

RFP Response Form

Commercial Sexual Exploitation of Children Training of Trainers

PROPOSER INFORMATION

Organization: Pittsburgh Action Against Rape (PAAR)

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PROPOSAL INFORMATION

Date Submitted: May 26, 2016

Amount Requested: \$20,415.00

REFERENCES

Provide the name, affiliation and contact information [include email address and telephone number] for three references who are able to address relevant experience with your organization.

Please do not use employees of the Allegheny County Department of Human Services as references.

Elizabeth Miller, MD, PhD, FSAHM
Chief, Division of Adolescent and Young Adult Medicine Medical Director,
Children's Hospital of Pittsburgh
University of Pittsburgh Medical Center Professor of Pediatrics &
University of Pittsburgh School of Medicine Academic Co-Director

[REDACTED]

Alexa Livelsberger, LCSW
Children's Advocacy Coordinator
Pennsylvania Coalition Against Rape (PCAR)

[REDACTED]

Betsy Tedesco MSN, RN, CEN, PHRN
Clinical Education Specialist
Emergency Medicine
UPMC Passavant Hospital

REQUIREMENTS

Please respond to the following. The maximum score for each submitted service is 100 points.

I. Experience and Administration (40 points possible) – Your total response to this section may not exceed 2 pages. Experience in human trafficking and CSEC field (20 points possible)

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1. Describe your experience in the human trafficking and CSEC field. Include details about your past experience working with particularly vulnerable populations, specifically youth involved in child welfare and, if possible, with a particular focus on engaging boys and/or LGBT victims.

PAAR has provided services to victims of sexual violence in Allegheny County for over 44 years. Each year PAAR serves over 580 children, and at least 60% of them are involved in the child welfare system, and 33% are boys. PAAR has a long track record of providing psycho-education programs and direct services to the following vulnerable populations, victims of sex trafficking – adults and adolescents, members of the Latino/Hispanic Community, individuals struggling with addiction, immigrant populations, LGBT victims. Most victims of sex trafficking in our county to date have been adolescent girls or young adult women. PAAR has two Spanish speaking therapists who have become the go-to therapists for members in the Hispanic community who have experienced trauma of any kind. PAAR has provided direct services to child and adult victims of sex trafficking for many years, and we see it more regularly given the recent awareness of this crime. Aside from the direct CSAC experience though the provision of direct services staff PAAR staff has attended multiple conferences and trainings over these past five years regarding human trafficking. PAAR works very closely with the FBI in that they regularly refer victims to PAAR for treatment.

2. Describe your understanding of current trends in the field of human trafficking and CSEC. Elaborate on what you consider to be the most promising practices. PAAR is well connected locally, statewide and nationally therefore we stay current regarding trends in victimization and best practices regarding services to all victims of sexual violence and prevention efforts. This is certainly a population in Allegheny County that has been underserved, and there is the perception to those outside of service providers that victims of human trafficking and CSEC are traditionally immigrant populations as opposed to the reality that they are predominantly domestic youth and young adults in our county and our commonwealth. PCCD's Victim's Services Advisory Council has identified services to Victims of Human Trafficking a priority area for PA. As principal members of PAATH – Pennsylvania Alliance Against Trafficking in Humans which is comprised of agencies across the state who respond to victims of trafficking, and the SW PA Human Trafficking Coalition PAAR understand the trends and best practices in service to this population.

After conducting multiple site visits in New York City at high volume sexual assault centers that that serve child and adult victims of sex trafficking we have a wide perspective of various service models and best/promising practices for this population. In the next fiscal year, PAAR will expand and intensify our treatment protocol to victims of sex trafficking – youth and adults. We identified key components from the centers and know that PAAR presently has 75% of the services/programs in place that are necessary to serve and support the CSEC population so they will heal from their trauma, and gain their freedom and independence. In the next fiscal year we will begin proving a comprehensive program to CSEC and adults.

3. Describe your experience in providing CSEC training.

For the past five years PAAR has been providing training on sexual abuse, trauma, violence and sex trafficking of children and adults. As an agency PAAR has been working with CSEC for many years. We have provided services to victims, worked with families, advocated for victims and provided training throughout the county and state. PAAR provided training at the Pennsylvania Association of Sexual Assault Centers on sex trafficking and have provided local trainings specific to the domestic sex trafficking of youth and CSEC to the following: University of Pittsburgh Medical Center Sexual Assault Nurse Examiner Course, University of Pittsburgh Medical Center, Passavant Hospital Conferences and training providing continuing education to medical professionals and the community, Allegheny County Police and detectives, Three Rivers Youth staff training on CSEC, University of Pittsburgh Medical Center EMS & Physician training, City of Pittsburgh Police Training Academy with veteran and new recruits.

4. Describe your experience in trauma-informed practice.

Pittsburgh Action Against Rape (PAAR) is one of the oldest rape crisis centers in the country, and has been serving child victims of sexual violence and their families for 37 years. Sexual abuse can have long-lasting effects not only on children, but on the entire family. Therefore PAAR addresses the needs of the child victim

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and the entire family/caregivers through a variety of Evidence Based Practices. PAAR's comprehensive treatment approach includes Trauma Focused Cognitive Behavioral Therapy (TF-CBT), Cognitive Behavioral Therapy (CBT), Art Therapy, Play Therapy, and Parent and Family Counseling based on Attachment Theory and Bowen Family Systems. PAAR also offers a full continuum of services for victims of sexual abuse regardless of their age that begins with crisis support, information, early intervention, case management, transportation, and emergency aid when needed in regard to the trauma of sexual abuse. The completion of a comprehensive assessment provides therapists vital information not only related to the child's traumas, but also the family's trauma history. All of this information is important when constructing the treatment plan..

Experience in child welfare system (10 points possible)

Describe your experience working within the child welfare system or a related human services field. As a contractor with DHS for over 18 years we have a long-standing history of successfully working with children and families in the child welfare system. As one can imagine sexual violence does not happen in a vacuum and the entire family unit is affected therefore we also work closely with other services providers when they are involved with families as well to insure that there is continuity of services to that child and family while they are seeking services at PAAR.

Describe the challenges and limitations that you anticipate child welfare staff will face while identifying and working with CSEC victims. As an agency PAAR has consciously and strategically implemented trainings, practices and support services to our own staff. The impact of secondary trauma and stress among professionals working with traumatized individuals is readily apparent and accessible to PAAR. We have put into practice the values of self-care and resiliency in our own staff so they can continue to do the difficult work of reaching and helping traumatized individuals. We understand that trauma impacts and self-care must extend throughout the agencies including those staff answering the phones, doing intakes, providing therapy, crisis support and training. The impact of trauma can permeate an environment and system and it becomes vitally important to provide staff with the skills, time and reinforcement through supportive practices to combat and protect against compassion fatigue.

Planning and Administration (10 points possible)

Describe your past experience working with agencies similar to DHS to coordinate a planning process for training. PAAR is extremely well-versed in the necessary components of providing a large scale TOT and technical agency to ensure agency adoption and integration from identifying the logistics to delivering a best-practice TOT to building skill for full implementation to ongoing support and technical assistance. PAAR has been a contract provider for Pittsburgh Public Schools working within classrooms, providing staff development and skill building with adolescent parents for over 15 years. Each year a service plan is developed and executed. PAAR has worked in collaboration with PCAR, Amerihealth Caritas Pennsylvania and Drexel University to coordinate six multi-site TOTs and technical assistance provision and evaluation over the course of a year. PAAR has worked extensively with University of Pittsburgh Medical System on grants with CDC and NIH involving coordinating and executing training and programming in school districts, universities and colleges and health care facilities throughout south western Pennsylvania. PAAR has also developed planning and TOTs for state coalitions including Texas, North Carolina, Maine and Washington.

Describe your track record in fulfilling health and human services contracts. As the first victim service agency in Allegheny County, PAAR has been provided services to victims for over 44 years. PAAR has successfully fulfilled Pennsylvania DPW/HHS contracts through PCAR (Pennsylvania Coalition Against Rape), in addition to multiple federal and state contracts for victim services funded through the Pennsylvania Commission on Crime and Delinquency (PCCD), over the course of 40 plus years. We are a contractor in good standing with the above statewide entities. PAAR has been a contractor in good standing with the Allegheny County Dept. of Human Services for over 18 years as well.

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CSEC Identification TOT consists of a minimum of 28 hours over the course of one year and includes core competency sessions, teach backs and case reviews and technical assistance.

Participants will receive:

- 8 hours of core competencies
- 6 hours teach-backs
- 14 hours of feedback from the DHS new trainers on their TOT experiences and case reviews
- Ongoing technical assistance

Core competencies via skill building, role training and facilitation.

Goal – Develop a working vocabulary of CSEC to utilize when engaging with professionals, systems and victims

Definitions

Common street-based terminology

Appropriate victim-centered language

Activity: Language Matters Exercise

Goal – Develop a working knowledge of the role of legislation in CSEC

Activity: Lecture on legislation

The role of legislation in protecting and providing aid to victims

Goal - Be able to discuss the prevalence of CSEC

Who are potential victims

Vulnerability of children involved in child welfare

Goal – Be able to identify the intersection of vulnerabilities exploited by traffickers

Activity: Who's At Risk? Exercise

LGBTQ youth

Homeless youth

Children with adverse childhood experiences

Child welfare-involved youth

Activity: Body Outline

Paths to sex trafficking

Activity: Mapping Exercise

Recruitment tactics

Recruitment versus trafficking

Trafficking personalities

“Boyfriend”

“Father”

“Gorilla”

Cultivating a relationship

Trauma bonding

Goal - Identify profile of a trafficker

Activity: Rules of the Game Exercise

Exploiting vulnerabilities

Grooming tactics

Acting as a boyfriend or father

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Using other youth to recruit
Stockholm syndrome

Goal - Discuss tactics and strategies traffickers use to manipulate and control CSEC

Activity: Teresa Flores Ted Talk Exercise

Traffickers expertise in manipulation and abuse of love
Victims feelings of guilt and shame for what they did to survive or to prove their love and loyalty to trafficker
Victim's care and love for trafficker and the ruse or development of a relationship
Survival sex as a means to an end-drugs/shelter/food/clothes

Goal - Develop skills to more effectively identify victims of CSEC

Activity: Sex Trafficked Domestic Youth Exercise

Review case studies of exploited and trafficked youth
Identify recruitment strategies
Identify exploitation of vulnerability
Identify what keeps victim trapped
Case review: present and/or past cases utilizing learned CSEC identification tools

Activity: Scenarios & Role Training

Tangible versus intangible victim needs

Activity: Role Training Exercise

Sex Trafficking and risk through a Socio-Ecological Model
Identify risk factors within victim's relationships, community and society
Identify how external risk contributes to CSEC

Goal – Be able to identify and explain the short and long term consequences of victimization

Activity: To Tell or Not to Tell

Victim experiences
Attachment theory and impact on vulnerability
Trauma Theory and Impact

Goal – Be able to define and explore the cumulative effect of traumatic experiences

Activity: Normal Memory versus Traumatic Memory

Activity: Creep-O-Meter

Explore and define trauma bonding
Utilizing trauma-informed questioning/assessment
Non-linear
Not a long prescribed assessment (provide sample of what it is)
Recognition of the survival skills of CSEC
Non-judgmental approach and attention to language
Building rapport and relationship with CSEC
Motivational interviewing and stages of change

Goal - Through the examination of models of cross-system collaboration and aligned service delivery be able to pinpoint opportunities within current system to improve identification and care of victims of CSEC

Activity: Case Examples

Lessons learned from coordinated response
Compassion fatigue

Goal – Improve ability to recognize compassion fatigue and skill build to increase engagement in self-care as a protective factor.

Activity: Self-Assessment

Self-Care
Identifying Positive and negative coping skills

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Plus/Delta and next steps

Activity: Sensory Experimentation

The Teach-Backs - 6 hours.

Each groups not to exceed 8 -10 new trainers. The Teach-backs are conducted over the course of two 3-hour sessions for a total of 6 hours per DHS new trainers.

Goal – to give new trainers the background knowledge, skills and practical experience to provide CSEC Identification training.

After completing the TOT process new trainers will:

- Train other professionals in identifying potential indicators
- Use effective training techniques based upon adult learning theory
- Deliver *CSEC Identification* training with fidelity.

Activity: Teach-Backs

Small groups of 8-10 new trainers convene. Each new trainer is assigned a portion of the training to facilitate for the small group. After facilitation the trainer reflects upon their performance and receives guided feedback from the other new trainers participating. Each new trainer will get an opportunity to provide several portions of the training with participation and feedback from other new trainers and with time for self-reflection.

Feedback and Case Reviews- 14 hours

Goal – to provide new trainers with support and technical assistance throughout training and implementation

Additional support will be provided through a variety of modalities including case reviews, webinars, observations, trainer feedback sessions and technical assistance.

Describe the frequency and duration of your work with Participants that you consider appropriate to achieve the outlined objectives of this training in *Section 3.1*:

Following core competency and teach-backs MDT will facilitate small group case reviews and feedback sessions with DHS new trainers to apply the skills and information and provide peer feedback.

Facilitated role training will serve to demonstrate and reinforce the skills necessary to effectively identify and build relationships with CSEC. This will also establish an infrastructure for case review and ongoing utilization of skills. PAAR's training team utilizes a multi-disciplinary team (MDT) of clinicians, advocates and trainers. The MDT provides a diverse skill set and expertise which will encourage trainees to connect with external peers encouraging the development of a framework for ongoing utilization of skills. The MDT models the importance of an infrastructure to support ongoing skill development and capacity building for the identification and interruption of CSEC. The MDT will also allow for the interactive and engaging training techniques to be successfully implemented. The MDT will maintain monthly sessions throughout the 28 hour CSEC Identification training. The entire structure of the training was established in accordance with Adult Learning Theory and best practices in TOT.

Elaborate on the techniques and exercises you propose to ensure that Participants become qualified trainers and are able to provide ongoing consultation and support. Include details on how you will ensure that training is interactive and engaging for a group of up to 50 trainees.

PAAR's plan is to deliver the eight hours of core competency to DHS staff in groups of 25 participants. Adult learning theory, best-practices in training techniques and skill building and guidance from trauma-informed practice are the foundations of the PAAR's proposed curriculum. As adult learning theory reports,

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adults learn by doing. To learn new skills adults must be actively engaged in small group discussion, opportunities for self-reflection and role training. PAAR's Training of Trainers (TOT) will create a dynamic space for adults to learn, share and provide feedback to one another. Peer feedback is an essential element of building new skills. For example the TOT will employ Problem-Based Learning (PBL) which allows participants to utilize critical thinking and problem-solving skills. Scenarios and contextual problems are provided for trainees to engage with one another in solving. Adult learners also want to utilize newly learned skills in their immediate environments. PBL allows for that immediate utilization and feedback. The opportunity for immediate utilization builds connection between the new information and skills and the practical application on the job.

Adult learning theory also suggests that adults want to know why they need to learn something before undertaking learning (Knowles et al., 2005). The new skills and information must make them more efficient and effective. Consequently, the TOT will underscore importance of developing specialized skills in identifying CSEC and tragic consequences of not identifying these children. Understanding of the paths children are forced to travel through their sexual exploitation and victimization will motivate adult learners to want to be a part of interrupting that process. Lectures, testimonials and case studies will be utilized to provide new information, motivate participants to want to know more and to challenge existing ideas. Attention will be paid for varying training techniques and teaching methods every 15-20 minutes to keep the adult learner engaged.

As adult learners, each participant's past experiences is influential in how they assimilate new information. To help adult learners better integrate new information and skills the TOT will engage the previous experiences of adults through experiential activities. The TOT will take advantage of the experience of trainees and trainers and utilize Role Training as opportunities for participants to learn and develop new skills. Participants will be given scenarios to work through and discuss. Because motivation plays a key role in adult learning PAAR's TOT will harness the adult learners desire to be involved in creating and sustaining change through Guided Discussions allowing participants to share and receive feedback throughout interaction. Discussion methods are superior to lectures in adult learners' information retention; transfer of knowledge to new situations; problem solving, thinking or attitude change; and motivation for further learning (McKeachie, Pintrich, Lin, & Smith, 1986).

Trainer Qualifications (15 points possible)

Describe your past experience conducting training of trainers programs.

PAAR has depth of experience providing training of trainers (TOT). PAAR has successfully secured competitive funding to write over ten curriculums for the state of Pennsylvania and provide TOTs for those curriculums. PAAR's curriculums have been vetted and disseminated to the over 50 rape and domestic violence centers throughout Pennsylvania by the Pennsylvania Coalitions Against Rape. Most recently, PAAR developed a Parents in The Know curriculum to prevent child sexual abuse. This curriculum has been evaluated by Drexel University and Dr. Stephanie Townsend and is a promising practice. PAAR has conducted TOTs throughout Pennsylvania and in partnership with AmeriHealth Caritas Pennsylvania, a member of AmeriHealth Caritas, a Medical Assistance (Medicaid) managed care health plan serving more than 114,000 Medical Assistance recipients across the eastern regions of Pennsylvania. PAAR provided TOTs throughout Pennsylvania to cohorts of Amerihealth Caritas Pennsylvania employees in partnership with local sexual and intimate partner agencies.

PAAR has provided TOTs nationally to rape crisis state-wide coalitions including Texas, Maine and Washington State. The majority of the TOTs have been about increasing systems' capacity to intervene and stop the sexual abuse and violence against children. PAAR has provided numerous TOTs for the state coalition and schools districts throughout Pennsylvania. PAAR has expertise and utilizes technology in trainings provides technical assistance and support post trainings. PAAR is frequently requested to participate in national webinars to provide technical assistance and support to agencies nationwide.

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Presently PAAR has been providing TOTs for Penn Hills Schools Districts and is providing technical assistance and support in both providing TOTs and sustaining systems change with New Directions, a drug and alcohol treatment organization, in Ohio.

Include details of any past training that you have conducted on addressing victims of trauma and secondary trauma and stress among social workers or staff in similar fields.

Early in PAAR's development the agency recognized the vital importance of training other professionals to recognize trauma and respond with trauma-informed practices. PAAR has trained agencies across the state to develop and integrate trauma-informed practices when responding to survivors of sexual violence and trafficking. PAAR has trained City and County law enforcement officers and detectives, local colleges and universities, school districts, medical personnel and first responders throughout the county. PAAR has been contracted with by the state coalition, Pennsylvania Coalition Against Rape to share expertise and practices as well as the Nebraska and Maine Coalitions in addition to centers within Pennsylvania. PAAR has trained nationally on trauma-informed care and practice at the National Sexual Assault Conferences. Ten years ago PAAR was approached by numerous providers in Allegheny County working with traumatized youth and asked to provide trainings and tools to help staff within those agencies continue to provide quality care for the traumatized children in their care and how to avoid compassion fatigue, and burnout by staff. PAAR developed a trainings and toolbox for providers. The training consisted of experiential exercises for staff to build skills and enhance their ability to engage in self-care. PAAR has also provided support and crisis response sessions to systems throughout Allegheny County for processing and debriefing immediately after trauma and over time as trauma continues to unfold.

As an agency PAAR has consciously and strategically implemented trainings, practices and support services to our own staff. The impact of secondary trauma and stress among professionals working with traumatized individuals is readily apparent and accessible to PAAR. We have put into practice the values of self-care and resiliency in our own staff so they can continue to do the difficult work of reaching and helping traumatized individuals. We understand that trauma impacts and self-care must extend throughout the agencies including those staff answering the phones, doing intakes, providing therapy, crisis support and training. The impact of trauma can permeate an environment and system and it becomes vitally important to provide staff with the skills, time and reinforcement through supportive practices to combat and protect against compassion fatigue.

Over the years we internally have our own employee program, entitled U-time that staff has enthusiastically embraced and values. We are willing to share that model.

Describe your familiarity with resources for continuing education and best practices involving CSEC.

PAAR has offered continuing education credits for trainings that we have done internally for regional professions. We are versed in what is required to obtain and plan educational workshops/trainings in order for participants to earn CEU's in a variety of professional disciplines.

PAAR will address the extreme need for comprehensive and coordinated services for sex trafficking victims. This population has unique trauma needs and PAAR will provide those as well as intensive personal advocacy for all and any needs that exist for the victim to assist them in healing from their trauma while gaining their freedom and independence.

PAAR's services will include Individual and supportive counseling utilizing evidence-based trauma modalities – Trauma- Focused Cognitive Behavioral Therapy for child victims, and Cognitive Processing Therapy for trauma, and Cognitive Behavioral Therapy to eliminate distortions regarding the trauma bond with the trafficker. Psycho-educational groups will also be utilized on a variety of topics – Anger and Shame, Managing Triggers, etc. Life Skill sessions will be held in group settings on Healthy Relationships and Sexuality, HIV Awareness, workforce development, nutrition, conflict resolution, financial and time management, educational needs, Immigration needs, and Wellness. Tutors will also be on site.

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Budget: See attached.

PAAR's budget consists of Personnel Costs to deliver the requested training.

Julie Evans, Director of Crisis and Prevention Services will oversee and coordinate the trainings with DHS and with PAAR staff.

Michelle Coco, Supervisor of Child and Family Counseling has year of experience with children/parents and trauma. She has had experience with clients sexually exploited youth at PAAR.

Megan Schroeder, Supervisor of Crisis Services and Marissa Escjeda, Advocate and Andrea Pottgen have direct experience with sexually exploited youth and are all seasoned trainers on the subject.

All DHS participants will receive a manual at the initial training and will receive supplemental materials during the feedback and teach back sessions. These are priced at \$25/person.

ATTACHMENTS

Please submit the following attachments with your Response Form. These can be found at <http://www.alleghenycounty.us/dhs/solicitations>.

- Cover Page
- MWDBE Participation Statement or Waiver Statement
- W-9
- Allegheny County Vendor Creation Form
- Audited Financial Report

CERTIFICATION

Please read the below statement and check the box to indicate agreement with its content.

By submitting this proposal, I certify and represent to the County that all submitted materials are my work and that all responses are true and accurate.