

Employment Land Analysis

Addison Hall, Town of Aurora

June 11, 2025



Employment Land Analysis

Addison Hall, Town of Aurora

Prepared for:

Vistaview Management Inc.



Keleher Planning & Economic Consulting Inc.

75 Main Street East, Milton ON, L9T 1N4

June 11, 2025

EXECUTIVE SUMMARY

Keleher Planning & Economic Consulting Inc. (KPEC) was retained by Vistaview Management Inc. to undertake an analysis of employment land needs in the Town of Aurora to provide an opinion regarding the application to redevelop lands designated for employment uses for residential uses.

The subject lands are located at the southeast corner of Addison Hall Circle and Leslie Street, in the Town of Aurora, on two parcels known as Blocks 29 and 30 in Plan 65M-4650. The lands are 4.43-hectares (10.94 acres) in size and are surrounded by Leslie Street to the west, Addison Hall Circle to the north. The lands are proposed to be developed with a residential development consisting of 183 townhouse units.

Based on a review of active development applications, development potential on vacant employment lands, and other opportunities for employment growth elsewhere in the Town, or those encourages through new Provincial policy direction, the Town has sufficient opportunities to achieve its employment forecasts.

After accounting for the various sources of potential employment growth, the Town has the ability to accommodate at least 43,676 jobs, or growth of nearly 11,070 jobs, roughly 23% more than the 8,998 jobs to reach 2051 employment forecasts. This is before accounting for known unknowns such as intensification of existing developed employment areas, pace of build-out for the Town's Strategic Growth Areas, commercial components in mixed-use intensification projects, and so on.

Therefore, the subject lands can be redesignated for residential uses from its current Business Park designation, and the Town will continue to have sufficient employment lands to accommodate projected employment growth over the planning horizon.



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1. INTRODUCTION

Keleher Planning & Economic Consulting Inc. (KPEC) was retained by Vistaview Management Inc. to undertake an analysis of employment land needs in the Town of Aurora to provide an opinion regarding the application to redevelop lands designated for employment uses for residential uses.

1.1. Overview of Subject Site

The subject lands are located at the southeast corner of Addison Hall Circle and Leslie Street, in the Town of Aurora, on two parcels known as Blocks 29 and 30 in Plan 65M-4650. The lands are 4.43-hectares (10.94 acres) in size and are surrounded by Leslie Street to the west, Addison Hall Circle to the north.

Location of Subject Site



Source: Google Earth

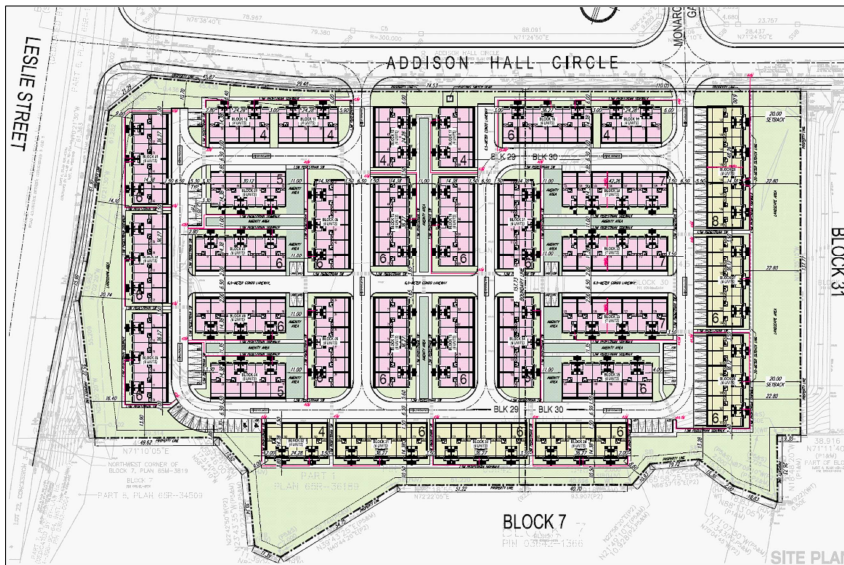
1.2. Proposed Concept Plan

The proposed conceptual site plan would see the subject lands developed with 183 townhouse units.



Figure 1

Conceptual Site Plan, Blocks 29/30



Source: Treasure Hill





2. POLICY ANALYSIS

2.1. Provincial Planning Statement

2.1.1. Planning for Sufficient Employment Lands

Section 2.1, policies 1 and 2 of the 2024 Provincial Planning Statement states that in areas where the Growth Plan applied, municipalities may continue to forecast employment growth using the Growth Plan forecasts:

- 1. As informed by provincial guidance, planning authorities shall base population and employment growth forecasts on Ontario Population Projections published by the Ministry of Finance and may modify, as appropriate.*
- 2. Notwithstanding policy 2.1.1, municipalities may continue to forecast growth using population and employment forecasts previously issued by the Province for the purposes of land use planning.*

Section 2.1, policy 3 requires that sufficient land is to be made available to accommodate an appropriate range and mix of land uses to meet projected needs of at least 20 years, in some cases no more than 30 years, but in the case of employment areas, the provision of land may extend beyond 30 years:

- 3. At the time of creating a new official plan and each official plan update, sufficient land shall be made available to accommodate an appropriate range and mix of land uses to meet projected needs for a time horizon of at least 20 years, but not more than 30 years, informed by provincial guidance. Planning for infrastructure, public service facilities, strategic growth areas and employment areas may extend beyond this time horizon.*

2.1.2. Employment

Section 2.8 of the 2024 PPS deals with the provision of employment uses to meet long-term needs, and the need to provide an appropriate mix of employment to meet long-term needs, including providing a range and choice of suitable sites:

2.8 Employment

2.8.1 Supporting a Modern Economy

- 1. Planning authorities shall promote economic development and competitiveness by:*
 - a) providing for an appropriate mix and range of employment, institutional, and broader mixed uses to meet long-term needs;*
 - b) providing opportunities for a diversified economic base, including maintaining a range and choice of suitable sites for employment uses which support a wide range of economic activities and ancillary uses, and take into account the needs of existing and future businesses;*



- c) identifying strategic sites for investment, monitoring the availability and suitability of employment sites, including market-ready sites, and seeking to address potential barriers to investment;*
- d) encouraging intensification of employment uses and compatible, compact, mixed-use development to support the achievement of complete communities; and*
- e) addressing land use compatibility adjacent to employment areas by providing an appropriate transition to sensitive land uses.*

Policy 2.8.1.2 of the 2024 PPS encourages industrial, manufacturing and small-scale warehousing uses that are able to locate near sensitive land uses in strategic growth areas and other mixed-use areas.

2. Industrial, manufacturing and small-scale warehousing uses that could be located adjacent to sensitive land uses without adverse effects are encouraged in strategic growth areas and other mixed-use areas where frequent transit service is available, outside of employment areas.

Policy 2.8.1.4 of the 2024 PPS directs major office and major institutional development to major transit station areas.

4. Major office and major institutional development should be directed to major transit station areas or other strategic growth areas where frequent transit service is available.

Strategic Growth Areas are defined in the 2024 PPS as follows:

Strategic growth areas: means within settlement areas, nodes, corridors, and other areas that have been identified by municipalities to be the focus for accommodating intensification and higher density mixed uses in a more compact built form. Strategic growth areas include major transit station areas, existing and emerging downtowns, lands in close proximity to publicly-assisted postsecondary institutions and other areas where growth or development will be focused, that may include infill, redevelopment (e.g., underutilized shopping malls and plazas), brownfield sites, the expansion or conversion of existing buildings, or greyfields. Lands along major roads, arterials, or other areas with existing or planned frequent transit service or higher order transit corridors may also be identified as strategic growth areas.

2.1.3. Protecting Employment Areas

Employment Areas are defined in the 2024 PPS as follows:

Employment area: means those areas designated in an official plan for clusters of business and economic activities including manufacturing, research and development in connection with manufacturing, warehousing, goods movement, associated retail and office, and ancillary facilities. An employment area also includes areas of land described by subsection 1(1.1) of the Planning Act. Uses that are excluded from employment areas are institutional and commercial, including retail and office not associated with the primary employment use listed above.



Lands designated in an Official Plan for uses specifically excluded from employment areas, such as institutional and commercial (retail and office included) are not employment areas under the 2024 PPS.

Policies in section 2.8.2 of the 2024 PPS revolve around protection of lands that meet the definition of Employment Area:

2.8.2 Employment Areas

- 1. Planning authorities shall plan for, protect and preserve employment areas for current and future uses, and ensure that the necessary infrastructure is provided to support current and projected needs.*
- 2. Planning authorities shall protect employment areas that are located in proximity to major goods movement facilities and corridors, including facilities and corridors identified in provincial transportation plans, for the employment area uses that require those locations.*
- 3. Planning authorities shall designate, protect and plan for all employment areas in settlement areas by:*
 - a) planning for employment area uses over the long-term that require those locations including manufacturing, research and development in connection with manufacturing, warehousing and goods movement, and associated retail and office uses and ancillary facilities;*
 - b) prohibiting residential uses, commercial uses, public service facilities and other institutional uses;*
 - c) prohibiting retail and office uses that are not associated with the primary employment use;*
 - d) prohibiting other sensitive land uses that are not ancillary to uses permitted in the employment area; and*
 - e) including an appropriate transition to adjacent non-employment areas to ensure land use compatibility and economic viability.*
- 4. Planning authorities shall assess and update employment areas identified in official plans to ensure that this designation is appropriate to the planned function of employment areas. In planning for employment areas, planning authorities shall maintain land use compatibility between sensitive land uses and employment areas in accordance with policy 3.5 to maintain the long-term operational and economic viability of the planned uses and function of these areas.*

Policy 2.8.2.5 states that planning authorities may remove lands from employment areas where it has been demonstrated that there is a need for the removal, the lands are not required for employment area uses (as limited by the definition), and the municipality has sufficient employment lands (not the defined term 'employment area') to accommodate projected employment growth to the horizon of the approved OP.



5. Planning authorities may remove lands from employment areas only where it has been demonstrated that:

a) there is an identified need for the removal and the land is not required for employment area uses over the long term;

b) the proposed uses would not negatively impact the overall viability of the employment area by:

1. avoiding, or where avoidance is not possible, minimizing and mitigating potential impacts to existing or planned employment area uses in accordance with policy 3.5;

2. maintaining access to major goods movement facilities and corridors;

c) existing or planned infrastructure and public service facilities are available to accommodate the proposed uses; and

d) the municipality has sufficient employment lands to accommodate projected employment growth to the horizon of the approved official plan.

2.2. York Region Official Plan

The York Region Official Plan (YROP) includes population and employment forecasts for the Town of Aurora to 2051, including a population forecast of 85,800 persons and 41,600 jobs, which represents growth of 21,800 persons and 12,000 jobs over the 2021-2051 period.

Figure 2

Forecast Population and Employment, 2016-2051, Town of

Year	Population	Employment
2016	57,200	27,300
2021	64,000	29,600
2031	71,900	34,100
2041	79,600	38,300
2051	85,800	41,600
2021-2051	21,800	12,000

Source: York Region Official Plan, Table 1

These population and employment forecasts have been adopted into the Town's Official Plan.

Policy 4.3.21 sets out the minimum density targets for development in Employment Areas, ranging from 25 to 100 jobs per hectare. The subject site is within the Highway 404 North Employment Area Zone, which has a minimum density target of 55 jobs per



hectare. This zone includes lands along the Highway 404 corridor from Major Mackenzie Drive in the south to Keswick in the north, and includes lands in Georgina, East Gwillimbury, Newmarket, Aurora, and Markham.

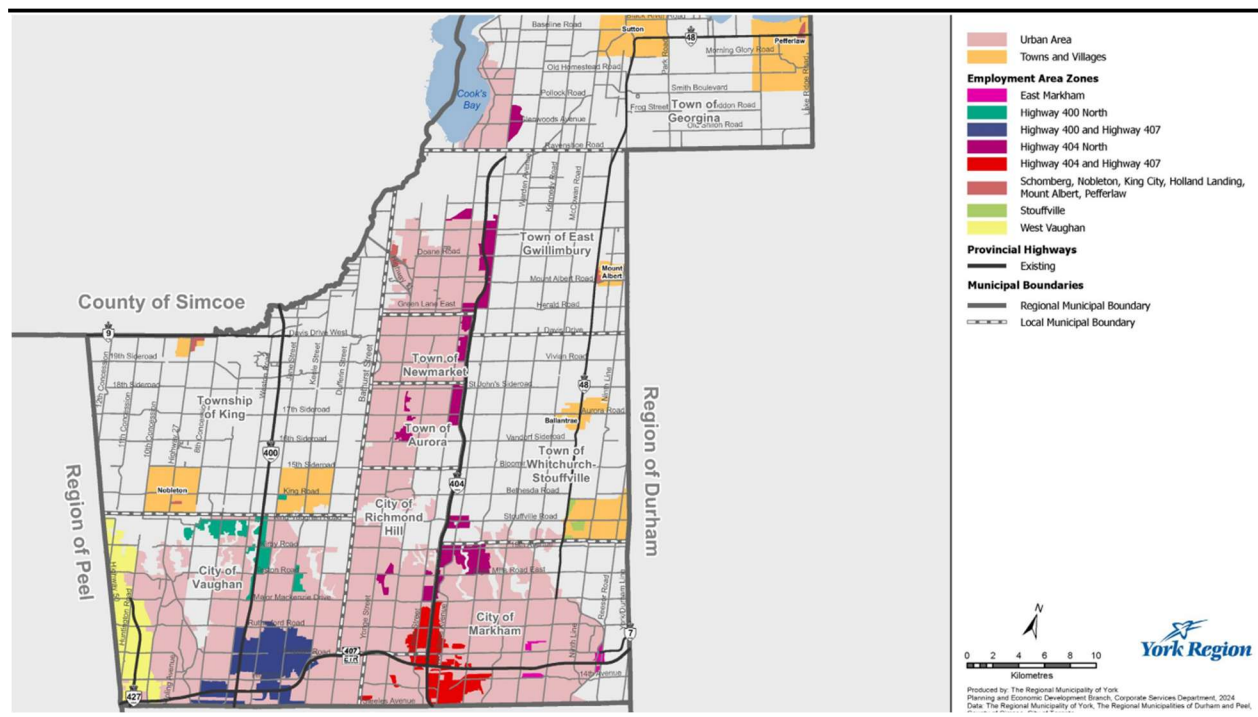
Figure 3

Table 5 – Employment Zone Density Targets (developable area)

Employment Zone	Minimum Density Target (Jobs per hectare)
East Markham	50
Highway 400 North	55
Highway 400 and 407	70
Highway 404 North	55
Highway 404 and 407	100
Schomberg, Nobleton, Mount Albert, Holland Landing, Pefferlaw	25
Stouffville	35
West Vaughan	30

Note: That employment densities apply on an average basis as set out in Table 5, not on an employment area by employment area or parcel by parcel basis.

Figure 4





2.3. Town of Aurora Official Plan

The Town's Official Plan includes the population and employment forecasts to 2051 consistent with Table 1 of the ROP in Policy 4.2a).

Policy 4.2 of the Town's Official Plan sets out the strategy to accommodate the Town's employment forecast, including a mix of employment in the Designated Greenfield Area (DGA), intensification of existing designated employment areas, and intensification in Strategic Growth Areas. Policy 4.2h) sets out the policy that development in the Greenfield Employment Areas will be planned to achieve a minimum density of 55 jobs per hectare.

h) Based on the Town's current employment base of 29,900 in 2021, there is a need to accommodate approximately 11,400 additional jobs to the year 2051. Aurora's projected new employment growth shall be accommodated by a combination of new Designated Greenfield Area development, intensification of existing designated employment areas, and intensification in Strategic Growth Areas. It is the intent of this Plan to allocate new employment growth, as follows:

Direct employment growth through the intensification of Existing Employment areas, Strategic Growth Areas, as well as the development of vacant designated lands:

- The Existing Employment areas will continue to function as important employment areas. These areas will be planned to accommodate additional new jobs through the infilling of vacant sites and the redevelopment of existing employment uses;*
- Intensification within Strategic Growth Areas including the Aurora Promenade and Aurora GO Major Transit Station Area will introduce additional new employment growth through achieving the minimum density requirements set out in this plan; and*
- The Existing Employment area located at the intersection of St. John's Sideroad and Bayview Avenue will continue to evolve as a retail and employment node. It will be planned to accommodate additional new jobs through the infilling of vacant sites and the redevelopment of existing employment uses.*

Development within the Greenfield Employment areas, shown on Schedule 'A', will be planned to achieve a minimum density of 55 jobs per hectare.

In addition, it is anticipated that additional home based jobs will be created within the existing residential land base.

Objectives 4.1a) and b) state that it is the Town's objective to direct the Town's projected population and employment growth to appropriate locations to support efficient use of land, and direct higher density forms of development and intensification on Regional Corridors and low-rise typologies along Local Corridors to meet the Town's intensification target.

a) Direct the Town's projected population and employment growth to appropriate locations to support the efficient use of land, resources and infrastructure to the year 2051;



b) Direct higher density forms of development and intensification in the form of mid-rise typologies in Strategic Growth Areas including the Aurora Promenade and Major Transit Station Area, and Regional Corridors and low-rise typologies along Local Corridors to meet the Town's intensification target of 45% and 4,600 new residential units by 2051;

2.3.1. Business Park

The lands are designated in the Aurora 2C Secondary Plan as Business Park 1 lands. According to the Town's Official Plan includes the following permitted uses:

11.5.2 Permitted Uses

a) The Business Park designation permits an integrated mix of employment activities and businesses that occur within highly visible buildings and sites, that are designed and landscaped to present a high quality, prestige image. Permitted uses on lands identified as "Business Park" on Schedule 'B' include:.

- i. Business and professional office/research uses of all types;*
- ii. Industrial and manufacturing uses;*
- iii. Warehouse facilities, limited distribution centers and enclosed storage including self-storage units;*
- iv. Industrial supply and service and contractor sales;*
- v. Micro-industries that support non-noxious uses such as beverage brewing, wine-making and commercial baking;*
- vi. Automotive and recreational vehicle related uses including: service and rental, parts sales, gas bars, car washes, service stations and auto body repair;*
- vii. Service commercial uses;*
- viii. Commercial recreational facilities;*
- ix. Hotel and conference uses;*
- x. Public and/or private educational facilities;*
- xi. Ancillary uses that include small scale retail and commercial uses that primarily serve the business functions of employment lands, provided it occupies less than 20% of the total floor area, subject to zoning provisions;*
- xii. Parks and recreation uses;*
- xiii. Public uses and public and private utilities;*
- xiv. Child care facilities; and,*
- xv. Wholesale facilities.*



The lands east of Leslie Street (such as the subject lands) also may be approved to permit several additional uses, as per policy 11.5.2b)

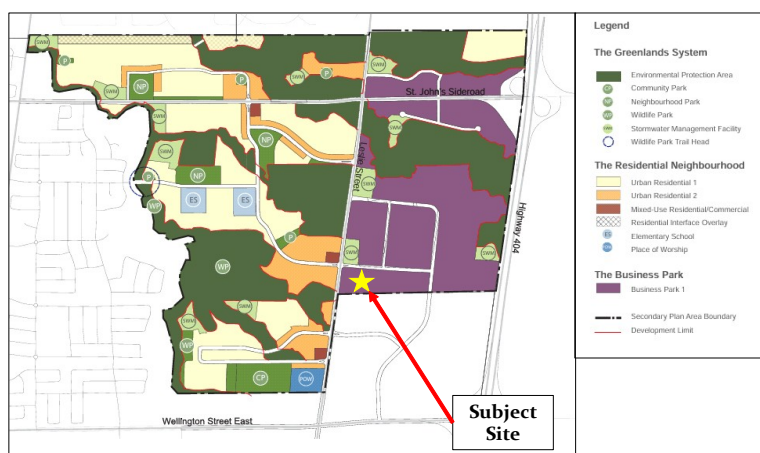
b) Lands designated Business Park east of Leslie Street may be approved to also permit the following uses, subject to the review of a specific development proposal and rezoning, pursuant to the provisions of this Plan:

- i. Private and commercial schools;*
- ii. Community facilities;*
- iii. Banks or other financial institutions;*
- iv. Places of worship;*
- v. Sports, health and fitness recreational uses;*
- vi. Banquet halls; and,*
- vii. Entertainment uses and night clubs, where internally integrated as a component of an office building or hotel or other compatible and complementary use.*

Many of these permitted uses are among the uses specifically excluded from the employment area definition. Therefore, under the 2024 PPS, the subject lands are not an ‘employment area’, and as such, the protections under section 2.8.2 for employment areas do not apply to the subject lands.

Figure 5

Land Use Plan, Aurora 2C Secondary Plan



Source: Town of Aurora Official Plan



In addition to the General Industrial and Business Park lands that are identified on Schedule A as “Employment Areas” (which are noted in policy 11.3d) as being those that meet the Growth Plan definition of Employment Area) There are several other



designations in the Town's Official Plan that permit non-residential uses that can contribute to its supply of employment lands available to meet projected needs:

- Commercial Areas (section 11.6)
- Major Retail Centre (11.7)
- Community Commercial Centre (11.8)
- Service Commercial Centre (11.9)
- Convenience Commercial Centre (11.10)

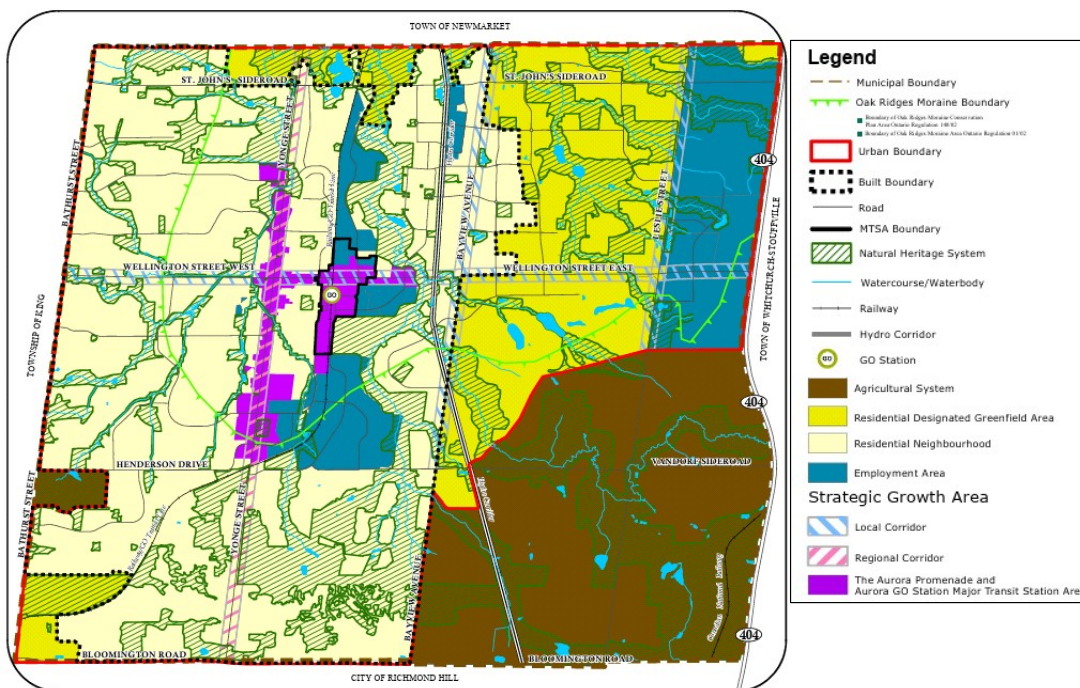
The Town OP policies regarding conversion would no longer apply under the 2024 PPS.

2.3.2. Strategic Growth Areas

The Town OP identifies Yonge Street as a Regional Corridor, Wellington Street as a Local Corridor, and lands in the vicinity of the Aurora Promenade and Aurora GO Station MTSA as Strategic Growth Areas (SGAs).

Figure 6

Schedule A, Town of Aurora Official Plan





These SGAs are to be the focus for accommodating intensification and higher-density mixed-use developments in a compact built form. The Aurora Promenade and MTSA are planned to achieve a density of 150 residents and jobs per hectare.



3. EMPLOYMENT FORECASTS

3.1. Growth Management Discussion Paper

The Town's Growth Management Discussion Paper (April 2021) estimated that the Town had 230 hectares of vacant land in its designated greenfield areas (DGA), of which approximately 55% were Community Area lands (126.5 hectares) and 45% were lands designated for employment uses (103.5 hectares).

At an estimated density of 40 jobs per hectare, the Discussion Paper estimates that these vacant employment lands can accommodate approximately 4,100 jobs. The York Region Official Plan forecast that the Town will add approximately 12,000 jobs between 2021 and 2051 to contain 41,600 jobs by 2051.

The Discussion Paper estimates that the Town can generate growth of 11,700 jobs, including:

- 6,000 jobs through approved and proposed developments in the Designated Greenfield Area;
- 4,600 jobs through development of vacant DGA lands;
- 200 jobs through approved and proposed developments in the Built-Up Area (BUA)
- 900 jobs through intensification of lands in Major Transit Station Areas (MTSAs).

There is a footnote to Table 4 of the Discussion Paper stating that “additional jobs could be accommodated within potential redevelopment sites in the Promenade and Local Corridors

3.2. 2024 Development Charges Background Study

The Town's 2024 DC Study estimates the amount of employment in the Town as of early 2024:



Employment Forecast, Town of Aurora 2024 DC Study

Sector	2024	2034	Change	FSW (Sf/Job)	GFA (SF)
Work at Home	4,026	4,872	846		
Primary	80	80	-		
Industrial	5,553	7,499	1,946	950	1,848,700
Commercial / Population-Related	12,259	14,835	2,576	395	1,017,520
Institutional	8,077	9,711	1,634	680	1,111,120
No Fixed Place of Work	2,607	3,155	548		
Total	32,602	40,152	7,550		

Source: Watson & Associates, Town of Aurora 2024 DC Study

The DC Study estimates that the Town's 2024 employment base includes 32,600 jobs, and will reach 40,150 jobs by 2034, nearly achieving its 2051 employment forecast.

The allocation of employment growth includes 1,916 industrial jobs, 2,576 commercial/population-related jobs and 1,614 institutional jobs. Another 1,330 jobs are forecast to be work from home jobs and jobs with no fixed place of work¹ which will require no employment floor space and require no employment lands.

Figure 7

Estimates of Employment (2021/2024), Town of Aurora

	2021 Census	2024 DC Study
Place of Work	15,680	25,969
Work at Home	11,720	4,026
No Fixed Place of Work	3,190	2,607
Total	30,590	32,602
2051 Forecast	41,600	41,600
Growth to 2051	11,010	8,998

Source: KPEC based on Statistics Canada data, Town of Aurora
2024 DC Study (Watson & Associates)

The Town's 2024 DC Study included a footnote regarding the unusually high Work at Home employment from the 2021 Census due to the timing of the Census coinciding with COVID-19 lockdowns. In any event, the total employment from the 2021 Census is generally in-line with the estimates used in the Town's 2024 DC Study. Based on the 2024 DC Study, the Town would need to achieve growth of 8,998 jobs over the 2024-2051 period to achieve forecasted employment of 41,600 jobs.

¹ NFPOW jobs include travelling sales people, construction workers, tradespeople, transport truck drivers, etc.



3.3. Aurora Employment Survey (2022)

The Town's 2022 Employment Survey estimated the Town's surveyed employment base at 28,970 jobs. The footnote in the Survey noted that the estimate excludes work from home employment. Using the Town's 2024 DC Study of 4,026 work from home jobs, this would bring the total employment in the Town as of 2022 to 32,996 jobs.



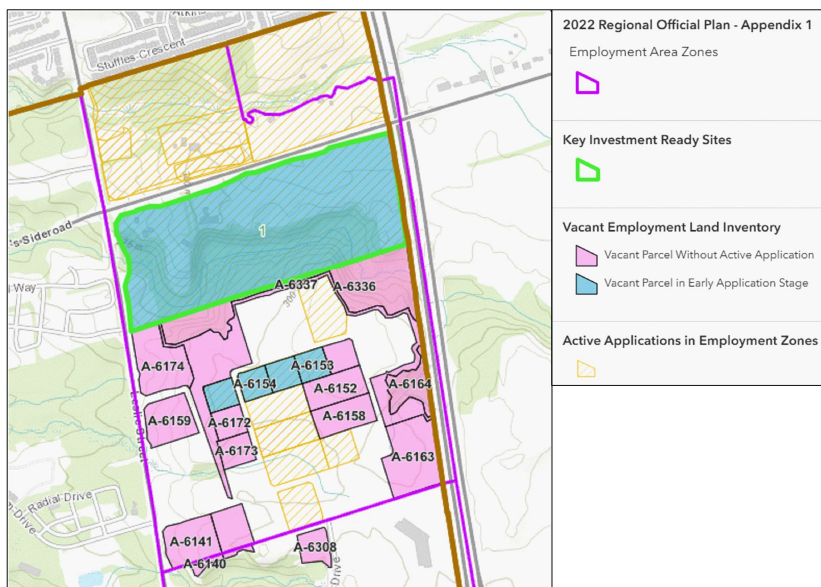
4. OVERVIEW OF APPLICATIONS AND VACANT LANDS IN DESIGNATED GREENFIELD AREAS

4.1. Aurora 2C

The York Region Vacant Employment Lands Inventory shows five vacant parcels or those in early stages with a total of 55.0 hectares or 51.0 net developable hectares.

Figure 8

Aurora 2C Employment Lands



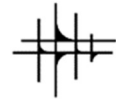


Figure 9

Inventory of Vacant Employment Lands, Town of Aurora								
AURORA 2C								
Property ID			Gross Area	Developable		Industrial GFA	Commercial	Office GFA
(Town)	Other ID	Address	(ha)	Area (ha)	GFA (m2)	(m2)	GFA (m2)	(m2)
Aurora 2C - Applications								
6153	89	280 Addison Hall Circle	1.0	1.0	4,611	4,611		
	79	1588 St. John's Sideroad			11,313	10,907		407
	9	1756 St. John's Sideroad			24,956	24,956		
	23	175 Melvin Robson Avenue			8,283	8,283		
	2	1675 St. John's Sideroad			26,901	26,901		
6171	29	375 Addison Hall Circle			1,664		1,664	
Subtotal Aurora 2C Applications			1.0	1.0	77,728	75,658	1,664	407
Aurora 2C - Vacant								
KIR		1675 St. John's SR	19.0	19.0				
6174		20 Monarch Park Gate	3.2	2.6				
6159		45 Monarch Park Gate	2.2	1.6				
6172		405 Addison Hall Circle	1.0	1.0				
6173		425 Addison Hall Circle	1.1	0.9				
6337		310 Addison Hall Circle	7.1	5.0				
6156		250 Addison Hall Circle	0.9	0.9				
6152		220 Addison Hall Circle	1.9	1.9				
6158		200 Addison Hall Circle	1.9	1.9				
6154		340 Addison Hall Circle	0.9	0.9				
6155		310 Addison Hall Circle	1.0	1.0				
6163		175 Addison Hall Circle	4.0	3.5				
6164			1.7	1.7				
6336		275 Addison Hall Circle	7.2	7.2				
Subtotal Aurora 2C			53.1	49.1				
Total Aurora 2C			54.1	50.1	77,728	75,658	1,664	407
Source: KPEC based on York Region Vacant Employment Lands Inventory								

4.2. Industrial Parkway North & South

The York Region Vacant Employment Lands Inventory shows five vacant parcels or those in early stages with a total of 5.7 hectares or 1.9 net developable hectares.



Figure 10

Industrial Parkway North Employment Lands

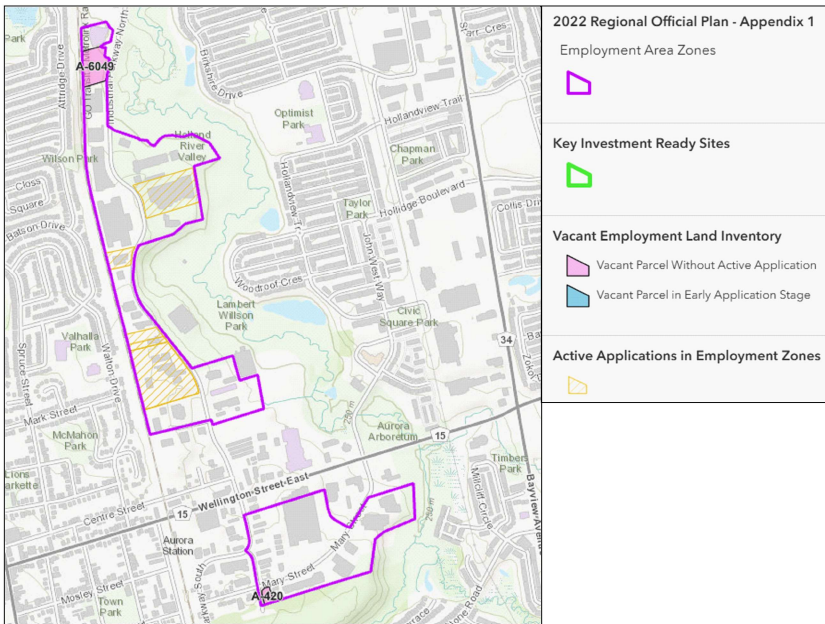


Figure 11

Industrial Parkway South Employment Lands

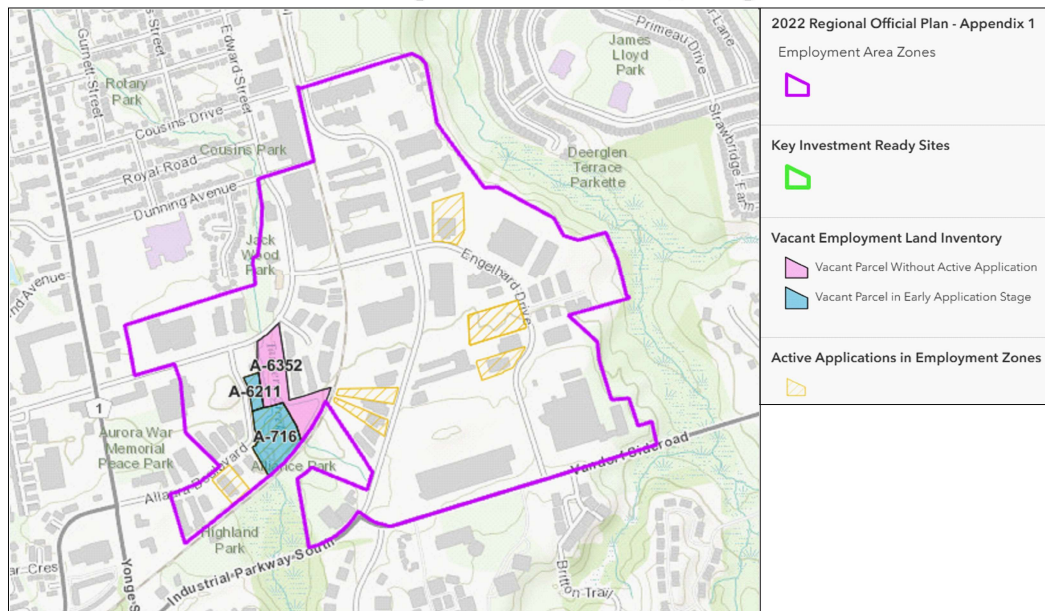




Figure 12

Inventory of Vacant Employment Lands, Town of Aurora								
INDUSTRIAL PARKWAY								
Property ID (Town)	Other ID	Address	Gross Area (ha)	Developable Area (ha)	GFA (m ²)	Industrial GFA (m ²)	Commercial GFA (m ²)	Office GFA (m ²)
Industrial Parkway - Applications								
420	10	36 Industry Street	0.2	0.2	<i>residential</i>			
6211	6	61 Allaura Boulevard	0.4	0.2	1,074		1,074	
716	22	27 Allaura Boulevard	1.7	0.3	4,638		4,638	
	72	180 Industrial Parkway N			967	967		
	25	240 Industrial Parkway S			1,586	1,586		
	77	90 Engelhard Drive			3,573	3,573	-	-
Subtotal Industrial Parkway - Applications			2.3	0.7	11,838	6,126	5,712	-
Industrial Parkway - Vacant								
6049			1.2	1.0				
6352			2.2	0.2				
Subtotal Industrial Parkway - Vacant			3.4	1.2	-	-	-	-
Total Industrial Parkway			5.7	1.9	11,838	6,126	5,712	-
Total			72.52	63.94				

Source: KPEC based on York Region Vacant Employment Lands Inventory

4.3. Wellington / 404

The York Region Vacant Employment Lands Inventory shows five vacant parcels or those in early stages with a total of 20.9 hectares or 18.2 net developable hectares.

Figure 13

Wellington 404 Employment Lands

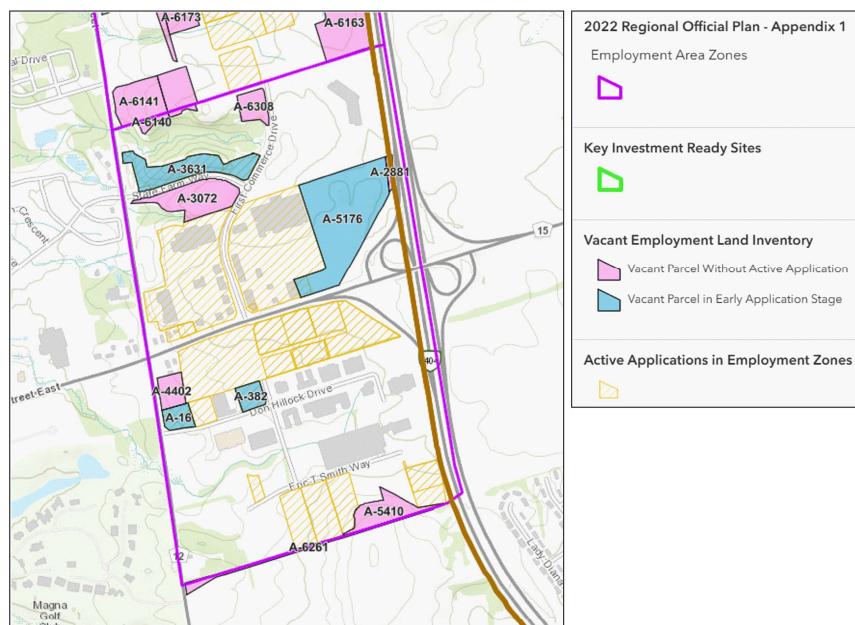




Figure 14

Inventory of Vacant Employment Lands, Town of Aurora								
WELLINGTON 404								
Property ID (Town)	Other ID	Address	Gross Area (ha)	Developable Area (ha)	GFA (m ²)	Industrial GFA (m ²)	Commercial GFA (m ²)	Office GFA (m ²)
Wellington 404 - Applications								
382	27	100 Gouldin Avenue	0.8	0.8	5,264	2,340		2,924
3631	12	24 Desjardins Way			1,958		1,958	
16	33	4 Don Hillock Drive			6,866		6,866	
	87	1540 Wellington St. E.			977		977	
	56	45 Eric T. Smith Way			6,751	5,328		1,423
	59	55 Eric T. Smith Way			8,939	6,675	-	2,264
Subtotal Wellington 404 Applications			0.8	0.8	30,755	14,343	9,801	6,612
Wellington 404 - Vacant								
6308		350 First Commerce Drive	1.1	1.0				
3072			3.0	2.6				
5176		157 First Commerce Drive	9.0	7.5				
4402		15195 Leslie Street	1.0	0.7				
5410			1.9	1.8				
Subtotal Wellington 404 Vacant			16.0	13.6				
Total Wellington 404			16.8	14.4	30,755	14,343	9,801	6,612
Source: KPEC based on York Region Vacant Employment Lands Inventory								

4.4. Estimated Development Potential of Vacant Employment Lands and Active Applications

In combination with the active applications and anticipated job generation from proposed gross floor area, and the employment potential of other vacant lands in the Town's employment land zones, at the minimum employment densities in the YROP for employment lands in the Highway 404 North Employment Area Zone, the combination of net developable land in the Aurora 2C, Wellington 404 and Industrial Parkway employment land areas would allow for 5,402 jobs.



Figure 15

Estimated Job Generation Potential, Town of Aurora, Employment Lands

Applications	GFA (m2)	Industrial GFA (m2)	Commercial GFA (m2)	Office GFA (m2)
Aurora 2C	77,728	75,658	1,664	407
Wellington 404	30,755	14,343	9,801	6,612
Industrial Parkway	11,838	6,126	5,712	-
Total	120,322	96,126	17,177	7,019
FSW Factor (m2/job)		88	37	21
Estimated Job Generation	1,886	1,089	468	328
Vacant Lands w/o Application	Developable Hectares (ha)			
Aurora 2C	49.1			
Wellington 404	13.6			
Industrial Parkway	1.2			
Total	63.9			
Assumed Density	55 jobs per hectare			
Job Potential	3,517			
Summary of Job Generation				
Applications	1,886			
Vacant Lands	3,517			
Total	5,402			

Source: KPEC

Of the 8,998 jobs, the Town's vacant employment lands and active applications on employment land parcels can be expected to accommodate 5,402 jobs, or over 60% of forecast employment growth to 2051.

The Town would also see numerous other sources of potential employment growth in accommodating the other 3,596 jobs over the 2024-2051 in areas outside of vacant employment lands or the fulfillment of active applications on employment lands, including:

- The population growth of 21,800 persons would generate a need for population-related employment (schools, institutional uses such as libraries, recreation centres). A common benchmark for the ratio is 1 job per 10 new residents. At this ratio, **the population growth can be expected to generate 2,180 jobs on community-area lands** throughout the Town.
- The Town's SGAs in Aurora Promenade and Aurora GO MTSA are planned to achieve a density of 150 persons and jobs per hectare at build-out. Policy 2.8.1.2 of



the PPS encourages certain industrial, warehousing and manufacturing uses, where they don't conflict with sensitive land uses, to locate in Strategic Growth Areas and other mixed-use areas, outside of employment areas. Policy 2.8.1.4 of the 2024 PPS encourages major office and major institutional uses to major transit station areas. It is difficult to estimate what the job potential may be within these SGAs and MTSAs at this time. The Town's Discussion Paper estimates that 900 jobs could be generated through intensification of lands in MTSAs, and that additional jobs could be accommodated within potential redevelopments in the Promenade and other local corridors.

- Existing developed employment area lands can be expected to intensify over time, both through the construction of more density on a given parcel, or through more efficient use of existing building envelopes. Policy 2.8.1d) of the 2024 PPS encourages intensification of employment uses to promote economic development and competitiveness.
- Work from home (WFH) employment can be expected to increase over time. At 2024 levels as reported in the 2024 DC Study, there were 4,026 WFH jobs for the population of 63,690 persons, or 6.3% of residents working at home. Based on the 2051 population of 85,800 persons, a total of 5,423 persons would work from home, or **an increase of 1,398 WFH jobs**.
- Alternatively, should the long-term work at home ratio match the levels experienced in mid-2021 (18.4% of residents), this would equate to a total of 15,789 work at home workers in 2051, or growth of 11,763 jobs.
- As a conservative estimate, given the likelihood of work at home increasing from pre-COVID historic levels of 6.3%, if work at home was to increase to a long-term steady-state of 10% of residents, this would represent 6,369 jobs, or **growth of 2,343 WFH jobs**.
- No Fixed Place of work employment is currently 10.4% of jobs in the Town (3,190 jobs against 30,590). Based on 2051 employment of 41,600 jobs, the NFPOW jobs would increase to 4,338 jobs, or **growth of 1,148 NFPOW jobs to 2051**.

After including the above sources of employment growth, the Town has the ability to at least 43,676 jobs, before accounting for employment added to SGAs, MTSAs, or existing developed employment lands. In total, this represents growth potential of over 11,070 jobs or roughly 23% more than the 8,998 jobs to reach 2051 employment forecasts.

The Town's Discussion Paper estimates that



Figure 16

Estimated Employment Potential, Town of Aurora, 2024-2051

Existing (2024)	32,602
Growth Potential to 2051	
Work from Home (10% Scenario)	2,343
NFPOW (10.4% continued)	1,148
Applications and Vacant Employment Lands	5,402
Population-Related Jobs on Community Area Lands	2,180
Intensifying SGAs/MTSAs (policy 2.8.1.2 / 2.8.1.4 of PPS)	(note 1)
Intensifying Existing Developed Employment Lands	(note 1)
Total	11,074
Estimated Employment Potential through Identified Sources	43,676
2051 Forecast Employment	41,600

Note 1: estimates not provided at this time

Source: KPEC



5. FINDINGS AND CONCLUSIONS

Without including the subject site in the estimate of employment potential, the Town has sufficient opportunities to achieve its employment forecasts.

Section 2.8 of the 2024 PPS deals with the provision of employment uses to meet long-term needs, and the need to provide an appropriate mix of employment to meet long-term needs, including providing a range and choice of suitable sites. PPS policies also set out that a range of economic uses, including industrial, manufacturing, small-scale warehousing, and major office uses can locate in Strategic Growth Areas, MTSAs,

After accounting for the various sources of potential employment growth, the Town has the ability to accommodate at least 43,676 jobs, or growth of nearly 11,070 jobs, roughly 23% more than the 8,998 jobs to reach 2051 employment forecasts. This is before accounting for known unknowns such as intensification of existing developed employment areas, pace of build-out for the Town's Strategic Growth Areas, commercial components in mixed-use intensification projects, and so on.

Therefore, it is my opinion that the Town of Aurora has sufficient employment lands to meet projected needs to the horizon of its Official Plan.