First Aid and CPR

Child Care Learning Centers: 591-1-1-.14(1) - Training. The Center Director must successfully complete a biennial training program in cardiopulmonary resuscitation (CPR) and a triennial training program in first aid. The first aid program must be done by certified or licensed health care professionals and must deal with the provision of emergency care to infants and children… **591-1-1-.14(2) -** Staffing Requirement. Whenever any child is present, there must always be a Staff member on the Center premises who is trained in CPR and first aid. All Staff who provide direct care to children must obtain certification in first aid and cardiopulmonary resuscitation within the first 90 days of employment. The hours obtained completing this certification will not count toward required annual training hours. Staff employed prior to September 30, 2016 must satisfactorily complete certification by December 29, 2016. Staff members employed after September 30, 2016 must satisfactorily complete certification within 90 days from date of hire.

Family Child Care Learning Homes: 290-2-3-.07(5) - Every Provider, Provisional Employee and Employee with direct care responsibilities shall have current evidence of successful completion of a biennial training program in cardiopulmonary resuscitation (CPR) and a triennial training program in first aid which have been offered by certified or licensed health care professionals and which dealt with emergency care for infants and children. Such training must be completed by the Provider prior to initial licensure. Training must be completed within 90 days from date of hire for Provisional Employees and Employees…

Rule Type: Non-Core Rule

Intent of the Rule
To ensure that the person responsible for the daily operation of the child care program and all staff who provide direct care to children have the knowledge and skills necessary to protect children's health and safety in case of an emergency. To ensure that staff have been adequately trained by qualified personnel specifically relating to the treatment of children. Training in first aid and CPR for children is critical for all child care providers because a child's life may depend on staff knowing what to do in an emergency. Therefore, someone qualified to respond to life-threatening emergencies must be present at all times.

Clarification
The Child Care Learning Center (CCLC) Director and Family Child Care Learning Home (FCCLH) Provider are ultimately responsible for the health and safety of the children enrolled in the program and must be able to effectively monitor staff's training and ability to perform in an emergency situation. Pediatric CPR skills should be taught by demonstration, practice, and return demonstration to ensure the technique can be performed in an emergency.

Pediatric first aid and CPR are designed to attend to medical emergencies that affect children in a unique way. Effective training can teach staff how to identify lesser-known and well-known signs and symptoms associated with pediatric illness or acute conditions, and to address them properly. In the minutes immediately following an emergency, how quickly a child is treated can significantly impact his/her future health.

Indicators
- ✓ All CCLC Directors, FCCLH Providers, and any staff who provide direct care to children must complete first aid and CPR training.
  - o Tip: Staff who provide direct care to children include, but are not limited to, lead teachers, assistant teachers, substitutes, family child care helpers, staff involved with transportation, etc. Staff who do not provide direct care could include assistant directors, cooks, administrative staff, or maintenance and housekeeping staff; however, if any of these employees provide direct care to children at any time, they must obtain first aid and CPR training prior to providing care.

- o Note: Proof of first aid/CPR training may come in the form of cards or certificates as long as the type of documentation reflects the training obtained, date of training, participant name, trainer's name and trainer's certification.
- o Organizational Tip: Maintain copies of first aid and CPR certification in staff files or in a central location. Copy the front and back of the certification cards.

✓ First aid and CPR training must be taught by a certified or licensed health care professional and must cover emergency care to infants and children.
- o Tip: This rule does not require that the training be certified by the American Heart Association or American Red Cross only. Certifications by the National Safety Council and American Safety and Health Institute are also acceptable. In addition, a licensed or certified health care professional who meets the rule requirement can also provide this training.
- o Note: Online-only CPR training and adult-only training do not meet this rule requirement. "Blended" training (online study plus hands-on skill practice and assessment) is acceptable.
- o Reminder: First aid training is valid for three years, and CPR training is valid for two years from the date of completion, regardless of the expiration date on the card or certificate.

✓ First aid and CPR training requirements must be met as follows:
- o CCLC Directors and FCCLH Providers must have first aid and CPR training prior employment or becoming licensed.
- o Staff hired on or after October 1, 2016 who provide direct care to children must have first aid and CPR training within 90 days of their hire date.
- o Staff hired on or before September 30, 2016 who provide direct care to children must obtain first aid and CPR training no later than June 30, 2017 if they do not already have this training.
- o Note: Staff who are currently employed and already have first aid and CPR training are not required to attend additional training until that training is no longer valid.
- o Organizational Tip: Develop a tracking system to ensure that new employees obtain first aid and CPR training within the first 90 days of employment.
- o Tip: Training requirements for child care staff can be found at: http://www.decal.ga.gov/CCS/Training.aspx.