

Summary of New Training Requirements

During the 82nd Legislature's Regular Session, a number of bills passed that impact training requirements for Child Care Centers and Home Providers. Two very important changes are now in effect:

Beginning September 1st, 2011

Employees, directors and primary caregivers hired **beginning** September 1, 2011, must meet the new requirements:

- Orientation within seven days of hire
- 24 hours of pre-service training within 90 days; 8 hours completed before being counted in ratio
- Annual Training:
 - 30 hours for directors and primary caregivers;
 - 24 hours for caregivers in licensed centers and homes

Employees, directors and primary caregivers hired **before** September 1, 2011 will continue to follow current annual training requirements for a training year that ends on or before August 31, 2012. For training years that end *on* or *after* September 1, 2012, the new number of hours will be required.

Licensing staff will offer technical assistance to centers and homes on annual training requirements and will begin evaluating for compliance with the new annual training hours requirements on September 1, 2012.

Beginning January 1st, 2012

All trainings to meet licensing requirements must be delivered by a trainer who meets one of the following requirements:

1. Is currently listed on the Texas Trainer Registry (online at <http://www.uth.tmc.edu/tececds/>);
2. Is an instructor at a high school, college or university who teaches early childhood development or another relevant course;
3. Works for a state agency with relevant expertise (such as Child Care Licensing, Department of Agriculture, Department of State Health Services);

4. Is a physician, psychologist, licensed professional counselor, social worker, or registered nurse;
5. Holds a generally recognized credential or possesses documented knowledge relevant to the training the person will provide (such as an individual who has a current Child Care Professional credential, a firefighter who offers training on fire safety, a county health employee who offers training on immunizations);
6. Is a director or primary caregiver of a registered or licensed child-care home in good standing with DFPS and who:
 - A. Has demonstrated core knowledge in child development and caregiving and
 - B. Is only providing training at the center or home in which the director or primary caregiver and the persons receiving training are employed; or
7. Has at least two years of experience working in a child development program and
 - A. Has a current Child Development Associate (CDA); or
 - B. Has at least an associate's degree in child development, early childhood education, or a related field.

What Does This Mean for Your Program?

- You will need to ensure that all training you and your staff receive beginning January 1, 2012, is provided by a trainer who meets the new trainer criteria.
- You will need to verify that the trainer meets the criteria.
- Appropriate documentation must be kept on file in each employee's personnel record available for review by Licensing.
- Examples of acceptable documentation may include the trainer's Texas Trainer Registry number (this is often listed on the training certificate), a letter from the trainer, or the trainer's resume.

Minimum standard rules related to this law will be proposed in October 2011 and, if adopted, will become effective March 2012. Licensing staff will be evaluating compliance with the law and offering technical assistance to operations until the minimum standards become effective.

Questions?

If you have any questions or need further guidance, please feel free to contact your local licensing office or licensing representative.

Remember

Child care facilities will need to replace all cribs with those meeting the new requirements by December 28, 2012. Click here for [New Federal Requirements](#).

Online Training

Directors, don't forget that Collaborative for Children offers online trainings as an additional tool to help you and your staff meet state training requirements. These courses meet the criteria of the newly proposed rules. Now is a great time to start making sure you have your 30 hours of training. Look for courses designed just for directors!

Benefits of online training include:

- Affordable
- 24/7 access
- You choose your schedule
- Immediately print your certificates
- Easy to use
- Variety of early childhood and leadership courses

For additional information about the online courses available, go to www.collabforchildren.org.

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