



EARLY CHILDHOOD TRAINER

Initial Trainer Qualification Criteria and Annual Renewal Requirements

There are two separate trainer types within The Nevada Registry's training approval system: Early Childhood Trainer and Topic Trainer. Individuals will qualify as one or the other; not both. One in a series of resources available to trainers, this document outlines the criteria that must be met in order to qualify as an Early Childhood Trainer.

Definition of Early Childhood Trainer

Early Childhood Trainers possess formal education and direct experience in Early Care and Education (ECE), and may or may not work in a child care program in a direct service position (as defined on The Nevada Registry Membership Application). Qualification to become an Early Childhood Trainer is based on formal education in ECE, experience as a trainer and direct experience in the field. Registry membership does not guarantee qualification as an ECE Trainer. In some cases, Registry members may be required to apply/qualify as Topic Trainers. Early Childhood Trainers are not limited by training topic and can provide training in all 8 Core Knowledge Areas though certain restrictions apply with regard to initial training requirements and other topics requiring certification/licensure.

Trainer Category

Before the Early Childhood Trainer *type* is assigned, an individual's trainer *category* is determined based on their training delivery intent, the frequency that training will be delivered, whether he/she is being sponsored by a center/organization and whether he/she represents a national organization recognized by The National Workforce Registry Alliance or other recognized organization included in the [Professional Development Acceptance Guidelines](#) document of The Nevada Registry. Whereas, an individual's *type* determines the **content** he/she can provide, an individual's trainer *category* determines his/her initial **application/renewal requirements**, regardless of his/her assigned trainer *type*. Seven trainer categories have been defined. The chart that follows provides detailed information regarding each of the seven identified *categories*.



Category	Description	Initial Application Requirements	Annual Renewal Requirements
Generalist	Individuals who work and reside in the state of Nevada and deliver training on an ongoing basis (four or more per year).	Submit an initial trainer approval application.	<ul style="list-style-type: none"> • Submit a Trainer Renewal Application. • Deliver a minimum of four training sessions and complete 15 hours of continuing education.
Out of State	Self-employed individuals who reside outside the state of Nevada but desire to deliver Registry-approved training to ECE professionals in Nevada on an ongoing basis.	Submit an initial trainer approval application.	<ul style="list-style-type: none"> • Submit a Trainer Renewal Application. • Deliver a minimum of four training sessions and complete 15 hours of continuing education.
Corporate	Individuals who are employed outside the state of Nevada in the corporate office of a national childcare franchise (Goddard, Kids R Kids, etc.) and are required to deliver specific corporate-mandated training to employees in Nevada.	Submit an initial trainer approval application.	<ul style="list-style-type: none"> • Submit a Trainer Renewal Application. • Deliver a minimum of four training sessions and complete 15 hours of continuing education.
Conference	<p>Individuals who present at a single early childhood conference but at no other time throughout the year.</p> <p><i>Individuals in this category must possess an Associate's degree or higher and must be exempt from Child Care Licensing requirements in Nevada. They are limited to deliver presentations at a single conference event.</i></p>	Exempt (Not required to submit an initial trainer approval application.)	Exempt <ul style="list-style-type: none"> • (Not required to submit a Trainer Renewal Application or meet renewal requirements).
Sponsored	<p>The Sponsored category is reserved for individuals who have been invited by an organization or child care facility to be a guest speaker or keynote at a conference or training event due to content expertise.</p> <p><i>Individuals in this category must possess an Associate's degree or higher and must be exempt from Child Care Licensing requirements in Nevada. They are limited to deliver two Registry-approved training sessions per year.</i></p>	Exempt (Not required to submit an initial trainer approval application.)	Exempt (Not required to submit a Trainer Renewal Application or meet renewal requirements).



Organizational Representative	<p>Individuals who work and reside outside the state of Nevada and are:</p> <ul style="list-style-type: none"> • Employed by organizations recognized by the National Workforce Registry Alliance; or • Employed by a national organization recognized by The Nevada Registry (as outlined in the Professional Development Acceptance Guidelines document of The Nevada Registry). 	Exempt (Not required to submit an initial trainer approval application.)	Exempt (Not required to submit a Trainer Renewal Application or meet renewal requirements).
Compliance	<p>Individuals who are residents of Nevada* employed at regulatory agencies responsible for administering and monitoring compliance with child-care related regulations and delivering training specific to those regulations (i.e., Child Care Licensing, Health Department, Fire Department). This category also includes employees of institutions listed on the DPBH Licensee Search list who are responsible for delivering training to in-house staff. <i>Individuals in this category must possess an Associate's degree or higher and cannot be employed with a training organization.</i></p>	Exempt (Not required to submit an initial trainer approval application.)	Exempt (Not required to submit a Trainer Renewal Application or meet renewal requirements).

*Individuals who reside in neighboring states (near the Nevada state line), but whom work in Nevada, are eligible for trainer approval.

2019 Educational Qualification Criteria

The minimum educational criteria for Early Childhood Trainers becomes increasingly more concentrated on formal education in ECE each year through 2020. **An Associate's degree will be the minimum educational standard in 2020***. The **minimum** requirement that must be met in order to become an approved Early Childhood Trainer in 2019 is outlined below in the ECE 3 column. Trainers exceeding the ECE 3 requirements can qualify for ECE 4 based on their unique qualifications. All trainers must be 18 years of age or older.

ECE 3 <i>Minimum Requirement in 2019</i>	ECE 4 <i>Minimum Requirement in 2020</i>
Career Ladder Level 3.2 (30 college credits with 24 in ECE)	Career Ladder Level 4.2, 5.2, 6.2 or 7.2 (*Associate's degree or higher with 4000 hours of experience)



In addition to meeting the minimum educational criteria outlined previously, all individuals in the Generalist, Out of State, Corporate and Conference categories must also:

- Possess at least 15 hours of previous experience delivering training to adult learners. This requirement can be met in any of the following ways (verification required):
 - Documented evidence of training sessions delivered in the past (i.e., Registry approval codes);
 - Documented evidence of completion of The Nevada Registry-approved Adult Learning Academy (ALA certificate of completion);
 - Documented evidence of completion of a college course (minimum of 1 credit) specific to adult learning principles (i.e., college transcript listing grade of C or better for course);
 - Documented evidence of experience as an instructor of higher education (i.e., course syllabus);
 - Trainer Approval status from another state's Registry (i.e., trainer approval certificate/other documentation of approval); or
 - Other (per the discretion of The Nevada Registry).
- Possess 4000+ hours of direct experience in the field of Early Care and Education. This requirement can be met by combining any of the following (verification required):
 - Practicum hours completed as part of a college course (i.e., letter from Professor verifying hours);
 - Hours completed as an approved QRIS Coach (i.e., formal verification of coaching hours as documented in QRIS database);
 - Internship in an early childhood classroom completed as part of a college course (i.e., letter from Professor verifying hours); or
 - Other (per the discretion of The Nevada Registry).
- Complete the required 1-hour online training; *PROF101: Adult Learning: Theories and Strategies for Trainers and Directors*, offered by the Child Care Education Institute **(One-time requirement; do not retake if previously completed.)**; *Not required for individuals with trainer approval status from another state.*
- Accept the terms and conditions set forth in the Trainer Agreement; and
- Maintain an active membership with The Nevada Registry.



Trainer Renewal Requirements

Individuals in the Generalist, Out of State, Corporate and Conference categories are required to renew their trainer approval status on an annual basis. Complete details about the requirements that must be met in order to **renew** as an approved Early Childhood Trainer, are outlined in the [“Trainer Renewal: Annual Requirements for the Delivery of Training and Completion of Continuing Education”](#) document of *The Nevada Registry*.

Note: Because the minimum educational requirements increase each year through 2020, previously qualified Early Childhood trainers who do not meet the minimum educational requirements for the year in which they apply for trainer renewal will no longer be eligible to provide Registry-approved training until the minimum educational requirements are met (i.e., trainers with a Career Ladder of 3.1 will not requalify for the 2019 calendar year despite being previously qualified as a Trainer in 2018; and so on).

Other Requirements

The Training Approval System is in a continuous state of quality improvement and will remain under development for an indefinite period. Trainer approval decisions are at the discretion of The Nevada Registry, based on the established criteria. The Nevada Registry reserves the right to modify and/or implement additional trainer requirements as part of the continual development of the training approval system. **Employers considering hiring individuals to deliver training are encouraged to stay abreast of changes in trainer criteria and to select candidates who meet the current established criteria. The Nevada Registry will not make approval exceptions to accommodate programs who have hired individuals who do not meet the established criteria.**