



State of Florida
Department of Children and Families

Rick Scott
Governor

Mike Carroll
Interim Secretary

DATE: July 22, 2014

TO: Regional Managing Directors
Community-Based Care Lead Agencies
DCF CBC Contract Managers
Sheriff's Offices conducting child protective investigations

THROUGH: *Pete Digre for Pete Digre*
Pete Digre, Deputy Secretary
Janice Thomas, Assistant Secretary for Child Welfare
Traci Leavine, Child Welfare Practice Director
Elisa Cramer, Community Services Manager *EC*

FROM: *Kimberly Grabert*
Kimberly Grabert, Human Trafficking Prevention Director

SUBJECT: Training Requirements for Specialized Human Trafficking Designation

PURPOSE: House Bill 7141, which was approved by the 2014 Legislature, created s. 409.1754, Florida Statutes, which cites administrative requirements for serving child victims of sexual exploitation.

The new law requires "specialized intensive training" for child protective investigators and case managers who are handling cases involving a sexually exploited child. Section 409.1754(2)(a)1, Florida Statutes, says:

- (2) TRAINING; CASE MANAGEMENT; TASK FORCES.—
- a)1. The department and community-based care lead agencies shall ensure that cases in which a child is alleged, suspected, or known to have been sexually exploited are assigned to child protective investigators and case managers who have specialized intensive training in handling cases involving a sexually exploited child. The department and lead agencies shall ensure that child protective investigators and case managers receive this training before accepting a case involving a sexually exploited child.

This memorandum outlines the training requirements for child protective investigators (DCF and Sheriff's Offices) and dependency case managers, in order to comply with the new law. This training also is extended to DCF licensing staff members.

This memo also provides guidance about ongoing training requirements and broad parameters for developing local, individualized training in different regions and circuits.

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Specialized Human Trafficking Training

Initial Training needed to start accepting cases with human trafficking victims

3 Hours	Human Trafficking 101	Intro to minor sex trafficking National & local scope of problem Victim profiling (vulnerabilities, statistics, traditional ideologies) Primary manifestations of minor sex trafficking Trafficker profiling Recruitment/grooming techniques Methods of control/coercion “The Game” (terminology, rules) Demand/Buyer profiling (mindset, belief systems) Impact of trauma on victims Psychological/behavioral indicators, basic overview of complex trauma
1 Hour	HB 7141: An expansion of the Safe Harbor Act	Details of House Bill 7141 Training Tools Task Forces Licensure and Certification of safe houses and safe foster homes Training for residential and foster providers Human Trafficking Commission OPPAGA Study (Office of Program Policy Analysis and Governmental Accountability)
2 Hours	Additional Live Training on Specialized Topics (Can choose one or more)	Examples: Gangs in Trafficking Local procedures and policies Understanding complex trauma Demand Reduction Strategies (Man up program) Cultural Competency with At-Risk populations At-Risk Populations: APD, LGBTQ, and/or DJJ/DCF crossover children Organizations sharing their experiences with cases: Homeland Security, FBI, Miami SAO, etc. Motivational Interviewing Development of Local Case Studies Strength-based Training National research trends in treatment for CSEC Poly-victimization Trauma training for non-professionals Survival Panel

Ongoing Training required for Completion of Specialized Human Trafficking

12 months following initial training	1 hour of training per quarter , cannot be combined into one training experience. For a total of 4 hours in the fiscal year.
After first 12 months	1 hour of training per quarter , cannot be combined into one training experience. For a total of 4 hours each fiscal year.

Ongoing training can consist of webinars, independent readings, live trainings or conferences.

The Community-Based Care Lead Agencies (CBCs) and Regions will need to track training for their staff. They are responsible for verifying completion of the training prior to acceptance of cases. CBCs and Regions may choose to utilize the Training Tracker functionality located within FSFN.

There is a link at the Center for Child Welfare site for Human Trafficking (<http://centerforchildwelfare.fmhi.usf.edu/SexualExploitation/SexualExploitation.shtml>) and continuous building of an online library and webinar trainings: <http://centerforchildwelfare.fmhi.usf.edu/LegislativeChanges/HB7141.shtml>. If you have materials you would like to share for the library, including videotaped presentations, contact Kimberly Grabert at Kimberly_Grabert@dcf.state.fl.us.

There also will be a resource for all staff with trainers available by region and statewide through a link on the Human Trafficking page at the Child Welfare site. In addition, there is a link to the Human Trafficking Contact List by Circuit. Task Forces in each area are an excellent resource for trainings.

ACTION REQUIRED: Please share this memorandum with all child welfare staff members who serve child victims of human trafficking. Licensing staff also are encouraged to attend these trainings. Additional guidance for colleagues who have already completed training and for CBCs interested in developing their own training is below.

Grandfather Clause

If you have staff members who have completed a minimum of 10 hours of training in the last 24 months on Human Trafficking, they need only complete the one-hour webinar on House Bill 7141 to be qualified for meeting the initial training criteria.

They will need to complete **one hour** of additional training per quarter in the first 12 months and the subsequent annual re-certification of **one hour** per quarter.

Developing your own training

The majority of CBCs in the state have participated in the Kristi House Training. This training is sufficient to meet the 3 hours of Human Trafficking 101. DCF Circuits and Regions, Sheriff's Offices conducting child protective investigations and CBCs may develop individual training, incorporating the components listed on the first page. Please share a copy of your training with Kimberly Grabert, Kimberly_Grabert@dcf.state.fl.us, for prior review by the Office of Child Welfare.

The HB 7141 training presentation, including a downloadable PowerPoint, is available at <http://centervideo.forest.usf.edu/dcfimplementation/housebills/housebills.html>. You may use experts, task forces, tools purchased from trainers, etc. to provide the last 2 hours of required training, but it must be live in-class training.

CONTACT INFORMATION: If you have questions or need more information, please contact Kimberly Grabert at kimberly_grabert@dcf.state.fl.us or (352) 303-1366.

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