
DEO Communiqué

DATE: August 7, 2013

TO: Regional Workforce Board Executive Directors

FROM: Lois A. Scott, Chief, Bureau of One-Stop and Program Support

SUBJECT: Florida's Anti-Human Trafficking Initiatives



BACKGROUND:

Human trafficking is a form of modern day slavery which is criminalized under both federal and Florida law. It is defined as the transporting, soliciting, recruiting, harboring, providing, or obtaining of another person for transport; for the purposes of forced labor, domestic servitude or sexual exploitation using force, fraud and/or coercion. Florida is the third most popular destination for human traffickers in the United States. As an agricultural state, human trafficking in labor to work in our fields has been identified as an issue for many years. However, as a tourism-based economy, Florida is also ripe for trafficking in labor to work at restaurants, country clubs and hotels.

Pursuant to Training and Employment Guidance Letter (TEGL) 9-12 dated October 24, 2012, the workforce system plays a key role in providing benefits and services to trafficking victims. Staff can assist victims by recognizing the characteristics of trafficking victims and referring them to the proper authorities and resources; providing employment and training services; and offering information and referral to other wraparound services and/or law enforcement.

Florida Senate Bill 168 created a Statewide Human Trafficking Task Force. Under this Task Force, a Strategic Plan on Human Trafficking was developed by the Florida State University Center for the Advancement of Human Rights, which included initiatives and goals for DEO and Florida's workforce system.

The Florida Interagency Human Trafficking Workgroup, formed earlier this year, seeks to combat human trafficking in Florida by further implementing the recommendations laid out in Florida's Strategic Plan on Human Trafficking. As a member, DEO is currently evaluating its progress and taking steps to fulfill these recommendations.

PURPOSE:

The purpose of this communiqué is to notify the Regional Workforce Boards (RWBs) of the recommendations outlined in the Strategic Plan on Human Trafficking and to request assistance in executing these recommendations. Please see the attached Strategic Plan Recommendations Matrix providing a full list of recommendations, actions that have already been taken, and ongoing efforts by DEO.

ACTION REQUIRED:

The recommendations relative to the workforce system are listed below. Following each recommendation are suggested activities to address the proposal.

1. DEO should create training opportunities for staff to learn about human trafficking and to communicate their valuable experiences with one another. Such training is especially critical for the outreach workers who regularly visit and monitor fields and labor camps throughout the state
 - Staff are encouraged to become more familiar with how to identify possible human trafficking. Staff can assist victims by recognizing the characteristics of trafficking victims and referring them to the proper authorities and resources; providing employment and training services; and offering information and referral to other wraparound services and/or law enforcement. Staff should familiarize themselves with the procedures set forth in TEGL 9-12. Training opportunities for staff to learn about human trafficking is made available annually by the Florida Department of Juvenile Justice through the Human Trafficking Summit, may be offered locally through a task force or coalition, and will be made available through future DEO training.
2. DEO should provide local and national human trafficking contact information for staff and Regional Workforce Boards throughout the state and encourage local Boards to link with these local efforts.
 - The list of Florida's local Human Trafficking Coalition and Task Force contact information can be found at <http://www.dcf.state.fl.us/programs/humantrafficking/docs/coalitions.pdf>. RWBs are encouraged to partner with the local coalition or task force in their area. The National Human Trafficking Resource Center hotline can be reached at 888-373-7888.
3. DEO should explore the ways in which current outreach information on safe workplaces could be expanded to include information about human trafficking

and places that people can go for help and information. Florida's Creole-speaking Haitian farm worker community is especially in need of such information, along with greater awareness training of their rights under U.S. law. Similar information should be made available to the new wave of Asian farm workers arriving to Florida (especially those from Thailand and the Philippines) in their native languages.

- RWBs are encouraged to disseminate and post information and resources regarding human trafficking at local One-Stop Career Centers. Posters and resources can be found at the links provided below.
 - U.S. Department of Health and Human Services, Office of Refugee Resettlement's Look Beneath the Surface Campaign: <http://www.dhs.gov/blue-campaign/resource-catalog>
 - U.S. Department of Homeland Security's Blue Campaign: <http://www.acf.hhs.gov/programs/orr/programs/anti-trafficking>
 - Migrant and seasonal farmworker outreach staff should include information on human trafficking when distributing outreach materials to farmworkers. Information should be made available in English, Spanish and Haitian Creole.
4. Regarding the work of the "Children's Cabinet" and other multidisciplinary efforts, DEO and Regional Workforce Boards should join with other agencies and organizations and make human trafficking of children and vulnerable adults a priority issue area for attention and reform.
- Again, RWBs are encouraged to partner with the local Human Trafficking coalition or task force in their area.

AUTHORITY:

[Florida Strategic Plan on Human Trafficking](#)
[USDOL Training and Employment Guidance Letter \(TEGL\) 9-12](#)

ATTACHMENT:

[Strategic Plan Recommendations matrix](#)