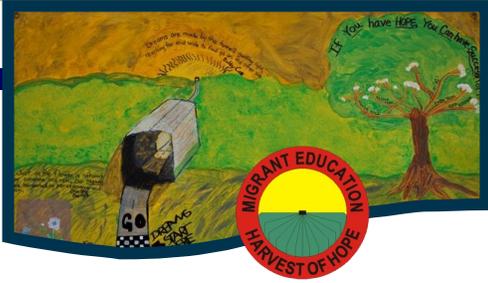


### What' changed in ID&R? A panel discussion with our most experienced recruiters.

#### Ten Things to Remember



- Always, always, always have COE's and pens (or some form of electronic COE) with you. You can't recruit if you don't record it. You might not find them again if you wait until you're prepared.
- Be prepared if your GPS does not work. I started before GPS (or cell phones), and there are many places where it doesn't work well. Keep maps or an atlas (and learn how to use them) with you for those days when you realize you have no idea how you got to this location.
- Work as a team. I learned this after I became an administrator. Working as a team can be the most efficient and rewarding way to approach recruiting. It provides moral support for those times when you can't find anyone who qualifies. It lends assistance when the crowd is overwhelming. And, it begins the first line of Quality Control as the team discusses the day's COE's as they drive to the next destination.
- Take time to understand and communicate with your target audience (migrant families and youth). The relationship you take time to develop will make a huge difference with future recruitment efforts and interactions.
- Hire the right staff. The MEP is an educational program for migrant children and youth. As a program administrator, hire wisely; hire staff that will make a positive impact on children and their families.
- Always remember that tomorrow is a different day and what a difference a day makes. When you can't seem to find migrant families and youth, do not panic. Tomorrow will bring you plenty.
- Avoid using the "M" word. When beginning a conversation with a potentially eligible family, avoid using the word "migrant" in the initial stages. Many will confuse it with "immigration" or be put off by any negative connotations they may associate with it. Spring the "M" word on them later, when they are comfortable with you and the program as you have explained it to them.
- Put yourself in the other person's shoes. No matter who you are dealing with; an out-of-school youth, parent, crew chief, farm or business owner - stop for a moment and put yourself in their shoes. What would it take?, what would you need to see and/or hear from a recruiter to make you feel comfortable sharing personal information with them or allowing them on your farm or into your business? Prepare in advance for whatever situation you know you are heading into.
- Don't take it personally. It doesn't matter how culturally-aware, politically-correct, friendly, courteous, handsome or charming you may be, if you recruit long enough at some point you are going to have a door slammed in your face, a dog set loose on you, someone will curse you or hand you your hat and run off the farm. It happens. Don't take it personally, just do your best to learn from the experience and head back out tomorrow. The only thing you should take personally is the knowledge that you have helped someone when you successfully recruit a family.
- Always check with an experienced recruiter.

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