

**NEW AND EXPANDING INDUSTRY TRAINING PROGRAM
EXPENDITURE REPORT**

submitted to the

JOINT LEGISLATIVE EDUCATION OVERSIGHT COMMITTEE

March 1, 2000



**North Carolina Community College System
200 West Jones Street
Raleigh, North Carolina 27603**

CONTENTS

PAGES

EXECUTIVE SUMMARY.....	i-xi
JULY 1, 1999 - DECEMBER 31, 1999 PROJECT DATA.....	1-13
PROGRAM-RELATED EXPENDITURES.....	14-16
Media Development Office	
Equipment Warehouse	
Japanese Economic Development Trip	
Special Program Funds	
ADDENDUM.....	17-21
PROJECT COMPLETIONS.....	22-24

EXECUTIVE SUMMARY

Section 9.5 G.S. 115D-5(I) reads as rewritten:

(1) The State Board of Community Colleges shall report to the Joint Legislative Education Oversight Committee on March 1 and October 1 of each year on expenditures for the New and Expanding Industry Program each fiscal year. The report shall include, for each company or individual that receives funds for New and Expanding Industry:

- (1) The total amount of funds received by the company or individual;*
- (2) The amount of funds per trainee received by the company or individual;*
- (3) The amount of funds received per trainee by the community college training the trainee;*
- (4) The number of trainees trained by company and by community college; and*
- (5) The number of years the companies or individuals have been funded.*

This report is submitted as the March 1, 2000 annual expenditure report for the New and Expanding Industry Training (NEIT) Program.

i.

HISTORY AND BACKGROUND OF THE NEIT PROGRAM

The New and Expanding Industry Training (NEIT) Program supports the economic development efforts of the State by providing education and training opportunities for new and expanding businesses. Started in 1958, it was the first state-sponsored customized training program and has since been copied by numerous other states around the nation.

The program was developed in recognition of the fact that one of the most important factors for a business or industry considering locating or expanding in North Carolina, is the ability of the State to ensure the presence of a well-trained workforce. The program is designed to respond quickly to the needs of businesses, and to respect the confidential nature of the proprietary processes and information within those businesses.

PROGRAM GUIDELINES

On April 18, 1997, the State Board of Community Colleges adopted new program guidelines which are provided as follows.

PURPOSE

The purpose of the New and Expanding Industry Training (NEIT) Program is to provide customized training assistance in support of new, full-time production positions created in the State of North Carolina, thereby enhancing the growth potential of companies located in the state while simultaneously preparing North Carolina's workforce with the skills essential to successful employment in emerging industries.

ii.

ELIGIBILITY

Companies creating 12 or more production jobs in excess of their previous 3-year maximum employment level are eligible for assistance through the New and Expanding Industry Training Program. Resources may support training assessment, program development, instructional costs, and training delivery for new front-line personnel involved in the direct production of goods and services and their first-line supervisors.

Companies which downsize positions in one area of the State and then transfer those positions to another area of the State are not eligible for training assistance for those transferred positions.

Employees of temporary or staffing agencies are not eligible for post-hire training support under the NEIT program.

EXPENDITURE GUIDELINES

Salaries, Wages, and Related Expenses

- ◆ The following priorities will be given to the recruitment and utilization of instructors for New and Expanding Industry Training projects: 1) community college permanent or part-time employees; 2) contractors of the community college; 3) company personnel or contractors. It shall be the responsibility of community college staff, with consultation from the client company, to determine the appropriate length and provision of training, and this shall be indicated in the Training Project Profile submitted for approval.
- ◆ Reimbursement for instructors will be made at a 6:1 or greater trainee to trainer ratio.
- ◆ In those cases when community college staff or contractors are used for instruction, they will be compensated directly in accordance with existing policies and guidelines. In addition to costs of instruction including

iii.

travel expenses and course preparation time, community college staff or contractors may be reimbursed for costs associated with job analysis, training needs assessment and program development. The payment of social security taxes and other employee benefits to community college employees will be made in accordance with the existing policies and procedures of the college.

- ◆ Employees or contractors of the client company may be used as instructors if community college staff or contractors with the appropriate expertise are not readily available. The community colleges have the responsibility, in such circumstances, to insure that all trainees are registered, and to monitor the instruction so as to assure that it is being delivered according to the Training Plan and Project Profile.

In such cases where company personnel or contractors are used as instructors, they will be reimbursed their normal rate of pay, not to exceed a maximum of \$26.50 per hour. In addition to actual hours of direct instruction, compensation for additional time devoted to training program preparation may be recommended by the Regional Customized Training and Development Director and authorized by the Vice President for Economic and Workforce Development for the North Carolina Community College System. This amount may not exceed 15 percent of the scheduled training hours or a maximum of 80 hours total. Wages may not be paid to prospective trainers while they themselves are training in production operations, and under no circumstances may funds be used to pay trainee wages or salaries.

- ◆ Colleges will receive 5 percent of the project costs as an administrative allowance, not to exceed \$60,000 per project during any one fiscal year. Temporary clerical and administrative personnel, and project coordination staff, may be employed by a community college expressly for direct services related to a specific project, if recommended by the Regional Customized Training and Development Director and the Vice President for Economic and Workforce Development.

- ◆ If recommended by the local community college and the Regional Customized Training and Development Director and approved by the Vice President for Economic and Workforce Development, NEIT funds may also support training of community college instructors for skill acquisition of strategic technologies associated with a New and Expanding Industry Training project. The purpose of these expenditures will be to support specialized college instructor training for skills deemed important for future support of employers within the college's service area.

Travel Expenses

- ◆ Community college instructors may be reimbursed for travel expenses in accordance with established travel policies and procedures.
- ◆ Out-of-state residents, employed or reimbursed directly by the company, may be temporarily assigned as training instructors and reimbursed for their expenses after having trained six or more North Carolina residents who are new company employees. The number of individuals per project supported for travel to the state is subject to negotiation and prior approval, and under such circumstances they will be limited to:
 - a) a maximum of twelve (12) weeks per diem at a daily rate of \$81.
 - b) one round-trip air fare (coach class, reimbursed at a 14-day prior purchase rate) or cost equivalent for each of the two complete or partial six-week periods of supported state residency.
 - c) local travel allowances as authorized by the Regional Customized Training and Development Director prior to departure.
- ◆ In-state residents, serving as instructors and employed by the company, may be reimbursed for previously authorized out-of-state travel, after having returned and trained six or more North Carolina residents who are new company employees in the knowledge or skills acquired as a result of the out-of-state travel. The intent of the out-of-state travel will be to acquire knowledge or skills necessary for NEIT project instruction. The number of individuals supported for out-of-state travel per project is subject to negotiation and

prior approval, and under such circumstances they will be limited to:

- a) a maximum of six weeks per diem at a daily rate of \$93. Per diem allowances for international travel may be adjusted for actual cost differences in different locations.
- b) one round-trip air fare (coach class, reimbursed at a 14-day prior purchase rate) or cost equivalent to location of the temporary assignment.
- c) local travel allowances as authorized by the Regional Customized Training and Development Director prior to departure.

Training Facilities

- ◆ Community colleges may be reimbursed for costs associated with providing dedicated training facilities for New and Expanding Industry projects. Reimbursement may be provided for the period required by the client company for dedicated temporary training space, not to exceed twelve months in duration.

For training provided at existing college facilities, the college may be reimbursed a reasonable cost share of utilities (including electricity, gas, oil, water and sewer) for the space provided to the NEIT project. If suitable space is not available at a community college permanent facility, colleges may also be reimbursed for the costs of leasing space on a temporary basis. In such cases, colleges may be reimbursed the reasonable costs of leasing, utilities, maintenance, trash and garbage service, protective and security services, and insurance costs. Colleges may not lease temporary training space from New and Expanding Industry client companies or their subsidiaries.

Colleges may be reimbursed for reasonable costs associated with necessary alterations to facilities to accommodate the training. Authorization for the provision of training facility reimbursements, including costs associated with alterations to facilities, must be approved by the Vice President for Economic and Workforce Development prior to initiation of the project.

Client companies may not be reimbursed for the leasing of training or other facilities through the New and Expanding Industry Training Program. They may, however, be reimbursed the reasonable costs of transporting, installing, and removing training equipment to and from community college-provided training facilities.

Training Materials, Supplies, and Equipment

- ◆ The State may provide necessary classroom and training-related supplies and materials in support of a specific training project.
- ◆ Media development services, including videos and print media, may be provided at State expense if recommended by the Regional Customized Training and Development Director and approved by the Vice President for Economic and Workforce Development. In addition, if authorized, the State may assist with offsetting a percentage of the expenses of developing and producing customized training manuals and computer-based training programs.
- ◆ The State may provide, install, and maintain at the training site, standard items of equipment normally associated with vocational-occupational training as available and typically used within the North Carolina Community College System.
- ◆ Considerations for non-salvageable material, consumed by company employees during formal training periods of instruction, may be reimbursed if approved in advance by the Vice President for Economic and Workforce Development. The eligible company may be reimbursed for 50% of the costs of the non-salvageable materials consumed during formal training, not to exceed \$100 per trainee participating in the training in which the materials were consumed. The cost and the amount of non-salvageable materials must be authenticated with appropriate company documentation.

APPROVAL PROCEDURES

- ◆ A Project Profile Form as well as Expenditure Authorization Forms must be signed by both a local college representative and the Regional Customized Training and Development Director and submitted for approval prior to project initiation. The Project Profile Forms must include total estimated project costs and a project time frame, not to exceed 36 months in duration after project approval. Time frames and project costs may be amended according to project training needs, with prior approval from the Vice President for Economic and Workforce Development.
- ◆ Approval for projects with estimated total expenditures less than \$75,000 may be made by the Vice President for Economic and Workforce Development. Projects in excess of \$75,000 must be approved by the Vice President for Economic and Workforce Development, and submitted by the Vice President for secondary approval to a Joint Community College/ Department of Commerce Review Panel consisting of a designate(s) of the President of the North Carolina Community College System and a designate(s) of the Secretary of Commerce.
- ◆ Project expenditures must be in accordance with the approved profile and may not exceed the amount indicated in the profile without prior amendment and approval.

GUIDELINE EXCEPTIONS

- ◆ In unusual or extenuating circumstances, the Vice President for Economic and Workforce Development after consultation with the Review Panel consisting of both designated representatives from the North Carolina Community College System and the Department of Commerce, may authorize exceptions to these Guidelines. Exceptions will be documented and included with the Project Profile Form as a matter of public record.

WORKER TRAINING TAX CREDIT PROVISIONS

- ◆ Provided that expenses claimed for the Worker Training Tax Credit are reasonable and directly related to support of the company's training plan, NEIT categorical reimbursement limitations (i.e., company instructor wages, instructor travel costs, and costs of non-salvageable training materials) will not apply in the administration of the Worker Training Tax Credit given that there is a tax credit limit per eligible employee.
- ◆ Any expenditures made through the New and Expanding Industry Training Program may not be claimed by the company for credit as an eligible expenditure under the Worker Training Tax Credit.

DATA CATEGORY DEFINITIONS

<u>COLUMN</u>	<u>DEFINITION</u>
1 Community College	College to which funds have been allocated for the support of an NEIT project.
2 Company	New or expanding company supported by NEIT project funding.
3 Years Funded	Total number of years the NEIT project has been funded.
4 Company Training Reimbursement Expenditures	Funds provided directly to a company for instructional and other training-related expenditures allowable under the NEIT program.
5 Number Trained by Company Instructors	Number of trainees trained by instructors who are company employees/contractors, for which the company has received NEIT funds to reimburse travel for train-the-trainer expenses, and/or their wages for instructional and company instructors course development time.
6 Average Company Reimbursement Per Trainee	NEIT training-related company expenditures divided by the number of trainees trained by company instructors.

7 College Training Expenditures	Funds expended by a community college to support the training of employees and potential employees of a particular company under the NEIT program, including the 5 percent administrative allowance.
8 Number Trained by College Instructors	Number of trainees at a particular company trained by either full or part-time contracted community college instructors under a NEIT funded project.
9 Average College Cost Per Trainee	Total NEIT funds expended by a community college for support of a NEIT project, outside of funds provided directly to a company, divided by the total number of trainees trained by community college instructors.
10 Total Expenditures	Total amount of NEIT funds expended to support a specific NEIT training project.
11 Total Trained by Company and College Instructors	Total number of employees trained under a NEIT funded project, including those trained by both company and community college instructors.
12 Average Total Cost Per Trainee	Total NEIT expenditures for a particular NEIT training project divided by the total divided by the total number of employees trained.

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
NEW AND EXPANDING INDUSTRY
BUDGET AND EXPENDITURES
REPORTING DATES: JULY 1, 1999 - DECEMBER 31, 1999

Community College (1)	Company (2)	Years Funded (3)	Company Training		Number Trained by Company Instructors (5)	Average Company Reimbursement Per Trainee (6)		College Training Expenditures (7)		Number Trained by College Instructors (8)	Average College Cost Per Trainee (9)		Total Expenditures (10)		Total Trained by Company & College Instructors (11)	Average Total Cost Per Trainee (12)
			Reimbursement Expenditures (4)	Expenditures (4)		Per Trainee (6)	Per Trainee (6)	Expenditures (7)	Expenditures (7)		Cost Per Trainee (9)	Cost Per Trainee (9)	Total Expenditures (10)	Total Expenditures (10)		
ALAMANCE																
	A.O. Smith Electrical Products	1	0.00		20	0.00		528.15		15	35.21		528.15		35	15.09
ASHEVILLE-BUNCOMBE																
	Alliance-Carolina Tool & Mold	2	0.00		0	0.00		4,930.53		24	205.44		4,930.53		24	205.44
	Atlas Precision, Inc. (1)	2	0.00		0	0.00		5,006.14		0	N/A		5,006.14		0	N/A
	Hasco Mold Bases	1	0.00		0	0.00		45.15		6	7.53		45.15		6	7.53
	Kimball Store Fixtures (2)	1	0.00		0	0.00		43.94		0	N/A		43.94		0	43.94
	Medical Action Industries	2	0.00		0	0.00		12,195.30		68	179.34		12,195.30		68	179.34
	NCI (3)	1	0.00		0	0.00		1,953.85		0	N/A		1,953.85		0	N/A
	Quality Assured Label, Inc.	1	0.00		0	0.00		1,622.73		7	231.82		1,622.73		7	231.82
	Reliant Products Inc.	2	0.00		0	0.00		2,380.82		26	91.57		2,380.82		26	91.57
	ROTEC North America	1	0.00		0	0.00		396.89		8	49.61		396.89		8	49.61
	Safety Equipment International	3	1,330.00		19		70.00	1,449.42		0	N/A		2,779.42		19	146.29
	Sonopress, Inc. (4)	1	0.00		0	0.00		637.82		0	N/A		637.82		0	637.82
	Wahl Instruments	3	0.00		0	0.00		329.95		8	41.24		329.95		8	41.24

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
NEW AND EXPANDING INDUSTRIES
BUDGET AND EXPENDITURES
REPORTING DATES: JULY 1, 1999 - DECEMBER 31, 1999

Community College (1)	Company (2)	Years Funded (3)	Training (4)		Trained by Company Instructors (5)	Company Reimbursement Per Trainee (6)		College Training Expenditures (7)	Trained by College Instructors (8)	College Cost Per Trainee (9)	Total Expenditures (10)	by Company & College Instructors (11)	Average Total Cost Per Trainee (12)
			Reimbursement	Expenditures									
BLUE RIDGE													
	Autronic Plastics, Inc. South	2	7,384.50		6	1,230.75	0.00	0.00	0	0.00	7,384.50	6	1,230.75
	Continental Teves	4	0.00		0	0.00	0.00	8,217.10	103	79.78	8,217.10	103	79.78
	Eaton Fluid Power Div.	2	0.00		0	0.00	0.00	8,570.44	30	285.68	8,570.44	30	285.68
	Prince Manufacturing (American Coat)	2	0.00		0	0.00	0.00	9,457.09	7	1,351.01	9,457.09	7	1,351.01
	Steelcase, Inc.	3	1,400.00		18	77.78	2,406.24	18	133.68	133.68	3,806.24	36	105.73
BRUNSWICK													
	Victaulic Company of America	3	7,000.00		28	250.00	0.00	0.00	0	0.00	7,000.00	28	250.00
CALDWELL													
	Cambridge Industries	1	0.00		0	0.00	0.00	750.00	28	26.79	750.00	28.00	26.79
	Shurtape Technologies	3	0.00		0	0.00	0.00	4,400.00	31	141.94	4,400.00	31	141.94

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
NEW AND EXPANDING INDUSTRIES
BUDGET AND EXPENDITURES
REPORTING DATES: JULY 1, 1999 - DECEMBER 31, 1999

Community College (1)	Company (2)	Years	Training		Trained by		Company		(7)	Trained by		College		(10)	by Company & College Instructors (11)	Average Total Cost Per Trainee (12)
		Funded	Reimbursement	Expenditures	Company	Instructors	Reimbursement Per Trainee	College Training Expenditures	College Instructors	Cost Per Trainee						
CATAWBA VALLEY																
			7	6,966.40		40		174.16	0.00	0	0.00		6,966.40		40	174.16
			5	10,846.80		65		166.87	0.00	0	0.00		10,846.80		65	166.87
			5	94,680.00		167		566.95	0.00	0	0.00		94,680.00		167	566.95
			1	0.00		0		0.00	433.65	6	72.28		433.65		6	72.28
CENTRAL CAROLINA																
			1	0.00		44		0.00	650.00	21	30.95		650.00		50	13.00
			2	23,624.75		98		353.05	26,267.56	103	255.02		49,892.31		136	366.86
			1	0.00		12		0.00	792.31	16	49.52		792.31		26	30.47
CENTRAL PIEDMONT			3	23,165.60		228		101.60	0.00	0	0.00		23,165.60		228	101.60
			1	0.00		20		0.00	9,779.39	20	488.97		9,779.39		20	488.97
			2	0.00		68		0.00	3,519.32	52	67.68		3,519.32		68	51.75
		2	0.00		0		0.00	5,725.68	149	38.43		5,725.68		149	38.43	
		1	25,705.00		85		302.41	1,285.25	0	N/A		26,990.25		85	317.53	
		1	42,557.68		134		317.59	2,237.94	0	N/A		44,796.92		134	334.02	
		2	0.00		0		0.00	645.99	12	53.83		645.99		12	53.83	

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
NEW AND EXPANDING INDUSTRY
BUDGET AND EXPENDITURES
REPORTING DATES: JULY 1, 1999 - DECEMBER 31, 1999

Community College (1)	Company (2)	Years Funded (3)	Training (4)		Trained by Company Instructors (5)	Company Reimbursement Per Trainee (6)		College Training Expenditures (7)	Trained by College Instructors (8)	College Cost Per Trainee (9)	Total Expenditures (10)	by Company & College Instructors (11)	Average Total Cost Per Trainee (12)
			Reimbursement	Expenditures									
	Lucent Technologies	2	0.00		0	0.00		1,831.32	19	96.39	1,831.32	19	96.39
	Sprint PCS	2	199,100.00		564	353.01		8,199.10	0	N/A	207,299.10	564	367.55
	Stanley Doors (5)	2	0.00		0	0.00		22,312.90	0	N/A	22,312.90	0	N/A
	The Vanguard Group	3	38,588.82		255	151.33		0.00	0	0.00	38,588.82	255	151.33
CLEVELAND													
	Copeland Corp.	4	29,556.00		48	615.75		1,439.80	0	N/A	30,995.80	48	645.75
	Curtiss Wright Flight Systems	4	14,080.00		12	1,173.33		0.00	0	0.00	14,080.00	12	1,173.33
	Eaton Corp.	3	9,000.00		21	428.57		0.00	0	0.00	9,000.00	21	428.57
COASTAL CAROLINA													
	Tiara Yachts (6)	3	405.18		0	N/A		33,639.66	150	224.26	34,044.84	150	226.97
COLLEGE OF THE ALBEMARLE													
	Albemarle Boats	1	0.00		11	0.00		3,001.00	26	115.42	3,001.00	37	81.11
	Regulator Marine, Inc.	2	0.00		26	0.00		2,531.28	56	45.20	2,531.28	82	30.87

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
NEW AND EXPANDING INDUSTRY
BUDGET AND EXPENDITURES
REPORTING DATES: JULY 1, 1999 - DECEMBER 31, 1999

Community College (1)	Company (2)	Years Funded (3)	Training (4)		Trained by Company (5)		Company Reimbursement Per Trainee (6)		College Training Expenditures (7)		Trained by College Instructors (8)		College Cost Per Trainee (9)		Total Expenditures (10)		by Company & College Instructors (11)		Average Total Cost Per Trainee (12)	
			Reimbursement	Expenditures	Company Instructors	Company Instructors	Per Trainee	Per Trainee	Expenditures	Expenditures	College Instructors	College Instructors	Cost Per Trainee	Cost Per Trainee	Expenditures	Expenditures	Instructors	Instructors	Per Trainee	Per Trainee
CRAVEN																				
	Aylward Enterprises	1	9,100.00		10		910.00		0.00		0		0.00		9,100.00		10		910.00	
	National Maritime	2	1,580.00		7		225.71		0.00		0		0.00		1,580.00		7		225.71	
	Wheatstone Corp.	3	5,340.00		7		762.86		0.00		0		0.00		5,340.00		7		762.86	
DAVIDSON																				
	Kaydon Custom Bearings	3	0.00		0		0.00		129.18		20		6.46		129.18		20		6.46	
	Marconi Communications	1	0.00		0		0.00		11,344.25		217		52.28		11,344.25		217		52.28	
DURHAM																				
	AW North Carolina, Inc.	1	0.00		0		0.00		28,781.20		12		2,398.43		28,781.20		12		2,398.43	
	Becton Dickinson Labware	3	0.00		0		0.00		12,451.03		24		518.79		12,451.03		24		518.79	
	Cree Research Inc.	1	0.00		0		0.00		4,149.12		87		47.69		4,149.12		87		47.69	
	Eisai Pharmatechnology Inc.	3	0.00		0		0.00		19,567.89		27		724.74		19,567.89		27		724.74	

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
NEW AND EXPANDING INDUSTRY
BUDGET AND EXPENDITURES
REPORTING DATES: JULY 1, 1999 - DECEMBER 31, 1999

Community College (1)	Company (2)	Years Funded (3)	Training Reimbursement Expenditures (4)	Trained by Company Instructors (5)	Company Reimbursement Per Trainee (6)	College Training Expenditures (7)	Trained by College Instructors (8)	College Cost Per Trainee (9)	Total Expenditures (10)	by Company & College Instructors (11)	Average Total Cost Per Trainee (12)
EDGECOMBE											
	Carolina Systems	3	49,485.76	57	868.17	0.00	0	0.00	49,485.76	57	868.17
	Nomaco	2	14,224.80	87	163.50	0.00	0	0.00	14,224.80	87	163.50
FAYETTEVILLE											
	TBC Corporation	2	3,192.00	33	96.73	374.61	14	26.76	3,566.61	33	108.08
GASTON											
	Advanced Drainage	1	0.00	0	0.00	760.30	15	50.69	760.30	15	50.69
	CWW-Gerko	1	424.00	4	106.00	863.27	20	43.16	1,287.27	20	64.36
	Freightliner Corporation/Mt. Holly	3	53,403.32	82	651.26	2,670.17	0	N/A	56,073.49	82	683.82
	Pass and Seymour/Legrand	2	0.00	43	0.00	15,864.35	43	368.94	15,864.35	86	184.47
	Quality Metal Products	3	0.00	0	0.00	373.86	29	12.89	373.86	29	12.89
	Stabilus	4	19,620.00	117	167.69	2,340.00	117	20.00	21,960.00	234	93.85

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
NEW AND EXPANDING INDUSTRY
BUDGET AND EXPENDITURES
REPORTING DATES: JULY 1, 1999 - DECEMBER 31, 1999

Community College (1)	Company (2)	Years Funded (3)	Training Reimbursement Expenditures (4)	Trained by Company Instructors (5)	Company Reimbursement Per Trainee (6)	College Training Expenditures (7)	Trained by College Instructors (8)	College Cost Per Trainee (9)	Total Expenditures (10)	by Company & College Instructors (11)	Average Total Cost Per Trainee (12)
GUILFORD											
	Nimbus Technologies	2	2,424.00	13	186.46	107.65	11	9.79	2,531.65	13	194.74
	RF Micro Devices (7)	1	0.00	0	0.00	1,861.80	0	N/A	1,861.80	0	N/A
	Thomas-Dennis Co (8)	1	0.00	0	0.00	680.00	0	N/A	680.00	N/A	680.00
	Timco(Triad Int. Maint Co)	3	16,825.60	129	130.43	0.00	0	0.00	16,825.60	129	130.43
HALIFAX											
	Westpoint Stevens	3	6,276.80	45	139.48	7,614.28	0	0.00	13,891.08	45	308.69
HAYWOOD											
	Dana/Echlin	2	0.00	0	0.00	25,086.54	185	135.60	25,086.54	185	135.60
SOTHERMAL											
	AFA	2	10,800.00	24	450.00	0.00	0	0.00	10,800.00	24	450.00
	All American Homes, Inc.	4	10,164.00	31	327.87	0.00	0	0.00	10,164.00	31	327.87
	The Manual Woodworkers and Weaver	2	63,800.00	96	664.58	7,000.00	0	0.00	70,800.00	96	737.50
	Thieman Stamping	2	10,255.28	6	1,709.21	0.00	1	0.00	10,255.28	7	1,465.04

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
NEW AND EXPANDING INDUSTRY
BUDGET AND EXPENDITURES
REPORTING DATES: JULY 1, 1999 - DECEMBER 31, 1999

Community College (1)	Company (2)	Years Funded (3)	Training (4)		Trained by Company (5)		Company Reimbursement Per Trainee (6)		College Training Expenditures (7)		Trained by College Instructors (8)		College Cost Per Trainee (9)		Total Expenditures (10)		by Company & College Instructors (11)		Average Total Cost Per Trainee (12)	
			Reimbursement	Expenditures	Company Instructors	Company Instructors	Per Trainee	Per Trainee	Expenditures	Expenditures	College Instructors	College Instructors	Cost Per Trainee	Cost Per Trainee	Expenditures	Expenditures	Instructors	Instructors	Total Cost Per Trainee	Total Cost Per Trainee
JOHNSTON																				
	Novo Nordisk Pharmaceutical Industri	1	0.00		0	0.00	0.00	0.00	13,478.14	13,478.14	51	51	264.28	264.28	13,478.14	13,478.14	51	51	264.28	264.28
LENOIR																				
	Gilbarco, Inc.	2	0.00		0	0.00	0.00	0.00	7,373.72	7,373.72	44	44	167.58	167.58	7,373.72	7,373.72	44	44	167.58	167.58
Mayland																				
	Addco, Inc. (9)	1	0.00		0	0.00	0.00	0.00	725.00	725.00	0	0	N/A	N/A	725.00	725.00	0	0	N/A	N/A
MCDOWELL																				
	Fiberlink, Inc. (10)	1	0.00		0	0.00	0.00	0.00	2,719.20	2,719.20	0	0	N/A	N/A	2,719.20	2,719.20	0	0	N/A	N/A
Performance Rail Products, Inc.																				
		1	0.00		15	0.00	0.00	0.00	464.98	464.98	2	2	232.49	232.49	464.98	464.98	17	17	27.35	27.35
Toolcraft																				
		1	0.00		0	0.00	0.00	0.00	4,400.35	4,400.35	26	26	169.24	169.24	4,400.35	4,400.35	26	26	169.24	169.24
MITCHELL																				
Cardinal Glass																				
		2	0.00		20	0.00	0.00	0.00	18,588.11	18,588.11	20	20	929.41	929.41	18,588.11	18,588.11	20	20	929.41	929.41
	Commscope Inc. General Instrument Co (11)	1	0.00		0	0.00	0.00	0.00	9,675.00	9,675.00	0	0	N/A	N/A	9,675.00	9,675.00	0	0	N/A	N/A
Goodyear Tire & Rubber (12)																				
		3	0.00		0	0.00	0.00	0.00	47,926.77	47,926.77	16	16	2,995.42	2,995.42	47,926.77	47,926.77	16	16	2,995.42	2,995.42

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
NEW AND EXPANDING INDUSTRIES
BUDGET AND EXPENDITURES
REPORTING DATES: JULY 1, 1999 - DECEMBER 31, 1999

Community College (1)	Company (2)	Years Funded (3)	Training Reimbursement Expenditures (4)	Trained by Company Instructors (5)	Company Reimbursement Per Trainee (6)	College Training Expenditures (7)	Trained by College Instructors (8)	College Cost Per Trainee (9)	Total Expenditures (10)	by Company & College Instructors (11)	Average Total Cost Per Trainee (12)
	Tubes Specialties CC (13)	1	0.00	0	0.00	1,041.78	0	N/A	1,041.78	0	N/A
	Uniwood (14)	1	0.00	0	0.00	58.38	0	N/A	58.38	0	58.38
MONTGOMERY											
	Mid-Atlantic Building System	1	0.00	16	0.00	5,000.00	22	227.27	5,000.00	31.00	161.29
NASH											
	Alflex Corporation	2	1,233.63	122	10.11	3,605.27	5	721.05	4,838.90	127	38.10
	McLane Company, Inc.	4	4,858.50	126	38.56	0.00	0	0.00	4,858.50	126	38.56
PIEDMONT											
	Clairemont Electronics, Inc.	3	117.13	7	16.73	5,010.66	41	122.21	5,127.79	41	125.07
PITT											
	Convergys	1	24,938.89	146	170.81	50.00	0.00	N/A	24,988.89	146	171.16
	NACCO Materials Handling Group	3	21,858.50	55	397.43	0.00	0	0.00	21,858.50	55	397.43

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
NEW AND EXPANDING INDUSTRY
BUDGET AND EXPENDITURES
REPORTING DATES: JULY 1, 1999 - DECEMBER 31, 1999

Community College (1)	Company (2)	Years Funded (3)	Training (4)		Trained by Company Instructors (5)	Company Reimbursement Per Trainee (6)		College Training Expenditures (7)	Trained by College Instructors (8)	College Cost Per Trainee (9)		Total Expenditures (10)	by Company & College Instructors (11)	Average Total Cost Per Trainee (12)
			Reimbursement	Expenditures										
RANDOLPH														
	The Timken Company	9	3,025.00		7	432.14		581.42	19	30.60		3,606.42	25	144.26
RICHMOND														
	Woodward, Inc.	2	13,200.00		32	412.50		243.60	218	1.12		13,443.60	218	61.67
ROBESON														
	Elkay Southern Corporation	1	16,040.10		65	246.77		3,501.39	19	184.28		19,541.49	65	300.64
	Rempac Foam Corporation	2	3,600.00		12	300.00		0.00	8	N/A		3,600.00	12	300.00
ROWAN-CABARRUS														
	Coming, Inc.	2	146,622.00		368	398.43		88,968.74	368	241.76		235,590.74	368	640.19
	Drafex, Inc. USA	4	0.00		0	0.00		38,528.25	627	61.45		38,528.25	627	61.45
	Freightliner Corp.	7	335,702.81		984	341.16		861.20	35	24.61		336,564.01	1,019	330.29
	Owens Corning	1	0.00		0	0.00		3,800.00	141	26.95		3,800.00	141	26.95
	Standard	1	0.00		0	0.00		529.50	14	37.82		529.50	14	37.82

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
 NEW AND EXPANDING INDUSTRY
 BUDGET AND EXPENDITURES
 REPORTING DATES: JULY 1, 1999 - DECEMBER 31, 1999

Community College (1)	Company (2)	Years Funded (3)	Training Reimbursement Expenditures (4)	Trained by Company Instructors (5)	Company Reimbursement Per Trainee (6)	College Training Expenditures (7)	Trained by College Instructors (8)	College Cost Per Trainee (9)	Total Expenditures (10)	by Company & College Instructors (11)	Average Total Cost Per Trainee (12)
SOUTH PIEDMONT											
	Dan River, Inc.	2	14,868.11	118	126.00	23.75	0	N/A	14,891.86	118	126.20
SOUTHEASTERN											
	Conflandey, Inc.	2	6,000.00	20	300.00	1,747.94	20	87.40	7,747.94	20	387.40
SOUTHWESTERN											
	Consolidated Metco, Inc.	4	0.00	0	0.00	3,116.16	12	259.68	3,116.16	12	259.68
TRI-COUNTY											
	OMC Andrews	1	0.00	28	0.00	55.50	0	N/A	55.50	28	1.98
VANCE-GRANVILLE											
	Corporate Express, Inc.	2	0.00	11	0.00	258.36	30	8.61	258.36	41	6.30
	HandCrafted Homes	1	8,702.40	10	870.24	960.00	77	12.47	9,662.40	87	111.06
	Royal Home Fashions	2	17,128.80	68	251.89	0.00	5	N/A	17,128.80	73	234.64
	Universal Forest Products- Atlantic	2	0.00	0	0.00	504.44	15	33.63	504.44	15	504.44

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
NEW AND EXPANDING INDUSTRY
BUDGET AND EXPENDITURES
REPORTING DATES: JULY 1, 1999 - DECEMBER 31, 1999

Community College (1)	Company (2)	Years Funded (3)	Training Reimbursement Expenditures (4)	Trained by Company Instructors (5)	Company Reimbursement Per Trainee (6)	College Training Expenditures (7)	Trained by College Instructors (8)	College Cost Per Trainee (9)	Total Expenditures (10)	by Company & College Instructors (11)	Average Total Cost Per Trainee (12)
WAKE											
	Glaxo Wellcome, Inc.	2	0.00	0	0.00	3,998.94	18	222.16	3,998.94	18	222.16
	John Deere Turf Care	4	6,350.00	12	529.17	6,419.45	46	139.55	12,769.45	58	220.16
	MCI WorldCom Communications Corp	8	19,648.00	1,512	12.99	55,045.60	131	420.20	74,693.60	1,651	45.24
WAYNE	Morton Metalcraft	3	0.00	0	0.00	21,838.00	38	574.68	21,838.00	38	574.68
	SciQuest Com	1	0.00	0	0.00	1,361.21	26	52.35	1,361.21	26	52.35
WESTERN PIEDMONT	GAF Materials Corp	2	0.00	0	0.00	1,664.00	21	79.24	1,664.00	21	79.24
	Waukesha Electric Systems	2	60,545.15	32	1,892.04	18,295.26	0	N/A	78,840.41	32	2,463.76
	Baker Furniture Co.	2	0.00	0	0.00	2,413.97	53	45.55	2,413.97	53	45.55
	Caterpillar, Inc.	3	0.00	0	0.00	26,399.00	44	599.98	26,399.00	44	599.98
	Molded Fiber Glass	1	0.00	0	0.00	21,179.74	12	1,764.98	21,179.74	12	1,764.98
	Toolcraft	1	0.00	0	0.00	834.00	3	278.00	834.00	3	278.00

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
NEW AND EXPANDING INDUSTRY
BUDGET AND EXPENDITURES
REPORTING DATES: JULY 1, 1999 - DECEMBER 31, 1999

Community College (1)	Company (2)	Years Funded (3)	Training Reimbursement Expenditures (4)	Trained by Company Instructors (5)	Company Reimbursement Per Trainee (6)	College Training Expenditures (7)	Trained by College Instructors (8)	College Cost Per Trainee (9)	Total Expenditures (10)	by Company & College Instructors (11)	Average Total Cost Per Trainee (12)
WILKES											
	Leviton-Southern Devices Div	2	40,250.00	46	875.00	0.00	0	0.00	40,250.00	46	875.00
	Tigra USA, Inc. (15)	1	0.00	0	0.00	33,828.00	0	0.00	33,828.00	0	N/A
WILSON											
	Merck Manufacturing Division	2	6,496.00	39	166.56	155.00	0	N/A	6,651.00	39	170.54
	Novopharm, Inc. (16)	3	0.00	0	0.00	25.80	0	N/A	25.80	0	25.80
TOTALS			\$1,563,491.31	6,651	\$235.08	\$788,888.79	4,058	\$194.40	\$2,352,343.40	10,052	\$234.02

PROGRAM-RELATED EXPENDITURES

Media Development Office

Central Piedmont Community College 102,152.49

As specified in the New and Expanding Industry Training Guidelines, "Media development services, including videos and print media, may be provided at State expense if recommended by the Regional Economic Development Manager and approved by the Director of Economic Development. In addition, if authorized, the State may assist with offsetting a percentage of the expenses of developing and producing customized training manuals and computer-based training programs."

The NEIT program supports a Media Development Office at a local community college to provide comprehensive media development services for NEIT projects. Located at Central Piedmont Community College, the Media Development Office supports the statewide new and expanding industry training projects through the production of video, print and computer-based training programs, the provision of job analysis services, and the development of statewide promotional materials.

During the first six months of the 1999-2000 program year, the Media Development Office initiated and sponsored training media development for the following colleges and projects:

<u>College</u>	<u>Project</u>	<u>Product</u>
Mitchell CC	CommScope	3 videos, 3 training manuals
Rowan Cabarrus CC	Draftex	5 computer-based training modules
Roanoke-Chowan CC	Fineline Industries	2 videos, 8 training manuals
Lenoir CC	Masterbrand Cabinets	6 training videos, 13 manuals
Richmond CC	Meritor	3 videos

Western Piedmont CC	Molded Fiber Glass	2 videos in 3 different languages
Pitt CC	Nomaco	4 videos
Tri-County CC	OMC-Burnsville	1 video
A-B Technical CC	WNC Plastic's Program	3 videos
Wilson Technical CC	Purdue Pharmaceuticals	2 videos
Vance-Granville CC	Royal Home Fashions	video
Central Piedmont CC	Stanly Doors	1 video
Mitchell CC	Tube.tec	5 videos, 5 manuals

Equipment Warehouse

Forsyth Technical CC \$10,488.14

As specified in the NEIT Guidelines, "The State may provide, install, and maintain equipment normally associated with vocational-occupational training as available and typically used within the North Carolina Community College System."

Training equipment, purchased with NEIT funding, is often used in college training projects. When the project is completed, the equipment is either transferred to another NEIT project for use, temporarily housed at a local community college, or stored at a leased warehouse in Kernersville. The warehouse is leased through yearly NEIT allotments to Forsyth Technical Community College.

Japanese Economic Development Trip

President's travel funds \$1,812.00

President Lancaster's participation in a Japanese economic development trip was financed with New and Expanding

Industry Training funds. At the request of the North Carolina Department of Commerce, President Lancaster delivered the keynote workforce development address and participated in the Japan/Southeastern US Economic Development Conference. During his trip to Japan, President Lancaster interacted with Japanese companies either considering new facilities, or with existing North Carolina facilities.

Special Program Funds

As stated in amendment to Section 9.6. (a) G.S. 115D-5: "Of the funds appropriated to the Department of Community Colleges for the New and Expanding Industry Training (NEIT) Program, the Department of Community Colleges may use up to one hundred twenty-five thousand (\$125,000) a year to monitor compliance with the North Carolina Community College System's New and Expanding Industry Training (NEIT) Program Guidelines. The Joint Legislative Education Oversight Committee shall review the expenditure of these funds."

Of the FY 99-00 NEIT program funds, the System has expended \$48,672.99 under this provision. Use of these funds enabled the Community College System to support one additional full-time and one additional part-time Regional Manager and to support development of a Management Information System for computer-based reporting, record keeping, and budgeting.

Of the funds expended, \$42,864.60 were for personal services (salaries and benefits of additional regional managers) and \$5,808.39 were for purchased services (travel, lodging, telephone services, supplies and postage).

ADDENDUM

This report is footnoted for two reasons: (1) if project funds were expended but no trainees were reported, or (2) if the cost per trainee in column twelve exceeds \$2,500

NOTE: For those projects where college expenditures were incurred but all instruction was carried out by company employees, the college expenditures in almost all cases occurred in one of four categories: 1) instructional supplies and material costs, 2) college travel costs, 3) provision of dedicated training facilities, and/or 3) administrative allowance. As specified in the New and Expanding Industry Training Guidelines, "Colleges may receive 5 percent of the project costs as an administrative allowance, not to exceed \$60,000 per project in any one fiscal year."

**1. Asheville-Buncombe Technical CC
Atlas Precision Inc.**

Funds expended were for job analysis costs for training scheduled to occur subsequent to the reporting period.

**2. Asheville-Buncombe Technical CC
Kimball Store Fixtures**

Funds expended were for training materials and supplies for training scheduled to occur subsequent to the reporting period.

**3. Asheville-Buncombe Technical CC
NCI**

Funds expended were for training textbooks for training scheduled to occur subsequent to the reporting period.

**4. Asheville-Buncombe Technical CC
Sonopress, Inc.**

Funds expended were for training materials and supplies for training scheduled to occur subsequent to the reporting period.

**5. Central Piedmont CC
Stanly Doors**

Funds expended were for program development and training manuals for training scheduled to occur subsequent to the reporting period.

**6. Coastal Carolina CC
Tiara Yachts**

Funds reimbursed to the company paid the wages of a company employee who "team taught" a training course with a college employee. The training participants are reflected in those "trained by college instructors."

**7. Guilford Technical CC
RF Micro Devices**

College expenditures for this project were for travel costs for a college staff person to attend a national semiconductor meeting at Maricopa Community College in Arizona to identify training programs for this particular project.

**8. Guilford Technical CC
Thomas-Dennis**

College expenditure were for the travel costs of college staff to visit an assembly plant in England to conduct needs analysis and project planning.

**9. Mayland CC
Addco, Inc.**

Funds expended were for training materials for training scheduled to occur subsequent to the reporting period.

**10. Mayland CC
Fiberlink**

Funds expended were for train-the-trainer costs for college staff in Cisco networking training to support a project where training will occur subsequent to the reporting period.

**11. Mitchell CC
CommScope Inc. General Instrument Col**

Funds expended were for development of training manuals for training scheduled to occur subsequent to the reporting period.

12. Mitchell CC
Goodyear Tire & Rubber Company

Expenditures during this period exceed \$2,500 per employee. The Goodyear facility in Statesville is a very high-tech operation that designs and produces the sophisticated molds used in tire production. The training costs exceed the norm due to the length and nature of the metalworking training requirements.

13. Mitchell CC
Tube Specialties

Funds expended were for program development and travel costs for college staff to visit an out-of-state facility to conduct needs analysis for training scheduled to occur subsequent to the reporting period.

14. Mitchell CC
Uniwood

Funds expended were for training materials for training scheduled to occur subsequent to the reporting period.

15. Wilkes CC
Tigra USA, Inc.

Funds expended were for travel costs and manual development for training scheduled to occur subsequent to the reporting period. Tigra is a German company opening a high-tech metalworking facility in Ashe County.

**16. Wilson Technical CC
Novopharm**

Funds expended were for training materials for training scheduled to occur subsequent to the reporting period.

PROJECT COMPLETIONS

The information reported represents summary information on projects completed during the first six months of the 1999-2000 program year.

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
NEW AND EXPANDING INDUSTRY
TRAINING

PROJECT COMPLETIONS
JULY 1, 1999 - December 31, 1999

Community College	Company	Start Date	Completion Date	Allocations	Expenditures	Positions Filled	Pre-Hire Training	Post-Hire Training	Trained by Company Instructors	Trained by College Instructors
ASHEVILLE-BUNCOMBE										
	Smoky Mountain Machine & Tool Inc.	06/05/97	06/30/99	9,653.00	8,714.00	13		13	0	13
	Tultex	08/01/96	06/01/99	71,475.00	54,654.00	132		172	153	19
	Wahl Instruments	01/24/97	06/30/99	115,378.00	88,796.00	50		74	52	22
BLUE RIDGE										
	Wilsonart	07/01/97	06/30/99	63,651.00	53,841.00	295		242	74	168
CRAVEN										
GASTON										
	National Maritime Solutions	07/01/99	11/30/99	3,318.00	1,659.00	20		7	7	
MCDOWELL										
	Stabilus	07/01/99	11/30/99	22,218.00	22,218.00	27		117	117	117
	BaxterHealth Care	02/01/97	09/30/98	188,643.00	169,480.00	458		1,757		1,757
	Dodge Rockwell	03/01/96	10/01/98	122,626.00	111,574.00	160		215	118	215
Rowan-Cabarrus										
	Drafex, Inc. USA		11/08/99		801,686.98	848		2,276	558	2,185
SOUTH PIEDMONT										
	Tyson Foods, Inc.	04/01/99	09/01/99	12,185.00	900.00	0		11	0	11

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
 NEW AND EXPANDING INDUSTRY
 TRAINING
 PROJECT COMPLETIONS
 JULY 1, 1999 - December 31, 1999

Community College	Company	Start Date	Completion Date	Allocations	Expenditures	Positions Filled	Pre-Hire Training	Post-Hire Training	Trained by Company Instructors	Trained by College Instructors
STANLY										
	Homes By Oakwood, Inc.	11/01/98	10/19/99	74,760.00	16,568.00	41		41	41	41
WAKE										
	MCI Worldcom, Inc.	06/05/97	06/30/99	762,349.00	592,939.00	2,052		0	1991	291
TOTALS				\$1,446,256.00	\$1,923,029.98	4,096	0	4,925	3,111	4,839