



Labor Trafficking 101

Know the Essentials

Facilitator Guide



FRAMEWORK
tools to combat labor trafficking

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Purpose of this Guide

This guide is a supplement to [Framework's Labor Trafficking 101: Know the Essentials PowerPoint presentation](#), which is free and open for use by anti-trafficking stakeholders.

To ensure consistency across training sessions, this guide will serve as a roadmap for facilitators delivering the training, and includes appropriate uses of the training; expectations for facilitators; guidance on using trauma-informed, rights-based language; slide-by-slide notes; discussion-based activity recommendations; thoughts on how to conclude the training; and a list of additional resources to incorporate within the training or to share with your audience.

Whether you're a starting or seasoned trainer on the topic of labor trafficking, this guide will set you up for success in shaping your audience's understanding of the issue and ability to address it.



Appropriate Uses

The power point and accompanying guide were created to be useful in various environments and for diverse audiences.



Consider using the information to:

- bolster current staff orientation* or internal staff training at your social/legal services organization
- introduce or inform task force, community members and/or other stakeholder partners on the issue of labor trafficking training
- utilize as a stand-alone conference presentation

The power point and accompanying guide can also be adapted to meet the needs of your particular audience by adding, editing or incorporating components of the training into an existing professional development tool already in use within your organization.

The piloted presentation utilizing the power point and facilitator guide lasted approximately two hours, which included ten minutes for participant questions at the end, and questions throughout.

If utilized “as-is” with minor adaptations, there is no need to add attribution to Framework or the Office for Victims of Crime, as those are built in to the power point.

However, if incorporating components into an existing training, please make it possible for future users to find the source by including the attribution language below with a link to the presentation:

Special thanks to Framework, whose presentation, “[Labor Trafficking 101: Know the Essentials](#),” informed this training and was developed through a grant from the Office for Victims of Crime. Visit www.FrameworkTA.org for more resources to help identify and serve labor trafficking survivors.

*Framework also offers a resource for [Developing a Labor Trafficking Orientation for New Staff](#)

Expectations for Facilitators

In order for this material to be presented in a meaningful manner, appropriate facilitators for this training should have knowledge of/experience with labor trafficking by working directly with survivors or in another capacity on the issue (e.g., person with lived experience, researcher, policy maker/analyst).

An exemplary facilitator will:

- review the training thoroughly prior to its delivery;
- incorporate as many examples as possible from your own professional experience to make the presentation authentic;
- include experiences that are relevant to the audience;
- build in discussions and other interactive activities to apply information to your audience's real-world content;
- create an atmosphere for audience members to freely ask questions and offer their own experiences;
- practice, practice, practice!



Trauma-Informed, Rights-Based Language

Language matters.

Framework is committed to trauma-informed, rights-based language in all of its work that centers survivors and highlights their power and autonomy

To that end and within this resource,

- Those that have exploited through human trafficking are best referred to as survivor, person with lived experience, men, women, people, or youth as opposed to victim (unless in the legal context or talking about someone currently in a trafficking situation).
- Rescue language and sentiment is avoided. Survivors exit, leave, escape a trafficking situation, and/or are aided in their escape.



Slide Notes



Below you will find the intended purpose of each slide as well as opportunities for discussion, and other participatory exercises.

Slides 1-3: Framework, Title, and Speaker(s)

Purpose: Introduce Framework, presentation, and speakers

Notes/Tasks: Keep Framework and title slides if utilizing the presentation as-is or with slight modifications. Delete/change if edits are more substantial. Include attribution language on page three. Edit the speaker page to reflect you as the presenter and any additional speakers.

Slide 4: Learning Objectives

Purpose: Introduce learning objectives and agenda for the presentation

Notes/Tasks:

- Participation: Encourage audience members to comment on whether or which objectives meet their needs/expectations for the training and - if not - to add additional areas of interest related to labor trafficking within the chat. This will allow the facilitator(s) to expand on slides and topics that the audience has identified as important. A facilitator may also wish to add a poll here to identify percentage and diversity of disciplines in attendance, with an eye toward what information and slides to spend more time exploring.

Slide 5: Survivor Quote

Purpose: Introduce the voice of survivors to the audience, centering that voice from the beginning and to set the tone for the training.

Notes/Tasks:

- Labor trafficking, just like sex trafficking, is a human rights violation and crime that happens across states, industries and socioeconomic groups
- Studies show that traffickers target adults and children across all genders and though historically anti-trafficking organizations have focused on supporting foreign nationals that are targeted for forced labor, each year, emerging data is shining light on the exploitation of American-born and naturalized boys, girls, men, and women in this form of human trafficking.
- This crime is buoyed by discriminatory attitudes and practices impacting marginalized communities and by an economic system that knowingly trades high profit margins for cheap labor.
- Labor trafficking victims can experience force, fraud, coercion, loss, abuse, trauma-bonding, and pain. They are deserving of the same resources allotted to victims of other crimes.
- Many providers feel less equipped to identify and serve labor trafficking survivors than they do other populations. We hope this training can help to change that.

Slide 6: What is Labor Trafficking?

Purpose: Introductory slide for information pertaining to learning objective one.

Notes/Tasks:

- Participation: This might be a good place to use the “raise hand” function in a webinar or in person to identify the percentage of audience members who have provided services to and/or worked with a survivor of labor trafficking or participated in a labor trafficking investigation or prosecution. This informal survey can give the facilitator an idea of the experience in the room and also show other audience members who they may want to connect with after the presentation.

Slide 7: Lack of Protection Meets Opportunity

Purpose: Frames human trafficking in a manner that humanizes survivors, so as to not “other” them.

Notes/Tasks:

- Acknowledge that as humans, we are all wired to seek opportunities that improve our lives and the lives of our families.
- In human trafficking, gaps in protection or an imbalance of power meets opportunity. It can happen to anybody in any country, at any age, any gender identity, and any race. But the risk is compounded with each additional factor. And a person can be met with any type of opportunity.
- Traffickers are skilled at identifying what is meaningful for a person—and take advantage of that. They are quick to identify a vulnerability and skilled at exploiting that vulnerability, (e.g.; an economic opportunity for someone living in poverty, love and affection for someone who’s been abused or neglected, a chance to travel to a new country for someone who’s never left their birthplace, an education for someone looking to advance professionally), so they agree to that opportunity and soon discover that the reality is very different than what they signed up for.
- Survivors are not “others.” They are just like anybody else.

Slide 8: Defining Labor Trafficking

Purpose: Underscore that trauma-informed, rights-based programs have a holistic approach to screening for **human** trafficking.

Notes/Tasks:

- Labor trafficking is a human rights violation that has historically taken many forms. The TVPA of 2000 and subsequent reauthorizations have defined it in legal terms that offer protection for victims and consequences for perpetrators.
- As you can see, federal law has separate definitions for sex and labor trafficking.
- It is not uncommon for labor trafficking survivors to describe sexual exploitation as part of their trafficking experience. It is common for sex trafficking survivors to describe labor exploitation as part of their trafficking experience.
- Trauma informed service providers espouse a holistic screening process that includes indicators of labor and sex trafficking, which encourages survivors to identify and describe their exploitation as they experienced it, not in a manner that fits into predetermined definitions.

Slide 9: State Legislation

Purpose: Emphasize that each state has unique legislation regarding labor trafficking.

Notes/Tasks:

- State laws often have separate definitions and often incongruent penalties for sex and labor trafficking, which can suggest, however inadvertently, that sex trafficking is “worse” and more harmful than labor trafficking.
- Encourage participants to familiarize themselves with their own state law, including whether “safe harbor” laws for minors address labor trafficking.
- Link: Human trafficking state laws: <https://www.ncsl.org/civil-and-criminal-justice/human-trafficking-state-laws>.

Slide 10: Impacted Industries

Purpose: Review affected industries for labor trafficking.

Notes/Tasks:

- This is not an exhaustive list.
- Describe “forced criminality” as labor trafficking, as this may be an area new/unfamiliar to audience members (e.g.; forced to run/sell drugs or guns, shoplift, participate in growing illegal cannabis fields).
- Participation: Ask participants to name industries that they/their organization/task force has focused on as potential labor trafficking industries ... and what industries they could/should focus on moving forward for focus/outreach/screening.

Slide 11: Elements of Labor Trafficking

Purpose: Introduce elements of labor trafficking utilizing EMP model

Notes/Tasks:

- Play video: https://casttta.nationbuilder.com/emp_model
- Following the video, ask participants to share their observations of this model. Did they note anything new or different than how they currently screen for/think about the elements of trafficking?
- Link: Evaluation questions Ends-Means-Process Model: https://casttta.nationbuilder.com/emp_model

Slide 12: Taking a Closer Look at Coercion

Purpose: Highlight coercion as an always present, yet under-identified aspect of trafficking.

Notes/Tasks:

- The slide includes the TVPA definition of coercion to review with the participants.
- Traffickers use coercion to instill fear into their victims in various ways, often unique to the victims' lack of protections/vulnerabilities. However, coercion is not as obvious, tangible, or provable a tactic as force or fraud, and therefore, is often under identified as a form of exploitation.
- Identifying forms of coercion can be helpful for several reasons:
 - For service providers, especially those providing informal support or professional mental health services, identifying coercion can help survivors feel validated in their fear and the choices they made due to that fear.
 - For immigration attorneys, identifying coercion is vital for identifying foreign nationals as a victims of forced labor for the purposes of immigration relief.
 - For law enforcement, identifying coercion allows a better understanding of the elements of the crime when attempting to gather evidence.
- No matter what discipline one may fall under, best practice encourages open-ended, non-victim blaming questions to identify these tactics, (e.g., What did you think would happen if you left? Why? Vs. Why didn't you leave?)
- Participation: Ask audience if they have other open-ended questions that have resulted in better identification of coercion.

Slide 13: Labor Exploitation and Labor Trafficking

Purpose: Explain the crime of labor trafficking is often the result of multiple forms of labor exploitation.

Notes/Tasks:

- Worker abuse, exploitation, and trafficking often occurs on a spectrum.
- Study showed that when a survivors' labor trafficking experience was analyzed in a comprehensive manner, more often than not, those experiences included multiple instances/experiences of labor violations.
- These included worker harassment (e.g., offensive jokes and other elements that create a hostile work environment, discrimination), safety violations (e.g.,

lack of protective clothing, no access to clean drinking water, subjection to severe weather conditions), labor violations (e.g., child labor, excessive hours, withheld wages), and LT (elements of force, fraud, coercion).

- This study has some limitations - published in 2014 and exclusively involved foreign-nationals. Study is currently being updated.
- Link: Understanding the Organization, Operation, and Victimization Process of Labor Trafficking in the United States:
<https://www.urban.org/research/publication/understanding-organization-operation-and-victimization>

Slide 14: An Exploratory Study on Labor Trafficking Among U.S. Citizen Victims

Purpose: Explain the crime of labor trafficking is often the result of multiple forms of labor exploitation, using a study involving U.S. Citizens.

Notes/Tasks:

- In this study, survivors' labor trafficking experience also included multiple instances/experiences of labor violations including deception and lies (e.g. nature of work, pay, and work environment was different than initially promised), exploitive labor practices (e.g., told to work in hazardous conditions without adequate protection, paid less than minimum wage, paid in ways other than money), restrictions of physical and communicative freedom (e.g., restrictions on free communication with family and/or free movement), intimidation, threats and fears, (e.g.; direct threats of harm to victim, co-workers, family, or pets, being told stories of how bad things had happened to past employees who didn't follow rules, employers uses verbal abuse in an attempt to humiliate or belittle victim) and abuses of a sexual nature (e.g. sexual harassment, abuse or assault).
- Link: An Exploratory Study of Labor Trafficking Among U.S. Citizen Victims:
<https://www.ojp.gov/pdffiles1/nij/grants/302157.pdf>

Slide 15: Case Example

Purpose: Lead participants through an exercise to integrate the information presented thus far.

Notes/Tasks:

- Activity: Participants will review facts provided about hypothetical case to determine if these facts describe a labor trafficking situation.
- Facilitator will encourage participants to utilize the EMP model, specifically address potential coercion, and review elements of labor exploitation within the discussion. Questions for discussion may include:
 - What elements of “ends”, “means” and/or “process” do you see in this scenario?
 - What open ended questions might you want to ask in order to clarify the presence of each element?
- Note that there is no “right” answer to the question of whether or not this case example is labor trafficking; the goal is to encourage participants to ask more questions in order to make that determination.

Slide 16: Available Research and Data

Purpose: Demonstrate limited data on labor trafficking.

Notes/Tasks:

- While the research base is increasing, there are fewer studies specifically focused on labor trafficking in the United States as compared to sex trafficking. Some existing studies reflect research that occurred more than a decade ago, and in many cases, the research focuses on specific subset of victims (for example, foreign nationals, or workers in a particular region or sector)
- We can derive some implications for providers from study findings. Ideas include:
 - 20% labor trafficking victimization rate among homeless/runaway youth indicates a greater need for providers to conduct consistent, comprehensive screening and prevention services;
 - 30% labor trafficking victimization and 55% labor exploitation rate among migrant laborers indicates need for greater involvement of regulatory agencies in multidisciplinary, community task forces;

25% labor trafficking victimization and 39% labor exploitation rate among undocumented farmworkers indicates need for training and funding to support outreach workers and immigration legal services.

Links: Laura Murphy, “Labor and Sex Trafficking Among Homeless Youth: A Ten City Study” (New Orleans, LA: Loyola University New Orleans, 2017);

Sheldon Zhang et al., “Estimated Labor Trafficking Among Unauthorized Migrant Workers in San Diego,” *The Annals of the American Academy of Political and Social Science* 652, no. 1 (2014);

Kelle Barrick et al., "Labor Trafficking Victimization Among Farmworkers in North Carolina: Role of Demographic Characteristics and Acculturation" *International Journal of Rural Criminology* 2, no. 2 (2014);

Slide 17: Infographic

Purpose: Share notable findings from most comprehensive/thorough study conducted regarding labor trafficking to date. As mentioned before, research is more than a decade old and solely focuses on foreign national survivors.

Notes/Tasks:

- Discussion: Review infographic findings and ask participants what they find surprising of these. What are implications for your own work? (e.g., screening, outreach).
- "Forms of victimization" include document fraud and withholding, extortion, sexual abuse, discrimination, psychological manipulation, torture, attempted murder, and violence and threats against family members, wage theft and illegal deductions. How might this finding affect identification of potential stakeholders and partnerships?
- Link: Understanding the Organization, Operation, and Victimization Process of Labor Trafficking in the United States:
<https://www.urban.org/research/publication/understanding-organization-operation-and-victimization>
- Link: Understanding the Organization, Operation, and Victimization Process of Labor Trafficking in the United States:
<https://www.urban.org/research/publication/understanding-organization-operation-and-victimization>

Slide 18: Service Provision Enrollment vs Prosecutions

Purpose: Underscore the disproportionate emphasis on labor trafficking within investigative and prosecutorial arenas utilizing this statistic.

Notes/Tasks:

- Discussion: Again, let's think about implications. What message might this disproportionality send to survivors of labor trafficking or their allies/advocates? What implications might this have for you in your work (e.g., partnerships, task forces, training/technical assistance)?

- Links: ACF Victim Assistance Programs: https://www.acf.hhs.gov/sites/default/files/documents/otip/otip_one_pager_victim_assistance_fy19.pdf
- US Department of State TIP Report: <https://www.state.gov/reports/2020-trafficking-in-persons-report/>

Slide 19: Barriers to Identification

Purpose: Introductory slide for information pertaining to learning objective two.

Slide 20: Barriers

Purpose: Review common barriers to identification

Notes/Tasks:

- This slide provides an excellent opportunity for the facilitator to share personal experience of professional growth regarding knowledge and appropriate identification of labor trafficking. Facilitator may share a story of how the utilizing their own (or a partner with subject matter expertise) knowledge helped to accurately identify a survivor of labor trafficking as such.
- Participation: Regarding the last bullet point, ask participants to identify vulnerable populations that may be mis-identified or dismissed due to other characteristics, (e.g.; undocumented individuals, those with criminal histories) and potential partners that have access to and trust of these populations as to partner with in learning more about labor trafficking indicators.

Slide 21: Case Example

Purpose: Lead participants through an exercise to integrate the information presented thus far.

Notes/Tasks:

- Activity: Participants will review facts provided about hypothetical case to identify potential barriers to exiting the situation.
- Facilitator will encourage participants to consider worker's lack of protections and potential coercive tactics of the trafficker. Discussion questions may include:
 - What circumstances individual to this survivor may serve as a barrier to leaving this situation?

- What coercive tactics utilized by his trafficker may serve as a barrier to leaving this situation?
- Note that there is no “right” or comprehensive list of potential barriers to exit. Rather, the goal of this exercise is to encourage participants to utilize a trauma-informed lens to identify potential aspects of exploitation that may keep a worker from exiting a situation.
- Introduce the concept that barriers to exit may be individual to each survivor and their experience/circumstance and systems-based.

Slide 22: Individualized Circumstances: Barriers to Exit

Purpose: Review common barriers to exiting labor trafficking that are specific to the individual in the situation.

Notes/Tasks:

- Facilitator may refer back to examples that participants suggested during the last case example activity, or the insert an example from a case within their professional experience.
- This is not an exhaustive list of barriers and are unique for each individual.
- The facilitator may want to keep their own examples brief as to keep focus on the examples provided by Xavier’s experience.

Slide 23: Xavier McElrath-Bey Video Clip

Purpose: Integrate learning through survivor voice/experience.

Notes/Tasks:

- Participation - Ask audience members to identify barriers to exit Xavier described, as well as potential ways providers may address those barriers when meeting with a survivor who is not ready/eager to exit their trafficking situation.
- Review “forced criminality” as a form of labor trafficking and refer to slide regarding barriers to identification: under-identified, misidentified, dismissed.
- Link: Xavier McElrath-Bey Video:
https://www.youtube.com/watch?v=lWhWIFo_hws

Slide 24: System-based Barriers to Exit

Purpose: Review common barriers to exiting labor trafficking that are systems-based.

Notes/Tasks:

- Facilitator may refer back to examples that participants suggested during the last case example activity, or the insert an example from a case within their professional experience.
- This is not an exhaustive list of barriers.

Slide 25: Survivor Needs After Exit

Purpose: Introductory slide

Slide 26: Patty Bennett Video Clip

Purpose: Integrate learning through survivor voice/experience.

Link: Patty Bennett Video: <https://youtu.be/qgjeWi9fMpc>

Slide 27: Needs After Exit

Purpose: Discuss the variety of needs a survivor may have and survivor needs assessment process.

Notes/Tasks:

- These are roughly grouped in these three categories, but obviously there is overlap (for example, housing across the three), and will look different for every individual, and may be needed in different order.
- While some needs are more obvious (food, shelter), others will only be requested or identified after ample rapport building.
- Trauma-informed needs assessments allow the survivor to determine what they need and what needs are a priority. This must be a survivor-led process. For example, while a service providers might be focused on a client's mental health, a survivor may not be able to focus on anything other than being connected to legal support given the specific threats made by the trafficker.

- Needs change over time and ambivalence is a common result of trauma. Needs do not always move in a linear fashion. Reviewing available services often allows survivors to consider their own changing needs at their own pace.
- Link to Framework's Labor Trafficking Survivor Needs and Essential Partnerships event - <https://frameworkta.org/resource/labor-trafficking-service-delivery-needs-and-essential-partnerships/>

Slide 28: Multi-Disciplinary Support Approach

Purpose: Emphasize the need for multidisciplinary partners in comprehensive service delivery and meeting individualized needs of survivors.

Notes/Tasks:

- No agency can provide all service in-house, so external partnerships are vital to forming a trauma-informed, rights-based response.
- Review common partners within the following disciplines - community-based service providers, legal providers, services for minors, law enforcement, community/cultural organizations (this is not an exhaustive list).
- Participation: Ask audience members to identify service/community partners that have been vital to survivor support.

Slide 29: Guiding Principles to a Trauma-Informed Approach

Purpose: Introduce/review principles of trauma-informed care.

Notes/Tasks:

- The Substance Abuse and Mental Health Administration's guidance for a trauma-informed approach outlines six principles to guide organizations.
- Encourage participants to review the resources page.
- Link: Trauma-Informed principles: <https://www.traumapolicy.org/topics/trauma-informed-care>

Slide 30: Trauma-Informed Service Delivery

Purpose: Emphasize the best practice of trauma-informed service delivery

Notes/Tasks:

- A trauma-informed approach is integral for all of those who interact with survivors to increase safety for survivors and themselves, and to deliver services in an efficient and effective manner. Examples include:
 - Low-barrier - allows survivors to avoid obstacles common in service delivery such as offering walk-in hours instead of “appointment only”, ensuring comprehensive language access, or avoiding policies that mandate sobriety or citizenship in order to access services.
 - Shared decision-making - ensures that survivors are identifying their own needs and priorities so as to increase their investment in the services they seek
 - Compassionate honesty - It is not uncommon for survivors to have to make a choice from two unideal choices; compassionate honesty is a form of trauma-informed care, as it doesn't “sugar coat” information, but rather provides clear, straightforward information so that survivors can analyze potential benefits and consequences to making a choice, with the assurance that the provider will support them and provide needed services no matter what choice is made.
 - Harm Reduction - A public health approach aimed at engaging individuals in services without the mandate of abstinence, harm reduction calls for services within anti-trafficking work (especially safety planning) to be available even to those survivors who have not yet decided whether or not to leave their trafficking situation.
- Encourage participants to receive introductory and on-going training on trauma-informed care. Look to list of resources for available webinars and trusted training entities.

Slide 31: Call to Action

Purpose: The goal of this training is not only to be informative, but to be ***useful***; a call to action.

Notes/Tasks:

Participation: Ask all participants to name one next, specific action they will take as a result of what they learned in this training; either to the person sitting next to them or in the chat.

Slide 32-36: Resources and References

Purpose: Provide links to all references made within the power point presentation and additional resources on labor trafficking and related issues.

Slide 37: Framework Website

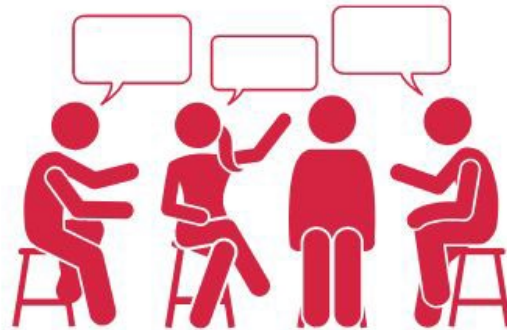
Purpose: Provide access to additional resources not included in the presentation on labor trafficking specifically developed through Framework.

Slide 38: Training Survey

Purpose: Your feedback informs continuous improvement!

Activity Ideas

Note that proposed activities, discussion questions, and opportunities for audience participations are included throughout the facilitator guide. However, the most effective presentations include first-hand shared experiences of both the facilitator and audience members. Be sure to create an informal atmosphere so as to increase opportunities for robust participation and a safe space to ask questions.



Concluding the Training



Reiterate at least three main points from the presentation, concentrating on those that participants may have shown particular interest in or struggled with. The audience won't always remember many details—give them the things you want them to walk away with.

Ask audience to share (with group or with partner) one thing they're going to do as a result of the training/their main takeaway/something that surprised them.

Congratulate participants for their interest and effort to increase their understanding of the issue. Deputize them as labor trafficking champions who have a duty to use their new knowledge along with their power and position to increase awareness of labor trafficking in their communities and contexts.



Thank You!