

2024-2025 Annual Report – CdAEDC/Jobs Plus Inc.

Vision: A thriving economy & strong employment base in the region

Mission: To collaboratively advance job growth & prosperity

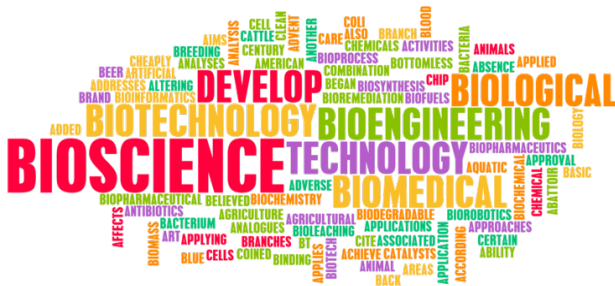
Objectives: Diversify Economy, Advance Workforce, Help Address Community Challenges

Regional Partnership Projects

BioScience Study

The BioScience Study is helping chart a path toward stronger communities and a more resilient regional economy by exploring a promising new growth area: the biosciences sector. This comprehensive research focuses on understanding how expanding into other elements of the healthcare industry –both through vertical integration and across its horizontal supply chain– can benefit our region by creating high-quality jobs, attracting investment, and positioning biosciences as a driver of long-term prosperity.

At its core, the study, projected to be completed August 2025, aims to strengthen the healthcare sector and the broader economy supporting it. Covering eastern Washington, North Idaho, and surrounding rural areas, **preliminary findings reveal \$1.6 billion in healthcare growth potential**, with opportunities in medical device manufacturing, medical technology, R&D, agricultural biotech, and more. It also explores cross-sector synergies with aerospace and advanced manufacturing, assessing how shared technologies and supply chain overlaps can fuel innovation, lower production costs, and open new markets that help diversify product lines and boost competitiveness.



A thriving bioscience industry could lead to better healthcare outcomes for residents, more career pathways in science and technology, and better ability to retain top talent. These benefits ripple

outward advancing our economy.

By proactively identifying and pursuing this opportunity, the BioScience Study sets the stage for a dynamic industry cluster that strengthens healthcare infrastructure, creates a wide range of well-paying jobs, supports education & workforce training and enhances the region's overall economic competitiveness.



Advanced Aerospace Materials Manufacturing Center (AAMMC) Tech Hub

Update: In January, **AAMMC Tech Hub received \$48M* in funding** for the purchase of a world-class composites press and critical facility renovations. Combined with \$70M in commitments from partners like Boeing, NASA, and leading universities, AAMMC is rapidly moving from concept to reality.

**Project funding is fluid in today's economic environment, but we remain optimistic since AAMMC is critical to national security and global leadership.*

Background: The AAMMC Tech Hub represents a game-changing opportunity for our region –one with the power to transform our economy, attract high-value industry, and build a more stable and prosperous future. Anchored by a Testbed and Training Center, housing the largest composite press in the world, AAMMC will bring together cutting-edge equipment and top-tier engineers to validate and scale new production capabilities for next generation commercial and defense aerospace.

At its core, **AAMMC's mission is to develop and commercialize next-generation thermoplastic composites**—lightweight, high-strength materials driving innovation in aerospace, defense, aviation, and beyond. These materials promise breakthroughs from stronger, safer aircraft and fuel-efficient vehicles to durable renewable energy systems. By leveraging world-class expertise and technology, AAMMC aims to cut production costs and timelines.

But the true impact of the AAMMC Tech Hub lies in **what it means for our regional economy:**

- **Creation of high-paying jobs** across multiple disciplines, from materials science and manufacturing to systems integration;
- A **talent pipeline of skilled talent** and workforce development aligned with industry needs;
- A **magnet for related businesses**, expanding local supply chains and entrepreneurship; and
- **Cross industry innovation** with applications in automotive, renewable energy, marine, infrastructure, and health tech sectors.

As AAMMC Tech Hub scales, it will serve as a launchpad for regional transformation, fueling a thriving ecosystem for both established sectors and emerging technologies. **It's more than a manufacturing facility; it's a catalyst for lasting economic growth and industrial leadership.** In short, **the AAMMC Tech Hub is a bold step forward, –positioning our region as a national and global leader in advanced materials.**

I-90 Aerospace+ Conference and Expo

The I-90 Conference is a powerful economic engine for our region. In partnership with the Northwest I-90 Manufacturing Alliance (NIMA), it connects local manufacturers with global aerospace

leaders like Boeing and Collins, unlocking new contracts, supply chain partnerships, and innovation. Since 2015, the event has grown from 85 to over 330 attendees, from 14 states and Canada, with more than 50 exhibitors. A student program, featuring 39 students in 2024, helps inspire the next generation of skilled workers that support our area industries.

By linking regional businesses with major players, **I90 strengthens our economy by anchoring global industry opportunities right here in our backyard** and reinforcing our region's position as a key player in the global aerospace supply chain. **This is economic development in action—supporting local businesses, growing regional prosperity, and creating a resilient economy for the future.**



Talent Pipeline Management (TPM)

The TPM program helps North Idaho businesses tackle one of their most urgent needs: building a skilled, job-ready workforce. Brought to Idaho by the Workforce Development Council, TPM connects real-time business labor challenges with education and training, ensuring employers can find the talent they need when they need it.

By linking businesses with all levels of education and training, TPM creates clear pathways to well-paying, in-demand careers. This not only supports business growth but also provides residents with meaningful job opportunities that boost household incomes and support long-term economic stability.

In our region, TPM is **delivering results in construction and healthcare by identifying skills gaps and collaborating with North Idaho College (NIC) and Kootenai Technical Education Center (KTEC) to create or expand training programs.** We're also raising awareness through community outreach (e.g., career fairs, business expos, and scholarships) to spark interest in high-demand fields and challenge outdated stereotypes about skilled

trades. This summer, we're expanding into manufacturing with an automation workshop in partnership with local colleges to continue building homegrown talent that addresses businesses' changing needs.

TPM is a true team effort, with partners including North Idaho Building Contractors Association (NIBCA), Human Resources Network of North Idaho (HRNNI), University of Idaho, Lewis & Clark State College, NIC, KTEC, and many others—all working together to build a more dynamic, responsive workforce for the future.

Workforce Housing & Childcare

Childcare and attainable housing aren't just family issues --they're economic development imperatives. A stable workforce needs foundational support to fully participate in the labor market to help businesses run efficiently. In Kootenai County, the lack of affordable childcare—especially for women—remains a major barrier to employment, resulting in staffing shortages and lower productivity. At the same time, housing in the \$350,000 to \$400,000 range remains vital to attract and retain essential workers like teachers, nurses, first responders, and many others.

To address these challenges, we've partnered with the Panhandle Affordable Housing Alliance (PAHA) and Housing Solutions Partnership (HSP) to find solutions like shared equity housing (e.g., Miracle on Britton), faster ADU approvals, and workforce-focused development agreements.

Ultimately, tying together childcare, housing, and workforce development is key to keeping people and businesses healthy. When families have access to affordable childcare and housing, they're more likely to stay, work, and invest locally—strengthening schools, healthcare, and the broader economy.

EDA Economic Recovery Corps (ERC)

The creative economy is woven into the fabric of our daily lives—from the homes we live in to the downtowns and parks we enjoy. It transcends what we traditionally see as “arts and culture” experiences like food festivals, concerts, and cultural events—touching everything from construction and technology development to branding and place-

based marketing. In Idaho, **creative industries generate \$110.2 million in annual economic impact and \$7.5 million in state and local tax revenue.** Creativity fuels innovation, attracts talent, supports workforce development, and sustains hundreds of jobs across our region.

A key success of our ERC initiative in the region has been in connecting creative approaches with traditional economic development strategies. Our program centers around three high-impact projects:

- **The Living Lake Project** transforms how communities engage with Lake Coeur d'Alene's environmental challenges by uniting arts, culture, and environmental stewardship between the CdA Tribe, Idaho DEQ, and others to protect the lake and sustain our tourism economy.
- **The Kellogg Revitalization Project** addresses brownfield remediation, while honoring the community's mining heritage. The Project supports local businesses by creating vibrant gathering places for visitors & residents.
- **Creative District Development** formalizes hubs of cultural and economic activity. In Spokane, the Hillyard and Garland Districts show how strategic investment can activate vacant spaces, create jobs, enhance property values, and strengthen neighborhood identity.

The momentum is growing as ERC raises the profile of the creative economy. Our region is home to a growing independent film production community that is creating jobs, drawing visitors, and shaping a strong regional identity. These efforts support training in design, digital media, and skilled trades—fields critical to today's developing economy. By investing in creative economy, **we're helping artists and building vibrant, connected communities where people want to live, work, and invest.**

Business Assistance Programs

Strengthening Existing Industries

Business Retention and Expansion (BRE) remains at the heart of our mission, fueling local business success and long-term economic health. This year, we prioritized workforce retention and training—collaborating with partners to address labor shortages and skill gaps. We also continued support for nonprofits tackling workforce barriers,

like affordable housing and childcare.

To boost industry connections and growth, we expanded the I-90 Aerospace Conference, giving local businesses a platform to engage with global manufacturers and reinforce the regional supply chain. Meanwhile, our ongoing partnership with Idaho Commerce at the SHOT (Shooting, Hunting and Outdoor Trade) Show in Las Vegas has deepened collaboration among Idaho’s recreational sports manufacturers and raised the state’s national profile.

2024 Business Assistance Statistics

120+ Jobs Created (+20 Retention)	6 Businesses that created Jobs	50 Total Assisted Businesses
\$4M Annual Payroll	\$35M Capital Investment	\$175,000 Tax Revenue

Diversifying Industries

Business attraction gained renewed momentum in 2024, as developers completed large industrial spaces –20,000 to 40,000+ SF– to meet the needs of growing manufacturing, transportation, and distribution companies. At the same time, developers began work on preparing shovel-ready sites to support additional future needs. These efforts reinforce our regional competitiveness in attracting high-value industries that align with our long-term economic goals.

2015-2024 Business Assistance Statistics

Companies Creating Jobs	75
Jobs Created	3500
Annual Payroll	\$193M
Capital Investment	\$290M
Annual Tax Revenue	\$2.2M

Since 1987: 9000 Direct Jobs; 200 Companies Assisted; \$795M in Capital Investment; \$5M+ Tax Revenue
Buck Knives, Orgill, Tedder Industries, ATC, Cabela’s, ALK Source Materials, Sysco, Empire Airlines, StanCraft Jets, Dauntless Air, Critical Power, Harris Brune International, Vantage Point Brewery, Ross Printing, Inspiro, Odom Corp. ...

Strategic Collaborations

Collaborative partnerships continue to be one of the hallmarks of our operations, playing an

instrumental role in delivering real benefits for our communities –today and into the future. In 2024, our collaboration with local, state, regional, and national partners delivered real results —laying the groundwork for sustained growth. By working closely with Chambers, industry, and others, we’re turning strategy into action.

These partnerships have yielded wins –unlocking new opportunities, building long-term resilience– and helping us secure three major US Economic Development Administration (EDA) grants (Tech Hub, Biosciences Study, and ERC) detailed earlier. Together, these efforts aren’t just growing our economy, they’re also shaping a stronger, more dynamic future for our region.

Financial Sustainability

As our region grows, so does the impact and importance of our work. We’re focused on expanding investor membership to power our broader portfolio of high-impact initiatives to keep our community future ready. Growing our operating budget is more than just sustaining momentum –it’s about scaling smart, strategic solutions to meet the region’s evolving needs.

Alongside major initiatives like the Tech Hub, Biosciences, and ERC programs, we ramped up efforts in workforce development, housing, and childcare to build a workforce for tomorrow’s jobs. We also strengthened engagement with legislators to champion education and pro-business policies, and recently welcomed an AmeriCorps/VISTA member to help advance key strategic initiatives.

By engaging both new and longtime partners, we’re helping build a resilient future based on innovation and diversified growth. **Our focus remains clear: strengthen existing industries, attract the businesses of tomorrow, and harness the power of partnerships that drive a thriving, competitive regional economy.**

Our Team

- Gynii A Gilliam, President & CEO
- Josh Wise, Business Development Specialist
- Loren Whitten-Kaboth, Special Events & Investor Relations
- Frank Sbicca, AmeriCorps Service Member

