



Licensed Child Care Training Requirements

September 2016

Training requirements for licensed child care providers are critical in promoting a minimum level of health, safety, supervision and quality in child care. There are two types of training requirements – pre-service training requirements and on-going training requirements. This fact sheet shows training requirements for licensed child care providers that are set forth in current law.

Pre-service Training

Minnesota law requires licensed child care providers to take pre-service training before caring for children and/or licensure. Pre-service training ensures providers have the knowledge and skills necessary to provide a healthy and safe environment for the children in care. This is why many of the pre-service training requirements are focused on health and safety.

Child Care Center (245A.40)		
Training	Who	Hours
Orientation: Center's philosophy, procedures for maintaining health and safety, handling emergencies and accidents, job responsibilities, behavior guidance, maltreatment reporting	Staff and volunteers who will have direct contact or access to children and who are not under direct supervision of a staff person	No minimum specified
First aid & CPR	Teachers and assistant teachers	8*
Child passenger restraint training	Staff that will place the child/children in a passenger restraint	3
Sudden unexpected infant death	Staff and volunteers that care for infants	0.5
Abusive head trauma	Staff and volunteers that care for children under school age	0.5

Family Child Care (245A.50)		
Training	Who	Hours
Supervising for Safety	License holder and adult caregivers**	6
Child growth and development and behavior guidance	License holders and adult caregivers**	4
First aid & CPR	License holder	8*
Child passenger restraint training	Person that will place the child/children in a passenger restraint	3
Sudden unexpected infant death & abusive head trauma	License holder, adult caregivers and helpers	2

* A minimum number of hours required for first aid and CPR is not specified. A typical combined first aid and CPR course can be up to 8 hours in length

**For these trainings, "caregiver" means a person who provides care for more than 30 days in any 12-month period



Minnesota Department of **Human Services**

Ongoing Training

Minnesota law also requires licensed child care providers to take training on an ongoing basis. Ongoing training is required to ensure providers continue to develop knowledge and skills regarding minimum health and safety standards, as well as to promote professional development skills that in turn result in higher quality learning environments. While many of the ongoing requirements are specified, providers have the flexibility to take some of the annually required hours of training on a variety of different topics.

Child Care Center (245A.40)				Family Child Care (245A.50)			
Training	Who	Hours	Frequency	Training	Who	Hours	Frequency
In-service	Director and staff	Varies 20-40	Every year	On-going training	License holder and each adult caregiver**	16	Every year
Providers may take the following required trainings as part of their annual in-service training:				Providers may take the following required trainings as part of their annual 16 hours of ongoing training:			
First aid & CPR	Teachers and assistant teachers	8*	Every 3 years	First aid & CPR	License holder	8*	Every 2 years
Sudden unexpected infant death	Staff and volunteers that care for infants	0.5	Every year	Sudden unexpected infant death training & abusive head trauma training	License holder, adult caregivers and helpers	2 on-year and 1 for off-year	Every year
Abusive head trauma	Staff and volunteers that care for children under school age	0.5	Every year	Child passenger restraint training	The person that will place children in a passenger restraint	3	Every 5 years
Child passenger restraint	The person that will place child in a passenger restraint	3	Every 5 years	Supervising for Safety	License holders and adult caregivers**	2	Every year
Child growth and development	Staff	2	Only first year of service	Child growth and development and behavior guidance	License holders and adult caregivers**	2	Every year
<small>* A minimum number of hours required for first aid and CPR is not specified. A typical combined first aid and CPR course can be up to 8 hours in length ** For these trainings, "caregiver" means a person who provides care for more than 30 days in any 12-month period</small>							