

Labor Trafficking 101

Know the Essentials



FRAMEWORK
tools to combat labor trafficking

carie |



CENTER FOR ADJUSTMENT, RESILIENCE & RECOVERY

This training was produced by Framework under Grant No. 15POVC-23-GK-00930-HT, awarded by the Office for Victims of Crime, Office of Justice Programs, U.S. Department of Justice. The opinions, findings, and conclusions or recommendations expressed in this document are those of the contributors and do not necessarily represent the official position or policies of the U.S. Department of Justice.

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Training Overview:

This guide serves as an instructional companion to the ["Labor Trafficking 101: Know the Essentials" PowerPoint presentation](#) developed by Framework. The content of this presentation is meant to enhance audience members' awareness of labor trafficking of minors and provide special attention to immigrant communities, forcibly displaced youth, and unaccompanied children. This training is the result of collaboration between Framework—a training and technical assistance project funded by the Office for Victims of Crime—and the Center for Adjustment Resilience and Recovery (CARRE). CARRE, in partnership with the National Child Traumatic Stress Network (NCTSN) and funded by Substance Abuse and Mental Health Services Administration (SAMHSA), focuses on the mental health and psychosocial needs of children and families who have experienced forced displacement.

The goal of this training is to build service provider capacity to identify potential signs of labor trafficking, to teach providers to compassionately engage potential survivors, and to understand basic survivor needs.

This Training Can Be Used:

- As a part of staff onboarding.
- To introduce task force, community members, or other stakeholders to the issue of labor trafficking.
- As a stand-alone conference presentation or training.

Facilitators are likely to be service providers working with populations at a higher risk of labor trafficking. This includes immigrants, refugees and unaccompanied children, mental health workers, or staff serving trafficking survivors. To effectively deliver this training, facilitators should complete ["Labor Trafficking 101: Know the Essentials"](#) beforehand.

To ensure consistency across training sessions, this guide will serve as a roadmap for facilitators delivering the training. It is designed to support facilitators in delivering the training, choosing regionally relevant content, and engaging with various audience members. This guide provides instructions on using trauma-informed, rights-based language; comprehensive slide-by-slide notes; activities, and additional resources to enrich the learning experience.

Whether you are a starting or seasoned trainer, this guide will equip you with the tools to effectively educate your audience on labor trafficking and build their confidence in taking action. Together you can increase the response to labor trafficking survivors.

Expectations for Facilitators

To most effectively deliver this training, facilitators should:

- Thoroughly review the training material to ensure familiarity.
- Incorporate relevant examples from their professional experience to make the presentation authentic.
- Encourage active participation and discussion among the audience.
- Foster an engaging and interactive atmosphere conducive to learning.
- Practice training delivery to ensure effectiveness in conveying survivor-centered messaging and avoiding harmful language.

Trauma-Informed, Rights-Based Language

Language plays a pivotal role in shaping perceptions and attitudes towards survivors of trafficking. Within this resource, emphasis is placed on employing trauma-informed, rights-based language that respects survivors' agency and autonomy.

By adhering to respectful and inclusive language practices, we foster an environment of understanding and empathy in our discourse and interactions.

- Use survivor-centered language in all interactions and communications.
- Empower survivors by acknowledging their agency and autonomy.
- Train staff on trauma-informed language and communication strategies
 - Refer to individuals using words such as “men,” “women,” “survivors,” or “people with lived experience” rather than “victims.”
 - Avoid stigmatizing terms like “illegal” or “alien.”
 - Enhance your understanding of terms like foreign national, unaccompanied minor, U-Visa, T-Visa, immigrant, refugee, and asylees.
 - Refrain from “savior” language that neglects the individual's autonomy and self-sufficiency. Consider “exit,” or “leave” rather than “rescue.”
 - Studies examining the portrayal of immigrant children in mainstream media reveal the dehumanizing effects of terms like “flood,” which frame these children as chaotic and overwhelming forces necessitating suppression.

Client Support Best Practices

To effectively train partners to support survivors of labor trafficking, especially children, it is crucial to promote and model client-centered approaches that

prioritize safety, trustworthiness, choice, collaboration, and empowerment. Key best practices include:

Culturally Responsive Care: integrate culturally responsive interventions into service delivery by acknowledging and honoring the cultural backgrounds and identities of survivors and their families. This includes being considerate of the differences in communication, trauma symptom presentation, and healing needs for individuals from diverse cultures and communities. For these reasons, changes to assessments and switching between different screening tools and safety planning mechanisms may be required for different clients.

Holistic Support: Encourage audience members to be prepared with comprehensive service partners to address emergency, transitional, and long-term needs of survivors. These complex needs may include mental health counseling, language access, medical care, education support, legal advocacy, and social services.

Considerations for Supporting Children: Focus on building upon the strength and resilience of child survivors. Empowering youth to reclaim agency over their lives and actively participate in decision-making processes will lead to increased self-efficacy and improved life outcomes. Model the integration of age-appropriate safety planning and support for family reunification into your training examples.

By integrating these best practices into training and service delivery, facilitators can empower audience members to support survivors of labor trafficking—thereby promoting their healing and recovery journey with dignity and respect.

Tailoring Your Presentation:

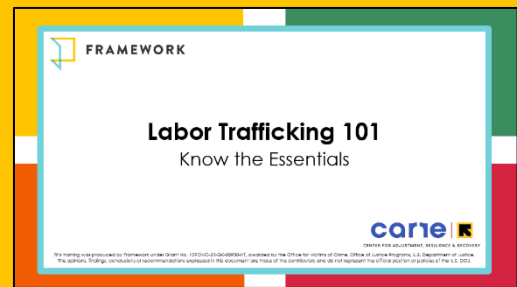
This training can be tailored to meet the needs of your specific audience. Choose engagement methods relevant to your audience and integrate an “Engagement Tips” approximately every three slides. Important pieces of information should be repeated at least three times for the highest probability of retention.

The most effective presentations include first-hand shared experiences, and a successful activity allows the audience to apply and practice new knowledge, challenge preconceived notions, and increase self-efficacy and confidence in implementing skills outside of the training.

Below you will find each slide’s intended purpose, opportunities for discussion, and other participatory exercises.

Slides 1-3: Title and Speakers

Purpose: Introduce the presentation and speakers



Considerations: It is important to tailor your training to the needs of your specific audience. Use this as an opportunity to gain information on their knowledge level, focusing on anything particularly important to your areas or clientele. Examples could include experience working with minors, experience working with foreign nationals, understanding of human trafficking, etc.

Engagement Tips: Use the chat feature to let people introduce themselves. Offer a pre-event survey to gain knowledge and experience of your audience. Introduce interactive features such as a Q&A, chat, polls, etc.

Slide 4: When is a time you felt you made the most impact?

Purpose: To set a positive tone of self-reflection and engagement while getting to know what motivates your audience.

When is a time you felt your work made the most impact?

Considerations: In a small group setting this question could encourage powerful and emotional disclosures. Though this is less common, consider modeling safe sharing and appropriate types of disclosure.

Engagement Tips: Reflect your audience's impact. By understanding how your audience feels successful and productive in their work, you can tailor your training to include examples of how they can continue that work with survivors of labor trafficking.

Slide 5: Today's Training

Purpose: Introduce learning objectives and agenda for the presentation.

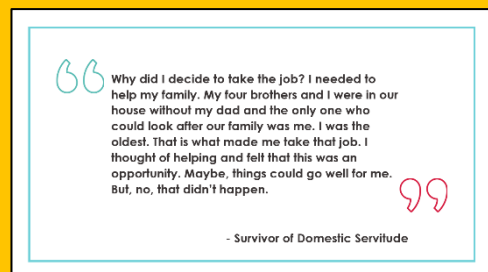


Considerations: If you change course content change this slide's text.

Engagement Tips: Encourage audience members to share additional areas of interest related to labor trafficking in the chat. This will let you expand on slides and topics the audience has identified as important. You may also add a poll to identify the ratio and diversity of professionals in attendance.

Slide 6: Survivor Quote

Purpose: Highlighting a survivor's words describing their experience can increase perspective and create empathy for the individual impacted.



Considerations: Many providers have had fewer interactions with labor trafficking survivors and see their experiences as “bad work environments.”

Link: <https://www.urban.org/sites/default/files/publication/33821/413249-Understanding-the-Organization-Operation-and-Victimization-Process-of-Labor-Trafficking-in-the-United-States.PDF>

Engagement Tips: Reflect on the quote and model empathizing with the human speaking through the screen.

Slide 7: What is Labor Trafficking?

Purpose: Introductory slide for objective one.



Engagement Tips: This might be a good place to use the “raise hand” function in a webinar or in person to identify audience members who have worked with a survivor of labor trafficking. This informal survey can give the facilitator an idea of the experience in the room.

Slide 8: Vulnerability Video

Purpose: Provide an introduction to who is impacted by labor trafficking and attempt to build perspective that labor trafficking is not the fault of the survivor.

Labor Trafficking Vulnerability

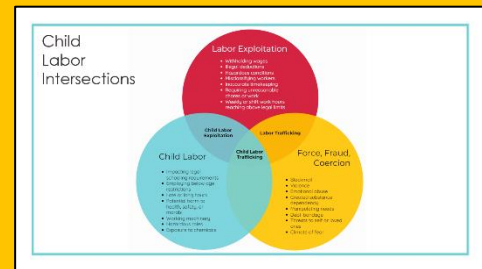
Considerations: Always present information in a manner that makes space for the context and experience of the survivors you represent. Take precautions to use empowering language, maintain blame on traffickers and systems, and avoid stereotyping marginalized communities like people of color and immigrants.

Link: <https://youtu.be/DnBY-Vdyrc8>

Engagement Tips: Before pressing play, instruct the audience members of what to do or look out for during the video. Example: “Watch this video and take note of the populations most impacted by labor trafficking.”

Slide 9: Child Labor Trafficking

Purpose: Provide a visualization of the intersections between child labor trafficking, child labor, and child exploitation.



Considerations: What is important to your agency and the agencies that you train? Are you hoping to prosecute? Do you need to provide evidence for minors to receive services? Tailor your intakes to the lowest level of service entry. It may not be your responsibility to prove labor trafficking, but it may be your agency's commitment to support and protect children who are experiencing exploitation and abuse no matter their gender identity or immigration status.

Links: https://ojdp.ojp.gov/model-programs-guide/literature-reviews/child_labor_trafficking.pdf

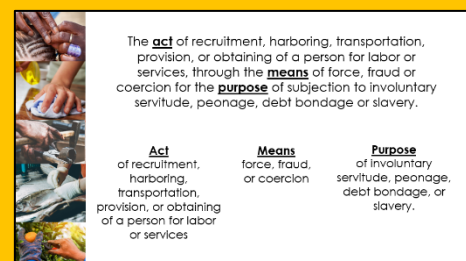
<https://www.dol.gov/agencies/ilab/resources/what-is-child-labor-human-trafficking>

<https://www.urban.org/research/publication/understanding-organization-operation-and-victimization-process-labor-trafficking-united-states>

Engagement Tips: Break into small groups and discuss participant's agency threshold for service. Would they be able to provide services for all experiences depicted, only some, or none?

Slide 10: Action, Means, Purpose

Purpose: This model displays the components of the 2000 TVPA federal definition of human trafficking.



Considerations: It is likely that providers are familiar with this model but may not focus on survivors of all trafficking. Help to break down the hierarchy of victimization by sharing why identifying labor trafficking survivors is important and how it can impact the lives of people experiencing abuse.

Engagement Tips: Remind the audience of their success working with other clients and reassure them that those skills will transfer to working with labor trafficking survivors. Create buy-in with the audience by reminding them that identifying clients' experiences of all forms of violence and exploitation can increase provider ability to connect survivors with all services available.

Slide 11: State Laws

Purpose: Highlight that state laws vary, and more information is always available.

Each state has different laws defining child labor and penalizing trafficking



Considerations: Tailor information to your region.

Links: <https://www.ncsl.org/civil-and-criminal-justice/human-trafficking-state-laws>

Engagement Tips: If you are in a small group allow participants to draw on a map what state they are representing. If you have time, use the resource provided to search for a state with audience representation.

Slide 12: Force, Fraud, and Coercion

Purpose: Define and identify the means of human trafficking: force, fraud, and coercion.

Force: The use of physical overpowering, harm, or restraint to compel an individual to comply with demands.

Fraud: The distortion of information through lies, omission, or misrepresentation.

Coercion: The use of direct or implied threats to encourage a person to act or perform a certain way.

Additional Resources: Outreach to survivors

<https://frameworkta.org/resource/increasing-identification-through-outreach-annas-story/>

Engagement Tips: Ask the audience to share additional examples of force, fraud, and coercion.

Slides 13-16: Examples of Trafficking Means

Purpose: Help to build audience understanding and confidence by practicing identifying force, fraud, and coercion.

Identify the Means

"My body shut down and I was sick all the time. We were given only noodles twice a day for a year."

"My contract says I should be making more."

"He said if I didn't work he'd force himself on me like he did to the other girls."

Considerations: It could help create buy-in with your audience if you used examples of force, fraud, and coercion that have been seen in local cases.

Additional Resources: Module three in Framework's [Foundations to Combat Labor Trafficking](#) eLearning takes users through gamified examples of force, fraud, and coercion.

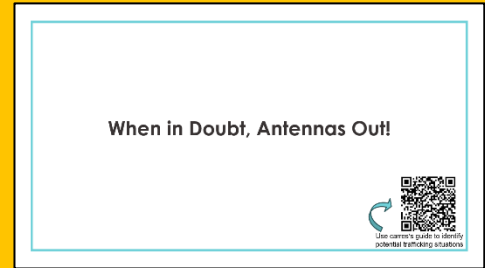
Identifying Labor Trafficking in the Restaurant Industry: Jin's Story,
<https://frameworkta.org/resource/identification-of-labor-trafficking-in-restaurant-workers-jins-story/>

Identifying Labor Trafficking in Traveling Sales: Jason's Story,
<https://frameworkta.org/resource/identification-of-labor-trafficking-in-traveling-sales/>

Engagement Tips: Use chat, Slido, Mentimeter, or other tools for audience participation in identifying force, fraud, and coercion.

Slide 17: When in Doubt, Antennas Out

Purpose: For the audience to focus on the need of the child and not solely in identifying if the child is experiencing labor trafficking.

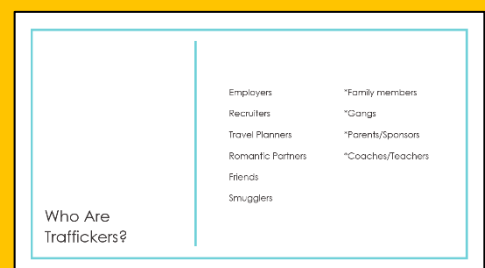


Considerations: Use this as an opportunity to build comfort and confidence by reminding the audience they do not need to memorize definitions. They merely need to have a good enough understanding to know when they need to find a screening tool or seek support from coworkers or hotlines. Further encourage a holistic approach by suggesting the audience focus on the need of the child in front of them and not solely on identifying if the child is experiencing labor trafficking.

Engagement Tips: Model growth or overcoming professional discomfort by sharing your own experiences of your first time identifying a labor trafficking scenario. Were you uncertain of the steps? How did you seek support?

Slide 18: Who are the Traffickers?

Purpose: Establishing common relationships that traffickers exploit.

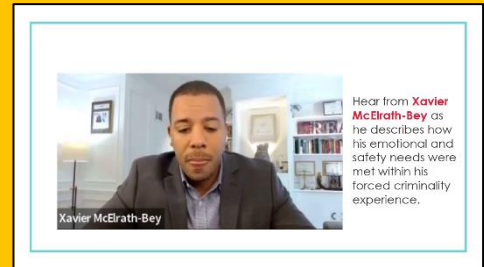


Considerations: Traffickers exploit needs such as economic stability and emotional support and closeness. Because traffickers position themselves as the sole source of safety, be sure to be respectful of the complexities of relationships and avoid pressuring survivors to immediately see their traffickers as abusers.

Engagement Tips: Model your own reflection with the audience. Are any of these relationships surprising? Is anything missing? If applicable, share personal stories from your work.

Slide 19: Xavier McElrath-Bey Video

Purpose: Create awareness of and empathy for forced criminality.



Considerations: Discuss various types of forced criminality, such as drug manufacturing, sales, forced smuggling, forced sex trafficking recruitment, etc. Acknowledge the systemic factors that push individuals into criminal behaviors. There is no excuse for the trafficking of another person, however, traffickers are often products of systemic oppression. Remind your audience that due to targeted policing of Black and brown men, it is important to educate without fostering bias and discrimination that leads to the further prosecution of this disenfranchised population.

Additional Resources: Check out our eLearning, "Foundations to Combat Labor Trafficking" to see a case study following a teenage girl who is coerced to recruit girls from school into a sex trafficking ring.

Hear from survivors of forced criminality in this panel webinar on "Trafficking, Incarceration, & Survival: How the Criminal Legal System Harms Victims."

<https://frameworkta.org/resource/trafficking-incarceration-survivor-how-the-criminal-legal-system-harms-victims/>

Links: https://www.youtube.com/watch?v=IWhWIFo_hws

Engagement Tips: Ask audience members to identify barriers to exit that Xavier [Zay-vee-ur] described and discuss ways providers may address those barriers when meeting with a survivor who is not ready to exit their trafficking situation.

Slide 20: Impacted Industries

Purpose: Provide insight into the variety of industries where labor trafficking can be found.

Impacted Industries

Agriculture and animal processing	Factories & Manufacturing
Sports & Entertainment	Forestry & Logging
Bars, Strip Clubs & Cantinas	Health & Beauty Service
Childcare/Babysitting	Healthcare
Construction	Hotels & Hospitality
Cleaning Services/Domestic Work	Illicit sales/drug smuggling
Landscaping	*Gangster/forced Criminality
Restaurants & Food Service	*Traveling Sales Crews
	*Beggings & Peddling
	*Social Media/TikTok

Considerations: Conversations on industries can be laden with prejudice and stereotypes. For example, in America, low wages of Spanish-speaking workers in agriculture have become normalized by many. This can have adverse effects on providers abilities to identify and properly support all human trafficking survivors.

Links: Laura Murphy, "Labor and Sex Trafficking Among Homeless Youth: A Ten City Study."

https://www.academia.edu/34054113/Labor_and_Sex_Trafficking_Among_Homeless_Youth_A_Ten_City_Study

Sheldon Zhang et al., "Estimated Labor Trafficking Among Unauthorized Migrant Workers in San Diego."

https://www.researchgate.net/publication/261710511_Estimating_Labor_Trafficking_among_Unauthorized_Migrant_Workers_in_San_Diego

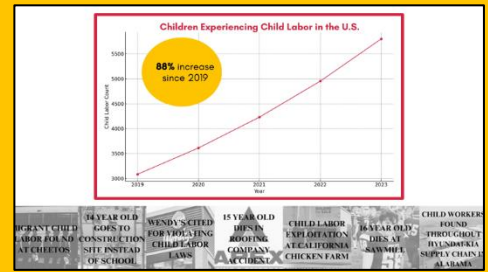
Kelle Barrick et al., "Labor Trafficking Victimization among Farmworkers in North Carolina: Role of Demographic Characteristics and Acculturation."

<https://kb.osu.edu/server/api/core/bitstreams/4ad50069-412c-586b-a22c-840e4c5247ac/content>

Engagement Tips: Ask your audience what stereotypes the people may have about those working in various industries. Ask them to reflect if they think their partners may see some groups as being "easier to work with" or "more worthy of services." How might they engage with their partners to encourage that they support all survivors of human trafficking?

Slide 21: Child Labor Statistics

Purpose: Encouraging audience investment by sharing that more children are at risk for labor trafficking.



Considerations: Consider the intersectionality of factors contributing to child labor, including xenophobia, poverty, cultural norms, and economic disparities. Addressing child labor requires a multifaceted approach that tackles systemic issues.

Additional Resources: Child Labor is Back

<https://www.washingtonpost.com/made-by-history/2023/04/18/child-labor-returns/>

Links: Keeping Young Workers Safe:

<https://www.dol.gov/agencies/whd/data/child-labor>

Labor Exploitation of Unaccompanied Children

<https://sway.cloud.microsoft/4Yvqe68GoKmQ8OrZ?ref=email>

Child Death in Poultry Plant

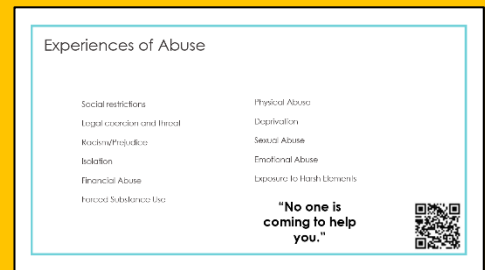
<https://www.usatoday.com/story/news/nation/2024/01/16/mississippi-poultry-plant-mar-jac-poultry-duvan-perez/72249140007/>

<https://refugees.org/wp-content/uploads/2023/02/Special-Considerations-for-Foreign-National-Children-Youth-Survivors-of-Trafficking-Toolkit.pdf>

Engagement Tips: Move participants into breakout rooms to discuss root causes of child labor and encourage them to share programs, regional policies, language access resources, and community-based interventions emerging in their area.

Slide 22: Experiences of Abuse

Purpose: Provide a picture to the audience about different types of abuse and the negative impact it produces on the victims of that abuse.



Considerations: Tailor the data you share with your audience to the region and populations that they serve.

Links: Understanding the Organization, Operation, and Victimization Process of Labor Trafficking in the U.S.

<https://www.urban.org/research/publication/understanding-organization-operation-and-victimization-process-labor-trafficking-united-states>

Overworked and Underpaid H2A Sheep Herders in Colorado

<https://humantraffickinghotline.org/en/resources/overworked-and-underpaid-h-2a-herders-colorado>

An Exploratory Study of Labor Trafficking Among U.S. Citizens

<https://www.ojp.gov/pdffiles1/nij/grants/302157.pdf>

Engagement Tips: Remind the audience how their experience supporting clients who have experienced abuse will translate to working with survivors of labor trafficking.

Additional Information: *All statistics include labor trafficking survivors but not all focus on the same populations. The experiences of labor trafficking survivors are under-researched.

Physical Abuse: Physical violence, withholding medical treatment, sleep and food deprivation, exhausting work hours, and torture. In one report survivors were given two meals a day of only noodles for 16 months with no access to medical care, all while doing very physically demanding work. While another survivor was forced to stand in one place for 10 hours for taking two pieces of chocolate.

Sexual abuse: One 2017 study of 240 labor trafficking survivors found that 1/3 of survivors experienced sexual abuse. These reports were most common in the restaurant and construction industries but present in many.

Emotional abuse: In one study, threats, intimidation, and hostile environments were commonly experienced by survivors. One survivor reported their trafficker verbally abused in front of neighbors for “wasting a paper towel.” Another survivor said that the trafficker’s son would brag about “going hunting” for workers who tried to leave.

Legal insecurity: Forced illegal activities, sabotage of working/living status, deception and misinformation regarding rights and laws, control of documents and benefits were all commonly used mechanisms of coercion.

Dangerous work conditions: One study found that 29% of survivors did not have access to safe drinking water or toilets and 16% experienced hazardous work conditions. Survivors also experience poor access to protective equipment and up-to-code workspaces, sunlight, and the outdoors.

Slide 23: Identification and Support

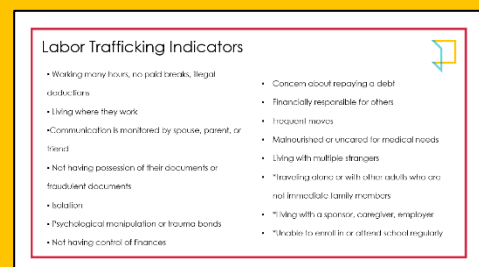
Purpose: Introductory slide for information pertaining to learning objective two.



Engagement Tips: Depending on your time frame, audiences may benefit from a break.

Slide 24: Labor Trafficking Indicators

Purpose: Provide an overview of indicators to potentially identify labor trafficking

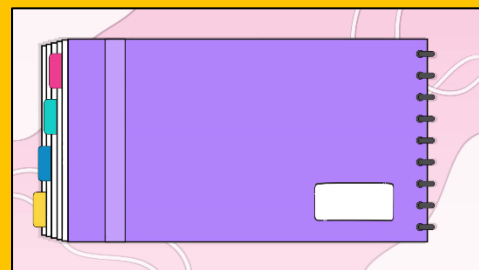


Considerations: Remind the audience of differences between cultures. For example, it may be normal in some communities to live with several family members. Approach situations with curiosity and respect.

Engagement Tips: You could create a game out of this slide and ask participants to word cloud or type in as many trafficking indicators as they can think of. This will help you to gauge their understanding and experience. Following the game, you can speak on any misconceptions that may have been shared.

Slide 25: Sofia's Story, Case Study

Purpose: Build comfort and confidence in using skills of identification.



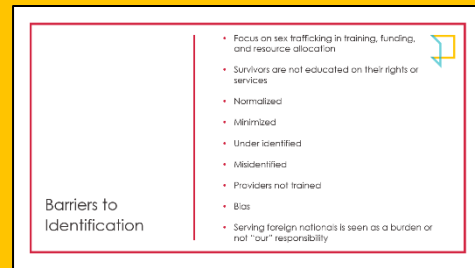
Considerations: Sofia's story gives us examples of potential coercion. Staff should ask questions about the types of things that Sofia's aunt says to her and where her shame and guilt come from. Staff should question Sofia about her experiences which could amount to emotional abuse, threats, and other forms of psychological coercion.

Links: <https://rescue.box.com/s/027285mo3qog6w1w1a4ba1gm3qv9nxvj>

Engagement Tips: Ask audience members to type answers into a chat or use software to create polls, quizzes, or games.

Slide 26: Barriers to Identification

Purpose: Provide an overview of indicators to potentially identify labor trafficking



Considerations: Recognize that labor trafficking identification is made difficult by stigma, racism, and xenophobia. Educate the audience on the rights of undocumented individuals and other disenfranchised communities like those with criminal histories.

Additional Resources:

Know Your Rights for Migrant Youth

<https://immigrantjustice.org/sites/default/files/Immigration%20and%20You%202014.pdf>

Constitutional Rights of People with Criminal Convictions

<https://immigrantjustice.org/sites/default/files/Immigration%20and%20You%202014.pdf>

Engagement Tips: Encourage participants to reflect on bias they have seen their client's experience. What ways might they break down barriers so that labor trafficking survivors are safe within their community and with their partners?

Slide 27: Assessing for Trafficking

Purpose: Provide audience members with concrete tools to identify labor trafficking survivors.



Considerations: If certain ethnic or cultural groups are represented in your area, attempt to find labor trafficking assessment tools that are validated for that group or language.

Additional Resources: CARRE's "Am I in a Dangerous Work Situation"

<https://carreirc.org/resource/am-i-in-a-dangerous-working-situation-anti-trafficking-resource/>

Identifying Labor Trafficking Skill Practice Video:

<https://frameworkta.org/resource/crystals-story-labor-trafficking-in-household-settings/>

Screening and Interviewing Webinar: <https://frameworkta.org/resource/labor-trafficking-service-delivery-screening-and-interviewing>

Screening and Interviewing Summary Sheet:

<https://frameworkta.org/resource/screening-and-interviewing-takeaways-sheet>

VERA Tool: <https://www.vera.org/downloads/publications/human-trafficking-identification-tool-and-user-guidelines.pdf>

Engagement Tips: Break your audience into small groups and have them discuss their intake procedures and plans to increase labor trafficking screening in their community. Additionally, you can create an anonymous poll to understand how many of your audience members work for agencies that are not seeking to identify labor trafficking survivors at this time.

Slide 28: Looking for Survivors

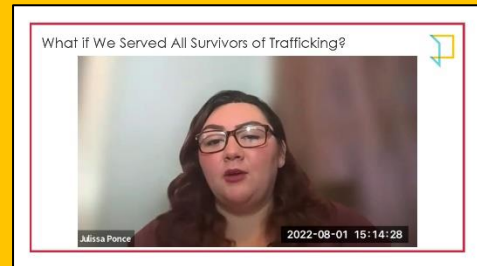
Purpose: Encourage action within your audience.

This may be the first time you have looked for labor trafficking survivors, but this is not the first time they have looked for you.

Considerations: Reflect on pieces of information that the audience members have shared about their regional investment to serve labor trafficking survivors. Model perspective shift by discussing how and when you became dedicated to serving all survivors of human trafficking, or whatever the process was for you.

Slide 29: Julissa Ponce Video

Purpose: Create empathy for survivors of labor trafficking through one survivor's call to action.

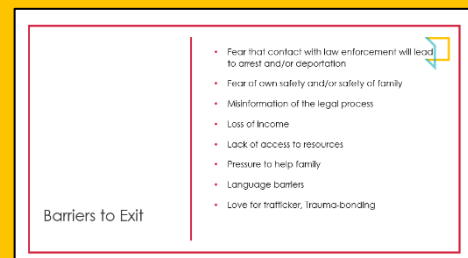


Considerations: Reflect on how the hierarchy of trauma could negatively impact all survivors of trafficking and consider the role of intersectionality in addressing the needs of survivors from diverse backgrounds.

Engagement Tips: Ask audience members to share their reactions to hearing from Julissa.

Slide 30: Barriers to Exit

Purpose: Give perspective on common barriers to exiting labor trafficking.



Considerations: When discussing these experiences be sure to avoid damaging words like, "illegal," or "alien." Ensure that you are holding the full socioeconomic factors in your mind and presenting survivor experiences with dignity and in a way that you want your audience to mirror.

Additional Resources:

Delivering Justice to Survivors:

https://www.urban.org/sites/default/files/publication/97356/delivering_justice_for_human_trafficking_survivors.pdf

Trauma Bonding: https://www.state.gov/wp-content/uploads/2020/10/TIP_Factsheet-Trauma-Bonding-in-Human-Trafficking-508.pdf

Engagement Tips: Encourage participants to write down resources their organization is prepared with to help support clients once they exit. Are there any ways their organization could be more equipped to address needs that discourage clients from leaving trafficking situations?

Slide 31: Sofia's Story, Barriers to Exit

Purpose: Apply audience skills and recall knowledge learned to increase retention and likelihood of behavior integration.



Thinking back to Sofia, what were some barriers to her leaving her Aunt?

Considerations: Share how some barriers may disproportionately affect some populations more. For example, undocumented individuals and Black men have higher risks involved with police engagement.

Engagement Tips: Use software that allows users to use their phones to contribute to a word cloud or ask them to unmute themselves and share answers.

Slide 32: Hazel Fasthorse Video

Purpose: Foster survivor-empowerment by listening to Hazel Fasthorse's message to providers



Hear from **Hazel Fasthorse** as she describes helping survivors reach stability, so they can make their own sustainability.

Considerations: Acknowledge the importance of bold, creative, and long-term solutions to address the root causes of exploitation and support survivors and their families.

Engagement Tips: Break audience members into small groups and encourage a discussion on unique strategies they have seen to provide holistic and sustainable support.

Slide 33: Needs After Exit

Purpose: Provide an overview of the vast array of needs and support individuals may have and help providers identify regional or agency gaps.

Needs After Exit		
Emergency	Transitional	Healing
• Language access • Intensive case management • Age-Appropriate Safety planning • Shelter • Emergency medical • Basic needs Phone • Access to family • Criminal justice-based advocacy • Immigration legal assistance • CTRP reporting and assistance for minors	• Eligibility Letters • Transitional housing • Safety planning • Transportation • Primary care • Mental health support • Legal assessment • EBL • Crime victim rights education • Substance use treatment • Support for non-offending family members	• Permanent housing • Safety planning • Preventive medical • Group support or mentoring services • Civil legal support • Educational services • Family reunification • Employment services • Financial support • Psycho-education (e.g., survivor, faith, culture)

Considerations: Acquiring an Eligibility Letter is often an important step in supporting displaced youth. If this is new to your audience, your training may benefit from a slide on what these letters are and how they help survivors access services.

Additional Resource: How to Apply for an Eligibility Letter:

https://www.youtube.com/watch?v=t_Bi6UO4iak

Engagement Tips: Ask the audience to reflect on how their existing skills supporting youth or supporting survivors of sex trafficking have prepared them to support survivors of labor trafficking.

Slide 34: Applying for an Eligibility Letter

Purpose: Provide resources and basic information on eligibility letter applications.



Considerations: Application information may change. It is important to stay up to date on processes and procedures.

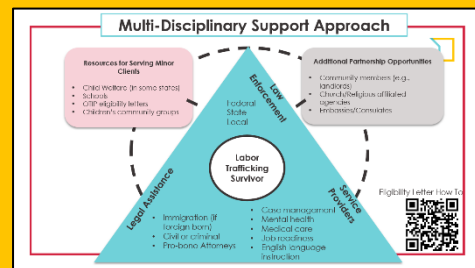
Additional Resources: <https://www.acf.hhs.gov/otip/victim-assistance/child-eligibility-letters>

Links: <https://www.youtube.com/channel/UCWBKgxPd3mMuv8agsCICHww>

Engagement Tips: Have audience members reflect on regional partners that may have experience on these processes and brainstorm collaborative opportunities to support mutual clients.

Slide 35: Multi-disciplinary Approach

Purpose: Emphasize the need for multi-disciplinary partners in comprehensive service delivery.

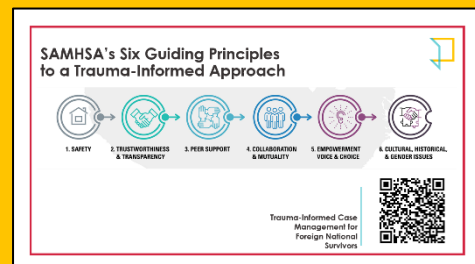


Considerations: Tailor your training to the audience. If you know that certain partners will be present, create buy-in by adding them to the chart.

Engagement Tips: Ask audience members to identify service partners that have been vital to survivor support. Are there any partners missing in their region that are needed for this population?

Slide 36: SAMHSA's Six Guiding Principles to a Trauma-Informed Approach

Purpose: Highlight the principles guiding trauma-informed care for survivors of trafficking.



Considerations: Reflect on tailoring trauma-informed approaches to diverse cultural backgrounds and personal histories. Consider the intersectionality of trauma with factors such as gender, race, ethnicity, socioeconomic status, and legal status.

Additional Resources: Safety Planning with Foreign Nationals:

https://refugees.org/wp-content/uploads/2021/03/Safety-Planning-with-Foreign-National-Children-and-Youth-Survivors-of-Trafficking.FINAL_.pdf

Trauma-Informed Case Management with Foreign National Youth:

<https://refugees.org/wp-content/uploads/2021/06/Trauma-Informed-Care-Toolkit.pdf>

Links: Trauma-Informed Care: <https://www.traumapolicy.org/topics/trauma-informed-care>

Engagement Tips: Facilitate brainstorming sessions on integrating trauma-informed principles into existing practices. Share experiences and insights on challenges and opportunities in implementing these approaches.

Slide 37: Trauma-Informed Care for Minors

Purpose: Highlight considerations for providing trauma-informed care to minors who have experienced forced displacement or labor trafficking.

Trauma-informed Care for Minors

Trauma-informed approaches prioritize safety, trustworthiness, choice, collaboration, and empowerment, and create environments that foster healing and resilience while minimizing re-traumatization.

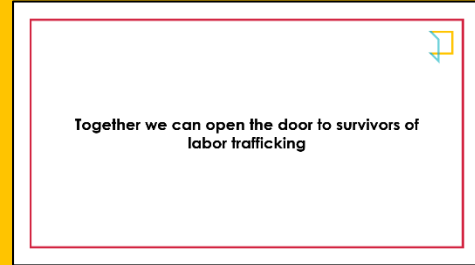
- **Culturally Responsive Care** - Recognize the cultural backgrounds and identities of trafficked children and their families. Incorporate culturally responsive interventions that honor their traditions, values, and beliefs, while also addressing the impact of trauma within their cultural context.
- **Holistic Support** - Provide comprehensive support services that address the complex needs of trafficked children, including mental health counseling, medical care, educational support, legal advocacy, and social services. Collaborate with multidisciplinary teams to ensure coordinated and integrated care.
- **Strengths-Based Approach** - Focus on building upon the strengths and resilience of trafficked children. Encourage their active participation in decision-making processes and empower them to reclaim agency over their lives.

Considerations: Reflect on the importance of integrating cultural sensitivity and trauma-informed practices into service delivery for trafficked minors. Consider the unique types of traumas they may have experienced and the needs and challenges they face in their journey toward healing and recovery.

Engagement Tips: Foster discussions on practical strategies for implementing trauma-informed care for minors.

Slide 38: Together We Can Open the Door

Purpose: Encourage recognition and support for survivors of labor trafficking within professional capacities.

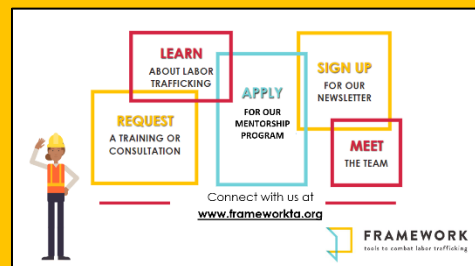


Considerations: Emphasize the shared humanity and needs of labor trafficking survivors and other clients. Highlight existing skills your audience has in working with this new population.

Engagement Tips: Have each participant write down three changes they intend to make at their organization to decrease barriers and improve services for survivors at their agency.

Slide 39: Framework Training and Technical Assistance

Purpose: Introduce Framework—the creator of this training and guide—who offers additional labor trafficking resources.



Considerations: Add relevant resources from your community.

Links: <https://frameworkta.org/>

Engagement Tips: Ask audience members to add additional resources they trust into the chat.

Concluding the Training

Reiterate at least three main points from the presentation, concentrating on content participants showed particular interest in or needed additional support with. Encourage audience knowledge incorporation by instructing them to take action on needed items in your community.

Ask the audience to share (with group or with partner) one thing they are going to do as a result of the training, their main takeaway, or something that surprised them.

Congratulate participants for their interest and effort to increase their understanding of the issue. Deputize them as labor trafficking champions who have a duty to use their new knowledge along with their power and position to increase awareness of and services for labor trafficking survivors.



References:

- <https://www.urban.org/sites/default/files/publication/33821/413249-Understanding-the-Organization-Operation-and-Victimization-Process-of-Labor-Trafficking-in-the-United-States.PDF>
- https://ojjdp.ojp.gov/model-programs-guide/literature-reviews/child_labor_trafficking.pdf
- <https://www.dol.gov/agencies/ilab/resources/what-is-child-labor-human-trafficking>
- <https://www.urban.org/research/publication/understanding-organization-operation-and-victimization-process-labor-trafficking-united-states>
- <https://www.ncsl.org/civil-and-criminal-justice/human-trafficking-state-laws>
- https://www.youtube.com/watch?v=IWhWIFo_hws
- <https://www.dol.gov/agencies/whd/data/child-labor>
- <https://www.usatoday.com/story/news/nation/2024/01/16/mississippi-poultry-plant-mar-jac-poultry-duvan-perez/72249140007/>
- <https://refugees.org/wp-content/uploads/2023/02/Special-Considerations-for-Foreign-National-Children-Youth-Survivors-of-Trafficking-Toolkit.pdf>
- <https://www.ojp.gov/pdffiles1/nij/grants/302157.pdf>
- <https://fairlaborrecruitment.files.wordpress.com/2013/01/overworked-and-underpaid-h-2a-herders-in-colorado.pdf>
- <https://www.urban.org/research/publication/understanding-organization-operation-and-victimization-process-labor-trafficking-united-states>

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- <https://www.urban.org/sites/default/files/publication/33821/413249-Understanding-the-Organization-Operation-and-Victimization-Process-of-Labor-Trafficking-in-the-United-States.PDF>

Resources

- [Framework Website](#)
- If your area is attempting to produce outreach campaigns, [this video](#) can help your audience understand how survivors interpret outreach describing force, fraud, and coercion.
- Module 3 in Framework's [Foundations to Combat Labor Trafficking eLearning](#) takes users through gamified examples of force, fraud, and coercion.
 - [Identifying Labor Trafficking in the Restaurant Industry: Jin's Story](#)
 - [Identifying Labor Trafficking in Traveling Sales: Jason's Story](#)
- Check out our [Foundations to Combat Labor Trafficking eLearning](#) for a case study of a teenage girl coerced to recruit girls for sex trafficking.
- Hear from survivors of forced criminality in [this panel webinar](#) on "Trafficking, Incarceration, & Survival: How the Criminal Legal System Harms Victims."
- Laura Murphy, "Labor and Sex Trafficking Among Homeless Youth: A Ten City Study" (New Orleans, LA: Loyola University New Orleans, 2017);
- Sheldon Zhang et al., "Estimated Labor Trafficking Among Unauthorized Migrant Workers in San Diego," The Annals of the American Academy of Political and Social Science 652, no. 1 (2014);
- Kelle Barrick et al., "Labor Trafficking Victimization among Farmworkers in North Carolina: Role of Demographic Characteristics and Acculturation" International Journal of Rural Criminology 2, no. 2 (2014);
- [Crystal's story](#) - Identifying LT in household settings from a provider perspective.
- [Screening and interviewing materials](#)
- [Takeaways Sheet](#)
- [VERA Screening Tool](#)
- [Trauma-Bonding](#)
- [Special Considerations for Foreign National Children and Youth Survivors of Trafficking Toolkit](#)
- [How to Apply for an Eligibility Letter Video](#)
- [HHS Eligibility Letters](#)
- [Safety Planning with Foreign National Children and Youth Survivors of Trafficking](#)
- [Trauma-Informed Care Toolkit](#)
- [Trauma Informed Care](#)