



Family Child Care Task Force: Duty 7

Cindi Yang – Director, Child Care Services

Scott Parker – Supervisor, Child Development Services

Presentation purpose

To provide background information necessary for this task force to fulfill the first part of this duty:

Duty 7: Review how trainings for licensed family child care providers are offered, provided, coordinated, and approved, and make a recommendation on the establishment of a family child care continuing education training committee, to advise on compliance with federal and state training requirements.

Why do Family Child Care Providers Take Training?

1. Lifelong Learning and Skill-building
2. Earning Credentials, such as CDA
3. Licensing Requirements
4. Parent Aware Ratings
5. Accreditation

How DHS supports training availability

DHS carries out the federal requirement that states offer child care training, and other quality improvement supports.

The Minnesota Professional Development System provides:

- Coordinated delivery of training content
- Incentives and supports
- A registry, known as Develop
- Career lattice steps

System started in 2007, as directed by Minnesota Legislature.

Types of training

Approved state-owned state-funded training

Offered by:
DHS grantees

Counts for Licensing
and Parent Aware

Approved independent training

Offered by:
Independent Trainers
and Training Sponsor
Organizations

Counts for Licensing
and Parent Aware

Unapproved training

Offered by:
Independent Trainers
and Organizations

Counts for Some
Licensing Requirements

ANNOUNCEMENTS

QUALITY AT WORK

Develop offers professional development and quality improvement tools to support early learning and school-age care. Together, we're developing a brighter future for all of Minnesota's children.

When DHS funds training creation and delivery

DHS funds course creation and training delivery when:

- DHS is required to do so in statute
- A gap is identified through on-going process of needs assessment

Example of statutory-required:

- Sudden Unexpected Infant Death and Abusive Head Trauma

Example of training developed as a result of an identified gap:

- Getting to Know the Minnesota Early Childhood Indicators of Progress Domains: Language, Literacy and Communication

Training needs assessment and evaluation

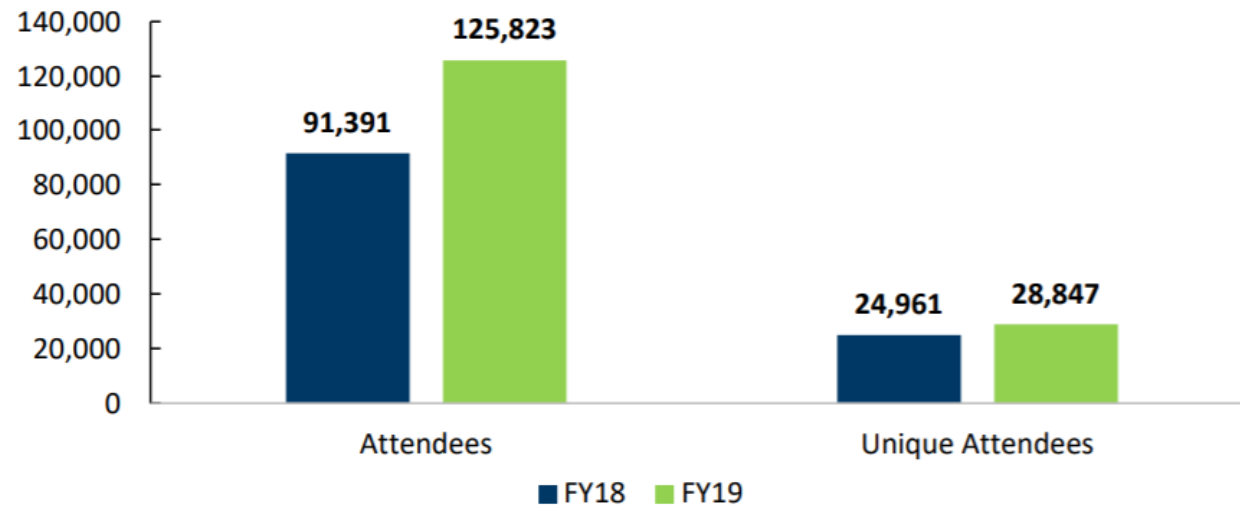
Child Care Aware system assesses needs for training based on:

- Annual survey of child care providers
- Meetings with local associations, licensors and partners
- On-going evaluation:
 - Study underway on providers' training needs, preferences and goals
 - 2018 study of child care training supply, including provider preferences and barriers to access

Growth in training participation

As a result of effective use of needs assessment and evaluation, approved training participation is increasing.

Figure 25. Growth in number of attendees and individual training participants in state fiscal years 2018 and 2019



Citation: 2019 Status of Child Care Report.

Ways training is offered

Training is offered in many ways:

- Online, on-demand, and through in-person classroom training
- In-person coaching, consultation and mentoring

Of the nearly 6,500 training events offered in 2019:

- 42% were after 4 pm, and 25% were on the weekend
- 15% were web-based
- Over half were free, 25% were low cost
- Over 300 were in languages other than English



Who provides training

In 2019, 533 approved trainers offered training in Minnesota.

Training is available in English, Hmong, Spanish, Somali, Russian, Arabic and Amharic.



Image and data capture 6.7.2020 from: <https://mn.gov/admin/demography/>

Training system partners



Processes membership applications, approves courses, and provides ongoing workforce supports for the field.

[Achieve, Minnesota Center for Professional Development](#)



Provides free relationship-based professional development (RBPD) including support, training, modeling, and resources to child care programs throughout Minnesota.

[Center for Inclusive Child Care](#)



Helps children succeed in school and life by supporting the professional growth of child care providers and connecting families to quality child care.

[Child Care Aware of Minnesota](#)

Training system partners, continued



Provides loans and business-development assistance to high-quality child care businesses serving low- and moderate-income families.

[First Children's Finance](#)



Minnesota School-Age
Care Alliance

Promotes quality in out-of-school time programs and supports the leadership and development of out-of-school time professionals.

[Minnesota School Age Care Alliance](#)



UNIVERSITY OF MINNESOTA
Driven to DiscoverSM

Center for Early Education
and Development

Helps early educators, caregivers, practitioners, and programs achieve the best outcomes for the infants and young children they serve.

[University of Minnesota,
Center for Early Education
and Development](#)

Independent trainers and training sponsor organizations

Examples of training sponsor organizations:

- Colleges and universities
- Community education programs & school districts
- Family child care associations
- Programs offering staff training, such as Head Start and child care centers
- Foundations and tribal nations
- Early Intervention & Home Visiting programs

Training coordination is led by the Department of Human Services. It happens through:

- Coordination meetings for training system partners
- Trainer supports and technical assistance
- Assessment of training needs, and planning to meet the needs
- Support for providers to sign up and use Develop
- Tracking training participation with data from Develop

How training is approved

There are two types of training approval:

- Approval through Achieve--Minnesota Center for Professional Development (MNCPD)
- Approval through licensors to meet requirements for Minnesota Licensing

How training is approved for Achieve--MNCPD

Training approval through Achieve--MNCPD is carried out through these steps:

- Trainer develops training
- Trainer submits training
- Achieve reviews training, using standards
- Achieve recommends revisions
- Trainer makes revisions and training is approved, or revisions are not made, approval is declined



How training is approved for Minnesota Licensing

Training approval for Minnesota Licensing is carried out by licensors.

- Training approved by Achieve--MNCPD and posted in Develop is automatically accepted by licensors
- Providers have the option to take training outside the MN professional development system
- Providers provide documentation, such as a training certificate, to their licensor
- Licensors verify the training meets statutory requirements

Thank You!

Cindi Yang - Cindi.Yang@state.mn.us

Scott Parker - Scott.J.Parker@state.mn.us