

Developing Effective Human  
Trafficking Training Series

August 2023

# Fine-Tuning Your Delivery

Wednesday, August 23  
2–3:30 p.m. e.t.

## Presenters:

Katie Shaver, Office for Victims of Crime (OVC) Human Trafficking  
Collaborative (HTC) Team Lead

Bethany Gilot, OVC HTC Technical Assistance Navigator

We will share the material presented during today's session and the session recording via email in the following days. *The session will be recorded and will begin shortly.*

*This training series was produced by ICF under 15POVC-21-GK-02595-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 training are those of the contributors and do not necessarily represent the official position or policies of the U.S. Department of Justice.*

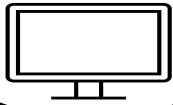


# Quick Technical Reminders

- Participation
- Materials
- Closed Captioning
- Technical Support
- Evaluation

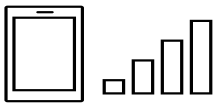
# Engagement Tools

## Mentimeter



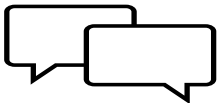
We will use **Mentimeter** throughout today's session. Access the tool by following the instructions outlined on the designated slides.

## Poll



We will also use **Zoom polls**, which will appear on your screen automatically.

## Chat



Please use the **Chat** feature to raise any questions or comments through the session.

## Reflection



We will use the **reflection icon** to direct you to your **course handbook** to record any reflections during the presentation.

# Presenters

**Katie Shaver**



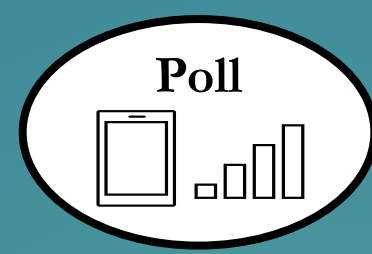
**Bethany Gilot**





# OVC Remarks & Reminders

Darian Hanrahan, OVC Victim Justice Program Specialist



# Icebreaker

# Session 3 Objectives

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Explore effective approaches to training and facilitation, considering virtual and in-person spaces.

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Identify considerations for delivering trauma- and survivor-informed trainings.

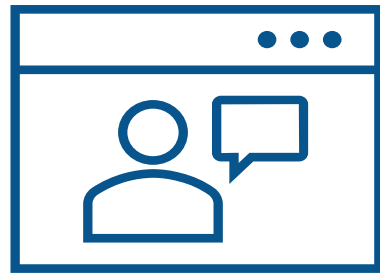
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Discuss adult learning styles and accessibility considerations.

# Pre-Training Discussion



Review the [\*Training Material Development Checklist\*](#).



Watch [\*Reimagining Equity Work\*](#) (TEDx Talk Video).



Contribute to the group Jamboard, and complete the coursebook self-reflection questions.



What came up for you after completing the pre-training activities? Were any questions hard to answer?



# Become an Ethical Storyteller

Using ethical storytelling in trainings.

- Prioritize factual information.

Ethical storytelling should evoke action and not just have an emotional appeal.

- Present images/language of healing/hope over images of trauma.
- Present diverse imaging that reflects survivors accurately.

Consider that the audience may include survivors, so what we say should align with our core values.

- Avoid victim-blaming language.

# Supporting Refinement of Materials

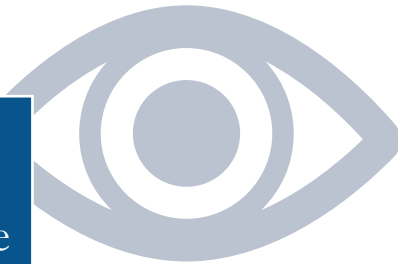
When developing human trafficking (HT) content, consider the following for the language and images included:

- Materials should not sensationalize sex or labor trafficking.
- The terms “slavery” and “modern-day slavery” should be replaced with “human trafficking” or “anti-trafficking.”

Use empowering language; be strengths-based and trauma-informed; focus on resilience; include the survivor’s voice; and recognize the importance of choice.

# Review of Adult Learning Styles

**Visual**  
learners like  
to LOOK.



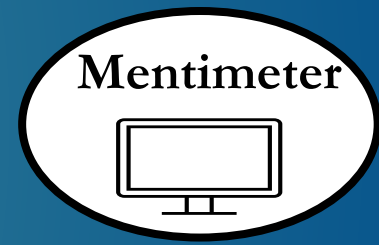
**Auditory**  
learners like  
to LISTEN  
and  
DISCUSS.



**Kinesthetic**  
learners like  
to TOUCH  
and MOVE.



# Learning Styles Activity



For this activity, we will use Mentimeter to brainstorm training exercises/engagement activities beneficial to each type of adult learner (visual, auditory, and kinesthetic).



## Three easy ways to participate:

Click the Menti link provided in the chat.

Go to [Menti's website](#) and enter the code **2361 8547**.

Use your phone to capture the QR code.

# Importance of Learning Styles

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The best way to engage learners and help them remember and understand information is to ensure they are **active participants**.

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Trainers can increase learner engagement by supporting the varied ways learners receive and process information.

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Skilled trainers always consider adult learning theory as they craft curricula and draft training agendas.

# Consider



How do we best enhance the “full training experience” for our learners?

# Important Training Considerations

			
Trainer styles/skills	Training format—in-person vs. virtual	Supplemental training activities	Trauma-informed and survivor-vetted content

# Enhancing Diversity & Equity

## Consider:

- The community/audience
- Opportunities for partnering/collaborating
- The importance of representation and inclusion
- The trainer/co-trainer and audience diversity
- Diversity, equity, inclusion, and accessibility (DEIA) in action



# Core Concepts of a Strong Presentation

## Just Remember “E-I-E-I-O”

- **E**ngage participants from when they enter the training venue to when they depart.
- **I**nteract with participants to avoid a one-way knowledge transfer and assess how well they understand the concepts presented.
- **E**ducate participants with current and advanced information and resources.
- **I**nvolve participants in the learning process.
- **O**rganize the presentation so the flow of information and the tone of the presentation are consistent.

# Core Components of Effective Communication

Appearance

Speaking

Listening

Validating

Body Language

# Training vs. Facilitating



- How would you describe the difference between training and facilitating?
- Do they require different skillsets?

# Considerations for Virtual Training

Recognize that virtual and in-person training are different—not everything translates well from the classroom to the virtual setting.

Become comfortable with the technology you use. Don't forget to PRACTICE.

Have a presenter and co-presenter(s) to minimize your need to multi-task (if possible).

Consider using different strategies to build rapport with learners.

# Incorporating Engaging Training Activities

- Training activities should always tie back to your learning objectives—they can be fun, but they should have a purpose!
- Many activities can be incorporated into in-person and virtual trainings that are well-suited for adult learning, including:

- **Brainstorming**
- **Discussion**
- **Games**

- **Role-playing**
- **Quizzes/polls**
- **Buzz groups**

- **Debates**
- **Case studies**
- **Group presentations**



Consider:

How do you hold space for lived experience?

# Sustain Your Training

- Train additional staff to support training delivery.
- Develop protocols for training program content access (where does it live, who has access, etc.).
- Save templates, original files, branding, etc.
- Establish timelines for future review and updates.

# Breakout Room Discussions

- Designate someone in your group to take notes and be prepared to report on your discussion.
- Discuss the following:
  - How do we consider and incorporate different training styles? Learning styles?
  - In what ways are you considering/implementing DEIA principles into your training initiatives?
  - How will you integrate what we've discussed into your trainings?



# Reporting Out

How do your group members plan to integrate the information from this session into their training efforts? Opportunities and challenges?

Is there anything missing that you would like to know more about?

# Session 3 Objectives

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# Next Steps

- Don't forget to access the [Microsoft Teams training series site](#) to connect with fellow grantees and receive peer support.
- Check out OVC Training and Technical Assistance Center's [Best Practices in Developing Training Materials](#) & [Key Considerations for Developing and Assessing Human Trafficking Resources](#) factsheets.

# Bonus Follow-Up Activity

HTC can provide feedback on your revised or newly developed training and observe your practice/live sessions (virtually).

Please email HTC at [HTCollective@icf.com](mailto:HTCollective@icf.com) to schedule.

# OVC Reminders for Trainings

Check to see if your training and technical assistance provider can review it before submitting it to OVC.

Use the HTC *Material Development Checklist* document to cross-check training materials.

Submit trainings to OVC for approval.

# Wrap-Up

**Questions?**

**Concerns?**

**Final Comments?**

# Contact Information

**Katie Shaver:** [katie.shaver@icf.com](mailto:katie.shaver@icf.com)

**Bethany Gilot:** [bethanygilot@outlook.com](mailto:bethanygilot@outlook.com)

**HTC team:** [htcollective@icf.com](mailto:htcollective@icf.com)

# Evaluation

After each session, participants will be prompted to complete a short evaluation survey for that session. Please select *Continue* to be taken directly to the evaluation.

We sincerely appreciate your feedback!