

Saskatchewan Child Care Community Needs Assessment Form

Complete the information below, which will be used by the Early Years Branch to support assessing the child care needs of your community, your organization's priorities for serving children and families, and the preparedness of your organization for child care centre development. Attach additional pages if needed. The information below is to be updated each year your organization remains on the list for child care space development consideration.

If you have questions, or are having technical difficulties completing the form, contact the Early Learning and Child Care (ELCC) Service Delivery Program Manager nearest to you:

- Central Region ELCC – Karen Heinrichs (306) 933-5522
- Southern Region ELCC – Samantha Ecartot (306) 787-3740
- Northern Region ELCC – Darlene Trumier (306) 425-4389

Name of organization: Stockholm Community Daycare

Is this organization currently incorporated as a non-profit entity? Yes

Name of contact: Kelsey Finch

Date: August 20, 2020

Provide a description of the community that would be served by the child care centre. For urban areas, indicate the neighbourhood that would be served.

Stockholm Community Daycare will reside in the town of Stockholm which is located at the junction of two main highways (9& 22) in the centre of the RM of Fertile Belt. The daycare will serve families who reside in Stockholm, surrounding farms, and neighbouring communities or lakeside villages. As numerous parents travel through Stockholm on their way to work (mostly at Mosaic Potash and the City of Yorkton), Stockholm is an ideal drop-off location for parents who live outside the community but commute past it daily. Given the shortage of daycare in the area, we expect applications for spaces from children outside the RM as well as many from Stockholm and the RM of Fertile Belt itself. In March, we conducted a preliminary online survey which was completed by 42 families in just 48 hours! This survey identified 58 children (36 families) who would use the daycare immediately, 36% of whom reside in Stockholm, 22% from neighbouring communities (Esterhazy, Dubuc, Grayson, Waldron), and 10% from farming communities (the remainder did not provide their location).

Stockholm is a popular area to raise a family thanks to a number of features including a natural ice arena with an attached community space and kitchen; a first-rate ball park and concession run by local volunteers; sport activities for kids right in town including gymnastics, skating, hockey and softball; 3 playgrounds; and community spaces adjacent to the school including an amphitheater for speakers, a meditation gazebo and garden, and sports court.

According to the 2016 census, the population of Stockholm was 352 and had grown 3.2% since 2011. There was also an 8.4% increase in private dwellings over this time (168 dwellings as of 2016). As residents, we know that the population and number of homes has further increased since 2016 as many young couples and families are drawn to the area. In 2016, 14% of our population was under the age of 14 and 37% was between 15-50 years old (see Figure 1 attached). Furthermore, 68% of Stockholm residents over 15 were married or living with a common-law partner. Thus, Stockholm is a community of young families with children. The RM of Fertile Belt is also growing as it had a population of 781 in 2016 with 125 children (16%) under 14 years which was an increase of 4.2% since 2011. We know the number of children in our area has increased rapidly since the 2016 census as young couples expand their families and new families move into the area. This growth is seen in Macdonald School which serves

118 K-9 students in Stockholm. The school's population has grown by 42% in 9 years with 12 or more children entering Kindergarten in each of the past 5 years. According to Good Spirit School Division Barager data, there were at least 35 children between 1-4 years old within the Macdonald School catchment area in 2019, a value that has been relatively stable since 2009. This growth is projected to continue which is outstanding given the current provincial trend of urban migration.

Stockholm is a growing and vibrant community. The need for daycare is very apparent as everyone knows someone who has had to turn down work because securing childcare is impossible. Our survey respondents stated: "Stockholm is in DESPERATE need of child care. There are next to no options here!!!", "In desperate need of childcare. My spouse and I both work. My son has been in over 3 unlicensed daycares in a 14 month time frame all of which have now closed. It's been very difficult to find quality childcare", and "Stockholm has been in desperate need of child care for many years. As someone who occasionally babysit other children in my home, I know the demand first hand"

What are the current or planned major sources of employment in the community?

Per the 2016 census, 36% of the employed labour force in Stockholm aged 15 years and over worked in the mining, quarrying, and oil/gas industry; 14% in healthcare and social assistance; 11% construction; and 7% each in the manufacturing, wholesale trade, retail trade, transportation, administrative, food services, and public administration industries. Similarly, within the RM, 33% of the employed labour force works in mining, quarrying, oil & gas; 16% agriculture, 10% construction, 8% retail, 7% healthcare and social services, 6% administration, 5% transportation, 5% accommodation/food services, and 4% educational.

The primary employer in this area is Mosaic Potash which operates 3 local sites, has over 1,200 permanent employees, and depends on numerous supporting business. The shortage of available daycare has affected Mosaic: *"It is a challenge for us to have a diverse workforce when we cannot ensure employees that childcare services will be available for their varying needs"* - Braden Domres, HR Manager (1-306-745-4462). As Stockholm is located at the junction of two main highways, many Mosaic employees travel past it on their way to work (e.g., those from Yorkton, Whitewood, etc.). In addition, there are currently more than 60 Mosaic employees who live in and around the immediate vicinity of Stockholm.

Agriculture is the second major source of employment in the surrounding community. A large number of Stockholm residents also work for the numerous local businesses and organizations including Stockholm Co-op, Stockholm Foods, Crete-Tek Contracting, Plasti-Lite Signs, A1 Construction, Sharpe's Crop Services, The Last Chance Cafe, Domo gas station, K & M Trailers, Stockholm Agencies, Larry's Upholstery, Stockholm Arbour, and Macdonald School. Many people in our area have continued to work through the Covid-19 pandemic as most primary employers (Mosaic Potash, Agriculture sector, Saskatchewan Health Region, Good Spirit School Division) continued operations.

The fact that many parents are unable to return to work full-time due to lack of daycare is well known in this area and negatively affects many businesses. In 2016, Stockholm's unemployment rate was 9.1%, which is higher than the provincial average at the time of 6.3%. Among Stockholm residents 25-64 years old, 37% are working full year/full time, 37% work part year/part time, and 28% were not working in 2016. Within the RM, these values were 46, 40, and 14%, respectively. Per census data, 83% of these individuals have at least a high school diploma and 33% have a university/college degree/diploma or an apprenticeship/trade diploma. The most common fields of study were education, engineering, and precision production which accounted for 55% of all 25-64 year olds. Furthermore, men earn more than women in 70% of Stockholm couples which is significantly greater than the national average of 50% and at least partially attributable to a lack of daycare. Thus, Stockholm is home to a large pool of potential employees, especially women, who are educated, willing, and able to return to work if they are able to secure licensed daycare.

Who are the families the centre would be anticipated to serve, and what are their early learning and child care needs (e.g. rural families with seasonal child care needs, students, teen parents, shift workers requiring flexible hours, families requiring full-time care, families requiring part-time care, etc.)?

We will provide full-time and part-time daycare with flexible hours for all who require it. We anticipate a large portion of rural farming families with seasonal needs, shift-work families requiring flexible hours (e.g., mining, healthcare, etc.), and full-time parents requiring before and after school care. Of the 58 children (36 families) identified in our preliminary online survey, 81% would require year round care, 17% would require care during the school year (September-June), and the remainder would require care during the summer (June-September). Half stated that they would require full-time care, 17% before and after school, 3% casual drop-in, and the remaining 30% would require some other form of part-time care.

Of the 36 families who responded in the first 48 hours, 14 do not currently have childcare arrangements; the remaining rely on unlicensed relatives (11), unlicensed babysitters (9), licensed centres (9), and licensed homeware (1; respondents could select more than one option). Most of these arrangements are unsecure or not sustainable for long periods, as one respondent stated: "There is always a need for childcare services in the area. Even if you think you have childcare covered, things come up and people change, and suddenly a family is without childcare. A center in town would be a god send for so many."

The only licensed daycare within 25km of Stockholm is Esterhazy Community Daycare which currently has a 40 family wait-list. A Stockholm daycare would reduce the strain on Esterhazy and they have agreed to help us however possible (see partner section below). There are only 6 other licensed daycares within 50km of Stockholm and 32 within 100km; all are continuously operating at or near capacity and are not located along the commute from Stockholm to a major place of employment (Mosaic Potash or Yorkton).

Saskatchewan's child care space allocation approach may focus on allocating spaces to organizations that:

- respond to the early learning and child care needs of families;
- offer flexible child care arrangements, such as infant and/or part-time care;
- support Indigenous families, new Canadians, and/or French language minority communities;
- are located in areas where children and families experience vulnerability.

Provide a description of how your organization may provide early learning and child care services to any of these focus areas that are relevant for your community and the families who will be served.

Our daycare will respond to the early learning and childcare needs of families by offering flexible care options for infants, toddlers, preschoolers, and school-aged children, recruiting quality staff, partnering with existing health and education services, and providing continuous improvement opportunities.

The need for flexible hours is especially relevant to our community as 33% of the employed labour force leaves for work between 5:00 – 6:00 AM compared to only 6% of the provincial average (2016 census data). An additional 55% leave before 8:00am. Indeed, 47% of the children identified in our survey would need to arrive at or before 6:00 am and an additional 29% before 9:00am. Furthermore, 26% indicated they would require daycare until 5:30PM or later. In total, survey respondents would require the daycare from 5:30AM until 6:00PM with children attending an average of 9 hours per day (range 2.5 to 14 hours). To accommodate this, our daycare would operate from at least 5:00AM to 6:30PM with flexible scheduling options for parents.

Our daycare will be welcoming to all families, including Indigenous families, Metis families, and new Canadians. In Stockholm, 11.3% of residents self-identified as Aboriginal; though none were under 14 years, 50% were 15-24 years suggesting that young Aboriginal couples may be choosing to start their families in the area. The RM has a 7.1% Aboriginal population, 13% of whom are 0-14 years and 23% of whom are 15-24 years old. New Canadians are also increasingly choosing to make Stockholm their home; in 2016, 3.2% of the population identified as immigrants and we know this has increased in the past 4 years. In the RM, 3.2% of persons' mother tongue is an

immigrant language. Our daycare will embrace this diversity and celebrate it in a variety of creative, age appropriate ways. Though there are no French speaking persons in the RM (Census, 2016), our daycare will teach French terms through song and play to introduce children to the language. Our daycare facility will have goals toward Truth and Reconciliation and English Language learner support which align with Macdonald School's Learning Improvement Plan. Through our partnership with Macdonald school and Good Spirit School Division (elaborated below), the daycare may have access to outdoor classrooms, an Indigenous achievement coach, and other cultural supports. We will also make every effort to reach out to a diverse pool of applicants to ensure an inclusive and diverse daycare staff.

Our daycare will also be responsive to those who experience vulnerability. In 2015, 17.6% of Stockholm households spent 30% or more of their total income on shelter costs. In 2016, the unemployment rate in Stockholm was 9.1%. Furthermore, 11.4% of all Stockholm residents and 7.1% of persons in the RM live in low-income status. Vulnerable families in our area receive support through anonymous donations and the contributions of charitable organizations such as the Knights of Columbus. Of the 66 families with students in Macdonald School, 1 in 10 have accessed this support for help purchasing necessities like groceries and warm winter attire. Macdonald School principal, Melissa Johanson, explained to our board that the school staff has a very strong relationship with each of the school's families and strives to offer meaningful and discrete support whenever the need arises. A recent example is community outreach provided during the Covid 19 provincial closures, in which 4 Macdonald school families accessed food hampers arranged and purchased by the school with community donations. Through partnerships with our local school board and public health office (described below), we will provide additional services to daycare families who experience vulnerability such as trauma supports and health screening.

In 2015, the median total income of households in Stockholm was \$71,168 which is slightly higher than Canada (\$70,336) but considerably lower than the RM (\$97,536). Thus, Stockholm residents not living in low-income may still have difficulty accessing childcare in neighboring communities. Our daycare will serve these families by providing affordable options. Our daycare will also serve and respect families of all forms and gender identities. In Stockholm, 26% of children 0-14 years old live with an intact two-parent family, 20% live with a step family, and 8% live with a lone parent. We will also help Macdonald School with their goal of expanding their current playground to include more areas that are both wheelchair accessible and inviting for our youngest community members.

What services are currently available for young children and their families in your community (e.g. Head Start, Prekindergarten, part-time preschool programs, before and after school programs, etc.)?

We do not currently have any services for young children or their families. Prior to the pandemic closures, our local library held a story-hour for 3 and 4 year old children one day per week throughout the winter. Some families travel to Esterhazy for part-time preschool programs, but this is not a viable option for many families, including those with younger children.

How many child care spaces is your organization requesting? What age ranges would you expect the centre to serve (e.g. infants, toddlers, preschoolers up to and including children attending Kindergarten)?

We plan to open a facility with 60 childcare spaces for infants, toddlers, preschoolers, and school-aged children. We believe these will fill very quickly based on local surveying we've conducted. In just 48 hours, 42 people completed the survey, 36 of whom stated they would use a local daycare centre immediately and 3 additional who implied they would require daycare in the future. In total, this included 58 children: 8 infants (born in 2019), 20 toddlers (2018-2017), 13 preschoolers (2016-2015), and 17 school aged children (2014-2008; Figure 2). Over 30 of these children would not have been born at the time of the 2016 census which identified 50 children under 14 years in Stockholm and 125 in the RM. In addition, there are many young, local couples who will be expanding their families as well as many parents from neighboring communities and RMs for whom a daycare located in Stockholm would be very convenient. Thus, we believe that the 58 identified children are only the tip of the iceberg and that 60 spaces will be sustainable over the long term. Although half of the children identified may only require part-time care, we believe all 60 spaces would be full most days given the high demand for care in our

area. We also recognize that opening during the COVID-19 pandemic may restrict the number of children and staff within the daycare at any time; thus, planning a facility capable of providing 60 childcare spaces will provide us with additional flexibility if operating below-capacity during the pandemic.

Provide a description of the licensee/board. The licensee is responsible for governance of the centre, and carries the financial and legal responsibility for child care operations. Refer to Section 7 of *The Child Care Act, 2014*, for further information.

The Stockholm Community Daycare board is comprised of 10 community members who are dedicated to the formation of a top quality, permanent daycare. Our members have professional expertise in a variety of relevant areas, including education, healthcare, psychology, finance, construction, and governance. Many of us have extensive experience supporting daycare boards in other communities. We are parents to a total of 18 children between the ages of seven years and one month. In addition to our 10-member board, 13 community members who completed the public survey also expressed interest in helping to form a daycare. Thus, our board is competent and prepared to provide governance for all daycare operations while also receiving further community support for other tasks such as fundraising. As parents of children in Stockholm, we see the development of the daycare as a powerful way to add value to our community and ensure its ongoing stability and growth.

Provide a description of the involvement of additional partners, agencies, or services in the development of the child care centre (if applicable).

The Good Spirit School Division and Macdonald School will be our partners in this venture. Our facility will be integrated with Macdonald School wherever possible. Having a daycare partnered with our school will allow us to make connections with families much earlier than Kindergarten and to communicate more effectively about skills that can be nurtured in support of Kindergarten readiness. The daycare will have access to the school's gym, new playground structure, outdoor classrooms, learning commons, sports court, and nature trail. Having the school and daycare connected will also provide valuable opportunities for children to be referred to outside agencies where beneficial; to form buddy relationships with older students; and to break down barriers in communication in the transition between early childhood stages and beginning formal schooling.

The Good Spirit School Division may provide resource support including an Early Childhood Coach, Indigenous Achievement Coach, professional development opportunities, and Trauma Intervention support when necessary. This may include monthly family events supporting early childhood development and promoting awareness of pre-reading and early numeracy skills, age-appropriate social emotional development, activities which promote fine motor and gross motor muscle development, and self-care skills such as toileting and getting dressed. If the facility is located on school grounds, the Good Spirit School Division may also share facility and maintenance responsibilities (e.g., janitorial, landscaping, etc.). Partnering with the school and division will provide many practical benefits in addition to those listed previously.

We will also partner with our local Public Health office to provide access to initiatives such as flu shot clinics, the fluoride varnish program, and oral health education. We have also been in close communication with the neighbouring Esterhazy Community Daycare which is supportive of our facility and will provide their knowledge and advice in developing our daycare. In addition, we have been in conversations with the local RBC branch regarding a community account and future grant opportunities. Finally, Mosaic Potash has offered to support the Stockholm Community Daycare initiative as it develops.

Other potential partners include the Stockholm library (e.g., access to resources), Stockholm Communiplex Committee (e.g., access to rink and stage), Stockholm Manor (e.g., intergenerational learning opportunities), Stockholm Arbor (e.g., heritage education), and others. We will strive to utilize local services and make local purchases whenever possible throughout the development and continued operation of the daycare.

Have you secured a site for a child care centre, or explored options for a site? Would the site be a new build, or a renovation of an existing site? Provide a description of the proposed site.

• If your organization is considering a school-based site, which school is proposed for a site, and is space currently available in the school? Have you contacted the School Division to discuss your request, and what was the outcome of the discussion? Provide contact details for the school division representative.

We are currently in conversations with the Stockholm Community Council and Good Spirit School Division to determine the most cost-effective, efficient, and best long-term option for our daycare facility. Our options include renovation of an existing community building, adding onto the existing Macdonald School, purchasing or renting a large mobile trailer placed on school grounds, or a new build near the Macdonald School.

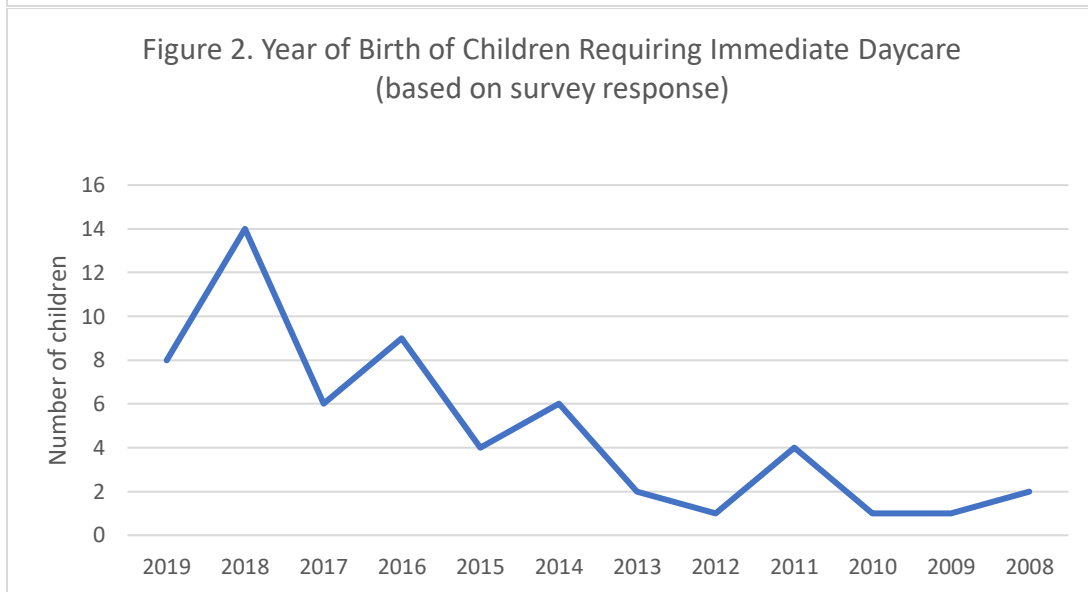
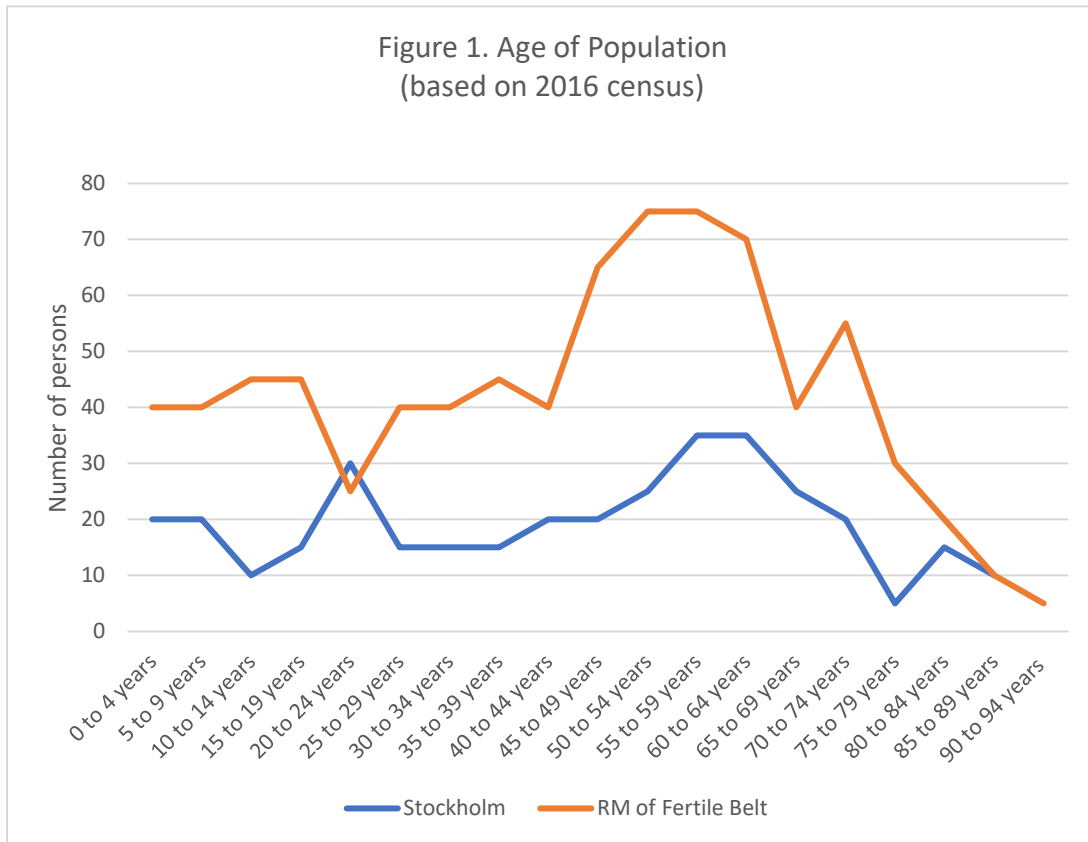
We recognize that to meet provincial regulations, a daycare with 60 spaces would require at least 222 square meters in addition to kitchen, bathrooms, hallway, and storage space. Due to the increase of students at Macdonald school, there is not space in the existing building. However, there is ample space on the school grounds for an expansion of the existing building or to move a module building or ready-to-move facility into the space (Figure 3). This site provides daycare children with access to beautiful outdoor play areas, green space, walking trails, and outdoor classrooms. It also allows for shared amenities such as snow removal, lawn care, parking, caretaking, etc. Finally, it is a convenient location for parents with children in daycare and school.

The school division contact is: Mr. Quintin Robertson 306-786-4750

Where resources are available, government provides grant funding to offset the costs associated with the development and operation of child care centres. Describe the ability of your organization to support the cost of developing and operating child care spaces beyond government grant funding.

Government grant funding would be instrumental in allowing us to meet our goal of offering accessible and affordable daycare to all community members. However, we recognize the necessity of charging user fees. If family fees are aligned with those of the nearest daycare (Esterhazy), they will cover all monthly operational costs (e.g., staffing, mortgage/rent, utilities, etc.). We are also confident we will be able to offset any outstanding start-up or operational costs through fundraising. The median total income of couples in Stockholm is nearly \$10,000 higher than the national average and fundraisers for all community groups (e.g., hall committee, school community council, etc.) and local benefits (e.g., for residents affected by home fires, illness, etc.) are always well supported. We are confident this generosity will extend to the community daycare as it is constantly identified as a much needed resource in our community.

*All Census Data from Focus on Geography Series, 2016 Census: <https://www12.statcan.gc.ca/census-recensement/2016/as-sa/fogs-spg/Index-eng.cfm>



Stockholm: https://www12.statcan.gc.ca/census-recensement/2016/as-sa/fogs-spg/desc/Facts-desc_Age.cfm?LANG=Eng&GK=CSD&GC=4705056&TOPIC=2&#fd1_1

RM: https://www12.statcan.gc.ca/census-recensement/2016/as-sa/fogs-spg/desc/Facts-desc_Age.cfm?LANG=Eng&GK=CSD&GC=4705051&TOPIC=2&#fd1_1



Figure 3. Macdonald School (K-9 school in Stockholm, SK) – potential site of Stockholm Community Daycare