



A guide to our aviation training

We deliver training to spot the signs of human trafficking by air, with practical steps to identify victims and keep them safe.





Welcome

On behalf of Illustro Consultancy Ltd. we would like to thank you for taking your first steps towards learning about our aviation courses. Since 2017 we have been supporting the public and private sector to combat human trafficking and modern slavery and we continue to develop our training programs to reflect the latest research and experiences from the across the globe.

Most studies now indicate that human traffickers use almost all forms of transportation to move victims to locations where their exploitation takes place. This includes by cars, boats, trains, buses, as well as private and commercial air carriers.

Flight, cabin, and ground crew are therefore in a unique position to observe passengers over a prolong period, allowing them to use their observation skills to identify a potential victim of trafficking. But this requires knowledge on how traffickers and their victims present, as well as having a response and reporting procedure to follow if they are faced with a potential human trafficking situation.

Our aviation courses have been developed through consultation with flight, cabin, and ground crew from major airlines, security, and law enforcement experts in the investigation of human trafficking, as well as the guidelines set by The Office of the UN High Commissioner for Human Rights (OHCHR) and International Civil Aviation Organization (ICAO).

At Illustro Consultancy we know the business of modern slavery - but more than that - we understand how to deliver training to those that can prevent it.

Tony Dunkerley

Managing Director



What We Do

Illustro Consultancy Ltd. provides international training, research support and educational services to criminal justice practitioners, private industries, students and the wider public in general on preventing, identifying and dealing with modern slavery and human trafficking.

Our Mission

To combat modern slavery and human trafficking by providing practitioners and the wider public in general with the knowledge and skills to understand, identify and respond to these human-rights abuses.

To actively work to reduce the factors that increase vulnerability to modern slavery and human trafficking.

We strive to achieve our mission objectives by adhering to our 5-pillars;

Service, Expertise, Awareness, Equality, and Sustainability.

Service

Deliver the best possible service by constantly updating our training packages to reflect current research and trends in a client-specific context based on needs and capacity.

Expertise

Development and delivery of our courses by highly skilled and experienced trainers and consultants in their respective field.

Awareness

Raise awareness of modern slavery and human trafficking within the wider context of social and corporate social responsibility.

Equality

Promote dignity and respect for all.

Sustainability

Constantly review our own business and supply chain to ensure that the services we provide, and the way we provide them adhere to human rights and wider ethical practices.



Trafficking in Persons (TiP) in Aviation

Trafficking in human beings is a serious crime and a gross violation of human rights, which can be classified as a modern form of slavery.

Thousands of human beings are transported within and across national borders for the purpose of exploitation every year. It occurs all over the world and affects almost every country as an origin, transit, or destination for victims.

The global scale of human trafficking is difficult to quantify, due to the hidden nature of the crime. Figures are often based on conflicting definitions or compiled for different purposes and are therefore seldom comparable. However, according to the United Nations (UN), it is considered the second highest source of illicit profits for organised criminals¹, with over 42 million people currently being held in forms of modern slavery.

Traffickers use air travel to move their victims. We often see victims flown into another country on the promise of a legitimate job, but on arrival they have their passports and mobile phones taken away, are threatened, beaten and forced into exploitation.

Airline operators are therefore in a unique position to prevent their services from being abused by traffickers.

Why should airlines care about human trafficking?

Legal compliance

Article 11(2) of the UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime (Palermo Protocol)² requires state parties to adopt legislative or other appropriate measures to prevent, to the extent possible, means of transport operated by commercial carriers from being used in the commission human trafficking.

For example, on July 15, 2016, the US Congress enacted Public Law 114-190, the FAA Extension, Safety, and Security Act of 2016. Section 44734 now includes a requirement that each air carrier provide cabin crew with initial and annual training regarding recognising and responding to potential human trafficking victims.

This was in response to the US obligations under the Palermo Protocol, as well as seizing the opportunity to demonstrate how the civil aviation sector is actively contributing to the achievement of the UN Sustainable Development Goals (SDGs) adopted under the 2030 Agenda for Sustainable Development.

¹UNODC (2011). Available at: https://www.unodc.org/documents/data-and-analysis/Studies/Illicit_financial_flows_2011_web.pdf

²UN (2000). Available at: <https://www.ohchr.org/en/instruments-mechanisms/instruments/protocol-prevent-suppress-and-punish-trafficking-persons>



UN Sustainable Development Goals (SDGs)

The UN Sustainable Development Goals adopted under the 2030 Agenda for Sustainable Development, including SDGs 5, 8 and 16 draw specific attention to a shared priority to end human trafficking and similar practices.

5 GENDER EQUALITY

5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.

5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation.

8 DECENT WORK AND ECONOMIC GROWTH

8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children.



Case Study

"Something in the back of my mind told me that something was not right"

Shelia Fedrick, a flight attendant working on a flight from Seattle to San Francisco, United States, noticed on board a well-dressed older man travelling with a teenage girl that she said looked "dishevelled and out of sorts."

Fedrick tried to speak to the pair but the girl remained silent and the man became defensive.

It was at that moment that the flight attendant decided to leave a note for the

girl in the restroom and instructed her discreetly to go to the restroom.

"She wrote on the note that she needed help," said Fedrick who immediately informed the pilot. Police officers were waiting at the plane's terminal in San Francisco on arrival and were able to confirm that the young girl was a victim of human trafficking.

Fedrick, who has been a flight attendant for over ten years, said the incident reminded her of her training; although she felt she could have seen other victims without being fully aware that they were being trafficked.

Source: <http://www.ohchr.org/EN/NewsEvents/Pages/AviationGuidelinesOnTrafficking.aspx>

Corporate responsibility and child protection

UNICEF, the UN Global Compact and Save the Children developed the Children's Rights and Business Principles (CRBP), promoting corporate responsibility to respect and support children's rights.

Principle 5(e) of the CRBP states that this responsibility includes 'seeking to prevent and eliminate the risk that their services could be used to abuse, exploit or otherwise harm children in any way'. Airline operators therefore have more than a moral responsibility to prevent their services from being abused by child traffickers.





Case Study

"Slave auctions at airports"

"We are now seeing 'slave auctions' being held in public places at airports where brothel keepers are bidding for women destined for prostitution."

A CPS spokesperson said one specific example of a slave auction had taken place outside a coffee shop in the arrival's hall at Gatwick in south London.

Others were thought to have been staged at Heathrow, Stansted, and other airports across the UK.

CPS also commented on the cases of abandoning infant children in baggage reclaim areas with no identity papers.

Source: <http://news.bbc.co.uk/1/hi/uk/5046170.stm>



Identifying and eliminating human trafficking in aviation requires gaining a clear understanding of how human trafficking operates; from pre-departure, during boarding and in-flight, to arrivals and exit from the airport grounds.

This process requires a holistic approach from the outset and will present challenges of time, resource, and expertise for airline operators.

At Illustro we understand that to find the problem, you need to know what you're looking for in the first place. Our workshops are designed for airline personnel to understand what human trafficking is, how to identify it, and how to deal with it.

There are also a few other things we understand:

Training can be too generic and not cater to the role of key personnel

Each of our workshops build knowledge step-by-step and are tailored to the roles and needs of the trainees. The content of our workshops are regularly updated to reflect the most up to date and relevant information based on the latest research from across the world.

No one learns in the same way

Each workshop incorporates a range of learning methods that adhere to adult learning principles. Trainees will learn through visual aids, written exercises, case studies, reflection, and 'live' simulation exercises.

People will naturally forget some things they have learned during their training

Each trainee receives the ©2022 Illustro Training Manual for Airline Staff and a Course Task Booklet, which compliments the delivery of the workshop and acts as a references for the future.

E-learning modules do not build sufficient knowledge for key personnel

We deliver dynamic, interactive learning environments during our trainings, both in person or online remotely, to ignite the learner with the passion and expertise of our trainers. We engage our trainees with innovative activities and develop confidence in their knowledge and abilities to tackle the challenging issues of human trafficking.



Case Study

Throughout her career, she witnessed a flurry of young girls being trafficked out of Russia on false career promises; and an 18-year-old man travelling with a newborn baby with nothing more than a bottle.

Airline Attendant testimony in 2010 to the Human Rights Commission on Human Trafficking.

Source: <https://www.airport-technology.com/analysis/final-approach-aviation-bands-together-end-human-trafficking/>





What makes our training different?

Our trainers have exceptional experience in dealing with human trafficking. We draw from a pool of national and international experts in law enforcement and aviation. Combining our areas of expertise, together with the most up-to-date research has allowed us to develop a unique and holistic approach to anti-human trafficking training.

We teach the theory behind human trafficking risk - allowing clients to predict future trends and align their policies and procedures accordingly.

This is not just a webinar, information dump or standardised processes; at no additional cost all our training courses are bespoke, including interactive simulation exercises and tools that empower trainees to apply the techniques and information they have learned in relation to their own unique operations.

The Workshop

Our *Identifying and Managing Cases of Trafficking in Persons (TiP) in Aviation* Course is designed for flight, cabin, ground crew, and airline security to understand what human trafficking is, how to identify it, and how to deal with it.

Structure of the workshop

The workshop takes place over four full- days and builds knowledge and practical skills step-by-step. Trainees learn through visual aids, written exercises, case studies, reflection and 'live' simulation exercises.

Our training can be integrated into New Entrant Training, Cabin Crew Attestation, Senior Cabin Crew refreshers, and SE&P training.





Course learning objectives

- Enable flight, cabin, ground crew*, and airline security to understand what human trafficking is
- Enable flight, cabin, ground crew, and airline security to understand how it impacts on their individual and collective roles
- Create opportunities for cabin, ground crew, and airline security to identify potential victims of human trafficking
- Create opportunities for victims to self-identify as victims of human trafficking to cabin, ground crew, and airline security
- Understand the Operator Policy and procedures for flight, cabin, ground crew, and airline security to follow if a potential victim(s) is identified before, during, or after arrival

What is included in the training?

Each trainee will receive the following:



Support

As part of our training package we also provide ongoing email support for general advice and troubleshooting.



© 2022 Illustro Training Manual for Airline Staff



Certificate



Course Task Booklet

Testimonials

We are proud of the fact that 100% of trainees have given a rating of 'excellent' for trainer knowledge and facilitation skills; business relevance of training; and overall value of the training.

Here are what some of our trainees have said about us...

“

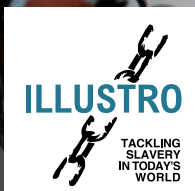
“Engaging, interactive and relevant.
A much deeper subject than anticipated.”

Group Procurement Manager, Belron International Ltd.

“

“The trainer's knowledge, as well as the business relevance and overall enjoyment of the course was excellent. 10/10.”

Site Manager, Brymor Construction Ltd.



FAQs



How long is the workshop?

The workshop is 4 full days.



Where will the workshop take place?

We operate globally and use training sites selected by our clients for their convenience, including online delivery.

For face-to-face training, there are however a few requirements to ensure that trainees get the most out of our training:

- The location provides access to WIFI/internet
- The location is sufficient in size for chairs, tables, break-away exercises, and wheelchair access, if required* (minimum of 60 m2)
- A white screen and projector** for visual/audio presentations



Will trainees have to do a little self-study before the workshop?

Yes. Prior to the workshop trainees will be required to review some common terms used throughout the training.



Who is the workshop for?

The workshop is bespoke in nature and tailored to our clients' needs, however our trainees typically include flight, cabin, ground crew, (including check-in staff), and airline security.



How many people can be in the workshop?

The workshop is designed to cater for 10-15 trainees.



What language will the workshop be delivered in?

The workshop is delivered in English. We suggest an English language proficiency level of level 3 (Professional Working Proficiency) or above to participate in the workshop.

Alternative languages of delivery may be possible depending on availability of trainers/translators. Please contact us to discuss your particular language needs.



Do trainees need to bring anything with them?

No, just themselves.



Want to find out more about Human Trafficking?

Check out our **#letstalkmodernslavery** campaign on social media platforms. Contact us to see how we can help your business combat human trafficking.



www.illustroconsultancy.co.uk

A PO BOX 9305, Dorset, BH15 9HH

E contact@illustroconsultancy.co.uk

