

The Recruiter Connection

“Devoted To Sharing Ideas Amongst Recruiters”



INSIDE THIS ISSUE:

	Page
A Familiar Face.....	2-4
The American Dream Part II	2
Festivals.....	4
Trainers Corner.....	5-6
From the Director's Desk...	7-8

A Familiar Face in A Different Place

By Travis Williamson

Over the last year and a half, I have had the great opportunity to do ID&R throughout New York state along with other states including; my current state of South Carolina, Iowa, South Dakota, Florida, North Carolina, Wisconsin, Nebraska, Pennsylvania, New Jersey, Georgia and also Minnesota. During these times of recruitment, there have been many instances in which I have come across a family or an OSY that were once in another area prior to identifying them at the current time. A majority of them had resided from my old area of the North Country. I have seen others in various parts of our state, and even in some of the other states I mentioned. It is very rewarding to see how some of these students and families have pushed forward in order to make that stride toward improving their lives and of course their child's life. Although many have maintained the same job duties and position from previous farms, there have been some cases where they have moved up in their positions; becoming a shift leader, driving the skid steer or have moved on to a different type of work. However, it is great news to hear that their kids are doing well in school, and even greater news to hear that they have achieved the goal that we strive for in our program and graduated school. I feel that as a recruiter or with any position in the Migrant Program, one should build and maintain trust with a family or OSY that they come into contact with. For as when they leave your area, this may not be the last time you see them. Of the many cases I have experienced, here are a few of my favorites.

The city that never sleeps. Car horns blowing from all directions, the GPS repeating the words you do not want to hear when driving for the first time in New York City ... "Recalculating, in 100 feet turn right...Recalculating".

After finishing up with an area of re-interviews last fall, I was attempting to make my way back to the "mainland" from Francisco's area of Long Island. While battling a very severe head cold, the combination of my congested cough and sniffing were blending in with the sounds of everyday city traffic. I should also include the distraction of my hands becoming clammy allowing them to slide freely along the steering wheel. My attempt of death gripping the steering wheel as the maniac drivers who refused to obey the speed limit and to where signal lights were optional resulted in me missing a key turn toward the George Washington Bridge. These interferences however, lead me to an unexpected find. I was now on a side street and approached up to a stop sign. On my left was a construction crew. I had to look twice, because standing there, with a tool of some sort was one of my former OSY students. What were the chances of this happening? Fortunately for me, the noises from all the traffic had dissipated in the area that I was now in. I rolled down my window and said, "Hey Levi!" He looked over at me with a look on his face as if I could tell he was saying to himself, "Holy Cow, what are you doing here?" -but not in those words. *(The next paragraph gives a little background to this concept.)* In years past, I had the opportunity to give Levi and his coworker, Luis ESL lessons for a while



Continued on page 2



"In our work you will find families that just have an impact or lasting impression on us."

"I was fortunate over the years to have worked with many of these families resulting in a strong trust being built."

The American Dream – Part II

By Velma Pollock

In our work you will find families that just have an impact or lasting impression on us. Recently, I went back to see how the family was doing that I wrote about in the last issue from Mexico. The kids are doing great in school.

They were all enrolled in some kind of sport or other extra-curricular activity, which they love. Mom, has since opened up a beauty shop. She gave me a tour. She has fixed up one of the back

rooms by painting and tiling it. She bought a chair, set up a sink to wash her clients' hair. The whole little room is beautifully decorated as if you entered a Salon at a spa. Due to word of mouth, her clientele is building up fast, including the secretaries who work in the farm office, amazing!!! This lady is something else, although she has been knocked down in life many times she has such a positive outlook, kudos to her.

A Familiar Face in A Different Place –

Continued from page 1

when serving as an OSY advocate. Although Luis's vocabulary did not grow to high levels, Levi's did. He was very colorful with his adjectives, ones that were not taught by me, but probably taught by the two older American guys he worked with.

"Hey Teacher, Que onda? These were the only words he could get out as it was my turn to make a right turn. I signaled to him as if I would get in contact with him soon. The next day, I was able to connect with him on an instant messenger. He was able to finally get out of the isolated area in which he spent almost 7 years. Now with a good paying job, fluent in English, attending sporting venues, and most of all, the ability to socialize with others without the fear of getting picked up by immigration, Levi's life seemed to be going very well. He had mentioned that he had left the North Country about 6 months ago, and told me Luis had just left the farm back to Guatemala. This was a very effective referral for me. A couple of days later, I closed in on this referral as I was recruiting in my old area and would be sure to stop by. The result, one OSY identified. This new guy had been working on a farm in Kenny's area near Central New York.

The next story deals with a very migrant family to which they venture off throughout the United States without a set pattern. From New York, to the coast of Florida, south, back to New York, and out west to California. Two-thirds of the family had qualified for the program when I first met them. Dad had just missed the age limit by 7 months. Tom Scott a retired recruiter and I had signed this family up back in 2011 in which they had recently moved from the Auburn area. Their living conditions at the farm at the time we served them, were not suitable for a family with a 2-year-old. Due to these conditions, they were only here for a three-month span. Manolo, the father, had given me his number and told me to contact him if another farm in the area was looking for help. Jobs came and went but the atmosphere still was not what he was looking for. After a year had past, a job finally came up in the area, one that I thought he would have interest in. I gave him a call. However, like most migrant families' phone

Continued on page 3



A Familiar Face in A Different Place –

Continued from page 2

numbers..." the number you are trying to reach has been disconnected or has changed."

It wasn't until last summer, while doing some recruitment in Candice's old area, I came in contact with this family again. While recruiting in the Scipio area, I thought of this family along with another couple who were once in my area and had ties to the Auburn area. Although no one knew David and Rosa, the other couple I was looking for, someone knew Manolo and his family.

An older guy had given me the family's number. Immediately, I called it but there was no answer. They had not set up their voice mail. I decided to send out a text which read, is this Manolo's phone? A short while later, I received a call back. After finding out his new address at a dairy farm nearby, I made arrangements to meet up with him because he said that he just returned yesterday and started working on this farm after being in California for a few months working.

Manolo was excited to see me, yet confused as he asked why I was in this area and when did Candice leave. After mentioning the current events, I was able to sign up their little boy again. Franco, their son, did not remember me, however mom did. We shared a story that we all recollected. One time when giving ESL classes, Franco decided it was a good idea to throw his toys out of the second-story window. After being told not to, he began hitting his mom and eventually myself with a cereal bowl.

Franco was now in school and had been doing well at his prior school. Although still shy he and his mom now spoke a little more English than what they did when I first met them. Another

interesting part of this visit was when Manolo asked about another family we had served up in the North Country. This family had advocated for Manolo's family when they first arrived in the area. I had explained that the family had moved back to Mexico where they had a new baby, but the dad had recently come back to the old farm by himself. We decided to give him a call. Pablo was very shocked when I had called him from my phone only to hear Manolo doing the talking. Both Manolo and Pablo were grateful to have been able to reconnect after losing contact over the years.

A few more instances that I find very noteworthy to this idea, but will not go too much in detail include ones that I have recently experienced while recruiting. In February, my director in South Carolina had sent out an article written by Vice news. After clicking on the link, there I saw a man named Temo. He was the husband, father and brother of one of my favorite families while working up in the North Country. He was headlined on the front page. It was an article talking about migrant workers and the obstacles they face. Temo shared his experiences of coming over to the U.S both documented and undocumented. Immediately, I had sent Temo, who is now a shift leader at a dairy farm in Jenna's area and along to his brother, Rey the article. They were very appreciative and happy to see this recognition.

Finally, another instance to where I came across a familiar face but in a different place was when conducting a recruitment sweep in western New York. Emily was conducting the interview with a younger guy as I stood behind her.

Continued on page 4

November Holidays:

Election Day - 11/8

Veteran's Day - 11/11

December Holiday:

December 26

A Familiar Face in A Different Place –

Continued from page 3

Both the OSY and I locked faces. Where have I seen this guy before? I finally asked him his name and immediately once he said Henry, I remembered not only who he was, but recollected the other 4 members of his family here in New York State. We shared a brief moment as he went back to feeding calves.

I was fortunate over the years to have worked with many of these families resulting in a strong trust being built. And as times go by, many of these families and students leave our areas only to never be seen by us again. However, there are always the ones who come back every season or perhaps a few years later hoping to see a familiar face, therefore; it is very important to make that first impression count.

Festivals – A Good Resource

By Velma Pollock

In trying to think outside the box in order to find other qualifying places to interview and census people, I decided to attend the Adirondack Food & Wine Festival. I prepared ahead of time, getting my business cards and METS flyers, wore my ID, and made my way around talking to as many businesses as time permitted. It was awesome!! I was able to meet so many people and many of them invited me to come tour their farm or winery and allow me to interview their employees. I was also able to add to the Farm List Project. This was really good because even though I have researched and googled different ways of looking for farms, many of these farms I never even heard of and some were my back door neighbors. This also opened up more invites to other festivals such as the upcoming Garlic

Festival, which I thought only happened in California. Upstate New York has one too!! So, I am very excited to what is in the horizon for me and I hope to add to our list of families who may qualify.



Trainers Corner: Irene Sanchez

Recruiter's Corner, a tool for recruiters!

The ID&R office has created a section on the website to help you better access important information at any time. Whether you need to identify the student's school district or need to locate the recruiter that is assigned to a county, it is all in one place! You can also access training materials as well as other documents to help you enhance your recruitment abilities. We hope that having this information handy will help you with the speed of the referral process when a student moves across school district boundaries. This section was developed with recruiters in mind, so please feel free to send us any suggestions!

Steps to Navigate the Website!

Visit our page at www.nysmigrant.org

Click on Recruiter's



At any time click on "select language" to change the language to your preference!

Home » Recruiter's Corner

Recruiter's Corner



Recruiters are essential to our program because, often, the most mobile children are the hardest to find, the most in need, and the most forgotten. The timely and effective identification of migrant children is the first step in ensuring that the services will go to those who need them most. Here you will find some useful documentation to help you in your recruitment efforts.

Click [here](#) for a map of recruiter assignments by county.

Click [here](#) for a map of school district boundaries.

Click [here](#) for downloadable farm safety signs.

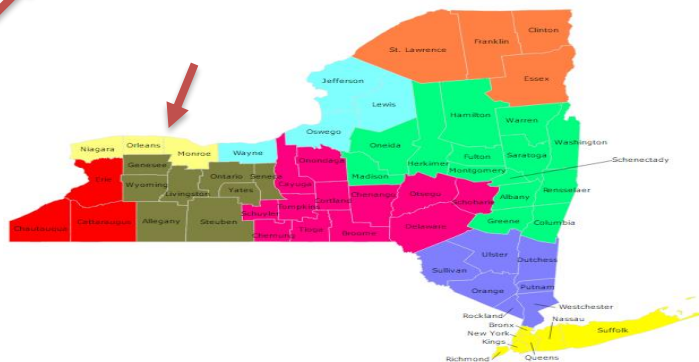
Additional downloads are available below.



Click on the interactive County Map to access the information for the recruiter and METS assigned to that county.

Resources by County

- Select County -



Orleans County

Identification & Recruitment Program

Recruiter: Irene Sanchez
Phone: 585-694-1460
e-mail: is_edurecruiter@hotmail.com

METS at Brockport

The College at Brockport
350 New Campus Drive B-9
Brockport, NY 114420
Director: Donna Spence
Phone: 585-395-2356
e-mail: dspence@brockport.edu



[Find a School](#) [Review Your School](#) [Road to College](#) [Preschool](#)

[Hot Topics](#) ▾ [Worksheets & Activities](#) ▾ [Homework Help](#) ▾ [Parenting Dilemmas](#) ▾

School and District Boundaries Map

Researching schools in your neighborhood is a snap with our interactive map tool. Enter lines. Go ahead and give it a spin.

Enter an address to see available schools

District name
Select a district ▾

Grade level
 Elementary Middle High

Type the student address and click search. It will give you the accurate School District you need to write on the COE.

Farm Safety Signs

The New York State Migrant Education Program has developed a variety of safety signs that can be used in and around farms. These signs can help farmers comply with OSHA regulations, and create a safer work environment for all employees and visitors. Anyone accessing this page has permission to print and post these signs in hazardous areas on their farm. Click on an image to see the full sign or right click on the image to download it.

Click on the Farm Safety Signs to access the signs. The signs were reviewed by OSHA and serves as a great tool to help you break the ice when talking to farmers.



Attachment

- [MEP Guidance](#)
- [ECOE Manual](#)
- [OME ID&R Manual \(2013\)](#)
- [Recruiter's Toolkit \(2016\)](#)
- [ID&R Brochure \(2015\)](#)
- [ID&R Eligibility Screen \(2015\)](#)
- [ID&R Flyer \(English\)](#)
- [ID&R Flyer \(Spanish\)](#)
- [ID&R Parent Survey \(English\)](#)
- [ID&R Parent Survey \(Spanish\)](#)
- [ID&R Parent Survey \(Nepalese\)](#)

Click, on the attachments below to access or download Training Materials and Manuals. You can also download and modify flyers or the parents survey to include your contact information.



HIGHLIGHTS:

Recruiter Training
 December 14-16, 2016
 Embassy Suites/Saratoga

From the Director's Desk:

Change is something that is easy for some but extremely hard for others. In the next program year, we will see much change from the Presidency to some of the program requirements such as the new National Certificate of Eligibility. I sometimes find myself resisting change for whatever reason. If your morning routine changes it can be difficult for us. In the coming year I would like everyone to try to embrace change. Change can be good such as switching from the paper Certificate of Eligibility to the Electronic Certificate of Eligibility. Change can be difficult such as learning how to complete your time sheets electronically. Change can be hard like giving up a recruitment area you have recruited in for 20 years and having to learn a new area. I think as a state we can get better by trying new things. If we fail, we can always go back to doing things the way we used to in the past. I sometimes think when you fail trying something new it will make you better in the long run. If you have an opportunity to try something new give it a shot!

I know I often talk about what characteristics it takes to make a great recruiter. Please see some of them below:

RECRUITER'S CHARACTERISTICS AND OTHER SIMILAR JOBS

- Flexible
- Funny
- Nosy
- Genuine
- Great Communicator
- Convincing
- Thorough
- Persistent
- Diligent
- Sensible
- Honest
- Quick Thinker

Private Investigator

- Observe your surroundings
- Prevent Confrontations

Sales/Marketing

- Don't take a no for an answer.
- Efficient data collection

Social Worker

- Referred student to another program to address any needs.
- Resourceful.

Identification/Recruitment Program


100 Saratoga Village Blvd,
Suite 41
Ballston Spa, New York 12020

Phone: 518-289-5618

Fax: 518-289-5623

E-mail:

nancyrob@nycap.rr.com



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

From the Director's Desk: *Continued from page 7*

Irene Sanchez started working with the Research Foundation on 8/4/2009. In these past 7 years she has been a trusted and loyal employee who has accomplished a tremendous amount of things. Her trainings were always well prepared and insightful (RIGHT TO THE LAST MINUTE!). What made her so good at being our Statewide Training Coordinator is that she was a recruiter first and had all of the characteristics listed above. When she was interviewed in a sweltering Mexican restaurant in July with long time recruiter Victor Harris I bet she never envisioned the job she was accepting! When Victor first brought her up I have to admit I had some doubt before I met her! If I had to pick just one trait listed above, it would be **Thorough**. I can't tell you the number of times she sent me the same document and asked for insight and then sent it again and asked for more insight. She is a true perfectionist and workaholic. There are other characteristics that identify her like being **Persistent**. I once found her arguing with a State Director from another state about the non-regulatory guidance. Someone asked me to intervene and my response was "she will wear him out and he will give up so there is no reason to get involved". The result was exactly that! The last characteristic that I think of is **Genuine**. She loved helping migrant families and always acted as an advocate for this population. She was a genuine friend to many of us and will continue to have that relationship in the future.

I want to wish Irene the best with her new position as an Advocate with the Farmworker Justice Center starting in January. She will still work side by side with us and hopefully she will get out of the office to attend some of our State wide trainings.

Best of luck!