

HEALING THROUGH TRAUMA-INFORMED WORK READINESS Session Guide & Resources



peost@futurewithoutviolence.org *Futures Without Violence*

Webinar Description

Traditional work readiness programs often focus on resume writing, interview prep and application support. However, there may be gaps to these traditional approaches for survivors who have experienced trauma and victimization. This peer learning series will explore how to develop a comprehensive and trauma-informed work readiness strategy for survivors in order to enhance their skills and confidence for the workforce.

Facilitators: Carrie Felton ([National Fund for Workforce Solutions](#)), Sarah Gonzalez & Carolyn Ouya ([Futures Without Violence](#))

About Organizations:



[Promoting Employment Opportunities for Trafficking Project \(PEOST\)](#) provides training and technical assistance program for victim service providers, local workforce development and educational service providers, employers and survivors on innovative strategies to increase access to quality education and employment opportunities for survivors of human trafficking.



[National Fund for Workforce Solutions](#) invests in a demand-driven, evidence-based approach to workforce development. The National Fund works to improve public policies and business practices that help all workers succeed and employers have the talent they need to compete.

Learning Objectives

By the end of this webinar, the learner will be able to:

- Understand how language can impact economic empowerment program engagement.
- Identify the limitations of the language we use to describe economic empowerment programs.
- Recognize key cultural considerations when naming and describing programs.

Agenda

- **1:00-1:20 pm EST** Grounding Exercise and Community Guidelines (20 minutes)
- **1:20-1:50 pm EST** Trauma Informed Work Readiness- Carrie Felton (30 minutes)
- **1:50-2:40 pm EST** Group Activity & Action Planning (35 minutes)
 - **Part 1:** Review the Los Angeles Work Readiness Overview (http://epolicy.dpss.lacounty.gov/epolicy/epolicy/server/general/projects_responsive/ePolicy_Master/mergedProjects/GROW/GROW/2_11_Job_Readiness_Training/2_11_Job_Readiness_Training.htm) What would make this overview more trauma informed for survivors?
 - **Part 2:** Discuss your current programs approach to work readiness. How could you make it more trauma informed for survivors?
- **2:40-3:00 pm EST** Technical Assistance

About Speakers



[Carrie Felton](#) is the Director of Worker Success at the [National Fund for Workforce Solutions](#). Carrie is committed to ensuring equitable pathways to quality jobs for people who have been left out and left behind by the labor market. As director of worker success, she leads efforts to deliver the full range of skills development and supports that recognizes the humanity of workers and allows them to show up as their full selves. Previously, Carrie led [Heartland Alliance's National Center on Employment and Homelessness](#) advancing connections to employment for people experiencing or at risk of homelessness. Her deep commitment to economic justice is rooted in the stories of people she met providing direct social services. Carrie has a master's degree in

social service administration from the University of Chicago and a bachelor's degree in psychology from Indiana University.



[Sarah Gonzalez](#) is the Associate Director for the Workplace and Economic Justice Team at Futures Without Violence Sarah (she/her) leads FUTURES' economic justice initiatives related to safe and sustainable employment and economic opportunity and mobility and provides strategic guidance and direction to FUTURES' economic justice policy portfolio. Sarah oversees the [National Resource Center, Workplaces Respond to Domestic and Sexual Violence](#), a national training and technical assistance program that works with employers, labor organizations, workers, and survivors to create safer, equitable, and worker-centered workplaces. She also provides thought leadership to programming focused on improving access to quality employment opportunities for survivors of trafficking and gender-based violence through the implementation of trauma-informed workforce development strategies and fostering local cross-sector collaboration between victim service providers and workforce development programs.

Finally, Sarah launched ground-breaking research studies on economic sabotage, control, and exploitation and its impacts among adolescents experiencing relationship abuse and programming co-led by teens to disrupt and prevent economic abuse. Prior to joining FUTURES, Sarah oversaw the [Economic Security for Survivors Project](#), a national training, technical assistance, and research project at the Institute for Women's Policy Research and Wider Opportunities for Women and facilitated family economic security programming in the District of Columbia. Sarah received her BA from Colgate University and MPP from the McCourt School of Public Policy at Georgetown University.



[Carolyne Ouya](#) [she/her] As a Senior Training & Technical Assistance Specialist at FUTURES Workplace & Economic Justice team, Carolyne focuses on improving access to quality education and employment opportunities for survivors of trafficking and gender-based violence. Prior to FUTURES, Carolyne served as Director of Strategic Partnerships at [Access Youth & Immigration Services](#), one of the largest victim rights and employment services agencies in San Diego County. Carolyne is dedicated to creating culturally specific and accessible solutions. She has shown this dedication through direct services as a legal advocate for survivors of domestic violence, sexual assault and trafficking from African/East African communities. She has also served as Director of Education for [Silayan Filipina](#), a San Diego based women's leadership and community development organization that centers the Filipino community.

Carolyne has facilitated county wide public health initiatives through her role within the [Live Well San Diego Community Leadership Team](#) where she supported the County of San Diego in **developing community action plans** focused on behavioral health and economic mobility. Carolyne earned her undergraduate degree in Psychology & Public Health from Santa Clara University and is currently a masters in Marriage, Family, and Therapy student at The Chicago School of Professional Psychology.

Resources:

1. [A Trauma-Informed Approach To Workforce: An Introductory Guide for Employers and Workforce Development Organizations \(National Fund for Workforce Solutions\)](#)
2. [Trauma Responsiveness in an Integrated Workforce Service Delivery System \(FUTURES\)](#)
3. Work Readiness Curriculums:
 - a. [Massachusetts Association for Community Action Job Readiness Curriculum](#)
 - b. [Online Work Readiness Assessment Participant & Case Manager Guide](#)
4. [Building and Integrating Trauma-Conscious Service Delivery \(Project Trust\)](#)
5. [Workplaces Respond to Domestic & Sexual Violence National Resource Center](#)
 - a. [Addressing the Impacts of Violence Trauma in the Workplace: Promoting Worker Wellness and Resilience through Trauma-Informed Practice \(FUTURES Workplaces Responds\)](#)
 - b. [Employer Guide to Safety Planning](#)
6. [Trauma-Informed Care for Survivors of Human Trafficking: A State of the Field in 2019](#)
7. [Resource Guide to Trauma-Informed Human Services \(Administration for Children & Families\)](#)
8. [Supported Employment Evidence-Based Practices \(EBP\) Kit \(SAMHSA\)](#)
9. [SAMHSA's Concept of Trauma and Guidance for a Trauma-Informed Approach](#)

Session Follow Up Plan

1. **Economic Empowerment Peer Learning Office Hours:** This space will be offered to the 2023 Economic Empowerment Peer Learning Cohort to reflect on sessions, resources and continue with action planning/implementation of best practices related to the Five Tiers of Economic Empowerment.

Wednesday's May 10, May 17, May 24, May 31, June 7 at 11:00-12:00pm PST/2:00-3:00pm EST. [Join Office Hours Here](#). **Meeting ID:** 869 2318 2889 **Passcode:** 224100

2. **Promoting Employment Opportunities for Survivors of Trafficking Project Office Hours (General):** Participants are encouraged to join FUTURES staff every 3rd Wednesday of the month for office hours to dive deeper into webinar key points, navigate resources and engage in peer learning/group discussion around this intersection. [Sign up for office hours here](#).
3. **Individualized Training & Technical Assistance:** FUTURES provides free training and technical assistance to help implement this information into service delivery, curriculums and more. Sign up [for individualized training and technical assistance here](#).
4. For additional questions or concerns, contact Carolyn Ouya (Program Manager) at couya@futureswithoutviolence.org