



INITIAL AND CONTINUING TRAINING REQUIREMENTS FOR CAREGIVERS WORKING IN LICENSED CHILD CARE FACILITIES: Guidelines for Completion

As per Nevada Child Care Regulations NAC432A SERVICES AND FACILITIES FOR CARE OF CHILDREN, all caregivers working in licensed child care facilities are required to complete specific initial courses of training in child care in order to work with young children. These topics include CPR, First Aid, Signs and Symptoms of Illness with Bloodborne Pathogens, Recognition and Prevention of Child Abuse and Neglect, Sudden Infant Death Syndrome, Child Development, Lifelong Wellness, Prevention of Shaken Baby Syndrome and Abusive Head Trauma, Building and Physical Premises Safety, Emergency Preparedness, Medication Administration and the Prevention of Food Allergies and Transportation Safety. All initial training must be completed within 120 days of hire with the exception of Child Abuse and Neglect which must be completed within 90 days of hire (as per SB189).

There are two separate licensing bodies in the state of Nevada: State Child Care Licensing and Washoe County Child Care Licensing. State Child Care Licensing establishes the minimum standards that must be met. Washoe County Child Care Licensing must meet or exceed the requirements set by the State. As a result, facilities licensed and regulated by Washoe County Child Care Licensing may be subject to stricter requirements that exceed the state minimum. While information specific to Washoe County is included in the information that follows, individuals employed in facilities regulated by Washoe County are encouraged to contact their Licensing Surveyor with any questions.

The chart included in this document outlines the general guidelines for the completion of all required initial training requirements including the number of hours required, the frequency requirements as well as which staff (if not all) are required to complete each course. Compiled with assistance from both State and Washoe County Child Care Licensing staff, it is intended to help ECE professionals better understand their responsibilities with regard to initial and continuing training requirements.



	Training Topic	Who is required to take this training?	Hours Required	One-Time Requirement?	If not 1x, how often must it be completed?
ORIGINAL Initial Training Requirements	CPR	All Staff	Two	No	As often as it expires, generally every 2 years.
	First Aid	All Staff	Two	Yes*	N/A
	Signs and Symptoms of Illness (SOI) with Bloodborne Pathogens	All Staff	Two	No	Every 3 years
	Recognition and Reporting of Child Abuse and Neglect	All Staff	Two	No	Every 5 years
	Sudden Infant Death Syndrome (SIDS)	Individuals working with infants (required for All Staff in Washoe County)	Two	Yes*	N/A
	Child Development (Specific to age group served by facility)	All Staff	Three	Yes*	N/A
NEW Initial Training Requirements	Lifelong Wellness (Nutrition, Obesity and Physical Activity)	All Staff	Two	No	Annually
	Prevention of Shaken Baby Syndrome (SBS)	Individuals working with infants (required for All Staff in Washoe County)	One	Yes*	N/A
	Building and Physical Premises Safety	All Staff	Two	Yes*	N/A
	Emergency Preparedness	All Staff	Two	Yes*	N/A
	Medication Administration and Food Allergies	All Staff	Two	Yes*	N/A
	Transportation Safety	If facility provides transportation; only designated drivers.	One	Yes*	N/A

*See note on last page.



General Notes Regarding Initial Training Requirements:

- All caregivers working in licensed child care facilities regardless of type (Center-Based, Group-Home and Family Child Care) are required by Child Care Licensing regulations to complete 24 hours of training annually. The 24 hours can be a combination of both initial and continuing training.
 - Initial Training: Required courses must be completed within 120 days of hire and again as frequently as indicated on the preceding chart.
 - Continuing Training: 24 hours of training must be completed during each 12-month licensing period and in accordance with the facility's licensure date. 12 of these hours must be specific to the age group served by the child care facility (as per SB189).
- Child Care facilities may elect to require additional training above and beyond the minimum requirements of Child Care Licensing as a condition of employment.
- All training must be approved by The Nevada Registry in order to be counted toward annual training requirements.
- Initial training requirements:
 - ORIGINAL Initial Training Requirements (prior to 2018): CPR, First Aid, Signs and Symptoms of Illness (SOI), Child Abuse and Neglect, Child Development, Lifelong Wellness and Sudden Infant Death Syndrome (SIDS)
 - NEW Initial Health and Safety Training Requirements (as of 2018): Building and Physical Premises Safety, Emergency Preparedness, Medication Administration and Food Allergies, Shaken Baby Syndrome (SBS) and Transportation Safety
- Initial training hours are included in the 24 training hours of training required annually.
- All ORIGINAL and NEW initial trainings can be completed online or in person with the exception of CPR and First Aid which can **only** be completed in person. Signs and Symptoms of Illness (SOI) is also currently required to be completed in person but an online option will be available by the end of 2018.
- Initial training requirements must be completed within 120 days (with the exception of Child Abuse and Neglect which must be completed within 90 days of hire).
 - As of February 2018, new employees working in **state-licensed** facilities are required to complete all initial trainings (ORIGINAL AND NEW) within 120 days



of hire. Existing employees must complete the NEW health and safety training requirements in accordance with their facility's licensure date.

- Employees working in facilities licensed by **Washoe County** are currently required to complete all ORIGINAL initial trainings within 90 days only. The new health and safety requirements will be required when county regulations are codified. Once adopted, the length of time to complete the required training will be extended to 120 days (with the exception of Child Abuse and Neglect as indicated above).
- All employees working in licensed child care facilities are required to become an active member of The Nevada Registry and maintain an active membership on an annual basis.

* *One-Time Requirements:*

- State: Though only required once by regulation, individuals working in facilities licensed by the State may be required to retake the course if completed more than three years prior (at the discretion of his/her Licensing Surveyor).
- Washoe County: Though only required once by regulation, individuals working in facilities licensed by Washoe County will be required to retake the course **if he/she moves facilities** and if training was taken more than two years prior.