



Interstate Collaboration

OSY Recruitment and Service Providing Tips

Commonly Seen Challenges

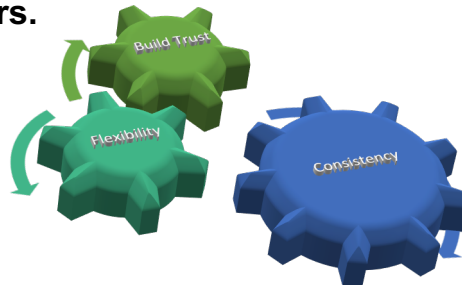
- *Lack of Trust*
- *Distance*
- *Time*
- *Language*
- *Remote Locations*

Barriers and Challenges to Recruiting OSY



Out in the field, recruiting Out-of-School Youth (OSY) can be challenging at times. Here are some of the commonly seen barriers and challenges recruiters and service providers face when they are working with this diverse population.

Also provided are several suggested strategies that other recruiters have used successfully to overcome some of these barriers.



Lack of Trust: Because they are a highly mobile group, some OSY at one time may have encountered an action along the way that led to mistrust. As recruiters, we must recognize and understand this population's vulnerability. Here are some suggested practices for strengthening the trust with this group.

- *Respect their space and make them feel comfortable. Don't rush them.*
- *Use humor when breaking the ice.*
- *Be culturally competent.*
- *Use the student's primary language at the initial visit.*
- *Listen to their concerns; provide any referrals if necessary.*

Distance, Time, and Remote Locations: Since many of our students live far apart and sometimes hours away from our offices, recruiters need to set up scheduled times to arrange an interview. When arriving at the given address, we sometimes find the student and/or family may not be available. Even after confirming the scheduled interview time, we must acknowledge that their main purpose is here to work. The migrant population tends to work long hours and are not always on a consistent work schedule.



Whether as a new recruiter or new to a recruitment area, finding hidden camps within the fields and unique housing can be difficult. Although technology is a great tool for recruitment, lack of signal may delay or prevent finding these locations.

Here are some useful tips to handle these situations:

Distance

- Work backward- **start with the furthest location** to eliminate downtime.
- **Mapping**- plan out your trip ahead of time to make your recruitment effective.
- **Consistency**- revisit locations multiple times if needed. Call the person again to confirm the appointment.
- **Flexibility**- adjust your recruiting time and day if you are finding that you are continually receiving no response.

Remote Locations

- When recruiting in orchards, **look for power lines** and follow them. Usually, these lines will lead to possible housing.
- Use **local resources**. (Postal workers and delivery drivers may be able to assist with hard-to-find locations.)
- Ask and look for **landmarks**.

Google Maps and Google Earth are some great tools to map out your recruitment areas.

Waze is a GPS navigation app that provides you with live traffic updates. This can assist with potential detours, leading you to an alternate route in a timely



Communication Pathways

- ❖ **Consistent contact with employers-** *The company may have someone who can translate and retrieve the needed information.*
- ❖ **Bilingual/bicultural staff-** *Having bilingual and culturally competent staff may help you in certain areas throughout your state.*
- ❖ **Telephonic interpreting agencies-** *Many states within the consortium use interpretative agencies to break language barriers. Here are some commonly used among those states:*
 - Language Line
 - Capital Linguists
 - Interpreters Unlimited
 - ALTA
- ❖ **Self-teaching sites-** *If you are interested in learning a new language, here are some popular sites other service providers use:*
 - Babbel.com
 - Rosetta Stone
 - Duolingo
 - Kensaq
 - Transact.com

Language: Given approximately 6,900 known languages throughout the world, language barriers have been a common challenge for both the students and families we find, as well as for recruiters. Knowing the importance of collecting accurate information, there are many pathways a recruiter can use to get this information correctly and efficiently.



SOCIAL MEDIA PLATFORMS



Did you know you can translate all of your social media accounts into a preferred language? *Google Translate* is a commonly used tool and works great for looking up and translating words quickly; however, many social media platforms will allow you to switch to the language of your choice and see the entire context of your conversation. This can cut down on the cutting and pasting of certain texts and other materials.

Serving OSY TIPS



Barriers and Challenges to Serving OSY

In this section, we will identify common barriers and challenges seen throughout many states. We will also explore several suggested strategies to overcome some of these barriers.

Similar to OSY recruiters, migrant educators also face many challenges when it comes to serving this population. Challenges include conflicting work schedules, distance between service provider and OSY, and lack of trust. These all prevent the student from knowing the benefits the migrant program has to offer.



These barriers can be separated in two categories—external and internal. External barriers are easily recognized when it comes to serving the students. Although these types tend to be the easiest to recognize, they can be difficult to tackle. However, with internal barriers, students must learn to identify their own barriers and then learn to adopt and/or adapt possible solutions to overcome these challenges.

External Challenges



Work Schedules - For those OSY

here as H2A and seasonal workers, the primary reason for being here is to work. Therefore, after working long shifts and knowing that their schedules may not be consistent, finding time for any extracurricular activities may be a challenge. This includes finding time to study. No one wants to leave students empty-handed, so there are ways to tackle this major barrier. Providing OSY with some immediate educational materials will ensure that they know we want to help. Here are some suggested ways for providing some immediate, on-site assistance.



Almost all OSY have smartphones. With a micro SD card, students can have 24/7 access to learning. This tool allows both students and instructors to download audio lessons from various sites and then insert those lessons into the phone's storage space.

For great audio lessons: www.osymigrant.org

Some students will have time to study. Since many of these students work in temporary agricultural-related work, their schedules are more consistent and days off tend to be somewhat predictable. However, there may be times that they have to work on their scheduled day off, and it is important that migrant service providers be understanding and find a way to work around these time obstacles. Ways of doing so include:

- ❖ **Flexibility**- *Work around the student's work schedule and times of availability.*



EDUCATIONAL BAGS & HYGIENE KITS

EDUCATIONAL BAGS & HYGIENE KITS

This is a great tool to use with OSY, especially when recruiting. The contents of these bags/kits are inexpensive and can be incorporated into short lessons which promote life skills.

Popular Items Include:

- Sunblock
- Water bottles
- Nail clippers
- Sandals
- Gloves
- Dictionaries
- Hand sanitizer
- Dental products
- First aid kits
- ESL textbooks

- ❖ **Planners-** Designate a certain day for class. Confirm with your students before going out. If there is a consistency of cancellations, make any needed changes. Try to designate days so you limit traveling if possible.
- ❖ **Bundling-** Some students may live close enough to each other to have class together. If they do, and have access to transportation, find a public place to hold class.



Lack of Interest in the Program: Gaining the Student’s Interest and Keeping Them Engaged with Lessons

Sometimes we meet students who feel that they will not benefit from the program. Many factors contribute to this feeling. Since this group is a highly mobile population, they may feel that their short stay will not allow them to learn anything. In addition, a majority of these students arrive with very low levels of education—some even illiterate. We must learn to work around these factors and use the students’ strengths and interests in order to keep them engaged in learning while here. Take a look at some of these great ideas that include the use of technology and also ways to work without it.

Using Technology



- TRANSLATE A STUDENT’S FAVORITE SONG
- WATCH A VIDEO AND HAVE THE STUDENT DESCRIBE WHAT IS HAPPENING



- CREATE CUSTOMIZED QUIZZES AND POLLS
- USE ALREADY CREATED TOPIC QUIZZES

RECENTLY ADDED TO THE GOSOSY WEBSITE!



If a student does not have internet available, but has a device readily available, try out some of these activities with them.

NO INTERNET, NO PROBLEM!

- Scavenger hunts using the camera app
- Practice keyboarding
- Download eBooks
- Screenshot a lesson prior to arriving at their house
- Conversation practice using voice recordings



Activities without Technology

All of our students have strengths and/or interest in a certain area. Once we discover and learn about what each student likes to do and is interested in, we can incorporate that subject into lessons. This will make the student more likely to engage in lessons and participate. Here are some popular activities/topics to keep students engaged:

- Board/Puzzle Games
- Cooking Lessons
- Music & Art Classes
- Scavenger Hunts
- Field Trips around the House
- Sports
- Cars



Places to find materials inexpensively:

- Garage sales
- Thrift stores
- Flea markets
- Donations

Incentive Boards/Prizes

Students always appreciate prizes. Create an incentive board with different topics in writing so students can have a friendly competition among each other. These competitions will make students work hard toward reaching these goals. It will also allow each student to get a visual concerning where they stand throughout their studies.



WHATSAPP

- **FREE** messaging app available for Android and other smartphones
- WhatsApp uses your phone's Internet connection (4G/3G/2G/EDGE or Wi-Fi, as available) to let you message and call friends and family anywhere in the world.
- Available options for WhatsApp: send and receive messages, calls, photos, video conferencing, document sharing, and Voice Messages.
- WhatsApp uses end-to-end encryption, so it is safe to use.
- Have up to Four people in a Group Chat

Distance The combination of student work schedules, inclement weather, lack of sufficient funds to deliver consistent in-person visits, and distance apart makes it difficult to figure out logistics at times. A suggested solution for this is to offer online learning. Many states are already using this method and have maintained great participation and attendance. Let's take a look at some of the most commonly used platforms these states are using.



FACETIME

This platform allows you to have face-to-face conversations using Apple Devices. You can have up to 32 people in a group. *You can not use Android to Apple device.



USA Learns is a free website to help OSY learn English online and now even prepare to become a U.S. citizen. Online courses include fun videos and activities that teach basic and intermediate ESL. Migrant Educators can also track student progress.



Zoom & Skype



Both of these platforms are great tools for communicating with your OSY. Both are simple and user friendly and they share similar capabilities for you to set up video and online chats. However, Zoom has been preferred over Skype for many states as it was initially designed and geared for online learning. Here are some features Zoom has that Skype does not →

- ✓ NO USERNAME NEEDED-ALLOWS YOU TO INVITE BY SENDING LINK
- ✓ PRESENTATION TOOLS
- ✓ BREAKOUT SESSIONS
- ✓ VIRTUAL HAND RAISING
- ✓ POLLING

Online Interactive Language Learning Sites



Pros

- ✓ Free
- ✓ Fun Activities-Motivation
- ✓ Quick to Get Started

Cons

- ✓ Ignores Culture
- ✓ Repetitive Lessons
- ✓ Doesn't focus on useful language
- ✓ Few Explanations



Pros

- ✓ Lots of Explanations
- ✓ Teaches Useful Language
- ✓ Clear Audio
- ✓ Lessons Built upon previous lessons

Cons

- ✓ Not Free
- ✓ Not many activities to keep you motivated

Other Interactive Language Software Used

- Rosetta Stone
- Udemy
- Humble Bundle
- Memrise
- Open English
- Mango Languages





Collaboration *With Agencies*



Since service providers cannot be at several places at the same time, it is important for us to know what else is out there for our students. Many agencies similar to ours offer and deliver great services to the migrant population. Collaboration with these agencies may help us succeed in spite of some of the obstacles faced. For example, if we are having difficulty finding or delivering services to a group of students and know that his/her group is already meeting with another agency, we can check to see if it would be okay to be at the same location at the same time. Sometimes other agencies may be able to provide necessary services to help our students.



If you have not already established a relationship with these similar agencies, and they are available in your area, make the effort to make that connection. By doing so, it will enable your students to be able to advocate for themselves in the future. Here is a list of agencies that our consortium states collaborate with:

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|---|---|--|
|  <p>Health</p> <ul style="list-style-type: none">• Keystone Farmworker Health• Community Health Partnership• Migrant Health |  <p>Education</p> <ul style="list-style-type: none">• East Coast Head Start• Telamon• Student Action w/Farmworkers• Mississippi State University• ABCDs |  <p>Community/Other</p> <ul style="list-style-type: none">• Vista/AmeriCorp• Catholic Charities• Cornell Cooperative Extension• Iowa Workforce Development• Tennessee Immigrant & Refugees Coalition• 4-H |
|---|---|--|

Internal Obstacles

Trust – Just as recruiting OSY is vital, building and maintaining trust with those recruited migrant students is important. Many may have been taken advantage of in the past and promised things that never happened. Do not be surprised if they are hesitant at first. Here are some great tips to building a strong, trusting relationship:



- **Be knowledgeable about resources in the community in order to address any needs the OSY may have.**
- **Have handouts, educational materials, etc. to share with the student.**
- **Don't promise anything unless you are sure you can follow through.**
- **Leave contact information.**
- **Be a positive and reassuring influence in the OSY's life.**
- **Provide services that meet the student's individual needs.**
- **Use humor when breaking the ice**
- **Build off the student's strengths and interests.**

If at first you don't succeed, try, try again!

