

# SAMPLE RESOURCES



"A Look at Immigrant Youth: Prospects and Promising Practices," Ann Morse, March 2005, National Conference of State Legislatures, Children's Policy Initiative, [www.ncsl.org/print/health/CPlimmigranyouth.pdf](http://www.ncsl.org/print/health/CPlimmigranyouth.pdf)

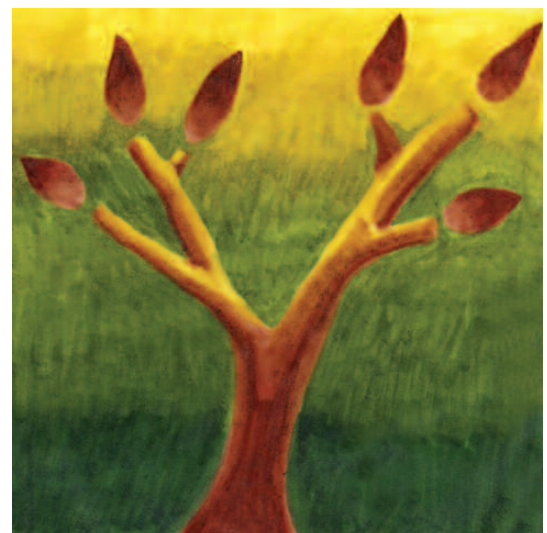
"Facilitating Positive Development in Immigrant Youth," Teleconference with Carola Suárez-Orozco, National Center for Mental Health Promotion and Violence Prevention, February 28th, 2005, [www.promoteprevent.org/documents/Latino%20Immigrant%20Youth%20TC%202.28.05.doc](http://www.promoteprevent.org/documents/Latino%20Immigrant%20Youth%20TC%202.28.05.doc)

"Latino Youth: Immigration, Education, and the Future," Pedro A. Noguera, In Motion Magazine, NYC, New York, March 5, 2006 [http://www.inmotionmagazine.com/er/pn\\_lyief.html](http://www.inmotionmagazine.com/er/pn_lyief.html)

"Mentoring Immigrant and Refugee Youth," a section of the toolkit *How to Build a Successful Mentoring Program Using the Elements of Effective Practice*. Mentor/National Mentoring Partnership, Alexandria, VA [www.mentoring.org/program\\_staff/eep/toolkit/immigrant\\_youth.php](http://www.mentoring.org/program_staff/eep/toolkit/immigrant_youth.php)

"Out-of-School Time Opportunities for Immigrant Youth," Erin Harris, Harvard Family Research Project, Cambridge, MA, The Evaluation Exchange, Volume X, No. 1, Spring 2004, [www.gse.harvard.edu/hfrp/eval/issue25/bbt5.html](http://www.gse.harvard.edu/hfrp/eval/issue25/bbt5.html)

*Pursuing the Promise: Addressing Equity, Access, and Diversity in After School and Youth Programs*, California Tomorrow, 2003, [www.californiatomorrow.org/resources/publications/index.php?cat\\_id=3&pub\\_id=31](http://www.californiatomorrow.org/resources/publications/index.php?cat_id=3&pub_id=31)





In order to determine what youth service organizations are doing to recruit and retain staff members qualified to work with immigrant children and youth, The National Collaboration for Youth asked its members and their affiliates to complete a short web-based survey. Forty-four national and local organizations responded, providing detailed information in the following subject categories:

- Overall demographic composition of staff and young people served
- Areas where support is needed
- Ongoing service and new initiatives
- Technical assistance being provided, and what technical assistance is needed

The survey was also used as a basis for developing a list of what organizations would be interviewed to collect additional information.

## Organization Interviews

The second phase of the project involved identifying a select number of national and local organizations for case study interviews. In order to ensure that the research encompassed a diverse range of programs and perspectives, the National Collaboration for Youth staff and consultants chose organizations to be interviewed based on geographic location, immigrant populations served, and types of programming offered.

Staff members at five national organizations and twenty local sites, most of which participated in the initial survey, were interviewed. The agencies worked with immigrant



populations from places such as: Somalia, Mexico, Laos, Ethiopia, Guatemala, China, Peru, Portugal, Eritrea, and Cambodia. We spoke with leaders from national organizations about:

- National-level goals, vision, policies, and initiatives they had in place to support their efforts for recruiting and retaining youth workers to work with immigrant youth
- Specific resources, materials, and technical assistance they needed
- Identifying local affiliates currently performing quality work in this area

Interviews with local organizations included the following topics:

- The needs of recruiting and retaining youth workers to work with immigrant youth
- Local policies and practices related to working with immigrants
- How national initiatives are being implemented at the local level

## Organization Survey

To complement the phone interviews, staff asked all interviewees to complete a background questionnaire. This instrument allowed the interviewers to get a deeper understanding of the work that each national organization or local affiliate was doing and to determine the level of support they needed in the relevant areas of staff recruitment and retention. The in-depth questionnaire inquired about:

- Population served and staff composition
- Current initiatives and the technical assistance and support needed for these efforts
- Skills and qualities required in the case of those staff members who aspire to work with immigrant youth
- Retention strategies employed to maintain a diverse workforce
- Policies and structures that apply to the organization's work with immigrant youth and families
- Professional development and training being implemented



# ADVISORY GROUP



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