

2025

ANNUAL REPORT



Colorado Human Trafficking Council

2025 Annual Report

Report to the Judiciary Committees of the House of Representatives and the Senate,
pursuant to C.R.S. § 18-3-505(4)(b)



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Colorado Human Trafficking Council Membership

The composition of the Council members is set forth in C.R.S. § 18-3-505(1)(b)

Chief James Baird (Chair)

Thorton Police Department

Rep. of a statewide organization of police chiefs

Andrew Lorensen (Vice Chair)

Lincoln County Human Services

Rep. of a rural county department of social services

Evanne Caviness

Colorado Department of Agriculture

Rep. to be appointed by the Commissioner of Agriculture

Onnastasia Cole

Colorado Coalition Against Sexual Assault

Rep. for a statewide coalition for victims of sexual assault

Yaël Coley-Greene

Survivor Representative: Subject Matter

Expert/Consultant

ReJeania Downing

Violence Free Colorado

Rep. for a statewide coalition the represents domestic violence organizations

Janet Drake

Office of the Attorney General

Department of Law

Rep. of the Department of Law

Amanda Finger

Laboratory to Combat Human Trafficking

Rep. of a regional or city-wide human trafficking task force or coalition

Christian Gardner-Wood

20th Judicial District Attorney's Office

Rep. of a statewide organization of district attorneys

Judge Shannon Gerhart

4th Judicial District

Rep. of the Judicial Branch

Diana Goldberg

SungateKids

Rep. of a child advocacy center

Jenelle Goodrich

From Silenced to Saved

Rep. of a faith-based organization that assists victims of human trafficking

Valerie Hansen

Division of Youth Services

Colorado Department of Human Services

Rep. from Department of Human Services

Chris Henderson

Office of the Child's Representative

Rep. of a statewide organization that provides legal advocacy to abused, neglected, and at-risk children

Irma Jaimes-Alonso

Colorado Department of Labor and Employment

Rep. of the State Department of Labor and Employment

Anchal Jain

Survivor Representative: Subject Matter

Expert/Consultant

Jocelyn Jenks

Colorado Legal Services
Rep. of a Statewide Immigrant Rights Organization

Dominique LaCroix

Voluntad
Rep. of an Organization that provides Direct Services to Victims of Human Trafficking

Meghan LaPorte Trujillo

Urban Peak
Rep. of an organization that provides direct services to victims of human trafficking

Jo-Ann O'Neil

Human Trafficking Task Force of Southern Colorado
Rep. of a regional or city-wide human trafficking task force or coalition

Captain Kelby Siegfried

Colorado State Patrol
Rep. of Colorado State Patrol

Katherine Stenquist

Battlement to the Belles Anti-Trafficking Coalition
Rep. of a regional or city-wide human trafficking task force or coalition

Caleb Stewart

Rocky Mountain Immigrant Advocacy Network
Rep. of an individual who has extensive professional experience advocating for victims of labor trafficking

Dr. Michelle Sunkel

Colorado Mesa University
Rep. from a college or university that conducts research on human trafficking

Sheriff Darren Weekly

Douglas County Sheriff's Office
Rep. of a statewide association of county sheriffs

Mona Petrocco Klein

Alliance to Combat Human Trafficking – Pueblo
Rep. of a regional or city-wide human trafficking task force or coalition

Josh Landy

Colorado Criminal Defense Bar
Rep. of a statewide organization of criminal defense attorneys

Rebekah Layton

Survivor Representative: Subject Matter Expert/Consultant

Steven Ramirez

Shiloh House
Rep. of a nonprofit organization that facilitates the treatment or housing of human trafficking victims

Hava Simmons

Larimer County Department of Human Services
Rep. of a person who provides child welfare services for a county department of social services

Molly Stevens

Colorado Organization for Victim Assistance
Rep. of statewide organization that provides services to crime victims

Dr. Meghan Stidd

Office for Children, Youth, and Families, Colorado Department of Human Services
Rep. of the Colorado Department of Human Services

Bailey Thiry

El Paso County Combined Courts
Rep. of a regional or city-wide human trafficking task force or coalition

Former Council Members

Resignations in 2025

Janet Drake

Office of the Attorney General, Colorado
Department of Law
Rep. of the Department of Law

Gina Lopez

Colorado Coalition Against Sexual Assault *Rep.*
for a statewide coalition for victims of sexual
assault

Tammy Schneiderman

Division of Youth Services, CDHS
Rep. from the Department of Human Services

Bailey Thiry

El Paso County Combined Courts
Rep. of a regional or city-wide human trafficking
task force or coalition

Meghan LaPorte Trujillo

Urban Peak
Rep. of an organization that provides direct
services to victims of human trafficking

Judge Diana K. May

4th Judicial District
Rep. of the judicial branch

Hava Simmons

Larimer County Department of Human Services
Rep. of a person who provides child welfare
services for a county department of social
services

Terms Ending in 2025

Evanne Caviness

Colorado Department of Agriculture
Rep. to be appointed by the Commissioner of
Agriculture

Diana Goldberg

SungateKids
Rep. of a child advocacy center

Advisory Committees

Service Provider Partnership Task Force

Anchal Jain (Co-Chair), *Subject Matter Expert/Consultant*
Jo-Ann O'Neil (Co-Chair), *Human Trafficking Task Force of Colorado*
Onnastasia Cole, *Colorado Coalition Against Sexual Assault*
ReJeania Downing, *Violence Free Colorado*
Yaël Coley-Greene, *Subject Matter Expert/Consultant*
Irma Jaimes-Alonso, *Colorado Department of Labor and Employment*
Dominique LaCroix, *Voluntad*
Meghan LaPorte Trujillo, *Urban Peak*
Katlyn Pryshlak, *Laboratory to Combat Human Trafficking*
Steven Ramirez, *Shiloh House*
Cpt. Kelby Siegfried, *Colorado State Patrol*
Katherine Stenquist, *Battlement to the Belles Anti-Trafficking Coalition*
Molly Stevens, *COVA*
Caleb Stewart, *Rocky Mountain Immigrant Advocacy Network*
Bailey Thiry, *El Paso County Combined Courts*

Prevention Task Force

Rebekah Layton (Co-chair), *Subject Matter Expert/Consultant*
Hava Simmons (Co-chair), *Larimer County Department of Human Services*
Chief Jim Baird, *Thorton Police Department*
Evanne Caviness, *Colorado Department of Agriculture*
Janet Drake, *Colorado Attorney General's Office*
Amanda Finger, *Laboratory to Combat Human Trafficking*
Christian Gardner-Wood, *20th Judicial District Attorney's Office*
Diana Goldberg, *SungateKids*
Valerie Hansen, *Division of Youth Services, CDHS*
Jocelyn Jenks, *Colorado Legal Services*
Andrew Lorensen, *Lincoln County Department of Social Services*
Mona Petrocco Klein, *Alliance to Combat Human Trafficking – Pueblo*
Dr. Meghan Stidd, *Colorado Department of Human Services*

Division of Criminal Justice Staff

Matthew Lunn, PhD, *Division of Criminal Justice, Director*
Chris Lobanov-Rostovsky, *Division of Criminal Justice, Deputy Director*
Kelly Kissell, *Office for Victims Programs, Manager*
Maria Trujillo, *Human Trafficking Program Manager*
Camerron Resener, *Human Trafficking Training & Technical Assistance Lead*
Jill Brogdon, *Human Trafficking Program Coordinator*
Austin Paul, *Human Trafficking Grant Project Coordinator*

Message from the Council Chair

On behalf of the Colorado Human Trafficking Council, I am honored to present our 2025 Annual Report. This document represents the dedication, collaboration, and expertise of our Council members, as well as the exceptional staff of the Division of Criminal Justice (DCJ). I extend my sincere appreciation to all who contributed to the Council's work this past year.

With the Council's reauthorization through 2031, 2025 provided an opportunity to deepen our focus on prevention, strengthen partnerships, and refine statewide strategies supportive of survivors and dedicated to improvement of coordinated responses. A key effort this year was the work of the **Prevention Task Force**, which advanced our goal to expand human trafficking education in school communities by building on the work of the 2023 Education Task Force. Through a combination of statewide conference presentations and direct outreach to district leadership, the task force generated meaningful early engagement and secured commitments from multiple school districts training delivery in 2026. These efforts have created a strong platform for expanding prevention strategies in educational settings and increasing awareness among school personnel who are well positioned to identify and respond to human trafficking concerns.

The Council also continued its work through the **Service Provider Partnership Task Force**, which focused on strengthening connections between human-trafficking-specific and non-specialized service providers. By reviewing existing Council resources and conducting targeted outreach to organizations across the state, the task force prioritized understanding service gaps, improving referral pathways, and supporting providers to better meet the increasingly complex needs of survivors.

As in previous years, the Council underwent membership transitions in 2025, welcoming new appointees whose perspectives and professional experience will contribute to our long-term goals and priorities. These additions strengthen our collective capacity and reinforce the collaborative nature of the Council's work. As the membership of the Council is not static, we continued our ongoing commitment to learning by hosting various guest speakers throughout the year.

The accomplishments highlighted in this report reflect the shared commitment of Council members, community partners, and DCJ staff. As we look toward 2026, we remain focused on building statewide prevention efforts, supporting frontline professionals, and improving service systems to better meet the needs of survivors. Our progress this year positions us well to continue advancing meaningful and sustainable improvements in Colorado's response to human trafficking.

Thank you for your continued support of the Colorado Human Trafficking Council and its mission.

Respectfully,

A handwritten signature in black ink, appearing to read "Jim Baird", with a stylized flourish at the end.

Jim Baird
Chair, Colorado Human Trafficking Council

List of Acronyms and Abbreviations

ARPA	American Rescue Plan Act
BOCES	Boards of Cooperative Education Services
CCSD	Cherry Creek School District
CDHS	Colorado Department of Human Services (state)
CDPS	Colorado Department of Public Safety (state)
CJASS	Colorado Justice Analytics Support System (state)
The Council	Colorado Human Trafficking Council
C.R.S.	Colorado Revised Statutes
CSU-SWRC	Colorado State University Social Work Research Center
CY	Calendar Year
DCJ	Division of Criminal Justice (state)
DCW	Division of Child Welfare (state)
DLMS	Digital Learning Management System
DOJ	Department of Justice (federal)
DPS	Denver Public Schools
DSD	Denver Sheriff's Department
DYS	Division of Youth Services (state)
EMS	Emergency Medical Services
ETF	Education Task Force
FAR	Family Assessment Response (state)
FBI	Federal Bureau of Investigations (federal)
FFY	Federal Fiscal Year
HRV Tool	High-Risk Victim Identification Tool
HTT	Human Trafficking Team
HTVA	Human Trafficking Vulnerability Assessment
ICON	Integrated Colorado Online Network (state)
IRB	Institutional Review Board
MDT	Multidisciplinary Team
MDT WG	Multidisciplinary Team Working Group
NHTH	National Human Trafficking Hotline (federally funded)
OVC	Office for Victims of Crime (federal)
POST	Peace Officers Standards and Training
PTF-2025	Prevention Task Force 2025
RMIAN	Rocky Mountain Immigrant Advocacy Network
SLAB	Survivor Leader Advisory Board
SPPTF	Service Provider Partnership Task Force
TAT	Truckers Against Trafficking
TTA	Training and Technical Assistance
TTT	Train-the-Trainer
TVAP	Trafficking Victim Assistance Program
U.S.C.	United States Code
USCRI	United State Committee for Refugees
VOCA	Victims of Crime Act



Executive Summary

In January 2025, the Colorado Human Trafficking Council (the Council) held its annual retreat where council members gathered to reflect on the past year and establish their focus for the coming year. Through a process of gallery-style voting, the members added their preferences to various topics up for consideration. The consensus was to continue the Prevention Task Force from 2018 (PTF-2025) and to form a new task force, the Service Provider Partnerships Task Force (SPPTF). In addition, the Council concluded the work of the *Connecting Colorado: Building Effective Anti-Trafficking Systems* project under the *Improving Outcomes for Child and Youth Victims of Human Trafficking* grant funded by Office for Victims of Crime (OVC).

Recommendations in this report are the work of the Council and do not reflect the opinions or positions of the Governor's Office, the executive branch, or the Colorado Department of Public Safety.

Data Collection on Human Trafficking in Colorado

To fulfill its legislative mandate to report on the incidence of human trafficking in the state of Colorado, the Council analyzed three years of data collected from a wide array of stakeholders. This 2025 report specifically uses data from calendar years (CY) 2022

through 2024, or for federal data, federal fiscal years (FFY) 2022 through 2024.¹ This comprehensive dataset includes data retrieved from federal, state and local law enforcement as well as from OVC-funded service providers. Additional data was sourced from the Divisions of Child Welfare and Youth Services under the Colorado Department of Human Services (CDHS) and both the National Human Trafficking Hotline and Colorado's Human Trafficking Hotline.

The data over the past three years reveal some interesting points:

- OVC-funded grantees showed significant growth in open cases and fluctuating numbers of new clients across three organizations. Organization 1 showed a surge in open cases in CY 2024, while Organization 2 saw a rapid increase in open cases between CY 2022 and 2023 but experienced a decrease in open cases in CY 2024. Organization 3 reported the most dramatic increase in open cases, nearly tripling from 37 in CY 2022 to 111 in CY 2024. New clients for the same organization nearly doubled over the same two-year period, growing from 28 to 56.
- From CY 2022 to 2024, CDHS tracked the number of referrals received that reference sex or labor trafficking. The data reveal a steady rise in referrals from CY 2022 to 2024, from 405 to 448 to 455.
- When comparing data received from service providers versus that reported from the state's human trafficking hotline, child welfare and judicial systems, service providers reported a higher rate of labor trafficking, while the hotline, child welfare and judicial system reported higher rates of sex trafficking.
- For three straight years, mental health was among the top three risk factors for human trafficking in data reported by the Colorado Divisions of Child Welfare and Youth Services as well as the Colorado Youth Detention Continuum.

¹ A federal fiscal year runs from October 1 through September 30.

Prevention Task Force

The focus of PTF-2025 was to build on the efforts of the Council's 2023 Education Task Force's (ETF) work to implement human trafficking training in schools. The ETF's strategy included two components: conference presentations and direct outreach to superintendents.

- **Conference Presentations:** The PTF-2025 submitted proposals to present introductory human trafficking training at statewide conferences targeting key educational-sector audiences, including superintendents, administrators, counselors and mental health professionals. As of this report's publishing, the Human Trafficking Team (HTT)—designated staff from the Colorado Division of Criminal Justice, Office for Victims Program—presented training to the Colorado School Counselors Association and the Colorado Society of School Psychologists, receiving positive feedback in both spaces. The aim of this approach is to inspire attendees to report back to their school districts on the value of the training and request further training for school personnel.
- **Direct Outreach to Superintendents:** The PTF-2025 crafted and disseminated a pitch letter to the leadership of all 200 school districts and boards of cooperative education services statewide. This letter outlined the local realities of trafficking and advocated for introductory training for all staff, with a focus on middle schools, where staff are uniquely positioned for early prevention and intervention.

Direct outreach has yielded promising initial success. As of the report date, eight school districts have responded with a commitment to or future interest in scheduling training delivery. Initial commitments, heavily from rural Colorado, show strong interest, with several districts—including Cherry Creek School District, the fourth largest school district in the state—scheduling training into early 2026. The task force is leveraging this initial traction to build momentum by encouraging neighboring districts to follow suit.

By advocating across the state via conferences and targeted, direct communication with superintendents, the PTF-2025 has established a strong foundation to expand human trafficking education across Colorado's school systems.

Service Provider Partnerships

In 2019, the Council received a mandate to develop guidance for service providers. The mandate expired in 2019; however, the underlying principle of supporting service providers with promising practices remained a core guiding principle of the Council.

The SPPTF was created to foster stronger, more collaborative partnerships between service provider organizations that are specific to human trafficking and those that are not specific to human trafficking. To achieve this goal, the SPPTF reviewed three existing Council resources designed to facilitate partnerships and enhance service quality: standards and guidance developed from 2016 to 2017, which made recommendations on training and promising practices for community-based victim advocates, mental and behavioral health professionals and housing program providers; the training course *Meeting Human Trafficking Survivor's Needs: An Advanced Workshop for Service Providers* developed in 2019, designed to help service providers network, discover local service gaps and build skills for delivering trauma-responsive and culturally specific care; and the Human Trafficking Vulnerability Assessment tool designed for multidisciplinary teams and statewide human service agencies to assess vulnerabilities for human trafficking in children and youth.

To pinpoint where partnerships are lacking, the SPPTF conducted a systematic review of 204 organizations that received state funding for crime victim services. In 2024, over 75% of organizations reported serving at least one human trafficking victim. The remaining organizations reported serving zero human trafficking victims. The SPPTF suspected some of these organizations were serving victims but not reporting their activities due to various barriers, presenting a critical opportunity to improve partnerships with these organizations.

The SPPTF created and administered a survey targeting these remaining organizations to better understand their service provision norms, referral practices and decision-making in grant reporting. The results of the survey are expected in early 2026 and will provide the Council with data to inform them how to engage in meaningful partnerships with non-specialized providers. The ultimate goal is to strengthen the service provider network to achieve a “no wrong door” model for survivors of human trafficking, ensuring they can access meaningful care, prevent rejection from services and avoid the likelihood of revictimization and further harm.

Training Outcomes

In accordance with legislative mandate C.R.S. § 18-3-505(e), the Council developed and delivered a comprehensive suite of training programs to educate diverse professional sectors and the public about human trafficking.

The Council offers two core trainings designed for different audiences: *An Introduction to Human Trafficking in Colorado* and *Human Trafficking Investigations: An Introductory Course*. Both courses are offered in a variety of formats, including an instructor-led version, which can be delivered in person, virtually or hybrid, and a self-paced, online version that is best suited for individual learners. Additionally, the Council delivers a two-day Train-the-Trainer (TTT) workshop to teach community members statewide to facilitate the Council’s training programs.

The TTT program significantly expanded the Council’s reach with 41 active partner facilitators, including 15 new facilitators for *Introduction to Human Trafficking* and seven for *Human Trafficking Investigations* added in 2025 alone, demonstrating strong volunteer interest and program sustainability.

Over the three-year period of CY 2022–2024, these volunteer facilitators and staff from the HTT trained 3,804 individuals. Training requests increased sharply in 2023, almost doubling the number of individuals trained in 2022—from 912 to 1,592—and remaining high in 2024, with 1,425 individuals trained. The *Introduction to Human Trafficking* course accounted for the largest share of participants each year. In-person training remained the

preferred method of delivery, and use of the online self-paced modules grew significantly in 2024, reaching 525 attendees.

The top five professional sectors trained between 2022 and 2024 in top-down order were (1) local law enforcement, (2) students, (3) probation/corrections officers, (4) mental health providers and (5) local government staff. Local law enforcement and community members primarily preferred in-person training, while state law enforcement almost exclusively used the online, self-paced module.

The Council achieved a major success in the law enforcement sector this year in partnering with the Peace Officer Standards and Training (POST) Curriculum Committee. In July 2025, a new two-hour human trafficking training requirement in its basic curriculum went into effect. This ensures all incoming cadets receive foundational human trafficking training developed in line with the Council's learning objectives from its *Human Trafficking Investigations* course. The HTT anticipates an increase in requests from police academies for support, training and technical assistance to fulfill this new requirement.

For the coming year, the HTT will focus on implementing the Prevention Task Force's strategy of rolling out the *Introduction to Human Trafficking* training to school personnel across Colorado's schools districts, with the goal of expanding to at least 10% of districts in 2026.

Connecting Colorado

The OVC-funded *Connecting Colorado* project was a major initiative led by the HTT. Its goal was to address critical challenges and gaps in how Colorado identifies and responds to human trafficking involving children and youth by strengthening the use and effectiveness of multidisciplinary teams (MDTs) statewide.

The project built on the success of the prior *Innovate Colorado* initiative and was guided by the HTT and two subgrantees—the Colorado State University Social Work Research Center (CSU-SWRC) for evaluation and the Rocky Mountain Immigrant Advocacy Network for specialized legal services, training and technical assistance—as well as a Survivor Leader Advisory Board (SLAB) of five paid consultants who provided essential lived-experience

expertise and expressed overwhelmingly positive feedback regarding the meaningful, non-tokenistic nature of their involvement.

The project's central achievement was the creation and refinement of two critical resources for MDTs. First, the *MDT Toolkit*, which was developed with heavy input from the MDT Working Group (made up of Council members, members of existing MDTs and subject-matter experts) and SLAB. The toolkit is a trauma-informed, culturally responsive reference guide of sample policies and procedures for developing and maintaining human trafficking-focused MDTs for children and youth who are victims of, or at risk for, human trafficking. Second, the Human Trafficking Vulnerability Assessment (HTVA), which was a heavily revised tool created after a critical analysis and utility study of the state's original High-Risk Victim (HRV) Identification Tool. The HTVA is a revised assessment tool that incorporates updated indicators, including online exploitation, covers both sex and labor trafficking and includes a supplement section for identifying vulnerability with foreign national youth.

The project was executed in three phases, combining initial rollout with continuous feedback and refinement:

- Phase 1 (2022–2023): Develop and launch the project, establishing the MDT Working Group and SLAB's work on creation of the *MDT Toolkit*. CSU-SWRC conducts the utility study of the HRV tool and, based on study results, the MDT Working Group completes its revision of the HRV Tool, which was renamed the HTVA.
- Phase 2 (2024): Launch the *MDT Toolkit* at a statewide MDT Summit for existing MDTs. Beta-test and evaluate the *MDT Toolkit* with existing MDTs and provide training and technical assistance (TTA) to six existing MDTs to collect extensive feedback on the toolkit's practical use by the CSU-SWRC evaluation team.
- Phase 3 (2025): Pilot-test and roll out the improved *MDT Toolkit 2.0* at a summit in February 2025. Provide targeted TTA to three new participating communities to establish or refine their MDTs and conduct monthly TTA sessions on trauma-

responsive care, survivor-centered care and individualized needs such as funding and referrals.

The *Connecting Colorado* project concluded in September 2025, but its materials and influence will continue due to the ongoing availability of its *MDT Toolkit 2.0* and HTVA for communities and service providers statewide. Additionally, the HTVA has become the required screening tool for CDHS's Child Welfare and Division of Youth Services and is being integrated into the state's case management system—Trails—launching in early 2026. The great success of the SLAB model has been requested and shared with other states interested in thoughtfully engaging consultants with lived experience.

The HTT staff are exploring ways to expand the HTVA rollout with the hope of including service providers across Colorado in 2026.

Reflecting on 2025

This past year was a year of growth in training delivery, partnerships and data collection and marked the successful completion of a four-year project to bolster MDTs and support survivors around the state. Overall, the Council is proud of its accomplishments and progression of work to prevent and respond to human trafficking in the state of Colorado.

SECTION 1

Year in Review



In January, the Colorado Human Trafficking Council (the Council) held its annual retreat and reflected on its proposed scope of work for 2025 and the formation of advisory committees. Through a process of gallery-style voting, led by the Human Trafficking Team (HTT)—a subset of staff from the Colorado Division of Criminal Justice (DCJ), Office for Victims Program—Council members added their preferences to various topics for consideration.

The Council chose to focus its 2025 work on three key areas: (1) to reinstate the Prevention Task Force from 2018, with a focus on the education sector; (2) to form a new task force, the Service Provider Partnerships Task Force; and (3) to conclude the important work of the *Connecting Colorado: Building Effective Anti-Trafficking Systems* project under the *Improving Outcomes for Child and Youth Victims of Human Trafficking* grant, funded by the Office for Victims of Crime (OVC), that ended on September 30. Additionally, several of the proposed focus areas became the subject matter for the Council’s continuing education during five of their monthly meetings.

Service Provider Partnership Task Force: The Council established this task force to strengthen the overall response to service provision for all victims and survivors of human trafficking. This enhanced response required relationship-building between programs with a specific human trafficking focus and direct service providers that do not have this focus. Efforts included creating guidance for referrals as well as increasing direct care providers' knowledge and confidence in serving this population.

Task Force Chairs: Anchal Jain and Jo-Ann O'Neil

Prevention Task Force 2025: Building off the Education Task Force's work in 2023, this task force developed and sent direct communications to superintendents of each Colorado school district to pitch the delivery of school-specific human trafficking 101 training to school personnel, including administrators, counselors, psychologists, educators and any staff who have direct contact with students. Additionally, the task force actively applied to present this same training at school-focused conferences around the state whose audiences included school administrators, counselors and psychologists, with the intention that attendees would then invite trainers to present to their staff.

Task Force Chairs: Rebekah Layton and Hava Simmons

Council Continuing Education

As in past years, the Council maintained a strong emphasis on continuing education topics that helped its members stay well-informed on the latest research and trends in the anti-trafficking field. At its annual retreat, the Council was honored to work with Suleman Masood, Esq. Masood is a subject-matter expert and former chair and member of the U.S. Advisory Council on Human Trafficking, with over 10 years of experience building cross-agency partnerships. Masood led the primary session of the retreat, a training titled *The Language of Healing: Understanding and Applying Trauma-Informed Care*. This session focused on recognizing the signs of trauma in individuals and professionals, how to create an integrated agency response to trauma, understanding the specific needs of survivors, review of concepts for building trust between providers and survivors, and ideas for language use and how language choice can set the tone for engagement with survivors.

In April, the Council hosted a Harm Reduction Panel with Charlee Borg, Executive Director of Framework; Zach Jenio, Program Manager of Bee the Vibe; and Savannah Sanders, Executive Director of Applejack's Ranch. The panel provided insight to the Council on the definition and history of harm-reduction work, how harm reduction and risk mitigation relate to primary prevention work, and examples of strategies to use when working with individuals with lived experience in human trafficking.

In May, the Council received a mini-training on motivational interviewing by Dr. Ersaleen Hope. Hope provided an overview of the evidence-based practice of motivational interviewing to help individuals explore ambivalence and acquire motivation for positive behavior change. She covered the three key components of motivational interviewing: (1) spirit—how and what influences a person to authentically show up to a conversation, (2) skills—the specific tools to use to enhance communication and outcome, and (3) strategy—what guides the flow of the conversation using a methodological approach.

In June, the Council participated in a human trafficking language workshop led by HTT member Camerron Resener, titled *Human Trafficking Language: The Good, the Bad and the Ugly*. The workshop aimed to discuss language use within the human trafficking field, the general public's understanding of human trafficking and the common misconceptions that exist. Through the review of two recent news articles on human trafficking, Council members were asked to identify sensitive language. This exercise was followed by a group discussion about why the identified language may be sensitive and why it might be challenging to use or may help fuel misconceptions about the crime of human trafficking.

In July, the Council received a presentation on the important role of healthy relationship education as a form of human trafficking prevention work from Carra Gilson and Jessie Purcel from Thriving Families. The presenters focused their talk on their MotherWise program, which provides a series of group-based workshops to new mothers on topics such as self-awareness and standards, effective communication in all close relationships, problem-solving, managing family conflict, safely exiting unhealthy relationships and intentional future planning. The speakers provided information on the positive impact of

this program and how healthy relationship education can increase knowledge and skills and empower decision-making.

Leadership

As in prior years, the Council and DCJ staff continue to demonstrate leadership in anti-human trafficking efforts locally, nationally and internationally.

Cross-National Collaboration in Anti-Trafficking Work

Since the inception of the Council, DCJ staff and Council members have hosted international delegations from the U.S. Department of State's International Visitor Leadership program. These delegations have been coordinated by WorldDenver, which organized visits with several anti-trafficking organizations in the state for delegates to dialogue with, learn from and share ideas on how best to address human trafficking in their respective communities. In July 2025, the Council was invited to host two delegations. The first was an international delegation with an interest in both human trafficking and missing and murdered

Indigenous relatives, two program areas that DCJ focuses on. This delegation had representatives from countries worldwide, including Bangladesh, Brazil, Denmark, Jordan, the Philippines, Taiwan, Tanzania, Timor-Leste, and Uzbekistan. The focus of this meeting was on U.S. state government strategies to address human trafficking and missing and murder Indigenous relatives,

including how international law enforcement can cooperate when investigating these types



Pictured: (first row) Chris Lobanov-Rostovsky, Mohannad Mayyas, Aybek Khalmuratov, Duncan Gitagno, Amy Barcenas, Maria Trujillo, Melody Delmar (second row) Ishita Rony, Fang Chun Chu, Emmylou Detangco Bendanillo, Ana Paula Marcal, Jill Brogdon, Irma Jaimes-Alonso, Dominique LaCroix, Livia Mendes Moreira Miraglia, Valerie Hansen, Camerron Resener (third row) Lasse Bjoernskov Rasmussen, Caleb Stewart, Austin Paul, Andrew Lorensen

of cases. The delegation was also interested in examining the various roles that government, law enforcement, and the courts and communities play in detecting, preventing, and prosecuting these crimes and providing services for victim recovery.

The second meeting, held in July, was with a delegation from the country of Tajikistan. This delegation had a specific interest in the Council's public awareness campaign, *This Is Human Trafficking*. In response to this interest, the HTT invited two guests to join the conversation: the campaign communication partner, Tonya Peters, owner of Orange Circle



Pictured: Tajikistan Delegation – Nagzibek Chiniev, Parvina Hakimova, Zulfiya Kasimova, Parvina Navruzova. Ben Nichols, Jill Brogdon, Austin Paul, Kelly Kissell, Tonya Peters, Katlyn Pryshlak

Consulting, and hotline and advocacy manager at the Laboratory to Combat Human Trafficking, Katlyn Pryshlak, who runs and operates the state human trafficking hotline. Peters provided the delegation with an overview of the campaign—from its origins, through three years of formative research, to its implementation into media markets across the state—

along with information about the overall impact and evaluation results of the campaign. Pryshlak provided further insight into how the campaign impacted calls to Colorado's Human Trafficking Hotline, including the increase in overall calls and in survivors contacting the hotline, among other key indicators.

National and Local Partnerships

On a local level, the Council and the HTT received several partnership requests from boards and organizations to provide education on the topic of human trafficking and the work of the Council. Both the Sex Offender and Domestic Violence Offender management boards

invited the HTT to their board meetings to present on human trafficking and how it intersects with their work.

In August, the HTT was invited to speak on a panel at the virtual Forum on Criminal Justice, hosted by the National Criminal Justice Association. The HTT represented the work of the Council and how it is addressing human trafficking in Colorado along with counterparts from Ohio doing similar work.

In September, the Council partnered with TAT (Truckers Against Trafficking), the Colorado Attorney General's Office and Phillips 66 to host a coalition build for the energy sector in Greeley, Colorado. Designed to motivate energy-sector leaders to take an active role in addressing human trafficking within their industry, the half-day event provided education on the topic and introduced them to local community partners they could work with, such as law enforcement and service providers. During the event, the HTT provided a short introduction to human trafficking and participated on a panel with other anti-trafficking leaders from the area.

Finally, in October, the HTT was invited to present two sessions at the 37th Annual Conference hosted by the Colorado Organization for Victim Assistance. At this three-day conference, HTT members presented on two topics. The first was *Stronger Together: A Regional Approach to Rural Anti-Trafficking Response*, which highlighted the work of the HTT's first OVC *Improving Outcomes* grant to establish regional specialists in rural communities and its continued implementation in the field by the Laboratory to Combat Human Trafficking. The second topic, *Bridging the Gaps: Equipping Colorado Communities to Combat Trafficking of Children and Youth*, gave an overview on the HTT's second *Improving Outcomes* grant that leverages community guidance to establish multidisciplinary teams to better identify and respond to child and youth trafficking. Additionally, due to the high quality and national reputation of the Council's work, the HTT provided consultation to three states—Illinois, Michigan and Virginia—on various aspects of their anti-trafficking work.

Continued Visability of the Council's *This Is Human Trafficking* Campaign

Despite no longer having large grant dollars to pay for statewide media for the *This Is Human Trafficking* campaign, visibility of the campaign continues. In partnership with the regional anti-trafficking collaboration Bringing our Valley HOPE in Buena Vista, the campaign's radio ads aired on the Heart of the Rockies radio stations in both English and Spanish over the summer. These included Eagle Country 104.1 FM, The Peak 92.3 FM, Hippie Radio 97.5 FM and The Valley 102.9 FM. Bringing our Valley HOPE was able to raise funds to pay for the media buy with Heart of the Rockies radio stations.

Additionally, seven organizations requested campaign materials for distribution in their communities, which included 611 English and 653 Spanish posters, 2,300 English and 1,200 Spanish clings, 6,000 English and 5,000 Spanish stickers, along with the remaining supply of lip balms designed for direct victim outreach given to Stride Community Health to distribute across their various health clinics in the Denver metro area.

Finally, in partnership with Colorado Legal Services and the Colorado Department of Labor and Employment, the Council distributed 800 bandanas—containing a discreet QR code for direct connection to the Spanish language version of the *This Is Human Trafficking* website—to Spanish-speaking agricultural workers during peak work season. This allowed these workers to connect to information about human trafficking and resources.

SECTION 2

Data Collection

Introduction

Human trafficking is the exploitation of someone for their services or work through the use of coercion, force or fraud. Colorado's human trafficking laws include both involuntary servitude and sexual servitude. Involuntary servitude, as defined by Colorado Revised Statute (C.R.S) § 18-3-503, is when "a person knowingly sells, recruits, harbors, transports, transfers, isolates, entices, provides, receives or obtains by any means another person for the purpose of coercing the other person to perform labor or services." Sexual servitude, defined by C.R.S § 18-3-504, is when "a person knowingly sells, recruits, harbors, transports, transfers, isolates, entices, provides, receives or obtains by any means another person for the purpose of coercing the person to engage in commercial sexual activity." A person commits human trafficking of a minor for sexual servitude if the person

- (I) Knowingly sells, recruits, harbors, transports, transfers, isolates, entices, provides, receives, obtains by any means, maintains, or makes available a minor for the purpose of commercial sexual activity; or
- (II) Knowingly advertises, offers to sell, or sells travel services that facilitate an activity prohibited pursuant to subsection (2)(a)(I) of this section.

Since 2014, the Colorado Human Trafficking Council (the Council) has collected data on the incidence of human trafficking in Colorado. In this report, the data from the most recent



complete three-year spread are presented where available. Data sources often use differing timetables, such as calendar years versus fiscal years; timetables are disclosed with each data source in this report for comparison purposes. Calendar year (CY) refers to January through December. Federal fiscal year (FFY) refers to October through September. This report has been used by legislators, professionals in various fields and researchers to further the work to address this form of harm and to better understand how human trafficking happens in Colorado.

Who Is Involved in Human Trafficking Situations?

Human trafficking is experienced in Colorado by many different people. There is no single profile of a trafficking victim. Human trafficking can take place in many ways, as the requirements for meeting the common definition are broad. Someone must coerce, force, and/or trick someone's labor and/or services from them. The relationships between the individuals can be numerous. Traffickers can be employers, parents or intimate partners, to name a few examples. Because of the breadth of situations and individuals involved in trafficking, collecting data from a variety of sources can help illuminate these different experiences, as someone may be willing and able to receive services from some systems and not others. The Council collects data from state and national hotlines, Colorado service providers, and the Colorado Department of Human Services (CDHS) to understand the incidence of human trafficking within the state.

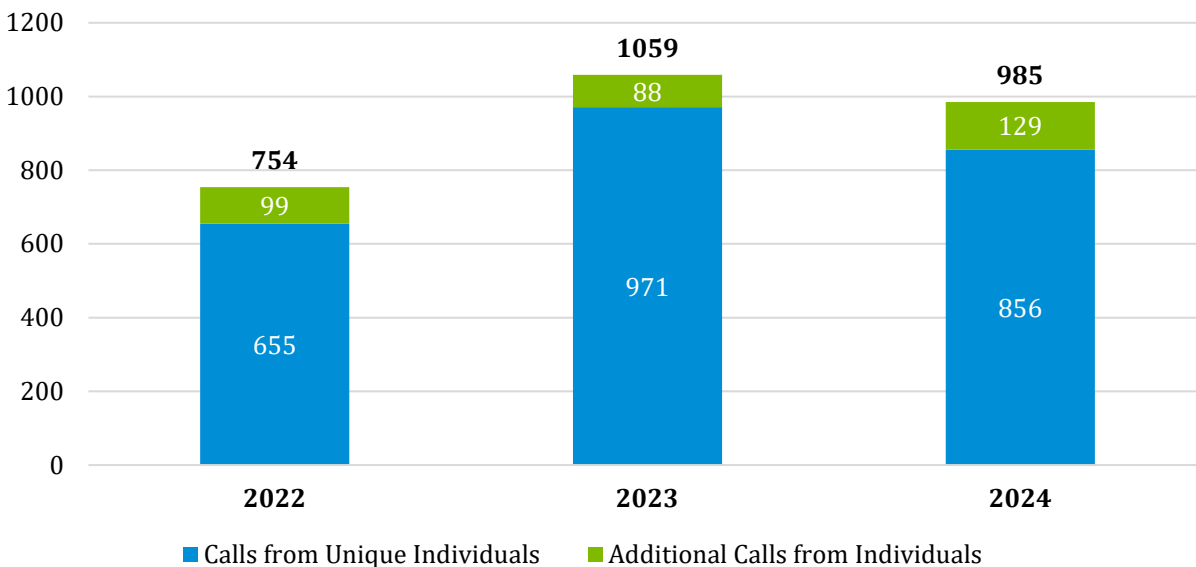
Number of Trafficking Situations

Colorado's Human Trafficking Hotline receives calls statewide. Individuals call for information about resources and/or to report tips. In 2024, 45% of callers were survivors of human trafficking, 25% were front-line professionals (e.g. law enforcement, service providers, health care workers, etc.), 22% were community members, and 8% were friends and family of the individual suspected of being trafficked.² Figure 1 shows the number of calls versus unique individuals who contacted the hotline from calendar year 2022 to 2024.

² Laboratory to Combat Human Trafficking, interview by Camerron Resener, September 2025, Colorado's Human Trafficking Hotline Statistics.

Total calls to Colorado’s Human Trafficking Hotline increased from 754 calls in 2022 to 1,059 calls in 2023 and then slightly decreased to 985 calls in 2024.

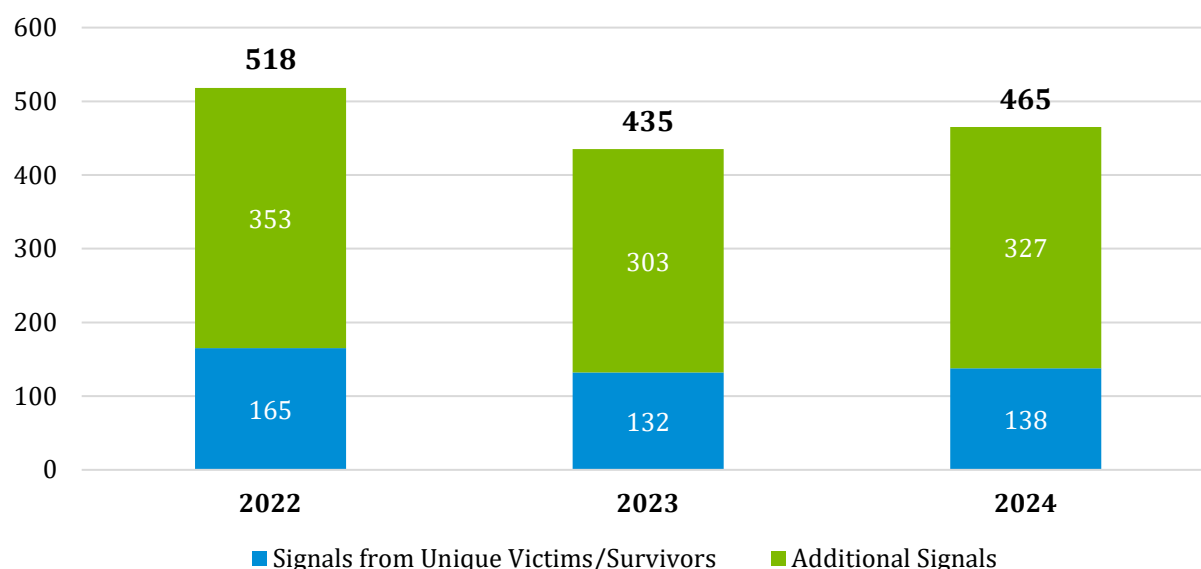
Figure 1: Colorado’s Human Trafficking Hotline—Calls vs. Unique Individuals, CY 2022–2024



Data source: Colorado’s Human Trafficking Hotline data were obtained from the Laboratory to Combat Human Trafficking.

In addition to Colorado’s Human Trafficking Hotline, the National Human Trafficking Hotline (NHTH) receives calls from individuals in Colorado both to request information on resources and to provide tips. Figure 2 shows the number of signals from unique victims and survivors and additional signals received by the NHTH from CY 2022 to 2024. Signals refer to instances the hotline is contacted (this includes by phone, text or e-mail), and situations refer to unique experiences. A unique experience may include several contacts to the hotline. Signals to the NHTH from Colorado decreased from 518 in 2022 to 435 in 2023 and then increased to 465 in 2024.

Figure 2: National Human Trafficking Hotline—National Signals from Colorado, CY 2022–2024

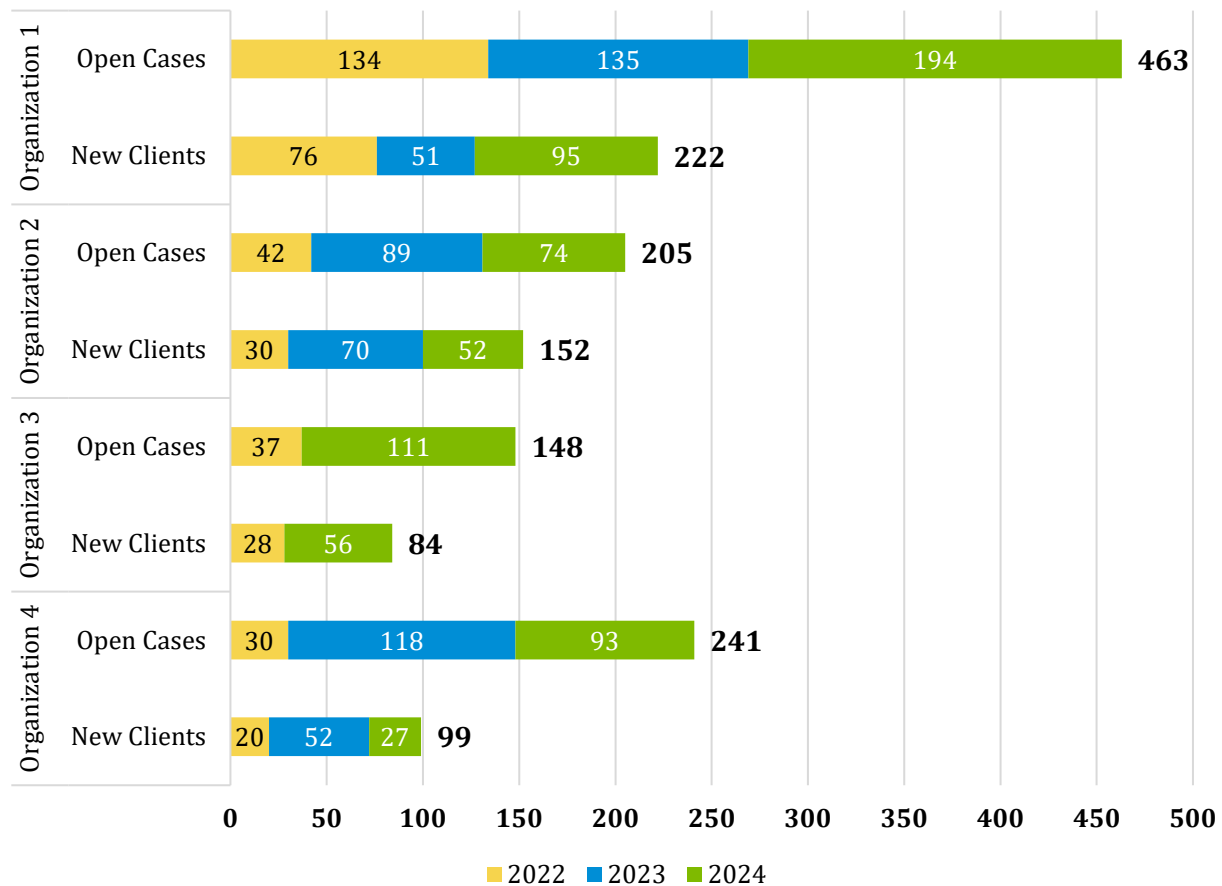


Data source: National Human Trafficking Hotline data were obtained from Polaris.

Not all situations of human trafficking interface with a hotline. This report includes information from service providers to explore another view of incidence. From 2022 to 2024, four organizations were funded by the U.S. Office for Victims of Crime (OVC) to address human trafficking. Figure 3 shows the number of clients seen by these four organizations. These data cannot be combined across organizations, as individuals may visit several organizations for a varied number of services, and the data cannot be deduplicated at this time.

Organization 1 had an increase in the number of open cases each year: 134 open cases in 2022 (with 76 new clients), 135 open cases in 2023 (with 51 new clients) and 194 open cases in 2024 (with 95 new clients). Organization 2 had 42 open cases in 2022 (with 30 new clients), 89 open cases in 2023 (with 70 new clients) and 74 open cases in 2024 (with 52 new clients). Organization 3 saw an increase in both open cases and new clients each year documented. Organization 3 had 37 open cases in 2022 (with 28 new clients), increasing to 111 open cases in 2024 (with 56 new clients); data was not provided for 2023 at the time of publication. Organization 4 had 30 open cases in 2022 (with 20 new clients), 118 open cases in 2023 (with 52 new clients) and 93 open cases in 2024 (with 27 new clients).

Figure 3: Colorado Clients Funded by Office for Victims of Crime, CY 2022–2024

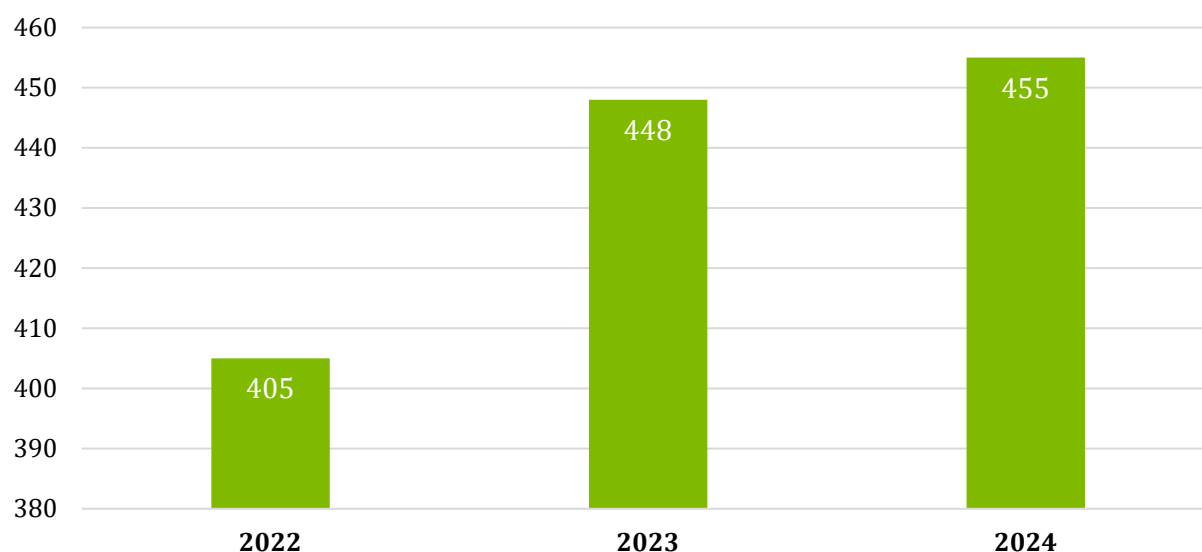


Data source: Colorado data were obtained from four Colorado-based grantees of the U.S. Department of Justice (DOJ)/OVC human trafficking grant programs.

Note: Clients were unable to be deduplicated between organizations. Clients are often referred between organizations, especially from Organizations 2–4 to Organization 1, to access specialized services.

Colorado Department of Human Services is a vital partner in identifying human trafficking situations for minors. Figure 4 shows the number of referrals that reference sex or labor trafficking from CY 2022 to 2024. In this period, referrals increased each year from 405 to 448 to 455.

Figure 4: Referrals that Reference Sex or Labor Trafficking, CY 2022–2024



Data source: Colorado Department of Human Services, Division of Child Welfare.

At times, agencies investigated referrals for allegations that were not initially identified as sex or labor trafficking situations but, during the investigation, were determined to be instances of sex and/or labor trafficking. For example, an agency investigated a child’s situation based on another form of abuse or neglect and later determined the child to be a victim of sex or labor trafficking.

Figure 4’s referrals for assessments include multiple forms of abuse or neglect, including an allegation of sex or labor trafficking during the course of the investigating, and are separate from the assessments of child abuse and/or neglect shown in Figure 5. The assessments in Figure 5 were investigated specifically for allegations of sex or labor trafficking. The possible outcomes of an assessment by county departments include the following:³

- **Founded:** “‘Founded’ means that the abuse and/or neglect assessment established by a preponderance of the evidence that an incident(s) of abuse and/or neglect occurred. ‘Founded’ can also be utilized in a referral when there is a law enforcement fatality investigation with no surviving child sibling, or a law enforcement investigation of a third-party incident of abuse and/or neglect.

³ Colorado Division of Criminal Justice, Office for Victims Programs, *2023 Colorado Human Trafficking Council Annual Report* (Lakewood, CO: Colorado Department of Public Safety, 2023), p. 45.

'Founded' and 'confirmed,' as used in 19-3-308 - 308.5, C.R.S., are interchangeable in these rules.”⁴

- **Unfounded:** “‘Unfounded’ means that the abuse and/or neglect assessment established that there is clear evidence that no incident of abuse and/or neglect occurred.”⁵
- **Inconclusive:** “‘Inconclusive’ means that the abuse and/or neglect assessment established that there was some likelihood that an incident(s) of abuse and/or neglect occurred but assessment could not obtain the evidence necessary to make a founded finding.”⁶
- **FAR:** “‘Family Assessment Response (FAR)’ means the differential response track established for low and moderate risk situations where no finding of abuse and/or neglect is made.”⁷
- **Program Area 4 (PA4):** Program for Youth in Conflict is when “services are provided to reduce or eliminate conflicts between a child/youth and their family members, which may include the community, when those conflicts affect the child/youth’s well-being, the normal functioning of the family or the well-being of the community. The focus of services shall be on alleviating conflicts, protecting the child/youth, family, and the community, re-establishing family stability, and/or assisting the youth to emancipate successfully. Target groups for PA4 are children and youth who are beyond the control of their parents or guardians; and, children and youth whose behavior is such that there is a likelihood that they may cause harm to themselves or to others or who have committed acts that could cause them to be adjudicated a delinquent child by the court.”⁸ There are no findings associated with an assessment that has a PA4 outcome.

⁴ Colorado Secretary of State’s Code of Regulations, *Department of Human Services’ Social Services Rules: Overview of Child Welfare Services*, last edited May 30, 2025, p. 8.
<https://www.sos.state.co.us/CCR/GenerateRulePdf.do?ruleVersionId=9694&fileName=12%20CCR%202509-1>.

⁵ Ibid., p. 16.

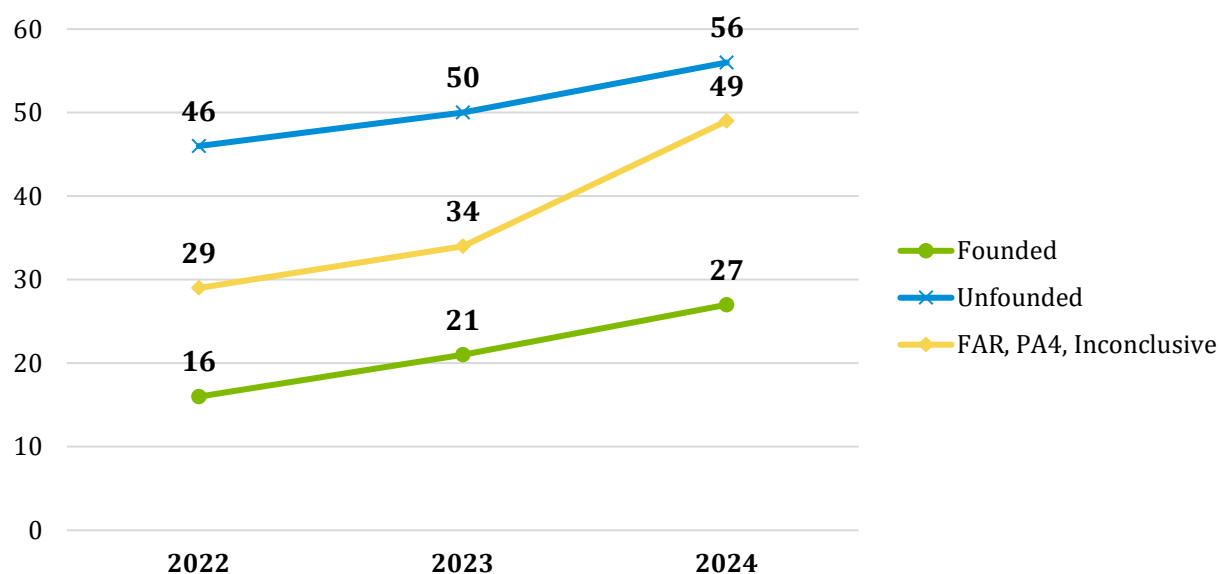
⁶ Ibid., p. 10.

⁷ Ibid., p. 7.

⁸ Ibid., 2.

Founded outcomes of allegations increased from 16 in 2022 to 21 in 2023 to 27 in 2024. Notably, FAR, PA4 and Inconclusive outcomes increased from 29 in 2022 to 34 in 2023, finally jumping to 49 in 2024.

Figure 5: Outcomes of Assessments with an Allegation of Human Trafficking, CY 2022–2024



Data source: Colorado Department of Human Services, Division of Child Welfare.

Individuals Being Human Trafficked and Human Traffickers

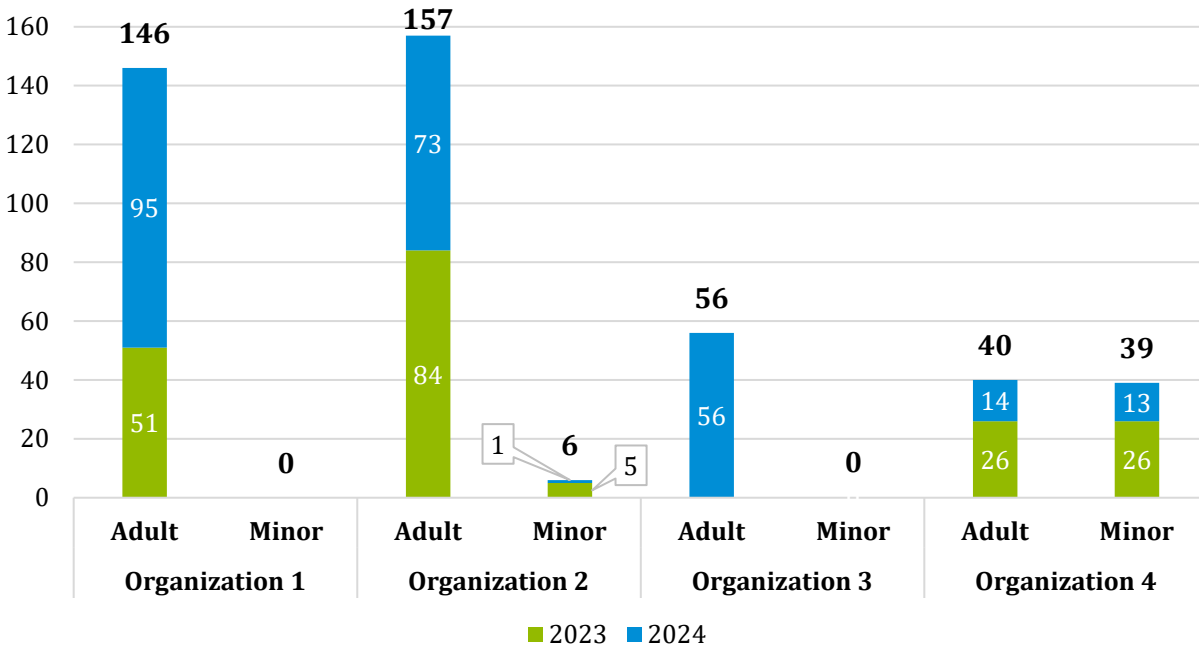
Demographics of who is being trafficked are broad. There are often misconceptions about the individuals who are being harmed and those who are doing the harming. Demographic data from a variety of sources can help address stereotypes of whom the crime affects.

While collection methods for demographic data can be flawed, without including demographic data, policymakers and funders are left deciding which demographics to focus on without understanding the realities of community experiences. Data collected from service providers, CDHS and the judicial system track these demographics.

In Colorado, both adults and minors are experiencing human trafficking. Figure 6 shows the number of new Colorado clients funded by OVC involving adults versus minors (a minor is a person under 18) in CY 2023 and 2024. Organization 1 served 51 adults in 2023 and 95 adults in 2024; it served no minors with this funding. Organization 2 served 84 adults and 5 minors in 2023 and 73 adults and 1 minor in 2024. Organization 3 served 56 adults in 2024 and no minors; 2023 data for this organization is not available at this time.

Organization 4 served 26 adults and 26 minors in 2023 and 14 adults and 13 minors in 2024.

Figure 6: New Colorado Clients Funded by Office for Victims of Crime by Age, CY 2023–2024

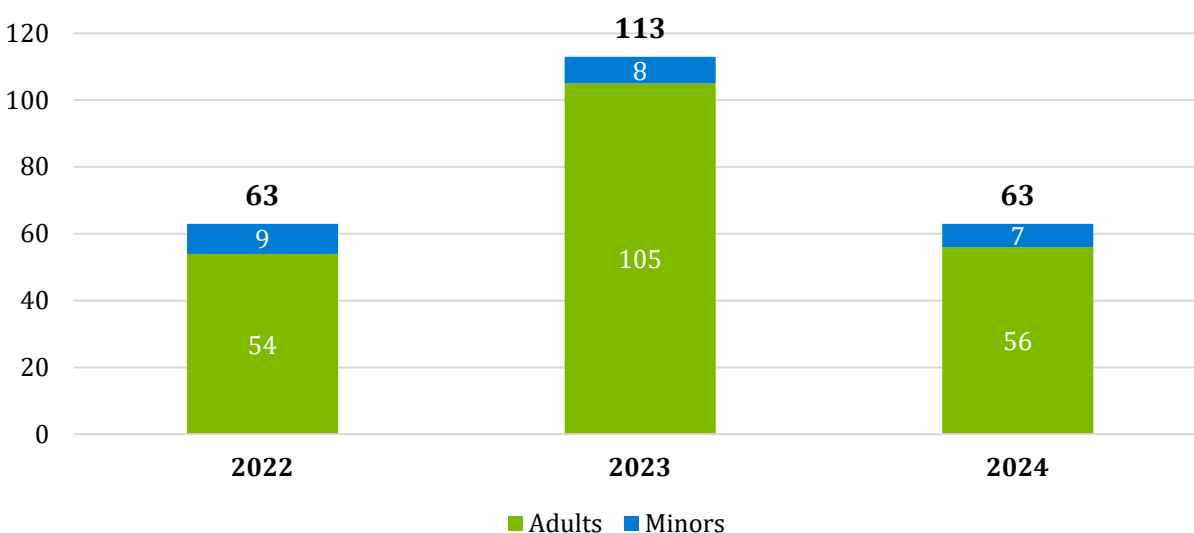


Data source: Colorado data were obtained from four Colorado-based grantees of the U.S. DOJ/OVC human trafficking grant programs.

Note: Clients were unable to be deduplicated between organizations. Clients are often referred between organizations, especially from Organizations 2–4 to Organization 1, to access specialized services.

Figure 7 shows new Colorado cases involving adults versus minors served by the U.S. Committee for Refugees and Immigrants (USCRI) from CY 2022 to 2024. The vast majority were adults, with only 24 minors among the 239 clients during the three years.

Figure 7: New Colorado Cases by Adults vs. Minors, CY 2022–2024



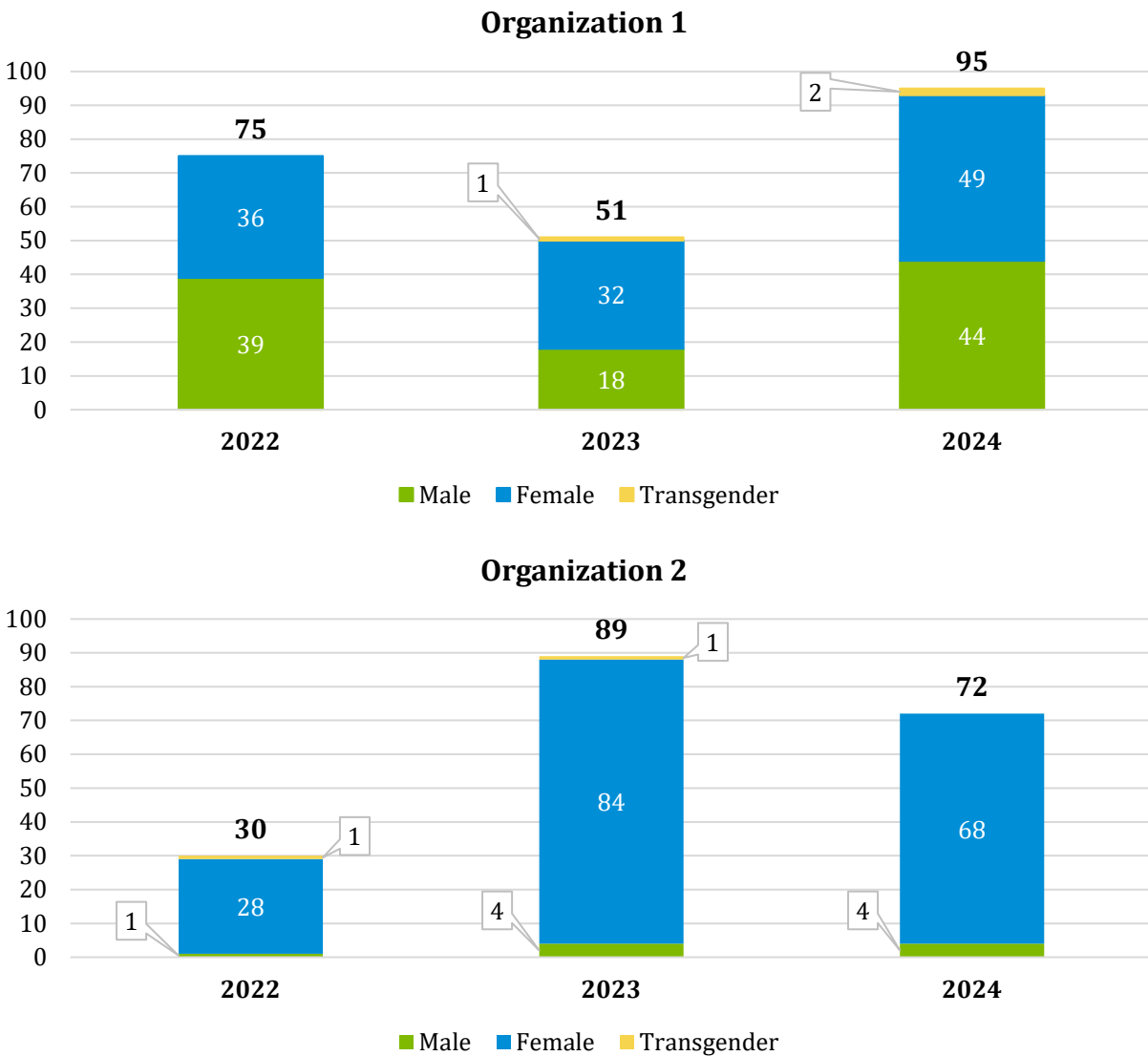
Data source: U.S. Committee for Refugees and Immigrants. Note: All clients in this dataset are foreign nationals.

Individuals of all genders are experiencing human trafficking in the state. Figure 8 shows the number of new Colorado clients funded by OVC by gender from CY 2022 to 2024. Figure 9 shows the number of new Colorado cases by gender in the same three-year period based on data from the Trafficking Victim Assistance Program (TVAP), funded by the U.S. Department of Health and Human Services and managed by USCRI. Figure 10 shows the gender breakdown of assessed minors provided by CDHS from CY 2022 to 2024. Not all assessed minors in figures 10, 11 and 12 are human trafficking victims. Please refer to Figure 5 for the assessment outcomes breakdown.

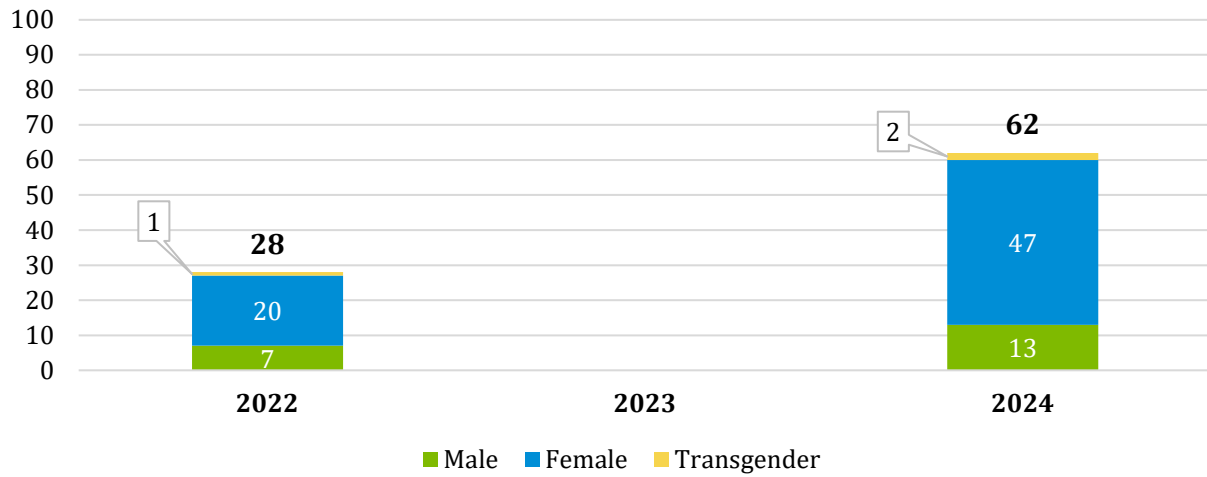
In Figure 8, Organization 1 served an almost equal number of male and female clients in 2022 and 2024. In 2022, it served 39 males and 36 females. In 2023, it served 18 males, 32 females and one transgender individual. In 2024, it served 44 males, 49 females and two transgender individuals. Organizations 2 and 3 served majority females. Organization 2 served nine males over the three years, 180 females and two transgender individuals. Organization 3 served 20 females, seven males and one transgender individual in 2022 and 47 females, 13 males and two transgender individuals in 2024. Organization 4 served four males, 15 females and one individual whose gender is not reported in 2022, 18 males and 34 females in 2023, and 13 males, 13 females and one nonbinary individual in 2024.

Figure 9 averages an almost 1:2 ratio of male to female clients over the three years, with 92 male clients and 144 female clients. TVAP served three transgender clients during this time. Comparatively, Colorado's Division of Child Welfare served almost a 1:4 ratio of male to female clients over the three years, with only 69 male clients and 250 female clients.

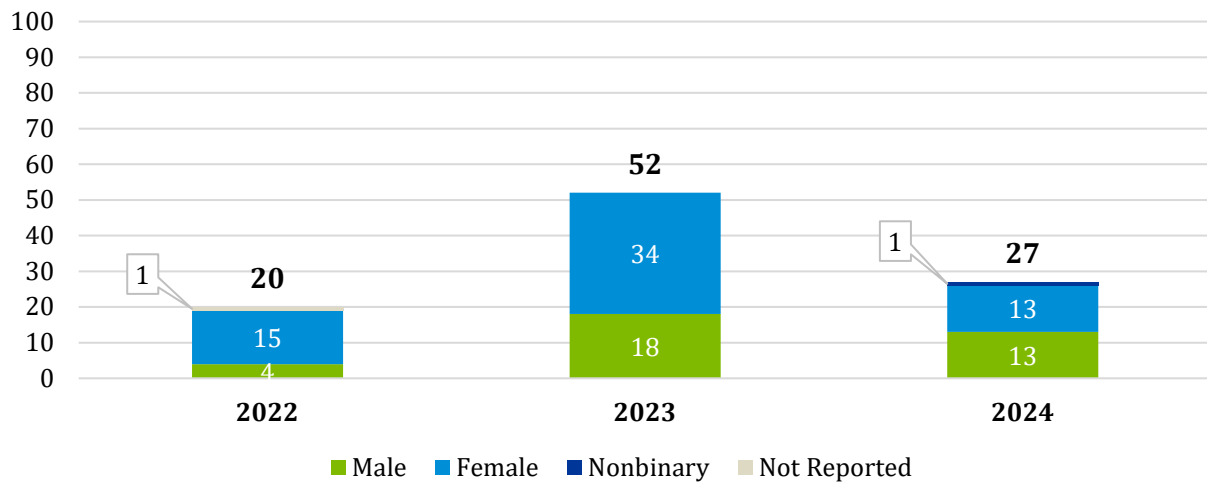
Figure 8: New Colorado Clients Funded by Office for Victims of Crime by Gender, CY 2022-2024



Organization 3



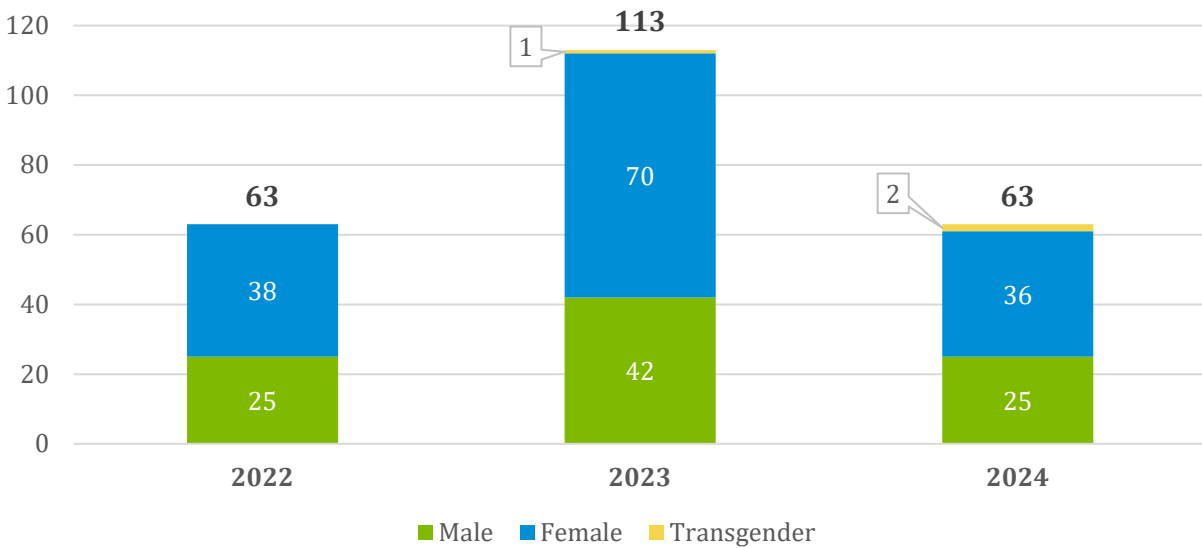
Organization 4



Data source: Colorado data were obtained from four Colorado-based grantees of the U.S. DOJ/OVC human trafficking grant programs.

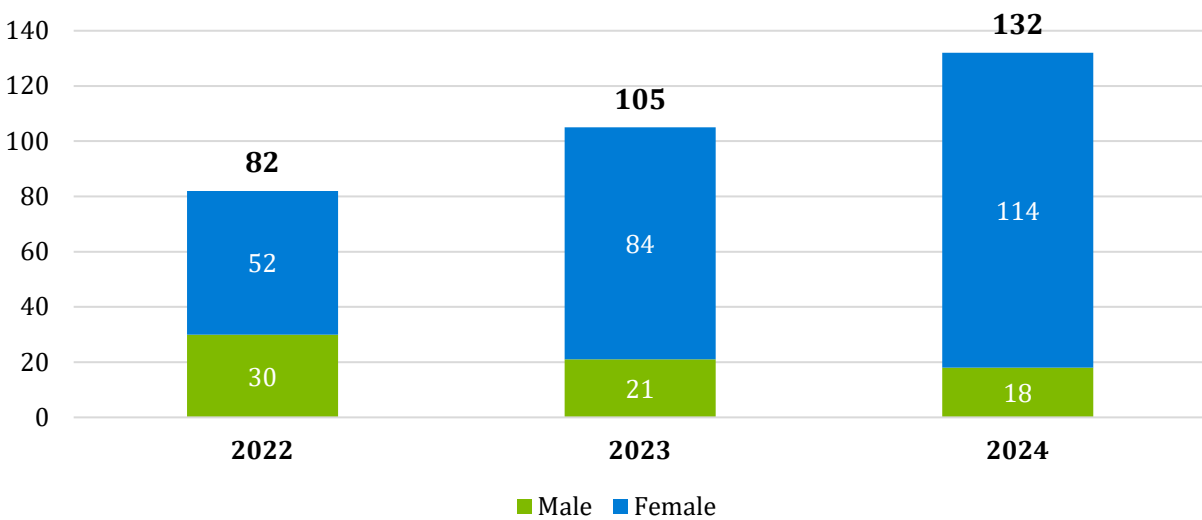
Note: Clients were unable to be deduplicated between organizations. Clients are often referred between organizations, especially from Organizations 2–4 to Organization 1, to access specialized services. Data for 2023 was not provided by organization 3.

Figure 9: New Colorado Cases by Gender, CY 2022–2024



Data source: Trafficking Victim Assistance Program, U.S. Committee for Refugees and Immigrants.

Figure 10: Gender Breakdown of Assessed Minors, CY 2022–2024



Data source: Colorado Department of Human Services, Division of Child Welfare.

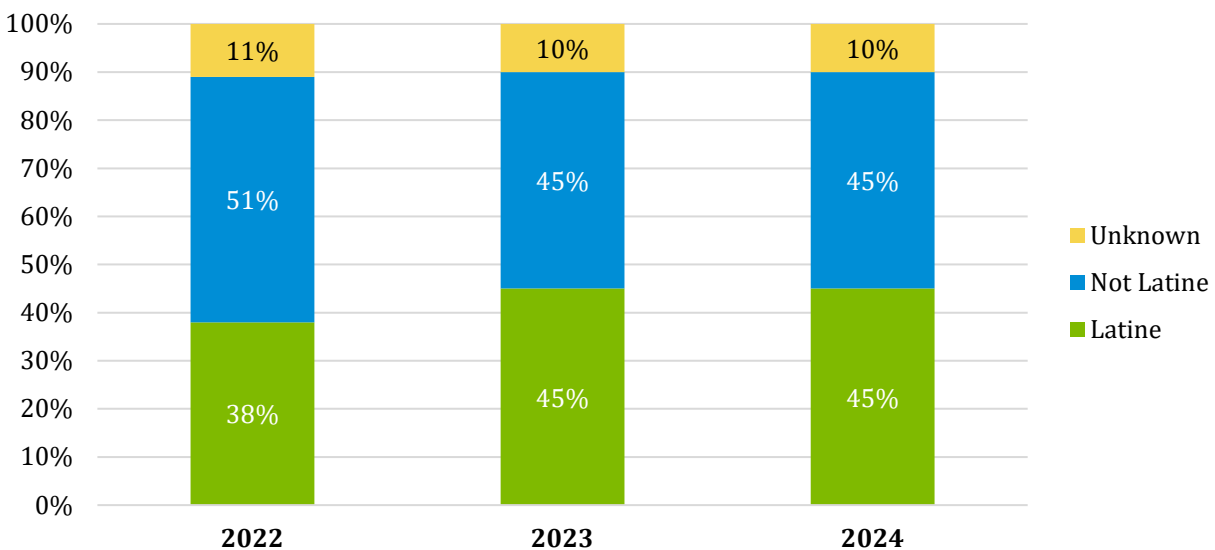
CDHS also collects information on the ethnic and racial demographics of assessed minors. The Council has concerns⁹ about how those entering demographic data determine a minor’s racial and ethnic data and whether this information is assessed in the same way by

⁹ Legislation to address this systemic limitation passed in 2024. House Bill 24-1046 requires Colorado Department of Human Services to review the screening process used by county departments and hotline system operators to align demographic collection practices with best practices and cultural competency efforts.

each member of staff across all counties. As such, the data have been included but should be considered carefully. Figure 11 shows the ethnic breakdown of assessed minors from CY 2022 to 2024. Figure 12 shows the racial breakdown of minors in the same timeframe.

Division of Child Welfare saw a slight increase from 38% Latine¹⁰ minors in 2022 to 45% Latine minors in 2023, staying flat between 2023 and 2024 (see Figure 11.) Figure 12's racial demographics only include White, Black/African American and undisclosed categories in 2022 and 2023, with a majority of clients racially identified as White (ranging from 70% to 73%). In 2024, the percentage of White and Black/African American racially categorized minors stayed similar (68% White, 16% Black/African American), but new categories of Asian, Native Hawaiian/Pacific Islander, and Multi-race brought the undisclosed category from 15% in 2022 and 2023 to 5% in 2024.

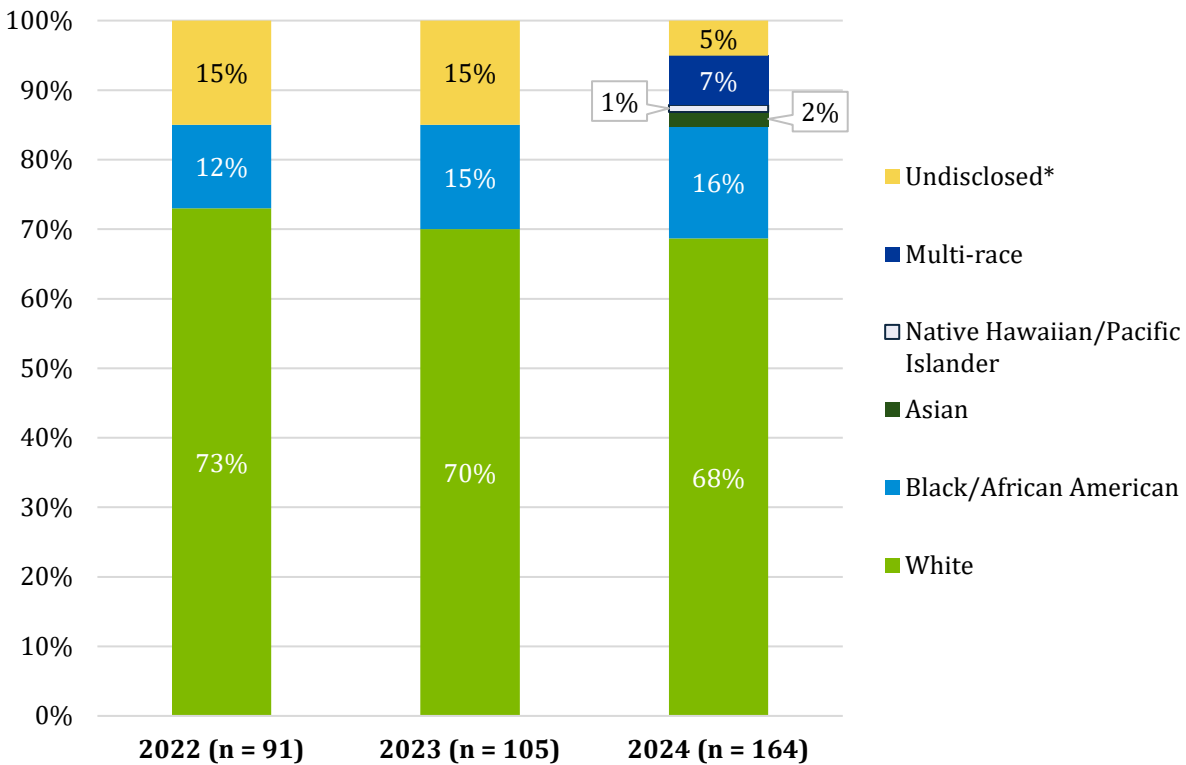
Figure 11: Ethnic Breakdown of Assessed Minors, CY 2022-2024



Data source: Colorado Department of Human Services, Division of Child Welfare.

¹⁰ Latine is a term referring to Latin American heritage. It is a gender-neutral term, an alternative to Latino/a or Latinx.

Figure 12: Race Breakdown of Assessed Minors, CY 2022–2024

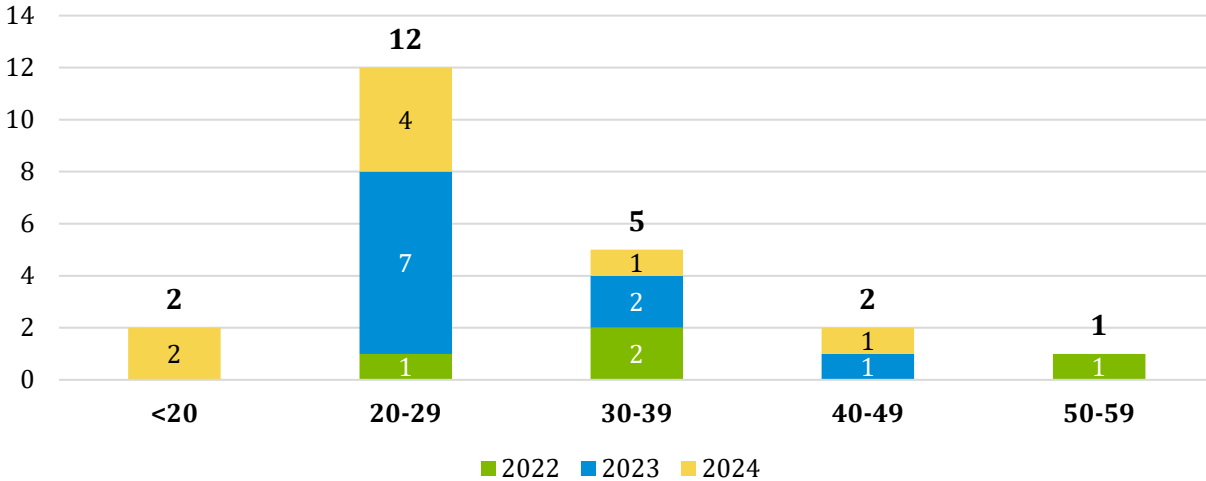


Data source: Colorado Department of Human Services, Division of Child Welfare.

Note: *A new category, “Declined to Answer,” was added to data from Division of Child Welfare in 2024. These data have been added to the category “Unknown” in this year’s report for consistency of categories from CY 2022 to 2024.

There are also misunderstandings about who human traffickers are. Situations of human trafficking that become prosecutable cases track the age of the perpetrator. Figure 13 shows the age of the individuals convicted of human trafficking from CY 2022 to 2024. The highest number of individuals were between the ages 20 and 29, with 12 people. Two people were younger than 20. Five individuals were 30 to 39. Two individuals were 40 to 49. One individual in the timeframe was 50 to 59.

Figure 13: Age at Offense of Individuals Convicted of Human Trafficking, CY 2022–2024

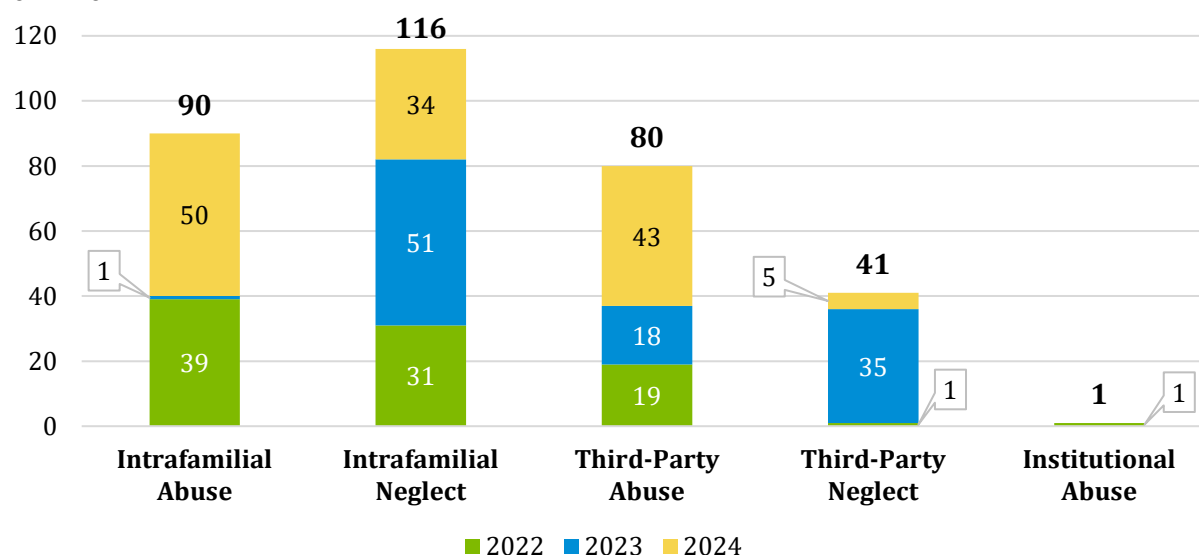


Data source: The number of total cases was calculated using information obtained through the Judicial Branch's Integrated Colorado Online Network (ICON) information management system via the Colorado Justice Analytics Support System (CJASS). The case status for each filing was last obtained from the Colorado State Courts – Data Access system on October 8, 2025, by DCJ staff.

Additionally, CDHS collects data on who the potential offender is in cases that are referrals of human trafficking, shown in Figure 14. Over the three years, 90 trafficking allegations were intrafamilial abuse, 116 were intrafamilial neglect, 80 were third-party abuse, 41 were third-party neglect and one was institutional abuse. "Abuse and neglect are actions or omissions that threaten the health or welfare of a child. Abuse typically consists of physical, sexual, or emotional abuse, while neglect focuses on a deprivation of necessities, an environment that is injurious to the child, a lack of supervision, failure to protect a child, or medical neglect."¹¹

¹¹ Title 19 – Children's Code, C.R.S. § 19-1-103 (2024).

Figure 14: Potential Perpetrators of Child Abuse and Neglect with a Referral of Human Trafficking, CY 2022–2024



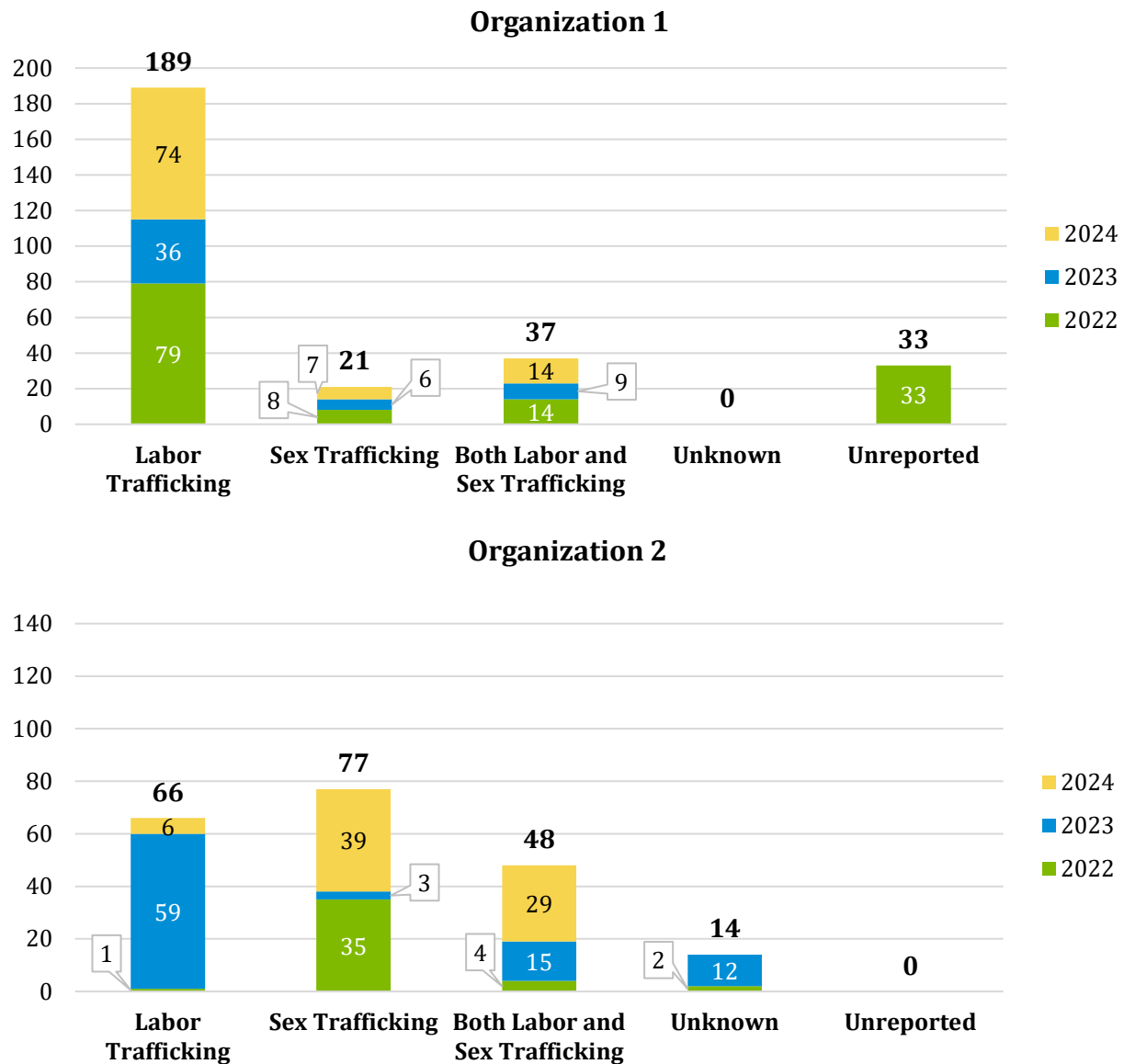
Data source: Colorado Department of Human Services, Division of Child Welfare.

Human Trafficking Experiences

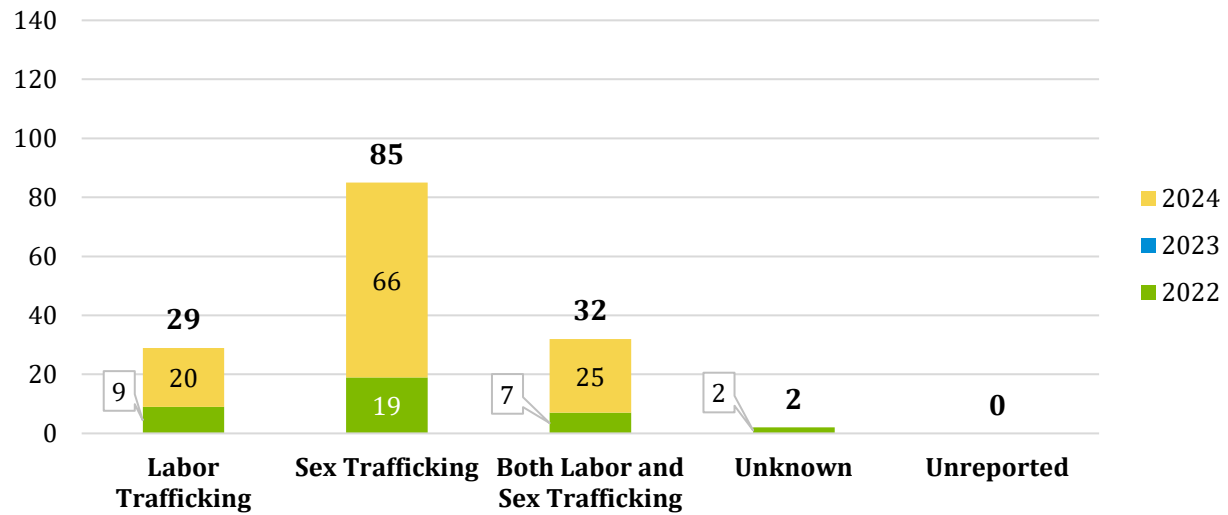
Human trafficking is often separated into two primary categories of labor trafficking and sex trafficking, also referred to as involuntary servitude and sexual servitude in Colorado. Data from service providers and the judicial system show breakdowns of what people’s trafficking experiences, including both labor and sex trafficking. Overall, the data show higher rates of labor trafficking reported from service providers but higher rates of sex trafficking reported from the hotline, child welfare and the judicial system.

Figure 15 shows the number of new Colorado clients funded by OVC by type of trafficking from CY 2022 to 2024. Figure 16 presents new Colorado cases by type of trafficking from CY 2022 to 2024, based on data from TVAP. Figure 17 shows situations by type of trafficking from the same period, based on data from Colorado’s Human Trafficking Hotline. Figure 18 shows national situations by type of trafficking during the CY 2022–2024 period. Figure 19 shows data from the Colorado Department of Human Services on the number of assessments that include an allegation of human trafficking, broken down by type of trafficking, from CY 2022 to 2024. Figure 20 shows Colorado judicial cases by type of trafficking in the same timeframe.

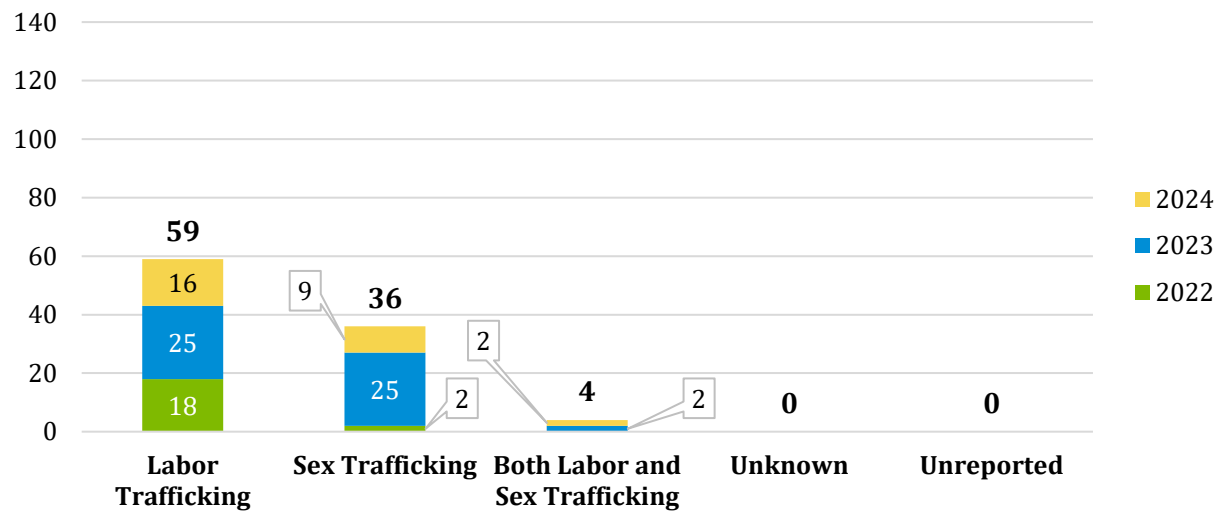
Figure 15: New Colorado Clients Funded by OVC by Type of Trafficking, CY 2022–2024



Organization 3



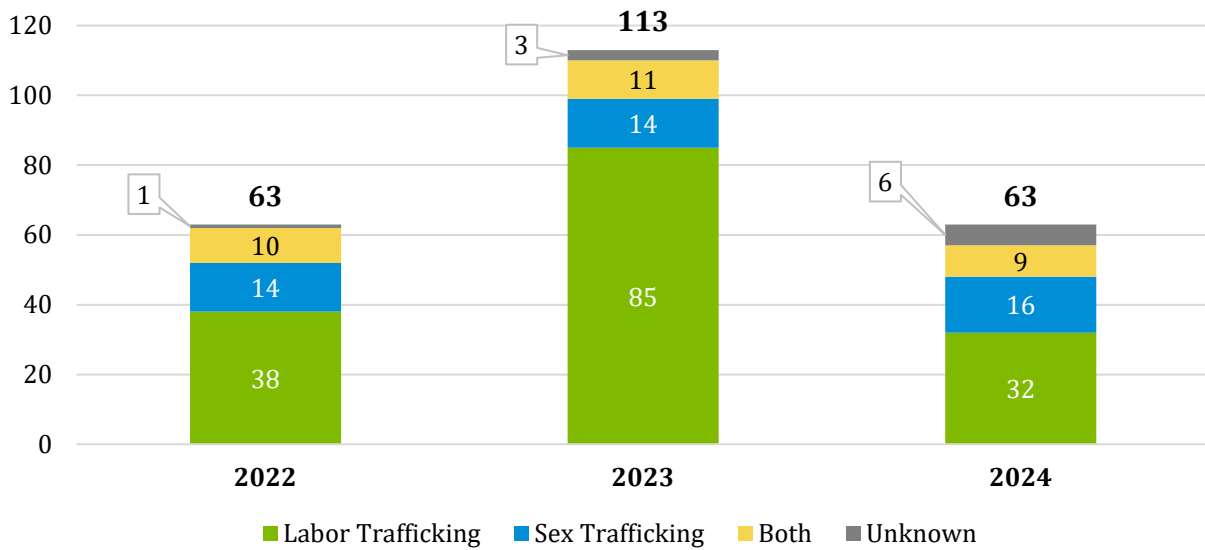
Organization 4



Data source: Colorado data were obtained from four Colorado-based grantees of the U.S. DOJ/OVC human trafficking grant programs.

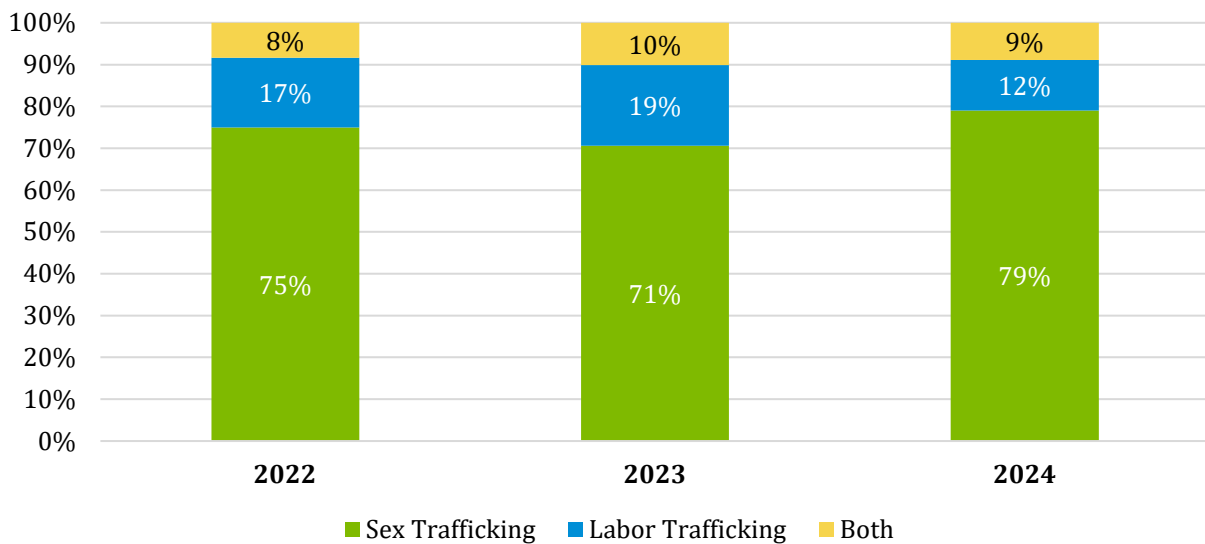
Note: Clients were unable to be deduplicated from 2022 to 2024 between organizations. Clients are often referred between organizations, especially from Organizations 2-4 to Organization 1, to access specialized services.

Figure 16: New Colorado Cases by Type of Trafficking, CY 2022–2024



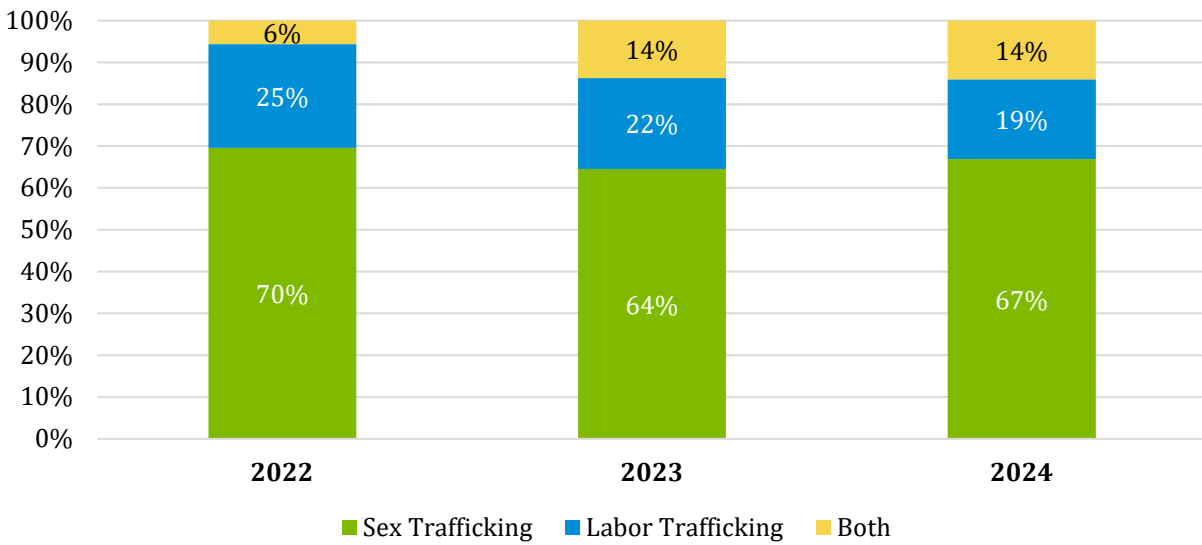
Data source: Trafficking Victim Assistance Program, U.S. Committee for Refugees and Immigrants.

Figure 17: Colorado's Human Trafficking Hotline—Colorado Situations by Type of Trafficking, CY 2022–2024



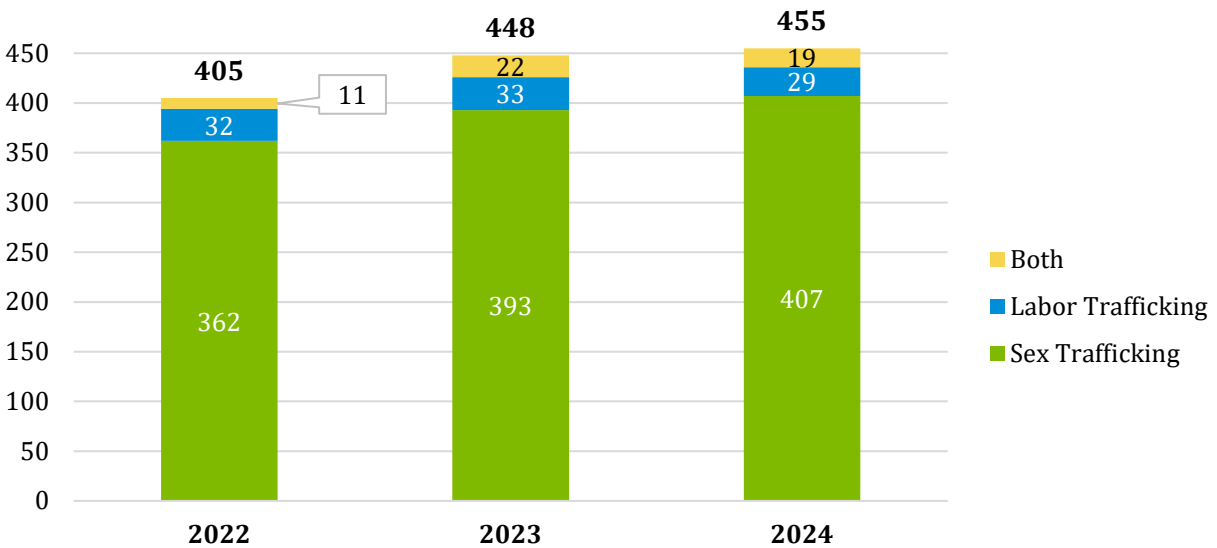
Data source: Colorado's Human Trafficking Hotline data were obtained by the Laboratory to Combat Human Trafficking.

Figure 18: NHTH—National Situations by Type of Trafficking, CY 2022–2024



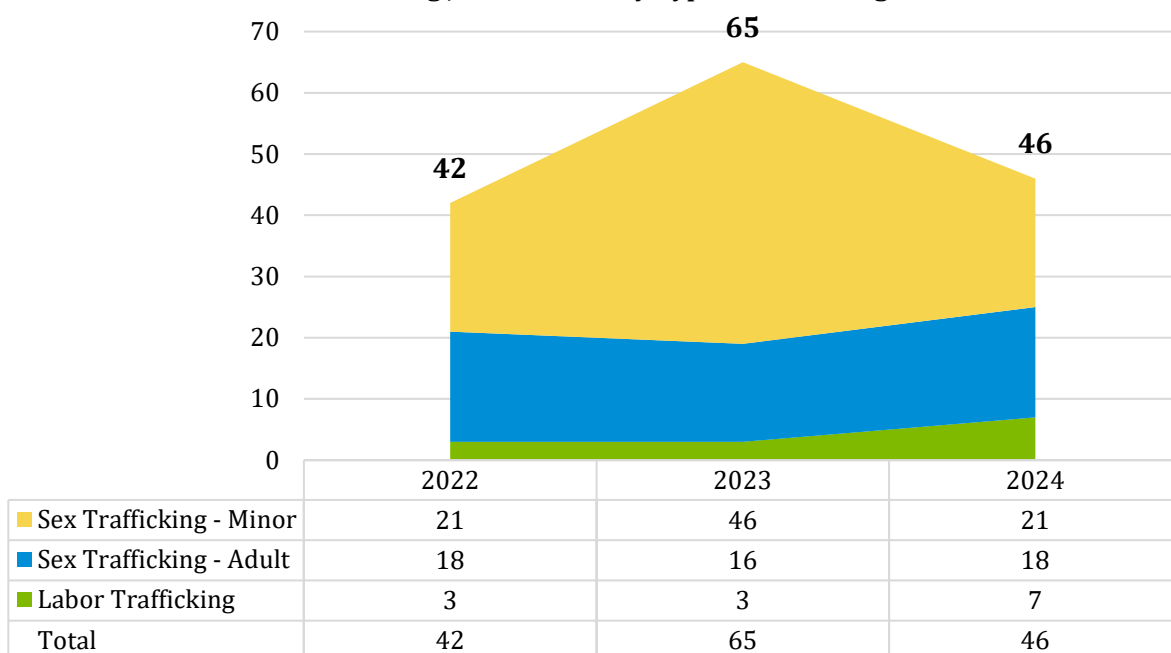
Data source: NHTH data were obtained from Polaris.

Figure 19: Number of Assessments that Include Allegation of Human Trafficking of Minors, CY 2022–2024



Data source: Colorado Department of Human Services, Division of Child Welfare.

Figure 20: Colorado Human Trafficking Judicial Cases by Type of Trafficking, CY 2022–2024



Data source: The number of total charges was calculated using information on filings obtained through the Judicial Branch’s ICON information management system via the CJASS. The charge status for each filing was last obtained from the Colorado State Courts – Data Access system on October 8, 2025, by DCJ staff.

Vulnerabilities

There are many aspects of an individual’s life that traffickers can use to create a human trafficking dynamic or keep one going. Data from CDHS and service providers shed light on these experiences. Figure 21 shows the top 10 risk factors by year identified by the Colorado Division of Child Welfare from CY 2022 to 2024. Child welfare personnel use the High-Risk Victim Identification Tool (HRV Tool) in situations where a youth has gone missing from care or is suspected of being involved in human trafficking. The HRV Tool screens for risk factors that may apply to children and youth who are vulnerable to human trafficking.

The HRV Tool is not prescriptive in nature but instead helps users identify areas of risk, allowing each county to use its resources to address the concerns raised by the tool. It is “intended to be used to supplement comprehensive screening ... [but the] presence of multiple indicators on the checklist ... does not confirm [human]

trafficking/victimization.”¹² The tool is also used by the Colorado Division of Youth Services (DYS) and the Colorado Youth Detention Continuum (CYDC). Figures 22 and 23 show the top 10 risk factors identified by these two entities in CY 2023 and 2024. DYS and CYDC data were not available for CY 2022. Overall, mental health, family dysfunction, substance use, and school attendance rank high across all years and the three data sources.

Figure 21: Top 10 Risk Factors by Year Identified in DCW Using the HRV Tool, CY 2022–2024

	2022 (n = 82)	2023 (n = 69)	2024 (n = 66)
Highest Score	Mental Health	Mental Health	Mental Health
	Family Dysfunction	School Attendance	Family Dysfunction
	Substance Use	Family Dysfunction	School Attendance
	History/Current Abuse	3+ Runs in 12 Mos	History/Current Abuse
	School Attendance	Substance Use	3+ Runs in 12 Mos
Lowest Score	3+ Runs in 12 Mos	History/Current Abuse	Substance Use
	Run 20+ Days	Interest in Older People	Lack of Support
	Lack of Support	Lack of Support	Found with Older Adults
	Interest in Older People	Run 20+ Days	Interest in Older People
	Housing Insecurity	Housing Insecurity	Run 20+ Days

Data source: Colorado Department of Human Services, Division of Child Welfare.

Note: The risk factors are ranked in frequency from highest score at the top of each column to lowest score at the bottom of each column. Many of the risk factors have been shortened for readability. The risk factors are: mental health; family dysfunction; drug charges/substance abuse (Substance Use); history of, or current concern about, sexual abuse, physical abuse or neglect (History/Current Abuse); truancy and/or not enrolled in school (School Attendance); three or more runs in 12 months (3+ Runs in 12 Mos); longest run more than 20 days (Run 20+ Days); lack of support system or supportive relationships (Lack of Support); in relationship/expressed interest in older men/women who may be intimate partner, friend or relative (Interest in Older People); homeless, not living with adults, couch surfing, etc. (Housing Insecurity); and relationship/found in the presence of older, non-related adults (Found with Older Adults).

* “Run” refers to a youth missing from care.

¹² “HRV Tool,” Denver Anti-Trafficking Alliance, 2022, December 19, 2023, https://denveralliance.org/wp-content/uploads/2024/01/Colorado-HRV-BLANK-Youth-Tool_Denver.pdf.

Figure 22: Top 10 Risk Factors Identified in DYS Using the HRV Tool, CY 2023–2024

	2023 (n = 183)	2024 (n = 181)
Highest Score	Substance Use	Substance Use
	Mental Health	Family Dysfunction
	Family Dysfunction	Mental Health
	Connection to Illicit Activities	School Attendance
	History/Current Abuse	Connection to Illicit Activities
Lowest Score	School Attendance	History/Current Abuse
	Gang Involvement	Gang Involvement
	Run 20+ Days	Lack of Support
	Lack of Support	3+ Runs in 12 Mos
	3+ Runs in 12 Mos	Run 20+ Days

Data source: Colorado Department of Human Services, Division of Youth Services.

Note: The risk factors are ranked in frequency from highest score at the top to lowest score at the bottom. Many of the risk factors have been shortened for readability. The risk factors include the following: drug charges/substance abuse (Substance Use); mental health; family dysfunction; family, friends, and/or peers known to be involved in illegal commercial sex and/or criminal activities (Connection to Illicit Activities); history of, or current concern about, sexual abuse, physical abuse or neglect (History/Current Abuse); truancy and/or not enrolled in school (School Attendance); gang involvement; longest run more than 20 days (Run 20+ Days); lack of support system or supportive relationships (Lack of Support); and three or more runs in 12 months (3+ Runs in 12 Mos).

Figure 23: Top 10 Risk Factors Identified in CYDC Using the HRV Tool, CY 2022–2024

	2023 (n = 853)	2024 (n = 2,044)
Highest Score	Substance Use	Substance Use
	School Attendance	Family Dysfunction
	Mental Health	Mental Health
	History/Current Abuse	School Attendance
	Family Dysfunction	History/Current Abuse
Lowest Score	3+ Runs in 12 Mos	Connection to Illicit Activities
	Contact with Law Enforcement	3+ Runs in 12 Mos
	Gang Involvement	Gang Involvement
	Run 20+ Days	Contact with Law Enforcement
	Connection to Illicit Activities	Run 20+ Days

Data source: CDHS, Division of Youth Services, Colorado Youth Detention Continuum.

Note: The risk factors are ranked in frequency from highest score at the top to lowest score at the bottom. Many of the risk factors have been shortened for readability. The risk factors include the following: drug charges/substance abuse (Substance Use); truancy and/or not enrolled in school (School Attendance); mental health; history of, or current concern about, sexual abuse, physical abuse or neglect (History/Current Abuse); family dysfunction; three or more runs in 12 months (3+ Runs in 12 Mos); history of law enforcement contact related to prostitution or other charges that may occur while being trafficked (theft, drugs, assault)—may have multiple curfew violations (Contact with Law Enforcement); gang involvement; longest run more than 20 days (Run 20+ Days); and family, friends, and/or peers known to be involved in illegal commercial sex and/or criminal activities (Connection to Illicit Activities).

A person’s immigration status can be used—and often is used—by human traffickers to create or keep that individual in a human trafficking situation. In Colorado law, using a person’s legal status against them is a form of coercion. If a person is enticing someone’s labor through threats against their legal status, that is considered human trafficking. Table 1 shows the number of certification letters and T visas from CY 2022 to 2024, per data collected by the Office on Trafficking in Persons. Certification and T visas are two forms of immigration relief and support available to human trafficking victims and survivors. Table 2 displays the certification authority in the same timeframe. Certification letters are sent to adult recipients of services only. Finally, Figure 24 shows the reported number of victims served in Colorado from CY 2022 to 2024 through TVAP funding, which is exclusively for services to foreign national survivors of human trafficking.

Table 1: Office of Trafficking in Persons Certification Letters and T Visas Mailed to Recipients in Colorado CY 2022–2024

Benefits Start Date Fiscal Year	Total Number of Certification Recipients (Letters and T Visas)
2022	27
2023	30
2024	17
Total	74

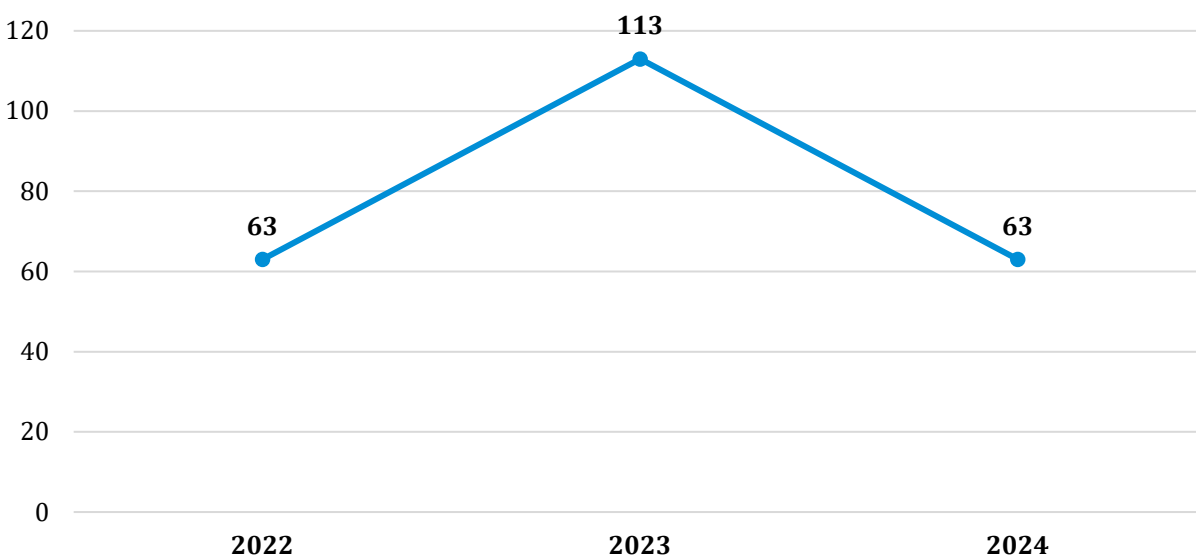
Data source: E-mail correspondence with U.S. Committee for Refugees and Immigrants, which runs the Trafficking Victim Assistance Program.

Table 2: Certification Authority for Certification Letter Recipients in Colorado, 2022–2024

Certification Authority	Total Number of Certification Recipients
Bona Fide T1	1
Continued Presence	13
T1 Nonimmigrant Status	60
Total	74

Data source: E-mail correspondence with U.S. Committee for Refugees and Immigrants, which runs the Trafficking Victim Assistance Program.

Figure 24: Trafficking Victim Assistance Program—Number of Victims Served in Colorado, CY 2022–2024



Data source: Trafficking Victim Assistance Program, U.S. Committee for Refugees and Immigrants.

Note: 100% of clients in this dataset are foreign nationals.

Criminal Justice Engagement

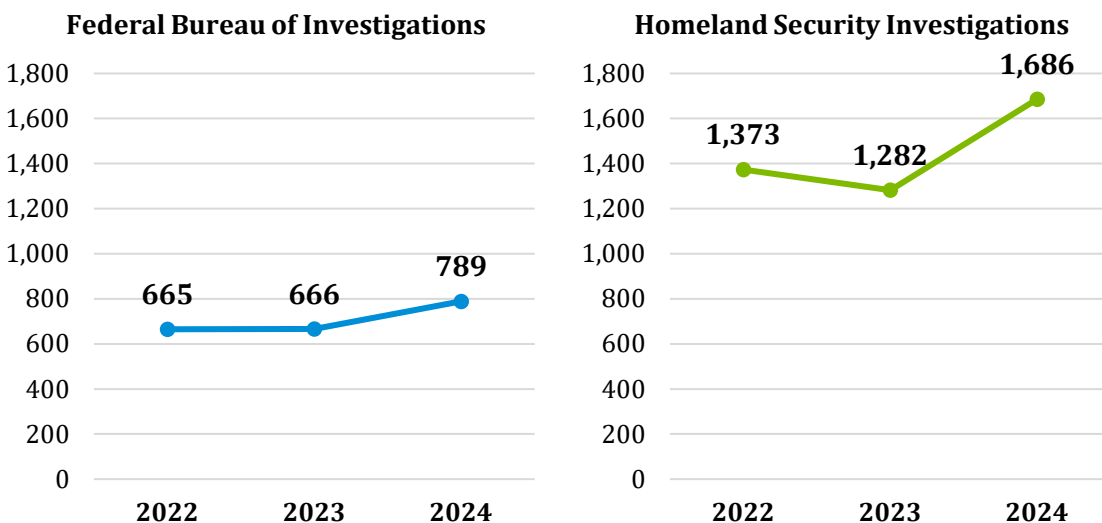
Many individuals who have experienced human trafficking do not engage with the criminal justice system for several reasons. Fear of being disbelieved or criminalized for their own actions that happened as part of their human trafficking experience, distrust in the criminal justice system because of prior individual or community-based negative experiences due to systemic bias, or lack of knowledge about legal rights are just a few reasons people do not engage with the criminal justice system. As a result, data from this system is incomplete. Though incomplete, some individuals do engage with the criminal justice system. A review of data from law enforcement and the judicial system¹³ helps us understand what those experiences are.

Figure 25 shows the number of national investigations of human trafficking from federal fiscal years 2022 to 2024. Figure 26 shows the number of interdictions of human

¹³ There were currently no U.S. Attorney’s Office Colorado cases from 2022–2024. USAO conviction data only include the federal human trafficking statutes 18 United States Code (U.S.C.) § 1589 and 1591. Additional statutes that have overlapped with human trafficking that the Council has collected in the past include the following: Mann Act/Transporting an Individual to Engage in Prostitution (18 U.S.C. § 2421), Facilitating Prostitution (18 U.S.C. § 1952(a)(3)), Coercion & Enticement (18 U.S.C. § 2422(a)) and Visa Fraud (18 U.S.C. § 1546).

trafficking by Colorado State Patrol from CY 2022 to 2024. Figure 27 shows the number of Colorado investigations by the Federal Bureau of Investigation's (FBI) Child Exploitation and Human Trafficking Task Force for the same timeframe. For cases that reach a courtroom, Figure 28 shows the state-level human trafficking judicial cases by disposition from CY 2022 to 2024.

Figure 25: National Investigations, FFY 2022–2024



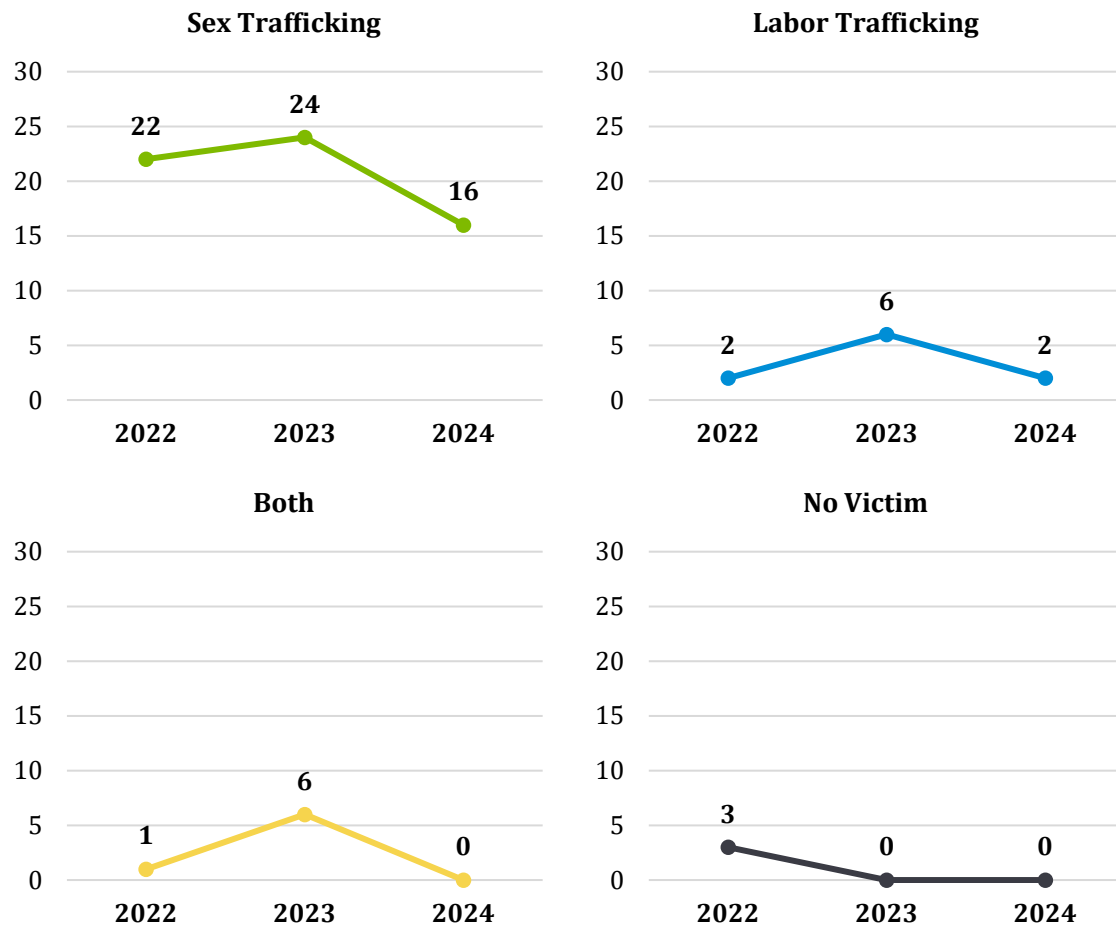
Data source: U.S. Department of State, *Trafficking in Persons Report* (2023–2025).

Figure 26: Colorado State Patrol Interdictions, CY 2022–2024



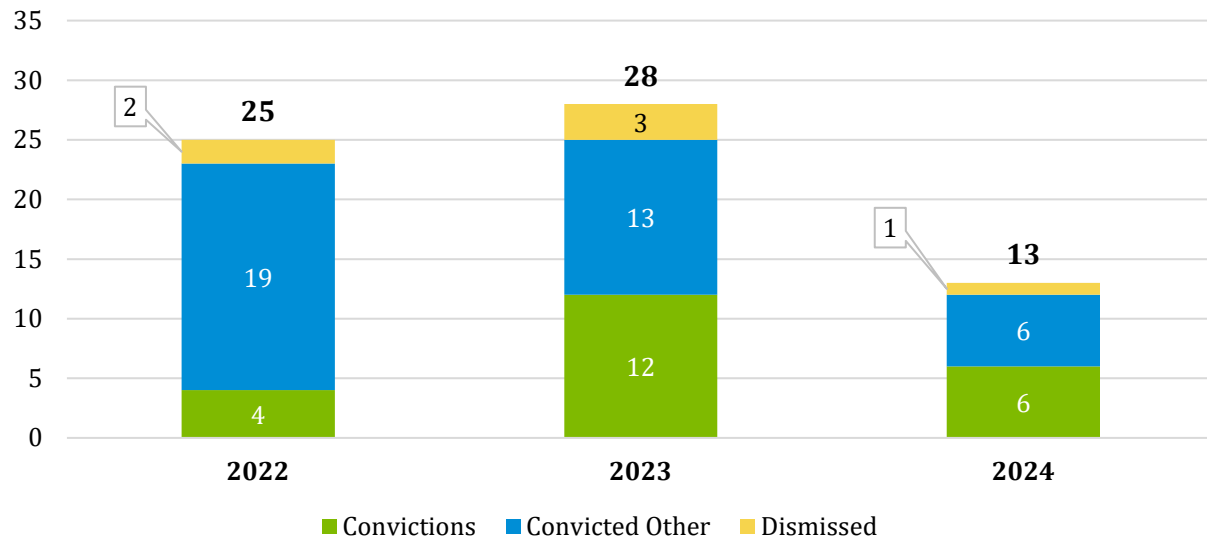
Data source: Colorado Department of Public Safety, Colorado State Patrol.

Figure 27: FBI Child Exploitation and Human Trafficking Task Force—Colorado Investigations, CY 2022–2024



Data source: FBI-Denver field office.

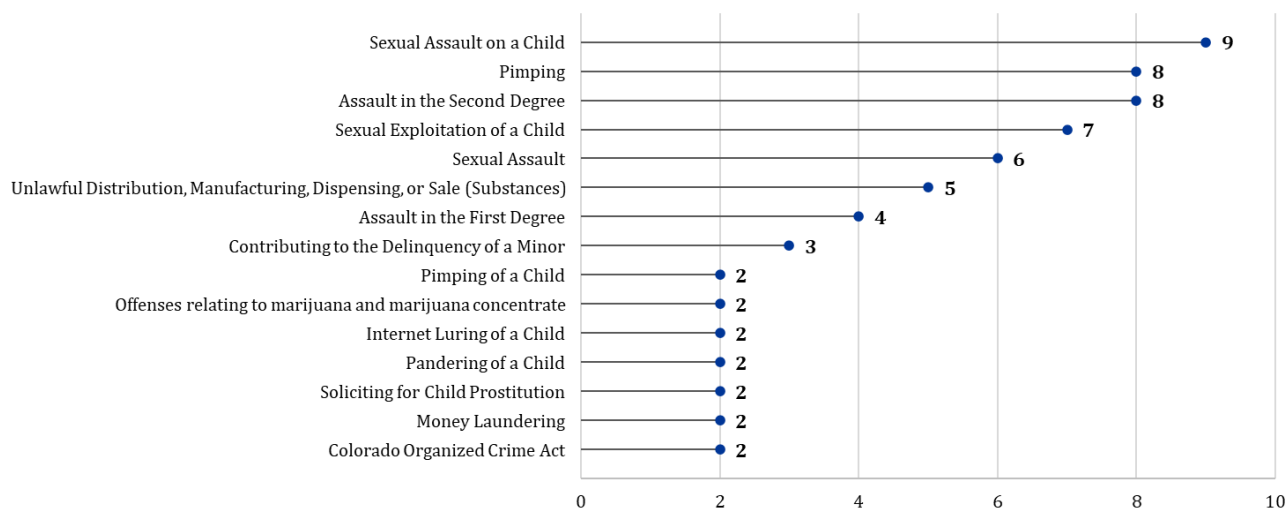
Figure 28: Colorado Human Trafficking Judicial Cases by Disposition, CY 2022–2024



Data source: The number of total charges was calculated using information on filings obtained through the Judicial Branch’s ICON information management system via the CJASS. The charge status for each filing was last obtained from the Colorado State Courts – Data Access system on October 8, 2025, by DCJ staff.

As seen in Figure 28, cases are often not convicted of human trafficking. For those cases, Figure 29 shows the ancillary charges of which defendants charged of human trafficking were officially convicted. Human trafficking convictions have been removed from the results to better illuminate the other crimes people are engaged in along with human trafficking.

Figure 29: Ancillary Charge on Which Defendants Charged of Human Trafficking Were Convicted, CY 2022–2024



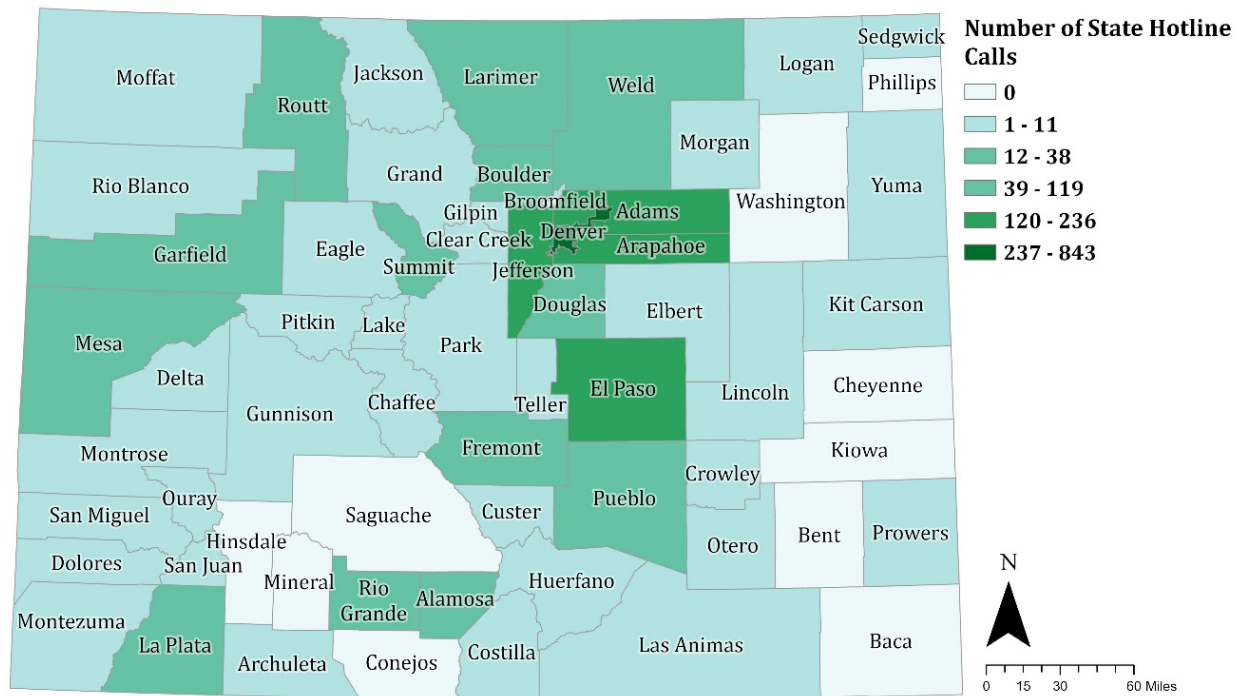
Data source: The number of total cases was calculated using information obtained through the Judicial Branch’s ICON information management system via the CJASS. The case status for each filing was last obtained from the Colorado State Courts – Data Access system on October 9, 2025, by the DCJ staff.

Note: The labels on the y-axis are all the title of the legal statute found in Colorado law.

Where Human Trafficking Is Documented in Colorado

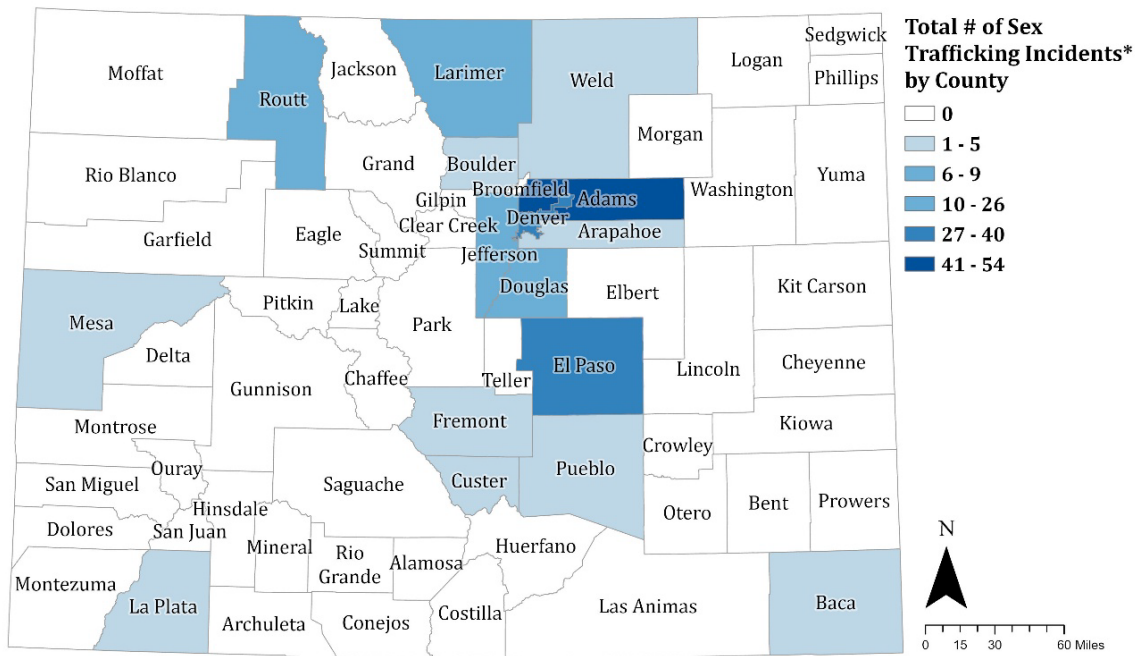
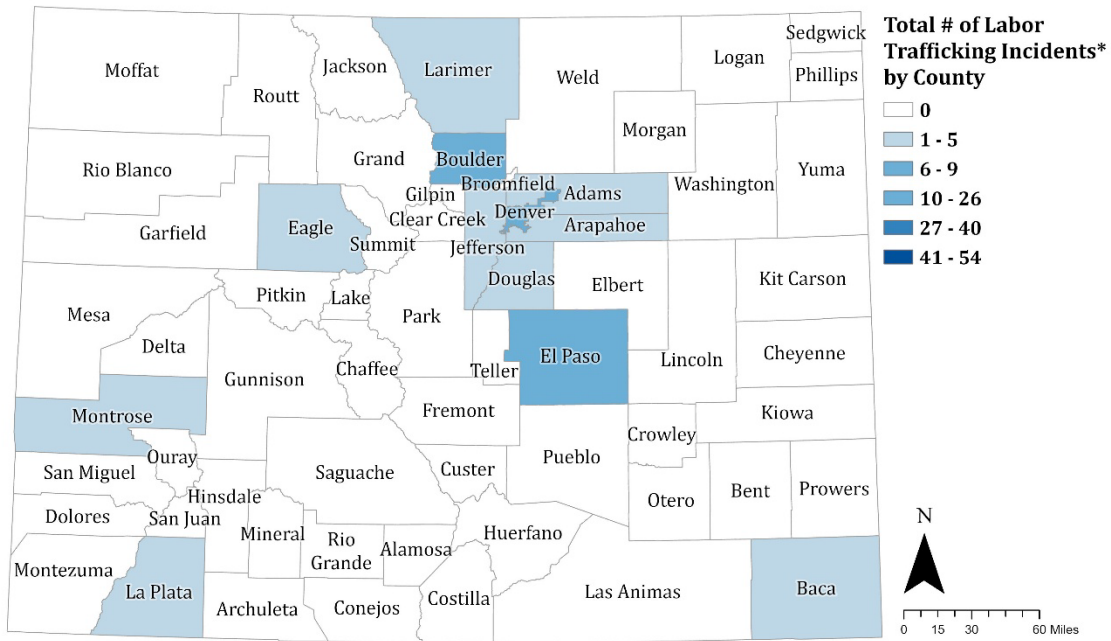
Human trafficking happens across Colorado, no matter the region. Figure 30 shows the calls to Colorado’s Human Trafficking Hotline by county from CY 2022 to 2024. Figure 31 shows the reported incidents of human trafficking in the same timeframe based on information from the National Incident-Based Reporting System. These data are collected by law enforcement agencies in each county when the county files an incident of either labor or sex trafficking. While some counties may not reflect any human trafficking in these datasets, service providers and human trafficking experts have seen indicators of human trafficking in these regions. Therefore, human trafficking can exist in those areas, as well, but it may not have been identified yet.

Figure 30: Calls to Colorado's Human Trafficking Hotline, CY 2022-2024



Data source: Laboratory to Combat Human Trafficking.

Figure 31: Reported Incidents of Human Trafficking by County, CY 2022–2024



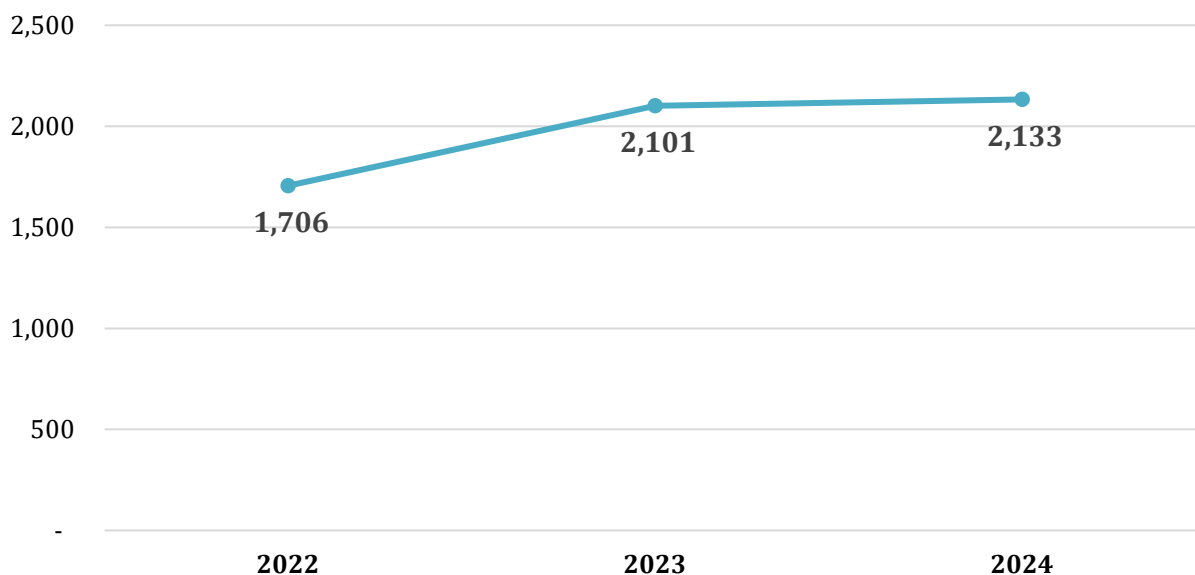
Data source: Colorado Bureau of Investigation.

Public Engagement

Often, human trafficking incidents are underreported because of misconceptions by the public—including those who experience human trafficking—about what human trafficking experiences are like. Extreme portrayals in media create a sensationalized version that many individuals do not see themselves reflected in. Lack of self-identification and professional identification are crucial impacts on incidence data. The Council includes training and screening-tool data to highlight efforts made to improve identification and, subsequently, improve incidence data.

Education on the realities of human trafficking is one method of addressing misconceptions about what human trafficking is and is not. Many organizations are providing introductory and advanced training that addresses the myths and misconceptions about the crime. The Council's training programs are among those offered in the state. Figure 32 shows the number of individuals from CY 2022 to 2024 who were trained with the Council's courses, delivered by the Human Trafficking Team and volunteer facilitators. Over that period, 1,706 individuals were trained in 2022, 2,101 were trained in 2023, and 2,133 were trained in 2024. See Section 3 for more information on the Council's training programs.

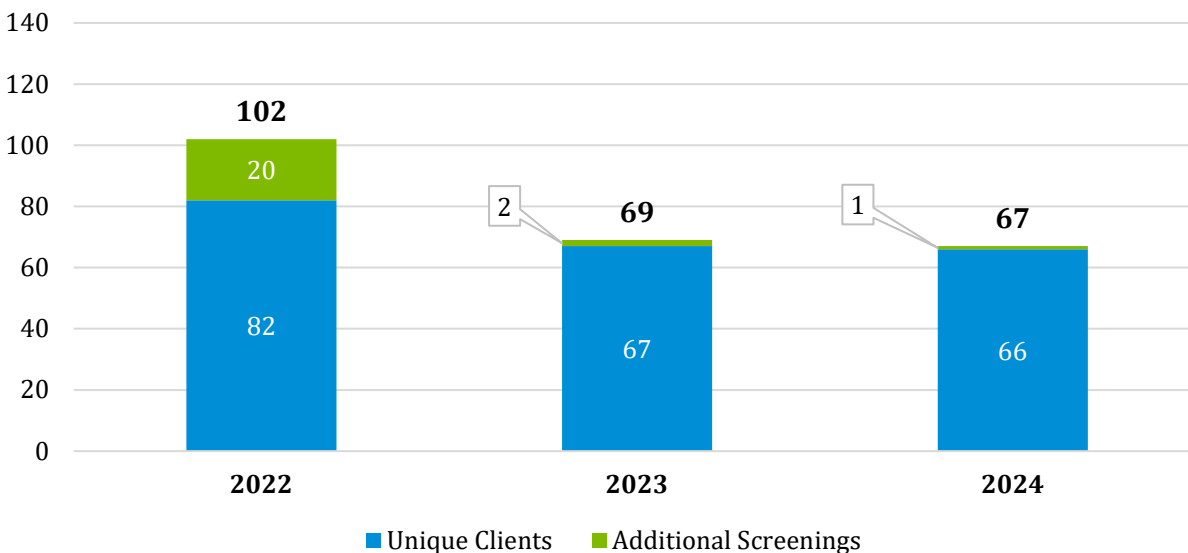
Figure 32: Number of Individuals Trained with Colorado Human Trafficking Council Training Programs, CY 2022–2024



Data source: Colorado Department of Public Safety, Office for Victims Programs.

The skilled use of screening tools is another way to address misconceptions about human trafficking. Figure 33 shows the total uses of the HRV Tool by Colorado DCW from CY 2022 to 2024. Individuals in any professional sector can raise concerns about possible human trafficking situations.

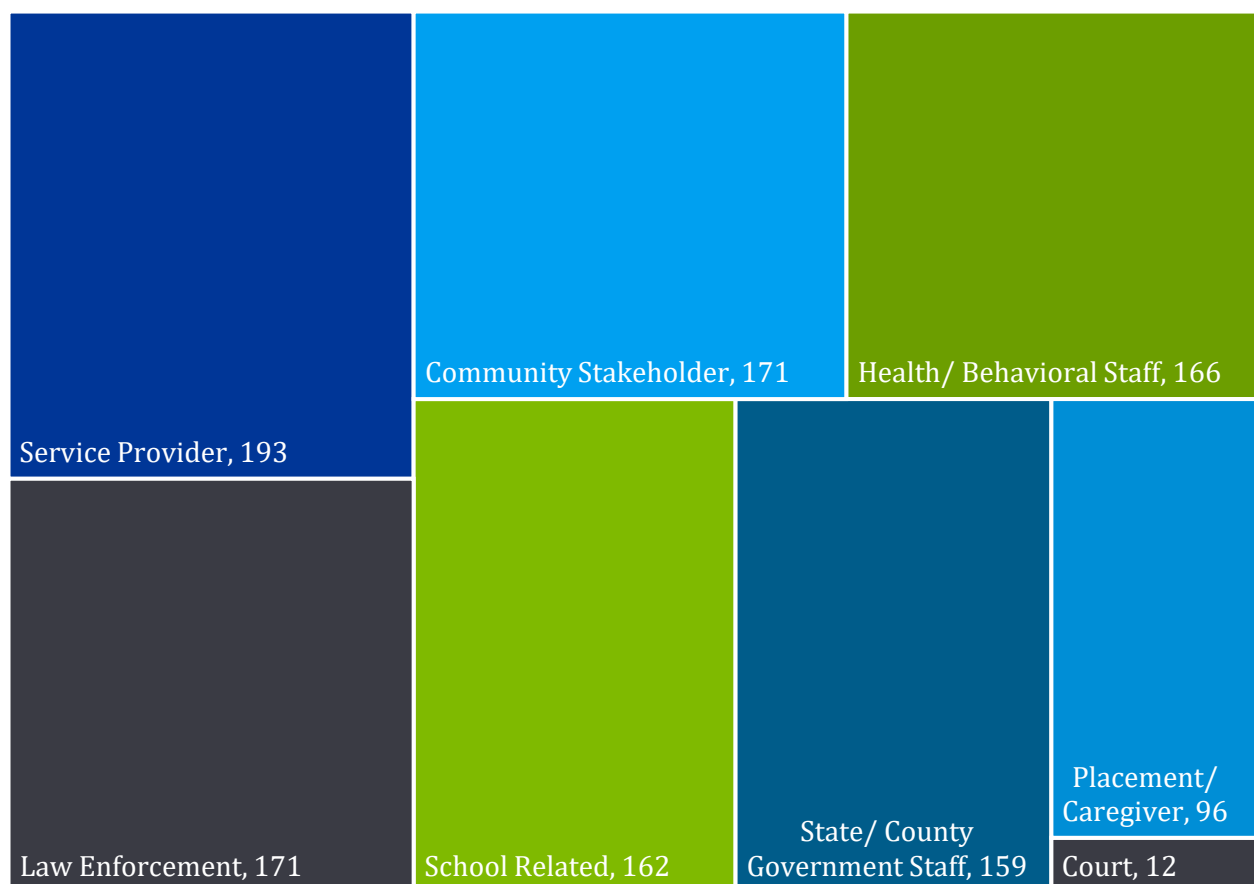
Figure 33: Total Uses of HRV Tool, CY 2022–2024



Data source: Colorado Department of Human Services, Division of Child Welfare.

Note: In some instances, youth are screened on more than one occasion. These instances are captured in the “Additional Screenings” value.

Figure 34: Source of Report for Allegation of Human Trafficking of a Minor, CY 2022–2024



Data source: Colorado Department of Human Services, Division of Child Welfare.

Figure 34 shows the sources of allegations of human trafficking of a minor that were reported to the DCW in CY 2022–2024. The current reporting sources are as follows: service providers (193 professionals), law enforcement (171 professionals), community stakeholders (171 individuals), health/behavioral staff (166 professionals), school-related staff (162 professionals), state/county government staff (159 professionals), placement/caregivers (96 individuals) and court-related staff (12 professionals). As more individuals learn about the realities of human trafficking, the Council hopes to see a more comprehensive and accurate representation in incidence numbers.



SECTION 3

Training Outcomes

In accordance with the legislative mandate issued under Colorado Revised Statutes (C.R.S.) § 18-3-505(e), the Colorado Human Trafficking Council (the Council) crafted multiple training programs to educate the Colorado community about human trafficking. These programs cover such topics as what constitutes trafficking, who is vulnerable, and how to respond. The Council's trainings are intended for people in critical positions, such as school personnel, child welfare staff, law enforcement, direct service providers and virtually any member of the public who is likely to come in contact with a potential human trafficking victim/survivor.

In 2016, 2017 and 2019, the Council developed three separate training programs:

- ***An Introduction to Human Trafficking in Colorado (2016):*** This introductory program is designed for general professionals and covers the who, what, where and why of human trafficking, the different types of trafficking that occur in Colorado, how to respond to potentially vulnerable victims, and how to develop a holistic community response and spread awareness.

- ***Human Trafficking Investigations: An Introductory Training (2017)***: This course, primarily designed for patrol officers, provides a valuable overview of human trafficking. It also includes investigation considerations associated with the crime that would be helpful for any law enforcement professional.
- ***Meeting Human Trafficking Survivors' Needs: An Advanced Workshop for Service Providers (2019)***: An advanced workshop designed for direct service providers who work with survivors, this program covers how to create a community-based services network and provide survivor-centered services.

These programs have three delivery options. The first option is delivery by staff from the Human Trafficking Team (HTT) (composed of a subset of staff from the Colorado Division of Criminal Justice, Office for Victims Programs), and the second option is delivery from a trained, certified facilitator. Both of these options have three learning formats to choose from: in-person, hybrid or 100% virtual. The third delivery option, available for either of the two introductory courses, is through an online, self-paced module that allow professionals across the state to access training individually, regardless of their location, financial situation or time constraints.

Facilitator Partnerships

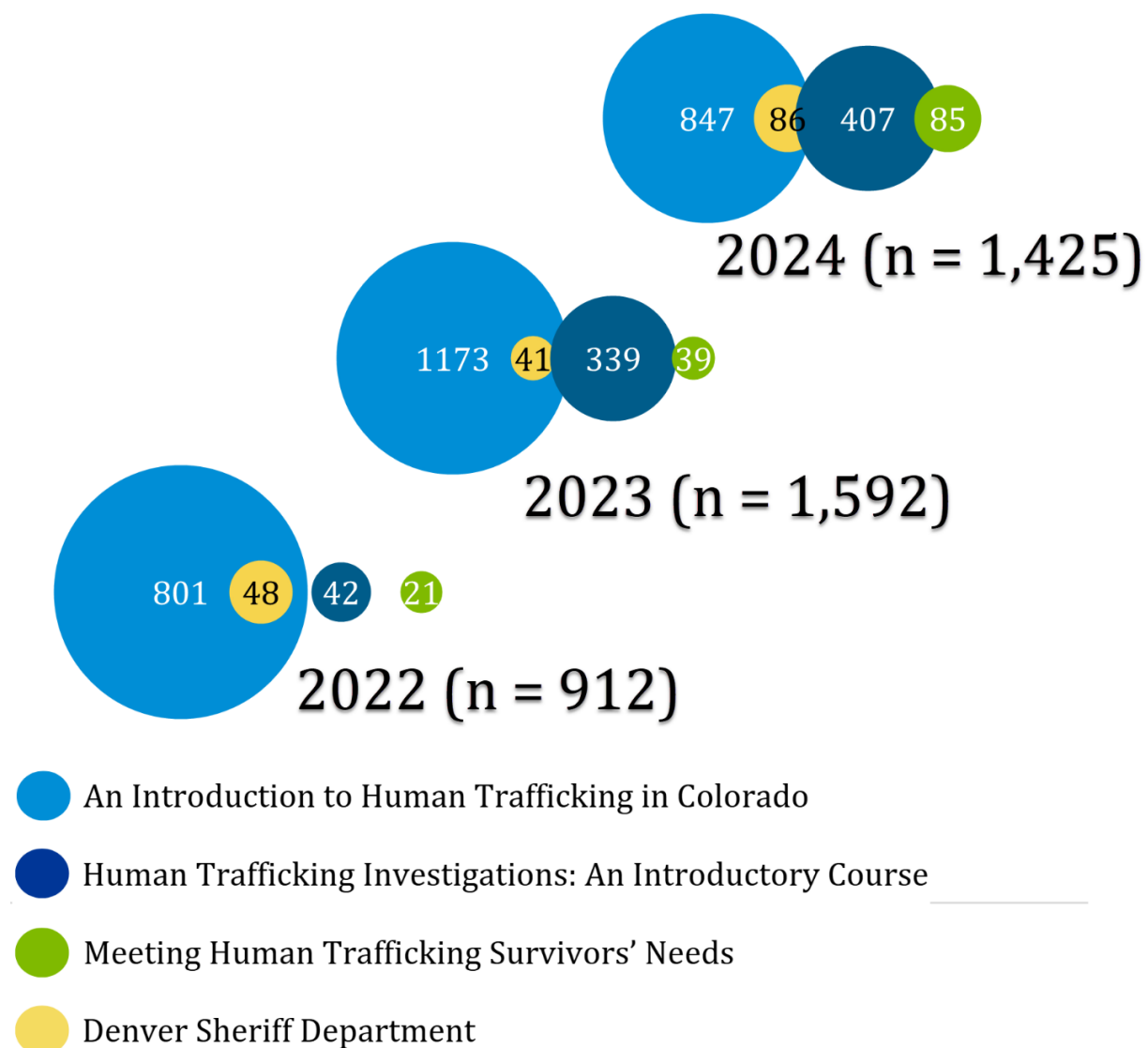
The HTT Training and Technical Assistance Lead facilitates a two-day Train-the-Trainer (TTT) program designed to equip volunteer facilitators to deliver the Council's introductory training to professionals in their specific geographic regions, sectors and/or organizations. This approach allows expanded capacity for delivering free, basic training and for localizing context while maintaining the core curriculum developed by the Council. The TTT program was launched in 2017 for *An Introduction to Human Trafficking*. Since then, 85 partner facilitators have been certified on the training. In 2018, the TTT program expanded to include *Human Trafficking Investigations*, and HTT staff have since certified 33 law enforcement partners to deliver the training.

In both 2024 and 2025, HTT staff hosted two TTT programs, one for each introductory program. The 2024 TTT program added seven new volunteer facilitators for the introductory courses. After advertising the 2025 TTT programs, over 45 candidates applied

to volunteer their time to become facilitators and deliver the curriculum across the state. Because of this generous application pool, HTT staff reached program capacity, adding 15 new facilitators to deliver the *Introduction to Human Trafficking* and seven new facilitators for *Human Trafficking Investigations*, for a total of 41 active facilitator partners delivering training across the state. Refer to Figure 36 on p. 57 for a breakdown of trainings delivered by staff and facilitators in calendar years (CY) 2022 to 2024.

Training Outcomes

Figure 35: Training Outcomes by Curriculum, CY 2022–2024



Data source: Colorado Department of Public Safety, Office for Victims Programs.

Data were collected over a three-year period to show the progression of training over time and to provide a baseline for improvements in each curriculum. Using a clear three-year period also prevents a partial report of the current year's training activity. Figure 35 displays data on how many individuals took each training program from 2022 to 2024. During the period, 3,804 people were trained. In 2022, 912 individuals were trained: 801 attended *An Introduction to Human Trafficking*, 42 attended *Human Trafficking Investigations* and 21 attended *Meeting Human Trafficking Survivors Needs*.

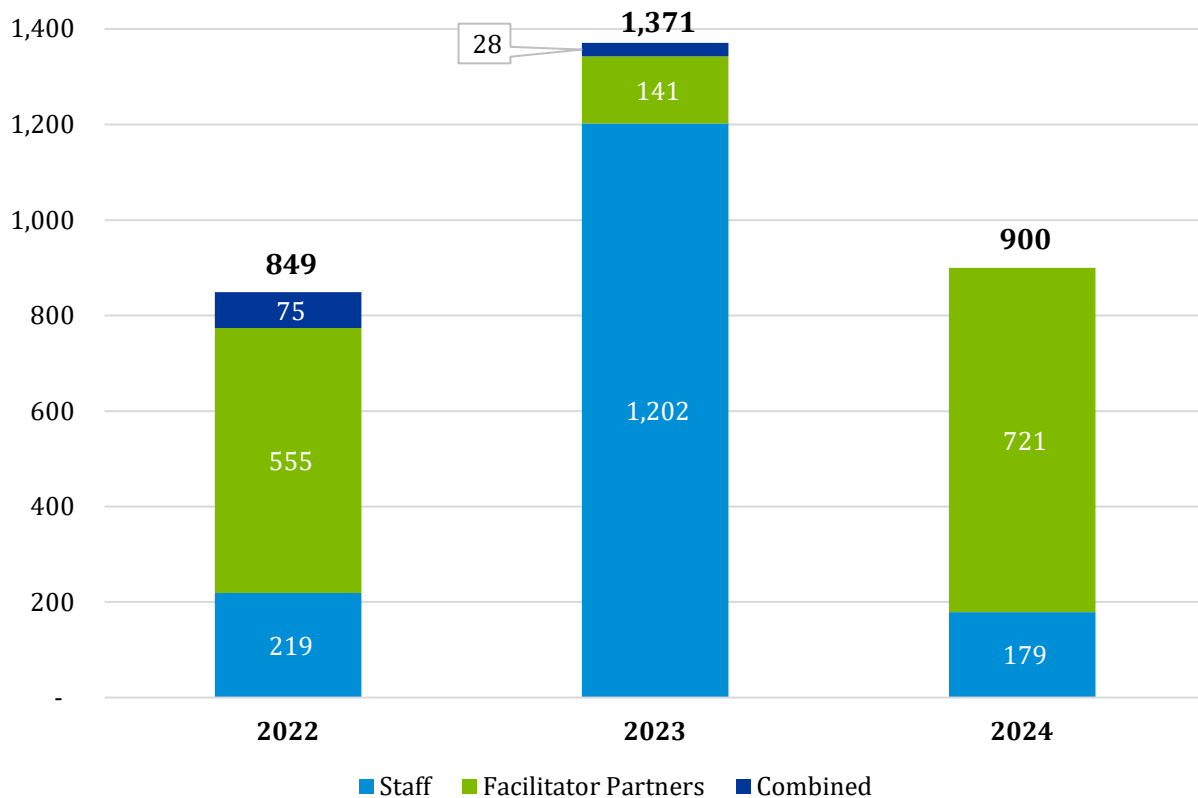
In 2023, there was a sharp increase in requests for training delivery, almost doubling the numbers from 2022. In total, 1,592 individuals were trained, with the majority increase in the two introductory training programs: 1,173 individuals attended *An Introduction to Human Trafficking*, and 339 law enforcement personnel attended *Human Trafficking Investigations*. Thirty-nine service providers attended *Meeting Human Trafficking Survivors Needs*.

In 2024, 1,425 individuals were trained, with the following breakdown: 847 individuals received the *Introduction to Human Trafficking* training, 407 law enforcement personnel attended *Human Trafficking Investigations*, and 85 service providers attended *Meeting Human Trafficking Survivors Needs*.

Between 2022 and 2024, the Denver Sheriff Department (DSD) training program, which was created by the HTT in 2019, trained a total of 175 individuals. The training combined elements of the *Introduction to Human Trafficking* and *Human Trafficking Investigations* programs to meet the unique roles and opportunities for identification that a sheriff's department may have. Forty-eight individuals were trained in 2022, 41 were trained in 2023 and 86 were trained in 2024.

Training Delivered by HTT Staff and Partner Facilitators

Figure 36: Training Outcomes, by Presenter, CY 2022–2024

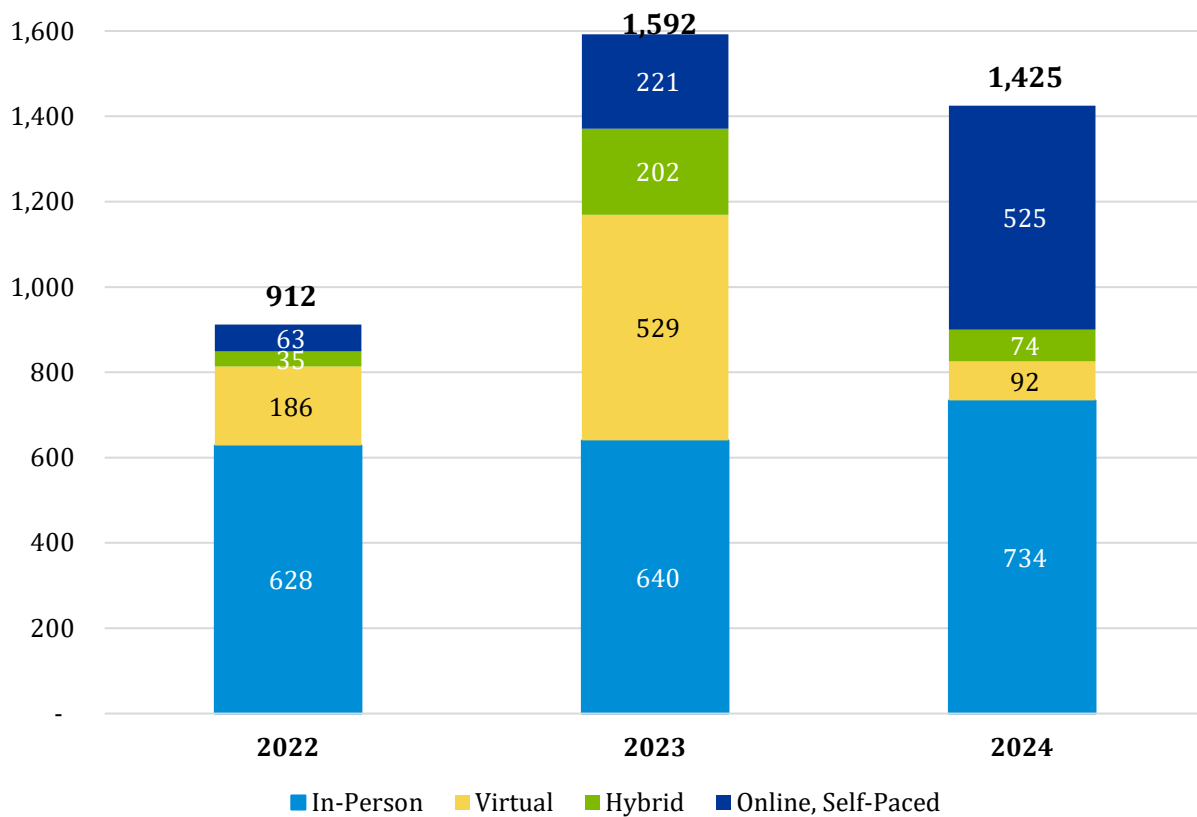


Data source: Colorado Department of Public Safety, Office for Victims Programs.

HTT staff and volunteer facilitators partnered to coordinate and deliver the Council's free training across the state. From 2022 to 2024, HTT staff delivered training to 1,600 individuals, and volunteer facilitators delivered training to 1,417 individuals. Some training requests presented opportunities for staff and facilitator partners to deliver the programs together, training an additional 103 individuals. In 2022, HTT staff trained 219 individuals, and volunteer facilitators trained 555 individuals. In 2023, HTT staff trained 1,202 individuals, and volunteer facilitators trained 141 individuals. In 2024, HTT staff trained 179 individuals, and volunteer facilitators trained 721 individuals.

Training Platform Usage and Trends

Figure 37: Training Outcomes by Platform, CY 2022–2024



Data source: Colorado Department of Public Safety, Office for Victims Programs.

Beginning in 2018, the HTT began translating its training programs into different formats. The first program to be converted was *Introduction to Human Trafficking*, which became an online, self-paced course on a digital learning management system (DLMS). In 2020, both introductory courses and the advanced workshop were adapted into virtual and hybrid facilitator-led programs, delivered on platforms like Zoom and Webex. The *Human Trafficking Investigations* training was the last to be converted to an online, self-paced program on the DLMS, in 2023.

As shown in Figure 37, the popularity of these platforms shifted over time.

2022

In 2022, in-person training became the most frequent method provided, with 628 attendees. Virtual training was delivered to 186 attendees, while hybrid training had 35 attendees, and the online, self-paced platform had 63 attendees.

2023

The trend from 2022 continued into 2023, although overall training numbers increased in all formats. In-person training remained the most requested, with 640 attendees, followed by virtual training with 529. Hybrid training reached 202 attendees, and the online, self-paced platform was used by 221 attendees.

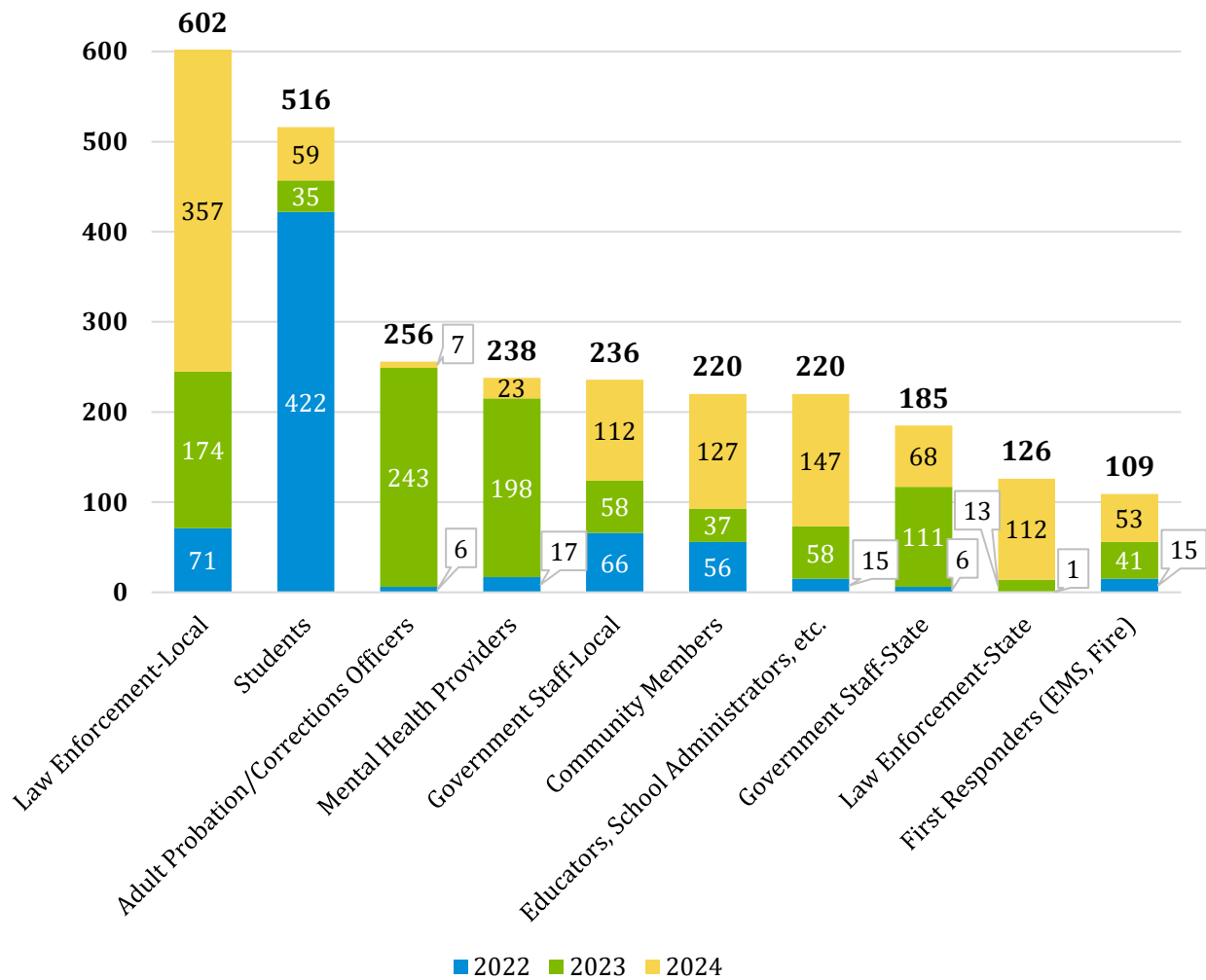
2024

In 2024, the most popular training was in-person, reaching 734 people. Another 74 attendees were trained through hybrid facilitator-led programs, which allowed for both in-person and virtual attendance. Virtual training accounted for 92 attendees, while online, self-paced programs saw a sharp increase in training, reaching 525 attendees.

Professionals Trained

The main audience for all of the Council's training programs is frontline professionals. While this is the target audience, other individuals receive the trainings depending on opportunities presented to facilitators. From 2022 to 2024, the top 10 professional sectors (Figure 38) in order from most individuals trained to least individuals trained were local law enforcement (602), students (516), probation/corrections officers for adults (256), mental health providers (238), local government staff (236), community members (220), educators and school administrators (220), state government staff (185), state law enforcement (126), and first responders (109).

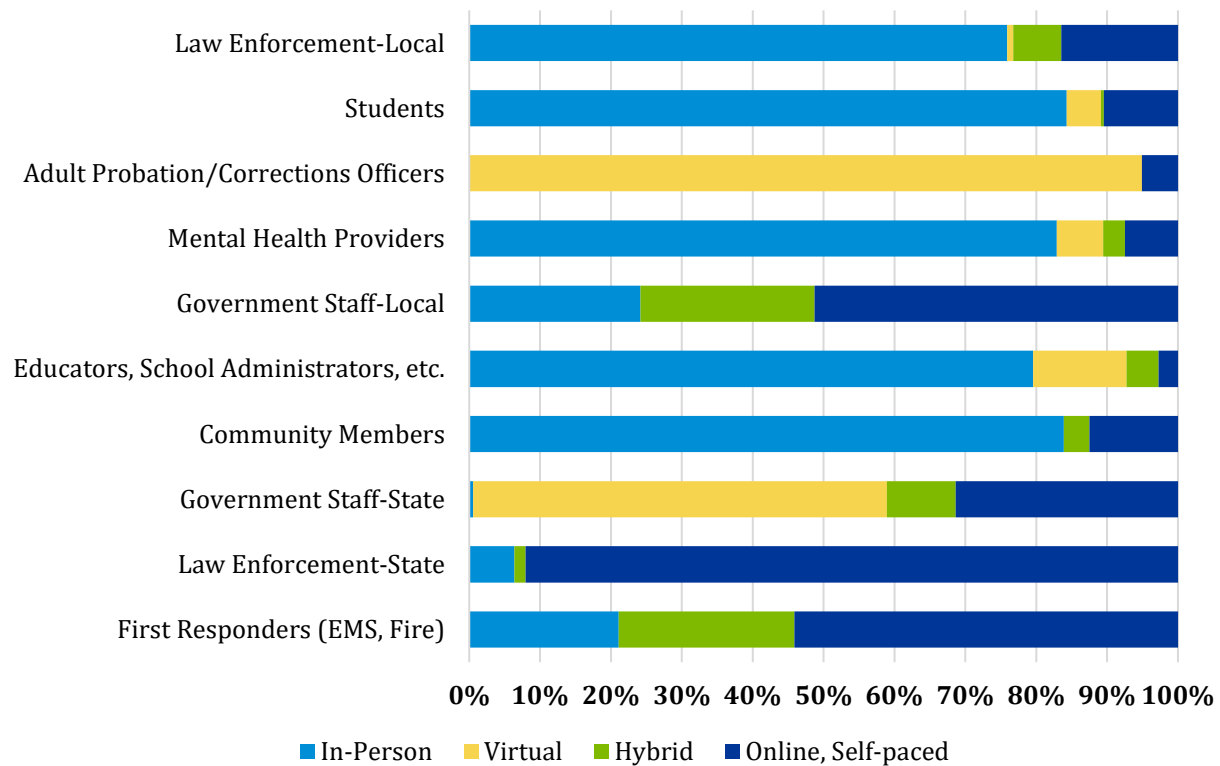
Figure 38: Top 10 Professional Sectors, CY 2022–2024



Data source: Colorado Department of Public Safety, Office for Victims Programs.

How Professionals Are Engaging

Figure 39: Top 10 Professional Sectors by Platform, CY 2022–2024



Data source: Colorado Department of Public Safety, Office for Victims Programs.

The top 10 professional sectors are broken down in Figure 39 by platform to examine which platforms attendees from each professional sector preferred from 2022 to 2024. Local law enforcement, students, mental health providers, educators and school administrators, and community members preferred in-person training. Local government staff and first responders equally preferred in-person and hybrid training, with both also heavily using the online, self-paced training modules. State government staff and adult probation and corrections officers preferred training in a virtual setting. State law enforcement almost exclusively used the online, self-paced training modules.

Progress for Law Enforcement

The Peace Officer Standards and Training (POST) Curriculum Committee reached out to HTT staff in the fall of 2024 to explore the possibility of using the Council’s *Human Trafficking Investigations* program. POST was searching for a way to include

comprehensive introductory training on human trafficking for its basic academies so that all incoming cadets would have a base to learn from in future years. Additionally, POST was interested in adding a two-hour training requirement on human trafficking as part of its basic training curriculum.

HTT staff worked with POST through the fall and into early 2025, resulting in adoption of the learning objectives from the Council's training program and the listing of *Human Trafficking Investigations* as the recommended resource for academies. The additional two-hour training requirement was officially added in July 2025. Throughout the year, HTT staff have worked with law enforcement basic academies and agencies on how best to support their learning needs—through technical assistance on the topic of human trafficking, provision of in-person training, and/or access to online, self-paced training.

On the Horizon

In the coming year, the HTT will focus on rolling out *An Introduction to Human Trafficking in Colorado* for school staff in line with the 2025 Prevention Task Force strategy to reach out to school superintendents and apply to conferences whose audiences are school administrators, counselors, psychologists and school resource officers. This project is expected to grow throughout 2025, with the hope of expanding in 2026 to at least 10% of school districts, and gain momentum for the coming years.

The HTT will continue to partner with trained facilitators statewide to deliver the *Introduction to Human Trafficking*, *Human Trafficking Investigations*, and *Meeting Human Trafficking Survivors' Needs* programs and monitor the need for more facilitators according to the number of requests received from across the state.

SECTION 4

Connecting Colorado



Introduction

In October 2021, the Colorado Department of Public Safety (CDPS), Division of Criminal Justice (DCJ) received federal grant funding from the Office for Victims of Crime (OVC) to support the project *Connecting Colorado: Building Effective Anti-Trafficking Systems*. This initiative was designed to address the challenges and gaps in the systems used to identify and respond to human trafficking of children and youth in the state. The project focuses on strengthening the work of multidisciplinary teams (MDTs) dedicated to assisting young victims and survivors through a collaborative approach involving law enforcement, child welfare, youth services and other professionals.

The origins of *Connecting Colorado* stem from a previous OVC-funded initiative called *Innovate Colorado*, which operated from 2017 to 2021 in partnership with the Colorado Department of Human Services (CDHS). That project enhanced the state's ability to combat human trafficking by increasing awareness and providing training statewide. The train-the-trainer model designed by the Human Trafficking Team (HTT)—a subset of staff from the DCJ's Office for Victims Program—empowered regional specialists to conduct community-based training in primarily rural parts of the state, leaving a strong foundation for ongoing capacity-building. Reflecting on the lessons learned in this initial project, the Human

Trafficking Team identified the need for continued improvements to statewide protocols and sought additional funding to address these system gaps.

With the new funding secured, the HTT, with guidance and support from the Colorado Human Trafficking Council (the Council), achieved several milestones to strengthen Colorado's systems for responding to trafficking of children and youth. In 2022, the team hired a project coordinator, engaged the Colorado State University Social Work Research Center (CSU-SWRC) and the Rocky Mountain Immigrant Advocacy Network (RMIAN) as subgrantees, and established a Multidisciplinary Team Working Group (MDT WG) under the Council. The MDT WG consisted of Council members as well as non-members with a wide variety of professionally relevant backgrounds, including existing MDTs. Represented backgrounds include:

- Local law enforcement agencies
- Local and state agencies
- Child advocacy centers
- Legal service providers and immigrant/refugee service agencies
- Medical professionals/healthcare providers
- Victim service providers
- Faith-based organizations
- Mental health providers

Additionally, the Survivor Leader Advisory Board (SLAB) was formed, consisting of five paid consultants who contributed critical expertise and lived experience to guide the project.

By late 2022, the project coordinator began developing the *MDT Toolkit*, drawing heavily on input from the MDT WG and SLAB members. Designed for both new and existing MDTs in Colorado, the toolkit provides guidance on implementing trauma-informed and culturally responsive practices for children and youth who are vulnerable to or have experienced human trafficking.

The *MDT Toolkit* was finalized in fall 2023 and launched at a statewide MDT Summit in February 2024. The event introduced the toolkit and offered skill-based training to existing MDTs primarily located in the Denver metro area, including the 17th and 18th Judicial

Districts, Boulder County, Denver County, El Paso County, and Jefferson County. This milestone concluded phase one of *Connecting Colorado* and ushered in phase two—the “beta test” phase.

Conducted throughout 2024, phase two involved providing individualized and group training and technical assistance (TTA) to six MDTs as well as collecting ongoing feedback on the toolkit’s use in practice. The phase concluded with a focus group of MDT coordinators, facilitated by the CSU-SWRC evaluation team, to gather comprehensive feedback on both the toolkit and the TTA provided throughout phase two.

The third and final phase of *Connecting Colorado* began in early 2025 with an MDT Summit in



Pictured: Participants at the MDT Summit 2025

Photo courtesy of Caleb Stewart

February, attended by three new communities. This gathering marked the launch of the *MDT Toolkit 2.0*—an improved version of the resource that incorporated lessons learned during the beta-test phase and additional useful information not provided in the previous version. During this final phase, which ended in September 2025, project staff continued to provide targeted TTA and worked closely with these communities to support their establishment of MDTs dedicated to addressing human trafficking in children and youth.

New MDT Community Selection

To advance this last phase of *Connecting Colorado*, the project team engaged with several communities that had expressed interest in participating in the project. Ultimately, the team selected three communities to participate in this phase of the project: Larimer County, Weld County and Routt County. These communities were either in the process of

developing an entirely new MDT or had already established an MDT very recently and wanted to refine their policies and procedures.

To participate, each community was required to fulfill a set of prerequisites, including completion of the Council's two introductory courses: *An Introduction to Human Trafficking in Colorado*, designed for community members or adjacent professionals to learn the basics of human trafficking and understand how to identify it, and *Human Trafficking Investigations*, designed for law enforcement.

An additional prerequisite was a four-hour, facilitator-led workshop titled *Meeting Human Trafficking Survivors' Needs*, which is an advanced course that teaches attendees how to be trauma-responsive and culturally sensitive as well as build community response networks that help connect human trafficking survivors to services.

The final prerequisite, contingent on completing the first two, was to attend the MDT Summit in February 2025. The summit, which was modified based on feedback collected in the evaluation process during phase 2, launched the final phase of the project, the “pilot test.”

MDT Toolkit 2.0 Updates and Implementation

The overarching goal of the *MDT Toolkit* is to serve as a curated reference guide of example policies and procedures that promote a more consistent and holistic MDT response to Colorado children and youth who are experiencing, or at risk of experiencing, human trafficking. Ultimately it is intended to be used as a quick-start guide for communities interested in developing their own MDTs.

The original toolkit was developed by drawing on existing literature, incorporating input from the MDT WG, integrating feedback from SLAB, and revamping Colorado's screening tool—the Colorado High Risk Victim (HRV) Identification Tool—based on a critical analysis and a usability study conducted by CSU-SWRC. The HRV Tool was developed in 2014 by Jefferson County and later mandated for statewide use in 2017 to help identify risk for trafficking of children and youth. After the HRV Tool was in the field for several years without revision or evaluation, a critical analysis of the tool and potential replacement of it

was incorporated into the *Connecting Colorado* project. The CSU-SWRC utility study provided key insights from professionals using the tool, highlighting the need for improved training, better guidance on using the labor trafficking section, and updated indicators for online exploitation and gang involvement.

Following the study, the MDT WG considered other alternative, validated tools that met specific criteria, including applicability for children, youth and foreign nationals; coverage of both sex and labor trafficking; and gender-neutral language. Given the limited options, the MDT WG ultimately voted to revise the existing HRV Tool. The group formed subcommittees to focus on key revisions, leading to the creation of a final draft that included clear guidance, updated indicators and questions, integrated sex and labor trafficking questions, and a new supplement for foreign national youth. The revised tool was unanimously approved in November 2023 and renamed the Human Trafficking Vulnerability Assessment (HTVA). The HTVA includes trauma-responsive and culturally sensitive guidance, revised language and prompts, a final assessment process, a foreign national supplement, and a more accurate and descriptive name to describe its intended purpose.

Additional topics and resources were added to the *MDT Toolkit 2.0* based on feedback collected by CSU-SWRC during the beta test. At the October 2024 MDT WG monthly meeting, CSU-SWRC presented its findings on array of topics that MDTs felt would be beneficial to have in the *MDT Toolkit 2.0*.

These topics and resources include:

- Additional guidance for navigating confidentiality concerns and establishing memorandums of understanding.
- Information about the National Center for Missing & Exploited Children.
- A Colorado MDT Referral Form and sample referral definitions.
- Effects of trauma by age.
- Human trafficking versus human smuggling.
- Safety planning.

- Updated information on Special Immigrant Juvenile status that is an immigration process for foreign-born children and youth.

The MDT WG approved inclusion of these new topics in the *MDT Toolkit 2.0*, and project staff created materials to be reviewed and approved by the MDT WG and fully integrated into the toolkit.



Pictured: Austin Paul, HT Grant Project Coordinator

Photo courtesy of Caleb Stewart

The *MDT Toolkit 2.0* was officially introduced at the February 2025 MDT Summit. The summit agenda included instruction on the toolkit contents and how to navigate it, guidance on the HTVA with hands-on practice, a session on survivor empowerment, and a mock MDT meeting. Throughout the day, CSU SWRC collected surveys from participants to understand their comfort with using the toolkit and to establish additional TTA needs that would be provided in the following months.

Following the summit, a TTA plan was developed and scheduled for the months of March through August.

Due to the wide range of expertise needed for the TTA subjects, training was provided by a combination of project staff, SLAB members and other outside partners. This plan was informed by the survey feedback collected during and at the end of the summit. All three communities selected for the *Connecting Colorado* project shared several common TTA needs and required individualized TTA sessions. To deliver the necessary TTA to these MDTs, the coordinators of each MDT met with the project team once a month beginning in March to receive shared TTA and engage in facilitated discussion. The TTA topics for these monthly meetings included:

- April: Formulating a mission and vision statement (delivered by project staff).
- May: Further guidance for professionals using the HTVA (delivered by outside experts from CDHS).
- June: Trauma-responsive care (delivered by project staff).

- July: Survivor-centered care (delivered by outside experts from the Laboratory to Combat Human Trafficking).
- August: Child and youth agency and empowerment and engaging parents (delivered by project staff).

In addition, each MDT received monthly TTA unique to its own needs and/or community:

- Routt County: Member orientation and rapport-building, MDT funding, and service provider partnerships (delivered by SLAB and project staff).
- Weld County: Information-sharing, service provider partnerships and referrals, mission and vision statement development (delivered by SLAB and project staff).
- Larimer County: Referrals, information-sharing and additional HTVA training for screeners (delivered by SLAB and project staff).

RMIAN Project Outcomes

The Rocky Mountain Immigrant Advocacy Network was a critical partner on the *Connecting Colorado* project. When developing the grant proposal, it was clear to the HTT that the project would need to intentionally include education about labor trafficking as well as legal service provision to immigrant populations of children and youth. RMIAN's participation in the project fulfilled both of these goals.

During RMIAN's time on the project, its staff were essential to the MDT Working Group, helping to shape the toolkit's content on labor trafficking and legal considerations for foreign nationals. In addition, RMIAN greatly informed the foreign national supplement to the HTVA. As the project entered the second and third phases, staff at RMIAN provided training at the 2024 and 2025 MDT summits as well as specialized TTA for all MDT coordinators from both the beta and pilot phases, which also included providing training to members of participating MDTs, upon request.

Another key component RMIAN added to the project was immigration legal services to children and youth and their family members. The group was the sole service provider on the grant, and by highlighting its expertise and experience with MDTs across the state, it helped increase referrals for legal services. Over the entirety of the project, RMIAN served

113 new clients. To illustrate the breadth of work the group undertook, these clients would often work with RMIAN staff for many months or even years, depending on their individual situations. In addition, RMIAN provided services to 29 family members of new clients. Over the course of the project, staff may likewise work with a family member for months or even years. Table 3 indicates the types of services RMIAN provided human trafficking survivors and their family members.

Table 3: Types of Legal Services Provided by RMIAN, CY 2022–2025

Service Provision Areas	Types of Services
Information and referral	<ul style="list-style-type: none"> Information about the criminal justice process. Information about victims' rights, how to obtain notification, etc. Referral to other victim service programs. Referral to other services, support and resources (e.g., legal, medical, faith-based organization, etc.).
Personal advocacy/accompaniment	<ul style="list-style-type: none"> Law enforcement interview advocacy/accompaniment. Individual advocacy (e.g., assistance in applying for public benefits or other low-cost alternatives, applying for medical insurance, return of personal property or effects). Advocacy for immigrant assistance (e.g., special visas, continued presence application, other immigration relief). Family reunification.
Criminal/civil justice system assistance services	<ul style="list-style-type: none"> Legal support with immigrant assistance (e.g., special visas, continued presence application, other immigration relief). Criminal justice advocacy/accompaniment (providing support, assistance, advocacy/accompaniment to victims at any stage of the criminal justice process, such as filing a police report, testimony or post-sentencing support). Public benefits law. Other legal advice and/or counsel.

Note: Service provision areas and types of services outlined by the Office for Victims of Crime.

Figures 40, 41 and 42 provide demographic information about the 113 clients who worked with RMIAN during the *Connecting Colorado* project from 2021 to 2025. Due to delays in starting the grant, RMIAN provided no services in 2021. Additionally, the data provided in 2025 only cover a partial year, as grant funding ended on September 30. Figure 40 shows clients by type of trafficking: sex, labor or both. Overall, RMIAN served more labor trafficking clients (71) than clients who experienced sex trafficking (38). Figure 41 provides the client breakdown by age. Although this project focused on children and youth, RMIAN was allowed to provide legal services for clients up to 24. Most clients who received legal services were part of the 18–24 age bracket, followed by the 13–17 age bracket, and

five clients were part of the 0–12 age bracket. Finally, figure 42 provides the gender breakdown of clients. Overall, RMIAN served more female clients (67) than male clients (43), a non-binary client (1) and non-reported clients (2) over the four-year project period.

Figure 40: New RMIAN Clients by Type of Trafficking, CY 2021–2025

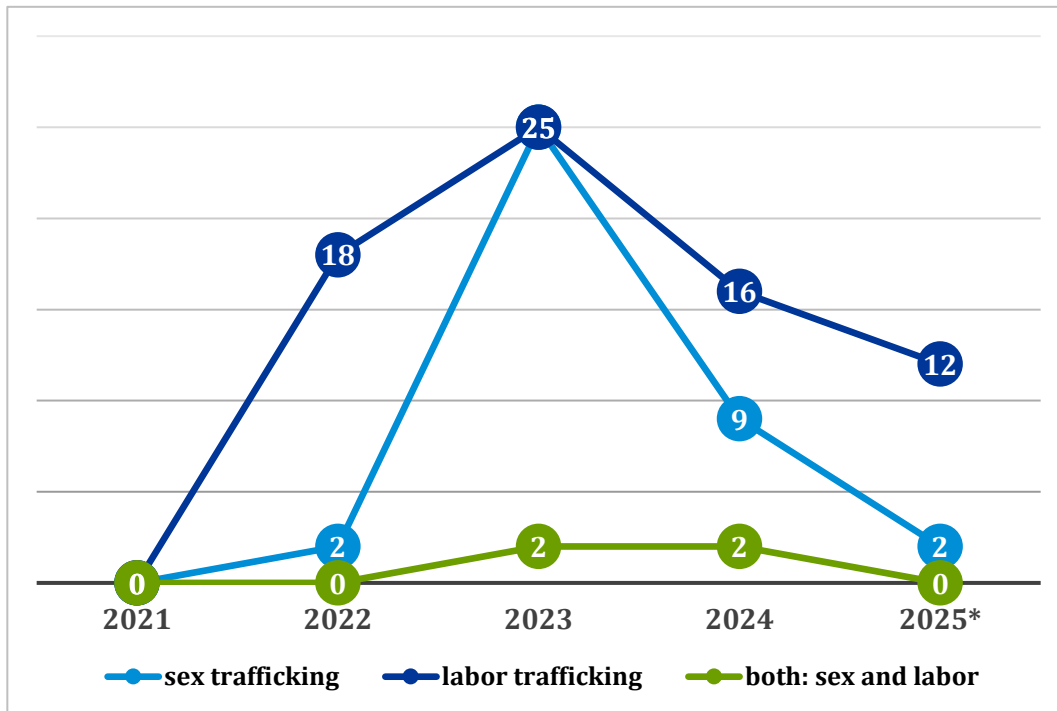


Figure 41: New RMIAN Clients by Age, CY 2021-2025

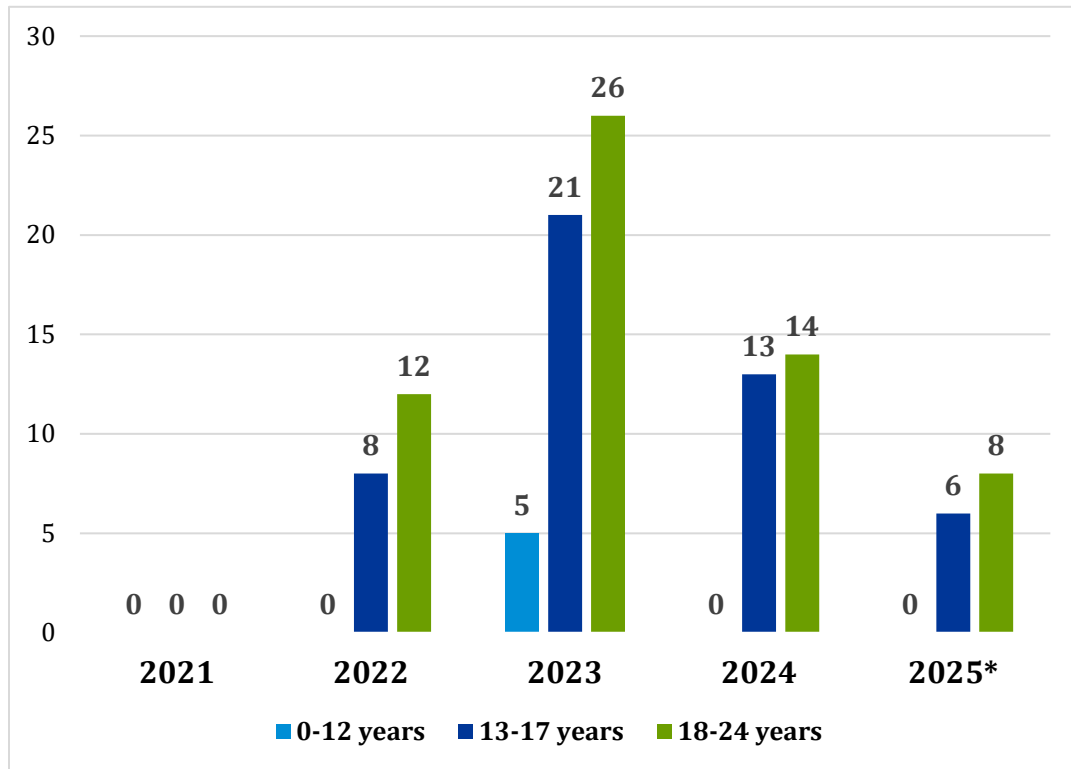
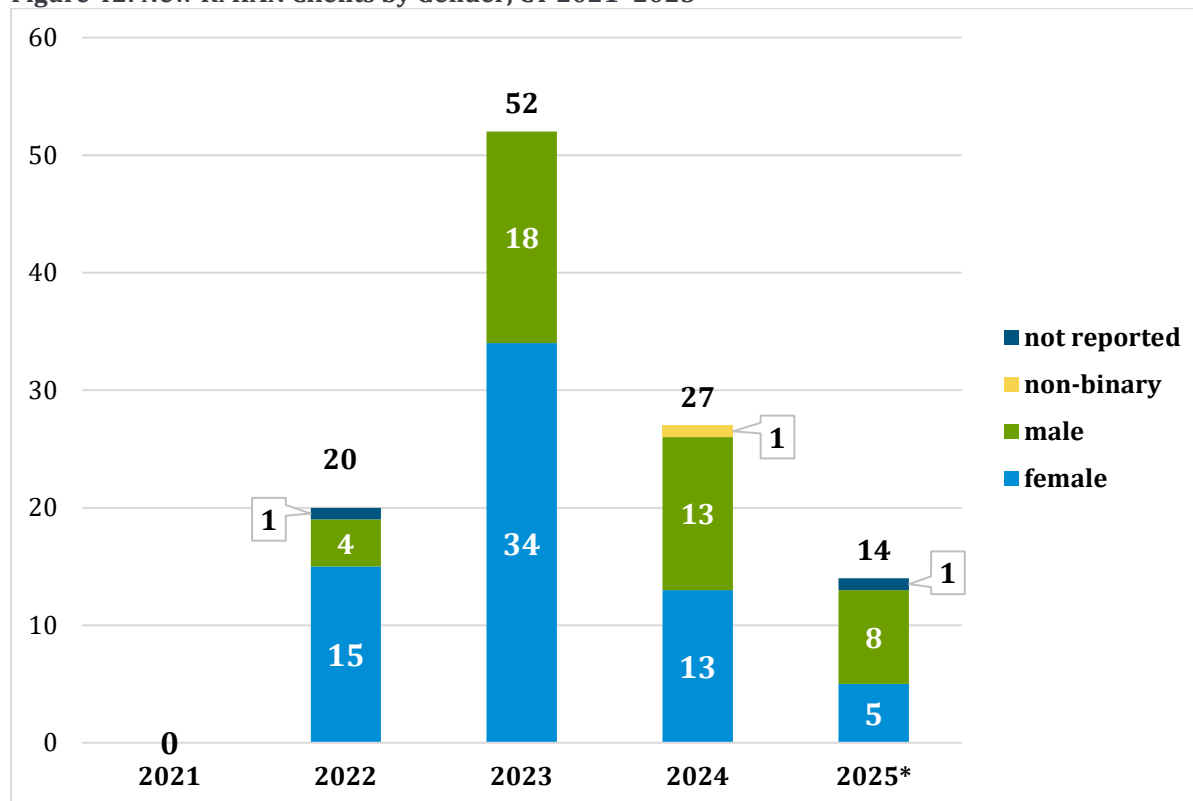


Figure 42: New RMIAN Clients by Gender, CY 2021–2025



Data Source: Data for all three figures obtained from grant reporting by RMIAN for the *Connecting Colorado* project.

* Data from 2025 only cover a partial calendar year, January 1–September 30, due to the end of the grant project.

Pilot Test Evaluation and Results

Similar to the phase 2 beta test, phase 3 of *Connecting Colorado* continued to collect feedback from participants to evaluate the usefulness of the *MDT Toolkit 2.0* and subsequent TTA. This process remained continuous, with designated time at each monthly MDT coordinator meeting reserved for CSU-SWRC to ask evaluation questions. The effort culminated in final exit interviews with participants in late August and early September, after all TTA had been delivered. These interviews revealed both the promise and challenges of implementing the MDT Toolkit across diverse community contexts. While the initial summit demonstrated high enthusiasm and preliminary confidence, the implementation phase exposed the complex realities of multidisciplinary team coordination in human trafficking response. The most significant finding was the overwhelming challenge of integrating MDT coordination responsibilities into already demanding workloads. This emerged as the primary barrier to full implementation,

highlighting a systemic issue in human trafficking response efforts. Despite implementation challenges, participating communities expressed strong appreciation for the toolkit.

Reporting both "*huge improvements*," and gratitude for the opportunity and the toolkit's value beyond the grant period.

The evaluation of the pilot phase also provided additional insight and recommendations for the improvement of the toolkit content, TTA provided and structural support.

Toolkit Format and Content:

- Develop electronic, searchable formats while maintaining physical copies.
- Create community education resources.
- Provide materials for youth education and peer-to-peer outreach.
- Develop resources for engaging community partners.

Training and Implementation Support:

- Offer regional training options outside major metropolitan areas.
- Develop train-the-trainer programs for community-based education.
- Provide clearer guidance on HTVA tool operationalization.
- Create practice sessions and role-play opportunities.
- Develop job aids for workflow integration.

Structural Support:

- Establish dedicated, funded coordinator positions.
- Provide contracted support during initial MDT establishment.
- Create a contact network for MDT coordinators to facilitate peer support.
- Ensure continued state-level coordination and technical assistance.

Evaluation partners from CSU-SWRC also hosted focus groups with members of SLAB to collect feedback about the members' experiences with the project. The overall sentiment shared by SLAB members was overwhelmingly positive. Consultants who provided numerical ratings in the pre-interview survey rated their overall satisfaction 5 out of 5, with participants describing the opportunity as "wonderful" and emphasizing that their "insights and perspective were taken into account and incorporated" into final materials

and project deliverables. One consultant, with extensive consulting experience, rated the project “an A+, in ranking it compared to other consulting projects.”

Survey responses validated the project’s success in avoiding tokenistic survivor involvement. One respondent explicitly noted, “I felt my involvement was meaningful and not tokenistic.” This view aligned with another consultant’s observation from their extensive consulting experience: “I’ve definitely been on projects where things felt tokenistic, or ... you know, they just have ... a survivor advisory, whatever to make it sound good, but ... there was actually no power or decision-making or influence ... [this project] actually felt like we had, like, influence.”

The consultants appreciated the balance between structure and autonomy in the project’s SLAB model, which they say allowed them to approach their work in ways that felt authentic and effective. Of note, the project facilitated knowledge transfer both within Colorado and to other states. Two of the consultants reported regularly sharing information about Colorado’s model with other task forces and jurisdictions outside the state.

Next Steps

The *Connecting Colorado* project concluded at the end of September 2025. Despite this end date, the materials created throughout will continue to be available and have a lasting impact going forward. Both the *MDT Toolkit 2.0* and HTVA will remain available as resources for communities and service providers throughout the state. Additionally, the establishment of SLAB will hopefully serve as a model for other states and organizations looking to engage consultants with lived experience. Throughout this phase of the project, other states have expressed interest in creating their own version of SLAB due to its success and thoughtful approach to engaging individuals with lived experience.

The HTVA will continue to have a major impact; it will be the required screening tool by CDHS’s Division of Child Welfare and Division of Youth Services. The HTVA will be added to the case management system used by these divisions. In addition, required training on

human trafficking and how to use the HTVA will be part of the statewide implementation process within CDHS.

A further goal is to make the HTVA available for use to service providers throughout Colorado. This endeavor will require users to be familiar with the topic of human trafficking by taking courses such as *An Introduction to Human Trafficking in Colorado* and receiving training on the HTVA. Project staff have explored ways to support these efforts with the hope of continuing the HTVA rollout more broadly in 2026.



SECTION 5

Service Provider Partnerships

Introduction

In 2014, the Colorado legislature established the Colorado Human Trafficking Council (the Council) and its mandates through Colorado Revised Statute (C.R.S.) § 18-3-505. A previous mandate, now removed, contained in C.R.S. § 18-3-505(4)(a)(I) reads:

On or before January 1, 2016, make recommendations to the judiciary committees of the House of Representatives and Senate or any successor committees, concerning: whether the General Assembly should establish standards and a process for the certification of organizations that provide services to victims of human trafficking.

While the mandate no longer applies as of 2019, the intention of supporting service providers with promising practices still remains in the guiding principles of the Council. The Council established the Service Provider Partnership Task Force (SPPTF) to strengthen the overall response to service provision for all victims and survivors of human trafficking. The work of the SPPTF supports and adds to the previous work and recommendations outlined by the Standards and Certification Task Forces in the Council's 2016 and 2017 annual reports.

People who experience human trafficking often do not self-identify due to misconceptions about the crime, fear of retaliation or criminalization, and other concerns. Although they may not self-identify, the individuals may have specific needs related to the complexity of their human trafficking situations. When they reach out to service providers that do not specialize in human trafficking, their situations and some of their needs may not neatly fit into the types of services those providers are accustomed to administering. As a result of this misalignment, the organizations—especially if they do not specialize in human trafficking—might decline to provide services to the survivors. Rejection often causes survivors to stop reaching out, isolating them further and jeopardizing their safety.

While the complexity of human trafficking situations may require provider flexibility in determining how or whether they can adequately address the circumstances, specifically when they do not specialize in human trafficking, the realities of limited funding and resources can be real barriers to meeting survivor needs. In the beginning of 2025, service providers across Colorado and the nation saw funding streams shift substantially, reducing scopes of care. This happened to the majority of victim service providers, both specific to human trafficking and not. The SPPTF worked to better understand how service providers focused on human trafficking could better partner with other providers to offer meaningful support in an ongoing environment of precarious funding and endangered resources. While one organization cannot fulfill all the needs of a human trafficking survivor, stronger partnerships can strengthen that response and care.

Existing Resources to Support Partnership

Much partnership work has already been established over the last decade in Colorado. Because many current Council members were not present during the initial development of partnership resources, due to changeover from term limits, the SPPTF started its work by looking at the resources the Council created in prior years. The first resource the task force reviewed was guidance and standards for certain providers, created in 2016 and 2017, containing recommendations on partnerships and quality service provision.

Standards and Guidance

When examining the standards and guidance that might be most useful, the task force noticed that the Council had limited the scope of provider types to community-based victim advocates, mental and behavioral health professionals, and housing program providers. While the Council's previous work identified case managers and social service providers¹⁴ as groups for which standards and guidance would be beneficial, they were not addressed in the resources previously created. This task force looked to expand the partnership work by engaging with these groups.

The prior standards and guidance offer recommendations to local governments and providers, specifically around training and promising practices in service provision. By providing quality services and receiving training on human trafficking and related service provision topics, organizations can recognize (1) that this is a human trafficking situation and (2) when there would be a need for a warm handoff¹⁵ to other providers. For more on these standards and guidance, see the Council's 2016 and 2017 annual reports.

Advanced Training

In addition to guidance and standards, the Council created an advanced workshop specifically for service providers in 2019. Service providers might have learned about human trafficking identification but may not be sure what to do next with seemingly unclear and often complex traumatic situations.

Meeting Human Trafficking Survivors' Needs: An Advanced Workshop for Service Providers is designed to be delivered to many different service providers within a community taking the workshop together. It examines the service gaps in the community and builds skills and solutions for delivering trauma-responsive care and culturally specific services for human trafficking survivors in that community, regardless of whether the service provider has a

¹⁴ The Council decided, in 2018, the community-based victim advocate guidance could apply to case managers and social service providers.

¹⁵ Warm handoff refers to when a service provider contacts another service provider in efforts of connecting a client to services that the initial service provider cannot help with. It typically includes a direct introduction of the client to the new service provider through phone calls, emails, video calls, or in person to encourage smooth continuity of care and establish rapport.

human trafficking focus. This workshop helps participants look critically at provider gaps and strengthen the partnership mentality through networking in the room. It is a free program offered statewide to any community upon request to Human Trafficking Team (HTT) staff. For more information on this advanced workshop, see Appendix 1.

Vulnerability Assessment

Finally, Colorado service providers working specifically with children and youth have a revamped screening tool, the Human Trafficking Vulnerability Assessment (HTVA). Formally known as the Colorado High-Risk Victim Identification Tool, the HTVA is currently used in child-specific human trafficking multidisciplinary teams and across the state in human services. Members of the Council worked from 2022 to 2023 with HTT staff under a federally funded project, *Connecting Colorado*, to revise the former tool to its new version to make it more applicable and usable for providers.

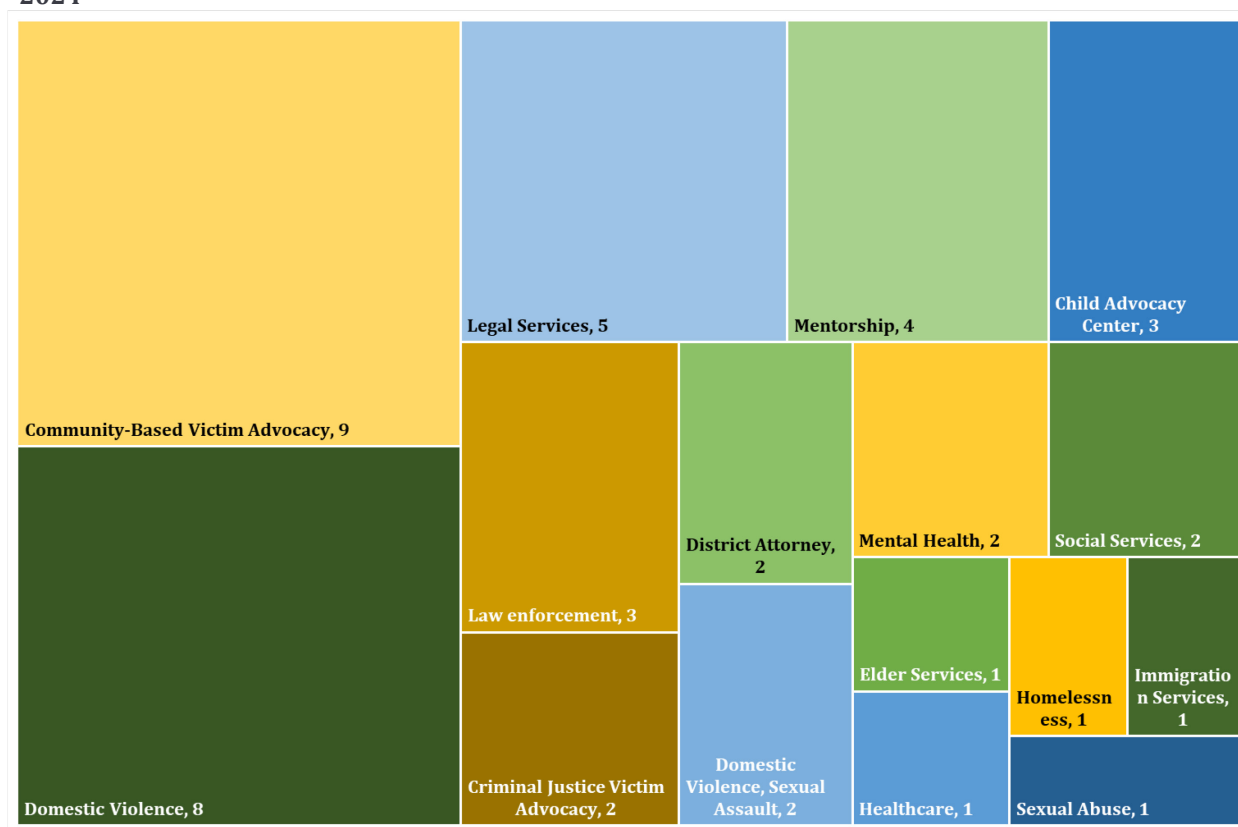
This tool is meant to assess for vulnerabilities to human trafficking. It can thereby be used as primary, secondary and tertiary forms of prevention work. By screening someone for vulnerabilities for human trafficking, these providers can screen people into specialized services with partners, strengthening partnerships through continued referrals to one another. The task force reviewed the HTVA to better understand the various components of the tool that will be available to direct care providers and where it could help strengthen partnerships.

The three resources previously created by the Council—the standards and guidance, advanced training, and the HTVA—primed the SPPTF to understand promising practices for good partnerships and what its ask of partner agencies could be. With these three resources, task force members could approach partner organizations and help bridge the service gaps, whether through connecting them with training, reviewing guidance together to establish stronger partnership procedures or giving them a tool to assist with identifying vulnerabilities and risks.

Finding the Gaps

After reviewing the Council tools that already existed, the SPPTF conducted a systematic review of service providers receiving state funding for crime victim services. This review allowed the task force to understand which providers were already working with people who have experienced human trafficking. Out of 204 organizations receiving American Rescue Plan Act (ARPA) and Victims of Crime Act (VOCA) funding, 76% reported at least one human trafficking victim served. The remaining 48 organizations reported zero human trafficking victims served. These organizations posed an opportunity for the task force to understand where partnership gaps exist. Figure 43 shows the distribution of organizations by type that reported serving no human trafficking clients.

Figure 43: ARPA and VOCA, Organizations with No Human Trafficking Clients (n= 48), Calendar Year 2024



Data Source: Colorado Division of Criminal Justice, Office for Victims Programs. October 31, 2025.

Note: In calendar year 2024, 204 organizations received funding under ARPA and VOCA. Seventy-six percent of the organizations served at least one victim of labor and/or sex trafficking. The figure depicts the service provision category of each of the remaining 48 organizations.

What Organizations Are Left Out

These 48 organizations are categorized as follows: community-based victim advocacy (8), domestic violence (8), legal services (5), mentorship (4), child advocacy center (3), law enforcement (3), criminal justice victim advocacy (2), district attorney (2), mental health (2), domestic violence and sexual assault (2), social services (2), elder services (1), homelessness (1), immigration services (1), healthcare (1), Muslim services (1), and sexual abuse (1). The SPPTF suspected that many of these organizations were serving human trafficking victims but not including that service provision in their required grant reporting for a variety of reasons. To better understand these reasons, the task force designed a survey.

The survey seeks to understand whether services are being provided to human trafficking victims, whether services provided would be different if someone disclosed human trafficking, whether the providers are referring human trafficking survivors to other organizations, and their grant-reporting decision-making. The survey was also designed to help the task force learn about service provision norms (such as duration of services and policies around return clients), whether providers are serving clients with human trafficking-related needs, and grant-reporting policies. By understanding the experiences of the providers that do not report serving human trafficking victims, the Council can better identify how to improve partnerships with these organizations, whether through expanding education on human trafficking, improving communication about referral partnerships and/or advocating for expanding capacity of these organizations.

Implementation in Fall 2025

The survey was approved by the task force in July 2025 and, subsequently, by the full Council in August 2025. The HTT staff have partnered with a master's-level intern, Jessica Manrique, to conduct the survey with the 48 organizations as a degree capstone project. The survey and accompanying tools were submitted for review by an Institutional Review Board and received an exempt from further review determination from the University of Colorado Denver as the survey presented a low ethical risk to participants. The results of this project will be published in 2026.

With these survey results, the Council hopes to better understand what form of partnership is most meaningful to provider organizations that are not currently reporting services to human trafficking victims. With that better understanding, future efforts in the field can focus on reducing the instances of rejection when a human trafficking survivor seeks help from an organization but cannot receive meaningful care. Instead, by strengthening the network of service provider partners, the survivor will be able to access meaningful services with a “no wrong door” model, decreasing the likelihood for revictimization and further harm.



SECTION 6

Training School Personnel

Introduction

In 2023, the Colorado Human Trafficking Council’s (the Council) Education Task Force (ETF) built on the 2018 Prevention Task Force’s (PTF-2018) recommendation that primary prevention strategies addressing human trafficking should be integrated into schools across Colorado. In 2023 the Council adopted a three-phase training plan, created by the ETF, for equipping school systems with tools to address human trafficking. The first phase focused on building buy-in from school communities; the second phase centered on training school staff; and the third phase aimed to provide age-appropriate prevention training to middle school students.

The 2025 Prevention Task Force (PTF-2025) built on the ETF’s work and devised a plan to satisfy the first two phases of its recommendations. To create buy-in for phase one, the PTF-2025 applied to present school-specific introductory training on human trafficking at conferences targeting audiences such as superintendents, school administrators, school counselors and school mental health professionals. The goal was to encourage these school

personnel to train their staff in human trafficking awareness and prevention, helping to avoid potential trafficking of youth in their schools.

To complete the second phase, the PTF-2025 elected to reach out directly to district superintendents with a pitch letter recommending the delivery of introductory training on human trafficking to educators, leadership, counselors, bus drivers, nurses and other staff in each school, focusing particularly on middle schools. The logic here was the same: to create buy-in with superintendents and demonstrate the value of training all their district middle school personnel on human trafficking to help prevent youth from becoming victims of trafficking.

Training Plan Implementation: Phase One and Two

Colorado is a “local control” state for public education, and as result a large portion of the decision-making authority is delegated to individual school districts and their locally elected school boards. The rationale for this local control model is that local communities are best equipped to make decisions about their schools, as they are closest to the students, families and educators they serve.

PTF-2025 members conducted a thoughtful discussion of tactics on how to initiate phase one. Suggestions included a “boots on the ground” approach that would ask Council members to reach out directly to administrators and community school organizations in their regions or spheres of influence to create buy-in with those schools. The Human Trafficking Team (HTT)—designated staff from Colorado’s Division of Criminal Justice, Office for Victims Program—pointed out that a similar approach has been in place with limited success. Additionally, the Laboratory to Combat Human Trafficking successfully delivers training to individual schools around the state and is collaborating with the Aurora Public School District to deliver training to its staff. Similarly, in 2023 the nonprofit organization Love146 partnered with Denver Public Schools (DPS) through the Human Trafficking Youth Prevention Education grant, administered by the U.S. Department of Health and Human Services’ Administration for Children and Families Office on Trafficking in Persons, to deliver its “Not a Number” prevention curriculum to staff and students of DPS high schools over a five-year period.

These are promising accomplishments, and the Council believed that by leveraging its presence as a statewide council, it could build on these successes by reaching out to each district directly to provide the state's school districts with human trafficking training with a focus on middle schools. The PTF-2025 determined that creating buy-in by presenting at statewide conferences, coupled with direct contact to superintendents, would be the most effective approach to reach its goal.

Conference Applications

The PTF-2025 continued to research conferences held around the state with audiences including school administrators, school counselors, social workers and school district superintendents, with the specific intent to educate school personnel on human trafficking prevention. The PTF-2025 submitted applications for several opportunities and received invitations to present at the Colorado School Counselor Association conference in October 2025 and the Colorado Society of School Psychologists in November 2025. The Colorado Association of School Executives contacted the HTT with interest in having the Council present at a future conference. The association's selection process differs from typical requests for proposals in that a panel of board members conducts research for presenters based on the theme for its conference each year.

There are multiple opportunities for upcoming conferences in 2026, such as those hosted by the Colorado Association of School Boards, the Colorado Education Association, the Colorado School Social Work Association and the Colorado School Safety Resource Center. The HTT will continue to pursue opportunities with these organizations as they become available.

The school-specific human trafficking module emphasizes the importance of meeting students where they are and asking questions in a trauma-informed manner to assist students in seeking help. By presenting at conferences with an audience of school administrators and key personnel, the Council hopes they will be inspired to include human trafficking training as a part of their school districts' professional development requirements.

Pitch Letter to Superintendents

There are 200 school districts and boards of cooperative education services (BOCES)¹⁶ throughout Colorado. A list of the districts is available as Appendix 2. The PTF-2025 discussed the most efficient and effective method to reach all districts and receive an optimal number of responses, weighing electronic mail versus direct postal mail. The task force considered the sheer volume of emails superintendents receive and the likelihood that they would read the email. It also accounted for the costs and time associated with physically mailing letters and ultimately decided that e-mail would be more efficient and have the highest potential for successfully reaching the superintendents.

The PTF-2025 carefully crafted a letter to superintendents outlining what human trafficking looks like in Colorado and the importance of training front-line professionals, particularly middle school personnel, who have close relationships with students and are uniquely positioned to identify early warning signs of trafficking. The letter invites superintendents to contact the HTT to learn more and scheduling training for their district. The PTF-2025 then presented the draft letter to the Council for its approval and for signature by both the chair and vice chair of the Council. Please refer to Appendix 3 for a copy of the letter.

The HTT reviewed the list of districts and divided them among PTF-2025 members, with careful consideration for the districts in which members have constituents or connections. Each task force member e-mailed the pitch letter to their designated districts, introducing themselves and the Council's goal. The feedback as of the writing of this report has been very positive. The HTT has met with eight district superintendents to review the training and schedule delivery to their staff. Most of the responding superintendents represent districts in rural Colorado, which shows great interest in the topic.

¹⁶ A BOCES is an administrative body that serves as a cooperative agency for multiple local school districts to pool resources and provide educational programs and services. Its boards are typically composed of representatives from the school boards of the participating member districts. Definition from Colorado BOCES Association. Last accessed October 10, 2025, <https://www.coloradoboces.org/>.

Brush School District received the first training in mid-September, and Weld RE-4¹⁷ is scheduled for training in November 2025. Buffalo RE-4 in Logan County and Cañon City School District are scheduled for December 2025 training. Cherry Creek School District (CCSD) has committed to training its school counselors and mental health professionals in February 2026. Following this training, CCSD will work with the HTT to implement a schedule for training the remainder of its staff in the coming year. Buena Vista School District has also committed to receiving training in February 2026, and finally, Poudre School District has scheduled training for March 2026. Peyton School District's training is pending for the 2025–2026 school year.

The HTT will continue to follow up with school districts mentioning that some neighboring districts have already received and/or scheduled training. The intention is to build momentum by demonstrating that other districts have participated in the training with the hope of encouraging other districts to follow. Overall, the pitch letter has had a promising start with the potential for continued activity in the coming year.

Conclusion

Historically, the Council has taken the position that the best way to prevent human trafficking of youth is to introduce human trafficking training to students in schools. Through research and expertise, previous task forces determined that the most effective way to approach this challenge was to first create buy-in from school administrators and, once that was established, work with school leadership and district superintendents to schedule training delivery to school staff. The long-term goal is to eventually train middle school students on developing healthy relationships and how to protect themselves in potentially risky situations.

¹⁷ "RE" signifies a reorganization of small school districts into larger, more comprehensive ones, as defined by the Colorado Department of Education. Morris Danielson (2002). A Report on a History of Colorado School District Organization (Jhon Penn; Revised November 2021). Colorado Department of Education, Field Services. Last accessed on October 10, 2025, <https://hermes.cde.state.co.us/islandora/object/co%3A35166>.

The first step of creating buy-in is two-fold and can be accomplished simultaneously. The PTF-2025 worked from the training plan adopted by the Council and the ETF, continuing their research of statewide conferences that cater to school leadership. Applying to participate in these types of conferences will continue into 2026 with hopes of participating in more.

After careful consideration of the best approach for direct communication with the school districts, the task force determined that a pitch letter signed by Council leadership and sent directly by the Council members to superintendents was the most efficient and effective way to reach its goal. The letters were sent to all 200 districts and BOCES, and the response was quite positive, with eight districts reaching out within weeks of receiving the letter.

The Council's goal is to engage as many school districts as possible in training, creating momentum and inspiring other districts to do the same. Once enough districts have received the training, the Council will be positioned to move into the final phase of training middle school students about healthy relationships and how to avoid risky situations that could lead to trafficking.



SECTION 7

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SECTION 8

Appendices

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Appendix 1: Service Provider Workshop Overview

Meeting Human Trafficking Survivor's Needs: An Advance Course for Service Providers

Human Trafficking is a lucrative and thriving industry that takes place around the globe and right here in Colorado. The Colorado Human Trafficking Council (CHTC) was established through legislative action in 2014. As part of that legislation, the Colorado General Assembly tasked the CHTC with the development of training standards and curricula on human trafficking for a wide range of sectors, including direct services.

Subject matter experts representing various service providers and survivors developed *Meeting Human Trafficking Survivors' Needs*. This interactive workshop is designed primarily for service providers looking for an advanced course on human trafficking including: community-based victim advocates, mental/behavioral health professionals, case managers, and others who provide direct care to survivors of human trafficking. This workshop is designed to answer the question asked after identification of a victim, “now what?”, with problem-solving rooted in the Colorado context.

Training Learning Objectives:

By participating in this program, attendees will learn how to:

- Describe the impact of trauma on survivors of human trafficking
- Develop a survivor-driven approach
- Identify potential service needs of survivors
- Understand the challenges of service delivery to this population
- Create a referral network and use local resources to develop intensive service plans
- Recognize secondary trauma and highlight a self-care plan

Training eligible for Continuing Education hours towards annual in-service training, if approved by the head of the department/agency.

Appendix 2: Colorado School Districts and Board of Cooperative Education Services (BOCES)

School District	City	State	County
Academy School District 20	Colorado Springs	CO	El Paso
Adams 12 Five Star Schools	Thornton	CO	Adams
Adams County BOCES	Westminster	CO	BOCES
Adams County School District 14	Commerce City	CO	Adams
Adams-Arapahoe School District 28J	Aurora	CO	Arapahoe
Agate School District No. 300	Agate	CO	Elbert
Aguilar Reorganized School District 6	Aguilar	CO	Las Animas
Akron School District R-1	Akron	CO	Washington
Alamosa School District RE-11J	Alamosa	CO	Alamosa
Archuleta County School District 50 JT	Pagosa Springs	CO	Archuleta
Arickaree School District R-2	Anton	CO	Washington
Arriba-Flagler School District C-20	Flagler	CO	Kit Carson
Aspen School District 1	Aspen	CO	Pitkin
Ault-Highland School District RE-9	Ault	CO	Weld
Bayfield School District 10 JT-R	Bayfield	CO	La Plata
Bennett School District 29J	Bennett	CO	Adams
Bethune School District R-5	Bethune	CO	Kit Carson
Big Sandy School District 100J	Simla	CO	Elbert
Boulder Valley School District RE-2	Boulder	CO	Boulder
Branson School District 82	Branson	CO	Las Animas
Briggsdale School District RE-10	Briggsdale	CO	Weld
Brighton School District 27J	Brighton	CO	Adams
Brush School District RE-2J	Brush	CO	Morgan
Buena Vista School District R-31	Buena Vista	CO	Chaffee
Buffalo School District RE-4	Merino	CO	Logan
Burlington School District RE-6J	Burlington	CO	Kit Carson
Byers School District 32J	Byers	CO	Arapahoe
Calhan School District RJ-1	Calhan	CO	El Paso
Campo School District RE-6	Campo	CO	Baca

School District	City	State	County
Canon City School District RE-1	Canon City	CO	Fremont
Centennial BOCES	Longmont	CO	BOCES
Centennial School District R-1	San Luis	CO	Costilla
Center School District 26 JT	Center	CO	Saguache
Charter School Institute	Denver	CO	Statewide
Cheraw School District 31	Cheraw	CO	Otero
Cherry Creek School District 5	Englewood	CO	Arapahoe
Cheyenne County School District RE-5	Cheyenne Wells	CO	Cheyenne
Cheyenne Mountain School District 12	Colorado Springs	CO	El Paso
Clear Creek School District RE-1	Idaho Springs	CO	Clear Creek
Colorado River BOCES	Parachute	CO	BOCES
Colorado School for the Deaf and Blind	Colorado Springs	CO	El Paso
Colorado Springs School District 11	Colorado Springs	CO	El Paso
Cotopaxi School District RE-3	Cotopaxi	CO	Fremont
Creede Consolidated School District 1	Creede	CO	Mineral
Cripple Creek-Victor School District RE-1	Cripple Creek	CO	Teller
Crowley County School District RE-1J	Ordway	CO	Crowley
Custer County School District C-1	Westcliffe	CO	Custer
De Beque School District 49 JT	De Beque	CO	Mesa
Deer Trail School District 26J	Deer Trail	CO	Arapahoe
Delta County School District 50J	Delta	CO	Delta
Denver County School District 1	Denver	CO	Denver
District 49 (Falcon School District 49)	Falcon	CO	El Paso
Dolores County School District RE-2J	Dove Creek	CO	Dolores
Dolores School District RE-4A	Dolores	CO	Montezuma
Douglas County School District RE-1	Castle Rock	CO	Douglas
Durango School District 9-R	Durango	CO	La Plata
Eads School District RE-1	Eads	CO	Kiowa
Eagle County School District RE 50	Eagle	CO	Eagle
East Central BOCES	Limon	CO	BOCES
East Grand School District 2	Granby	CO	Grand
East Otero School District R-1	La Junta	CO	Otero
Eaton School District RE-2	Eaton	CO	Weld
Edison School District 54 JT	Yoder	CO	El Paso

School District	City	State	County
Education reEnvisioned BOCES	Colorado Springs	CO	BOCES
Elbert School District 200	Elbert	CO	Elbert
Elizabeth School District	Elizabeth	CO	Elbert
Ellicott School District 22	Ellicott	CO	El Paso
Englewood School District 1	Englewood	CO	Arapahoe
Estes Park School District R-3	Estes Park	CO	Larimer
Expeditionary BOCES	Denver	CO	BOCES
Fort Morgan School District RE-3	Fort Morgan	CO	Morgan
Fountain School District 8	Fountain	CO	El Paso
Fowler School District R-4J	Fowler	CO	Otero
Fremont RE-2 School District	Florence	CO	Fremont
Frenchman School District RE-3	Fleming	CO	Logan
Front Range BOCES	Denver	CO	BOCES
Garfield School District 16	Parachute	CO	Garfield
Garfield School District RE-2	Rifle	CO	Garfield
Genoa-Hugo School District C113	Hugo	CO	Lincoln
Gilpin County School District RE-1	Black Hawk	CO	Gilpin
Granada School District RE-1	Granada	CO	Prowers
Grand Valley BOCES	Grand Junction	CO	BOCES
Greeley School District 6	Greeley	CO	Weld
Gunnison Watershed School District RE1J	Gunnison	CO	Gunnison
Hanover School District 28	Colorado Springs	CO	El Paso
Harrison School District 2	Colorado Springs	CO	El Paso
Haxtun School District RE-2J	Haxtun	CO	Phillips
Hayden School District RE-1	Hayden	CO	Routt
Hinsdale County School District RE 1	Lake City	CO	Hinsdale
Hi-Plains School District R-23	Seibert	CO	Kit Carson
Hoehne Reorganized School District 3	Hoehne	CO	Las Animas
Holly School District RE-3	Holly	CO	Prowers
Holyoke School District RE-1J	Holyoke	CO	Phillips
Huerfano School District RE-1	Walsenburg	CO	Huerfano
Idalia School District RJ-3	Idalia	CO	Yuma
Ignacio School District 11 JT	Ignacio	CO	La Plata
Jefferson County School District R-1	Golden	CO	Jefferson

School District	City	State	County
Johnstown-Milliken Weld School District RE-5J	Milliken	CO	Weld
Julesburg School District RE-1	Julesburg	CO	Sedgwick
Karval School District RE-23	Karval	CO	Lincoln
Kim Reorganized School District 88	Kim	CO	Las Animas
Kiowa School District C-2	Kiowa	CO	Elbert
Kit Carson School District R-1	Kit Carson	CO	Cheyenne
La Veta School District RE-2	La Veta	CO	Huerfano
Lake County School District R-1	Leadville	CO	Lake
Lamar School District RE-2	Lamar	CO	Prowers
Las Animas School District RE-1	Las Animas	CO	Bent
Lewis-Palmer School District 38	Monument	CO	El Paso
Liberty School District RJ-4	Joes	CO	Yuma
Limon School District RE-4J	Limon	CO	Lincoln
Littleton School District 6	Littleton	CO	Arapahoe
Lone Star School District 101	Otis	CO	Washington
Mancos School District RE-6	Mancos	CO	Montezuma
Manitou Springs School District 14	Manitou Springs	CO	El Paso
Manzanola School District 3J	Manzanola	CO	Otero
Mapleton School District 1	Denver	CO	Adams
McClave School District RE-2	McClave	CO	Bent
Meeker School District RE1	Meeker	CO	Rio Blanco
Mesa County Valley School District 51	Grand Junction	CO	Mesa
Miami-Yoder School District 60JT	Rush	CO	El Paso
Moffat County School District RE: No 1	Craig	CO	Moffat
Moffat School District 2	Moffat	CO	Saguache
Monte Vista School District C-8	Monte Vista	CO	Rio Grande
Montezuma-Cortez School District RE-1	Cortez	CO	Montezuma
Montrose County School District RE-1J	Montrose	CO	Montrose
Mountain BOCES	Leadville	CO	BOCES
Mountain Valley School District RE-1	Saguache	CO	Saguache
Mt. Evans BOCES	Idaho Springs	CO	BOCES
North Conejos School District RE-1J	La Jara	CO	Conejos
North Park School District R-1	Walden	CO	Jackson

School District	City	State	County
Northeast BOCES	Haxtun	CO	BOCES
Northwest Colorado BOCES	Steamboat Springs	CO	BOCES
Norwood School District R-2J	Norwood	CO	San Miguel
Otis School District R-3	Otis	CO	Washington
Ouray School District R-1	Ouray	CO	Ouray
Park County School District RE-2	Fairplay	CO	Park
Pawnee School District RE-12	Grover	CO	Weld
Peyton School District 23 JT	Peyton	CO	El Paso
Pikes Peak BOCES	Colorado Springs	CO	BOCES
Plainview School District RE-2	Sheridan Lake	CO	Kiowa
Plateau School District RE-5	Peetz	CO	Logan
Plateau Valley School District 50	Collbran	CO	Mesa
Platte Canyon School District 1	Bailey	CO	Park
Platte Valley School District RE-7	Kersey	CO	Weld
Poudre School District R-1	Fort Collins	CO	Larimer
Prairie School District RE-11	New Raymer	CO	Weld
Primero Reorganized School District 2	Weston	CO	Las Animas
Pritchett School District RE-3	Pritchett	CO	Baca
Pueblo City School District 60	Pueblo	CO	Pueblo
Pueblo County School District 70	Pueblo	CO	Pueblo
Rangely School District RE-4	Rangely	CO	Rio Blanco
Revere School District	Ovid	CO	Sedgwick
Ridgway School District R-2	Ridgway	CO	Ouray
Rio Blanco BOCES	Rangely	CO	BOCES
Roaring Fork School District RE-1	Carbondale	CO	Garfield
Rocky Ford School District R-2	Rocky Ford	CO	Otero
Salida School District R-32	Salida	CO	Chaffee
San Juan BOCES	Durango	CO	BOCES
San Luis Valley BOCES	Alamosa	CO	BOCES
Sanford School District 6J	Sanford	CO	Conejos
Sangre de Cristo School District RE-22J	Mosca	CO	Alamosa
Santa Fe Trail BOCES	La Junta	CO	BOCES
Sargent School District RE-33J	Monte Vista	CO	Rio Grande
Sheridan School District 2	Englewood	CO	Arapahoe

School District	City	State	County
Sierra Grande School District R-30	Blanca	CO	Costilla
Silverton School District 1	Silverton	CO	San Juan
South Central BOCES	Pueblo	CO	BOCES
South Conejos School District RE-10	Antonito	CO	Conejos
South Routt School District RE-3	Oak Creek	CO	Routt
Southeastern BOCES	Lamar	CO	BOCES
Springfield School District RE-4	Springfield	CO	Baca
St. Vrain Valley School District RE-1J	Longmont	CO	Boulder
Steamboat Springs School District RE-2	Steamboat Springs	CO	Routt
Strasburg School District 31J	Strasburg	CO	Adams
Stratton School District R-4	Stratton	CO	Kit Carson
Summit School District RE-1	Frisco	CO	Summit
Swink School District 33	Swink	CO	Otero
Telluride School District R-1	Telluride	CO	San Miguel
Thompson School District R-2J	Loveland	CO	Larimer
Trinidad School District 1	Trinidad	CO	Las Animas
Uncompahgre BOCES	Ridgway	CO	BOCES
Upper Rio Grande School District C-7	Del Norte	CO	Rio Grande
Ute Pass BOCES	Manitou Springs	CO	BOCES
Valley School District RE-1	Sterling	CO	Logan
Vilas School District RE-5	Vilas	CO	Baca
Walsh School District RE-1	Walsh	CO	Baca
Weld County School District RE-1	Gilcrest	CO	Weld
Weld County School District RE-3J	Keenesburg	CO	Weld
Weld County School District RE-8	Fort Lupton	CO	Weld
Weld School District RE-4	Windsor	CO	Weld
Weldon Valley School District RE-20J	Weldona	CO	Morgan
West End School District RE-2	Naturita	CO	Montrose
West Grand School District 1-JT	Kremmling	CO	Grand
Westminster Public Schools	Westminster	CO	Adams
Widefield School District 3	Colorado Springs	CO	El Paso
Wiggins School District RE-50J	Wiggins	CO	Morgan
Wiley School District RE-13 JT	Wiley	CO	Prowers
Woodland Park School District RE-2	Woodland Park	CO	Teller

School District	City	State	County
Woodlin School District R-104	Woodrow	CO	Washington
Wray School District RJ-2	Wray	CO	Yuma
Yuma School District 1	Yuma	CO	Yuma

Appendix 3: Pitch Letter to Superintendents

Dear School District Superintendent,

The Colorado Human Trafficking Council has worked for over two years to create and share training to enhance student safety and staff preparedness in your school district. We are offering a 1.5-hour in-person or virtual training to recognize and respond to signs of labor and sex trafficking among children and youth with a primary prevention focus on middle school aged youth.

Human trafficking is a lucrative and thriving illegal industry that takes place around the globe including here in Colorado. This crime and related forms of exploitation don't always present in the sensationalized manner depicted in movies and media. Minors are especially vulnerable, with traffickers targeting youth through social media, peer connections, and even within the school environment. Your team members are on the front lines and have close relationships with students. They are uniquely positioned to identify early warning signs—if they know what to look for.

Our training program provides educators, leadership, counselors, bus drivers, nurses, and other staff with practical tools to:

- Recognize behavioral and physical indicators of both sex and labor trafficking as well as exploitation.
- Respond appropriately and sensitively to potential victims; and
- Understand mandatory reporting laws and referral pathways specific to Colorado.

Schools that implement this training report increased staff confidence in addressing sensitive student safety issues and stronger, trusting relationships with their students.

We welcome the opportunity to discuss how this training can be tailored to meet the needs of your school or district. Together, we can ensure every adult in the school community is equipped to help protect our most vulnerable students.

Thank you for your time and leadership in safeguarding Colorado's youth. We look forward to the opportunity to collaborate.

For more information or inquiries, please contact our Human Trafficking Program Coordinator, Jill Brogdon, at [cdps chtc info@state.co.us](mailto:cdps_chtc_info@state.co.us).

Thank you for taking the time to read about this important offering.

Sincerely,

A handwritten signature in black ink, appearing to read "Jim Baird".

Jim Baird
Chair
Colorado Human Trafficking Council

A handwritten signature in blue ink, appearing to read "Andrew Lorensen".

Andrew Lorensen
Vice Chair
Colorado Human Trafficking Council

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