

# OME IDENTIFICATION AND RECRUITMENT TRAINING



## Elements of an Interview



# Sensitivity

- To migrant needs and lifestyles:
  - Be aware of the following:
    - Work schedule
    - Arriving from work tired
    - Work schedules preventing school visitation
    - Not working on rainy days



# Sensitivity

- To migrant needs and lifestyles:
  - Be aware of the following:
    - Bring information from the schools, the MEP and child's performance in school
    - Use every opportunity to educate migrant parents about school and the importance of education.
    - Family needing other services, such as clothing or food.



# Sensitivity

- To cultural differences:
  - Be aware of the following:
    - Cultural customs
    - Relationship between men and women
    - Appropriate dress for the culture



# Safety

- Be aware of the following possible circumstances:
  - Presence of dogs **and other animals**
  - Dark, dangerous neighborhood
  - Dangers of extreme heat and cold
  - Female recruiter visiting a male at home alone
  - Male recruiter visiting a female at home alone



# Safety

- Be aware of the following possible circumstances:
  - Use of humor and confidence to deflect sexual advances
  - Use of team approach to visiting families
  - Strategic placement of recruiter between the door and adult.



## Insensitive or Uncaring Recruiter

- Be aware of the following undesirable qualities:
  - The recruiter does not listen to the migrant family
  - The recruiter is in a hurry
  - The recruiter makes promises he / she cannot keep
  - The recruiter dresses inappropriately



# The Good Interview

- Elements of a good interview
  - Presenting yourself well
  - Dressing appropriately
  - Being friendly
  - Arriving at a good time
  - Getting to know the family first
  - Determining eligibility



# The Good Interview

- Elements of a good interview
  - Having written information to explain the program, cards to identify you
  - Explaining the program without the jargon
  - Handling delicate situations (e.g., how to say no, the term “migrant”).
  - Listening to what families are saying
  - Determining the families’ needs



# The Good Interview

- Elements of a good interview
  - Completing the COE
  - Considering safety
  - Asking for referrals (location of other families)
  - Not making promises which cannot be delivered
  - Being sensitive to the culture of the family

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**Commitment to Excellence  
In  
Migrant Education**