

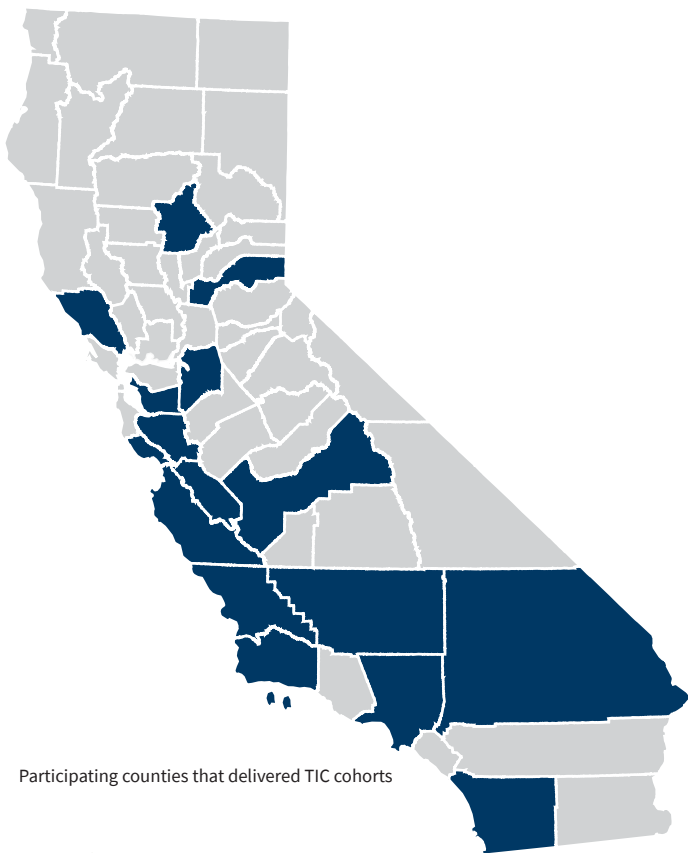
From Training to Transformation: TIC in Action

Since July 2023, the Trauma-Informed Care (TIC) initiative has been funded through the Service Employees International Union Education and Support Fund (SEIU ESF) in partnership with Child Care Providers United - CA (CCPU) and carried out by Child Care Resource Center (CCRC). Together, these efforts have engaged more than **2,500** providers through **164** training cohorts and **492** cafés across multiple regions of the state. By offering regional cohorts, the initiative ensured that providers could access training within their local context while still benefiting from a statewide network of peers.

TIC IMPACT SNAPSHOT | FEBRUARY-JUNE 2025

What is a Cohort?

In the TIC initiative, a cohort is a group of child care providers who commit to completing an 8-hour training along with three cafés. This structure gives providers time to build knowledge, practice new approaches and reflect with peers over multiple sessions.



Participating counties that delivered TIC cohorts

Between February and June 2025, the initiative engaged **374** providers across **11** regions through **23** cohorts. Most participants were licensed family child care providers (**84%**), with additional representation from family, friend, and neighbor (**10%**), center-based providers (**2%**), and others (**4%**). Training and cafés were delivered in English, Spanish, and Chinese (Simplified and Traditional).

Cohorts were distributed across **11** regions statewide, ranging from smaller groups in rural counties like Butte to larger participation in areas such as Ventura, with delivery adapted to virtual, in-person, and hybrid formats, depending upon agency capacity and the needs of the community. This substantial and diverse participation reflects both demand and the adaptability of the initiative.



Number of TIC Cohorts and Participants by Region

Region	# of Cohorts	# of Participants
01-Sonoma	1	22
02-Butte	1	7
03-Placer	2	22
04-Alameda	2	52
05-San Benito	4	58
06-San Joaquin	2	38
07-Merced	1	28
08-Ventura	4	61
09-San Diego	1	15
10-San Bernardino	2	36
11-Los Angeles	3	35
Total	23	374



Provider Experience & Impact

Training and cafés created meaningful change for providers. The cohort model of trainings and cafés built a strong foundation of trauma-informed knowledge, and cafés reinforced learning through peer dialogue and real-world application. Across both formats, more than **8 in 10** providers reported gaining new skills, increased confidence, and stronger connections with peers. The consistency of these results underscores the value of pairing intensive training with ongoing, community-based learning.

Cohort Survey Feedback

Cafés (N=743)	
86% training was beneficial	95% felt safe sharing
86% will apply trauma knowledge	94% learned from others' stories
85% more confident caring for children	92% planned to apply learning to challenges
84% more willing to care for children with behavioral issues	96% would return again

*Note: Training surveys were collected once per training module. The number of modules varied by region. Cafés had multiple sessions with a survey at each. Numbers reflect forms collected, not unique participants.





“It helped with the way I viewed children’s situations, the way I listened to them, and the way I was resilient with myself and for them as well.”

– FCC from Fresno

“They confirmed for me that I am on the right track to being the educator that I intend to be.”

– FFN from Placer

Facilitator Perspective

Facilitators said providers emphasized the need for advocacy support through the Union, with representatives present at trainings to answer questions and elevate provider experiences to decision-makers. They also noted strong interest in calming kits as practical take-home tools and in resources available in more languages to better reach diverse providers.

“More information on advocacy and having the union attend the training as past times would be helpful. Providers also expressed their need to get more support from their local, state and federal legislators and are interested in learning more about advocacy for their profession.”

– Facilitator from San Diego

Together, these supports would expand providers’ influence, strengthen their day-to-day practice, and ensure more equitable access to trauma-informed care statewide.



ENRICHMENT CAFÉS – EXPANDING ACCESS

In early 2025, the initiative piloted 10 virtual Enrichment cafés as a new, flexible format. Unlike cohorts, these 1.5 hour, drop-in sessions were open statewide through the Workforce Registry¹ and to participants who had already completed TIC cohorts.

Sessions were offered in both English and Spanish and were facilitated by an experienced facilitator from CCRC's San Bernardino office. This approach ensured consistent delivery while making the cafés accessible to providers across California.

"I wouldn't change anything. Instead, I'd vote for more frequent meetings. It's a great support, a good time for relaxation and therapy."

–FCC Provider from Monterey

Enrichment Café Outcomes

(N=87)

99% rated the cafés positively overall

97% would return again

94% felt safe sharing

91% learned from others' stories

90% planned to apply learning to challenges

Provider participation in Enrichment Cafés by county

Cohorts and Enrichment cafés worked hand in hand. Trainings built knowledge and confidence, while cafés offered space to connect and reflect. Providers valued both and expressed interest in continuing. They cannot seem to get enough.

Cohorts built knowledge, cafés deepened it. Together they gave providers information, connection and confidence.

¹ <https://www.caregistry.org/>

