

Extreme Recruitment®

Extreme Recruitment, created by the Foster & Adoptive Care Coalition in Missouri, is a race against time to find permanency for youth in 12-20 weeks of intensive recruitment efforts and permanency preparation.

The program aims to reconnect 90% of youth served with safe and appropriate relatives/kin; and to match 70% of youth served with permanent resources for adoption or guardianship. The program works exclusively with the hardest-to-place children: ages 10-18, sibling groups, children of color, and youth with emotional, developmental, or behavioral concerns. A child younger than 10 may be served if the child meets certain criteria, such as being part of a sibling group being served, having documented elevated medical or mental health needs, or having been legally freed for adoption for six months with no permanent resource identified.

Extreme Recruitment's success relies on weekly, intensive meetings among the child's professional team members throughout the 20 weeks, and on simultaneously utilizing general, targeted, and child-specific recruitment strategies. Focus is placed on preparing youth for adoption, including their mental health and educational needs (see diagram on the following page).

Extreme Recruiters are dedicated to spearheading and expediting the recruitment activities of their teams. Unique to this model, a part-time private investigator, often a retired law enforcement officer, is hired to work alongside the Extreme Recruiter to find relatives through Internet tools, court databases, and "old-fashioned detective work." Recruiters carry a small caseload of 5-7, with an annual caseload of 14-17.

As of early 2015, *Extreme Recruitment* had been implemented in four private agencies in the states of Missouri, Virginia, and Connecticut.

Resources needed for implementation

Extreme Recruiters and part-time private investigators are specifically hired to implement the model. Some agencies have received funding to hire staff from state contracts, with *Extreme Recruitment* as a line item to the state budget. Other agencies fund the program using revenue from fundraising, United Way, etc.

An *Extreme Recruitment* manual (http://www.nrcdr.org/_assets/files/DR-Grantees/year-one/MO_FACC-manual.pdf) is available for all agencies. In order to use the Extreme Recruitment name, however, agencies must receive training from the Foster & Adoptive Care Coalition and

For More Information

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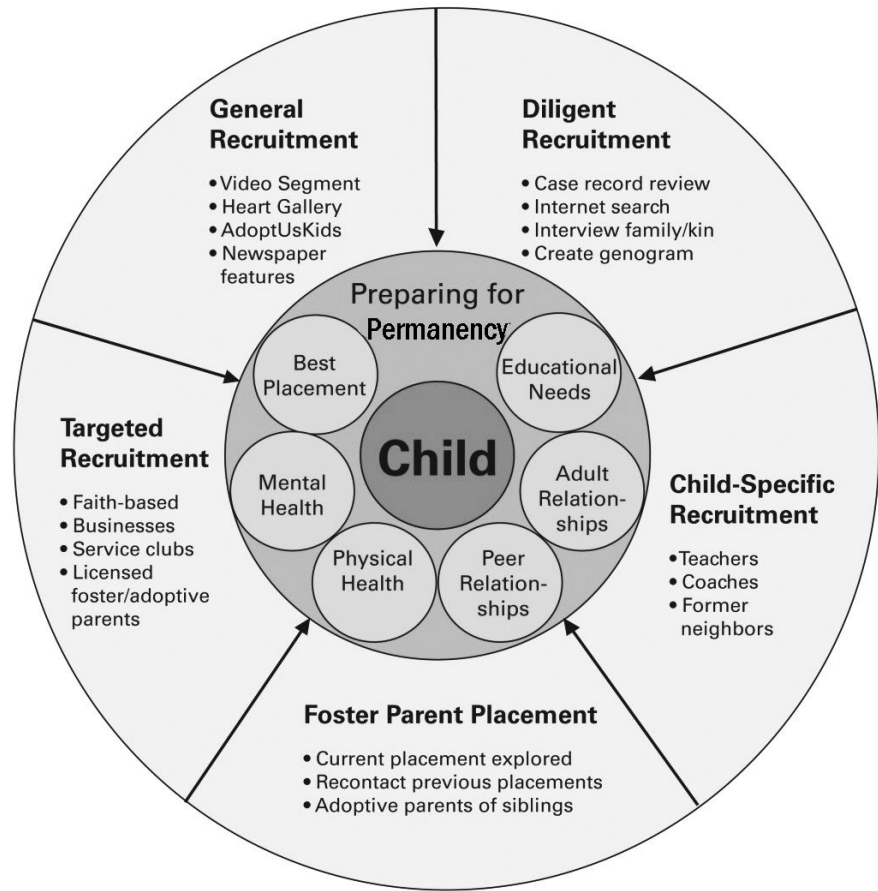
<http://www.foster-adopt.org/carleen-goddard-mazur-training-institute/extreme-recruitment/>

meet other fidelity requirements of the model. Training costs \$2,500/day, plus travel costs for two trainers from Missouri. Most trainings can be completed in one day.

Evidence

Program data from 2014 showed that 69.6% of youth served were matched with permanent resources for adoption or guardianship (<http://www.foster-adopt.org/about-us/reports-financials/reports/>). An earlier report summarizing evaluation data from a quasi-experimental study concluded that, while the program showed increased permanency and well-being, the small sample size and non-randomness of the intervention and control groups did not prove replicable impact and that the program warranted further study (http://www.nrcdr.org/_assets/files/DR-Grantees/year-one-reports/Missouri-Diligent-Recruitment-Grant-FINAL-REPORT.pdf).

Extreme Recruitment has been reviewed by the California Evidence-Based Clearinghouse for Child Welfare (CEBC) and is listed in the CEBC registry.



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