

STANDARD OPERATING PROCEDURE (SOP)

Tool to recruit or work with foster care providers in migrant communities



Who is the SOP guide designed for?



If you are a practitioner in alternative or family-based care for UMC, in particular if you are recruiting and working with foster care providers.



If you want to set up a recruitment campaign for foster care providers with a migration background.



If you are a part of a government actor and management wishing to integrate culturally sensitive foster care into your work.

How do I use the SOP guide?



The focus of the SOP is to provide practical guidance in developing a recruitment campaign that aims to engage with and mobilize migrant communities for foster care for UMC.

The SOP explores various methods of recruitment, proposes principles to apply when recruiting foster care providers with a migration background and offers key recommendations



Section 1 - GENERAL CONCEPTS

1.1 Describes general concepts and remarks relevant to recruit foster families in migrant communities



The needs and best interest of the child, as well as child safeguarding principles should be at the core of the recruitment strategy and the interventions of the care agency.



Requires continuous investments in terms of time, resources, training of staff and cross-cultural competencies.

1.2 Focuses on how and what to communicate with regards to foster care

Make the expectations for foster care providers clear from and explain the differences with adoption.



Express the need to take up more of a coaching or mentoring role than a parenting role.



Many foster families are motivated to “make a difference to a child’s life” and consider children’s happiness as a personal life goal.

1.3 - 1.4 Overcome obstacles and risks linked to recruitment of foster families with a migration background

Be aware about the possible distrust, suspicion and skepticism of some migrant communities towards social workers, official or governmental organizations.



The assessment processes may generate a feeling of being interrogated and not “being worthy or enough” to be foster parents.



Theological or cultural misinterpretations and prescriptions can be a barrier.

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Section 2 - METHODS OF RECRUITMENT

2.1- 2.7 Seven recruitments methods for potential foster care providers with a migration background



1) Recruitment within the UMC network - kinship placement: If possible, explore whether the parents/family in the country of origin have family or acquaintances in the host country and if it meets the needs of the UMC.



2) Recruitment through information sessions: to inform people truthfully about the context and the needs of unaccompanied minors, to explain them the concept, importance and necessity of their help in the form of foster care.



3) Peer-to-peer or word-of-mouth: The recruitment efforts can include foster parents that share their experiences and skills at information meetings with friends, family or neighbors who might be interested in becoming foster families.



4) Recruitment through relevant associations: Selecting associations and individuals who show potential for cooperation can help to reach the relevant audience for your recruitment campaign.



5) Recruitment through key figures: Key figures are people who have a special and privileged relationship with the target group you want to recruit. The SOP includes a six-step guide to the key figure recruitment method.



6) Recruitment through visual advertisement: Advertisements reach a wider audience with limited involvement of staff during the outreach phase. Other advantages are continuous exposure and adaptability to budget availability.



7) Recruitment for a specific "match": Even though many of the recruitment methods can be used for finding a specific "match", the best option is to go through the child's network and key figures in the intended community.

Section 3 - DEVELOPING A RECRUITMENT PLAN



Gives an overview on how to develop a recruitment plan.



Insights on how to formulate clear goals, strategies and concrete activities, and to mitigate obstacles and analyze what does (not) work.

Key questions a recruiter should answer before starting their recruitment activities include:



- 1) How many places or families are being sought?
- 2) Which families are needed/not needed and for whom are we recruiting?
- 3) How, when and where will the families be recruited?
- 4) Who is responsible for which tasks?
- 5) Which (additional) resources are needed?
- 6) How and when will the progress of the objectives and activities be monitored and evaluated?
- 7) What can be an obstacle or barrier in recruiting within a chosen community and with the chosen method(s)?



Bibliography

This project is funded by the Asylum, Migration and Integration Fund of the European Union

Meer info on the U-CARE project by the International Organisation for Migration (IOM)?
<https://belgium.iom.int/u-care>

fedasil
FEDERAAL AGENTSCHAP OPVANG ASELZOEKERS
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