



Legislative Report

Family Child Care Training Advisory Committee

Legislative Report

Child Care Services and Licensing Divisions

December 2023

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Minnesota Statutes, Chapter 3.197, requires the disclosure of the cost to prepare this report. The estimated cost of preparing this report \$4,164.

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I. Legislation

FAMILY CHILD CARE TRAINING ADVISORY COMMITTEE.

Subdivision 1.

Formation; duties.

(a) The Family Child Care Training Advisory Committee shall advise the commissioner of human services on the training requirements for licensed family and group family child care providers. Beginning January 1, 2022, the advisory committee shall meet at least twice per year. The advisory committee shall annually elect a chair from committee members who shall establish the agenda for each meeting. The commissioner or commissioner's designee shall attend all advisory committee meetings.

(b) The Family Child Care Training Advisory Committee shall advise and make recommendations to the commissioner of human services and contractors working on the family child care licensing modernization project on:

(1) updates to the rules and statutes governing family child care training, including technical updates to facilitate providers' understanding of training requirements;

(2) modernization of family child care training requirements, including substantive changes to training subject areas;

(3) difficulties that family child care providers face in completing training requirements, including proposed solutions to provider difficulties; and

(4) other ideas for improving access to and quality of training for family child care providers.

(c) The Family Child Care Training Advisory Committee shall expire December 1, 2025.

Subd. 2.

Advisory committee members.

(a) The Family Child Care Training Advisory Committee consists of:

(1) four members representing family child care providers from greater Minnesota, including two appointed by the speaker of the house and two appointed by the senate majority leader;

(2) two members representing family child care providers from the seven-county metropolitan area as defined in Minnesota Statutes, section 473.121, subdivision 2, including one appointed by the speaker of the house and one appointed by the senate majority leader;

(3) one member representing family child care providers appointed by the Minnesota Association of Child Care Professionals;

(4) one member representing family child care providers appointed by the Minnesota Child Care Provider Information Network;

(5) two members appointed by the Association of Minnesota Child Care Licensors, including one from greater Minnesota and one from the seven-county metropolitan area, as defined in Minnesota Statutes, section 473.121, subdivision 2; and

(6) five members with expertise in child development and either instructional design or training delivery, including:

- (i) two members appointed by the speaker of the house;
- (ii) two members appointed by the senate majority leader; and
- (iii) one member appointed by Achieve, the Minnesota Center for Professional Development.

(b) Advisory committee members shall not be employed by the Department of Human Services. Advisory committee members shall receive no compensation, except that public members of the advisory committee may be compensated as provided by Minnesota Statutes, section 15.059, subdivision 3.

(c) Advisory committee members must include representatives of diverse cultural communities.

(d) Advisory committee members shall serve two-year terms. Initial appointments to the advisory committee must be made by December 1, 2021. Subsequent appointments to the advisory committee must be made by December 1 of the year in which the member's term expires. Any vacancy on the advisory committee must be filled within 60 days and must be filled in the same manner that the leaving member was appointed under paragraph (a).

(e) The commissioner of human services must convene the first meeting of the advisory committee by March 1, 2022.

Subd. 3.

Commissioner report.

The commissioner of human services shall report annually by December 15 to the chairs and ranking minority members of the legislative committees with jurisdiction over early care and education programs on any recommendations from the Family Child Care Training Advisory Committee. The report may include draft legislation necessary to implement recommendations from the advisory committee.

II. Introduction

Purpose of report

This report is submitted to the Minnesota Legislature pursuant to Minnesota Session Laws 2021 First Special Session, Chapter 2, Article 2, Section 82.

The report reflects the discussions of the Family Child Care Training Advisory Committee. Committee members are listed in Appendix One.

The report was written by the committee facilitator, with review by Department of Human Services (DHS) staff from the Child Care Services and Licensing divisions, and with approval by the Committee Chair, Cory Woosley. The report captures the discussion themes of the meetings of the committee held on May 24th and September 13th, 2023.

The report comes with four recommendations; three of which would require a legislative appropriation to implement.

III. Meeting highlights and themes

Family child care providers in Minnesota have faced serious challenges in recent years. The number of providers has declined while the demand for child care has increased. In addition, the stresses of providing child care throughout the pandemic have resulted in more providers leaving the field. These issues, identified and discussed by the Family Child Care Task Force in 2019 and 2020, led to the recommendation of creating the Family Child Care Training Advisory Committee. The committee began meeting in 2022 with an initial focus on training requirements and challenges recruiting and supporting trainers. In 2023, the committee continued its work to address the needs and issues facing family child care providers, including what training is required and available.

First meeting, May 24, 2023

During the first committee meeting, members reviewed legislative changes to licensing made in the 2023 legislative session. This included continuous licenses (taking effect January 2025), county requirements to use the Electronic Licensing Inspection Checklist Information (ELICI) tool as part of the licensing monitoring process, safe sleep requirements (taking effect January 2024), the prohibition on use of prone restraints, and provision of additional resources for licensing. A key discussion point raised by the committee focused on timing and impacts of the changes, including a concern that CPR and other health and safety training are not allowed to lapse or expire, and the syncing of training and licensing visits.

The committee received updates on department activities related to committee discussion points from 2022. The Licensing Division provided a project update on the Child Care Regulation Modernization project timeline and activities, noting that the process of seeking public input was still underway. As a part of that process, this committee engaged in a Jamboard exercise focused on these questions:

1. What about training regulations needs to change? Key areas identified include: required trainings; substitute training; content and variety; trainers; training hours and amount; and recordkeeping.
2. What about training regulations needs to stay the same? Members discussed continuation of in-person, online, on-demand and webinar training to provide multiple ways for providers to access the training.
3. What is the best way to engage stakeholders in providing input? Members identified possible events, incentives, and methods for engaging stakeholders.

Second meeting, September 13, 2023

Members were reminded that their two-year appointments end in 2023 and were provided information on the application process for the 2024-25 appointments.

Members were offered a slate of recommendations for consideration. These were based upon the discussion and suggestions made by the committee in the first three meetings in 2022 and 2023. Proposed recommendations were discussed, and a vote taken for each. The six recommendations that were adopted are found in the following section.

Licensing provided an update on the Child Care Systems Modernization project and committee members participated in another Jamboard exercise. This time, the questions were:

1. What training topics do you think are missing? Among those listed were: addressing children with special needs; infant-specific training; managing relationships with families; and an array of business practice training for providers.
2. What are the different training needs for differing levels of years of service? Key areas identified included somehow recognizing experience and good standing while setting requirements for training, and reigniting enthusiasm for experienced providers.
3. What can we do to change the perception of professional development in Minnesota?

Members identified possible topics to be discussed in 2024:

- An update on the online training pilot,
- Consideration of compressed refresher course training,
- Ways to streamline and simplify training for different levels of program support,
- A survey to evaluate the effectiveness of trainers,
- Easier access to training evaluations and,
- New applicant training.

IV. Report recommendations

The recommendations of the committee are outlined below.

Recommendation 2023-1: Develop Support

- a. Create tutorials for navigating the Develop data system to search for training, apply to become an approved trainer, submit training for approval, and/or create a learning record to track training.
- b. Create identifying badges to identify DHS developed training to meet licensing requirements for family child care providers.

Recommendation 2023-2: Trainer Recruitment

- a. Provide grant funding to assist new trainers with start-up costs. This would require a legislative appropriation and is scalable.
- b. Provide technology support and other technical assistance for trainers. This would require a legislative appropriation and is scalable.

Recommendation 2023-3: Curriculum updates

- a. Provide additional resources to allow the department to create and update curriculum more frequently. This would require a legislative appropriation and is scalable.

Recommendation 2023-4: Family Child Care Training Advisory Committee as Central Contact for Feedback

- a. Identify the Family Child Care Training Advisory Committee as the central contact for feedback on revised training standards as part of the overall rule revision process for the Child Care Regulation Modernization project.

V. Appendix One

Family Child Care Training Advisory Committee Members

- Brenda Ann Hruza - Provider, Metro
- Julie Smith – Provider, Metro
- Nicole Debbaut – Provider, Greater Minnesota
- Kim Renner – Provider, Greater Minnesota
- Julie Garceau – Provider, Greater Minnesota
- James Nicholie – Expertise in child development, instructional design or training delivery
- Cory Woosley – Expertise in child development, instructional design or training delivery
- Sherry Tiegs - Expertise in child development, instructional design or training delivery
- Hollee Savile - Expertise in child development, instructional design or training delivery
- Stacy Boysen – Minnesota Child Care Provider Information Network
- Julie Seydel – Minnesota Association of Child Care Professionals
- Beth Rignell – Association of Minnesota Child Care Licensors
- Sara Peterson - Association of Minnesota Child Care Licensors
- Rep. Lisa Demuth
- Danielle Thompson – Achieve, the Minnesota Center for Professional Development