

# IDRC Recruiter Strength Assessment

Please review each statement below and determine the percentage of your time that was spent in this particular area or activity.

Locations in the field during the last 6 months What Percentage of your time is spent...	% of Time
Visiting farms or agribusinesses?	
Visiting farm worker housing?	
Visiting local housing sites commonly occupied by migrant farmworkers (trailer parks, apartment complexes, hotels, etc.)?	
Visiting enrolled families?	
Visiting community partners?	
Visiting locations in the community frequented by migrant farmworkers (stores, restaurants, Laundromat, etc.)?	
Speaking to schools or school staff?	
Planning for your time in the field?	

## 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
Tally your total and divide by three to get your average score: _____				

# IDRC Recruiter Strength Assessment

## Visiting Housing Locations

Conducting IDR Efforts at a Trailer Park				
1	2	3	4	5
Conducting IDR Efforts at an Apartment Building or Hotel				
1	2	3	4	5
Conducting 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
Tally your total and divide by five to get your average score: _____				

## Working with Others in the Community/School

Establishing relationships with School Staff to get possible referrals (ex. School enrollment staff, Title I Directors, etc)				
1	2	3	4	5
Presenting about the MEP program in order to develop partnerships with organizations, agencies, or businesses (Head Start, health clinics, etc)				
1	2	3	4	5
Explaining the MEP to a possible eligible family				
1	2	3	4	5
Informing an OSY on the benefits of signing up for the program				
1	2	3	4	5
Tally your total and divide by four to get your average score: _____				

## Planning and Organizing Your Time

Completing required paperwork in a timely manner				
1	2	3	4	5
Creating a strategic plan for each week that includes key locations/ businesses/ agencies that need to be visited that help you thoroughly canvass your community.				
1	2	3	4	5
Gathering and organizing resources and materials shared with families in an efficient manner.				
1	2	3	4	5
Using Agriculture Data to find farms, determine the number of workers, etc.				
1	2	3	4	5
Following up with any leads from previous IDR efforts				
1	2	3	4	5
Seeking learning opportunities to expand your knowledge of your position as well as your assigned area				
1	2	3	4	5
Tally your total and divide by four to get your average score: _____				

## Conclusions and Self-Reflection

1. 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?
2. 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?
3. What is one area you believe you need support in?
4. What changes would be helpful to make to your ID&R efforts?