



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 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/Storage of Hazardous Materials, Emergency Preparedness and Response Planning, Medication Administration and the Prevention of Food Allergies and Transportation and Field Trip Safety. Following the Nevada 2023 legislative session, all initial training must be completed within 90 days of hire.

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 of 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 Early Childhood educators better understand their responsibilities regarding the initial and continuing training requirements of Child Care Licensing.



Training Topic		Who is required to take this training?	Hours Required	One Time Requirement?	If not one time how often must it be completed?
Initial Training Requirements	Infant/Child CPR***	All Staff	Two	No	As often as it expires (usually every two years).
	First Aid***	All Staff	Two	Yes*	N/A
	Signs and Symptoms of Illness (SOI) with Bloodborne Pathogens	All Staff	Two	No	Every three years
	Recognition and Reporting of Child Abuse and Neglect	All Staff	Two	No	Every five 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
	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 & Field Trip 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:** Following the 2023 Nevada legislative session, required courses must be completed within 90 days of hire and again as frequently as indicated on the preceding chart.
 - **Continuing Training:** Twenty-four hours of training must be completed during each 12-month licensing period and in accordance with the facility's licensure date. Twelve 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 and/or recognized by The Nevada Registry to be counted toward annual training requirements.
- All training topics listed in the preceding chart are considered initial training requirements.
- Following the 2023 Nevada legislative session, initial training requirements must be completed within 90 days of hire.
- All initial training courses can be completed online, virtually or in person except for CPR which must be completed in-person***. As per Child Care Licensing, blended CPR instruction that combines online learning **with skill demonstration** is permitted.
- CPR and First Aid training must be **current (not expired)** at time of initial application to The Nevada Registry to be accepted.
- Initial training hours are **included** in the 24 training hours of training required annually.
- All employees working in licensed child care facilities are required to become an active member of The Nevada Registry within 90 days of hire and maintain an active membership on an annual basis.
- All required initial training should be completed **prior to requesting a Nevada Registry membership application**. Individuals submitting incomplete applications without documentation showing completion of **all** required initial training requirements** are not in compliance with Child Care Licensing regulations regarding mandatory participation.



** 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 their 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 they change facilities and if training was taken more than two years prior.

*** Initial Training:*

For the purpose of application to The Nevada Registry (only), individuals who possess a CDA, eight or more college credits in ECE (with 2000+ hours of experience), a degree in ECE and/or a degree in another field with 30 ECE credits may submit a copy of their current CDA Credential (for CDA) or copies of official (preferred) or unofficial transcripts (for college credits and degrees) in lieu of initial training certificates.

**** CPR/First Aid Training:*

CPR training for childcare providers must include an infant and children component. Adult-only CPR does not meet the licensing requirement and will not be accepted.

Per State Child Care Licensing, CPR trainings must contain an in-person skill demonstration component to be accepted/approved. As a result, CPR training must be taken in person. However, blended instruction that combines online learning with in-person skill demonstration is permitted. First Aid training can be taken in-person or online.

CPR and First Aid cards/digital certificates must be issued by one of the following authorized agencies: American Heart Association, American Red Cross, Medic First Aid, EMS Safety Services, American Safety and Health Institute or HSI.



This document may undergo periodic review and revision.
Always refer to the 'For Trainers' page of The Nevada Registry website for the most current version.