

Why Our Program? Top 10 Reasons

1. *Less Expensive Than "Free" Programs*

"Nurse scheduling and staffing issues continue to afflict hospitals" (Becker's Hospital Review, 10/14/16). When your staff takes a free 1-hour, in-person seminar or webinar, they will be required to be "off the job" to attend. This means you need to replace your unit nurse OR be short-staffed while they attend this "free" training. With estimated staffing costs of \$63.28 for 2 nurses, the free training is costing you staff time, stress, and frustration. This program offers a more [cost-effective](#), hassle, and stress-free option. The program's unique, calming, and engaging format enables your staff to better retain the information while fending off second-hand trauma. The program consists of 20, three-minute lessons that allows each person to decide when to watch the training. Each learner is tracked and you are provided a report to know who completed the training.

2. *Proven Results*

Pre and Post Test results prove that attitudes and behaviors have changed. Avanoo (our technical eLearning platform partner) measures 3 things: 1) **Engagement** (who completes the program) 2) **Interactions** (reflections posted and support amongst colleagues) 3) **Benefits** (actions pinned and completed, approval rating, self-reported growth). Administrators can access this information throughout the program and will receive a report upon program completion.

3. *eLearning Content Using Evidence-Based Research*

Forty-nine (49) medical research sources are used as the basis for the 20 lessons. Our eLearning platform is based on research in the areas of adult learning, neuroscience, music, and environmental psychology.

4. *Create Communities of Practice to Engage Your Staff*

After each lesson, participants can share a reflection or action in a discussion forum (e.g. Facebook) which encourages interaction with colleagues. When an entire hospital's staff takes the eLearning at the same time, there is anecdotal evidence that learners are more willing to cover for each other when someone is taking longer than usual with a potential victim/patient. This program has the potential to increase teamwork, purpose, and accountability among staff.

5. *Provide a Practical On-the-Job Tool for Learners to Use at Work*

A printable Learning Aid is provided to assist staff in remembering the key points and action strategies.

Continued

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6. *The Approach is Trauma-Informed and Victim-Centered*

Our program is victim-centered, culturally-relevant, evidence-based, gender-sensitive, and trauma-informed. Our W.A.R. formula is based on Human Trafficking victims traumatized, abused state. An approach and questions were developed that compel victims to respond. We address the critical need to release the victim's shame which is the only way victims are likely to recognize their victimization and be set free. This training includes 4 labor and 16 sex trafficking stories as well as LGBT, boys, girls, men, and women victim stories.

7. *Change What People Think and How They Behave in 3 Minutes a Day*

Proof is in the statistical results and participants feedback: Comment from April 2017 participant: *"I am the Clinical Staff Educator for the Emergency Departments at Lakeland Regional Health. This education is effective because of the real-life examples given with each lesson. The lesson then goes on to talk about what to look for and how to talk to the victim so that they do not feel more shame and will begin to trust you. The videos also repeated the important info we need to say when we recognize or suspect Human Trafficking. Love the soothing background music and beautiful calm scenery. The 3-minute daily videos give you time to digest what you have learned. Very effective. I will be using the Learning Aid for all staff in the ED, and any new staff starting in the ED from here on out. I have already looked at other situations that have come up in other classes I teach and saw the possibility they may have been dealing with a Human Trafficking victim and have talked about the red flags. This touches so much more than just ED staff. It makes me look at situations in a different light. Things I see/hear on social media, missing children, TV news, etc. all make me think about the possibility that some of these people are being trafficked."*

8. *Continuing Education Hours Upon Completion*

For more information please see our website: www.HumanTraffickingeLearning.com

9. *State and Federal Mandated Standards*

Our Pre and Post Test Survey questions are built upon the mandated standards.

10. *Program Content and Evaluation Criteria is State of the Art*

Hanni Stoklosa and her colleagues wrote a 2017 research article: "Training US Health Care Professionals on Human Trafficking: Where Do We Go from Here?", identifying the lack of consistent content in Human Trafficking training and little if any evaluation of the training. This program addresses and incorporates most of Stoklosa's recommendations (except for organ trafficking). Reliable and reproducible evaluation metrics, specific to Human Trafficking, were developed to measure changes in knowledge, attitude, and practice outcomes.

The Winter 2018 pilot program will include 100 participants to demonstrate the effectiveness of our program content and evaluation criteria. Researchers have been engaged to write an outcome-based research paper on our program and evaluation criteria. The research will be submitted to national journals. [Register Today!](#)