

DC Written Progress Report to Los Alamos County Year 4 – January – December 2025

Overview

This report provides an overview of the tasks, services, and outcomes completed in 2025 for seven-year agreement between the **Regional Development Corporation (RDC)**, a private non-profit 501(c)(3) economic development organization, and **Los Alamos County (LA County)**. The agreement covers a service area that includes Los Alamos, Taos, Rio Arriba, and Santa Fe counties (Four-County Service Area).

The RDC has continued the program of work agreed upon with LA County, following the **Regional Economic Development Initiative (REDI) Plan** updated at each year at the RDC's REDI Summit. The RDC used the input gathered from the working groups during this year's Summit to update the REDI Plan and continue our Program of Work based on that input. The RDC team has continued to move forward with the topics and issues identified at the Summit, as well as with other key players in the various industry sectors - *Business Development, Workforce, Technology & Energy, Housing, and Broadband*.

Highlights for the year include:

- **RDC Direct Investment Program - 71 awards** were made totaling **\$409,594**, creating **90 new jobs**, with revenue increases of **\$1.7M**.
 - *Eleven small business awards in Los Alamos County*
- Identified **top regional business issues/challenges** - workforce, marketing strategies, material costs, supply chain delays/shortages, and available facilities.
- **REDI Summit** in Partnership with the **LANL Community Conversation** Event on **April 15, 2025** in Santa Fe with **175 attendees**.
- **Los Alamos Day & Broadband Days** during the 2025 Legislative Session.
- **Information Sessions/Business Roundups** for the RDC's funding programs – TEAM (Tech & Mftg.) Fund, Tribal Fund, and Micro-Grant Program (online and in-person).
- In July, the RDC hosted the **LANL Supplier Event** in conjunction with LANL's **Small Business Office** to recognize small businesses supporting LANL.
- Participation in **LACDC** monthly partner meeting.
- Monthly **EDO Roundtable** meetings bringing together economic development organizations for resource sharing, community updates, and training.
- **Involvement** in regional events: NMSBA Tech Celebration; Santa Fe Finance Fairs; NM Energy Symposium; Energy, Technology & Environmental Business Association (ETEBA); Broadband Conference, New Collar Workforce Summit, and the CTE Summit.

Progress Summary by Agreement Category

I. Regional Strategic Plan Update, Strategy Implementation & Summit

The RDC's **2025 REDI Summit**, held on April 15, 2025 and in collaboration with LANL's Community Conversation event, provided valuable content, networking, and important programmatic updates to the **REDI Plan**. The REDI Summit brought together 175 people (businesses, resource partners, government, education, and tribal communities) to review, discuss, and update the REDI Plan.

The event also included presentations by North Central NMED District, NM Economic Development Department, NM Department of Workforce Solutions, and NM Department of Tourism. Working group breakout sessions/discussions covered the key sectors in the plan - Business Development, Workforce, Technology & Energy, Housing, and Broadband.

Additional private funding for this event was provided by Triad National Security and the NM Manufacturing Extension Partnership (MEP).

II. Economic Development Organization (EDO) Training

The RDC holds monthly EDO Roundtable meetings to bring together the economic development representatives of our region, and to be aware of community and Economic Development Organization (EDO) training and community needs. The group of twenty-eight participants (up from eleven) discusses economic development resources, projects and community updates, accomplishments, challenges, and solutions related to their economic development programs.

The RDC has also developed and built relationships with the regional Tribal entities, both at the leadership level and the development corporations (Section 17 of the Indian Reorganization Act). Participants include:

- Nambe Development Corporation
- Ohkay Owingeh – Tsay Corporation
- Buffalo Thunder Inc./Pueblo of Pojoaque Enterprise Corp.
- San Ildefonso Services
- Santa Clara Development Corporation
- Cochiti Development Corporation

In the monthly EDO Roundtables, the RDC encouraged members to attend the annual **Basic Economic Development Course** in Silver City. The event was held July 13 – 17 and representatives from the RDC and the **LACDC** (Executive Director, MainStreet, SBDC) and the Executive Director of **Nambe Pueblo Development Corporation** attended the event. At the meeting following the course, attendee EDO's shared their positive feedback about the event - best practices for business retention and expansion, workforce development, site readiness, strategic planning, and using AI for efficiency.

Training topics for the group this year have included site readiness, NMEDD LEDA for municipalities/tribes, LANL's Tech Hub, Business Retention & Expansion (BRE) programs, IEDC certification process, and workforce development.

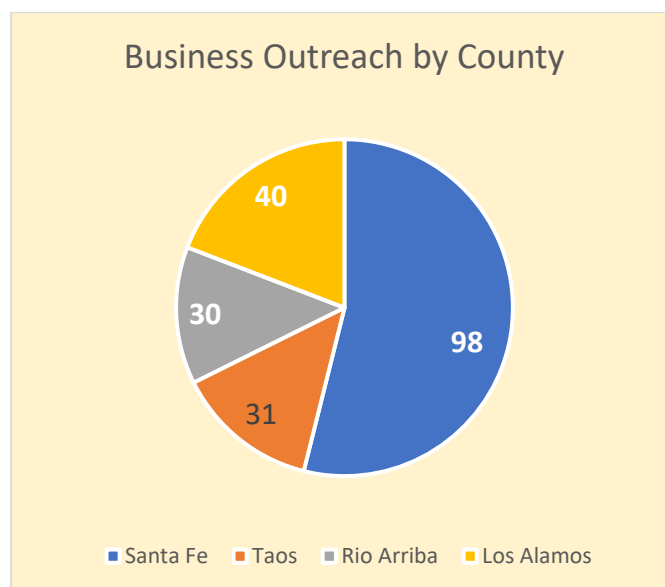
III. Business Retention & Expansion, Business Recruitment

The RDC's Business Retention and Expansion Program consists of four components, with a focus on job creation and capital investment. This includes:

1) **Outreach/Site Visits & Technical Assistance** to regional businesses to help them grow and expand, 2) **Direct Investments** (grants and a no-interest loans), 3) **Sponsorships and Partnerships** to support a wide range of programming and events that strengthen and diversify the region's economy, and 4) **Business Recruitment** to market the region to site selectors and businesses via the New Mexico Partnership, site selectors, and recruitment/expansion leads.

□ BR&E Visits

- ✓ The RDC Interacted with **199** companies on business issues in the Four-County Service Area; **147** interactions were in-person meetings, **50** were phone or e-mail communications.



**Includes Tribal company visits in Santa Fe County (Nambe, Pojoaque, San Ildefonso), and Rio Arriba County (Santa Clara).*

The industry sectors of these companies vary and included: manufacturing, technology, artisans, food and beverage, outdoor recreation, and Tribal projects. Common challenges the RDC heard from the businesses were workforce, marketing, facilities for expansion, financing, and tariff costs.

The RDC provides prompt follow up with these businesses, facilitating introductions to available resources based on their needs while acting as an ongoing conduit for their businesses. The RDC also identifies opportunities for businesses to collaborate and do business together.

□ Direct Investments (Grants and No-interest Loans)

- ✓ In the first half of 2025, the RDC deployed the following grant programs
 - ❖ TEAM Fund - \$20,000 no-interest loans
 - ❖ Tribal Grants - \$8,000
 - ❖ Micro-Grants – \$3,000

This year, the RDC recently partnered with Santa Fe County and the City of Santa Fe to provide additional Micro-Grants this year.

71 Direct Investment awards were made totaling \$409,594, creating 90 new jobs, with revenue increases of \$1.7M.

TEAM (Technology & Manufacturing) Fund:

✓ **Nine totaling \$170,000**

- ❖ **Rio Arriba County**
 - JREV Enterprises
 - Canton Custom Guitars
- ❖ **N. Sandoval County**
 - Jemez Mountain Brewhouse
- ❖ **Santa Fe County**
 - EnviTrace
- ❖ **Taos County**
 - BDT Manufacturing
 - Botanical's Wellness
 - Humble Brands
 - Taos Mesa Brewing
 - Rosita's Mexican Store

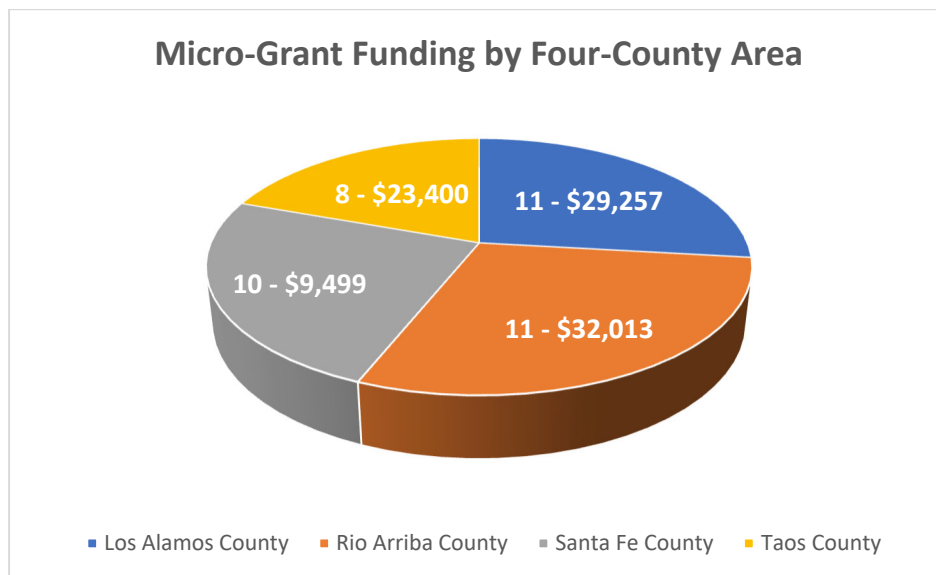
Tribal Grants

✓ **Fourteen totaling \$106,418**

- ❖ **Jemez Pueblo**
 - Big D Flooring
- ❖ **Nambe Pueblo**
 - Love Your Lashes
- ❖ **Pojoaque Pueblo**
 - Bert's Trash Services
 - Poeh Marketplace
 - Pueblo of Pojoaque
- ❖ **Santa Clara Pueblo**
 - BlueWater Tewa Textiles
 - Jacob Shije
 - Rose Water Farm
 - Agriculture & Forestry Departments
- ❖ **San Ildefonso Pueblo**
 - Avanyu
 - Than Povi NM
- ❖ **Taos Pueblo**
 - Ancient Alive
 - The Tiwa Kitchen Restaurant
 - Whitefeather Native Cultural Tours

Micro-Grants

- ✓ Forty grants totaling \$114,158



❖ **Los Alamos County - 11**

- 52 Sounds
- Los Alamos Chimney & Dryer Vent Cleaning
- Anthonyography
- Beehaus Design & Ecomarketing
- Consignment and Gaia Gifts
- Glisten
- Samizdat Bookstore and Teahouse
- LANET
- Los Alamos Lock and Key
- New Clear Solutions
- Red Crow Academy & Red Crow Lab

❖ **Rio Arriba County - 11**

- Feralsmiths
- Blue Heron Brewing Co.
- Casa Urraca Press
- Centinela Traditional Arts
- Dixon Cooperative Market
- KJM Perfectpix Photobooth & Photography
- La Chiripada Winery
- Manko: Native American Fusion
- Nest Gallery
- Sanbros Corporation
- Tierra Wools

❖ **Santa Fe County - 10**

- Apicklelypse LLC
- Artful Soul Creative Experiences
- Bee's Knees Print Studio
- Ohori's Coffee Roasters
- FS2 Supply Co.
- Mineralbound Silver
- Reflective Jewelry
- Santa Fe Rafting Company Inc.
- Sunflower Mobile & Medical Clinic
- YALLA! Shawarma

❖ **Taos County - 8**

- Clean Taos Inc.
- Lake Object
- Let's Roll Professional Painting Services
- Metate Mill
- Rosie's Smokehouse
- Taos Blue
- Steam Coffee Co.
- The Wildcat's Den

Outcomes - Job & Revenue Increase Projections/Grant Uses

Based on the final surveys received this Fall from 2025 awardees, the new job creation **totals 90 new jobs created** with more than **\$1.7 million in projected revenue increases** for small businesses in northern New Mexico.

The grant awardees primarily utilized the awards for **equipment purchases** that assisted the companies with growth, increased production/automation, and streamlined their procedures. Items purchased included lasers, electrical, servers/software/printers, heating/cooling, trailers, sawmill, freezer, sprinkler system, compressor, grill, vacuum, burners, storage, microscopes, transformer, etc. Some also used the grant awards for **services** such as marketing, website updates, and advertising.

☐ Potential Recruitment Opportunities (PROs)

- The RDC receives leads from the NM Partnership, the state organization that works to attract business to the state. The RDC evaluates PROs for projects that are a good fit for the regional. PROs that seem to be a good fit are discussed with local economic developers, as appropriate.
- The RDC is currently working with the regional EDOs to identify sites and buildings that can be used for business recruitment leads. In the last year, the NM Partnership has typically been seeing “mega projects” that require large sites that are ready for development. The RDC promotes the region as a business location for any companies interested in relocating or expanding.
- The RDC has coordinated multiple site visits for companies interested in locating in Northern New Mexico or existing businesses ready to expand. Potential locations include Nambé, Pojoaque, Ohkay Owingeh, Santa Clara, and San Ildefonso.

☐ RDC Sponsorships and Sponsored Events

The RDC works closely with its communities and provides financial support for their projects and activities. The RDC leverages the LA County funding with other financial partners to support relevant engagements including:

- Los Alamos Day at the Legislature
- Broadband Day at the Legislature
- REDI Summit with LANL Community Conversation
- “Business Roundup” workshops throughout the region
- Santa Fe Homebuilders Association, Ice Box Challenge
- NM Consortium Cosmic Frontiers Conference
- Entrepreneurial Institute of Northern NM (EINNM)
- Taos Chamber of Commerce Membership
- Espanola Chamber of Commerce Membership
- NM Energy Policy Symposium
- Espanola Valley Chamber of Commerce’s “Painted Plates”
Annual Gala to benefit Espanola’s San Martin de Porres Soup Kitchen’s
- NM Bio Monthly Luncheon with NMEDD Secretary Black
- NAIMI Conference for manufacturing and cybersecurity
- Summit Level Sponsorship of the NM Angels
- New Collar Network Summit

□ RDC Regional Workforce Program

The RDC serves as a workforce pipeline providing an important link between higher education institutions and employers in the region. The RDC's Regional Workforce Program has partnerships with six colleges and universities in northern New Mexico to identify employer training needs to provide the curriculum to develop workforce skills.

The RDC has strong working relationships with the five Small Business Development Centers (SBDCs) in its region; the Executive Director is Chair of the NM SBDC State Advisory Council. The RDC Workforce Development Coordinator serves on the **Northern Area Workforce Development Board** and the **Northern NM Work Based Learning Coalition**. The RDC's focus is on employer engagement, needs analysis, and job placement.

Specific projects included:

- The **NM Department of Workforce Solutions** participated in the REDI Summit presenting on the WIOA State Plan, pre-apprenticeship funding, and the current employment gap.
- The **RDC's BRE program** identified employers with workforce needs of workers and made connections for them with the local "America's Job Centers" and internship offices at the colleges.
- **Employer needs analysis** – gathering data by having targeted meetings with contractors with a focus on building trade skills.
- The **Entrepreneurial Institute of Northern NM** provides workforce training for recently released incarcerated individuals; hosted a Legislative Reception to increase legislator awareness of their program.
- Santa Fe Homebuilder's **Ice Box Challenge** – students from Early College Opportunities (ECO) High School and Santa Fe Community College built tiny homes to get hands-on building experience and learn opportunities in building trades. (They homes were donated to the Esperanza Shelter in Santa Fe.)
- The RDC submitted a grant to the **DOE/Environmental Management for San Ildefonso Pueblo**. Awarded in January for **\$1.6 million**, the grant will be used for land assessments, planning and permitting, and workforce development in building trades for tribal members and the surrounding region. The program is underway.

□ Skilled Trades - Workforce Integration Network (WIN) Project

The WIN project's goal is to build a qualified Northern New Mexico workforce in the construction and skilled trades area by streamlining and aligning academic and non-academic training programs and services. As a sub-recipient to the 3-year \$6.4 M Good Jobs Challenge grant awarded to NCNMEDD, the RDC is working to build the skilled trades pipeline in Northern New Mexico, and recently added the healthcare sector to oversee coordination of employer outreach, job openings, and job placement.

The WIN Mobile Training Unit went to Rio Arriba, Santa Fe, and Taos Counties, providing paid job-readiness training to students with no prior trade experience including business math, blueprint reading, OSHA 10 safety, CPR & 1st Aid. The WIN team also supported Kit Carson Internet's new Fiber Optic Apprenticeship Program in partnership with UNM-Taos. Thirty-eight students participated in these two programs.

□ Higher Education Workforce Project

The RDC works with northern New Mexico institutions of higher education on workforce programs to create “clear, coherent and structured educational experiences” for those pursuing relevant certificates and/or degree programs that will successfully lead to careers in the region.

The RDC has finalized contracts for six institutions of higher education per the RDC’s contract with Los Alamos County. The table below shows the need, the solution, and the reporting for each program funded by the RDC.

As of August 2025, the RDC has finalized contracts with six institutions of higher education for the Fall and Spring semesters to continue and create instrumental programs related to workforce training. Approximately 120 students will benefit from these programs. The following programs received programmatic funding from the RDC:

- **University of NM – Los Alamos**
Creation of *Engineering Technology Associate’s* degree program.
- **Northern New Mexico College**
Internships for regional participants (Northern NM) from geographically limited access or low-resourced communities; workforce readiness.
- **Santa Fe Community College**
Workforce readiness internship program.
- **University of NM – Taos**
New *Phlebotomy Technician Certificate* program.
- **Luna Community College**
Adobe Construction course - solar adobe home.
- **New Mexico Highlands University**
New *Digital Analytics for Workforce Success* program.

IV. Small Business and Financial Services

□ Small Business Workshops

The RDC works closely with statewide and community economic development and resource organizations within its region and those associated with its activities including public and private sector entities. To promote the RDC’s Micro-Grants, the RDC hosted eight Business Roundup events throughout the region. Because of this outreach, the RDC received a total of 195 applications, the largest number in the RDC history.

The RDC hosted **25 community events** throughout the year in locations in the RDC’s northern New Mexico territory. More than **831 people** participated in these workshops and networking events that included:

- LANL Community Conversation & 2025 REDI Summit
- Eight *Business Roundups*
- Five grant info-sessions
- RDC/LANL Supplier Event
- Regional chamber events
- Other misc. finance, APEX, NMSBA, and NMBio events

Topics included funding opportunities and financing programs, the RDC Business Retention and Expansion (BRE) program, business resources (SBDCs, WESST, local chambers, NMEDD), and workforce issues - the most noted small business issue.

The RDC collaborated with the LANL CPO and Small Business Office to host a **“Doing Business with LANL”** event on **July 30, 2025**. The agenda included small business awards for LANL vendors, a mentor/protégé signing agreement (included RDC TEAM Fund awardee, **JREV Enterprises from Espanola**), a supplier panel/how to do business with the Lab, and a business resource panel. Exhibitors included LANL’s Small Business Office, NMEDD, WESST, NM APEX Accelerator, and NM Department of Workforce Solutions.