



Tips for Recruiting Out-of-School Youth (OSY)

FLEXIBILITY

- Evenings and weekends
- Mornings for those who work in late afternoon and early evening
- Midnight, if necessary
- 5:00am –before workers go to the fields
- Flexibility means whatever hour when OSY are available.
- Recruit at their convenience not the recruiter's.

LOCATION

- Migrant camps, fields and packing sheds
- Churches
- Pawn shops
- Flea markets
- Supermarkets and Laundromats
- Places where money orders can be purchased
- Food stamp offices, food banks and shelters
- Wherever OSY may congregate, i.e., Cultural celebrations, Mexican bakeries on Sunday mornings, etc.

COLLABORATION AND COORDINATION

- Agri-businesses
- Unemployment offices
- Head Start Centers
- Community Health Centers
- Social Service Agencies visited by OSY

SOMETHING FOR EVERYONE

- Pamphlets with important phone numbers and mini English lessons
- Maps of states and where consulates are located
- Mexican and Guatemalan Consulate information with hours and location for obtaining passports, etc
- English CDs and/or Bilingual dictionaries
- Bilingual RIF books (good for homework for learning vocabulary and spring boarding mini lessons)
- Spanish textbooks from Mexican Consulate
- Educational bags as a way to foster trust, build program credibility, and open opportunities for further services. In addition to instructional materials, bags can contain soap, toothbrush, sun block, lotion, insect repellent, pens, pencils, paper, notepads, chap stick, calling cards, etc.
- Items related to field work, i.e., work gloves, bandanas, baseball caps, etc.

Opportunities for Success for Out-of-School Youth



When working with farmers, crew chiefs or agri-business:

- Approach farmer, crew chief, or agri-business at when least busy.
- Call ahead to set up an appointment.
- Carry a phone book or use a global positioning system (GPS) to help find farmer, crew chief, or agri-business address if referred by another entity.
- Have work identification readily available.
- Do prior research.
- Show interest in agri-business/farm operation.
- Don't take up time with too many questions or conversation.
- Be persistent, but not pushy.
- Let the farmer, crew chief, or agri-business get comfortable with you.
- Leave calling card.

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CULTURAL COMPETENCE

- Knowledge of primary languages other than Spanish (Mexican and Guatemalan languages common among OSY)
- Have lists of languages and know in which Mexican/Guatemalan states/departments OSY are spoken.
- Promote healthy attitude toward bilingualism of indigenous language and Spanish (don't minimize their language as an unwritten dialect).
- Carry atlas of Mexico and find youth's town or city (show them how to do so).
- Carry brochures, glossaries in youth's first language (can be found on internet).
- Learn a few phrases in indigenous languages spoken in your state related to an interview (Hello!, What's your name?, How old are you?, Thank you, etc).

BE SAFETY CONSCIOUS

- Carry a cell phone with you when recruiting, but don't overly rely on it.
- Always leave your daily itinerary with office staff.
- Be aware of the 4 Ds - dogs, drinking, drugs and danger. If that is happening, try again later.
- Travel with a first aid kit.
- Be mindful! Don't walk into dangerous situations. Recruit in teams when situation calls for it.

USE WHAT WORKS

- Persistence – go to each individual door (don't assume the neighbors are always aware who is home).
- Work with other recruiters (beneficial to have a male and a female).
- Enlist the leader's help. Most OSYs travel in groups and have leaders.
- Don't be afraid of OSY (don't stand 20' away, but respect their space).
- On re-interviews ask if new OSY have arrived.
- Have knowledge of legal issues in your state – immigration, driver's licenses, birth certificates, apostilles, etc (even if it's not good news).
- Carry applications for birth certificates, food stamp benefits, Medicaid, etc. for services to children of OSY.
- Post flyers at locations frequented by OSY listing contact information for service providers, including the MEP.
- Use migrant families to help find OSY.
- Encourage migrant counselors and registrars to provide possible leads.
- Visit food banks, shelters and clothing donation centers to provide a profile of this population.
- Leave a door hanger with contact information when OSY are not at home.
- Wear a name tag with the migrant logo.
- Dress according to the type of work that you will be doing. Both professional and business casual dress may be appropriate, depending on the situation.
- Participate in secondary-aged youth-related professional development opportunities.
- Enlist the help of agri-business employers and crew chiefs to allow recruitment at the work place at a time when work is not interrupted.

- Distribute the Migrant Education Program (MEP) National 800 Number (1-800-234-8848) to recruit out-of-school youth (OSY) and to provide them access to services wherever they travel in the U.S.
- For overall ID&R recruiting tips, review ConQIR (Consortium for Quality and Consistency in Identification and Recruitment) Tip Sheet, **Topic: Recruiting 101** available through the ConQIR website: <http://www.conqir-idr.org/training.html>

