

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.

Connect With Us!



in

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Survey & Certificate of Completion
Available after the training.

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!



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



WATCH THE REPLAY!





Leveraging CalTrin for Staff Onboarding

Presented by Jessica Mattly, MBA



Speaker SPOTLIGHT



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





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



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



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

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



-Brandon Hall Group,
Onboarding Benchmarking Study





What does a positive workplace culture even mean?

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







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 & learning EXTENDED



- Live, Virtual Webinars & Workshops
- Large Training Archive

PROFESSIONAL development & learning EXTENDED



- Self-Paced Courses
- Webinar Replays & Resources

SELF- PACE

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

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

INTRODUCTION TO CHILD TRAUMA

[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.actscopy.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.



How much do these trainings and professional development opportunities cost?





FREE





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

Month 1: BUILDING FOUNDATIONS



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



INTRODUCTION TO CHILD TRAUMA

Months 2-3: SKILL BUILDERS

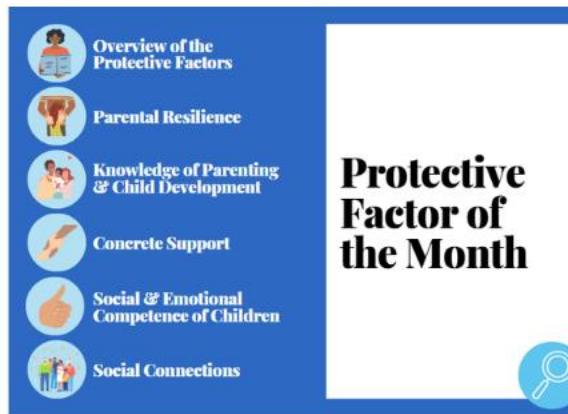


- Setting & Maintaining Healthy Boundaries
- Well-Being & Resilience
- Parenting Traumatized Infants + Toddlers
- Understanding/Addressing Compassion Fatigue



UNDERSTANDING COMPASSION FATIGUE AND SECONDARY TRAUMATIC STRESS

Ongoing LEARNING & DEVELOPMENT



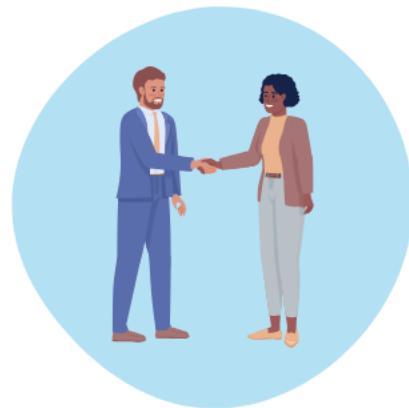
Sample CalTrin Onboarding Journey



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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caltrin.org



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ABOUT US

TRAINING

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Calendar

Upcoming Trainings

Training Archive

Self-Paced Courses

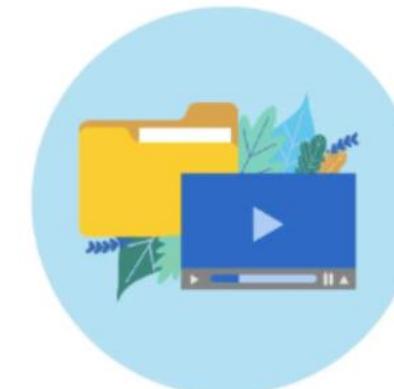
Resources



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:

Child Abuse Prevention Month (CAF) to rally together to build caring communities and positive experiences for children April and throughout the year, families to strengthen families to prevent child collaboration, prevention services and produce thriving families. For organize support CAP Month efforts, the follow professional development opportunities

Concrete Support
April 17, 2025 | 10:00 A.M. – Noon
Interpretación en español | CEUs available
[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

Addressing Secondary Traumatic Stress Through Reflective Practice & Supervision
April 24, 2025
9:00 – 10:30 A.M.
[Learn More & Register](#)

"How About Dad?": Father Engagement Basics
April 29, 2025
10:00 A.M. – Noon
[Learn More & Register](#)

Perinatal Mood & Anxiety Disorders 101
May 2, 2025 | 9:00 A.M. – Noon
Interpretación en español | CEUs available
[Learn More & Register](#)

Essential Employee Conversations
May 6 & 13, 2025
9:00 A.M. – Noon
[Learn More & Register](#)

Child Abuse Prevention Month Webinar Series – April 2025

4/2
How Can I Be Building The Village Together?
[Learn More & Register](#)

4/9
Presentation in a Virtual Context: Two Fathers Family Services
[Learn More & Register](#)

4/16
How to Create a Safe Space for Trauma Informed Care
[Learn More & Register](#)

4/23
How to Create a Safe Space for Trauma Informed Care
[Learn More & Register](#)

4/30
How to Create a Safe Space for Trauma Informed Care
[Learn More & Register](#)





Check out our YouTube!

CALTRIN
California Training Institute

California Training Institute (CalTrin)

@CalTrin • 558 subscribers • 165 videos

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

caltrin.org and 6 more links

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Home Videos Shorts Playlists

Welcome to the California Training Institut... Hi, we're the California Training Institute

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

<p>Trauma-Informed Care Foundations (October 1, 2025)</p> <p>1:41:44</p> <p>69 views • 11 days ago</p>	<p>Expanding Social Supports to Achieve Better Outcomes...</p> <p>1:46:17</p> <p>39 views • 11 days ago</p>	<p>Beyond Orientation: Designing that Connects, Inspires, and Builds Culture from the...</p> <p>1:04:48</p> <p>44 views • 2 weeks ago</p>	<p>Training Tidbit: Cultivate Compassion: Loving-Kindness MEDIATION EXERCISE</p> <p>1:47</p> <p>17 views • 3 weeks ago</p>	<p>Training Tidbit: Zones of Control FRAMEWORK</p> <p>5:38</p> <p>4 views • 3 weeks ago</p>	<p>Social Connections</p> <p>1:41:27</p> <p>22 views • 3 weeks ago</p>
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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 &
SCAN TO LEARN MORE



FOLLOW US! AND CHECK OUT
TRAINING REPLAYS ON YOUTUBE!

