




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](https://caltrin.org) & SCAN TO LEARN MORE



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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.

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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



CALTRIN
California Training Institute

This training was made possible with funding from the California Department of Social Services, Office of Child Abuse Prevention. Any opinions, findings, conclusions, and/or recommendations expressed are those of the CABC, CalTrin and do not necessarily reflect the views of the California Department of Social Services.

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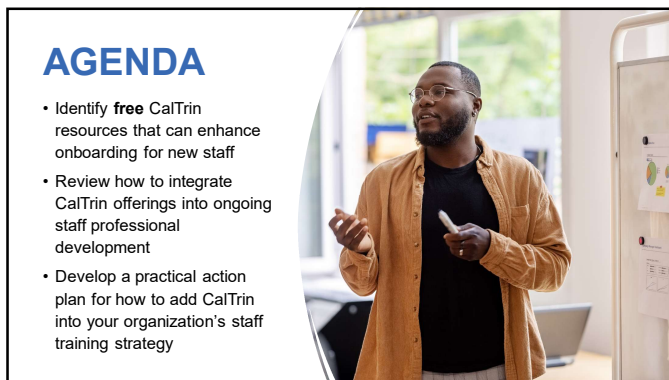
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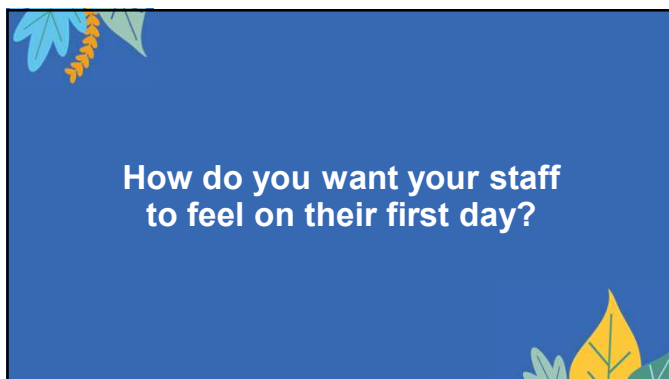
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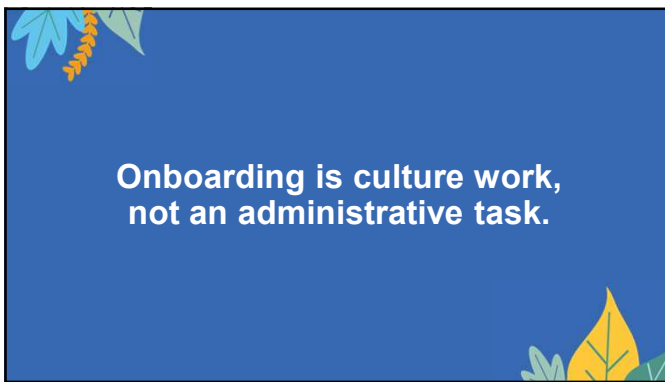


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What's one thing that helped you feel connected when you were new?

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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.



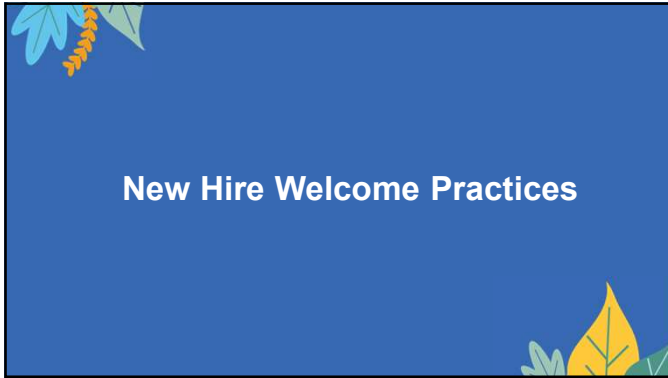
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CULTURE-BUILDING THROUGH CONNECTION

- **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.



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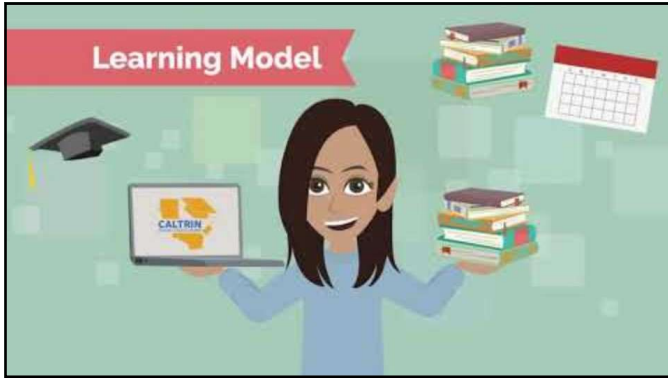
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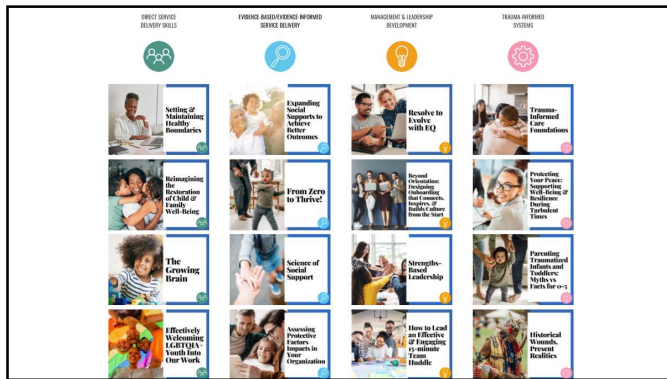
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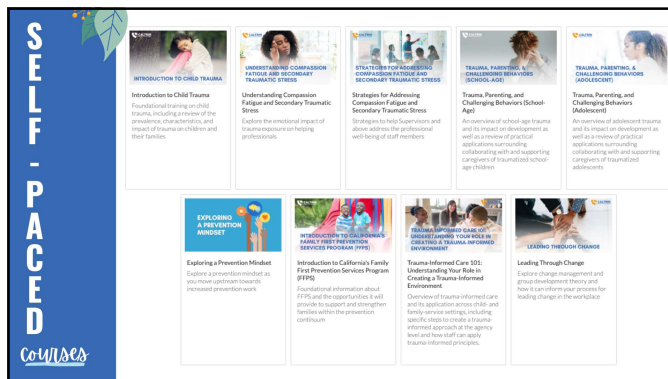
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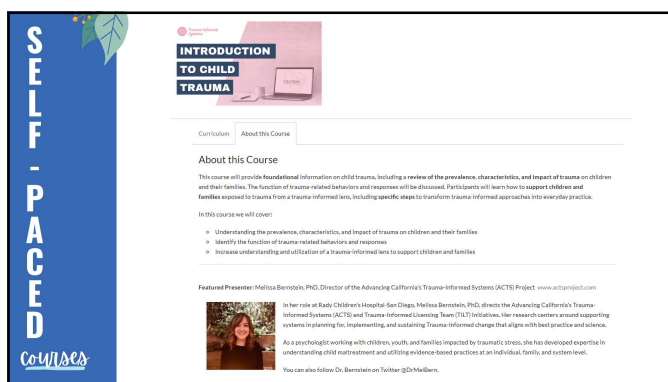
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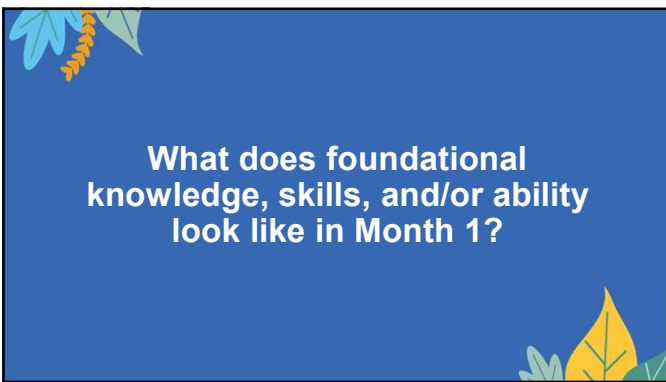
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Months 2-3: SKILL BUILDERS

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

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Ongoing LEARNING & DEVELOPMENT


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






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Sample CalTrin Onboarding Journey



MONTH 1
Foundations

MONTHS 2-3
Skill Building

ONGOING
LEARNING & DEVELOPMENT

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Utilizing in your Organization



Onboarding New Staff



Monthly Training Topics



Ongoing Staff Development



Professional Development

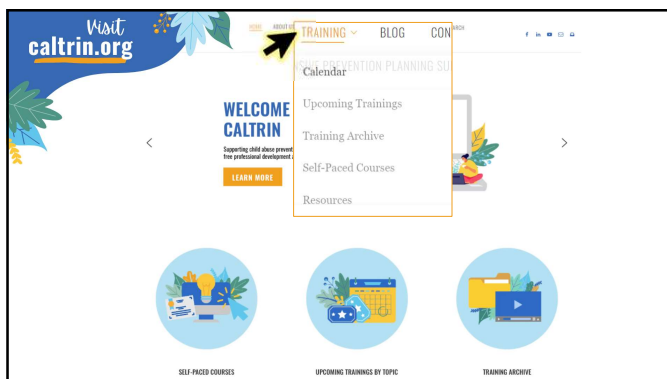
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Let's Recap!

- 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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The screenshot shows the CALTRIN website with a navigation menu including TRAINING, BLOG, and CONTACT. The main content area features a 'WELCOME CALTRIN' message and a list of resources: Upcoming Trainings, Training Archive, Self-Paced Courses, and Resources. Below the main content are three circular icons representing different types of training: Self-Paced Courses, Upcoming Trainings by Topic, and Training Archive.

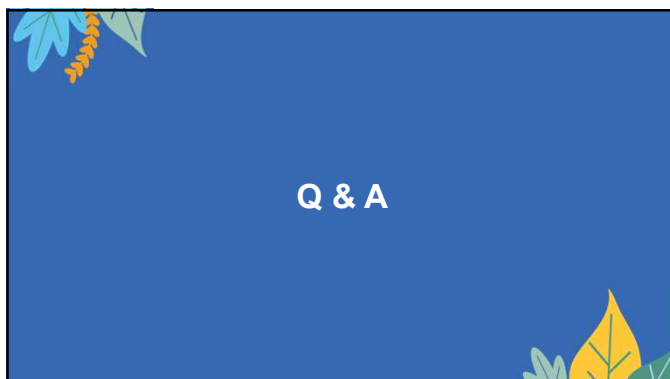
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Thanks for joining us!

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



FOLLOW US! AND CHECK OUT
TRAINING REPLAYS ON YOUTUBE!