

**HTLA POST-PROGRAM
FELLOW
Protocol**



**NATIONAL HUMAN TRAFFICKING
TRAINING AND TECHNICAL
ASSISTANCE CENTER**

OMB#: ####-####

Date of Expiration: ##/##/####

In order to help the National Human Trafficking Training and Technical Assistance Center (NHTTAC) better serve the field, we are reaching out to obtain your feedback. We will protect the privacy of your information in accordance with the Federal Privacy Act, and we will protect the confidentiality of your responses using procedures we have in place, including reporting all information in aggregate to avoid identifying information. Only members of the NHTTAC Evaluation Team have access to information that could identify respondents. If you have any questions about this survey or the evaluation, please contact Janine.Crossman@icf.com.

Please provide the information below to create an anonymous ID:

Birth Month
(insert just the month
for your *date of birth*,
example: 08 for August)

First letter of first name
(example: S for Sara)

First letter of your middle name
(example: M for Maria)

Please rate the extent to which to you agree or disagree that the fellowship program has helped you achieve the following objectives. This program has increased my...

OBJECTIVES	Strongly Disagree	Disagree	Agree	Strongly Agree	Not Applicable
1. [insert objective here].	1	2	3	4	NA
2. KNOWLEDGE: Grow participant understanding of human trafficking programs, nonprofits, government, public health systems, and other processes and services that can help catalyze positive change.	1	2	3	4	NA
3. TRUST: Increase the level of trust and reciprocity between survivors and the agencies and institutions committed to their success.	1	2	3	4	NA
4. NETWORK: Cultivate a thriving leadership network of survivors and human trafficking professionals that work across organizational and geographic boundaries.	1	2	3	4	NA
5. CONTRIBUTION: Create relevant and usable resources and tools that enhance trauma-informed and survivor-centered OTIP grant programming.	1	2	3	4	NA
6. SKILLS: Empower emerging leaders with leadership skills and training to lead themselves and their communities forward.	1	2	3	4	NA

Please rate your level of confidence with the following after participating in this program:

Paperwork Reduction Act Notice

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SKILL DEVELOPMENT	Not at All Confident	Not Confident	Confident	Very Confident
7. My leadership ability.	1	2	3	4
8. My skills and knowledge about trauma-informed practices.	1	2	3	4
9. My skills and knowledge about survivor-informed practices.	1	2	3	4
10. My skills and knowledge about current evidence-based or promising practices.	1	2	3	4
11. My skills and knowledge about a multidisciplinary approach to addressing human trafficking.	1	2	3	4
12. My skills and knowledge about a public health approach to addressing human trafficking.	1	2	3	4
13. My connection to colleagues, professionals, and human trafficking experts.	1	2	3	4
14. My knowledge of human trafficking programs, nonprofits, government, and public health systems.	1	2	3	4
15. My ability to collaborate across human trafficking programs or initiatives.	1	2	3	4

Please indicate the extent to which you agree or disagree with the following statements:

NHTTAC STAFF: _____	Strongly Disagree	Disagree	Agree	Strongly Agree	Not Applicable
16. The planning support provided by NHTTAC prior to the beginning of the fellowship program was helpful.	1	2	3	4	NA
17. The onsite support provided by NHTTAC during the in-person trainings was helpful.	1	2	3	4	NA
18. The interim support and check-ins provided by NHTTAC staff between seminars was helpful.	1	2	3	4	NA
19. I am satisfied with the overall support provided by NHTTAC staff throughout the fellowship program.	1	2	3	4	NA
FACILITATOR 1: _____	Strongly Disagree	Disagree	Agree	Strongly Agree	Not Applicable
20. The facilitator's knowledge and expertise were appropriate for this program.	1	2	3	4	NA
21. The facilitator responded positively to questions and comments.	1	2	3	4	NA
22. The facilitator created a respectful environment for participants.	1	2	3	4	NA
23. The facilitator encouraged and initiated helpful discussions.	1	2	3	4	NA
FACILITATOR 2: _____	Strongly Disagree	Disagree	Agree	Strongly Agree	Not Applicable
24. The facilitator's knowledge and expertise were appropriate	1	2	3	4	NA

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for this program.					
25. The facilitator responded positively to questions and comments.	1	2	3	4	NA
26. The facilitator created a respectful environment for participants.	1	2	3	4	NA
27. The facilitator encouraged and initiated helpful discussions.	1	2	3	4	NA

28. Please rate the overall quality of the HTLA.

1	2	3	4
<i>Poor</i>	<i>Fair</i>	<i>Good</i>	<i>Excellent</i>

29. Would you recommend NHTTAC to others to receive T/TA? Yes No

Please indicate the extent to which you agree or disagree with the following statements:

OVERALL FEEDBACK	Strongly Disagree	Disagree	Agree	Strongly Agree	Not Applicable
30. The time allotted was adequate for the scope of the initiative.	1	2	3	4	NA
31. The program was well organized.	1	2	3	4	NA
32. This program met my professional needs.	1	2	3	4	NA
33. This program met my educational needs.	1	2	3	4	NA
34. The materials provided during this program were useful.	1	2	3	4	NA
35. The format of the program contributed to a positive learning environment.	1	2	3	4	NA
36. The format of the program provided ample opportunity and encouragement for participants to interact meaningfully with each other.	1	2	3	4	NA
37. The content was trauma-informed.	1	2	3	4	NA
38. I am confident the knowledge and skills that I learned will be useful for my practice and/or for my professional development.	1	2	3	4	NA
39. I will be able to apply what I learned in my work.	1	2	3	4	NA
40. The program improved my ability to serve people who are currently being trafficked, at risk of trafficking, or have been trafficked.	1	2	3	4	NA
41. This program will help me collaborate with various professionals across the human trafficking field.	1	2	3	4	NA
42. I will share the information I learned at the training with my colleagues and peers.	1	2	3	4	NA

43. What are the top three ways you improved your effectiveness as a leader?

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Please rate the overall quality of each session of the Human Trafficking Leadership Academy:

OVERALL QUALITY	Poor	Fair	Good	Excellent	Not Applicable
44. HTLA Seminar 1	1	2	3	4	NA
45. HTLA Seminar 2	1	2	3	4	NA
46. HTLA Seminar 3	1	2	3	4	NA
47. HTLA Seminar 4	1	2	3	4	NA

48. What insights and experiences did you contribute to the other fellows' learning experiences during the program?

49. What contributions did the other fellows make toward your learning experience?

50. How did working with **[grantees/survivors]** impact your professional experience?

51. How has your professional network changed through participating in this program? **(Mark all that apply.)**

- | | |
|---|--|
| <input type="checkbox"/> Increased the number of professionals working to address human trafficking | <input type="checkbox"/> Met professionals that I could develop a meaningful working relationship with |
| <input type="checkbox"/> Increased the number professionals with similar professional goals | <input type="checkbox"/> Met professionals that I could develop a close friendship with |
| <input type="checkbox"/> Met professionals who are in my geographical area | <input type="checkbox"/> Met professionals who are acquaintances or knows some of my other colleagues |
| <input type="checkbox"/> Met professionals that I could collaborate with in future endeavors | <input type="checkbox"/> Met professionals that have skill-sets that are complementary to mine |
| | <input type="checkbox"/> Other (please specify): _____ |

52. Do you anticipate doing any of the following as a result of participating in this program? **(Mark all that apply.)**

- | | |
|--|--|
| <input type="checkbox"/> Change my management/leadership or interpersonal communication style | <input type="checkbox"/> Advocate or meet with leadership of my organization to develop/enhance vision, mission, or strategic plan |
| <input type="checkbox"/> Further develop skills and knowledge about serving people who are currently being trafficked, at risk of trafficking, or have been trafficked | <input type="checkbox"/> Advocate or meet with leadership of my organization to develop/enact policy changes at my organization |
| <input type="checkbox"/> Write grants/fundraise/identify new funding resources | <input type="checkbox"/> Improve programs/practices |
| | <input type="checkbox"/> Improve technology/websites/infrastructure |

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- Integrate victim-centered, survivor-informed strategies
- Expand services or types of services
- Begin a new project or initiative
- Develop/strengthen collaborative or strategic relationships
- Network with other participants
- Share materials with colleagues
- Provide information to clients/families/youth
- Train/educate others in content/skills learned
- Raise public awareness/advocacy/outreach activities offered to people who are currently being trafficked, at risk of trafficking, or have been trafficked
- Refer colleagues to NHTTAC events/resources
- Conduct research
- Strengthen evaluation or needs assessment activities
- Improve identification and reporting methods for trafficking
- Take additional training on human trafficking
- Other (please specify): _____

53. Of the barriers listed below, which do you believe will be a **significant** challenge to performing the activities you selected in the previous question? (**Mark all that apply.**)

- Lack of senior leadership support
- Lack of frontline support and accountability
- Continuous turnover
- Shortages of key personnel
- Competing priorities
- Inaccessible research and/or information
- Lack of urgency
- Lack of shared responsibility across organizational collaboration
- Improve my own leadership or professional development skills
- Difficulty in establishing and/or maintaining a multi-disciplinary team
- Need for partnership building with other organizations
- Variation in mission and regulatory frameworks when partnering with other organizations
- Lack of information and/or data sharing among organizations
- Lack of time to implement changes
- Lack of training for staff in how to implement change
- Other (please explain): _____

54. Please list any other professional goals you have achieved through this program:

55. What aspects of the HTLA were most helpful and why?

56. What else did you hope to achieve through participating in this program?

57. Overall, what are the program's strengths?

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58. What could be done differently to improve the program?

59. Which of the following **best** describes the organization in which you work? (**Mark all that apply.**)

- | | |
|--|---|
| <input type="checkbox"/> I am not associated with an organization | <input type="checkbox"/> Nonprofit/Community-based organization |
| <input type="checkbox"/> Academic institution | <input type="checkbox"/> OTIP grantee |
| <input type="checkbox"/> Anti-trafficking organization | <input type="checkbox"/> Self-employed |
| <input type="checkbox"/> Business/For-profit organization | <input type="checkbox"/> Survivor-led organization |
| <input type="checkbox"/> Coalition/Multidisciplinary team/Task force | <input type="checkbox"/> Tribal government |
| <input type="checkbox"/> Federal government | <input type="checkbox"/> Union/Worker advocacy organization |
| <input type="checkbox"/> Faith-based organization | <input type="checkbox"/> Victim service provider |
| <input type="checkbox"/> State and local government | <input type="checkbox"/> Other, please specify: _____ |

60. Which of the following **best** describes your professional capacity or types of services you provide? (**Mark all that apply.**)

- | | |
|---|---|
| <input type="checkbox"/> Behavioral health professional (e.g., psychologist, psychiatrist, mental health/substance use counselor) | <input type="checkbox"/> Housing (e.g., case worker, shelter director, public housing authority agencies) |
| <input type="checkbox"/> Child welfare (e.g., state agency staff, child welfare contractor, nonprofit personnel) | <input type="checkbox"/> Legal (e.g., immigration, civil and/or rights-based attorney and/or paralegal, clinic) |
| <input type="checkbox"/> Corrections-based services (e.g., parole, probation) | <input type="checkbox"/> Public health (e.g., licensure board, health department staff, health care executive, community health workers) |
| <input type="checkbox"/> Criminal justice (e.g., law enforcement, prosecutor, probation, court, forensic interviewer) | <input type="checkbox"/> Social worker (e.g., case manager, school counselor, supervisor, administrator) |
| <input type="checkbox"/> Educator (e.g., teacher, professor, school administrator) | <input type="checkbox"/> Survivor empowerment, mentoring, or peer to peer |
| <input type="checkbox"/> Health care (e.g., physician, physician assistant, nurse practitioner, dentist, nurse, pharmacist) | <input type="checkbox"/> Violence prevention (e.g., Child abuse and neglect; elder abuse; domestic violence, sexual violence, youth violence) |
| | <input type="checkbox"/> Other (please specify): _____ |

61. Is your organization responsible for working with people who are currently being trafficked or have been trafficked?

- Yes No

62. Which of the following **best** describes the number of years of experience you have in your current field of work?

Mark one.)

- Less than 3 years 3 to 5 years 6 to 10 years More than 10 years

63. Which of the following **best** describes your primary role in your current position?

- | | | |
|--|---|---|
| <input type="checkbox"/> Direct delivery/frontline staff | <input type="checkbox"/> Consultant/Trainer | <input type="checkbox"/> Administration |
| <input type="checkbox"/> Management | <input type="checkbox"/> Volunteer | <input type="checkbox"/> Peer Educator |

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Other (please specify): _____

64. In your professional capacity, how frequently do you come into contact with people who are currently being trafficked, at risk of trafficking, or have been trafficked?

1	2	3	4
<i>Never</i>	<i>Occasionally</i>	<i>Frequently</i>	<i>All the Time</i>

65. Which of the following **best** describes your geographic population? **(Mark all that apply.)**

- National
- State (please specify): _____
- Tribal
- International (please specify country): _____
- Local
- Urban
- Rural
- Suburban
- Not Applicable

66. Please select any of the following populations you currently work with in a professional capacity **(Mark all that apply.)**

- Human trafficking
 - Commercial sexual exploitation of children
 - Sex trafficking
 - Adults
 - Minors
 - Labor trafficking
 - Adults
 - Minors
- Children/youth
 - Out of home/Foster care/Kinship care
 - Juvenile justice
 - Runaway/Homeless youth
- People with disabilities
- Deaf/Hearing impaired
- Elderly
- Lesbian, gay, bisexual, transgender, and questioning
- Foreign nationals (migrant workers, undocumented immigrants, refugees)
- People with low incomes
- Racial and ethnic minorities
 - American Indian or Alaska Native
 - Asian
 - Black or African American
 - Native Hawaii or other Pacific Islander
 - White
 - Hispanic or Latino ethnicity
- History of substance use
- Domestic and dating violence
- Gang-related crime
- Sexual abuse/Violence
- Other (Please specify): _____

67. What is your race? **(Mark all that apply.)**

- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaii or other Pacific Islander
- White
- Other (please specify): _____

68. What is your ethnicity? **(Mark all that apply.)**

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Hispanic or Latino
Middle Eastern or North African
Other (please specify): _____

69. What is your gender? (Mark all that apply.)

Male
Female
Transgender
Other (please specify): _____

70. Do you have any other comments or suggestions?

Thank you for taking the time to complete this form and helping to improve NHTTAC's activities.

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