

The Recruiter Connection

“Devoted To Sharing Ideas Amongst Recruiters”



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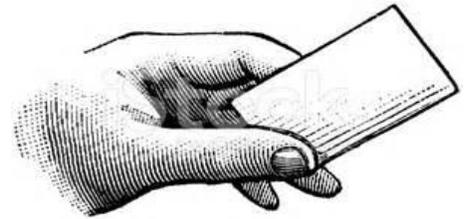
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Business Cards – A Valuable Recruiting Tool

By Velma Pollock

I have found many benefits in using our business cards. Not only do I try to pass them out to new families who I interview but I also take the opportunity to pass them out to other individuals who may not qualify for our program. These would include business owners and farmers. I pass them out at Farmer's Markets. Also, I tack them to all kinds of Community Bulletin boards, such as, the Post Office, grocery stores, laundry mats, town or village boards, hospitals, clinics, dentist offices, and Lowe's and Home Depot type of stores. I have received many responses and call backs as to what this is all about. Our Ballston Spa Office has also



received calls asking for me to help them out because of the cards. I have had a great deal of success in interviewing families for the program. I had stopped in for lunch at a Chinese Restaurant and saw a group of Hispanic people enjoying lunch. I walked over and introduced myself. Then I handed each of them my card. A few days later I received a call from one of the gentleman sitting at the table. He said "I know

that I don't qualify but my family is coming to join me, would they qualify for the program?" I received more information and ABSOLUTELY, they ended up being part of the program. Other facilities such as hospitals or clinics have called asking me to provide interpretation for an individual because

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Building Relationships With The METS

By Antonio Flores

I would like to speak about building a relationship with the METS. Since I began going to the in-service meetings once a month, the relations have

become very positive. An "in person" contact with the whole staff, especially tutors, is very important. Due to this interaction the number of referrals has increased. I

think that it is good that we can all work together in a consistent and positive way.

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they remembered my card. I've had very good success in finding new families though the cards. I have gone into schools and introduced myself to the counsellors and have given them my card and mentioned I would be happy to help out in whatever situation arises with a family. Our business cards are very

valuable and it is important to carry them at all times. It is also a safety precaution with farmers or business owners that don't know us. Hopefully you have had as much success as I have had in this area. I just thought I would share my experience.



“One of the rewards that I enjoy as being a recruiter is seeing the growth of a young man.”



ID&R Forum Feedback

By Rafael Bruno

The first thing that I learned at the 2015 ID&R Forum is that I am not the only one who is confronted with challenges during the recruitment process. During the week I met many people who helped me to understand that recruitment is not a job but a lifestyle. The tips

received from others and the workshops that I attended will be beneficial in my recruiting. I learned how to conduct an interview with a very busy mother of five kids at home. Also, I now know how to make the program interesting for an OSY who doesn't have time for anything else besides

work. I realize that I have to understand what they need and want before conducting an interview. This was a really great experience that has helped me to become a better recruiter.

Thinking Outside The Box

By Velma Pollock

Due to the economic situation it has been a tough year for the Migrant Program in the North Country. Migrants are not leaving their jobs, on the contrary they are keeping their jobs and staying put.

Farmers are not hiring but downsizing with what help they have on hand. I have also noticed many of the families that own small to medium size nurseries and vegetable farms are pulling their own family

together to help out. This has made me as a recruiter think “Where could I look for potential students for our program?” I thought...

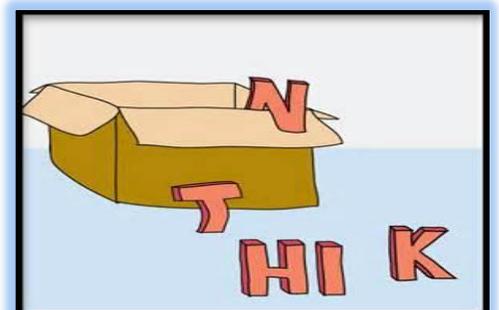
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Thinking Outside The Box.....continued from page 2

everyone gets sick sometime or another, many families decide to have children, children need doctors, and accidents happen. So I started to visit hospitals, local clinics, doctors and dental offices, leaving flyers and offering my services if they ever needed a translator for Spanish speaking individuals. I figured that would be my way in. This in turn led to meetings with individuals from different public county health organizations, one of them being Priscilla Wheeler who is an RN and the head of the county public health. This has turned out to be a wonderful "collaboration" and this was done with the help of one of our teachers in the program with her connections and me constantly asking her for ideas that we could work on. I feel this has been a real blessing in so many ways. Although we work for different entities we both work together for the Migrant Education Program and have felt the effects of budget cuts. With that being said, when I sat down with Priscilla, she mentioned to me that the federal government had given them a grant for migrant workers and would like to accompany me to different farms and see who would like to take advantage of this. I told her that I appreciated her enthusiasm but most of the migrant children are covered through some sort of health agency, whether it is "Child Health Plus or Medicaid". She told me that this grant was for adult workers. I did a double "Happy Dance" because I know how many people would be so overjoyed by this wonderful news. She told me that this program offers vaccines, flu, pneumonia and tetanus shots. Their central office in downtown Saratoga has a clinic where they can see individuals who need medical attention. They also have a number of doctors at other clinics that come on board to help out. However, do you know what the best part is? Okay, I won't keep you guessing, they make house calls!! I said, "Shut the front door, wahoo am I dreaming?" Not at all! The reason for house calls is because they know many of the migrant families do not have transportation so they are willing to go see them. Another benefit is that they will be sending referrals to me on those who come to their clinic. They will call me to translate, discreetly of course, but I could not be any happier.

So we set a plan in motion and I took Priscilla on a day of visits to some of the local farms in Saratoga to see if any families were interested in what was being offered. It was a success in one day. 21 different individuals took advantage of different vaccines and medical help offered. Needless to say, I really slept well that night, just knowing there is additional help for these migrant families. It is just so AWESOME! On the plus side of it all, as we went out for the day, I found individuals who were either new to the farms or didn't know they were there even though we always ask. Double pat on our shoulders!!

Anyway it was a very good day, but it doesn't end there. I have since met with Susan Zucker, the head of the Albany division, and we are working on a plan of action. I am also setting up meetings with the Warren/Washington County agencies and the Bennington Vermont Health Clinic. You may think, "Wait a minute girl you're going into another State's territory." Well as it turns out, many Washington county migrant workers have been crossing over for medical help. Andrea Tapia who works for the clinic would like for us to visit these families, double "Wahoo". Sometimes it helps if we go outside of our bubble and try different things. But maybe many of you are way ahead of me, if you are kudos to you!!



Upcoming Due Dates:**Farm Lists – 2/15/16****Still Here's – 3/1/16**

Rewards of Being A Recruiter

By Jerry Roman

One of the rewards that I enjoy as being a recruiter is seeing the growth of a young man. I went to a farm in Mt. Morris 5 years ago and there were 3 adolescents that had been in the United States for 2 days. They still had the Mexican sun still beaming off their skin. There was a 14 year old and two 15 year olds. The 14 year old's name was Luciano.

Well the other two moved on to different areas but Luciano has moved around in my area and now resides in Cuba. Well the other day I went to the farm that he is currently at and he greeted me with a hug. He then surprised me by speaking English. I told him when I first met him that he should practice English in an ESL class and with the American workers. He took my advice and I was really impressed by his devotion to learning English.

He told me that there was a new worker that was under 21 years of age and was scheduled to get off work in 20 minutes. I decided to wait for the worker and sat down and watched the Soccer World Cup with him. I don't understand soccer rules so he explained the game to me. The new worker arrived at the house and I conducted my interview and he was eligible for the program. It was a rewarding day!

As It Happened

By Orlando O'Neill

As many of you know or will now know, my primary job is in health care. I am a Community Health Worker/Case Manager. I am the guy who brings the doctor to the camp to provide preventive care to the population we serve. I work three, 12 hour days Monday thru Wednesday. On Wednesday the 16th (which is my Friday) I went to a camp and immediately spotted an OSY. As I introduced myself I asked the young man how old he was. He stated that he

was 21 years old. I told the young man I would be back on Thursday when I would be working as a recruiter to talk about education.

As I returned Thursday I was excited about a "for sure" OSY. As I began the interview the young man proceeded to tell me that he just turned 22 that day. My jaw dropped and he could see my disappointment as I was wishing him a Happy Birthday. Of course, I called a more

experienced recruiter to confirm that by a day I lost the chance to recruit an OSY. Yes, he was 22 years of age and did not qualify. I gave the young man a hat for his birthday. There were other OSYS in the camp so hopefully he will also benefit for ESL classes now that he is no longer a "Young Man".





Identification/Recruitment Program

100 Saratoga Village Blvd,
Suite 41
Ballston Spa, NY 12020

Phone 518-289-5618

Fax 518-289-5623

E-mail

nancyrob@nycap.rr.com

Articles needed for
the April Edition!
Please email to the
above address.

Thank You!

From the Director's Desk:

► The recent passage of the Every Student Succeeds Act (ESSA) has led to much speculation nationally regarding what kind of program changes will have to be implemented to meet this new law. The President gave the following quote:

"With this bill, we reaffirm that fundamentally American ideal—that every child, regardless of race, income, background, the zip code where they live, deserves the chance to make of their lives what they will." — President Barack Obama

This law replaced the former law No Child Left Behind (NCLB). NCLB was passed in 1/8/2002 by President George W. Bush. Since the 2001/2002 funding year New York State Migrant Programs have received roughly the same amount of money annually. In my estimation for the program year 2017-18 new funding will be distributed to states. The law also contains language to protect states from major drops in funding. There is a hold harmless rate of 90% per year. This could soften the blow to states who have lost a significant number of children. It also averages the child counts for the last three years to protect us from major crop failures or other issues which could affect child count drops in any given year.

The National child count in 2001/02 was approximately 900,000. The last child count in year 2013/14 was roughly 300,000. These percentages mirror what has happened in New York State. In 2001/02 we had approximately 13,000 migrant children and in the last three years we have approximately 5,000 students. California the largest migrant state had 300,000 students in 2001/02 and now have 112,000 students.

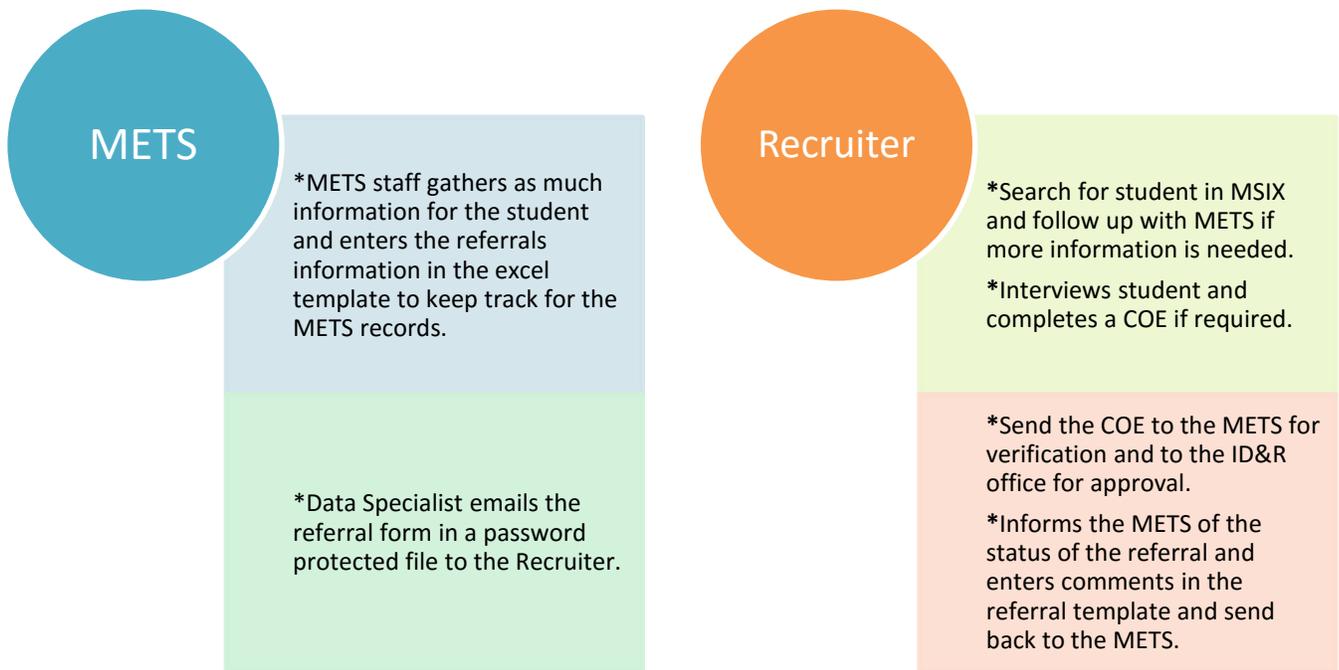
From an eligibility perspective there has been a slight change in the language of the law. New terms used and added are "Engaged or did not engage in new employment". This language replaced the old language of "in order to obtain". **What does it mean for you?** Currently we do not know the implementation date. My guess is either on 9/1/16 or 9/1/17. Since New York State uses the National Certificate of Eligibility the form will have to be changed to align with the new language in the law which will take time. The other new piece of information in the law that changes for ID/R is the term "if the individual actively sought such new employment **and** has a recent history of moves for temporary or seasonal agricultural employment." In the previous rules if they were moving seeking work you needed either a prior history of moves to obtain qualifying work **or** credible evidence that the worker actively sought work soon after the move. **Implication:** you will have to show **recent history and credible evidence** when people are searching for agricultural work. We will receive updated regulatory guidance for the new law. For instance I expect them to put a time frame on recent history using a term such as one year or three years. Please remember you will receive plenty of advance notification when things will change along with a new ECOE and COE.

► Last thing, please be unwavering in your protection of migrant student's personally identifiable information (PII). Please follow the processes we have established and what you have been trained on. I know many of you may question why we are being so rigid in regards to data security but with information being transmitted electronically we have to remain diligent.

The Referral Process

To help improve communication between the recruiters and the METS, our office has created a new referral process. However, we understand that it will be difficult to establish a process that works for all recruiters. We suggest for you to meet with the METS Director in your area and establish a plan that works. This can include phone calls, email or text messaging. Please remember, recruiters should follow up on a referral within a week.

Suggested process:



METS Referral Form

METS: _____	COUNTY: _____				
REFERRAL DATE/FROM	STUDENT NAME	ADDRESS/PHONE NUMBER	ADDITIONAL INFORMATION FROM METS	ELIGIBLE YES/NO	COMMENTS FROM RECRUITER