

Collaborating To Increase Access To Employment And Educational Opportunities For Survivors Of Human Trafficking, Domestic And Sexual Violence

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A decorative graphic in the bottom right corner of the slide, featuring a green field with a white winding path leading towards a small orange sun-like graphic on the horizon.

Credit and Disclaimer

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This webinar is part of a project entitled Building Collaborative Responses to Trafficked Victims of Domestic Violence and Sexual Assault, supported by the Department of Justice, Office on Violence Against Women.

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The opinions, findings, conclusions, and recommendations expressed in this publication/program/exhibition are those of the author(s) and do not necessarily reflect the views of the Department of Justice, Office on Violence Against Women.



Building Collaborative Responses to Trafficked Victims of Domestic Violence and Sexual Assault TA

Futures Without Violence is funded by OVW to provide training and technical assistance to advocates, law enforcement, legal professionals, and others as they build collaborative responses to trafficked survivors of domestic violence and sexual assault.

Learn more:

<https://www.futureswithoutviolence.org/human-trafficking>

- Resources and adaptable tools
- [Webinar archive](#)
- [TA Assistance](#): Phone, email, virtual, and on-site TA and trainings.

Contact: learning@futureswithoutviolence.org



Learning Objectives

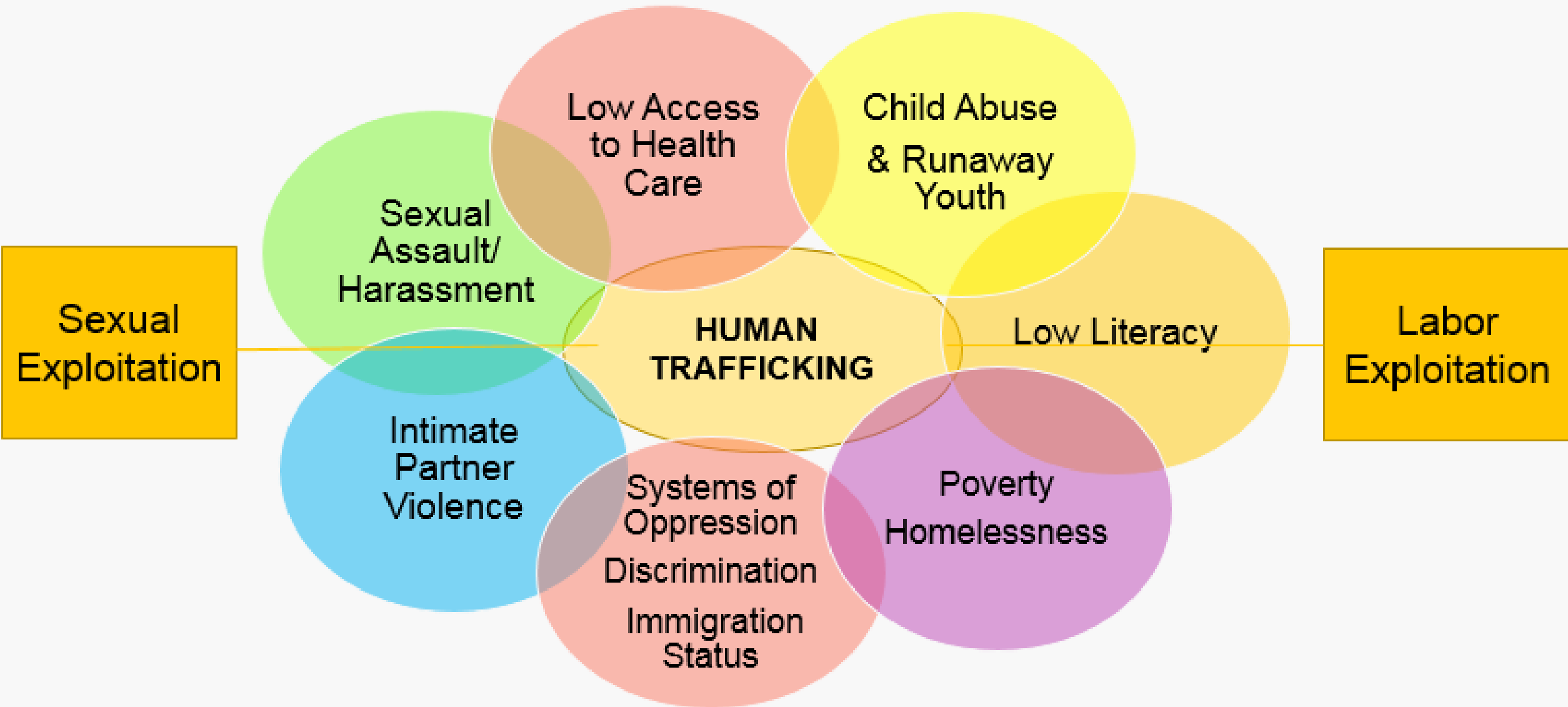
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As a result of this webinar, participants will be better able to:

1. Recognize the intersection of DV, SA, HT and the impact on the physical and mental health of survivors.
2. Describe the obstacles to education, training, and to seek and hold employment opportunities that result from abuse and trauma.
3. Consider local workforce development agencies, educational institutions, job readiness training and apprenticeship programs, to potentially engage in collaboration.
4. Identify key components to build successful partnerships that support education and job opportunities for survivors.
5. Utilize tools and resources for collaboration.



Human Trafficking Intersections and Vulnerability



Why is Employment and Education a Priority for DV, SA, HT Organizations?

- This is what survivors want and need: employment, independency, empowerment
- Less vulnerable to trafficking and dependency to abusive relationship

Long Term Needs

Employment

Education

Social Supports

Address Chronic
Medical
Conditions

CHAT question 1:

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What barriers are survivors experiencing that impact their education and employment opportunities?



Common Trauma Responses

<u>Emotional</u>	<u>Physical</u>	<u>Cognitive</u>
<ul style="list-style-type: none">• Numbness, apathy, withdrawal• Anxiety, fear• Guilt and shame• Anger and irritability• Depression• Suicidal thoughts	<ul style="list-style-type: none">• Gastrointestinal issues• Headaches• Sleep problems• Chronic pain• Panic attacks	<ul style="list-style-type: none">• Difficulty concentrating and making decisions• Flashbacks• Attention bias towards threats/ Hypervigilance• Decreased working memory

What We Know: Violence, Trauma, & Education/Employment Success

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Survivors' efforts to pursue education and employment opportunities are negatively impacted by violence.

- Fewer years of education.
- Increased likelihood of dropping out of school and job training programs.
- More likely to quit or be fired from their job because of the impacts of abuse.
- Chronic health conditions, fear, anxiety, depression, and PTSD interfere with academic and work performance.



Impacts of Violence and Trauma on Education and Training



Poor Academic
and Work
Performance

Diminished
Program
Engagement

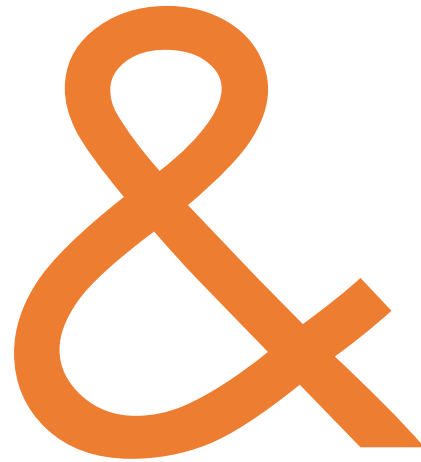


Dropping Out

How Can We Improve Outcomes?

Prevention

Creating safe and supportive spaces that actively seek to mitigate the impacts of violence and abusive behaviors.

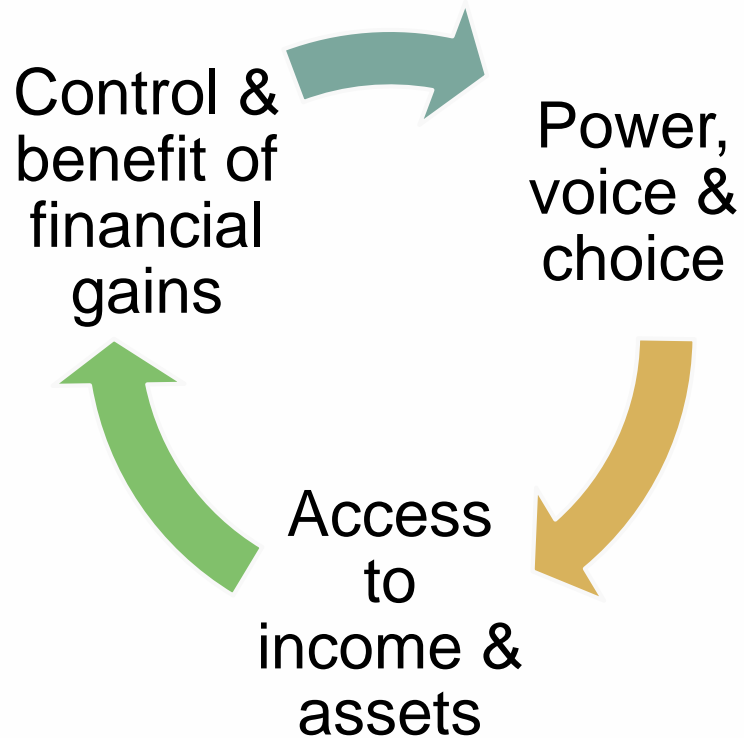


Response

Creating organizational structures and treatment frameworks that involves understanding, recognizing, and responding to the effects of all types of trauma.

Economic Empowerment Components

Transformative Process



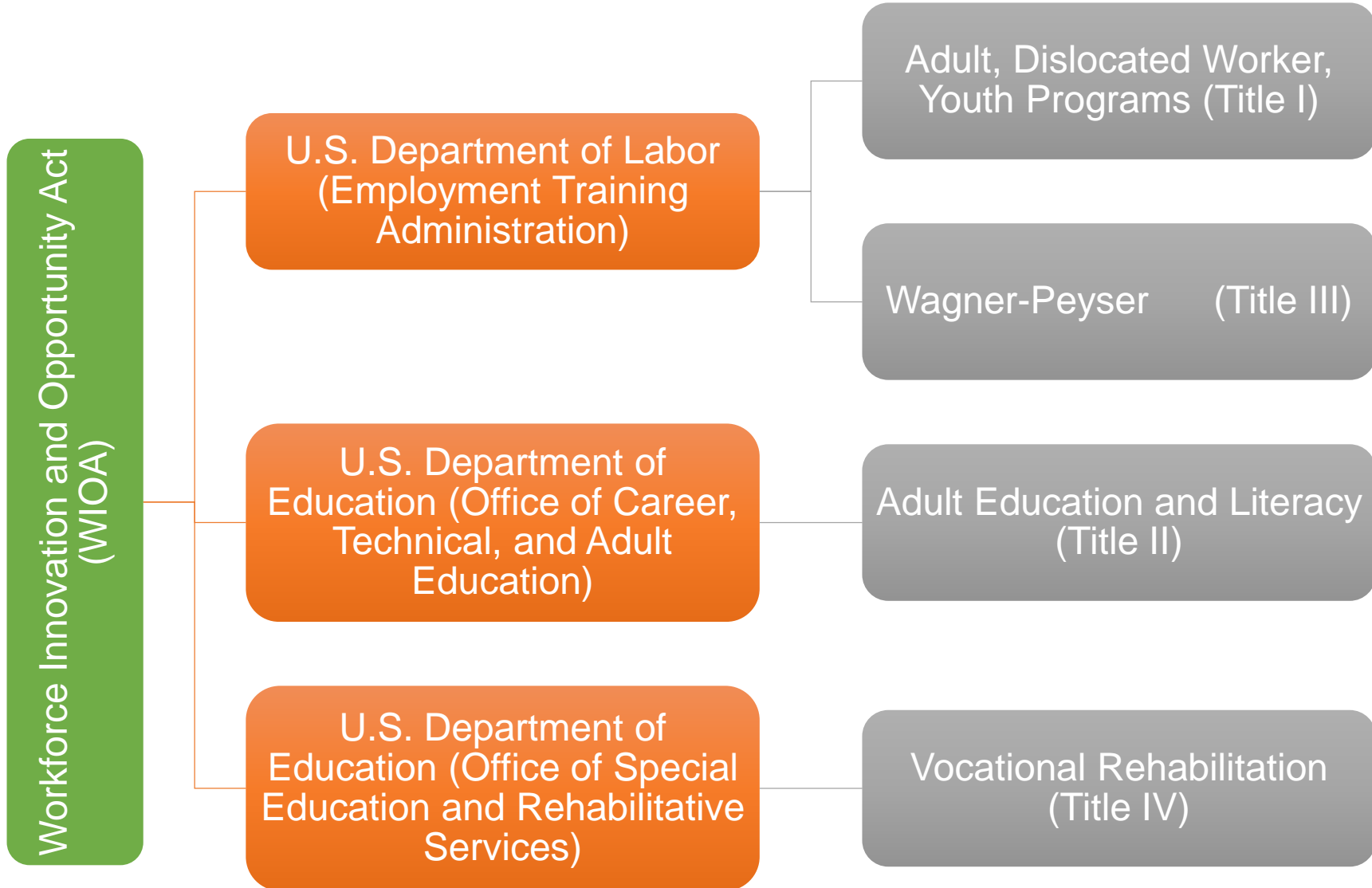
- ☐ Crisis Management, Stabilization
- ☐ Career Exploration
- ☐ Skill Building, Basic Job Readiness
- ☐ Experience Building, Job Training, Internships
- ☐ Employment Retention



Workforce Development System

What it is and how to connect

The Workforce Development System





What is WIOA

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Workforce Innovation and Opportunity Act (WIOA) was signed into law on July 22, 2014. WIOA is designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy.



How to Access WIOA Services

Step 1: Find each of these programs near you

Step 2: Research and call these programs to learn about eligibility and process.

Step 3: Identify barriers to referral system and brainstorm with internal/external team on how to address.

Step 4: Establish strategic partnership with local service.

1. [WIOA-Eligible Program Finder](#)
2. [American Job Center Finder](#)
3. [Adult Basic Education Finder](#)
4. [Apprenticeship Program Finder](#)



PEOST Workforce Development Guide

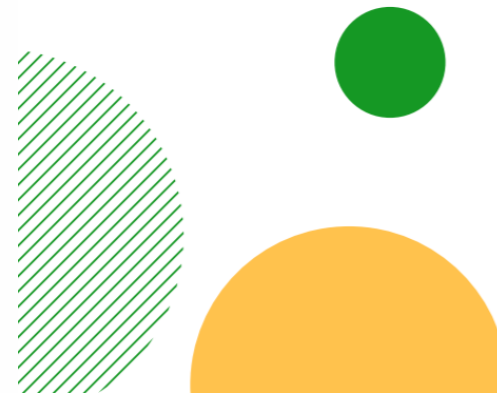
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Opportunities for Survivors of Human Trafficking Through the Workforce Innovation and Opportunity Act (WIOA): A Primer

<https://www.futureswithoutviolence.org/human-trafficking/promoting-employment-opportunities-survivors-trafficking/>

Opportunities for Survivors of Human Trafficking Through the Workforce Innovation and Opportunity Act (WIOA): A Primer

Futures Without Violence
May 2019



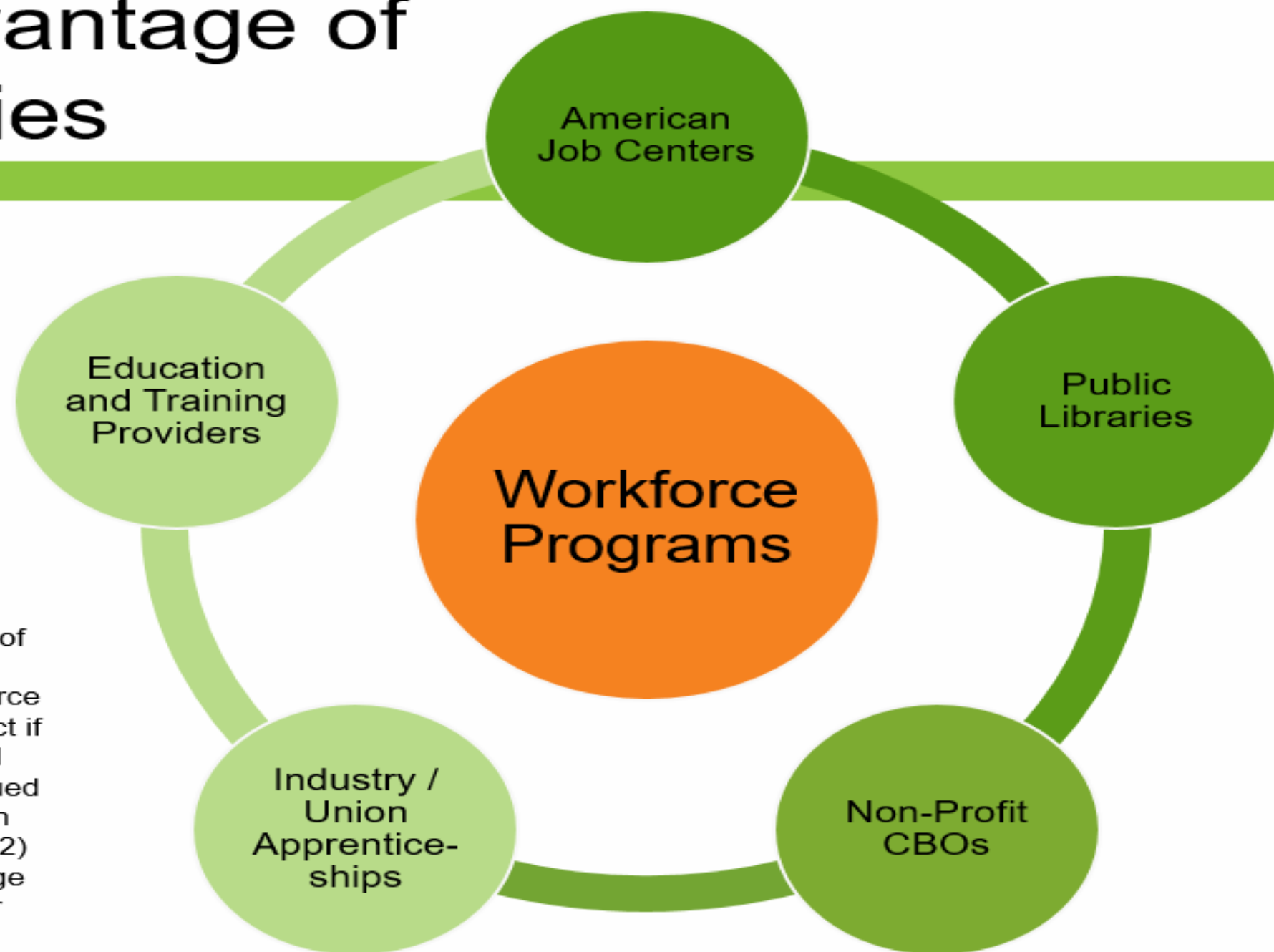
Workforce
Innovation and
Opportunity Act
(WIOA)

The **Workforce Innovation and Opportunity Act (WIOA)** is landmark legislation designed to strengthen and improve our nation's public workforce system and help workers – particularly adults and youth with significant barriers to employment, such as limited education or work experience, criminal records, or disabilities – get into quality occupations and careers. WIOA's programming includes a broad range of adult education, job training, and employment services which are available through a national network of **American Job Centers**, a one-stop shop career center for job seekers.

Human trafficking survivors who are U.S. citizens and lawful permanent residents, as well as survivors who have been granted non-immigrant "T" and "U" visas, refugees, asylees, and other immigrants authorized to work in the United States are eligible to receive services at federally-funded American Job Centers. Additional eligibility requirements vary by program.

Programs are organized through six core program areas: Adult, Dislocated Workers, and Youth (Title I); Adult Education and Literacy (Title II); Wagner-Peyser (Title III); and Vocational Rehabilitation (Title IV).

Taking Advantage of Opportunities



Note: Foreign national survivors of human trafficking are eligible for Title I services under the Workforce Innovations and Opportunities Act if they: (1) are 18 years of age and have a Letter of Certification issued by the U.S. Department of Health and Human Services (HHS), or (2) are children under 18 years of age and have a Letter of Eligibility for Minor Victims issued by HHS.

Finding Local Options:

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Career One Stop: www.careeronestop.org/FindTraining/Types/types-of-training.aspx

WIOA-Eligible Training Program Finder:
<https://www.careeronestop.org/LocalHelp/EmploymentAndTraining/fin-d-WIOA-training-programs.aspx>

Adult Basic Education and ESOL Program Finder: <https://www.nld.org/>

Apprenticeship Program Finder:
<https://www.apprenticeship.gov/apprenticeship-finder>



4 R's of Trauma-Informed Programs

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Realize the widespread presence of trauma

Recognize elements of trauma and how it impacts lives

Respond

by incorporating an understanding of trauma program operations

- 1.Safety
- 2.Transparency and trust
- 3.Peer support
- 4.Collaboration
- 5.Empowerment, voice, and choice
- 6.Identity

Resist re-traumatization

by examining and modifying potentially harmful practices



Helping vs. Empowering

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Helping	Empowering
Plan for client	Plan with client
Arrange/setup resources	Help client identify and use own resources; teach how to access other resources
Solve problems for client	Teach client problem-solving process
Funnel client toward specific experiences, jobs, workshops	Present a range of options and teach client how to decide which program best meets their needs
Assume responsibility for client's decisions	Assume responsibility for the process; encourage client to take responsibility for their choices/decisions

Cross-Sector Collaborations

Best Practices

CHAT question 2:

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What strategies and partnerships have been helpful for you in supporting survivors with employment and education opportunities?



Successful Collaboration

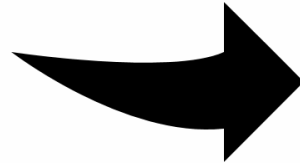
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- ✓ Identifying Employment and Training Programs and Building Relationships
- ✓ Communication
 - ✓ Roles and Role Sharing
- ✓ Creativity
- ✓ Shared Trauma Informed Practices
- ✓ Availability for Crisis Management and Response
- ✓ Detailed & Signed Memorandum of Understanding (MOU)



Considerations for Partnerships: Key Questions

- Eligibility requirements & enrollment process
- Program structure and timeline
 - Flexibility?
- Support during program
 - Mentorship
 - Services
- Support after completion



- Safety
- Physical and mental health
- Housing, transportation, & childcare
- Social supports
- Economic supports



Intentional Collaboration

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Trauma-informed practices from intake to program completion

- Targeted outreach
- Communicate expectations
- Confidentiality
- Screening for and addressing obstacles
- Cross agency staff training
- Strength-based evaluation



Making it Real: Example from Safelight

Missy Blackwell

- Job Training Program Manager
- NC Department of Social Services Liaison
- Women's Domestic Violence Intervention Program Facilitator

Safelight

Henderson County, NC



Job Skills Programs for Survivors

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- ❖ **Dandelion Café**
Skills in restaurant industry



- ❖ **Safelight Resale Store**
Skills in retail sales



- ❖ **Sewing Our World Together**
Make products for sale



- ❖ **Computer Stations (8)**
Skills and job search



Survivor Support Strategies

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❖ Job training for financial stability

- Internship – skill building, contract workers
- Job coach volunteers in each site
- Hiring possibility, community connection, accessibility for survivors with disabilities

❖ Education

- Connection to support with budgeting, credit building, car and home ownership planning
- Strengthen interpersonal skills

❖ Advocacy and Case management

- Holistic, comprehensive services for survivors

Collaborations

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❖ Workforce Development

- Community Action Opportunities, Lifeworks Coaching (MOU)
- Goodwill Foundation

❖ Schools

- NC Community College

❖ Social Service Programs

❖ Advocacy Client Success

- NCWorks Career Center
- Case manager
- Family advocacy
- Team approach

❖ Health Services

Safelight Strategies

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- ☐ Job support case management
- ☐ Job soft skills such as responsibility, teamwork, time management and communication.
- ☐ Survivor-centered and strength-based approach.
- ☐ Procedures and policies that can support survivors with their trauma experience.
- ☐ Confidentiality and safety protocols in collaboration with service providers.
- ☐ Roles and process for collaboration (MOU).
- ☐ Communication process.

Thoughts on what you just

Group Chat and Q/A

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Questions?

Thoughts on what you just heard?

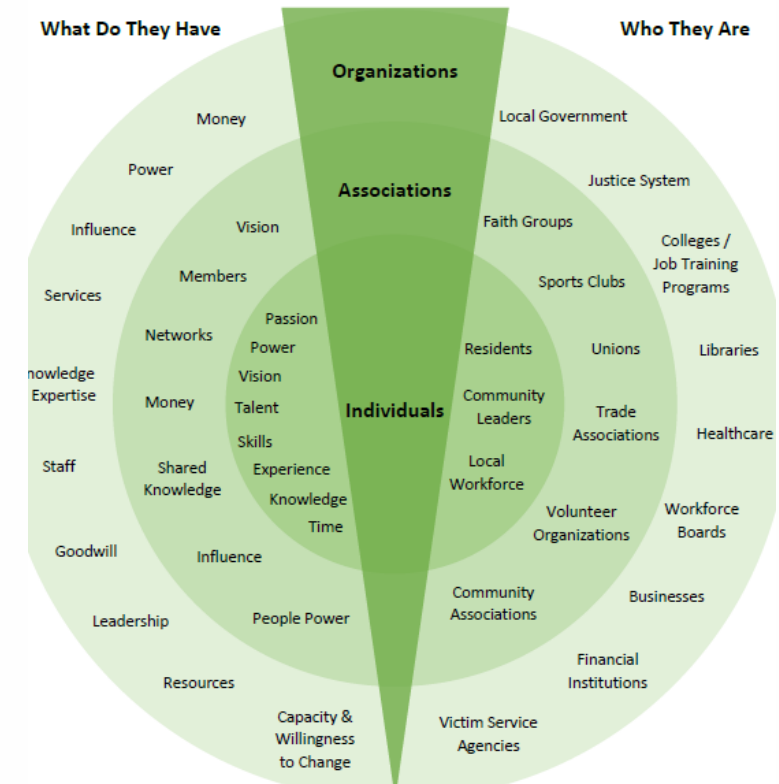
Questions?



Next Steps: Reflect on your organization to assess

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- ☐ Do you know what are workforce needs of your community?
- ☐ What do you offer internally already?
- ☐ What partnerships can you leverage?
- ☐ Case management strategies and needs?
- ☐ Policies, protocols, or MOUs in place?
- ☐ Staff readiness and training?
- ☐ Identify and map resources in your community
 1. Individuals
 2. Associations
 3. Organizations



Resources

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- ❖ 10 Action Steps: Building and Sustaining Collaborations to Support Trafficking Survivors of Domestic Violence and Sexual Assault, A Toolkit for Advocacy Programs
- ❖ Guiding Principles to Inform Economic Empowerment Programing for Survivors of Human Trafficking.
- ❖ Partnerships and Pathways to Economic Opportunity for Survivors of Trafficking: A Guide



Thank you and evaluation

Please take a moment to take a short evaluation and request a certificate of participation.

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

Learn more:

<https://www.futureswithoutviolence.org/human-trafficking>

For questions and resources, contact:

learning@futureswithoutviolence.org

