



DEPARTMENT OF  
HUMAN SERVICES

## Family Child Care Training Advisory

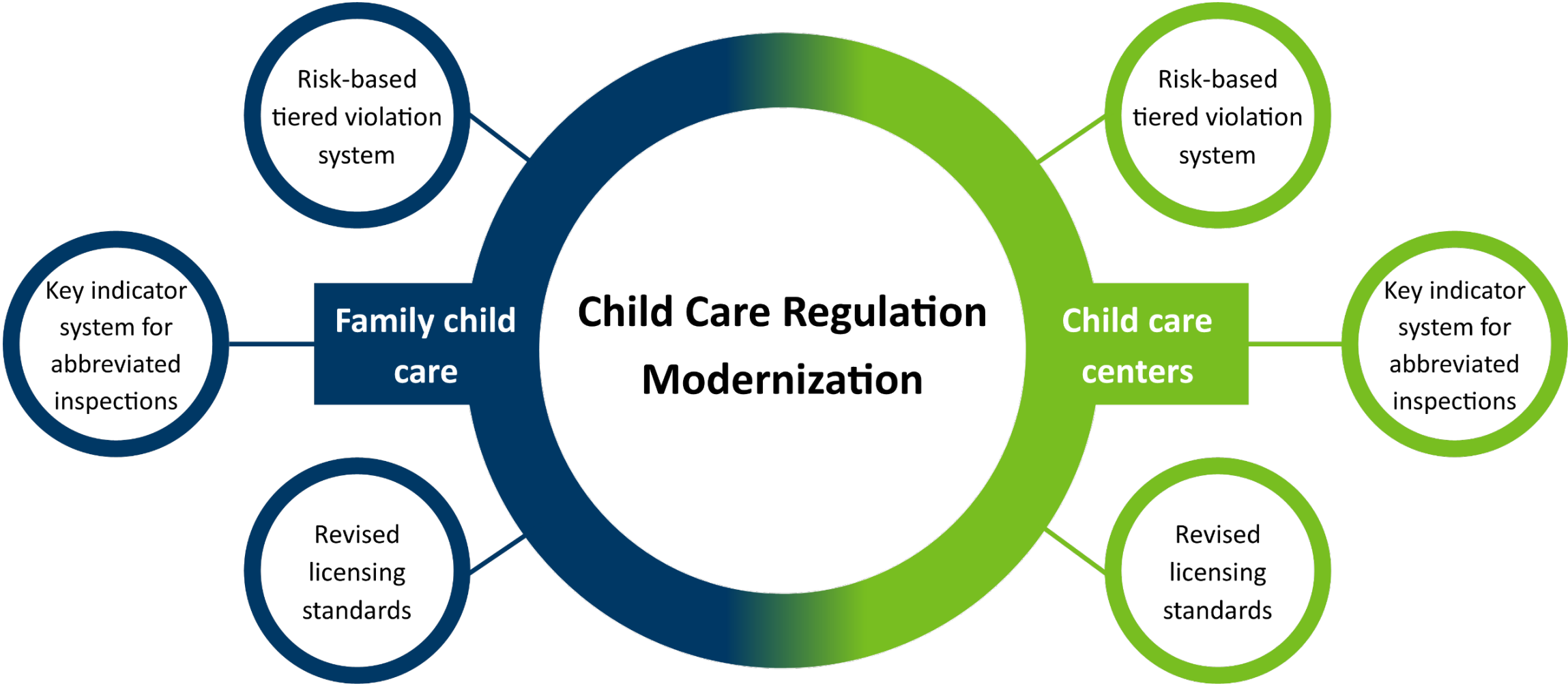
Barb Wagner – Manager; Family Child Care Licensing (Licensing Division)

Scott Parker – Supervisor; Child Care Services Division



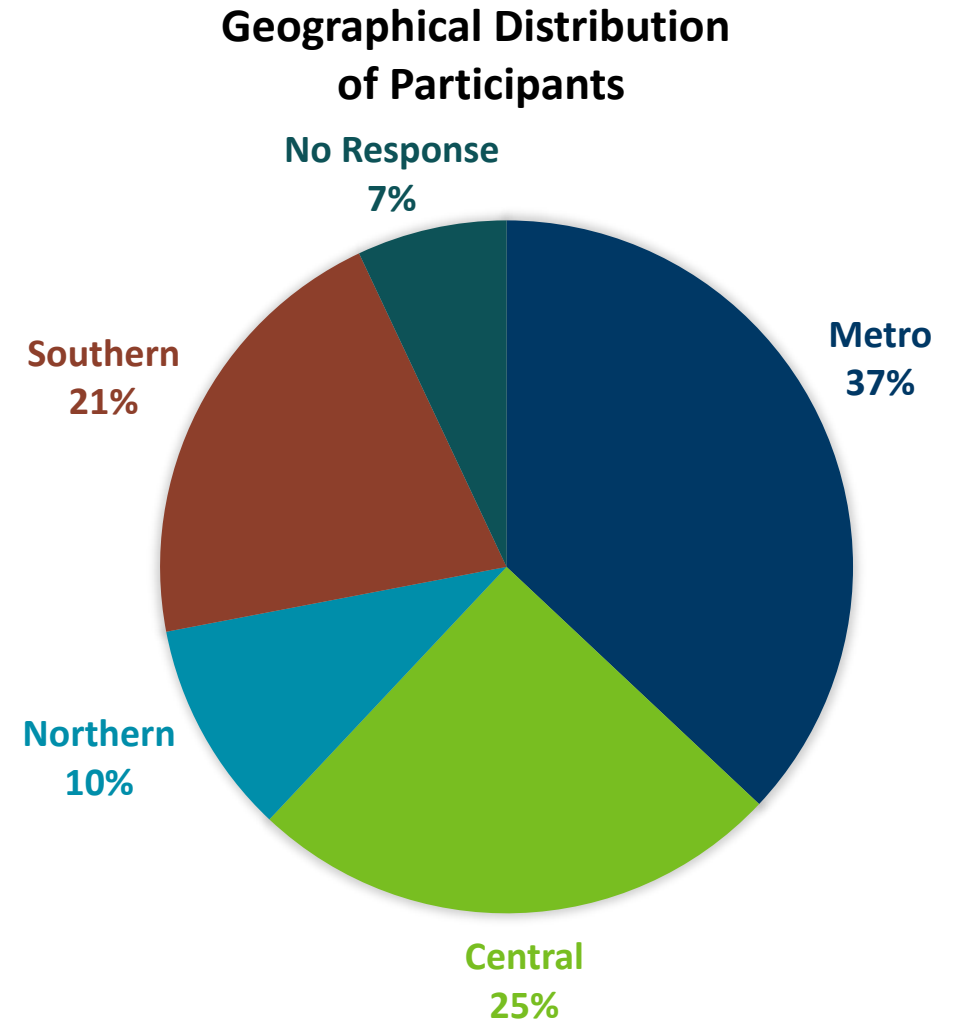
## Child Care Licensing Project Updates

# Child Care Regulation Modernization: Project at a glance



# Child Care Regulation Modernization: Current stakeholder engagement

- First project component: Risk-based tiered violation systems
  - 13 focus groups sessions for family child care and child care centers
    - 7 focus group sessions were family child care specific audiences
  - Occurred July – early September 2022
  - Audience types: Licensors, providers, parents/guardians/family members, and child care-related organizations
  - Over 200 Minnesotans from across the state participated in this first round



# Child Care Regulation Modernization: Upcoming stakeholder engagement

- Focus group sessions on key indicators for abbreviated inspections
  - Anticipated fall 2022
- High-risk rule survey for risk based tiered violation systems
  - Anticipated late 2022 – early 2023
- Stakeholder engagement for revised licensing standards
  - Anticipated late 2022 – early 2023
  - Survey on revised licensing standards – anticipated fall 2022
  - The licensing standards revisions will address family child care training requirements

# Alternate child care licensing model project: First steps

- **Charge**

- Consult with counties, child care providers, and other relevant stakeholders to review child care models that are not currently allowed under state statutes

- **Listening sessions and feedback form**

- Wilder Research held five listening sessions with child care providers and licensors to collect input
- If a provider or licensor could not attend a listening session, they could submit a feedback form

# Alternate child care licensing model project: Next steps

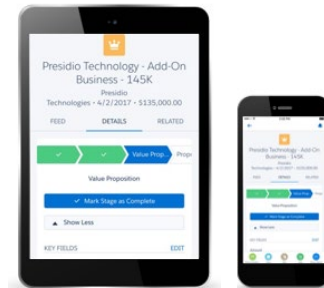
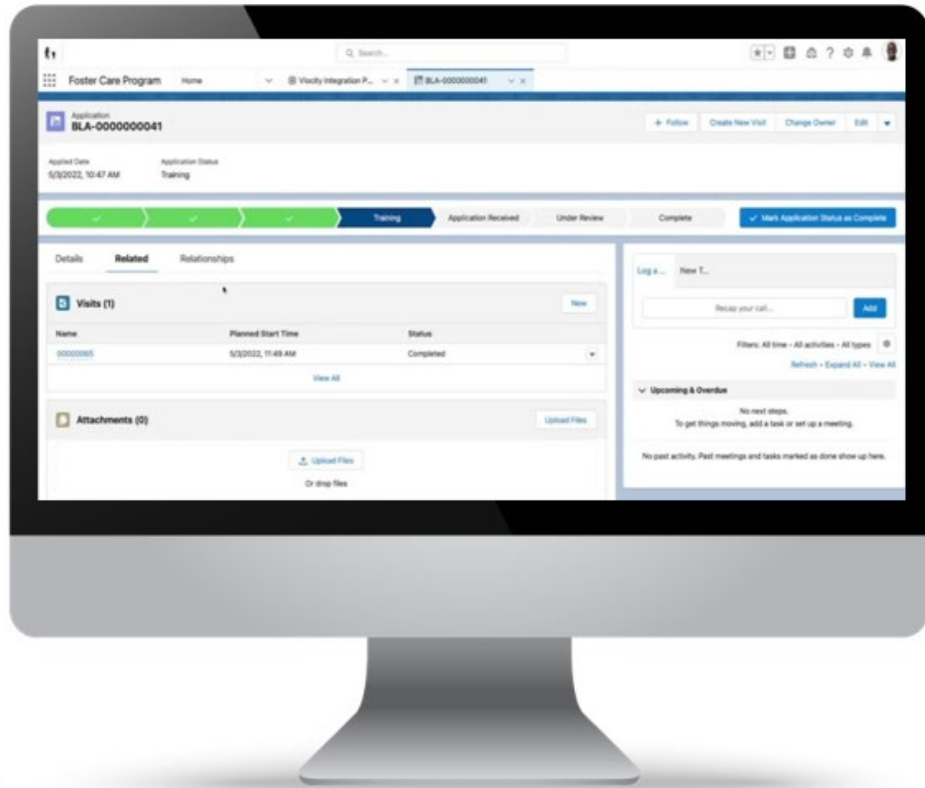
- **Work group**

- Includes members who represent family child care, child care centers, early childhood/child development organizations, economic development, and fire marshals
- Is reviewing comments from the listening sessions and feedback form
- Will be meeting the next few months to discuss topics to be addressed in the final report

- **Report**

- DHS will issue a report to the legislature by January 1, 2023 with recommendations about alternate child care licensing models

# Child Care Licensing Systems Transformation



- New online system being created for child care licensing and CCAP registration to be used by all child care provider types, DHS, and county agencies.
- More efficient and user-friendly experience, replaces current paper-based processes.
- System will include a self-service provider hub, agency hub, and public website.
- DHS is hiring third-party vendor to configure and implement system on the Salesforce software platform.
- Significant stakeholder engagement will be conducted with providers and counties to collect feedback and shape the final product.





## Child Care Services Division

# 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, coaching and mentoring
- Incentives and supports
- An online registry, known as Develop
- Professional development advising

PD system began in 2007, as directed by Minnesota Legislature.

In March of 2022, several system improvements were implemented.

# Training events offered in Develop

## **Training in Develop is offered in many ways:**

- Online, on-demand, and through in-person classroom training
- 547 trainers statewide in 'FY22

## **Of the 5,431 training events offered in 2022:**

- 2,447 events were online training
- Over half of the events were free and 19% were low cost
- 259 events were held in languages other than English

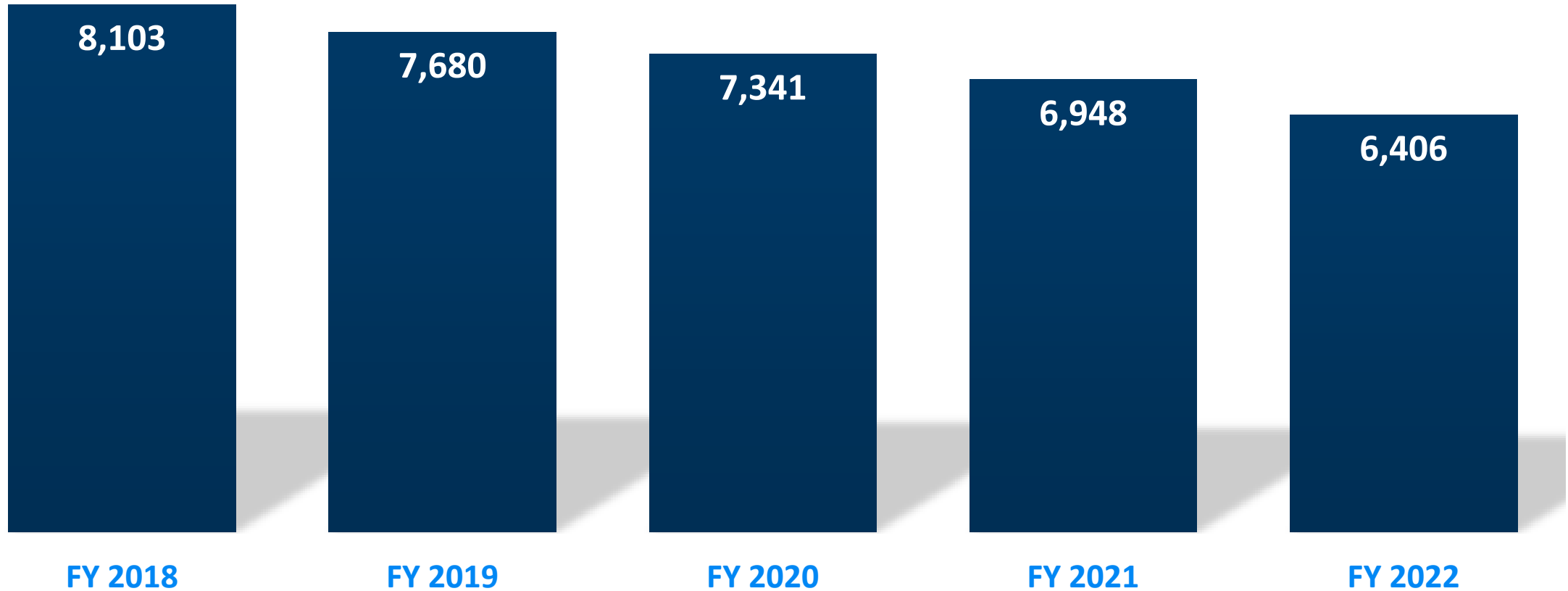
# Types of training for child care providers

- **Develop approved state-owned/state-funded training – offered by:**  
Department of Human Services grantees  
Counts for Licensing and Parent Aware
- **Develop approved independent training – offered by:**  
Independent Trainers and Training Sponsor Organizations  
Counts for Licensing and Parent Aware
- **Training outside Develop – offered by:**  
Independent Trainers and Organizations  
Counts for Licensing requirements at Licensor discretion

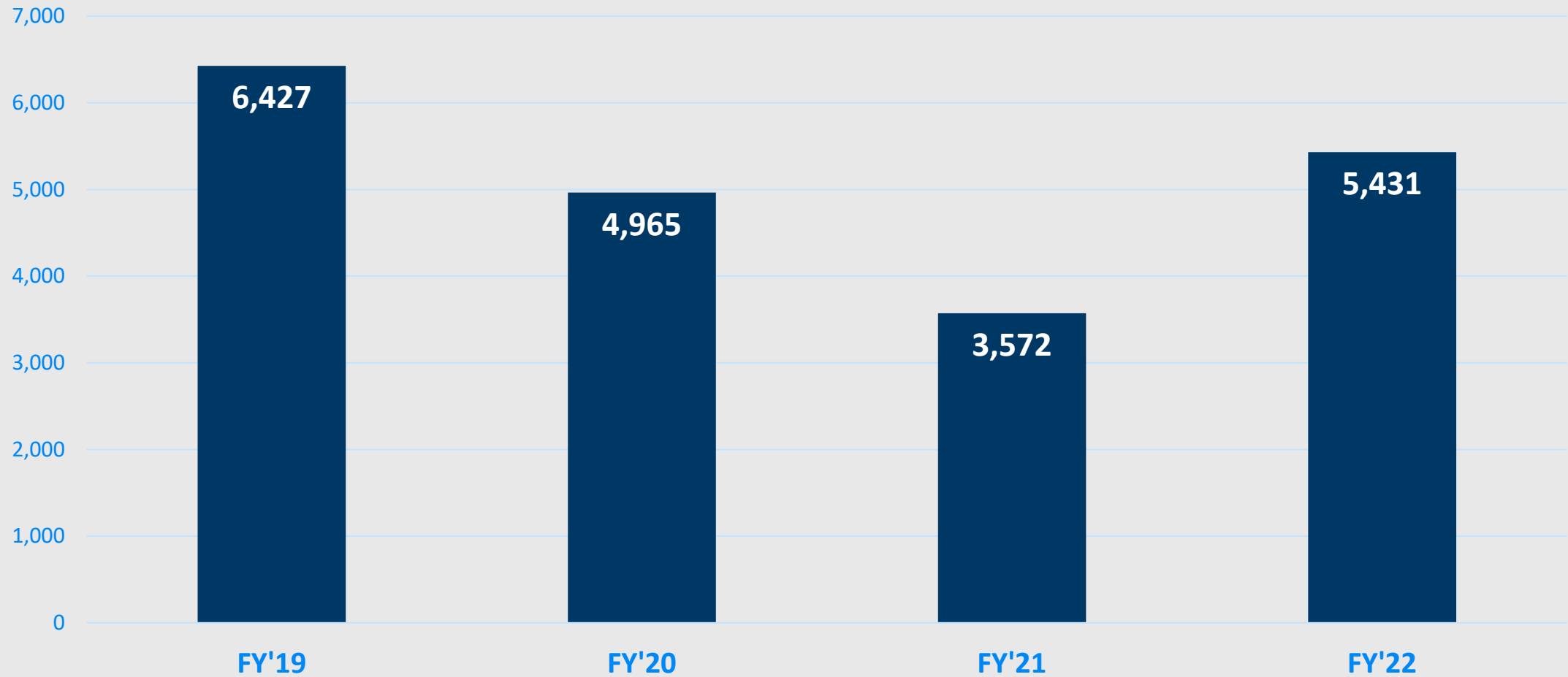
# Why do Family Child Care Providers Take Training?

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

# Number of licensed family child care providers

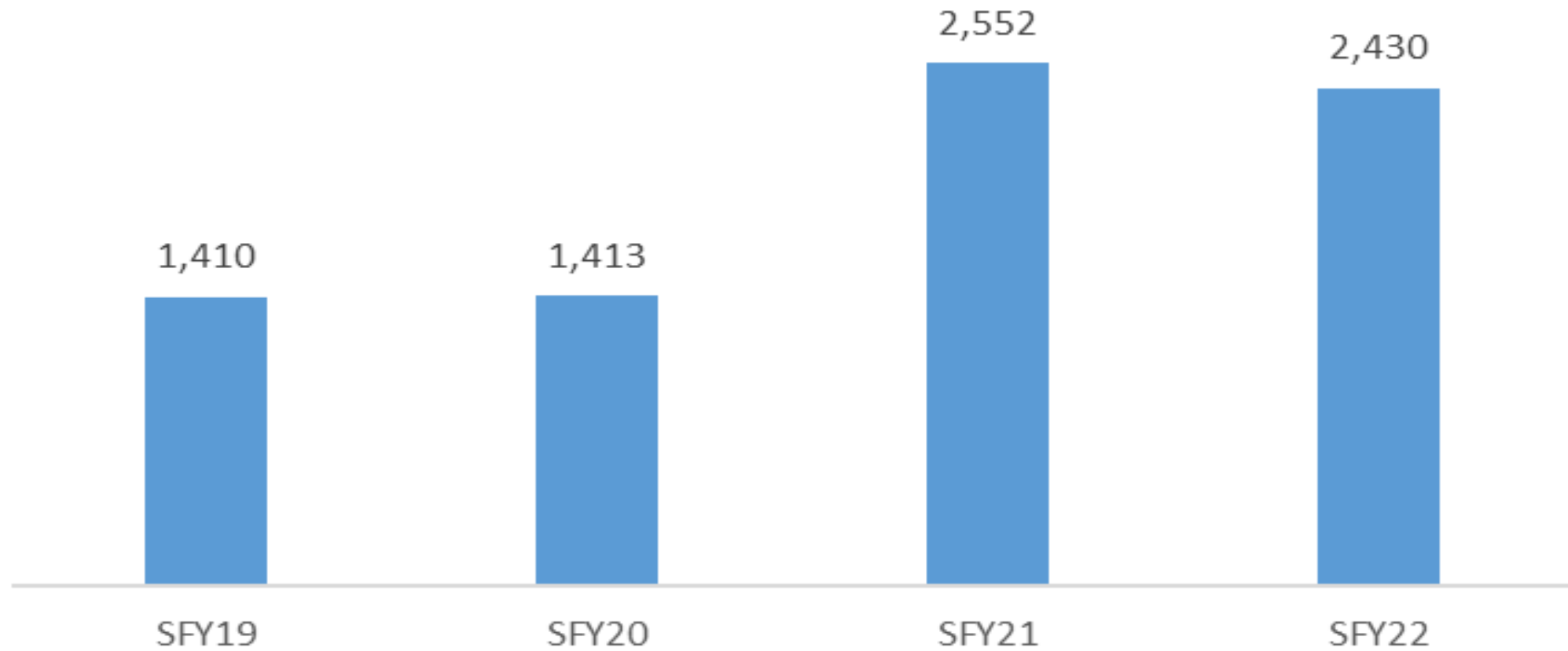


# Total training events in Develop by fiscal year



# Total online training events offered in Develop

Online Events offered through Develop





# Child Care Aware of Minnesota service areas

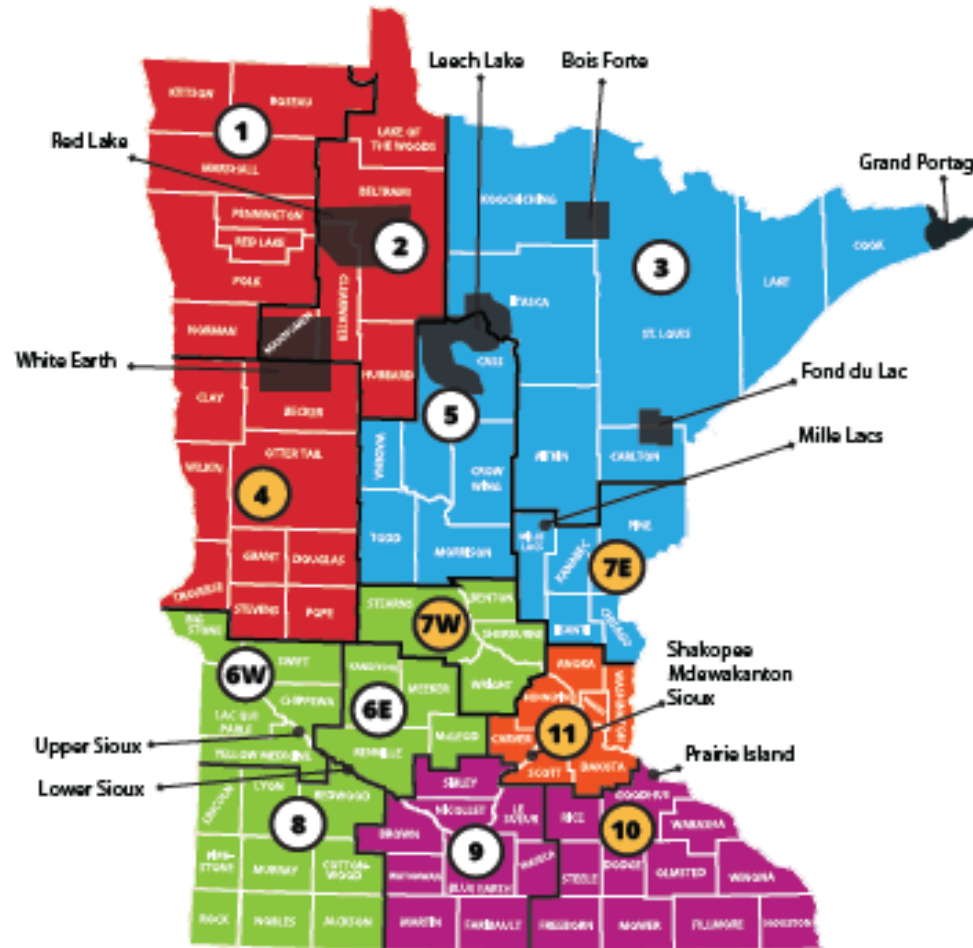
**ChildCare Aware**  
OF MINNESOTA

## Statewide Service Areas

Updated August 2021

Northwest  
District

Northeast  
District



West/Central  
District

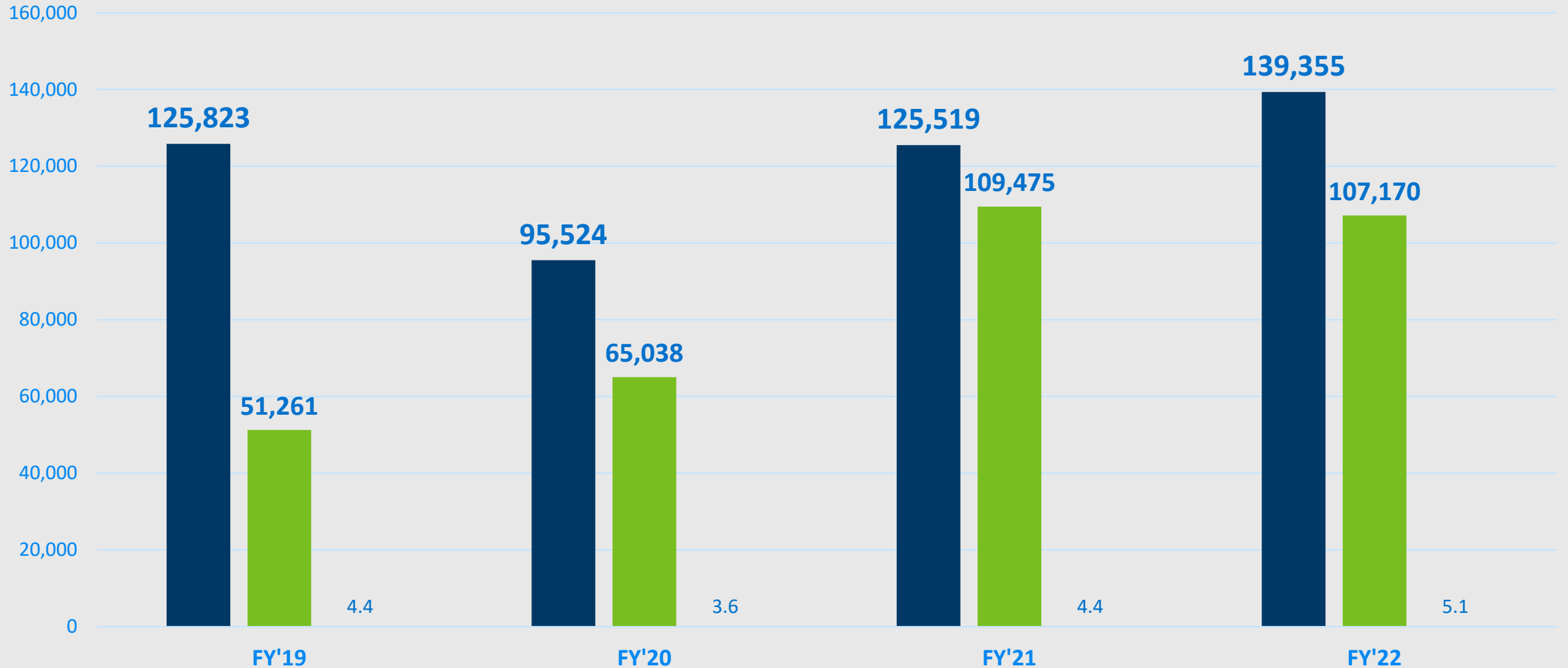
East and West  
Metro  
Districts

Southern  
District

# Child Care Aware Training Delivery FY21

Org ID/Name	Unique Events	Unique Attendees	Total Attendees	Unique Trainers	Unique Courses
Online	623	14,769	48,766	32	187
Northeast	281	1,969	3,440	14	80
Northwest	34	85	179	9	18
Southern	30	66	142	8	25
West Central	10	37	45	5	7
Metro	24	135	362	3	17

# Training attendees in-person vs. online



# In-person training availability in Metro vs. Greater MN

## In-person training availability:

- The Twin Cities Metro area offered 1,089 training events, with 131 Trainers based on 319 Courses. These classes were attended by 6,592 unique persons, who took on average 2 Training Events (13,487 total attendees.)
- Greater MN offered 1,888 training events with 201 trainers based on 571 courses. These classes were attended by 6,517 unique persons, who took on average 2.77 training events (18,061 total attendees)

# Total statewide training distribution

Area	Total Attendees	Unique Count Attendees	Unique Count Courses	Unique Count Trainers	Total Events by District
East Metro	4,071	2,154	143	80	327
Northeast	2,144	990	58	40	267
Northwest	4,423	1,306	236	62	531
ONLINE	107,807	22,453	1,191	166	2,454
Southern	5,837	1,967	208	87	480
West Central	5,657	2,412	215	85	610
West Metro	9,416	4,813	253	101	762
Grand Total	139,355	27,286	1,937	388	5,431

# Questions and Group Discussion: Training Availability

- 1. What else should be considered particularly in addressing the needs to rural providers?**
- 2. What advice does this group have on the communicating the availability of training events/courses to providers?**

# Who provides training

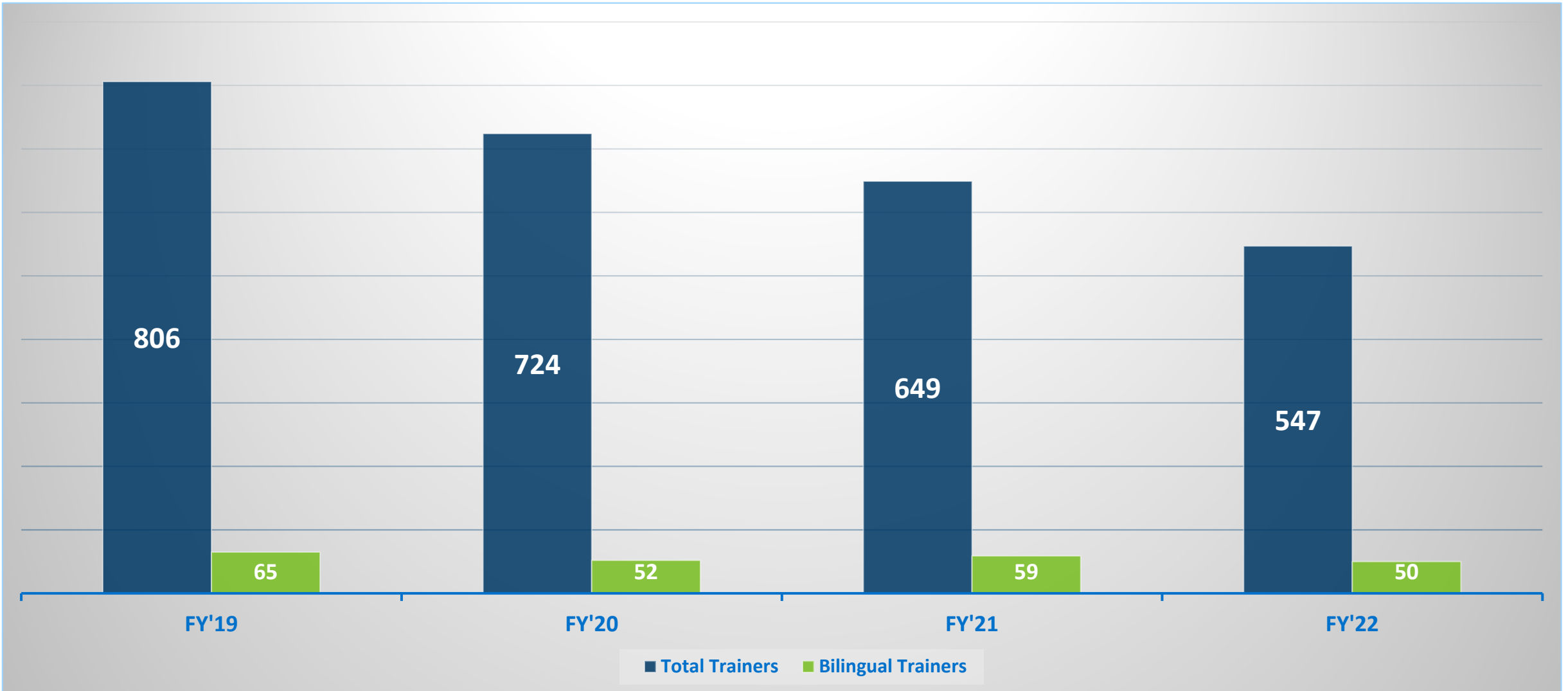
In 2022, 547 approved trainers are offering training in Minnesota.

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/>

# Trainer Membership





# System Improvements: Trainer Levels and Requirements

- Trainer levels adjusted to new configuration 3/22

## [2022 Trainer Types and Requirements](#)

- Trainer membership extended from 3 to 5 years.
- 30 continuing hours extended across 5 years
- No resume, background check or references required
- Course Writer role added [2022 Course Writer Membership and Requirements](#)



# Develop: Upcoming changes

## develop

### UPCOMING CHANGES TO THE MINNESOTA DEPARTMENT OF HUMAN SERVICES EARLY CHILDHOOD AND SCHOOL-AGE CARE PROFESSIONAL DEVELOPMENT SYSTEM

*The Minnesota Department of Human Services has engaged in a process to make changes to the Professional Development System for Early Childhood and School Age Care. These changes are designed to provide more streamlined and transparent processes, ensure quality of training, and make the system more accessible to users. This document will provide updated information on new policies for trainer approval, course approval, a new course writer approval process, and expectations for Training Sponsor Organizations. These revised policies will go into effect on March 10, 2022.*

CHOOSE A Develop MEMBERSHIP ROLE TO LEARN MORE



## Reaching toward the goal of Foundational Trainer (CLS 6):

- 1) Career goal advising
- 2) Non-credit training
- 3) Mentorship and observation
- 4) Group or individual work

[Trainer Academy Announcement.pdf \(mncpd.org\)](https://mncpd.org)

Center for Early Education  
and Development

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# Trainers with FCC experience

- ❖ All Develop trainer data is voluntary including public search.
- ❖ All trainers of DHS courses are expected to flex their training delivery and provider language titles to the participant audience at each training events including flexing examples and setting applications.
- ❖ Independent course writers and TSO's have courses of their own in Develop written in their own style and voice. This includes FCC.

# Training of Trainers (TOTs)

❖ There are multiple ways approved trainers can train:

Train their own content

Use Develop public search to connect with course owners

Multiple training organizations offer TOTs

❖ DHS offers TOTs when there is a need for additional trainers for a particular course or new development.

# DHS Training of the Trainer (TOT) criteria basics

- ❖ Trainer level/experience needed to deliver the content
- ❖ Need in geographical area for in-person trainer
- ❖ Willingness of trainer to travel and train evenings and Saturdays
- ❖ Willingness to accept trainer pay and other contract terms

# Questions and Group Discussion: Trainers

- 1. How can we recruit and support more family child care providers to serve as trainers? What are the barriers? What are potential incentives and supports?**
- 2. How can we recruit and support more bilingual/bicultural trainers? What are the barriers to recruiting? What are the potential incentives and supports?**
- 3. How can currently approved trainers be encouraged to train in-person more often?**

## **Training coordination is led by the Department of Human Services through multiple grantee contracts. It happens through:**

- Coordination meetings for training system grantee 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



# Training system partners



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

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

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Provides trainer services such as Training of Trainers, mentoring, bilingual/bicultural support, trainer resources and an annual trainer conference.

[Center for Early Education and Development](#)



Helps children succeed in school and life by supporting the professional growth of child care providers through statewide professional development training.

[Child Care Aware of Minnesota](#)

# Training needs assessment and evaluation

## **Child Care Aware system assesses needs for training based on:**

- Annual survey of child care providers
- Meetings with stakeholders, licensors and partners
- Other ongoing evaluations:
  - Independent studies on providers' training needs and preferences
  - Training and Trainer evaluation tool (TTET) participant feedback
  - Parent Aware participant survey

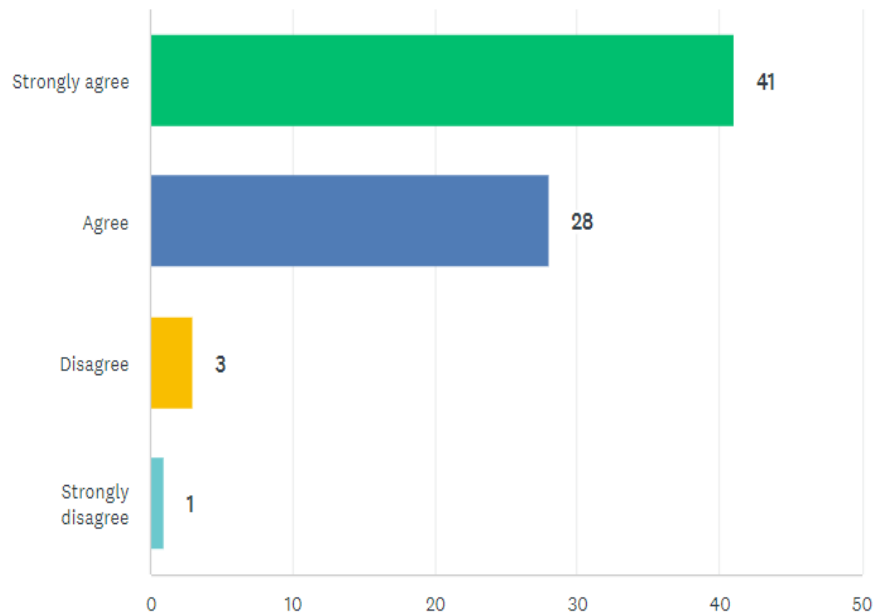
# July 2021 Parent Aware Cohort Participant Survey

**95% FCC PA participants were able to find/take training**

**94.6% FCC PA participants satisfied with the professional development advising support**

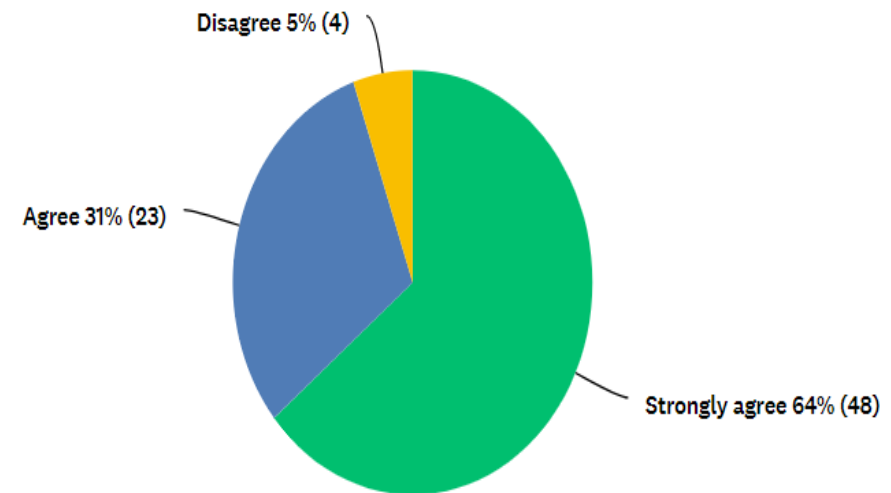
I was able to find and take the training I needed for my Rating.

Answered: 73 Skipped: 4



I am satisfied with the professional development advising support I received.

Answered: 75 Skipped: 2



# Professional Development Advising (PDA's)

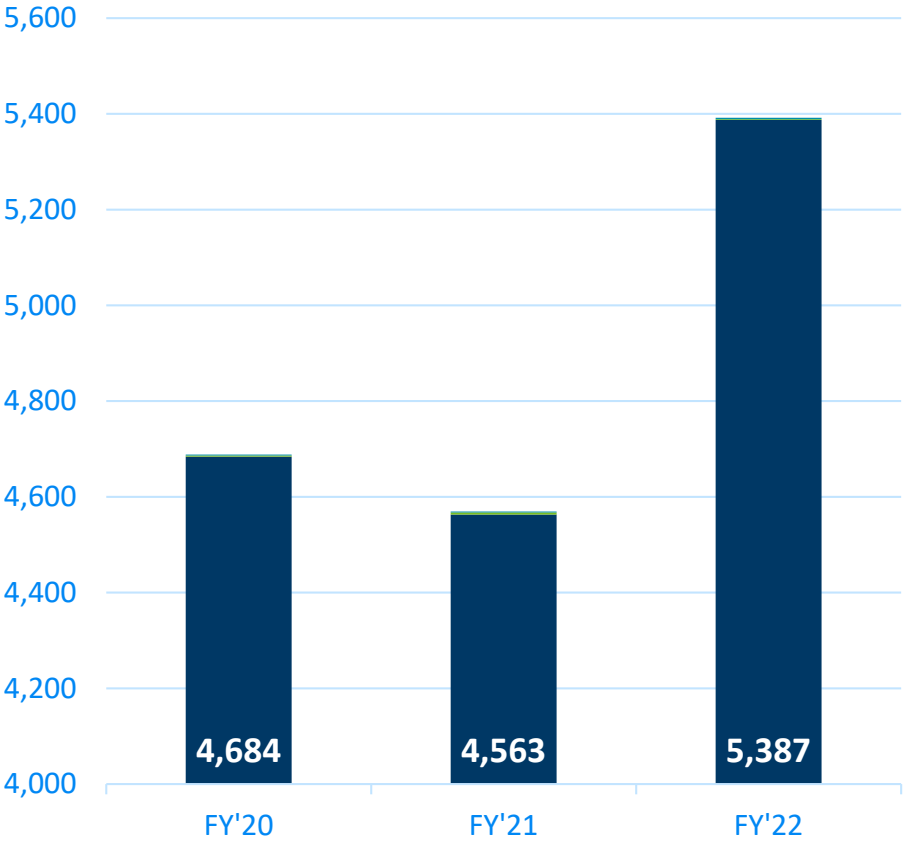
- PDA services are **free** and available locally to anyone in Minnesota.
- PDAs provide consultation about **training needed for licensing, career planning, and quality improvement.**
- PDAs have a wealth of knowledge to share about the **training delivery system** and how it can serve a provider's professional development in a variety of settings over time.

[Child Care Aware of Minnesota](#)



# Total Course Availability

Approved Courses in Develop

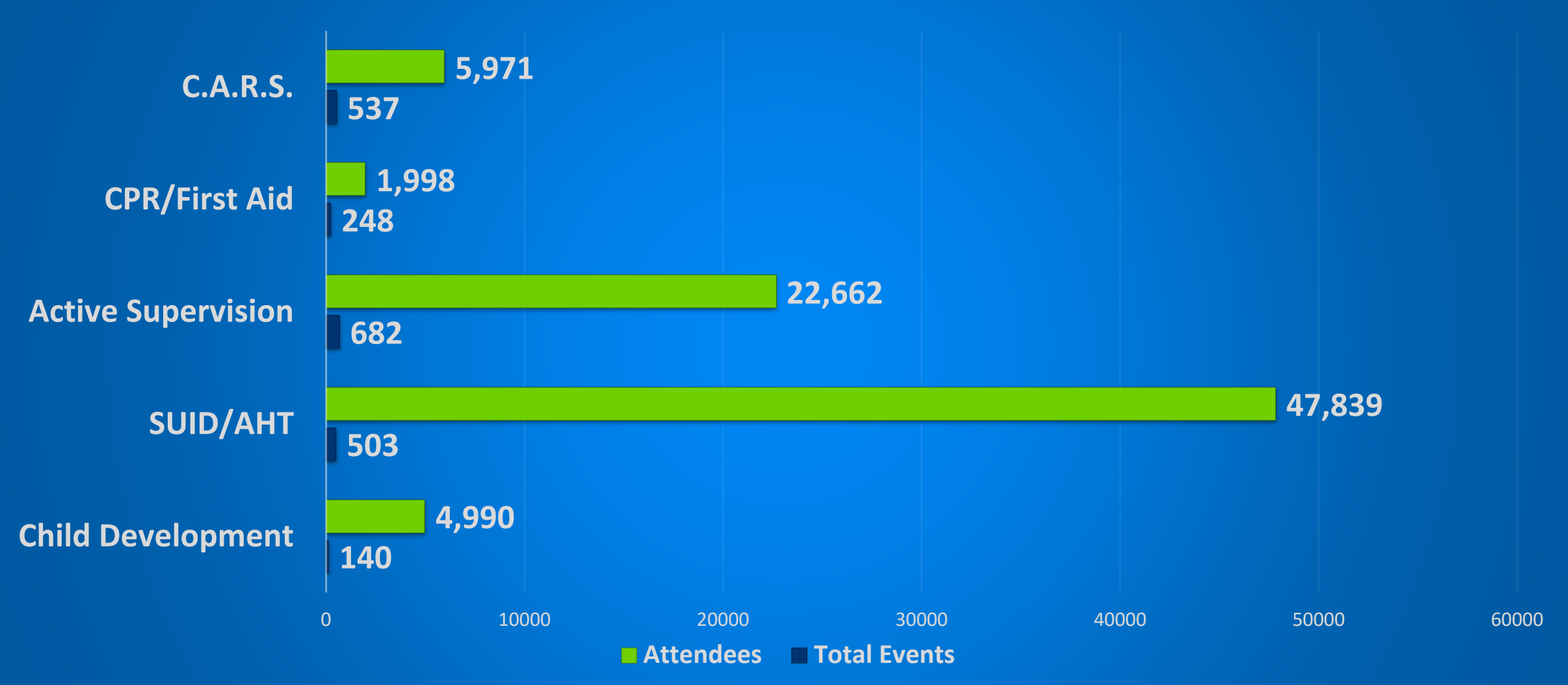


Type	Number
CEU	253
For credit	2
Level 1 Explores	4,002
Level 2 Implements	963
Level 3 Designs and leads	166
Other Clock Hours	1

# Representation of FCC in DHS courses

- ❖ Multicultural universal design in DHS courses
- ❖ Trainers expected to flex delivery to the audience who attend events:
  - Who is in the room (new, experienced, rural, urban)
  - Their child care setting (FCC, Center, LNL, others)
  - Adjust language usage (provider titles, examples, application)
- ❖ Courses in Develop created by independent trainers/organizations

# Key course sample of events taken by FCC providers



# 2021 Active Supervision course expansion

Since 2021, FCC providers and second adult caregivers can complete:

1) a two-hour active supervision course developed by DHS or

2) a course in the ensuring safety competency area (KCF VIIB) designated in Develop\*

Need assistance finding an in-person active supervision training event in your local area? Contact a local Child Care Aware Professional Development Advisor (PDA) at: 888.291.9811 or [ChildCareAwareMN.org](https://www.ChildCareAwareMN.org).

\* Full explanation and Develop directions with screenshots were included in the *Family Child Care Implementation Plan for 2021 Legislative Changes*. DHS-4380A-ENG 10-21



# FCC orientation modules



## Module 1 – Introduction

This orientation is designed to give you more information about what it means to have a licensed family child care program and an overview of family child care licensing requirements in the state of Minnesota.

Length: 7:05 | [Transcript](#)



## Module 2 – Home Environment

In this module, you will learn about licensing requirements for the inside and outside of your home as well as fire safety.

Length: 9:47 | [Transcript](#)

[Family child care orientation gallery / Minnesota Department of Human Services \(mn.gov\)](#)

# Empower to Educate

- Team of statewide **Workforce Advisors** at the CCA District agencies
- Financial Support and Resource Referrals
  - **Education Preparation Stipend**
  - 6-month Hiring/Advancement Bonus
- Job Skills Training and Job Placement Support
  - **Accessible free training package**
  - Connections to free Achieve Job Board
- Ongoing career and education **advising** and support
  - Mentorship opportunities
  - **Connections to additional training and low- to no- cost college classes**



# Questions and Group Discussion: Courses

- 1. What else should be considered particularly in addressing the needs to rural providers?**
- 2. What advice does this group have on the communicating the availability of courses to providers?**
- 3. Are there other methods that should be used to explore and uncover provider needs?**

# Thank You!

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