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High School Recruiter Study Oral Consent and Outline of Protocols

Recruiter

October, 2018

Oral consent

RAND is a non-profit research organization based in Santa Monica, California. The Department of Defense has asked RAND to assess the level of access and issues surrounding recruiter access to high schools around the country. Based on our research, we plan to produce a report to inform the Department of Defense on the status of access and areas in need of improvement to enhance collaboration between high schools and recruiters. We are interviewing you and other stakeholders as part of this effort. We will not attribute comments to you or your institution either directly or by inference within reports or briefings for this study.

Your participation in this interview [focus group] is voluntary. You may skip any question you prefer not to answer and end the interview [leave the focus group] at any time. However, we hope that you will choose to participate, as it will help to contribute to improved decision-making regarding recruiter access.

[for focus groups] We request that you do not repeat comments that others make outside this discussion. However, we cannot guarantee that everything you say during this discussion will be kept confidential by all participants, so please do not say anything that you do not want anyone else to know.

If you have any questions about this study, please contact the study leaders Rita Karam (karam@rand.org) or Kim Hall (kimberly@rand.org). If you have questions about your rights as a research participant or need to report a research-related concern, you can contact RAND's Human Subjects Protection Committee toll-free at (866) 697-5620 or by emailing hspcinfo@rand.org. When you contact the Committee, please reference Study #2018-0616."

General Questions for Recruiters

Tell me a bit about yourself, how long have you been a recruiter? What made you decide to become a recruiter?

How many hours do you work as a recruiter per week?

How many schools did you access last year? What was the length of each visit? Is that adequate?

What process is in place for contacting the high schools and planning visits for recruiting students into military?

- Who do you contact at school district/high school?
- What type of information do you share with schools regarding recruiting prior to the visit?
- How far ahead do you contact the schools?
- Other?

What type of information and support do you request from schools prior to visiting the schools? How receptive are they to your requests?

When you access the schools, what type of recruiting activities do you engage in? Does that vary by type of schools? How?

- Display posters
- Speak in classes
- Contact students one-on-one
- Speak to parents
- Other?

How supportive are the schools to your recruiting efforts and in what ways?

Do schools limit your access to high school students? What type of schools and in what ways?

Why do you think schools limit your access to high school students? What strategies do you use to deal with schools that restrict your access? How successful are these strategies?

What would you do or change to help build and maintain a productive relationship between recruiters and educators that would benefit students?

Before, we conclude the interview I would like to ask a few questions regarding the training you received as a recruiter.

What type of training did you attend? How long was the training? What topics did it address and where they relevant to your recruitment efforts?

Are there areas of the training you would like to improve? Which areas?

What type of support do you receive from your supervisors regarding your recruitment efforts? Are there other supports you would like to see available so you can do your job better?

Would you like to continue being a recruiter, why or why not?