

Employment Strategy

Presentation to Planning Advisory Committee
May 17, 2018

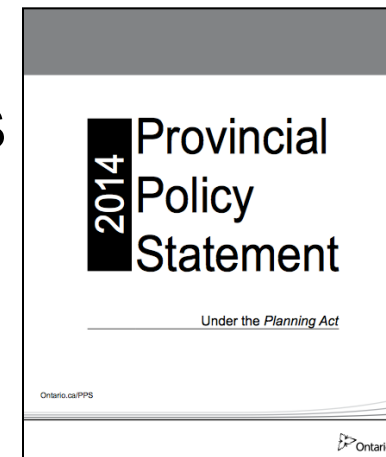
Lauren Sauve
Planner, Long Range Planning



PRESENTATION OUTLINE

- Growth Plan Policy Context
- Employment Strategy
- Designating Employment Areas in the ROP –
Local Municipal Policy Review
- Prime Employment
- Employment Land Conversion Criteria

- Planning Act identifies Employment as a Provincial Interest
- The Provincial Policy Statement directs planning authorities to:
 - Provide for an appropriate mix and range of employment
 - Maintain a range of suitable sites for employment
- Growth Plan 2017 strengthens the protection of employment lands:
 - Conversion to non-employment uses only permitted at the time of a regional MCR
 - Upper-tier municipalities required to develop an Employment Strategy



Growth Plan strives to promote economic development and competitiveness by:

- Making more efficient use of employment areas
- Ensuring a sufficient supply is available in appropriate locations
- Better connecting high density employment areas to transit
- Aligning and integrating land use planning and economic development strategies to attract/retain talent



GROWTH PLAN REQUIREMENTS

- Municipalities will develop an **Employment Strategy** which will include:
 - York Region economy assessment -> Current and future employment composition
 - Employment intensification opportunities
 - Employment area density target
- Municipalities will designate all employment areas, including any prime employment areas in official plans



EMPLOYMENT STRATEGY PRODUCTS

- Vacant Employment Land Inventory update (March 2018)
- Employment Strategy Directions Report
 - Current and Future trends
 - Best Practices
 - Intensification
- Employment forecast by type and land needs assessment

Employment Strategy will also inform updated employment policies and mapping in the ROP



EMPLOYMENT STRATEGY ISSUES

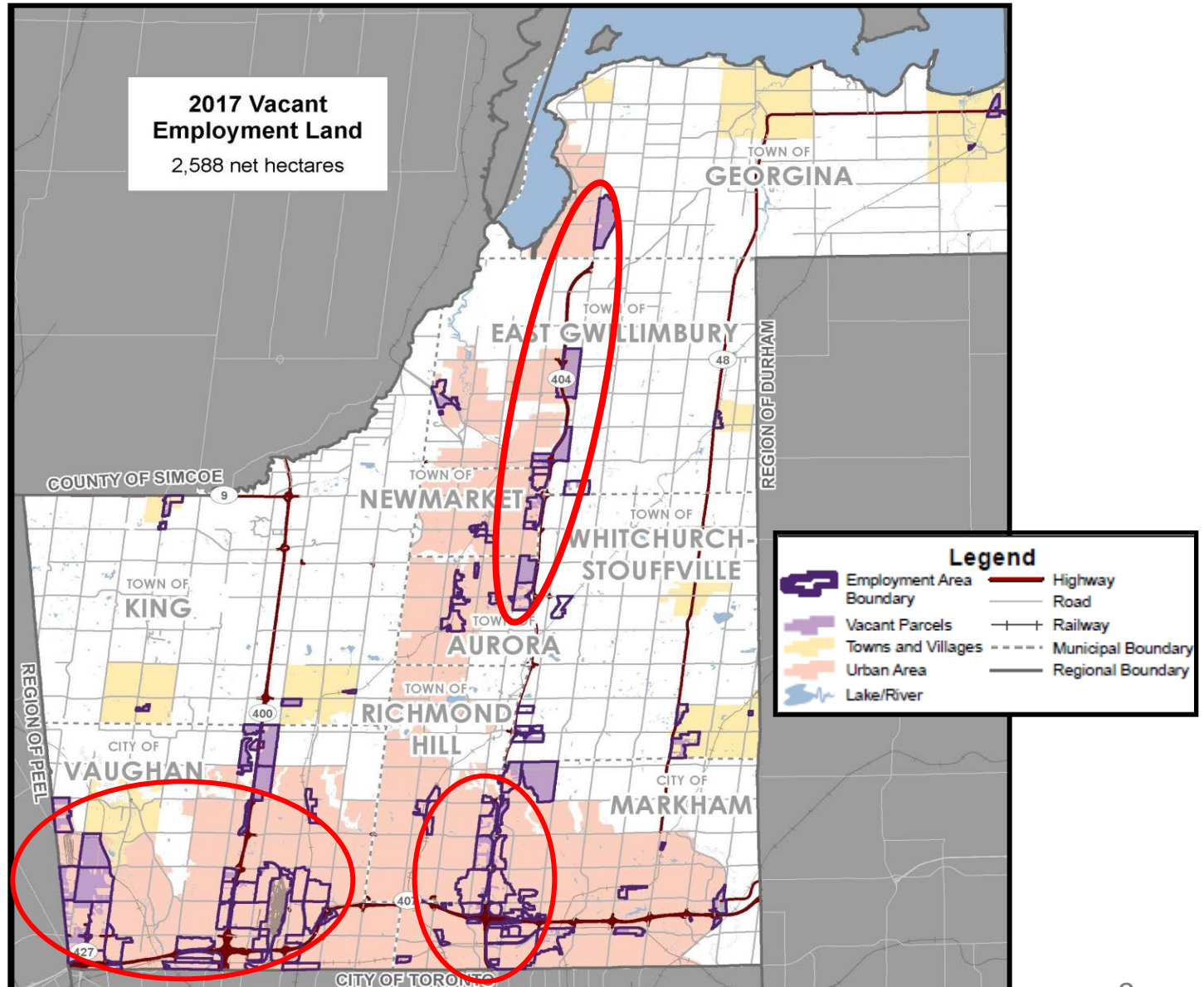
- Designating Employment Areas
- Prime Employment
- Employment land conversion criteria
- Employment area density target
- Definition of Major Retail, size threshold



EMPLOYMENT TYPES

- **Major office Employment:** occurs in free standing office buildings of 20,000 square feet or larger
- **Population-related Employment:** serves the local population (i.e. retail, services, education, municipal government, community services).
- **Employment land Employment:** Refers to employment within employment areas.
- **Rural-based Employment:** includes jobs dispersed throughout rural areas (i.e. agriculture, primary industries)

2017 VACANT EMPLOYMENT LAND INVENTORY



EMPLOYMENT LANDS NEED TO BE PROTECTED OVER THE LONG TERM

- Finite supply of employment land in the Region
- Important to maintain a supply of employment land in all three “nodes”
- Need for protection of strategic locations adjacent to goods movement corridors for businesses with specific location criteria
- Provide for increased live-work opportunities

York Region to plan for an additional 280,000 jobs by 2041

DESIGNATING EMPLOYMENT AREAS IN THE ROP — Local Municipal Policy Review

LOCAL MUNICIPAL EMPLOYMENT POLICY SCAN – KEY FINDINGS

- Lack of consistency across municipalities – 24 different employment designations across the Region
- Not all local municipalities have employment designations that would meet the definition of Prime
- All but three municipalities have a “mixed employment” designation
- Consistency in the treatment of hotels and conference centres and public uses
- Automobile service uses are permitted in most municipalities



4 BROAD CATEGORIES OF EMPLOYMENT DESIGNATIONS ACROSS THE REGION

Traditional Employment – Majority of permitted uses are industrial such as: manufacturing, processing, assembly, warehousing and fabrication. Retail and office uses are limited to ancillary/accessory uses.

Traditional + Office – Majority of permitted uses are industrial, office uses also permitted.

Mixed Employment – Wide range of uses permitted including: commercial, recreational, service, office and automobile related.

Business Park – Office is the primary use. Hotels, conference centres, retail and services are permitted.

LOCAL MUNICIPAL EMPLOYMENT DESIGNATIONS BY CATEGORY

Municipality	Traditional Employment	Traditional Employment with Office	Business Park	Mixed Employment – Industrial, Office & Commercial
Aurora		Existing Employment – General Industrial	Business Park Uses	Existing Employment – Light Industrial Service
East Gwillimbury		General Employment Areas Prestige Employment Areas		
Georgina	Keswick - Business Park III Pefferlaw – Industrial	Keswick - Business Park I (allows Institutional uses)		Keswick - Business Park II Keswick - Commercial Employment
King				Employment Area
Markham	General Employment		Business Park Office Priority Employment	Business Park Employment Service Employment (with Commercial uses)
Newmarket		Business Park – General Employment		Business Park – Mixed Employment
Richmond Hill		Employment Area	Employment Corridor	
Vaughan	General Employment	Prestige Employment		Employment Commercial Mixed Use (no Industrial uses permitted)
Whitchurch-Stouffville	Prestige Industrial Industrial			

EMPLOYMENT POLICY QUESTIONS

1. How far should the Region go in terms of designating employment areas in the ROP?
2. Should the ROP continue to have broad employment policies or be more specific (i.e. permitted and/or prohibited uses)?
3. How should mixed-use designations be treated (i.e. edges of employment areas adjacent to transportation/transit routes)?

PRIME EMPLOYMENT

Municipalities can identify employment areas located near major goods movement corridors as **prime employment areas** and plan for their protection by:

- a) Prohibiting residential, institutional, and other sensitive land uses
- b) Prohibiting retail and office uses that are not associated with or ancillary to the primary use
- c) Planning for freight-supportive land use patterns



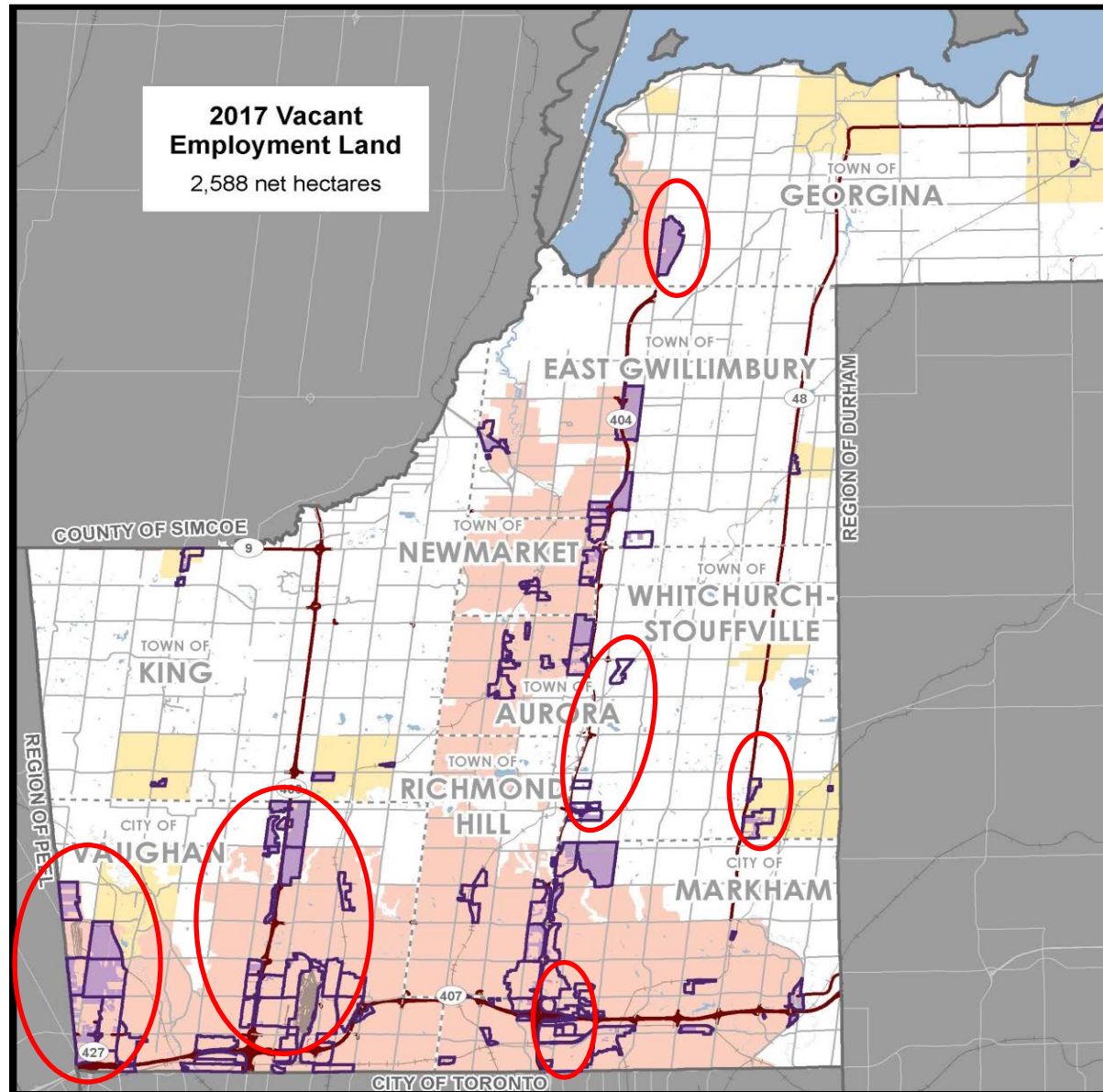
Only 4 municipalities have existing designations that meet the criteria for Prime

TRADITIONAL EMPLOYMENT CATEGORY MEETS DEFINITION FOR PRIME

Traditional Employment – Majority of permitted uses are industrial such as: manufacturing, processing, assembly, warehousing and fabrication. Retail and office uses are limited to ancillary/accessory uses.

Municipality	Traditional Employment
Aurora	
East Gwillimbury	
Georgina	Keswick - Business Park III Pefferlaw – Industrial
King	
Markham	General Employment
Newmarket	
Richmond Hill	
Vaughan	General Employment
Whitchurch- Stouffville	Prestige Industrial Industrial

TRADITIONAL EMPLOYMENT ACROSS THE REGION



PRIME EMPLOYMENT AREA CHARACTERISTICS

- Proximity to major goods movement facilities and corridors
- Low density uses – existing and/or planned
- Manufacturing, warehousing and logistics
- No retail or office uses that are not associated or ancillary to an employment use



PRIME EMPLOYMENT - DISCUSSION QUESTIONS

1. Should the Region designate Prime Employment Areas?
2. What additional criteria should be used when determining Prime Employment Areas?
3. Given that non-ancillary/accessory office/retail is prohibited in Prime Employment Areas - how should the Region address the “risks” associated with the Prime designation?

EMPLOYMENT LAND CONVERSION CRITERIA

GROWTH PLAN CONVERSION CRITERIA

Conversion of lands within employment areas to non-employment uses may be permitted only through a Regional MCR where it is demonstrated that:

- There is a need for the conversion
- The lands are not required over the horizon of this Plan for the employment purposes for which they are designated
- The proposed uses would not adversely affect the overall viability of the employment area
- There are existing or planned infrastructure and public service facilities

ASSESSING EMPLOYMENT LAND CONVERSION REQUESTS

- Establishing a map of conversion requests
- In addition to the Growth Plan criteria, staff developing additional criteria to assess conversion requests through the MCR process
- All conversions will be assessed comprehensively in context of 2041 employment forecast and criteria



ADDITIONAL EMPLOYMENT LAND CONVERSION CRITERIA

Are there additional criteria that the Region should consider when assessing requests for employment land conversions?

THANK YOU

For more information

Paul Bottomley

Paul.bottomley@york.ca

