

Welcome to
**Leveraging CalTrin
for Staff Onboarding**

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

Icebreaker Question
(answer in the chat)

Survey & Certificate of Completion
Available after the training.

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

Connect With Us! [in](#) [f](#) [p](#)

VISIT [CALTRIN.ORG](#) &
SCAN TO LEARN MORE

QR code

1

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.

2

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

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 CECB, CalTrin and do not necessarily reflect the views of the California Department of Social Services.

3



What's New @ **CALTRIN!**

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

WATCH THE REPLAY!

4



CALTRIN
California Training Institute

Leveraging CalTrin for Staff Onboarding

Presented by Jessica Mattly, MBA

5



CALTRIN
California Training Institute

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)

GALLUP CERTIFIED Strengths Coach

atd MASTER TRAINER®

RCHSD is not responsible for the creation of content and any views expressed are its own and not necessarily those of the district.

6

LET'S LEARN ABOUT YOU!

7

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

8

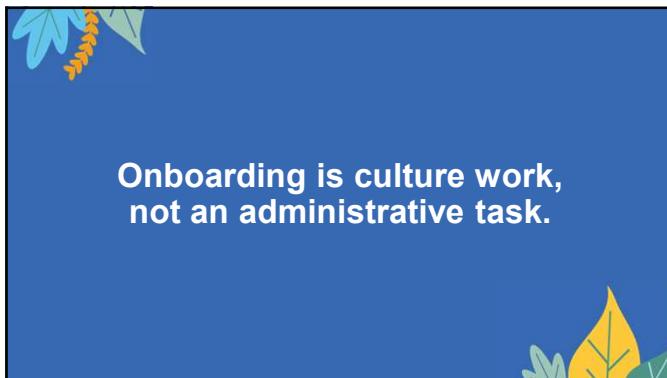
How do you want your staff to feel on their first day?

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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.**

11

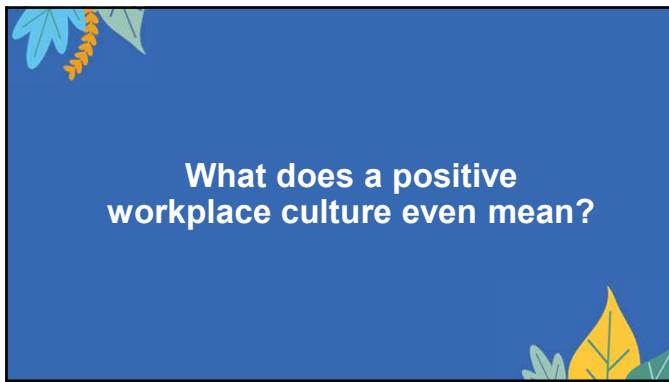


Organizations with
a strong onboarding
process improve
new hire retention
by 82% and
productivity by
over 70%.

-Brandon Hall Group,
Onboarding Benchmarking Study



12



13

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.



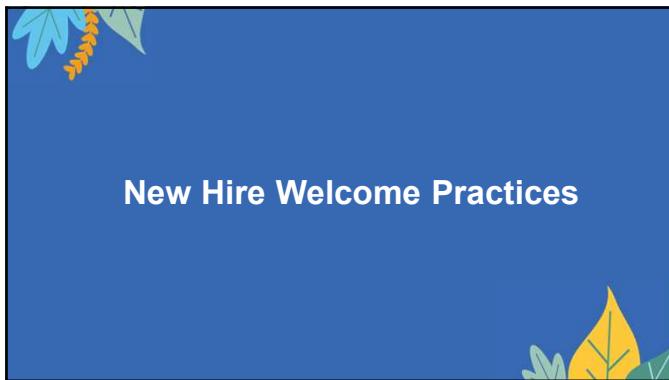
14

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.



15



16



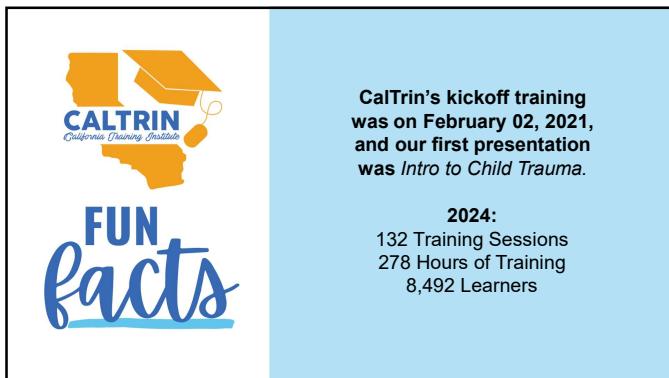
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18



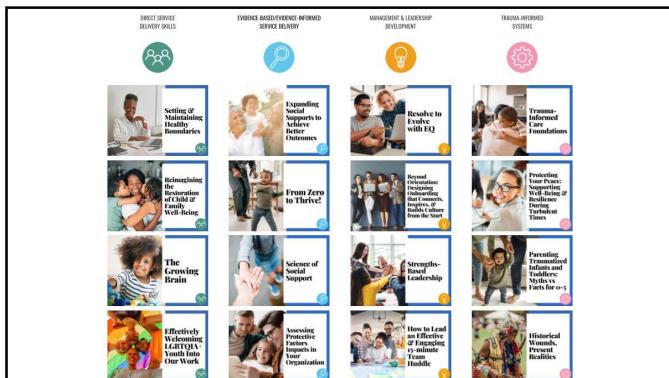
19



20



21



22

PROFESSIONAL development & learning EXTENDED



- Live, Virtual Webinars & Workshops
- Large Training Archive

23

PROFESSIONAL development & learning EXTENDED



- Self-Paced Courses
- Webinar Replays & Resources

24

SELF - PAGED
Courses

25

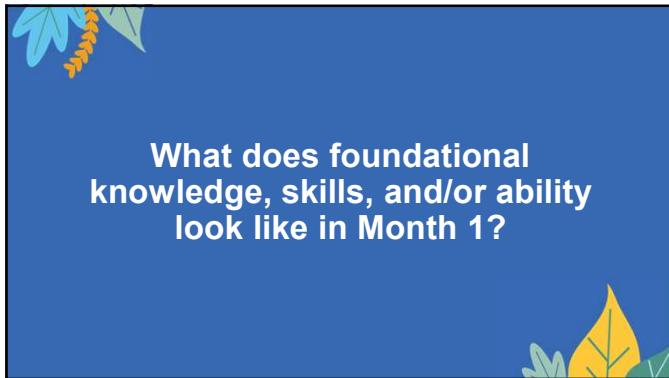
SELF - PAGED
Courses

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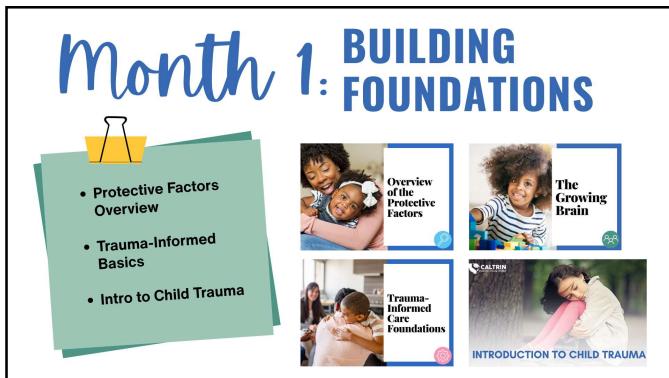
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28



29



30

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

31

Ongoing LEARNING & DEVELOPMENT



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



Protective Factor of the Month



Advanced Protective Factors Trainings



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



Emerging Leaders Development Program

32



33



Utilizing  in your Organization

- Onboarding New Staff
- Monthly Training Topics
- Ongoing Staff Development
- Professional Development

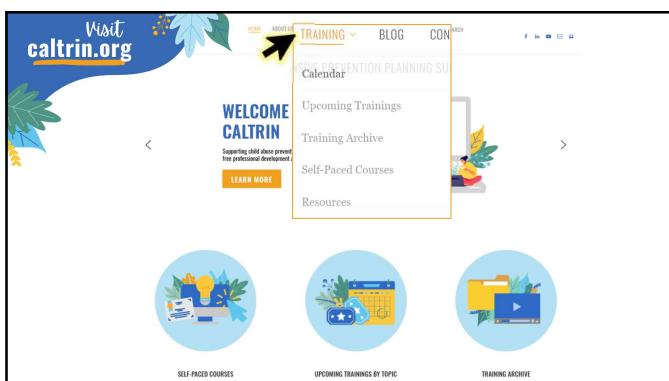
34



 **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

35



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WELCOME CALTRIN
Supporting child care providers for professional development

LEARN MORE

TRAINING ▾ **BLOG** **CONTACT**

Upcoming Trainings
Training Archive
Self-Paced Courses
Resources

SELF-PACED COURSES **UPCOMING TRAININGS BY TOPIC** **TRAINING ARCHIVE**

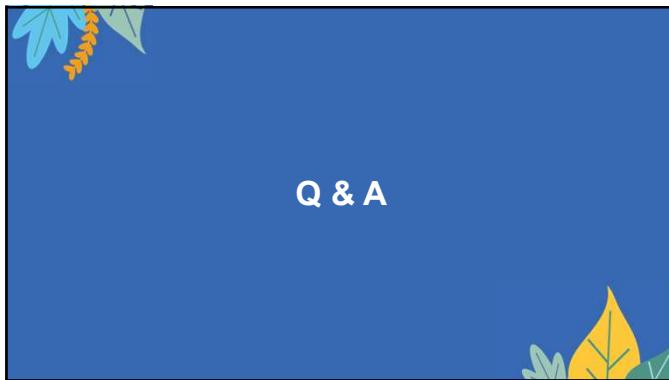
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37



38



39



40