



In order to help the Office on Trafficking in Persons' 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 [insert].

Please provide your email address to enable us to track your participation across NHTTAC offerings and your preferences/insights provided. You will be prompted to provide this same email address each time.

If you do not have an email address or prefer to use a unique identifier, create a username to be used and retained for future NHTTAC evaluations. Username example: Provide your two-digit birth month, first initial, and middle initial (e.g., 08JD)

In the questions below, we share competencies reflected in the T/TA goals and framework to establish changes in your ability to apply skills after participating in the T/TA. We will ask you to rate the extent to which you have used or applied these skills in your profession on a scale from 1 (Not At All) to 5 (Always). Please use the following definitions to provide your ratings:

- **Not At All:** I am not applying the competency in my professional role.
- **Rarely:** I am applying the competency approximately 10% of the time and have little experience applying it in my professional role.
- **Sometimes:** I am applying the competency approximately 40% of the time, can apply the competency in simple situations, and require frequent guidance.
- **Regularly:** I am applying the competency approximately 70% of the time, in somewhat difficult situations, and require occasional guidance.
- **Always:** I am applying the competency approximately 90% of the time, in considerably difficult situations, and generally require little or no guidance.

Please indicate the extent to which you have used or applied the following skills in your profession:

COMPETENCIES	Not At All	Always
[Insert skill #1 through #50]	1	8

Please briefly describe your ratings above in regard to the skills that you were or were not able to apply *following* [Insert T/TA type].

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

T/TA IMPACT	Strongly Disagree	Strongly Agree
[Insert skill/ competency associated with the specific T/TA 1 through 10]	1	8
Advocated or met with the leadership of my organization to develop/enhance vision, mission, or strategic plan.	1	8
Advocate or met with the leadership of my organization to develop/enact policy changes at my organization.	1	8

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Integrated person-centered strategies.	1	8
Integrated survivor-informed strategies.	1	8
Integrated trauma-informed strategies.	1	8
Improved programs/practices.	1	8
Expanded services or types of services for individuals who experience trafficking or have increased risk factors for trafficking.	1	8
Created relevant, usable, and trauma-informed resources or tools.	1	8
Created relevant, usable, and survivor-centered resources or tools.	1	8
Improved identification and reporting methods for trafficking.	1	8
Developed a lived experience expertise/leadership strategy to ensure all programs, policies, and procedures are survivor informed.	1	8
Prioritized recruitment of experts with lived experience who have diverse trafficking experiences.	1	8
Engaged experts with lived experience in research efforts from design to delivery.	1	8
Engaged diverse lived experience expertise in the development and delivery of educational materials on trafficking.	1	8
Conducted collaborative, community-based research in partnership with experts with lived experience.	1	8
Developed/strengthened collaborative or strategic relationships.	1	8
Built partnerships to better serve individuals who have experienced trafficking or who have increased risk factors for trafficking.	1	8
Began a new project or initiative.	1	8
Provided information to clients/families/youth.	1	8
Improved technology/websites/infrastructure.	1	8
Wrote grants/fundraised/identified new funding resources.	1	8
Conducted research.	1	8
Strengthened evaluation needs or needs assessment activities.	1	8
Raised public awareness/advocacy/outreach activities offered to individuals who have experienced trafficking or who have increased risk factors for trafficking.	1	8
Changed my management/leadership or interpersonal communication style.	1	8
Further developed skills and knowledge about serving individuals who have experienced trafficking or who have increased risk factors for trafficking.	1	8
Educated others in content/skills learned.	1	8
Networked with other participants.	1	8
Shared materials with colleagues.	1	8
Took additional training on human trafficking.	1	8
Referred colleagues to NHTTAC and OTIP events/resources.	1	8
Other (please specify): _____	1	8

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Since the *[Insert T/TA type]*, what barriers have you faced in implementing change? (**Mark all that apply.**)

- | | |
|---|--|
| <input type="checkbox"/> <i>[Insert barrier tailored to the specific T/TA 1 through 10]</i> | <input type="checkbox"/> Lack of support and accountability from frontline staff |
| <input type="checkbox"/> Competing priorities | <input type="checkbox"/> Lack of time to implement changes |
| <input type="checkbox"/> Difficulty establishing and/or maintaining a multidisciplinary team | <input type="checkbox"/> Lack of training for staff on how to implement change |
| <input type="checkbox"/> Excluded from key decision-making opportunities | <input type="checkbox"/> Lack of urgency |
| <input type="checkbox"/> Experiences of bias or discrimination as it pertains to <i>[insert leadership, practice, policy]</i> | <input type="checkbox"/> Need for partnership building with other organizations |
| <input type="checkbox"/> Feeling undervalued or not perceived as a leader in my organization | <input type="checkbox"/> Need to improve my own professional development skills |
| <input type="checkbox"/> Frequent staff turnover | <input type="checkbox"/> Shortages of key personnel |
| <input type="checkbox"/> Lack of accessible research and/or information | <input type="checkbox"/> Variation in mission and regulatory frameworks when partnering with other organizations |
| <input type="checkbox"/> Lack of authority to use new skills in current position | <input type="checkbox"/> Other (please explain): _____ |
| <input type="checkbox"/> Lack of information and/or data sharing among organizations | |
| <input type="checkbox"/> Lack of information sharing among organizations | |
| <input type="checkbox"/> Lack of senior leadership support | |
| <input type="checkbox"/> Lack of shared responsibility across organizational collaborators | |

Please provide a brief explanation of how and/or why the barriers you selected above have impacted your ability to implement change.

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What strategies, if any, have you identified to address the barriers above?

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Please rate your level of confidence with the following skills, practices, and policies after participating in this program:

GUIDING PRINCIPLES	Not at All Confident	Very Confident
My ability to apply <i>[Insert key principles of trauma-informed care #1-3]</i> into my work.	1	8
My ability to apply <i>[Insert person centered practices #1-3]</i> into my work.	1	8
My ability to apply <i>[Insert survivor-informed practices #1-3]</i> into my work.	1	8
My ability to apply current <i>[Insert evidence based or promising practices #1-3]</i> into my work.	1	8
My ability to apply <i>[Insert culturally and linguistically appropriate practices #1-3]</i> into my work.	1	8
My ability to apply <i>[Insert elements of a public health approach #1-3]</i> to addressing human trafficking into my work.	1	8
My ability to apply <i>[Insert multidisciplinary practices #1-3]</i> into my work.	1	8

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My ability to apply [<i>Insert equity-focused approaches #1-3</i>] into my work.	1	8
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Would you recommend NHTTAC to others to receive T/TA? ☐ Yes ☐ No

Was there anything not provided during [*Insert T/TA type*] that would have been helpful in implementing change?

What are the top three aspects of this [*Insert T/TA type*] that were most helpful and why?

What could NHTTAC do differently to improve similar T/TA and follow-on support in the future?

How has [*Insert T/TA type*] impacted you and your professional career? Do you give permission for NHTTAC to include this quote in reports, on the website, or in other public-facing resources?

Thank you for taking the time to complete this form and helping to improve [NHTTAC/SOAR] activities.