Collaborating To Increase Access To Employment And Educational Opportunities For Survivors Of Human Trafficking, Domestic And Sexual Violence

January 27, 2022

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Credit and Disclaimer

This webinar is part of a project entitled Building Collaborative Responses to Trafficked Victims of Domestic Violence and Sexual Assault, supported by the Department of Justice, Office on Violence Against Women.

This project is supported by Grant No. 2015-TA-AX-K029, awarded by the Office on Violence Against Women, U.S. Department of Justice. The opinions, findings, conclusions, and recommendations expressed in this publication/program/exhibition are those of the author(s) and do not necessarily reflect the views of the Department of Justice, Office on Violence Against Women.
Building Collaborative Responses to Trafficked Victims of Domestic Violence and Sexual Assault TA

Futures Without Violence is funded by OVW to provide training and technical assistance to advocates, law enforcement, legal professionals, and others as they build collaborative responses to trafficked survivors of domestic violence and sexual assault.

Learn more:
https://www.futureswithoutviolence.org/human-trafficking

- Resources and adaptable tools
- Webinar archive
- TA Assistance: Phone, email, virtual, and on-site TA and trainings.

Contact: learning@futureswithoutviolence.org
Learning Objectives

As a result of this webinar, participants will be better able to:

1. Recognize the intersection of DV, SA, HT and the impact on the physical and mental health of survivors.

2. Describe the obstacles to education, training, and to seek and hold employment opportunities that result from abuse and trauma.

3. Consider local workforce development agencies, educational institutions, job readiness training and apprenticeship programs, to potentially engage in collaboration.

4. Identify key components to build successful partnerships that support education and job opportunities for survivors.

5. Utilize tools and resources for collaboration.
Human Trafficking Intersections and Vulnerability

- Sexual Exploitation
- Low Access to Health Care
- Low Literacy
- Child Abuse & Runaway Youth
- Poverty Homelessness
- Systems of Oppression Discrimination Immigration Status
- Intimate Partner Violence
- Sexual Assault/ Harassment
- Labor Exploitation
Why is Employment and Education a Priority for DV, SA, HT Organizations?

- This is what survivors want and need: employment, independency, empowerment

- Less vulnerable to trafficking and dependency to abusive relationship
CHAT question 1:

What barriers are survivors experiencing that impact their education and employment opportunities?
## Common Trauma Responses

<table>
<thead>
<tr>
<th>Emotional</th>
<th>Physical</th>
<th>Cognitive</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Numbness, apathy,</td>
<td>• Gastrointestinal</td>
<td>• Difficulty concentrating and making decisions</td>
</tr>
<tr>
<td>withdrawal</td>
<td>issues</td>
<td></td>
</tr>
<tr>
<td>• Anxiety, fear</td>
<td>• Headaches</td>
<td>• Flashbacks</td>
</tr>
<tr>
<td>• Guilt and shame</td>
<td>• Sleep problems</td>
<td>• Attention bias towards threats/ Hypervigilance</td>
</tr>
<tr>
<td>• Anger and irritability</td>
<td>• Chronic pain</td>
<td></td>
</tr>
<tr>
<td>• Depression</td>
<td>• Panic attacks</td>
<td>• Decreased working memory</td>
</tr>
<tr>
<td>• Suicidal thoughts</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Survivors’ efforts to pursue education and employment opportunities are negatively impacted by violence.

- Fewer years of education.
- Increased likelihood of dropping out of school and job training programs.
- More likely to quit or be fired from their job because of the impacts of abuse.
- Chronic health conditions, fear, anxiety, depression, and PTSD interfere with academic and work performance.
Impacts of Violence and Trauma on Education and Training

- Poor Academic and Work Performance
- Diminished Program Engagement
- Dropping Out
How Can We Improve Outcomes?

**Prevention**
Creating safe and supportive spaces that actively seek to mitigate the impacts of violence and abusive behaviors.

**Response**
Creating organizational structures and treatment frameworks that involve understanding, recognizing, and responding to the effects of all types of trauma.
Economic Empowerment Components

Transformative Process

Control & benefit of financial gains

Power, voice & choice

Access to income & assets

- Crisis Management, Stabilization
- Career Exploration
- Skill Building, Basic Job Readiness
- Experience Building, Job Training, Internships
- Employment Retention
Workforce Development System

What it is and how to connect
The Workforce Development System

U.S. Department of Labor (Employment Training Administration)
- Adult, Dislocated Worker, Youth Programs (Title I)
- Wagner-Peyser (Title III)

U.S. Department of Education (Office of Career, Technical, and Adult Education)
- Adult Education and Literacy (Title II)

U.S. Department of Education (Office of Special Education and Rehabilitative Services)
- Vocational Rehabilitation (Title IV)
What is WIOA

Workforce Innovation and Opportunity Act (WIOA) was signed into law on July 22, 2014. WIOA is designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy.
How to Access WIOA Services

**Step 1:** Find each of these programs near you

**Step 2:** Research and call these programs to learn about eligibility and process.

**Step 3:** Identify barriers to referral system and brainstorm with internal/external team on how to address.

**Step 4:** Establish strategic partnership with local service.

1. [WIOA-Eligible Program Finder](#)
2. [American Job Center Finder](#)
3. [Adult Basic Education Finder](#)
4. [Apprenticeship Program Finder](#)
Opportunities for Survivors of Human Trafficking Through the Workforce Innovation and Opportunity Act (WIOA): A Primer

Taking Advantage of Opportunities

American Job Centers

Public Libraries

Education and Training Providers

Industry / Union Apprenticeships

Non-Profit CBOs

Workforce Programs

Note: Foreign national survivors of human trafficking are eligible for Title I services under the Workforce Innovations and Opportunities Act if they: (1) are 18 years of age and have a Letter of Certification issued by the U.S. Department of Health and Human Services (HHS), or (2) are children under 18 years of age and have a Letter of Eligibility for Minor Victims issued by HHS.
Finding Local Options:

Career One Stop: [www.careeronestop.org/FindTraining/Types/types-of-training.aspx](http://www.careeronestop.org/FindTraining/Types/types-of-training.aspx)

WIOA-Eligible Training Program Finder: [https://www.careeronestop.org/LocalHelp/EmploymentAndTraining/find-WIOA-training-programs.aspx](https://www.careeronestop.org/LocalHelp/EmploymentAndTraining/find-WIOA-training-programs.aspx)

Adult Basic Education and ESOL Program Finder: [https://www.nld.org/](https://www.nld.org/)

Apprenticeship Program Finder: [https://www.apprenticeship.gov/apprenticeship-finder](https://www.apprenticeship.gov/apprenticeship-finder)
4 R’s of Trauma-Informed Programs

| **Realize** | the widespread presence of trauma |
| **Recognize** | elements of trauma and how it impacts lives |
| **Respond** | by incorporating an understanding of trauma program operations |
| **Resist re-traumatization** | by examining and modifying potentially harmful practices |
| 1. Safety |
| 2. Transparency and trust |
| 3. Peer support |
| 4. Collaboration |
| 5. Empowerment, voice, and choice |
| 6. Identity |

Resist re-traumatization by examining and modifying potentially harmful practices.
## Helping vs. Empowering

<table>
<thead>
<tr>
<th>Helping</th>
<th>Empowering</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plan for client</td>
<td>Plan with client</td>
</tr>
<tr>
<td>Arrange/setup resources</td>
<td>Help client identify and use own resources; teach how to access other resources</td>
</tr>
<tr>
<td>Solve problems for client</td>
<td>Teach client problem-solving process</td>
</tr>
<tr>
<td>Funnel client toward specific experiences, jobs, workshops</td>
<td>Present a range of options and teach client how to decide which program best meets their needs</td>
</tr>
<tr>
<td>Assume responsibility for client’s decisions</td>
<td>Assume responsibility for the process; encourage client to take responsibility for their choices/decisions</td>
</tr>
</tbody>
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Adapted from Making Case Management Work: Beverly Ford, OMTI Workforce Training Institute
Cross-Sector Collaborations

Best Practices
CHAT question 2:

What strategies and partnerships have been helpful for you in supporting survivors with employment and education opportunities?
Successful Collaboration

- Identifying Employment and Training Programs and Building Relationships
- Communication
  - Roles and Role Sharing
- Creativity
- Shared Trauma Informed Practices
- Availability for Crisis Management and Response
- Detailed & Signed Memorandum of Understanding (MOU)
Considerations for Partnerships: Key Questions

- Eligibility requirements & enrollment process
- Program structure and timeline
  - Flexibility?
- Support during program
  - Mentorship
  - Services
- Support after completion

Safety
- Physical and mental health
- Housing, transportation, & childcare
- Social supports
- Economic supports
Intentional Collaboration

Trauma-informed practices from intake to program completion

- Targeted outreach
- Communicate expectations
- Confidentiality
- Screening for and addressing obstacles
- Cross agency staff training
- Strength-based evaluation
Making it Real: Example from Safelight

Missy Blackwell
• Job Training Program Manager
• NC Department of Social Services Liaison
• Women's Domestic Violence Intervention Program Facilitator

Safelight
Henderson County, NC
<table>
<thead>
<tr>
<th>Program</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dandelion Café</td>
<td>Skills in restaurant industry</td>
</tr>
<tr>
<td>Safelight Resale Store</td>
<td>Skills in retail sales</td>
</tr>
<tr>
<td>Sewing Our World Together</td>
<td>Make products for sale</td>
</tr>
<tr>
<td>Computer Stations (8)</td>
<td>Skills and job search</td>
</tr>
</tbody>
</table>
Survivor Support Strategies

- **Job training for financial stability**
  - Internship – skill building, contract workers
  - Job coach volunteers in each site
  - Hiring possibility, community connection, accessibility for survivors with disabilities

- **Education**
  - Connection to support with budgeting, credit building, car and home ownership planning
  - Strengthen interpersonal skills

- **Advocacy and Case management**
  - Holistic, comprehensive services for survivors
Collaborations

- **Workforce Development**
  - Community Action Opportunities, Lifeworks Coaching (MOU)
  - Goodwill Foundation

- **Schools**
  - NC Community College

- **Social Service Programs**

- **Advocacy Client Success**
  - NCWorks Career Center
  - Case manager
  - Family advocacy
  - Team approach

- **Health Services**
Safelight Strategies

- Job support case management
- Job soft skills such as responsibility, teamwork, time management and communication.
- Survivor-centered and strength-based approach.
- Procedures and policies that can support survivors with their trauma experience.
- Confidentiality and safety protocols in collaboration with service providers.
- Roles and process for collaboration (MOU).
- Communication process.
Group Chat and Q/A

Thoughts on what you just heard?

Questions?
Next Steps: Reflect on your organization to assess

- Do you know what are workforce needs of your community?
- What do you offer internally already?
- What partnerships can you leverage?
- Case management strategies and needs?
- Policies, protocols, or MOUs in place?
- Staff readiness and training?
- Identify and map resources in your community
  1. Individuals
  2. Associations
  3. Organizations
Resources

- **10 Action Steps: Building and Sustaining Collaborations to Support Trafficking Survivors of Domestic Violence and Sexual Assault, A Toolkit for Advocacy Programs**.

- **Guiding Principles to Inform Economic Empowerment Programing for Survivors of Human Trafficking**.

- **Partnerships and Pathways to Economic Opportunity for Survivors of Trafficking: A Guide**.
Thank you and evaluation

Please take a moment to take a short evaluation and request a certificate of participation.

https://www.surveymonkey.com/r/HTempcolwebinareval

Learn more:

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For questions and resources, contact:

learning@futureswithoutviolence.org