



the U.S. Department of Health & Human Services

ADMINISTRATION FOR
CHILDREN & FAMILIES

Office of Child Care



Minimum Preservice Qualifications and Annual Ongoing Training Hours for FCC Home Providers in 2011

Research has shown that trained caregivers are more likely to promote the physical and mental health, safety, and cognitive development of the children in their care.¹ The following includes information about State licensing requirements for early care and education (ECE) preservice qualifications and annual ongoing training requirements for family child care home (FCCH) and group child care home (GCCH) providers.

For the purposes of this document, a **licensed** program is required to have permission from the State to operate and must meet specified family child care standards. Some States may call their regulatory processes **certification** or **registration**; the term **licensed** is used to represent all regulatory processes. Several States have county or city licensing regulations that may supersede State requirements; this table does not include such regulations.

This information was compiled from the regulations posted on the National Resource Center for Health and Safety in Child Care and Early Education (NRC) Web site between January 1, 2009 and December 31, 2011 at <http://nrckids.org/index.cfm/resources/state-licensing-and-regulation-information/>. This study of licensing requirements was conducted as a joint effort between the Office of Child Care's National Center on Child Care Quality Improvement (NCCCQI) and the National Association for Regulatory Administration (NARA).

States ¹	Providers in FCCH			Providers in GCCH		
	ECE Preservice Qualifications	ECE Training Required in Initial Licensure Period	Ongoing Clock Hours	ECE Preservice Qualifications	ECE Training Required in Initial Licensure Period	Ongoing Clock Hours
Alabama	24 clock hours of training	None	20	24 clock hours of training	None	20
Alaska	None	None	12	None	None	20

¹ Richard Fiene. (2002). *Thirteen Indicators of Quality Child Care: Research Update*. University Park, PA: Pennsylvania State University. <http://www.researchconnections.org/childcare/resources/818/pdf>

States ¹	Providers in FCCH			Providers in GCCH		
	ECE Preservice Qualifications	ECE Training Required in Initial Licensure Period	Ongoing Clock Hours	ECE Preservice Qualifications	ECE Training Required in Initial Licensure Period	Ongoing Clock Hours
Arizona	Not licensed (NL) - voluntary certification available			None	None	12
Arkansas	None	Family child care provider training within 6 months of licensure	15	No category of facility (NC)		
California*	15 clock hours of training in preventive health practices	None	0	15 clock hours of training in preventive health practices and 1 year of experience	None	0
Colorado*	15-clock-hour course and passing a written test	None	15	15-clock-hour course, 3 years of experience, and passing a written test	None	15
Connecticut	None	None	0	None	None	1% of hours worked
Delaware*	None	12 clock hours of training in the first year of licensure	12	Certificate from a vocational/technical school child care program, 24 months of experience, and 9 clock hours of training related to administrative duties	None	15
District of Columbia	None	None	9	NC		

States ¹	Providers in FCCH			Providers in GCCH		
	ECE Preservice Qualifications	ECE Training Required in Initial Licensure Period	Ongoing Clock Hours	ECE Preservice Qualifications	ECE Training Required in Initial Licensure Period	Ongoing Clock Hours
Florida*	30-hour Family Child Care Training Course with a score of 70 or better on competency exam, and 5 clock hours of approved training in early literacy and language development	None	10	State or national ECE credential (held for at least 1 year), 30-hour Family Child Care Training Course with a score of 70 or better on competency exam, and 5 clock hours of approved training in early literacy and language development	10-hour specialized training module with a score of 70 or better on competency exam within 6 months of licensure	10
Georgia*	Child Development Associate (CDA) credential	None	10	CDA credential (as of 12/1/2012)	None	10
Hawaii*	None	None	Unspecified	CDA credential and 1 year of experience	None	0
Idaho*	NL - voluntary licensure available			NL - voluntary licensure available		
Illinois*	15 hours of preservice training	None	15	CDA or Certified Child Care Professional (CCP) credential	None	15
Indiana	None	None	0	None	None	0
Iowa*	None	None	12	None	None	12
Kansas*	NL			None	None	5
Kentucky	None	None	9	NC		
Louisiana	NL - voluntary registration available			NC		
Maine	None	None	12	NC		
Maryland	24 clock hours of approved training	None	12 over 2 years	NC		

States ¹	Providers in FCCH			Providers in GCCH		
	ECE Preservice Qualifications	ECE Training Required in Initial Licensure Period	Ongoing Clock Hours	ECE Preservice Qualifications	ECE Training Required in Initial Licensure Period	Ongoing Clock Hours
Massachusetts	None	None	10	NC		
Michigan	None	None	10	None	None	10
Minnesota	None	8 clock hours of training within first year of licensure	8	None	8 clock hours of ECE training within first year of licensure	8
Mississippi*	CDA or Mississippi Child Care Director's credential and 2 years of experience	Training on child care regulations, new director orientation, and playground safety within 6 months	15	CDA or Mississippi Child Care Director's credential and 2 years of experience	Training on child care regulations, new director orientation, and playground safety within 6 months	15
Missouri	None	None	12	CDA credential	None	12
Montana	None	None	8	None	None	8/year
Nebraska	None	None	12	None	None	12
Nevada	None	15 clock hours of training within first year of licensure or employment	15	None	15 clock hours of training within first year of licensure or employment	15
New Hampshire	None	None	12	None	None	12
New Jersey	NL - voluntary registration available			NL		
New Mexico	None	45-hour entry level course within 6 months of licensure or employment	12	None	45-hour entry level course within 6 months of licensure or employment	12
New York*	None	None	30 over 2 years	None	None	30 over 2 years
North Carolina*	None	None	12	NC		

States ¹	Providers in FCCH			Providers in GCCH		
	ECE Preservice Qualifications	ECE Training Required in Initial Licensure Period	Ongoing Clock Hours	ECE Preservice Qualifications	ECE Training Required in Initial Licensure Period	Ongoing Clock Hours
North Dakota	None	Approved basic child care course in the first year of licensure	9	None	6-hour basic child care course in the first year of licensure	10
Ohio*	NL			None	None	15
Oklahoma	None	None	12	Vocational-technical occupational child care diploma and 6 months of experience	None	15
Oregon*	Family Child Care Overview session	None	8 over 2 years	None	None	15
Pennsylvania	None	None	12 over 2 years	None	None	6
Rhode Island	Approved FCC training program	None	24 over 2 years	CDA credential and completion of an approved FCC training program	None	15
South Carolina*	None	None	0	None	None	15
South Dakota	NL - voluntary registration available			CDA credential	None	10
Tennessee	None	Department of Human Services–sponsored child care orientation class within the first 3 months of licensure	4	None	Department of Human Services–sponsored child care orientation class within the first 3 months of licensure	8
Texas*	None	None	20	72 clock hours of training in child development, 30 clock hours of training in business management, and 3 years of experience	None	20

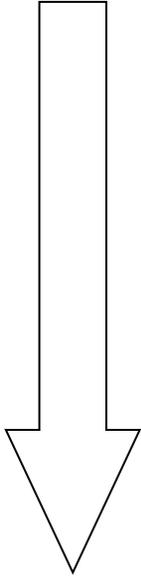
States ¹	Providers in FCCH			Providers in GCCH		
	ECE Preservice Qualifications	ECE Training Required in Initial Licensure Period	Ongoing Clock Hours	ECE Preservice Qualifications	ECE Training Required in Initial Licensure Period	Ongoing Clock Hours
Utah*	None	5 clock hours of approved training within 90 days of licensure	20	None	None	20
Vermont	CDA credential and 2 years of experience	None	12	NC		
Virginia*	NL - voluntary registration available			None	None	12
Washington	None	20 clock hours of approved training within 6 months of licensure	Unspecified	NC		
West Virginia*	None	None	8	None	15 clock hours of training within 6 months of licensure and 6 months of experience	15
Wisconsin*	Non-credit course in caring for children and non-credit course in operating a child care business	None	15	NC		
Wyoming*	None	None	30 over 2 years	100 clock hours of approved training and 2 years of experience	None	30 over 2 years
Total Number of States with Requirement	12	10	39	15	9	35

Notes:

¹States includes the District of Columbia for a total of 51 entities.

Many States have multiple alternatives to qualify for roles. This table reports the alternative that requires the least amount of ECE training. If a State has requirements for experience, high school completion, age, or training not specified in ECE (such as first aid/CPR) that can substitute for ECE training, it is reported as “None.” Below is the “hierarchy of qualifications,” which shows the order in which qualification alternatives are placed to determine the **minimum amount of ECE preservice** training. This methodology was developed by the Center for Career Development in Early Care and Education at Wheelock College.

LOWEST



Secondary School Education—i.e., high school education, high school vocational program

Clock Hours of Training in Early Childhood Education or Related Field—1 clock hour = 60 minutes

Early Childhood Credential—includes credentials that do not require courses be taken for college credit, such as the Child Development Associate (CDA) credential, the Certified Child Care Professional (CCP) Credential, or the National Administrator's Credential

Semester or Credit Hours in Early Childhood Education or Related Field

Semester or Credit Hours in Early Childhood Education or Related Field and Additional College Education

Predegree Certificate Program—requires college-level coursework and is awarded college credit

Associate's Degree in Early Childhood Education or Related Field

Bachelor's Degree in Early Childhood Education or Related Field

Early Childhood Teacher Certification—requires a bachelor's degree

Master's Degree in Early Childhood Education or Related Field

Doctorate in Early Childhood Education or Related Field

HIGHEST

State Notes: The information for these notes was compiled from the States' child care licensing regulations. Each note contains a link to access the regulations on the NRC Web site.

***California:** Preventive Health Practices coursework includes many ECE-related topics, such as working with children with special needs, management, prevention of childhood injuries, and child nutrition. Additional information is available at <http://nrckids.org/index.cfm/resources/state-licensing-and-regulation-information/california-regulations/>.

***Colorado:** Separate rules exist for infant and toddler providers and experienced provider homes. Additional information is available at <http://nrckids.org/index.cfm/resources/state-licensing-and-regulation-information/colorado-regulations1/>.

***Delaware:** Training must be approved by the Office of Child Care Licensing specifically for qualifying for a Level I [small] family child care home and include at least 3 clock hours in each of the following topic areas: child development, educational activities for children, positive behavior management, and families/communities. In a large FCC home, the second staff person must have 12 clock hours of approved training annually. Additional information is available at <http://nrckids.org/index.cfm/resources/state-licensing-and-regulation-information/delaware-regulations/>.

***Florida:** Large/group FCC home operators have one opportunity, if they choose, to exempt from one or more of the department's Introductory Child Care Training courses prior to attending training by successful completion of corresponding competency examinations with a weighted score of 70 or better. Additional information is available at <http://nrckids.org/index.cfm/resources/state-licensing-and-regulation-information/florida-regulations/>.

***Georgia:** Beginning on December 1, 2012, large/group FCC home providers will be required to complete a CDA credential or an equivalent qualification. Additional information is available at <http://nrckids.org/index.cfm/resources/state-licensing-and-regulation-information/georgia-regulations/>.

***Hawaii:** To obtain initial registration or to renew registration in a small FCC home, the provider must submit written evidence describing efforts made to increase knowledge in 2 or more of 12 areas specified by the State. Additional information is available at <http://nrckids.org/index.cfm/resources/state-licensing-and-regulation-information/hawaii-regulations/>.

***Idaho:** Voluntary licensing is available for FCC homes. State certification is required for large FCC homes, which includes obtaining a fire inspection and criminal history check for staff. Additional information is available at <http://nrckids.org/index.cfm/resources/state-licensing-and-regulation-information/idaho-regulations/>.

***Illinois:** For initial applications submitted after January 1, 2011, the applicant must have completed, not more than one year prior to the application date, at least 15 hours of preservice training, which shall include the following topics: a) Sudden Infant Death Syndrome (SIDS); b) Shaken Baby Syndrome; and c) Department-approved Mandated Reporter training. Group home providers must provide 15 clock hours of training for their assistants every year. Additional information is available at <http://nrckids.org/index.cfm/resources/state-licensing-and-regulation-information/illinois-regulations/>.

***Iowa:** Homes caring for five or fewer children are not required to register. Iowa registers three types of FCC homes: categories A, B, and C. The data reported in the table for small FCC are for category A homes. Requirements for category C homes are reported under large FCC. Additional information is available at <http://nrckids.org/index.cfm/resources/state-licensing-and-regulation-information/iowa-regulations/>.

***Kansas:** Legislation passed during the 2010 legislative session which resulted in the elimination of the Kansas small family child care home category (Registered Family Day Care Homes with a maximum capacity of 6). The law required all registered homes to transition to being licensed and inspected no later than June 30, 2011. Licensed homes can have a maximum of 10 children with one provider and 12 children with two providers. For the purposes of this study, all data about requirements for Kansas FCC homes will be reported about large/group FCC homes. Additional information is available at <http://nrckids.org/index.cfm/resources/state-licensing-and-regulation-information/kansas-regulations/>.

***Mississippi:** The qualification and training requirements listed are for the operator of a child care home (i.e., director of a child care facility). There are less stringent requirements for other staff (i.e., caregivers). Before a temporary license may be upgraded to a regular license, the facility owner/operator and director shall complete a minimum of 4 hours of staff development training on the Regulations Governing Licensure of Child Care Facilities, 3 hours of New Director Orientation, and 3 hours training in playground safety. Additional information is available at <http://nrckids.org/index.cfm/resources/state-licensing-and-regulation-information/mississippi-regulations/>.

***New York:** Providers are required to complete 15 clock hours of training within the first 6 months of registration. This training counts toward the 30 hours for the first 2-year period of registration. Additional information is available at <http://nrckids.org/index.cfm/resources/state-licensing-and-regulation-information/new-york-regulations/>.

***North Carolina:** Providers in small family child care homes with 10 or more years of experience are required to have 8 clock hours of ongoing training annually. Additional information is available at <http://nrckids.org/index.cfm/resources/state-licensing-and-regulation-information/north-carolina-regulations/>.

***Ohio:** Staff are required to participate in 15 clock hours of ongoing training each year for 3 years only. Staff with a higher education degree or an early childhood credential are not required to participate in ongoing training. Additional information is available at <http://nrckids.org/index.cfm/resources/state-licensing-and-regulation-information/ohio-regulations/>.

***Oregon:** The ongoing training requirement for small FCC providers begins when a registered family child care provider submits a second or subsequent renewal application. Before a large/group home may provide care to more than two children less than 24 months of age, the provider must have at least 30 clock hours of training specific to infant and toddler care. Additional information is available at <http://nrckids.org/index.cfm/resources/state-licensing-and-regulation-information/oregon-regulations/>.

***South Carolina:** The qualifications and training reported for large homes is for the operator. Other staff in large homes are required to complete 10 clock hours of training annually. Additional information is available at <http://nrckids.org/index.cfm/resources/state-licensing-and-regulation-information/south-carolina-regulations/>.

***Texas:** Requirements listed in the table are for primary caregivers. A primary caregiver with 5 or fewer years of experience as a primary caregiver in a licensed (large) or registered (small) child care home must complete at least 6 of the required ongoing clock hours in management techniques, leadership, or staff supervision. Primary caregivers with more than 5 years of experience must complete at least 2 of the required ongoing clock hours in management techniques, leadership, or staff supervision. Other staff must participate yearly in at least 15 clock hours of training. Additional information is available at <http://nrckids.org/index.cfm/resources/state-licensing-and-regulation-information/texas-regulations/>.

***Utah:** Small FCC requirements reported in the table are for homes required to have residential certificates. Additional information is available at <http://nrckids.org/index.cfm/resources/state-licensing-and-regulation-information/utah-regulations/>.

***Virginia:** Effective July 1, 2011, caregivers must obtain 12 clock hours of training annually; effective July 1, 2012, caregivers must obtain 14 clock hours of training annually; effective July 1, 2013, caregivers must obtain 16 clock hours of training annually. Additional information is available at <http://nrckids.org/index.cfm/resources/state-licensing-and-regulation-information/virginia-regulations/>.

***West Virginia:** Large FCC requirements listed in the table are for operators. Additional staff must obtain 8 clock hours of training each year. Additional information is available at <http://nrckids.org/index.cfm/resources/state-licensing-and-regulation-information/west-virginia-regulations/>.

***Wisconsin:** If the provider is licensed to care for infants and toddlers, 10 additional clock hours must be in infant and toddler care. Additional information is available at <http://nrckids.org/index.cfm/resources/state-licensing-and-regulation-information/wisconsin-regulations/>.

***Wyoming:** The large home requirements reported in the table are for directors. Less stringent requirements are specified for other staff in large homes. Additional information is available at <http://nrckids.org/index.cfm/resources/state-licensing-and-regulation-information/wyoming-regulations/>.

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