

SECTION 3

Human Trafficking Training Outcomes



Introduction

In 2018, the Council continued to prioritize the training mandate C.R.S. § 18-3-505(e), which 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 continued to disseminate through DCJ staff and trained facilitators the two training programs developed in 2016 and continued the development of a third training program for service providers. In each of the first two training programs, individuals learned key elements of the law regarding human trafficking, how to identify a human trafficking case, and what they can do to respond to potential human trafficking situations. The first program, *An Introduction to Human Trafficking in Colorado*, was designed as a foundational program for a wide range of professional sectors (see the *2016 Annual Report* for a full list). It aimed to establish a common language and understanding of human trafficking in the Colorado context. The second program, *Human Trafficking Investigations: An Introductory Course*, was designed specifically for the unique role law enforcement plays in addressing human trafficking in Colorado. It highlights how to conduct

victim-centered and evidence-based investigations. The third program, *Providing Services to Survivors of Human Trafficking*, is an advanced course that aims to review the impact of trauma on human trafficking survivors and review the tools available for service providers working with this population. It is scheduled for beta testing in early 2019.

In 2017, DCJ staff sought and was awarded an 18-month Victims of Crime Act (VOCA) training grant. This grant had three goals, two of which were 1) to conduct standard comprehensive human trafficking trainings in communities outside the Denver Metro area that had limited access to such training and where populations vulnerable to human trafficking exist; and 2) to train and prepare cohorts of facilitators outside the Denver Metro area to deliver human trafficking training to relevant law enforcement, victim service professionals, and other frontline professionals/community stakeholders in the position to identify and/or respond to human trafficking in their community. These goals gave life to the train-the-trainer program, where 49 facilitators learned and disseminated *An Introduction to Human Trafficking in Colorado* training program (see the 2017 Annual Report for more details). From January 1, 2017, through June 30, 2018, DCJ staff and trained facilitators were able to train 2,366 individuals through a combined total of 111 training events over the entire grant cycle.

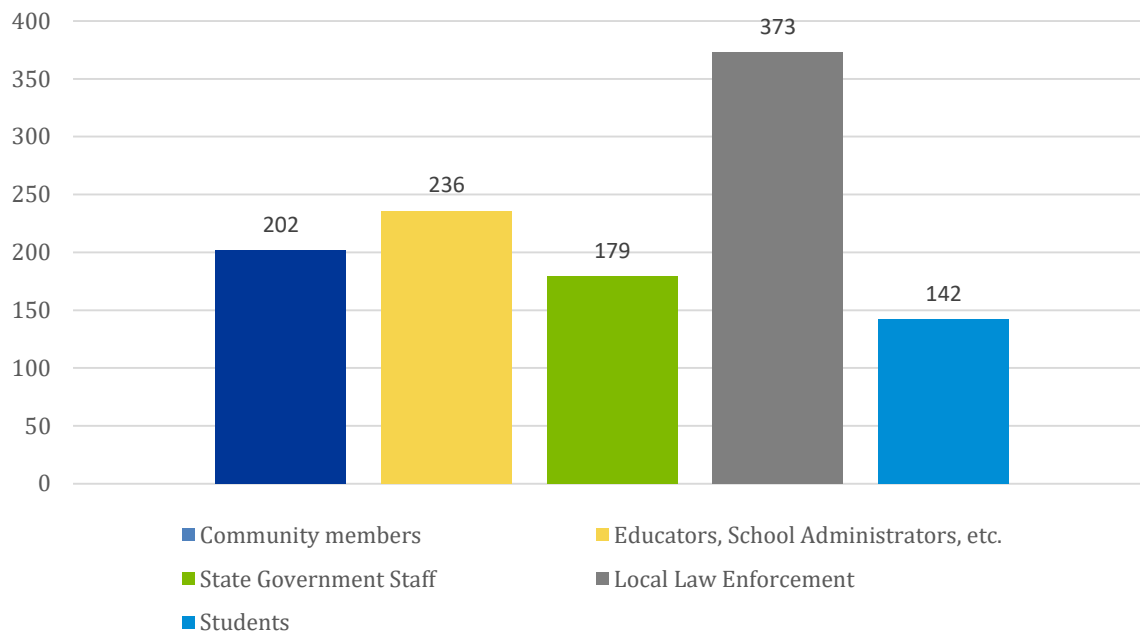
In order to continue the efforts spurred by the VOCA training grant, DCJ staff partnered with CDHS to apply for a three-year grant from the Office for Victims of Crime (OVC) aimed at *Improving Outcomes for Child Youth Victims of Human Trafficking*. The agencies were awarded the grant, with the Colorado Department of Public Safety, DCJ named as a sub-grantee. The primary purpose of including DCJ as a sub-grantee was to build partnerships between child welfare and law enforcement professionals; to increase knowledge about the issue of human trafficking; to build capacity on how to address child trafficking in the state; and improve outcomes for child/youth victims. The area of focus will be the southeast, southwest, and northwest regions of the state. For more information about this grant, see “Section 1: Year in Review,” p. 16.

Training Delivery

From January through October 31, 2018, DCJ staff and trained facilitators completed 92 training requests to 68 organizations, for a total of 2,224 trained individuals. This was an increase in individuals reached of almost 20% from 2017. Of these individuals, 53% were

trained under the VOCA grant funding. Fifty percent of those trained came from five main sectors: community members, state government staff, students, educators/school administrators/etc., and local law enforcement (see Figure 12 for a complete breakdown of these sectors).

Figure 12: Number of Individuals Trained in Top Five Sectors, January – October 31, 2018



Data source: Colorado Department of Public Safety, Division of Criminal Justice.

Train-the-Trainer Programs

DCJ staff continued to deliver the train-the-trainer program for *An Introduction to Human Trafficking in Colorado*, and launched the *Human Trafficking Investigations: An Introductory Course* train-the-trainer program in March. The goal of both of these training programs is to maintain a consistent message on this issue throughout the state, allowing the facilitators to establish a common understanding and use of language within Colorado’s human trafficking efforts. Facilitator applicants were chosen by a team of regional anti-human trafficking leaders who partnered with DCJ staff. From the launch of the train-the-trainer program in June 2017 to October 31, 2018, 12 cohorts of facilitators have gone through one of the two programs, for a combined total of 70 trained facilitators.

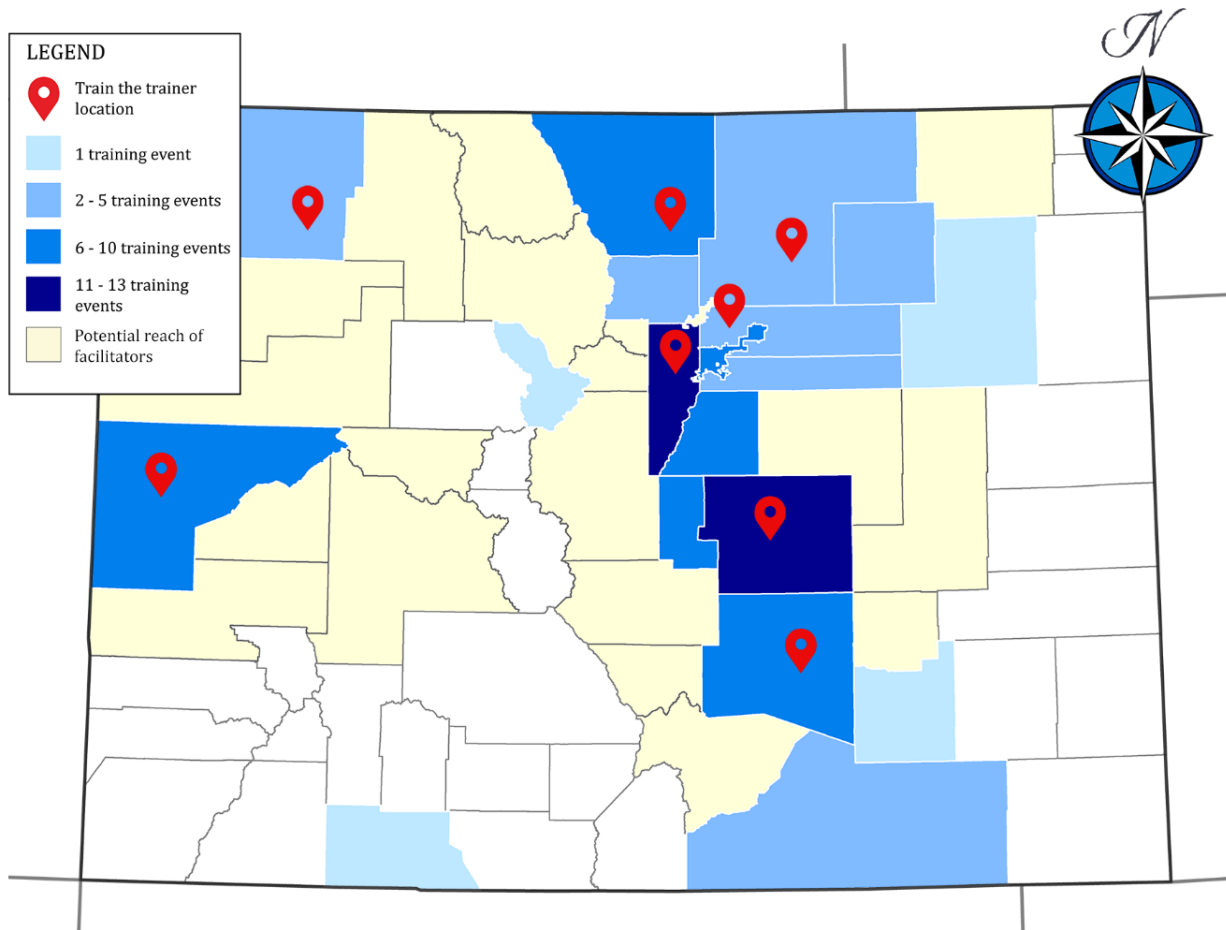
Each of these facilitation cohorts are guided through a two-day intensive training program where they are taught about adult learning styles, the impact of language and imagery related to the issue, and the training they are to deliver to professionals within their community. They

are provided a facilitation package that includes everything they need to market and deliver the training (for a full list of items included, see *2017 Annual Report*).

As facilitators commit to the train-the-trainer program, they sign a letter of agreement. This agreement outlines a term of 12 months, during which the facilitators commit to training 50 community members of their choice. The 12-month term of the original cohort of facilitators (49 people) came to an end this summer. Of the original 49, 29 chose to recommit for another year. From January thru October 31, 2018, facilitators trained 1,610 individuals. They trained in 17 unique counties this year (see Figure 13), representing a 42% increase from the previous year.

In August 2018, DCJ staff trained a pilot cohort in Craig, CO, under the OVC grant. Three applicants were chosen for the *An Introduction to Human Trafficking in Colorado* training program, with the facilitators representing medical professionals and community-based victim advocates. Another three applicants were chosen for the *Human Trafficking Investigations: An Introductory Course* training program, with the facilitators representing local police departments, criminal justice-based victim advocates, and telecommunication professionals.

Figure 13: Locations of Trainings Delivered in the State of Colorado from January to October 31, 2018.



Date Source: Colorado Department of Public Safety, Division of Criminal Justice. Trainings were delivered by both trained facilitators and DCJ staff. Trainings are shaded on a gradient, reflecting 1-13 trainings in increasing darkness of hue. Train-the-trainer programs are demarcated to reflect where facilitators are based. Potential reach of facilitators reflects all counties that border the areas where those facilitators are based.

An Introduction to Human Trafficking in Colorado **Training Program Impact**

Throughout 2018, both DCJ staff and the original 49 trained facilitators continued to deliver the one-, two-, and two-and-a-half hour versions of *An Introduction to Human Trafficking in Colorado*. In August and September of 2018, three additional cohorts of facilitators (a total of nine individuals) completed *An Introduction to Human Trafficking...* curriculum train-the-trainer program in Moffat, Adams, and Denver Counties. With these additional facilitators, nine cohorts have now been trained in this curriculum, for a total of 38 active facilitators. With each

of these facilitator's commitment to training 50 community members, the potential impact is that 1,700 individuals will be trained by facilitators alone.

DCJ staff and facilitators have been invited to bring the *An Introduction to Human Trafficking...* training curriculum to the Lewis Palmer School District in El Paso county; to groups focused on neurofeedback training; restorative justice groups; and to an audience of hoteliers in Ft. Morgan county. As of October 31, 2018, 57 trainings took place in the community, with facilitators delivering 74% of the trainings. The facilitators were able to reach 1,083 professionals and community members.

Human Trafficking Investigations: An Introductory Course Training Program Impact

In response to the recommendations included in the Council's 2016 annual report, DCJ staff released the two-hour *Human Trafficking Investigations: An Introductory Course* training program and trained facilitators in early 2018. In these recommendations, the Council advocated for 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, as well as having current certified law enforcement officers receive two hours of human trafficking training as part of their annual In-Service Continuing Education Program (for more information, see the *2016 Colorado Human Trafficking Council Annual Report*).

In 2017, the Council developed the two-hour training program and identified facilitators from across the state to participate in the train-the-trainer program for the law enforcement curriculum. The train-the-trainer program for the *Human Trafficking Investigations...* curriculum was successfully launched in March 2018 with two cohorts of 15 facilitators trained that represent law enforcement agencies from across the state. An additional law enforcement train-the-trainer program was offered in August in Craig, CO adding three additional facilitators to the cohort. The facilitators for the law enforcement curriculum include active law enforcement officers, law enforcement dispatchers, criminal justice advocates, criminal justice employees, and other individuals who currently train peace officers. As of October 31, 2018, these 18 facilitators delivered 25 trainings, for a total of 422 individuals reached, 92% of the trainings were delivered by facilitators.

Training for Service Providers

Honoring the spirit of mandate C.R.S. § 18-3-505(e), the Council is developing curricula for service providers, a sector that works closely with and for survivors. In 2017, a working group of subject matter experts began writing a curriculum for an advanced training specifically for service providers. The training is designed to answer the question asked after identification of a victim: Now what? It 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 working group continued to be active in 2018, making progress on curriculum development and writing a corresponding train-the-trainer program. The training program covers the impact of trauma on a survivor of human trafficking, a survivor-centered approach to case management, identifying service needs, challenges of service delivery, referral networks and case management plans, and vicarious trauma and self-care strategies. The training encourages further education on topics and provides resources. It is scheduled to begin beta testing in early 2019.