

Assessing Training Goals, Audience, and Next Steps

Wednesday, August 9, 2023
2–3:30 p.m. e.t.

Presenters:

Aubrey Lloyd, Office for Victims of Crime (OVC)
Human Trafficking Collaborative (HTC) Project Director
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.*

Developing Effective Human
Trafficking Training Series

August 2023

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.

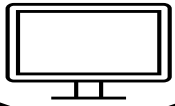


Quick Technical Reminders

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

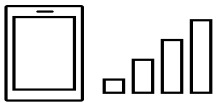
Engagement Tools

Mentimeter



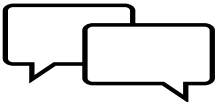
We will use **Mentimeter** throughout today's session. Access the tool by following the instructions outlined on the designated slides.

Poll



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

Chat



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

Reflection



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

Introduction

Session 1: Assessing Training Goals, Audience, and Next Steps



Session 2: Building Content: Linking Services and Data to Your Why



Session 3: Fine-Tuning Your Delivery



Training Teams Site



All materials and recordings
will be uploaded to the
course [Teams Site](#).

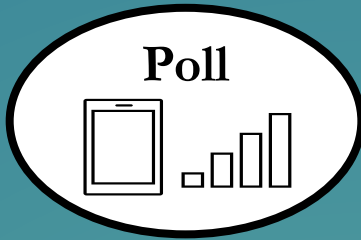
Presenters

Aubrey Lloyd



Bethany Gilot

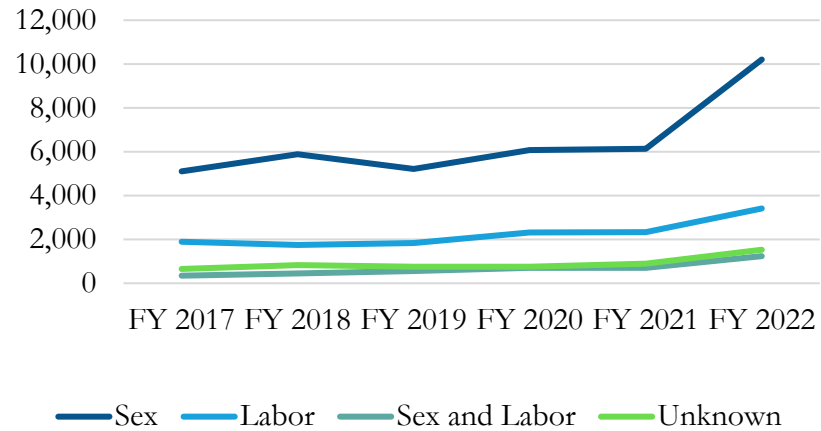




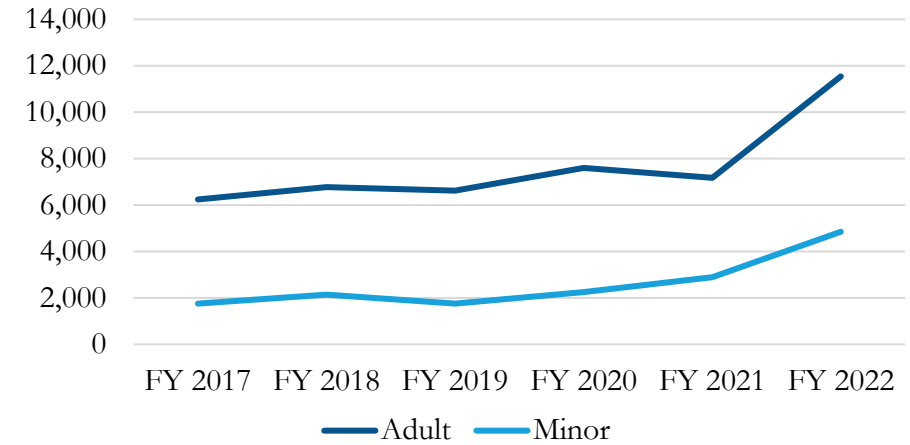
Icebreaker

Why Are We Doing This Training?

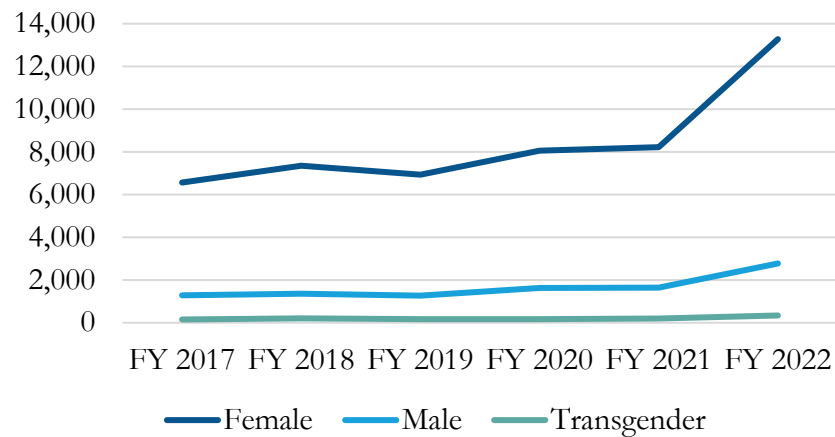
Trafficking Type



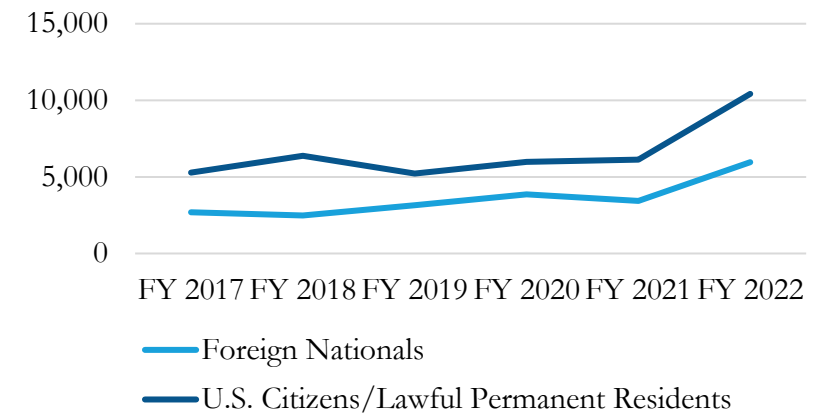
Age



Gender

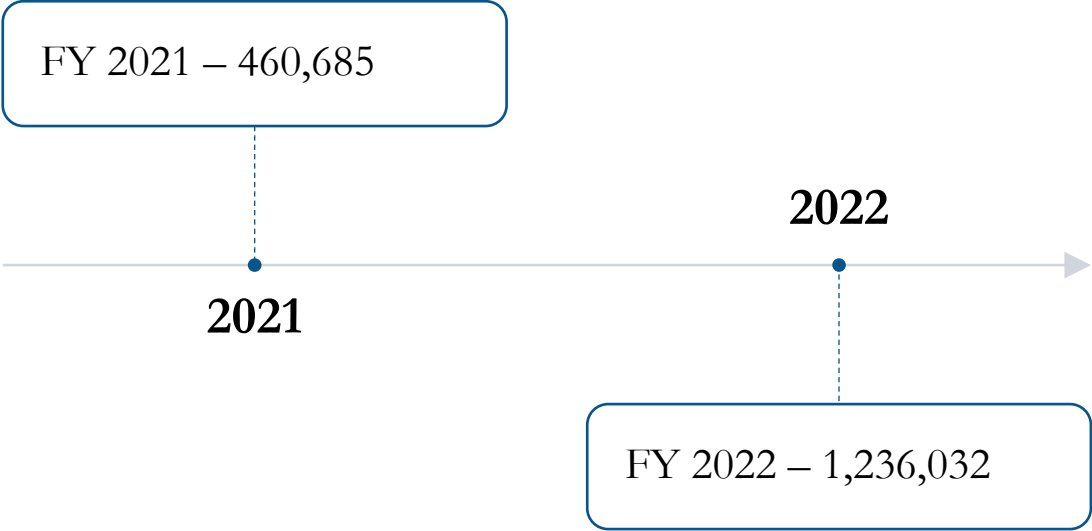


Citizenship

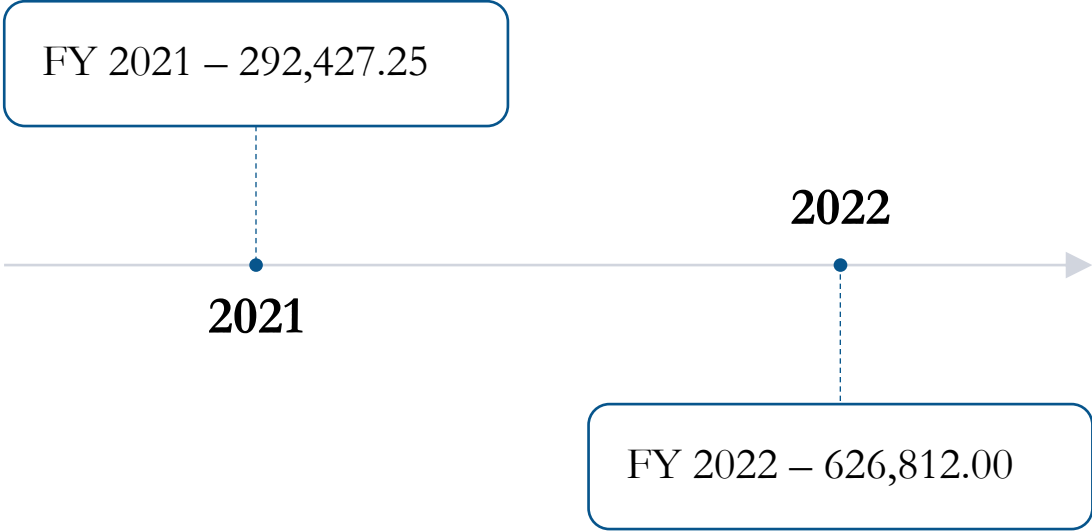


Impact of numbers

Number of Service Incidents



Number of Service Hours



Defining Success Reminders

How do you know a training is successful?

HTC example:

- Success **is** attendees walking away having learned something, peer-to-peer learning and sharing, and a growth in understanding of the topic from start to finish.
- Success **is not** hand-clapping, everyone saying it was great, and having nothing taken from the training and being changed or implemented by the audience.

Session 1 Objectives

Identify training series goals and expectations.

Learn how to assess community and audience needs to tailor trainings effectively.

Discuss how to build and align training objectives and plans with agency and grant goals.

Pre-Training Discussion



Read [*Best Practices in Developing Training Materials*](#) and [*Red Flags Series: Shifting Current Practices in the Anti-Trafficking Field*](#).

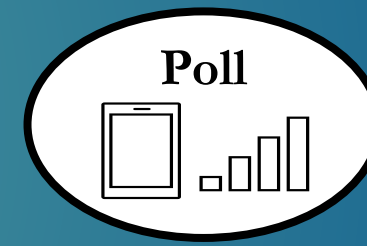


Contribute to the group Jamboard, and complete the coursebook self-reflection questions.



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

Knowing Your Audience



Identifying your audience is a critical first step in planning and preparing content.

Key considerations:

Who is your intended audience, and why?	What is critical for your audience to know?	What is the purpose of each aspect of the content included in the training?	How will your content be delivered to your audience?	How will your content and its mode of delivery support your audience in meeting their goals and objectives?	Does your content meet your agency's goals and objectives?
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Audience Consideration Examples

Victim Service Providers

Victim service providers may not have the same level of understanding of HT. Therefore, it is important to:

- Diversify training content.
- Connect HT to other parallel crime categories.
- Identify service gaps.



Multidisciplinary Teams

Highlight the importance of:

- Being collaborative
- Working with partners

Important to adjust objectives accordingly (e.g., include content for the different disciplines present, etc.)



State Agencies

Highlight the importance of:

- Establishing common language, policies, protocols, procedures involving identification and response.

Recognize that some state agencies have strong working relationships while others may be more challenging.



Developing Training Goals & Objectives: Considerations

Reflection

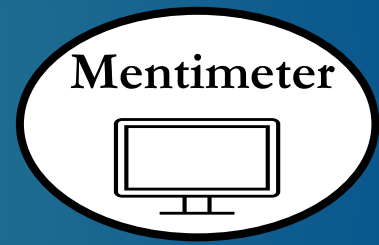


How do you identify your training goals and align them with agency/grant goals?

How do you determine your audience based on your training goals?

How do you develop draft objectives based on your audience?

Activity: Understanding Grant & Training Goals



What is the why of your training?  Agency and grant goals are the foundation of your why.



Three easy ways to participate:

Click the Menti link provided in the chat.

Go to [Menti's website](#) and enter the code **2465 7742**.

Use your phone to capture the QR code.

Grant Goals

Step 1



Breakout Rooms

- Designate someone in your group to take notes and be prepared to report out on your discussion.
- Discuss:
 - How can you work with your intended audience to understand their training needs in terms of:
 - their agency scope and areas of consideration related to their work?
 - their availability, capacity, and mode of delivery?
 - the specific response areas they will most engage (e.g., identification and referrals versus long-term services)?
 - How can the training appeal to them and align with their agency goals and mission?

Report Back

- Key themes addressed during the breakout discussion

Questions to Consider—Planning Your Training

Reflection



In the earliest planning stages, as training objectives, goals, audiences, and mode of delivery are being discussed, also consider the following:

- How do you incorporate adult learning principles?
- How do you consider possible accessibility needs in training materials/delivery?
- How do you build an equitable training?
- How do you ensure that your training's imagery, language, case studies, data, and research reflect diverse experiences and communities?
- How do you incorporate trauma- and survivor-informed and culturally responsive approaches in your trainings?
- How do you support and uplift whole-person approaches in your trainings?

Moving Away From Red Flags: Supporting the Whole Person

Why we shift:

- Increase identification and create more pathways to healing and justice.
- Build rapport and relationships with individuals.
- Respond effectively to immediate needs by addressing the root causes of victimization.
- Identify improvements in response enhancement.
- Create community accountability.

Moving Away From Red Flags: Supporting the Whole Person

How we shift:

- Learn about the impact of generational, community, and historical trauma on individuals.
- Identify systematic barriers to address challenges in services and support.
- Change the red flag framework in our screening and training practices.
- Discuss topics that specifically apply to the training audience and are based on current data and best practices, such as:
 - Building community relationships and increasing service options for victim safety
 - Increasing specialized training to build skills and awareness for partners

Review: Session 1 Objectives

Identify training series goals and expectations.

Learn how to assess community and audience needs to tailor trainings effectively.

Discuss how to build and align training objectives and plans with agency and grant goals.

Pre-Session 2 Assignments

Required (complete before August 16)

1. Contribute: [Pre-Session 2 Group Jamboard](#) (15 minutes)
2. Reflect: Session 2 Coursebook Questions (30 minutes)

Next Session

Session 2: Building Content: Linking Services and Data to Your Why

- **Date:** Wednesday, August 16
- **Time:** 2–3:30 p.m. e.t.
- **Link:** Please use the link provided in your Zoom confirmation email to access this session.

Questions? Let's Talk Collaboratively!



Add your questions/thoughts to the course [Teams Site Discussion Board](#) over the next week, and feel free to answer and discuss together as a group!

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!