



Employment Area Consistency and Conformity Review Council Workshop

Town of Newmarket
April 13, 2026

Town of Newmarket

Employment Area Consistency and Conformity Review



Overview:

- The P.P.S. 2024 definition of “Employment Areas” requires a more prescriptive employment lands analysis for Newmarket at this time.
- The study will provide policy and direction to inform updates to the Town’s Official Plan in regard to Employment Areas and employment lands consistent with new provincial planning policy.
- The review builds on and expands on the findings of the Newmarket Employment Background Paper prepared by Watson in 2024.

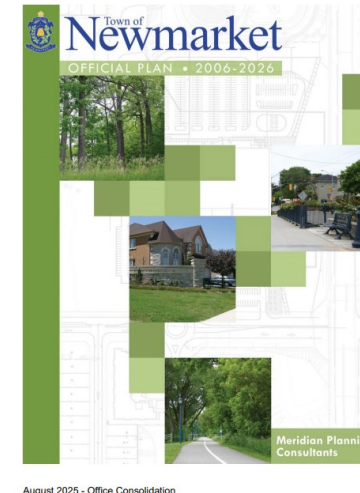
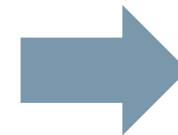
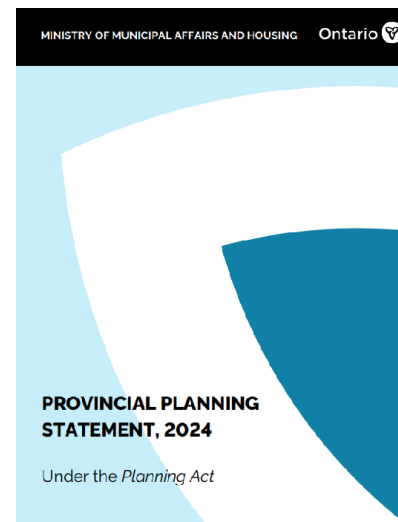
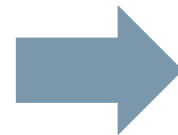
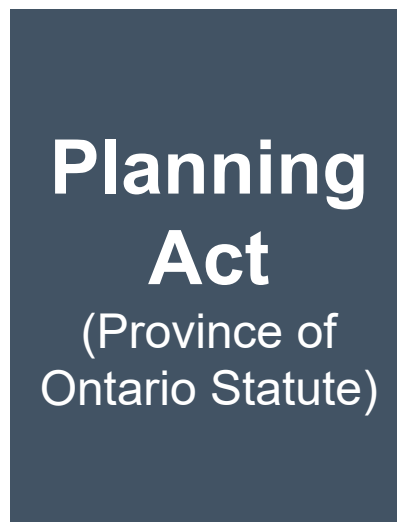
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Employment Area Consistency and Conformity Review



Background:

- Recent provincial planning changes require a comprehensive examination of Newmarket's employment lands.
- This review is being undertaken alongside the Town's Official Plan Review, as required by the Planning Act.



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Employment Area Consistency and Conformity Review



Deliverables:

- Review and update of Town's employment lands inventory – review of sites in accordance with new definition of “Employment Areas”. Identify conforming, non-conforming sites and potential removals.
- Examine the Town's employment lands in accordance with provincial and supplementary Employment Area removal criteria.
- Assess the long-term need for employment lands within the context of provincial planning policy and forecast growth.
- Provide mapping and strategic planning policy options and direction which aligns the Town's urban structure and land use designations with provincial direction for Employment Areas.

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Employment Area Consistency and Conformity Review



Importance of Employment Areas:

- Employment areas are lands delineated in an Official Plan for employment uses. In Newmarket, these lands are currently designated as ***“Business Park”***.
- Employment Areas form a vital component of Newmarket’s land-use structure and are an integral part of the local economic development potential of the Town.
 - Home to many of the Town’s largest private-sector employers.



**Eurospec Manufacturing
Harry Walker Parkway**



Mars Inc. – Harry Walker Parkway

Employment Areas

Newmarket Context



Designations

Business Park – General Employment



Business Park – Mixed Employment



Permitted Uses:

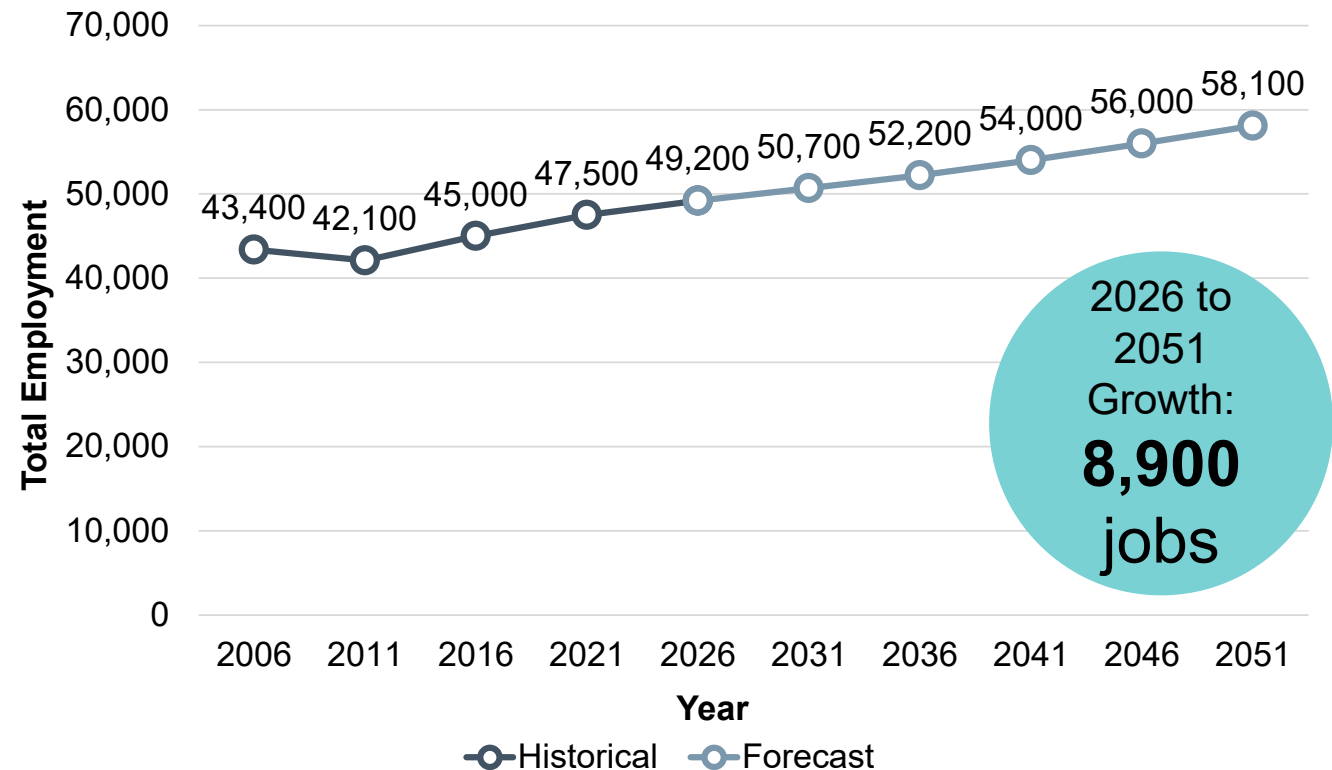
- Manufacturing, processing, assembling, storage, warehousing, fabricating and wholesaling (except to the general public) of goods and materials, transportation terminals, bulk fuel storage and distribution, motor vehicle uses, municipal work yards, and offices.
- Offices, research and development facilities, data processing, communications establishments, manufacturing within wholly enclosed buildings, service commercial uses, commercial schools, conference clubs, private clubs and recreational uses.

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Employment Growth Outlook to 2051



- **Agents of Change/Growth Drivers:**
 - Strong regional/local population growth potential
 - Aging population
 - Technological change
 - Artificial Intelligence
 - Growth in clean technology
 - Geopolitical/trade issues



Note: Figures have been rounded and include work at home and No Fixed Place of Work.
Source: Historical data derived from Statistics Canada Place of Work data, forecast derived from the 2022 York Region Official Plan for the Town of Newmarket, summarized by Watson & Associates Economists Ltd.

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Employment Land Supply

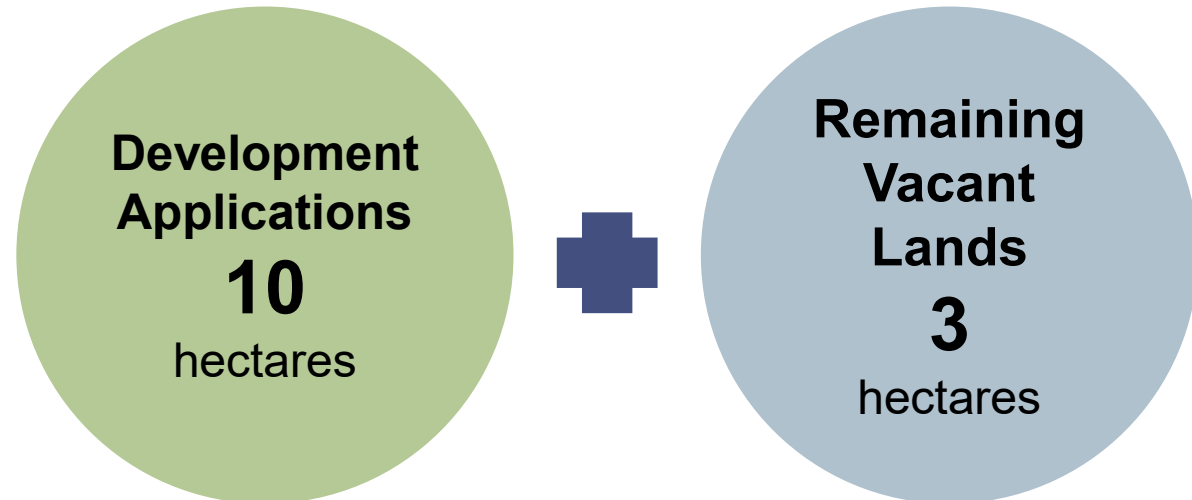
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Employment Area Consistency and Conformity Review



Employment Land Supply:

	Occupied (Hectares)	Vacant (Hectares)	Total (Hectares)
Town of Newmarket	265	13	278



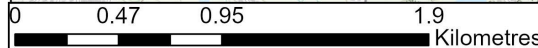
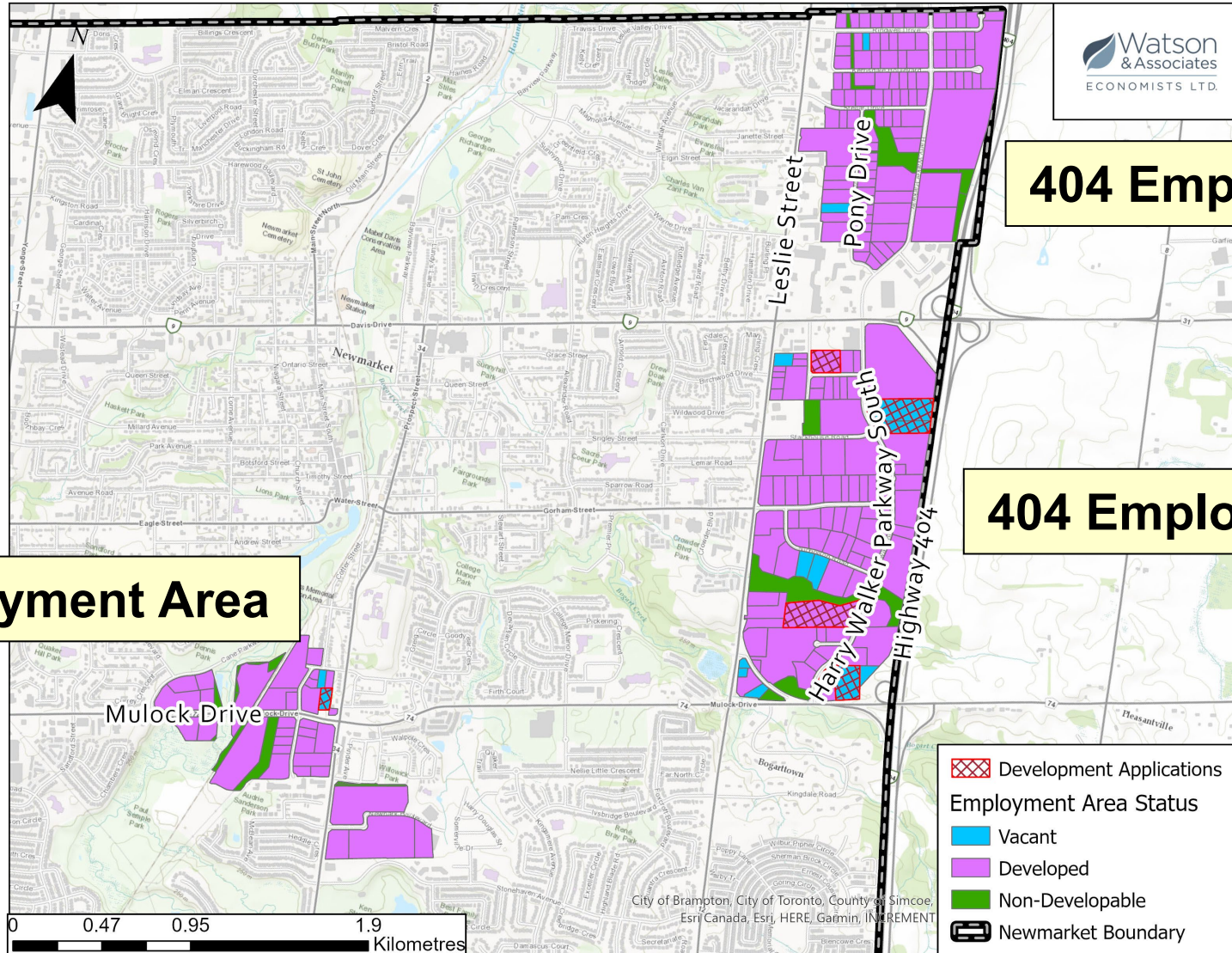
Town of Newmarket Employment Land Inventory



404 Employment Area (North)

404 Employment Area (South)

Mulock Employment Area



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Employment Area Compliance Mapping

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Employment Area Consistency and Conformity Review



Compliance Mapping Methodology:

- Classify businesses (based on Employment Survey) as compliant or non-compliant with the new *Planning Act*, based on the North American Industry Classification System (NAICS) two-digit category
 - Assess the proportion of uses on the parcels which are compliant
- Assess the building typology and built form of the parcels

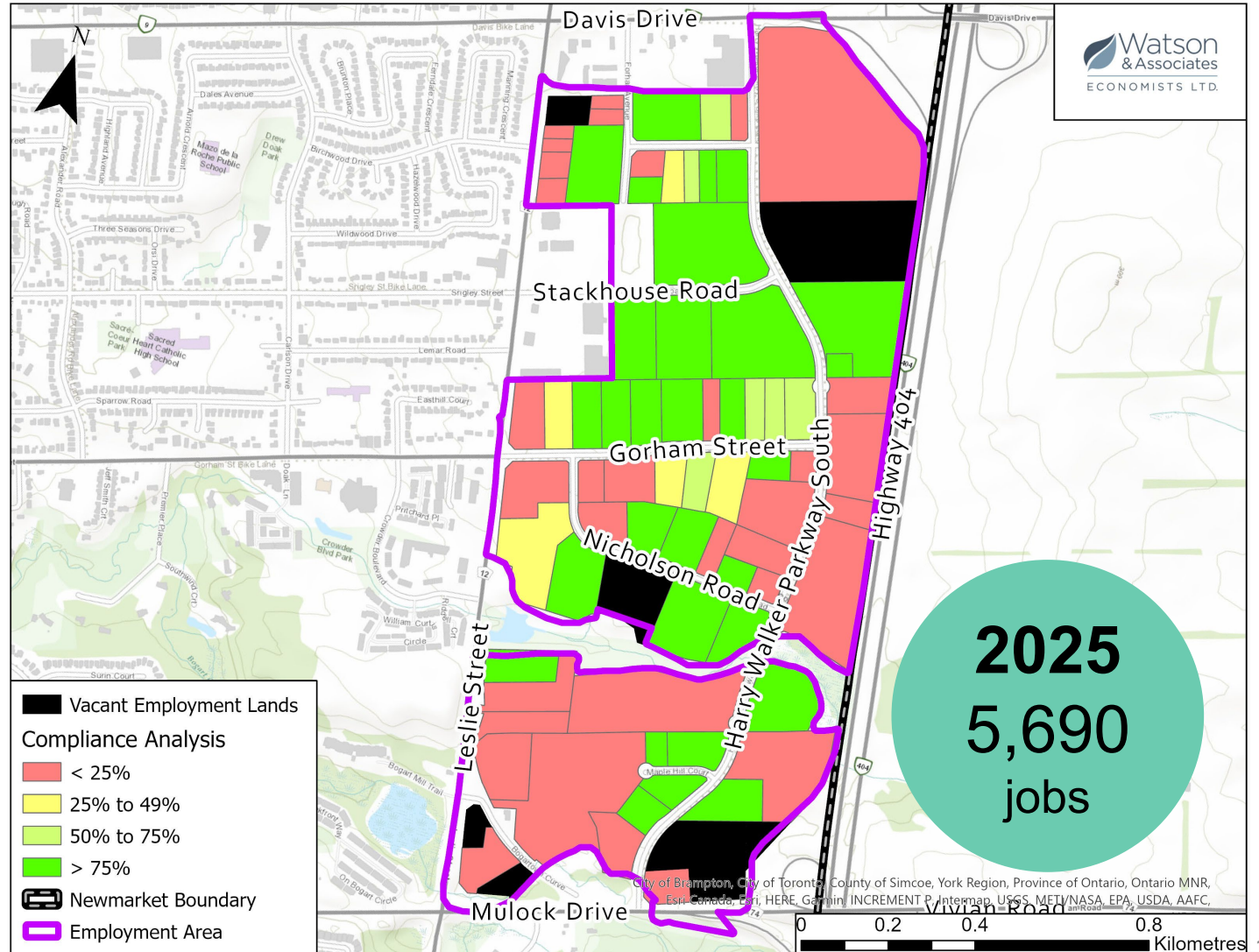
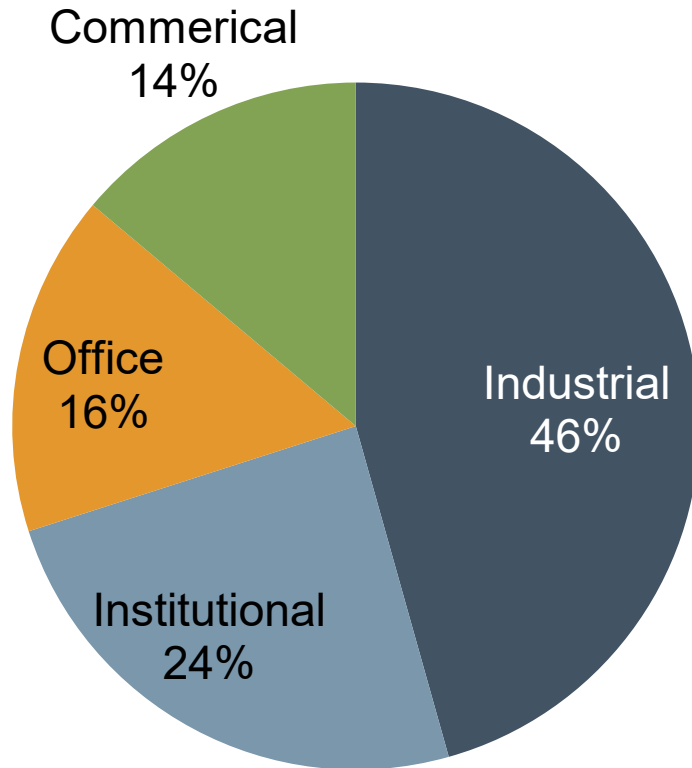


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Employment Area Review - 404 Employment Area South - Employment



2025 Employment:



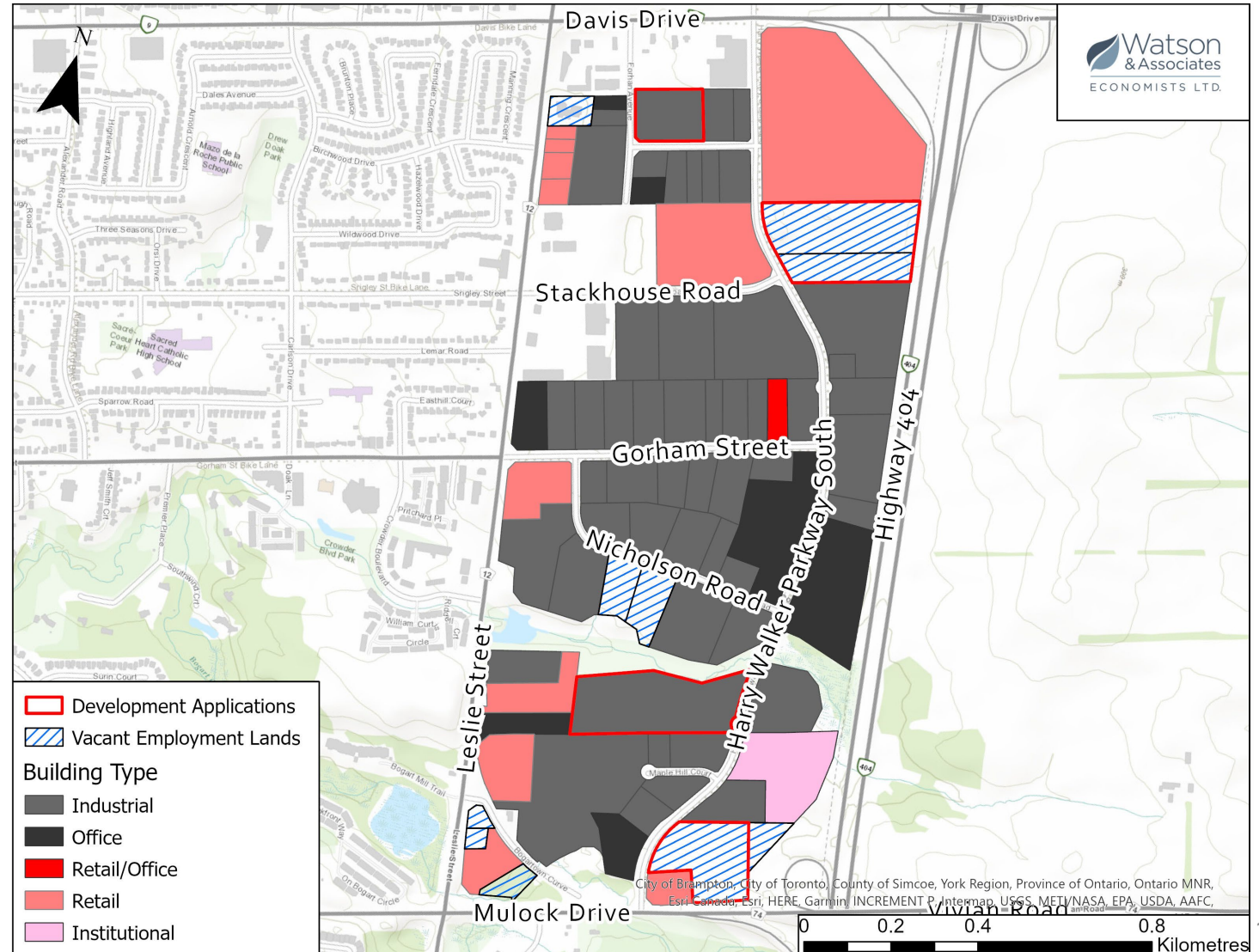
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Employment Area Review - 404 Employment Area South Building Type



Building Typology

- The majority of buildings are of industrial type
- Some commercial buildings on Leslie Street, Davis Drive and Mulock Drive.

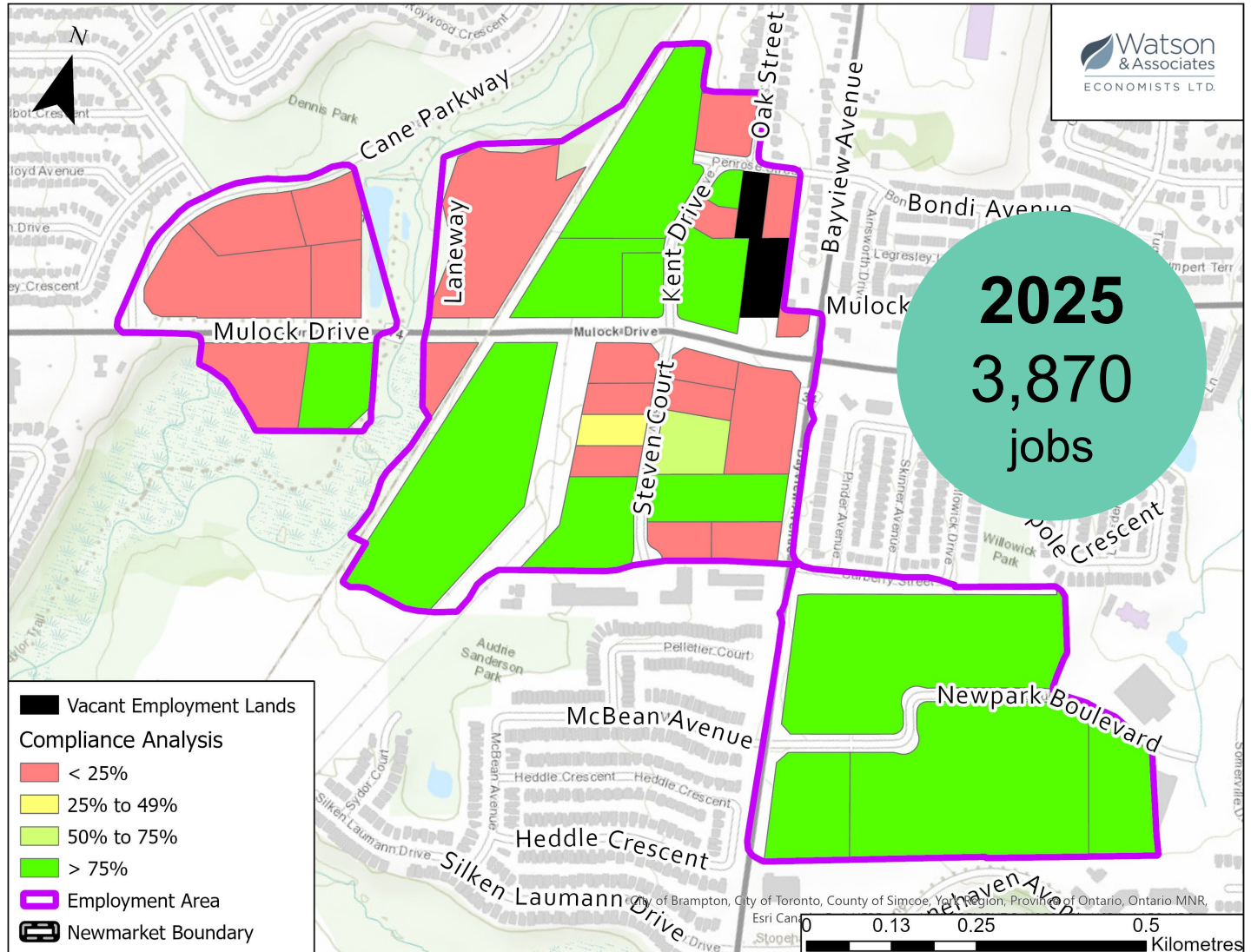
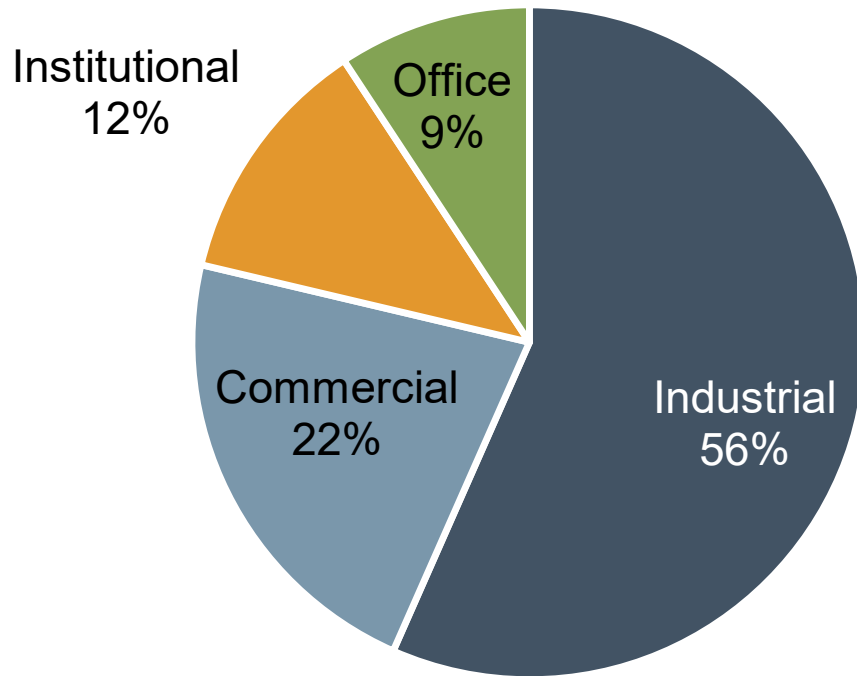


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Employment Area Review - Mulock Employment Area - Employment



2025 Employment:



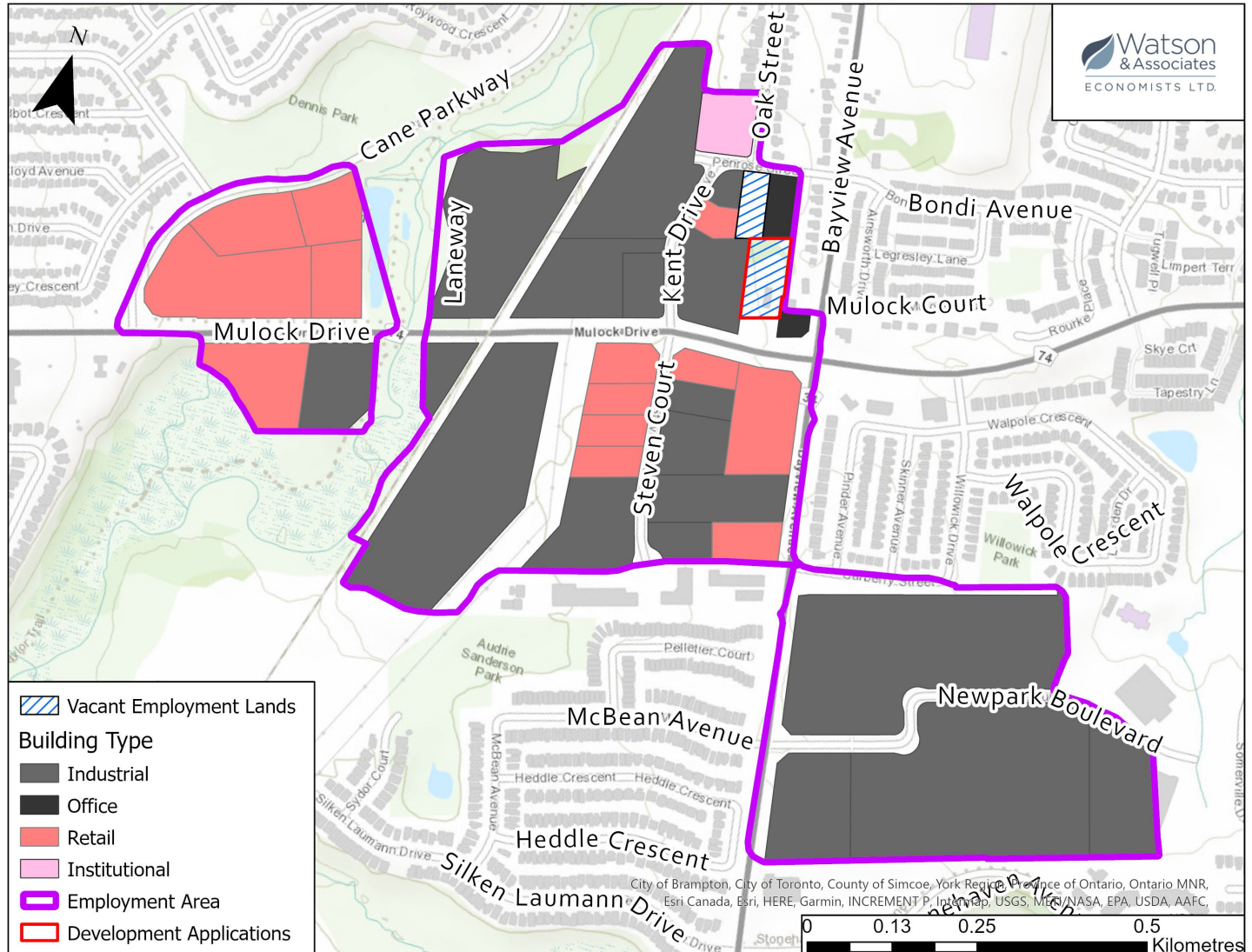
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Employment Area Review - Mulock Employment Area Building Type



Building Typology

- A mix of industrial and non-industrial buildings in the area of Mulock Drive and Bayview
- Newpark Boulevard area all industrial type



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Employment Area Consistency and Conformity Review



Discussion Questions:

- Does Council have any questions or comments on the approach and overall direction for updating Employment Areas?
- Are there sites that Council believes should be re-examined for compliance or function?
- Is the classification method producing the right balance between consistency and local context?

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Employment Area Removals – Preliminary Findings and Directions

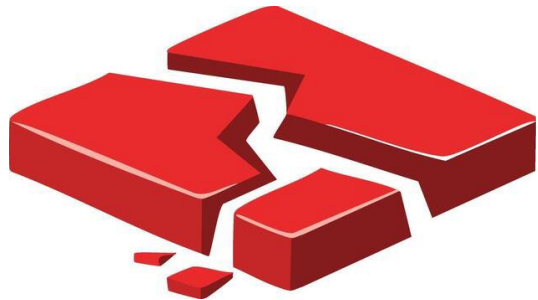
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Employment Area Consistency and Conformity Review



Core Principles for Employment Area Protection:

1. Protect existing and planned Employment Areas located in proximity to major transportation corridors and Goods Movement infrastructure; and
2. Prevent fragmentation of contiguous Employment Area precincts.



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Supplementary Employment Area Removal Criteria



- In addition to Section 2.8.2.5 of the P.P.S., 2024, supplementary Employment Area removal criteria are recommended.
- Such criteria should consider local Employment Area attributes such as site size, physical constraints, access, connectivity and configuration, land use compatibility issues, economic viability infrastructure, and local municipal interests.
- A key emphasis of the localized criteria relates to the quality of Employment Area lands as well as quantity when addressing long-term need and potential removal.

Town of Newmarket

Employment Land Supply Review



Supplemental Employment Removal Criteria (Land Use Compatibility)

- Employment Area largely supports non-industrial uses (e.g., retail or service commercial uses) and removal would support the area's established function.
- Lands for removal area located outside of an assembly of Employment Areas.
- Removal of lands would not impede direct access to major transportation corridors and Goods Movement infrastructure (e.g., by encouraging mixed-use development along a high-traffic truck route).
- Where lands are adjacent to existing or future residential or mixed-use development, including Strategic Growth Areas (S.G.A.s) removal would support land use compatibility (i.e., where a buffer between sensitive land uses and industrial uses is justified).

Town of Newmarket

Employment Land Supply Review



Supplemental Employment Removal Criteria (Market Demand/Need)

- Market potential for industrial-type uses on subject lands would be limited due to size, configuration, access, location, physical conditions, and/or servicing constraints, etc.
- Removal would not compromise the overall supply of large Employment Area sites at the Town-wide level.
- Removal supports Town employment objectives to provide for and balance land needed for a broad range of industrial-type and employment-supportive uses in commercial and institutional sectors in established and planned employment lands.

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Employment Land Supply Review

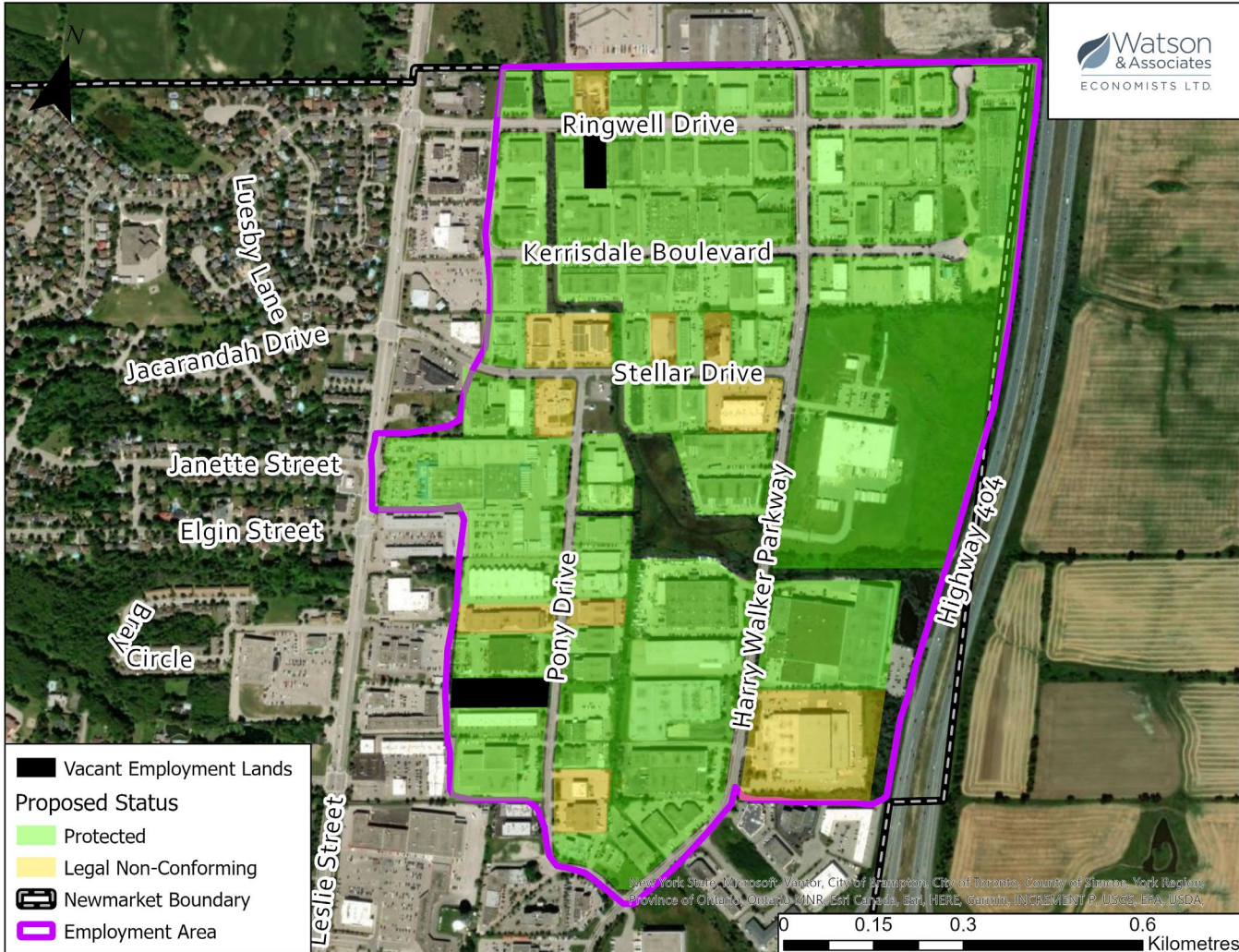


Supplemental Employment Removal Criteria (Local Municipal Interests)

- The removal request is supported by Town of Newmarket staff/Council and does not conflict with municipal interests and policies.
- The removal of the site would not present negative cross-jurisdictional impacts that could not be overcome.

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Employment Area Review - 404 Employment Area North

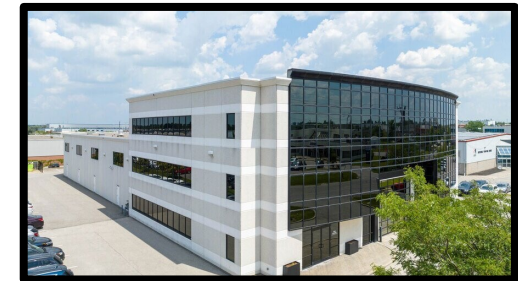
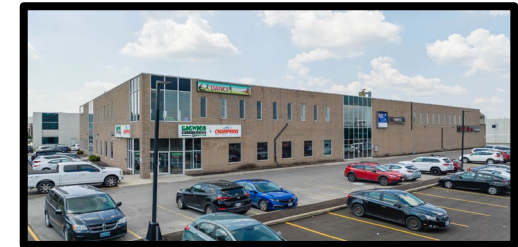


Protected



**Protected
 Employment
 Area
 80 hectares
 (88%)**

Legal Non-Conforming

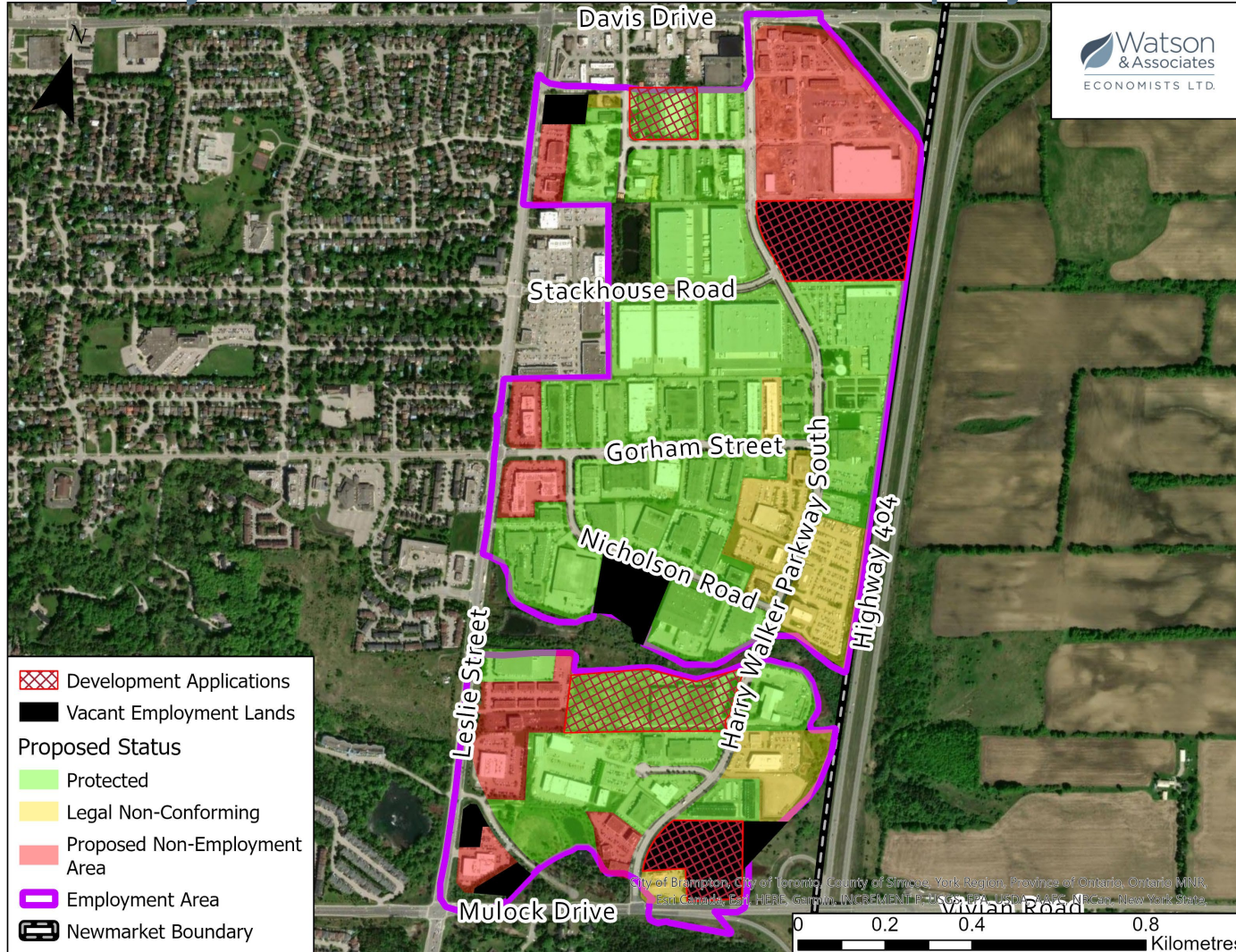


**Legal Non-
 Conforming
 Uses
 11 hectares
 (12%)**

***Preliminary Findings – Subject to Further Review and Refinement**

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Employment Area Review - 404 Employment Area South



Protected



Protected Employment Area
86 hectares (65%)

Legal Non-Conforming



Legal Non-Conforming Uses
17 hectares (13%)

Proposed Non-Employment Area



Proposed Non-Employment Areas
29 hectares (22%)

***Preliminary Findings – Subject to Further Review and Refinement**

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Employment Area Review - Mullock Employment Area



Protected



Protected Employment Area
40 hectares (76%)

Legal Non-Conforming



Legal Non-Conforming Uses
2 hectares (3%)

Proposed Non-Employment Area



Proposed Non-Employment Area
11 hectares (21%)

***Preliminary Findings – Subject to Further Review and Refinement**

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Employment Area Consistency and Conformity Review



Discussion Questions:

- Are the proposed removal criteria clear and sufficiently rigorous?
- What relative weight should land-use compatibility, market need, or local municipal interest carry in this review?
- Any comments/feedback on the proposed status of employment lands sites?
- Are there any areas Council would like to protect from fragmentation or conversion?

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Preliminary Strategic & Policy Directions



Preliminary Directions:

Employment Lands (Official Plan Town Land Use - Schedule A)

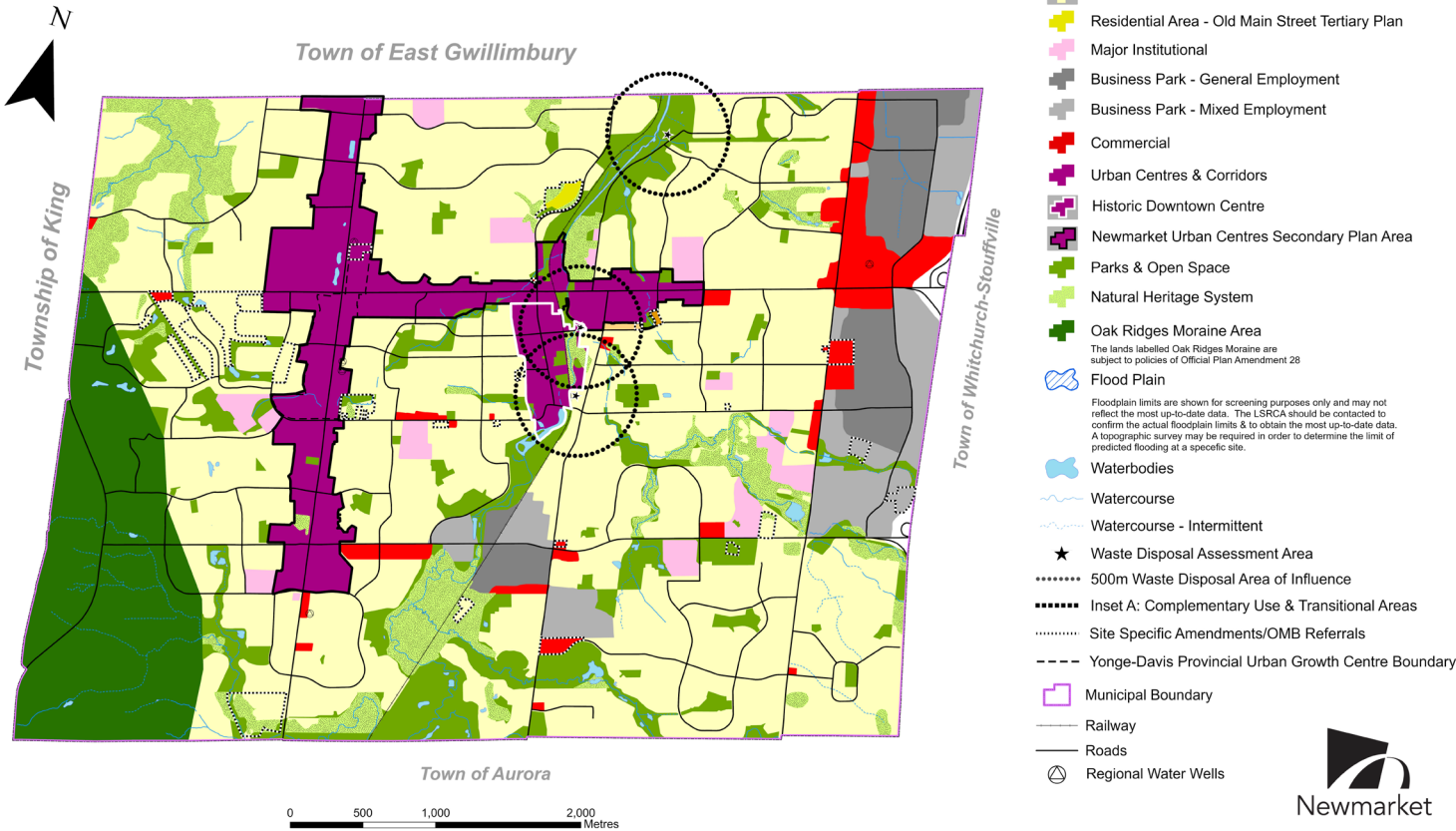
Employment Areas
“area of employment” under the
Planning Act, and lawfully
established uses
(O.P. Land Use – Schedule A)

**Employment-
Generating Lands**
not an “area of employment”,
(O.P. Land Use – Schedule A)

**Non-Residential
Mixed-Use**
not an “area of employment”,
(O.P. Land Use – Schedule A)

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Employment Area Review



Schedule A Land Use Town of Newmarket

- Residential Area
- Residential Area - Old Main Street Tertiary Plan
- Major Institutional
- Business Park - General Employment
- Business Park - Mixed Employment
- Commercial
- Urban Centres & Corridors
- Historic Downtown Centre
- Newmarket Urban Centres Secondary Plan Area
- Parks & Open Space
- Natural Heritage System
- Oak Ridges Moraine Area
The lands labelled Oak Ridges Moraine are subject to policies of Official Plan Amendment 28
- Flood Plain
Floodplain limits are shown for screening purposes only and may not reflect the most up-to-date data. The LSRC should be contacted to confirm the actual floodplain limits & to obtain the most up-to-date data. A topographic survey may be required in order to determine the limit of predicted flooding at a specific site.
- Waterbodies
- Watercourse
- Watercourse - Intermittent
- Waste Disposal Assessment Area
- 500m Waste Disposal Area of Influence
- Inset A: Complementary Use & Transitional Areas
- Site Specific Amendments/OMB Referrals
- Yonge-Davis Provincial Urban Growth Centre Boundary
- Municipal Boundary
- Railway
- Roads
- Regional Water Wells



Strategic / Policy Directions:

- **Urban Structure:**
 - Results of Employment Area Review has implications for both the Town's land use designations (Schedule A).
 - Remove lands from this schedule that are no longer identified as Employment Lands.

Information Technology - GIS, December 2016 Consolidation. Source: Roads, Municipal Boundary, Railway, Waterbodies - Geomatics Division, Planning and Development Services Department © The Regional Municipality of York, 2013; Flood Plain - Lake Simcoe Region Conservation Authority. All other map layers - Town of Newmarket. **DISCLAIMER:** This document is provided by the Town of Newmarket for your personal, non-commercial use. The information depicted on this map has been compiled from various sources. While every effort has been made to accurately depict the information, datamapping errors may exist. This map has been produced for illustrative purposes only. It is not a substitute for a legal survey. Updated: 2021-09-07



Strategic / Policy Directions:

- **Opportunities for Intensification of Employment Lands:**
 - Future redevelopment, expansion, and infill opportunities will continue to exist as the Town's Employment Lands mature and evolve.
 - Intensification potential on occupied and underutilized employment lands is not well understood, given uncertainties regarding the future intentions of existing landowners.
 - Establish an employment intensification target

Town of Newmarket

Employment Area Review



Strategic / Policy Directions:

- **Employment Lands Removal Criteria:**
 - With the reduction of the Town's existing Employment Areas, it is important to protect those lands remaining in Protected Employment Areas from conversion to uses that threaten the area's contiguity and viability.
 - The Town should add the supplementary local Employment Removal criteria to the O.P. to emphasize the quantity and quality of Employment Areas.



Strategic / Policy Directions:

- **Growth Monitoring:**
 - Policies providing direction on plan monitoring and evaluation are required to regularly evaluate the forecasts presented.
 - Policies establishing direction for regular plan monitoring and evaluation may include robust frameworks and enhanced systems that enable the Town to dynamically modify growth objectives based on evolving supply and demand data, while contemplating a range of planning policy, demographic, and economic factors that influence growth and change over a long-term planning horizon.

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Employment Area Consistency and Conformity Review



Additional questions/comments?

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Project Next Steps



- This presentation offers an introduction to the study, focusing on the proposed land use framework as part of the Official Plan Review.
- We will also assess the employment land needs up to the year 2051 as part of this Review.
- A draft report will be prepared by the end of April, with a finalized report expected in May.

Thank You

Question / Comments?