



Recruitment Strategies

Florida State ID&R Training



Objectives

- ▶ Explain the basic requirements of eligibility for the Title I, Part C, Migrant Education Program
- ▶ Apply the basic MEP eligibility requirements using scenarios



Authorities

- ▶ Elementary and Secondary Education Act (ESEA), Title 1 Part C
- ▶ Code of Federal Regulations, 34 CFR 200.81
- ▶ Non-Regulatory Guidance



S.T.A.M.P. of Eligibility



S – School Completion

T – Time of Move

A – Age of Child/Youth

M – Move

P – Purpose



S.T.A.M.P. of Eligibility

School Completion

Make sure the child/youth has:

NOT graduated from high school;

NOT earned a GED.



S. **T**.A.M.P. of Eligibility

Time of move

The child and qualifying worker moved **within the past 36 months.**



S.T.**A**.M.P. of Eligibility

Age

Make sure the child/youth is **younger than 22** years of age.



S.T.A.**M**.P. of Eligibility

Move

Make sure the child/youth and qualifying worker

moved due to economic necessity

ACROSS school district lines

to change from one residency to another.



S.T.A.**M**.P. of Eligibility

The child and worker “moved”

With, to
join, to
precede, or
as the
worker

- The child and worker “moved” together.
- The child “moved” to join the worker.
- The worker “moved” to join the child.



S.T.A.**M**.P. of Eligibility

The child and worker “moved”

From one
school
district to
another

Across school district lines

- From TX to FL
- Mexico to FL
- From Ocala to Plant City
- FL to MEXICO???????



S.T.A.**M**.P. of Eligibility

The child and worker “moved”
to live and not just to visit.

Change of
residence

Does not include:

- Visit family or friends
- Attend a wedding
- Take a vacation
- Take care of “legal” matters



S.T.A.**M**.P. of Eligibility

The child and worker “moved”

Examples of Economic Necessity

Due to
economic
necessity

- Not able to afford to stay in the current location
- Moved in order to earn a living

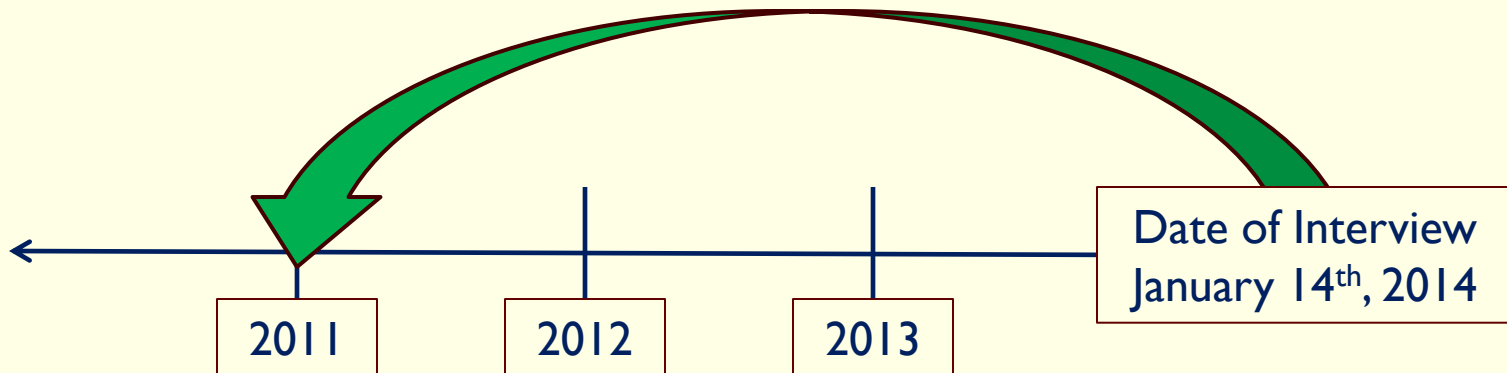


S.T.A.**M**.P. of Eligibility

The child and worker “moved”

Within the
past 36
months

- Three years





MOVE*

The child and worker “moved.”

With, to
join, to
precede, or
as the
worker

**A
N
D**

From one
school
district to
another

**A
N
D**

Change of
residence

**A
N
D**

Due to
economic
necessity

**A
N
D**

Within the
past 36
months

All criteria must be present



S.T.A.M.**P**. of Eligibility

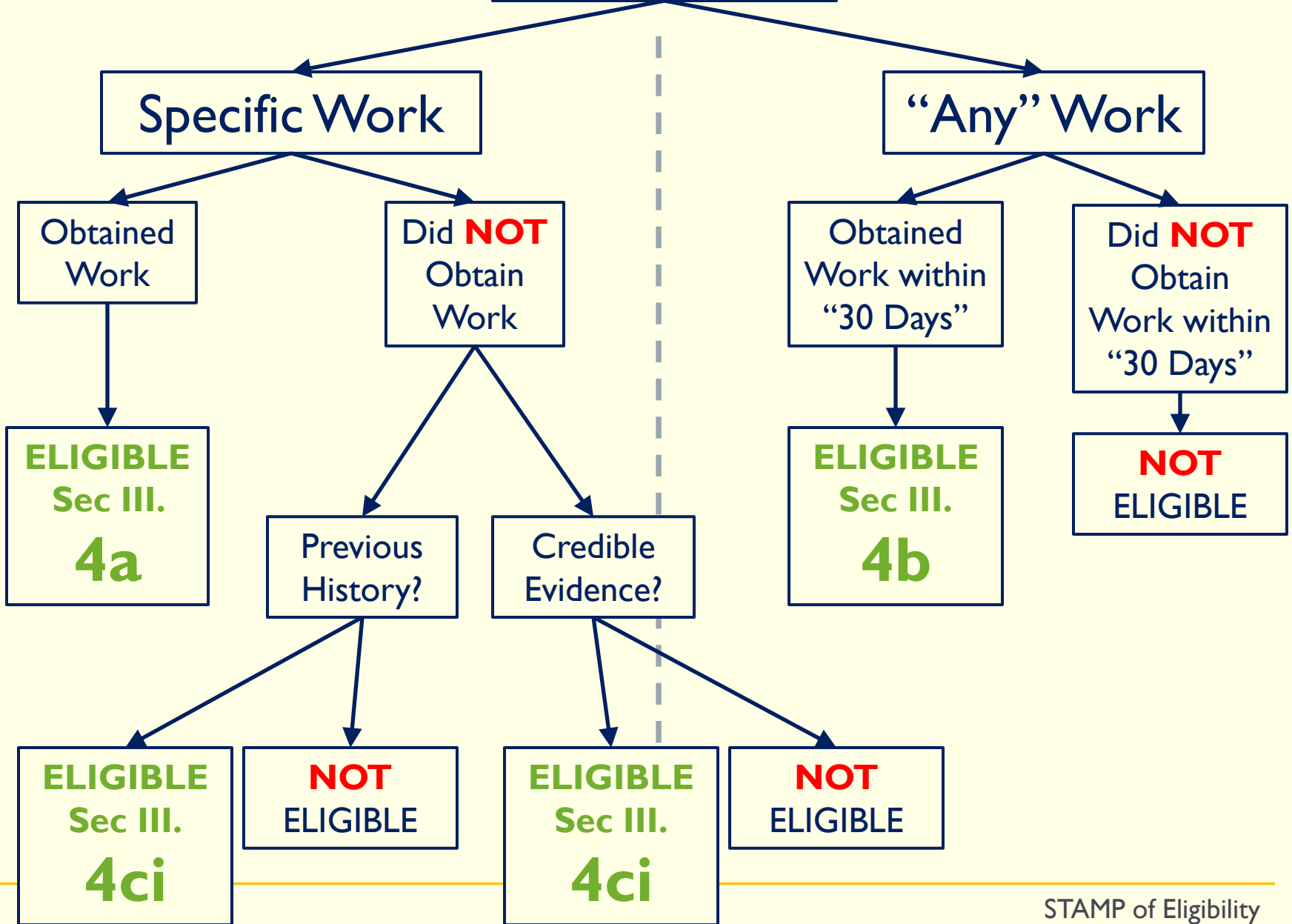
Purpose

“Move or Moved in Order to Obtain”

Move or Moved – means a change from one residence to another residence that occurs due to economic necessity.

In Order to Obtain – used to describe why a worker moved, means that **one of the purposes** of the move is to seek or obtain qualifying work.

PURPOSE





S.T.A.M.P. of Eligibility

Purpose

“Move or Moved in Order to Obtain”

If a worker states that one of the purposes of the move was to seek any type of employment (the worker moved with no specific intent to find work in a particular job), the worker is deemed to have moved with a purpose of obtaining qualifying work if the worker obtains qualifying work soon after the move.

Therefore, for those who moved to get “**any**” work and end up obtaining qualifying work soon after the move, it is enough to say that they moved to obtain qualifying work.



S.T.A.M.P. of Eligibility

Purpose

“Move or Moved in Order to Obtain”

A worker who did not obtain qualifying work soon after a move may be considered to have moved in order to obtain qualifying work only if the worker states that at least one purpose of the move was specifically to seek the qualifying work, and there is:

- Prior migrant history *and/or*
- Credible evidence that the worker sought qualifying work but, for reasons beyond the worker’s control, the work was not available.



S.T.A.M.**P**. of Eligibility

Purpose

Move or Moved in order to Obtain:

- Seasonal or Temporary, and
- Agricultural or Fishing work.



S.T.A.M.**P**. of Eligibility

Purpose

“Seasonal or Temporary”

Seasonal – Employment that occurs only during a certain period of the year because of the cycles of nature, and, that by its nature, may be continuous or carried on throughout the year.



S.T.A.M.P. of Eligibility

Purpose

“Seasonal or Temporary”

Temporary – Employment that lasts for a limited period of time, usually a few months, but no longer than 12 months.

- Employer states that worker was hired for a limited timeframe.
- The worker states he/she does not intend to remain in that employment indefinitely.



S.T.A.M.**P**. of Eligibility

Purpose

“Agricultural or Fishing Work”

Agricultural Work – The production or initial processing of crops, dairy products, poultry, or livestock, as well as the cultivation or harvesting of trees. It consists of work performed for wages or personal subsistence.



S.T.A.M.P. of Eligibility

Purpose

“Agricultural or Fishing Work”

Fishing Work – The catching or initial processing of fish or shellfish or the raising or harvesting of fish or shellfish at fish farms. It consists of work performed for wages or personal subsistence.



S.T.A.M.P. of Eligibility



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This past May, a family of five moved into your district so dad can begin working in the corn harvest. The family consists of: dad, mom, and their three children. The children's names are Manny, Moe, and Jack. Their ages are 16, 19, and 23. Are the children eligible for the Migrant Education Program?



On April 20th of last year, David Butler, his wife and two children, ages 9 and 13, moved from Texas to Florida, because they heard there were more employment opportunities and because Mrs. Butler's sister lives in Plant City. Ten days after arriving in Florida, Mr. Butler found work at Cooper Poultry. The employer said that he only needs Mr. Butler until December.



On April 1st of this year, Jeff and Marie Bates, both 20 years old, and their daughter Donna, 3 years old, moved to Florida from Oklahoma, looking for any type of work. Both Jeff and Marie dropped out of high school in the 11th grade and need to work to support their family. When they arrived in Indiana, Jeff found part-time work as a janitor at a soybean packing house. Marie found work cleaning houses. Does anyone in the family qualify for MEP services?



Two years ago, Ruben Gomez and his sons, Andy, 17, and Rudy, 15, arrived in Ocala, FL. The family has a long history of moves for seasonal agricultural work. They moved from California to obtain seasonal employment picking lettuce but could not find work due to a drought that had limited the field work available. Mr. Gomez, instead, found temporary work at a local tire shop. He enrolled Andy and Rudy in school shortly after they arrived. One year later, Ruben and his sons were hired by a farmer to pick strawberries.



On May 5th of last year, Gilberto and Lola Martinez left Belle Glade, Florida and headed to Thorntown, IN where they heard there was seasonal employment detasseling corn. Lola was pregnant with the family's third child. On June 1st, the father traveled to Belle Glade to bring their daughter Lolita (age 12) and their son Octavio (age 16) to Indiana. They plan on permanently relocating the family to Indiana.



Group Activity

What characteristics/traits make
a good recruiter?



Recruiter Characteristics/Traits

- ❖ Efficient
- ❖ Knowledgeable
- ❖ Friendly
- ❖ Able to Multitask
- ❖ Confident
- ❖ Flexible
- ❖ Respectful
- ❖ Courteous
- ❖ Courageous
- ❖ Have Tough Skin
- ❖ Determined
- ❖ Compassionate



Planning





Have your materials ready

❖ Business Cards

❖ COE's

❖ Pamphlets (explaining your program)

❖ Posters

❖ Welcome Bags



Recon Work





Where do I start?

- ❖ Whom am I targeting?
- ❖ Where should I consider looking for them?
- ❖ What materials should I bring with me?





Recruitment Strategies

- ❖ Become familiar with the geographic area and what crops are cultivated
- ❖ Identify high-impact migrant areas
- ❖ Recruit by areas





Recruitment Strategies

- ❖ Develop relationships/partnerships with agencies and contact them on a regular basis for referrals
- ❖ Get to know your farmers, crew leaders and contractors
- ❖ Consider door-to-door recruitment





Places to Consider

- ✓ Charitable Organizations
- ✓ Community Head Start Programs
- ✓ Community Agencies
- ✓ General Stores
- ✓ Churches / Sunday School
- ✓ Migrant Housing
- ✓ Post Office
- ✓ Radio Stations
- ✓ Libraries
- ✓ Motels
- ✓ Movie Theatre
- ✓ In the fields/processing plants
- ✓ Door-to-Door Canvassing
- ✓ Extension Office



Places to Consider

- ✓ Laundromats
- ✓ Migrant Families-
past and present
- ✓ Health Fairs
- ✓ Daycare Centers
- ✓ Restaurants that cater
to children
- ✓ YMCA's
- ✓ Recreational Parks





Cell Phone Method

What you need:

- ▶ A Cell Phone (on SILENT)
- ▶ Courage
- ▶ Knowledge of your program

Method Fun Fact:

Developed in 2010 by 2 desperate recruiters in West Virginia.





Lost Tourist Method

What you need:

- ▶ Courage
- ▶ Knowledge of your program

Method Fun Fact:

Developed in 2012 by a recruiter who was truly lost.





Going out to Breakfast Method

What you need:

- ▶ Courage
- ▶ Knowledge of your program
- ▶ Be hungry

Method Fun Fact:

Developed in 2010 by a recruiter who simply didn't have any breakfast.





Recruiting Methods

- ❖ Methods that work for you
- ❖ Methods that make your recruiting natural



Summary

- ❖ It is important to know the basic eligibility criteria for Florida (STAMP).
- ❖ It is important to have the right person for the job and help them develop their skills.
- ❖ Planning gives everyone a sense of confidence.
- ❖ Having confidence will help you put your best foot forward when marketing the migrant program.
- ❖ Practice! Practice! Practice!



Best of luck in your recruiting adventures!





Questions?

Florida ID&R Office
(866) 963-6677
Flrecruiter.org
FL-IDR-Office@escmail.org

Jorge Echegaray
ID&R Trainer
JorgeEchegaray@escort.org

Lupi Ginn
Senior Recruitment Specialist
LupiGinn@escort.org

Thank you!