

IDRC Recruiter Strength Assessment



Locations in the Field

In the last six months:

Please review each statement below and determine the percentage out of 100% related to the time you spent in this particular area or activity.

Identification and Recruitment Activity	% of Time
What percentage of your time was spent visiting farms or agribusinesses?	
What percentage of your time was spent visiting farm worker housing?	
What percentage of your time was spent visiting local housing sites commonly occupied by migrant farmworkers (trailer parks, apartment complexes, hotels, etc.)?	
What percentage of your time was spent visiting enrolled families?	
What percentage of your time was spent visiting community partners?	
What percentage of your time was spent visiting locations in the community frequented by migrant farmworkers (stores, restaurants, Laundromat, etc.)?	
What percentage of your time was spent speaking to schools or school staff?	
What percentage of your time was spent planning for your time in the field?	

Questions for Reflection:

A. Looking back at how much time you have spent visiting different locations in the last six months, is there anything that surprises you?	
B. Looking at your answers, are there locations you wish you could visit more? How would this positively impact your ID&R efforts?	

Comfortability in the Field

On a scale of 1 to 5, with 1 being the least comfortable and 5 being most comfortable, mark how comfortable you feel in each of the following situations:

Farms, Fishing or Agribusinesses

Speaking to farm/agribusiness owners/ HR personnel				
1	2	3	4	5
Speaking to large groups of workers at one time				
1	2	3	4	5
Speaking to Workers by themselves or in a small group				
1	2	3	4	5

Visiting Housing Locations

Conducting Door to Door IDR Efforts at a Trailer Park				
1	2	3	4	5
Conducting Door to Door IDR Efforts at an Apartment Building				
1	2	3	4	5
Conducting Door to Door IDR Efforts at an H2a camp or H2a Housing				
1	2	3	4	5
Canvassing Housing in an Urban Setting				
1	2	3	4	5
Canvassing Housing in a Rural Setting				
1	2	3	4	5

Talking with Others in the Community/School

Speaking with School Staff about the MEP program				
1	2	3	4	5

Presenting about the MEP program to partner organization or business				
1	2	3	4	5
Explaining the MEP to a possible eligible family				
1	2	3	4	5
Convincing an OSY to sign up for the program				
1	2	3	4	5

Planning and Organizing Your Time

Completing the COE quickly				
1	2	3	4	5
Creating a balanced IDR plan to ensure you are canvassing all of your community.				
1	2	3	4	5
Determining how the MEP can help with the needs of the eligible families you meet.				
1	2	3	4	5
Following up with any leads from previous IDR efforts				
1	2	3	4	5

Questions for Reflection:

A. What areas are you most comfortable with and why?	
B. What activities are you least comfortable with and why?	
C. Looking over your results, what skill or skills do you believe is your biggest strength as a recruiter? How do these skills positively impact your recruitment efforts?	
D. Looking over your results, what skill or skills can you identify as areas of growth where you can improve. What can you do to improve these skills?	

Data and Available Resources for Planning

In the last six months estimate how often you have used each of the following in your planning/ID&R efforts:

Resource	Never	Sometimes	Frequently
Farms List/Profiles			
H2a workorders			
H2a Housing Maps			
Manta.com			
Labor Contractor List			
USDA Meat, Dairy, Egg or Poultry Processor List			
List of currently enrolled families			
Addresses of previously enrolled students			
The Non-Regulatory Guidance			
Agriculture Extension Office			
School Mobility Data			
Referrals/ School Surveys			

Questions for Reflection:

A. What resources do you believe have been most beneficial to you? Why?	
B. What resources would you like to learn more about to improve your available data/resources?	

Conclusions and Self-Reflection

A. Based on your responses, in which of the four key areas of ID&R (Housing visits, farms/agribusinesses, community recruitment, and in-school recruitment) do you believe you are strongest?	
B. Based on your responses, in which of the four key areas of ID&R (Housing visits, farms/agribusinesses, community recruitment, and in-school recruitment) do you believe you can grow?	

What to do Next....

Based on your responses, create an ID&R plan and discuss it with your supervisor as applicable for the next time you go out into the field that:

- Uses your strengths identified in the assessment
- Highlights all four key areas of ID&R (Housing visits, farms/agribusinesses, community recruitment, and in-school recruitment)
- Perform at least 2 activities you identified as an area where you can grow more comfortable
- Visits at least 1 of the community location you identified that you want to visit more
- Use information from the resources you identified that you would like to work more with.

After creating your ID&R plan and using the plan in the field, reflect on what you learned. What surprised you during your day in the field? Do you feel more comfortable in your areas of growth? How can you improve your plan for next time?