



Tips for Including Stipends and Incentives in your YEN Program's Budget

What is a Stipend?

- Monetary compensation for employment or internship
- No strict rules on stipend amounts, but often mirror minimum wage rate for a similar number of hours
- Consult best practices in their particular major focus areas

What is an Incentive?

- Experiences, opportunities, or items that encourage achievement
- Cash and monetary incentives may never be used
- Incentives are not intended to be placed in The Trust budget for rewarding participation

How to include in Program Budget?

- **Program connects youth with employers who pay wage:** Program is offering the job readiness training and the opportunity to connect them with employers, but employer pays the wages once youth is hired. No stipends to be included in the budget.
- **Program connects youth with employers who oversee an internship:** The program may have opportunities to connect youth with volunteer internships. Employer accepts the youth as a volunteer, and YEN program pays youth upon completion of internship. Trust accepted!
- **Program hires youth in their program:**
 - Providers may hire YEN youth and pay them as a part-time or independent contractor.
 - Program is part of a larger organizations that can employ youth in other departments.
 - Both of these examples could include additional staff wages, stipends or match funding in their YEN budget.
- **Program stipends as part of an Evidence-Based Program (EBP) a program related best practice.** The Trust will review and approve on a case-by-case basis.

Non-Tangible Incentives

- **Offer youth opportunities to show off their work.** Let youth know that if they put in the effort, they can create a youth-led arts show, poetry slam, or dance performance.
- **Build in youth hierarchy into your program that is earned** (example, youth who reach a particular goal first will be the president and vice-president of the club and might be: 1) sent to a youth conference representing their group, or 2) invited to meetings to offer input on decisions).

Tangible Incentives

- **Use incentives to encourage youth to attain a high level of skill.** After the youth demonstrates a high level of skill, the youth can receive something related to the intended programmatic outcome (example: after completing the highest level in an arts program, participants could be provided a canvas and painting tools for their achievement)
- **Program incentives as part of an EBP or a program related best practice.** The Trust will review and approve on a case-by-case basis.

- Starting the 2016-17 contract year, The Trust will offer YEN Providers the opportunity to receive snacks or meals from a Trust-funded vendor; therefore, food allocation monies can be reallocated for other justifiable needs like stipends or incentives. Additional possibilities include approaching individual donors for stipends or local stores and businesses for incentives. **Refer to The Trust budget guidelines for allowable stipends & incentives.**