

Package of Thanks, Value and Remuneration

09

GUIDEBOOK
SECTION

Youth Engagement
in Health Research



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**WELLBEING
HEALTH &
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in Adolescent Health

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Overview

Why it is necessary to recognise and value young people's contributions

Young people provide a valuable contribution to research projects because they have unique expertise as young people at the current time and through their individual lived experiences. In this guide we are focusing on young people not as research participants, but as advisors, contributors or co-creators of research to inform, shape and strengthen the research project. In this way, their role is more 'behind the scenes'.

Your role in engaging young people is to ensure they know they are valued and that they are appropriately remunerated for their time and that their contribution is reported on and acknowledged both in person and in any publications or presentations connected to the research project.

This guide outlines some key considerations to help you value young people, provide reimbursement for their time and consistently acknowledge their contribution.

Prepare

Different forms of valuing young people's involvement

Drawing on a recent literature review of incentives for young people in research¹ there are three distinctions to be made on how to value young people's involvement:

1. Reimbursements or compensation

Provides money to compensate and acknowledge the time spent being part of the research.

2. Incentives

Provide gifts, vouchers, food and other things to motivate young people to engage and thank them for their time.

3. Package of thanks

Refers to a suite of ways that young people are acknowledged and valued in your research project. Ensure you include at least four ways of valuing young people's time, expertise and contribution. This includes reimbursement, training/skills building, letter of impact, and inclusion in publications.



Connect

Package of thanks

Financial reimbursement is a very important aspect to support young people's involvement, however it should be considered within an overall package of thanks and value. The value you can provide to young people can take many forms and what 'value' means to different young people varies greatly.

To make sure your idea of demonstrating value and thanks is appropriate for the young people you are engaging, ensure you ask them early on:

- How do you feel valued?
- What do you want to get out of this experience?
- What skills or talents would you like to share with the group?
- This is what we were thinking of offering, is that of value to you?

At the WH&Y Commission we have developed a package of thanks that includes any or all of the following:

- Reimbursement for time spent: using vouchers that they can choose what they spend the money on
- Certificate of thanks
- Letter of impact: detailing the project, what their involvement was, duration, the impact of their involvement on the project.
- Reference: written or verbal reference to support an application

Ways to acknowledge input

There are many ways to acknowledge young people's contribution to research, but the following should be standard practice whenever engagement occurs:

In the room

Always acknowledge and thank young people for their contribution at the time, in your communications individually and as a group.

In your team

Commit to sharing with your team or department, the way you are working with young people and how they are contributing. Let young people know that you have acknowledged their valued contribution with your colleagues.

In publications or presentations

In abstracts, presentations and publications make sure young people's involvement (however large or small) is acknowledged. If they have made a substantial contribution, they should be listed as an author on your publications.

Tools/templates you can adapt

- [Template: Certificate of Thanks](#)
- [Template: Letter of Thanks and Impact](#)



Remuneration

We have developed a simple tool based on our experience in the Australian context as a guide for remunerating young people for their time, depending on the type or role they are playing. As indicated, support and training should be provided to young people and contributes to the value they get from being involved. The actual value of cash reimbursements may differ according to country but wherever possible young people should receive remuneration commensurate with the time and contribution they make.

Role	Description/Expectation	Remuneration	Support and training
Advisor	This role requires young people to 'come as you are', not requiring a great amount of preparation or pre-reading to be involved.	\$30/hour	Provide training and briefing in the particular research methodology and context for the work to enable young people to best engage with what you are asking.
Co-facilitator	Co-facilitating workshops either online or in person.*	\$100/hour	Provide training in facilitation, detailed facilitation manual and schedule a brief check in 1-2 days prior to the workshop to answer any questions, clarify roles and ensure young people have everything they need to do their role.
Communicator	Develop or assist with developing materials to communicate research. This could be social media tiles and text to assist with recruitment or short summaries to communicate findings to the general public or youth audiences.	\$25/hour	Work together on key messages, tone and what needs to be communicated from your research. Clarify roles and be encouraging as well as provide useful feedback.
Presenter	Being a presenter or panel member either online or in an in person* event.	\$100/hour	Provide training/guidance on presentation style and the scope of what needs to be covered. Work together on the key messages and script so young people feel prepared and supported. Make sure the script is in their own words and they are comfortable. You should also try and have a rehearsal if the young person has time.

* In person events and activities should factor in additional time and reimburse costs for travel.

Reflect

Applying the WH&Y framework: reflection questions

Mutual trust & accountability

How are you positioning yourself/your team as researchers together with young people, with equal expertise to contribute?

How are young people acknowledged for the contributions they make to your work?

How have you communicated to young people the ways you have acknowledged their contributions?

Equity & responsiveness

Have you factored in an adequate budget to remunerate young people for their time, as well as reimbursing travel costs or additional accessibility requirements to enable participation?

Have you communicated your appreciation in a timely and regular fashion?

How do you acknowledge different forms or levels of contribution by young people – no matter how small or large?

Diversity & inclusion

How are you identifying and working with the unique interests and skills the diverse young people you're engaging with bring?

Are the forms of acknowledgement and appreciation culturally appropriate?

Do the ways you acknowledge and appreciate young people's contributions meet the expectations of young people themselves?

Do the ways you acknowledge and appreciate young people contribute to breaking down barriers and wider understanding of the value of youth participation?



Footnotes

¹ Afkinich, J. L. and D. R. Blachman-Demner (2019). "Providing Incentives to Youth Participants in Research: A Literature Review." *Journal of Empirical Research on Human Research Ethics* 15(3): 202-215.