

Work group – Duty 7 – Training

MEMBERS

Lead: Ami Wazlawik

Members: Samantha Chukuske, Hollie Saville, Ann McCully, Mary Kiffmeyer

DHS SME: Scott Parker

DEADLINES

- Materials due to Jake Granholm by **September 17th**.
- Work group report and recommendations to be presented **September 22nd**.

Duty language: 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.

Questions and topics raised by full task force:

- Requirements are simple, they would like to see more content and change, in some cases at the county level for their trainings, it would be nice to have a provider work with the county on those trainings.
- Orientation – licensors and providers work together to motivate providers to go into the field.
- Online training is pretty redundant – year over year it's the same. Changes to engage providers more and have new content.
- Maybe changing up some of the required classes and do something other than the same health and safety – maybe have it be an advocacy class?
- Many trainers feel like they're walking on eggshells. They feel they can't say anything negative at all.
- Active supervision – a lot of providers say this is common sense, "do I have to take this training every year?" My understanding is it would not be required by the block grant (annual training); it would be more reasonable to do every few years. Child development and behavior guidance, they should have other options. Limited in topics you can take to meet requirements – maybe look for options in their weak areas for professional development. More freedom for providers, changing up some of the required trainings, not requiring them as often.
- Substitute training class- needs to be changed.
- We have to have a lot of the same redundant trainings year after year. It's complicated that we have requirements that need to be met under the federal block grant. Keep seasoned providers inspired and motivated. We want training to be inspired again. Want to expand out. Finding kids have many more needs and are diagnosed younger. Want to search out trainings relevant to those needs. Would serve child and family to help support them both.

- Questions about trainings being required to be two hours minimum. Trying to figure out national association inclusion. Shift with COVID to Zoom instead of classroom meetings. Hope to allow all presenters and trainers to be able to use Zoom/online platforms even after the pandemic is over.
- Outside the metro area (western Minnesota in particular), there are very few trainers to choose from. Not a lot of choices in training materials. Not so bad close to St. Cloud, but if you have a provider who has to travel an hour, sit in training for two or three hours, then drive back... There is a lack of trainers in this area.
- Trainers that talk poorly of licensors/DHS – have to get them to stop doing that. Need to be more positive. Seasoned providers need a pick-me-up.
- Repeating others' statements about redundancy in training. It's hard after 18 years to find classes that are inspiring. Some of these online classes have expiration dates where you can sign up for them. Even when it's a self-paced course. Problems navigating between Develop and Eager to Learn. Work out kinks between those two.
- Would be good to recommend/require providers receive training from other providers – help with isolation.
- Want to say some outstate providers don't have very good internet so online is difficult, many are older and not comfortable with online classes.
- Some providers and some licensing workers would like it if the licensing workers could access their Develop accounts. If licensing workers could get in, we could check it as it comes up. (This is being piloted right now).
- Lots of providers who don't know how to access or use Develop. Lot of seasoned providers who just don't know how to navigate anything.
- Full look – what is the efficiency ratio. You can hear this from providers – the time it takes to get a training done, content is important and frequency is an issue. Need to take a whole look instead of a piece-by-piece. Has to be a full 60 minutes or it doesn't count.