



The Corporation of the Town of Milton

Report To: Council
From: Jill Hogan, Commissioner, Development Services
Date: July 17, 2023
Report No: DS-039-23
Subject: We Make Milton - Working in Milton Policy Considerations Report
Recommendation: **THAT Council receive Report DS-039-23 for information;**

AND THAT the recommended Policy Considerations for the theme of Working in Milton be endorsed by Council and that they be used to guide subsequent stages of We Make Milton - Milton's new Official Plan.

EXECUTIVE SUMMARY

- Council endorsed the Policy Considerations for the **Living in Milton** theme in June 2022 and the **Moving in Milton** theme in June 2023.
- This report identifies the Big Questions for the third theme, '**Working in Milton**', and is requesting Council endorsement of these Policy Considerations to be used to develop policy through Stage Four of the We Make Milton project, Drafting and Discussing.

REPORT

Background

The We Make Milton project includes five project stages:

- Stage One - Listening and Learning
- Stage Two - Vision and Guiding Principles
- Stage Three - Big Questions
- Stage Four - Drafting and Discussing
- Stage Five - New Official Plan

The work undertaken in Stage One and Stage Two resulted in the creation of a new land use planning Vision Statement and Guiding Principles that were endorsed by Council in February 2021 through Report DS-005-21. They have been used to guide the development of Policy Considerations through the Big Questions stage.

Background

We Make Milton Stage Three - Big Questions

Following Council endorsement of the new planning Vision Statement and Guiding Principles in February 2021, Stage Three of We Make Milton was initiated. The purpose of Stage Three is to investigate and understand the current planning context of Milton in more detail and to explore specific land use planning matters raised by the community so far, including how they can be addressed by our new Official Plan.

The Big Questions focus on identifying the Policy Considerations for local planning opportunities and challenges, which emerged from the feedback of stakeholders and the community through extensive engagement in Stages One and Two. These Policy Considerations will guide the development of the new Official Plan in Stage Four (Drafting and Discussing).

To organize information and explore community ideas about key land use planning issues, a series of We Make Milton reports is being prepared. The reports are focused on four themes - Living, Moving, Working and Growing. However, it is noted that there is crossover between themes.

For each theme, two separate reports were prepared, for the purpose of facilitating additional discussion with the community, updating and informing Council and setting guidance for drafting the New Official Plan. This includes:

1. A 'Background and Information' Report (Appendix 'A'), which provides an overview of the planning context of Milton as well as an analysis of community and stakeholder input received so far. It leads to a series of Big Questions about how to manage change and provide more choice for the year 2051, following our new land use planning vision and guiding principles, endorsed by Council.
2. A 'Policy Considerations' Report (Appendix 'B'), which provides an exploration of the Big Questions and the identification of various Policy Considerations, that link to the Council-endorsed Guiding Principles, intended to answer the Big Questions and that are to be considered as the New Official Plan is drafted in the next stages.

The "Living in Milton" and "Moving in Milton" themes of Stage Three were endorsed by Council in June 2022 and June 2023, respectively. The last theme of "Growing in Milton" will be completed later this year.

Discussion

Working in Milton

When it comes to Working in Milton, residents are concerned about the availability and ability to work regionally, locally and from their homes. Residents and businesses want flexibility and certainty when it comes to employment opportunities. They also prefer to work closer to home and to have good transportation and transit connections. Businesses are concerned about the availability of land for employment and the sustainability of their premises. Our rural residents value the protection of agricultural lands for future food production and rural businesses favour opportunities to support economic diversification and viability. Infrastructure planning is also crucial to expand and support choices for Working in Milton.

The theme of Working in Milton will explore options for the new Official Plan to support and facilitate a balance of employment choices for present and future generations.

Big Questions and Policy Considerations

In June 2023, Staff released the Working in Milton Big Questions Reports for community and technical advisory review and comment. The engagement process and the feedback received are summarized later in the report. The Big Questions Reports included six Big Questions and seventeen Policy Considerations. These updates have led to a total of eighteen Policy Considerations. An additional Policy Consideration was added to address the issues of minerals and aggregates. Some changes were made to the draft Policy Considerations, including additional guidelines to be considered and the refinement of language and context to clarify and elaborate the meaning of the Policy Consideration. The final Big Questions and Policy Considerations for Working in Milton are:

Big Question 1: Support Employment Base and Businesses

How can the new Official Plan policies protect Milton's existing and future employment base?

Working in Milton Policy Consideration 1.1:

- The new Official Plan must continue to protect existing and future employment areas to attract new businesses and ensure the diversity of the Town's employment base.

Working in Milton Policy Consideration 1.2:

- The new Official Plan should consider the trend in the local and provincial labour pools when creating policies to support the local employment base and businesses.

Big Question 2: Accommodate a Spectrum of Industries and Businesses

How will the new Official Plan policies accommodate and attract a spectrum of industries and businesses?

Working in Milton Policy Consideration 2.1:

- The new Official Plan should ensure employment lands provide sufficient space to attract, retain and expand industrial uses, knowledge-based businesses and the cultural, service and hospitality sectors.

Working in Milton Policy Consideration 2.2:

- The new Official Plan should encourage diverse employment lands that increase employment opportunities and support the Town's economic growth and competitiveness.

Working in Milton Policy Consideration 2.3:

- The new Official Plan should protect, expand, and support employment areas in mixed-use districts, campus institutions, and a provide variety of jobs and services to increase the diversity of employment uses.

BQ3: Formulate Flexibility and Adaptability

How can the new Official Plan policies sustain and foster future employment growth through flexibility and adaptability?

Working in Milton Policy Consideration 3.1:

- The new Official Plan Policies must sustain and foster future employment growth through flexibility and adaptability.

Working in Milton Policy Consideration 3.2:

- The new Official Plan could enable opportunities for small independent businesses, non-profit organizations, and employers in arts and culture who are at risk of displacement due to redevelopment, rising rents, insecure tenures, and competition for space.

Working in Milton Policy Consideration 3.3:

- The new Official Plan Policies should support economic development opportunities for shared location, flexible workspace arrangements, and alternate ownership models to

Discussion

increase the viability of commercial areas and to address the displacement of small businesses, city-serving industrial, community-serving spaces, and First Nations.

BQ4: Achieve a Sustainable Environment in Employment Area

How can the new Official Plan policies for employment areas address the impacts of a changing climate and develop approaches to reduce greenhouse gas emissions and improve air quality?

Working in Milton Policy Consideration 4.1

- The new Official Plan Policies must ensure that Employment areas planned for industrial and manufacturing uses shall provide for separation or mitigation from sensitive land uses to maintain the long-term operational and economic viability of the planned uses and function of these areas.

Working in Milton Policy Consideration 4.2:

- The new Official Plan must prepare policies for climate change; reduce greenhouse gas emissions; plan for more resilient, environmentally sustainable, and complete communities; and support sustainable development such as low impact development, district energy, and water conservation measures in our employment areas.

Working in Milton Policy Consideration 4.3:

- The new Official Plan shall promote green innovation, green infrastructure and low-impact development strategies for employment areas.

BQ5: Encourage Employment Intensification outside Employment Areas

How will the new Official Plan policies encourage employment intensification in mixed-use areas and Strategic Growth Areas such as the MTSA, Downtown Milton, Milton Education Village and other nodes in our community areas?

Working in Milton Policy Consideration 5.1:

- The new Official Plan must direct major office and institutional developments to the Town's current and future Major Transit Station Areas and Strategic Growth Areas.

Discussion

Working in Milton Policy Consideration 5.2

- The new Official Plan should protect and expand areas for compatible employment uses in neighbourhoods, fostering more complete and walkable transit-supportive neighbourhoods with a mix of housing, jobs, shops, and services.

Working in Milton Policy Consideration 5.3

- The new Official Plan should explore opportunities to increase employment through the intensification of employment lands and commercial sites.

BQ6: Support and Expand Rural Employment

How will the new Official Plan policies support and expand existing and future employment concerns in our rural areas?

Working in Milton Policy Consideration 6.1:

- The new Official Plan must protect employment and economic activities in our prime agricultural areas for long-term agricultural use while enabling the agri-food sector to thrive.

Working in Milton Policy Consideration 6.2:

- The new Official Plan should create a healthy, integrated and viable rural area that builds on rural Milton's character, infrastructure, amenities and assets, including reliable broadband internet and the expansion of infrastructure to encourage employment.

Working in Milton Policy Consideration 6.3:

- The new Official Plan policies must protect prime agricultural areas for all types, sizes and intensities of agricultural uses, agriculture-related uses, and normal farm practices.

Working in Milton Policy Consideration 6.4:

- The new Official Plan policies must identify and protect adequate mineral aggregate reserves for long-term use, while minimizing any adverse environmental impacts.

Discussion

Summary of Engagement

Engagement is a crucial part of We Make Milton. Stage Three (Big Questions) provides significant opportunities for the community to stay involved.

Engagement on the Official Plan Review began in late 2021. Engagement involved obtaining feedback from Town staff, the public, stakeholders, community leaders, and local organizations, agencies, and advisory committees/task forces.

A summary of community engagement activity is provided below.

We Make Milton Public Engagement Online (Ongoing)

- The Let's Talk Milton website has served as the main platform for public engagement and input into the Official Plan project since its launch. The Feedback Forum remained open throughout the We Make Milton - Official Plan project and continued to receive comments from across the OP review's themes.
- The Working in Milton policy background report Appendix 'A' and Policy Considerations Appendix 'B' were shared on Let's Talk Milton on May 29, 2023.

Technical Advisory Committee Meetings (March 1, 2023 and June 12, 2023)

- Staff established a Technical Advisory Committee (TAC) to obtain technical advice and to help identify and resolve planning issues. TAC members include staff from the Town of Milton, Halton Region, conservation authorities, the Niagara Escarpment Commission, school boards and other relevant agencies. The TAC met to provide input on Big Questions and Policy Considerations. Staff adjusted reports based on TAC feedback before further public consultation.

Working in Milton Survey (May 29 to June 21, 2023)

- Members of the public were invited to have their say about the Policy Considerations identified for each Big Question through an online Let's Talk Milton survey.
- The survey was promoted using social media posts, social media ads, notices in the Chamber newsletter, media stories, website posts, printed flyers, digital signs, and more.
- The responses to rural concerns indicate more preferences for protecting existing agricultural uses than diversification of employment uses.
- A record of the survey participants and responses is provided in Appendix C'.

Stakeholder Engagement

- The We Make Milton team continues to engage with a variety of key stakeholders, using direct communication with those identified as having a unique interest in the OP review.
- Staff expanded the stakeholder list developed at the beginning of the OP project.
- Stakeholders were invited to participate in the public information sessions, the survey and all other avenues, while we also offered to hold sessions for stakeholder groups upon request. For this phase, the Downtown Milton Business Improvement Area requested a stakeholder engagement meeting. This meeting was held on June 6, 2023.

Public Virtual Feedback Sessions (June 8, June 14 and June 19)

- Virtual Public Feedback sessions provided an opportunity for discussion in more detail than is possible using the online survey.
- The virtual sessions used various tools to collect feedback, including verbal comments shared over Zoom and the Zoom chat tool. Morning, afternoon and evening sessions were held in June.

Public in-person Session (June 20)

- A Public in-person feedback session provided an opportunity for discussion in person at Town Hall.
- The session collected feedback through voting with sticky dots and comments after the presentation in the Milton Room.

Summary of Participation - Working in Milton:

Overall, survey respondents were in favour of the Policy Considerations identified in the Working in Milton survey. The public engagement sessions and stakeholder meetings gave productive conversation that provided more context into community concerns related to Working in Milton, resulting in an additional Policy Consideration and refinement to existing considerations. Staff will continue to engage with the public and stakeholder groups through the project's next phases. The shareholder and public sessions saw good representation from a reasonable cross-section of different stakeholders and community interests.

Discussion

Next Steps

Based on the input received, it is recommended that all of the refined Policy Considerations identified for the theme of Working in Milton be carried forward and used to inform subsequent stages of the new Official Plan project. As we advance into Stage Four (Drafting and Discussing), there will continue to be opportunities for the community to help us draft, discuss, and refine new land use planning policies based on these recommended policy directions. In the coming months, Staff will be undertaking the same process for the themes of Growing in Milton, and we look forward to collecting additional feedback and input on these important policy areas.

Following the completion of Stage Three (Big Questions), late summer/early fall this year, Stage Four (Drafting and Discussing) will commence.

The New Official Plan will be brought forward in two parts. The first part will set the high-level vision, strategic goals and objectives, and strategic policy directions in the form of a new municipal land use structure and growth management strategy. The second part will be fully implementing Milton's New Official Plan through more detailed and area-specific land use policies.

Financial Impact

There is no financial impact associated with this report.

Respectfully submitted,

Jill Hogan

Commissioner, Development Services

For questions, please contact: Anthony Wong, Senior Policy
Planner

Phone: Ext. 2565

Attachments

Appendix 'A' - Working in Milton Background and Information Report

Appendix 'B' - Working in Milton Policy Considerations Report

Appendix 'C' - Working in Milton Survey Results

Approved by CAO

Andrew M. Siltala

Chief Administrative Officer



Recognition of Traditional Lands

The Town of Milton resides on the Treaty Lands and Territory of the Mississaugas of the Credit First Nation. We also recognize the traditional territory of the Huron-Wendat and Haudenosaunee people. The Town of Milton shares this land and the responsibility for the water, food and resources. We stand as allies with the First Nations as stewards of these lands.



WE MAKE MILTON

Working in Milton
Big Questions:
Background & Information



Contents

I.	Introduction	3
II.	A Brief History of Working in Milton	3
III.	Working in Milton Today	5
	A. Guiding Policies	5
	B. Existing Employment Statistic	6
	1. Milton Workforce	6
	2. Employment and Unemployment Rate	6
	3. Milton Businesses	7
	4. Employment by Industry	8
	5. Female Labour Force	9
	6. Commuting	10
	7. Commuting Destination	10
	8. Place of Work	11
	9. Language of Work	11
	C. Existing Employment Land Supply	12
	D. Characteristic of Milton Existing Employment Area	12
	1. Urban Employment Areas	12
	2. Rural Employment Areas	15
	E. Retail/Commercial/Mixed Use Employment Areas	16
	Planning Considerations for an Evolving Retail/Commercial Market	18
IV.	The Future of Working in Milton	18
	A. Land Base Analysis	18
	B. Future Employment Land Needs	19
	C. Future Employment Areas	21
	D. Employment Density	22
V.	Milton Economic Development Strategy	23
	1. Five Economic Insights	24
	2. Four Targeted Industries	24
VI.	Post COVID Shift	25
	A. Global Trends	25
	B. Impact on Peel-Halton Labour market post COVID	26
	C. Canadian Findings on the Future of Work	26
	1. Automation of Basic Tasks	26
	2. New Opportunities Created by Technology	26
	3. Remote Work and GIG Economy	26

VII. Stakeholder Feedback 27

VIII. Future Considerations..... 28

 A. Milton Advantage28

 B. Future Employment Land Needs.....29

 C. Rural Area Considerations29

 D. Post COVID Consideration29

Forming the Big Questions..... 30

I. Introduction

The Working theme is one of four themes resulting from the vision for our New Official Plan. Working in Milton focuses on how people work in and around Milton. It looks at how our new Official Plan will implement key employment-related directions identified by stakeholders and various provincial, regional, and local policies. It will also consider the Town's Strategic Plan and Economic Development Strategy, as well as other aspects, including planning sustainability, community design and employment needs in urban and rural areas.



Figure 1. Official Plan Road Map for the Working in Milton Paper.

This paper will discuss land use planning matters related to how we work in Milton and how employment needs will be accomplished. The Working theme looks at how our new Official Plan will support employment for Miltonians while addressing current and future planning challenges, such as changing local and regional dynamics. This new planning vision will help people find meaningful jobs in Milton through a comprehensive land use and economic development approach.

A separate Working in Milton Big Questions section complements this document. The Big Questions Report looks at current provincial, regional, and local policies to address working opportunities and challenges. This Working in Milton, background reports will be used for our next engagement and consultation meeting with the community. In the context of our new planning vision, a robust strategy for creating sustainable employment land is anticipated to be planned for 2051.

II. A Brief History of Working in Milton

The first inhabitants of Ontario were members of the Indian Clovis culture, followed by the Archaic Indians. Their lifestyle was based on a hunting and gathering economy. The Milton area is the traditional home to the Haudenosaunee and Anishinaabe. By the late Woodland Period, 1,000 A.D. to 1615 A.D., the people of Southern Ontario became full-time farmers. When Europeans arrived in the 1600s, French traders allied with the Huron-Wendat. In the early 1700s, the Anishinaabe, including the Mississauga, began migrating to southwestern Ontario. Today, Indigenous residents make up 1 percent of Milton's population. Milton is on the traditional lands of the Mississaugas of the Credit, part of the Anishinaabe Nation that extends from the Niagara peninsula across Hamilton, Halton and Toronto to the Rouge River Valley.

In 1805, Mississauga chiefs and the Crown agreed to an amendment to Treaty 13, signing the deal in 1806 as Treaty 14. Also known as the Head of the Lake Purchase, Treaty 14 included most of

the land within Milton. The Ajetance Purchase (Treaty 19, 1818) consists of the northern part of Milton. In the years after each treaty, the land was surveyed into separate lots for farming. The cessation of Britain's war with the Americans and French (in Europe) saw an increased interest by the British in the land that was to become Canada. The years after 1814 saw thousands cross the Atlantic to start new lives. Most of the settlers in Halton were English, Irish, or Loyalists. More land was opened for settlement to provide these people with places to settle. After the first wheat crop was harvested, it was sent to be ground and often exported. Whether it appeared in the form of staves or barrels, lumber and wheat remained Halton's primary sources of revenue until the late 1800s. By 1820's, settlements grew and specialist shops like blacksmiths and tinsmiths opened, followed by taverns, churches and schools. English settler Jasper Martin built a gristmill on 16 Mile Creek in 1821, and Milton grew around it. Other villages grew nearby, including Campbellville.

By 1853, small manufacturing establishments began to appear. Several communities had foundries producing agricultural implements. Lime kilns went into production along the Niagara Escarpment. The villages of Milton Heights and Peru became the centres of industrial rather than farming communities. From the 1850s until 1877, a lumber mill and sawmill operated in the area.

The 1870s were years of economic depression in Canada. A decade later, lumber and wheat peaked as profitable enterprises, but the County had learned to diversify. Tourism, market gardening and fishing took on new importance. Increased centralization spelled near death for places like Omagh and Brookville. Nevertheless, the railway fueled industries after its opening in Milton in 1879. Early industry in Milton consisted of the Milton Pressed Brick Company, beginning in the 1880s, and the P.L. Robertson screw factory in 1908.



Heritage Height was traditionally famous for quarrying and producing building materials such as lime, limestone and bricks, which started in the 1880s. These industries were of provincial significance and employed hundreds of people in the Milton Heights and Peru areas. In addition, the materials produced were used in many of the buildings in Milton and facilities throughout Ontario. These were substantial industrial operations for their time and attracted considerable immigration to Milton.

In the decade between 1970 and 1980, Milton was still a rural community with modest population growth, increasing from about 10,000 to 30,000. Between 1980 and 2000, development in Milton was frozen due to servicing capacity constraints. In short, Milton was based on a stream-based wastewater system and had maximized their Ministry of Environment allocations. As a result, the Town was denied expansion consideration for almost two decades. In 2000, the Town installed two large pipes connecting to Oakville; one for moving water in and one for transporting it back to the city for treatment.

Figure 2. Working in Milton History.

With this new infrastructure, it became apparent to development experts that once a proper lake-based system was introduced, the bulk of economic growth would be in the Greater Toronto Area. Land availability has always been abundant, and because of Milton's relative location to Toronto's Pearson International Airport and Highways 401 and 403, explosive growth occurred. Geographically, Milton provides a corridor to and from Toronto

while offering direct passage routes to Buffalo or Windsor. Milton also contains the intersecting C.N. and C.P. rail lines, further enhancing the Town's capabilities to serve as a logistical warehouse depot.

On Nov. 22, 2021, the Canadian Transportation Agency (CTA) released its decision to approve C.N.'s application for railway line approval as part of C.N.'s proposed Milton intermodal facility. A \$250-million logistics hub is contemplated to be constructed next to its main rail line in Milton.

Today Milton continues to grow and cultivate our export clusters, bolster the start-up Ecosystem, build Milton as a premier destination for diverse talents and establish its brand as the preferred place to live, move, work and grow.

III. Working in Milton Today

A. Guiding Policies

The new Official Plan will help implement policies for Working in Milton guided by documents from provincial, regional and municipal governments and agencies. Each document plays its role in guiding how this happens in Milton. The Impact of these documents on Working in Milton is summarized in Table 1 below.

Table 1: Summary of Guiding Policies affecting Working in Milton.

<i>Provincial</i>
The Planning Act (2023) Consolidated
A Place to Grow: Growth Plan for Greater Golden Horseshoe, consolidated 2020
Greenbelt Plan, 2017
Niagara Escarpment Plan, consolidated April 2021
Provincial Policy Statement, 2020
Draft Provincial Policy Statement, 2023
<i>Regional</i>
Region of Halton Official Plan, Interim Office Consolidation of the Regional Official Plan November 4, 2022
Halton Region Employment Survey 2021
<i>Local</i>
Milton Official Plan Office Consolidation March 2023
Milton Economic Development Strategy 2022-2026
2017 Milton Land Base Analysis
November 2022 Statistic Canada Census of Population Data

B. Existing Employment Statistic

Source: Council Memo Dec, 2022 Census of Population.

Milton sits at the center of the GTA West labour pool (Peel and Halton Region), which as of 2017, totalled over 1,162,000 workers and represented approximately 35% of the GTHA's total labour force. Milton is a dynamic, modern, innovative urban centre with a growing population of nearly 130,000 and a highly-skilled labour force of 62,635 people. Set against the backdrop of the Niagara Escarpment within the Halton Region, Milton is well-situated at the center of one of Canada's most significant technology clusters, the Ontario Innovation Corridor. Milton's knowledge-based job growth has consistently exceeded the provincial average since 2011. Part of its appeal is its location at the centre of the second-largest technology cluster in North America. ⁱ

1. Milton Workforce

Milton is home to one of Ontario's most educated workforces. Located at the center of Canada's largest technology cluster, Milton attracts high-achievers in knowledge and technology-based fields. Active and engaged, they seek highly competitive positions and networking opportunities with top-tier employers.

Milton, Ontario's workforce comprises young, passionate, STEM-educated individuals and is home to one of Ontario's most educated workforces. The STEM-educated individuals comprise 27.5% of people in Milton aged 25 to 64 with a postsecondary certificate, diploma or degree in this field. Engineering and engineering technology was the largest sub-category at 12.8%. Across Halton Region, Milton surpasses in the fields of science and technology, engineering, and healthcare. ⁱⁱ

Figure 3. Milton's education statistics.

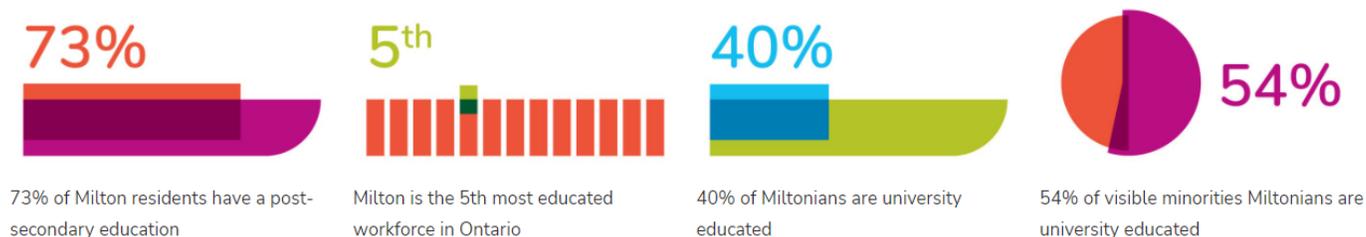


Table 2: Labour Force by class of workers and broad age groups, Milton, 2021.

NUMBER OF WORKERS				
	15-24	25-64	75 and over	TOTAL
Total Labour Force	5,905	54,770	1,955	62,635

Source: Statistic Canadian Census, 2021.

2. Employment and Unemployment Rate

In 2021, Milton had an employment participation rate of 71.1% and an employment rate of 63% - ranked the highest among Halton Region. However, Milton's employment rates have dropped since 2016, while unemployment rates have increased, which can be attributed to the lay-offs and shutdowns during the COVID-19 pandemic. Interestingly, the 65 and over age groups have experienced a significant increase in unemployment rates. This may result from early retirement due to the employment impacts of the pandemic.

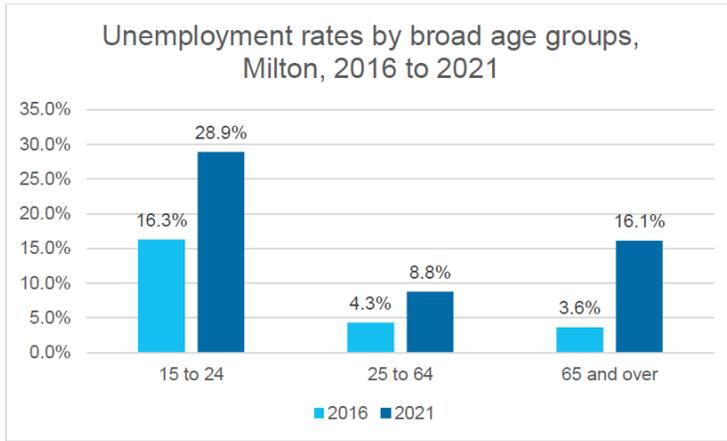


Figure 4. Milton Unemployment Rate 2016 & 2021.

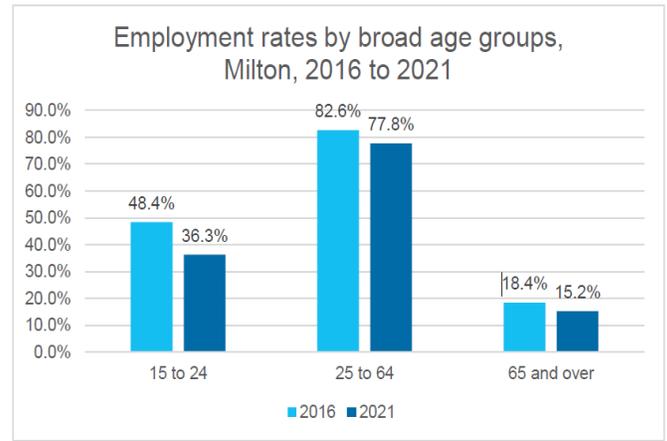


Figure 5. Milton Employment Rate 2015 & 2021.

a) Reasons why Milton residents did not work during 2020.

The graphs below feature the main reasons why Milton residents did not work during 2020.

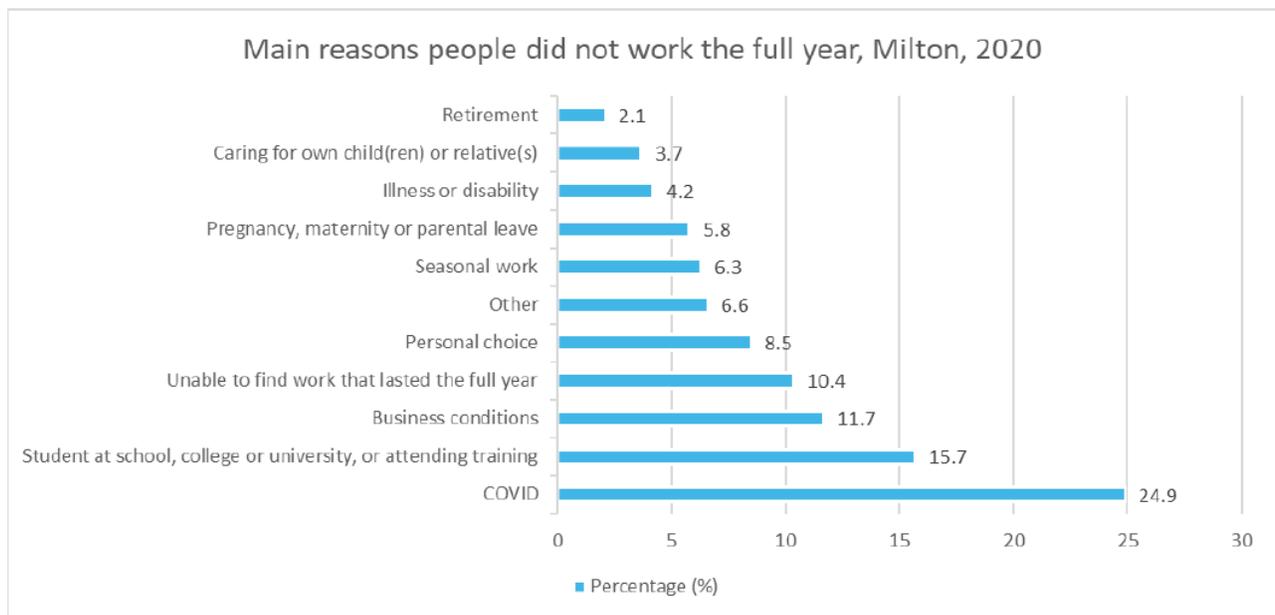


Figure 6. Reasons for not working in 2020.

3. Milton Businesses

Milton is home to over 3,500 businesses. Nearly 70% of businesses have fewer than five employees, which points to Milton's thriving entrepreneurial community.

Table 4 below illustrates Milton's class of workers, with 14.6% of the employed labour force being self-employed, a 3.8% increase since 2016. ⁱⁱⁱ

Table 3: Milton's Class of Worker.

Class of Worker	Total							
	Count	%	Count	%	Count	%	Count	%

Total employed labour force	62,635	100	5,905	100	54,770	100	1,955	100
Employee	53,485	85.4	5,615	95.0	46,635	85.1	1,235	63.2
Self-employed (incorporated and unincorporated)	9,150	14.6	290	4.9	8,140	14.9	720	36.8

Source: 2021 Census.

4. Employment by Industry

Milton is home to a variety of industries. Milton can play to its strengths by supporting its large and many small businesses in established clusters such as Professional, Scientific, and Technical Services (PSTS); Green Innovation; Advanced Manufacturing; and Transportation and Logistics clusters. These sectors provide jobs up and down the income and education spectrum, meaning their growth can contribute to social equity and upward mobility.

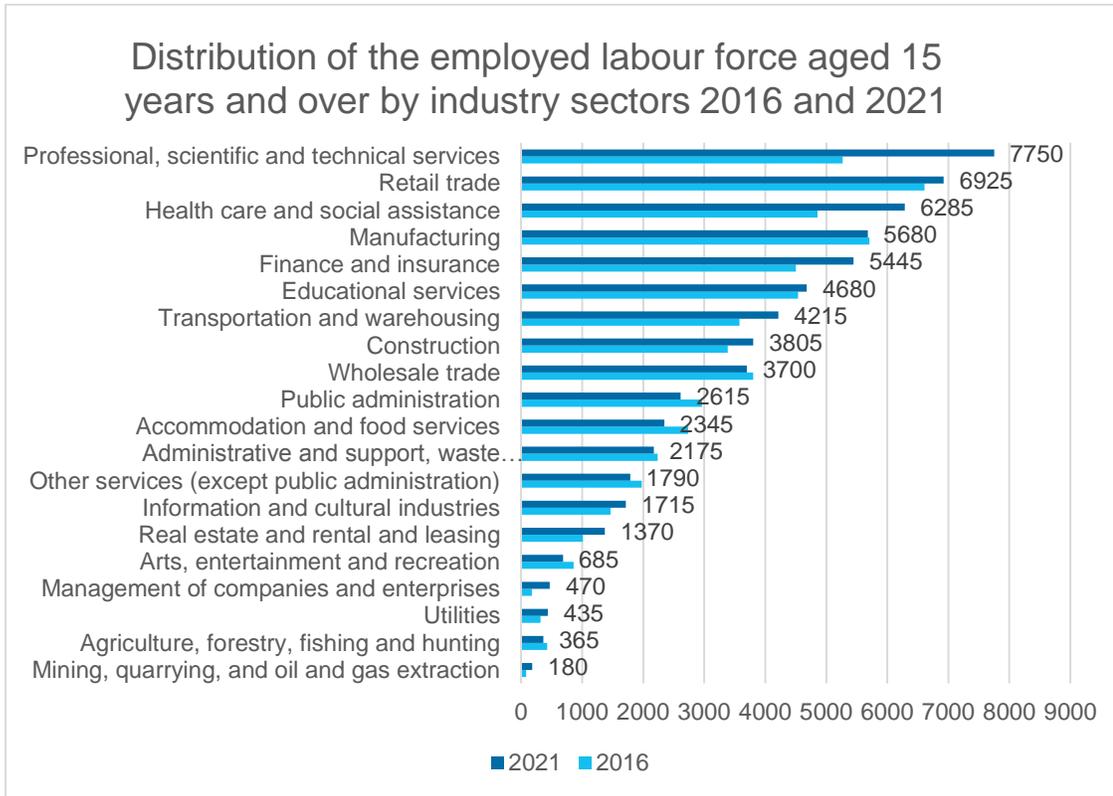
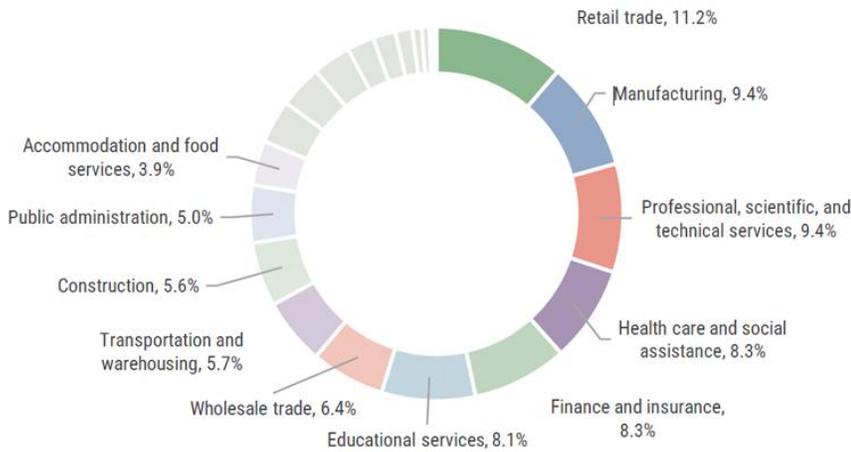


Figure 7. Employed Labour Force by industry 2016 and 2021. Source: Statistic Canada Census, 2021.

a) Major Industries in Milton

Retail trade, manufacturing, and professional services are Milton residents' three largest employment industries. These four industries employ almost a third (30.0%) of Milton residents.

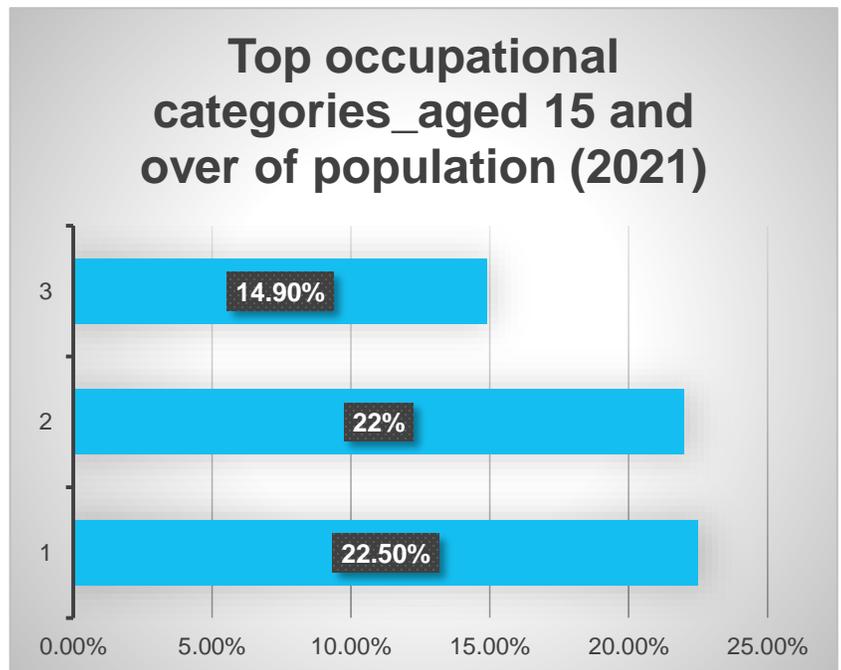
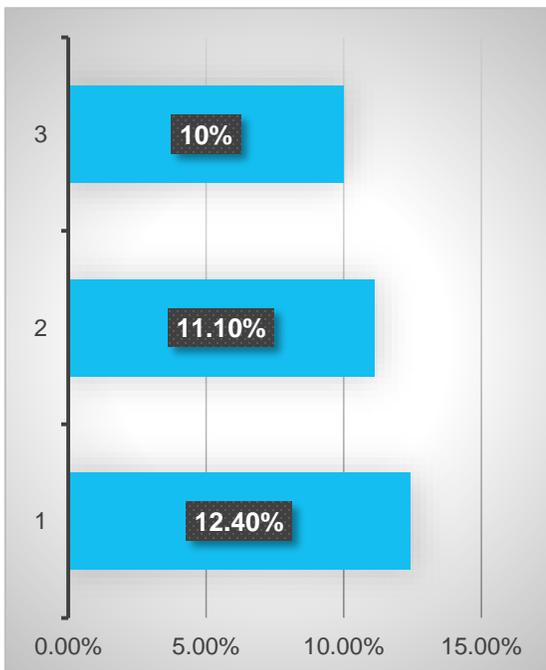
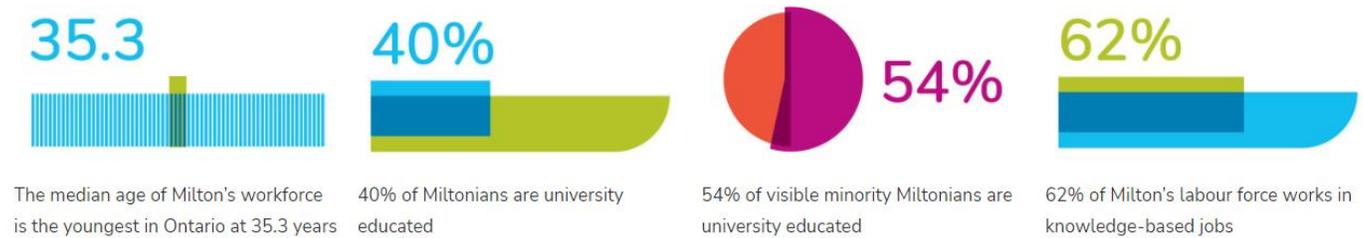
Figure 8. Major Industries in Milton.



894 businesses operating in 2020 were identified as closed in 2021, while 847 businesses were newly identified in 2021, resulting in a net decrease of 47 businesses between 2020 and 2021.

Professional, Scientific and Technical Services employed labour force in Milton has significantly increased since 2016 by 3.1% (2,480 people).

Figure 9. Workforce statistics in Milton.



Figures 10 and 11. Graphs representing Milton's industry and occupation data.

5. Female Labour Force

Milton and Halton Hills are tied for the largest female workforce among comparable communities. Milton has a female workforce participation rate of 66.1% and a 57.2% employment rate. However, while Milton and Halton Hills may be tied, Milton has more than double the female

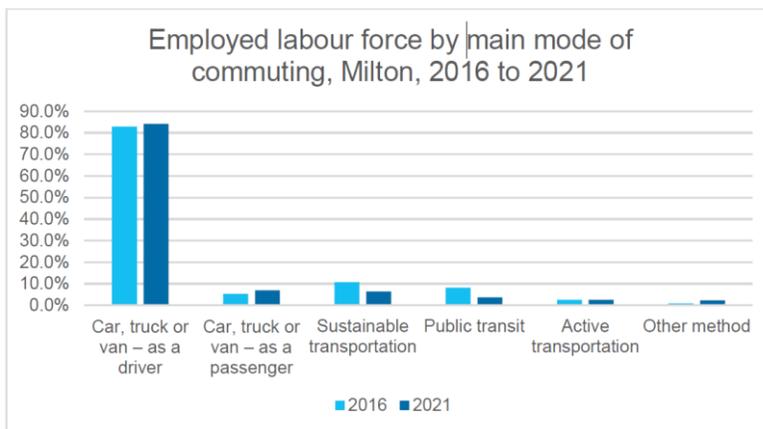
population of 44,120 versus 21,180 women within Halton Hills in the working population cohort of 15 to 64 years. This makes Milton all the more impressive when attracting young, talented females to the local labour market.

6. Commuting

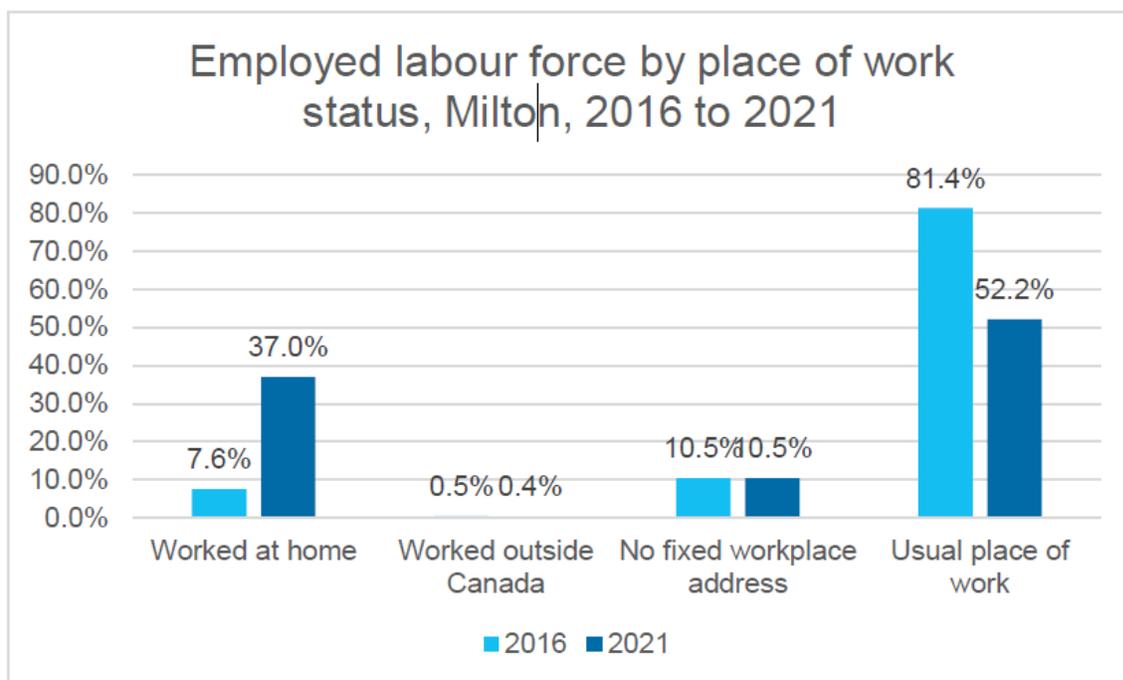
Most Miltonians leave for work between 7 am and 7:59 am (23.6%). In addition, 91.2% of Milton residents commute by car, truck or van. In addition, the average commuting duration for the employed labour force has decreased by 5.7 minutes to an average period of 29.3 minutes since 2016. This decrease in average commute time is a pattern across Halton region municipalities.

Thirty percent of women commute less than 15 minutes versus 18.9% of men. Alternatively, 6.7% more men than women will drive 30 to 40 minutes to work. This tells us that more Milton women stay within Milton to work, and the male population commutes outside the municipality for work.

In addition, since 2016, a more significant portion of women have left for work between 8 am and 8:59 am, another indication that women are staying closer to home for work.



“A large portion of Milton residents rely on Go transit to commute to and from work, and this highlights the need for Metrolinx and residents to be part of Town planning processes.”



Figures 12 and 13. Employed labour force data.

7. Commuting Destination

Of the 32,670 labour force with a commuting destination:

- 47.8% commute outside of Halton Region, within Ontario.
- 38.2% commute within Milton.
- 13.8% commute outside of Milton but within the Halton Region.
- 0.2% commute outside of the province.
- Since 2016, there are 13,305 fewer people (15 years and older) commuting to a usual place of work, which can be a result of increased work flexibility and the large portion of knowledge-based jobs (professional, scientific, and technical services) in Milton that typically offer this type of flexibility.
- 11.4% more people have been commuting within Milton since 2016.
- 11.8% decrease in commuters travelling outside Halton Region for work, meaning Milton has successfully provided workforce opportunities to retain its educated talent..

8. Place of Work

Flexible place-of-work options have emerged over recent years due to the COVID-19 pandemic. In 2021, 37% of Milton residents worked from home (an increase of 29.4% since 2016), while 52.2% continued to work at their usual place of work (a decrease of 29.2% since 2016).

40.3% of women work from home versus 34.1% of men.

Milton and comparators show a trend of a larger portion of women working from home compared to men. This is an essential factor to consider when advertising flexible office space. Additionally, female employees will be more likely to search for employment opportunities that offer work-from-home/hybrid environments.

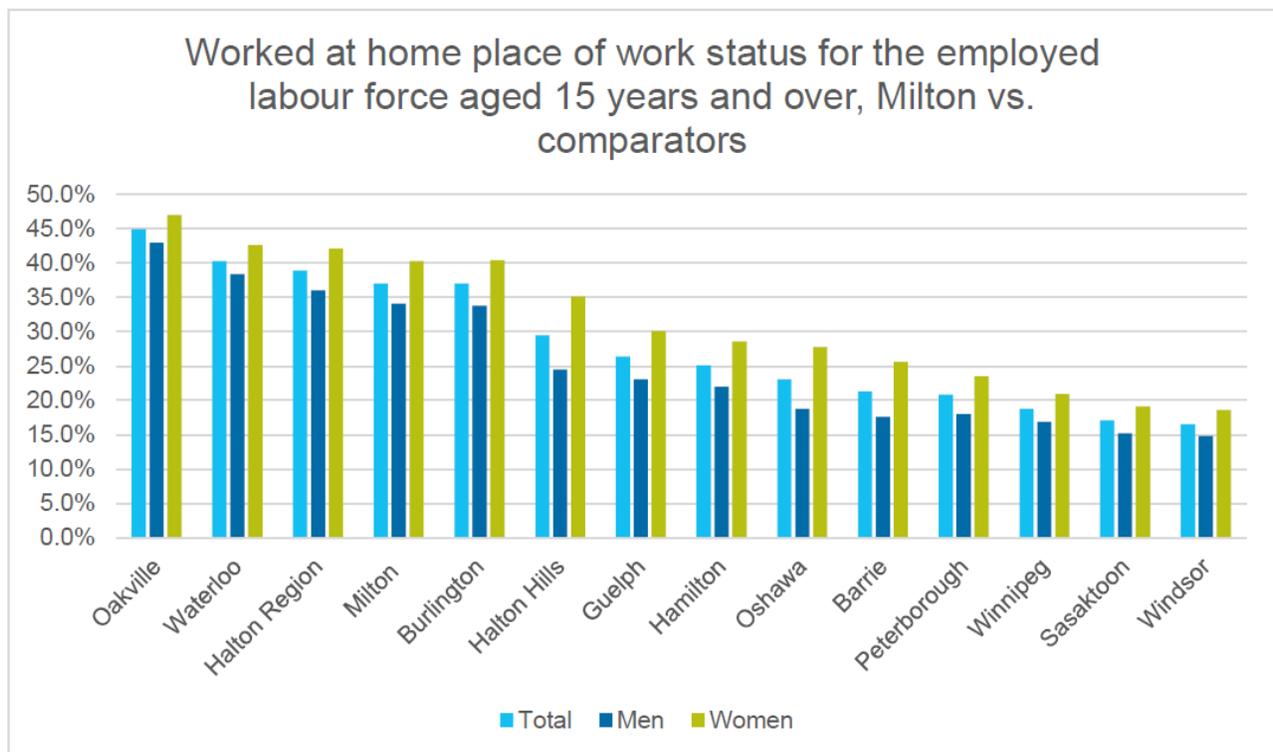


Figure 14. Graph showing employed labour force 15 years and over.

9. Language of Work

- 99.3% of Milton workers regularly use English at work.
- 2.1% of Milton workers regularly use French at work.
- 4.5% of Milton workers regularly use a language other than English or French at work.

- 5.9% of Milton workers regularly use more than one language at work.

As Halton has attracted new and expanding companies, there has been an increased demand for Halton’s highly-skilled labour force. In 2019, Halton had a 4.1 percent unemployment rate– well below the provincial and national averages of 5.6 percent and 5.7 percent, respectively. Results from the 2019 Employment Survey show that the majority (15.2 percent) of jobs in Halton are in the manufacturing sector. In 2019, job opportunities continued to open up across the region, with the 2019 Business Conditions Survey indicating that one-third of businesses had hired additional staff over the past 12 months.

C. Existing Employment Land Supply

“What are Employment Lands?”

Employment lands are generally considered to be any area designated in an Official Plan for business and economic activities. Traditionally, activities in employment areas include: Manufacturing. Warehousing. Offices and associated retail and ancillary uses.”
Source

The Town of Milton's employment land supply consists of existing designated and built-out lands, planned employment areas (within Greenfield areas) and Future Strategic Employment Areas. The amount of employment supply land (2015) is shown in the Table below. These figures will be updated upon completion of the Housing and Non-Residential Needs Analysis Study.

Table 4: Amount of Employment Land.

Type	Net hectares	Net Acres
Developed Employment lands	668	1,650
Developable, designated vacant Employment lands	462	1,142
Future Strategic Employment Area	1,400	3,460

D. Characteristic of Milton Existing Employment Area

1. Urban Employment Areas

Milton Employment Areas currently provide a mix of employment uses, including industrial and manufacturing uses, as well as warehouses, offices, and other associated retail and ancillary facilities. Existing Employment Areas are generally located along the Provincial Highways 401 and 407.

An Employment Mixed Use Corridor is an Employment Area in which a broader range of employment uses may be permitted to support the employment area's function as a strategic growth area.

Development in the Employment Areas continues to reflect an evolving Town-wide focus on industrial and manufacturing growth and increased demand in the office sector. As a result, Employment Areas are planned to accommodate a more compact, transit-supportive and pedestrian-oriented environment with many employment-supportive amenities.

A distribution analysis of the employment opportunities in Milton indicates that the most significant sector is in manufacturing and retail trade. However, services also accounted for a large share, including government, education, health and social services, accommodation and other service activities.

Employment Area

Areas designated in an official plan for clusters of business and economic activities including, but not limited to, manufacturing, warehousing, offices, and associated retail and ancillary facilities. (PPS, 2020)

a) 401 Business Area

The Milton 401 Industrial and Business Park Extension lands are located northeast of the Milton 401 Industrial and Business Park area. The lands are bounded by James Snow Parkway, 5 Side Road, C.N. rail corridor and natural features near Esqueusing Line. These lands are most marketable for distribution/logistics, transportation, multitenant industrial condos and advanced manufacturing. The lands are part of a larger contiguous Employment Area - the Milton 401 Industrial and Business Park, which has a critical mass, has been highly successful and can build on the development activity and success of the existing park. The lands have excellent access to Highway 401 via James Snow Parkway. Approximately 30% of the developable lands in the serviced business park are currently vacant.

The 401 Industrial/Business Park was expanded in 2021 to include the North Porta land. These lands are part of an area-specific master plan being completed by Orlando Corporation, which will establish developable areas and is subject to environmental and servicing studies.

An Employment Area

conversion means re-designating lands in an Employment Area to permit non-employment uses, such as residential, major retail or mixed uses (ROPA 49).

b) Derry Green Business Park

The Derry Green Corporate Business Park encompasses unbuilt employment lands south of Highway 401 between James Snow Parkway and Sixth Line and extending down towards Britannia Road. Within the park, 423 net ha (1,045 net acres) are designated primarily as Business Parks with a pocket of an area designated as industrial. While the park is expected to accommodate most of the Town's employment land development over the medium term, development within the park is fragmented by the natural heritage system that transects many of the land parcels. The park also contains "street-oriented areas" along the eastern edge of James Snow Parkway and Derry Road.

Development in Derry Green Business Park is underway. The employment area will accommodate a mix of businesses, including innovative logistics and advanced manufacturing and distribution facilities, while providing much-needed opportunities for smaller, flexible order office units. Derry Green has over 2,000 acres of shovel-ready employment land for businesses looking to expand or relocate to a growing urban centre centrally located along one of Canada's most sophisticated transportation corridors.

c) Major Transit Station Area

A comprehensive study of Milton's downtown mobility hub is completed. The study identified opportunities to improve connections to local and cross-regional transit with enhancements in this area. Milton is planning for the area surrounding the GO Transit station to be pedestrian-friendly with seamless integration into Milton's downtown core. It will feature connections between the transit station, walkways and pathways to improve access to public transit. In addition, the area will accommodate mixed-use and high-density residential and office development.

ROPA 48 updated the Regional Official Plan by delineating Major Transit Station Areas to ensure conformity with the Growth Plan 2020 and to provide direction for Local Municipalities to implement area-specific plans for identified Strategic Growth Areas. In Milton this will include the Milton GO UGC/MTSA.

d) Trafalgar

The Trafalgar/Derry Lands, however, is also strategically positioned to offer an environment with higher order transit, which can provide for a higher intensity of employment land uses and a complete employment area with a focus around the potential G.O. station. Similar nodes have been planned and are now being developed in and around other G.O. stations across the G.T.H.A. While a diverse community could take several years to develop, planned opportunities and infrastructure investment could provide the conditions for a higher-density office cluster at this higher-order transit hub. This location is also unique because it has multi-directional highway capacity and a potential G.O. transit station to serve the area. In addition, it is the closest employment node in Milton and Halton Region to the Lester B. Pearson International Airport.

Situated at the confluence of the 400-series highways, coupled with the transit planned by Metrolinx/G.O. Transit and Halton Region for Trafalgar Road, this location now offers Milton and Halton Region the opportunity to compete in the growing airport-driven employment market migrating westward along Highway 401 corridor. In addition, the transit-supported potential of these lands offers superior locational advantages for future growth.

As per ROPA 29, the minimum density target for the Downtown Milton/Milton Go area is 300 residents and jobs per hectare, and Milton-Trafalgar GO is 150 residents and jobs per hectare.

e) Agerton

The Agerton site, located along Trafalgar Road east of the 401, is envisioned for a mixed-use employment and higher-density residential community adjacent to Milton's second proposed major transit station area, intended to accommodate a new GO Transit station.

f) Britannia

The draft Britannia Secondary Plan is estimated to accommodate a population of approximately 46,450 residents housed in 14,670 dwelling units, with a total employment potential of 10,730 population-related jobs. In general, Population Related Employment typically consists of retail trade, education, arts and culture, accommodation and food services and other services (excluding

public administration). The Plan will achieve an overall density target of 60 residents and jobs combined per hectare.^{iv}

g) Milton Education Village

The Milton Education Village is Milton's vision for a comprehensively planned, complete urban neighbourhood, integrating post-secondary education, residential, commercial employment and recreational uses. The 400-acre site is south of Derry Road, west of Tremaine Road and north of Britannia Road, adjacent to the Niagara Escarpment. The site is intended to integrate leading academic institutions with outdoor recreational opportunities along the Niagara Escarpment and provide residents with flexible office spaces, prestige offices, state-of-the-art research and design facilities and environmentally-conscious urban design.

The Milton Education Village (MEV) employment lands include a proposed site for a university satellite campus and colleges. The area has the potential to create a culture of innovation and build synergies between employment uses and the proposed post-secondary institutions. Further, it offers the potential to provide high-quality employment opportunities in southwest Milton, which traditionally has had limited employment opportunities.

The MEV caters to a complete, compact employment area/innovation district. This area can strategically become a specialized employment node, and leverage increased employment densities through a land use policy context that provides performance targets to achieve increased employment. MEV will support a complete employment area with a balance of institutional, offices and supportive residential uses.

2. Rural Employment Areas

a) North West Milton_ Nassagaweya

Predominantly rural in nature, it is comprised of protected conservation areas such as Mountsberg Conservation Area, Kelso Conservation Area and Hilton Falls Conservation Area. The Southwestern part of the Town formed part of the Niagara Escarpment Commission Lands. It is home to better-known farms such as Chudleigh's Entertainment Farm, Andrew Scenic Acres and Mohawk Casino which currently employs approximately 268 people.

Communities within this area include: Campbellville, Brookville, Moffat and Haltonville. The remaining areas are mostly conservation areas with better-known provincial parks such as Rattle Snake Point, Crawford Lake Conservation Area, and Mount Nemo Conservation Area. Some better-known farms in this area are Springridge Farm and Stonehaven Farm Market.

b) Southwest Milton_ Nelson

Lands immediately to the south of the MEV offer comparable longer-term development opportunities. Given its locational attributes, the area is well suited for prestige employment uses, including office development to accommodate research and development, professional and technical services and advanced manufacturing. This area is also planned to serve and support the MEV. Maximizing employment opportunities on these lands will be important given the commitment to infrastructure and servicing planned for the area.

CN, which owns the majority of the lands within the area, is proposing the development of a large intermodal facility on a 177 gross ha site, comprised mainly of future employment land. The area is bounded by Britannia Road to the north, First Line to the east, Tremaine Road to the west, and 2nd Side Road to the south.

The Halton Municipalities oppose CN proceeding with the truck-rail hub in Milton. The main reason is because of the significant impacts to human health. The Halton Municipalities have three court proceedings underway.

1. An appeal of a decision of the Ontario Superior Court of Justice.
2. An application for a Federal Judicial Review that seeks to overturn the decision by the Federal Minister and Cabinet to approve CN's project on the grounds that Cabinet was not given key information about the impacts of CN's proposed project on human health.
3. An appeal of the Canadian Transportation Agency's decision to approve CN's application for railway lines as part of its proposed project.

E. Retail/Commercial/Mixed Use Employment Areas

A new Housing and Non-Residential Needs Analysis Study is being procured, and its findings will update this section of the background.

The Town's retail and commercial structure is established by land use designations which permit a range of retail and service commercial uses. The existing Milton OP directs that retail and service commercial uses are permitted within the following designations.

- *Central Business District ("CBD");*
- *Commercial Area;*
- *Major Commercial Centre;*
- *Secondary Mixed Use Nodes; and,*
- *Local Commercial.*

A limited amount of retail and service commercial space is also permitted within:

- *Residential Areas;*
- *Employment Areas; and,*
- *Institutional Areas.*

Table 5: Town of Milton Retail and Commercial Space (sf) v.

	Central Business District	Other Milton											Total Milton
		Milton Crossroads & RioCan Centre	Steeles Ave. & Martin St.	Bronte St., Just North of Derry to Heslop Rd.	Derry Heights Plaza Area	Derry Rd. & Scott Blvd.	Derry Rd. & Ontario St.	Other Derry Rd.	Kennedy Circle	Milton Market Place	Other Urban Milton	Rural Milton	
Node	1	2	3	4	5	6	7	8	9	10	11	12	
Supermarket and Grocery	150,000	38,000	0	10,000	0	30,000	45,000	0	53,800	59,300	0	0	386,100
Convenience and Specialty	29,700	0	12,700	6,300	0	0	14,400	8,200	0	0	12,900	14,400	98,600
Total Food Store Space	179,700	38,000	12,700	16,300	0	30,000	59,400	8,200	53,800	59,300	12,900	14,400	484,700
Department Stores	0	180,000	0	0	0	0	0	0	0	0	0	0	180,000
Other General Merchandise	26,300	115,100	33,300	0	0	0	0	0	3,900	0	0	1,800	180,400
Clothing, Shoes, etc.	63,000	57,600	0	0	0	0	0	14,400	0	1,500	0	0	136,500
Furniture, Furnishings, etc.	56,200	69,100	12,000	0	0	0	3,300	6,400	0	0	0	5,000	152,000
Pharmacies, Personal Care	50,400	22,500	0	8,700	22,000	12,400	4,000	4,500	18,700	900	3,700	2,400	150,200
Building and Outdoor Home	161,400	90,000	25,000	10,000	0	0	0	0	3,200	0	0	60,500	350,100
Miscellaneous Retailers	81,700	112,000	25,300	3,200	0	0	3,500	1,600	3,000	3,000	6,500	8,300	248,100
Total Non-Food Store	439,000	646,300	95,600	21,900	22,000	12,400	10,800	26,900	28,800	5,400	10,200	78,000	1,397,300
Liquor, Beer and Wine	23,000	5,800	0	0	0	0	0	0	0	18,600	0	0	47,400
Food Services	135,700	50,100	63,600	7,200	14,000	5,000	29,600	27,500	7,000	3,500	33,200	18,800	395,200
Personal Services	53,300	7,400	2,000	9,900	1,900	0	4,200	28,900	3,100	2,200	4,100	2,100	119,100
Financial and Real Estate	63,300	26,900	12,900	21,100	14,500	9,000	3,700	9,600	5,100	15,300	4,000	2,200	187,600
Medical, Dental, Legal, etc	72,600	12,100	11,500	65,900	13,500	3,000	15,400	18,100	9,000	3,600	15,700	1,200	241,600
Other Services and Other	298,900	116,700	137,700	103,900	54,200	5,700	35,200	6,900	6,700	0	73,700	8,000	847,600
Total Services and Other	646,800	219,000	227,700	208,000	98,100	22,700	88,100	91,000	30,900	43,200	130,700	32,300	1,838,500
Total Occupied Space	1,265,500	903,300	336,000	246,200	120,100	65,100	158,300	126,100	113,500	107,900	153,800	124,700	3,720,500
Total Vacant Space	32,300	17,800	10,600	3,600	1,400	0	900	5,500	1,100	0	17,000	14,300	104,500
Total Measured Space	1,297,800	921,100	346,600	249,800	121,500	65,100	159,200	131,600	114,600	107,900	170,800	139,000	3,825,000

A large share of employment growth within the 2017 Land Base Analysis Study Area is focused on retail and personal service uses to support local population growth. However, steady employment growth in the industrial sector, primarily prestige industrial, is also anticipated within designated employment areas.

A portion of the Town-wide demand for standalone, multi-tenant office space is anticipated to be accommodated within mixed use nodes and existing and future employment areas. Within these lands, market demand for office space is expected to be strongest within mixed-use environments that are planned in transit-supportive and pedestrian-oriented settings with access to amenities, entertainment, cultural activities and public spaces. As identified in the 2016 Employment Lands Needs Assessment Study, the Town of Milton has an opportunity to expand the potential for employment within designated areas yet to be planned. Following the recommendations of the 2016 Employment Land Needs Assessment Study, the Agerton Employment Secondary Plan Area has created a mixed-use node inclusive of employment uses. The locational attributes of this area (i.e. Proximity to Hwy. 401/407) and its connection to a potential GO Station can support the development of such a concept. In addition, the existing and planned assets that characterize this area can foster economic advantages and attract knowledge-based-sector jobs seeking locations with community-based support.

Commercial uses are required to support residents' daily shopping needs in new community and employment areas. The 2017 Land Base Analysis (LBA) Study indicated that Commercial/Retail land requirements are estimated at approximately 2%, which anticipates the minimum area required for standalone local commercial land and assumes additional retail and commercial requirements will be provided in a mixed-use format in transit-supportive community areas and prestige employment areas. However, this will need to be confirmed in a future study and as part of the Secondary Plan process.

Planning Considerations for an Evolving Retail/Commercial Market

There is a need to support the retail/commercial and office sector and its role in Downtown Milton, MTSA, MEV, major nodal areas and the Hamlet. Other considerations are:

- In mixed-use buildings, retail and commercial uses that allow for a "store-front" presence should be encouraged to locate on the ground floor.
- Within the Employment Area designation at the north-west corner of James Snow Parkway and Highway 401 may be used for the development of regional and sub-regional uses and may include; a department store, food store and commercial retail stores of more than 2,750 square meters, subject to a market impact analysis and peer review findings at the time of a Zoning By-law amendment application for these lands.
- The applicant demonstrates that the proposed use cannot be located in the Central Business District in a manner compatible with the type and distribution of retail shops within the CBD area except where uses are expressly permitted.
- Service commercial uses, office, wholesale and retail functions directly related to the industry;

The anticipated population growth of Milton will continue to drive demand for new local serving retail, as consumers want to avoid travelling far to buy these products. In addition, as new residential developments are built, local serving retail will follow closely. Accommodating local serving retail uses that contribute towards building walkable communities should be a key objective in planning for intensification and Greenfield areas. Other retail uses that are more regional serving (e.g., general merchandise, apparel, furniture and electronics) are more likely to be drawn to auto-oriented areas due to the large trade area requirements to support store sales.

E-commerce and automation of retail stores are anticipated to impact the function of "brick and mortar" retail stores, blurring the lines between warehousing and retail. As a result, planning for retail uses will require a need to focus on the type of use and a review of any secondary functions such as warehousing.

IV. The Future of Working in Milton

PS: A new Housing and Non-Residential Needs Analysis Study is being procured, and its findings will update this section of the background.

A. Land Base Analysis

The last land base study was completed in 2017 with subsequent updates through the various new secondary plans with Britannia Secondary plan being the latest. The findings of the analysis determined the Urban Expansion Area lands, totaling approximately 1,640 hectares of developable area, must plan to achieve an overall density target of 62 residents and jobs combined per hectare. This assumes the achievement of 70 people and jobs per hectare on Community Area lands (Trafalgar and Britannia) and 26 jobs per hectare on Employment Area lands (Agerton). The Urban Expansion Area lands were forecast to accommodate 80,000 people and 22,000 combined jobs in both the Community and Employment Areas.

Table 6: Estimated Population and Employment Forecasts for Milton's to 2031.

<i>Area</i>	<i>People</i>	<i>People Related Jobs</i>	<i>Employment Related Jobs</i>	<i>Total People & Jobs</i>	<i>Density</i>
<i>Boyne Survey</i>	<i>54,000</i>	<i>8,000</i>	<i>-</i>	<i>62,000</i>	<i>78</i>
<i>Bristol Survey</i>	<i>18,000</i>	<i>3,000</i>	<i>-</i>	<i>21,000</i>	<i>80</i>

Sherwood Survey	39,000	6,000	-	45,000	69
Derry Green Corporate Business Park	-	-	13,000	13,000	26
401 Industrial and Business Park	-	-	7,000	7,000	26
Milton Education Village	6,000	1,000	4,000	11,000	73
401 Industrial and Business Park	-	-	3,000	3,000	26
Southwest Milton Employment Area	-	-	7,000	7,000	26
* Britannia SPA	46,100	-	8,300	54,400	60
* Trafalgar	26,000	-	4,000	30,000	62
* Agerton	6,800	-	15,000	21,800	74

Source:

- Malone Given Parsons, 2017 Land Base Analysis Table 21: Preliminary Population and Employment Forecasts for Milton's Designated Greenfield Areas. Table 25: Estimated Unit Yield, Population, Jobs and Density by Secondary Plan Area
- * Malone Given Parsons, Britannia Secondary Plan Planning Policy Directives Report Table 1: Excerpt of HROP, Table 2a - Growth Phasing to 2031 for the Town of Milton, Table 3: LBA Growth Assumptions Comparison by Secondary Plan Area

B. Future Employment Land Needs

In October 2016, MHBC and Watson & Associates Economists Ltd. prepared an Employment Land Needs Assessment Study to evaluate the Town of Milton's planning framework and employment land needs for the 2041 planning horizon. The study was intended to guide urban employment lands' designation and future development.

The study found that over the 2016 to 2031 planning horizon, Milton is forecast to add approximately 27,745 jobs on employment lands, of which 26,360 needs to be accommodated on vacant employment lands, resulting in a total employment land demand of 892 net hectares (2,203 net acres).

The Land Base analysis also identified a high-level community structure plan. It delineated three Secondary Plan Areas: The Agerton Employment Secondary Plan Area, the Trafalgar Corridor Secondary Plan Area, and the Britannia East/West Secondary Plan Area. These areas will provide most of the new growth to achieve the 2031 forecast of 238,000 residents and 114,000 jobs. Milton Council adopted the Trafalgar Secondary Plan on March 25, 2019, and is now with Halton Region for the Regional approval process. Milton Council endorsed the Agerton Secondary Plan Preferred Land Use Concept and Secondary Plan Framework in principle on March 25, 2019, as input into the Regional Municipal Comprehensive Review. The Town initiated the Britannia Secondary Plan process in June 2020. A Planning Policy Directives Report was completed in June 2022 as a support background document for the draft Britannia Secondary Plan presented to Council in July 2022.

Table 7: Town of Milton Employment Land Demand Forecast 2016-2041.

Growth Period	Total Employment on Employment Lands	Intensification on Employment Lands	Total Employment on Employment Lands Adjusted for Intensification	Employment Density (jobs/net ha)	Total Employment Land Demand (net ha)	Annual Employment Absorption (net ha)
2016-2021	4,200	210	3,990	21	190	38
2016-2026	13,285	665	12,620	26	488	49

2016-2031	27,745	1,385	26,360	30	892	59
2016-2036	38,645	1,930	36,715	31	1,196	60
2016-2041	49,010	2,450	46,560	32	1,478	59

Source: Figure 3-11_ Watson & Associates Economists Ltd. (October 13, 2016).

Table 8: Town of Milton Employment Land Need to 2041 based on Designated Employment Land Supply.

	2016-2021	2016-2026	2016-2031	2016-2036	2016-2041
Net Employment Land Demand (ha)	190	488	892	1,196	1,478
Net Employment Land Supply (Designated) (ha)	462	462	462	462	462
Net Employment Land Surplus/(Shortfall) (ha)	272	(26)	(430)	(734)	(1,016)

Source: Figure 3-12 - Watson & Associates Economists Ltd. (October 13, 2016).

Based on the existing supply of designated, vacant employment lands (462 net hectares) and the long-term demand (892 net hectares), Milton needs a sufficient supply of designated employment lands to accommodate for forecasted growth up until 2031. As of 2031, a net deficit of 430 hectares has been identified. Given the shortfall in the Town's employment land supply, it is expected that the Town's planned employment growth areas will be needed within the 20-year planning horizon. Therefore, utilizing all of the scheduled employment areas would result in roughly a 95-net hectare surplus of employment lands at the end of the 2031 planning horizon, as summarized in Table 8 below.

Table 9: Surplus Employment Lands through to the 2031 Horizon.

	2016-2021	2016-2026		2016-2031	2016-2036	2016-2041
Net Employment Land Demand (ha)	190	488		892	1,196	1,478
Net Employment Land Supply (Designated + Planned Growth Areas) (ha)	987	987		987	987	987
Net Employment Land Surplus/(Shortfall) (ha)	797	499		95	(209)	(491)

Source: Figure 3-13 - Watson & Associates Economists Ltd.

The study concluded that the Town of Milton would need to advance the planning of the current designated and planned employment land supply to accommodate forecast growth within the planning horizon, as all the lands will be required. To meet employment land needs by 2041, the Town will need 1,478 net hectares of employment lands. The Town currently has 987 hectares of designated and planned growth areas, representing a shortfall of 209 ha between 2016 and 2036 and an overall shortfall of 491 ha between 2016 and 2041. To meet demand, the Town will require 35% of the roughly 1,400 gross hectares identified as Future Strategic Employment Areas.

ROPA 48 introduced Table 2B (Strategic Growth Area Targets) to include minimum density targets for jobs and residents as well as general target ratios for jobs and residents for specific Strategic Growth Areas. ROPA 49 updates Table 2B to include targets for all Primary Regional Nodes and Milton-Trafalgar GO MTSA, which were not previously delineated in the Regional Official Plan and are described in the following sections. The people and jobs per hectare target for Milton is 59.^{vi}

C. Future Employment Areas

The Region has designated Future Strategic Employment Areas in Greenfield under Sections 139.6 and 139.7 of ROPA 38 to meet employment land needs beyond the planning horizon of 2031. In addition, parts of Southwest Milton and Trafalgar/Derry Lands are identified as Future Strategic Employment Areas. Generally, these are lands located near significant highway infrastructure the Region has identified for future development. The Halton Municipal Comprehensive Review 2017 (MCR) work identified these lands as justified employment lands for expanding the urban boundary. A limited number of landowners own these lands and, as such, provide for the ability to coordinate, finance and service large, contiguous parcels at strategic locations. With continued completion from neighbouring markets, it will be essential to facilitate the planning for these lands to meet Milton's employment needs. It will also be necessary to integrate these lands with the surrounding planned communities through transitional areas.

ROPA 49 provides greater direction to help plan for jobs both within Regional Employment Areas and Local Municipal employment lands. New policies require Local Municipal Official Plans to identify a range of employment uses, ancillary uses, and sensitive land uses for the planned function of specific land-use designations. In addition, Local Municipalities are required to plan for employment within Regional Employment Areas by prohibiting specific non-employment uses, limiting sensitive uses, and only permitting them under limited circumstances where land-use compatibility can be maintained, such as at the periphery of Employment Areas. ROPA 49 also includes changes to the

Employment Area, as shown on the map below, which result from conversions and additions.

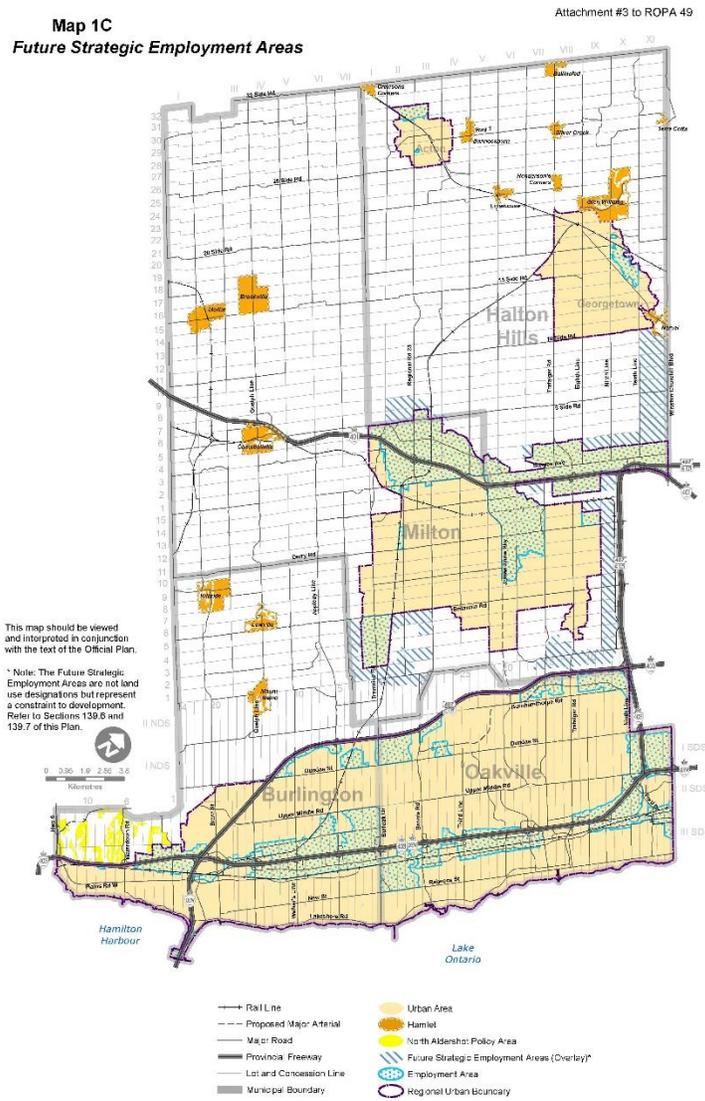


Figure 15. Map 1C Regional Employment Area. Source: ROPA 49.

D. Employment Density

According to the 2017 Land Base Study, the current average employment land density in Milton is approximately 16 jobs per net hectare (7 jobs per net acre). The relatively low employment density is strongly influenced by the large share of employment within the warehousing and logistics sector, typically characterized by significant, land-consumptive uses with relatively low employment yields.

ROPA 49 updates Halton Region's growth strategy to plan how growth is accommodated beyond 2031. The updated Regional Official Plan accommodates population and employment growth within Halton's existing urban boundaries to 2041. It contains a framework for how growth may be planned for in the 2041-2051 planning period. The target Employment Distribution for Milton is 97,000 by 2041.

As the employment trends in the Town shift away from large-scale developments and wholesale trade, future employment densities will increase to approximately 34 jobs per net hectare (14 jobs per net acre) by 2031. This target is similar to the employment land identified by Hemson Consulting in their April 2009 report (Accommodating Growth to 2031 - SHP Report 3.07) prepared for Halton Region as input to the Sustainable Halton Plan, which identified a target employment land

employment density of 37.5 employees per net hectare. The Hemson report also identified the following target densities for other employment types:

Table 10: Milton Targeted Employment Densities.vii

Type	Employees/net ha
Employment Land Employment	37.5
Major Office Employment	250
Population Related Employment	75
Total/overall	45

The Britannia Secondary Plan includes approximately 904 gross developable hectares (2,234 gross developable acres) in the southeastern part of the Town of Milton. As identified through the Land Base Analysis and refined through the Secondary Plan process, the Britannia Secondary Plan Area is estimated to accommodate 46,450 residents and 10,730 population-related jobs to achieve an overall density of 60 people and jobs per hectare.

V. Milton Economic Development Strategy

Milton is a balanced community with a dynamic and modern urban centre positioning itself as a vital innovation hub. The fast-growing Town is ready for an economic development plan that considers the changing local and regional dynamics: a plan that prioritizes business attraction, retention, and expansion; employment; and potential industry sector targets.

Values

Milton has the following values:

- A PLACE OF POSSIBILITY**
We advance economic prosperity and opportunity for all Milton residents and enterprises.
- A SUSTAINABLE TOMORROW**
We foster resiliency through responsible development and protection of Milton's rural environment and recreational amenities.
- A COMPLETE COMMUNITY**
We envision Milton as a complete community where residents can live, work, learn, and engage.
- A WELCOMING HOME**
We celebrate and promote Milton's diversity of people, cultures, and businesses.
- FUTURE-DRIVING INNOVATION**
We invest in an innovative ecosystem that will ensure Milton's future competitiveness.

Milton's Economic Development Strategy will set forth a plan for achieving sustainable enterprise and job creation, innovation growth, talent development, and quality of place enhancements. As such, it has four goals:

1. Grow and cultivate Milton's export clusters to foster prosperity.
2. Bolster Milton's start-up ecosystem to drive future competitiveness.
3. Build Milton as a premier destination for diverse talent.
4. Define and promote Milton's brand for new economic development.

Milton's Economic Development Strategy and Action Plan include the Competitive Market Assessment and Stakeholder Engagement that serve as the foundation for the plan. The Town of Milton has also commissioned MDB Insights Inc. to perform a Target Cluster Analysis that evaluates the areas of opportunity for the Town. The different research exercises have laid a strong foundation for the strategy.

1. Five Economic Insights

1	2	3	4	5
<i>Milton has a fast-growing population</i>	<i>Milton is an international community.</i>	<i>Milton has highly skilled talent.</i>	<i>Milton has a thriving entrepreneurial community</i>	<i>Milton is a high-income community.</i>
<i>Milton is home to 136,000 residents. The 19% increase since 2015 is three times the provincial growth rate.</i>	<i>Almost four in ten Milton residents are immigrants. The 51.2% increase since 2015 is more than six times the growth rate of immigrants in the Toronto region.</i>	<i>Milton's share of residents with a bachelor's or higher is 50% greater than the national average, an increase of 55% since 2015. Milton also has a competitive advantage in science-related, management, and business and finance occupations; it is fastest growing in health- and science-related occupations</i>	<i>Milton has a high share of micro businesses, where nearly seven in ten Milton businesses have fewer than five employees.</i>	<i>Milton's median household income (\$116,942) is 50% higher than the national average, and the Town Boasts A High Homeownership Rate: Nearly Nine In Ten Residents Are Homeowners.</i>

2. Four Targeted Industries

1 Professional, Scientific, and Technical Services

Milton's business profile is targeted toward a knowledge-based economy, where Milton's Professional Services industry is supported by an increasingly established academic and professional knowledge ecosystem. Development of the Milton Education Village (MEV) is critical to this sector

2 Green Innovation

Given Milton's pride in and stewardship of its local natural environment, Green Innovation is a strategic and opportunistic sector. Green Innovation is anchored by Milton's computer systems design services, residential building construction and engineering services, and education programmes in Conestoga College and Wilfrid Laurier University

3 Advanced Manufacturing

Manufacturing is a significant export sector and will continue to be a top employer in machinery manufacturing, fabricated metal product manufacturing, and food manufacturing. Milton has a workforce strength in mechanical, electrical, and electronics assemblers, as well as in machine operators.

4 Transportation and Logistics

Milton's Transportation and Logistics sector is key, with a focus on supporting lean manufacturing, e-commerce, and globalized trade. Opportunities also exist in artificial intelligence (AI), automation, block chain, and crowd-sourced fleets

Professional, Scientific, and Technical Services

- **19%**
- **306**

• Projected additional jobs (2021-2028)

Green Innovation

- **14 %**

• Projected additional jobs (2021-2028)

Advanced Manufacturing

- **12%**
- **393**

• Projected additional jobs (2021-2028)

Transportation and Logistics

- **11 %**
- **3,972**

• Projected additional jobs (2021-2028)

VI. Post COVID Shift

In 2021, Milton had an employment participation rate of 71.1% and an employment rate of 63% - ranked the highest among Halton Region. However, Milton's employment rates have dropped since 2016, while unemployment rates have increased, which can be attributed to the layoffs and shutdowns during the COVID-19 pandemic. Interestingly, age groups of 65 and over had a significant increase in unemployment rates which may result from early retirement due to the employment impacts of the pandemic.

Flexible place-of-work options have emerged over recent years due to the COVID-19 pandemic. In 2021, 37% of Milton residents worked from home (an increase of 29.4% since 2016), while 52.2% continued to work at their usual place of work (a decrease of 29.2% since 2016).^{viii}

A. Global Trends

The pandemic accelerated existing trends in remote work, e-commerce, and automation, with up to 25 percent more workers than previously estimated potentially needing to switch occupations. Remote work and virtual meetings are likely to continue, albeit less intensely than at the pandemic's peak. COVID-19 may propel faster adoption of automation and AI, especially in work arenas with high physical proximity. As many as 25 percent more workers may need to switch occupations than before the pandemic.^{ix}

B. Impact on Peel-Halton Labour market post COVID

According to the 2022-2023 Peel-Halton Labour Market report, employers appear poised to increase the hiring of new workers in the post-pandemic period. Employers also feel that their workers would benefit from upskilling, although they have greater concerns regarding job candidates' skills. But the biggest worry employers express is their difficulty recruiting job candidates.

The youth experienced far higher unemployment rates during the initial stage of the pandemic. While historically, youth unemployment rates are usually twice that of adults. There were several months during the pandemic when the youth unemployment rate was three times that of adults. The youth unemployment rate peaked at 33.2% in May 2020. Over time, the unemployment rate for youth and adults has been steadily dropping, and in December 2021, the youth unemployment rate was 8.4%, lower than it was in January 2020 (10.2%). Surprisingly, even with the impact of the Omicron variant, youth unemployment rates shot up again to 16.4% in January 2022, 2.7 times the adult unemployment rate of 6.0%.

Some sectors were much less affected by the pandemic. One such industry was Professional, Scientific & Technical Services, made up of professional firms such as lawyers, accountants, engineers, management consultants or IT specialists.^x

C. Canadian Findings on the Future of Work

1. Automation of Basic Tasks

Many routine tasks could be automated. This means they would be performed using mechanical, electrical or computer devices. Creativity, emotional intelligence, and complex problem-solving will become increasingly important since they are more challenging to automate.^{xi}

2. New Opportunities Created by Technology

As new technologies are developed and applied to different workplaces, economic opportunities will exist. Leading these changes will require subject-matter expertise and knowledge of the latest technologies.^{xii}

3. Remote Work and GIG Economy

Demand for flexibility has influenced gig and remote work (remote workers are also called gig workers). Flexibility and Work-Life Balance are the cornerstones of remote work. The impact of digital technologies, robotics, artificial intelligence and cloud technologies could be hastening post-COVID. However, technological development is only one-factor driving changes in work. Precarity (a state of persistent insecurity concerning employment or income) and inequality are likely significant challenges for the future of work. Employment, economic and transportation matters are interconnected. Some are accelerated, while the COVID-19 pandemic reverses others.

REMOTE WORK AND GIG ECONOMY

- Remote workers are also called gig workers.
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- Impact of digital technologies, robotics, artificial intelligence and cloud technologies post COVID.
- Technological development is only one factor driving changes to work,
- Precarity (a state of persistent insecurity with regard to employment or income) and inequality are likely to be significant challenges for the future of work.
- Employment, economic and transportation matters are interconnected. Some are accelerated while others are reversed by the COVID 19 pandemic.

VII. Stakeholder Feedback

Table 11: What We Heard Stakeholder Input.

Topics	Opportunities	Issues
<i>Working From Home</i>	<ul style="list-style-type: none"> Working from home will be a viable employment option post COVID 	<ul style="list-style-type: none"> How can policies ensure that builders can support the need to be working from home in the future?
<i>Working in Rural Areas</i>	<ul style="list-style-type: none"> Consider different perspectives of how working in rural areas including that of Niagara Commission Lands. Promote and Integrate working in the Countryside. 	<ul style="list-style-type: none"> There is an existing divide between rural and urban Milton that needs to be recognized - farmers in the countryside are seen as separate from non-farmers in the urban area. There are a number of artists working out of Campbellville and Brookville such as art businesses, art camps, farm studios etc.
<i>Working Locally</i>	<ul style="list-style-type: none"> We need more business/work spaces in local neighbourhoods especially mixed use land uses. 	<ul style="list-style-type: none"> Milton is already a very diverse community. This is revealed in the Vision boards that were created by the community. Now, the Town needs to respond to this diversity by providing more choice. Providing more places for people to work in Milton will be transformational. Currently, there are not enough places to establish an office and there are not enough amenities to sever workers. As Richard Florida has described, communities need places for the employees to go at lunch, after work, etc. Milton is at a critical density of residents. But now the focus should be on providing facilities and places for people to work.
<i>Working Regionally</i>	<ul style="list-style-type: none"> Need to examine the context of working from a regional perspective. 	<ul style="list-style-type: none"> In a rapidly changing economy, the ability to demonstrate available talent in the labour force is an increasingly important component of regional economic development. Accordingly, this report must provide a comprehensive view of the human capital

		<p><i>in Peel and Halton regions using data from the 2016 Statistics Canada Census. By understanding the regional labour market information, community stakeholders including employers, employment services providers, educators and governments are better positioned to design programs and take actions to meet the local community and industry needs.</i></p> <ul style="list-style-type: none"> <i>In order to provide context, workforce characteristics for Peel and Halton were compared to Toronto CMA2 and Ontario data to better illustrate the landscape of the local labour force.</i>
<p>Workforce</p>	<ul style="list-style-type: none"> <i>Policies to attract skilled workers to work in Milton.</i> <i>New policies should consider regional and provincial impact.</i> <i>Need to form collaborative partnership with the community and businesses.</i> 	<ul style="list-style-type: none"> <i>In Milton specifically, there is a need for logistics and warehousing employees, but those employees do not exist here in Milton. Therefore, there is a need to compete with other regions to attract those workers. The problem is transportation (how to get into Milton) and living costs (how to afford living in Milton)</i> <i>We need to ask; how can Milton compete with Brampton? How can we provide everything for people to both live in Milton and Work in Milton?</i> <i>Conestoga looks forward to becoming part of the Milton community. It wants to create a community connection - and provide spaces and places for members of the community to interact, learn, network.</i> <i>A focus of our work is to understand what are the barriers and challenges that the local workforce is facing. We are about information sharing. We can provide information on different sectors.</i>

VIII. Future Considerations

A. Milton Advantage

Milton is one of the best places in Canada to live, work, and do business. Situated within the Greater Toronto and Hamilton Area (GTHA) and the centre of the Toronto-Waterloo Innovation Corridor, Milton's prime location provides abundant business opportunities and lifestyle choices. In addition, it has the following advantages:

- Easy access to major markets.

- Proximity and access to 400-series highways, two-way all-day GO service to Toronto, four international airports and the U.S. border within a one-hour drive provide Halton businesses easy access to millions of potential customers.
- Two-hour plane ride or one-day drive to over 158 million consumers in Canada and U.S.
- Forty-five-minute drive to over 5.5 million people.

B. Future Employment Land Needs

The 2017 Land Base Analysis Study made the following recommendations for the Town's consideration in future planning of the Urban Expansion Area lands:

- Update employment forecasts to 2041 to advance the planning of currently designated and planned employment land supply and ensure lands are serviced to maintain demand for the logistics and warehousing sectors for which Milton has an intensely competitive market.
- Create a tiered hierarchy for Milton's employment areas and define the Town's Prime and General Employment areas. Further, focus on creating new locations for concentrated employment, such as employment nodes/districts with a full range of supportive uses.
- Redevelopment and intensification in the Town's non-employment, mixed-use areas to maintain and create new jobs.
- Prioritize servicing and infrastructure for employment areas with early initiation of Area Servicing Plans, in place of the traditional approach whereby employment areas are serviced through the last phases of Secondary Plan development as they are often located at the periphery due to expansive land needs.
- Smaller designated areas with supportive servicing and infrastructure need to be identified and prioritized through phasing and servicing policies to support smaller businesses and the knowledge-based sector industries.
- Ensure the Secondary Plan process implements Milton's First Principles of Growth.

C. Rural Area Considerations

Some concerns for working in rural areas are on-farm diversification. Employment planning for rural area employment should consider the following:

- Harnessing the advantage of technology in agricultural processes and improving connectivity;
- Enhancing rural/village character and agri-tourism;
- Promoting agriculture as a key sector of the economy;
- Protecting agricultural lands;
- Providing age-in-place opportunities; and
- Promoting access to affordable, local, and culturally appropriate food.

D. Post COVID Consideration

The most common workforce strategy employers relied upon in response to the lockdown was to have employees work from home (also known as remote work). Before the pandemic, most employers said their employees usually did not work from home. However, during the pandemic, almost half of the employers said that their non-essential employees worked from home 80% or more of the time. Looking to a post-pandemic future, around one-third of employers expect employees to work from home 30% to 70% of the time.

There may be a need to consider how employment land use policy support this rising trend and legacy that may continue to stay.

Forming the Big Questions

A series of draft big questions have been formulated to examine the direction for the future policies in the New Official Plan for discussions with stakeholders.

Big Question # 1 Support Employment Base and Businesses	How can the new Official Plan policies protect Milton's existing and future employment base?
Big Question # 2 Accommodate a spectrum of Industries and Businesses	How will the new Official Plan policies accommodate and attract a spectrum of industries and businesses?
Big Question # 3 Formulate Flexibility and Adaptability	How can the new Official Plan policies sustain and foster future employment growth through flexibility and adaptability?
Big Question # 4 Achieve a Sustainable Employment Area	How can the new Official Plan policies for employment areas address the impacts of a changing climate and develop approaches to reduce greenhouse gas emissions and improve air quality?
Big Question # 5 Encourage Employment Intensification outside Employment Areas	How will the new Official Plan policies encourage employment intensification in mixed-use areas and Strategic Growth Areas such as the MTSA, Downtown Milton, Milton Education Village and other nodes in our community areas?
Big Question # 6 Support and Expand Rural Employment	How will the new Official Plan policies support and expand existing and future employment concerns in our rural areas?

ⁱ Milton Economic Insider Report, 2019

ⁱⁱ Council Memo Dec 12, 2022, Andy Scott, Director of Strategic Initiatives and Business Development, Census of Population - Education in Canada, the changing dynamics of the Canadian labour force and how people get to work, and instruction in the minority language

ⁱⁱⁱ Council Memo Dec 12, 2022, Andy Scott

^{iv} June 2022 Population, Employment and Housing Report, Malone Given Parsons, Britannia Secondary Plan Area

^v 2022 Ward Land Economics Retail Commercial Market Assessment _ Britannia

^{vi} Table 2 Intensification and Density Targets, Interim Office Consolidation Regional Official Plan Nov 4, 2022

^{vii} Malone Given Parsons, 2017 Milton Land Base Analysis

^{viii} Council Memo Dec 12, 2022, Andy Scott

^{ix} <https://www.mckinsey.com/featured-insights/future-of-work/the-future-of-work-after-covid-19>

^x 2022-2023 Peel Halton Labour Market report.

^{xi} <https://www.fowcanada.com/trend-review>

^{xii} <https://www.ictc-ctic.ca/wp-content/uploads/2021/07/ICTC-Future-of-Work-July-28-2021-1.pdf>



WE MAKE MILTON

Working in Milton Big Questions: Policy Considerations



Table of Contents

Introduction.....	2
We Make Milton Vision	2
Guiding Principles.....	3
Guidance Documents	10
Ongoing Initiatives	12
Working in Milton Policy Considerations Report	0

Proposed 2023 Provincial Planning Statement Changes	12
Growth Targets	12
Employment Land Conversions	12
Employment Areas	12
Provincially Significant Employment Zones	13
Rural Areas in Municipalities	13
Proposed Bill 97 Changes to the Planning Act	13
Municipal Studies	13
Housing and Non-Residential Needs Analysis Study	13
Town of Milton Strategic Plan	13
Big Questions and Policy Considerations	14
What are the Big Questions?	14
What are Policy Considerations?	14
Big Question #1	14
Big Question #2	15
Big Question #3	16
Big Question #4	17
Big Question #5	18
Big Question #6	19
Stage 4: New Official Plan Drafting	20
What's Next	20
How to stay involved!	20
References	21

Introduction

The We Make Milton Policy Considerations Report for the theme of Working in Milton has been prepared as a part of Stage 3: 'Big Questions' of the New Official Plan project - We Make Milton.

The Background and Information Report for Working in Milton complements this document and explores the current context for Working in and around Milton. The Report explored thoughts and ideas we heard in our previous We Make Milton consultation and engagement with the public. Six Big Questions have been identified on how the Town's New Official Plan can protect and support working in Milton in keeping with our new land use planning vision, 'Choice Shapes Us.'

Official Plan Road Map

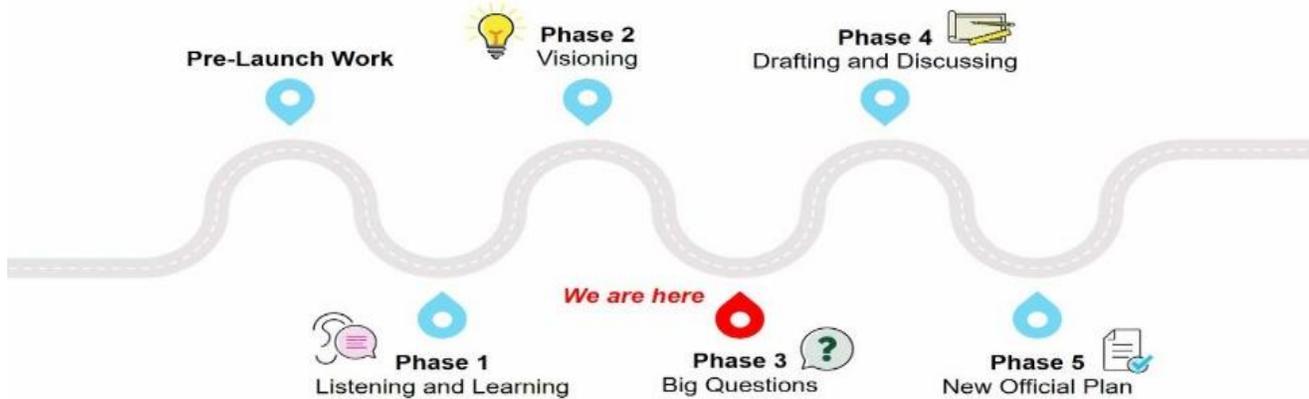


Figure 1 New Official Plan Road Map

For each of the six Big Questions, a set of policy considerations has been presented for further discussion. They are the focus for further consultation and engagement with the public. The policy considerations are intended to “answer” the ‘Big Questions,’ and will be used to formulate draft policies in the next stage of the We Make Milton project (Stage 4 New Official Plan). The Big Questions and Policy Considerations link back to the Vision and Guiding Principles established through stages 1 and 2 of the We Make Milton New Official Plan Review Process.

Milton 2051: Choice Shapes Us

In 2051, Milton offers a diversity of options for how and where we live, work, move and grow. As we evolve, choice is what shapes us.

We Make Milton Vision

The We Make Milton Visioning Report sets out Milton's New Official Plan Vision as “Choice Shapes Us,” explaining that through the implementation of the New Official Plan, as Milton grows, Milton will become a community that offers diverse options for how and where we love to, live, work, move and grow.

When it comes to Working in Milton, residents are concerned about the availability and ability to work regionally, locally and from their homes. Residents and businesses want flexibility and certainty when it comes to job opportunities. They also prefer to work closer to home and to have good transportation and transit connections. These were addressed in our Moving in Milton report.

The Big Questions were formed to dive deeper into the idea of choice, how to deliver viable choices for employment, and how to build the land use planning framework for Milton’s New Official Plan to fulfil the Vision and Guiding Principles.

Guiding Principles



Figure 2 Working in Milton' Guiding Principles Hierachy

Twelve guiding principles were established for the New Official Plan at the visioning stage. The Guiding Principles provide direction to and evaluate the policy considerations as they are developed to answer the Big Questions. The Guiding Principles cover all four theme areas, Living, Moving, Working and Growing. However, some themes will cover specific Guiding Principles more than others.

The Big Questions and Policy Considerations for the Working in Milton theme are strongly tied to the Guiding Principles of: “Be Creative and Provide Choice,”; “Mix Uses,”; “Diversify and Prosper,”; “Support Arts, Culture, and Recreation”; “Protect our Environment”; “Support the Rural Area “; “Collaborate” and “Think Local.” While the other Guiding Principles are still relevant to some of the Working in Milton Policy considerations, they will be further discussed and supported by exploring the different themes.

Within the Guiding Principles, intentions were also developed. The chart below highlights the descriptions and intentions discussed through the Working in Milton Big Questions and Policy Considerations.

Table 1. Guiding Principles Descriptions and Intentions.

<p>1. Be Creative and Provide Choice</p>	<ul style="list-style-type: none"> • Allow for creativity in the development process while meeting provincial and regional planning requirements. • Ensure safe and affordable housing options for all generations of Miltonians. • Provide reliable and equitable mobility choices, including lower-impact options, such as transit, walking and cycling. • Ensure a range of options for growth and development at different heights, scales and densities. • Balance infill and intensification in appropriate and strategic locations, new greenfield development and urban expansion. • Plan for a vibrant business environment that offers a range of economic and job opportunities so that more Miltonians can choose to live and work here.
<p>2. Mix Uses</p>	<ul style="list-style-type: none"> • Create complete communities that will support a high quality of life and provide for healthy, sustainable and active lifestyles. • Provide a diverse mix of housing types (like rental, live-work and supportive housing) and forms (like single/ semi-detached, townhouses and apartments). • Mix housing with stores, restaurants, live-work buildings, certain types of employment, community services and places of worship. • Enhance and revitalize main streets, corridors, nodes and other existing mixed-use areas. • Create and sustain new mixed-use areas to accommodate forecasted population and job growth.
<p>3. Move Efficiently and Safely</p>	<ul style="list-style-type: none"> • Link land use plans with local, regional and provincial transportation plans. • Integrate transport modes, whether for passengers or goods, for greater efficiency. • Advocate for enhanced GO Transit service, new transit stations and a regional transit governance structure. • Where possible and appropriate, encourage transit oriented development forms. • Maintain, improve, integrate and grow existing mobility infrastructure, including roads, trails, paths and parking. • Increase the availability of lower carbon impact transportation options such as public transit and multiuse path systems. • Ensure that all mobility options are designed and operated in a way that protects the health and safety of all Miltonians and enhances quality of life.
<p>4. Diversify and Prosper</p>	<ul style="list-style-type: none"> • Protect employment lands to balance job growth with residential growth, and provide opportunities for investment and growth. • Provide local opportunities for post-secondary education and training. • Support Milton's traditional sectors and attract new industrial development, including manufacturing, warehousing and logistics. • Balance job growth in traditional sectors with the growth of knowledge-based employment uses, including research and development, and other emerging sectors. • Attract innovative entrepreneurs, employers and highly-skilled niche talent to Milton. • Create infrastructure and partnerships to attract new employment assessment.

<p>1. Be Creative and Provide Choice</p>	<ul style="list-style-type: none"> • Allow for creativity in the development process while meeting provincial and regional planning requirements. • Ensure safe and affordable housing options for all generations of Miltonians. • Provide reliable and equitable mobility choices, including lower-impact options, such as transit, walking and cycling. • Ensure a range of options for growth and development at different heights, scales and densities. • Balance infill and intensification in appropriate and strategic locations, new greenfield development and urban expansion. • Plan for a vibrant business environment that offers a range of economic and job opportunities so that more Miltonians can choose to live and work here.
	<ul style="list-style-type: none"> • Take advantage of Milton’s proximity to significant transportation corridors and growing technology clusters.
<p>5. Prioritize the Public Realm</p>	<ul style="list-style-type: none"> • Create and sustain quality public spaces and gathering places throughout Milton to support social connectedness and safety, and to create a sense of place and character. • Design public spaces that are safe that are safe, integrated and create a sense of place and character. • Achieve design excellence through site/building design and streetscaping techniques. • Protect and promote Milton’s outstanding public views, vistas and destinations.
<p>6. Support Arts, Culture, and Recreation</p>	<ul style="list-style-type: none"> • Promote local art resources and businesses/creative industries and invest in public art. • Protect, enhance, develop and promote Milton’s unique identity, cultural assets and heritage resources. • Provide recreational and social programming that is inclusive, appeals to a diverse population and supports community building. • Distribute and integrate facilities and services throughout Milton so that all neighbourhoods and residents are well-served. • Celebrate and share Milton’s history, accomplishments, assets and community pride.
<p>7. Make Connections</p>	<ul style="list-style-type: none"> • Connect Milton to municipalities across the GTHA, Ontario and beyond. • Make best use of access to 400-series highways and proximity to ports, air and rail, as well as the Canada-U.S. border. • Enhance linkages between urban and rural Milton. • Improve internal connections by enhancing paths and trails and encouraging a modified grid system of streets in new neighbourhoods and redevelopment areas to maximize ease of mobility. • Plan and implement infrastructure and technology for a ‘smart city’.
<p>8. Protect our Environment</p>	<ul style="list-style-type: none"> • Protect and enhance Milton’s natural heritage. • Ensure that new development is integrated with the surrounding environment. • Promote the enjoyment and responsible use of Milton’s many natural areas and assets. • Recognize linkages between our environment, economy and quality of life.

<p>1. Be Creative and Provide Choice</p>	<ul style="list-style-type: none"> • Allow for creativity in the development process while meeting provincial and regional planning requirements. • Ensure safe and affordable housing options for all generations of Miltonians. • Provide reliable and equitable mobility choices, including lower-impact options, such as transit, walking and cycling. • Ensure a range of options for growth and development at different heights, scales and densities. • Balance infill and intensification in appropriate and strategic locations, new greenfield development and urban expansion. • Plan for a vibrant business environment that offers a range of economic and job opportunities so that more Miltonians can choose to live and work here.
	<ul style="list-style-type: none"> • Reduce greenhouse gases and respond to the impacts of climate change.
<p>9. Support the Rural Area</p>	<ul style="list-style-type: none"> • Protect and enhance the livability and character of rural Milton. • Provide for a competitive, diverse and flexible agricultural economy. • Promote local food production and enhance the agri-food network. • Ensure the wise use and management of resources, including mineral aggregates. • Provide for healthy, integrated and viable hamlets and rural areas. • Manage the agricultural and urban interface.
<p>10. Encourage Good, Green Design</p>	<ul style="list-style-type: none"> • Inspire, plan and design attractive built form in a variety of typologies and scales that reflect the unique identity, geography and context of Milton. • Implement green infrastructure and low impact development strategies. • Encourage design initiatives that improve air and water quality, support energy efficiency and conserve water and other resources. • Improve the sustainable performance of new development in Milton.
<p>11. Collaborate</p>	<ul style="list-style-type: none"> • Include and engage all Miltonians in planning processes and use input to inform planning decisions. • Work collaboratively with other administrations, agencies and sectors. • Support timely and coordinated infrastructure investments from all levels of government. • Partner to deliver long-term, predictable and well-timed infrastructure funding. • Use funding tools and incentives to support local businesses and new development.
<p>12. Think Local</p>	<ul style="list-style-type: none"> • Support existing businesses, including local stores, services, restaurants and farms. • Attract new retail development to support a growing population. • Revitalize downtown Milton, our villages and other commercial areas. • Celebrate and promote Milton through local programming and events. • Work with the appropriate agencies to ensure Miltonians have local access to high-quality community services.

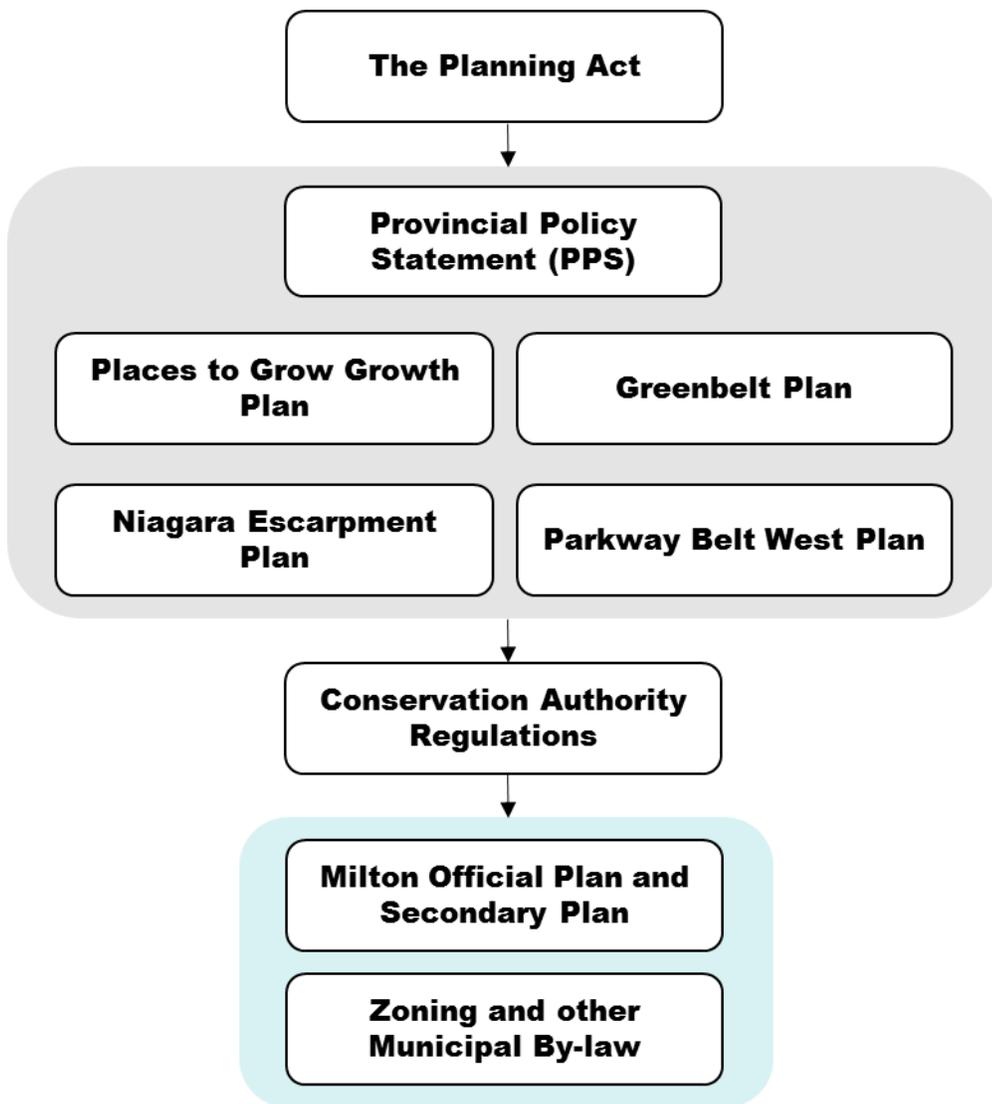


Figure 3 Planning Legislation Hierachy_Federal to Local

The documents highlighted in Table 2 below are statutory documents that must be adhered to and considered when drafting policy considerations and, eventually, New Official Plan policies related to the Working in Milton theme. These documents can be at a Provincial , Regional level or Local.

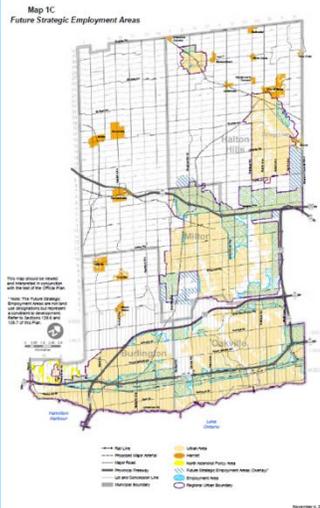
*At the time this document was prepared the Province was consulting on a proposal to replace the Growth Plan and Provincial Planning Statement with a new Policy Planning Statement. Table 2 refers to current polices in-effect.

Table 2. Legislation Applicable to Milton.

Provincial Plan	Purpose and Direction
The Planning Act ⁱ	<p>The Planning Act aims to provide fair planning processes by making them open, accessible, timely and efficient. It integrates matters of provincial interest into provincial and municipal planning decisions, recognizes the decision-making authority and accountability of municipal councils in planning, and establishes tools that can be used to achieve local growth and development goals.</p> <p>It supports forecasted population and employment growth as set out in a growth plan approved under the Places to Grow Act of 2005. It applies to the Greater Golden</p>

Provincial Plan	Purpose and Direction
	Horseshoe growth plan area designated in Ontario Regulation 416/05 (Growth Plan Areas).
A Place to Grow: Growth Plan for Greater Golden Horseshoe, consolidated 2020 ⁱⁱ	<p>The Plan provides population and employment forecasts for all upper- and single-tier municipalities in the GGH. Municipal Planning authorities may plan for the long-term protection of employment areas. It supports the achievement of complete communities with protected employment zones. It stresses the importance of ensuring an adequate land supply within employment areas - both for traditional industries, service sectors and knowledge-based businesses that warrant such locations and sites for a broad range of other employment uses. The Milton Urban Growth Centre will be planned to achieve, by 2031 or earlier, a minimum density target of 200 residents and jobs combined per hectare.</p>
Greenbelt Plan, 2017 ⁱⁱⁱ	<p>The Greenbelt Plan aims to protect against the loss of agricultural land, protect the natural heritage and water resource systems that sustain ecological and human. Its purpose is to provide for a diverse range of economic and social activities associated with rural communities, agriculture, tourism, and recreation to build resilience while helping to mitigate the effects of climate change.</p> <p>The Plan lists the following components as its main areas of enhancement and promotion:</p> <ul style="list-style-type: none"> • Agricultural viability and protection • Environmental protection • Culture, recreation, and tourism • Settlement areas • Infrastructure and natural resources • Climate change
Niagara Escarpment Plan, consolidated April 2021 ^{iv}	<p>This Plan applies to development within or near Niagara Escarpment (NE) lands. The NE Plan work within the framework set out by the Growth Plan for the Greater Golden Horseshoe for where and how employment growth should be accommodated. Generally, lands zoned for Agricultural use within the NEP permits the growing of crops, nursery, biomass, and horticultural crops; raising of livestock; raising of other animals for food, fur or fibre, including poultry and fish; aquaculture; apiaries; agro-forestry; maple syrup production; and associated on-farm buildings and structures, including, but not limited to livestock facilities, manure storages, value retaining facilities, and accommodation for full-time farm labour when the size and nature of the operation require additional employment.</p>
Provincial Policy Statement, 2020 ^v	<p>The Provincial Policy Statement is a consolidated statement of the government's land-use planning policies issued under Section 3 of the Planning Act. It gives provincial direction on key land use planning issues that affect Milton, such as:</p> <ul style="list-style-type: none"> • Efficient use and management of land and infrastructure • The provision of sufficient housing to meet changing needs, including affordable housing • The protection of the environment and resources, including farmland, natural resources (for example, wetlands and woodlands) and water • Opportunities for economic development and job creation

Provincial Plan	Purpose and Direction												
	<ul style="list-style-type: none"> The appropriate transportation, water, sewer and other infrastructure needed to accommodate current and future needs 												
Regional Plan	Purpose and Direction												
<p>Region of Halton Official Plan, Interim Office Consolidation of the Regional Official Plan November 4, 2022 ^{vi}</p>	<p>The November 4, 2022, Interim Office Consolidation of the Regional Official Plan consolidates the Halton Region Official Plan to include ROPA 48 and 49, which the Regional Council adopted as a part of the Regional Official Plan Review (ROPR) process and as subsequently modified and approved by the Ministry of Municipal Affairs and Housing on November 10, 2021, and November 4, 2022</p> <p>The Regional Urban Structure directs growth to Strategic Growth Areas, protects Regional Employment Areas, and is accompanied by a growth strategy for Halton based on the distribution of population and employment.</p> <p>The Urban Area of Milton is planned to accommodate the distribution of 350,870 in population and 124,390 in employment by 2051. Therefore, the Regional phasing for Milton is shown in the Table below.</p> <p>The targeted employment distribution for Milton is 124,390 by 2051</p> <table border="1" data-bbox="337 850 1572 961"> <thead> <tr> <th>Year</th> <th>2021</th> <th>2041</th> <th>2051</th> </tr> </thead> <tbody> <tr> <td>Employment</td> <td>98,340</td> <td>114,330</td> <td>124,390</td> </tr> <tr> <td>Population</td> <td>137,990</td> <td>277,000</td> <td>350,870</td> </tr> </tbody> </table> <p><i>Source: Region of Halton Official Plan (Nov 2022), Table 1 Population and Employment Distribution</i></p> <p>The employment objectives of the Halton Region OP are:</p> <ul style="list-style-type: none"> To provide for an appropriate range and balance of employment uses, including industrial, office and retail and institutional uses to meet long-term needs. To direct where employment uses should be located and to protect areas designated for such uses. <p>The Regional OP requires Milton to demonstrate with sufficient details, through their respective Official Plans and amendments thereof, how the distribution of population and employment targets in the Regional phasing can be achieved and maintained at all times.</p> <p>Clause (22) Require the Local Municipalities to include in their Official Plans development criteria to ensure that, outside of Employment Areas, the redevelopment of any employment lands will retain space for a similar number of jobs to remain accommodated on site.</p> <p>Clause 77(5) Requires the Local Municipalities to prepare Area-Specific Plans or policies for major growth areas, including the development or redevelopment of</p>	Year	2021	2041	2051	Employment	98,340	114,330	124,390	Population	137,990	277,000	350,870
Year	2021	2041	2051										
Employment	98,340	114,330	124,390										
Population	137,990	277,000	350,870										



communities. The area may contain solely employment lands without residential uses or solely a Strategic Growth Area. Such plans or policies shall be incorporated by amendment into the Local Official Plan and demonstrate how this Plan's goals and objectives are being attained.

The Future Strategic Employment Areas aim to identify and protect from incompatible uses of certain lands strategically located to major transportation facilities and existing Employment Areas. Therefore, future Strategic Employment Areas are not land use designations and confer no permitted uses.

Figure 4 ROPA Map 1C_ Future Strategic Employment

Milton Official Plan Office Consolidation March 2023^{vii}

The current Milton Official plan prescribes the Town policies on **employment land uses**. The aim is to provide **choices for protecting and preserving employment areas for current and future land uses**. The goal of the employment policies in the Milton OP is to **maintain and enhance the Town's economic base through significant economic development** (Section 2.4.1). In addition, the employment policies aim to ensure that sufficient designated lands are available within the Urban Area to accommodate current and future business activities in a compactly built form that efficiently utilizes land and infrastructure (Section 3.7.1.2).

Generally, employment uses are to be in strategic locations, particularly in the vicinity of existing major highway interchanges and rail yards (Section 3.7.1.2.a). The designated "Employment Areas" permit a wide range of business and economic activities and are defined by specific employment land use designations: Office Employment, Business Park, Industrial and Business Commercial. (Section 3.7.1.1).

Guidance Documents

In addition to legislative documents, many guidance documents apply and must be considered when drafting policies and policy considerations concerning the Working in Milton theme. There are Federal guidelines, Provincial guidelines and Regional guidelines

Table 3. Documents Guiding Working in Milton Directions.

Regional	
Halton Region Employment Survey 2021 ^{viii}	<p>Provides a summary of how people work in the Region of Halton. The highlights from the 2021 Employment Survey based on the responses from businesses are:</p> <ul style="list-style-type: none"> Jobs in Halton increased by an estimated 2.8 percent (6,400) between 2020 and 2021. Businesses in the Professional, Scientific and Technical Services sector saw the highest net estimated increase in jobs—a more than 17 percent increase from 2020.

Regional	
	<ul style="list-style-type: none"> • More than 26.7 percent of employers indicated they had staff working from home. • Milton has 14.6 percent (1,990) of Halton businesses. • Milton has 15.5 percent (36,300) of Halton estimated jobs.
Local	
<p>Milton Economic Development Strategy 2022-2026 ^{ix}</p>	<p>The Milton's Economic Development Strategy set forth a plan for achieving sustainable enterprise and job creation, innovation growth, talent development, and quality of place enhancements. Its four goals are:</p> <ul style="list-style-type: none"> • Grow and Cultivate Milton's Export Clusters to foster prosperity • Bolster Milton's start-up ecosystem to drive future competitiveness • Build Milton as a premier destination for diverse talent and define and • Promote Milton's brand for new economic development.
<p>2017 Milton Land Base Analysis ^x</p>	<p>The Land Base Analysis (LBA) report was completed as part of Halton Region's growth management conformity exercise with the Growth Plan for the Greater Golden Horseshoe, 2006 ("2006 Growth Plan"). It identifies the Town's urban expansion area, comprising new community and employment areas. Through adopting Regional Official Plan Amendment 38 ("ROPA #38"), the Town of Milton is planned to accommodate approximately 238,000 people and 114,000 jobs throughout the built-up area and designated greenfield areas by 2031.</p>
<p>November 2022 Statistic Canada Census of Population Data ^{xi}</p>	<p>This memo from our Economic Development staff provides a brief overview of the observations from the November 30, 2022 Census of Population related to education, labour force, commuting, and instruction in the minority language. The document noted the changing dynamics of the Canadian labour force, how people get to work, and instruction in the minority language.</p>

Ongoing Initiatives

Proposed 2023 Provincial Planning Statement Changes^{xii}

On April 6, 2023, the province released for comment the proposed 2023 Provincial Planning Statement. It proposes to repeal A Place to Growth - the Growth Plan for the Greater Golden Horseshoe and the 2020 Provincial Policy Statement and replace both with a new integrated Provincial Planning Statement. All decisions that relate to a planning matter will be required to be consistent with this statement when enacted. A summary of the key policies about employment are:



Growth Targets

- With the proposed repeal of the Growth Plan, municipalities will **no longer be required to plan specific population and employment targets for a horizon year.**
- When updating official plans, municipalities will be required to **have enough land designated for at least 25 years** (a change from up to 25 years), with planning expressly allowed to extend beyond this horizon for infrastructure, **employment areas and strategic growth areas.**

Employment Land Conversions

- Municipalities can consider (and landowners can apply for) the **removal of land from employment areas.** The tests to be met include that there is a need for the removal, and the land is not required for employment uses over the long term; however, in the absence of land budgets and targets to be met with the proposed repeal of the Growth Plan, the application of these tests will rely on targets contained in official plans. The Planning Act continues to limit the ability to appeal refusals or non-decisions of such applications, but Bill 97 proposes to change the definition of areas of employment.

Employment Areas

- The definition of 'employment areas' is proposed to be changed in both the Planning Act and the new PPS.
- Employment Areas will mean 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.
- Uses that are excluded from employment areas are institutional and commercial, including retail and office not associated with the primary employment use listed above.^{xiii}
- 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.^{xiv}
- 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 the primary employment use; and

- e) including an appropriate transition to adjacent non-*employment areas* to ensure land use compatibility.^{xv}

Provincially Significant Employment Zones

- These zones, introduced in 2019 without any substantial policy implementation, will no longer exist with the repeal of the Growth Plan. The government is **considering alternative approaches to protect these lands, possibly through the use of the minister’s zoning orders**

Rural Areas in Municipalities

The new PPS proposes that healthy, integrated and viable rural areas should be supported by:

- a) building upon rural character, and leveraging rural amenities and assets;
- b) promoting regeneration, including the redevelopment of brownfield sites;
- e) promoting diversification of the economic base and employment opportunities through goods and services, including value-added products and the sustainable management or use of resources;
- f) providing opportunities for sustainable and diversified tourism, including leveraging historical, cultural, and natural assets;
- h) providing opportunities for economic activities in prime agricultural areas, in accordance with policy 24.3.

Proposed Bill 97 Changes to the Planning Act^{xvi}

This new Bill proposes to **change the definition of “*area of employment*”** which will mean an area of land designated in an official plan for clusters of business and economic uses, those being uses that meet the following criteria:

1. The uses consist of business and economic uses, other than uses referred to in paragraph 2, including any of the following:
 - i. Manufacturing uses.
 - ii. Uses related to research and development in connection with manufacturing
 - iii. Warehousing uses, including uses related to the movement of goods.
 - iv. Retail uses and office uses that are associated with uses mentioned in subparagraphs i to iii.
 - v. Facilities that are ancillary to the uses mentioned in subparagraphs i to iv.
 - vi. Any other prescribed business and economic uses.
2. These uses are not permitted:
 - i. Institutional uses.
 - ii. Commercial uses, including retail and office uses not referred to in subparagraph 1 iv.

Municipal Studies

In addition to the Official Plan, the Town has a couple of other ongoing studies which will contribute to working-related policies and initiatives. The We Make Milton project will also update input from these studies to ensure they align with the Vision for Milton set out in the New Official Plan.

Housing and Non-Residential Needs Analysis Study

The Housing and Non-Residential Needs Analysis is an ongoing Study to identify the Town’s future housing and employment requirements for the next 30 years. The Study will form the basis of the growth strategy in the Town’s new Official Plan and inform regional infrastructure planning. The targeted completion date is the fall of 2023.

Town of Milton Strategic Plan

The new Strategic Plan currently in progress will identify priorities in the new term of Council for the community. It will involve community engagement and input to formulate the future needs of Milton.

Big Questions and Policy Considerations

What are the Big Questions?

The Big Questions evaluate various policy options and identify recommended policy considerations. They are framed by the Vision Statement and Guiding Principles of the New Official Plan and help recommend policy directions that will guide the following project stages. In addition, these questions help ensure that the policy considerations being formed are responding to the proper concerns and needs of the community as we plan toward 2051.

What are Policy Considerations?

Policy Considerations focus on potential policy approaches for Milton's new Official Plan. The policy considerations "answer" the big questions while considering the Guiding Principles that have been established for Milton's New Official Plan. For each Big Question, policy considerations fall into three categories:

- 1) Things that **MUST** be done to conform to/be consistent with provincial and regional policies;
- 2) Things that **SHOULD** be done because they implement current/best practices; and
- 3) Things that **COULD** be done because they are innovative and respond to specific local needs, opportunities, or challenges.

BQ1: Support Employment Base and Businesses

How can the new Official Plan policies protect Milton existing and future employment base?

Big Question #1

Working in Milton Policy Considerations for Big Question 1:

The following considerations have been identified as a result of the above exploration of Big Question #1, for further discussion through We Make Milton:

Working in Milton Policy Consideration 1.1

The new Official Plan must continue to protect existing and future employment areas to attract new businesses and ensure the diversity of the Town's employment base..

- The Provincial policy direction require municipalities to plan for, protect and preserve employment areas to meet long terms needs. It is acknowledged that the attraction of a skilled talent pool to attract and support a diversity of businesses can be explored in conjunction with the Town's Economic Development Strategy.
- This consideration relates to Guiding Principles 4 and 12.

Working in Milton Policy Consideration 1.2

The new Official Plan should consider the trend in the local and provincial labour pools when creating policies to support the local employment base and businesses.

- The Town is mandated to implement employment policies in accordance with federal, provincial and regional requirements through land use planning and our economic development strategy.
- The Town shall continue to form collaborative partnerships with the community and businesses
- This consideration relates to Guiding Principles 2, 3 and 10.

Big Question #2

BQ2: Accommodate a spectrum of Industries and Businesses

How will the new Official Plan policies accommodate and attract a spectrum of industries and businesses?

Working in Milton Policy Considerations for Big Question 2:

The following considerations have been identified as result of the above exploration of Big Question #2, for further discussion through We Make Milton:

Working in Milton Policy Consideration 2.1:

The new Official Plan should ensure employment lands provide sufficient space to attract, retain and expand industrial uses, knowledge-based businesses and the cultural, service and hospitality sectors.

- The Town has a predominantly young and well educated workforce. There is a need to achieve a better balance between the characteristics of the local workforce and the range of employment opportunities available within the Town.
- This consideration relates to Guiding Principles 1 and 4

Working in Milton Policy Consideration 2.2:

The new Official Plan should encourage diverse employment lands that increase employment opportunities and support the Town's economic growth and competitiveness.

- The new employment policies shall be aligned with the Town's Economic Development Strategy.
- There is a need to provide opportunities for a diversified economic base, including maintaining a range of employment uses, suitable sizes and locations.
- This consideration relates to Guiding Principles 1 and 4.

Working in Milton Policy Consideration 2.3

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. Uses that are excluded from employment areas are institutional and commercial, including retail and office not associated with the primary employment use listed above.

(PPS 2023 proposed)

The new Official Plan should protect, expand, and support employment areas in mixed-use districts, campus institutions, and a provide variety of jobs and services to increase the diversity of employment uses.

- Some uses to be considered for permitted uses could include vertical farming, head offices, the green innovation sector, prestigious employment offices and lab spaces in an industrial area subject to compliance with the proposed Provincial Planning Statement (PPS).
- This consideration relates to Guiding Principles 4 and 12

BQ3: Formulate Flexibility and Adaptability

How can the new Official Plan policies sustain and foster future employment growth through flexibility and adaptability?

Big Question #3

Working in Milton Policy Considerations for Big Question 3:

The following considerations have been identified as result of the above exploration of Big Question #3, for further discussion through We Make Milton:

Working in Milton Policy Consideration 3.1:

The new Official Plan Policies must sustain and foster future employment growth through flexibility and adaptability.

- Official Plan policies for Employment Areas and Strategic Growth Areas should accommodate a range of business opportunities.
- Employment Policy consideration shall examine the impact and trend of people working from home and the scope to accommodate compatible employment uses in residential areas.
- This consideration relates to Guiding Principles 4 and 1

Working in Milton Policy Consideration 3.2:

The new Official Plan could enable opportunities for small independent businesses, non-profit organizations, and employers in arts and culture who are at risk of displacement due to redevelopment, rising rents, insecure tenures, and competition for space.

- The Town could consider incentives to encourage and assist small to medium enterprises, such as stream lined decision processes.
- The needs of specific groups such as charitable organizations, start-ups, and indigenous groups should be considered.
- This consideration relates to Guiding Principles 6

Working in Milton Policy Consideration 3.3:

The new Official Plan Policies should support economic development opportunities for shared location, flexible workspace arrangements, and alternate ownership models to increase the viability of commercial areas and to address the displacement of small businesses, city serving industrial, community-serving spaces, and First Nations.

- The type of evolving workspaces must be considered in our constantly changing work environment.
- This consideration relates to Guiding Principles 11 and 12

BQ4: Achieve a Sustainable Environment in Employment Areas

How can the new Official Plan policies for employment areas address the impacts of a changing climate and develop approaches to reduce greenhouse gas emissions and improve air quality?

Big Question #4

Working in Milton Policy Considerations for Big Question 4

The following considerations have been identified as result of the above exploration of Big Question #4, for further discussion through We Make Milton:

Working in Milton Policy Consideration 4.1:

The new Official Plan Policies must ensure that Employment Areas planned for industrial and manufacturing uses shall provide for separation or mitigation from sensitive land uses to maintain the long-term operational and economic viability of the planned uses and function of these areas.

- Environmental protection measures must be implemented to avoid environmental damage and the harmful impact on sensitive land uses so as to achieve environmental sustainability and good health.
- Flexibility and adaptability must have a link to the technology and utility needs required for businesses/industries to address environmental sustainability.
- This consideration relates to Guiding Principles 2 and 11.

Working in Milton Policy Consideration 4.2:

The new Official Plan must prepare policies for climate change; reduce greenhouse gas emissions; plan for more resilient, environmentally sustainable, and complete communities; and support sustainable development such as low impact development, district energy, and water conservation measures in our employment areas

- This consideration relates to Guiding Principles 2, 8 and 10.

Working in Milton Policy Consideration 4.3:

The new Official Plan shall promote green innovation, green infrastructure and low-impact development strategies for employment areas.

- The green innovation sector is a growing sector which is part of the economic development strategy.
- There exist opportunities to incorporate low carbon technologies and environmentally sustainable features in Commercial and Industrial development.
- This consideration relates to Guiding Principles 8 and 10

Green Infrastructure

means natural and human-made elements that provide ecological and hydrological functions and processes.

Green infrastructure can include components such as natural heritage features and systems, parklands, stormwater management systems, street trees, urban forests, natural channels, permeable surfaces, and green roofs.

(PPS).

BQ5: Encourage Employment Intensification outside Employment Areas

How will the new Official Plan policies encourage employment intensification in mixed-use areas and Strategic Growth Areas such as the MTSA, Downtown Milton, Milton Education Village, and other nodes in our community areas?

Working in Milton Policy Considerations for Big Question 5:

The following considerations have been identified as result of the above exploration of Big Question #5, for further discussion through We Make Milton:

Working in Milton Policy Consideration 5.1:

The new Official Plan must direct major office and institutional developments to the Town's current and future Major Transit Station Areas and Strategic Growth Areas.

- The areas surrounding Downtown Milton, Milton Education Village, Downtown Milton GO Station and the planned Milton Trafalgar GO Station provide strategic opportunities for increasing employment and commercial activities.
- The new OP could have specific targets for commercial and office-related employment and/or GFA to fulfill the community's' needs.
- The new OP should ensure that the number of jobs accommodated on employment lands in strategic growth area is retained.
- This consideration relates to Guiding Principles

Major Transit Station Areas (M.T.S.A.)

means the area including and around any existing or planned higher order transit station or stop within a settlement area; or the area including and around a major bus depot in an urban core. Major transit station areas generally are defined as the area within an approximate 500 to 800 metre radius of a transit station, representing about a 10-minute walk.

(PPS).

Working in Milton Policy Consideration 5.2

The new Official Plan should protect and expand areas for compatible employment uses in neighbourhoods, fostering more complete and walkable transit-supportive neighbourhoods with a mix of housing, jobs, shops, and services.

- Providing compatible ancillary employment uses, such as home occupations, retail and other commercial uses in residential and mixed-use neighbourhoods, within a short walk can help to reduce car dependency and support the availability of services and amenities in neighbourhoods.
- This consideration relates to Guiding Principles 2 and 4.

Working in Milton Policy Consideration 5.3

The new Official Plan should explore opportunities to increase employment through the intensification of employment lands and commercial sites.

- There are opportunities to support the intensification and redevelopment of employment lands through infill and higher-density development forms.

- This consideration relates to Guiding Principles 1,2, and 12.

Big Question #6

BQ6: Support and Expand Rural Employment

How will the new Official Plan policies support and expand existing and future employment concerns in our rural areas?

Working in Milton Policy Considerations for Big Question 6:

The following considerations have been identified as a result of the above exploration of Big Question #6, for further discussion through We Make Milton:

Working in Milton Policy Consideration 6.1:

The new Official Plan must protect employment and economic activities in our prime agricultural areas for long-term agricultural use while enabling the agri-food sector to thrive

- The economic viability of farms is critical to sustain the agri-food sector and the environmental services provided by farming.
- This consideration relates to Guiding Principles 9.

Working in Milton Policy Consideration 6.2:

The new Official Plan should create a healthy, integrated and viable rural area that builds on rural Milton's character, infrastructure, amenities and assets, including reliable broadband internet and the expansion of infrastructure to encourage employment.

- The new OP should consider opportunities to support local servicing and infrastructure in the rural area to promote viable rural employment.
- The new Official Plan should consider opportunities to support the role of hamlets as service centres and economic hubs in the rural area.
- This consideration relates to Guiding Principles 9 and 12.

Working in Milton Policy Consideration 6.3:

The new Official Plan policies must protect prime agricultural areas for all types, sizes and intensities of agricultural uses, agriculture-related uses, and normal farm practices

- The new Official Plan policies must consider the economic benefits for all industries when planning for future rural economic activities.^{xvii}
- Rural economic activities other than agri-tourism/cycling, equestrian, and raceway/casino activities need to be considered.
- This consideration relates to Guiding Principles 9.

Working in Milton Policy Consideration 6.4:

The new Official Plan policies must identify and protect adequate mineral aggregate reserves for long-term use, while minimizing any adverse environmental impacts.



Figure 5 Agr-Tourism in Milton

- Rural economic activity such as mineral and aggregate extraction are a vital part of Milton's employment areas and must be protected.
- This consideration relates to Guiding Principles 9.

On-farm Diversified Uses

Uses that are secondary to the principal agricultural use of the property, and are limited in area. On-farm diversified uses include, but are not limited to, home occupations, home industries, agritourism uses, and uses that produce value-added agricultural products. Land-extensive energy facilities, such as ground-mounted solar battery storage are permitted in prime agricultural areas, including specialty crop areas, only as on-farm diversified uses.



Figure 6 Prime Agriculture in Milton

Stage 4: New Official Plan Drafting

What's Next

The development of the Big Questions and Policy Considerations concludes Stage 3 of the New Official Plan Project for Working in Milton. Upon the completion of Stage 3 for all four themes, the We Make Milton New Official Plan project will move into Stage 4: New Official Plan Drafting. Through the next phase of the project, the policy considerations that have been developed for each theme will be used as a direction to form draft policies for the New Official Plan.

How to stay involved!

We will be looking for your feedback on the policy considerations identified for each Big Question, and there will be a number of opportunities to do so:

1. All community members are encouraged to visit the New Official Plan web page to learn about the project and find updates/opportunities to provide input.
2. All of our We Make Milton reports are available on the Town's webpage.
3. Register for email notifications, and we will let you know when future We Make Milton documents are available.
4. We are always interested in talking to stakeholders and community groups to learn more about what you deem important and valuable. If you would like to be part of our stakeholder committee, please get in touch with our We Make Milton planning team
5. If you have any other questions or comments, please do not hesitate to contact our We Make Milton planning team

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Working in Milton

SURVEY RESPONSE REPORT

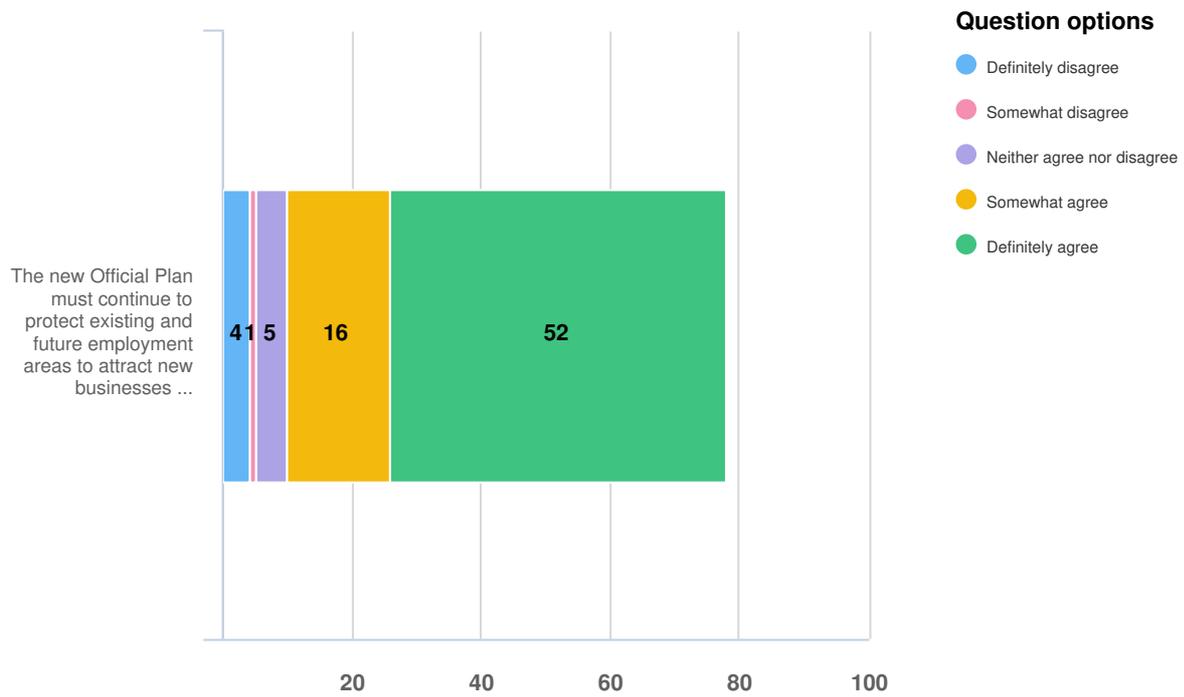
29 May 2023 - 21 June 2023

PROJECT NAME:

We Make Milton - Official Plan project

SURVEY QUESTIONS

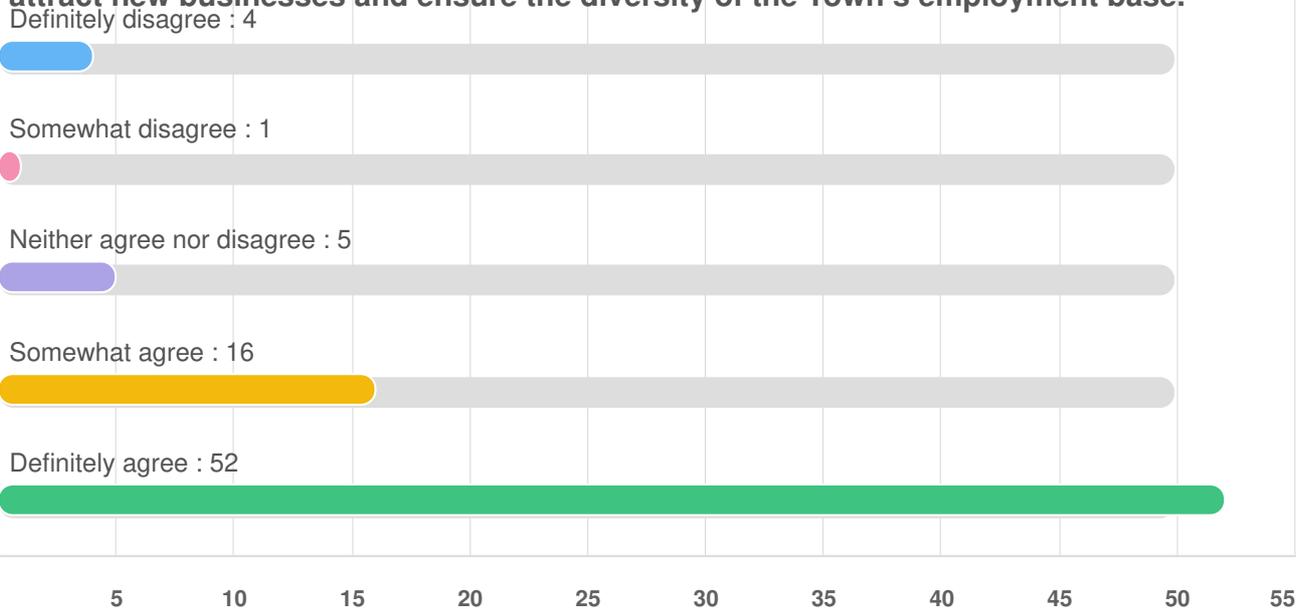
Q1 | The new Official Plan must continue to protect existing and future employment areas to attract new businesses and ensure th...



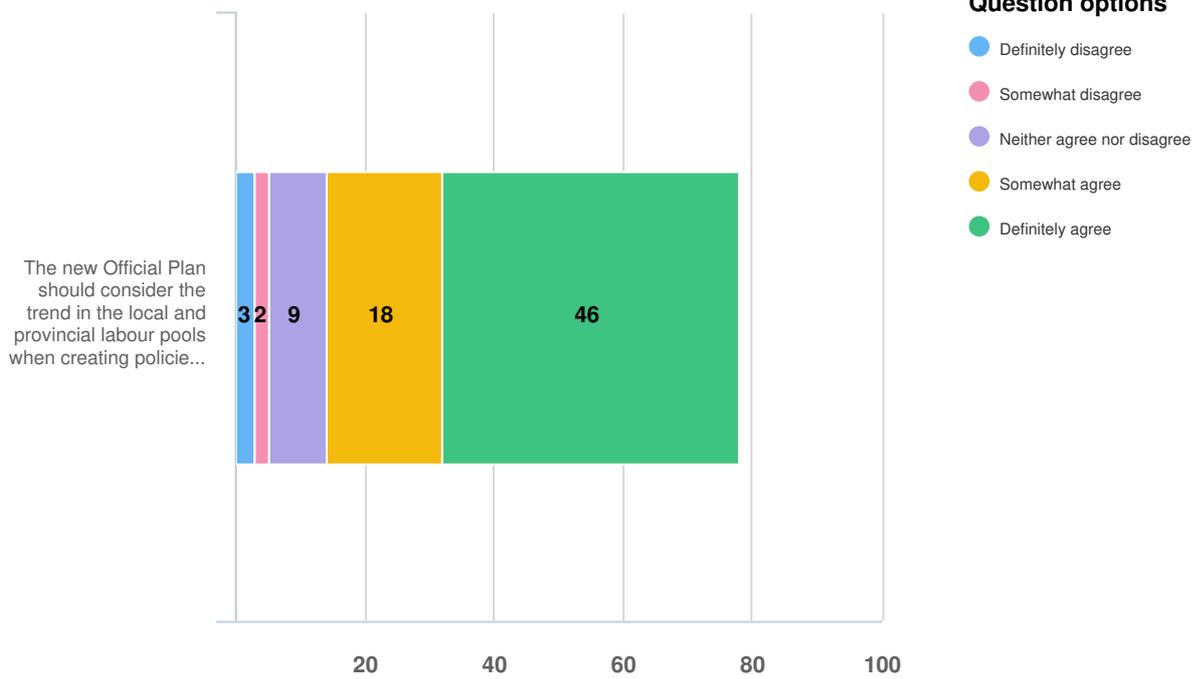
Optional question (78 response(s), 1 skipped)
Question type: Likert Question

Q1 | The new Official Plan must continue to protect existing and future employment areas to attract new businesses and ensure th...

The new Official Plan must continue to protect existing and future employment areas to attract new businesses and ensure the diversity of the Town's employment base.



Q2 | The new Official Plan should consider the trend in the local and provincial labour pools when creating policies to support ...



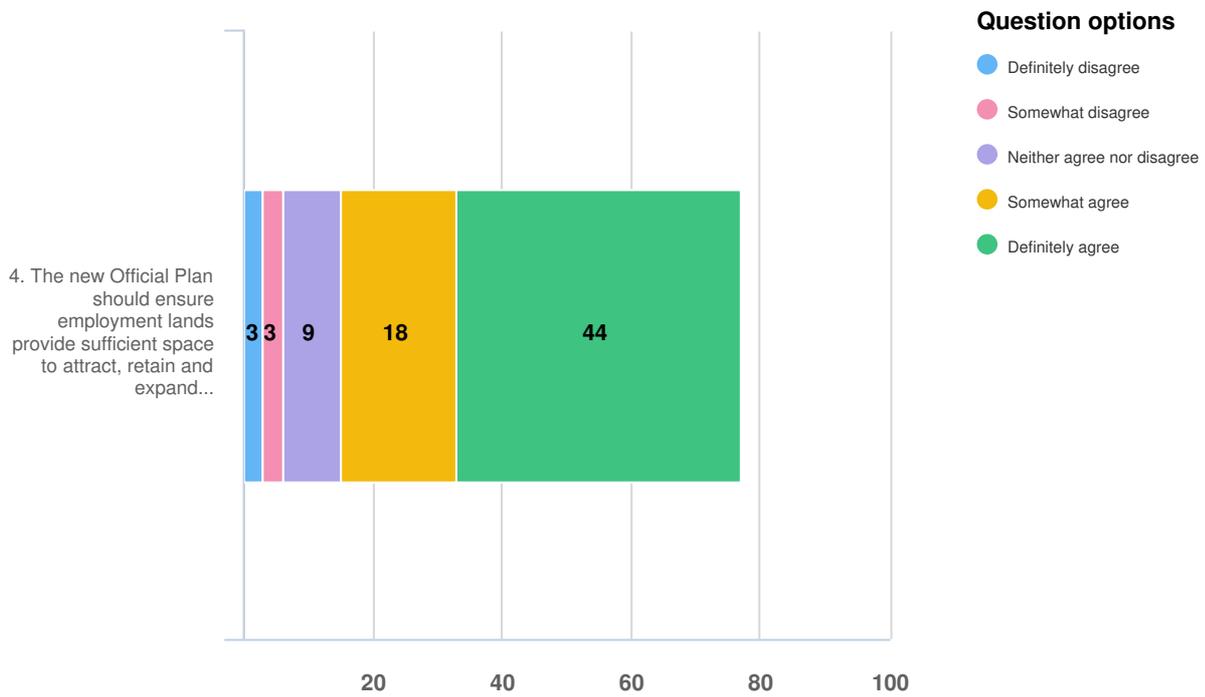
Optional question (78 response(s), 1 skipped)
Question type: Likert Question

Q2 | The new Official Plan should consider the trend in the local and provincial labour pools when creating policies to support ...

The new Official Plan should consider the trend in the local and provincial labour pools when creating policies to support local employment and businesses.



Q3 | The new Official Plan should ensure employment lands provide sufficient space to attract, retain and expand industrial uses...



Optional question (77 response(s), 2 skipped)
Question type: Likert Question

Q3 | The new Official Plan should ensure employment lands provide sufficient space to attract, retain and expand industrial uses...

4. The new Official Plan should ensure employment lands provide sufficient space to attract, retain and expand industrial uses, knowledge-based businesses and the cultural, service and hospitality sectors.

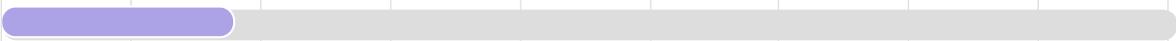
Definitely disagree : 3



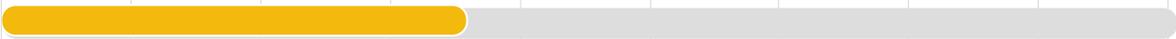
Somewhat disagree : 3



Neither agree nor disagree : 9



Somewhat agree : 18

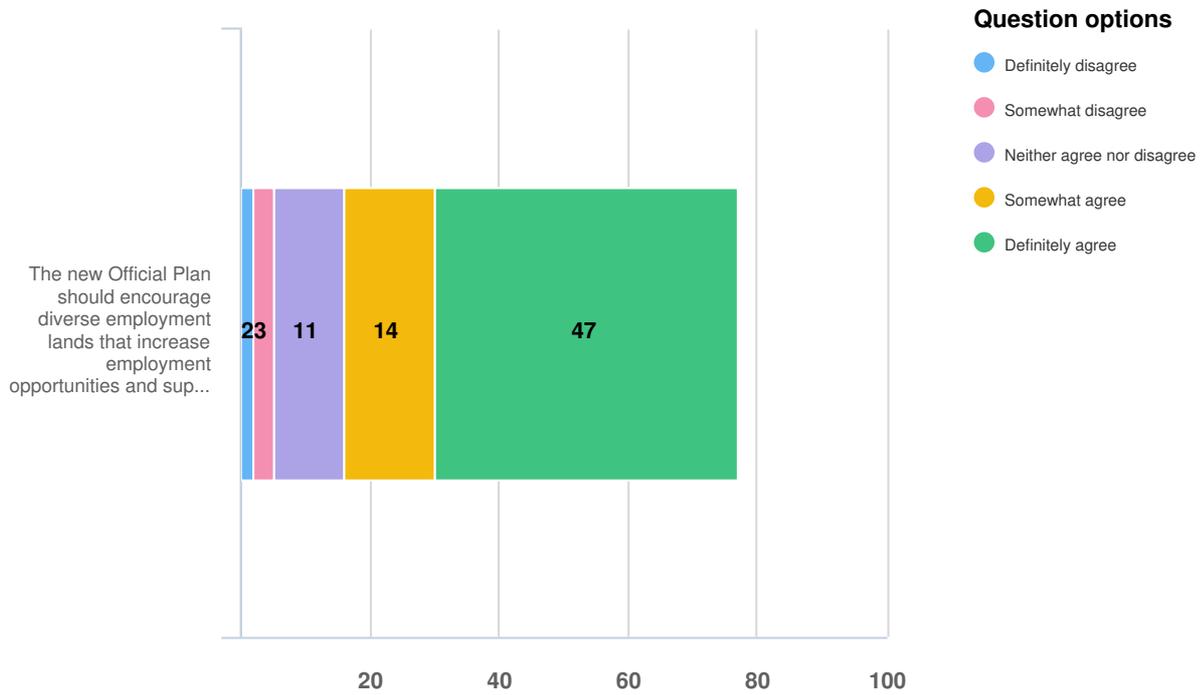


Definitely agree : 44



5 10 15 20 25 30 35 40 45 50

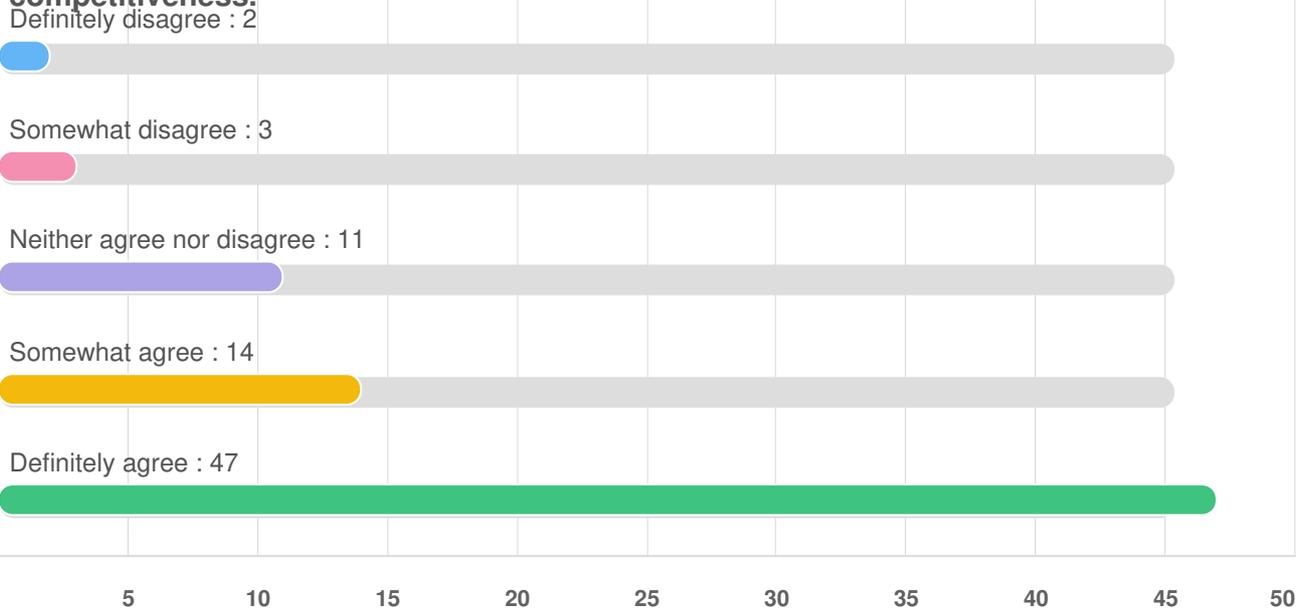
Q4 | The new Official Plan should encourage diverse employment lands that increase employment opportunities and support the Town...



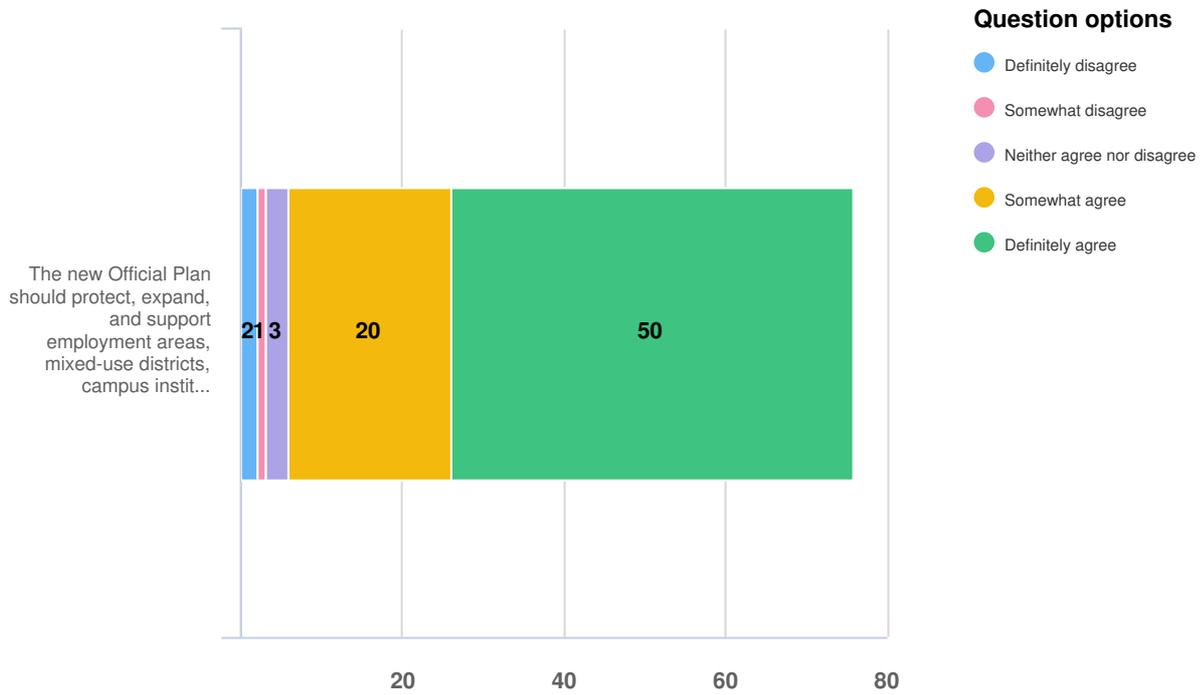
Optional question (77 response(s), 2 skipped)
Question type: Likert Question

Q4 | The new Official Plan should encourage diverse employment lands that increase employment opportunities and support the Town...

The new Official Plan should encourage diverse employment lands that increase employment opportunities and support the Town's economic growth and competitiveness.



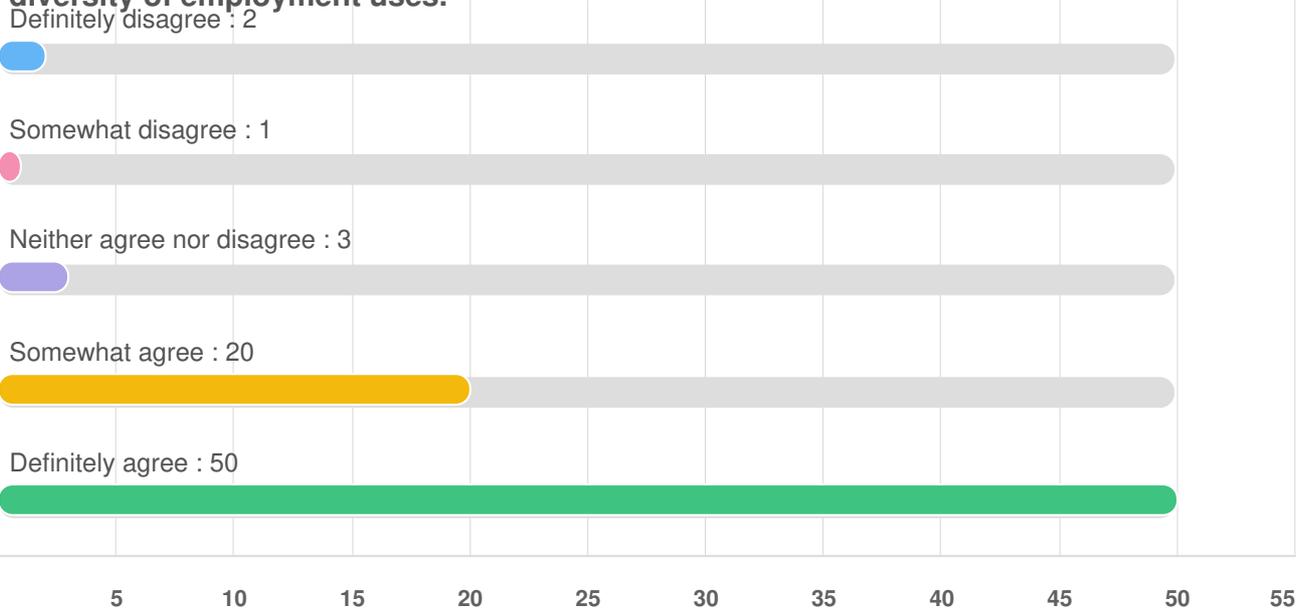
Q5 | The new Official Plan should protect, expand, and support employment areas, mixed-use districts, campus institutions, and a...



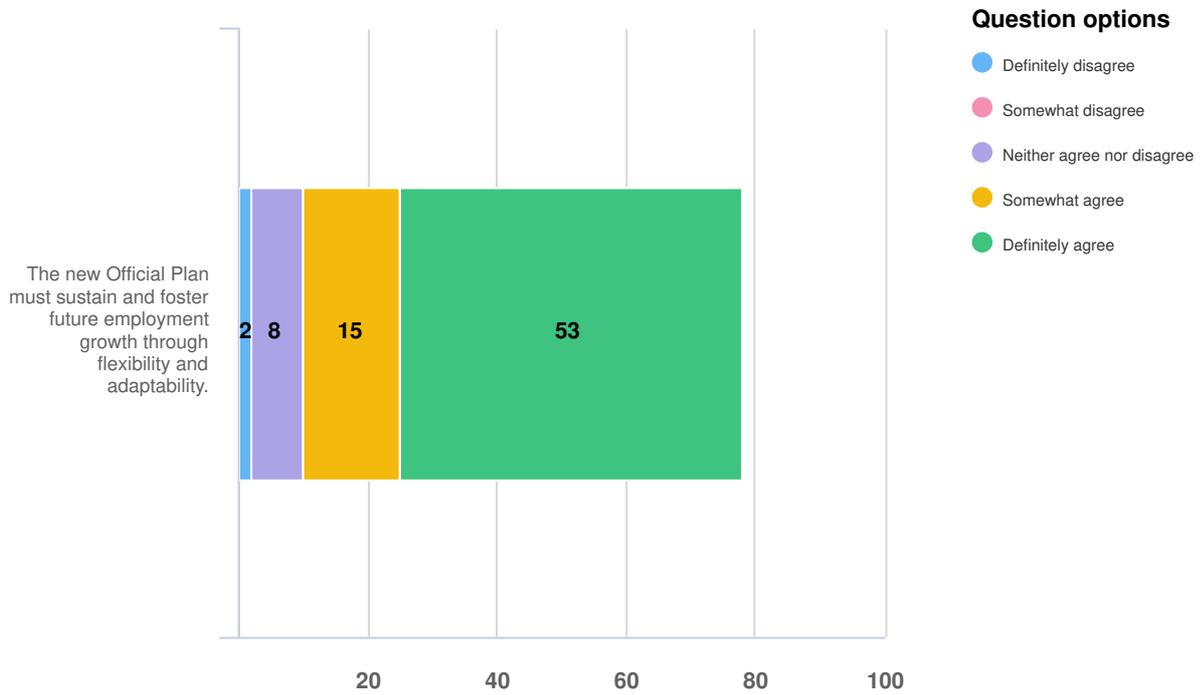
Optional question (76 response(s), 3 skipped)
 Question type: Likert Question

Q5 | The new Official Plan should protect, expand, and support employment areas, mixed-use districts, campus institutions, and a...

The new Official Plan should protect, expand, and support employment areas, mixed-use districts, campus institutions, and a variety of jobs and services to increase the diversity of employment uses.



Q6 | The new Official Plan must sustain and foster future employment growth through flexibility and adaptability.



Optional question (78 response(s), 1 skipped)
Question type: Likert Question

Q6 | The new Official Plan must sustain and foster future employment growth through flexibility and adaptability.

The new Official Plan must sustain and foster future employment growth through flexibility and adaptability.

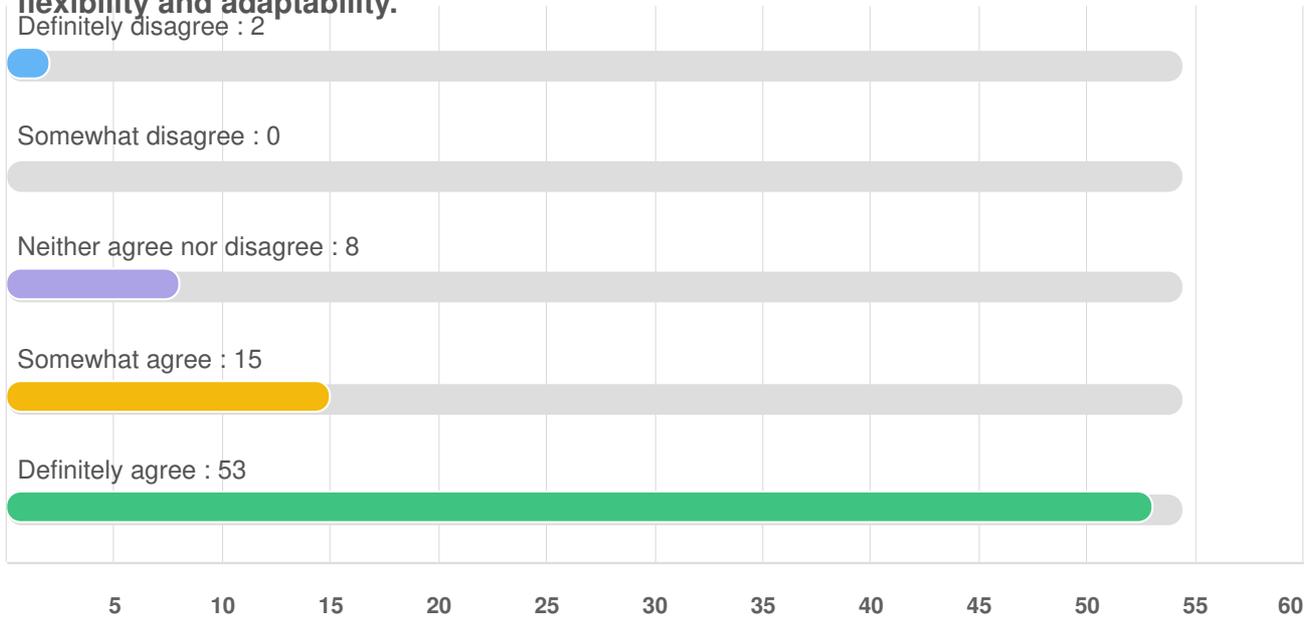
Definitely disagree : 2

Somewhat disagree : 0

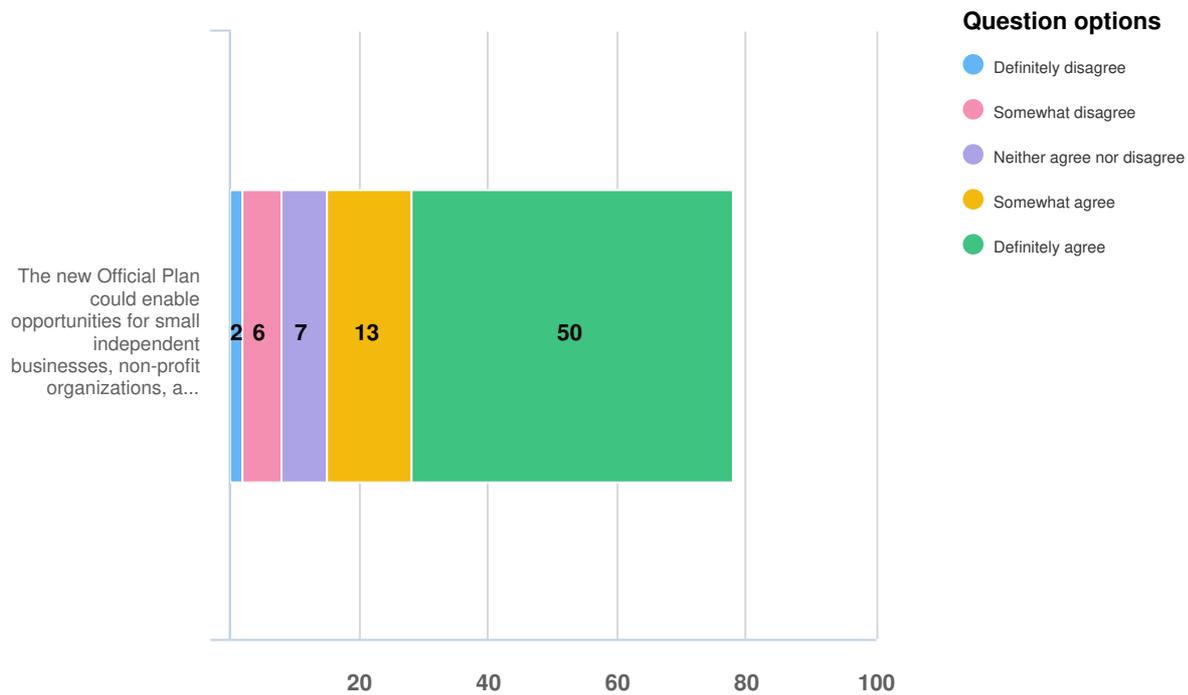
Neither agree nor disagree : 8

Somewhat agree : 15

Definitely agree : 53



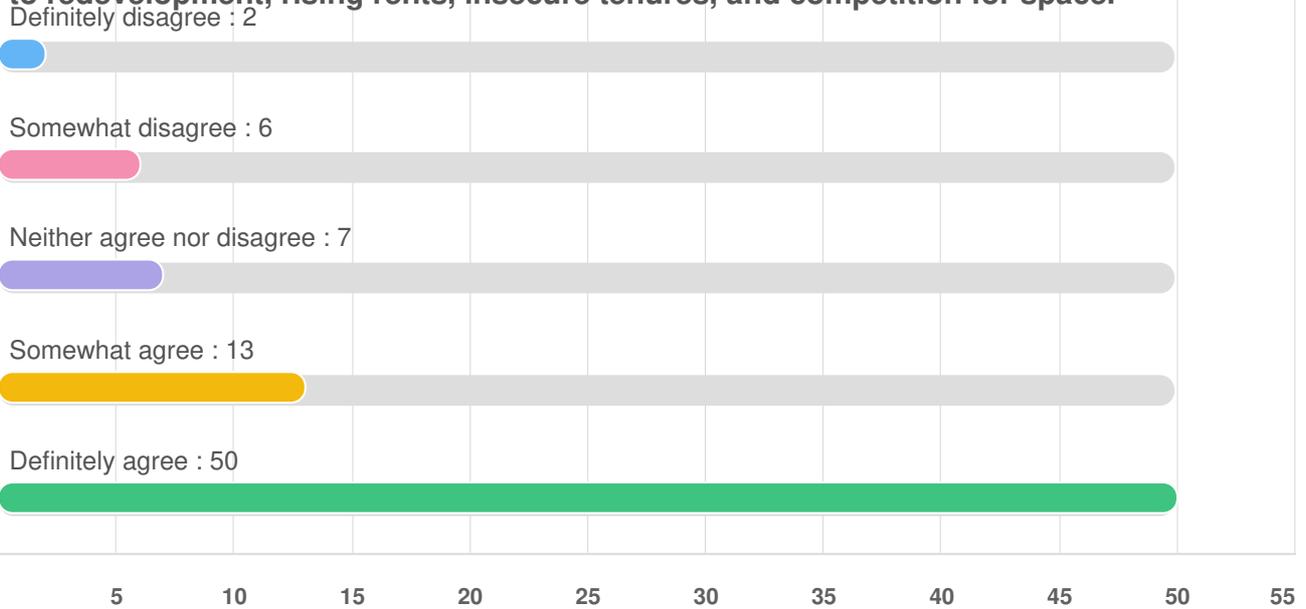
Q7 | The new Official Plan could enable opportunities for small independent businesses, non-profit organizations, and employers ...



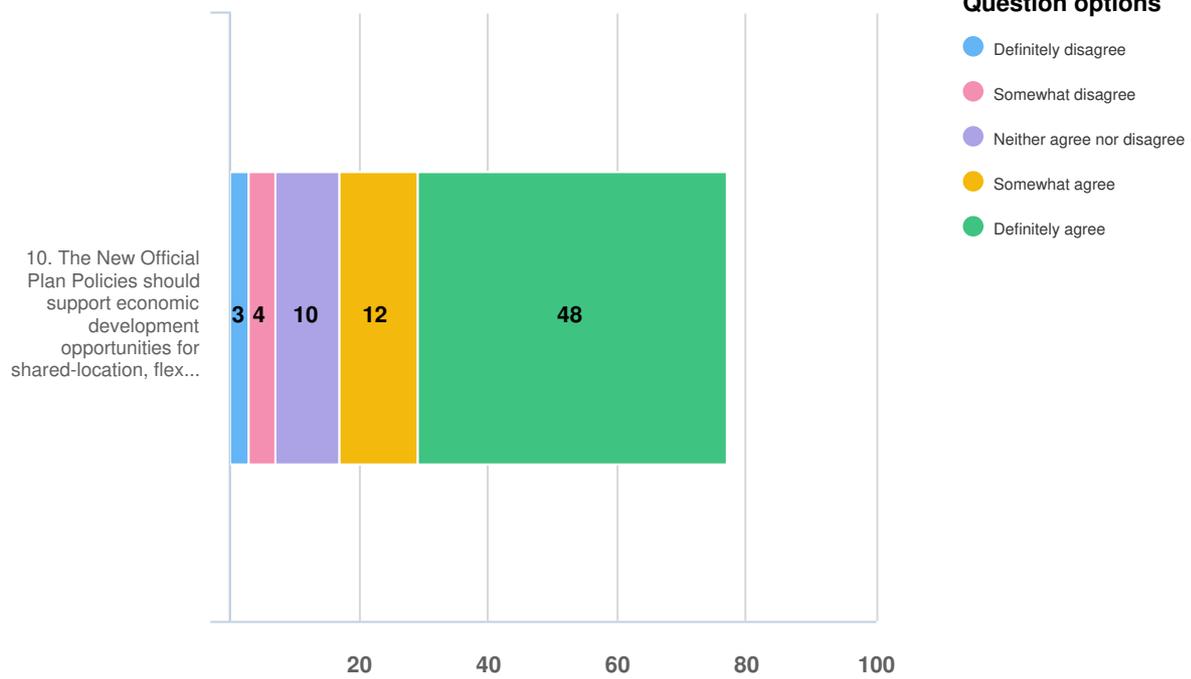
Optional question (78 response(s), 1 skipped)
Question type: Likert Question

Q7 | The new Official Plan could enable opportunities for small independent businesses, non-profit organizations, and employers ...

The new Official Plan could enable opportunities for small independent businesses, non-profit organizations, and employers in arts and culture at risk of displacement due to redevelopment, rising rents, insecure tenures, and competition for space.



Q8 | The New Official Plan Policies should support economic development opportunities for shared-location, flexible workspace ar...

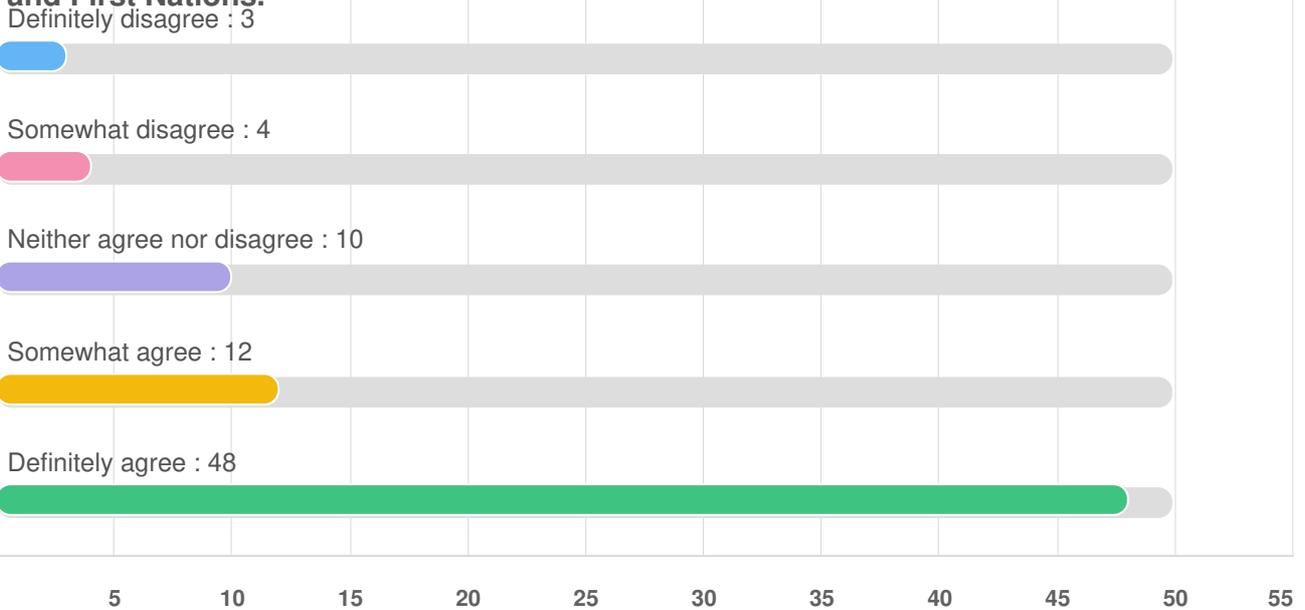


10. The New Official Plan Policies should support economic development opportunities for shared-location, flex...

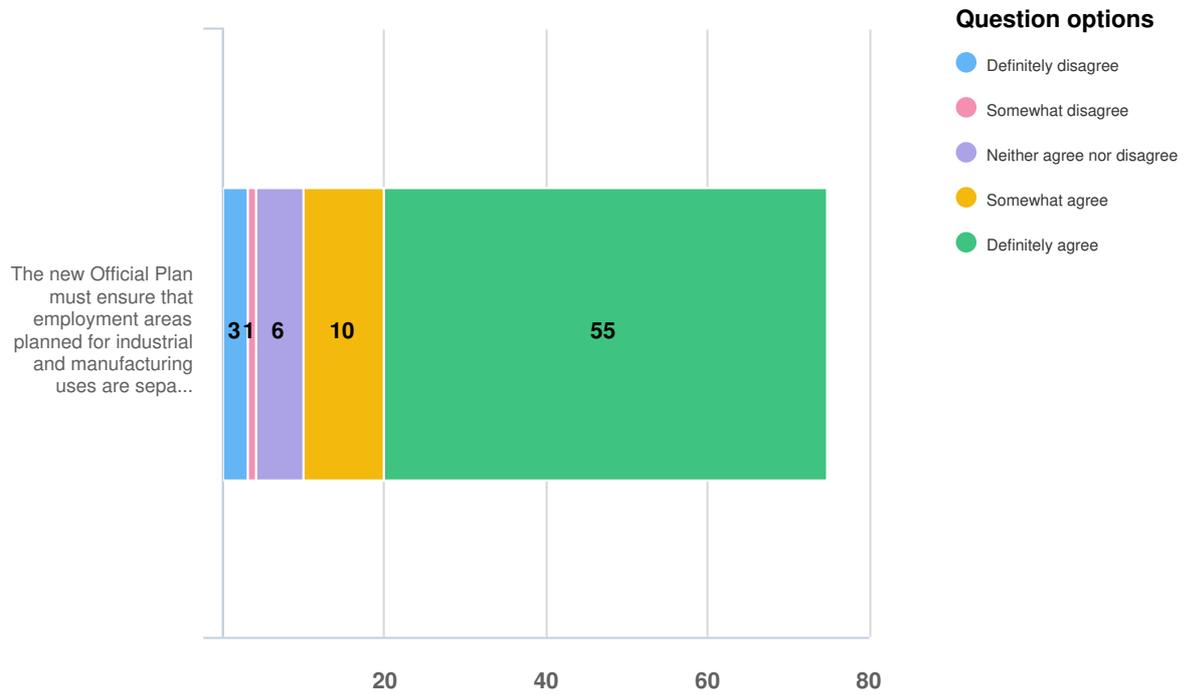
Optional question (77 response(s), 2 skipped)
Question type: Likert Question

Q8 | The New Official Plan Policies should support economic development opportunities for shared-location, flexible workspace ar...

10. The New Official Plan Policies should support economic development opportunities for shared-location, flexible workspace arrangements, and alternate ownership models to increase the viability of commercial areas and to address the displacement of small businesses, city-serving industrial, arts and cultural uses, community-serving spaces, and First Nations.



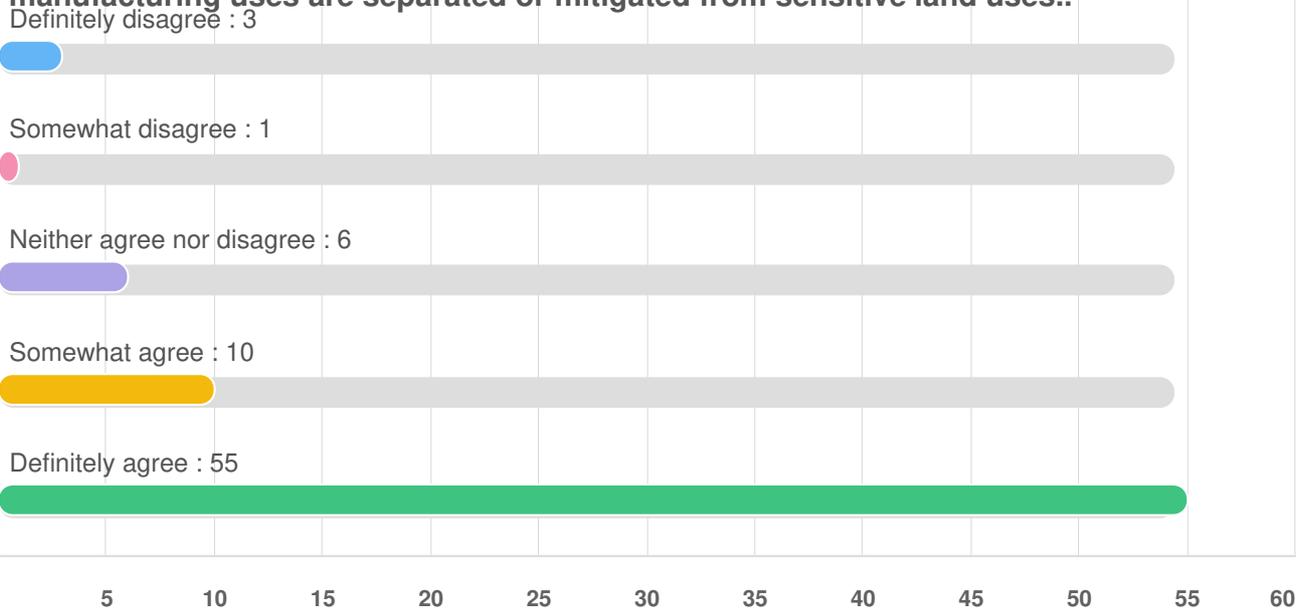
Q9 | The new Official Plan must ensure that employment areas planned for industrial and manufacturing uses are separated or miti...



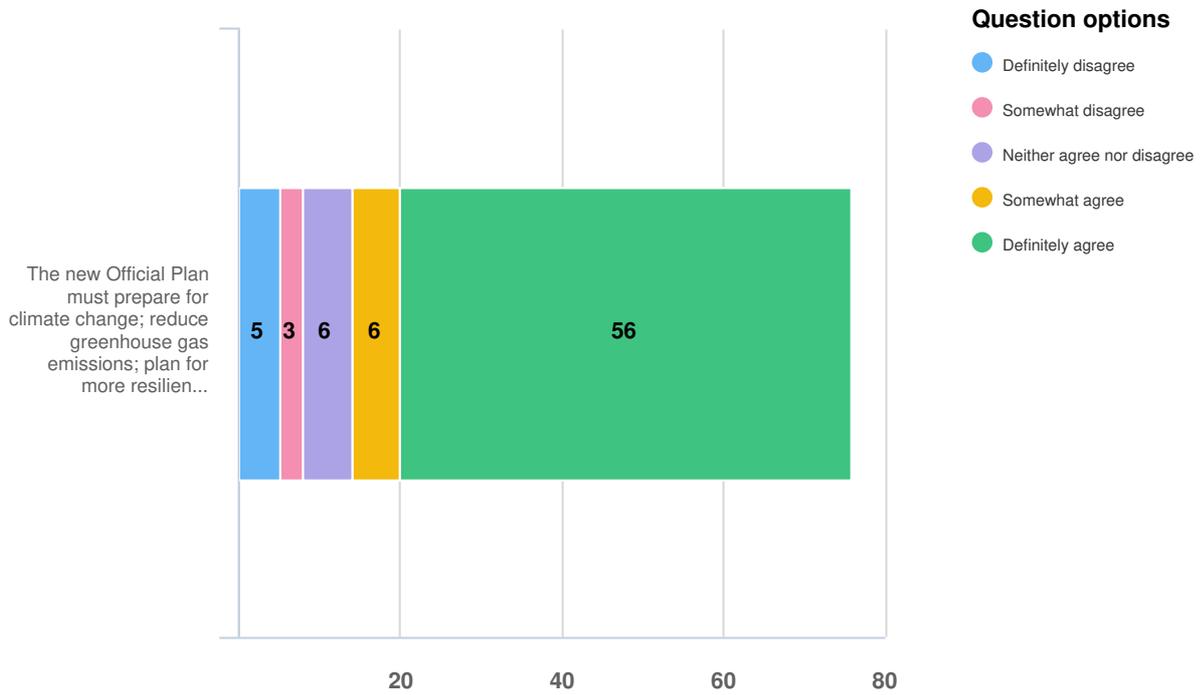
Optional question (75 response(s), 4 skipped)
Question type: Likert Question

Q9 | The new Official Plan must ensure that employment areas planned for industrial and manufacturing uses are separated or miti...

The new Official Plan must ensure that employment areas planned for industrial and manufacturing uses are separated or mitigated from sensitive land uses..



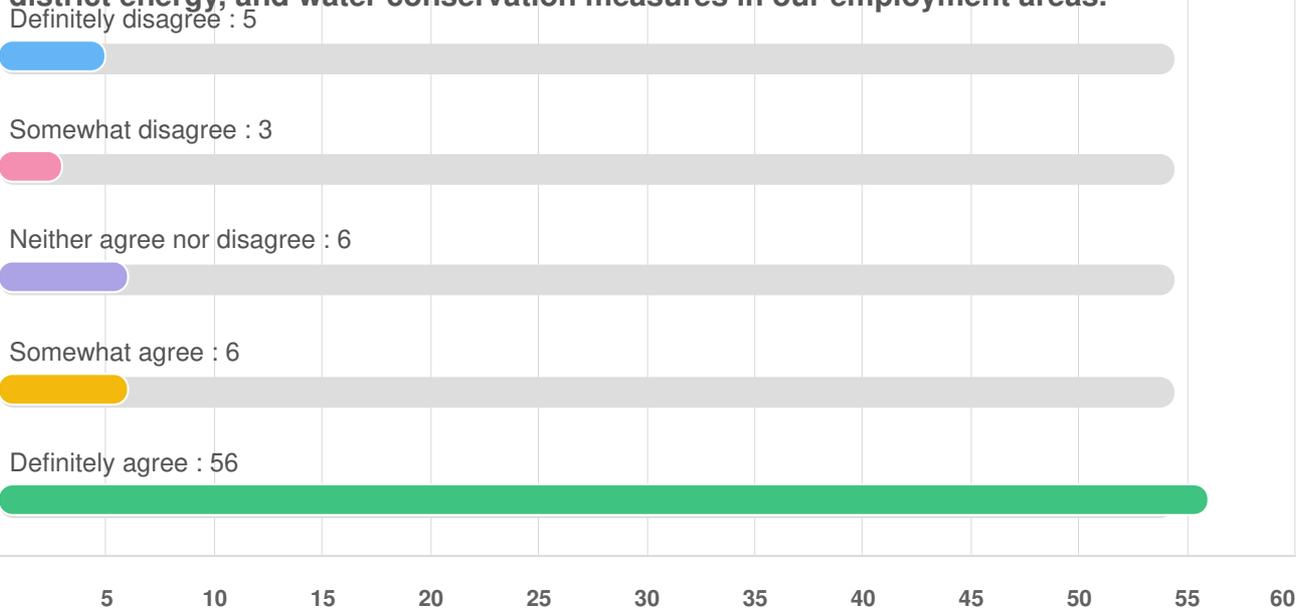
Q10 | The new Official Plan must prepare for climate change; reduce greenhouse gas emissions; plan for more resilient, environmen...



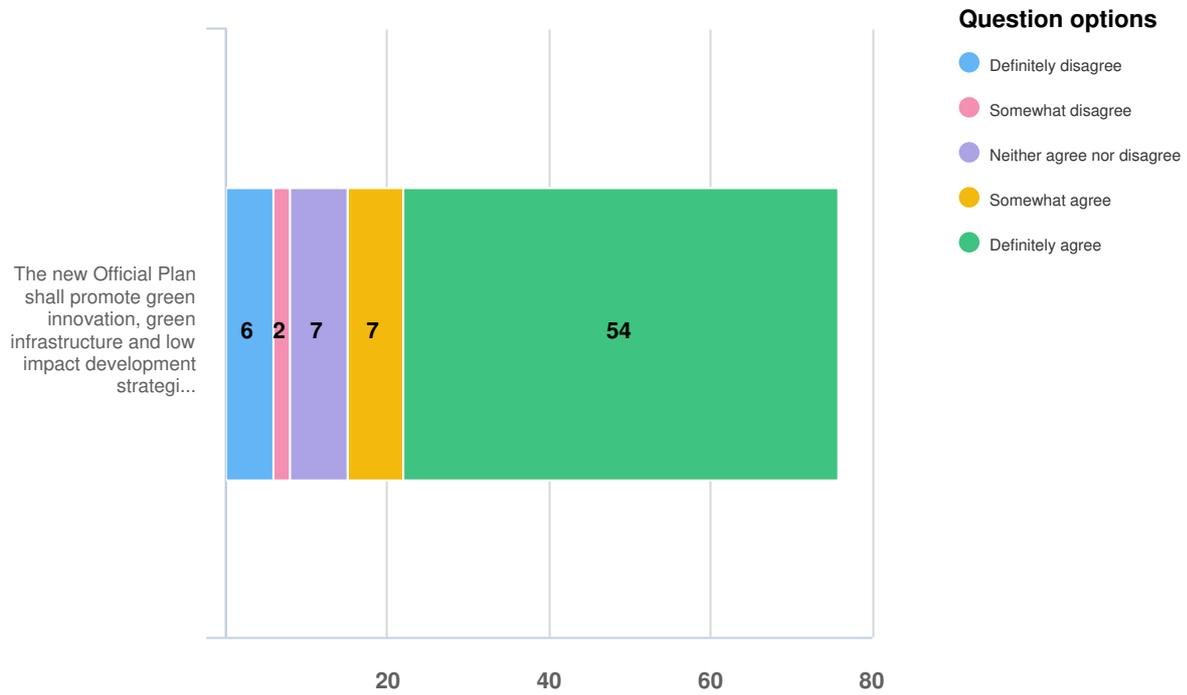
Optional question (76 response(s), 3 skipped)
Question type: Likert Question

Q10 | The new Official Plan must prepare for climate change; reduce greenhouse gas emissions; plan for more resilient, environmen...

The new Official Plan must prepare for climate change; reduce greenhouse gas emissions; plan for more resilient, environmentally sustainable, and complete communities; and support sustainable development such as low impact development, district energy, and water conservation measures in our employment areas.



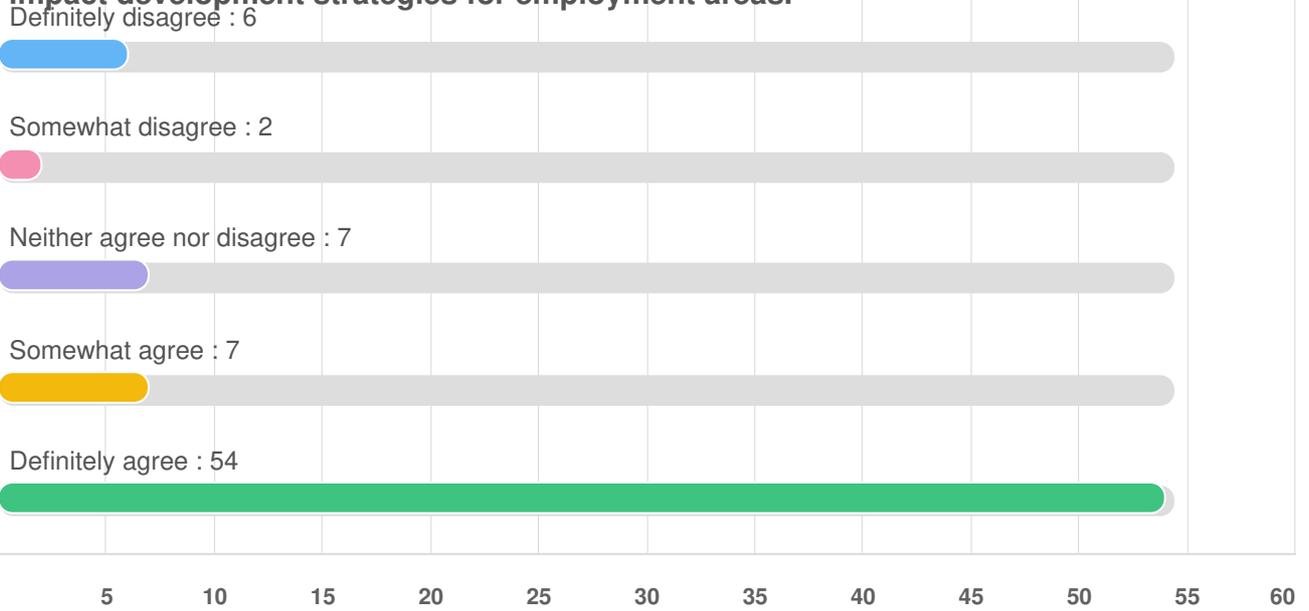
Q11 | The new Official Plan shall promote green innovation, green infrastructure and low impact development strategies for employ...



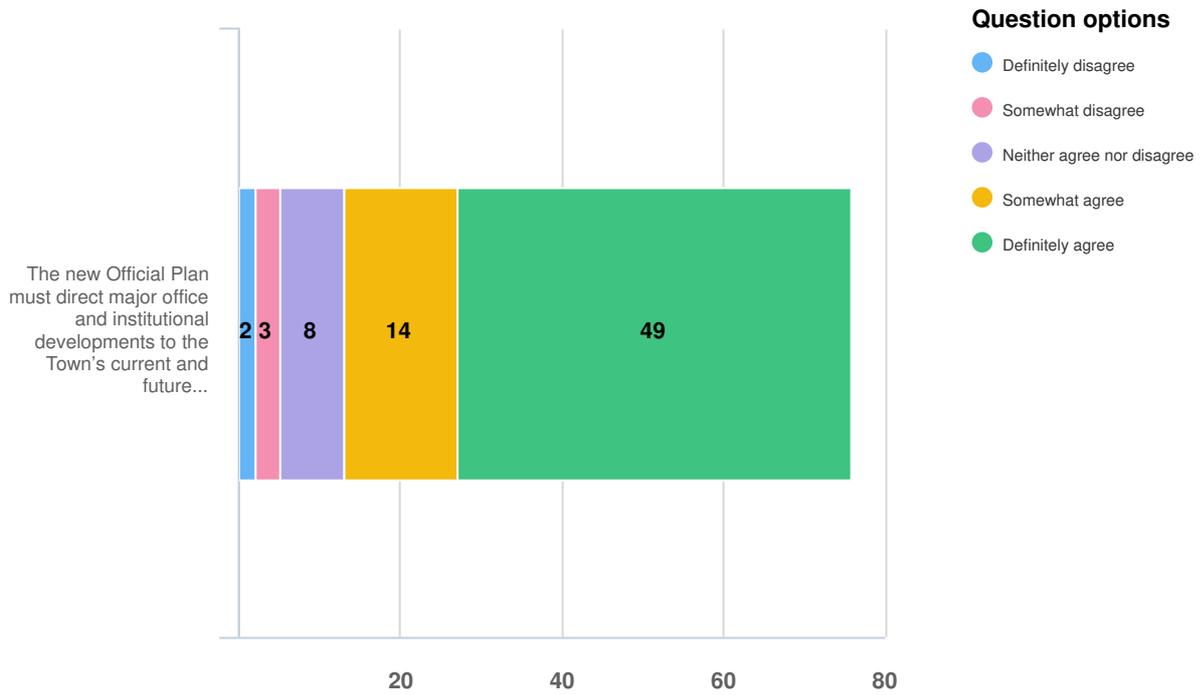
Optional question (76 response(s), 3 skipped)
Question type: Likert Question

Q11 | The new Official Plan shall promote green innovation, green infrastructure and low impact development strategies for employ...

The new Official Plan shall promote green innovation, green infrastructure and low impact development strategies for employment areas.



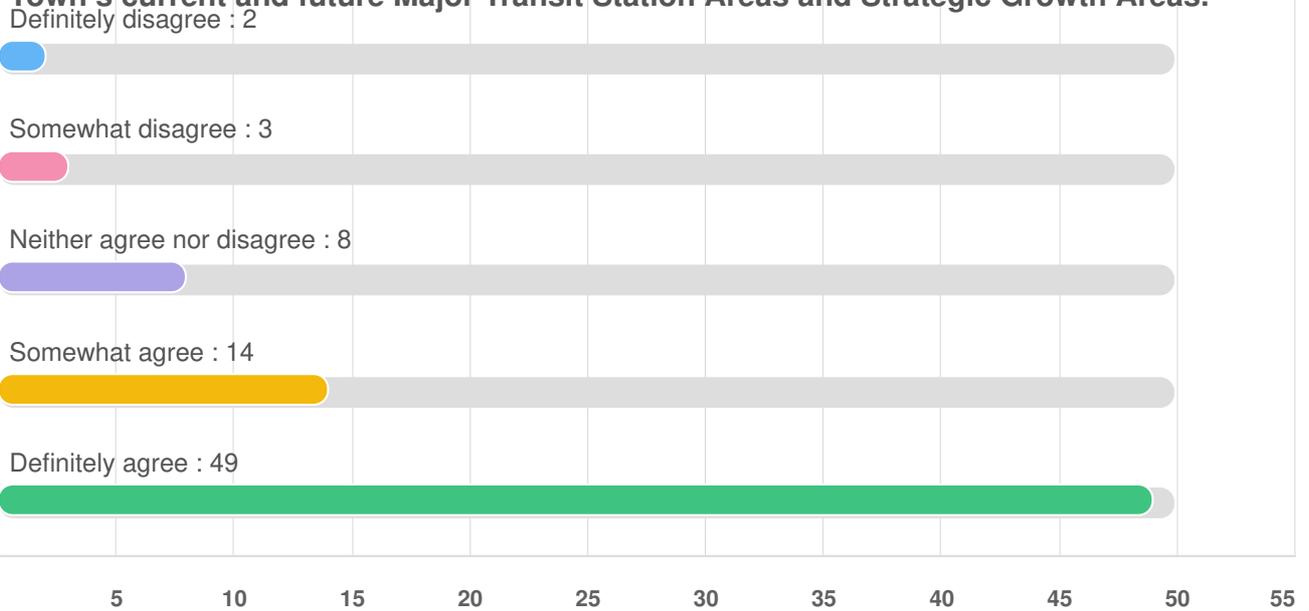
Q12 | The new Official Plan must direct major office and institutional developments to the Town's current and future Major Transi...



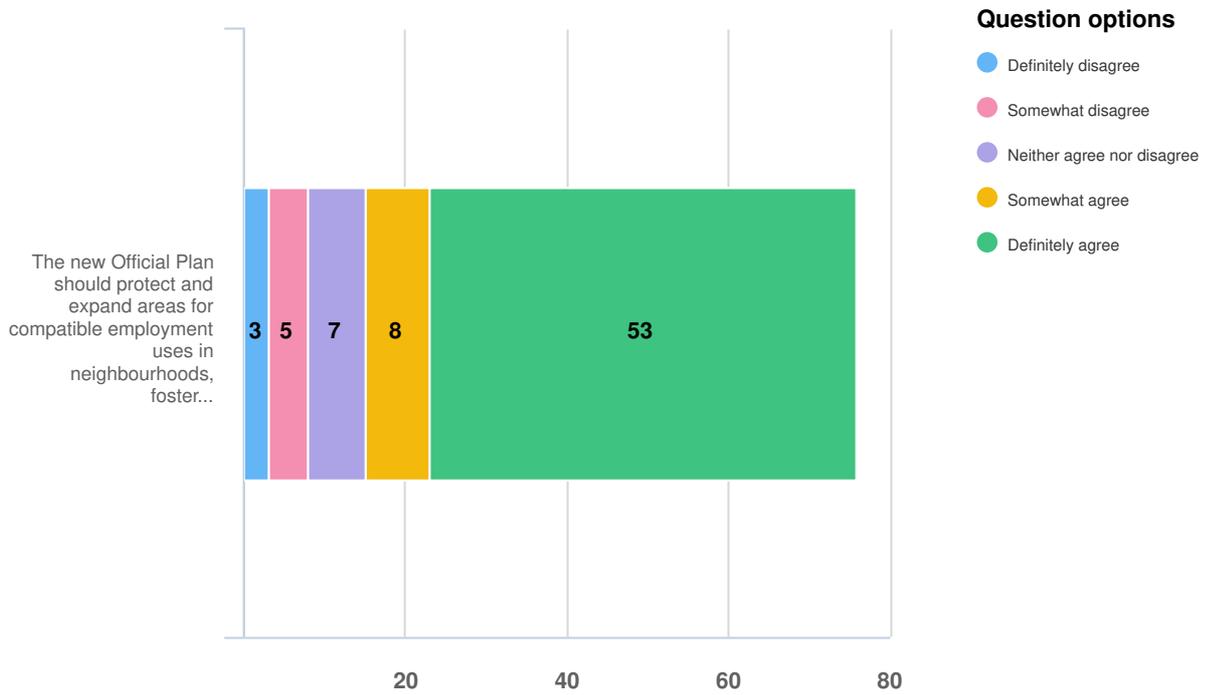
Optional question (76 response(s), 3 skipped)
Question type: Likert Question

Q12 | The new Official Plan must direct major office and institutional developments to the Town's current and future Major Transi...

The new Official Plan must direct major office and institutional developments to the Town's current and future Major Transit Station Areas and Strategic Growth Areas.



Q13 | The new Official Plan should protect and expand areas for compatible employment uses in neighbourhoods, fostering more comp...



Optional question (76 response(s), 3 skipped)
Question type: Likert Question

Q13 | The new Official Plan should protect and expand areas for compatible employment uses in neighbourhoods, fostering more comp...

The new Official Plan should protect and expand areas for compatible employment uses in neighbourhoods, fostering more complete and walkable transit-supportive neighbourhoods with a mix of housing, jobs, shops, and services.

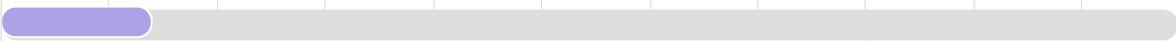
Definitely disagree : 3



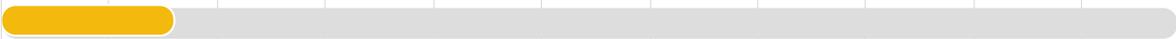
Somewhat disagree : 5



Neither agree nor disagree : 7



Somewhat agree : 8

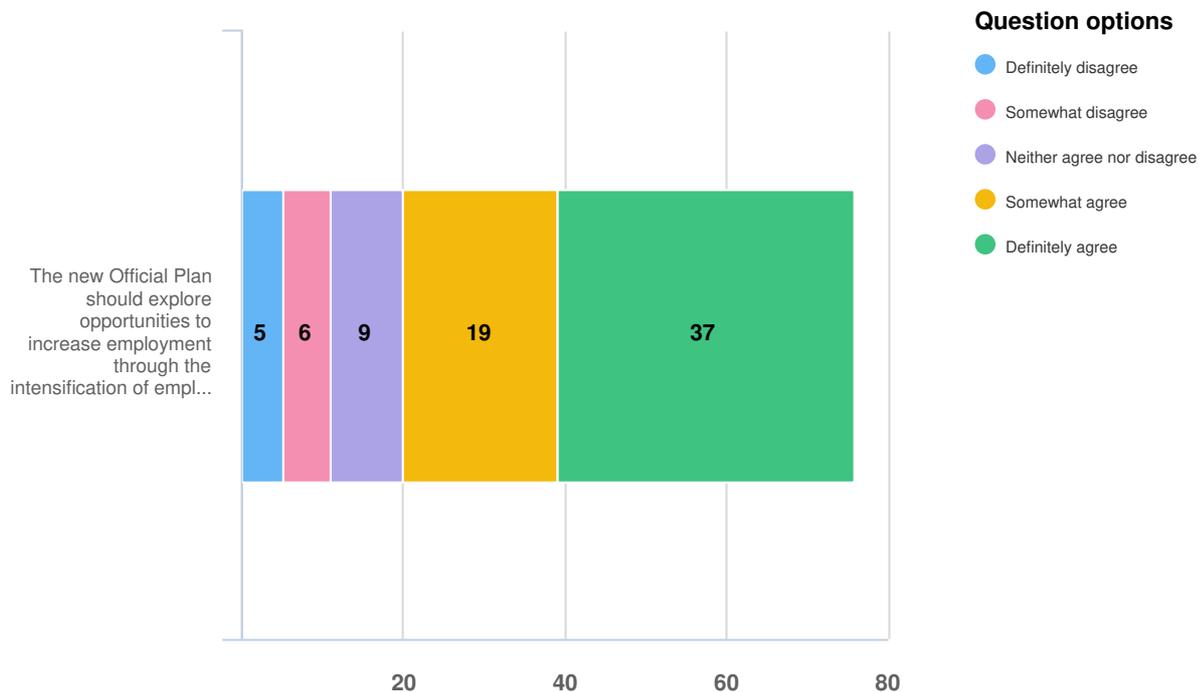


Definitely agree : 53



5 10 15 20 25 30 35 40 45 50 55 60

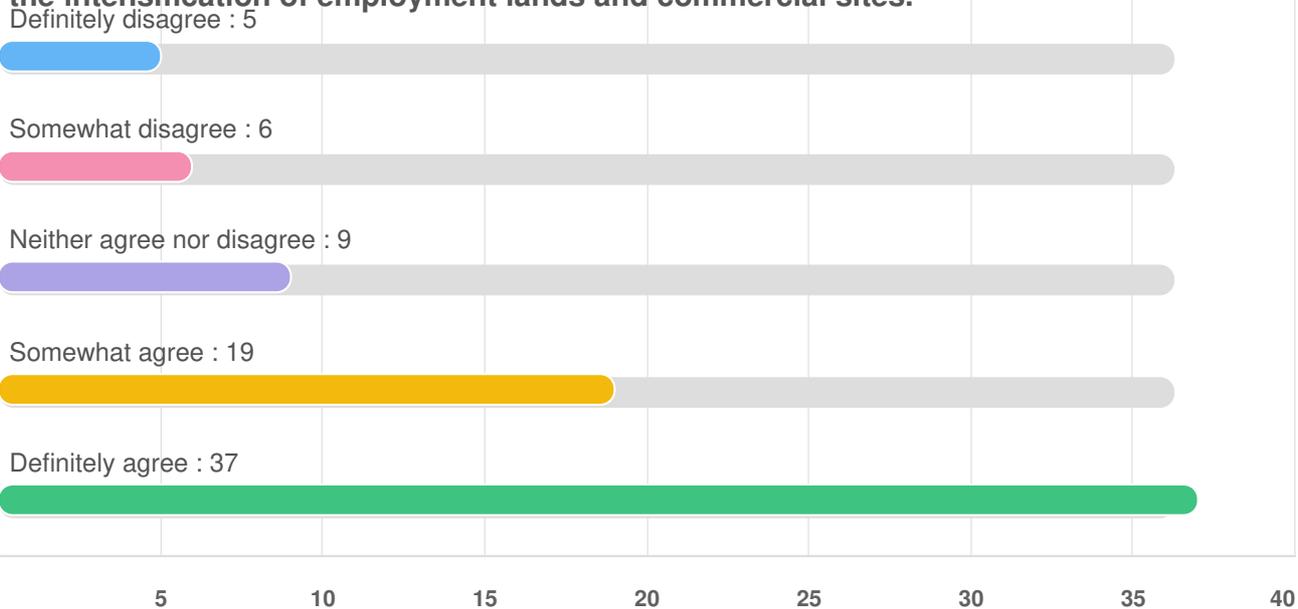
Q14 | The new Official Plan should explore opportunities to increase employment through the intensification of employment lands ...



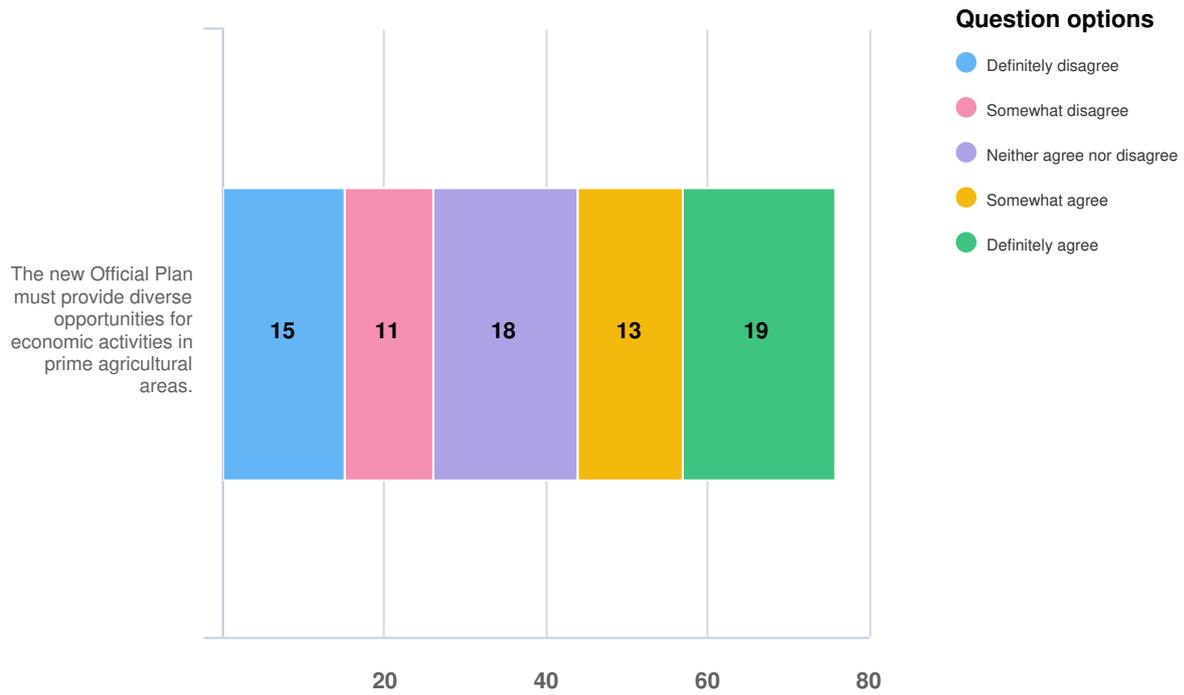
Optional question (76 response(s), 3 skipped)
Question type: Likert Question

Q14 | The new Official Plan should explore opportunities to increase employment through the intensification of employment lands ...

The new Official Plan should explore opportunities to increase employment through the intensification of employment lands and commercial sites.



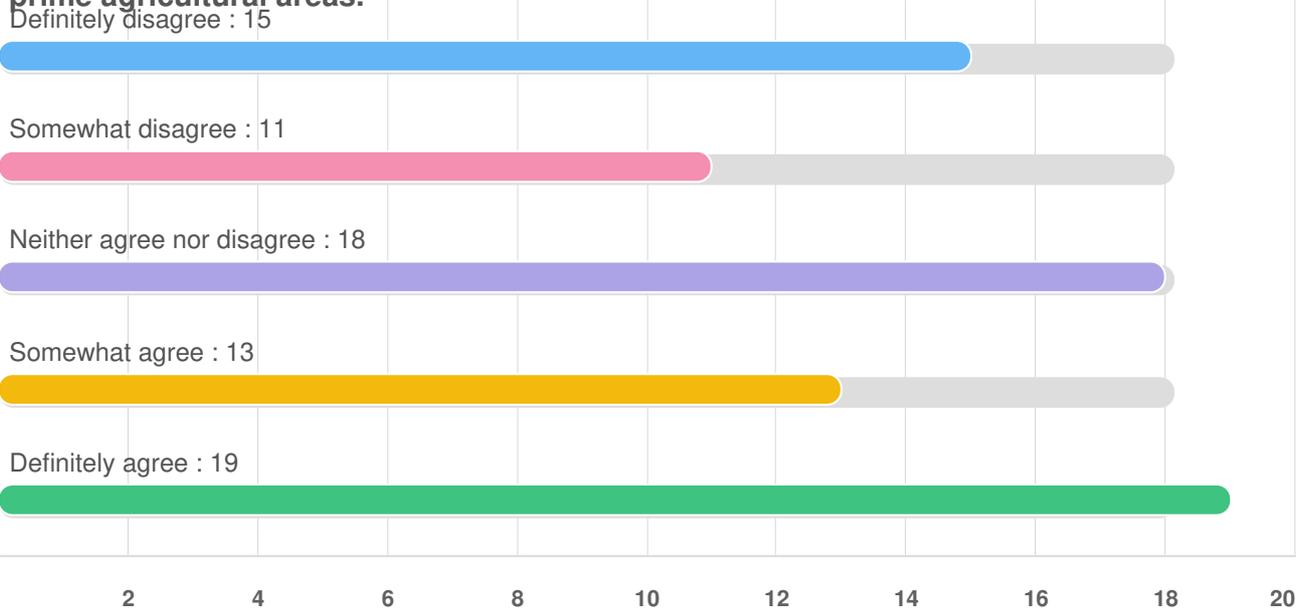
Q15 | The new Official Plan must provide diverse opportunities for economic activities in prime agricultural areas.



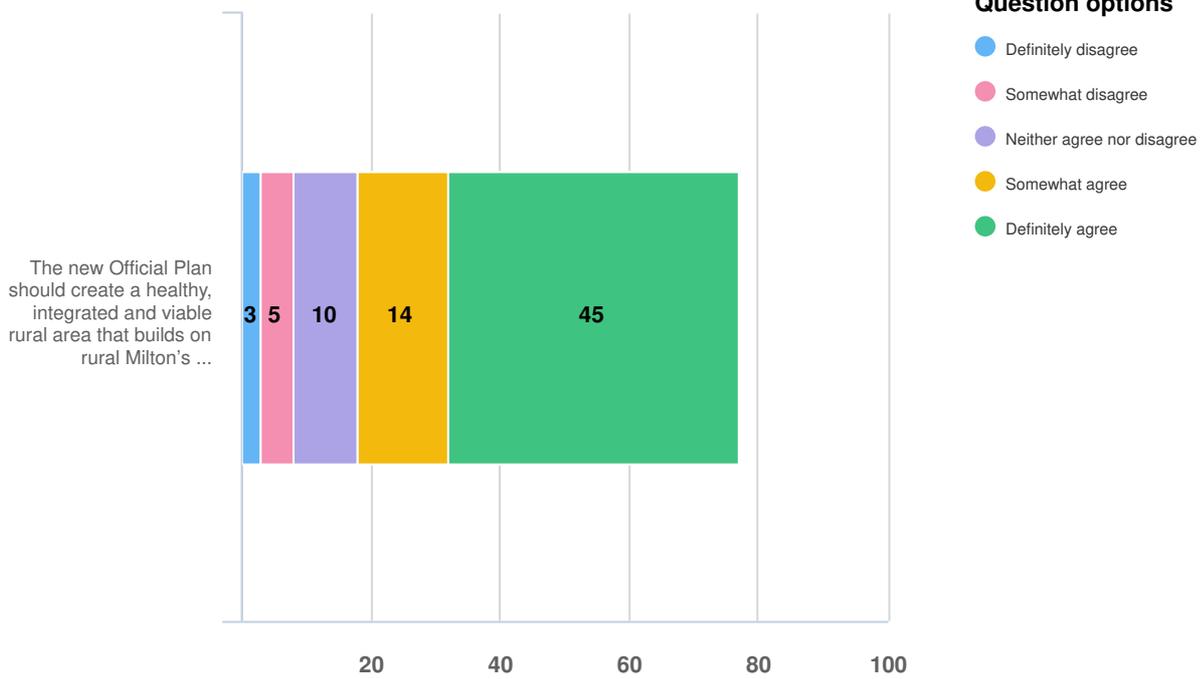
Optional question (76 response(s), 3 skipped)
Question type: Likert Question

Q15 | The new Official Plan must provide diverse opportunities for economic activities in prime agricultural areas.

The new Official Plan must provide diverse opportunities for economic activities in prime agricultural areas.



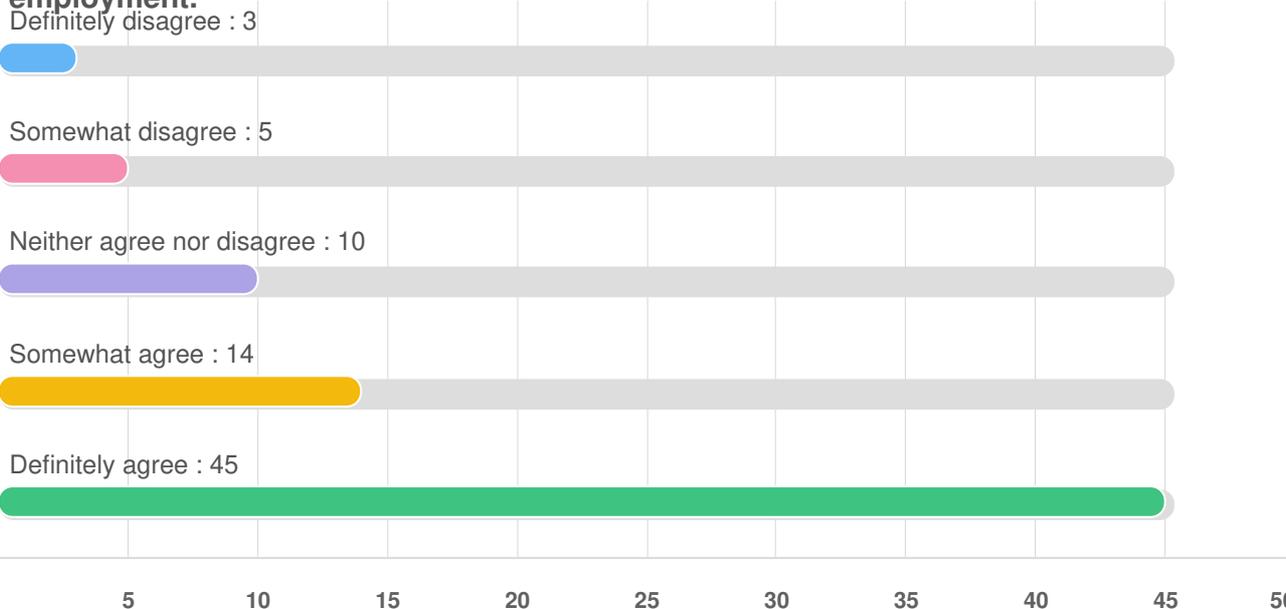
Q16 | The new Official Plan should create a healthy, integrated and viable rural area that builds on rural Milton's character, in...



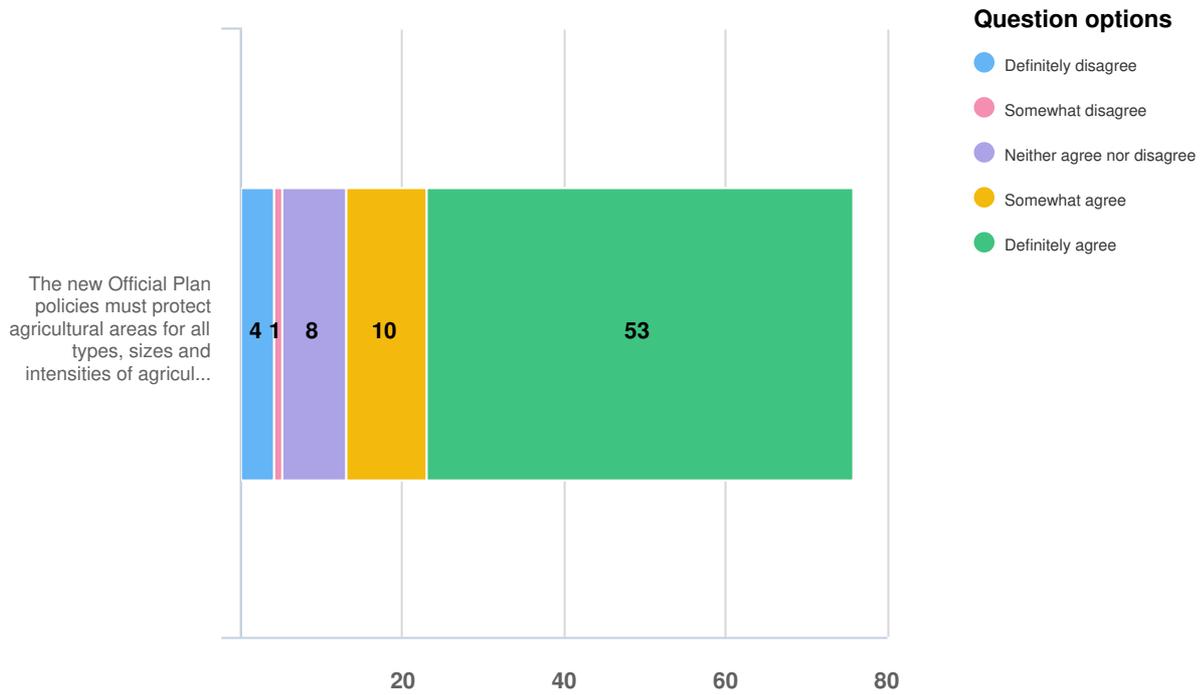
Optional question (77 response(s), 2 skipped)
Question type: Likert Question

Q16 | The new Official Plan should create a healthy, integrated and viable rural area that builds on rural Milton's character, in...

The new Official Plan should create a healthy, integrated and viable rural area that builds on rural Milton's character, infrastructure, amenities and assets, including reliable broadband internet and the expansion of infrastructure to encourage employment.



Q17 | The new Official Plan policies must protect agricultural areas for all types, sizes and intensities of agricultural uses, a...



Optional question (76 response(s), 3 skipped)
Question type: Likert Question

Q17 | The new Official Plan policies must protect agricultural areas for all types, sizes and intensities of agricultural uses, a...

The new Official Plan policies must protect agricultural areas for all types, sizes and intensities of agricultural uses, agriculture-related uses, on-farm diversified uses and normal farm practices.

