



# HHSC Human Trafficking Training Standards

## Purpose of the Training Standards

House Bill (HB) 2059, 86<sup>th</sup> Legislature, 2019, requires the Texas Health and Human Services Commission (HHSC) to approve training courses on human trafficking, including at least one that is free of charge, post the list of approved trainings on the HHSC website, and update the list of approved trainings as necessary. The completion of an approved training course is a condition for registration, permit, or license renewal for certain health care practitioners as of September 1, 2020.

HHSC Human Trafficking Training Standards are adapted from a comprehensive and evidence-based training assessment tool created by *HEAL Trafficking* and the *Laboratory to Combat Human Trafficking*. The assessment tool is widely accepted as the gold standard of training criteria.<sup>1</sup>

## Criteria for Approval of Training Course

Five categories are considered. Each category contains specific standards targeting key components to be included in the training. Category scores identify areas of strength or weakness. The total score indicates the degree to which a training is comprehensive, trauma-informed, and upholds survivor-informed principles.

**To be approved by the Executive Commissioner, or designee, the training course must meet the human trafficking training standards listed below. Each course must also comply with all federal accessibility standards, pursuant to [Web Content Accessibility Guidelines \(WCAG\) 2.1 AA](#).**

*HHSC reserves the right to deny approval of any training course regardless of the score earned on the assessment tool if the training is not otherwise in compliance with state and federal law or agency policies.*

For more information on the review and approval process, please visit HHSC's human trafficking website at <https://hhs.texas.gov/services/safety/texas-human-trafficking-resource-center>.

# Human Trafficking Training Standards

## I. Design of Training

1. The training excludes sensationalized imagery.
2. The training is designed with human trafficking survivor consultation.
3. The training content is evidence-based and free from factual errors.
4. The learning objectives are clear, and objectives are met with the training.
5. The training must produce an individual certificate of successful completion.
6. If offering continuing education credit, the training grants a minimum of one hour of verified accredited continuing education credit and produces an individual certificate of successful completion.<sup>2</sup>

## II. Overview: Definitions, Types of Trafficking, Dynamics, and Vulnerability Factors

1. The training describes the Trafficking Victims Protection Act of 2000 (TVPA), as amended (22 U.S.C. §7102).
2. The training describes the concepts of force, fraud or coercion within the context of human trafficking.
3. All major forms of trafficking (including labor and sex) are identified and discussed.
4. The training clarifies that trafficking does not require crossing international or state borders.
5. The training differentiates between human trafficking and smuggling.
6. The training differentiates between human trafficking and consensual commercial sex.
7. The training includes a discussion of the limitations of data on human trafficking.
8. The training includes a discussion on vulnerabilities to trafficking.
9. The training includes a variety of trafficker profiles and their recruitment techniques.

## III. Health Impact

1. The training describes acute injuries.
2. The training describes chronic medical problems.
3. The training describes mental health issues.
4. The training describes reproductive and sexual health concerns.
5. The training describes the impact on quality of life, autonomy, and independence.

## **IV. Identification and Assessment**

1. The training provides a clear patient-centered approach.
2. The training describes clinical settings in which trafficked persons may be encountered.
3. The training describes the challenges and opportunities when interfacing with trafficked persons.
4. The training describes survivor barriers to disclosure.
5. The training describes provider challenges to identification and response.
6. The training describes the potential indicators of trafficking in persons.
7. The training describes the role of trauma-informed care in trust-building and communication.
8. The training discusses measures to keep oneself and patients safe.
9. The training discusses the importance of the use of professional interpreters.
10. The training provides strategies to have private conversations with potential trafficked persons.
11. The training provides samples of appropriate language to assist with identification.
12. The training describes the importance of appropriate documentation.

## **V. Response and Follow Up**

1. The training describes the importance of the healthcare provider role in intervention and response.
2. The training describes the importance of survivor-centered, multidisciplinary referrals within the health care organization and with community partners.
3. The training includes a discussion of mandated reporter obligations.
4. The training includes a discussion of the implications of law enforcement involvement.
5. The training provides information on how to contact your community, local, and/or state resources.
6. The training includes a discussion of the importance of organizational protocols.
7. The training provides the National Human Trafficking Hotline number and text number along with any local hotlines.
8. The training includes a discussion on the importance of building a trusted local network of resources.

## References

<sup>1</sup> HHSC Human Trafficking Training Standards are adapted from the Healthcare Provider Human Trafficking Education Training Assessment Tool produced by the *Laboratory to Combat Human Trafficking* and *HEAL Trafficking*, 2018. Used with permission. All rights reserved.

<sup>2</sup> The completion certificate must include each designated type of continuing education credit granted, the name and contact information of the credit provider, and all other information as required for the profession by the credit provider.