will inevitably vary. A commitment of at least one program year should be required and perceived commitment beyond one year is encouraged.

Youth teams are hired annually and commit to completion of at least one program year (about 9 months of programming). Hours vary based on program scope and reach, but average between 6-8 hours monthly. Youth should be compensated fairly based on local cost of living.

SUPPORT

Who will help support and guide the program?

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 and promoting workshops or consulting sessions.

Formally convening a Support Team of stakeholders can help ensure ongoing community collaboration and support for your Coordinator.

You will also have support through PATCH! We are committed to creating a community of practice with all our replication partners to share successes, challenges, best practices, lessons learned, resources, and programming updates.

TIMELINE

When will you implement programming?

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 begin their program year with PATCH Youth Training in August and wrap up with a celebration in May. The Coordinator utilizes the summer months for planning, preparation, and interviewing new youth.



Need extra guidance to answer some of these questions? Maybe we can help!

Reach out to PATCH Staff at staff@patchprogram.org.

REACH

How many participants do you hope to reach?

It is important to consider the size and scope of your program. How big is the geographic area will your program will serve? How many providers, youth, or programs do you hope to reach?

Established Teen Educator Programs often aim to schedule at least two workshops each month from September to April, or about 15-20 workshops total. Workshop audiences may range from small (8-10 participants) to large (over 100 participants), but 20-40 health care professional participants and 10-30 youth participants have shown to make for an ideal workshop.

Established Teen Consultant Programs often aim to schedule at least two consulting sessions each month from September - April (about 16-24 sessions total). Consulting clients are often representatives of adolescent health-focused programs or organizations.

It's also important to be realistic! PATCH programs may not see the strongest impacts in year one. In fact, it often takes 2-4 years to build an "established" program. Your most important outcomes in year one will likely be related to critical capacity building.

EVALUATION

How will you evaluate what you are doing?

PATCH provides a simple and streamlined process to collect and archive required data! While we expect all PATCH programs to adhere to PATCH evaluation requirements, we also anticipate you will have your own evaluation needs and goals.

We regularly work alongside all replication programs to explore various methods of data collection and add additional evaluation measures appropriate for your community, funding streams, and organizational priorities.

BUDGET

Do you have enough funding to sustain PATCH?

The contractual cost to launch a **PATCH Teen Educator Program** is \$15,000. 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 as well as staff salaries and youth payment, office and meeting space, supplies, transportation, lodging, meals, and materials. In subsequent years, program start-up costs no longer apply and the cost to maintain a PATCH program varies based on programmatic goals, reach, and capacity.

PATCH would be happy to share more details about funding & budget considerations for the program that best meets your community needs.



Replication Requirements

WHAT IS REQUIRED?

We love supporting replication partners (such as community-based organizations, health care systems, public health agencies, schools, and others) to plan, launch, and sustain PATCH programming. All of our replication partners are required to:

1. SIGN A LICENSING AGREEMENT

A Licensing Agreement must be signed as part of the a transaction to purchase a replication license. This agreement will outline the roles and responsibilities of both PATCH and the partner organization. In order to continue programming, it must be renewed annually (at no cost).

The Licensing Agreement also outlines PATCH Coaching requirements. Coaching fees are determined annually based on Coordinator experience with PATCH. In a Coordinator's first year, we require maximum coaching in order to help ensure a solid programmatic foundation and robust mentorship in the critical first year. In subsequent years, we will identify an appropriate level of coaching in the Licensing Agreement renewal.

2. COMPLETE COORDINATOR TRAINING

All first-year programs are required to participate in Coordinator Training. With the support and resources of our PATCH Coaching Team, this training will provide a solid foundation for launching your PATCH program.

3. RECEIVE ONGOING COACHING & MENTORSHIP

A Coach, employed by PATCH, will be assigned to all replicated programs in hopes of developing and maintaining a transparent, collaborative, and personal mentorship with each of our partners. PATCH Coaches are available to support all aspects of program planning, implementation, and evaluation.

Programs should expect to engage in at least one hour of coaching per month. This may take place in one 60-minute coaching call and/or via ongoing communication over the course of the month.

4. MAINTAIN FIDELITY AND PRACTICE MEANINGFUL ADAPTATIONS AS NECESSARY

While all replicated programs develop and function differently, key components and activities that are responsible for program effectiveness must be incorporated. These components include:

- PATCH Coaching
- PATCH Model for Youth Engagement
- PATCH for Providers Workshops (Teen Educator Only)
- PATCH for Teens: Peer-to-Peer Workshops (Teen Educator Only)
- PATCH Consulting Sessions (Teen Consultant Only)

Although these elements are standardized, there is room for flexibility and adaptation to better suit each community's needs. We expect all replicated programs to maintain the integrity of PATCH and consult with their Coach on any and all adaptations.

5. ETHICALLY PARTICIPATE IN EVALUATION

All replicated programs are expected to administer key programmatic evaluations and share certain outcome and impact data directly with PATCH. PATCH has set up a simple and streamlined process for you to collect data. We also strongly encourage collecting process data provide coaching on how to ensure ongoing quality improvement and intentional adaptations.

6. UPHOLD THE INTEGRITY OF THE PATCH BRAND

Licensed PATCH programs have the right to use the PATCH logo and design trademark as supported by the PATCH Style Guide. Any use of the trademark outside of the guidelines must be approved in advance. Furthermore, reproduction of any PATCH materials in unauthorized manner or for non-authorized uses is strictly prohibited.

7. CELEBRATE THE PATCH MISSION, VISION, VALUES, AND BELIEFS

We expect that all partners and key stakeholders embrace the our mission, vision, values, and beliefs. These are outlined on the following page.

PATCH Mission...

To improve adolescent health and well being alongside and in true partnership with youth

PATCH Vision...

A supportive environment in which all youth are healthy, connected, and thriving

PATCH Values...

Advocacy. We empower people of all ages to raise their voice for positive change.

Collaboration. We partner with youth, adults, organizations, systems, and communities to improve adolescent health.

Communication. We prioritize accessible, youth-friendly, honest and confidential communication.

Diversity. We celebrate the intersectional identities of all people including age, race, ethnicity, socioeconomic status, geography, family life, religion, ability, gender, and sexual identity.

Individuality. We approach all people with respect, compassion, and dignity.

Innovation. We apply the latest research, best practices and lessons learned to our programming and strive to be a revolutionary leader in public health.

Integrity. We act with a consistency of character and are accountable for our actions.

Justice. We strive to foster environments where freedom, justice and liberation are possible for all of humanity.

Passion. We are committed in our hearts and minds to making positive change and work to create an energizing, optimistic, and proactive environment.

Teamwork. We leverage and celebrate the abilities of all team members as we work together toward our mission and vision.

Wellness. We value the holistic process encompassing environment, lifestyle, mental, and spiritual wellbeing, through which people become aware of and move toward achieving their full potential.

PATCH Believes In...

Access to high-quality health care, resources, and education. Youth have the right and responsibility to access confidential, comprehensive, and developmentally-, age-, and culturally-appropriate support, resources, and services.

Being youth-driven. Youth are the population best equipped to provide accurate, authentic advice and insight into the needs, concerns, and preferences of their generation.

Erasing stigma. Youth deserve to have judgment-free care and open conversations about all aspects of their health and well-being, including sexual health, mental health and other stigmatized health topics.

Health equity. All youth have the right to high-quality health care that reflects knowledge of, sensitivity to, and respect for their differences, identities, and unique needs.

Prevention and harm reduction. Youth are in a stage of rapid psychosocial development and experimentation, making them particularly susceptible to behavior-based injury and illness. Youth deserve shame-free education and support in prevention and management of these outcomes.

Strong patient-provider relationships. Youth will make healthier decisions and will seek the care that they need if they are able to have open and honest conversations with a trusted healthcare provider.

The power of diverse voices. When youth share stories from their unique lived experiences, they have the power to create positive change.

Youth empowerment. Youth have the ability and right to make choices about their own health and deserve the opportunity to develop skills needed to become life-long advocates for themselves and others.

Next Steps

Select your Youth Program!

While we hope you are excited about the potential community impact of both our Teen Educator and Teen Consultant Programs, it is important to identify the best fit for you based on your local goals and purpose.

If your purpose is to help improve the quality of adolescent health care for youth in your community while also better preparing young people to be active participants in their care, then we recommend the **PATCH Teen Educator Program**.

If your purpose is to ensure youth voice is included in the conversations and decisions that impact adolescent health and wellbeing, then we recommend the **PATCH Teen Consultant Program**.

If neither (or both!) of these programs fit your needs, we'd be happy to talk further about how PATCH can help you meet your youth programming goals.

A detailed breakdown of the similarities and differences between each program is included in the chart below.

PATCH YOUTH PROGRAM COMPARISON		
	PATCH Teen Educator Program	PATCH Teen Consultant Program
Program Purpose	Bridging the gap between teens and health care providers to ensure youth are receiving high quality, youth friendly health care services in their community.	Bringing youth perspective to the projects and initiatives of individuals, organizations, and systems working to improve adolescent health.
Youth Participation	PATCH Teen Educator programs are most effective with groups of 8-12 youth between the ages of 14-18 years old. In-person youth participation is required.	PATCH Teen Consultant Programs are most effective in groups of 7-14 youth between the ages of 13-19 years old. Programs can be delivered in a variety of ways, including in-person, virtual, or hybrid.
Key Activities	Training Enrichment Workshops	Training Enrichment Consulting Sessions
Service Area	Usually a city or county, with opportunities to deliver workshops more broadly	May be defined as a school, city, county, or state, or anything in between.
Staff Time	A PATCH Coordinator is required to implement programming and may range from 0.5 - 1 FTE. Staff time will vary based on program size and reach. FTE portion may shift based on program cycle.	
PATCH Coaching and Support	A 3-day, 16-hour in-person Coordinator Training led by a PATCH Coach is required.	A 3-day, 14-hour Coordinator Training led by a PATCH Coach is required. Training must be in person for programs running in-person or hybrid youth programming. In-person (encouraged) or virtual training is available for those running virtual programming.
	Coaching fees are standard across programs and determined by the primary Coordinator's experience with PATCH. Fees range from \$5,000 to \$2,000.	
Start-Up Costs	Program License: \$7,500 Coordinator Training: \$2,500 Travel for Coordinator Training: Varies	Program License: \$5,000 Coordinator Training: \$2,000 Potential Travel for Coordinator Training: Varies

Still have questions?! Let's talk!

Next Steps

Meet with our PATCH Coaches!

Let our PATCH Team know you're interested! We would be happy to talk through replication considerations, help you find the right program fit, and share more details about specific program budgets and structures. When you're ready to talk more, just email us at staff@patchprogram.org.

Once you decide you're ready to replicate a program, we will get you a **Licensing Agreement!** After that is signed, we will work together to schedule Coordinator Training, arrange coaching, and get you all the materials you need to launch your program.

If, after reading this guide or meeting with our staff, you decide you're not YET ready to implement a full PATCH program, no problem! You may want to start smaller. PATCH offers numerous free resources to help teens and their parents or guardians feel ready and well-equipped to navigate the transition from pediatric to adult health care. We also offer numerous brochures to improve the quality of adolescent care in your community! Visit us at www.patchprogram.org to learn more!

If neither of our youth programs seem like the perfect fit for your goals, we would be happy to provide coaching and technical assistance as you work to build and grow your own youth program.

Stay in Touch!

No matter what, stay in touch! Youth change, and so do we! PATCH is dedicated to continuous growth and seeks to work collaboratively with PATCH partners and stakeholders in the process. To stay up to date with all things PATCH follow us on Facebook and Instagram [@thepatchprogram](https://www.instagram.com/thepatchprogram) or find us on Linked In.

staff@patchprogram.org
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The biggest benefit in our community was the fact that PATCH provided a safe place for teens and adults to come together in a judgment-free, honest space. Teens were able to connect with professionals during enrichment meetings, and health service providers had the opportunity to collaborate with teens through workshops, panels, and other events.

Being part of PATCH has been so transformative. It's given me hope for our younger generations that there are community programs out there doing the hard work to make sure the underserved are propped up, supported, and heard.

The beauty of the PATCH model is that we set high expectations for youth but provide them with the support needed so they cannot fail.

PATCH Replication Partners



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Providers And Teens Communicating for Health

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