

HUMAN TRAFFICKING & IMPACTS ON EDUCATION AND EMPLOYMENT OPPORTUNITIES

June 26, 2019 | 2 pm – 3 pm ET

Promoting Employment Opportunities for Survivors of Human Trafficking Project

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Welcome!

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Community Solutions



Promoting Employment Opportunities for Survivors of Trafficking (PEOST)

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- TTA Project funded through Office for Victims of Crime (OVC), 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



Poll 1: Question

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What is your professional background?

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



Learning Objectives

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

- Identify elements of human trafficking.
- Summarize the basic types of protections and resources available to survivors of human trafficking.
- Determine potential obstacles to survivors seeking services from traditional education, training, and employment programs.



Human Trafficking Defined Overview

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Two categories of human trafficking victims:

Sex Trafficking

1. Those under 18 involved in commercial sex acts
2. Those 18 or over involved in commercial sex acts through force, fraud or coercion

Labor Trafficking

Those forced to perform labor and/or services in conditions of involuntary servitude, peonage, debt bondage or slavery through force, fraud or coercion

(The full text of the Victims of Trafficking and Violence Prevention Act can be found under 22 U.S.C. 7102) www.usdoj.gov/vawo/laws/vawo2000/



The A-M-P Model

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Action	Means*	Purpose
<ul style="list-style-type: none">• Recruits• Harbors• Transports• Provides• Obtains or attempts to	<ul style="list-style-type: none">• Force• Fraud• Coercion	<ul style="list-style-type: none">• Commercial Sex (Sex Trafficking)• Labor/Service (Labor Trafficking)

*Minors induced into commercial sex are human trafficking victims, regardless if force, fraud, or coercion is present.

Adapted from the Polaris Project A-M-P model, as outlined by the Trafficking Victims Protection Act



Forms of Control

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Force

- Beatings, burnings, starvation, assault, sexual assault, rape
- Isolation, physical and mental/emotional

Fraud

- False employment offers; withholding wages
- Lies, false promises about work conditions

Coercion

- Physical restraint, document withholding, debt bondage
- Threats of violence or actual abuse
- Drug/alcohol dependency



Possible Risk Factors

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- Poverty, homelessness, runaway youth
- Lesbian, Gay, Bisexual, Transgender, and Questioning Youth
- Youth who have been abused, neglected
- History of being systems-involved (juvenile justice, foster care)
- Migration, relocation, racial and ethnic minorities
- High demand for low-skill and manual labor
- Disabled or cognitively impaired
- Substance use & poor mental health

Institute of Medicine 2013,
Willis et al 2013, Developed
by K. Chang, M.D., MPH,
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Physical & Mental Health Impacts

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- Physical injuries
- Poor nutrition
- Infectious diseases
- Reproductive health issues
- Dental or oral problems
- Respiratory illness
- Diabetes
- Addiction
- Anxiety and/or depression
- Post-traumatic stress disorder (PTSD)
- Antisocial behavior
- Suicidal behavior
- Low self-esteem
- Emotional detachment
- Sleep disturbances

(Baldwin 2011, Mazedo 2010, Zimmerman 2011, WHO 2012)



Criminalization of Survivors

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Trafficking victims are often arrested for crimes related to trafficking victimization, such as:

- Prostitution Related Charges
- Criminal trespass
- Disorderly conduct
- Loitering
- Obstructing public passages
- Presenting false identification
- Possession of a controlled substance



Needs of Trafficking Survivors

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- Emergency basic needs
- Housing
- Medical & mental health
- Drug and alcohol treatment
- Legal assistance
- Case management
- Know your rights education
- Cultural specific needs
- Education and Job training
- Employment
- Financial Assistance
- Life skills



Legal Protections and Services

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The Trafficking Victims Protection Act is a Victim-Centered Law

- Survivors benefit regardless of manner of entry to US
- Special immigration and civil remedies for survivors
- Special public benefits and resources for survivors



HHS Certification

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- Victims of a severe form of trafficking who have been certified by the Office on Trafficking in Persons (OTIP), Dept. of Health and Human Services (HHS)
- Certified victims are eligible for public benefits to the same extent as a refugee
- Different from T visa/Law Enforcement Certification
- **Certified victims are eligible for Title 1 programs funded under the Workforce Innovation and Opportunities Act (WOIA)**



Continued Presence

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- Temporary immigration relief to potential witnesses who are victims of severe forms of trafficking
- Provides work authorization & access to refugee benefits (via “certification”)
- Only federal law enforcement can obtain
 - Local LEA can request CP from federal LEA
 - NGOs can request CP from federal LEA



U and T Visas

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- Enables certain **immigrant victims of enumerated crimes** (U Visa) and/or **human trafficking** (T Visa) to live and work in U.S. for four years
- Can apply for adjustment of status to lawful permanent resident after three years
- Cap of 10,000 for U visas and 5,000 for T visas annually



Vacatur Laws

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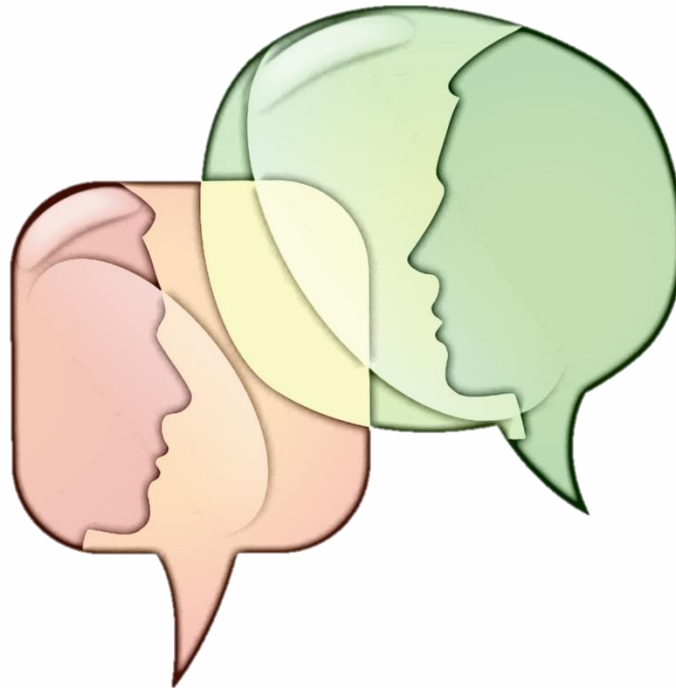
- The **law** allows survivors to seek a court order vacating the criminal **convictions** that were entered against them as a result of their trafficking into prostitution
- More than half the states in the U.S. have enacted laws that allow victims to vacate, expunge, or seal prior convictions for prostitution-related offenses.
- Practitioners need to become familiar with the specific statutory requirements of their jurisdiction.



Implication on Workforce Development

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Client Intake Scenario



Trauma and Employment

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Trauma has significant impacts on employment success:

- Work setting as the source of trauma
- Physical & mental health needs
- Lack of confidence & feeling disconnected
- Need for survival
- Ongoing interference from trafficker



Obstacles to Employment Opportunities

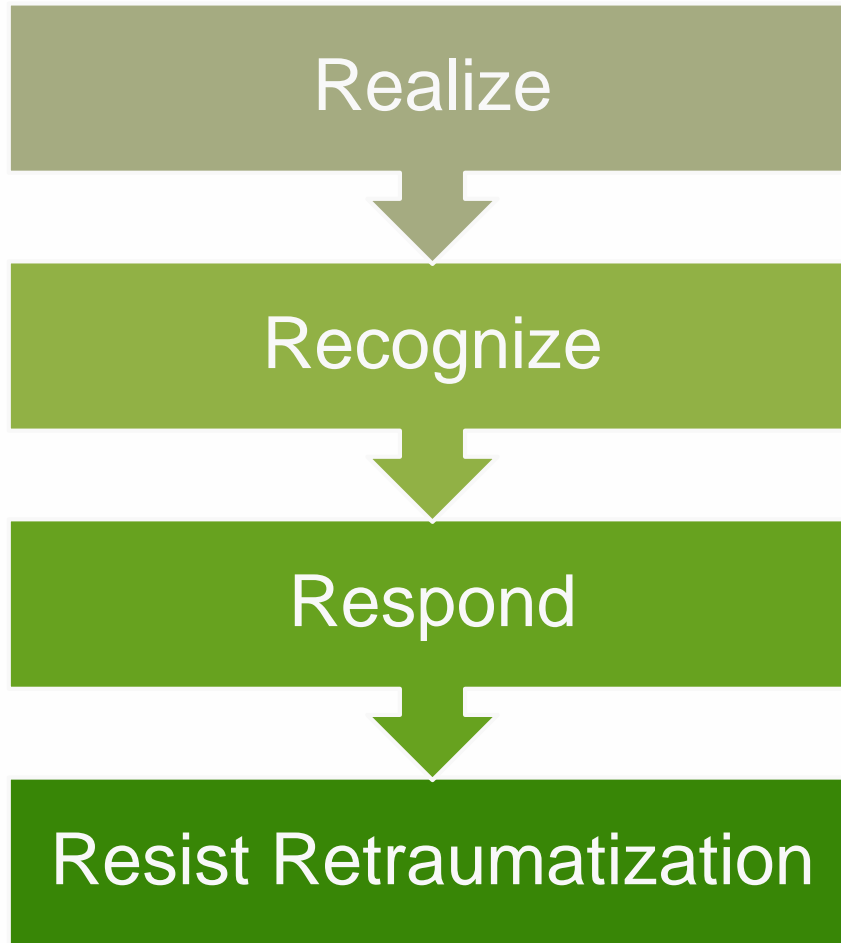
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- Interrupted education
- Literacy and language barriers
- Lack of legal work experience
- Lack of legal immigration status
- Criminal histories
- Insufficient financial resources
- Housing instability
- Access to transportation



Victim-Center, Trauma-Informed Approach

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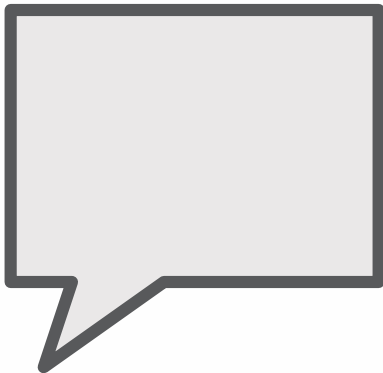
- Safety
- Trustworthiness and Transparency
- Peer support
- Collaboration and mutuality
- Empowerment, voice and choice
- Cultural, Historical, and Gender Issues



Chat Box Discussion 2

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How have you made your workforce development and employment service programs more trauma-responsive?



Please share in the chat box to the right.



Questions?

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Resources

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- US Department of Labor, Training and Employment Guidance Letter: https://oui.doleta.gov/dmstree/tegl/tegl2k12/tegl_09-12.pdf
- Human Trafficking Taskforce E-Guide: Education & Job Training/Placement:
<https://www.ovcttac.gov/taskforceguide/eguide/4-supporting-victims/44-comprehensive-victim-services/education-job-trainingplacement/>
- SAMHSA's Concept of Trauma and Guidance for a Trauma-Informed Approach:
https://store.samhsa.gov/file/23565/download?token=GOHl_HdC



Thank you!

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<https://www.surveymonkey.com/r/ZJ9FF78>

