

Welcome to **Leveraging CalTrin for Staff Onboarding**

THE TRAINING WILL BEGIN SHORTLY! WHILE YOU'RE WAITING...

 **Icebreaker Question**
(answer in the chat)

Describe your first day of work
at your current employer with
one word.



Survey & Certificate of Completion

Available after the training.

Connect With Us!



VISIT **CALTRIN.ORG** &
SCAN TO LEARN MORE



Before We Begin...

DURING



Review interactive features for today's session. Locate the controls on the toolbar at the bottom of your screen.



This presentation is being recorded.



External AI assistants are not allowed in CalTrin trainings due to California privacy laws.

AFTER



Complete the survey at the end of this webinar to receive your Certificate of Attendance.



A follow-up email will be sent to all participants within two days.

Hi, We're CalTrin!

Who we are

- The California Training Institute
- Funded by the State of California, Dept. of Social Services, Office of Child Abuse Prevention (OCAP) to support child abuse prevention through professional development and extended learning opportunities.
- Designed for staff of family strengthening and child abuse prevention organizations in California, including FRCs, CAPCs, CBOs, and other child and family serving systems.

What we offer

- Live webinars & small group training
- Virtual, self-paced courses
- Job aids & other resources



What's New @ **CALTRIN!**



WATCH THE REPLAY!



Leveraging CalTrin for Staff Onboarding

Presented by Jessica Mattly, MBA





Jessica Mattly, MBA

CalTrin Training
Coordinator & Facilitator

- Worked for First 5 San Diego in 2009
- Training & Leadership Development for Global Corporation – Human Resources
- Training Certifications
 - Bringing the Protective Factors Framework to Life in Your Work (CTF Alliance)
 - Standards of Quality for Family Strengthening and Support (NFSN)





LET'S LEARN ABOUT YOU!



AGENDA

- Identify **free** CalTrin resources that can enhance onboarding for new staff
- Review how to integrate CalTrin offerings into ongoing staff professional development
- Develop a practical action plan for how to add CalTrin into your organization's staff training strategy



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**How do you want your staff
to feel on their first day?**

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**What's one thing
that helped you
feel connected
when you were
new?**

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**Onboarding is culture work,
not an administrative task.**

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**Organizations with
a strong onboarding
process improve
new hire retention
by 82% and
productivity by
over 70%.**

-Brandon Hall Group,
Onboarding Benchmarking Study



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**What does a positive
workplace culture even mean?**

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CULTURE-BUILDING THROUGH CONNECTION

- **Define clear goals**
What outcomes do you want new hires to achieve in their first 30–90 days?
- **Create an intentional experience**
Be clear on the experience you *want* them to have.
- **Connect them to your culture**
Ensure they feel plugged in socially, structurally, and strategically.



CULTURE-BUILDING THROUGH CONNECTION

- **Distribute a plan in advance**
Give supervisors and mentors time to prepare.
- **Allocate and protect time**
Estimate how much time should be dedicated to each topic and make space in schedules for connection-focused onboarding activities.
- **Set them up for success**
Provide knowledge, skills, and the tools they need to thrive.





New Hire Welcome Practices







CALTRIN
California Training Institute

Learning Model





FUN
facts

**CalTrin's kickoff training
was on February 02, 2021,
and our first presentation
was *Intro to Child Trauma*.**

2024:

132 Training Sessions
278 Hours of Training
8,492 Learners



**Direct Service
Delivery Skills**



**Evidence-Based/
Evidence-Informed
Service Delivery**



**Management &
Leadership
Development**



**Trauma-
Informed
Systems**

DIRECT SERVICE
DELIVERY SKILLS



**Setting &
Maintaining
Healthy
Boundaries**



**Reimagining
the
Restoration
of Child &
Family
Well-Being**



**The
Growing
Brain**



**Effectively
Welcoming
LGBTQIA+
Youth Into
Our Work**



EVIDENCE-BASED/EVIDENCE-INFORMED
SERVICE DELIVERY



**Expanding
Social
Supports to
Achieve
Better
Outcomes**



**From Zero
to Thrive!**



**Science of
Social
Support**



**Assessing
Protective
Factors
Impacts in
Your
Organization**



MANAGEMENT & LEADERSHIP
DEVELOPMENT



**Resolve to
Evolve
with EQ**



**Beyond
Orientation:
Designing
Onboarding
that Connects,
Inspires, &
Builds Culture
from the Start**



**Strengths-
Based
Leadership**



**How to Lead
an Effective
& Engaging
15-minute
Team
Huddle**



TRAUMA-INFORMED
SYSTEMS



**Trauma-
Informed
Care
Foundations**



**Protecting
Your Peace:
Supporting
Well-Being &
Resilience
During
Turbulent
Times**



**Parenting
Traumatized
Infants and
Toddlers:
Myths vs
Facts for 0-5**



**Historical
Wounds,
Present
Realities**



PROFESSIONAL development & EXTENDED learning



- Live, Virtual Webinars & Workshops
- Large Training Archive

PROFESSIONAL development & EXTENDED learning



- Self-Paced Courses
- Webinar Replays & Resources

SELF-PACED COURSES



INTRODUCTION TO CHILD TRAUMA

Introduction to Child Trauma

Foundational training on child trauma, including a review of the prevalence, characteristics, and impact of trauma on children and their families



UNDERSTANDING COMPASSION FATIGUE AND SECONDARY TRAUMATIC STRESS

Understanding Compassion Fatigue and Secondary Traumatic Stress

Explore the emotional impact of trauma exposure on helping professionals



STRATEGIES FOR ADDRESSING COMPASSION FATIGUE AND SECONDARY TRAUMATIC STRESS

Strategies for Addressing Compassion Fatigue and Secondary Traumatic Stress

Strategies to help Supervisors and above address the professional well-being of staff members



TRAUMA, PARENTING, & CHALLENGING BEHAVIORS (SCHOOL-AGE)

Trauma, Parenting, and Challenging Behaviors (School-Age)

An overview of school-age trauma and its impact on development as well as a review of practical applications surrounding collaborating with and supporting caregivers of traumatized school-age children



TRAUMA, PARENTING, & CHALLENGING BEHAVIORS (ADOLESCENT)

Trauma, Parenting, and Challenging Behaviors (Adolescent)

An overview of adolescent trauma and its impact on development as well as a review of practical applications surrounding collaborating with and supporting caregivers of traumatized adolescents



EXPLORING A PREVENTION MINDSET

Exploring a Prevention Mindset

Explore a prevention mindset as you move upstream towards increased prevention work



INTRODUCTION TO CALIFORNIA'S FAMILY FIRST PREVENTION SERVICES PROGRAM (FFPS)

Introduction to California's Family First Prevention Services Program (FFPS)

Foundational information about FFPS and the opportunities it will provide to support and strengthen families within the prevention continuum



TRAUMA-INFORMED CARE 101: UNDERSTANDING YOUR ROLE IN CREATING A TRAUMA-INFORMED ENVIRONMENT

Trauma-Informed Care 101: Understanding Your Role in Creating a Trauma-Informed Environment

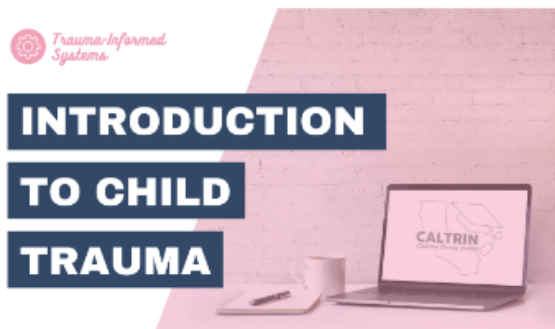
Overview of trauma-informed care and its application across child- and family-service settings, including specific steps to create a trauma-informed approach at the agency level and how staff can apply trauma-informed principles.



LEADING THROUGH CHANGE

Leading Through Change

Explore change management and group development theory and how it can inform your process for leading change in the workplace

[Curriculum](#)[About this Course](#)

About this Course

This course will provide **foundational** information on child trauma, including a **review of the prevalence, characteristics, and impact of trauma** on children and their families. The function of trauma-related behaviors and responses will be discussed. Participants will learn how to **support children and families** exposed to trauma from a trauma-informed lens, including **specific steps** to transform trauma-informed approaches into everyday practice.

In this course we will cover:

- Understanding the prevalence, characteristics, and impact of trauma on children and their families
- Identify the function of trauma-related behaviors and responses
- Increase understanding and utilization of a trauma-informed lens to support children and families


Featured Presenter: Melissa Bernstein, PhD, Director of the Advancing California's Trauma-Informed Systems (ACTS) Project www.actsproject.com



In her role at Rady Children's Hospital-San Diego, Melissa Bernstein, PhD, directs the Advancing California's Trauma-Informed Systems (ACTS) and Trauma-Informed Licensing Team (TILT) Initiatives. Her research centers around supporting systems in planning for, implementing, and sustaining Trauma-Informed change that aligns with best practice and science.

As a psychologist working with children, youth, and families impacted by traumatic stress, she has developed expertise in understanding child maltreatment and utilizing evidence-based practices at an individual, family, and system level.

You can also follow Dr. Bernstein on Twitter @DrMelBern.

An illustration of a woman with long brown hair, wearing a teal shirt, resting her chin on her hand in a thoughtful pose. A large, white, cloud-shaped thought bubble with an orange outline is positioned above her head. Inside the bubble, the text 'How much do these trainings and professional development opportunities cost?' is written in a black, handwritten-style font. Three smaller, orange-outlined circles lead from the woman's head to the main thought bubble. The background is a solid blue color, decorated with stylized leaves and berries in the corners: light blue and green leaves with orange berries in the top right, and green and blue leaves with yellow berries in the bottom left.

How much do these trainings and
professional development
opportunities cost?

FREE




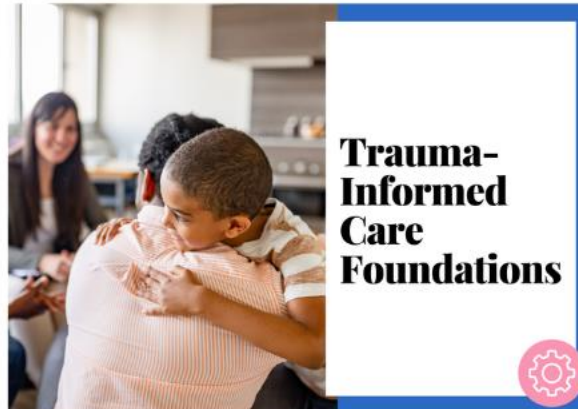
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**What does foundational
knowledge, skills, and/or ability
look like in Month 1?**

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Month 1: BUILDING FOUNDATIONS

- 
- Protective Factors Overview
 - Trauma-Informed Basics
 - Intro to Child Trauma



Months 2-3: SKILL BUILDERS



- Setting & Maintaining Healthy Boundaries
- Well-Being & Resilience
- Parenting Traumatized Infants + Toddlers
- Understanding/Addressing Compassion Fatigue



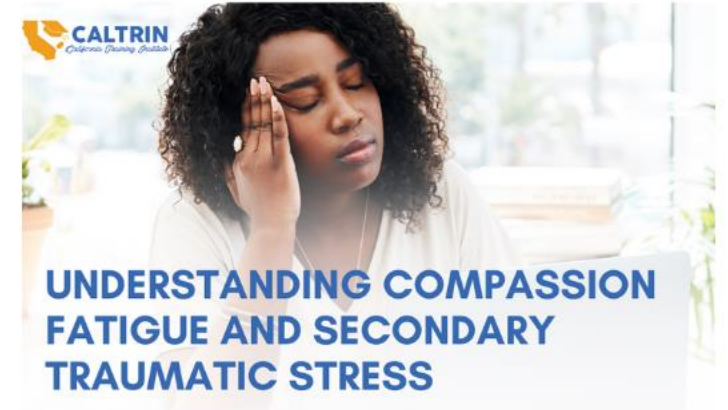
Setting & Maintaining Healthy Boundaries



Protecting Your Peace: Supporting Well-Being & Resilience During Turbulent Times



Parenting Traumatized Infants and Toddlers: Myths vs Facts for 0-5



UNDERSTANDING COMPASSION FATIGUE AND SECONDARY TRAUMATIC STRESS



Ongoing **LEARNING & DEVELOPMENT**

- 
- **Protective Factor of the Month**
 - **Advanced Protective Factors Trainings**
 - **Leadership Trainings**
 - **Emerging Leaders Development Program**



Sample CalTrin Onboarding Journey



Utilizing



in your Organization



**Onboarding
New Staff**



**Monthly
Training Topics**



**Ongoing Staff
Development**



**Professional
Development**

Let's Recap!

- No cost to learners
- Trainings developed for staff & providers
- Choose training and educational experiences that work best for your schedule, learning style, and career path



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WELCOME CALTRIN

Supporting child abuse prevention
free professional development

[LEARN MORE](#)

Calendar

Upcoming Trainings

Training Archive

Self-Paced Courses

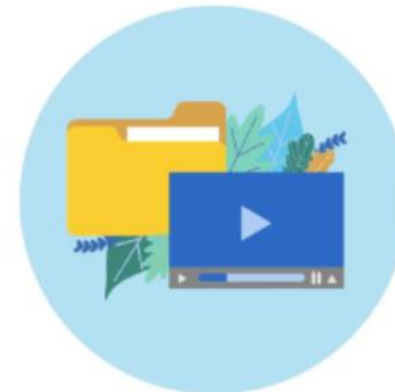
Resources



SELF-PACED COURSES



UPCOMING TRAININGS BY TOPIC




TRAINING ARCHIVE




SUBSCRIBE
TO THE
**CalTrin
Connect!**

APRIL 2025



**April is
Child Abuse
Prevention
Month**


Check out these additional trainings hosted by CalTrin:



**Concrete
Support**

April 17, 2025 | 10:00 A.M. – Noon
Interpretación en español


[Learn More & Register](#)



**Adolescent
Cognitive &
Psychosocial
Development**

April 22, 2025 | 9:00 A.M. – Noon
Interpretación en español | CEUs available


[Learn More & Register](#)



**CHILD ABUSE
PREVENTION MONTH:
TOOLS & RESOURCES**

April 24, 2025
9:00 – 10:30 A.M.


[Learn More & Register](#)



**Addressing
Secondary
Traumatic
Stress
Through
Reflective
Practice &
Supervision**

April 29, 2025
10:00 A.M – Noon


[Learn More & Register](#)



**"How About
Dad?":
Father
Engagement
Basics**

May 2, 2025 | 9:00 A.M. – Noon
Interpretación en español | CEUs available

[Learn More & Register](#)



**Perinatal
Mood &
Anxiety
Disorders
101**

May 6 & 13, 2025
9:00 A.M – Noon

[Learn More & Register](#)



**Essential
Employee
Conversations**

**UPCOMING
TRAININGS**

mark your calendars!

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replay

CALTRIN BLOG
read the latest!

CALTRIN
Community



Check out our
YouTube!





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The California Training Institute (CalTrin) delivers science-based, professional development... [more](#)

[caltrin.org](#) and 6 more links

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Welcome to the California Training Institute...

Hi, we're the California Training Institute



0:06 / 1:55

Welcome to the California Training Institute - CalTrin

211 views · 4 months ago

Hi, we're the California Training Institute, best known as CalTrin. We support child abuse prevention in California by connecting child- and family-serving professionals to free and accessible trainings and resources.

CalTrin is funded by the California Department of Social Services' Office of Child Abuse Prevention. Our mission is to ...

[READ MORE](#)

Videos



Trauma-Informed Care Foundations

69 views · 11 days ago



Expanding Social Supports to Achieve Better Outcomes

39 views · 11 days ago



Beyond Orientation: Designing Onboarding that Connects, Inspires, & Builds Culture from the Inside Out

44 views · 2 weeks ago



Training Tidbit: Cultivate Compassion: Loving-Kindness Meditation Exercise

17 views · 3 weeks ago



Training Tidbit: Zones of Control Framework

4 views · 3 weeks ago



Social Connections

22 views · 3 weeks ago



Q & A



Thanks for joining us!

WHAT'S NEXT?

- Survey and certificate in the chat now
- Follow-up email with resources within two days
- Watch your inbox for the next issue of *CalTrin Connect*



Stay Connected for More Free Training & Resources!

VISIT [CALTRIN.ORG](https://caltrin.org) &
SCAN TO LEARN MORE



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TRAINING REPLAYS ON YOUTUBE!

