

OCYF Trauma Team

Highlights from the OCYF Trauma Toolbox

The OCYF Trauma Team is excited to highlight some of the information available in the Trauma Toolbox, released by our team in June 2025. The second topic we will highlight is **Trauma-informed workplaces**.

If the source of trauma is the workplace itself, workforce professionals have an opportunity to review the following areas for quality improvement:

- organizational culture,
- job quality and job design,
- supervisor or management behaviors,
- team dynamics, and employee health and
- safety programs.



It is best to start small. Change is often very stressful for employees, and transformational change (e.g. culture change) tends to face the most resistance. [Trauma informed workplace | Department of Human Services | Commonwealth of Pennsylvania](#)

Effective Recruitment and Retention

According to a brief by the National Child Welfare Workforce Institute, recruitment and retention considerations for the child welfare sector have not changed. These include mission and meaning, flexibility, and money. Leaders are encouraged to strengthen their commitment to:

Culture. A positive culture that values staff is employee-centered and focused on learning rather than punishment and blame. Positive cultures attract employees through resilience, collaboration, and inclusion.

Flexibility. Flexible workplaces offer short-term sabbaticals, promotional ladders, rotation models, job sharing, part-time employment, telework, and flexible scheduling.

Fair compensation. Providing a livable and fair salary with benefits is essential. Programs need to think broadly about financial incentives.

To review the brief in its entirety, see [Rethinking Child Welfare Recruitment](#).



The OCYF Trauma Informed Care Webpage offers tools and access to previously released Trauma Tip Sheets and Newsletters as well as the Trauma Toolbox at [OCYF Trauma-Informed Care \(TIC\) | Department of Human Services | Commonwealth of Pennsylvania](#)