



During Framework's Financial Literacy event on March 31, 2022, Carolyn Ouya, a Senior Training & Technical Assistance Specialist at FUTURES Workplace & Economics, offered knowledge of survivor post-trafficking employment needs. Topics included barriers to employment connection, prioritizing survivor goals, employment readiness conversations, and elements of employment success.

Current State of Economic Empowerment

"One size fits all" programing
 Basic Work Readiness (resumes, interviews, clothing)
 Success measured by employment infield at 6 months
 No clear process for accommodations for barriers and different learning styles

Challenges for survivors

The impact of violence and trauma on access to education and employment

Especially for survivors of **labor trafficking**, the trauma is directly related to **employment**

Fear related to money
 PTSD
 Sense of foreshortened future

how do we alleviate this stress as service providers?

ENGAGEMENT

PERFORMANCE

DROP-OUT RATE

So even you have referred the survivor to a local employment agencies, they might drop out of the program or have a hard time completing it



VS.



Employment Prep

- 1 Crisis Management
- 2 Career Exploration
- 3 Skill Building/Work Readiness
- 4 Experience Building
- 5 Employment



This is impeded by

Survival Brain

Hyper-focused on threats
 Unable to see into the future
 Difficulty trusting
 Closed off
 On edge

Learning Brain

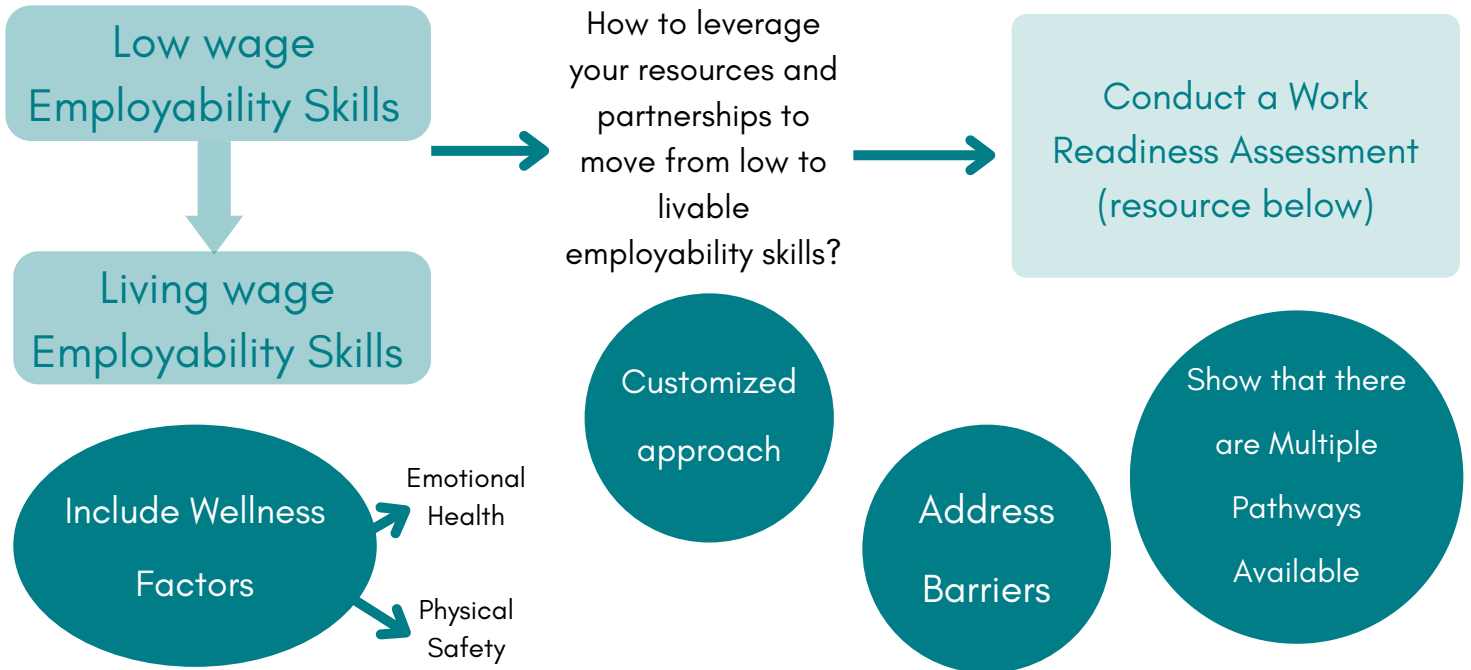
Open and curious
 Able to see the big picture
 Comfortable with uncertainty
 Calm

someone in this brain space might need extra time or 1 on 1 support

Trauma-informed Work Readiness

How do we support someone who might be having Survival Brain?

By adding a trauma informed lens into the work readiness practices you are already conducting in your agency



Best Practices

Choice and Empowerment

Safety Planning

Socio-emotional learning

Vet Employers

Role Play

Service Providers don't need to be job developers.

Make use of **WIOA Services**

Workforce Innovation Opportunity Act Resource available below

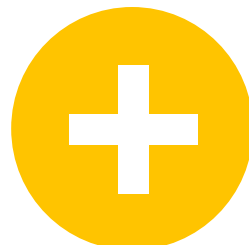
Workplaces Respond resource available below

FUTURES without violence also offers technical assistance

Use this guide to find and call the organizations in your area. Develop strategic partnerships with them

Funding for things like English as a second language, transportation, trainings.

The WIOA database is not a perfect tool; you will have to advocate for our client to move through this system



PEOST Workforce Development Guide

Q&A



FRAMEWORK

tools to combat labor trafficking

and resources

Q. What are some ways that service providers can learn about what sort of emotional triggers might come up for survivors in the work place?

A. You have to trust that the survivor you are working with is an expert on their lives and lived experience. Spend time getting to know your community and asking them what they have been struggling with, what they are afraid of? what have they experienced before and use that knowledge to understand their challenges better. Also make use of your local workforce board and finding out that way what challenges they see in the workspace.

Q. If we are unable to find a position that fits our client's needs and skills within our organization's resources, where is the best place to find other opportunities.

A. The Career One stop is a great resource for that. They are connected with the department of labor so they are working often with employers in your community. Your local American Job Center is an organization you should build a relationship with.

Q. A lot of our clients are undocumented and therefore don't qualify for a lot of these resources. What should we do?

A. We are very behind on addressing that challenge. The best practice I have seen so far is to support small business development in the undocumented community. Which is difficult because there is a lot of capital that needs to go into that, but there are funds available for that. The Small Business Administration has many offices that help support on starting small businesses regardless of your immigration status. Cooperatives are also a good way for these communities to come together and leverage their skills among each other to create their own economy.

Q. Developing relationships with employers is very fruitful, but so time intensive, do you have any tips?

A. Corporate spaces takes longer, so look at the smaller local community employers. You can reach out to us if you would like to walk through building a Strategic Partnership Plan.

[The National Center on Domestic Violence, Trauma, and Mental Health](#): A Trauma-Informed Approach to Employment Support: Tools for Practice

[Workplaces Respond](#): Creating a workplace free from violence

[Career One Stop](#): Accessing WIOA Services

[Futures Without Violence](#): Workforce Development Guide

[Connect with Carolyn Ouya](#)

To learn more about Framework or to request training, technical assistance, or individualized support on labor trafficking, visit us on our website.

www.frameworkta.org

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