BUILDING SUSTAINABLE PARTNERSHIPS BETWEEN HUMAN TRAFFICKING SERVICES AND WORKFORCE DEVELOPMENT PROGRAMS

August 28, 2019 | 2 pm – 3 pm ET

Promoting Employment Opportunities for Survivors of Human Trafficking Project

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Promoting Employment Opportunities for Survivors of Trafficking (PEOST)

• TTA Project funded through Office for Victims of Crime (OVC), U.S. Department of Justice

• Focused on improving how survivors are connected with meaningful employment to promote economic independence

• Build resources and tools and in-person training opportunities to promote collaboration
Learning Objectives

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

• Identify the services, needs, partners, and resources necessary to build a sustainable collaboration to increase access to employment and educational opportunities for survivors of trafficking;

• Describe challenges that workforce development/educational services programs and victim service providers face related to collaboration; and,

• Determine existing resources to build effective and sustainable partnerships.
Poll: Question

What is your professional background?

- Community Advocacy Organization
- DV/SA or Human Trafficking Service Provider
- Employment Service Provider/Vocational Program
- Educational Institution
- Healthcare Provider
- Legal Service Provider
- Other (please ID)
Today’s Faculty

**Sarah Gonzalez Bocinski**, Program Manager for Economic Justice and Workforce Initiatives, Futures Without Violence

**Dr. Amanda Eckhardt**, Chief Program Officer, Restore NYC

**Dr. Nir Tsuk**, Visiting Professor at NYU Bronfman

**Mónica Arenas**, Project Manager, Futures Without Violence
Chat Box Discussion

What are some of the challenges you have faced in previous partnerships?
Why Collaborate?

We know – it’s complicated! BUT…

We can’t do our work alone.

• Augments staff capacity
• Expands knowledge and expertise
• Provides access to resources
• Enhances systems

We are stronger together.
LESSONS LEARNED: Restore NYC & NYU
Overview of our partnership

Issues that needed to be addressed up front

Challenges and successes

Tips for programs looking to build partnerships with education/employment agencies
OUR MISSION

Restore exists to end sex trafficking in New York and to restore the well-being and independence of foreign-national survivors.
01 | IDENTIFY
Identify foreign national victims through Human Trafficking Intervention Courts, law enforcement, and non-profit partners

02 | SERVE
Serve survivors through trauma counseling, safe housing, case management, job training and placement

03 | MEASURE
Measure impact to evaluate what works and what does not to always improve outcomes for the survivors we serve

04 | TRAIN
Train law enforcement and service providers across the country to effectively identify victims and serve survivors
Our Growth

Clients Served:
- 2009: 1
- 2014: 15
- 2019: 250

Core Clients Served:
- 2015: 50
- 2016: 75
- 2017: 100
- 2018: 200
- 2019: 250

Revenue:
- 2009: $1,000,000
- 2014: $2,000,000
- 2019: $4,000,000
2013-2015
Restore’s needs assessment data consistently reports jobs to be #1 need

January 2016
Restore’s Economic Empowerment Program launches

November 2016
Restore incubates & launches cooperative

January 2019
Restore begins build-out of online community platform with Arkus

December 2018
Restore partners with 27 businesses for job placement

July 2019
Restore partners with NYU for Entrepreneurship Lab
Restore meets NYU

What is our overarching goal?

How do we complement one another?

Logistics are key – we’ve got to run with excellence

How will we address barriers?

Who’s got the money?
PARTNERSHIP TIPS

- Pilot, measure, iterate
- Ensure there is brand and values alignment, integrity is key
- Begin planning for the future
- Identify a project manager
- Focus on shared practical outcomes and impact
RESTORE
MAKE FREEDOM REAL
Tips for Developing Cross-Sector Partnerships
Start Small: For Service Providers

Assess the employment and education needs of survivors of human trafficking that you serve.

- Job placement and skills development
- Career exploration and development
- Education that builds credentials and life-skills development
- Wrap around services
- Others?
What is your role?

Define your organization’s role in supporting survivors of HT with access to employment and education needs.

- Internal capacity to provide support through case management
- Support survivors internally or refer
- Potential growth of programming
- Capacity, skills, and resources needed to support survivors
Build relationships to meet needs

Identify services & resources in your community.

**EDUCATION**
- Community college
- English language
- High school or GED
- Job skills/vocational
- Certificate program
- Scholarships

**EMPLOYMENT**
- Community programs
- Workforce services
- Government agencies
- Employers - industry & business groups
- Unions/worker advocacy
Identify Allies

✓ Key individual(s)/ representative(s) with decision-making authority or influence
✓ Deans at colleges
✓ Counselors
✓ Business owners
✓ Employers
✓ People that can teach skills voluntarily
✓ Faith-based groups
✓ Teachers
✓ Mentors
Build Partnerships

✓ Exchange experiences and scope of work, including gaps and successes.
✓ Determine resources and capacity each can provide.
✓ Clarify goal and purpose of partnership.
✓ Identify networking and referral opportunities.
✓ Define the level of collaboration:
  - Strategic partner, engaged in planning & implementing
  - Collaborator, supporter, including businesses
  - Cooperating, support by referring & identifying services
Develop Projects as a Partnership

- Cross-training staff on your organizations’ services
- Build a joint resource list for survivors
- Ask businesses to share their knowledge:
  - Facilitate a Q & A on industry and skills needed
  - Feedback on resumes and workforce needs
- Generate innovative education & job opportunities:
  - Internships that can lead to employment
  - Apprenticeships and job shadowing
  - College work study
  - Self-employment and cooperatives
Establish and Formalize Partnerships

- Develop protocols for referrals and confidentiality.
- Clarify the mission and purpose of the partnership.
- Determine types of agreements necessary to formalize partnership, including an MOU.
- Define roles and process for collaboration in writing, if necessary.
- Determine the leadership roles that need to be filled.
- Create a process to track use and impact of services, for partners and survivors.
Develop Strategies to Address Barriers Faced by Survivors

✓ Identify and promote procedures and policies that can support survivors with their trauma experience.

✓ Assess and develop confidentiality and safety protocols in collaboration with educational and employment programs.

✓ Advocate for housing policies that provide extended time for survivors of human trafficking.

✓ Utilize tools to integrate economic empowerment and employment support into services and case management.

✓ Work with leadership to help adapt curriculum or program changes to meet the needs of HT survivors.
Upcoming Opportunity

PEOST Institute
November 6-7, 2019 in Baltimore, MD

Two-day meeting designed to build local partnerships between or among human trafficking direct service providers, workforce development organizations, vocational training providers, and educational institutions to improve access to quality employment opportunities for survivors of human trafficking.

Institute applications available at:
https://www.surveymonkey.com/r/PEOST_Institute
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https://www.surveymonkey.com/r/PEOST_Webinar_8-28

Questions? TA Needs? Contact: peost@futureswithoutviolence.org