

An Introduction to the Trainer Academy from the Minnesota Department of Human Services Early Childhood and School-Age Care Professional Development System

A new professional development program for Trainers called the Trainer Academy will begin in Spring of 2022.

The Trainer Academy is a trainer support program designed for people who would like to be trainers but have not reached a Career Lattice Step 6, which is the minimum requirement for trainers. The Trainer Academy consists of career goal advising, non-credit training, and mentorship and observation designed using the key areas of the Trainer Knowledge and Competency Framework.

The Trainer Academy is specifically designed to support the growing knowledge and skills of professionals working toward the goal of applying to be a Foundational Trainer. Individual participants will need varying lengths of time to complete the Trainer Academy depending on their professional development training history, ability to meet requirements and need for mentoring and observation.

The following principles guide the Trainer Academy:

- What Trainers do and how they do it directly impacts the professional growth of other adults – their partners in learning– which in turn affects children’s growth and development.
- All training, including the training of Trainers, should be based on the competencies required for success in training early childhood educators.
- Professional Development advising will be available to ensure Trainers have knowledge of the training content as well as knowledge and skills related to adult learning in order to deliver the training successfully and effectively.
- Successful adult learning includes demonstration of skills and assessment of knowledge and skills. The Trainer Academy will focus on both ‘knowing’ and ‘doing’. This will be accomplished through mentoring and observation of training delivery.

- Trainers, like all adult learners, are a diverse group that includes varying abilities, approaches to learning, and experience and perspectives. The Trainer Academy celebrates this diversity and supports access and equity within the training community and Minnesota’s professional development system.

If you have questions about the Trainer Academy program or would like to review your current Trainer qualifications to see if you might be a candidate, please contact TARSS at:

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