



SECTION 3

Training Response

Overview of Training Recommendations and Response

In response to the growing need for broader and more comprehensive training on human trafficking across the state, the Council, in 2016, prioritized addressing the training mandate given to them through C.R.S. § 18-3-505(e). This mandate requires the Council to:

Develop training standards and curricula for organizations that provide assistance to victims of human trafficking, for persons who work in or who frequent places where human trafficking victims are likely to appear, and for law enforcement officers.

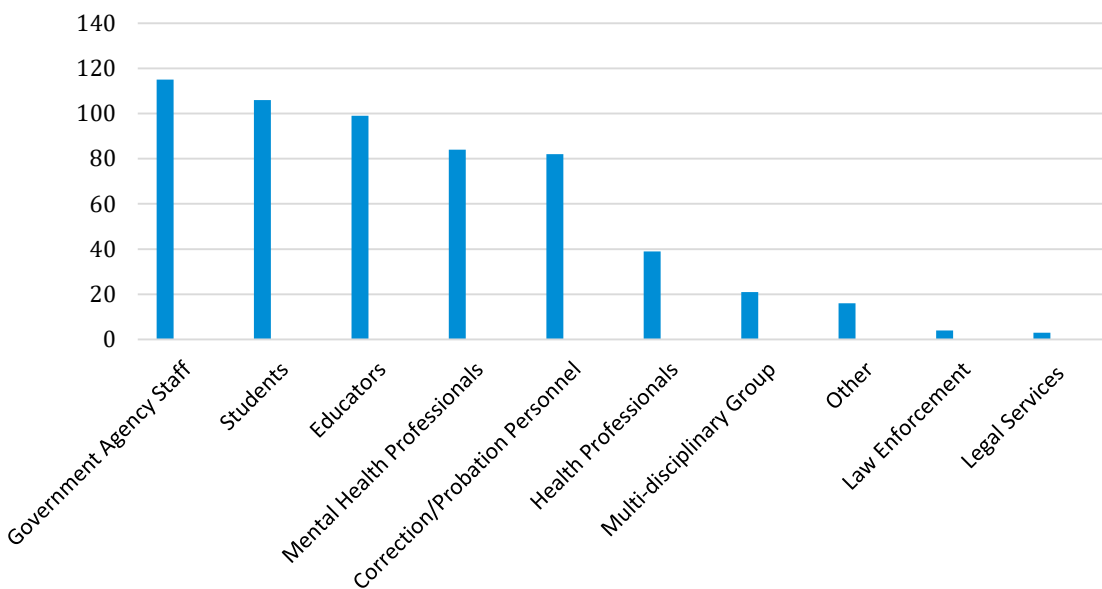
In response to this directive, the Council developed two training programs. The first program, *An Introduction to Human Trafficking in Colorado*, was designed to be accessible to a wide range of professional sectors (for a full list, see the *2016 Annual Report*). The primary goal of the training curriculum was to be a foundational program that established a common language and understanding of the issue of human trafficking rooted in Colorado's unique geographic and cultural context. The Council also recognized the unique role law enforcement plays in combating human trafficking and designed a program with their specific needs in mind. The program, *Human Trafficking Investigations*, is a two-hour training module, which is designed to illustrate how to conduct victim-centered and evidence-based investigations, providing officers the necessary tools and information for successful investigations and prosecutions of human trafficking.

In order to ensure these programs were disseminated into the field and that the training recommendations of the Council were fulfilled, DCJ sought and was awarded grant funding to hire a part-time Human Trafficking Training Specialist in 2017. The implementation plans for achieving these training goals were threefold: first, being responsive to training requests received from communities and organizations across the state; second, developing a Train-the-Trainer program and delivering this program to facilitator cohorts in communities, (primarily outside the Denver metro area), allowing these community cohorts to address training needs within their respective communities; third, translating the core human trafficking curriculum into an online, self-paced training module that would free learners from the potential barriers of geographic distance, organizational involvement, and time limitations.

Training Delivery

From January through the end of October 2017, DCJ staff disseminated the human trafficking training across the state of Colorado. The team responded to training requests from 29 organizations, training a total of 973 frontline professionals, community members, and students on the key elements of the law, indicators of the crime, and how to respond to potential trafficking situations.

Figure 11: Individuals Trained by Professional Sector

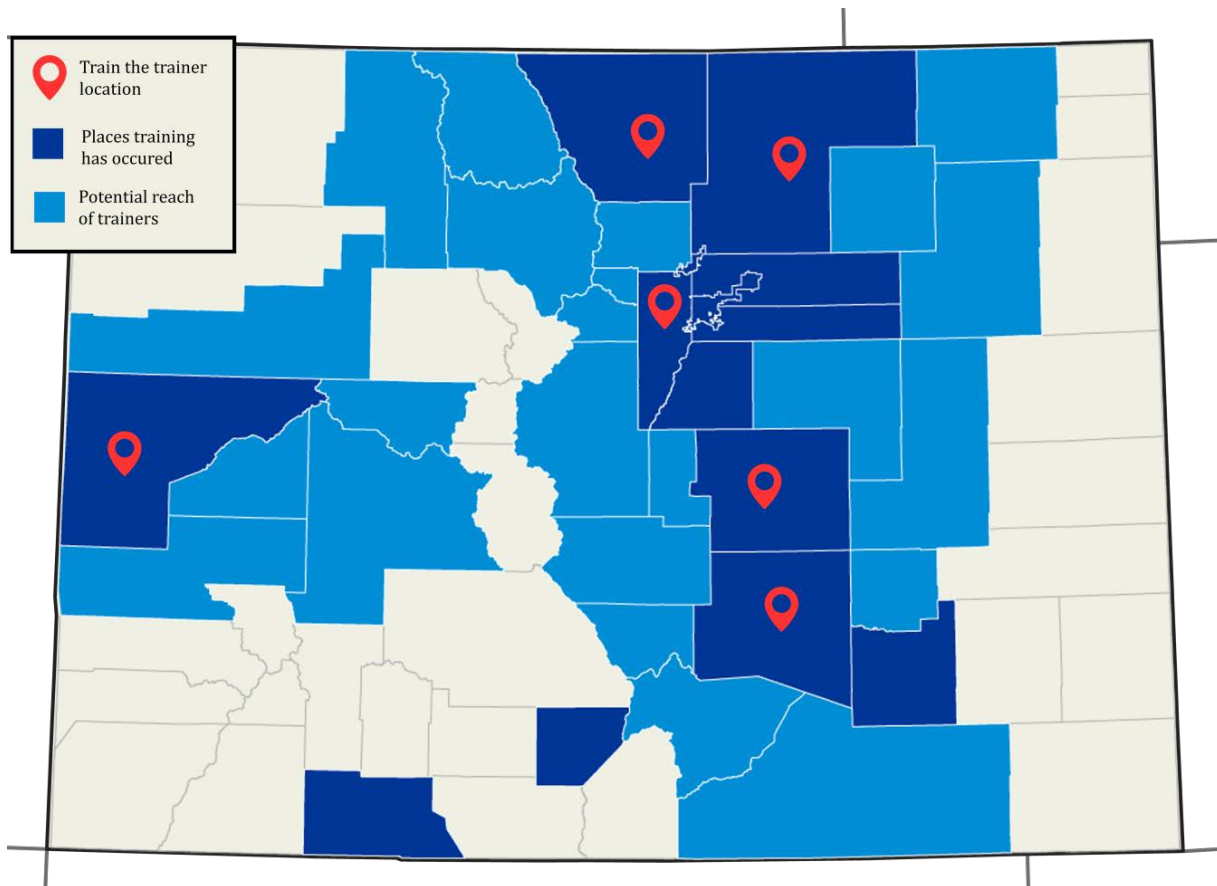


Train-the-Trainer Program

After pilot testing and editing the core training program and finalizing an accompanying facilitation guide, the Training Specialist developed a Train-the-Trainer curriculum for facilitators in six regions throughout the state (with a primary focus on communities outside the Denver metro area) to be able to deliver training in their respective communities. Working in partnership with leadership of regional anti-trafficking coalitions, DCJ staff vetted applicants and identified facilitators from each region who would serve as training cohorts for six coalitions: Jefferson County Human Trafficking Sub-Committee, Larimer County's Community Response to Trafficking, Pueblo's Alliance to Combat Human Trafficking, Western Slope Against Trafficking, Northeast Coalition Against Human Trafficking, and the Human Trafficking Task Force of Southern Colorado. Six train-the-trainer programs were delivered in 2017, resulting in 49 facilitators trained to deliver the core curricula. Facilitators were guided through a series of activities to learn adult facilitation techniques, and were taught the impact of language and imagery related to the issue. Facilitators were provided with everything they needed to promote and deliver training, including: background information on the development of the training, flyer templates, sign-in sheets, pretests, evaluations, facilitation guides, handouts, case studies, a vocabulary list, and appendices with additional information and answers to frequently asked questions. Facilitators were also given a flash drive with all of the content indicated above, along with three versions of the core training PowerPoint slide deck so they could deliver 1-, 2-, or 2.5-hour trainings without losing the fidelity of the program. The primary goal of this program was to maintain consistent messaging on this issue throughout the state.

In accordance with program expectations, individual facilitators were tasked with delivering training to a minimum of 50 additional community members, for a total reach of 2,450 trained over the following year. Cohorts have already begun delivering training, and from August to the end of October 2017, these trained facilitators have already reached 305 individuals through 17 training events.

The map indicates areas where the train-the-trainer program was implemented and its potential reach:



Law Enforcement Training

In the Council's 2016 annual report, the Council offered two recommendations in regard to training law enforcement on human trafficking. First, the Council recommended adding a minimum of two hours of human trafficking training to the Basic Certification curriculum managed by the Colorado Peace Officer Standards and Training (POST) Board, which is required to become a POST-certified peace officer in the state of Colorado. Second, the Council recommended that current certified law enforcement officers should receive two hours of human trafficking training (one time) as part of their annual In-Services Continuing Education Program (for more information about these recommendations, see the *2016 CHTC Annual Report*).

To help ensure these recommendations are achieved, the Council developed a two-hour training program: *Human Trafficking Investigations*. This program's learning objectives include: understanding Colorado's human trafficking statutes; how to identify indicators of human trafficking, investigative considerations specific to this crime and best practices for establishing collaborative partnerships with stakeholders. At the writing of this report, DCJ staff are in the process of finalizing a facilitation guide and adapting the law enforcement curricula into a Law Enforcement Train-the-Trainer program to be delivered in the winter of 2017/2018.

Facilitators have already been identified from across the state to take part in the train-the-trainer program for the law enforcement curriculum. They will be active law enforcement officers, criminal justice victim advocates, criminal justice employees, and other individuals who currently train peace officers, and they will receive all of the tools necessary to deliver the training.

Training for Service Providers

During the Council's 2017 Annual Retreat, the Council established a Training Work Group to develop training curricula for individuals who provide services to survivors of human trafficking. Members of the work group decided to address the mandate by developing a broad curriculum that would build upon the information provided in the core curriculum, with the expectation that training participants would have already received basic human trafficking training prior to participation in this program. The training targets four professional sectors: community-based victim advocates, mental/behavioral health professionals, case managers, and others who provide direct care to survivors of human trafficking. The program covers topics that are most pertinent to professionals working specifically with survivors of trafficking, such as: the impact of trauma, a survivor-driven approach to service delivery, identifying service needs, challenge to service delivery, referral networks and case management plans, and vicarious trauma and self-care strategies. However, it is not the intent of this program to replace either advanced education or in-depth training on trauma or vicarious trauma. The training program encourages further education and provides resources in this area.

The completed training program will include a facilitator's guide, PowerPoint slide deck, training videos, handouts, and case scenarios. The PowerPoint slide deck serves as a visual guide and training tool, while the facilitator's guide provides in-depth information such as comprehensive instructions on how to deliver the training, essential talking points to accompany each slide, instructions on how to facilitate activities, and ways to increase audience engagement, including responses to questions that may arise during training. Training videos are included to reinforce learning concepts and to make the training accessible and engaging to all adult learning styles. A series of handouts provide training participants with information and resources they can take away from the training to reference, as needed, in the course of their daily activities and professional responsibilities. Case scenarios summarize real life examples rooted in a Colorado context, and provide the audience with an opportunity to draw upon organizational resources while building skills learned in the training, and opportunities to practice and reinforce the concepts presented. The training program will also include a pretest and posttest evaluation tool to measure knowledge gained from the program and give feedback on how to make the program better.

Online Training Program

The Distance Learning Management System (DLMS) serves as a space where online, self-paced human trafficking training can take place. Training content that mirrors the core training developed by the Council in 2016 was designed for the online learning platform, but with appropriate changes to make the information engaging for online learners. DCJ anticipates rollout of this online training program to occur in early 2018. This training format will be promoted through the Council's website and monthly newsletters. Use of a DLMS will allow the training curriculum to reach a broader statewide audience, without constraints of geography, involvement with specific organizations who have requested training, or time limitations. The law enforcement curriculum will be adapted and rolled out to online learners in 2018.