

ENVIRONMENTAL SCAN

A Review of Current Human Trafficking Trainings & Professional Development Opportunities Accessible to Frontline Staff in Maryland

Developed for the Department of Justice Project Titled:
*Improving Outcomes for Child and Youth Victims of Human Trafficking:
A Jurisdiction-Wide Approach*

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Introduction

In the fall of 2016, the University of Maryland School of Social Work (UMSSW) began work on one of two grants awarded by the Department of Justice to improve outcomes for young victims of human trafficking across three jurisdictions in Maryland. A portion of this project includes reviewing, revising, and expanding training options available to frontline staff interacting with children and youth who have been trafficked. Frontline staff may include social workers, law enforcement, mental health providers, and others who are likely to engage with victims/survivors such as teachers or nurses.

To determine which trainings and other professional development (PD) opportunities are available for these professionals, Healthy Teen Network worked with UMSSW, state and local law enforcement, the Maryland Department of Human Resources, the Maryland Child Trafficking Task Force's Training Subcommittee, and other partners to determine:

- What PD and trainings are available,
- Who/which agencies deliver them,
- Who the audience is,
- The length of the events, and
- Other relevant information

This environmental scan documents and summarizes the PD opportunities currently available to frontline staff interacting with this population in Maryland and nationally. To learn more about attending any of these events, readers should contact the organization that delivers it to inquire about availability, cost, and other considerations. The websites for lead training organizations have been hyperlinked in this document.

This environmental scan will also support the team at UMSSW to determine which PD opportunities this project would like to focus on to further develop and disseminate to ensure that frontline staff are equipped to meet the needs of this population.

In the descriptions of the various PD opportunities, some events may be referred to as trainings, workshops, seminars, or other similar descriptors. Some events are described as trainings but could be realistically categorized as a different type of learning event due to the level of skill building, teaching methodologies used, length, and other factors. The differences among these various types of learning events can be nuanced

and readers are asked to loosely interpret the type of event and follow up with the organization if they have questions about the level of intensity and skills developed in the event.

Note to readers: If a PD opportunity has a readily available works-cited list, we included a note that this may be available upon request directly from the organization that delivers the programming. Some organizations did not immediately have a list of works cited available, this may be for a variety of reasons, and questions regarding source material can be discussed with that organization. Unless otherwise noted, UMSSW does not own or house the described PD opportunities and questions about their content should be directed to the organization that delivers them.

Methodology

The authors worked in coordination with the staff on this Department of Justice grant to identify locally and nationally available trainings and presentations that they were aware of or had been involved with personally. To follow up, we contacted the training organizations and specific trainers to inquire about the PD opportunity in question. If training materials were available for us to review, we reviewed them and included our observation of the direct materials in this document. When materials were not available for review, we based our descriptions on the conversations (via phone and email) that we had with the trainer/organization's staff.

Additionally, we conducted an internet search of existing trainings that would be available either to frontline staff working in Maryland and nationally. These results yielded mostly the online trainings housed by federal agencies. For these PD opportunities, we reviewed online information about the opportunity and, if possible, participated in the online trainings ourselves.

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State and Regional Professional Development Opportunities

The professional development opportunities described in this section are available in the Maryland area and are delivered by local or regional organizations.

Event Name: Assisting Child Sex Trafficking Victims in Juvenile Court¹
Lead Agency: Maryland Legal Aid and the UMSSW's CSTVI
 Partnering Agency: None
 Website: <http://www.mdlab.org>

Development/ Background Notes	This training was developed with funding from the Children's Bureau within the Office of the Administration for Children and Families.
Audience	Legal professionals in Maryland
Length	Approx. 3.5 hours
Content	<input checked="" type="checkbox"/> Sex trafficking <input type="checkbox"/> Labor trafficking
Structure/ Summary	<p>The design/materials indicate that the structure is largely lecture-based and contains video clips for illustration.</p> <p>The session covers basic information regarding sex trafficking as well as awareness-raising information designed to help legal professionals understand the dynamics of sex trafficking and specific legal issues that arise for victims including:</p> <ul style="list-style-type: none"> • Different roles attorneys may play in a victim's case and relevant legal systems, • Maryland crime victim's rights, • Post-criminal trial issues, • Criminal history that may stem from trafficking, and • Civil legal remedies for victims.
Strengths	The outlined content provides in-depth and thorough information about a complicated and challenging topic and the accompanying PowerPoint slides are attractive.

¹ Jimenez, L., Petkovsec, A. & Rubenstein, A. (n.d.). *Assisting child sex trafficking victims in juvenile court*. Baltimore, MD: Maryland Legal Aid; Baltimore, MD: University of Maryland, School of Social Work.
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Other Notes

As with many of the events described in this review, this event would benefit from updating its content to reflect changes in Maryland law, especially changes made during the 2017 legislative session related to trafficking minors.

Event Name: BCAC's Response to Anti-Trafficking Movement (for New Psalmist Church)²

Lead Agency: Baltimore Child Abuse Center

Partnering Agency: None

Website: www.bcaci.org

Development/ Background Notes	This short informational presentation was developed to give a brief overview of sex and labor trafficking.
Audience	Members of the New Psalmist Church in Maryland
Length	30 minutes
Content	<input checked="" type="checkbox"/> Sex trafficking <input type="checkbox"/> Labor trafficking
Structure/ Summary	<p>This very short presentation provides a quick and broad explanation of human trafficking in lecture format. Information covered includes:</p> <ul style="list-style-type: none">• The elements of human trafficking,• A comparison of the myths and realities of human trafficking,• Who is likely to be involved both as victim/survivors and as traffickers,• Where trafficking may occur and reasons trafficked people may be resistant to services,• An overview of how the State of Maryland is responding to the issue of trafficking and a description of the data available on trafficking and indicators of trafficking,• A description of how the Baltimore Child Abuse Center is taking steps to address trafficking including how mandatory reporters should approach this issue, and• Advice regarding how a civilian can respond if they see trafficking.
Strengths	The short nature of the presentation makes the content easy to digest by listeners and is meant to spark further discussion following the presentation. As a result of the training, a partnership was developed with the Baltimore Child Abuse Center and the church where members of the church inquired about volunteering.

² I. Rudisill, personal communication July 17, 2017.

Other Notes	<p>With adaptation, this presentation may be suitable for a variety of audiences as it follows a format that would be appropriate for general community outreach in both content and length.</p> <p>Regarding works cited: The PowerPoint used in this presentation includes a few citations and a more formal set of citations can be requested from the lead trainer at the Baltimore Child Abuse Center.</p>
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Event Name: Challenges and Successes of Combatting Human Trafficking in Maryland³

Lead Agency: Baltimore Child Abuse Center

Partnering Agency: None

Website: www.bcaci.org

Development/ Background Notes	This short informational presentation was developed to give a brief overview of sex and labor trafficking as part of Delta Day for the Delta Sigma Theta Sorority, Inc. chapters in Maryland.
Audience	Members of the Delta Sigma Theta Sorority, Inc. chapters in Maryland
Length	15 minutes
Content	<input checked="" type="checkbox"/> Sex trafficking <input checked="" type="checkbox"/> Labor trafficking
Structure/ Summary	<p>This very short presentation provides a quick and broad explanation of human trafficking in lecture format. Information covered includes:</p> <ul style="list-style-type: none">• The elements of human trafficking,• A comparison of the myths and realities of human trafficking,• Who is likely to be involved both as victim/survivors and as traffickers,• Where trafficking may occur and reasons trafficked people may be resistant to services,• A brief history of relevant legislation and policy, and• Advice regarding how a civilian can respond if they see trafficking.
Strengths	The short nature of the presentation makes the content easy to digest by listeners and is meant to spark further discussion following the presentation.
Other Notes	<p>This presentation may be suitable for a variety of audiences as it follows a format that would be appropriate for general community outreach in both content and length.</p> <p>Regarding works cited: The PowerPoint used in this presentation includes a few citations and a more formal set of citations can be requested from the lead trainer at the Baltimore Child Abuse Center.</p>

³ I. Rudisill, personal communication July 17, 2017.

Event Name: Engaging Child Victims of Sex Trafficking: The Role of the Child Welfare Worker⁴
Lead Agencies: UMSSW's CSTVI and CWA
 Partnering Agency: Healthy Teen Network
 Website: <http://www.family.umaryland.edu/cwa/>

Development/ Background Notes	<p>This training was developed under a grant obtained by UMSSW to address the needs of child victims of sex trafficking. This deliverable focused on creating a full day training that will ultimately be required for social workers employed by the Maryland Department of Human Resources (DHR).</p> <p>The first half of the day was written and developed in a collaboration between UMSSW and the CWA. The second half of the day was developed in a collaboration between UMSSW and Healthy Teen Network.</p> <p>This training has been piloted with social workers both in its respective half-day formats and as a full-day training.</p>
Audience	Maryland social workers employed by DHR
Length	7 hours
Content	<input checked="" type="checkbox"/> Sex trafficking <input type="checkbox"/> Labor trafficking

⁴Rubenstein, A, Eisler, A., Celestine-Donnor, N. & Finigan-Carr, N. (2016). *Engaging child victims of sex trafficking: the role of the child welfare worker*. Baltimore, MD: Healthy Teen Network; University of Maryland, School of Social Work.
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Structure/ Summary	<p>The morning session covers basic concepts related to sex trafficking:</p> <ul style="list-style-type: none">• What sex trafficking is and how it is defined differently for children,• Signs it may be happening,• How to intervene, and• What state child welfare policies on sex trafficking apply to social workers' role in case management. <p>The afternoon focuses on supporting participants to apply what they learned during the morning through the use of an interactive board game called <i>Case-by-Case</i> where small groups of participants (two to four people) work together to explore a case study and respond to questions about that case study. Questions in the game focus on applying policies and procedures, interpersonal skills practice, and other application questions.</p> <p>The morning and the afternoon sessions can be delivered independently of each other, with the afternoon session requiring participants understand foundational information on child sex trafficking in Maryland.</p>
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<p>Strengths</p>	<p>This training is designed to be interactive, creative, and support the group’s learning about the various ways sex trafficking can occur while underscoring social workers’ responsibility to address it with their clients.</p> <p>This training will ultimately be housed in CWA’s training library and will be required as part of social workers’ ongoing professional development. This requirement supports widespread dissemination among a large portion of social workers who will interact with this population.</p> <p>Using the game during the afternoon session helps participants communicate and interact with each other after the lunch break when energy levels may be low. Further, the nature of how <i>Case-by-Case</i> is played helps to support social workers with varying levels of experience and knowledge about this population to work together and learn. This means that the content of the training should not be “too complicated” or “too basic” for a group that is likely to be varied in their level of knowledge and skill.</p>
<p>Other Notes</p>	<p>UMSSW may have plans to repurpose portions of this training or style of training for other audiences that work with children and youth who have been trafficked.</p> <p>Regarding works cited: As of the writing of this resource, a formal bibliography is being developed and will be available upon request.</p>

Event Name: Forensic Interview Guidelines for Juvenile Sexual Trafficking^{5, 6}

Lead Agency: Baltimore Child Abuse Center

Partnering Agency: None

Website: www.bcaci.org

Development/ Background Notes	<p>This workshop was developed by Iona Rudisill whose background is in forensic interviewing. She designed this event to bridge gaps in child welfare workers' knowledge about child sex trafficking and their application of forensic interviewing techniques.</p> <p>Participants should already have received training on forensic interviewing prior to attending this event.</p>
Audience	Child welfare and forensic interviewers supporting children and adolescents who may have been trafficked
Length	1.5-2 hours
Content	<input checked="" type="checkbox"/> Sex trafficking <input type="checkbox"/> Labor trafficking
Structure/ Summary	<p>In the past, the design relied largely on lecture and small and large group discussion; however, Ms. Rudisill has integrated additional interactive activities to further promote retention and application of skills.</p> <p>The content follows this flow:</p> <ul style="list-style-type: none">• Overview of trauma and sex trafficking, focusing on how the two intersect with forensic interviewing practice and techniques. The PowerPoint slides include sample scripts, examples of interviewing language and techniques, and video clips of interviews.• An explanation of what to say and how to run a forensic interview by accounting for the interviewee's:<ul style="list-style-type: none">○ Feelings,

⁵ I. Rudisill, personal communication January 19, 2017; March 29, 2017.

⁶ Rudisill, I. (n.d.). *Forensic interview guideline for juvenile sexual trafficking*. Baltimore, MD: Baltimore Child Abuse Center.

	<ul style="list-style-type: none"> ○ Sensory information, ○ Family and household, ○ Employment and travel, ○ Possible involvement in pornography and sexual abuse images, ○ Interpersonal associations (who was trafficking them), ○ Tattoos, ○ Present or available evidence, and ○ Closure.
Strengths	This training is short and relies heavily on concrete, actionable examples of how to conduct forensic interviews focused on child sex trafficking.
Other Notes	<p>Upon discussing additional workshops and presentation available through the Baltimore Child Abuse Center on forensic interviewing and trafficking, it appears there is at least one other workshop on this topic covering nearly identical content but written for multi-disciplinary teams (“How Human Trafficking Affects Vulnerable Populations: Persons with Disabilities” located on p. 16).⁷</p> <p>Regarding works cited: The PowerPoint used in this presentation includes a few citations and a more formal set of citations can be requested from the lead trainer at the Baltimore Child Abuse Center.</p>

⁷ I. Rudisill, personal communication July 17, 2017.
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Event Name: How Human Trafficking Affects Vulnerable Populations: Persons with Disabilities^{8,9,10}

Lead Agency: Baltimore Child Abuse Center

Partnering Agency: None

Website: www.bcaci.org

Development/ Background Notes	This workshop was developed by Iona Rudisill and Sammy Jo Kanekuni who are trainers at the Baltimore Child Abuse Center. This design was created to highlight the intersection of people with developmental disabilities and human trafficking recruitment. Ms. Rudisill has a couple versions of this workshop that have been modified and updated over time.
Audience	Direct service providers working in social services or related fields, including multi-disciplinary teams (MDTs)
Length	1.5-2 hours
Content	<input checked="" type="checkbox"/> Sex trafficking <input checked="" type="checkbox"/> Labor trafficking
Structure/ Summary	<p>Until recently, the design relied largely on lecture and small and large group discussion; however, much like with her <i>Forensic Interviewing</i> training, Ms. Rudisill is continuing to improve the design to integrate more interaction to promote retention and application of skills.</p> <p>The content covers:</p> <ul style="list-style-type: none">• The basics of human trafficking, including its definition and signs it may be happening;• The types of mental health issues clients experience that put them at risk for being trafficked;• The intersection of human trafficking risk factors and developmental disabilities/mental health disorders, including how trafficking victims/survivors are groomed; and• How to respond if clients with developmental disabilities experience trafficking.

⁸ I. Rudisill, personal communication January 19, 2017; March 29, 2017, July 17-18, 2017.

⁹ Rudisill, I. (n.d.). *How human trafficking can affect vulnerable populations: disabilities and mental health*. Baltimore, MD: Baltimore Child Abuse Center.

¹⁰ Rudisill, I. (n.d.). *How human trafficking affects vulnerable populations: persons with disabilities*. Baltimore, MD: Baltimore Child Abuse Center.

Strengths	This workshop contextualizes human trafficking and developmental disabilities in the greater environment of how clients may experience social services, their disabilities, and human trafficking broadly. This lens appears useful to help participants avoid stereotyping clients or apply assumptions.
Other Notes	<p>Upon discussing additional workshops and presentation available through the Baltimore Child Abuse Center on how trafficking impacts vulnerable populations, it appears there are other workshops on this topic or similar topics written for other audiences (“Forensic Interview Guidelines for Juvenile Sexual Trafficking” located on p. 14.¹¹)</p> <p>Regarding works cited: The PowerPoint used in this presentation includes a few citations and a more formal set of citations can be requested from the lead trainer at the Baltimore Child Abuse Center.</p>

¹¹ I. Rudisill, personal communication July 17, 2017.
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Event Name: Human Sex Trafficking¹² Lead Agency: <u>Maryland Department of Juvenile Services (DJS)</u> Partnering Agency: Various members of the Maryland Human Trafficking Task Force (Task Force) Website: http://www.djs.maryland.gov/Pages/default.aspx	
Development/ Background Notes	<p>This training was developed to support DJS staff to implement an adaptation of Shared Hope International’s screening tool, INTERVENE, which is designed to support staff to identify youth who have been trafficked or who are at risk for sex trafficking.</p> <p>Much of the content was developed in coordination with staff from the Anti-Trafficking Program at TurnAround, Inc. in 2012.</p>
Audience	DJS staff involved in case management
Length	4 hours
Content	<input checked="" type="checkbox"/> Sex trafficking <input checked="" type="checkbox"/> Labor trafficking
Structure/ Summary	<p>While this event covers both sex and labor trafficking, the training focuses more on sex trafficking.</p> <p>The training focuses on both what trafficking is and how to employ the screening tool used by DJS:</p> <ul style="list-style-type: none"> • The first half of the training focuses on the basics of domestic minor sex trafficking. This includes definitions, laws, and other fundamental facts and procedures. • The second half focuses on the administration of the INTERVENE screening tool which DJS staff use to identify youth who are receiving treatment or services through DJS and have been trafficked. <p>DJS has indicated that this training is accompanied by a train-the-trainer model. The train-the-trainer is housed within DJS and they have received support from trainers involved with the Human Trafficking Task Force to train more staff in the tool’s use.</p>

¹²J. Dickerson, personal communication, March 15, 2017.
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Strengths	<p>Jessica Dickerson, Victim Services Coordinator for DJS, indicated that the training topic itself has proven to be critical for caseworkers' ongoing professional development. She said that staff have been receptive to this topic and appear engaged when they attend this training event. She also feels that the interactive nature of the training has been useful in promoting staff interest in this topic and it encourages them to better meet the needs of clients.</p>
Other Notes	<p>Ms. Dickerson indicated that, since being trained, staff have shown increased interest in the issues the youth they serve face related to sex trafficking. As a result, she would like to see the content expanded to include:</p> <ul style="list-style-type: none"> • Information on relevant legislation, • Directives that the child welfare system has to address human trafficking, and • Expanded information explaining what happens if DJS staff report trafficking to the child welfare system (i.e., "what happens next" and how DJS workers can stay informed of a youth's case). <p>Of note: initially, all staff (from maintenance to management) received this training. Over time, the audience has narrowed to all entry-level staff working in case management in the community or facilities. This training is also occasionally offered as a refresher for non-entry-level staff.</p>

Event Name: Human Trafficking 101¹³
Lead Agency: [Maryland Human Trafficking Task Force](#)
 Partnering Agency: Maryland Human Trafficking Task Force
 Website: www.mdhumantrafficking.org

Development/ Background Notes	<p>The development of this presentation was a collaboration between members from different agencies on the Maryland Human Trafficking Taskforce. It was designed to create awareness of human trafficking among different organizations and communities by reaching large groups.</p> <p>These events are typically short and didactic in nature.</p>
Audience	General public
Length	Approximately 30 minutes
Content	<input checked="" type="checkbox"/> Sex trafficking <input type="checkbox"/> Labor trafficking
Structure/ Summary	<p>Presentations are delivered by speakers selected from a speakers' bureau of Maryland Human Trafficking Task Force members to cover basic sex trafficking content. Presenters develop their own presentations and generally focus on critical fundamentals of sex trafficking, but may expand them according to their own expertise.</p> <p>Given the short and variable nature of these presentations, we cannot provide a clear outline of the content of the presentation other than to describe that these presentations cover fundamental content to raise awareness of sex trafficking. Depending on the skill and style of the speaker, the presentation may employ interactive techniques for engaging the audience.</p>
Strengths	Tailoring each presentation to the audience and organization's needs is useful in addressing the variety of needs in the field. Using a speakers' bureau rather than a more formalized training process, the Task Force saves time in planning, designing content, and preparation.

¹³ C. Parrott, personal communication, March 8, 2017 and April 13, 2017.
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Other Notes	None
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Event Name: Human Trafficking Training for Law Enforcement^{14, 15}
Lead Agency: Governor's Office of Crime Control and Prevention (GOCCP); United States Attorney's Office, District of Maryland
 Partnering Agencies: County law enforcement offices across Maryland that host this event
 Website: <http://goccp.maryland.gov/>

Development/ Background Notes	This seminar is structured as a large group (~75-100 participants) event designed for law enforcement officers. According to Tom Stack, Public Safety Policy Analyst at GOCCP, this event has grown and evolved over the last few years to include a variety of speakers who are vetted for content knowledge and participant satisfaction if the presenter has delivered in previous years.
Audience	Law enforcement officers across Maryland and nearby jurisdictions
Length	Two one-day seminars; participants may attend one or both days
Content	<input checked="" type="checkbox"/> Sex trafficking <input checked="" type="checkbox"/> Labor trafficking
Structure/ Summary	<p>Day 1: Basic Law Enforcement Training</p> <ul style="list-style-type: none"> This first day covers 101-level content on human trafficking, including what trafficking is and how to recognize it, how to identify the needs of sex trafficking victims/survivors, and the exploration of a real case study to apply this content. <p>Day 2: Advanced Law Enforcement Training</p> <ul style="list-style-type: none"> The second day of the training focuses on skills-based content and application of the information learned during the first day. Topics include investigative techniques, interviewing skills, and criminal case development that are, again, followed by a case study from the field. <p>Units throughout the event are led by a variety of trainers and content experts who cover unique pieces of content.</p>

¹⁴ T. Stack, personal communication, April 17, 2017.

¹⁵ Stack, T., Hess, S. (2017, February). *Human trafficking training for law enforcement*. Training agenda for the Maryland Human Trafficking Task Force and U.S. Attorney's Office, District of Maryland, Frederick, MD.

<p>Strengths</p>	<p>According to Mr. Stack, this event is well attended and participants enthusiastically register because the event’s organizers strive to have engaging presenters. Participant feedback indicates attendees are satisfied with the event and enjoy attending.</p> <p>Each year the content is generally the same as the previous year (accounting for ongoing continuous quality improvement efforts). This promotes consistency in learning across the field and allows participants to attend one day one year and the second day the following year should they not be able to attend two days in a row.</p>
<p>Other Notes</p>	<p>Participants attend not only from Maryland but also from Pennsylvania, Washington D.C., Virginia, and other nearby jurisdictions.</p> <p>Regarding works cited: Because the seminar is delivered via various workshops with different presenters, each presenter would need to be contacted to know more about their sources.</p>

Event Name: Human Trafficking, Prevention and Intervention Education¹⁶

Lead Agency: Araminta Freedom Initiative

Partnering Agency: None

Website: <http://aramintafreedom.org/>

Development/ Background Notes	This training is the pillar of Araminta’s organizational mission and is one component of a suite of services delivered to professionals working in human services professions broadly. The suite of services supports school district leaders (teachers, administrators, and staff) in Baltimore City, Baltimore County, and Prince George’s County.
Audience	School district personnel, including: teachers, administrators, central office staff, school counselors, and school safety personnel
Length	6-7 hours followed by a one-hour awareness session for general school staff
Content	<input checked="" type="checkbox"/> Sex trafficking <input checked="" type="checkbox"/> Labor trafficking
Structure/ Summary	<p>The training provides a comprehensive overview of labor and sex trafficking. Participants are engaged using variety of pedagogies including lecture, small group sessions, videos, and skill application sessions. Participants explore the issue of human trafficking via movies and scenarios using real-life examples youth might experience.</p> <p>During the training, participants discuss myths and misconceptions about trafficking and learn facts about labor and sex trafficking as well as related national and local policies specific to school districts. Through this training, participants:</p> <ul style="list-style-type: none">• Develop the skills to identify potential trafficking situations,• Review mandatory reporting requirements, and• Practice completing reports using district-specific child protective services protocols.

¹⁶C. Freshour and A. McDowell, personal communication, February 27, 2017.

	<p>The Governor’s Office provided information for this training on the investigative and police perspective in these cases by sharing key words and language needed for reports that help law enforcement flag potential cases.</p> <p>The one-hour awareness session for general school staff focuses on trafficking broadly and how staff can identify school personnel who have been trained in full day session.</p>
Strengths	<p>This training helps participants develop the skills to identify and report possible trafficking cases.</p> <p>It was reported that once the training concludes, some training participants have brought potential cases of youth they believe may be at risk for trafficking directly to the trainers. In this way, the training may also serve as an intervention.</p>
Other Notes	<p>Araminta provides a variety of services including training, policy development, and alignment for schools, as well as mentoring services for victims/survivors.</p> <p>Araminta currently works with 30 schools in three districts. They are the primary owners of this curriculum and work with other certified social workers to support training implementation conduct this training.</p>

Event Name: Maryland Human Trafficking Investigator Seminar^{17, 18}
Lead Agency: Governor's Office of Crime Control and Prevention (GOCCP); United States Attorney's Office, District of Maryland
 Partnering Agencies: None
 Website: <http://goccp.maryland.gov/>

Development/ Background Notes	Following the success of the <i>Human Trafficking Training for Law Enforcement</i> event developed by GOCCP, organizers Tom Stack and Steve Hess found that there was a need for a more advanced and in-depth training opportunity specifically for investigators working on sex trafficking cases.
Audience	Law enforcement investigators and prosecutors from across Maryland and other jurisdictions
Length	2 ½ days
Content	<input checked="" type="checkbox"/> Sex trafficking <input type="checkbox"/> Labor trafficking
Structure/ Summary	<p>Over two and a half days, participants listen to various presenters deliver workshops on topics specific to sex trafficking. The structure of this event is not dissimilar to the other law enforcement training developed by Mr. Hess and Mr. Stack, <i>Human Trafficking Training for Law Enforcement</i>. In preparation for the event, Stack and Hess work with presenters to establish goals for each presentation and the individual presenter will structure their workshop as they choose.</p> <p>Hess explained that a typical workshop might include lecture and PowerPoint presentations, videos, case studies, and large group discussion.</p> <p>This more advanced training was developed as a response to the growing sophistication of investigators following the other GOCCP event. This training covers specific techniques and approaches to investigating these kinds of cases and nuanced aspects of this work.</p>

¹⁷ S. Hess, personal communication, April 27, 2017.

¹⁸ Hess, S.; Stack, T. (2017, April). *Maryland human trafficking investigator seminar*. Seminar agenda for the Maryland Human Trafficking Task Force and U.S. Attorney's Office, District of Maryland.

<p>Strengths</p>	<p>According to Mr. Hess, the seminar’s strengths stem from two characteristics:</p> <ol style="list-style-type: none"> 1. The presenters they select are known experts in their areas of focus. This level of expertise greatly benefits this specific audience by providing a unique opportunity to engage with them and dive deeper into a complex problem. 2. Outside of the seminar’s workday, organizers provide participants with the opportunity to network with colleagues also focused on addressing trafficking. Hess explained that this kind of out-of-office communication can be rare for this field. He believes that as he has watched attendees participate in these events, he has seen an increase in the quality and breadth of investigations on these cases. Of course, there may be additional factors impacting this increased quality, but Hess sees this as one factor contributing to the improvement.
<p>Other Notes</p>	<p>Recently, participant evaluations have indicated a desire to also include labor trafficking. Hess said that he and other organizers are attempting to integrate labor trafficking workshops and content into future seminars.</p> <p>Hess also noted that that this past year’s event drew interest and participants from faraway states such as Texas and Maine. He believes this may be due to a general lack of in-depth training on trafficking for investigators.</p> <p>Regarding works cited: Because the seminar is delivered via various workshops with different presenters, each presenter would need to be contacted to know more about their sources.</p>

Event Name: Maryland Human Trafficking Task Force Medical Protocol Training (A Pilot Program)¹⁹

Lead Agency: Maryland Human Trafficking Task Force

Partnering Agencies: Governor’s Office on Crime Control and Prevention (GOCCP), Maryland Department of Mental Health and Hygiene (DHMH), FAIR Girls, Mercy Hospital

Website: <http://www.mdhumantrafficking.org/>

Development/ Background Notes	<p>Starting in 2014, various state and local agencies saw the need to develop a protocol and accompanying training to increase hospitals’ ability to identify and respond to victims of trafficking. Efforts to develop these products began with GOCCP and DHMH and eventually included the other partners listed above.</p> <p>This protocol and training were piloted in a train-the-trainer format at four hospitals (Mercy, Prince George’s Hospital Center, Shady Grove, and Washington Adventist) and have since been implemented in various hospitals across Maryland.</p> <p>Amanda Rodriguez, formerly of GOCCP and now working of TurnAround, indicated that this protocol seems useful for the field and there appears to be a desire among hospitals around the state to apply this protocol as they encounter these patients. She said that this tool and the training are most effective when hospital leadership are bought into them and encourage their use.</p>
Audience	Hospital frontline staff, including registrars, nurses, social workers, and others
Length	6 hours
Content	<input checked="" type="checkbox"/> Sex trafficking <input checked="" type="checkbox"/> Labor trafficking
Structure/ Summary	<p>The training is based on the application of the protocol. The protocol is an approximately 70-page, three-tiered screening tool focused on driving hospital staff’s steps to identify patients they suspect have been trafficked, meet these patients’ medical needs, and link them to care and services.</p> <p>The training covers a range of topics including:</p>

¹⁹ A. Rodriguez, personal communication, May 10, 2017.

	<ul style="list-style-type: none"> • The basics of victimization, • Medically specific identifiers staff may encounter, • A survivor’s presentation on their experience, • An introduction to relevant law enforcement officers and the resources they can provide, • Implementation of the protocol, and • Application of the protocol using Maryland-specific case studies based on real cases identified in Maryland hospitals. <p>Initially, the full roll out of this product and training was intended to be a train-the-trainer model; however, due to resources and timing, this structure has not been possible.</p>
Strengths	<p>This training was developed by a multidisciplinary team that approached the issue of trafficking from a variety of perspectives while tailoring the content for medical staff. Ms. Rodriguez described the training as interactive and that it applies various exploratory learning techniques to engage participants.</p> <p>She further explained that the case studies and examples used throughout the training are customized for staff working in Maryland and, further, are tailored for each event to reflect regional differences within the state (e.g. names and locations used may vary between northern Maryland and Prince Georges County). This level of customization, Ms. Rodriguez believes, supports participants to experience a sense of urgency related to this topic.</p>
Other Notes	None

Event Name: Maryland Human Trafficking Task Force Mental Health 101 Training²⁰

Lead Agency: [Maryland Human Trafficking Task Force](#)

Partnering Agencies: Maryland Department of Juvenile Services (DJS), Kennedy Krieger, Maryland Department of Health and Mental Hygiene (DHMH), Maryland Coalition Against Sexual Assault (MCASA), and the Governor’s Office on Crime Control and Prevention (GOCCP)

Website: www.mdhumantrafficking.org

Development/ Background Notes	As various agencies, including DJS, attempt to identify and meet the needs of youth who’ve been trafficked in Maryland, DJS noted that there are very few mental healthcare providers outside of Baltimore City with training and experience serving this population. As a result, the agencies that developed this training (listed above) partnered to develop and revise a two-tiered training approach designed to increase the number of mental health professionals who can appropriately work with people who have been trafficked. Once trained, the names of these providers can then be shared with frontline service providers looking for referral resources.
Audience	Mental health professionals serving youth in Maryland, including: <ul style="list-style-type: none">• Employees of rape crisis centers,• State employees working for DJS and Department of Social Services,• Hospital employees,• Social workers, and• Any mental health professional who meets the prerequisites defined in the <i>Training Structure/Summary</i>.
Length	<u>101-level training</u> : 4 hours <u>201-level training</u> : 6 hours
Content	<input checked="" type="checkbox"/> Sex trafficking <input checked="" type="checkbox"/> Labor trafficking
Structure/ Summary	<u>Prerequisites</u> : Participants must meet the following criteria before being considered for either the 101- or 201-level trainings: <ul style="list-style-type: none">• Have appropriate licensing, including LSCW or equivalent certification;• Have participated in preparation courses on trauma-informed care; and

²⁰ A. Rodriguez, personal communication, May 10, 2017.

	<ul style="list-style-type: none"> • Have three or more years practicing. <p><u>101-level training:</u> Topics covered in the first tier of the training include:</p> <ul style="list-style-type: none"> • An overview of human trafficking as it affects adults and children; • Why and how trafficking appears in Maryland; • Trauma bonding and other psychological characteristics of trafficking; • Mechanisms of recruitment, grooming, and control; • Case study explorations of people who have been trafficked; and • A presentation on “bottom girls” and their role/experience with trafficking. <p><u>201-level training:</u> Topics covered in the second tier of the training include:</p> <ul style="list-style-type: none"> • Trauma in the brain and the effects of trafficking, • Coping mechanisms victims/survivors of trafficking may employ, and • Mental health diagnosis relevant and common to people who have been trafficked. <p>Following the training, participants are encouraged to engage in an online learning collaborative where trained professionals can share and communicate with one another as they serve is population.</p>
Strengths	This training was developed with a multidisciplinary team of professionals serving people who have been trafficked. The training approach is designed with this audience specifically in mind and content is tailored to cover practical content they can use when working with clients. Additionally, the trainers are experts who have worked with this population and often include a survivor who will cover critical content for working with this population.
Other Notes	None

Event Name: Message Board of Human Trafficking²¹

Lead Agency: [Baltimore Child Abuse Center](#)

Partnering Agency: None

Website: www.bcaci.org

Development/ Background Notes	This training was developed as a deeper dive for those working to address human trafficking within multi-disciplinary teams.
Audience	Members of multi-disciplinary teams in Maryland addressing sex trafficking
Length	3 hours
Content	<input checked="" type="checkbox"/> Sex trafficking <input checked="" type="checkbox"/> Labor trafficking
Structure/ Summary	<p>This training covers many facets of trafficking, broadly ranging from basics of what trafficking is and who victims are to cultural influences, depictions of buyers/perpetrators, and how trauma manifests within victims/survivors.</p> <p>The training covers a great deal of content that many of the other trainings described in this document do not, such as the role immigration plays in trafficking and therapeutic models that can be applied to these scenarios.</p> <p>Participants work through various scenarios and explore the current political and policy landscape of Maryland as advocates work to address human trafficking.</p> <p>The event concludes with an overview of how Baltimore Child Abuse Center addresses trafficking and handles cases.</p>
Strengths	This training provides a thorough overview for participants of how human trafficking appears across the nation and in Maryland followed by a description of how the Baltimore Child Abuse Center responds. This training event features several videos and examples and is structured to

²¹ I. Rudisill, personal communication July 17, 2017; July 19, 2017.

	promote discussion and connections among participants. Ms. Rudisill indicated that this training is frequently requested from the Baltimore Child Abuse Center.
Other Notes	<p>This training includes several slides and pieces of information that are also included in the Baltimore Child Abuse Center's other PD opportunities described in this document.</p> <p>Regarding works cited: The PowerPoint used in this presentation includes a few citations, and a more formal set of citations can be requested from the lead trainer at the Baltimore Child Abuse Center.</p>

Event Name: Where Do We Conduct the Forensic Interviews?²²

Lead Agency: Baltimore Child Abuse Center

Partnering Agency: None

Website: www.bcaci.org

Development/ Background Notes	This short informational presentation was developed to give a brief overview of sex and labor trafficking.
Audience	Members of multi-disciplinary teams in Maryland addressing sex trafficking
Length	20 minutes
Content	<input checked="" type="checkbox"/> Sex trafficking <input checked="" type="checkbox"/> Labor trafficking
Structure/ Summary	<p>This very short presentation provides a quick and broad explanation of where and, in some ways, how forensic interviewing can be most appropriate when used within a multi-disciplinary team. Information covered includes:</p> <ul style="list-style-type: none">• A description of what an interview space should be like/feel like,• A discussion about reasons trafficked people may be resistant to services and how children’s advocacy centers can support this work, and• How State’s Attorney’s Offices and law enforcement efforts are similar and different when working with victims/survivors.
Strengths	<p>As a topic, this issue doesn’t appear to be widely discussed outside of trainings on forensic interviewing and can be useful for the broader field to learn about and discuss as various stakeholders integrate forensic interviewing into their work/procedures.</p> <p>As a result of this presentation, the presenter noted a richer discussion of how to work together in consultation when serving this population.</p>
Other Notes	With adaptation, this presentation may be suitable for a variety of audiences as it follows a format that would be appropriate for general community outreach in both content and length.

²² I. Rudisill, personal communication July 17, 2017.

Regarding works cited: The PowerPoint used in this presentation includes a few citations, and a more formal set of citations can be requested from the lead trainer at the Baltimore Child Abuse Center.

National & Federal Professional Development Opportunities

The professional development opportunities described in this section are available through national or federal agencies.

Event Name: Child Welfare Response to Child & Youth Sex Trafficking Learning Experience

Lead Agency: Center for States

Partnering Agencies: None

Website: <https://capacity.childwelfare.gov/states/>

Development/ Background Notes	The Child Welfare Response to Child & Youth Sex Trafficking Learning Experience is a series of training modules designed for child welfare professionals to build their capacity to identify and serve survivors of child sex trafficking in accordance with the Preventing Sex Trafficking and Strengthening Families Act of 2014, Public Law (P.L.) 113–183.
Audience	Child welfare professionals including: <ul style="list-style-type: none">• Case workers• Supervisors• Administrators/managers• Caregivers
Length	The length of time per module varies depending on the audience: <ul style="list-style-type: none">• Caseworks module: 10 hours• Supervisors module: 3 hours• Administrators/managers: 3 hours• Caregivers: 2 hours
Content	<input checked="" type="checkbox"/> Sex trafficking <input type="checkbox"/> Labor trafficking
Structure/ Summary	The training consists of four discrete, yet connected, curriculum modules for caseworkers, supervisors, administrators/managers, and caregivers with each module featuring embedded digital stories. The curriculum modules are intended to be customized by individual jurisdictions and then integrated into the jurisdiction’s state, territory, or tribal training program.
Strengths	This series of learning experiences for child welfare professionals is very strong given that the methodical layout to the training design allows each module to be replicated. The content is thorough and includes information on the impact of trauma and its relationship to sex trafficking. These trainings utilize diverse pedagogy within the modules and provide robust opportunities for professionals to process and have open dialogue. Additionally, there are skills building

	components built into the trainings to ensure that professionals can effectively take action once the training is complete.
Other Notes	None

Event Name: Human Trafficking Awareness Training²³

Lead Agency: United States Department of Homeland Security (DHS)

Partnering Agency: None

Website: www.dhs.gov/blue-campaign/awareness-training

Development/ Background Notes	The training's page connects professionals to three training resources: one for first responders, one for law enforcement, and one for federal employees. Background information on the development of these trainings was not readily available on the training's webpage.
Audience	First responders, federal employees (Acquisition Workforce), and law enforcement
Length	First Responder Training: 7 minutes Law Enforcement Training: 45 minutes Federal Employees: Training time was not available
Content	<input checked="" type="checkbox"/> Sex trafficking <input checked="" type="checkbox"/> Labor trafficking
Structure/ Summary	<p>The DHS webpage focused on training related to sex trafficking with some content on labor trafficking. The page provides basic web-based content for the three primary audiences listed above.</p> <p><u>First Responder Training:</u> This short training uses a video, titled <i>Human Trafficking Awareness Video for First Responders</i>, to deliver content via lecture. The video provides an overview of human trafficking, including three main components:</p> <ul style="list-style-type: none">• What trafficking is,• How trafficking occurs, and• The difference between trafficking and smuggling. <p>The video guides viewers through identifying signs of human trafficking and concludes by outlining the perpetrators' behaviors and ways to identify a trafficker.</p>

²³ Department of Homeland Security. (2012). *Blue campaign: Human trafficking awareness training*. Retrieved from <https://www.dhs.gov/blue-campaign/awareness-training>.

	<p><u>Law Enforcement Training:</u> DHS describes this course as using four videos that depict trafficking scenarios that are realistic to those officers might encounter during routine duties. Without a Homeland Security Information Network (HSIN) account, we were not able to review the videos or observe how learners are asked to analyze their content.</p> <p><u>Federal Employee Training:</u> The webpage housing these trainings describes the content as "...tailored for the U.S. Government acquisition workforce on combating human trafficking using the pertinent provisions of the federal acquisition regulations (FAR). The FAR provides remedies for the acquisition workforce to use against contractors who engage in human trafficking, including debarment." Unfortunately, attempts to access the course page were unsuccessful, indicating security issues with the URL. Attempts to identify the training staff were also unsuccessful.</p>
Strengths	<p><i>Human Trafficking Awareness Video for First Responders</i> provided clear, succinct information regarding human trafficking and is easily searchable and accessible to the field at-large. Additionally, the content of the video is appropriate for the subject matter and these professionals.</p> <p>The Law Enforcement Training, according to the description the course is short and story-based, which are both useful characteristics for developing effective, responsive learning tools.</p> <p>The Federal Employee Training, while inaccessible to us for this report, appears to address human trafficking from a unique angle that we have not seen addressed by other agencies.</p>
Other Notes	None

Event Name: Human Trafficking Awareness Training²⁴ Lead Agency: <u>United States Department of State</u> Partnering Agency: None Website: www.state.gov/j/tip/training/	
Development/ Background Notes	The training was developed in response to the government’s “zero tolerance policy” on human trafficking.
Audience	General public
Length	30 to 60 minutes
Content	<input checked="" type="checkbox"/> Sex trafficking <input checked="" type="checkbox"/> Labor trafficking
Structure/ Summary	<p>The training is an online virtual course housed in an online classroom. According to our review of the materials available on the webpage, the course outline follow as such:</p> <ul style="list-style-type: none"> • Introduction • Overview of human trafficking: <ul style="list-style-type: none"> ○ Defining human trafficking, ○ Differentiating between trafficking and smuggling, ○ Recognizing vulnerable populations, and ○ Recognizing indicators of trafficking. • Summary and conclusion
Strengths	<p>The virtual nature of this training provides access to anyone without credentials or pre-requisites.</p> <p>The course states that human trafficking can happen anywhere and lists examples of potential perpetrators, including trafficking on military bases, and links trafficking to slavery.</p>

²⁴ U.S. Department of State. (n.d.). *Human trafficking awareness training*. Retrieved from <https://www.state.gov/j/tip/training/>.

	The course employs a story-based approach to highlighting what human trafficking can look like. This is promising as human-services trainings often benefit from grounding challenging content in stories and simulations.
Other Notes	None

Event Name: Recognizing and Responding to Human Trafficking in a Healthcare Context²⁵

Lead Agency: [National Human Trafficking Resource Center](https://humantraffickinghotline.org/resources/recognizing-and-responding-human-trafficking-healthcare-context)

Partnering Agency: Polaris

Website: humantraffickinghotline.org/resources/recognizing-and-responding-human-trafficking-healthcare-context

Development/ Background Notes	The website is created by Polaris, a nongovernmental agency, with funding from the Department of Health and Human Services (HHS). Polaris also works with the National Human Trafficking Hotline.
Audience	Healthcare professionals
Length	30 minutes
Content	<input checked="" type="checkbox"/> Sex trafficking <input checked="" type="checkbox"/> Labor trafficking
Structure/ Summary	<p>This online workshop covers the following topics via a lecture-based format using slides and voiceover to illustrate and outline the following points:</p> <ul style="list-style-type: none">• An overview of what human trafficking is,• The specific ways in which healthcare providers may interface with people who have been trafficked,• A summary of the types of medical issues patients who have been trafficked present,• Challenges these patients may experience in seeking care or help, and• Case studies that encourage listeners to explore what they could do if working with trafficked patients.
Strengths	<p>This workshop provides information regarding both labor and sex trafficking and is tailored to the needs of health care professionals.</p> <p>This session is particularly information- and content-rich and covers trauma, trauma bonding, victim/survivors' barriers to seeking help, and coordinating a wide range of services for survivors of human or sex trafficking. They also provide an assessment tool for healthcare professionals.</p>

²⁵ National Human Trafficking Resource Center. (2016). *Recognizing and responding to human trafficking in a healthcare context*. Retrieved from <https://humantraffickinghotline.org/resources/recognizing-and-responding-human-trafficking-healthcare-context>.

	The training applies a few short case studies to illustrate characteristics of trafficking.
Other Notes	There appears to be several other presentation-based trainings available on their website, though some of them are several years old.

Event Name: Sex Trafficking Training²⁶

Lead Agency: Shared Hope International

Partnering Agency: Department of Justice (DOJ)

Website: <https://sharedhope.org/>

Development/ Background Notes	<p>The original <i>Sex Trafficking Training</i> was created ten years ago as part of a DOJ grant that funded Shared Hope to do research, analysis, produce reports, and trainings. The training has since been updated.</p> <p>The same grant funded the development of a tool called INTERVENE. The Department of Juvenile Services (DJS) uses an adapted version of INTERVENE to screen for youth who have been trafficked. The INTERVENE tool was the main resource produced for youth-serving professionals under this project. The now-updated training incorporates content related to addressing trauma in youth. An additional training has been developed to address gang trafficking and a broader training guide is now available.</p>
Audience	General public including law enforcement, social workers, educators, and faith-based leaders
Length	Approximately 4 hours, though training length may vary from 30 minutes to a full day
Content	<input checked="" type="checkbox"/> Sex trafficking <input type="checkbox"/> Labor trafficking

²⁶ E. Scaife, personal communication, March 14, 2017.

<p>Structure/ Summary</p>	<p>Shared Hope indicates that they generally customize each training event for the audience they speak to, but they do cover standard topics that include basic content on sex trafficking while focusing on the needs of that audience while serving youth who have been trafficked.</p> <p>The structure of the training generally flows as is listed below:</p> <ul style="list-style-type: none"> • For shorter sessions, the training is more lecture-based. • For longer sessions (four hours or longer), activities include movies, small group work, large group discussion, and other exercises. These activities include victim and perpetrator profiles, the impact of trauma, and skills practice.
<p>Strengths</p>	<p>The training emotionally engages participants through real stories and encourages them to identify ways they can take action and create opportunity for youth. This approach is useful because when participants are more emotionally invested in the content and case studies they may be more likely to take the training seriously and apply solutions to their work.</p>
<p>Other Notes</p>	<p>Regarding works cited: Ms. Scaife has shared that this training and its materials have a works cited list available.</p>

General Notes and Recommendations

The authors noted a few general challenges for the field addressing human trafficking in Maryland as they reviewed various training designs and spoke with trainers and professionals in the field and have included a few recommendations to support efforts to address human trafficking:

- There are relatively few trainings available that address issues regarding labor trafficking as compared to sex trafficking. Some of the trainings described in this document touch on labor trafficking, however, the overall field in Maryland appears focused on addressing sex trafficking. The field would benefit from strengthening the content related to labor trafficking in trainings include discussions of labor trafficking. Additionally, creating, repurposing, or adapting trainings to focus on labor trafficking may also prove useful to the field.
- When reviewing professional development designs and interviewing the staff from organizations that deliver these events, it appears that many available professional development opportunities rely on didactic training mechanisms like lecture and have relatively few opportunities for participants to interact with content. Given how adults retain and apply information, increasing the opportunities for practice and interaction during training will likely better support increasing the field's skills to address human trafficking issues.
- The term "training" is used in a variety of ways across organizations and types of professional development events. Some organizations use training to refer to didactic events, some organizations use it refer to in-depth events that focus on skills acquisition, and others have used it to refer to short presentations. Typically, "trainings" should build participants' skills, and events that are more didactic might be better characterized as workshops, seminars, or presentations. If a professional is seeking PD opportunities with a specific level of intensity, they should inquire about the level of interaction and practice included in an event to better understand what level of skill acquisition they can expect from an event. Trainers wishing to increase skills acquisition should consider how and if their training event engages participants to learn and practice skill sets. Many trainers benefit from seeking capacity-building assistance from experienced trainers to increase the level of skills development they can expect from their training event.