



# 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

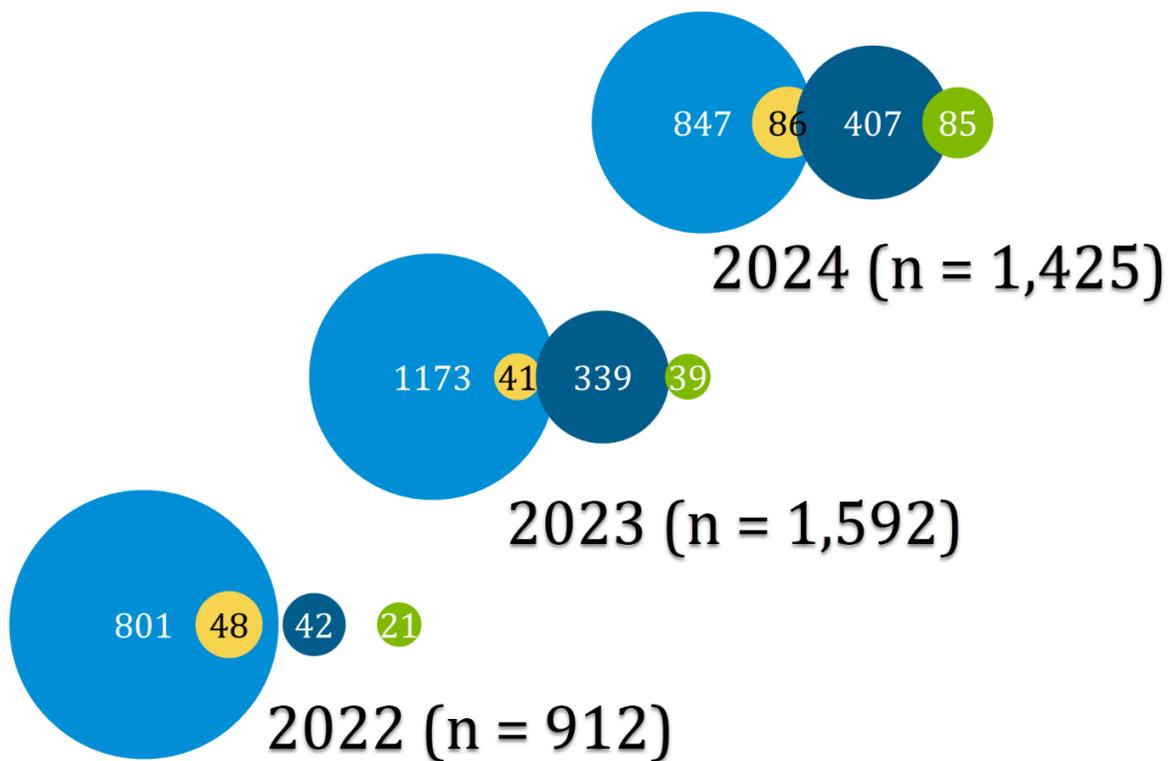
The HTT Training and Technical Assistance Lead facilitates a two-day Train-the-Trainer (TTT) program designed to equip volunteer facilitators to deliver the Council's introductory training to professionals in their specific geographic regions, sectors and/or organizations. This approach allows expanded 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



- An Introduction to Human Trafficking in Colorado
- Human Trafficking Investigations: An Introductory Course
- Meeting Human Trafficking Survivors' Needs
- Denver Sheriff Department

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*.

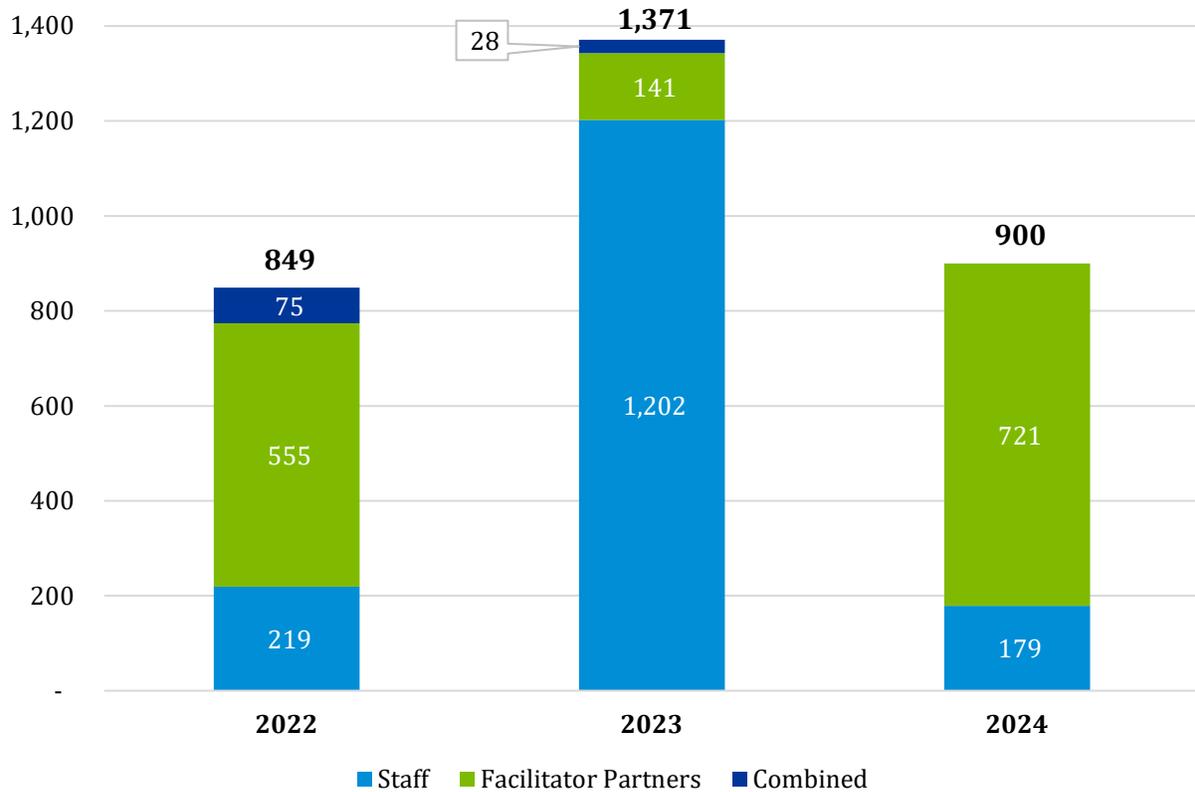
In 2023, there was a sharp increase in requests for training delivery, almost doubling the numbers from 2022. In total, 1,592 individuals were trained, with the majority increase in the two introductory training programs: 1,173 individuals attended *An Introduction to Human Trafficking*, and 339 law 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

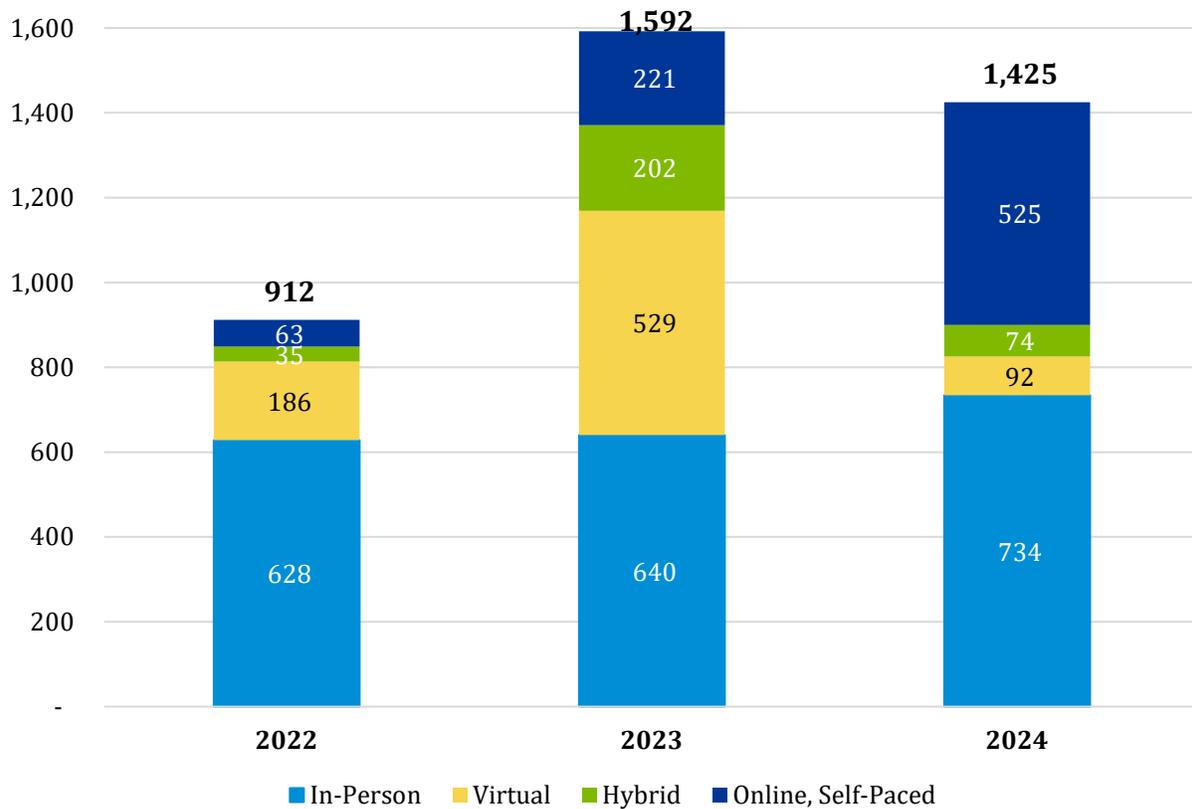


Data source: Colorado Department of Public Safety, Office for Victims Programs.

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.

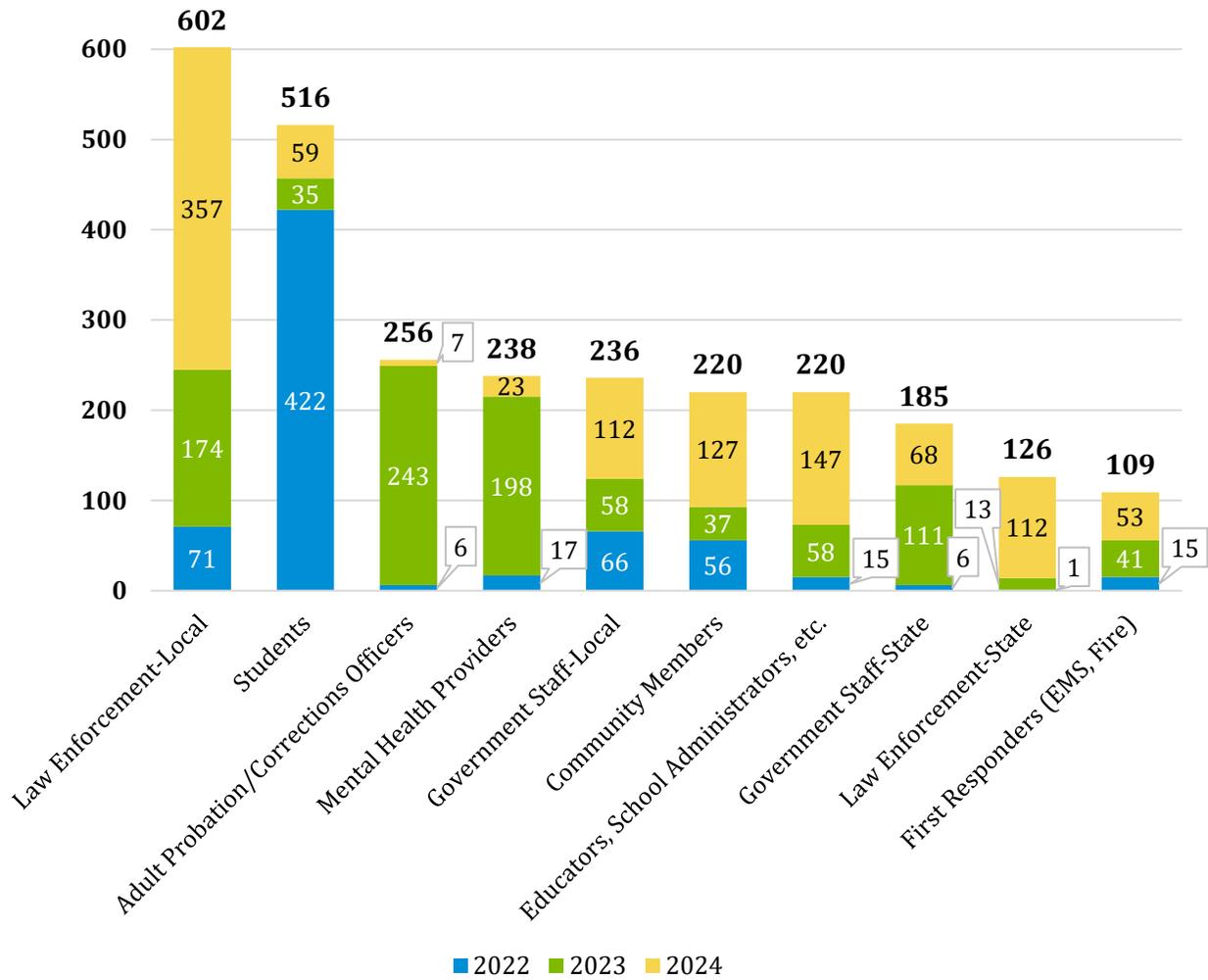
## 2024

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).

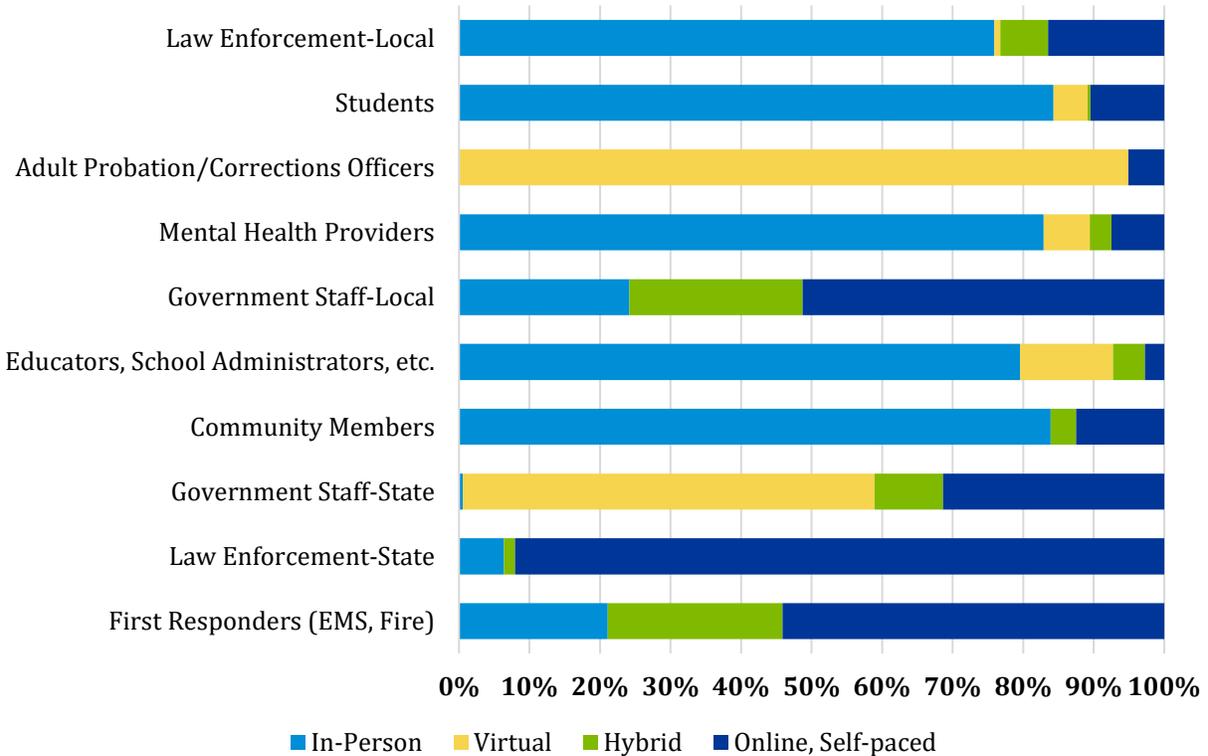
**Figure 38: Top 10 Professional Sectors, CY 2022–2024**



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.