



# The Commonwealth of Massachusetts Department of Early Education and Care

<b>POLICY</b>	
<b>CPR and First Aid Training and Certification</b>	<b>Applicability: All Licensed and Funded Child Care Programs</b>
<b>Effective Date: October 1, 2020</b> <b>Updated: December 17, 2021</b>	

## **POLICY STATEMENT**

The MA Department of Early Education and Care (EEC) recognizes that it is critical for all child care staff to be trained in the lifesaving techniques of age-appropriate CPR and first aid. As such, educators and staff working with children in licensed and funded programs in Massachusetts are required to possess and maintain basic first aid skills and stay up to date on the proper administration of age-appropriate CPR.

On August 31, 2021, the Board of Early Education and Care approved emergency revisions to its licensing regulations to address the workforce shortages caused by the pandemic. One of these revisions was to remove the annual CPR renewal requirement established by 606 CMR 7.11(1)(a)2 and, instead, to adhere to the expiration date listed on the CPR certificate<sup>1</sup>.

Through this policy, and in response to the emergency revisions to the licensing regulations, EEC sets forth the following updated expectations related to the CPR and first aid training, certification, recertification, and compliance requirements for educators and staff working with children in licensed and funded child care programs.

## **AUTHORITY**

**606 CMR 7.11(1)(a)**, CPR and First Aid:

1. The licensee must ensure that at least one educator currently certified in first aid and age-appropriate cardiopulmonary resuscitation (CPR) is present at any and all times when children are in care.
2. CPR training must be renewed prior to the expiration date listed on the CPR certificate.
3. Only educators who are currently certified in first aid and CPR may provide first aid and CPR.

**Additional Requirements for Educators in Family Child Care, 606 CMR 7.09 (15)(e):** All licensees, certified assistants, and any educator who may be alone with children must maintain current certification of training in basic first aid and CPR, in accordance with EEC policy.

**Additional Requirements for Small Group and School Age and Large Group and School Age Child Care, 606 CMR 7.09 (17) (d):** All educators must obtain within six months of employment and must maintain thereafter current certification of training in basic first aid appropriate to the population served.

**Funded Center-Based Compliance Requirements 8.12(b):** Cardiopulmonary Resuscitation (CPR) Training and Certification. There shall be at least one staff member currently trained and certified in age-appropriate CPR at all times when children are present. All CPR training shall meet EEC requirements, in

<sup>1</sup> EEC will accept official certification cards or letters

accordance with EEC policy and **8.12 (c) First Aid Training and Certification**. There shall be at least one staff member currently trained and certified in age-appropriate first aid at all times when children are present. All first aid training shall meet EEC requirements, in accordance with EEC policy.

### **CPR**

CPR is an emergency lifesaving procedure performed when the heart stops beating. Most often, a respiratory problem (like choking) has led to an unconscious state in infants and children. Immediate CPR can double or triple chances of survival after cardiac arrest. Keeping the blood flow active – even partially – extends the opportunity for a successful resuscitation once trained medical staff arrive on site.<sup>2</sup>

**EEC will adhere to the expiration deadlines indicated on a provider’s CPR certification.**

### **CPR Training Requirements**

- CPR training must be provided by an instructor who holds a current certificate as a CPR Trainer.
- Appropriate CPR training courses for staff of EEC licensed and funded programs must:
  - Address choking and rescue breathing,
  - Include the use of mannequins,
  - Maintain an appropriate mannequin to student ratio,
  - Be appropriate for the ages of the children in care, and
  - Include a requirement that the participant demonstrates age-appropriate CPR technique. Demonstration may occur during remote or visual instruction with the trainer.
- Online CPR training may be taken as long as the participant is required as part of the online training to demonstrate and successfully complete age-appropriate CPR techniques to a certified instructor. EEC will not accept CPR certification training that does not include hands-on skill demonstration.

### **First Aid**

Children may experience illness or injury at any given time, and it is imperative that individuals responsible for their care are equipped with the skills and supplies needed to provide basic medical care to response to a child’s sudden illness or injury. This basic medical care is called first aid and, pursuant to 606 CMR 7.09(15)(e) and 606 CMR 7.09 (17)(d), first aid certification is required for all individuals caring for children in licensed programs and pursuant to Compliance Requirements 8.12 for at least one person on the premises in funded programs.

**EEC will adhere to the expiration deadlines indicated on a provider’s first aid certification.**

### **First Aid Training Requirements**

- Appropriate first aid training courses for staff of EEC-licensed and funded programs must include a standardized written test (which may be given orally when necessary) and a requirement for the participant to demonstrate first aid techniques.
- Online first aid training may be taken as long as the participant is required, as part of the online training, to demonstrate and successfully complete first aid techniques to a certified instructor. EEC will not accept first aid certification training that does not include hands-on skill demonstration.

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<sup>2</sup> American Heart Association. (2021, November 16). *What is CPR?* <https://cpr.heart.org/en/resources/what-is-cpr>.

- For Large Group and School Age Child Care and pursuant to 606 CMR 7.11(19)(b)3, the program's Health Care Consultant must approve all first aid courses taken by the staff.
- First Aid Instructors must be currently certified as an instructor by one of the following organizations:
  1. American Heart Association;
  2. American Red Cross;
  3. National Safety Council;
  4. American Safety and Health Institute;
  5. Massachusetts Firefighting Academy;
  6. Emergency Medical Instructor/Coordinator Training Course of Department of Public Health; or
  7. EMS Safety Services, Inc.

Participants are responsible for verifying that the instructor has a current certification with the organization chosen.

Approved first aid training courses must address the following topics:

- 1) Acute Injuries and Illness
  - Allergic Reactions
  - Bleeding Control
  - Bone and Muscle Injuries
  - Burns (Including Heat, Chemical, And Electric)
  - Choking
  - Environmental emergencies
  - Head/Neck Injuries (Including Injuries of the Face, Mouth, Eye, and Ear)
  - Human and Animal Bites and Stings
  - Seizures
  - Shock
  - Sudden or Serious Illness (Including Fever, Diarrhea, Diabetes, Altered Mental Status, Asthma, and Vomiting)
  - Universal Precautions
  - Temperature-Related Illnesses (Including Heat Exhaustion, Heat Stroke, Sunburn, Hypothermia, and Frostbite)
  - Tooth Avulsion (knocked-out tooth)
  - Toxin and Poison Exposure
- 2) Emergency Action Principles
  - Primary survey (including assessing the scene and child for life-threatening injuries)
  - Contacting Emergency Medical Services
  - Secondary survey (looking for other injuries)
  - Administering necessary first aid

### 3) General Injury Prevention and Safety Information

*NOTE: EEC does not maintain an approved list of individual First Aid and CPR trainers.*

#### **MONITORING AND ENFORCEMENT OF CPR AND FIRST AID REQUIREMENTS**

CPR and first aid certifications will be checked by EEC licensors at programs' monitoring visits.

Certification must be printed and include:

- Name of participant
- Date of completion
- Indication that the training was appropriate for the ages of the children served by the program

Please note that Licensees are required to maintain copies of current, valid CPR and first aid certifications for all applicable educators and staff that are currently certified.

**If EEC finds that there is no individual on premises at a family child care home or child care center with current (not expired) certification in age-appropriate CPR and first aid, the program must temporarily cease care at the end of the day when families have left the program. The program may not reopen until evidence of current and valid age-appropriate CPR and first aid certifications can be made available to the EEC licensor.**

**If EEC finds that there is no individual on premises at a funded program with current (not expired) certification in age-appropriate CPR and first aid, the program may be subject to denial of subsidy payment until evidence of current and valid age-appropriate CPR and first aid certifications can be made available to the EEC Funded Program Monitor.**