

AEROSPACE, AVIATION & DEFENSE

INDUSTRY SNAPSHOT PASCO COUNTY, FL

TRU Simulation
+ Training

WHO WE ARE

The Pasco Economic Development Council (Pasco EDC) is a private, non-profit organization that promotes growth and prosperity through the development of a sustainable and diversified economy.

Our county-wide economic development efforts are funded by corporate and public investors, and represent a strong partnership which is focused on economic vitality and making Pasco County a great place to live and work.

PASCO'S COMPETITIVE ADVANTAGE

■ **TALENT** – Pasco County Schools serves **86,685 students** every day and received the designation as a System of Distinction from Cognia in 2022.

- Pasco County Schools has **42 pathways in Career and Technical Education programs** through partnerships with local industry

Access to the University of South Florida, which ranks **#45 among public universities** in the United States by *U.S. News and World Report 2025*

Saint Leo University ranked **#24 for Veterans** in the United States by *Military Times Best for Vets: Colleges 2022*



■ **WORKFORCE** – Our workforceCONNECTpasco.com platform allows employers to find programs that produce talent that will thrive in their industries, and explore resources that can help their business stand out to top candidates, as well as helping job seekers discover and explore various career pathways in a diverse economy of fast-growing industries

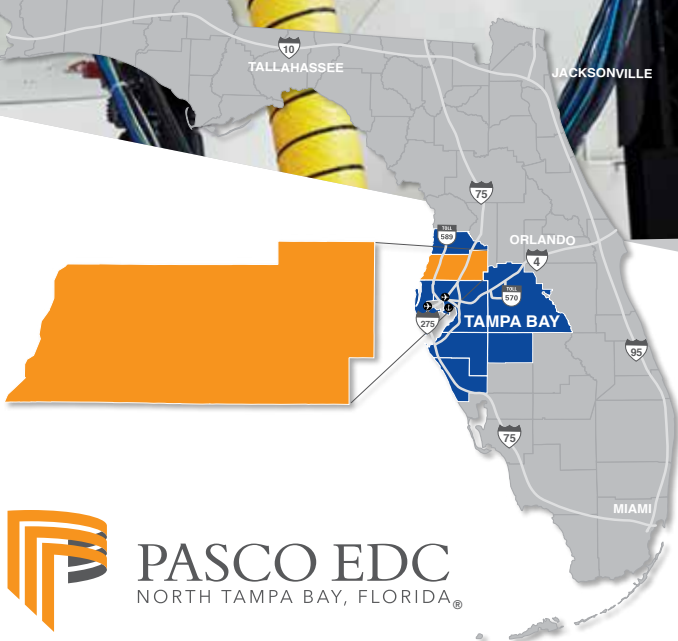
■ **BUSINESS CLIMATE** – Stable, pro-business government leadership in a right to work state with local incentives

■ **TAXES** – Low operating costs and no personal state income tax

■ **TRANSPORTATION** – Five major regional commuter arteries intersect Pasco County: I 75, FL 589, US 41, US 19 and US 301



PASCO EDC
NORTH TAMPA BAY, FLORIDA.®



TOTAL MSA POPULATION:
3.3 MILLION

TOTAL PASCO POPULATION:
633,029

TOTAL PASCO WORKFORCE:
345,025


Source: Florida Office of Economic & Demographic Research, 2024 Estimates

PASCO COUNTY RANKED #3 FASTEST GROWING COUNTY IN THE U.S. BY NET MIGRATION

Source: Business Facilities (2024)

PASCO COUNTY RANKED #15 FOR TALENT ATTRACTION AMONGST LARGE COUNTIES IN THE UNITED STATES

Source: LightCast Talent Attraction Scorecard (2023)

34% 
PASCO COUNTY'S WORKFORCE INCREASE OVER 10 YEARS

Source: JobsEQ 2024 Q3

PASCO COMPANIES:

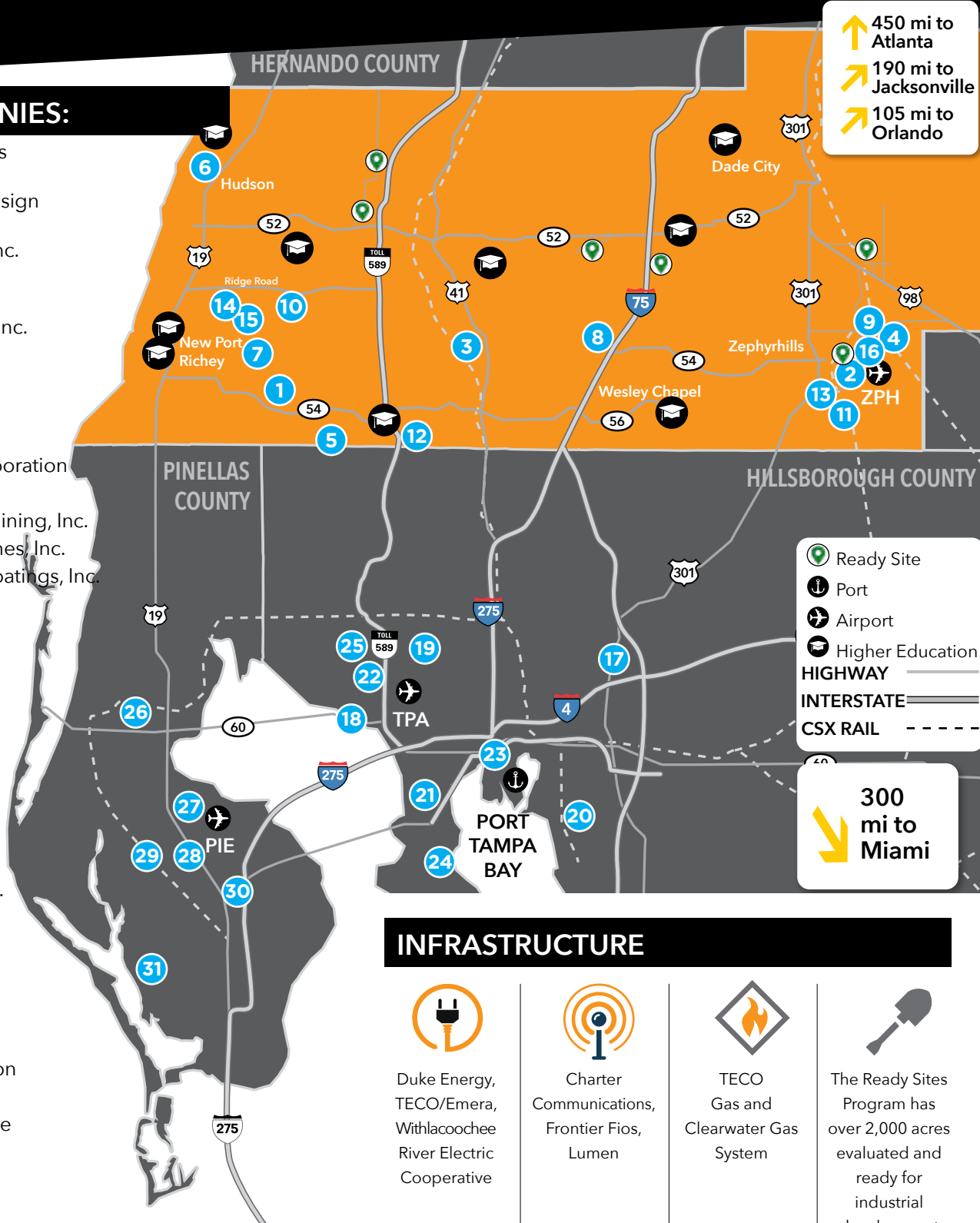
1. Aeronautical Systems Engineering, Inc.
2. Aircraft Tooling & Design Group
3. AJ's Power Source, Inc.
4. Aviation Instrument Technologies, Inc.
5. Bay Tech Industries, Inc.
6. Chiptronics, Inc.
7. Global Photonics
8. JTD Enterprises
9. Orbital Corporation
10. Pall Aeropower Corporation
11. Tony Suits
12. TRU Simulation + Training, Inc.
13. Zephyr Aircraft Engines, Inc.
14. TwinStar Optics & Coatings, Inc.
15. Purel Chemical, LLC
16. Posada Aviation

HILLSBOROUGH COMPANIES:

17. Aero Simulation
18. Arma Global Corp.
19. CAE USA
20. Flymotion
21. General Dynamics
22. Jetline Systems Corp.
23. Lukos, LLC
24. Northrop Grumman
25. Smiths Interconnect

PINELLAS COMPANIES:

26. Aeronomic Corporation
27. GE Aerospace
28. Honeywell Aerospace
29. Jormac Aerospace
30. Lockheed Martin
31. Raytheon



INFRASTRUCTURE



Duke Energy, TECO/Emera, Withlacoochee River Electric Cooperative



Charter Communications, Frontier Fios, Lumen



TECO Gas and Clearwater Gas System



The Ready Sites Program has over 2,000 acres evaluated and ready for industrial development

FLORIDA RANKED #1
SYSTEM FOR HIGHER EDUCATION
FOR 8TH STRAIGHT YEAR

Source: LightCast Talent Attraction Scorecard (2024)

FLORIDA RANKED #1
IN THE NATION FOR ATTRACTING & DEVELOPING A SKILLED WORKFORCE
FOR THE SECOND YEAR IN A ROW

Source: U.S. News and World Report (2023)

25% OF YOUNG ADULTS MIGRATING TO TAMPA FROM OUTSIDE FLORIDA MOVED FROM NORTHEAST STATES

Source: Migrationpatterns.org (2023)

TAMPA RANKED 11TH MOST AFFORDABLE
OUT OF 35 LARGE MSAS IN THE UNITED STATES

Source: JobsEQ (February 2025)

WORKFORCE

AVERAGE INDUSTRY WAGES Aerospace, Aviation & Defense



Source: JobsEQ®

MANUFACTURING TRAINING PROGRAMS

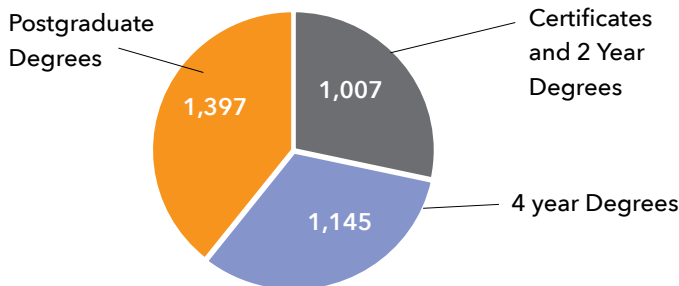


AmSkills

AmSkills, a Pasco-based non-profit, seeks to educate the community about the manufacturing industry and to transform lives while strengthening communities through workforce training and apprenticeship opportunities for youth, adults, veterans, and the economically disadvantaged.

EDUCATIONAL ATTAINMENT

3,549 total degrees and certificates were earned in programs related to Aerospace, Aviation & Defense careers in the Tampa MSA during the 2022-2023 academic year.



Source: JobsEQ®

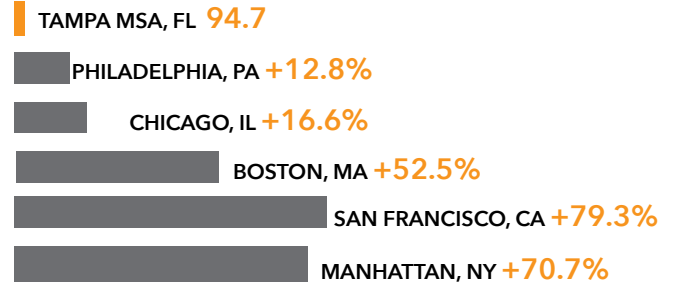
QUALITY OF PLACE

HOUSING COST INCREASE COMPARED TO TAMPA, FL*



Philadelphia, PA **+2.9%**
 Chicago, IL **+46.8%**
 Boston, MA **+124.7%**
 San Francisco, CA **+190.3%**
 Manhattan, NY **+440.1%**

COST OF LIVING COMPARED TO TAMPA, FL**



* Cost of Living Index for Major Metropolitan Area Cities

**Jobs EQ 2024 Q4

RECREATION



Florida's Sports Coast

Home to four amazing cities to explore and 742 square miles of rolling green hills, scenic coastlines, countless amateur sports venues and complexes, picturesque trails and rich culture, Florida's Sports Coast offers game-changing experiences for everyone to enjoy.



394 Miles of Hiking and Biking Trails
24 Miles of Coastline to Explore
21K Acres of Natural Parks and Preserves

BUSINESS CLIMATE

PASCO COUNTY features a pro-business county government in a right to work state with no personal income tax. Customized incentive packages provide savings and benefits to companies creating high wage jobs, and making capital investments in new and existing facilities, new machinery, and training their employees.

0% PERSONAL INCOME TAX

5.5% CORPORATE INCOME TAX
LESS \$50,000 EXEMPTION

4TH BEST TAX CLIMATE IN THE U.S.

PASCO COUNTY INCENTIVES



Pasco County offers local incentives to induce Target Industries to locate and expand their businesses in the community. The Pasco EDC assists Target Industry projects in applying for Pasco County incentives such as:

- **JOB CREATION INCENTIVE (JCI)**

- Eligible companies can receive \$2,000 to \$5,000 per job with a minimum of 10 new jobs
- Job wages must exceed 115% of Pasco County's average annual wage of \$51,734*

*Source: Florida Commerce, January 2025

- **CAPITAL INVESTMENTS**

- Transportation Mobility Impact Fee Waiver
- Ad Valorem Tax Equivalency Grant on real or tangible business property
- Building Permit Fee Waiver

- **PERMITTING**

- Rapid Response Team
- Expedited Permitting
- Expedited Processing

WORKFORCE TRAINING GRANTS

- **LOCAL**

Pasco County

- Discretionary Workforce Training Funds

- **REGIONAL**

CareerSource Pasco Hernando

- On the Job Training (OJT)
- Incumbent Worker Training (IWT)

- **STATE**

CareerSource Florida

- Quick Response Training
- Incumbent Worker Training (IWT)

Veterans Florida

- Veterans Florida Workforce Training Grant

FLORIDA STATE TAX INCENTIVES

- **SALES AND USE TAX EXEMPTIONS**

- Machinery & Equipment used in Manufacturing, Research and Development
- Electric & Steam used to Operate Machinery in Manufacturing
- Aircraft Repair & Maintenance
- Machinery and Equipment Used in Semi-Conductor, Defense, or Space Technology Production

- **CORPORATE TAX CREDITS**

- Capital Investment Tax Credit (up to 20 years)
- Research and Development for Target Industries
- Renewable Energy Technologies

- **GRANT PROGRAMS AND INCENTIVES**

- Florida Job Growth Grant Fund
- High Impact Performance Incentive

"With this expanding economy and industry, we must stay ahead of the curve and continue to move at the speed of relevance. Pasco County was the perfect home for us. They gave us an opportunity we couldn't pass, and they continue to support us when we need them."

**– Bob Bourassa,
President, Bay Tech Industries**



PASCO EDC
NORTH TAMPA BAY, FLORIDA



LEARN MORE